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EMPLOYMENT INDEX

The outlook for employment is uncertain, according to the Monster Employment Index

April 2016 Index Highlights

- Year-on-year, the Monster Employment Index for the Middle East region registers the first negative growth since January 2015; down by four percent.
- At the same time, the Index exhibits fewer job opportunities in April 2016; down by 10 percent from March 2016.
- In the UAE, demand for healthcare professionals is the strongest, while the healthcare industry appears to be the biggest generator of employment opportunities
- Year-on-year, UAE records the steepest rise in employment opportunities compared to its neighboring countries.

UAE, Dubai – 16 May 2016: In April 2016, the UAE exhibited the most positive employment growth among its neighboring countries, with hiring activity growing at 18 percent in April 2016 as compared to the same period a year ago. While Bahrain is growing at a modest 5 percent year-on-year, Oman, Kuwait, Egypt, Saudi Arabia and Qatar have all slipped into negative growth.

“For the first time since January 2015, the Monster Employment Index for the Middle East has slipped below the year-ago level. At the same time, e-recruitment activity in April 2016 is 10 percent lower than in March 2016. A recent survey among investment experts suggests uncertainty in the GCC economy, with low oil prices, geo-political instability and lower expenditures being the most pressing concerns. The survey further revealed that finance professionals in the GCC will mostly face the brunt. Banks and other financial institutions have already announced job cuts in response to the changed economic reality,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle- East, South East Asia and Hong Kong).** The banking and financial services (BFSI) industry is one of the worst performing, with a negative 30 per cent growth in April 2016 as compared to the previous year.

It's not all bleak. Looking at the UAE market specifically, certain sectors are still hiring robustly, despite a backdrop of economic uncertainty. The healthcare industry is the biggest generator of employment opportunities. For the third month in a row, the industry is charting the steepest growth in year-on-year online recruitment activity; up by 45 percent in April 2016. This is not surprising, since the country is anticipated to require an annual increase of nearly 3 per cent in the number of hospital beds, demanding for more than 13,800 beds by 2020.¹

The key driver behind this upward trend is the rising health programs and improved regulatory frameworks by the UAE government; the country's liberalizing policies are attracting global cross-border deals, allowing for mergers, acquisition and strategic tie ups between pharmaceutical players and hospitals to develop a world class healthcare infrastructure. This is important when taking into account Baker & McKenzie latest Cross-Border M&A Index report, explaining the importance of M&As in

¹ <http://www.gulfbusiness.com/articles/comment/double-digit-growth-expected-in-uae-healthcare/>

supporting economic growth during tiring economic times; according to the report, the healthcare sector led Q1 of 2016 by value, with 92 deals worth \$54 billion globally.²

At the same time, the impressive annual growth on 49 percent in job opportunities for healthcare professionals also mirrors the UAE's focus on training and development of this profession. The Ministry of Health and Prevention has recently announced its plans to attract more Emirati men and women to the nursing sector.³

UAE Top Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Health Care	152	221	45%
Retail/Trade and Logistics	107	141	32%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	96	122	27%

UAE Lowest Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	100	88	-12%
Oil and Gas	73	59	-19%
Hospitality	116	84	-28%

UAE Top Growth Occupations

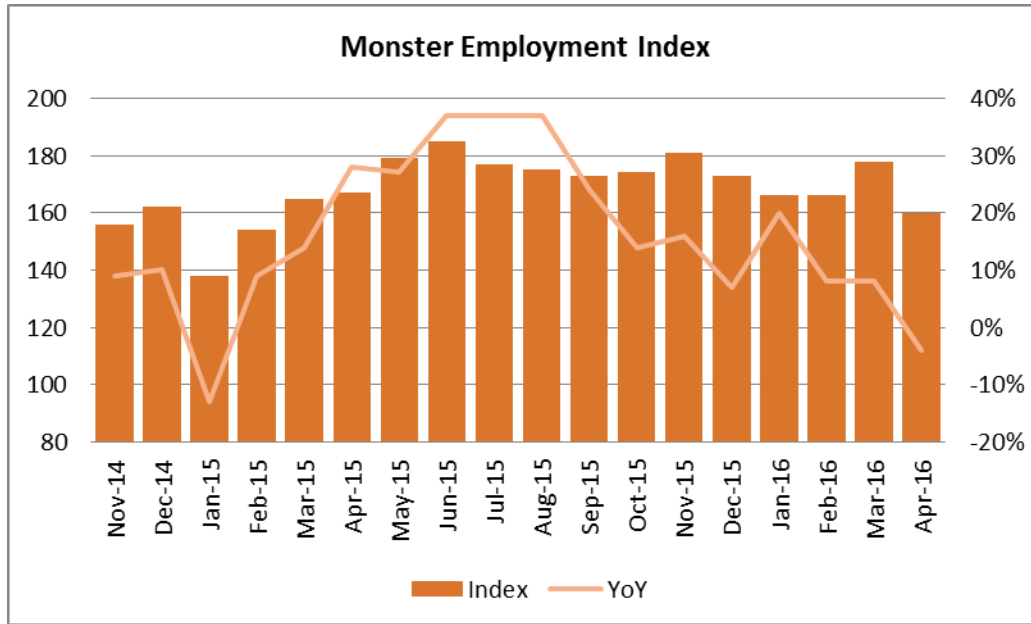
Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Health Care	150	224	49%
Sales and BD	124	174	40%
Engineering and Production	105	129	23%

UAE Lowest Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Finance and Account	126	124	-2%
Marketing & Communications/Arts/Creative	115	110	-4%
Customer service	57	53	-7%

² <http://www.khaleejtimes.com/business/local/headwinds-not-swaying-the-importance-of-mas>

³ <http://gulfnews.com/news/uae/health/emiratis-prepare-to-be-at-heart-of-health-care-1.1820259>



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

Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	Y-o-Y
156	162	138	154	165	167	179	185	177	175	173	174	181	173	166	166	178	160	-4%

Industry Year-over-Year Trends: Four of the twelve monitored industry sectors exhibited a positive growth on the year.

- Year-on-year, **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 27 percent) led all monitored industry sector even in April. The growth momentum nevertheless eased eight percentage points from 35 percent in March 2016.
- Online recruitment in **Health Care** surpassed the year-ago level by 14 percent. The sector has not recorded significant growth in the past few months. Month-on-month, the sector registered marginally lower hiring activity; down one percent.
- E-recruitment in **Production/Manufacturing, Automotive and Ancillary** exceeded the year-ago level by double digits this month; up 11 percent. The sector has been charting positive growth on an annual basis since the beginning of the year following low levels in the past years. Online hiring has gained momentum; an 11 percent growth on the month is the highest among all monitored industry sectors. The sector also registered a 24 percent three-month growth and 12 percent six-month growth respectively.
- Online recruitment in **Engineering, Construction and Real Estate** slipped 12 percent below the corresponding period a year-ago.
- **BFSI** (down 30 percent); **Retail/Trade and Logistics** (down 25 percent); **Education** (down 27 percent); **Hospitality** (down 38 percent) saw further decline in annual growth momentum. **Advertising, Market Research, Public Relations, Media and Entertainment** (down 46 percent) exhibited the steepest decline among all monitored sectors.

Top Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	116	27%
Health Care	152	173	14%
Production/Manufacturing, Automotive and Ancillary	83	92	11%
IT and Telecom/ISP	120	130	8%
Oil and Gas	75	69	-8%

Lowest Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Retail/Trade and Logistics	166	125	-25%
Education	203	149	-27%
BFSI	217	152	-30%
Hospitality	220	137	-38%
Advertising, Market Research, Public Relations, Media and Entertainment	157	85	-46%

Occupation Year-over-Year Trends: Three of the 11 occupation groups monitored by the Index exhibited increased demand levels.

- Year-on-year, **Health Care** professionals are most in-demand. The group recorded a 46 percent annual growth in demand; two percentage points lower than March 2016. Online demand eased marginally on the month.
- **Customer Service** (up 26 percent) and **Purchase / Logistics / Supply Chain** (up one percent) are the only other groups to chart positive growth on the year. Customer Service witnessed the steepest slowdown in growth momentum among all job roles; down 38 percentage points from 64 percent in March 2016. The three-month growth rate for the group, nevertheless, continued to be positive.
- Online demand for **Software, Hardware, Telecom** slipped five percent below the year-ago level.
- **Marketing & Communications/Arts/Creative** (down 34 percent) followed by **Hospitality and Travel** (down 30 percent) registered the most notable decline, year-on-year.

Top Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Health Care	140	204	46%
Customer service	70	88	26%
Purchase / Logistics / Supply Chain	109	110	1%
Software, Hardware, Telecom	174	165	-5%
Finance and Account	190	174	-8%

Lowest Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Sales and BD	232	197	-15%
HR & Admin.	183	154	-16%
Legal	128	101	-21%
Hospitality and Travel	205	143	-30%
Marketing & Communications/Arts/Creative	222	147	-34%

Monster Employment Index: Healthcare is the fastest growing occupation in the Kingdom; HR & Admin shows strong potential for growth

April 2016 highlights:

- Demand for HR and Admin professionals showed 4% increase in April 2016, as compared to the same time last year, with strong potential for further growth

Riyadh, 16 May, 2016: Saudi Arabia is creating strong employment opportunities for Healthcare, HR & Admin and Sales and Business Development professionals, as shown by the latest Monster Employment Index.

Demand for healthcare professionals has been growing tremendously over the past few months and is now leading the charts with a growth of 37% in April 2016, as compared to the same period last year.

The second most in demand occupation is HR & Admin, and this is reflective of the recently announced 2030 vision.

On April 25th, Deputy Crown Prince HRH Prince Mohammad bin Salman announced Saudi Arabia's post oil strategy - the 2030 vision. The vision aims to diversify the Saudi economy and steer it away from oil dependency to further benefit from the vast resources the Kingdom has. "Saudi human resources are vital for the plan to work. Saudis are able to work in all sectors of the economy to help care for future generations," said Prince Mohammad bin Salman.

"Based on the Kingdom's 2030 Vision, there will be job opportunities for human resource professionals and executive assistants and this growth will certainly trickle down to other industries, too. Although demand for HR & Admin professionals showed a modest annual growth of 4% in April 2016, we are optimistic about the growth prospects of this occupation and expect to see a positive and gradual increase, in line with Vision 2030," **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

Moreover, King Salman has approved the launch of the King Salman Program for Human Resources Development, which aims to boost the productivity of government employees, in addition to improving the workplace environment.

The Monster Employment Index is a monthly gauge of online job posting activity in the Middle-East based on a real-time review of tens of thousands of employer job opportunities, culled from a large representative selection of career websites 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.

Geographic Year-over-year Trends: Online hiring surpassed the year-ago level in two countries out of the seven monitored by the Index

- **UAE** (up 18 percent) and **Bahrain** (up five percent) are the only countries to register positive growth, year-on-year. While the growth momentum eased further in UAE from 24 percent in March 2016, Bahrain recorded a positive annual growth following negative growth rates since November 2015.
- **Kuwait** (down three percent) recorded a negative growth this month. It is notable that, online hiring in Kuwait grew in double digits from August 2015 until March 2016. In the past three months (between January and March 2016) there has been a 16 percent drop in online opportunities in the country.
- **Qatar** (down 21 percent) followed by **KSA** (down 14 percent) exhibited the steepest decline year-on-year decline among all monitored cities.

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
UAE	119	140	18%
Bahrain	143	150	5%
Oman	118	116	-2%
Kuwait	125	121	-3%
Egypt	190	173	-9%
KSA	149	128	-14%
Qatar	149	118	-21%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers steep 14 percent drop in e-recruitment activity, year-on-year
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** records the most notable growth in online recruitment on the year
- **Hospitality** registers the steepest annual decline even this month
- Among job roles, **Health Care** professionals exhibit the steepest rise in demand on an annual basis

KSA Top Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	100	123	23%

KSA Lowest Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Education	118	95	-19%

Oil and Gas	103	119	16%
IT and Telecom/ISP	140	157	12%

Engineering, Construction and Real Estate	121	96	-21%
Hospitality	213	86	-60%

KSA Top Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Health Care	109	149	37%
HR & Admin.	137	143	4%
Sales and BD	190	194	2%

KSA Lowest Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	143	113	-21%
Hospitality and Travel	147	107	-27%
Engineering and Production	152	94	-38%

UAE Highlights

- Monster Employment Index **UAE** registers an 18 percent growth from the corresponding period a year-ago
- **Health Care** industry charts the steepest growth in year-on-year online recruitment activity yet again
- **Hospitality** sector registers the steepest annual decline
- Online demand rises the most for **Health Care** personnel on an annual basis

UAE Top Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Health Care	152	221	45%
Retail/Trade and Logistics	107	141	32%
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Customer service	57	53	-7%

By Industry

	2015										2016		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Engineering, Construction and Real Estate	156	149	151	140	131	143	147	154	158	142	147	151	138
BFSI	217	218	217	214	183	187	214	195	188	167	156	175	152
Production/Manufacturing, Automotive and Ancillary	83	72	84	82	76	83	82	92	78	74	83	83	92
Retail/Trade and Logistics	166	177	174	174	172	178	173	182	155	139	140	138	125
Oil and Gas	75	80	83	84	75	71	78	75	73	70	74	72	69
IT and Telecom/ISP	120	123	131	132	121	122	134	136	131	118	127	133	130
Hospitality	220	230	226	210	203	203	223	192	191	183	167	167	137
Education	203	203	209	202	197	197	198	177	174	173	178	160	149
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	91	88	95	99	93	89	96	93	100	96	91	85	79
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	77	76	78	77	78	84	89	93	95	103	109	116
Health Care	152	165	169	149	166	159	172	182	161	163	175	174	173
Advertising, Market Research, Public Relations, Media and Entertainment	157	164	163	153	144	132	136	133	127	118	106	95	85

By Occupation

	2015										2016		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Engineering and Production	140	145	151	140	142	147	142	148	152	128	125	130	120
Finance and Account	190	176	173	170	155	155	156	147	174	167	142	158	174
HR & Admin.	183	192	191	185	182	181	200	202	169	159	163	167	154
Sales and BD	232	246	249	249	236	250	253	252	212	201	202	237	197
Purchase / Logistics / Supply Chain	109	112	114	115	115	110	97	102	107	105	105	113	110
Hospitality and Travel	205	213	211	190	193	197	184	179	152	147	134	161	143
Health Care	140	161	164	134	159	166	190	204	179	187	206	207	204
Software, Hardware, Telecom	174	174	189	196	170	151	166	191	175	162	180	196	165
Marketing & Communications/Arts/Creative	222	234	232	216	205	194	183	190	158	154	150	166	147

Customer service	70	60	72	69	74	76	99	108	75	71	73	90	88
Legal	128	120	115	123	111	107	97	95	100	91	103	110	101

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® and a vast array of products and services. For more information visit monster.com/about.

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