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EMPLOYMENT INDEX

Monster Employment Index Middle East Rises Three Percent on the Year

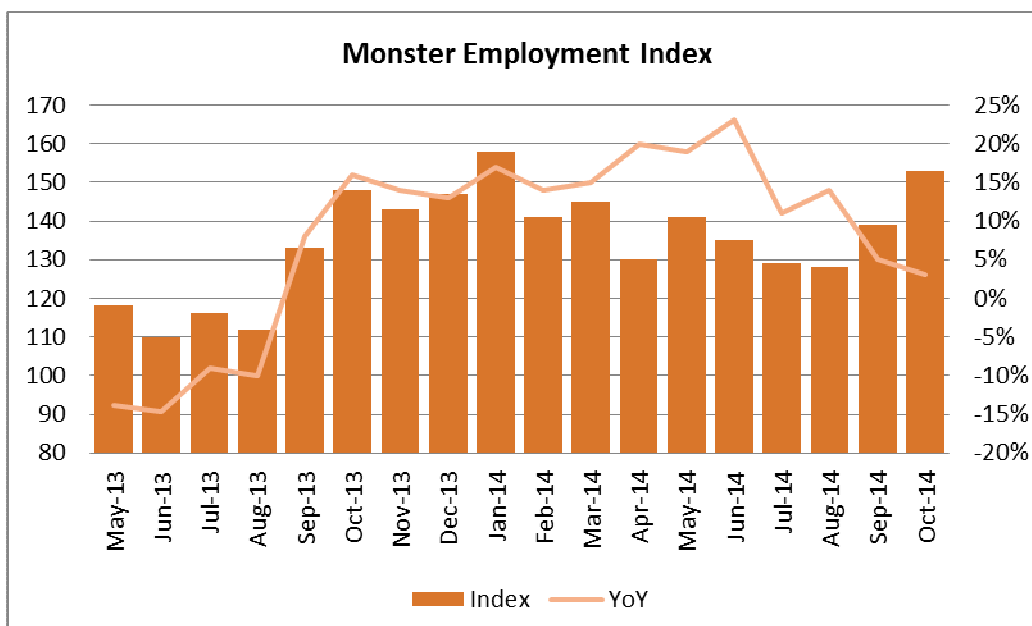
October 2014 Index Highlights

- Monster Employment Index Middle East continues to exhibit annual growth but at a pace much slower than that recorded earlier this year
- Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides continue to lead all Industry sector year-on-year. Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery registers the steepest decline yet again
- Legal professionals saw the sharpest surge in online demand from the year-ago followed by Hospitality & Travel professionals
- Year-on-year, online recruitment expanded the most in Egypt. UAE registers a negative annual growth this month

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.

“Whilst positive growth was registered in the Middle East for the Monster Employment Index, online recruitment across the UAE saw signs of cooling in October, sliding down by 2% compared to the same month last year. Recruitment activity has dropped for the first time since April 2014. However, despite this fall, consumers in UAE remain confident and positive about UAE’s job market as we head into 2015. Supporting this positive sentiment was also the wider economic landscape and IMF’s projections of economic growth for the country which reveals ongoing increased trends.

Among the industry sectors which experienced growth, BFSI continues to lead the way in October, with a 19% growth year on year. In contrast, the UAE’s hospitality sector reported the lowest levels of growth. Separately, online demand rose for Purchase, Logistics, Supply Chain professionals and was the strongest compared to 2013” said Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia/ Hong Kong).



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	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Y-o-Y
118	110	116	112	133	148	143	147	158	141	145	130	141	135	129	128	139	153	3%

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

- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (up 50 percent) led all monitored sectors by the way of annual growth even this month
- **BFSI** (up six percent) sector saw a slowdown in the growth momentum. The sector registered a single digit annual growth this month for the first time in seven months. It is however notable that the sector has been the strongest growing among all monitored sector in the past six-months.
- **Education** which is also the most steadily growing sector in the Middle East exhibited significant improvement from the year ago and ranked second from the top in the long-term growth chart. A 33 percent year-on-year growth is the highest since October 2013 last.
- Online recruitment in the **Retail/Trade and Logistics** (down seven percent) sector eased. The sector saw fewer opportunities than the year-ago for the first time since November 2013.
- Online hiring has stalled in the **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 19 percent) sector. The sector has been charting incessant annual declines since October 2013. The sector charted the steepest year-on-year decline among all sectors even this month.

Top Growth Industries

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	68	102	50%
Education	156	207	33%
Health Care	120	145	21%
Hospitality	161	185	15%
Oil and Gas	90	96	7%

Lowest Growth Industries

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
IT and Telecom/ISP	106	103	-3%
Retail/Trade and Logistics	167	155	-7%
Advertising, Market Research, Public Relations, Media and Entertainment	146	127	-13%
Production/Manufacturing, Automotive and Ancillary	99	85	-14%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	100	81	-19%

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

- **Legal** professionals saw a 33 percent growth in demand between October 2013 and 2014; the steepest among all monitored sectors.

- Year-on-year, online demand for **Hospitality and Travel** (up 19 percent) professionals moderated vis-à-vis the previous months. The sector saw the most dramatic annual growth in the second quarter of 2014.
- Online demand for **Software, Hardware, Telecom** bounced back. The group recorded a 12 percent growth in demand (year-on-year) following a six percent drop in September 2014
- **Customer service** (down five percent) and **Purchase / Logistics / Supply Chain** (down 16 percent) saw the second successive annual decline.

Top Growth Occupations

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Legal	80	106	33%
Hospitality and Travel	157	187	19%
Health Care	127	148	17%
Finance and Account	133	150	13%
Software, Hardware, Telecom	136	152	12%

Lowest Growth Occupations

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	159	175	10%
Engineering and Production	130	136	5%
HR & Admin.	148	152	3%
Customer service	86	82	-5%
Purchase / Logistics / Supply Chain	112	94	-16%

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

- Year-on-year, **Egypt** (up 23 percent) saw the most notable growth in online opportunities once again followed by **KSA** (up 11 percent).
- **Bahrain** registered a seven percent growth in hiring (YoY) having eased three percent the previous month. In **Qatar** (up one percent) recruitment levels continue to hover around the year-ago level.
- Online recruitment in **UAE** slipped and was two percent lower than October 2013. Recruitment level in the country eased from the year-ago level for the first time since April 2014.

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Egypt	125	154	23%
KSA	113	125	11%
Bahrain	116	124	7%
Oman	107	112	5%
Kuwait	118	121	3%
Qatar	138	140	1%
UAE	127	125	-2%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index KSA registers an 11 percent annual growth
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** leads all industry sectors by the way of long-term growth
- **Retail/Trade and Logistics** sector registers the steepest decline
- **Purchase / Logistics / Supply Chain** supplant **Finance and Account** professionals; exhibit the most notable annual growth

KSA Top Growth Industries

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	61	86	41%
IT and Telecom/ISP	92	121	32%
Engineering, Construction and Real Estate	86	106	23%

KSA Lowest Growth Industries

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Hospitality	149	145	-3%
Oil and Gas	125	110	-12%
Retail/Trade and Logistics	162	131	-19%

KSA Top Growth Occupations

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	113	136	20%
Sales and BD	139	160	15%
Finance and Account	100	115	15%

KSA Lowest Growth Occupations

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Hospitality and Travel	117	115	-2%
Engineering and Production	118	110	-7%
HR & Admin.	136	122	-10%

UAE Highlights

- Monster Employment Index UAE eases two percent from the year-ago level
- Among Industry sectors, **BFSI** continues to lead and **Hospitality** sector records the lowest low
- Year-on-year, online demand expands the most for **Purchase / Logistics / Supply Chain** professionals

UAE Top Growth Industries

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
BFSI	135	160	19%
Health Care	121	139	15%

UAE Lowest Growth Industries

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	127	97	-24%
Retail/Trade and Logistics	151	105	-30%

Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	87	99	14%
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Hospitality	164	104	-37%
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UAE Top Growth Occupations

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	80	96	20%
Software, Hardware, Telecom	103	113	10%
Engineering and Production	111	119	7%

UAE Lowest Growth Occupations

Year-over-year Growth	Oct 13	Oct 14	% Growth Y-o-Y
Sales and BD	144	129	-10%
Marketing & Communications/Arts/Creative	125	107	-14%
HR & Admin.	120	98	-18%

By Industry

	2013			2014									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering, Construction and Real Estate	145	139	147	155	131	129	131	122	127	130	121	135	142
BFSI	154	145	151	159	114	122	121	139	142	136	136	152	163
Production/Manufacturing, Automotive and Ancillary	99	98	87	91	115	110	87	84	81	88	92	85	85
Retail/Trade and Logistics	167	154	143	165	141	156	151	150	154	142	141	157	155
Oil and Gas	90	93	90	89	92	84	82	88	84	90	95	88	96
IT and Telecom/ISP	106	104	102	109	104	92	96	98	93	93	93	95	103
Hospitality	161	150	147	152	134	148	143	152	186	161	161	178	185
Education	156	154	150	159	162	162	166	169	179	165	162	170	207
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	68	66	67	72	78	75	78	87	87	92	89	102	102
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	100	91	89	94	101	111	83	79	74	86	87	78	81
Health Care	120	119	136	143	142	143	145	159	153	146	143	147	145
Advertising, Market Research, Public Relations, Media and Entertainment	146	141	149	154	116	121	117	135	128	119	119	123	127

By Occupation

	2013			2014									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Engineering and Production	130	126	125	129	128	126	124	112	124	131	125	129	136

Finance and Account	133	130	136	139	92	101	106	122	133	127	129	135	150
HR & Admin.	148	147	144	156	154	151	141	143	154	130	133	145	152
Sales and BD	189	165	174	190	182	189	188	194	195	172	174	195	211
Purchase / Logistics / Supply Chain	112	114	99	103	109	107	91	91	90	97	95	90	94
Hospitality and Travel	157	145	148	157	143	154	175	176	184	165	163	176	187
Health Care	127	125	127	145	137	138	143	158	158	155	133	141	148
Software, Hardware, Telecom	136	125	115	136	130	114	95	100	96	110	111	115	152
Marketing & Communications/Arts/Creative	159	155	159	170	164	170	171	179	170	155	160	165	175
Customer service	86	75	69	78	88	85	69	66	62	67	77	81	82
Legal	80	87	96	89	100	93	79	89	79	94	100	98	106

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>.

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