

# monster® EMPLOYMENT INDEX

## Engineering and Production Set the Pace for Career Opportunities Supporting UAE Economic Vision

### August 2016 Index Highlights

- Engineering and Production are the only professions to register a positive annual growth rate
- Bahrain and Oman are the only GCC countries to register positive year-on-year growth as a whole
- UAE shows a negative growth of 24% in overall job opportunities listed online in August 2016 as compared to the same period last year

**Dubai, 23 September, 2016 – As the UAE continues its diversification drive from an oil based economy, demand in sustainable energy and digital infrastructure projects create a two per cent rise in online recruitment in engineering and production professionals compared to August 2015.**

According to the Monster Employment Index (MEI), engineering and production are the only professions to register growth in August 2016 as low oil prices linger and the nation gears up for national events like Expo 2020 and initiatives like the UAE Vision 2021.

“It not surprising that the demand for engineering and production talent is increasing as these workers will play a large role in developing the infrastructure for strategic government investments like the Clean Energy Plan 2050 aiming at generating up to 75 per cent of energy needs from renewable sources by 2050,” **said Sanjay Modi, Managing Director, Monster.com, APAC & Middle East.** “This has become particularly visible in the Dubai education sector where the country’s move towards new energy supply is made possible through the 'Dubai Solar Schools' initiative – a programme which aims to transform 100 schools and universities into so-called solar schools.<sup>1</sup>”

Such smart building solutions come hand-in-hand with the UAE realising its 2021 vision, resulting in continuous growth in online career opportunities in the IT and telecommunication industry; up by four per cent in August as compared to the same period a year ago.

“As part of its plans to source alternative energy, the UAE is also moving towards a diversified economy through its 2021 vision. Not surprisingly then the country’s economic diversification strategy has resulted in more opportunities in the IT and telecommunications industry as well. Opportunities created in this sector range from industry specialists such as big data professionals and software developers, to management and support roles needed to maintain the advancements in progress.”

Despite a 24 per cent annual dip in UAE job opportunities listed online in August 2016, the MEI also reveals optimistic results across Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance,

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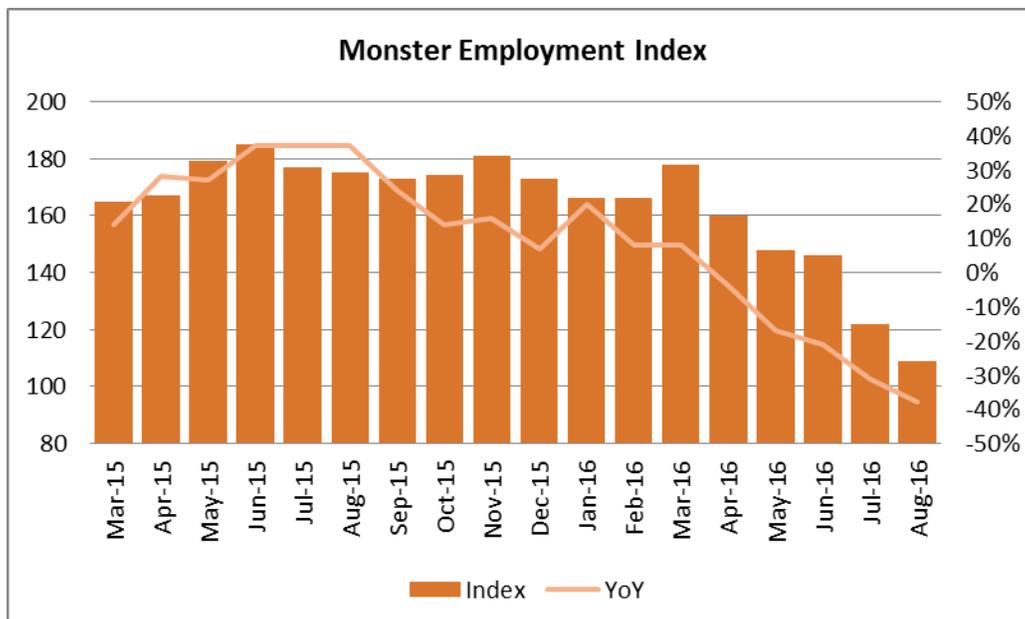
<sup>1</sup> <http://www.khaleejtimes.com/nation/dubai/dubai-schools-join-clean-energy-plan-go-the-solar-way>

Garments/ Textiles/ Leather, Gems & Jewellery, with 20 per cent year-on-year growth in online job posts in the UAE. IT and Telecom/ISP registered four per cent growth year-on-year, while Production/Manufacturing, Automotive and Ancillary grew by three per cent when compared to the same period a year ago.

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.

From the GCC countries analysed, the latest MEI records that Bahrain and Oman are the only nations to register year-on-year growth in August 2016 with a 14 per cent increase in online recruitment activity observed in Bahrain, followed by eight per cent in Oman.

#Ends#



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

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	May 16	Jun 16	Jul 16	Aug 16	Y-o-Y
165	167	179	185	177	175	173	174	181	173	166	166	178	160	148	146	122	109	-38%

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

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 27 per cent) registered the steepest annual growth among industry sectors even in August. The growth rate improved by one point between July and August 2016. However, a negative three-month (down 12 per cent) as well as six-month (down five per cent) growth rate makes it is evident that e-recruitment in the sector has slowed considerably vis-s-vis past months. The Index reading for the series slipped below the baseline of 100 in July 2016 and has remained at the same level even in August 2016 with no growth in hiring activity on the month.

- **IT and Telecom/ISP** (up 13 per cent) was next in the rung. The long-term growth momentum improved considerably between July and August 2016; up by 10 points. It is notable that the sector has been charting an uptrend in hiring consistently since February 2015.
- **Production/Manufacturing, Automotive and Ancillary** (up 13 per cent) also exhibited improved annual growth trend this month; up three points from 10 per cent in July 2016. It is notable, however, that online demand in the sector continues to be lower than a month-ago (down four per cent) and also the three-month ago (down 10 per cent) level.
- E-recruitment in **Health Care** (down one per cent) eased below the corresponding period a year-ago. This is the first negative growth post December 2015. The month-on-month growth at nine per cent was, however, the highest recorded among all industries.
- Year-on-year growth trend in **Engineering, Construction and Real Estate** (down 15 per cent); **BFSI** (down 44 per cent); **Retail/Trade and Logistics** (down 59 per cent); **Education** (down 41 per cent) continued to decline progressively. **Hospitality** (down 61 per cent) registered the most notable annual decline among all monitored sectors.

#### Top Growth Industries

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	77	98	27%
IT and Telecom/ISP	121	137	13%
Production/Manufacturing, Automotive and Ancillary	76	86	13%
Health Care	166	165	-1%
Oil and Gas	75	68	-9%

#### Lowest Growth Industries

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Education	197	116	-41%
BFSI	183	102	-44%
Advertising, Market Research, Public Relations, Media and Entertainment	144	65	-55%
Retail/Trade and Logistics	172	70	-59%
Hospitality	203	80	-61%

**Occupation Year-over-Year Trends:** Two out of the 11 occupation groups monitored by the Index registered positive growth in demand.

- Online demand for **Customer Service** professionals rebounded. The group registered a 12 per cent growth in demand year-on-year to lead all sectors. Month-on-month, there has been a 20 per cent growth in opportunities following low levels in June (down six per cent) and July (down 22 per cent) 2016
- **Health Care** professionals registered a 12 per cent growth in online demand from the year-ago. Demand for the group has eased in the past months; down eight per cent on a three-month basis and down 14 per cent on a six-month basis
- **Hospitality and Travel** professionals registered a 16 per cent growth on the month after having witnessed successive declines since April 2016. The year-on-year growth rate improved by seven points; up from a negative 47 per cent in July 2016 to a negative 40 per cent in August 2016.

- **Software, Hardware, Telecom** personnel also registered a five point improvement in the year-on-year growth momentum between July (down 27 per cent) and August (down 22 per cent) 2016.
- **Finance and Account** (down 50 per cent); **Sales and BD** (down 62 per cent); **HR & Admin.** (down 64 per cent); **Marketing & Communications/Arts/Creative** (down 60 per cent) continued to chart steep annual as well as monthly declines.

### Top Growth Occupations

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Customer service	74	83	12%
Health Care	159	178	12%
Purchase / Logistics / Supply Chain	115	95	-17%
Software, Hardware, Telecom	170	132	-22%
Engineering and Production	142	106	-25%

### Lowest Growth Occupations

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Hospitality and Travel	193	116	-40%
Finance and Account	155	77	-50%
Sales and BD	236	89	-62%
HR & Admin.	182	66	-64%
Marketing & Communications/Arts/Creative	205	73	-64%

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

- **Bahrain** (up 14 per cent) and **Oman** (up 8 per cent) registered a positive growth year-on-year. Bahrain led the chart as the growth momentum improved three points from 11 per cent in July 2016. Oman, on the other hand, saw annual growth rate moderate two points. Both these countries registered a month-on-month decline in online hiring.
- **KSA** (down two per cent) registered a positive monthly growth. The year-on-year growth rate even though negative moved closer to the year-ago level. This is the least decline recorded since March 2016.
- E-recruitment activity in **UAE** (down 24 per cent) maintained a downtrend. In the past six months between February and August 2016 there has been a 31 per cent drop in available online opportunities in the country.
- Online hiring activity in **Kuwait** slipped 18 per cent below August 2015 following a 10 per cent year-on-year growth in July 2016.
- **Egypt** (down 46 per cent) recorded the most notable annual decline as well as monthly (down 13 per cent) decline among all monitored countries.

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Bahrain	125	142	14%
Oman	114	123	8%
KSA	126	123	-2%
Kuwait	149	122	-18%

UAE	145	110	-24%
Qatar	147	109	-26%
Egypt	181	98	-46%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index **KSA** registers a two per cent year-on-year decline
- **Oil and Gas** charts the steepest annual growth among all monitored industry sectors
- **Hospitality** registers the most notable decline
- **Software, Hardware, Telecom** is the most sought after job role on an year-on-year basis

### **KSA Top Growth Industries**

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Oil and Gas	84	130	55%
IT and Telecom/ISP	120	151	26%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	76	93	22%

### **KSA Lowest Growth Industries**

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	141	126	-11%
Retail/Trade and Logistics	127	84	-34%
Hospitality	165	63	-62%

### **KSA Top Growth Occupations**

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Software, Hardware, Telecom	138	178	29%
Health Care	126	146	16%
HR & Admin.	128	131	2%

### **KSA Lowest Growth Occupations**

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Engineering and Production	130	96	-26%
Marketing & Communications/Arts/Creative	129	91	-29%
Hospitality and Travel	124	63	-49%

### UAE Highlights

- Monster Employment Index **UAE** declines 24 per cent between August 2015 and 2016
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continue to lead the annual growth chart.
- **Hospitality** registers the steepest decline
- **Engineering and Production** is the only job role to register a positive annual growth rate

### UAE Top Growth Industries

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	103	124	20%
IT and Telecom/ISP	109	113	4%
Production/Manufacturing, Automotive and Ancillary	96	99	3%

### UAE Lowest Growth Industries

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
BFSI	140	120	-14%
Oil and Gas	73	56	-23%
Hospitality	101	76	-25%

### UAE Top Growth Occupations

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
Engineering and Production	118	120	2%
Hospitality and Travel	97	96	-1%
Sales and BD	145	141	-3%

### UAE Lowest Growth Occupations

Year-over-year Growth	Aug 15	Aug 16	% Growth Y-o-Y
HR & Admin.	111	84	-24%
Customer service	76	45	-41%
Finance and Account	115	68	-41%

## By Industry

	2015					2016							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering, Construction and Real Estate	131	143	147	154	158	142	147	151	138	137	137	123	112
BFSI	183	187	214	195	188	167	156	175	152	138	126	110	102
Production/Manufacturing, Automotive and Ancillary	76	83	82	92	78	74	83	83	92	96	91	90	86
Retail/Trade and Logistics	172	178	173	182	155	139	140	138	125	112	102	78	70
Oil and Gas	75	71	78	75	73	70	74	72	69	67	66	66	68
IT and Telecom/ISP	121	122	134	136	131	118	127	133	130	129	135	136	137
Hospitality	203	203	223	192	191	183	167	167	137	122	110	80	80
Education	197	197	198	177	174	173	178	160	149	150	142	128	116
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	93	89	96	93	100	96	91	85	79	80	82	88	84
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance,	77	78	84	89	93	95	103	109	116	111	118	98	98

Garments/ Textiles/ Leather, Gems & Jewellery													
Health Care	166	159	172	182	161	163	175	174	173	173	181	152	165
Advertising, Market Research, Public Relations, Media and Entertainment	144	132	136	133	127	118	106	95	85	81	77	73	65

### By Occupation

	2015					2016							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering and Production	142	147	142	148	152	128	125	130	120	120	116	116	106
Finance and Account	155	155	156	147	174	167	142	158	174	144	130	103	77
HR & Admin.	182	181	200	202	169	159	163	167	154	125	127	89	66
Sales and BD	236	250	253	252	212	201	202	237	197	169	150	111	89
Purchase / Logistics / Supply Chain	115	110	97	102	107	105	105	113	110	102	105	108	95
Hospitality and Travel	193	197	184	179	152	147	134	161	143	136	135	100	116
Health Care	159	166	190	204	179	187	206	207	204	193	198	170	178
Software, Hardware, Telecom	170	151	166	191	175	162	180	196	165	152	166	143	132
Marketing & Communications/Arts/Creative	205	194	183	190	158	154	150	166	147	123	105	87	73
Customer service	74	76	99	108	75	71	73	90	88	95	89	69	83
Legal	111	107	97	95	100	91	103	110	101	105	109	103	81

#### 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).

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## **Monster Employment Index: Saudi Arabia's move towards an innovation ecosystem creates new jobs for Software, Hardware and Telecom professionals**

- **Software, Hardware and Telecom professionals are most in-demand in August 2016; up by 29 percent, when compared to the same period last year**

**Riyadh, 23 September, 2016:** According to the latest Monster Employment Index, the demand for Software, Hardware and Telecom professionals in Saudi Arabia has grown by 29 per cent in August 2016, when compared to the same period last year. The latest figures mirror the Kingdom's drive for progress and transformational growth, including its efforts to nationalize its telecom sector by a 100 per cent.

As the country is working on activating its nationalization programs throughout the telecoms sector, the application of digital technology is becoming increasingly visible across other service-led sectors as well.

For the first time, this year, the annual pilgrimage saw increased security through mobile applications, developed specifically for those attending the hajj. Such advancements in IT applications are not only changing the experience of last year's 17.5 million religious<sup>2</sup> tourists, it also shows how heavy investment in digital infrastructure could contribute positively to the non-oil sector of the country's GDP.

"It is as if businesses across a multitude of service-led industries are keen to reinforce digital innovation, in order to move the country towards a more balanced economic plan," **said Sanjay Modi, Managing Director – APAC and Middle East, Monster.com.** "By expanding its innovation ecosystem, Saudi Arabia is set to launch new products and services – some of which

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<sup>2</sup> <http://www.arabnews.com/saudi-arabia/news/814841>

the market has previously never seen. Just recently, for example, the Kingdom announced plans for building a smart city competency centre and a smart city reference site, whilst also integrating technically advanced, 'Smart City' technologies in future urban planning and design.<sup>3</sup> With this in mind, it is little surprising that the Kingdom's innovation strategy as part of Vision 2030 is making a positive impact on employment, creating new jobs for Software, Hardware and Telecom professionals."

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#ENDS#

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### 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.

<sup>3</sup> [http://www.tradearabia.com/news/IT\\_313731.html](http://www.tradearabia.com/news/IT_313731.html)

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](http://monster.com/about).

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