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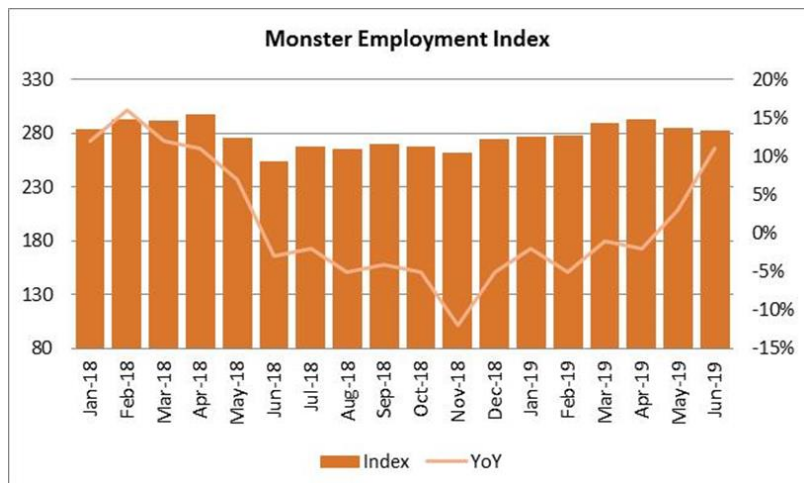
EMPLOYMENT INDEX

Monster Employment Index June 2019: 11% YoY growth in online job posting activity

- Office Equipment/Automation (up 49 percent) and Travel and Tourism sector (up 37 percent) registered the steepest increase in y-o-y online recruitment activity
- Finance & Accounts (up 16 percent) professionals see y-o-y growth
- Jaipur (up 12 percent) and Pune (up 10 percent) lead all monitored cities in y-o-y online growth

[Monster Employment Index](#) registered **11 percent Y-o-Y increase** in June 2019, However, month on month slipped by three percent. Among industry sectors, **Production and Manufacturing (up 38% y-o-y)** registered the highest Y-o-Y increase as well month-on-month increase of **11 percent**. This was followed by the **Travel and Tourism sector** which registered **37% y-o-y** increase in online recruitment. There has been a **5 percent** rise in e-recruitment activity in the sector over the past **six-months between January and June 2019**.

Occupation-wise, **Finance and Accounts** registered a **16 percent y-o-y** rise in online demand. Legal professionals at the entry level (0-3 years), saw an **increase of 21 percent** in demand from the corresponding period a year-ago. **Sales and Business Development (up by 11 percent)** and **Software, Hardware, Telecom** charted **year-on-year growth of 10 percent**. It is notable that the growth rate this month has further improved as compared with May. Online demand for **Marketing and Communication** (up by 3 percent) and **HR & Admin** (up by 1 percent) have continued their respective positive gains.



City-wise, **Jaipur (up by 12 percent y-o-y)** led all monitored cities. This was followed by **Pune (up 10 percent y-o-y)** and **Baroda (up 10 percent y-o-y)**. Online demand continued to chart positive annual growth. Among other cities, **Kochi (down 2 percent y-o-y)** is the only city to witness diminished growth on annual basis. However, this was the least decline witnessed in 2019 so far.

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

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	May 19	Jun 19	Y-O-Y
284	293	292	298	276	254	268	266	270	268	262	275	277	278	290	293	285	283	11%

Industry Year-over-year Trends: Online demand exceeded the year-ago level in 23 of the 27 industry sectors monitored by the Index.

- **Office Equipment/Automation** (up 49 percent) led annual online recruitment activity among industry sectors in June 2019. Growth momentum improved by 24 percentage points from last month. In short-term as well, the sector witnessed growth on all parameters; up 11 percent (month-on-month), up 12 percent (three-month) and up 18 percent (six-month).
- Long-term growth momentum in **Travel and Tourism** (up 37 percent) sector paced up by 12 percentage points vis-à-vis May 2019. This was also the most-notable growth since November 2015. The sector also witnessed growth on six-month (up five percent) basis. Recruitment level, however, continued to decline on a month-ago level for the second consecutive month; down one percent in May and down four percent in June.
- **Production and Manufacturing** (up 27 percent) continued to chart strong double-digit growth on annual basis. However, the sector saw the most-notable decline on-the-month (down seven percent) since December 2018. Growth on three-month (up two percent) and six-month (up four percent) basis remained positive. **Automotive/ Ancillaries / Tyres** (down 13 percent) fell below the corresponding period a year-ago level. **Logistic, Courier/ Freight/ Transportation** sector witnessed increased hiring activity on year-on-year (up nine percent) and six-month (up two percent) basis.
- E-recruitment in **Banking/ Financial Services, Insurance** (up 19 percent) saw higher annual growth from May (up five percent) 2019; also the most-notable growth in the last ten months. The sector fared well in short-term as well; up three percent (month-on-month), up two percent (three-month) and up eight percent (six-month).
- **Retail** (up 31 percent) continued to register double-digit growth for the fourth consecutive month. Between May and June 2019, growth momentum improved by 12 percentage points. In the last six-months, the sector charted growth of 27 percent; the steepest among others. **Advertising, Market Research, Public Relations (PR)** exhibited year-on-year growth of 14 percent; up from seven percent in May 2019. In short-term, except for month-on-month (down one percent), three-month (up seven percent) and six-month (up 12 percent) witnessed uptrend in online hiring.
- **Agro based industries** (down 40 percent) witnessed the steepest annual decline among sectors.

Top Growth Industries

Year-over-year Growth	Jun 18	Jun 19	% Growth Y-o-Y
Office Equipment/Automation	98	146	49%
Travel and Tourism	245	336	37%

Lowest Growth Industries

Year-over-year Growth	Jun 18	Jun 19	% Growth Y-o-Y
Real Estate	177	179	1%
Consumer Goods/ FMCG, Food & Packaged Food	230	230	0%

Retail	341	446	31%
Production and Manufacturing	192	243	27%
Import / Export	86	106	23%

Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	133	131	-2%
Automotive/ Ancillaries / Tyres	191	167	-13%
Agro based industries	134	81	-40%

E-Commerce: E-commerce sector registered year-on-year growth of three percent. However, in short-term, the sector saw fewer opportunities; down four percent (month-on-month), down nine percent (three-month) and down two percent (six-month).

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	May 19	Jun 19	Y-O-Y
115	119	119	119	117	117	117	112	116	121	121	123	130	132	132	135	125	120	3%

Occupation Year-over-year Trends: Online demand for professionals witnessed growth in all the 13 occupation groups monitored by the Index, year-on-year.

- **Finance & Accounts** (up 16 percent) professionals were most in-demand between June 2018 and 2019; also the steepest growth since September 2018. The group witnessed four percent and nine increase in demand on three-month and six-month respectively. Online demand for finance & accounts professionals was steepest at entry (0-3 years) level, up at 21 percent; followed by intermediate (4-6 years) level at eight percent, top management (>15 years) level at four percent and mid-senior (7-10 years) level at two percent.
- Year-on-year, **Sales & Business Development** (up 11 percent) witnessed double-digit growth for the first time since June 2018. In short-term (six-month), the job-role recorded increased demand of seven percent. Professionals at all levels experienced rise in demand; up 19 percent at entry level (0-3 years), up 14 percent at both senior (11-15 years) and top management (>15 years) level, up 11 percent at intermediate (4-6 years) and up 10 percent at mid-senior (7-10 years) level.
- **Software, Hardware, Telecom** (up 10 percent) recorded the most-notable annual growth so far in 2019. Demand for senior (11-15 years) level professionals was at peak, at 15 percent; closely followed by mid-senior (7-10 years) level at 14 percent.
- Online demand for **Marketing & Communications** (up three percent) professionals recovered year-on-year growth for the first time since June 2018. Growth momentum paced-up by seven percentage points vis-à-vis May (down four percent) 2019.
- **HR & Admin** (up one percent) witnessed the least year-on-year growth among occupation groups in June 2019.

Top Growth Occupations

Year-over-year Growth	Jun 18	Jun 19	% Growth Y-o-Y
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Lowest Growth Occupations

Year-over-year Growth	Jun 18	Jun 19	% Growth Y-o-Y
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Finance & Accounts	240	278	16%
Sales & Business Development	356	395	11%
Engineering /Production	215	236	10%
Hospitality & Travel	226	248	10%
Software, Hardware, Telecom	319	350	10%

Arts/Creative	167	175	5%
Customer Service	250	260	4%
Marketing & Communications	224	230	3%
Purchase/ Logistics/ Supply Chain	185	188	2%
HR & Admin	221	224	1%

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
Finance and Accounts	21%	8%	2%	0%	4%
Sales & Business Development	19%	11%	10%	14%	14%
Engineering and Production	65%	19%	4%	10%	24%
Hospitality and Travel	22%	9%	21%	51%	15%
Software, Hardware, Telecom	12%	12%	14%	15%	6%

Geographic Year-over-year Trends: Online hiring activity surpassed the year-ago level in 12 of the 13 cities monitored by the Index.

- Year-on-year, **Jaipur** (up 12 percent) exhibited the most-notable annual growth; also, the steepest growth since August 2018. **Pune** (up 10 percent) and **Baroda** (up 10 percent) followed up closely. On six-month basis, Baroda led growth, whereas, Jaipur and Pune registered one percent and two percent growth respectively.
- **Bangalore** (up nine percent) and **Hyderabad** (up nine percent) both witnessed increase in online recruitment activity for the second consecutive month, on-the-year.
- **Ahmedabad** (up eight percent) saw growth for the first time since June 2018. Growth rate improved by 11 percentage points from last month. In short-term (six-month), the city recorded growth of five percent.
- Online hiring activity in **Coimbatore** saw growth on all parameters; up two percent (year-on-year) and up one percent (on month-on-month, three-month and six-month basis).
- **Kochi** (down two percent) is the only city to witness receded growth on annual basis. However, this was the least decline witnessed in 2019 so far.

Top Growth Cities

Lowest Growth Cities

Year-over-year Growth	Jun 18	Jun 19	% Growth Y-o-Y
Jaipur	281	316	12%
Pune	268	294	10%
Baroda	230	252	10%
Bangalore	309	338	9%
Hyderabad	248	271	9%

Year-over-year Growth	Jun 18	Jun 19	% Growth Y-o-Y
Kolkata	326	342	5%
Mumbai	301	313	4%
Chandigarh	311	320	3%
Coimbatore	299	304	2%
Kochi	260	256	-2%

Month-over-month Trends for Key Industries & Occupations in Prime Cities:

- Among the cities, only Chennai witnessed increased hiring activity in **Banking/ Financial Services, Insurance** (up three percent) and **Production and Manufacturing** (up two percent) sector.
- **Engineering, Cement, Construction, Iron/ Steel** saw marginal year-on-year growth in Bangalore (up one percent) and Hyderabad (up one percent). **BPO/ITES** sector witnessed reduction in hiring demand in all key cities; Bangalore (down 10 percent) registered the steepest decline. While recruitment in **IT - Hardware, Software** gained momentum in Mumbai (up 15 percent) only.
- Online demand for **Marketing & Communications, HR and Admin** and **Software, Hardware, Telecom** professionals saw reduced demand in all key cities. While demand for **Finance and Accounts** and **Sales & Business Development** grew only in Chennai and Mumbai respectively.

Industries/Cities

Month-over-month Growth	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
Banking/ Financial Services, Insurance	-1%	3%	-8%	-4%	0%
BPO/ITES	-10%	-4%	-5%	-8%	-8%
Engineering, Cement, Construction, Iron/ Steel	1%	-3%	-2%	1%	-1%
IT - Hardware, Software	-3%	-4%	-3%	-1%	15%
Production and Manufacturing	0%	2%	-3%	-3%	-8%

Occupations/Cities

Month-over-month Growth	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai
Marketing & Communications	-8%	-6%	-5%	-3%	-6%
Finance and Accounts	-13%	2%	-6%	-3%	-4%
HR and Admin	-3%	-4%	-7%	-3%	-4%
Sales & Business Development	0%	0%	-4%	0%	1%
Software, Hardware, Telecom	-5%	-6%	-4%	-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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