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## EMPLOYMENT INDEX

### Monster Employment Index Middle East surges 23 Percent on the Year

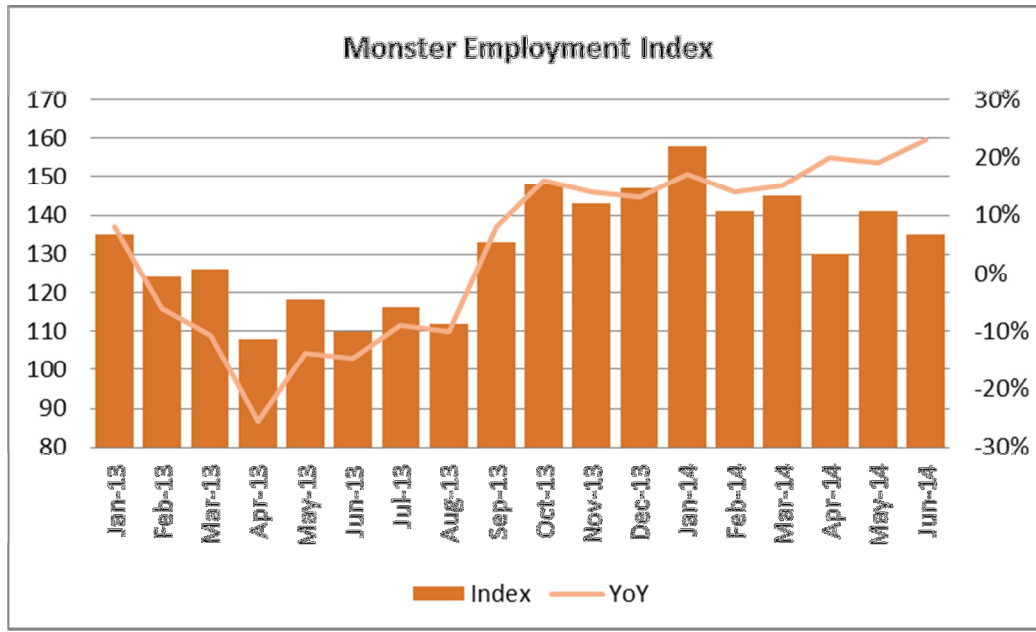
#### June 2014 Index Highlights

- Monster Employment Index Middle East continues to trend on a robust growth path; charts 23 percent growth year-on-year
- Hospitality leads all monitored industry sectors by the way of long-term growth. Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery registers the steepest decline
- Among occupation groups, Hospitality and Travel exhibits the most significant growth in demand year-on-year
- UAE followed by Egypt witness the steepest growth in online recruitment from the year-ago

**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.**

“Monster Employment Index has shown remarkable growth in online recruitment led by steep growth in the UAE and stable growth in most of the Gulf countries monitored by MEI. In the UAE, the BFSI sector witnessed a 17% y-o-y growth and was seen as the top-growth sector by the way of long-term progress with Purchase/Logistics/Supply Chain professionals showing the most demand with a 60% y-o-y growth among all occupation groups. The Advertising, Market Research, Public Relations, Media and Entertainment sector registers the steepest annual decline falling 19% y-o-y but we can expect the industry to jump in the coming months as has been the trend in the previous months. The industry saw a 25% growth in KSA last month with Sales and BD professionals exhibiting the steepest annual growth for the fourth month in succession.

The Hospitality sector, which is the key driver of economic growth and diversification for many Gulf countries, has exhibited the most significant growth.” said **Sanjay Modi, Managing Director, Monster.com (India/Middle East/South East Asia/ Hong Kong).**



Jan 13	Feb 13	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14	Apr 14	May 14	Jun 14	Y-o-Y
135	124	126	108	118	110	116	112	133	148	143	147	158	141	145	130	141	135	23%

**Industry Year-over-Year Trends:** Monster Employment Index exhibited improved year-on-year trends in nine of the 13 monitored industry sectors.

- **Hospitality** sector has been charting robust annual growth in online recruitment since March 2014. The sector led all monitored industry sectors this month registering a 48 percent growth on the year and 22 percent growth on the month.
- **BFSI** (up 30 percent) continues to rank among the top five. The sector saw a two percentage point improvement in the pace of long-term growth between May and June 2014. However, hiring activity in the sector has eased vis-à-vis the six month ago level. There is a six percent drop in opportunities available when compared to December 2013.
- Recruitment in **Engineering, Construction and Real Estate** (up four percent) sector exceeded the year-ago level once again following low levels in May 2014. Online recruitment in **Production/Manufacturing, Automotive and Ancillary** (down one percent) neared the level attained a year-ago. The Index reading for the sector, nevertheless, was still much below the baseline of 100.
- The long-term growth rate worsened further in **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery**. The sector noted the steepest annual decline and dropped 25 percent below June 2013.

**Top Growth Industries**

**Lowest Growth Industries**

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-Y
Hospitality	126	186	48%
BFSI	109	142	30%
Health Care	119	153	29%
Education	150	179	19%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	74	87	18%

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	123	128	4%
IT and Telecom/ISP	91	93	2%
Production/Manufacturing, Automotive and Ancillary	82	81	-1%
Oil and Gas	88	84	-5%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	99	74	-25%

**Occupation Year-over-Year Trends:** Online demand expanded in eight of the eleven occupation groups monitored by the Index.

- There is a greater demand for **Hospitality and Travel** personnel. The group saw a remarkable 59 percent growth in opportunities between June 2013 and 2014; the steepest among all occupation groups. At the same time, online demand was 19 percent and 24 percent above the three-month and six-month ago level.
- **Engineering and Production** saw a positive growth on the month for the first time since January 2014. An 11 percent month-on-month growth is also the steepest among all occupation groups. The long-term growth momentum also improved nine percentage points from two percent in May 2014 to 11 percent in June 2014.
- **Legal** (down five percent) saw a negative annual demand for the first time since June 2013. **Customer Service** (down 29 percent) registered the steepest annual decline among all occupation groups.

### Top Growth Occupations

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-y
Hospitality and Travel	116	184	59%
HR & Admin.	107	154	44%
Marketing & Communications/Arts/Creative	121	170	40%
Sales and BD	139	195	40%
Finance and Account	99	133	34%

### Lowest Growth Occupations

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-y
Engineering and Production	112	124	11%
Software, Hardware, Telecom	95	96	1%
Purchase / Logistics / Supply Chain	91	90	-1%
Legal	83	79	-5%
Customer service	87	62	-29%

**Geographic Year-over-year Trends:** Online job availability improved in five of the seven countries monitored by the Index.

- **UAE** (up 25 percent) registered the second positive and also the steepest annual growth among all monitored cities. UAEs job market appears to have rebounded following 14 months of slump from March 2013 until April 2014.
- **Egypt** followed closely charting a 23 percent growth on the year. Egypt has been the most consistently growing market since March 2013. Furthermore, online recruitment in the country has been exhibiting double-digit year-on-year growth rates incessantly since May 2013.

- **Bahrain** saw steep month-on-month growth. Online recruitment stabilized at the year-ago level having exhibited fewer opportunities on the year in April and May 2014. **KSA** (up five percent), on the other hand, exhibited a positive growth on the year for the first time since January 2013.
- Online recruitment slipped below that year ago level in **Qatar** (down five percent) for the first time since March 2012. Qatar is the only country to register a negative annual growth this month

<b>Year-over-year Growth</b>	Jun 13	Jun 14	% Growth Y-o-Y
UAE	89	111	25%
Egypt	128	158	23%
Oman	96	109	14%
Kuwait	114	129	13%
KSA	115	121	5%
Bahrain	124	124	0%
Qatar	132	125	-5%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index KSA registers a positive growth on the year; up five percent
- **Advertising, Market Research, Public Relations, Media and Entertainment** continues to lead all sectors by the way of long-term growth
- Year-on-year, online recruitment contracts the most in **Oil and Gas** sector
- Among occupation groups, **Sales and BD** professionals exhibit the steepest annual growth for the fourth month in succession

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	Jun 13	Jun 14	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	99	124	25%
BFSI	94	107	14%
IT and Telecom/ISP	101	113	12%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	Jun 13	Jun 14	% Growth Y-o-y
Education	122	107	-12%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	104	89	-14%
Oil and Gas	143	93	-35%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	Jun 13	Jun 14	% Growth Y-o-y
Sales and BD	121	172	42%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Jun 13	Jun 14	% Growth Y-o-y
Engineering and Production	123	112	-9%

HR & Admin.	125	136	9%
Marketing & Communications/Arts/Creative	103	109	6%

Software, Hardware, Telecom	119	105	-12%
Purchase / Logistics / Supply Chain	122	102	-16%

### UAE Highlights

- Monster Employment Index UAE rises 25 percent on the year; the steepest growth among all monitored countries
- **BFSI** is the top-growth sector by the way of long-term growth. **Advertising, Market Research, Public Relations, Media and Entertainment** sector registers the steepest annual decline
- **Purchase / Logistics / Supply Chain professionals** registers the most notable growth in demand, year-on-year, among all occupation groups

### UAE Top Growth Industries

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-y
BFSI	111	130	17%
Health Care	118	132	12%
Engineering, Construction and Real Estate	106	118	11%

### UAE Lowest Growth Industries

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-y
IT and Telecom/ISP	90	83	-8%
Hospitality	127	112	-12%
Advertising, Market Research, Public Relations, Media and Entertainment	109	88	-19%

### UAE Top Growth Occupations

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-y
Purchase / Logistics / Supply Chain	67	107	60%
Engineering and Production	90	110	22%
Health Care	142	157	11%

### UAE Lowest Growth Occupations

Year-over-year Growth	Jun 13	Jun 14	% Growth Y-o-y
Sales and BD	106	108	2%
Software, Hardware, Telecom	81	82	1%
Customer service	61	61	0%

## By Industry

	2013							2014					
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Engineering, Construction and Real Estate	122	128	131	139	145	139	147	155	131	129	131	122	127
BFSI	109	121	120	129	154	145	151	159	114	122	121	139	142
Production/Manufacturing, Automotive and Ancillary	82	93	88	95	99	98	87	91	115	110	87	84	81
Retail/Trade and Logistics	132	112	126	150	167	154	143	165	141	156	151	150	154
Oil and Gas	88	90	90	89	90	93	90	89	92	84	82	88	84
IT and Telecom/ISP	91	94	96	101	106	104	102	109	104	92	96	98	93
Hospitality	126	125	120	139	161	150	147	152	134	148	143	152	186
Education	150	148	153	162	156	154	150	159	162	162	166	169	179
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	74	71	71	75	68	66	67	72	78	75	78	87	87
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	99	108	92	108	100	91	89	94	101	111	83	79	74
Health Care	119	116	114	120	120	119	136	143	142	143	145	159	153
Advertising, Market Research, Public Relations, Media and Entertainment	123	130	131	136	146	141	149	154	116	121	117	135	128

### By Occupation

	2013							2014					
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Engineering and Production	112	117	118	122	130	126	125	129	128	126	124	112	124
Finance and Account	99	105	102	115	133	130	136	139	92	101	106	122	133
HR & Admin.	107	117	106	133	148	147	144	156	154	151	141	143	154
Sales and BD	139	151	149	165	189	165	174	190	182	189	188	194	195
Purchase / Logistics / Supply Chain	91	79	81	107	112	114	99	103	109	107	91	91	90
Hospitality and Travel	116	120	122	130	157	145	148	157	143	154	175	176	184
Health Care	126	119	118	122	127	125	127	145	137	138	143	158	158
Software, Hardware, Telecom	95	109	99	122	136	125	115	136	130	114	95	100	96
Marketing & Communications/Arts/Creative	121	127	131	141	159	155	159	170	164	170	171	179	170
Customer service	87	73	61	87	86	75	69	78	88	85	69	66	62
Legal	83	97	90	90	80	87	96	89	100	93	79	89	79

### 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](http://www.monster.com). More information about Monster Worldwide is available at <http://about-monster.com>.

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