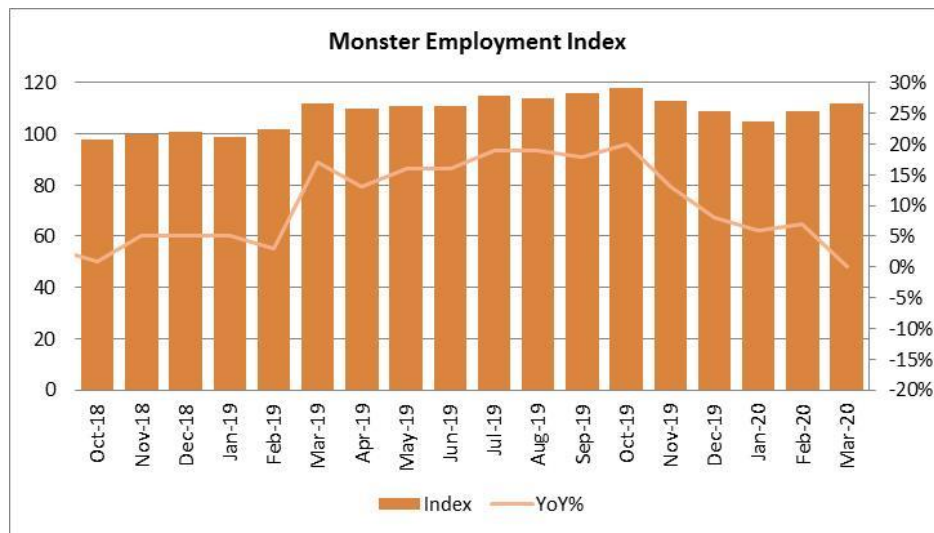


Online Recruitment in Singapore Witnesses Decline as COVID-19 Impact Begins

- Online hiring demand witnessed a significant decline in Q1 2020, dropping as low as 0% year-on-year for the month of March.
- The **IT industry** witnessed the highest surge in e-hiring demand for the quarter, with 19%, 16% and 7% growth for January, February and March, respectively.
- **Retail/Trade and Logistics** and **Hospitality** were the worst hit industries, recording declining demand of -9% and -7%, respectively, for the month of March.



SINGAPORE, 21 APRIL 2020 - Singapore's e-recruitment growth, which was on a double-digit high for most of 2019, started off on a slow note as the year kicked-off with looming fears around COVID-19 and a 6% and 7% year-on-year growth in January and February.

As the outbreak and its impact on the economy intensified, e-hiring sentiment to 0% year-on-year growth for the month of March.

"Travel restrictions, lockdowns and closure of non-essential businesses due to COVID-19 have taken a toll on economies around the world – Singapore included. The impact of the pandemic is real, severe and lasting – especially for industries such as tourism, retail and F&B – and the priority right now is to protect jobs and the small businesses that may not have the resources to stay afloat in these troubled times," **said Krish Seshadri, CEO of Monster.com – APAC and Middle East.**

"The Singapore government has done a phenomenal job of creating a cushion for these vulnerable sectors; helping them build the resilience and capabilities to navigate the circumstances," he added. *"While we do not expect the economy to bounce back immediately, Singapore has the right support structure in place, and this will eventually ensure a gradual but steady revival in the business and hiring landscape."*

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	Mar 20	y-o-y Jan	y-o-y Feb	y-o-y Mar
99	102	112	110	111	111	115	114	116	118	113	109	105	109	112	6%	7%	0%

The Monster Employment Index (MEI) is a gauge of online job posting activity compiled monthly by [Monster.com](https://www.monster.com). It records the industries and occupations that show the highest and lowest growth in local recruitment activity.

With more people staying indoors due to safety protocols which is increasing dependency on technology to stay connected, it's understandable that the **IT, Telecom/ISP and BPO/ITES** industry witnessed a surge in e-hiring demand for the quarter, with 19%, 16% and 7% growth for January, February and March, respectively.

The demand for new hires in **Advertising & Marketing** also continued to grow – albeit at a slower pace than last quarter – at a year-on-year rate of 17% (January), 16% (February) and 8% (March) through Q1 2020.

Consumer Goods/FMCG and **BFSI** also maintained good growth for the quarter, while the **Healthcare** industry experienced rising demand through the months, with a high point of 10% year-on-year growth in February.

As anticipated, **Retail/Trade and Logistics** and **Hospitality** industries were the worst hit, recording declining demand of -9% and -7% for the month of March.

When looking at specific occupations, **Software, Hardware and Telecom** professionals led the online hiring demand throughout the quarter, with an impressive 21%, 23% and 19% year-on-year growth for January, February and March, respectively.

Hospitality & Travel professionals started out in high-demand as 2020 kicked-off, with an 18% annual growth in demand for January, but this plummeted to -14% by March when the sector was hit by worldwide travel lockdowns due to COVID-19.

The Monster Employment Index is a monthly gauge of online job posting activity, based on a real-time review of millions of employer job opportunities culled from a large representative selection of career websites and online job listings across Singapore. The Index does not reflect the trend of any one advertiser or source but is an aggregate measure of the change in job listings across the industry.

By Industry

	2019									2020		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
IT, Telecom/ISP and BPO/ITES	200	204	209	217	220	228	233	218	216	202	214	216

BFSI	174	179	181	184	183	189	191	177	174	171	182	185
Health Care	117	120	121	123	122	125	127	125	122	119	124	126
Hospitality	123	126	132	136	138	140	141	137	129	127	124	116
Government/ PSU/ Defence	83	84	82	83	83	84	84	83	83	84	84	82
Education	114	117	116	120	121	123	128	122	120	115	119	119
Retail/Trade and Logistics	122	118	119	123	121	124	125	120	112	109	111	112
Engineering, Construction and Real Estate	103	103	105	107	106	104	106	102	98	96	98	102
Production/Manufacturing, Automotive and Ancillary	106	104	106	107	106	106	104	104	100	97	99	105
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	97	100	106	108	111	111	108	106	105	104	102
Advertising, Market Research, Public Relations, Media and Entertainment	134	129	134	142	149	152	153	143	142	139	147	146
Shipping/Marine	99	92	92	92	92	92	92	92	92	92	93	93
Import/Export	85	86	86	87	87	87	87	86	86	86	85	85
Oil and Gas	200	98	99	101	101	102	102	101	98	98	99	99

By Occupation

	2019									2020		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Software, Hardware, Telecom	147	151	153	160	158	163	167	160	159	149	164	178
Finance & Accounts	95	101	100	102	98	102	103	95	90	89	94	98
Sales & Business Development	104	104	105	109	108	111	113	110	104	98	101	102
Customer Service	110	112	112	116	114	118	120	115	113	110	111	111
Marketing & Communications	87	87	88	89	92	94	93	91	91	86	88	89
HR & Admin	90	90	89	91	90	92	94	88	87	84	86	88

Engineering /Production	105	104	107	109	108	109	107	104	99	96	99	105
Hospitality & Travel	104	108	117	119	120	122	124	122	115	113	104	94
Health Care	114	117	118	121	119	121	126	121	117	115	119	122
Legal	108	107	106	108	110	109	107	107	106	103	107	111
Purchase/ Logistics/ Supply Chain	96	95	94	96	94	95	96	93	91	90	92	94
Real Estate	85	83	88	89	89	96	92	86	82	81	80	92

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About the Monster Employment Index

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 locally. 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 results obtained from the use of such information. 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.

About Monster APAC & Gulf

Monster has been a leading online career and recruitment resource for more than 20 years. With its cutting-edge technology, it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people registered on the Monster Worldwide network, and with operations in more than 40 countries, provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

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.monstergulf.com | www.monster.com.sg | www.monster.com.my | www.monster.com.ph | www.monster.com.hk

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