

# monster®

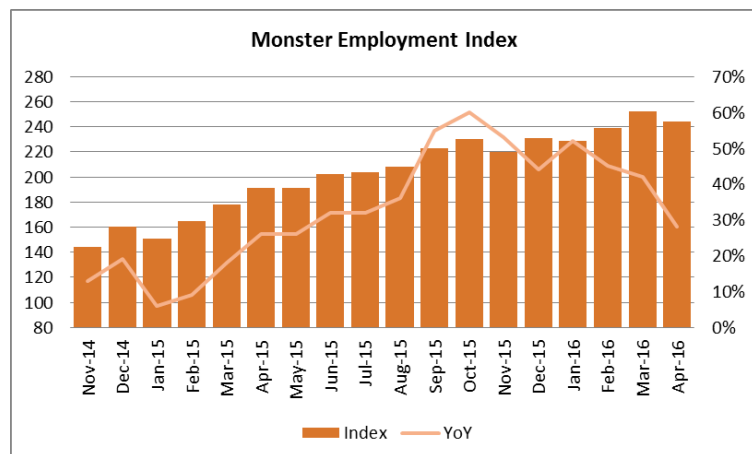
## EMPLOYMENT INDEX

### Online hiring sees 14 percentage points drop in year on year growth

- *IT - Hardware, Software continues to chart the steepest year-on-year growth*
- *Y-o-Y growth rate in production and manufacturing has dropped from 112 percent in October 2015 to 15 percent in April 2016*
- *Marketing & Communications and Health Care is the most sought after job role*
- *Chandigarh, followed by Bangalore leads all cities by the way of long-term growth*

**New Delhi, 10 May, 2016:** The online hiring sentiments for the month of April 2016 exhibited a sluggish year-on-year growth rate at 28 percent down from 42 percent in March 2016, according to the latest Monster Employment Index (MEI).

The backbone of the Indian economy, Production and Manufacturing sector, according to the latest MEI, is going through a fragile state of affairs. Online recruitment activities in this sector have been charting a negative six-month growth consistently since January 2016; this month's growth being a negative 7 percent. The year-on-year growth rate has declined from a dramatic 112 percent in October 2015 to 15 percent in April 2016. While hiring in the IT sector continues to steer ahead of all the industries with a 63 percent growth. The IT sector was closely followed by Printing and Packaging industry with a growth of 60 percent since 2015. Though the Media and Entertainment sector maintained a steady growth of 47 percent, but the industry took a significant nose dive from 71 percent in March, 2016.



Commenting on the latest trends and developments in various sectors, **Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia/ Hong Kong)** said "*The MEI reveals a relative slowdown in the pace of online hiring. While the numbers are still good there is a drop from a robust 42 percent in March to 28 percent in April, 2016. We as a nation are definitely heading in the right direction for a long term gain with more streamlined employment generation initiatives and strongly driven Skill India by PM Modi with an aim to enhance employment. However, currently the scenario is a bit cautious when it comes to hiring. The Production and Manufacturing industry is yet to see the hay day but the concept of Make in India is appropriately towards greater employability.*"

Further on, Mr. Modi said, "*Although, the IT sector continues to lead across all segments, the industry is low on the earlier vigor. The bearish response towards recruitment activities can be attributed to the shift from dependence on manpower to increase reliability on mechanization at the lower levels, especially in the IT sector. The start-up ecosystem is currently going through a stage of healthy recalibration which is a positive trend from a long term perspective. We are optimistic that this dip is temporary and will soon fade away.*"

Monster Employment Index India results for the past 18 months are as follows:

Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	Y-O-Y
144	160	151	165	178	191	191	202	204	208	223	230	220	231	229	239	252	244	28%

**Industry Year-over-year Trends:** All 27 industry sectors monitored by the Index exhibited improved e-recruitment activity from the year-ago.

- **IT - Hardware, Software** (up 63 percent) was the leading sector in terms of growth on the year for the sixth month straight. The pace of growth year-on-year, nevertheless, eased 13 percentage points between March and April 2016. At the same time the sector registered no growth on the month. Similarly, in the **BPO/ITES** sector, the growth momentum slowed 19 percentage points between March (up 39 percent) and April (up 20 percent) 2016
- Manufacturing and Commerce is growing at a significantly moderated pace. E-recruitment activity in **Production and Manufacturing** has slowed in the past months. The sector has been charting negative six-month growth consistently since January 2016; this month's growth being negative seven percent. The year-on-year growth rate has declined from a dramatic 112 percent in October 2015 to 15 percent in April 2016. **Logistic, Courier/ Freight/ Transportation**, however, recorded a 15 percent growth from the year-ago level; four points higher than March 2016
- **Education** (up 57 percent); **Media & Entertainment** (up 47 percent); **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (up 40 percent) have registered some of the steepest year-on-year growth percentages this month. The growth momentum vis-à-vis March 2016 has eased in each of these sectors nevertheless. **Printing/ Packaging** sector was second from the top in the long-term growth chart with a 60 percent growth in opportunities from the year-ago
- **Retail sector** witnessed a nine percent growth from the year-ago level; 31 points lower than March 2016. It is notable that the sector has been growing in double-digits since March 2015 and this is the lowest annual growth recorded since
- Year-on-year, online recruitment activity in **Import/Export** (up seven percent) and **Shipping/Marine** (up eight percent) was positive this month following low levels in March 2016. **Real Estate** (up four percent) exhibited the most controlled annual growth among all monitored industry groups

#### Top Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
IT - Hardware, Software	274	447	63%
Printing/ Packaging	101	162	60%
Education	120	188	57%
Media & Entertainment	158	233	47%
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	215	302	40%

#### Lowest Growth Industries

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Garments/ Textiles/ Leather, Gems & Jewellery	143	157	10%
Retail	267	290	9%
Shipping/Marine	102	110	8%
Import / Export	127	136	7%
Real Estate	167	173	4%

**E-Commerce:** E-commerce sector continued to grow at an eased up pace vis-à-vis the past months. Both three-month and six-month growth rate moderated further while there was no growth on the month. It is notable however that the sector is going strong on an annual basis. E-recruitment activity in the sector exceeded the corresponding period a year-ago by a robust 34 percent

Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	Y-O-Y
83	85	91	93	97	101	105	104	107	109	113	111	111	34%

**Occupation Year-over-year Trends:** All 13 occupation groups monitored by the Index continued to exhibit improved demand on the year

- There continues to be high call at the **Senior Management** level. Online demand this month is 79 percent higher than April 2015 despite marginal slowdown in pace between March and April 2016
- While growth momentum (year-on-year) slowed for all monitored job roles, **Marketing & Communications** (up 47 percent); **Health Care** (up 45 percent); **Software, Hardware, Telecom** (up 43 percent) saw the steepest growth in demand. Demand for **Finance & Accounts** (up 26 percent) slipped one percent below the six-month (October 2015) level
- Online demand for **Hospitality & Travel** (up four percent) personnel was the most restrained as the year-on-year growth rate moderated further from 15 percent in March 2016

### Top Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Senior Management	128	229	79%
Marketing & Communications	167	245	47%
Health Care	206	298	45%
Software, Hardware, Telecom	201	287	43%
Engineering /Production	131	182	39%

### Lowest Growth Occupations

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Legal	204	260	27%
Finance & Accounts	153	193	26%
HR & Admin	165	198	20%
Arts/Creative	184	197	7%
Hospitality & Travel	193	201	4%

**Geographic year-over-year Trends:** All 13 cities monitored by the Index registered positive growth on the year even this month. The pace of growth eased in all 13 cities

- **Chandigarh** (up 53 percent) supplanted **Bangalore** (up 47 percent) to lead all monitored cities by the way of long-term growth. Bangalore witnessed a two percent decline in opportunities on the month while the annual growth rate was 17 points lower than March 2016 (up 64 percent)
- **Delhi-NCR** (up 23 percent) saw annual growth rate one percentage point lower than March 2016 (24 percent). The growth momentum in Delhi-NCR has not fluctuated significantly since November 2015
- Year-on-year growth rate plunged the most in **Kochi** (up four percent). Online recruitment activity in Kochi has dipped in the past months reflected in negative three-month growth rates since January

2016. This month the Index for the series slipped four percent below the six-month ago (October 2015) level

#### Top Growth Cities

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Chandigarh	180	275	53%
Bangalore	230	339	47%
Coimbatore	184	258	40%
Chennai	180	249	38%
Mumbai	207	284	37%

#### Lowest Growth Cities

Year-over-year Growth	Apr 15	Apr 16	% Growth Y-o-Y
Pune	205	257	25%
Kolkata	189	235	24%
Delhi-NCR	193	237	23%
Baroda	184	221	20%
Kochi	243	252	4%

#### About the Monster Employment Index

Launched in May 2010 with data collected since October 2009, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in India conducted by Monster India. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, including Monster India, 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 national 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 India

Monster India, India's leading online career and recruitment resource with its cutting edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. More than 200 million people have registered on the Monster Worldwide network. Today, with operations in more than 40 countries, Monster provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities globally. Monster India started its operations in 2001. Headquartered in Hyderabad, the company has presence in 11 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmadabad, Baroda, Chandigarh, Jaipur and Cochin.

Monster.com was voted Product of the Year under the 'Online Job Portals category' in a survey of over 18000 people by Nielsen. Back in 2014, Monster mPower Search was voted Product of the Year under the 'Online Job Portals category' in the same survey. Monster India and DishTV partnered in convergence of the Internet and TV medium to make job services accessible to TV viewers across all cities, bridging the unmet need of the audience for whom access to the internet is limited. This first ever job search initiative is called 'Monsterjobs Active'.

The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India to enable employers in corporate India to connect with rural talent, thus removing the

traditional barriers they face in this process. To learn more about Monster India visit: [www.monsterindia.com](http://www.monsterindia.com) | [www.facebook.com/monsterindia](https://www.facebook.com/monsterindia) | [https://twitter.com/monster\\_india](https://twitter.com/monster_india)

**About Monster Worldwide**

Monster Worldwide, Inc. (NYSE: MWW) is a global leader in connecting people to jobs, wherever they are. For more than 20 years, Monster has helped people improve their lives with better jobs, and employers find the best talent. Today, the company offers services in more than 40 countries, providing some of the broadest, most sophisticated job seeking, career management, and recruitment and talent management capabilities. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, including our flagship website [monster.com](http://monster.com)® and a vast array of products and services.

For more information visit: [monster.com/about](http://monster.com/about)

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