foundit
Insights Tracker

Oct 2023

Hiring Trends in Gulf

Contents

Key Highlights of the Month

foundit Insights Tracker in Gulf reports a marginal dip annually in online recruitment activity in October'23.

✅ The latest data from the foundit Insights Tracker (fit) shows a slight dip in hiring activity compared to last year. The index moved from 129 in October 2022 to 128 in October 2023.

✅ The tracker saw a 4% month-on-month growth, as the index hit 123 in September 2023.

✅ According to the tracker, there's an uptick in the e-recruitment activity witnessing an increase of 4% over the last six months. This surge aligns with a robust hiring market propelled by heightened market confidence and increased investments. Also, a strong hiring momentum is anticipated in the upcoming months, especially in the UAE market.

foundit Insights Tracker
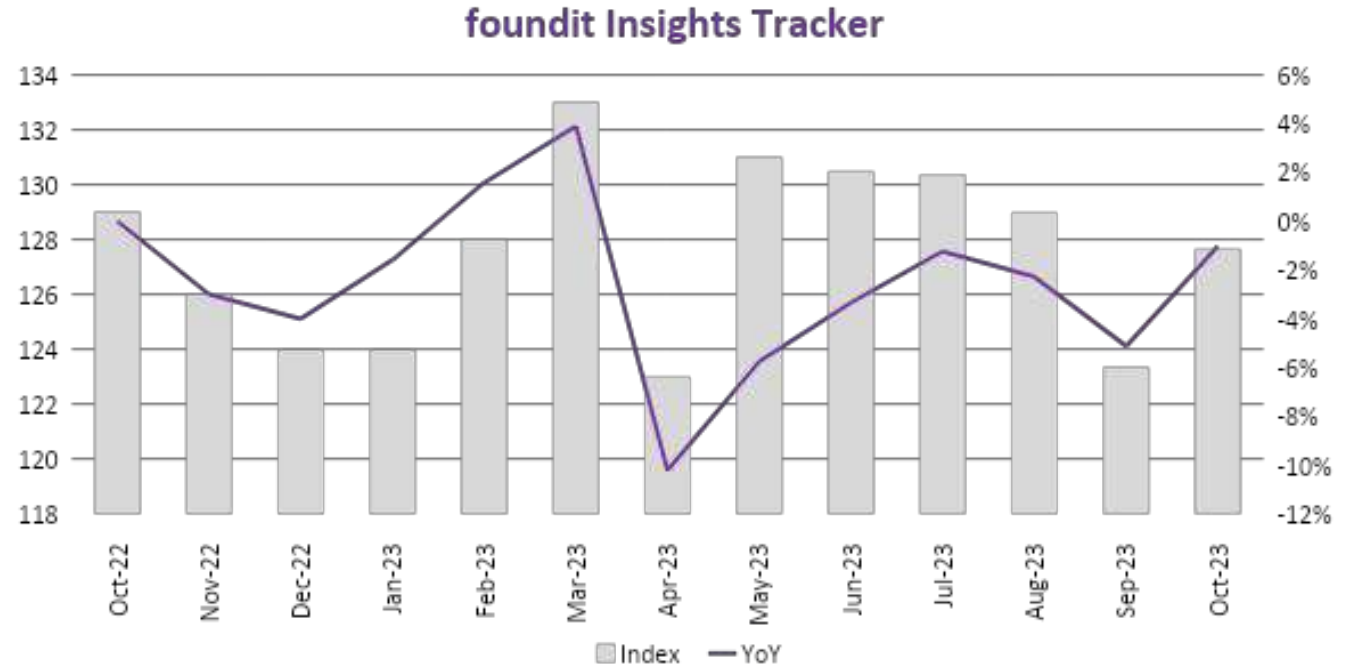
Hiring Trends – MoM*

INDUSTRY

Engineering, Construction, Real Estate	IT and Telecom/ISP	Oil and Gas	BFSI	Petrochemicals	Advertising, MR, PR
+9%	+5%	+4%	+3%	+2%	+1%

FUNCTIONAL AREA

Legend:
- Finance and Account (blue)
- Legal (purple)
- Engineering and Production (pink)
- Marketing & Communications (orange)
- Purchase / Logistics / Supply Chain (yellow)
- Software, Hardware, Telecom (black)

Bar values: 11%, 11%, 7%, 6%, 5%, -3%
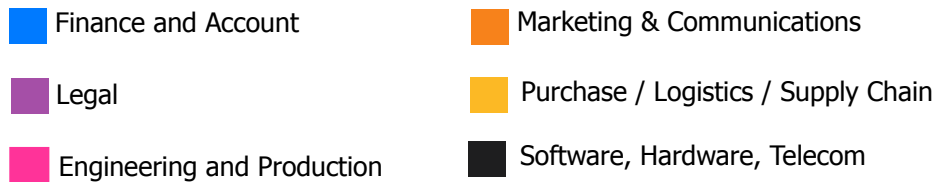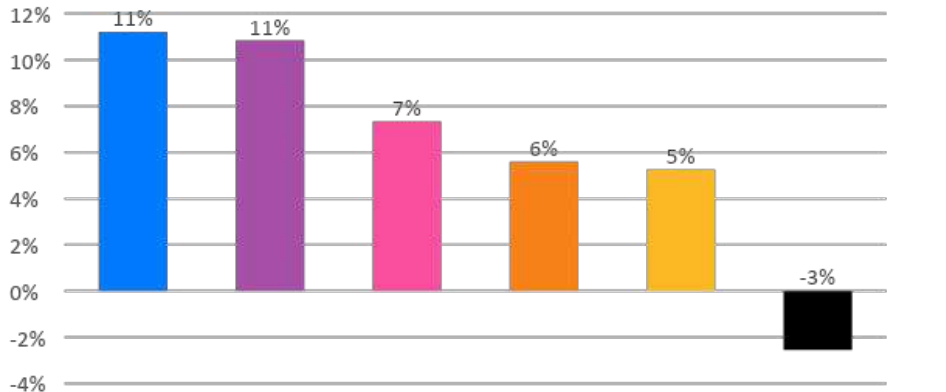
ACROSS REGIONS

Qatar	0%	Egypt	+3%	Kingdom of Saudi Arabia	-2%
Oman	-1%	Bahrain	0%	Kuwait	-3%
United Arab Emirates	+4%				

Hiring Trends – Industry*

4 out of 12 industries monitored by the tracker registered an uptick in job demand in October'23 annually.

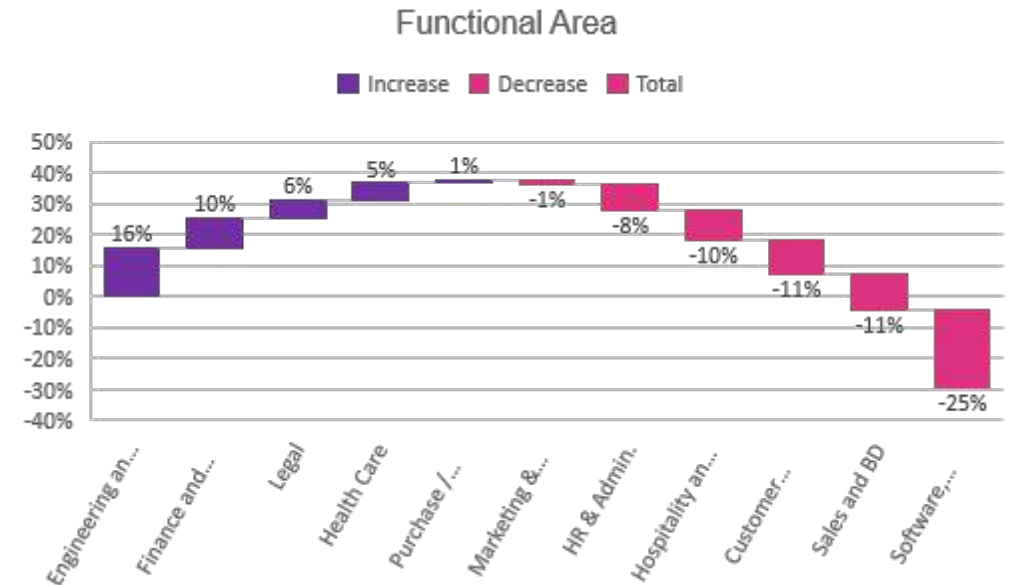✅ During October '23, the **Engineering, Construction, and Real Estate** (+18%) sector experienced a notable upswing in hiring demand, attributed to escalating needs in infrastructure development and an emphasis on ESG initiatives. Furthermore, the **Oil and Gas** (+6%) sector demonstrated robust annual growth However, the **Production/Manufacturing, Automotive, and Ancillary** (0%) sectors as well as the **Petrochemicals** (0%) sector observed stagnant job demand

✅ The **IT and Telecom/ISP** (-30%) sector faced a substantial annual decline, indicating a significant contraction. Similarly, the **BFSI** (-17%) and **Retail/Trade and Logistics** (-11%) sectors also saw a decline in job opportunities, signaling a downturn in prospects within these industries.

✅ Additionally, the **Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, and Gems & Jewelry** (-6%) and **Hospitality** (-6%) industries stood at same level displaying a negative trend. Among other monitored industries, **Advertising, Market Research, Public Relations, Media, and Entertainment** (-4%), **Education** (-9%) and **Healthcare** (-10%) saw declines in job opportunities compared to the same period last year.

Industry Trends

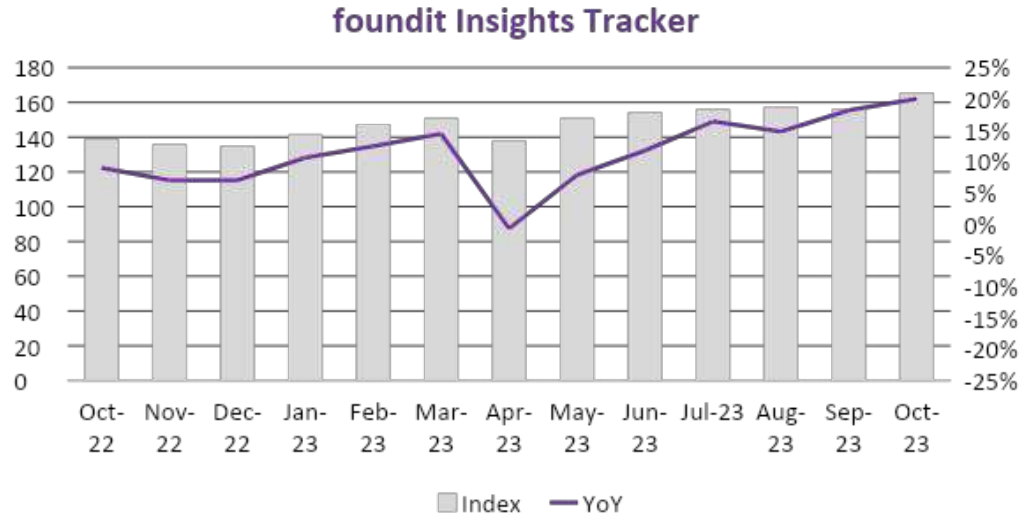■ Increase ■ Decrease ■ Total
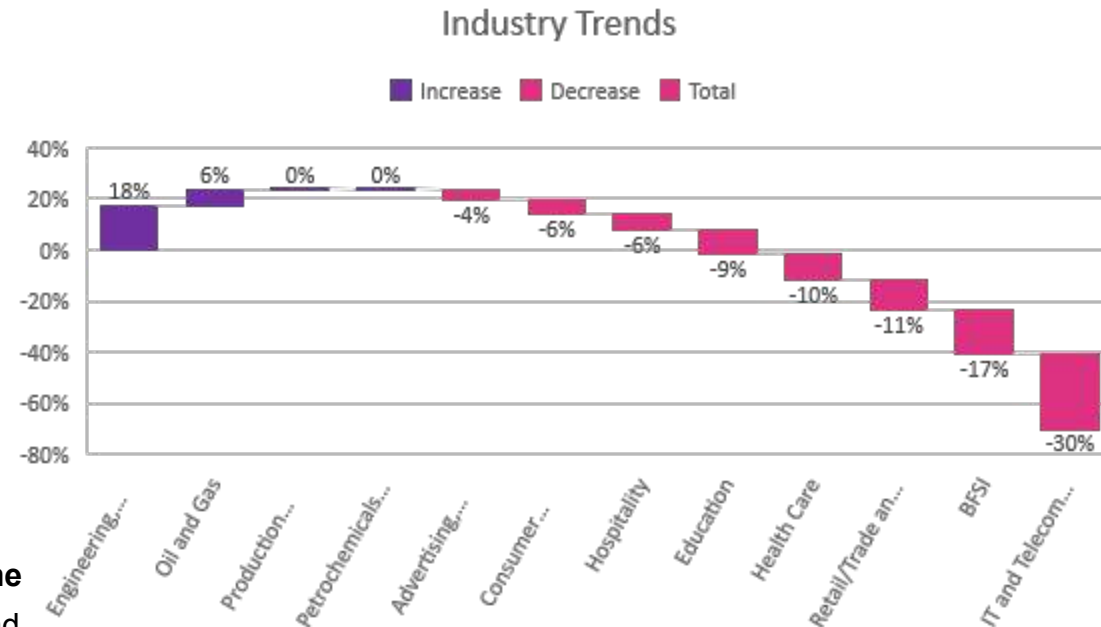
Hiring Trends - Functional Area*

Online recruitment activity surpassed the year-ago level in 5 of the 11 occupation groups monitored by the tracker

✅ In October 2023, the **Engineering and Production** (+16%) function showed remarkable annual growth, witnessing a substantial surge in job opportunities compared to the previous year followed by the job roles in **Finance & Accounts** (+10%) which saw a huge jump in October'23. Additionally, job roles in **Legal** (+6%), specifically for Lawyers in the Construction and Real Estate sectors experienced a notable demand, showcasing an increase.

✅ The demand for **Software, Hardware & Telecom** (-25%) declined notably, reflecting a significant downturn, compared to the previous year. Similarly, **Sales & Business Development** (-11%) and **Customer Service** (-11%) job roles saw a decline in demand signifying an annual reduction in hiring activity.

✅ Among other functions, job roles in **Healthcare** (+5%) and **Purchase/ Logistics/ Supply chain** (+1%) demonstrated positive annual growth in October'23 while **Marketing & Communications** (-1%), **Hospitality and Travel** (-10%), **HR & Admin** (-8%) saw a subsequent decline annually in October'23

Functional Area

Legend: ■ Increase ■ Decrease ■ Total

Values shown on chart: 16%, 10%, 6%, 5%, 1%, -1%, -8%, -10%, -11%, -11%, -25%

Categories: Engineering an..., Finance and..., Legal, Health Care, Purchase /..., Marketing &..., HR & Admin, Hospitality an..., Customer..., Sales and BD, Software,...

Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA saw an impressive 20% annual growth in October'23.

foundit Insights Tracker

- The Index in KSA moved further to 166 in October 2023 from 139 in October 2022.

- In October 23**, Advertising, MR, PR** (+55%) experienced the most remarkable annual growth; while **IT and Telecom/ISP** (-46%) exhibited a noteworthy decline during the same period.

- Among functions, **Marketing & Communications** (+15%) witnessed notable growth whereas job roles in **Purchase/ Logistics/ Supply Chain** (-24%) domain saw a significant decline in October'23.

Industry Trend
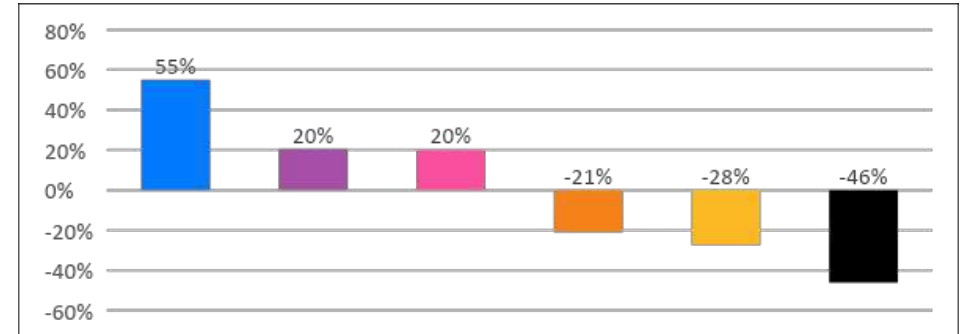
- Advertising, MR, PR
- Oil and Gas
- Engineering and Construction
- Education
- Retail/Trade and Logistics
- IT and Telecom/ISP

Functional Area Trend

- Marketing & Communications
- Sales and BD
- Engineering and Production
- Software, Hardware, Telecom
- Hospitality and Travel
- Purchase/ Logistics/ Supply chain

Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE recorded a significant 30% annual drop in hiring activity in October'23
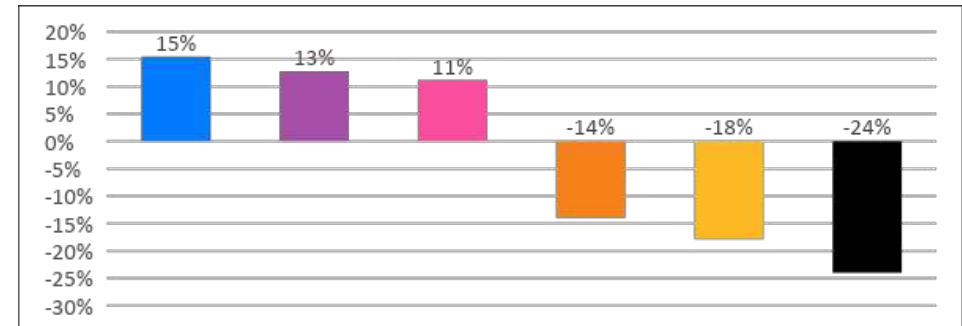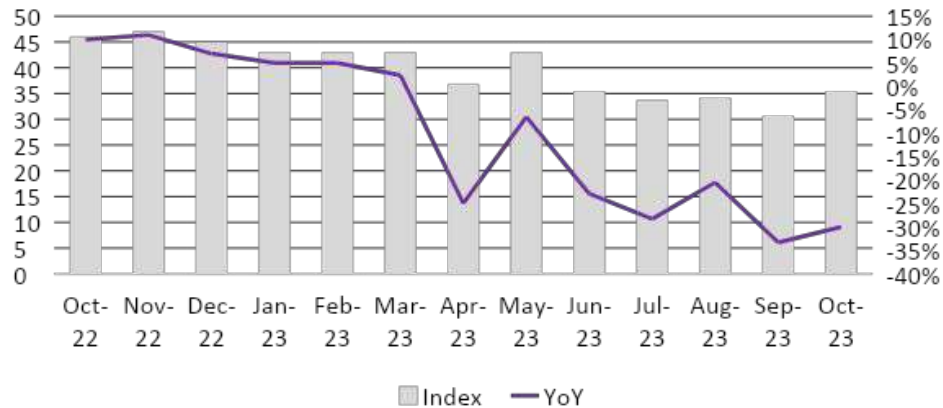
foundit Insights Tracker

Legend: Index, YoY

Industry Trend

- Retail/Trade and Logistics
- Consumer Goods/ FMCG
- Petrochemicals
- BFSI
- IT and Telecom/ISP
- Healthcare

Values: 96%, 24%, -6%, -24%, -25%, -27%

Functional Area Trend

- Engineering and Production
- Finance and Accounts
- Purchase / Logistics / Supply Chain
- Hospitality and Travel
- Software, Hardware, Telecom
- Sales & BD

Values: 12%, 4%, -7%, -29%, -31%, -32%
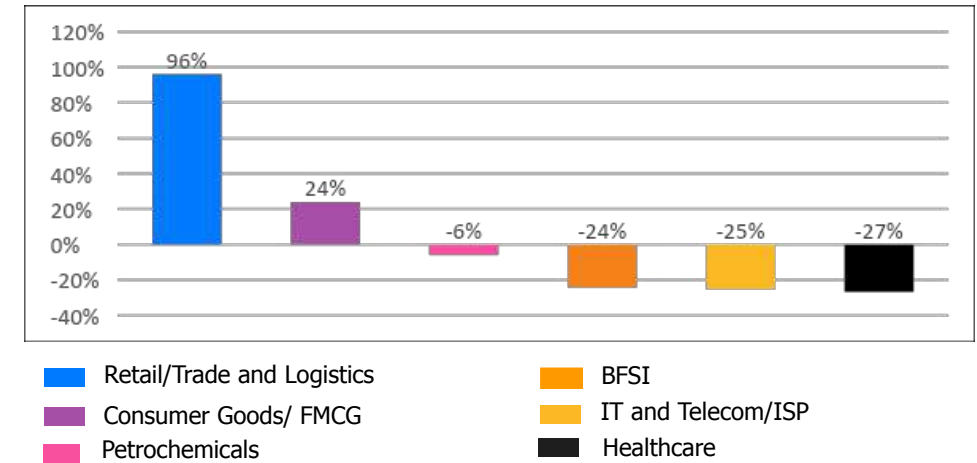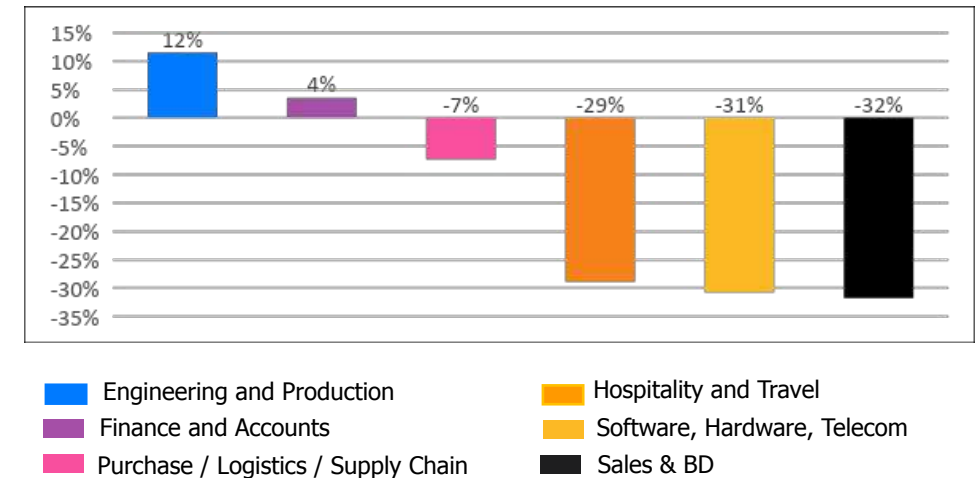
✅ The Index in UAE was marked at 32 in October'23 from 46 in October'22.

✅ **Retail/Trade and Logistics** (+96%) continued to witness extraordinary 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** (-32%) experienced the least growth in October'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.foundit.my

www.founditgulf.com   www.foundit.com.ph

www.foundit.sg   www.foundit.hk

Annexure

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Annexure: All Gulf Industry Data*

Industries	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Engineering, Construction and Real Estate	74	75	73	73	74	81	72	74	76	76	76	80	87
BFSI	128	124	120	113	111	116	114	114	128	140	126	128	106
Production/Manufacturing, Automotive and Ancillary	77	73	72	72	74	83	75	76	78	80	78	76	77
Retail/Trade and Logistics	89	86	89	87	87	89	75	76	78	86	84	84	79
Oil and Gas	50	48	46	41	40	59	57	58	61	60	60	59	53
IT and Telecom/ISP	427	438	427	392	363	349	322	311	311	293	294	286	299
Hospitality	97	96	94	93	93	92	87	87	88	89	89	91	91
Education	118	118	116	114	116	119	119	116	112	109	108	106	107
Petrochemicals	103	99	100	98	100	100	99	101	102	98	98	101	103
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	143	139	135	134	133	139	137	134	131	132	134	135	135
Health Care	117	115	113	112	107	106	103	109	111	112	112	105	105
Advertising, Market Research, Public Relations, Media and Entertainment	72	70	69	68	68	69	65	66	68	68	67	68	69
Others	260	119	199	286	317	350	367	427	462	488	512	509	516

Annexure: All Gulf Functional Area Data*

Functions	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Engineering and Production	101	100	99	98	99	105	100	101	105	106	109	109	117
Finance and Account	102	101	102	100	100	109	98	96	101	111	106	107	112
HR & Admin.	74	64	67	72	74	85	71	65	74	73	65	72	68
Sales and BD	96	93	95	89	90	98	83	87	88	90	89	88	85
Purchase / Logistics / Supply Chain	119	109	114	120	121	125	111	109	111	116	111	114	120
Hospitality and Travel	125	123	121	116	121	122	118	116	116	119	119	119	113
Health Care	93	96	100	103	98	99	94	110	113	117	120	99	98
Software, Hardware, Telecom	255	245	253	245	229	238	209	203	214	204	201	196	191
Marketing & Communications/Arts/Creative	153	148	145	143	144	144	126	135	140	144	137	143	151
Customer service	144	137	153	143	150	142	107	107	115	139	140	136	128
Legal	87	82	79	80	80	86	81	82	82	80	79	83	92

Annexure: KSA Industry Data *

Industries	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Engineering, Construction and Real Estate	124	125	131	127	133	148	138	148	154	147	147	148	149
BFSI	141	142	142	133	136	136	126	125	126	128	119	115	123
Production/Manufacturing, Automotive and Ancillary	105	95	89	85	89	93	86	76	82	90	92	86	101
Retail/Trade and Logistics	120	124	113	110	109	107	102	99	103	102	99	100	87
Oil and Gas	98	96	96	96	96	96	95	96	99	97	100	103	118
IT and Telecom/ISP	329	313	297	266	268	218	194	182	182	171	181	170	177
Hospitality	105	109	103	97	98	96	91	86	81	80	81	79	90
Education	124	123	125	120	120	111	107	110	110	106	104	105	98
Petrochemicals	129	125	124	124	124	126	118	121	119	115	117	121	124
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	150	152	148	144	147	150	134	122	121	120	121	111	120
Health Care	107	107	105	106	105	105	102	106	107	106	107	105	110
Advertising, Market Research, Public Relations, Media and Entertainment	240	257	268	273	274	285	270	288	308	313	330	353	372

Annexure: KSA Functional Area Data *

Functions	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Engineering and Production	125	118	115	113	117	124	116	118	125	123	131	130	139
Finance and Account	147	150	147	137	140	144	134	136	142	144	134	130	130
HR & Admin.	95	90	93	101	110	112	99	100	108	111	107	105	103
Sales and BD	149	165	157	161	164	169	177	183	175	212	203	202	168
Purchase / Logistics / Supply Chain	171	161	161	158	154	158	140	133	136	131	123	115	130
Hospitality and Travel	95	97	89	84	83	87	85	80	77	75	76	75	78
Health Care	105	106	102	105	101	102	102	104	104	104	103	101	105
Software, Hardware, Telecom	330	324	302	300	295	291	267	251	256	260	267	269	284
Marketing & Communications/Arts/Creative	162	162	171	162	155	154	144	160	161	165	164	166	187

Annexure: UAE Industry Data *

Industries	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Engineering, Construction and Real Estate	50	50	46	49	49	51	45	41	41	39	42	42	47
BFSI	128	128	127	121	114	109	100	102	103	100	94	95	97
Production/Manufacturing, Automotive and Ancillary	66	62	62	64	64	64	63	63	64	64	64	63	62
Retail/Trade and Logistics	79	109	114	143	139	144	138	140	140	141	127	149	155
Oil and Gas	59	61	59	54	54	53	51	51	51	50	50	50	51
IT and Telecom/ISP	122	120	115	128	108	104	94	97	91	86	88	87	91
Hospitality	74	74	73	75	72	72	70	70	70	69	70	70	69
Education	132	132	123	111	122	121	118	118	115	109	109	100	102
Petrochemicals	102	102	105	99	100	99	99	100	99	100	96	94	96
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	92	99	98	101	103	106	111	112	106	102	112	118	114
Health Care	123	117	114	91	99	94	92	97	96	95	99	92	90
Advertising, Market Research, Public Relations, Media and Entertainment	81	76	76	69	74	71	70	70	69	70	71	70	70

Annexure: UAE Functional Area Data *

Functions	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23
Engineering and Production	139	135	129	130	137	140	124	125	131	129	138	140	155
Finance and Account	56	57	52	49	50	49	46	46	50	47	50	51	58
HR & Admin.	25	23	20	22	21	24	22	23	22	22	21	20	19
Sales and BD	63	61	55	50	50	48	43	45	42	42	43	43	43
Purchase / Logistics / Supply Chain	96	92	85	87	91	91	87	88	85	86	83	83	89
Hospitality and Travel	83	82	75	69	68	67	64	64	65	62	62	63	59
Health Care	76	66	70	67	67	66	65	67	69	68	70	67	65
Software, Hardware, Telecom	104	102	99	98	92	88	81	82	79	76	71	72	72
Marketing & Communications/Arts/Creative	131	121	118	125	136	126	116	117	100	110	107	113	112
Customer service	72	73	69	62	58	59	58	58	64	65	59	53	58

Thank you

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