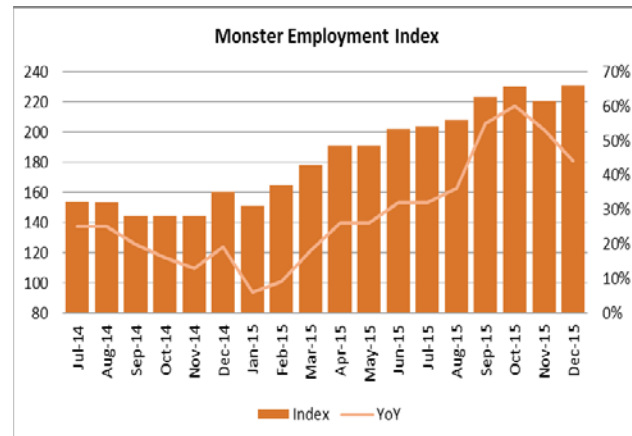


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EMPLOYMENT INDEX

Monster Employment Index India exceeds the year-ago level by 44 Percent

- *IT - Hardware, Software registers the steepest growth on the year among all monitored sectors*
- *Government/ PSU/ Defence sector charts the steepest year-on-year decline in online recruitment activity*
- *E-Commerce depicts a 23 per cent robust growth rate*
- *Kochi leads all cities by the way of long-term growth*



“Our MEI has shown 44 percent growth in December 2015 when compared to a subtle growth in December last year. Owing to festivities and the unexpected rains in the country, there was a slight slowdown in the growth rate in December, however, the overall recruitment sentiment has been optimistic with notable growth in the key sectors. Additionally, it is good to see that apart from the traditional sectors, we have seen a steady growth in the non-conventional sectors as well.” **Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

Further commenting, Mr. Modi said, “Overall, 2015 has been an encouraging year for the Indian market. With the much needed reforms of digitization and making India the manufacturing hub, we can expect further revival in the job market.”

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

Jul 14	Aug 14	Sep 14	Oct 14	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	Y-O-Y
154	153	144	144	144	160	151	165	178	191	191	202	204	208	223	230	220	231	44%

Industry Year-over-year Trends: Online recruitment activity surpassed the year-ago level in 23 of the 27 industry sectors monitored by the Index.

- **IT - Hardware, Software** (up 65 percent) led all industry sectors by the way of long-term growth. The year-on-year growth momentum eased further from 74 percent in November 2015. The pace of three-month and six-month growth rate has also slowed vis-à-vis the past months
- **Production and Manufacturing** registered the second highest year-on-year growth among all monitored industries; up by 59 percent. The growth momentum nevertheless plunged further down from 67 percent in November 2015. The sector also recorded the second successive three-month

decline; down seven percent. The year-on growth momentum eased in the related **Logistic, Courier/ Freight/ Transportation** (up six percent) and **Automotive/ Ancillaries / Tyres** (up 11 percent) sector as well

- It is notable that the pace of growth has slowed in almost all major sectors between November and December 2015. **Retail** (up 56 percent); **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (up 46 percent); **Telecom/ISP** (up 43 percent) are among the top sectors this month in terms of growth in online recruitment activity on the year
- **Oil/ Gas/ Petroleum, Power** (down one percent) sector moved closer to the year-ago level. **Government/ PSU/ Defence** (down 11 percent) recorded the steepest decline in terms of year-on-year growth among all industry sectors

Top Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
IT - Hardware, Software	223	367	65%
Production and Manufacturing	103	164	59%
Retail	178	278	56%
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	182	265	46%
Telecom/ISP	120	171	43%

Lowest Growth Industries

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Printing/ Packaging	150	151	1%
Oil/ Gas/ Petroleum, Power	140	138	-1%
Shipping/Marine	109	106	-3%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	98	94	-4%
Government/ PSU/ Defence	99	88	-11%

E-Commerce: Month-on-month e-commerce sector registered a three percent growth following negative growth in November. The six-month growth rate continued to be robust at 23 percent; the pace of growth nevertheless eased eight percentage points from 31 percent in November 2015

Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	M-O-M	6-Month
88	90	99	102	107	114	119	118	122	3%	23%

Occupation Year-over-year Trends: All 13 occupation groups monitored by the Index continue to chart improved demand year-on-year.

- **Sales & Business Development** (up 53 percent) recorded the most notable growth in demand year-on-year followed by **Software, Hardware, Telecom** (up 51 percent)
- Year-on-year, the pace of growth in demand eased the most for **Health Care** professional's; down 29 percentage points from 72 percent in November 2015 to 43 percent in December 2015. While Health Care still continues to be one of the most in-demand job role on an annual basis the group has registered a 10 percent drop on demand from September 2015
- **Purchase/ Logistics/ Supply Chain** registered the least growth among all occupation groups and continued to growth at the same pace as in the November; up by seven percent

Top Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Sales & Business Development	176	270	53%
Software, Hardware, Telecom	170	256	51%
Senior Management	116	172	48%
Engineering /Production	118	174	47%
Marketing & Communications	149	216	45%

Lowest Growth Occupations

Year-over-year Growth	Dec 14	Dec 15	% Growth Y-o-Y
Hospitality & Travel	163	214	31%
Customer Service	133	166	25%
HR & Admin	145	175	21%
Legal	205	242	18%
Purchase/ Logistics/ Supply Chain	154	165	7%

Geographic year-over-year Trends: Online demand exceeded the year-ago level in all 13 cities monitored by the Index.

- **Kochi** (up 58 percent) led all monitored cities by the way of long-term growth. The rate of growth improved three percentage points between November and December 2015. The long-term growth rate in **Chandigarh** improved 15 percentage points from 41 percent in November 2015 to 56 percent in December 2015
- The long-term growth rate continued to ease in **Mumbai** (up 51 percent); **Bangalore** (up 46 percent); and **Chennai** (up 41 percent). **Hyderabad** among major cities continued to growth at the same rate as in November; up 52 percent
- **Delhi-NCR** (up 28 percent) saw an improved growth of four percentage points; also the most restrained year-on-year growth among all monitored cities

Top Growth Cities

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Baroda	129	208	61%
Ahmedabad	147	235	60%
Mumbai	156	246	58%
Kochi	172	267	55%
Pune	151	230	52%

Lowest Growth Cities

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Chennai	147	215	46%
Bangalore	189	273	44%
Chandigarh	158	223	41%
Kolkata	141	198	40%
Delhi-NCR	161	199	24%

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 | www.facebook.com/monsterindia | 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® and a vast array of products and services.

For more information visit: monster.com/about

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