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## EMPLOYMENT INDEX

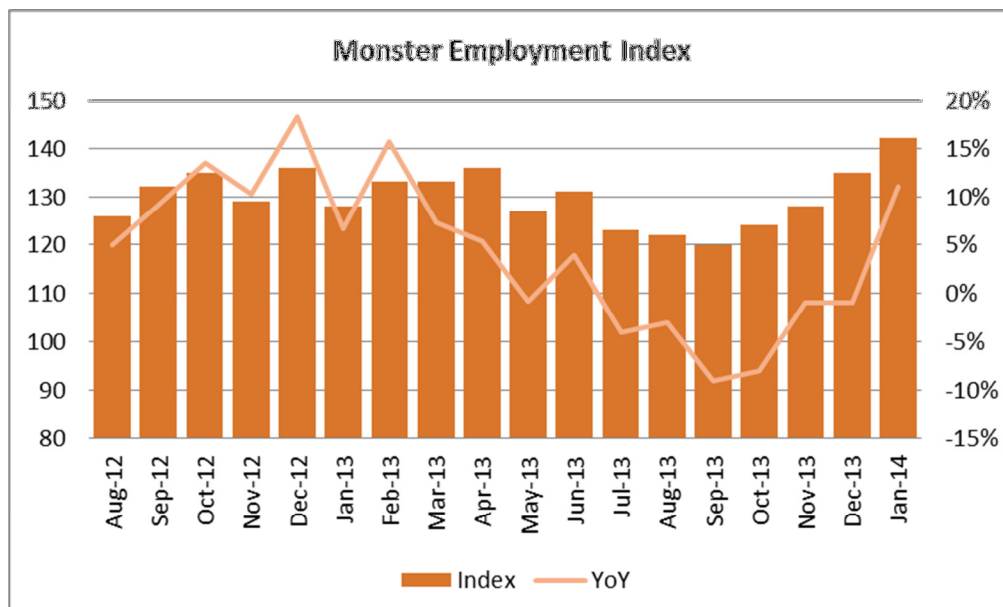
### Monster Employment Index India Grows 11 Percent Year-over-Year

#### January 2014 Index Highlights:

- Monster Employment Index India charts an 11 percent growth in annual recruitment activity following six successive declines
- Retail; and IT - Hardware, Software sector record the maximum growth in opportunities between January 2013 and January 2014. Consumer Goods/ FMCG, Food & Packaged Food registers the steepest decline
- Online demand for Software, Hardware, Telecom professionals continue to exhibit the most notable growth, year-on-year
- Bangalore leads all monitored cities by the way of long-term growth

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.

“Monster Employment Index exhibits upbeat hiring trends vis-à-vis the previous year. IT (Hardware & Software) and Retail are among the top growth sectors. Even though the rate of long-term growth achieved is much lower than what was witnessed in 2010 and early 2011, the situation has certainly changed for the better. Basis feedback received from various corporates across industry sectors and HR consultants, it’s estimated that 2014 will be a promising year on the job front. IT, healthcare, education, infrastructure and BFSI sector are likely to drive the job market in 2014. Both World Bank and IMF are optimistic about India’s economic growth in 2014.” said **Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia)**.



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

Aug 12	Sep 12	Oct 12	Nov 12	Dec 12	Jan 13	Feb 13	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Y-O-Y
126	132	135	129	136	128	133	133	136	127	131	123	122	120	124	128	135	142	11%

**Industry Year-over-year Trends:** Online recruitment activity expanded in 24 of the 27 industry sectors monitored by the Index

- **Retail** (up 27 percent); and **IT - Hardware, Software** (up 27 percent) led all sectors year-on-year. Retail registered a double-digit growth for the first time since June 2013
- **BPO/ITES** (up five percent) sector witnessed a positive annual growth for the first time since August 2013
- **Production and Manufacturing** (up two percent) witnessed a positive annual growth after 24 months of slump
- Online recruitment activity contracted the most in **Consumer Goods/ FMCG, Food & Packaged Food** (down six percent) industry

#### Top Growth Industries

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Retail	151	192	27%
IT - Hardware, Software	138	175	27%
Office Equipment/Automation	97	118	22%
Telecom/ISP	89	108	21%
Oil/ Gas/ Petroleum, Power	123	149	21%

#### Lowest Growth Industries

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
NGO/Social Services	133	135	2%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	108	109	1%
Logistic, Courier/ Freight/ Transportation	147	141	-4%
Automotive/ Ancillaries / Tyres	146	139	-5%
Consumer Goods/ FMCG, Food & Packaged Food	126	118	-6%

**Occupation Year-over-year Trends:** 10 out of the 13 occupation groups monitored by the Index saw online demand exceed the year-ago level.

- **Software, Hardware, Telecom** professionals (up 35 percent) saw the most notable growth in demand among all occupations groups even in January
- **Engineering /Production** (up one percent) saw marginal improvement in demand vis-à-vis the corresponding period a year-ago. The group registered a positive year-on-year growth rate after 10 months
- **Sales & Business Development** (up six percent) professionals recorded positive growth on the year. **Marketing & Communications** (up 18 percent) professional registered a double-digit growth in demand between Jan'13 and Jan'14
- **Senior Management** (down 13 percent) registered a negative annual growth for the thirteenth month. Nevertheless, the group exhibited a 28 percentage point improvement in the rate of annual growth between December'13 and January'14

- **Arts/Creative** (down 30 percent) saw the most dramatic drop in demand between January 2013 and 2014

### Top Growth Occupations

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Software, Hardware, Telecom	110	148	35%
HR & Admin	118	150	27%
Finance & Accounts	101	123	22%
Marketing & Communications	103	122	18%
Legal	133	156	17%

### Lowest Growth Occupations

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Hospitality & Travel	147	150	2%
Engineering /Production	115	116	1%
Purchase/ Logistics/ Supply Chain	136	135	-1%
Senior Management	106	92	-13%
Arts/Creative	151	106	-30%

**Geographic year-over-year Trends:** Online opportunities exceeded the year-ago level in 11 of the 13 cities monitored by the Index.

- **Mumbai** (up 18 percent); **Bangalore** (up 22 percent); **Delhi-NCR** (up 13 percent) and **Hyderabad** (up 20 percent) saw significant improvement in the rate of long-term growth each charting a double-digit growth on the year. **Bangalore** followed by **Hyderabad** led all cities year-on-year
- **Baroda** (down 27 percent) and **Coimbatore** (down seven percent) are the only cities to record a negative annual growth. Baroda saw the steepest annual decline among all cities

### Top Growth Cities

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Bangalore	141	172	22%
Hyderabad	127	153	20%
Kolkata	133	160	20%
Pune	129	153	19%
Mumbai	136	161	18%

### Lowest Growth Cities

Year-over-year Growth	Jan 13	Jan 14	% Growth Y-o-y
Kochi	167	176	5%
Chennai	134	140	4%
Jaipur	146	149	2%
Coimbatore	148	137	-7%
Baroda	159	116	-27%

## By Industry

	2013												2014
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
IT - Hardware, Software	138	138	141	140	135	146	142	142	140	145	150	169	175
BPO/ITES	128	133	147	149	124	121	118	115	113	118	113	123	135
Engineering, Cement, Construction, Iron/Steel	120	111	116	127	117	123	123	118	111	121	124	131	137
Banking/Financial Services/Insurance	102	105	109	108	97	97	98	89	90	100	96	105	119
Education	117	114	116	120	124	125	117	112	107	109	116	116	125
Production and Manufacturing	82	81	87	86	87	81	79	77	78	83	73	76	84
Automotive/Ancillaries/Tyres	146	123	151	149	138	132	127	123	114	123	120	127	139
Telecom/ISP	89	90	102	112	100	98	109	96	83	98	103	122	108
Oil/Gas/Petroleum, Power	123	126	130	132	125	129	126	128	103	129	141	149	149
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	136	141	153	155	144	142	134	139	130	143	139	152	158
Advertising, Market Research, Public Relations	107	114	123	132	104	103	98	99	96	102	104	113	128
Travel & Tourism	155	149	156	161	136	140	131	123	117	141	140	148	160
Home Appliances	129	138	146	149	131	133	118	126	124	125	121	128	146
Media & Entertainment	141	137	155	161	116	118	112	105	96	115	123	136	153
Chemicals/Plastic/Rubber, Paints, Fertilizer/Pesticides	108	114	134	145	109	100	85	88	79	89	88	101	109
Consumer Goods/FMCG, Food & Packaged Food	126	127	141	145	122	118	116	118	102	114	115	121	118
Garments/Textiles/Leather, Gems & Jewellery	149	162	173	187	142	135	130	128	119	140	141	150	153
Real Estate	148	158	166	175	153	153	150	143	138	143	141	153	158
Retail	151	164	172	169	163	164	147	150	145	159	149	161	192
Logistic, Courier/Freight/Transportation	147	147	155	158	132	131	127	123	109	121	118	128	141
Import/Export	98	103	117	126	114	111	103	108	106	107	100	109	116
Government/PSU/Defence	107	111	117	125	96	98	105	92	83	94	142	108	110
Shipping/Marine	152	184	190	172	130	116	119	132	124	132	145	139	156
Printing/Packaging	114	128	142	154	112	115	105	106	102	117	114	122	126
NGO/Social Services	133	141	149	161	128	112	107	119	108	121	114	121	135
Agro based industries	127	146	158	173	123	126	122	112	105	119	129	133	137
Office Equipment/Automation	97	110	127	129	105	100	96	98	89	102	97	107	118

## By Occupation

	2013												2014
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Software, Hardware, Telecom	110	113	119	118	112	117	114	119	115	114	125	137	148
Customer Service	125	135	147	149	134	125	117	116	111	120	116	120	129
Engineering/Production	115	116	116	113	109	110	105	104	97	110	108	106	116
Finance & Accounts	101	102	103	105	101	104	100	96	95	108	104	111	123
Sales & Business Development	133	138	142	146	141	136	127	129	123	141	135	131	141
Senior Management	106	68	72	77	69	71	64	75	71	68	76	82	92
HR & Admin	118	121	122	123	118	116	106	105	106	126	127	124	150
Marketing & Communications	103	104	104	109	104	104	104	101	94	105	99	107	122
Health Care	133	138	147	142	139	141	126	138	123	136	134	148	154
Purchase/Logistics/Supply Chain	136	136	131	135	128	134	128	127	123	130	129	129	135
Hospitality & Travel	147	141	139	138	130	138	148	128	123	140	137	144	150
Legal	133	143	145	144	130	132	128	131	130	142	144	149	156
Arts/Creative	151	154	142	149	102	104	102	101	102	104	103	104	106

## By Local Market

	2013												2014
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Mumbai	136	146	147	147	130	131	125	138	135	141	146	149	161
Bangalore	141	149	157	155	135	139	133	143	144	142	153	162	172
Delhi-NCR	132	137	137	144	134	135	131	131	130	130	133	140	149
Hyderabad	127	138	136	138	125	128	124	128	129	128	138	146	153
Chennai	134	142	142	143	127	129	119	125	126	126	133	136	140
Pune	129	135	135	136	123	125	125	130	130	129	136	141	153
Kolkata	133	137	135	140	136	141	135	134	136	127	131	150	160
Ahmedabad	126	129	132	129	115	120	114	124	126	124	126	135	144
Chandigarh	134	143	159	152	133	140	135	137	133	144	148	152	150
Kochi	167	141	159	169	139	141	138	141	137	156	162	165	176
Baroda	159	136	145	154	100	108	93	97	101	108	107	111	116
Coimbatore	148	144	152	179	132	128	128	132	133	150	133	133	137
Jaipur	146	156	169	173	149	151	143	146	143	141	136	135	149

### **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](http://www.monster.com). More information about Monster Worldwide is available at <http://about-monster.com/>

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