foundit
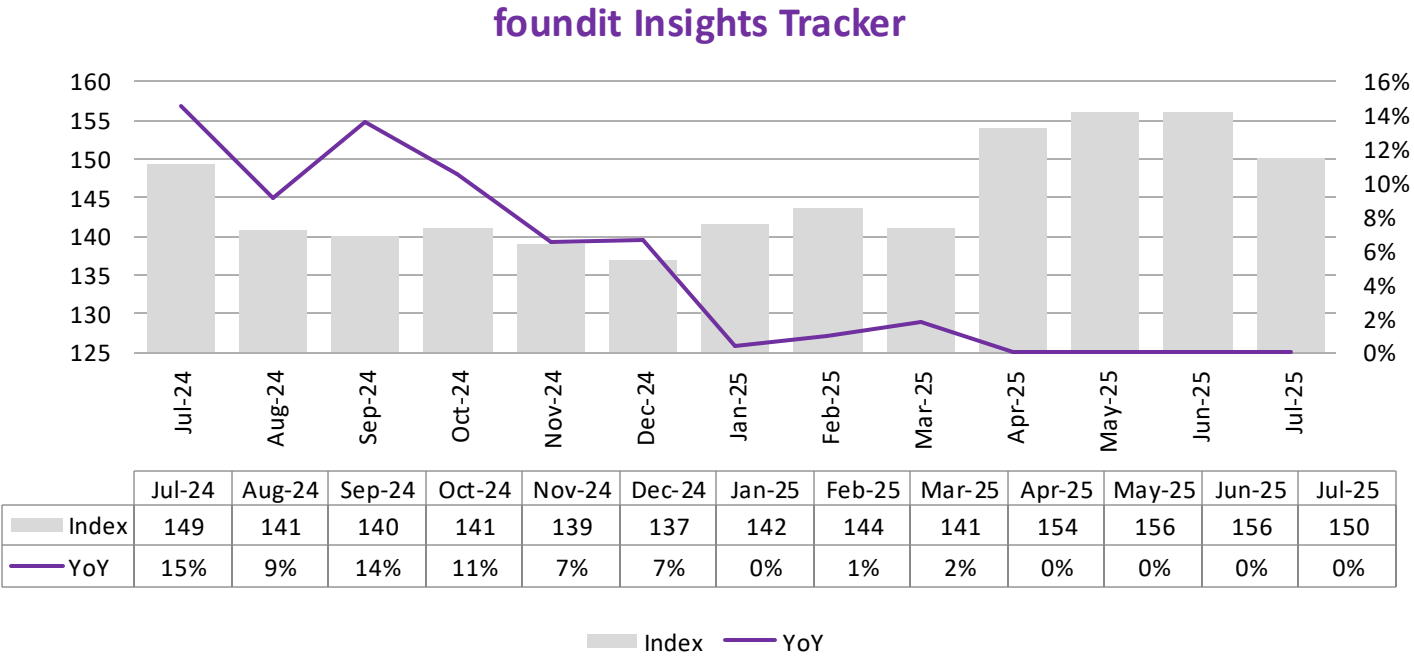# Insights Tracker

Jul 2025

Hiring Trends in Gulf
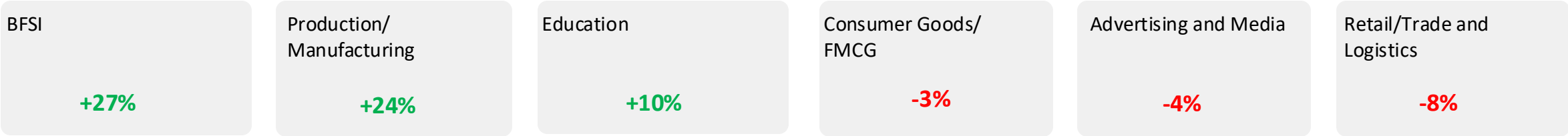
Contents

Key Highlights of the Month

foundit Insights Tracker reports flat hiring activity in the Middle East, recording 0% annual growth in July 2025

- ✅ According to the latest data from the foundit Insights Tracker (fit), the index moved marginally from 149 in July 2024 to 150 in July 2025, reflecting stable hiring activity.

- ✅ The month-over-month analysis from the tracker shows a 4% decline, with the index falling from 156 in June 2025 to 150 in July 2025.

- ✅ Hiring in the Middle East declined by 3% over the past three months, largely due to seasonal slowdowns and cautious employer sentiment amid global economic uncertainty. However, over a six-month horizon, activity rose by 4%, supported by steady growth in non-oil private sectors and improving business stability, highlighting resilience despite short-term headwinds.

foundit Insights Tracker

	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Index	149	141	140	141	139	137	142	144	141	154	156	156	150
YoY	15%	9%	14%	11%	7%	7%	0%	1%	2%	0%	0%	0%	0%

Index   YoY

Hiring Trends – MoM*

INDUSTRY

BFSI	Production/ Manufacturing	Education	Consumer Goods/ FMCG	Advertising and Media	Retail/Trade and Logistics
+27%	**+24%**	**+10%**	**-3%**	**-4%**	**-8%**

FUNCTIONAL AREA

Legend:
- Purchase/Logistics/Supply Chain
- Engineering and Production
- Health Care
- Hospitality and Travel
- Software, Hardware, Telecom
- Marketing & Communications

ACROSS REGIONS

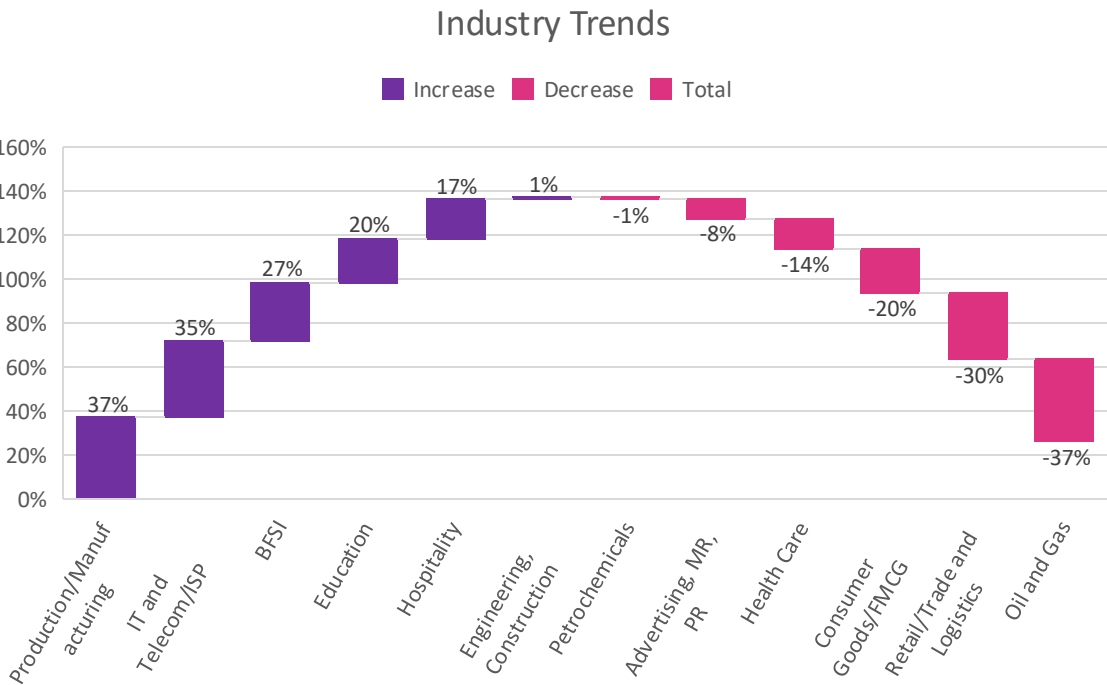| Qatar	**-3%**	Egypt	**-26%**	Kingdom of Saudi Arabia	**-4%**
Oman	**-7%**	Bahrain	**-1%**	Kuwait	**0%**
United Arab Emirates	**+2%**				
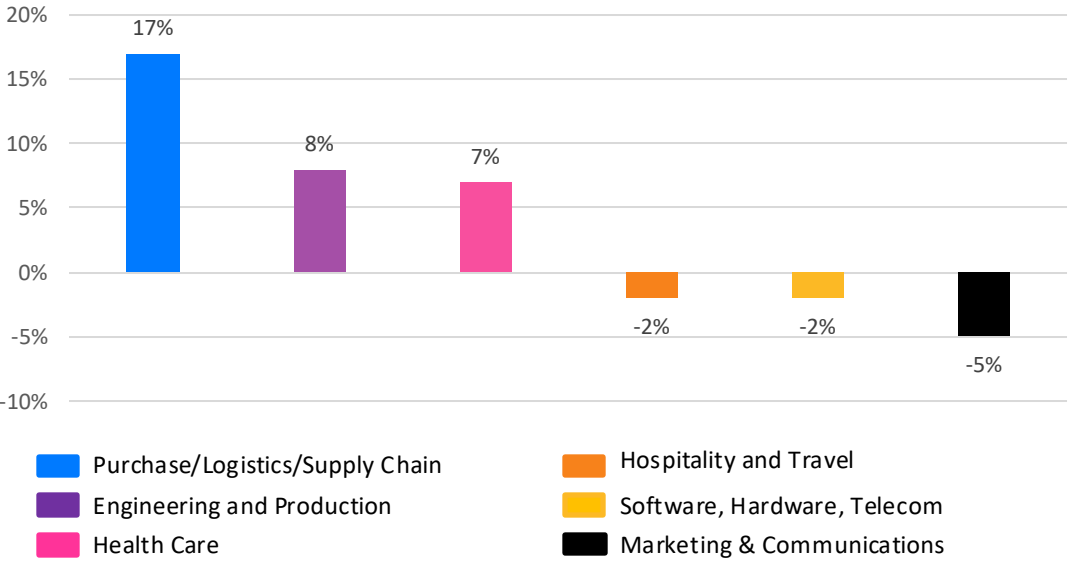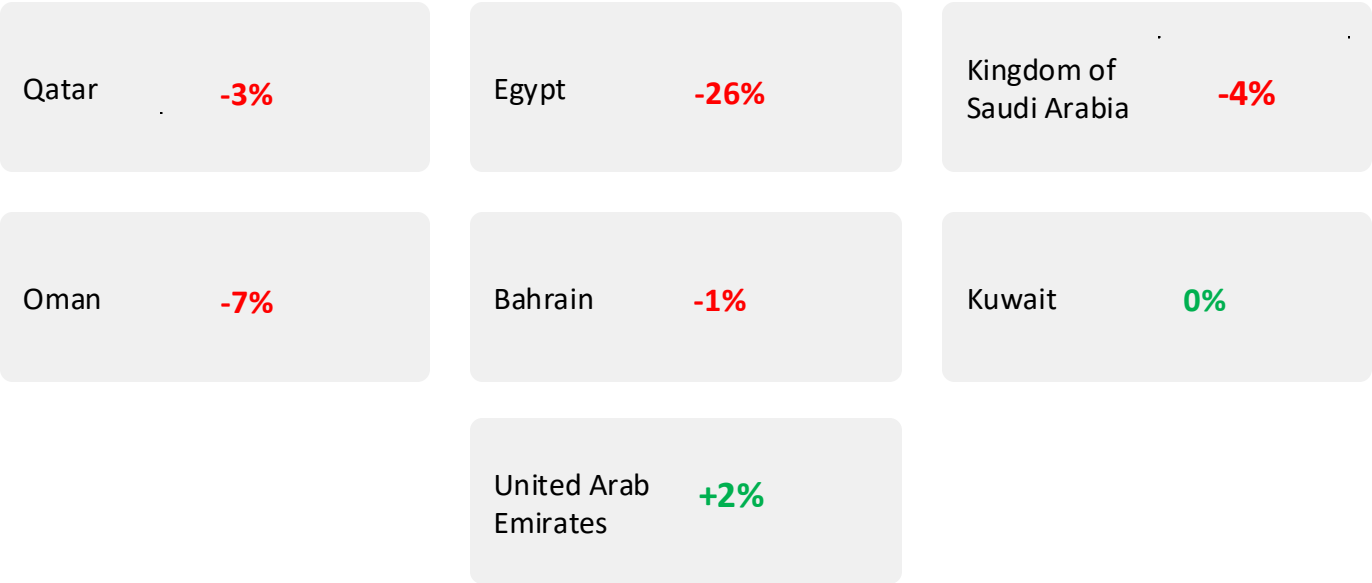
Hiring Trends – Industry*

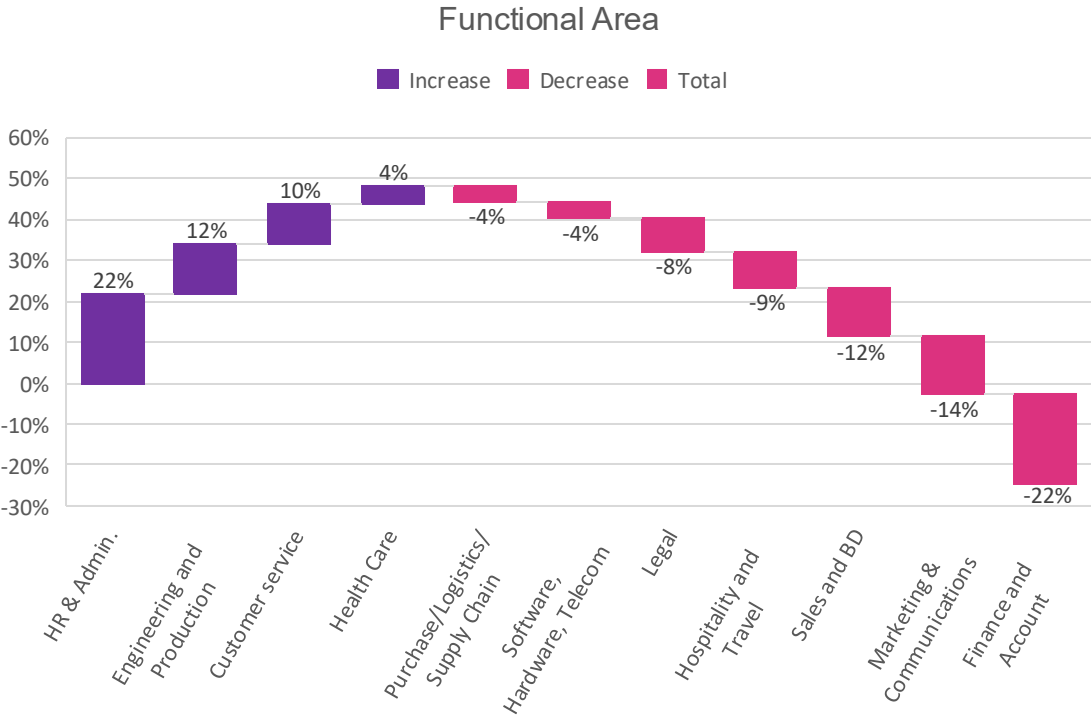**7 out of 12 industries monitored by the tracker registered an annual increase in hiring activity in July'25.**

✅ The strongest annual hiring growth was seen in **Production & Manufacturing (+37%)**, supported by regional diversification drives and rising industrial capacity; **IT & Telecom/ISP (+35%)**, fueled by rapid digital adoption, cloud expansion, and AI investments; and **BFSI (+27%)**, gained momentum from fintech innovation, regulatory reforms, and a push for wider financial inclusion.

✅ Conversely, the sharpest declines were recorded in **Retail/Trade & Logistics (-30%)**, **Consumer Goods/FMCG (-20%)**, and **Healthcare (-14%)**. Retail and logistics struggled with weaker consumer spending and global trade headwinds, while FMCG hiring slowed due to inflationary pressures impacting production and demand. Healthcare contracted as the rise of digital health tools, AI, and telemedicine reduced demand for several traditional roles.

✅ Other industries showed more modest movements. **Education (+20%)** and **Hospitality (+17%)** posted steady growth, supported by government-led skilling initiatives and rising tourism demand. **Engineering, Construction & Real Estate (+1%)** remained nearly flat, reflecting cautious project pipelines. Meanwhile, **Petrochemicals (-1%)** saw a marginal decline and **Advertising/Media (-8%)** dropped amid shifts to digital platforms and tighter marketing budgets.

Industry Trends

Legend: Increase — Decrease — Total

Industry	Value
Production/Manufacturing	37%
IT and Telecom/ISP	35%
BFSI	27%
Education	20%
Hospitality	17%
Engineering, Construction	1%
Petrochemicals	-1%
Advertising, MR, PR	-8%
Health Care	-14%
Consumer Goods/FMCG	-20%
Retail/Trade and Logistics	-30%
Oil and Gas	-37%

* All figures represent percentage change between July'24 and July'25
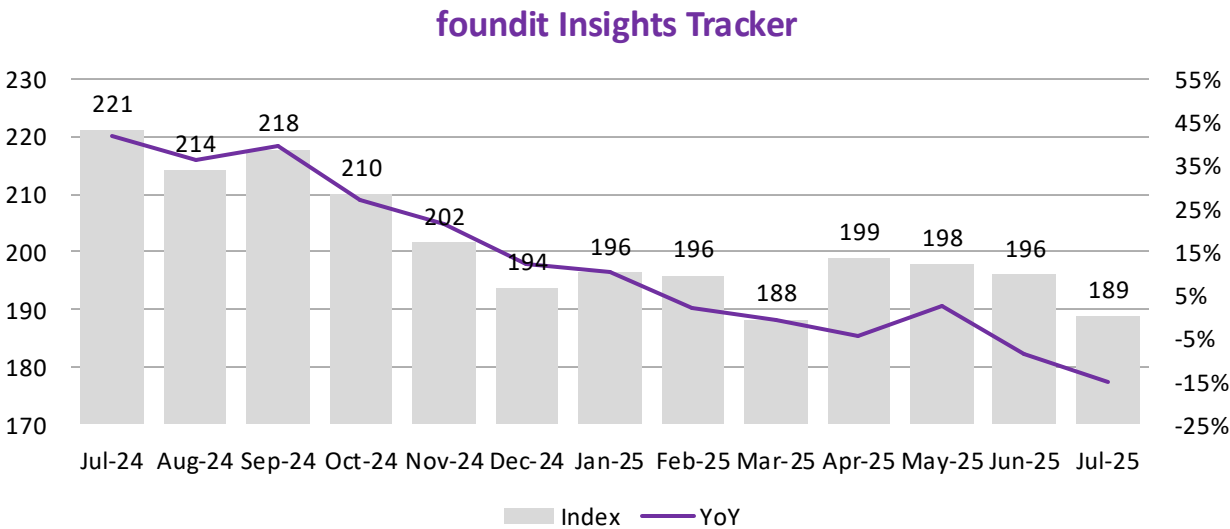
Hiring Trends - Functional Area*

Online recruitment activity surpassed the year-ago level in 7 of the 11 occupation groups monitored by the tracker

✅ In July 2025, strongest annual growth was observed in **HR & Admin (+22%)**, where hiring rose as organisations prioritised talent management, employee retention, and workplace transformation to support business continuity. **Engineering & Production (+12%)** also expanded, driven by diversification projects, infrastructure development, and industrial growth across the region. Meanwhile, **Customer Service (+10%)** recorded higher demand with the rise of e-commerce, retail, and service-based industries.

✅ The steepest declines were in **Finance & Accounts (-22%)**, driven by automation and cost-cutting, **Marketing & Communications (-14%)**, as firms trimmed budgets and shifted to leaner digital teams, and **Sales & Business Development (-12%)**, weakened by cautious expansion and subdued consumer demand.

✅ **Healthcare (+4%)** showed modest growth as demand stabilized for the traditional roles, while **Purchase/Logistics/Supply Chain (-4%)** and **Software, Hardware & Telecom (-4%)** saw slight declines from supply chain pressures and tech hiring consolidation. **Legal (-8%)** contracted due to regulatory streamlining and outsourcing, and **Hospitality & Travel (-9%)** fell amid seasonal shifts and cautious expansion despite tourism recovery.

Functional Area

Legend: ■ Increase ■ Decrease ■ Total

Waterfall chart values:
- HR & Admin.: 22%
- Engineering and Production: 12%
- Customer service: 10%
- Health Care: 4%
- Purchase/Logistics/Supply Chain: -4%
- Software, Hardware, Telecom: -4%
- Legal: -8%
- Hospitality and Travel: -9%
- Sales and BD: -12%
- Marketing & Communications: -14%
- Finance and Account: -22%
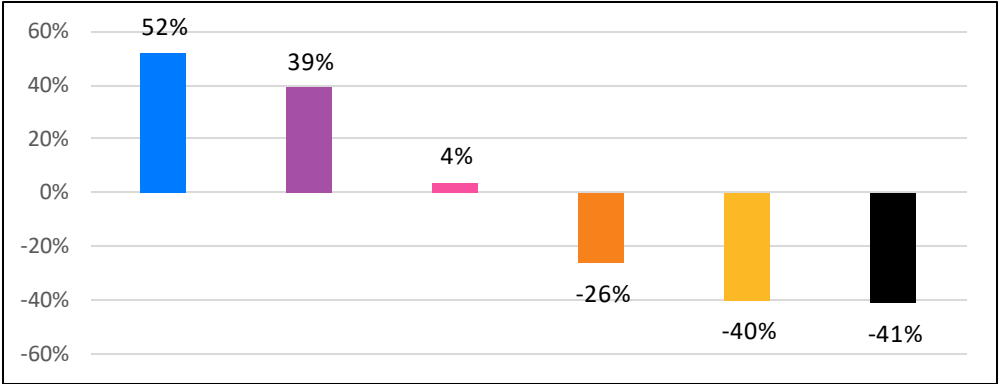
* All figures represent percentage change between Jul'24 and Jul'25

Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA saw a 15% decline in July'25 annually

foundit Insights Tracker

Index values: Jul-24: 221, Aug-24: 214, Sep-24: 218, Oct-24: 210, Nov-24: 202, Dec-24: 194, Jan-25: 196, Feb-25: 196, Mar-25: 188, Apr-25: 199, May-25: 198, Jun-25: 196, Jul-25: 189
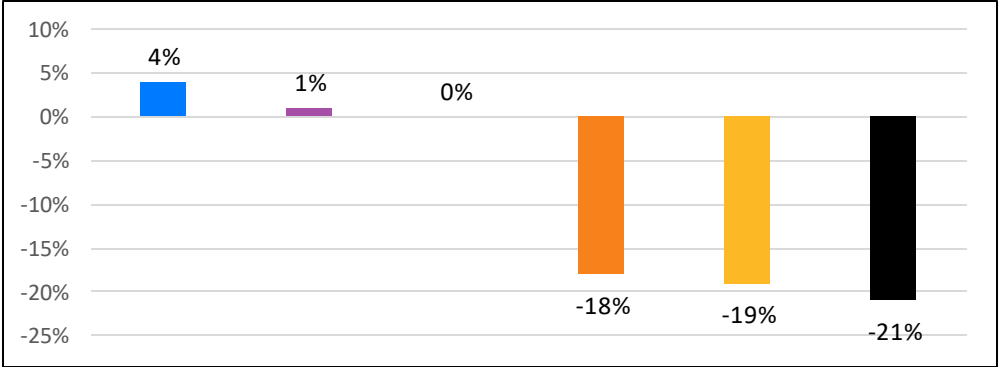
Legend: Index — YoY

✅ The Index in KSA declined to 189 in July 2025 from 221 in July 2024.

✅ In July'25, KSA witnessed strong growth in **Production & Manufacturing (+52%)** fueled by diversification and capacity expansion, while **Advertising/Media (-41%)** faced steep declines as organizations cut back on traditional marketing roles.

✅ Functional hiring in July'25 saw **Healthcare (+4%)** emerge as the only area with modest growth, while **Software/Hardware/Telecom (-21%)** recorded the steepest decline as firms tightened technology spending.

Industry Trend

Values: 52%, 39%, 4%, -26%, -40%, -41%

Legend:
- Production/Manufacturing
- IT and Telecom/ISP
- Health Care
- Education
- Oil and Gas
- Advertising, MR, PR

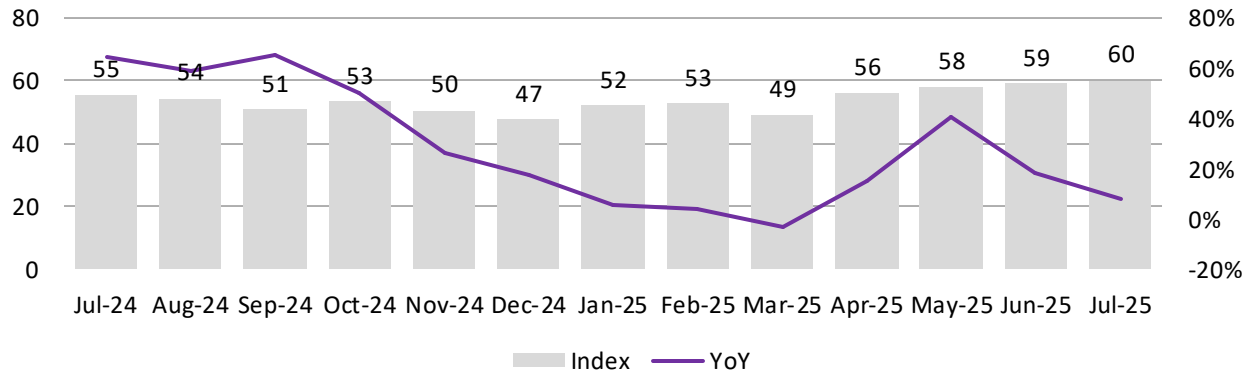## Functional Area Trend

Values: 4%, 1%, 0%, -18%, -19%, -21%

Legend:
- Health Care
- Marketing & Communications
- Purchase/Logistics/Supply Chain
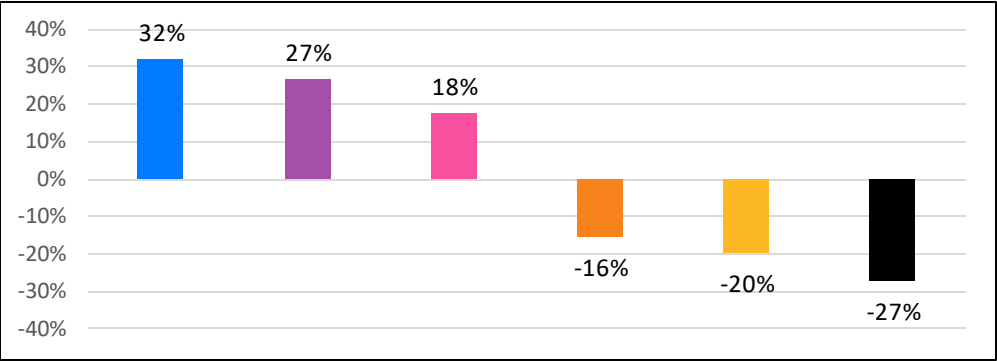- Finance and Account
- Sales and BD
- Software, Hardware, Telecom

07

Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE noticed a 8% surge annually in online recruitment activity in Jul'25.

foundit Insights Tracker

Index values: Jul-24: 55, Aug-24: 54, Sep-24: 51, Oct-24: 53, Nov-24: 50, Dec-24: 47, Jan-25: 52, Feb-25: 53, Mar-25: 49, Apr-25: 56, May-25: 58, Jun-25: 59, Jul-25: 60

Legend: Index, YoY

Industry Trend

Engineering, Construction: 32%
Production/Manufacturing: 27%
IT and Telecom/ISP: 18%
Oil and Gas: -16%
Retail/Trade and Logistics: -20%
BFSI: -27%

Legend:
- Engineering, Construction
- Production/Manufacturing
- IT and Telecom/ISP
- Oil and Gas
- Retail/Trade and Logistics
- BFSI

Functional Area Trend

HR & Admin.: 8%
Health Care: 6%
Software, Hardware, Telecom: 1%
Purchase / Logistics / Supply Chain: -20%
Finance and Account: -23%
Sales and BD: -42%
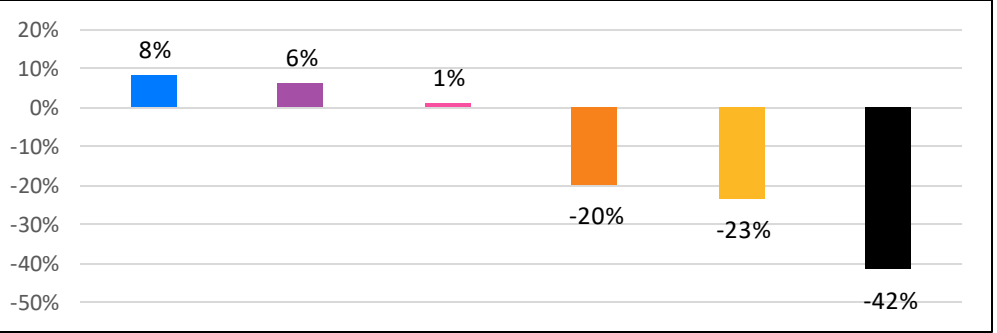
Legend:
- HR & Admin.
- Health Care
- Software, Hardware, Telecom
- Purchase / Logistics / Supply Chain
- Finance and Account
- Sales and BD

✅ The Index in UAE jumped to 60 in July'25 from 55 in July'24.

✅ In July'25, UAE hiring was driven by **Engineering, Construction & Real Estate (+32%)** supported by ongoing infrastructure projects, while **BFSI (-27%)** saw the sharpest decline amid shifting priorities away from traditional financial sectors.

✅ In July'25, **HR & Admin (+8%)** recorded the strongest functional growth, while **Sales & BD (-42%)** faced the steepest decline.

08

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.
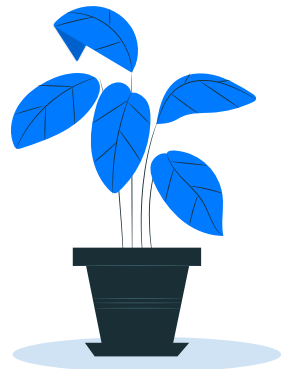
About foundit.in APAC & Middle East

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	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Engineering, Construction and Real Estate	108	100	99	104	103	89	102	99	102	106	101	100	109
BFSI	101	92	108	109	111	94	106	106	91	92	103	101	128
Production/Manufacturing, Automotive and Ancillary	79	83	83	84	85	79	84	86	85	89	84	87	108
Retail/Trade and Logistics	96	89	76	76	74	72	76	74	82	87	73	73	67
Oil and Gas	78	65	60	60	65	46	59	58	57	58	53	47	49
IT and Telecom/ISP	292	315	321	315	323	297	322	339	354	376	367	368	394
Hospitality	92	101	101	104	102	93	102	102	106	110	108	105	108
Education	115	123	121	136	139	122	131	132	133	134	136	126	138
Petrochemicals	116	116	113	112	111	112	112	114	113	111	119	108	115
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	143	161	159	151	149	150	149	165	151	144	125	118	114
Health Care	123	116	115	111	113	108	111	110	109	107	104	104	106
Advertising, Market Research, Public Relations, Media and Entertainment	71	70	71	70	69	70	71	71	68	72	69	68	65

* Represents Index figures

Annexure: All Gulf Functional Area Data*

Industries	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Engineering and Production	147	142	142	146	146	144	144	144	143	147	152	153	165
Finance and Account	113	104	97	95	93	92	89	88	83	81	86	86	88
HR & Admin.	83	87	90	94	98	90	74	75	81	84	89	86	101
Sales and BD	92	84	78	81	77	75	80	78	76	83	83	81	81
Purchase / Logistics / Supply Chain	167	152	150	149	149	141	139	144	150	162	156	155	161
Hospitality and Travel	114	109	109	107	105	102	106	106	103	109	108	106	104
Health Care	94	97	99	94	99	100	98	98	95	92	95	92	98
Software, Hardware, Telecom	217	217	234	238	247	217	208	210	201	217	210	212	208
Marketing & Communications/Arts/Creative	142	141	140	133	125	127	128	128	118	131	130	128	122
Customer service	102	115	99	106	96	102	91	87	93	112	106	108	112
Legal	98	93	89	92	91	93	92	94	90	90	88	90	90

Annexure: KSA Industry Data*

Industries	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Engineering, Construction and Real Estate	167	168	159	160	152	153	155	151	147	150	139	137	143
BFSI	151	143	148	140	149	146	140	137	129	129	128	126	127
Production/Manufacturing, Automotive and Ancillary	99	95	94	98	100	102	103	99	97	100	127	136	150
Retail/Trade and Logistics	110	114	107	103	106	104	105	104	94	96	87	85	82
Oil and Gas	121	115	121	108	105	96	102	91	90	86	80	76	72
IT and Telecom/ISP	194	191	206	199	211	209	189	225	234	255	263	265	270
Hospitality	117	137	144	146	135	126	136	124	121	124	124	121	121
Education	162	217	210	250	247	206	237	187	176	158	141	130	120
Petrochemicals	112	123	119	119	116	120	118	121	122	122	123	120	116
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	168	171	168	154	155	152	148	157	150	143	134	129	127
Health Care	109	115	116	114	114	115	115	115	115	117	114	113	113
Advertising, Market Research, Public Relations, Media and Entertainment	475	419	415	383	381	382	378	367	333	346	323	315	279

* Represents Index figures

Annexure: KSA Functional Area Data*

Industries	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Engineering and Production	190	186	187	183	175	164	165	157	152	155	154	152	157
Finance and Account	141	154	152	150	158	155	144	143	128	125	122	118	116
HR & Admin.	142	145	153	145	147	140	141	137	133	139	139	135	133
Sales and BD	178	212	168	170	166	161	154	162	144	164	151	149	144
Purchase / Logistics / Supply Chain	199	202	196	201	198	197	195	194	191	198	207	204	199
Hospitality and Travel	75	74	74	73	71	73	72	71	69	73	71	69	64
Health Care	113	115	117	112	110	111	110	109	113	113	116	114	117
Software, Hardware, Telecom	394	385	403	386	411	355	343	331	320	324	319	315	313
Marketing & Communications/Arts/Creative	185	198	190	188	183	184	174	179	170	185	186	186	186

* Represents Index figures

Annexure: UAE Industry Data*

Industries	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Engineering, Construction and Real Estate	75	75	77	80	78	76	94	85	92	95	97	103	99
BFSI	95	94	100	107	111	95	94	89	91	84	85	75	69
Production/Manufacturing, Automotive and Ancillary	71	74	73	77	74	72	74	75	73	75	82	92	90
Retail/Trade and Logistics	91	88	85	84	82	74	75	78	81	85	77	76	73
Oil and Gas	58	61	61	61	63	58	56	57	55	56	53	51	49
IT and Telecom/ISP	90	95	100	102	99	101	109	110	106	110	115	112	106
Hospitality	76	81	80	83	82	81	81	80	78	79	76	74	71
Education	129	140	135	146	146	136	138	134	141	142	132	124	136
Petrochemicals	111	118	119	122	128	123	128	131	130	125	124	110	128
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	109	130	122	118	116	106	111	115	112	116	113	111	99
Health Care	100	96	95	95	97	96	96	100	101	101	101	104	92
Advertising, Market Research, Public Relations, Media and Entertainment	83	81	82	81	82	78	84	81	79	78	79	78	80

Annexure: UAE Functional Area Data*

Industries	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Engineering and Production	194	182	198	206	196	178	186	192	173	188	196	196	183
Finance and Account	60	61	58	58	54	50	51	49	47	46	45	46	46
HR & Admin.	37	36	38	34	32	30	31	31	33	36	35	35	40
Sales and BD	48	44	41	40	39	30	34	33	30	35	32	30	28
Purchase / Logistics / Supply Chain	136	116	121	120	117	104	104	106	116	125	136	128	109
Hospitality and Travel	55	57	57	56	57	56	57	58	55	57	53	50	49
Health Care	65	66	65	65	66	66	65	67	67	67	67	67	69
Software, Hardware, Telecom	91	93	95	97	93	89	93	95	93	95	90	91	92
Marketing & Communications/Arts/Creative	126	131	125	106	107	96	113	107	97	105	110	107	104
Customer service	63	65	60	65	62	65	61	60	61	60	60	58	59

Thank you

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