

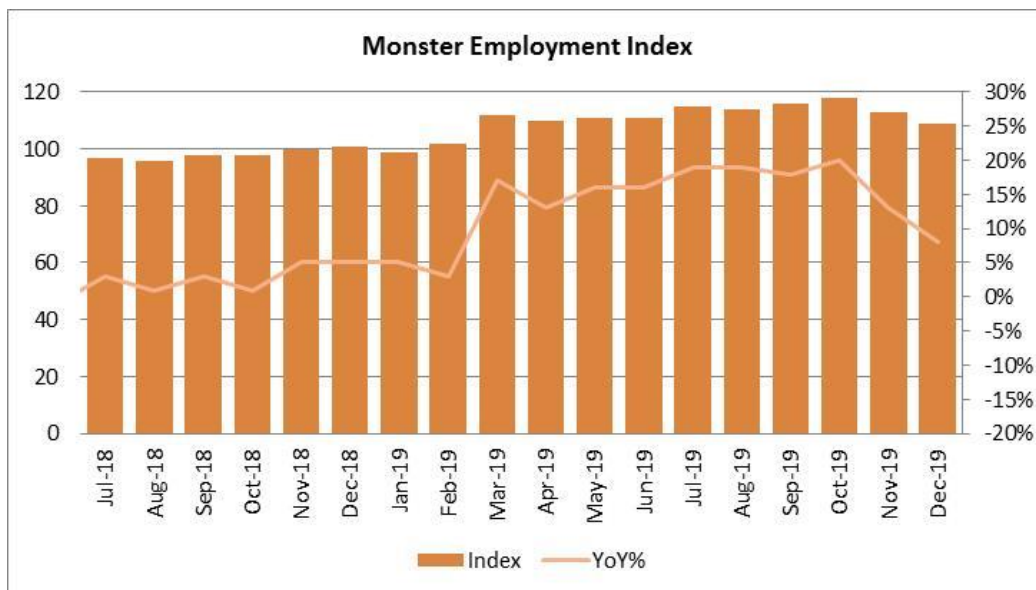
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EMPLOYMENT INDEX

Monster Employment Index Singapore

December 2019 Index Highlights:

- Monster Employment Index Singapore records annual growth of eight percent in December 2019.
- Among industry sectors, IT, Telecom/ISP and BPO/ITES witnesses the most-notable growth; and, Production/Manufacturing, Automotive and Ancillary register the steepest decline on-the-year.
- Software, Hardware, Telecom professionals chart the steepest growth in online demand, on annual basis.



Monster Employment Index Singapore results for the past 18 months are as follows:

Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Y-O-Y
97	96	98	98	100	101	99	102	112	110	111	111	115	114	116	118	113	109	8%

Industry Year-over-year Trends: 12 of the 14 industry sectors monitored by the Index surpassed the year-ago level.

- **IT, Telecom/ISP and BPO/ITES** (up 24 percent) led online hiring activity among industry sectors throughout 2019. In the last six-months (between June and December 2019), the sector recorded hike of three percent.
- Year-on-year, **Advertising, Market Research, Public Relations, Media and Entertainment** (up 18 percent) continued to register double-digit growth since November 2018. However, pace of growth eased by three percentage points; down from 21 percent last month. In short-term, the sector witnessed increased demand on six-month basis; up by six percent.
- **Education** registered 13 percent growth in December 2019 from the year-ago level. This was the least annual growth witnessed in the last nine months. Monthly demand also saw a dip of two percent; however, pace of growth improved slightly vis-à-vis November (down five percent) 2019.
- E-recruitment activity in **Health Care** (up nine percent) continued to exhibit growth in annual demand since March 2019. In short-term (six-month), the sector registered marginal growth of one percent this month.
- **Production/Manufacturing, Automotive and Ancillary** (down four percent) plummeted the most among industry sectors between December 2018 and 2019.

Top Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	174	216	24%
Advertising, Market Research, Public Relations, Media and Entertainment	120	142	18%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	106	16%
Hospitality	112	129	15%
Education	106	120	13%

Lowest Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Oil and Gas	96	98	2%
Shipping/Marine	91	92	1%
Retail/Trade and Logistics	111	112	1%
Engineering, Construction and Real Estate	100	98	-2%
Production/Manufacturing, Automotive and Ancillary	104	100	-4%

Occupation Year-over-year Trends: Growth in online demand for professionals was positive in eight of the 12 job roles monitored by the Index.

- **Software, Hardware, Telecom** (up 24 percent) professionals led annual growth in online demand among the monitored occupation groups. Growth momentum leaped from 23 percent growth witnessed in November 2019. On six-month (up four percent) basis as well, the job-role led growth among others.
- Online demand for **Hospitality & Travel** professionals saw annual growth of 20 percent in December 2019. However, in short-term, the job-role witnessed decline on all parameters; down six percent (month-on-month and three-month) and down two percent (six-month).
- **Marketing & Communications** (down 10 percent) professionals continued to exhibit double-digit growth since March 2019, on-the-year. Additionally, the job-role witnessed growth on six-month basis; up at three percent.
- **Real Estate** (down nine percent) recorded the steepest annual decline among job-roles in December 2019.

Top Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Software, Hardware, Telecom	128	159	24%
Hospitality & Travel	96	115	20%
Health Care	103	117	14%
Marketing & Communications	83	91	10%
Sales & Business Development	97	104	7%

Lowest Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Finance & Accounts	86	90	5%
Engineering /Production	99	99	0%
Legal	106	106	0%
Purchase/ Logistics/ Supply Chain	92	91	-1%
Real Estate	90	82	-9%

COUNTRY-WISE TRENDS

Philippines Highlights

- Monster Employment Index Philippines witnesses year-on-year growth of 14 percent in December 2019.
- IT, Telecom/ISP records the most-notable annual growth among industry sectors; whereas, Engineering, Construction and Real Estate registers the least growth.
- Among job-roles, HR & Admin exhibits the most-notable demand from the year-ago level.

Philippines Top Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
IT, Telecom/ISP	135	173	28%
BFSI	148	188	27%
Advertising, Market Research, Public Relations, Media and Entertainment	124	151	22%

Philippines Lowest Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Engineering, Construction and Real Estate	88	89	1%
Education	94	94	0%
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	159	159	0%

Philippines Top Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
HR & Admin	123	162	32%
Finance & Accounts	148	183	24%
Software, Hardware, Telecom	143	174	22%

Philippines Lowest Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Engineering /Production, Real Estate	89	89	0%
Health Care	121	121	0%
Purchase/ Logistics/ Supply Chain	150	141	-6%

Malaysia Highlights

- Monster Employment Index Malaysia witnesses annual decline of two percent in December 2019.
- Among industries, IT, Telecom/ISP and BPO/ITES register the most-notable year-on-year growth and Logistic, Courier/ Freight/ Transportation, Shipping/ Marine exhibits the steepest decline.
- Customer Service professionals witness the steepest growth in online demand among occupation groups, on-the-year.

Malaysia Top Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	118	146	24%
Hospitality	56	68	21%
Advertising, Market Research, Public Relations, Media and Entertainment	55	60	9%

Malaysia Lowest Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	91	89	-2%
Engineering, Construction and Real Estate	59	57	-3%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	64	58	-9%

Malaysia Top Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Customer Service	20	27	35%
Software, Hardware, Telecom	62	72	16%
Hospitality & Travel	52	55	6%

Malaysia Lowest Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
HR & Admin	58	55	-5%
Sales & Business Development	76	71	-7%
Purchase/ Logistics/ Supply Chain	71	65	-8%

By Industry

	2018	2019											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
IT, Telecom/ISP and BPO/ITES	174	170	184	201	200	204	209	217	220	228	233	218	216
BFSI	159	153	161	178	174	179	181	184	183	189	191	177	174
Health Care	112	111	113	119	117	120	121	123	122	125	127	125	122
Hospitality	112	113	116	125	123	126	132	136	138	140	141	137	129
Government/ PSU/ Defence	81	79	80	83	83	84	82	83	83	84	84	83	83
Education	106	104	109	115	114	117	116	120	121	123	128	122	120
Retail/Trade and Logistics	111	108	112	123	122	118	119	123	121	124	125	120	112
Engineering, Construction and Real Estate	100	97	98	105	103	103	105	107	106	104	106	102	98
Production/Manufacturing, Automotive and Ancillary	104	102	103	111	106	104	106	107	106	106	104	104	100
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	91	92	95	96	97	100	106	108	111	111	108	106
Advertising, Market Research, Public Relations, Media and Entertainment	120	119	127	135	134	129	134	142	149	152	153	143	142
Shipping/Marine	91	91	91	92	99	92	92	92	92	92	92	92	92
Import/Export	82	83	83	85	85	86	86	87	87	87	87	86	86
Oil and Gas	96	95	96	98	200	98	99	101	101	102	102	101	98

By Occupation

	2018	2019											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Software, Hardware, Telecom	128	123	133	150	147	151	153	160	158	163	167	160	159
Finance & Accounts	86	80	88	100	95	101	100	102	98	102	103	95	90
Sales & Business Development	97	93	97	109	104	104	105	109	108	111	113	110	104
Customer Service	107	102	105	112	110	112	112	116	114	118	120	115	113
Marketing & Communications	83	82	84	88	87	87	88	89	92	94	93	91	91
HR & Admin	82	80	84	92	90	90	89	91	90	92	94	88	87
Engineering /Production	99	95	97	107	105	104	107	109	108	109	107	104	99
Hospitality & Travel	96	96	97	109	104	108	117	119	120	122	124	122	115
Health Care	103	100	104	115	114	117	118	121	119	121	126	121	117
Legal	106	105	105	109	108	107	106	108	110	109	107	107	106
Purchase/ Logistics/ Supply Chain	92	92	93	97	96	95	94	96	94	95	96	93	91
Real Estate	90	82	80	89	85	83	88	89	89	96	92	86	82