

foundit Insights Tracker

July 2023

Hiring Trends in Gulf



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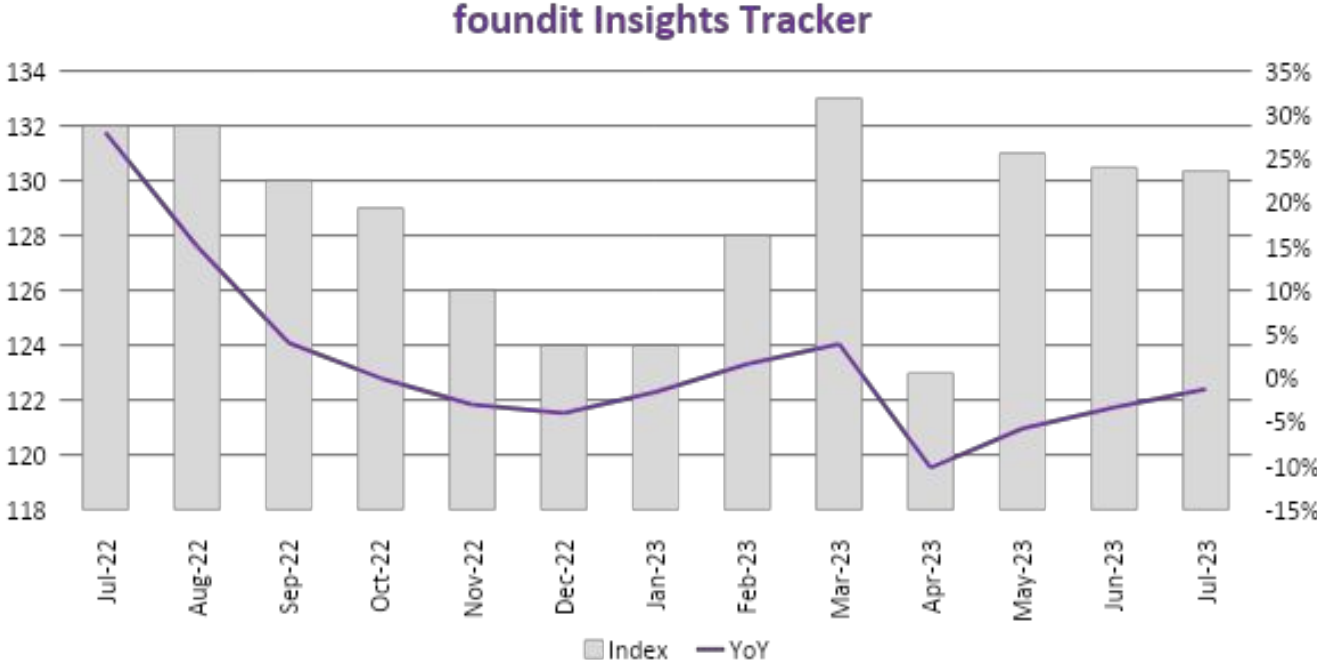
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Key Highlights of the Month

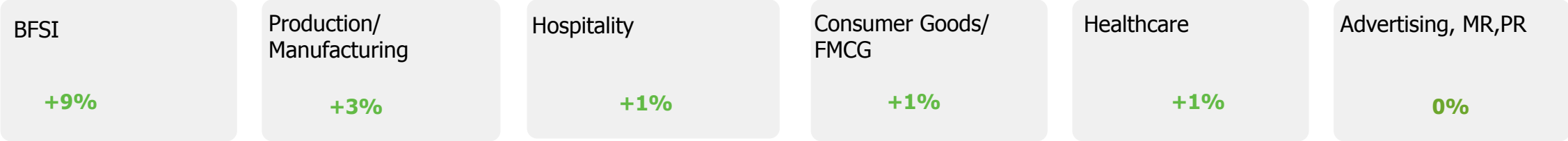
foundit Insights Tracker in Gulf saw a marginal decline of 1% annually in online recruitment activity in July'23.

- ✓ The foundit Insights Tracker (fit) witnessed a drop in hiring activity from an annual perspective as the index moved to 130 in July 2023 from 132 in July 2022
- ✓ MoM, the index remained flat as June 2023 saw an index of 130.
- ✓ Our tracker indicates that there has been a 5% upswing in hiring activity over the last six months. Although monthly figures have shown some variability in hiring demand, there is an overall positive momentum among employers, and we anticipate a increase in job openings in the months ahead.

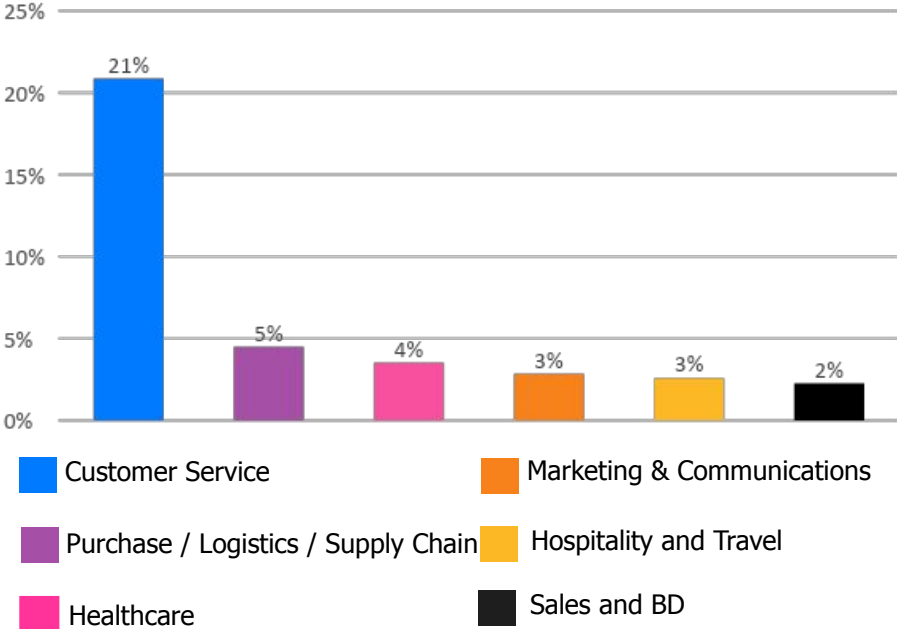


Hiring Trends – MoM*

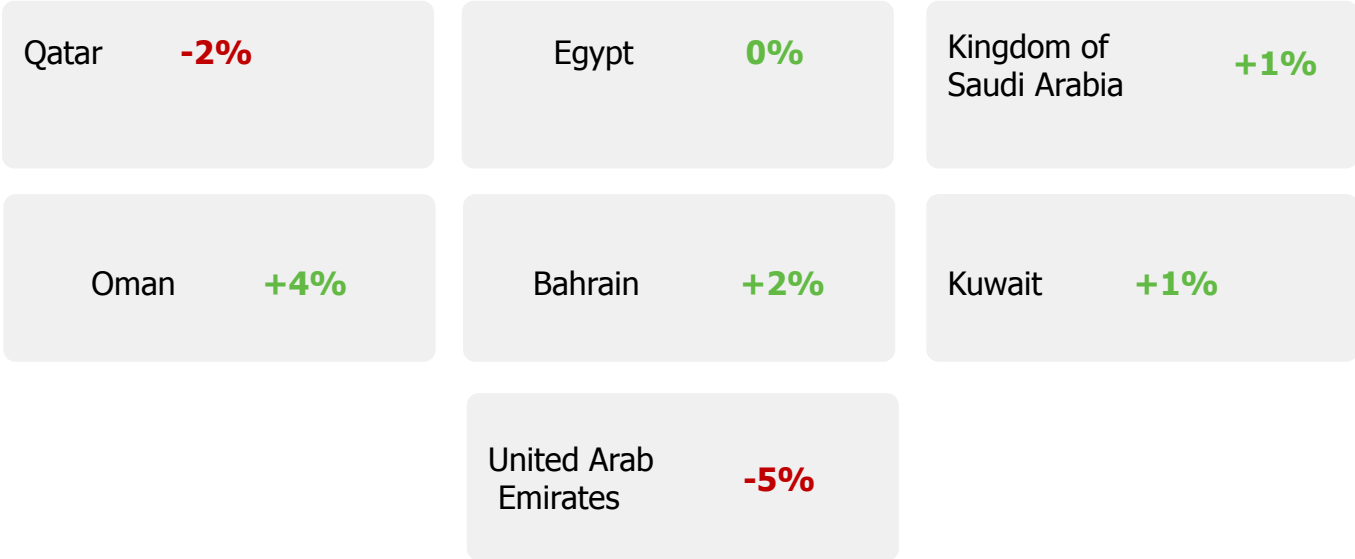
INDUSTRY



FUNCTIONAL AREA



ACROSS REGIONS

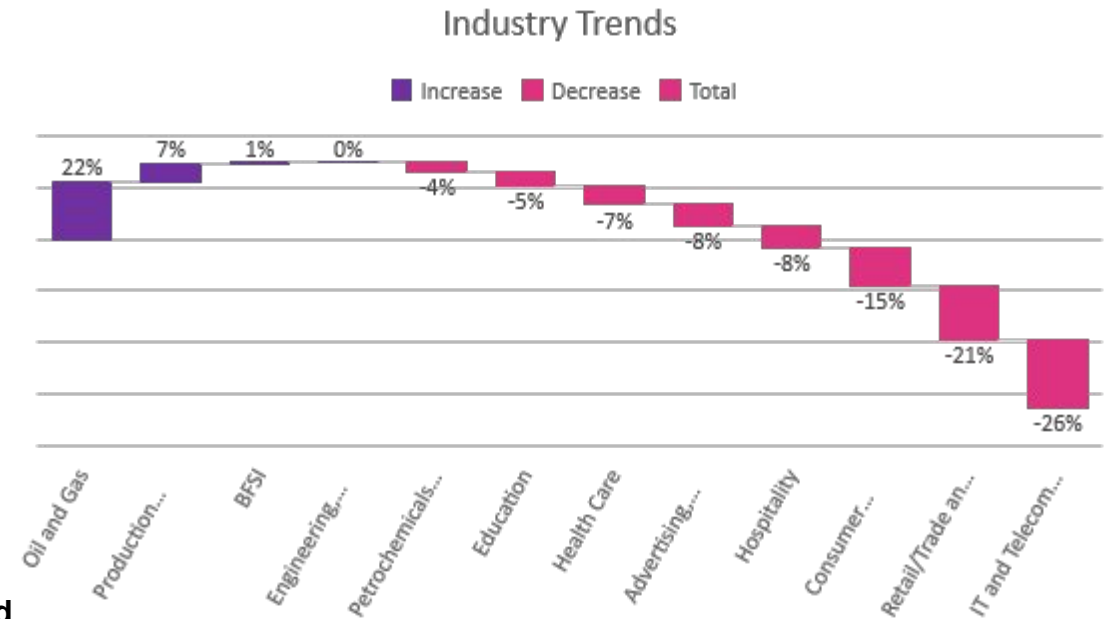


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 * All figures represent percentage change between June'23 and July'23

Hiring Trends – Industry*

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

- ✓ In the July 2023 report, it's worth noting that the Oil and Gas (+22%) experienced remarkable annual growth, making it the industry leader in terms of expansion. Additionally, the **Production/Manufacturing, Automotive and Ancillary** (+7%) sector demonstrated a positive growth trend while **BFSI** (+1%) industry saw marginal growth in July'23 from a year ago level.
- ✓ In July 2023, the **IT and Telecom/ISP** (-26%) industry experienced a significant annual decline in hiring, with a notable decrease. Additionally, the **Retail/Trade and Logistics** (-21%) along with **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** (-15%) also displayed a reduced number of job opportunities, with a decline annually in July 2023.
- ✓ While the job demand remained stagnant in **Engineering, Construction and Real Estate** (0%), several other industries including **Education** (-5%), **Petrochemicals** (-4%), **Healthcare** (-7%), **Advertising, Market Research, Public Relations, Media and Entertainment** (-8%) and **Hospitality** (-8%) experienced a decline in job demand compared to the previous year. These trends reflect the evolving dynamics of the job market in July 2023, indicating challenges and shifts in employment opportunities across various



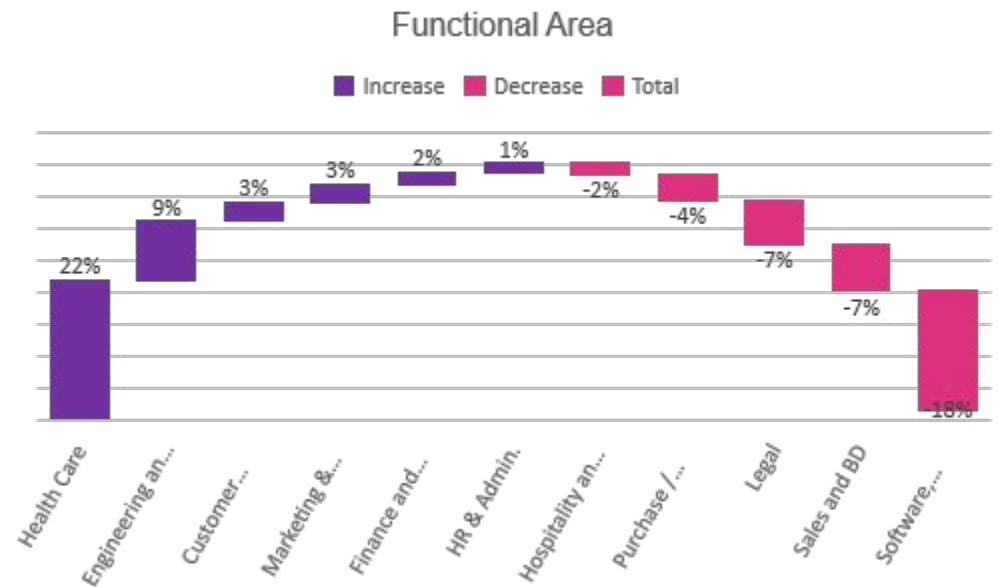
Hiring Trends - Functional Area*

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

✓ **Healthcare** (+22%) saw a most remarkable growth, with a substantial increase in job roles compared to the previous year. witnessed the most notable increase annually in July'23. Also, **Engineering and Production** (+9%) exhibited strong annual demand while **Customer Service** (+3%) roles experienced a notable shift, moving from a negative trend to a positive one, with an increase in demand annually. Moreover, on a month-over-month basis, the function witnessed a remarkable 21% spike in demand, reflecting a sudden surge in e-recruitment activity.in July'23.

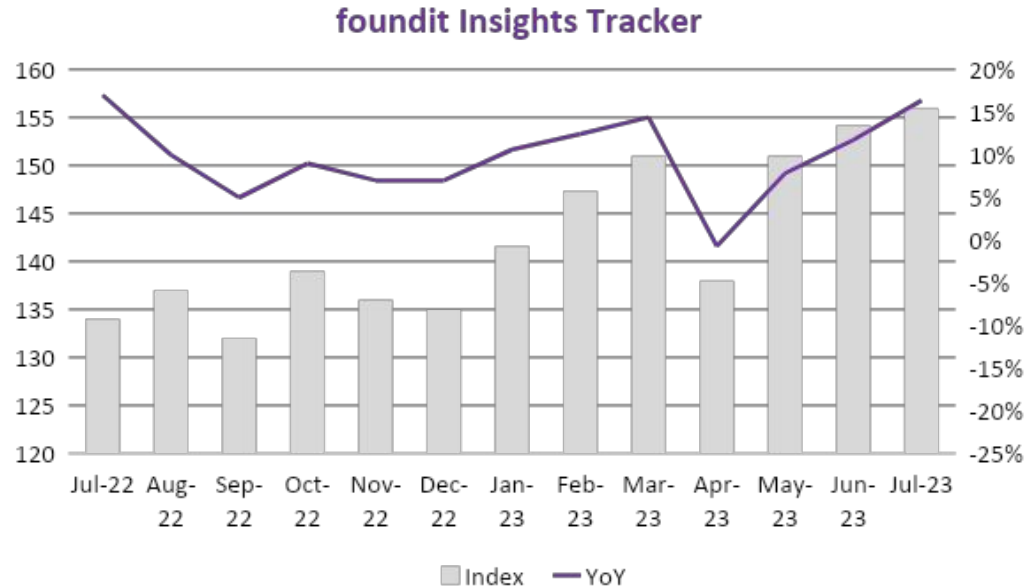
✓ **Software, Hardware & Telecom** (-18%) witnessed a notable decrease indicating a further dip in demand compared to the previous year. **Sales & Business Development** (-7%), roles also experienced a decline in July'23 from the year-ago level. **Legal** (-7%), exhibited a similar drop in demand signifying a noteworthy contraction in hiring opportunities in the month.

✓ Other verticals including **HR & Admin** (+1%), **Finance & Accounts** (+2%), **Marketing & Communications** (+3%) too showcased a positive trend line in the hiring activity while **Hospitality and Travel** (-2%) and **Purchase/ Logistics/ Supply chain** (-8%) continued to exhibit a drop in demand.

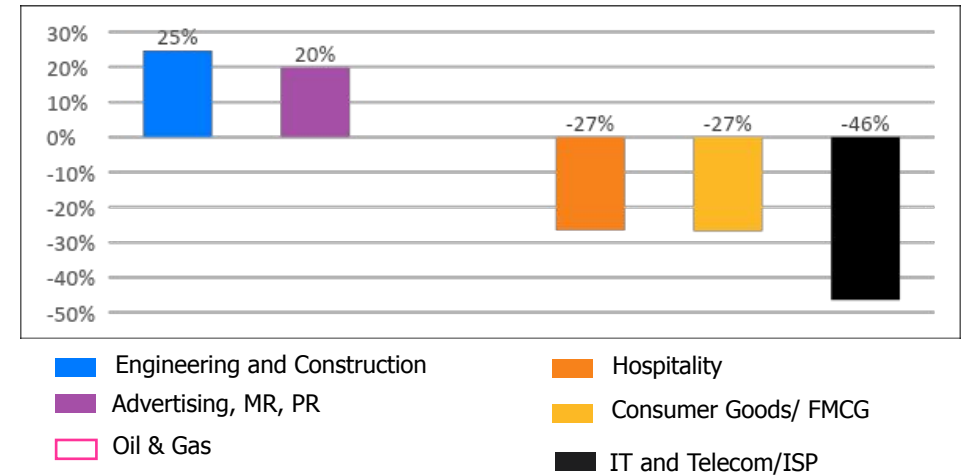


Hiring Trends – Kingdom of Saudi Arabia *

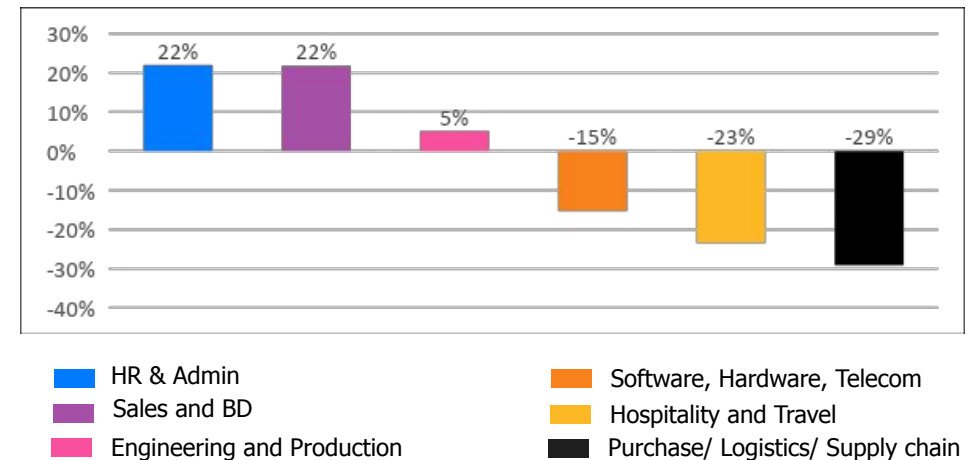
foundit Insights Tracker in KSA registered 16% annual growth in July'23.



Industry Trend



Functional Area Trend



- ✓ The Index in KSA increased to 156 in July 2023 from 134 in July 2022.
- ✓ **Engineering and Construction** (+25%) marked the strongest growth among all monitored industries; whereas, **IT and Telecom/ISP** (-46%) registered the steepest decline annually in July'23
- ✓ Among functions, **HR/ Admin** (+22%) & **Sales and BD** (+22%) stood at the same levels with the steepest hiring demand. On the other hand, **Purchase/ Logistics/ Supply Chain** (-29%) professionals saw a subsequent decline in job demand among all monitored functions.

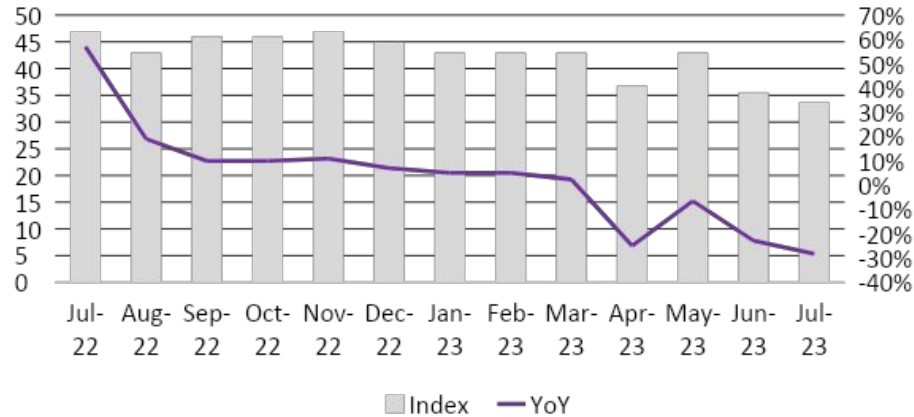
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* All figures represent percentage change between July'22 and July'23

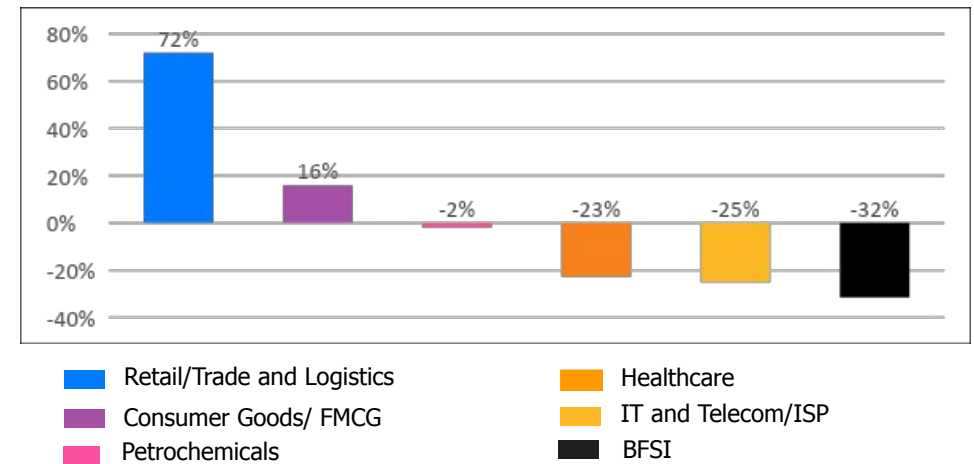
Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE saw a 28% decline in hiring activity annually in July'23

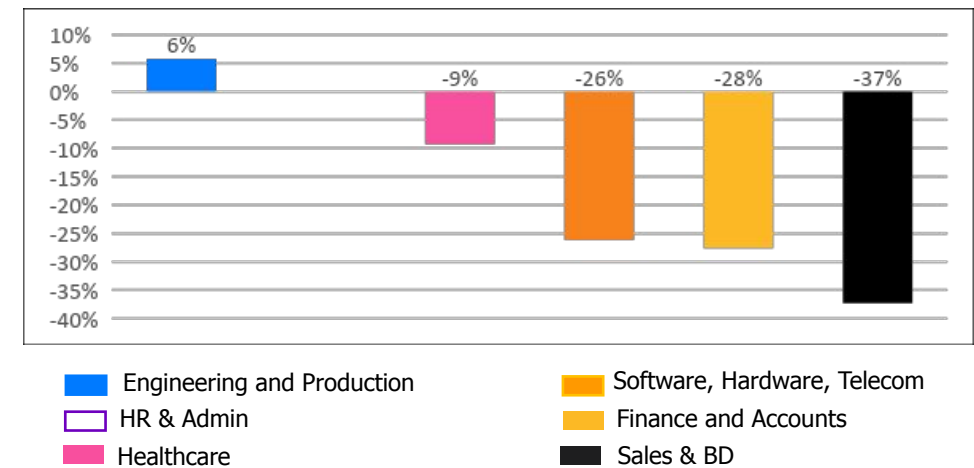
foundit Insights Tracker



Industry Trend



Functional Area Trend



- ✓ The Index in UAE was marked at 34 in July'23 from 47 in July'22.
- ✓ **Retail/Trade and Logistics** (+72%) marked the most notable growth whereas **BFSI** (-32%) registered the highest decline among all monitored industries.
- ✓ Among functions, **Engineering and Production** (+6%) roles were at the top in terms of job demand while **Sales & BD** (-37%) marked the lowest growth in July'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

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www.foundit.my

www.foundit.com.ph

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Annexure



Annexure: All Gulf Industry Data*

Industries	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Engineering, Construction and Real Estate	76	77	67	74	75	73	73	74	81	72	74	76	76
BFSI	139	134	125	128	124	120	113	111	116	114	114	128	140
Production/Manufacturing, Automotive and Ancillary	75	70	72	77	73	72	72	74	83	75	76	78	80
Retail/Trade and Logistics	90	91	89	89	86	89	87	87	89	70	71	71	71
Oil and Gas	49	51	49	50	48	46	41	40	59	57	58	61	60
IT and Telecom/ISP	398	404	431	427	438	427	392	363	349	322	311	311	293
Hospitality	97	99	97	97	96	94	93	93	92	87	87	88	89
Education	115	116	116	118	118	116	114	116	119	119	116	112	109
Petrochemicals	102	96	108	103	99	100	98	100	100	99	101	102	98
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	155	158	137	143	139	135	134	133	139	137	134	131	132
Health Care	121	119	105	117	115	113	112	107	106	103	109	111	112
Advertising, Market Research, Public Relations, Media and Entertainment	74	72	70	72	70	69	68	68	69	65	66	68	68
Others	201	189	161	260	119	199	286	317	350	367	427	462	488

Annexure: All Gulf Functional Area Data*

Functions	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Engineering and Production	97	96	100	101	100	99	98	99	105	100	101	105	106
Finance and Account	109	101	105	102	101	102	100	100	109	98	96	101	111
HR & Admin.	72	68	77	74	64	67	72	74	85	71	65	74	73
Sales and BD	97	98	98	96	93	95	89	90	98	83	87	88	90
Purchase / Logistics / Supply Chain	121	118	117	119	109	114	120	121	125	111	109	111	116
Hospitality and Travel	121	126	130	125	123	121	116	121	122	118	116	116	119
Health Care	96	96	94	93	96	100	103	98	99	94	110	113	117
Software, Hardware, Telecom	250	243	255	255	245	253	245	229	238	209	203	214	204
Marketing & Communications/Arts/Creative	140	134	140	153	148	145	143	144	144	126	135	140	144
Customer service	135	135	151	144	137	153	143	150	142	107	107	115	139
Legal	86	85	85	87	82	79	80	80	86	81	82	82	80

Annexure: KSA Industry Data *

Industries	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Engineering, Construction and Real Estate	118	119	120	124	125	131	127	133	148	138	148	154	147
BFSI	138	139	140	141	142	142	133	136	136	126	125	126	128
Production/Manufacturing, Automotive and Ancillary	92	87	95	105	95	89	85	89	93	86	76	82	90
Retail/Trade and Logistics	112	119	122	120	124	113	110	109	107	102	99	103	102
Oil and Gas	97	97	99	98	96	96	96	96	96	95	96	99	97
IT and Telecom/ISP	319	328	323	329	313	297	266	268	218	194	182	182	171
Hospitality	109	106	106	105	109	103	97	98	96	91	86	81	80
Education	118	126	124	124	123	125	120	120	111	107	110	110	106
Petrochemicals	116	117	125	129	125	124	124	124	126	118	121	119	115
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	164	168	157	150	152	148	144	147	150	134	122	121	120
Health Care	109	110	106	107	107	105	106	105	105	102	106	107	106
Advertising, Market Research, Public Relations, Media and Entertainment	261	255	238	240	257	268	273	274	285	270	288	308	313

Annexure: KSA Functional Area Data *

Functions	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Engineering and Production	117	116	123	125	118	115	113	117	124	116	118	125	123
Finance and Account	140	142	147	147	150	147	137	140	144	134	136	142	144
HR & Admin.	91	94	93	95	90	93	101	110	112	99	100	108	111
Sales and BD	174	187	175	149	165	157	161	164	169	177	183	175	212
Purchase / Logistics / Supply Chain	185	186	168	171	161	161	158	154	158	140	133	136	131
Hospitality and Travel	98	92	96	95	97	89	84	83	87	85	80	77	75
Health Care	110	109	105	105	106	102	105	101	102	102	104	104	104
Software, Hardware, Telecom	307	317	322	330	324	302	300	295	291	267	251	256	260
Marketing & Communications/Arts/Creative	164	155	156	162	162	171	162	155	154	144	160	161	165

Annexure: UAE Industry Data *

Industries	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Engineering, Construction and Real Estate	45	44	46	50	50	46	49	49	51	45	41	41	39
BFSI	146	125	130	128	128	127	121	114	109	100	102	103	100
Production/Manufacturing, Automotive and Ancillary	66	60	65	66	62	62	64	64	64	63	63	64	64
Retail/Trade and Logistics	82	77	81	79	109	114	143	139	144	138	140	140	141
Oil and Gas	52	52	54	59	61	59	54	54	53	51	51	51	50
IT and Telecom/ISP	115	105	113	122	120	115	128	108	104	94	97	91	86
Hospitality	72	73	73	74	74	73	75	72	72	70	70	70	69
Education	127	125	128	132	132	123	111	122	121	118	118	115	109
Petrochemicals	102	99	103	102	102	105	99	100	99	99	100	99	100
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	88	92	88	92	99	98	101	103	106	111	112	106	102
Health Care	123	124	125	123	117	114	91	99	94	92	97	96	95
Advertising, Market Research, Public Relations, Media and Entertainment	86	88	84	81	76	76	69	74	71	70	70	69	70

Annexure: UAE Functional Area Data *

Functions	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Engineering and Production	122	104	125	139	135	129	130	137	140	124	125	131	129
Finance and Account	65	55	57	56	57	52	49	50	49	46	46	50	47
HR & Admin.	22	20	24	25	23	20	22	21	24	22	23	22	22
Sales and BD	67	65	72	63	61	55	50	50	48	43	45	42	42
Purchase / Logistics / Supply Chain	98	97	93	96	92	85	87	91	91	87	88	85	86
Hospitality and Travel	77	79	81	83	82	75	69	68	67	64	64	65	62
Health Care	75	76	75	76	66	70	67	67	66	65	67	69	68
Software, Hardware, Telecom	103	103	101	104	102	99	98	92	88	81	82	79	76
Marketing & Communications/Arts/Creative	137	140	140	131	121	118	125	136	126	116	117	100	110
Customer service	72	73	76	72	73	69	62	58	59	58	58	64	65

Thank you

