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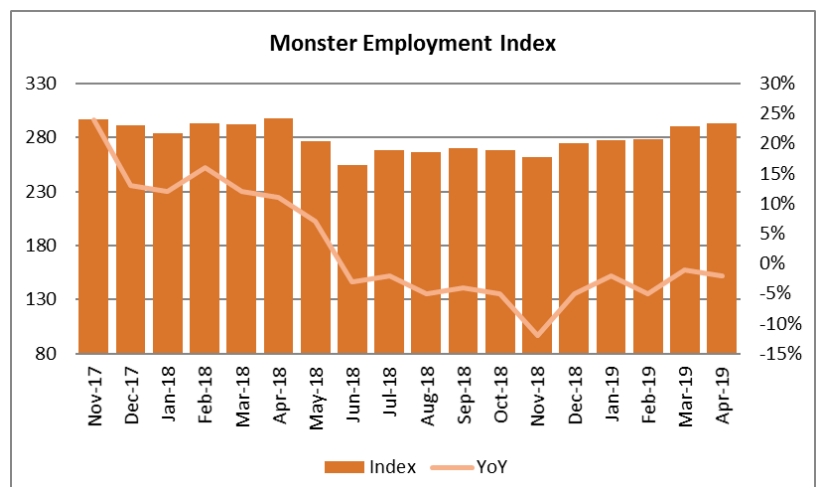
EMPLOYMENT INDEX

Monster Employment Index registers 2 percent y-o-y decline: Monster Employment Index April 2019

- Production and Manufacturing (up 32 percent) and Travel and Tourism sector (up 26 percent) registered the steepest increase in y-o-y online recruitment activity
- Engineering /Production (up 3 percent) professionals continue see y-o-y growth
- Delhi (up 7 percent) and Jaipur (up 4 percent) lead all monitored cities in y-o-y online growth

[Monster Employment Index](#) for April 2019 registered **2 percent Y-o-Y decline** however, in terms of monthly recruitment activity it recorded one percent growth in online recruitment activities. Among industry sectors, **Production and Manufacturing (up 32% y-o-y)** registered the steepest Y-o-Y increase as well as on a month-on-month basis at **12 percent**. This was followed by the **Travel and Tourism sector** which registered **26% y-o-y** increase in online recruitment. There has been a **17 percent** rise in e-recruitment activity in the sector over the past **six-months between October and April 2019**.

Occupation-wise, **Engineering /Production** registered a **3 percent y-o-y** rise in online demand. The occupation witnessed growth in the year for the first time since **August 2018**. **Health Care (up by 2 percent y-o-y)** and **Arts/Creative (up by 1 percent y-o-y)** were the only other job roles to register growth on the year. It is notable that the long-term growth momentum moderated in both cases when compared to the previous month. Online demand for **HR & Admin (down 5 percent y-o-y)**



professionals eased below the corresponding period a year-ago for the first time since July 2017.

City-wise, **Delhi-NCR (up by 7 percent y-o-y)** led all monitored cities by the way of long-term growth. This has been an uptrend in recruitment activity on the year for the first time since **April 2018**. This was followed by **Jaipur (up 4 percent y-o-y)** and **Chennai (up 3 percent y-o-y)**. Online demand in the city surpassed the year-ago level for the first time since May 2018. Among other cities, **Kochi (down 23 percent y-o-y)** followed by **Baroda (down 12 percent y-o-y)** registered steepest decline on the year.

Monster Employment Index India results for the past 18 months are as follows:

Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	Y-O-Y
297	291	284	293	292	298	276	254	268	266	270	268	262	275	277	278	290	293	-2%

Industry Year-over-year Trends: Online demand exceeded the year-ago level in 13 of the 27 industry sectors monitored by the Index.

- Year-on-year growth momentum in **Production and Manufacturing** strengthened this month. The sector registered the steepest rise in demand among all monitored industry sectors on the year (up 32 percent) as well as on a month-on-month basis (up 12 percent).
- **Travel and Tourism** (up 26 percent) sector climbed up the ladder and was among the top five most actively hiring sectors on a year-on-year basis. Month-on-month, the sector has been exhibiting an uptrend in demand consistently since July 2018. There has been a 17 percent rise in e-recruitment activity in the sector in the past six-months between October and April 2019.
- Year-on-year, online recruitment in **Retail** (up 20 percent) sector paced up further from 16 percent in March 2019. The sector witnessed a 10 percent increase in demand on a month-on-month basis.
- **Engineering, Cement, Construction, Iron/ Steel** (up 14 percent) sector registered strong growth in double-digit for the first time since October 2018. The short-term growth parameters also indicated increased hiring demand in the sector; up seven percent (month-on-month), up 12 percent (three-month basis) and up 14 percent (six-month basis). The related **Real Estate** (down 15 percent) continued to exhibit reduced demand on the year.
- Online recruitment in **Banking/ Financial Services, Insurance** sector continued to grow at a sluggish pace; up two percent month-on-month as well as on year-on-year basis. Demand exceeded the three-month ago level by seven percent and six-month ago level by eight percent.
- **Automotive/Ancillaries /Tyres** (down 19 percent) sector registered the sixth consecutive year-on-year decline in the series. The sector registered fewer opportunities on the month; down by five percent. Online demand eased two percent below the three-month level and three percent below the six-month level.
- **Agro based industries** (down 44 percent) recorded the most notable annual decline among all monitored industry sectors even in April 2019.

Top Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Production and Manufacturing	202	267	32%
Travel and Tourism	281	353	26%
Retail	361	434	20%

Lowest Growth Industries

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Real Estate	205	175	-15%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	150	128	-15%
Printing/ Packaging	186	156	-16%

Office Equipment/Automation	111	129	16%
Engineering, Cement, Construction, Iron/ Steel	205	234	14%

Automotive/ Ancillaries / Tyres	225	183	-19%
Agro based industries	150	84	-44%

E-Commerce: Online recruitment in E-commerce sector registered 13 percent growth, year-on-year. Month-on-month demand increased by two percent and surpassed the six-month ago level by 12 percent.

Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	Y-O-Y
117	114	115	119	119	119	117	117	117	112	116	121	121	123	130	132	132	135	13%

Occupation Year-over-year Trends: Online recruitment activity surpassed the year-ago level in three of the 13 occupation groups monitored by the Index.

- Among occupation groups, **Engineering /Production** (up three percent) registered the steepest increase in online demand. The group witnessed growth on the year for the first time since August 2018. Demand on the month increased by two percent. Online demand for Engineering /Production professionals advanced the most at the entry (0-3 years) and top management (>15 years) level; up by 64 percent and 15 percent respectively.
- **Health Care** (up two percent) and **Arts/Creative** (up one percent) were the only other job roles to register growth on the year. It is notable that the long-term growth momentum moderated in both cases when compared to the previous month. At the same time, each of the occupation group recorded reduced demand on the month; Health Care (down one percent) and Arts/Creative (down two percent). Online demand for Health Care professionals shrunk at all levels of experience while Arts/Creative professionals witnessed rise in demand only at the entry level (0-3 years).
- Online demand for **HR & Admin.** (down five percent) professionals eased below the corresponding period a year-ago for the first time since July 2017. Month-on-month demand registered marginal decline of one percent.
- **Marketing & Communications** (down nine percent) professionals registered the steepest annual decline among all monitored occupation groups.

Top Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Engineering /Production	241	249	3%
Health Care	439	446	2%
Arts/Creative	219	222	1%
Software, Hardware, Telecom	366	366	0%
Customer Service	272	268	-1%

Lowest Growth Occupations

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Hospitality & Travel	265	257	-3%
Sales & Business Development	425	407	-4%
HR & Admin	243	232	-5%
Purchase/ Logistics/ Supply Chain	213	202	-5%
Marketing & Communications	274	248	-9%

Year-over year Trends by Experience level: Occupations

Top Growth Occupations/Experience	0-3 YR	4-6 YR	7-10 YR	11-15 YR	>15 YR
Engineering /Production	64%	8%	-10%	-3%	15%
Health Care	-2%	-7%	-11%	0%	-7%
Arts/Creative	12%	-6%	-30%	-15%	-2%
Software, Hardware, Telecom	0%	-5%	-5%	4%	6%
Customer Service	-9%	-10%	-4%	30%	9%

Geographic Year-over-year Trends: E-recruitment activity exceeded the year-ago level in three of the 13 cities monitored by the Index.

- **Delhi-NCR** (up seven percent) led all monitored cities by the way of long-term growth; also, an uptrend in recruitment activity on the year for the first time since April 2018. Demand on the month paced up by 11 percent which was again the steepest growth recorded among monitored cities.
- **Chennai** (up three percent) was the only other key metro city to register growth in online recruitment on a year-on-year basis. Online demand surpassed the year-ago level for the first time since May 2018. Month-on-month demand increase by seven percent.
- E-recruitment activity in **Bangalore** (down one percent) weakened and eased below the corresponding period a year-ago having charted three straight growth; January (up one percent), February (up two percent) and March (up four percent). Month-on-month. online demand registered marginal decline of one percent.
- Among monitored cities, **Kochi** (down 23 percent) followed by **Baroda** (down 12 percent) registered steepest decline on the year.

Top Growth Cities

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Delhi-NCR	258	275	7%
Jaipur	322	336	4%
Chennai	263	270	3%
Chandigarh	349	346	-1%

Lowest Growth Cities

Year-over-year Growth	Apr 18	Apr 19	% Growth Y-o-Y
Mumbai	348	324	-7%
Ahmedabad	382	346	-9%
Coimbatore	336	303	-10%
Baroda	289	253	-12%

Bangalore	366	362	-1%	Kochi	344	264	-23%
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Month-over-month Trends for Key Industries & Occupations in Prime Cities:

- Online demand in **Banking/ Financial Services, Insurance** sector weakened in Delhi-NCR and Mumbai. Chennai witnessed the strongest growth of 10 percent followed by six percent in Bangalore and three percent in Hyderabad.
- **Production and Manufacturing** sector registered the steepest increase in e-recruitment activity in Mumbai (up 22 percent) and Delhi-NCR (up 16 percent). Demand improved in other key cities as well; nine percent in Chennai and one percent in Bangalore as well as in Hyderabad.
- All key cities registered growth in **Engineering, Cement, Construction, Iron/ Steel** sector hiring this month. Delhi-NCR witnessed the most notable growth of 44 percent.
- Delhi-NCR aside, online demand for **HR and Admin.** professionals, reduced in all key cities
- Online demand for **Sales & Business Development** professionals moderated in all key cities while **Marketing & Communications**; and **Finance and Accounts** professionals recorded growth only in Bangalore,

Industries/Cities

Month-over-month Growth	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
Banking/ Financial Services, Insurance	6%	10%	-3%	3%	0%
BPO/ITES	0%	-5%	11%	-10%	-6%
Engineering, Cement, Construction, Iron/ Steel	12%	3%	44%	4%	9%
IT - Hardware, Software	-1%	1%	-1%	0%	0%
Production and Manufacturing	1%	9%	16%	1%	22%

Occupations/Cities

Month-over-month Growth	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
Marketing & Communications	1%	0%	0%	1%	-4%
Finance and Accounts	2%	-1%	0%	-3%	0%
HR and Admin.	-6%	-11%	2%	-9%	-6%
Sales & Business Development	-1%	-1%	-3%	-2%	-2%
Software, Hardware, Telecom	0%	5%	0%	2%	1%

About the [Monster Employment Index](#)

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. 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 results obtained from the use of such information. 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.

About Monster APAC & Gulf

Monster, for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

Monster in APAC & Gulf started its operations with India, in 2001 and 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 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. Monster Mobile App in India was voted Product of the Year in 2016 under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India to enable employers in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

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.monstergulf.com | www.monster.com.sg | www.monster.com.my | www.monster.com.ph | www.monster.com.hk

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