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EMPLOYMENT INDEX

UAE job market is slowing down; Monster MEI Index shows which sectors are still hiring

October 2015 Index Highlights

- The Monster Employment Index year-on-year growth rate slows down further; from 24 percent in September 2015 to 14 percent in October 2015. Similar slowdown in the growth momentum is observed in six-month and three-month growth rate as well.
- Year-on-year, BFSI; and IT and Telecom/ISP lead all industry groups in the Middle East yet again.
- Education sector in the Middle East records the most notable decline this month closely followed by the Oil and Gas sector.
- Steepest growth in demand in The Middle East is that of HR & Admin.; and Health Care professionals.
- Kuwait; Egypt; 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.

“We continue to see a slowdown in the job market in the region, as evidenced by the MEI index which has almost halved from 24 percent year on year growth in September 2015 to 14 percent in October 2015.”

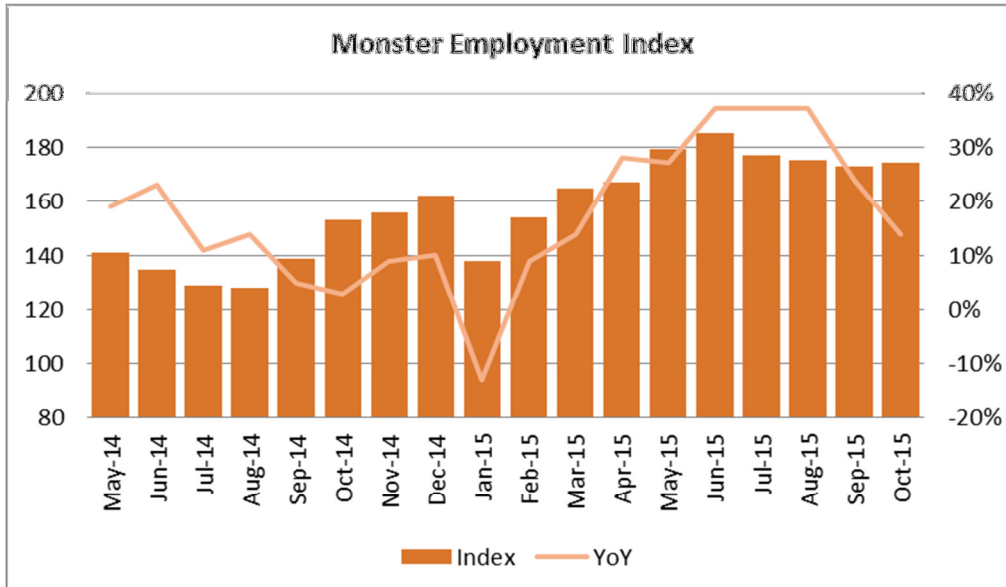
“This slowdown is reflected throughout the region, including the UAE market. This slowdown in online job demand is in line with industry reports about the economic slowdown in the country, triggered by the weak oil prices which are impacting the non-oil sector as well; the gradual fiscal tightening, and the softening of real estate prices in Dubai,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

The job market is not all bleak – we have good news for those looking for a job in the healthcare sector in the UAE, which has grown at 34% year on year as compared to the same period last year. According to the Ventures Middle East Onsite report, the UAE is building more than 20 hospitals to care of the half a million medical tourists that are expected by 2020, with medical revenues to hit \$300 million by 2016,” **added Modi.**

“The second and third top growth industries in the UAE are consumer goods / FMCG / Textiles / Gems & Jewellery, as well as the Retail / Trade and Logistics. With online job demand growing 32% and 30% respectively, year on year.

“Occupation wise, employers in the UAE are hiring professionals specialized in sales and business development roles (up 53% year on year), HR and Administrative roles (up 31% year on year) and healthcare roles (up 22% year on year).

“Overall, the UAE is the third best performing country in terms of job demand, which is up 18 percent in October 2015, compared to the same month last year. Recruitment activity in Saudi Arabia has slipped below the year-ago level, leaving it at the bottom of the chart when looking at the online activity country wise, compared to other monitored Middle East countries. Kuwait on the other hand, led all countries with a 23 percent year-on-year growth. The country has been charting robust annual growth rate since August 2015 and job opportunities have grown 30 percent since July 2015,” **continued Modi.**



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

| May 14 | 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 | Y-o-Y |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| 141 | 135 | 129 | 128 | 139 | 153 | 156 | 162 | 138 | 154 | 165 | 167 | 179 | 185 | 177 | 175 | 173 | 174 | 14% |

Industry Year-over-Year Trends: Online hiring activity exceeded the year-ago level in eight of the 12 monitored industry sectors.

- **BFSI** (up 31 percent) supplanted **IT and Telecom/ISP** (up 30 percent) to lead all industry sectors by the way of long-term growth. The year-on-year growth momentum even though lower than that observed in the first two quarters has surpassed that of September 2015 (23 percent). The sector has recorded steep growth on the month (up 14 percent) following low level in Q3 2015. The annual growth momentum has increased for the **IT and Telecom/ISP** sector as well; up from 28 percent in September.
- Online recruitment activity in **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up four percent) exceeded the year-ago level. This is the first positive growth since June 2015. It is notable that hiring in the sector has been unsteady, mostly negative since August 2012 with Index reading for the series consistently below the baseline starting April 2014.
- **Oil and Gas** sector has charted negative annual growth since the beginning of the year. A 19 percent drop in opportunities from the year-ago this month is the tenth successive decline of the series.

- **Education** sector which has been growing in double digits since October 2014 registered a negative year-on growth this month; down 22 percent. This is the steepest decline in the series and also among all industry sectors. Online hiring activity in the sector has been gradually slowing since July 2015.

Top Growth Industries

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|----------------------------|--------|--------|----------------|
| BFSI | 163 | 214 | 31% |
| IT and Telecom/ISP | 103 | 134 | 30% |
| Hospitality | 185 | 225 | 22% |
| Health Care | 145 | 172 | 19% |
| Retail/Trade and Logistics | 155 | 173 | 12% |

Lowest Growth Industries

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Engineering, Construction and Real Estate | 142 | 147 | 4% |
| Production/Manufacturing, Automotive and Ancillary | 85 | 82 | -4% |
| Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides | 102 | 96 | -6% |
| Oil and Gas | 96 | 78 | -19% |
| Education | 207 | 161 | -22% |

Occupation Year-over-Year Trends: There is an increased demand in 9 of the 11 occupation groups monitored by the Index.

- **HR & Admin.** (up 32 percent) registered the steepest growth in demand from the year-ago among all monitored job roles. At the same time there is an increased demand on the month; up by 10 percent following fewer opportunities on the month since June 2015.
- Demand for **Health Care** professionals continues to rise; up by 28 percent year-on-year from 18 percent in September 2015. It is notable that the group has witnessed a 36 percent growth in opportunities in the past six months between April and October 2015.
- Online demand for **Finance and Account** (up four percent); **Purchase / Logistics / Supply Chain** (up three percent); and **Software, Hardware, Telecom** (up nine percent) continues to trend upward at a much slower pace than in the previous months.
- While **Customer Service** (up 21 percent) registered a positive growth on the year following negative growth in August and September, demand for **Hospitality and Travel** (down two percent); and Legal (down eight percent) slipped below the year-ago level. Legal professionals recorded the steepest annual decline among all other.

Top Growth Occupations

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| HR & Admin. | 152 | 200 | 32% |
| Health Care | 148 | 190 | 28% |
| Customer service | 82 | 99 | 21% |

Lowest Growth Occupations

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|-------------------------------------|--------|--------|----------------|
| Engineering and Production | 136 | 142 | 4% |
| Finance and Account | 150 | 156 | 4% |
| Purchase / Logistics / Supply Chain | 94 | 97 | 3% |

| | | | |
|-----------------------------|-----|-----|-----|
| Sales and BD | 211 | 253 | 20% |
| Software, Hardware, Telecom | 152 | 166 | 9% |

| | | | |
|------------------------|-----|-----|-----|
| Hospitality and Travel | 187 | 184 | -2% |
| Legal | 106 | 97 | -8% |

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

- **Kuwait** (up 23 percent) led all countries charting the highest growth year-on-year. The country has been charting robust annual growth rate since August 2015 and job opportunities have grown 30 percent since July 2015.
- Online recruitment activity in **UAE** (up 18 percent) in the longer-term continue to chart an upward trend but a further decelerated pace than the previous months; August (36 percent) and in September (33 percent). Month-on-month, there were fewer opportunities; down six percent.
- Online recruitment in **KSA** (down two percent) and **Qatar** (down one percent) slipped below the year-ago level marginally. This is the first negative year-on-year growth since January 2015.

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| Kuwait | 121 | 149 | 23% |
| Egypt | 154 | 183 | 19% |
| UAE | 125 | 148 | 18% |
| Oman | 112 | 117 | 4% |
| Bahrain | 124 | 126 | 2% |
| Qatar | 140 | 138 | -1% |
| KSA | 125 | 122 | -2% |

UAE Highlights

- Monster Employment Index UAE grows 18 percent from the year-ago
- **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 | Oct 14 | Oct 15 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Health Care | 139 | 186 | 34% |
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery | 91 | 120 | 32% |
| Retail/Trade and Logistics | 105 | 136 | 30% |

UAE Lowest Growth Industries

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|---|--------|--------|----------------|
| BFSI | 160 | 165 | 3% |
| Advertising, Market Research, Public Relations, Media and Entertainment | 97 | 100 | 3% |
| Oil and Gas | 96 | 77 | -20% |

UAE Top Growth Occupations

UAE Lowest Growth Occupations

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| Sales and BD | 129 | 197 | 53% |
| HR & Admin. | 98 | 128 | 31% |
| Health Care | 157 | 192 | 22% |

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Purchase / Logistics / Supply Chain | 112 | 112 | 0% |
| Marketing & Communications/Arts/Creative | 107 | 105 | -2% |
| Customer service | 79 | 63 | -20% |

Saudi Arabia is investing in tourism and hospitality

October 2015 Index Highlights

- Monster Employment Index KSA registers a two percent decline, year-on-year
- Hospitality leads industry sectors by way of long-term growth
- Engineering, Construction and Real Estate industries records the steepest fall in job demand
- Demand for Health Care professionals record the highest growth year on year
- Kuwait; Egypt; and UAE are the top employment generating countries on a year-on-year basis.

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“Although overall online demand for jobs in the Kingdom has declined by 2 per cent compared to the same period a year ago, we do see positive progress in specific sectors,” **said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“Looking at the Monster Employment Index, the top growth industry for this month (October 2015) is Hospitality, with a 17 per cent increase in job demand year on year. This is not surprising, given that Saudi Arabia is among the world’s top ten countries for hotel projects under development, according to Top Hotel Projects, a hotel research consultancy. In addition, Riyadh is the fourth most active city in terms of hotel development after Dubai, New York and London,” **continued Modi.**

“We expect this trend to continue and to see more demand for jobs in the hospitality sector, in line with government announcements. The Saudi Commission for Tourism and Antiquities (SCTA) has set a plan that envisions the development of 50,000 additional hotel rooms and 74,000 new furnished apartments, attracting 45.3 million tourists each year by 2020. The SCTA has earmarked a total of 40 tourism development areas that will require heavy investment. As the Islamic world’s most important religious tourism destination, KSA is looking to expand the hospitality industry, and this will require specialized talent and this will generate more jobs in that field,” **added Modi.**

KSA Top Growth Industries

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| Hospitality | 145 | 170 | 17% |

KSA Lowest Growth Industries

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides | 86 | 75 | -13% |

| | | | |
|--|-----|-----|-----|
| BFSI | 111 | 122 | 10% |
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery | 93 | 101 | 9% |

| | | | |
|---|-----|----|------|
| Oil and Gas | 110 | 95 | -14% |
| Engineering, Construction and Real Estate | 106 | 87 | -18% |

KSA Top Growth Occupations

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|-----------------------------|--------|--------|----------------|
| Health Care | 104 | 133 | 28% |
| Engineering and Production | 110 | 128 | 16% |
| Software, Hardware, Telecom | 123 | 138 | 12% |

KSA Lowest Growth Occupations

| Year-over-year Growth | Oct 14 | Oct 15 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| HR & Admin. | 122 | 126 | 3% |
| Marketing & Communications/Arts/Creative | 126 | 121 | -4% |
| Purchase / Logistics / Supply Chain | 136 | 95 | -30% |

By Industry

| | 2014 | | | 2015 | | | | | | | | | |
|--|------|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct |
| Engineering, Construction and Real Estate | 142 | 151 | 151 | 134 | 146 | 151 | 156 | 149 | 151 | 140 | 131 | 143 | 147 |
| BFSI | 163 | 176 | 194 | 175 | 192 | 201 | 217 | 218 | 217 | 214 | 183 | 187 | 214 |
| Production/Manufacturing, Automotive and Ancillary | 85 | 85 | 87 | 68 | 78 | 80 | 83 | 72 | 84 | 82 | 76 | 83 | 82 |
| Retail/Trade and Logistics | 155 | 155 | 159 | 151 | 162 | 163 | 166 | 177 | 174 | 174 | 172 | 178 | 173 |
| Oil and Gas | 96 | 94 | 97 | 78 | 83 | 83 | 75 | 80 | 83 | 84 | 75 | 71 | 78 |
| IT and Telecom/ISP | 103 | 104 | 108 | 101 | 110 | 116 | 120 | 123 | 131 | 132 | 121 | 122 | 134 |
| Hospitality | 185 | 194 | 194 | 197 | 205 | 212 | 220 | 230 | 226 | 210 | 203 | 203 | 225 |
| Education | 207 | 173 | 186 | 187 | 199 | 197 | 203 | 203 | 209 | 202 | 197 | 197 | 161 |
| Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides | 102 | 93 | 94 | 79 | 81 | 81 | 91 | 88 | 95 | 99 | 93 | 89 | 96 |
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery | 81 | 82 | 84 | 55 | 78 | 81 | 91 | 77 | 76 | 78 | 77 | 78 | 84 |
| Health Care | 145 | 152 | 162 | 146 | 151 | 151 | 152 | 165 | 169 | 149 | 166 | 159 | 172 |
| Advertising, Market Research, Public Relations, Media and Entertainment | 127 | 133 | 139 | 142 | 148 | 155 | 157 | 164 | 163 | 153 | 144 | 132 | 136 |

By Occupation

| | 2014 | 2015 |
|--|------|------|
|--|------|------|

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Engineering and Production | 136 | 140 | 143 | 127 | 131 | 136 | 140 | 145 | 151 | 140 | 142 | 147 | 142 |
| Finance and Account | 150 | 159 | 167 | 155 | 172 | 169 | 190 | 176 | 173 | 170 | 155 | 155 | 156 |
| HR & Admin. | 152 | 164 | 165 | 149 | 174 | 179 | 183 | 192 | 191 | 185 | 182 | 181 | 200 |
| Sales and BD | 211 | 208 | 199 | 187 | 213 | 232 | 232 | 246 | 249 | 249 | 236 | 250 | 253 |
| Purchase / Logistics / Supply Chain | 94 | 104 | 106 | 99 | 104 | 98 | 109 | 112 | 114 | 115 | 115 | 110 | 97 |
| Hospitality and Travel | 187 | 184 | 188 | 189 | 198 | 200 | 205 | 213 | 211 | 190 | 193 | 197 | 184 |
| Health Care | 148 | 150 | 148 | 134 | 140 | 140 | 140 | 161 | 164 | 134 | 159 | 166 | 190 |
| Software, Hardware, Telecom | 152 | 142 | 129 | 111 | 141 | 174 | 174 | 174 | 189 | 196 | 170 | 151 | 166 |
| Marketing & Communications/Arts/Creative | 175 | 183 | 191 | 192 | 202 | 212 | 222 | 234 | 232 | 216 | 205 | 194 | 183 |
| Customer service | 82 | 70 | 62 | 52 | 54 | 55 | 70 | 60 | 72 | 69 | 74 | 76 | 99 |
| Legal | 106 | 106 | 118 | 111 | 119 | 120 | 128 | 120 | 115 | 123 | 111 | 107 | 97 |

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

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