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Employment Index

July 2020

Hiring Trends in Singapore



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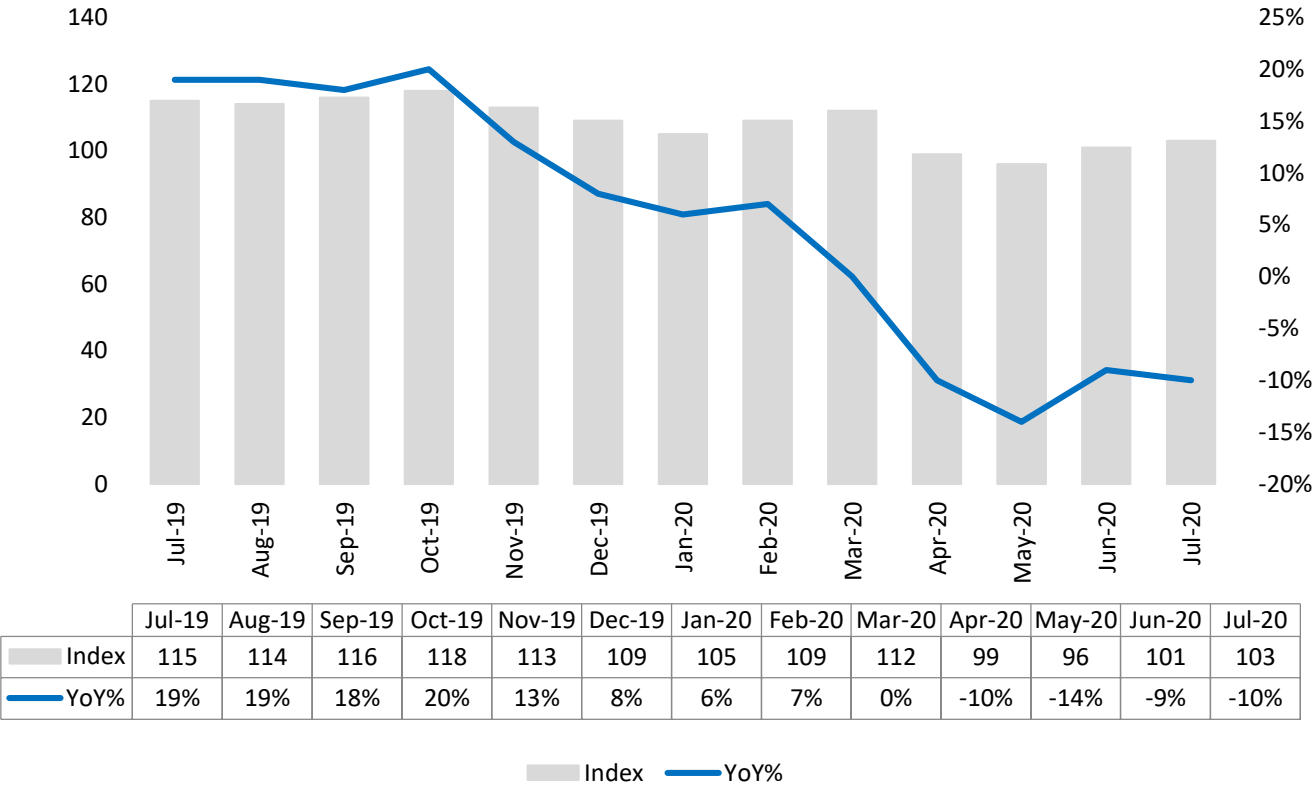


Key Highlights of the Month

Monster Employment Singapore fell 10% on a year-over-year basis in July

- ✓ The Monster Employment Index (MEI) stood at 103 in July'20 compared to 115 in July'19.
- ✓ Online hiring activity has been witnessing a slight improvement MoM since April'20.
- ✓ Month-on-month, a growth of 2% witnessed; June'20 saw an index of 101.

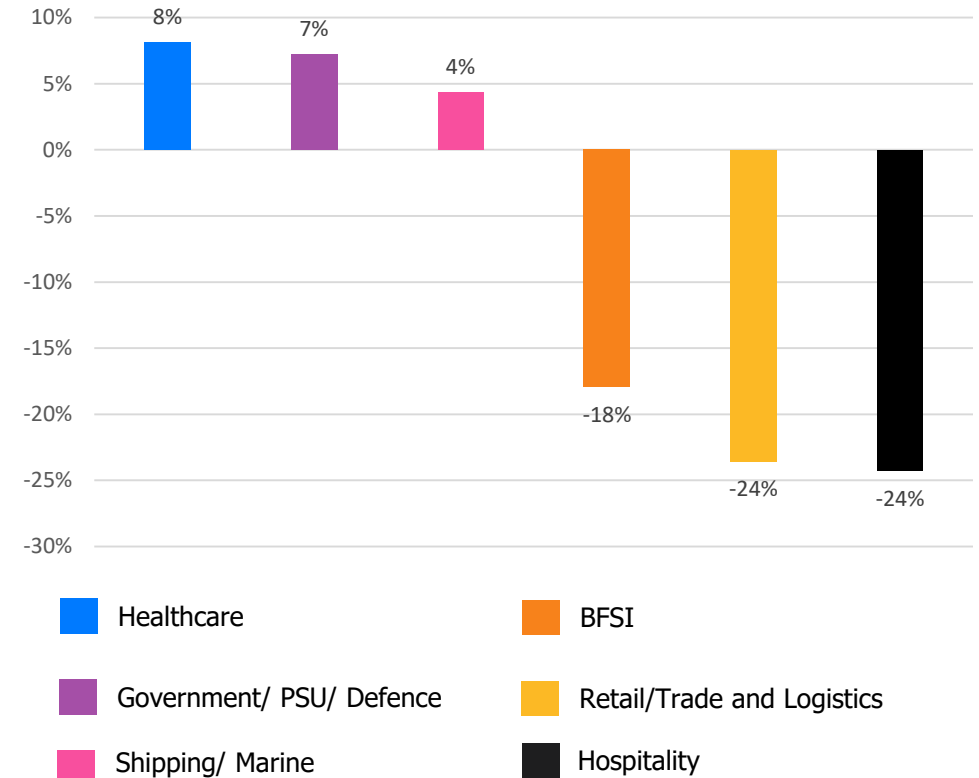
Monster Employment Index



Hiring Trends – Industry*

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

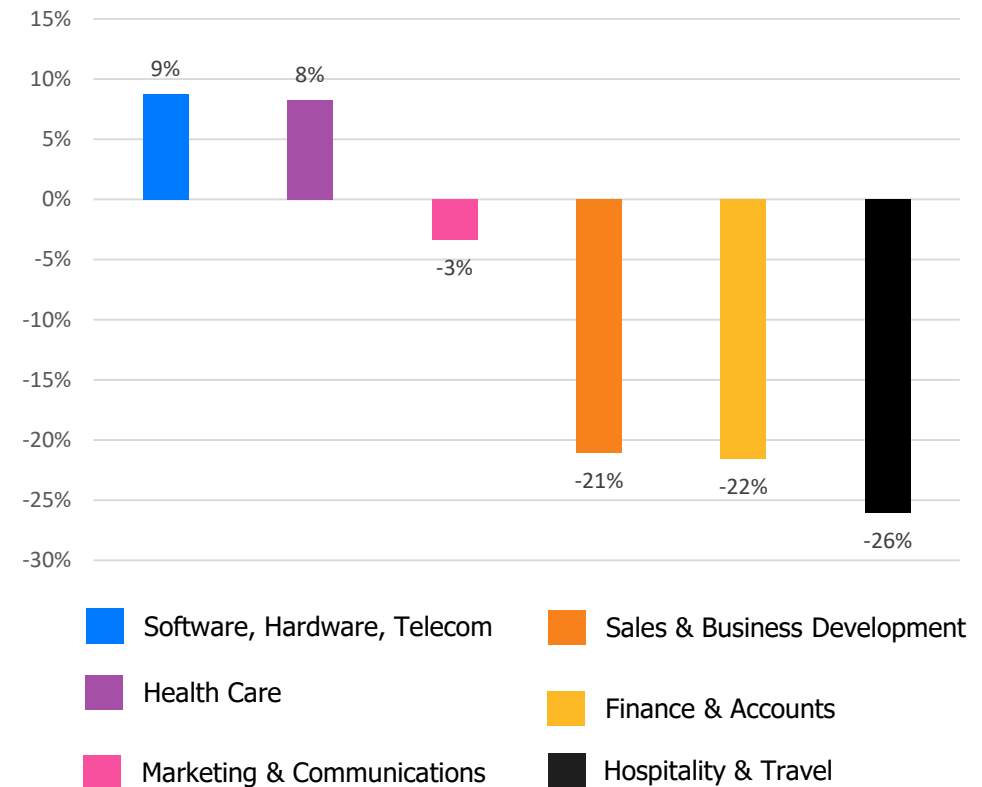
- ✓ **Health Care** (+8%) saw the most-notable year-on-year growth in e-recruitment among industries. This was followed by **Government/ PSU/ Defence** (+7%) and **Shipping/ Marine** (+4%).
- ✓ **Hospitality** (-24%), **Retail/Trade and Logistics** (-24%), and **BFSI** (-18%) exhibited the steepest decline in Jul'20 from the year-ago level.
- ✓ Hiring in industries like **Advertising, Market Research, Public Relations, Media and Entertainment** (-18%), **Consumer Goods/FMCG** (-13%) and **Engineering, Construction and Real Estate** (-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

- ✓ **Software, Hardware, Telecom** (+9%) professionals continued to witness steepest year-on-year growth. This was followed by increase in demand for **Health Care** (+8%) professionals.
- ✓ Functional areas like **Hospitality & Travel** (-26%), **Finance & Accounts** (-22%) and **Sales & Business Development** (-21%) exhibited most-notable decline among others.
- ✓ **Purchase/ Logistics/ Supply Chain** (-5%), **Legal**(-6%), **Engineering /Production** (-11%), **Customer Service** (-14%) and **HR & Admin** (-14%) also reported annual decline in July'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

www.monster.com.my

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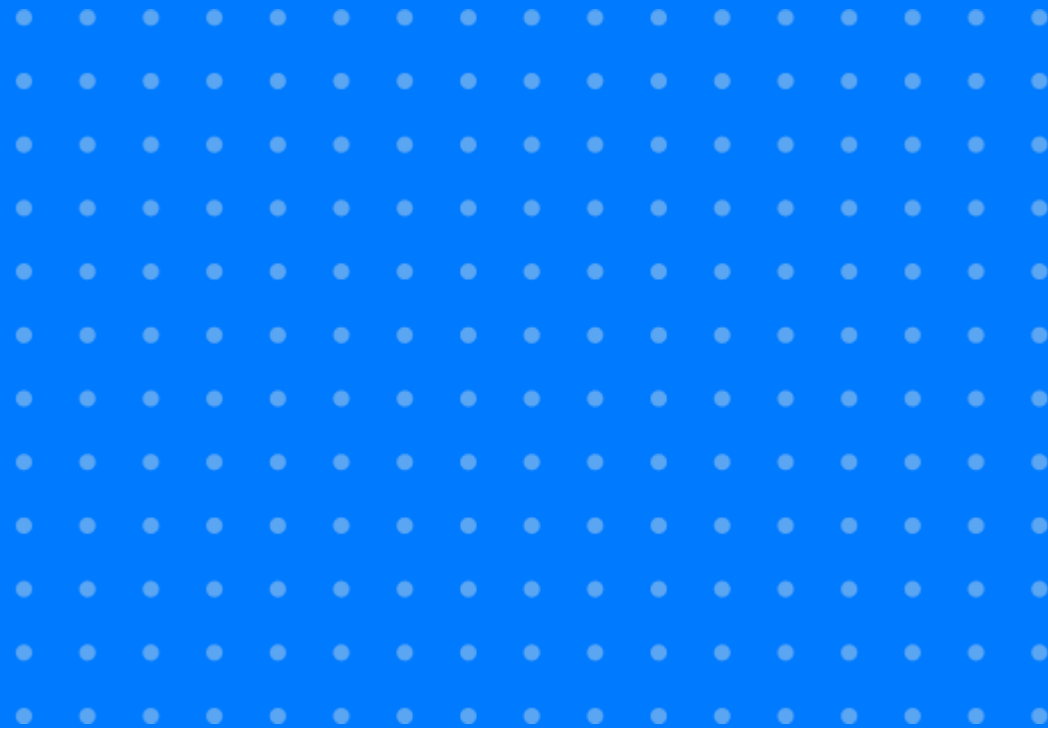
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Annexure



Annexure: Industry Data*

Industries	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
IT, Telecom/ISP and BPO/ITES	217	220	228	233	218	216	202	214	216	193	181	187	193
BFSI	184	183	189	191	177	174	171	182	185	161	149	152	151
Health Care	123	122	125	127	125	122	119	124	126	122	125	126	133
Hospitality	136	138	140	141	137	129	127	124	116	101	96	99	103
Government/ PSU/ Defense	83	83	84	84	83	83	84	84	82	84	81	88	89
Education	120	121	123	128	122	120	115	119	119	111	111	116	115
Retail/Trade and Logistics	123	121	124	125	120	112	109	111	112	96	88	91	94
Engineering, Construction and Real Estate	107	106	104	106	102	98	96	98	102	93	88	91	94
Production/Manufacturing, Automotive and Ancillary	107	106	106	104	104	100	97	99	105	104	100	105	111
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	106	108	111	111	108	106	105	104	102	98	95	95	92
Advertising, Market Research, Public Relations, Media and Entertainment	142	149	152	153	143	142	139	147	146	129	118	123	117
Shipping/Marine	92	92	92	92	92	92	92	93	93	93	93	93	96
Import/Export	87	87	87	87	86	86	86	85	85	85	86	87	88
Oil and Gas	101	101	102	102	101	98	98	99	99	96	95	94	94

Annexure: Functional Area Data*

Functions	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Software, Hardware, Telecom	160	158	163	167	160	159	149	164	178	166	178	180	174
Finance & Accounts	102	98	102	103	95	90	89	94	98	79	74	78	80
Sales & Business Development	109	108	111	113	110	104	98	101	102	86	77	83	86
Customer Service	116	114	118	120	115	113	110	111	111	101	91	97	100
Marketing & Communications	89	92	94	93	91	91	86	88	89	81	77	83	86
HR & Admin	91	90	92	94	88	87	84	86	88	77	70	75	78
Engineering /Production	109	108	109	107	104	99	96	99	105	95	87	94	97
Hospitality & Travel	119	120	122	124	122	115	113	104	94	79	73	82	88
Health Care	121	119	121	126	121	117	115	119	122	119	121	125	131
Legal	108	110	109	107	107	106	103	107	111	104	98	101	102
Purchase/ Logistics/ Supply Chain	96	94	95	96	93	91	90	92	94	87	84	88	91
Real Estate	89	89	96	92	86	82	81	80	92	79	72	83	85

Thank you

