

monster®
Find Better.™

Employment Index

May 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

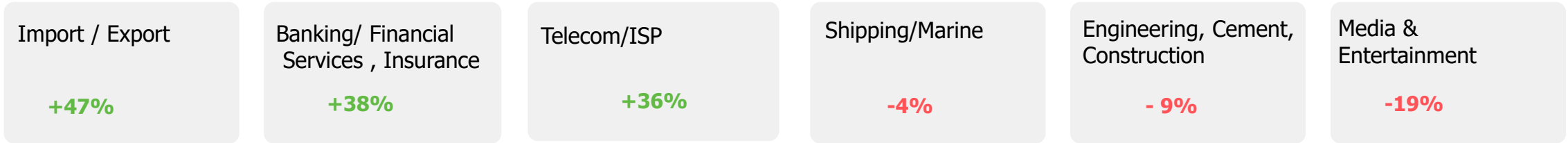
Monster Employment Index India edges up by 9% between May 2021 and May 2022.

- ✓ The Monster Employment Index (MEI) upsurged to 284 in May 2022 from 260 in May 2021.
- ✓ MoM, Index has levelled down by 4% , as April 2022 saw an index of 295.
- ✓ The relatively reserved level of recruitment seen in the May Index reflects an increased degree of cautious sentiment by employers in line to inflation driving up costs.

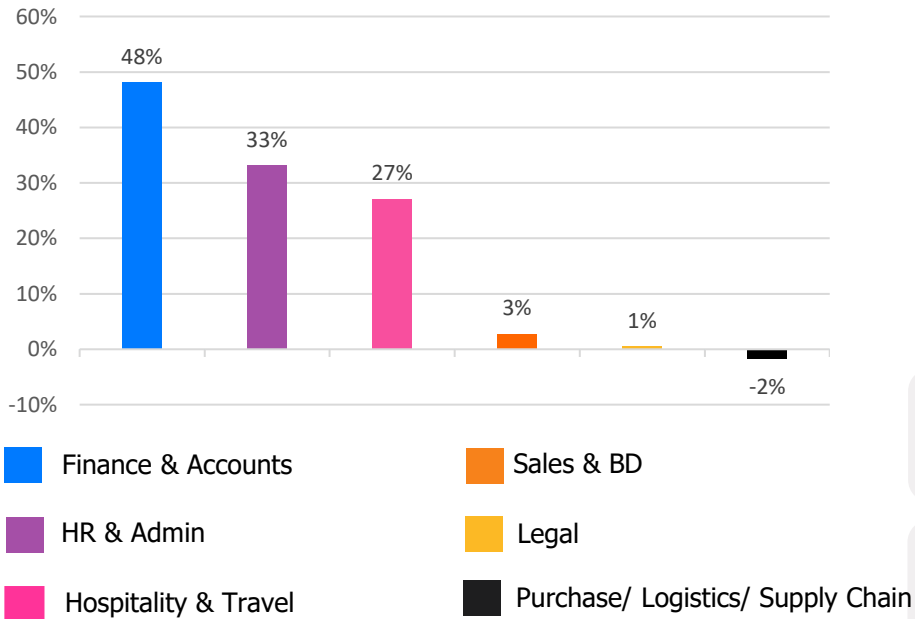


Hiring Trends – Summary*

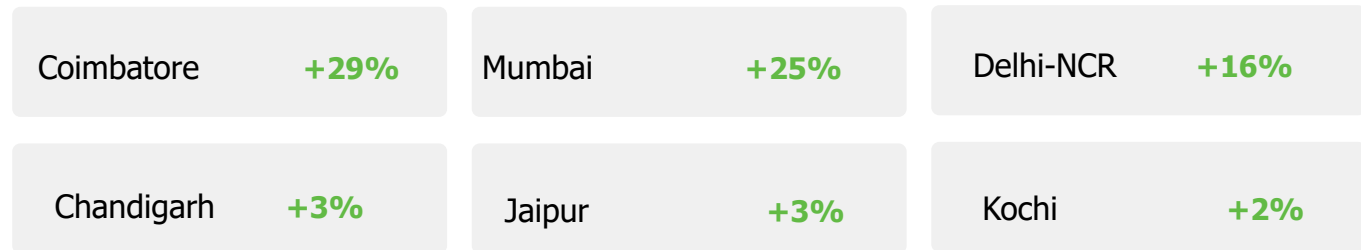
INDUSTRY



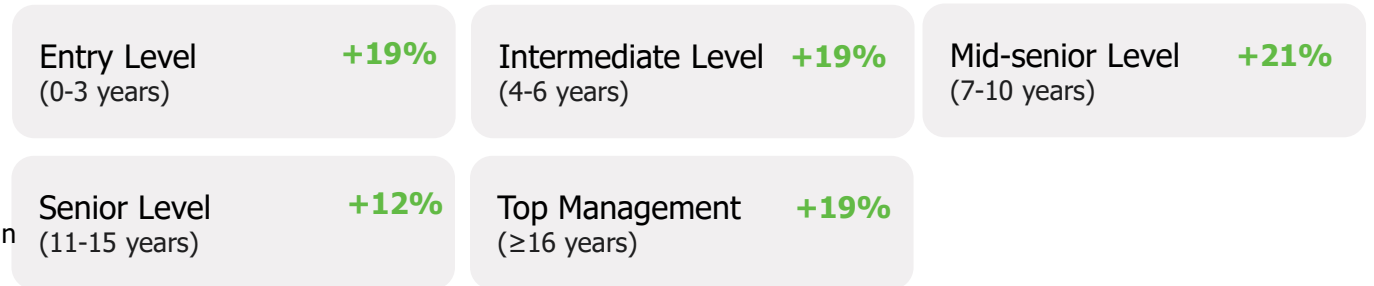
FUNCTIONAL AREA



ACROSS CITIES



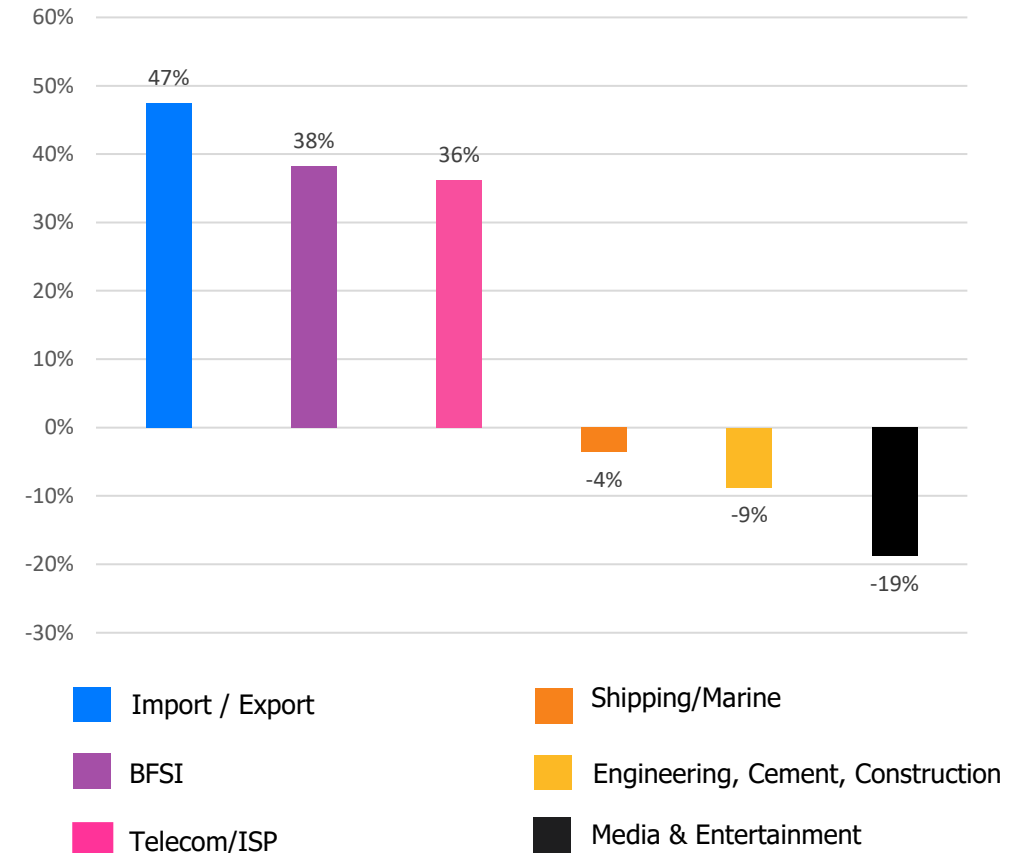
WORK EXPERIENCE



Hiring Trends – Industry*

22 of the 27 industry sectors monitored by the Index registered expansion in recruitment activity between May'21 and May'22.

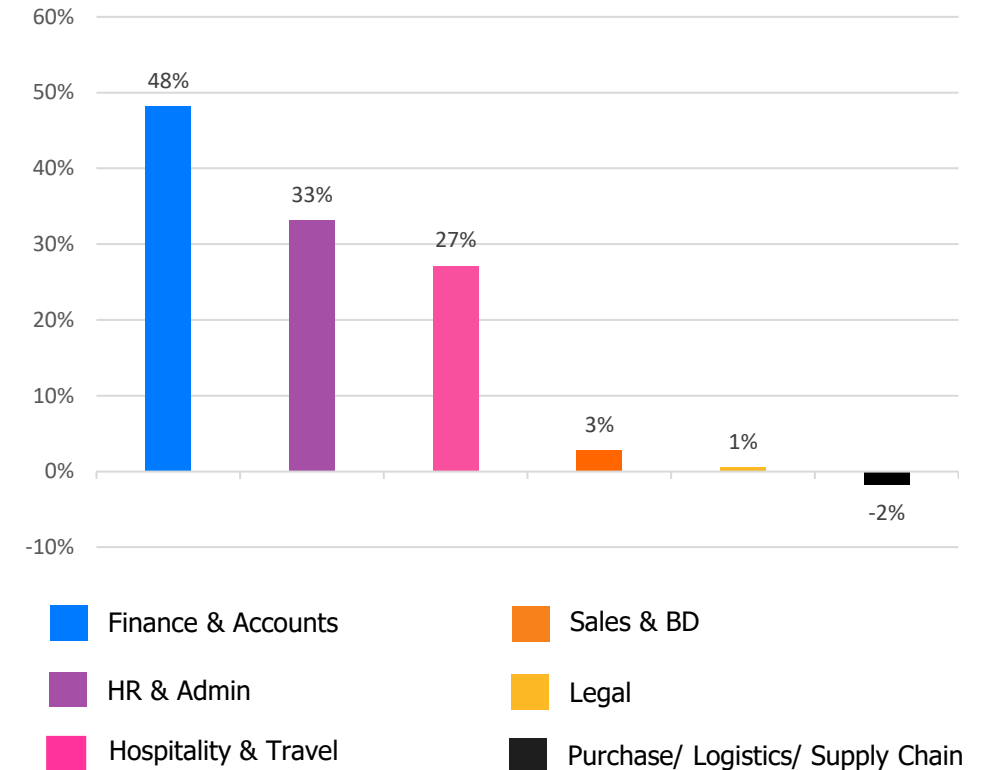
- ✓ **Import/ Export** (+47%) registered the most notable year-over-year job demand, also the steepest among all industry sectors. **BFSI** (+38%) sector maintained an uptrend in online hiring between May'21 and May'22. **Telecom/ISP** (+36%) followed closely charting subsequent annual growth. The sector also exhibited the double-digit m-o-m growth among all monitored industries.
- ✓ **Media & Entertainment** (-19%) has been exhibiting fewer opportunities annually since September'21. Online recruitment activity contracted in **Engineering, Cement, Construction, Iron/ Steel** (-9%) although minor improvement was seen last month. First annual dip is monitored in **Shipping/ Marine** (-4%) from a year ago level.
- ✓ Other industries to witness positive annual growth in May'22 includes- **Production and Manufacturing** (+29%), **Travel and Tourism** (+28%), **BPO/ITES** (+19%), **Automotive/ Ancillaries/ Tyres** (+16%), **Retail** (+11%), **Advertising, MR, PR** (+8%), **Logistic, Courier/ Freight/ Transportation** (+7%), **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (+3%) and **Education** (+2%) whereas **IT- Hardware, Software** (+1%), registered the marginal annual growth this month to make sure the right person is aligned to the right job.



Hiring Trends - Functional Area*

Online recruitment activity surpassed the year-ago level in 12 out of 13 job roles monitored by the Index

- ✓ **Finance and Accounts** (+49%) function records the maximum growth in opportunities between May'21 and May'22 and is likely to drive job market this year. **HR & Admin** (+36%) job roles continue to exhibit the notable growth year-on-year and **Hospitality & Travel** (+27%) professionals saw significant increase in hiring activity and is estimated to witness promising year on the job front.
- ✓ **Purchase/ Logistics/ Supply Chain** (-2%) function was the only one to register negative annual growth. **Legal** (+1%) and **Sales & Business Development** (+3%) job roles witnessed the most impeding annual growth in the month of May'22.
- ✓ **Customer Service** (+16%) professionals saw double-digit growth annually for the first time since pandemic. Other functions to notice sequential growth are **Software, Hardware, Telecom** (+13%), **Marketing & Communications** (+11%), **Engineering/ Production** (+4%) and **Healthcare** (+3%). Also, **Arts/Creative** (+5%) group saw improvement in demand vis-à-vis the corresponding period a year-ago.



Hiring Trends - Across Cities*

All 13 cities monitored by the Index exhibited positive year-on-year growth this month

- ✓ In city-wise purview, Tier II cities once again top the long-term growth chart with maximum job creation. **Coimbatore** (+27%) was the strongest annual gainer among all monitored cities trailed by **Mumbai** (+26%), which exhibited strong hiring.
- ✓ **Ahmedabad** (+15%) supplants **Bangalore** (+9%) and has shown a prominent growth in job opportunities. All other metros remain persistent to mark positive year-on-year trend including **Chennai** (+15%), **Pune** (+13%), **Delhi-NCR** (+16%), **Hyderabad** (+16%) and **Kolkata** (+6%).
- ✓ The rate of year-on-year growth improved in all monitored tier-2 job markets including **Baroda** (+12%), **Chandigarh** (+3%) **Jaipur** (+3%) and **Kochi** (+2%).
- ✓ **BFSI** industry saw a substantial growth in hiring activity yet another month in all metros. In metros, jobs upsurged annually for almost all major functions except **Software, Hardware, Telecom**.

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%	44%	69%	39%	62%	81%
BPO/ITES	-5%	3%	1%	12%	-2%	2%
Engineering, Cement, Construction, Iron/ Steel	-6%	12%	2%	-4%	7%	3%
IT - Hardware, Software	13%	12%	27%	19%	15%	15%
Production and Manufacturing	22%	24%	16%	5%	21%	28%
FUNCTIONS						
Marketing & Communications	23%	4%	12%	4%	40%	4%
Finance and Accounts	23%	27%	34%	32%	53%	49%
HR and Admin	33%	31%	27%	32%	44%	36%
Sales & Business Development	17%	7%	8%	7%	35%	19%
Software, Hardware, Telecom	-9%	-6%	-5%	-11%	-10%	-9%

Hiring Trends - Experience Level*

0 - 3 Years

+19%

Demand for entry-level job seekers with experience of 0-3 year saw an upsurge by 19%.

4 - 6 Years

+19%

Hiring for Intermediate level roles with an experience of 4-6 years increased by 19%.

7 - 10 Years

+21%

Mid-senior level roles with 7-10 years of experience also witnessed notable increase of 21%.

11 - 15 Years

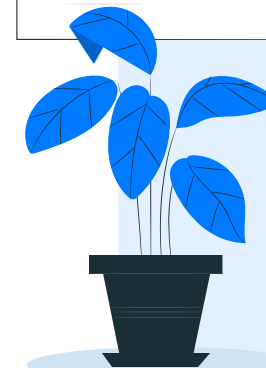
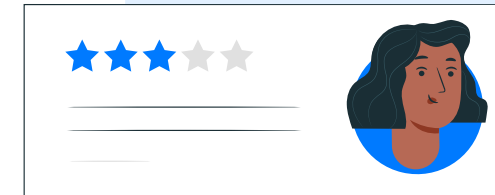
+12%

Hiring for Senior level roles with 11-15 years of experience marked 12% growth.

≥ 16 Years

+19%

Leadership roles with experience of 16+ year exhibited steepest growth of 19% 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 May 2010 with data collected since May 2009 followed by Gulf in May 2011 with data collected since May 2010; Singapore in May 2014 with data collected since May 2011; Philippines and Malaysia in May 2015 with data collected since May 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

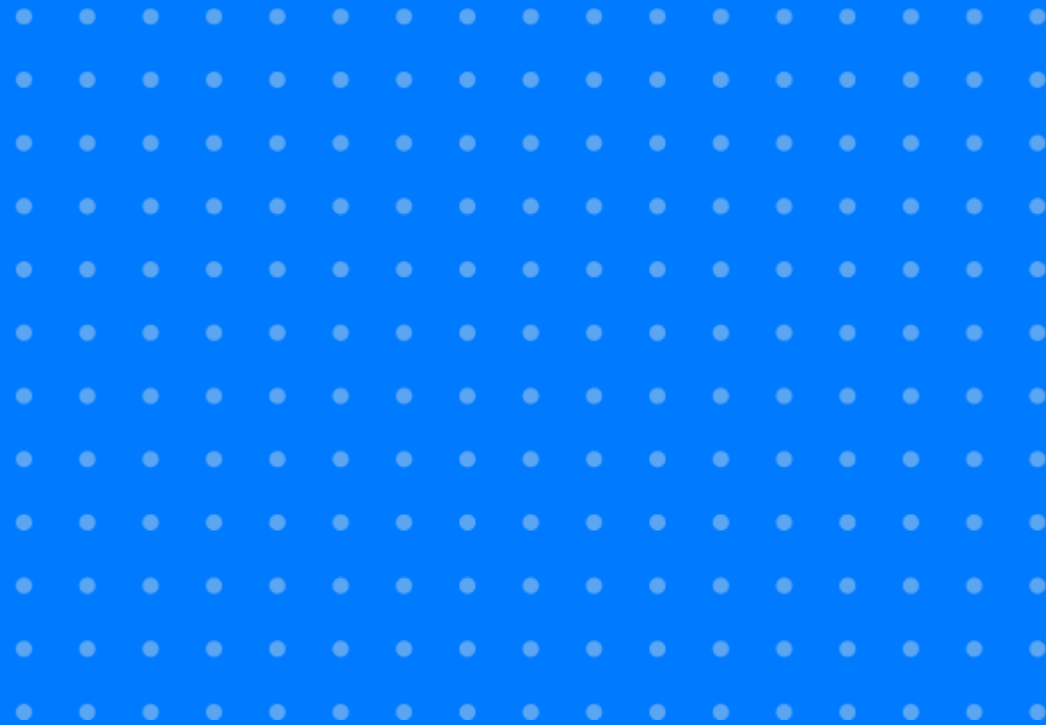
www.monster.com.ph

www.monster.com.sg

www.monster.com.hk



Annexure



Annexure: Industry Data*

Industries	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22
IT - Hardware, Software	678	695	718	721	720	739	714	736	739	744	730	737	682
BPO/ITES	141	146	148	153	160	159	157	158	154	171	169	167	168
Engineering, Cement, Construction, Iron/ Steel	160	168	175	163	164	172	174	162	158	145	150	158	146
Banking/ Financial Services , Insurance	319	350	370	367	375	391	392	412	430	439	442	459	441
Education	185	188	188	189	187	190	190	189	188	196	199	194	188
Production and Manufacturing	136	155	163	176	160	158	159	161	158	172	169	181	175
Automotive/ Ancillaries / Tyres	118	121	123	127	126	127	125	130	134	145	139	144	137
Telecom/ISP	321	351	367	377	364	381	435	396	393	397	378	390	437
Oil/ Gas/ Petroleum, Power	103	108	112	119	115	115	119	121	124	124	126	116	115

... Continued

Annexure: Industry Data*

Industries	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	286	314	319	314	317	308	302	315	312	323	314	317	296
Advertising, Market Research, Public Relations (PR)	179	185	188	191	189	193	196	205	206	200	194	203	194
Travel and Tourism	109	112	130	132	134	143	147	146	135	141	150	144	140
Home Appliances	537	562	608	605	608	607	614	639	605	620	588	630	586
Media & Entertainment	453	476	462	456	444	440	436	436	437	419	391	383	368
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	108	113	114	111	111	116	115	119	119	127	116	133	134
FMCG, Food & Packaged Food	161	163	175	166	164	165	161	173	165	171	166	172	159
Garments/ Textiles/ Leather, Gems & Jewellery	109	114	118	146	121	122	127	134	130	134	131	135	133

... Continued

Annexure: Industry Data*

Industries	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22
Real Estate	135	144	157	156	159	160	159	168	168	175	174	177	169
Retail	389	413	416	412	420	423	425	475	436	427	407	461	430
Logistic, Courier/ Freight/ Transportation	241	252	264	254	262	265	265	263	266	269	264	273	257
Import / Export	59	74	75	75	78	79	79	79	78	78	77	85	87
Government/ PSU/ Defence	68	70	69	69	68	68	68	68	70	69	69	70	67
Shipping/Marine	111	123	140	145	149	133	121	120	121	132	128	132	107
Printing/ Packaging	139	141	141	149	166	166	171	183	179	179	169	174	185
NGO/Social Services	165	170	176	172	181	183	188	192	197	192	192	189	189
Agro based industries	84	85	90	85	85	85	86	96	101	96	95	104	93
Office Equipment/Automation	102	107	117	116	122	158	191	203	204	205	205	212	205

Annexure: Functional Area Data*

Functions	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22
Software, Hardware, Telecom	449	465	494	503	488	489	481	493	491	495	487	527	506
Customer Service	145	153	160	164	160	161	159	157	149	154	148	166	168
Engineering /Production	235	251	260	261	254	253	255	257	254	255	252	255	245
Finance & Accounts	191	212	226	226	228	231	235	245	247	263	266	291	283
Sales & Business Development	287	301	317	320	308	299	300	301	301	321	311	308	295
Senior Management	221	227	245	246	259	270	250	256	236	260	253	260	243
HR & Admin	160	173	183	182	190	195	198	208	202	214	216	227	213
Marketing & Communications	218	229	234	273	237	236	239	242	239	245	240	248	242
Health Care	308	338	343	343	339	331	324	343	334	334	332	342	318
Purchase/ Logistics/ Supply Chain	172	180	186	182	195	186	183	175	171	164	164	174	169
Hospitality & Travel	129	136	152	153	150	157	160	160	146	160	166	165	164
Legal	192	202	210	211	202	193	193	197	197	201	211	209	193
Arts/Creative	175	181	181	180	190	193	187	186	178	182	182	185	183

Annexure: City Wise Data*

Cities	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22
Mumbai	253	258	272	280	278	277	273	285	282	304	310	324	319
Bangalore	435	442	470	473	457	446	431	452	451	478	473	495	475
Delhi - NCR	206	212	229	230	232	231	224	233	214	242	242	249	239
Hyderabad	302	306	326	335	328	328	323	335	325	346	349	370	350
Chennai	241	250	266	273	263	261	255	263	261	278	274	290	278
Pune	310	329	351	354	346	338	324	335	336	353	347	364	351
Kolkata	296	312	329	317	305	290	295	305	301	316	311	299	314
Ahmedabad	309	320	328	329	332	329	322	326	321	343	346	361	355
Chandigarh	293	311	322	318	316	312	302	301	284	293	288	310	302
Kochi	258	260	270	258	256	256	246	253	256	258	264	273	264
Baroda	206	224	226	229	235	236	232	229	218	228	233	237	231
Coimbatore	257	272	281	288	287	295	295	300	304	323	324	335	326
Jaipur	241	252	253	251	246	248	247	253	251	266	251	261	248

Annexure: Experience Level Data*

Experience Level	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22
0 - 3 years	280	296	312	315	315	317	322	327	331	319	322	336	333
4 - 6 years	300	314	337	345	343	340	344	350	351	354	348	356	356
7 - 10 years	206	218	233	239	241	246	248	250	243	251	244	252	250
11 - 15 years	113	115	120	120	123	126	127	127	124	126	125	125	126
> 16 years	175	182	180	190	199	207	212	209	204	205	202	203	209

Thank you

