

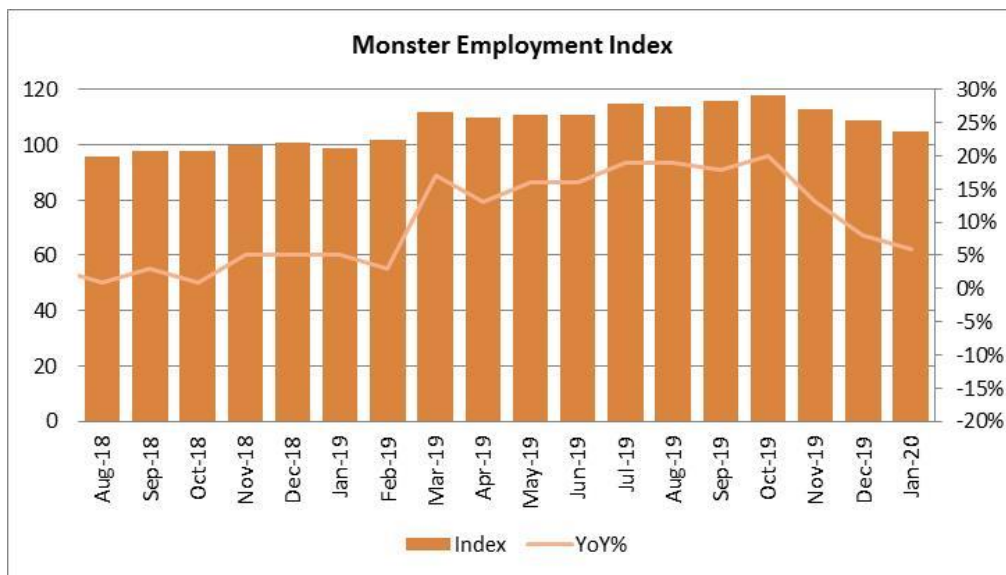
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EMPLOYMENT INDEX

Monster Employment Index Singapore

January 2020 Index Highlights:

- Monster Employment Index Singapore registers growth of six percent between January 2019 and 2020.
- 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:

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	Jan 20	Y-O-Y
96	98	98	100	101	99	102	112	110	111	111	115	114	116	118	113	109	105	6%

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

- Online hiring activity in **IT, Telecom/ISP and BPO/ITES** (up 19 percent) continued to witness the steepest annual growth among industry sectors. However, on-the-month demand eased for the third time in a row; down by six percent.
- Long-term growth momentum in **BFSI** (up 12 percent) improved by three percentage points; up from nine percent in December 2019; also ranked among top hiring industries this month. In short-term the sector saw decline on all parameters; down two percent (month-on-month), down 10 percent (three-month) and down seven percent (six-month).
- **Education** (up 11 percent) continued to exhibit double-digit growth since March 2019 on annual basis. Pace of growth eased slightly by two percentage points vis-à-vis last month. In the last six-months (down four percent), the sector registered receded growth for the first time since October 2018.
- **Production/Manufacturing, Automotive and Ancillary** (down five percent) saw the most-notable year-on-year decline among industry sectors in January 2020.

Top Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	170	202	19%
Advertising, Market Research, Public Relations, Media and Entertainment	119	139	17%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	105	15%
Hospitality	113	127	12%
BFSI	153	171	12%

Lowest Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Oil and Gas	95	98	3%
Shipping/Marine	91	92	1%
Retail/Trade and Logistics	108	109	1%
Engineering, Construction and Real Estate	97	96	-1%
Production/Manufacturing, Automotive and Ancillary	102	97	-5%

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

- **Software, Hardware, Telecom** (up 21 percent) professionals led annual growth in online demand for the second consecutive month. However, in short-run, the job-role witnessed decline on all parameters; down six percent (month-on-month), down 11 percent (three-month), down seven percent (six-month).
- Online demand for **Finance & Accounts** (up 11 percent) professionals improved by six percentage points compared to five percent hike last month. This was also the most-notable growth in the last two months. However, on six-month (down 13 percent) basis, the job-role saw the steepest decline among others.
- Year-on-year, **Engineering /Production** (up one percent) witnessed the least positive growth among the monitored occupation groups. Nonetheless, growth was recovered following no growth last month. Even in short-term (month-on-month), growth momentum improved slightly by two percentage points between December (down five percent) 2019 and January (down three percent) 2020.
- **Purchase/ Logistics/ Supply Chain** (down two percent) recorded the steepest annual decline among job-roles in January 2020.

Top Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Software, Hardware, Telecom	123	149	21%
Hospitality & Travel	96	113	18%
Health Care	100	115	15%
Finance & Accounts	80	89	11%
Customer Service	102	110	8%

Lowest Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Marketing & Communications	82	86	5%
Engineering /Production	95	96	1%
Real Estate	82	81	-1%
Legal	105	103	-2%
Purchase/ Logistics/ Supply Chain	92	90	-2%

COUNTRY-WISE TRENDS

Philippines Highlights

- Monster Employment Index Philippines witnesses annual growth of 14 percent in January 2020.
- BFSI records the most-notable annual growth among industry sectors; whereas, Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping registers the steepest decline.
- Among job-roles, HR & Admin exhibits the most-notable demand from the year-ago level.

Philippines Top Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
BFSI	157	194	24%
BPO/ITES	138	170	23%
IT, Telecom/ISP	138	169	22%

Philippines Lowest Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Hospitality	138	137	-1%
Retail	195	193	-1%
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	169	167	-1%

Philippines Top Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
HR & Admin	134	171	28%
Finance & Accounts	162	197	22%
Customer Service	136	165	21%

Philippines Lowest Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Engineering /Production, Real Estate	90	89	-1%
Sales & Business Development	138	133	-4%
Purchase/ Logistics/ Supply Chain	161	153	-5%

Malaysia Highlights

- Monster Employment Index Malaysia registers annual decline of four percent in January 2020.
- Among industries, Hospitality registers 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	Jan 19	Jan 20	% Growth Y-o-Y
Hospitality	55	68	24%
IT, Telecom/ISP and BPO/ITES	118	123	4%
Advertising, Market Research, Public Relations, Media and Entertainment	53	54	2%

Malaysia Lowest Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Engineering, Construction and Real Estate	56	51	-9%
Retail	35	30	-14%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	63	45	-29%

Malaysia Top Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Customer Service	16	17	6%
Hospitality & Travel	34	34	0%
Marketing & Communications	75	74	-1%

Malaysia Lowest Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Sales & Business Development	69	64	-7%
Finance & Accounts	60	55	-8%
Purchase/ Logistics/ Supply Chain	65	57	-12%

By Industry

	2019												2020
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
IT, Telecom/ISP and BPO/ITES	170	184	201	200	204	209	217	220	228	233	218	216	202
BFSI	153	161	178	174	179	181	184	183	189	191	177	174	171
Health Care	111	113	119	117	120	121	123	122	125	127	125	122	119
Hospitality	113	116	125	123	126	132	136	138	140	141	137	129	127
Government/ PSU/ Defence	79	80	83	83	84	82	83	83	84	84	83	83	84
Education	104	109	115	114	117	116	120	121	123	128	122	120	115
Retail/Trade and Logistics	108	112	123	122	118	119	123	121	124	125	120	112	109
Engineering, Construction and Real Estate	97	98	105	103	103	105	107	106	104	106	102	98	96
Production/Manufacturing, Automotive and Ancillary	102	103	111	106	104	106	107	106	106	104	104	100	97
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	92	95	96	97	100	106	108	111	111	108	106	105
Advertising, Market Research, Public Relations, Media and Entertainment	119	127	135	134	129	134	142	149	152	153	143	142	139
Shipping/Marine	91	91	92	99	92	92	92	92	92	92	92	92	92
Import/Export	83	83	85	85	86	86	87	87	87	87	86	86	86
Oil and Gas	95	96	98	200	98	99	101	101	102	102	101	98	98

By Occupation

	2019												2020
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Software, Hardware, Telecom	123	133	150	147	151	153	160	158	163	167	160	159	149
Finance & Accounts	80	88	100	95	101	100	102	98	102	103	95	90	89
Sales & Business Development	93	97	109	104	104	105	109	108	111	113	110	104	98
Customer Service	102	105	112	110	112	112	116	114	118	120	115	113	110
Marketing & Communications	82	84	88	87	87	88	89	92	94	93	91	91	86
HR & Admin	80	84	92	90	90	89	91	90	92	94	88	87	84
Engineering /Production	95	97	107	105	104	107	109	108	109	107	104	99	96
Hospitality & Travel	96	97	109	104	108	117	119	120	122	124	122	115	113
Health Care	100	104	115	114	117	118	121	119	121	126	121	117	115
Legal	105	105	109	108	107	106	108	110	109	107	107	106	103
Purchase/ Logistics/ Supply Chain	92	93	97	96	95	94	96	94	95	96	93	91	90
Real Estate	82	80	89	85	83	88	89	89	96	92	86	82	81