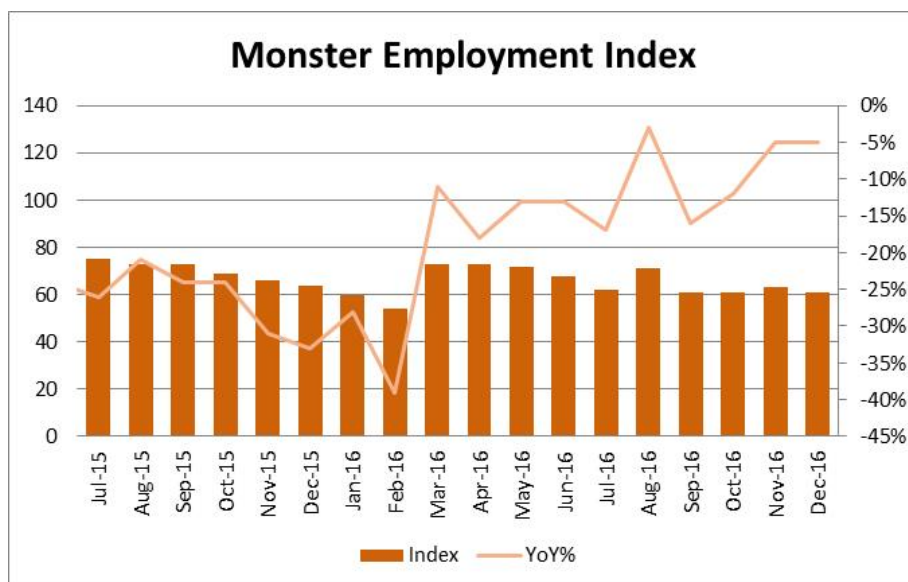


Malaysia's Hiring Decline Likely to Slow in 2017

The latest data from the Monster Employment Index (MEI) released by Monster.com records a dip of five percent in December 2016



KUALA LUMPUR – 24 JANUARY 2017 – Malaysia witnessed sluggish online recruitment across most of 2016, and this slow hiring intent is likely to roll over into 2017.

According to a round-up of online hiring insights from the Monster Employment Index (MEI) in Malaysia, 2016 closed off with a -5% year-on-year decline in December.

The monthly [Monster Employment Index \(MEI\)](#) is a gauge of online job posting activities, recording the industries and occupations showing the highest and lowest growth in recruitment activity. From these insights, Monster can provide some forecast for the future for online hiring activity in Malaysia.

2016 kicked off with -28% year-over-year decline in overall online hiring activity in January. Over the last 12 months, Malaysia continued to record consecutive decline in annual online hiring activity, seeing its steepest dip in February 2016, at -39% year-on-year. February was also a particularly slow month for the job market, where most sectors saw the steepest annual decline in hiring activity in that time.

In the following months, the pace of decline in e-recruitment fluctuated before finally slowing down in Q4. On average, the country witnessed an overall -15% decline in annual online hiring in 2016.

“Overall online recruitment has slowed down in Malaysia in recent months and this is likely to remain this way in the first half of 2017. Much of this is driven by external factors, such as the global economic uncertainties and the influence of the declining oil industry, as well as the weak ringgit values, which undoubtedly have an affect on the local labour market over time,” said **Sanjay Modi, Managing Director of Monster.com (APAC and Middle East)**.

“But 2017 isn’t all doom and gloom. The latest MEI figures in December and November have showed a slowdown in the pace of decline across the board, which indicates slight positive hiring sentiments. This is likely to be true in sectors such as Technology, where the government will be focusing more on this year, putting in place tech-friendly policies and measures to ensure sufficient opportunities in this space. Malaysian businesses are also expecting to increase salary, revenue, export and employment in 2017.”

No indications of improvement for the Banking and Financial sector in Q1 2017

2016 has been a slow year for the BFSI sector in terms of growth in employment, where the sector faced 12 consecutive annual declines. As of December 2016, the sector witnessed a -12% year-on-year decline. The sharpest decline was recorded in February, at -38% year-on-year. As per Malaysia's MEI, the average annual decline for the sector in 2016 was -19%.

Malaysia's IT sector likely to see positive growth in Q1

2016 has been a challenging year for the tech sector, where the market faced decline for nine out of 12 months. The year begun with -25% year-on-year decline in January, recorded its steepest decline in February at -49% year-on-year, before capping off with 15% year-on-year growth in December. Overall the sector still saw a -12% year-on-year decline in 2016, but the pace of decline has slowed down significantly in Q4.

Uncertainty ahead in Malaysia's Marketing sector

In line with the rest of Malaysia's key sectors, 2016 has also been a slow-paced one when it comes to online hiring in the Marketing sector. The year commenced with -20% year-on-year decline in online hiring activity, recording its steepest decline in February at -22% year-on-year, and ending with -6% year-on-year decline. On average, Malaysia saw -11% year-on-year decline in hiring in this sector.

Demand for HR professionals may see improvement in Q1 2017

When looking specifically at the demand for HR professionals in Malaysia, the year kicked off with -22% year-on-year decline in January, followed by the -29% year-on-year decline in February – the steepest decline recorded in 2016. On average, the sector saw -12% year-on-year decline in 2016.

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

Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Y-o-Y
75	73	73	69	66	64	60	54	73	73	72	68	62	71	61	61	63	61	-5%

Top Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	72	83	15%
Production/Manufacturing, Automotive and Ancillary	82	86	5%
Advertising, Market Research, Public Relations, Media and Entertainment	78	73	-6%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	59	55	-7%

Lowest Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Engineering, Construction and Real Estate	70	64	-9%
Retail	72	65	-10%
BFSI	77	68	-12%
Hospitality	73	58	-21%

Top Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Software, Hardware, Telecom	37	50	35%
Sales & Business Development	66	83	26%
Purchase/ Logistics/ Supply Chain	58	67	16%
HR & Admin	69	66	-4%

Lowest Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Engineering /Production, Real Estate	67	64	-4%
Finance & Accounts	77	70	-9%
Hospitality & Travel	66	38	-42%
Customer Service	68	38	-44%

By Industry

	2015	2016											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
IT, Telecom/ISP and BPO/ITES	72	59	49	76	78	80	76	72	90	71	70	80	83
Engineering, Construction and Real Estate	70	67	61	79	79	78	73	66	76	67	66	66	64
BFSI	77	73	63	97	94	91	84	71	84	71	70	72	68
Production/Manufacturing, Automotive and Ancillary	82	81	80	87	88	86	86	85	90	85	85	88	86
Oil and Gas	74	76	68	75	74	67	68	64	65	63	68	65	68
Hospitality	73	68	64	71	74	71	81	77	77	80	63	62	58
Retail	72	69	54	89	92	91	85	75	85	67	65	70	65
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	59	58	44	69	74	72	70	64	85	65	65	64	55
Advertising, Market Research, Public Relations, Media and Entertainment	78	73	61	78	80	77	77	72	80	71	71	73	73

By Occupations

	2015	2016											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Software, Hardware, Telecom	37	28	27	52	55	52	44	36	48	37	43	51	50
Finance & Accounts	77	75	68	90	87	86	81	73	81	73	72	74	70
Sales & Business Development	66	63	55	76	79	77	80	75	87	76	78	84	83
Customer Service	68	65	51	77	77	76	65	58	56	44	38	39	38
Marketing & Communications	91	88	79	91	92	91	89	87	93	86	85	88	87
HR & Admin	69	65	62	75	72	71	70	67	73	67	68	68	66
Engineering /Production, Real Estate	67	63	61	76	76	75	72	66	76	67	67	67	64
Hospitality & Travel	66	50	56	67	69	67	80	68	76	68	49	46	38
Purchase/ Logistics/ Supply Chain	58	57	49	67	71	70	70	64	78	66	68	69	67

– ENDS –

About the Monster Employment Index

Launched in May 2015, with data collected since February 2014, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in Malaysia conducted by Monster Malaysia. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, including Monster Malaysia, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. 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 results obtained from the use of such information.

About Monster Worldwide

Monster Worldwide, Inc. (NYSE: MWW), parent company of Monster, the premier global online employment solution for more than a decade, strives to inspire people to improve their lives. With a local presence in key markets in North America, Europe, and Asia, Monster works for everyone by connecting employers with quality job seekers at all levels and by providing personalized career advice to consumers globally. Through online media sites and services, Monster delivers vast, highly targeted audiences to advertisers. Monster Worldwide is a member of the S&P 500 index. To learn more about Monster's industry-leading products and services, visit www.monster.com. More information about Monster Worldwide is available at <http://about-monster.com/>

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