

# monster<sup>®</sup>

## EMPLOYMENT INDEX

### UAE Report Summary; October 2018

According to the 2018 October [Monster Employment Index \(MEI\)](#), the UAE witnessed a substantial increase of 43 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the Consumer Goods (including FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) industry demonstrated the highest growth at 16 percent. This was closely followed by Health Care and BFSI, which registered increases of 12 and 11 percent respectively.

On a more sombre note, Advertising (including Market Research, Public Relations, Media and Entertainment) registered the steepest decline in terms of online hiring, experiencing an 11 percent decrease from the same period last year. This was followed by Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) which suffered from a loss of 1 percent while IT (including Telecom and ISP) benefitted from a subtle 2 percent increase.

Looking at occupation performance, Finance (including Accounting) witnessed the highest growth, seeing a 37 percent increase from October 2017. This was closely followed Marketing (including Communications, (Arts and Creative) and Software (including Hardware and Telecom) which benefitted from increases of 36 and 33 percent respectively. Sales (including Business Development) registered the steepest decline in the occupation category, suffering from a 12 percent drop in performance while Health Care witnessed a slight drop of 3 percent. Purchase (including Logistics and Supply Chain remain unchanged).

On a regional level, the Oil and Gas industry recorded the strongest growth at 28 percent. This was followed closely by IT and Telcom/ISP and Hospitality, which surged by 25 and 11 percent. Consumer Goods (including FMCG and Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) grew by 7 percent while Education experienced a moderate 4 percent increase. Looking at industries that experienced the steepest decline growth, Advertising (including Market Research, Public Relations, Media and Entertainment) suffered from a 6 percent decrease while BFSI and Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) experienced losses of 5 and 1 percent respectively. Engineering (including Construction and Real Estate) witnessed a slight increase at 2 percent while Health Care benefited from the smallest growth at 1 percent.

In terms of occupations, Finance (including Accounting) benefitted from a substantial 44 percent increase, followed by Marketing and Communications (including Arts and Creative) and HR (including Admin), which saw increases of 30 and 28 percent respectively. Software (including Hardware and Telecom) and Legal profited from a 14 and 11 percent increase respectively. In terms of the lowest growing occupations, Hospitality (including Travel) and Engineering (including Production) industries witnessed increase of 10

and 8 percent in the regional occupation category. Sales (including Business Development) registered a moderate growth of 7 percent, while Purchase (including Logistics and Supply Chain) and Health Care remains unchanged.

In the wider GCC region, Bahrain registered commendable growth in online hiring activity, at 22 percent. Saudi Arabia followed closely, recording an 18 percent growth, while Egypt benefited from a 16 percent increase. According to the August [MEI](#), Kuwait registered a 13 percent increase while Qatar and Oman registered subtle increases 7 and 6 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**

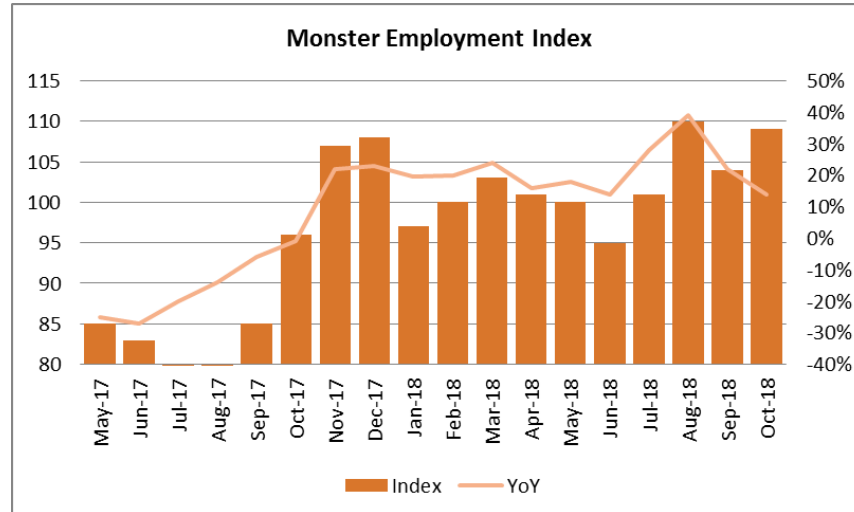
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million 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](http://www.monsterindia.com) | [www.monstergulf.com](http://www.monstergulf.com) | [www.monster.com.sg](http://www.monster.com.sg) | [www.monster.com.my](http://www.monster.com.my) | [www.monster.com.ph](http://www.monster.com.ph) | [www.monster.com.hk](http://www.monster.com.hk)

## MEI DATA



Monster Employment Index Middle East results for the past 18 months are as follows:

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	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Y-o-Y
85	83	79	79	85	96	107	108	97	100	103	101	100	95	101	110	104	109	14 %

**Industry Year-over-Year Trends:** Online recruitment activity exceeded the year-ago level in 9 of the 12 sectors monitored by the Index.

- **Oil and Gas** was the most actively hiring sector on the year (up 28 percent) as well as on a month-on-month (up eight percent) basis. The three-month (up nine percent) and six-month (up 34 percent) growth rates indicated an uptrend in hiring in the sector. It is notable that the Index reading for the series at 83 is still lower than the baseline of 100; the gap however is steadily narrowing since the past few months.
- **IT and Telecom/ISP** (up 25 percent) was next in the rung; the year-on-year growth momentum slowed from 35 percent in September 2018. Online demand in the sector continued to be higher than the three-month (up seven percent) and six-month (up nine percent) ago level. Demand on the month was stagnant at the previous month's level.
- Online recruitment activity in **Production/Manufacturing, Automotive and Ancillary** sector surpassed the year-ago level by two percent. The pace of growth eased significantly between September (28 percent) and October 2018. The sector also registered a 14 percent decline in monthly recruitment activity; the steepest decline among all monitored sectors.
- Online demand in **Engineering, Construction and Real Estate** sector revived. The sector registered seven percent increase in demand on a month-on-month basis. Demand exceeded the year-ago level by two percent following low demand in September.
- **BFSI** (down five percent) and **Advertising, Market Research, Public Relations, Media and Entertainment** (down three percent) continued to chart fewer opportunities on the year.

### Top Growth Industries

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Oil and Gas	65	83	28%
IT and Telecom/ISP	181	227	25%
Hospitality	80	89	11%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	151	161	7%
Education	105	109	4%

### Lowest Growth Industries

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Engineering, Construction and Real Estate	123	125	2%
Health Care	137	139	1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	109	108	-1%
BFSI	95	90	-5%
Advertising, Market Research, Public Relations, Media and Entertainment	67	63	-6%

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

- **Finance and Account** (up 44 percent); **Marketing & Communications/Arts/Creative** (up 30 percent) were the most demanded job role on a year-on-year basis. The pace of growth recovered vis-à-vis the past month in case of both occupation groups. Demand on the month increased by nine percent and one percent respectively.
- Year-on-year, online demand for **HR & Admin.** (up 28 percent) was also high despite moderation in pace of growth. The group ranked among top five most demand job roles this month. The group also registered an eight percent rise in demand on the month
- Demand for **Purchase / Logistics / Supply Chain**; and **Health Care** professionals were sluggish. Online opportunities for each of the two job roles matched the year-ago level. While Health Care professionals continued to witness an uptrend in demand on a month-on-month basis; online demand for Purchase / Logistics / Supply Chain professionals eased one percent below September 2018.

### Top Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Finance and Account	62	89	44%
Marketing & Communications/Arts/Creative	101	131	30%
HR & Admin.	61	78	28%
Software, Hardware, Telecom	170	193	14%
Legal	93	103	11%

### Lowest Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Hospitality and Travel	83	91	10%
Engineering and Production	115	124	8%
Sales and BD	82	88	7%
Purchase / Logistics / Supply Chain	95	95	0%
Health Care	103	103	0%

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

- **UAE** (up 43 percent) led the year-on-year growth chart among all seven countries monitored by the Index. Recruitment demand in the country is progressively growing. There has been a 38 percent increase in online opportunities in the past six months between April and October 2018. Month-on-month, demand increased by five percent following low level in September.
- **Bahrain** (up 22 percent), **KSA** (up 18 percent) were the next most actively hiring countries on a long-term basis followed by **Egypt** (up 16 percent) and **Kuwait** (up 13 percent) Month-on-month demand in Bahrain and Egypt grew by one percent and six percent respectively. KSA and Kuwait, on the other hand, registered a decline of two percent respectively between September and October 2018.
- **Oman** (up six percent) and **Qatar** (up seven percent) registered some of the lowest year-on-year growth. It is notable however; the growth rate has recovered compared to the previous month.

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
UAE	56	80	43%
Bahrain	87	106	22%
KSA	92	109	18%
Egypt	81	94	16%
Kuwait	98	111	13%
Qatar	85	91	7%
Oman	107	113	6%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index **KSA** registers 18 percent growth on the year.
- **IT and Telecom/ISP** registered the steepest growth, year-on-year
- **Engineering, Construction and Real Estate** 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	Oct 17	Oct 18	% Growth Y-o-Y
IT and Telecom/ISP	128	156	22%
Production/Manufacturing, Automotive and Ancillary	78	95	22%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/	118	140	19%

### **KSA Lowest Growth Industries**

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Retail/Trade and Logistics	84	86	2%
Education	104	106	2%
Engineering, Construction and Real Estate	110	111	1%

Textiles/ Leather, Gems & Jewellery			
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### KSA Top Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	104	156	50%
Software, Hardware, Telecom	151	208	38%
Purchase / Logistics / Supply Chain	78	99	27%

### KSA Lowest Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
HR & Admin.	93	104	12%
Health Care	114	123	8%
Hospitality and Travel	75	74	-1%

### UAE Highlights

- Monster Employment Index **UAE** registers 43 percent increase from the year-ago.
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** 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 steepest increase in demand on the year

### UAE Top Growth Industries

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	158	183	16%
Health Care	131	147	12%
BFSI	82	91	11%

### UAE Lowest Growth Industries

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
IT and Telecom/ISP	100	102	2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	124	123	-1%
Advertising, Market Research, Public Relations, Media and Entertainment	81	72	-11%

### UAE Top Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Finance and Account	43	59	37%
Marketing & Communications/Arts/Creative	89	121	36%
Software, Hardware, Telecom	107	142	33%

### UAE Lowest Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	98	98	0%
Health Care	78	76	-3%
Sales and BD	75	66	-12%

## By Industry

	2017			2018									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering, Construction and Real Estate	123	131	134	126	121	116	112	112	118	113	117	117	125
BFSI	95	105	99	91	94	96	92	92	89	83	91	87	90
Production/Manufacturing, Automotive and Ancillary	95	99	100	97	93	96	97	94	101	116	125	113	97
Retail/Trade and Logistics	70	74	72	74	75	73	71	69	69	71	72	73	72
Oil and Gas	65	68	61	59	59	61	62	68	66	76	80	77	83
IT and Telecom/ISP	181	216	225	219	210	204	208	206	201	212	240	226	227
Hospitality	80	83	82	82	83	82	89	83	84	84	85	86	89
Education	105	108	124	114	114	113	112	110	112	109	109	110	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	109	111	110	108	106	107	102	101	109	110	108	110	108
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	151	155	161	165	164	166	169	163	159	153	160	158	161
Health Care	137	139	140	135	137	131	134	132	130	126	136	135	139
Advertising, Market Research, Public Relations, Media and Entertainment	67	67	67	66	63	64	63	63	63	63	64	63	63

## By Occupation

	2017			2018									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering and Production	115	124	125	115	115	117	116	116	109	116	122	120	124
Finance and Account	62	68	65	60	65	69	68	71	69	75	84	82	89
HR & Admin.	61	72	70	60	61	68	65	68	66	73	75	72	78
Sales and BD	82	91	84	81	85	85	83	81	79	84	84	81	88
Purchase / Logistics / Supply Chain	95	98	101	94	93	94	93	92	91	91	100	96	95
Hospitality and Travel	83	86	86	87	88	90	89	89	88	89	89	89	91
Health Care	103	105	104	98	100	94	98	97	96	100	100	100	103
Software, Hardware, Telecom	170	172	178	153	159	169	171	168	159	185	208	186	193
Marketing & Communications/Arts/Creative	101	105	109	94	102	114	114	107	102	130	144	130	131
Customer service	67	69	65	62	66	68	62	60	65	72	77	72	74
Legal	93	99	99	90	96	104	99	100	109	109	109	106	103

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## KSA Report Summary; October 2018

According to the 2018 October [Monster Employment Index \(MEI\)](#), Saudi Arabia witnessed an increase of 18 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the IT and Telecom/ISP and Production (including Manufacturing, Automotive and Ancillary) industry demonstrated equal increases of 22 percent. This was closely followed by Consumer Goods (including FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) which benefited from a 19 percent increase.

On a more sombre note, Retail (including Trade and Logistics) and Education registered equal increases of 2 percent from the same period last year. This was followed by Engineering (including Construction and Real Estate) which benefited from a miniscule 1 percent according to the latest [MEI](#).

Looking at occupation performance, Marketing (including Communications, Arts and Creative) witnessed the highest growth, seeing a 50 percent increase from October 2017. This was closely followed Software (including Hardware and Telecom) and Purchase (including Logistics and Supply Chain) which benefitted from increases of 38 and 27 percent respectively. Analysing occupations which registered the lowest growth, HR (including Admin) and Health Care registered moderate increases of 12 and 8 percent respectively, while Hospitality (including Travel) witnessed a slight drop of 1 percent.

On a regional level, the Oil and Gas industry recorded the strongest growth at 28 percent. This was followed closely by IT and Telcom/ISP and Hospitality, which surged by 25 and 11 percent. Consumer Goods (including FMCG and Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) grew by 7 percent while Education experienced a moderate 4 percent increase. Looking at industries that experienced the steepest decline growth, Advertising (including Market Research, Public Relations, Media and Entertainment) suffered from a 6 percent decrease while BFSI and Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) experienced losses of 5 and 1 percent respectively. Engineering (including Construction and Real Estate) witnessed a slight increase at 2 percent while Health Care benefited from the smallest growth at 1 percent.

In terms of occupations, Finance (including Accounting) benefitted from a substantial 44 percent increase, followed by Marketing and Communications (including Arts and Creative) and HR (including Admin), which saw increases of 30 and 28 percent respectively. Software (including Hardware and Telecom) and Legal profited from a 14 and 11 percent increase respectively. In terms of the lowest growing occupations, Hospitality (including Travel) and Engineering (including Production) industries witnessed increase of 10 and 8 percent in the regional occupation category. Sales (including Business Development) registered a moderate growth of 7 percent, while Purchase (including Logistics and Supply Chain) and Health Care remains unchanged.

In the wider GCC region, UAE registered significant growth in online hiring at 43 percent, while Bahrain experienced an increase of 22 percent. According to the latest [MEI](#), Egypt benefited from a 16 percent increase, while Kuwait registered a 13 percent increase. Qatar and Oman registered subtle increases 7 and 6 percent respectively.



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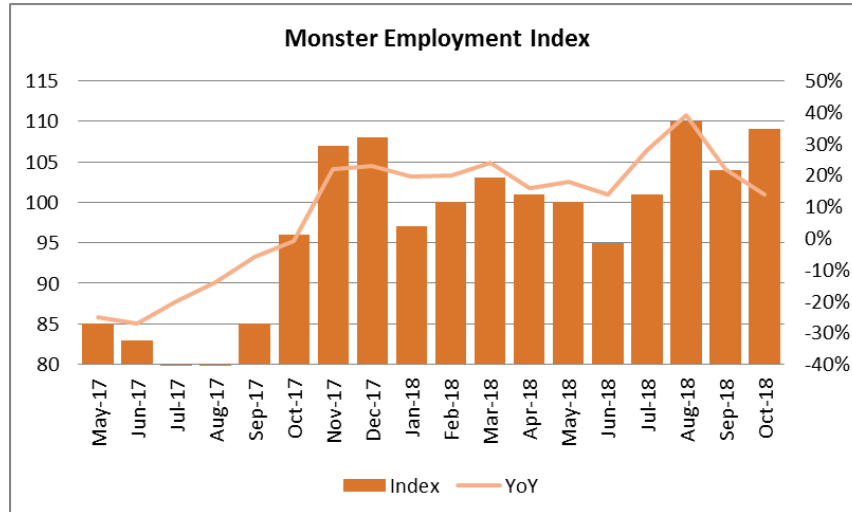
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**Industry Year-over-Year Trends:** Online recruitment activity exceeded the year-ago level in 9 of the 12 sectors monitored by the Index.

- **Oil and Gas** was the most actively hiring sector on the year (up 28 percent) as well as on a month-on-month (up eight percent) basis. The three-month (up nine percent) and six-month (up 34 percent) growth rates indicated an uptrend in hiring in the sector. It is notable that the Index reading for the series at 83 is still lower than the baseline of 100; the gap however is steadily narrowing since the past few months.
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**Occupation Year-over-Year Trends:** Of 11 occupation group monitored by the Index nine groups registered increase in demand on the year.

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- Year-on-year, online demand for **HR & Admin.** (up 28 percent) was also high despite moderation in pace of growth. The group ranked among top five most demand job roles this month. The group also registered an eight percent rise in demand on the month
- Demand for **Purchase / Logistics / Supply Chain;** and **Health Care** professionals were sluggish. Online opportunities for each of the two job roles matched the year-ago level. While Health Care professionals continued to witness an uptrend in demand on a month-on-month basis; online demand for Purchase / Logistics / Supply Chain professionals eased one percent below September 2018.

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

- **UAE** (up 43 percent) led the year-on-year growth chart among all seven countries monitored by the Index. Recruitment demand in the country is progressively growing. There has been a 38 percent increase in online opportunities in the past six months between April and October 2018. Month-on-month, demand increased by five percent following low level in September.
- **Bahrain** (up 22 percent), **KSA** (up 18 percent) were the next most actively hiring countries on a long-term basis followed by **Egypt** (up 16 percent) and **Kuwait** (up 13 percent) Month-on-month demand in Bahrain and Egypt grew by one percent and six percent respectively. KSA and Kuwait, on the other hand, registered a decline of two percent respectively between September and October 2018.
- **Oman** (up six percent) and **Qatar** (up seven percent) registered some of the lowest year-on-year growth. It is notable however; the growth rate has recovered compared to the previous month.

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KSA	92	109	18%
Egypt	81	94	16%
Kuwait	98	111	13%
Qatar	85	91	7%
Oman	107	113	6%

## **COUNTRY-WISE TRENDS**

### **KSA Highlights**

- Monster Employment Index **KSA** registers 18 percent growth on the year.
- **IT and Telecom/ISP** registered the steepest growth, year-on-year
- **Engineering, Construction and Real Estate** 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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Production/Manufacturing, Automotive and Ancillary	78	95	22%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/	118	140	19%

### **KSA Lowest Growth Industries**

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Retail/Trade and Logistics	84	86	2%
Education	104	106	2%
Engineering, Construction and Real Estate	110	111	1%

Textiles/ Leather, Gems & Jewellery			
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### KSA Top Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	104	156	50%
Software, Hardware, Telecom	151	208	38%
Purchase / Logistics / Supply Chain	78	99	27%

### KSA Lowest Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
HR & Admin.	93	104	12%
Health Care	114	123	8%
Hospitality and Travel	75	74	-1%

### UAE Highlights

- Monster Employment Index **UAE** registers 43 percent increase from the year-ago.
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** 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 steepest increase in demand on the year

### UAE Top Growth Industries

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	158	183	16%
Health Care	131	147	12%
BFSI	82	91	11%

### UAE Lowest Growth Industries

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
IT and Telecom/ISP	100	102	2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	124	123	-1%
Advertising, Market Research, Public Relations, Media and Entertainment	81	72	-11%

### UAE Top Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Finance and Account	43	59	37%
Marketing & Communications/Arts/Creative	89	121	36%
Software, Hardware, Telecom	107	142	33%

### UAE Lowest Growth Occupations

Year-over-year Growth	Oct 17	Oct 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	98	98	0%
Health Care	78	76	-3%
Sales and BD	75	66	-12%

## By Industry

	2017			2018									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering, Construction and Real Estate	123	131	134	126	121	116	112	112	118	113	117	117	125
BFSI	95	105	99	91	94	96	92	92	89	83	91	87	90
Production/Manufacturing, Automotive and Ancillary	95	99	100	97	93	96	97	94	101	116	125	113	97
Retail/Trade and Logistics	70	74	72	74	75	73	71	69	69	71	72	73	72
Oil and Gas	65	68	61	59	59	61	62	68	66	76	80	77	83
IT and Telecom/ISP	181	216	225	219	210	204	208	206	201	212	240	226	227
Hospitality	80	83	82	82	83	82	89	83	84	84	85	86	89
Education	105	108	124	114	114	113	112	110	112	109	109	110	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	109	111	110	108	106	107	102	101	109	110	108	110	108
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	151	155	161	165	164	166	169	163	159	153	160	158	161
Health Care	137	139	140	135	137	131	134	132	130	126	136	135	139
Advertising, Market Research, Public Relations, Media and Entertainment	67	67	67	66	63	64	63	63	63	63	64	63	63

## By Occupation

	2017			2018									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering and Production	115	124	125	115	115	117	116	116	109	116	122	120	124
Finance and Account	62	68	65	60	65	69	68	71	69	75	84	82	89
HR & Admin.	61	72	70	60	61	68	65	68	66	73	75	72	78
Sales and BD	82	91	84	81	85	85	83	81	79	84	84	81	88
Purchase / Logistics / Supply Chain	95	98	101	94	93	94	93	92	91	91	100	96	95
Hospitality and Travel	83	86	86	87	88	90	89	89	88	89	89	89	91
Health Care	103	105	104	98	100	94	98	97	96	100	100	100	103
Software, Hardware, Telecom	170	172	178	153	159	169	171	168	159	185	208	186	193
Marketing & Communications/Arts/Creative	101	105	109	94	102	114	114	107	102	130	144	130	131
Customer service	67	69	65	62	66	68	62	60	65	72	77	72	74
Legal	93	99	99	90	96	104	99	100	109	109	109	106	103

**#END#**