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EMPLOYMENT INDEX

Employment prospects in the UAE leap 45 percent in past year according to Monster Employment Index

January 2016 Highlights

- Job opportunities in the Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry industries soar 54 percent over the year to January 2016
- Healthcare sector also shows strong demand, with a 53 percent increase in job opportunities year on year
- The Oil and Gas sector continues to be the worst employer, with a negative growth of 13% year-on-year

The number of job opportunities posted online in the UAE rose by 45 percent over the year to January 2016, making the UAE the best performing market in the region, according to the Monster Employment Index (MEI).

Employment demand for the region rose 20 percent over the year to January 2016, but exhibited slow monthly growth, down four percent from December 2015.

“The remarkable rise in job opportunities across a variety of non-oil sectors in the UAE shows that despite the falling oil prices there is an underlying trend of optimism in the market, driving expectations for growth in 2016,” said Sanjay Modi, managing director, Monster.com. “This trend is reflected across the GCC, with job opportunities rising by 20 percent over the year to January 2016,” continued Sanjay.

The positive results of the MEI index for non-oil sectors are in line with the UAE’s plans to shift the economy’s reliance from natural resources to a knowledge economy and the non-oil sectors. At the 2016 World Government Summit new ministries were announced (Ministry of Youth, Happiness and Tolerance) and others were restructured to meet the ongoing demands of an evolving economic and social landscape.

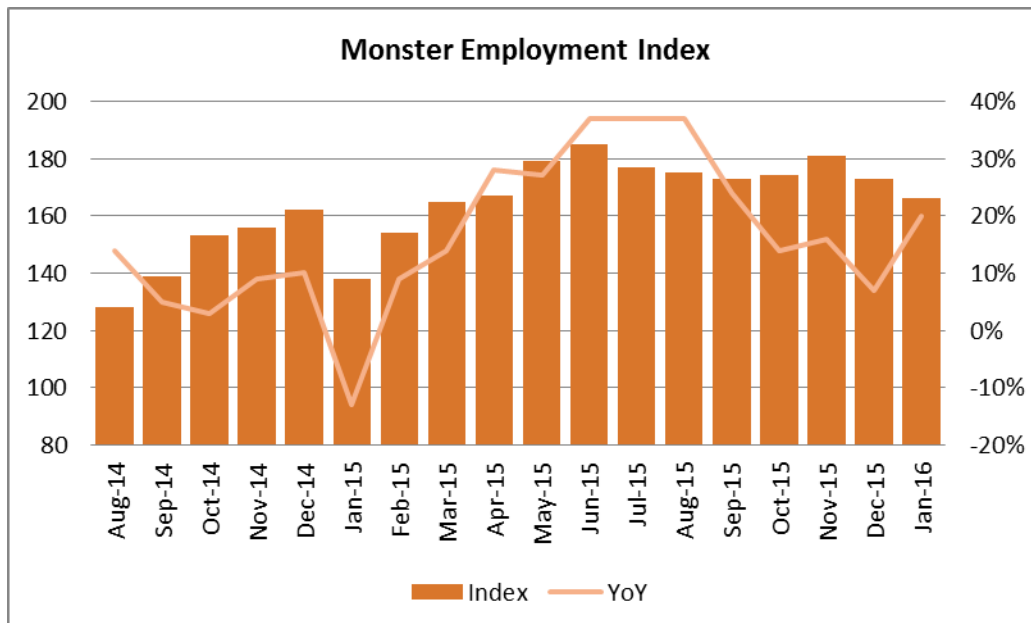
The UAE industries which are offering the best employment opportunities at the moment are: Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry, with an impressive 54 percent growth in online job posts year on year.

The second best performing industry is healthcare, with a remarkable 53 percent growth in online job posts. Retail / Trade and Logistics is also seeking to hire candidates, with a growth of 40 percent in job opportunities posted online year on year to January 2016.

The outlook is gloomier for job seekers in Production/Manufacturing, Automotive and Ancillary; Advertising, Market Research, Public Relations, Media and Entertainment and Oil and Gas sectors, which exhibited a modest growth of 4 percent, 2 percent and a negative drop of 13 percent, respectively.

The Monster Employment Index is a monthly gauge of online job posting activity in Middle East based on real-time review of tens of thousands of employer job opportunities across a large representative selection of career web sites and online job listings.

For more information on employment demand and a breakdown of data by industry, occupation and geography please refer below.



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

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	Oct 15	Nov 15	Dec 15	Jan 16	Y-o-Y
128	139	153	156	162	138	154	165	167	179	185	177	175	173	174	181	173	166	20%

Industry Year-over-Year Trends: Online recruitment activity exceeded the year ago level in six of the 12 monitored industry sector.

- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** led all monitored industry sectors by the way of long-term growth charting a 73 percent growth on the year. The Index reading for the series nevertheless continues to hover below the baseline of 100. The steep growth on the year is visibly a result of low recruitment levels in the past. There has been a two percent growth month-on-month in online recruitment activity. Nevertheless the sector recorded a 22 percent growth in online opportunities in the past six months between July 2015 and January 2016.
- E-recruitment activity in the **Health Care** sector recovered this month. The sector registered a positive month-on-month (up one percent) as well as year-on-year (up 12 percent) growth following negative growth in December 2015. The pace of hiring in the sector is however less than the three-month ago level.

- **BFSI** (down five percent) recorded the second successive annual decline while **IT and Telecom/ISP** (up 17 percent) continued to growth at further moderated pace.
- **Oil and Gas** continued to chart fewer opportunities on the year. A 10 percent drop from the year-ago is however the least decline recorded post July 2015.
- Year-on-year, e-recruitment activity plunged the most in **Advertising, Market Research, Public Relations, Media and Entertainment** (down 17 percent).

Top Growth Industries

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	55	95	73%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	79	96	22%
IT and Telecom/ISP	101	118	17%
Health Care	146	163	12%
Production/Manufacturing, Automotive and Ancillary	68	74	9%

Lowest Growth Industries

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Hospitality	197	183	-7%
Education	187	173	-7%
Retail/Trade and Logistics	151	139	-8%
Oil and Gas	78	70	-10%
Advertising, Market Research, Public Relations, Media and Entertainment	142	118	-17%

Occupation Year-over-Year Trends: Eight of the 11 occupation groups monitored by the Index exhibited increased demand levels.

- **Software, Hardware, Telecom** (up 46 percent) is the most in-demand occupation group even this month. The group has been exhibiting progressive annual growth rates since November 2015. Online demand in the short-term has slowed as is reflected in a negative three-month and six-month growth rate.
- **Health Care** professionals registered the second highest growth in demand year-on-year. The rate of growth improved 19 percentage points from 21 percent in December 2015 to 40 percent in January 2016. **Customer Service** professionals followed closely with a 37 percent growth in demand year-on-year.
- Online demand for **Marketing & Communications/Arts/Creative** professionals eased further; down by 20 percent. **Hospitality and Travel** recorded the most notable annual decline; down from a negative 19 percent in December 2015 to a negative 22 percent in January 2016. This is the fourth successive decline in the series.

Top Growth Occupations

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
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Lowest Growth Occupations

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
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Software, Hardware, Telecom	111	162	46%
Health Care	134	187	40%
Customer service	52	71	37%
Finance and Account	155	167	8%
Sales and BD	187	201	7%

Purchase / Logistics / Supply Chain	99	105	6%
Engineering and Production	127	128	1%
Legal	111	91	-18%
Marketing & Communications/Arts/Creative	192	154	-20%
Hospitality and Travel	189	147	-22%

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

- **UAE** (up 45 percent) supplanted **Kuwait** (up 33 percent) to lead all monitored countries by the way of long term growth. The year-on-year growth momentum improved 24 percentage points between December 2015 and January 2016. Kuwait, on the other hand, continued to grow at the same pace as in December 2015.
- **KSA** (up 10 percent) also recorded a progressive growth on the year. Online recruitment in the country has picked up in the past three months. There has been an 11 percent growth in hiring activity between October 2015 and January 2016. Recruitment activity in the country is, however, still below the six-month ago level.
- **Egypt** (down 11 percent) exhibited the steepest decline year-on-year.

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
UAE	101	146	45%
Kuwait	108	144	33%
KSA	123	135	10%
Oman	109	105	-4%
Bahrain	130	121	-7%
Qatar	141	130	-8%
Egypt	178	158	-11%

UAE Highlights

- Monster Employment Index UAE registers a 45 percent growth, year-on-year
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** industry registers the steepest year-on growth yet again
- **Oil and Gas** sector continues to exhibit steepest decline
- Year-on-year, **Sales and BD** professionals chart the steepest growth in demand

UAE Top Growth Industries

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/	78	120	54%

UAE Lowest Growth Industries

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	89	93	4%

Leather, Gems & Jewelry			
Health Care	131	201	53%
Retail/Trade and Logistics	94	132	40%

Advertising, Market Research, Public Relations, Media and Entertainment	93	95	2%
Oil and Gas	83	72	-13%

UAE Top Growth Occupations

UAE Lowest Growth Occupations

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Sales and BD	85	157	85%
Software, Hardware, Telecom	92	135	47%
HR & Admin.	83	121	46%

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Finance and Account	106	111	5%
Marketing & Communications/Arts/Creative	107	111	4%
Customer service	52	53	2%

Employment prospects in Saudi Arabia leap 10 percent in past year according to Monster Employment Index

January 2016 Highlights

- Demand for healthcare candidates soars 51 percent year-on-year to January 2016
- Sales, business development and human resources occupations also show strong demand
- Negative growth for hospitality, marketing and purchasing and supply candidates

The number of job opportunities posted online for qualified job candidates in Saudi Arabia rose by 10 percent in the past year according to the Monster Employment Index.

Demand for healthcare candidates showed the greatest growth with an annual increase of 51 percent over the year to January 2016, followed by sales and business development job opportunities which witnessed growth of 35 percent, and human resources registering 15 percent uplift.

“These results show that despite falling oil prices there is an underlying trend of optimism in the Saudi economy boosted by an increase in public investment and steady consumption growth,” said Sanjay Modi, managing director, Monster.com (India, Middle East, South East Asia and Hong Kong).

He continued: “The remarkable rise in demand for healthcare candidates tracks the investments being made in both public and private healthcare facilities in the Kingdom, and which is reflected across the GCC.”

The outlook for hospitality and travel, marketing, and purchasing and supply candidates was more gloomy with job opportunities dropping respectively by eight, 15 and 20 percent over the year to January 2016.

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KSA Top Growth Industries

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	69	93	35%
Production/Manufacturing, Automotive and Ancillary	94	102	9%
Retail/Trade and Logistics	124	129	4%

KSA Lowest Growth Industries

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
BFSI	119	109	-8%
Education	110	97	-12%
Hospitality	148	127	-14%

KSA Top Growth Occupations

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Health Care	98	148	51%
Sales and BD	159	214	35%
HR & Admin.	120	138	15%

KSA Lowest Growth Occupations

Year-over-year Growth	Jan 15	Jan 16	% Growth Y-o-Y
Hospitality and Travel	130	120	-8%
Marketing & Communications/Arts/Creative	137	116	-15%
Purchase / Logistics / Supply Chain	145	116	-20%

By Industry

	2015												2016
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	134	146	151	156	149	151	140	131	143	147	154	158	142
BFSI	175	192	201	217	218	217	214	183	187	214	195	188	167
Production/Manufacturing, Automotive and Ancillary	68	78	80	83	72	84	82	76	83	82	92	78	74
Retail/Trade and Logistics	151	162	163	166	177	174	174	172	178	173	182	155	139

Oil and Gas	78	83	83	75	80	83	84	75	71	78	75	73	70
IT and Telecom/ISP	101	110	116	120	123	131	132	121	122	134	136	131	118
Hospitality	197	205	212	220	230	226	210	203	203	223	192	191	183
Education	187	199	197	203	203	209	202	197	197	198	177	174	173
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	79	81	81	91	88	95	99	93	89	96	93	100	96
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	55	78	81	91	77	76	78	77	78	84	89	93	95
Health Care	146	151	151	152	165	169	149	166	159	172	182	161	163
Advertising, Market Research, Public Relations, Media and Entertainment	142	148	155	157	164	163	153	144	132	136	133	127	118

By Occupation

	2015												2016
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	127	131	136	140	145	151	140	142	147	142	148	152	128
Finance and Account	155	172	169	190	176	173	170	155	155	156	147	174	167
HR & Admin.	149	174	179	183	192	191	185	182	181	200	202	169	159
Sales and BD	187	213	232	232	246	249	249	236	250	253	252	212	201
Purchase / Logistics / Supply Chain	99	104	98	109	112	114	115	115	110	97	102	107	105
Hospitality and Travel	189	198	200	205	213	211	190	193	197	184	179	152	147
Health Care	134	140	140	140	161	164	134	159	166	190	204	179	187
Software, Hardware, Telecom	111	141	174	174	174	189	196	170	151	166	191	175	162
Marketing & Communications/Arts/Creative	192	202	212	222	234	232	216	205	194	183	190	158	154
Customer service	52	54	55	70	60	72	69	74	76	99	108	75	71
Legal	111	119	120	128	120	115	123	111	107	97	95	100	91

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.

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CONTACTS:

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

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