

monster[®] EMPLOYMENT INDEX

UAE Report Summary; May 2019

According to the May 2019 [Monster Employment Index \(MEI\)](#), the UAE witnessed a substantial increase of 17 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the Education industry demonstrated the highest growth at 24 percent. This was closely followed by Production (including Manufacturing, Automotive and Ancillary) and IT (including Telecom and ISP) which registered increases of 21 and 16 percent respectively.

On a more sombre note, Retail (including Trade and Logistics) registered the steepest decline in terms of online hiring, experiencing a 19 percent decrease from the same period last year. This was closely followed by Engineering (including Construction and Real Estate) and Banking, Financial Services and Insurance (BFSI) which suffered from losses of 14 and nine percent respectively.

Looking at occupation performance, HR (including Admin) witnessed the highest growth, seeing a 21 percent increase from May 2018. This was closely followed by Sales (including BD) and Finance (including Accounting) which registered increases of 18 and six percent respectively.

Engineering (including Production) registered the steepest decline in the occupation category, suffering from a 14 percent drop in performance. This was followed by Hospitality (including Travel) and Purchase (including Logistics and Supply Chain) which suffered from losses of six and five percent respectively.

On a regional level, the IT and Telecom/ISP industry demonstrated the highest growth at 19 percent. This was followed by Production (including Manufacturing, Automotive) which recorded an increase of 10 percent. Hospitality and Retail (including Trade and Logistics) benefitted from equal increases of six percent, while Health Care benefitted from an increase of four percent.

BFSI registered the steepest decline in terms of online hiring, experiencing a 10 percent decrease from the same period last year. This was closely followed by Advertising (including Market Research, Public Relations, Media and Entertainment) and Oil and Gas, which suffered from decreases of eight and six percent respectively. Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) and Engineering (including Construction and Real Estate) suffered decreases of four and two percent respectively.

Looking at regional occupation performance, Finance (including Accounting) witnessed the highest growth, seeing a 42 percent increase from May 2018. This was closely followed by Customer Service and Software (including Hardware and Telecom) which benefitted from increases of 30 percent 18 percent respectively, while Healthcare and HR (including Administration) recorded equal increases of 16 percent.

Engineering (including Production) suffered the steepest decline in the occupation category, registering a nine percent drop from the same period last year. Marketing (including Communications, Arts and Creative) and Legal registered equal increases of 12 percent growth, while Hospitality (including Travel) and Purchase (including Logistics and Supply Chain) both witnessed equal increases of 13 percent.

In the wider GCC region, Kuwait registered healthy growth in online hiring activity at 10 percent, while Saudi Arabia and Bahrain recorded increases of eight and four percent respectively. Egypt experienced a growth of two percent, while Qatar and Oman suffered a decrease of 2 and 7 percent respectively.

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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

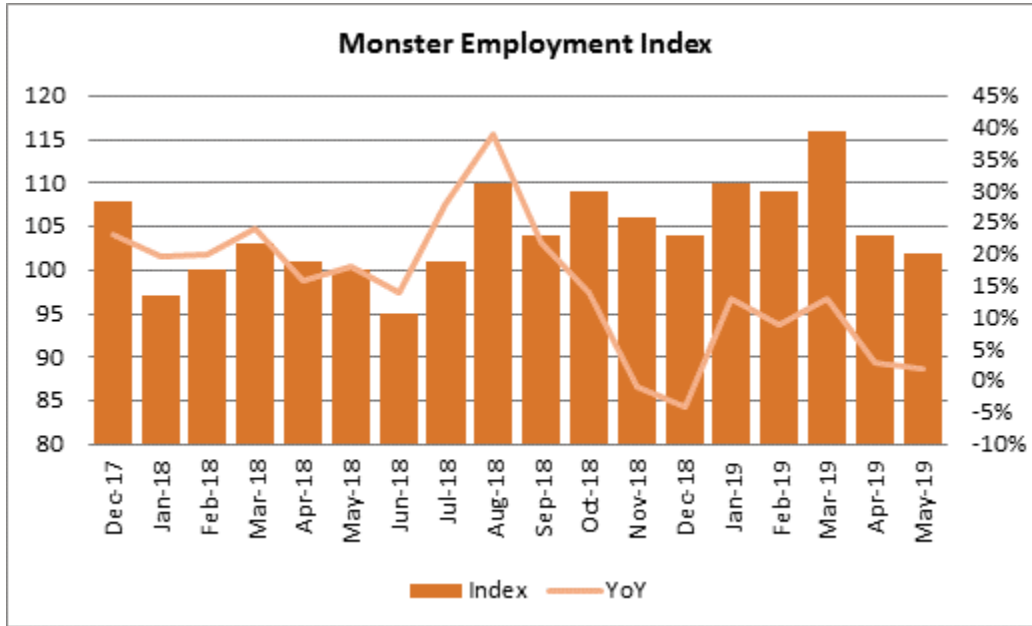
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million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

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	May 19	Y-o-Y
108	97	100	103	101	100	95	101	110	104	109	106	104	110	109	116	103	102	2%

Industry Year-over-Year Trends: Online hiring activity surpassed the corresponding period a year-ago in six of the 12 sectors monitored by the Index.

- Long-term growth momentum in **IT and Telecom/ISP** (up 19 percent) improved by three percentage points vis-à-vis April 2019. The sector continued to record double-digit growth since the beginning of 2019. In short-term as well, increased hiring was registered; up two percent (month-on-month) and up eight percent (six-month).
- **Production/Manufacturing, Automotive and Ancillary** (up 10 percent) recorded the steepest annual growth since October 2018. The sector saw uptrend in e-recruitment activity on three-month (up four percent) and six-month (up two percent) basis.
- Year-on-year, **Hospitality** (up six percent) recovered growth; up from decline of one percent in April 2019. The sector also saw improved growth momentum on month-on-month (zero percent) basis; up by 10 percentage points from last month.
- **Retail/Trade and Logistics** (up six percent) witnessed growth in hiring demand for the third consecutive month, on-the-year; this was also the steepest growth since October 2018.
- **Health Care** (up four percent) registered the most-notable year-on-year growth in the last eight months. Between April and May 2019, growth rate improved by three percentage points. On month-on-month (up one percent) and three-month (up seven percent) basis, the sector charted growth in online hiring activity.
- **BFSI** (down 10 percent) witnessed the steepest decline among industry sectors on annual basis.

Top Growth Industries

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
IT and Telecom/ISP	206	246	19%
Production/Manufacturing, Automotive and Ancillary	94	103	10%
Hospitality	83	88	6%
Retail/Trade and Logistics	69	73	6%
Health Care	132	137	4%

Lowest Growth Industries

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Engineering, Construction and Real Estate	112	110	-2%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	163	157	-4%
Oil and Gas	68	64	-6%
Advertising, Market Research, Public Relations, Media and Entertainment	63	58	-8%
BFSI	92	83	-10%

Occupation Year-over-Year Trends: Among the 11 monitored job-roles by the Index, 10 recorded positive annual growth in May 2019.

- **Finance and Account** (up 42 percent) continue to witness most-notable year-on-year growth since August 2018. However, pace of growth eased by 14 percentage points vis-à-vis last month. In the last six-months (up five percent), the sector witnessed uptrend in online demand.
- Online job opportunities for **Customer service** professionals saw annual growth of 30 percent; up from 23 percent in April 2019. In short-term (month-on-month), the job-role recovered growth (up three percent), following previous two months of decline.
- Annual online demand for **Health Care** (up 16 percent) professionals improved by eight percentage points compared to last month. This was also the most-notable growth recorded since August 2016. The job-role saw growth on all other parameters as well, up seven percent (month-on-month) and up 10 percent (on three-month and six-month basis).
- Some of the other job-roles that saw year-on-year growth include **Software, Hardware, Telecom** (up 18 percent), **Sales and BD** (up 16 percent), **HR & Admin** (up 16 percent), **Purchase / Logistics / Supply Chain** (up 13 percent), **Legal** (up 12 percent).
- **Engineering and Production** (down nine percent) is the only occupation category to witness annual decline.

Top Growth Occupations

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Finance and Account	71	101	42%
Customer service	60	78	30%
Software, Hardware, Telecom	168	198	18%
Health Care	97	113	16%

Lowest Growth Occupations

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Hospitality and Travel	89	101	13%
Purchase / Logistics / Supply Chain	92	104	13%
Marketing & Communications/Arts/Creative	107	120	12%
Legal	100	112	12%

HR & Admin.	68	79	16%
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Engineering and Production	116	106	-9%
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Geographic Year-over-year Trends: Online demand exceeded the year-ago level in four of the seven countries monitored by the Index.

- **UAE** (up 17 percent) continues to lead year-on-year growth in online recruitment activity among all countries. However, in short-term, online demand registered decline on all parameters; down six percent on month-on-month and three-month basis and down one percent on six-month basis.
- **Kuwait** (up 10 percent) witnessed double-digit growth for the third consecutive month, on-the-year. Following up closely is **KSA** at eight percent annual growth; down from 16 percent witnessed in April 2019.
- **Oman** (down seven percent) exhibited the steepest year-on-year decline among monitored countries in May 2019; followed by **Qatar** (down two percent) that plummeted for the first time in the last two months.

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
UAE	58	68	17%
Kuwait	105	115	10%
KSA	106	114	8%
Bahrain	95	99	4%
Egypt	90	92	2%
Qatar	85	83	-2%
Oman	115	107	-7%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** records annual growth of eight percent.
- **IT and Telecom/ISP** sector registers the steepest growth, year-on-year
- **Retail/Trade and Logistics** registers the most-notable decline, on-the-year.
- **Hospitality and Travel** professionals enjoyed the highest annual demand among job role.

KSA Top Growth Industries

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
IT and Telecom/ISP	145	183	26%

KSA Lowest Growth Industries

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Engineering, Construction and Real Estate	116	115	-1%

BFSI	126	145	15%
Health Care	141	159	13%

Education	107	105	-2%
Retail/Trade and Logistics	94	88	-6%

KSA Top Growth Occupations

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Hospitality and Travel	73	86	18%
Health Care	117	128	9%
Finance and Account	120	129	8%

KSA Lowest Growth Occupations

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Engineering and Production	109	104	-5%
HR & Admin.	103	98	-5%
Marketing & Communications/Arts/Creative	134	110	-18%

UAE Highlights

- Monster Employment Index **UAE** witnesses year-on-year growth of 17 percent.
- **Education** continues to lead all monitored sectors, on-the-year.
- **Retail/Trade and Logistics** witnesses the steepest annual decline.
- **HR & Admin** exhibits the steepest growth in online demand among occupation groups.

UAE Top Growth Industries

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Education	96	119	24%
Production/Manufacturing, Automotive and Ancillary	78	94	21%
IT and Telecom/ISP	94	109	16%

UAE Lowest Growth Industries

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
BFSI	92	84	-9%
Engineering, Construction and Real Estate	86	74	-14%
Retail/Trade and Logistics	101	82	-19%

UAE Top Growth Occupations

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
HR & Admin.	39	47	21%
Sales and BD	60	71	18%

UAE Lowest Growth Occupations

Year-over-year Growth	May 18	May 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	98	93	-5%
Hospitality and Travel	69	65	-6%

Finance and Account	47	50	6%
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Engineering and Production	102	88	-14%
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By Industry

	2018								2019				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	112	118	113	117	117	125	125	114	120	127	133	115	110
BFSI	92	89	83	91	87	90	94	99	90	90	95	84	83
Production/Manufacturing, Automotive and Ancillary	94	101	116	125	113	97	101	94	95	99	104	106	103
Retail/Trade and Logistics	69	69	71	72	73	72	73	72	76	73	74	73	73
Oil and Gas	68	66	76	80	77	83	74	68	68	66	67	63	64
IT and Telecom/ISP	206	201	212	240	226	227	227	240	244	257	272	242	246
Hospitality	83	84	84	85	86	89	88	93	97	97	98	88	88
Education	110	112	109	109	110	109	109	110	116	116	120	115	110
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	109	110	108	110	108	102	101	100	104	104	108	103
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	163	159	153	160	158	161	158	151	152	158	158	163	157
Health Care	132	130	126	136	135	139	137	134	136	128	134	135	137
Advertising, Market Research, Public Relations, Media and Entertainment	63	63	63	64	63	63	63	62	61	62	64	58	58

By Occupation

	2018								2019				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	116	109	116	122	120	124	117	108	110	117	122	108	106
Finance and Account	71	69	75	84	82	89	96	88	100	109	112	106	101
HR & Admin.	68	66	73	75	72	78	79	77	84	88	94	80	79
Sales and BD	81	79	84	84	81	88	89	86	86	94	98	95	94
Purchase / Logistics / Supply Chain	92	91	91	100	96	95	96	94	92	97	99	106	104
Hospitality and Travel	89	88	89	89	89	91	92	90	93	95	98	101	101
Health Care	97	96	100	100	100	103	103	108	111	103	103	106	113
Software, Hardware, Telecom	168	159	185	208	186	193	173	180	195	167	190	195	198
Marketing & Communications/Arts/Creative	107	102	130	144	130	131	120	123	119	104	112	122	120
Customer service	60	65	72	77	72	74	79	75	83	94	80	76	78
Legal	100	109	109	109	106	103	104	98	100	101	106	114	112