

# monster®

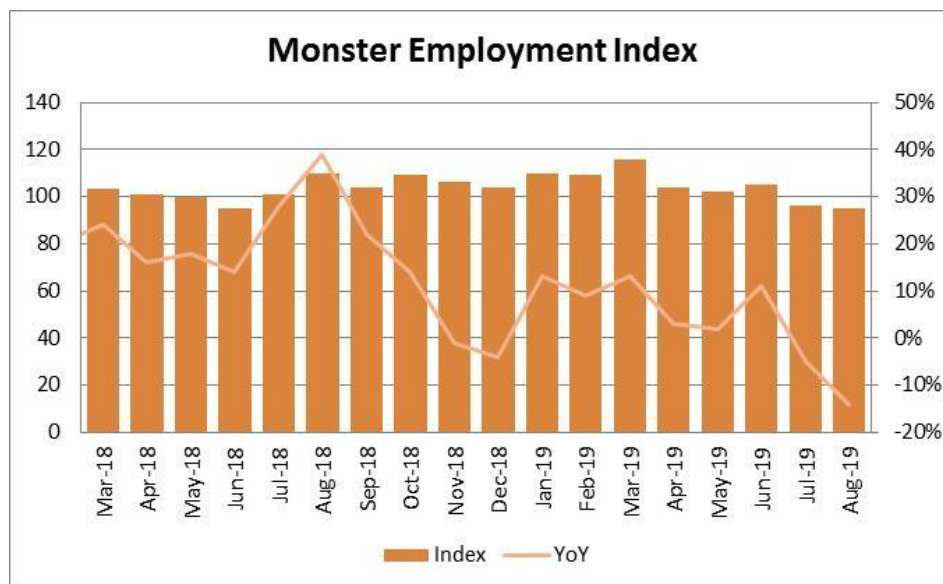
## EMPLOYMENT INDEX

### Monster Employment Index Middle East

#### August 2019 Index Highlights

- Monster Employment Index Middle East declines 14 percent in August 2019, on-the-year.
- Growth dips further by nine percentage points vis-à-vis last month.
- Hospitality leads the year-on-year growth among sectors.
- Oil and Gas registers the steepest annual decline.
- HR & Admin professionals are most in-demand among occupation groups.
- Kuwait followed by KSA lead the long-term growth. Online recruitment in UAE records the most-notable decline.

The Monster Employment Index is a monthly gauge of online job posting activity in Middle-East based on a real-time review of tens of thousands of employer job opportunities culled from a large representative selection of career Web sites and online job listings. The Index does not reflect the trend of any one advertiser or source but is an aggregate measure of the change in job listings across the industry.



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

Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Y-o-Y
103	101	100	95	101	110	104	109	106	104	110	109	116	103	102	105	96	95	-14%

**Industry Year-over-Year Trends:** Four of the 12 sectors monitored by the Index, indicated positive annual growth.

- Year-on-year, **Hospitality** (up 18 percent) registered the most-notable growth among industry sectors in August 2019. Growth momentum also paced up by three percentage points; up from 15 percent last month. In short-term as well, the sector fared well; up three percent (month-on-month and six-month) and up 14 percent (three-month).
- **Retail/Trade and Logistics** saw double-digit growth of 11 percent from the year-ago level; up from eight percent in July 2019. The sector continued to rank among the top hiring industries. Retail/Trade and Logistics also witnessed increased demand on month-on-month (up four percent), three-month and six-month (up 10 percent each) basis.
- Online recruitment activity in **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up four percent) recorded positive growth for the first time since December 2018. On a month-on-month basis, the sector registered the steepest growth among others; up at 14 percent.
- E-recruitment activity in **Health Care** (down one percent) sector plummeted for the first time since March 2019. Nonetheless, in short-term, the sector recorded growth; up four percent (month-on-month) and up five percent (six-month).
- Short-term growth for **Production/Manufacturing, Automotive and Ancillary** surpassed the month-on-month (up nine percent), three-month (up eight percent) and six-month (up 12 percent) ago levels in August 2019. However, on annual basis, the sector exhibited decline of 11 percent.
- **Oil and Gas** (down 24 percent) registered the most-notable decline among all monitored sectors on annual basis.

### Top Growth Industries

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Hospitality	85	100	18%
Retail/Trade and Logistics	72	80	11%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	160	166	4%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	108	109	1%
Education	109	109	0%

### Lowest Growth Industries

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	64	60	-6%
IT and Telecom/ISP	240	218	-9%
Production/Manufacturing, Automotive and Ancillary	125	111	-11%
Engineering, Construction and Real Estate	117	93	-21%
Oil and Gas	80	61	-24%

**Occupation Year-over-Year Trends:** Growth in online demand for professionals was positive in seven of the 11 job-roles monitored by the Index.

- **HR & Admin** (up 24 percent) professionals witnessed the most-notable growth in online demand among occupation groups in August 2019. Even in short-run, the job-role registered uptrend on all parameters; up one percent (month-on-month), up 18 percent (three-month) and up six percent (six-month).
- Online demand for **Hospitality and Travel** (up 20 percent) professionals continued to surpass the year-ago level. The job-role has been registering double-digit growth since April 2019. On six-month (between February and August 2019) basis, Hospitality and Travel exhibited growth of 13 percent.
- **Health Care** charted year-on-year growth of 14 percent this month; marginally up from 13 percent last month. The job-role continued to witness upsurge in online demand since December 2018.
- Year-on-year, **Purchase / Logistics / Supply Chain** (up nine percent) continued to register increased growth since February 2019. However, pace of growth eased by seven percentage points; down from 16 percent in July 2019. The job-role recorded hike in short-term as well; up three percent (month-on-month), up five percent (three-month) and up 12 percent (six-month).
- **Engineering and Production** (down 24 percent) reported the steepest annual decline among the monitored occupation categories.

### Top Growth Occupations

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
HR & Admin.	75	93	24%
Hospitality and Travel	89	107	20%
Customer service	77	90	17%
Sales and BD	84	96	14%
Health Care	100	114	14%

### Lowest Growth Occupations

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	100	109	9%
Software, Hardware, Telecom	208	203	-2%
Legal	109	106	-3%
Marketing & Communications/Arts/Creative	144	131	-9%
Engineering and Production	122	93	-24%

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

- **Kuwait** (up seven percent) continued to lead online recruitment activity among the monitored countries for the second consecutive month. In short-term as well, the country fared well; up four percent (month-on-month and three-month each) and up six percent (six-month).
- **KSA** registered annual growth of one percent in August 2019; up from no growth last month. In short-term (month-on-month), the country saw four percent increase in e-recruitment activity.
- Year-on-year, **UAE** (down 17 percent) exhibited the steepest decline among the countries.

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Kuwait	112	120	7%
KSA	112	113	1%
Egypt	95	94	-1%
Bahrain	110	108	-2%
Qatar	90	87	-3%
Oman	115	104	-10%
UAE	77	64	-17%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index **KSA** registers one percent growth on-the-year.
- **IT and Telecom/ISP** sector records the most-notable annual growth.
- **Retail/Trade and Logistics** registers the steepest decline, year-on-year.
- Among occupation categories, **Hospitality and Travel** professionals are the most sought-after talent.

### **KSA Top Growth Industries**

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
IT and Telecom/ISP	155	194	25%
Hospitality	83	99	19%
Advertising, Market Research, Public Relations, Media and Entertainment	128	151	18%

### **KSA Lowest Growth Industries**

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Engineering, Construction and Real Estate	107	109	2%
Education	108	106	-2%
Retail/Trade and Logistics	90	88	-2%

### **KSA Top Growth Occupations**

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Hospitality and Travel	78	104	33%
Health Care	121	131	8%
Sales and BD	127	137	8%

### **KSA Lowest Growth Occupations**

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	94	91	-3%
Marketing & Communications/Arts/Creative	155	131	-15%
Engineering and Production	115	95	-17%

## UAE Highlights

- Monster Employment Index **UAE** witnesses annual decline of 17 percent in August 2019.
- **Hospitality** leads among the monitored sectors, on-the-year.
- **Engineering, Construction and Real Estate** registers the steepest annual decline.
- Among job-roles, **Hospitality and Travel** exhibits the most-notable increase in demand, year-on-year.

### UAE Top Growth Industries

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Hospitality	74	97	31%
Production/Manufacturing, Automotive and Ancillary	97	120	24%
Oil and Gas	65	77	18%

### UAE Lowest Growth Industries

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
BFSI	96	73	-24%
Retail/Trade and Logistics	108	80	-26%
Engineering, Construction and Real Estate	99	56	-43%

### UAE Top Growth Occupations

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Hospitality and Travel	66	90	36%
Customer service	56	60	7%
Engineering and Production	120	115	-4%

### UAE Lowest Growth Occupations

Year-over-year Growth	Aug 18	Aug 19	% Growth Y-o-Y
Sales and BD	69	48	-30%
Software, Hardware, Telecom	142	93	-35%
HR & Admin.	46	26	-43%

## By Industry

	2018						2019						
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering, Construction and Real Estate	117	117	125	125	114	120	127	133	115	110	116	104	93
BFSI	91	87	90	94	99	90	90	95	84	83	87	82	86
Production/Manufacturing, Automotive and Ancillary	125	113	97	101	94	95	99	104	106	103	96	102	111
Retail/Trade and Logistics	72	73	72	73	72	76	73	74	73	73	77	77	80
Oil and Gas	80	77	83	74	68	68	66	67	63	64	59	58	61
IT and Telecom/ISP	240	226	227	227	240	244	257	272	242	246	239	223	218
Hospitality	85	86	89	88	93	97	97	98	88	88	96	97	100
Education	109	110	109	109	110	116	116	120	115	110	114	111	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	108	110	108	102	101	100	104	104	108	103	104	105	109
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	160	158	161	158	151	152	158	158	163	157	145	145	166
Health Care	136	135	139	137	134	136	128	134	135	137	138	129	134
Advertising, Market Research, Public Relations, Media and Entertainment	64	63	63	63	62	61	62	64	58	58	59	59	60

## By Occupation

	2018						2019						
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering and Production	122	120	124	117	108	110	117	122	108	106	102	92	93
Finance and Account	84	82	89	96	88	100	109	112	106	101	93	92	93
HR & Admin.	75	72	78	79	77	84	88	94	80	79	96	92	93
Sales and BD	84	81	88	89	86	86	94	98	95	94	108	107	96
Purchase / Logistics / Supply Chain	100	96	95	96	94	92	97	99	106	104	106	106	109
Hospitality and Travel	89	89	91	92	90	93	95	98	101	101	107	109	107
Health Care	100	100	103	103	108	111	103	103	106	113	119	113	114
Software, Hardware, Telecom	208	186	193	173	180	195	167	190	195	198	198	202	203
Marketing & Communications/Arts/Creative	144	130	131	120	123	119	104	112	122	120	130	133	131
Customer service	77	72	74	79	75	83	94	80	76	78	89	87	90
Legal	109	106	103	104	98	100	101	106	114	112	106	104	106

**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. (NYSE: MWW) 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](http://monster.com)® and a vast array of products and services. For more information visit [monster.com/about](http://monster.com/about).

**CONTACTS:**

Anshul Punhani  
Monster Gulf  
(91) 9910002342  
[anshul.punhani@monsterindia.com](mailto:anshul.punhani@monsterindia.com)

Shmoun Maqsood  
Hill+Knowlton Strategies  
Phone: +971 55 326 2251  
Email: [shmoun.maqsood@hkstrategies.com](mailto:shmoun.maqsood@hkstrategies.com)