

foundit Insights Tracker

July 2026

Hiring Trends in Gulf



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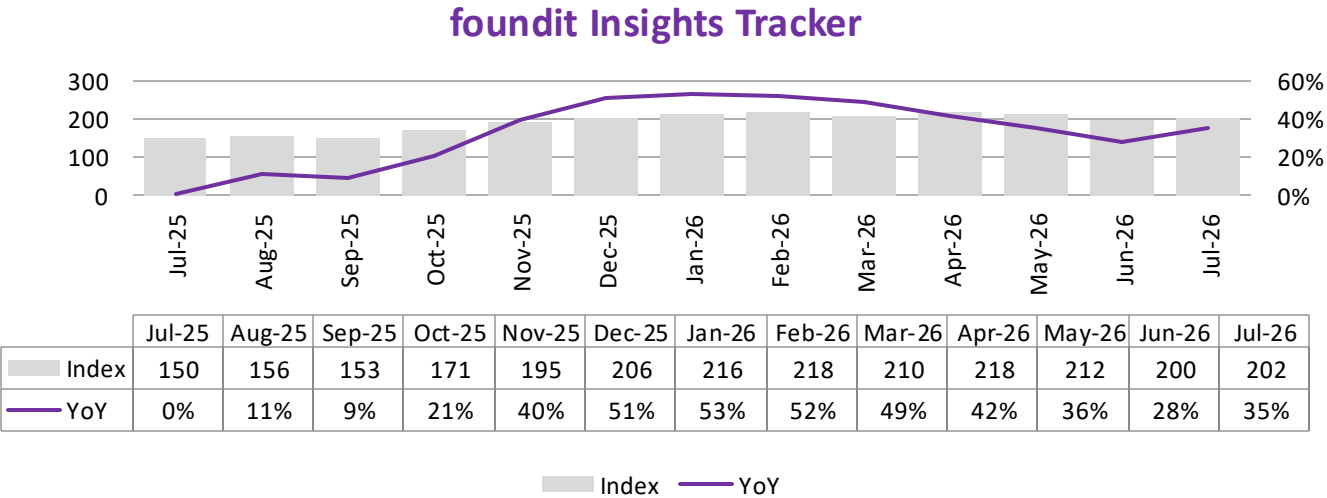
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Key Highlights of the Month

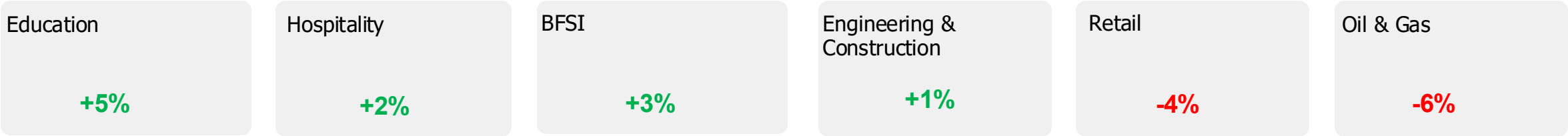
foundit Insights Tracker shows Gulf hiring activity steady in July 2026, with annual growth at 35%

- ✓ According to the foundit Insights Tracker, the index rose from 150 in July 2025 to 202 in July 2026, rising by 35%, underscoring that much of the annual gap reflects a low July 2025 base rather than fresh demand acceleration.
- ✓ On a month-on-month basis, the Gulf hiring index edged up to 202 in July 2026 from 200 in June, a 1% month-on-month gain that arrests the two-month pullback but leaves activity meaningfully below the peaks recorded earlier this year.
- ✓ Over a shorter horizon, the index has softened by 5% over the past three months and by 7% over six months — a further deterioration from the 3% six-month contraction recorded in June, suggesting the pull-back from the aggressive hiring pace of late 2025 and early 2026 has yet to run its course, even as the month-on-month print has stabilised.

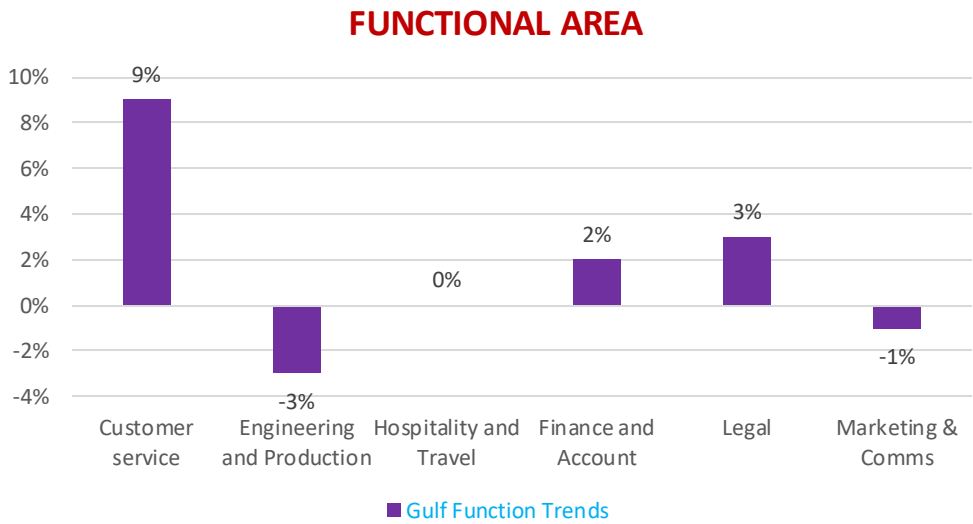


Hiring Trends – MoM*

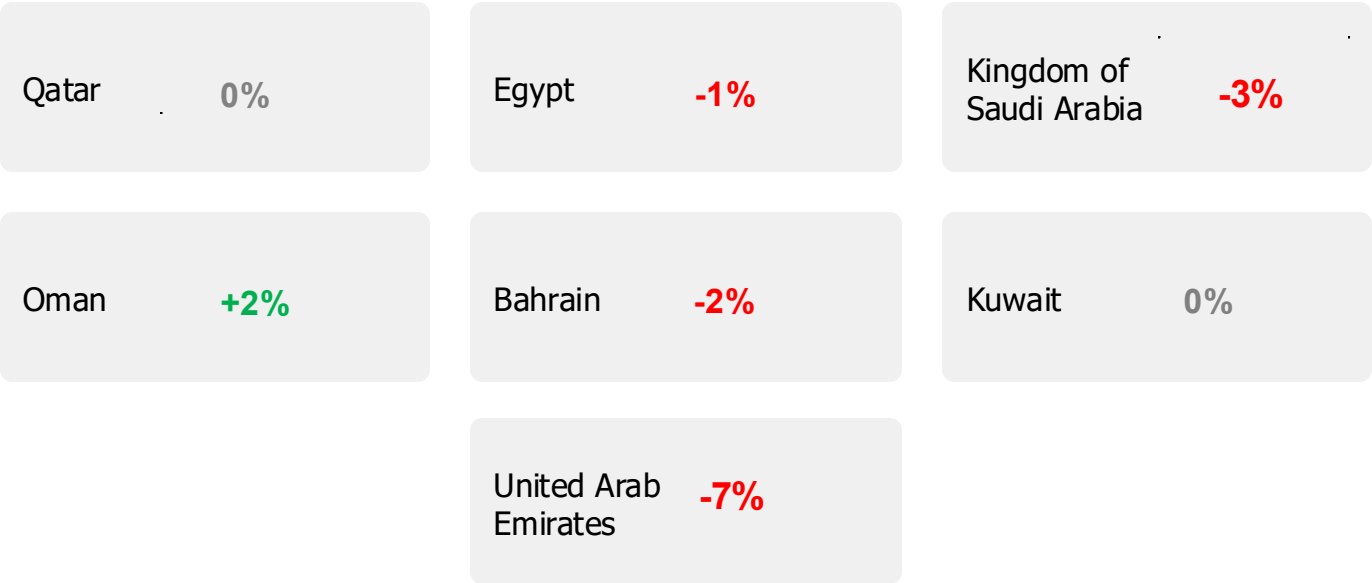
INDUSTRY



FUNCTIONAL AREA



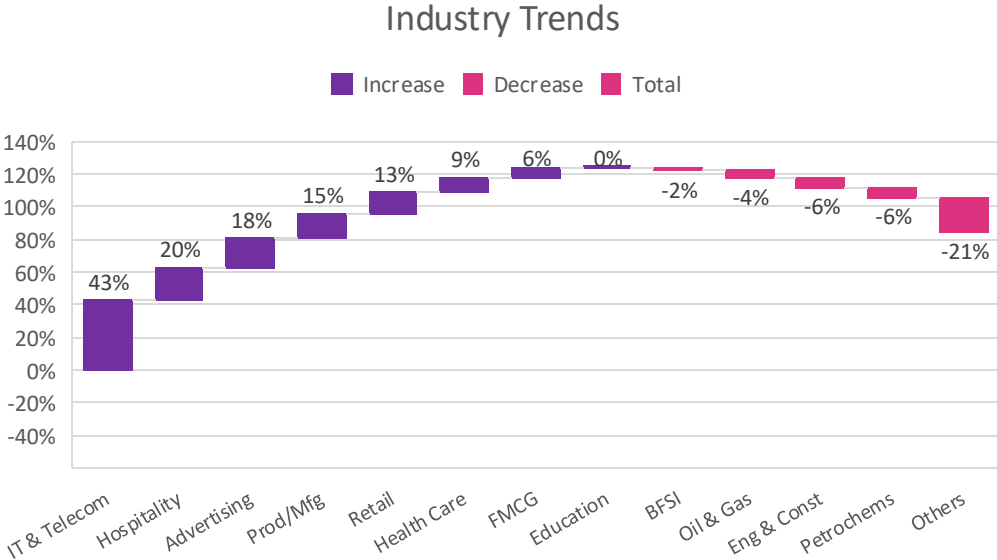
ACROSS REGIONS



Hiring Trends – Industry*

7 out of 13 industries monitored by the tracker registered an annual increase in hiring activity in July '26

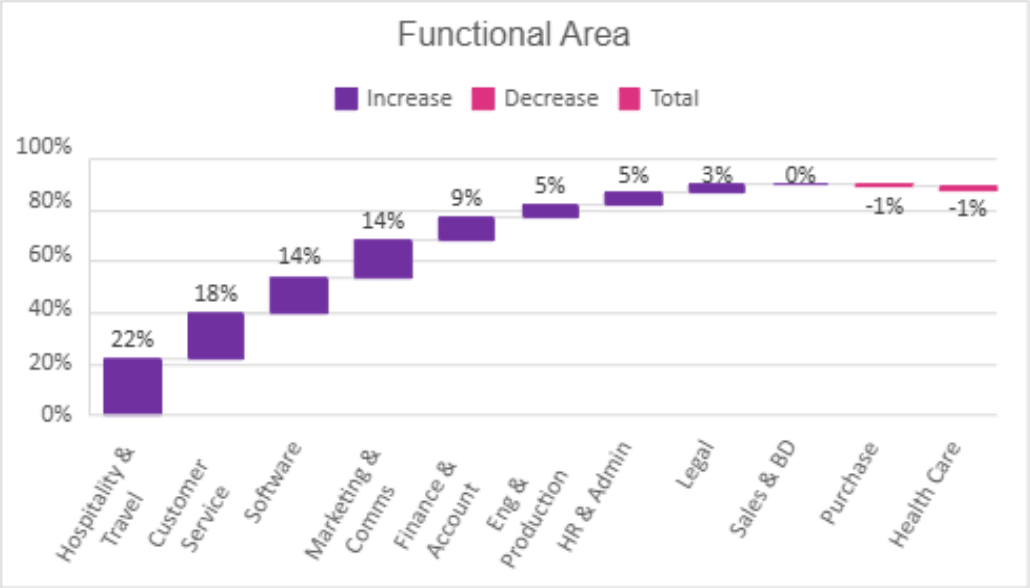
- ✓ **IT & Telecom/ISP (+43%)** again led annual hiring growth by a wide margin, sustained by the region's continued build-out of digital infrastructure and data-centre capacity. **Hospitality (+20%)** followed, lifted by a strong summer tourism and events calendar across the Gulf. **Advertising & Media (+18%)** and **Production/Manufacturing & Automotive (+15%)** rounded out the leading group, with brand and campaign spend firming and industrial localisation programmes underpinning demand for shop-floor and engineering talent.
- ✓ **Engineering & Construction (-6%)** and **Petrochemicals (-6%)** posted matching declines, the former as parts of the regional real-estate and infrastructure pipeline matured and the latter under sustained global overcapacity and margin pressure. **Oil & Gas (-4%)** and **BFSI (-2%)** also slipped, with the year-ago comparison for banking reflecting an unusually strong July 2025 rather than any fresh softness. **Education (0%)** held level with its year-ago mark.
- ✓ **Retail/Trade & Logistics (+13%), Health Care (+9%)** and **Consumer Goods/FMCG (+6%)** rounded out the table with moderate gains, reflecting resilient consumer demand, expanding clinical capacity and steady distribution-network hiring across the region.



Hiring Trends - Functional Area*

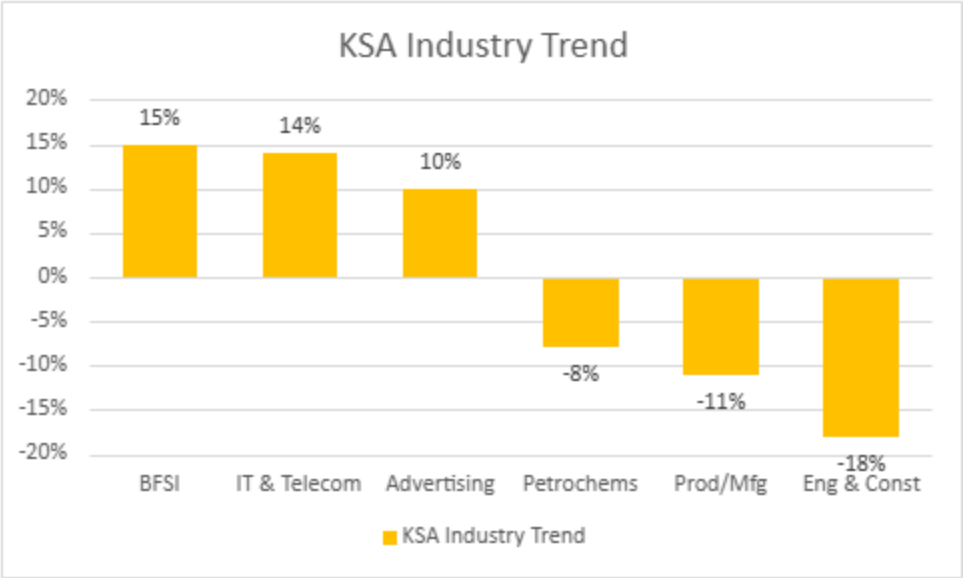
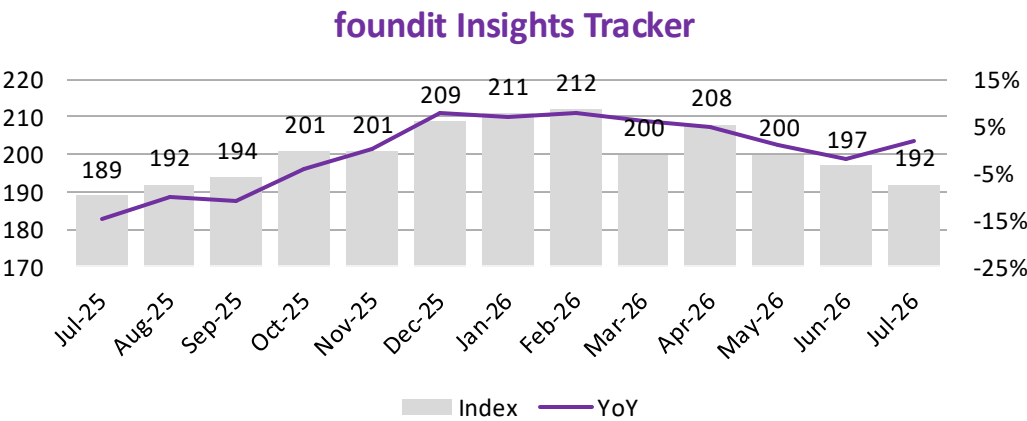
Online recruitment activity surpassed the year-ago level in 8 of the 11 occupation groups monitored by the tracker

- ✓ **Hospitality & Travel (+22%)** was the top-performing function annually, buoyed by the region's expanding tourism and events calendar. **Customer Service (+18%)** followed, with expansion in contact-centre operations and service-delivery hubs across the Gulf sustaining demand. **Software, Hardware & Telecom (+14%)** and **Marketing & Communications (+14%)** shared the next spot, the former on continued technology adoption and the latter on brand and campaign investment building through the summer.
- Sales & BD (0%)** held level with its year-ago mark, while **Purchase/Logistics/Supply Chain (-1%)** and **Health Care (-1%)** slipped fractionally — pointing to more measured demand in commercial, operational and clinical hiring after a stronger July 2025 comparison base.
- Finance & Account (+9%), Engineering & Production (+6%), HR & Admin (+5%)** and **Legal (+3%)** rounded out the table with moderate annual gains, reflecting steady corporate headcount build-out and continued compliance-driven recruitment across the region.

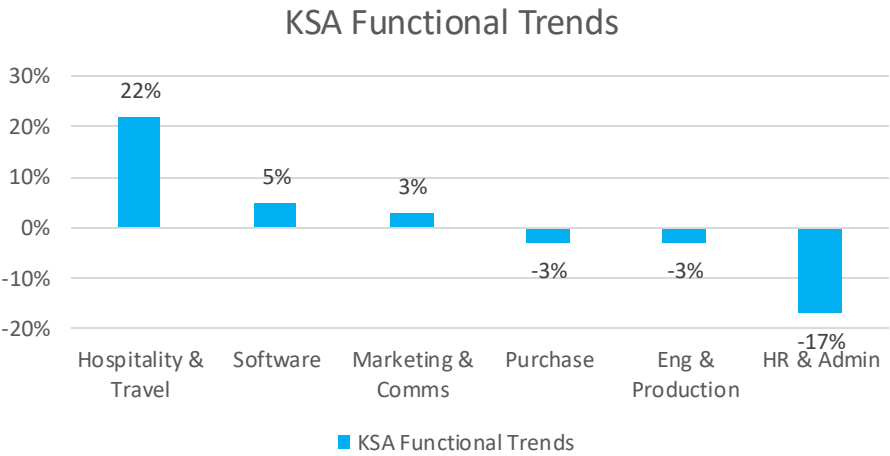


Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA recorded 2% annual growth in July '26

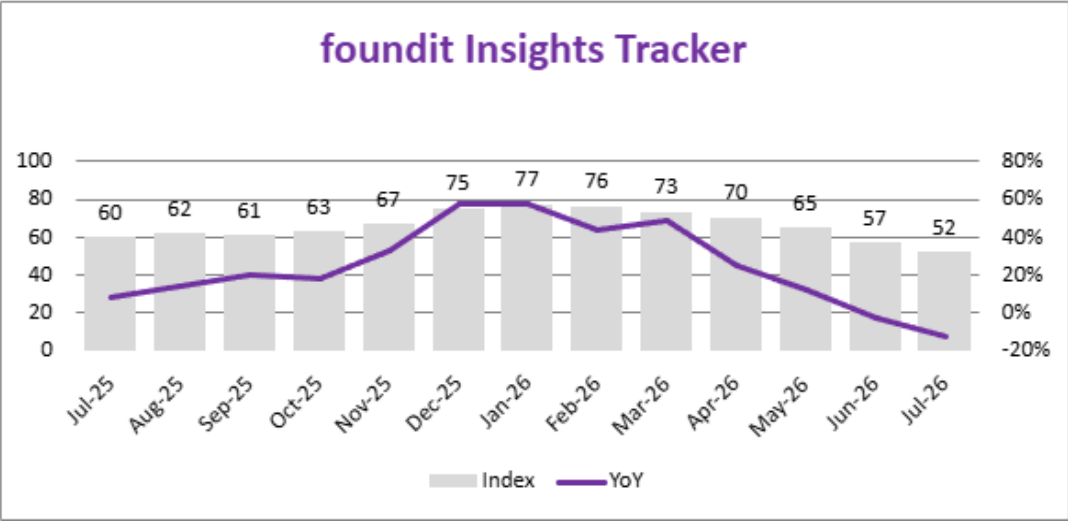


- ✓ The KSA index eased to **192** in July 2026, down 3% month-on-month from 197 in June, with annual growth at **2% year-on-year**, signalling that the Kingdom’s hiring expansion has all but flattened in the near term even as its economic diversification agenda continues.
- ✓ **BFSI (+15%)** led KSA industry hiring as continued banking expansion and compliance-led recruitment deepened across the Kingdom. **IT & Telecom/ISP (+14%)** followed, sustained by digital infrastructure investment, with **Advertising & Media (+10%)** and Consumer Goods/FMCG (+9%) also posting solid annual gains. **Engineering & Construction (-18%)** recorded the steepest decline as major project pipelines matured.
- Hospitality & Travel (+22%)** led occupation groups, with the summer tourism cycle lifting front-line demand.
- ✓ **Software, Hardware & Telecom (+5%), Marketing & Communications (+3%)** and Sales & BD (+1%) posted slim gains. **HR & Admin (-17%)** remained the weakest function.



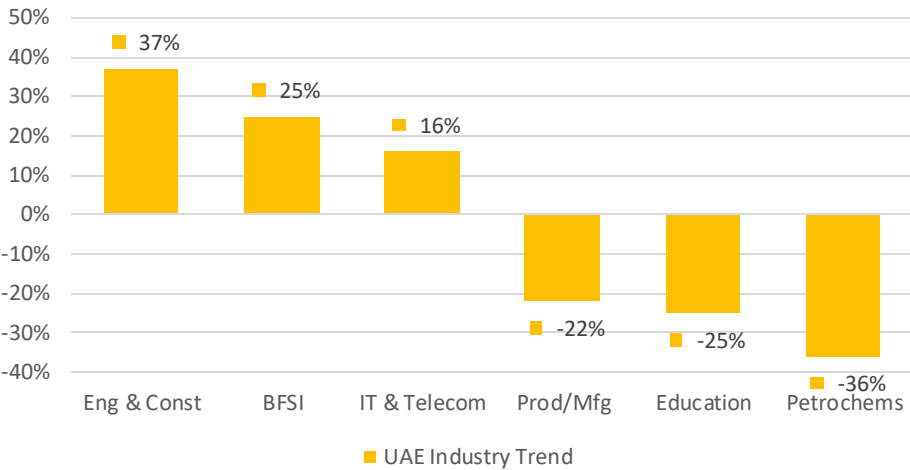
Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE recorded a 12% annual decline in July '26

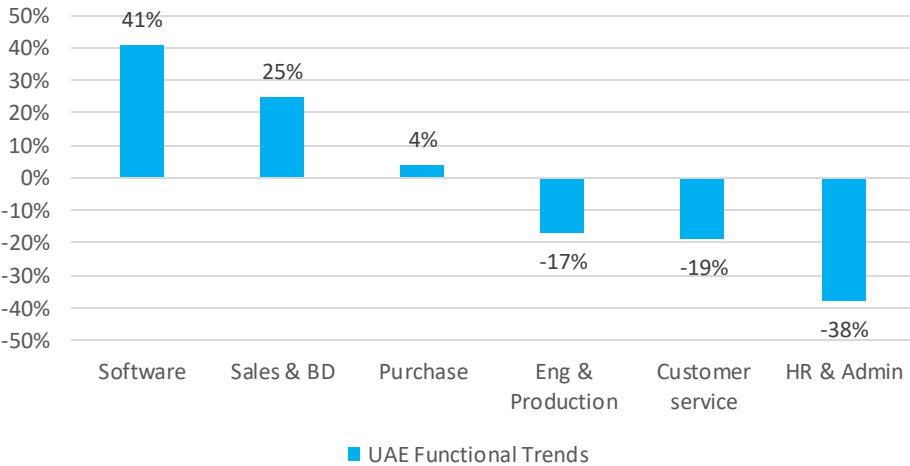


- ✓ The UAE index eased to 53 in July 2026, **down 7% month-on-month** from 57 in June and 12% lower year-on-year, extending the reversal from an unusually strong hiring pace a year earlier.
- ✓ **Engineering, Construction & Real Estate (+37%)** again led UAE industry hiring by a wide margin, as the emirates' infrastructure pipeline broadened across energy, transport and public-investment programmes in Abu Dhabi and Dubai. **BFSI (+25%)** followed, with banking and financial-services expansion deepening, and IT & Telecom/ISP (+16%) also advanced against the trend. **Petrochemicals (-36%)** recorded the steepest annual decline under sustained global margin pressure.
- ✓ **Software, Hardware & Telecom (+41%)** and Sales & BD (+25%) led UAE occupation groups by a wide margin, extending the trend of concentrated demand in technical and customer-facing roles. Purchase/Logistics/Supply Chain (+4%) and Hospitality & Travel (+2%) also gained. **HR & Admin (-38%)** remained by far the weakest.

UAE Industry Trend



UAE Functional Trends



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	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Engineering, Construction and Real Estate	109	112	112	119	115	120	123	130	125	119	116	102	103
BFSI	128	132	115	107	111	108	118	125	125	130	133	122	126
Production/Manufacturing, Automotive and Ancillary	108	111	96	106	116	122	126	128	131	136	131	127	124
Retail/Trade and Logistics	67	67	66	74	76	76	79	74	72	72	71	79	76
Oil and Gas	49	50	54	55	53	55	58	57	58	57	59	50	47
IT and Telecom/ISP	394	420	422	422	474	506	504	531	521	555	572	546	563
Hospitality	108	109	111	107	117	118	123	126	111	117	116	127	130
Education	138	143	148	150	158	159	135	134	134	132	131	132	138
Petrochemicals	115	118	112	111	109	112	110	110	116	110	112	108	108
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	114	112	112	111	126	133	138	145	137	132	134	125	121
Health Care	106	108	105	104	109	108	109	114	114	119	117	116	115
Advertising, Market Research, Public Relations, Media and Entertainment	65	65	63	66	69	72	74	81	76	78	79	78	77

* Represents Index figures

Annexure: All Gulf Functional Area Data*

Industries	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Engineering and Production	165	169	162	167	160	170	180	185	190	185	180	179	174
Finance and Account	88	88	77	79	85	87	90	95	94	96	104	94	96
HR & Admin.	101	113	105	110	122	117	114	107	102	99	99	97	106
Sales and BD	81	83	77	80	86	88	88	89	89	89	88	82	81
Purchase / Logistics / Supply Chain	161	162	158	162	156	157	161	161	158	161	163	157	159
Hospitality and Travel	104	113	123	108	124	119	117	117	129	132	129	127	127
Health Care	98	100	96	99	102	100	102	108	105	107	105	99	97
Software, Hardware, Telecom	208	217	217	214	261	269	281	305	290	279	276	253	237
Marketing & Communications/Arts/Creative	122	124	121	131	131	132	140	151	145	149	155	141	139
Customer service	112	99	105	104	109	108	108	107	106	105	116	121	132
Legal	90	94	87	91	91	93	96	96	94	96	99	90	93

Annexure: KSA Industry Data ^{*}

Industries	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Engineering, Construction and Real Estate	143	135	119	122	117	124	119	121	114	114	110	113	117
BFSI	127	127	126	127	125	125	141	149	148	148	151	150	146
Production/Manufacturing, Automotive and Ancillary	150	162	176	192	195	196	193	166	167	169	163	143	133
Retail/Trade and Logistics	82	77	82	85	82	85	83	87	81	84	85	81	82
Oil and Gas	72	69	69	67	66	67	68	68	67	66	70	74	71
IT and Telecom/ISP	270	283	299	303	291	300	308	307	294	291	303	291	309
Hospitality	121	125	145	143	142	150	142	145	133	139	137	136	128
Education	120	114	110	106	103	102	101	108	104	107	108	118	112
Petrochemicals	116	114	112	110	108	110	108	107	107	106	108	106	107
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	127	124	127	126	134	143	142	147	144	139	140	147	139
Health Care	113	113	113	112	113	114	108	113	113	114	114	111	110
Advertising, Market Research, Public Relations, Media and Entertainment	279	296	295	297	309	316	339	339	332	345	345	325	306

Annexure: KSA Functional Area Data*

Industries	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Engineering and Production	157	154	156	159	159	172	174	167	157	157	153	146	153
Finance and Account	116	116	115	113	110	110	113	116	115	114	115	115	114
HR & Admin.	133	134	132	131	127	125	119	120	113	113	110	109	110
Sales and BD	144	143	129	142	148	151	144	156	153	159	149	159	145
Purchase / Logistics / Supply Chain	199	200	223	234	230	211	202	204	199	205	189	194	194
Hospitality and Travel	64	67	74	78	78	94	82	79	75	76	77	83	78
Health Care	117	118	116	113	116	121	118	121	118	116	115	108	114
Software, Hardware, Telecom	313	313	327	320	322	324	313	309	309	295	326	327	328
Marketing & Communications/Arts/Creative	186	173	173	192	195	193	195	195	192	197	195	192	191

Annexure: UAE Industry Data ^{*}

Industries	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Engineering, Construction and Real Estate	99	90	95	109	112	120	123	127	132	139	150	131	136
BFSI	69	64	75	77	81	80	84	92	86	87	88	83	86
Production/Manufacturing, Automotive and Ancillary	90	93	80	74	74	73	73	75	75	73	73	71	70
Retail/Trade and Logistics	73	73	107	75	75	76	80	81	74	74	69	68	68
Oil and Gas	49	48	50	50	49	49	49	49	49	49	49	49	49
IT and Telecom/ISP	106	100	109	112	111	117	118	120	118	116	114	120	123
Hospitality	71	69	74	75	80	82	80	76	72	69	70	75	73
Education	171	186	154	155	143	142	137	137	134	135	130	130	129
Petrochemicals	146	140	135	134	114	113	106	104	99	98	95	93	93
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	99	97	82	94	106	112	111	113	116	107	107	100	86
Health Care	92	94	85	87	87	87	91	92	90	91	90	87	87
Advertising, Market Research, Public Relations, Media and Entertainment	80	79	72	74	76	76	75	75	74	71	72	71	71

Annexure: UAE Functional Area Data*

Industries	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Engineering and Production	183	181	155	161	161	171	168	169	159	161	161	155	151
Finance and Account	46	48	48	45	43	42	42	46	42	41	41	38	39
HR & Admin.	40	49	49	45	41	36	33	35	31	30	30	26	25
Sales and BD	28	25	27	32	34	37	42	49	42	43	39	38	35
Purchase / Logistics / Supply Chain	109	110	115	126	123	121	131	109	110	113	112	117	113
Hospitality and Travel	49	52	53	52	55	56	54	48	44	46	47	52	50
Health Care	69	68	66	68	68	67	67	69	69	70	69	67	67
Software, Hardware, Telecom	92	94	94	96	102	107	109	119	120	124	124	121	130
Marketing & Communications/Arts/Creative	104	103	90	100	108	112	113	105	101	107	105	97	101
Customer service	59	54	53	53	54	50	52	52	51	49	49	48	48

Thank you

