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EMPLOYMENT INDEX

UAE ready to hire amid macroeconomic and geopolitical challenges

December 2015 Index Highlights

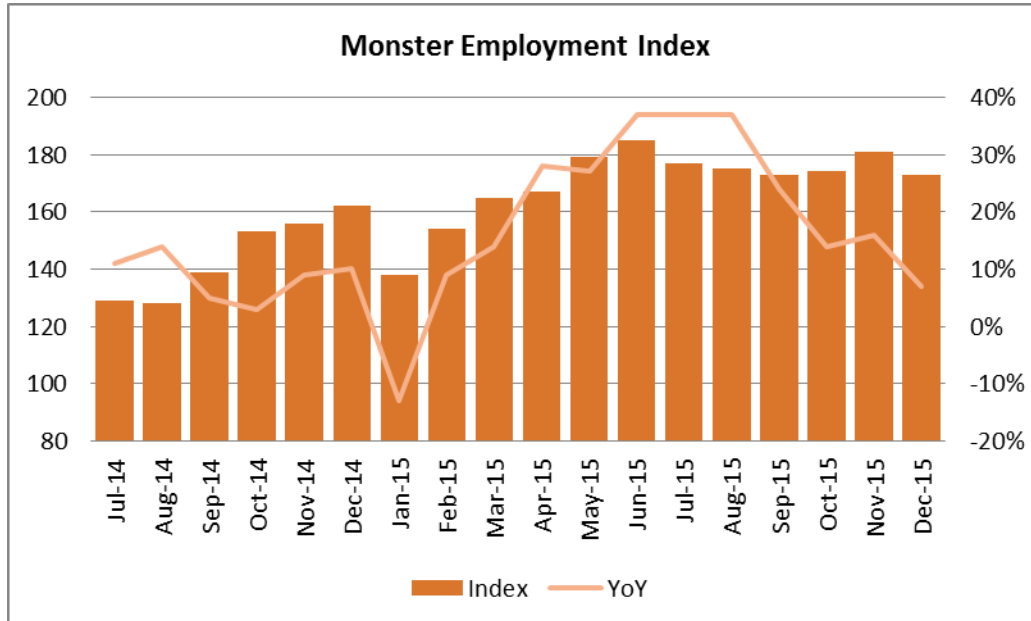
- The Monster Employment Index registers a seven percent growth on the year; the least recorded since February 2015. The Index corresponds with the three-month ago level as recruitment activity slips below November 2015 by four percent.
- IT and Telecom/ISP charts the steepest year-on growth among industry sectors even this month.
- Year-on-year, online recruitment activity plunges the most in the Oil and Gas sector.
- Software, Hardware, Telecom followed by Customer Service is the most in-demand job role.
- Kuwait and UAE are the top employment generating countries on a year-on-year basis even this month.

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.

“Although positive, the year-on-year growth in online recruitment activity at seven percent is among the lowest recorded since January 2015. Plummeting oil prices has visibly affected the economy as well as employment. Online hiring in the Oil and Gas sector has stooped 25 percent below the corresponding period a year-ago reveals the Monster Employment Index. The overall business environment for 2016 is gloomy for the Gulf region. Nevertheless, there is no threat of economic crisis for the region round the corner, with growth primarily supported by government-led initiatives,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

Modi commented: “Despite significant macroeconomic and geopolitical challenges in the region, the MEI registered a 21 per cent growth in job demand on the year in the UAE – a country which has made good progress in diversifying its economy away from the oil sector.”

“As the Gulf region’s most diversified economy, the UAE has been relatively sheltered from the crisis in the hydrocarbon sector. In terms of year-on growth, the country is leading all monitored countries apart from Kuwait which is on top of the chart,” **added Modi.**



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

Jul 14	Aug 14	Sep 14	Oct 14	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	Y-o-Y
129	128	139	153	156	162	138	154	165	167	179	185	177	175	173	174	181	173	7%

Industry Year-over-Year Trends: Of the 12 sectors monitored by the Index; online recruitment activity exceeded the year-ago level in five.

- **IT and Telecom/ISP** led all industry groups by the way of long-term growth even this month but at a visibly moderated rate of growth. The year-on-year growth momentum eased from 31 percent in November 2015 to 21 percent in December 2015. Month-on-month, the sector recorded a four percent drop in hiring activity.
- Online recruitment activity in the **Health Care** sector eased from the year-ago level marginally; down by one percent. This is the first negative annual growth since April 2013. At the same time, the sector registered fewer opportunities on the month; down by 12 percent. **Advertising, Market Research, Public Relations, Media and Entertainment** (down nine percent) and **Retail/Trade and Logistics** (down three percent) also registered a negative annual growth for the first time since January 2015.
- Hiring activity continues to decline in the **Hospitality** (down two percent) sector. The sector recorded a year-on decline for the second successive month. The three-month and six-month growth rate is also negative for the second month in a row.
- **Oil and Gas** (down 25 percent) registers the steepest decline on the year yet again.

Top Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
IT and Telecom/ISP	108	131	21%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	84	93	11%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	94	100	6%
Engineering, Construction and Real Estate	151	158	5%
Health Care	162	161	-1%

Lowest Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Retail/Trade and Logistics	159	155	-3%
BFSI	194	188	-3%
Education	186	174	-6%
Advertising, Market Research, Public Relations, Media and Entertainment	139	127	-9%
Production/Manufacturing, Automotive and Ancillary	87	78	-10%

Occupation Year-over-Year Trends: Online demand exceeded the year-ago level for eight of the 11 occupation groups monitored by the Index.

- Year-on-year, **Software, Hardware, Telecom** (up 36 percent) exhibited the steepest growth in demand among all occupational groups.
- **Customer Service** and **Health Care** professionals registered 21 percent growth on the year each. The growth momentum moderated significantly from the previous month in each case; 15 percentage points for Health Care and 33 percentage points for Customer Service. While Health Care continues to chart a positive three-month and six-month growth although in single-digit, online demand for Customer Service this month slipped below the three-month ago level.
- Online demand for **Marketing & Communications/Arts/Creative** professionals slipped below the year-ago level; down by 17 percent. This the first negative growth in demand post April 2013.
- Year-on-year, **HR & Admin.** (up two percent) and **Sales and BD** (up seven percent) continued to trend up at a much slower pace. Demand for both the job role has slackened in the past months as in reflected in a negative three-month and six-month growth rate.
- Year-on-year, online demand decelerated the most for **Hospitality and Travel** (down 19 percent) professionals. The group has been charting negative annual growth since October 2015.

Top Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Software, Hardware, Telecom	129	175	36%
Customer service	62	75	21%
Health Care	148	179	21%
Sales and BD	199	212	7%

Lowest Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
HR & Admin.	165	169	2%
Purchase / Logistics / Supply Chain	106	107	1%
Legal	118	100	-15%
Marketing & Communications/Arts/Creative	191	158	-17%

Engineering and Production	143	152	6%
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Hospitality and Travel	188	152	-19%
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Geographic Year-over-year Trends: Online hiring surpassed the year-ago level in three countries out of the seven monitored by the Index

- **Kuwait** (up 33 percent) led all monitored countries charting the steepest year-on growth for the third month in a row. **UAE** followed registering a 21 percent growth on the year.
- **KSA** (up five percent) witnessed an improvement in pace of annual growth from one percent in November 2015. KSA also registered the steepest month-on growth among all countries; up nine percent.
- Online recruitment in **Oman** (down two percent) slipped below the year-ago level. **Bahrain** (down 11 percent) and **Qatar** (down nine percent) recorded further reduction in the long-term growth momentum. Steepest decline in year-on-year recruitment activity was registered in Bahrain.

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Kuwait	114	152	33%
UAE	123	149	21%
KSA	131	138	5%
Oman	109	107	-2%
Egypt	167	160	-4%
Qatar	145	132	-9%
Bahrain	132	117	-11%

COUNTRY-WISE TRENDS

UAE Highlights

- Monster Employment Index UAE registers a 21 percent growth, year-on-year
- **Health Care** industry registers the steepest year-on growth yet again
- **Oil and Gas** sector continues to exhibit steepest decline
- Year-on-year, **Sales and BD** professionals chart the steepest growth in demand

UAE Top Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Health Care	133	199	50%
IT and Telecom/ISP	106	150	42%
Retail/Trade and Logistics	108	151	40%

UAE Lowest Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
BFSI	161	149	-7%
Hospitality	110	100	-9%
Oil and Gas	101	77	-24%

UAE Top Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Sales and BD	126	169	34%
Health Care	151	191	26%
HR & Admin.	100	126	26%

UAE Lowest Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	124	115	-7%
Finance and Account	130	111	-15%
Customer service	71	57	-20%

Saudi Arabia is looking for healthcare professionals, says Monster Middle East Employment Index

December 2015 Index Highlights

- Monster Employment Index KSA exceeds year-ago level by a five percent
- Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery continues to chart the steepest growth, year-on-year
- Education records the steepest fall in online recruitment activity on an annual basis
- Among job roles, Health Care registers the most notable growth in demand, year-on-year

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.

“Despite Saudi’s economic challenges caused by low oil prices, the MEI shows a five per cent year-on-year growth in job demand, registered during the month of December 2015. Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery continue to chart the steepest growth at 33 per cent year-on-year. Occupation wise, there is a big demand for healthcare professionals; with a 34 per cent year-on-year increase in job demand for such healthcare professionals,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“Although positive, the year-on-year growth in regional online recruitment activity at seven percent is among the lowest recorded since January 2015. Plummeting oil prices has visibly affected the economy as well as employment. Online hiring in the Oil and Gas sector has stooped 25 percent below the corresponding period a year-ago reveals the Monster Employment Index. The overall business environment for 2016 is gloomy for the Gulf region. Nevertheless, there is no threat of economic crisis for the region round the corner, with growth primarily supported by government-led initiatives,” **added Modi.**

KSA Highlights

- Monster Employment Index KSA exceeds year-ago level by a five percent

- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continues to chart the steepest growth, year-on-year
- **Education** records the steepest fall in online recruitment activity on an annual basis
- Among job roles, **Health Care** registers the most notable growth in demand, year-on-year

KSA Top Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	76	101	33%
Advertising, Market Research, Public Relations, Media and Entertainment	136	165	21%
IT and Telecom/ISP	126	143	13%

KSA Lowest Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Engineering, Construction and Real Estate	111	99	-11%
Hospitality	158	130	-18%
Education	110	84	-24%

KSA Top Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Health Care	106	142	34%
Software, Hardware, Telecom	130	171	32%
Sales and BD	160	192	20%

KSA Lowest Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
HR & Admin.	130	126	-3%
Marketing & Communications/Arts/Creative	131	122	-7%
Purchase / Logistics / Supply Chain	150	113	-25%

By Industry

	2014	2015											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering, Construction and Real Estate	151	134	146	151	156	149	151	140	131	143	147	154	158
BFSI	194	175	192	201	217	218	217	214	183	187	214	195	188
Production/Manufacturing, Automotive and Ancillary	87	68	78	80	83	72	84	82	76	83	82	92	78
Retail/Trade and Logistics	159	151	162	163	166	177	174	174	172	178	173	182	155
Oil and Gas	97	78	83	83	75	80	83	84	75	71	78	75	81
IT and Telecom/ISP	108	101	110	116	120	123	131	132	121	122	134	136	131
Hospitality	194	197	205	212	220	230	226	210	203	203	223	192	191
Education	186	187	199	197	203	203	209	202	197	197	198	177	174
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	94	79	81	81	91	88	95	99	93	89	96	93	100
Consumer Goods/ FMCG, Food &	84	55	78	81	91	77	76	78	77	78	84	89	93

Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery													
Health Care	162	146	151	151	152	165	169	149	166	159	172	182	161
Advertising, Market Research, Public Relations, Media and Entertainment	139	142	148	155	157	164	163	153	144	132	136	133	127

By Occupation

	2014	2015											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering and Production	143	127	131	136	140	145	151	140	142	147	142	148	152
Finance and Account	167	155	172	169	190	176	173	170	155	155	156	147	174
HR & Admin.	165	149	174	179	183	192	191	185	182	181	200	202	169
Sales and BD	199	187	213	232	232	246	249	249	236	250	253	252	212
Purchase / Logistics / Supply Chain	106	99	104	98	109	112	114	115	115	110	97	102	107
Hospitality and Travel	188	189	198	200	205	213	211	190	193	197	184	179	152
Health Care	148	134	140	140	140	161	164	134	159	166	190	204	179
Software, Hardware, Telecom	129	111	141	174	174	174	189	196	170	151	166	191	175
Marketing & Communications/Arts/Creative	191	192	202	212	222	234	232	216	205	194	183	190	158
Customer service	62	52	54	55	70	60	72	69	74	76	99	108	75
Legal	118	111	119	120	128	120	115	123	111	107	97	95	100

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.

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