Monster Employment Index Middle East Grows Nine Percent on the Year

February 2015 Index Highlights

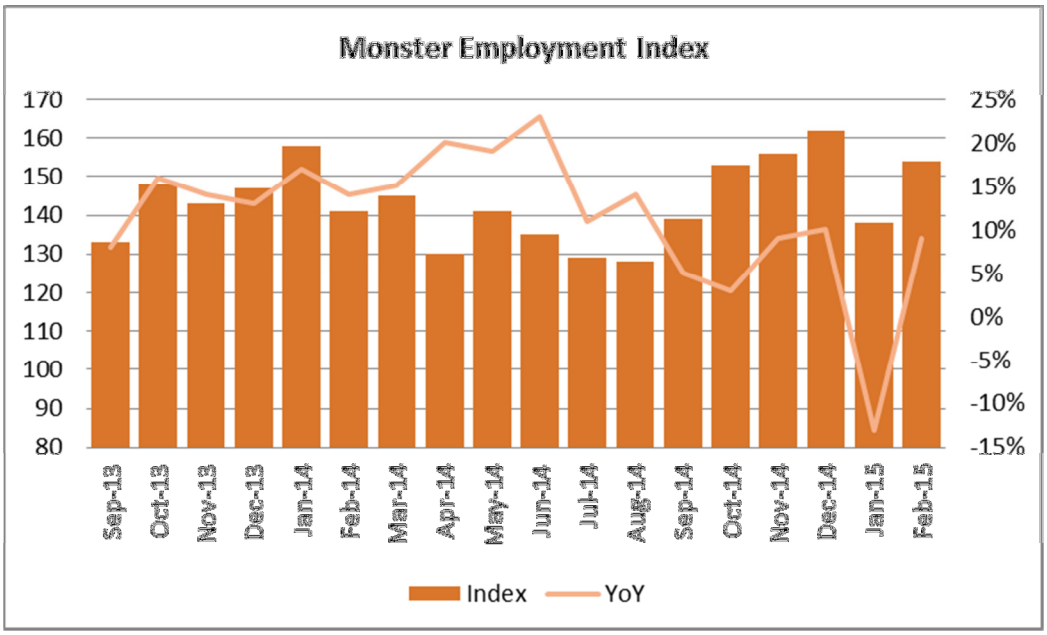
- Monster Employment Index Middle East registers a nine percent growth this month following a 13 percent drop from the year-ago level in January 2015.
- BFSI is the leading industry group this month in terms of annual gain followed closely by growth in the Hospitality sector.
- Production/Manufacturing, Automotive and Ancillary sector records the steepest annual decline.
- Among occupation groups also there is a greater demand for Finance and Accounting professionals, year-on-year.
- Egypt followed by Bahrain continues to lead over all other regional counties by the way of long-term growth. Kuwait is the only country to exhibit a negative growth on the year

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.

"Following a 10 percent drop in January, Monster Employment Index for the UAE picked up again this February, with activity matching last year's level. On the backdrop of improving economic environment and growing financial optimism, the Finance and Accounting profession recorded the most notable improvement in demand, growing by 87% year on year, which is more than double compared to the other occupations.

Conversely, Production, Manufacturing, Automotive and Ancillary sectors registered once again the steepest annual decline.

According to The Hays GCC 2015 Salary & Employment Report, the recruitment market in the UAE and across the GCC will be optimistic with 76 percent of surveyed hiring managers expecting to increase the headcount of their organization in 2015. Nevertheless, there may be a gap between the salary expectation and salary offered. Employers in the GCC are likely to watch the movement in oil prices to decide on salary raises, bonuses or other perks" said **Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**



Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Y-o-Y
133	148	143	147	158	141	145	130	141	135	129	128	139	153	156	162	138	154	9%

Industry Year-over-Year Trends: Online recruitment improved in nine of the 12 industry sectors monitored by the Index.

- **BFSI** led all industry sectors charting a 68 percent growth on the year. The dramatic growth is partly a result of the steep plunge in hiring activity in the sector between January and February 2014. In February 2014, online hiring activity eased 28 percent month-on-month.

- **Hospitality** exhibited the second highest growth; up by 53 percent. The annual growth rate paced 23 percentage points between January and February 2015.

- Online hiring activity in the **Engineering, Construction and Real Estate** (up 11 percent) sector surpassed the year-ago level after having charted a 14 percent year-on-year drop in January 2015.

- **Oil and Gas** (down 10 percent) continued to exhibit negative growth on the year. **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** displayed signs of improvement with annual growth percentage moving up from -41 percent in January 2015 to -23 percent in February 2015.

- **Production/Manufacturing, Automotive and Ancillary** (down 32 percent) charted the lowest annual growth rate among all monitored sectors.

Top Growth Industries

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
BFSI	114	192	68%
Hospitality	134	205	53%
Advertising, Market Research, Public Relations, Media and Entertainment	116	148	28%
Education	162	199	23%
Retail/Trade and Logistics	141	162	15%

Lowest Growth Industries

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
IT and Telecom/ISP	104	110	6%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	78	81	4%
Oil and Gas	92	83	-10%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	101	78	-23%
Production/Manufacturing, Automotive and Ancillary	115	78	-32%

Occupation Year-over-Year Trends: Online demand improved for nine occupational groups out of the 11 groups monitored by the Index.

- **Finance and Account** registered steep surge in demand between February 2014 and 2015; up by 87 percent. Once again consequent upon a 34 percent month-on-month drop in February 2014 and subsequent growth. **Hospitality and Travel** (up 38 percent) continued to chart progressive growth.
- **Engineering and Production** (up two percent); **HR & Admin.** (up 13 percent); **Sales and BD** (up 17 percent); **Health Care** (up two percent); and **Software, Hardware, Telecom** (up eight percent) recorded a positive year-on-year growth once again. The recruitment level in each of these sectors slipped below the year-ago level in January 2015.
- Year-on-year, online demand for **Customer service** (down 39 percent) professionals contracted further. The growth momentum eased six percentage points.

Top Growth Occupations

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Finance and Account	92	172	87%
Hospitality and Travel	143	198	38%
Marketing & Communications/Arts/Creative	164	202	23%
Legal	100	119	19%
Sales and BD	182	213	17%

Lowest Growth Occupations

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Software, Hardware, Telecom	130	141	8%
Engineering and Production	128	131	2%
Health Care	137	140	2%
Purchase / Logistics / Supply Chain	109	104	-5%
Customer service	88	54	-39%

Geographic Year-over-year Trends: Five out of seven countries monitored by the Index indicated increase in availability of online jobs year-on-year.

- **Egypt** (up 33 percent) continues to be the strongest annual gainer among all countries monitored by the Index even this month.

- **Kuwait** (down 10 percent) aside all countries monitored by the Index exhibited positive year-on-year growth rates between January and February 2015. **KSA** and **Qatar** each of which registered negative annual growth in January have recorded a 21 percent and eight percent growth respectively in February 2015.

- **UAE** saw online recruitment activity match the year-ago level following a 10 percent drop in January 2015.

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Egypt	137	182	33%
Bahrain	112	136	21%
KSA	115	139	21%
Qatar	130	147	13%
Oman	103	116	13%
UAE	110	110	0%
Kuwait	134	120	-10%

UAE Highlights

- Monster Employment Index UAE stable at the year-ago level
- **Education** leads all industry by the way of long term growth
- **Production/Manufacturing, Automotive and Ancillary** sector records the steepest annual decline yet again
- **Finance and Account** professionals register the most notable improvement in demand from the year ago

UAE Top Growth Industries

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Education	111	127	14%
Health Care	124	139	12%
BFSI	122	136	11%

UAE Lowest Growth Industries

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Oil and Gas	83	79	-5%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	107	91	-15%
Production/Manufacturing, Automotive and Ancillary	116	90	-22%

UAE Top Growth Occupations

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Finance and Account	97	110	13%
Health Care	138	149	8%
Hospitality and Travel	94	99	5%

UAE Lowest Growth Occupations

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Engineering and Production	109	106	-3%
Marketing & Communications/Arts/Creative	110	105	-5%
Customer service	70	54	-23%

By Industry

	2014											2015	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering, Construction and Real Estate	131	129	131	122	127	130	121	135	142	151	151	134	146
BFSI	114	122	121	139	142	136	136	152	163	176	194	175	192
Production/Manufacturing, Automotive and Ancillary	115	110	87	84	81	88	92	85	85	85	87	68	78
Retail/Trade and Logistics	141	156	151	150	154	142	141	157	155	155	159	151	162
Oil and Gas	92	84	82	88	84	90	95	88	96	94	97	78	83
IT and Telecom/ISP	104	92	96	98	93	93	93	95	103	104	108	101	110
Hospitality	134	148	143	152	186	161	161	178	185	194	194	197	205
Education	162	162	166	169	179	165	162	170	207	173	186	187	199
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	78	75	78	87	87	92	89	102	102	93	94	79	81
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	101	111	83	79	74	86	87	78	81	82	84	55	78
Health Care	142	143	145	159	153	146	143	147	145	152	162	146	151
Advertising, Market Research, Public Relations, Media and Entertainment	116	121	117	135	128	119	119	123	127	133	139	142	148

By Occupation

	2014											2015	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Engineering and Production	128	126	124	112	124	131	125	129	136	140	143	127	131
Finance and Account	92	101	106	122	133	127	129	135	150	159	167	155	172
HR & Admin.	154	151	141	143	154	130	133	145	152	164	165	149	174
Sales and BD	182	189	188	194	195	172	174	195	211	208	199	187	213
Purchase / Logistics / Supply Chain	109	107	91	91	90	97	95	90	94	104	106	99	104
Hospitality and Travel	143	154	175	176	184	165	163	176	187	184	188	189	198
Health Care	137	138	143	158	158	155	133	141	148	150	148	134	140
Software, Hardware, Telecom	130	114	95	100	96	110	111	115	152	142	129	111	141
Marketing & Communications/Arts/Creative	164	170	171	179	170	155	160	165	175	183	191	192	202
Customer service	88	85	69	66	62	67	77	81	82	70	62	52	54
Legal	100	93	79	89	79	94	100	98	106	106	118	111	119

Saudi Arabia Monster Employment Index Middle East Grows Twenty One Percent on the Year

Highlights

- Monster Employment Index KSA surges 21 percent between February 2014-2015
- **Advertising, Market Research, Public Relations, Media and Entertainment** registers the steepest annual growth **Health Care** declines the most
- Among occupation groups, **Hospitality and Travel** registers the most notable annual growth yet again

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"*Following a 5 percent drop in January, Monster Employment Index for Saudi Arabia picked up significantly this month, increasing by 21 percent in February.*

Interestingly this month, Advertising, Market research, Public Relations, Media and Entertainment, recorded the steepest annual growth, as companies are looking to launch new products and expand their business in this rapidly evolving market. Among occupation groups, Saudi Arabia's Hospitality and Travel sector registered the most notable growth compared to the previous year, confirming the positive outlook and upward trend. Conversely, Health Care dropped the most in February.

According to The Hays GCC 2015 Salary & Employment Report, the recruitment market in Saudi Arabia and across the GCC will be optimistic with 76 percent of surveyed hiring managers expecting to increase the headcount of their organization in 2015. Nevertheless, there may be a gap between the salary expectation and salary offered. Employers in the GCC are likely to watch the movement in oil prices to decide on salary raises, bonuses or other perks" said **Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

KSA Top Growth Industries

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	109	162	49%
Engineering, Construction and Real Estate	92	123	34%
Hospitality	144	181	26%

KSA Lowest Growth Industries

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Oil and Gas	106	111	5%
Production/Manufacturing, Automotive and Ancillary	96	99	3%
Health Care	101	101	0%

KSA Top Growth Occupations

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Hospitality and Travel	99	136	37%
Sales and BD	130	177	36%
Engineering and Production	109	145	33%

KSA Lowest Growth Occupations

Year-over-year Growth	Feb 14	Feb 15	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	112	133	19%
Health Care	99	106	7%
HR & Admin.	142	130	-8%

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. 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.

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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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