



# A REPORT ON HIRING ACTIVITY IN INDIA

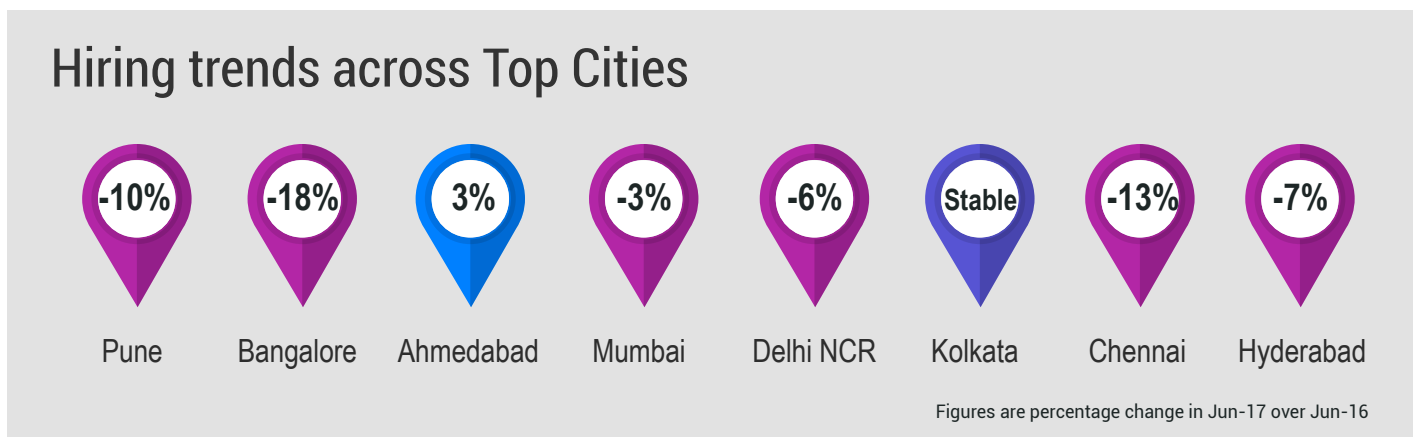
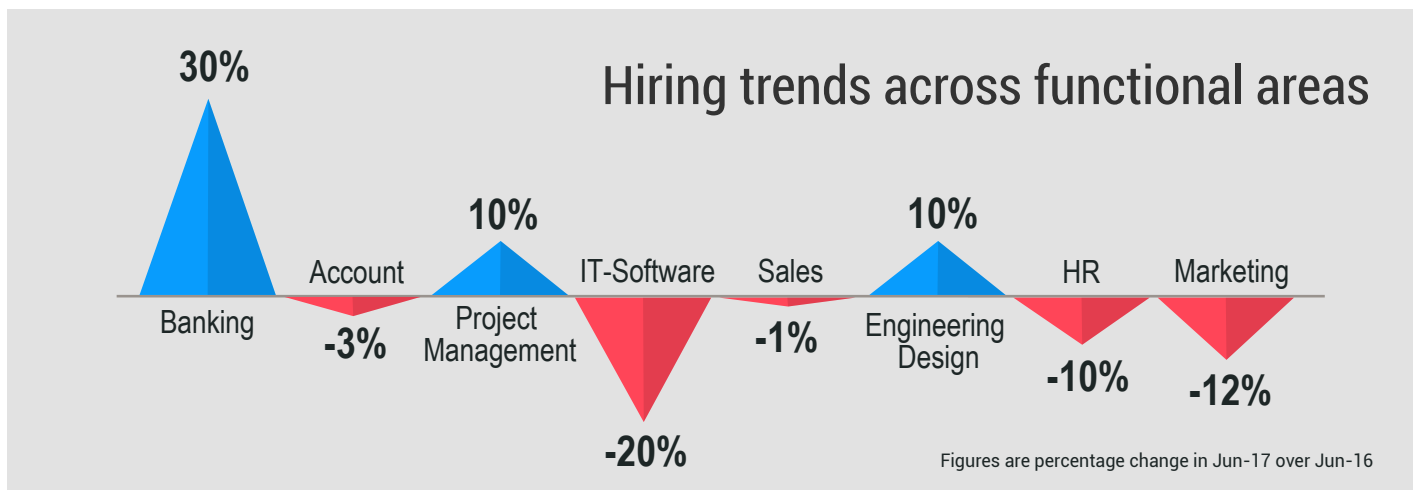
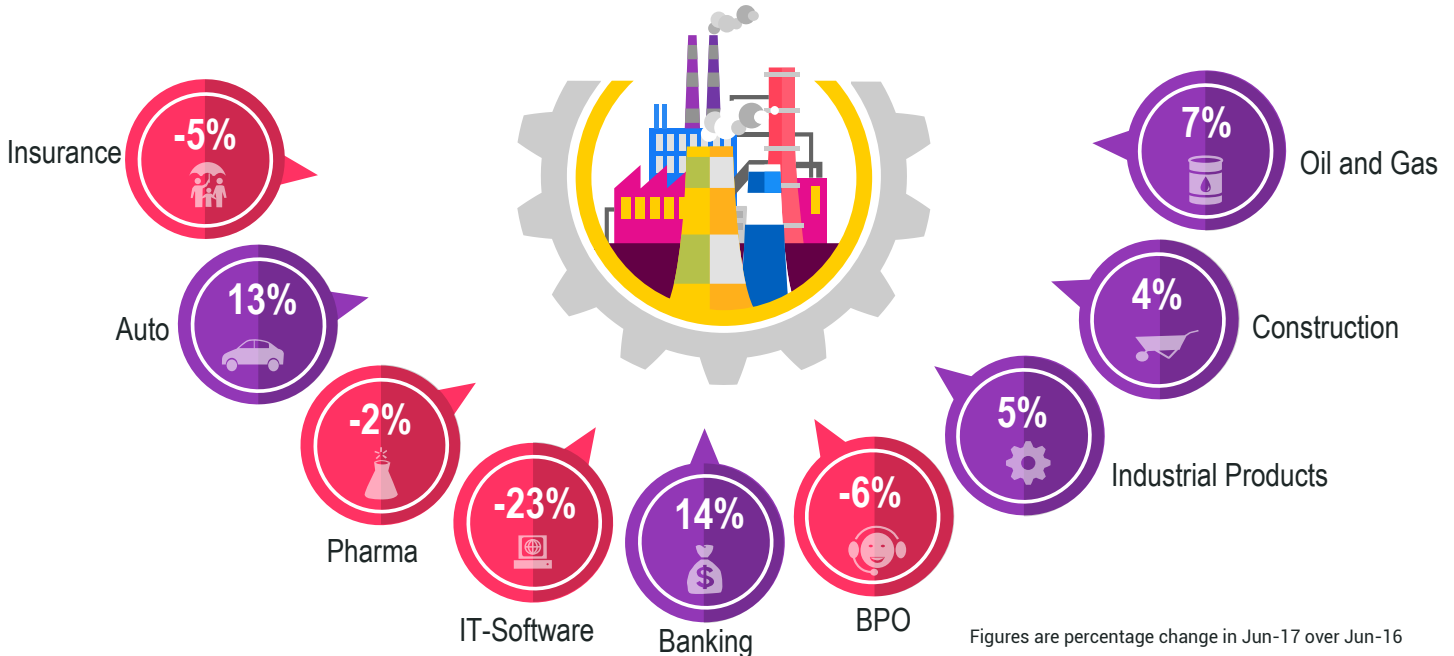
by: Location, Industry and Experience

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# Naukri Job Speak Index: The Overall Job market saw a dip of 7% when compared to Jun 2016

## Hiring trends across top industry sectors

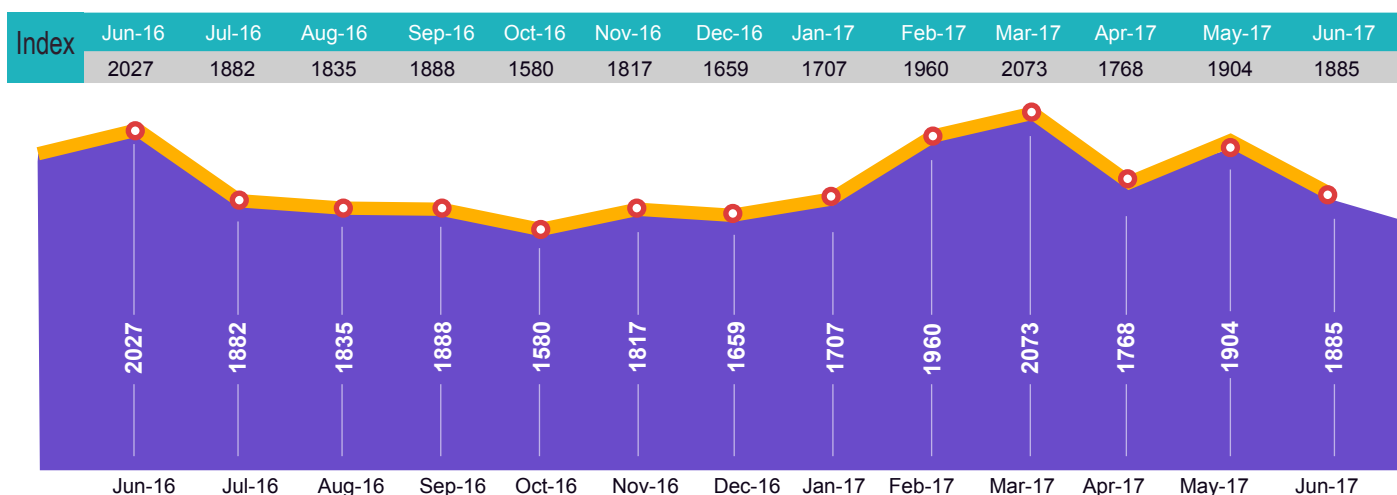


# OVERALL JOB INDEX

**New Delhi, 25 July, 2017:** Though the Naukri Job-Speak index for Jun'17 at 1,885 saw a 7% dip from Jun'16, jobs in certain sectors are showing signs of recovery. Key industries like Banking/Financial Services, Construction / Engineering and Automobiles saw a growth of 14%, 4% and 13% growth in Jun'17 when compared with Jun'16 respectively.

**Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com** said, "As predicted earlier, the job market continues to be volatile and the Jobspeak Index for June is showing a negative growth of 7%(YOY). Looks like the IT/ITES sectors have got impacted the most in June and the hiring activity is down across cities and sectors. This trend is likely to continue for few more months and there could be signs of revival in the second half."

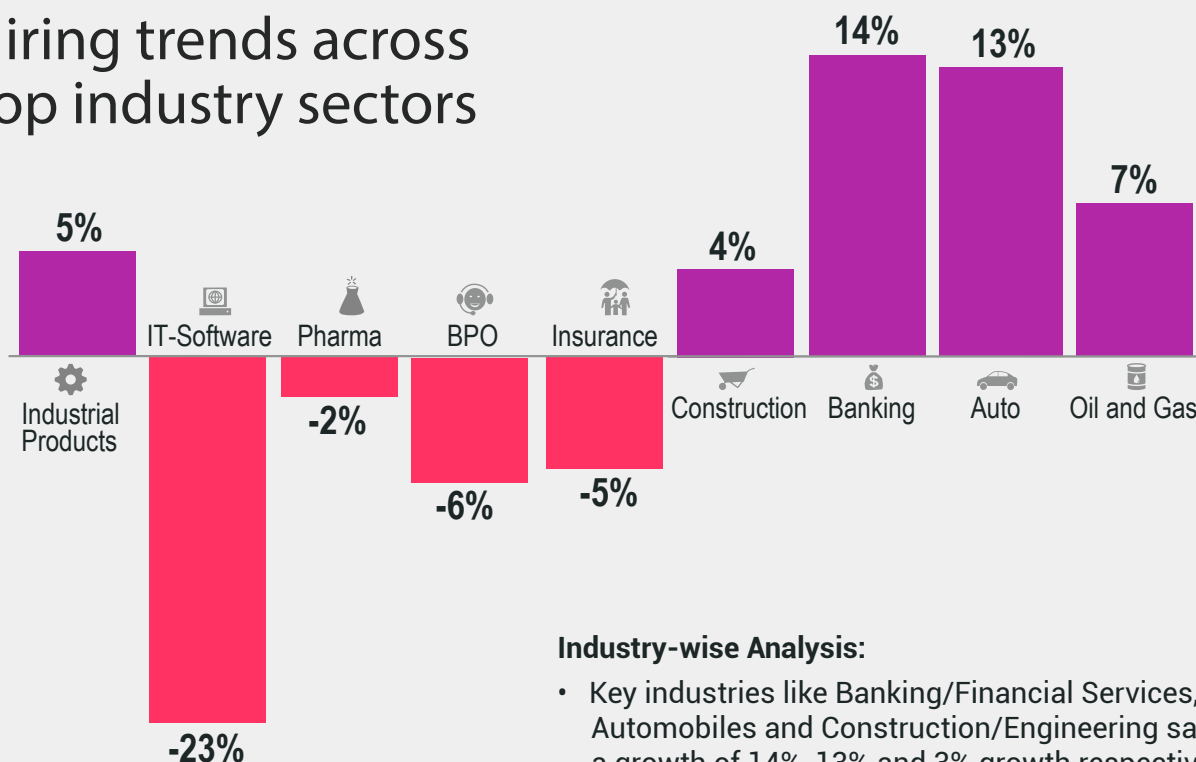
## Overall Hiring Trends



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 Jun-17 over Jun-16

### Industry-wise Analysis:

- Key industries like Banking/Financial Services, Automobiles and Construction/Engineering saw a growth of 14%, 13% and 3% growth respectively while IT/Software saw a mere 1% dip in Jun'17 when compared with Jun 2016.
- Oil & Gas, Industrial Products/Heavy Machinery and Construction/Engineering jobs also grew by 14%, 5% and 4% respectively in the same time period.
- IT Software witnessed a 23% dip in jobs in Jun 2017 over Jun 2016. BPO/KPO jobs also decreased 6% in the same time period.

Industry	Jul 08	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17
IT- Software	↑1000	↑3063	↓2322	↑2408	↑2571	↓2092	↑2484	↓2265	↑2393	↓2600	↑2819	↓2123	↑2357	↓2363
BPO and ITeS	↑1000	↑1952	↑2110	↑1743	↑1987	↓1501	↑1682	↓1505	↑1572	↑1894	↑1791	↓1703	↓1702	↓1842
Construction and Engineering	↑1000	↓669	↓675	↓686	↓656	↓562	↓582	↓552	↓610	↑697	↑702	↓655	↑728	↑694
Auto and Auto Ancillary	↑1000	↑1083	↑1155	↑1084	↑1116	↓935	↑1060	↓913	↑1007	↑1249	↑1193	↓1049	↑1256	↑1220
Banking and Financial Services	↑1000	↑2310	↑2585	↑2813	↓2570	↓2202	↑2509	↓2406	↓2068	↑2717	↓3036	↑2697	↑2741	↑2637
Oil and Gas	↑1000	↓685	↓687	↓711	↓693	↓574	↑765	↓627	↓571	↓682	↑928	↓727	↓711	↑730
Telecom	↑1000	↑1211	↓696	↓774	↑778	↓711	↑750	↓656	↓630	↓709	↑784	↓672	↓730	↓685
Insurance	↑1000	↓875	↑837	↑961	↑1010	↓713	↑818	↓747	↑793	↑843	↑944	↓777	↑837	↓832
Capital Goods	↑1000	↑840	↓797	↑872	↓796	↓700	↑779	↓703	↑827	↑949	↑979	↓791	↑995	↑885
Pharma & Biotech	↑1000	↑1959	↑1999	↑1916	↑2078	↓1668	↑2010	↓1788	↑1785	↓1955	↑2016	↓1788	↑1966	↓1911

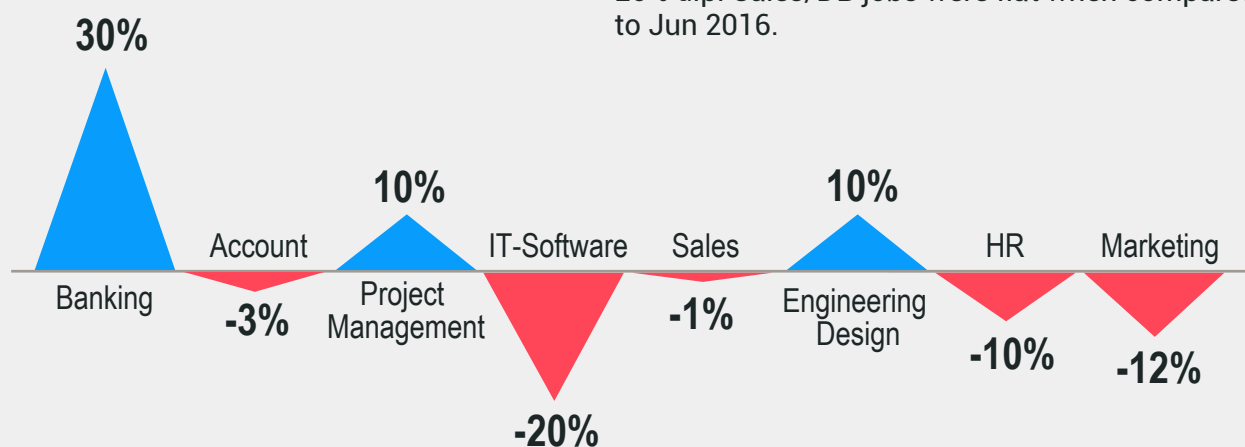
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

# FUNCTIONAL AREA ANALYSIS

## Hiring trends across functional areas

### Functional Area Analysis:

- Banking/Insurance jobs increased by 30% in Jun 2017 when compared to Jun 2016.
- Site Engineering/Project Management and Engineering Design/R&D jobs also grew by 10% each in the same time period. Production/Maintenance jobs were flat.
- Marketing/Advertising jobs decreased by 12% in Jun 2017 on a YOY basis, IT Software jobs saw a 20% dip. Sales/DB jobs were flat when compared to Jun 2016.



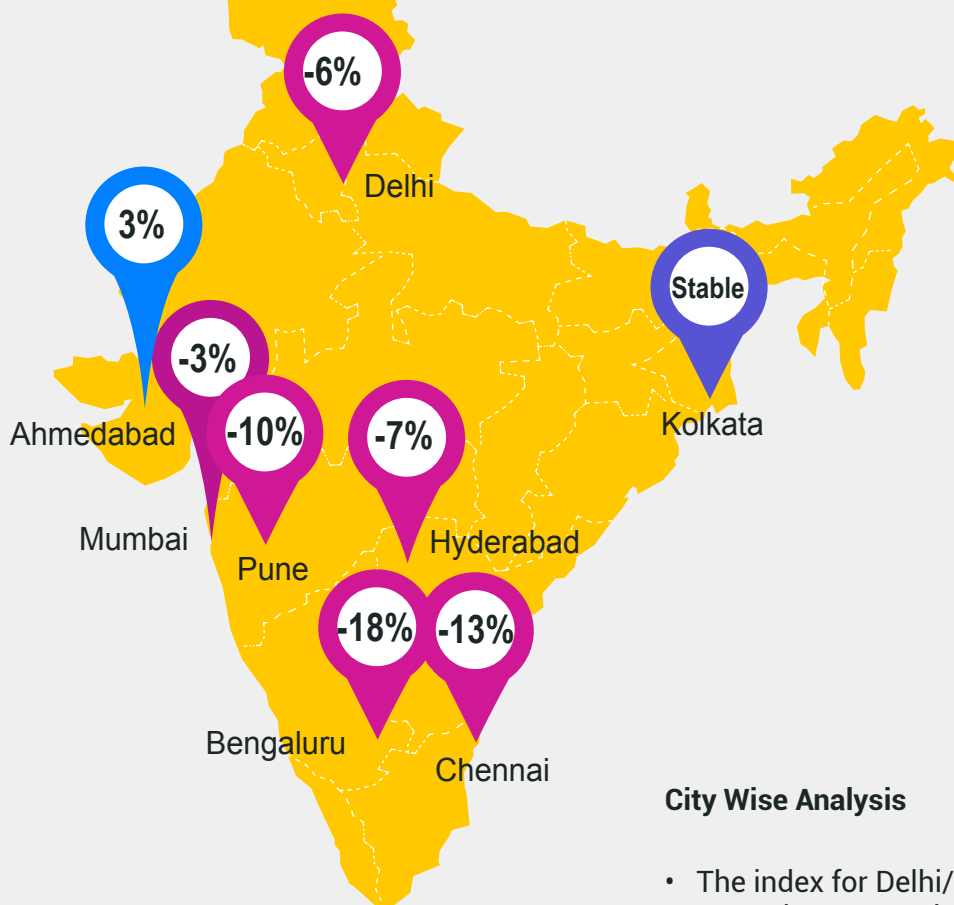
Figures are percentage change in Jun-17 over Jun-16

Functional Area	Jul 08	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17
IT-Software	↑1000	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446	↓2191	↓2238	↓2502	↑2842	↓2114	↑2349	↓2333
Sales & Business Development	↑1000	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932	↓1779	↓1884	↑2147	↑2164	↓2060	↑2204	↓2126
ITES and BPO	↑1000	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393	↓2214	↑2232	↑2680	↓2532	↓2335	↑2377	↓2489
Production and Maintenance	↑1000	↑1179	↑1199	↑1160	↑1178	↓976	↑1044	↓915	↓952	↑1188	↑1207	↓1101	↑1225	↓1175
Accounts and Finance	↑1000	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340	↓1251	↓1233	↓1362	↑1541	↓1359	↑1436	↓1451
HR & Administration	↑1000	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777	↓1665	↓1731	↓1824	↓1876	↓1622	↑1718	↓1593
Project Management	↑1000	↓532	↓520	↓559	↑572	↓470	↑514	↓475	↓492	↓558	↓620	↓551	↑619	↑585
Marketing and Advertising	↑1000	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361	↓1353	↓1399	↑1542	↑1649	↓1411	↓1373	↓1478
Banking and Insurance	↑1000	↑985	↓1053	↑1149	↓1061	↓961	↑1151	↓973	↑994	↑1332	↑1514	↑1224	↑1255	↑1282
Engineering Design	↑1000	↓814	↓796	↓735	↑779	↓651	↑782	↓746	↓727	↑862	↓944	↓782	↑981	↑898

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



### City Wise Analysis

- The index for Delhi/NCR, Mumbai, Chennai and Bangalore saw a decline of 6%, 3%, and 18% respectively, as compared to Jun 2016.

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

City*	Jul 08	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr 17	May17	Jun17
Delhi-NCR	↑ 1000	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880	↓ 1772	↓ 1773	↑ 2123	↓ 2185	↓ 1880	↑ 2014	↓ 2103
Mumbai	↑ 1000	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585	↓ 1534	↓ 1419	↓ 1621	↓ 1743	↓ 1571	↑ 1595	↓ 1637
Bangalore	↑ 1000	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279	↓ 2020	↓ 2003	↓ 2240	↓ 2349	↓ 1942	↑ 2202	↓ 2125
Chennai	↑ 1000	↑ 1799	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541	↓ 1277	↑ 1480	↓ 1639	↓ 1741	↓ 1392	↑ 1534	↓ 1573
Hyderabad	↑ 1000	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178	↓ 1939	↑ 1995	↑ 2347	↓ 2483	↓ 1998	↑ 2096	↓ 2099
Pune	↑ 1000	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289	↓ 2063	↑ 2237	↑ 2332	↓ 2596	↓ 2110	↑ 2366	↓ 2256
Kolkata	↑ 1000	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483	↓ 1456	↑ 1528	↑ 1774	↑ 2046	↑ 1811	↑ 1815	↑ 1858

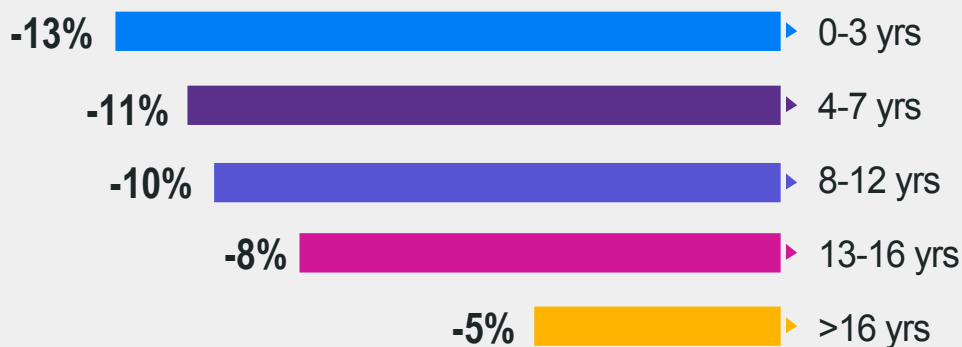
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

# WORK- EX BASED SCENARIO

## Experience Buckets

Hiring across all experience levels saw a fall in May'17

- Top management roles requiring 16+ years of experience saw a 5% dip in Jun 2017 over Jun 2016.
- Jobs for entry level jobseekers having 0-3 years' experience decreased by 13% while junior level roles for jobseekers with 4 – 7 years of experience also witnessed an 11% decrease.



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



# 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 74% 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 3,50,000 jobs live at any point and over 50 million CVs, Naukri.com serviced over 65,000 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 60,000 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*	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17
IT-Software/Software Services	3063	2322	2408	2571	2092	2484	2265	2393	2600	2819	2123	2357	2363
BPO/ITES/CRM/Transcription	1952	2110	1743	1987	1501	1682	1505	1572	1894	1791	1703	1702	1842
Construction/Engineering/Cement/M	669	675	686	656	562	582	552	610	697	702	655	728	694
Auto/Auto Ancillary	1083	1155	1084	1116	935	1060	913	1007	1249	1193	1049	1256	1220
Banking/Financial Services/Broking	2310	2585	2813	2570	2202	2509	2406	2068	2717	3036	2697	2741	2637
Oil and Gas/Power/Infrastructure/En	685	687	711	693	574	765	627	571	682	928	727	711	730
Telcom/ISP	1211	696	774	778	711	750	656	630	709	784	672	730	685
Insurance	875	837	961	1010	713	818	747	793	843	944	777	837	832
Industrial Products/Heavy Machinery	840	797	872	796	700	779	703	827	949	979	791	995	885
Pharma/Biotech/Clinical Research	1959	1999	1916	2078	1668	2010	1788	1785	1955	2016	1788	1966	1911
Hotels/Restaurants/Airlines/Travel	2005	2083	1856	1905	1546	1850	1985	1955	2130	2339	2341	2247	2044
FMCG/Foods/Beverage	1538	1474	1570	1561	1305	1520	1339	1452	1665	1710	1528	1576	1645
Chemicals/PetroChemical/Plastic/R	949	983	911	986	812	889	922	955	1306	1149	1184	1256	1133
Education/Teaching/Training	2528	2741	2603	2515	2425	2597	2347	2646	3197	3299	2995	2759	2992
IT-Hardware & Networking	1136	1069	1097	988	865	1052	1076	939	1362	1191	960	1072	1052
Retailing	1245	1219	1211	1286	1011	1092	1051	1221	1200	1224	1288	1363	1333
Media/Dotcom/Entertainment	1173	1021	1052	1073	848	1044	1014	1002	1055	1166	1077	1150	1145
Medical/Healthcare/Hospital	4187	3498	4421	3897	3209	3328	3007	3230	3850	4253	3860	4606	4594
Real Estate/Property	1863	1778	1718	2020	1582	1988	1337	1504	1768	1820	1781	2033	2024
Recruitment/Employment Firm	3676	3360	2953	2765	3235	3964	3783	3106	3495	3863	3871	4291	3631
Consumer Durables	1147	1128	1118	1158	925	931	916	868	1081	1441	1092	1273	1102
Accounting/Taxation/Finance	2731	2781	2743	2508	2316	2980	2287	2029	2484	3446	2551	2720	2525
Advertising/PR/MR/Events	10507	3968	1891	2250	1930	1904	1645	1946	2208	2567	2273	2108	2248
Textiles/Garments/Accessories	1965	1923	2141	2130	2008	2244	2046	2266	2247	2215	2291	2339	2318
Semiconductors/Electronics	1158	1255	1104	1255	1106	1484	882	1079	1543	1573	1168	1388	1457
Courier/Transportation/Freight	1853	1463	1643	1518	1189	1604	1181	1677	1831	1596	1634	1562	1639
Architecture/Interior Designing	1395	1295	1176	1535	1126	1232	1179	1245	1688	1525	1404	1530	1358
Export/Import	1190	1077	1123	1063	968	876	891	1148	1186	1080	1199	1186	1116
Printing/Packaging	1171	1277	1200	1131	1242	1025	1204	1268	1439	1348	1402	1325	1426
Shipping/Marine	675	686	568	659	601	648	608	579	657	709	694	794	610
Agriculture/Dairy	1364	1353	1119	1378	1138	1335	1259	1315	1389	1413	1345	1730	1311
Office Equipment/Automation	808	777	935	746	574	639	623	772	816	831	741	787	721
Fresher/Trainee	6364	4556	1239	1373	1069	1733	1091	1098	1388	1506	1618	1529	1442
NGO/Social Services	1914	2222	1796	2046	2044	1980	2356	2385	2420	2882	2119	1817	1819
Gems & Jewellery	2270	1997	2549	2686	2072	2037	1896	2449	2405	2411	2946	2474	2635
Paper	402	502	352	623	477	402	603	565	501	628	596	640	869
Legal	2653	2211	2048	2714	1811	2285	2345	2182	2152	2656	2607	2315	2714
Tyres	782	697	668	874	608	613	549	490	855	1009	552	1128	813
Fertilizers/Pesticides	1840	1900	1751	1656	1573	1549	1558	1662	1873	1914	1733	1529	1978
Security/Law Enforcement	2119	2195	2340	1536	1886	1761	2031	1941	2791	2213	2661	2630	1968
Defence/Government	723	1213	3335	1831	2029	506	1003	1469	1420	1073	891	1399	1446

\*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*	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17
IT-Software	2900	2316	2367	2475	2079	2446	2191	2238	2502	2842	2114	2349	2333
Sales / BD	2151	2073	2079	2100	1649	1932	1779	1884	2147	2164	2060	2204	2126
ITES / BPO / KPO / Customer Service	3608	4286	2507	2772	2088	2393	2214	2232	2680	2532	2335	2377	2489
Production / Maintenance / Quality	1179	1199	1160	1178	976	1044	915	952	1188	1207	1101	1225	1175
Accounts / Finance / Tax / CS / Audit	1498	1349	1370	1400	1194	1340	1251	1233	1362	1541	1359	1436	1451
HR / Administration / IR	1774	1639	1615	1669	1545	1777	1665	1731	1824	1876	1622	1718	1593
Site Engineering / Project Management	532	520	559	572	470	514	475	492	558	620	551	619	585
Marketing / Advertising / MR / PR	1674	1495	1404	1483	1319	1361	1353	1399	1542	1649	1411	1373	1478
Banking / Insurance	985	1053	1149	1061	961	1151	973	994	1332	1514	1224	1255	1282
Engineering Design / R&D	814	796	735	779	651	782	746	727	862	944	782	981	898
Purchase / Logistics / Supply Chain	1069	969	1003	986	809	1044	797	834	944	1014	922	1029	975
Secretary / Front Office / Data Entry	1797	2882	819	869	742	888	795	819	962	968	931	925	926
IT- Hardware / Telecom / Technical Support	1625	1380	1400	1417	1195	1371	1155	1228	1372	1322	1202	1286	1275
Teaching / Education	2659	2646	2780	2465	2344	2591	2411	2885	3566	3775	3193	2868	3301
Pharma / Biotech / Healthcare / Medical Devices	3989	3503	4381	3794	3260	3480	3144	3282	4018	4069	4080	5090	4814
Hotels / Restaurants	2373	2586	2252	2360	2071	2581	2745	2559	2965	3085	2774	2924	2624
Top Management	765	721	772	837	715	687	672	612	731	760	582	830	733
Architecture / Interior Design	1010	1198	1325	1278	828	1044	816	1049	1324	1157	1025	1176	1062
Export / Import / Merchandising	1209	1055	1300	1096	919	1112	1179	1242	1319	1282	1221	1403	1225
Corporate Planning / Consulting	1434	1496	1336	1409	1524	1643	1409	1406	2212	1850	1424	1729	1752
Legal	1817	1604	1595	1677	1651	1538	1739	1582	1769	2012	1628	1720	1735
Web / Graphic Design / Visualiser	3306	3164	3064	3205	2976	2929	2976	2898	3483	3698	3238	3212	3260
Content / Journalism	2727	2721	2670	2587	2192	2454	2546	2577	2814	2900	2365	2561	2538
Ticketing / Travel / Airlines	2682	3449	2775	2677	2291	2443	2428	2696	2787	3033	3934	3323	3042
Fashion / Garments / Merchandising	1560	1755	1714	1681	1440	1542	1586	1784	2085	1918	2042	2145	1783
Guards / Security Services	1866	1500	1153	1107	1122	1054	1245	1214	1209	1347	980	969	949
TV / Films / Production	1265	1094	1143	1468	1110	1332	1371	1339	1536	1632	1198	1355	1265
Packaging	1368	961	907	1125	1487	938	979	1034	1045	1233	1163	1360	1143

\*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*	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17
Delhi / NCR	2244	1789	1960	2285	1606	1880	1772	1773	2123	2185	1880	2014	2103
Mumbai	1686	1413	1499	1494	973	1585	1534	1419	1621	1743	1571	1595	1637
Bengaluru / Bangalore	2592	1987	2133	2134	1899	2279	2020	2003	2240	2349	1942	2202	2125
Chennai	1799	1788	1476	1473	877	1541	1277	1480	1639	1741	1392	1534	1573
Hyderabad / Secunderabad	2265	1771	1940	2017	1867	2178	1939	1995	2347	2483	1998	2096	2099
Pune	2507	1957	2095	2054	1299	2289	2063	2237	2332	2596	2110	2366	2256
Kolkata	1852	1550	1579	1616	914	1483	1456	1528	1774	2046	1811	1815	1858
Ahmedabad	2362	1876	2206	2342	1509	2144	2111	2265	2642	2754	2631	2422	2421
Chandigarh	1765	1699	1558	1440	812	1415	1281	1326	1592	1729	1781	1672	1483
Ernakulam / Kochi / Cochin	2781	2573	2764	2220	2339	2519	2310	2349	2414	3079	2493	2619	2515
Vadodara / Baroda	1927	1671	1852	1841	1661	1818	1604	1620	1735	1914	1798	2036	1827
Coimbatore	2506	2452	1804	1428	968	1704	1396	1679	1846	2270	1694	2076	1857
Jaipur	3132	3446	3638	2737	1909	2748	2690	2666	3242	3038	2797	3086	3434

\*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