



A REPORT ON HIRING ACTIVITY IN INDIA

by: Location, Industry and Experience

TABLE OF CONTENTS

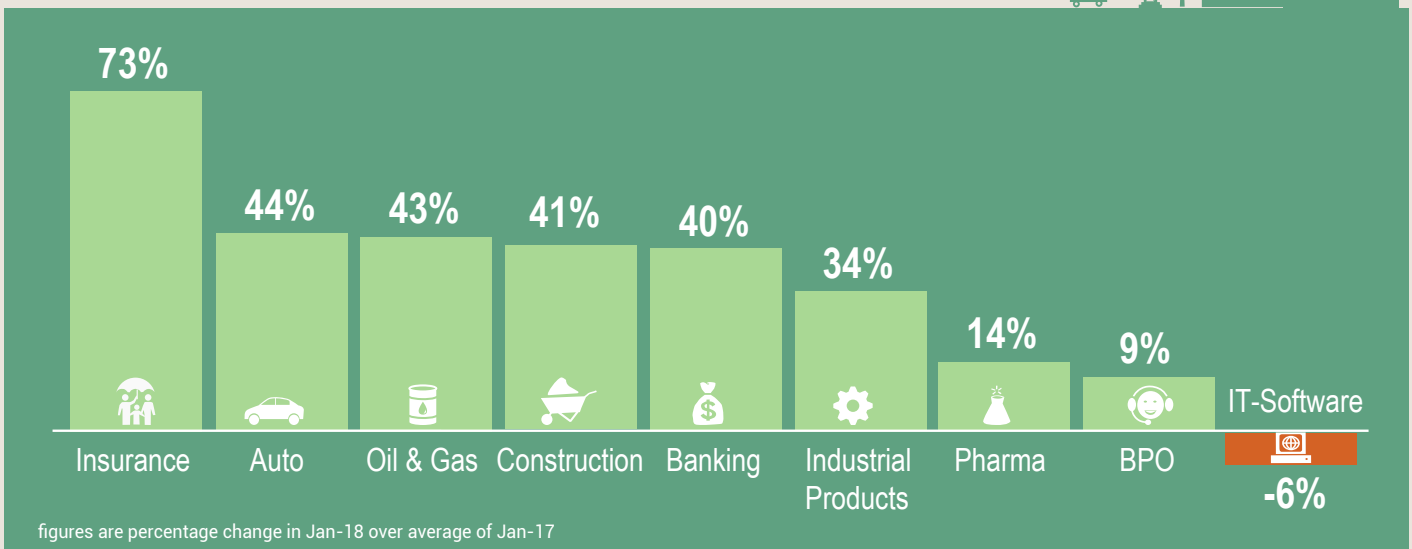
Executive Summary.....	4
Sectoral Analysis	5
Functional Area Analysis	6
City Based Scenario	7
Work Experience Based Analysis	8
Methodology	9
Annexure	10-12



Naukri JobSpeak Report: Job Market Registers a 14% growth YoY in Hiring during January' 18

The Naukri JobSpeak Index for January'18 at 1,951 recorded a 14% growth in jobs as compared to January 2017. Some of the key industries to observe growth were - Insurance (73%) and Auto (44%).

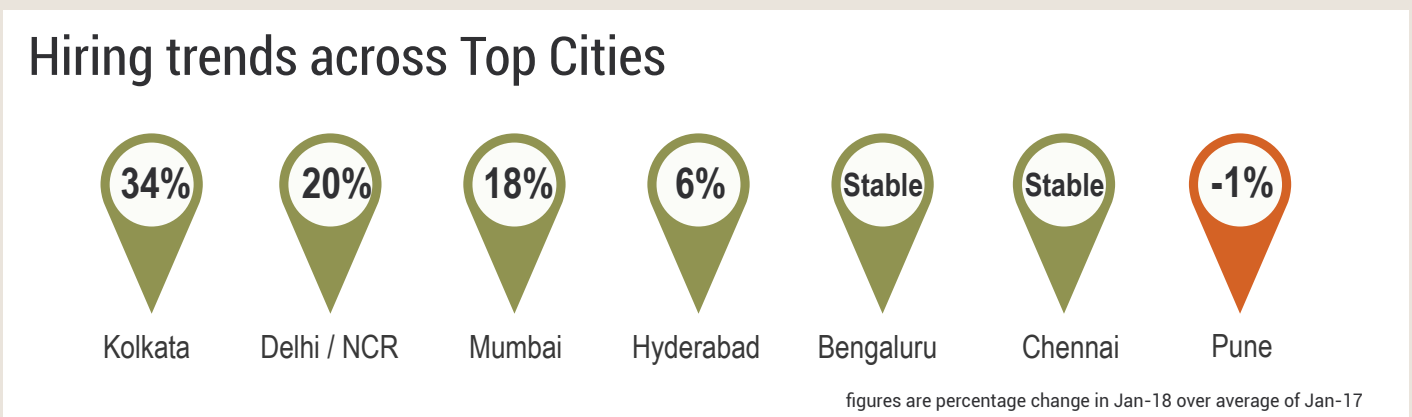
Hiring trends across top industry sectors



Hiring trends across functional areas



Hiring trends across Top Cities

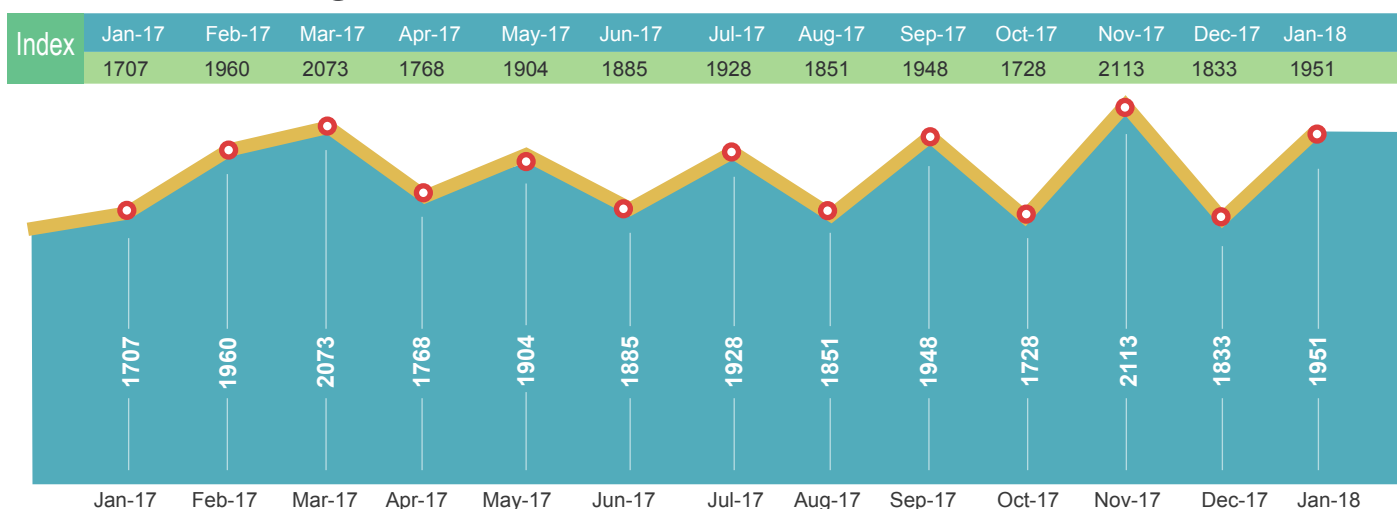


OVERALL JOB INDEX

New Delhi, 12th January, 2018: The Naukri JobSpeak Index for January'18 at 1,951 recorded a 14% growth in jobs as compared to January 2017. In an overall buoyant job market, January 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 January 2018. Some of the key industries to observe growth were - Insurance (73%) and Auto (44%).

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, "Looks like there is a slow and steady revival of the job market. The Job Speak index has shown a YOY growth of 14% in January after a 10% growth in December. Non-IT sectors viz. BFSI, Auto, Engineering and Industrial products continue to sustain the momentum gained over the past few months. Having said that the uncertainty in the market may continue for few more months or so."

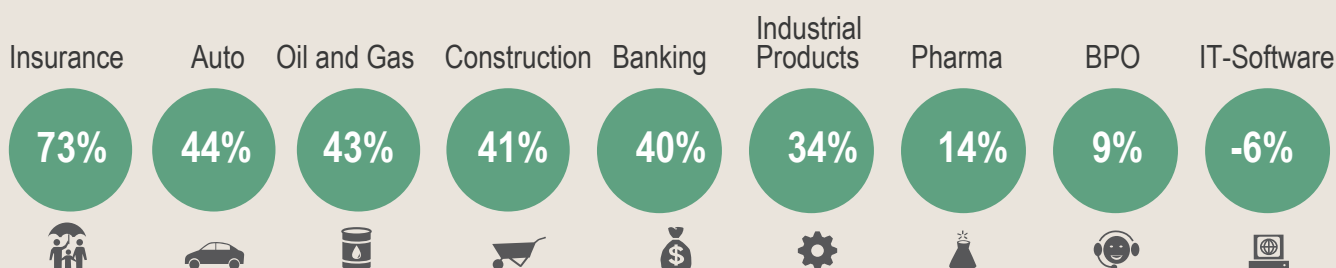
Overall Hiring Trends



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 Analysis:

- Jobs in Oil & Gas sector grew by 43% in January'18 over January'17.
- In the same time period, jobs in Construction & Engineering and Banking & Financial services sectors recorded a 41% and 40% growth in hiring respectively.
- Jobs in Industrial Products and Pharma & Biotech went up by 34% and 14% respectively in January'18 when compared to January'17.
- Jobs in BPO sector witnessed a growth of 9% in January 2018 when compared with January 2017 while jobs in IT-software sector saw a decline of 6%



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

Industry	Jul 08	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
IT- Software	↑1000	↑2393	↓2600	↑2819	↓2123	↑2357	↓2363	↑2543	↓2269	↓2409	↑2144	↑2646	↑2318	↓2254
BPO and ITeS	↑1000	↑1572	↑1894	↑1791	↓1703	↓1702	↓1842	↓1753	↑1869	↓1869	↑1599	↑1922	↑1628	↑1715
Construction and Engineering	↑1000	↓610	↑697	↑702	↓655	↑728	↑694	↑681	↑745	↑755	↑684	↑847	↑725	↑860
Auto and Auto Ancillary	↑1000	↑1007	↑1249	↑1193	↓1049	↑1256	↑1220	↑1218	↑1208	↑1199	↑1148	↑1473	↑1196	↑1455
Banking and Financial Services	↑1000	↓2068	↑2717	↓3036	↑2697	↑2741	↑2637	↑2755	↑2943	↑3100	↑2545	↑3115	↑2499	↑2894
Oil and Gas	↑1000	↓571	↓682	↑928	↓727	↓711	↑730	↑739	↓619	↓667	↑636	↑838	↑650	↑818
Telecom	↑1000	↓630	↓709	↑784	↓672	↓730	↓685	↓660	↓559	↓640	↓704	↓617	↓491	↓612
Insurance	↑1000	↑793	↑843	↑944	↓777	↑837	↓832	↑975	↓799	↓923	↑821	↑990	↑948	↑1370
Capital Goods	↑1000	↑827	↑949	↑979	↓791	↑995	↑885	↑917	↑894	↑947	↑781	↑1013	↑1022	↑1108
Pharma & Biotech	↑1000	↑1785	↓1955	↑2016	↓1788	↑1966	↓1911	↓1871	↓1679	↓1802	↓1656	↓1913	↑1813	↑2035

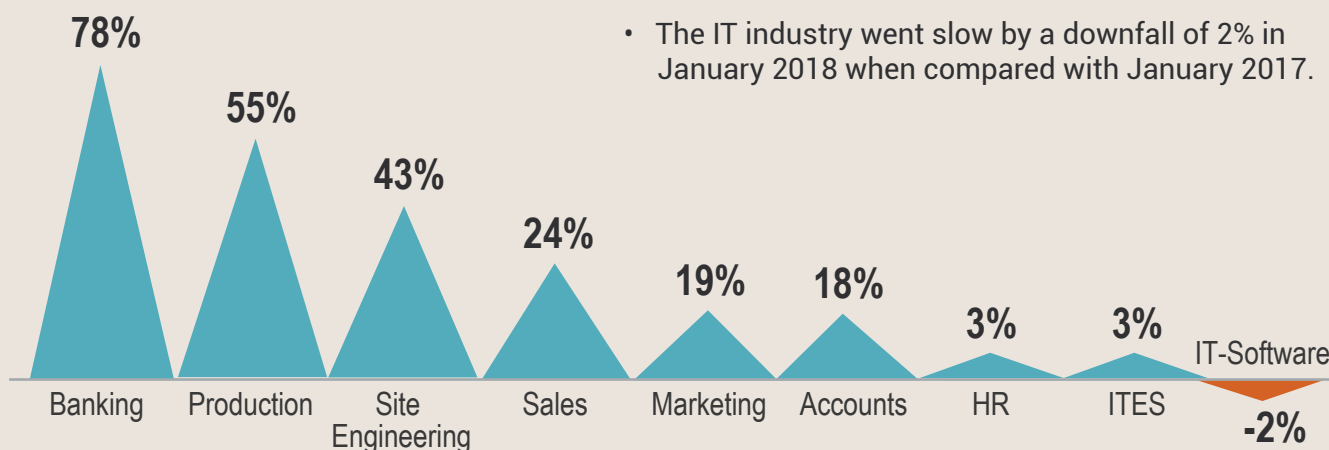
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- Banking/Insurance grew by 78% in January 2018 when compared with January 2017.
- Production/Maintenance and Site Engineering jobs saw a 55% and 43% growth respectively during January 2018 as compared to January 2017.
- Marketing & Advertising roles saw a 19% growth in January 2018 over last year.
- Sales/BD and BPO/KPO saw a 24% and 3% YOY growth respectively in January 2018.
- The IT industry went slow by a downfall of 2% in January 2018 when compared with January 2017.



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

Functional Area	Jul 08	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
IT-Software	↑1000	↓2238	↓2502	↑2842	↓2114	↑2349	↓2333	↑2506	↓2264	↓2380	↑2107	↑2562	↑2215	↓2185
Sales & Business Development	↑1000	↓1884	↑2147	↑2164	↓2060	↑2204	↓2126	↑2231	↑2097	↑2229	↑1839	↑2376	↑2130	↑2331
ITES and BPO	↑1000	↑2232	↑2680	↓2532	↓2335	↑2377	↓2489	↓2388	↑2587	↓2558	↑2174	↑2591	↑2232	↑2309
Production and Maintenance	↑1000	↓952	↑1188	↑1207	↓1101	↑1225	↓1175	↓1173	↓1139	↓1256	↑1143	↑1433	↑1303	↑1471
Accounts and Finance	↑1000	↓1233	↓1362	↑1541	↓1359	↑1436	↓1451	↑1494	↑1470	↑1605	↑1360	↑1698	↑1353	↑1451
HR & Administration	↑1000	↓1731	↓1824	↓1876	↓1622	↑1718	↓1593	↓1613	↑1618	↑1710	↑1554	↑1872	↑1707	↑1791
Project Management	↑1000	↓492	↓558	↓620	↓551	↑619	↑585	↑584	↑569	↑623	↑559	↑666	↑608	↑702
Marketing and Advertising	↑1000	↓1399	↑1542	↑1649	↓1411	↓1373	↓1478	↑1540	↑1450	↑1547	↑1385	↑1720	↑1459	↑1661
Banking and Insurance	↑1000	↑994	↑1332	↑1514	↑1224	↑1255	↑1282	↑1345	↑1221	↓1403	↑1229	↑1444	↑1267	↑1771
Engineering Design	↑1000	↓727	↑862	↓944	↓782	↑981	↑898	↑808	↑805	↑801	↑1172	↑1076	↑1015	↑923

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



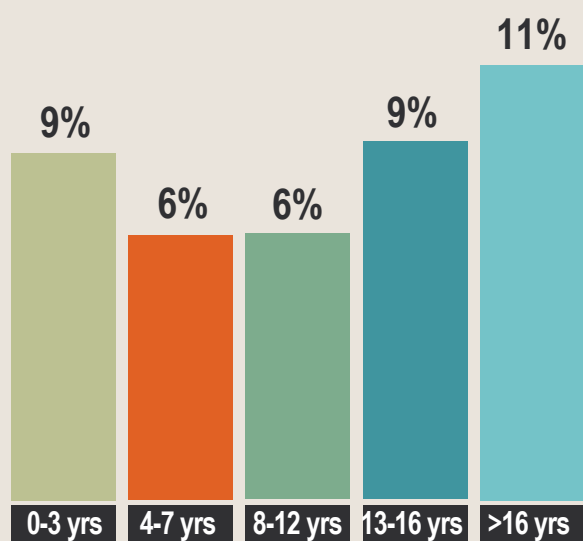
City*	Jul 08	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
Delhi-NCR	↑ 1000	↓ 1773	↑ 2123	↓ 2185	↓ 1880	↑ 2014	↓ 2103	↑ 1994	↑ 2037	↓ 2070	↑ 1742	↑ 2187	↑ 1893	↑ 2129
Mumbai	↑ 1000	↓ 1419	↓ 1621	↓ 1743	↓ 1571	↑ 1595	↓ 1637	↑ 1653	↑ 1516	↑ 1713	↑ 1513	↑ 1826	↓ 1524	↑ 1677
Bangalore	↑ 1000	↓ 2003	↓ 2240	↓ 2349	↓ 1942	↑ 2202	↓ 2125	↑ 2229	↓ 2068	↑ 2145	↑ 1976	↑ 2201	↑ 2107	↓ 1997
Chennai	↑ 1000	↑ 1480	↓ 1639	↓ 1741	↓ 1392	↑ 1534	↓ 1573	↓ 1603	↑ 1544	↑ 1601	↑ 1446	↑ 1647	↑ 1465	↓ 1474
Hyderabad	↑ 1000	↑ 1995	↑ 2347	↓ 2483	↓ 1998	↑ 2096	↓ 2099	↑ 2112	↑ 2088	↑ 2141	↑ 1989	↑ 2384	↑ 2021	↑ 2120
Pune	↑ 1000	↑ 2237	↑ 2332	↓ 2596	↓ 2110	↑ 2366	↓ 2256	↑ 2397	↓ 2042	↑ 2137	↑ 1875	↑ 2374	↑ 2069	↓ 2206
Kolkata	↑ 1000	↑ 1528	↑ 1774	↑ 2046	↑ 1811	↑ 1815	↑ 1858	↑ 2002	↑ 1879	↑ 1863	↑ 1825	↑ 2246	↑ 2044	↑ 2045

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 11% YOY growth.
- Jobs for entry level job seekers having 0-3 years of experience and jobs with requirement of 13-16 years of experience increased by 9% in January'18 as compared to January'17.
- Job roles with experience requirement of 4-7 years and 8-12 years witnessed 6% growth in hiring.



figures are percentage change in Jan-18 over average of 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 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*	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
IT-Software/Software Services	2393	2600	2819	2123	2357	2363	2543	2269	2409	2144	2646	2318	2254
BPO/ITES/CRM/Transcription	1572	1894	1791	1703	1702	1842	1753	1869	1869	1599	1922	1628	1715
Construction/Engineering/Cement/Metals	610	697	702	655	728	694	681	745	755	684	847	725	860
Auto/Auto Ancillary	1007	1249	1193	1049	1256	1220	1218	1208	1199	1148	1473	1196	1455
Banking/Financial Services/Broking	2068	2717	3036	2697	2741	2637	2755	2943	3100	2545	3115	2499	2894
Oil and Gas/Power/Infrastructure/Energy	571	682	928	727	711	730	739	619	667	636	838	650	818
Telcom/ISP	630	709	784	672	730	685	660	559	640	704	617	491	612
Insurance	793	843	944	777	837	832	975	799	923	821	990	948	1370
Industrial Products/Heavy Machinery	827	949	979	791	995	885	917	894	947	781	1013	1022	1108
Pharma/Biotech/Clinical Research	1785	1955	2016	1788	1966	1911	1871	1679	1802	1656	1913	1813	2035
Hotels/Restaurants/Airlines/Travel	1955	2130	2339	2341	2247	2044	2085	2177	2256	2243	2670	2173	2513
FMCG/Foods/Beverage	1452	1665	1710	1528	1576	1645	1576	1524	1622	1434	1713	1642	1796
Chemicals/PetroChemical/Plastic/Rubber	955	1306	1149	1184	1256	1133	1075	1062	1050	1014	1317	1149	1335
Education/Teaching/Training	2646	3197	3299	2995	2759	2992	2983	2951	3073	2600	3488	3049	3424
IT-Hardware & Networking	939	1362	1191	960	1072	1052	1070	998	1310	869	1172	886	846
Retailing	1221	1200	1224	1288	1363	1333	1426	1437	1385	1251	1558	1346	1490
Media/Dotcom/Entertainment	1002	1055	1166	1077	1150	1145	1128	1131	1107	936	1182	979	950
Medical/Healthcare/Hospital	3230	3850	4253	3860	4606	4594	4147	4433	4499	4116	4806	4371	4774
Real Estate/Property	1504	1768	1820	1781	2033	2024	2024	2046	2094	1903	2102	1969	2305
Recruitment/Employment Firm	3106	3495	3863	3871	4291	3631	3645	3415	3248	2308	3730	3425	3132
Consumer Durables	868	1081	1441	1092	1273	1102	1015	1057	1132	977	1205	1216	1140
Accounting/Taxation/Finance	2029	2484	3446	2551	2720	2525	2696	2489	2715	2271	2705	2732	2370
Advertising/PR/MR/Events	1946	2208	2567	2273	2108	2248	2512	2213	2537	2240	2562	2361	2397
Textiles/Garments/Accessories	2266	2247	2215	2291	2339	2318	1999	2018	1950	1638	2307	1938	2116
Semiconductors/Electronics	1079	1543	1573	1168	1388	1457	1318	1541	1546	3332	2294	2032	1239
Courier/Transportation/Freight	1677	1831	1596	1634	1562	1639	1599	1770	1740	1592	1991	1741	1785
Architecture/Interior Designing	1245	1688	1525	1404	1530	1358	1466	1477	1304	1231	1710	1339	1818
Export/Import	1148	1186	1080	1199	1186	1116	968	1025	1210	836	1332	1097	1229
Printing/Packaging	1268	1439	1348	1402	1325	1426	1357	1520	1346	1229	1578	1188	1575
Shipping/Marine	579	657	709	694	794	610	801	716	767	605	928	679	809
Agriculture/Dairy	1315	1389	1413	1345	1730	1311	1348	1203	1547	1460	1629	1465	1432
Office Equipment/Automation	772	816	831	741	787	721	846	846	808	742	935	712	1034
Fresher/Trainee	1098	1388	1506	1618	1529	1442	1803	1373	1334	1514	1879	1506	1388
NGO/Social Services	2385	2420	2882	2119	1817	1819	2938	2513	2999	2080	2897	2002	2434
Gems & Jewellery	2449	2405	2411	2946	2474	2635	2587	3202	3477	2587	4048	3077	3277
Paper	565	501	628	596	640	869	640	490	610	553	662	377	590
Legal	2182	2152	2656	2607	2315	2714	2894	2330	2576	2434	3910	3235	2790
Tyres	490	855	1009	552	1128	813	697	1039	721	594	767	920	994
Fertilizers/Pesticides	1662	1873	1914	1733	1529	1978	1588	2107	1809	2345	1886	1469	1781
Security/Law Enforcement	1941	2791	2213	2661	2630	1968	2521	2285	2418	2449	2681	2195	2848
Defence/Government	1469	1420	1073	891	1399	1446	1189	1096	1663	1073	1614	1213	1656

*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-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
IT-Software	2238	2502	2842	2114	2349	2333	2506	2264	2380	2107	2562	2215	2185
Sales / BD	1884	2147	2164	2060	2204	2126	2231	2097	2229	1839	2376	2130	2331
ITES / BPO / KPO / Customer Service / C	2232	2680	2532	2335	2377	2489	2388	2587	2558	2174	2591	2232	2309
Production / Maintenance / Quality	952	1188	1207	1101	1225	1175	1173	1139	1256	1143	1433	1303	1471
Accounts / Finance / Tax / CS / Audit	1233	1362	1541	1359	1436	1451	1494	1470	1605	1360	1698	1353	1451
HR / Administration / IR	1731	1824	1876	1622	1718	1593	1613	1618	1710	1554	1872	1707	1791
Site Engineering / Project Management	492	558	620	551	619	585	584	569	623	559	666	608	702
Marketing / Advertising / MR / PR	1399	1542	1649	1411	1373	1478	1540	1450	1547	1385	1720	1459	1661
Banking / Insurance	994	1332	1514	1224	1255	1282	1345	1221	1403	1229	1444	1267	1771
Engineering Design / R&D	727	862	944	782	981	898	808	805	801	1172	1076	1015	923
Purchase / Logistics / Supply Chain	834	944	1014	922	1029	975	1032	986	979	898	1120	1000	1044
Secretary / Front Office / Data Entry	819	962	968	931	925	926	889	893	901	826	1078	927	1059
IT- Hardware / Telecom / Technical Staff /	1228	1372	1322	1202	1286	1275	1234	1172	1197	1074	1219	1156	1101
Teaching / Education	2885	3566	3775	3193	2868	3301	3090	3069	3121	2585	3546	3135	3608
Pharma / Biotech / Healthcare / Medical /	3282	4018	4069	4080	5090	4814	4394	4591	4538	4334	5059	4683	5117
Hotels / Restaurants	2559	2965	3085	2774	2924	2624	2373	2551	2743	2406	2978	2538	2699
Top Management	612	731	760	582	830	733	723	983	948	799	777	752	690
Architecture / Interior Design	1049	1324	1157	1025	1176	1062	1063	1027	925	823	1186	931	1131
Export / Import / Merchandising	1242	1319	1282	1221	1403	1225	1122	1239	1146	1034	1365	1058	1230
Corporate Planning / Consulting	1406	2212	1850	1424	1729	1752	1560	1563	1952	1784	1706	1569	1382
Legal	1582	1769	2012	1628	1720	1735	1811	1664	1810	1579	2115	1632	1698
Web / Graphic Design / Visualiser	2898	3483	3698	3238	3212	3260	3331	3174	3393	2970	3698	2948	3252
Content / Journalism	2577	2814	2900	2365	2561	2538	2865	2892	3121	2348	2976	2317	2631
Ticketing / Travel / Airlines	2696	2787	3033	3934	3323	3042	3275	3955	4141	4060	4560	3828	4760
Fashion / Garments / Merchandising	1784	2085	1918	2042	2145	1783	1545	1737	1452	1370	2048	1580	1522
Guards / Security Services	1214	1209	1347	980	969	949	1265	1235	1265	908	1392	1061	1408
TV / Films / Production	1339	1536	1632	1198	1355	1265	1192	1649	1316	1094	1502	1518	1730
Packaging	1034	1045	1233	1163	1360	1143	1179	1179	938	943	1518	907	1106

*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-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
Delhi / NCR	1773	2123	2185	1880	2014	2103	1994	2037	2070	1742	2187	1893	2129
Mumbai	1419	1621	1743	1571	1595	1637	1653	1516	1713	1513	1826	1524	1677
Bengaluru / Bangalore	2003	2240	2349	1942	2202	2125	2229	2068	2145	1976	2201	2107	1997
Chennai	1480	1639	1741	1392	1534	1573	1603	1544	1601	1446	1647	1465	1474
Hyderabad / Secunderabad	1995	2347	2483	1998	2096	2099	2112	2088	2141	1989	2384	2021	2120
Pune	2237	2332	2596	2110	2366	2256	2397	2042	2137	1875	2374	2069	2206
Kolkata	1528	1774	2046	1811	1815	1858	2002	1879	1863	1825	2246	2044	2045
Ahmedabad	2265	2642	2754	2631	2422	2421	2444	2501	2878	2301	2886	2686	2986
Chandigarh	1326	1592	1729	1781	1672	1483	1489	1536	1657	1274	1727	1454	1571
Ernakulam / Kochi / Cochin	2349	2414	3079	2493	2619	2515	3013	2405	2394	2582	3263	2972	3153
Vadodara / Baroda	1620	1735	1914	1798	2036	1827	2050	1883	2450	1956	2508	2767	3012
Coimbatore	1679	1846	2270	1694	2076	1857	2033	1955	2066	1873	2391	2461	2148
Jaipur	2666	3242	3038	2797	3086	3434	3016	3094	3237	2737	3453	2930	3284

*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