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Employment Index

Nov 2021

Hiring Trends in Singapore



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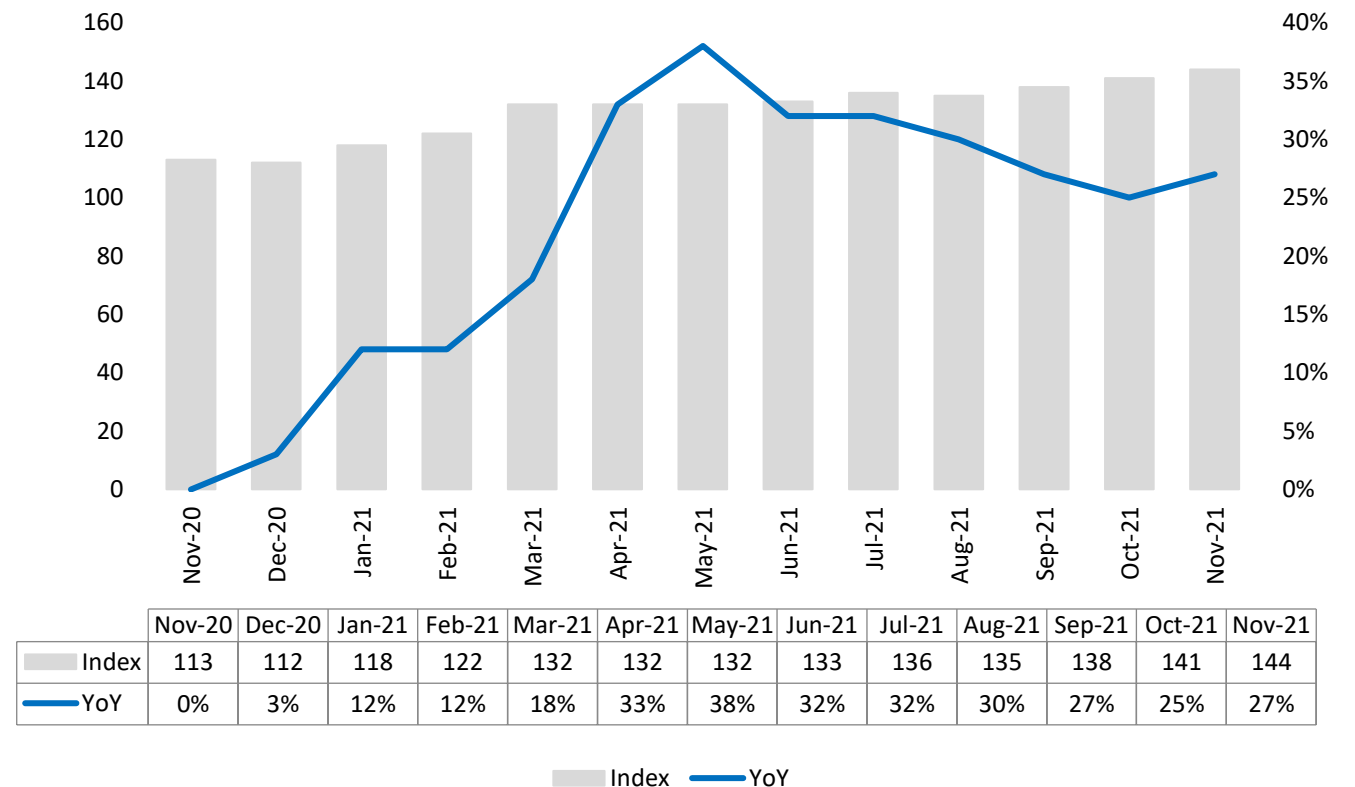
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Key Highlights of the Month

Monster Employment Singapore witnessed 25% growth in e-recruitment activity in November'21 from a year ago level.

- ✓ The Monster Employment Index (MEI) increased to 144 in November'21 from 113 in November'20.
- ✓ Month-on-month, marks a incline of 2% in hiring activity as October 2021 saw an index of 138.
- ✓ The Job demand records a sequential growth of 7% in last three months.

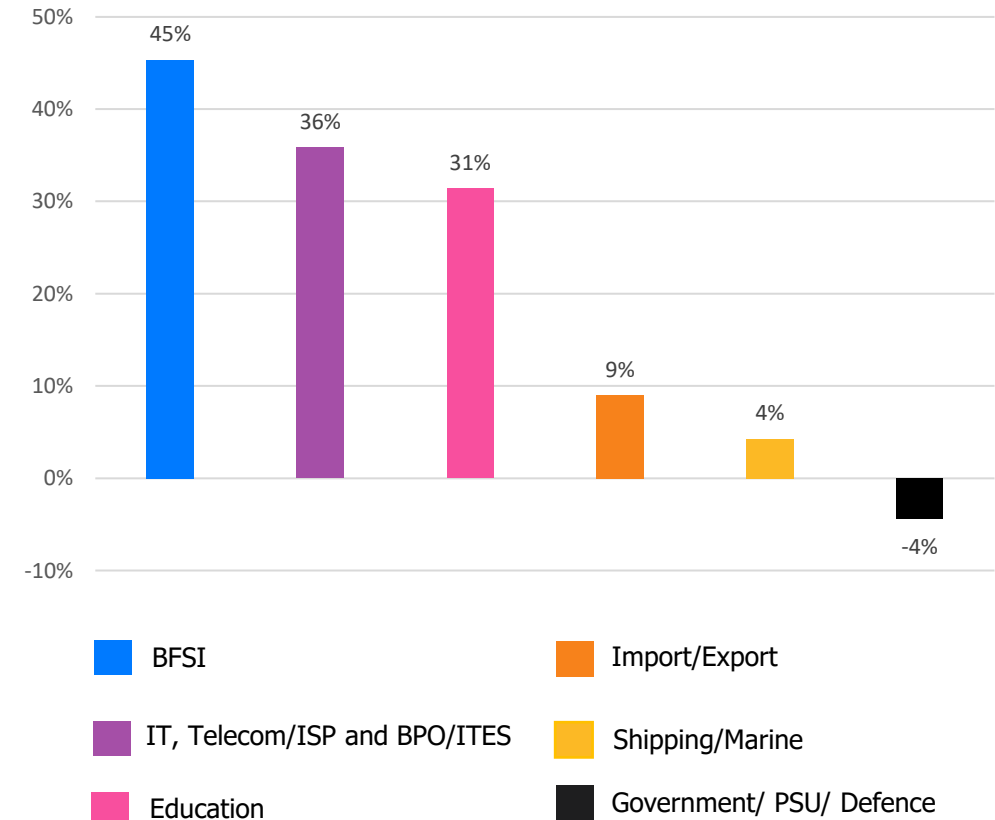
Monster Employment Index



Hiring Trends – Industry*

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

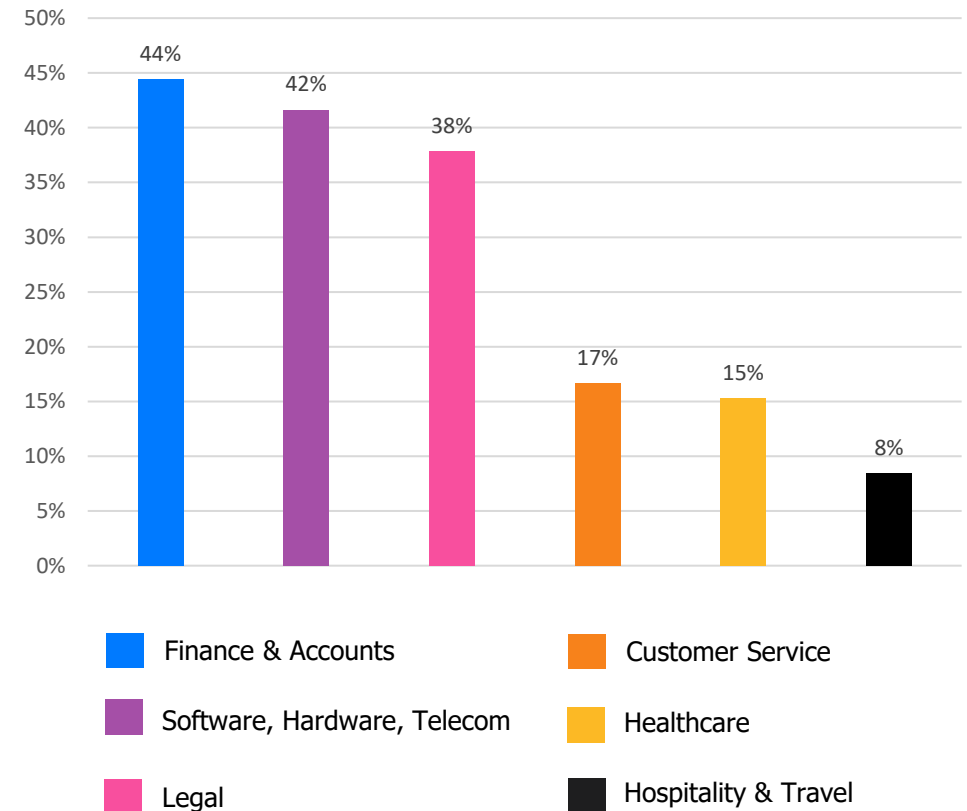
- ✓ **BFSI (+45%), Education (+36%) and Production/ Manufacturing (+31%)** industries continue to drive hiring, being the top three in the e-recruitment activity on YoY basis.
- ✓ **Government/ PSU/ Defence (-4%)** was the only industry to notice de-growth among other monitored industries in November'21 from the year-ago level.
- ✓ Hiring in industries like **Oil & Gas (+4%) Import/ Export (+9%), Consumer Goods /FMCG (+10%), Hospitality (+14%), Healthcare (+21%), Retail/Trade and Logistics (+22%), Advertising, Market Research, Public Relations, Media and Entertainment (+25%), Engineering, Construction and Real Estate (+26%)** and **IT, Telecom/ISP and BPO/ITES (+30%)** also saw increase in Job demand in November'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** (+44%) saw the significant year-on-year growth in e-recruitment among industries. This was followed by **Software, Hardware, Telecom** (+42%) and **Legal** (+38%) professionals which led to this uptick in the overall hiring trends.
- ✓ **Hospitality & Travel** (+8%), **Healthcare** (+15%) and **Customer Service** (+17%) marked the lowest growth in hiring activity amongst all from the year ago level.
- ✓ **Purchase/Logistics/Supply Chain** (+17%), **Marketing & Communications** (+21%), **Sales & Business Development** (+23%), **Engineering /Production** (+23%), **HR & Admin** (+28%) and **Real Estate** (+33%) also witnessed an increase in online hiring activity in November'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 November 2010 with data collected since November 2009 followed by Gulf in November 2011 with data collected since November 2010; Singapore in November 2014 with data collected since January 2011; Philippines and Malaysia in November 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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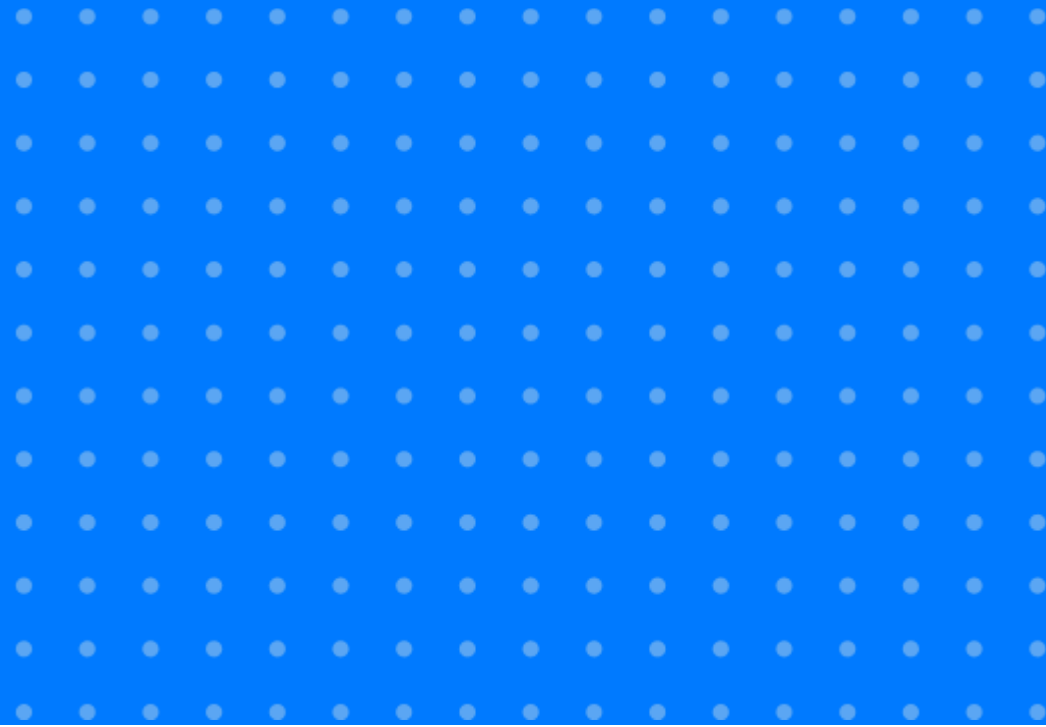
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Annexure



Annexure: Industry Data*

Industries	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
IT, Telecom/ISP and BPO/ITES	220	218	234	239	246	250	267	272	279	270	283	281	287
BFSI	161	157	175	181	198	201	212	214	218	208	220	227	234
Health Care	141	141	147	148	151	155	159	164	163	160	166	168	171
Hospitality	132	134	141	137	140	144	140	136	144	145	149	149	150
Government/ PSU/ Defense	90	87	89	89	92	96	96	97	92	89	92	85	86
Education	120	130	131	134	142	143	144	150	151	147	152	158	163
Retail/Trade and Logistics	102	100	108	110	114	114	113	115	117	118	120	124	124
Engineering, Construction and Real Estate	108	109	116	120	123	126	124	126	128	129	131	133	136
Production/Manufacturing, Automotive and Ancillary	121	119	129	130	137	142	140	147	151	150	152	157	159
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	99	102	108	110	109	112	114	114	114	108	110	108	109
Advertising, Market Research, Public Relations, Media and Entertainment	118	118	124	128	132	135	137	138	139	140	148	145	148
Shipping/Marine	91	96	97	99	100	101	103	105	106	101	101	101	101
Import/Export	89	92	95	97	98	100	103	105	108	102	102	99	97
Oil and Gas	93	94	94	97	96	98	99	99	99	97	99	97	97

Annexure: Functional Area Data*

Functions	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Software, Hardware, Telecom	197	193	203	208	229	225	238	250	252	248	259	266	279
Finance & Accounts	90	85	91	96	107	103	107	114	117	116	121	125	130
Sales & Business Development	97	97	102	107	117	112	114	117	120	116	118	118	119
Customer Service	113	114	118	119	124	124	126	127	134	130	130	132	132
Marketing & Communications	94	96	97	100	105	104	107	110	111	111	112	113	114
HR & Admin	86	86	90	91	101	97	99	102	108	106	106	108	110
Engineering /Production	115	114	117	120	128	127	128	132	136	135	138	138	141
Hospitality & Travel	119	118	125	122	124	124	124	118	130	129	131	129	129
Health Care	144	137	143	144	148	146	147	153	158	153	157	163	166
Legal	119	119	125	127	138	141	147	151	153	163	177	156	164
Purchase/ Logistics/ Supply Chain	96	96	98	98	103	103	104	106	109	109	109	111	112
Real Estate	92	91	99	105	113	111	115	121	124	118	124	118	122

Thank you

