

monster[®] EMPLOYMENT INDEX

UAE Report Summary; April 2019

According to the April 2019 [Monster Employment Index \(MEI\)](#), the UAE witnessed a substantial increase of 24 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the Education industry demonstrated the highest growth at 21 percent. This was closely followed by Production (including Manufacturing, Automotive and Ancillary) and IT (including Telecom and ISP) which registered increases of 15 and 14 percent respectively.

On a more sombre note, Retail (including Trade and Logistics) registered the steepest decline in terms of online hiring, experiencing a 14 percent decrease from the same period last year. This was closely followed by Engineering (including Construction and Real Estate) and Healthcare which suffered from losses of 13 and seven percent respectively.

Looking at occupation performance, HR (including Admin) witnessed the highest growth, seeing a 28 percent increase from April 2018. This was closely followed by Marketing (including Communications, Arts and Creative) and Finance (including Accounting) which benefitted from equal increases of 18 percent.

Engineering (including Production) registered the steepest decline in the occupation category, suffering from a 15 percent drop in performance. This was followed by Health Care and Purchase (including Logistics and Supply Chain) which both witnessed drops of one percent.

On a regional level, the IT and Telecom/ISP industry demonstrated the highest growth at 16 percent. This was followed by Production (including Manufacturing, Automotive and Ancillary) and Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) which recorded increases of nine and six percent respectively, while Retail (including Trade and Logistics) and Engineering (including Construction and Real Estate) benefitted from equal increases of three percent.

Banking, Financial Services and Insurance (BFSI) registered the steepest decline in terms of online hiring, experiencing a nine percent decrease from the same period last year. This was closely followed by Advertising (including Market Research, Public Relations, Media and Entertainment) and Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) which suffered from decreases of eight and

four percent respectively. Hospitality suffered a minimal decrease of one percent, while Health Care benefited from a miniscule one percent increase from the same period last year.

Looking at regional occupation performance, Finance (including Accounting) witnessed the highest growth, seeing a 56 percent increase from April 2018. This was closely followed by HR (including Admin) and Customer Service which benefitted from equal increases of 23 percent, while Legal and Sales (including Business Development) recorded increases of 15 and 14 percent respectively.

Engineering (including Production) suffered the steepest decline in the occupation category, registering a seven percent drop from the same period last year. Marketing (including Communications, Arts and Creative) registered the smallest growth, profiting from a seven percent increase, while Health Care, Hospitality (including Travel) and Purchase (including Logistics and Supply Chain) witnessed growth of eight, 13 and 14 percent respectively.

In the wider GCC region, Kuwait registered healthy growth in online hiring activity at 18 percent, while Saudi Arabia and Bahrain recorded increases of 16 and 11 percent respectively. Qatar experienced a minuscule growth of one percent and Egypt remains unchanged, while Oman was the only country to experience a drop of five percent.

#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

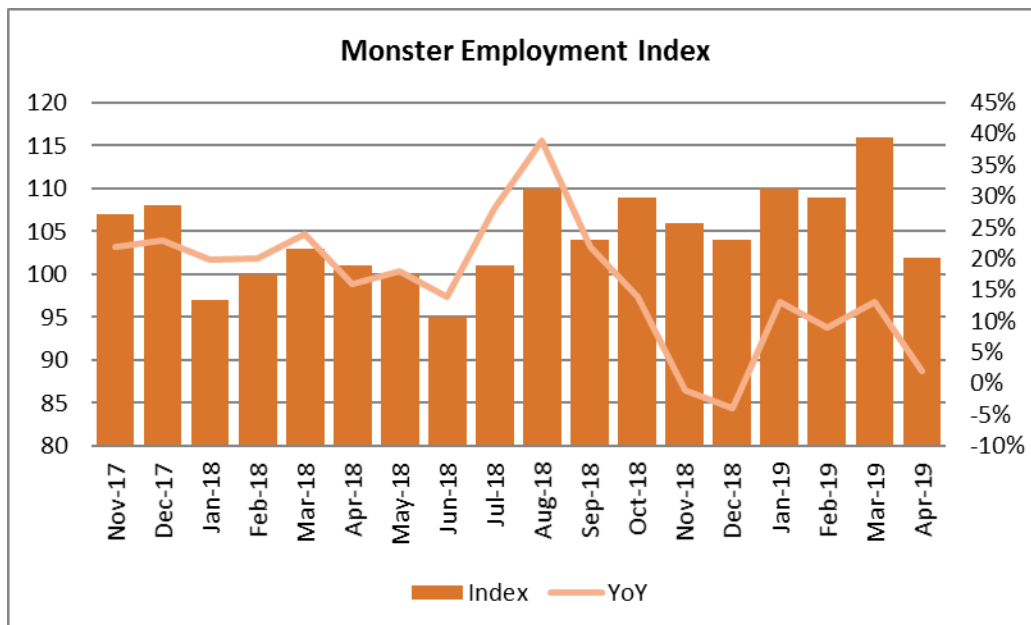
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million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

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 19	Feb 19	Mar 19	Apr 19	Y-o-Y
107	108	97	100	103	101	100	95	101	110	104	109	106	104	110	109	116	103	2%

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

- Year-on-year, **IT and Telecom/ISP** (up 16 percent) led all monitored industry sectors despite significant moderation in the pace of growth when compared to March 2019. The sector saw 11 percent decline in monthly hiring demand.
- **Production/Manufacturing, Automotive and Ancillary** (up nine percent) sector continued to chart progressive growth. Month-on-month demand increased by an additional two percent. There has been a 12 percent rise in online recruiting in the sector on a three-month basis and nine percent on a six-month basis.
- **Engineering, Construction and Real Estate**, on the other hand, registered three percent growth on the year; down from 15 percent growth in March 2019. At the same time, the sector witnessed steep declines in monthly demand; down 14 percent between March and April 2019. Other short-term growth parameters also indicated slowdown in online hiring in the sector.
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (up six percent) registered growth following low levels since October 2018 and was also among the most actively hiring sectors on a year-on-year basis. **Oil and Gas** (up two percent) sector, on the other hand, registered a single-digit growth on the year for the first time since November 2018.

- Among monitored industry sectors, online demand registered the steepest decline in **BFSI** (down nine percent) followed by **Advertising, Market Research, Public Relations, Media and Entertainment** (down eight percent).

Top Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
IT and Telecom/ISP	208	242	16%
Production/Manufacturing, Automotive and Ancillary	97	106	9%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	108	6%
Retail/Trade and Logistics	71	73	3%
Engineering, Construction and Real Estate	112	115	3%

Lowest Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Health Care	134	135	1%
Hospitality	89	88	-1%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	169	163	-4%
Advertising, Market Research, Public Relations, Media and Entertainment	63	58	-8%
BFSI	92	84	-9%

Occupation Year-over-Year Trends: Of the 11 occupation groups monitored by the Index 10 groups registered growth on the year.

- **Finance and Account** (up 56 percent) followed by **HR & Admin.** (up 23 percent) registered the steepest increase in demand from the corresponding period a year-ago while the pace of growth continued to moderate. Demand on the month eased by five percent and 15 percent respectively.
- **Marketing & Communications/Arts/Creative** (up seven percent) witnessed growth this month following two percent year-on-year decline in March 2019. Demand on the month increased by nine percent; the steepest recorded among all monitored occupation groups.
- Among others, the year-on-year growth rate advanced for **Purchase / Logistics / Supply Chain** (up 14 percent); **Hospitality and Travel** (up 13 percent); **Software, Hardware, Telecom** (up 14 percent); **Customer service** (up 23 percent); and **Legal** (up 15 percent) professionals.
- Online demand for **Engineering and Production** professionals eased seven percent below the year-ago level following growth in February (up two percent) and March (up four percent) 2019. Month-on-month demand eased by 11 percent.

Top Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Finance and Account	68	106	56%
HR & Admin.	65	80	23%
Customer service	62	76	23%
Legal	99	114	15%
Sales and BD	83	95	14%

Lowest Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	93	106	14%
Hospitality and Travel	89	101	13%
Health Care	98	106	8%
Marketing & Communications/Arts/Creative	114	122	7%
Engineering and Production	116	108	-7%

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

- Year-on-year, **UAE** (up 24 percent) continued to be the most actively hiring country despite moderation in the pace of long-term growth. Month-on-month, UAE witnessed 10 percent decline in online demand following sharp increase of 11 percent in March 2019. The three-month (down six percent) and six-month (down 10 percent) growth rate also exhibited a downtrend in hiring activity.
- **Kuwait** (up 18 percent) and **KSA** (up 16 percent) were next in the rung in the year-on-year growth ladder. Monthly demand eased in both the countries; down two percent in Kuwait and down three percent in KSA.
- **Oman** (down five percent) was the only country to register decline on the year even in April. Online recruitment activity in **Egypt** matched the corresponding period a year-ago.

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
UAE	58	72	24%
Kuwait	103	122	18%
KSA	102	118	16%
Bahrain	90	100	11%
Qatar	85	86	1%
Egypt	93	93	0%
Oman	114	108	-5%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 16 percent growth on the year.
- **IT and Telecom/ISP** sector registers the steepest growth, year-on-year
- **Retail/Trade and Logistics** is the only industry group to exhibit declining year-on-year trend.
- **Finance and Account** is the most sought-after job role.

KSA Top Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
IT and Telecom/ISP	143	183	28%
Oil and Gas	101	122	21%
BFSI	125	148	18%

KSA Lowest Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	95	98	3%
Production/Manufacturing, Automotive and Ancillary	98	101	3%
Retail/Trade and Logistics	89	88	-1%

KSA Top Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Finance and Account	114	145	27%
Hospitality and Travel	74	89	20%
Software, Hardware, Telecom	178	197	11%

KSA Lowest Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
HR & Admin.	100	101	1%
Engineering and Production	108	109	1%
Marketing & Communications/Arts/Creative	131	113	-14%

UAE Highlights

- Monster Employment Index **UAE** registers 24 percent increase from the year-ago.
- **Education** leads all monitored sectors by the way of long-term growth
- **Retail/Trade and Logistics** witnesses the steepest annual decline.
- **HR & Admin.** professionals register the most notable increase in demand on the year

UAE Top Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Education	100	121	21%
Production/Manufacturing , Automotive and Ancillary	82	94	15%
IT and Telecom/ISP	96	109	14%

UAE Lowest Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Health Care	136	127	-7%
Engineering, Construction and Real Estate	88	77	-13%
Retail/Trade and Logistics	100	86	-14%

UAE Top Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
HR & Admin.	40	51	28%
Marketing & Communications/Arts/Creative	89	105	18%
Finance and Account	45	53	18%

UAE Lowest Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	95	94	-1%
Health Care	74	73	-1%
Engineering and Production	106	90	-15%

By Industry

	2018									2019			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Engineering, Construction and Real Estate	112	112	118	113	117	117	125	125	114	120	127	133	115
BFSI	92	92	89	83	91	87	90	94	99	90	90	95	84

Production/Manufacturing, Automotive and Ancillary	97	94	101	116	125	113	97	101	94	95	99	104	106
Retail/Trade and Logistics	71	69	69	71	72	73	72	73	72	76	73	74	73
Oil and Gas	62	68	66	76	80	77	83	74	68	68	66	67	63
IT and Telecom/ISP	208	206	201	212	240	226	227	227	240	244	257	272	242
Hospitality	89	83	84	84	85	86	89	88	93	97	97	98	88
Education	112	110	112	109	109	110	109	109	110	116	116	120	115
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	101	109	110	108	110	108	102	101	100	104	104	108
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	169	163	159	153	160	158	161	158	151	152	158	158	163
Health Care	134	132	130	126	136	135	139	137	134	136	128	134	135
Advertising, Market Research, Public Relations, Media and Entertainment	63	63	63	63	64	63	63	63	62	61	62	64	58

By Occupation

	2018									2019			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Engineering and Production	116	116	109	116	122	120	124	117	108	110	117	122	108
Finance and Account	68	71	69	75	84	82	89	96	88	100	109	112	106
HR & Admin.	65	68	66	73	75	72	78	79	77	84	88	94	80
Sales and BD	83	81	79	84	84	81	88	89	86	86	94	98	95
Purchase / Logistics / Supply Chain	93	92	91	91	100	96	95	96	94	92	97	99	106
Hospitality and Travel	89	89	88	89	89	89	91	92	90	93	95	98	101
Health Care	98	97	96	100	100	100	103	103	108	111	103	103	106
Software, Hardware, Telecom	171	168	159	185	208	186	193	173	180	195	167	190	195
Marketing & Communications/Arts/Creative	114	107	102	130	144	130	131	120	123	119	104	112	122
Customer service	62	60	65	72	77	72	74	79	75	83	94	80	76
Legal	99	100	109	109	109	106	103	104	98	100	101	106	114

KSA Report Summary; April 2019

According to the April 2019 [Monster Employment Index \(MEI\)](#), Saudi Arabia witnessed an increase of 16 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 28 percent. This was followed closely by Oil and Gas and BFSI (Business, Financial Services and Insurance) which benefited from increases of 21 and 18 percent respectively.

On a more sombre note, Retail (including Trade and Logistics) suffered a decline of one percent, while Production (including Manufacturing, Automotive and Ancillary) and Chemicals (including Plastics, Rubber, Paints, Fertilizer and Pesticides) benefitted from equal increases of three percent.

Looking at occupation performance, Finance (including Accounting) was rewarded with the highest growth, seeing a 27 percent increase from April 2018. This was followed by Hospitality (including Travel) and Software (including Hardware and Telecom) which profited from increases of 20 and 11 percent respectively.

Marketing (including Communications, Arts and Creative) registered the steepest decline in occupation performance, witnessing a 14 percent drop from the same period last year, while Engineering (including Production) and HR (including Admin) registered the growths of one percent each.

On a regional level, the IT and Telecom/ISP industry demonstrated the highest growth at 16 percent. This was followed by Production (including Manufacturing, Automotive and Ancillary) and Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) which recorded increases of nine and six percent respectively, while Retail (including Trade and Logistics) and Engineering (including Construction and Real Estate) benefitted from equal increases of three percent.

Banking, Financial Services and Insurance (BFSI) registered the steepest decline in terms of online hiring, experiencing a nine percent decrease from the same period last year. This was closely followed by Advertising (including Market Research, Public Relations, Media and Entertainment) and Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) which suffered from decreases of eight and four percent respectively. Hospitality suffered a minimal decrease of one percent, while Health Care benefited from a miniscule one percent increase from the same period last year.

Looking at regional occupation performance, Finance (including Accounting) witnessed the highest growth, seeing a 56 percent increase from April 2018. This was closely followed by HR (including Admin) and Customer Service which benefitted from equal increases of 23 percent, while Legal and Sales (including Business Development) recorded increases of 15 and 14 percent respectively.

Engineering (including Production) suffered the steepest decline in the occupation category, registering a seven percent drop from the same period last year. Marketing (including Communications, Arts and Creative) registered the smallest growth, profiting from a seven percent increase, while Health Care, Hospitality (including Travel) and Purchase (including Logistics and Supply Chain) witnessed growth of eight, 13 and 14 percent respectively.

In the wider GCC region, the UAE registered healthy growth in online hiring activity at 24 percent, while Kuwait and Bahrain recorded increases of 18 and 11 percent respectively. Qatar experienced a minuscule growth of one percent and Egypt remains unchanged, while Oman was the only country to experience a drop of five percent.

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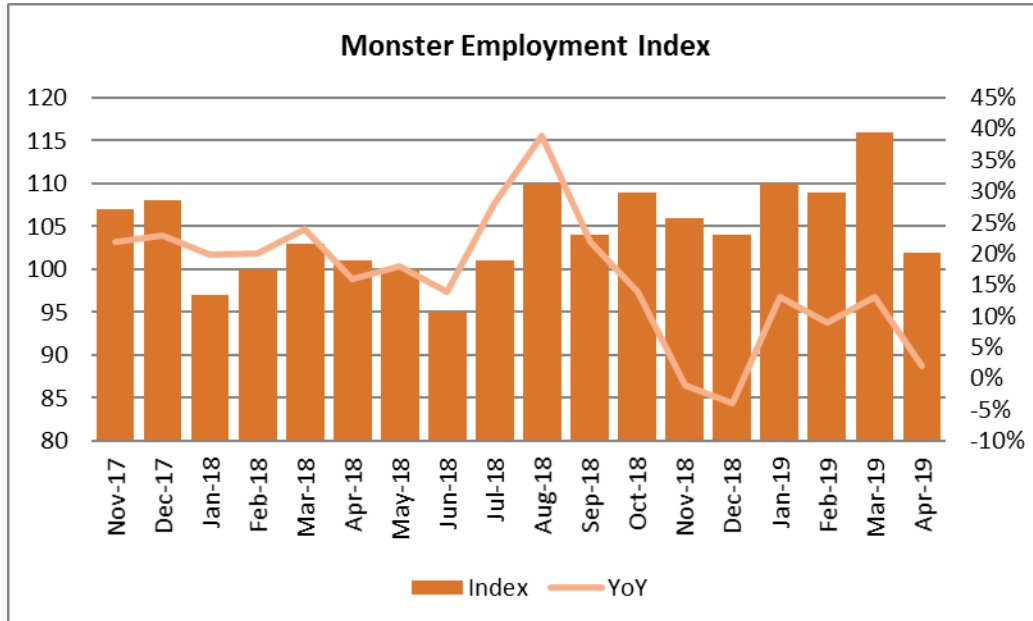
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Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in eight of the 12 sectors monitored by the Index.

- Year-on-year, **IT and Telecom/ISP** (up 16 percent) led all monitored industry sectors despite significant moderation in the pace of growth when compared to March 2019. The sector saw 11 percent decline in monthly hiring demand.
- **Production/Manufacturing, Automotive and Ancillary** (up nine percent) sector continued to chart progressive growth. Month-on-month demand increased by an additional two percent. There has been a 12 percent rise in online recruiting in the sector on a three-month basis and nine percent on a six-month basis.
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- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (up six percent) registered growth following low levels since October 2018 and was also among the most actively hiring sectors on a year-on-year basis. **Oil and Gas** (up two percent) sector, on the other hand, registered a single-digit growth on the year for the first time since November 2018.
- Among monitored industry sectors, online demand registered the steepest decline in **BFSI** (down nine percent) followed by **Advertising, Market Research, Public Relations, Media and Entertainment** (down eight percent).

Top Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
IT and Telecom/ISP	208	242	16%
Production/Manufacturing, Automotive and Ancillary	97	106	9%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	108	6%
Retail/Trade and Logistics	71	73	3%
Engineering, Construction and Real Estate	112	115	3%

Lowest Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Health Care	134	135	1%
Hospitality	89	88	-1%
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Occupation Year-over-Year Trends: Of the 11 occupation groups monitored by the Index 10 groups registered growth on the year.

- **Finance and Account** (up 56 percent) followed by **HR & Admin.** (up 23 percent) registered the steepest increase in demand from the corresponding period a year-ago while the pace of growth continued to moderate. Demand on the month eased by five percent and 15 percent respectively.
- **Marketing & Communications/Arts/Creative** (up seven percent) witnessed growth this month following two percent year-on-year decline in March 2019. Demand on the month increased by nine percent; the steepest recorded among all monitored occupation groups.
- Among others, the year-on-year growth rate advanced for **Purchase / Logistics / Supply Chain** (up 14 percent); **Hospitality and Travel** (up 13 percent); **Software, Hardware, Telecom** (up 14 percent); **Customer service** (up 23 percent); and **Legal** (up 15 percent) professionals.
- Online demand for **Engineering and Production** professionals eased seven percent below the year-ago level following growth in February (up two percent) and March (up four percent) 2019. Month-on-month demand eased by 11 percent.

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- **Kuwait** (up 18 percent) and **KSA** (up 16 percent) were next in the rung in the year-on-year growth ladder. Monthly demand eased in both the countries; down two percent in Kuwait and down three percent in KSA.
- **Oman** (down five percent) was the only country to register decline on the year even in April. Online recruitment activity in **Egypt** matched the corresponding period a year-ago.

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COUNTRY-WISE TRENDS

KSA Highlights

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- **IT and Telecom/ISP** sector registers the steepest growth, year-on-year
- **Retail/Trade and Logistics** is the only industry group to exhibit declining year-on-year trend.
- **Finance and Account** is the most sought-after job role.

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- **Education** leads all monitored sectors by the way of long-term growth
- **Retail/Trade and Logistics** witnesses the steepest annual decline.
- **HR & Admin.** professionals register the most notable increase in demand on the year

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IT and Telecom/ISP	96	109	14%

UAE Lowest Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Health Care	136	127	-7%
Engineering, Construction and Real Estate	88	77	-13%
Retail/Trade and Logistics	100	86	-14%

UAE Top Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
HR & Admin.	40	51	28%
Marketing & Communications/Arts/Creative	89	105	18%
Finance and Account	45	53	18%

UAE Lowest Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	95	94	-1%
Health Care	74	73	-1%
Engineering and Production	106	90	-15%

By Industry

	2018										2019			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Engineering, Construction and Real Estate	112	112	118	113	117	117	125	125	114	120	127	133	115	
BFSI	92	92	89	83	91	87	90	94	99	90	90	95	84	
Production/Manufacturing, Automotive and Ancillary	97	94	101	116	125	113	97	101	94	95	99	104	106	
Retail/Trade and Logistics	71	69	69	71	72	73	72	73	72	76	73	74	73	
Oil and Gas	62	68	66	76	80	77	83	74	68	68	66	67	63	
IT and Telecom/ISP	208	206	201	212	240	226	227	227	240	244	257	272	242	

Hospitality	89	83	84	84	85	86	89	88	93	97	97	98	88
Education	112	110	112	109	109	110	109	109	110	116	116	120	115
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	101	109	110	108	110	108	102	101	100	104	104	108
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	169	163	159	153	160	158	161	158	151	152	158	158	163
Health Care	134	132	130	126	136	135	139	137	134	136	128	134	135
Advertising, Market Research, Public Relations, Media and Entertainment	63	63	63	63	64	63	63	63	62	61	62	64	58

By Occupation

	2018									2019			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Engineering and Production	116	116	109	116	122	120	124	117	108	110	117	122	108
Finance and Account	68	71	69	75	84	82	89	96	88	100	109	112	106
HR & Admin.	65	68	66	73	75	72	78	79	77	84	88	94	80
Sales and BD	83	81	79	84	84	81	88	89	86	86	94	98	95
Purchase / Logistics / Supply Chain	93	92	91	91	100	96	95	96	94	92	97	99	106
Hospitality and Travel	89	89	88	89	89	89	91	92	90	93	95	98	101
Health Care	98	97	96	100	100	100	103	103	108	111	103	103	106
Software, Hardware, Telecom	171	168	159	185	208	186	193	173	180	195	167	190	195
Marketing & Communications/Arts/Creative	114	107	102	130	144	130	131	120	123	119	104	112	122
Customer service	62	60	65	72	77	72	74	79	75	83	94	80	76
Legal	99	100	109	109	109	106	103	104	98	100	101	106	114