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EMPLOYMENT INDEX

Monster Employment Index Middle East Rises 10 Percent in UAE and 12 Percent in KSA between December 2013 and 2014

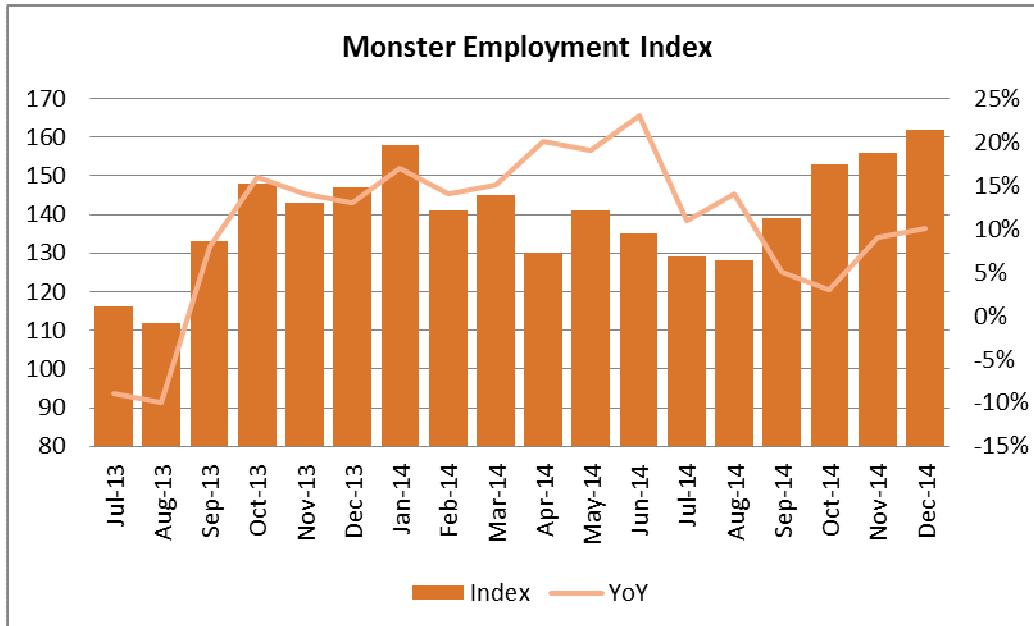
December 2014 Index Highlights

- Monster Employment Index Middle East registers a 10 percent growth & KSA registers a 12 percent growth on the year. UAE at the same time maintains a positive month-on-month growth
- Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides lead's all industry sector by the way of long-term growth. Advertising, Market Research, Public Relations, Media and Entertainment registers the steepest annual decline
- Hospitality and Travel professionals record the most notable growth in online demand
- Egypt followed by UAE exhibit the steepest growth, year-on-year
- In KSA, **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** leads all industry sectors by the way of long-term growth for the third month in a row
- In KSA, **Oil and Gas** sector registers the steepest decline
- Among occupation groups, **Purchase / Logistics / Supply Chain** registers the most notable annual growth in KSA

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 year 2014 ended on a positive note with the Monster Employment Index charting a 10 percent growth on the year. UAE registered a 13 percent YOY growth. Among industry sectors, BFSI experienced the steadiest growth this year, whilst the hospitality sector for the UAE recorded the steepest annual decline. Compared to a year ago, there was a notable improvement in demand for Purchase, Logistics and Supply Chain professionals. Among GCC countries, the outlook for the UAE remains very positive and the country has projected a high level of employment in 2015" said **Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia/ Hong Kong).**

Sanjay Modi also said *"The year 2014 ended on a positive note with the Monster Employment Index for Saudi Arabia charting a 12 percent growth on the year. Among industry sectors, Chemicals, Plastic/ Rubber, Paints, Fertilizer/ Pesticides experienced the strongest long-term growth for the third month in a row. Conversely, the Oil and Gas sector registered the steepest decline in December. Compared to a year ago, there was a notable improvement in demand for Purchase, Logistics, Supply Chain professionals. Recent reports (Informa Exhibitions and The Talent Enterprise) have forecasted a very positive outlook for the coming twelve months for Saudi Arabia along with the rest of the GCC".*



Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Y-o-Y
116	112	133	148	143	147	158	141	145	130	141	135	129	128	139	153	156	162	10%

Industry Year-over-Year Trends: Online recruitment increased in nine of the 12 industry sectors monitored by the Index

- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** charted a 40 percent growth in opportunities between December 2013 and 2014 to lead all industry sectors yet again
- **Hospitality** followed with a 32 percent growth in online recruitment, year-on-year. January and February 2014 aside, the sector has exhibited double-digit annual growth all through 2014. Monthly recruitment activity has however stabilized at November 2014 level
- The Index reading for the series **Production/Manufacturing, Automotive and Ancillary** was below the baseline even this month. However, the sector which has been charting negative annual growth rates since November 2012 for the first time saw online recruitment levels match the year-ago level this month
- Online hiring in **IT and Telecom/ISP** (up six percent) surpassed the year-ago level for the first time since June 2014
- **Advertising, Market Research, Public Relations, Media and Entertainment** saw a seven percent drop in online recruitment activity between December 2013 and 2014; the steepest among all sectors

Top Growth Industries

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	67	94	40%

Lowest Growth Industries

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
IT and Telecom/ISP	102	108	6%

Hospitality	147	194	32%
BFSI	151	194	28%
Education	150	186	24%
Health Care	136	162	19%

Engineering, Construction and Real Estate	147	151	3%
Production/Manufacturing, Automotive and Ancillary	87	87	0%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	89	84	-6%
Advertising, Market Research, Public Relations, Media and Entertainment	149	139	-7%

Occupation Year-over-Year Trends: Online demand expanded for ten of the 11 occupational groups monitored by the Index.

- Aligning with steep growth in the Hospitality sector, there was a greater demand for **Hospitality and Travel** professionals. Online demand surpassed that of December 2013 by a robust 27 percent which was the same as in November 2014
- All prime occupation groups continue to register robust and positive growth in online demand. **Engineering and Production** (up 14 percent); **Finance and Account** (up 23 percent); **HR & Admin.** (up 15 percent) saw a higher annual growth rate vis-s-vis November 2014. **Sales and BD** (up 14 percent), however, saw the annual growth rate moderate between November and December 2014
- Purchase / Logistics / Supply Chain** (up seven percent) personnel saw a positive annual growth this month following three successive declines
- Customer service** (down 10 percent) is the only group to witness fewer opportunities on the year. The group has been registering negative annual growth rates since March 2013

Top Growth Occupations

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Hospitality and Travel	148	188	27%
Legal	96	118	23%
Finance and Account	136	167	23%
Marketing & Communications/Arts/Creative	159	191	20%
Health Care	127	148	17%

Lowest Growth Occupations

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Engineering and Production	125	143	14%
Sales and BD	174	199	14%
Software, Hardware, Telecom	115	129	12%
Purchase / Logistics / Supply Chain	99	106	7%
Customer service	69	62	-10%

Geographic Year-over-year Trends: Six out of seven countries monitored by the Index indicated increase in availability of online jobs year-on-year.

- Egypt** (up 18 percent) once again charted the steepest annual growth rate among all monitored countries. The rate of growth has nevertheless moderated slightly between November and December 2014
- UAE** (up 13 percent) and **KSA** (up 12 percent) were next in the rung in the year-on-year growth ladder

- Online hiring in **Kuwait** hovered around the same level. Recruitment activity was one percent lower than the year ago level as monthly recruitment activity remained steady at November 2014. Kuwait was the only country to record a negative annual growth even this month

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Egypt	141	167	18%
UAE	109	123	13%
KSA	117	131	12%
Bahrain	121	132	9%
Oman	102	109	7%
Qatar	140	145	4%
Kuwait	115	114	-1%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index KSA registers a 12 percent growth, year-on-year
- Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** leads all industry sectors by the way of long-term growth for the third month in a row
- Oil and Gas** sector registers the steepest decline
- Among occupation groups, **Purchase / Logistics / Supply Chain** registers the most notable annual growth

KSA Top Growth Industries

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	64	87	36%
IT and Telecom/ISP	98	126	29%
BFSI	97	120	24%

KSA Lowest Growth Industries

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Education	108	110	2%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	87	76	-13%
Oil and Gas	133	104	-22%

KSA Top Growth Occupations

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	124	150	21%
Sales and BD	137	160	17%
Finance and Account	104	119	14%

KSA Lowest Growth Occupations

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Hospitality and Travel	113	122	8%
Software, Hardware, Telecom	121	130	7%
HR & Admin.	137	130	-5%

UAE Highlights

- Monster Employment Index UAE witness a 13 percent growth on the year
- **BFSI** leads all industry by the way of long term growth
- **Hospitality** sector records the steepest annual decline even this month
- **Purchase / Logistics / Supply Chain** professionals register the most notable improvement in demand from the year ago

UAE Top Growth Industries

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
BFSI	127	161	27%
IT and Telecom/ISP	85	106	25%
Production/Manufacturing, Automotive and Ancillary	86	105	22%

UAE Lowest Growth Industries

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	102	98	-4%
Education	130	124	-5%
Hospitality	133	110	-17%

UAE Top Growth Occupations

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	70	100	43%
Software, Hardware, Telecom	80	112	40%
Marketing & Communications/Arts/Creative	88	117	33%

UAE Lowest Growth Occupations

Year-over-year Growth	Dec 13	Dec 14	% Growth Y-o-Y
Customer service	73	71	-3%
Health Care	158	151	-4%
HR & Admin.	105	100	-5%

By Industry

	2013	2014											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering, Construction and Real Estate	147	155	131	129	131	122	127	130	121	135	142	151	151
BFSI	151	159	114	122	121	139	142	136	136	152	163	176	194
Production/Manufacturing, Automotive and Ancillary	87	91	115	110	87	84	81	88	92	85	85	85	87
Retail/Trade and Logistics	143	165	141	156	151	150	154	142	141	157	155	155	159
Oil and Gas	90	89	92	84	82	88	84	90	95	88	96	94	97
IT and Telecom/ISP	102	109	104	92	96	98	93	93	93	95	103	104	108
Hospitality	147	152	134	148	143	152	186	161	161	178	185	194	194
Education	150	159	162	162	166	169	179	165	162	170	207	173	186
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	67	72	78	75	78	87	87	92	89	102	102	93	94
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	89	94	101	111	83	79	74	86	87	78	81	82	84

Health Care	136	143	142	143	145	159	153	146	143	147	145	152	162
Advertising, Market Research, Public Relations, Media and Entertainment	149	154	116	121	117	135	128	119	119	123	127	133	139

By Occupation

	2013	2014											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Engineering and Production	125	129	128	126	124	112	124	131	125	129	136	140	143
Finance and Account	136	139	92	101	106	122	133	127	129	135	150	159	167
HR & Admin.	144	156	154	151	141	143	154	130	133	145	152	164	165
Sales and BD	174	190	182	189	188	194	195	172	174	195	211	208	199
Purchase / Logistics / Supply Chain	99	103	109	107	91	91	90	97	95	90	94	104	106
Hospitality and Travel	148	157	143	154	175	176	184	165	163	176	187	184	188
Health Care	127	145	137	138	143	158	158	155	133	141	148	150	148
Software, Hardware, Telecom	115	136	130	114	95	100	96	110	111	115	152	142	129
Marketing & Communications/Arts/Creative	159	170	164	170	171	179	170	155	160	165	175	183	191
Customer service	69	78	88	85	69	66	62	67	77	81	82	70	62
Legal	96	89	100	93	79	89	79	94	100	98	106	106	118

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.

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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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