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EMPLOYMENT INDEX

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Monster Employment Index India Edges Down 1% Year-over-Year

February 2012 Index Highlights:

- Index level down slightly, by one percent, from a year ago in February
- NGO/Social Services records the highest growth, while Consumer goods/ FMCG, Food and Packaged Food sectors also record strong annual growth
- Media & Entertainment exhibits steepest annual decline, dropping 17% on a year-over-year basis
- Demand for Senior Management exhibits highest annual gain, followed by professionals in Healthcare
- Bangalore is the strongest annual gainer among major metro-markets.

The Monster Employment Index India is a monthly gauge of online job posting activity based on a real-time review of millions of employer job opportunities culled from a large representative selection of career Web sites and online job listings across India. 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 relatively reserved level of recruitment seen in the February Index reflects an increased degree of cautious sentiment by employers in line with the current global economic scenario. Nonetheless, domestic demand-driven sectors like FMCG, Healthcare, Travel and Tourism continue to register positive double digit growth annually,” said Sanjay Modi, Managing Director (India/ Middle East/ South East Asia), Monster.com.



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

Sep 10	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Jan 12	Feb 12	Y-O-Y
108	106	109	112	113	116	118	124	124	122	123	120	121	119	117	115	120	115	-1%

Industry Year-over-year Trends: 15 of the 27 industry sectors monitored by Monster Employment Index registered expansion in recruitment activity between February'11 and February'12.

- **NGO/Social Services** (up 20 percent) continued to exhibit the highest annual growth among sectors
- **Consumer Goods/ FMCG, Food & Packaged Food** (up 18 percent); **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (up 17 percent); **Travel Tourism** (up 15 percent); and **Agro based industries** (up 13 percent) sectors to maintained an uptrend in online hiring between February '11 and February'12
- **Production and Manufacturing** (down eight percent) continued to show decline followed by **Logistic, Courier/ Freight/ Transportation** (down 10 percent)
- **Media & Entertainment** (down 17 percent) registered the most notable year-over-year decline among industry sectors.

Top Growth Industries

Year-over-year Growth	Feb 11	Feb 12	% Growth Y-o-y
NGO/Social Services	86	103	20%
Consumer Goods/ FMCG, Food & Packaged Food	96	113	18%
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	109	127	17%
Travel and Tourism	124	142	15%
Agro based industries	97	110	13%

Lowest Growth Industries

Year-over-year Growth	Feb 11	Feb 12	% Growth Y-o-y
Production and Manufacturing	98	90	-8%
BPO/ITES	125	112	-10%
Government/ PSU/ Defence	111	95	-14%
Banking/ Financial Services , Insurance	98	83	-15%
Media & Entertainment	117	97	-17%

Occupation Year-over-year Trends: Online demand improved in eight of the 13 occupational groups monitored by Monster Employment Index between February'11 and February'12.

- **Senior Management** (up 18 percent) followed by **Arts/Creative** (up 11 percent) charted the most substantial annual gains amongst the occupational groups
- **Health Care** (up 11 percent) is the only other group to record a positive monthly growth in demand
- Online demand rebounded for **Sales & Business Development** (up 17 percent) professionals on a month-on-month basis
- **Finance & Account** (down nine percent) and **HR & Admin** (down seven percent) exhibited the steepest annual decline among occupation groups

Top Growth Occupations

Year-over-year Growth	Feb 11	Feb 12	% Growth Y-o-y
Senior Management	118	139	18%
Arts/Creative	97	108	11%
Health Care	112	124	11%
Marketing & Communications	103	109	6%
Sales & Business Development	112	118	5%

Lowest Growth Occupations

Year-over-year Growth	Feb 11	Feb 12	% Growth Y-o-y
Purchase/ Logistics/ Supply Chain	127	122	-4%
Customer Service	108	102	-6%
Engineering /Production	121	113	-7%
HR & Admin	117	109	-7%
Finance & Accounts	101	92	-9%

Geographic year-over-year Trends: Online recruitment activity was up on the year for three of the 13 locations monitored by the index.

- **Kochi** (up 25 percent) followed by **Coimbatore** (up 22 percent) led all cities in annual growth
- Among major metro-areas, **Bangalore** (up five percent) is the only city to register positive annual growth
- **Ahmedabad** (down 10 percent) was amidst the slowest growth markets

Top Growth Cities

Year-over-year Growth	Feb 11	Feb 12	% Growth Y-o-y
Kochi	121	151	25%
Coimbatore	119	145	22%
Bangalore	112	118	5%
Jaipur	114	114	0%
Delhi-NCR	115	113	-2%

Lowest Growth Cities

Year-over-year Growth	Feb 11	Feb 12	% Growth Y-o-y
Baroda	112	104	-7%
Chandigarh	111	103	-7%
Chennai	118	108	-8%
Kolkata	111	101	-9%
Ahmedabad	105	94	-10%

By Industry

	2011											2012	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
IT - Hardware, Software	124	130	137	134	138	142	138	143	136	131	131	142	128
BPO/ITES	125	127	126	127	112	115	108	121	123	125	111	123	112
Engineering, Cement, Construction, Iron/Steel	124	125	124	129	117	111	111	121	120	117	118	129	117
Banking/Financial Services/Insurance	98	101	100	110	106	113	113	116	99	107	91	100	83
Education	108	108	102	107	101	100	101	100	94	94	102	109	104
Production and Manufacturing	98	101	102	105	97	94	98	99	102	100	103	93	90
Automotive/Ancillaries/Tyres	126	133	135	139	130	132	129	130	131	130	130	143	131
Telecom/ISP	89	95	94	96	100	108	108	109	104	106	88	95	91
Oil/Gas/Petroleum, Power	130	135	135	147	152	154	144	143	136	126	135	132	133
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	109	117	113	107	101	102	106	116	114	110	114	121	127
Advertising, Market Research, Public Relations	85	89	91	96	91	91	90	93	89	89	91	90	85
Travel & Tourism	124	129	128	129	118	113	122	136	141	147	146	141	142
Home Appliances	119	121	122	128	130	134	136	139	131	143	133	130	122
Media & Entertainment	117	117	119	128	131	146	131	141	133	108	104	100	97
Chemicals/Plastic/Rubber, Paints, Fertilizer/Pesticides	99	110	112	117	113	110	104	115	111	116	115	112	104
Consumer Goods/FMCG, Food & Packaged Food	96	103	105	108	108	108	109	111	103	108	117	114	113
Garments/Textiles/Leather, Gems & Jewellery	117	120	118	133	120	117	113	121	125	140	135	127	117
Real Estate	115	121	122	125	120	117	122	122	121	123	130	126	123
Retail	139	136	130	138	130	133	136	139	136	139	138	137	130
Logistic, Courier/Freight/Transportation	114	124	126	135	116	121	115	120	118	127	112	110	120
Import/Export	98	108	108	106	101	99	105	106	114	118	110	121	110
Government/PSU/Defence	111	104	104	115	117	121	125	127	115	117	102	101	95
Shipping/Marine	116	112	109	109	102	102	102	106	117	125	125	128	116

Printing/Packaging	95	99	105	100	95	93	91	101	98	98	89	94	92
NGO/Social Services	86	92	94	99	108	100	113	104	94	97	97	106	103
Agro based industries	97	104	108	109	107	112	116	128	123	132	133	125	110
Office Equipment/Automation	89	95	104	110	95	100	100	101	97	99	96	102	96

By Occupation

	2011											2012	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Software, Hardware, Telecom	118	123	128	131	133	133	129	131	123	121	121	127	120
Customer Service	108	110	110	106	101	102	99	101	101	111	101	110	102
Engineering/Production	121	123	122	120	121	118	114	116	116	117	113	120	113
Finance & Accounts	101	107	107	110	106	97	107	113	107	106	102	108	92
Sales & Business Development	112	116	117	127	118	121	120	125	120	121	117	127	118
Senior Management	118	120	123	118	134	130	129	135	129	125	137	138	139
HR & Admin	117	122	122	118	117	114	115	114	114	115	109	114	109
Marketing & Communications	103	106	105	85	102	95	96	98	99	100	95	100	109
Health Care	112	120	115	92	103	102	107	117	113	106	110	118	124
Purchase/Logistics/Supply Chain	127	127	129	139	132	131	128	129	131	130	124	127	122
Hospitality & Travel	131	134	135	113	128	122	134	138	145	147	132	134	132
Legal	117	116	119	132	121	126	124	119	115	116	113	123	121
Arts/Creative	97	98	98	96	95	128	124	120	120	118	114	112	108

By Local Market

	2011											2012	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Mumbai	121	127	129	132	123	125	123	122	117	116	112	116	113
Bangalore	112	118	121	117	122	126	121	116	115	119	120	124	118
Delhi-NCR	115	120	122	125	118	121	120	121	118	119	114	119	113
Hyderabad	113	115	118	122	120	119	117	118	114	110	110	113	110

Chennai	118	122	123	123	120	123	123	123	117	116	112	113	108
Pune	117	123	126	128	125	125	124	126	124	118	116	116	113
Kolkata	111	115	122	123	123	123	124	127	119	115	109	111	101
Ahmedabad	105	110	122	125	118	114	113	118	112	104	100	103	94
Chandigarh	111	120	129	127	121	125	126	132	125	114	121	114	103
Kochi	121	123	128	132	140	142	154	134	135	130	136	144	151
Baroda	112	122	136	143	132	135	132	128	127	120	109	116	104
Coimbatore	119	131	135	140	141	143	139	133	134	135	140	144	145
Jaipur	114	117	130	131	129	127	130	126	119	119	116	116	114

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 Worldwide

Monster Worldwide, Inc. (NYSE: MWW), 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. Monster Worldwide is a member of the S&P 500 index. To learn more about Monster's industry-leading products and services, visit www.monster.com. More information about Monster Worldwide is available at <http://about-monster.com/>

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