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Employment Index

Nov 2020

Hiring Trends in India



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Key Highlights of the Month

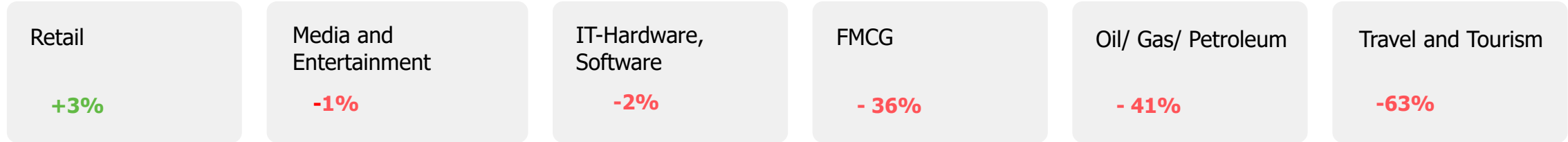
Monster Employment Index India witnesses year-on-year decline of 15% in November 2020

- ✓ The Monster Employment Index (MEI) decreased to 256 in November 2020 from 301 in November 2019.
- ✓ Month-on-month, it was constant with 0% as October 2020 saw an index of 257.

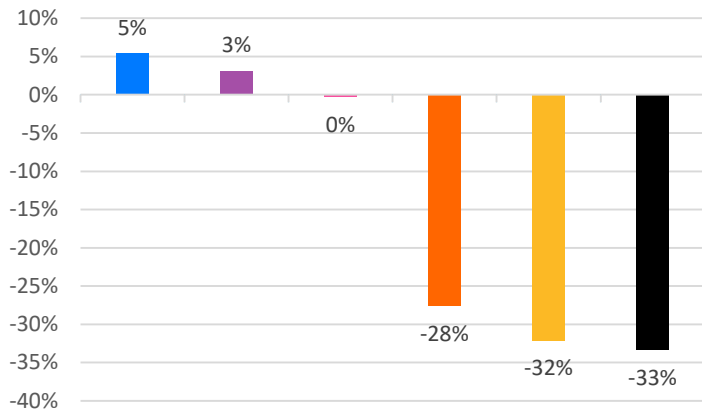


Hiring Trends – Summary*

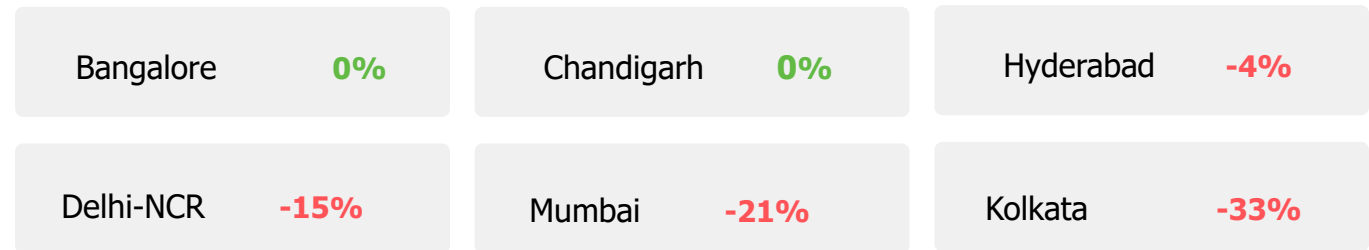
INDUSTRY



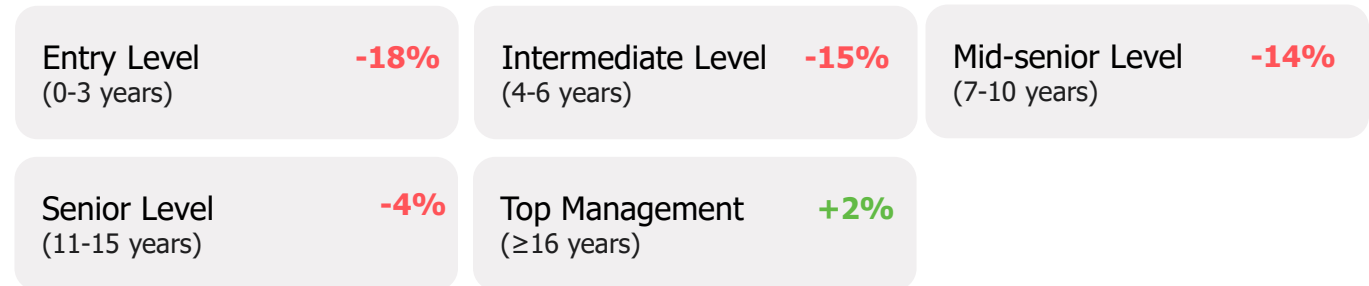
FUNCTIONAL AREA



ACROSS CITIES



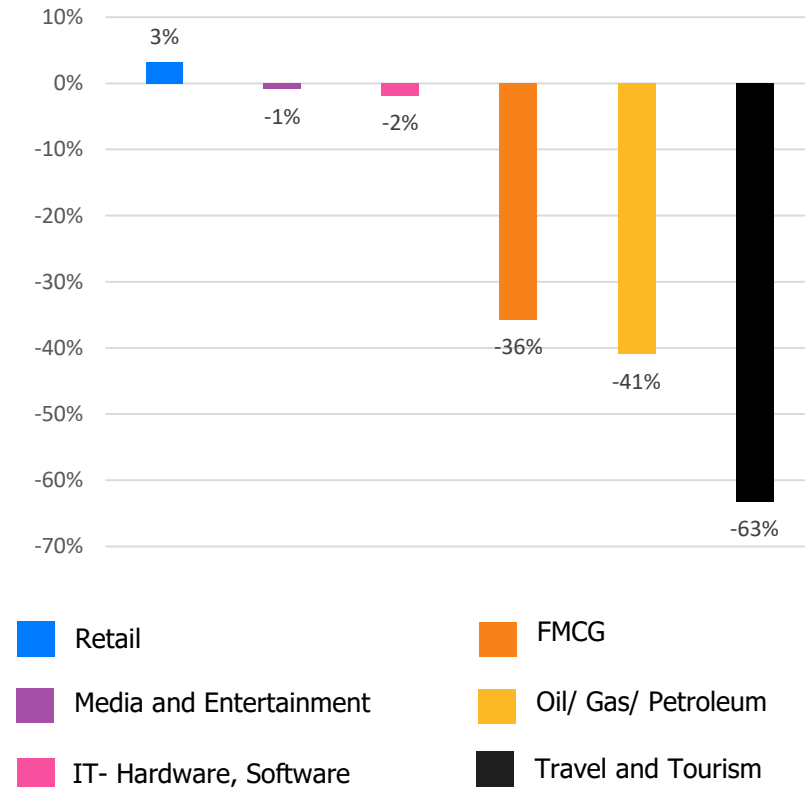
WORK EXPERIENCE



Hiring Trends – Industry*

Online hiring demand in November '20 exceeded November '19 level in 1 of the 27 Industries monitored by the Index

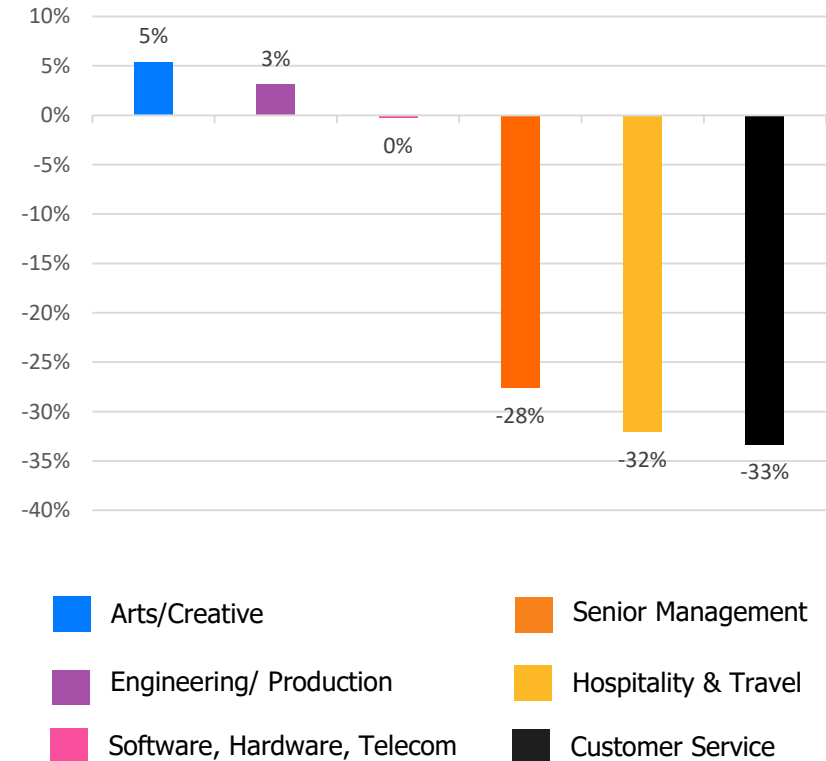
- ✓ Year-on-year, **Retail** led e-recruitment activity (+3%) among industries. Rest of the monitored Industries showed a downward trend in online demand for hiring.
- ✓ Industries that continued to decline in annual growth are **Travel and Tourism** (-63%), **Oil/ Gas/ Petroleum** (-41%), **FMCG, Food & Packaged Food** (-36%) and **Production and Manufacturing** (-35%).
- ✓ Some of the major industries that receded year-on-year growth include- **Media and Entertainment** (-1%), **IT- Hardware, Software** (-2%), **Logistics, Courier/ Freight/ Transportation** (-3%), **Telecom/ISP** (-9%), **Banking/ Financial Services, Insurance** (-20%), **Engineering, Cement, Construction, Iron/ Steel** (-25%) and **BPO/ITES** (-29%).



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-role in increased in **Arts/Creative** (5%) and **Engineering/Production** (+3%), whereas **Software, Hardware, Telecom** (0%), showed a neutral trend between November 2019 and 2020.
- ✓ Functional roles in **Customer Service** (-33%), **Hospitality & Travel** (-32%), **Senior Management** (-28%) and **Finance and Accounts** (-26%) witnessed the sharpest annual dip.
- ✓ Other functional areas to register decline include- **Marketing & Communications** (-4%), **Purchase/ logistics/ Supply Chain** (-8%), **Sales & Business Development** (-16%) and **HR & Admin** (-24%).



Hiring Trends - Across Cities*

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

- ✓ Recruitment activities showed downtrend in hiring demand in all the cities where **Chandigarh** (0%) and **Bangalore** (0%) remain constant between November 2019 and 2020.
- ✓ All other monitored cities witnessed decline in hiring activity from the year-ago level- **Kolkata** (-33%), **Mumbai** (-21%), **Delhi-NCR** (-15%), **Chennai** (-13%), **Kochi** (-10%), **Pune** (-9%) and **Hyderabad** (-4%) and.
- ✓ Although there is decrease in demand in almost all the cities, some of the industries showed the notable growth; **IT - Hardware, Software** (+8%) in **Chennai** saw an uptrend. Among functions, **Marketing & Communications** (13%) in **Chennai** 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	-9%	-30%	-35%	-1%	-17%
BPO/ITES	-9%	-23%	-25%	-12%	-13%
Engineering, Cement, Construction, Iron/ Steel	-24%	-25%	-19%	-13%	-18%
IT - Hardware, Software	6%	8%	-4%	7%	-11%
Production and Manufacturing	-10%	-6%	-28%	-4%	-21%
FUNCTIONS					
Marketing & Communications	-1%	13%	-10%	3%	-20%
Finance and Accounts	-18%	-39%	-19%	-16%	-17%
HR and Admin	-19%	-21%	-25%	-15%	-26%
Sales & Business Development	-11%	-8%	-13%	-6%	-24%
Software, Hardware, Telecom	8%	5%	-1%	7%	-9%

Hiring Trends - Experience Level*

0 - 3 Years

-18%

Demand for entry-level job seekers with experience of 0-3 years decreased by 18%

4 - 6 Years

-15%

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

7 - 10 Years

-14%

Mid-senior level roles with 7-10 years of experience saw a decline of 14%.

11 - 15 Years

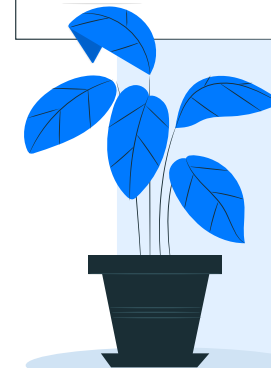
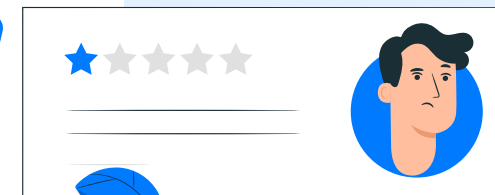
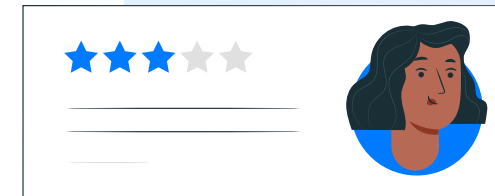
-4%

Hiring for Senior level roles with 11-15 years of experience decreased by 4%

≥ 16 Years

+2%

Top Management level professionals witnessed surge of 1%



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

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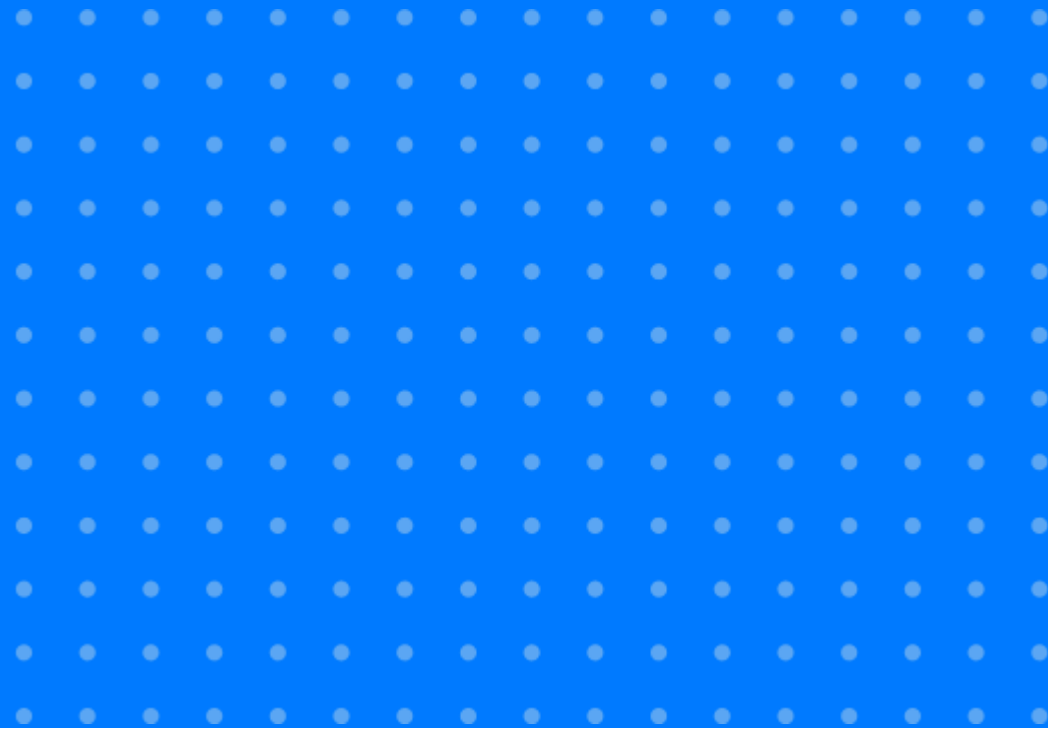
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Annexure



Annexure: Industry Data*

Industries	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
IT - Hardware, Software	596	589	625	642	616	585	524	525	516	518	552	539	585
BPO/ITES	217	220	225	228	200	150	139	143	155	146	184	161	154
Engineering, Cement, Construction, Iron/ Steel	250	253	266	270	260	217	200	196	193	194	200	193	187
Banking/ Financial Services , Insurance	397	416	445	468	415	334	298	286	280	275	287	267	317
Education	308	300	301	340	312	277	268	259	249	230	232	210	203
Production and Manufacturing	222	225	214	219	208	155	138	143	151	147	160	143	145
Automotive/ Ancillaries / Tyres	152	159	161	173	158	124	111	112	116	115	128	113	113
Telecom/ISP	317	302	313	304	299	257	261	253	282	277	289	276	287
Oil/ Gas/ Petroleum, Power	181	182	182	178	166	143	125	132	123	122	125	109	107

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Annexure: Industry Data*

Industries	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	409	398	422	449	421	349	352	376	362	325	354	288	286
Advertising, Market Research, Public Relations (PR)	186	189	194	202	195	176	173	179	181	175	180	176	177
Travel and Tourism	405	396	398	392	340	262	214	194	187	182	165	155	149
Home Appliances	684	698	699	710	620	560	518	525	514	513	506	527	586
Media & Entertainment	461	447	461	484	483	456	445	445	450	441	459	455	457
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	123	133	144	147	134	97	93	99	108	96	129	100	93
FMCG, Food & Packaged Food	252	255	254	265	247	200	178	177	180	162	187	155	162
Garments/ Textiles/ Leather, Gems & Jewellery	149	154	159	160	149	112	100	101	107	112	120	111	114

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Annexure: Industry Data*

Industries	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
Real Estate	177	182	185	186	178	147	142	145	148	146	160	148	154
Retail	506	513	518	502	473	402	369	362	372	370	392	436	522
Logistic, Courier/ Freight/ Transportation	241	254	262	266	254	213	193	196	220	225	260	238	234
Import / Export	95	103	103	100	90	71	61	66	81	84	90	79	75
Government/ PSU/ Defence	99	97	102	105	101	84	82	84	78	76	77	78	74
Shipping/Marine	127	128	123	132	127	107	105	107	107	106	119	118	112
Printing/ Packaging	146	145	144	156	156	129	131	133	143	140	142	127	122
NGO/Social Services	243	246	239	248	243	226	195	190	189	177	193	190	175
Agro based industries	84	83	82	85	83	76	76	78	86	84	84	84	82
Office Equipment/Automation	142	148	153	165	139	113	108	108	114	106	123	124	113

Annexure: Functional Area Data*

Functions	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
Software, Hardware, Telecom	374	372	392	402	380	362	340	345	347	336	361	350	373
Customer Service	267	273	277	284	259	229	221	230	233	224	265	258	178
Engineering /Production	256	261	272	279	267	257	235	241	241	241	248	244	264
Finance & Accounts	269	277	291	292	267	215	203	207	215	204	213	203	200
Sales & Business Development	442	452	456	462	429	378	368	358	360	352	363	367	372
Senior Management	268	270	279	285	264	224	193	193	200	182	211	183	194
HR & Admin	217	220	220	224	209	178	172	173	173	167	171	163	165
Marketing & Communications	251	255	262	263	252	233	234	237	235	238	243	243	241
Health Care	441	423	463	488	457	377	394	430	432	394	449	363	352
Purchase/ Logistics/ Supply Chain	199	206	203	207	194	172	171	176	181	204	201	194	184
Hospitality & Travel	268	275	281	270	230	177	163	161	166	160	159	170	182
Legal	248	255	269	261	251	217	206	203	209	201	216	199	210
Arts/Creative	185	188	191	191	182	176	180	181	183	182	188	187	195

Annexure: City Wise Data*

Cities	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
Mumbai	312	320	329	336	305	265	112	242	245	242	268	244	245
Bangalore	350	354	369	385	361	324	146	295	300	298	332	320	350
Delhi - NCR	240	248	251	251	233	207	106	204	210	202	219	200	204
Hyderabad	281	281	293	304	283	252	131	250	257	250	273	258	269
Chennai	247	251	251	261	239	207	111	205	207	200	222	209	215
Pune	297	309	317	329	302	268	137	257	260	253	284	263	271
Kolkata	403	412	425	417	387	391	176	367	378	378	430	343	269
Ahmedabad	385	401	413	415	385	357	188	345	344	350	355	357	336
Chandigarh	337	346	372	374	354	304	181	290	279	322	349	334	336
Kochi	275	280	290	305	279	240	148	263	258	258	265	250	248
Baroda	257	298	323	311	280	264	137	291	286	258	267	246	224
Coimbatore	303	315	311	308	294	266	137	281	282	269	304	262	260
Jaipur	317	317	329	318	291	284	166	306	316	312	324	280	276

Annexure: Experience Level Data*

Experience Level	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
0 - 3 years	378	380	396	400	363	327	320	330	322	309	327	316	311
4 - 6 years	314	318	326	334	305	285	264	271	285	272	287	265	267
7 - 10 years	200	200	201	206	193	178	169	177	185	180	186	173	172
11 - 15 years	106	105	106	106	104	101	98	99	101	100	103	101	102
> 16 years	109	108	109	109	106	104	102	102	103	100	108	108	110

Thank you

