

# monster®

## EMPLOYMENT INDEX

### Less job opportunities for finance and accounting professionals in the UAE; job demand for the healthcare sector soars

#### November 2015 Index Highlights

- The Monster Employment Index registers a higher year-on-year regional growth percentage this month (up 16 percent) as compared to October 2015 (14 percent). Nevertheless, the annual growth rate continues to hover below that registered in Q2 and Q3 2015.
- IT and Telecom/ISP lead all industry groups by the way of long-term growth in the Middle East followed by HealthCare.
- Oil and Gas records the steepest decline year-on-year in the Middle East.
- Customer service professionals witness the steepest growth in demand in the Middle East.
- Kuwait and UAE are the top employment generating countries on a year-on-year basis.

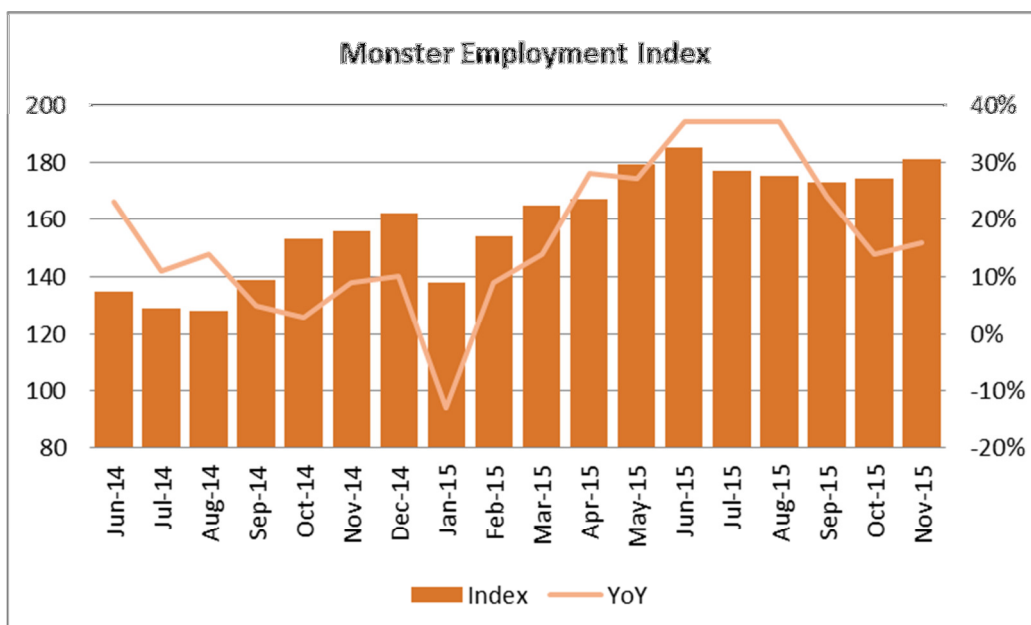
**The Monster Employment Index is a monthly gauge of online job posting activity in Middle-East based on a real-time review of tens of thousands of employer job opportunities culled from a large representative selection of career Web sites and online job listings. The Index does not reflect the trend of any one advertiser or source, but is an aggregate measure of the change in job listings across the industry.**

“GCC economy growth has slowed down due to the low oil price environment, which has adversely affected growth in the non-oil sectors as well. The job market has not been spared either, as revealed by the Monster Employment Index. The year-on-year growth this month has eased considerably as compared to Q2 and Q3 2015, with the Oil and Gas sector continuing to exhibit the steepest decline in job demand. We expect the slowdown in job demand to continue, in line with the International Monetary Fund’s (IMF) regional economic outlook for the Middle East and Central Asia, which has projected further slowdown in GCC economic growth for the short-term,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“In spite of the general slowdown in the job market, the Middle East is witnessing a rising need in serving the GCC Healthcare sector. Looking at the November 2015 data for professionals working in this field, job opportunities continue to soar reaching 36 percent year-on-year growth, in addition to the industry itself recording a 20 percent year-on-year growth in terms of job posting.

This trend is reflected particularly in the UAE, with the Healthcare sector leading the year-on-year top growth charts with a 60 percent increase. According to a Dubai Health Authority official, Dubai anticipates to welcome more than 500,000 medical tourists by 2020 and generate Dh2.6 billion in revenue, marking a 20 per cent growth over 2015. In addition, Dubai Health Care City (DHCC), the world’s largest healthcare free zone, is expanding to include the Nashami project, which will feature 3.3 million square feet of rehabilitation facilities, retail stores, as well as hospitality and leisure facilities. It is expected to receive 20,000 people,” **continued Modi.**

“Looking closer at the UAE data for November 2015, online job demand is looking gloomy for Finance and Accounting professionals, with a negative year-on-year growth of -2%. Being the first negative growth recorded since January 2015, these findings indicate the UAE economy faces an additional liquidity crunch amid growing financial turmoil.. Given this climate, we are not surprised to see a decline in job demand for finance and accounting professionals; both global and local lenders such as Standard Chartered, HSBC Middle East and First Gulf Bank have announced job cuts for the region. Risk appetite is as low as market liquidity and financial institutions are adopting cost cutting policies, while reducing exposure to riskier assets and avoiding bad debts,” **added Modi.**



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

Jun 14	Jul 14	Aug 14	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	Y-o-Y
135	129	128	139	153	156	162	138	154	165	167	179	185	177	175	173	174	181	16%

**Industry Year-over-Year Trends:** Of the 12 monitored industry sectors by the Index eight recorded improved hiring levels between November 2014 and 2015.

- Although **IT and Telecom/ISP** (up 31 percent) led all industry groups by the way of long-term growth, the growth momentum has not exhibited significant variation. The rate of growth year-on-year has been hovering around the same range since August 2015. The group has, however, registered significant growth in short-term; up by 12 percent (three-month growth rate) between August and November 2015.
- **Health Care** (up 20 percent) recorded the second highest growth in online hiring among all industry sectors. **Retail/Trade and Logistics** jumped to the third position with a robust 17 percent growth in online recruitment activity, year-on-year; five percentage points higher than the annual growth rate in October 2015 (12 percent).
- **Hospitality** industry exhibited a negative annual growth rate of marginal one percent for the first time since February 2014. Both three-month (down 5 percent) and six-month (down 17 percent) growth rates are negative indicating a slowdown in hiring in the recent months. The sector also recorded the steepest decline on a month-on-month basis.

- Online recruitment activity matched the year-ago level in **Advertising, Market Research, Public Relations, Media and Entertainment**; and **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides**.
- **Oil and Gas** sector continues to chart negative growth; records a 20 percent plunge from the year-ago.

### Top Growth Industries

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
IT and Telecom/ISP	104	136	31%
Health Care	152	182	20%
Retail/Trade and Logistics	155	182	17%
BFSI	176	195	11%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	82	89	9%

### Lowest Growth Industries

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Engineering, Construction and Real Estate	151	154	2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	93	93	0%
Advertising, Market Research, Public Relations, Media and Entertainment	133	133	0%
Hospitality	194	192	-1%
Oil and Gas	94	75	-20%

**Occupation Year-over-Year Trends:** Online demand exceeded the year-ago level for seven of the 11 occupation groups monitored by the Index.

- Online demand for **Customer Service** (up 54 percent) professionals has rebounded. The group led all other job roles charting the steepest growth year-on-year. At the same time the Index reading for the series crossed the baseline for the first time since January 2013. The group has recorded a growth of 46 percent in the past three months between August and November 2015.
- Online demand for **Health Care** professionals continues to soar. The group recorded the second highest growth in demand year-on-year at 36 percent; an improvement of eight percentage points from 28 percent in October 2015.
- **Hospitality and Travel** (down three percent) witnessed fewer opportunities on the year for the second month in succession. Online hiring for **Finance and Account** (down eight percent) and **Purchase / Logistics / Supply Chain** (down two percent) has also slowed. Finance and Account personnel registered the steepest year-on-year decline among all job roles.

### Top Growth Occupations

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Customer service	70	108	54%
Health Care	150	204	36%
Software, Hardware, Telecom	142	191	35%
HR & Admin.	164	202	23%
Sales and BD	208	252	21%

### Lowest Growth Occupations

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	183	190	4%
Purchase / Logistics / Supply Chain	104	102	-2%
Hospitality and Travel	184	179	-3%
Finance and Account	159	147	-8%
Legal	106	95	-10%

**Geographic Year-over-year Trends:** Online hiring surpassed the year-ago level in four countries out of the seven monitored by the Index

- **Kuwait** led all countries charting the highest growth year-on-year even this month. The long-term growth momentum improved nine percentage points from 23 percent in October to 32 percent in November 2015.
- The long-term growth momentum improved in **UAE** (up 18 percent) as well vis-à-vis October 2015 (18 percent). **KSA** (up one percent) registered a positive annual growth following low level in October (down two percent).
- Online recruitment in **Oman** and **Bahrain** slowed. Recruitment level matched the year-ago level in **Oman** while recruitment in **Bahrain** slipped four percent below the year-ago level. **Qatar** (down seven percent) recorded the steepest decline year-on-year

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Kuwait	114	151	32%
UAE	126	156	24%
Egypt	162	164	1%
KSA	126	127	1%
Oman	109	109	0%
Bahrain	127	122	-4%
Qatar	138	129	-7%

## **COUNTRY-WISE TRENDS**

### **UAE Highlights**

- Monster Employment Index UAE registers a 24 percent growth year-on-year
- **Health Care** industry registers the steepest growth year-on-year
- **Oil and Gas** sector continues to exhibit steep decline
- Online demand rises the most for **Sales and BD** professionals

### **UAE Top Growth Industries**

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Health Care	138	221	60%
Retail/Trade and Logistics	104	161	55%
IT and Telecom/ISP	104	155	49%

### **UAE Lowest Growth Industries**

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	104	105	1%
Hospitality	112	106	-5%
Oil and Gas	101	77	-24%

### **UAE Top Growth Occupations**

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Sales and BD	129	187	45%
Health Care	162	222	37%

### **UAE Lowest Growth Occupations**

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Finance and Account	126	123	-2%
Purchase / Logistics / Supply Chain	115	108	-6%

HR & Admin.	102	130	27%
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Customer service	72	62	-14%
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## Saudi Arabia is looking to hire healthcare professionals; construction, engineering and real estate sectors exhibit negative growth

### November 2015 Index Highlights

- Monster Employment Index KSA exceeds year-ago level by a marginal one percent
- Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery leads industry sectors by the way of long-term growth
- Engineering, Construction and Real Estate records the steepest fall yet again
- Online demand for Health Care rises the most on a year-on-year basis
- Kuwait and UAE are the top employment generating countries on a year-on-year basis.

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“This trend is also reflected in the Kingdom. Occupation wise, Healthcare is leading the year-on-year growth charts for the third month in a row in Saudi Arabia. Demand for healthcare professionals has increased by 45% in November 2015, as compared to the same period last year,” **added Modi.**

“Sector wise, the top growth industry this month in the KSA are consumer goods / FMCG, Food & Packaged Food, Home appliance, Garments / Textiles / Leather, Gems & Jewelry, which showed a 22% year-on-year growth rate in November 2015,” **added Modi.**

“The worst performing industry is Engineering, Construction and Real Estate which declined a negative 24% in November 2015. Saudi construction firms are cutting back as the government curbs spending in

an era of cheap oil. The Kingdom is running an annual state budget deficit estimated by the International Monetary Fund at over \$100 billion,” **continued Modi.**

“We will closely monitor this sector to see the impact of the new regulations on sector growth and consequently, job demand. KSA has just announced plans to impose a tax on all undeveloped plots of land across the country. This initiative might help solve the housing shortage, but also put pressure on real estate, dropping prices in the market,” **concluded Modi.**

### KSA Top Growth Industries

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	83	101	22%
Advertising, Market Research, Public Relations, Media and Entertainment	133	154	16%
IT and Telecom/ISP	115	129	12%

### KSA Lowest Growth Industries

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Education	104	91	-13%
Oil and Gas	114	90	-21%
Engineering, Construction and Real Estate	111	84	-24%

### KSA Top Growth Occupations

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Health Care	98	142	45%
Software, Hardware, Telecom	126	156	24%
Sales and BD	159	183	15%

### KSA Lowest Growth Occupations

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	128	119	-7%
HR & Admin.	130	120	-8%
Purchase / Logistics / Supply Chain	144	93	-35%

## By Industry

	2014		2015										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering, Construction and Real Estate	151	151	134	146	151	156	149	151	140	131	143	147	154
BFSI	176	194	175	192	201	217	218	217	214	183	187	214	195
Production/Manufacturing, Automotive and Ancillary	85	87	68	78	80	83	72	84	82	76	83	82	92
Retail/Trade and Logistics	155	159	151	162	163	166	177	174	174	172	178	173	182
Oil and Gas	94	97	78	83	83	75	80	83	84	75	71	78	75
IT and Telecom/ISP	104	108	101	110	116	120	123	131	132	121	122	134	136
Hospitality	194	194	197	205	212	220	230	226	210	203	203	223	192
Education	173	186	187	199	197	203	203	209	202	197	197	198	177
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	93	94	79	81	81	91	88	95	99	93	89	96	93

Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	82	84	55	78	81	91	77	76	78	77	78	84	89
Health Care	152	162	146	151	151	152	165	169	149	166	159	172	182
Advertising, Market Research, Public Relations, Media and Entertainment	133	139	142	148	155	157	164	163	153	144	132	136	133

### By Occupation

	2014		2015										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering and Production	140	143	127	131	136	140	145	151	140	142	147	142	148
Finance and Account	159	167	155	172	169	190	176	173	170	155	155	156	147
HR & Admin.	164	165	149	174	179	183	192	191	185	182	181	200	202
Sales and BD	208	199	187	213	232	232	246	249	249	236	250	253	252
Purchase / Logistics / Supply Chain	104	106	99	104	98	109	112	114	115	115	110	97	102
Hospitality and Travel	184	188	189	198	200	205	213	211	190	193	197	184	179
Health Care	150	148	134	140	140	140	161	164	134	159	166	190	204
Software, Hardware, Telecom	142	129	111	141	174	174	174	189	196	170	151	166	191
Marketing & Communications/Arts/Creative	183	191	192	202	212	222	234	232	216	205	194	183	190
Customer service	70	62	52	54	55	70	60	72	69	74	76	99	108
Legal	106	118	111	119	120	128	120	115	123	111	107	97	95

#### 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).

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