

monster®

EMPLOYMENT INDEX

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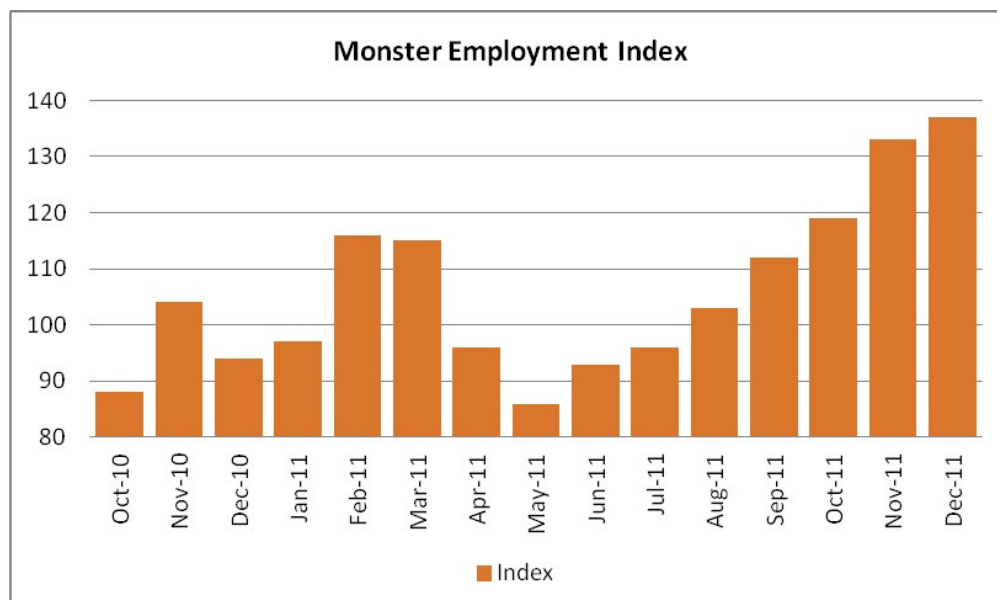
Monster Employment Index Records Steady Growth for Seventh Consecutive Month

December 2011 Index Highlights:

- Monster Employment Index Middle East edges up three percent on monthly basis. Registers robust annual growth.
- BFSI leads all industry sectors in annual growth, while Education and Healthcare continue to remain amidst top growth sectors. Oil and gas is the only sector to record an annual decline
- Among occupation groups, HR & Admin gains the most momentum by measure of annual growth trend; Sales and Financial occupations also exhibit double-digit annual growth
- KSA continues to lead longer-term growth chart. Bahrain registers its first positive year-over-year growth since inception of the Index

The Monster Employment Index is a monthly gauge of online job demand 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.

“The Monster Employment Index Middle East continues to show a positive sequential expansion. Strong hiring trends are observed in most industry sectors like Retail/Trade and Logistics; Education and Healthcare. Major economies like KSA, UAE and Kuwait are exhibiting robust double digit annual growth.” said Sanjay Modi, Managing Director, Monster.com (India/Middle East/South East Asia).



OCT 10	NOV 10	DEC 10	JAN 11	FEB 11	MAR 11	APR 11	MAY 11	JUN 11	JUL 11	AUG 11	SEP 11	OCT 11	NOV 11	DEC 11	Y-O-Y
88	104	94	97	116	115	96	86	93	96	103	112	119	133	137	46%

Industry Year-over-Year Trends: Online opportunities exceeded December'10 level in 11 of 12 industry sectors monitored by the index.

- **BFSI** (up 55 percent) was the fastest moving sector by the way of longer-term growth as employers continued to hire the third consecutive month
- **Education** (up 50 percent) and **Healthcare** (up 47 percent) continued to remain amidst the top growth sectors in December
- **Retail/Trade and Logistics** (up 33 percent) sector emerged from steady October levels and edged up six points between November and December
- **Production/Manufacturing, Automotive and Ancillary** (up 16 percent) exhibited reasonably improved hiring trends over December'10.
- Annual growth momentum in **Oil and Gas** (down 9 percent) headed further downward as online opportunities slipped seven percent below November

Top Growth Industries

Year-over-year Growth	Dec 10	Dec 11	%Growth Y-o-y
BFSI	89	138	55%
Education	92	138	50%
Health Care	88	129	47%
Retail/Trade and Logistics	97	129	33%
Advertising, Market Research, Public Relations, Media and Entertainment	92	122	33%

Lowest Growth Industries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	105	122	16%
IT and Telecom/ISP	96	108	13%
Hospitality	104	110	6%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	110	4%
Oil and Gas	107	97	-9%

Occupation Year-over-Year Trends: Nine of the 11 occupation groups experienced improved online demand over the year

- **HR & Admin.** (up 63 percent) professionals witnessed fastest growth in demand between December'10 and December'11
- Demand for **Sales and BD** (up 59 percent) rebounded following low levels witnessed in November. The group ranked second from the top in annual growth
- **Customer service** (down 15 percent) saw the steepest year-over-year as well as monthly decline among occupations tracked by the Index

Top Growth Occupations**Lowest Growth Occupations**

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y	Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
HR & Admin.	87	142	63%	Purchase / Logistics / Supply Chain	97	117	21%
Sales and BD	87	138	59%	Engineering and Production	104	121	16%
Finance and Account	90	134	49%	Hospitality and Travel	108	111	3%
Health Care	93	124	33%	Legal	95	94	-1%
Software, Hardware, Telecom	90	120	33%	Customer service	104	88	-15%

COUNTRY MONTH-OVER-MONTH TRENDS**Country-Wise Growth**

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
KSA	89	139	56%
Egypt	96	137	43%
Kuwait	88	122	39%
UAE	92	125	36%
Bahrain	93	105	13%
Qatar	105	104	-1%
Oman	113	100	-12%

Geographic Year-over-year Trends: Online opportunities exceeded December'10 level in five of the seven countries monitored by the Index.

- **KSA** (up 56 percent) maintained its position charting the most significant annual growth among countries.
- **Bahrain** (up 13 percent) registered its first positive month-on-month growth since July'11
- **Oman** (down 12 percent) recorded the most notable drop in online recruitment activity between December'10 and December'11

Middle East Top Growth Countries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
KSA	89	139	56%
Egypt	96	137	43%
Kuwait	88	122	39%

Middle East Lowest Growth Countries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Bahrain	93	105	13%
Qatar	105	104	-1%
Oman	113	100	-12%

COUNTRY-WISE TRENDS

KSA Highlights

- KSA registers 56 percent year-on-year growth
- Advertising, Market Research, Public Relations, Media and Entertainment continues to lead all sectors in the annual growth
- Sales and BD followed by HR & Admin. record the strongest annual growth in demand among occupations

KSA Top Growth Industries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	91	167	84%
Education	88	138	57%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	75	117	56%

KSA Lowest Growth Industries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	105	102	-3%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	98	94	-4%
Oil and Gas	105	99	-6%

KSA Top Growth Occupations

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Sales and BD	88	145	65%
HR & Admin.	90	140	56%
Engineering and Production	89	137	54%

KSA Lowest Growth Occupations

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Health Care	91	114	25%
Software, Hardware, Telecom	102	113	11%
Hospitality and Travel	97	103	6%

UAE Highlights

- Year-over-year growth is robust at 36 percent.
- Online recruitment activity in UAE edges up 4 percent between November and December.
- Education tops the annual growth chart while Engineering, Construction and Real Estate leads all sectors in month-on-month growth.
- Health Care continues to be the leading annual gainer among occupational groups.

UAE Top Growth Industries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Education	85	129	52%
Health Care	86	128	49%
IT and Telecom/ISP	80	119	49%

UAE Lowest Growth Industries

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Hospitality	109	118	8%
Engineering, Construction and Real Estate	114	119	4%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	105	96	-9%

UAE Top Growth Occupations

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Health Care	83	146	76%
Software, Hardware, Telecom	84	123	46%
Sales and BD	85	122	44%

UAE Lowest Growth Occupations

Year-over-year Growth	Dec 10	Dec 11	% Growth Y-o-y
Engineering and Production	105	112	7%
Hospitality and Travel	115	100	-13%
Customer service	109	83	-24%

By Industry

	2010	2011											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering, Construction and Real Estate	105	99	113	111	101	86	100	104	106	101	100	117	128
BFSI	89	88	106	95	92	85	113	104	113	112	115	126	138
Production/Manufacturing, Automotive and Ancillary	105	111	112	110	108	105	88	92	96	100	107	121	122
Retail/Trade and Logistics	97	104	109	106	82	90	99	97	105	119	123	123	129
Oil and Gas	107	111	114	112	88	87	89	100	93	95	100	104	97
IT and Telecom/ISP	96	105	113	117	115	94	86	93	93	98	101	104	108
Hospitality	104	102	112	107	106	89	84	89	90	103	105	103	110
Education	92	95	107	102	93	102	107	103	111	116	127	127	138
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	82	93	100	98	95	93	90	113	105	88	96	110
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	87	109	100	99	92	84	97	104	110	118	113	118	112
Health Care	88	94	98	108	107	90	99	101	115	117	115	126	129
Advertising, Market Research, Public Relations, Media and Entertainment	92	97	100	97	103	95	107	98	103	125	111	117	122

By Occupation

	2010	2011											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering and Production	104	105	114	111	98	91	92	101	102	106	108	116	121
Finance and Account	90	95	104	93	86	87	103	99	107	117	115	126	134
HR & Admin.	87	85	95	94	100	102	102	95	99	110	123	137	142
Sales and BD	87	109	113	102	92	85	96	93	100	116	130	126	138
Purchase / Logistics / Supply Chain	97	90	111	112	80	95	95	109	107	110	113	111	117
Hospitality and Travel	108	103	109	104	102	99	91	84	93	103	108	118	111
Health Care	93	87	96	110	111	88	96	99	112	116	112	117	124
Software, Hardware, Telecom	90	99	117	112	92	83	104	97	100	93	99	111	120
Marketing & Communications/Arts/Creative	95	103	108	103	123	104	97	90	96	105	101	107	123
Customer service	104	88	99	102	97	99	109	103	113	109	108	112	88
Legal	95	101	107	97	95	93	115	115	101	110	95	95	94

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 demand 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. The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured online job recruitment activity is within a margin of error of +/- 1.05%. 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 - News), parent company of Monster, the premier global online employment solution for more than a decade, strives to inspire people to improve their lives. With a local presence in key markets in North America, Europe, and Asia, Monster works for everyone by connecting employers with quality job seekers at all levels and by providing personalized career advice to consumers globally. Through online media sites and services, Monster delivers vast, highly targeted audiences to advertisers. To learn more about Monster's industry-leading products and services, visit www.monster.com. More information about Monster Worldwide is available at <http://about-monster.com>.

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