

monster®

EMPLOYMENT INDEX

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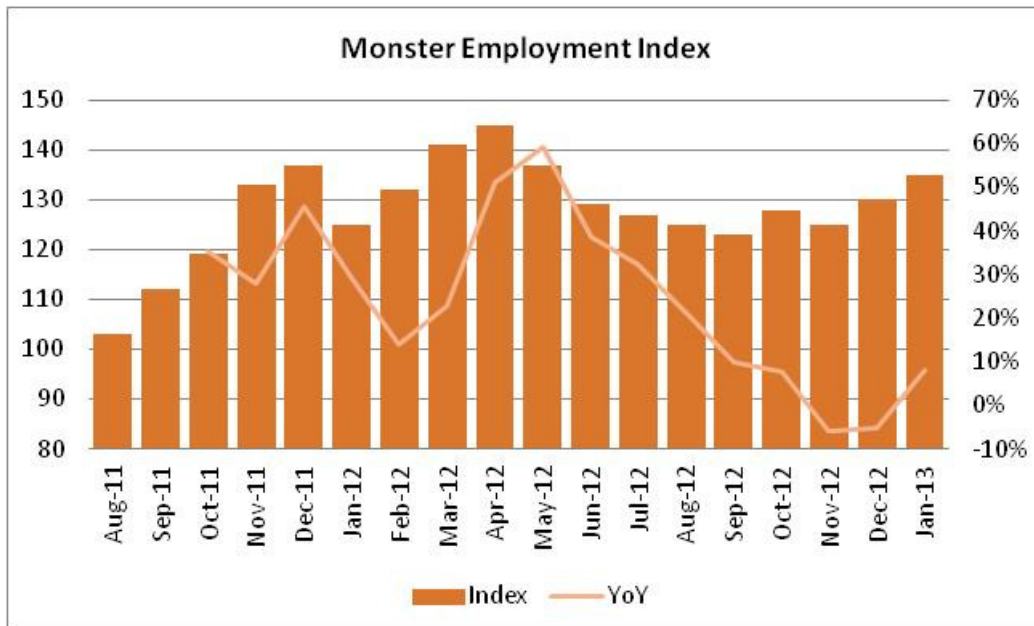
Monster Employment Index Middle East rises Eight Percent on Annual Basis

January 2013 Index Highlights:

- Monster Employment Index Middle East rises eight percent on an annual basis
- Hospitality, followed by Retail/Trade and Logistics leads all industry sectors in annual growth
- Among occupation groups Hospitality and Travel exhibit strongest growth year-over-year; followed by , Sales and BD occupations
- UAE leads all countries in annual growth. KSA and Kuwait register steepest annual decline

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.

“Middle East Employers continue to adopt a cautious approach due to the current global economic scenario. Hospitality and related occupation group-Hospitality and Travel continue to show the positive annual growth in January,” said Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia).



Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Jan 12	Feb 12	Mar 12	Apr 12	May 12	Jun 12	Jul 12	Aug 12	Sep 12	Oct 12	Nov 12	Dec 12	Jan 13	Y-o-y
103	112	119	133	137	125	132	141	145	137	129	127	125	123	128	125	130	135	8%

Industry Year-over-Year Trends: Online opportunities exceeded January'12 levels in eight of the 12 industry sectors monitored by the index.

- **Hospitality** (up 50 percent) led all sectors followed by **Retail/Trade and Logistics** (up 7 percent)
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (down 24 percent) registered the steepest annual decline

Top Growth Industries

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Hospitality	104	156	50%
Retail/Trade and Logistics	130	139	7%
Engineering, Construction and Real Estate	117	123	5%
Education	138	145	5%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	98	3%

Lowest Growth Industries

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Health Care	119	120	1%
Production/Manufacturing, Automotive and Ancillary	125	113	-10%
IT and Telecom/ISP	112	100	-11%
BFSI	134	116	-13%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	77	-24%

Occupation Year-over-Year Trends: Five of 11 occupation groups registered improved online demand over the year

- **Hospitality** (up 37 percent) led all occupational groups in year-over-year growth
- **Marketing & Communications/Arts/Creative** (down 13 percent) and **Legal** (down 13 percent) professionals registered the weakest long-term trend

Top Growth Occupations

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Hospitality and Travel	105	144	37%
Sales and BD	141	175	24%
Customer service	102	117	15%
HR & Admin.	132	140	6%
Engineering and Production	111	117	5%

Lowest Growth Occupations

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Purchase / Logistics / Supply Chain	111	107	-4%
Software, Hardware, Telecom	135	121	-10%
Finance and Account	124	110	-11%
Legal	86	75	-13%
Marketing & Communications/Arts/Creative	123	107	-13%

Geographic Year-over-year Trends: Online opportunities exceeded January'12 level in four of the seven countries monitored by the Index.

- **UAE** (up 23 percent) followed by **Qatar** (up 18 percent) led all countries in year-over-year growth
- **KSA** (down 17 percent) and **Kuwait** (down 17 percent) registered the steepest decline over the past 12 months

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
UAE	105	129	23%
Qatar	99	117	18%
Oman	94	106	13%
Bahrain	113	118	4%
Egypt	138	118	-14%
Kuwait	124	103	-17%
KSA	135	112	-17%

COUNTRY-WISE TRENDS

KSA Highlights

- Online recruitment activity in KSA declines 17 percent from January'12 level
- **Oil and Gas** (up 24 percent) followed by **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 5 percent) are the only two sectors to have registered positive annual growth.
- Among occupation groups, **Hospitality and Travel** (up 46 percent) registered highest annual growth

KSA Top Growth Industries

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Oil and Gas	101	125	24%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	93	98	5%
Production/Manufacturing, Automotive and Ancillary	111	107	-4%

KSA Lowest Growth Industries

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
BFSI	121	96	-21%
Engineering, Construction and Real Estate	127	84	-34%
Advertising, Market Research, Public Relations, Media and Entertainment	171	86	-50%

KSA Top Growth Occupations

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Hospitality and Travel	108	158	46%
Purchase / Logistics / Supply Chain	110	117	6%
Software, Hardware, Telecom	119	108	-9%

KSA Lowest Growth Occupations

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Finance and Account	123	98	-20%
HR & Admin.	138	107	-22%
Marketing & Communications/Arts/Creative	156	91	-42%

UAE Highlights

- UAE registers annual growth of 23 percent
- **Hospitality** (up 39 percent) records the most notable growth in online opportunities over the year
- **Hospitality and Travel** (up 26 percent) leads in annual growth amongst the occupation groups

UAE Top Growth Industries

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Hospitality	113	157	39%
Advertising, Market Research, Public Relations, Media and Entertainment	109	121	11%
Engineering, Construction and Real Estate	108	119	10%

UAE Lowest Growth Industries

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	103	94	-9%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	90	-12%
Production/Manufacturing, Automotive and Ancillary	124	103	-17%

UAE Top Growth Occupations

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Hospitality and Travel	97	122	26%
Sales and BD	119	142	19%
Customer service	100	111	11%

UAE Lowest Growth Occupations

Year-over-year Growth	Jan 12	Jan 13	% Growth Y-o-y
Software, Hardware, Telecom	122	112	-8%
Marketing & Communications/Arts/Creative	108	94	-13%
Purchase / Logistics / Supply Chain	111	92	-17%

By Industry

	2012												2013
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	117	128	134	136	132	127	126	123	111	112	113	118	123
BFSI	134	136	131	134	121	116	109	112	121	117	116	106	116
Production/Manufacturing, Automotive and Ancillary	125	125	124	129	138	124	124	124	118	135	116	111	113
Retail/Trade and Logistics	130	128	152	152	147	145	141	140	142	143	169	131	139
Oil and Gas	90	90	103	105	96	92	91	91	90	96	95	92	91
IT and Telecom/ISP	112	116	114	107	108	102	102	87	97	100	96	99	100
Hospitality	104	105	109	112	108	128	139	126	119	127	142	151	156
Education	138	147	137	125	132	127	132	127	127	120	125	140	145
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	101	105	108	114	116	104	93	85	89	100	78	77	77
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	101	117	127	125	115	107	93	95	105	110	95	98
Health Care	119	130	129	118	113	109	111	100	112	114	116	119	120
Advertising, Market Research, Public Relations, Media and Entertainment	124	126	124	122	119	122	124	138	121	120	119	120	127

By Occupation

	2012												2013
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	111	117	126	125	120	117	119	118	114	117	115	115	117
Finance and Account	124	130	132	138	119	117	114	104	109	104	106	104	110
HR & Admin.	132	130	146	140	135	124	128	116	123	120	122	126	140
Sales and BD	141	146	156	163	157	152	150	137	155	160	158	163	175
Purchase / Logistics / Supply Chain	111	104	124	130	118	109	111	110	102	106	111	106	107
Hospitality and Travel	105	105	108	105	106	113	119	130	121	119	119	133	144
Health Care	122	134	129	124	114	109	110	107	113	116	120	124	122
Software, Hardware, Telecom	135	132	133	127	139	124	123	101	107	115	107	105	121
Marketing & Communications/Arts/Creative	123	130	125	122	116	118	116	109	111	111	109	122	107
Customer service	102	95	127	142	142	116	123	117	104	110	114	102	117
Legal	86	81	92	88	94	94	88	83	76	69	78	80	75

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.

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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