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Employment Index

Nov 2021

Hiring Trends in India



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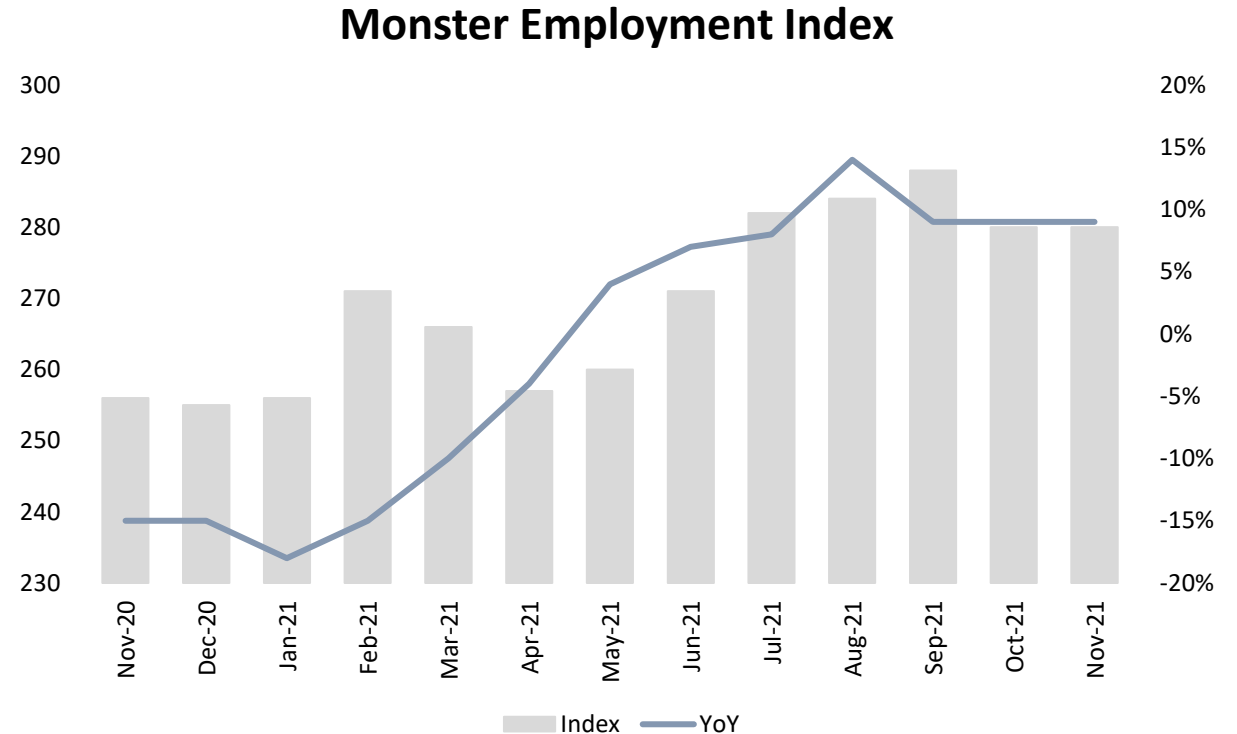


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Key Highlights of the Month

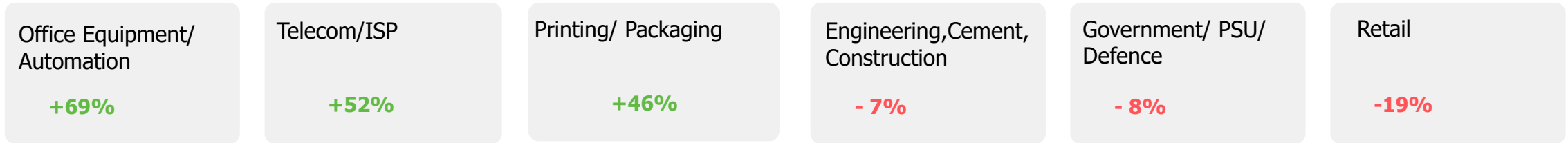
Monster Employment Index India saw a consecutive growth of 9% in hiring activity in November 2021 from November 2020.

- ✓ The Monster Employment Index (MEI) upsurge to 280 in November 2021 from 256 in November 2020.
- ✓ Month-on-month, it remained flat at 0% as September 2021 also saw an index of 280.
- ✓ Although the job demand remained neutral on MoM basis, successive incline of 8% in last six months was witnessed.

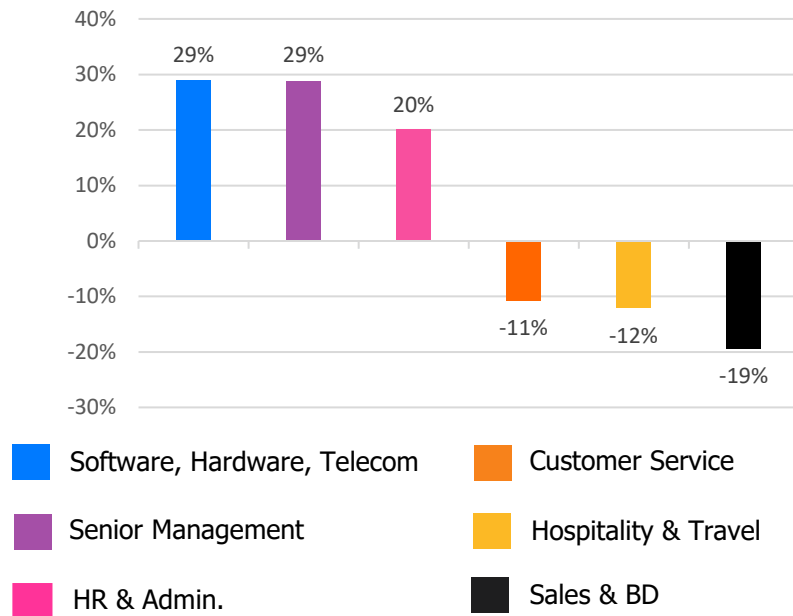


Hiring Trends – Summary*

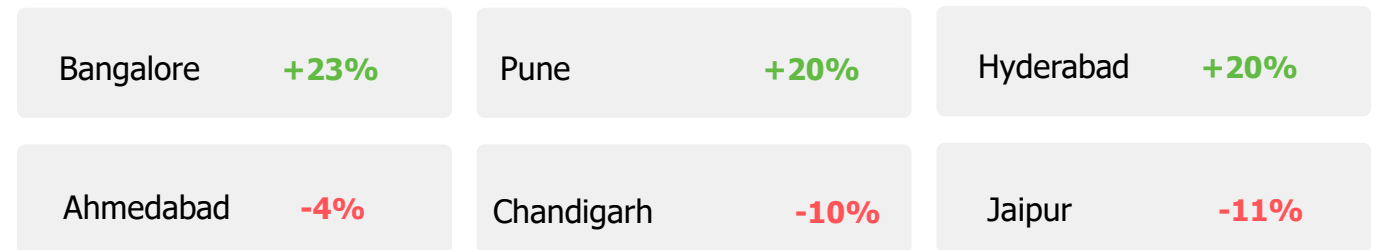
INDUSTRY



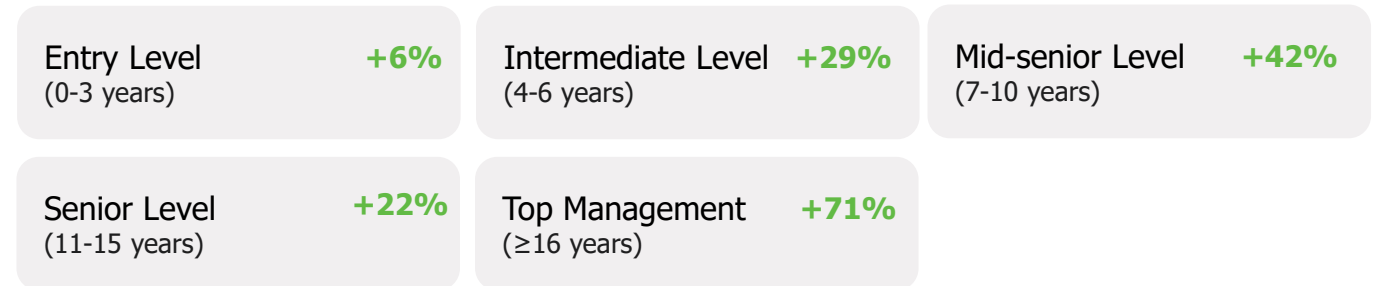
FUNCTIONAL AREA



ACROSS CITIES



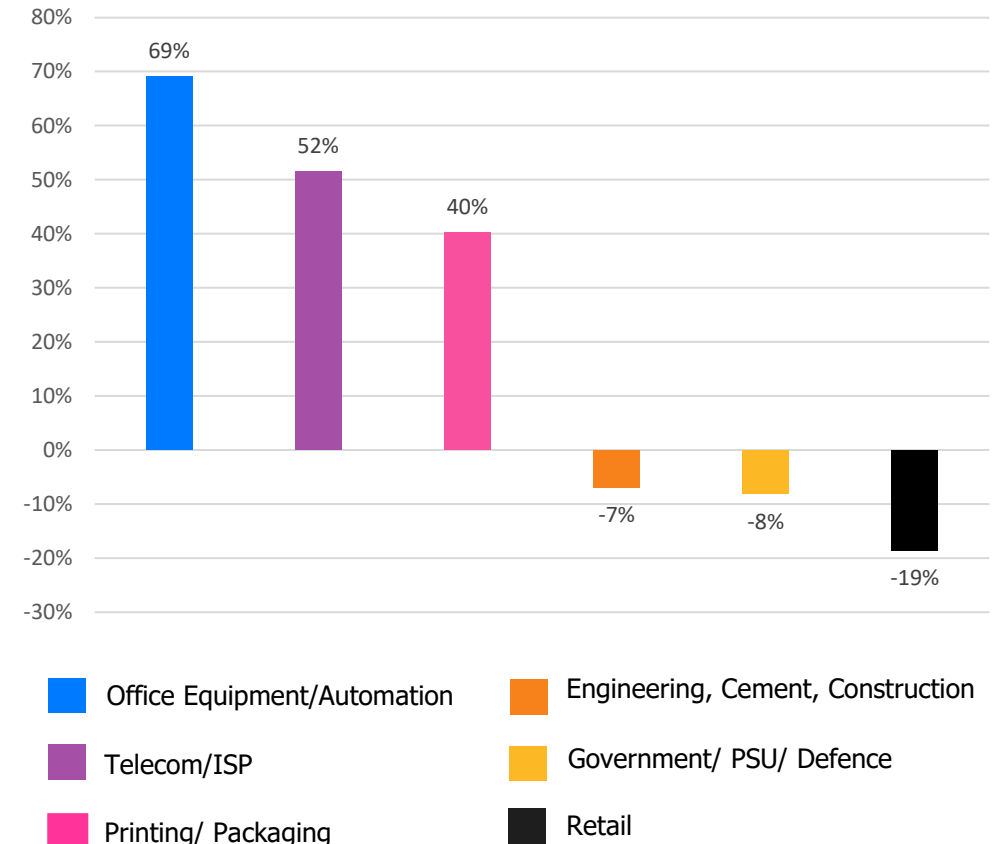
WORK EXPERIENCE



Hiring Trends – Industry*

Online hiring demand in November '21 exceeded November '20 level in 20 of the 27 Industries monitored by the Index

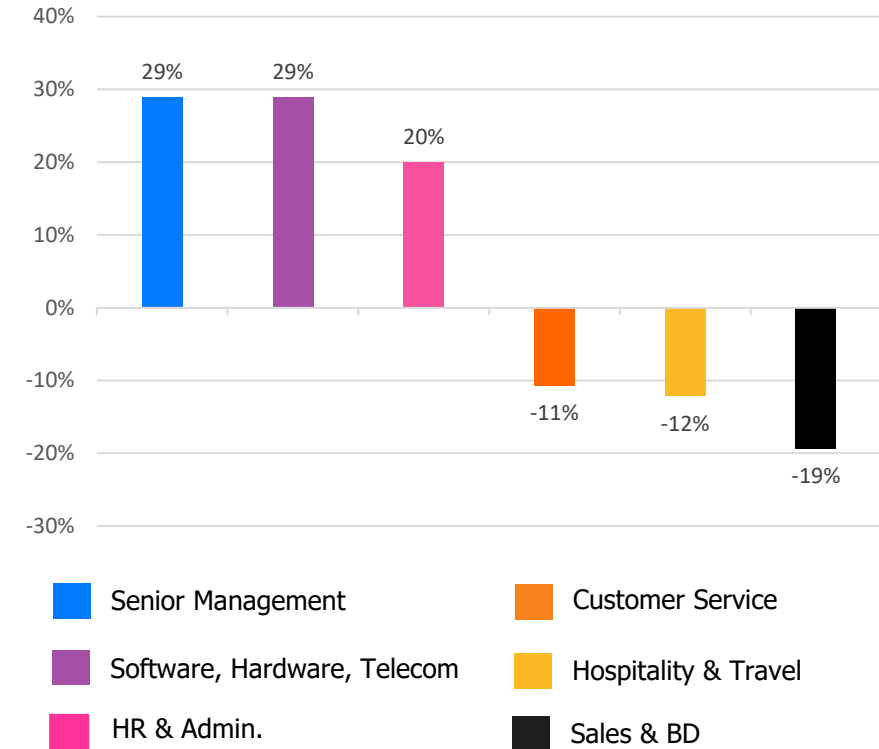
- ✓ Year-on-year, **Office Equipment/Automation** (+69%) noted a significant rise in e-recruitment activity in the month of November'21 Followed by **Telecom/ISP** (+52%) and **Printing/ Packaging** (+40%) industry reflecting a huge incline. which led to the overall growth in job demand in November'21 compared to November'20.
- ✓ **Retail** (-19%) industry witnessed the steepest annual decline among others. Also, **Government/PSU/Defence** (-8%) and **Engineering, Cement, Construction, Iron/ Steel** (-7%) saw a consecutive dip in November'21 annually.
- ✓ **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (+24%) saw a notable rise in hiring activity in November'21 on YoY basis. Other industries to register growth were **BFSI** (+24%), **IT- Hardware, Software** (+22%), **Logistic, Courier/ Freight/ Transportation** (+13%), **Shipping/Marine** (+13%), **Advertising, MR, PR** (+11%), **Automotive/ Ancillaries/ Tyres** (+11%), **Production and Manufacturing** (+10%) and **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** (+6%), whereas and **Education** (-6%) and **Media & Entertainment** (-5%) industries saw an annual decline in November'21



Hiring Trends - Functional Area*

Annual online demand for professionals reflected growth in 4 out of 13 functional areas as tracked by the Index

- ✓ The professionals in **Software, Hardware, Telecom** (+29%) and **Senior Management** (+29%) were in huge demand in November'21 witnessing the recovery of the Indian Job market. Also, **HR & Admin** (+20%) and **Finance and Accounts** (+18%) job roles saw a consistent growth in the month of November'21.
- ✓ The verticals that witnessed a huge decline in hiring activity in the month of November'21 versus November'20 were **Customer Service** (-11%), **Hospitality & Travel** (-12%) and **Sales & Business Development** (-19%).
- ✓ Demand for job roles in **Marketing & Communications** (-1%), **Engineering/ Production** (-3%), **Arts/Creative** (-4%) and **Legal** (-8%) also saw a down trend in online hiring activity.



Hiring Trends - Across Cities*

Online hiring demand surpassed the year-ago level in 9 of the 13 cities monitored by the Index

- ✓ The job demand in **Bangalore** (+23%), **Pune** (+20%), **Hyderabad** (+20%), **Chennai** (+19%), **Coimbatore** (+13%), **Mumbai** (+11%) and **Delhi-NCR** (+10%) dominated the online hiring space. Also, **Kolkata** (+10%) being adversely affected in the past few months, has bounced back in hiring activity and observed the major incline in November'21 from the year ago level.
- ✓ Recruitment across cities was negative during November'21 with **Jaipur** (-11%), **Ahmedabad** (-4%), **Chandigarh** (-10%) and **Kochi** (-1%) witnessed the decline while **Baroda** (+4%) saw a positive growth among the 13 cities monitored by MEI.
- ✓ **BFSI** and **IT - Hardware, Software** industry marked significant growth in metros. Among functions, **Finance and Accounts** and **HR & Admin** reflected upward trend among all major cities.

Y-o-Y Trend of Prime Industries and Functions in Key Cities					
	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
INDUSTRIES					
Banking/ Financial Services, Insurance	63%	68%	76%	77%	41%
BPO/ITES	-19%	24%	-19%	6%	-13%
Engineering, Cement, Construction, Iron/ Steel	8%	0%	6%	7%	-7%
IT - Hardware, Software	49%	46%	44%	53%	27%
Production and Manufacturing	30%	7%	0%	-1%	-8%
FUNCTIONS					
Marketing & Communications	29%	0%	0%	14%	0%
Finance and Accounts	29%	32%	27%	54%	26%
HR and Admin	43%	26%	22%	34%	22%
Sales & Business Development	4%	-11%	-5%	-2%	-13%
Software, Hardware, Telecom	15%	4%	-1%	7%	-7%

Hiring Trends - Experience Level*

0 - 3 Years

+6%

Demand for entry-level job seekers with experience of 0-3 years grew by 6%.

4 - 6 Years

+29%

Hiring for Intermediate level roles with an experience of 4-6 years increased by 29%.

7 - 10 Years

+42%

Mid-senior level roles with 7-10 years of experience saw a incline of 42%.

11 - 15 Years

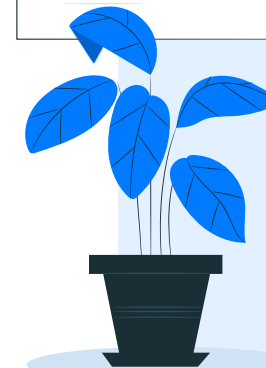
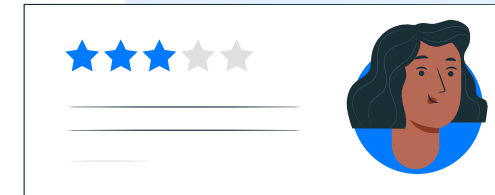
+22%

Hiring for Senior level roles with 11-15 years of experience increased by 22%

≥ 16 Years

+71%

Leadership roles with experience of 16+ years witnessed growth of 71%



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

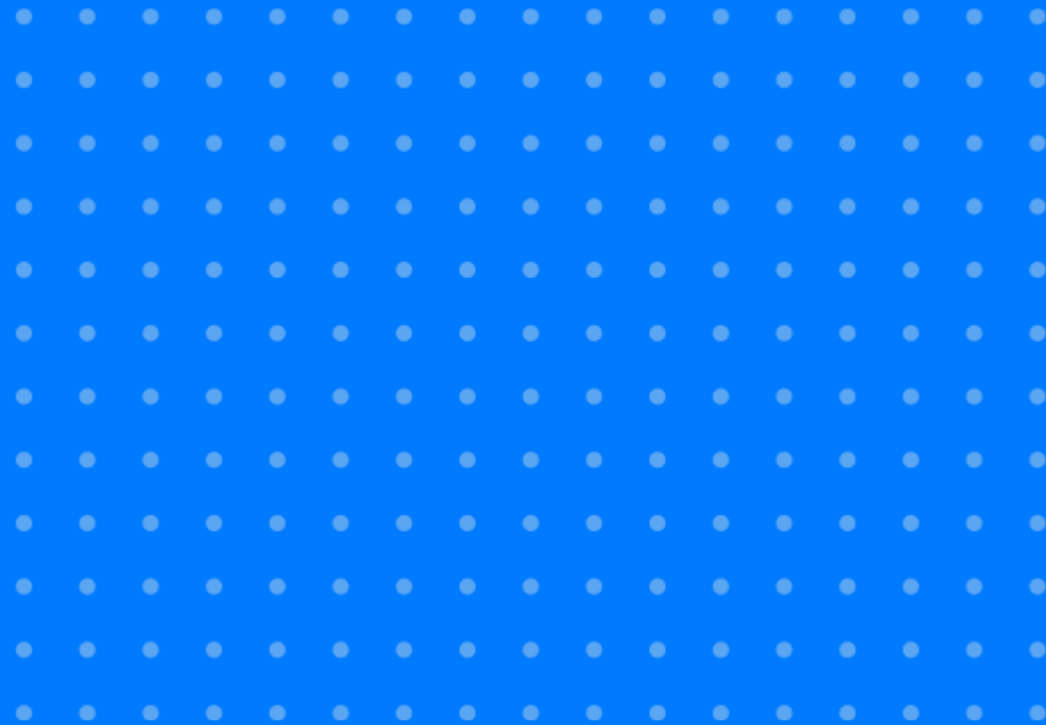
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Annexure



Annexure: Industry Data*

Industries	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
IT - Hardware, Software	585	568	604	629	644	620	678	695	718	721	720	739	714
BPO/ITES	154	150	136	146	147	138	141	146	148	153	160	159	157
Engineering, Cement, Construction, Iron/ Steel	187	187	194	189	188	160	160	168	175	163	164	172	174
Banking/ Financial Services , Insurance	317	305	322	345	323	298	319	350	370	367	375	391	392
Education	203	196	197	198	196	182	185	188	188	189	187	190	190
Production and Manufacturing	145	146	152	156	146	134	136	155	163	176	160	158	159
Automotive/ Ancillaries / Tyres	113	116	118	125	125	120	118	121	123	127	126	127	125
Telecom/ISP	287	322	313	334	322	293	321	351	367	377	364	381	435
Oil/ Gas/ Petroleum, Power	107	112	109	113	111	107	103	108	112	119	115	115	119

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Annexure: Industry Data*

Industries	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	286	306	287	296	302	278	286	314	319	314	317	308	302
Advertising, Market Research, Public Relations (PR)	177	178	186	191	189	179	179	185	188	191	189	193	196
Travel and Tourism	149	141	144	149	140	125	109	112	130	132	134	143	147
Home Appliances	586	525	574	544	536	476	537	562	608	605	608	607	614
Media & Entertainment	457	466	468	480	463	464	453	476	462	456	444	440	436
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	93	107	112	115	117	115	108	113	114	111	111	116	115
FMCG, Food & Packaged Food	162	170	169	185	190	168	161	163	175	166	164	165	161
Garments/ Textiles/ Leather, Gems & Jewellery	114	122	116	124	124	118	109	114	118	146	121	122	127

... Continued

Annexure: Industry Data*

Industries	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Real Estate	154	150	152	158	154	140	135	144	157	156	159	160	159
Retail	522	418	418	394	366	314	389	413	416	412	420	423	425
Logistic, Courier/ Freight/ Transportation	234	223	223	233	277	245	241	252	264	254	262	265	265
Import / Export	75	86	68	75	72	66	59	74	75	75	78	79	79
Government/ PSU/ Defence	74	73	71	71	70	69	68	70	69	69	68	68	68
Shipping/Marine	112	112	105	111	113	115	111	123	140	145	149	133	121
Printing/ Packaging	122	135	134	146	154	151	139	141	141	149	166	166	171
NGO/Social Services	175	177	181	186	187	172	165	170	176	172	181	183	188
Agro based industries	82	88	94	94	93	91	84	85	90	85	85	85	86
Office Equipment/Automation	113	109	99	101	106	97	102	107	117	116	122	158	191

Annexure: Functional Area Data*

Functions	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Software, Hardware, Telecom	373	375	388	417	424	422	449	465	494	503	488	489	481
Customer Service	178	180	164	171	165	154	145	153	160	164	160	161	159
Engineering /Production	264	256	257	263	257	220	235	251	260	261	254	253	255
Finance & Accounts	200	193	196	209	205	195	191	212	226	226	228	231	235
Sales & Business Development	372	375	355	372	328	297	287	301	317	320	308	299	300
Senior Management	194	206	210	228	224	225	221	227	245	246	259	270	250
HR & Admin	165	172	166	178	175	167	160	173	183	182	190	195	198
Marketing & Communications	241	236	236	242	238	219	218	229	234	273	237	236	239
Health Care	352	364	325	343	337	322	308	338	343	343	339	331	324
Purchase/ Logistics/ Supply Chain	184	184	180	183	174	167	172	180	186	182	195	186	183
Hospitality & Travel	182	161	161	164	150	142	129	136	152	153	150	157	160
Legal	210	198	206	208	199	190	192	202	210	211	202	193	193
Arts/Creative	195	195	189	193	188	183	175	181	181	180	190	193	187

Annexure: City Wise Data*

Cities	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Mumbai	245	247	242	261	257	252	253	258	272	280	278	277	273
Bangalore	350	351	362	400	410	414	435	442	470	473	457	446	431
Delhi - NCR	204	209	207	219	215	212	206	212	229	230	232	231	224
Hyderabad	269	275	277	303	301	309	302	306	326	335	328	328	323
Chennai	215	221	220	238	236	240	241	250	266	273	263	261	255
Pune	271	279	285	306	309	308	310	329	351	354	346	338	324
Kolkata	269	269	267	283	275	276	296	312	329	317	305	290	295
Ahmedabad	336	341	300	352	338	342	309	320	328	329	332	329	322
Chandigarh	336	329	320	332	316	311	293	311	322	318	316	312	302
Kochi	248	240	238	254	250	252	258	260	270	258	256	256	246
Baroda	224	225	220	238	230	206	206	224	226	229	235	236	232
Coimbatore	260	271	258	268	271	267	257	272	281	288	287	295	295
Jaipur	276	287	268	281	266	254	241	252	253	251	246	248	247

Annexure: Experience Level Data*

Experience Level	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
0 - 3 years	311	308	298	314	305	290	284	302	318	321	322	324	329
4 - 6 years	267	271	271	294	294	296	298	314	337	345	344	342	345
7 - 10 years	172	179	181	197	197	201	204	213	228	234	234	239	245
11 - 15 years	102	103	105	108	109	111	111	114	119	119	121	123	124
> 16 years	110	114	121	130	135	141	169	175	175	171	178	184	188

Thank you

