

# monster®

## EMPLOYMENT INDEX

### Software, Hardware and Telecom professionals are in high demand

#### July 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.
- Banking and Finance sector and IT and Telecom/ISP chart the steepest year-on-year growth in addition to leading this month's charts.
- Oil and Gas sector at risk of going into a hiring freeze; online hiring activity drops 7% for the region and 16% for the UAE market, as compared to the same period last year.
- Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery registers the most notable drop in online recruitment activity.
- UAE records the steepest year on year growth in online opportunities, followed by Qatar.

**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.**

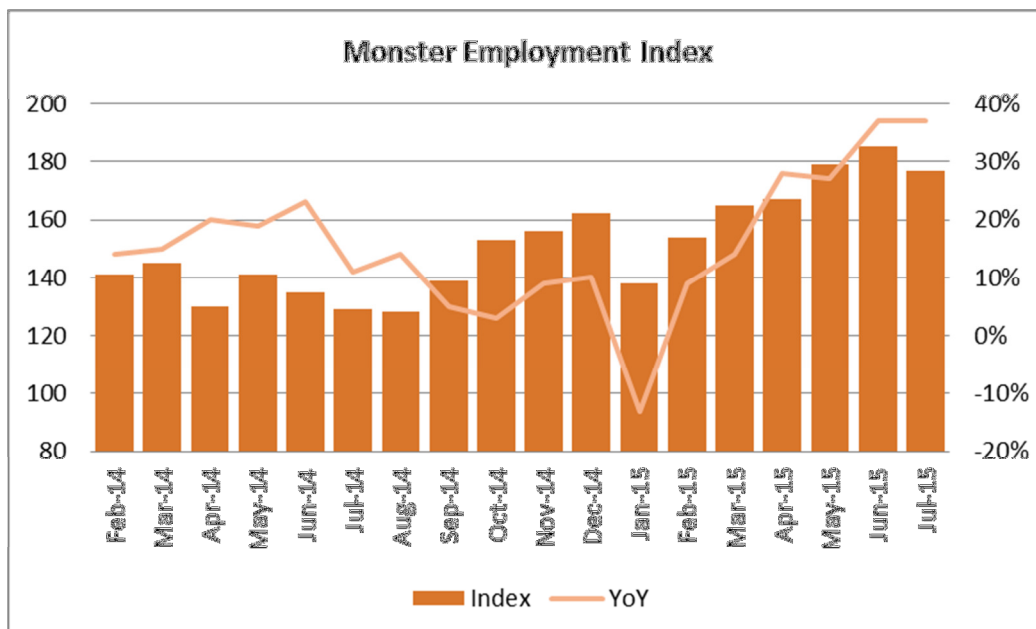
“The UAE is once again leading the growth momentum in terms of online job postings. I am not surprised to see that IT and Telecom is the top growth sector with a 40% year-on-year increase. This links well with the top growth occupation for the month – Software, Hardware and Telecom saw a 66% increase in online job postings as compared to the same period last year. In line with UAE’s Smart City vision, the government is stimulating the growth of the sector to establish the UAE as a regional and global hub for innovation and technology will play a pivotal role to achieve this. Both government and private companies are looking for talent and resources to drive growth,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“The same trend is reflected region – wide, with a 78% year on year increase in demand for software hardware and telecom professionals. According to Gartner Governments, the Middle East and North Africa will spend \$11.97 billion on IT products and services in 2015.

“At a regional level, online hiring activity continues to grow at a steady pace of 37 percent year on year. Although fewer opportunities were registered during the month of July, there appears to be a significant growth in hiring during the past six months. Online recruitment activity went up by 28 percent between January and July 2015.

“UAE registered a steep growth in opportunities during July, with a 35% growth in online job postings as compared to the same period last year. KSA also registered a robust year on year growth, however, the growth momentum has eased. Kuwait continues to register a negative growth in online hiring activity, with a year on year decline of 8%.

“The Oil and Gas sector continues to have low chart levels, registering a negative year on year growth of 16% in the UAE and 7% region wide, as compare to the same period last year. Experts predict that the sector will soon go into a hiring freeze because of the continuing slump in oil prices,” added Modi.



Feb 14	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	Y-o-Y
141	145	130	141	135	129	128	139	153	156	162	138	154	165	167	179	185	177	37%

**Industry Year-over-Year Trends:** Nine of the 12 industry sectors monitored by the Index recorded increased online hiring activity on the year.

- **BFSI** (up 57 percent) registered the steepest annual growth among industry sectors even in July. The sector has registered a 22 percent growth in opportunities in the past six-month. However, the three-month growth rate has been moderating since May 2015 and is a negative one percent this month. Clearly, online hiring in the sector is increasing but at a much slower pace more recently.
- Online hiring in **Retail/Trade and Logistics** is 23 percent higher this month than the corresponding period a year-ago. There however appears to be no growth in opportunities on the month.
- **IT and Telecom/ISP** (up 42 percent) sector continues to growth progressively. The year-on-year growth rate this month is one percentage point higher than the previous month. There has been a 31 percent growth in opportunities between January and July 2015.
- Year-on-year, **Engineering, Construction and Real Estate** (up eight percent) continues to trend upward but at a pace slower than in June 2015. In the **Hospitality** (up 30 percent) and **Education** (up 22 percent) sector the long-term growth momentum has improved vis-à-vis the past month. The growth in the **Health Care** (up two percent) on the other hand is slow-moving.

- Online recruitment activity has slipped below the year-ago level in **Production/Manufacturing, Automotive and Ancillary** (down seven percent); **Oil and Gas** (down seven percent); and **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up nine percent). Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery recorded the most notable decline among all industry groups. Also the Index reading for the series has been below the baseline incessantly since April 2014.

### Top Growth Industries

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
BFSI	136	214	57%
IT and Telecom/ISP	93	132	42%
Hospitality	161	210	30%
Advertising, Market Research, Public Relations, Media and Entertainment	119	153	29%
Retail/Trade and Logistics	142	174	23%

### Lowest Growth Industries

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	92	99	8%
Health Care	146	149	2%
Oil and Gas	90	84	-7%
Production/Manufacturing, Automotive and Ancillary	88	82	-7%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	86	78	-9%

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

- Software, Hardware, Telecom** (up 78 percent) professionals recorded the highest increase in demand among all occupation groups on the year even in July. There has been a surge in demand of 77 percent in the past six months between January and July 2015.
- The growth momentum positive has eased in case of **Hospitality and Travel** professionals. The long-term growth rate at 15 percent is the same as in June 2015 while the demand increased by a marginal one percent between January and July 2015.
- Sales and BD** (up 45 percent); **HR and Admin.** (up 42 percent) and **Marketing & Communications/Arts/Creative** (up 39 percent) professionals continue to register improved year-on-year growth rates even in July. Online demand for all three groups has however slowed on the month. .
- Online demand for **Health Care** professionals slipped 14 percent below the corresponding period a year ago. Having charted double digit annual growth rates since April 2014 the group exhibited a negative growth in January 2015. Online demand for the group has been unsteady and sluggish since. This is the only group this month to record a negative growth year-on-year

### Top Growth Occupations

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Software, Hardware, Telecom	110	196	78%
Sales and BD	172	249	45%
HR & Admin.	130	185	42%
Marketing & Communications/Arts/Creative	155	216	39%
Finance and Account	127	170	34%

### Lowest Growth Occupations

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	97	115	19%
Hospitality and Travel	165	190	15%
Engineering and Production	131	140	7%
Customer service	67	69	3%
Health Care	155	134	-14%

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

- **UAE** registered a 35 percent growth to lead all monitored countries year-on-year. The growth momentum paced up by 18 percentage points between June and July 2015. The country also recorded the steepest month-on-month growth. At 16 percent, the month-on increase is the highest since May 2014.
- **KSA** registered a 19 percent growth in online hiring activity between July 2014 and 2015. KSA has been registering steep growth since February 2015. The year-on-year growth rate even though robust is at its lowest recorded this year with a moderation in pace of 13 percentage points between June and July 2014
- Online recruitment activity in **Kuwait** (down eight percent) plummeted once again. The country registered a positive growth following seven successive year-on-year drop since November 2014. The six-month growth is however positive; up by six percent.

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
UAE	112	151	35%
Qatar	122	150	23%
Egypt	142	171	20%
KSA	121	144	19%
Bahrain	119	132	11%
Oman	105	113	8%
Kuwait	125	115	-8%

### UAE Highlights

- Monster Employment Index UAE registers a 35 percent growth year-on-year
- **IT and Telecom/ISP** leads all industry sectors by the way of long-term growth
- Online recruitment activity eases the most in **Engineering, Construction and Real Estate** sector
- **Software, Hardware, Telecom** professionals witness the steepest growth in online demand, year-on-year

### UAE Top Growth Industries

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
IT and Telecom/ISP	91	127	40%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	92	115	25%
Health Care	132	156	18%

### UAE Lowest Growth Industries

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Education	130	123	-5%
Oil and Gas	98	82	-16%
Engineering, Construction and Real Estate	145	120	-17%

### UAE Top Growth Occupations

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Software, Hardware, Telecom	102	169	66%
Purchase / Logistics / Supply Chain	101	145	44%
Sales and BD	117	155	32%

### UAE Lowest Growth Occupations

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Hospitality and Travel	100	96	-4%
Health Care	162	153	-6%
Engineering and Production	127	118	-7%

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## Saudi Arabia is looking to hire Software, Hardware, Telecom professionals

### July 2015 Index Highlights

- Monster Employment Index KSA grows 19 percent on the year
- **Advertising, Market Research, Public Relations, Media and Entertainment** charts the steepest annual growth among industry sectors
- **Production/Manufacturing, Automotive and Ancillary** registers the most notable decline in year-on-year hiring
- Among occupation groups, **Software, Hardware, Telecom** registers the most notable growth in demand, year-on-year

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“After a few months of leading the charts in terms of online hiring activity, KSA saw a decrease in momentum and dropped to the fourth place in July 2015. Year on year, we are still seeing a positive increase of 19% in online hiring activity in the Kingdom, but below the UAE (35%), Qatar (23%) and Egypt (20%). We attribute the decrease in growth momentum to the summer period, which is characteristically slow, and the Holy month of Ramadan, followed by Eid Al Fitr. As people embrace and maximize the spiritual goodness of the month, the work load in the Kingdom is limited,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“As shown by our latest Monster Employment Index for KSA, the creative industry continues to lead the growth charts with a 36% increase in online job demand for the month of July. However, I am not surprised to see IT and Telecom/ISP sector coming in second place with a 34% increase in online job demand. This links well with the top growth occupation for the month – software, hardware and telecoms specialists were the most sought after positions for the second month in a row, with a 60% increase year on year, as compared to the same period last year.

“The same trend is reflected region – wide, with a 78% year on year increase in demand for software hardware and telecom professionals. According to Gartner Governments, the Middle East and North Africa will spend \$11.97 billion on IT products and services in 2015.

“Relying more on the internet and benefiting from the quick and easy process of online job posting is shifting the way companies used to approach candidates in the past. Saudi Arabia is looking to recruit talented professionals with niche skills to drive forward the country’s growth plans in regards to the IT and Telecom / ISP sector,” added Modi.

### KSA Highlights

- Monster Employment Index KSA grows 19 percent on the year
- **Advertising, Market Research, Public Relations, Media and Entertainment** charts the steepest annual growth among industry sectors
- **Production/Manufacturing, Automotive and Ancillary** registers the most notable decline in year-on-year hiring
- Among occupation groups, **Software, Hardware, Telecom** registers the most notable growth in demand, year-on-year

### KSA Top Growth Industries

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	118	161	36%
IT and Telecom/ISP	109	146	34%
BFSI	106	127	20%

### KSA Lowest Growth Industries

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Health Care	108	108	0%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	79	77	-3%
Production/Manufacturing, Automotive and Ancillary	104	98	-6%

### KSA Top Growth Occupations

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Software, Hardware, Telecom	106	170	60%
Hospitality and Travel	108	147	36%
Sales and BD	154	209	36%

### KSA Lowest Growth Occupations

Year-over-year Growth	Jul 14	Jul 15	% Growth Y-o-Y
Finance and Account	110	131	19%
Engineering and Production	127	139	9%
Health Care	113	119	5%

### By Industry

	2014						2015						
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Engineering, Construction and Real Estate	130	121	135	142	151	151	134	146	151	156	149	151	140
BFSI	136	136	152	163	176	194	175	192	201	217	218	217	214
Production/Manufacturing, Automotive and Ancillary	88	92	85	85	85	87	68	78	80	83	72	84	82
Retail/Trade and Logistics	142	141	157	155	155	159	151	162	163	166	177	174	174
Oil and Gas	90	95	88	96	94	97	78	83	83	75	80	83	84
IT and Telecom/ISP	93	93	95	103	104	108	101	110	116	120	123	131	132
Hospitality	161	161	178	185	194	194	197	205	212	220	230	226	210
Education	165	162	170	207	173	186	187	199	197	203	203	209	202
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	92	89	102	102	93	94	79	81	81	91	88	95	99
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	86	87	78	81	82	84	55	78	81	91	77	76	78
Health Care	146	143	147	145	152	162	146	151	151	152	165	169	149
Advertising, Market Research, Public Relations, Media and Entertainment	119	119	123	127	133	139	142	148	155	157	164	163	153

### By Occupation

	2014						2015						
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Engineering and Production	131	125	129	136	140	143	127	131	136	140	145	151	140
Finance and Account	127	129	135	150	159	167	155	172	169	190	176	173	170
HR & Admin.	130	133	145	152	164	165	149	174	179	183	192	191	185
Sales and BD	172	174	195	211	208	199	187	213	232	232	246	249	249
Purchase / Logistics / Supply Chain	97	95	90	94	104	106	99	104	98	109	112	114	115
Hospitality and Travel	165	163	176	187	184	188	189	198	200	205	213	211	190
Health Care	155	133	141	148	150	148	134	140	140	140	161	164	134
Software, Hardware, Telecom	110	111	115	152	142	129	111	141	174	174	174	189	196
Marketing & Communications/Arts/Creative	155	160	165	175	183	191	192	202	212	222	234	232	216
Customer service	67	77	81	82	70	62	52	54	55	70	60	72	69
Legal	94	100	98	106	106	118	111	119	120	128	120	115	123

### **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. The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured online job recruitment activity is within a margin of error of +/- 1.05%. 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).

### **CONTACTS:**

Priyanka Sharma Kaintura  
Head of Public Relations (India/ Middle East/ South-East Asia)  
Email: [priyanka.sharma@monsterindia.com](mailto:priyanka.sharma@monsterindia.com)  
Phone: +91 9971115933 | +91 9911822233

Jeeda Allouni  
Account Executive at Hill+Knowlton Strategies  
Email: [jeeda.allouni@hkstrategies.com](mailto:jeeda.allouni@hkstrategies.com)  
Phone: +971 56 343 7745