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Employment Index

March 2021

Hiring Trends in Malaysia



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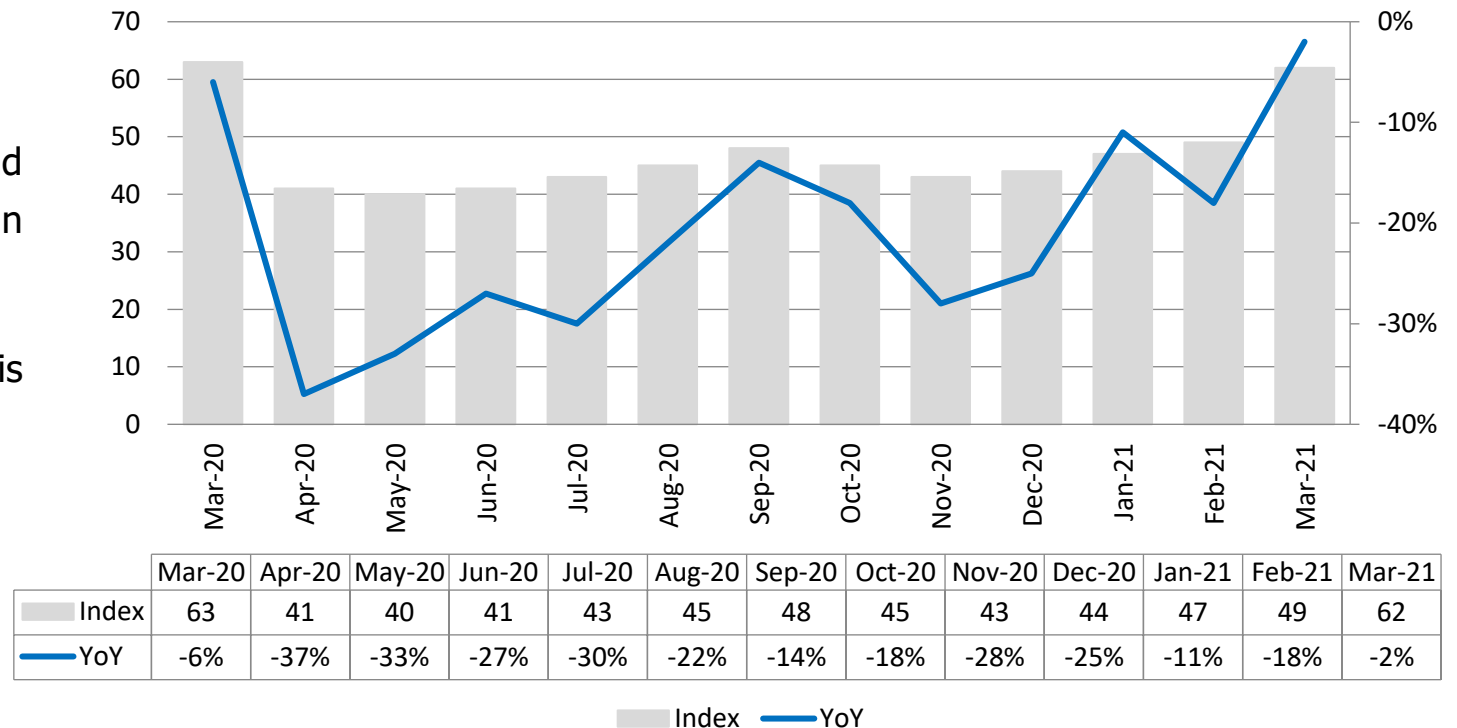
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Key Highlights of the Month

Monster Employment Index Malaysia falls 2% in online recruitment activity between March'20 and March'21

- ✓ The Monster Employment Index (MEI) decreased to 62 in March'21 from 63 in March'20.
- ✓ MoM, there's huge jump as monthly job demand witnessed a growth of 27%; as February'21 saw an index of 49.
- ✓ According to the MEI, the recruitment activity is getting back to Pre-COVID levels.

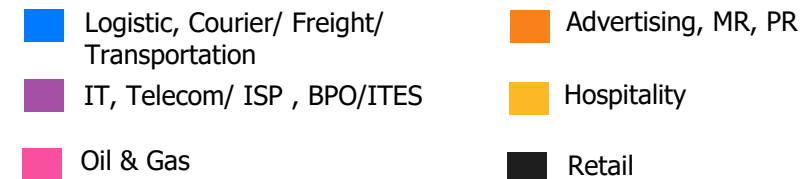
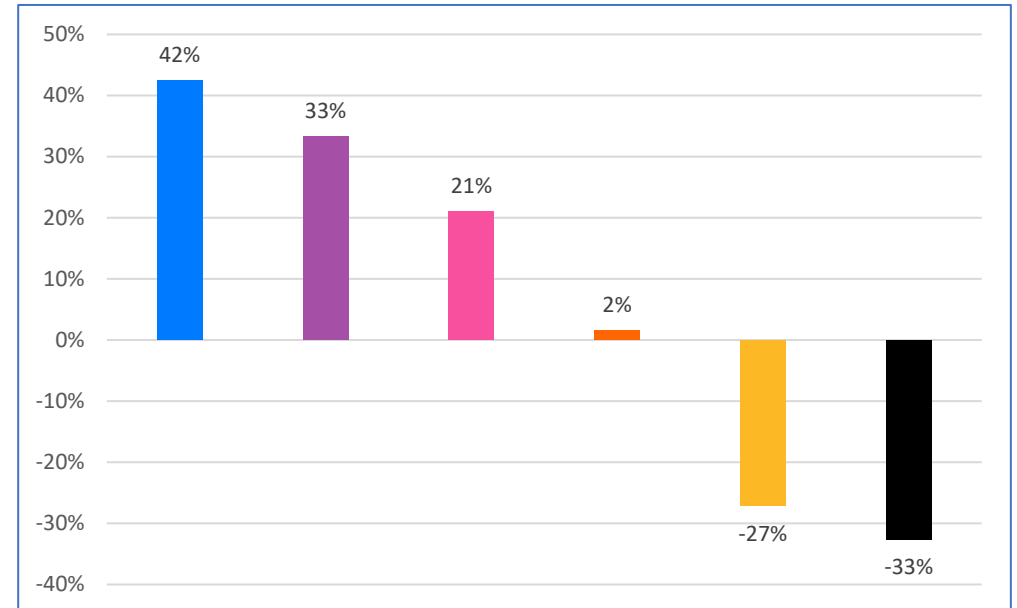
Monster Employment Index



Hiring Trends – Industry*

7 out of 9 industries monitored by the Index recorded incline in March'21 on annual basis

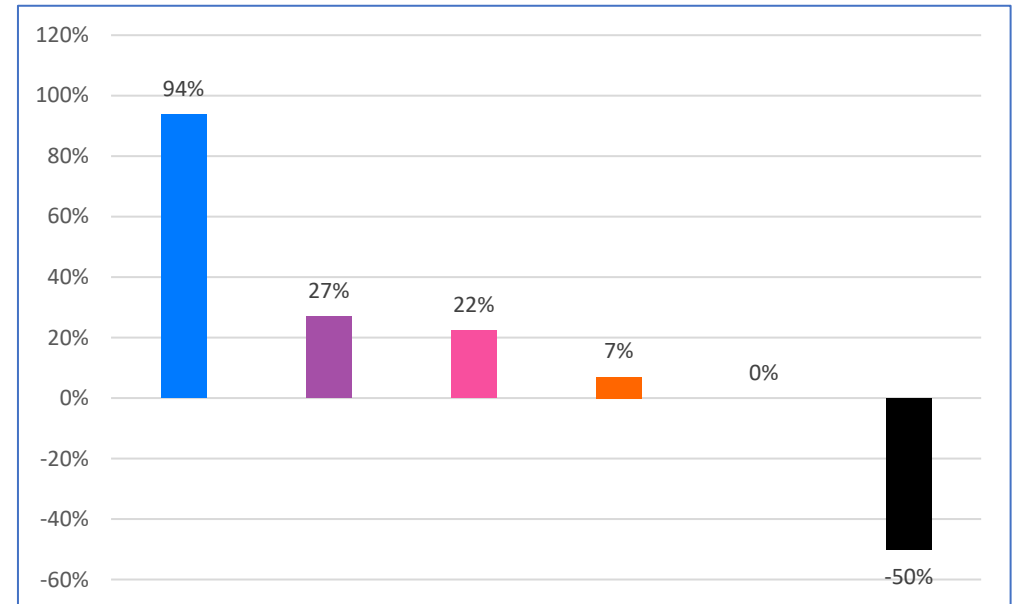
- ✓ **Logistic, Courier/ Freight/ Transportation, Shipping/ Marine** (+42%), **IT, Telecom/ISP, BPO/ITES** (+33%) and **Oil and Gas** (+21%) industries saw the steepest growth in online recruitment activity in March'21 from the year-ago level.
- ✓ All monitored industries except **Retail** (-33%) and **Hospitality** (-27%), saw incline in online recruitment activity on YoY basis.
- ✓ Some of the major industries like **Production/Manufacturing, Automotive and Ancillary** (+16%), **Engineering, Construction and Real Estate** (+5%), **BFSI** (+4%) and **Advertising, Market Research, Public Relations, Media and Entertainment** (+2%) also saw year-on-year growth in March'21.



Hiring Trends - Functional Area*

8 out of 9 functional areas monitored by the Index registered increase in annual demand in March'21

- ✓ Annual online demand for all professionals saw a sudden jump in March'21. **Customer Service** (+94%), **Software, Hardware, Telecom** (+27%) and **Purchase/ Logistics/ Supply chain** (+22%) noticed the sharpest incline in recruitment activity from the year ago level.
- ✓ Whereas all functional areas except **Hospitality & Travel** (-50%) noted the growth in hiring demand.
- ✓ Some of the other areas like **HR & Admin** (+7%), **Finance & Accounts** (+8%), **Engineering/ Production, Real Estate** (12%), **Sales & Business Development** (+17%), and **Marketing & Communications** (0%) saw incline on YoY basis.



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:

www.monsterindia.com

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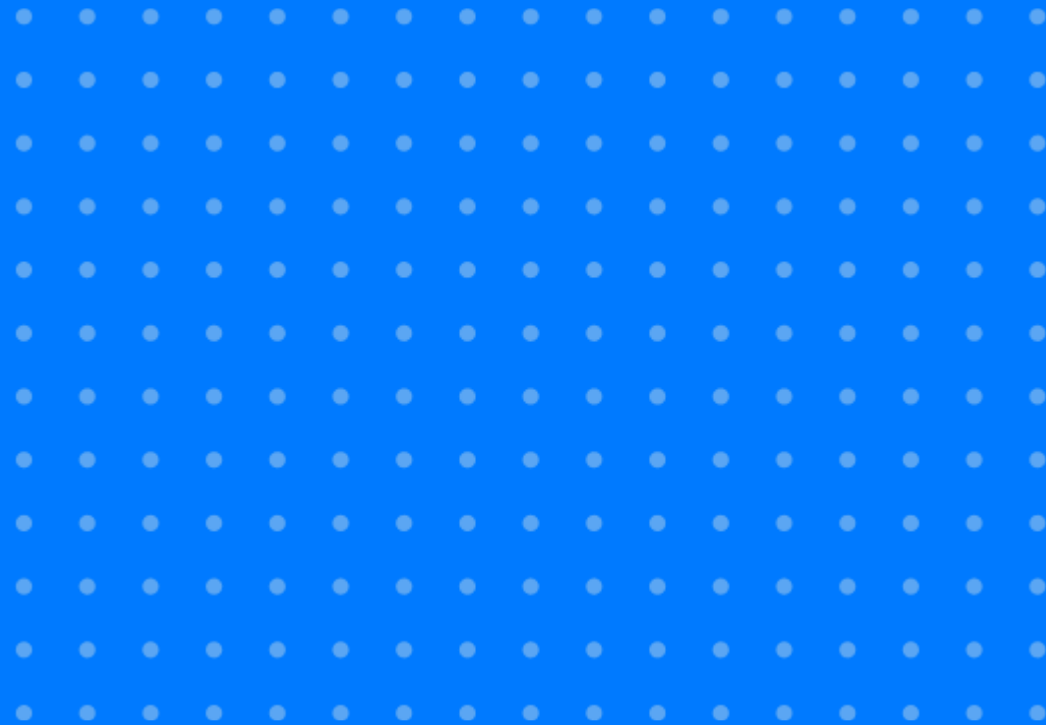
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Annexure



Annexure: Industry Data*

| Industries | Mar-20 | Apr-20 | May-20 | Jun-20 | Jul-20 | Aug-20 | Sep-20 | Oct-20 | Nov-20 | Dec-20 | Jan-21 | Feb-21 | Mar-21 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| IT, Telecom/ISP and BPO/ITES | 138 | 95 | 64 | 84 | 87 | 90 | 99 | 118 | 116 | 130 | 137 | 163 | 184 |
| Engineering, Construction and Real Estate | 60 | 41 | 34 | 41 | 44 | 44 | 45 | 47 | 48 | 50 | 51 | 56 | 63 |
| BFSI | 68 | 40 | 38 | 42 | 41 | 43 | 46 | 49 | 48 | 49 | 52 | 59 | 71 |
| Production/Manufacturing, Automotive and Ancillary | 93 | 78 | 73 | 80 | 80 | 82 | 84 | 89 | 89 | 91 | 94 | 100 | 108 |
| Oil and Gas | 105 | 95 | 86 | 90 | 91 | 90 | 93 | 97 | 101 | 110 | 107 | 125 | 127 |
| Hospitality | 59 | 46 | 30 | 40 | 40 | 38 | 40 | 38 | 40 | 40 | 40 | 41 | 43 |
| Retail | 46 | 13 | 11 | 6 | 10 | 10 | 13 | 16 | 14 | 15 | 16 | 16 | 31 |
| Logistic, Courier/ Freight/ Transportation, Shipping/ Marine | 66 | 16 | 15 | 24 | 29 | 37 | 42 | 51 | 50 | 53 | 61 | 71 | 94 |
| Advertising, Market Research, Public Relations, Media and Entertainment | 63 | 44 | 49 | 46 | 48 | 49 | 52 | 53 | 52 | 54 | 56 | 54 | 64 |

Annexure: Functional Area Data*

| Functions | Mar-20 | Apr-20 | May-20 | Jun-20 | Jul-20 | Aug-20 | Sep-20 | Oct-20 | Nov-20 | Dec-20 | Jan-21 | Feb-21 | Mar-21 |
|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Software, Hardware, Telecom | 93 | 63 | 60 | 62 | 60 | 55 | 57 | 64 | 66 | 63 | 77 | 94 | 118 |
| Finance & Accounts | 64 | 46 | 45 | 48 | 48 | 49 | 51 | 52 | 53 | 52 | 56 | 58 | 69 |
| Sales & Business Development | 78 | 53 | 46 | 46 | 51 | 54 | 59 | 64 | 66 | 68 | 70 | 75 | 91 |
| Customer Service | 16 | 12 | 9 | 6 | 7 | 7 | 11 | 15 | 17 | 19 | 23 | 26 | 31 |
| Marketing & Communications | 80 | 66 | 66 | 67 | 69 | 69 | 71 | 71 | 72 | 71 | 74 | 74 | 80 |
| HR & Admin | 57 | 42 | 42 | 43 | 45 | 45 | 46 | 47 | 48 | 48 | 51 | 50 | 61 |
| Engineering /Production, Real Estate | 65 | 48 | 46 | 49 | 51 | 52 | 54 | 57 | 57 | 57 | 61 | 62 | 73 |
| Hospitality & Travel | 24 | 19 | 12 | 6 | 2 | 2 | 4 | 5 | 5 | 6 | 6 | 8 | 12 |
| Purchase/ Logistics/ Supply Chain | 72 | 38 | 37 | 43 | 46 | 50 | 52 | 57 | 58 | 59 | 66 | 68 | 88 |

Thank you

