

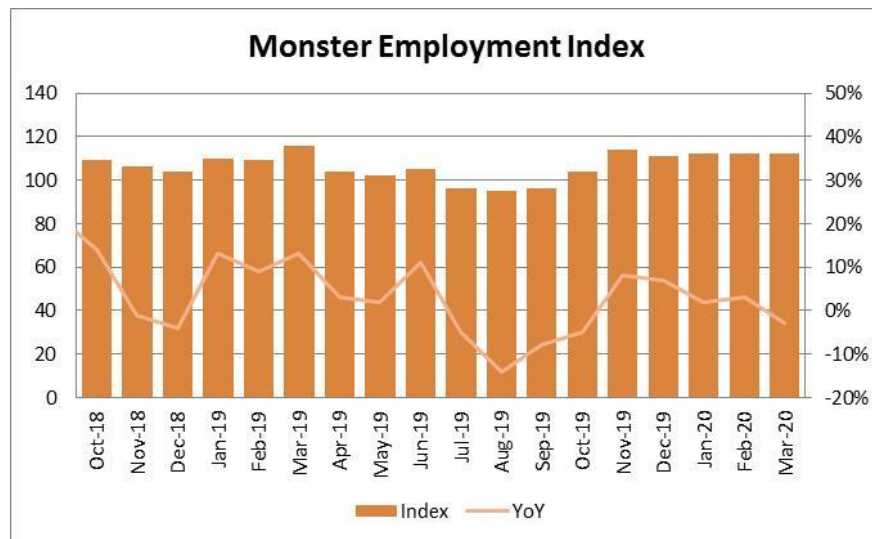
# monster® EMPLOYMENT INDEX

## Monster Employment Index Middle East

### March 2020 Index Highlights

- Monster Employment Index Middle East records annual decline of three percent in March 2020.
- Month-on-month demand saw no growth.
- Among industry sectors, Oil and Gas leads annual growth in online hiring activity.
- Engineering, Construction and Real Estate witnesses the steepest decline, on-the-year.
- Among job-roles, Marketing & Communications/Arts/Creative professionals record the most-notable growth in demand on annual basis.
- KSA followed by Bahrain lead year-on-year growth among regions; whereas UAE exhibits steepest annual decline.

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.



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

Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Jan 20	Feb 20	Mar 20	Y-o-Y
109	106	104	110	109	116	103	102	105	96	95	96	104	114	111	112	112	112	-3%

**Industry Year-over-Year Trends:** Eight of the 12 sectors monitored by the Index indicated positive annual growth.

- Year-on-year, **Oil and Gas** (up 25 percent) led online recruitment activity for the second consecutive in March 2020. The sector saw double-digit growth on three-month and six-month basis; both up by 31 percent.
- **Retail/Trade and Logistics** charted seven percent hike between March 2019 and 2020. Growth momentum eased slightly by one percentage point vis-à-vis eight percent in February 2020. On six-month (up four percent) basis, the sector recovered growth for the first time following consistent declines since December 2019.
- Online recruitment activity in **IT and Telecom/ISP** (up four percent) continued to register positive growth since January 2020; also ranked among top hiring sectors. However, on-the-month, the sector saw marginal decline of one percent.
- E-recruitment activity in **Health Care** (up three percent) continued to register positive annual growth since December 2019. The sector saw uptrend in growth in short-term as well; up one percent (three-month) and up three percent (six-month).
- **Engineering, Construction and Real Estate** (down 33 percent) recorded the most-notable decline among others in March 2020, from the year-ago level.

### Top Growth Industries

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Oil and Gas	67	84	25%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	158	175	11%
Retail/Trade and Logistics	74	79	7%
Advertising, Market Research, Public Relations, Media and Entertainment	64	67	5%
IT and Telecom/ISP	272	284	4%

### Lowest Growth Industries

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	104	105	1%
Hospitality	98	96	-2%
BFSI	95	92	-3%
Production/Manufacturing, Automotive and Ancillary	104	86	-17%
Engineering, Construction and Real Estate	133	89	-33%

**Occupation Year-over-Year Trends:** Growth in online demand for professionals was positive in seven of the 11 job-roles monitored by the Index.

- Year-on-year, **Marketing & Communications/Arts/Creative** (up 35 percent) professionals led growth in online demand among occupation groups for the second consecutive month. However, pace of growth eased by nine percentage points vis-à-vis February 2020. In short-term as well, the job-role fared well; up one percent (month-on-month and three-month) and up 13 percent (six-month).
- **Hospitality and Travel** (up 28 percent) continued to witness double-digit growth since April 2019, on-the-year. On three-month and six-month basis as well, the job-role registered positive growth; up by seven percent and 15 percent respectively.
- Online demand for **Customer service** (up 24 percent) professionals picked up annual growth momentum; up from six percent in February 2020. The job-role also ranked among top growth occupations in March 2020.
- **Engineering and Production** (down 26 percent) saw the most-notable annual decline among occupation groups.

#### Top Growth Occupations

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	112	151	35%
Hospitality and Travel	98	125	28%
Customer service	80	99	24%
Software, Hardware, Telecom	190	222	17%
Health Care	103	120	17%

#### Lowest Growth Occupations

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	99	109	10%
Sales and BD	98	98	0%
Legal	106	96	-9%
Finance and Account	112	84	-25%
Engineering and Production	122	90	-26%

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

- **KSA** (up seven percent) witnessed the steepest year-on-year growth in online recruitment activity in March 2020. In short-term as well, the country saw uptrend in all parameters; up one percent (month-on-month), up seven percent (three-month) and up 18 percent (six-month).
- **Bahrain** (up six percent) continued to register increased demand for professionals in online space. The region has been recording positive growth since September 2019.
- **UAE** (down 26 percent) saw the most-notable decline among monitored regions from the year-ago level.

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
KSA	122	130	7%
Bahrain	106	112	6%
Oman	109	109	0%
Qatar	87	85	-2%
Egypt	99	92	-7%
Kuwait	124	108	-13%
UAE	80	59	-26%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index **KSA** registers growth of seven percent on-the-year.
- **Advertising, Market Research, Public Relations, Media and Entertainment** sector records the most-notable annual growth.
- **Production/Manufacturing, Automotive and Ancillary** registers the steepest decline, year-on-year.
- Among occupation categories, **Hospitality and Travel** professionals are the most sought-after talent.

### **KSA Top Growth Industries**

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	137	188	37%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	134	173	29%
Health Care	162	195	20%

### **KSA Lowest Growth Industries**

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Engineering, Construction and Real Estate	124	114	-8%
Oil and Gas	128	113	-12%
Production/Manufacturing, Automotive and Ancillary	110	89	-19%

### **KSA Top Growth Occupations**

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Hospitality and Travel	91	122	34%
Marketing & Communications/Arts/Creative	114	152	33%
Sales and BD	127	155	22%

### **KSA Lowest Growth Occupations**

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
HR & Admin.	104	110	6%
Finance and Account	148	140	-5%
Engineering and Production	119	104	-13%

## UAE Highlights

- Monster Employment Index **UAE** witnesses decline of 26 percent from the year-ago level.
- **Oil and Gas** leads among the monitored sectors, on-the-year.
- **Production/Manufacturing, Automotive and Ancillary** registers the steepest annual decline.
- Among job-roles, **Engineering and Production** exhibits the most-notable increase in demand, year-on-year.

### UAE Top Growth Industries

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Oil and Gas	59	65	10%
Hospitality	74	80	8%
Education	125	132	6%

### UAE Lowest Growth Industries

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Engineering, Construction and Real Estate	73	59	-19%
Retail/Trade and Logistics	93	72	-23%
Production/Manufacturing, Automotive and Ancillary	104	79	-24%

### UAE Top Growth Occupations

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Engineering and Production	95	123	29%
Marketing & Communications/Arts/Creative	97	121	25%
Customer service	56	64	14%

### UAE Lowest Growth Occupations

Year-over-year Growth	Mar 19	Mar 20	% Growth Y-o-Y
Finance and Account	61	40	-34%
HR & Admin.	54	34	-37%
Sales and BD	79	41	-48%

	2019										2020		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering, Construction and Real Estate	133	115	110	116	104	93	90	90	103	99	100	94	89
BFSI	95	84	83	87	82	86	90	80	91	89	88	89	92
Production/Manufacturing, Automotive and Ancillary	104	106	103	96	102	111	103	94	101	94	95	85	86
Retail/Trade and Logistics	74	73	73	77	77	80	76	78	78	74	73	79	79
Oil and Gas	67	63	64	59	58	61	64	65	71	64	56	85	84
IT and Telecom/ISP	272	242	246	239	223	218	216	216	232	221	218	287	284
Hospitality	98	88	88	96	97	100	100	102	96	92	93	98	96
Education	120	115	110	114	111	109	105	105	106	109	115	121	122
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	104	108	103	104	105	109	109	105	107	109	109	106	105
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	158	163	157	145	145	166	159	166	156	156	160	177	175
Health Care	134	135	137	138	129	134	134	137	137	136	146	138	138
Advertising, Market Research, Public Relations, Media and Entertainment	64	58	58	59	59	60	59	60	63	63	64	67	67

### By Occupation

	2019										2020		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering and Production	122	108	106	102	92	93	94	92	95	92	94	92	90
Finance and Account	112	106	101	93	92	93	91	87	94	94	84	83	84
HR & Admin.	94	80	79	96	92	93	92	88	103	97	96	104	107
Sales and BD	98	95	94	108	107	96	93	93	99	98	97	98	98
Purchase / Logistics / Supply Chain	99	106	104	106	106	109	109	107	117	112	109	108	109
Hospitality and Travel	98	101	101	107	109	107	109	110	117	117	113	126	125
Health Care	103	106	113	119	113	114	112	111	116	118	125	129	120
Software, Hardware, Telecom	190	195	198	198	202	203	210	207	222	221	218	223	222
Marketing & Communications/Arts/Creative	112	122	120	130	133	131	134	135	144	149	144	150	151
Customer service	80	76	78	89	87	90	89	89	98	95	88	100	99
Legal	106	114	112	106	104	106	104	99	107	103	90	97	96

**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.