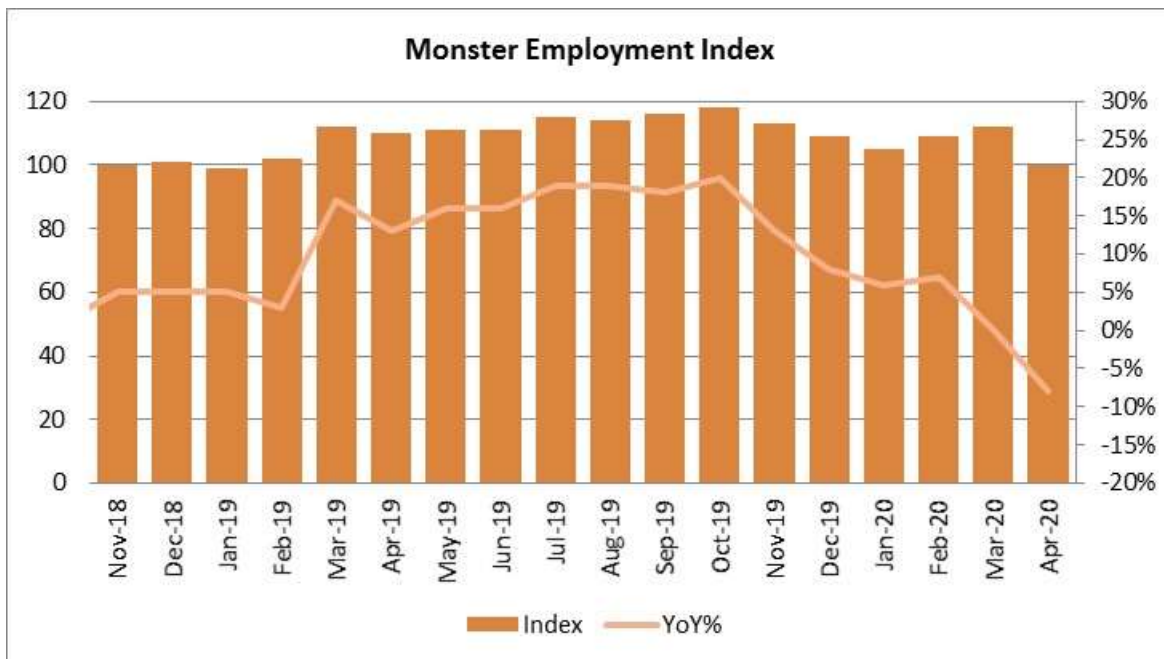


monster[®] EMPLOYMENT INDEX

Monster Employment Index Singapore

April 2020 Index Highlights:

- Monster Employment Index Singapore declines by eight percent in April 2020, on-the-year.
- Among industry sectors, Health Care witnesses the most-notable growth; and, Retail/Trade and Logistics 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:

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	Mar 20	April 20	Y-O-Y
100	101	99	102	112	110	111	111	115	114	116	118	113	109	105	109	112	100	-8%

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

- Amid COVID-19 crisis, **Health Care** (up four percent) sector saw the most notable annual growth in April 2020 among all industry sectors. However, on-the-month, a marginal decline of three percent was recorded; down from hike of two percent in March 2020.
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up one percent) witnessed slight increase in online demand for talents between April 2019 and 2020. This was also the least positive growth registered since March 2019. In short-run, the sector saw decline on all parameters; down four percent (month-on-month), down seven percent (three-month) and down 12 percent (six-month).
- Several industry sectors saw dip in online hiring activity on annual basis. **Education** (down three percent), **IT, Telecom/ISP and BPO/ITES** (down four percent), **Advertising, Market Research, Public Relations, Media and Entertainment** (down four percent) and **BFSI** (down seven percent) among others registered negative growth in April 2020.
- **Retail/Trade and Logistics** (down 21 percent) saw the most-notable year-on-year decline among industry sectors in April 2020.

Top Growth Industries

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Health Care	117	122	4%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	98	2%
Government/ PSU/ Defence	83	84	1%
Import/Export	85	85	0%
Production/Manufacturing, Automotive and Ancillary	106	104	-2%

Lowest Growth Industries

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Shipping/Marine	99	93	-6%
BFSI	174	161	-7%
Engineering, Construction and Real Estate	103	93	-10%
Hospitality	123	101	-18%
Retail/Trade and Logistics	122	96	-21%

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

- Year-on-year, **Software, Hardware, Telecom** (up 13 percent) professionals saw the steepest growth in demand in April 2020. This was the least growth registered since March 2019. On month-on-month (down seven percent) and six-month (down one percent) basis, the job-role registered de-growth.
- **Health Care** (up four percent) continued to rank among top growth occupations, on-the-year. Growth momentum eased by two percentage points; down from six percent last month. However, monthly demand for the job-role eased; down by two percent.
- **Customer Service** (down eight percent) registered the most-notable decline in the series since February 2018. On-the-month, decline of nine percent was registered.
- **Hospitality & Travel** (down 24 percent) saw the steepest decline among job-roles in April 2020, on annual basis.

Top Growth Occupations

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Software, Hardware, Telecom	147	166	13%
Health Care	114	119	4%
Legal	108	104	-4%
Marketing & Communications	87	81	-7%
Real Estate	85	79	-7%

Lowest Growth Occupations

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Engineering /Production	105	95	-10%
HR & Admin	90	77	-14%
Finance & Accounts	95	79	-17%
Sales & Business Development	104	86	-17%
Hospitality & Travel	104	79	-24%

COUNTRY-WISE TRENDS

Philippines Highlights

- Monster Employment Index Philippines witnesses decline of five percent in April 2020, from the year-ago level.
- BPO/ITES records the most-notable annual growth among industry sectors; whereas, Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping register the steepest decline.
- Among job-roles, Software, Hardware, Telecom led growth in online demand from the year-ago level.

Philippines Top Growth Industries

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
BPO/ITES	137	161	18%
IT, Telecom/ISP	143	163	14%
BFSI	164	167	2%

Philippines Lowest Growth Industries

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Education	114	95	-17%
Retail	192	143	-26%
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	174	122	-30%

Philippines Top Growth Occupations

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Software, Hardware, Telecom	151	180	19%
Customer Service	132	149	13%
Finance & Accounts	173	159	-8%

Philippines Lowest Growth Occupations

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
HR & Admin	149	121	-19%
Sales & Business Development	135	103	-24%
Purchase/ Logistics/ Supply Chain	166	99	-40%

Malaysia Highlights

- Monster Employment Index Malaysia witnesses annual decline of 37 percent in April 2020.
- All the industry sectors and occupation categories register receded growth on annual basis.

Malaysia Top Growth Industries

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Oil and Gas	106	95	-10%
Production/Manufacturing, Automotive and Ancillary	93	78	-16%
Hospitality	63	46	-27%

Malaysia Lowest Growth Industries

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
BFSI	71	40	-44%
Retail	54	13	-76%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	73	16	-78%

Malaysia Top Growth Occupations

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Marketing & Communications	83	66	-20%
Software, Hardware, Telecom	82	63	-23%
Engineering /Production, Real Estate	66	48	-27%

Malaysia Lowest Growth Occupations

Year-over-year Growth	Apr 19	Apr 20	% Growth Y-o-Y
Customer Service	23	12	-48%
Purchase/ Logistics/ Supply Chain	76	38	-50%
Hospitality & Travel	39	19	-51%

By Industry

	2019									2020			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
IT, Telecom/ISP and BPO/ITES	200	204	209	217	220	228	233	218	216	202	214	216	193
BFSI	174	179	181	184	183	189	191	177	174	171	182	185	161
Health Care	117	120	121	123	122	125	127	125	122	119	124	126	122
Hospitality	123	126	132	136	138	140	141	137	129	127	124	116	101
Government/ PSU/ Defence	83	84	82	83	83	84	84	83	83	84	84	82	84
Education	114	117	116	120	121	123	128	122	120	115	119	119	111
Retail/Trade and Logistics	122	118	119	123	121	124	125	120	112	109	111	112	96
Engineering, Construction and Real Estate	103	103	105	107	106	104	106	102	98	96	98	102	93
Production/Manufacturing, Automotive and Ancillary	106	104	106	107	106	106	104	104	100	97	99	105	104
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	98
Advertising, Market Research, Public Relations, Media and Entertainment	134	129	134	142	149	152	153	143	142	139	147	146	129
Shipping/Marine	99	92	92	92	92	92	92	92	92	92	93	93	93
Import/Export	85	86	86	87	87	87	87	86	86	86	85	85	85
Oil and Gas	200	98	99	101	101	102	102	101	98	98	99	99	96

By Occupation

	2019									2020			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Software, Hardware, Telecom	147	151	153	160	158	163	167	160	159	149	164	178	166
Finance & Accounts	95	101	100	102	98	102	103	95	90	89	94	98	79
Sales & Business Development	104	104	105	109	108	111	113	110	104	98	101	102	86
Customer Service	110	112	112	116	114	118	120	115	113	110	111	111	101
Marketing & Communications	87	87	88	89	92	94	93	91	91	86	88	89	81
HR & Admin	90	90	89	91	90	92	94	88	87	84	86	88	77
Engineering /Production	105	104	107	109	108	109	107	104	99	96	99	105	95
Hospitality & Travel	104	108	117	119	120	122	124	122	115	113	104	94	79
Health Care	114	117	118	121	119	121	126	121	117	115	119	122	119
Legal	108	107	106	108	110	109	107	107	106	103	107	111	104
Purchase/ Logistics/ Supply Chain	96	95	94	96	94	95	96	93	91	90	92	94	87
Real Estate	85	83	88	89	89	96	92	86	82	81	80	92	79