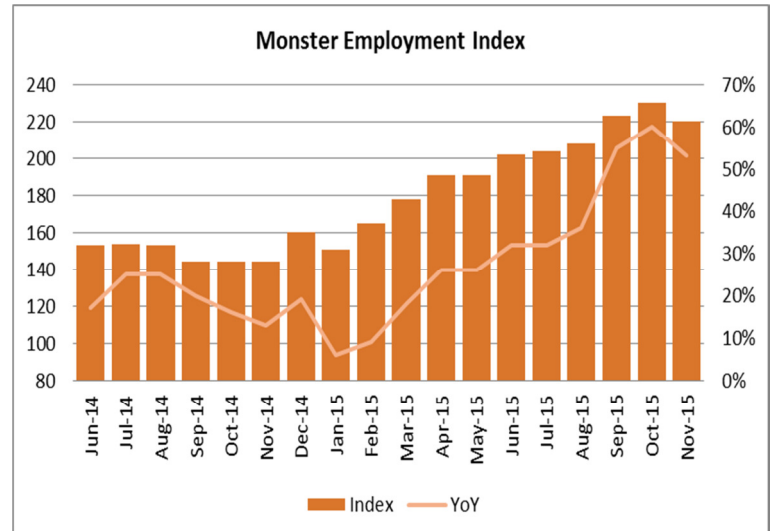


monster® EMPLOYMENT INDEX

Monster Employment Index India exceeds the year-ago level by 53 Percent

- **Monster Employment Index India exceeds the year-ago level by 53 percent.**
- **Year-on-year, Retail leads all industry sectors followed closely by IT - Hardware, Software**
- **Oil/ Gas/ Petroleum, Power sector registers the steepest decline in online recruitment activity even this month**
- **Health Care is the most in-demand occupation group**
- **Baroda followed by Ahmedabad and Mumbai occupy the leading position amongst the top employment generating cities, year-on-year**



“The Index for November 2015 exceeded by 53 percent when compared to a muted growth in November last year. This is a reflection of increased positive business sentiment and faith on business potential from mid to long term perspective. Emerging sectors such as e-commerce (along with retail) have dominated the market with the right kind of enthusiasm. That’s one of the reasons why we see the retail sector achieving the strongest growth y-o-y. The government’s push towards the healthcare reforms corroborates the most in-demand occupation growth in the sector. If we closely look at some of the other pivotal sectors such as infrastructure, power and manufacturing, those haven’t taken off as expected, resulting in subdued job opportunities.” **Sanjay Modi, Managing Director, Monster.com (India, Middle East, South East Asia and Hong Kong).**

“India recorded a GDP growth rate of 7.4 per cent for the quarter ending September, higher than 7 per cent in the April-June quarter. Clearly one is witnessing signs of economic growth. Manufacturing too recorded a significant growth of 9.3 percent for the September quarter, which demonstrates the impetus and focus towards manufacturing. The government without a doubt is building business confidence, but what’s required is consistency of growth. That can only be achieved if there is far more emphasis in pushing reforms that foster an ecosystem of ease of doing business and faster approvals.” added **Modi.**

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

Jun 14	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	Y-O-Y
153	154	153	144	144	144	160	151	165	178	191	191	202	204	208	223	230	220	53%

Industry Year-over-year Trends: Online recruitment activity surpassed the year-ago level in 22 of the 27 industry sectors monitored by the Index.

- **Retail** led all industry sectors charting the steepest annual growth. A 75 percent growth from the year-ago is the highest in the series. It is notable, however, that the sector has been recording negative three-month growth successively since September 2015, indicative of slowdown in hiring activity in the recent months.
- The long-term growth momentum eased for **IT - Hardware, Software** (up 74 percent); down by 10 percentage points from October (84 percent). Month-on-month, there has been a six percent drop in online hiring. Nevertheless, the sector continues to be amongst the top recruiting sectors, second in the rung. The long-term growth rate in the **BPO/ITES** (up 45 percent) sector continues to trend upward vis-à-vis the previous months; 35 percent in September 2015 and 42 percent in October 2015.
- Online recruitment activity in the Manufacturing and Commerce decelerated following steep growth in the past months. The long-term growth momentum eased 45 percentage points and nine percentage points respectively for **Production and Manufacturing** (up 67 percent) and **Logistic, Courier/ Freight/ Transportation** (up 16 percent) vis-à-vis October 2015. For the first time since October 2014, both these sectors also registered a negative three-month growth rate. Nonetheless, Production and Manufacturing is one of the top hiring sectors even in November. The related **Automotive/ Ancillaries / Tyres** (up 16 percent) sector also recorded marginal slowdown in the pace of growth year-on-year (up by 19 percent in October 2015).
- **Banking/ Financial Services, Insurance** recorded a 58 percent growth in opportunities from the year ago; this is the lowest recorded since May 2015. Online recruitment in the sector plunged 13 percent on the month.
- The steepest annual decline was registered in the **Oil/ Gas/ Petroleum, Power** (down eight percent) sector.

Top Growth Industries

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Retail	155	271	75%
IT - Hardware, Software	191	333	74%
Media & Entertainment	113	192	70%
Production and Manufacturing	93	155	67%
Banking/ Financial Services , Insurance	108	171	58%

Lowest Growth Industries

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Government/ PSU/ Defense	87	87	0%
Agro based industries	117	117	0%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	82	80	-2%
Printing/ Packaging	138	134	-3%
Oil/ Gas/ Petroleum, Power	130	119	-8%

E-Commerce: The e-commerce sector indicated continual growth in online recruitment activity, month-on-month, until October 2015. Online demand in the sector has eased-up this month. The sector registered fewer opportunities on the month; down by one percent. The six-month growth rate has also moderated from 36 percent in October 2015 to 31 percent in November 2015.

Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	M-O-M	6-Month
88	90	99	102	107	114	119	118	-1%	31%

Occupation Year-over-year Trends: All 13 occupation groups monitored by the Index exhibit an uptrend in online demand.

- A 72 percent growth in demand for **Health Care** professional's year-on-year is the steepest among all job roles. The growth momentum, nevertheless, eased significantly from 100 percent in October and 84 percent in September 2015. Among all job roles, the group witnessed the most notable drop in demand month-on-month; down 17 percent.
- **Customer Service** is the only group to exhibit an improved year-on-year growth rate between October (up 21 percent) and November (up 38 percent) 2015. The group has been recording progressive growth in online demand since July 2015.
- Online demand continues to be high for **Sales & Business Development** (up 68 percent); **Arts/Creative** (up 62 percent); and **Senior Management** (up 61 percent) professionals. The pace of growth year-on-year, however, moderated in each case.
- Online demand for **Purchase/ Logistics/ Supply Chain** (up seven percent) appears to have rebounded. The group registered the second positive year-on growth this month. The rate of growth, however, is the most controlled among all monitored job roles even this month.

Top Growth Occupations

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Health Care	144	248	72%
Sales & Business Development	149	250	68%
Arts/Creative	123	199	62%
Senior Management	98	158	61%
Marketing & Communications	132	206	56%

Lowest Growth Occupations

Year-over-year Growth	Nov 14	Nov 15	% Growth Y-o-Y
Hospitality & Travel	143	202	41%
Customer Service	124	171	38%
Legal	166	216	30%
HR & Admin	133	171	29%
Purchase/ Logistics/ Supply Chain	150	161	7%

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

- **Baroda** (up 61 percent) continues to lead all monitored cities by the way of long-term growth despite moderation in the pace of growth. **Ahmedabad** (up 60 percent) was second in rung, as the year-on-year growth momentum eased 13 percentage points from 73 percent in October 2015.
- Once again, year-on-year growth rate diminished in all prime metros. **Mumbai** with a 58 percent growth in hiring from the year-ago was among the top employment generating cities. The annual growth momentum slowed the most in **Delhi-NCR** (up 24 percent) and the least in **Hyderabad** (up

52 percent) between October and November 2015. Delhi-NCR also registered 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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