

monster®

EMPLOYMENT INDEX

CONTACTS:
 Nidhi Madan Verma
 Monster India
 (91) 956 015 5115
 nidhi.verma@monster.com

Stephen Reid
 Hill & Knowlton
 +971 50 651 7507
 stephen.reid@hillandknowlton.com

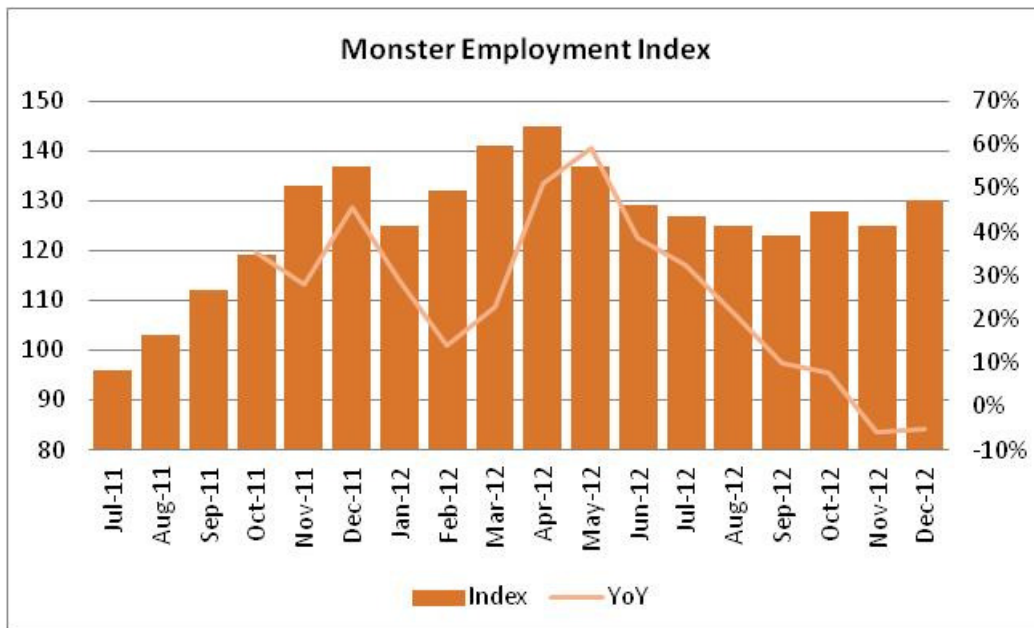
Monster Employment Index Middle East dips Five Percent on Annual Basis

December 2012 Index Highlights:

- Monster Employment Index Middle East dips five 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
- Bahrain leads all countries in annual growth. KSA registers 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.

“The annual decline in The Monster Employment Index Middle East is reflective of the cautious approach adopted by the employers in the region owing to current global economic conditions,” said Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia).



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	Nov 12	Dec 12	Y-o-y
96	103	112	119	133	137	125	132	141	145	137	129	127	125	123	128	125	130	-5%

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

- **Hospitality** (up 37 percent) led all sectors followed by **Retail/Trade and Logistics** (up 2 percent)
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (down 30 percent) registered the steepest annual decline

Top Growth Industries

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Hospitality	110	151	37%
Retail/Trade and Logistics	129	131	2%
Education	138	140	1%
Advertising, Market Research, Public Relations, Media and Entertainment	122	120	-2%
Oil and Gas	97	92	-5%

Lowest Growth Industries

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
IT and Telecom/ISP	108	99	-8%
Production/Manufacturing, Automotive and Ancillary	122	111	-9%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	112	95	-15%
BFSI	138	106	-23%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	110	77	-30%

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

- **Hospitality** (up 20 percent) led all occupational groups in year-over-year growth
- **Finance and Account** (down 22 percent) followed by **Legal** (down 15 percent) professionals registered the weakest long-term trend

Top Growth Occupations

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Hospitality and Travel	111	133	20%
Sales and BD	138	163	18%
Customer service	88	102	16%
Health Care	124	124	0%
Marketing & Communications/Arts/Creative	123	122	-1%

Lowest Growth Occupations

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Purchase / Logistics / Supply Chain	117	106	-9%
HR & Admin.	142	126	-11%
Software, Hardware, Telecom	120	105	-13%
Legal	94	80	-15%
Finance and Account	134	104	-22%

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

- **Bahrain** (up 17 percent) followed by **Qatar** (up 12 percent) led all countries in year-over-year growth
- **KSA** (down 32 percent) continued to register the steepest decline over the past 12 months

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Bahrain	105	123	17%
Qatar	104	116	12%
Oman	100	105	5%
UAE	125	130	4%
Egypt	137	117	-15%
Kuwait	122	104	-15%
KSA	139	94	-32%

COUNTRY-WISE TRENDS

KSA Highlights

- Online recruitment activity in KSA declines 32 percent from December'11 level
- All industry sectors in KSA have registered annual decline with Advertising Market Research, Public Relations, Media and Entertainment registering the steepest decline (down 47 percent)
- Among occupation groups, Hospitality and Travel (up 19 percent) is the only group to witness a positive growth in recruitment activity, year-on-year.

KSA Top Growth Industries

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	102	97	-5%
Hospitality	140	132	-6%
Oil and Gas	99	93	-6%

KSA Lowest Growth Industries

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	94	62	-34%
Engineering, Construction and Real Estate	128	77	-40%
Advertising, Market Research, Public Relations, Media and Entertainment	167	89	-47%

KSA Top Growth Occupations

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Hospitality and Travel	103	123	19%
Software, Hardware, Telecom	113	112	-1%
Health Care	114	101	-11%

KSA Lowest Growth Occupations

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
HR & Admin.	140	102	-27%
Marketing & Communications/Arts/Creative	154	95	-38%
Engineering and Production	137	79	-42%

UAE Highlights

- UAE registers annual growth of four percent
- **Hospitality** (up 25 percent) records the most notable growth in online opportunities over the year
- **Customer Service** (up 30 percent) leads in annual growth amongst the occupation groups

UAE Top Growth Industries

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Hospitality	118	147	25%
Advertising, Market Research, Public Relations, Media and Entertainment	109	116	6%
Retail/Trade and Logistics	125	125	0%

UAE Lowest Growth Industries

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	124	112	-10%
IT and Telecom/ISP	119	107	-10%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	111	90	-19%

UAE Top Growth Occupations

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Customer service	83	108	30%
Hospitality and Travel	100	114	14%
Sales and BD	122	133	9%

UAE Lowest Growth Occupations

Year-over-year Growth	Dec 11	Dec 12	% Growth Y-o-y
Marketing & Communications/Arts/Creative	113	97	-14%
Purchase / Logistics / Supply Chain	115	98	-15%
Software, Hardware, Telecom	123	104	-15%

By Industry

	2011								2012				
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering, Construction and Real Estate	128	117	128	134	136	132	127	126	123	111	112	113	118
BFSI	138	134	136	131	134	121	116	109	112	121	117	116	106
Production/Manufacturing, Automotive and Ancillary	122	125	125	124	129	138	124	124	124	118	135	116	111
Retail/Trade and Logistics	129	130	128	152	152	147	145	141	140	142	143	169	131
Oil and Gas	97	90	90	103	105	96	92	91	91	90	96	95	92
IT and Telecom/ISP	108	112	116	114	107	108	102	102	87	97	100	96	99
Hospitality	110	104	105	109	112	108	128	139	126	119	127	142	151
Education	138	138	147	137	125	132	127	132	127	127	120	125	140
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	110	101	105	108	114	116	104	93	85	89	100	78	77
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	112	95	101	117	127	125	115	107	93	95	105	110	95
Health Care	129	119	130	129	118	113	109	111	100	112	114	116	119
Advertising, Market Research, Public Relations, Media and Entertainment	122	124	126	124	122	119	122	124	138	121	120	119	120

By Occupation

	2011								2012				
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering and Production	121	111	117	126	125	120	117	119	118	114	117	115	115
Finance and Account	134	124	130	132	138	119	117	114	104	109	104	106	104
HR & Admin.	142	132	130	146	140	135	124	128	116	123	120	122	126
Sales and BD	138	141	146	156	163	157	152	150	137	155	160	158	163
Purchase / Logistics / Supply Chain	117	111	104	124	130	118	109	111	110	102	106	111	106
Hospitality and Travel	111	105	105	108	105	106	113	119	130	121	119	119	133
Health Care	124	122	134	129	124	114	109	110	107	113	116	120	124
Software, Hardware, Telecom	120	135	132	133	127	139	124	123	101	107	115	107	105
Marketing & Communications/Arts/Creative	123	123	130	125	122	116	118	116	109	111	111	109	122
Customer service	88	102	95	127	142	142	116	123	117	104	110	114	102
Legal	94	86	81	92	88	94	94	88	83	76	69	78	80

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>.

CONTACTS:

Nidhi Madan Verma
Monster India
(91) 956 015 5115
nidhi.verma@monster.com

Stephen Reid
Hill & Knowlton
Phone: 971 50 651 7507
Email: stephen.reid@hillandknowlton.com