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Employment Index

Dec 2020

Hiring Trends in India



Contents

01 Key Highlights of the Month

Page 3

02 Hiring Trends - Summary

Page 4

03 Hiring Trends - Industry

Page 5

04 Hiring Trends - Functional Area

Page 6

05 Hiring Trends - Across Cities

Page 7

06 Hiring Trends - Experience Level

Page 8

07 Data & Methodology

Page 9

08 About Monster APAC & Gulf

Page 10

09 Annexure

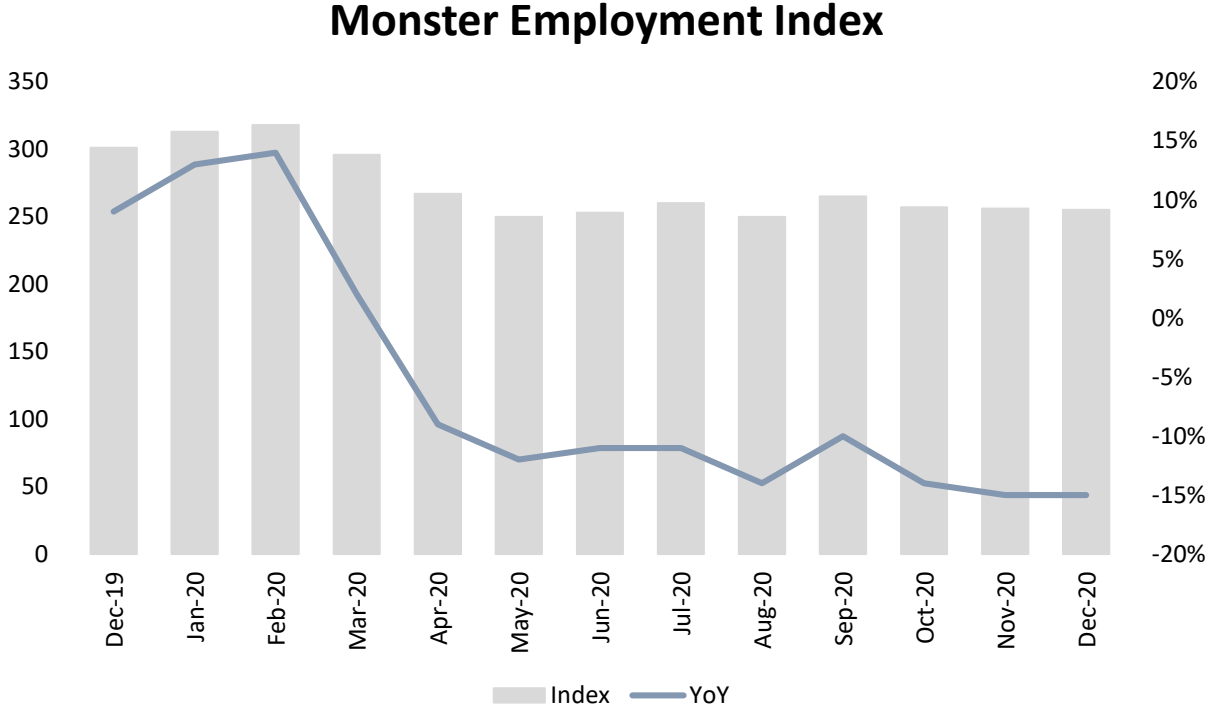
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Key Highlights of the Month

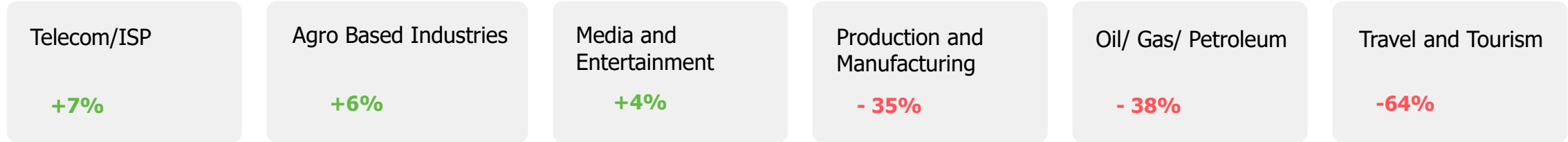
Monster Employment Index India witnesses year-on-year decline of 15% in December 2020

- ✓ The Monster Employment Index (MEI) decreased to 255 in December 2020 from 301 in December 2019.
- ✓ Month-on-month, it still remained constant with 0% as November 2020 saw an index of 256.

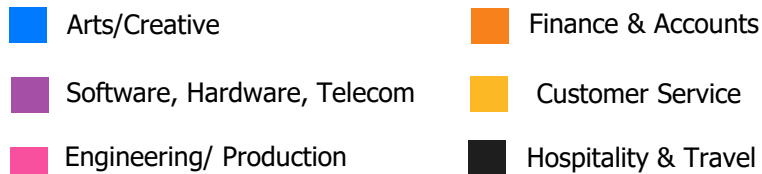
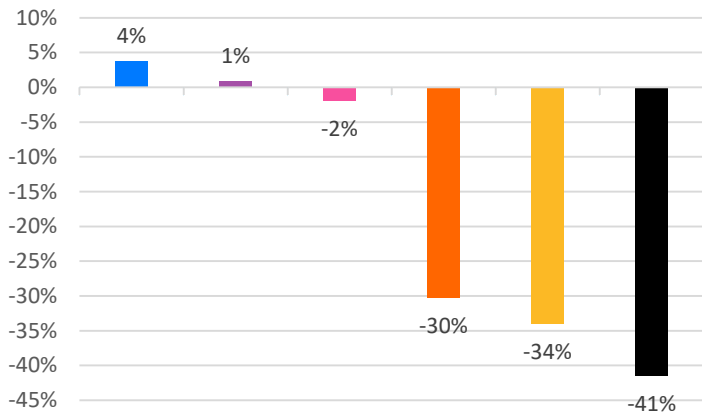


Hiring Trends – Summary*

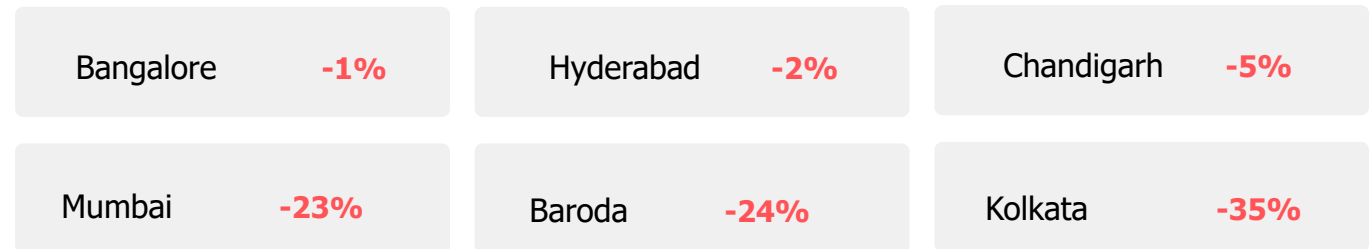
INDUSTRY



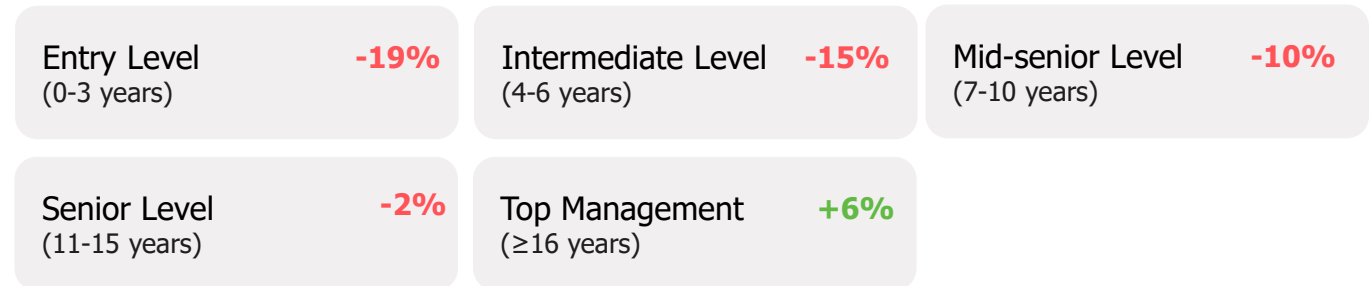
FUNCTIONAL AREA



ACROSS CITIES



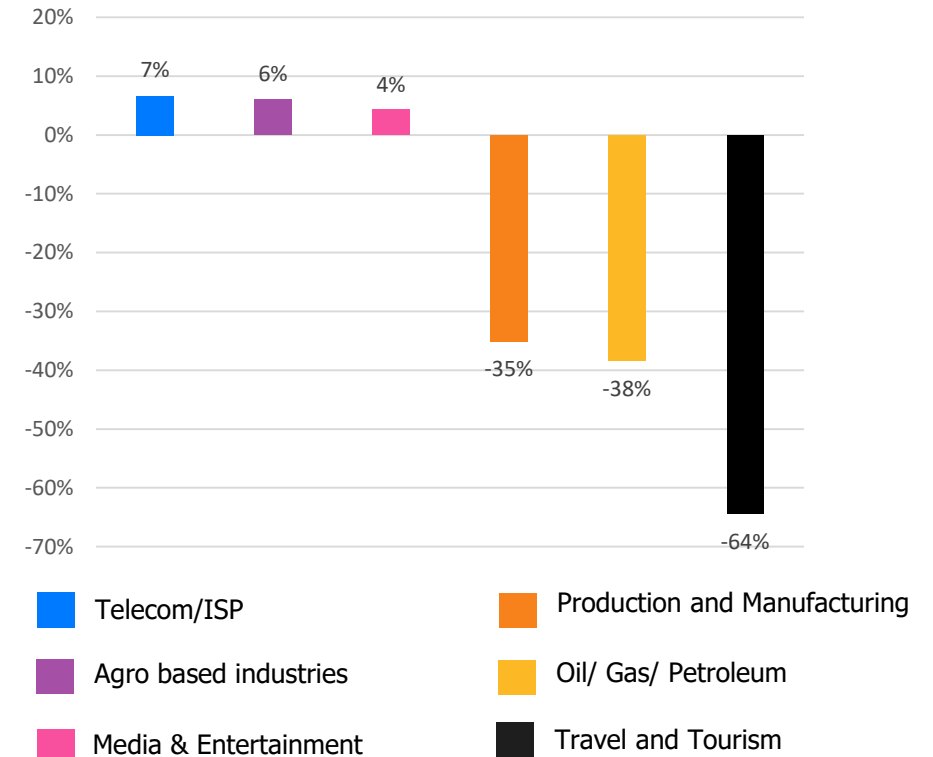
WORK EXPERIENCE



Hiring Trends – Industry*

Online hiring demand in December '20 exceeded December '19 level in 3 of the 27 Industries monitored by the Index

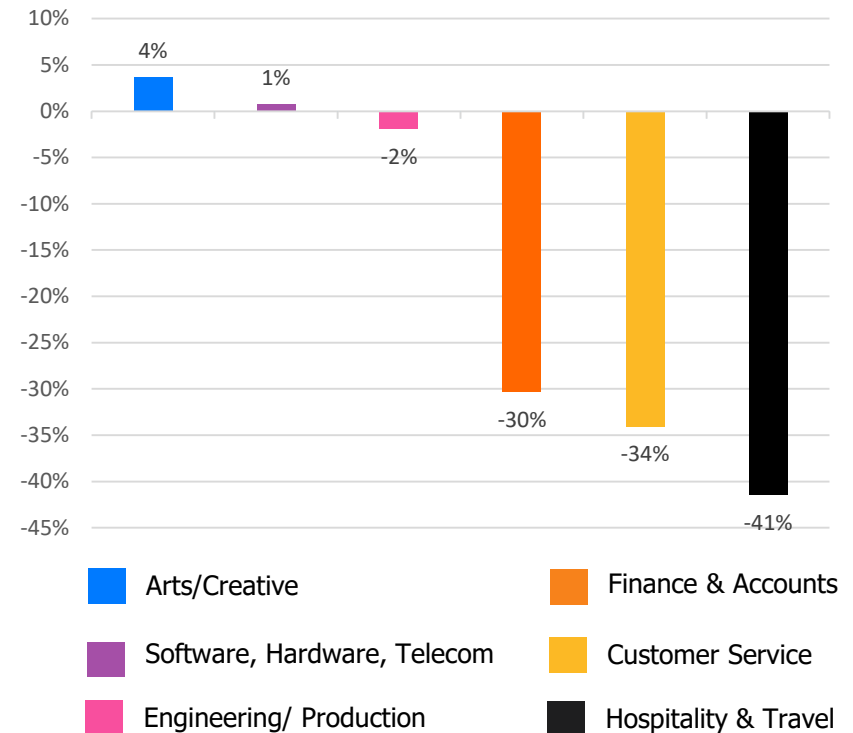
- ✓ Year-on-year, **Telecom/ISP** (+7%) indicated higher growth in e-recruitment activity among industries followed by **Agro Based Industries** (+6%) and **Media & Entertainment** (+4%). Rest of the monitored Industries showed a downward trend in online demand for hiring.
- ✓ Industries that continued to decline in annual growth are **Travel and Tourism** (-64%), **Oil/ Gas/ Petroleum** (-38%), **Production and Manufacturing** (-35%) and **FMCG, Food & Packaged Food** (-33%) .
- ✓ Some of the major industries that receded year-on-year growth include- **IT-Hardware, Software** (-4%), **Advertising, MR, PR** (-6%), **Printing/ Packaging** (-7%), **Logistics, Courier/ Freight/ Transportation** (-12%), **Banking/ Financial Services, Insurance** (-27%), **Engineering, Cement, Construction, Iron/ Steel** (-26%) and **BPO/ITES** (-32%).



Hiring Trends - Functional Area*

Annual online demand for professionals reflected growth in 2 of the 14 functional areas as tracked by the Index

- ✓ Online demand for professionals in job-roles- **Arts/Creative** (+4%) and **Software, Hardware, Telecom** (+1%) increased whereas **Engineering/Production** (-2%) showed a slight dip between December 2019 and 2020.
- ✓ Functional roles in **Hospitality & Travel** (-41%), **Customer Service** (-34%), **Finance and Accounts** (-30%) and **Senior Management** (-24%) witnessed the sharpest annual dip.
- ✓ Other functional areas to register decline include- **Marketing & Communications** (-7%), **Purchase/ logistics/ Supply Chain** (-11%), **Healthcare** (-14%), **Sales & Business Development** (-17%) and **HR & Admin** (-22%).



Hiring Trends - Across Cities*

Online hiring demand monitored by the Index showed dip in all the 13 cities from a year ago level

- Recruitment activities showed downtrend in hiring demand in all the cities between December 2019 and 2020.
- All other monitored cities witnessed decline in hiring activity from the year-ago level- **Bangalore** (-1%), **Hyderabad** (-2%), **Chandigarh** (-5%), **Jaipur** (-9%), **Pune** (-10%), **Chennai** (-12%), **Kochi** (-14%), **Delhi-NCR** (-16%), **Mumbai** (-23%) and **Kolkata** (-35%).
- Although there is decrease in demand in almost all the cities, some of the industries showed the notable growth; **IT - Hardware, Software** (+9%) in Hyderabad saw an uptrend. Among functions, **Software, Hardware, Telecom** (+10%) in **Hyderabad** reflected huge demand for professionals.

Y-o-Y Trend of Prime Industries and Functions in Key Cities					
	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
INDUSTRIES					
Banking/ Financial Services, Insurance	-14%	-37%	-36%	-10%	-19%
BPO/ITES	-9%	-18%	-29%	-5%	-18%
Engineering, Cement, Construction, Iron/ Steel	-24%	-24%	-22%	-16%	-21%
IT - Hardware, Software	8%	8%	-4%	9%	-13%
Production and Manufacturing	-7%	-16%	-28%	-10%	-25%
FUNCTIONS					
Marketing & Communications	-7%	6%	-13%	-6%	-27%
Finance and Accounts	-19%	-39%	-18%	-15%	-22%
HR and Admin	-20%	-24%	-23%	-13%	-27%
Sales & Business Development	-12%	-13%	-14%	-9%	-28%
Software, Hardware, Telecom	9%	4%	-1%	10%	-10%

Hiring Trends - Experience Level*

0 - 3 Years

-19%

Demand for entry-level job seekers with experience of 0-3 years decreased by 19%

4 - 6 Years

-15%

Hiring for Intermediate level roles with an experience of 4-6 years fell by 15%.

7 - 10 Years

-10%

Mid-senior level roles with 7-10 years of experience saw a decline of 10%.

11 - 15 Years

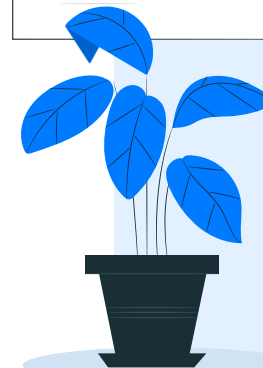
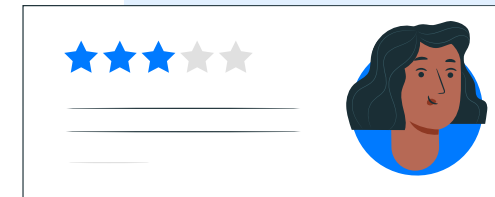
-2%

Hiring for Senior level roles with 11-15 years of experience decreased by 2%

≥ 16 Years

+6%

Top Management level professionals witnessed surge of 6%



Data & Methodology

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.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

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.

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 result obtained from the use of such information.



About Monster APAC & Gulf

Monster is a leading online career and recruitment resource, and with its cutting-edge technology, it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster started its operations with India in 2001 and today 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 more than 10 other cities of India, including Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. In India, the Monster Mobile App was voted Product of the Year 2016, under the 'Mobile App Job' category in a survey of over 18,000 people by Nielsen. 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.monster.com.my

www.monstergulf.com

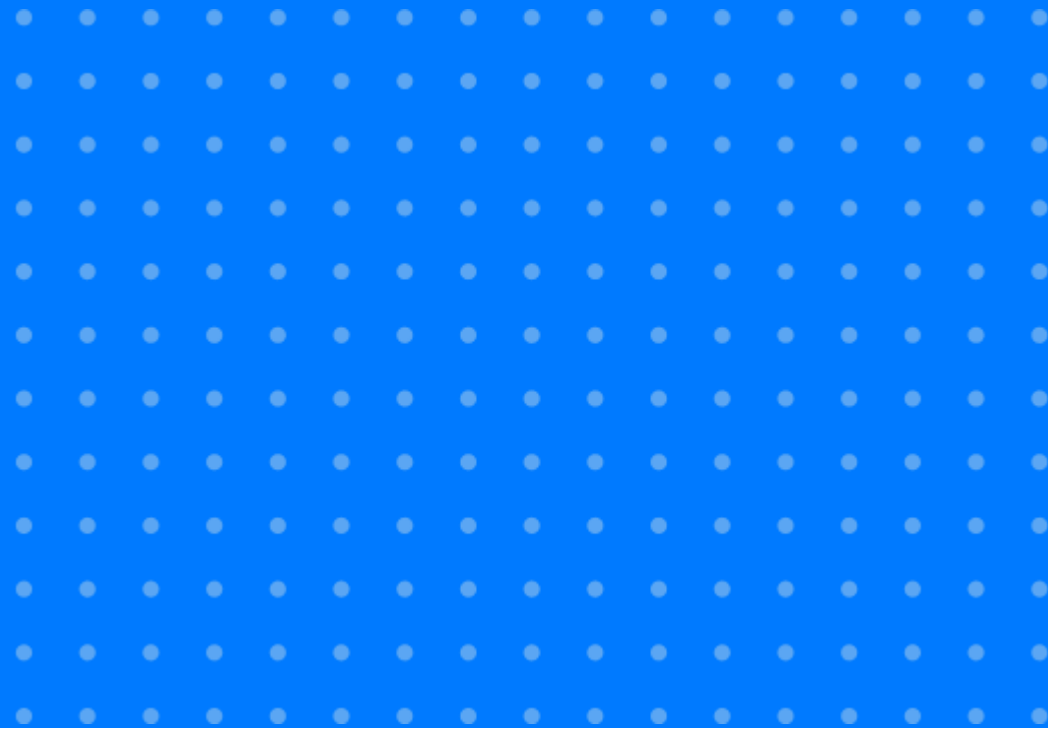
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Annexure



Annexure: Industry Data*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
IT - Hardware, Software	589	625	642	616	585	524	525	516	518	552	539	585	568
BPO/ITES	220	225	228	200	150	139	143	155	146	184	161	154	150
Engineering, Cement, Construction, Iron/ Steel	253	266	270	260	217	200	196	193	194	200	193	187	187
Banking/ Financial Services , Insurance	416	445	468	415	334	298	286	280	275	287	267	317	305
Education	300	301	340	312	277	268	259	249	230	232	210	203	196
Production and Manufacturing	225	214	219	208	155	138	143	151	147	160	143	145	146
Automotive/ Ancillaries / Tyres	159	161	173	158	124	111	112	116	115	128	113	113	116
Telecom/ISP	302	313	304	299	257	261	253	282	277	289	276	287	322
Oil/ Gas/ Petroleum, Power	182	182	178	166	143	125	132	123	122	125	109	107	112

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Annexure: Industry Data*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	398	422	449	421	349	352	376	362	325	354	288	286	306
Advertising, Market Research, Public Relations (PR)	189	194	202	195	176	173	179	181	175	180	176	177	178
Travel and Tourism	396	398	392	340	262	214	194	187	182	165	155	149	141
Home Appliances	698	699	710	620	560	518	525	514	513	506	527	586	525
Media & Entertainment	447	461	484	483	456	445	445	450	441	459	455	457	466
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	133	144	147	134	97	93	99	108	96	129	100	93	107
FMCG, Food & Packaged Food	255	254	265	247	200	178	177	180	162	187	155	162	170
Garments/ Textiles/ Leather, Gems & Jewellery	154	159	160	149	112	100	101	107	112	120	111	114	122

... Continued

Annexure: Industry Data*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Real Estate	182	185	186	178	147	142	145	148	146	160	148	154	150
Retail	513	518	502	473	402	369	362	372	370	392	436	522	418
Logistic, Courier/ Freight/ Transportation	254	262	266	254	213	193	196	220	225	260	238	234	223
Import / Export	103	103	100	90	71	61	66	81	84	90	79	75	86
Government/ PSU/ Defence	97	102	105	101	84	82	84	78	76	77	78	74	73
Shipping/Marine	128	123	132	127	107	105	107	107	106	119	118	112	112
Printing/ Packaging	145	144	156	156	129	131	133	143	140	142	127	122	135
NGO/Social Services	246	239	248	243	226	195	190	189	177	193	190	175	177
Agro based industries	83	82	85	83	76	76	78	86	84	84	84	82	88
Office Equipment/Automation	148	153	165	139	113	108	108	114	106	123	124	113	109

Annexure: Functional Area Data*

Functions	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Software, Hardware, Telecom	372	392	402	380	362	340	345	347	336	361	350	373	375
Customer Service	273	277	284	259	229	221	230	233	224	265	258	178	180
Engineering /Production	261	272	279	267	257	235	241	241	241	248	244	264	256
Finance & Accounts	277	291	292	267	215	203	207	215	204	213	203	200	193
Sales & Business Development	452	456	462	429	378	368	358	360	352	363	367	372	375
Senior Management	270	279	285	264	224	193	193	200	182	211	183	194	206
HR & Admin	220	220	224	209	178	172	173	173	167	171	163	165	172
Marketing & Communications	255	262	263	252	233	234	237	235	238	243	243	241	236
Health Care	423	463	488	457	377	394	430	432	394	449	363	352	364
Purchase/ Logistics/ Supply Chain	206	203	207	194	172	171	176	181	204	201	194	184	184
Hospitality & Travel	275	281	270	230	177	163	161	166	160	159	170	182	161
Legal	255	269	261	251	217	206	203	209	201	216	199	210	198
Arts/Creative	188	191	191	182	176	180	181	183	182	188	187	195	195

Annexure: City Wise Data*

Cities	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Mumbai	320	329	336	305	265	112	242	245	242	268	244	245	247
Bangalore	354	369	385	361	324	146	295	300	298	332	320	350	351
Delhi - NCR	248	251	251	233	207	106	204	210	202	219	200	204	209
Hyderabad	281	293	304	283	252	131	250	257	250	273	258	269	275
Chennai	251	251	261	239	207	111	205	207	200	222	209	215	221
Pune	309	317	329	302	268	137	257	260	253	284	263	271	279
Kolkata	412	425	417	387	391	176	367	378	378	430	343	269	269
Ahmedabad	401	413	415	385	357	188	345	344	350	355	357	336	341
Chandigarh	346	372	374	354	304	181	290	279	322	349	334	336	329
Kochi	280	290	305	279	240	148	263	258	258	265	250	248	240
Baroda	298	323	311	280	264	137	291	286	258	267	246	224	225
Coimbatore	315	311	308	294	266	137	281	282	269	304	262	260	271
Jaipur	317	329	318	291	284	166	306	316	312	324	280	276	287

Annexure: Experience Level Data*

Experience Level	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
0 - 3 years	380	396	400	363	327	320	330	322	309	327	316	311	308
4 - 6 years	318	326	334	305	285	264	271	285	272	287	265	267	271
7 - 10 years	200	201	206	193	178	169	177	185	180	186	173	172	179
11 - 15 years	105	106	106	104	101	98	99	101	100	103	101	102	103
> 16 years	108	109	109	106	104	102	102	103	100	108	108	110	114

Thank you

