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## EMPLOYMENT INDEX

### **UAE's Healthcare sector is on a hiring spree, with online job postings up by 21% from 2014 and 11% from April 2015**

- *Online recruitment in the Middle East as per the Monster Employment Index continues to progress steadily month-on-month*
- *Year-on-year, online opportunities soar 27 percent. The growth momentum slows by a marginal one percentage point between April and May 2015*
- *Banking and Finance sector continues to top the growth chart in terms of increase in opportunities over the corresponding period a year-ago, closely followed by the Hospitality sector*
- *Production/Manufacturing, Automotive and Ancillary registers the steepest annual decline this month*
- *Software, Hardware, Telecom professionals witness the sharpest increase in demand, year-on-year among all occupation groups even in May*
- *Egypt supplants KSA to lead all monitored counties year-on-year*

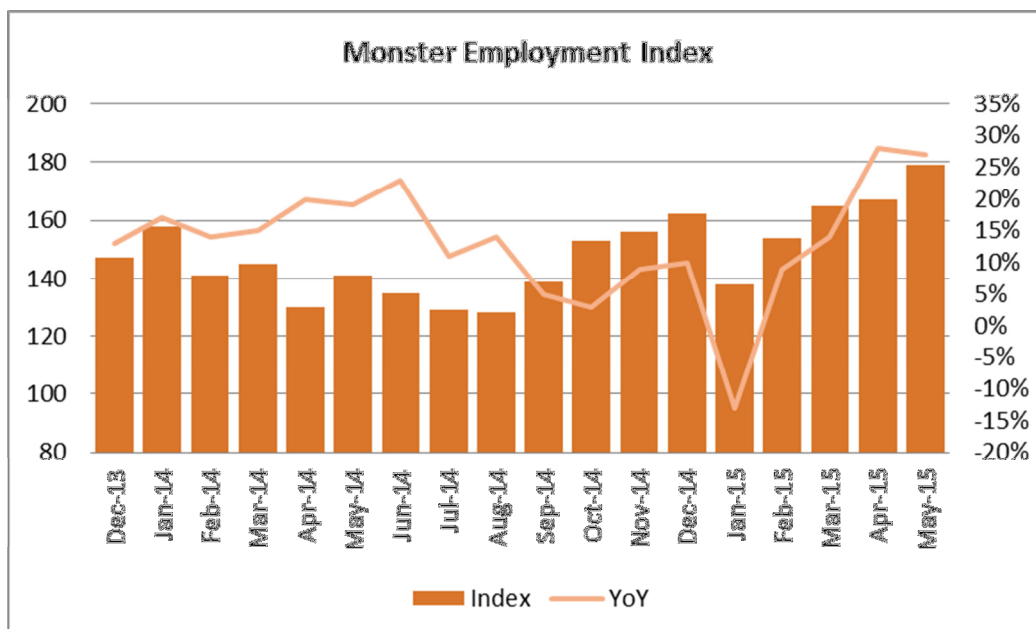
**The Monster Employment Index is a monthly gauge of online job posting activity in Middle-East based on a real-time review of tens of thousands of employer job opportunities culled from a large representative selection of career Web sites and online job listings. The Index does not reflect the trend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

“Online recruitment in the Middle East continues to grow steadily, with an increase of 27% in May 2015, as compared to the same period last year. However, growth momentum has slowed down, with a 1 percentage point decrease in May, compared to last month. Region wise, the Banking and Finance sector continues to lead the growth momentum, with an annual increase of 57%, closely followed by the Hospitality sector with an annual increase of 51%. On the back of the low oil prices, hiring has been consistently declining for the Production/Manufacturing, Automotive and Ancillary and Oil and Gas sectors,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“In the UAE we are seeing a positive trend for the healthcare sector, where online hiring demand has increased by 21% from 2014. We attribute the growth in online hiring to positive developments in the healthcare sector, such as the upcoming launch of the unified national health base, which would make the UAE the first country in the region to have a unified national health database. However, to keep up with these developments, and with government's plans for the UAE sector, hiring is expected to increase. According to a recent survey published by The Economist Intelligence Unit, the number of healthcare workers needs to rise by 50% over the next six years to meet government targets,” **he added.**

“In contrast to overall demand for jobs in the healthcare sector, online demand for healthcare specialists has gone down by 5% year on year. We believe the decline in demand for specialists indicates the healthcare sector is looking to hire for a variety of occupations, such as IT specialists, marketing and communications experts or accountants,” **continued Modi.**

“Among the countries monitored, Egypt and Saudi Arabia took the lead with a 33% and 32% annual increase in online job listings, while Kuwait is the only country in the region showing a negative growth in online hiring demand, with a 1% annual decrease as compared to May 2014,” **said Modi.**



Dec 13	Jan 14	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	Y-o-Y
147	158	141	145	130	141	135	129	128	139	153	156	162	138	154	165	167	179	27%

**Industry Year-over-Year Trends:** Online opportunities exceed the year-ago level in nine of the 12 industry sectors monitored by the Index.

- **Banking and finance sector** continues to chart the steepest annual growth among industry sectors; up by 57 percent. The annual growth momentum has slowed this month and is the lowest since February 2015. Month-on-month, recruitment activity in the sector hovered around April 2015.
- Online recruitment activity in the **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** sector once again slipped below the year-ago level; down by three percent. The sector which had been charting negative annual growth since October 2013 registered a 10 percent growth in April 2015. The Index reading for the series slipped 22 percent below the baseline consequent upon a 15 percent month-on-month drop in opportunities; the steepest decline among all industry sectors.
- Annual growth momentum in **Engineering, Construction and Real Estate** (up 22 percent) continues to improve. Online recruitment activity eases slightly on the month; down four percent.
- Online hiring in **Production/Manufacturing, Automotive and Ancillary** (down 14 percent); and **Oil and Gas** (down nine percent) continues to be much below the year-ago. **Production/Manufacturing, Automotive and Ancillary** saw further drop in the pace of long-term growth this month.

### Top Growth Industries

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
BFSI	139	218	57%
Hospitality	152	230	51%
IT and Telecom/ISP	98	123	26%
Engineering, Construction and Real Estate	122	149	22%
Advertising, Market Research, Public Relations, Media and Entertainment	135	164	21%

### Lowest Growth Industries

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Health Care	159	165	4%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	87	88	1%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	79	77	-3%
Oil and Gas	88	80	-9%
Production/Manufacturing, Automotive and Ancillary	84	72	-14%

**Occupation Year-over-Year Trends:** Online demand improved for ten occupational groups out of the 11 groups monitored by the Index.

- Online demand for **Software, Hardware, Telecom** (up 74 percent) professionals grows the most among occupation groups even in May 2015. The pace of growth has however slowed between April and May 2015. Besides, the group has not witnessed any growth on the month since April 2015.
- **Sales and Business Development** (up 27 percent); and **Marketing & Communications/Arts/Creative** (up 31 percent) have registered progressive growth in demand since February 2015. Online demand for Marketing & Communications/Arts/Creative professionals increased 28 percent between December 2014 and May 2015; the highest growth among all monitored occupation groups.
- **Health Care** professionals saw a steep 15 percent growth in opportunities on the month. The Index at 161 this month is the highest in the series. Online demand surpasses the year-ago level by two percent. Clearly there is an increased demand for health care personnel.
- Online demand for **Customer service** slipped below the year-ago Index once again; down by nine percent. This is the only group to exhibit a negative annual growth.

### Top Growth Occupations

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Software, Hardware, Telecom	100	174	74%
Finance and Account	122	176	44%

### Lowest Growth Occupations

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Sales and BD	194	246	27%
Purchase / Logistics / Supply Chain	91	112	23%

Legal	89	120	35%
HR & Admin.	143	192	34%
Marketing & Communications/Arts/Creative	179	234	31%

Hospitality and Travel	176	213	21%
Health Care	158	161	2%
Customer service	66	60	-9%

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

- **Egypt** (up 33 percent) supplanted **KSA** (up 32 percent) this month to lead all countries by the way of long term-growth. It is notable that the long-term growth momentum slowed in both the countries between April and May 2015.
- Online recruitment market continues to grow in **UAE** (up five percent) as well but at a slower pace on the year. The three-month growth turned is positive even this month. Clearly, there is increased hiring in the last two months.
- **Kuwait** (down one percent) is the only country to exhibit negative annual growth rate even this month. As the rate of growth improves further, the Index reading for the series nearer May 2014.

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Egypt	147	196	33%
KSA	118	156	32%
Bahrain	107	137	28%
Qatar	125	158	26%
Oman	106	119	12%
UAE	119	125	5%
Kuwait	135	133	-1%

### UAE Highlights

- Monster Employment Index UAE grows five percent on the year
- **IT and Telecom/ISP** registers the steepest growth in online recruitment on the year
- 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	May 14	May 15	% Growth Y-o-Y
IT and Telecom/ISP	88	108	23%
BFSI	126	154	22%
Health Care	140	169	21%

### UAE Lowest Growth Industries

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	98	89	-9%
Oil and Gas	84	68	-19%
Engineering, Construction and Real Estate	147	113	-23%

### UAE Top Growth Occupations

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Software, Hardware, Telecom	83	123	48%
Marketing & Communications/Arts/Creative	96	114	19%
Finance and Account	103	117	14%

### UAE Lowest Growth Occupations

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Customer service	63	61	-3%
Health Care	164	156	-5%
Engineering and Production	127	112	-12%

### By Industry

	2014								2015				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	122	127	130	121	135	142	151	151	134	146	151	156	149
BFSI	139	142	136	136	152	163	176	194	175	192	201	217	218
Production/Manufacturing, Automotive and Ancillary	84	81	88	92	85	85	85	87	68	78	80	83	72
Retail/Trade and Logistics	150	154	142	141	157	155	155	159	151	162	163	166	177
Oil and Gas	88	84	90	95	88	96	94	97	78	83	83	75	80
IT and Telecom/ISP	98	93	93	93	95	103	104	108	101	110	116	120	123
Hospitality	152	186	161	161	178	185	194	194	197	205	212	220	230
Education	169	179	165	162	170	207	173	186	187	199	197	203	203
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	87	87	92	89	102	102	93	94	79	81	81	91	88
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	79	74	86	87	78	81	82	84	55	78	81	91	77
Health Care	159	153	146	143	147	145	152	162	146	151	151	152	165
Advertising, Market Research, Public Relations, Media and Entertainment	135	128	119	119	123	127	133	139	142	148	155	157	164

### By Occupation

	2014								2015				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	112	124	131	125	129	136	140	143	127	131	136	140	145
Finance and Account	122	133	127	129	135	150	159	167	155	172	169	190	176

HR & Admin.	143	154	130	133	145	152	164	165	149	174	179	183	192
Sales and BD	194	195	172	174	195	211	208	199	187	213	232	232	246
Purchase / Logistics / Supply Chain	91	90	97	95	90	94	104	106	99	104	98	109	112
Hospitality and Travel	176	184	165	163	176	187	184	188	189	198	200	205	213
Health Care	158	158	155	133	141	148	150	148	134	140	140	140	161
Software, Hardware, Telecom	100	96	110	111	115	152	142	129	111	141	174	174	174
Marketing & Communications/Arts/Creative	179	170	155	160	165	175	183	191	192	202	212	222	234
Customer service	66	62	67	77	81	82	70	62	52	54	55	70	60
Legal	89	79	94	100	98	106	106	118	111	119	120	128	120

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## Saudi Arabia is hiring software, hardware and telecom specialists

- *Hiring in the Oil and Gas industry in KSA continues to decrease*
- *The number of online job listings for Software Hardware and Telecom specialists increased by 58% in May 2015 in KSA compared to last year*
- *The creative industry continues to lead the growth momentum, with an increase in demand for online jobs of 57% compared to last year*

### May 2015

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.

“Saudi Arabia remains a strong market with increased growth across various sectors, as shown by our latest Monster Employment Index Middle East,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong)**. “Again, Saudi Arabia is the second most active market in the region during the month of May 2015, with a 32% increase in online job listings, closely following Egypt which continues to be the leader with 33% increase in online job listings as compared to last year.”

“The creative industry continues to lead the growth momentum, with an increase in demand for online jobs of 57% compared to last year. However, month on month, the growth momentum has slowed down from the impressive 77% in April 2015. The two other industries which are hiring are IT & Telecom and Retail / Trade & Logistics, with a 41% year on year and 36% year on year, respectively.

“Occupation wise, software, hardware and telecoms specialists were the most sought after position during May 2015, closely followed by creative specialists (marketing / communications) with a 51% increase from the same period last year,” **added Modi**.

“Kuwait is the only country in the region with a 1% decrease in online job listings activity for the month of May 2015, as compared to the same period last year,” **continued Modi.**

### KSA Highlights

- Monster Employment Index KSA grows 32 percent on the year; same as in April 2015
- **Advertising, Market Research, Public Relations, Media and Entertainment** leads all industry groups on the year
- Annual growth rate plunges in **Oil and Gas** sector yet again
- Among occupation groups, **Software, Hardware, Telecom** registers the steepest growth in demand, year-on-year

### KSA Top Growth Industries

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	114	179	57%
IT and Telecom/ISP	109	154	41%
Retail/Trade and Logistics	108	147	36%

### KSA Lowest Growth Industries

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	72	76	6%
Production/Manufacturing, Automotive and Ancillary	95	96	1%
Oil and Gas	104	96	-8%

### KSA Top Growth Occupations

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
Software, Hardware, Telecom	109	172	58%
Marketing & Communications/Arts/Creative	100	151	51%
Purchase / Logistics / Supply Chain	98	147	50%

### KSA Lowest Growth Occupations

Year-over-year Growth	May 14	May 15	% Growth Y-o-Y
HR & Admin.	117	141	21%
Health Care	106	121	14%
Sales and BD	173	194	12%

### 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