

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

## UAE Report Summary; February 2017

The UAE has witnessed a two percent month-on-month recovery in the February Monster Employment Index (MEI), however online vacancies remain low with a 43 percent decline from the same period last year.

Consumer Goods (FMCG, food & packaged food, home appliances, garments, textiles, leather, and gems and jewellery) represented the most active industry in terms of online hiring registering 10 percent growth from the same period last year. This was followed by Production/Manufacturing/Automotive/Ancillary at one percent growth.

The Hospitality sector remained among the industries demonstrating the lowest growth at -23 percent, however this is a marginal improvement from --24 percent in January. Other low performing industries included Retail (Trade and Logistics) and Education at 27 percent and 41 percent decline respectively.

In the top performing occupations, Purchasing, Logistics and Supply Chain was in the top spot with no change from February 2016. This was followed by Engineering/Production and Customer Service recording the least declines at 10 percent and 19 percent respectively.

The occupations that register the highest decline in the February MEI included Healthcare, Finance/Accounting, and HR/Admin with 40 percent, 45 percent and 50 percent year-on-year declines in online job postings respectively.

Among the countries monitored, Oman registered the least decline in online hiring activity at two percent while the UAE witnessed the highest decline. However, Oman was also the only nation from the monitored countries to continue deteriorating on a month-on-month basis from six percent decline in January.

At a regional level, Purchase/Logistics/Supply chain was the only occupation to register growth at one percent, while Finance and Accounting registered the highest decline at 49 percent. Industries to register growth in online hiring across the region included Consumer Goods at 17 percent and IT/Telecom/ISP at nine percent. Industries to note the highest decline included Retail/Trade/Logistics at 33 percent, Hospitality at 34 percent and Banking/Financial Services/Insurance at 36 percent.

**Note:** The Index has been recalibrated with a changed baseline starting Feb 2017. The base period has been increased to four years (October 2010 – September 2014)

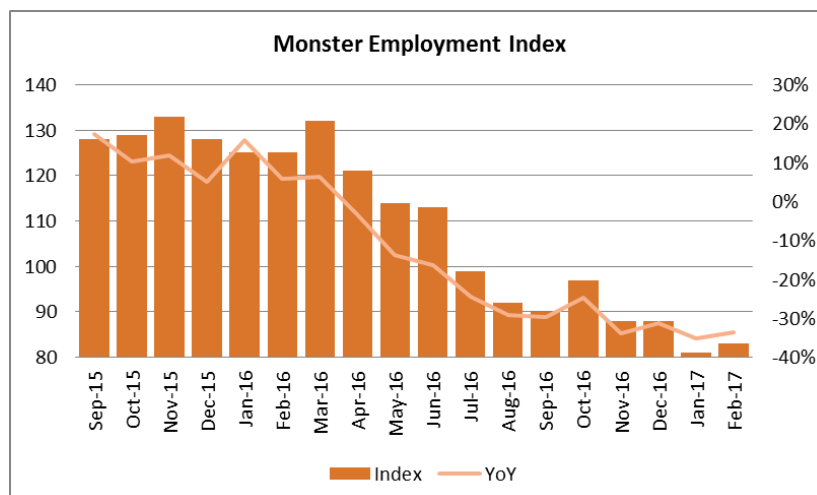
## About the Monster Employment Index

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).

## MEI Data



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

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	Dec 16	Jan 17	Feb 17	Y-o-Y
128	129	133	128	125	125	132	121	114	113	99	92	90	97	88	88	81	83	-34%

## Industry Year-over-Year Trends

Online recruitment activity exceeded the year-ago level in two sectors out of twelve monitored by the Index.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 17 percent) led all monitored industry sectors by the way of long-term growth. The year-on-year growth rate has exhibited progressive growth since December 2016. In the past three months between November 2016 and February 2017 there has been a 24 percent increase in demand in the sector. Month-on-month, e-recruitment in the sector increased by 10 percent; the steepest among all monitored sectors.
- **IT and Telecom/ISP** (up nine percent) was the only other group to record a positive growth on the year. The pace of annual growth has slowed from 21 percent in January 2017. At the same time online hiring activity in the sector continued to be lower than the three-month ago level; down one percent.
- Online recruitment activity in **Production/Manufacturing, Automotive and Ancillary** (down one percent) eased below the year-ago level marginally. The group also registered fewer opportunities on the month by six percent.
- **Engineering, Construction and Real Estate** exhibited improved trend this month. The year-on-year growth rate even though negative has recovered further by six percentage points from -17 percent in January 2017 to -11 percent in February 2017. Month-on-month the sector registered a nine percent growth in hiring activity. The Index reading for the series crossed the baseline for the first time since July 2016.
- **Oil and Gas** sector continued to chart steep decline. The annual growth rate eased from -19 percent in January 2017 to -24 percent in February 2017.
- **BFSI** (down 36 percent) recorded the steepest annual decline among industry sectors.

### Top Growth Industries

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	119	17%
IT and Telecom/ISP	139	152	9%
Production/Manufacturing, Automotive and Ancillary	85	84	-1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	95	-6%
Health Care	131	119	-9%

### Lowest Growth Industries

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Oil and Gas	72	55	-24%
Advertising, Market Research, Public Relations, Media and Entertainment	91	64	-30%
Retail/Trade and Logistics	104	70	-33%
Hospitality	117	77	-34%
BFSI	120	77	-36%

## Occupation Year-over-Year Trends

Of the 11 occupation groups monitored by the Index one registered positive growth trend on the year.

- Among occupation groups, **Purchase / Logistics / Supply Chain** (up one percent) registered a positive growth on the year. Online demand for the group exceeded the year-ago level for the first time since April 2016. All other parameters also point at increased demand for the job role; four percent (month-on-month), nine percent (three-month) and 11 percent (six-month).
- Online demand for **Customer Service**, on the other hand slipped below the corresponding period a year-ago by three percent. The job role witnessed the fourth successive month-on-month decline; down two percent. Online demand was 10 percent and nine percent lower than the three-month and six-month level.
- Year-on-year, online demand for **Engineering and Production** also improved marginally from -12 percent in January 2017 to -6 percent in February 2017.
- **Finance and Account** registered the most notable a year-on-year decline of 49 percent. Online demand for the job role declined 21 percent in the past six months between August 2016 and February 2017.

### Top Growth Occupations

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	101	102	1%
Customer service	88	85	-3%
Engineering and Production	109	102	-6%
Hospitality and Travel	104	85	-18%
Software, Hardware, Telecom	147	117	-20%

### Lowest Growth Occupations

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	110	80	-27%
Health Care	148	102	-31%
Sales and BD	117	80	-32%
HR & Admin.	120	63	-48%
Finance and Account	120	61	-49%

## Geographic Year-over-year Trends

Online hiring eased below the year-ago in all seven countries monitored by the Index

- **Oman** recorded the least decline in online hiring activity, year-on-year; down two percent. The country registered a five percent decline in hiring activity between January and February 2017; it is notable that Oman is the only country to witness negative month-on-month growth in hiring. The three-month (down five percent) and six-month (down 23 percent) growth trend continued to be negative highlighting slowdown in employment demand.
- **KSA** recorded an 18 percent drop from the year-ago level; the growth rate recovered one point between January and February 2017. Month-on-month, there was not growth in e-recruitment activity. It is notable that the Index for the series has hovered around the same range since November 2016.
- Online recruitment activity in **UAE** plunged 43 percent year-on-year; the most notable decline among the seven countries monitored by the Index. However, employment demand increased on the month; up by three percent. The three-month and six month growth rate, even though negative, have also improved between January and February 2017. Clearly UAE is on its path to recovery.

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Oman	105	103	-2%
Bahrain	114	103	-10%
Qatar	108	91	-16%
Kuwait	120	99	-18%
KSA	114	93	-18%
Egypt	116	85	-27%
UAE	135	77	-43%

### UAE Highlights

- Monster Employment Index **UAE** eased 43 percent below February 2016.
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** registers the most notable annual growth.
- **Education** charts the steepest decline, year-on-year
- Online demand for **Purchase / Logistics / Supply Chain** matched the year-ago level. All other job roles exhibit declining demand trend.

### UAE Top Growth Industries

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	126	138	10%
Production/Manufacturing, Automotive and Ancillary	96	97	1%
IT and Telecom/ISP	133	119	-11%

### UAE Lowest Growth Industries

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Hospitality	93	72	-23%
Retail/Trade and Logistics	120	88	-27%
Education	177	105	-41%

### UAE Top Growth Occupations

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	123	123	0%
Engineering and Production	137	123	-10%
Customer service	89	72	-19%

### UAE Lowest Growth Occupations

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Health Care	153	92	-40%
Finance and Account	92	51	-45%
HR & Admin.	145	73	-50%

## By Industry

	2016											2017	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	117	119	111	111	110	102	94	94	99	96	91	95	104
BFSI	120	131	118	110	104	95	91	84	93	77	81	76	77
Production/Manufacturing, Automotive and Ancillary	85	86	92	94	91	90	88	86	91	82	85	89	84
Retail/Trade and Logistics	104	103	97	92	87	76	73	73	73	71	73	68	70
Oil and Gas	72	70	65	64	62	62	65	59	58	55	58	54	55
IT and Telecom/ISP	139	141	138	137	144	145	147	143	155	154	149	149	152
Hospitality	117	117	104	98	93	81	81	77	80	76	77	76	77
Education	117	110	106	106	103	97	92	93	97	96	94	95	97
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	96	93	93	95	99	96	95	96	100	95	96	95
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	107	112	108	114	98	98	94	101	96	104	108	119
Health Care	131	131	130	130	135	118	125	114	132	117	114	113	119
Advertising, Market Research, Public Relations, Media and Entertainment	91	84	77	75	72	69	64	64	65	65	61	65	64

## By Occupation

	2016											2017	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	109	113	104	104	101	101	92	94	95	100	98	98	102
Finance and Account	120	130	141	121	112	94	77	67	75	62	62	60	61
HR & Admin.	120	122	115	101	102	83	70	74	86	73	64	61	63
Sales and BD	117	129	116	107	101	89	82	82	82	80	79	79	80
Purchase / Logistics / Supply Chain	101	108	106	99	101	104	92	92	92	94	99	98	102
Hospitality and Travel	104	114	107	104	104	90	97	87	92	85	83	83	85
Health Care	148	149	147	141	144	128	133	116	132	112	103	100	102
Software, Hardware, Telecom	147	158	148	128	138	122	115	103	105	97	103	112	117
Marketing & Communications/Arts/Creative	110	116	109	99	92	85	80	83	81	80	78	81	80
Customer service	88	97	96	99	96	86	93	102	106	94	91	87	85
Legal	112	119	110	114	118	112	92	97	97	89	91	84	88

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### **KSA Report Summary; February 2017**

Saudi Arabia has witnessed no growth in month-on-month hiring demand in the February Monster Employment Index (MEI), online vacancies remain low with an 18 percent decline from the same period last year.

Oil and Gas represented the most active industry in terms of online hiring registering nine percent growth from the same period last year. This was closely followed by Education at eight percent growth and Healthcare at four percent growth.

The Marketing (including Advertising, Public Relations, Market Research, Media and Entertainment) sector remained among the industries demonstrating the lowest growth at -17 percent. Other low performing industries included Retail (Trade and Logistics) and Production (Manufacturing, Automotive and Ancillary) at 24 percent decline in each.

In the top performing occupations, Software/Hardware/Telecom recorded the least decline at six percent from February 2016. This was followed by Finance/Accounting and Engineering/Production recording declines of nine percent and 10 percent respectively.

The occupations that register the highest decline in the February MEI included Purchasing/Logistics/Supply Chain, Healthcare and Sales/Business Development noting 16 percent, 21 percent and 25 percent year-on-year declines in online job postings respectively.

Among the countries monitored, Oman registered the least decline in online hiring activity at two percent while the UAE witnessed the highest decline at 43 percent. However, Oman was also the only nation from the monitored countries to continue deteriorating on a month-on-month basis from -six percent decline in January to -5% in February 2017 while the UAE improved by three percent from the previous month.

At a regional level, Purchase/Logistics/Supply chain was the only occupation to register growth at one percent, while Finance and Accounting registered the highest decline at 49 percent. Industries to register growth in online hiring across the region included Consumer Goods at 17 percent and IT/Telecom/ISP at nine percent. Industries to note the highest decline included Retail/Trade/Logistics at 33 percent, Hospitality at 34 percent and Banking/Financial Services/Insurance at 36 percent.

**Note:** The Index has been recalibrated with a changed baseline starting Feb 2017. The base period has been increased to four years (October 2010 – September 2014)

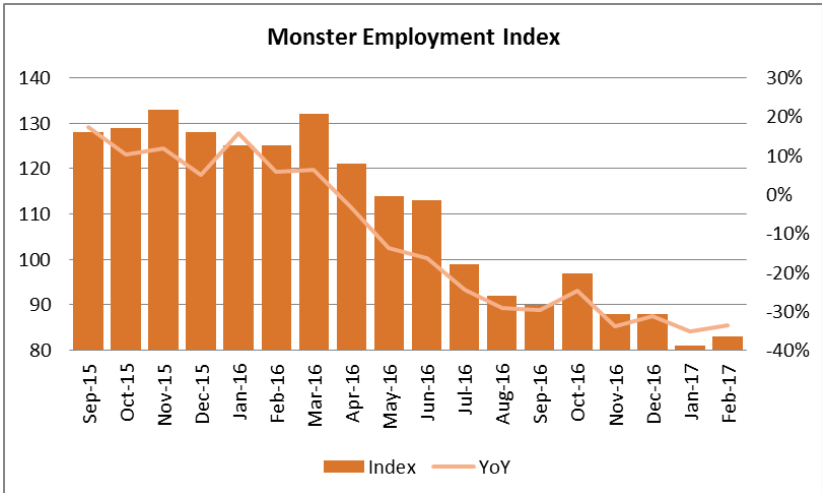
**About the Monster Employment Index**

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**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.

**MEI Data**



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



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	Dec 16	Jan 17	Feb 17	Y-o-Y
128	129	133	128	125	125	132	121	114	113	99	92	90	97	88	88	81	83	-34%

### Industry Year-over-Year Trends

Online recruitment activity exceeded the year-ago level in two sectors out of twelve monitored by the Index.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 17 percent) led all monitored industry sectors by the way of long-term growth. The year-on-year growth rate has exhibited progressive growth since December 2016. In the past three months between November 2016 and February 2017 there has been a 24 percent increase in demand in the sector. Month-on-month, e-recruitment in the sector increased by 10 percent; the steepest among all monitored sectors.
- **IT and Telecom/ISP** (up nine percent) was the only other group to record a positive growth on the year. The pace of annual growth has slowed from 21 percent in January 2017. At the same time online hiring activity in the sector continued to be lower than the three-month ago level; down one percent.
- Online recruitment activity in **Production/Manufacturing, Automotive and Ancillary** (down one percent) eased below the year-ago level marginally. The group also registered fewer opportunities on the month by six percent.
- **Engineering, Construction and Real Estate** exhibited improved trend this month. The year-on-year growth rate even though negative has recovered further by six percentage points from -17 percent in January 2017 to -11 percent in February 2017. Month-on-month the sector registered a nine percent growth in hiring activity. The Index reading for the series crossed the baseline for the first time since July 2016.
- **Oil and Gas** sector continued to chart steep decline. The annual growth rate eased from -19 percent in January 2017 to -24 percent in February 2017.
- **BFSI** (down 36 percent) recorded the steepest annual decline among industry sectors.

### Top Growth Industries

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	119	17%
IT and Telecom/ISP	139	152	9%
Production/Manufacturing, Automotive and Ancillary	85	84	-1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	95	-6%

### Lowest Growth Industries

Year-over-year Growth	Feb 16	Feb 17	% Growth Y-o-Y
Oil and Gas	72	55	-24%
Advertising, Market Research, Public Relations, Media and Entertainment	91	64	-30%
Retail/Trade and Logistics	104	70	-33%
Hospitality	117	77	-34%

Health Care	131	119	-9%
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BFSI	120	77	-36%
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### Occupation Year-over-Year Trends

Of the 11 occupation groups monitored by the Index one registered positive growth trend on the year.

- Among occupation groups, **Purchase / Logistics / Supply Chain** (up one percent) registered a positive growth on the year. Online demand for the group exceeded the year-ago level for the first time since April 2016. All other parameters also point at increased demand for the job role; four percent (month-on-month), nine percent (three-month) and 11 percent (six-month).
- Online demand for **Customer Service**, on the other hand slipped below the corresponding period a year-ago by three percent. The job role witnessed the fourth successive month-on-month decline; down two percent. Online demand was 10 percent and nine percent lower than the three-month and six-month level.
- Year-on-year, online demand for **Engineering and Production** also improved marginally from -12 percent in January 2017 to -6 percent in February 2017.
- **Finance and Account** registered the most notable a year-on-year decline of 49 percent. Online demand for the job role declined 21 percent in the past six months between August 2016 and February 2017.

### Top Growth Occupations

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	101	102	1%
Customer service	88	85	-3%
Engineering and Production	109	102	-6%
Hospitality and Travel	104	85	-18%
Software, Hardware, Telecom	147	117	-20%

### Lowest Growth Occupations

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	110	80	-27%
Health Care	148	102	-31%
Sales and BD	117	80	-32%
HR & Admin.	120	63	-48%
Finance and Account	120	61	-49%

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

- **Oman** recorded the least decline in online hiring activity, year-on-year; down two percent. The country registered a five percent decline in hiring activity between January and February 2017; it is notable that Oman is the only country to witness negative month-on-month growth in hiring. The three-month (down five percent) and six-month (down 23 percent) growth trend continued to be negative highlighting slowdown in employment demand.
- **KSA** recorded an 18 percent drop from the year-ago level; the growth rate recovered one point between January and February 2017. Month-on-month, there was not growth in e-recruitment activity. It is notable that the Index for the series has hovered around the same range since November 2016.

- Online recruitment activity in **UAE** plunged 43 percent year-on-year; the most notable decline among the seven countries monitored by the Index. However, employment demand increased on the month; up by three percent. The three-month and six month growth rate, even though negative, have also improved between January and February 2017. Clearly UAE is on its path to recovery.

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Oman	105	103	-2%
Bahrain	114	103	-10%
Qatar	108	91	-16%
Kuwait	120	99	-18%
KSA	114	93	-18%
Egypt	116	85	-27%
UAE	135	77	-43%

### KSA Highlights

- Monster Employment Index **KSA** registers an 18 percent decline from the year-ago.
- Year-on-year, **Oil and Gas** continues to lead all monitored industry sectors..
- **Production/Manufacturing, Automotive and Ancillary** witness the most notable annual decline.
- All monitored job roles exhibit a declining trend on the year. **Software, Hardware, Telecom** register the least annual decline.

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Oil and Gas	93	101	9%
Education	92	99	8%
Health Care	101	105	4%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	119	99	-17%
Retail/Trade and Logistics	109	83	-24%
Production/Manufacturing, Automotive and Ancillary	107	81	-24%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Software, Hardware, Telecom	139	131	-6%
Finance and Account	115	105	-9%
Engineering and Production	98	88	-10%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Feb 16	Feb 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	110	92	-16%
Health Care	151	120	-21%
Sales and BD	138	103	-25%

## By Industry

	2016											2017	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	117	119	111	111	110	102	94	94	99	96	91	95	104
BFSI	120	131	118	110	104	95	91	84	93	77	81	76	77
Production/Manufacturing, Automotive and Ancillary	85	86	92	94	91	90	88	86	91	82	85	89	84
Retail/Trade and Logistics	104	103	97	92	87	76	73	73	73	71	73	68	70
Oil and Gas	72	70	65	64	62	62	65	59	58	55	58	54	55
IT and Telecom/ISP	139	141	138	137	144	145	147	143	155	154	149	149	152
Hospitality	117	117	104	98	93	81	81	77	80	76	77	76	77
Education	117	110	106	106	103	97	92	93	97	96	94	95	97
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	96	93	93	95	99	96	95	96	100	95	96	95
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	107	112	108	114	98	98	94	101	96	104	108	119
Health Care	131	131	130	130	135	118	125	114	132	117	114	113	119
Advertising, Market Research, Public Relations, Media and Entertainment	91	84	77	75	72	69	64	64	65	65	61	65	64

## By Occupation

	2016											2017	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	109	113	104	104	101	101	92	94	95	100	98	98	102
Finance and Account	120	130	141	121	112	94	77	67	75	62	62	60	61
HR & Admin.	120	122	115	101	102	83	70	74	86	73	64	61	63
Sales and BD	117	129	116	107	101	89	82	82	82	80	79	79	80
Purchase / Logistics / Supply Chain	101	108	106	99	101	104	92	92	92	94	99	98	102
Hospitality and Travel	104	114	107	104	104	90	97	87	92	85	83	83	85
Health Care	148	149	147	141	144	128	133	116	132	112	103	100	102
Software, Hardware, Telecom	147	158	148	128	138	122	115	103	105	97	103	112	117
Marketing & Communications/Arts/Creative	110	116	109	99	92	85	80	83	81	80	78	81	80
Customer service	88	97	96	99	96	86	93	102	106	94	91	87	85
Legal	112	119	110	114	118	112	92	97	97	89	91	84	88