

foundit Insights Tracker

Aug 2025

Hiring Trends in Gulf



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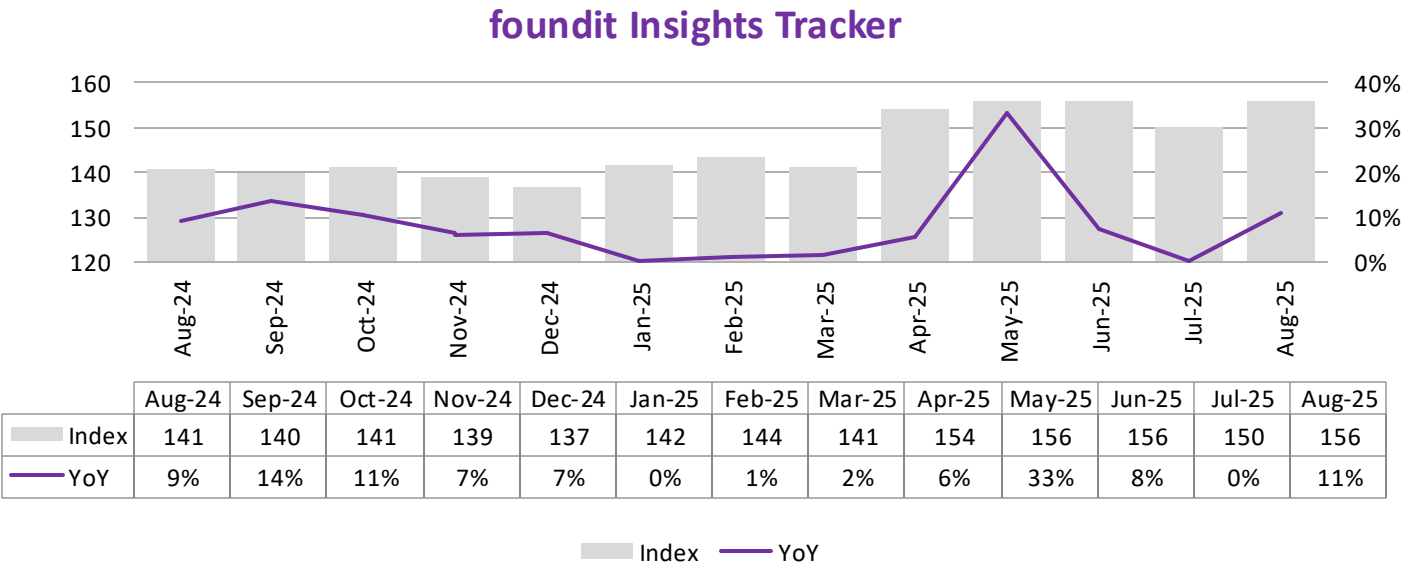
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Key Highlights of the Month

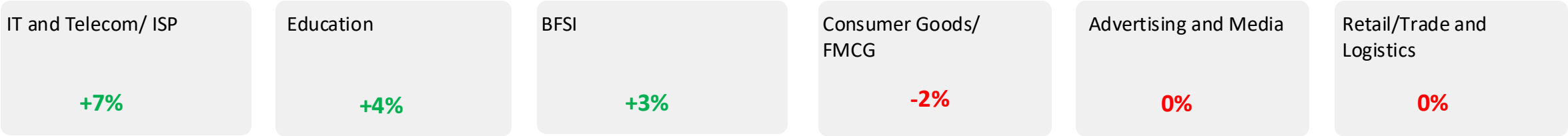
foundit Insights Tracker reports increased hiring activity in the Middle East, recording 11% annual growth in August 2025

- ✓ According to the latest data from the foundit Insights Tracker (fit), the index moved significantly from 141 in August 2024 to 156 in August 2025, reflecting stable hiring activity.
- ✓ The month-over-month analysis from the tracker shows a 4% increase, with the index rising from 150 in July 2025 to 156 in August 2025.
- ✓ Hiring in the Middle East flatlined with 0% over the past three months. However, over a six-month horizon, activity rose by 11%, supported by steady growth in non-oil private sectors and improving business stability, highlighting resilience despite short-term headwinds. The acceleration in annual hiring growth from July to August 2025 reflects a combination of sector-specific dynamics, a focus on strategic talent acquisition, and a positive economic outlook.

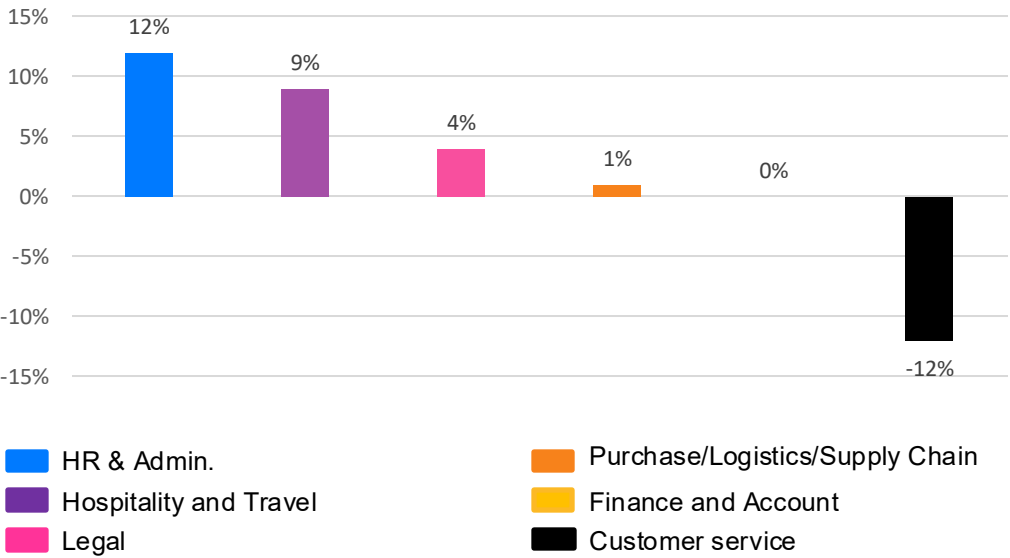


Hiring Trends – MoM*

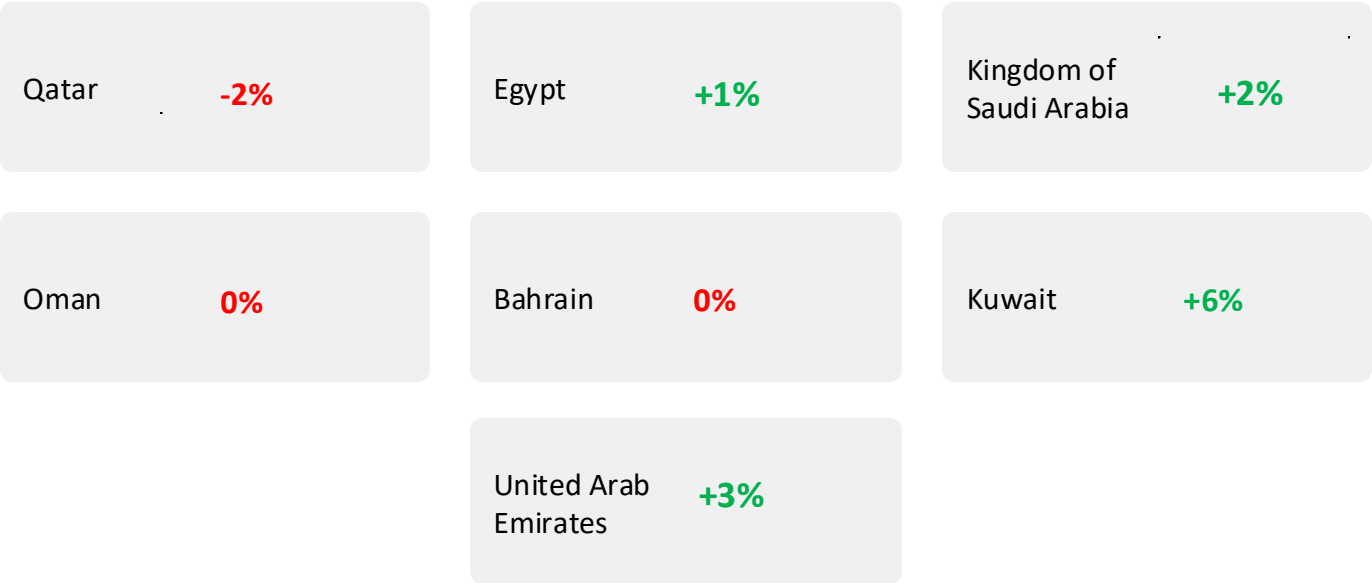
INDUSTRY



FUNCTIONAL AREA



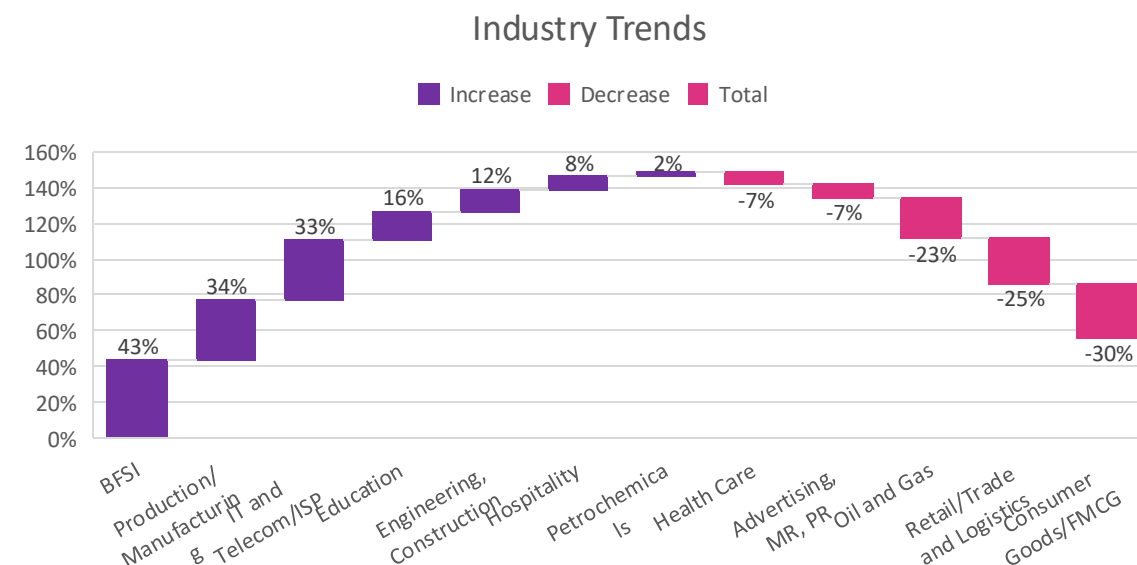
ACROSS REGIONS



Hiring Trends – Industry*

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

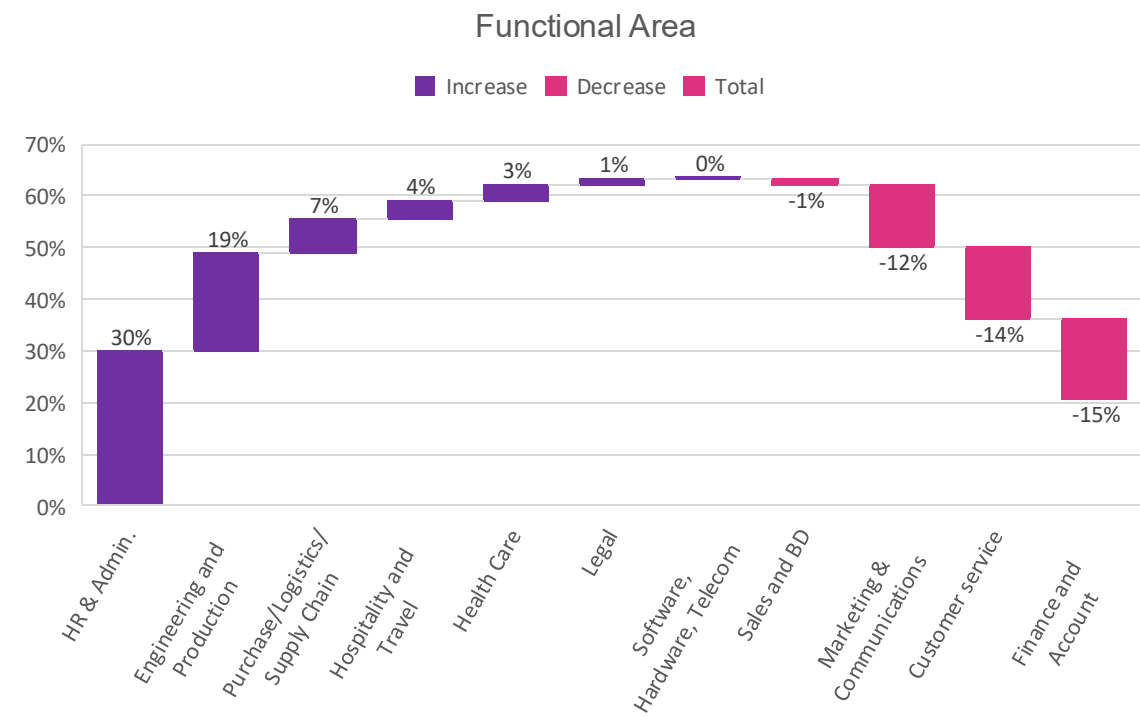
- ✓ **Banking, Financial Services and Insurance (BFSI, +43%)** leads hiring, driven by sector reforms, digital banking expansion, and fintech adoption. **Production & Manufacturing (+34%)** follows, supported by diversification, infrastructure spending, and demand for automotive and industrial roles. **IT (+33%)** is also growing strongly with investments in digital transformation, cybersecurity, and next-gen telecom networks.
- ✓ The largest slowdowns are in **Retail/Trade and Logistics (-25%)** and **Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, Gems & Jewellery (-30%)**, impacted by inflation, high costs, shifting consumer patterns, and automation.
- ✓ **Education (+16%), Engineering, Construction & Real Estate (+12%),** and **Hospitality (+8%)** show modest growth from infrastructure, government investments, adoption of digital learning, and tourism investments. **Healthcare (-7%)** and **Advertising, PR, Media & Entertainment (-7%)** are slightly down due to restructuring, **Petrochemicals (+2%)** remain stable, while **Oil & Gas (-23%)** contracts amid energy transition and market volatility.



Hiring Trends - Functional Area*

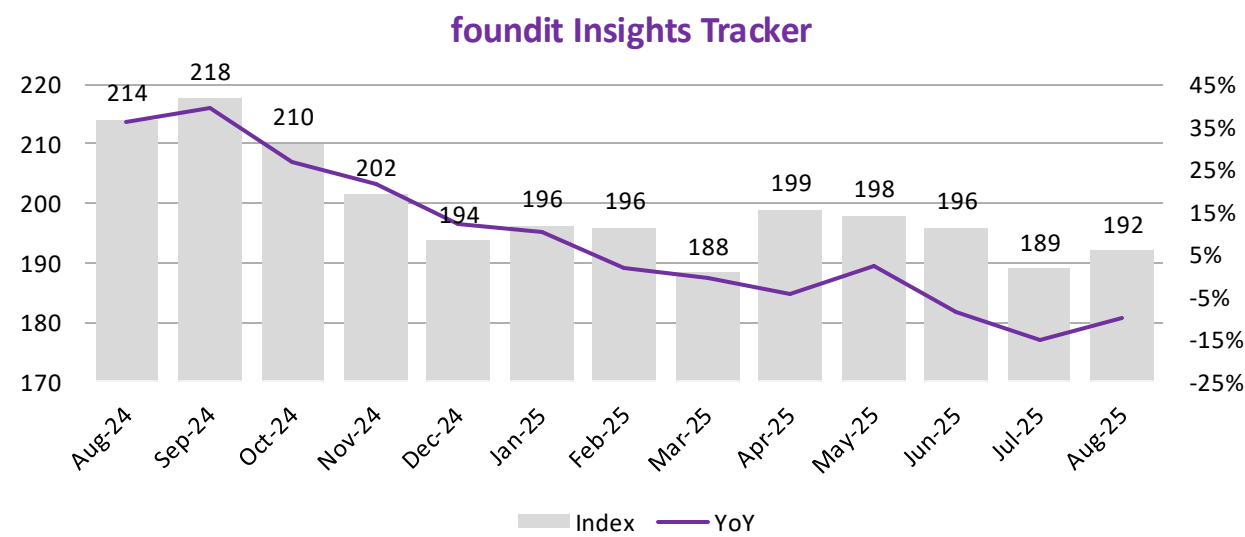
Online recruitment activity surpassed the year-ago level in 7 of the 11 occupation groups monitored by the tracker

- ✓ The strongest growth is in **HR & Administration (+30%)**, **Engineering & Production (+19%)**, and **Purchase/Logistics/Supply Chain (+7%)**. HR hiring is driven by restructuring, localisation policies, and stronger compliance needs. Engineering & Production demand comes from large-scale infrastructure and industrial projects, while supply chain roles are supported by e-commerce expansion and the region’s trade hub position.
- ✓ The steepest declines are in **Finance & Accounts (-15%)** and **Customer Service (-14%)**. Finance roles are shrinking due to automation and shared service models, while customer service demand is shifting from mere automation to a synergistic model where AI tools complement human agents
- ✓ Other functions show mixed trends. **Hospitality & Travel (+4%)** and **Healthcare (+3%)** are growing modestly with tourism and healthcare demand. **Legal (+1%)** remains stable, and **Software, Hardware & Telecom (0%)** has levelled off after past surges. **Sales & BD (-1%)** is flat, while **Marketing & Communications (-12%)** is down due to tighter budgets and digital-first campaigns reducing traditional roles.



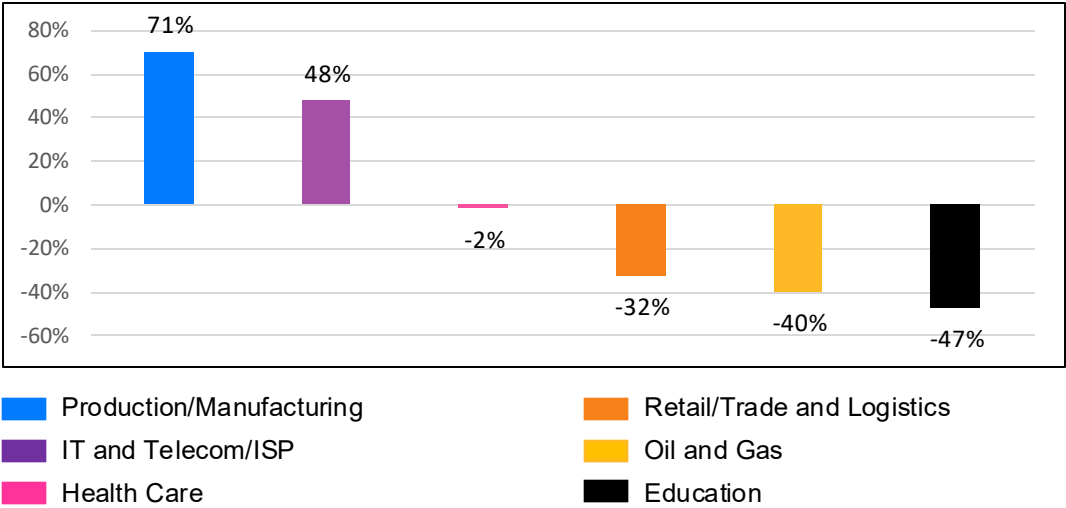
Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA saw a 10% decline in August’25 annually

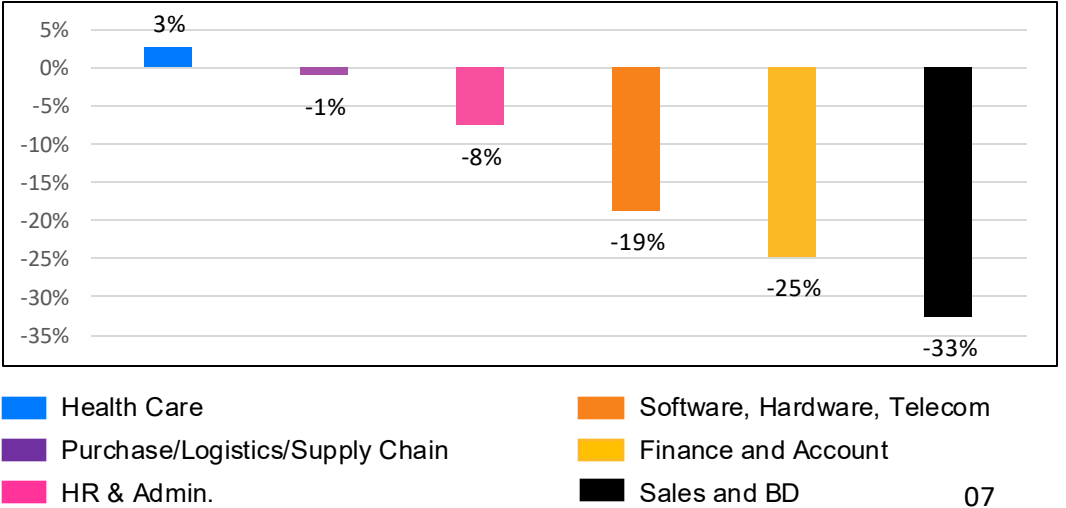


- ✓ The Index in KSA declined to 192 in August 2025 from 214 in August 2024.
- ✓ In August’25, KSA witnessed strong growth in **Production & Manufacturing (+71%)** fueled by diversification and capacity expansion, while **Education (-41%)** saw steep declines as digital learning and AI-driven platforms reduced demand for traditional teaching roles.
- ✓ Functional hiring in August’25 saw **Healthcare (+4%)** emerge as the only area with modest growth, while **Sales and BD (-33%)** recorded the steepest decline due to increased competition, digital sales adoption, and cautious business spending.

Industry Trend

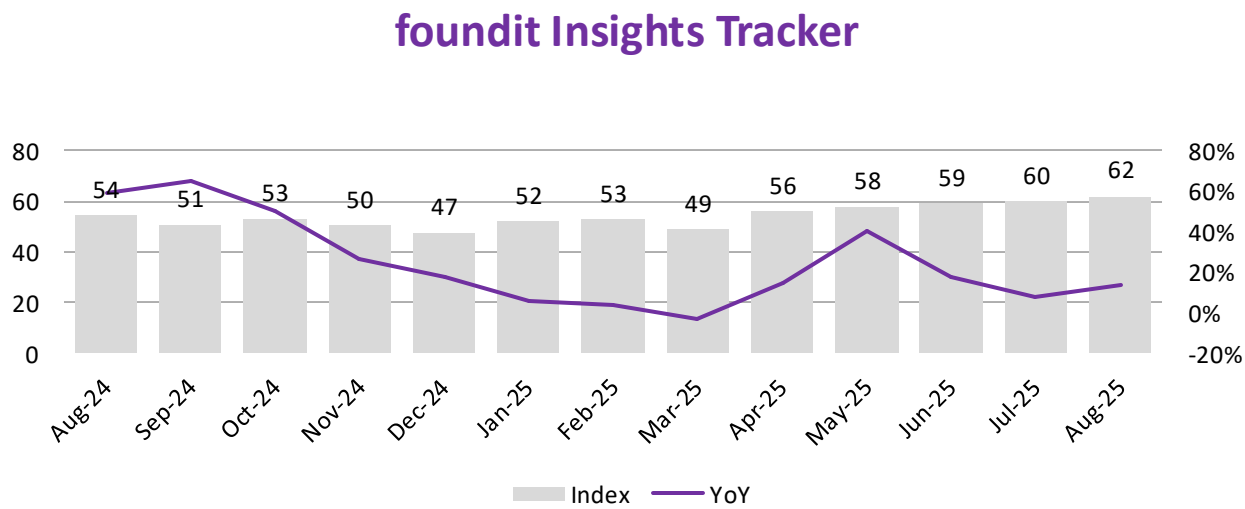


Functional Area Trend

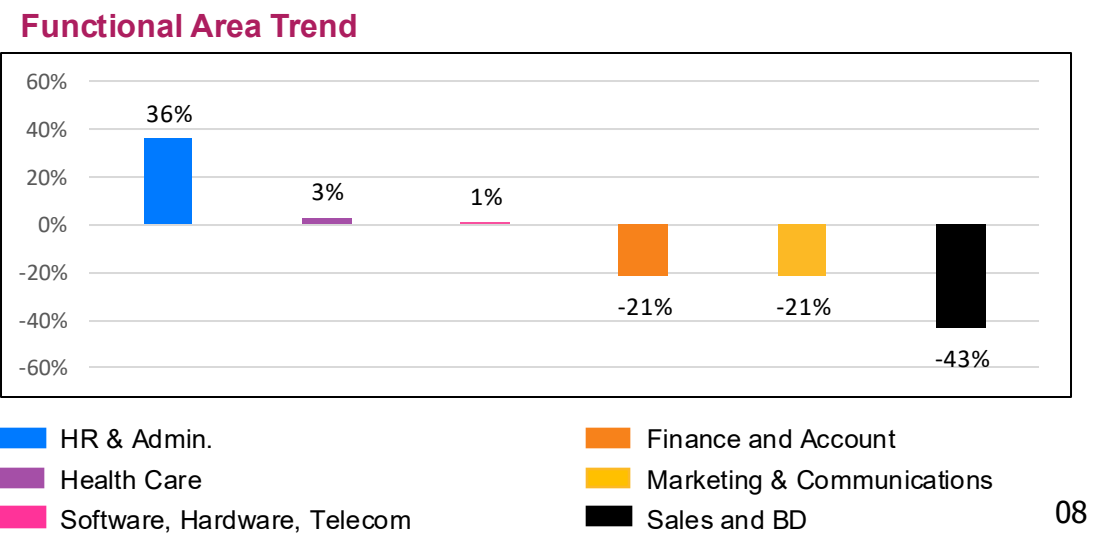
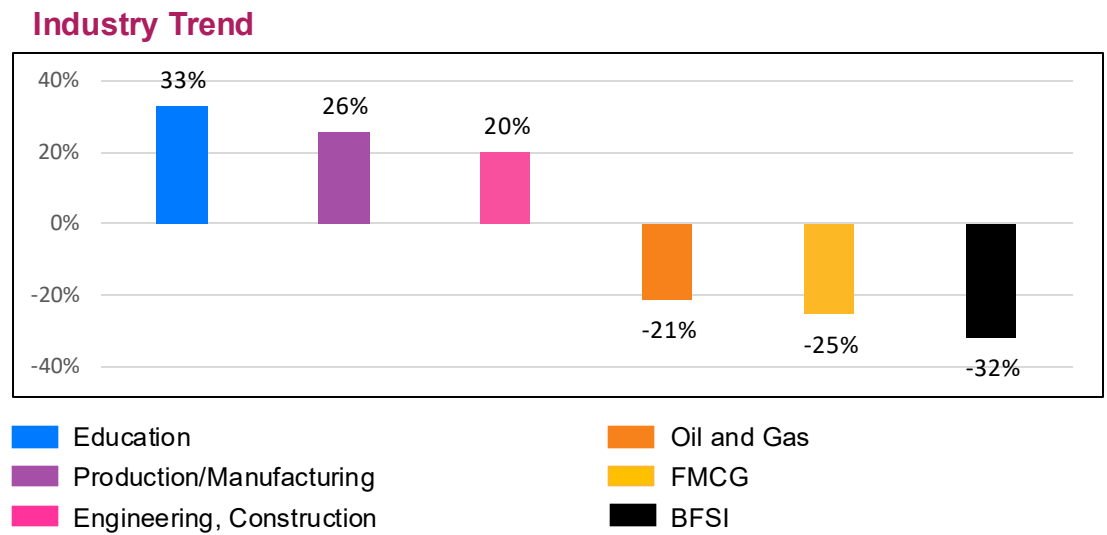


Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE noticed a 14% surge annually in online recruitment activity in August’25.



- ✓ The Index in UAE jumped to 62 in August’25 from 54 in August’24.
- ✓ In Aug’25, UAE hiring was driven by **Education (+33%)** sector, surged due to government initiatives implementing AI-focused curricula across public schools, while **BFSI (-32%)** declined because of increased competition, regulatory pressures, and stricter visa requirements.
- ✓ In Aug’25, **HR & Admin (+36%)** recorded the strongest functional growth, while **Sales & BD (-43%)** faced the steepest decline.



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 90 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	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Engineering, Construction and Real Estate	100	99	104	103	89	102	99	102	106	101	100	109	112
BFSI	92	108	109	111	94	106	106	91	92	103	101	128	132
Production/Manufacturing, Automotive and Ancillary	83	83	84	85	79	84	86	85	89	84	87	108	111
Retail/Trade and Logistics	89	76	76	74	72	76	74	82	87	73	73	67	67
Oil and Gas	65	60	60	65	46	59	58	57	58	53	47	49	50
IT and Telecom/ISP	315	321	315	323	297	322	339	354	376	367	368	394	420
Hospitality	101	101	104	102	93	102	102	106	110	108	105	108	109
Education	123	121	136	139	122	131	132	133	134	136	126	138	143
Petrochemicals	116	113	112	111	112	112	114	113	111	119	108	115	118
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	161	159	151	149	150	149	165	151	144	125	118	114	112
Health Care	116	115	111	113	108	111	110	109	107	104	104	106	108
Advertising, Market Research, Public Relations, Media and Entertainment	70	71	70	69	70	71	71	68	72	69	68	65	65

* Represents Index figures

Annexure: All Gulf Functional Area Data*

Industries	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Engineering and Production	142	142	146	146	144	144	144	143	147	152	153	165	169
Finance and Account	104	97	95	93	92	89	88	83	81	86	86	88	88
HR & Admin.	87	90	94	98	90	74	75	81	84	89	86	101	113
Sales and BD	84	78	81	77	75	80	78	76	83	83	81	81	83
Purchase / Logistics / Supply Chain	152	150	149	149	141	139	144	150	162	156	155	161	162
Hospitality and Travel	109	109	107	105	102	106	106	103	109	108	106	104	113
Health Care	97	99	94	99	100	98	98	95	92	95	92	98	100
Software, Hardware, Telecom	217	234	238	247	217	208	210	201	217	210	212	208	217
Marketing & Communications/Arts/Creative	141	140	133	125	127	128	128	118	131	130	128	122	124
Customer service	115	99	106	96	102	91	87	93	112	106	108	112	99
Legal	93	89	92	91	93	92	94	90	90	88	90	90	94

Annexure: KSA Industry Data *

Industries	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Engineering, Construction and Real Estate	168	159	160	152	153	155	151	147	150	139	137	143	135
BFSI	143	148	140	149	146	140	137	129	129	128	126	127	127
Production/Manufacturing, Automotive and Ancillary	95	94	98	100	102	103	99	97	100	127	136	150	162
Retail/Trade and Logistics	114	107	103	106	104	105	104	94	96	87	85	82	77
Oil and Gas	115	121	108	105	96	102	91	90	86	80	76	72	69
IT and Telecom/ISP	191	206	199	211	209	189	225	234	255	263	265	270	283
Hospitality	137	144	146	135	126	136	124	121	124	124	121	121	125
Education	217	210	250	247	206	237	187	176	158	141	130	120	114
Petrochemicals	123	119	119	116	120	118	121	122	122	123	120	116	114
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	171	168	154	155	152	148	157	150	143	134	129	127	124
Health Care	115	116	114	114	115	115	115	115	117	114	113	113	113
Advertising, Market Research, Public Relations, Media and Entertainment	419	415	383	381	382	378	367	333	346	323	315	279	296

Annexure: KSA Functional Area Data*

Industries	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Engineering and Production	186	187	183	175	164	165	157	152	155	154	152	157	154
Finance and Account	154	152	150	158	155	144	143	128	125	122	118	116	116
HR & Admin.	145	153	145	147	140	141	137	133	139	139	135	133	134
Sales and BD	212	168	170	166	161	154	162	144	164	151	149	144	138
Purchase / Logistics / Supply Chain	202	196	201	198	197	195	194	191	198	207	204	199	185
Hospitality and Travel	74	74	73	71	73	72	71	69	73	71	69	64	67
Health Care	115	117	112	110	111	110	109	113	113	116	114	117	118
Software, Hardware, Telecom	385	403	386	411	355	343	331	320	324	319	315	313	313
Marketing & Communications/Arts/Creative	198	190	188	183	184	174	179	170	185	186	186	186	173

Annexure: UAE Industry Data*

Industries	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Engineering, Construction and Real Estate	75	77	80	78	76	94	85	92	95	97	103	99	87
BFSI	94	100	107	111	95	94	89	91	84	85	75	69	64
Production/Manufacturing, Automotive and Ancillary	74	73	77	74	72	74	75	73	75	82	92	90	165
Retail/Trade and Logistics	88	85	84	82	74	75	78	81	85	77	76	73	62
Oil and Gas	61	61	61	63	58	56	57	55	56	53	51	49	48
IT and Telecom/ISP	95	100	102	99	101	109	110	106	110	115	112	106	100
Hospitality	81	80	83	82	81	81	80	78	79	76	74	71	69
Education	140	135	146	146	136	138	134	141	142	132	124	136	66
Petrochemicals	118	119	122	128	123	128	131	130	125	124	110	128	274
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	130	122	118	116	106	111	115	112	116	113	111	99	97
Health Care	96	95	95	97	96	96	100	101	101	101	104	92	94
Advertising, Market Research, Public Relations, Media and Entertainment	81	82	81	82	78	84	81	79	78	79	78	80	69

Annexure: UAE Functional Area Data*

Industries	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Engineering and Production	182	198	206	196	178	186	192	173	188	196	196	183	158
Finance and Account	61	58	58	54	50	51	49	47	46	45	46	46	48
HR & Admin.	36	38	34	32	30	31	31	33	36	35	35	40	49
Sales and BD	44	41	40	39	30	34	33	30	35	32	30	28	25
Purchase / Logistics / Supply Chain	116	121	120	117	104	104	106	116	125	136	128	109	110
Hospitality and Travel	57	57	56	57	56	57	58	55	57	53	50	49	52
Health Care	66	65	65	66	66	65	67	67	67	67	67	69	68
Software, Hardware, Telecom	93	95	97	93	89	93	95	93	95	90	91	92	94
Marketing & Communications/Arts/Creative	131	125	106	107	96	113	107	97	105	110	107	104	72
Customer service	65	60	65	62	65	61	60	61	60	60	58	59	54

Thank you

