

# monster®

## EMPLOYMENT INDEX

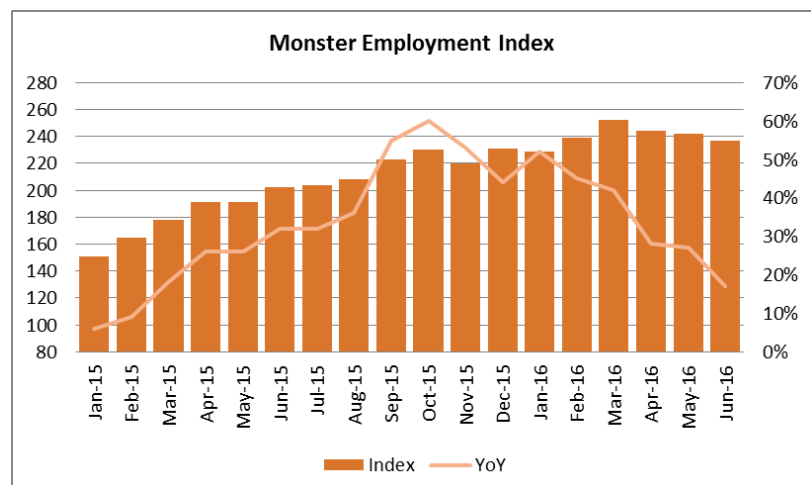
### Online hiring in Education sector shows 65 percent y-o-y growth, Monster Employment Index

- *Monster Employment Index for June reports a 17 percent y-o-y growth in the online recruitment activities*
- *Health Care professionals witness the most notable growth with 41 percent increase in y-o-y demand*
- *Hiring sentiments of Tier II cities improve with Chandigarh charting a 39 percent y-o-y growth*

**New Delhi, 18 July, 2016:** The online recruitment activities saw a 17 percent y-o-y growth according to the latest Monster Employment Index (MEI). The Education sector has been on the center stage after the slew of initiatives announced by the government during the Union Budget 2016 to improve the state of the sector. This long term view of the Education sector witnessed a 65 percent y-o-y growth in online hiring activities of this sector.

Among industries, it is surprising that there has been a significant slowdown in **IT** at a 40 percent growth; 22 points lower than in May 2016. This could be attributed to the increasing focus on automation. Despite the impetus on Make in India, the **Production & Manufacturing sector** is down by 14 percent registered a steepest month-on-month decline among all monitored sectors. With a 10 percent progress **Banking/ Financial Services, Insurance** continued to grow at a significantly moderated pace.

*Commenting on the latest trends and developments in various sectors, Sanjay Modi, Managing Director, Monster.com, APAC & Middle-East said, "The MEI for June 2016 suggests that the employment growth has eased in India across sectors. Among the sectors monitored, the IT - Hardware, Software has slowed significantly registering a 40 percent y-o-y growth; 22 points lower than in May 2016. This decline could be as a result of the worldwide flat IT spending. Additionally, with the focus on automation in this sector the hiring may not be linear. However, the overall growth rate, even though lower than the past months, has continued to chart a double digit growth with certain occupation groups like Healthcare witnessing a steep Y-o-Y growth of 41 percent. With the FDI liberalization and restructuring of the Cabinet at the center, optimism around recovery of the Indian job market can be restored."*



*He further added, "Among the Tier II markets monitored by MEI - Jaipur (29 percent), Chandigarh (39 percent), Coimbatore (24 percent) and Ahmedabad (28 percent) have witnessed a positive y-o-y growth. This progress in e-recruitment could be due to the government's thrust on improving reach of digital technologies in such markets under the Digital India initiative."*

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

Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Y-O-Y
151	165	178	191	191	202	204	208	223	230	220	231	229	239	252	244	242	237	17%

**Industry Year-over-year Trends:** E-recruitment activity exceeded the year-ago level in 22 of the 27 industry sector monitored by the Index

- Online recruitment activity in the **Education** sector surpassed the year-ago level by 65 percent; the same as in May 2016.
- E-recruitment in **IT - Hardware, Software** sector slowed significantly. The sector saw fewer opportunities on the month (down by three percent). The three-month growth rate was negative as well. Year-on-year, the sector registered a 40 percent growth; 22 points lower than in May 2016
- **Production and Manufacturing** (up four percent) was at its lowest since October 2014 (up two percent). The sector registered the steepest decline month-on-month among all monitored sector; down 14 percent
- **Banking/ Financial Services, Insurance** (up 10 percent) continued to grow at a significantly moderated pace. The growth rate eased further from 21 percent in May 2016. Month-on-month, there has been no increase in online opportunities in the sector
- Among others, **Travel and Tourism** (up five percent); **Real Estate** (up two percent); **Retail** (up eight percent) exhibited some of the most restrained annual growth rates
- **Shipping/Marine** (down 14 percent) and **Office Equipment/Automation** (down 13 percent) recorded the most notable annual decline among industry sectors

#### Top Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Education	123	203	65%
IT - Hardware, Software	310	434	40%
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	224	305	36%
Media & Entertainment	184	242	32%

#### Lowest Growth Industries

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Garments/ Textiles/ Leather, Gems & Jewellery	149	148	-1%
Government/ PSU/ Defence	93	91	-2%
NGO/Social Services	198	193	-3%
Office Equipment/Automation	102	89	-13%

Engineering, Cement, Construction, Iron/ Steel	131	169	29%

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Shipping/Marine	114	98	-14%

**E-Commerce:** E-commerce sector exhibited signs of slowdown this month. Month-on-month there has been a decline in opportunities by two percent. While the three month-growth rate remained stagnant at May 2016 level; the six-month growth rate eased from 11 percent in May 2016 to six percent in June 2016. Year-on-year, the sector registered a 24 percent growth; down from 35 percent in May 2016

Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Y-O-Y
83	85	91	93	97	101	105	104	107	109	113	111	111	115	113	24%

**Occupation Year-over-year Trends:** Online demand increased for 10 occupation groups out of the 13 monitored by the Index

- There continues to be high demand for Senior Management professionals. Online demand at the **Senior Management** level exceeded the corresponding period a year-ago by 50 percent
- **Finance and Account** registered a nine percent growth from the year-ago. Demand for the group has dipped in connivance with the drop in the related Banking/ Financial Services, Insurance sector. This is the first single-digit year-on-year growth rate recorded since February 2015
- **Customer Service**, on the other hand, registered a 40 percent growth from the year ago; up from 23 percent in May 2016
- Online demand for **Purchase/ Logistics/ Supply Chain** matched the year-ago level this month while demand from **Arts/Creative** (down three percent); **Hospitality & Travel** (down 11 percent) slipped below the corresponding period a year-ago. Hospitality & Travel saw the steepest decline among all monitored occupation groups

### Top Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Senior Management	143	214	50%
Health Care	205	290	41%
Customer Service	163	229	40%
Marketing & Communications	169	237	40%
Engineering /Production	132	182	38%

### Lowest Growth Occupations

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
HR & Admin	168	192	14%
Finance & Accounts	165	180	9%
Purchase/ Logistics/ Supply Chain	156	156	0%
Arts/Creative	193	187	-3%
Hospitality & Travel	197	176	-11%

**Geographic year-over-year Trends:** E-recruitment activity increased in 12 of the all 13 cities monitored by the Index.

- **Chennai** (up 39 percent) and **Chandigarh** (up 39 percent) led all monitored cities. The long-term growth momentum eased in both; down one percentage points in Chennai and down eight percentage points in Chandigarh between May and June 2016. Chennai is also the only city to record a positive month-on-month growth; up six percent.
- While the annual growth momentum eased in all cities, **Delhi-NCR** (up 16 percent) among the tier 1 cities, saw the least decline; down five percentage points from May 2016. **Bangalore** (up 20 percent), on the other hand, recorded a 19 percent drop.
- **Kochi** witnessed a six percent drop in online recruitment activity between June 2015 and 2016; is the only monitored city to report negative growth on the year.

#### Top Growth Cities

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Chennai	189	263	39%
Chandigarh	192	266	39%
Jaipur	184	237	29%
Ahmedabad	208	266	28%
Coimbatore	193	239	24%

#### Lowest Growth Cities

Year-over-year Growth	Jun 15	Jun 16	% Growth Y-o-Y
Mumbai	221	261	18%
Delhi-NCR	204	236	16%
Pune	218	249	14%
Baroda	183	198	8%
Kochi	251	236	-6%

#### 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.

The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured national online job recruitment activity is within a margin of error of +/- 1.05%. 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, Ahmadabad, 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](http://www.monsterindia.com) | [www.facebook.com/monsterindia](https://www.facebook.com/monsterindia) | [https://twitter.com/monster\\_india](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](http://monster.com)® and a vast array of products and services. For more information visit: [monster.com/about](http://monster.com/about)

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