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EMPLOYMENT INDEX

UAE Report Summary; May 2018

According to the 2018 May [Monster Employment Index \(MEI\)](#), the UAE witnessed a decline of 8 percent in online recruitment compared to the same period last year.

Contributing to this negative development, the Health Care and Production (including Manufacturing, Automotive and Ancillary) industries both demonstrated the steepest decline, at an equal -11 percent. This was closely followed by Engineering (including Construction and Real Estate) at -9 percent.

On a more positive note, Retail (including Trade and Logistics) was the most active industry in terms of online hiring, registering a strong 17 percent growth from the same period last year. This was closely followed by BFSI and Hospitality, which registered growth of 14 percent and 3 percent respectively.

Looking at occupation performance, Software (including hardware and telecom) witnessed the highest growth, seeing a 41 percent increase from May 2017. This was closely followed by Marketing and Communications (including Arts and Creative), which benefitted from a 30 percent increase. The occupations with the highest decline in the May 2018 [MEI](#) included Sales and Development, Human Resources (including Administration), and Health Care with a 38 percent, 22 percent and 17 percent year-on-year decline respectively. Finance (including Accounting) also suffered from a slight 2 percent deterioration.

In the wider GCC region, Oman registered commendable growth in online hiring activity, at 15 percent. Egypt followed closely, recording a 14 percent growth, while Bahrain benefited from a modest 3 percent increase according to the May 2018 [MEI](#). The UAE continues to exhibit the steepest decline at 8 percent, despite encouraging signs of market stabilization.

On a regional level, both the IT (including Telecom) and Oil/Gas industry recorded the strongest growth, at 38 and 28 percent respectively. This was followed by BFSI and Consumer Goods (including FMCG, Food and Packaging, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery), which surged by 15 and 13 percent while Health Care grew by 8 percent. Looking at industries that experienced the smallest growth, Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) and Hospitality benefited from equal increases of 4 percent. Retail (including Trade and Logistics), Advertising (including Market Research, Public Relations, Media and Entertainment) and Engineering (including Construction and Real Estate) declined by 5, 5, and 3 percent respectively.

In terms of occupations, Software (including Hardware and Telecom) benefitted from a substantial 44 percent increase, followed by Marketing and Communications (including Arts and Creative) and HR (including Admin), which saw increases of 24 and 15 percent respectively. Engineering (including

Production) and Legal profited from a 12 and 10 percent increase respectively. The Customer Service industry witnessed the steepest decline in the regional occupation category, suffering from a significant drop of 31 percent. Purchase (including Logistics and Supply Chain) and Healthcare witnessed downfalls of 12 and 7 percent respectively, while Sales (including Business Development) and Hospitality (including Travel) witnessed declines of 5 and 2 percent respectively.

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

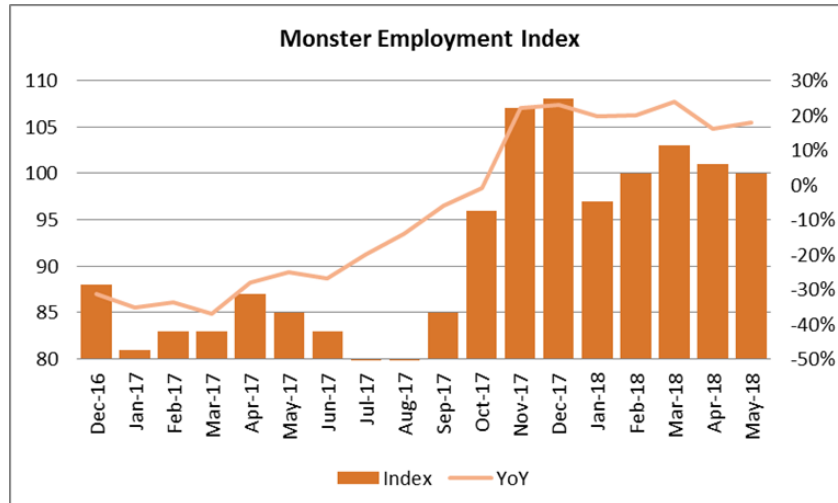
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million 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 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	Feb 18	Mar 18	Apr 18	May 18	Y-o-Y
88	81	83	83	87	85	83	79	79	85	96	107	108	97	100	103	101	100	18%

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

- **IT and Telecom/ISP** (up 38 percent) registered the steepest annual growth among all monitored industry. It is notable, however, that the growth rate has eased in the last few months. The slowdown in hiring demand is also evident in a negative short-term growth trend; down one percent (month-on-month), down two percent (three-month) and down five percent (six-month).
- **Oil and Gas** (up 28 percent) climbed up the ladder and was next in the rung as the growth rate paced up 17 points from 11 percent in April 2018. E-recruitment in the sector saw steep growth on a month-on-month (up 10 percent) basis; the highest recorded among all monitored sectors and also in the series since October 2015.
- The **BFSI** sector saw 15 percent growth from the corresponding period a year-ago. The growth momentum, however, eased significantly indicating deceleration in online hiring in the sector vis-à-vis past months. In the past six-month between November 2017 and May 2018, there has been a 12 percent decline in online opportunities in the sector. Month-on-month demand was stable at April 2018 level.
- **Retail/Trade and Logistics** (down five percent) and **Advertising, Market Research, Public Relations, Media and Entertainment** (down five percent) registered the most notable annual decline.

Top Growth Industries

Lowest Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
IT and Telecom/ISP	149	206	38%
Oil and Gas	53	68	28%
BFSI	80	92	15%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	144	163	13%
Health Care	122	132	8%

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	97	101	4%
Hospitality	80	83	4%
Engineering, Construction and Real Estate	115	112	-3%
Advertising, Market Research, Public Relations, Media and Entertainment	66	63	-5%
Retail/Trade and Logistics	73	69	-5%

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

- **Software, Hardware, Telecom** professionals saw the most significant increase in demand between May 2017 and 2018; the growth rate paced up 10 percentage points from 33 percent in April 2018 to 44 percent in May 2018. However, there were fewer opportunities on the month (down two percent) following persistent growth since February 2018.
- Online demand for **HR & Admin.** improved notably in May 2018. The job role saw a 15 percent increase in demand from the year-ago level; up from a decline of six percent in April 2018. At the same time, the month-on-month (up five percent) growth rate was the highest recorded among all monitored job roles. On a three-month basis, the sector saw 11 percent growth while the six-month (down six percent) growth rate continued to be negative.
- Year-on-year, demand for **Finance and Account** (up 3 percent) professionals continued to be positive; the growth rate nevertheless eased up further. The short-term growth parameters indicated an uptrend in hiring demand; up four percent (month-on-month), up nine percent (three-month) and up four percent (six-month).
- Online demand for **Sales and BD** personnel slipped below the year-ago level for the first time since September 2017; down five percent. **Customer Service** (down 31 percent) registered the steepest annual decline even in May 2018.

Top Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Software, Hardware, Telecom	117	168	44%
Marketing & Communications/Arts/Creative	86	107	24%
HR & Admin.	59	68	15%
Engineering and Production	104	116	12%

Lowest Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Hospitality and Travel	91	89	-2%
Sales and BD	85	81	-5%
Health Care	104	97	-7%
Purchase / Logistics / Supply Chain	104	92	-12%

Legal	91	100	10%
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Customer service	87	60	-31%
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Geographic Year-over-year Trends: Online demand exceeded the year-ago level in five of the seven countries monitored by the Index.

- **Oman** (up 15 percent) followed by **Egypt** (up 14 percent) led all monitored countries on a long-term basis. Year-on-year, **Bahrain** registered three percent growth following marginal decline of one percent in April 2018. Bahrain also witnessed a month-on-month growth of six percent having charted a decline of eight percent in April 2018
- The year-on-year growth momentum in **KSA** paced up from four percent in April to 12 percent May 2018. Month-on-month, KSA registered four percent growth. Online recruitment activity surpassed the three-month and six-month level by eight percent and three percent respectively.
- **UAE** registered a year-on-year decline of eight percent. The rate of decline moderated further this month and is the lowest in the series since July 2016. Demand on the month was stable at April level.

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Oman	100	115	15%
Egypt	79	90	14%
KSA	95	106	12%
Kuwait	97	105	8%
Bahrain	92	95	3%
Qatar	86	85	-1%
UAE	63	58	-8%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 12 percent growth on the year.
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** lead all monitored industry sectors by the way of long-term growth
- **Hospitality** registers the most notable decline.
- **Software, Hardware, Telecom** registers the steepest growth in demand, year-on-year.

KSA Top Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	114	147	29%

KSA Lowest Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Retail/Trade and Logistics	86	94	9%

Advertising, Market Research, Public Relations, Media and Entertainment	108	134	24%
IT and Telecom/ISP	117	145	24%

Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	92	95	3%
Hospitality	80	82	2%

KSA Top Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Software, Hardware, Telecom	127	186	46%
Marketing & Communications/Arts/Creative	93	134	44%
Engineering and Production	91	109	20%

KSA Lowest Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	90	93	3%
Health Care	121	117	-3%
Hospitality and Travel	90	73	-19%

UAE Highlights

- Monster Employment Index **UAE** registers eight percent decline from the year-ago.
- Year-on-year, **Retail/Trade and Logistics** registers the most notable growth.
- **Health Care** witnesses the steepest annual decline.
- **Software, Hardware, Telecom** most sought after job role, year-on-year.

UAE Top Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Retail/Trade and Logistics	86	101	17%
BFSI	81	92	14%
Hospitality	70	72	3%

UAE Lowest Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Engineering, Construction and Real Estate	95	86	-9%
Production/Manufacturing, Automotive and Ancillary	88	78	-11%
Health Care	148	131	-11%

UAE Top Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Software, Hardware, Telecom	86	121	41%
Marketing & Communications/Arts/Creative	74	96	30%
Finance and Account	48	47	-2%

UAE Lowest Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Health Care	87	72	-17%
HR & Admin.	50	39	-22%
Sales and BD	96	60	-38%

By Industry

	2017								2018				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	115	119	110	109	119	123	131	134	126	121	116	112	112
BFSI	80	80	77	74	91	95	105	99	91	94	96	92	92
Production/Manufacturing, Automotive and Ancillary	90	91	89	91	88	95	99	100	97	93	96	97	94
Retail/Trade and Logistics	73	72	64	67	69	70	74	72	74	75	73	71	69
Oil and Gas	53	51	55	60	62	65	68	61	59	59	61	62	68
IT and Telecom/ISP	149	152	166	166	167	181	216	225	219	210	204	208	206
Hospitality	80	77	79	78	78	80	83	82	82	83	82	89	83
Education	104	105	101	100	101	105	108	124	114	114	113	112	110
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	97	98	101	102	101	109	111	110	108	106	107	102	101
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	144	144	134	146	147	151	155	161	165	164	166	169	163
Health Care	122	133	123	126	133	137	139	140	135	137	131	134	132
Advertising, Market Research, Public Relations, Media and Entertainment	66	66	63	64	65	67	67	67	66	63	64	63	63

By Occupation

	2017								2018				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	104	102	102	103	109	115	124	125	115	115	117	116	116
Finance and Account	69	59	55	56	61	62	68	65	60	65	69	68	71
HR & Admin.	59	58	51	52	55	61	72	70	60	61	68	65	68
Sales and BD	85	80	74	73	75	82	91	84	81	85	85	83	81
Purchase / Logistics / Supply Chain	104	96	88	91	92	95	98	101	94	93	94	93	92
Hospitality and Travel	91	88	86	83	84	83	86	86	87	88	90	89	89
Health Care	104	98	94	94	102	103	105	104	98	100	94	98	97
Software, Hardware, Telecom	117	143	155	155	169	170	172	178	153	159	169	171	168
Marketing & Communications/Arts/Creative	86	93	96	98	102	101	105	109	94	102	114	114	107

Customer service	87	75	63	61	62	67	69	65	62	66	68	62	60
Legal	91	89	89	89	96	93	99	99	90	96	104	99	100

KSA Report Summary; May 2018

According to the 2018 May [Monster Employment Index \(MEI\)](#), Saudi Arabia has registered a 12 percent increase in online recruitment compared to the same period last year.

Contributing to this growth, Consumer Goods (including FMCG, Food and Packaging, Home Appliances, Garments, Textiles, Leather, Gems and Jewelry) represented the most active industry in Saudi Arabia, seeing a significant plus of 29 percent as compared to May 2017. This was followed by Advertising (including Market Research, Public Relations, Media and Entertainment) and IT (Telecom/ISP), recording increases of 24 percent each.

Hospitality in the Kingdom saw the lowest annual growth rate at 2 percent. This was followed by the Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) and Retail (including Trade and Logistics) industries, registering slight increases of 3 percent and 9 percent respectively.

Looking at the top performing occupations, Software, Hardware and Telecom was the most sought-after job role, witnessing a substantial increase of 46 percent from May 2017. This was followed closely by Marketing and Communications (including Arts and Creative) and Engineering (including Production) profiting from raises of 44 percent and 20 percent respectively.

According to the latest [MEI](#), Hospitality (including Travel) experienced the steepest decline in the occupation category, suffering from a 19 percent drop, followed by Health Care which saw a slight decrease of 3 percent. Purchasing (including Logistics and Supply Chain) benefitted from a miniscule 3 percent increase from May 2017.

In the wider GCC region, Oman registered commendable growth in online hiring activity, at 15 percent. Egypt followed closely, recording a 14 percent growth, while Bahrain benefited from a modest 3 percent increase according to the May 2018 [MEI](#). The UAE continues to exhibit the steepest decline at 8 percent, despite encouraging signs of market stabilization.

On a regional level, both the IT (including Telecom) and Oil/Gas industry recorded the strongest growth, at 38 and 28 percent respectively. This was followed by BFSI and Consumer Goods (including FMCG, Food and Packaging, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery), which surged by 15 and 13 percent while Health Care grew by 8 percent. Looking at industries that experienced the smallest growth, Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) and Hospitality benefited from equal increases of 4 percent. Retail (including Trade and Logistics), Advertising (including Market Research, Public Relations, Media and Entertainment) and Engineering (including Construction and Real Estate) declined by 5, 5, and 3 percent respectively.

In terms of occupations, Software (including Hardware and Telecom) benefitted from a substantial 44 percent increase, followed by Marketing and Communications (including Arts and Creative) and HR (including Admin), which saw increases of 24 and 15 percent respectively. Engineering (including Production) and Legal profited from a 12 and 10 percent increase respectively. The Customer Service industry witnessed the steepest decline in the regional occupation category, suffering from a significant drop of 31 percent. Purchase (including Logistics and Supply Chain) and Healthcare witnessed downfalls of 12 and 7 percent respectively, while Sales (including Business Development) and Hospitality (including Travel) witnessed declines of 5 and 2 percent respectively.

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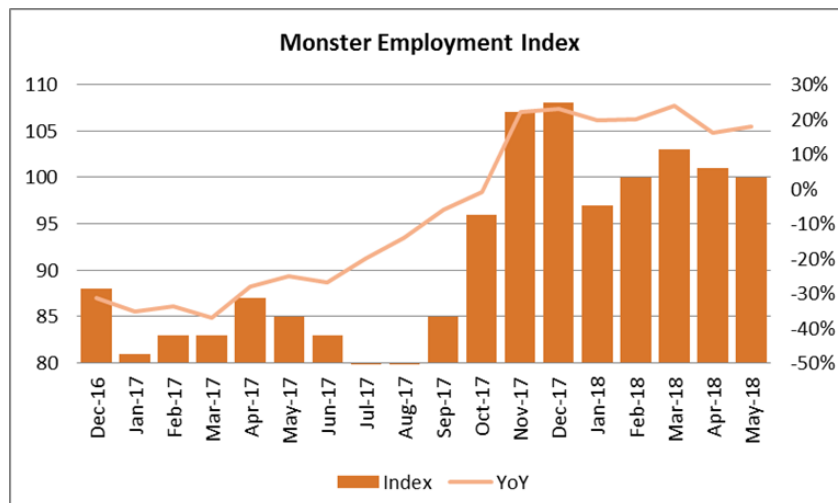
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- **Oil and Gas** (up 28 percent) climbed up the ladder and was next in the rung as the growth rate paced up 17 points from 11 percent in April 2018. E-recruitment in the sector saw steep growth on a month-on-month (up 10 percent) basis; the highest recorded among all monitored sectors and also in the series since October 2015.
- The **BFSI** sector saw 15 percent growth from the corresponding period a year-ago. The growth momentum, however, eased significantly indicating deceleration in online hiring in the sector vis-à-vis past months. In the past six-month between November 2017 and May 2018, there has been a 12 percent decline in online opportunities in the sector. Month-on-month demand was stable at April 2018 level.
- **Retail/Trade and Logistics** (down five percent) and **Advertising, Market Research, Public Relations, Media and Entertainment** (down five percent) registered the most notable annual decline.

Top Growth Industries

Lowest Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
IT and Telecom/ISP	149	206	38%
Oil and Gas	53	68	28%
BFSI	80	92	15%
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Occupation Year-over-Year Trends: E-recruitment exceeded the year-ago level in six of the 11 occupation group monitored by the Index.

- **Software, Hardware, Telecom** professionals saw the most significant increase in demand between May 2017 and 2018; the growth rate paced up 10 percentage points from 33 percent in April 2018 to 44 percent in May 2018. However, there were fewer opportunities on the month (down two percent) following persistent growth since February 2018.
- Online demand for **HR & Admin.** improved notably in May 2018. The job role saw a 15 percent increase in demand from the year-ago level; up from a decline of six percent in April 2018. At the same time, the month-on-month (up five percent) growth rate was the highest recorded among all monitored job roles. On a three-month basis, the sector saw 11 percent growth while the six-month (down six percent) growth rate continued to be negative.
- Year-on-year, demand for **Finance and Account** (up 3 percent) professionals continued to be positive; the growth rate nevertheless eased up further. The short-term growth parameters indicated an uptrend in hiring demand; up four percent (month-on-month), up nine percent (three-month) and up four percent (six-month).
- Online demand for **Sales and BD** personnel slipped below the year-ago level for the first time since September 2017; down five percent. **Customer Service** (down 31 percent) registered the steepest annual decline even in May 2018.

Top Growth Occupations

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Lowest Growth Occupations

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Purchase / Logistics / Supply Chain	104	92	-12%

Legal	91	100	10%
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Customer service	87	60	-31%
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Geographic Year-over-year Trends: Online demand exceeded the year-ago level in five of the seven countries monitored by the Index.

- **Oman** (up 15 percent) followed by **Egypt** (up 14 percent) led all monitored countries on a long-term basis. Year-on-year, **Bahrain** registered three percent growth following marginal decline of one percent in April 2018. Bahrain also witnessed a month-on-month growth of six percent having charted a decline of eight percent in April 2018
- The year-on-year growth momentum in **KSA** paced up from four percent in April to 12 percent May 2018. Month-on-month, KSA registered four percent growth. Online recruitment activity surpassed the three-month and six-month level by eight percent and three percent respectively.
- **UAE** registered a year-on-year decline of eight percent. The rate of decline moderated further this month and is the lowest in the series since July 2016. Demand on the month was stable at April level.

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Bahrain	92	95	3%
Qatar	86	85	-1%
UAE	63	58	-8%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 12 percent growth on the year.
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** lead all monitored industry sectors by the way of long-term growth
- **Hospitality** registers the most notable decline.
- **Software, Hardware, Telecom** registers the steepest growth in demand, year-on-year.

KSA Top Growth Industries

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Marketing & Communications/Arts/Creative	93	134	44%
Engineering and Production	91	109	20%

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	90	93	3%
Health Care	121	117	-3%
Hospitality and Travel	90	73	-19%

UAE Highlights

- Monster Employment Index **UAE** registers eight percent decline from the year-ago.
- Year-on-year, **Retail/Trade and Logistics** registers the most notable growth.
- **Health Care** witnesses the steepest annual decline.
- **Software, Hardware, Telecom** most sought after job role, year-on-year.

UAE Top Growth Industries

UAE Lowest Growth Industries

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Retail/Trade and Logistics	86	101	17%
BFSI	81	92	14%
Hospitality	70	72	3%

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Engineering, Construction and Real Estate	95	86	-9%
Production/Manufacturing, Automotive and Ancillary	88	78	-11%
Health Care	148	131	-11%

UAE Top Growth Occupations

UAE Lowest Growth Occupations

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Software, Hardware, Telecom	86	121	41%
Marketing & Communications/Arts/Creative	74	96	30%
Finance and Account	48	47	-2%

Year-over-year Growth	May 17	May 18	% Growth Y-o-Y
Health Care	87	72	-17%
HR & Admin.	50	39	-22%
Sales and BD	96	60	-38%

By Industry

	2017								2018				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	115	119	110	109	119	123	131	134	126	121	116	112	112
BFSI	80	80	77	74	91	95	105	99	91	94	96	92	92
Production/Manufacturing, Automotive and Ancillary	90	91	89	91	88	95	99	100	97	93	96	97	94
Retail/Trade and Logistics	73	72	64	67	69	70	74	72	74	75	73	71	69
Oil and Gas	53	51	55	60	62	65	68	61	59	59	61	62	68
IT and Telecom/ISP	149	152	166	166	167	181	216	225	219	210	204	208	206
Hospitality	80	77	79	78	78	80	83	82	82	83	82	89	83
Education	104	105	101	100	101	105	108	124	114	114	113	112	110
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	97	98	101	102	101	109	111	110	108	106	107	102	101
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	144	144	134	146	147	151	155	161	165	164	166	169	163
Health Care	122	133	123	126	133	137	139	140	135	137	131	134	132
Advertising, Market Research, Public Relations, Media and Entertainment	66	66	63	64	65	67	67	67	66	63	64	63	63

By Occupation

	2017								2018				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	104	102	102	103	109	115	124	125	115	115	117	116	116
Finance and Account	69	59	55	56	61	62	68	65	60	65	69	68	71
HR & Admin.	59	58	51	52	55	61	72	70	60	61	68	65	68
Sales and BD	85	80	74	73	75	82	91	84	81	85	85	83	81
Purchase / Logistics / Supply Chain	104	96	88	91	92	95	98	101	94	93	94	93	92
Hospitality and Travel	91	88	86	83	84	83	86	86	87	88	90	89	89
Health Care	104	98	94	94	102	103	105	104	98	100	94	98	97
Software, Hardware, Telecom	117	143	155	155	169	170	172	178	153	159	169	171	168
Marketing & Communications/Arts/Creative	86	93	96	98	102	101	105	109	94	102	114	114	107

Customer service	87	75	63	61	62	67	69	65	62	66	68	62	60
Legal	91	89	89	89	96	93	99	99	90	96	104	99	100