

monster®

EMPLOYMENT INDEX

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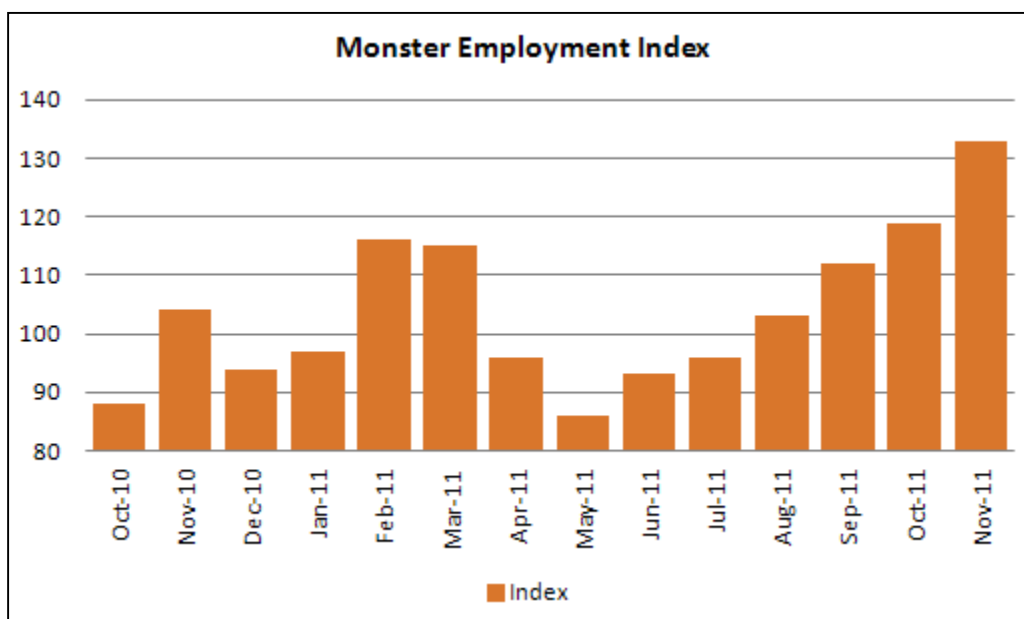
Monster Employment Index Middle East Gains 28 percent Year-over-Year

November 2011 Index Highlights:

- Monster Employment Index Middle East rises 28 percent on annual basis
- Index up 14 points month-over-month
- Healthcare leads all industries in year-over-year growth
- Among the occupational groups, Healthcare records the strongest annual growth followed by Sales and BD
- KSA continues to be the strongest gainer on an annual basis among Middle Eastern countries in November

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 shows regional employers are continuing to drive a consistent escalation in online recruitment activity. This is especially true in major economies like KSA and UAE where ongoing positive momentum is informing positive hiring trends in sectors like Healthcare, Education and Banking and Finance” 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	Y-O-Y
88	104	94	97	116	115	96	86	93	96	103	112	119	133	28%

Industry Year-over-Year Trends: Nine of the 12 industry sectors monitored by the index saw improved recruitment levels when compared to November'10

- **Healthcare (up 43 percent)** led all industry sectors in terms of annual growth, while **Education** (up 40 percent) to the second position
- Employers maintained an upward hiring trend in **BFSI** (up 26 percent). The Index reading for the sector climbed from 115 in October to 126 in November and was among the fastest growing sectors annually
- **Oil and Gas** (down 4 percent) saw online opportunities slip below their year-ago levels
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (down 18 percent) registered the most notable year-over-year drop among sectors in November. **Hospitality** (down 10 percent) is the only sector to record negative month-on-month growth.

Top Growth Industries

Year-over-year Growth	Nov 10	Nov 11	%Growth Y-o-y
Health Care	88	126	43%
Education	91	127	40%
Production/Manufacturing, Automotive and Ancillary	90	121	34%
BFSI	100	126	26%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	118	26%

Lowest Growth Industries

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	99	117	18%
IT and Telecom/ISP	97	104	7%
Oil and Gas	108	104	-4%
Hospitality	114	103	-10%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	117	96	-18%

Occupation Year-over-Year Trends: Online demand expanded in nine of the 11 occupation groups between November'10 and November'11.

- Demand for **Health Care** (up 29 percent) professionals escalated aligning with growth observed in Healthcare sector. The group recorded the most notable longer-term growth among all occupational categories
- Online demand for **Finance and Account** (up 13 percent) professionals rebounded
- **Software, Hardware, Telecom** professional recorded the steepest month-on-month gain among occupation groups; up 12 percent. The longer-term trend pointed to stability, improving on October's slightly negative trajectory

- **Sales and BD** (up 26 percent) saw online demand contract month-on-month in November; down from 130 in October to 126 in November. This is the first month-on-month drop of the series since July
- **Hospitality and Travel** (down 1 percent) notched further gains on the month, but overall sector recruitment stood 1 percent lower than a year ago. This is the only group to chart an annual decline in the November Index

Top Growth Occupations

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Health Care	91	117	29%
Sales and BD	100	126	26%
Marketing & Communications/Arts/Creative	92	107	16%
HR & Admin.	119	137	15%
Engineering and Production	102	116	14%

Lowest Growth Occupations

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Legal	86	95	10%
Purchase / Logistics / Supply Chain	101	111	10%
Customer service	102	112	10%
Software, Hardware, Telecom	111	111	0%
Hospitality and Travel	119	118	-1%

COUNTRY MONTH-OVER-MONTH TRENDS

Country-Wise Growth

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
KSA	90	137	52%
Egypt	118	128	8%
UAE	112	120	7%
Kuwait	113	117	4%
Oman	104	102	-2%
Bahrain	106	98	-8%
Qatar	106	97	-8%

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

- **KSA** (up 52 percent) registered the most dramatic longer-term growth as employers maintained an uptrend in hiring for the fourth month in a row
- **Kuwait** (up 4 percent) recorded the most notable growth in online recruitment activity between October'11 and November'11
- **Bahrain and Qatar** (down 8 percent) recorded the most dramatic annual decline among countries

Middle East Top Growth Countries

Year-over-year Growth	Nov10	Nov 11	% Growth Y-o-y
KSA	90	137	52%
Egypt	118	128	8%
UAE	112	120	7%

Middle East Lowest Growth Countries

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Oman	104	102	-2%
Bahrain	106	98	-8%
Qatar	106	97	-8%

COUNTRY-WISE TRENDS

KSA Highlights

- KSA registers 52 percent year-on-year growth
- Advertising, Market Research, Public Relations, Media and Entertainment continues to lead all sectors in annual growth followed by Retail/Trade and Logistics
- Marketing & Communications/Arts/Creative professionals record the most notable year-over-year gain

KSA Top Growth Industries

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	99	156	58%
Retail/Trade and Logistics	97	137	41%
Education	90	126	40%

KSA Lowest Growth Industries

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	90	102	13%
Hospitality	109	120	10%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	117	93	-21%

KSA Top Growth Occupations

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Marketing & Communications/Arts/Creative	94	142	51%
Sales and BD	92	130	41%
Engineering and Production	93	131	41%

KSA Lowest Growth Occupations

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Hospitality and Travel	104	124	19%
Health Care	93	110	18%
Software, Hardware, Telecom	102	119	17%

UAE Highlights

- Annual growth up seven percent in November
- UAE noted sequential gains for a second consecutive month
- Education tops annual growth for sectors
- Healthcare leads all occupations in annual online recruitment gains

UAE Top Growth Industries

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Education	88	122	39%
Oil and Gas	91	125	37%
Production/Manufacturing, Automotive and Ancillary	82	111	35%

UAE Lowest Growth Industries

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Engineering, Construction and Real Estate	108	105	-3%
Hospitality	120	110	-8%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	128	93	-27%

UAE Top Growth Occupations

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
Health Care	88	131	49%
Sales and BD	94	119	27%
Finance and Account	101	119	18%

UAE Lowest Growth Occupations

Year-over-year Growth	Nov 10	Nov 11	% Growth Y-o-y
HR & Admin.	113	109	-4%
Customer service	113	107	-5%
Hospitality and Travel	121	104	-14%

By Industry

	2010			2011									Nov
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	
Engineering, Construction and Real Estate	96	105	99	113	111	101	86	100	104	106	101	100	117
BFSI	100	89	88	106	95	92	85	113	104	113	112	115	126
Production/Manufacturing, Automotive and Ancillary	90	105	111	112	110	108	105	88	92	96	100	107	121
Retail/Trade and Logistics	101	97	104	109	106	82	90	99	97	105	119	123	123
Oil and Gas	108	107	111	114	112	88	87	89	100	93	95	100	104
IT and Telecom/ISP	97	96	105	113	117	115	94	86	93	93	98	101	104
Hospitality	114	104	102	112	107	106	89	84	89	90	103	105	103
Education	91	92	95	107	102	93	102	107	103	111	116	127	127
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	117	106	82	93	100	98	95	93	90	113	105	88	96
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	87	109	100	99	92	84	97	104	110	118	113	118
Health Care	88	88	94	98	108	107	90	99	101	115	117	115	126
Advertising, Market Research, Public Relations, Media and Entertainment	99	92	97	100	97	103	95	107	98	103	125	111	117

By Occupation

	2010			2011									Nov
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	
Engineering and Production	102	104	105	114	111	98	91	92	101	102	106	108	116
Finance and Account	112	90	95	104	93	86	87	103	99	107	117	115	126
HR & Admin.	119	87	85	95	94	100	102	102	95	99	110	123	137
Sales and BD	100	87	109	113	102	92	85	96	93	100	116	130	126
Purchase / Logistics / Supply Chain	101	97	90	111	112	80	95	95	109	107	110	113	111
Hospitality and Travel	119	108	103	109	104	102	99	91	84	93	103	108	118
Health Care	91	93	87	96	110	111	88	96	99	112	116	112	117
Software, Hardware, Telecom	111	90	99	117	112	92	83	104	97	100	93	99	111
Marketing & Communications/Arts/Creative	92	95	103	108	103	123	104	97	90	96	105	101	107
Customer service	102	104	88	99	102	97	99	109	103	113	109	108	112
Legal	86	95	101	107	97	95	93	115	115	101	110	95	95

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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