

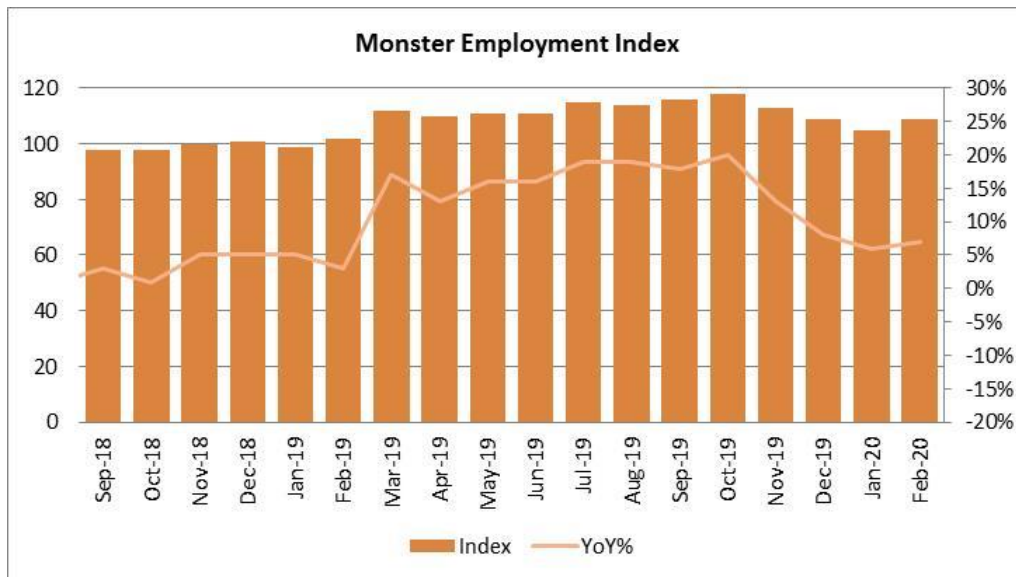
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EMPLOYMENT INDEX

Monster Employment Index Singapore

February 2020 Index Highlights:

- Monster Employment Index Singapore witnesses an uptrend of seven percent in February 2020, from the year-ago level.
- 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 most-notable growth in online demand, on annual basis.



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

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	Jan 20	Feb 20	Y-O-Y
98	98	100	101	99	102	112	110	111	111	115	114	116	118	113	109	105	109	7%

Industry Year-over-year Trends: 11 of the 14 industry sectors monitored by the Index surpassed the year-ago level.

- Year-on-year, **IT, Telecom/ISP and BPO/ITES** (up 16 percent) continued to lead online recruitment activity among industry sectors. Growth momentum eased by three percentage points vis-à-vis last month. In short-term (month-on-month), the sector recovered positive growth for the first time since November 2019; up by six percent.
- **BFSI** (up 13 percent) ranked among top hiring sectors between February 2019 and 2020; this was also the most-notable growth in the last two months. The sector also witnessed increased demand for talents in short-run; up six percent (month-on-month) and up three percent (six-month).
- Long-term growth momentum in **Health Care** (up 10 percent) improved by three percentage points; up from seven percent in January 2020. On month-on-month and six-month basis, the sector charted growth of four percent and two percent respectively.
- **Production/Manufacturing, Automotive and Ancillary** (down four percent) saw the most-notable year-on-year decline among industry sectors in February 2020.

Top Growth Industries

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	184	214	16%
Advertising, Market Research, Public Relations, Media and Entertainment	127	147	16%
BFSI	161	182	13%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	92	104	13%
Health Care	113	124	10%

Lowest Growth Industries

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Import/Export	83	85	2%
Shipping/Marine	91	93	2%
Engineering, Construction and Real Estate	98	98	0%
Retail/Trade and Logistics	112	111	-1%
Production/Manufacturing, Automotive and Ancillary	103	99	-4%

Occupation Year-over-year Trends: Growth in online demand for professionals was positive in 10 of the 12 job roles monitored by the Index.

- **Software, Hardware, Telecom** (up 23 percent) continued to be most sought-after talents, on-the-year; also saw strong double-digit annual growth for twelve months in a row. The job-role registered growth on all other parameters as well; up 10 percent (month-on-month), up two percent (three-month) and up four percent (six-month).
- Online demand for **Health Care** professionals charted annual growth of 14 percent in February 2020. Monthly demand recovered positive growth; up by three percent.
- Year-on-year, **Finance & Accounts** (up seven percent) professionals ranked among top growth occupations. However, growth rate eased by four percentage points compared to hike of 11 percent in January 2020. On-the-month, the job-role exhibited growth of six percent.
- **Purchase/ Logistics/ Supply Chain** (down one percent) is the only sector to record a decline among job-roles in February 2020, on annual basis.

Top Growth Occupations

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Software, Hardware, Telecom	133	164	23%
Health Care	104	119	14%
Hospitality & Travel	97	104	7%
Finance & Accounts	88	94	7%
Customer Service	105	111	6%

Lowest Growth Occupations

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
HR & Admin	84	86	2%
Engineering /Production	97	99	2%
Legal	105	107	2%
Real Estate	80	80	0%
Purchase/ Logistics/ Supply Chain	93	92	-1%

COUNTRY-WISE TRENDS

Philippines Highlights

- Monster Employment Index Philippines witnesses annual growth of 15 percent in February 2020.
- BPO/ITES records the most-notable annual growth among industry sectors; whereas, Hospitality registers the steepest decline.
- Among job-roles, Customer Service exhibits the most-notable demand from the year-ago level.

Philippines Top Growth Industries

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
BPO/ITES	140	179	28%
BFSI	166	209	26%
IT, Telecom/ISP	148	183	24%

Philippines Lowest Growth Industries

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Retail	204	199	-2%
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	180	175	-3%
Hospitality	141	136	-4%

Philippines Top Growth Occupations

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Customer Service	138	175	27%
Software, Hardware, Telecom	159	200	26%
HR & Admin	148	184	24%

Philippines Lowest Growth Occupations

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Health Care	128	124	-3%
Sales & Business Development	143	137	-4%
Purchase/ Logistics/ Supply Chain	174	162	-7%

Malaysia Highlights

- Monster Employment Index Malaysia witnesses annual growth of nine percent in February 2020.
- Among industries, Retail registers the most-notable year-on-year growth and Oil and Gas exhibits the steepest decline.
- Software, Hardware, Telecom professionals witness the steepest growth in online demand among occupation groups, on-the-year.

Malaysia Top Growth Industries

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Retail	33	43	30%
Advertising, Market Research, Public Relations, Media and Entertainment	52	62	19%
IT, Telecom/ISP and BPO/ITES	121	138	14%

Malaysia Lowest Growth Industries

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Engineering, Construction and Real Estate	55	56	2%
Production/Manufacturing, Automotive and Ancillary	91	91	0%
Oil and Gas	103	100	-3%

Malaysia Top Growth Occupations

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Software, Hardware, Telecom	64	83	30%
Customer Service	15	19	27%
Hospitality & Travel	32	35	9%

Malaysia Lowest Growth Occupations

Year-over-year Growth	Feb 19	Feb 20	% Growth Y-o-Y
Finance & Accounts	60	63	5%
HR & Admin	56	56	0%
Purchase/ Logistics/ Supply Chain	64	64	0%

By Industry

	2019											2020	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
IT, Telecom/ISP and BPO/ITES	184	201	200	204	209	217	220	228	233	218	216	202	214
BFSI	161	178	174	179	181	184	183	189	191	177	174	171	182
Health Care	113	119	117	120	121	123	122	125	127	125	122	119	124
Hospitality	116	125	123	126	132	136	138	140	141	137	129	127	124
Government/ PSU/ Defence	80	83	83	84	82	83	83	84	84	83	83	84	84
Education	109	115	114	117	116	120	121	123	128	122	120	115	119
Retail/Trade and Logistics	112	123	122	118	119	123	121	124	125	120	112	109	111
Engineering, Construction and Real Estate	98	105	103	103	105	107	106	104	106	102	98	96	98
Production/Manufacturing, Automotive and Ancillary	103	111	106	104	106	107	106	106	104	104	100	97	99
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	92	95	96	97	100	106	108	111	111	108	106	105	104
Advertising, Market Research, Public Relations, Media and Entertainment	127	135	134	129	134	142	149	152	153	143	142	139	147
Shipping/Marine	91	92	99	92	92	92	92	92	92	92	92	92	93
Import/Export	83	85	85	86	86	87	87	87	87	86	86	86	85
Oil and Gas	96	98	200	98	99	101	101	102	102	101	98	98	99

By Occupation

	2019											2020	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Software, Hardware, Telecom	133	150	147	151	153	160	158	163	167	160	159	149	164
Finance & Accounts	88	100	95	101	100	102	98	102	103	95	90	89	94
Sales & Business Development	97	109	104	104	105	109	108	111	113	110	104	98	101
Customer Service	105	112	110	112	112	116	114	118	120	115	113	110	111
Marketing & Communications	84	88	87	87	88	89	92	94	93	91	91	86	88
HR & Admin	84	92	90	90	89	91	90	92	94	88	87	84	86
Engineering /Production	97	107	105	104	107	109	108	109	107	104	99	96	99
Hospitality & Travel	97	109	104	108	117	119	120	122	124	122	115	113	104
Health Care	104	115	114	117	118	121	119	121	126	121	117	115	119
Legal	105	109	108	107	106	108	110	109	107	107	106	103	107
Purchase/ Logistics/ Supply Chain	93	97	96	95	94	96	94	95	96	93	91	90	92
Real Estate	80	89	85	83	88	89	89	96	92	86	82	81	80