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## EMPLOYMENT INDEX

### UAE is looking to recruit healthcare professionals

#### February 2016 Index Highlights

- Monster Employment Index UAE registers a 45 percent growth, year-on-year
- **Healthcare** industry registers the steepest growth in e-recruitment activity on the year
- **Oil and Gas** industry continues to exhibit steepest decline
- Year-on-year, **Sales and BD** professionals record the most notable growth in demand

**Dubai, 14 March, 2016** – The UAE remains one of the best performing GCC markets in terms of employment opportunities, according to the latest Monster Employment Index, with strong job demand coming from the healthcare, education and IT & telecom industries.

UAE and Kuwait are the only GCC countries not witnessing a decline in job demand, with a respective growth in February 2016 of 45% and 21% year to date.

“E-demand for jobs in the healthcare industry has increased 76% year to date, while demand for healthcare professionals in the UAE has also exhibited impressive growth of 66% year to date. As the region continues to look for better talent in this industry, professionals with the right mix of expertise and skills are highly sought-after,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

According to Alpen Capital, the UAE healthcare market is projected to reach \$19.5 billion (Dh71.56 billion) by 2020, achieving an annual average growth of 12.7 per cent, marginally higher than the GCC growth average.

“Dubai Healthcare Authority (DHA) has in recent years been promoting the Emirate as a medical tourism hub, and I expect more investment in this industry to further stimulate the job market. In 2015, 150,000 medical tourists used 1,400 of the emirate’s 2,900 healthcare facilities, coming from with the UAE, the GCC, Asia and Europe. The DHA expects this statistic to increase to 170,000 medical tourists in 2016, with revenues of about \$300 million,” **added Modi.**

#### UAE Top Growth Industries

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Health Care	139	245	76%
Education	127	218	72%
IT and Telecom/ISP	90	142	58%

#### UAE Lowest Growth Industries

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Hospitality	109	106	-3%
Advertising, Market Research, Public Relations, Media and Entertainment	96	92	-4%
Oil and Gas	79	73	-8%

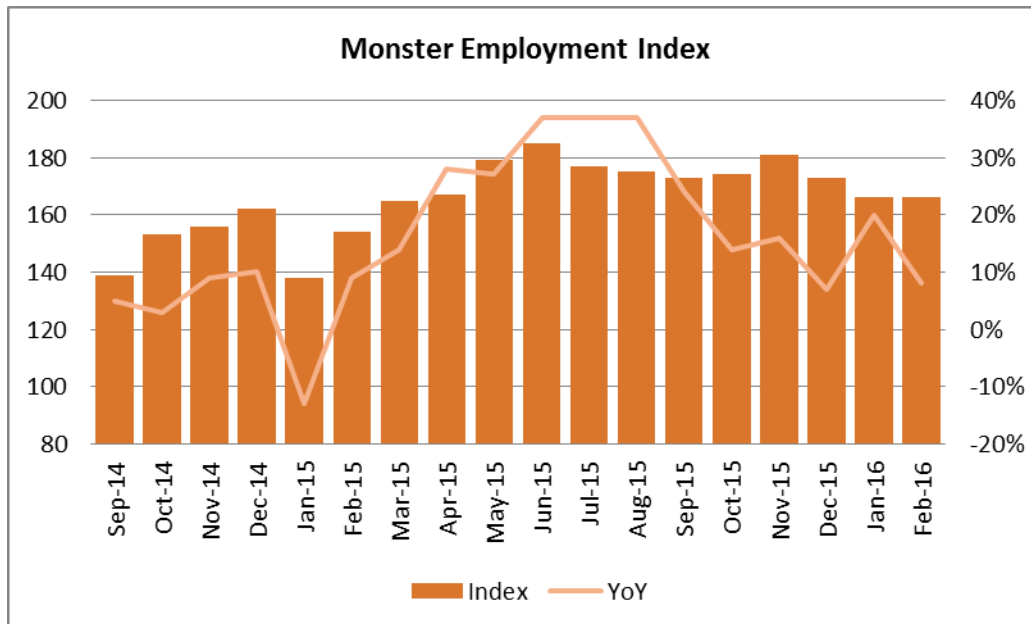
### UAE Top Growth Occupations

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Sales and BD	107	187	75%
Health Care	149	247	66%
Software, Hardware, Telecom	99	158	60%

### UAE Lowest Growth Occupations

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	121	133	10%
Hospitality and Travel	99	93	-6%
Finance and Account	110	100	-9%

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

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	Jan 16	Feb 16	Y-o-Y
139	153	156	162	138	154	165	167	179	185	177	175	173	174	181	173	166	166	8%

**Industry Year-over-Year Trends:** Online recruitment activity exceeded the year ago level in five of the 12 monitored industry sector.

- **Health Care** (up 16 percent) led all monitored industry sectors by the way of long-term growth. Recruitment activity in the sector nevertheless is still less than the three-month ago level.
- **IT and Telecom/ISP** followed closely charting a 15 percent growth in hiring activity from the year-ago while the pace of growth eased over the past months beginning November 2015.
- Online recruitment activity in **Production/Manufacturing, Automotive and Ancillary** (up six percent) appears to have rebounded as the sector registered the second successive year-on-year growth. At the same time, the related **Oil and Gas** (down 11 percent) sector continued to exhibit negative growth on the year but at a visibly controlled pace vis-à-vis Q3 and Q4 of 2015.

- **BFSI and Hospitality** sector recorded fewer opportunities on the year yet again. It is notable that the rate of decline in both these sectors has increased vis-a-vis the past months. Online recruitment activity in each of these sectors was 19 percent below the corresponding period a year-ago in February 2016.
- **Advertising, Market Research, Public Relations, Media and Entertainment** (down 28 percent) exhibited the steepest decline in e-recruitment activity on a year-on-year basis even in February.

### Top Growth Industries

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Health Care	151	175	16%
IT and Telecom/ISP	110	127	15%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	81	91	12%
Production/Manufacturing, Automotive and Ancillary	78	83	6%
Engineering, Construction and Real Estate	146	147	1%

### Lowest Growth Industries

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Oil and Gas	83	74	-11%
Retail/Trade and Logistics	162	140	-14%
Hospitality	205	167	-19%
BFSI	192	156	-19%
Advertising, Market Research, Public Relations, Media and Entertainment	148	106	-28%

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

- Year-on-year, **Health Care** professionals (up 47 percent) recorded the most notable growth in online demand. Health Care is one of the most consistently growing job roles among all others monitored and has been recording double-digit annual growth rates since August 2015.
- **Customer Service** followed exhibiting a 35 percent growth, year-on-year. The Index reading for the series at 73, however, continues to hover below the baseline of 100. At the same time, online demand for the group is 32 percent lower than November 2015 (i.e. the three-month ago level).
- **Software, Hardware, Telecom** continue to chart robust growth in demand but at an eased-up pace. The long-term rate of growth moderated from 46 percent in January to 28 percent in February 2016.

Online demand for **HR & Admin.**(down six percent); and **Sales and BD** (down five percent) slipped below the year-ago for the first time since January 2015.

- **Hospitality and Travel** (down 32 percent) recorded the most notable annual decline in demand.

### Top Growth Occupations

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Health Care	140	206	47%

### Lowest Growth Occupations

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
HR & Admin.	174	163	-6%

Customer service	54	73	35%
Software, Hardware, Telecom	141	180	28%
Purchase / Logistics / Supply Chain	104	105	1%
Engineering and Production	131	125	-5%

Legal	119	103	-13%
Finance and Account	172	142	-17%
Marketing & Communications/Arts/Creative	202	150	-26%
Hospitality and Travel	198	134	-32%

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## Job prospects for healthcare professionals surge 40% in Saudi Arabia

### February 2016 Index Highlights

- Total job opportunities decline 3% year on year
- Hospitality, education and engineering and construction record the steepest fall year on year

**Riyadh, 14 March, 2016: Job opportunities for healthcare professionals in Saudi Arabia rose by 40 percent over the previous year according to the latest Monster Employment Index. The rise reflects the growth in investment in public and private healthcare facilities in the Kingdom.**

However, employment opportunities in the hospitality, education and engineering, construction and real estate industries showed negative growth year on year, with job vacancies posted online dropping respectively by 34, 13 and 14 percent over the year to February 2016.

“This latest employment index mirrors the changes in the Saudi economy which is facing lower oil prices and less market liquidity. In terms of job prospects the healthcare sector continues to perform strongly with online job postings surging 40 percent year on year,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

Currently the private sector only provides 15 percent of healthcare in Saudi Arabia but some analysts believe this will double over the next 3-5 years representing investment of SR50 billion.

During the recent Jeddah Economic Forum 2016, Gabriel Chahine head of healthcare at Strategy& said: “Greater privatization of the healthcare sector will have a positive impact on the quality of care in the Kingdom, bringing in best practices and the expertise from the private sector while also boosting the local economy.”

**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 45 percent) registered the steepest growth, year-on-year, among all monitored countries even this month. The rate of growth was the same as that recorded in January 2016. **Kuwait** (up 21 percent), on the other hand, saw annual growth momentum eased from 33 percent in January 2016.

- Online recruitment activity in **KSA** slipped three percent below the year-ago level. Month-on-month, there has been no growth in demand.
- **Egypt** (down 18 percent) exhibited the steepest decline year-on-year.

<b>Year-over-year Growth</b>	Feb 15	Feb 16	% Growth Y-o-Y
UAE	110	160	45%
Kuwait	120	145	21%
KSA	139	135	-3%
Bahrain	136	127	-7%
Oman	116	105	-9%
Qatar	147	128	-13%
Egypt	182	150	-18%

### **KSA Highlights**

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

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	Feb 15	Feb 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	107	14%
Production/Manufacturing, Automotive and Ancillary	99	107	8%
Health Care	101	108	7%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	Feb 15	Feb 16	% Growth Y-o-Y
Education	113	98	-13%
Engineering, Construction and Real Estate	123	106	-14%
Hospitality	181	120	-34%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	Feb 15	Feb 16	% Growth Y-o-Y
Health Care	106	148	40%
Sales and BD	177	213	20%
HR & Admin.	130	142	9%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Feb 15	Feb 16	% Growth Y-o-Y
Hospitality and Travel	136	106	-22%
Purchase / Logistics / Supply Chain	159	122	-23%
Engineering and Production	145	111	-23%

## By Industry

	2015											2016	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	146	151	156	149	151	140	131	143	147	154	158	142	147
BFSI	192	201	217	218	217	214	183	187	214	195	188	167	156
Production/Manufacturing, Automotive and Ancillary	78	80	83	72	84	82	76	83	82	92	78	74	83
Retail/Trade and Logistics	162	163	166	177	174	174	172	178	173	182	155	139	140
Oil and Gas	83	83	75	80	83	84	75	71	78	75	73	70	74
IT and Telecom/ISP	110	116	120	123	131	132	121	122	134	136	131	118	127
Hospitality	205	212	220	230	226	210	203	203	223	192	191	183	167
Education	199	197	203	203	209	202	197	197	198	177	174	173	178
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	81	81	91	88	95	99	93	89	96	93	100	96	91
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	78	81	91	77	76	78	77	78	84	89	93	95	71
Health Care	151	151	152	165	169	149	166	159	172	182	161	163	175
Advertising, Market Research, Public Relations, Media and Entertainment	148	155	157	164	163	153	144	132	136	133	127	118	106

## By Occupation

	2015											2016	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	131	136	140	145	151	140	142	147	142	148	152	128	125
Finance and Account	172	169	190	176	173	170	155	155	156	147	174	167	142
HR & Admin.	174	179	183	192	191	185	182	181	200	202	169	159	163
Sales and BD	213	232	232	246	249	249	236	250	253	252	212	201	202
Purchase / Logistics / Supply Chain	104	98	109	112	114	115	115	110	97	102	107	105	105
Hospitality and Travel	198	200	205	213	211	190	193	197	184	179	152	147	134
Health Care	140	140	140	161	164	134	159	166	190	204	179	187	206
Software, Hardware, Telecom	141	174	174	174	189	196	170	151	166	191	175	162	180
Marketing & Communications/Arts/Creative	202	212	222	234	232	216	205	194	183	190	158	154	150
Customer service	54	55	70	60	72	69	74	76	99	108	75	71	73
Legal	119	120	128	120	115	123	111	107	97	95	100	91	103

**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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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:**

Priyanka Sharma Kaintura  
Head of Public Relations (India/ Middle East/ South-East Asia)  
Email: [priyanka.sharma@monsterindia.com](mailto:priyanka.sharma@monsterindia.com)  
Phone: +91 9971115933 | +91 9911822233

Jeeda Allouni  
Account Executive at Hill+Knowlton Strategies  
Email: [jeeda.allouni@hkstrategies.com](mailto:jeeda.allouni@hkstrategies.com)  
Phone: +971 56 343 7745