

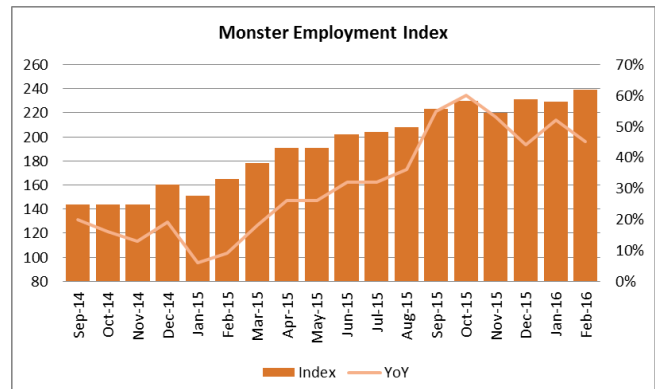
monster® EMPLOYMENT INDEX

Monster Employment Index India Exceeds Year-ago level by 45 Percent

- **IT - Hardware, Software continues to chart the steepest year-on-year growth. Online recruitment drops the most in Shipping/Marine**
- **Online demand expands the most at the Senior Management level even this month**
- **Bangalore leads all cities by the way of long-term growth followed by Mumbai**

New Delhi, 08 March, 2016: The online job posting registered a 45 percent growth on the year, according to the Monster Employment Index for India. However the growth momentum eased between January and February 2016.

Among industries, the **IT - Hardware, Software** showed a robust 72 percent annual growth followed by **Education** showing a progressive growth at 62 percent since September 2015. The index brings out another interesting insight that online recruitment in the sector increased by 46 percent between August 2015 and January 2016. There was an uptrend in the hiring activity in **BPO/ITES** sector at 32 percent followed by **Production and Manufacturing** at 22 percent.



“Our MEI for February with 45 percent growth reflects the improved sentiments in the online hiring space as compared to the elusive growth in February last year. This year’s union budget reiterates the need for young generation to be skilled and employable. What’s good to see is government’s impetus towards the education sector especially in the area of digital. Initiatives like digital literacy schemes for additional rural households are important to transform the education ecosystem. Finally, training in the area of entrepreneurship across schools & colleges will further strengthen the whole start-up ecosystem thriving in India”, said **Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong)**.

Delving into the geographic trend, the index derives that **Bangalore** led all monitored cities year-on-year at a significantly moderated pace with a 63 percent growth, with **Mumbai** climbing up the ladder at 56 percent, followed by **Ahmedabad** at 54 percent, **Jaipur** at 50 percent. With a 27 percent growth, **Delhi-NCR** continued to chart the most controlled growth among all monitored cities.

Further talking, Mr. Modi said, “When we look at the cities monitored in the index, Bangalore continues to lead in moderate pace with a 63 percent increase. One of the contributing factors could be the increasing number of startups in the city.”

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

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	Jan 16	Feb 16	Y-O-Y
144	144	144	160	151	165	178	191	191	202	204	208	223	230	220	231	229	239	45%

Among occupation groups monitored, the demand for **Senior Management** professionals registered a highest growth at 81 percent followed by **Marketing & Communications** at 72 percent; **Sales & Business Development** at 68 percent and **Software, Hardware, Telecom** (up 59 percent).

Industry Year-over-year Trends: Online recruitment activity exceeded the year-ago level in 26 of the 27 industry sectors monitored by the Index.

- **Automotive/ Ancillaries / Tyres** (up nine percent) continued to chart up trend on the year but at an eased-up pace. The year-on-year growth momentum in **Logistic, Courier/ Freight/ Transportation**, on the other hand, improved further from 24 percent in January 2016 to 43 percent in February 2016
- Online hiring in **Oil/ Gas/ Petroleum, Power** (up 23 percent) rebounded. The sector recorded the second positive annual growth rate of the series post October 2014 and also exceeded the year-ago level by double-digit
- Once again, **Shipping/Marine** (down four percent) was the only sector to record a negative year-on-year growth

Top Growth Industries

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
IT - Hardware, Software	235	405	72%
NGO/Social Services	139	227	63%
Education	111	180	62%
Media & Entertainment	135	216	60%
Retail	178	283	59%

Lowest Growth Industries

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Import / Export	111	121	9%
Automotive/ Ancillaries / Tyres	124	135	9%
Telecom/ISP	150	157	5%
Government/ PSU/ Defence	91	95	4%
Shipping/Marine	113	109	-4%

E-Commerce: E-commerce sector registered a four percent growth on the year. The six-month growth rate eased further to 21 percent; the growth in the sector is nevertheless still robust.

Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	M-O-M	6-Month
88	90	99	102	107	114	119	118	122	125	130	4%	21%

Occupation Year-over-year Trends: All 13 occupation groups monitored by the Index exhibited improved demand on the year even this month.

- **Health Care** recorded the steepest growth in demand between January and February 2016 among all monitored job roles; up by 13 percent. The three-month growth rate was also positive following two successive negative growths. The year-on-year growth momentum also increased from 51 percent in January 2016 to 61 percent this month
- The pace of growth remained stagnant for **Arts/Creative** at 25 percent year-on-year. On the other hand, annual growth momentum for **Purchase/ Logistics/ Supply Chain** (up 23 percent); and

Hospitality & Travel (up 12 percent) eased vis-a-vis the previous month. **Hospitality & Travel** recorded the most restrained growth rate among all monitored job roles

Top Growth Occupations

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Senior Management	112	203	81%
Marketing & Communications	138	238	72%
Sales & Business Development	168	282	68%
Health Care	175	281	61%
Software, Hardware, Telecom	174	276	59%

Lowest Growth Occupations

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Finance & Accounts	132	188	42%
HR & Admin	142	194	37%
Arts/Creative	161	201	25%
Purchase/ Logistics/ Supply Chain	137	168	23%
Hospitality & Travel	188	211	12%

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

- The growth momentum eased the least in **Kolkata** (up 38 percent) and **Baroda** (up 40 percent)

Top Growth Cities

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Bangalore	198	323	63%
Mumbai	173	270	56%
Ahmedabad	173	266	54%
Jaipur	153	230	50%
Chennai	160	237	48%

Lowest Growth Cities

Year-over-year Growth	Feb 15	Feb 16	% Growth Y-o-Y
Hyderabad	171	239	40%
Kolkata	166	229	38%
Pune	184	247	34%
Kochi	208	266	28%
Delhi-NCR	176	223	27%

By Industry

	2015												2016	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	
IT - Hardware, Software	235	253	274	276	310	291	304	337	356	333	367	374	405	
BPO/ITES	158	173	201	202	196	193	189	201	218	211	206	203	229	
Engineering, Cement, Construction, Iron/Steel	118	129	136	126	131	136	133	136	142	134	136	138	144	
Banking/Financial Services/Insurance	151	164	177	177	194	187	186	191	196	171	182	177	184	
Education	111	115	120	122	123	127	123	130	135	137	142	159	180	

Production and Manufacturing	128	144	146	142	160	167	173	176	180	155	164	165	156
Automotive/Ancillaries/Tyres	124	129	138	137	134	139	138	142	142	137	139	136	135
Telecom/ISP	150	149	138	146	153	147	164	173	177	152	171	164	157
Oil/Gas/Petroleum, Power	109	120	108	107	111	121	128	129	126	119	138	127	134
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	186	197	215	215	224	226	233	247	259	242	265	258	276
Advertising, Market Research, Public Relations	127	143	148	149	153	151	148	155	158	152	154	148	161
Travel & Tourism	225	251	240	227	233	233	234	265	264	237	253	246	260
Home Appliances	192	203	218	227	241	245	239	248	246	232	247	249	271
Media & Entertainment	135	140	158	162	184	171	183	203	197	192	201	199	216
Chemicals/Plastic/Rubber, Paints, Fertilizer/Pesticides	86	87	91	98	98	103	103	101	98	80	94	104	105
Consumer Goods/FMCG, Food & Packaged Food	121	127	132	139	137	149	156	166	161	149	167	166	170
Garments/Textiles/Leather, Gems & Jewellery	135	136	143	147	149	151	147	159	138	147	159	150	156
Real Estate	152	153	167	163	162	164	168	174	159	149	169	168	172
Retail	178	215	267	246	274	286	275	270	274	271	278	256	283
Logistic, Courier/Freight/Transportation	141	194	176	170	164	170	177	178	182	176	189	191	201
Import/Export	111	122	127	128	126	125	114	113	116	108	125	116	121
Government/PSU/Defence	91	85	92	95	93	90	88	88	89	87	88	95	95
Shipping/Marine	113	114	102	101	114	111	106	105	105	99	106	108	109
Printing/Packaging	120	130	101	108	143	139	144	152	147	134	151	151	156
NGO/Social Services	139	161	172	172	198	192	184	200	197	187	186	210	227
Agro based industries	115	125	131	122	128	130	125	125	126	117	129	132	132
Office Equipment/Automation	79	88	94	104	102	105	99	94	96	97	101	100	100

By Occupation

	2015											2016	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Software, Hardware, Telecom	174	188	201	204	234	216	221	239	252	241	256	259	276
Customer Service	133	147	163	168	163	166	168	164	170	171	166	175	194
Engineering/Production	115	127	131	129	132	138	150	161	158	154	174	171	179
Finance & Accounts	132	140	153	154	165	170	174	182	194	177	193	190	188
Sales & Business Development	168	184	210	204	219	226	240	254	258	250	270	267	282

Senior Management	112	125	128	132	143	160	171	168	173	158	172	185	203
HR & Admin	142	149	165	162	168	170	170	180	186	171	175	179	194
Marketing & Communications	138	156	167	164	169	173	190	200	207	206	216	218	238
Health Care	175	185	206	207	205	218	229	282	298	248	254	250	281
Purchase/Logistics/Supply Chain	137	144	121	149	156	164	165	128	164	161	165	167	168
Hospitality & Travel	188	190	193	195	197	200	199	218	220	202	214	207	211
Legal	170	176	204	209	212	213	222	217	225	216	242	256	256
Arts/Creative	161	170	184	184	193	182	193	199	202	199	201	188	201

By Local Market

	2015											2016	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Mumbai	173	187	207	207	221	230	239	250	257	246	261	257	270
Bangalore	198	211	230	239	263	261	262	279	292	273	298	304	323
Delhi-NCR	176	190	193	196	204	210	213	205	210	199	210	213	223
Hyderabad	171	179	183	183	198	204	211	217	229	225	237	230	239
Chennai	160	168	180	177	189	204	210	217	224	215	218	221	237
Pune	184	192	205	202	218	226	232	240	249	230	240	237	247
Kolkata	166	176	189	178	183	191	198	207	209	198	209	208	229
Ahmedabad	173	188	209	201	208	221	230	235	247	235	248	241	266
Chandigarh	175	173	180	184	192	201	209	235	234	223	256	253	258
Kochi	208	221	243	231	251	232	247	258	262	267	290	254	266
Baroda	155	170	184	178	183	209	224	214	215	208	222	212	217
Coimbatore	158	168	184	185	193	188	196	204	216	211	217	202	231
Jaipur	153	156	180	187	184	184	193	211	213	205	214	221	230

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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