

# monster®

## EMPLOYMENT INDEX

### **Monster Employment Index: UAE's employment market is growing steadily**

#### **March 2016 Index Highlights**

- Month-on-month, the Monster Employment Index registers the first positive growth in GCC hiring activity since November 2015; up at seven percent
- Healthcare continues to be the best employer, with a positive growth of 38 percent on the year
- Advertising, Market Research, Public Relations, Media and Entertainment; Hospitality; and Oil and Gas sectors show negative demand, with a respective 13 percent, 17 percent and 22 percent decrease in e-recruitment activity year-on-year

**Dubai, 25 April, 2016 – Online recruitment activity in the UAE rose by 24 percent on the year; while the annual growth momentum eased 21 percentage points between February and March 2016, the country remains one of the best performing markets in the region, according to the Monster Employment Index (MEI).**

Job demand for the GCC region exceeded the year-ago level by eight percent in March 2016 and exhibited the first positive monthly growth since November 2015, up seven percent.

“Despite negative economic projections, growth momentum in the GCC region is still positive,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).** “There is no doubt that falling oil prices have hit the economy hard; on the back of banks’ tightening liquidity and governments’ austerity measures to curb budget deficits, employers clearly are much more cautious in hiring this year.

According to the International Monetary Fund, the reason why the UAE continues to achieve new levels of economic growth despite a strong US dollar and low oil prices is due to its ‘prudent financial policies and sound economic methodology’. Early market liberalisation and deregulation has successfully led the country to open up its banking sector to domestic and foreign financial institutions, while also attracting major non-oil foreign trading partners and suppliers. As one of the most diversified economies among the GCC countries, the IMF predicts a 2.5 percent growth for the UAE this year – a figure which is to improve even further, should oil prices recover next year as foreseen.

Healthcare is leading the industry growth charts in the UAE for the second month in a row with a 38 percent growth in online job posts year on year. The job demand in the industry is not surprising, given the development of the Dubai 2021 Health Strategy to improve the quality and cost effectiveness of health services in the emirate, and strengthen the collaboration between the public and private sectors.

The second best performing industry is Retail/Trade and Logistics, with 36 percent growth in online job posts. Followed by Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, Gems & Jewellery, with a growth of 32 percent in job opportunities posted online year on year to March 2016.

The outlook is gloomier for job seekers in Advertising, Market Research, Public Relations, Media and Entertainment; Hospitality; and Oil and Gas sectors, which exhibited a negative drop of 13 percent, 17 percent and 22 percent respectively.

### UAE Top Growth Industries

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Health Care	150	207	38%
Retail/Trade and Logistics	107	145	36%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	120	32%

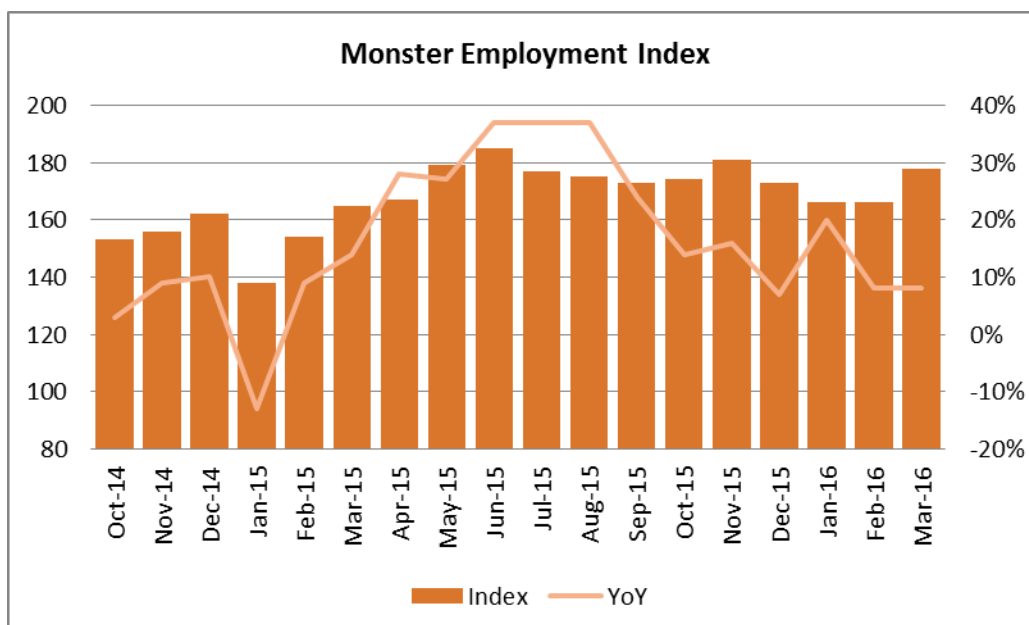
### UAE Lowest Growth Industries

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	103	90	-13%
Hospitality	118	98	-17%
Oil and Gas	81	63	-22%

The Monster Employment Index is a monthly gauge of online job posting activity in Middle East based on real-time review of tens of thousands of employer job opportunities across a large representative selection of career web sites and online job listings.

For more information on employment demand and a breakdown of data by industry, occupation and geography please refer to the next pages.

#Ends#



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

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	Mar 16	Y-o-Y
153	156	162	138	154	165	167	179	185	177	175	173	174	181	173	166	166	178	8%

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

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 35 percent) exhibited the steepest growth in e-recruitment activity among all monitored industry groups. The sector has been witnessing a consistent growth in online opportunities year-on-year since October 2015 and has recorded a 40 percent growth in the past six months (between September 2015 and March 2016).
- **Health Care**; and **IT and Telecom/ISP** registered a 15 percent growth in online hiring activity respectively. Recruitment activity surpassed the three-month ago level in both cases following negative growth in January and February 2016.
- Online recruitment in **Engineering, Construction and Real Estate** matched the year-ago level this month. Slowdown in hiring in the sector is also reflected in negative three-month growth rates registered since January 2016.
- **BFSI** (down 13 percent); **Oil and Gas** (down 13 percent); **Retail/Trade and Logistics** (down 15 percent); **Education** (down 19 percent); **Hospitality** (down 21 percent) continued to chart fewer opportunities on the year. **Advertising, Market Research, Public Relations, Media and Entertainment** (down 39 percent) exhibited the steepest decline in e-recruitment activity year-on-year.

### Top Growth Industries

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	81	109	35%
Health Care	151	174	15%
IT and Telecom/ISP	116	133	15%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	81	85	5%
Production/Manufacturing, Automotive and Ancillary	80	83	4%

### Lowest Growth Industries

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Oil and Gas	83	72	-13%
Retail/Trade and Logistics	163	138	-15%
Education	197	160	-19%
Hospitality	212	167	-21%
Advertising, Market Research, Public Relations, Media and Entertainment	155	95	-39%

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

- **Customer Service** (up 64 percent) supplanted Health Care to lead all job roles by the way of long term growth in demand. The group also registered the steepest month-on-month growth; up

23 percent. There has been a 20 percent growth in demand for Customer Service personnel between December 2015 and March 2016.

- **Health Care** professionals recorded a 48 percent annual growth in demand. The growth momentum has been increasing progressively since October 2015. This month there has been an one percentage point improvement from 47 percent in February 2016
- **Sales and BD** witnessed a two percent growth in demand following low levels in February 2016.
- **Hospitality and Travel** recorded a 20 percent drop from the year-ago. Online demand for the group exhibited steep increase on the month (up 20 percent) following five successive negative growths.
- **Marketing & Communications/Arts/Creative** (up 22 percent) charted the most notable decline, year-on-year. Online demand has, however, improved marginally; the group recorded a positive three-month growth of five percent following negative growth since July 2015.

### Top Growth Occupations

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Customer service	55	90	64%
Health Care	140	207	48%
Purchase / Logistics / Supply Chain	98	113	15%
Software, Hardware, Telecom	174	196	13%
Sales and BD	232	237	2%

### Lowest Growth Occupations

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Finance and Account	169	158	-7%
HR & Admin.	179	167	-7%
Legal	120	110	-8%
Hospitality and Travel	200	161	-20%
Marketing & Communications/Arts/Creative	212	166	-22%

\*\*\*\*\*

## Jobs boost for qualified Saudi nationals in the IT and telecommunications sector, according to Monster Employment Index

### March 2016 highlights:

- IT and telecoms sector charts steepest growth year-on-year
- KSA registers one percent decline in job opportunities over the year

**Riyadh, 25 April, 2016:** Job opportunities for skilled Saudi nationals in the IT and telecommunications sector has shown a 24 percent growth year on year, according to the latest Monster Employment Index. The rise in opportunities reflects nationalization efforts across the country's small, medium and large businesses.

“Our latest employment index mirrors the Kingdom’s decision to employ only Saudi nationals across the entire cell phone industry, with up to 20,000 Saudi men and women to be trained in mobile phone sales, maintenance and customer service. In terms of job prospects, the IT and telecommunications sector charts the steepest growth, with online job postings growing at 24 percent on the year to March 2016,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

Last month, Labor Minister Mufrej Al-Haqabani announced a target of filling 50 percent of positions in the mobile phone industry with Saudi employees in three months and 100 percent in six months.

The plan will be implemented through targeted training programs for Saudis focusing on customer service, maintenance and entrepreneurship and carried out by the Human Resources Development Fund (HRDF), Technical and Vocational Training Corporation (TVTC) and other agencies

“Communications and Information Technology is a vital sector in the diversification of the economy in Saudi Arabia as the country moves away from reliance on hydrocarbons and focuses on building a knowledge economy. The measures announced by the Ministry of Labor to train and upskill Saudi men and women is a smart move to increase professional competence in the industry and possibly trigger a similar effect in other sectors,” **said Modi.**

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 three countries out of the seven monitored by the Index

- Year-on-year, online recruitment activity surged the most in **Kuwait** (up 26 percent). **UAE** followed closely charting a 24 percent growth on the year. The annual growth momentum eased 21 percentage points between February and March 2016 in UAE.
- **Egypt** (up six percent) exhibited a positive annual growth this month following successive declines since December 2015. Month-on-month recruitment activity increased by 34 percent; the steepest growth among all monitored countries.
- **KSA** (down one percent); **Bahrain** (down one percent); **Oman** (down seven percent); **Qatar** (down 13 percent) continue to chart negative growth on the year. It is notable however; the

growth momentum has improved slightly in each of these countries. Qatar exhibited the steepest decline of all.

<b>Year-over-year Growth</b>	Mar 15	Mar 16	% Growth Y-o-Y
Kuwait	126	159	26%
UAE	119	148	24%
Egypt	189	201	6%
KSA	147	145	-1%
Bahrain	140	138	-1%
Oman	121	112	-7%
Qatar	143	124	-13%

### **KSA Highlights**

- Monster Employment Index **KSA** registers one percent decline on the year
- **IT and Telecom/ISP** charts the steepest growth, year-on-year
- E-recruitment activity decline the most in **Hospitality**
- Among job roles, there continues to be an increased demand for **Health Care** on an annual basis

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	Mar 15	Mar 16	% Growth Y-o-Y
IT and Telecom/ISP	133	165	24%
Oil and Gas	100	117	17%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	100	117	17%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	Mar 15	Mar 16	% Growth Y-o-Y
Engineering, Construction and Real Estate	123	110	-11%
Education	115	96	-17%
Hospitality	205	109	-47%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	Mar 15	Mar 16	% Growth Y-o-Y
Health Care	104	161	55%
Software, Hardware, Telecom	154	180	17%
HR & Admin.	134	144	7%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Mar 15	Mar 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	148	129	-13%
Hospitality and Travel	139	114	-18%
Engineering and Production	155	116	-25%

## UAE Highlights

- Monster Employment Index **UAE** exceeds the year-ago by 24 percent
- **Health Care** industry continues to lead all industry groups year-on-year
- **Oil and Gas** exhibits the steepest decline
- **Sales and BD** professionals register the most notable growth in demand on the year

### UAE Top Growth Industries

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Health Care	150	207	38%
Retail/Trade and Logistics	107	145	36%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	91	120	32%

### UAE Lowest Growth Industries

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	103	90	-13%
Hospitality	118	98	-17%
Oil and Gas	81	63	-22%

### UAE Top Growth Occupations

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Sales and BD	127	203	60%
Health Care	152	209	38%
Software, Hardware, Telecom	117	139	19%

### UAE Lowest Growth Occupations

Year-over-year Growth	Mar 15	Mar 16	% Growth Y-o-Y
Hospitality and Travel	99	98	-1%
Marketing & Communications/Arts/Creative	118	114	-3%
Finance and Account	134	104	-22%

## By Industry

	2015										2016		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering, Construction and Real Estate	151	156	149	151	140	131	143	147	154	158	142	147	151
BFSI	201	217	218	217	214	183	187	214	195	188	167	156	175
Production/Manufacturing, Automotive and Ancillary	80	83	72	84	82	76	83	82	92	78	74	83	83
Retail/Trade and Logistics	163	166	177	174	174	172	178	173	182	155	139	140	138
Oil and Gas	83	75	80	83	84	75	71	78	75	73	70	74	72
IT and Telecom/ISP	116	120	123	131	132	121	122	134	136	131	118	127	133
Hospitality	212	220	230	226	210	203	203	223	192	191	183	167	167

Education	197	203	203	209	202	197	197	198	177	174	173	178	160
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	81	91	88	95	99	93	89	96	93	100	96	91	85
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	81	91	77	76	78	77	78	84	89	93	95	103	109
Health Care	151	152	165	169	149	166	159	172	182	161	163	175	174
Advertising, Market Research, Public Relations, Media and Entertainment	155	157	164	163	153	144	132	136	133	127	118	106	95

### By Occupation

	2015										2016		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering and Production	136	140	145	151	140	142	147	142	148	152	128	125	130
Finance and Account	169	190	176	173	170	155	155	156	147	174	167	142	158
HR & Admin.	179	183	192	191	185	182	181	200	202	169	159	163	167
Sales and BD	232	232	246	249	249	236	250	253	252	212	201	202	237
Purchase / Logistics / Supply Chain	98	109	112	114	115	115	110	97	102	107	105	105	113
Hospitality and Travel	200	205	213	211	190	193	197	184	179	152	147	134	161
Health Care	140	140	161	164	134	159	166	190	204	179	187	206	207
Software, Hardware, Telecom	174	174	174	189	196	170	151	166	191	175	162	180	196
Marketing & Communications/Arts/Creative	212	222	234	232	216	205	194	183	190	158	154	150	166
Customer service	55	70	60	72	69	74	76	99	108	75	71	73	90
Legal	120	128	120	115	123	111	107	97	95	100	91	103	110

#### 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).

**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