

foundit Insights Tracker

October 2025

Hiring Trends in Gulf



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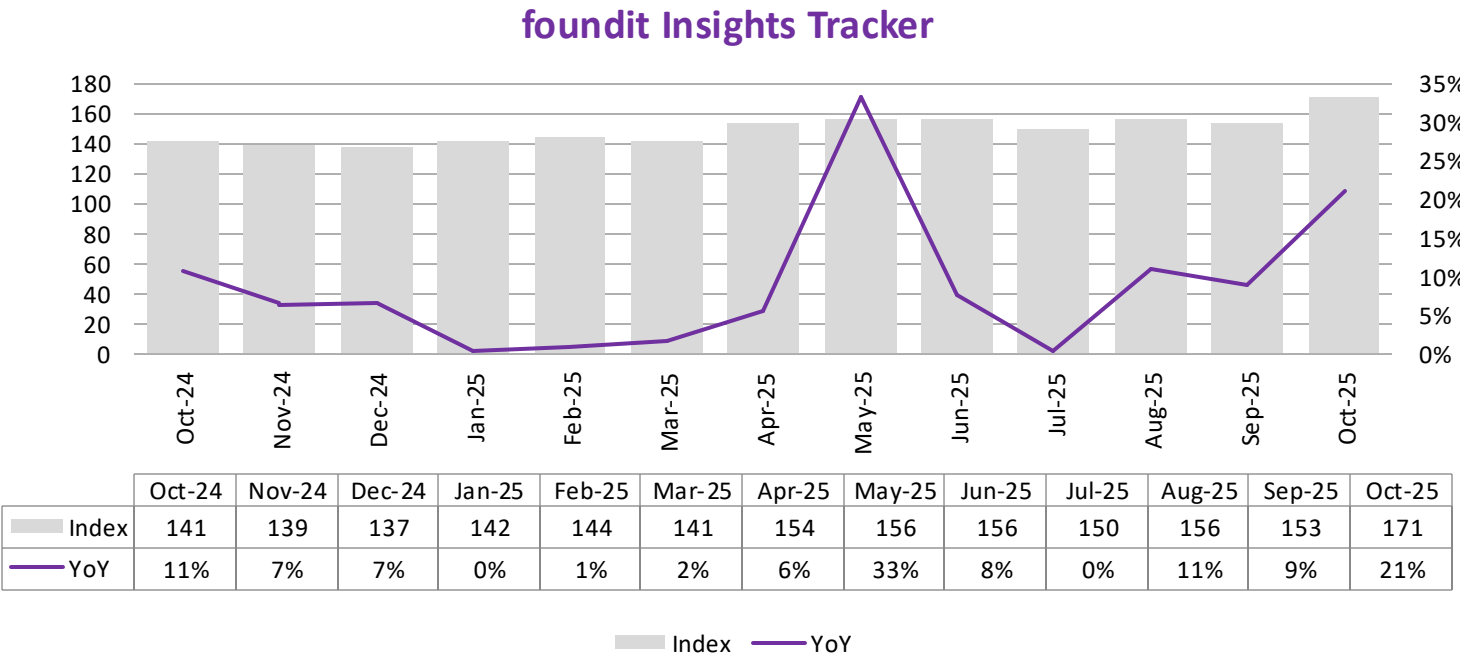
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Key Highlights of the Month

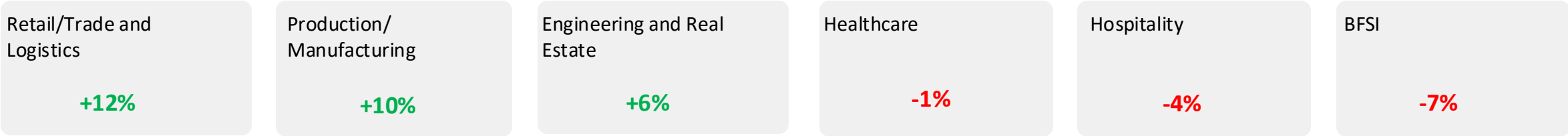
foundit Insights Tracker reports increased hiring activity in the Middle East, recording 21% annual growth in October 2025

- ✓ According to the latest data from the foundit Insights Tracker (fit), the index moved significantly from 141 in October 2024 to 171 in October 2025, reflecting stable hiring activity.
- ✓ The month-over-month analysis from the tracker shows a 12% increase, with the index rising from 153 in September 2025 to 171 in October 2025.
- ✓ Middle East hiring has gained momentum with activity rising 14 percent over the past three months and 10 percent over the past six months, showing a clear upward trend in recruitment demand across the region. Recent labour market reports indicate that growth is being supported by continued investment in infrastructure, diversification initiatives, and expanding sectors such as technology, education and healthcare, all of which are sustaining stronger employer activity.

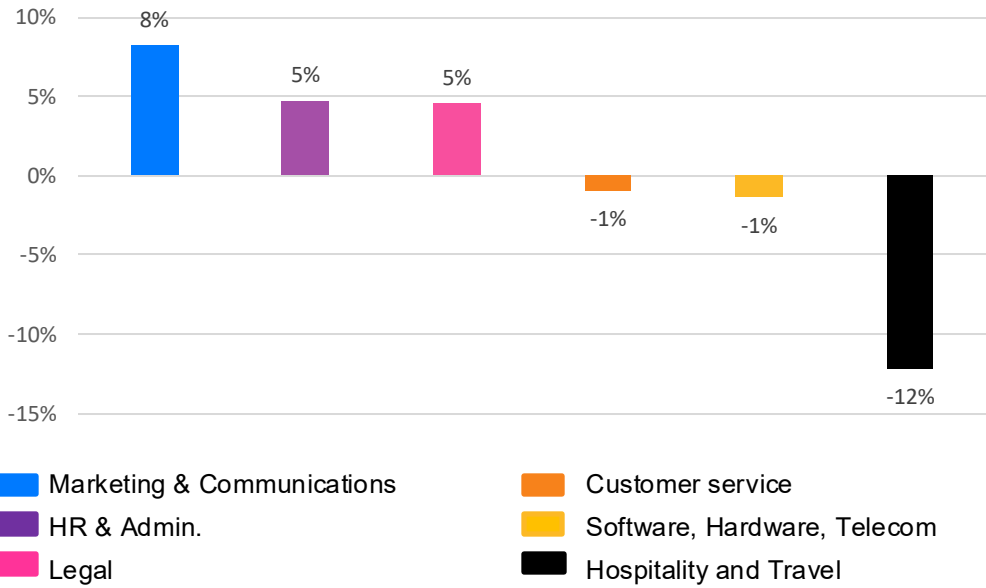


Hiring Trends – MoM*

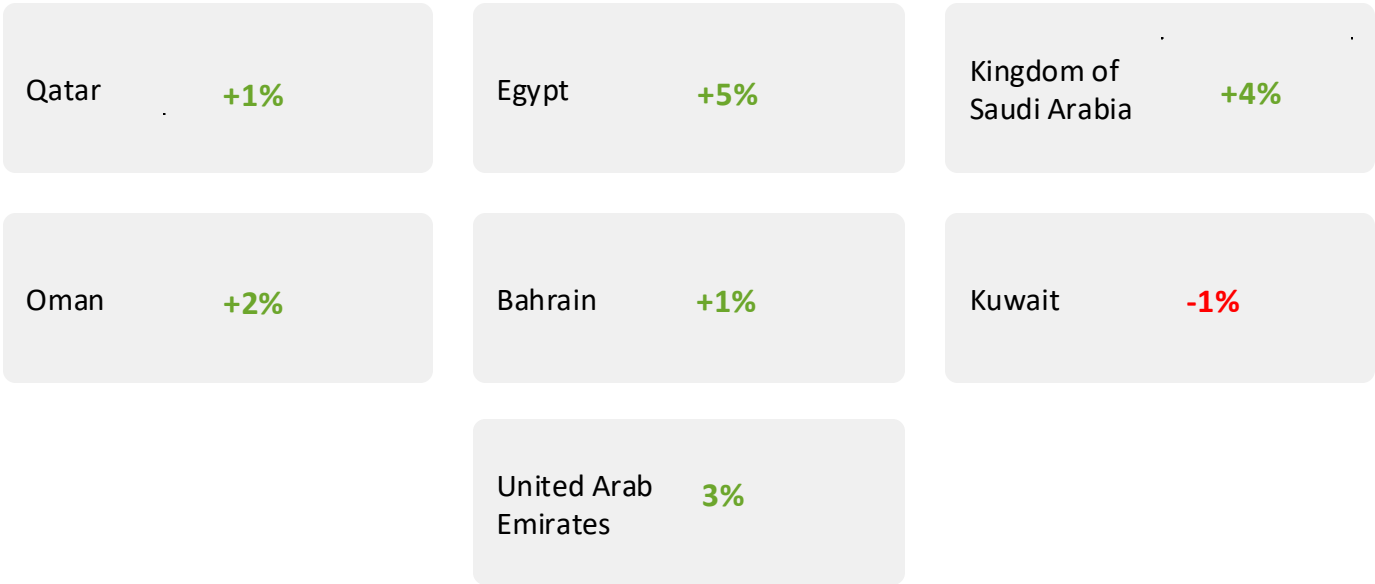
INDUSTRY



FUNCTIONAL AREA



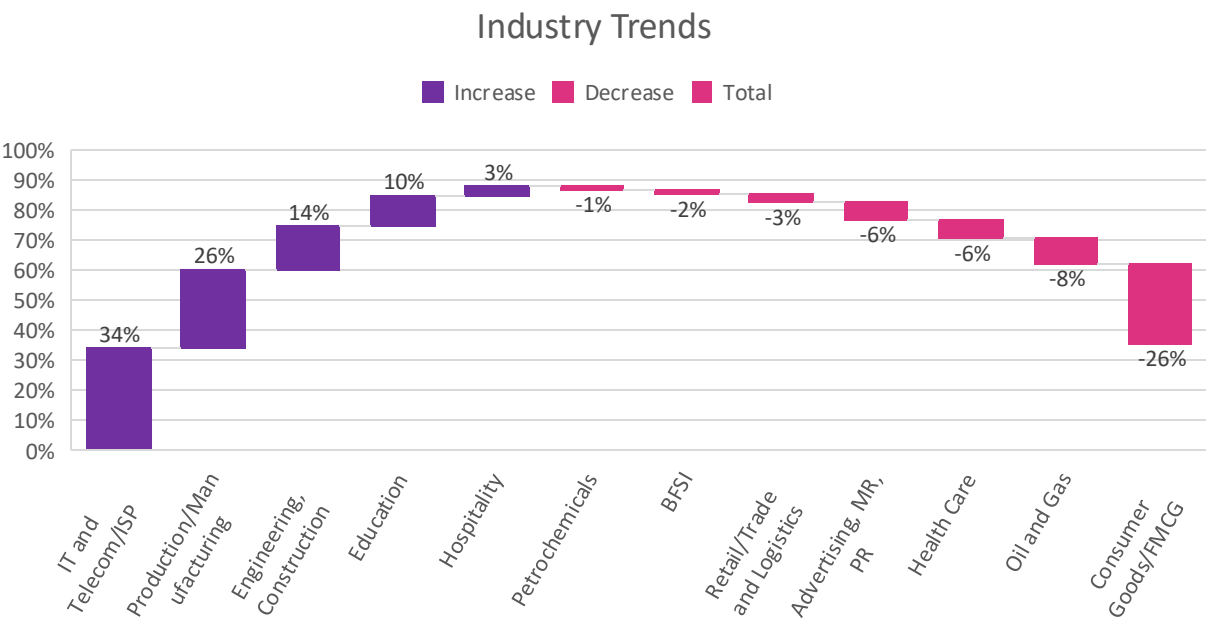
ACROSS REGIONS



Hiring Trends – Industry*

5 out of 12 industries monitored by the tracker registered an annual increase in hiring activity in October’25.

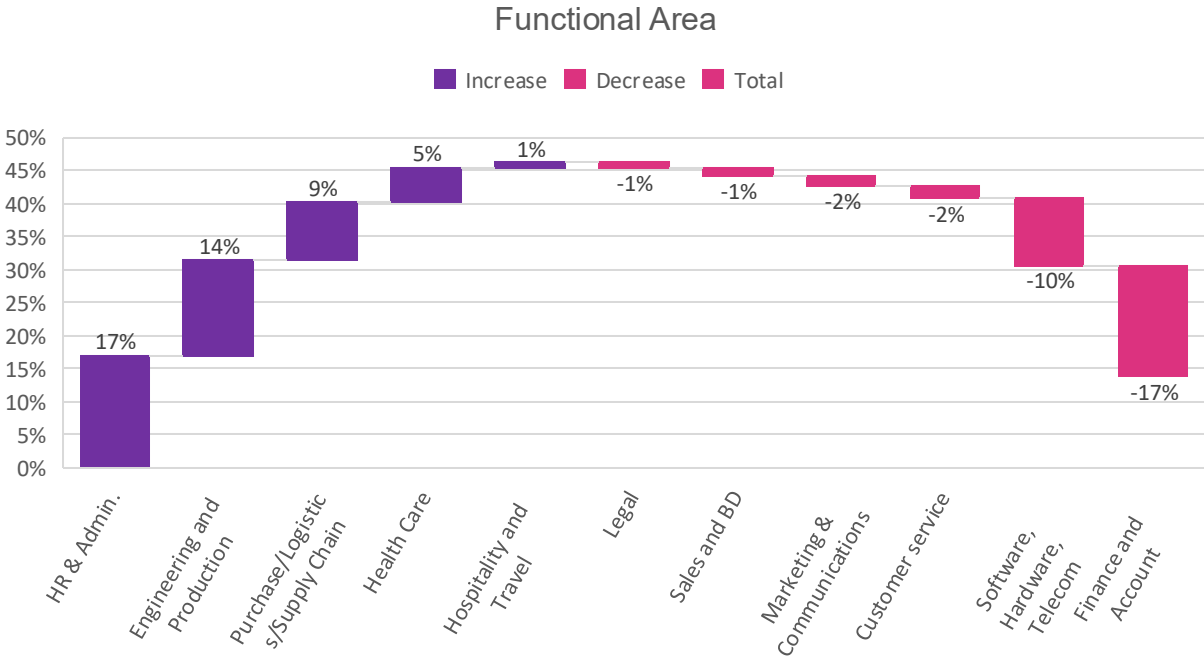
- ✓ **IT and Telecom (34%), Production and Manufacturing (26%) and Engineering and Construction (14%)** show the strongest momentum, supported by accelerated digital transformation, rising cloud and AI adoption and continued investment in industrial capacity and large construction programmes.
- ✓ The weakest sectors are **Consumer Goods and FMCG (-26%), Advertising and PR (-6%) and Oil and Gas (-8%)**, where hiring pullbacks stem from reduced consumer spending, tighter marketing budgets and slower expansion in traditional energy projects as companies shift investment priorities.
- ✓ **Education (10%), Hospitality (3%), Petrochemicals (-1%), BFSI (-2%), Retail and Logistics (-3%) and Healthcare (-6%)** show marginal movements driven by steady but cautious demand, cost optimisation and evolving workforce needs across service-led industries.



Hiring Trends - Functional Area*

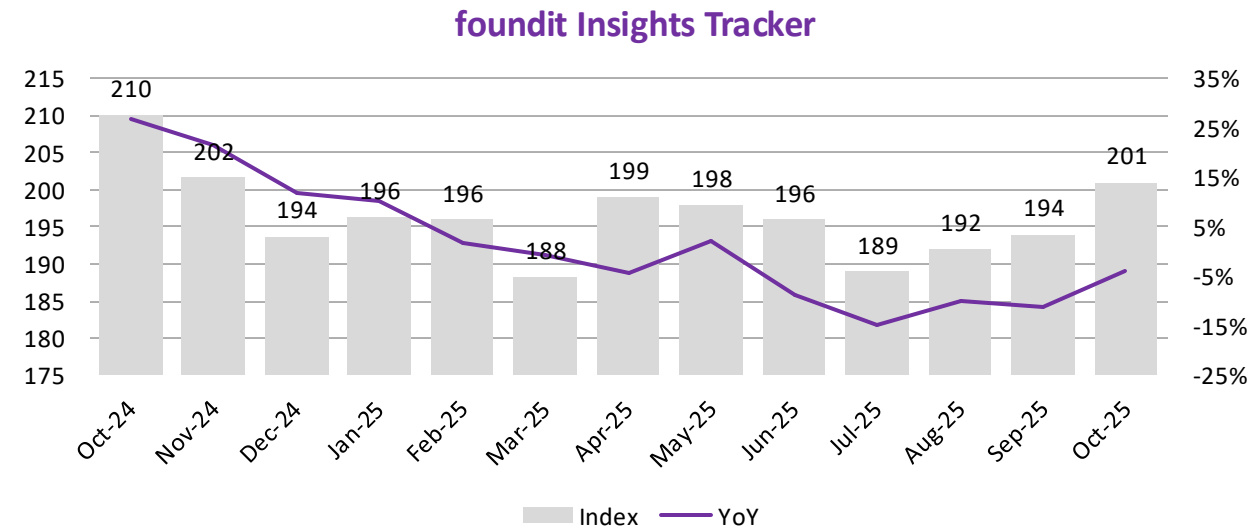
Online recruitment activity surpassed the year-ago level in 5 of the 11 occupation groups monitored by the tracker

- ✓ **HR & Admin (17%), Engineering and Production (14%) and Purchase / Logistics / Supply Chain (9%)** lead hiring growth in the Middle East. Growing corporate expansion, supply-chain build-outs and increased administrative staffing support are driving recruitment in these areas.
- ✓ At the bottom, **Finance and Account (–17%), Software/Hardware/Telecom (–10%) and Marketing & Communications/Arts/Creative (–2%)** show the steepest declines. Cost-cutting, automation, and oversupply of candidates in finance roles seem to be reducing demand; meanwhile tech-hiring is cooling in certain segments and marketing & creative functions face budget squeezes.
- ✓ **Health Care (5%), Hospitality and Travel (1%), Legal (–1%), Sales and Business Development (–1%), and Customer Service (–2%)** show smaller shifts. Some sectors like health care and hospitality remain stable due to essential demand, while functions such as sales, customer service, and legal appear relatively flat or mildly declining likely reflecting cautious hiring as firms balance cost control with selective recruitment.

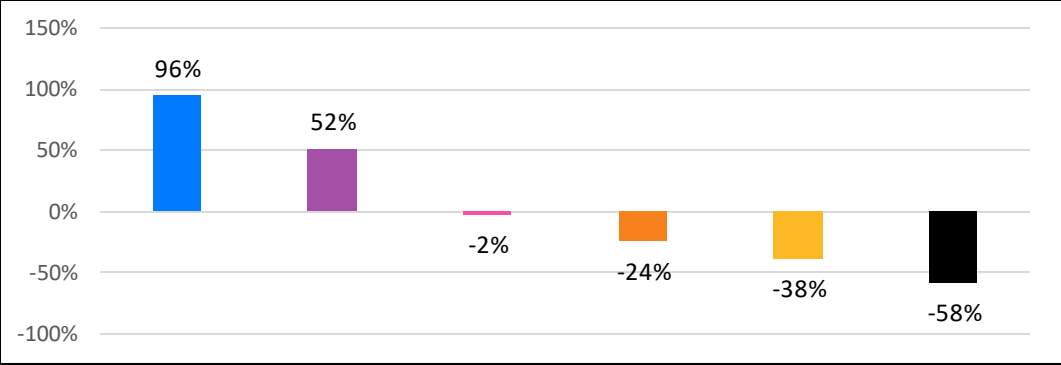


Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA saw a 4% decline in October’25 annually

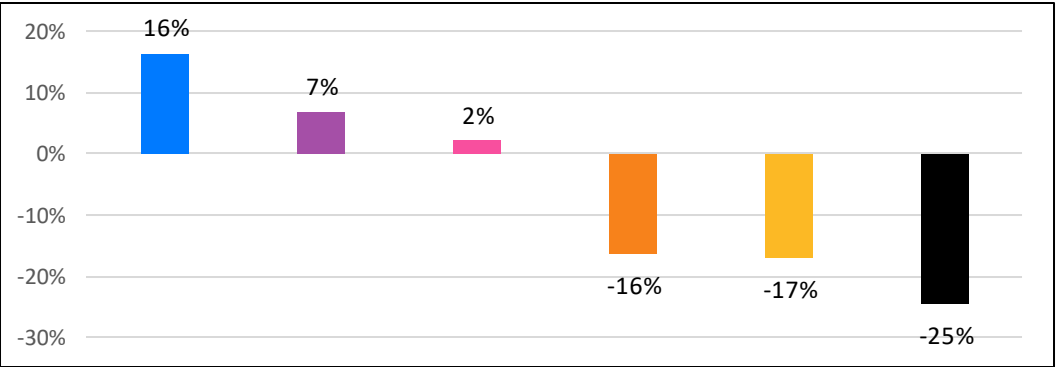


Industry Trend



- Production/Manufacturing
- IT and Telecom/ISP
- Health Care
- Engineering, Construction
- Oil and Gas
- Education

Functional Area Trend



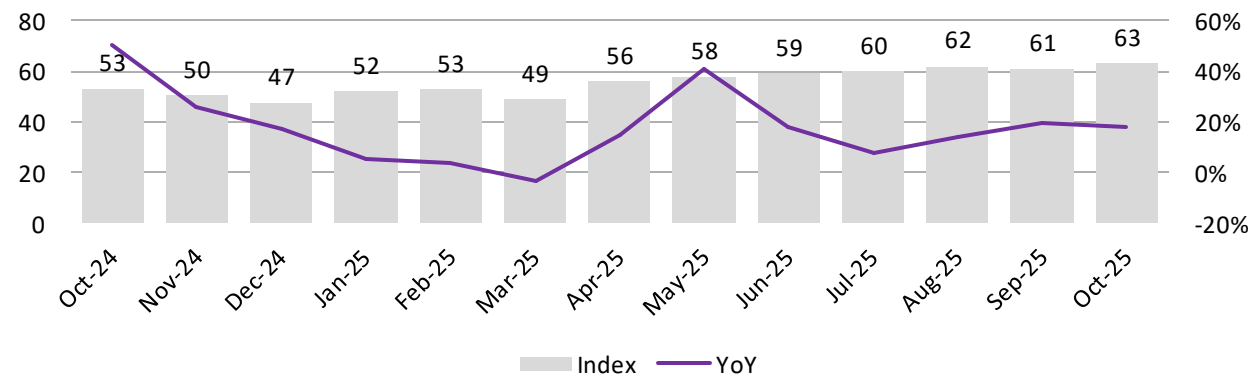
- Purchase/Logistics/Supply Chain
- Hospitality and Travel
- Marketing & Communications
- Sales and BD
- Software, Hardware, Telecom
- Finance and Account

- ✓ The Index in KSA declined to 201 in October 2025 from 210 in October 2024.
- ✓ The strongest performer is **Production/Manufacturing, Automotive and Ancillary**, up **96% YoY**, supported by Vision 2030-led industrial expansion. In contrast, **Education** shows the sharpest drop at **-58% YoY**, reflecting reduced hiring and ongoing skill-mismatch issues.
- ✓ **Purchase / Logistics / Supply Chain (+16%)** is the top performer, driven by Vision 2030 logistics and infrastructure expansion. **Finance & Account (-25%)** is the weakest as companies cut back-office roles and tighten costs.

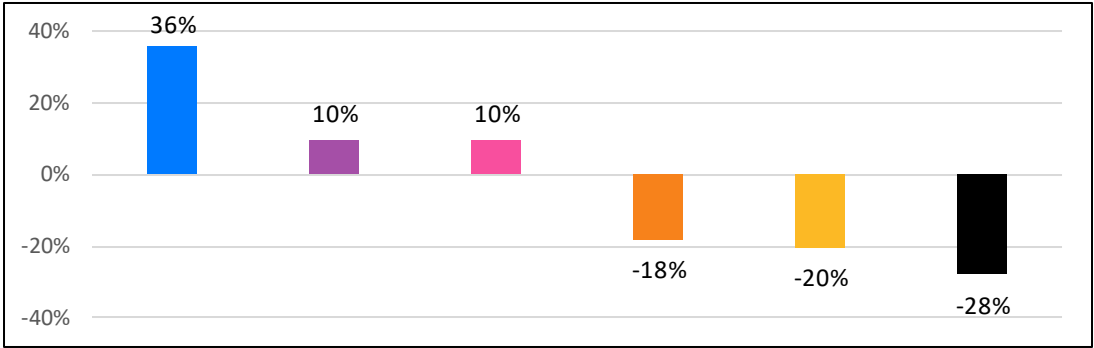
Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE noticed a 18% surge annually in online recruitment activity in October’25.

foundit Insights Tracker



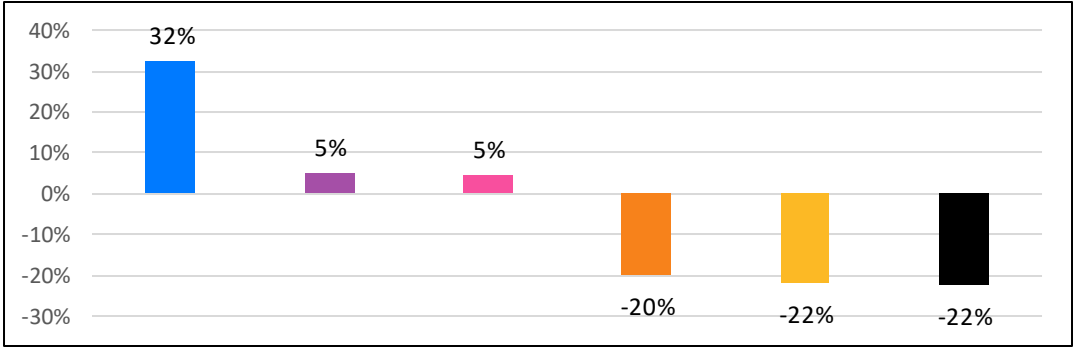
Industry Trend



Engineering, Construction
Petrochemicals
IT and Telecom/ISP

Oil and Gas
FMCG
BFSI

Functional Area Trend



HR & Admin.
Purchase / Logistics / Supply Chain
Health Care

Sales and BD
Engineering and Production
Finance and Account

- ✓ The Index in UAE jumped to 63 in October’25 from 53 in October’24.
- ✓ In the UAE, **Engineering, Construction & Real Estate (+36%)** is the top-performing industry, driven by accelerated infrastructure and real-estate development. **Consumer Goods/FMCG (-20%)** are the weakest as companies slow expansion and cut hiring amid softer demand and cost pressures.
- ✓ In October 2025, **HR & Admin (+32%)** is the top-performing function as companies ramp up workforce planning, compliance, and operational support during ongoing expansion, while **Engineering & Production and Finance & Account (-22%)** are the weakest due to automation, cost controls, and reduced hiring in back-office and production-linked roles.

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	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Engineering, Construction and Real Estate	104	103	89	102	99	102	106	101	100	109	112	112	119
BFSI	109	111	94	106	106	91	92	103	101	128	132	115	107
Production/Manufacturing, Automotive and Ancillary	84	85	79	84	86	85	89	84	87	108	111	96	106
Retail/Trade and Logistics	76	74	72	76	74	82	87	73	73	67	67	66	74
Oil and Gas	60	65	46	59	58	57	58	53	47	49	50	54	55
IT and Telecom/ISP	315	323	297	322	339	354	376	367	368	394	420	422	422
Hospitality	104	102	93	102	102	106	110	108	105	108	109	111	107
Education	136	139	122	131	132	133	134	136	126	138	143	148	150
Petrochemicals	112	111	112	112	114	113	111	119	108	115	118	112	111
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	151	149	150	149	165	151	144	125	118	114	112	112	111
Health Care	111	113	108	111	110	109	107	104	104	106	108	105	104
Advertising, Market Research, Public Relations, Media and Entertainment	70	69	70	71	71	68	72	69	68	65	65	63	66

* Represents Index figures

Annexure: All Gulf Functional Area Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Engineering and Production	146	146	144	144	144	143	147	152	153	165	169	162	167
Finance and Account	95	93	92	89	88	83	81	86	86	88	88	77	79
HR & Admin.	94	98	90	74	75	81	84	89	86	101	113	105	110
Sales and BD	81	77	75	80	78	76	83	83	81	81	83	77	80
Purchase / Logistics / Supply Chain	149	149	141	139	144	150	162	156	155	161	162	158	162
Hospitality and Travel	107	105	102	106	106	103	109	108	106	104	113	123	108
Health Care	94	99	100	98	98	95	92	95	92	98	100	96	99
Software, Hardware, Telecom	238	247	217	208	210	201	217	210	212	208	217	217	214
Marketing & Communications/Arts/Creative	133	125	127	128	128	118	131	130	128	122	124	121	131
Customer service	106	96	102	91	87	93	112	106	108	112	99	105	104
Legal	92	91	93	92	94	90	90	88	90	90	94	87	91

Annexure: KSA Industry Data *

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Engineering, Construction and Real Estate	160	152	153	155	151	147	150	139	137	143	135	119	122
BFSI	140	149	146	140	137	129	129	128	126	127	127	126	127
Production/Manufacturing, Automotive and Ancillary	98	100	102	103	99	97	100	127	136	150	162	176	192
Retail/Trade and Logistics	103	106	104	105	104	94	96	87	85	82	77	82	85
Oil and Gas	108	105	96	102	91	90	86	80	76	72	69	69	67
IT and Telecom/ISP	199	211	209	189	225	234	255	263	265	270	283	299	303
Hospitality	146	135	126	136	124	121	124	124	121	121	125	145	143
Education	250	247	206	237	187	176	158	141	130	120	114	110	106
Petrochemicals	119	116	120	118	121	122	122	123	120	116	114	112	110
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	154	155	152	148	157	150	143	134	129	127	124	127	126
Health Care	114	114	115	115	115	115	117	114	113	113	113	113	112
Advertising, Market Research, Public Relations, Media and Entertainment	383	381	382	378	367	333	346	323	315	279	296	295	297

Annexure: KSA Functional Area Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Engineering and Production	183	175	164	165	157	152	155	154	152	157	154	156	159
Finance and Account	150	158	155	144	143	128	125	122	118	116	116	115	113
HR & Admin.	145	147	140	141	137	133	139	139	135	133	134	132	131
Sales and BD	170	166	161	154	162	144	164	151	149	144	143	129	142
Purchase / Logistics / Supply Chain	201	198	197	195	194	191	198	207	204	199	200	223	234
Hospitality and Travel	73	71	73	72	71	69	73	71	69	64	67	74	78
Health Care	112	110	111	110	109	113	113	116	114	117	118	116	113
Software, Hardware, Telecom	386	411	355	343	331	320	324	319	315	313	313	327	320
Marketing & Communications/Arts/Creative	188	183	184	174	179	170	185	186	186	186	173	173	192

Annexure: UAE Industry Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Engineering, Construction and Real Estate	80	78	76	94	85	92	95	97	103	99	90	95	109
BFSI	107	111	95	94	89	91	84	85	75	69	64	75	77
Production/Manufacturing, Automotive and Ancillary	77	74	72	74	75	73	75	82	92	90	93	80	74
Retail/Trade and Logistics	84	82	74	75	78	81	85	77	76	73	73	107	75
Oil and Gas	61	63	58	56	57	55	56	53	51	49	48	50	50
IT and Telecom/ISP	102	99	101	109	110	106	110	115	112	106	100	109	112
Hospitality	83	82	81	81	80	78	79	76	74	71	69	74	75
Education	146	146	136	138	134	141	142	132	124	171	186	154	155
Petrochemicals	122	128	123	128	131	130	125	124	110	146	140	135	134
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	118	116	106	111	115	112	116	113	111	99	97	82	94
Health Care	95	97	96	96	100	101	101	101	104	92	94	85	87
Advertising, Market Research, Public Relations, Media and Entertainment	81	82	78	84	81	79	78	79	78	80	79	72	74

Annexure: UAE Functional Area Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Engineering and Production	206	196	178	186	192	173	188	196	196	183	181	155	161
Finance and Account	58	54	50	51	49	47	46	45	46	46	48	48	45
HR & Admin.	34	32	30	31	31	33	36	35	35	40	49	49	45
Sales and BD	40	39	30	34	33	30	35	32	30	28	25	27	32
Purchase / Logistics / Supply Chain	120	117	104	104	106	116	125	136	128	109	110	115	126
Hospitality and Travel	56	57	56	57	58	55	57	53	50	49	52	53	52
Health Care	65	66	66	65	67	67	67	67	67	69	68	66	68
Software, Hardware, Telecom	97	93	89	93	95	93	95	90	91	92	94	94	96
Marketing & Communications/Arts/Creative	106	107	96	113	107	97	105	110	107	104	103	90	100
Customer service	65	62	65	61	60	61	60	60	58	59	54	53	53

Thank you

