

# foundit Insights Tracker

Sep 2023

## Hiring Trends in Gulf



# Contents

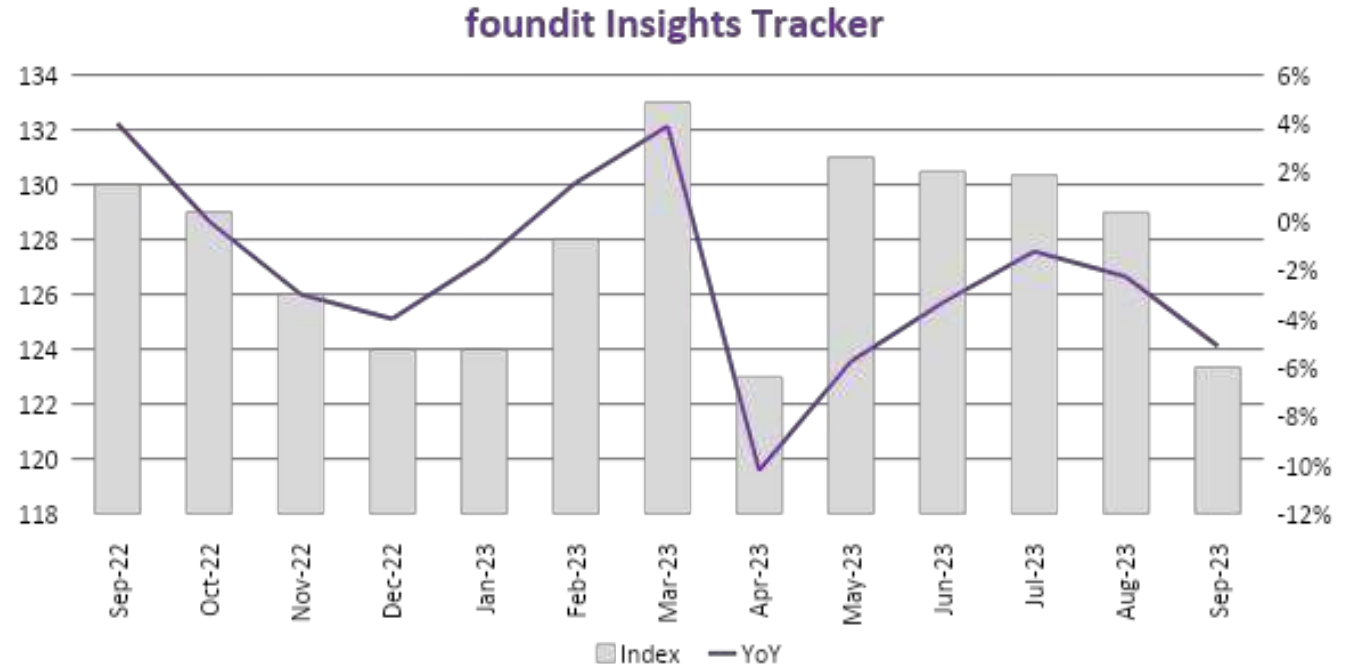


01	Key Highlights of the Month	Page 3
02	Hiring Trends - Summary	Page 4
03	Hiring Trends - Industry	Page 5
04	Hiring Trends - Functional Area	Page 6
05	Hiring Trends –Kingdom of Saudi Arabia	Page 7
06	Hiring Trends – United Arab Emirates	Page 8
07	Data & Methodology	Page 9
08	About foundit APAC & Gulf	Page 10
09	Annexure	Page 12-17

# Key Highlights of the Month

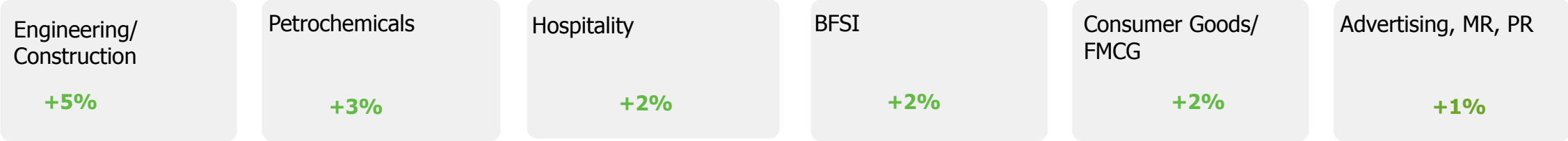
foundit Insights Tracker in Gulf reports a slight decline of 5% annually in online recruitment activity in September'23.

- ✓ The foundit Insights Tracker (fit) indicates a decrease in hiring activity on an annual basis, with the index dropping from 130 in September 2022 to 123 in September 2023
- ✓ The index recorded a minor decline on a month-on-month analysis, registering a value of 129 in August 2023.
- ✓ According to the tracker, there's a downtrend in the e-recruitment activity noticing a dip of 5% over the past three months. Although there's a drop in the Middle East job market a noteworthy annual growth is registered in the KSA markets.

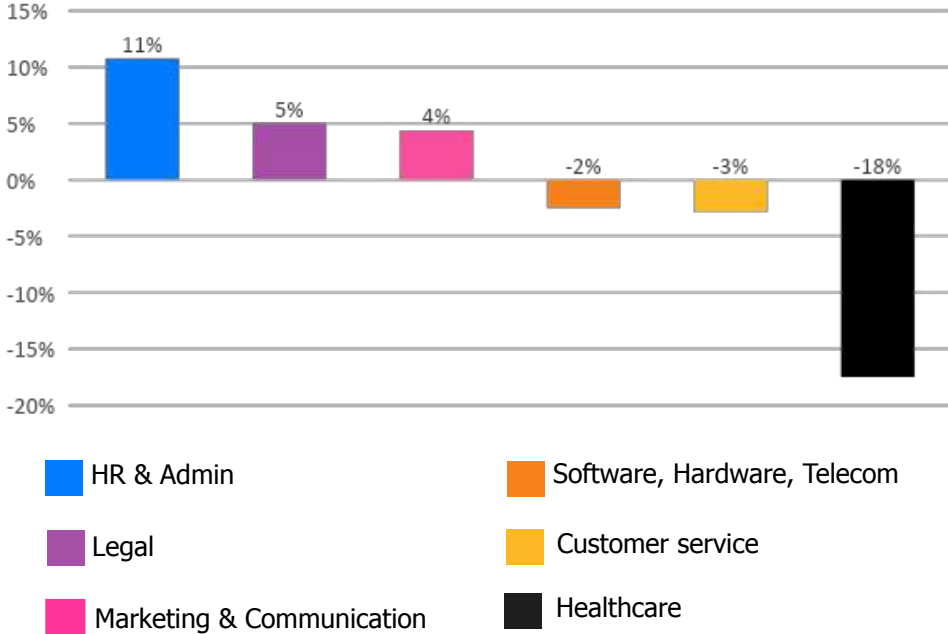


# Hiring Trends – MoM\*

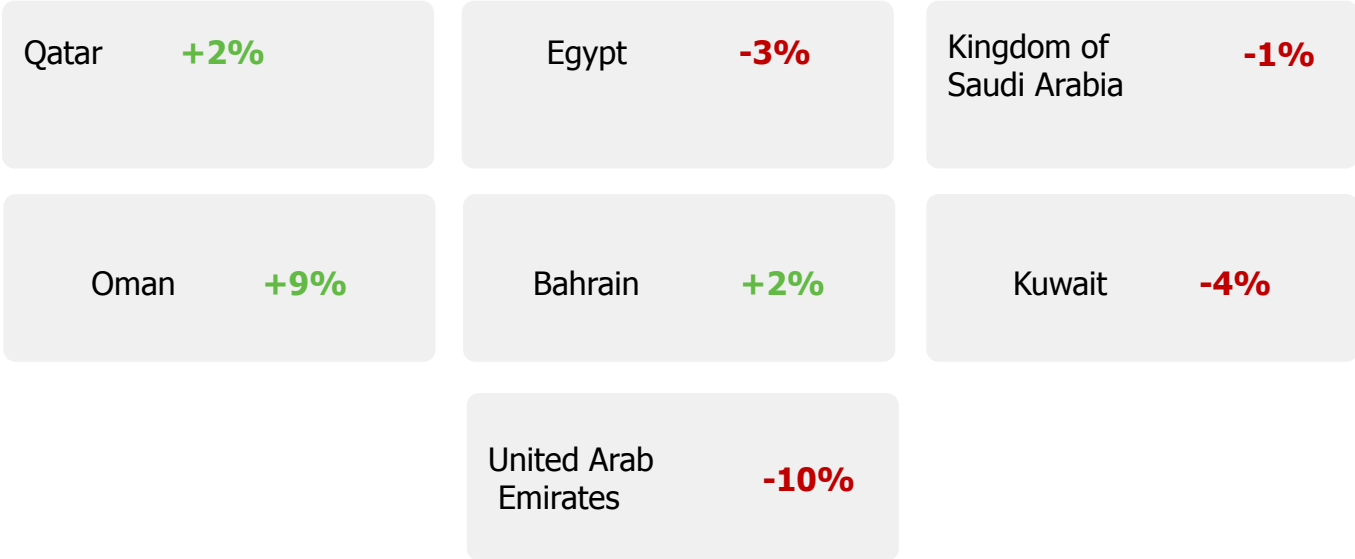
## INDUSTRY



## FUNCTIONAL AREA



## ACROSS REGIONS

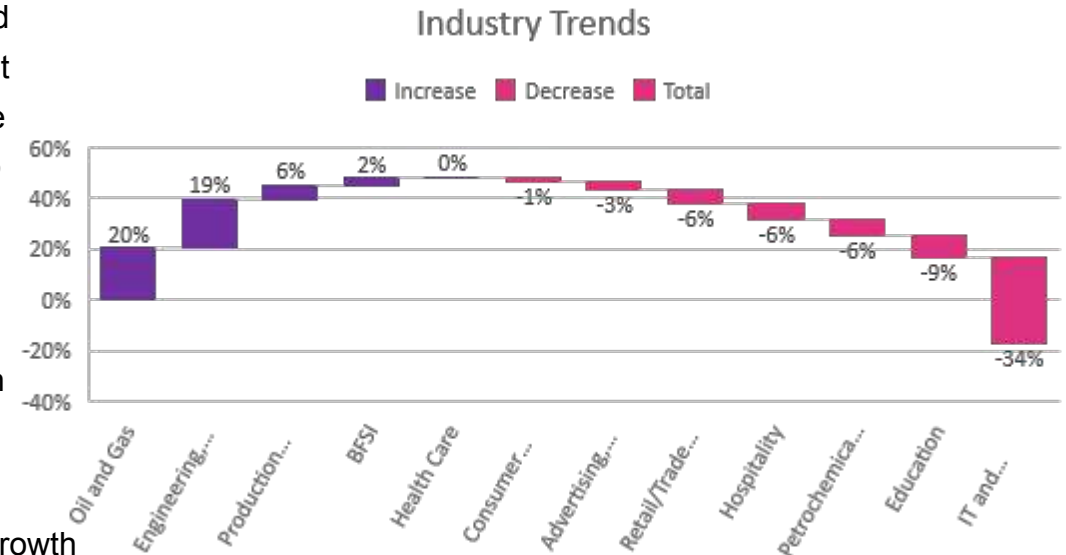


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 \* All figures represent percentage change between August'23 and September'23

# Hiring Trends – Industry\*

5 out of 12 industries monitored by the tracker witnessed an increase in job demand in September23 annually.

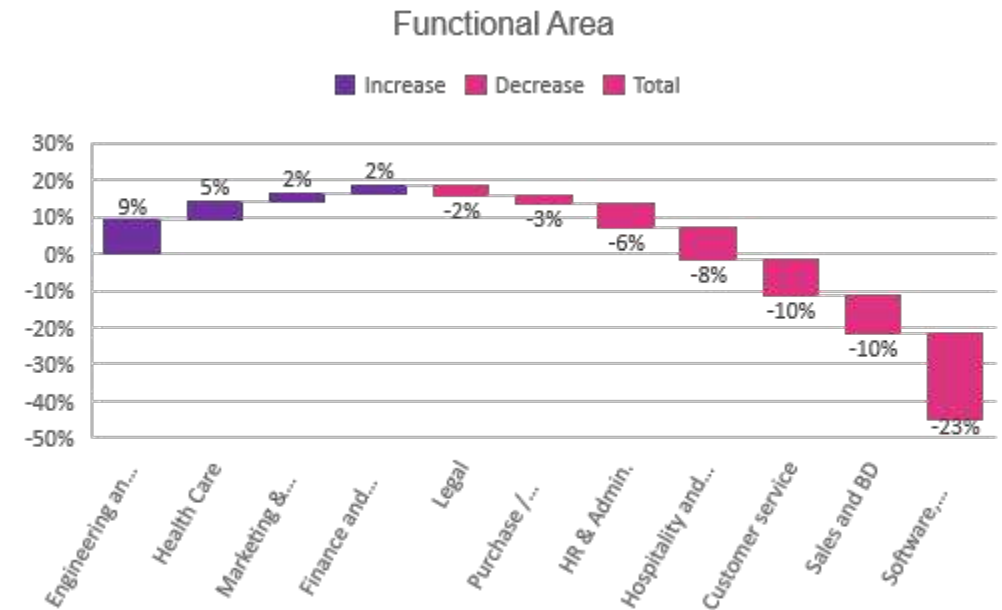
- ✓ In September'23, the **Oil and Gas** (+20%) marked the steepest annual growth while the **Engineering, Construction, and Real Estate** (+19%) industry saw a significant positive shift in hiring demand, recording a substantial increase and transitioning from negative to positive growth attributed to increased government investment and initiation of new projects. Additionally, the **Production/Manufacturing, Automotive, and Ancillary** (+6%) sector also demonstrated a positive growth trend.
- ✓ The **IT and Telecom/ISP** (-34%) industry underwent a noteworthy annual decline, contracting significantly. Likewise, **Education** (-9%) reported a reduction in job opportunities indicating diminished prospects.
- ✓ While **BFSI** (+2%) remained positive and **Healthcare** (0%) registered muted growth annually, the **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** (-1%) experienced a shift from negative to marginal dip, indicating a nuanced changed in the trajectory. Among other monitored industries **Advertising, Market Research, Public Relations, Media, and Entertainment** (-3%), **Petrochemicals** (-6%), **Hospitality** (-6%) and **Retail/Trade and Logistics** (-6%) experienced a reduction in job opportunities during the same time last year.



# Hiring Trends - Functional Area\*

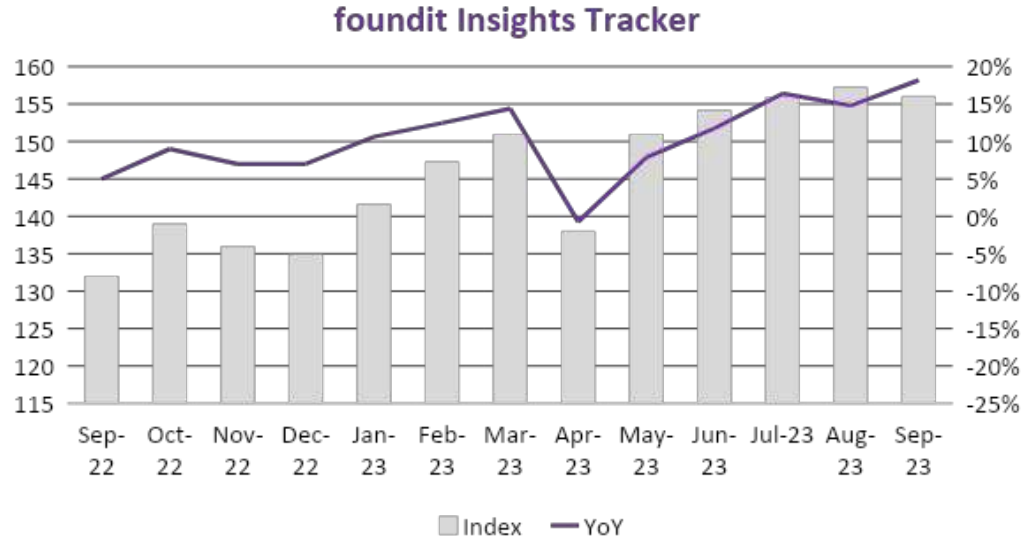
Online recruitment activity surpassed the year-ago level in 4 of the 11 occupation groups monitored by the tracker

- ✓ In September 2023, **Engineering and Production** (+9%) exhibited a noteworthy annual growth, with a substantial increase in job opportunities compared to the same time last year. **Healthcare** (+5%) also demonstrated notable demand, experiencing an increase in the MedTech sector. Furthermore, **Marketing & Communications** (+2%) along with **Finance & Accounts** (+2%), functions stood at the same level with the consecutive increase in hiring demand.
- ✓ It is observed that the demand for **Software, Hardware & Telecom** (-23%) experienced a considerable downturn, marking a significant decrease compared to the previous year. Similarly, **Sales & Business Development** (-10%) witnessed a sequential decline from the year-ago level. Additionally, **Customer Service** (-10%) job roles saw a sudden drop in demand indicating an annual decline in hiring activity.
- ✓ Among others **Hospitality and Travel** (-8%), **HR & Admin** (-6%), **Purchase/ Logistics/ Supply chain** (-3%), and **Legal** (-2%), exhibited a notable drop in demand annually in September'23

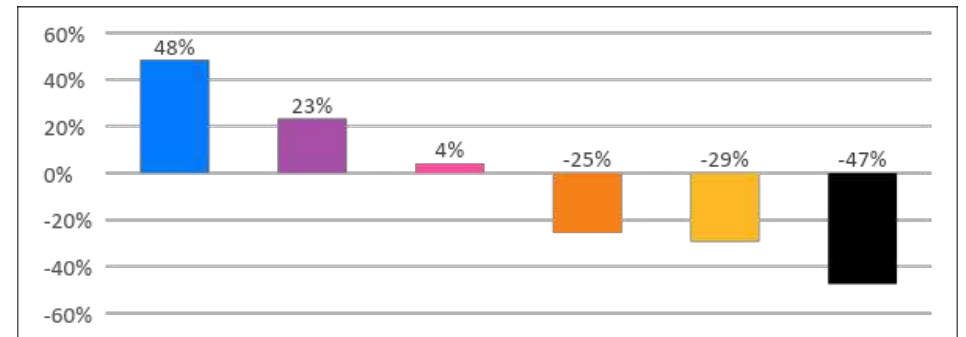


# Hiring Trends – Kingdom of Saudi Arabia \*

foundit Insights Tracker in KSA reveals a remarkable 18% annual growth in September'23.

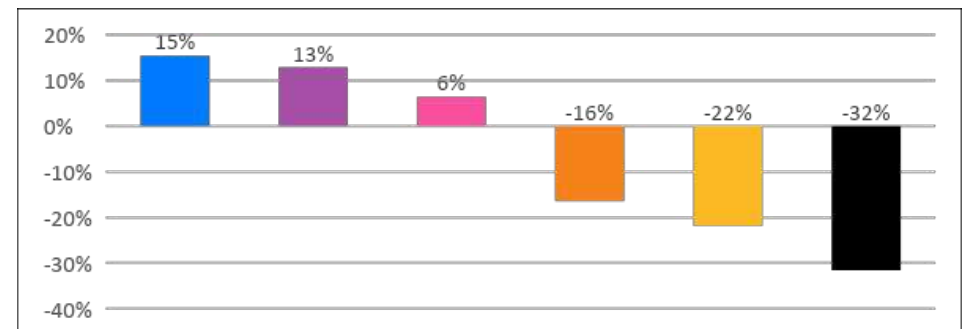


## Industry Trend



- Advertising, MR, PR
- Engineering and Construction
- Oil and Gas
- Hospitality
- Consumer Goods/ FMCG
- IT and Telecom/ISP

## Functional Area Trend



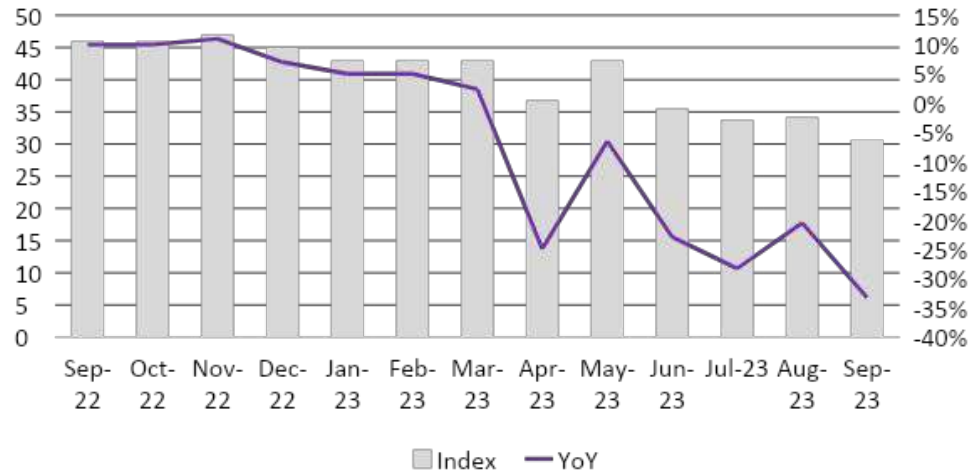
- Sales and BD
- HR & Admin
- Sales and BD
- Software, Hardware, Telecom
- Hospitality and Travel
- Purchase/ Logistics/ Supply chain

- ✓ The Index in KSA moved further to 156 in September 2023 from 132 in September 2022.
- ✓ In September 23, **Advertising, MR, PR** (+29%) experienced the most substantial surge with a notable 29% annual growth; while **IT and Telecom/ISP** (-45%) exhibited a noteworthy decline during the same period.
- ✓ Among functions, **Sales and BD** (+15%) witnessed a noteworthy upswing whereas **Purchase/ Logistics/ Supply Chain** (-32%) domain encountered a significant decrease in demand as reported in September'23.

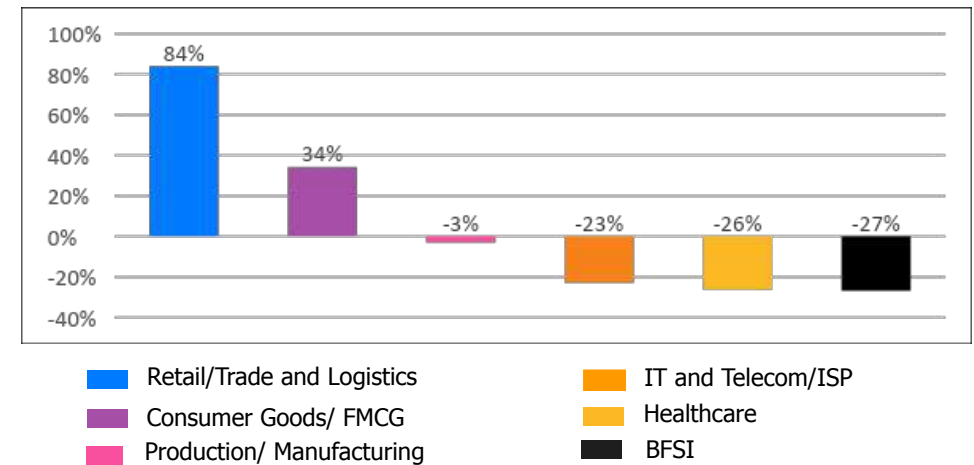
# Hiring Trends – United Arab Emirates\*

foundit Insights Tracker in UAE recorded a notable 33% annual drop in hiring activity in September'23

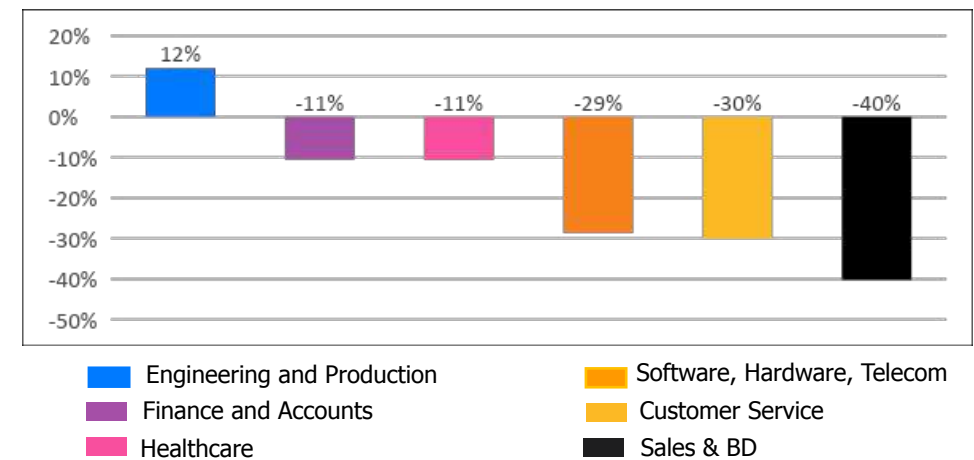
## foundit Insights Tracker



## Industry Trend



## Functional Area Trend



- ✓ The Index in UAE was marked at 31 in September'23 from 43 in September'22.
- ✓ For yet another month, **Retail/Trade and Logistics** (+84%) demonstrated exceptional growth whereas **BFSI** (-27%) marked the steepest contraction among all monitored industries.
- ✓ Among functions, **Engineering and Production** (+12%) emerged as the leader in hiring activity while **Sales & BD** (-40%) experienced the least growth in September'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](http://www.foundit.in)

[www.founditgulf.com](http://www.founditgulf.com)

[www.foundit.sg](http://www.foundit.sg)

[www.foundit.my](http://www.foundit.my)

[www.foundit.com.ph](http://www.foundit.com.ph)

[www.foundit.hk](http://www.foundit.hk)



# Annexure



## Annexure: All Gulf Industry Data\*

Industries	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Engineering, Construction and Real Estate	67	74	75	73	73	74	81	72	74	76	76	76	80
BFSI	125	128	124	120	113	111	116	114	114	128	140	126	128
Production/Manufacturing, Automotive and Ancillary	72	77	73	72	72	74	83	75	76	78	80	78	76
Retail/Trade and Logistics	89	89	86	89	87	87	89	75	76	78	86	84	84
Oil and Gas	49	50	48	46	41	40	59	57	58	61	60	60	59
IT and Telecom/ISP	431	427	438	427	392	363	349	322	311	311	293	294	286
Hospitality	97	97	96	94	93	93	92	87	87	88	89	89	91
Education	116	118	118	116	114	116	119	119	116	112	109	108	106
Petrochemicals	108	103	99	100	98	100	100	99	101	102	98	98	101
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	137	143	139	135	134	133	139	137	134	131	132	134	135
Health Care	105	117	115	113	112	107	106	103	109	111	112	112	105
Advertising, Market Research, Public Relations, Media and Entertainment	70	72	70	69	68	68	69	65	66	68	68	67	68
Others	161	260	119	199	286	317	350	367	427	462	488	512	509

## Annexure: All Gulf Functional Area Data\*

Functions	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Engineering and Production	100	101	100	99	98	99	105	100	101	105	106	109	109
Finance and Account	105	102	101	102	100	100	109	98	96	101	111	106	107
HR & Admin.	77	74	64	67	72	74	85	71	65	74	73	65	72
Sales and BD	98	96	93	95	89	90	98	83	87	88	90	89	88
Purchase / Logistics / Supply Chain	117	119	109	114	120	121	125	111	109	111	116	111	114
Hospitality and Travel	130	125	123	121	116	121	122	118	116	116	119	119	119
Health Care	94	93	96	100	103	98	99	94	110	113	117	120	99
Software, Hardware, Telecom	255	255	245	253	245	229	238	209	203	214	204	201	196
Marketing & Communications/Arts/Creative	140	153	148	145	143	144	144	126	135	140	144	137	143
Customer service	151	144	137	153	143	150	142	107	107	115	139	140	136
Legal	85	87	82	79	80	80	86	81	82	82	80	79	83

## Annexure: KSA Industry Data \*

Industries	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Engineering, Construction and Real Estate	120	124	125	131	127	133	148	138	148	154	147	147	148
BFSI	140	141	142	142	133	136	136	126	125	126	128	119	115
Production/Manufacturing, Automotive and Ancillary	95	105	95	89	85	89	93	86	76	82	90	92	86
Retail/Trade and Logistics	122	120	124	113	110	109	107	102	99	103	102	99	100
Oil and Gas	99	98	96	96	96	96	96	95	96	99	97	100	103
IT and Telecom/ISP	323	329	313	297	266	268	218	194	182	182	171	181	170
Hospitality	106	105	109	103	97	98	96	91	86	81	80	81	79
Education	124	124	123	125	120	120	111	107	110	110	106	104	105
Petrochemicals	125	129	125	124	124	124	126	118	121	119	115	117	121
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	157	150	152	148	144	147	150	134	122	121	120	121	111
Health Care	106	107	107	105	106	105	105	102	106	107	106	107	105
Advertising, Market Research, Public Relations, Media and Entertainment	238	240	257	268	273	274	285	270	288	308	313	330	353

## Annexure: KSA Functional Area Data \*

Functions	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Engineering and Production	123	125	118	115	113	117	124	116	118	125	123	131	130
Finance and Account	147	147	150	147	137	140	144	134	136	142	144	134	130
HR & Admin.	93	95	90	93	101	110	112	99	100	108	111	107	105
Sales and BD	175	149	165	157	161	164	169	177	183	175	212	203	202
Purchase / Logistics / Supply Chain	168	171	161	161	158	154	158	140	133	136	131	123	115
Hospitality and Travel	96	95	97	89	84	83	87	85	80	77	75	76	75
Health Care	105	105	106	102	105	101	102	102	104	104	104	103	101
Software, Hardware, Telecom	322	330	324	302	300	295	291	267	251	256	260	267	269
Marketing & Communications/Arts/Creative	156	162	162	171	162	155	154	144	160	161	165	164	166

## Annexure: UAE Industry Data \*

Industries	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Engineering, Construction and Real Estate	46	50	50	46	49	49	51	45	41	41	39	42	42
BFSI	130	128	128	127	121	114	109	100	102	103	100	94	95
Production/Manufacturing, Automotive and Ancillary	65	66	62	62	64	64	64	63	63	64	64	64	63
Retail/Trade and Logistics	81	79	109	114	143	139	144	138	140	140	141	127	149
Oil and Gas	54	59	61	59	54	54	53	51	51	51	50	50	50
IT and Telecom/ISP	113	122	120	115	128	108	104	94	97	91	86	88	87
Hospitality	73	74	74	73	75	72	72	70	70	70	69	70	70
Education	128	132	132	123	111	122	121	118	118	115	109	109	100
Petrochemicals	103	102	102	105	99	100	99	99	100	99	100	96	94
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	88	92	99	98	101	103	106	111	112	106	102	112	118
Health Care	125	123	117	114	91	99	94	92	97	96	95	99	92
Advertising, Market Research, Public Relations, Media and Entertainment	84	81	76	76	69	74	71	70	70	69	70	71	70



## Annexure: UAE Functional Area Data \*

Functions	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Engineering and Production	125	139	135	129	130	137	140	124	125	131	129	138	140
Finance and Account	57	56	57	52	49	50	49	46	46	50	47	50	51
HR & Admin.	24	25	23	20	22	21	24	22	23	22	22	21	20
Sales and BD	72	63	61	55	50	50	48	43	45	42	42	43	43
Purchase / Logistics / Supply Chain	93	96	92	85	87	91	91	87	88	85	86	83	83
Hospitality and Travel	81	83	82	75	69	68	67	64	64	65	62	62	63
Health Care	75	76	66	70	67	67	66	65	67	69	68	70	67
Software, Hardware, Telecom	101	104	102	99	98	92	88	81	82	79	76	71	72
Marketing & Communications/Arts/Creative	140	131	121	118	125	136	126	116	117	100	110	107	113
Customer service	76	72	73	69	62	58	59	58	58	64	65	59	53

**Thank you**

