

monster[®] EMPLOYMENT INDEX

UAE Report Summary; January 2017

The UAE has witnessed a significant decline of 25 percent from December 2016 in the January Monster Employment Index (MEI), with a total decline of 47 percent in online vacancies from the same period last year.

Production (Manufacturing, Automotive, and Ancillary) was the only industry to note growth in online hiring registering 13 percent growth from the same period last year. Industries to register the least decline were Consumer Goods (FMCG, Food & Packaged food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) at the same level as last year, and IT/Telecom/ISP with seven percent decline.

The Oil and Gas sector remained among the industries demonstrating the lowest growth at -26 percent, a slight improvement from 30 percent in December. Other low performing industries included Retail (Trade and Logistics) and Hospitality at 30 percent and 39 percent respectively.

In the top performing occupations, Purchase/Logistics/Supply Chain remained at the same level as January 2016, while industries to register the least decline included Engineering/Production at 10 percent and Hospitality/Travel at 21 percent.

The occupations that registered the highest decline in the January MEI included HR/Admin with 38 percent followed by Healthcare and Finance/Accounting with 45 percent and 50 percent year-on-year declines in online job postings respectively.

Among the countries monitored, Oman was the only country to register growth in online hiring activity at one percent while the UAE witnessed the highest decline.

At a regional level, Customer Service was the only occupation to register growth at one percent, while HR/Admin continued to registered the highest decline at 70 percent. Industries to register growth in online hiring across the region included Production (Manufacturing, Automotive, and Ancillary) at 19 percent, up from four percent in December, IT/Telecom/ISP at 18 percent, up from six percent last month, and Consumer Goods at 16 percent. Industries continuing to note the highest decline included Hospitality at 64 percent, Retail/Trade/Logistics at 57 percent and Banking/Financial Services/Insurance at 55 percent.

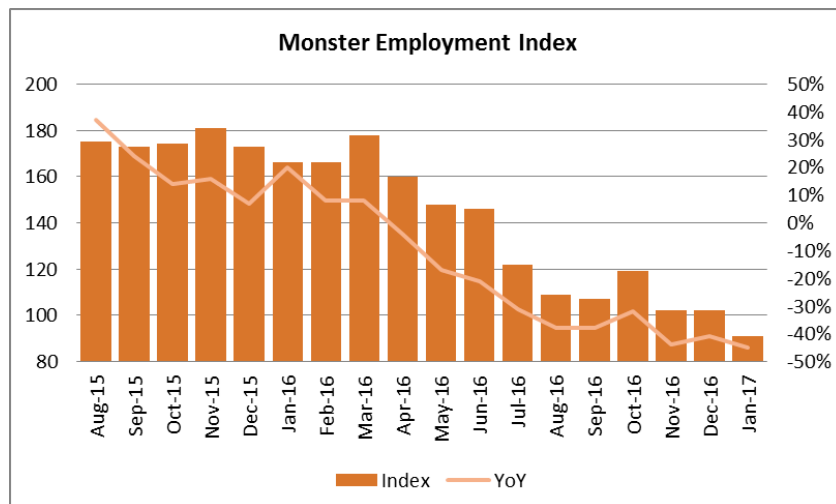
About the Monster Employment Index

Launched in April 2011 with data collected since October 2010, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in the Middle East conducted by Monster.com. Based on a real-time review of tens of thousands of employer job opportunities culled from a large, representative selection of online career outlets, including Monster Gulf, 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 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, 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.

MEI Data



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

Aug 15	Sep 15	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	Y-o-Y
175	173	174	181	173	166	166	178	160	148	146	122	109	107	119	102	102	91	-45%

Industry Year-over-Year Trends

Online recruitment activity exceeded the year-ago level in three out of the twelve sectors monitored by the Index.

- **Production/Manufacturing, Automotive and Ancillary** registered a 19 percent growth on the year to lead all industry sectors on an annual basis. The growth momentum recovered 15 percentage points from four percent in December 2016. The group also witnessed the steepest growth on the month among industry sectors; up by nine percent. The three-month (down three percent) and six-month (down two percent) growth rate, nevertheless, continued to be negative.
- **IT and Telecom/ISP** (up 18 percent) followed closely; the rate of year-on-year growth paced up 12 percentage points between December 2016 and January 2017. Online demand in the sector matched December 2016 following one percent and three percent month-on-month decline in November and December 2016 respectively.
- Online hiring activity in **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 16 percent) continued to trend up as well. The sector registered a 13 percent year-on-year growth in December 2016 and has been charting persistent growth in online demand since October 2015. The sector witnessed a five percent growth on the month and exceeded the three-month and six-month level by eight percent and 12 percent respectively.
- The annual growth momentum in **Engineering, Construction and Real Estate** (down 21 percent) recovered 12 percentage points; up from -33 percent in December 2016. Month-on-month, the sector registered six percent growth in online hiring activity following low levels in November as well as in December 2016.
- **BFSI** (down 55 percent); **Oil and Gas** (down 14 percent); and **Hospitality** (down 64 percent) continued to trend downward but at the same rate of decline as in December 2016. **Hospitality** registered the steepest year-on-year decline among all monitored industry sectors while **Retail/Trade and Logistics** (down 57 percent) recorded the most notable decline month-on-month (-15 percent).

Top Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	74	88	19%
IT and Telecom/ISP	118	139	18%
Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	110	16%
Health Care	163	143	-12%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	84	-13%

Lowest Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Education	173	123	-29%
Advertising, Market Research, Public Relations, Media and Entertainment	118	66	-44%
BFSI	167	75	-55%
Retail/Trade and Logistics	139	60	-57%
Hospitality	183	66	-64%

Occupation Year-over-Year Trends

Of the 11 occupation groups monitored by the Index one registered positive growth trend on the year.

- Online demand for **Customer Service** exceeded the year-ago level by marginal one percent while the group registered a decline of nine percent on a month-on-month basis and 33 percent on a three-month basis. It is also notable that this is the only job role to register a positive growth on the year even in January 2017.
- Year-on-year, demand for **Engineering and Production** (down 13 percent) professionals recovered 13 points from -26 percent in December 2016. This is the least decline recorded in the series since July 2016. Month-on-month, the group recorded fewer opportunities by one percent.
- **Software, Hardware, Telecom** also recorded an improvement in the annual growth rate of 13 percentage points; up from -35 percent in December 2016 to -22 percent in January 2017. Month-on-month, demand for the group increased by an additional 11 percent following nine percent growth in December 2016.
- Online demand for **Health Care** professionals eased further; down 35 percent year-on-year and down four percent month-on-month. In the past three months between October 2016 and January 2017 there has been a 32 percent decline in demand for the job role.
- **Marketing & Communications/Arts/Creative** (down 51 percent) continued to chart steep annual decline in demand. However, month-on-month there has been a 12 percent increase in demand; the highest recorded among all monitored job roles.
- **HR & Admin.** registered the most notable annual (down 70 percent) as well as monthly (down 11 percent) decline among all monitored job roles yet again.

Top Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Customer service	71	72	1%
Purchase / Logistics / Supply Chain	105	101	-4%
Engineering and Production	128	112	-13%
Legal	91	72	-21%
Software, Hardware, Telecom	162	127	-22%

Lowest Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Hospitality and Travel	147	82	-44%
Marketing & Communications/Arts/Creative	154	75	-51%
Sales and BD	201	78	-61%
Finance and Account	167	51	-69%
HR & Admin.	159	47	-70%

Geographic Year-over-year Trends

Online hiring exceeded the year-ago in just one out of the seven countries monitored by the Index

- Of the seven countries monitored by the Index, online hiring exceeded the corresponding period a year-ago in **Oman** by one percent; the growth momentum eased from four percent in December 2016. A declining trend on all other parameters indicates slowdown in employment demand in the country; down five percent month-on-month as well as on three-month and down 15 percent on six-month.
- It is notable, this month the long-term growth momentum moderated in all countries monitored by the Index. **Bahrain** (down seven percent) registered fewer opportunities on the year down from four percent in December 2016. In **KSA**, e-recruitment activity plunged 24 percent below the corresponding period a year-ago; down five points from -19 percent in December 2016.
- The Index for **UAE** slipped below the baseline for the first time in the series since August 2013 following a 25 percent drop in month-on-month recruitment activity; the steepest decline among all monitored countries as well as in the series. The year-on-year growth rate at -47 percent is also the most notable decline recorded in the region.

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Oman	105	106	1%
Bahrain	121	113	-7%
Qatar	130	100	-23%
KSA	135	103	-24%
Kuwait	144	107	-26%
Egypt	158	91	-42%
UAE	146	77	-47%

UAE Highlights

- Monster Employment Index **UAE** plunged 47 percent below January 2016.
- **Production/Manufacturing, Automotive and Ancillary** registers the most notable annual growth.
- **Hospitality** charts the steepest decline, year-on-year
- **Purchase / Logistics / Supply Chain** aside, online demand eased below the year-ago level for all job roles. Demand for Purchase / Logistics / Supply Chain professionals matched that of January 2016.

UAE Top Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
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UAE Lowest Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
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Production/Manufacturing, Automotive and Ancillary	93	105	13%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	120	120	0%
IT and Telecom/ISP	121	113	-7%

Oil and Gas	72	53	-26%
Retail/Trade and Logistics	132	93	-30%
Hospitality	106	65	-39%

UAE Top Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	127	127	0%
Engineering and Production	131	118	-10%
Hospitality and Travel	99	78	-21%

UAE Lowest Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
HR & Admin.	121	75	-38%
Health Care	200	110	-45%
Finance and Account	111	55	-50%

By Industry

	2016												2017
	Jan	Feb	Mar	Apr	Ma y	Jun	Jul	Au g	Se p	Oct	No v	De c	Jan
Engineering, Construction and Real Estate	142	147	151	138	137	137	123	112	110	119	114	106	112
BFSI	167	156	175	152	138	126	110	102	90	106	77	85	75
Production/Manufacturing, Automotive and Ancillary	74	83	83	92	96	91	90	86	84	91	78	81	88
Retail/Trade and Logistics	139	140	138	125	112	102	78	70	71	72	66	71	60
Oil and Gas	70	74	72	69	67	66	66	68	64	63	61	63	60
IT and Telecom/ISP	118	127	133	130	129	135	136	137	134	144	143	139	139
Hospitality	183	167	167	137	122	110	80	80	70	76	66	68	66
Education	173	178	160	149	150	142	128	116	116	127	125	120	123
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	91	85	79	80	82	88	84	83	85	89	83	84
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	103	109	116	111	118	98	98	93	102	96	105	110
Health Care	163	175	174	173	173	181	152	165	145	176	150	145	143
Advertising, Market Research, Public Relations, Media and Entertainment	118	106	95	85	81	77	73	65	66	67	67	61	66

By Occupation

	2016												2017
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	128	125	130	120	120	116	116	106	108	110	115	113	112
Finance and Account	167	142	158	174	144	130	103	77	61	74	54	54	51
HR & Admin.	159	163	167	154	125	127	89	66	73	96	71	53	47
Sales and BD	201	202	237	197	169	150	111	89	87	88	82	79	78
Purchase / Logistics / Supply Chain	105	105	113	110	102	105	108	95	95	95	97	102	101
Hospitality and Travel	147	134	161	143	136	135	100	116	91	103	87	81	82
Health Care	187	206	207	204	193	198	170	178	149	177	142	126	121
Software, Hardware, Telecom	162	180	196	165	152	166	143	132	113	116	105	114	127
Marketing & Communications/Arts/Creative	154	150	166	147	123	105	87	73	82	75	72	67	75
Customer service	71	73	90	88	95	89	69	83	101	107	85	79	72
Legal	91	103	110	101	105	109	103	81	87	86	78	80	72



KSA Report Summary; January 2017

While significant year-on-year growth has been observed in some industries, Saudi Arabia has witnessed a further decline of eight percent from December 2016 in the January 2017 Monster Employment Index (MEI), with a total decline of 24 percent in online vacancies from the same period last year.

Oil and Gas represented the most active industry in terms of online hiring registering 26 percent growth from the same period last year. This was closely followed by Consumer Goods (FMCG, Food & Packaged food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) at 15 percent growth and Education at 10 percent growth.

The Marketing (including Advertising, Public Relations, Market Research, Media and Entertainment) sector remained among the industries demonstrating the lowest growth at -25 percent, however, this is a 14 percentage point improvement from -39 percent in December. Other low performing industries included Retail (Trade and Logistics) and Hospitality at 26 percent and 41 percent respectively.

In the top performing occupations, Finance and Accounting recorded the least decline at four percent from January 2016. This was followed by Software/Hardware/Telecom and Purchase/Logistics/Supply Chain recording declines of nine percent each.

The occupations that registered the highest decline in the January MEI included HR/Admin with 22 percent followed by Sales/Business Development and Hospitality/Travel with 34 percent year-on-year declines in online job postings each.

Among the countries monitored, Oman was the only country to register growth in online hiring activity at one percent while the UAE witnessed the highest decline at 47 percent.

At a regional level, Customer Service was the only occupation to register growth at one percent, while HR/Admin registered the highest decline at 70 percent. Industries to register growth in online hiring across the region included Production (Manufacturing, Automotive, and Ancillary) at 19 percent, up from four percent in December, IT and Telecom/ISP at 18 percent, up from six percent last month, and Consumer Goods at 16 percent. Industries continuing to note the highest decline included Hospitality at 64 percent, Retail/Trade/Logistics at 57 percent and Banking/Financial Services/Insurance at 55 percent.

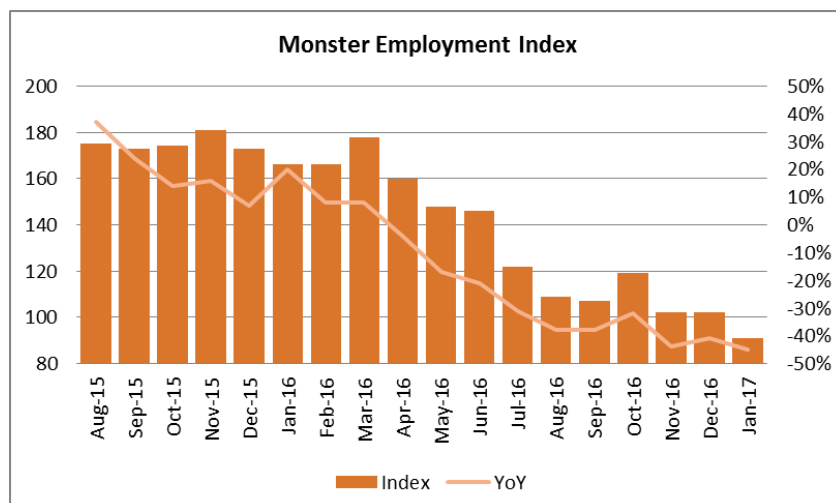
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Launched in April 2011 with data collected since October 2010, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in the Middle East conducted by Monster.com. Based on a real-time review of tens of thousands of employer job opportunities culled from a large, representative selection of online career outlets, including Monster Gulf, 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 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, 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.

MEI Data



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

Aug 15	Sep 15	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	Y-o-Y
175	173	174	181	173	166	166	178	160	148	146	122	109	107	119	102	102	91	-45%

Industry Year-over-Year Trends

Online recruitment activity exceeded the year-ago level in three out of the twelve sectors monitored by the Index.

- **Production/Manufacturing, Automotive and Ancillary** registered a 19 percent growth on the year to lead all industry sectors on an annual basis. The growth momentum recovered 15 percentage points from four percent in December 2016. The group also witnessed the steepest growth on the month among industry sectors; up by nine percent. The three-month (down three percent) and six-month (down two percent) growth rate, nevertheless, continued to be negative.
- **IT and Telecom/ISP** (up 18 percent) followed closely; the rate of year-on-year growth paced up 12 percentage points between December 2016 and January 2017. Online demand in the sector matched December 2016 following one percent and three percent month-on-month decline in November and December 2016 respectively.
- Online hiring activity in **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** (up 16 percent) continued to trend up as well. The sector registered a 13 percent year-on-year growth in December 2016 and has been charting persistent growth in online demand since October 2015. The sector witnessed a five percent growth on the month and exceeded the three-month and six-month level by eight percent and 12 percent respectively.
- The annual growth momentum in **Engineering, Construction and Real Estate** (down 21 percent) recovered 12 percentage points; up from -33 percent in December 2016. Month-on-month, the sector registered six percent growth in online hiring activity following low levels in November as well as in December 2016.
- **BFSI** (down 55 percent); **Oil and Gas** (down 14 percent); and **Hospitality** (down 64 percent) continued to trend downward but at the same rate of decline as in December 2016. **Hospitality**

registered the steepest year-on-year decline among all monitored industry sectors while **Retail/Trade and Logistics** (down 57 percent) recorded the most notable decline month-on-month (-15 percent).

Top Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	74	88	19%
IT and Telecom/ISP	118	139	18%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	110	16%
Health Care	163	143	-12%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	84	-13%

Lowest Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Education	173	123	-29%
Advertising, Market Research, Public Relations, Media and Entertainment	118	66	-44%
BFSI	167	75	-55%
Retail/Trade and Logistics	139	60	-57%
Hospitality	183	66	-64%

Occupation Year-over-Year Trends

Of the 11 occupation groups monitored by the Index one registered positive growth trend on the year.

- Online demand for **Customer Service** exceeded the year-ago level by marginal one percent while the group registered a decline of nine percent on a month-on-month basis and 33 percent on a three-month basis. It is also notable that this is the only job role to register a positive growth on the year even in January 2017.
- Year-on-year, demand for **Engineering and Production** (down 13 percent) professionals recovered 13 points from -26 percent in December 2016. This is the least decline recorded in the series since July 2016. Month-on-month, the group recorded fewer opportunities by one percent.
- **Software, Hardware, Telecom** also recorded an improvement in the annual growth rate of 13 percentage points; up from -35 percent in December 2016 to -22 percent in January 2017. Month-on-month, demand for the group increased by an additional 11 percent following nine percent growth in December 2016.
- Online demand for **Health Care** professionals eased further; down 35 percent year-on-year and down four percent month-on-month. In the past three months between October 2016 and January 2017 there has been a 32 percent decline in demand for the job role.
- **Marketing & Communications/Arts/Creative** (down 51 percent) continued to chart steep annual decline in demand. However, month-on-month there has been a 12 percent increase in demand; the highest recorded among all monitored job roles.
- **HR & Admin.** registered the most notable annual (down 70 percent) as well as monthly (down 11 percent) decline among all monitored job roles yet again.

Top Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
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Lowest Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
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Customer service	71	72	1%
Purchase / Logistics / Supply Chain	105	101	-4%
Engineering and Production	128	112	-13%
Legal	91	72	-21%
Software, Hardware, Telecom	162	127	-22%

Hospitality and Travel	147	82	-44%
Marketing & Communications/Arts/Creative	154	75	-51%
Sales and BD	201	78	-61%
Finance and Account	167	51	-69%
HR & Admin.	159	47	-70%

Geographic Year-over-year Trends

Online hiring exceeded the year-ago in just one out of the seven countries monitored by the Index

- Of the seven countries monitored by the Index, online hiring exceeded the corresponding period a year-ago in **Oman** by one percent; the growth momentum eased from four percent in December 2016. A declining trend on all other parameters indicates slowdown in employment demand in the country; down five percent month-on-month as well as on three-month and down 15 percent on six-month.
- It is notable, this month the long-term growth momentum moderated in all countries monitored by the Index. **Bahrain** (down seven percent) registered fewer opportunities on the year down from four percent in December 2016. In **KSA**, e-recruitment activity plunged 24 percent below the corresponding period a year-ago; down five points from -19 percent in December 2016.
- The Index for **UAE** slipped below the baseline for the first time in the series since August 2013 following a 25 percent drop in month-on-month recruitment activity; the steepest decline among all monitored countries as well as in the series. The year-on-year growth rate at -47 percent is also the most notable decline recorded in the region.

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Oman	105	106	1%
Bahrain	121	113	-7%
Qatar	130	100	-23%
KSA	135	103	-24%
Kuwait	144	107	-26%
Egypt	158	91	-42%
UAE	146	77	-47%

KSA Highlights

- Monster Employment Index **KSA** eases 24 percent below the corresponding period a year-ago.
- **Oil and Gas** registers the steepest annual growth rate among all monitored industry sectors even in January 2017.
- E-recruitment activity declines the most in **Hospitality** sector.
- Online demand for all monitored job roles continues to be lower than the year-ago level. **Finance and Account** register the least annual decline.

KSA Top Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Oil and Gas	92	116	26%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	93	107	15%
Education	97	107	10%

KSA Lowest Growth Industries

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Advertising, Market Research, Public Relations, Media and Entertainment	154	115	-25%
Retail/Trade and Logistics	129	95	-26%
Hospitality	127	75	-41%

KSA Top Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
Finance and Account	114	109	-4%
Software, Hardware, Telecom	158	144	-9%
Purchase / Logistics / Supply Chain	116	105	-9%

KSA Lowest Growth Occupations

Year-over-year Growth	Jan 16	Jan 17	% Growth Y-o-Y
HR & Admin.	138	108	-22%
Sales and BD	214	141	-34%
Hospitality and Travel	120	79	-34%

By Industry

	2016												2017
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering, Construction and Real Estate	142	147	151	138	137	137	123	112	110	119	114	106	112
BFSI	167	156	175	152	138	126	110	102	90	106	77	85	75
Production/Manufacturing, Automotive and Ancillary	74	83	83	92	96	91	90	86	84	91	78	81	88
Retail/Trade and Logistics	139	140	138	125	112	102	78	70	71	72	66	71	60
Oil and Gas	70	74	72	69	67	66	66	68	64	63	61	63	60
IT and Telecom/ISP	118	127	133	130	129	135	136	137	134	144	143	139	139
Hospitality	183	167	167	137	122	110	80	80	70	76	66	68	66
Education	173	178	160	149	150	142	128	116	116	127	125	120	123

Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	96	91	85	79	80	82	88	84	83	85	89	83	84
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	95	103	109	116	111	118	98	98	93	102	96	105	110
Health Care	163	175	174	173	173	181	152	165	145	176	150	145	143
Advertising, Market Research, Public Relations, Media and Entertainment	118	106	95	85	81	77	73	65	66	67	67	61	66

By Occupation

	2016												2017
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Engineering and Production	128	125	130	120	120	116	116	106	108	110	115	113	112
Finance and Account	167	142	158	174	144	130	103	77	61	74	54	54	51
HR & Admin.	159	163	167	154	125	127	89	66	73	96	71	53	47
Sales and BD	201	202	237	197	169	150	111	89	87	88	82	79	78
Purchase / Logistics / Supply Chain	105	105	113	110	102	105	108	95	95	95	97	102	101
Hospitality and Travel	147	134	161	143	136	135	100	116	91	103	87	81	82
Health Care	187	206	207	204	193	198	170	178	149	177	142	126	121
Software, Hardware, Telecom	162	180	196	165	152	166	143	132	113	116	105	114	127
Marketing & Communications/Arts/Creative	154	150	166	147	123	105	87	73	82	75	72	67	75
Customer service	71	73	90	88	95	89	69	83	101	107	85	79	72
Legal	91	103	110	101	105	109	103	81	87	86	78	80	72