

# monster®

## EMPLOYMENT INDEX

### UAE Claims Leading Position for Job Posting in the Middle East

#### August 2015 Index Highlights

- Monster Employment Index shows online job posting growth at a steady pace, registering 37% growth compared to last year in the Middle East Year-on-year, Banking and Finance industry; and IT and Telecom/ISP register the steepest growth in hiring activity even this month.
- Oil and Gas sector exhibits the most notable decline in opportunities from the year-ago. .
- Among occupation groups, online demand for Software, Hardware, Telecom professionals rises the most.
- UAE leads all monitored countries by the way of long-term growth.

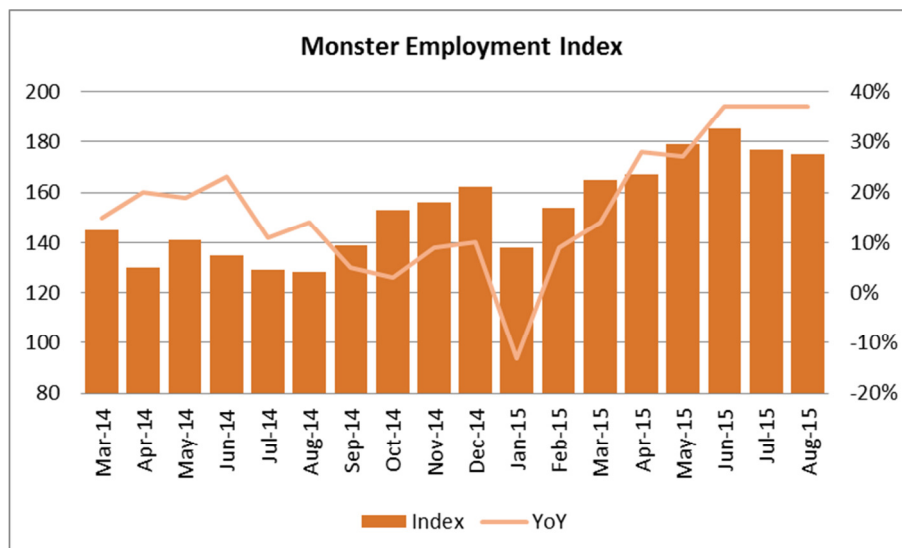
**The Monster Employment Index is a monthly gauge of online job posting activity in Middle-East based on a real-time review of tens of thousands of employer job opportunities culled from a large representative selection of career Web sites and online job listings. The Index does not reflect the trend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

“When looking at the index at a regional level, it is evident that online hiring activity is growing steadily at the pace of 37 percent year-on-year for the third successive month. The three-month growth rate which has been moderating since May 2015 is negative this month pointing to a positive but gradual slowdown in the pace of hiring in Q3 2015. With Banking and Finance sector still leading the industry growth at a 35 percent year-on-year increase, followed by IT and Telecom/ISP with 30 percent year-on-year growth. There was a 16 percent growth in hiring opportunities in Healthcare year-on-year, not only is it the highest registered this year for the industry, but was also the only sector to record a positive month-on-month growth among all industry sectors in August 2015; up 11 percent,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“Furthermore, with a 36 percent increase, the UAE continues to hold the top spot in terms of year-on-year growth rate when compared to the remaining GCC countries and Egypt. More specifically, the Healthcare sector in the UAE is leading the year-on-year growth industries with 44% increase. This staggering increase truly reflects the vision of the UAE to become a hub for medical tourism, and with Dubai alone planning to attract more than 500,000 medical tourists by 2020, effective healthcare hiring is in demand to accommodate the emirates ambitious plans.

The healthcare industry specific growth is perfectly timed to compensate for the dip in the Oil and Gas industry, which witnessed a substandard 21 percent fall across the Middle East, and a 29 percent fall in the UAE when looking at the year-on-year growth industries. This slowdown comes as no surprise given the global ramifications and the hiring freeze the sector is undergoing. And while the UAE is putting firm actions in place to manage the global crunch, I do expect that hiring recovery in this sector will require some time.

“On the other hand side, Kuwait claimed the second highest spot in August with a 31 percent year-on-year growth, after being at the bottom of the list in July 2015 with a -8 percent year-on-year growth.” **Added Modi**



Mar 14	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	Jul 15	Aug 15	Y-o-Y
145	130	141	135	129	128	139	153	156	162	138	154	165	167	179	185	177	175	37%

**Industry Year-over-Year Trends:** Online hiring activity exceeded the year-ago level in nine of the 12 monitored industry sectors.

- **BFSI** (up 35 percent) leads all monitored industry sector charting the steepest year-on-year growth even this month. It is notable however that the growth rate has moderated significantly from the previous months. The three-month growth rate is a negative 16 percent. Clearly, the pace of job creation in the sector has eased. The sector has recorded a 14 percent drop in opportunities on the month as well.
- **IT and Telecom/ISP** registered a 30 percent growth in opportunities from the year-ago; second highest growth among all industry sectors. The growth momentum, nevertheless, eased 12 percentage points between July and August 2015. For the first time since January 2015 the three-month growth rate is negative (down by three percent) pointing towards a slowdown in the rate of hiring in the sector.
- The year-on-year growth momentum has improved in the **Health Care** sector. A 16 percent growth in opportunities year-on-year is the highest registered this year. Health Care was also the only sector to record a positive month-on-month growth among all industry sectors this month; up 11 percent.
- The year-on-year growth rate in the **Education** (up 22 percent) sector remained unruffled. However, the pace of recruitment has slowed in the recent months reflected by negative trends on three-month and six-month.
- Online recruitment activity in **Oil and Gas** (down 21 percent); **Production/Manufacturing, Automotive and Ancillary** (down 17 percent); and **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 11 percent) continues to descent. Oil and Gas recorded the steepest decline in the series and also among all monitored industry sectors.

### Top Growth Industries

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
BFSI	136	183	35%
IT and Telecom/ISP	93	121	30%
Hospitality	161	203	26%
Retail/Trade and Logistics	141	172	22%
Education	162	197	22%

### Lowest Growth Industries

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Engineering, Construction and Real Estate	121	131	8%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	89	93	4%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	87	77	-11%
Production/Manufacturing, Automotive and Ancillary	92	76	-17%
Oil and Gas	95	75	-21%

**Occupation Year-over-Year Trends:** There is an increased demand in 10 of the 11 occupation groups monitored by the Index.

- Online demand for **Software, Hardware, Telecom** professionals progressed faster than any other groups even this month. It is however notable that the growth momentum has eased significantly from 78 percent in July 2015 to 53 percent in August 2015. The group saw fewer opportunities on the month; down 13 percent.
- There is a steep increase in demand for **Health Care** professionals this month. Online demand for group was 20 percent higher than the corresponding period a year-ago. Month-on-month e-recruitment activity for the group edged up 19 percent following an 18 percent drop in July.
- **Purchase / Logistics / Supply Chain** (up 21 percent); **Hospitality and Travel** (up 18 percent); **Engineering and Production** (up 14 percent) registered a faster pace of growth vis-à-vis the previous month. The long-term growth rate moderated for all others.
- Online demand for **Customer Service** (down four percent) plunged four percent below the year-ago level. The Index reading for the series has been hovering below the baseline since February 2013.

### Top Growth Occupations

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Software, Hardware, Telecom	111	170	53%
HR & Admin.	133	182	37%
Sales and BD	174	236	36%
Marketing & Communications/Arts/Creative	160	205	28%
Purchase / Logistics / Supply Chain	95	115	21%

### Lowest Growth Occupations

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Health Care	133	159	20%
Hospitality and Travel	163	193	18%
Engineering and Production	125	142	14%
Legal	100	111	11%
Customer service	77	74	-4%

**Geographic Year-over-year Trends:** Online hiring surpassed the year-ago level in all seven countries monitored by the Index.

- **UAE** (up 36 percent) continues to lead as the year-on-year growth rate improves by an additional one percent. The rate of hiring has slowed relatively; the three-month and six-month growth rate even though positive have eased between July and August.
- **KSA** (up 10 percent) saw further slowdown in the long-term growth momentum. The country has been registering fewer opportunities on the month since July 2015; a 13 percent drop this month is the steepest decline among all monitored counties. Available online opportunities this month is 19 percent lower than May 2015. This is the second successive three-month decline. Clearly, employers have pulled back on hiring in the recent months.
- **Kuwait** registered a 31 percent growth in opportunities from the year ago consequent upon steep growth in online recruitment activity on the month. This follows steep year-on-year as well as month-on-month decline in July.
- **Bahrain** (up two percent) recorded the most restrained growth rate among all monitored countries as the rate of growth moderated further.

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
UAE	107	145	36%
Kuwait	114	149	31%
Egypt	145	181	25%
Qatar	130	147	13%
Oman	101	114	13%
KSA	115	126	10%
Bahrain	123	125	2%

## COUNTRY-WISE TRENDS

### UAE Highlights

- Monster Employment Index UAE edges 36 percent above August 2014
- **Health Care** tops the chart with the steepest year-on growth
- Online recruitment activity eases the most in **Oil and Gas** sector
- **Software, Hardware, Telecom** professionals witness the steepest growth in online demand, year-on-year

### **UAE Top Growth Industries**

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Health Care	128	184	44%
Retail/Trade and Logistics	96	119	24%
IT and Telecom/ISP	89	109	22%

### **UAE Lowest Growth Industries**

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Hospitality	109	101	-7%
Production/Manufacturing, Automotive and Ancillary	113	96	-15%
Oil and Gas	103	73	-29%

**UAE Top Growth Occupations**

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Software, Hardware, Telecom	104	144	38%
Sales and BD	107	145	36%
Purchase / Logistics / Supply Chain	106	129	22%

**UAE Lowest Growth Occupations**

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Hospitality and Travel	96	97	1%
Marketing & Communications/Arts/Creative	109	110	1%
Customer service	78	76	-3%

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**KSA Registers 10% year-on-year growth****August 2015 Index Highlights**

- Monster Employment Index continues to move forward at the same pace as in the last two months; up by 37 percent on the year. Month-on-month, online hiring in the region slips one percent. While the Employment Index in KSA registers 10 percent growth, year-on-year
- Year-on-year in the Middle East, Banking and Finance; and IT and Telecom/ISP register the steepest growth in hiring activity.
- Oil and Gas sector exhibits the most notable decline in opportunities in the Middle East from the year-ago.
- Monster
- Advertising, Market Research, Public Relations, Media and Entertainment charts the steepest annual growth among industry sectors in KSA  
Among occupation groups, online demand in KSA increased the most for Sales and Business Development

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“The year-on-year increase in the rate of employment in the KSA stood at 10 per cent; Advertising, Market Research, Public Relations, Media and Entertainment are the top growing industries for KSA in August 2015 with a 24 percent increase, closely followed by the Hospitality sector with a 22 percent increase. Saudi Arabia is investing more in creativity and talent when seeking recruitment, and is on track to becoming a business oriented country as the index shows that the highest occupation demand is for the Sales and Business Development sectors,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“E-recruitment activity in the Middle East, year-on-year, is unmoved with a growth rate 37 percent for the third successive month. The three-month growth rate which has been moderating since May 2015 is negative this month pointing to a positive but gradual slowdown in the pace of hiring in Q3 2015. In fact, the pace of year-on growth has eased between July and August for all monitored sectors in the Middle East except for HealthCare, which registered a 16 percent year-on-year growth in hiring opportunities, not only is it the highest registered this year for the industry, but was also the only sector to record a positive month-on-month growth among all industry sectors in August 2015; up 11 percent,” **added Modi.**

### KSA Highlights

- Monster Employment Index KSA registers 10 percent growth, year-on-year
- **Advertising, Market Research, Public Relations, Media and Entertainment** charts the steepest annual growth among industry sectors even this month
- **Oil and Gas** registers the most notable decline in year-on-year hiring
- Among occupation groups, **online demand increased the most for Sales and BD**

#### KSA Top Growth Industries

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	114	141	24%
Hospitality	135	165	22%
IT and Telecom/ISP	111	120	8%

#### KSA Lowest Growth Industries

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Engineering, Construction and Real Estate	98	90	-8%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	86	76	-12%
Oil and Gas	100	84	-16%

#### KSA Top Growth Occupations

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Sales and BD	135	172	27%
Software, Hardware, Telecom	112	138	23%
Marketing & Communications/Arts/Creative	105	129	23%

#### KSA Lowest Growth Occupations

Year-over-year Growth	Aug 14	Aug 15	% Growth Y-o-Y
Hospitality and Travel	109	124	14%
Finance and Account	110	122	11%
Purchase / Logistics / Supply Chain	132	127	-4%

### By Industry

	2014					2015							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering, Construction and Real Estate	121	135	142	151	151	134	146	151	156	149	151	140	131
BFSI	136	152	163	176	194	175	192	201	217	218	217	214	183
Production/Manufacturing, Automotive and Ancillary	92	85	85	85	87	68	78	80	83	72	84	82	76
Retail/Trade and Logistics	141	157	155	155	159	151	162	163	166	177	174	174	172
Oil and Gas	95	88	96	94	97	78	83	83	75	80	83	84	75
IT and Telecom/ISP	93	95	103	104	108	101	110	116	120	123	131	132	121
Hospitality	161	178	185	194	194	197	205	212	220	230	226	210	203
Education	162	170	207	173	186	187	199	197	203	203	209	202	197

Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	89	102	102	93	94	79	81	81	91	88	95	99	93
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	87	78	81	82	84	55	78	81	91	77	76	78	77
Health Care	143	147	145	152	162	146	151	151	152	165	169	149	166
Advertising, Market Research, Public Relations, Media and Entertainment	119	123	127	133	139	142	148	155	157	164	163	153	144

### By Occupation

	2014					2015							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering and Production	125	129	136	140	143	127	131	136	140	145	151	140	142
Finance and Account	129	135	150	159	167	155	172	169	190	176	173	170	155
HR & Admin.	133	145	152	164	165	149	174	179	183	192	191	185	182
Sales and BD	174	195	211	208	199	187	213	232	232	246	249	249	236
Purchase / Logistics / Supply Chain	95	90	94	104	106	99	104	98	109	112	114	115	115
Hospitality and Travel	163	176	187	184	188	189	198	200	205	213	211	190	193
Health Care	133	141	148	150	148	134	140	140	140	161	164	134	159
Software, Hardware, Telecom	111	115	152	142	129	111	141	174	174	174	189	196	170
Marketing & Communications/Arts/Creative	160	165	175	183	191	192	202	212	222	234	232	216	205
Customer service	77	81	82	70	62	52	54	55	70	60	72	69	74
Legal	100	98	106	106	118	111	119	120	128	120	115	123	111

#### 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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