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## EMPLOYMENT INDEX

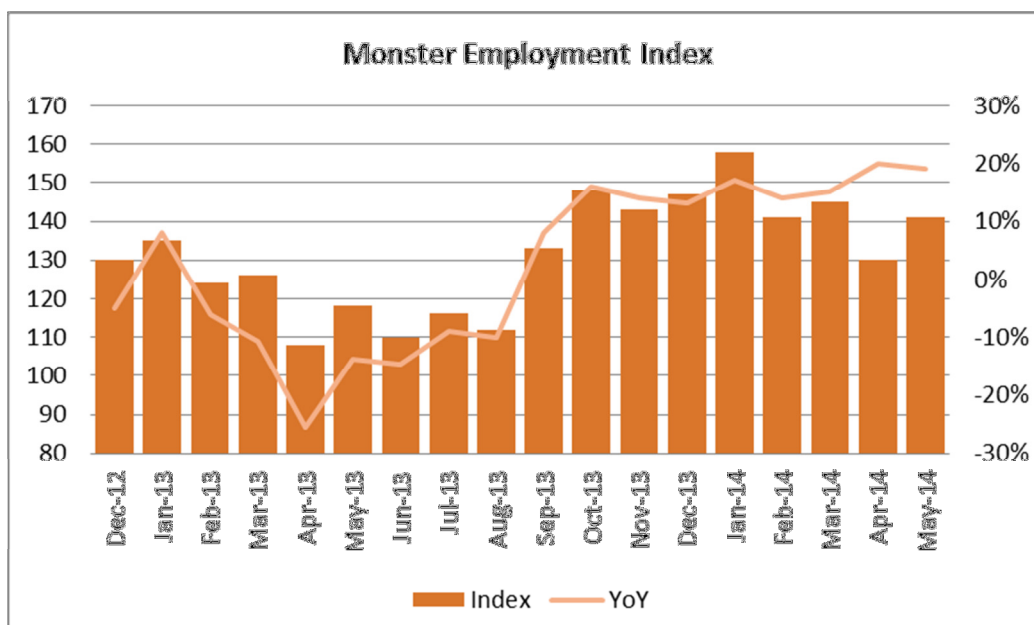
### Monster Employment Index Middle East Registers 19 Percent Growth, Year-on-Year

#### May 2014 Index Highlights

- Monster Employment Index Middle East continues to exhibit robust growth; rises 19 percent on the year
- Year-on-year, BFSI registers the most notable expansion among all monitored sectors even in May
- Online recruitment activity contracts the most in Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery sector yet again
- Among occupation groups, the most notable improvement in annual demand is marked in case of Marketing & Communications/Arts/Creative professionals followed by Hospitality and Travel
- Kuwait leads all countries monitored by the Index 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 Gulf continues to trend along a strong growth path compared to last year exhibiting a 19% YOY growth. This month UAE recorded a positive 8% YOY growth after almost 14 months of slump. UAE registered a robust YOY growth of 19% in Engineering, Construction and Real Estate sector, thanks primarily to the demand for property in the country. Egypt and Kuwait are the two economies which have exhibited the maximum improvement in online hiring annually while Qatar shows the most stable hiring trends. Meanwhile in KSA Advertising, Market Research, Public Relations, Media and Entertainment lead all sectors by the way of long-term growth demonstrating a 15% YOY growth.” **said Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ Hong Kong/ South East Asia).**



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	Feb 14	Mar 14	Apr 14	May 14	Y-o-Y
130	135	124	126	108	118	110	116	112	133	148	143	147	158	141	145	130	141	19%

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

- Year-on-year, **BFSI** led all industry sectors exhibiting a robust 28 percent growth despite a four percentage points moderation in pace of growth between April and May 2014. Online recruitment activity in the sector, however, is lower than that observed six-months ago.
- **Health Care** (up 26 percent) ranked second from the top in the long term growth chart. The sector has been charting incessant growth on the year since May 2013.
- **Engineering, Construction and Real Estate** (down two percent) sector charted fewer opportunities vis-à-vis the corresponding period a year-ago. This is the first negative annual growth since June 2013. Online opportunities eased on the month as well. The fact that growth in the sector has slowed down considerable is reiterated by the fact that the sector have been recording a negative six-month as well as three-month growth since February 2014.
- **Production/Manufacturing, Automotive and Ancillary** (down 15 percent) and **Oil and Gas** (down five percent) sector registered a negative growth on the year yet again. The Index reading for both the series lay much below the baseline of 100.
- Online recruitment activity contracted the most in **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 23 percent) sector between May 2013 and 2014.

### Top Growth Industries

Year-over-year Growth	May 13	May 14	% Growth Y-o-Y
BFSI	109	139	28%
Health Care	126	159	26%
Hospitality	123	152	24%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	71	87	23%
Retail/Trade and Logistics	129	150	16%

### Lowest Growth Industries

Year-over-year Growth	May 13	May 14	% Growth Y-o-Y
IT and Telecom/ISP	94	98	4%
Engineering, Construction and Real Estate	125	122	-2%
Oil and Gas	93	88	-5%
Production/Manufacturing, Automotive and Ancillary	99	84	-15%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	103	79	-23%

**Occupation Year-over-Year Trends:** Online demand expanded in nine of the eleven occupation groups monitored by the Index.

- **Marketing & Communications/Arts/Creative** (up 49 percent) professionals saw the steepest growth in demand, year-on-year, among all occupation groups for the fifth month in succession. The Index reading at 179 is highest for the series and 15 percent above the six-month level.

- **Hospitality and Travel** personnel saw the second highest growth in demand among all occupation groups between May 2013 and 2014. Nevertheless, the rate of long-term growth moderated slightly from 51 percent in April 2014 to 49 percent in May 2014.
- **Finance and Account** (up 22 percent) personnel saw robust and stable growth for the second month. Online opportunities surpassed the year-ago level by 22 percent. The group also recorded the most notable growth in demand month-on-month; up 15 percent.
- **Purchase / Logistics / Supply Chain** (down seven percent) and **Customer Service** (down 34 percent) are the only groups to register fewer opportunities than a year-ago. While the rate of growth in case of Purchase / Logistics / Supply Chain professionals improved by five percentage points, Customer Service professionals saw further moderation in growth rates

### Top Growth Occupations

Year-over-year Growth	May 13	May 14	% Growth Y-o-y
Marketing & Communications/Arts/Creative	120	179	49%
Hospitality and Travel	118	176	49%
HR & Admin.	105	143	36%
Sales and BD	152	194	28%
Finance and Account	100	122	22%

### Lowest Growth Occupations

Year-over-year Growth	May 13	May 14	% Growth Y-o-y
Legal	83	89	7%
Software, Hardware, Telecom	97	100	3%
Engineering and Production	110	112	2%
Purchase / Logistics / Supply Chain	98	91	-7%
Customer service	100	66	-34%

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

- **Kuwait** (up 36 percent) saw the most notable growth in demand, year-on-year. Online recruitment activity, nevertheless, eased six percent on the month. The Index for the series matched that of March 2014.
- **UAE** saw the first positive year-on-year growth since February 2013 consequent upon steep growth in monthly recruitment activity. Online recruitment activity surpassed that in May 2013 by a significant eight percent. **Oman** (up four percent) also recorded a positive growth on the year following low levels the previous two months,
- **KSA** (down six percent) and **Bahrain** (down 12 percent) are the only cities to register negative annual growth. Bahrain saw the steepest decline among all monitored countries.

Year-over-year Growth	May 13	May 14	% Growth Y-o-Y
Kuwait	99	135	36%
Egypt	122	147	20%
UAE	110	119	8%
Oman	102	106	4%
Qatar	122	125	2%
KSA	126	118	-6%
Bahrain	122	107	-12%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index KSA charts fewer opportunities on the year; down six percent
- **Advertising, Market Research, Public Relations, Media and Entertainment** leads all sectors by the way of long-term growth.
- **Oil and Gas; and Education** sector records the most notable decline among sectors
- Among occupation groups, **Sales and BD** professionals continue to exhibit the most notable growth in annual demand

### **KSA Top Growth Industries**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
Advertising, Market Research, Public Relations, Media and Entertainment	99	114	15%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	64	72	13%
Hospitality	147	165	12%

### **KSA Lowest Growth Industries**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	111	90	-19%
Oil and Gas	140	104	-26%
Education	139	103	-26%

### **KSA Top Growth Occupations**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
Sales and BD	128	173	35%
Finance and Account	104	105	1%
Health Care	105	106	1%

### **KSA Lowest Growth Occupations**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
HR & Admin.	129	117	-9%
Engineering and Production	128	111	-13%
Purchase / Logistics / Supply Chain	117	98	-16%

### UAE Highlights

- Monster Employment Index UAE exceeds the year-ago level for the first time since February 2013
- **Engineering, Construction and Real Estate** registers the most notable annual growth are the top-growth sector by the way of long-term growth. **Hospitality** sector registers the steepest decline
- Among occupation groups, **Purchase / Logistics / Supply Chain** exhibits most notable growth in demand, year-on-year

### **UAE Top Growth Industries**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
Engineering, Construction and Real Estate	124	147	19%
BFSI	110	126	15%
Health Care	124	140	13%

### **UAE Lowest Growth Industries**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
IT and Telecom/ISP	105	88	-16%
Advertising, Market Research, Public Relations, Media and Entertainment	113	89	-21%
Hospitality	127	97	-24%

**UAE Top Growth Occupations**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
Purchase / Logistics / Supply Chain	77	119	55%
Engineering and Production	90	127	41%
Health Care	150	164	9%

**UAE Lowest Growth Occupations**

<b>Year-over-year Growth</b>	May 13	May 14	% Growth Y-o-y
Finance and Account	107	103	-4%
Customer service	69	63	-9%
Software, Hardware, Telecom	100	83	-17%

**By Industry**

	2013								2014				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering, Construction and Real Estate	125	122	128	131	139	145	139	147	155	131	129	131	122
BFSI	109	109	121	120	129	154	145	151	159	114	122	121	139
Production/Manufacturing, Automotive and Ancillary	99	82	93	88	95	99	98	87	91	115	110	87	84
Retail/Trade and Logistics	129	132	112	126	150	167	154	143	165	141	156	151	150
Oil and Gas	93	88	90	90	89	90	93	90	89	92	84	82	88
IT and Telecom/ISP	94	91	94	96	101	106	104	102	109	104	92	96	98
Hospitality	123	126	125	120	139	161	150	147	152	134	148	143	152
Education	158	150	148	153	162	156	154	150	159	162	162	166	169
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	71	74	71	71	75	68	66	67	72	78	75	78	87
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	103	99	108	92	108	100	91	89	94	101	111	83	79
Health Care	126	119	116	114	120	120	119	136	143	142	143	145	159
Advertising, Market Research, Public Relations, Media and Entertainment	121	123	130	131	136	146	141	149	154	116	121	117	135

**By Occupation**

	2013								2014				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Engineering and Production	110	112	117	118	122	130	126	125	129	128	126	124	112
Finance and Account	100	99	105	102	115	133	130	136	139	92	101	106	122

HR & Admin.	105	107	117	106	133	148	147	144	156	154	151	141	143
Sales and BD	152	139	151	149	165	189	165	174	190	182	189	188	194
Purchase / Logistics / Supply Chain	98	91	79	81	107	112	114	99	103	109	107	91	91
Hospitality and Travel	118	116	120	122	130	157	145	148	157	143	154	175	176
Health Care	131	126	119	118	122	127	125	127	145	137	138	143	158
Software, Hardware, Telecom	97	95	109	99	122	136	125	115	136	130	114	95	100
Marketing & Communications/Arts/Creative	120	121	127	131	141	159	155	159	170	164	170	171	179
Customer service	100	87	73	61	87	86	75	69	78	88	85	69	66
Legal	83	83	97	90	90	80	87	96	89	100	93	79	89

### 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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