

foundit Insights Tracker

Nov 2024

Hiring Trends in Gulf

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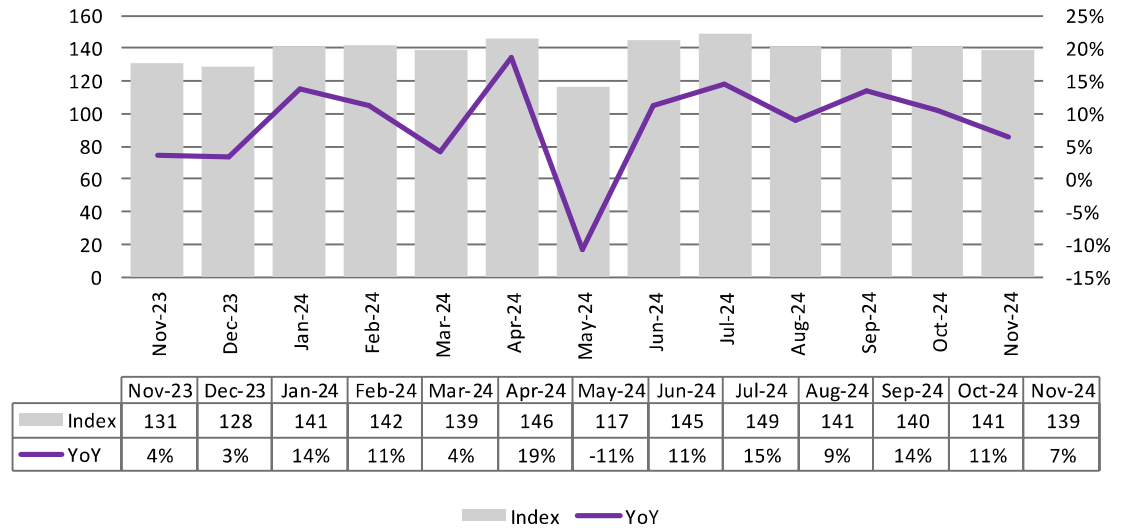


Key Highlights of the Month

foundit Insights Tracker in Gulf noticed a 7% surge annually in online recruitment activity in Nov'24.

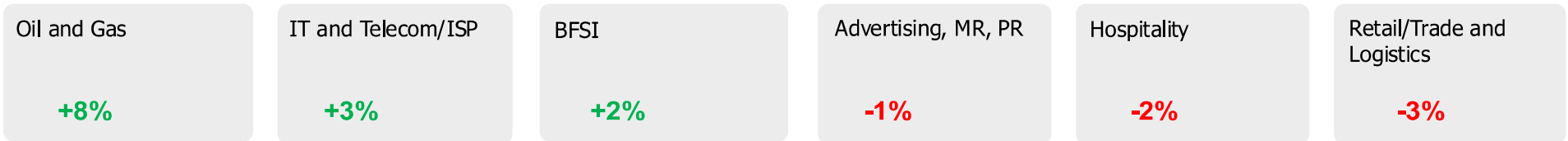
- ✓ The **foundit Insights Tracker (fit)** shows a 7% year-on-year rise in hiring, with the index increasing from **131** in Nov'23 to **139** in Nov'24.
- ✓ Despite a slight decline from **141** in Oct'24 on month on month, the metric being tracked shows a marginal downward trend. Also, a marginal dip is registered in e-recruitment activity over the past three months due to seasonal fluctuations. Additionally, an improvement is witnessed in most of the industries.
- ✓ Looking ahead, the Gulf's job market is expected to remain robust, with sectors such as green energy, fintech, and manufacturing continuing to grow, reflecting the region's vision for economic diversification and sustainability. This evolution underscores a bright outlook for job seekers and organisations alike, as they navigate this evolving hiring landscape.

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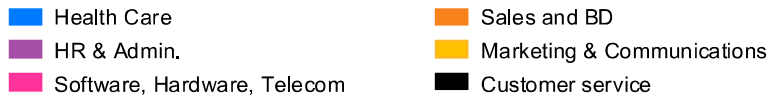
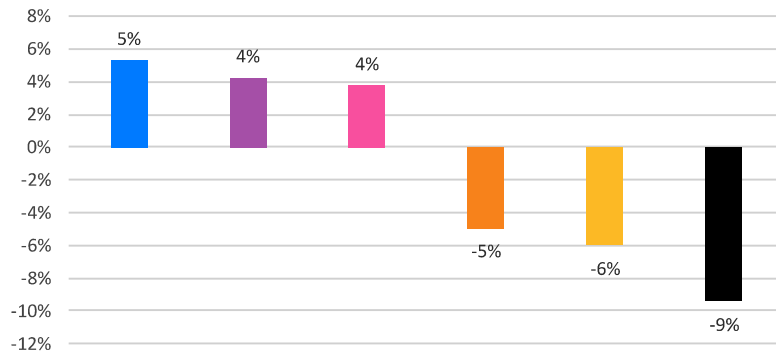


Hiring Trends – MoM*

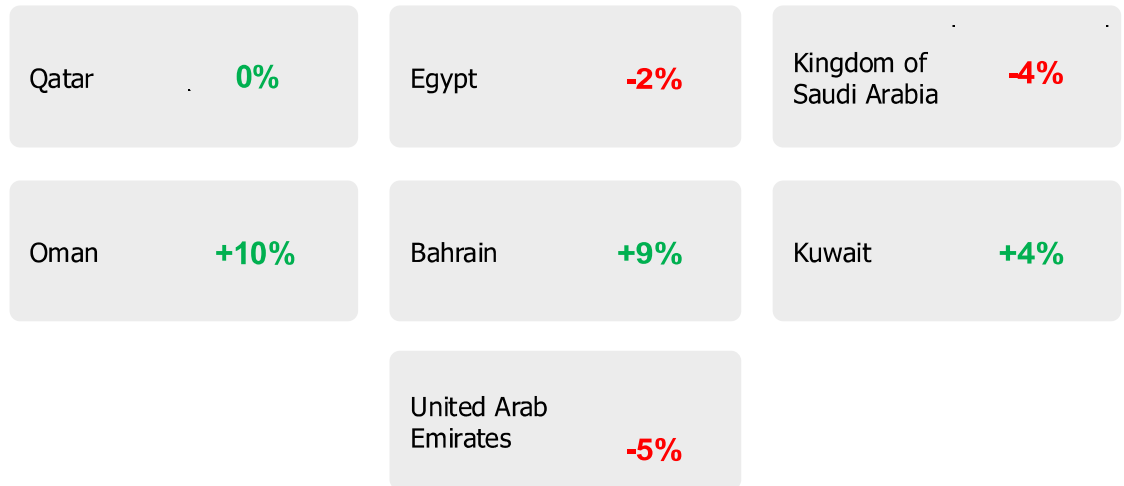
INDUSTRY



FUNCTIONAL AREA



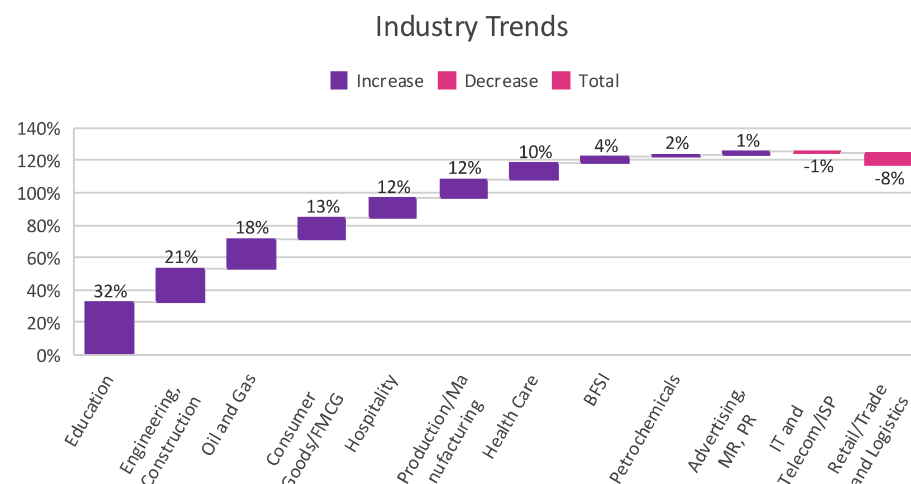
ACROSS REGIONS



Hiring Trends – Industry*

10 out of 12 industries monitored by the tracker registered an uptick in job demand in Nov'24 annually.

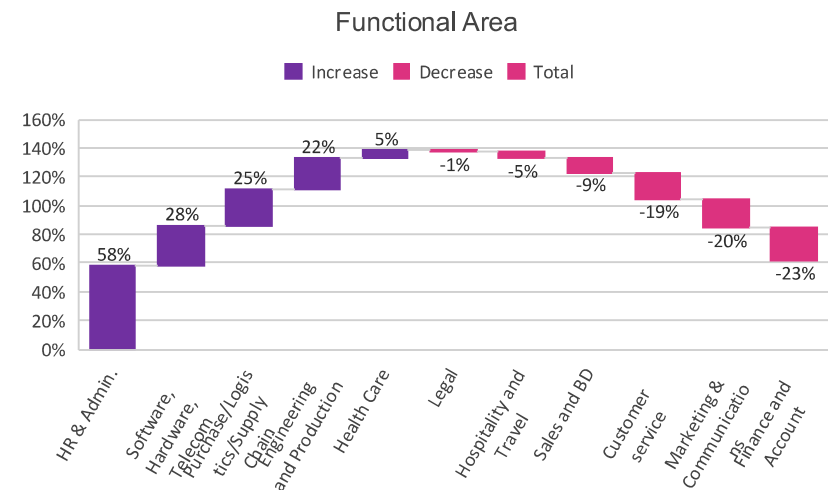
- ✓ The **Education (+32%)** sector led year-on-year growth witnessing the strongest hiring demand followed by **Engineering, Construction, and Real Estate (+21%)**. Also, **Oil and Gas (+18%)** continued to expand, supported by sustainability. Moreover, the **Consumer Goods/FMCG sector, including Food & Packaged Food, Home Appliances, Garments/Textiles/Leather, and Gems & Jewellery (+13%)**, also showed notable momentum.
- ✓ The **Retail/Trade and Logistics (-8%)** sector experienced a year-on-year decline, attributed to shifting consumer behaviors, and evolving market conditions. Similarly, the **IT and Telecom/ISP sector (-1%)** saw a slight contraction annually while 3% growth was registered over the last month.
- ✓ Among others, **Hospitality (+12%)**, **Production/Manufacturing, Automotive, and Ancillary (+12%)**, **Health Care (+10%)** saw the double-digit growth annually in Nov'24. Also, **BFSI (+4%)** showed modest growth, reflecting the rising fintech in the region. However, **Petrochemicals, Chemicals/Plastic/Rubber, Paints, and Fertilizers/Pesticides (+2%)** and **Advertising, Market Research, Public Relations, Media, and Entertainment (+1%)** recorded marginal growth annually



Hiring Trends - Functional Area*

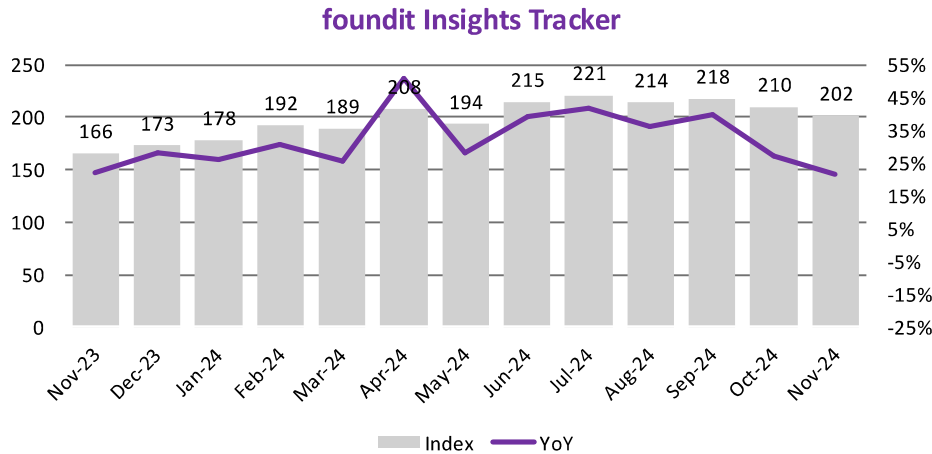
Online recruitment activity surpassed the year-ago level in 5 out of the 11 occupation groups monitored by the tracker

- ✓ **HR & Admin (+58%)** led year-on-year growth, driven by increased hiring and employee engagement activities. **Software, Hardware, and Telecom (+28%)** followed, reflecting growing demand for technology solutions across industries. **Purchase/Logistics/Supply Chain (+25%)** also saw significant growth, supported by enhanced supply chain operations and procurement activities.
- ✓ The **Finance and Accounting (-23%)** experienced the steepest decline, as the market is grappling with attrition and shortage of talent and therefore most of these jobs are moved to gig. Also, **Marketing & Communications/Arts/Creative (-20%)** saw dip in demand annually while **Customer Service (-19%)** witnessed decline, driven by automation and streamlining efforts aimed at reducing operational costs.
- ✓ **Engineering and Production (+22%)** roles registered significant year-on-year growth, driven by increased industrial expansion and demand for production services. Additionally, **Health Care (+5%)** roles saw an upsurge in hiring activity showcasing moderate growth, supported by continued demand for medical services. However, **Legal (-1%)** saw a slight decline along with **Hospitality and Travel (-5%)** roles experiencing a downturn. The drop in the demand in latter is likely due to ongoing challenges in the travel and tourism sector. Additionally, **Sales and BD (-9%)** faced the sharpest decline annually as well as over the last month in the month of Nov'24.

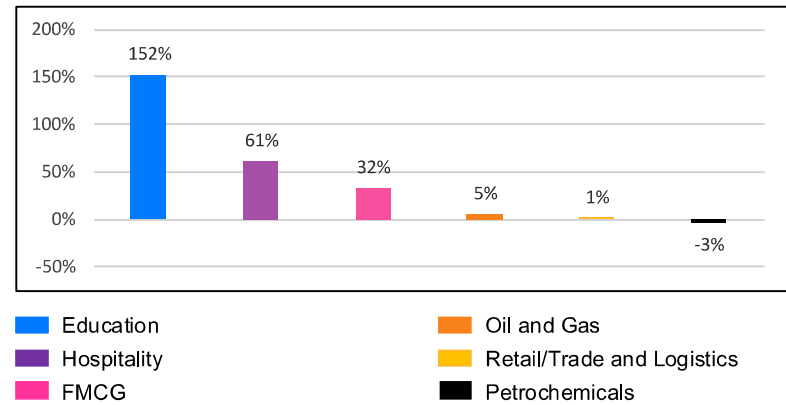


Hiring Trends – Kingdom of Saudi Arabia *

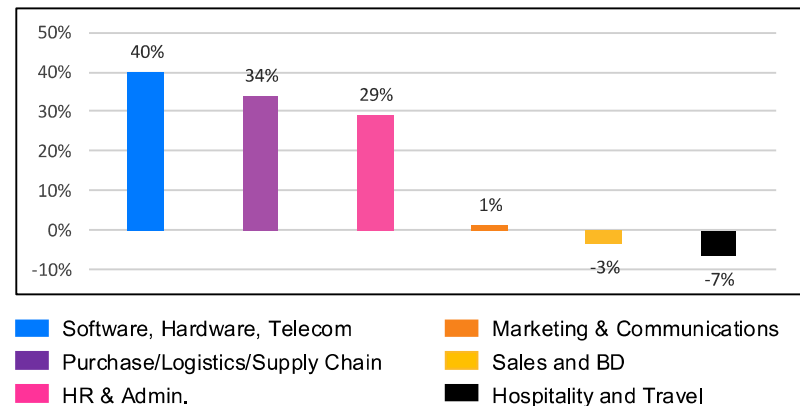
foundit Insights Tracker in KSA saw an impressive 22% annual growth in Nov'24.



Industry Trend



Functional Area Trend



- ✓ The Index in KSA moved further to **202** in Nov'24 from **166** in Nov'23.
- ✓ In Nov'24, **Education (+152%)** showed remarkable growth, driven by academic advancements. **Petrochemicals (Chemicals/Plastic/Rubber, Paints, Fertilizer/Pesticides) (-3%)** declined slightly due to market adjustments.
- ✓ In Nov'24, **Software, Hardware, and Telecom (+40%)** recorded strong growth, driven by advancements in technology or increased digital adoption, while **Hospitality and Travel (-7%)** declined, impacted by seasonal trends or market fluctuations.

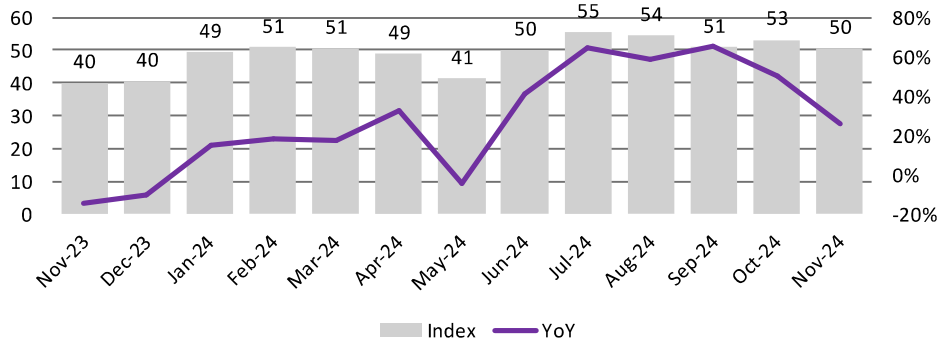
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* All figures represent percentage change between Nov'23 and Nov'24

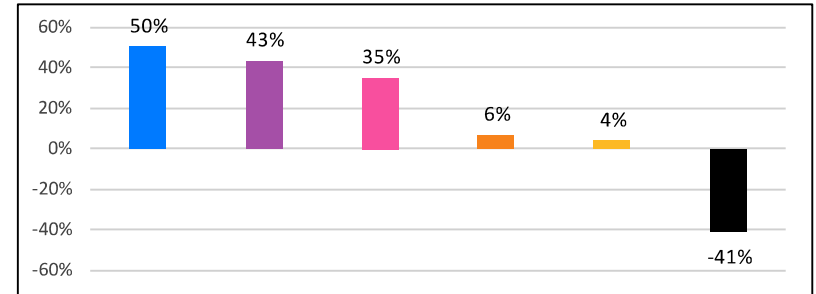
Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE noticed a 50% surge annually in online recruitment activity in Nov'24.

foundit Insights Tracker

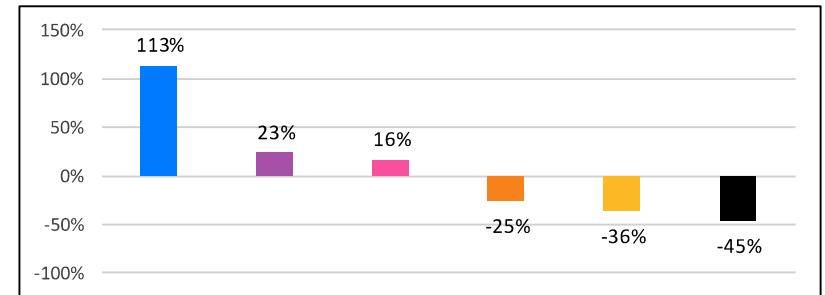


Industry Trend



- Petrochemicals
- BFSI
- Oil and Gas
- Engineering, Construction
- IT and Telecom/ISP
- Production/Manufacturing

Functional Area Trend



- Hospitality and Travel
- Health Care
- Marketing & Communications
- Engineering and Production
- HR & Admin.
- Finance and Account

- ✓ The Index in UAE was marked at **50** in Nov'24 from 40 in Nov'23.
- ✓ In Nov'24, **Engineering, Construction, and Real Estate (+50%)** grew strongly, driven by infrastructure projects. **Retail/Trade and Logistics (-41%)** declined due to shifting consumer behavior.
- ✓ In Nov'24, **HR & Admin (+113%)** showed strong growth, driven by hiring initiatives or organizational expansions, while **Finance and Account (-45%)** declined, impacted by cost-cutting measures or market adjustments.

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

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



Annexure: All Gulf Industry Data*

Industries	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24
Engineering, Construction and Real Estate	85	82	83	95	98	91	96	95	108	100	99	104	103
BFSI	107	100	123	124	96	93	97	112	101	92	108	109	111
Production/Manufacturing, Automotive and Ancillary	76	75	81	81	82	81	77	79	79	83	83	84	85
Retail/Trade and Logistics	80	79	93	100	96	97	90	88	96	89	76	76	74
Oil and Gas	55	58	71	80	60	65	80	73	78	65	60	60	65
IT and Telecom/ISP	326	334	363	344	323	330	334	333	292	315	321	315	323
Hospitality	91	91	96	97	96	116	100	98	92	101	101	104	102
Education	105	108	109	114	115	115	119	117	115	123	121	136	139
Petrochemicals	109	109	114	117	117	117	121	119	116	116	113	112	111
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	132	132	153	157	140	145	151	142	143	161	159	151	149
Health Care	103	101	106	108	104	106	115	113	123	116	115	111	113
Advertising, Market Research, Public Relations, Media and Entertainment	68	68	70	71	69	69	68	71	71	70	71	70	69

Annexure: All Gulf Functional Area Data*

Functions	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24
Engineering and Production	120	118	122	128	127	132	134	134	147	142	142	146	146
Finance and Account	120	114	138	138	107	107	121	125	113	104	97	95	93
HR & Admin.	62	64	79	85	77	90	94	80	83	87	90	94	98
Sales and BD	85	83	92	93	95	97	81	88	92	84	78	81	77
Purchase / Logistics / Supply Chain	119	120	145	156	163	163	169	146	167	152	150	149	149
Hospitality and Travel	110	109	121	123	118	120	112	109	114	109	109	107	105
Health Care	94	93	98	99	95	97	98	95	94	97	99	94	99
Software, Hardware, Telecom	193	190	224	229	187	206	222	240	217	217	234	238	247
Marketing & Communications/Arts/Creative	157	151	165	164	144	148	151	151	142	141	140	133	125
Customer service	118	104	140	145	116	169	113	110	102	115	99	106	96
Legal	92	90	97	96	95	90	91	97	98	93	89	92	91

Annexure: KSA Industry Data*

Industries	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24
Engineering, Construction and Real Estate	142	145	140	179	170	163	158	161	167	168	159	160	152
BFSI	117	121	143	141	121	131	135	138	151	143	148	140	149
Production/Manufacturing, Automotive and Ancillary	88	97	95	98	104	99	91	98	99	95	94	98	100
Retail/Trade and Logistics	105	105	110	122	121	119	112	114	110	114	107	103	106
Oil and Gas	100	117	116	131	106	128	122	126	121	115	121	108	105
IT and Telecom/ISP	162	205	220	197	178	218	226	231	194	191	206	199	211
Hospitality	84	92	91	94	93	104	110	130	117	137	144	146	135
Education	98	100	99	100	104	142	173	179	162	217	210	250	247
Petrochemicals	119	136	136	123	115	121	119	126	112	123	119	119	116
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	117	129	152	148	141	153	157	150	168	171	168	154	155
Health Care	106	105	108	113	113	112	113	115	109	115	116	114	114
Advertising, Market Research, Public Relations, Media and Entertainment	321	423	434	487	530	464	446	416	475	419	415	383	381

Annexure: KSA Functional Area Data*

Functions	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24
Engineering and Production	145	149	152	167	163	175	174	176	190	186	187	183	175
Finance and Account	134	133	167	159	129	140	147	163	141	154	152	150	158
HR & Admin.	114	120	116	131	118	139	150	143	142	145	153	145	147
Sales and BD	172	168	169	171	176	200	156	192	178	212	168	170	166
Purchase / Logistics / Supply Chain	148	161	164	178	179	196	194	194	199	202	196	201	198
Hospitality and Travel	76	80	78	78	76	74	74	76	75	74	74	73	71
Health Care	106	105	112	114	116	112	112	110	113	115	117	112	110
Software, Hardware, Telecom	294	330	344	373	360	387	389	398	394	385	403	386	411
Marketing & Communications/Arts/Creative	181	179	200	188	167	178	181	215	185	198	190	188	183

Annexure: UAE Industry Data*

Industries	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24
Engineering, Construction and Real Estate	52	54	54	62	70	64	64	78	75	75	77	80	78
BFSI	103	105	114	118	96	92	93	97	95	94	100	107	111
Production/Manufacturing, Automotive and Ancillary	61	63	66	68	68	66	67	68	71	74	73	77	74
Retail/Trade and Logistics	139	134	130	128	134	116	109	97	91	88	85	84	82
Oil and Gas	51	53	55	57	55	58	56	57	58	61	61	61	63
IT and Telecom/ISP	93	105	112	107	94	97	93	103	90	95	100	102	99
Hospitality	69	69	72	73	73	74	75	79	76	81	80	83	82
Education	102	104	101	117	108	115	117	132	129	140	135	146	146
Petrochemicals	95	98	102	95	110	109	114	115	111	118	119	122	128
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	112	117	130	125	113	110	106	113	109	130	122	118	116
Health Care	85	86	90	90	91	89	90	93	100	96	95	95	97
Advertising, Market Research, Public Relations, Media and Entertainment	68	75	79	83	78	80	75	77	83	81	82	81	82

Annexure: UAE Functional Area Data*

Functions	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24
Engineering and Production	173	161	163	177	172	161	150	157	194	182	198	206	196
Finance and Account	99	80	93	87	49	58	52	71	60	61	58	58	54
HR & Admin.	15	21	26	29	33	31	37	34	37	36	38	34	32
Sales and BD	52	46	53	53	57	54	46	44	48	44	41	40	39
Purchase / Logistics / Supply Chain	95	91	101	118	137	128	134	117	136	116	121	120	117
Hospitality and Travel	56	56	58	60	55	54	52	53	55	57	57	56	57
Health Care	63	64	64	64	64	64	64	65	65	66	65	65	66
Software, Hardware, Telecom	80	78	81	85	75	84	83	89	91	93	95	97	93
Marketing & Communications/Arts/Creative	166	141	167	173	110	130	93	127	126	131	125	106	107
Customer service	56	57	62	66	62	63	65	65	63	65	60	65	62

Thank you



foundit