foundit
Insights Tracker

Oct 2024

Hiring Trends in Gulf

Contents

Key Highlights of the Month

foundit Insights Tracker in Gulf noticed a 11% surge annually in online recruitment activity in Oct'24.

- ✅ The **foundit Insights Tracker (fit)** shows a **11%** year-on-year rise in hiring, with the index increasing from **128** in Oct'23 to **141** in Oct'24.

- ✅ Despite no month-on-month change from the 140 recorded in Sep'24, e-recruitment activity has fallen by 3% over the past six months, suggesting a dynamic job market.

- ✅ Overall, a steady rise in hiring activity over the past year, indicates a promising job market.

foundit Insights Tracker

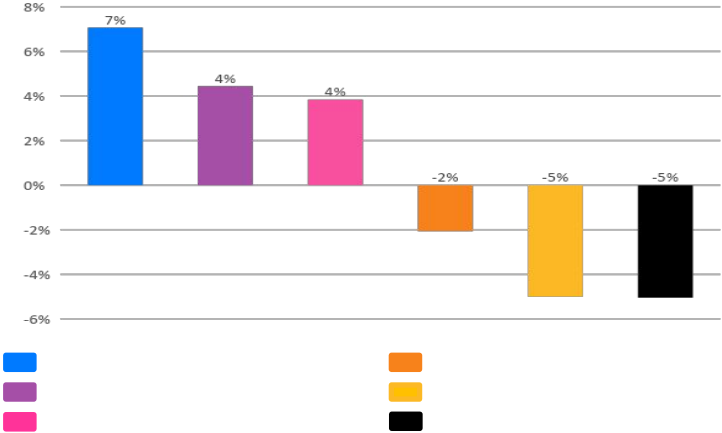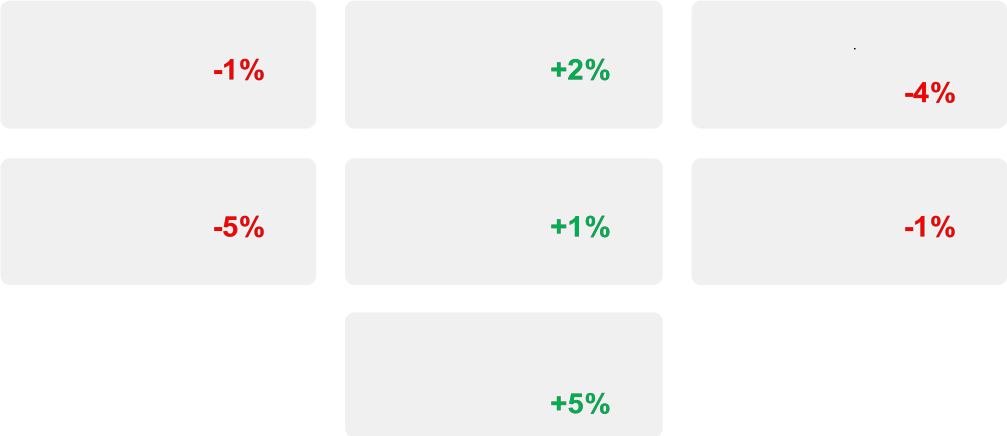Index — YoY

03
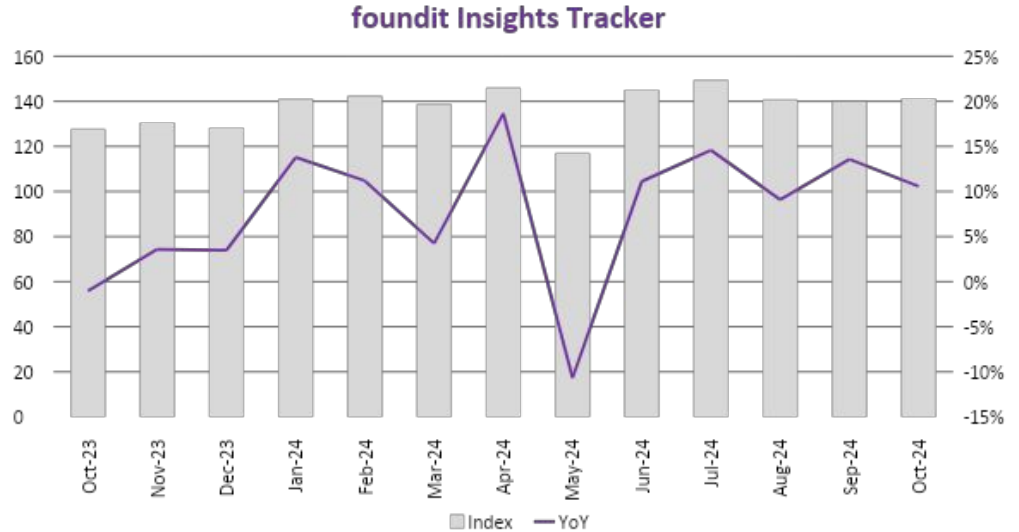
Hiring Trends – MoM

INDUSTRY

+12%	+5%	+3%	-2%	-3%	-5%
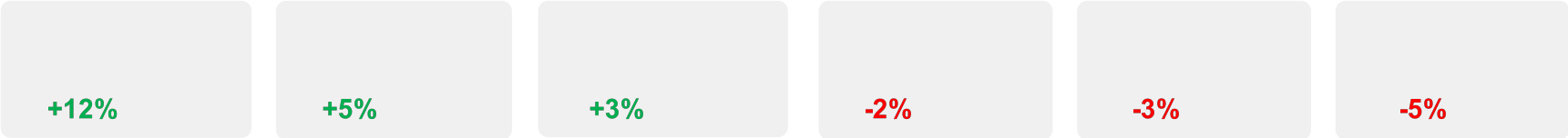
FUNCTIONAL AREA

ACROSS REGIONS

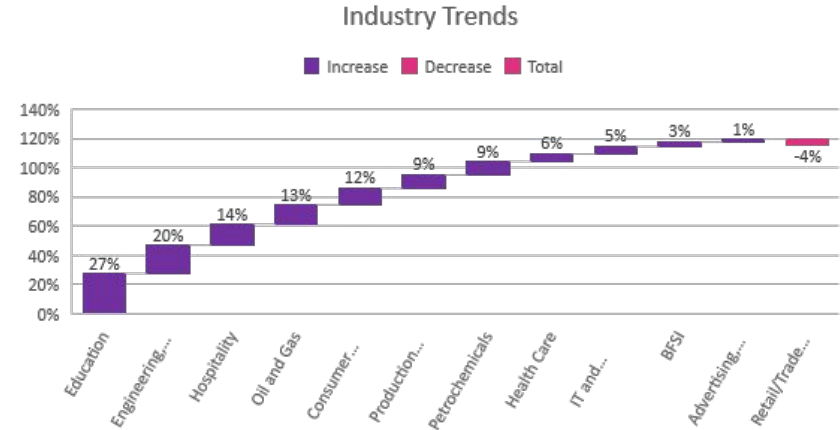|		
-1%	+2%	-4%
-5%	+1%	-1%
	+5%	

Hiring Trends – Industry*

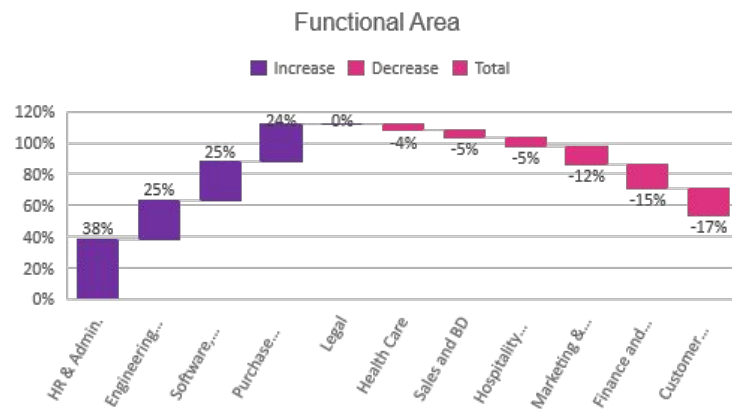**11 out of 12 industries monitored by the tracker registered an uptick in job demand in Oct'24 annually.**

✔ The **Education (+27%)** led year-on-year growth, driven by online learning demand. **Engineering, Construction, and Real Estate (+20%)** followed, supported by infrastructure projects. **Hospitality (+14%)** rebounded with increased tourism, while **Oil and Gas (+13%)** grew with steady energy demand.

✔ The **Retail/Trade and Logistics (-4%)** sector faced year-on-year decline. This decrease could be attributed to shifting consumer behaviors, supply chain disruptions, and evolving market conditions that impacted overall sales and distribution efficiency.

✔ The **Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, and Gems & Jewellery (+12%)** led year-on-year growth, driven by strong consumer demand. **Production/Manufacturing, Automotive, and Ancillary (+9%)** and **Petrochemicals (+9%)** followed, supported by industrial activity and material demand. **Health Care (+6%)** showed moderate growth, while **IT and Telecom (+5%)** and **BFSI (+3%)** displayed subdued performance. **Advertising, Market Research, Media, and Entertainment (+1%)** recorded minimal growth, reflecting constrained budgets and shifts to digital platforms.

Industry Trends

■ Increase   ■ Decrease   ■ Total

Education	27%	
Engineering...	20%	
Hospitality	14%	
Oil and Gas	13%	
Consumer...	12%	
Production...	9%	
Petrochemicals	9%	
Health Care	6%	
IT and...	5%	
BFSI	3%	
Advertising...	1%	
Retail/Trade...	-4%	

* All figures represent percentage change between Oct'23 and Oct'24

Hiring Trends - Functional Area*

Online recruitment activity surpassed the year-ago level in 5 of the 11 occupation groups monitored by the tracker

✅ **HR & Admin (+38%)** led YoY growth, reflecting increased hiring and organizational restructuring activities. **Engineering and Production (+25%)** and **Software, Hardware, and Telecom (+25%)** followed, driven by industrial expansion and growing demand for tech solutions.

✅ **Customer Service (-17%)** faced the sharpest decline, likely due to automation and cost-cutting measures. **Finance and Accounting (-15%)** and **Marketing & Communications/Arts/Creative (-12%)** also contracted, possibly reflecting budget constraints and reduced business activity.

✅ **Purchase/Logistics/Supply Chain (+24%)** led YoY growth, driven by increased demand for efficient operations. **Legal (0%)** remained stable, while **Health Care (-4%), Sales and BD (-5%)**, and **Hospitality and Travel (-5%)** saw declines, reflecting challenges in demand and market activity.

Functional Area

Legend: ■ Increase ■ Decrease ■ Total

Values: HR & Admin. 38%, Engineering 25%, Software 25%, Purchase 24%, Legal 0%, Health Care -4%, Sales and BD -5%, Hospitality -5%, Marketing & -12%, Finance and -15%, Customer -17%

* All figures represent percentage change between Oct'23 and Oct'24

Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA saw an impressive 27% annual growth in Oct'24.

foundit Insights Tracker
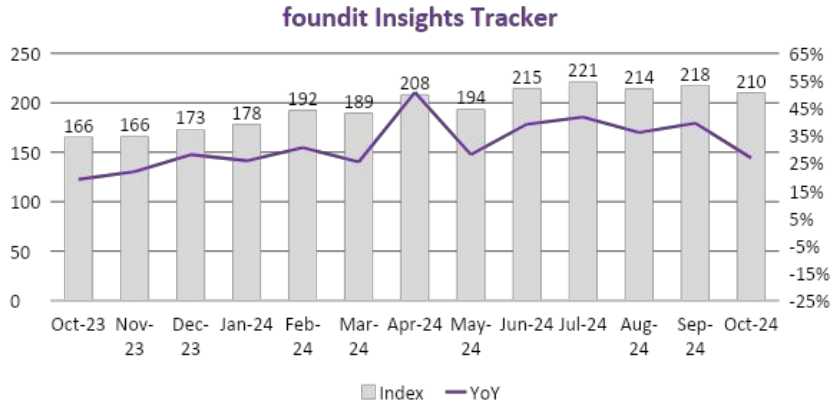
✅ The Index in KSA moved further to **210** in Oct'24 from **166** in Oct'23.

✅ In Oct'24, the **Education (+19%)** showed strong growth, driven by increased enrollment or educational initiatives, while **Oil and Gas (-11%)** experienced a decline, due to fluctuating energy demand or market adjustments.

✅ In Oct'24, **Purchase/Logistics/Supply Chain (+3%)** showed modest growth, reflecting steady demand for supply chain efficiency. **HR & Admin. (-5%)** saw a decline, due to reduced hiring or organizational adjustments.

Industry Trend

Functional Area Trend

* All figures represent percentage change between Oct'23 and Oct'24
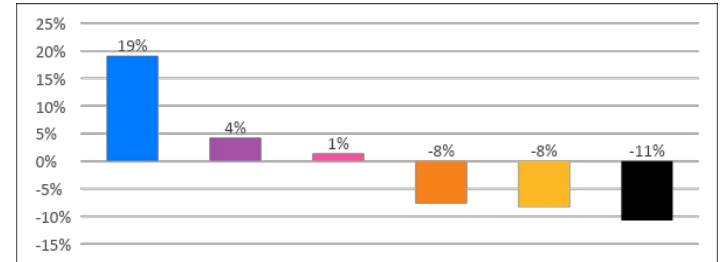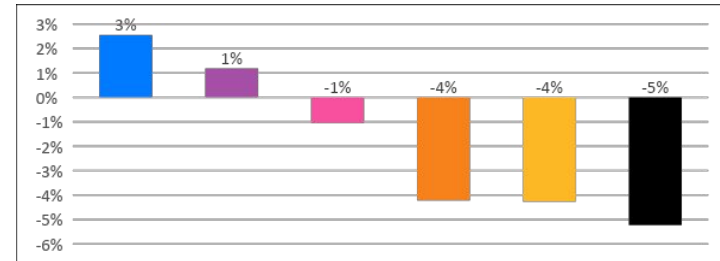
Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE noticed a 53% surge annually in online recruitment activity in Oct'24.

foundit Insights Tracker

Index ▬ YoY
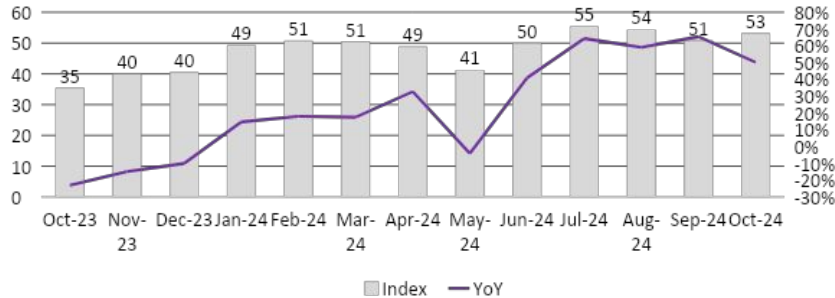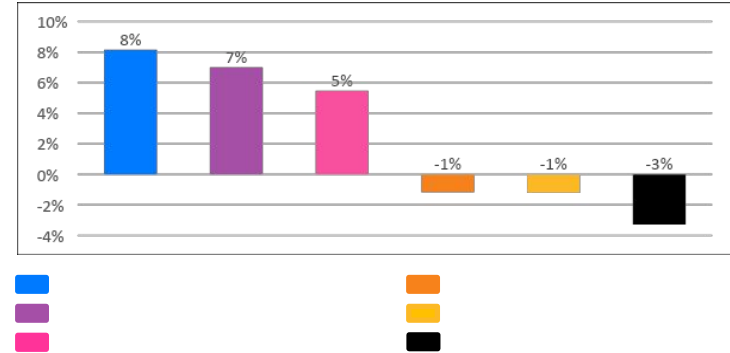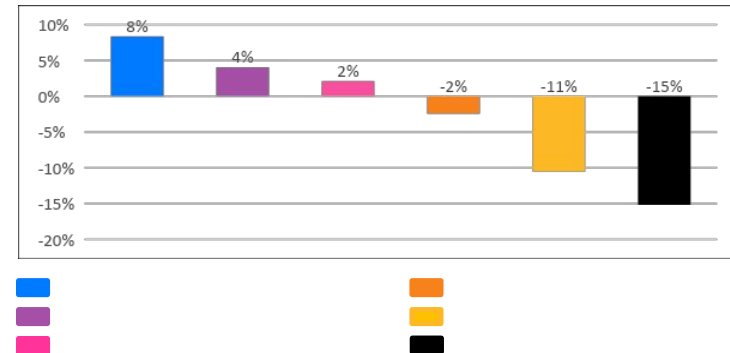
✅ The Index in UAE was marked at **53** in Oct'24 from **35** in Oct'23.

✅ In Oct'24, the **Education (+8%)** saw growth, driven by increased demand for learning resources or programs. In contrast, **Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, and Gems & Jewellery (-3%)** experienced a decline, possibly due to seasonal fluctuations or reduced consumer spending.

✅ In Oct'24, the **Customer Service (+8%)** showed growth, due to increased demand for support services, while **Marketing & Communications/Arts/Creative (-15%)** declined, pos due to reduced marketing activities.

Industry Trend

Functional Area Trend

Data & Methodology

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide. In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

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.

Foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since February 2009 followed by Gulf in April 2011 with data collected since February 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), 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 foundit.in APAC & Middle East

foundit.in, formerly Monster, is a leading talent platform offering comprehensive employment solutions to recruiters and job seekers across India, SEA, and Gulf. Since its inception, the company has been assisting over 65 million registered users to find jobs, upskill, and connect with the right opportunities across 18 countries. Over the last two decades, the company has been a catalyst in the world of recruitment solutions with advanced technology, seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit.in is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep-tech to sharpen hyper-personalised job searches, and precision hiring. foundit.in strongly believes that a job title doesn't define one's potential and leverages technology to dig deeper to curate opportunities central to the needs, aspirations, and dreams of each user.

To learn more about foundit in APAC & Gulf, visit:

www.foundit.in   www.foundit.my

www.founditgulf.com   www.foundit.com.ph

www.foundit.sg   www.foundit.hk

Annexure

foundit

Annexure: All Gulf Industry Data*

Industries	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Engineering, Construction and Real Estate	87	85	82	83	95	98	91	96	95	108	100	99	104
BFSI	106	107	100	123	124	96	93	97	112	101	92	108	109
Production/Manufacturing, Automotive and Ancillary	77	76	75	81	81	82	81	77	79	79	83	83	84
Retail/Trade and Logistics	79	80	79	93	100	96	97	90	88	96	89	76	76
Oil and Gas	53	55	58	71	80	60	65	80	73	78	65	60	60
IT and Telecom/ISP	299	326	334	363	344	323	330	334	333	292	315	321	315
Hospitality	91	91	91	96	97	96	116	100	98	92	101	101	104
Education	107	105	108	109	114	115	115	119	117	115	123	121	136
Petrochemicals	103	109	109	114	117	117	117	121	119	116	116	113	112
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	135	132	132	153	157	140	145	151	142	143	161	159	151
Health Care	105	103	101	106	108	104	106	115	113	123	116	115	111
Advertising, Market Research, Public Relations, Media and Entertainment	69	68	68	70	71	69	69	68	71	71	70	71	70

Annexure: All Gulf Functional Area Data*

Functions	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Engineering and Production	117	120	118	122	128	127	132	134	134	147	142	142	146
Finance and Account	112	120	114	138	138	107	107	121	125	113	104	97	95
HR & Admin.	68	62	64	79	85	77	90	94	80	83	87	90	94
Sales and BD	85	85	83	92	93	95	97	81	88	92	84	78	81
Purchase / Logistics / Supply Chain	120	119	120	145	156	163	163	169	146	167	152	150	149
Hospitality and Travel	113	110	109	121	123	118	120	112	109	114	109	109	107
Health Care	98	94	93	98	99	95	97	98	95	94	97	99	94
Software, Hardware, Telecom	191	193	190	224	229	187	206	222	240	217	217	234	238
Marketing & Communications/Arts/Creative	151	157	151	165	164	144	148	151	151	142	141	140	133
Customer service	128	118	104	140	145	116	169	113	110	102	115	99	106
Legal	92	92	90	97	96	95	90	91	97	98	93	89	92

Annexure: KSA Industry Data*

Industries	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Engineering, Construction and Real Estate	149	142	145	140	179	170	163	158	161	167	168	159	160
BFSI	123	117	121	143	141	121	131	135	138	151	143	148	140
Production/Manufacturing, Automotive and Ancillary	101	88	97	95	98	104	99	91	98	99	95	94	98
Retail/Trade and Logistics	87	105	105	110	122	121	119	112	114	110	114	107	103
Oil and Gas	118	100	117	116	131	106	128	122	126	121	115	121	108
IT and Telecom/ISP	177	162	205	220	197	178	218	226	231	194	191	206	199
Hospitality	90	84	92	91	94	93	104	110	130	117	137	144	146
Education	98	98	100	99	100	104	142	173	179	162	217	210	250
Petrochemicals	124	119	136	136	123	115	121	119	126	112	123	119	119
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	120	117	129	152	148	141	153	157	150	168	171	168	154
Health Care	110	106	105	108	113	113	112	113	115	109	115	116	114
Advertising, Market Research, Public Relations, Media and Entertainment	372	321	423	434	487	530	464	446	416	475	419	415	383

* Represents Index figures

Annexure: KSA Functional Area Data*

Functions	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Engineering and Production	139	145	149	152	167	163	175	174	176	190	186	187	183
Finance and Account	130	134	133	167	159	129	140	147	163	141	154	152	150
HR & Admin.	103	114	120	116	131	118	139	150	143	142	145	153	145
Sales and BD	168	172	168	169	171	176	200	156	192	178	212	168	170
Purchase / Logistics / Supply Chain	130	148	161	164	178	179	196	194	194	199	202	196	201
Hospitality and Travel	78	76	80	78	78	76	74	74	76	75	74	74	73
Health Care	105	106	105	112	114	116	112	112	110	113	115	117	112
Software, Hardware, Telecom	284	294	330	344	373	360	387	389	398	394	385	403	386
Marketing & Communications/Arts/Creative	187	181	179	200	188	167	178	181	215	185	198	190	188

Annexure: UAE Industry Data*

Industries	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Engineering, Construction and Real Estate	47	52	54	54	62	70	64	64	78	75	75	77	80
BFSI	97	103	105	114	118	96	92	93	97	95	94	100	107
Production/Manufacturing, Automotive and Ancillary	62	61	63	66	68	68	66	67	68	71	74	73	77
Retail/Trade and Logistics	155	139	134	130	128	134	116	109	97	91	88	85	84
Oil and Gas	51	51	53	55	57	55	58	56	57	58	61	61	61
IT and Telecom/ISP	91	93	105	112	107	94	97	93	103	90	95	100	102
Hospitality	69	69	69	72	73	73	74	75	79	76	81	80	83
Education	102	102	104	101	117	108	115	117	132	129	140	135	146
Petrochemicals	96	95	98	102	95	110	109	114	115	111	118	119	122
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	114	112	117	130	125	113	110	106	113	109	130	122	118
Health Care	90	85	86	90	90	91	89	90	93	100	96	95	95
Advertising, Market Research, Public Relations, Media and Entertainment	70	68	75	79	83	78	80	75	77	83	81	82	81

Annexure: UAE Functional Area Data*

Functions	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Engineering and Production	155	173	161	163	177	172	161	150	157	194	182	198	206
Finance and Account	58	99	80	93	87	49	58	52	71	60	61	58	58
HR & Admin.	19	15	21	26	29	33	31	37	34	37	36	38	34
Sales and BD	43	52	46	53	53	57	54	46	44	48	44	41	40
Purchase / Logistics / Supply Chain	89	95	91	101	118	137	128	134	117	136	116	121	120
Hospitality and Travel	59	56	56	58	60	55	54	52	53	55	57	57	56
Health Care	65	63	64	64	64	64	64	64	65	65	66	65	65
Software, Hardware, Telecom	72	80	78	81	85	75	84	83	89	91	93	95	97
Marketing & Communications/Arts/Creative	112	166	141	167	173	110	130	93	127	126	131	125	106
Customer service	58	56	57	62	66	62	63	65	65	63	65	60	65

Thank you