



A REPORT ON
HIRING ACTIVITY
IN INDIA

by: Location, Industry and Experience

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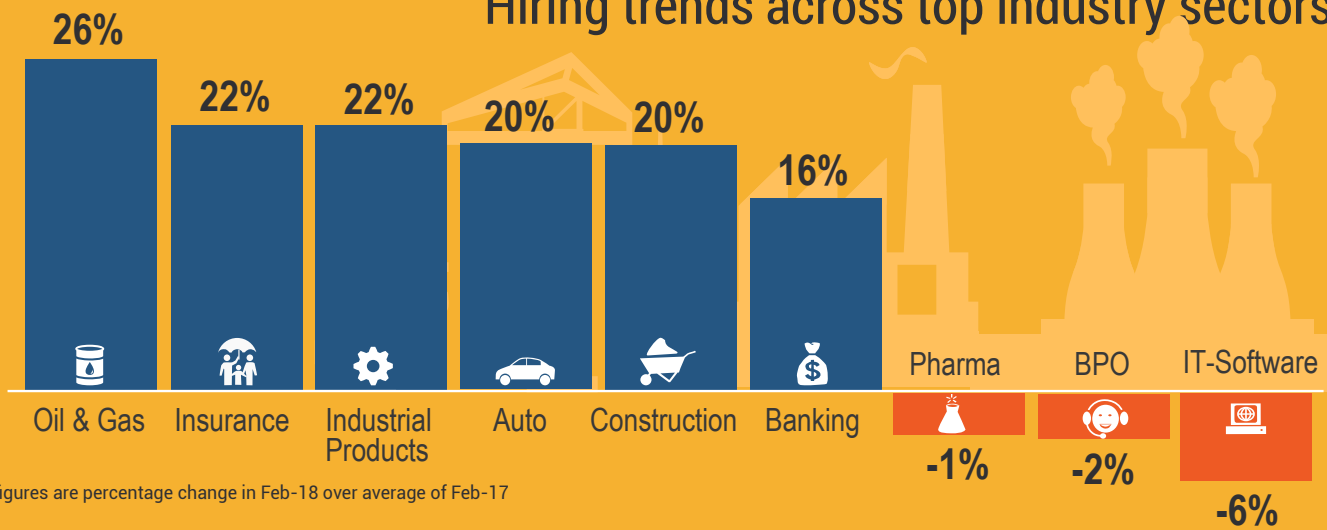


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The Naukri JobSpeak Index for February'18 at 2,087 recorded a 6% growth in jobs as compared to February 2017.

Some of the key industries to observe growth were: Oil and Gas/Power/Infrastructure/Energy (26%), Insurance (22%), Industrial Products/Heavy Machinery (22%), Construction/Engineering/Cement/Metals (20%), Banking/Financial Services/Broking (16%) whereas key industries like, BPO/ITES/CRM/Transcription and IT-Software/Software Services saw a dip by 2% and 6% respectively.

Hiring trends across top industry sectors



figures are percentage change in Feb-18 over average of Feb-17

Hiring trends across functional areas



figures are percentage change in Feb-18 over average of Feb-17

Hiring trends across Top Cities



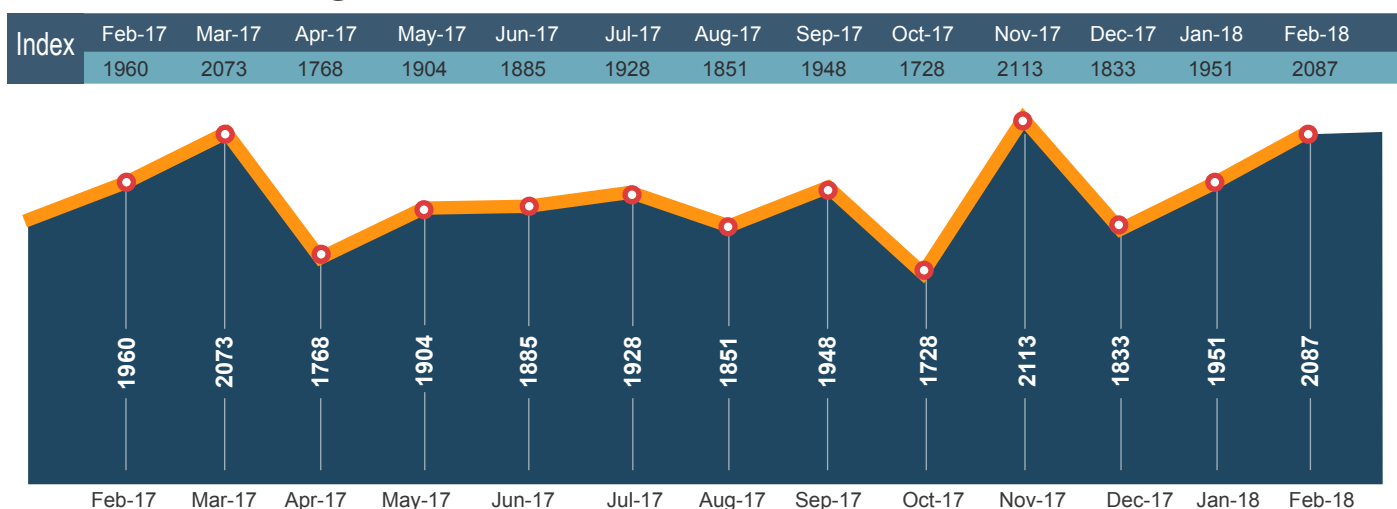
figures are percentage change in Feb-18 over average of Feb-17

OVERALL JOB INDEX

New Delhi, 14th March, 2018: The Naukri JobSpeak Index for February'18 at 2,087 recorded a 6% growth in jobs as compared to February 2017. In an overall buoyant job market, February 2018 showcases the steady recovery of the market. While the major urban cities have seen a strong growth, the Tier II markets have also witnessed good YoY growth in February 2018. Some of the key industries to observe growth were - Oil and Gas/Power/Infr structure/Energy 26%, Insurance 22%.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, "As predicted earlier the jobmarket continues to be volatile. The Job Speak index has shown a YOY growth of 6% in February. This growth is primarily driven by Non- IT sectors viz, Oil & Gas, BFSI, Insurance, Industrial products, Construction and Automobile. The IT sector continues to be under pressure we can expect this volatility to continue for few more months before it moves north."

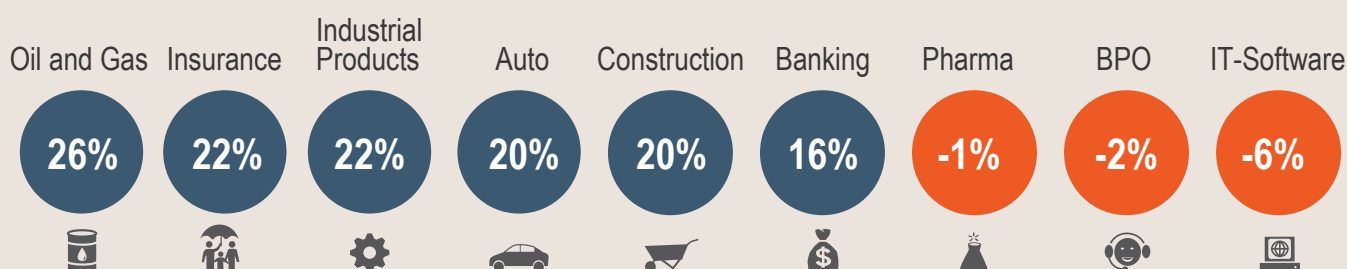
Overall Hiring Trends



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 Feb-18 over average of Feb-17

Industry-wise Analysis:

- Jobs in Oil & Gas sector grew by 26% in February' 18 over February' 17.
- Jobs in Banking & Financial services and Insurance sectors recorded a 16% and 22% growth in hiring respectively.
- Jobs in Auto/Auto Ancillary saw a growth of 22% in February' 2018 when compared with Feb' 17 while jobs in Industrial Products/ Heavy Machinery grew by 22%.

Industry	Jul 08	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
IT- Software	↑1000	↓2600	↑2819	↓2123	↑2357	↓2363	↑2543	↓2269	↓2409	↑2144	↑2646	↑2318	↓2254	↓2445
BPO and ITes	↑1000	↑1894	↑1791	↓1703	↓1702	↓1842	↓1753	↑1869	↓1869	↑1599	↑1922	↑1628	↑1715	↓1854
Construction and Engineering	↑1000	↑697	↑702	↓655	↑728	↑694	↑681	↑745	↑755	↑684	↑847	↑725	↑860	↑834
Auto and Auto Ancillary	↑1000	↑1249	↑1193	↓1049	↑1256	↑1220	↑1218	↑1208	↑1199	↑1148	↑1473	↑1196	↑1455	↑1497
Banking and Financial Services	↑1000	↑2717	↓3036	↑2697	↑2741	↑2637	↑2755	↑2943	↑3100	↑2545	↑3115	↑2499	↑2894	↑3158
Oil and Gas	↑1000	↓682	↑928	↓727	↓711	↑730	↑739	↓619	↓667	↑636	↑838	↑650	↑818	↑861
Telecom	↑1000	↓709	↑784	↓672	↑730	↓685	↓660	↓559	↓640	↓704	↓617	↓491	↓612	↓514
Insurance	↑1000	↑843	↑944	↓777	↑837	↓832	↑975	↓799	↓923	↑821	↑990	↑948	↑1370	↑1026
Capital Goods	↑1000	↑949	↑979	↓791	↑995	↑885	↑917	↑894	↑947	↑781	↑1013	↑1022	↑1108	↑1153
Pharma & Biotech	↑1000	↓1955	↑2016	↓1788	↑1966	↓1911	↓1871	↓1679	↓1802	↓1656	↓1913	↑1813	↑2035	↓1945

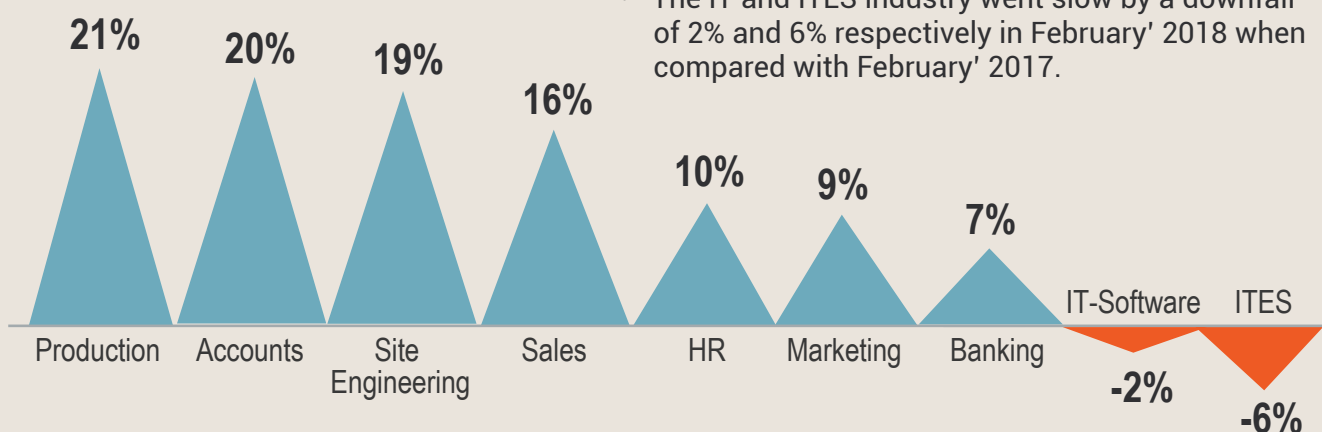
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- Banking/Insurance grew by 7% in February 2018 when compared with February' 2017.
- Production/Maintenance and Site Engineering jobs saw a 21% and 19% growth respectively during February' 18 as compared to February' 2017
- Marketing & Advertising roles saw a 9% growth in February' 2018 over last year.
- Sales/BD and Accounts saw a 16% and 20% YOY growth respectively in February' 2018.
- The IT and ITES industry went slow by a downfall of 2% and 6% respectively in February' 2018 when compared with February' 2017.



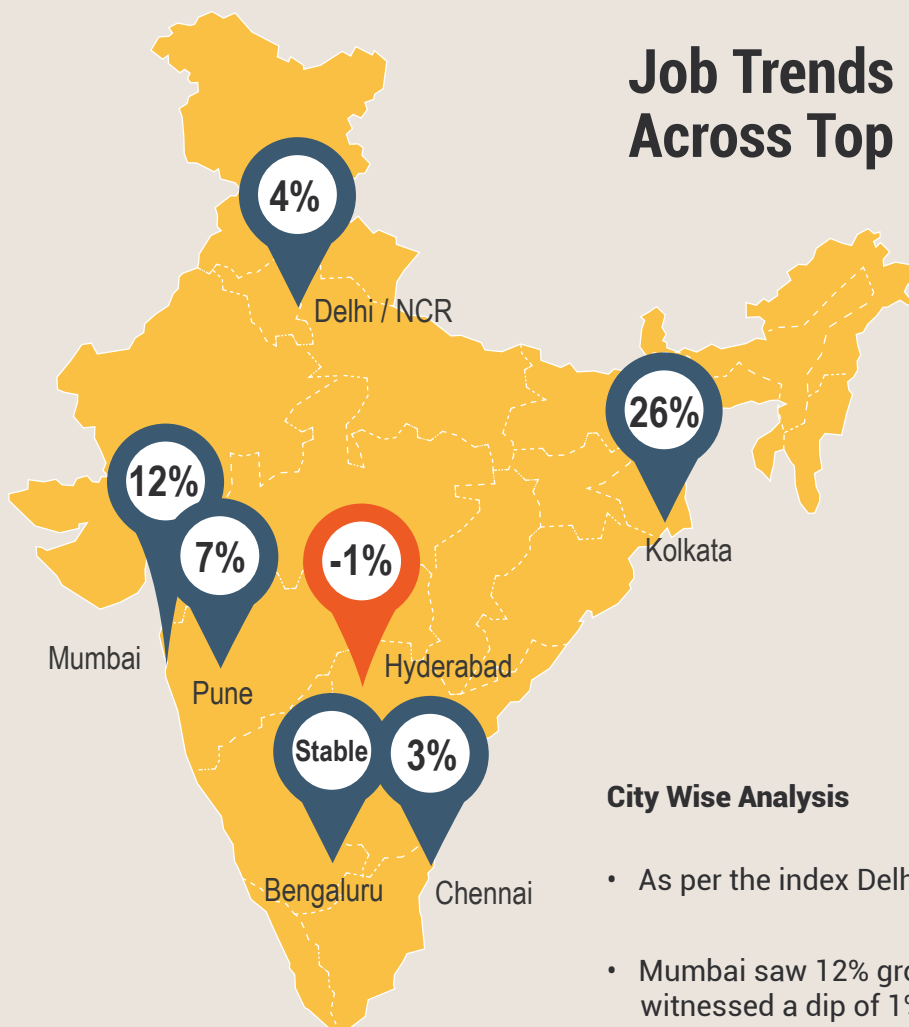
figures are percentage change in Feb-18 over average of Feb-17

Functional Area	Jul 08	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
IT-Software	↑1000	↓2502	↑2842	↓2114	↑2349	↓2333	↑2506	↓2264	↓2380	↑2107	↑2562	↑2215	↓2185	↓2447
Sales & Business Development	↑1000	↑2147	↑2164	↓2060	↑2204	↓2126	↑2231	↑2097	↑2229	↑1839	↑2376	↑2130	↑2331	↑2497
ITES and BPO	↑1000	↑2680	↓2532	↓2335	↑2377	↓2489	↓2388	↑2587	↓2558	↑2174	↑2591	↑2232	↑2309	↓2528
Production and Maintenance	↑1000	↑1188	↑1207	↓1101	↑1225	↓1175	↓1173	↓1139	↑1256	↑1143	↑1433	↑1303	↑1471	↑1438
Accounts and Finance	↑1000	↓1362	↑1541	↓1359	↑1436	↓1451	↑1494	↑1470	↑1605	↑1360	↑1698	↑1353	↑1451	↑1638
HR & Administration	↑1000	↓1824	↓1876	↓1622	↑1718	↓1593	↓1613	↑1618	↑1710	↑1554	↑1872	↑1707	↑1791	↑2001
Project Management	↑1000	↓558	↓620	↓551	↑619	↑585	↑584	↑569	↑623	↑559	↑666	↑608	↑702	↑664
Marketing and Advertising	↑1000	↑1542	↑1649	↓1411	↓1373	↓1478	↑1540	↑1450	↑1547	↑1385	↑1720	↑1459	↑1661	↑1683
Banking and Insurance	↑1000	↑1332	↑1514	↑1224	↑1255	↑1282	↑1345	↑1221	↓1403	↑1229	↑1444	↑1267	↑1771	↑1426
Engineering Design	↑1000	↑862	↓944	↓782	↑981	↑898	↑808	↑805	↑801	↑1172	↑1076	↑1015	↑923	↑921

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-18 over average of Feb-17

City Wise Analysis

- As per the index Delhi grew by 4%
- Mumbai saw 12% growth in hiring while Hyderabad witnessed a dip of 1% in the same period.
- Hiring sector in Bangalore (0%) and Chennai (3%) remained flat in February' 2018 when compared to February 2017.
- Kolkata saw a growth of 26%. The tier II markets in terms of hiring have also performed well.

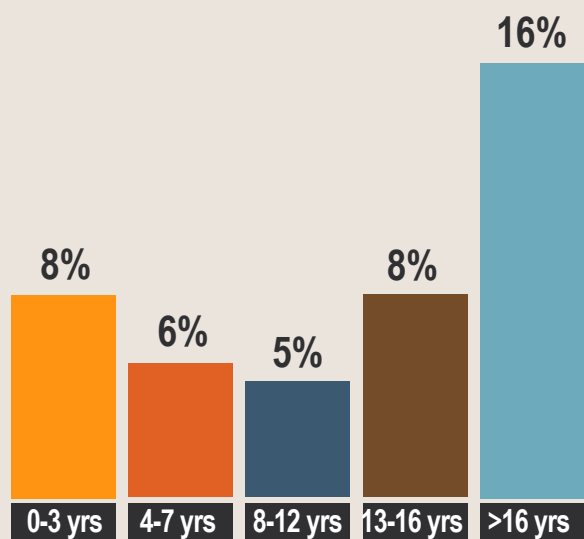
City*	Jul 08	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
Delhi-NCR	↑ 1000	↑ 2123	↓ 2185	↓ 1880	↑ 2014	↓ 2103	↑ 1994	↑ 2037	↓ 2070	↑ 1742	↑ 2187	↑ 1893	↑ 2129	↑ 2199
Mumbai	↑ 1000	↓ 1621	↓ 1743	↓ 1571	↑ 1595	↓ 1637	↑ 1653	↑ 1516	↑ 1713	↑ 1513	↑ 1826	↓ 1524	↑ 1677	↑ 1819
Bangalore	↑ 1000	↓ 2240	↓ 2349	↓ 1942	↑ 2202	↓ 2125	↑ 2229	↓ 2068	↑ 2145	↑ 1976	↑ 2201	↑ 2107	↓ 1997	↑ 2250
Chennai	↑ 1000	↓ 1639	↓ 1741	↓ 1392	↑ 1534	↓ 1573	↓ 1603	↑ 1544	↑ 1601	↑ 1446	↑ 1647	↑ 1465	↓ 1474	↑ 1685
Hyderabad	↑ 1000	↑ 2347	↓ 2483	↓ 1998	↑ 2096	↓ 2099	↑ 2112	↑ 2088	↑ 2141	↑ 1989	↑ 2384	↑ 2021	↑ 2120	↓ 2330
Pune	↑ 1000	↑ 2332	↓ 2596	↓ 2110	↑ 2366	↓ 2256	↑ 2397	↓ 2042	↑ 2137	↑ 1875	↑ 2374	↑ 2069	↓ 2206	↑ 2487
Kolkata	↑ 1000	↑ 1774	↑ 2046	↑ 1811	↑ 1815	↑ 1858	↑ 2002	↑ 1879	↑ 1863	↑ 1825	↑ 2246	↑ 2044	↑ 2045	↑ 2226

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

- Hiring for senior management roles with experience requirement of 16+ years saw 16% YOY growth.
- Jobs for entry level job seekers having 0-3 years of experience increased by 8% in February'18 as compared to February'17.
- Jobs with requirement of 13-16 years of experience increased by 8% in February'18 as compared to February'17.
- Job roles with experience requirement of 4-7 years and 8-12 years witnessed 6% and 5% growth respectively in hiring.



figures are percentage change in Feb-18 over average of Feb-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 72% 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 4,70,000 jobs live at any point and over 56 million CVs, Naukri.com serviced over 65500 corporate clients in 2016-2017. The company operates 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 1,000 and the subsequent monthly index is compared with data for July 2008. 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 65,000 national and international clients use Naukri.com, leading to high reliability of data.


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-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
IT-Software/Software Services	2600	2819	2123	2357	2363	2543	2269	2409	2144	2646	2318	2254	2445
BPO/ITES/CRM/Transcription	1894	1791	1703	1702	1842	1753	1869	1869	1599	1922	1628	1715	1854
Construction/Engineering/Cement	697	702	655	728	694	681	745	755	684	847	725	860	834
Auto/Auto Ancillary	1249	1193	1049	1256	1220	1218	1208	1199	1148	1473	1196	1455	1497
Banking/Financial Services/Broker	2717	3036	2697	2741	2637	2755	2943	3100	2545	3115	2499	2894	3158
Oil and Gas/Power/Infrastructure/	682	928	727	711	730	739	619	667	636	838	650	818	861
Telcom/ISP	709	784	672	730	685	660	559	640	704	617	491	612	514
Insurance	843	944	777	837	832	975	799	923	821	990	948	1370	1026
Industrial Products/Heavy Machin	949	979	791	995	885	917	894	947	781	1013	1022	1108	1153
Pharma/Biotech/Clinical Research	1955	2016	1788	1966	1911	1871	1679	1802	1656	1913	1813	2035	1945
Hotels/Restaurants/Airlines/Travel	2130	2339	2341	2247	2044	2085	2177	2256	2243	2670	2173	2513	2702
FMCG/Foods/Beverage	1665	1710	1528	1576	1645	1576	1524	1622	1434	1713	1642	1796	1923
Chemicals/PetroChemical/Plastic	1306	1149	1184	1256	1133	1075	1062	1050	1014	1317	1149	1335	1156
Education/Teaching/Training	3197	3299	2995	2759	2992	2983	2951	3073	2600	3488	3049	3424	3738
IT-Hardware & Networking	1362	1191	960	1072	1052	1070	998	1310	869	1172	886	846	981
Retailing	1200	1224	1288	1363	1333	1426	1437	1385	1251	1558	1346	1490	1676
Media/Dotcom/Entertainment	1055	1166	1077	1150	1145	1128	1131	1107	936	1182	979	950	1059
Medical/Healthcare/Hospital	3850	4253	3860	4606	4594	4147	4433	4499	4116	4806	4371	4774	4860
Real Estate/Property	1768	1820	1781	2033	2024	2024	2046	2094	1903	2102	1969	2305	2545
Recruitment/Employment Firm	3495	3863	3871	4291	3631	3645	3415	3248	2308	3730	3425	3132	4504
Consumer Durables	1081	1441	1092	1273	1102	1015	1057	1132	977	1205	1216	1140	1327
Accounting/Taxation/Finance	2484	3446	2551	2720	2525	2696	2489	2715	2271	2705	2732	2370	3076
Advertising/PR/MR/Events	2208	2567	2273	2108	2248	2512	2213	2537	2240	2562	2361	2397	2466
Textiles/Garments/Accessories	2247	2215	2291	2339	2318	1999	2018	1950	1638	2307	1938	2116	2051
Semiconductors/Electronics	1543	1573	1168	1388	1457	1318	1541	1546	3332	2294	2032	1239	1337
Courier/Transportation/Freight	1831	1596	1634	1562	1639	1599	1770	1740	1592	1991	1741	1785	2033
Architecture/Interior Designing	1688	1525	1404	1530	1358	1466	1477	1304	1231	1710	1339	1818	1862
Export/Import	1186	1080	1199	1186	1116	968	1025	1210	836	1332	1097	1229	977
Printing/Packaging	1439	1348	1402	1325	1426	1357	1520	1346	1229	1578	1188	1575	1531
Shipping/Marine	657	709	694	794	610	801	716	767	605	928	679	809	777
Agriculture/Dairy	1389	1413	1345	1730	1311	1348	1203	1547	1460	1629	1465	1432	1885
Office Equipment/Automation	816	831	741	787	721	846	846	808	742	935	712	1034	1084
Fresher/Trainee	1388	1506	1618	1529	1442	1803	1373	1334	1514	1879	1506	1388	1742
NGO/Social Services	2420	2882	2119	1817	1819	2938	2513	2999	2080	2897	2002	2434	2750
Gems & Jewellery	2405	2411	2946	2474	2635	2587	3202	3477	2587	4048	3077	3277	3545
Paper	501	628	596	640	869	640	490	610	553	662	377	590	792
Legal	2152	2656	2607	2315	2714	2894	2330	2576	2434	3910	3235	2790	3418
Tyres	855	1009	552	1128	813	697	1039	721	594	767	920	994	788
Fertilizers/Pesticides	1873	1914	1733	1529	1978	1588	2107	1809	2345	1886	1469	1781	2646
Security/Law Enforcement	2791	2213	2661	2630	1968	2521	2285	2418	2449	2681	2195	2848	3414
Defence/Government	1420	1073	891	1399	1446	1189	1096	1663	1073	1614	1213	1656	1600

*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-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
IT-Software	2502	2842	2114	2349	2333	2506	2264	2380	2107	2562	2215	2185	2447
Sales / BD	2147	2164	2060	2204	2126	2231	2097	2229	1839	2376	2130	2331	2497
ITES / BPO / KPO / Customer Se	2680	2532	2335	2377	2489	2388	2587	2558	2174	2591	2232	2309	2528
Production / Maintenance / Quality	1188	1207	1101	1225	1175	1173	1139	1256	1143	1433	1303	1471	1438
Accounts / Finance / Tax / CS / A	1362	1541	1359	1436	1451	1494	1470	1605	1360	1698	1353	1451	1638
HR / Administration / IR	1824	1876	1622	1718	1593	1613	1618	1710	1554	1872	1707	1791	2001
Site Engineering / Project Manage	558	620	551	619	585	584	569	623	559	666	608	702	664
Marketing / Advertising / MR / PR	1542	1649	1411	1373	1478	1540	1450	1547	1385	1720	1459	1661	1683
Banking / Insurance	1332	1514	1224	1255	1282	1345	1221	1403	1229	1444	1267	1771	1426
Engineering Design / R&D	862	944	782	981	898	808	805	801	1172	1076	1015	923	921
Purchase / Logistics / Supply Cha	944	1014	922	1029	975	1032	986	979	898	1120	1000	1044	1129
Secretary / Front Office / Data En	962	968	931	925	926	889	893	901	826	1078	927	1059	1034
IT- Hardware / Telecom / Technica	1372	1322	1202	1286	1275	1234	1172	1197	1074	1219	1156	1101	1206
Teaching / Education	3566	3775	3193	2868	3301	3090	3069	3121	2585	3546	3135	3608	3794
Pharma / Biotech / Healthcare / M	4018	4069	4080	5090	4814	4394	4591	4538	4334	5059	4683	5117	5171
Hotels / Restaurants	2965	3085	2774	2924	2624	2373	2551	2743	2406	2978	2538	2699	2884
Top Management	731	760	582	830	733	723	983	948	799	777	752	690	889
Architecture / Interior Design	1324	1157	1025	1176	1062	1063	1027	925	823	1186	931	1131	1154
Export / Import / Merchandising	1319	1282	1221	1403	1225	1122	1239	1146	1034	1365	1058	1230	1078
Corporate Planning / Consulting	2212	1850	1424	1729	1752	1560	1563	1952	1784	1706	1569	1382	1965
Legal	1769	2012	1628	1720	1735	1811	1664	1810	1579	2115	1632	1698	2047
Web / Graphic Design / Visualiser	3483	3698	3238	3212	3260	3331	3174	3393	2970	3698	2948	3252	3670
Content / Journalism	2814	2900	2365	2561	2538	2865	2892	3121	2348	2976	2317	2631	3214
Ticketing / Travel / Airlines	2787	3033	3934	3323	3042	3275	3955	4141	4060	4560	3828	4760	5037
Fashion / Garments / Merchandis	2085	1918	2042	2145	1783	1545	1737	1452	1370	2048	1580	1522	1452
Guards / Security Services	1209	1347	980	969	949	1265	1235	1265	908	1392	1061	1408	1514
TV / Films / Production	1536	1632	1198	1355	1265	1192	1649	1316	1094	1502	1518	1730	1410
Packaging	1045	1233	1163	1360	1143	1179	1179	938	943	1518	907	1106	1366

*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-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
Delhi / NCR	2123	2185	1880	2014	2103	1994	2037	2070	1742	2187	1893	2129	2199
Mumbai	1621	1743	1571	1595	1637	1653	1516	1713	1513	1826	1524	1677	1819
Bengaluru / Bangalore	2240	2349	1942	2202	2125	2229	2068	2145	1976	2201	2107	1997	2250
Chennai	1639	1741	1392	1534	1573	1603	1544	1601	1446	1647	1465	1474	1685
Hyderabad / Secunderabad	2347	2483	1998	2096	2099	2112	2088	2141	1989	2384	2021	2120	2330
Pune	2332	2596	2110	2366	2256	2397	2042	2137	1875	2374	2069	2206	2487
Kolkata	1774	2046	1811	1815	1858	2002	1879	1863	1825	2246	2044	2045	2226
Ahmedabad	2642	2754	2631	2422	2421	2444	2501	2878	2301	2886	2686	2986	2980
Chandigarh	1592	1729	1781	1672	1483	1489	1536	1657	1274	1727	1454	1571	1707
Ernakulam / Kochi / Cochin	2414	3079	2493	2619	2515	3013	2405	2394	2582	3263	2972	3153	3272
Vadodara / Baroda	1735	1914	1798	2036	1827	2050	1883	2450	1956	2508	2767	3012	2642
Coimbatore	1846	2270	1694	2076	1857	2033	1955	2066	1873	2391	2461	2148	2122
Jaipur	3242	3038	2797	3086	3434	3016	3094	3237	2737	3453	2930	3284	3435

*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