Insights Tracker

November 2025

Hiring Trends in Gulf

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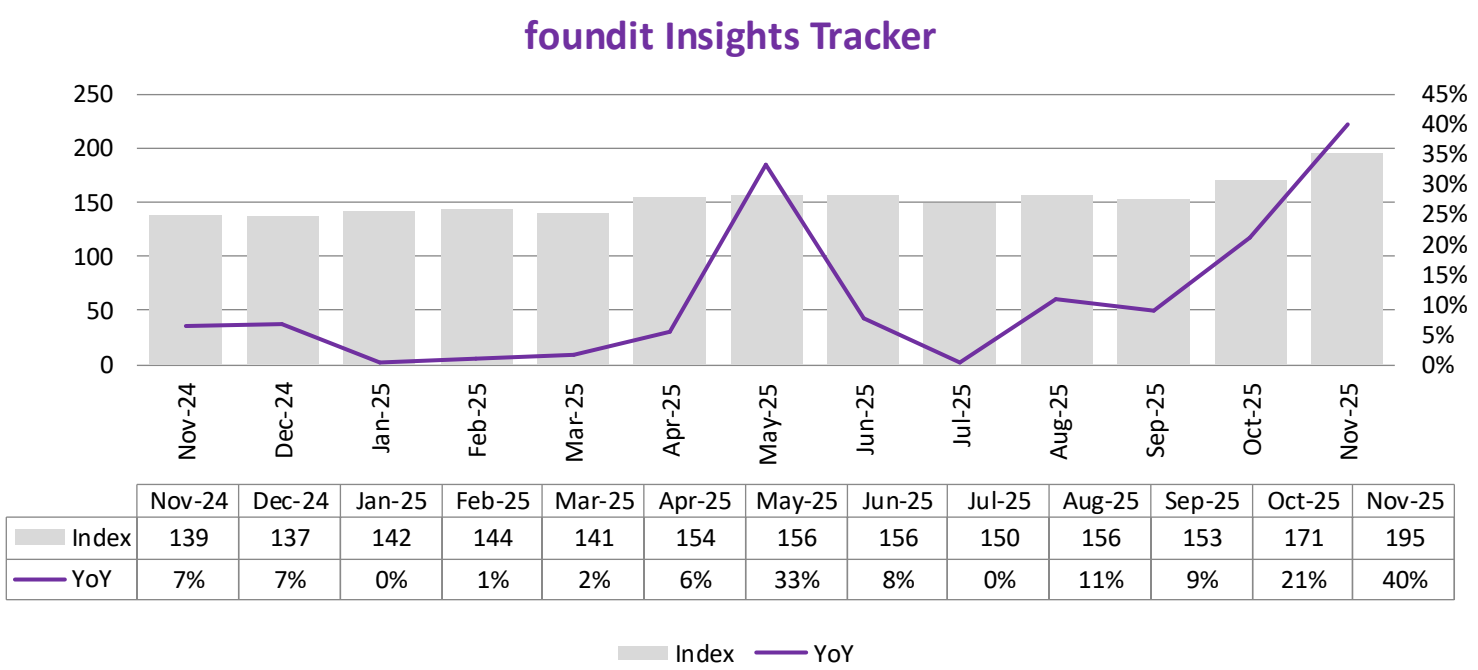
Key Highlights of the Month

foundit Insights Tracker reports increased hiring activity in the Middle East, recording 40% annual growth in November 2025

- According to the latest data from the foundit Insights Tracker (fit), the index moved significantly from 139 in November 2024 to 195 in November 2025, reflecting rising hiring activity.

- The month-over-month analysis from the tracker shows a 14% increase, with the index rising from 171 in October 2025 to 195 in November 2025.

- Hiring in the Middle East increased by 25% over the past 3–6 months, driven primarily by non-oil economic expansion and sustained demand for digital and transformation roles. Majority of the companies are planning to expand headcount, supported by government-led diversification programs (Vision 2030, UAE economic agenda), large infrastructure and giga-projects, and continued hiring in technology, logistics, construction, and professional services.



	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Index	139	137	142	144	141	154	156	156	150	156	153	171	195
YoY	7%	7%	0%	1%	2%	6%	33%	8%	0%	11%	9%	21%	40%

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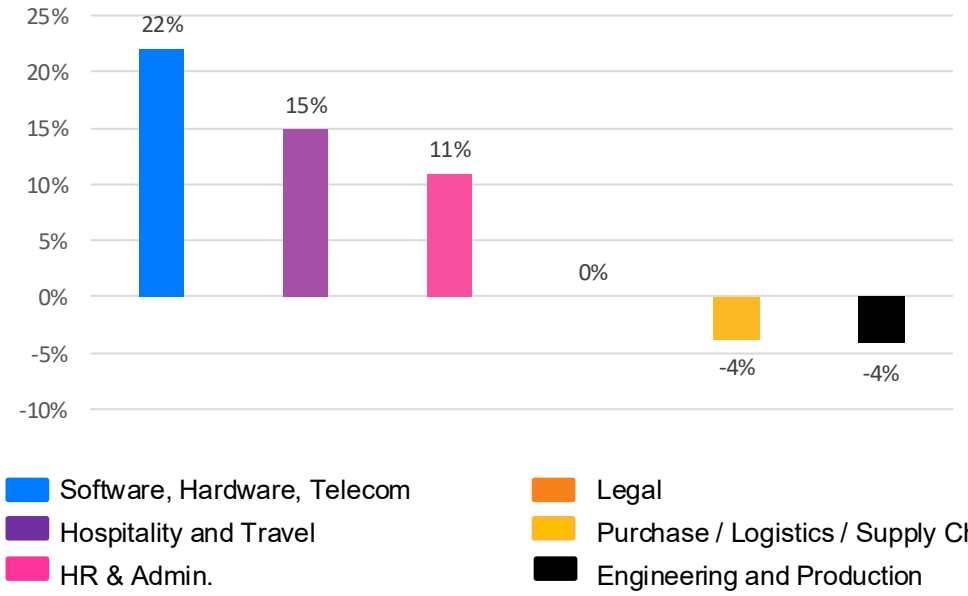
Hiring Trends – MoM*

INDUSTRY

Consumer Goods/ FMCG	IT and Telecom/ISP	Production/ Manufacturing	Petrochemicals	Engineering, Construction and Real Estate	Oil and Gas
+14%	+12%	+9%	-2%	-3%	-4%

FUNCTIONAL AREA



ACROSS REGIONS

Qatar	+4%	Egypt	+4%	Kingdom of Saudi Arabia	0%
Oman	+2%	Bahrain	-5%	Kuwait	+2%
		United Arab Emirates	6%		

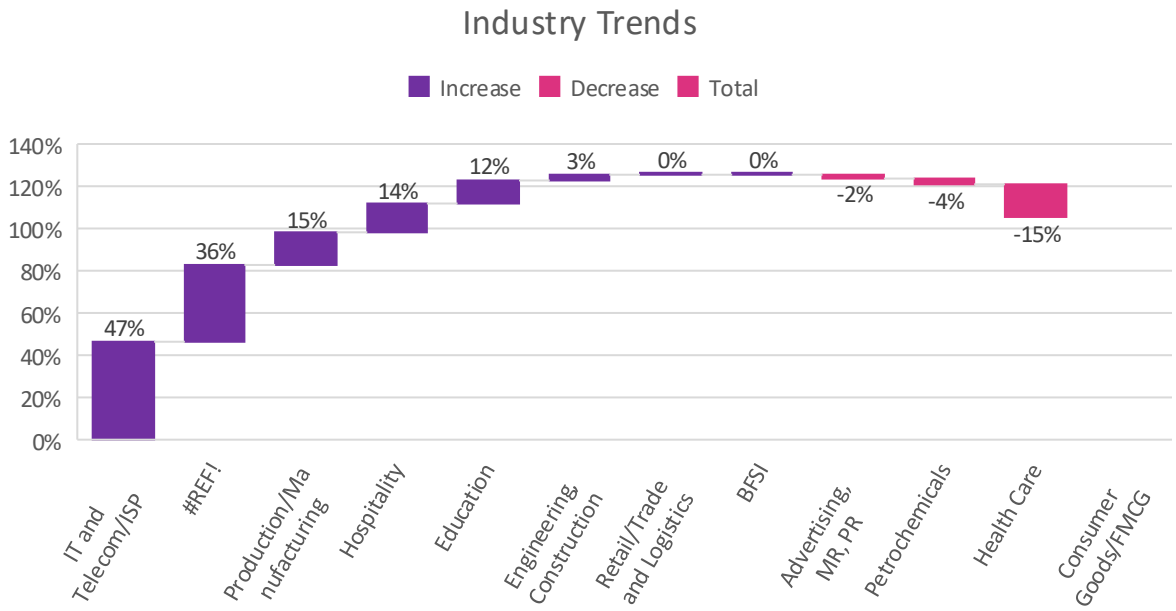
Hiring Trends – Industry*

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

- **IT & Telecom/ISP (+47%)**, **Manufacturing & Automotive (+36%)**, and **Hospitality (+15%)** led hiring, driven by accelerated digital transformation across GCC economies (cloud, AI, cybersecurity), industrial localisation and EV supply-chain investments under Vision 2030, and tourism recovery supported by mega-events and new hotel projects in the UAE and Saudi Arabia.

- **Oil & Gas (-18%)**, **FMCG (-15%)**, and **Healthcare (-4%)** saw hiring declines as energy firms prioritised automation and energy transition, consumer companies faced margin pressure and slower demand. Although healthcare saw an annual dip in hiring, the sector is undergoing a transformation driven by technology adoption and fresh investments, resulting in renewed hiring momentum over the past three months.

- **Education (+14%)** and **Engineering, Construction & Real Estate (+12%)** continued to drive demand, supported by population growth and ongoing infrastructure projects and long-tem diversification agendas, while **Retail/Logistics (+3%)** showed modest recovery. **BFSI (0%)** and **Advertising/Media (0%)** remained muted amid cautious consumption. **Petrochemicals (-2%)** registered a slight dip due to cyclical demand and capital optimisation.



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* All figures represent percentage change between Nov'24 and Nov'25

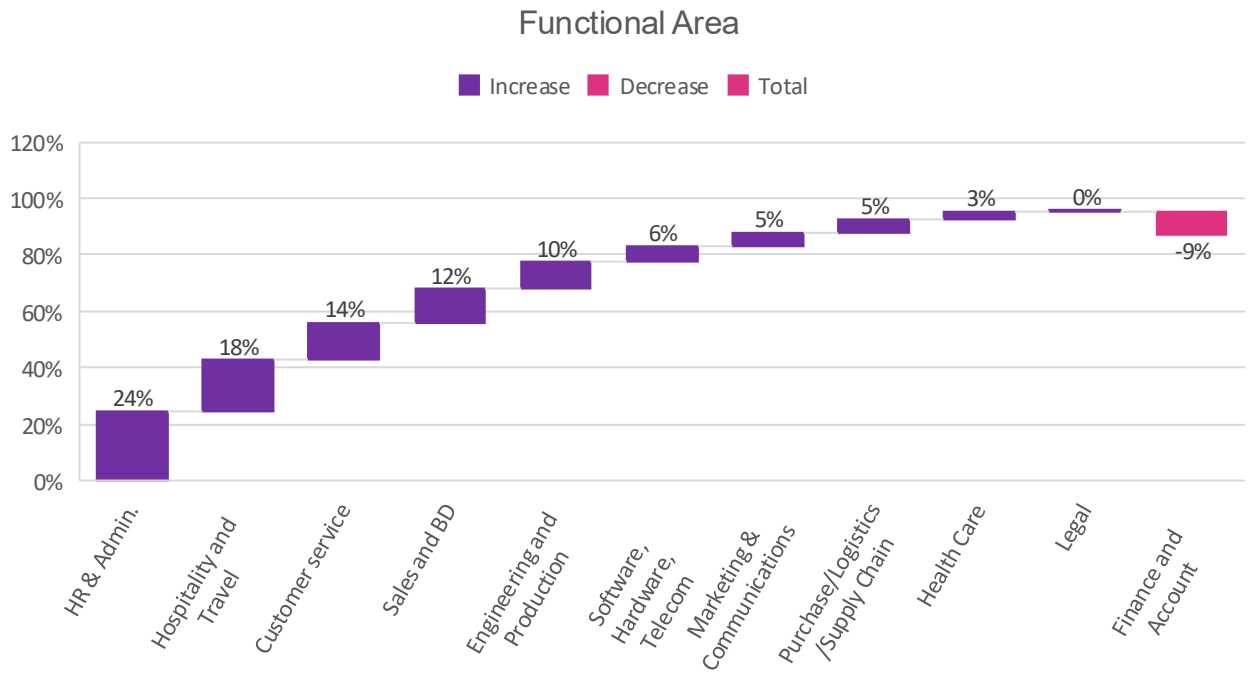
Hiring Trends - Functional Area*

Online recruitment activity surpassed the year-ago level in 10 of the 11 occupation groups monitored by the tracker

- **HR & Admin (+24%), Hospitality & Travel (+18%), and Customer Service (+14%)** saw the strongest hiring growth, driven by workforce expansion, localisation and compliance requirements, tourism recovery, and the scaling of customer-facing and digital support operations across the GCC.

- **Finance & Accounts (-9%), Legal (0%), and Health Care (+3%)** showed weak momentum. Hiring in Finance declined due to automation, shared services, and cost optimisation while hiring in legal remained flat as firms relied on lean teams and external counsel. Healthcare roles recorded a modest uptick owing to expanding healthcare network.

- **Sales & Business Development (+12%) and Engineering & Production (+10%)** were supported by commercial expansion and infrastructure activity, while **Software/Hardware/Telecom (+6%)** reflected selective demand for specialised digital skills. **Marketing & Communications (+5%) and Purchase/Logistics/Supply Chain (+5%)** saw a modest hiring growth as companies balanced growth investments with cautious spending.



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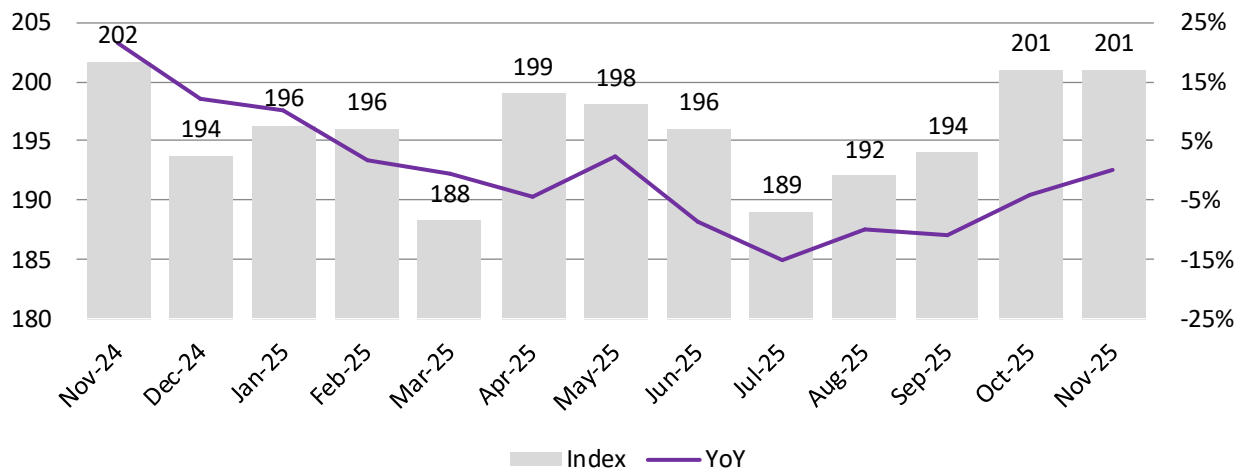
* All figures represent percentage change between Nov'24 and Nov'25

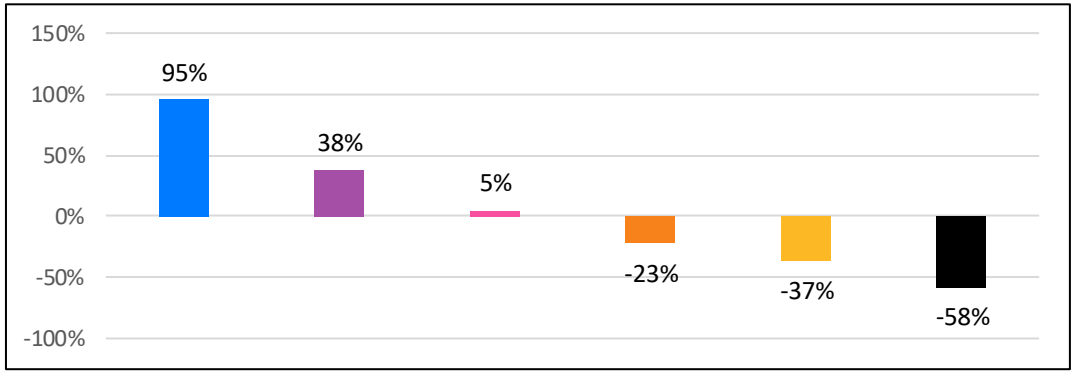
Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA was stagnant with a 0% growth in November'25 annually

foundit Insights Tracker

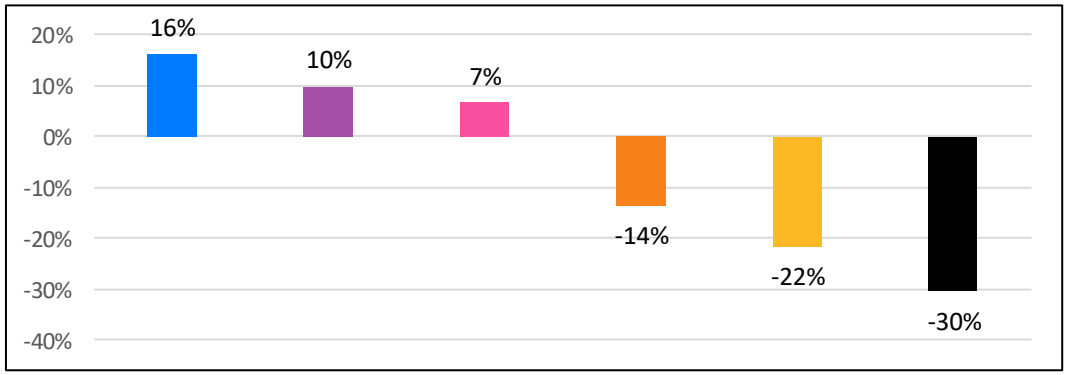


Industry Trend



- The Index in KSA saw a marginal decline from 201 in November 2025 from 202 in November 2024.
- In Saudi Arabia, **Production/Manufacturing (+95%)** led hiring due to Vision 2030–driven industrial localisation and non-oil manufacturing expansion, while **Education (-58%)** declined sharply amid slower institutional expansion and budget rationalisation.
- Among functions, **Purchase/Logistics/Supply Chain (+16%)** led hiring driven by higher trade volumes, warehouse expansion, and supply-chain digitisation, while **Finance & Accounts (-30%)** declined as organisations consolidated finance functions and increased automation.

Functional Area Trend



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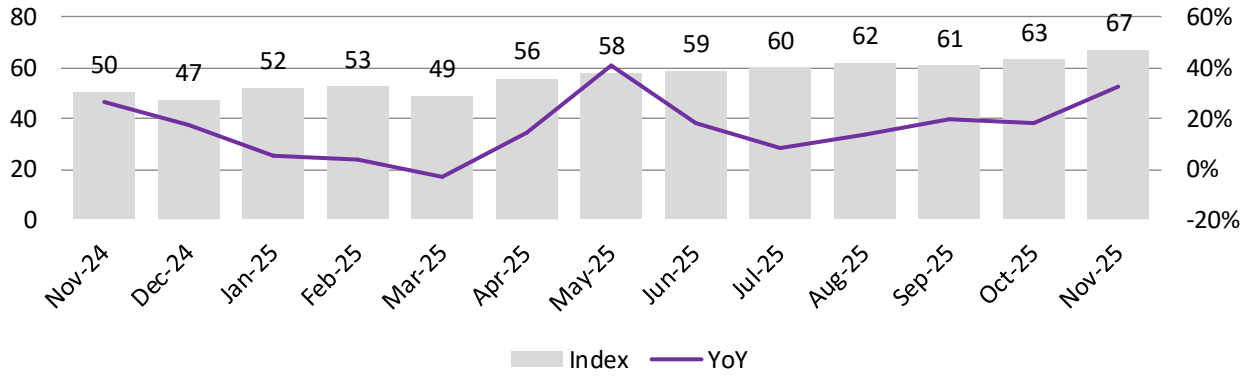
* All figures represent percentage change between Nov'24 and Nov'25

Hiring Trends – United Arab Emirates*

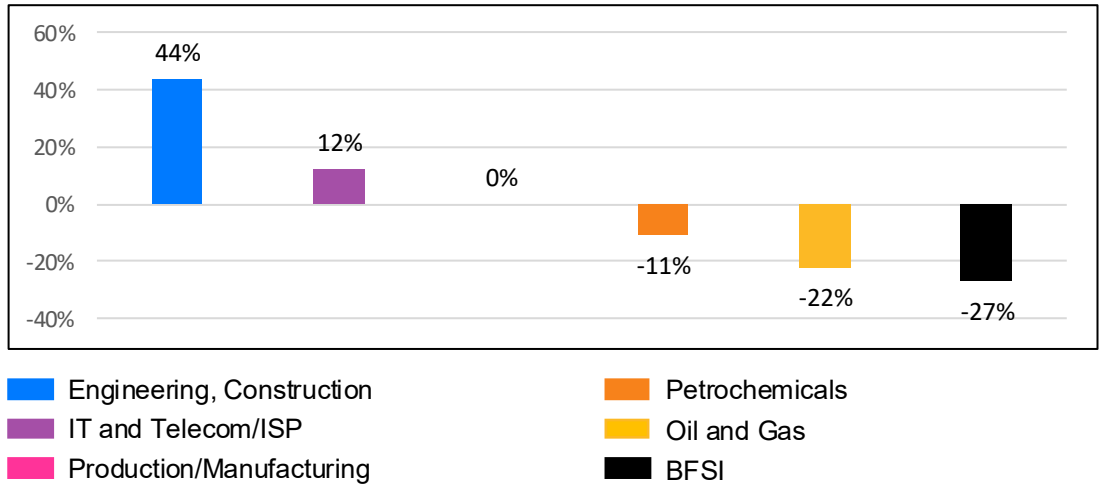
foundit Insights Tracker in UAE noticed a 33% surge annually in online recruitment activity in November'25.

foundit Insights Tracker

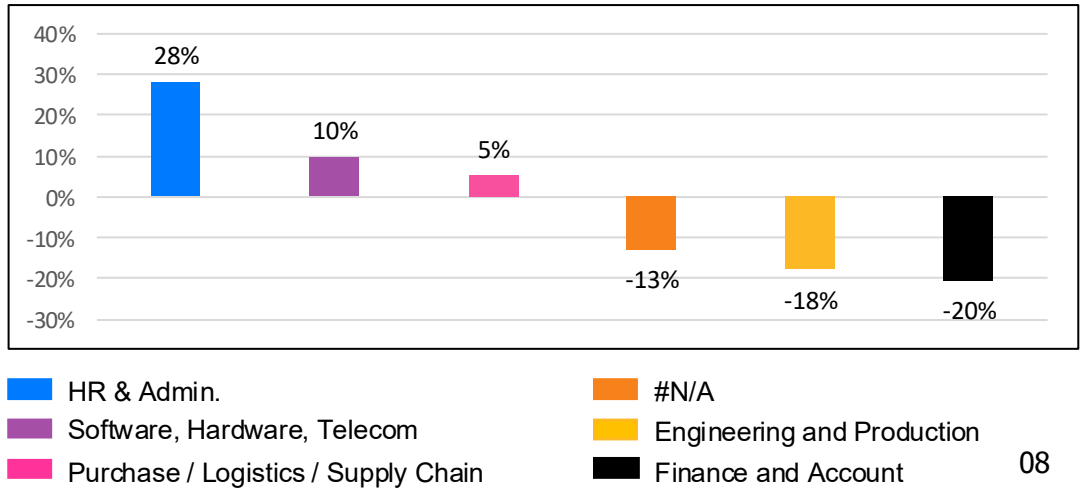


- The Index in UAE jumped to 67 in November'25 from 50 in November'24.
- In the UAE, **Engineering, Construction & Real Estate (+44%)** led hiring due to strong infrastructure and property development, while **BFSI (-27%)** declined amid cost pressures and cautious financial-sector expansion.
- In the UAE, **HR & Admin (+28%)** led hiring driven by workforce expansion, HR transformation initiatives, and automation of administrative processes, while **Finance & Accounts (-20%)** declined as companies streamlined financial operations, adopted automation, and exercised caution on adding new headcount.

Industry Trend



Functional Area Trend



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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.

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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
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www.foundit.sg
www.foundit.hk

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Annexure

Annexure: All Gulf Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Engineering, Construction and Real Estate	103	89	102	99	102	106	101	100	109	112	112	119	115
BFSI	111	94	106	106	91	92	103	101	128	132	115	107	111
Production/Manufacturing, Automotive and Ancillary	85	79	84	86	85	89	84	87	108	111	96	106	116
Retail/Trade and Logistics	74	72	76	74	82	87	73	73	67	67	66	74	76
Oil and Gas	65	46	59	58	57	58	53	47	49	50	54	55	53
IT and Telecom/ISP	323	297	322	339	354	376	367	368	394	420	422	422	474
Hospitality	102	93	102	102	106	110	108	105	108	109	111	107	117
Education	139	122	131	132	133	134	136	126	138	143	148	150	158
Petrochemicals	111	112	112	114	113	111	119	108	115	118	112	111	109
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	149	150	149	165	151	144	125	118	114	112	112	111	126
Health Care	113	108	111	110	109	107	104	104	106	108	105	104	109
Advertising, Market Research, Public Relations, Media and Entertainment	69	70	71	71	68	72	69	68	65	65	63	66	69

* Represents Index figures

Annexure: All Gulf Functional Area Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Engineering and Production	146	144	144	144	143	147	152	153	165	169	162	167	160
Finance and Account	93	92	89	88	83	81	86	86	88	88	77	79	85
HR & Admin.	98	90	74	75	81	84	89	86	101	113	105	110	122
Sales and BD	77	75	80	78	76	83	83	81	81	83	77	80	86
Purchase / Logistics / Supply Chain	149	141	139	144	150	162	156	155	161	162	158	162	156
Hospitality and Travel	105	102	106	106	103	109	108	106	104	113	123	108	124
Health Care	99	100	98	98	95	92	95	92	98	100	96	99	102
Software, Hardware, Telecom	247	217	208	210	201	217	210	212	208	217	217	214	261
Marketing & Communications/Arts/Creative	125	127	128	128	118	131	130	128	122	124	121	131	131
Customer service	96	102	91	87	93	112	106	108	112	99	105	104	109
Legal	91	93	92	94	90	90	88	90	90	94	87	91	91

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* Represents Index figures

Annexure: KSA Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Engineering, Construction and Real Estate	152	153	155	151	147	150	139	137	143	135	119	122	117
BFSI	149	146	140	137	129	129	128	126	127	127	126	127	125
Production/Manufacturing, Automotive and Ancillary	100	102	103	99	97	100	127	136	150	162	176	192	195
Retail/Trade and Logistics	106	104	105	104	94	96	87	85	82	77	82	85	82
Oil and Gas	105	96	102	91	90	86	80	76	72	69	69	67	66
IT and Telecom/ISP	211	209	189	225	234	255	263	265	270	283	299	303	291
Hospitality	135	126	136	124	121	124	124	121	121	125	145	143	142
Education	247	206	237	187	176	158	141	130	120	114	110	106	103
Petrochemicals	116	120	118	121	122	122	123	120	116	114	112	110	108
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	155	152	148	157	150	143	134	129	127	124	127	126	134
Health Care	114	115	115	115	115	117	114	113	113	113	113	112	113
Advertising, Market Research, Public Relations, Media and Entertainment	381	382	378	367	333	346	323	315	279	296	295	297	309

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Annexure: KSA Functional Area Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Engineering and Production	175	164	165	157	152	155	154	152	157	154	156	159	159
Finance and Account	158	155	144	143	128	125	122	118	116	116	115	113	110
HR & Admin.	147	140	141	137	133	139	139	135	133	134	132	131	127
Sales and BD	166	161	154	162	144	164	151	149	144	143	129	142	148
Purchase / Logistics / Supply Chain	198	197	195	194	191	198	207	204	199	200	223	234	230
Hospitality and Travel	71	73	72	71	69	73	71	69	64	67	74	78	78
Health Care	110	111	110	109	113	113	116	114	117	118	116	113	116
Software, Hardware, Telecom	411	355	343	331	320	324	319	315	313	313	327	320	322
Marketing & Communications/Arts/Creative	183	184	174	179	170	185	186	186	186	173	173	192	195

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Annexure: UAE Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Engineering, Construction and Real Estate	78	76	94	85	92	95	97	103	99	90	95	109	112
BFSI	111	95	94	89	91	84	85	75	69	64	75	77	81
Production/Manufacturing, Automotive and Ancillary	74	72	74	75	73	75	82	92	90	93	80	74	74
Retail/Trade and Logistics	82	74	75	78	81	85	77	76	73	73	107	75	75
Oil and Gas	63	58	56	57	55	56	53	51	49	48	50	50	49
IT and Telecom/ISP	99	101	109	110	106	110	115	112	106	100	109	112	111
Hospitality	82	81	81	80	78	79	76	74	71	69	74	75	80
Education	146	136	138	134	141	142	132	124	171	186	154	155	143
Petrochemicals	128	123	128	131	130	125	124	110	146	140	135	134	114
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	116	106	111	115	112	116	113	111	99	97	82	94	106
Health Care	97	96	96	100	101	101	101	104	92	94	85	87	87
Advertising, Market Research, Public Relations, Media and Entertainment	82	78	84	81	79	78	79	78	80	79	72	74	76

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Annexure: UAE Functional Area Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Engineering and Production	196	178	186	192	173	188	196	196	183	181	155	161	161
Finance and Account	54	50	51	49	47	46	45	46	46	48	48	45	43
HR & Admin.	32	30	31	31	33	36	35	35	40	49	49	45	41
Sales and BD	39	30	34	33	30	35	32	30	28	25	27	32	34
Purchase / Logistics / Supply Chain	117	104	104	106	116	125	136	128	109	110	115	126	123
Hospitality and Travel	57	56	57	58	55	57	53	50	49	52	53	52	55
Health Care	66	66	65	67	67	67	67	67	69	68	66	68	68
Software, Hardware, Telecom	93	89	93	95	93	95	90	91	92	94	94	96	102
Marketing & Communications/Arts/Creative	107	96	113	107	97	105	110	107	104	103	90	100	108
Customer service	62	65	61	60	61	60	60	58	59	54	53	53	54

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Thank you

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