

monster®
Find Better.™

Employment Index

June 2022

Hiring Trends in India



Contents

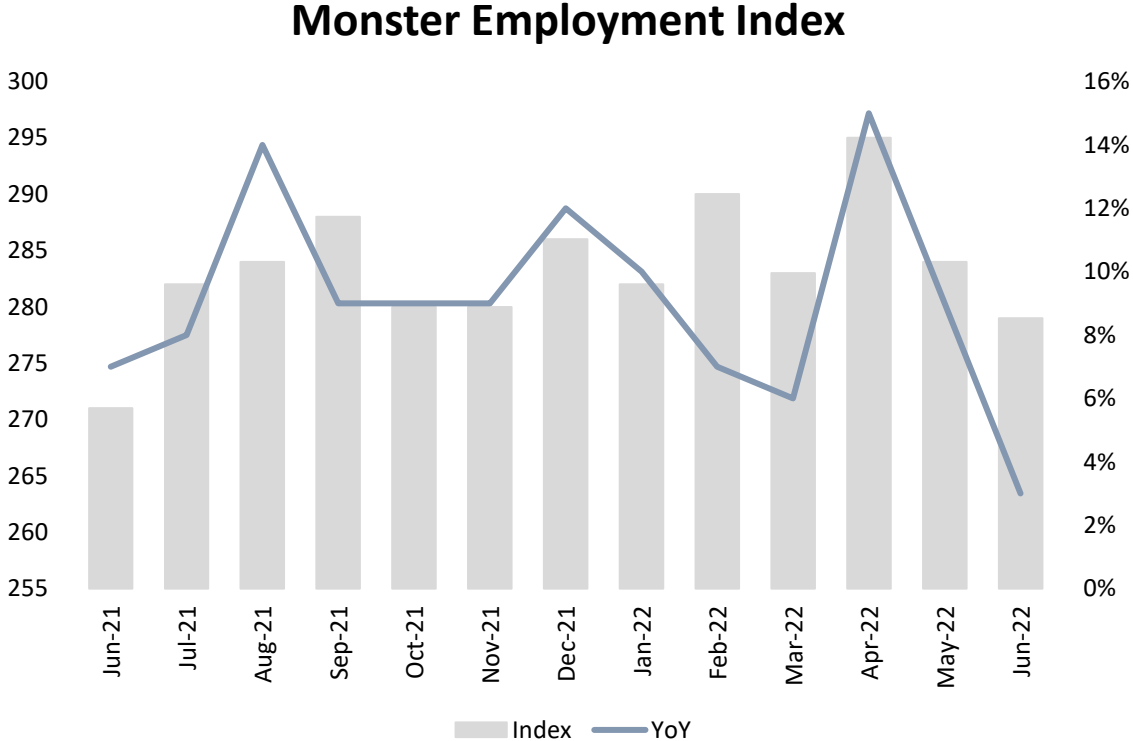


01	Key Highlights of the Month	Page 3
02	Hiring Trends - Summary	Page 4
03	Hiring Trends - Industry	Page 5
04	Hiring Trends - Functional Area	Page 6
05	Hiring Trends - Across Cities	Page 7
06	Hiring Trends - Experience Level	Page 8
07	Data & Methodology	Page 9
08	About Monster APAC & Gulf	Page 10
09	Annexure	Page 12-17

Key Highlights of the Month

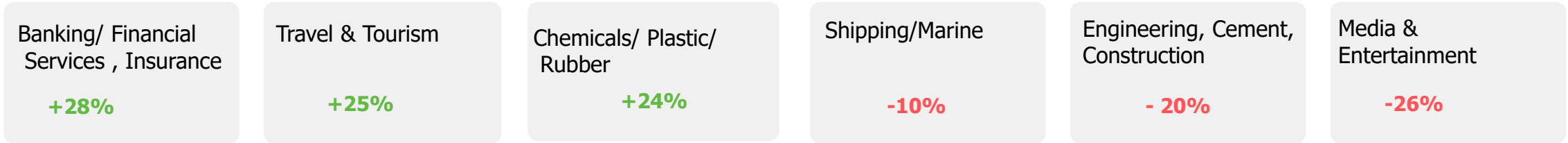
Monster Employment Index for June'22 reports a 3% y-o-y growth in online recruitment activities.

- ✓ The Monster Employment Index (MEI) increased to 279 in June 2022 from 271 in June 2021.
- ✓ MoM, Index has flattened by 2% , as May 2022 saw an index of 284.
- ✓ Amid a storm of uncertainty in global economy and huge startup layoffs, Index saw the reticent level of recruitment and humming job demand in the month of June.

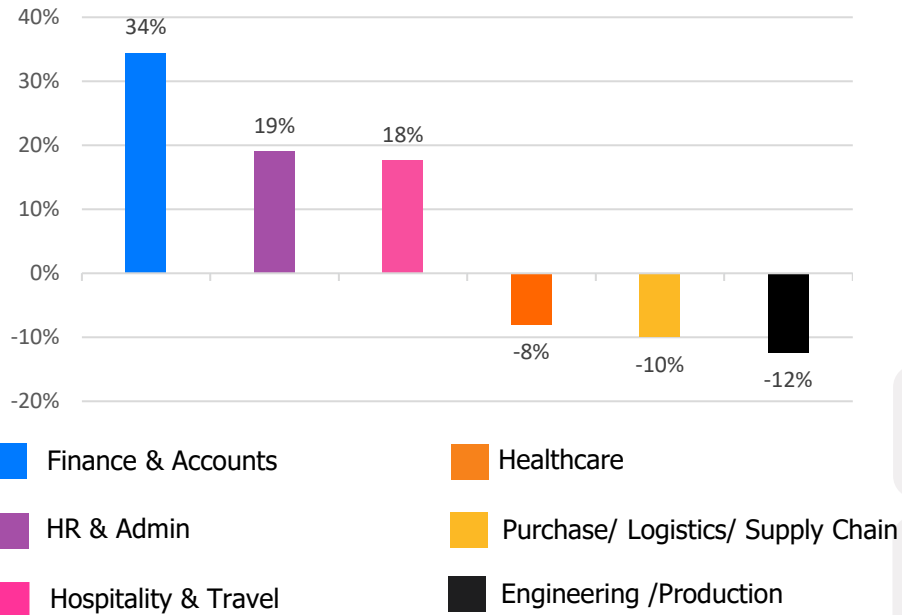


Hiring Trends – Summary*

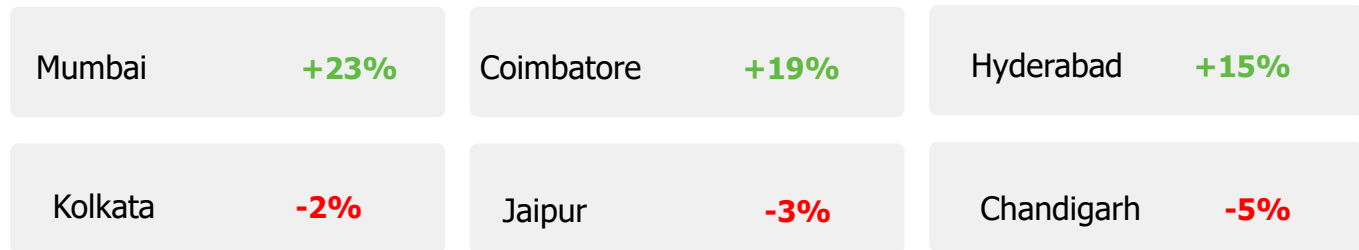
INDUSTRY



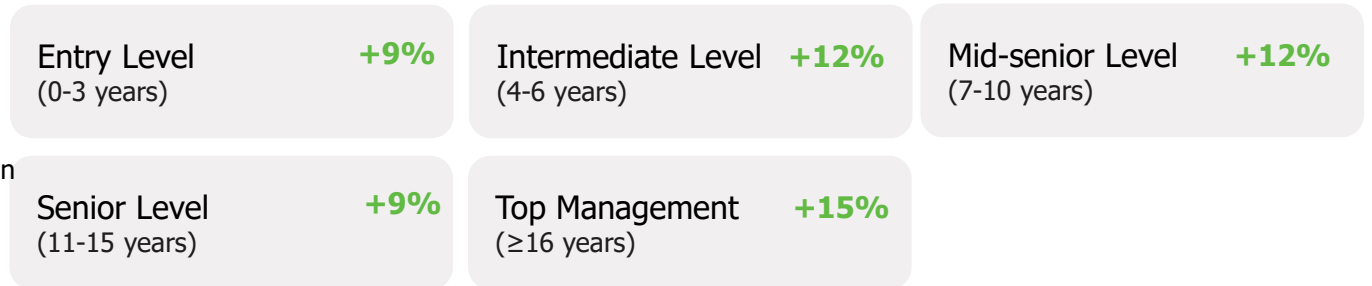
FUNCTIONAL AREA



ACROSS CITIES



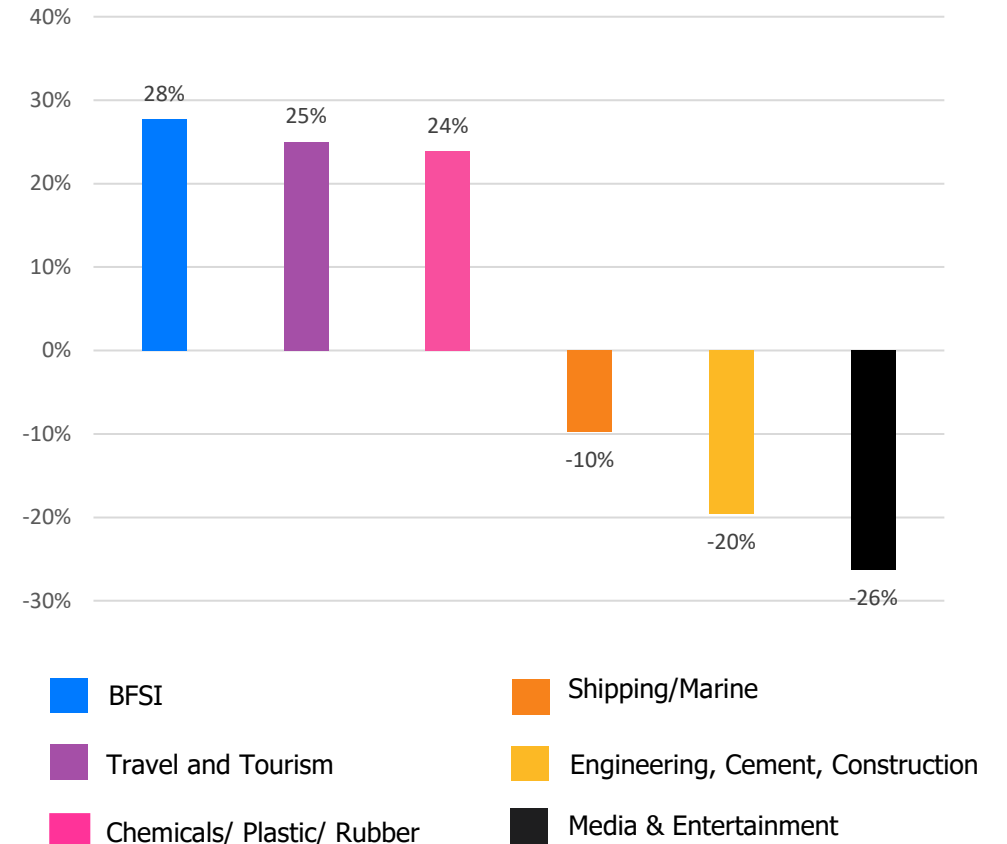
WORK EXPERIENCE



Hiring Trends – Industry*

19 of the 27 industry sectors monitored by the Index showed positive annual growth trends .

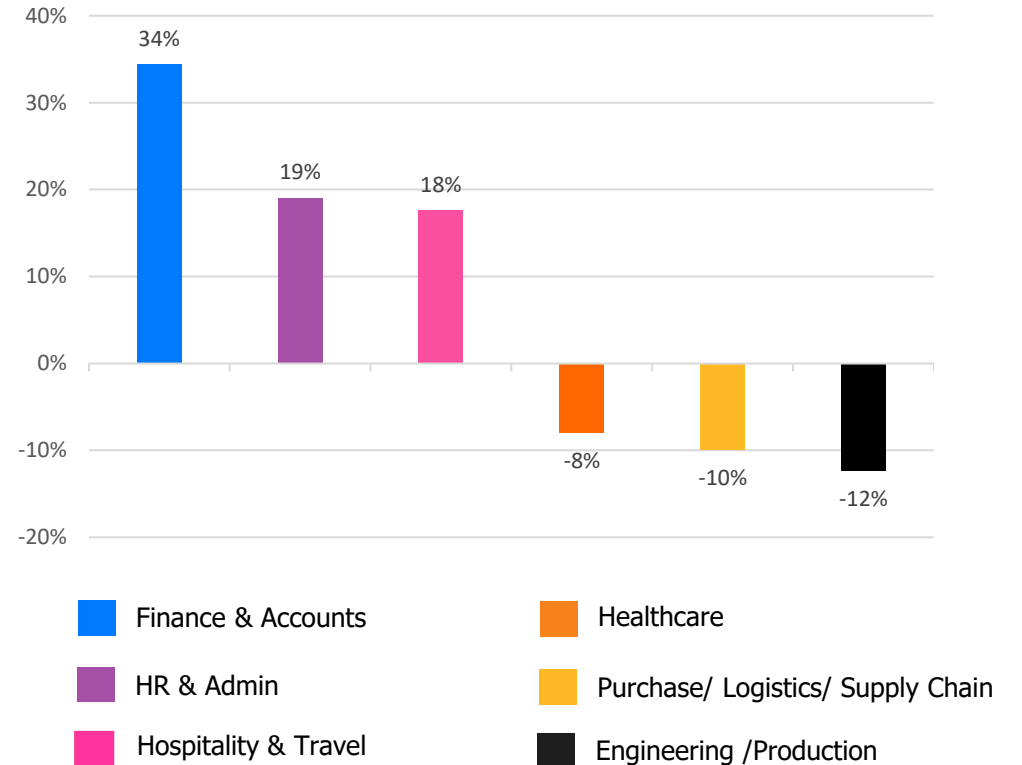
- ✓ **BFSI** (+28%) remains the top growth sector with the growing demand in cryptocurrency and sustainable finance, while hiring in **Travel and Tourism** (+25%) sector regains momentum annually in June'22. **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (+24%) saw a rise in momentum driven by increased demand in green jobs.
- ✓ **Media & Entertainment** (-26%) industry continued to witness the steepest annual decline followed by **Engineering, Cement, Construction, Iron/ Steel** (-20%). Also, **Shipping/ Marine** (-10%) exhibited tapered growth this month from a year ago level.
- ✓ Year-on-Year, **Real Estate** (+17%), **Production and Manufacturing** (+16%), **Import/ Export** (+14%), **BPO/ITES** (+12%), **Telecom/ISP** (+12%), **Automotive/ Ancillaries/ Tyres** (+10%), **Advertising, MR, PR** (+6%), **Agro based Industries** (+4%), **Logistic, Courier/ Freight/ Transportation** (+2%) and **Retail** (+1%) were among the most active sectors in terms of hiring despite the moderation in pace whereas **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (-4%), **Education** (-4%) and **IT- Hardware, Software** (-2%) registered the marginal annual dip this month.



Hiring Trends - Functional Area*

Annual online hiring activity rose in 7 out of 13 job categories monitored by the Index

- ✓ **Finance and Accounts** (+34%) function continued to maintain its top growth position annually albeit at a moderate pace compared to last month. **HR & Admin** (+19%) also recorded accelerated growth in June'22 with the increased opportunities in diverse areas of responsibilities. **Hospitality & Travel** (+18%) professionals also saw notable increase in hiring activity as a result of restriction free destination and personal retreats.
- ✓ **Engineering/ Production** (-12%), **Purchase/ Logistics/ Supply Chain** (-10%) and **Healthcare** (-8%) registered the steepest annual decline among all monitored groups in June'22 from the year ago level.
- ✓ **Software, Hardware, Telecom** (+6%), **Customer Service** (+3%) and **Marketing & Communications** (+2%) professionals saw consecutive growth while **Sales & Business Development** (-6%) and **Arts/Creative** (-3%) job roles recorded reductions in online job demand over the year.



Hiring Trends - Across Cities*

10 out of 13 cities monitored by the Index exhibited positive year-on-year growth this month

- ✓ **Mumbai** (+23%) led all metro markets in terms of annual growth with gains in sector like BFSI and IT, as well as Production & Manufacturing. **Coimbatore** (+19%) stood next in queue charting the most substantial hiring demand amongst Tier-2 markets.
- ✓ The long-term growth momentum improved in **Hyderabad** (+15%), **Delhi-NCR** (+13%), **Chennai** (+8%) **Pune** (+9%) and **Bangalore** (+4%) showing a restrained but positive annual growth in job demand while **Kolkata** (-2%) witnessed the dip.
- ✓ **Ahmedabad** (+11%) and **Kochi** (+5%) charted progressive growth, **Baroda** (0%) remained flat and **Chandigarh** (-5%) and **Jaipur** (-3%) exhibited decline in tier-2 job markets.
- ✓ **BFSI** and **IT- Hardware, Software** industry saw a subsequent growth in hiring activity in all metros. Also, all major functions except **Software, Hardware, Telecom** saw strong annual growth.

Y-o-Y Trend of Prime Industries and Functions in Key Cities						
	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai	Pune
INDUSTRIES						
Banking/ Financial Services, Insurance	44%	37%	53%	28%	59%	76%
BPO/ITES	1%	7%	0%	17%	0%	8%
Engineering, Cement, Construction, Iron/ Steel	-10%	2%	-5%	-6%	5%	8%
IT - Hardware, Software	16%	18%	33%	21%	25%	20%
Production and Manufacturing	19%	20%	5%	1%	21%	17%
FUNCTIONS						
Marketing & Communications	15%	0%	-1%	1%	34%	2%
Finance and Accounts	25%	28%	24%	29%	47%	32%
HR and Admin	24%	25%	17%	18%	33%	14%
Sales & Business Development	10%	5%	-2%	2%	17%	0%
Software, Hardware, Telecom	-15%	-6%	-8%	-13%	-7%	-11%

Hiring Trends - Experience Level*

0 - 3 Years

+9%

Demand for entry-level job seekers with experience of 0-3 year saw an upsurge by 9%.

4 - 6 Years

+12%

Hiring for Intermediate level roles with an experience of 4-6 years increased by 12%.

7 - 10 Years

+12%

Mid-senior level roles with 7-10 years of experience also witnessed notable increase of 12%.

11 - 15 Years

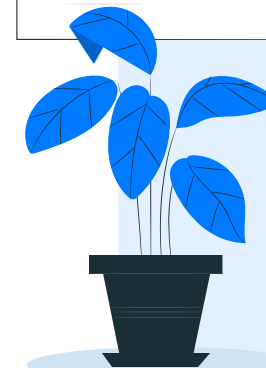
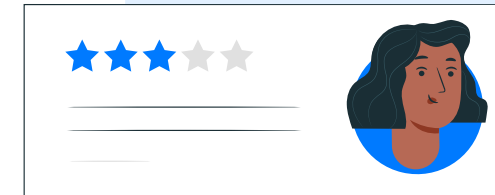
+9%

Hiring for Senior level roles with 11-15 years of experience marked 9% growth.

≥ 16 Years

+15%

Leadership roles with experience of 16+ year exhibited steepest growth of 15% among all experience levels.



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 June 2010 with data collected since June 2009 followed by Gulf in June 2011 with data collected since June 2010; Singapore in June 2014 with data collected since June 2011; Philippines and Malaysia in June 2015 with data collected since June 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

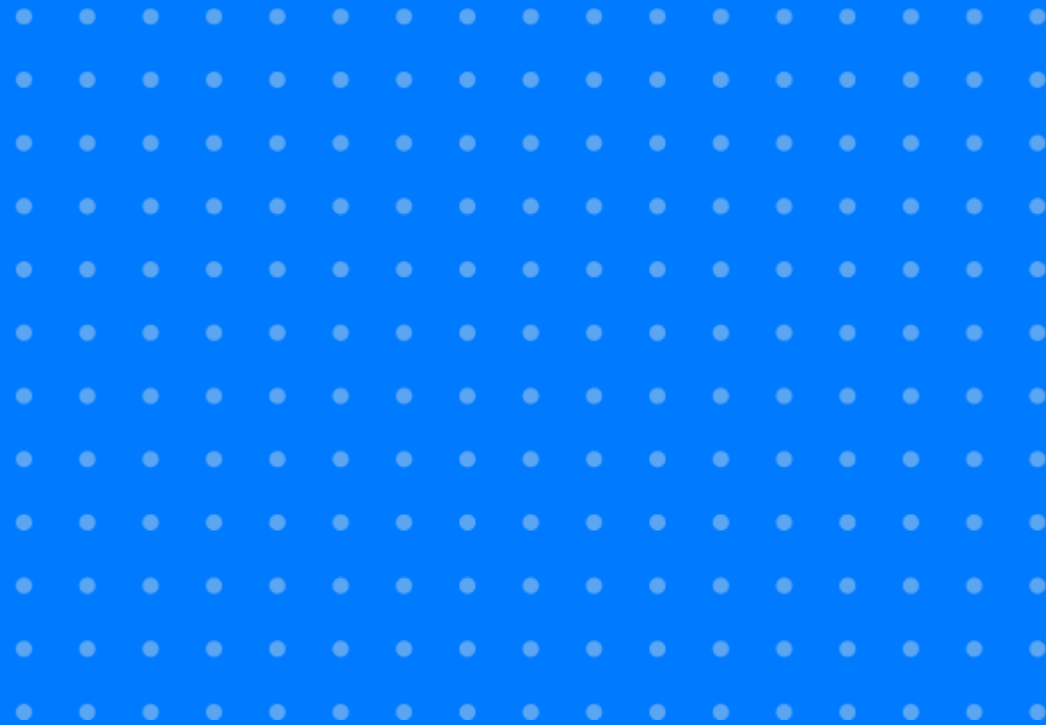
www.monster.com.ph

www.monster.com.sg

www.monster.com.hk



Annexure



Annexure: Industry Data*

Industries	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
IT - Hardware, Software	695	718	721	720	739	714	736	739	744	730	737	682	684
BPO/ITES	146	148	153	160	159	157	158	154	171	169	167	168	164
Engineering, Cement, Construction, Iron/ Steel	168	175	163	164	172	174	162	158	145	150	158	146	135
Banking/ Financial Services , Insurance	350	370	367	375	391	392	412	430	439	442	459	441	447
Education	188	188	189	187	190	190	189	188	196	199	194	188	181
Production and Manufacturing	155	163	176	160	158	159	161	158	172	169	181	175	180
Automotive/ Ancillaries / Tyres	121	123	127	126	127	125	130	134	145	139	144	137	133
Telecom/ISP	351	367	377	364	381	435	396	393	397	378	390	437	394
Oil/ Gas/ Petroleum, Power	108	112	119	115	115	119	121	124	124	126	116	115	110

... Continued

Annexure: Industry Data*

Industries	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	314	319	314	317	308	302	315	312	323	314	317	296	300
Advertising, Market Research, Public Relations (PR)	185	188	191	189	193	196	205	206	200	194	203	194	196
Travel and Tourism	112	130	132	134	143	147	146	135	141	150	144	140	140
Home Appliances	562	608	605	608	607	614	639	605	620	588	630	586	537
Media & Entertainment	476	462	456	444	440	436	436	437	419	391	383	368	351
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	113	114	111	111	116	115	119	119	127	116	133	134	140
FMCG, Food & Packaged Food	163	175	166	164	165	161	173	165	171	166	172	159	163
Garments/ Textiles/ Leather, Gems & Jewellery	114	118	146	121	122	127	134	130	134	131	135	133	129

... Continued

Annexure: Industry Data*

Industries	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Real Estate	144	157	156	159	160	159	168	168	175	174	177	169	168
Retail	413	416	412	420	423	425	475	436	427	407	461	430	419
Logistic, Courier/ Freight/ Transportation	252	264	254	262	265	265	263	266	269	264	273	257	257
Import / Export	74	75	75	78	79	79	79	78	78	77	85	87	84
Government/ PSU/ Defence	70	69	69	68	68	68	68	70	69	69	70	67	67
Shipping/Marine	123	140	145	149	133	121	120	121	132	128	132	107	111
Printing/ Packaging	141	141	149	166	166	171	183	179	179	169	174	185	163
NGO/Social Services	170	176	172	181	183	188	192	197	192	192	189	189	189
Agro based industries	85	90	85	85	85	86	96	101	96	95	104	93	88
Office Equipment/Automation	107	117	116	122	158	191	203	204	205	205	212	205	212

Annexure: Functional Area Data*

Functions	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Software, Hardware, Telecom	465	494	503	488	489	481	493	491	495	487	527	506	494
Customer Service	153	160	164	160	161	159	157	149	154	148	166	168	157
Engineering /Production	251	260	261	254	253	255	257	254	255	252	255	245	220
Finance & Accounts	212	226	226	228	231	235	245	247	263	266	291	283	285
Sales & Business Development	301	317	320	308	299	300	301	301	321	311	308	295	282
Senior Management	227	245	246	259	270	250	256	236	260	253	260	243	251
HR & Admin	173	183	182	190	195	198	208	202	214	216	227	213	206
Marketing & Communications	229	234	273	237	236	239	242	239	245	240	248	242	233
Health Care	338	343	343	339	331	324	343	334	334	332	342	318	311
Purchase/ Logistics/ Supply Chain	180	186	182	195	186	183	175	171	164	164	174	169	162
Hospitality & Travel	136	152	153	150	157	160	160	146	160	166	165	164	160
Legal	202	210	211	202	193	193	197	197	201	211	209	193	195
Arts/Creative	181	181	180	190	193	187	186	178	182	182	185	183	176

Annexure: City Wise Data*

Cities	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Mumbai	258	272	280	278	277	273	285	282	304	310	324	319	318
Bangalore	442	470	473	457	446	431	452	451	478	473	495	475	460
Delhi - NCR	212	229	230	232	231	224	233	214	242	242	249	239	239
Hyderabad	306	326	335	328	328	323	335	325	346	349	370	350	351
Chennai	250	266	273	263	261	255	263	261	278	274	290	278	270
Pune	329	351	354	346	338	324	335	336	353	347	364	351	360
Kolkata	312	329	317	305	290	295	305	301	316	311	299	314	307
Ahmedabad	320	328	329	332	329	322	326	321	343	346	361	355	355
Chandigarh	311	322	318	316	312	302	301	284	293	288	310	302	297
Kochi	260	270	258	256	256	246	253	256	258	264	273	264	272
Baroda	224	226	229	235	236	232	229	218	228	233	237	231	224
Coimbatore	272	281	288	287	295	295	300	304	323	324	335	326	324
Jaipur	252	253	251	246	248	247	253	251	266	251	261	248	245

Annexure: Experience Level Data*

Experience Level	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
0 - 3 years	296	312	315	315	317	322	327	331	319	322	336	333	324
4 - 6 years	314	337	345	343	340	344	350	351	354	348	356	356	350
7 - 10 years	218	233	239	241	246	248	250	243	251	244	252	250	246
11 - 15 years	115	120	120	123	126	127	127	124	126	125	125	126	126
> 16 years	182	180	190	199	207	212	209	204	205	202	203	209	209

Thank you

