

monster[®] EMPLOYMENT INDEX

UAE Report Summary; November 2018

According to the 2018 November [Monster Employment Index \(MEI\)](#), the UAE witnessed a moderate increase of 10 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the Education industry demonstrated the highest growth at 9 percent. This was followed by Hospitality which registered a slight increase of 1 percent while the Oil and Gas industry remains unchanged.

On a more sombre note, Advertising (including Market Research, Public Relations, Media and Entertainment) registered the steepest decline in terms of online hiring, experiencing a 15 percent decrease from the same period last year. This was closely followed by Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) which suffered from a loss of 14 percent while Engineering (including Construction and Real Estate) experienced a decline of 13 percent.

Looking at occupation performance, Finance (including Accounting) witnessed the highest growth, seeing a 20 percent increase from November 2017. This was followed by Hospitality and Marketing (including Communications, Arts and Creative) which benefitted from equal increases of 11 percent. Sales (including Business Development) registered the steepest decline in the occupation category, suffering from a 27 percent drop in performance while Engineering (including Production) and HR (including Admin) both witnessed equal decreases of 18 percent.

On a regional level, the Oil and Gas industry recorded the strongest growth at 9 percent. This was followed by Hospitality and IT (including Telcom/ISP), which experienced subtle increases of 6 and 5 percent respectively. Production (including Manufacturing, Automotive and Ancillary) and Consumer Goods (including FMCG and Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) both grew by a minimal 2 percent.

Looking at industries that experienced the steepest decline growth, BFSI suffered from a 10 percent drop while Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) and Advertising (including Market Research, Public Relations, Media and Entertainment) suffered from decreases of 8 and 6 percent respectively. Engineering (including Construction and Real Estate) and Health Care witnessed slight decreases of 5 and 1 percent respectively.

In terms of occupations, Finance (including Accounting) benefitted from a substantial 41 percent increase, followed by Customer Service and Marketing and Communications (including Arts and Creative), which saw profited from equal increases of 14 percent. HR (including Admin) and Hospitality (including Travel) benefitted from a 10 and 7 percent increase respectively. In terms of the lowest growing occupations, Engineering (including Production) industry witnessed the sharpest decrease at 6 in the regional occupation category. This was followed by Sales (including Business Development), Purchase (including Logistics and Supply Chain) and Health Care which all experienced equal declines of 2 percent while Software (including Hardware and Telecom) benefitted from a miniscule increase of 1 percent.

In the wider GCC region, Bahrain registered commendable growth in online hiring activity, at 16 percent. Kuwait and Egypt followed closely, both recording an equal increase of 12 percent while Qatar and Saudi Arabia benefited from a slight 3 and 2 percent increase respectively. According to the November [MEI](#), Oman registered a 2 percent decline and is the only country to witness a negative year-on-year growth this month among all monitored countries.

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

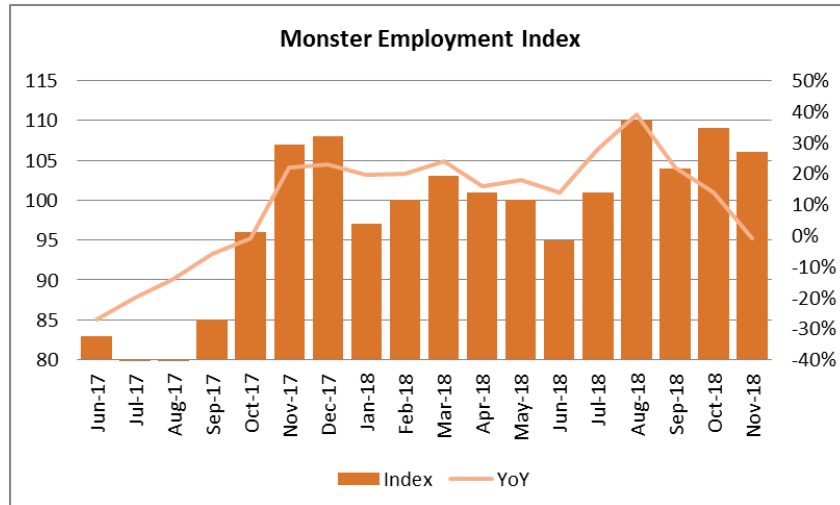
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million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

Jun 17	Jul 17	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	Y-o-Y
83	79	79	85	96	107	108	97	100	103	101	100	95	101	110	104	109	106	-1 %

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

- Year-on-year, **Oil and Gas** led all monitored industry sector even in November. However, the growth rate weakened 19 points between October (28 percent) and November (nine percent) in 2018. The sector also witnessed 11 percent decline in monthly hiring activity; the steepest decline recorded among all sectors.
- **Hospitality** (up six percent) climbed up the ladder and was the second most actively hiring sector despite moderation in the pace of growth year-on-year. Demand on the month eased by one percent.
- Online recruitment activity is **IT and Telecom/ISP** exceeded the year-ago level by five percent; the lowest growth rate recorded since June 2017. There has been no increase in monthly demand since October 2018. Available online opportunities were five percent lower than the three-month ago level.
- **Retail/Trade and Logistics** (down one percent) registered fewer opportunities on the year for the first time since June 2018. E-recruitment activity slipped below the year-ago level in **Engineering, Construction and Real Estate** (down five percent) and **Health Care** (down one percent) sector as well. **Production/Manufacturing, Automotive and Ancillary** (up two percent) and **Education** (up one percent) grew at a sluggish pace.

- **BFSI** (down 10 percent) registered the steepest annual decline among all monitored industry sectors. The short-term growth parameters, however, indicated an uptrend in hiring. Month-on-month, the sector registered four percent increase in hiring activity. Online demand exceeded the three-month and six-month level by three percent and two percent respectively indicating increased hiring in the sector more recently.

Top Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Oil and Gas	68	74	9%
Hospitality	83	88	6%
IT and Telecom/ISP	216	227	5%
Production/Manufacturing, Automotive and Ancillary	99	101	2%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	155	158	2%

Lowest Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Health Care	139	137	-1%
Engineering, Construction and Real Estate	131	125	-5%
Advertising, Market Research, Public Relations, Media and Entertainment	67	63	-6%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	111	102	-8%
BFSI	105	94	-10%

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

- **Finance and Account** continued to be the most sought-after job role even in November. Online demand exceeded the year-ago level by robust 41 percent. The group also saw an eight percent increase in demand on the month. In the past six-months there has been a 35 percent increase in demand for the job role.
- **Customer Service**; and **Marketing & Communications/Arts/Creative** were the closest second registering a year-on-year growth of 14 percent respectively. While the pace of growth recovered vis-à-vis the past month in case Customer service; Marketing & Communications/Arts/Creative professionals witnessed weakened growth trend. Demand on the month for Marketing & Communications/Arts/Creative eased by eight percent. Customer service professionals, on the other hand, registered seven percent increase in demand.
- Online demand for **Software, Hardware, Telecom** (up one percent) professionals fell notably. The job role registered a 10 percent decline in monthly hiring activity.
- **Sales and BD**; and **Purchase / Logistics / Supply Chain** charted fewer opportunities on the year by two percent. Online demand for **Engineering and Production** (down six percent) eased below the year-ago level for the first time since March 2017; also, the steepest decline recorded among all monitored occupation groups.

Top Growth Occupations

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

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
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Finance and Account	68	96	41%
Customer service	69	79	14%
Marketing & Communications/Arts/Creative	105	120	14%
HR & Admin.	72	79	10%
Hospitality and Travel	86	92	7%

Software, Hardware, Telecom	172	173	1%
Health Care	105	103	-2%
Purchase / Logistics / Supply Chain	98	96	-2%
Sales and BD	91	89	-2%
Engineering and Production	124	117	-6%

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

- **Bahrain** (up 16 percent) led all monitored countries by the way of long-term growth. Demand on the month eased by four percent. **Kuwait** and **Egypt** followed closely registering a year-on-year growth of 12 percent. The short-term growth parameters indicated an uptrend in hiring activities in Kuwait as well as in Egypt.
- While **UAE** (up 10 percent) maintained a positive trend in hiring on a year-on-year basis, the growth rate moderated significantly from the previous months. Month-on-month, e-recruitment activity in UAE dropped 14 percent. **KSA** registered two percent growth from the corresponding period a year-ago down from 18 percent growth registered in October 2018. Demand on the month eased by four percent.
- Online recruitment activity in **Oman** (up six percent) slipped below the year-ago level. Oman was also the only country to witness a negative year-on-year growth this month among all monitored countries.

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Bahrain	88	102	16%
Kuwait	103	115	12%
Egypt	86	96	12%
UAE	63	69	10%
Qatar	89	92	3%
KSA	103	105	2%
Oman	109	107	-2%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers two percent growth on the year.
- **Oil and Gas** registered the steepest growth, year-on-year
- **Retail/Trade and Logistics** witnessed the lowest annual growth.
- Among occupational groups, **Marketing & Communications/Arts/Creative** register the most notable increase in demand, year-on-year.

KSA Top Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Oil and Gas	107	124	16%
BFSI	118	133	13%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	129	143	11%

KSA Lowest Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Hospitality	85	82	-4%
Engineering, Construction and Real Estate	122	113	-7%
Retail/Trade and Logistics	92	85	-8%

KSA Top Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	109	135	24%
Purchase / Logistics / Supply Chain	85	97	14%
Health Care	107	120	12%

KSA Lowest Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
HR & Admin.	103	99	-4%
Engineering and Production	102	95	-7%
Sales and BD	128	113	-12%

UAE Highlights

- Monster Employment Index **UAE** registers 10 percent increase from the year-ago.
- **Education** lead all monitored sectors by the way of long-term growth
- **Advertising, Market Research, Public Relations, Media and Entertainment** witnesses the steepest annual decline.
- Among occupation groups, **Finance and Account** registers the most notable increase in demand on the year

UAE Top Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Education	106	116	9%
Hospitality	72	73	1%
Oil and Gas	61	61	0%

UAE Lowest Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Engineering, Construction and Real Estate	106	92	-13%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	134	115	-14%
Advertising, Market Research, Public Relations, Media and Entertainment	82	70	-15%

UAE Top Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth
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UAE Lowest Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth
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			Y-o-Y
Finance and Account	45	54	20%
Hospitality and Travel	61	68	11%
Marketing & Communications/Arts/Creative	95	105	11%

			Y-o-Y
Engineering and Production	124	102	-18%
HR & Admin.	50	41	-18%
Sales and BD	82	60	-27%

By Industry

	2017		2018										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering, Construction and Real Estate	131	134	126	121	116	112	112	118	113	117	117	125	125
BFSI	105	99	91	94	96	92	92	89	83	91	87	90	94
Production/Manufacturing, Automotive and Ancillary	99	100	97	93	96	97	94	101	116	125	113	97	101
Retail/Trade and Logistics	74	72	74	75	73	71	69	69	71	72	73	72	73
Oil and Gas	68	61	59	59	61	62	68	66	76	80	77	83	74
IT and Telecom/ISP	216	225	219	210	204	208	206	201	212	240	226	227	227
Hospitality	83	82	82	83	82	89	83	84	84	85	86	89	88
Education	108	124	114	114	113	112	110	112	109	109	110	109	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	111	110	108	106	107	102	101	109	110	108	110	108	102
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	155	161	165	164	166	169	163	159	153	160	158	161	158
Health Care	139	140	135	137	131	134	132	130	126	136	135	139	137
Advertising, Market Research, Public Relations, Media and Entertainment	67	67	66	63	64	63	63	63	63	64	63	63	63

By Occupation

	2017		2018										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering and Production	124	125	115	115	117	116	116	109	116	122	120	124	117
Finance and Account	68	65	60	65	69	68	71	69	75	84	82	89	96
HR & Admin.	72	70	60	61	68	65	68	66	73	75	72	78	79
Sales and BD	91	84	81	85	85	83	81	79	84	84	81	88	89
Purchase / Logistics / Supply Chain	98	101	94	93	94	93	92	91	91	100	96	95	96

Hospitality and Travel	86	86	87	88	90	89	89	88	89	89	89	91	92
Health Care	105	104	98	100	94	98	97	96	100	100	100	103	103
Software, Hardware, Telecom	172	178	153	159	169	171	168	159	185	208	186	193	173
Marketing & Communications/Arts/Creative	105	109	94	102	114	114	107	102	130	144	130	131	120
Customer service	69	65	62	66	68	62	60	65	72	77	72	74	79
Legal	99	99	90	96	104	99	100	109	109	109	106	103	104

KSA Report Summary; November 2018

According to the 2018 November [Monster Employment Index \(MEI\)](#), Saudi Arabia witnessed an increase of 2 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the Oil and Gas demonstrated the highest increase at 16 percent. This was followed closely by BFSI and Consumer Goods (including FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) which benefited from increases of 13 and 11 percent respectively.

On a more sombre note, Retail (including Trade and Logistics) registered the steepest decline at 8 percent. This was closely followed by Engineering (including Production) and HR (included Admin) which witnessed drops of 7 and 4 percent respectively according to the latest [MEI](#).

Looking at occupation performance, Marketing (including Communications, Arts and Creative) was rewarded with the highest growth, seeing a 24 percent increase from November 2017. This was closely followed by Purchase (including Logistics and Supply Chain) and Health Care which benefitted from increases of 14 and 12 percent respectively.

Analysing occupations which registered the lowest growth, Sales (including Business Development) witnessed the largest drop in performance at 12 percent. This was followed by Engineering (including Production) and HR (including Admin) which registered moderate decreases of 7 and 4 percent respectively.

On a regional level, the Oil and Gas industry recorded the strongest growth at 9 percent. This was followed by Hospitality and IT (including Telcom/ISP), which experienced subtle increases of 6 and 5 percent respectively. Production (including Manufacturing, Automotive and Ancillary) and Consumer Goods (including FMCG and Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) both grew by a minimal 2 percent.

Looking at industries that experienced the steepest decline growth, BFSI suffered from a 10 percent drop while Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) and Advertising (including Market Research, Public Relations, Media and Entertainment) suffered from decreases of 8 and 6 percent respectively. Engineering (including Construction and Real Estate) and Health Care witnessed slight decreases of 5 and 1 percent respectively.

In terms of occupations, Finance (including Accounting) benefitted from a substantial 41 percent increase, followed by Customer Service and Marketing and Communications (including Arts and Creative), which saw profited from equal increases of 14 percent. HR (including Admin) and Hospitality (including Travel) benefitted from a 10 and 7 percent increase respectively. In terms of the lowest growing occupations, Engineering (including Production) industry witnessed the sharpest decrease at 6 in the regional occupation category. This was followed by Sales (including Business Development), Purchase (including Logistics and Supply Chain) and Health Care which all experienced equal declines of 2 percent while Software (including Hardware and Telecom) benefitted from a miniscule increase of 1 percent.

In the wider GCC region, Bahrain registered commendable growth in online hiring activity, at 16 percent. Kuwait and Egypt followed closely, both recording an equal increase of 12 percent. The UAE registered moderate growth at 10 percent while Qatar benefited from a slight 3 percent increase. According to the November [MEI](#), Oman registered a 2 percent decline and is the only country to witness a negative year-on-year growth this month among all monitored countries.

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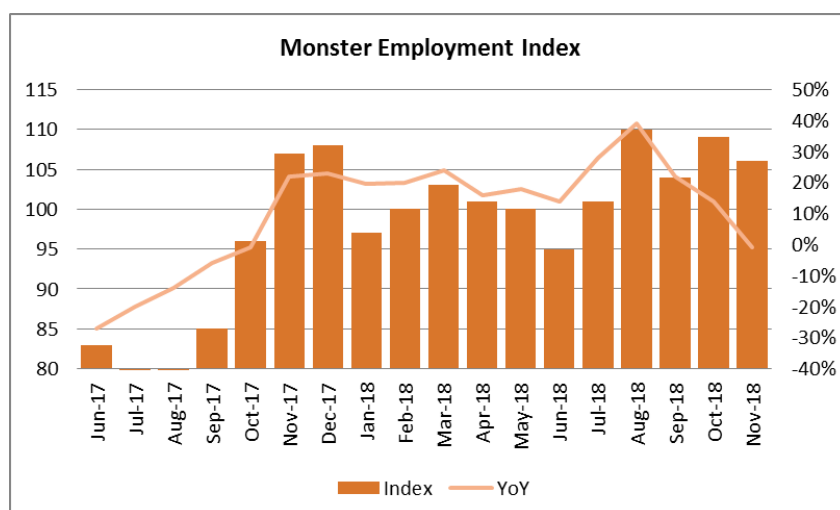
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sector also witnessed 11 percent decline in monthly hiring activity; the steepest decline recorded among all sectors.

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- Online recruitment activity is **IT and Telecom/ISP** exceeded the year-ago level by five percent; the lowest growth rate recorded since June 2017. There has been no increase in monthly demand since October 2018. Available online opportunities were five percent lower than the three-month ago level.
- **Retail/Trade and Logistics** (down one percent) registered fewer opportunities on the year for the first time since June 2018. E-recruitment activity slipped below the year-ago level in **Engineering, Construction and Real Estate** (down five percent) and **Health Care** (down one percent) sector as well. **Production/Manufacturing, Automotive and Ancillary** (up two percent) and **Education** (up one percent) grew at a sluggish pace.
- **BFSI** (down 10 percent) registered the steepest annual decline among all monitored industry sectors. The short-term growth parameters, however, indicated an uptrend in hiring. Month-on-month, the sector registered four percent increase in hiring activity. Online demand exceeded the three-month and six-month level by three percent and two percent respectively indicating increased hiring in the sector more recently.

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

- **Finance and Account** continued to be the most sought-after job role even in November. Online demand exceeded the year-ago level by robust 41 percent. The group also saw an eight percent increase in demand on the month. In the past six-months there has been a 35 percent increase in demand for the job role.
- **Customer Service**; and **Marketing & Communications/Arts/Creative** were the closest second registering a year-on-year growth of 14 percent respectively. While the pace of growth recovered vis-à-vis the past month in case Customer service; Marketing & Communications/Arts/Creative professionals witnessed weakened growth trend. Demand on the month for Marketing &

Communications/Arts/Creative eased by eight percent. Customer service professionals, on the other hand, registered seven percent increase in demand.

- Online demand for **Software, Hardware, Telecom** (up one percent) professionals fell notably. The job role registered a 10 percent decline in monthly hiring activity.
- **Sales and BD**; and **Purchase / Logistics / Supply Chain** charted fewer opportunities on the year by two percent. Online demand for **Engineering and Production** (down six percent) eased below the year-ago level for the first time since March 2017; also, the steepest decline recorded among all monitored occupation groups.

Top Growth Occupations

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- **Bahrain** (up 16 percent) led all monitored countries by the way of long-term growth. Demand on the month eased by four percent. **Kuwait** and **Egypt** followed closely registering a year-on-year growth of 12 percent. The short-term growth parameters indicated an uptrend in hiring activities in Kuwait as well as in Egypt.
- While **UAE** (up 10 percent) maintained a positive trend in hiring on a year-on-year basis, the growth rate moderated significantly from the previous months. Month-on-month, e-recruitment activity in UAE dropped 14 percent. **KSA** registered two percent growth from the corresponding period a year-ago down from 18 percent growth registered in October 2018. Demand on the month eased by four percent.
- Online recruitment activity in **Oman** (up six percent) slipped below the year-ago level. Oman was also the only country to witness a negative year-on-year growth this month among all monitored countries.

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Bahrain	88	102	16%
Kuwait	103	115	12%
Egypt	86	96	12%
UAE	63	69	10%
Qatar	89	92	3%
KSA	103	105	2%

Oman	109	107	-2%
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COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers two percent growth on the year.
- **Oil and Gas** registered the steepest growth, year-on-year
- **Retail/Trade and Logistics** witnessed the lowest annual growth.
- Among occupational groups, **Marketing & Communications/Arts/Creative** register the most notable increase in demand, year-on-year.

KSA Top Growth Industries

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Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	129	143	11%

KSA Lowest Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Hospitality	85	82	-4%
Engineering, Construction and Real Estate	122	113	-7%
Retail/Trade and Logistics	92	85	-8%

KSA Top Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	109	135	24%
Purchase / Logistics / Supply Chain	85	97	14%
Health Care	107	120	12%

KSA Lowest Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
HR & Admin.	103	99	-4%
Engineering and Production	102	95	-7%
Sales and BD	128	113	-12%

UAE Highlights

- Monster Employment Index **UAE** registers 10 percent increase from the year-ago.
- **Education** lead all monitored sectors by the way of long-term growth
- **Advertising, Market Research, Public Relations, Media and Entertainment** witnesses the steepest annual decline.
- Among occupation groups, **Finance and Account** registers the most notable increase in demand on the year

UAE Top Growth Industries

UAE Lowest Growth Industries

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Education	106	116	9%
Hospitality	72	73	1%
Oil and Gas	61	61	0%

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Engineering, Construction and Real Estate	106	92	-13%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	134	115	-14%
Advertising, Market Research, Public Relations, Media and Entertainment	82	70	-15%

UAE Top Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Finance and Account	45	54	20%
Hospitality and Travel	61	68	11%
Marketing & Communications/Arts/Creative	95	105	11%

UAE Lowest Growth Occupations

Year-over-year Growth	Nov 17	Nov 18	% Growth Y-o-Y
Engineering and Production	124	102	-18%
HR & Admin.	50	41	-18%
Sales and BD	82	60	-27%

By Industry

	2017			2018									
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering, Construction and Real Estate	131	134	126	121	116	112	112	118	113	117	117	125	125
BFSI	105	99	91	94	96	92	92	89	83	91	87	90	94
Production/Manufacturing, Automotive and Ancillary	99	100	97	93	96	97	94	101	116	125	113	97	101

Retail/Trade and Logistics	74	72	74	75	73	71	69	69	71	72	73	72	73
Oil and Gas	68	61	59	59	61	62	68	66	76	80	77	83	74
IT and Telecom/ISP	216	225	219	210	204	208	206	201	212	240	226	227	227
Hospitality	83	82	82	83	82	89	83	84	84	85	86	89	88
Education	108	124	114	114	113	112	110	112	109	109	110	109	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	111	110	108	106	107	102	101	109	110	108	110	108	102
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	155	161	165	164	166	169	163	159	153	160	158	161	158
Health Care	139	140	135	137	131	134	132	130	126	136	135	139	137
Advertising, Market Research, Public Relations, Media and Entertainment	67	67	66	63	64	63	63	63	63	64	63	63	63

By Occupation

	2017		2018										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering and Production	124	125	115	115	117	116	116	109	116	122	120	124	117
Finance and Account	68	65	60	65	69	68	71	69	75	84	82	89	96
HR & Admin.	72	70	60	61	68	65	68	66	73	75	72	78	79
Sales and BD	91	84	81	85	85	83	81	79	84	84	81	88	89
Purchase / Logistics / Supply Chain	98	101	94	93	94	93	92	91	91	100	96	95	96
Hospitality and Travel	86	86	87	88	90	89	89	88	89	89	89	91	92
Health Care	105	104	98	100	94	98	97	96	100	100	100	103	103
Software, Hardware, Telecom	172	178	153	159	169	171	168	159	185	208	186	193	173
Marketing & Communications/Arts/Creative	105	109	94	102	114	114	107	102	130	144	130	131	120
Customer service	69	65	62	66	68	62	60	65	72	77	72	74	79
Legal	99	99	90	96	104	99	100	109	109	109	106	103	104