

monster®

EMPLOYMENT INDEX

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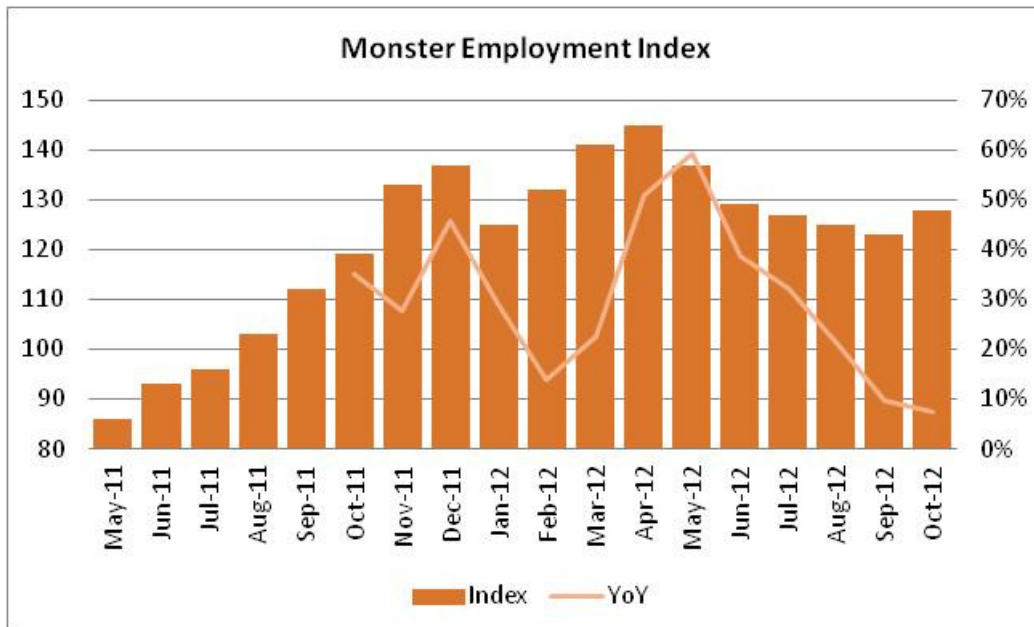
Monster Employment Index Middle East Grows Eight Percent on Annual Basis

October 2012 Index Highlights:

- Monster Employment Index Middle East rises eight percent on an annual basis
- Production/Manufacturing, Automotive and Ancillary lead all industry sectors in annual growth
- Among occupation groups, Sales and BD exhibit strongest growth year-over-year; followed by Software, Hardware and Telecom occupations
- Qatar leads all countries in annual growth followed by UAE

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.

“The Monster Employment Index Middle East shows positive YOY growth. However, employers continue to adopt a cautious approach owing to the current global economic scenario,” said Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia).



May 11	Jun 11	Jul 11	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	Y-o-y
86	93	96	103	112	119	133	137	125	132	141	145	137	129	127	125	123	128	8%

Industry Year-over-Year Trends: Online opportunities exceeded October'11 levels in seven of the 12 industry sectors monitored by the index.

- **Production/Manufacturing, Automotive and Ancillary** (up 26 percent) continued to lead all sectors followed by **Hospitality** (21 percent)
- **Retail/Trade and Logistics** (up 16 percent), remained amidst the top growth sectors in October
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 7 percent) continued to register the steepest annual decline

Top Growth Industries

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	107	135	26%
Hospitality	105	127	21%
Retail/Trade and Logistics	123	143	16%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	88	100	14%
Engineering, Construction and Real Estate	100	112	12%

Lowest Growth Industries

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Health Care	115	114	-1%
IT and Telecom/ISP	101	100	-1%
Oil and Gas	100	96	-4%
Education	127	120	-6%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	113	105	-7%

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

- **Sales and BD** (up 23 percent) led all occupational groups in year-over-year growth
- **Software, Hardware, Telecom** (up 16 percent) and **Hospitality and Travel** (up 10 percent) saw increased demand over the year
- **Legal** (down 27 percent) professionals continued to register the weakest long-term trend

Top Growth Occupations

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Sales and BD	130	160	23%
Software, Hardware, Telecom	99	115	16%
Hospitality and Travel	108	119	10%
Marketing & Communications/Arts/Creative	101	111	10%
Engineering and Production	108	117	8%

Lowest Growth Occupations

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Customer service	108	110	2%
HR & Admin.	123	120	-2%
Purchase / Logistics / Supply Chain	113	106	-6%
Finance and Account	115	104	-10%
Legal	95	69	-27%

Geographic Year-over-year Trends: Online opportunities exceeded October'11 level in five of the seven countries monitored by the Index.

- **Qatar** (up 23 percent) followed by **UAE** (up 16 percent) led all countries in year-over-year growth
- **KSA** (down 15 percent) registered the steepest decline over the past 12 months

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Qatar	96	118	23%
UAE	113	131	16%
Bahrain	98	111	13%
Oman	94	105	12%
Kuwait	101	111	10%
Egypt	117	114	-3%
KSA	124	105	-15%

COUNTRY-WISE TRENDS

KSA Highlights

- Online recruitment activity in KSA declines 15 percent from October'11 level
- **Production/Manufacturing, Automotive and Ancillary** (up 10 percent) registers the most notable annual growth
- **Hospitality and Travel** (up nine percent) leads in annual growth amongst the occupation groups

KSA Top Growth Industries

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	103	113	10%
Oil and Gas	125	127	2%
Retail/Trade and Logistics	117	117	0%

KSA Lowest Growth Industries

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Education	116	89	-23%
Engineering, Construction and Real Estate	102	76	-25%
Advertising, Market Research, Public Relations, Media and Entertainment	141	93	-34%

KSA Top Growth Occupations

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Hospitality and Travel	116	126	9%
Software, Hardware, Telecom	107	109	2%
Engineering and Production	120	119	-1%

KSA Lowest Growth Occupations

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
HR & Admin.	117	106	-9%
Finance and Account	117	97	-17%
Marketing & Communications/Arts/Creative	124	98	-21%

UAE Highlights

- UAE registers robust annual growth of 16 percent
- **Production/Manufacturing, Automotive and Ancillary** (up 21 percent) records the most notable growth in online opportunities over the year
- **Sales and BD** (up 10 percent) leads in annual growth amongst the occupation groups

UAE Top Growth Industries

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	109	132	21%
Hospitality	110	132	20%
Retail/Trade and Logistics	121	141	17%

UAE Lowest Growth Industries

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Health Care	112	107	-4%
Oil and Gas	122	113	-7%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	115	102	-11%

UAE Top Growth Occupations

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Sales and BD	123	135	10%
Health Care	121	131	8%
Engineering and Production	102	107	5%

UAE Lowest Growth Occupations

Year-over-year Growth	Oct 11	Oct 12	% Growth Y-o-y
Customer service	111	108	-3%
Marketing & Communications/Arts/Creative	104	100	-4%
Purchase / Logistics / Supply Chain	110	100	-9%

By Industry

	2011								2012				
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering, Construction and Real Estate	100	117	128	117	128	134	136	132	127	126	123	111	112
BFSI	115	126	138	134	136	131	134	121	116	109	112	121	117
Production/Manufacturing, Automotive and Ancillary	107	121	122	125	125	124	129	138	124	124	124	118	135
Retail/Trade and Logistics	123	123	129	130	128	152	152	147	145	141	140	142	143
Oil and Gas	100	104	97	90	90	103	105	96	92	91	91	90	96
IT and Telecom/ISP	101	104	108	112	116	114	107	108	102	102	87	97	100
Hospitality	105	103	110	104	105	109	112	108	128	139	126	119	127
Education	127	127	138	138	147	137	125	132	127	132	127	127	120
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	88	96	110	101	105	108	114	116	104	93	85	89	100
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	113	118	112	95	101	117	127	125	115	107	93	95	105
Health Care	115	126	129	119	130	129	118	113	109	111	100	112	114
Advertising, Market Research, Public Relations, Media and Entertainment	111	117	122	124	126	124	122	119	122	124	138	121	120

By Occupation

	2011								2012				
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering and Production	108	116	121	111	117	126	125	120	117	119	118	114	117
Finance and Account	115	126	134	124	130	132	138	119	117	114	104	109	104
HR & Admin.	123	137	142	132	130	146	140	135	124	128	116	123	120
Sales and BD	130	126	138	141	146	156	163	157	152	150	137	155	160
Purchase / Logistics / Supply Chain	113	111	117	111	104	124	130	118	109	111	110	102	106
Hospitality and Travel	108	118	111	105	105	108	105	106	113	119	130	121	119
Health Care	112	117	124	122	134	129	124	114	109	110	107	113	116
Software, Hardware, Telecom	99	111	120	135	132	133	127	139	124	123	101	107	115
Marketing & Communications/Arts/Creative	101	107	123	123	130	125	122	116	118	116	109	111	111
Customer service	108	112	88	102	95	127	142	142	116	123	117	104	110
Legal	95	95	94	86	81	92	88	94	94	88	83	76	69

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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