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EMPLOYMENT INDEX

Monster Employment Index records most growth in UAE healthcare industry while hospitality sector faced challenging times in 2016

December 2016 Index Highlights

- The December MEI registered a 31 percent year-on-year decline in online hiring in the UAE representing a 4 percentage point improvement from November 2016
- Purchase / Logistics / Supply Chain occupations continue to be the only group to witness year-on-year growth at 24 percent
- Online recruitment is down by 41 percent in the Middle East region with the Hospitality sector continuing to record the largest decline at -64 percent.
- Amongst the Middle East countries monitored, Egypt recorded the highest decline in online opportunities at -39 percent while Bahrain and Oman are the only countries to register growth at 4 percent.

Dubai, 23 January 2017 – Looking at online hiring activity in the UAE throughout 2016, the [Monster Employment Index \(MEI\)](#) reveals that the healthcare industry recorded the most growth while the hospitality sector registered the most decline amid macroeconomic challenges.

The healthcare industry has been among the top performing industries in online hiring in the UAE with a peak in February 2016 when the year-on-year growth reached 76 percent. Throughout the year, the industry has maintained an average year-on-year growth of almost 20 percent despite a 17 percent dip registered in the latest report.

“It is not surprising that the healthcare sector performed well on our MEI in 2016 as the UAE government places the nation’s healthcare system at high priority and aims to have one of the strongest healthcare systems in the world in line with the National Agenda and 2021 Visions. There have been a number of developments in the field which may have contributed to the high demand in professionals in the healthcare industry including the mandatory health insurance requirements that have been put in place this month,” said **Sanjay Modi, Managing Director, [Monster.com](#), APAC & Middle East.**

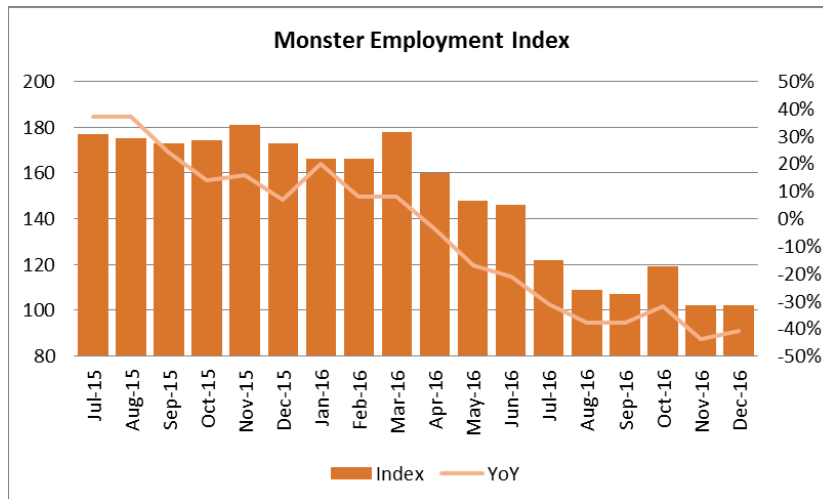
Online hiring in the UAE hospitality industry, on the other hand, has been among the lowest performing industries in the [MEI](#) in 2016. With an average year-on-year decline of 25 percent throughout the year, the UAE hospitality sector slowed down significantly in online hiring every month from February to December 2016. The latest [MEI](#) registered a 30 percent decline in online hiring in the industry from the same period last year which according to leading recruitment website, [Monster.com](#), could be a result of the pressure faced by hotels to reduce rates amid macroeconomic challenges.

“The UAE hospitality industry, much like others around the world, has had a challenging year in 2016 with growing supply, weakened currencies including the rouble, euro and British pound, a stronger dollar to which the UAE dirham is pegged, and the lingering low oil prices. We are hopeful that with the sustained political security, more stable economic conditions and the growing number of world-class tourist attractions being launched in the country, the sector will see some improvement in the coming years,” **added Modi.**

The December [MEI](#) registered a 31 percent year-on-year decline in online hiring in the UAE representing a 4 percentage point improvement from November 2016 and is based on a real-time review of job opportunities from a large representative selection of career web sites and online job listings. According to the [MEI](#), Purchase / Logistics / Supply Chain occupations continue to be the only group to witness year-on-year growth at 24 percent while Production/Manufacturing, Automotive and Ancillary was the only industry sector to register positive annual growth at 2 percent.

In the wider Middle East region, online recruitment is down by 41 percent with the Hospitality sector continuing to record the largest decline at -64 percent. Amongst the Middle East countries monitored, Egypt recorded the highest decline in online opportunities at -39 percent while Bahrain and Oman are the only countries to register growth at 4 percent.

#Ends#



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

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	Nov 16	Dec 16	Y-o-Y
177	175	173	174	181	173	166	166	178	160	148	146	122	109	107	119	102	102	-41%

Top Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	93	105	13%
IT and Telecom/ISP	131	139	6%
Production/Manufacturing, Automotive and Ancillary	78	81	4%
Health Care	161	145	-10%
Oil and Gas	73	63	-14%

Lowest Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Engineering, Construction and Real Estate	158	106	-33%
Advertising, Market Research, Public Relations, Media and Entertainment	127	61	-52%
Retail/Trade and Logistics	155	71	-54%
BFSI	188	85	-55%
Hospitality	191	68	-64%

Top Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Customer service	75	79	5%
Purchase / Logistics / Supply Chain	107	102	-5%
Legal	100	80	-20%
Engineering and Production	152	113	-26%
Health Care	179	126	-30%

Lowest Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Hospitality and Travel	152	81	-47%
Marketing & Communications/Arts/Creative	158	67	-58%
Sales and BD	212	79	-63%
HR & Admin.	169	53	-69%
Finance and Account	174	54	-69%

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Bahrain	117	122	4%
Oman	107	111	4%
KSA	138	112	-19%
Kuwait	152	122	-20%
Qatar	132	104	-21%
UAE	149	103	-31%
Egypt	160	98	-39%

COUNTRY-WISE TRENDS

UAE Top Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	104	106	2%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	117	115	-2%
Education	137	131	-4%

UAE Lowest Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Retail/Trade and Logistics	151	109	-28%
Oil and Gas	77	54	-30%
Hospitality	100	70	-30%

UAE Top Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	115	143	24%
Customer service	57	51	-11%
Sales and BD	169	147	-13%

UAE Lowest Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
HR & Admin.	126	87	-31%
Health Care	191	114	-40%
Finance and Account	111	62	-44%

KSA Top Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Oil and Gas	95	123	29%
Education	93	105	13%
Health Care	106	112	6%

KSA Lowest Growth Industries

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Retail/Trade and Logistics	127	100	-21%
Hospitality	130	83	-36%
Advertising, Market Research, Public Relations, Media and Entertainment	165	100	-39%

KSA Top Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	113	111	-2%
Finance and Account	118	110	-7%
HR & Admin.	126	114	-10%

KSA Lowest Growth Occupations

Year-over-year Growth	Dec 15	Dec 16	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	122	91	-25%
Engineering and Production	149	98	-34%
Hospitality and Travel	126	76	-40%

By Industry

	2015	2016											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering, Construction and Real Estate	158	142	147	151	138	137	137	123	112	110	119	114	106
BFSI	188	167	156	175	152	138	126	110	102	90	106	77	85
Production/Manufacturing, Automotive and Ancillary	78	74	83	83	92	96	91	90	86	84	91	78	81
Retail/Trade and Logistics	155	139	140	138	125	112	102	78	70	71	72	66	71
Oil and Gas	73	70	74	72	69	67	66	66	68	64	63	61	63
IT and Telecom/ISP	131	118	127	133	130	129	135	136	137	134	144	143	139
Hospitality	191	183	167	167	137	122	110	80	80	70	76	66	68
Education	174	173	178	160	149	150	142	128	116	116	127	125	120
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	96	91	85	79	80	82	88	84	83	85	89	83
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	93	95	103	109	116	111	118	98	98	93	102	96	105
Health Care	161	163	175	174	173	173	181	152	165	145	176	150	145
Advertising, Market Research, Public Relations, Media and Entertainment	127	118	106	95	85	81	77	73	65	66	67	67	61

By Occupation

	2015	2016											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering and Production	152	128	125	130	120	120	116	116	106	108	110	115	113
Finance and Account	174	167	142	158	174	144	130	103	77	61	74	54	54
HR & Admin.	169	159	163	167	154	125	127	89	66	73	96	71	53
Sales and BD	212	201	202	237	197	169	150	111	89	87	88	82	79
Purchase / Logistics / Supply Chain	107	105	105	113	110	102	105	108	95	95	95	97	102
Hospitality and Travel	152	147	134	161	143	136	135	100	116	91	103	87	81
Health Care	179	187	206	207	204	193	198	170	178	149	177	142	126
Software, Hardware, Telecom	175	162	180	196	165	152	166	143	132	113	116	105	114
Marketing & Communications/Arts/Creative	158	154	150	166	147	123	105	87	73	82	75	72	67
Customer service	75	71	73	90	88	95	89	69	83	101	107	85	79
Legal	100	91	103	110	101	105	109	103	81	87	86	78	80

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.

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KSA Oil and Gas sector continues to witness notable growth in online recruitment

- 29% year on year increase in the oil and gas sector; down 5 percentage points from the previous month.
- Education sees a 13% overall year on year growth, up 3 percentage points from the last month
- 6% year on year growth for the healthcare sector, up 4% from the previous month
- Advertising/market research/public relations/media and entertainment records the highest decline with a drop in recruitment of 39% – decline of 19 percentage points from the previous month (-20%)

Riyadh, 23 January 2017: While the latest [Monster Employment Index \(MEI\)](#) recorded an overall decline in year-on-year momentum in KSA of 19 percent, the oil and gas industry continues to lead in the online job recruitment sector at 29% growth from the same period last year.

According to analysts at Wood Mackenzie, Brent crude has been trading at approximately \$55 per barrel — double the 12-year low hit in early 2016. Oil producing nations, both inside and outside Opec, agreed last December to a strategic and effective method that has improved cash flow generation across the industry and made the economics of many prospective developments look more attractive since prices crashed from more than \$100 per barrel in 2014.

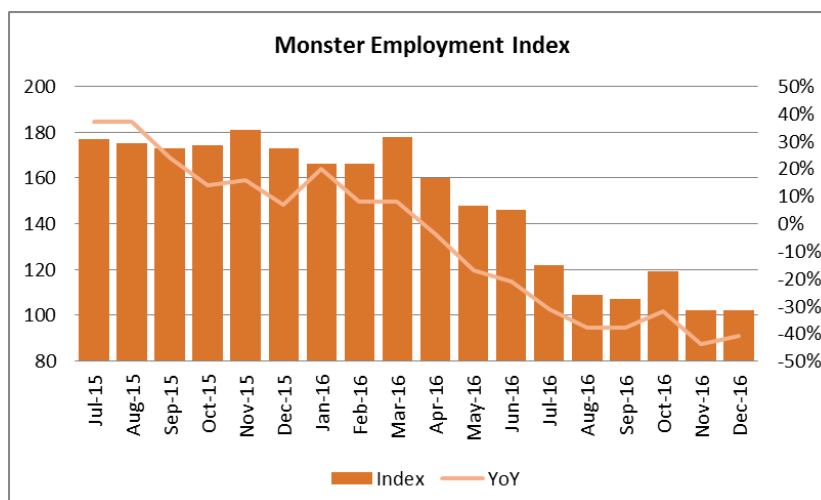
Analysts project that the industry is moving out of survival mode, from a phase of adaptation and lower prices to renewed growth. This is reflected in the latest [MEI](#) showing that the oil and gas sector witnessed a continued growth of 29%, followed by a 13% percent growth in the education sector and a 6% growth in the healthcare industry.

Sanjay Modi, Managing Director, [Monster.com](#), APAC & Middle East: “Our [December MEI](#) findings foreshadow that the recruitment trends in 2017 are expected to recover slightly. The oil and gas sector seems to be up to speed and ready for a steady recovery this year. In line with the Kingdom’s commitment to Vision 2030 and its plan to diversify economically, education and healthcare are two sectors that seem to be on the Kingdom’s radar to expand opportunities. Both industries witnessed growth; the month-on-month growth rate surged 2% for education and 12% for healthcare from November 2016 to December 2016. In line with Vision 2030, it is quite clear to see that there is a shift in priorities; education is beginning to lead the nation with the healthcare practice following close behind. These are two industries that are well worth looking into for the coming year as we continue to see the country restructure its current business model.”

The [latest MEI](#) also showed that retail/ trade/ logistics were among the lowest performing industries recording a decline of 21% from December 2015; a continued decline from last month. Online hiring in Hospitality also went down by 36% decline while the steepest decline was observed in advertising/ market research/ public relations/ media/ entertainment at -39%, down 19 percentage points from the previous month.

In the wider Middle East region, online recruitment is down by 41% with the Hospitality sector continuing to record the largest decline at -64%. Amongst the Middle East countries monitored, Egypt recorded the highest decline in online opportunities at -39% while Bahrain and Oman are the only countries to register growth at 4%.

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Oil and Gas	73	70	74	72	69	67	66	66	68	64	63	61	63
IT and Telecom/ISP	131	118	127	133	130	129	135	136	137	134	144	143	139
Hospitality	191	183	167	167	137	122	110	80	80	70	76	66	68
Education	174	173	178	160	149	150	142	128	116	116	127	125	120
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	96	91	85	79	80	82	88	84	83	85	89	83
Consumer Goods/ FMCG, Food &	93	95	103	109	116	111	118	98	98	93	102	96	105

Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery													
Health Care	161	163	175	174	173	173	181	152	165	145	176	150	145
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Finance and Account	174	167	142	158	174	144	130	103	77	61	74	54	54
HR & Admin.	169	159	163	167	154	125	127	89	66	73	96	71	53
Sales and BD	212	201	202	237	197	169	150	111	89	87	88	82	79
Purchase / Logistics / Supply Chain	107	105	105	113	110	102	105	108	95	95	95	97	102
Hospitality and Travel	152	147	134	161	143	136	135	100	116	91	103	87	81
Health Care	179	187	206	207	204	193	198	170	178	149	177	142	126
Software, Hardware, Telecom	175	162	180	196	165	152	166	143	132	113	116	105	114
Marketing & Communications/Arts/Creative	158	154	150	166	147	123	105	87	73	82	75	72	67
Customer service	75	71	73	90	88	95	89	69	83	101	107	85	79
Legal	100	91	103	110	101	105	109	103	81	87	86	78	80

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.

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