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# Employment Index

August 2020

## Hiring Trends in Singapore



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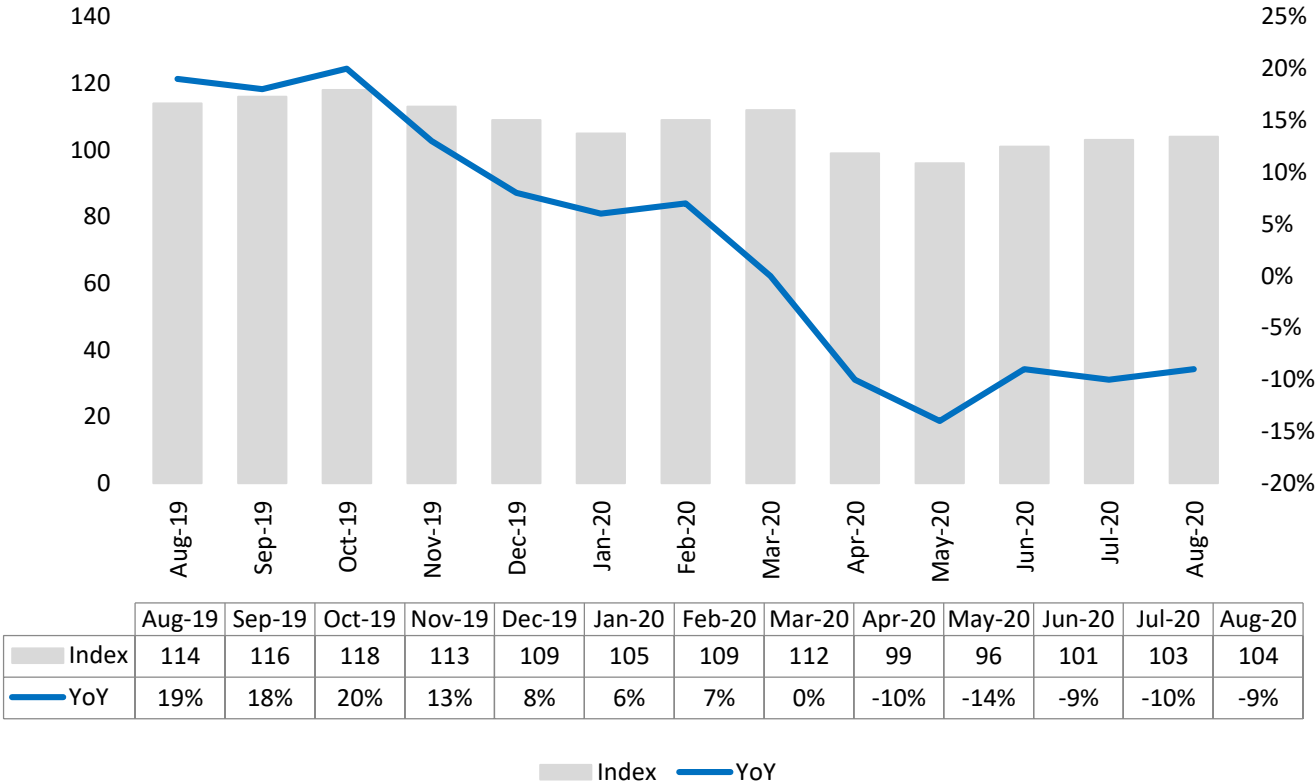


# Key Highlights of the Month

## Monster Employment Singapore fell 9% on a year-over-year basis in August

- ✓ The Monster Employment Index (MEI) stood at 104 in August'20 compared to 114 in August'19.
- ✓ Since April'20, the pace of online hiring activity is sluggish.
- ✓ Month-on-month, a growth of 1% witnessed; July'20 saw an index of 103.

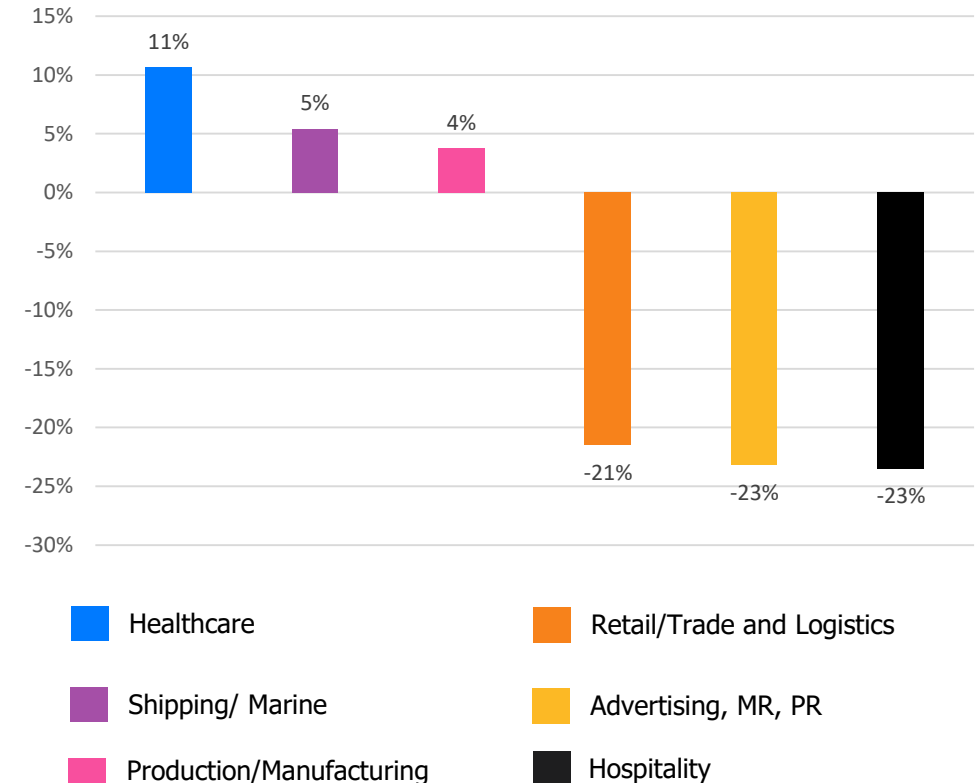
Monster Employment Index



# Hiring Trends – Industry\*

Online hiring demand in August '20 exceeded August '19 level in 5 of the 14 industries monitored by the Index

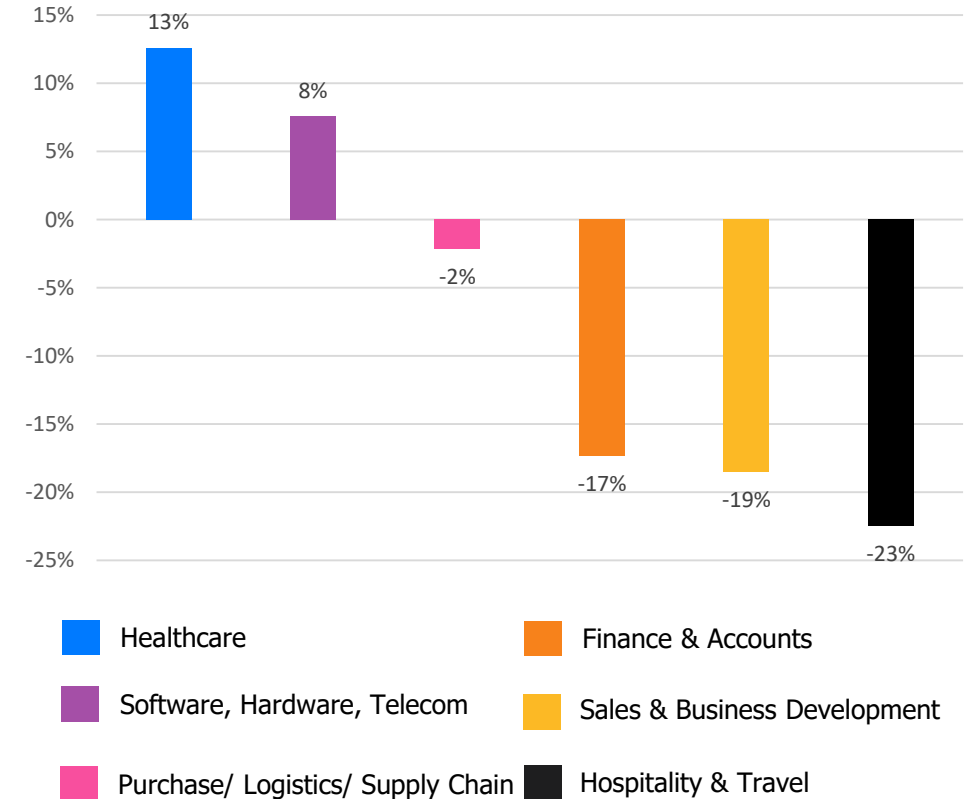
- ✓ **Healthcare** (+11%) saw the most-notable year-on-year growth in e-recruitment among industries. This was followed by **Shipping/ Marine** (+5%) and **Production/ Manufacturing** (4%)
- ✓ **Advertising, Market Research, Public Relations, Media and Entertainment** (-23%), **Retail/Trade and Logistics** (-21%), and **Hospitality** (-23%) exhibited the steepest decline in August'20 from the year-ago level.
- ✓ Hiring in industries like **BFSI** (-17%), **Consumer Goods/FMCG** (-16%) and **IT, Telecom/ISP and BPO/ITES** (-12%) plummeted on annual basis.



# Hiring Trends - Functional Area\*

Annual online demand for professionals increased for 2 of the 12 functional areas monitored by the Index

- ✓ **Healthcare** (+13%) professionals continued to witness steepest year-on-year growth. This was followed by increase in demand for **Software, Hardware, Telecom** (+8%) professionals.
- ✓ Functional areas like **Hospitality & Travel** (-23%), **Sales & Business Development** (-19%) and **Finance & Accounts** (-17%) exhibited most-notable decline among others.
- ✓ **Marketing & Communications** (-4%), **Legal** (-8%), **Engineering /Production** (-9%), **Customer Service** (-10%) and **HR & Admin** (-12%) also reported annual decline in August'20.



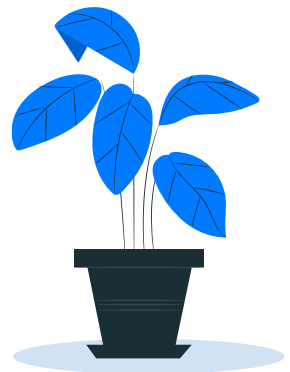
# Data & Methodology

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](http://www.monsterindia.com)

[www.monster.com.my](http://www.monster.com.my)

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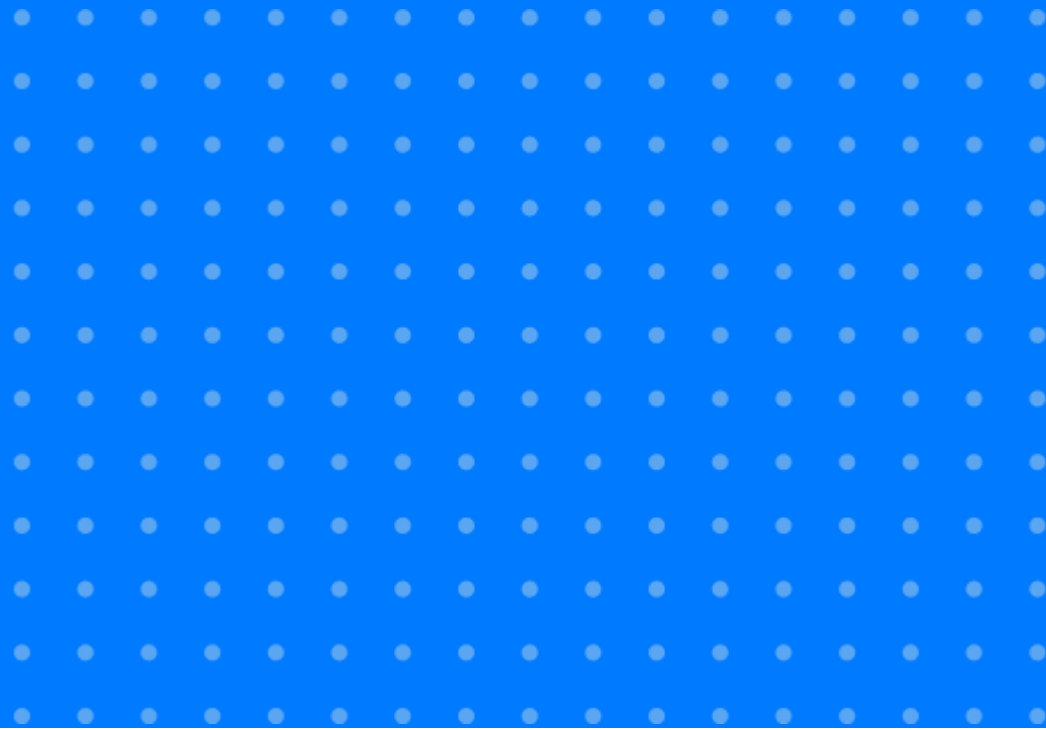
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[www.monster.com.sg](http://www.monster.com.sg)

[www.monster.com.hk](http://www.monster.com.hk)



# Annexure





# Annexure: Industry Data\*

Industries	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
IT, Telecom/ISP and BPO/ITES	220	228	233	218	216	202	214	216	193	181	187	193	193
BFSI	183	189	191	177	174	171	182	185	161	149	152	151	151
Health Care	122	125	127	125	122	119	124	126	122	125	126	133	135
Hospitality	138	140	141	137	129	127	124	116	101	96	99	103	106
Government/ PSU/ Defense	83	84	84	83	83	84	84	82	84	81	88	89	86
Education	121	123	128	122	120	115	119	119	111	111	116	115	114
Retail/Trade and Logistics	121	124	125	120	112	109	111	112	96	88	91	94	95
Engineering, Construction and Real Estate	106	104	106	102	98	96	98	102	93	88	91	94	94
Production/Manufacturing, Automotive and Ancillary	106	106	104	104	100	97	99	105	104	100	105	111	110
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	108	111	111	108	106	105	104	102	98	95	95	92	91
Advertising, Market Research, Public Relations, Media and Entertainment	149	152	153	143	142	139	147	146	129	118	123	117	114
Shipping/Marine	92	92	92	92	92	92	93	93	93	93	93	96	97
Import/Export	87	87	87	86	86	86	85	85	85	86	87	88	89
Oil and Gas	101	102	102	101	98	98	99	99	96	95	94	94	93

# Annexure: Functional Area Data\*

Functions	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Software, Hardware, Telecom	158	163	167	160	159	149	164	178	166	178	180	174	170
Finance & Accounts	98	102	103	95	90	89	94	98	79	74	78	80	81
Sales & Business Development	108	111	113	110	104	98	101	102	86	77	83	86	88
Customer Service	114	118	120	115	113	110	111	111	101	91	97	100	103
Marketing & Communications	92	94	93	91	91	86	88	89	81	77	83	86	88
HR & Admin	90	92	94	88	87	84	86	88	77	70	75	78	79
Engineering /Production	108	109	107	104	99	96	99	105	95	87	94	97	98
Hospitality & Travel	120	122	124	122	115	113	104	94	79	73	82	88	93
Health Care	119	121	126	121	117	115	119	122	119	121	125	131	134
Legal	110	109	107	107	106	103	107	111	104	98	101	102	101
Purchase/ Logistics/ Supply Chain	94	95	96	93	91	90	92	94	87	84	88	91	92
Real Estate	89	96	92	86	82	81	80	92	79	72	83	85	87

**Thank you**

