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EMPLOYMENT INDEX

Software, Hardware, Telecom is the most in demand occupation in the Middle East

September 2015 Index Highlights

- In September, the year-on-year growth rate is at 24 percent, the lowest since March 2015 as per the Monster Employment Index. The growth momentum eased 13 percentage points between August and September 2015 following a steady 37 percent year-on growth in June, July and August 2015.
- Month-on-month, there is an additional one percent decline in online recruitment activity. This is the third successive negative growth on the month.
- Online recruitment continues to drop the most in the Oil and Gas sector.
- UAE leads employment growth for the third month in a row, followed by Kuwait.

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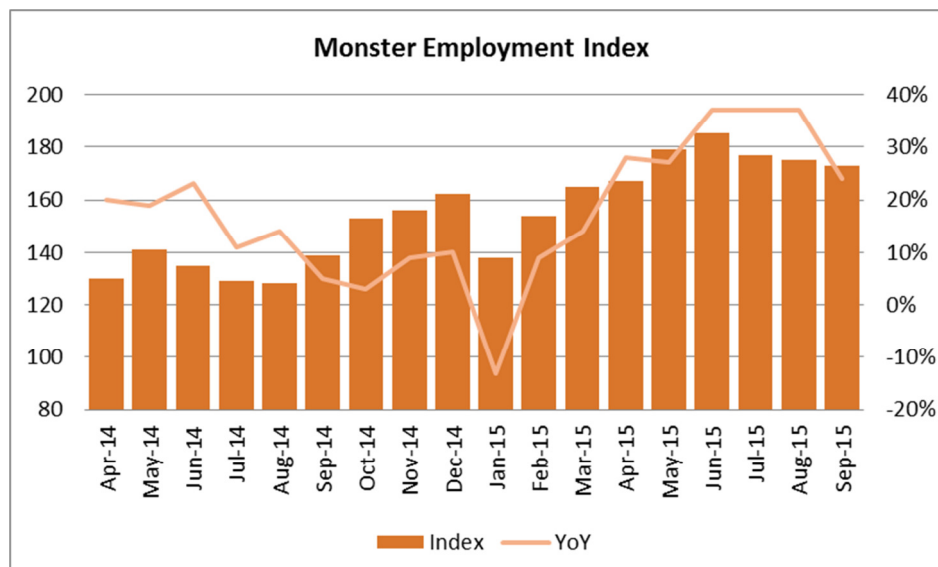
“The year-on-year growth momentum has slowed down for the first time in the past five months. Online recruitment activity in the region has slugged below that in the previous months as is reflected by the second successive negative three-month growth rate. Even so, the region is charting a robust growth of 24 percent as compared to the same period in 2014. With the exception of Bahrain, the pace of year-on-year growth has eased in all countries monitored by the Index.

Industry wise, IT and Telecom/ISP is leading the chart levels in the region with a 28 percent increase year-on-year. Likewise, demand for Software, Hardware, and Telecom professionals exhibits the highest growth in the region year-on-year, **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

As per reports and market analysis, the long-term outlook for GCC is positive despite falling oil revenues and regional tensions. The GCC economies are projected to grow by 3.4 per cent in 2015 and 3.7 per cent in 2016, reported a global leader in credit insurance, the Coface Group. GCC economies are benefiting from years of robust hydrocarbon dynamics and the increasing focus by the region on achieving long-term growth through diversification of the economy,” **continued Modi.**

“Similarly, in the UAE, IT and Telecom/ISP lead all industry sectors by the way of long-term growth, with a 25 percent year-on-year increase. This comes as no surprise as the county is known for the convenience it provides with technology and online services, where almost all brands have a web team to accommodate customers’ requests. A senior partner and practice director at Frost & Sullivan said at a conference recently in Dubai that the GCC e-commerce market — half of which will be the UAE — is expected to grow by 40 percent by 2020.

It is also worth noting that the Banking and Financial Services industry’s online hiring activity continues to decrease for the second month, registering a negative growth of -8 percent in September 2015 as compared to the same month in the previous year. Occupation wise, Sales and Business Development industry’s online activity registered an impressive increase, leading the year-on-year growth charts in the UAE with a 45 percent increase,” **added Modi.**



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	Sep 15	Y-o-Y
130	141	135	129	128	139	153	156	162	138	154	165	167	179	185	177	175	173	24%

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

- Year-on-year, **IT and Telecom/ISP** (up 28 percent) registered steepest growth among all industry sectors but at a eased up pace vis-à-vis the previous months; the rate of long-term growth is the lowest since May 2015. Two successive negative three-month growths suggest that hiring activity in the sector has slowed in the past few months. Similarly the six-month growth rate even though positive has lost momentum
- **BFSI** (up 23 percent) registered the second highest growth in opportunities among industry sector year-on-year but here again at a much slowed pace than the previous months. At the same time available online opportunities is lower than the three-month ago level; down by 14 percent. This is third negative three-month growth in the series while the Index reading has drawn closer to February 2015. Clearly hiring activity in the sector has slowed.
- **Production/Manufacturing, Automotive and Ancillary** (down two percent) charted fewer opportunities than the year-ago level even this month. Nevertheless, the year-on-year growth rate has improved significantly from a negative 17 percent in August 2015.
- Online recruitment in **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** sector slipped 13 percent below the year-ago level this month while **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** matched the year-ago level in terms hiring activity.
- **Oil and Gas** (down 19 percent) recorded the steepest decline among all monitored industry sectors even this month.

Top Growth Industries

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
IT and Telecom/ISP	95	122	28%
BFSI	152	187	23%
Education	170	197	16%
Hospitality	178	203	14%
Retail/Trade and Logistics	157	178	13%

Lowest Growth Industries

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Engineering, Construction and Real Estate	135	143	6%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	78	78	0%
Production/Manufacturing, Automotive and Ancillary	85	83	-2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	89	-13%
Oil and Gas	88	71	-19%

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

- Among all monitored occupation groups, **Software, Hardware, Telecom** (up 31 percent) is still exhibiting the steepest growth from the year-ago despite moderation in the growth momentum recently. The group has seen a 20 percent drop in opportunities in the past three months between June and September 2015.
- **Sales and BD** (up 28 percent) was next in the rung in terms of year-on-year growth in demand. A six percent rise in monthly opportunities for the group is the highest among all other groups. **Purchase / Logistics / Supply Chain** (up 22 percent) in the only group this month to record an improvement in pace of long-term growth, even though marginal.
- Online demand for **Customer Service** eased six percent below the year-ago level; the only group to register a negative annual growth rate even this month.

Top Growth Occupations

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Software, Hardware, Telecom	115	151	31%
Sales and BD	195	250	28%
HR & Admin.	145	181	25%
Purchase / Logistics / Supply Chain	90	110	22%
Health Care	141	166	18%

Lowest Growth Occupations

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Finance and Account	135	155	15%
Engineering and Production	129	147	14%
Hospitality and Travel	176	197	12%
Legal	98	107	9%
Customer service	81	76	-6%

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

- **UAE** (up 33 percent) leads all monitored countries year-on-year yet again but at a slightly eased-up pace. There has been an eight percent increase in opportunities, month-on-month; also the highest among all countries.
- Online hiring is **KSA** (up six percent) continues to trend upward in the long-term but at a moderating pace. There are fewer jobs that are being added in the short-term. Both three-month and six-month growth rate continue to be negative.

- **Bahrain** (up four percent) saw slightly improved year-on-year growth trend. In all other countries the growth momentum has eased between August and September 2015. **Qatar** (up two percent) and **Oman** (up one percent) has seen the least growth with a 12 percentage point drop in the year-on-year growth rate.

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
UAE	118	157	33%
Kuwait	119	151	27%
Egypt	152	174	14%
KSA	113	120	6%
Bahrain	120	125	4%
Qatar	133	135	2%
Oman	109	110	1%

COUNTRY-WISE TRENDS

UAE Highlights

- Monster Employment Index UAE registers a 33 percent growth year-on-year
- **IT and Telecom/ISP** leads all industry sector by the way of long-term growth
- Online recruitment activity eases the most in **Oil and Gas** sector even this month
- **Sales and BD** professionals witness the steepest growth in online demand on the year

UAE Top Growth Industries

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
IT and Telecom/ISP	96	120	25%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	87	108	24%
Retail/Trade and Logistics	115	142	23%

UAE Lowest Growth Industries

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	98	101	3%
BFSI	164	151	-8%
Oil and Gas	88	75	-15%

UAE Top Growth Occupations

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Sales and BD	126	183	45%
HR & Admin.	100	130	30%
Engineering and Production	118	151	28%

UAE Lowest Growth Occupations

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	105	110	5%
Finance and Account	118	122	3%
Customer service	79	63	-20%

Saudi Arabia looking to recruit Healthcare specialists

September 2015 Index Highlights

- Monster Employment Index KSA registers a six percent growth year-on-year
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** registers the steepest annual growth among industry sectors
- **The Oil and Gas industry** records the steepest slump in online recruitment activity
- Among occupation groups, online demand increased the most for **Health Care** personnel

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“Online job posting in Saudi Arabia continues to trend upward in the long-term but at a moderating pace, up 6 percent year-on-year in September.

Most demand for jobs is generated by the Healthcare sector, which is leading the top growth occupations for the month, with a 38 percent increase year-on-year. Crown Prince Abdullah said that Saudi Arabia will set aside US \$8 billion from this year’s budget surplus for construction projects. Part of the surplus will go to the development of primary health care centers throughout the country,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“Moreover, after the tragic construction crane collapse in Makkah in September 2015, Health Minister Khalid Al-Falih assured families that the country is taking preventive health care preparations to support the pilgrimage and the care provided to all pilgrims as well as those directly affected by the crane crash. Another cautious act the Kingdom took during the Hajj season is monitoring food and water to ensure proper storage methods and temperatures to prevent food poisoning. Health awareness programs were available in eight different languages,” **continued Modi.**

“All this played a big role in the results of the index. The Kingdom has proven to be proactive in rapidly implementing the needs of the country,” **added Modi.**

KSA Highlights

- Monster Employment Index KSA registers a six percent growth, year-on-year
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** registers the steepest annual growth among industry sectors
- **Oil and Gas** records the steepest slump
- Among occupation groups, online demand increased the most for **Health Care** personnel

KSA Top Growth Industries

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance,	83	91	10%

KSA Lowest Growth Industries

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	79	77	-3%

Garments/ Textiles/ Leather, Gems & Jewellery			
BFSI	107	113	6%
Health Care	102	107	5%

Production/Manufacturing, Automotive and Ancillary	100	95	-5%
Oil and Gas	104	85	-18%

KSA Top Growth Occupations

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
Health Care	95	131	38%
Sales and BD	135	170	26%
Engineering and Production	106	125	18%

KSA Lowest Growth Occupations

Year-over-year Growth	Sep 14	Sep 15	% Growth Y-o-Y
HR & Admin.	116	123	6%
Purchase / Logistics / Supply Chain	98	98	0%
Hospitality and Travel	113	113	0%

By Industry

	2014				2015								
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Engineering, Construction and Real Estate	135	142	151	151	134	146	151	156	149	151	140	131	143
BFSI	152	163	176	194	175	192	201	217	218	217	214	183	187
Production/Manufacturing, Automotive and Ancillary	85	85	85	87	68	78	80	83	72	84	82	76	83
Retail/Trade and Logistics	157	155	155	159	151	162	163	166	177	174	174	172	178
Oil and Gas	88	96	94	97	78	83	83	75	80	83	84	75	71
IT and Telecom/ISP	95	103	104	108	101	110	116	120	123	131	132	121	122
Hospitality	178	185	194	194	197	205	212	220	230	226	210	203	203
Education	170	207	173	186	187	199	197	203	203	209	202	197	197
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	102	93	94	79	81	81	91	88	95	99	93	89
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	78	81	82	84	55	78	81	91	77	76	78	77	78
Health Care	147	145	152	162	146	151	151	152	165	169	149	166	159
Advertising, Market Research, Public Relations, Media and Entertainment	123	127	133	139	142	148	155	157	164	163	153	144	132

By Occupation

	2014				2015								
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Engineering and Production	129	136	140	143	127	131	136	140	145	151	140	142	147

Finance and Account	135	150	159	167	155	172	169	190	176	173	170	155	155
HR & Admin.	145	152	164	165	149	174	179	183	192	191	185	182	181
Sales and BD	195	211	208	199	187	213	232	232	246	249	249	236	250
Purchase / Logistics / Supply Chain	90	94	104	106	99	104	98	109	112	114	115	115	110
Hospitality and Travel	176	187	184	188	189	198	200	205	213	211	190	193	197
Health Care	141	148	150	148	134	140	140	140	161	164	134	159	166
Software, Hardware, Telecom	115	152	142	129	111	141	174	174	174	189	196	170	151
Marketing & Communications/Arts/Creative	165	175	183	191	192	202	212	222	234	232	216	205	194
Customer service	81	82	70	62	52	54	55	70	60	72	69	74	76
Legal	98	106	106	118	111	119	120	128	120	115	123	111	107

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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