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Employment Index

May 2020

Hiring Trends in Singapore



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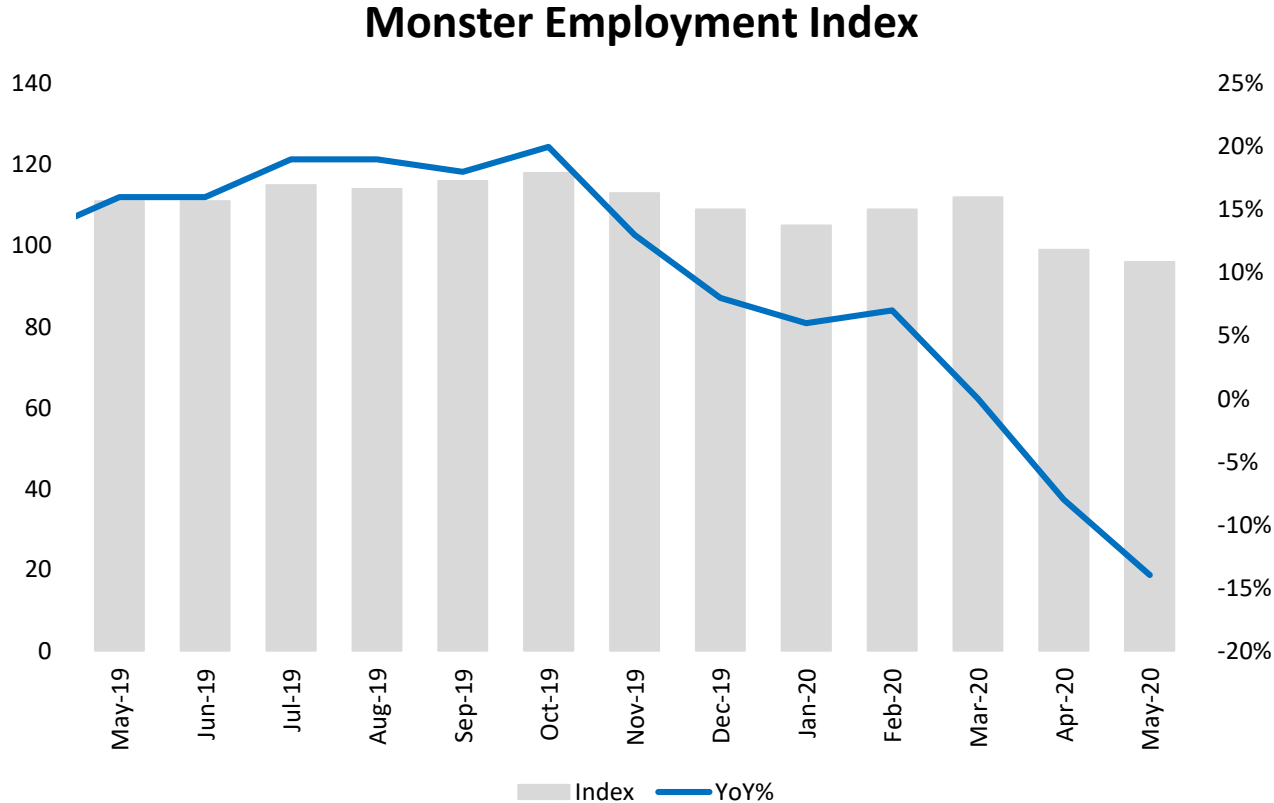
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Key Highlights of the Month

Monster Employment Singapore registered annual decline of 14% in May 2020

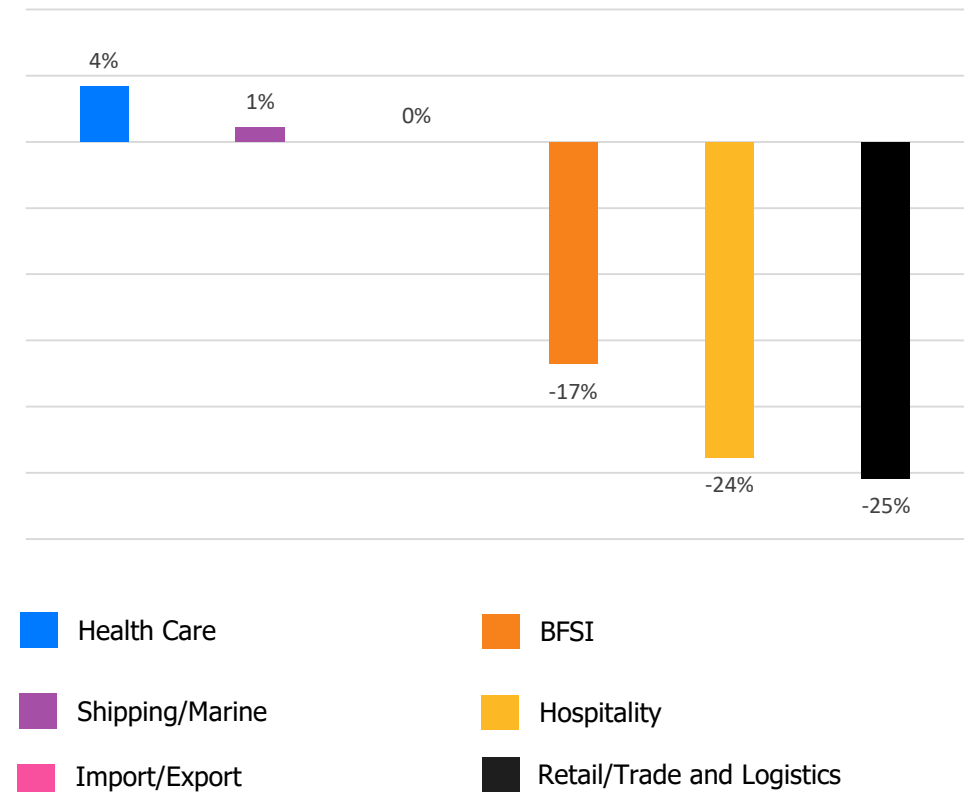
- ✓ The Monster Employment Index (MEI) eased to 96 in May 2020 from 111 in May 2019.
- ✓ This decline in hiring activity is caused by COVID-19 pandemic. As the outbreak has disrupted businesses, many firms are delaying hiring.
- ✓ Month-on-month, decline of 3% was registered; April 2020 saw an index of 99.



Hiring Trends – Industry*

Online hiring demand in May '20 exceeded May '19 level in 2 of the 14 industries monitored by the Index

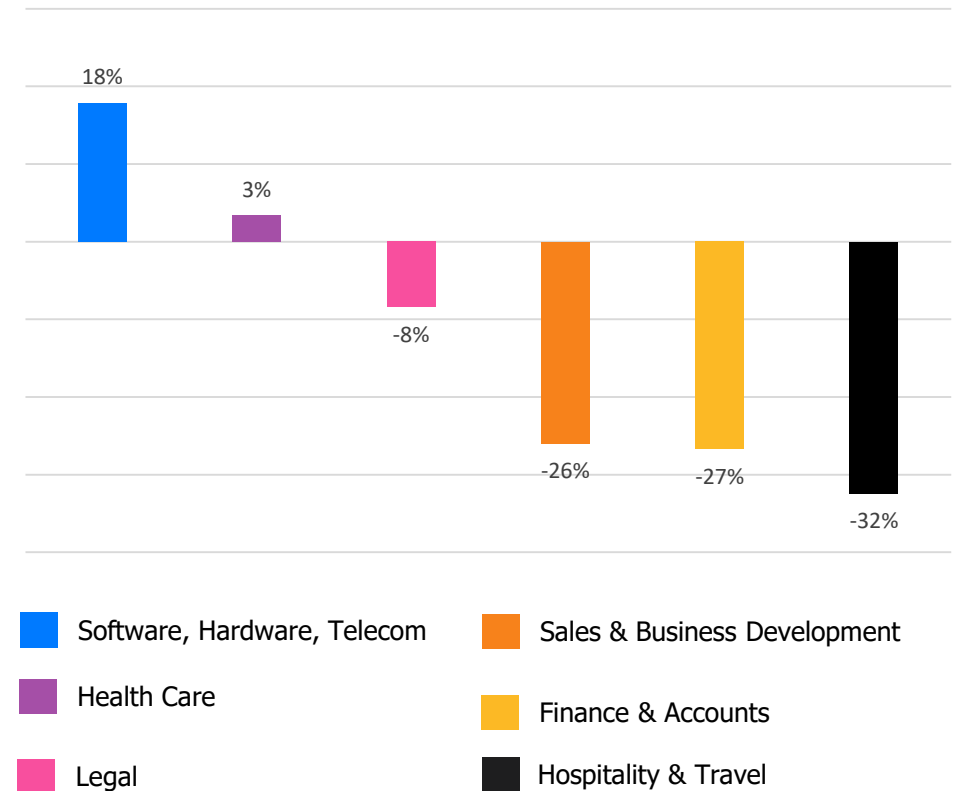
- ✓ **Healthcare** (+4%) led online hiring activity among monitored industries in May 2020 on annual basis. It was closely followed by **Shipping/Marine** (+1%).
- ✓ **Retail/Trade and Logistics** (-25%), **Hospitality** (-24%) and **BFSI** (-17%) ranked among the top decline industries between May 2019 and 2020.
- ✓ Some of the major industries to record decreased demand during Covid-19 pandemic include- **Education** (-5%), **Advertising, Market Research, Public Relations, Media and Entertainment** (-9%), **IT, Telecom/ISP and BPO/ITES** (-11%) and **Engineering, Construction and Real Estate** (-15%).



Hiring Trends - Functional Area*

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

- ✓ **Software, Hardware, Telecom** (+18%) professionals exhibited the most-notable year-on-year growth in May 2020. **Health Care** (+3%) is another job-role that recorded growth in demand.
- ✓ **Hospitality & Travel** (-32%) indicated the most-notable annual decline followed by **Finance & Accounts** (-27%) and **Sales & Business Development** (-26%).
- ✓ Other functional areas that witnessed plummeted annual growth include- **Marketing & Communications** (-11%), **Engineering /Production** (-16%), **Customer Service** (-19%) and **HR & Admin** (-22%) among others.



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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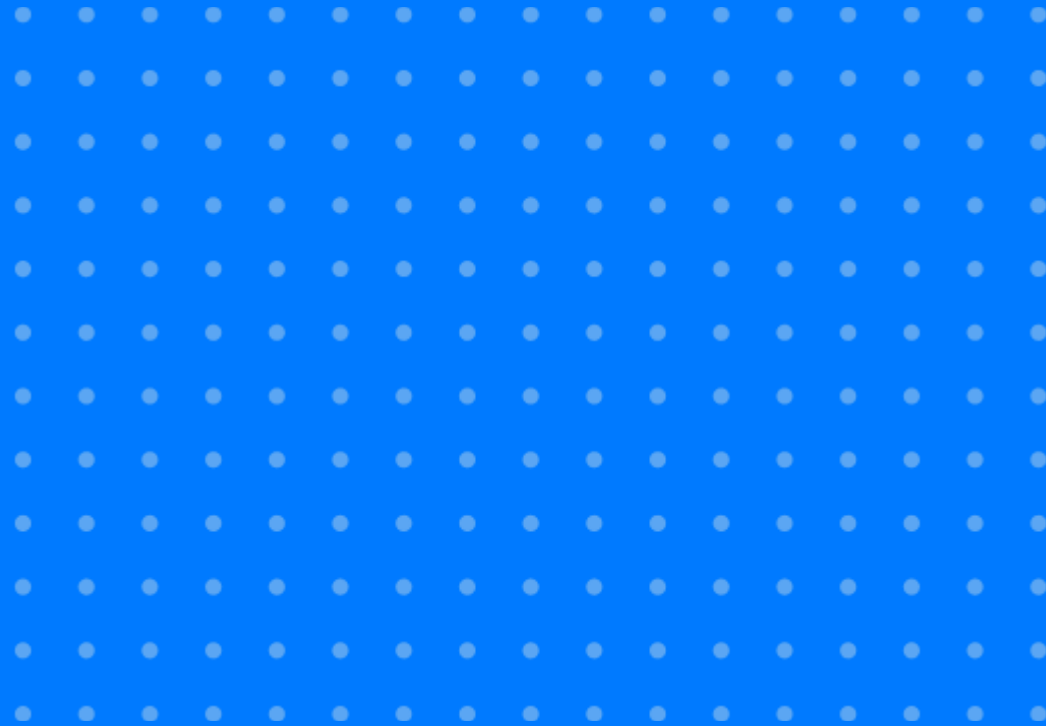
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Annexure



Annexure: Industry Data*

Industries	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20
IT, Telecom/ISP and BPO/ITES	204	209	217	220	228	233	218	216	202	214	216	193	181
BFSI	179	181	184	183	189	191	177	174	171	182	185	161	149
Health Care	120	121	123	122	125	127	125	122	119	124	126	122	125
Hospitality	126	132	136	138	140	141	137	129	127	124	116	101	96
Government/ PSU/ Defense	84	82	83	83	84	84	83	83	84	84	82	84	81
Education	117	116	120	121	123	128	122	120	115	119	119	111	111
Retail/Trade and Logistics	118	119	123	121	124	125	120	112	109	111	112	96	88
Engineering, Construction and Real Estate	103	105	107	106	104	106	102	98	96	98	102	93	88
Production/Manufacturing, Automotive and Ancillary	104	106	107	106	106	104	104	100	97	99	105	104	100
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	97	100	106	108	111	111	108	106	105	104	102	98	95
Advertising, Market Research, Public Relations, Media and Entertainment	129	134	142	149	152	153	143	142	139	147	146	129	118
Shipping/Marine	92	92	92	92	92	92	92	92	92	93	93	93	93
Import/Export	86	86	87	87	87	87	86	86	86	85	85	85	86
Oil and Gas	98	99	101	101	102	102	101	98	98	99	99	96	95

Annexure: Functional Area Data*

Functions	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-19
Software, Hardware, Telecom	151	153	160	158	163	167	160	159	149	164	178	166	178
Finance & Accounts	101	100	102	98	102	103	95	90	89	94	98	79	74
Sales & Business Development	104	105	109	108	111	113	110	104	98	101	102	86	77
Customer Service	112	112	116	114	118	120	115	113	110	111	111	101	91
Marketing & Communications	87	88	89	92	94	93	91	91	86	88	89	81	77
HR & Admin	90	89	91	90	92	94	88	87	84	86	88	77	70
Engineering /Production	104	107	109	108	109	107	104	99	96	99	105	95	87
Hospitality & Travel	108	117	119	120	122	124	122	115	113	104	94	79	73
Health Care	117	118	121	119	121	126	121	117	115	119	122	119	121
Legal	107	106	108	110	109	107	107	106	103	107	111	104	98
Purchase/ Logistics/ Supply Chain	95	94	96	94	95	96	93	91	90	92	94	87	84
Real Estate	83	88	89	89	96	92	86	82	81	80	92	79	72

Thank you

