

foundit Insights Tracker

August 2026

Hiring Trends in Gulf



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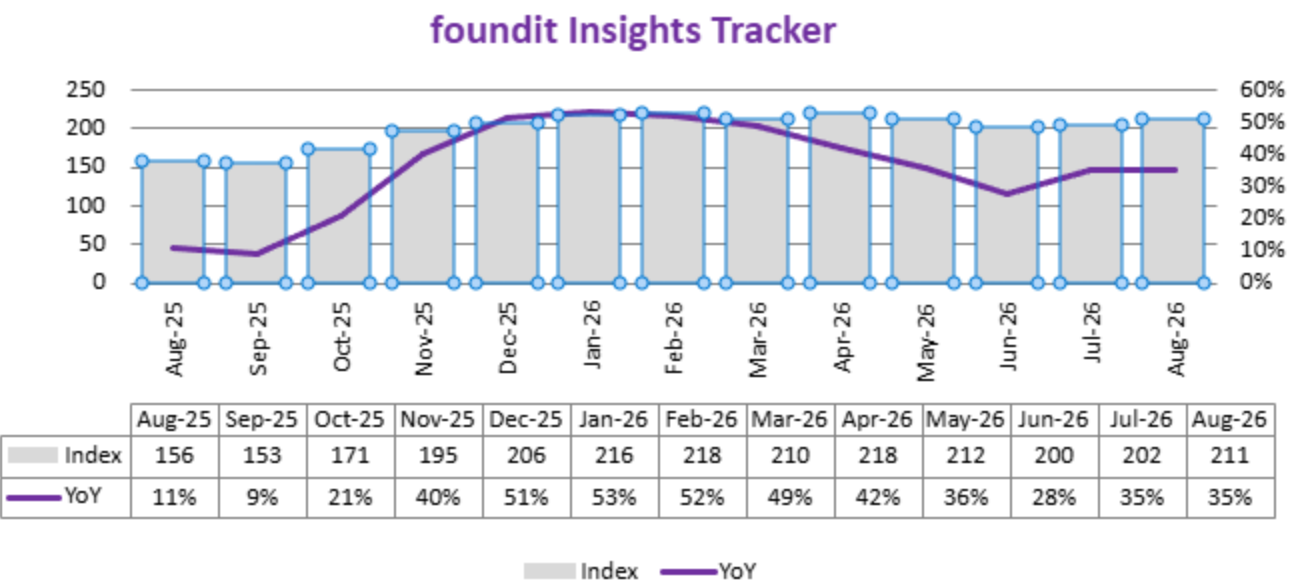
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Key Highlights of the Month

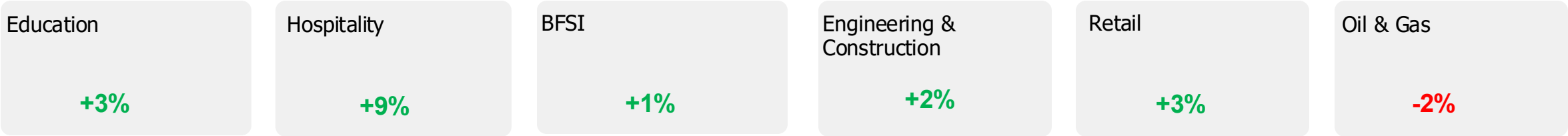
foundit Insights Tracker shows Gulf hiring activity picking up in August 2026, with annual growth at 35%

- ✓ According to the foundit Insights Tracker, the index rose from 156 in August 2025 to 211 in August 2026, **rising by 35%**, underscoring that the annual gain still rests largely on a soft August 2025 base rather than fresh demand.
- ✓ On a month-on-month basis, the Gulf hiring index rose to 211 in August 2026 from 202 in July, a **4% month-on-month gain**, the strongest since January, that returns activity to the range held through the first five months of the year.
- ✓ Over a shorter horizon, the index has been broadly flat over the past three months (0%) and has narrowed to a **3% decline over six months** — an improvement on the 5% three-month and 7% six-month contractions recorded in July, suggesting the cooling that followed the early-2026 peak is starting to level off.

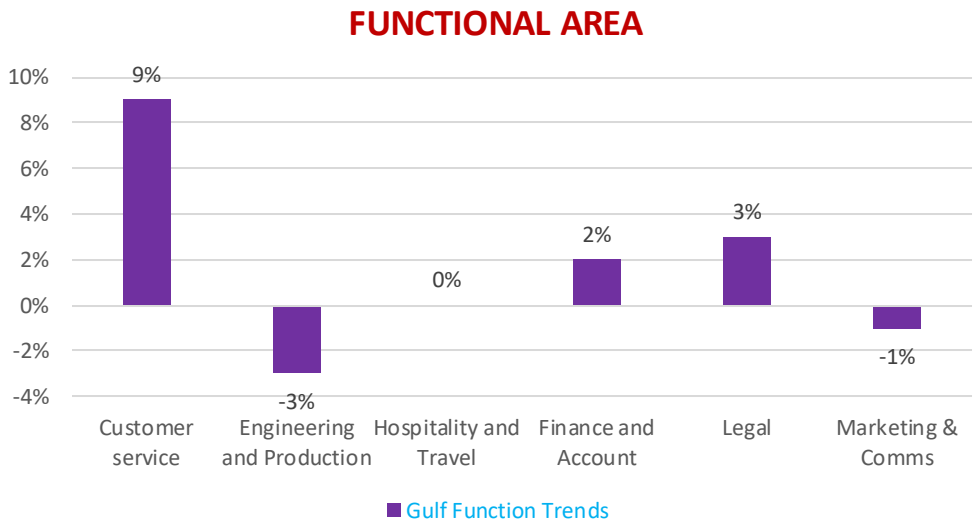


Hiring Trends – MoM*

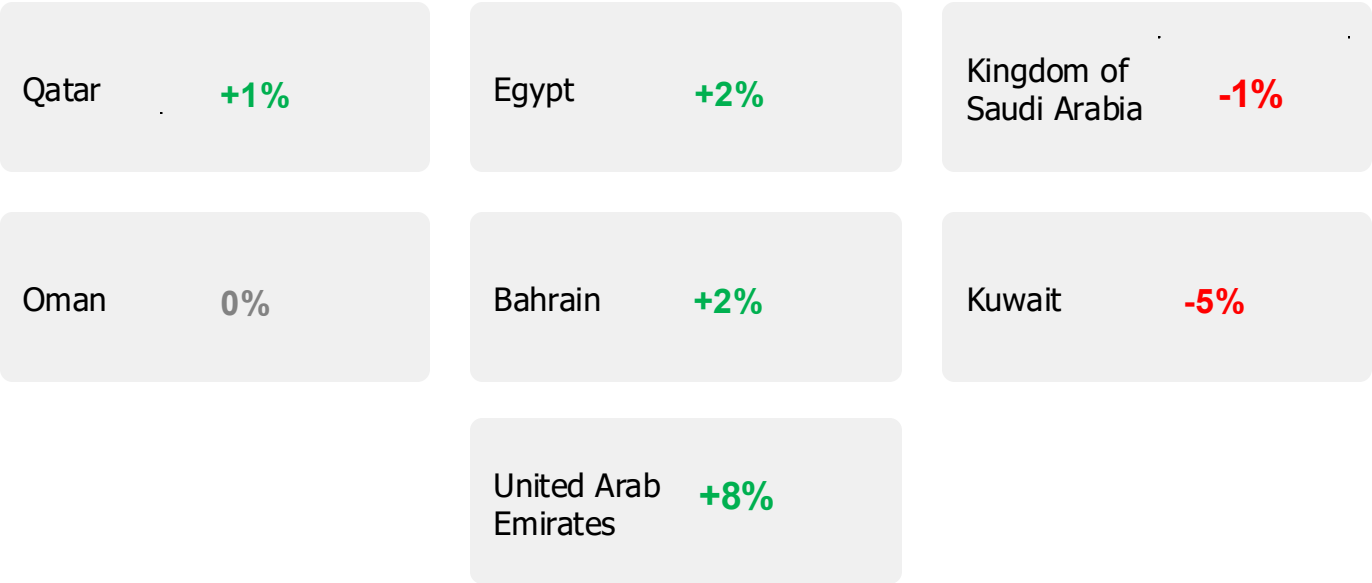
INDUSTRY



FUNCTIONAL AREA



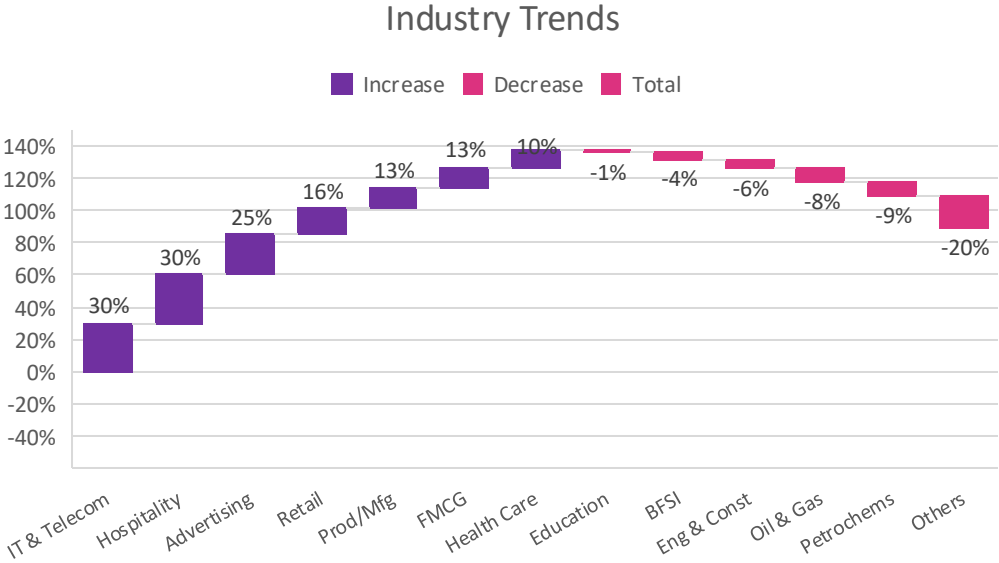
ACROSS REGIONS



Hiring Trends – Industry*

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

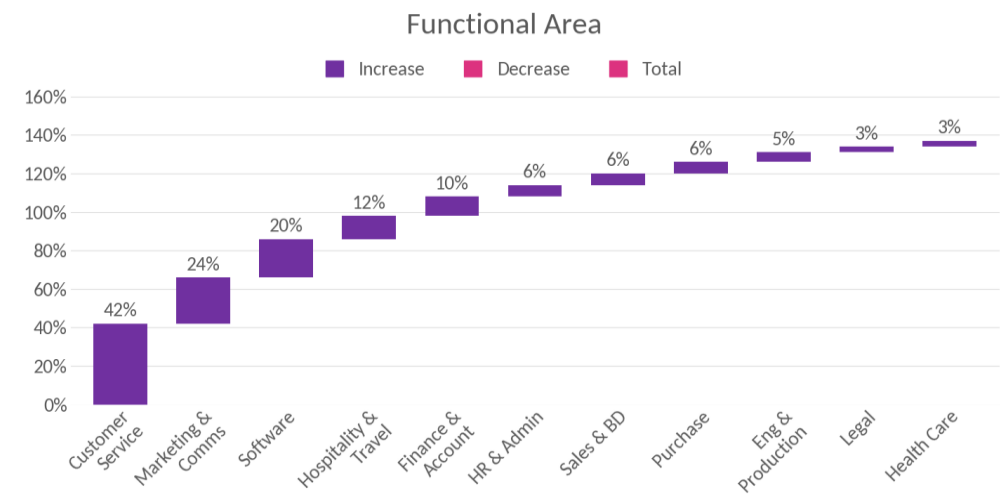
- ✓ **IT & Telecom/ISP (+30%)** and **Hospitality (+30%)** jointly led annual hiring growth, the former on continued investment in digital infrastructure and data-centre capacity, the latter as a strong summer travel and events season carried into August. **Advertising & Media (+25%)** followed, with brand and campaign spend building ahead of the autumn trading season. **Retail/Trade & Logistics (+16%)** rounded out the leading group, supported by firm consumer demand and expanding distribution networks across the region.
- ✓ **Petrochemicals (-9%)** posted the steepest annual decline, weighed down by persistent global overcapacity and thin margins. **Oil & Gas (-8%)** and **Engineering & Construction (-6%)** also fell, the former amid cautious upstream spending and the latter as several large real-estate and infrastructure projects moved past peak hiring. **BFSI (-4%)** slipped against a firm August 2025 comparison, while **Education (-1%)** eased only marginally on the year.
- ✓ **Production/Manufacturing & Automotive (+13%), Consumer Goods/FMCG (+13%)** and **Health Care (+10%)** rounded out the table with moderate gains, reflecting industrial localisation, steady household spending and wider clinical capacity across the Gulf.



Hiring Trends - Functional Area*

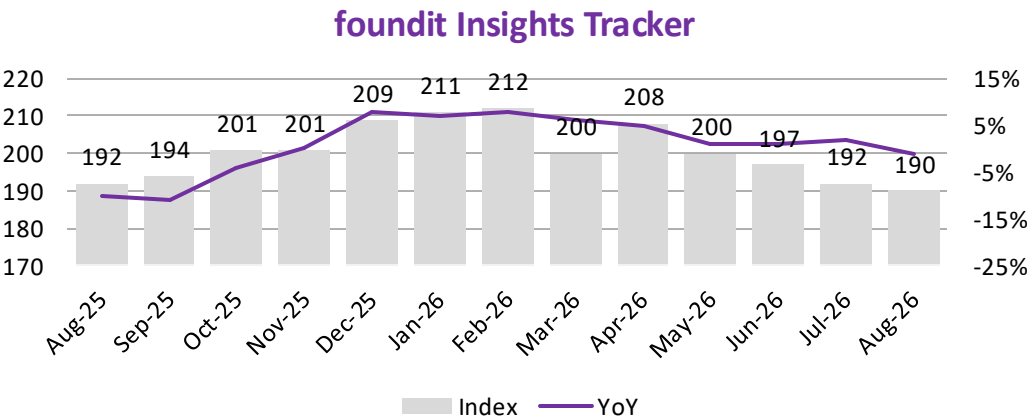
Online recruitment activity surpassed the year-ago level in all 11 occupation groups monitored by the tracker

- ✔ **Customer Service (+42%)** was the top-performing function annually by a wide margin, as contact-centre and service-delivery hubs continued to scale across the Gulf. **Marketing & Communications (+24%)** followed, buoyed by firmer brand and campaign investment, while **Software, Hardware & Telecom (+20%)** held third place on sustained technology adoption. **Hospitality & Travel (+12%)** and **Finance & Account (+10%)** also posted double-digit gains, underlining the breadth of hiring demand.
- Legal (+3%)** and **Health Care (+3%)** recorded the slimmest gains, pointing to steady but measured demand in compliance and clinical roles. **Engineering & Production (+5%)** also trailed the wider table as project-led hiring in construction and energy stayed subdued.
- HR & Admin (+6%), Sales & BD (+6%)** and **Purchase/Logistics/Supply Chain (+6%)** rounded out the table with moderate annual gains, reflecting steady corporate headcount build-out and consistent demand for sales and supply-chain talent across the Gulf.

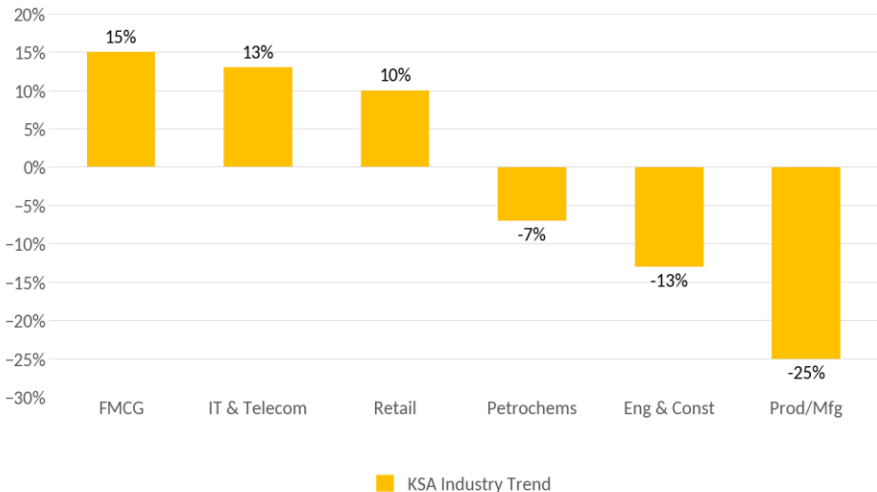


Hiring Trends – Kingdom of Saudi Arabia *

foundit Insights Tracker in KSA recorded a 1% annual decline in August '26

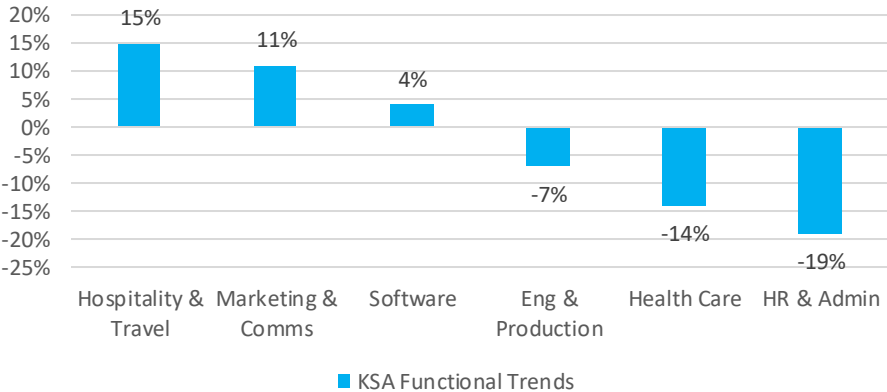


KSA Industry Trend



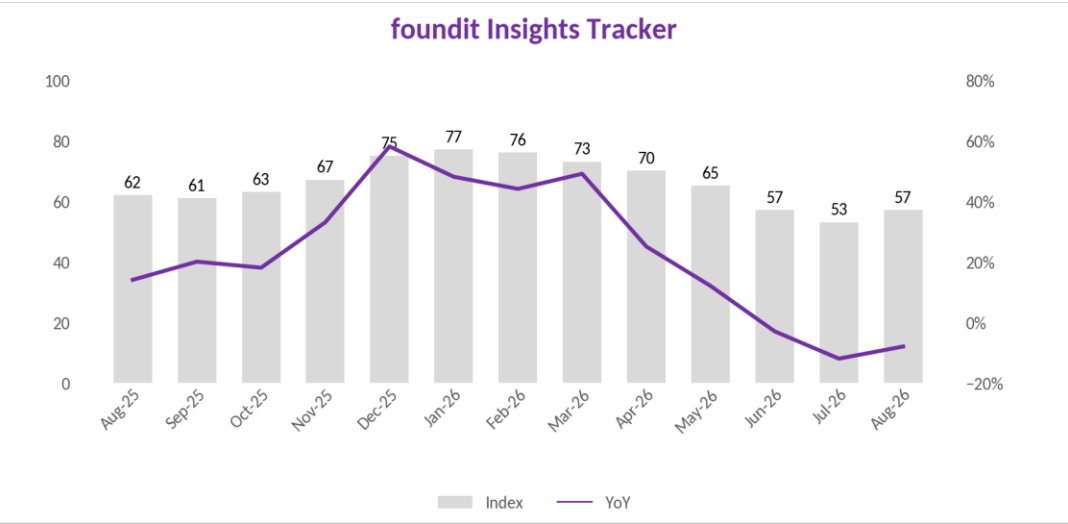
- ✓ The KSA index eased to **190** in August 2026, down 1% month-on-month from 192 in July and **1% lower year-on-year**, a fourth consecutive monthly decline that leaves the Kingdom's hiring activity at its lowest reading since July 2025 as project-linked hiring cools.
- ✓ **Consumer Goods/FMCG (+15%)** led KSA industry hiring, supported by rising household consumption. **IT & Telecom/ISP (+13%)** followed on digital infrastructure investment, with **Retail/Trade & Logistics (+10%)** lifted by growing logistics capacity. **Production/Manufacturing & Automotive (-25%)** fell most steeply as last year's hiring surge unwound, with **Engineering & Construction (-13%)** also lower on the year.
- ✓ **Hospitality & Travel (+15%)** led occupation groups as tourism and events investment kept front-line demand firm. **Marketing & Communications (+11%)** and **Software, Hardware & Telecom (+4%)** also gained. **HR & Admin (-19%)** and **Health Care (-14%)** remained the weakest.

KSA Functional Trends

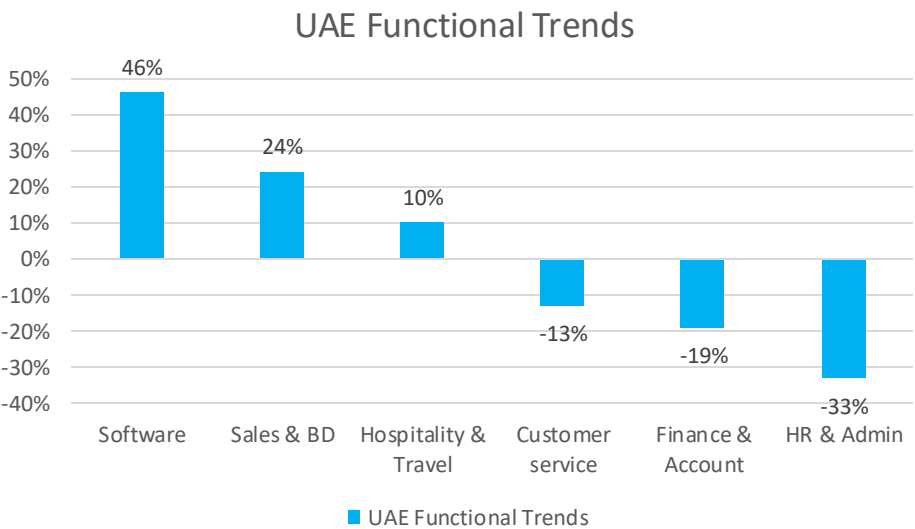
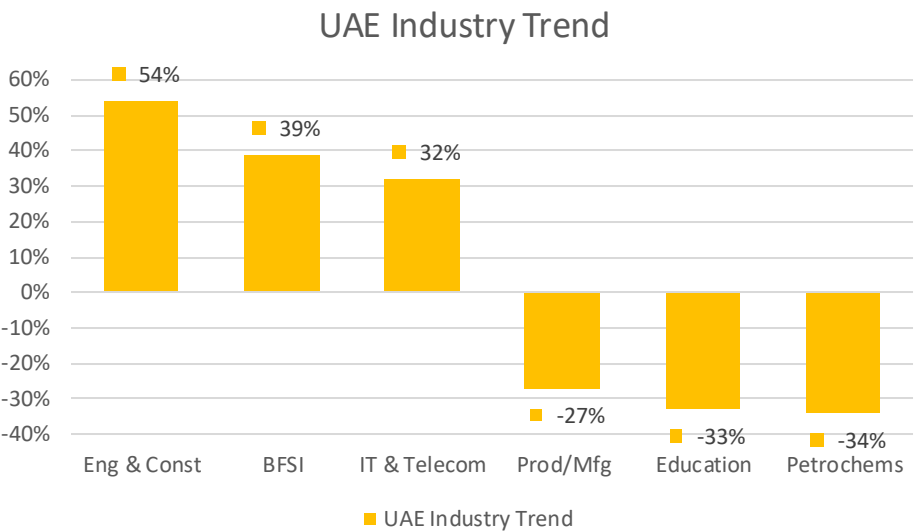


Hiring Trends – United Arab Emirates*

foundit Insights Tracker in UAE recorded an 8% annual decline in August '26



- ✓ The UAE index rose to 57 in August 2026, **up 8% month-on-month** from 53 in July but 8% lower year-on-year, ending a six-month run of declines yet staying well below early-2026 levels.
- ✓ **Engineering, Construction & Real Estate (+54%)** led UAE industry hiring by a wide margin, as infrastructure and public-investment programmes across Abu Dhabi and Dubai kept broadening. **BFSI (+39%)** followed on deepening financial-services expansion, and **IT & Telecom/ISP (+32%)** also advanced. **Petrochemicals (-34%)** and **Education (-33%)** recorded the steepest declines, the former under global margin pressure and the latter against an unusually high August 2025 base.
- ✓ **Software, Hardware & Telecom (+46%)** led UAE occupation groups, extending the concentration of demand in technical roles. **Sales & BD (+24%)** followed, albeit from a low base, with **Hospitality & Travel (+10%)** and **Purchase/Logistics/Supply Chain (+5%)** also gaining. **HR & Admin (-33%)** remained the weakest function.



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-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Engineering, Construction and Real Estate	112	112	119	115	120	123	130	125	119	116	102	103	105
BFSI	132	115	107	111	108	118	125	125	130	133	122	126	127
Production/Manufacturing, Automotive and Ancillary	111	96	106	116	122	126	128	131	136	131	127	124	125
Retail/Trade and Logistics	67	66	74	76	76	79	74	72	72	71	79	76	78
Oil and Gas	50	54	55	53	55	58	57	58	57	59	50	47	46
IT and Telecom/ISP	420	422	422	474	506	504	531	521	555	572	546	563	548
Hospitality	109	111	107	117	118	123	126	111	117	116	127	130	142
Education	143	148	150	158	159	135	134	134	132	131	132	138	142
Petrochemicals	118	112	111	109	112	110	110	116	110	112	108	108	107
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	112	112	111	126	133	138	145	137	132	134	125	121	126
Health Care	108	105	104	109	108	109	114	114	119	117	116	115	119
Advertising, Market Research, Public Relations, Media and Entertainment	65	63	66	69	72	74	81	76	78	79	78	77	81

* Represents Index figures

Annexure: All Gulf Functional Area Data*

Industries	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Engineering and Production	169	162	167	160	170	180	185	190	185	180	179	174	177
Finance and Account	88	77	79	85	87	90	95	94	96	104	94	96	97
HR & Admin.	113	105	110	122	117	114	107	102	99	99	97	106	120
Sales and BD	83	77	80	86	88	88	89	89	89	88	82	81	88
Purchase / Logistics / Supply Chain	162	158	162	156	157	161	161	158	161	163	157	159	171
Hospitality and Travel	113	123	108	124	119	117	117	129	132	129	127	127	126
Health Care	100	96	99	102	100	102	108	105	107	105	99	97	103
Software, Hardware, Telecom	217	217	214	261	269	281	305	290	279	276	253	237	261
Marketing & Communications/Arts/Creative	124	121	131	131	132	140	151	145	149	155	141	139	154
Customer service	99	105	104	109	108	108	107	106	105	116	121	132	141
Legal	94	87	91	91	93	96	96	94	96	99	90	93	97

Thank you

