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EMPLOYMENT INDEX

UAE Employers Remain Cautious amid Uncertain Market Conditions but Brighter Days Ahead, According to Monster

September 2016 Index Highlights

- UAE registers a 33 percent year-on-year decline in overall job opportunities listed online compared to September 2015
- Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery is the only sector to record growth in online job opportunities in the UAE.
- Bahrain and Oman continue to be the only GCC countries to register positive year-on-year growth as a whole

Dubai, 24 October 2016 – Hiring in the UAE slows down as market conditions remain uncertain, however, forecasts suggest pace could pick up in 2017.

According to the Monster Employment Index (MEI), the UAE has registered a 33 percent year-on-year decline in overall job opportunities posted online compared to September 2015. The continuing decline observed over the past three months could be attributed to the lingering oil prices and the challenging market conditions that have made companies hesitant about growing their workforce, however, this may not last very long, according to leading online recruiters, Monster.

“Job seekers in the UAE have been facing difficulty finding relevant employment opportunities online over the past few months as companies reduce their hiring activity in light of the current economic difficulties being faced, however, hope should not be diminished immediately,” **said Sanjay Modi, Managing Director, Monster.com, APAC & Middle East.**

“While low oil prices are affecting the nation’s economy, the UAE is ahead of other GCC countries in regards to the nation’s economic diversification efforts, meaning it is less reliant on its oil economy and will be less affected by its price. With a positive outlook for the UAE in 2017, and with many projects in the pipeline gearing up to expo 2020 and 2021 visions, we expect the UAE employment market to steadily improve across sectors as companies become more confident in the UAE economy and plans start to materialize.”

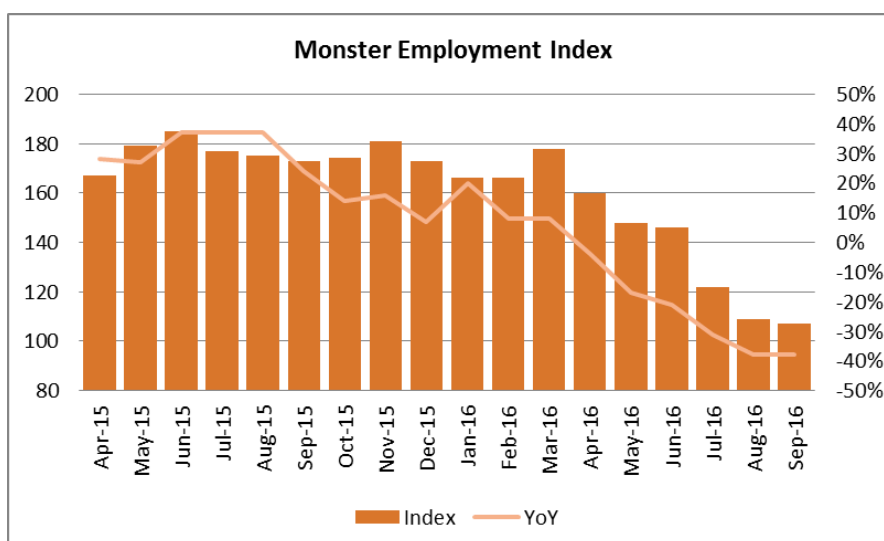
According to the Capital Economics Q2 2016 Middle East Outlook, the UAE economy is expected to grow at two percent over the 2017 fiscal year as the nation slowly recovers from low oil prices. Although this figure may represent the slowest growth rate since 2010, the report highlights that the UAE is set to be one of the strongest economies in the GCC over the coming years.

The September MEI shows that Consumer Goods/ FMCG (food & packaged food, home appliances, garments/ textiles/ leather, gems & jewelry) is the only industry to report growth in online job postings at one percent from the same period last year amongst all the industries studied.

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.

From the GCC countries analysed, the latest MEI records that Bahrain and Oman continue to be the only nations to register year-on-year growth in September 2016 with a four per cent increase in online recruitment activity observed in Oman, followed by two per cent in Bahrain.

#Ends#



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

Apr 15	May 15	Jun 15	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	Y-o-Y
167	179	185	177	175	173	174	181	173	166	166	178	160	148	146	122	109	107	-38%

Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in three of the twelve sectors monitored by the Index.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 19 percent) led the long-term growth chart even in September in spite of notable reduction in the rate of growth; down from 27 percent in August 2016. The sector has registered a 21 percent and 15 percent decline in online hiring in the past three-month (between June and September) and six-month (between March and September) respectively. The sector also recorded fewer opportunities on the month (down five percent).
- Among others, **IT and Telecom/ISP** and **Production/Manufacturing, Automotive and Ancillary** registered positive annual growth. The rate of growth in both the sectors eased vis-à-vis the past month; online recruitment in **IT and Telecom/ISP** surpassed the year-ago level by 10 percent down

from 13 percent in August 2016 while e-recruitment in **Production/Manufacturing, Automotive and Ancillary** (up one percent) moved closer to the year-ago level down from 13 percent in August 2016.

- Year-on-year, online recruitment activity in **Health Care** (down nine percent) sector exhibited a downtrend for the second successive month. At the same time, the sector recorded a 12 percent decline in opportunities between August and September 2016. The Index reading for the series at 145 is the lowest recorded since July 2015.
- Hiring activity in **BFSI** regressed dramatically. Online opportunities in the sector slipped 52 percent below the corresponding period a year-ago. The Index reading for the series slipped below the baseline of 100 for the first since April 2013.
- The most notable year-on-year (down 66 percent) as well as month-on-month (down 13 percent) decline in e-recruitment activity was observed in the **Hospitality** sector even in September.

Top Growth Industries

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	78	93	19%
IT and Telecom/ISP	122	134	10%
Production/Manufacturing, Automotive and Ancillary	83	84	1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	89	83	-7%
Health Care	159	145	-9%

Lowest Growth Industries

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Education	197	116	-41%
Advertising, Market Research, Public Relations, Media and Entertainment	132	66	-50%
BFSI	187	90	-52%
Retail/Trade and Logistics	178	71	-60%
Hospitality	203	70	-66%

Occupation Year-over-Year Trends: Of the 11 occupation groups monitored by the Index only one registered positive growth in demand.

- **Customer Service** (up 33 percent) is the only job role to witness a positive growth year-on-year. Online demand for the group surpassed the baseline for the first time since December 2015 following a steep monthly growth of 22 percent.
- Online demand for **Health Care** (down 10 percent) professionals which has been moderating gradually for the past months plunged below the year-ago level in September 2016. There has been a 16 percent drop in online opportunities for Health Care professionals between August and September 2016.
- **HR & Admin.** registered a 11 percent growth in demand month-on-month following steep declines in July and August 2016. The year-on-year growth rate improved by four points; up from a negative 64 percent in August 2016 to a negative 60 percent in September 2016.

- **Sales and BD** (down 65 percent) followed by **Finance and Account** (down 61 percent) registered the most dramatic decline among job roles as the annual growth rate weakened further. Finance and Account professionals witnessed notable monthly decline as well; down by 21 percent.

Top Growth Occupations

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Customer service	76	101	33%
Health Care	166	149	-10%
Purchase / Logistics / Supply Chain	110	95	-14%
Legal	107	87	-19%
Software, Hardware, Telecom	151	113	-25%

Lowest Growth Occupations

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Hospitality and Travel	197	91	-54%
Marketing & Communications/Arts/Creative	194	82	-58%
HR & Admin.	181	73	-60%
Finance and Account	155	61	-61%
Sales and BD	250	87	-65%

Geographic Year-over-year Trends: Online hiring exceeded the year-ago level in two countries out of the seven monitored by the Index

- **Oman** (up four percent) and **Bahrain** (up two percent) are the only countries to chart positive growth on the year yet again. The growth rate has, nevertheless, moderated in both the countries vis-à-vis August 2016; down four point and 12 points respectively. Oman supplanted Bahrain to lead all counties in year-on-year growth as Bahrain registered a 10 percent decline on the month.
- The year-on-year growth momentum eased further in **UAE**; down from a negative 24 percent in August 2016 to a negative 33 percent in September 2016. **KSA** continued to chart subdued hiring level; down five percent year-on-year and down seven percent month-on-month.
- **Egypt** (down 39 percent) continues to chart the most notable year-on-year decline among all monitored countries in spite of a seven point improvement in growth momentum. E-recruitment activity recorded a nine percent growth on the month in September 2016.

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Oman	110	114	4%
Bahrain	125	128	2%
KSA	120	114	-5%
Kuwait	151	118	-22%
Qatar	135	101	-25%
UAE	157	105	-33%
Egypt	174	107	-39%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers a five percent year-on-year decline
- Year-on-year, **Oil and Gas** is the leading sector yet again
- **Hospitality** continues to chart steepest annual decline

- Online demand expands the most for **Software, Hardware, Telecom** professionals

KSA Top Growth Industries

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Oil and Gas	85	124	46%
IT and Telecom/ISP	107	131	22%
Production/Manufacturing, Automotive and Ancillary	95	109	15%

KSA Lowest Growth Industries

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	138	117	-15%
Retail/Trade and Logistics	116	93	-20%
Hospitality	158	73	-54%

KSA Top Growth Occupations

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Software, Hardware, Telecom	128	154	20%
Purchase / Logistics / Supply Chain	98	117	19%
Health Care	131	140	7%

KSA Lowest Growth Occupations

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	120	102	-15%
Engineering and Production	125	92	-26%
Hospitality and Travel	113	62	-45%

UAE Highlights

- Monster Employment Index **UAE** registers a 33 percent year-on-year decline
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** is the only sector to record a positive growth on an annual basis.
- Online hiring activity decline the most in **Hospitality**
- Each of the 10 monitored job roles exhibit negative annual growth in September 2016. **Engineering and Production** witness the least decline

UAE Top Growth Industries

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	108	109	1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	98	-4%

UAE Lowest Growth Industries

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Oil and Gas	75	52	-31%
Engineering, Construction and Real Estate	162	109	-33%

IT and Telecom/ISP	120	109	-9%
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Hospitality	118	68	-42%
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UAE Top Growth Occupations

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Engineering and Production	151	126	-17%
Finance and Account	122	58	-52%
HR & Admin.	130	87	-33%

UAE Lowest Growth Occupations

Year-over-year Growth	Sep 15	Sep 16	% Growth Y-o-Y
Software, Hardware, Telecom	124	88	-29%
Marketing & Communications/Arts/Creative	110	92	-16%
Customer service	63	44	-30%

By Industry

	2015				2016								
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Engineering, Construction and Real Estate	143	147	154	158	142	147	151	138	137	137	123	112	110
BFSI	187	214	195	188	167	156	175	152	138	126	110	102	90
Production/Manufacturing, Automotive and Ancillary	83	82	92	78	74	83	83	92	96	91	90	86	84
Retail/Trade and Logistics	178	173	182	155	139	140	138	125	112	102	78	70	71
Oil and Gas	71	78	75	73	70	74	72	69	67	66	66	68	64
IT and Telecom/ISP	122	134	136	131	118	127	133	130	129	135	136	137	134
Hospitality	203	223	192	191	183	167	167	137	122	110	80	80	70
Education	197	198	177	174	173	178	160	149	150	142	128	116	116
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	89	96	93	100	96	91	85	79	80	82	88	84	83
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	78	84	89	93	95	103	109	116	111	118	98	98	93
Health Care	159	172	182	161	163	175	174	173	173	181	152	165	145
Advertising, Market Research, Public Relations, Media and Entertainment	132	136	133	127	118	106	95	85	81	77	73	65	66

By Occupation

	2015				2016								
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Engineering and Production	147	142	148	152	128	125	130	120	120	116	116	106	108
Finance and Account	155	156	147	174	167	142	158	174	144	130	103	77	61
HR & Admin.	181	200	202	169	159	163	167	154	125	127	89	66	73
Sales and BD	250	253	252	212	201	202	237	197	169	150	111	89	87
Purchase / Logistics / Supply Chain	110	97	102	107	105	105	113	110	102	105	108	95	95
Hospitality and Travel	197	184	179	152	147	134	161	143	136	135	100	116	91
Health Care	166	190	204	179	187	206	207	204	193	198	170	178	149
Software, Hardware, Telecom	151	166	191	175	162	180	196	165	152	166	143	132	113
Marketing & Communications/Arts/Creative	194	183	190	158	154	150	166	147	123	105	87	73	82
Customer service	76	99	108	75	71	73	90	88	95	89	69	83	101
Legal	107	97	95	100	91	103	110	101	105	109	103	81	87

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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Monster Employment Index: Saudi's public and private sector digital transformation is creating jobs for Software Hardware and Telecom professionals

Riyadh, 23 October, 2016: According to the latest Monster Employment Index, Software Hardware and Telecom is the most sought after job role for the second month in a row, with the number of online job listings increasing by 20 per cent in September 2016, when compared to the same period last year. The positive trend mirrors the Kingdom's drive for digital transformation of key industry verticals – such as Education, Healthcare and Oil and Gas.

"The increasing demand for those working in the digital industrial space is little surprising, given that public and private sector digital transformation is the cornerstone of Vision 2030," said **Sanjay Modi, Sanjay Modi, Monster.com, Managing Director – APAC and Middle East.** "So far, the Kingdom has done well in fostering new digital industrial partnerships which promise to enhance industrial productivity, while also raising the country's share of non-oil exports in non-oil GDP from its previous 16 per cent."

Already, the Kingdom's investments in digital infrastructures and the development of innovative services are activating non-oil economic sectors, with trigger effect on ICT spending which is projected to reach a record-high \$35 billion in 2016.

Modi added: "Particular emphasis has been put on new business ventures, realizing the potential of Saudi startups and entrepreneurs who have the right technology infrastructure to develop the best operating systems for Smart City innovations – such as connected classrooms and hospitals. As such, the country continues its successful progress and is well positioned to reach its ambitious 2030 targets, namely, to compete in the global digital economy and move from its current position as the 19th largest economy worldwide into the top 15."

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#ENDS#

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