

# monster®

## EMPLOYMENT INDEX

### **Monster Employment Index Middle East plunged 13 Percent, Year-on-Year**

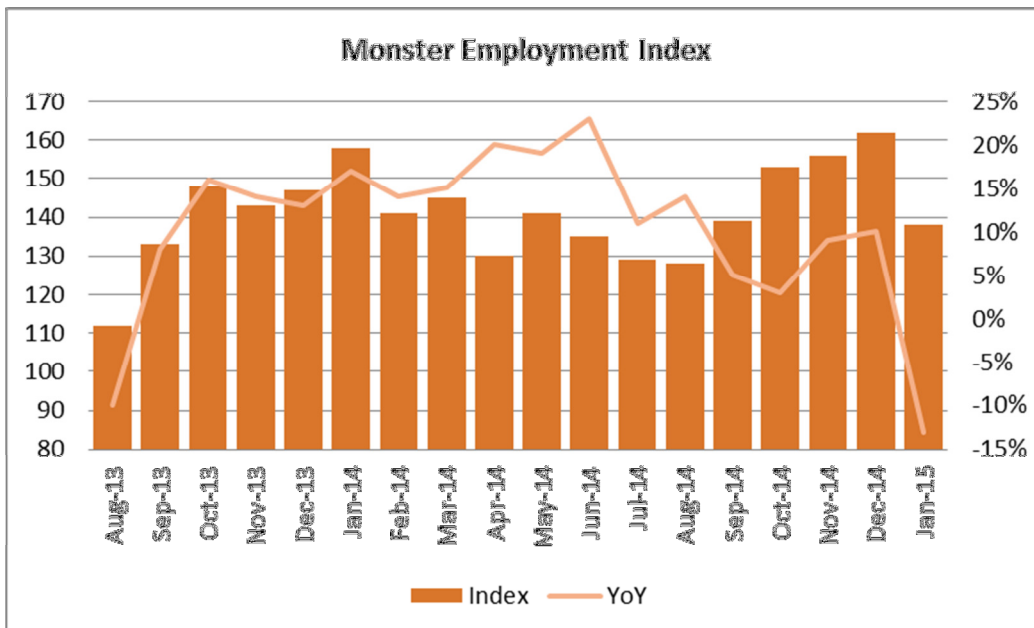
#### **January 2015 Index Highlights**

- Monster Employment Index Middle East drops 13 percent from the year-ago following robust annual growth rate all through 2014
- Hospitality charts the steepest annual growth among industry sector. Online recruitment activity drops the most in Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery
- Among occupation groups, Legal supplants Hospitality and Travel; records the most notable growth in online demand year-on-year
- Egypt followed by Bahrain exhibit the steepest growth, year-on-year. KSA and UAE record negative annual growth rate 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.**

*“2015 paints a very contrasting picture to the strong growth in recruitment levels seen all through last year. According to the Monster Employment Index, January saw a sharp decline in recruitment activity in the Middle East and across most of the industry sectors and occupational groups. More specifically, the UAE registered a significant 10 percent drop in opportunities year on year. This decline can be principally attributed to the hospitality sector, which, off the back of falling oil prices and the strength of the dollar, is facing increased uncertainty.*

*Nevertheless reports and surveys have forecasted a very positive outlook for the coming twelve months for GCC. In light of this growth, many companies in the UAE are focusing on their marketing strategies, promoting and launching new products. As a result, in terms of UAE's top growth occupations, Marketing & Communications/Arts/Creative professionals recorded the most notable improvement in demand from a year ago”* said **Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia/ Hong Kong).**



Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Y-o-Y
112	133	148	143	147	158	141	145	130	141	135	129	128	139	153	156	162	138	-13%

**Industry Year-over-Year Trends:** Online recruitment increased in five of the 12 industry sectors monitored by the Index

- **Hospitality** continues to chart steep annual growth rates despite moderation in pace. The group saw online recruitment activity surpass the year ago level by a robust 30 percent which was the highest among all industry sectors. Month-on-month there was a two percent growth in opportunities. **Education** sector followed with a 18 percent growth on opportunities from the year-ago.
- **BFSI** (up 10 percent) continues to trend positive but at a decreasing pace. Recruitment activity in the sector slipped 10 percent between December 2014 and January 2015.
- **Engineering, Construction and Real Estate** (down 14 percent); and **Oil and Gas** (down 12 percent) saw fewer opportunities on the year. **Production/Manufacturing, Automotive and Ancillary** sector touched the lowest low as hiring level slipped 25 percent below January 2014. The Index reading at 68 was the lowest in the series.
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 41 percent) registered the steepest decline in online hiring from the year-ago.

### Top Growth Industries

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
Hospitality	152	197	30%
Education	159	187	18%
BFSI	159	175	10%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	72	79	10%
Health Care	143	146	2%

### Lowest Growth Industries

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
Retail/Trade and Logistics	165	151	-8%
Oil and Gas	89	78	-12%
Engineering, Construction and Real Estate	155	134	-14%
Production/Manufacturing, Automotive and Ancillary	91	68	-25%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	55	-41%

**Occupation Year-over-Year Trends:** Online demand expanded in four of the 11 occupational groups monitored by the Index.

- **Legal** (up 25 percent) supplanted **Hospitality and Travel** this month to lead all occupation groups by the way of long term growth. **Hospitality and Travel** followed closely charting a 20 percent growth from the year-ago. Legal is the only group to witness a positive movement in the rate of growth between December and January.
- **Marketing & Communications/Arts/Creative** (up 13 percent); and **Finance and Account** (up 12 percent) are the only other groups to record a positive growth in demand, year-on-year. The pace of growth for the both the groups, nevertheless, eased between December 2014 and January 2015.
- Online demand contracted the most for **Customer service** (down 33 percent) professionals even this month. The growth momentum moderated significantly between December and January.

### Top Growth Occupations

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
Legal	89	111	25%
Hospitality and Travel	157	189	20%
Marketing & Communications/Arts/Creative	170	192	13%
Finance and Account	139	155	12%
Engineering and Production	129	127	-2%

### Lowest Growth Occupations

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	103	99	-4%
HR & Admin.	156	149	-4%
Health Care	145	134	-8%
Software, Hardware, Telecom	136	111	-18%
Customer service	78	52	-33%

**Geographic Year-over-year Trends:** Three out of seven countries monitored by the Index indicated increase in availability of online jobs year-on-year.

- **Egypt** (up 21 percent) continues to be the strongest annual gainer among all countries monitored by the Index.
- Online recruitment slipped below the year-ago level in **UAE** (down 10 percent); **KSA** (down five percent) and Qatar (down four percent)
- **Kuwait** saw a 13 percent drop in recruitment, year-on-year which was the steepest among all monitored cities as well as the series since August 2013.

<b>Year-over-year Growth</b>	Jan 14	Jan 15	% Growth Y-o-Y
Egypt	147	178	21%
Bahrain	122	130	7%
Oman	105	109	4%
Qatar	147	141	-4%
KSA	129	123	-5%
UAE	112	101	-10%
Kuwait	124	108	-13%

### UAE Highlights

- Monster Employment Index UAE registers a 10 percent drop in opportunities between January 2014 and 2015
- **IT and Telecom/ISP** leads all industry by the way of long term growth
- **Hospitality** sector records the steepest annual decline yet again
- **Marketing & Communications/Arts/Creative** professionals register the most notable improvement in demand from the year ago

### UAE Top Growth Industries

<b>Year-over-year Growth</b>	Jan 14	Jan 15	% Growth Y-o-Y
IT and Telecom/ISP	88	96	9%
Engineering, Construction and Real Estate	101	104	3%
Education	123	119	-3%

### UAE Lowest Growth Industries

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	107	89	-17%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	115	78	-32%
Hospitality	133	88	-34%

### UAE Top Growth Occupations

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	98	107	9%
Engineering and Production	92	100	9%
Software, Hardware, Telecom	87	92	6%

### UAE Lowest Growth Occupations

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-Y
HR & Admin.	105	83	-21%
Sales and BD	110	85	-23%
Customer service	76	52	-32%

### By Industry

	2014												2015
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	155	131	129	131	122	127	130	121	135	142	151	151	134
BFSI	159	114	122	121	139	142	136	136	152	163	176	194	175
Production/Manufacturing, Automotive and Ancillary	91	115	110	87	84	81	88	92	85	85	85	87	68
Retail/Trade and Logistics	165	141	156	151	150	154	142	141	157	155	155	159	151
Oil and Gas	89	92	84	82	88	84	90	95	88	96	94	97	78
IT and Telecom/ISP	109	104	92	96	98	93	93	93	95	103	104	108	101
Hospitality	152	134	148	143	152	186	161	161	178	185	194	194	197
Education	159	162	162	166	169	179	165	162	170	207	173	186	187
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	72	78	75	78	87	87	92	89	102	102	93	94	79
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	101	111	83	79	74	86	87	78	81	82	84	55
Health Care	143	142	143	145	159	153	146	143	147	145	152	162	146
Advertising, Market Research, Public Relations, Media and Entertainment	154	116	121	117	135	128	119	119	123	127	133	139	142

### By Occupation

	2014												2015
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	129	128	126	124	112	124	131	125	129	136	140	143	127
Finance and Account	139	92	101	106	122	133	127	129	135	150	159	167	155
HR & Admin.	156	154	151	141	143	154	130	133	145	152	164	165	149
Sales and BD	190	182	189	188	194	195	172	174	195	211	208	199	187
Purchase / Logistics / Supply Chain	103	109	107	91	91	90	97	95	90	94	104	106	99
Hospitality and Travel	157	143	154	175	176	184	165	163	176	187	184	188	189
Health Care	145	137	138	143	158	158	155	133	141	148	150	148	134
Software, Hardware, Telecom	136	130	114	95	100	96	110	111	115	152	142	129	111
Marketing & Communications/Arts/Creative	170	164	170	171	179	170	155	160	165	175	183	191	192
Customer service	78	88	85	69	66	62	67	77	81	82	70	62	52
Legal	89	100	93	79	89	79	94	100	98	106	106	118	111

## Saudi Arabia Monster Employment Index Middle East plunged 5 Percent, Year-on-Year

### January 2015 KSA Highlights

- Monster Employment Index dropped five percent from the year-ago level in KSA
- **IT and Telecom/ISP** leads all industry sectors by the way of long-term growth
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** ; followed by **Oil and Gas** sector registers the steepest decline
- Among occupation groups, **Hospitality and Travel** registers the most notable annual growth

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*"2015 paints a very contrasting picture to the strong growth in recruitment levels seen all through last year. According to the Saudi Arabia Monster Employment Index, January saw a five percent decline in recruitment activity and across most of the industry sectors and occupational groups. The decline can be principally attributed to the Oil and Gas sector, which, off the back of falling oil prices and in the country's efforts to diversify its economy, recorded the steepest drop in recruiting activity.*

*Nevertheless reports and surveys have forecasted a very positive outlook for the coming twelve months for GCC. For KSA, IT and Telecom and hospitality industries are currently leading the way in terms of an expected increase in headcount the coming year" said Sanjay Modi, Managing Director, [Monster.com](http://Monster.com) (India/ Middle- East/ South East Asia/ Hong Kong).*

### KSA Top Growth Industries

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
IT and Telecom/ISP	112	132	18%
Engineering, Construction and Real Estate	96	113	18%
Advertising, Market Research, Public Relations, Media and Entertainment	137	155	13%

### KSA Lowest Growth Industries

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
BFSI	130	119	-8%
Oil and Gas	124	90	-27%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	69	-32%

### KSA Top Growth Occupations

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
Hospitality and Travel	115	130	13%
Purchase / Logistics / Supply Chain	132	145	10%
Finance and Account	110	117	6%

### KSA Lowest Growth Occupations

Year-over-year Growth	Jan 14	Jan 15	% Growth Y-o-Y
Sales and BD	169	159	-6%
Engineering and Production	128	117	-9%
HR & Admin.	151	120	-21%

### **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. The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured online job recruitment activity is within a margin of error of +/- 1.05%. 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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