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EMPLOYMENT INDEX

Monster Employment Index reveals online hiring slow in the UAE, but 2017 outlook remains positive

November 2016 Index Highlights

- Online job postings in the UAE have dropped by 35 percent from November 2015
- Education registered the least year-on-year decline among industry sectors studied at -1 percent
- Purchase/logistics/supply chain the only occupation to register growth from the same period last year with 19 percent increase

Dubai, 02 January 2017 – While the latest Monster Employment Index (MEI) registers a 35 percent decrease in November's online job opportunities in the UAE compared to the same period in 2015, evidence suggests that 2017 will be a better year for job seekers.

According to research recently conducted by Hays, more than half of GCC workers surveyed are considering leaving their current employer in 2017 while 14 percent of UAE employers claim they do not have the talent needed to achieve next year's objectives. This is further emphasised in separate study by Manpower Group which shows that over two thirds of surveyed employers are looking to expand workforce in the coming 12 months. With employees leaving and employers in need of relevant talent, job opportunities are likely to rise in 2017.

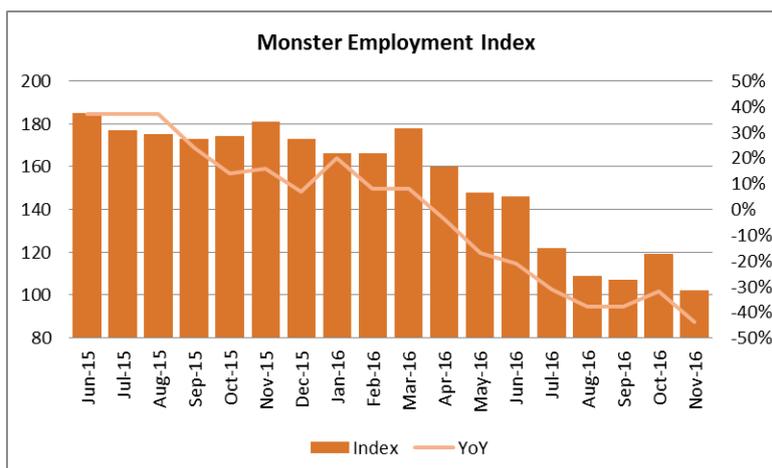
"With the uncertainty surrounding the new oil production cuts by OPEC and the strengthened US dollar, it appears that UAE businesses are taking a cautious approach to growing their workforce, however this is likely to change in 2017 as confidence is restored with more stable market conditions. While online hiring activity in the UAE currently remains very low, the movement of employees and employee talent gaps will create more opportunities but higher competition for job seekers, making it important for job seekers to find ways to stand out," **said Sanjay Modi, Managing Director, Monster.com, APAC & Middle East.**

The latest MEI, based on a real-time review of job opportunities from a large representative selection of career web sites and online job listings, reveals that Purchase/ Logistics/ Supply Chain occupations were the only segment to register growth at 19 percent, while the Education industry registered the least decline in online hiring at -1 percent.

Finance and Accounting occupations demonstrated the steepest decline among industries surveyed with a -49 percent fall from the same period last year while Banking, Financial services and the Insurance industry showed the lowest year-on-year growth in online recruitment at -39 percent.

In the wider Middle East region, online recruitment is down by 44 percent with the Hospitality sector demonstrating the largest decline at -66 percent, while IT and Telecom is among the only sectors to register growth at 5 percent from November 2015.

#Ends#



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

Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Y-o-Y
185	177	175	173	174	181	173	166	166	178	160	148	146	122	109	107	119	102	-44%

Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in two out of the twelve sectors monitored by the Index.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up eight percent) led all monitored industry sectors by the way of long-term growth even in November 2016 but at a significantly eased-up pace; down 13 points from 21 percent in October 2016 . This is the lowest growth recorded in the sector since November 2015. Month-on-month, the sector recorded a six percent decline in online hiring activity. The Index reading for the series at 96 once again slipped below the baseline. .
- **IT and Telecom/ISP** is the only other sector to register a positive year-on-year growth this month. The growth momentum, nevertheless, continued to slow; down from seven percent in October to five percent in November 2016. It is notable that e-recruitment in the sector, in the short-run, continued to be optimistic. The sector registered a four percent growth on a three-month basis and 11 percent growth on a six-month basis. Month-on-month there has been a marginal one percent decline in online recruitment activity.
- Online recruitment in **Production/Manufacturing, Automotive and Ancillary** slipped 15 percent below the corresponding period a year-ago as the sector registered a 14 percent drop in monthly activity. This is the first negative growth since December 2015. The low levels of hiring is evident

in negative growth trend on all parameters; three-month (down nine percent) and six-month (down 19 percent)

- **Health Care** sector saw an 18 percent decline from the year-ago following marginal improvement in October 2016 (up two percent). At the same time, there has been a 15 percent decline in hiring activity in the sector between October and November 2016.
- **BFSI** (down 61 percent) continued to chart progressive decline in the year-on-year growth momentum. The sector also recorded the steepest decline in month-month hiring activity among all monitored industry sectors; down 27 percent.
- Among industries monitored, **Hospitality** (down 66 percent) sector witnessed the most notable annual decline for the fifth month in succession. The sector also recorded fewer opportunities on the month (-13%) following a 9% growth in October 2016.

Top Growth Industries

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	89	96	8%
IT and Telecom/ISP	136	143	5%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	93	89	-4%
Production/Manufacturing, Automotive and Ancillary	92	78	-15%
Health Care	182	150	-18%

Lowest Growth Industries

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Education	177	125	-29%
Advertising, Market Research, Public Relations, Media and Entertainment	133	67	-50%
BFSI	195	77	-61%
Retail/Trade and Logistics	182	66	-64%
Hospitality	192	66	-66%

Occupation Year-over-Year Trends: All 11 occupation groups monitored by the Index exhibited negative annual growth trend.

- Among job roles, **Purchase / Logistics / Supply Chain** recorded the least decline; down five percent. Online demand exceeded the three-month level for the first time since April 2016. The group also recorded a positive growth on the month (up two percent) following no growth in hiring in September as well as in October 2016.

- Year-on-year, online demand for **Customer Service** (down 21 percent) professionals declined sharply; the growth momentum eased 29 points from eight percent in October 2016. This is the first negative growth post September 2015. The group also saw a 21 percent decline in opportunities between October and November 2016.
- **Engineering and Production** continued to witness fewer opportunities on the year; down 22 percent. The group recorded a five percent growth in demand month-on-month in November following two percent growth each in September and October 2016; also the steepest among all occupation groups. Online demand exceeded the three-month level for the first time since December 2015.
- **Finance and Account** (down 63 percent) witnessed a 27 percent decline in demand between October and November 2016; the steepest month-on-month decline in the series and also among all job roles this month. In the past six-months between May and November 2016 the group has seen a 63 percent drop in demand.
- **Sales and BD** (down 67 percent) saw further decline from the year-ago. This is the steepest decline recorded among all monitored job roles even in November. Online demand for the role exhibited a decline in all other parameters as well; down seven percent month-on-month, down eight percent on three-month and down 51 percent on six-month.

Top Growth Occupations

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	102	97	-5%
Legal	95	78	-18%
Customer service	108	85	-21%
Engineering and Production	148	115	-22%
Health Care	204	142	-30%

Lowest Growth Occupations

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Hospitality and Travel	179	87	-51%
Marketing & Communications/Arts/Creative	190	72	-62%
Finance and Account	147	54	-63%
HR & Admin.	202	71	-65%
Sales and BD	252	82	-67%

Geographic Year-over-year Trends: Online hiring eased below the year-ago in all seven countries monitored by the Index

- **Oman** (down three percent) and **Bahrain** (down six percent) continued to exhibit the lowest year-on-year decline among all monitored counties. The growth momentum eased further in Bahrain; down four percentage points between October (negative two percent) and November 2016. Oman, on the other hand, exhibited improved annual growth trend; up two percentage points from a negative five percent in October 2016.

- The year-on-year growth momentum in **UAE** tumbled from a negative 18 percent in October to negative 35 percent in November 2016. UAE also witnessed steep month-on-month decline of 16 percent. This was also the most notable short-term decline recorded among all monitored countries in the region this month.
- The year-on-year growth momentum in **KSA** worsened from a negative 12 percent in October to a negative 19 percent in November 2016. KSA has been witnessing progressive declining annual growth rates since September 2016. .
- **Egypt** (down 44 percent) continued to chart the steepest decline among all countries. The rate of growth, however, has recovered three points between October (down 47 percent) and November 2016.

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Oman	109	106	-3%
Bahrain	122	115	-6%
KSA	127	103	-19%
Qatar	129	99	-23%
Kuwait	151	109	-28%
UAE	156	102	-35%
Egypt	164	92	-44%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers a 19 decline on the year
- **Oil and Gas** exhibits the steepest annual growth among industry sectors
- Online recruitment declines the most in **Hospitality** sector
- **Purchase / Logistics / Supply Chain** is the only job role to record a positive growth on a year-on-year basis

KSA Top Growth Industries

KSA Lowest Growth Industries

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Oil and Gas	90	121	34%
Education	93	102	10%
Engineering, Construction and Real Estate	84	89	6%

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	154	123	-20%
Retail/Trade and Logistics	117	87	-26%
Hospitality	127	75	-41%

KSA Top Growth Occupations

KSA Lowest Growth Occupations

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	93	102	10%
Software, Hardware, Telecom	156	144	-8%
Finance and Account	117	107	-9%

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Sales and BD	183	139	-24%
Engineering and Production	132	94	-29%
Hospitality and Travel	131	73	-44%

UAE Highlights

- Monster Employment Index **UAE** declines 35 percent between November 2015 and 2016
- Among industry sectors, **Education** registers the least decline year-on-year
- **BFSI**, on the other hand, exhibits the steepest annual decline
- Year-on-year, **Purchase / Logistics / Supply Chain** is the only group to witness a positive growth in demand, yet again

UAE Top Growth Industries

UAE Lowest Growth Industries

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Education	143	141	-1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	98	-8%

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Retail/Trade and Logistics	161	104	-35%
Hospitality	106	67	-37%

Production/Manufacturing, Automotive and Ancillary	105	97	-8%
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BFSI	165	101	-39%
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UAE Top Growth Occupations

UAE Lowest Growth Occupations

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	108	129	19%
Engineering and Production	150	127	-15%
Marketing & Communications/Arts/Creative	114	92	-19%

Year-over-year Growth	Nov 15	Nov 16	% Growth Y-o-Y
Software, Hardware, Telecom	135	84	-38%
Health Care	218	129	-41%
Finance and Account	118	60	-49%

By Industry

	2015		2016										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering, Construction and Real Estate	154	158	142	147	151	138	137	137	123	112	110	119	114
BFSI	195	188	167	156	175	152	138	126	110	102	90	106	77
Production/Manufacturing, Automotive and Ancillary	92	78	74	83	83	92	96	91	90	86	84	91	78
Retail/Trade and Logistics	182	155	139	140	138	125	112	102	78	70	71	72	66
Oil and Gas	75	73	70	74	72	69	67	66	66	68	64	63	61
IT and Telecom/ISP	136	131	118	127	133	130	129	135	136	137	134	144	143
Hospitality	192	191	183	167	167	137	122	110	80	80	70	76	66
Education	177	174	173	178	160	149	150	142	128	116	116	127	125
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	93	100	96	91	85	79	80	82	88	84	83	85	89
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems	89	93	95	103	109	116	111	118	98	98	93	102	96

& Jewellery													
Health Care	182	161	163	175	174	173	173	181	152	165	145	176	150
Advertising, Market Research, Public Relations, Media and Entertainment	133	127	118	106	95	85	81	77	73	65	66	67	67

By Occupation

	2015		2016										
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Engineering and Production	148	152	128	125	130	120	120	116	116	106	108	110	115
Finance and Account	147	174	167	142	158	174	144	130	103	77	61	74	54
HR & Admin.	202	169	159	163	167	154	125	127	89	66	73	96	71
Sales and BD	252	212	201	202	237	197	169	150	111	89	87	88	82
Purchase / Logistics / Supply Chain	102	107	105	105	113	110	102	105	108	95	95	95	97
Hospitality and Travel	179	152	147	134	161	143	136	135	100	116	91	103	87
Health Care	204	179	187	206	207	204	193	198	170	178	149	177	142
Software, Hardware, Telecom	191	175	162	180	196	165	152	166	143	132	113	116	105
Marketing & Communications/Arts/Creative	190	158	154	150	166	147	123	105	87	73	82	75	72
Customer service	108	75	71	73	90	88	95	89	69	83	101	107	85
Legal	95	100	91	103	110	101	105	109	103	81	87	86	78

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 the 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® and a vast array of products and services. For more information visit monster.com/about.

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Monster Employment Index records 34 percent growth in oil & gas recruitment in Saudi Arabia

- **34 percent growth in the number of online postings in Saudi oil and gas sector**
- **10 percent rise in postings in the purchase, logistics and supply chain occupations**
- **19 percent overall decline in KSA job opportunities from same period last year**

Riyadh, 02 January 2017: According to the latest Monster Employment Index (MEI), although the data indicates that online recruitment in the KSA has slowed considerably, the oil and gas sector has seen 34 percent growth in online recruitment, which indicates a strengthening economy.

While the November MEI figures record an overall decline in year-on-year momentum in KSA – a 7 percentage point decline from -12 percent in October to -19 percent in November – the oil and gas industry continues to lead growth in online recruitment in the Kingdom with 34 percent increase from the same period last year. This is followed by 10 percent growth in the Education sector. The highest decline was observed in the hospitality sector at -41 percent reflecting the challenges of the industry at a regional level.

Purchase/ logistics/ supply chain occupations registered the strongest growth in the Kingdom at 10 percent and was the only industry to record occupational growth followed by software/ hardware/ telecom and finance/ accounting at -8 percent and -9 percent respectively. Occupations in hospitality also registered the highest decline at -44 percent.

Sanjay Modi, Managing Director, Monster.com, APAC & Middle East, *“While it is encouraging to see continued growth in the oil and gas industry, this is not projected to rise further amid supply cuts announced recently by OPEC. However, as the Kingdom focuses on economic diversification, occupations in the purchase, logistics and supply chain sector are likely to grow further in 2017 as a result of the increased flow of imports and exports in the country.”*

Last week the Saudi Arabian Government announced the approval of its annual budget. According to a public statement released by the Ministry of Finance, the Kingdom aims to strengthen the general finance framework and boost efficiency in government spending to reach a balanced budget by 2020. The statement reinforces the Kingdom’s commitment to Vision 2030 with an increase of 8 percent in budget expenditure from the projected SAR 825 billion in 2016 to SAR 890 billion in 2017.

“Overall, the outlook for 2017 is positive for job seekers in Saudi, something reflected by the Government’s commitment to Vision 2030. The Government’s introduction of fiscal policies to cope with the current economic and financial challenges aims to strengthen the Kingdom’s economic position. This drive will undoubtedly have a positive impact on recruitment in the region but as ever, we will just have to wait and see,” **Modi added.**

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.

#ENDS#

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