

# monster®

## EMPLOYMENT INDEX

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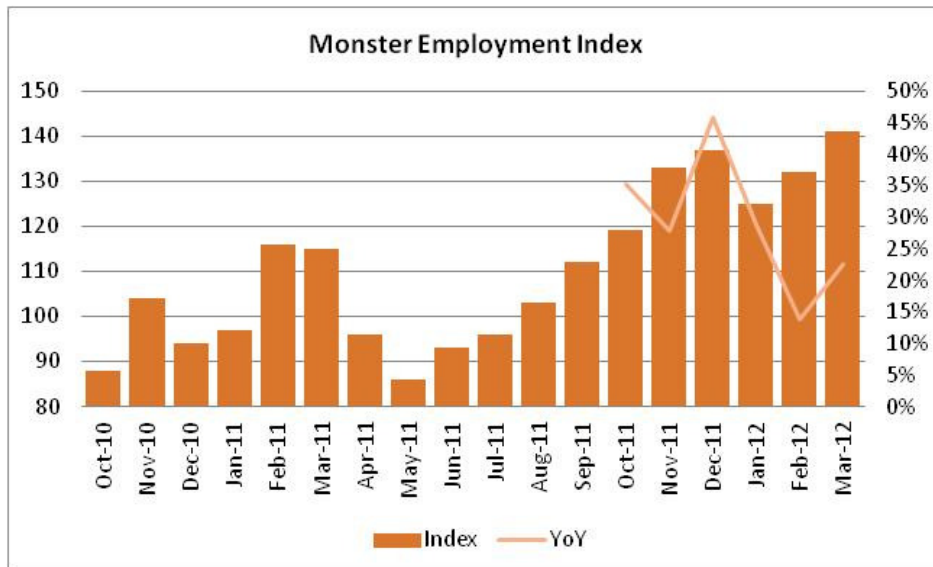
### Monster Employment Index Middle East Grows 23% on Annual Basis

#### March 2012 Index Highlights:

- Monster Employment Index Middle East rises 23 percent on annual basis
- Retail/Trade and Logistics leads all industry sectors in annual growth, while Oil and gas sector continues to record steepest annual decline
- Among occupation groups, HR & Admin exhibit strongest growth year-over-year; Legal remains the only category to register negative annual growth
- KSA continues to lead all countries in long-term expansion

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 Index continues to exhibit robust online recruitment activity resulting in notable sequential and annual growth,” said Sanjay Modi, Managing Director, Monster.com (India/Middle East/South East Asia). “Retail/ trade and logistics sectors have seen impressive growth across key markets this month.”



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	Dec 11	Jan 12	Feb 12	Mar 12	Y-o-Y
88	104	94	97	116	115	96	86	93	96	103	112	119	133	137	125	132	141	23%

**Industry Year-over-Year Trends:** Online opportunities exceeded March'11 levels in 10 of 12 industry sectors monitored by the index.

- **Retail/Trade and Logistics** (up 43 percent) led all industry sectors in year-over-year as well as month-over-month growth
- **BFSI** (up 38 percent) continued to remain amidst the top growth sectors in March, despite edging down slightly on a monthly basis
- **IT and Telecom/ISP** (down three percent) registered its first year-over-year decline in the Index.
- **Oil and Gas** (down eight percent) recorded negative annual growth for the sixth consecutive month

### Top Growth Industries

Year-over-year Growth	Mar 11	Mar 12	% Growth Y-o-y
Retail/Trade and Logistics	106	152	43%
BFSI	95	131	38%
Education	102	137	34%
Advertising, Market Research, Public Relations, Media and Entertainment	97	124	28%
Engineering, Construction and Real Estate	111	134	21%

### Lowest Growth Industries

Year-over-year Growth	Mar 11	Mar 12	% Growth Y-o-y
Production/Manufacturing, Automotive and Ancillary	110	124	13%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	108	8%
Hospitality	107	109	2%
IT and Telecom/ISP	117	114	-3%
Oil and Gas	112	103	-8%

**Occupation Year-over-Year Trends:** 10 of the 11 occupation groups registered improved online demand over the year

- **HR & Admin.** (up 55 percent) led all occupational groups in year-over-year growth and registered its first month-over-month growth in 2012
- **Customer Service** (up 25 percent) and **Software, Hardware, Telecom** (up 19 percent) saw demand rebounding between February and March 2012
- **Legal** (down five percent) professional continued to exhibit the strongest annual decline despite a 14 percent jump in online opportunities between February and March 2012, its first month-on-month growth since September 2011

### Top Growth Occupations

Year-over-year Growth	Mar 11	Mar 12	% Growth Y-o-y
HR & Admin.	94	146	55%
Sales and BD	102	156	53%
Finance and Account	93	132	42%
Customer service	102	127	25%
Marketing & Communications/Arts/Creative	103	125	21%

### Lowest Growth Occupations

Year-over-year Growth	Mar 11	Mar 12	% Growth Y-o-y
Health Care	110	129	17%
Engineering and Production	111	126	14%
Purchase / Logistics / Supply Chain	112	124	11%
Hospitality and Travel	104	108	4%
Legal	97	92	-5%

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

- **KSA** (up 31 percent) followed by Egypt (up 28 percent) led all countries in year-over-year growth
- **Oman** (down 16 percent) continued to chart the most notable annual reduction among countries for the fourth consecutive month

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
KSA	112	147	31%
Egypt	87	111	28%
Kuwait	113	138	22%
UAE	108	127	18%
Bahrain	106	108	2%
Qatar	113	112	-1%
Oman	113	95	-16%

## **COUNTRY-WISE TRENDS**

### **KSA Highlights**

- Online recruitment activity in KSA rises 31 percent year-over-year
- Retail/Trade and Logistics register the most notable annual growth
- Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides (down 15 percent) exhibits the most notable annual deceleration

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Retail/Trade and Logistics	96	159	66%
Hospitality	115	183	59%
Advertising, Market Research, Public Relations, Media and Entertainment	96	141	47%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	103	106	3%
Production/Manufacturing, Automotive and Ancillary	102	101	-1%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	106	90	-15%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Sales and BD	91	143	57%
Marketing & Communications/Arts/Creative	93	145	56%
HR & Admin.	94	145	54%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Purchase / Logistics / Supply Chain	108	124	15%
Hospitality and Travel	115	126	10%
Health Care	118	126	7%

**UAE Highlights**

- UAE registers annual decline of 13 percent despite rising 23 percent month-over-month
- Retail/Trade and Logistics records the most notable growth in online opportunities over the year
- Oil and gas is the only sector to record negative annual growth, falling 10 percent in March 2012

**UAE Top Growth Industries**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Retail/Trade and Logistics	97	128	32%
Education	102	126	24%
BFSI	98	119	21%

**UAE Lowest Growth Industries**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	97	106	9%
Engineering, Construction and Real Estate	108	116	7%
Oil and Gas	105	95	-10%

**UAE Top Growth Occupations**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Finance and Account	83	121	46%
Software, Hardware, Telecom	81	113	40%
Health Care	96	128	33%

**UAE Lowest Growth Occupations**

<b>Year-over-year Growth</b>	Mar 11	Mar 12	% Growth Y-o-y
Marketing & Communications/Arts/Creative	111	110	-1%
Engineering and Production	114	104	-9%
Hospitality and Travel	101	89	-12%

## By Industry

	2011										2012		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering, Construction and Real Estate	111	101	86	100	104	106	101	100	117	128	117	128	134
BFSI	95	92	85	113	104	113	112	115	126	138	134	136	131
Production/Manufacturing, Automotive and Ancillary	110	108	105	88	92	96	100	107	121	122	125	125	124
Retail/Trade and Logistics	106	82	90	99	97	105	119	123	123	129	130	128	152
Oil and Gas	112	88	87	89	100	93	95	100	104	97	90	90	103
IT and Telecom/ISP	117	115	94	86	93	93	98	101	104	108	112	116	114
Hospitality	107	106	89	84	89	90	103	105	103	110	104	105	109
Education	102	93	102	107	103	111	116	127	127	138	138	147	137
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	100	98	95	93	90	113	105	88	96	110	101	105	108
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	99	92	84	97	104	110	118	113	118	112	95	101	117
Health Care	108	107	90	99	101	115	117	115	126	129	119	130	129
Advertising, Market Research, Public Relations, Media and Entertainment	97	103	95	107	98	103	125	111	117	122	124	126	124

## By Occupation

	2011										2012		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering and Production	111	98	91	92	101	102	106	108	116	121	111	117	126
Finance and Account	93	86	87	103	99	107	117	115	126	134	124	130	132
HR & Admin.	94	100	102	102	95	99	110	123	137	142	132	130	146
Sales and BD	102	92	85	96	93	100	116	130	126	138	141	146	156
Purchase / Logistics / Supply Chain	112	80	95	95	109	107	110	113	111	117	111	104	124
Hospitality and Travel	104	102	99	91	84	93	103	108	118	111	105	105	108
Health Care	110	111	88	96	99	112	116	112	117	124	122	134	129
Software, Hardware, Telecom	112	92	83	104	97	100	93	99	111	120	135	132	133
Marketing & Communications/Arts/Creative	103	123	104	97	90	96	105	101	107	123	123	130	125
Customer service	102	97	99	109	103	113	109	108	112	88	102	95	127

Legal	97	95	93	115	115	101	110	95	95	94	86	81	92
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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>.

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