

# monster®

## EMPLOYMENT INDEX

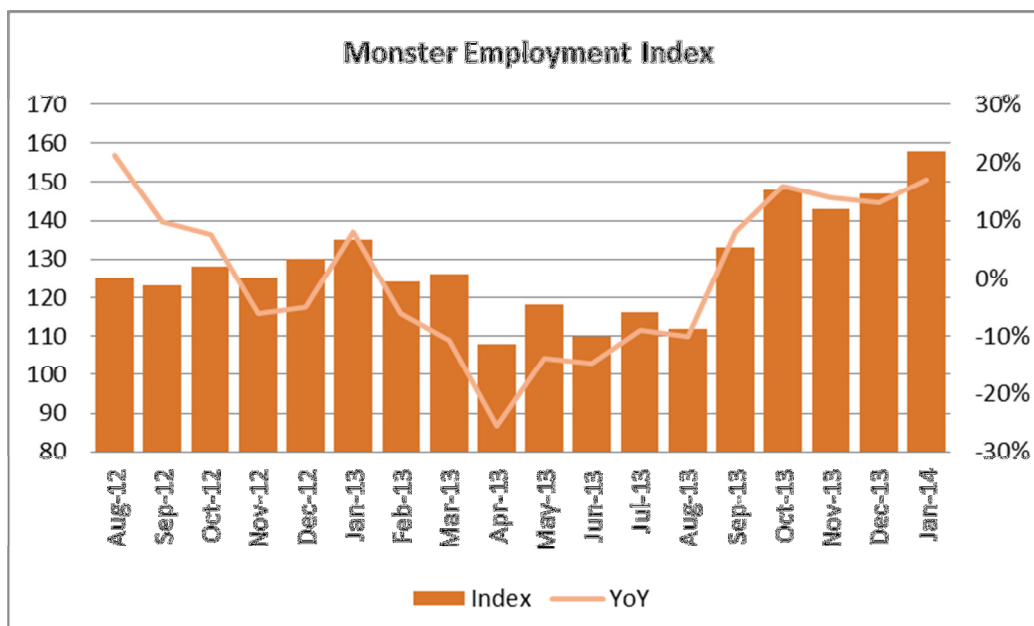
### Monster Employment Index Middle East Registers 17 Percent Year-on-Year Growth

#### January 2014 Index Highlights

- Monster Employment Index Middle East registers a 17 percent growth in online opportunities between January 2013 and January 2014
- Online recruitment edges up by an additional seven percent on the month
- BFSI continues to chart strong annual growth trends and leads all sectors yet again. Production/Manufacturing, Automotive and Ancillary notes the steepest decline
- Among occupation groups, Marketing & Communications/Arts/Creative professionals register the steepest growth in annual demand.
- Qatar followed by Egypt lead all seven countries by the way of long-term growth.

**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 Middle East has been exhibiting strong annual recruitment trend. January marked the fifth positive year-on-year and the fourth successive double-digit growth in the series. BFSI; and Engineering, Construction and Real Estate sectors were among the top to present notable growth in online recruitment activity between January 2013 and 2014. Among the seven monitored countries, Qatar exhibited the maximum growth. On the whole analysts have portrayed a favourable growth prospect for the GCC countries in 2014. Qatar is expected to keep outperforming the other five GCC states while the 2014 growth forecast for UAE has been raised for the previous forecast of September 2013 (Reuters). PwC’s annual global CEO survey showed that, confidence among CEOs in Middle East has risen sharply. Around 69 per cent were confident about short-term revenue growth in 2014 and 50 percent expect to add staff in the next 12 months. According to the survey, job prospects look most positive in technology, business services and asset management” **said Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia).**



Aug 12	Sep 12	Oct 12	Nov 12	Dec 12	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	Y-o-Y
125	123	128	125	130	135	124	126	108	118	110	116	112	133	148	143	147	158	17%

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

- **BFST** (up 37 percent) was the top annual gainer among all industry sectors even this month as it charted fourth successive double-digit annual growth
- **Retail/Trade and Logistics** (up 19 percent) saw online recruitment activity rebound as the sector registered a positive growth in monthly hiring activity following low levels the previous two months. Year-on-year the sector recorded a double-digit growth for the first time since November 2013
- Online recruitment activity in the **Hospitality** (down three percent) sector continues to hover below the level achieved in January 2013. The sector, however, registered a positive three percent month-on-month growth having charted negative growth rates in November and December 2013
- **Oil and Gas** (down two percent) was the only sector to witness fewer opportunities on the month. **Production/Manufacturing, Automotive and Ancillary** (down 19 percent) registered the most notable year-on-year drop among all industry sectors even this month. The Index reading for both these sectors continue to hover below the baseline of 100

### Top Growth Industries

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-Y
BFSI	116	159	37%
Engineering, Construction and Real Estate	123	155	26%
Advertising, Market Research, Public Relations, Media and Entertainment	127	154	21%
Health Care	120	143	19%
Retail/Trade and Logistics	139	165	19%

### Lowest Growth Industries

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-Y
Oil and Gas	91	89	-2%
Hospitality	156	152	-3%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	98	94	-4%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	77	72	-6%
Production/Manufacturing, Automotive and Ancillary	113	91	-19%

**Occupation Year-over-Year Trends:** Nine of the eleven occupation groups monitored by the Index exhibited a positive growth in annual demand.

- **Marketing & Communications/Arts/Creative** professionals saw a dramatic 59 percent increase in online demand between January 2013 and January 2014; the highest among all occupation groups
- The rate of annual growth improved 12 percentage points for the **Health Care** (up 14 percent) professionals between December'13 and January'14. The group registered a double-digit year-on-year growth for the first time since June 2013.
- **Customer service** (down 33 percent) and **Purchase / Logistics / Supply Chain** (down four percent) are the only groups to record a negative growth on the year. Customer Service registered the most significant annual decline among all occupation groups for eleventh month in the series.

## Top Growth Occupations

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Marketing & Communications/Arts/Creative	107	170	59%
Finance and Account	110	139	26%
Legal	75	89	19%
Health Care	122	139	14%
Software, Hardware, Telecom	121	136	12%

## Lowest Growth Occupations

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Engineering and Production	117	129	10%
Hospitality and Travel	144	157	9%
Sales and BD	175	190	9%
Purchase / Logistics / Supply Chain	107	103	-4%
Customer service	117	78	-33%

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

- Year-on-year, **Qatar** (up 26 percent) followed by **Egypt** (up 25 percent) led all seven countries monitored by the Index as the pace of long-term growth improved further
- **KSA** ranked fourth in the year-on-year growth chart despite nine percentage points moderation in the growth rate between December'13 and January'14. KSA also exhibited the steepest month-on-month growth among all monitored countries
- **UAE** charted the most notable annual decline among countries for the eighth month in a row. **Oman** (down one percent) and **UAE** (down 13 percent) are the only countries to register a negative growth year-on-year

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-Y
Qatar	117	147	26%
Egypt	118	147	25%
Kuwait	103	124	20%
KSA	112	129	15%
Bahrain	118	122	3%
Oman	106	105	-1%
UAE	129	112	-13%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index KSA records a 15 percent growth year-on-year
- KSA registers the steepest month-on-month growth among all monitored countries; up 10 percent
- **Advertising, Market Research, Public Relations, Media and Entertainment** registers the most notable annual growth among sectors
- Long-term demand escalates the most for **Marketing & Communications/Arts/Creative** professionals

**KSA Top Growth Industries**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	86	137	59%
BFSI	96	130	35%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	65	82	26%

**KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Oil and Gas	125	124	-1%
Production/Manufacturing, Automotive and Ancillary	107	100	-7%
Education	116	102	-12%

**KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Marketing & Communications/Arts/Creative	91	133	46%
HR & Admin.	107	151	41%
Software, Hardware, Telecom	108	140	30%

**KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Jan 14	Jan 14	% Growth Y-o-y
Engineering and Production	116	128	10%
Health Care	101	99	-2%
Hospitality and Travel	158	115	-27%

**UAE Highlights**

- Monster Employment Index UAE eases 13 percent between January 2013 and January 2014
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** leads all sector year-on-year
- **Health Care** professionals exhibit maximum annual improvement in demand even in January

**UAE Top Growth Industries**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	90	115	28%
Health Care	109	136	25%
BFSI	122	140	15%

**UAE Lowest Growth Industries**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	121	102	-16%
Retail/Trade and Logistics	126	101	-20%
IT and Telecom/ISP	116	88	-24%

**UAE Top Growth Occupations**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Health Care	139	166	19%
Marketing & Communications/Arts/Creative	94	98	4%
Purchase / Logistics / Supply Chain	92	95	3%

**UAE Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Jan 13	Jan 14	% Growth Y-o-y
Software, Hardware, Telecom	112	87	-22%
Sales and BD	142	110	-23%
Customer service	108	73	-32%

### By Industry

	2013												2014
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	123	124	122	112	125	122	128	131	139	145	139	147	155
BFSI	116	110	101	92	109	109	121	120	129	154	145	151	159
Production/Manufacturing, Automotive and Ancillary	113	117	117	99	99	82	93	88	95	99	98	87	91
Retail/Trade and Logistics	139	129	122	119	129	132	112	126	150	167	154	143	165
Oil and Gas	91	89	96	97	93	88	90	90	89	90	93	90	89
IT and Telecom/ISP	100	91	89	87	94	91	94	96	101	106	104	102	109
Hospitality	156	145	133	116	123	126	125	120	139	161	150	147	152
Education	145	146	151	140	158	150	148	153	162	156	154	150	159
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	77	78	83	77	71	74	71	71	75	68	66	67	72
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	98	117	114	101	103	99	108	92	108	100	91	89	94
Health Care	120	128	142	115	126	119	116	114	120	120	119	136	143
Advertising, Market Research, Public Relations, Media and Entertainment	127	117	115	114	121	123	130	131	136	146	141	149	154

### By Occupation

	2013												2014
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	117	117	118	113	110	112	117	118	122	130	126	125	129
Finance and Account	110	104	103	87	100	99	105	102	115	133	130	136	139
HR & Admin.	140	118	110	100	105	107	117	106	133	148	147	144	156
Sales and BD	175	153	142	140	152	139	151	149	165	189	165	174	190
Purchase / Logistics / Supply Chain	107	117	112	103	98	91	79	81	107	112	114	99	103
Hospitality and Travel	144	129	123	116	118	116	120	122	130	157	145	148	157
Health Care	122	133	149	119	131	126	119	118	122	127	125	127	139
Software, Hardware, Telecom	121	91	88	85	97	95	109	99	122	136	125	115	136
Marketing & Communications/Arts/Creative	107	110	112	108	120	121	127	131	141	159	155	159	170
Customer service	117	95	98	88	100	87	73	61	87	86	75	69	78

Legal	75	73	74	74	83	83	97	90	90	80	87	96	89
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### 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>.

#### CONTACTS:

Anshul Punhani  
 Monster Gulf  
 (91) 9910002342  
[anshul.punhani@monsterindia.com](mailto:anshul.punhani@monsterindia.com)

Shmoun Maqsood  
 Hill+Knowlton Strategies  
 Phone: +971 55 326 2251  
 Email: [shmoun.maqsood@hkstrategies.com](mailto:shmoun.maqsood@hkstrategies.com)