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EMPLOYMENT INDEX

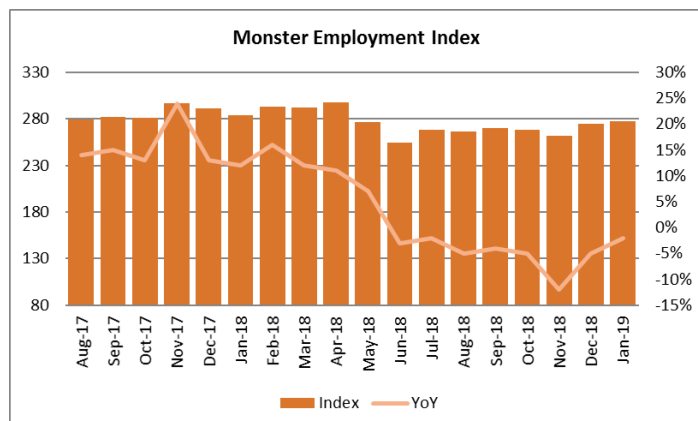
Retail (up 42 percent) leads the online hiring demand: Monster Employment Index January 2019

- **Production & Manufacturing sector (up 41 percent) saw the second highest Y-o-Y growth**
- **The BPO/ITES sector (up six percent) registered positive Y-o-Y growth for the first time since May 2017**
- **Y-o-Y increase in demand for professionals in Healthcare (up 17 percent) and HR & Admin (up 8 percent)**
- **Chandigarh (up 7 percent) tops the Y-o-Y growth chart of online recruitment activities**

[Monster Employment Index](#) for January 2019 registered **2 percent Y-o-Y decline** in online recruitment activities. However, the **Retail** (up 42 percent) saw steep increase in hiring activity when compared to the year-ago level and led all monitored industry sectors by the way of long-term growth.

This was followed by e-recruitment activity in **Production and Manufacturing** (up 41 percent). The sector was among the top hiring sectors even in January 2019 charting progressive growth on the year.

Notably, online demand in **Logistic, Courier/ Freight/ Transportation** sector surpassed the year-ago level by nine percent following low level since **October 2018**. The sector also registered 10 percent increase in hiring activity on a month-on-month basis.



Online demand in **Banking/ Financial Services, Insurance** regressed below the corresponding period a year-ago for the first time since September 2013. Demand on the month registered marginal one percent growth.

Occupation wise, the Y-o-Y demand for **Healthcare professionals (up 17 percent)** led all monitored job roles. **HR & Admin.** was the next most demanded occupational category witnessing **8 percent** increase on the year. **Purchase/ Logistics/ Supply Chain (up three percent)** was the only other job role to register rise in hiring demand on a year-on-year basis.

City-wise online hiring trend, **Chandigarh (up 7 percent)** and **Jaipur (up 5 percent)** led all monitored cities in online recruitment. **Bangalore** (up one percent) witnessed growth on the year following declining trend since June 2018. Year-on-year growth rate indicated signs of recovery in other key cities as well. **Mumbai** and **Delhi-NCR** registered five percent decline from the year-ago this month; down from a decline of seven percent in December 2018.

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

Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Y-O-Y
279	282	281	297	291	284	293	292	298	276	254	268	266	270	268	262	275	277	-2%

Industry Year-over-year Trends: Online demand exceeded the year-ago level in 14 of the 27 industry sectors monitored by the Index.

- **Retail** (up 42 percent) saw steep increase in hiring activity when compared to the year-ago level and led all monitored industry sectors by the way of long-term growth. Online demand grew 10 percent month-on-month in December followed by an additional five percent increase this month. Nevertheless, recruitment in the sector continued to be lower than the six-month ago level.
- E-recruitment activity in manufacturing and commerce continued to grow. **Production and Manufacturing** (up 41 percent) was among the top hiring sectors even in January 2019 charting progressive growth on the year. Month-on-month demand rose by five percent. **Logistic, Courier/ Freight/ Transportation** sector registered growth this month; online demand surpassed the year-ago level by nine percent following low level since October 2018. The sector also registered 10 percent increase in hiring activity on a month-on-month basis. The related **Automotive/ Ancillaries/Tyres** (down three percent) sector, nevertheless, continued to chart fewer opportunities on the year despite moderation in the rate of decline.
- Online demand in **Banking/ Financial Services, Insurance** regressed below the corresponding period a year-ago for the first time since September 2013. Demand on the month registered marginal one percent growth.
- Year-on-year, there has been a steady rise in hiring demand in **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (up 15 percent); and **Education** (up 12 percent) sector. The sectors witnessed two percent and four percent increase in online recruitment activity respectively, on-the-month.
- **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (down 16 percent) exhibited the steepest annual decline among all monitored sectors.

Top Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Retail	260	370	42%
Production and Manufacturing	174	246	41%
Office Equipment/Automation	100	134	34%
Travel and Tourism	266	319	20%

Lowest Growth Industries

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Printing/ Packaging	180	162	-10%
Agro based industries	137	121	-12%
Telecom/ISP	276	240	-13%
Import / Export	117	101	-14%

Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	330	379	15%
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Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	148	124	-16%
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E-Commerce: E-commerce sector registered the fourth successive growth on the year; up by 13 percent. Demand on the month increased by six percent and surpassed the three-month and six-month ago level by seven percent and 11 percent respectively.

Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Y-O-Y
116	117	115	117	114	115	119	119	119	117	117	117	112	116	121	121	123	130	13%

Occupation Year-over-year Trends: Online recruitment activity surpassed the year-ago level in three of the 13 occupation groups monitored by the Index.

- Aligning with rising opportunities in health care sector there is an increase in demand for **Health Care** professionals as well. Year-on-year, growth rate for the occupation group paced up from eight percent in December 2018 to 17 percent in January 2019. Demand on the month increased by four percent. Professionals at senior (11-15 years) levels and top-management (>15 years) registered five percent and three percent rise in demand respectively while entry level (0-3 years) professionals saw five percent increase.
- HR & Admin.** was the next most demanded occupational category witnessing eight percent increase on the year. Online demand for the job role strengthened mostly at Entry level (0-3 years) and top-management (>15 years) level; up by 20 percent and 12 percent respectively. Demand at mid-senior (7-10 years) level eased by one percent.
- Purchase/ Logistics/ Supply Chain** (up three percent) was the only other job role to register rise in hiring demand on a year-on-year basis. The group saw notable increase in demand for professionals at top-management (up 20 percent) level.
- Online demand for **Software, Hardware, Telecom** professionals matched the year-ago level following successive de-growth since June 2018. The year-on-year growth rate recovered for **Customer Service** professionals as well; from a decline of eight percent December 2018 to (-) three percent in January 2019.
- Among occupation groups, **Arts/Creative** (down 19 percent) registered the steepest annual decline yet again.

Top Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Health Care	373	435	17%
HR & Admin	215	233	8%
Purchase/ Logistics/ Supply Chain	194	199	3%

Lowest Growth Occupations

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Sales & Business Development	399	387	-3%
Customer Service	259	251	-3%
Hospitality & Travel	237	219	-8%

Legal	250	251	0%
Software, Hardware, Telecom	350	350	0%

Marketing & Communications	267	243	-9%
Arts/Creative	218	176	-19%

Year-over year Trends by Experience level: Occupations

Top Growth Occupations/Experience	0-3 YR	4-6 YR	7-10 YR	11-15 YR	>15 YR
Health Care	5%	-2%	-1%	5%	3%
HR & Admin	20%	3%	-1%	5%	12%
Purchase/ Logistics/ Supply Chain	7%	-2%	0%	9%	20%
Legal	-2%	-6%	-4%	-7%	-6%
Software, Hardware, Telecom	-2%	-6%	-24%	2%	3%

Geographic Year-over-year Trends: E-recruitment activity exceeded the year-ago level in three of the 13 cities monitored by the Index.

- Year-on-year, **Chandigarh** (up seven percent) and **Jaipur** (up five percent) led all monitored cities in online recruitment. Demand on the month grew by marginal one percent.
- Bangalore** (up one percent) witnessed growth on the year following declining trend since June 2018. Year-on-year growth rate indicated signs of recovery in other key cities as well. **Mumbai** and **Delhi-NCR** registered five percent decline from the year-ago this month; down from a decline of seven percent in December 2018. **Hyderabad** witnessed four percent decline on the year; down from six percent decline registered in December 2018. Similarly, in **Chennai** the rate of decline recovered from five percent in December 2018 to two percent in January 2019.
- Coimbatore** (down 10 percent); **Ahmedabad** (down 14 percent); **Kochi** (down 17 percent) and **Baroda** (down 22 percent) registered double-digit decline in online hiring activity, on-the-year. Demand on the month was, also subdued. Coimbatore witnessed the steepest decline on the month among all monitored cities; down by seven percent.

Top Growth Cities

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Chandigarh	327	350	7%
Jaipur	303	317	5%
Bangalore	335	340	1%
Pune	290	290	0%

Lowest Growth Cities

Year-over-year Growth	Jan 18	Jan 19	% Growth Y-o-Y
Mumbai	323	308	-5%
Coimbatore	312	280	-10%
Ahmedabad	372	320	-14%
Kochi	308	256	-17%

Chennai	241	236	-2%
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Baroda	285	223	-22%
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Month-over-month Trends for Key Industries & Occupations in Prime Cities:

- Bangalore and Hyderabad aside all key cities recorded increase in hiring demand in **Production and Manufacturing** sector even this month; Mumbai (up three percent); Chennai (up four percent) and Delhi-NCR (up one percent).
- **Engineering, Cement, Construction, Iron/ Steel** sector witnessed reduction in hiring demand in all key cities; Hyderabad (down 10 percent) registered the steepest decline. **IT - Hardware, Software** recorded increased demand in Bangalore (two percent) and Delhi-NCR (two percent) while e-recruitment in **Banking/ Financial Services, Insurance** gained momentum in Delhi-NCR (eight percent) and Mumbai (two percent).
- Mumbai aside, demand for **Marketing & Communications** professionals recorded growth in all key cities this month. **Finance and Account; HR and Admin.** professionals saw reduced demand in all key cities while demand for **Software, Hardware, Telecom** grew in Bangalore and Delhi-NCR.

Industries/Cities

Month-over-month Growth	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
Banking/ Financial Services, Insurance	1%	-1%	8%	0%	2%
BPO/ITES	-6%	0%	2%	-7%	-3%
Engineering, Cement, Construction, Iron/ Steel	-6%	-5%	-3%	-10%	-4%
IT - Hardware, Software	2%	0%	2%	-1%	-3%
Production and Manufacturing	-6%	4%	1%	-2%	3%

Occupations/Cities

Month-over-month Growth	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
Marketing & Communications	1%	4%	1%	3%	-2%
Finance and Accounts	-3%	-5%	-2%	-2%	1%
HR and Admin.	-3%	-8%	0%	-7%	-2%
Sales & Business Development	1%	-1%	3%	-2%	1%
Software, Hardware, Telecom	4%	-1%	2%	0%	0%

About the **Monster Employment Index**

The Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity 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, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. 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. Monster Employment Index was first launched in India in May 2010 with data collected since October 2009 followed by Gulf in April 2011 with data collected since October 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

About Monster APAC & Gulf

Monster, for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

Monster in APAC & Gulf started its operations with India, in 2001 and has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia. In India it is headquartered in Hyderabad, and has presence in 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. Monster Mobile App in India was voted Product of the Year in 2016 under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. 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.

Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

To learn more about Monster in APAC & Gulf, visit: www.monsterindia.com | www.monstergulf.com | www.monster.com.sg | www.monster.com.my | www.monster.com.ph | www.monster.com.hk

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