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Employment Index

Dec 2021

Hiring Trends in Singapore



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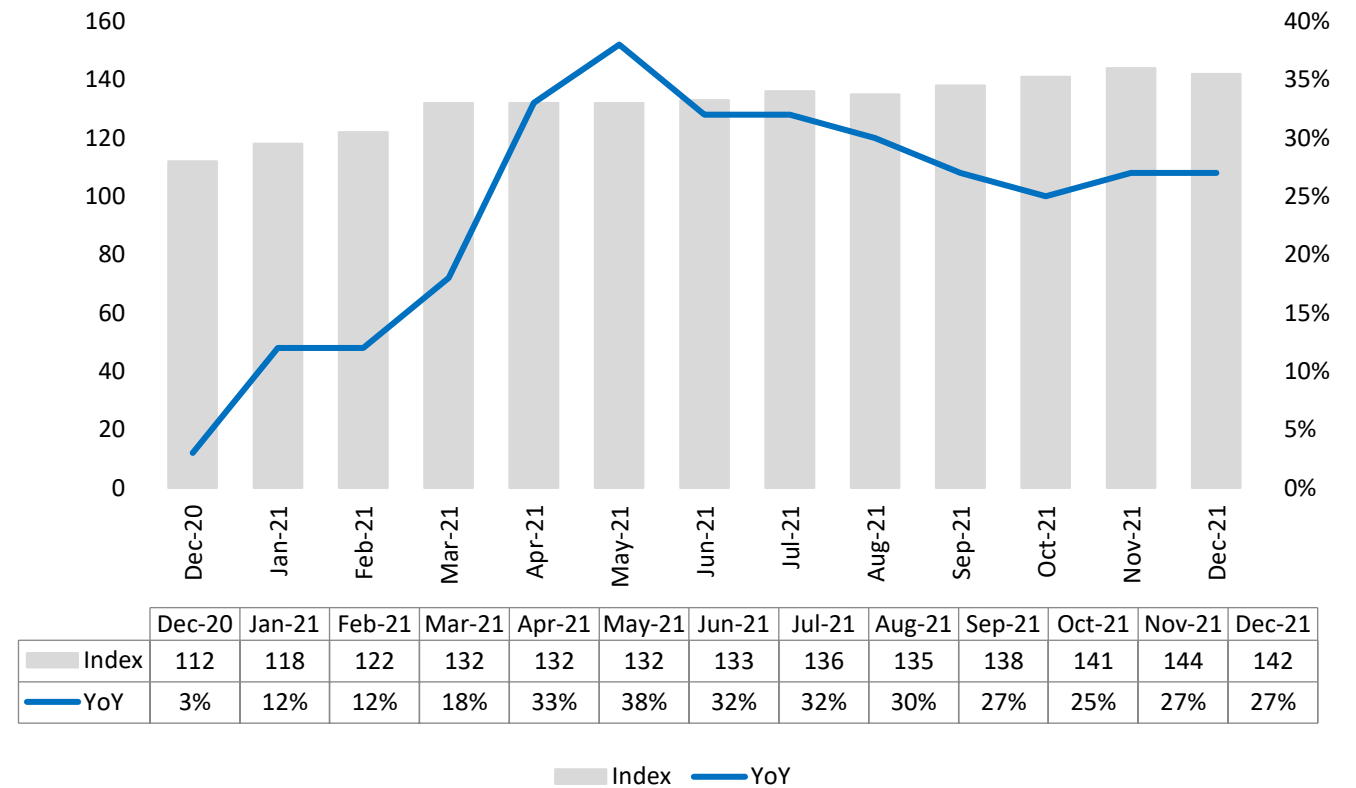
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Key Highlights of the Month

Monster Employment Singapore witnessed 27% growth in e-recruitment activity in December'21 from a year ago level.

- ✓ The Monster Employment Index (MEI) increased to 142 in December'21 from 112 in December'20.
- ✓ Month-on-month, marks drop of 1% in hiring activity as November 2021 saw an index of 144.
- ✓ The Job demand records a sequential growth of 7% in last six months.

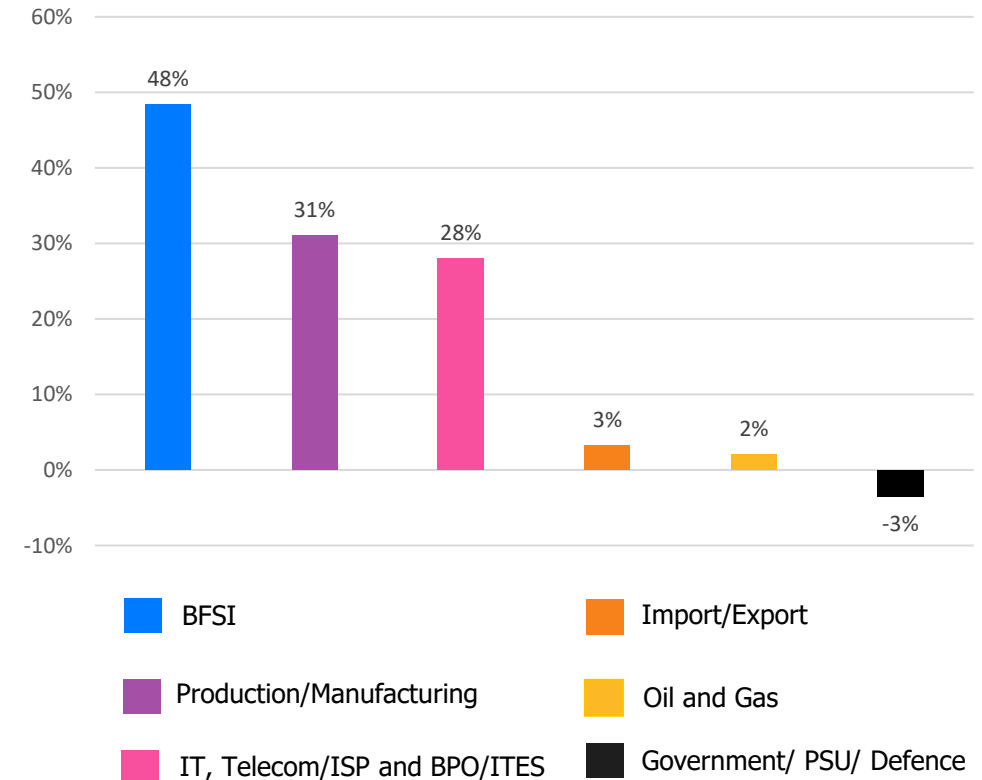
Monster Employment Index



Hiring Trends – Industry*

Online hiring demand in December'21 exceeded December'20 level in 13 of the 14 industries monitored by the Index

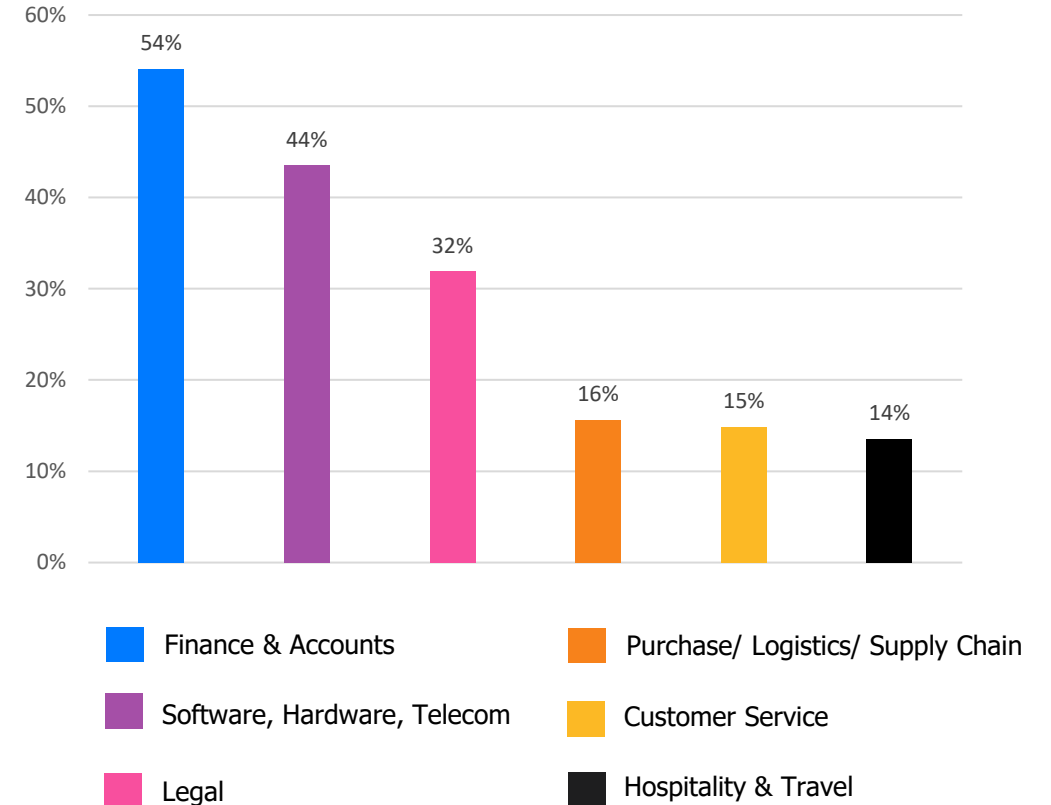
- ✓ **BFSI** (+48%), **Production/ Manufacturing** (+31%) and **IT, Telecom/ISP and BPO/ITES** (+28%) industries continue to drive hiring, being the top three in the e-recruitment activity on YoY basis.
- ✓ **Government/ PSU/ Defence** (-3%) was the only industry to notice decline among other monitored industries in December'21 from the year-ago level.
- ✓ Hiring in industries like **Oil & Gas** (+2%), **Import/ Export** (+3%), **Consumer Goods /FMCG** (+6%), **Hospitality** (+12%), **Healthcare** (+18%), **Retail/Trade and Logistics** (+23%), **Engineering, Construction and Real Estate** (+23%), **Advertising, Market Research, Public Relations, Media and Entertainment** (+25%), and **Education** (+25%) also saw increase in Job demand in December'21.



Hiring Trends - Functional Area*

Online demand for professionals saw an upsurge annually for all of the 12 functional areas monitored by the Index

- ✓ **Finance & Accounts** (+54%) saw the significant year-on-year growth in e-recruitment among industries. This was followed by **Software, Hardware, Telecom** (+44%) and **Legal** (+32%) professionals which led to this uptick in the overall hiring trends.
- ✓ **Hospitality & Travel** (+14%), **Customer Service** (+15%) and **Purchase/Logistics/Supply Chain** (+16%) marked the lowest growth in hiring activity amongst all from the year ago level.
- ✓ **Marketing & Communications** (+19%), **Healthcare** (+23%), **Sales & Business Development** (+24%), **Engineering /Production** (+24%), **HR & Admin** (+27%) and **Real Estate** (+27%) also witnessed an increase in online hiring activity in December'21.



Data & Methodology

The Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity conducted by Monster India. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

Monster Employment Index was first launched in India in December 2010 with data collected since December 2009 followed by Gulf in December 2011 with data collected since December 2010; Singapore in December 2014 with data collected since January 2011; Philippines and Malaysia in December 2015 with data collected since February 2014.

Monster has taken due care in compiling and processing the data available from various sources for Monster Employment Index, but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action / decision taken or for the result obtained from the use of such information.



About Monster APAC & Gulf

Monster is a leading online career and recruitment resource, and with its cutting-edge technology, it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster started its operations with India in 2001 and today has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia

In India, it is headquartered in Hyderabad, and has presence in more than 10 other cities of India, including Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. In India, the Monster Mobile App was voted Product of the Year 2016, under the 'Mobile App Job' category in a survey of over 18,000 people by Nielsen. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

To learn more about Monster in APAC & Gulf, visit:

www.monsterindia.com

www.monster.com.my

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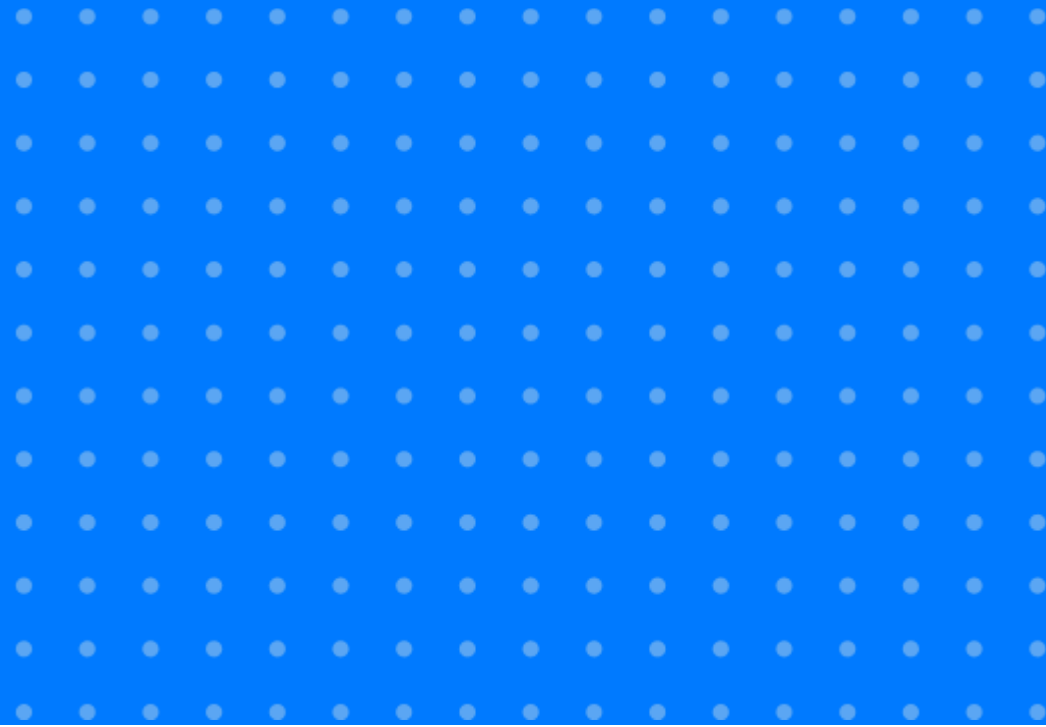
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Annexure



Annexure: Industry Data*

Industries	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21
IT, Telecom/ISP and BPO/ITES	218	234	239	246	250	267	272	279	270	283	281	287	279
BFSI	157	175	181	198	201	212	214	218	208	220	227	234	233
Health Care	141	147	148	151	155	159	164	163	160	166	168	171	167
Hospitality	134	141	137	140	144	140	136	144	145	149	149	150	150
Government/ PSU/ Defense	87	89	89	92	96	96	97	92	89	92	85	86	84
Education	130	131	134	142	143	144	150	151	147	152	158	163	163
Retail/Trade and Logistics	100	108	110	114	114	113	115	117	118	120	124	124	123
Engineering, Construction and Real Estate	109	116	120	123	126	124	126	128	129	131	133	136	134
Production/Manufacturing, Automotive and Ancillary	119	129	130	137	142	140	147	151	150	152	157	159	156
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	102	108	110	109	112	114	114	114	108	110	108	109	108
Advertising, Market Research, Public Relations, Media and Entertainment	118	124	128	132	135	137	138	139	140	148	145	148	147
Shipping/Marine	96	97	99	100	101	103	105	106	101	101	101	101	101
Import/Export	92	95	97	98	100	103	105	108	102	102	99	97	95
Oil and Gas	94	94	97	96	98	99	99	99	97	99	97	97	96

Annexure: Functional Area Data*

Functions	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21
Software, Hardware, Telecom	193	203	208	229	225	238	250	252	248	259	266	279	277
Finance & Accounts	85	91	96	107	103	107	114	117	116	121	125	130	131
Sales & Business Development	97	102	107	117	112	114	117	120	116	118	118	119	120
Customer Service	114	118	119	124	124	126	127	134	130	130	132	132	131
Marketing & Communications	96	97	100	105	104	107	110	111	111	112	113	114	114
HR & Admin	86	90	91	101	97	99	102	108	106	106	108	110	109
Engineering /Production	114	117	120	128	127	128	132	136	135	138	138	141	141
Hospitality & Travel	118	125	122	124	124	124	118	130	129	131	129	129	134
Health Care	137	143	144	148	146	147	153	158	153	157	163	166	169
Legal	119	125	127	138	141	147	151	153	163	177	156	164	157
Purchase/ Logistics/ Supply Chain	96	98	98	103	103	104	106	109	109	109	111	112	111
Real Estate	91	99	105	113	111	115	121	124	118	124	118	122	116

Thank you

