

monster[®] EMPLOYMENT INDEX

UAE Report Summary; February 2019

According to the February 2019 [Monster Employment Index \(MEI\)](#), the UAE witnessed a substantial increase of 31 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the Education industry demonstrated the highest growth at 23 percent. This was closely followed by Production (including Manufacturing, Automotive and Ancillary) and IT (including Telecom and ISP) which registered increases of 15 and nine percent respectively.

On a more sombre note, Engineering (including Construction and Real Estate) registered the steepest decline in terms of online hiring, experiencing a 22 percent decrease from the same period last year. This was followed by Healthcare and Retail (including Trade and Logistics) which suffered from losses of 13 and 11 percent respectively.

Looking at occupation performance, HR (including Admin) witnessed the highest growth, seeing a 41 percent increase from January 2018. This was closely followed by Finance (including Accounting) and Hospitality (including Travel) which benefitted from increases of 36 and 10 percent respectively.

Engineering (including Production) registered the steepest decline in the occupation category, suffering from a 10 percent drop in performance. This was followed by Healthcare and Sales (including Business Development) which witnessed slight drops of eight and four percent respectively.

On a regional level, the IT and Telecom/ISP industry demonstrated the highest growth at 22 percent. This was closely followed by Hospitality and Oil and Gas which recorded increases of 17 and 12 percent respectively, while Production (including Manufacturing, Automotive and Ancillary) and Engineering (including Construction and Real Estate) benefitted from increases of six and five percent respectively.

Healthcare registered the steepest decline in terms of online hiring, experiencing a seven percent decrease from the same period last year. This was followed by BFSI and Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) which suffered from equal decreases of four percent, while Retail (including Trade and

Logistics) and Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) experienced drops of three and two percent respectively.

Looking at regional occupation performance, Finance (including Accounting) witnessed the highest growth, seeing a 68 percent increase from February 2018. This was closely followed by HR (including Admin) and Customer Service which benefitted from increases of 44 and 42 percent respectively. Sales (including Business Development) and Hospitality (including Travel) recorded increases of 11 and eight percent.

Engineering (including Production) and Marketing (including Communications, Arts and Creative) registered the smallest growth in the occupation category, both profiting from an equal two percent increase. Healthcare, Purchase (including Logistics and Supply Chain) and Software (including Hardware, Telecom) which witnessed growth of three, four and five percent respectively.

In the wider GCC region, Saudi Arabia registered healthy growth in online hiring activity at 18 percent, while Bahrain and Egypt recorded increases of seven and four percent respectively. Kuwait benefitted from a slight increase of three percent, while Qatar and Oman witnessed declines of 2 and 5 percent respectively.

#END#

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 APAC & Gulf

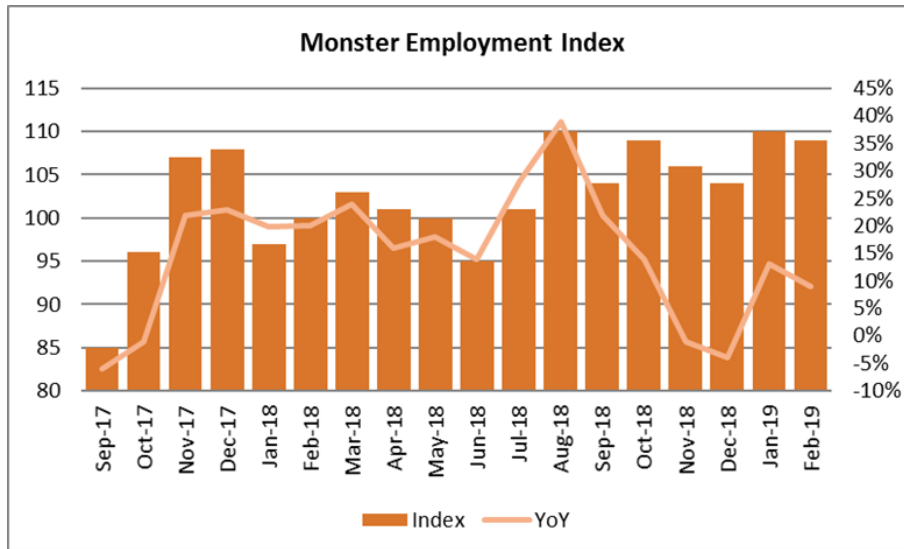
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people registered on the Monster Worldwide network, and with operations in more than 40 countries, provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

[Monster](#) in APAC & Gulf started its operations with India, in 2001 and has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia. In India it is headquartered in Hyderabad, and has presence in 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. Monster Mobile App in India was voted Product of the Year in 2016 under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India to enable employers in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

[Monster](#) continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

To learn more about Monster in APAC & Gulf, visit: www.monsterindia.com | www.monstergulf.com | www.monster.com.sg | www.monster.com.my | www.monster.com.ph | www.monster.com.hk

MEI DATA:



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

Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 18	Feb 18	Y-o-Y
85	96	107	108	97	100	103	101	100	95	101	110	104	109	106	104	110	109	9%

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

- Online recruitment activity in **IT and Telecom/ISP** continued to rise on the year. The sector witnessed 22 percent increase in demand from the corresponding period in 2018; also, the steepest growth among all monitored sectors. Month-on-month demand improved by five percent. The three-month and six-month growth rates were at 13 percent and seven percent respectively.
- **Hospitality** (up 17 percent) was the next most actively hiring sector. The sector, however, saw no increase in monthly hiring activity.
- **Oil and Gas** sector followed charting 12 percent increase in demand on the year. The short-run growth parameters continued to exhibit restrained hiring in the sector; down three percent (month-on-month), down 11 percent (three-month basis) and down 18 percent (six-month basis).
- Year-on-year, **Engineering, Construction and Real Estate** (up five percent) registered growth in e-recruitment activity this month following low levels since November 2018. The sector also registered six percent increase in demand on a month-on-month basis; the highest growth recorded among all monitored industry sector.
- Similarly, **Production/Manufacturing, Automotive and Ancillary** (up six percent) saw demand exceed the year-ago level following successive drop in December 2018 (down six percent) as well as in January 2019 (down two percent). Demand on the month increased by four percent.

- Online demand in **Retail/Trade and Logistics** (down three percent) moderated on a year-on-year basis. The sector also registered fewer opportunities on the month by four percent.
- Online demand in **Health Care** (down seven percent) eased below the corresponding period once again following marginal one percent growth in January 2019. The sector recorded the steepest annual as well as monthly (down six percent) decline among all monitored industry sectors.

Top Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
IT and Telecom/ISP	210	257	22%
Hospitality	83	97	17%
Oil and Gas	59	66	12%
Production/Manufacturing, Automotive and Ancillary	93	99	6%
Engineering, Construction and Real Estate	121	127	5%

Lowest Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	104	-2%
Retail/Trade and Logistics	75	73	-3%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	164	158	-4%
BFSI	94	90	-4%
Health Care	137	128	-7%

Occupation Year-over-Year Trends: All occupation groups monitored by the Index registered growth on the year.

- **Finance and Account** (up 68 percent) continued to be the most sought-after occupation group on a year-on-year basis. Demand on the month increased by nine percent. **HR & Admin.** followed registering 44 percent increase in demand from the year-ago level. Month-on-month demand increased by five percent.
- **Customer Service** (up 42 percent) professionals saw sharp increase in demand this month. Year-on-year growth momentum jumped eight points when compared to January 2019 (up 34 percent) while month-on-month demand paced up by 13 percent.
- **Sales and BD** professionals also recorded stronger demand this month. Between January and February 2019, online demand for the group increased by nine percent and surpassed the corresponding period in 2018 by robust 11 percent.
- **Purchase / Logistics / Supply Chain** (up four percent); **Engineering and Production** (up two percent) **Marketing & Communications/Arts/Creative** (up two percent); **Health Care** (up three percent) registered some of the most restrained year-on-year growth rate among all monitored occupation groups. It is notable that Purchase / Logistics / Supply Chain; and Engineering and Production saw online demand exceed the year-ago level following three straight decline since November 2018.
- **Software, Hardware, Telecom** (up five percent) registered the steepest decline in demand on a month-on-month basis; down by 14 percent.

Top Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Finance and Account	65	109	68%

Lowest Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Software, Hardware, Telecom	159	167	5%

HR & Admin.	61	88	44%
Customer service	66	94	42%
Sales and BD	85	94	11%
Hospitality and Travel	88	95	8%

Purchase / Logistics / Supply Chain	93	97	4%
Health Care	100	103	3%
Marketing & Communications/Arts/Creative	102	104	2%
Engineering and Production	115	117	2%

Geographic Year-over-year Trends: Online demand exceeded the year-ago level in five of the seven countries monitored by the Index.

- Among monitored countries, online recruitment activity registered the steepest growth year-on-year in the **UAE** (up 31 percent). The growth momentum has, however, relieved significantly when compared to January 2019 (up 67 percent). Demand on the month eased by six percent.
- **KSA** was next in the rung charting growth of 18 percent from the corresponding period in 2018. Month-on-month demand increased by three percent.
- **Bahrain** witnessed subdued hiring activity this month. The year-on-year growth momentum eased from 22 percent in January 2019 to seven percent in February 2019. This is the first single-digit growth recorded since May 2018. There were fewer opportunities on the month as well; down by four percent.
- Online hiring activity in **Oman** (down five percent) and **Qatar** (down two percent) eased below the level attained a year-ago. Demand on the month moderated by three percent respectively.

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
UAE	55	72	31%
KSA	98	116	18%
Bahrain	96	103	7%
Egypt	89	93	4%
Kuwait	110	113	3%
Qatar	85	83	-2%
Oman	112	106	-5%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 18 percent growth on the year.
- **IT and Telecom/ISP** sector registers the steepest growth, year-on-year
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** exhibits most restrained online recruitment activity, on- the-year.
- Among occupational groups, **Finance and Account** registers the most notable increase in demand on an annual basis.

KSA Top Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
IT and Telecom/ISP	153	193	26%
Oil and Gas	101	126	25%
BFSI	118	147	25%

KSA Lowest Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Education	104	104	0%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	95	95	0%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	139	139	0%

KSA Top Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Finance and Account	106	147	39%
Health Care	113	131	16%
Hospitality and Travel	78	88	13%

KSA Lowest Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	90	98	9%
Marketing & Communications/Arts/Creative	106	111	5%
Engineering and Production	99	103	4%

UAE Highlights

- Monster Employment Index **UAE** registers 31 percent increase from the year-ago.
- **Education** lead all monitored sectors by the way of long-term growth
- **Engineering, Construction and Real Estate** witnesses the steepest annual decline.
- Among occupation groups, **HR & Admin.** registers the most notable increase in demand on the year

UAE Top Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Education	101	124	23%
Production/Manufacturing , Automotive and Ancillary	85	98	15%
IT and Telecom/ISP	96	105	9%

UAE Lowest Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Retail/Trade and Logistics	106	94	-11%
Health Care	138	120	-13%
Engineering, Construction and Real Estate	92	72	-22%

UAE Top Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
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UAE Lowest Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
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HR & Admin.	39	55	41%
Finance and Account	42	57	36%
Hospitality and Travel	67	74	10%

Sales and BD	72	69	-4%
Health Care	76	70	-8%
Engineering and Production	103	93	-10%

By Industry

	2018											2019	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	121	116	112	112	118	113	117	117	125	125	114	120	127
BFSI	94	96	92	92	89	83	91	87	90	94	99	90	90
Production/Manufacturing, Automotive and Ancillary	93	96	97	94	101	116	125	113	97	101	94	95	99
Retail/Trade and Logistics	75	73	71	69	69	71	72	73	72	73	72	76	73
Oil and Gas	59	61	62	68	66	76	80	77	83	74	68	68	66
IT and Telecom/ISP	210	204	208	206	201	212	240	226	227	227	240	244	257
Hospitality	83	82	89	83	84	84	85	86	89	88	93	97	97
Education	114	113	112	110	112	109	109	110	109	109	110	116	116
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	107	102	101	109	110	108	110	108	102	101	100	104
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	164	166	169	163	159	153	160	158	161	158	151	152	158
Health Care	137	131	134	132	130	126	136	135	139	137	134	136	128
Advertising, Market Research, Public Relations, Media and Entertainment	63	64	63	63	63	63	64	63	63	63	62	61	62

By Occupation

	2018											2019	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	115	117	116	116	109	116	122	120	124	117	108	110	117
Finance and Account	65	69	68	71	69	75	84	82	89	96	88	100	109
HR & Admin.	61	68	65	68	66	73	75	72	78	79	77	84	88
Sales and BD	85	85	83	81	79	84	84	81	88	89	86	86	94
Purchase / Logistics / Supply Chain	93	94	93	92	91	91	100	96	95	96	94	92	97
Hospitality and Travel	88	90	89	89	88	89	89	89	91	92	90	93	95
Health Care	100	94	98	97	96	100	100	100	103	103	108	111	103

Software, Hardware, Telecom	159	169	171	168	159	185	208	186	193	173	180	195	167
Marketing & Communications/Arts/Creative	102	114	114	107	102	130	144	130	131	120	123	119	104
Customer service	66	68	62	60	65	72	77	72	74	79	75	83	94
Legal	96	104	99	100	109	109	109	106	103	104	98	100	101

KSA Report Summary; February 2019

According to the February 2019 [Monster Employment Index \(MEI\)](#), Saudi Arabia witnessed an increase of 18 percent in online recruitment compared to the same period last year.

Contributing to this positive development, IT (including Telecom and ISP) demonstrated the highest increase at 26 percent. This was followed closely by Oil and Gas and BFSI (Business, Financial Services and Insurance) which benefited from equal increases of 25 percent.

On a more sombre note, Education, Chemicals (including Plastic, Rubber, Paints, Fertilizer and Consumer Goods (including FMCG, Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) remains unchanged according to the latest [MEI](#).

Looking at occupation performance, Finance (including Accounting) was rewarded with the highest growth, seeing a 39 percent increase from February 2018. This was followed by Health Care and Hospitality (including Travel) which benefitted from increases of 16 and 13 percent respectively.

Analysing occupations which registered the lowest growth, Engineering (including Production) witnessed the smallest increase in performance at four percent. This was closely followed by Marketing (including Communications, Arts and Creative) and Purchase (including Logistics and Supply Chain) which recorded increases of five and nine percent respectively.

On a regional level, the IT and Telecom/ISP industry demonstrated the highest growth at 22 percent. This was closely followed by Hospitality and Oil and Gas which recorded increases of 17 and 12 percent respectively, while Production (including Manufacturing, Automotive and Ancillary) and Engineering (including Construction and Real Estate) benefitted from increases of six and five percent respectively.

Healthcare registered the steepest decline in terms of online hiring, experiencing a seven percent decrease from the same period last year. This was followed by BFSI and Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) which suffered from equal decreases of four percent, while Retail (including Trade and

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Engineering (including Production) and Marketing (including Communications, Arts and Creative) registered the smallest growth in the occupation category, both profiting from an equal two percent increase. Healthcare, Purchase (including Logistics and Supply Chain) and Software (including Hardware, Telecom) which witnessed growth of three, four and five percent respectively.

In the wider GCC region, the UAE registered healthy growth in online hiring activity at 31 percent, while Bahrain and Egypt recorded increases of seven and four percent respectively. Kuwait benefitted from a slight increase of three percent, while Qatar and Oman witnessed declines of 2 and 5 percent respectively.

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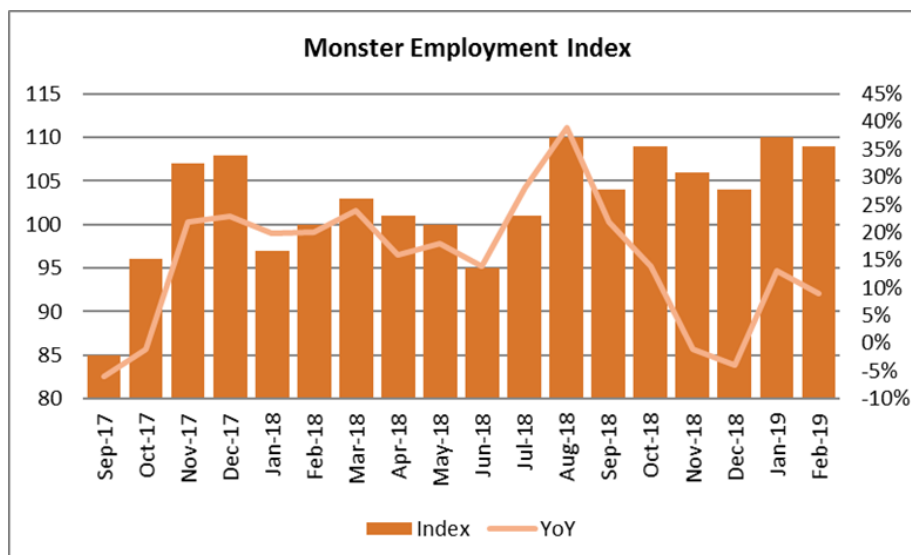
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- Online recruitment activity in **IT and Telecom/ISP** continued to rise on the year. The sector witnessed 22 percent increase in demand from the corresponding period in 2018; also, the steepest growth among all monitored sectors. Month-on-month demand improved by five percent. The three-month and six-month growth rates were at 13 percent and seven percent respectively.
- **Hospitality** (up 17 percent) was the next most actively hiring sector. The sector, however, saw no increase in monthly hiring activity.
- **Oil and Gas** sector followed charting 12 percent increase in demand on the year. The short-run growth parameters continued to exhibit restrained hiring in the sector; down three percent (month-on-month), down 11 percent (three-month basis) and down 18 percent (six-month basis).
- Year-on-year, **Engineering, Construction and Real Estate** (up five percent) registered growth in e-recruitment activity this month following low levels since November 2018. The sector also registered six percent increase in demand on a month-on-month basis; the highest growth recorded among all monitored industry sector.
- Similarly, **Production/Manufacturing, Automotive and Ancillary** (up six percent) saw demand exceed the year-ago level following successive drop in December 2018 (down six percent) as well as in January 2019 (down two percent). Demand on the month increased by four percent.

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Occupation Year-over-Year Trends: All occupation groups monitored by the Index registered growth on the year.

- **Finance and Account** (up 68 percent) continued to be the most sought-after occupation group on a year-on-year basis. Demand on the month increased by nine percent. **HR & Admin.** followed registering 44 percent increase in demand from the year-ago level. Month-on-month demand increased by five percent.
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- **Sales and BD** professionals also recorded stronger demand this month. Between January and February 2019, online demand for the group increased by nine percent and surpassed the corresponding period in 2018 by robust 11 percent.
- **Purchase / Logistics / Supply Chain** (up four percent); **Engineering and Production** (up two percent) **Marketing & Communications/Arts/Creative** (up two percent); **Health Care** (up three percent) registered some of the most restrained year-on-year growth rate among all monitored occupation groups. It is notable that Purchase / Logistics / Supply Chain; and Engineering and Production saw online demand exceed the year-ago level following three straight decline since November 2018.
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- Online hiring activity in **Oman** (down five percent) and **Qatar** (down two percent) eased below the level attained a year-ago. Demand on the month moderated by three percent respectively.

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Qatar	85	83	-2%
Oman	112	106	-5%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 18 percent growth on the year.
- **IT and Telecom/ISP** sector registers the steepest growth, year-on-year
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** exhibits most restrained online recruitment activity, on- the-year.
- Among occupational groups, **Finance and Account** registers the most notable increase in demand on an annual basis.

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KSA Top Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Finance and Account	106	147	39%
Health Care	113	131	16%
Hospitality and Travel	78	88	13%

KSA Lowest Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	90	98	9%
Marketing & Communications/Arts/Creative	106	111	5%
Engineering and Production	99	103	4%

UAE Highlights

- Monster Employment Index **UAE** registers 31 percent increase from the year-ago.
- **Education** lead all monitored sectors by the way of long-term growth
- **Engineering, Construction and Real Estate** witnesses the steepest annual decline.
- Among occupation groups, **HR & Admin.** registers the most notable increase in demand on the year

UAE Top Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Education	101	124	23%
Production/Manufacturing , Automotive and Ancillary	85	98	15%
IT and Telecom/ISP	96	105	9%

UAE Lowest Growth Industries

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Retail/Trade and Logistics	106	94	-11%
Health Care	138	120	-13%
Engineering, Construction and Real Estate	92	72	-22%

UAE Top Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
HR & Admin.	39	55	41%

UAE Lowest Growth Occupations

Year-over-year Growth	Feb 18	Feb 19	% Growth Y-o-Y
Sales and BD	72	69	-4%

Finance and Account	42	57	36%
Hospitality and Travel	67	74	10%

Health Care	76	70	-8%
Engineering and Production	103	93	-10%

By Industry

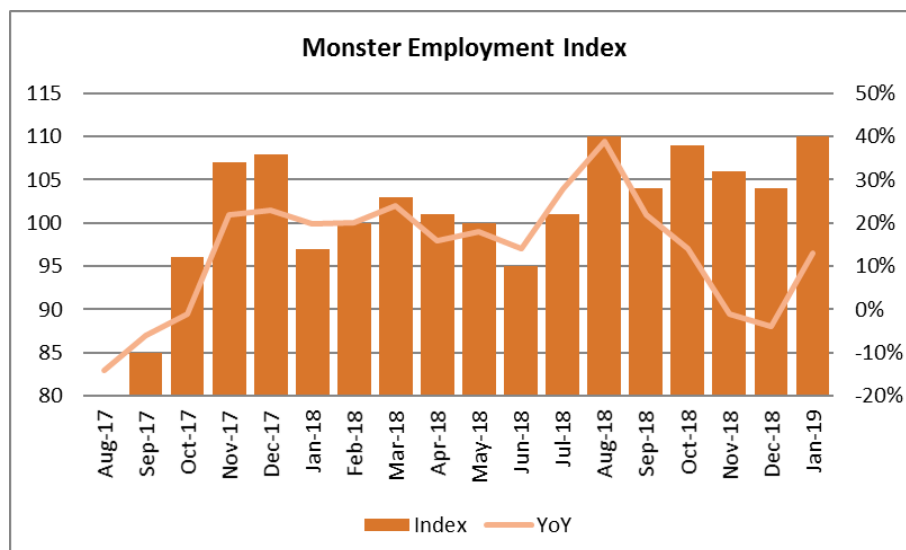
	2018											2019	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	121	116	112	112	118	113	117	117	125	125	114	120	127
BFSI	94	96	92	92	89	83	91	87	90	94	99	90	90
Production/Manufacturing, Automotive and Ancillary	93	96	97	94	101	116	125	113	97	101	94	95	99
Retail/Trade and Logistics	75	73	71	69	69	71	72	73	72	73	72	76	73
Oil and Gas	59	61	62	68	66	76	80	77	83	74	68	68	66
IT and Telecom/ISP	210	204	208	206	201	212	240	226	227	227	240	244	257
Hospitality	83	82	89	83	84	84	85	86	89	88	93	97	97
Education	114	113	112	110	112	109	109	110	109	109	110	116	116
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	107	102	101	109	110	108	110	108	102	101	100	104
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	164	166	169	163	159	153	160	158	161	158	151	152	158
Health Care	137	131	134	132	130	126	136	135	139	137	134	136	128
Advertising, Market Research, Public Relations, Media and Entertainment	63	64	63	63	63	63	64	63	63	63	62	61	62

By Occupation

	2018											2019	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	115	117	116	116	109	116	122	120	124	117	108	110	117
Finance and Account	65	69	68	71	69	75	84	82	89	96	88	100	109
HR & Admin.	61	68	65	68	66	73	75	72	78	79	77	84	88
Sales and BD	85	85	83	81	79	84	84	81	88	89	86	86	94
Purchase / Logistics / Supply Chain	93	94	93	92	91	91	100	96	95	96	94	92	97
Hospitality and Travel	88	90	89	89	88	89	89	89	91	92	90	93	95
Health Care	100	94	98	97	96	100	100	100	103	103	108	111	103
Software, Hardware, Telecom	159	169	171	168	159	185	208	186	193	173	180	195	167

Marketing & Communications/Arts/Creative	102	114	114	107	102	130	144	130	131	120	123	119	104
Customer service	66	68	62	60	65	72	77	72	74	79	75	83	94
Legal	96	104	99	100	109	109	109	106	103	104	98	100	101

MEI DATA:



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

Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 18	Y-o-Y
79	85	96	107	108	97	100	103	101	100	95	101	110	104	109	106	104	110	13 %

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

- **Hospitality** (up 18 percent) was the most actively hiring sector yet again charting progressive growth year-on-year. The short-term growth parameters also point at rising demand in the sector. Available opportunities in the sector surpassed the three-month and six-month ago level by nine percent and 15 percent respectively. Demand on the month increased by four percent.
- **Oil and Gas** (up 15 percent) ranked second from the top in the long-term growth chart. However, the short-run growth parameters indicated a slowdown in the pace of hiring in the recent months. The sector saw no growth on a month-on-month basis and registered fewer opportunities when compared to the corresponding period three-month (down 18 percent) and six-month (down 11 percent) ago
- Online recruitment activity in **IT and Telecom/ISP** exceeded the year-ago level by 11 percent; up from seven percent in December 2018. The sector registered uptrend in hiring demand on all other growth parameters as well; up by two percent on a month-on-month basis, seven percent on three-month and 15 percent on six-month basis.
- Among others, **Retail/Trade and Logistics** (up three percent); **Education** (up two percent); and **Health Care** (up one percent) registered growth on the year following low levels in the previous month. Demand on the month increased by six percent, five percent and one percent respectively.

- Year-on-year, **Engineering, Construction and Real Estate** (down five percent); **BFSI** (down one percent); **Production/Manufacturing, Automotive and Ancillary** (down two percent); **Chemicals/Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (down seven percent); **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down eight percent); **Advertising, Market Research, Public Relations, Media and Entertainment** (down eight percent) continued to chart subdued hiring. BFSI sector also registered steepest decline in demand on a month-on-month basis among all monitored sector; down by nine percent

Top Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Hospitality	82	97	18%
Oil and Gas	59	68	15%
IT and Telecom/ISP	219	244	11%
Retail/Trade and Logistics	74	76	3%
Education	114	116	2%

Lowest Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	97	95	-2%
Engineering, Construction and Real Estate	126	120	-5%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	108	100	-7%
Advertising, Market Research, Public Relations, Media and Entertainment	66	61	-8%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	165	152	-8%

Occupation Year-over-Year Trends: Of 11 occupation group monitored by the Index nine groups registered increase in demand on the year.

- Among occupation groups, **Finance and Account** professionals registered the steepest increase in demand; up 67 percent year-on-year and up 14 percent month-on-month. The Index reading for the series marched up to the baseline for the first time since June 2016.
- HR & Admin.** was the next most sought-after job role. The group witnessed 40 percent increase in demand between January 2018 and 2019. Month-on-month demand paced up by nine percent. Online demand for **Customer Service** (up 34 percent) professionals continued to grow on the year as well. The group witnessed 11 percent increase in demand on the month.
- Software, Hardware, Telecom;** and **Marketing & Communications/Arts/Creative** followed with 27 percent increase in demand from the corresponding period a year-ago. Software, Hardware, Telecom professionals witnessed eight percent increase in demand on the month while demand for Marketing & Communications/Arts/Creative eased three percent.
- Legal** (up 11 percent) registered growth while demand for **Purchase / Logistics / Supply Chain** (down two percent) and **Engineering and Production** (down four percent) continued to be low despite moderation in pace of decline.

Top Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Finance and Account	60	100	67%
HR & Admin.	60	84	40%
Customer service	62	83	34%

Lowest Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Legal	90	100	11%
Hospitality and Travel	87	93	7%
Sales and BD	81	86	6%

Software, Hardware, Telecom	153	195	27%
Marketing & Communications/Arts/Creative	94	119	27%

Purchase / Logistics / Supply Chain	94	92	-2%
Engineering and Production	115	110	-4%

Geographic Year-over-year Trends: Online demand exceeded the year-ago level in all seven countries monitored by the Index.

- Online recruitment activity exhibits strongest growth in the **UAE**. A 67 percent increase in opportunities from the corresponding period a year-ago is the steepest annual growth recorded in the series. Demand on the month increased by seven percent. E-recruitment activity, however, continued to hover below the three-month ago level.
- Hiring demand strengthened in **Bahrain** and **KSA** as well. In Bahrain, the year-on-year growth momentum paced up from 18 percent in December to 22 percent in January while in KSA the growth rate picked up from seven percent in December to 15 percent in January. Demand on the month increase by two percent and six percent respectively.
- Among monitored countries, **Kuwait** (up two percent) and **Oman** (up one percent) witnessed some of the lowest growth vis-à-vis the corresponding period a year-ago. It is notable, year-on-year growth in Oman recovered this month having charted de-growth in November as well as in December. Also, month-on-month demand increased by four percent. Kuwait however witnessed eight percent decrease in online hiring activity between December 2018 and January 2019.

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
UAE	46	77	67%
Bahrain	88	107	22%
KSA	98	113	15%
Egypt	86	93	8%
Qatar	83	86	4%
Kuwait	106	108	2%
Oman	108	109	1%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 15 percent growth on the year.
- **Education** sector registers the steepest growth, year-on-year
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** is the only sector to witness de-growth in hiring activity, on- the-year.
- Among occupational groups, **Finance and Account** registers the most notable increase in demand, year-on-year.

KSA Top Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth
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KSA Lowest Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth
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			Y-o-Y
Education	106	131	24%
BFSI	116	141	22%
Oil and Gas	103	124	20%

			Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	133	140	5%
Retail/Trade and Logistics	87	89	2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	95	-1%

KSA Top Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Finance and Account	103	136	32%
Health Care	111	135	22%
Software, Hardware, Telecom	167	195	17%

KSA Lowest Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Sales and BD	116	117	1%
Engineering and Production	97	96	-1%
Marketing & Communications/Arts/Creative	119	117	-2%

UAE Highlights

- Monster Employment Index **UAE** registers 67 percent increase from the year-ago.
- **IT and Telecom/ISP** lead all monitored sectors by the way of long-term growth
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** witnesses the steepest annual decline.
- Among occupation groups, **Marketing & Communications/Arts/Creative** registers the most notable increase in demand on the year

UAE Top Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
IT and Telecom/ISP	93	110	18%
Education	99	115	16%
Oil and Gas	56	60	7%

UAE Lowest Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Engineering, Construction and Real Estate	89	81	-9%
BFSI	89	81	-9%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	152	137	-10%

UAE Top Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
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UAE Lowest Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
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Marketing & Communications/Arts/Creative	67	101	51%
Software, Hardware, Telecom	107	159	49%
HR & Admin.	34	48	41%

Customer service	54	53	-2%
Sales and BD	62	60	-3%
Health Care	76	71	-7%

By Industry

	2018												2019
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	126	121	116	112	112	118	113	117	117	125	125	114	120
BFSI	91	94	96	92	92	89	83	91	87	90	94	99	90
Production/Manufacturing, Automotive and Ancillary	97	93	96	97	94	101	116	125	113	97	101	94	95
Retail/Trade and Logistics	74	75	73	71	69	69	71	72	73	72	73	72	76
Oil and Gas	59	59	61	62	68	66	76	80	77	83	74	68	68
IT and Telecom/ISP	219	210	204	208	206	201	212	240	226	227	227	240	244
Hospitality	82	83	82	89	83	84	84	85	86	89	88	93	97
Education	114	114	113	112	110	112	109	109	110	109	109	110	116
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	108	106	107	102	101	109	110	108	110	108	102	101	100
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	165	164	166	169	163	159	153	160	158	161	158	151	152
Health Care	135	137	131	134	132	130	126	136	135	139	137	134	136

Advertising, Market Research, Public Relations, Media and Entertainment	66	63	64	63	63	63	63	64	63	63	63	62	61
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By Occupation

	2018												2019
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	115	115	117	116	116	109	116	122	120	124	117	108	110
Finance and Account	60	65	69	68	71	69	75	84	82	89	96	88	100
HR & Admin.	60	61	68	65	68	66	73	75	72	78	79	77	84
Sales and BD	81	85	85	83	81	79	84	84	81	88	89	86	86
Purchase / Logistics / Supply Chain	94	93	94	93	92	91	91	100	96	95	96	94	92
Hospitality and Travel	87	88	90	89	89	88	89	89	89	91	92	90	93
Health Care	98	100	94	98	97	96	100	100	100	103	103	108	111
Software, Hardware, Telecom	153	159	169	171	168	159	185	208	186	193	173	180	195
Marketing & Communications/Arts/Creative	94	102	114	114	107	102	130	144	130	131	120	123	119
Customer service	62	66	68	62	60	65	72	77	72	74	79	75	83
Legal	90	96	104	99	100	109	109	109	106	103	104	98	100