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EMPLOYMENT INDEX

UAE Report Summary; February 2018

According to the 2018 February [Monster Employment Index \(MEI\)](#), the UAE witnessed a decline of 29 percent in online recruitment compared to the same period last year.

Contributing to this decline, the IT sector (including Telecom and ISP) demonstrated the lowest growth, at -19 percent. This was closely followed by Healthcare and Production (including Manufacturing, Automatic and Ancillary) at -13 and -12 respectively.

On a more positive note, Retail (including Trade and Logistics) was the most active industry in terms of online hiring, registering a strong 20 percent growth from the same period last year. This was closely followed by Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) and Consumer Goods (including FMCG, Food & Package Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery), which registered growth of 16 percent and 11 percent respectively.

Looking at occupation performance, Software (including hardware and telecom) was the only sector to see growth, registering an 18 percent increase from February 2017. The occupations which registered the highest decline in the February 2018 [MEI](#) included HR & Admin., Sales (including BD) and Purchase (including Logistics and Supply Chain) with a 47 percent, 33 percent and 26 percent year-on-year decline respectively.

In the wider GCC region, Kuwait registered commendable growth in online hiring activity, at 11 percent. Oman followed closely, recording a nine percent growth, while Saudi Arabia and Egypt both benefited from a five percent increase according to the February 2018 [MEI](#). The UAE continues to exhibit the steepest decline at 29 percent while Bahrain and Qatar both suffered equal downfalls of seven percent.

On a regional level, both the IT (including Telecom) and Consumer Goods industry recorded the strongest growth, at 38 percent each. This was followed by BFSI and Education, which surged by 22 and 18 percent while Engineering (including Construction and Real Estate) grew by 16 percent. Looking at industries that experienced the smallest growth, Production (including Manufacturing and Automotive) benefited from a moderate increase of 11 percent, followed by Hospitality at eight percent. Oil/Gas and Retail (including Trade and Logistics) both recorded equal increases of seven percent, while Advertising (including Market Research, Public Relations and Entertainment) suffered from a two percent decline.

In terms of occupations, Software (including Hardware and Telecom) benefitted from a substantial 36 percent increase, followed Marketing Communications (Creative and Art) and Engineer (including Production), which saw increases of 28 and 13 percent increase respectively. Legal and Finance (including Accounting) profited from a -9 and 7 percent increase respectively. The Customer Service

industry witnessed the steepest decline in the regional occupation category, suffering from a significant drop of 22 percent. Purchase (including Logistics and Supply Chain), HR (including Admin) and Healthcare witnessed downfalls of nine, three and two percent respectively.

KSA Report Summary; February 2018

According to the 2018 January [Monster Employment Index \(MEI\)](#), Saudi Arabia has registered a 5 percent increase from the same time last year.

Contributing to this growth, Healthcare continues to be one of the most active industries in Saudi Arabia, witnessing a significant 33 percent growth from February 2017. This was followed by Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) and IT (Telecom/ISP), recording increases of 29 and 28 percent respectively.

Hospitality in the Kingdom saw the smallest annual growth at 2 percent, whilst the Oil and Gas sector as well as the Chemicals (Plastic, Rubber, Paints and Fertilizer) industry remains unchanged.

Looking at the top performing occupations, Software, Hardware and Telecom was the most sought-after job role, witnessing a significant increase of 27 percent from February 2017. This was followed by Marketing and Communications (Arts and Creative) and Sales (including Business Development) profiting from raises of 18 and 13 percent respectively.

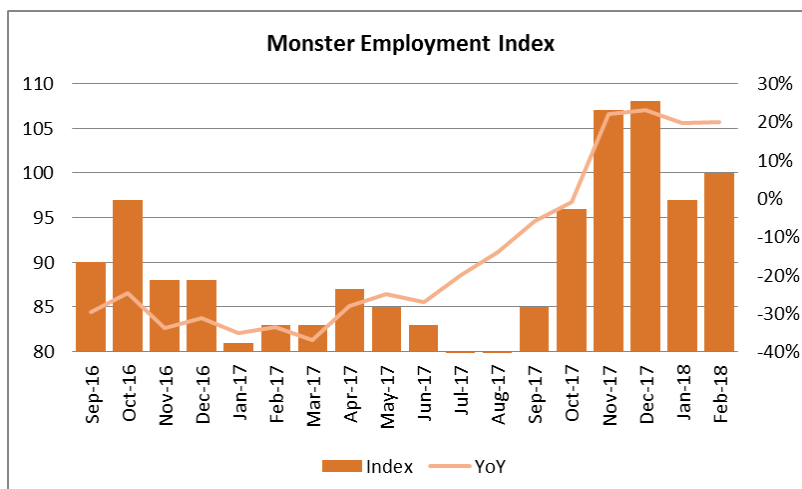
According to the latest [MEI](#), Healthcare experienced a moderate decline in the occupation category, suffering from a 6 percent drop. This was followed by Hospitality (including Travel) and Purchasing (including Logistics and Supply Chain) experiencing decreases of 3 and 2 percent respectively.

In the wider GCC region, Kuwait registered commendable growth in online hiring activity, at 11 percent. Oman followed closely, recording a 9 percent growth, while Saudi Arabia and Egypt both benefited from a 5 percent increase according to the February 2018 [MEI](#). The UAE continues to exhibit the steepest decline at 29 percent while Bahrain and Qatar both suffered equal downfalls of 7 percent.

On a regional level, both the IT (including Telecom) and Consumer Goods industry recorded the strongest growth, at 38 percent each. This was followed by BFSI and Education, which surged by 22 and 18 percent while Engineering (including Construction and Real Estate) grew by 16 percent. Looking at industries that experienced the smallest growth, Production (including Manufacturing and Automotive) benefited from a moderate increase of 11 percent, followed by Hospitality at 8 percent. Oil/Gas and Retail (including Trade and Logistics) both recorded equal increases of 7 percent, while Advertising (including Market Research, Public Relations and Entertainment) suffered from a 2 percent decline.

In terms of occupations, Software (including Hardware and Telecom) benefitted from a substantial 36 percent increase, followed Marketing Communications (Creative and Art) and Engineer (including Production), which saw increases of 28 and 13 percent increase respectively. Legal and Finance (including Accounting) profited from a 9 and 7 percent increase respectively. The Customer Service industry witnessed the steepest decline in the regional occupation category, suffering from a significant drop of 22 percent. Purchase (including Logistics and Supply Chain), HR (including Admin) and Healthcare witnessed downfalls of 9, 3 and 2 percent respectively.

MEI DATA



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

Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Y-o-Y
90	97	88	88	81	83	83	87	85	83	79	79	85	96	107	108	97	100	20%

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

- **IT and Telecom/ISP** (up 38 percent) and **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 38 percent) registered the steepest year-on-year growth in e-recruitment activity. It is notable however, in spite of being the most actively hiring sectors; the growth momentum in both the sectors has eased between January and February 2018. At the same time, both sectors saw fewer opportunities on the month; down four percent in IT and Telecom/ISP and down one percent in Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery.
- **BFSI** sector saw increased demand on the month by three percent. This was also the highest monthly growth recorded among all monitored industry sectors. Year-on-year, the sector registered 22 percent growth in online recruitment activity; up from 20 percent in January 2018.
- **Production/Manufacturing, Automotive and Ancillary** was the only other industry group to witness improved demand on a year-on-year basis; up from nine percent in January to 11 percent in February

2018. The sector, however, registered fewer opportunities on the month; decline of four percent between January and February 2018.

- **Engineering, Construction and Real Estate** (up 16 percent) sector continued to trend up on the year. The pace of growth, nevertheless, moderated significantly between January (33 percent) and February. Month-on-month (down four percent) and three-month (down eight percent) also indicate a slowdown in online hiring in the sector. The six-month (up 11 percent) growth rate continued to be positive.
- Online demand in **Advertising, Market Research, Public Relations, Media and Entertainment** (down two percent) eased below the year-ago level for the first time since July 2017. Demand was negative on all other parameters as well.

Top Growth Industries

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
IT and Telecom/ISP	152	210	38%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	119	164	38%
BFSI	77	94	22%
Education	97	114	18%
Engineering, Construction and Real Estate	104	121	16%

Lowest Growth Industries

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	84	93	11%
Hospitality	77	83	8%
Oil and Gas	55	59	7%
Retail/Trade and Logistics	70	75	7%
Advertising, Market Research, Public Relations, Media and Entertainment	64	63	-2%

Occupation Year-over-Year Trends: E-recruitment exceeded the year-ago level in seven of the of the 11 occupation group monitored by the Index.

- **Software, Hardware, Telecom** (up 36 percent) professionals were most in-demand even in February. The year-on-year growth rate hovered around the same level as January. Demand on the month increased by four percent but continued to be lower than the three-month ago level by eight percent.
- **Marketing & Communications/Arts/Creative** (up 28 percent) was next in the rung in the long-term growth chart. The growth rate paced up 12 points from 16 percent in January 2018. The job role also witnessed the steepest growth in demand on a monthly basis among all monitored job roles; up by nine percent.
- **Finance and Account** professionals also witnessed an increase in demand. There was an increase of eight percent in monthly recruitment activity. Online demand for the job role exceeded the year-ago level by seven percent up from zero percent growth in January 2018.
- Online demand for **Customer Service** professionals continued to be low in the longer term. The group recorded 22 percent decline from the corresponding period a year-ago. Month-on-month,

however, the group saw a six percent increase in hiring demand following low level in December and January.

Top Growth Occupations

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Software, Hardware, Telecom	117	159	36%
Marketing & Communications/Arts/Creative	80	102	28%
Engineering and Production	102	115	13%
Legal	88	96	9%
Finance and Account	61	65	7%

Lowest Growth Occupations

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Hospitality and Travel	85	88	4%
Health Care	102	100	-2%
HR & Admin.	63	61	-3%
Purchase / Logistics / Supply Chain	102	93	-9%
Customer service	85	66	-22%

Geographic Year-over-year Trends: Online demand exceeded the year-ago level in four of the seven countries monitored by the Index.

- Year-on-year, **Kuwait** (up 11 percent) led all monitored countries even in February 2018. Month-on-month, Kuwait registered four percent increase in e-recruitment activity. **Oman** followed closely charting nine percent growth, on-the-year. **KSA** (up five percent) and **Egypt** (up five percent) were the only country to exhibit a positive growth trend, year-on-year. It is notable that, KSA aside, all countries monitored by the Index witnessed positive growth in demand on the month. In KSA, online demand remained stable at January level.
- UAE** registered a steep rise in online recruitment activity between January and February 2018; up by 20 percent. The rate of decline on a year-on-year (down 29 percent) basis relieved further from -39 percent in January 2018. Nevertheless, UAE continued to exhibit the most notable annual rate of decline among all countries.

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Kuwait	99	110	11%
Oman	103	112	9%
KSA	93	98	5%
Egypt	85	89	5%
Qatar	91	85	-7%
Bahrain	103	96	-7%
UAE	77	55	-29%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers five percent growth on the year.

- **Health Care** continues to lead all monitored industry sectors, year-on-year
- **Oil and Gas; and Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** are the least active industry sectors.

Software, Hardware, Telecom is the most sought after job role even in February.

KSA Top Growth Industries

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Health Care	105	140	33%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	108	139	29%
IT and Telecom/ISP	120	153	28%

KSA Lowest Growth Industries

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Hospitality	80	82	2%
Oil and Gas	101	101	0%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	95	95	0%

KSA Top Growth Occupations

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Software, Hardware, Telecom	131	166	27%
Marketing & Communications/Arts/Creative	90	106	18%
Sales and BD	103	116	13%

KSA Lowest Growth Occupations

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	92	90	-2%
Hospitality and Travel	80	78	-3%
Health Care	120	113	-6%

UAE Highlights

- Monster Employment Index **UAE** registers 29 percent decline from the year-ago.
- **Retail/Trade and Logistics** registers the most significant year-on-year growth.
- **IT and Telecom/ISP** witness the steepest annual decline.
- **Software, Hardware, Telecom** is the only group to register a positive growth on the year.

UAE Top Growth Industries

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Retail/Trade and Logistics	88	106	20%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	98	114	16%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	138	153	11%

UAE Lowest Growth Industries

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	97	85	-12%
Health Care	159	138	-13%
IT and Telecom/ISP	119	96	-19%

UAE Top Growth Occupations

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Software, Hardware, Telecom	98	116	18%
Marketing & Communications/Arts/Creative	77	76	-1%
Hospitality and Travel	73	67	-8%

UAE Lowest Growth Occupations

Year-over-year Growth	Feb 17	Feb 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	123	91	-26%
Sales and BD	108	72	-33%
HR & Admin.	73	39	-47%

By Industry

	2017											2018	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	104	108	113	115	119	110	109	119	123	131	134	126	121
BFSI	77	73	77	80	80	77	74	91	95	105	99	91	94
Production/Manufacturing, Automotive and Ancillary	84	86	88	90	91	89	91	88	95	99	100	97	93
Retail/Trade and Logistics	70	74	74	73	72	64	67	69	70	74	72	74	75
Oil and Gas	55	53	56	53	51	55	60	62	65	68	61	59	59
IT and Telecom/ISP	152	139	142	149	152	166	166	167	181	216	225	219	210
Hospitality	77	77	79	80	77	79	78	78	80	83	82	82	83
Education	97	97	100	104	105	101	100	101	105	108	124	114	114
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	95	98	99	97	98	101	102	101	109	111	110	108	106
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	119	128	138	144	144	134	146	147	151	155	161	165	164
Health Care	119	116	122	122	133	123	126	133	137	139	140	135	137
Advertising, Market Research, Public Relations, Media and Entertainment	64	65	66	66	66	63	64	65	67	67	67	66	63

By Occupation

	2017											2018	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	102	104	107	104	102	102	103	109	115	124	125	115	115
Finance and Account	61	57	60	69	59	55	56	61	62	68	65	60	65
HR & Admin.	63	62	69	59	58	51	52	55	61	72	70	60	61
Sales and BD	80	83	81	85	80	74	73	75	82	91	84	81	85

Purchase / Logistics / Supply Chain	102	99	108	104	96	88	91	92	95	98	101	94	93
Hospitality and Travel	85	86	91	91	88	86	83	84	83	86	86	87	88
Health Care	102	99	105	104	98	94	94	102	103	105	104	98	100
Software, Hardware, Telecom	117	118	129	117	143	155	155	169	170	172	178	153	159
Marketing & Communications/Arts/Creative	80	82	85	86	93	96	98	102	101	105	109	94	102
Customer service	85	83	95	87	75	63	61	62	67	69	65	62	66
Legal	88	91	101	91	89	89	89	96	93	99	99	90	96

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 APAC & Gulf

[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people registered on the Monster Worldwide network, and with operations in more than 40 countries, provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

[Monster](#) in APAC & Gulf started its operations with India, in 2001 and has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia. In India it is headquartered in Hyderabad, and has presence in 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. Monster Mobile App in India was voted Product of the Year in 2016 under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India to enable employers in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

[Monster](#) continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

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