

# monster<sup>®</sup>

## EMPLOYMENT INDEX

### Monster Employment Index Middle East Rises 20 Percent from April 2013

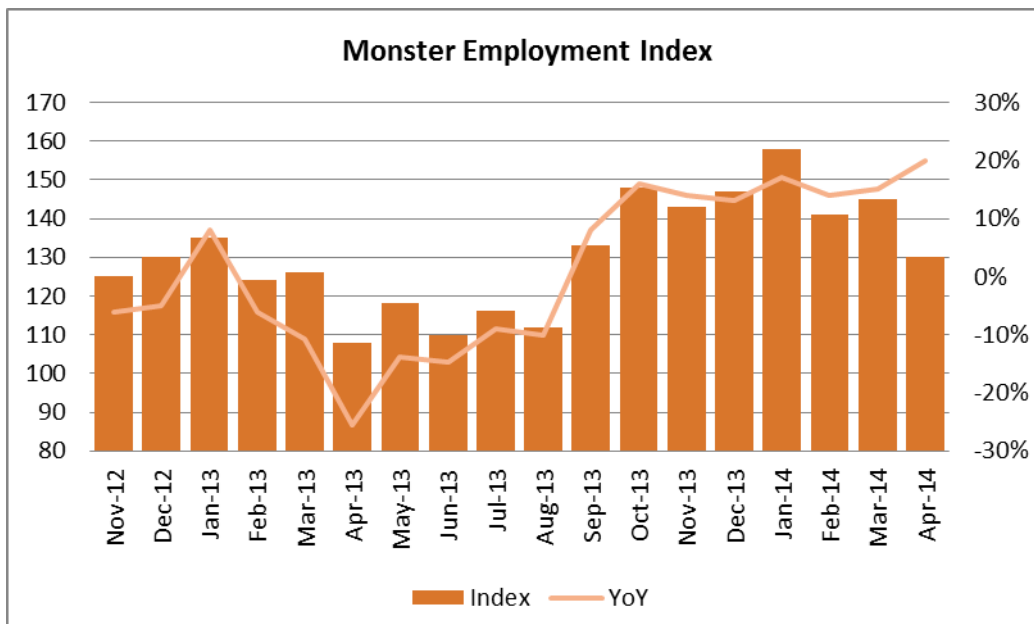
#### April 2014 Index Highlight

- Monster Employment Index Middle East registers 20 percent between April 2013 and 2014
- Online recruitment activity expanded the most in the BFSI sector between April 2013 and 2014. Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery saw the most notable annual decline
- Marketing & Communications/Arts/Creative professionals saw the most notable growth in demand year-on-year
- Kuwait supplanted Egypt to lead all monitored countries in 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.

“The UAE witnessed a 26% year-on-year growth when it came to occupations in Purchase/ Logistics/ Supply Chain along with the strongest growing industries being Healthcare and BFSI, both showing a 21% year-on-year. Thanks largely to their long-term ambitions and the demand the sectors are experiencing. On the other hand in KSA hospitality sector saw a 21% year-on-year strong growth with Sales and BD exhibiting a 23% year-on-year occupational growth.” added Sanjay Modi, Managing Director, Monster.com (India/Middle East/South East Asia).

“And as we can see with the majority of the GCC countries, the Oil and Gas recorded the most notable decline which could be reflective of the challenging economic conditions in other countries. However the overall MEI continued to chart progressive expansion in recruitment opportunities online when compared to the previous year” added Modi.



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	Feb 14	Mar 14	Apr 14	Y-o-Y
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125	130	135	124	126	108	118	110	116	112	133	148	143	147	158	141	145	130	20%
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**Industry Year-over-Year Trends:** Monster Employment Index exhibited improved year-on-year trends in nine of the 13 monitored industry sectors.

- The **BFSI** (up 32 percent) sector continues to exhibit robust and progressively improving growth rates. The sector led all sectors year-on-year. Nevertheless, the sector charted fewer opportunities on the month.
- **Retail/Trade and Logistics** (up 27 percent) ranked second from the top in the long-term growth chart as the pace of annual growth moderated slightly between March and April 2014.
- **Hospitality** (up 23 percent) maintained a steadfast growth rate and recorded the second successive positive growth on the year; up 12 percentage points from 11 percent in March 2014. Hiring slowed on the month following robust growth the previous month.
- **Production/Manufacturing, Automotive and Ancillary** (down 12 percent) charts double-digit annual decline yet again. Year-on-year, online hiring in the **Oil and Gas** (down 15 percent) sector eased for the second month in succession.
- **Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (down 18 percent) sector exhibited the most notable year-on-year as well as month-on-month decline.

#### Top Growth Industries

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-Y
BFSI	92	121	32%
Retail/Trade and Logistics	119	151	27%
Health Care	115	145	26%
Hospitality	116	143	23%
Education	140	166	19%

#### Lowest Growth Industries

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	114	117	3%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	77	78	1%
Production/Manufacturing, Automotive and Ancillary	99	87	-12%
Oil and Gas	97	82	-15%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	101	83	-18%

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

- Year-on-year, online demand for **Marketing & Communications/Arts/Creative** (up 58 percent) professionals expanded the most among all occupation groups even in April.
- Online demand for **Hospitality and Travel** personnel improved 51 percent from April 2013 in the Middle East. The group recorded the second highest growth in opportunities among all occupation groups.
- **Finance and Account** (up 22 percent) personnel saw online demand surpass the year-ago level following low levels the previous two months.

- **Purchase / Logistics / Supply Chain** (down 12 percent) and **Customer Service** (down 22 percent) are the only groups to register fewer opportunities than a year-ago. Customer Service professionals saw the steepest annual decline among occupation groups.

### Top Growth Occupations

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Marketing & Communications/Arts/Creative	108	171	58%
Hospitality and Travel	116	175	51%
HR & Admin.	100	141	41%
Sales and BD	140	188	34%
Finance and Account	87	106	22%

### Lowest Growth Occupations

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Software, Hardware, Telecom	85	95	12%
Engineering and Production	113	124	10%
Legal	74	79	7%
Purchase / Logistics / Supply Chain	103	91	-12%
Customer service	88	69	-22%

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

- **Kuwait** (up 32 percent); **Egypt** (up 20 percent) and **Qatar** (up five percent) are the only cities to record positive annual growth. While Kuwait lead all monitored countries by the way of long-term growth, Qatar and Egypt are among the only country to exhibit consistent growth over a period.
- Even though negative **UAE** (down one percent) saw an improvement in the annual growth momentum as the index moved closer to the year ago level; up 15 percentage points for -16 percent in March 2014.
- **KSA** (down seven percent) exhibited the most notable annual decline among all countries monitored by the Index.

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-Y
Kuwait	109	144	32%
Egypt	115	138	20%
Qatar	120	126	5%
UAE	104	103	-1%
Bahrain	116	113	-3%
Oman	106	102	-4%
KSA	121	113	-7%

## COUNTRY-WISE TRENDS

### KSA Highlights

- Monster Employment Index KSA eases seven percent, year-on-year
- **Hospitality** charts the steepest growth on the year. **Oil and Gas** records the most notable decline among sectors

- Among occupation groups, **Sales and BD** exhibit the most notable growth in annual demand even this month

### KSA Top Growth Industries

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Hospitality	145	176	21%
BFSI	100	107	7%
Engineering, Construction and Real Estate	86	92	7%

### KSA Lowest Growth Industries

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Education	122	103	-16%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	118	96	-19%
Oil and Gas	132	102	-23%

### KSA Top Growth Occupations

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Sales and BD	135	166	23%
Finance and Account	102	104	2%
Health Care	100	100	0%

### KSA Lowest Growth Occupations

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Hospitality and Travel	121	104	-14%
HR & Admin.	128	109	-15%
Purchase / Logistics / Supply Chain	130	94	-28%

### UAE Highlights

- Monster Employment Index UAE nears the year-ago level. Online recruitment activity one percent below April 2013
- **Health Care and BFSI** are the top-growth sector by the way of long-term growth.
- **IT and Telecom/ISP** sector registers the steepest decline yet again
- **Purchase / Logistics / Supply Chain** professionals register the most notable growth in demand year-on-year

### UAE Top Growth Industries

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Health Care	109	132	21%
BFSI	101	122	21%
Engineering, Construction and Real Estate	114	116	2%

### UAE Lowest Growth Industries

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Oil and Gas	97	86	-11%
Advertising, Market Research, Public Relations, Media and Entertainment	108	92	-15%
IT and Telecom/ISP	102	85	-17%

### UAE Top Growth Occupations

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
Purchase / Logistics / Supply Chain	85	107	26%

### UAE Lowest Growth Occupations

Year-over-year Growth	Apr 13	Apr 14	% Growth Y-o-y
HR & Admin.	99	88	-11%

Health Care	132	136	3%
Hospitality and Travel	95	93	-2%

Customer service	70	61	-13%
Software, Hardware, Telecom	99	71	-28%

### By Industry

	2013										2014			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Engineering, Construction and Real Estate	112	125	122	128	131	139	145	139	147	155	131	129	131	
BFSI	92	109	109	121	120	129	154	145	151	159	114	122	121	
Production/Manufacturing, Automotive and Ancillary	99	99	82	93	88	95	99	98	87	91	115	110	87	
Retail/Trade and Logistics	119	129	132	112	126	150	167	154	143	165	141	156	151	
Oil and Gas	97	93	88	90	90	89	90	93	90	89	92	84	82	
IT and Telecom/ISP	87	94	91	94	96	101	106	104	102	109	104	92	96	
Hospitality	116	123	126	125	120	139	161	150	147	152	134	148	143	
Education	140	158	150	148	153	162	156	154	150	159	162	162	166	
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	77	71	74	71	71	75	68	66	67	72	78	75	78	
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	101	103	99	108	92	108	100	91	89	94	101	111	83	
Health Care	115	126	119	116	114	120	120	119	136	143	142	143	145	
Advertising, Market Research, Public Relations, Media and Entertainment	114	121	123	130	131	136	146	141	149	154	116	121	117	

### By Occupation

	2013										2014			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Engineering and Production	113	110	112	117	118	122	130	126	125	129	128	126	124	
Finance and Account	87	100	99	105	102	115	133	130	136	139	92	101	106	
HR & Admin.	100	105	107	117	106	133	148	147	144	156	154	151	141	
Sales and BD	140	152	139	151	149	165	189	165	174	190	182	189	188	
Purchase / Logistics / Supply Chain	103	98	91	79	81	107	112	114	99	103	109	107	91	
Hospitality and Travel	116	118	116	120	122	130	157	145	148	157	143	154	175	
Health Care	119	131	126	119	118	122	127	125	127	145	137	138	143	
Software, Hardware, Telecom	85	97	95	109	99	122	136	125	115	136	130	114	95	

Marketing & Communications/Arts/Creative	108	120	121	127	131	141	159	155	159	170	164	170	171
Customer service	88	100	87	73	61	87	86	75	69	78	88	85	69
Legal	74	83	83	97	90	90	80	87	96	89	100	93	79

### 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:

Priyanka Sharma  
 Monster Gulf  
 (91) 9971115933  
[priyanka.sharma@monsterindia.com](mailto:priyanka.sharma@monsterindia.com)

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