

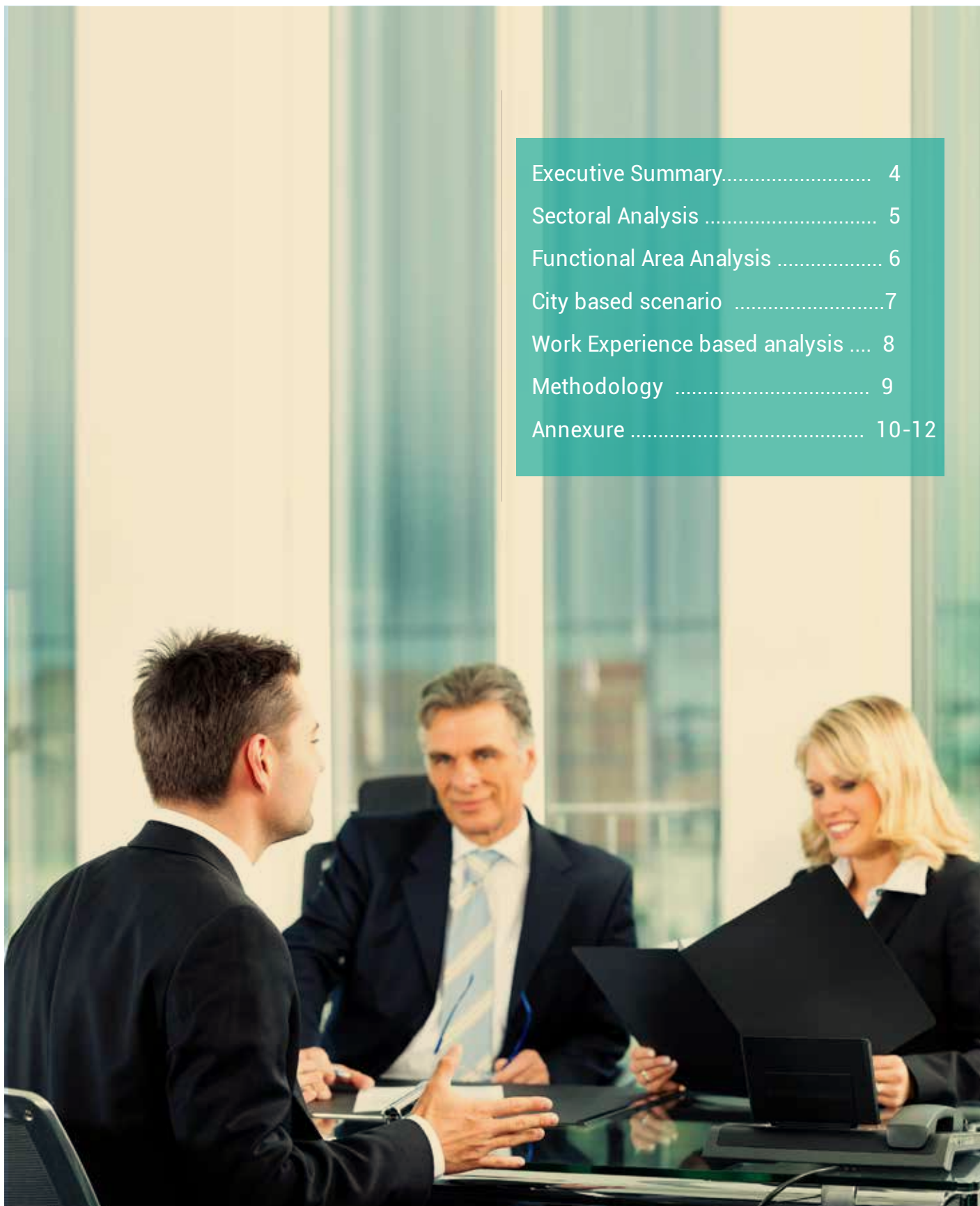


A REPORT ON HIRING ACTIVITY IN INDIA

by: Location, Industry and Experience

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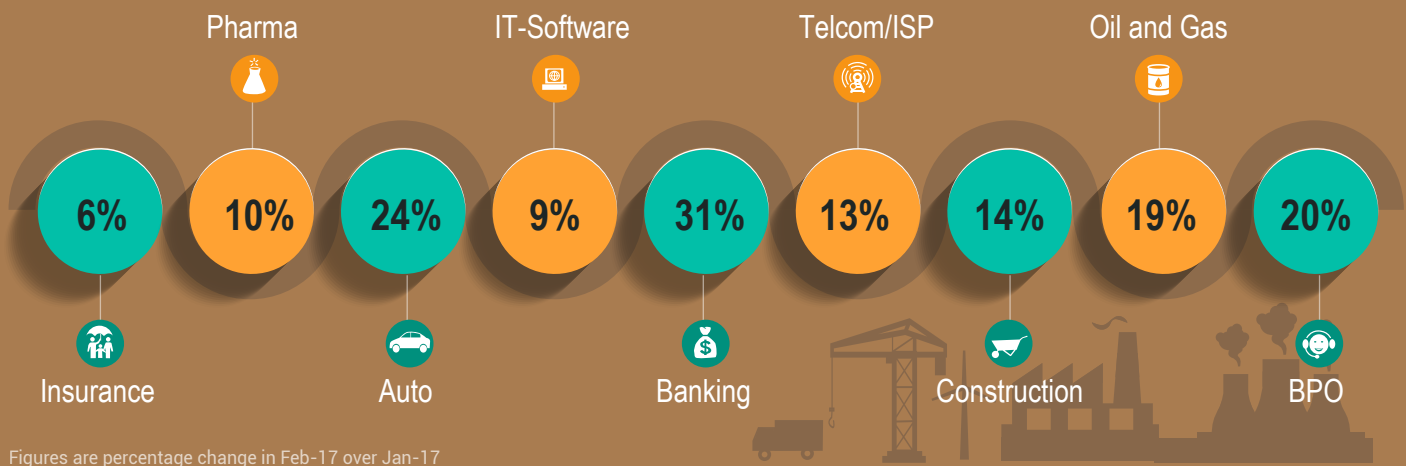
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Naukri Job Speak Index: The Overall Job market saw an increase of 15%, from 1707 in Jan 2017 to 1960 in Feb 2017

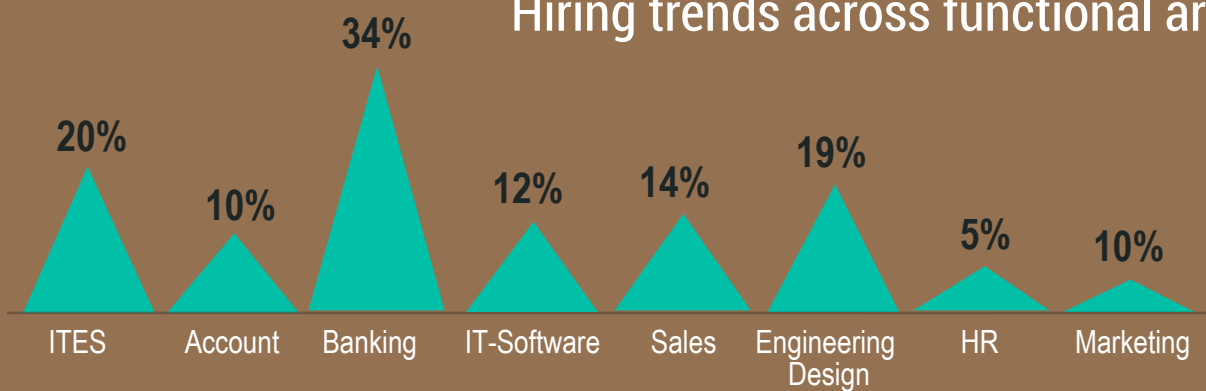
- February 2017 Jobs index saw MOM rise in major metros – Delhi/NCR, Mumbai, Bangalore and Chennai
- Hiring activity went up in IT – Software Services, BPO, Telecom and BFSI sectors during Feb'17 as compared to Jan'17
- Senior Management (over 16 years of experience) hiring grew by 13% as compared to Jan'17

Hiring trends across top industry sectors



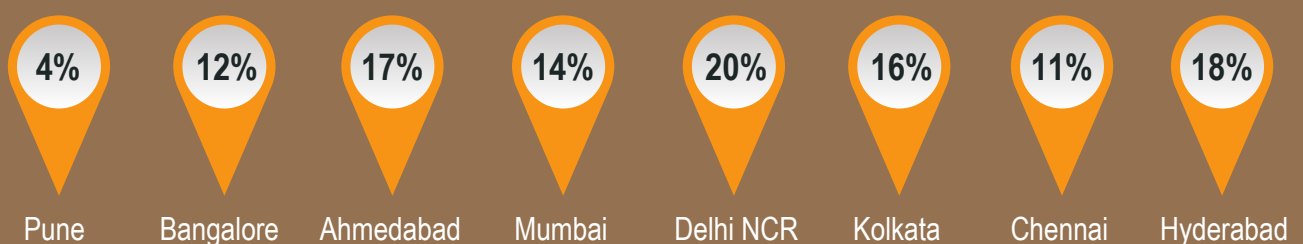
Figures are percentage change in Feb-17 over Jan-17

Hiring trends across functional areas



Figures are percentage change in Feb-17 over Jan-17

Hiring trends across Top Cities



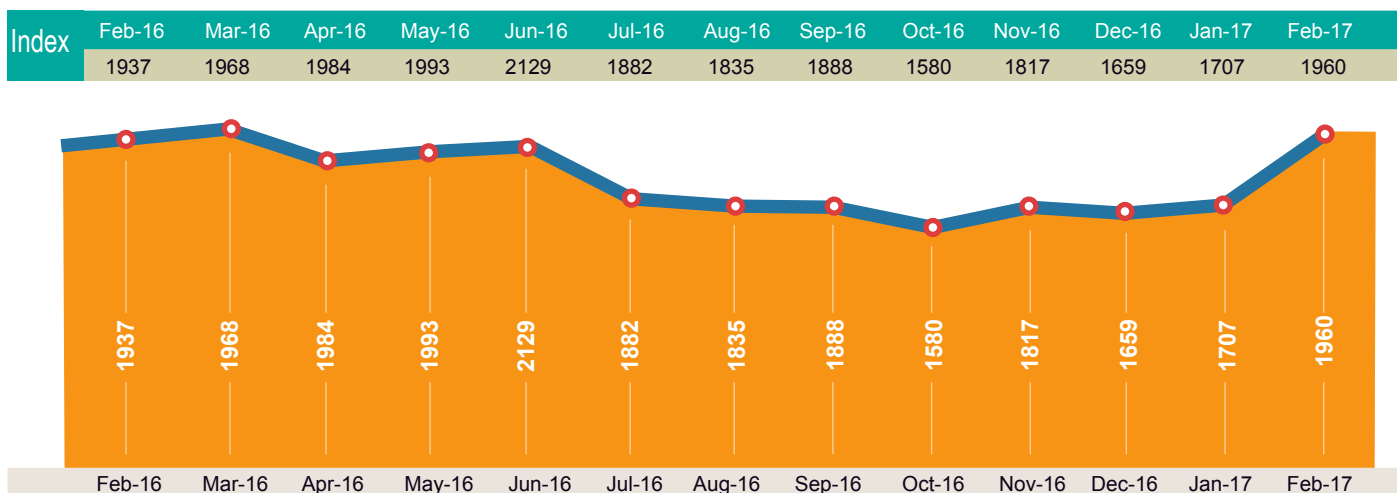
Figures are percentage change in Feb-17 over Jan-17

OVERALL JOB INDEX

New Delhi, 15 March, 2017: The Naukri JobSpeak index for Feb'17 at 1960 is 15% up from Jan'17, indicating an upsurge in the overall hiring scenario. Key industries like IT-Software and BPO/ITES saw an 8% and 21% growth respectively in Feb'17 as compared to Jan'17. Major metro cities recorded a MOM growth in Feb'17 as compared to Jan'17.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, "Though the Jobspeak has shown just a 1% YOY growth in February, the good news is the month on month growth of over 15% in Feb compared to Jan 2017. We can expect the job market to be volatile for the next few months before it tends to move north again."

Overall Hiring Trends

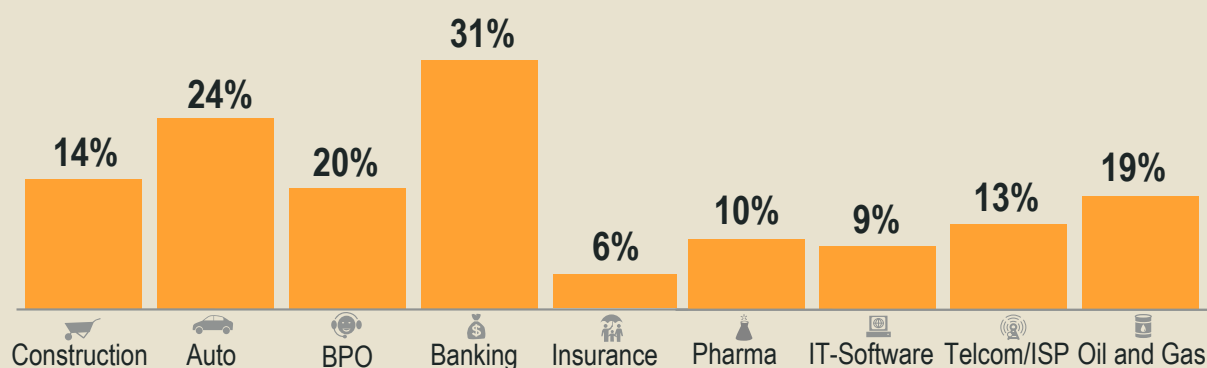


Total no. of new jobs posted in July 2008 was scaled to 1000. Index for subsequent months is relative to Jul 08.

SECTORAL ANALYSIS

Hiring trends across top industry sectors

Industry Wise Change - Top Sectors



Figures are percentage change in Feb-17 over Jan-17

Industry-wise Analysis:

- The IT-Software Industry in India saw an 8% growth in Feb'17 as compared to Jan'17.
- While the BPO/ITES industry saw a 21% increase, the Oil & Gas and Power industry saw a 19% gain in Feb 2017 as compared to Jan 2017.
- Jobs in the BFSI industry saw a 31% growth in Feb 2017 as compared to Jan 2017.
- Construction and Engineering jobs increased by 14% during the same period.

Industry	Jul 08	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17
IT- Software	↑1000	↑ 2812	↑ 2812	↑ 2787	↑ 2849	↑ 3063	↓ 2322	↑ 2408	↑ 2571	↓ 2092	↑ 2484	↓ 2265	↑ 2393	↓ 2600
BPO and ITes	↑1000	↑ 1636	↑ 1636	↑ 1944	↑ 1891	↑ 1952	↑ 2110	↑ 1743	↑ 1987	↓ 1501	↑ 1682	↓ 1505	↑ 1572	↑ 1894
Construction and Engineering	↑1000	↓ 643	↓ 643	↓ 727	↑ 730	↓ 669	↓ 675	↓ 686	↓ 656	↓ 562	↓ 582	↓ 552	↓ 610	↑ 697
Auto and Auto Ancillary	↑1000	↑ 1059	↑ 1059	↑ 1131	↑ 1050	↑ 1083	↑ 1155	↑ 1084	↑ 1116	↓ 935	↑ 1060	↓ 913	↑ 1007	↑ 1249
Banking and Financial Services	↑1000	↓ 2404	↓ 2404	↓ 2433	↑ 2549	↑ 2310	↑ 2585	↑ 2813	↓ 2570	↓ 2202	↑ 2509	↓ 2406	↓ 2068	↑ 2717
Oil and Gas	↑1000	↓ 895	↓ 895	↓ 754	↑ 863	↓ 685	↓ 687	↓ 711	↓ 693	↓ 574	↑ 765	↓ 627	↓ 571	↓ 682
Telecom	↑1000	↑ 925	↑ 925	↑ 749	↑ 788	↑ 1211	↓ 696	↓ 774	↑ 778	↓ 711	↑ 750	↓ 656	↓ 630	↓ 709
Insurance	↑1000	↑ 806	↑ 806	↑ 877	↑ 807	↓ 875	↑ 837	↑ 961	↑ 1010	↓ 713	↑ 818	↓ 747	↑ 793	↑ 843
Capital Goods	↑1000	↓ 755	↓ 755	↓ 818	↑ 842	↑ 840	↓ 797	↑ 872	↓ 796	↓ 700	↑ 779	↓ 703	↑ 827	↑ 949
Pharma & Biotech	↑1000	↑ 2001	↑ 2001	↑ 2305	↑ 1986	↑ 1959	↑ 1999	↑ 1916	↑ 2078	↓ 1668	↑ 2010	↓ 1788	↑ 1785	↓ 1955

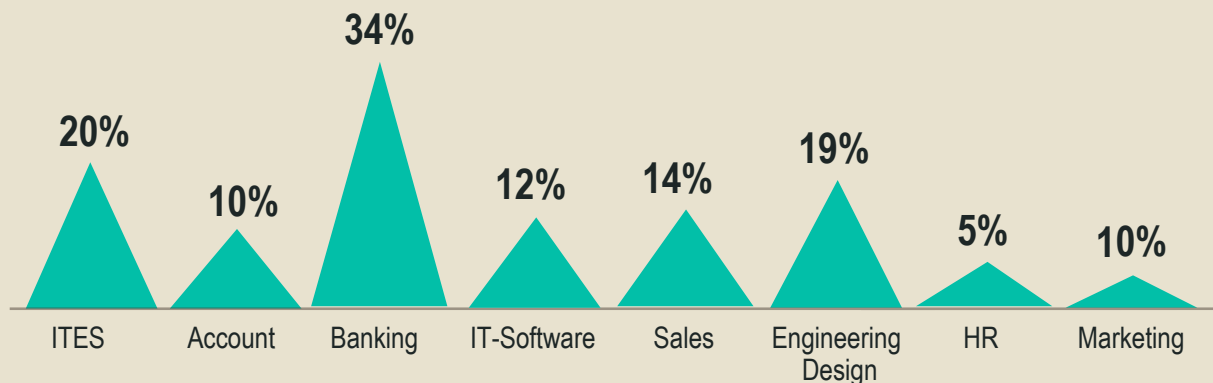
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- While IT- Software jobs saw an increase of 12% MOM, BPO jobs saw a gain of 20% for the same time period.
- Accounts/Finance jobs grew by 10% and Banking/ Insurance jobs grew by 34% since Jan'17.
- Sales/BD and Production saw a 14% and 25% increase respectively in Feb'17 when compared to Jan'17.
- HR and Marketing saw a 5% and 10% growth in Feb'17 when compared to Jan'17.



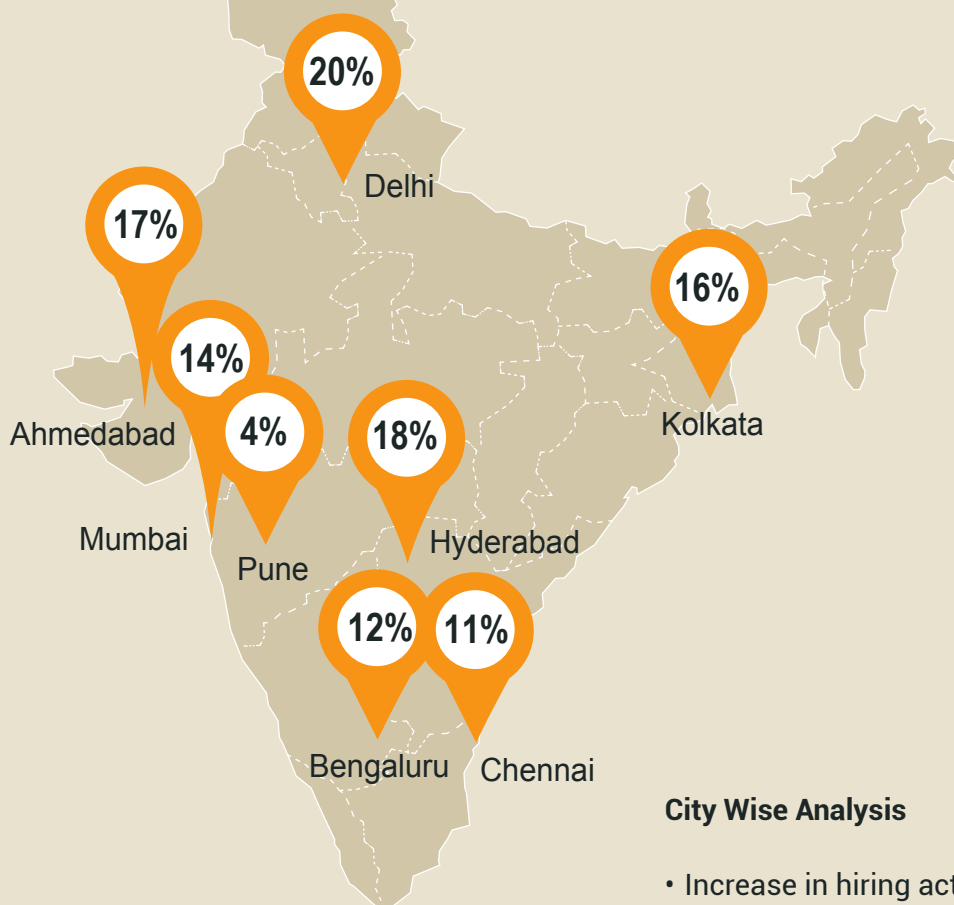
Figures are percentage change in Feb-17 over Jan-17

Functional Area	Jul 08	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17
IT-Software	↑1000	↑2655	↑2713	↑2668	↑2735	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446	↓2191	↓2238	↓2502
Sales & Business Development	↑1000	↑2046	↑2056	↑2126	↑2075	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932	↓1779	↓1884	↑2147
ITES and BPO	↑1000	↑2373	↑2631	↑2746	↑2843	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393	↓2214	↑2232	↑2680
Production and Maintenance	↑1000	↑1144	↑1145	↓1145	↑1193	↑1179	↑1199	↑1160	↑1178	↓976	↑1044	↓915	↓952	↑1188
Accounts and Finance	↑1000	↑1505	↑1507	↑1462	↑1408	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340	↓1251	↓1233	↓1362
HR & Administration	↑1000	↑1906	↑1907	↑1879	↑1812	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777	↓1665	↓1731	↓1824
Project Management	↑1000	↓582	↓638	↓614	↓621	↓532	↓520	↓559	↑572	↓470	↑514	↓475	↓492	↓558
Marketing and Advertising	↑1000	↑1540	↑1470	↑1544	↑1578	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361	↓1353	↓1399	↑1542
Banking and Insurance	↑1000	↑1171	↑1159	↓1148	↑1077	↑985	↓1053	↑1149	↓1061	↓961	↑1151	↓973	↓994	↑1332
Engineering Design	↑1000	↓828	↓892	↑939	↑862	↓814	↓796	↓735	↑779	↓651	↑782	↓746	↓727	↑862

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 Feb-17 over Jan-17

City Wise Analysis

- Increase in hiring activity in major metro cities during Feb'17 has contributed to the overall rise in hiring activity in the job market.
- The index for Delhi/NCR, Mumbai, Bangalore and Chennai saw a growth of 20%, 14%, 12% and 11% respectively as compared to Jan'17.

City*	Jul 08	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17
Delhi-NCR	↑ 1000	↑ 2108	↑ 2569	↑ 2624	↑ 2553	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880	↓ 1772	↓ 1773	↑ 2123
Mumbai	↑ 1000	↑ 1680	↑ 1979	↑ 1916	↑ 1874	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585	↓ 1534	↓ 1419	↓ 1621
Bangalore	↑ 1000	↑ 2447	↑ 2444	↑ 2704	↑ 2691	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279	↓ 2020	↓ 2003	↓ 2240
Chennai	↑ 1000	↑ 1683	↑ 1932	↑ 1950	↑ 2175	↑ 2624	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541	↓ 1277	↑ 1480	↓ 1639
Hyderabad	↑ 1000	↑ 2119	↑ 2564	↑ 2491	↑ 2693	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178	↓ 1939	↑ 1995	↑ 2347
Pune	↑ 1000	↑ 2248	↑ 2602	↑ 2308	↑ 2754	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289	↓ 2063	↑ 2237	↑ 2332
Kolkata	↑ 1000	↑ 1704	↑ 1858	↓ 1653	↑ 1981	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483	↓ 1456	↑ 1528	↑ 1774

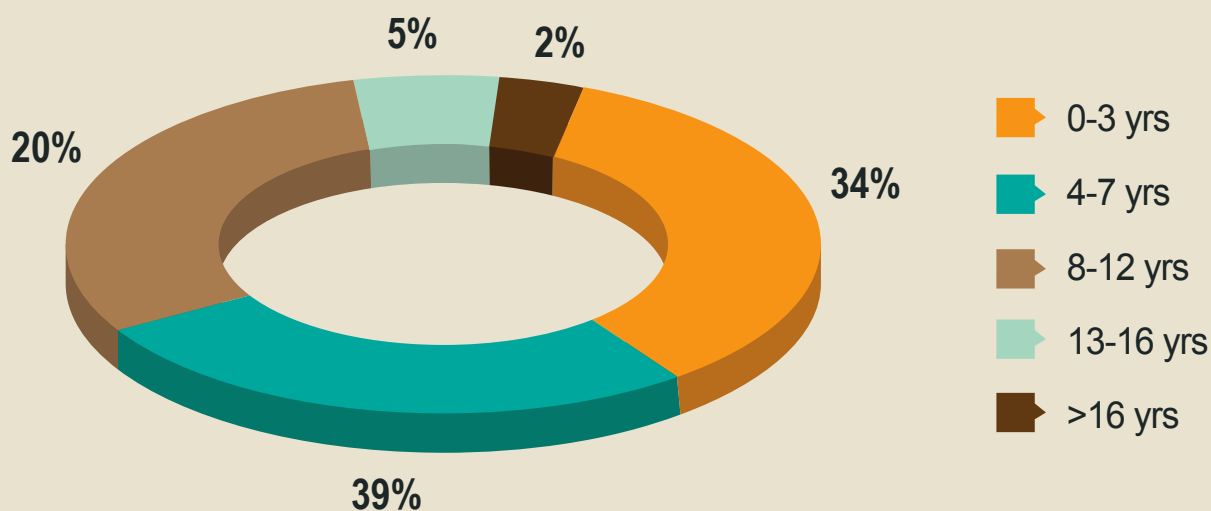
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

WORK- EX BASED SCENARIO

Experience Buckets

- The maximum number of new jobs were created in the 8-12 years' and 13-16 years' category.
- Senior Management hiring grew, with jobs for over 16 years of experience witnessing a growth of 13% when compared with Jan'17.

8-12 years' experience hiring rose by 18%



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 50 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.

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*	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17
IT-Software/Software Services	2812	2812	2787	2849	3063	2322	2408	2571	2092	2484	2265	2393	2600
BPO/ITES/CRM/Transcription	1636	1636	1944	1891	1952	2110	1743	1987	1501	1682	1505	1572	1894
Construction/Engineering/Cement/Auto/Auto Ancillary	643	643	727	730	669	675	686	656	562	582	552	610	697
Banking/Financial Services/Broking	1059	1059	1131	1050	1083	1155	1084	1116	935	1060	913	1007	1249
Oil and Gas/Power/Infrastructure/E	2404	2404	2433	2549	2310	2585	2813	2570	2202	2509	2406	2068	2717
Telcom/ISP	895	895	754	863	685	687	711	693	574	765	627	571	682
Insurance	925	925	749	788	1211	696	774	778	711	750	656	630	709
Industrial Products/Heavy Machine	806	806	877	807	875	837	961	1010	713	818	747	793	843
Pharma/Biotech/Clinical Research	755	755	818	842	840	797	872	796	700	779	703	827	949
Hotels/Restaurants/Airlines/Travel	2001	2001	2305	1986	1959	1999	1916	2078	1668	2010	1788	1785	1955
FMCG/Foods/Beverage	2194	2194	2305	2221	2005	2083	1856	1905	1546	1850	1985	1955	2130
Chemicals/PetroChemical/Plastic/	1570	1570	1509	1395	1538	1474	1570	1561	1305	1520	1339	1452	1665
Education/Teaching/Training	971	971	918	954	949	983	911	986	812	889	922	955	1306
IT-Hardware & Networking	2561	2561	2632	2800	2528	2741	2603	2515	2425	2597	2347	2646	3197
Retailing	1146	1146	1172	1164	1136	1069	1097	988	865	1052	1076	939	1362
Media/Dotcom/Entertainment	1317	1317	1380	1192	1245	1219	1211	1286	1011	1092	1051	1221	1200
Medical/Healthcare/Hospital	1074	1074	1126	1239	1173	1021	1052	1073	848	1044	1014	1002	1055
Real Estate/Property	3241	3241	3688	3629	4187	3498	4421	3897	3209	3328	3007	3230	3850
Recruitment/Employment Firm	2192	2192	1989	1896	1863	1778	1718	2020	1582	1988	1337	1504	1768
Consumer Durables	3306	3306	4095	3185	3676	3360	2953	2765	3235	3964	3783	3106	3495
Accounting/Taxation/Finance	1165	1165	1023	1110	1147	1128	1118	1158	925	931	916	868	1081
Advertising/PR/MR/Events	3221	3221	2799	2677	2731	2781	2743	2508	2316	2980	2287	2029	2484
Textiles/Garments/Accessories	2201	2201	2170	3692	10507	3968	1891	2250	1930	1904	1645	1946	2208
Semiconductors/Electronics	2177	2177	2058	2060	1965	1923	2141	2130	2008	2244	2046	2266	2247
Courier/Transportation/Freight	1385	1385	1242	1379	1158	1255	1104	1255	1106	1484	882	1079	1543
Architecture/Interior Designing	1435	1435	1610	1427	1853	1463	1643	1518	1189	1604	1181	1677	1831
Export/Import	1337	1337	1687	1430	1395	1295	1176	1535	1126	1232	1179	1245	1688
Printing/Packaging	1142	1142	1184	1214	1190	1077	1123	1063	968	876	891	1148	1186
Shipping/Marine	1437	1437	1207	1207	1171	1277	1200	1131	1242	1025	1204	1268	1439
Agriculture/Dairy	853	853	698	735	675	686	568	659	601	648	608	579	657
Office Equipment/Automation	1361	1361	1388	1325	1364	1353	1119	1378	1138	1335	1259	1315	1389
Fresher/Trainee	814	814	864	791	808	777	935	746	574	639	623	772	816
NGO/Social Services	1206	1206	1664	3643	6364	4556	1239	1373	1069	1733	1091	1098	1388
Gems & Jewellery	1851	1851	1753	1739	1914	2222	1796	2046	2044	1980	2356	2385	2420
Paper	3369	3369	2596	2650	2270	1997	2549	2686	2072	2037	1896	2449	2405
Legal	658	658	610	377	402	502	352	623	477	402	603	565	501
Tyres	2585	2585	2469	2167	2653	2211	2048	2714	1811	2285	2345	2182	2152
Fertilizers/Pesticides	856	856	1073	697	782	697	668	874	608	613	549	490	855
Security/Law Enforcement	2236	2236	1794	2033	1840	1900	1751	1656	1573	1549	1558	1662	1873
Defence/Government	1707	1707	2119	2177	2119	2195	2340	1536	1886	1761	2031	1941	2791
	1073	1073	651	840	723	1213	3335	1831	2029	506	1003	1469	1420

*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*	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17
IT-Software	2655	2713	2668	2735	2900	2316	2367	2475	2079	2446	2191	2238	2502
Sales / BD	2046	2056	2126	2075	2151	2073	2079	2100	1649	1932	1779	1884	2147
ITES / BPO / KPO / Customer Ser	2373	2631	2746	2843	3608	4286	2507	2772	2088	2393	2214	2232	2680
Production / Maintenance / Quality	1144	1145	1145	1193	1179	1199	1160	1178	976	1044	915	952	1188
Accounts / Finance / Tax / CS / Ai	1505	1507	1462	1408	1498	1349	1370	1400	1194	1340	1251	1233	1362
HR / Administration / IR	1906	1907	1879	1812	1774	1639	1615	1669	1545	1777	1665	1731	1824
Site Engineering / Project Manage	582	638	614	621	532	520	559	572	470	514	475	492	558
Marketing / Advertising / MR / PR	1540	1470	1544	1578	1674	1495	1404	1483	1319	1361	1353	1399	1542
Banking / Insurance	1171	1159	1148	1077	985	1053	1149	1061	961	1151	973	994	1332
Engineering Design / R&D	828	892	939	862	814	796	735	779	651	782	746	727	862
Purchase / Logistics / Supply Cha	1015	1007	1006	977	1069	969	1003	986	809	1044	797	834	944
Secretary / Front Office / Data Ent	1009	915	1006	1187	1797	2882	819	869	742	888	795	819	962
IT- Hardware / Telecom / Technical	1619	1591	1426	1452	1625	1380	1400	1417	1195	1371	1155	1228	1372
Teaching / Education	2634	2843	2621	2950	2659	2646	2780	2465	2344	2591	2411	2885	3566
Pharma / Biotech / Healthcare / M	3331	3212	3991	3590	3989	3503	4381	3794	3260	3480	3144	3282	4018
Hotels / Restaurants	2542	2416	2670	2783	2373	2586	2252	2360	2071	2581	2745	2559	2965
Top Management	881	727	797	836	765	721	772	837	715	687	672	612	731
Architecture / Interior Design	1006	1066	1129	1193	1010	1198	1325	1278	828	1044	816	1049	1324
Export / Import / Merchandising	1225	1276	1271	1209	1209	1055	1300	1096	919	1112	1179	1242	1319
Corporate Planning / Consulting	1493	1333	1474	1430	1434	1496	1336	1409	1524	1643	1409	1406	2212
Legal	1822	1808	1700	1893	1817	1604	1595	1677	1651	1538	1739	1582	1769
Web / Graphic Design / Visualiser	3440	3149	3276	3183	3306	3164	3064	3205	2976	2929	2976	2898	3483
Content / Journalism	2879	2721	2430	2783	2727	2721	2670	2587	2192	2454	2546	2577	2814
Ticketing / Travel / Airlines	3164	3102	3347	2717	2682	3449	2775	2677	2291	2443	2428	2696	2787
Fashion / Garments / Merchandisi	2269	2938	1843	1691	1560	1755	1714	1681	1440	1542	1586	1784	2085
Guards / Security Services	1265	1469	1244	1367	1866	1500	1153	1107	1122	1054	1245	1214	1209
TV / Films / Production	1309	1159	1265	1371	1265	1094	1143	1468	1110	1332	1371	1339	1536
Packaging	1047	1016	1237	780	1368	961	907	1125	1487	938	979	1034	1045

*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*	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17
Delhi / NCR	2108	2569	2624	2553	2244	1789	1960	2285	1606	1880	1772	1773	2123
Mumbai	1680	1979	1916	1874	1686	1413	1499	1494	973	1585	1534	1419	1621
Bengaluru / Bangalore	2447	2444	2704	2691	2592	1987	2133	2134	1899	2279	2020	2003	2240
Chennai	1683	1932	1950	2175	2624	1788	1476	1473	877	1541	1277	1480	1639
Hyderabad / Secunderabad	2119	2564	2491	2693	2265	1771	1940	2017	1867	2178	1939	1995	2347
Pune	2248	2602	2308	2754	2507	1957	2095	2054	1299	2289	2063	2237	2332
Kolkata	1704	1858	1653	1981	1852	1550	1579	1616	914	1483	1456	1528	1774
Ahmedabad	2221	2526	2210	2444	2362	1876	2206	2342	1509	2144	2111	2265	2642
Chandigarh	1606	2084	1849	2259	1765	1699	1558	1440	812	1415	1281	1326	1592
Ernakulam / Kochi / Cochin	2798	2943	3013	3369	2781	2573	2764	2220	2339	2519	2310	2349	2414
Vadodara / Baroda	1929	1792	1938	2121	1927	1671	1852	1841	1661	1818	1604	1620	1735
Coimbatore	1916	2203	1773	1780	2506	2452	1804	1428	968	1704	1396	1679	1846
Jaipur	3024	3682	3282	3854	3132	3446	3638	2737	1909	2748	2690	2666	3242

*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