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EMPLOYMENT INDEX

UAE Report Summary; January 2018

According to the 2018 January [Monster Employment Index \(MEI\)](#), the UAE witnessed a decline of 39 percent in online recruitment compared to the same period last year.

Contributing to this decline, the IT sector (including Telecom and ISP) demonstrated the lowest growth, at -15 percent. This was closely followed by Production (including Manufacturing, Automatic and Ancillary) and Engineering (including Construction and Real Estate) at -13 and -9 respectively.

On a more positive note, Consumer Goods (FMCG, Food & Packaged Food, Home Appliance, Garment, Textiles, Leather, Gems and Jewellery) was the most active industry in terms of online hiring, registering a strong 24 percent growth from the same period last year. This was closely followed by Retail (Trade and Logistics) and Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides), which registered growth of 20 percent and 16 percent respectively.

Looking at occupation performance, Software (including hardware and telecom) was the only sector to see positive growth, registering a 14 percent increase from January 2017. The occupations which registered the highest decline in the January 2018 [MEI](#) included HR/Admin, Sales/Business Development and Customer Service with a 51 percent, 41 percent and 28 percent year-on-year decline respectively.

In the wider GCC region, Kuwait registered commendable growth in online hiring activity, at 12 percent. Egypt also recorded slight growth, witnessing a 2 percent increase, and Oman remained unchanged. Bahrain and Qatar both suffered decreases of 14 and 7 percent respectively.

On a regional level, the Consumer Goods industry recorded the strongest growth, at 53 percent. This was followed by IT/Telecom and Engineering, which increased by 47 and 33 percent respectively. The Advertising industry (including Market Research, Public Relations and Entertainment) experienced the smallest growth, at 2 percent, followed by Hospitality at 8 percent. Oil and Gas, Production (including Manufacturing), Retail (including Trade) all registered a growth of 9 percent. In terms of occupations, Software (including Hardware and Telecom) benefitted from a substantial 37 percent increase followed by Engineering (including Production) and Marketing Communications (Creative and Art), which saw a 17 and 16 percent increase respectively. Purchasing (including Logistics and Supply Chain) witnessed a decline of 4 percent followed by Human Resources (including Admin) and Healthcare at 2 percent each.

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

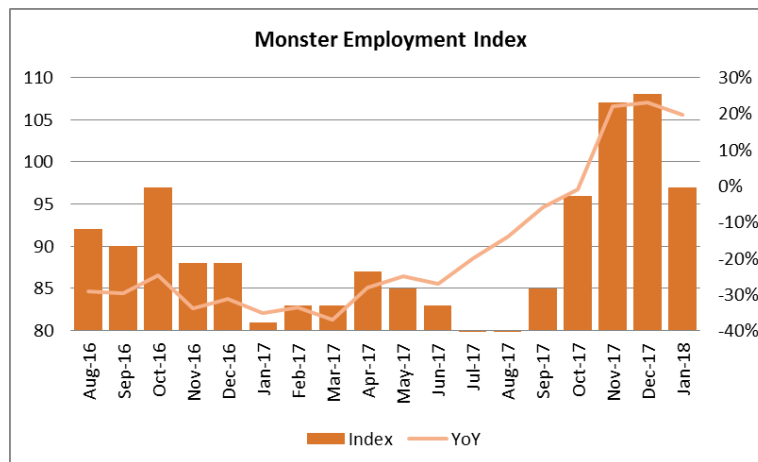
Monster, for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people 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:

Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Y-o-Y
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92	90	97	88	88	81	83	83	87	85	83	79	79	85	96	107	108	97	20%
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Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in each of the twelve sectors monitored by the Index.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** led all monitored industry sectors charting 53 percent increase from the corresponding period a year-ago. The growth momentum slowed further from 55 percent in December 2017. The sector registered two percent growth on the month and surpassed the six-month ago level by 23 percent.
- **IT and Telecom/ISP** ranked second from the top by the way of long-term growth. Nevertheless, the year-on-year moderated from 51 percent in December 2017 to 47 percent in January 2018. Employee demand eased on the month as well; down by three percent.
- Online demand in **Retail/Trade and Logistics** (up nine percent) paced up in January 2018 from a decline of one percent in December 2017. The sector also witnessed the highest month-on-month growth among all monitored industry sectors; up three percent. The hiring trend was positive on six-month (up 16 percent) and three-month (up six percent) growth parameters as well.
- **Education** (up 20 percent); **Health Care** (up 19 percent); **Production/Manufacturing, Automotive and Ancillary** (up nine percent) registered an uptrend in hiring year-on-year but at an eased up pace vis-à-vis December 2017. On the other hand, **Oil and Gas** witnessed a nine percent increase in hiring on the year; up from five percent in the previous month. Among industry sectors, **Advertising, Market Research, Public Relations, Media and Entertainment** (up two percent) exhibited the most restrained annual rate of growth in January 2018.

Top Growth Industries

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	108	165	53%
IT and Telecom/ISP	149	219	47%
Engineering, Construction and Real Estate	95	126	33%
Education	95	114	20%
BFSI	76	91	20%

Lowest Growth Industries

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Oil and Gas	54	59	9%
Production/Manufacturing, Automotive and Ancillary	89	97	9%
Retail/Trade and Logistics	68	74	9%
Hospitality	76	82	8%
Advertising, Market Research, Public Relations, Media and Entertainment	65	66	2%

Occupation Year-over-Year Trends: E-recruitment exceeded the year-ago level in six of the of the 11 occupation group monitored by the Index.

- **Software, Hardware, Telecom** professionals registered 37 percent growth from the corresponding period a year-ago to lead all monitored job roles. It is notable that this is the least growth (year-on-year) recorded since August 2017. Demand on the month plunged 14 percent between December 2017 and January 2018.
- Online demand for **Finance and Account** (zero percent) matched the year-ago level. Demand on the month eased by eight percent and slipped below the three-month ago level by three percent.
- **Hospitality and Travel** was the only job role to witness positive growth on the month; up one percent. The year-on-year growth momentum also exhibited an improvement of one point from four percent in December to five percent in January 2018. Online demand was positive on three-month (up five percent) and six-month (up one percent) parameter as well. Online demand for **Health Care** (down two percent) professionals eased below the corresponding period a year-ago once again following marginally positive growth in December 2017 (up one percent).
- **Customer Service** (down 29 percent) professionals registered the steepest year-on-year decline among occupation groups even in January 2018. The rate of decline, however, was stable at December level. Demand on the month eased by five percent.

Top Growth Occupations

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Software, Hardware, Telecom	112	153	37%
Engineering and Production	98	115	17%
Marketing & Communications/Arts/Creative	81	94	16%
Legal	84	90	7%
Hospitality and Travel	83	87	5%

Lowest Growth Occupations

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Finance and Account	60	60	0%
HR & Admin.	61	60	-2%
Health Care	100	98	-2%
Purchase / Logistics / Supply Chain	98	94	-4%
Customer service	87	62	-29%

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

- Year-on-year, **Kuwait** (up 12 percent) led all monitored countries. The pace of growth picked up between December 2017 (up eight percent) and January 2018. In the past six-months between July and January, e-recruitment in Kuwait increased by 18 percent. January, however, saw fewer opportunities on the month; down by six percent.
- Among others, **KSA** and **Egypt** were the only country to exhibit a positive growth trend, year-on-year. The growth rate in **KSA** climbed up from one percent in December to five percent in January 2018. **Egypt** witnessed two percent growth in hiring in January 2018 up from a decline of two percent in December 2017. Month-on-month, KSA saw a decrease of two percent in e-recruitment activity while hiring activity in Egypt was steady at December level. Online recruitment activity in **Oman** (zero percent) matched the year-ago level.
- The pace of decline, year-on-year, was steepest in **UAE** even in January 2018. However, 39 percent decline from the year-ago registered in January was seven points lower than 46 percent decline in December 2017. Demand on the month cut further; down by 10 percent which was also the most

notable monthly decline among monitored countries. The three-month (down 18 percent) and six-month (down 23 percent) growth parameters also indicated slowdown in employee demand.

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Kuwait	95	106	12%
KSA	93	98	5%
Egypt	84	86	2%
Oman	108	108	0%
Qatar	89	83	-7%
Bahrain	102	88	-14%
UAE	75	46	-39%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers five percent growth on the year.
- Among monitored industry sectors, **Health Care** continues to lead the year-on-year growth chart.
- **Production/Manufacturing, Automotive and Ancillary** witnesses the steepest annual decline.
- **Software, Hardware, Telecom** is the most sought after job role.

KSA Top Growth Industries

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Health Care	103	139	35%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	104	133	28%
IT and Telecom/ISP	126	151	20%

KSA Lowest Growth Industries

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Oil and Gas	102	103	1%
Retail/Trade and Logistics	87	87	0%
Production/Manufacturing, Automotive and Ancillary	87	84	-3%

KSA Top Growth Occupations

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
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KSA Lowest Growth Occupations

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
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Software, Hardware, Telecom	127	167	31%
Marketing & Communications/Arts/Creative	92	119	29%
Engineering and Production	87	97	11%

Finance and Account	105	103	-2%
Purchase / Logistics / Supply Chain	96	91	-5%
Health Care	120	111	-8%

UAE Highlights

- Monster Employment Index **UAE** registers 39 percent decline from the year-ago.
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** registers the most significant year-on-year growth yet again.
- **IT and Telecom/ISP** registers the steepest annual decline.
- Among 10 job roles monitored by the Index, **Software, Hardware, Telecom** is the only group to register a positive growth on the year.

UAE Top Growth Industries

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	123	152	24%
Retail/Trade and Logistics	86	103	20%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	103	119	16%

UAE Lowest Growth Industries

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Engineering, Construction and Real Estate	98	89	-9%
Production/Manufacturing, Automotive and Ancillary	98	85	-13%
IT and Telecom/ISP	110	93	-15%

UAE Top Growth Occupations

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Software, Hardware, Telecom	94	107	14%
Hospitality and Travel	72	62	-14%
Health Care	91	76	-16%

UAE Lowest Growth Occupations

Year-over-year Growth	Jan 17	Jan 18	% Growth Y-o-Y
Customer service	75	54	-28%
Sales and BD	105	62	-41%
HR & Admin.	70	34	-51%

By Industry

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	95	104	108	113	115	119	110	109	119	123	131	134	126
BFSI	76	77	73	77	80	80	77	74	91	95	105	99	91
Production/Manufacturing, Automotive and Ancillary	89	84	86	88	90	91	89	91	88	95	99	100	97
Retail/Trade and Logistics	68	70	74	74	73	72	64	67	69	70	74	72	74
Oil and Gas	54	55	53	56	53	51	55	60	62	65	68	61	59
IT and Telecom/ISP	149	152	139	142	149	152	166	166	167	181	216	225	219
Hospitality	76	77	77	79	80	77	79	78	78	80	83	82	82
Education	95	97	97	100	104	105	101	100	101	105	108	124	114
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	95	98	99	97	98	101	102	101	109	111	110	108
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	108	119	128	138	144	144	134	146	147	151	155	161	165
Health Care	113	119	116	122	122	133	123	126	133	137	139	140	135
Advertising, Market Research, Public Relations, Media and Entertainment	65	64	65	66	66	66	63	64	65	67	67	67	66

By Occupation

	2017												2018
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	98	102	104	107	104	102	102	103	109	115	124	125	115
Finance and Account	60	61	57	60	69	59	55	56	61	62	68	65	60
HR & Admin.	61	63	62	69	59	58	51	52	55	61	72	70	60
Sales and BD	79	80	83	81	85	80	74	73	75	82	91	84	81
Purchase / Logistics / Supply Chain	98	102	99	108	104	96	88	91	92	95	98	101	94
Hospitality and Travel	83	85	86	91	91	88	86	83	84	83	86	86	87
Health Care	100	102	99	105	104	98	94	94	102	103	105	104	98
Software, Hardware, Telecom	112	117	118	129	117	143	155	155	169	170	172	178	153
Marketing & Communications/Arts/Creative	81	80	82	85	86	93	96	98	102	101	105	109	94
Customer service	87	85	83	95	87	75	63	61	62	67	69	65	62
Legal	84	88	91	101	91	89	89	89	96	93	99	99	90

KSA Report Summary; January 2018

According to the 2018 January [Monster Employment Index \(MEI\)](#), Saudi Arabia has registered a five percent increase from the same time last year.

Healthcare continues to be one of the most active industries in Saudi Arabia, witnessing a significant 35 percent growth from January 2017. This was followed by Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) and IT (Telecom/ISP), recording increases of 28 and 20 percent respectively.

Production (including Manufacturing, Automotive and Ancillary) saw a slight annual decline, at 3 percent, while the Oil and Gas sector demonstrated the lowest growth at 1 percent. Retail/Trade (including Logistics) remained unchanged.

Looking at the top performing occupations, Software, Hardware and Telecom was the most sought-after job role, witnessing a significant increase of 31 percent from January 2017. This was followed by Marketing and Communications (Arts and Creative) and Engineering (including Production) profiting from raises of 29 and 11 percent respectively.

The occupations which registered the highest decline in the Kingdom in the January 2018 [MEI](#) include Healthcare, Purchase (including Logistics and Supply) and Finance (including Accounting) suffering from decreases of 8, 5 and 2 percent respectively.

In the wider GCC region, Kuwait registered commendable growth in online hiring activity, at 12 percent. Egypt also recorded slight growth, witnessing a 2 percent increase, and Oman remained unchanged. Bahrain and Qatar both suffered decreases of 14 and 7 percent respectively.

On a regional level, the Consumer Goods industry recorded the strongest growth, at 53 percent. This was followed by IT/Telecom and Engineering, which increased by 47 and 33 percent respectively. The Advertising industry (including Market Research, Public Relations and Entertainment) experienced the smallest growth, at 2 percent, followed by Hospitality at 8 percent. Oil and Gas, Production (including Manufacturing), Retail (including Trade) all registered a growth of 9 percent. In terms of occupations, Software (including Hardware and Telecom) benefitted from a substantial 37 percent increase followed by Engineering (including Production) and Marketing Communications (Creative and Art), which saw a 17 and 16 percent increase respectively. Purchasing (including Logistics and Supply Chain) witnessed a decline of 4 percent followed by Human Resources (including Admin) and Healthcare at 2 percent each.

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