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## EMPLOYMENT INDEX

### **GCC hiring activity slowed down, but the job market in the UAE remains promising**

#### **June 2016 Index Highlights**

- Monster Employment Index registers the third consecutive year-on-year decline in GCC e-recruitment since April 2016; down by 21 percent in June 2016.
- Between March and June 2016, the Middle East Index witnessed an 18 percent decline in online hiring activity.
- Among the countries monitored by the Index, only Bahrain, UAE and Oman register positive year-on-year growth.

**Dubai, 18 July, 2016 – UAE, Bahrain and Oman are the only GCC countries to register a positive annual growth rate in job opportunities, while the region as a whole registers a record low growth rate of negative 21 percent in June 2016, as compared to the same period last year.**

“The results of Monster Employment Index (MEI) mirror the adverse impact of rising economic uncertainty in the region,” said **Sanjay Modi, Managing Director – APAC and Middle East, Monster.com**. “Clearly, employers are adopting a much more cautious and risk-averse approach to hiring,” with e-recruitment in the region registering a negative 21 percent annual growth in June 2016 – the lowest this year.” Job opportunities in Egypt, Qatar, KSA and Kuwait were down by a negative 30%, 25%, 18% and 9%, respectively.

Job opportunities listed in the UAE, Bahrain and Oman show a positive growth trend in June 2016 and are up by 10%, 23% and 3% respectively, as compared to the same period last year.

“We expect this positive trend to continue, especially in the UAE which is seen by economists as the most promising economy in MENA. UAE’s GDP is forecast to grow by three per cent this year – one per cent higher than the World Bank’s original forecast of two per cent.<sup>1</sup> This is significant when viewed against a backdrop of a projected global growth rate of 2.6 per cent in 2016,” continued Modi.

In the UAE, healthcare continues to be the industry where job demand is soaring, with listed job opportunities up by 46 percent in June 2016 as compared to the same period last year. Similarly, we see a significant increase in demand for healthcare professionals, with job listings up by 31 percent in June 2016 year to date. With the mandatory health insurance scheme in place, the country’s multi-billion-dollar healthcare industry could continue growing double digits in 2016, as all sponsors are now required to enrol their employees for a mandatory medical coverage plan.

The second best performing UAE industry is Retail/Trade and Logistics, with 32 percent growth in online job posts. This group is followed by Consumer Goods/FMCG, Food & Packaged Food, Home Appliance,

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<sup>1</sup> <http://www.khaleejtimes.com/business/local/uae-most-promising-economy-in-mena>

Garments/Textiles/Leather, Gems & Jewellery, with a growth of 29 percent in job opportunities posted online year on year to June 2016.

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Bahrain	125	154	23%
UAE	130	143	10%
Oman	118	121	3%
Kuwait	138	125	-9%
KSA	160	131	-18%
Qatar	158	119	-25%
Egypt	199	139	-30%

### UAE Top Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Health Care	180	262	46%
Retail/Trade and Logistics	103	136	32%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	123	29%

### UAE Lowest Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
BFSI	144	143	-1%
Oil and Gas	72	56	-22%
Hospitality	115	82	-29%

### UAE Top Growth Occupations

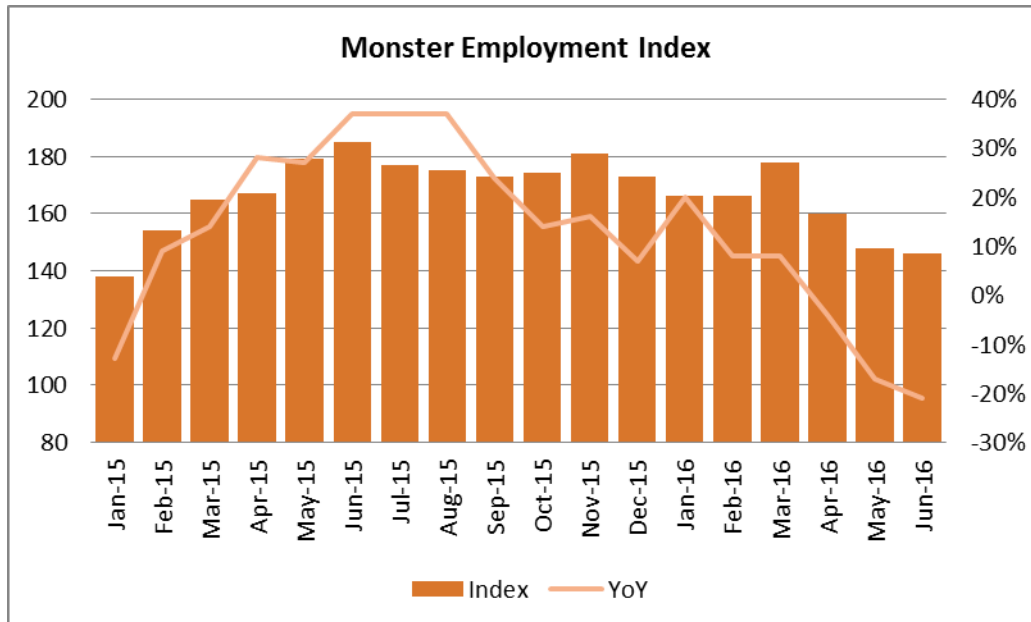
Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Health Care	167	218	31%
Sales and BD	136	174	28%
HR & Admin.	102	116	14%

### UAE Lowest Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Software, Hardware, Telecom	142	129	-9%
Finance and Account	110	99	-10%
Customer service	74	53	-28%

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.

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

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	Jun 16	Y-o-Y
138	154	165	167	179	185	177	175	173	174	181	173	166	166	178	160	148	146	-21%

**Industry Year-over-Year Trends:** Of the twelve sectors monitored by the Index, four industry sectors saw online hiring exceed the year-ago level.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continued to exhibit dramatic growth in online hiring; up 55 percent. The sector has been charting steepest growth on an annual basis since January 2016. This month the growth momentum improved by 10 percentage points from 44 percent in May 2016. The sector also recorded the most notable month-on-month growth among all monitored sectors; up by six percent.
- **Production/Manufacturing, Automotive and Ancillary** registered an eight percent growth from the year-ago down from 33 percent in May 2016. The sector also witnessed fewer opportunities on the month; down five percent following positive growth since February 2016. The three-month and six-month growth rate continues to exhibit a positive growth trend.
- **IT and Telecom/ISP** (up three percent); **Health Care** (up seven percent) continued to growth at a sluggish pace and is the only other sector to register a positive annual growth rate. The growth momentum improved marginally in the health care sector; up two percentage points.
- The year-on-year growth momentum eased further in **Engineering, Construction and Real Estate** (down nine percent); **BFSI** (down 42 percent); **Retail/Trade and Logistics** (down 41 percent); **Education** (down 32 percent); **Hospitality** (down 51 percent); and **Advertising, Market Research, Public Relations, Media and Entertainment** (down 52 percent). The steepest decline being that in Advertising, Market Research, Public Relations, Media and Entertainment.

### Top Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	76	118	55%
Production/Manufacturing, Automotive and Ancillary	84	91	8%
Health Care	169	181	7%
IT and Telecom/ISP	131	135	3%
Engineering, Construction and Real Estate	151	137	-9%

### Lowest Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Education	209	142	-32%
Retail/Trade and Logistics	174	102	-41%
BFSI	217	126	-42%
Hospitality	226	110	-51%
Advertising, Market Research, Public Relations, Media and Entertainment	163	77	-53%

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

- **Customer Service** (up 24 percent) saw the steepest increase in demand on a year-on-year basis even in June 2016. The rate of growth nevertheless eased from 58 percent in May 2016.
- **Health Care** professionals were next in the rung. Online demand for the role exceeded the corresponding period a year-ago by 21 percent. The group also saw a three percent growth month-on-month following **lowing** levels in the past months.
- Customer Service and Health Care aside all other occupation groups registered fewer opportunities on the year. **Purchase / Logistics / Supply Chain** (down eight percent) saw a negative growth year-on-year for the second month. Online demand declined the most for **Marketing & Communications/Arts/Creative** (down 55 percent) and the least for **Legal** (down five percent) professionals.

### Top Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Customer service	72	89	24%
Health Care	164	198	21%
Legal	115	109	-5%
Purchase / Logistics / Supply Chain	114	105	-8%
Software, Hardware, Telecom	189	166	-12%

### Lowest Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Finance and Account	173	130	-25%
HR & Admin.	191	127	-34%
Hospitality and Travel	211	135	-36%
Sales and BD	249	150	-40%
Marketing & Communications/Arts/Creative	232	105	-55%

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## Job demand on the rise for Saudi Arabia’s Oil and Gas sector

- In June 2016, Oil and Gas registers the steepest year-on-year growth for job opportunities, above all other sectors; up by 37 percent when compared to the same period last year.
- Hospitality registers the most notable decline, down by 57 percent in June 2016 year to date.

**Riyadh, 18 July, 2016:** Job opportunities for Saudi Arabia’s Oil and Gas sector are on the rise, according to the latest Monster Employment Index, which shows an increase of 37 per cent in jobs listed online in June 2016 as compared to the same period last year. Job demand for the Oil and Gas sector is leading the charts above all other sectors in Saudi Arabia.

“Despite the turmoil in regional oil markets, Saudi Arabia’s Oil and Gas sector is hiring steadily and gradually,” said **Sanjay Modi, Managing Director – APAC and Middle East, Monster.com**. “This upward trend clearly demonstrates the strength of Saudi Arabia in the energy sector. Looking at past data, our employment index shows that the Oil and Gas sector in Saudi Arabia has been steadily increasing from a modest two percent year-on-year growth in January 2016 to a significant 37 percent year-on-year growth in June 2016.

“We expect this trend to continue, given the ambitious plans of Saudi Aramco , to become the world's leading integrated energy and chemicals company by 2020,” said **Modi**<sup>2</sup> “During the next decade, the company is expected to indirectly create 500,000 additional jobs to the Saudi Arabia’s economy. This is impressive when compared to the current 66,000 people the oil producer employs to date.”

The second best performing industry is IT and Telecom/ISP, with 12 percent year-on-year growth in online job posts in June 2016. The outlook looks gloomier for job seekers in Hospitality and Travel, however, with the demand for professionals having dropped into the negative by 46 percent when compared to the same period last year. With the Gulf hospitality sectors facing depressed tourism revenues, the index also registered a negative drop of 57 year-on-year growth in e-recruitment in the Saudi Hospitality sector in June 2016.

### KSA Top Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Oil and Gas	101	138	37%
IT and Telecom/ISP	147	164	12%
Production/Manufacturing, Automotive and Ancillary	104	110	6%

### KSA Lowest Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
BFSI	129	108	-16%
Retail/Trade and Logistics	148	96	-35%
Hospitality	184	80	-57%

<sup>2</sup> <http://www.cnn.com/2016/05/10/how-saudi-arabias-2t-oil-company-plans-on-being-a-world-beater.html>

### KSA Top Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Health Care	127	149	17%
Software, Hardware, Telecom	172	188	9%
HR & Admin.	145	139	-4%

### KSA Lowest Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	155	110	-29%
Engineering and Production	171	99	-42%
Hospitality and Travel	153	82	-46%

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KSA	160	131	-18%
Qatar	158	119	-25%
Egypt	199	139	-30%

**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 23 percent); **UAE** (up 10 percent); and **Oman** (up three percent) are the only countries to record a positive annual growth even this month. Bahrain continues to lead the chart; the year-on-year growth rate improved 14 points between May and June 2016. In UAE there has been an improvement of one percentage point during this same time. Oman, on the other hand, saw annual growth rate ease three percentage points from May 2016
- **KSA** has been charting negative growth trends year-on-year successively since February 2016. This month e-recruitment activity in the country slipped 18 percent below the year-ago. The country, nevertheless, registered a positive growth on the month; up three percent.

- **Kuwait** recorded the steepest growth on the month among all monitored countries; up by seven percent. The year-on-year growth rate improved from a negative 12 percent to a negative nine percent.
- **Egypt**, witnessed the most notable slowdown in e-recruitment activity. The country charted the steepest decline month-on-month (down 11 percent) as well as year-on-year (down 30 percent) among all seven countries monitored by the Index.

<b>Year-over-year Growth</b>	Jun 15	Jun 16	% Growth Y-o-Y
Bahrain	125	154	23%
UAE	130	143	10%
Oman	118	121	3%
Kuwait	138	125	-9%
KSA	160	131	-18%
Qatar	158	119	-25%
Egypt	199	139	-30%

### UAE Highlights

- Monster Employment Index **UAE** registers a 10 percent growth on the year
- Among industry sectors, **Health Care** leads by the way of long-term growth even this month.
- Online recruitment activity declines the most in the **Hospitality** sector
- **Health Care** continues to be the most in-demand job role even this month

### **By Industry**

	2015							2016					
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Engineering, Construction and Real Estate	151	140	131	143	147	154	158	142	147	151	138	137	137
BFSI	217	214	183	187	214	195	188	167	156	175	152	138	126
Production/Manufacturing, Automotive and Ancillary	84	82	76	83	82	92	78	74	83	83	92	96	91
Retail/Trade and Logistics	174	174	172	178	173	182	155	139	140	138	125	112	102
Oil and Gas	83	84	75	71	78	75	73	70	74	72	69	67	66
IT and Telecom/ISP	131	132	121	122	134	136	131	118	127	133	130	129	135
Hospitality	226	210	203	203	223	192	191	183	167	167	137	122	110
Education	209	202	197	197	198	177	174	173	178	160	149	150	142
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	95	99	93	89	96	93	100	96	91	85	79	80	82

Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	76	78	77	78	84	89	93	95	103	109	116	111	118
Health Care	169	149	166	159	172	182	161	163	175	174	173	173	181
Advertising, Market Research, Public Relations, Media and Entertainment	163	153	144	132	136	133	127	118	106	95	85	81	77

### By Occupation

	2015							2016					
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Engineering and Production	151	140	142	147	142	148	152	128	125	130	120	120	116
Finance and Account	173	170	155	155	156	147	174	167	142	158	174	144	130
HR & Admin.	191	185	182	181	200	202	169	159	163	167	154	125	127
Sales and BD	249	249	236	250	253	252	212	201	202	237	197	169	150
Purchase / Logistics / Supply Chain	114	115	115	110	97	102	107	105	105	113	110	102	105
Hospitality and Travel	211	190	193	197	184	179	152	147	134	161	143	136	135
Health Care	164	134	159	166	190	204	179	187	206	207	204	193	198
Software, Hardware, Telecom	189	196	170	151	166	191	175	162	180	196	165	152	166
Marketing & Communications/Arts/Creative	232	216	205	194	183	190	158	154	150	166	147	123	105
Customer service	72	69	74	76	99	108	75	71	73	90	88	95	89
Legal	115	123	111	107	97	95	100	91	103	110	101	105	109

#### 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](http://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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