

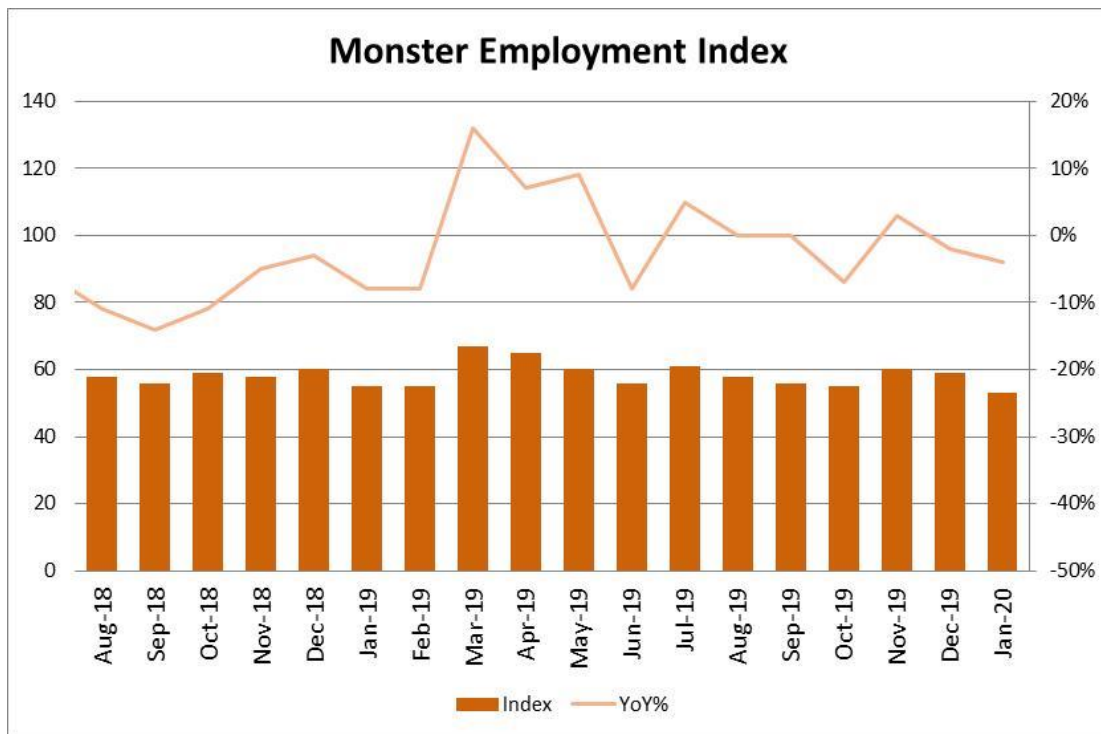
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EMPLOYMENT INDEX

Monster Employment Index Malaysia

January 2020 Index Highlights:

- Monster Employment Index Malaysia registers annual decline of four percent in January 2020.
- Among industries, Hospitality registers 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:

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	Jan 20	Y-o-Y
58	56	59	58	60	55	55	67	65	60	56	61	58	56	55	60	59	53	-4%

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

- **Hospitality** (up 24 percent) saw the steepest annual growth among industry sectors in January 2020. Growth momentum improved by three percentage points; up from 21 percent last month. The sector fared well on three-month (up 17 percent) and six-month (up three percent) basis as well.
- Online recruitment activity in **IT, Telecom/ISP and BPO/ITES** (up four percent) continued to record positive growth, on-the-year. However, pace of growth eased by 20 percentage points between December 2019 and January 2020. Monthly demand dipped by 16 percent this month.
- **Advertising, Market Research, Public Relations, Media and Entertainment** (up two percent) charted growth in e-recruitment activity for the third consecutive month. However, the sector witnessed receded growth in short-term; down 10 percent (month-on-month and six-month) and down five percent (three-month).
- **Logistic, Courier/ Freight/ Transportation, Shipping/ Marine** (down 29 percent) saw the most-notable decline among monitored sectors on annual basis.

Top Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Hospitality	55	68	24%
IT, Telecom/ISP and BPO/ITES	118	123	4%
Advertising, Market Research, Public Relations, Media and Entertainment	53	54	2%
Production/Manufacturing, Automotive and Ancillary	88	86	-2%

Lowest Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
BFSI	60	55	-8%
Engineering, Construction and Real Estate	56	51	-9%
Retail	35	30	-14%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	63	45	-29%

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

- Year-on-year, **Customer Service** (up six percent) professionals led growth in online demand for the third consecutive month. However, growth momentum eased by 29 percentage points vis-à-vis December (up 35 percent) 2019.
- **Hospitality & Travel** (zero percent) matched the corresponding period a year-ago. In short-term, the job-role witnessed decline on all parameters; down 38 percent (month-on-month), down 15 percent (three-month) and down 17 percent (six-month).
- **Purchase/ Logistics/ Supply Chain** (down 12 percent) exhibited the steepest annual decline among the monitored occupation groups.

Top Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Customer Service	16	17	6%
Hospitality & Travel	34	34	0%
Marketing & Communications	75	74	-1%
Software, Hardware, Telecom	62	58	-6%

Lowest Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
HR & Admin	56	52	-7%
Sales & Business Development	69	64	-7%
Finance & Accounts	60	55	-8%
Purchase/ Logistics/ Supply Chain	65	57	-12%

COUNTRY-WISE TRENDS

Singapore Highlights

- Monster Employment Index Singapore registers growth of six percent between January 2019 and 2020.
- 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	Jan 19	Jan 20	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	170	202	19%
Advertising, Market Research, Public Relations, Media and Entertainment	119	139	17%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	105	15%

Singapore Lowest Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Retail/Trade and Logistics	108	109	1%
Engineering, Construction and Real Estate	97	96	-1%
Production/Manufacturing, Automotive and Ancillary	102	97	-5%

Singapore Top Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Software, Hardware, Telecom	123	149	21%
Hospitality & Travel	96	113	18%
Health Care	100	115	15%

Singapore Lowest Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Real Estate	82	81	-1%
Legal	105	103	-2%
Purchase/ Logistics/ Supply Chain	92	90	-2%

Philippines Highlights

- Monster Employment Index Philippines witnesses annual growth of 14 percent in January 2020.
- BFSI records the most-notable annual growth among industry sectors; whereas, Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping registers the steepest decline.
- Among job-roles, HR & Admin exhibits the most-notable demand from the year-ago level.

Philippines Top Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
BFSI	157	194	24%
BPO/ITES	138	170	23%
IT, Telecom/ISP	138	169	22%

Philippines Lowest Growth Industries

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Hospitality	138	137	-1%
Retail	195	193	-1%
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	169	167	-1%

Philippines Top Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
HR & Admin	134	171	28%
Finance & Accounts	162	197	22%
Customer Service	136	165	21%

Philippines Lowest Growth Occupations

Year-over-year Growth	Jan 19	Jan 20	% Growth Y-o-Y
Engineering /Production, Real Estate	90	89	-1%
Sales & Business Development	138	133	-4%
Purchase/ Logistics/ Supply Chain	161	153	-5%

By Industry

	2019												2020
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
IT, Telecom/ISP and BPO/ITES	118	121	134	134	127	125	136	141	139	138	149	146	123
Engineering, Construction and Real Estate	56	55	68	62	59	54	59	56	56	56	58	57	51
BFSI	60	62	76	71	65	59	68	64	62	57	63	63	55
Production/Manufacturing, Automotive and Ancillary	88	91	95	93	89	88	91	88	88	87	89	89	86
Oil and Gas	102	103	99	106	99	102	110	116	102	98	99	101	96
Hospitality	55	58	61	63	63	59	66	71	61	58	66	68	68
Retail	35	33	55	54	47	42	48	45	45	40	45	40	30
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	63	54	80	73	68	59	71	63	59	59	58	58	45
Advertising, Market Research, Public Relations, Media and Entertainment	53	52	64	63	58	55	60	58	56	57	61	60	54

By Occupation

	2019												2020
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Software, Hardware, Telecom	62	64	85	82	71	68	78	74	75	77	78	72	58
Finance & Accounts	60	60	70	67	63	59	65	61	60	56	60	60	55
Sales & Business Development	69	69	83	82	77	74	78	75	75	71	75	71	64
Customer Service	16	15	22	23	23	22	27	22	23	24	30	27	17
Marketing & Communications	75	75	84	83	79	77	80	77	76	76	79	77	74
HR & Admin	56	56	65	62	59	56	60	56	56	55	57	55	52
Engineering /Production, Real Estate	60	59	70	66	62	59	64	60	60	60	61	61	56
Hospitality & Travel	34	32	33	39	37	47	41	44	39	40	53	55	34
Purchase/ Logistics/ Supply Chain	65	64	80	76	72	65	74	69	67	66	65	65	57