

monster® EMPLOYMENT INDEX

UAE Report Summary; November 2017

According to the 2017 November [Monster Employment Index \(MEI\)](#), the UAE continues to chart the most notable deterioration with a 32 percent decline in online recruitment from the same period last year.

Consumer Goods (FMCG, Food & Packaged Food, Home Appliance, Garment, Textiles, Leather, Gems and Jewellery) represents the most active industry in terms of online hiring, registering a healthy 42 percent growth from the same period last year. This was followed by Chemicals (Plastic, Rubber, Paints, Fertilizer and Pesticides) and Healthcare registering a growth of 31 percent and 10 percent respectively.

The Education sector demonstrated the lowest growth at -10 percent, closely followed by IT and Telecom/ISP at -8 while Hospitality remains unchanged.

In the highest performing occupations, Software (including hardware and telecom) was in the top spot registering a healthy 43 percent increase from November 2016. This was followed by Marketing and Communications (Arts and Creative), witnessing a 6 percent growth.

The occupations that registered the highest decline in the November [MEI](#) included HR/Admin, Customer Services and Sales/Business Development with 49 percent, 34 percent and 23 percent year-on-year decline respectively.

Among the countries monitored, Kuwait registered a moderate growth in online hiring activity at 7 percent while Egypt and Oman both recorded a trivial 1 percent growth. The UAE registered a 32 percent decline in November, which is an improvement from the 48 percent decline recorded in October 2017.

At a regional level, the Consumer Goods industry recorded the greatest growth at 61 percent succeeded by IT/Telecom and Engineering, growing by 40 and 36 percent respectively. The Advertising/Market Research industry experienced the least growth at 3 percent. In terms of occupations, Software (including hardware and telecom) benefitted from a substantial 77 percent increase followed by Marketing Communications (Creative and Art) and Engineering (including Production), undergoing a 31 and 24 percent surge respectively. Customer Service underwent the highest decline at 27 percent followed by a 6 percent decline in Healthcare.

About the [Monster Employment Index](#)

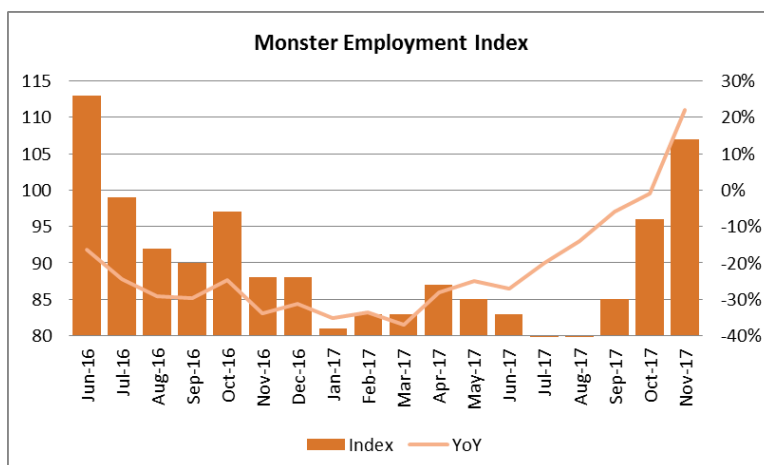
Launched in April 2011 with data collected since October 2010, the [Monster Employment Index](#) is a broad and comprehensive monthly analysis of online job posting activity in the Middle East conducted by [Monster.com](#). Based on a real-time review of tens of thousands of employer job opportunities 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 Worldwide](#)

[Monster Worldwide, Inc.](#) is a global leader in connecting people to jobs, wherever they are. For more than 20 years, [Monster](#) has helped people improve their lives with better jobs, and employers find the best talent. Today, the company offers services in more than 40 countries, providing some of the broadest, most sophisticated job seeking, career management, recruitment and talent management capabilities. [Monster](#) continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, including our flagship website [Monster.com®](#) and a vast array of products and services. For more information visit [monster.com/about](#).

[MEI Data](#)



[Monster Employment Index](#) Middle East results for the past 18 months are as follows:

Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Y-o-Y
113	99	92	90	97	88	88	81	83	83	87	85	83	79	79	85	96	107	22%

Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in all twelve sectors monitored by the [Index](#).

- Year-on-year, **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 61 percent) saw the steepest annual growth even in November 2017. The growth rate paced up 11 points from 50 percent in October 2017. All other parameters also point at an uptrend in hiring; three percent (month-on-month), six percent (on three-month) and eight percent (on six-month)
- Year-on-year, demand in **IT and Telecom/ISP** soared from 17 percent in October to 40 percent in November 2017. Demand on the month increased by 19 percent; the steepest among all monitored industry sectors. The sector witnessed online recruitment exceed the three-month and six-month level by 30 percent and 45 percent respectively.

- The [Index](#) reading for **BFSI** sector surpassed the baseline of 100 this month for the first time in the series since June 2016. The sector registered a double-digit growth of 36 percent from the corresponding period a year-ago. While the sector has witnessed positive growth in the past two months as well, this was the steepest annual growth rate recorded since July 2015. An uptrend demand is also manifested in an 11 percent growth in monthly recruitment activity.
- **Retail/Trade and Logistics** (up four percent) sector has also bounced back this month exhibiting the first a positive year-on-year growth since November 2015. The sector registered six percent growth month-on-month.
- **Production/Manufacturing, Automotive and Ancillary** (up 21 percent) and **Health Care** (up 19 percent) registered growth in double digit this month. **Advertising, Market Research, Public Relations, Media and Entertainment** (up three percent) continued to growth at a steady pace, year-on-year.

Top Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	155	61%
IT and Telecom/ISP	154	216	40%
Engineering, Construction and Real Estate	96	131	36%
BFSI	77	105	36%
Oil and Gas	55	68	24%

Lowest Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Education	96	108	13%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	111	11%
Hospitality	76	83	9%
Retail/Trade and Logistics	71	74	4%
Advertising, Market Research, Public Relations, Media and Entertainment	65	67	3%

Occupation Year-over-Year Trends: E-recruitment exceeded the year-ago level in eight of the of the 11-occupation group monitored by the [Index](#).

- Online demand for **Software, Hardware, Telecom** (up 77 percent) professionals improved further aligning with increase in hiring in the related sector. Demand on the month, however, increased by a marginal one percent.
- **Finance and Account** (up 10 percent) personnel registered a positive growth on the year following subdued demand in the past months. In the last three-months there has been a 21 percent increase in demand for the job role. Online demand, however, continued to hover below the six-month level (down one percent). Month-on-month, the job role saw a 10 percent increase in opportunity.
- Among others, e-recruitment activity rebounded for **Sales and BD** (up 14 percent). Online demand for the group matched the year-ago level in October having charted negative growth trend since April 2016. **Hospitality and Travel** and **Legal** professionals registered one percent and 11 percent increase in demand on a year-on-year basis respectively following negative growth trend since October 2015.

- **HR & Admin.** saw the steepest month-on-month growth among all monitored job roles; up 18 percent. Online demand trend recovered on the year-as well. The group recorded a decline of one percent from the year ago level as the rate of decline relieved from -29 percent in October 2017. **Health Care** professionals registered six percent decline from the corresponding period a year-ago; down from -22 percent in October 2017.
- **Customer Service** (down 27 percent) professionals continued to exhibit the most notable annual decline among all monitored job roles. Nevertheless, the rate of decline eased further from -37 percent in October 2017. Month-on-month, there was three percent increase in demand for the job role.

Top Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Software, Hardware, Telecom	97	172	77%
Marketing & Communications/Arts/Creative	80	105	31%
Engineering and Production	100	124	24%
Sales and BD	80	91	14%
Legal	89	99	11%

Lowest Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	94	98	4%
Hospitality and Travel	85	86	1%
HR & Admin.	73	72	-1%
Health Care	112	105	-6%
Customer service	94	69	-27%

Geographic Year-over-year Trends: Online demand exceeded the year-ago level in four of the seven countries monitored by the [Index](#).

- Year-on-year, **KSA** led all monitored countries charting an 11 percent growth. This is the first positive annual growth since January 2016. Hiring demand advanced on all other parameters as well. Month-on-month, KSA recorded a 12 percent increase in demand. The three-month growth rate paced up from six percent in October to 12 percent in November while the six-month (up eight percent) growth rate climbed up 14 points from a decline of six percent in October.
- E-recruitment activity in **Kuwait** (up seven percent); **Egypt** (up one percent) and **Oman** (up one percent) picked up from low levels witnessed in the previous months. Demand matched the year-ago level in **Qatar**.
- Online demand trend improved significantly in the **UAE** this month. The rate of decline year-on-year slackened from -48 percent in October to -32 percent in November 2017. This is the least annual decline recorded in the series since December 2016. At the same time, UAE also registered the most notable growth on the month among all monitored countries; up by 13 percent.

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
KSA	93	103	11%

Kuwait	96	103	7%
Egypt	85	86	1%
Oman	108	109	1%
Qatar	89	89	0%
Bahrain	103	88	-15%
UAE	93	63	-32%

COUNTRY-WISE TRENDS

KSA Highlights

- [Monster Employment Index](#) KSA registers a notable 11 percent growth.
- **IT and Telecom/ISP** leads all monitored industry sector, year-on-year.
- **Oil and Gas** sector registers least annual growth among monitored sectors.
- Among job roles, **Software, Hardware, Telecom** professionals continue to be most in-demand.

KSA Top Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
IT and Telecom/ISP	113	165	46%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	129	37%
Health Care	101	133	32%

KSA Lowest Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Hospitality	78	85	9%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	94	97	3%
Oil and Gas	105	107	2%

KSA Top Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Software, Hardware, Telecom	127	184	45%
Marketing & Communications/Arts/Creative	90	109	21%
Sales and BD	106	128	21%

KSA Lowest Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Finance and Account	103	110	7%
Purchase / Logistics / Supply Chain	93	85	-9%
Health Care	130	107	-18%

UAE Highlights

- [Monster Employment Index](#) UAE registers 32 percent decline from the year-ago.
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continues to chart the steepest annual growth.
- **Education** registers the steepest annual decline.

- Year-on-year, **Software, Hardware, Telecom** personnel register the most notable increase in demand even in November.

UAE Top Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	112	159	42%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	134	31%
Health Care	140	154	10%

UAE Lowest Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Hospitality	72	72	0%
IT and Telecom/ISP	112	103	-8%
Education	118	106	-10%

UAE Top Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Software, Hardware, Telecom	88	126	43%
Marketing & Communications/Arts/Creative	90	95	6%
Engineering and Production	126	124	-2%

UAE Lowest Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Sales and BD	107	82	-23%
Customer service	80	53	-34%
HR & Admin.	98	50	-49%

By Industry

	2016		2017										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering, Construction and Real Estate	96	91	95	104	108	113	115	119	110	109	119	123	131
BFSI	77	81	76	77	73	77	80	80	77	74	91	95	105
Production/Manufacturing, Automotive and Ancillary	82	85	89	84	86	88	90	91	89	91	88	95	99
Retail/Trade and Logistics	71	73	68	70	74	74	73	72	64	67	69	70	74
Oil and Gas	55	58	54	55	53	56	53	51	55	60	62	65	68
IT and Telecom/ISP	154	149	149	152	139	142	149	152	166	166	167	181	216
Hospitality	76	77	76	77	77	79	80	77	79	78	78	80	83
Education	96	94	95	97	97	100	104	105	101	100	101	105	108
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	95	96	95	98	99	97	98	101	102	101	109	111
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	104	108	119	128	138	144	144	134	146	147	151	155

Health Care	117	114	113	119	116	122	122	133	123	126	133	137	139
Advertising, Market Research, Public Relations, Media and Entertainment	65	61	65	64	65	66	66	66	63	64	65	67	67

By Occupation

	2016		2017										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering and Production	100	98	98	102	104	107	104	102	102	103	109	115	124
Finance and Account	62	62	60	61	57	60	69	59	55	56	61	62	68
HR & Admin.	73	64	61	63	62	69	59	58	51	52	55	61	72
Sales and BD	80	79	79	80	83	81	85	80	74	73	75	82	91
Purchase / Logistics / Supply Chain	94	99	98	102	99	108	104	96	88	91	92	95	98
Hospitality and Travel	85	83	83	85	86	91	91	88	86	83	84	83	86
Health Care	112	103	100	102	99	105	104	98	94	94	102	103	105
Software, Hardware, Telecom	97	103	112	117	118	129	117	143	155	155	169	170	172
Marketing & Communications/Arts/Creative	80	78	81	80	82	85	86	93	96	98	102	101	105
Customer service	94	91	87	85	83	95	87	75	63	61	62	67	69
Legal	89	91	84	88	91	101	91	89	89	89	96	93	99

KSA Report Summary; November 2017

According to the 2017 November [Monster Employment \(MEI\)](#) Saudi Arabia has witnessed a 11 percent increase in online hiring activity from November 2016.

IT and Telecom/ISP represented the most active industry in terms of online hiring registering a significant 46 percent growth from the same period last year. This was followed by Consumer Goods (FMCG, Food and Packaged Food, Home Appliance, Garments, Textiles, Leather, Gems and Jewellery) recording a healthy growth of 37 percent.

The Oil and Gas sector remained among the industries demonstrating the lowest growth at 2 percent. Other low performing industries include Hospitality and Chemicals (Plastic, Rubber, Paints, Fertilizer and Pesticides) recording a modest growth of nine and three percent respectively.

In the top performing occupations, Software, Hardware and Telecom registered a healthy growth of 45 percent in November 2017, followed by Marketing and Communications (Arts and Creative) and Sales (Business Development) both registering an equal growth of 21 percent.

The occupations that registered the highest decline in the November 2017 [MEI](#) included Healthcare noting 18 percent year-on-year decline in online job postings followed by Purchasing/Logistics/Supply Chain at 9 percent decline.

Among the countries monitored, Kuwait registered a moderate growth in online hiring activity at 7 percent while Egypt and Oman both recorded a trivial 1 percent growth. The UAE registered a 32 percent decline in November, which is an improvement from the 48 percent decline recorded in October 2017.

At a regional level, the Consumer Goods industry recorded the greatest growth at 61 percent succeeded by IT/Telecom and Engineering, growing by 40 and 36 percent respectively. The Advertising/Market Research industry experienced the least growth at 3 percent. In terms of occupations, Software (including hardware and telecom) benefitted from a substantial 77 percent increase followed by Marketing Communications (Creative and Art) and Engineering (including Production), undergoing a 31 and 24 percent surge respectively. Customer Service underwent the highest decline at 27 percent followed by a 6 percent decline in Healthcare.

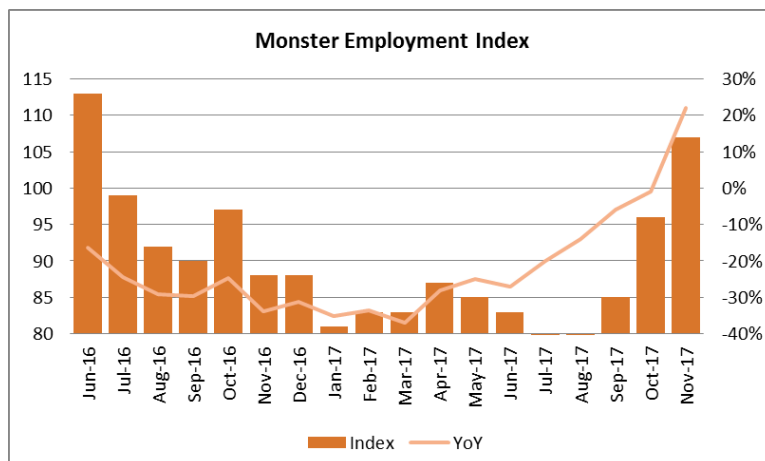
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MEI Data



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

Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Y-o-Y
113	99	92	90	97	88	88	81	83	83	87	85	83	79	79	85	96	107	22%

Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in all twelve sectors monitored by the [Index](#).

- Year-on-year, **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 61 percent) saw the steepest annual growth even in November 2017. The growth rate paced up 11 points from 50 percent in October 2017. All other parameters also point at an uptrend in hiring; three percent (month-on-month), six percent (on three-month) and eight percent (on six-month)
- Year-on-year, demand in **IT and Telecom/ISP** soared from 17 percent in October to 40 percent in November 2017. Demand on the month increased by 19 percent; the steepest among all monitored industry sectors. The sector witnessed online recruitment exceed the three-month and six-month level by 30 percent and 45 percent respectively.
- The [Index](#) reading for **BFSI** sector surpassed the baseline of 100 this month for the first time in the series since June 2016. The sector registered a double-digit growth of 36 percent from the corresponding period a year-ago. While the sector has witnessed positive growth in the past two months as well, this was the steepest annual growth rate recorded since July 2015. An uptrend demand is also manifested in an 11 percent growth in monthly recruitment activity.
- Retail/Trade and Logistics** (up four percent) sector has also bounced back this month exhibiting the first a positive year-on-year growth since November 2015. The sector registered six percent growth month-on-month.
- Production/Manufacturing, Automotive and Ancillary** (up 21 percent) and **Health Care** (up 19 percent) registered growth in double digit this month. **Advertising, Market Research, Public Relations, Media and Entertainment** (up three percent) continued to growth at a steady pace, year-on-year.

Top Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	155	61%
IT and Telecom/ISP	154	216	40%
Engineering, Construction and Real Estate	96	131	36%
BFSI	77	105	36%

Lowest Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Education	96	108	13%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	111	11%
Hospitality	76	83	9%
Retail/Trade and Logistics	71	74	4%

Oil and Gas	55	68	24%
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Advertising, Market Research, Public Relations, Media and Entertainment	65	67	3%
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Occupation Year-over-Year Trends: E-recruitment exceeded the year-ago level in eight of the of the 11 occupation group monitored by the [Index](#).

- Online demand for **Software, Hardware, Telecom** (up 77 percent) professionals improved further aligning with increase in hiring in the related sector. Demand on the month, however, increased by a marginal one percent.
- **Finance and Account** (up 10 percent) personnel registered a positive growth on the year following subdued demand in the past months. In the last three-months there has been a 21 percent increase in demand for the job role. Online demand, however, continued to hover below the six-month level (down one percent). Month-on-month, the job role saw a 10 percent increase in opportunity.
- Among others, e-recruitment activity rebounded for **Sales and BD** (up 14 percent). Online demand for the group matched the year-ago level in October having charted negative growth trend since April 2016. **Hospitality and Travel** and **Legal** professionals registered one percent and 11 percent increase in demand on a year-on-year basis respectively following negative growth trend since October 2015.
- **HR & Admin.** saw the steepest month-on-month growth among all monitored job roles; up 18 percent. Online demand trend recovered on the year-as well. The group recorded a decline of one percent from the year ago level as the rate of decline relieved from -29 percent in October 2017. **Health Care** professionals registered six percent decline from the corresponding period a year-ago; down from -22 percent in October 2017.
- **Customer Service** (down 27 percent) professionals continued to exhibit the most notable annual decline among all monitored job roles. Nevertheless, the rate of decline eased further from -37 percent in October 2017. Month-on-month, there was three percent increase in demand for the job role.

Top Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Software, Hardware, Telecom	97	172	77%
Marketing & Communications/Arts/Creative	80	105	31%
Engineering and Production	100	124	24%
Sales and BD	80	91	14%
Legal	89	99	11%

Lowest Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	94	98	4%
Hospitality and Travel	85	86	1%
HR & Admin.	73	72	-1%
Health Care	112	105	-6%
Customer service	94	69	-27%

Geographic Year-over-year Trends: Online demand exceeded the year-ago level in four of the seven countries monitored by the [Index](#).

- Year-on-year, **KSA** led all monitored countries charting an 11 percent growth. This is the first positive annual growth since January 2016. Hiring demand advanced on all other parameters as well. Month-on-month, KSA recorded a 12 percent increase in demand. The three-month growth rate paced up from six percent in October to 12 percent in November while the six-month (up eight percent) growth rate climbed up 14 points from a decline of six percent in October.
- E-recruitment activity in **Kuwait** (up seven percent); **Egypt** (up one percent) and **Oman** (up one percent) picked up from low levels witnessed in the previous months. Demand matched the year-ago level in **Qatar**.
- Online demand trend improved significantly in the **UAE** this month. The rate of decline year-on-year slackened from -48 percent in October to -32 percent in November 2017. This is the least annual decline recorded in the series since December 2016. At the same time, UAE also registered the most notable growth on the month among all monitored countries; up by 13 percent.

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
KSA	93	103	11%
Kuwait	96	103	7%
Egypt	85	86	1%
Oman	108	109	1%
Qatar	89	89	0%
Bahrain	103	88	-15%
UAE	93	63	-32%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment [Index](#) **KSA** registers a notable 11 percent growth.
- **IT and Telecom/ISP** leads all monitored industry sector, year-on-year.
- **Oil and Gas** sector registers least annual growth among monitored sectors.
- Among job roles, **Software, Hardware, Telecom** professionals continue to be most in-demand.

KSA Top Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
IT and Telecom/ISP	113	165	46%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	129	37%

KSA Lowest Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Hospitality	78	85	9%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	94	97	3%

Health Care	101	133	32%
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Oil and Gas	105	107	2%
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KSA Top Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Software, Hardware, Telecom	127	184	45%
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Sales and BD	106	128	21%

KSA Lowest Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Finance and Account	103	110	7%
Purchase / Logistics / Supply Chain	93	85	-9%
Health Care	130	107	-18%

UAE Highlights

- [Monster Employment Index](#) UAE registers 32 percent decline from the year-ago.
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continues to chart the steepest annual growth.
- **Education** registers the steepest annual decline.
- Year-on-year, **Software, Hardware, Telecom** personnel register the most notable increase in demand even in November.

UAE Top Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	112	159	42%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	134	31%
Health Care	140	154	10%

UAE Lowest Growth Industries

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Hospitality	72	72	0%
IT and Telecom/ISP	112	103	-8%
Education	118	106	-10%

UAE Top Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Software, Hardware, Telecom	88	126	43%
Marketing & Communications/Arts/Creative	90	95	6%
Engineering and Production	126	124	-2%

UAE Lowest Growth Occupations

Year-over-year Growth	Nov 16	Nov 17	% Growth Y-o-Y
Sales and BD	107	82	-23%
Customer service	80	53	-34%
HR & Admin.	98	50	-49%

By Industry

	2016	2017
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	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering, Construction and Real Estate	96	91	95	104	108	113	115	119	110	109	119	123	131
BFSI	77	81	76	77	73	77	80	80	77	74	91	95	105
Production/Manufacturing, Automotive and Ancillary	82	85	89	84	86	88	90	91	89	91	88	95	99
Retail/Trade and Logistics	71	73	68	70	74	74	73	72	64	67	69	70	74
Oil and Gas	55	58	54	55	53	56	53	51	55	60	62	65	68
IT and Telecom/ISP	154	149	149	152	139	142	149	152	166	166	167	181	216
Hospitality	76	77	76	77	77	79	80	77	79	78	78	80	83
Education	96	94	95	97	97	100	104	105	101	100	101	105	108
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	95	96	95	98	99	97	98	101	102	101	109	111
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	104	108	119	128	138	144	144	134	146	147	151	155
Health Care	117	114	113	119	116	122	122	133	123	126	133	137	139
Advertising, Market Research, Public Relations, Media and Entertainment	65	61	65	64	65	66	66	66	63	64	65	67	67

By Occupation

	2016		2017										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering and Production	100	98	98	102	104	107	104	102	102	103	109	115	124
Finance and Account	62	62	60	61	57	60	69	59	55	56	61	62	68
HR & Admin.	73	64	61	63	62	69	59	58	51	52	55	61	72
Sales and BD	80	79	79	80	83	81	85	80	74	73	75	82	91
Purchase / Logistics / Supply Chain	94	99	98	102	99	108	104	96	88	91	92	95	98
Hospitality and Travel	85	83	83	85	86	91	91	88	86	83	84	83	86
Health Care	112	103	100	102	99	105	104	98	94	94	102	103	105
Software, Hardware, Telecom	97	103	112	117	118	129	117	143	155	155	169	170	172
Marketing & Communications/Arts/Creative	80	78	81	80	82	85	86	93	96	98	102	101	105
Customer service	94	91	87	85	83	95	87	75	63	61	62	67	69
Legal	89	91	84	88	91	101	91	89	89	89	96	93	99