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Employment Index

Nov 2020

Hiring Trends in Singapore



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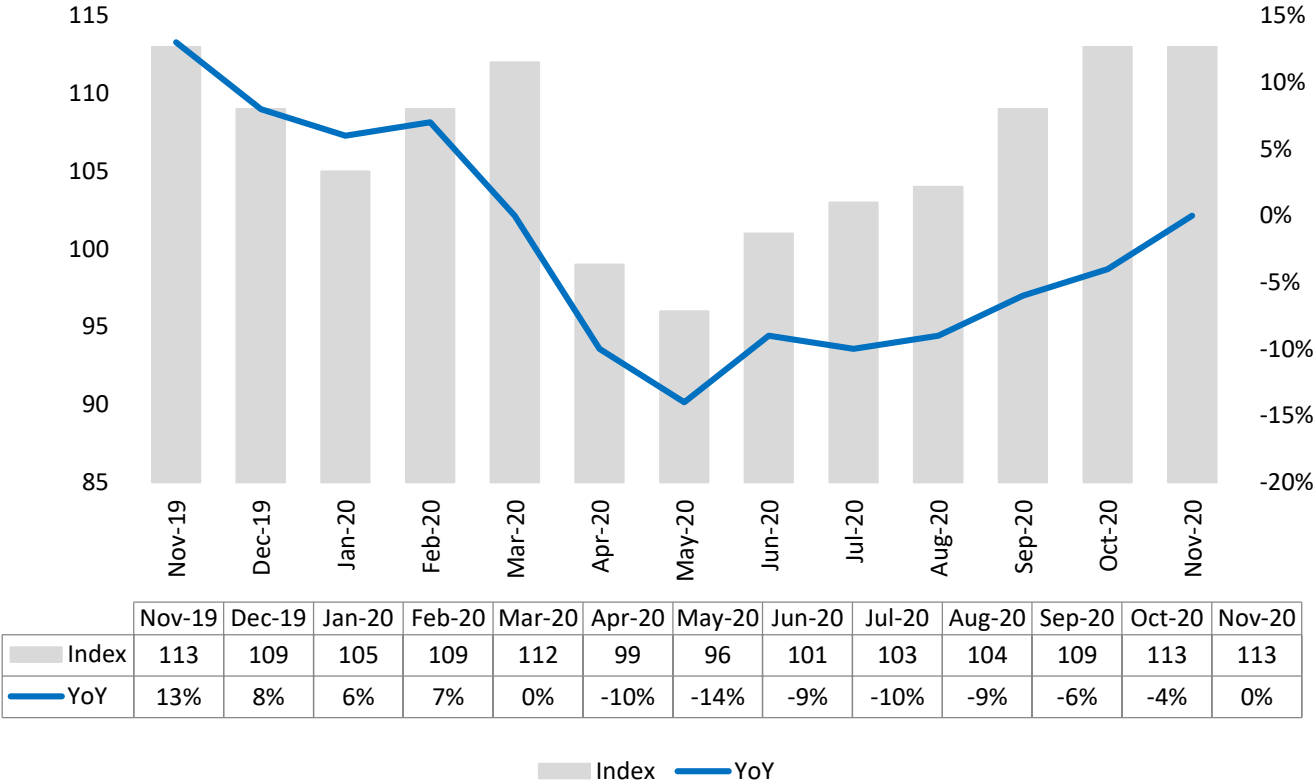
Key Highlights of the Month

Monster Employment Singapore indicated a neutral trend on year-over-year basis in November'20

- ✔ The Monster Employment Index (MEI) remained unchanged to 113 in November'20 compared to 113 in November'19.

- ✔ Month-on-month, October 2020 saw an index of 113. Last Quarter registered 9% growth which clearly indicates that hiring is picking up among companies.

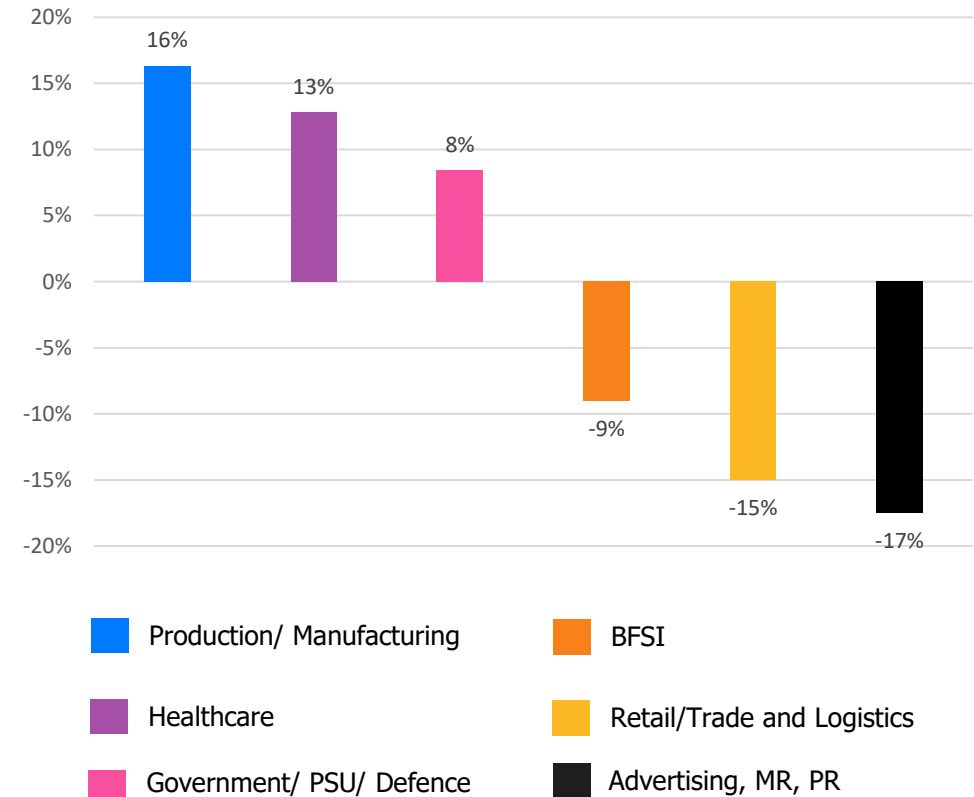
Monster Employment Index



Hiring Trends – Industry*

Online hiring demand in November'20 exceeded November'19 level in 6 of the 14 industries monitored by the Index

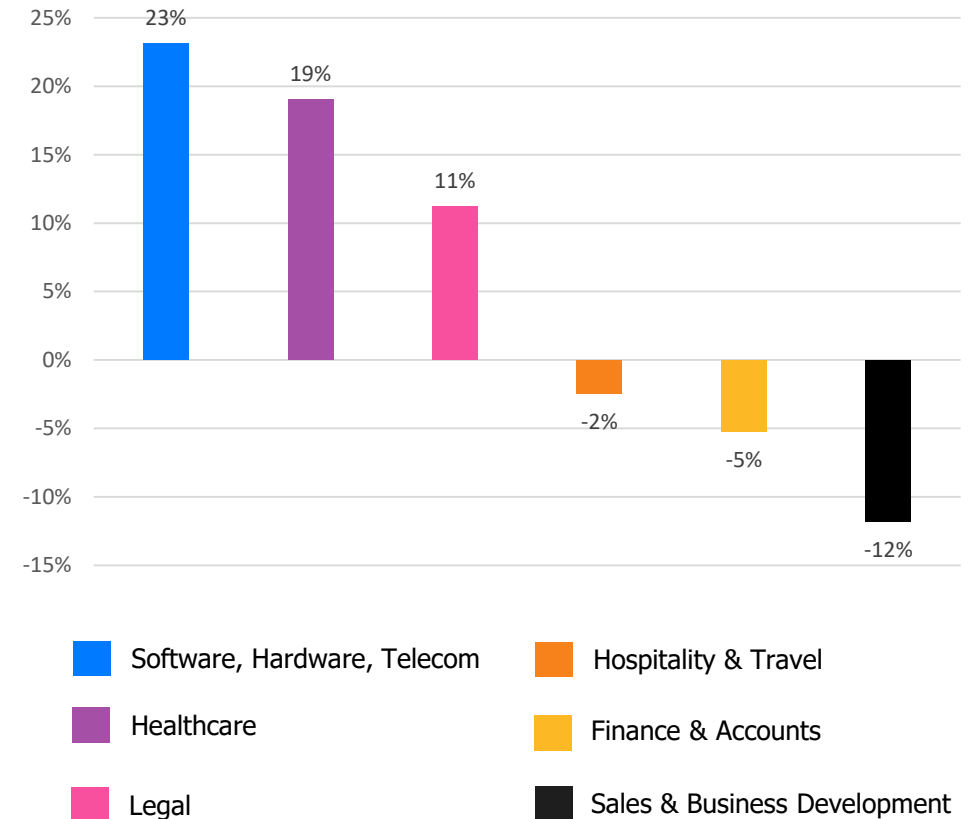
- ✓ **Production/ Manufacturing** (+16%) saw the most-notable year-on-year growth in e-recruitment among industries. This was followed by **Healthcare** (+13%), **Government/ PSU/ Defence** (+8%), **Engineering, Construction and Real Estate** (+6%), **Import/ Export** (+3%) and **IT, Telecom/ISP and BPO/ITES** (+1%) .
- ✓ **Advertising, Market Research, Public Relations, Media and Entertainment** (-17%), **Retail/Trade and Logistics** (-15%), and **BFSI** (-9%) exhibited the steepest decline in November'20 from the year-ago level.
- ✓ Hiring in industries like **Oil and Gas** (-8%), **Consumer Goods/FMCG** (-8%) and **Hospitality** (-4%) plummeted on annual basis.



Hiring Trends - Functional Area*

Annual online demand for professionals increased for 7 of the 12 functional areas monitored by the Index

- ✔ **Software, Hardware, Telecom** (+23%), professionals continued to witness steepest year-on-year growth. This was followed by increase in demand for **Healthcare** (+19%), **Legal** (+11%), **Engineering /Production** (+3%) and **Marketing & Communications** (+2%) professionals.
- ✔ Functional areas like **Sales & Business Development** (-12%), **Finance & Accounts** (-5%) and **Hospitality & Travel** (-2%) exhibited dip among others.
- ✔ **HR & Admin** (-2%) and **Customer Service** (-5%) also reported annual decline in November'20.



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 May 2010 with data collected since October 2009 followed by Gulf in April 2011 with data collected since October 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 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

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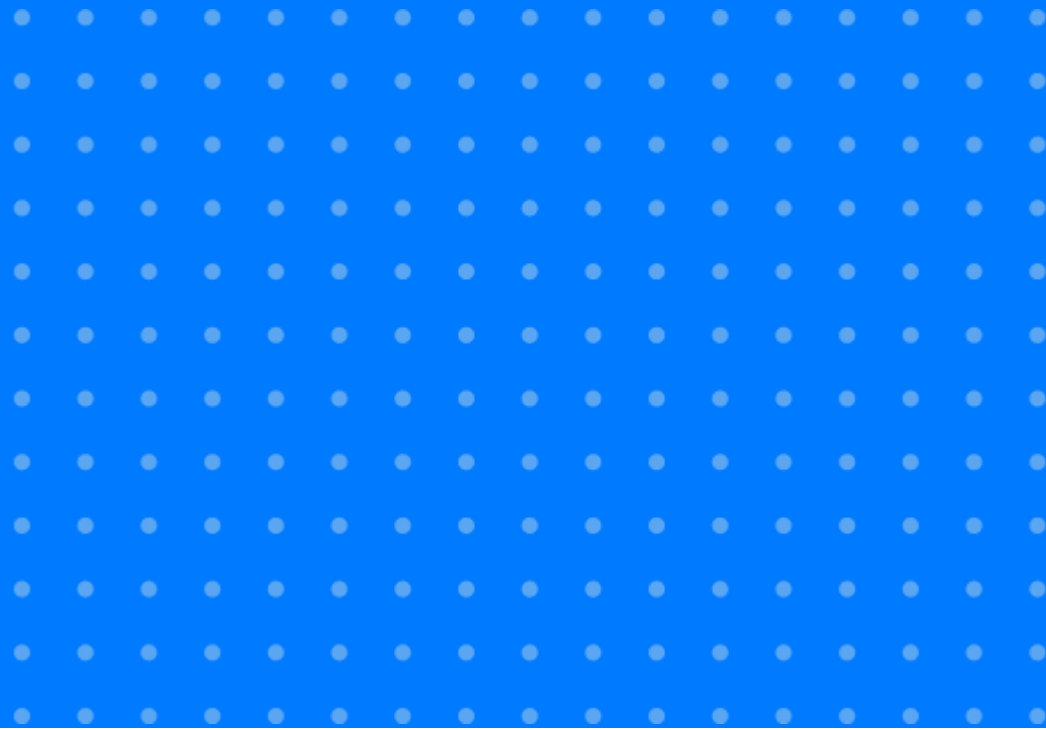
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Annexure



Annexure: Industry Data*

Industries	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
IT, Telecom/ISP and BPO/ITES	218	216	202	214	216	193	181	187	193	193	208	218	220
BFSI	177	174	171	182	185	161	149	152	151	151	159	161	161
Health Care	125	122	119	124	126	122	125	126	133	135	139	146	141
Hospitality	137	129	127	124	116	101	96	99	103	106	115	134	132
Government/ PSU/ Defense	83	83	84	84	82	84	81	88	89	86	96	94	90
Education	122	120	115	119	119	111	111	116	115	114	120	125	120
Retail/Trade and Logistics	120	112	109	111	112	96	88	91	94	95	97	101	102
Engineering, Construction and Real Estate	102	98	96	98	102	93	88	91	94	94	99	107	108
Production/Manufacturing, Automotive and Ancillary	104	100	97	99	105	104	100	105	111	110	116	125	121
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	108	106	105	104	102	98	95	95	92	91	95	98	99
Advertising, Market Research, Public Relations, Media and Entertainment	143	142	139	147	146	129	118	123	117	114	114	120	118
Shipping/Marine	92	92	92	93	93	93	93	93	96	97	101	106	91
Import/Export	86	86	86	85	85	85	86	87	88	89	94	97	89
Oil and Gas	101	98	98	99	99	96	95	94	94	93	95	95	93

Annexure: Functional Area Data*

Functions	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
Software, Hardware, Telecom	160	159	149	164	178	166	178	180	174	170	170	173	197
Finance & Accounts	95	90	89	94	98	79	74	78	80	81	87	85	90
Sales & Business Development	110	104	98	101	102	86	77	83	86	88	94	98	97
Customer Service	115	113	110	111	111	101	91	97	100	103	108	114	113
Marketing & Communications	91	91	86	88	89	81	77	83	86	88	90	95	94
HR & Admin	88	87	84	86	88	77	70	75	78	79	81	85	86
Engineering /Production	104	99	96	99	105	95	87	94	97	98	106	110	115
Hospitality & Travel	122	115	113	104	94	79	73	82	88	93	103	118	119
Health Care	121	117	115	119	122	119	121	125	131	134	136	146	144
Legal	107	106	103	107	111	104	98	101	102	101	110	112	119
Purchase/ Logistics/ Supply Chain	93	91	90	92	94	87	84	88	91	92	94	95	96
Real Estate	86	82	81	80	92	79	72	83	85	87	90	95	92

Thank you

