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EMPLOYMENT INDEX

Monster Employment Index India continues to chart diminishing growth, drops 25 percentage points since Jan 2016

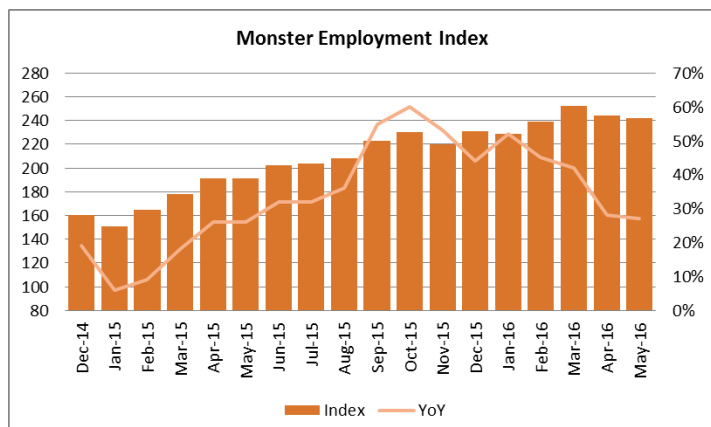
- *The rate of growth slips an additional one percentage point from 28 percent in April 2016 to 27 percent in May 2016*
- *E-commerce sector registered a 35 percent growth from the year ago*
- *Production and Manufacturing (up 35 percent) ; Automotive/ Ancillaries /Tyres (up 36 percent) sector paced up in May 2016; up from 15 percent and 17 percent in April 2016 respectively*
- *Year-on-year, Printing/ Packaging sector leads the growth chart (67 percent) followed by Education sector (65 percent) and IT - Hardware, Software sector (62 percent)*
- *There continues to be steep increase in demand at the Senior Management level. Engineering /Production; and Marketing & Communications are the most sought after job roles*
- *Chandigarh registers the most notable growth in job opportunities between May 2015 and 2016 (47 percent); Chennai (40 percent) and Bangalore (39 percent) follow closely*

New Delhi, 06 June, 2016: At a year on year growth rate of 27 percent in May 2016 the online recruitment activities saw a decline of 25 percentage points from a robust 52 percent in January 2016 according to the latest Monster Employment Index (MEI). A marginal drop from the year on year growth of 28 percent in April 2016.

A noteworthy observation in the month of May was seen in the much publicized industry, e-commerce. MEI for May 2016 shows that the sector which is currently under economic scrutiny, witnessed a 35 percent year-on-year growth; one percentage point higher than in April 2016. Clearly, the sector is moving in a positive direction with steady increase in hiring activity over the months.

The online demand for Engineering professionals surged this month as well.

The year-on-year growth rate paced up from 39 percent in April 2016 to 47 percent in May 2016. Charting the highest growth figures, Printing and Packaging industry is leading the rung with 67 percent growth from year-ago. The sector has been witnessing a steep double-digit annual growth rates since February 2016.



Commenting on the latest trends and developments in various sectors, **Sanjay Modi, Managing Director, Monster.com (India/ Middle- East/ South East Asia/ Hong Kong)** said, "The MEI reveals that the online hiring sentiments is onto a slow paced growth. This hiring downturn can be attributed to domino effect caused by a global slowdown. However, the growth of the manufacturing sector in India at 7.1 percent from last year's 5.3 percent has had a significant bearing on the year on year spike in the online recruitment in the production and manufacturing sector. With a positive outlook for the sector that is expected to see the number of online shoppers in India grow to 175 million and

Gross Merchandise value to reach \$60million by 2020^[1], the e-commerce sector also registered a double digit year-on-year growth of 35 percent.”

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

Dec 14	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	Y-O-Y
160	151	165	178	191	191	202	204	208	223	230	220	231	229	239	252	244	242	27%

Industry Year-over-year Trends: Of the 27 industry sectors monitored by the Index 24 industry sector registered increased e-recruitment activity.

- **Printing/ Packaging** sector has moved up the ladder to lead all monitored industry sectors on a year-on-year basis. This month (May 2016) the sector has registered a 67 percent growth from the year-ago; the sector has been charting steep double-digit annual growth rates since February 2016. The six-month growth rate reveals, e-recruitment activity in the sector has increased by 34 percent between November 2015 and May 2016. Month-on-month, there has been an 11 percent growth in opportunities as well
- **Education** (up 65 percent) sector is next in the rung. Online recruitment activity in the sector has been exhibiting uninterrupted positive growth on an annual basis since July 2015. It is notable that this is the only sector to have recorded positive month-on-month growth rate consistently since September 2015. Online hiring in the sector logged a seven percent growth on the month in May 2016
- Online recruitment activity in **IT - Hardware, Software** (up 62 percent) continued to exhibit diminishing yet robust growth. For the second month in a row the sector witnessed no growth in short-term (month-on-month). Likewise, pace of growth (year-on-year) in the **BPO/ITES** moderated further from 20 percent in April 2016 to 18 percent in May 2016
- Having slowed in the past months, the year-on-year growth momentum in **Production and Manufacturing** (up 35 percent) as well as **Automotive/ Ancillaries /Tyres** (up 36 percent) sector paced up in May 2016; up from 15 percent and 17 percent in April 2016 respectively. The month-on-month growth registered was also the steepest among all sectors; Automotive/ Ancillaries /Tyres (up 16 percent) and Production and Manufacturing (up 14 percent). The related **Logistic, Courier/ Freight/ Transportation** sector continued to growth at a steady rate of 15 percent year-on-year
- **Engineering, Cement, Construction, Iron/ Steel** registered a 42 percent growth from the year-ago; up from 24 percent in April 2016. In the related **Real Estate** sector, on the other hand, the year-on-year growth momentum eased further from four percent in April 2016 to one percent in May 2016
- **Healthcare, Bio Technology & Life Sciences, Pharmaceuticals** exceeded the corresponding period a year-ago by 40 percent maintaining a steady pace. Month-on-month, there has been no growth in online hiring
- Among all monitored sectors, online recruitment activity eased the most in **Office Equipment/Automation** (down 11 percent) sector on an annual basis

^[1] Digital Retail 2020 by Google and AT Kearney.

Top Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Printing/ Packaging	108	180	67%
Education	122	201	65%
IT - Hardware, Software	276	447	62%
Media & Entertainment	162	236	46%
Engineering, Cement, Construction, Iron/ Steel	126	179	42%

Lowest Growth Industries

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
NGO/Social Services	172	178	3%
Real Estate	163	164	1%
Garments/ Textiles/ Leather, Gems & Jewellery	147	147	0%
Government/ PSU/ Defence	95	86	-9%
Office Equipment/Automation	104	93	-11%

E-Commerce: E-commerce sector registered a 35 percent growth from the year ago; one percentage point higher than in April 2016. Month-on-month, the sector has seen an increased demand of four percent. This month the six-month growth rate has also improved from six percent in April 2016 to 11 percent in May 2016. The growth pattern has exhibited no significant fluctuations in the past months

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	Y-O-Y
83	85	91	93	97	101	105	104	107	109	113	111	111	115	35%

Occupation Year-over-year Trends: Online demand increased for 12 occupation groups out of the 13 monitored by the Index.

- The year-on-year growth rate moderated further for professionals at the **Senior Management** level; down from 79 percent in April 2016 to 69 percent in May 2016. Yet the figures portray a positive outlook owing to a significant jump since April 2015
- Online demand for **Engineering /Production** surged this month. At four percent, the group registered the steepest month-on-month growth among all monitored job roles. The year-on-year growth rate paced up from 39 percent in April 2016 to 47 percent in May 2016
- Year-on-year, **Marketing & Communications** (up 47 percent); **Software, Hardware, Telecom** (up 42 percent); **Health Care** (up 42 percent); **Sales & Business Development** (up 34 percent) are among the top in-demand job roles. The long-term growth rate moderated the most for **Purchase/ Logistics/ Supply Chain** (up 10 percent); down 27 percentage points
- Online demand for **Hospitality & Travel** (up two percent) continues to decline progressively; the year-on-year growth momentum eased further by two points. The group also witnessed online opportunities slip below the three-month and six-month level by six percent and one percent respectively

- Online demand for **Arts/Creative** matched the year-ago level. Year-on-year growth rate for the group has been declining progressively starting November 2015 and has exhibited the most restrictive online demand this month

Top Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Senior Management	132	223	69%
Engineering /Production	129	190	47%
Marketing & Communications	164	241	47%
Software, Hardware, Telecom	204	290	42%
Health Care	207	294	42%

Lowest Growth Occupations

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Legal	209	253	21%
HR & Admin	162	196	21%
Purchase/ Logistics/ Supply Chain	149	164	10%
Hospitality & Travel	195	199	2%
Arts/Creative	184	184	0%

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

- Chandigarh** (up 47 percent) led all monitored cities charting the steepest growth year-on-year even this month. The rate of growth, nevertheless, moderated from 53 percent in April 2016 to 47 percent in May 2016. There were fewer opportunities on the month; down by two percent
- Among tier I cities, **Chennai** (up 40 percent) followed by **Bangalore** (up 39 percent) and **Hyderabad** (up 37 percent) registered the steepest growth from the year-ago and also ranked among the top growth cities. The growth momentum slowed in Bangalore from 47 percent in April 2016. **Delhi-NCR** (up 21 percent) also witnessed a slowdown in the annual growth rate by two points between April and May 2016
- The annual growth momentum improved in **Kochi**; from four percent in April 2016 to 12 percent in May 2016. Nevertheless, Kochi continues to exhibit the most controlled annual growth percentage among all monitored cities. Both three-month and six-month growth rate are still negative for the city; down three percent each

Top Growth Cities

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Chandigarh	184	270	47%
Chennai	177	247	40%
Bangalore	239	332	39%
Hyderabad	183	251	37%
Coimbatore	185	250	35%

Lowest Growth Cities

Year-over-year Growth	May 15	May 16	% Growth Y-o-Y
Kolkata	178	234	31%
Pune	202	251	24%
Baroda	178	221	24%
Delhi-NCR	196	237	21%
Kochi	231	258	12%

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 | 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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