

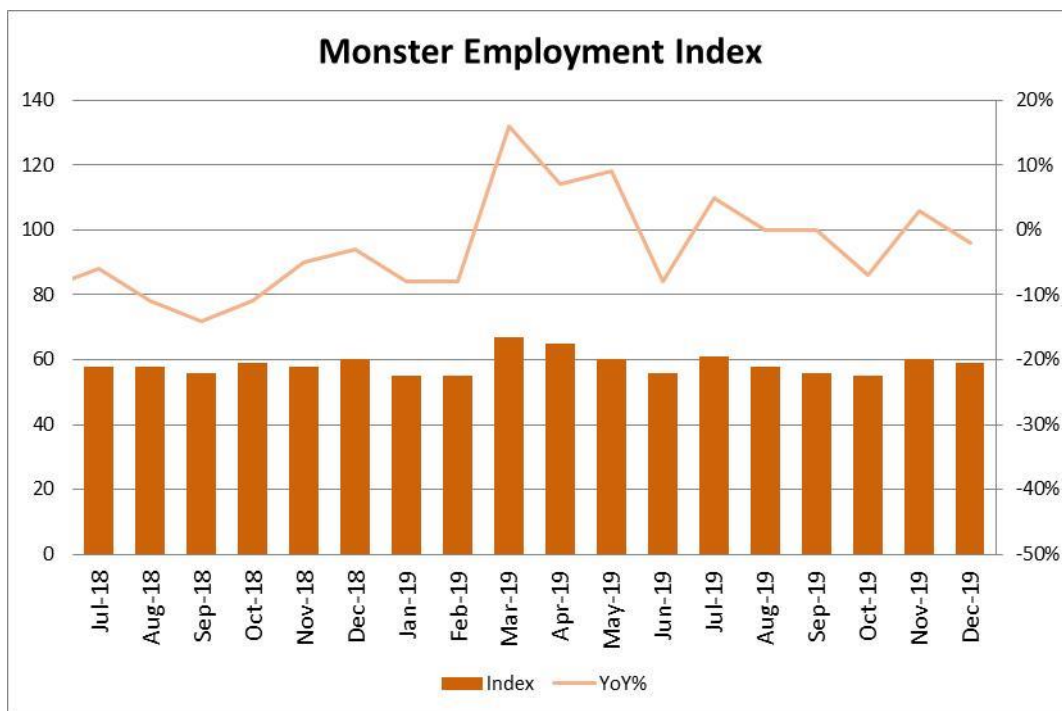
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EMPLOYMENT INDEX

Monster Employment Index Malaysia

December 2019 Index Highlights:

- Monster Employment Index Malaysia witnesses annual decline of two percent in December 2019.
- Among industries, IT, Telecom/ISP and BPO/ITES register the most-notable year-on-year growth and Logistic, Courier/ Freight/ Transportation, Shipping/ Marine exhibits the steepest decline.
- Customer Service professionals witness the steepest growth in online demand among occupation groups, on-the-year.



Monster Employment Index Malaysia results for the past 18 months are as follows:

Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Y-o-Y
58	58	56	59	58	60	55	55	67	65	60	56	61	58	56	55	60	59	-2%

Industry Year-over-year Trends: Five of the nine industry sectors monitored by the Index, witnessed growth in online recruitment activity.

- Online hiring activity in **IT, Telecom/ISP and BPO/ITES** (up 24 percent) led annual growth among industry sectors throughout 2019. In short-term, the sector fared well on three-month (up five percent) and six-month (up 17 percent) basis.
- **Hospitality** (up 21 percent) continued to witness double-digit growth for the second consecutive month, on-the-year. Moreover, the sector fared well on other parameters as well; up three percent (month-on-month), up 11 percent (three-month) and up 15 percent (six-month).
- Year-on-year, **Advertising, Market Research, Public Relations, Media and Entertainment** (up nine percent) recorded the same growth as indicated last month. The sector also ranked among top hiring industries for the third month in a row. However, monthly demand saw decline of two percent in December 2019.
- **Oil and Gas** (up three percent) recovered positive growth vis-à-vis decline of four percent in November 2019, on-th-year. On month-on-month (up two percent) basis as well, the sector charted uptrend in e-recruitment activity.
- **Logistic, Courier/ Freight/ Transportation, Shipping/ Marine** (down nine percent) saw the steepest decline among monitored sectors on annual basis.

Top Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	118	146	24%
Hospitality	56	68	21%
Advertising, Market Research, Public Relations, Media and Entertainment	55	60	9%
BFSI	61	63	3%

Lowest Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Retail	40	40	0%
Production/Manufacturing, Automotive and Ancillary	91	89	-2%
Engineering, Construction and Real Estate	59	57	-3%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	64	58	-9%

Occupation Year-over-year Trends: Growth in online demand for professionals was positive in three of the nine job-roles monitored by the Index.

- **Customer Service** (up 35 percent) professionals were most in-demand talents between December 2018 and 2019. On short-term basis as well, the job-role witnessed growth; up 17 percent (three-month) and up 23 percent (six-month).
- Online demand for **Software, Hardware, Telecom** (up 16 percent) professionals continued to exhibit strong double-digit growth on annual basis; and also ranked among top growth occupations throughout 2019. On six-month basis, the job-role witnessed growth of six percent.
- Year-on-year, **Hospitality & Travel** (up six percent) professionals experienced increased online demand for the third consecutive month. The job-role charted growth in short-run as well; up four percent (month-on-month), up 41 percent (three-month) and up 17 percent (six-month).
- **Engineering /Production, Real Estate** saw improved pace of annual growth between November (down five percent) and December (down three percent) 2019. Also, on six-month (up three percent) basis, the job-role registered positive growth for the first time since August 2019.
- **Purchase/ Logistics/ Supply Chain** (down eight percent) exhibited the steepest annual decline among the monitored occupation groups in December 2019.

Top Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Customer Service	20	27	35%
Software, Hardware, Telecom	62	72	16%
Hospitality & Travel	52	55	6%
Marketing & Communications	78	77	-1%

Lowest Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Engineering /Production, Real Estate	63	61	-3%
HR & Admin	58	55	-5%
Sales & Business Development	76	71	-7%
Purchase/ Logistics/ Supply Chain	71	65	-8%

COUNTRY-WISE TRENDS

Singapore Highlights

- Monster Employment Index Singapore records annual growth of eight percent in December 2019.
- Among industry sectors, IT, Telecom/ISP and BPO/ITES witnesses the most-notable growth; and, Production/Manufacturing, Automotive and Ancillary register the steepest decline on-the-year.
- Software, Hardware, Telecom professionals chart the steepest growth in online demand, on annual basis.

Singapore Top Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	174	216	24%
Advertising, Market Research, Public Relations, Media and Entertainment	120	142	18%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	106	16%

Singapore Lowest Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Retail/Trade and Logistics	111	112	1%
Engineering, Construction and Real Estate	100	98	-2%
Production/Manufacturing, Automotive and Ancillary	104	100	-4%

Singapore Top Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Software, Hardware, Telecom	128	159	24%
Hospitality & Travel	96	115	20%
Health Care	103	117	14%

Singapore Lowest Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Legal	106	106	0%
Purchase/ Logistics/ Supply Chain	92	91	-1%
Real Estate	90	82	-9%

Philippines Highlights

- Monster Employment Index Philippines witnesses year-on-year growth of 14 percent in December 2019.
- IT, Telecom/ISP records the most-notable annual growth among industry sectors; whereas, Engineering, Construction and Real Estate registers the least growth.
- Among job-roles, HR & Admin exhibits the most-notable demand from the year-ago level.

Philippines Top Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
IT, Telecom/ISP	135	173	28%
BFSI	148	188	27%
Advertising, Market Research, Public Relations, Media and Entertainment	124	151	22%

Philippines Lowest Growth Industries

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Engineering, Construction and Real Estate	88	89	1%
Education	94	94	0%
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	159	159	0%

Philippines Top Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
HR & Admin	123	162	32%
Finance & Accounts	148	183	24%
Software, Hardware, Telecom	143	174	22%

Philippines Lowest Growth Occupations

Year-over-year Growth	Dec 18	Dec 19	% Growth Y-o-Y
Engineering /Production, Real Estate	89	89	0%
Health Care	121	121	0%
Purchase/ Logistics/ Supply Chain	150	141	-6%

By Industry

	2018	2019											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
IT, Telecom/ISP and BPO/ITES	118	118	121	134	134	127	125	136	141	139	138	149	146
Engineering, Construction and Real Estate	59	56	55	68	62	59	54	59	56	56	56	58	57
BFSI	61	60	62	76	71	65	59	68	64	62	57	63	63
Production/Manufacturing, Automotive and Ancillary	91	88	91	95	93	89	88	91	88	88	87	89	89
Oil and Gas	98	102	103	99	106	99	102	110	116	102	98	99	101
Hospitality	56	55	58	61	63	63	59	66	71	61	58	66	68
Retail	40	35	33	55	54	47	42	48	45	45	40	45	40
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	64	63	54	80	73	68	59	71	63	59	59	58	58
Advertising, Market Research, Public Relations, Media and Entertainment	55	53	52	64	63	58	55	60	58	56	57	61	60

By Occupation

	2018	2019											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Software, Hardware, Telecom	62	62	64	85	82	71	68	78	74	75	77	78	72
Finance & Accounts	61	60	60	70	67	63	59	65	61	60	56	60	60
Sales & Business Development	76	69	69	83	82	77	74	78	75	75	71	75	71
Customer Service	15	16	15	22	23	23	22	27	22	23	24	30	27
Marketing & Communications	78	75	75	84	83	79	77	80	77	76	76	79	77
HR & Admin	58	56	56	65	62	59	56	60	56	56	55	57	55
Engineering /Production, Real Estate	63	60	59	70	66	62	59	64	60	60	60	61	61
Hospitality & Travel	52	34	32	33	39	37	47	41	44	39	40	53	55
Purchase/ Logistics/ Supply Chain	71	65	64	80	76	72	65	74	69	67	66	65	65