

A REPORT ON HIRING ACTIVITY IN INDIA

by: Location, Industry and Experience



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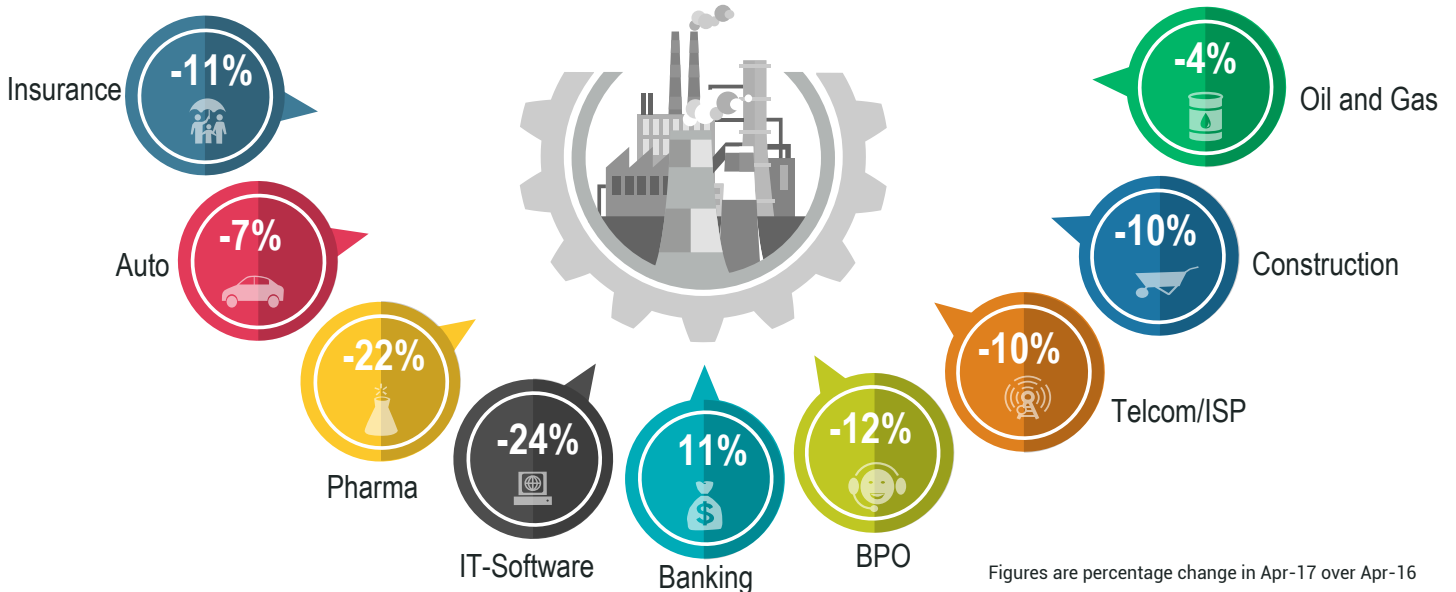
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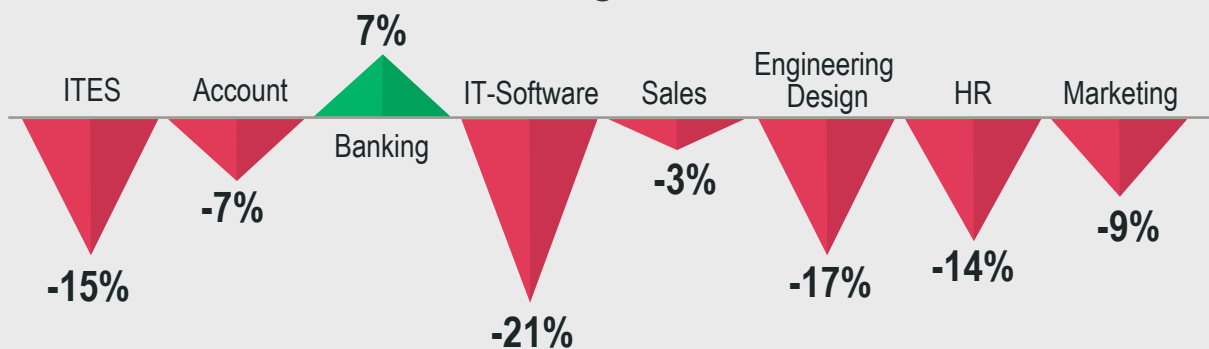
Naukri Job Speak Index: The Overall Job Market saw an 11% fall in new jobs, IT-Software industry most hit

- With top IT firms laying off it's professionals, the IT-software industry saw a 24% fall in hiring
- April 2017 Jobs index saw YOY fall in major metros – Delhi/NCR, Mumbai, Bengaluru and Chennai
- Hiring activity saw a fall in Telecom, BPO, Insurance and Construction sectors during Apr'17 as compared to Apr'16
- Mid and Senior Management hiring decreased by 11% as compared to Feb'17

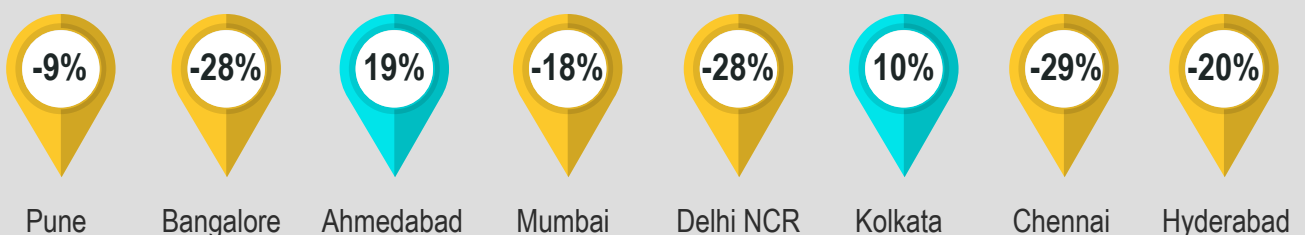
Hiring trends across top industry sectors



Hiring trends across functional areas



Hiring trends across Top Cities

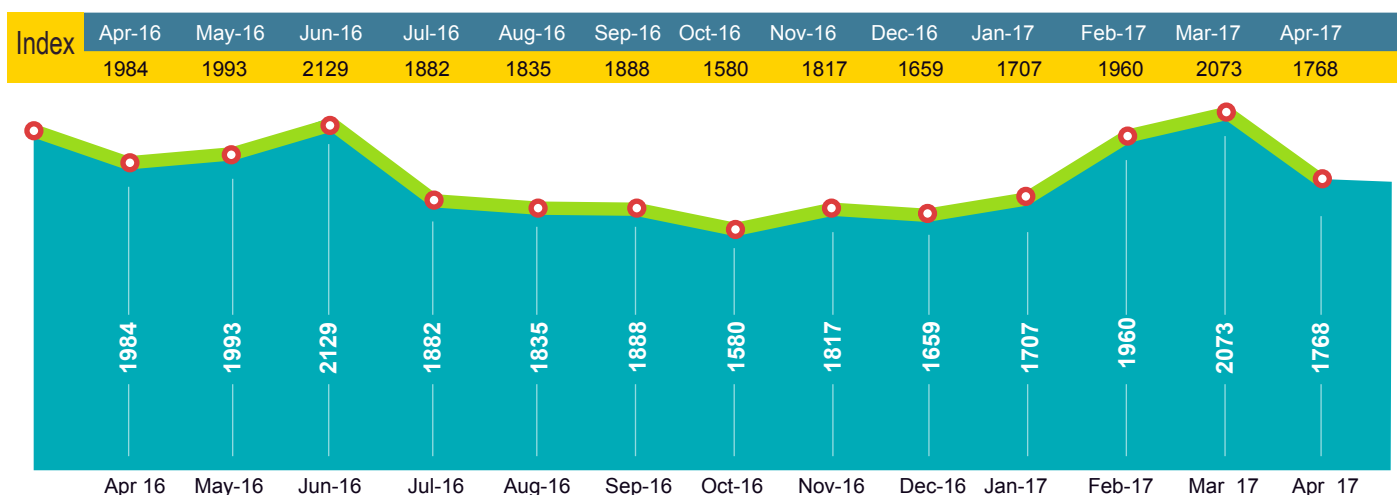


OVERALL JOB INDEX

New Delhi, 15th May, 2017: The Naukri JobSpeak index for Apr'17 at 1768 is 11% down from Apr'16, indicating a fall in the overall new job creation scenario. IT-Software industry was hit the most during Apr'17 with a 24% decline in hiring as compared to Apr'16. Key industries like Construction and BPO/ITES saw a 10% and 12% fall respectively, while Banking saw a 11% increase in hiring during Apr 2017 as compared to Apr 2016. Major metro cities recorded a YOY fall in Apr'17 as compared to Apr'16.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, "As predicted earlier job market continues to be volatile and the Jobspeak index in April has shown a negative growth of 11% (YOY). Though major negative impact seems to be in sectors like IT/BPO/Telecom/Insurance and Construction, there seems to be an air of caution across all sectors and this volatility is likely to continue for few more months before the markets could move north again."

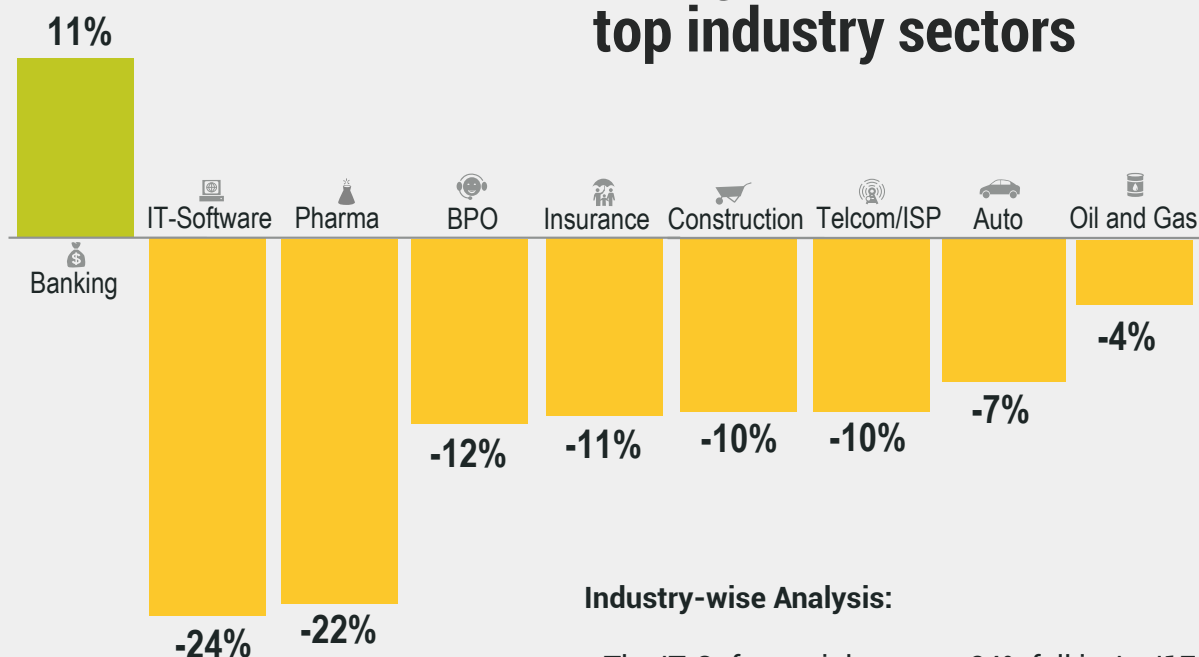
Overall Hiring Trends



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 Apr-17 over Apr-16

Industry-wise Analysis:

- The IT-Software jobs saw a 24% fall in Apr'17 as compared to Apr'16
- Banking and Financial services jobs saw 11% growth in Apr 2017 when compared to Apr 2016
- While the Telecom/ISP industry saw a dip of 10%, the BPO industry saw a 12% dip in Apr 2017 as compared to Apr 2016
- Jobs in the Insurance saw a 11% fall in Apr 2017 as compared to Apr 2016
- Construction and Engineering jobs fell by 10% during the same period

Industry	Jul 08	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
IT- Software	↑1000	↑2787	↑2849	↑3063	↓2322	↑2408	↑2571	↓2092	↑2484	↓2265	↑2393	↓2600	↑2819	↓2123
BPO and ITeS	↑1000	↑1944	↑1891	↑1952	↑2110	↑1743	↑1987	↓1501	↑1682	↓1505	↑1572	↑1894	↑1791	↓1703
Construction and Engineering	↑1000	↓727	↑730	↓669	↓675	↓686	↓656	↓562	↓582	↓552	↓610	↑697	↑702	↓655
Auto and Auto Ancillary	↑1000	↑1131	↑1050	↑1083	↑1155	↑1084	↑1116	↓935	↑1060	↓913	↑1007	↑1249	↑1193	↓1049
Banking and Financial Services	↑1000	↓2433	↑2549	↑2310	↑2585	↑2813	↓2570	↓2202	↑2509	↓2406	↓2068	↑2717	↓3036	↑2697
Oil and Gas	↑1000	↓754	↑863	↓685	↑687	↓711	↓693	↓574	↑765	↓627	↓571	↓682	↑928	↓727
Telecom	↑1000	↑749	↓788	↑1211	↓696	↓774	↑778	↓711	↑750	↓656	↓630	↓709	↑784	↓672
Insurance	↑1000	↑877	↑807	↓875	↑837	↑961	↑1010	↓713	↑818	↓747	↑793	↓843	↑944	↓777
Capital Goods	↑1000	↓818	↑842	↑840	↓797	↑872	↓796	↓700	↑779	↓703	↑827	↑949	↑979	↓791
Pharma & Biotech	↑1000	↑2305	↑1986	↑1959	↑1999	↑1916	↑2078	↓1668	↑2010	↓1788	↑1785	↓1955	↑2016	↓1788

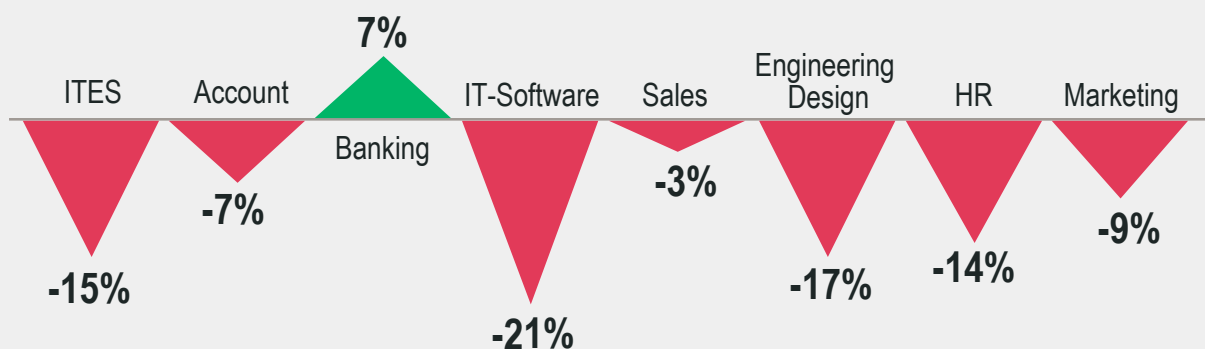
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- While IT- Software jobs fell by 21% YOY, BPO jobs saw a drop of 15% for the same time-period
- Accounts/Finance jobs and HR jobs saw a dip of 7% and 14% respectively since Apr'16
- Sales/BD and Production, both saw a fall of 3% and 4% respectively in Apr'17 when compared to Apr'16
- Hiring in Marketing and Advertising also fell by 9% since Apr 2016



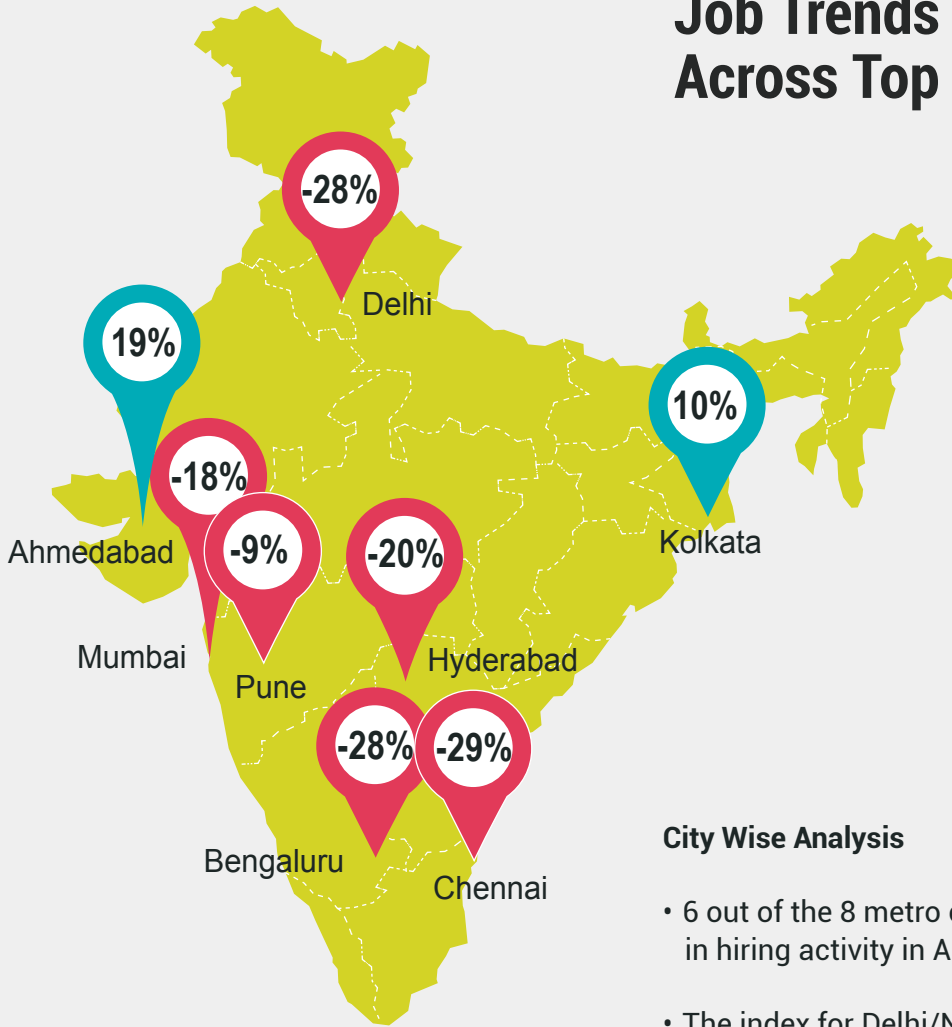
Figures are percentage change in Apr-17 over Apr-16

Functional Area	Jul 08	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
IT-Software	↑1000	↑2668	↑2735	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446	↓2191	↓2238	↓2502	↑2842	↓2114
Sales & Business Development	↑1000	↑2126	↑2075	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932	↓1779	↓1884	↑2147	↑2164	↓2060
ITES and BPO	↑1000	↑2746	↑2843	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393	↓2214	↑2232	↑2680	↓2532	↓2335
Production and Maintenance	↑1000	↓1145	↑1193	↑1179	↑1199	↑1160	↑1178	↓976	↑1044	↓915	↓952	↑1188	↑1207	↓1101
Accounts and Finance	↑1000	↑1462	↑1408	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340	↓1251	↓1233	↓1362	↑1541	↓1359
HR & Administration	↑1000	↑1879	↑1812	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777	↓1665	↓1731	↓1824	↓1876	↓1622
Project Management	↑1000	↓614	↓621	↓532	↓520	↓559	↑572	↓470	↑514	↓475	↓492	↓558	↓620	↓551
Marketing and Advertising	↑1000	↑1544	↑1578	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361	↓1353	↓1399	↑1542	↑1649	↓1411
Banking and Insurance	↑1000	↓1148	↑1077	↑985	↓1053	↑1149	↓1061	↓961	↑1151	↓973	↑994	↑1332	↑1514	↑1224
Engineering Design	↑1000	↑939	↑862	↓814	↓796	↓735	↑779	↓651	↑782	↓746	↓727	↑862	↓944	↓782

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 Apr-17 over Apr-16

City Wise Analysis

- 6 out of the 8 metro cities tracked, saw a decrease in hiring activity in Apr'17 (YOY)
- The index for Delhi/NCR, Mumbai, Chennai and Bangalore saw a dip of 28%, 18%, 29 and 28% respectively, Kolkata and Ahmedabad saw an increase of 10% and 19% respectively as compared to Apr'16

City	Jul 08	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr 17
Delhi-NCR	↑ 1000	↑ 2624	↑ 2553	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880	↓ 1772	↓ 1773	↑ 2123	↓ 2185	↓ 1880
Mumbai	↑ 1000	↑ 1916	↑ 1874	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585	↓ 1534	↓ 1419	↓ 1621	↓ 1743	↓ 1571
Bangalore	↑ 1000	↑ 2704	↑ 2691	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279	↓ 2020	↓ 2003	↓ 2240	↓ 2349	↓ 1942
Chennai	↑ 1000	↑ 1950	↑ 2175	↑ 2624	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541	↓ 1277	↑ 1480	↓ 1639	↓ 1741	↓ 1392
Hyderabad	↑ 1000	↑ 2491	↑ 2693	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178	↓ 1939	↑ 1995	↑ 2347	↓ 2483	↓ 1998
Pune	↑ 1000	↑ 2308	↑ 2754	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289	↓ 2063	↑ 2237	↑ 2332	↓ 2596	↓ 2110
Kolkata	↑ 1000	↓ 1653	↑ 1981	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483	↓ 1456	↑ 1528	↑ 1774	↑ 2046	↑ 1811

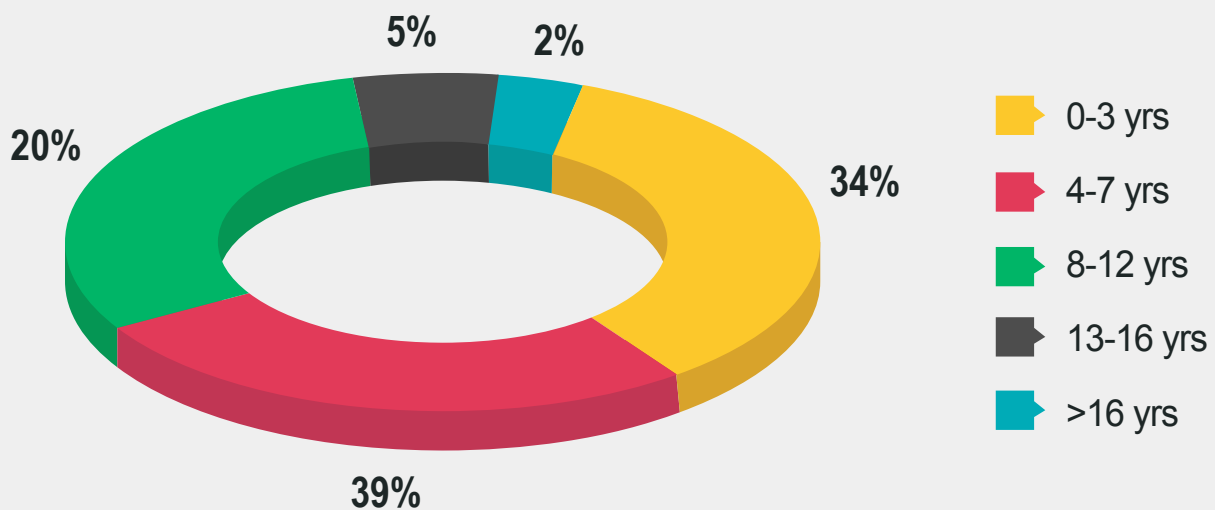
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

WORK- EX BASED SCENARIO

Experience Buckets

- The maximum number of new jobs (3% MOM) were created in the 0-3 years' category
- Senior Management hiring fell, with jobs for 13-16 years of experience witnessing a fall of 2% when compared with Mar'17
- While hiring in Junior Management remained buoyant, Mid-Management hiring (8-12 years of experience) witnessed a decrease of 3% during Apr'17

Hiring of mid and senior management saw a fall in Apr'17



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 78% as per Similarweb. 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 50 million CVs, Naukri.com serviced over 60,000 corporate clients in 2015-16. 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.

The index has been calculated based on job listings added to the site month on month. July 2008 has been taken as the base month with a score of 1000 and the subsequent monthly index is compared with data for July. Data has been sourced from Naukri.com and it reflects of job listings and therefore hiring trends on the site. Jobs have been categorized by location, functional area, industry, experience bucket. The index has been analyzed across Cities/ Functional Area / Industry verticals. The report (produced monthly) will show hiring trends across industry sectors, geography and functional areas. More than 32500 national and international clients use Naukri.com, leading to high reliability of 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*	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
IT-Software/Software Services	2787	2849	3063	2322	2408	2571	2092	2484	2265	2393	2600	2819	2123
BPO/ITES/CRM/Transcription	1944	1891	1952	2110	1743	1987	1501	1682	1505	1572	1894	1791	1703
Construction/Engineering/Cement/Metals	727	730	669	675	686	656	562	582	552	610	697	702	655
Auto/Auto Ancillary	1131	1050	1083	1155	1084	1116	935	1060	913	1007	1249	1193	1049
Banking/Financial Services/Broking	2433	2549	2310	2585	2813	2570	2202	2509	2406	2068	2717	3036	2697
Oil and Gas/Power/Infrastructure/Energy	754	863	685	687	711	693	574	765	627	571	682	928	727
Telcom/ISP	749	788	1211	696	774	778	711	750	656	630	709	784	672
Insurance	877	807	875	837	961	1010	713	818	747	793	843	944	777
Industrial Products/Heavy Machinery	818	842	840	797	872	796	700	779	703	827	949	979	791
Pharma/Biotech/Clinical Research	2305	1986	1959	1999	1916	2078	1668	2010	1788	1785	1955	2016	1788
Hotels/Restaurants/Airlines/Travel	2305	2221	2005	2083	1856	1905	1546	1850	1985	1955	2130	2339	2341
FMCG/Foods/Beverage	1509	1395	1538	1474	1570	1561	1305	1520	1339	1452	1665	1710	1528
Chemicals/PetroChemical/Plastic/Rubber	918	954	949	983	911	986	812	889	922	955	1306	1149	1184
Education/Teaching/Training	2632	2800	2528	2741	2603	2515	2425	2597	2347	2646	3197	3299	2995
IT-Hardware & Networking	1172	1164	1136	1069	1097	988	865	1052	1076	939	1362	1191	960
Retailing	1380	1192	1245	1219	1211	1286	1011	1092	1051	1221	1200	1224	1288
Media/Dotcom/Entertainment	1126	1239	1173	1021	1052	1073	848	1044	1014	1002	1055	1166	1077
Medical/Healthcare/Hospital	3688	3629	4187	3498	4421	3897	3209	3328	3007	3230	3850	4253	3860
Real Estate/Property	1989	1896	1863	1778	1718	2020	1582	1988	1337	1504	1768	1820	1781
Recruitment/Employment Firm	4095	3185	3676	3360	2953	2765	3235	3964	3783	3106	3495	3863	3871
Consumer Durables	1023	1110	1147	1128	1118	1158	925	931	916	868	1081	1441	1092
Accounting/Taxation/Finance	2799	2677	2731	2781	2743	2508	2316	2980	2287	2029	2484	3446	2551
Advertising/PR/MR/Events	2170	3692	10507	3968	1891	2250	1930	1904	1645	1946	2208	2567	2273
Textiles/Garments/Accessories	2058	2060	1965	1923	2141	2130	2008	2244	2046	2266	2247	2215	2291
Semiconductors/Electronics	1242	1379	1158	1255	1104	1255	1106	1484	882	1079	1543	1573	1168
Courier/Transportation/Freight	1610	1427	1853	1463	1643	1518	1189	1604	1181	1677	1831	1596	1634
Architecture/Interior Designing	1687	1430	1395	1295	1176	1535	1126	1232	1179	1245	1688	1525	1404
Export/Import	1184	1214	1190	1077	1123	1063	968	876	891	1148	1186	1080	1199
Printing/Packaging	1207	1207	1171	1277	1200	1131	1242	1025	1204	1268	1439	1348	1402
Shipping/Marine	698	735	675	686	568	659	601	648	608	579	657	709	694
Agriculture/Dairy	1388	1325	1364	1353	1119	1378	1138	1335	1259	1315	1389	1413	1345
Office Equipment/Automation	864	791	808	777	935	746	574	639	623	772	816	831	741
Fresher/Trainee	1664	3643	6364	4556	1239	1373	1069	1733	1091	1098	1388	1506	1618
NGO/Social Services	1753	1739	1914	2222	1796	2046	2044	1980	2356	2385	2420	2882	2119
Gems & Jewellery	2596	2650	2270	1997	2549	2686	2072	2037	1896	2449	2405	2411	2946
Paper	610	377	402	502	352	623	477	402	603	565	501	628	596
Legal	2469	2167	2653	2211	2048	2714	1811	2285	2345	2182	2152	2656	2607
Tyres	1073	697	782	697	668	874	608	613	549	490	855	1009	552
Fertilizers/Pesticides	1794	2033	1840	1900	1751	1656	1573	1549	1558	1662	1873	1914	1733
Security/Law Enforcement	2119	2177	2119	2195	2340	1536	1886	1761	2031	1941	2791	2213	2661
Defence/Government	651	840	723	1213	3335	1831	2029	506	1003	1469	1420	1073	891

*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	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
IT-Software	2668	2735	2900	2316	2367	2475	2079	2446	2191	2238	2502	2842	2114
Sales / BD	2126	2075	2151	2073	2079	2100	1649	1932	1779	1884	2147	2164	2060
ITES / BPO / KPO / Customer Service / Operations	2746	2843	3608	4286	2507	2772	2088	2393	2214	2232	2680	2532	2335
Production / Maintenance / Quality	1145	1193	1179	1199	1160	1178	976	1044	915	952	1188	1207	1101
Accounts / Finance / Tax / CS / Audit	1462	1408	1498	1349	1370	1400	1194	1340	1251	1233	1362	1541	1359
HR / Administration / IR	1879	1812	1774	1639	1615	1669	1545	1777	1665	1731	1824	1876	1622
Site Engineering / Project Management	614	621	532	520	559	572	470	514	475	492	558	620	551
Marketing / Advertising / MR / PR	1544	1578	1674	1495	1404	1483	1319	1361	1353	1399	1542	1649	1411
Banking / Insurance	1148	1077	985	1053	1149	1061	961	1151	973	994	1332	1514	1224
Engineering Design / R&D	939	862	814	796	735	779	651	782	746	727	862	944	782
Purchase / Logistics / Supply Chain	1006	977	1069	969	1003	986	809	1044	797	834	944	1014	922
Secretary / Front Office / Data Entry	1006	1187	1797	2882	819	869	742	888	795	819	962	968	931
IT- Hardware / Telecom / Technical Staff / Support	1426	1452	1625	1380	1400	1417	1195	1371	1155	1228	1372	1322	1202
Teaching / Education	2621	2950	2659	2646	2780	2465	2344	2591	2411	2885	3566	3775	3193
Pharma / Biotech / Healthcare / Medical / Pharmaceutical	3991	3590	3989	3503	4381	3794	3260	3480	3144	3282	4018	4069	4080
Hotels / Restaurants	2670	2783	2373	2586	2252	2360	2071	2581	2745	2559	2965	3085	2774
Top Management	797	836	765	721	772	837	715	687	672	612	731	760	582
Architecture / Interior Design	1129	1193	1010	1198	1325	1278	828	1044	816	1049	1324	1157	1025
Export / Import / Merchandising	1271	1209	1209	1055	1300	1096	919	1112	1179	1242	1319	1282	1221
Corporate Planning / Consulting	1474	1430	1434	1496	1336	1409	1524	1643	1409	1406	2212	1850	1424
Legal	1700	1893	1817	1604	1595	1677	1651	1538	1739	1582	1769	2012	1628
Web / Graphic Design / Visualiser	3276	3183	3306	3164	3064	3205	2976	2929	2976	2898	3483	3698	3238
Content / Journalism	2430	2783	2727	2721	2670	2587	2192	2454	2546	2577	2814	2900	2365
Ticketing / Travel / Airlines	3347	2717	2682	3449	2775	2677	2291	2443	2428	2696	2787	3033	3934
Fashion / Garments / Merchandising	1843	1691	1560	1755	1714	1681	1440	1542	1586	1784	2085	1918	2042
Guards / Security Services	1244	1367	1866	1500	1153	1107	1122	1054	1245	1214	1209	1347	980
TV / Films / Production	1265	1371	1265	1094	1143	1468	1110	1332	1371	1339	1536	1632	1198
Packaging	1237	780	1368	961	907	1125	1487	938	979	1034	1045	1233	1163

*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*	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
Delhi / NCR	2624	2553	2244	1789	1960	2285	1606	1880	1772	1773	2123	2185	1880
Mumbai	1916	1874	1686	1413	1499	1494	973	1585	1534	1419	1621	1743	1571
Bengaluru / Bangalore	2704	2691	2592	1987	2133	2134	1899	2279	2020	2003	2240	2349	1942
Chennai	1950	2175	2624	1788	1476	1473	877	1541	1277	1480	1639	1741	1392
Hyderabad / Secunderabad	2491	2693	2265	1771	1940	2017	1867	2178	1939	1995	2347	2483	1998
Pune	2308	2754	2507	1957	2095	2054	1299	2289	2063	2237	2332	2596	2110
Kolkata	1653	1981	1852	1550	1579	1616	914	1483	1456	1528	1774	2046	1811
Ahmedabad	2210	2444	2362	1876	2206	2342	1509	2144	2111	2265	2642	2754	2631
Chandigarh	1849	2259	1765	1699	1558	1440	812	1415	1281	1326	1592	1729	1781
Ernakulam / Kochi / Cochin	3013	3369	2781	2573	2764	2220	2339	2519	2310	2349	2414	3079	2493
Vadodara / Baroda	1938	2121	1927	1671	1852	1841	1661	1818	1604	1620	1735	1914	1798
Coimbatore	1773	1780	2506	2452	1804	1428	968	1704	1396	1679	1846	2270	1694
Jaipur	3282	3854	3132	3446	3638	2737	1909	2748	2690	2666	3242	3038	2797

*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