

foundit Insights Tracker

Aug 2023

Hiring Trends in Gulf



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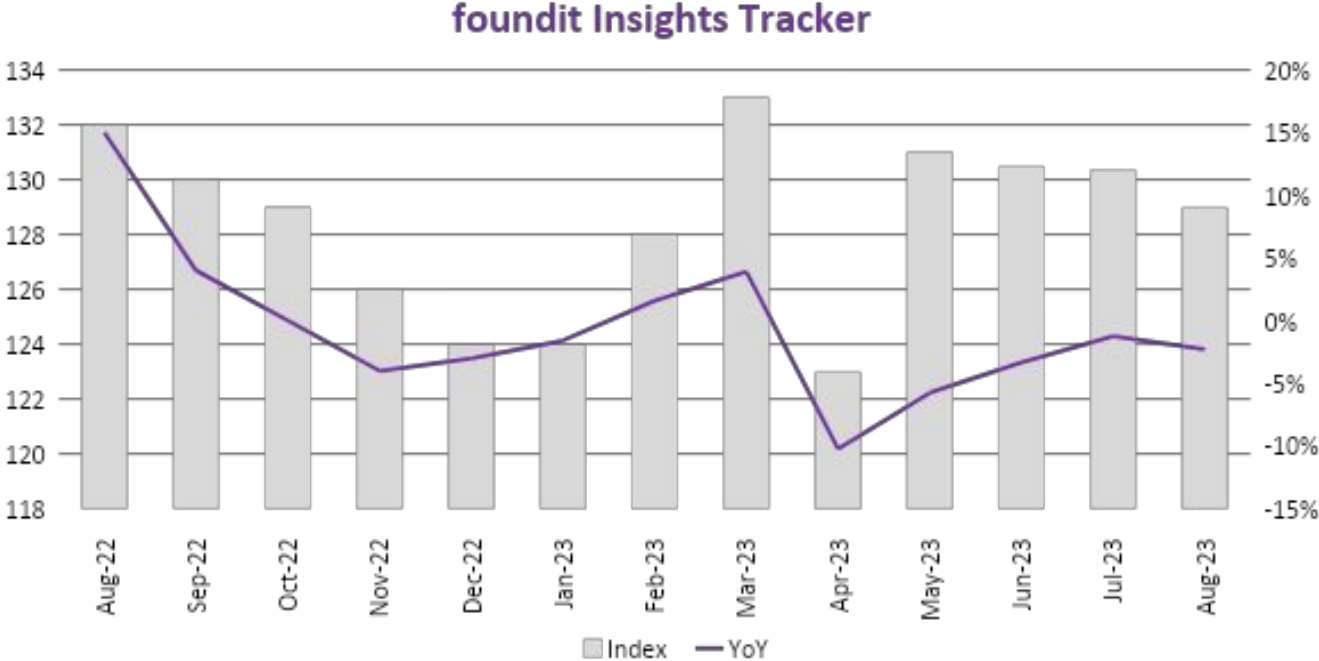


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Key Highlights of the Month

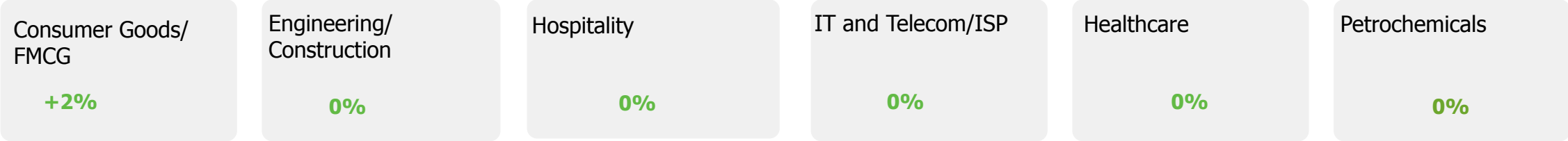
foundit Insights Tracker in Gulf saw a marginal decline of 2% annually in online recruitment activity in August'23.

- ✓ The foundit Insights Tracker (fit) observed a decrease in hiring activity on an annual basis, with the index declining from 132 in August 2022 to 129 in August 2023
- ✓ MoM, the index saw a marginal dip as July 2023 saw an index of 130.
- ✓ According to our tracker, there has been a slight uptick in hiring activity over the past six months. While monthly data has displayed some fluctuations in hiring demand, there is an overarching positive trend among employers, and we expect a rise in job openings in the coming months.

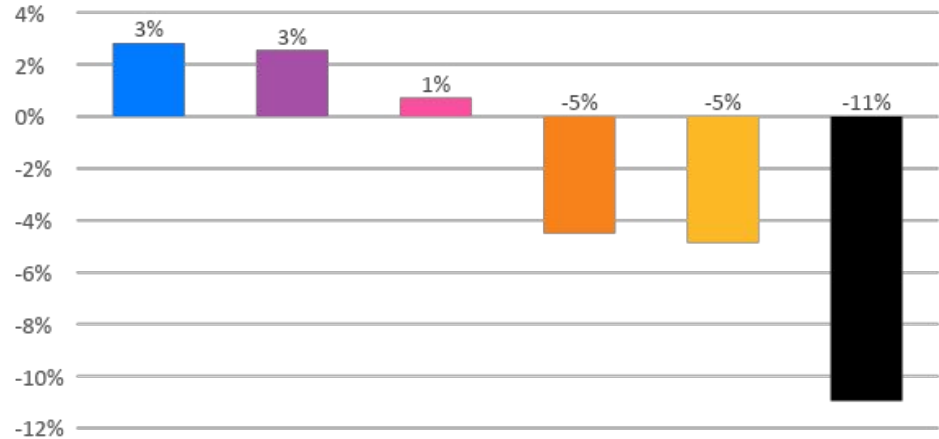


Hiring Trends – MoM*

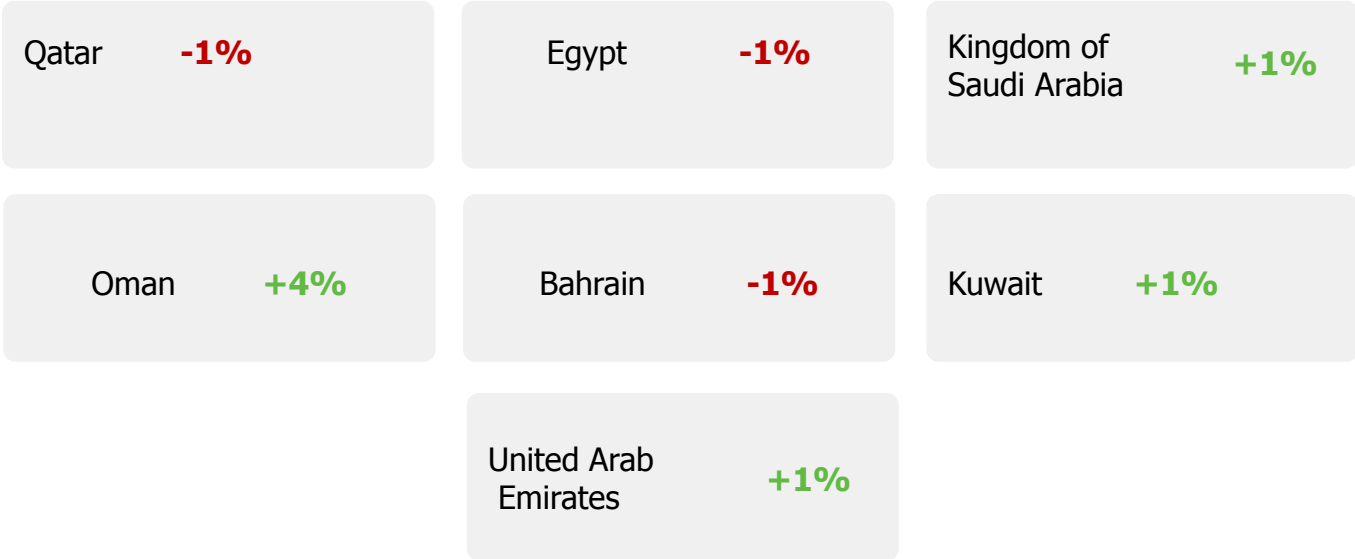
INDUSTRY



FUNCTIONAL AREA



ACROSS REGIONS

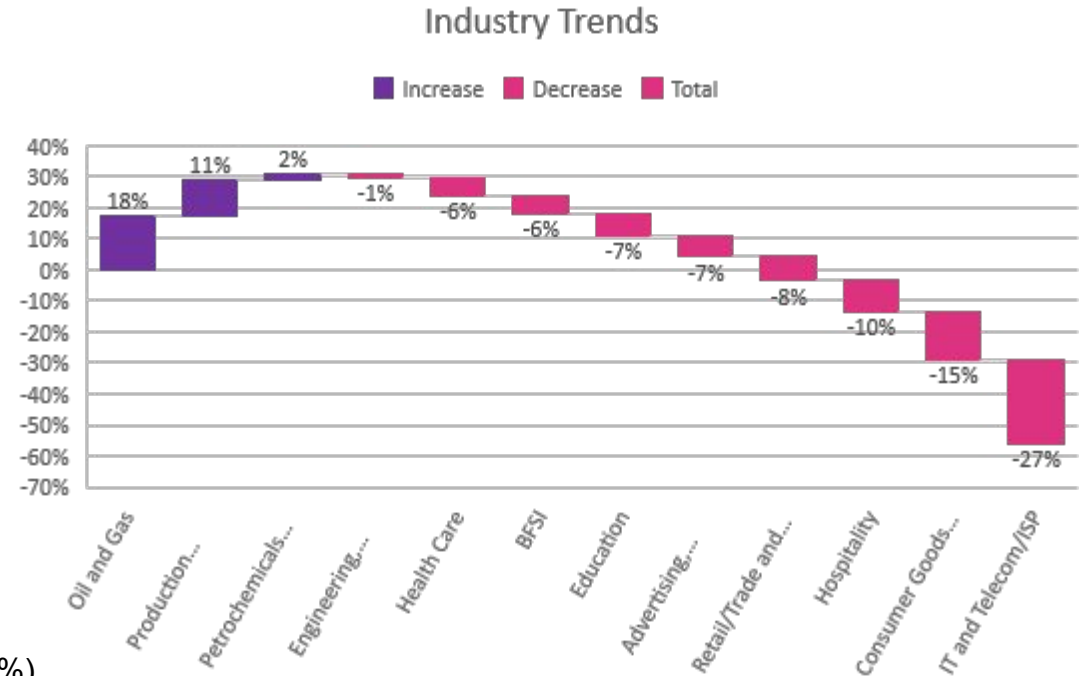


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 * All figures represent percentage change between July'23 and Aug'23

Hiring Trends – Industry*

3 out of 12 industries monitored by the tracker witnessed an increase in job demand in August'23 annually.

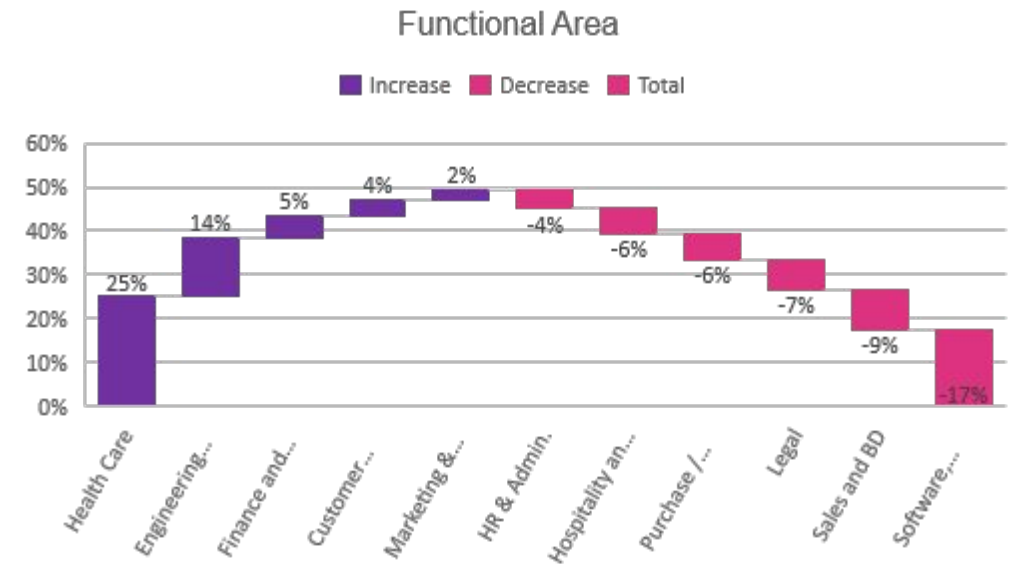
- ✓ The August 2023 report highlights significant annual growth in the **Oil and Gas** (+18%) sector, leading the industry with impressive growth. Additionally, the **Production/Manufacturing, Automotive, and Ancillary** (+11%) sector demonstrated a positive growth trend, registering an increase. In contrast, the **Petrochemicals** (+2%) industry experienced modest growth, with an uptick in August 2023 compared to the previous year.
- ✓ The **IT and Telecom/ISP** (-27%) industry reported a noteworthy annual hiring downturn, showing a significant contraction. Additionally, sectors including **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** (-15%) demonstrated diminished job opportunities, experiencing a reduction. The **Hospitality** (-10%) sector also recorded a decline, with a decrease in job openings compared to the same period last year.
- ✓ Also, the job demand in **Engineering, Construction, and Real Estate** (-1%) witnessed a marginal decline. Simultaneously, other sectors, including **BFSI** (-6%), **Education** (-7%), **Healthcare** (-6%), **Advertising, Market Research, Public Relations, Media, and Entertainment** (-7%) and **Retail/Trade and Logistics** (-8%), too experienced a reduction in job opportunities compared to the previous year in Aug'23



Hiring Trends - Functional Area*

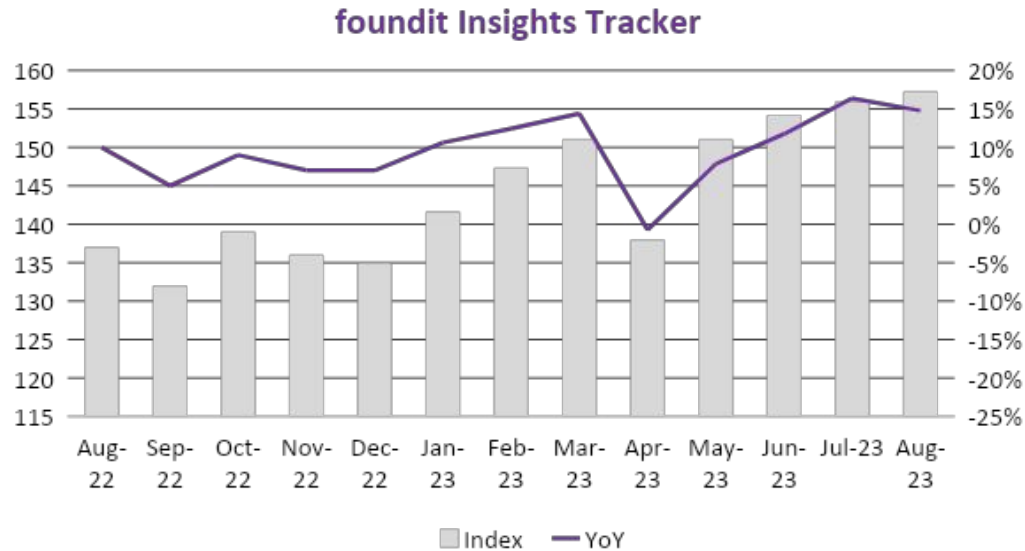
Online recruitment activity surpassed the year-ago level in 6 of the 11 occupation groups monitored by the tracker

- ✓ In August 2023, yet again the **Healthcare** (+25%) sector stood out with impressive annual growth, showcasing a substantial surge in job roles compared to the previous year. **Engineering and Production** (+14%) also demonstrated robust annual demand, experiencing an increase. Furthermore, **Finance & Accounts** (+5%), roles experienced notable growth, with an increase in demand annually.
- ✓ The August 2023 report highlights a substantial decline in demand within **Software, Hardware & Telecom** (-17%), signaling a continued drop compared to the previous year. Roles in **Sales & Business Development** (-9%) also experienced a downturn, recording a decrease from the year-ago level. Additionally, **Legal** (-7%), showed a drop in job postings indicating a decline in the job demand annually.
- ✓ Among others, **Marketing & Communications** (+2%) and **Customer Service** (+4%) exhibited an increase whereas **HR & Admin** (-4%), **Hospitality and Travel** (-6%), and **Purchase/ Logistics/ Supply chain** (-6%) exhibited a notable drop in demand annually in August'23



Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA reports an impressive 15% annual growth in August'23.

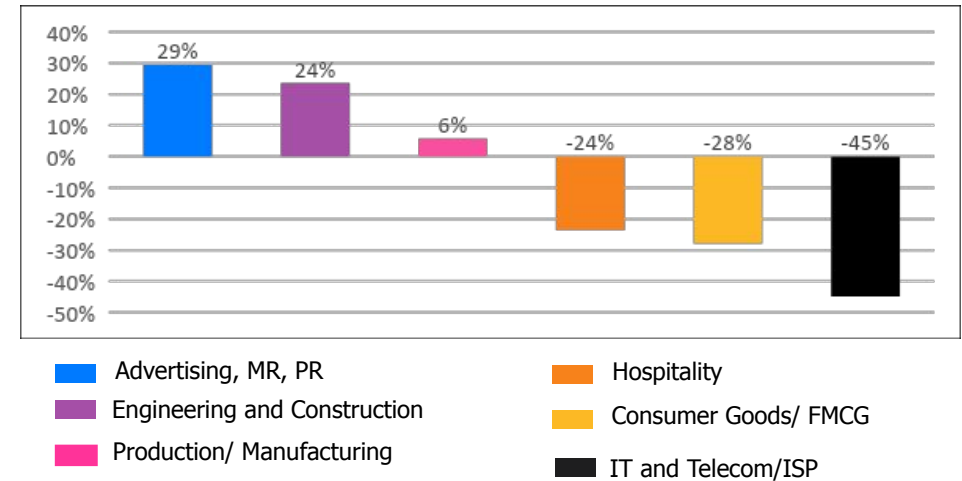


✓ The Index in KSA increased to 157 in August 2023 from 137 in August 2022.

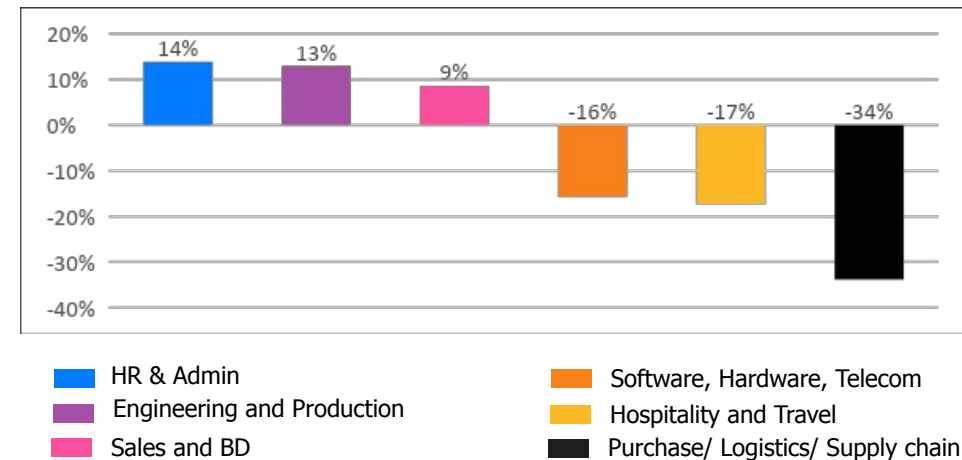
✓ **Advertising, MR, PR** (+29%) witnessed the steepest growth among all monitored industries; whereas, **IT and Telecom/ISP** (-45%) showcased a noteworthy decline annually in August'23

✓ Among functions, **HR/ Admin** (+14%) experienced remarkable growth while **Purchase/ Logistics/ Supply Chain** (-34%) professionals saw a significant decline in job demand among all monitored functions.

Industry Trend



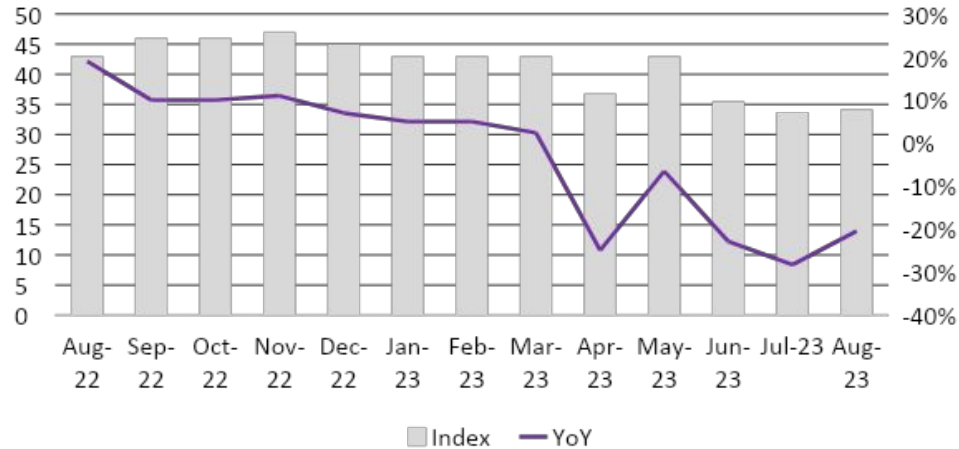
Functional Area Trend



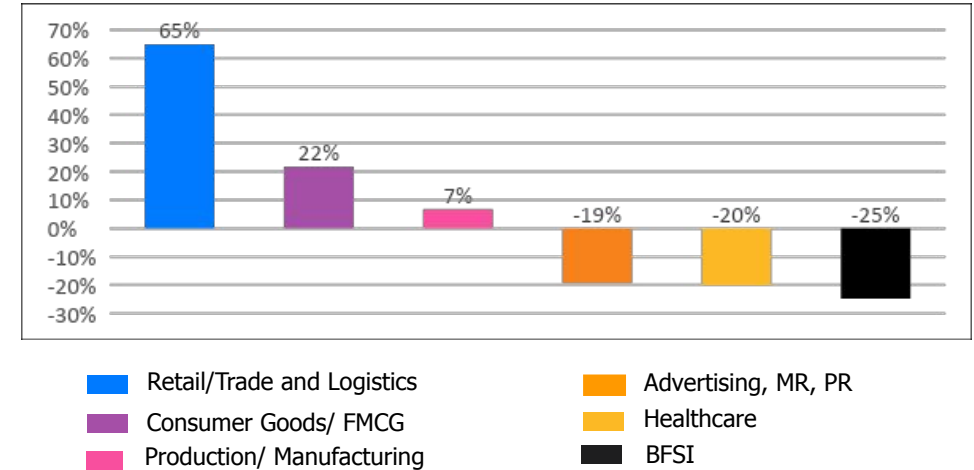
Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE saw a 20% decline in hiring activity annually in August'23

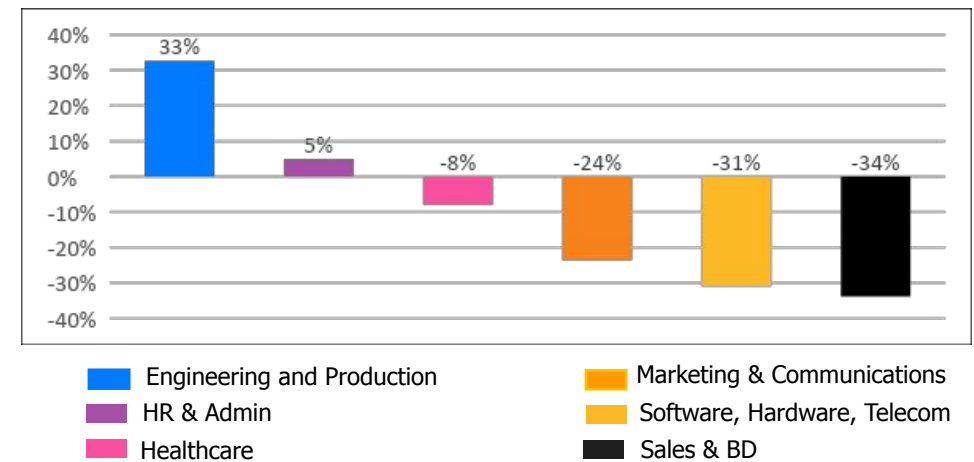
foundit Insights Tracker



Industry Trend



Functional Area Trend



- ✓ The Index in UAE was marked at 34 in August'23 from 43 in August'22.
- ✓ **Retail/Trade and Logistics** (+65%) marked the most remarkable growth whereas **BFSI** (-25%) registered the highest decline among all monitored industries.
- ✓ Among functions, **Engineering and Production** (+33%) roles were at the top in terms of hiring activity while **Sales & BD** (-34%) marked the lowest growth in August'23.

Data & Methodology

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide. In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

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.

Foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), 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 foundit.in APAC & Middle East

foundit.in, formerly Monster, is a leading talent platform offering comprehensive employment solutions to recruiters and job seekers across India, SEA, and Gulf. Since its inception, the company has been assisting over 65 million registered users to find jobs, upskill, and connect with the right opportunities across 18 countries. Over the last two decades, the company has been a catalyst in the world of recruitment solutions with advanced technology, seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit.in is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep-tech to sharpen hyper-personalised job searches, and precision hiring. foundit.in strongly believes that a job title doesn't define one's potential and leverages technology to dig deeper to curate opportunities central to the needs, aspirations, and dreams of each user.

To learn more about foundit in APAC & Gulf, visit:

www.foundit.in

www.founditgulf.com

www.foundit.sg

www.foundit.my

www.foundit.com.ph

www.foundit.hk



Annexure



Annexure: All Gulf Industry Data*

Industries	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Engineering, Construction and Real Estate	77	67	74	75	73	73	74	81	72	74	76	76	76
BFSI	134	125	128	124	120	113	111	116	114	114	128	140	126
Production/Manufacturing, Automotive and Ancillary	70	72	77	73	72	72	74	83	75	76	78	80	78
Retail/Trade and Logistics	91	89	89	86	89	87	87	89	75	76	78	86	84
Oil and Gas	51	49	50	48	46	41	40	59	57	58	61	60	60
IT and Telecom/ISP	404	431	427	438	427	392	363	349	322	311	311	293	294
Hospitality	99	97	97	96	94	93	93	92	87	87	88	89	89
Education	116	116	118	118	116	114	116	119	119	116	112	109	108
Petrochemicals	96	108	103	99	100	98	100	100	99	101	102	98	98
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	158	137	143	139	135	134	133	139	137	134	131	132	134
Health Care	119	105	117	115	113	112	107	106	103	109	111	112	112
Advertising, Market Research, Public Relations, Media and Entertainment	72	70	72	70	69	68	68	69	65	66	68	68	67
Others	189	161	260	119	199	286	317	350	367	427	462	488	512

Annexure: All Gulf Functional Area Data*

Functions	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Engineering and Production	96	100	101	100	99	98	99	105	100	101	105	106	109
Finance and Account	101	105	102	101	102	100	100	109	98	96	101	111	106
HR & Admin.	68	77	74	64	67	72	74	85	71	65	74	73	65
Sales and BD	98	98	96	93	95	89	90	98	83	87	88	90	89
Purchase / Logistics / Supply Chain	118	117	119	109	114	120	121	125	111	109	111	116	111
Hospitality and Travel	126	130	125	123	121	116	121	122	118	116	116	119	119
Health Care	96	94	93	96	100	103	98	99	94	110	113	117	120
Software, Hardware, Telecom	243	255	255	245	253	245	229	238	209	203	214	204	201
Marketing & Communications/Arts/Creative	134	140	153	148	145	143	144	144	126	135	140	144	137
Customer service	135	151	144	137	153	143	150	142	107	107	115	139	140
Legal	85	85	87	82	79	80	80	86	81	82	82	80	79

Annexure: KSA Industry Data *

Industries	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Engineering, Construction and Real Estate	119	120	124	125	131	127	133	148	138	148	154	147	147
BFSI	139	140	141	142	142	133	136	136	126	125	126	128	119
Production/Manufacturing, Automotive and Ancillary	87	95	105	95	89	85	89	93	86	76	82	90	92
Retail/Trade and Logistics	119	122	120	124	113	110	109	107	102	99	103	102	99
Oil and Gas	97	99	98	96	96	96	96	96	95	96	99	97	100
IT and Telecom/ISP	328	323	329	313	297	266	268	218	194	182	182	171	181
Hospitality	106	106	105	109	103	97	98	96	91	86	81	80	81
Education	126	124	124	123	125	120	120	111	107	110	110	106	104
Petrochemicals	117	125	129	125	124	124	124	126	118	121	119	115	117
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	168	157	150	152	148	144	147	150	134	122	121	120	121
Health Care	110	106	107	107	105	106	105	105	102	106	107	106	107
Advertising, Market Research, Public Relations, Media and Entertainment	255	238	240	257	268	273	274	285	270	288	308	313	330

Annexure: KSA Functional Area Data *

Functions	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Engineering and Production	116	123	125	118	115	113	117	124	116	118	125	123	131
Finance and Account	142	147	147	150	147	137	140	144	134	136	142	144	134
HR & Admin.	94	93	95	90	93	101	110	112	99	100	108	111	107
Sales and BD	187	175	149	165	157	161	164	169	177	183	175	212	203
Purchase / Logistics / Supply Chain	186	168	171	161	161	158	154	158	140	133	136	131	123
Hospitality and Travel	92	96	95	97	89	84	83	87	85	80	77	75	76
Health Care	109	105	105	106	102	105	101	102	102	104	104	104	103
Software, Hardware, Telecom	317	322	330	324	302	300	295	291	267	251	256	260	267
Marketing & Communications/Arts/Creative	155	156	162	162	171	162	155	154	144	160	161	165	164

Annexure: UAE Industry Data *

Industries	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Engineering, Construction and Real Estate	44	46	50	50	46	49	49	51	45	41	41	39	42
BFSI	125	130	128	128	127	121	114	109	100	102	103	100	94
Production/Manufacturing, Automotive and Ancillary	60	65	66	62	62	64	64	64	63	63	64	64	64
Retail/Trade and Logistics	77	81	79	109	114	143	139	144	138	140	140	141	127
Oil and Gas	52	54	59	61	59	54	54	53	51	51	51	50	50
IT and Telecom/ISP	105	113	122	120	115	128	108	104	94	97	91	86	88
Hospitality	73	73	74	74	73	75	72	72	70	70	70	69	70
Education	125	128	132	132	123	111	122	121	118	118	115	109	109
Petrochemicals	99	103	102	102	105	99	100	99	99	100	99	100	96
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	92	88	92	99	98	101	103	106	111	112	106	102	112
Health Care	124	125	123	117	114	91	99	94	92	97	96	95	99
Advertising, Market Research, Public Relations, Media and Entertainment	88	84	81	76	76	69	74	71	70	70	69	70	71

Annexure: UAE Functional Area Data *

Functions	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Engineering and Production	104	125	139	135	129	130	137	140	124	125	131	129	138
Finance and Account	55	57	56	57	52	49	50	49	46	46	50	47	50
HR & Admin.	20	24	25	23	20	22	21	24	22	23	22	22	21
Sales and BD	65	72	63	61	55	50	50	48	43	45	42	42	43
Purchase / Logistics / Supply Chain	97	93	96	92	85	87	91	91	87	88	85	86	83
Hospitality and Travel	79	81	83	82	75	69	68	67	64	64	65	62	62
Health Care	76	75	76	66	70	67	67	66	65	67	69	68	70
Software, Hardware, Telecom	103	101	104	102	99	98	92	88	81	82	79	76	71
Marketing & Communications/Arts/Creative	140	140	131	121	118	125	136	126	116	117	100	110	107
Customer service	73	76	72	73	69	62	58	59	58	58	64	65	59

Thank you

