

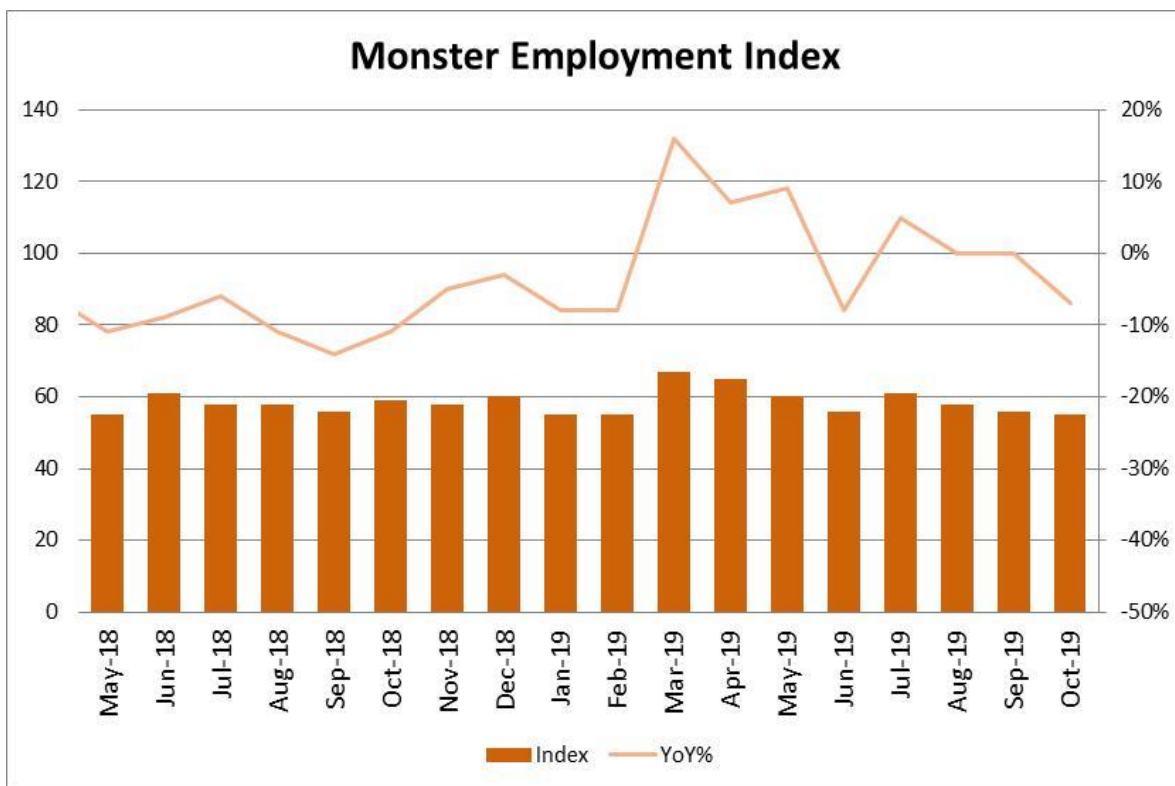
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EMPLOYMENT INDEX

Monster Employment Index Malaysia

October 2019 Index Highlights:

- Monster Employment Index Malaysia declines seven percent on-the-year.
- 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.
- Hospitality & Travel charts 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:

May 18	Jun 18	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	Y-o-Y
55	61	58	58	56	59	58	60	55	55	67	65	60	56	61	58	56	55	-7%

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

- **IT, Telecom/ISP and BPO/ITES** (up 11 percent) continued to lead annual growth in online recruitment activity. However, growth momentum eased by 20 percentage points vis-à-vis last month. In short-term (six-month), the sector recorded increased demand of three percent.
- Year-on-year, **Hospitality** registered five percent growth in October 2019. The sector continued to witness uptrend in hiring activity for the seventh consecutive month.
- **Advertising, Market Research, Public Relations, Media and Entertainment** (down two percent) saw receded annual growth for the first time since July 2019. Nonetheless, on a month-on-month (up two percent) basis, the sector led e-recruitment activity among others.
- **Logistic, Courier/ Freight/ Transportation, Shipping/ Marine** (down 13 percent) exhibited the steepest decline among monitored sectors on annual basis.

Top Growth Industries

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	124	138	11%
Hospitality	55	58	5%
Oil and Gas	98	98	0%
Advertising, Market Research, Public Relations, Media and Entertainment	58	57	-2%

Lowest Growth Industries

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Retail	43	40	-7%
Engineering, Construction and Real Estate	62	56	-10%
BFSI	64	57	-11%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	68	59	-13%

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

- **Hospitality & Travel** (up 18 percent) witnessed the steepest year-on-year growth among occupation categories. In short-term as well, the job-role fared well; up three percent on both month-on-month and six-month basis.
- Online demand for **Software, Hardware, Telecom** (up 15 percent) professionals continued to record growth and rank among the top growth occupations since the beginning of 2019. Month-on-month, the job-role registered hike of three percent; up from two percent last month.
- Annual demand for **Sales & Business Development** (down seven percent) professionals saw a dip for the first time since March 2019. Pace of growth eased by 11 percentage points compared to last month. Even in short-run, the job-role underperformed; down five percent (month-on-month), down nine percent (three-month) and down 13 percent (six-month).
- **Customer Service** (down 20 percent) professionals registered the most-notable decline, on-the-year.

Top Growth Occupations

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Hospitality & Travel	34	40	18%
Software, Hardware, Telecom	67	77	15%
Marketing & Communications	78	76	-3%
HR & Admin	58	55	-5%

Lowest Growth Occupations

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Purchase/ Logistics/ Supply Chain	72	66	-8%
Engineering /Production, Real Estate	66	60	-9%
Finance & Accounts	65	56	-14%
Customer Service	30	24	-20%

COUNTRY-WISE TRENDS

Singapore Highlights

- Monster Employment Index Singapore charts 20 percent growth in October 2019 from the year-ago level.
- Among industry sectors, IT, Telecom/ISP and BPO/ITES witnesses the most-notable growth; and, Production/Manufacturing, Automotive and Ancillary matches the corresponding period a year-ago.
- Software, Hardware, Telecom professionals record the steepest growth in online demand, on annual basis.

Singapore Top Growth Industries

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
IT, Telecom/ISP and BPO/ITES	158	233	47%
Advertising, Market Research, Public Relations, Media and Entertainment	115	153	33%
Hospitality	106	141	33%

Singapore Lowest Growth Industries

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Import/Export	81	87	7%
Shipping/Marine	90	92	2%
Production/Manufacturing, Automotive and Ancillary	104	104	0%

Singapore Top Growth Occupations

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Software, Hardware, Telecom	122	167	37%
Hospitality & Travel	93	124	33%
Health Care	107	126	18%

Singapore Lowest Growth Occupations

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Purchase/ Logistics/ Supply Chain	92	96	4%
Real Estate	89	92	3%
Legal	105	107	2%

Philippines Highlights

- Monster Employment Index Philippines records growth of 15 percent between October 2018 and 2019.
- Education witnesses 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	Oct 18	Oct 19	% Growth Y-o-Y
Education	93	124	33%
Advertising, Market Research, Public Relations, Media and Entertainment	129	162	26%
BFSI	154	190	23%

Philippines Lowest Growth Industries

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Health Care	131	140	7%
Hospitality	128	134	5%
Engineering, Construction and Real Estate	91	92	1%

Philippines Top Growth Occupations

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
HR & Admin	131	178	36%
Finance & Accounts	158	199	26%
Marketing & Communications	136	167	23%

Philippines Lowest Growth Occupations

Year-over-year Growth	Oct 18	Oct 19	% Growth Y-o-Y
Hospitality & Travel	99	105	6%
Health Care	124	128	3%
Engineering /Production, Real Estate	92	92	0%

By Industry

	2018			2019									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
IT, Telecom/ISP and BPO/ITES	124	119	118	118	121	134	134	127	125	136	141	139	138
Engineering, Construction and Real Estate	62	60	59	56	55	68	62	59	54	59	56	56	56
BFSI	64	61	61	60	62	76	71	65	59	68	64	62	57
Production/Manufacturing, Automotive and Ancillary	91	90	91	88	91	95	93	89	88	91	88	88	87
Oil and Gas	98	103	98	102	103	99	106	99	102	110	116	102	98
Hospitality	55	54	56	55	58	61	63	63	59	66	71	61	58
Retail	43	40	40	35	33	55	54	47	42	48	45	45	40
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	68	61	64	63	54	80	73	68	59	71	63	59	59
Advertising, Market Research, Public Relations, Media and Entertainment	58	56	55	53	52	64	63	58	55	60	58	56	57

By Occupation

	2018			2019									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Software, Hardware, Telecom	67	67	62	62	64	85	82	71	68	78	74	75	77
Finance & Accounts	65	62	61	60	60	70	67	63	59	65	61	60	56
Sales & Business Development	76	74	76	69	69	83	82	77	74	78	75	75	71
Customer Service	30	19	15	16	15	22	23	23	22	27	22	23	24
Marketing & Communications	78	77	78	75	75	84	83	79	77	80	77	76	76
HR & Admin	58	56	58	56	56	65	62	59	56	60	56	56	55
Engineering /Production, Real Estate	66	64	63	60	59	70	66	62	59	64	60	60	60
Hospitality & Travel	34	38	52	34	32	33	39	37	47	41	44	39	40
Purchase/ Logistics/ Supply Chain	72	68	71	65	64	80	76	72	65	74	69	67	66