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EMPLOYMENT INDEX

Online hiring in IT sector registers 51 per cent Y-o-Y growth, Monster Employment Index

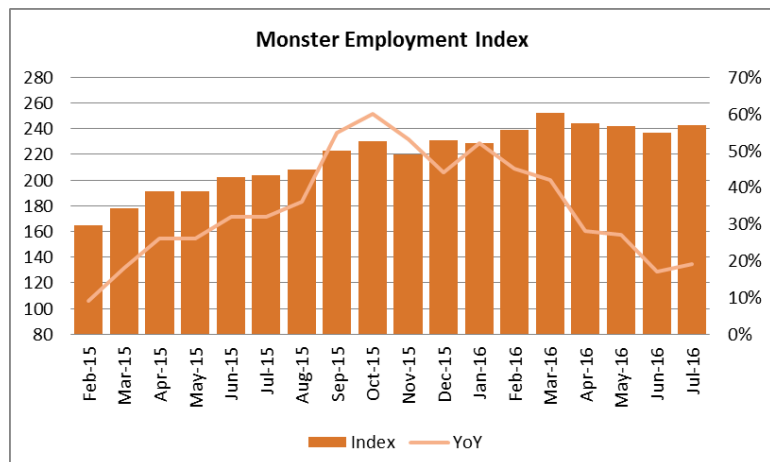
- **Monster Employment Index India registers a 19 percent growth year-on-year; two points higher than June 2016**
- **IT sector charted a growth of 51 per cent in the month of July**
- **Education among industry sectors records the steepest annual growth of 74 per cent**
- **Online demand for Health Care professionals continues to exhibit the steepest annual rise**
- **Tier-II towns such as Jaipur, Chandigarh and Coimbatore lead the year-on-year growth chart.**

New Delhi, 3 August, 2016: Online recruitment activities in the month of July registered a y-o-y growth of 19 percent, according to the latest Monster Employment Index. The IT sector which was facing the brunt of extensive job cuts is charting a positive trend this month, witnessing a y-o-y growth of 51 percent. Additionally, with the constant impetus of the government on the education sector since the beginning of the year, the industry is witnessing its hay days. The education sector is exhibiting a steep upward trend with a y-o-y growth of 74 per cent, surpassing all the other sectors.

At the occupational level, online demand for healthcare professionals has shown a steep rise of 46 percent closely followed by demand for customer service experts (41 percent). It is, however, surprising to see a decline in demand for senior management. From a 50 percent y-o-y growth last month, the online demand for senior management is declined to a 38 percent in July.

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“Commenting on the latest trends, Sanjay Modi, Managing Director, Monster.com, APAC & Middle-East said, “The month of July started on a positive note with the Monster Employment Index (MEI) registering a 2 points jump from the previous month. Online recruitment activities have started showing an upward trend, overall the pace has been significantly moderated this year. The IT sector has made a notable comeback with the online recruitment activities going up by 51 percent since last month. A latest report by NASSCOM quoted a decline in IT jobs due to automation, MEI figures clearly show that the sector is slowly reviving from the long term deceleration. The sector today is increasingly moving towards demand for people with specialized skill set, owing to extensive digitization of manual processes. Apart from IT, the frontrunner has been the education sector, charting a constant double digit growth figure. The sector is performing exceptionally well owing to a slew of government initiatives in the beginning of the year.”



He further added, "There has been a significant decline in the demand for senior management since the last month. This can be further attributed to stringent cost cutting across various industries, owing to which companies are investing increasingly on low cost bearing employees at the lower level as opposed to high salaried senior level employees. Overall, there is an atmosphere of impending optimism in the coming months in the Indian job market."

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

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	May 16	Jun 16	Jul 16	Y-O-Y
165	178	191	191	202	204	208	223	230	220	231	229	239	252	244	242	237	243	19%

Industry Year-over-year Trends: E-recruitment activity exceeded the year-ago level in 21 of the 27 industry sector monitored by the Index

- Year-on-year, e-recruitment activity saw the steepest growth in **Education** even in July. The growth momentum improved from 65 percent in June 2016 to 74 percent in July 2016. The sector witnessed a 39 percent growth in opportunities between January and July 2016
- **IT - Hardware, Software (up 51 percent) and BPO/ITES (up 33 percent)** both exhibited improved hiring trend year-on-year; up 11 points and seven points respectively between June and July 2016.
- Online recruitment activity in **Production and Manufacturing** (down four percent) slipped below the year-ago level. The pace of recruitment in the sector has moderated significantly this year. The sector indicated low levels of hiring on all parameters; month-on-month (down three percent), three-month (down four percent), six-month (down two percent). In the related **Logistic, Courier/ Freight/ Transportation** (up 22 percent) and **Automotive/ Ancillaries / Tyres** (up 13 percent) sector as well, the annual growth momentum eased vis-a-vis past month.
- E-recruitment in **Retail** has slowed significantly. This month online opportunities slipped two percent below the year-ago level. The month-on-month and three-month growth rates are negative as well; down five percent and three percent respectively.
- **Shipping/Marine (down nine percent)** recorded the most notable annual decline among industry sectors yet again.

Top Growth Industries

Year-over-year Growth	Jul 15	Jul 16	% Growth Y-o-Y
Education	127	221	74%
IT - Hardware, Software	291	438	51%
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	226	324	43%
Media & Entertainment	171	243	42%
BPO/ITES	193	256	33%

Lowest Growth Industries

Year-over-year Growth	Jul 15	Jul 16	% Growth Y-o-Y
Retail	286	280	-2%
Office Equipment/Automation	105	102	-3%
Production and Manufacturing	167	161	-4%
Import / Export	125	117	-6%
Shipping/Marine	111	101	-9%

E-Commerce: As per the Monster Employment Index, e-commerce exhibited improved levels of hiring this month. Month-on-month, the sector saw a positive four percent growth; up from a negative two percent in June 2016. Year-on-year growth rate (up 26 percent) was two points higher than in June 2016 (up 24 percent). At the same time, the three-month and six-month growth trend also improved.

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	May 16	Jun 16	Jul 16	Y-O-Y
83	85	91	93	97	101	105	104	107	109	113	111	111	115	113	117	26%

Occupation Year-over-year Trends: Online demand increased for 11 occupation groups out of the 13 monitored by the Index.

- Online demand for **Health Care** (up 46 percent) professionals continued to soar. Year-on-year, growth rate was the steepest among all monitored job roles. Online demand for the group increased by 10 percent between June and July 2016.
- Online demand for professionals at the **Senior Management** level exceeded the corresponding period a year-ago by 38 percent. This is the lowest annual growth rate recorded since June 2015.
- Online demand for **Hospitality & Travel** recovered. The group recorded the steepest growth month-on-month; up 11 percent. The year-on-year growth rate paced up as well; up from a negative 11 percent in June 2016 to a negative two percent this month
- Online demand for **Purchase/ Logistics/ Supply Chain** slipped below the year-ago level; down two percent. This is the first negative growth since September 2015

Top Growth Occupations

Year-over-year Growth	Jul 15	Jul 16	% Growth Y-o-Y
Health Care	218	318	46%
Customer Service	166	234	41%
Senior Management	160	220	38%
Marketing & Communications	173	231	34%
Engineering /Production	138	180	30%

Lowest Growth Occupations

Year-over-year Growth	Jul 15	Jul 16	% Growth Y-o-Y
Finance & Accounts	170	183	8%
HR & Admin	170	182	7%
Arts/Creative	182	189	4%
Purchase/ Logistics/ Supply Chain	164	161	-2%
Hospitality & Travel	200	196	-2%

Geographic year-over-year Trends: E-recruitment activity increased in 12 of the all 13 cities monitored by the Index.

- Jaipur (up 36 percent) followed by Chandigarh (up 35 percent) and Coimbatore (up 32 percent) led all monitored cities by the way of long-term growth.
- **Bangalore** (up 26 percent), among major cities witnessed the steepest growth in year-on-year recruitment activity.
- **Chennai** (up 18 percent), on the other hand, saw the most notable slowdown in annual growth momentum; down 21 points from 39 percent In June 2016. Chennai was also the only city to record a negative growth on the month; down eight percent.

- **Kochi** (up 13 percent) registered a positive annual growth as the city witnessed the highest monthly (up 11 percent) growth in online hiring in among all monitored cities.
- Online recruitment activity in **Baroda** eased below the year-ago level by one percent.

Top Growth Cities

Year-over-year Growth	Jul 15	Jul 16	% Growth Y-o-Y
Jaipur	184	251	36%
Chandigarh	201	271	35%
Coimbatore	188	248	32%
Ahmedabad	221	279	26%
Bangalore	261	328	26%

Lowest Growth Cities

Year-over-year Growth	Jul 15	Jul 16	% Growth Y-o-Y
Chennai	204	241	18%
Pune	226	264	17%
Delhi-NCR	210	245	17%
Kochi	232	262	13%
Baroda	209	206	-1%

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 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmadabad, Baroda, Chandigarh, and Cochin.

Monster Mobile App was voted Product of the Year under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com was voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. 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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