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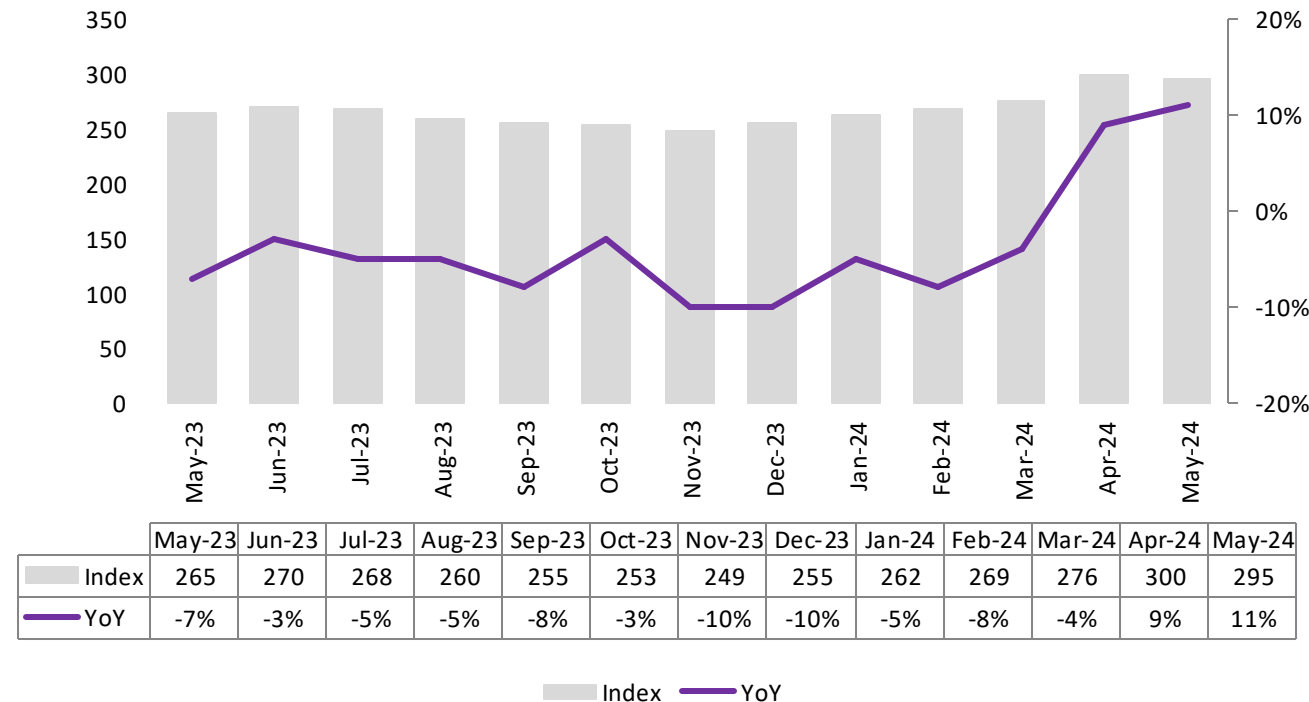
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Key Highlights

foundit Insights Tracker reveals a 11% annual surge in e-recruitment activity for India in May'24

- ✓ According to the latest findings from the foundit Insights Tracker, hiring activity has surged significantly, with a notable 11% rise observed in May 2024 compared to the previous year. This uptick is mirrored by the index, which has climbed from 265 in May 2023 to 295 in May 2024
- ✓ Analysing month-to-month data reveals a slight 2% decrease in hiring activity, with the index registering at 300 in April 2024.
- ✓ Over the past three months, the tracker's data indicates a 7% increase. In the ever-changing landscape of job growth, monthly shifts showcase short-term fluctuations, while year-over-year comparisons unveil the steadfast resilience and promising trajectory of the market. Despite occasional dips, our sustained upward trend highlights the collective adaptability and determination driving both candidates and employers forward.

foundit Insights Tracker



MoM* Analysis

Geographic Trend



Metros **+2%**



Tier-2 cities **-1%**

Function Trend



Arts/ Creative **+4%**



Healthcare **+2%**



Software, Hardware, Telecom **+2%**



Purchase/Logistics/Supply Chain **+1%**

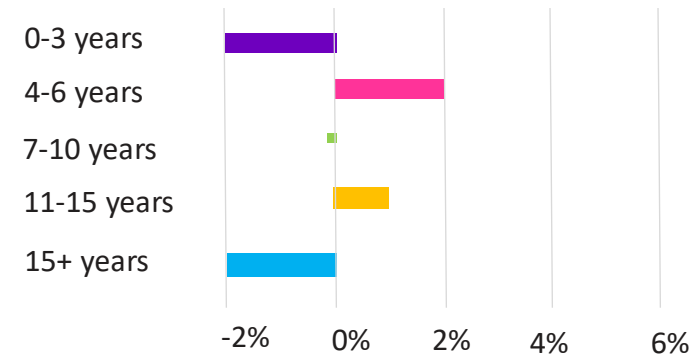


Marketing & Communications **+1%**



Hospitality & Travel **+1%**

Experience Trend



Industry Trend



Telecom/ISP **+5%**



Healthcare **+4%**



IT- Hardware, Software **+4%**



Production and Manufacturing **+3%**



Education **+3%**

















Home Appliances **+3%**

* Represent percentage change between April'24 and May'24

** Tier-2 cities include Ahmedabad, Coimbatore, Kochi, Jaipur, Vadodara, Chandigarh

Hiring Trends – Industry













The tracker noted an uptick in recruitment activity across 18 of the 27 industry sectors annually in May 2024.



Industry	YoY	MoM	Industry	YoY	MoM
 Production and Manufacturing	+47%	+3%	 Retail	+18%	-2%
 Home Appliances	+35%	+3%	 Telecom/ISP	+9%	+5%
 Healthcare	+29%	+4%	 Education	+8%	+3%
 Engineering, Cement, Construction	+20%	0%	 BFSI	+6%	+1%
 Oil/ Gas/ Petroleum, Power	+22%	+2%	 Education	+3%	+3%
 IT - Hardware, Software	+20%	+4%	 Travel and Tourism	-4%	+2%
 Real Estate	+20%	-2%	 Agro Based Industries	-16%	+2%

- ✓ **Production and Manufacturing** (+47%) have experienced remarkable hiring growth, surging both annually and monthly. The increased demand is evident not only within the sector itself but also in related industries such as Home Appliances and electrical components.
- ✓ **Telecom/ ISP** (+9%) sector has seen notable growth, over the past month and on an annual basis. This surge is largely credited to heightened annual investments in telecommunication services and the relaxation of FDI norms. Moreover, India's telecom landscape is expanding, driven by rising demand for end-user applications and advancements in markets such as IoT, cloud computing, data centers, and the upcoming 5G technology. Additionally, the country is experiencing a significant uptick in internet usage, further fueling the sector's growth.

Hiring Trends – Functions

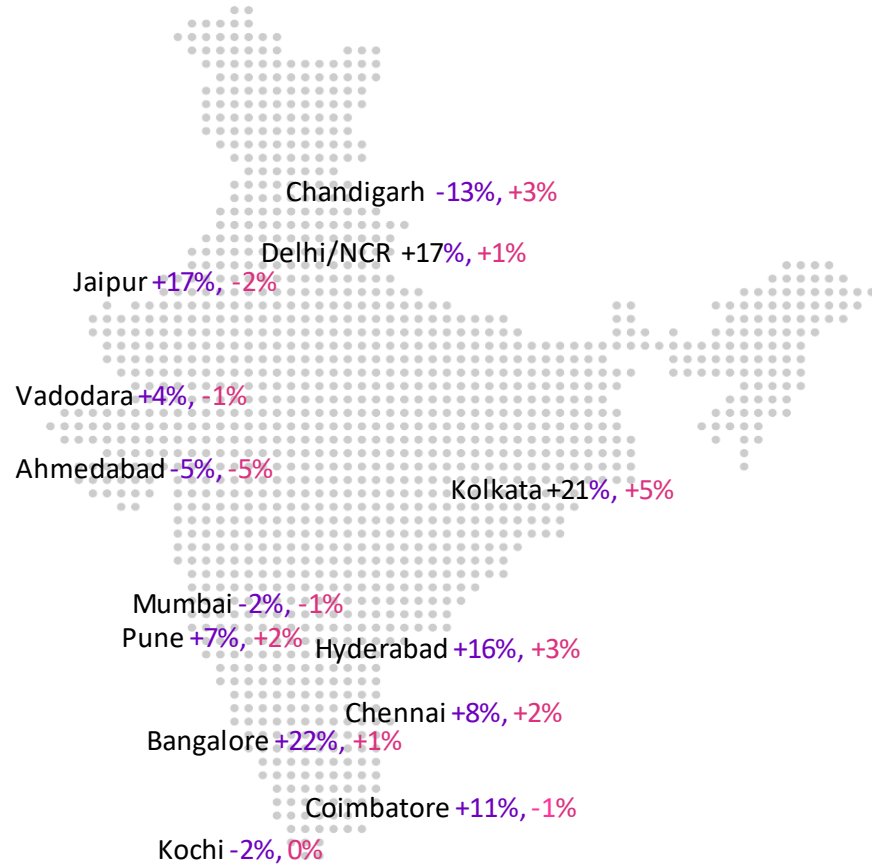
8 out of 13 functional areas monitored by the tracker witnessed an uptick in hiring demand annually

Function	YoY	MoM	Function	YoY	MoM
 Hospitality & Travel	+23%	+1%	 Arts/ Creative	0%	+4%
 Marketing & Communications	+16%	+1%	 HR/ Admin	-1%	-2%
 Healthcare	+11%	+2%	 Purchase/ Logistics/ Supply Chain	-3%	+1%
 Software, Hardware, Telecom	+11%	+2%	 Finance & Accounts	-3%	0%
 Engineering /Production	+5%	0%	 Sales & BD	-7%	0%
 Legal	+3%	-2%	 Customer Service	-25%	-6%

-  **Hospitality & Travel** (+23%) roles have seen remarkable annual growth, driven by a significant emphasis on sustainable development and increased demand at airports and from hoteliers. Additionally, there's been a surge in demand for Arts/Creative professionals, particularly for positions like Graphic Designers and Animators.
-  Professionals in **Software, Hardware, Telecom** (+11%) roles observed consistent hiring growth in May'24 as well. Metropolitan areas have demonstrated strong hiring demand in the past month, primarily emphasizing skill-based recruitment.

Hiring Trends - Across Cities

E-recruitment activity exceeded the year-ago level in 9 of the 13 cities monitored by the FIT.

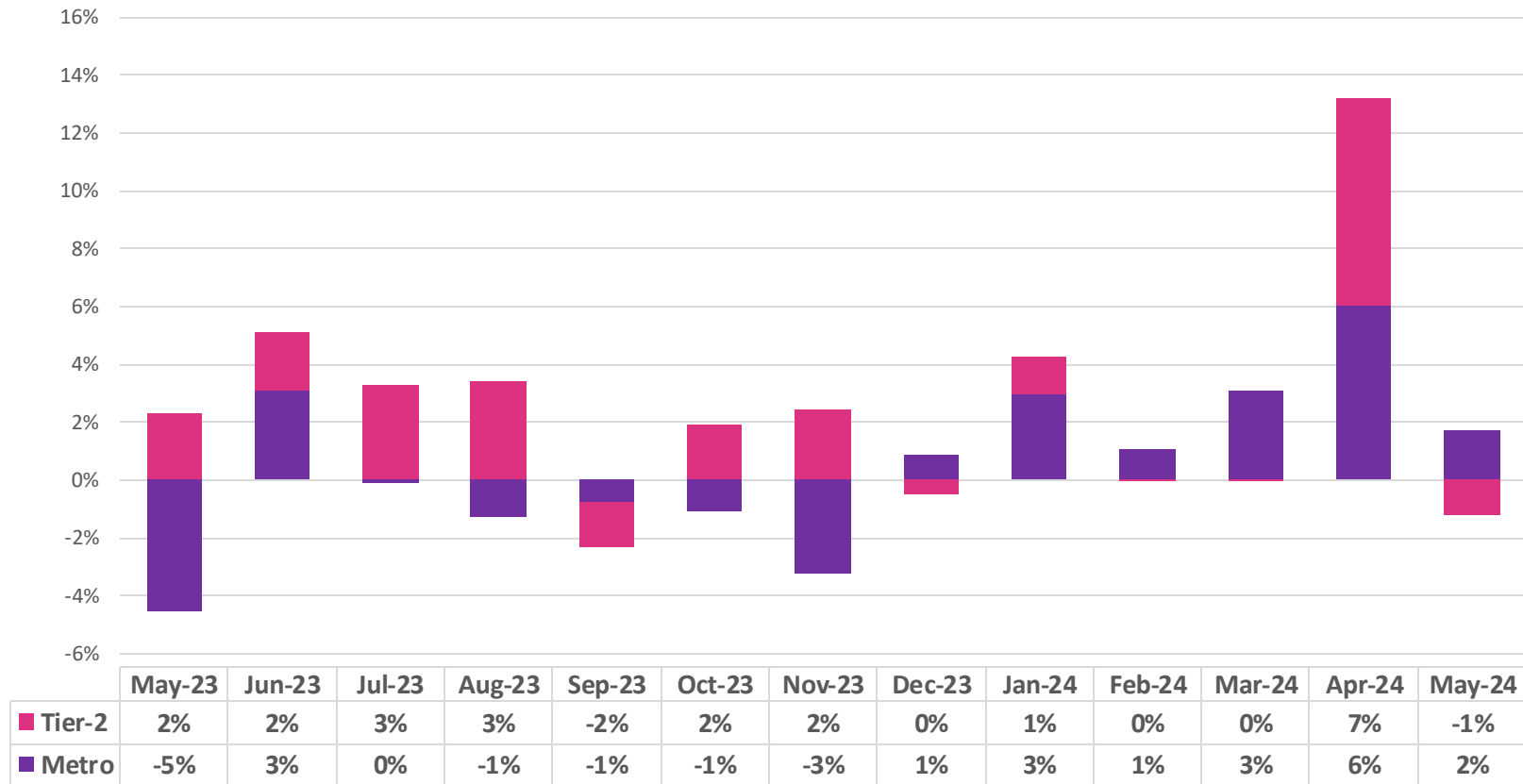


* Represent YoY * Represent MoM

M-o-M Trend of Prime Industries and Functions in Key Cities

	Bangalore	Chennai	Delhi-NCR	Hyderabad	Mumbai	Pune
INDUSTRIES						
Banking/ Financial Services, Insurance	5%	10%	6%	-2%	-2%	8%
BPO/ITES	-6%	-1%	-1%	-8%	-3%	11%
Engineering, Cement, Construction, Iron/ Steel	-13%	-8%	-5%	6%	4%	6%
IT - Hardware, Software	18%	7%	17%	17%	6%	-2%
Production and Manufacturing	-1%	5%	-8%	-13%	8%	0%
FUNCTIONS						
Marketing & Communications	4%	6%	6%	-1%	7%	3%
Finance and Accounts	-2%	3%	-4%	-6%	-3%	-2%
HR and Admin	0%	0%	6%	-2%	3%	2%
Sales & Business Development	2%	1%	4%	0%	9%	1%
Software, Hardware, Telecom	6%	7%	8%	0%	6%	5%

Metro Vs. Tier-2 Trends



MoM Hiring Trends

- Tier-2 cities exhibited consistent growth trends compared to metropolitan areas.
- **Kochi, Coimbatore, and Jaipur** emerge as key hiring locations in tier-2 cities annually.
- While Metros witnessed a significant upswing in hiring in the last few months.
- **Kolkata and Delhi/NCR** stand out as leading hiring hubs in metropolitan areas on a YoY basis.

Metro Vs. Tier-2 Trends

Top hiring Industries	Tier-2 Cities	Metro Cities
	YoY %	YoY %
Product & Manufacturing	29%	5%
Real Estate	8%	1%
Engineering / Construction	5%	4%
Education	8%	-4%
IT- Software & Services	17%	3%
Advertising, MR, PR	-4%	3%
Travel / Tourism	-2%	10%

Major cities Salary Trends

Location	Avg-Min-Salary(LPA)	Avg-Max-Salary (LPA)
Mumbai	621,987	1,598,100
Bangalore	663,050	1,521,652
Delhi-NCR	557,694	1,307,303
Hyderabad	656,624	1,182,459
Chennai	616,702	1,103,050
Pune	543,214	1,101,484
Kolkata	494,173	982,828
Coimbatore	412,453	820,275
Ahmedabad	483,251	809,077
Kochi	406,221	716,938
Jaipur	401,008	788,972
Chandigarh	426,487	713,863
Vadodara	413,050	712,555

Hiring Trends - Experience Level*

0 - 3 Years

-2%

A 2% dip in demand for entry-level job seekers was registered.

4 - 6 Years

+2%

Hiring for Associate roles with an experience of 4-6 years saw 2% growth over the last month.

7 - 10 Years

0%

Hiring remain muted for mid-senior level roles, with 7-10 years of experience..

11 - 15 Years

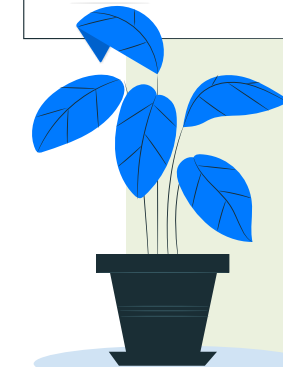
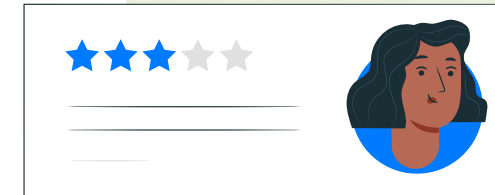
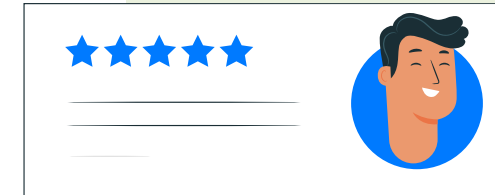
+1%

Senior-level roles with 11-15 years saw a marginal uptick in hiring.

≥ 16 Years

-2%

The demand for 16+ years of experience saw a 2% decrease.



Data & Methodology

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide. In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

Foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), 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 result obtained from the use of such information.

For any additional or custom insights, kindly email on PR@foundit.ai



About foundit.in

foundit, formerly Monster, is a leading talent platform offering comprehensive employment solutions to recruiters and job seekers across APAC & ME. In addition to a powerful AI-powered job search, foundit offers e-learning, assessments, and services related to resume creation, interview preparation, and professional networking. Since its inception, the company has assisted over 90 million job seekers across 18 countries in upskilling and connecting them with the right job opportunities.

Over the last two decades, the company has been a leader in the world of recruitment solutions and has recently launched a cutting-edge solution to give recruiters access to passive candidates in addition to active ones. With the use of advanced technology, foundit is seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep tech to sharpen hyper-personalised job searches and offer precision hiring. Additionally, foundit has been recognised as a Great Place To Work, reflecting its dedication to fostering a supportive and dynamic work culture.

To learn more about foundit in APAC & Gulf, visit:

www.foundit.in | www.founditgulf.com | www.foundit.sg |

www.foundit.my | www.foundit.com.ph |

www.foundit.com.hk | www.foundit.id



Annexure



Annexure: Industry Data*

Industries	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
IT - Hardware, Software	544	556	539	550	547	548	515	529	522	557	570	628	652
BPO/ITES	140	150	152	141	145	142	139	135	138	132	135	145	139
Engineering, Cement, Construction, Iron/ Steel	125	133	133	134	133	133	132	135	137	139	139	154	154
Banking/ Financial Services , Insurance	395	391	404	401	369	396	399	391	411	403	401	413	419
Education	175	173	173	173	175	174	172	176	175	175	178	183	189
Production and Manufacturing	147	155	157	154	152	154	156	157	157	166	174	209	216
Automotive/ Ancillaries / Tyres	122	126	127	130	138	137	133	135	132	136	136	145	137
Telecom/ISP	424	386	378	398	385	376	378	351	370	379	401	440	461
Oil/ Gas/ Petroleum, Power	115	116	113	113	124	122	115	121	122	131	141	137	140

... Continued

Annexure: Industry Data*

Industries	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
Healthcare, Bio Technology & Life Sciences, Pharmaceuticals	235	262	262	253	249	244	249	251	256	248	255	291	304
Advertising, Market Research, Public Relations (PR)	249	246	243	248	236	236	234	230	239	235	227	221	222
Travel and Tourism	178	187	196	196	172	182	175	177	187	194	197	168	171
Home Appliances	371	400	377	373	414	444	438	434	442	453	460	489	502
Media & Entertainment	348	332	304	300	311	303	300	312	310	319	318	348	352
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	110	117	119	122	118	115	109	115	115	118	110	125	119
FMCG, Food & Packaged Food	159	160	166	155	153	148	145	146	148	152	147	153	144
Garments/ Textiles/ Leather, Gems & Jewellery	133	140	136	131	135	129	120	123	128	131	123	132	128

... Continued

Annexure: Industry Data*

Industries	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
Real Estate	157	164	164	162	159	161	164	168	174	177	175	191	188
Retail	548	514	525	524	573	572	588	604	621	625	622	663	647
Logistic, Courier/ Freight/ Transportation	234	255	258	261	252	250	232	245	257	256	268	256	253
Import / Export	73	73	84	74	56	55	56	56	54	55	53	61	61
Government/ PSU/ Defence	65	65	67	64	64	63	72	75	73	73	74	77	77
Shipping/Marine	155	160	170	174	161	181	168	154	138	138	121	110	109
Printing/ Packaging	116	115	116	115	118	115	115	119	118	117	119	124	127
NGO/Social Services	193	214	220	229	227	224	223	244	217	221	216	225	217
Agro based industries	79	80	77	76	70	68	68	67	65	66	64	65	66
Office Equipment/Automation	213	225	228	233	249	241	251	258	255	224	218	192	208

Annexure: Functional Area Data*

Functions	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
Software, Hardware, Telecom	402	408	412	414	404	404	397	399	398	406	415	436	445
Customer Service	112	113	110	107	104	104	100	96	94	92	89	89	84
Engineering /Production	206	223	229	230	232	226	215	221	216	221	215	217	217
Finance & Accounts	275	279	292	280	261	255	267	268	270	274	267	267	267
Sales & Business Development	298	293	300	294	286	277	266	269	275	276	269	277	277
Senior Management	203	215	211	208	195	180	172	188	185	197	208	218	218
HR & Admin	231	228	230	230	231	219	212	218	220	236	233	232	228
Marketing & Communications	213	210	208	208	220	217	217	217	232	230	231	245	248
Health Care	301	303	297	286	281	280	286	291	290	292	307	326	333
Purchase/ Logistics/ Supply Chain	151	150	147	147	150	147	156	160	156	150	148	145	147
Hospitality & Travel	165	163	177	177	175	198	192	192	192	207	196	201	203
Legal	183	184	183	179	216	183	184	173	185	185	186	193	189
Arts/Creative	167	167	167	167	169	163	158	155	153	153	154	160	167

Annexure: City Wise Data*

Cities	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
Mumbai	277	289	285	282	272	264	247	253	257	260	263	275	271
Bangalore	360	370	366	362	357	358	349	369	379	390	411	435	438
Delhi - NCR	217	224	224	224	220	223	220	226	228	232	237	252	254
Hyderabad	299	300	298	296	296	292	289	288	302	302	318	338	348
Chennai	246	244	240	240	239	239	234	219	240	242	250	260	265
Pune	296	295	293	294	293	283	273	275	280	287	292	311	318
Kolkata	263	295	309	289	296	291	275	279	277	272	279	303	318
Ahmedabad	384	388	388	377	360	353	349	346	353	360	357	385	364
Chandigarh	248	236	246	237	234	229	222	209	209	203	196	211	217
Kochi	258	257	266	261	256	249	260	255	251	243	249	254	253
Baroda	214	221	236	215	209	203	202	198	207	207	202	226	223
Coimbatore	319	286	297	284	274	277	312	316	318	332	341	355	353
Jaipur	250	248	251	254	250	243	249	265	271	270	273	299	292

Annexure: Experience Level Data*

Experience Level	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
0 - 3 years	303	303	274	294	291	291	287	290	290	294	298	311	304
4 - 6 years	264	270	272	261	254	252	249	248	249	249	253	264	268
7 - 10 years	176	179	191	177	185	185	173	176	173	171	179	191	191
11 - 15 years	103	104	104	102	102	99	98	99	99	99	99	101	102
> 16 years	124	129	130	128	130	132	124	131	131	138	146	149	145

Thank you

