



A REPORT ON HIRING ACTIVITY IN INDIA

by: Location, Industry and Experience

TABLE OF CONTENTS

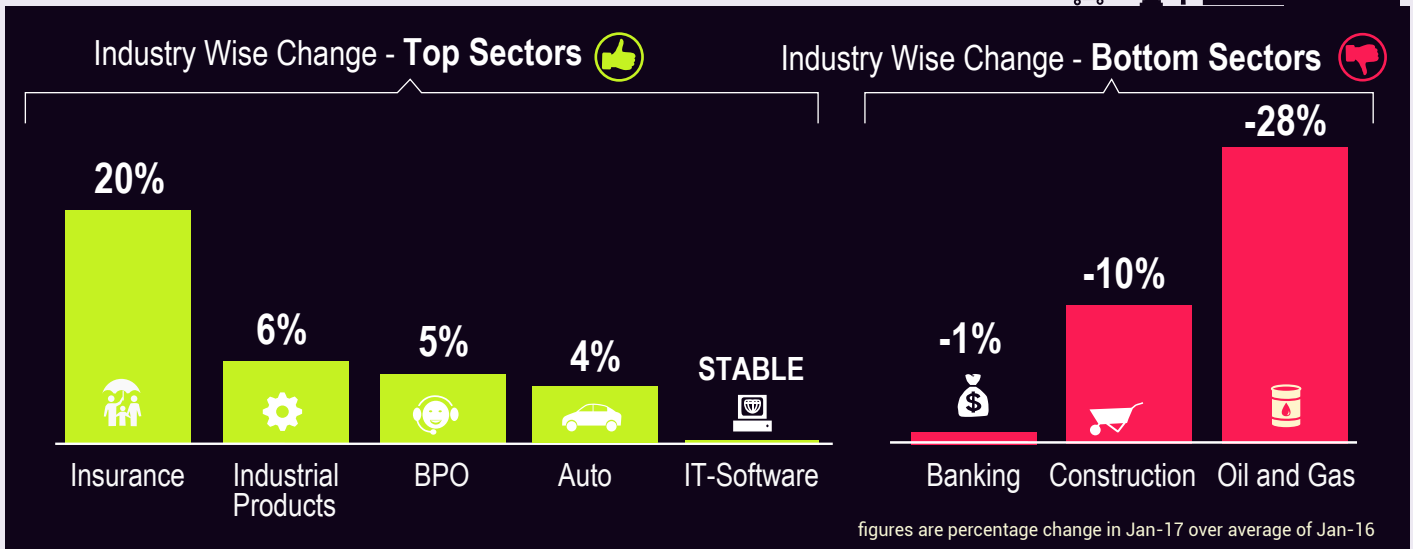
Executive Summary.....	4
Sectoral Analysis	5
Functional Area Analysis	6
City based scenario	7
Work Experience based analysis	8
Methodology	9
Annexure	10-12



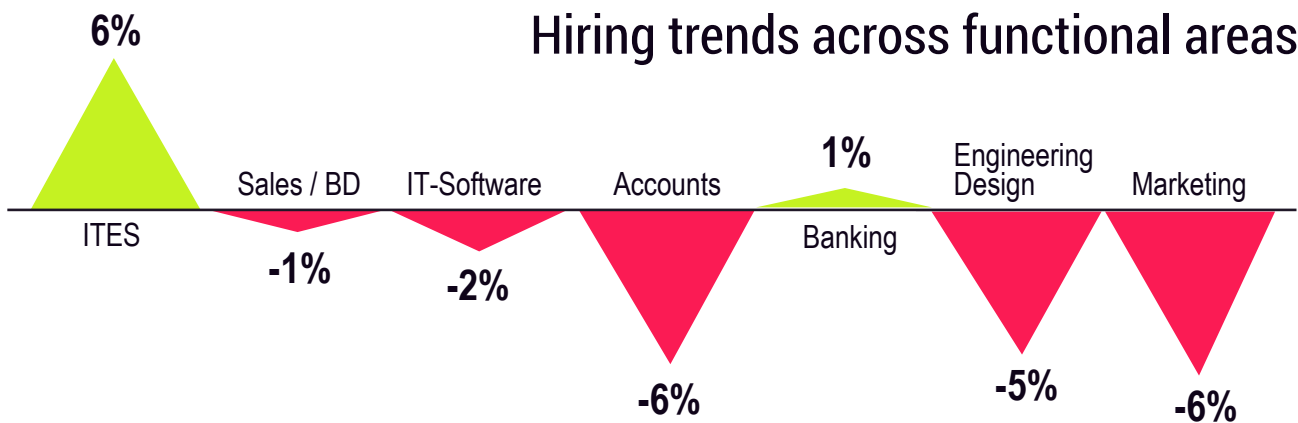
Naukri Job Speak Index: Cities beyond the top metros record growth in jobs during January 2017

- The Overall Job market saw an increase of 3%, from 1659 in Dec 2016 to 1707 in Jan 2017
- January 2017 Jobs index saw YOY dip in major metros – Delhi NCR, Mumbai and Bangalore
- Hiring activity went down in Banking, Financial Services and IT – Software, Hardware sectors but went up in Insurance and BPO sectors during Jan'17

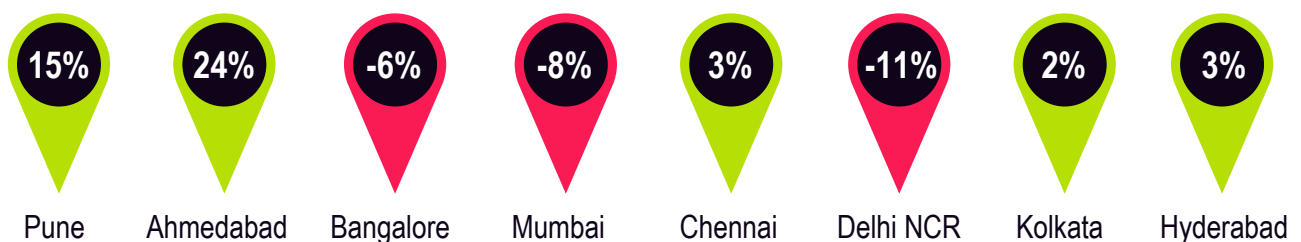
Hiring trends across top industry sectors



Hiring trends across functional areas



Hiring trends across Top Cities



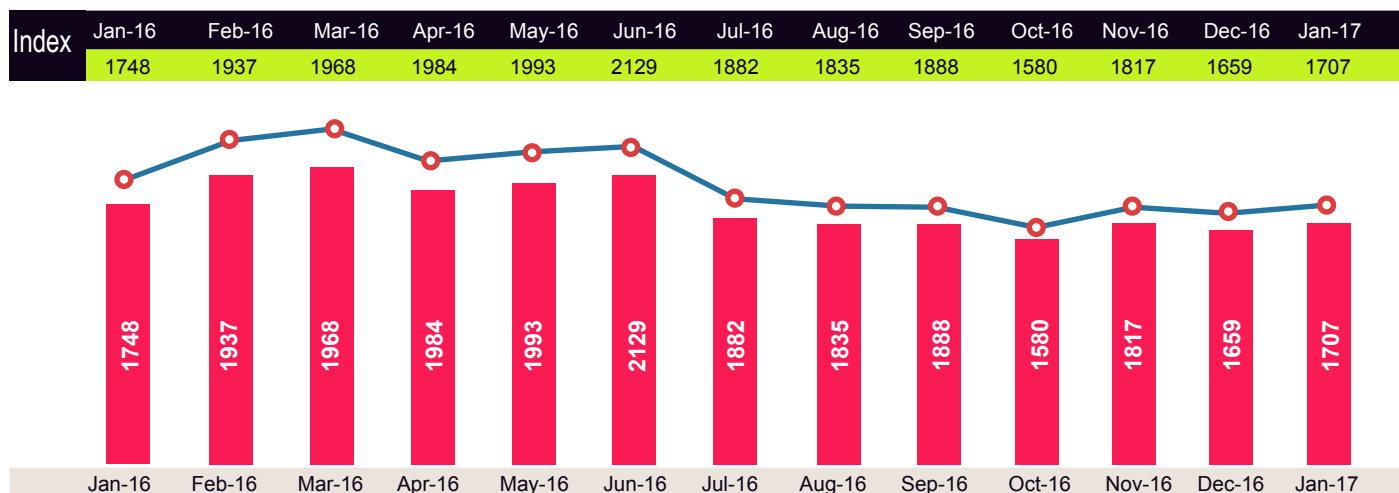
OVERALL JOB INDEX

New Delhi, 10 February, 2017: In an overall buoyant job market, Jan 2017 recorded growth in jobs beyond the top metro cities, when compared with Jan 2016. The Index recording a YOY increase of 3%, from 1659 in Dec 2016 to 1707 in Jan 2017.

Within top metros Delhi/NCR, Mumbai and Bengaluru witnessed a decline in hiring activity of 11%, 8% and 6% respectively. Amongst other metros, the jobs index recorded a growth of 3% in Hyderabad and Chennai, 15% in Pune and 24% in Ahmedabad when compared y-o-y.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, *"The Jobspeak Index has shown a small annual decrease of 2% in Jan 17. Due to uncertainty across the board some of the key sectors have shown negative growth and while there are a few positive signals, this trend may continue for a few more months."*

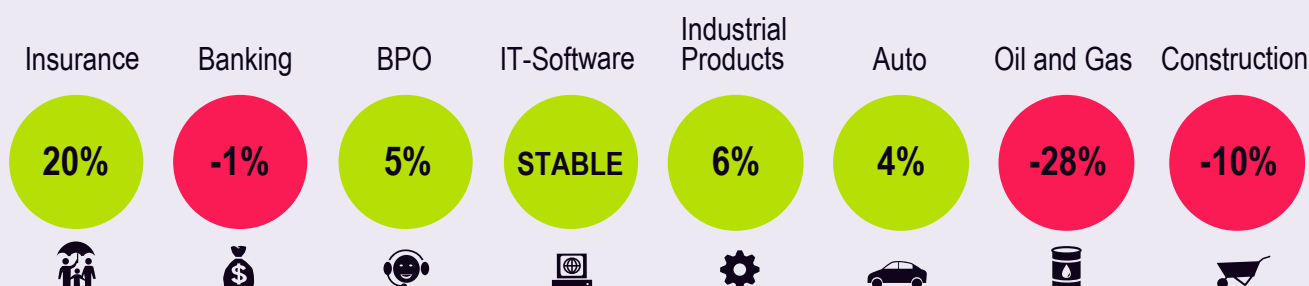
Overall Hiring Trends



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 Jan-17 over average of Jan-16

Industry-wise Analysis:

- The IT-Software Industry in India has been buoyant with no visible impact in hiring of professionals.
- Insurance jobs also went up by 20% in the same time period. Banking and Financial services jobs saw 1% fall in Jan 2017 when compared to Jan 2016.
- While the Telecom/ISP industry saw a 23% slump, the BPO industry saw a 5% gain in Jan 2017 as compared to Jan 2016.
- Jobs in the Oil & Gas and Power, Infrastructure industry saw a 28% fall in Jan 2017 as compared to Jan 2016.
- Construction and Engineering jobs decreased by 10% during the same period.

Industry	Jul 08	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
IT- Software	↑1000	↑2393	↑2812	↑2812	↑2787	↑2849	↑3063	↓2322	↑2408	↑2571	↓2092	↑2484	↓2265	↑2393
BPO and ITeS	↑1000	↑1500	↑1636	↑1636	↑1944	↑1891	↑1952	↑2110	↑1743	↑1987	↓1501	↑1682	↓1505	↑1572
Construction and Engineering	↑1000	↓676	↓643	↓643	↓727	↑730	↓669	↓675	↓686	↓656	↓562	↓582	↓552	↓610
Auto and Auto Ancillary	↑1000	↑967	↑1059	↑1059	↑1131	↑1050	↑1083	↑1155	↑1084	↑1116	↓935	↑1060	↓913	↑1007
Banking and Financial Services	↑1000	↑2098	↓2404	↓2404	↓2433	↑2549	↑2310	↑2585	↑2813	↓2570	↓2202	↑2509	↓2406	↓2068
Oil and Gas	↑1000	↓796	↓895	↓895	↓754	↑863	↓685	↓687	↓711	↓693	↓574	↑765	↓627	↓571
Telecom	↑1000	↑822	↑925	↑925	↑749	↓788	↑1211	↓696	↓774	↓778	↓711	↑750	↓656	↓630
Insurance	↑1000	↑659	↑806	↑806	↑877	↑807	↓875	↑837	↑961	↑1010	↓713	↑818	↓747	↑793
Capital Goods	↑1000	↑777	↓755	↓755	↓818	↑842	↑840	↓797	↑872	↓796	↓700	↑779	↓703	↑827
Pharma & Biotech	↑1000	↑1760	↑2001	↑2001	↑2305	↑1986	↑1959	↑1999	↑1916	↑2078	↓1668	↑2010	↓1788	↑1785

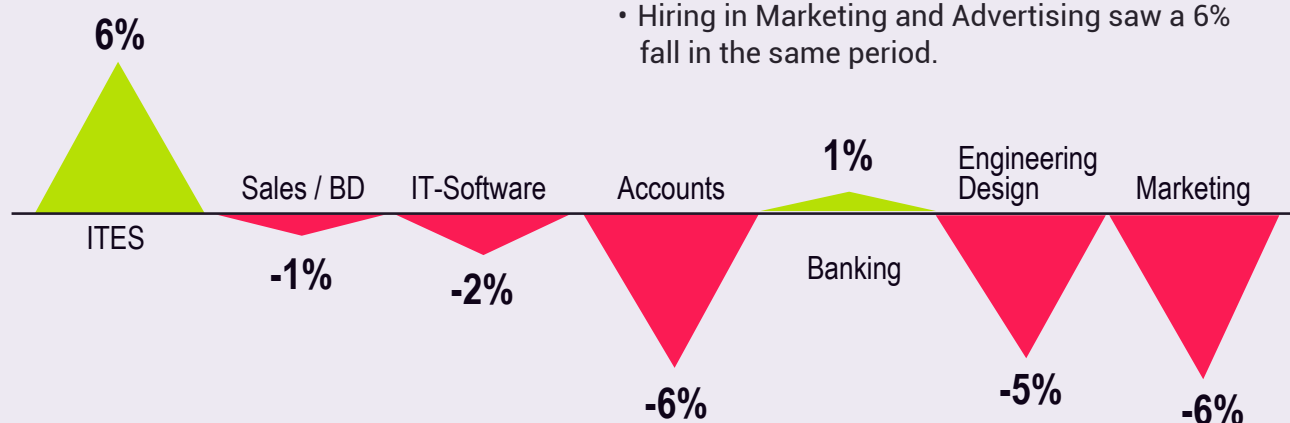
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- While IT- Software jobs saw a drop of 2% YOY, BPO jobs saw a gain of 6% for the same time period.
- Accounts/Finance and Production jobs decreased by 6% and 11% respectively since Jan'16.
- Sales/BD and HR saw a 1% and 2% decrease respectively in Jan'17 when compared to Jan'16.
- Teaching and Education saw a 20% increase in Jan'17 when compared to Jan'16.
- Hiring in Marketing and Advertising saw a 6% fall in the same period.

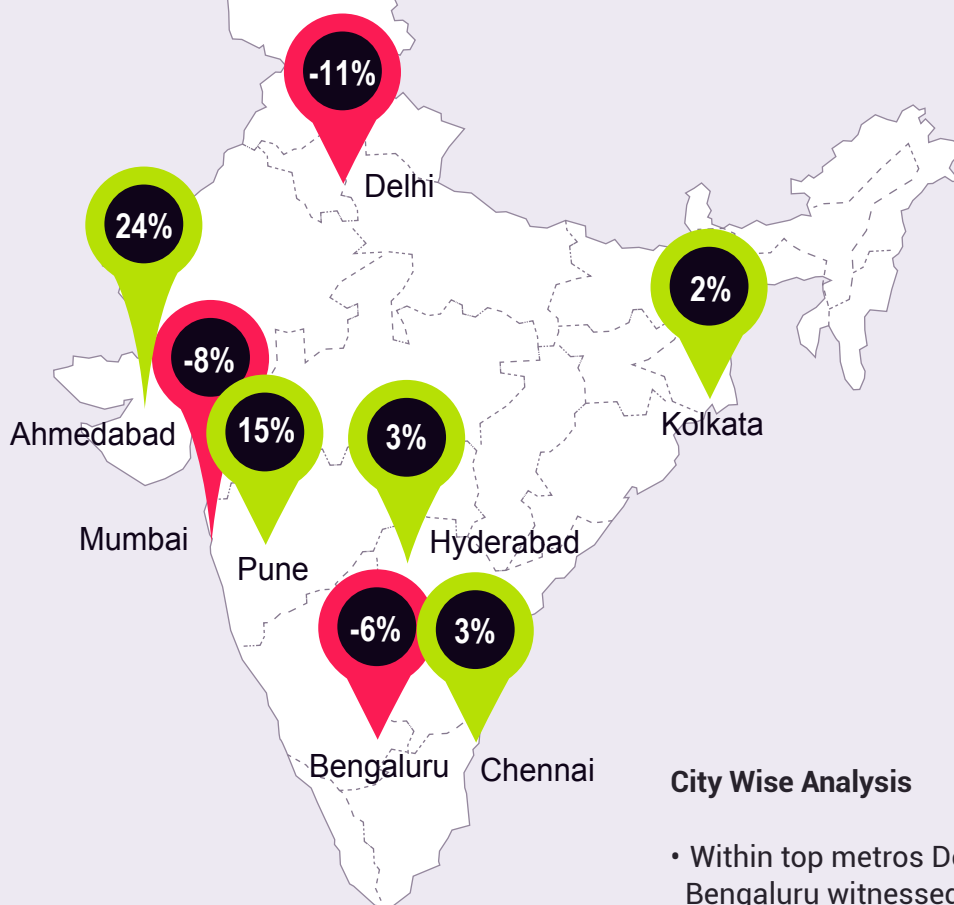


Functional Area	Jul 08	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17
IT-Software	↑1000	↑2294	↑2655	↑2713	↑2668	↑2735	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446	↓2191	↓2238
Sales & Business Development	↑1000	↑1907	↑2046	↑2056	↑2126	↑2075	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932	↓1779	↓1884
ITES and BPO	↑1000	↑2107	↑2373	↑2631	↑2746	↑2843	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393	↓2214	↑2232
Production and Maintenance	↑1000	↑1074	↑1144	↑1145	↓1145	↑1193	↑1179	↑1199	↑1160	↑1178	↓976	↑1044	↓915	↓952
Accounts and Finance	↑1000	↑1315	↑1505	↑1507	↑1462	↑1408	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340	↓1251	↓1233
HR & Administration	↑1000	↑1767	↑1906	↑1907	↑1879	↑1812	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777	↓1665	↓1731
Project Management	↑1000	↓607	↓582	↓638	↓614	↓621	↓532	↓520	↓559	↑572	↓470	↑514	↓475	↓492
Marketing and Advertising	↑1000	↑1488	↑1540	↑1470	↑1544	↑1578	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361	↓1353	↓1399
Banking and Insurance	↑1000	↑982	↑1171	↑1159	↓1148	↑1077	↑985	↓1053	↑1149	↓1061	↓961	↑1151	↓973	↑994
Engineering Design	↑1000	↓766	↓828	↓892	↑939	↑862	↓814	↓796	↓735	↑779	↓651	↑782	↓746	↓727

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 Jan-17 over average of Jan-16

City Wise Analysis

- Within top metros Delhi/NCR, Mumbai and Bengaluru witnessed a decline in hiring activity of 11%, 8% and 6% respectively.
- The jobs index recorded a growth of 3% in Hyderabad and Chennai, 15% in Pune and 24% in Ahmedabad when compared YOY.

City*	Jul 08	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
Delhi-NCR	↑ 1000	↑ 2002	↑ 2108	↑ 2569	↑ 2624	↑ 2553	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880	↓ 1772	↓ 1773
Mumbai	↑ 1000	↑ 1535	↑ 1680	↑ 1979	↑ 1916	↑ 1874	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585	↓ 1534	↓ 1419
Bangalore	↑ 1000	↑ 2124	↑ 2447	↑ 2444	↑ 2704	↑ 2691	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279	↓ 2020	↓ 2003
Chennai	↑ 1000	↓ 1438	↑ 1683	↑ 1932	↑ 1950	↑ 2175	↑ 2624	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541	↓ 1277	↑ 1480
Hyderabad	↑ 1000	↑ 1928	↑ 2119	↑ 2564	↑ 2491	↑ 2693	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178	↓ 1939	↑ 1995
Pune	↑ 1000	↑ 1947	↑ 2248	↑ 2602	↑ 2308	↑ 2754	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289	↓ 2063	↑ 2237
Kolkata	↑ 1000	↑ 1498	↑ 1704	↑ 1858	↓ 1653	↑ 1981	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483	↓ 1456	↑ 1528

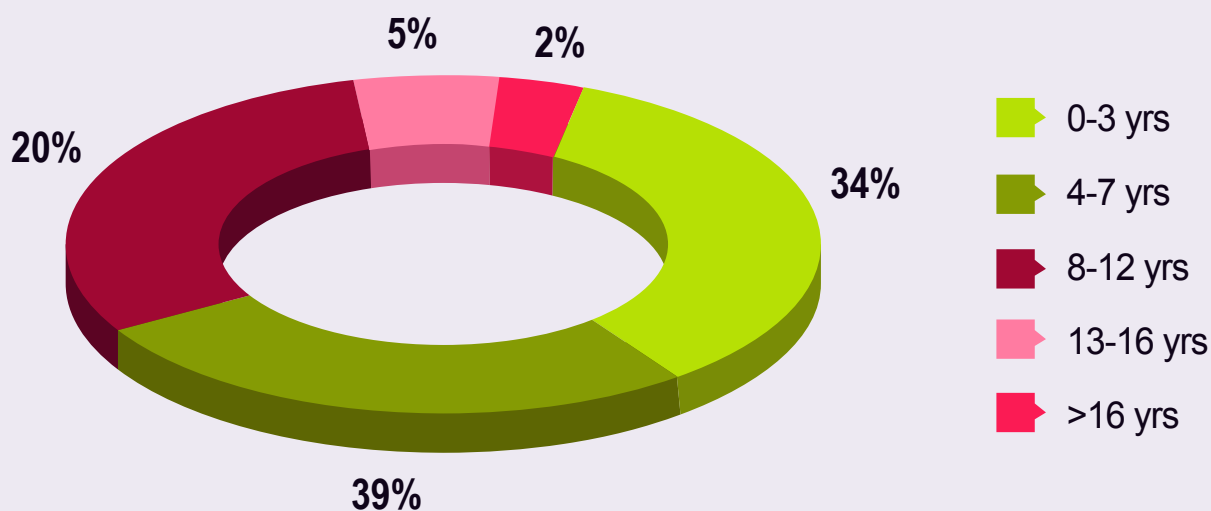
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

WORK- EX BASED SCENARIO

Experience Buckets

- 0-3 years' experience hiring rose by 5.5%
- Senior Management hiring fell, with jobs for 13-16 years of experience witnessing a decrease of 3% when compared with Dec'16.

Percentage share of jobs across experience levels in Jan'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 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	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
IT-Software/Software Services	2393	2812	2812	2787	2849	3063	2322	2408	2571	2092	2484	2265	2393
BPO/ITES/CRM/Transcription	1500	1636	1636	1944	1891	1952	2110	1743	1987	1501	1682	1505	1572
Construction/Engineering/Cement/Metals	676	643	643	727	730	669	675	686	656	562	582	552	610
Auto/Auto Ancillary	967	1059	1059	1131	1050	1083	1155	1084	1116	935	1060	913	1007
Banking/Financial Services/Broking	2098	2404	2404	2433	2549	2310	2585	2813	2570	2202	2509	2406	2068
Oil and Gas/Power/Infrastructure/Energy	796	895	895	754	863	685	687	711	693	574	765	627	571
Telcom/ISP	822	925	925	749	788	1211	696	774	778	711	750	656	630
Insurance	659	806	806	877	807	875	837	961	1010	713	818	747	793
Industrial Products/Heavy Machinery	777	755	755	818	842	840	797	872	796	700	779	703	827
Pharma/Biotech/Clinical Research	1760	2001	2001	2305	1986	1959	1999	1916	2078	1668	2010	1788	1785
Hotels/Restaurants/Airlines/Travel	1985	2194	2194	2305	2221	2005	2083	1856	1905	1546	1850	1985	1955
FMCG/Foods/Beverage	1481	1570	1570	1509	1395	1538	1474	1570	1561	1305	1520	1339	1452
Chemicals/PetroChemical/Plastic/Rubber	892	971	971	918	954	949	983	911	986	812	889	922	955
Education/Teaching/Training	2318	2561	2561	2632	2800	2528	2741	2603	2515	2425	2597	2347	2646
IT-Hardware & Networking	1127	1146	1146	1172	1164	1136	1069	1097	988	865	1052	1076	939
Retailing	1288	1317	1317	1380	1192	1245	1219	1211	1286	1011	1092	1051	1221
Media/Dotcom/Entertainment	947	1074	1074	1126	1239	1173	1021	1052	1073	848	1044	1014	1002
Medical/Healthcare/Hospital	3116	3241	3241	3688	3629	4187	3498	4421	3897	3209	3328	3007	3230
Real Estate/Property	1955	2192	2192	1989	1896	1863	1778	1718	2020	1582	1988	1337	1504
Recruitment/Employment Firm	3823	3306	3306	4095	3185	3676	3360	2953	2765	3235	3964	3783	3106
Consumer Durables	922	1165	1165	1023	1110	1147	1128	1118	1158	925	931	916	868
Accounting/Taxation/Finance	2550	3221	3221	2799	2677	2731	2781	2743	2508	2316	2980	2287	2029
Advertising/PR/MR/Events	2006	2201	2201	2170	3692	10507	3968	1891	2250	1930	1904	1645	1946
Textiles/Garments/Accessories	1885	2177	2177	2058	2060	1965	1923	2141	2130	2008	2244	2046	2266
Semiconductors/Electronics	1175	1385	1385	1242	1379	1158	1255	1104	1255	1106	1484	882	1079
Courier/Transportation/Freight	1327	1435	1435	1610	1427	1853	1463	1643	1518	1189	1604	1181	1677
Architecture/Interior Designing	1361	1337	1337	1687	1430	1395	1295	1176	1535	1126	1232	1179	1245
Export/Import	1025	1142	1142	1184	1214	1190	1077	1123	1063	968	876	891	1148
Printing/Packaging	1242	1437	1437	1207	1207	1171	1277	1200	1131	1242	1025	1204	1268
Shipping/Marine	731	853	853	698	735	675	686	568	659	601	648	608	579
Agriculture/Dairy	1315	1361	1361	1388	1325	1364	1353	1119	1378	1138	1335	1259	1315
Office Equipment/Automation	960	814	814	864	791	808	777	935	746	574	639	623	772
Fresher/Trainee	1336	1206	1206	1664	3643	6364	4556	1239	1373	1069	1733	1091	1098
NGO/Social Services	2399	1851	1851	1753	1739	1914	2222	1796	2046	2044	1980	2356	2385
Gems & Jewellery	3566	3369	3369	2596	2650	2270	1997	2549	2686	2072	2037	1896	2449
Paper	465	658	658	610	377	402	502	352	623	477	402	603	565
Legal	1929	2585	2585	2469	2167	2653	2211	2048	2714	1811	2285	2345	2182
Tyres	801	856	856	1073	697	782	697	668	874	608	613	549	490
Fertilizers/Pesticides	1217	2236	2236	1794	2033	1840	1900	1751	1656	1573	1549	1558	1662
Security/Law Enforcement	2322	1707	1707	2119	2177	2119	2195	2340	1536	1886	1761	2031	1941
Defence/Government	956	1073	1073	651	840	723	1213	3335	1831	2029	506	1003	1469

*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 *	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
IT-Software	2294	2655	2713	2668	2735	2900	2316	2367	2475	2079	2446	2191	2238
Sales / BD	1907	2046	2056	2126	2075	2151	2073	2079	2100	1649	1932	1779	1884
ITES / BPO / KPO / Customer Service / Op	2107	2373	2631	2746	2843	3608	4286	2507	2772	2088	2393	2214	2232
Production / Maintenance / Quality	1074	1144	1145	1145	1193	1179	1199	1160	1178	976	1044	915	952
Accounts / Finance / Tax / CS / Audit	1315	1505	1507	1462	1408	1498	1349	1370	1400	1194	1340	1251	1233
HR / Administration / IR	1767	1906	1907	1879	1812	1774	1639	1615	1669	1545	1777	1665	1731
Site Engineering / Project Management	607	582	638	614	621	532	520	559	572	470	514	475	492
Marketing / Advertising / MR / PR	1488	1540	1470	1544	1578	1674	1495	1404	1483	1319	1361	1353	1399
Banking / Insurance	982	1171	1159	1148	1077	985	1053	1149	1061	961	1151	973	994
Engineering Design / R&D	766	828	892	939	862	814	796	735	779	651	782	746	727
Purchase / Logistics / Supply Chain	924	1015	1007	1006	977	1069	969	1003	986	809	1044	797	834
Secretary / Front Office / Data Entry	927	1009	915	1006	1187	1797	2882	819	869	742	888	795	819
IT- Hardware / Telecom / Technical Staff / S	1401	1619	1591	1426	1452	1625	1380	1400	1417	1195	1371	1155	1228
Teaching / Education	2399	2634	2843	2621	2950	2659	2646	2780	2465	2344	2591	2411	2885
Pharma / Biotech / Healthcare / Medical / F	3086	3331	3212	3991	3590	3989	3503	4381	3794	3260	3480	3144	3282
Hotels / Restaurants	2678	2542	2416	2670	2783	2373	2586	2252	2360	2071	2581	2745	2559
Top Management	785	881	727	797	836	765	721	772	837	715	687	672	612
Architecture / Interior Design	1186	1006	1066	1129	1193	1010	1198	1325	1278	828	1044	816	1049
Export / Import / Merchandising	1179	1225	1276	1271	1209	1209	1055	1300	1096	919	1112	1179	1242
Corporate Planning / Consulting	1324	1493	1333	1474	1430	1434	1496	1336	1409	1524	1643	1409	1406
Legal	1557	1822	1808	1700	1893	1817	1604	1595	1677	1651	1538	1739	1582
Web / Graphic Design / Visualiser	3139	3440	3149	3276	3183	3306	3164	3064	3205	2976	2929	2976	2898
Content / Journalism	2740	2879	2721	2430	2783	2727	2721	2670	2587	2192	2454	2546	2577
Ticketing / Travel / Airlines	2854	3164	3102	3347	2717	2682	3449	2775	2677	2291	2443	2428	2696
Fashion / Garments / Merchandising	1732	2269	2938	1843	1691	1560	1755	1714	1681	1440	1542	1586	1784
Guards / Security Services	1071	1265	1469	1244	1367	1866	1500	1153	1107	1122	1054	1245	1214
TV / Films / Production	1273	1309	1159	1265	1371	1265	1094	1143	1468	1110	1332	1371	1339
Packaging	1106	1047	1016	1237	780	1368	961	907	1125	1487	938	979	1034

*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	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
Delhi / NCR	2002	2108	2569	2624	2553	2244	1789	1960	2285	1606	1880	1772	1773
Mumbai	1535	1680	1979	1916	1874	1686	1413	1499	1494	973	1585	1534	1419
Bengaluru / Bangalore	2124	2447	2444	2704	2691	2592	1987	2133	2134	1899	2279	2020	2003
Chennai	1438	1683	1932	1950	2175	2624	1788	1476	1473	877	1541	1277	1480
Hyderabad / Secunderabad	1928	2119	2564	2491	2693	2265	1771	1940	2017	1867	2178	1939	1995
Pune	1947	2248	2602	2308	2754	2507	1957	2095	2054	1299	2289	2063	2237
Kolkata	1498	1704	1858	1653	1981	1852	1550	1579	1616	914	1483	1456	1528
Ahmedabad	1833	2221	2526	2210	2444	2362	1876	2206	2342	1509	2144	2111	2265
Chandigarh	1296	1606	2084	1849	2259	1765	1699	1558	1440	812	1415	1281	1326
Ernakulam / Kochi / Cochin	2919	2798	2943	3013	3369	2781	2573	2764	2220	2339	2519	2310	2349
Vadodara / Baroda	1396	1929	1792	1938	2121	1927	1671	1852	1841	1661	1818	1604	1620
Coimbatore	1434	1916	2203	1773	1780	2506	2452	1804	1428	968	1704	1396	1679
Jaipur	2806	3024	3682	3282	3854	3132	3446	3638	2737	1909	2748	2690	2666

*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