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## EMPLOYMENT INDEX

### **Monster Employment Index reports 16 percent growth in online job postings in the UAE, month-on-month**

#### **October 2016 Index Highlights**

- The UAE has seen a 18 percent year-on-year decline in job opportunities listed online compared to October 2015; however, has witnessed a 16 percent growth in online job postings month-on-month
- Production/ Manufacturing, Automotive and Ancillary; and Healthcare all experienced growth in online job opportunities in the UAE
- Both Bahrain and Oman recorded negative growth for the first time in six months
- KSA saw a 12 percent decline from the same period last year; seven percentage points higher than last month.

**Dubai, 22 November 2016** – The Monster Employment Index (MEI), a monthly gauge of online job posting activity in the Middle East, has registered a 18 per percent decline in online job postings across the UAE compared to the same period last year. Despite this, the index registered the most optimistic results in the region on the month, reporting 16 percent growth over the month of September.

“This has been the first time the results for the UAE have improved since July this year, and while we hope this is an early indication of a recovery in the UAE recruitment industry, it is too early to make any predictions,” **said Sanjay Modi, Managing Director, Monster.com, APAC & Middle East.**

Industries that recorded the highest growth in online recruitment across the region included Production/ Manufacturing, Automotive and Ancillary; and Healthcare at four percent and two percent respectively. The most in-demand occupations were seen in Purchase, Logistics and Supply Chain, reporting seven percent growth.

In contrast, the hospitality sector recorded the highest decline in online job postings with a reduction of 37 percent from the same period last year, while demand in Finance and Account professionals saw job postings down by 49 percent from October 2015.

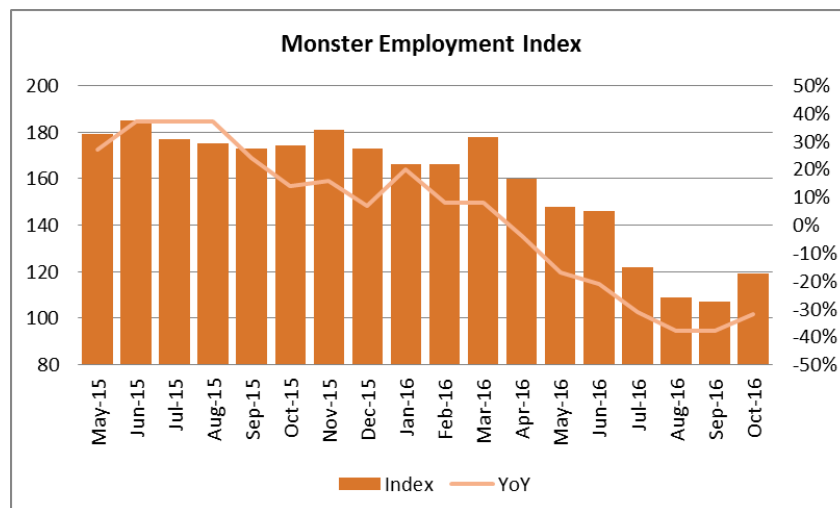
From the GCC countries analysed, the latest MEI reveals Bahrain (two percent) and Oman (five percent) both registered a decline in online recruitment from last year, for the first time in six months. KSA recorded a six percent month on month decline and a 12 percent year-on-year decline.

Looking at the wider Middle East region, Egypt witnessed a dramatic (47 percent) decline since last year, the steepest among all countries monitored by Monster. E-recruitment activity in the country also plunged nine percent from last month.

“The UAE is the most promising market among the regions monitored. This can be attributed to the nation’s commitment to diversifying its economy and becoming less reliant on oil export revenues. With ambitious visions and developments undergoing in many sectors, the government’s strategy has succeeded in reducing the impact of the reduced oil prices on the UAE economy. Through time, and as developments continue, we believe demand for talent in the UAE will increase,” Sanjay added.

The Monster Employment Index is 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:

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	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Y-o-Y
179	185	177	175	173	174	181	173	166	166	178	160	148	146	122	109	107	119	-32%

**Industry Year-over-Year Trends:** Online recruitment activity exceeded the year-ago level in four out of the twelve sectors monitored by the Index.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 21 percent) registered the steepest year-on-year growth among all monitored sectors. The growth momentum paced up by two points between September and October 2016. Having registered a 10 percent growth on the month, e-recruitment in the sector surpassed the three-month ago level for the first time post June 2016. The six-month growth rate, nevertheless, continued to be negative (down 12 percent).
- The long-term growth rate decelerated further in **IT and Telecom/ISP** from 10 percent in September 2016 to seven percent in October 2016. In the short-term, however, the sector has exhibited improved hiring trends. The sector registered a seven percent month-on-month growth up from

negative two percent in September 2016. At the same time, e-recruitment in the sector exceeded the six-month level and three-month level by 11 percent and six percent respectively.

- In the **Production/Manufacturing, Automotive and Ancillary** sector, the year-on-year growth rate paced up from one percent in September 2016 to 11 percent in October. The sector registered a positive three-month (up one-percent) and month-on-month (up eight percent) growth following low levels in past months.
- The **Health Care** sector registered a notable 21 percent growth on the month; the steepest among all industry sectors. Online recruitment activity exceeded the year-ago by two percent following a negative one percent and nine percent decline in August and September 2016 respectively
- Although **BFSI** (down 50 percent) continued to chart dramatic decline from the year-ago, recruitment activity on the month paced up by 18 percent. This is the first positive monthly growth since March 2016.
- Following negative or no growth since November 2015, **Hospitality** sector recorded a nine percent month-on-month growth in October 2016. The year-on-year growth continued to trend negative. A 66 percent decline from the year-ago even in October was the steepest recorded among all monitored industry sector.

#### Top Growth Industries

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	84	102	21%
Production/Manufacturing, Automotive and Ancillary	82	91	11%
IT and Telecom/ISP	134	144	7%
Health Care	172	176	2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	85	-11%

#### Lowest Growth Industries

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Education	198	127	-36%
BFSI	214	106	-50%
Advertising, Market Research, Public Relations, Media and Entertainment	136	67	-51%
Retail/Trade and Logistics	173	72	-58%
Hospitality	223	76	-66%

**Occupation Year-over-Year Trends:** Of the 11 occupation groups monitored by the Index only one registered positive growth in demand.

- Among occupation groups, **Customer Service** (up eight percent) registered a positive growth on the year but at a significantly eased up pace; down from 33 percent in September 2016. Online demand for the group picked up notably in the past months. The group registered a 20 percent month-on-month growth in August. This was followed by 22 percent growth in September and six percent growth in October 2016.

- **Health Care** professionals witnessed improved demand trends on all parameters. Year-on-year growth rate recovered from a negative 10 percent in September to a negative seven percent in October 2016. Similarly six-month growth rate improved 15 points from a negative 28 percent in September to a negative 13 percent in October 2016. The group also recorded a positive three-month growth of four percent following negative growth since May 2016. Demand increased 19 percent on the month.
- **HR & Admin.** (down 52 percent) registered the steepest growth month-on-month; up 32 percent. The year-on-year growth rate improved eight points from September 2016 but continued to hover below the corresponding period a year-ago. Similarly, **Finance and Account** (down 53 percent) registered a notable 21 percent growth on the month following steep declines since May 2016.
- **Sales and BD** witnesses a 65 percent decline from the year-ago even in October 2016. This is the steepest decline recorded among all monitored job roles. There was a marginal one percent growth, month-on-month.

#### Top Growth Occupations

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Customer service	99	107	8%
Purchase / Logistics / Supply Chain	97	95	-2%
Health Care	190	177	-7%
Legal	97	86	-11%
Engineering and Production	142	110	-23%

#### Lowest Growth Occupations

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Hospitality and Travel	184	103	-44%
HR & Admin.	200	96	-52%
Finance and Account	156	74	-53%
Marketing & Communications/Arts/Creative	183	75	-59%
Sales and BD	253	88	-65%

**Geographic Year-over-year Trends:** Online hiring eased below the year-ago in all seven countries monitored by the Index

- **Bahrain** (down two percent) registered the least decline year-on-year among all monitored counties. This is the first negative growth post March 2016. Similarly, online hiring activity eased below the year-ago in **Oman** (down five percent) for the first time since April 2016.
- While **UAE** (down 18 percent) continued to chart negative growth, the year-on-year growth momentum recovered 15 points from negative 33 percent in September 2016. At the same time, there was 16 percent growth in hiring on a month-on-month basis; the steepest among all monitored countries. The year-on-year growth momentum in the **KSA**, on the other hand, eased further from a negative five percent in September 2016 to a negative 12 percent in October 2016.
- **Egypt** witnessed a dramatic 47 percent decline on the year; the steepest among all countries as well as in the series. E-recruitment activity in the country also plunged nine percent on the month which again is the steepest decline recorded among all monitored countries.

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Bahrain	126	124	-2%
Oman	117	111	-5%
KSA	122	107	-12%
UAE	148	122	-18%
Kuwait	149	114	-23%
Qatar	138	100	-28%
Egypt	183	97	-47%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index **KSA** declines 12 percent on a year-on-year basis.
- **Oil and Gas** continues to lead year-on-year.
- E-recruitment in **Hospitality** registers the steepest decline.
- **Purchase / Logistics / Supply Chain** followed by **Software, Hardware, Telecom** professionals record the most notable increase in demand

### **KSA Top Growth Industries**

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Oil and Gas	95	123	29%
Health Care	104	115	11%
Engineering, Construction and Real Estate	87	93	7%

### **KSA Lowest Growth Industries**

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	141	117	-17%
Retail/Trade and Logistics	115	95	-17%
Hospitality	170	81	-52%

### **KSA Top Growth Occupations**

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	95	106	12%
Software, Hardware, Telecom	138	145	5%
Health Care	133	136	2%

### **KSA Lowest Growth Occupations**

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Sales and BD	179	142	-21%
Engineering and Production	128	89	-30%
Hospitality and Travel	120	70	-42%

### UAE Highlights

- Monster Employment Index **UAE** eases 18 percent from corresponding period a year-ago
- Among industry sectors, **Production/Manufacturing, Automotive and Ancillary** registers the most notable year-on-year growth
- **Hospitality** continues to chart the steepest annual decline
- **Purchase / Logistics / Supply Chain** is the only group to witness a positive growth in demand, year-on-year

#### UAE Top Growth Industries

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	99	103	4%
Health Care	186	189	2%
Education	155	149	-4%

#### UAE Lowest Growth Industries

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
BFSI	165	129	-22%
Oil and Gas	77	52	-32%
Hospitality	115	73	-37%

#### UAE Top Growth Occupations

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	112	120	7%
Engineering and Production	142	131	-8%
Marketing & Communications/Arts /Creative	105	94	-10%

#### UAE Lowest Growth Occupations

Year-over-year Growth	Oct 15	Oct 16	% Growth Y-o-Y
Software, Hardware, Telecom	122	94	-23%
Sales and BD	197	120	-39%
Finance and Account	127	65	-49%

### By Industry

	2015			2016									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering, Construction and Real Estate	147	154	158	142	147	151	138	137	137	123	112	110	119
BFSI	214	195	188	167	156	175	152	138	126	110	102	90	106
Production/Manufacturing, Automotive and Ancillary	82	92	78	74	83	83	92	96	91	90	86	84	91
Retail/Trade and Logistics	173	182	155	139	140	138	125	112	102	78	70	71	72

Oil and Gas	78	75	73	70	74	72	69	67	66	66	68	64	63
IT and Telecom/ISP	134	136	131	118	127	133	130	129	135	136	137	134	144
Hospitality	223	192	191	183	167	167	137	122	110	80	80	70	76
Education	198	177	174	173	178	160	149	150	142	128	116	116	127
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	93	100	96	91	85	79	80	82	88	84	83	85
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	84	89	93	95	103	109	116	111	118	98	98	93	102
Health Care	172	182	161	163	175	174	173	173	181	152	165	145	176
Advertising, Market Research, Public Relations, Media and Entertainment	136	133	127	118	106	95	85	81	77	73	65	66	67

### By Occupation

	2015			2016									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering and Production	142	148	152	128	125	130	120	120	116	116	106	108	110
Finance and Account	156	147	174	167	142	158	174	144	130	103	77	61	74
HR & Admin.	200	202	169	159	163	167	154	125	127	89	66	73	96
Sales and BD	253	252	212	201	202	237	197	169	150	111	89	87	88
Purchase / Logistics / Supply Chain	97	102	107	105	105	113	110	102	105	108	95	95	95
Hospitality and Travel	184	179	152	147	134	161	143	136	135	100	116	91	103
Health Care	190	204	179	187	206	207	204	193	198	170	178	149	177
Software, Hardware, Telecom	166	191	175	162	180	196	165	152	166	143	132	113	116
Marketing & Communications/Arts/Creative	183	190	158	154	150	166	147	123	105	87	73	82	75
Customer service	99	108	75	71	73	90	88	95	89	69	83	101	107
Legal	97	95	100	91	103	110	101	105	109	103	81	87	86

**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](http://monster.com/about).

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