

A REPORT ON **HIRING ACTIVITY** IN INDIA

by: Location, Industry and Experience



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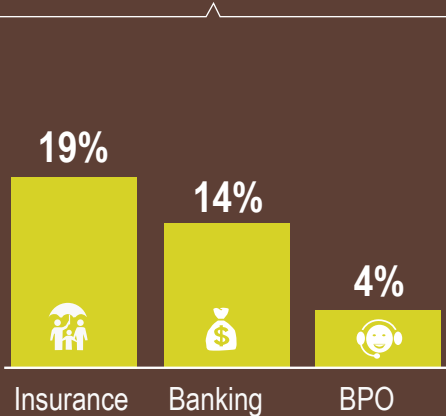
Naukri Job Speak Index: December 2016 records 7% decline in jobs over December 2015

- The Overall Job Index saw a fall of 7%, from 1783 in Dec 2015 to 1659 in Dec 2016
- Jobs index saw YOY dip in major metros – Delhi NCR, Mumbai and Bangalore.
- Hiring activity went up in financial sectors i.e. Banking, Financial Services and Insurance but declined in IT – Software and BPO.

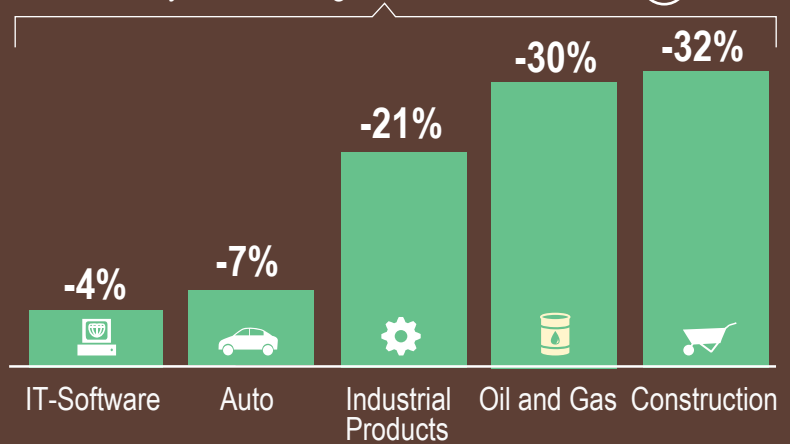
Hiring trends across top industry sectors



Industry Wise Change - Top Sectors

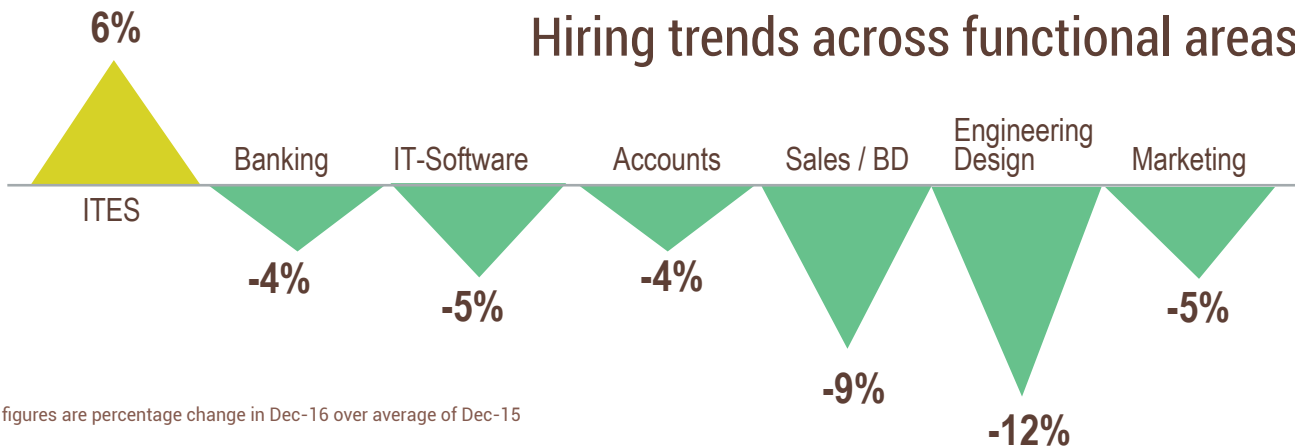


Industry Wise Change - Bottom Sectors



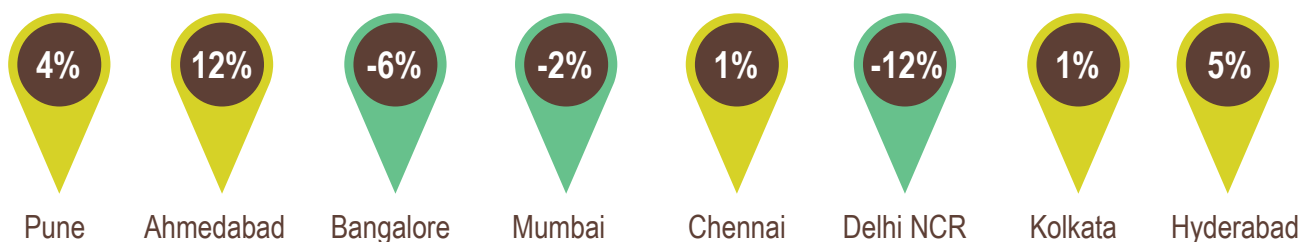
figures are percentage change in Dec-16 over average of Dec-15

Hiring trends across functional areas



figures are percentage change in Dec-16 over average of Dec-15

Hiring trends across Top Cities



figures are percentage change in Dec-16 over average of Dec-15

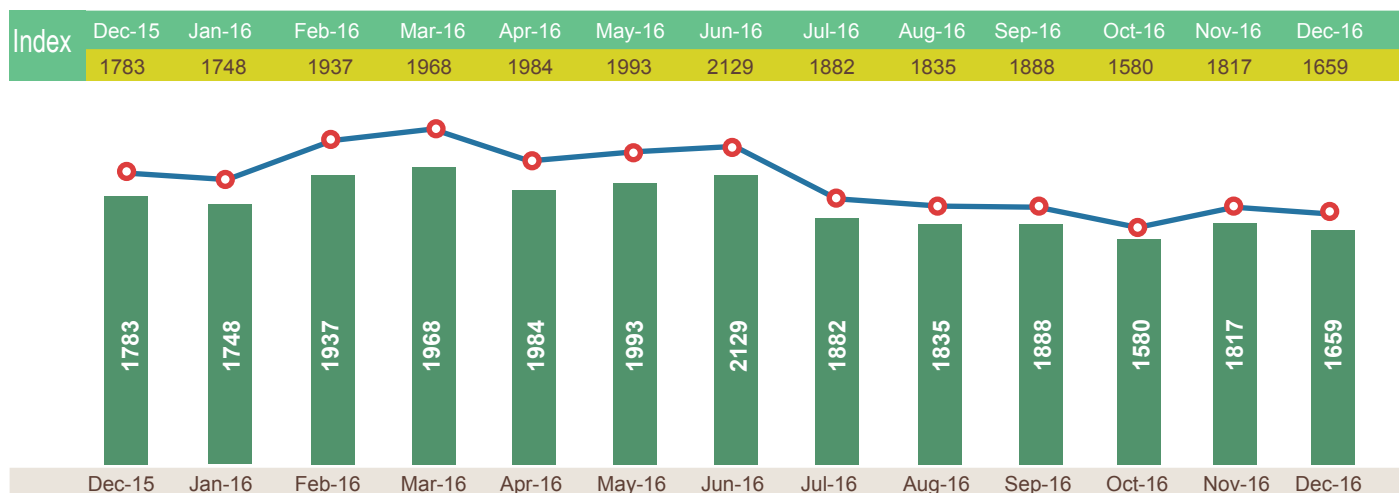
OVERALL JOB INDEX

New Delhi, 16 January, 2016: The Naukri JobSpeak index for Dec'16 at 1659 is 7% down from Dec 2015. The fall in the index is reflected in a decrease in hiring in key metro cities like Delhi – NCR, Mumbai and Bengaluru.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said,

"Post an impressive 14% growth in November the Jobspeak index has shown a negative growth of 7% in December. But for BFSI, Insurance and ITES almost all the sectors are showing negative growth. Looks like there is some uncertainty and this may continue for few more months."

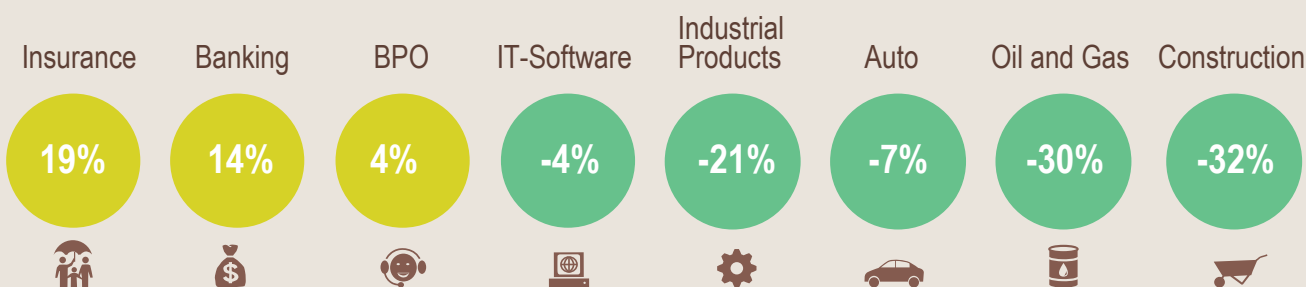
Overall Hiring Trends



Total no. of new jobs posted in July 2008 was scaled to 1000. Index for subsequent months is relative to Jul 08.

SECTORAL ANALYSIS

Hiring trends across top industry sectors



figures are percentage change in Dec-16 over average of Dec-15

Industry-wise Analysis:

- IT – Software/Software Services jobs decreased by 4% in Dec 2016 when compared to Dec 2015. Jobs in the BPO/ITES industry increased by 4%.
- Banking/Financial Services sector jobs increased by 12% while jobs in Insurance industry also increased by 19% for the same time period.
- Oil & Gas/Power/Infrastructure jobs decreased by 30% in Dec 2016 on a YOY basis. Construction/Engineering jobs decreased by 32% in the same time period. Industrial Product/Heavy Machinery jobs also saw a 21% decline.

Industry	Jul 08	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
IT- Software	↑1000	↑2366	↑2393	↑2812	↑2812	↑2787	↑2849	↑3063	↓2322	↑2408	↑2571	↓2092	↑2484	↓2265
BPO and ITeS	↑1000	↑1454	↑1500	↑1636	↑1636	↑1944	↑1891	↑1952	↑2110	↑1743	↑1987	↓1501	↑1682	↓1505
Construction and Engineering	↑1000	↑814	↓676	↓643	↓643	↓727	↑730	↓669	↓675	↓686	↓656	↓562	↓582	↓552
Auto and Auto Ancillary	↑1000	↑984	↑967	↑1059	↑1059	↑1131	↑1050	↑1083	↑1155	↑1084	↑1116	↓935	↑1060	↓913
Banking and Financial Services	↑1000	↑2118	↑2098	↓2404	↓2404	↓2433	↑2549	↑2310	↑2585	↑2813	↓2570	↓2202	↑2509	↓2406
Oil and Gas	↑1000	↓890	↓796	↓895	↓895	↓754	↓863	↓685	↑687	↓711	↓693	↓574	↑765	↓627
Telecom	↑1000	↑868	↑822	↑925	↑925	↑749	↓788	↑1211	↓696	↓774	↑778	↓711	↑750	↓656
Insurance	↑1000	↓626	↑659	↑806	↑806	↑877	↑807	↓875	↑837	↑961	↑1010	↓713	↑818	↓747
Capital Goods	↑1000	↑893	↑777	↓755	↓755	↓818	↑842	↑840	↓797	↑872	↓796	↓700	↑779	↓703
Pharma & Biotech	↑1000	↑1755	↑1760	↑2001	↑2001	↑2305	↑1986	↑1959	↑1999	↑1916	↑2078	↓1668	↑2010	↓1788

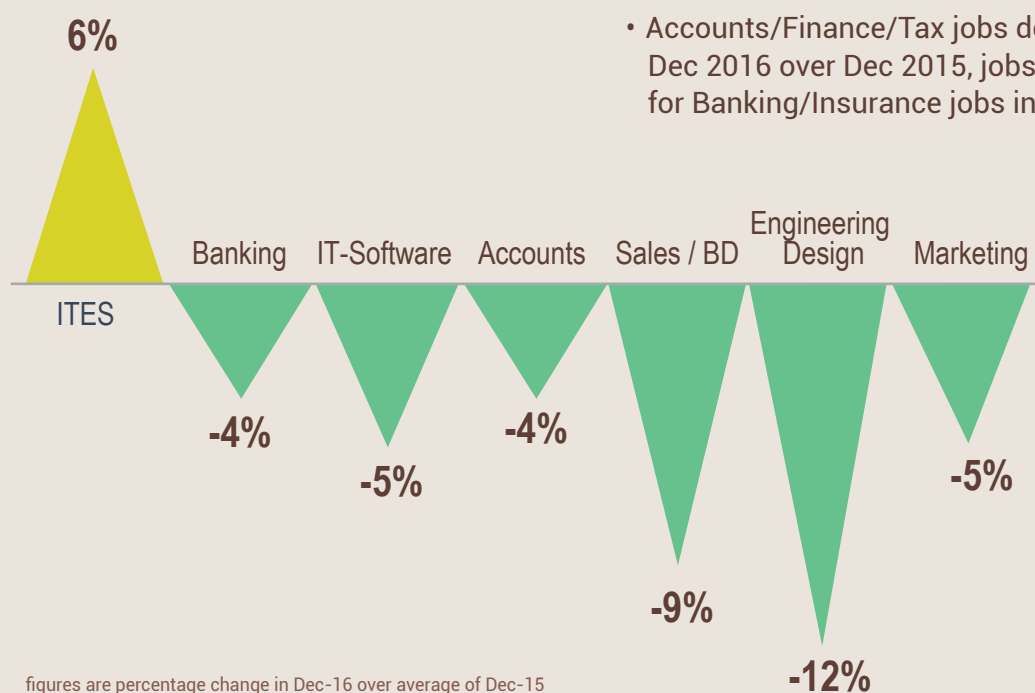
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- IT – Software jobs decreased by 5% in Dec 2016 when compared to Dec 2015 however ITES/BPO jobs saw a 6% YOY increase in the same time period.
- Jobs in Sales/BD functional and Marketing/Advertising decreased by 9% and 5% respectively in the same time period.
- Accounts/Finance/Tax jobs decreased by 5% in Dec 2016 over Dec 2015, jobs were down by 4% for Banking/Insurance jobs in this time period.

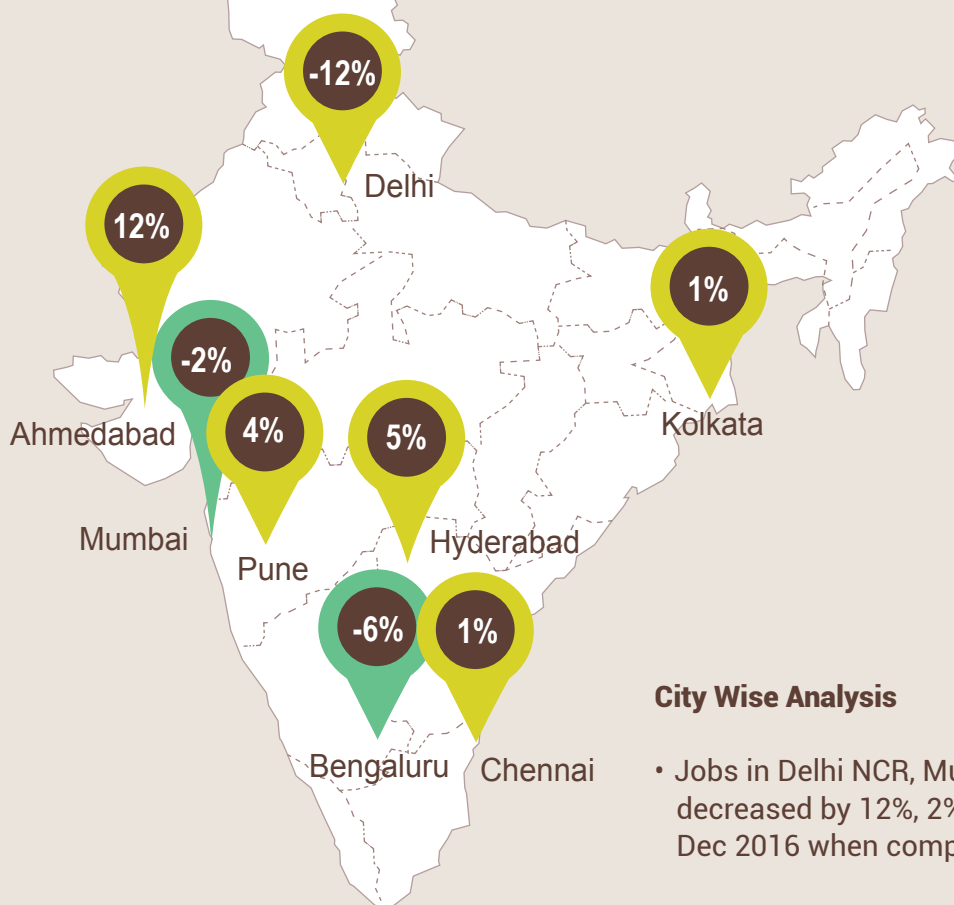


Functional Area	Jul 08	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16
IT-Software	↑1000	↑2300	↑2294	↑2655	↑2713	↑2668	↑2735	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446	↓2191
Sales & Business Development	↑1000	↑1948	↑1907	↑2046	↑2056	↑2126	↑2075	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932	↓1779
ITES and BPO	↑1000	↑2089	↑2107	↑2373	↑2631	↑2746	↑2843	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393	↓2214
Production and Maintenance	↑1000	↑1202	↑1074	↑1144	↑1145	↓1145	↑1193	↑1179	↑1199	↑1160	↑1178	↓976	↑1044	↓915
Accounts and Finance	↑1000	↑1304	↑1315	↑1505	↑1507	↑1462	↑1408	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340	↓1251
HR & Administration	↑1000	↑1788	↑1767	↑1906	↑1907	↑1879	↑1812	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777	↓1665
Project Management	↑1000	↑751	↓607	↓582	↓638	↓614	↓621	↓532	↓520	↓559	↑572	↓470	↑514	↓475
Marketing and Advertising	↑1000	↑1431	↑1488	↑1540	↑1470	↑1544	↑1578	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361	↓1353
Banking and Insurance	↑1000	↑1009	↑982	↑1171	↑1159	↓1148	↑1077	↑985	↓1053	↑1149	↓1061	↓961	↑1151	↓973
Engineering Design	↑1000	↓851	↓766	↓828	↓892	↑939	↑862	↓814	↓796	↓735	↑779	↓651	↑782	↓746

No. of new jobs posted in July '08 for each F-Area was scaled to 1000; all months have been compared with previous column

CITY BASED HIRING SCENARIO

Job Trends Across Top Cities



figures are percentage change in Dec-16 over average of Dec-15

City Wise Analysis

- Jobs in Delhi NCR, Mumbai and Bangalore decreased by 12%, 2% and 6% respectively in Dec 2016 when compared to Dec 2015.
- In other metro cities, Hyderabad jobs increased by 5% while Pune went up by 4% on a YOY basis.
- Jobs in Chennai and Kolkata were flat on a YOY basis in Dec 2016.

City*	Jul 08	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
Delhi-NCR	↑ 1000	↑ 2012	↑ 2002	↑ 2108	↑ 2569	↑ 2624	↑ 2553	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880	↓ 1772
Mumbai	↑ 1000	↑ 1571	↑ 1535	↑ 1680	↑ 1979	↑ 1916	↑ 1874	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585	↓ 1534
Bangalore	↑ 1000	↑ 2152	↑ 2124	↑ 2447	↑ 2444	↑ 2704	↑ 2691	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279	↓ 2020
Chennai	↑ 1000	↓ 1270	↓ 1438	↑ 1683	↑ 1932	↑ 1950	↑ 2175	↑ 2624	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541	↓ 1277
Hyderabad	↑ 1000	↑ 1846	↑ 1928	↑ 2119	↑ 2564	↑ 2491	↑ 2693	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178	↓ 1939
Pune	↑ 1000	↑ 1991	↑ 1947	↑ 2248	↑ 2602	↑ 2308	↑ 2754	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289	↓ 2063
Kolkata	↑ 1000	↑ 1435	↑ 1498	↑ 1704	↑ 1858	↓ 1653	↑ 1981	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483	↓ 1456

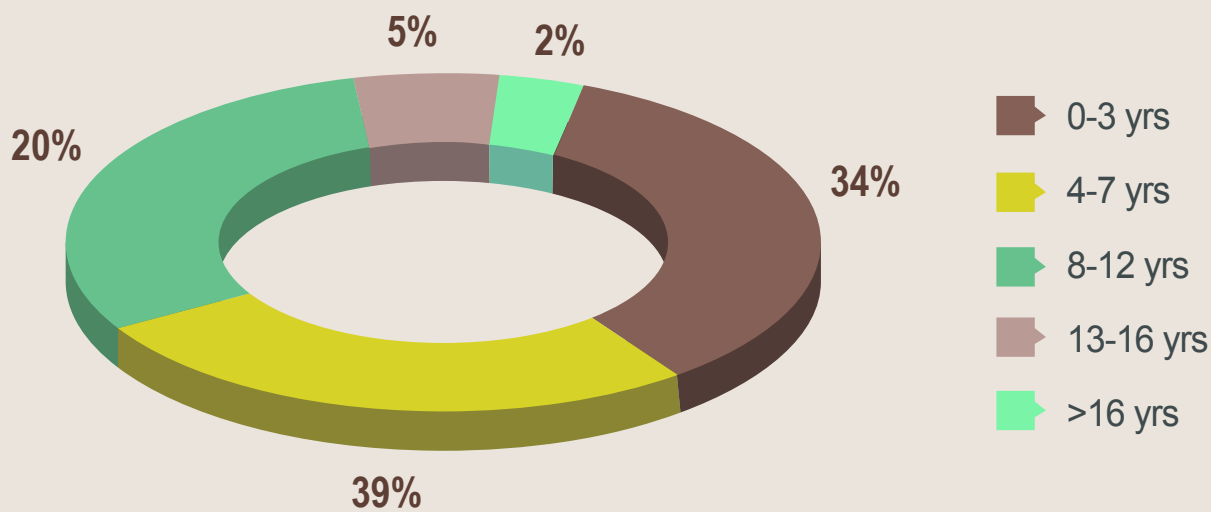
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

WORK- EX BASED SCENARIO

0-3 years' experience hiring fell by 9.2%

Experience Buckets

Percentage share of jobs across experience levels in Dec'16



METHODOLOGY

Naukri.com, India's No. 1 job site and the flagship brand of Info Edge introduced the concept of e-recruitment in India. Since its inception in 1997, Naukri.com has seen continuous growth while outperforming its competitors in every sphere. Info Edge was the first internet Company to be listed in India. The site enjoys a traffic share of 76% as per Comscore. Naukri.com is a recruitment platform that provides hiring-related services to corporates/ recruiters, placement agencies and to job seekers in India and overseas. It offers multiple products like Resume Database Access, listings and Response Management Tools. With more than 2,50,000 jobs live at any point and over 49 million CVs, Naukri.com serviced over 60,000 corporate clients in 2013-2014. The company employs over 3100 people operating through 56 offices in 42 cities in India and overseas offices in Dubai, Riyadh, Abu Dhabi and Bahrain.

On the basis of job listings added to the site every month, the data shows an increase or decrease in the index. To calculate the index, job listings added to the site in July 2008 have been taken as 1000. The subsequent months have been indexed with data of July 2008. The monthly report shows hiring trends across industry sectors, geography and functional areas. There might be high volatility for certain fringe cases like smaller cities, niche industries etc. owing to a small base, but more than 48000 clients using Naukri.com leads to high reliability of the data.

The Naukri Job Speak index from Feb'10 includes both online jobs as well as jobs

acquired from existing clients by our tele-calling team. Although the tele-calling data is a relatively small component of the entire job postings on Naukri, addition of the same to the index gives a more holistic picture of the Indian job market. Therefore, the Job index which was till now based on the July 2008, has been realigned to take care of the effect of the Jobs added by the tele-sales team.

Naukri Job Speak not only talks about sectors or cities but also about the job movement on site.


Disclaimer


The data is only representative of the listings on Naukri.com. Our analytics team has used statistical techniques to derive insights which might be useful for our users/stake holders/ audiences. There may be a statistical margin of error

ANNEXURE SECTORAL DATA

Industry*	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
IT-Software/Software Services	2366	2393	2812	2812	2787	2849	3063	2322	2408	2571	2092	2484	2265
BPO/ITES/CRM/Transcription	1454	1500	1636	1636	1944	1891	1952	2110	1743	1987	1501	1682	1505
Construction/Engineering/Cement/Metals	814	676	643	643	727	730	669	675	686	656	562	582	552
Auto/Auto Ancillary	984	967	1059	1059	1131	1050	1083	1155	1084	1116	935	1060	913
Banking/Financial Services/Broking	2118	2098	2404	2404	2433	2549	2310	2585	2813	2570	2202	2509	2406
Oil and Gas/Power/Infrastructure/Energy	890	796	895	895	754	863	685	687	711	693	574	765	627
Telcom/ISP	868	822	925	925	749	788	1211	696	774	778	711	750	656
Insurance	626	659	806	806	877	807	875	837	961	1010	713	818	747
Industrial Products/Heavy Machinery	893	777	755	755	818	842	840	797	872	796	700	779	703
Pharma/Biotech/Clinical Research	1755	1760	2001	2001	2305	1986	1959	1999	1916	2078	1668	2010	1788
Hotels/Restaurants/Airlines/Travel	1996	1985	2194	2194	2305	2221	2005	2083	1856	1905	1546	1850	1985
FMCG/Foods/Beverage	1482	1481	1570	1570	1509	1395	1538	1474	1570	1561	1305	1520	1339
Chemicals/PetroChemical/Plastic/Rubber	857	892	971	971	918	954	949	983	911	986	812	889	922
Education/Teaching/Training	2248	2318	2561	2561	2632	2800	2528	2741	2603	2515	2425	2597	2347
IT-Hardware & Networking	1158	1127	1146	1146	1172	1164	1136	1069	1097	988	865	1052	1076
Retailing	1437	1288	1317	1317	1380	1192	1245	1219	1211	1286	1011	1092	1051
Media/Dotcom/Entertainment	986	947	1074	1074	1126	1239	1173	1021	1052	1073	848	1044	1014
Medical/Healthcare/Hospital	3330	3116	3241	3241	3688	3629	4187	3498	4421	3897	3209	3328	3007
Real Estate/Property	2237	1955	2192	2192	1989	1896	1863	1778	1718	2020	1582	1988	1337
Recruitment/Employment Firm	4346	3823	3306	3306	4095	3185	3676	3360	2953	2765	3235	3964	3783
Consumer Durables	1005	922	1165	1165	1023	1110	1147	1128	1118	1158	925	931	916
Accounting/Taxation/Finance	2774	2550	3221	3221	2799	2677	2731	2781	2743	2508	2316	2980	2287
Advertising/PR/MR/Events	2103	2006	2201	2201	2170	3692	10507	3968	1891	2250	1930	1904	1645
Textiles/Garments/Accessories	2149	1885	2177	2177	2058	2060	1965	1923	2141	2130	2008	2244	2046
Semiconductors/Electronics	1116	1175	1385	1385	1242	1379	1158	1255	1104	1255	1106	1484	882
Courier/Transportation/Freight	1501	1327	1435	1435	1610	1427	1853	1463	1643	1518	1189	1604	1181
Architecture/Interior Designing	1159	1361	1337	1337	1687	1430	1395	1295	1176	1535	1126	1232	1179
Export/Import	1240	1025	1142	1142	1184	1214	1190	1077	1123	1063	968	876	891
Printing/Packaging	1159	1242	1437	1437	1207	1207	1171	1277	1200	1131	1242	1025	1204
Shipping/Marine	794	731	853	853	698	735	675	686	568	659	601	648	608
Agriculture/Dairy	1208	1315	1361	1361	1388	1325	1364	1353	1119	1378	1138	1335	1259
Office Equipment/Automation	752	960	814	814	864	791	808	777	935	746	574	639	623
Fresher/Trainee	1469	1336	1206	1206	1664	3643	6364	4556	1239	1373	1069	1733	1091
NGO/Social Services	2087	2399	1851	1851	1753	1739	1914	2222	1796	2046	2044	1980	2356
Gems & Jewellery	3478	3566	3369	3369	2596	2650	2270	1997	2549	2686	2072	2037	1896
Paper	502	465	658	658	610	377	402	502	352	623	477	402	603
Legal	2731	1929	2585	2585	2469	2167	2653	2211	2048	2714	1811	2285	2345
Tyres	801	801	856	856	1073	697	782	697	668	874	608	613	549
Fertilizers/Pesticides	1944	1217	2236	2236	1794	2033	1840	1900	1751	1656	1573	1549	1558
Security/Law Enforcement	2013	2322	1707	1707	2119	2177	2119	2195	2340	1536	1886	1761	2031
Defence/Government	490	956	1073	1073	651	840	723	1213	3335	1831	2029	506	1003

*No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with July '08


 Upward movement of the index as compared to the previous month


 Dip in the index

ANNEXURE FUNCTIONAL AREA

Functional Area*	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
IT-Software	2300	2294	2655	2713	2668	2735	2900	2316	2367	2475	2079	2446	2191
Sales / BD	1948	1907	2046	2056	2126	2075	2151	2073	2079	2100	1649	1932	1779
ITES / BPO / KPO / Customer Service / Op	2089	2107	2373	2631	2746	2843	3608	4286	2507	2772	2088	2393	2214
Production / Maintenance / Quality	1202	1074	1144	1145	1145	1193	1179	1199	1160	1178	976	1044	915
Accounts / Finance / Tax / CS / Audit	1304	1315	1505	1507	1462	1408	1498	1349	1370	1400	1194	1340	1251
HR / Administration / IR	1788	1767	1906	1907	1879	1812	1774	1639	1615	1669	1545	1777	1665
Site Engineering / Project Management	751	607	582	638	614	621	532	520	559	572	470	514	475
Marketing / Advertising / MR / PR	1431	1488	1540	1470	1544	1578	1674	1495	1404	1483	1319	1361	1353
Banking / Insurance	1009	982	1171	1159	1148	1077	985	1053	1149	1061	961	1151	973
Engineering Design / R&D	851	766	828	892	939	862	814	796	735	779	651	782	746
Purchase / Logistics / Supply Chain	974	924	1015	1007	1006	977	1069	969	1003	986	809	1044	797
Secretary / Front Office / Data Entry	991	927	1009	915	1006	1187	1797	2882	819	869	742	888	795
IT- Hardware / Telecom / Technical Staff / S	1524	1401	1619	1591	1426	1452	1625	1380	1400	1417	1195	1371	1155
Teaching / Education	2164	2399	2634	2843	2621	2950	2659	2646	2780	2465	2344	2591	2411
Pharma / Biotech / Healthcare / Medical / F	3369	3086	3331	3212	3991	3590	3989	3503	4381	3794	3260	3480	3144
Hotels / Restaurants	2435	2678	2542	2416	2670	2783	2373	2586	2252	2360	2071	2581	2745
Top Management	933	785	881	727	797	836	765	721	772	837	715	687	672
Architecture / Interior Design	1109	1186	1006	1066	1129	1193	1010	1198	1325	1278	828	1044	816
Export / Import / Merchandising	1366	1179	1225	1276	1271	1209	1209	1055	1300	1096	919	1112	1179
Corporate Planning / Consulting	1227	1324	1493	1333	1474	1430	1434	1496	1336	1409	1524	1643	1409
Legal	1711	1557	1822	1808	1700	1893	1817	1604	1595	1677	1651	1538	1739
Web / Graphic Design / Visualiser	2926	3139	3440	3149	3276	3183	3306	3164	3064	3205	2976	2929	2976
Content / Journalism	2460	2740	2879	2721	2430	2783	2727	2721	2670	2587	2192	2454	2546
Ticketing / Travel / Airlines	3439	2854	3164	3102	3347	2717	2682	3449	2775	2677	2291	2443	2428
Fashion / Garments / Merchandising	2029	1732	2269	2938	1843	1691	1560	1755	1714	1681	1440	1542	1586
Guards / Security Services	1530	1071	1265	1469	1244	1367	1866	1500	1153	1107	1122	1054	1245
TV / Films / Production	1110	1273	1309	1159	1265	1371	1265	1094	1143	1468	1110	1332	1371
Packaging	1469	1106	1047	1016	1237	780	1368	961	907	1125	1487	938	979

*No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with July '08

 Upward movement of the index as compared to the previous month

 Dip in the index

ANNEXURE CITIES

City*	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
Delhi / NCR	2012	2002	2108	2569	2624	2553	2244	1789	1960	2285	1606	1880	1772
Mumbai	1571	1535	1680	1979	1916	1874	1686	1413	1499	1494	973	1585	1534
Bengaluru / Bangalore	2152	2124	2447	2444	2704	2691	2592	1987	2133	2134	1899	2279	2020
Chennai	1270	1438	1683	1932	1950	2175	2624	1788	1476	1473	877	1541	1277
Hyderabad / Secunderabad	1846	1928	2119	2564	2491	2693	2265	1771	1940	2017	1867	2178	1939
Pune	1991	1947	2248	2602	2308	2754	2507	1957	2095	2054	1299	2289	2063
Kolkata	1435	1498	1704	1858	1653	1981	1852	1550	1579	1616	914	1483	1456
Ahmedabad	1881	1833	2221	2526	2210	2444	2362	1876	2206	2342	1509	2144	2111
Chandigarh	1318	1296	1606	2084	1849	2259	1765	1699	1558	1440	812	1415	1281
Ernakulam / Kochi / Cochin	2858	2919	2798	2943	3013	3369	2781	2573	2764	2220	2339	2519	2310
Vadodara / Baroda	1532	1396	1929	1792	1938	2121	1927	1671	1852	1841	1661	1818	1604
Coimbatore	1310	1434	1916	2203	1773	1780	2506	2452	1804	1428	968	1704	1396
Jaipur	2921	2806	3024	3682	3282	3854	3132	3446	3638	2737	1909	2748	2690

*No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with July '08

- Upward movement of the index as compared to the previous month
- Dip in the index