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# Employment Index

Dec 2020

## Hiring Trends in Malaysia



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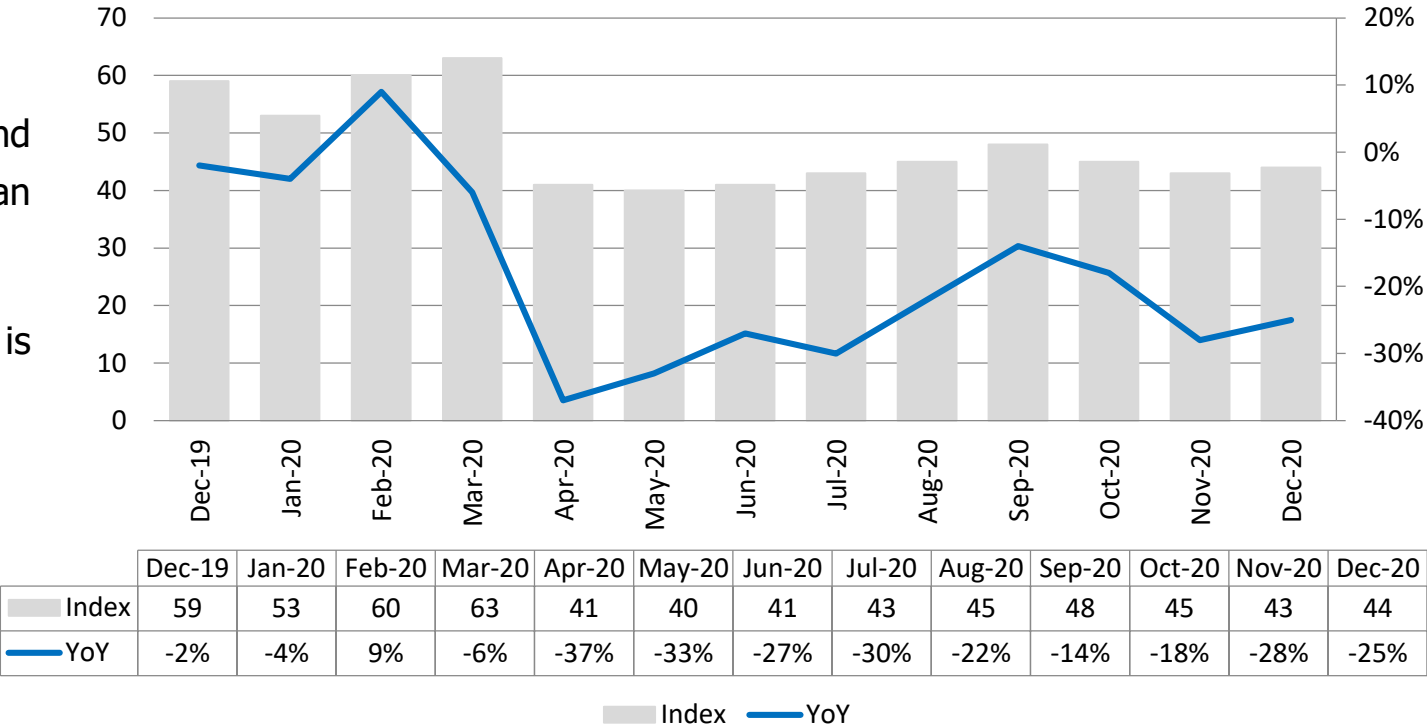
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# Key Highlights of the Month

## Monster Employment Index Malaysia falls 25% in online recruitment activity between December'19 and December'20

- ✓ The Monster Employment Index (MEI) decreased to 44 in December'20 from 59 in December'19.
- ✓ MoM, there's incline as monthly job demand witnessed a growth of 2%; as November'20 saw an index of 43.
- ✓ According to the MEI, the recruitment activity is supposed to be picking up again.

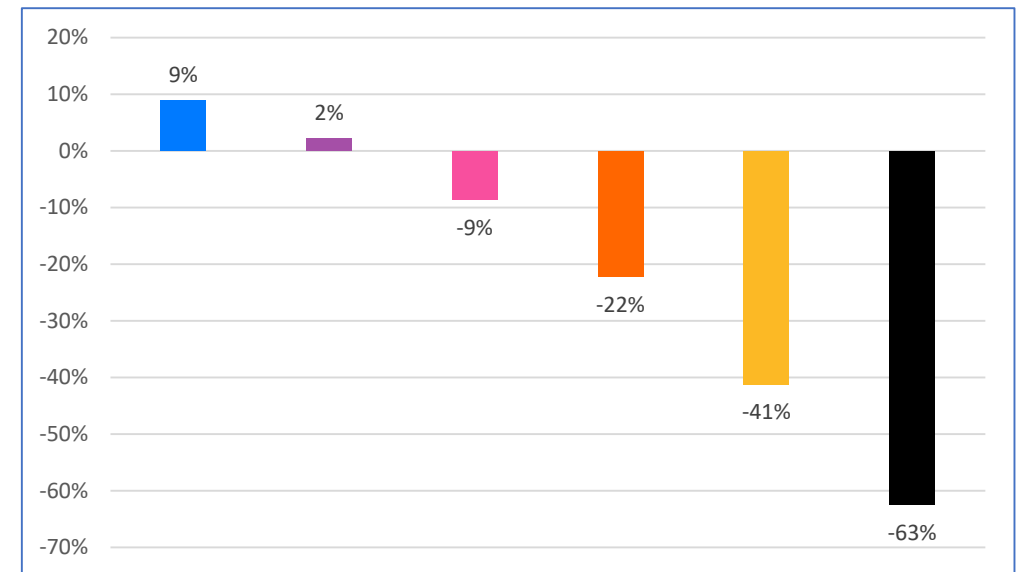
Monster Employment Index



# Hiring Trends – Industry\*

7 out of 9 industries monitored by the Index recorded decline in December'20 on annual basis

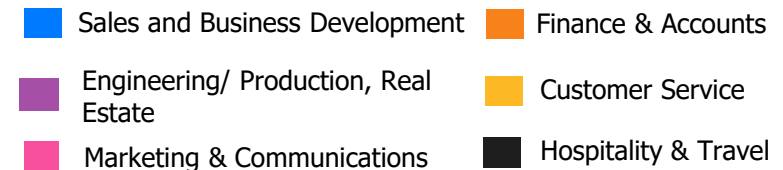
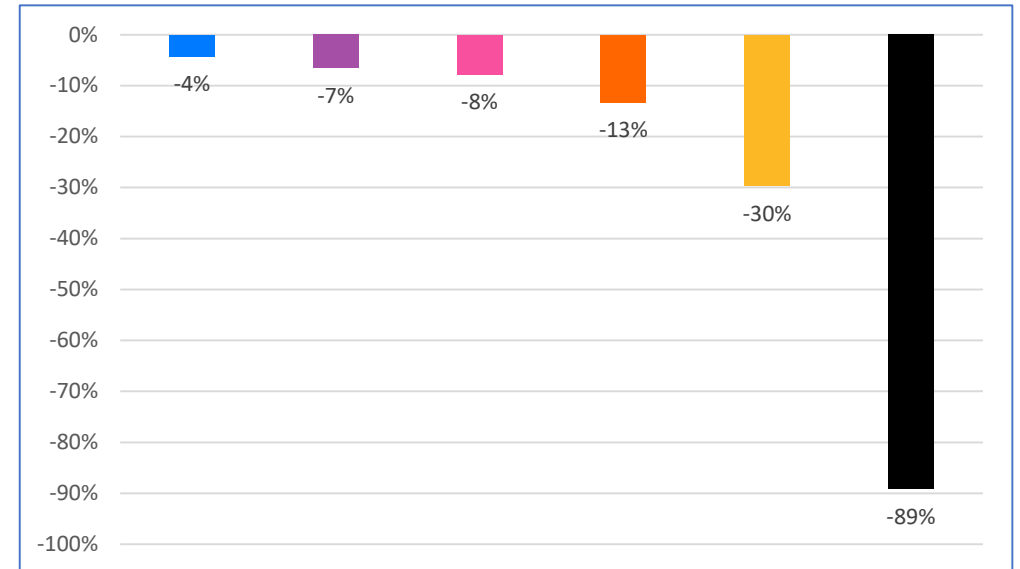
- ✓ All monitored industries except **Oil and Gas (+9%)** and **Production/Manufacturing, Automotive and Ancillary (+2%)** saw de-growth in online recruitment activity in December'20 from the year-ago level.
- ✓ Some of the hardest-hit industries were- **Retail (-63%)**, **Hospitality (-41%)**, **BFSI (-22%)**, **Engineering, Construction and Real Estate (-12%)**, **IT, Telecom/ISP, BPO/ITES (-11%)** and **Logistic, Courier/ Freight/ Transportation, Shipping/ Marine (-9%)**.



# Hiring Trends - Functional Area\*

All the 9 functional areas monitored by the Index registered decreased annual demand in December'20

- ✓ Annual online demand for all professionals too declined in December'20. **Sales & Business Development** (-4%), **Engineering/ Production, Real Estate** (-7%), **Marketing & Communications** (-8%) and **Purchase/ Logistics/ Supply chain** (-9%) saw the least decline.
- ✓ Whereas, **Hospitality & Travel** (-89%) and **Customer Service** (-30%) recorded the sharpest year-on-year decline.
- ✓ Some of the other hit areas were **Finance & Accounts** (-13%) and **HR & Admin** (-13%) and **Software, Hardware, Telecom** (-13%).



# Data & Methodology

The Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity conducted by Monster India. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide.

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.

Monster Employment Index was first launched in India in May 2010 with data collected since October 2009 followed by Gulf in April 2011 with data collected since October 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

Monster has taken due care in compiling and processing the data available from various sources for Monster Employment Index, 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 Monster APAC & Gulf

Monster is a leading online career and recruitment resource, and with its cutting-edge technology, it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster started its operations with India in 2001 and today has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia

In India, it is headquartered in Hyderabad, and has presence in more than 10 other cities of India, including Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. In India, the Monster Mobile App was voted Product of the Year 2016, under the 'Mobile App Job' category in a survey of over 18,000 people by Nielsen. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

**To learn more about Monster in APAC & Gulf, visit:**

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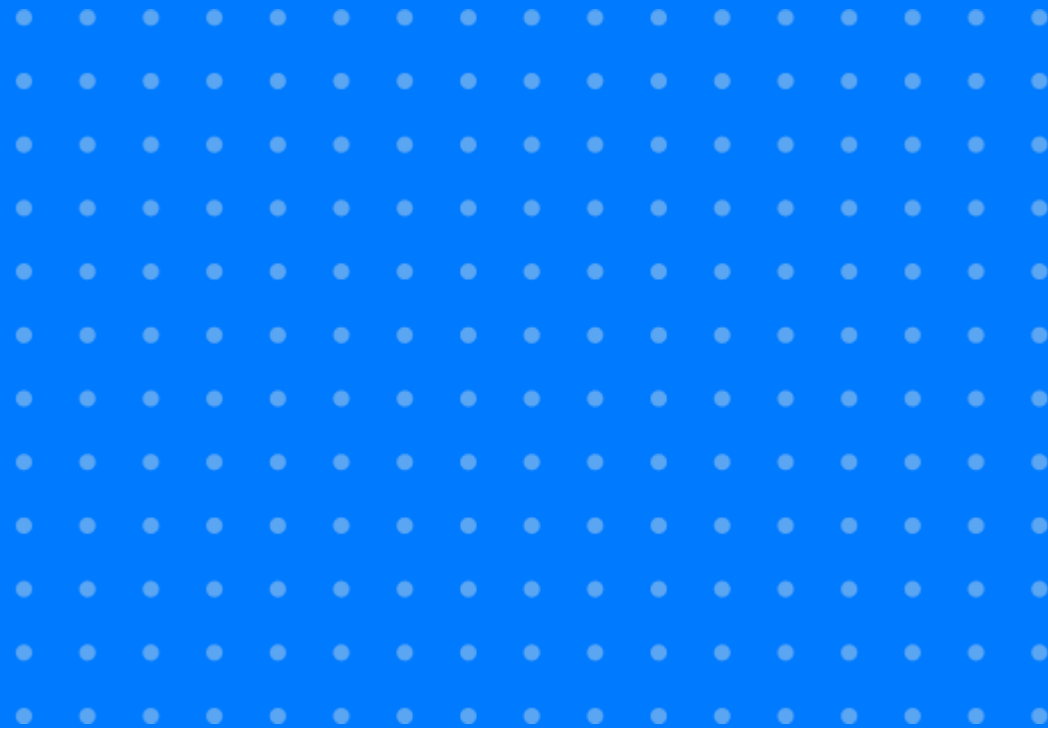
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# Annexure





# Annexure: Industry Data\*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
IT, Telecom/ISP and BPO/ITES	146	123	138	138	95	64	84	87	90	99	118	116	130
Engineering, Construction and Real Estate	57	51	56	60	41	34	41	44	44	45	47	48	50
BFSI	63	55	67	68	40	38	42	41	43	46	49	48	49
Production/Manufacturing, Automotive and Ancillary	89	86	91	93	78	73	80	80	82	84	89	89	91
Oil and Gas	101	96	100	105	95	86	90	91	90	93	97	101	110
Hospitality	68	68	64	59	46	30	40	40	38	40	38	40	40
Retail	40	30	43	46	13	11	6	10	10	13	16	14	15
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	58	45	55	66	16	15	24	29	37	42	51	50	53
Advertising, Market Research, Public Relations, Media and Entertainment	60	54	62	63	44	49	46	48	49	52	53	52	54

# Annexure: Functional Area Data\*

Functions	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Software, Hardware, Telecom	72	58	83	93	63	60	62	60	55	57	64	66	63
Finance & Accounts	60	55	63	64	46	45	48	48	49	51	52	53	52
Sales & Business Development	71	64	74	78	53	46	46	51	54	59	64	66	68
Customer Service	27	17	19	16	12	9	6	7	7	11	15	17	19
Marketing & Communications	77	74	79	80	66	66	67	69	69	71	71	72	71
HR & Admin	55	52	56	57	42	42	43	45	45	46	47	48	48
Engineering /Production, Real Estate	61	56	62	65	48	46	49	51	52	54	57	57	57
Hospitality & Travel	55	34	35	24	19	12	6	2	2	4	5	5	6
Purchase/ Logistics/ Supply Chain	65	57	64	72	38	37	43	46	50	52	57	58	59

**Thank you**

