

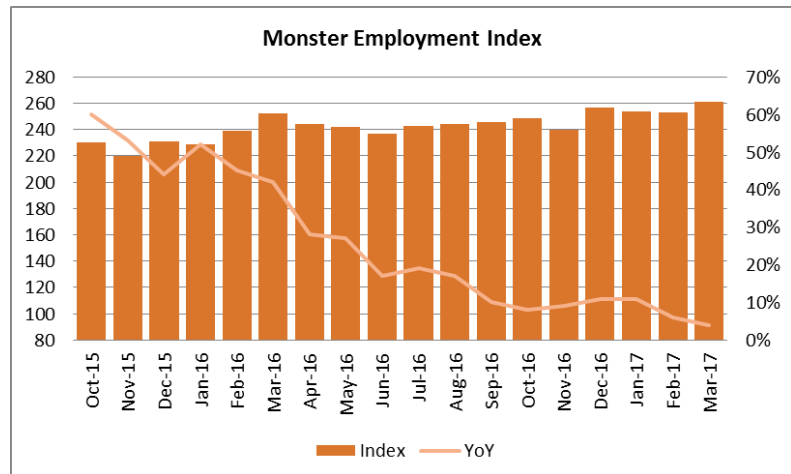
monster® EMPLOYMENT INDEX

Monster Employment Index India registered six percent y-o-y growth for February'17 and four percent for March'17

- **Telecom/ISP (up 25 percent) witnessed an annual growth followed by Banking/Financial Services, Insurance (up 24 percent)**
- **Coimbatore (up 23 percent) and Jaipur (up 23 percent) lead all monitored cities on the year**

New Delhi, 05 April, 2017: Online recruitment activities registered a six percent for February and a four percent growth for March, according to the [Monster Employment Index](#).

Among job intensive sectors, **Telecom/ISP** led the long-term growth chart with a 25 percent despite moderation in the pace of growth as against in February 2017 which was at 28 percent. This could be attributed to the on-going consolidation in the sector led by major players. The year-on-year growth rate in the **Banking/Financial Services, Insurance** sector eased from 51 percent in February 2017 to 24 percent in March 2017. The **Production and Manufacturing** (down 23 percent) sector recorded the steepest year-on-year decline even in March 2017.



City-wise data shows that **Coimbatore (up 23 percent), Jaipur (up 23 percent)** followed by **Baroda (up 22 percent)** recorded the steepest year-on-year growth. Among metros **Mumbai (up 10 percent)** was the only city to register a double-digit growth on the year; while annual growth trend in **Delhi-NCR (up 3 percent)** and **Chennai (up one percent)** recorded the lowest annual growth rate.

Commenting on the trends, **Sanjay Modi, Managing Director, Monster.com, APAC & Middle-East** said, "The *Monster Employment Index* suggests a slowdown in the online recruitment activity. The year-on-year comparison shows that there has been a drop from a 42 percent growth in March 2016 to four percent in March 2017. India has been projected as the world's fastest growing economy during the current fiscal year 2016-17, however, recruiters are being cautious when it comes to hiring."

"Automation is the usual suspect but, the sluggish response towards recruitment activities can be attributed to the ongoing global slowdown compounded by talent scarcity for niche skills. This reiterates

the need for upskilling amongst talent in order to remain relevant amidst changing landscape. We are hopeful that this dip is temporary and should soon fade away." he added.

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

Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Y-O-Y
230	220	231	229	239	252	244	242	237	243	244	246	249	240	257	254	253	261	4%

Industry Year-over-year Trends: Of the 27 industry sectors monitored by the Index 16 sectors saw growth in demand year-on-year. .

- **Telecom/ISP** (up 25 percent) and **Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides** (up 25 percent) led the long-term growth chart this month. It is notable, however, that the year-on-year growth momentum has eased between February and March 2017 in both the sectors; Telecom/ISP registered a 28 percent growth in February 2017 while Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides recorded a 32 percent growth. Month-on-month demand increased by five percent in both the sectors this month.
- E-recruitment in **Banking/ Financial Services, Insurance** sector has slowed significantly. The year-on-year growth rate eased from 51 percent in February 2017 to 24 percent in March 2017. The sector also witnessed an eight percent decline on the month. However, the sector continued to be among the top growth sectors, year-on-year.
- **IT - Hardware, Software** (up four percent) recorded a single-digit year-on-year growth this month and also the lowest since October 2013. Demand on the month increased by two percent and matched the three-month ago level. **BPO/ITES** sector also witnessed a single-digit growth of four percent this month; the lowest growth recorded since April 2014. At the same time, the sector recorded a marginal one percent drop in demand month-on-month and slipped 17 percent below the six-month level.
- **Engineering, Cement, Construction, Iron/ Steel** sector registered a two percent growth from the corresponding period a year-ago; down from 26 percent in February 2017. Month-on-month, online hiring activity in the sector plunged nine percent; the steepest decline recorded among all monitored sectors.
- The **Real Estate** sector continued to chart a declining trend on the year; down by eight percent. However, the sector saw a 10 percent growth in e-recruitment between February and March 2017. Demand exceeded the three-month and six-month level by a marginal one percent following low levels in the past months.
- Year-on-year, **Automotive/ Ancillaries / Tyres** exhibited a flat rate of growth following persistent and positive growth since April 2015. The sector also registered a one percent decline on the month.
- **Production and Manufacturing** (down 23 percent) recorded the steepest year-on-year decline even in March 2017. The three-month and six-month growth rate was also negative at -13 percent and -10 percent respectively. It is notable however that, this month the sector witnessed a seven percent growth in monthly employment demand following an eight percent and 12 percent decline in January and February 2017.

Top Growth Industries

Year-over-year Growth	Mar 16	Mar 17	% Growth Y-o-Y
Telecom/ISP	169	212	25%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	117	146	25%
Banking/ Financial Services , Insurance	206	255	24%
Education	183	222	21%
Home Appliances	317	367	16%

Lowest Growth Industries

Year-over-year Growth	Mar 16	Mar 17	% Growth Y-o-Y
Travel and Tourism	272	260	-4%
Oil/ Gas/ Petroleum, Power	144	137	-5%
Import / Export	119	112	-6%
Real Estate	180	166	-8%
Production and Manufacturing	168	130	-23%

E-Commerce: Year-on-year, e-commerce (up one percent) recorded a positive growth this month after having charted a three percent and four percent decline in January and February 2017 respectively. Online demand increased by an additional three percent, month-on-month. E-recruitment in the sector exceeded the three-month level for the first time since July 2016 and matched the six-month level.

Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Y-O-Y
105	104	107	109	113	111	111	115	113	117	115	112	113	110	110	106	109	112	1%

Occupation Year-over-year Trends: Online demand exceeded the year-ago level in five of the 13 occupation groups monitored by the Index.

- Year-on-year, **Customer service** (up 30 percent) led all occupation groups yet again but at a moderated pace. Online demand for the job role eased below the six-month level by two percent.
- Online demand at the **Senior Management** (down three percent) level increased by 13 percent between February and March 2017. The long-term growth trend, nevertheless, continued to be weak. The group also saw demand slip one percent below the six-month level.
- Online demand for **Sales & Business Development** professionals exceeded the corresponding period a year-ago by nine percent; up from seven percent in February 2017. Month-on-month the job role registered a five percent growth in opportunities.
- Among others, demand for **Software, Hardware, Telecom** (up 15 percent); **Engineering /Production** (up seven percent); **Health Care** (up seven percent) continued to trend up but at a slower pace vis-à-vis past months.
- **Legal** (down 18 percent) registered the most notable decline in demand on a year-on-year basis.

Top Growth Occupations

Year-over-year Growth	Mar 16	Mar 17	% Growth Y-o-Y
Customer Service	205	267	30%
Software, Hardware, Telecom	296	339	15%
Sales & Business Development	291	318	9%
Engineering /Production	189	202	7%
Health Care	298	318	7%

Lowest Growth Occupations

Year-over-year Growth	Mar 16	Mar 17	% Growth Y-o-Y
Senior Management	226	220	-3%
Marketing & Communications	252	233	-8%
Arts/Creative	209	189	-10%
HR & Admin	210	188	-10%
Legal	283	232	-18%

Geographic year-over-year Trends: E-recruitment activity exceeded the year-ago level in 11 of the 13 cities monitored by the Index.

- **Jaipur** (up 23 percent) and **Coimbatore** (up 23 percent) followed by **Baroda** (up 22 percent) witnessed the steepest year-on-year growth. The growth momentum improved notably in each of the three cities between February and March 2017; up from eight percent in Jaipur, up from eleven percent in Coimbatore and up from two percent in Baroda. Each of the three cities also recorded some of the steepest month-on-month growth in hiring; Baroda (up 20 percent), Coimbatore (up 18 percent), Jaipur (up 15 percent).
- Among the five major cities, **Mumbai** was the only city to registered a double-digit growth on the year; up by 10 percent. Month-on-month recruitment increased by 11 percent in Mumbai. **Bangalore** (up one percent) and **Chennai** (up one percent) recorded some of the lowest annual growth rate. **Delhi-NCR** and **Hyderabad** witnessed a three percent and five percent growth respectively down from nine percent in February 2017.
- Online recruitment activity in **Ahmedabad** (down one percent) slipped below the corresponding period a year-ago for the first time since October 2012. The growth trend was negative on all other parameters as well; down five percent month-on-month and on three-month and down 10 percent on six-month basis.
- **Chandigarh** (down six percent) also exhibited a down trend. The annual growth rate was negative for the first time since March 2014 and the steepest decline among all monitored cities. Month-on-month, e-recruitment in the city plunged two percent and eased below the three-month and six-month level by two percent and nine percent respectively.

Top Growth Cities

Year-over-year Growth	Mar 16	Mar 17	% Growth Y-o-Y
Jaipur	232	285	23%
Coimbatore	247	303	23%
Baroda	219	267	22%

Lowest Growth Cities

Year-over-year Growth	Mar 16	Mar 17	% Growth Y-o-Y
Kochi	260	264	2%
Bangalore	346	351	1%
Chennai	249	251	1%

Mumbai	286	315	10%
Pune	263	283	8%

Ahmedabad	276	274	-1%
Chandigarh	271	255	-6%

By Industry

	2016											2017		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
IT - Hardware, Software	446	447	447	434	438	439	440	430	398	464	446	458	466	
BPO/ITES	240	242	239	246	256	276	300	314	243	249	238	252	250	
Engineering, Cement, Construction, Iron/Steel	161	168	179	169	171	157	160	166	149	162	163	181	164	
Banking/Financial Services/Insurance	206	216	215	214	218	241	244	246	219	255	273	277	255	
Education	183	188	201	203	221	207	217	225	216	216	221	228	222	
Production and Manufacturing	168	168	192	166	161	148	144	127	127	150	138	122	130	
Automotive/Ancillaries/Tyres	156	161	187	162	157	154	147	154	147	148	155	158	156	
Telecom/ISP	169	169	157	176	180	186	189	186	181	213	187	201	212	
Oil/Gas/Petroleum, Power	144	135	124	129	133	128	134	138	139	143	138	136	137	
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	289	302	302	305	324	317	328	320	308	319	320	312	319	
Advertising, Market Research, Public Relations	159	176	187	195	150	146	145	148	157	164	164	164	160	
Travel & Tourism	272	266	252	244	248	251	245	248	246	268	265	266	260	
Home Appliances	317	300	314	300	303	284	296	308	286	307	304	348	367	
Media & Entertainment	240	233	236	242	243	260	252	259	242	278	260	255	271	
Chemicals/Plastic/Rubber, Paints, Fertilizer/Pesticides	117	117	106	114	115	119	117	128	121	126	129	139	146	
Consumer Goods/FMCG, Food & Packaged Food	181	183	172	172	183	181	188	195	185	191	191	201	197	
Garments/Textiles/Leather, Gems & Jewellery	168	157	147	148	152	153	161	168	159	165	157	158	165	
Real Estate	180	173	164	166	168	160	165	165	163	164	155	151	166	
Retail	301	290	305	295	280	264	266	273	279	303	298	285	301	
Logistic, Courier/Freight/Transportation	215	202	196	201	208	193	198	215	194	204	205	231	221	

Import/Export	119	136	134	134	117	111	110	116	112	113	116	121	112
Government/PSU/Defence	109	104	86	91	103	108	111	120	123	120	121	123	116
Shipping/Marine	112	110	105	98	101	104	100	104	112	117	114	104	108
Printing/Packaging	217	202	180	181	207	196	191	201	209	220	224	230	221
NGO/Social Services	235	195	178	193	210	182	177	182	179	233	225	219	226
Agro based industries	145	146	138	132	144	138	129	133	140	162	169	157	158
Office Equipment/Automation	115	107	93	89	102	96	102	108	109	108	111	114	113

By Occupation

	2016										2017		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Software, Hardware, Telecom	296	287	287	272	280	280	281	300	302	334	330	325	339
Customer Service	205	212	208	229	234	246	272	295	248	258	252	264	267
Engineering/Production	189	182	192	182	180	168	169	185	186	203	205	193	202
Finance & Accounts	202	193	192	180	183	186	190	186	179	192	196	201	200
Sales & Business Development	291	278	274	260	268	265	274	288	287	316	309	302	318
Senior Management	226	229	228	214	220	217	223	216	183	193	196	195	220
HR & Admin	210	198	198	192	182	178	178	179	170	181	178	178	188
Marketing & Communications	252	245	243	237	231	221	221	224	221	231	231	221	233
Health Care	298	298	295	290	318	316	331	327	302	312	321	339	318
Purchase/Logistics/Supply Chain	175	166	163	156	161	169	169	173	163	171	169	175	172
Hospitality & Travel	218	201	199	176	196	201	196	194	195	210	205	210	213
Legal	283	260	249	247	254	243	246	231	207	220	219	218	232
Arts/Creative	209	197	184	187	189	189	186	178	175	183	183	180	189

By Local Market

	2016										2017		
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Mumbai	286	284	276	261	274	285	307	318	272	288	282	284	315
Bangalore	346	339	332	315	328	331	341	344	303	328	319	332	351
Delhi-NCR	235	237	237	236	245	245	258	262	234	242	242	244	241
Hyderabad	253	250	251	243	253	252	264	264	247	255	252	260	265
Chennai	249	249	247	263	241	242	251	252	224	227	228	237	251
Pune	263	257	251	249	264	273	296	302	257	269	263	271	283
Kolkata	239	235	234	225	230	239	265	268	245	245	240	250	252

Ahmedabad	276	273	266	266	279	280	303	307	285	287	282	289	274
Chandigarh	271	275	270	266	271	284	281	281	252	259	252	259	255
Kochi	260	252	258	236	262	279	310	334	261	263	262	253	264
Baroda	219	221	221	198	206	214	215	207	199	209	217	222	267
Coimbatore	247	258	250	239	248	253	258	258	247	248	243	257	303
Jaipur	232	237	247	237	251	258	274	273	230	233	234	248	285

About the [Monster Employment Index](#)

Launched in May 2010 with data collected since October 2009, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in India 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, including Monster India, 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.

About Monster India

[Monster India](#), India's leading online career and recruitment resource with its cutting edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. More than 200 million people have registered on the Monster Worldwide network. Today, with operations in more than 40 countries, Monster provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities globally. Monster India started its operations in 2001. Headquartered in Hyderabad, the company has presence in 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin.

Monster Mobile App was voted Product of the Year under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com was voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. [Monster India](#) and DishTV partnered in convergence of the Internet and TV medium to make job services accessible to TV viewers across all cities, bridging the unmet need of the audience for whom access to the internet is limited. This first ever job search initiative is called 'Monsterjobs Active'.

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. To learn more about Monster India visit: www.monsterindia.com | www.facebook.com/monsterindia | https://twitter.com/monster_india

About Monster Worldwide

Monster Worldwide, Inc. (NYSE: MWW) is a global leader in connecting people to jobs, wherever they are. For more than 20 years, Monster has helped people improve their lives with better jobs, and employers find the best talent. Today, the company offers services in more than 40 countries, providing some of the broadest, most sophisticated job seeking, career management, and recruitment and talent management capabilities. Monster continues its pioneering work of transforming the recruiting industry

with advanced technology using intelligent digital, social and mobile solutions, including our flagship website monster.com® and a vast array of products and services.
For more information visit: monster.com/about

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