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EMPLOYMENT INDEX

UAE's banking and financial industry is hiring, according to data released by Monster Employment Index Middle East

- *Hiring in Saudi Arabia and Egypt is soaring*
- *Demand for jobs in the creative industry in Saudi Arabia increased by 55% year on year*
- *In the UAE, the banking and finance services (BFSI) industry continues to lead with an increase of 65% compared to last year in terms of online job listings*

March 2015 Index Highlights

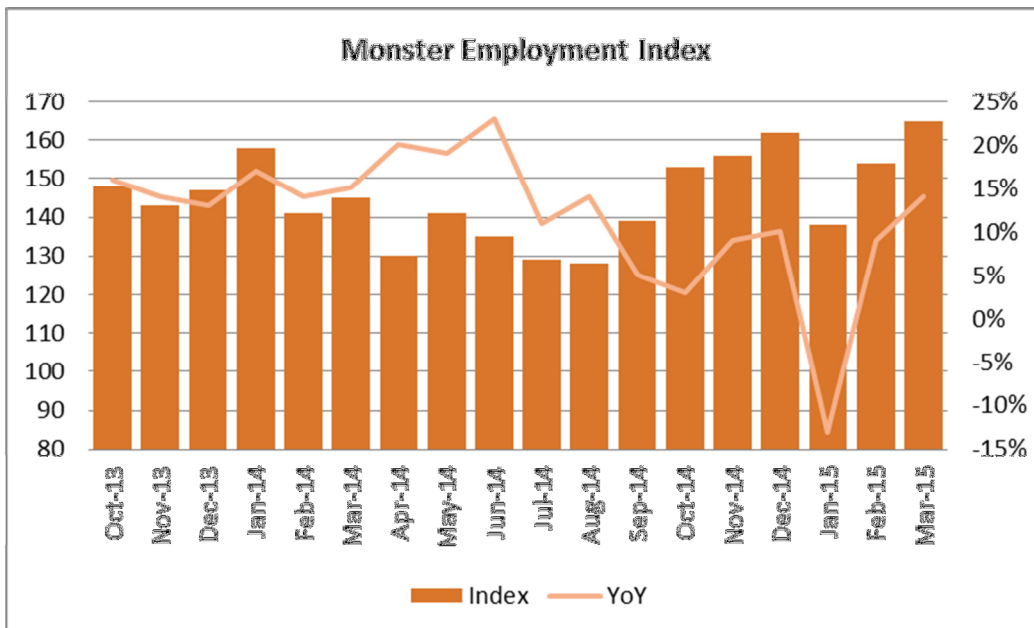
- Monster Employment Index Middle East continues its positive growth trend, with a 14 percent increase in March 2015, as compared to the same period last year. The growth momentum went up five percentage points between February and March 2015.
- The banking and financial services industry, alongside hospitality, are hiring the most
- Demand for finance and accounting professionals in the Middle East is soaring, with a 67% increase in job listings as compared to the same period last year
- KSA followed by Egypt lead all monitored countries by the way of long-term growth. Kuwait is the only country to exhibit a negative annual growth rate even 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.

"We continue to see an increase in demand for talent in the banking and finance industry, with online job listings for this sector increasing by 38% year on year in the UAE and by 65% year on year in the region. Finance and accounting positions are also in demand with an increase in online job postings of 43% for the UAE market and 67% for the region," said **Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong)**.

Online hiring in Saudi Arabia and Egypt is soaring, with an increase of 30% and 28% respectively, in job listings. The UAE registered a modest growth of 17%, whereas Kuwait is the only Gulf country which registered a negative growth of 7% as compared to March 2014," added Modi.

For those looking for a job in a creative industry, Saudi Arabia might be your best option, as the Kingdom's Advertising, Market Research, Public Relations, Media and Entertainment Industry continues to lead with a 55% increase in job postings in March 2015, as compared to the same period last year. With the positive growth of the economy and Tadawul's potential opening to foreign investment in 2015, local and international firms operating in Saudi Arabia are excited at the prospect of promoting their products and services, which has led to a significant increase in demand for creative talent," said Modi.



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	Jan 15	Feb 15	Mar 15	Y-o-Y
148	143	147	158	141	145	130	141	135	129	128	139	153	156	162	138	154	165	14%

Industry Year-over-Year Trends: Nine of the 12 industry sectors monitored by the Index saw online opportunities exceed the year-ago level.

- **BFSI** continues to pace upward, however, at a rate slower than in February 2015. Charting a 65 percent growth on the year the group led all industry sectors even this month. While the group continues to chart dramatic year-on growth the three month growth rate has been quite controlled since January. Clearly, while hiring continues to be positive in the sector the pace has moderated.
- **Hospitality** (up 43 percent) was the closest second in terms of long-term gain even this month. Nevertheless the growth momentum eased even in the hospitality sector; down 10 percentage points from 53 percent in February 2015.
- **Engineering, Construction and Real Estate** (up 17 percent) sector appears to have rebounded. February 2015 marked the second month of robust and positive long-term growth rate. The sector has been charting positive month-on growth as well since February 2015.
- Online hiring in the **Oil and Gas** (down one percent) sector neared the year-ago level having charted steep drop in January and February 2015.
- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 27 percent); and **Production/Manufacturing, Automotive and Ancillary** (down 27 percent) recorded the steepest decline among all industry sectors.

Top Growth Industries

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
BFSI	122	201	65%
Hospitality	148	212	43%
Advertising, Market Research, Public Relations, Media and Entertainment	121	155	28%
IT and Telecom/ISP	92	116	26%
Education	162	197	22%

Lowest Growth Industries

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Health Care	143	151	6%
Retail/Trade and Logistics	156	163	4%
Oil and Gas	84	83	-1%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	111	81	-27%
Production/Manufacturing, Automotive and Ancillary	110	80	-27%

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

- Online demand for **Finance and Account** personnel increased 67 percent since March 2014. While the long-term growth momentum eased 20 percentage points between February and March 2015, the group continued to lead all industry sectors even this month.
- **Software, Hardware, Telecom** (up 53 percent) registered dramatic growth in demand between March 2014 and March 2015 consequent upon steep double digit month-on growth. Hiring activity for the group (MoM) increased following low levels from November 2014 until January 2015.
- Online demand for **Health Care** professionals continued to hover around the year-ago level; up by one percent. The group has not recorded significant growth in the last few months
- **Customer service** (down 35 percent) professionals registered the steepest drop in online demand among all occupation groups even this month.

Top Growth Occupations

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Finance and Account	101	169	67%
Software, Hardware, Telecom	114	174	53%
Hospitality and Travel	154	200	30%
Legal	93	120	29%
Marketing & Communications/Arts/Creative	170	212	25%

Lowest Growth Occupations

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
HR & Admin.	151	179	19%
Engineering and Production	126	136	8%
Health Care	138	140	1%
Purchase / Logistics / Supply Chain	107	98	-8%
Customer service	85	55	-35%

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

- **KSA** (up 30 percent) supplanted **Egypt** (up 28 percent) to lead all monitored countries by the way of long-term growth.
- **UAE** (up 17 percent) registered a positive annual growth this month. Year-on-year, recruitment activity eased 10 percent in January 2015 and matched that of February 2014 the following month before picking up again this month
- **Kuwait** (down seven percent) is the only country to exhibit negative annual growth rate even this month. The rate of growth has however improved slightly.

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
KSA	113	147	30%
Egypt	148	189	28%
Oman	102	121	19%
UAE	102	119	17%
Bahrain	121	140	16%
Qatar	126	143	13%
Kuwait	135	126	-7%

UAE Highlights

- Monster Employment Index UAE registers a 17 percent growth on the year
- **BFSI** records the steepest annual growth among industry sectors
- Online recruitment activity in **Production/Manufacturing, Automotive and Ancillary** continues to drop the most
- Online demand for **Software, Hardware, Telecom** professionals expand the most between March 2014 and 2015

UAE Top Growth Industries

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
BFSI	120	165	38%
IT and Telecom/ISP	83	103	24%
Health Care	123	150	22%

UAE Lowest Growth Industries

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Oil and Gas	82	81	-1%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	102	91	-11%
Production/Manufacturing, Automotive and Ancillary	108	81	-25%

UAE Top Growth Occupations

UAE Lowest Growth Occupations

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Software, Hardware, Telecom	80	117	46%
Finance and Account	94	134	43%
Marketing & Communications/Arts/Creative	98	118	20%

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Hospitality and Travel	93	99	6%
Purchase / Logistics / Supply Chain	118	118	0%
Customer service	66	53	-20%

By Industry

	2014										2015		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering, Construction and Real Estate	129	131	122	127	130	121	135	142	151	151	134	146	151
BFSI	122	121	139	142	136	136	152	163	176	194	175	192	201
Production/Manufacturing, Automotive and Ancillary	110	87	84	81	88	92	85	85	85	87	68	78	80
Retail/Trade and Logistics	156	151	150	154	142	141	157	155	155	159	151	162	163
Oil and Gas	84	82	88	84	90	95	88	96	94	97	78	83	83
IT and Telecom/ISP	92	96	98	93	93	93	95	103	104	108	101	110	116
Hospitality	148	143	152	186	161	161	178	185	194	194	197	205	212
Education	162	166	169	179	165	162	170	207	173	186	187	199	197
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	75	78	87	87	92	89	102	102	93	94	79	81	81
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	111	83	79	74	86	87	78	81	82	84	55	78	81
Health Care	143	145	159	153	146	143	147	145	152	162	146	151	151
Advertising, Market Research, Public Relations, Media and Entertainment	121	117	135	128	119	119	123	127	133	139	142	148	155

By Occupation

	2014										2015		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Engineering and Production	126	124	112	124	131	125	129	136	140	143	127	131	136
Finance and Account	101	106	122	133	127	129	135	150	159	167	155	172	169
HR & Admin.	151	141	143	154	130	133	145	152	164	165	149	174	179

Sales and BD	189	188	194	195	172	174	195	211	208	199	187	213	232
Purchase / Logistics / Supply Chain	107	91	91	90	97	95	90	94	104	106	99	104	98
Hospitality and Travel	154	175	176	184	165	163	176	187	184	188	189	198	200
Health Care	138	143	158	158	155	133	141	148	150	148	134	140	140
Software, Hardware, Telecom	114	95	100	96	110	111	115	152	142	129	111	141	174
Marketing & Communications/Arts/Creative	170	171	179	170	155	160	165	175	183	191	192	202	212
Customer service	85	69	66	62	67	77	81	82	70	62	52	54	55
Legal	93	79	89	79	94	100	98	106	106	118	111	119	120

Hiring in the creative and media industry in Saudi Arabia is booming, while the oil sector registers a negative growth in job listings year on year, says Monster Gulf

- *Saudi Arabia registers the highest long term growth in employment among all other GCC countries, according to data compiled by Monster Employment Index KSA*
- *The creative industry (Advertising, Market Research, Public Relations, Media and Entertainment) maintains its top position with a 55% growth in job listings year on year*
 - *Oil sector registers a negative growth*

“Monster Employment Index KSA continues to highlight a positive trend in employment growth, which indicates a healthy and strong economy. As compared to last year, overall online job listings in the Kingdom have increase by 30%, led by a 55% increase in the Advertising, Market Research, Public Relations, Media and Entertainment Industry. As the country is preparing to open up to foreign investment, local and international firms operating in Saudi Arabia are excited at the prospect of promoting their products and services, which has led to a significant increase in demand for creative talent,” said Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).

“Impacted by the drop in oil prices, the KSA oil sector has been the worst performer last month and the only one registering a negative growth of 3% year on year. Companies operating in the oil sectors are keeping a tight grip on their budgets and our data suggests hiring in this sector has slowed down considerably,” added Modi.

KSA Highlights

- Monster Employment Index KSA registers a 30 percent year-on growth
- **Advertising, Market Research, Public Relations, Media and Entertainment** registers the steepest annual growth
- **Oil and Gas** is the only sector registering negative annual growth

- Among occupation groups, **Engineering and production** registers the most notable growth in annual demand

KSA Top Growth Industries

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	109	169	55%
Hospitality	147	205	39%
Engineering, Construction and Real Estate	92	123	34%

KSA Lowest Growth Industries

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	94	100	6%
Health Care	102	108	6%
Oil and Gas	103	100	-3%

KSA Top Growth Occupations

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
Engineering and Production	108	155	44%
Software, Hardware, Telecom	108	154	43%
Purchase / Logistics / Supply Chain	105	148	41%

KSA Lowest Growth Occupations

Year-over-year Growth	Mar 14	Mar 15	% Growth Y-o-Y
HR & Admin.	116	134	16%
Sales and BD	163	188	15%
Health Care	99	104	5%

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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