

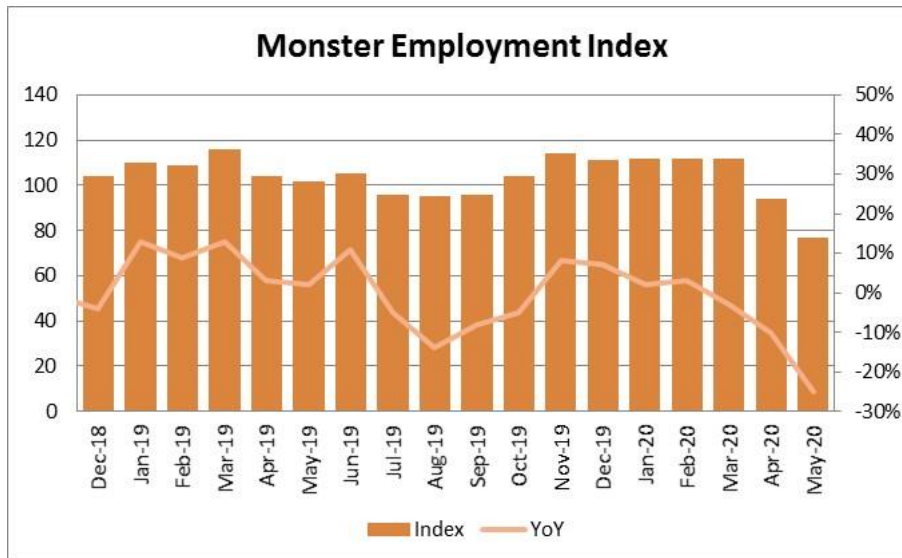
# monster<sup>®</sup> EMPLOYMENT INDEX

## Monster Employment Index Middle East

### May 2020 Index Highlights

- Monster Employment Index Middle East registers annual decline of 25 percent in May 2020.
- Month-on-month demand plummeted by 18 percent.
- 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.
- All job-roles recorded decline from the year-ago level.
- All regions saw receded annual growth.

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:

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	Apr 20	May 20	Y-o-Y
104	110	109	116	103	102	105	96	95	96	104	114	111	112	112	112	94	77	-25%

**Industry Year-over-Year Trends:** Only two of the 12 sectors monitored by the Index indicated positive annual growth. All the industries continued to record decline on a month-on-month basis owing to COVID-19 crisis.

- Online hiring activity in **Oil and Gas** registered annual growth of six percent in May 2020. However, growth momentum eased by 18 percentage points vis-à-vis 24 percent growth last month. In short-term, the industry experienced de-growth on all parameters; down 13 percent (month-on-month), down 20 percent (three-month) and down four percent (six-month).
- **Advertising, Market Research, Public Relations, Media and Entertainment** saw marginal growth of two percent between May 2019 and 2020. Monthly demand for talents also eased; down by five percent.
- COVID-19 pandemic has impacted business across industries in Gulf region. As a result, all other industries monitored by the Index indicated plummeted growth. **IT and Telecom/ISP** (down four percent), **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 13 percent), **Hospitality** (down 14 percent) and **Retail/Trade and Logistics** (down 21 percent) among others witnessed decline on annual basis.
- **Engineering, Construction and Real Estate** (down 29 percent) exhibited the steepest year-on-year decline among industries.

### Top Growth Industries

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Oil and Gas	64	68	6%
Advertising, Market Research, Public Relations, Media and Entertainment	58	59	2%
Education	110	108	-2%
Health Care	137	133	-3%
IT and Telecom/ISP	246	235	-4%

### Lowest Growth Industries

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	157	137	-13%
Hospitality	88	76	-14%
Retail/Trade and Logistics	73	58	-21%
Production/Manufacturing, Automotive and Ancillary	103	74	-28%
Engineering, Construction and Real Estate	110	78	-29%

**Occupation Year-over-Year Trends:** Year-on-year, all the functional roles monitored by the Index recorded negative growth in online demand. Of which, **Health Care** (down four percent) professionals witnessed the least decline; and, **Finance and Account** (down 41 percent) professionals registered the most-notable dip in May 2020.

### Top Growth Occupations

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Health Care	113	109	-4%
Hospitality and Travel	101	91	-10%
Marketing & Communications/Arts/Creative	120	107	-11%
Purchase / Logistics / Supply Chain	104	87	-16%
Customer service	78	64	-18%

### Lowest Growth Occupations

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Engineering and Production	106	79	-25%
Sales and BD	94	68	-28%
Software, Hardware, Telecom	198	143	-28%
Legal	112	80	-29%
Finance and Account	101	60	-41%

**Geographic Year-over-year Trends:** COVID-19 pandemic has slowed down hiring across regions. Online hiring activity was negative for all the seven countries monitored by the Index. **KSA** (down 15 percent), **Kuwait** (down 27 percent) and **UAE** (down 72 percent) registered the most-notable decline in May 2020, on-the-year.

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Qatar	83	81	-2%
Bahrain	99	94	-5%
Oman	107	99	-7%
Egypt	92	85	-8%
KSA	114	97	-15%
Kuwait	115	84	-27%
UAE	68	19	-72%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index **KSA** registers decline of 15 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, **Health Care** professionals are the most sought-after talent.

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	<b>May 19</b>	<b>May 20</b>	<b>% Growth Y-o-Y</b>
Advertising, Market Research, Public Relations, Media and Entertainment	145	176	21%
Health Care	159	182	14%
BFSI	145	147	1%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	<b>May 19</b>	<b>May 20</b>	<b>% Growth Y-o-Y</b>
Oil and Gas	120	106	-12%
Engineering, Construction and Real Estate	115	95	-17%
Production/Manufacturing, Automotive and Ancillary	99	72	-27%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	<b>May 19</b>	<b>May 20</b>	<b>% Growth Y-o-Y</b>
Health Care	128	134	5%
Marketing & Communications/Arts/Creative	110	107	-3%
Software, Hardware, Telecom	194	175	-10%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	<b>May 19</b>	<b>May 20</b>	<b>% Growth Y-o-Y</b>
Purchase / Logistics / Supply Chain	93	75	-19%
Finance and Account	129	104	-19%
Engineering and Production	104	76	-27%

### UAE Highlights

- Monster Employment Index **UAE** witnesses decline of 72 percent from the year-ago level.
- **Oil and Gas** leads among the monitored sectors, on-the-year.
- **Retail/Trade and Logistics** registers the steepest annual decline.
- All functional roles exhibited receded year-on-year growth; of which, demand for **Health Care professionals** plummeted the least.

### UAE Top Growth Industries

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Oil and Gas	58	60	3%
Petrochemicals (Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides)	105	107	2%
Health Care	125	116	-7%

### UAE Lowest Growth Industries

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Engineering, Construction and Real Estate	74	49	-34%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	149	90	-40%
Retail/Trade and Logistics	82	48	-41%

### UAE Top Growth Occupations

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Health Care	73	70	-4%
Customer service	53	49	-8%
Purchase / Logistics / Supply Chain	93	84	-10%

### UAE Lowest Growth Occupations

Year-over-year Growth	May 19	May 20	% Growth Y-o-Y
Software, Hardware, Telecom	120	70	-42%
Sales and BD	71	17	-76%
HR & Admin.	47	9	-81%

## By Industry

	2019								2020				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	110	116	104	93	90	90	103	99	100	94	89	83	78
BFSI	83	87	82	86	90	80	91	89	88	89	92	81	78
Production/Manufacturing, Automotive and Ancillary	103	96	102	111	103	94	101	94	95	85	86	78	74
Retail/Trade and Logistics	73	77	77	80	76	78	78	74	73	79	79	67	58
Oil and Gas	64	59	58	61	64	65	71	64	56	85	84	78	68
IT and Telecom/ISP	246	239	223	218	216	216	232	221	218	287	284	260	235
Hospitality	88	96	97	100	100	102	96	92	93	98	96	83	76
Education	110	114	111	109	105	105	106	109	115	121	122	116	108
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	103	104	105	109	109	105	107	109	109	106	105	97	93
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	157	145	145	166	159	166	156	156	160	177	175	153	137
Health Care	137	138	129	134	134	137	137	136	146	138	138	135	133
Advertising, Market Research, Public Relations, Media and Entertainment	58	59	59	60	59	60	63	63	64	67	67	62	59

## By Occupation

	2019								2020				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	106	102	92	93	94	92	95	92	94	92	90	85	79
Finance and Account	101	93	92	93	91	87	94	94	84	83	84	70	60
HR & Admin.	79	96	92	93	92	88	103	97	96	104	107	82	60
Sales and BD	94	108	107	96	93	93	99	98	97	98	98	81	68
Purchase / Logistics / Supply Chain	104	106	106	109	109	107	117	112	109	108	109	96	87
Hospitality and Travel	101	107	109	107	109	110	117	117	113	126	125	106	91
Health Care	113	119	113	114	112	111	116	118	125	129	120	111	109
Software, Hardware, Telecom	198	198	202	203	210	207	222	221	218	223	222	184	143
Marketing & Communications/Arts/Creative	120	130	133	131	134	135	144	149	144	150	151	127	107
Customer service	78	89	87	90	89	89	98	95	88	100	99	74	64
Legal	112	106	104	106	104	99	107	103	90	97	96	79	80

## **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.