

monster® EMPLOYMENT INDEX

UAE records first single-digit annual growth rate since May 2015, according to the Monster Employment Index

May2016 Index Highlights

- Monster Employment Index for the Middle East plummets further in May 2016: The year-on-year growth rate eases from a negative four percent in April 2016 to a negative 17 percent in May 2016.
- Month-on-month, the Monster Employment Index registers an eight percent drop in e-recruitment activity in the Middle East
- Year-on-year, Bahrain and UAE record the steepest rise in employment opportunities; up by nine percent
- Health care is the most in-demand job role in UAE

Dubai, 22 June, 2016— Although e-recruitment activity in the GCC as a whole continues to grow at a diminishing rate, the Monster Employment Index (MEI) registered the steepest rise in employment opportunities in the UAE together with Bahrain; up at nine percent in May 2016 as compared to the corresponding period a year ago.

“Slow global economic recovery, cheap oil and regional instability have adversely hit the GCC economic and business confidence; while Bahrain and UAE continue to exhibit growth in hiring at a moderate pace, e-recruitment activity in the region slipped 17 percent below the corresponding period a year ago,” said **Sanjay Modi, Managing Director – APAC and Middle East, Monster.com**. “With the domestic news agenda being dominated by austerity measures and the introduction of VAT, we expect 2016 to be a challenging year for the UAE as well. Under the current scenario, companies across the country including government agencies will have to establish a new order for promoting growth in the UAE and change their spending habits, while shifting energy production towards solar power and other alternative resources.”

According to a recent report by the professional services firm, Ernst & Young (EY), greater union between the six GCC member states Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the UAE could, potentially, maximize growth opportunities in the region, with trigger effect on the UAE. While the report does not suggest a monetary or fiscal union, it does see great potential in removing the remaining barriers to intra-regional trade, doing away with *‘lengthy border checks and a lack of regulatory alignment’*. Harmonizing regulations while creating a single market through more economic integration could indeed increase foreign investment flows to the GCC as a whole and consequently boost efficiency and promote growth and current diversification efforts in the long-term.

In the UAE this month, Healthcare is leading the industry growth charts, with a 34 percent growth in online job posts year-on-year. At the same time, Health care is also the most in-demand job role, growing at 35 percent.

The second best performing industry in the UAE is Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, Gems & Jewellery, with 29 percent growth in online job

posts. Although registering one of the steepest declines among the industry sectors monitored by the Index, Retail/Trade and Logistics follows with a growth of 28 percent in job opportunities posted online year on year to May 2016.

The outlook is the gloomy for BFSI, with the industry exhibiting a negative drop of 12 percent; while Hospitality sector plunges the most, with online recruitment activity registering a negative 32 percent growth in May 2016 as compared to the previous year.

UAE Top Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Health Care	169	226	34%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	89	115	29%
Retail/Trade and Logistics	107	137	28%

UAE Lowest Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
BFSI	154	136	-12%
Oil and Gas	68	56	-18%
Hospitality	117	80	-32%

UAE Top Growth Occupations

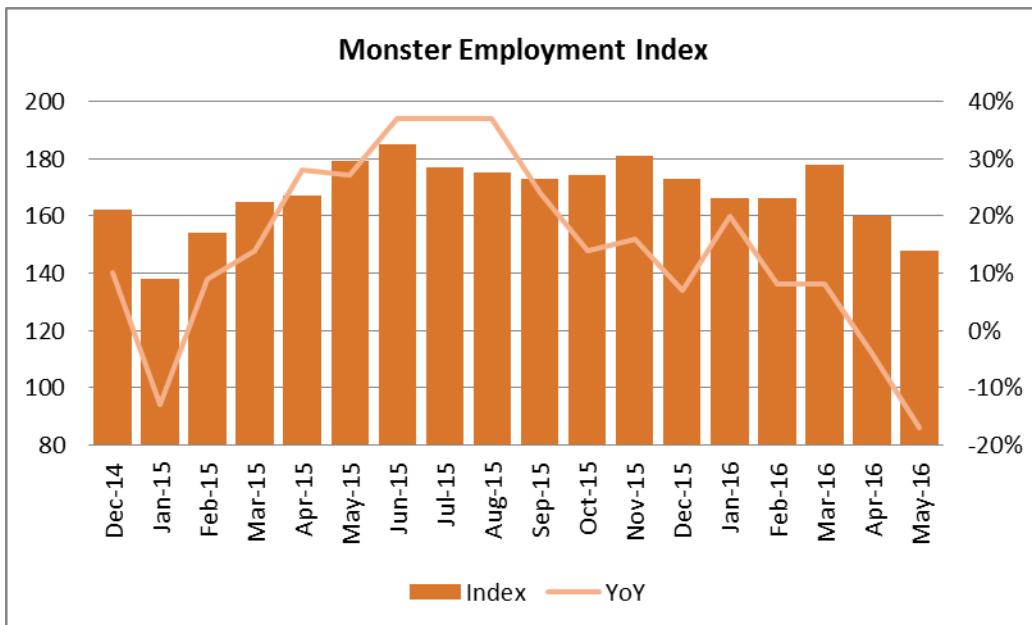
Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Health Care	156	211	35%
Sales and BD	133	157	18%
Engineering and Production	112	127	13%

UAE Lowest Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Finance and Account	117	104	-11%
Marketing & Communications/Arts/Creative	114	98	-14%
Customer service	61	52	-15%

The Monster Employment Index is a monthly gauge of online job posting activity in Middle-East based on a real-time review of tens of thousands of employer job opportunities culled from a large representative selection of career Web sites and online job listings. The Index does not reflect the trend of any one advertiser or source, but is an aggregate measure of the change in job listings across the industry.

#Ends#



Monster Employment Index Middle East results for the past 18 months are as follows:

Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Y-o-Y
162	138	154	165	167	179	185	177	175	173	174	181	173	166	166	178	160	148	-17%

Industry Year-over-Year Trends: E-recruitment activity recorded a positive growth in four of the twelve monitored industry sectors.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continued to exhibit the steepest growth in online hiring. Year-on-year, the sector registered a 44 percent growth up from 27 percent in April 2016. This is one of the most steadily growing sectors and has registered a 25 percent growth in opportunities in the past six-months between November 2015 and May 2016.
- **Production/Manufacturing, Automotive and Ancillary** followed closely charting a 33 percent growth, year-on-year. This is the most notable improvement in the long-term growth momentum among all monitored sectors; up by 22 percentage points from 11 percent in April 2016. The month-on-month (up four percent) growth rate is also the steepest recorded among all sector. The three-month growth rate has been positive since March 2016 reflecting improved demand in the sector more recently. Between February and May 2016 there has been a 16 percent growth in opportunities.
- The year-on-year growth momentum, even though positive, has eased significantly in **IT and Telecom/ISP** and **Health Care** vis-a-vis past months. Online recruitment activity in both these sectors surpassed the year-ago level by five percent in May 2016 down from 17 percent and 12 percent respectively in January 2016. The Index reading in Health Care continues to hover around the same level as April 2016.
- Year-on-year, **Engineering, Construction and Real Estate** (down eight percent); **BFSI** (down 37 percent); **Retail/Trade and Logistics** (down 37 percent); **Education** (down 26 percent); **Hospitality** (down 47 percent) continued to exhibit a down trend.

- E-recruitment in **Advertising, Market Research, Public Relations, Media and Entertainment** slipped 51 percent below the corresponding period a year-ago. This is the steepest decline recorded in the series and also among all monitored sectors.

Top Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	77	111	44%
Production/Manufacturing, Automotive and Ancillary	72	96	33%
IT and Telecom/ISP	123	129	5%
Health Care	165	173	5%
Engineering, Construction and Real Estate	149	137	-8%

Lowest Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Education	203	150	-26%
BFSI	218	138	-37%
Retail/Trade and Logistics	177	112	-37%
Hospitality	230	122	-47%
Advertising, Market Research, Public Relations, Media and Entertainment	164	81	-51%

Occupation Year-over-Year Trends: Online demand surpassed the year-ago level in two out of the 11 occupation groups monitored by the Index.

- **Customer Services** supplanted Health Care to lead all monitored job roles, year-on-year. There has been a 58 percent increase in demand for Customer Service professionals since May last year. The group has been witnessing progressive improvement in the pace of three-month growth rate since March 2016 following prior low levels. It is notable however, the Index reading for the series continued to be below the baseline even in May 2016.
- **Health Care** is the only other group to register a positive growth year-on-year. The growth momentum, nevertheless, eased significantly from 46 percent in April 2016 to 20 percent in May 2016. The group also saw online demand slip below the three-month and six-month ago level. Clearly, there has been a contraction in demand in Health Care lately
- Online demand for **Purchase / Logistics / Supply Chain** plunged nine percent between May 2015 and 2016. This is the first negative annual growth recorded since November 2015.
- **Marketing & Communications/Arts/Creative** (down 47 percent) and **Hospitality and Travel** (down 36 percent) continued to chart progressive decline on the year. Marketing & Communications/Arts/Creative professionals also witnessed the most dramatic annual decline among all occupation groups.

Top Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Customer service	60	95	58%
Health Care	161	193	20%

Lowest Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Finance and Account	176	144	-18%
Sales and BD	246	169	-31%

Purchase / Logistics / Supply Chain	112	102	-9%	HR & Admin.	192	125	-35%
Legal	120	105	-13%	Hospitality and Travel	213	136	-36%
Software, Hardware, Telecom	174	152	-13%	Marketing & Communications/Arts/Creative	234	123	-47%

Geographic Year-over-year Trends: Online hiring surpassed the year-ago level in three countries out of the seven monitored by the Index

- **Bahrain** (up nine percent) and **UAE** (up nine percent) led charting the steepest rise in e-recruitment activity on an annual basis. While growth momentum improved in Bahrain than in UAE eased nine percentage points between April and May 2016. This is also the first single-digit annual growth rate recorded in UAE since May 2015.
- **Oman** registered a six percent growth on an annual basis this month; up from a negative two percent in April 2016. Month-on-month, Oman registered a nine percent growth in hiring activity; the steepest among all monitored cities.
- The annual growth momentum moderated further in **Kuwait** (down 12 percent); **KSA** (down 19 percent); **Egypt** (down 20 percent); and **Qatar** (down 27 percent). Qatar registered the steepest year-on-year decline.

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Bahrain	137	150	9%
UAE	125	136	9%
Oman	119	126	6%
Kuwait	133	117	-12%
KSA	156	127	-19%
Egypt	196	157	-20%
Qatar	158	115	-27%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** declines 19 percent from the year-ago level
- **Oil and Gas sector** leads by the way of long-term growth
- **Hospitality** exhibits the steepest annual decline yet again
- Among job roles, **Health Care** professionals register the most notable growth in demand, year-on-year

KSA Top Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Oil and Gas	96	127	32%

KSA Lowest Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	179	139	-22%

Production/Manufacturing, Automotive and Ancillary	96	125	30%	Retail/Trade and Logistics	147	98	-33%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems &Jewellery	102	107	5%	Hospitality	207	79	-62%

KSA Top Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Health Care	121	143	18%
Software, Hardware, Telecom	172	187	9%
Sales and BD	194	198	2%

KSA Lowest Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	151	110	-27%
Engineering and Production	154	95	-38%
Hospitality and Travel	152	93	-39%

UAE Highlights

- Monster Employment Index **UAE**continues to grow at a diminishing rate; registers anine percent growth from the corresponding period a year-ago
- Among industry sectors, **Health Care**charts the steepest annual growth even in May 2016.
- Online recruitment activity plunges the most in the**Hospitality** sector
- **Health Care**is the most in-demand job role even this month

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Customer service	61	52	-15%

By Industry

	2015								2016				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	149	151	140	131	143	147	154	158	142	147	151	138	137
BFSI	218	217	214	183	187	214	195	188	167	156	175	152	138
Production/Manufacturing, Automotive and Ancillary	72	84	82	76	83	82	92	78	74	83	83	92	96
Retail/Trade and Logistics	177	174	174	172	178	173	182	155	139	140	138	125	112
Oil and Gas	80	83	84	75	71	78	75	73	70	74	72	69	67
IT and Telecom/ISP	123	131	132	121	122	134	136	131	118	127	133	130	129
Hospitality	230	226	210	203	203	223	192	191	183	167	167	137	122
Education	203	209	202	197	197	198	177	174	173	178	160	149	150
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	88	95	99	93	89	96	93	100	96	91	85	79	80
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	77	76	78	77	78	84	89	93	95	103	109	116	111
Health Care	165	169	149	166	159	172	182	161	163	175	174	173	173
Advertising, Market Research, Public Relations, Media and Entertainment	164	163	153	144	132	136	133	127	118	106	95	85	81

By Occupation

	2015								2016				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	145	151	140	142	147	142	148	152	128	125	130	120	120
Finance and Account	176	173	170	155	155	156	147	174	167	142	158	174	144
HR & Admin.	192	191	185	182	181	200	202	169	159	163	167	154	125
Sales and BD	246	249	249	236	250	253	252	212	201	202	237	197	169
Purchase / Logistics / Supply Chain	112	114	115	115	110	97	102	107	105	105	113	110	102
Hospitality and Travel	213	211	190	193	197	184	179	152	147	134	161	143	136
Health Care	161	164	134	159	166	190	204	179	187	206	207	204	193
Software, Hardware, Telecom	174	189	196	170	151	166	191	175	162	180	196	165	152
Marketing & Communications/Arts/Creative	234	232	216	205	194	183	190	158	154	150	166	147	123
Customer service	60	72	69	74	76	99	108	75	71	73	90	88	95
Legal	120	115	123	111	107	97	95	100	91	103	110	101	105

About the Monster Employment Index

Launched in April 2011 with data collected since October 2010, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in the Middle East conducted by Monster.com. Based on a real-time review of tens of thousands of employer job opportunities culled from a large, representative selection of online career outlets, including Monster Gulf, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. Monster has taken due care in compiling and processing the data available from various sources for Monster Employment Index, 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 results obtained from the use of such information.

About Monster Worldwide

Monster Worldwide, Inc. (NYSE: MWW) is a global leader in connecting people to jobs, wherever they are. For more than 20 years, Monster has helped people improve their lives with better jobs, and employers find the best talent. Today, the company offers services in more than 40 countries, providing some of the broadest, most sophisticated job seeking, career management, recruitment and talent management capabilities. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, including our flagship website monster.com® and a vast array of products and services. For more information visit monster.com/about.