

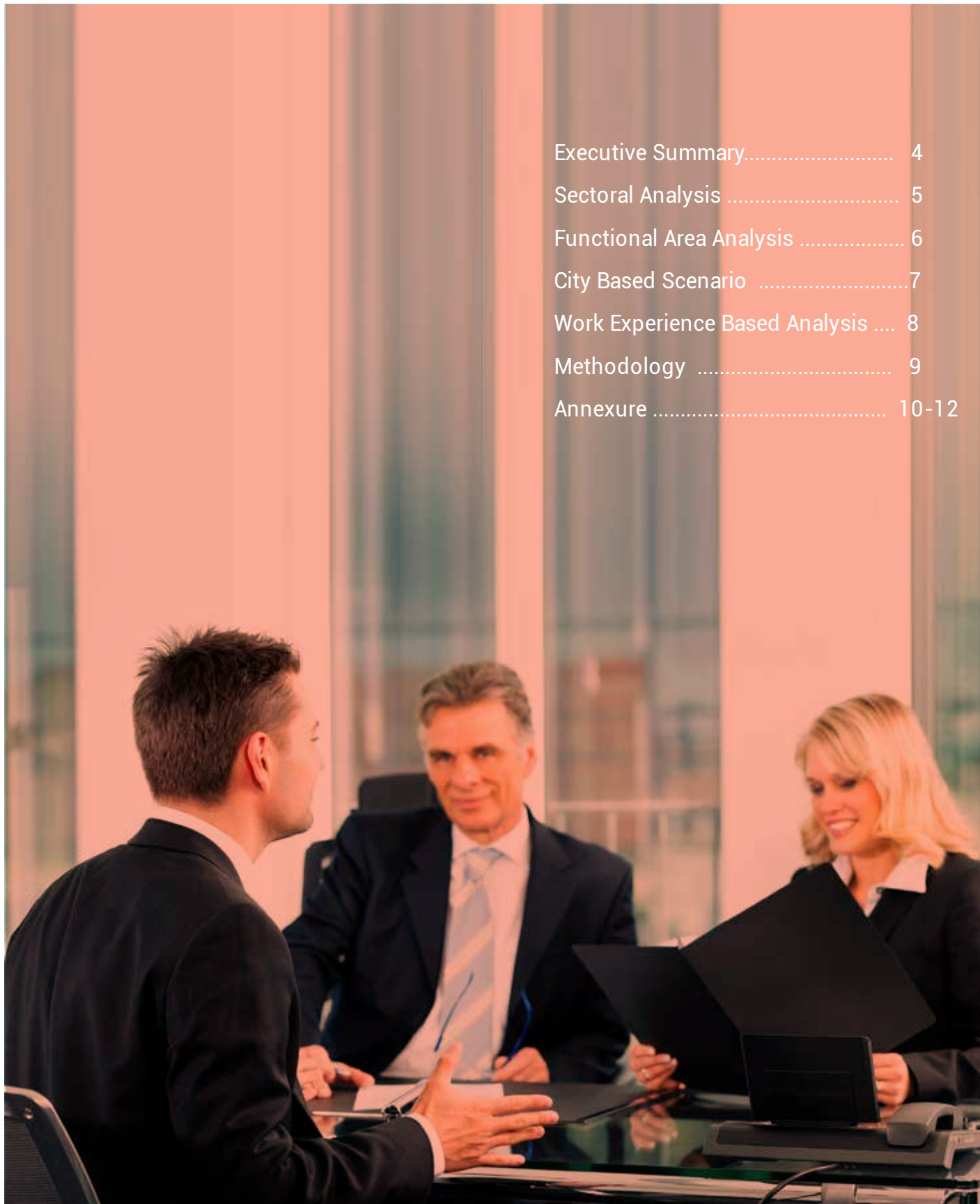


A REPORT ON HIRING ACTIVITY IN INDIA

by: Location, Industry and Experience

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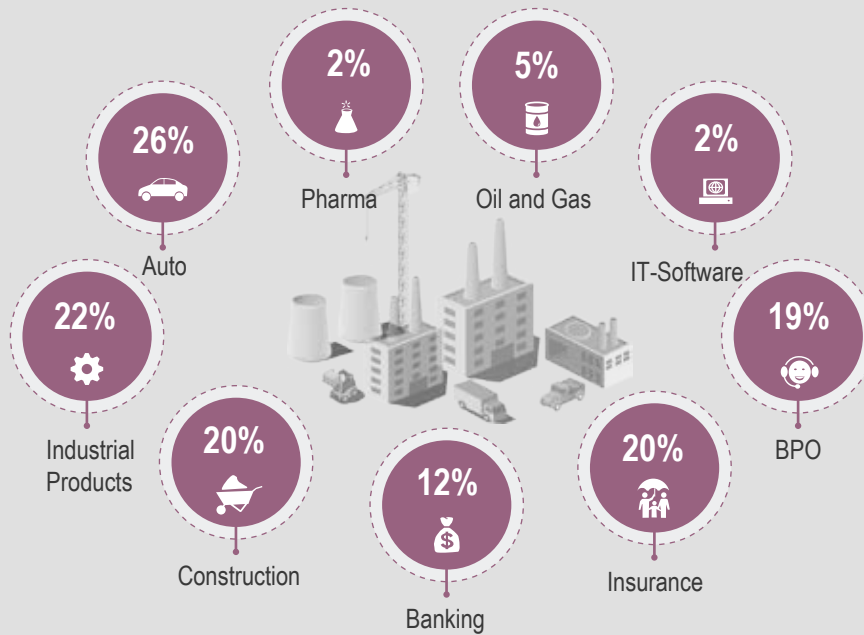
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Naukri JobSpeak Report:

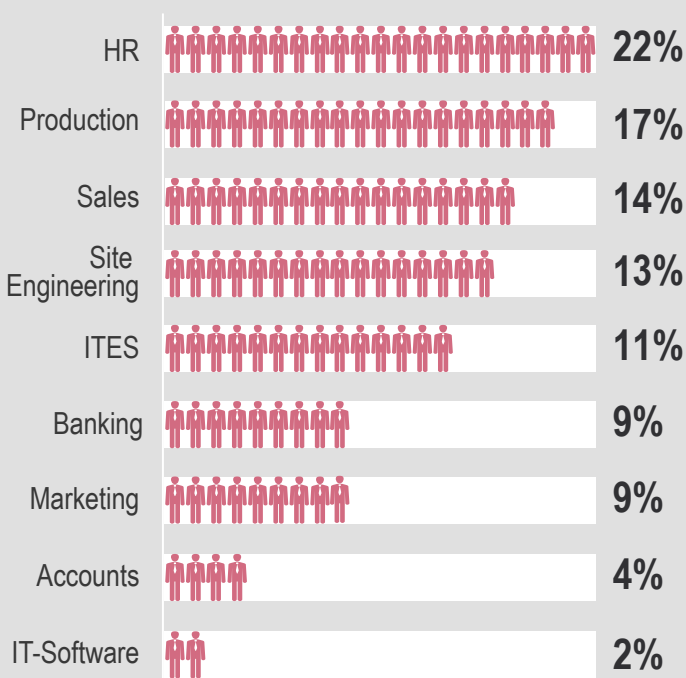
Hiring Activity sees 9% rise in June 2018 as compared to June 2017

Hiring trends across top industry



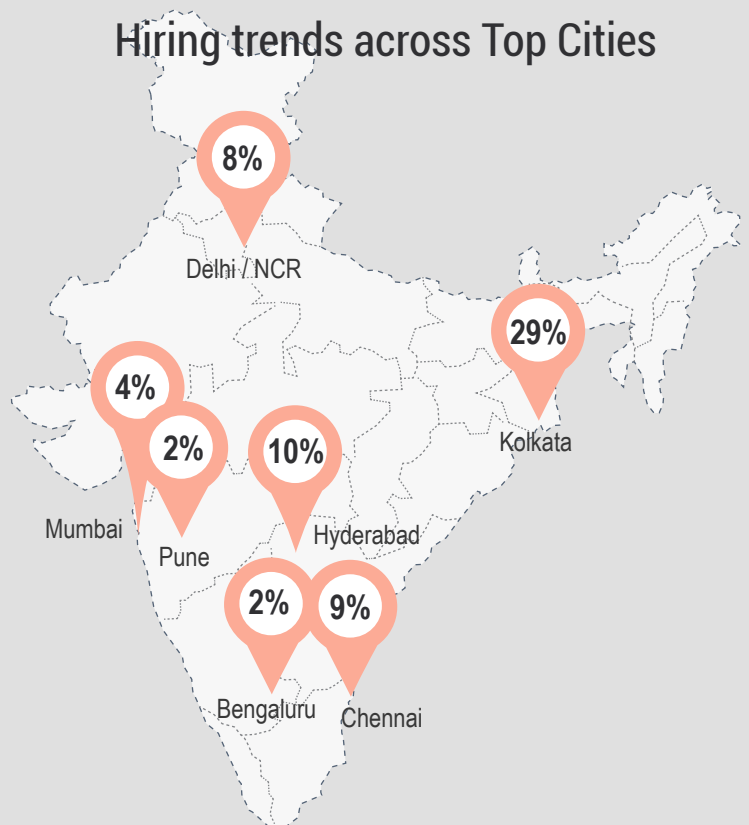
figures are percentage change in June-18 over average of June-17

Hiring trends across functional areas



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

Hiring trends across Top Cities



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

OVERALL JOB INDEX

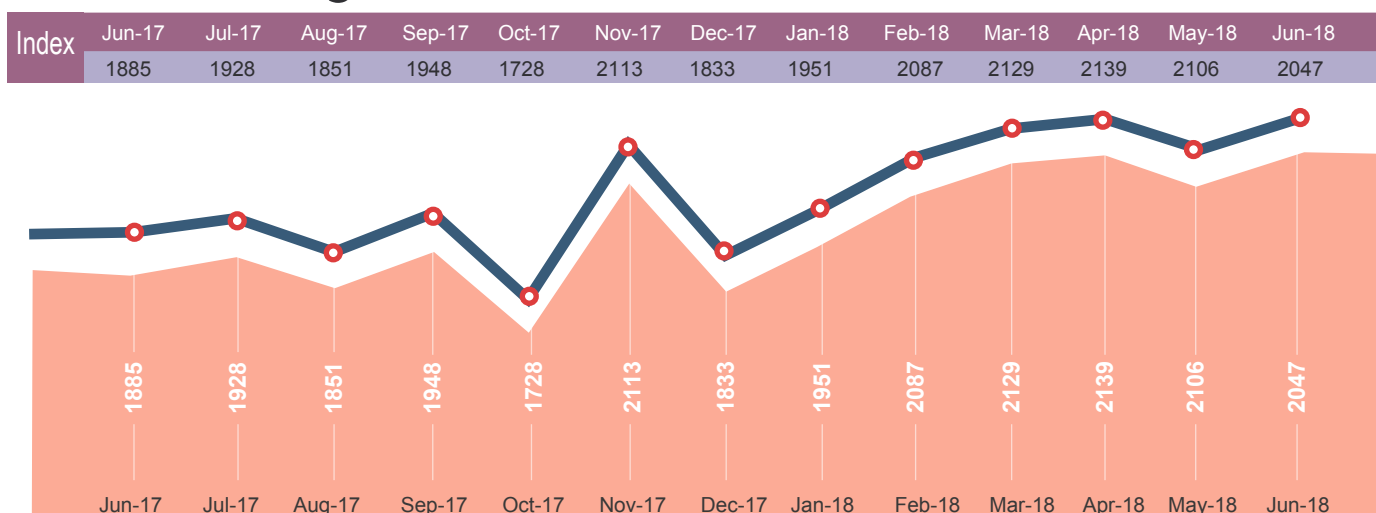
New Delhi, 6th June, 2018: The Naukri JobSpeak Index for June 2018, at 2,047, marked a 9% increase in hiring activity from June 2017 (1,885).

The Real Estate and Auto industries recorded notable increases in hiring activity, growing by 19% and 26% respectively. The Telecom industry, which has been steadily regaining hiring momentum in 2018, continued to grow with an increase of 23%.

Hiring was positive across the metropolitan cities, increasing by 8% in Delhi and 9% in Chennai.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, *"The Job speak index has shown a healthy 9% YOY growth in June after an impressive 11% growth in May and 21% in April respectively. Non-IT sectors viz Auto, Auto Ancillary, Real estate, construction, & BFSI continue to lead the growth. We can expect the job market to be cautiously optimistic and move further north in the months to come."*

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



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

Industry-wise Analysis:

- The Real Estate industry was revived by the softening of real estate prices, the implementation of RERA, and recent judicial intervention in the field. This recovery has led to an increase in hiring activity, with Real Estate clocking in a rise of 19% in recruitment.
- Hiring in the Auto/Ancillary sector grew 26% year on year in June 2018
- Hiring activity for the Telecom industry went up by 23%
- Hiring in Construction/Engineering sector experienced a significant rise of 20% due to the boost in infrastructure spending by both public and private players.
- The Banking/ Financial Services industry has also been expanding, becoming more accessible to all populations and looking to grow in rural areas. Recruitment activity increased by 12% in this sector.
- Hiring in IT-Software sector increased by 2%. in May 2018 vs May 2017

Industry	Jul 08	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May18	Jun 18
IT- Software	↑1000	↓2363	↑2543	↓2269	↓2409	↑2144	↑2646	↑2318	↓2254	↓2445	↓2467	↑2542	↑2399	↑2414
BPO and ITes	↑1000	↓1842	↓1753	↑1869	↓1869	↑1599	↑1922	↑1628	↑1715	↓1854	↑1991	↑2066	↑2017	↑2190
Construction and Engineering	↑1000	↑694	↑681	↑745	↑755	↑684	↑847	↑725	↑860	↑834	↑840	↑880	↑881	↑833
Auto and Auto Ancillary	↑1000	↑1220	↑1218	↑1208	↑1199	↑1148	↑1473	↑1196	↑1455	↑1497	↑1591	↑1509	↑1641	↑1537
Banking and Financial Services	↑1000	↑2637	↑2755	↑2943	↑3100	↑2545	↑3115	↑2499	↑2894	↑3158	↑3194	↑3475	↑2847	↑2956
Oil and Gas	↑1000	↑730	↑739	↓619	↓667	↑636	↑838	↑650	↑818	↑861	↑936	↑853	↑786	↑766
Telecom	↑1000	↓685	↓660	↓559	↓640	↓704	↓617	↓491	↓612	↓514	↑915	↑767	↑911	↑845
Insurance	↑1000	↓832	↑975	↓799	↓923	↑821	↑990	↑948	↑1370	↑1026	↑1000	↑997	↑931	↑1000
Capital Goods	↑1000	↑885	↑917	↑894	↑947	↑781	↑1013	↑1022	↑1108	↑1153	↑1203	↑1123	↑1172	↑1082
Pharma & Biotech	↑1000	↓1911	↓1871	↓1679	↓1802	↓1656	↓1913	↑1813	↑2035	↓1945	↑2104	↑2006	↑2321	↑1955

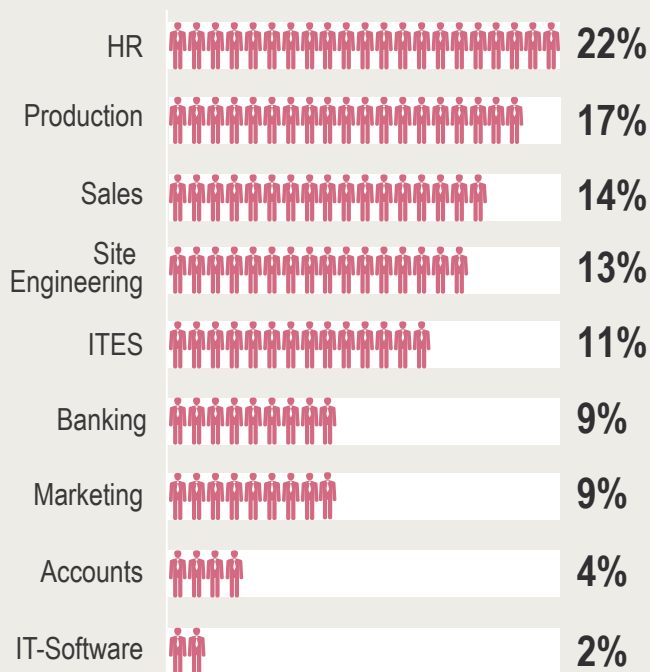
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

Skill-based hiring was concentrated in the fields of HR & Administration (22%) and Production/Maintenance (17%). Leadership skills (40%) were also in high demand.



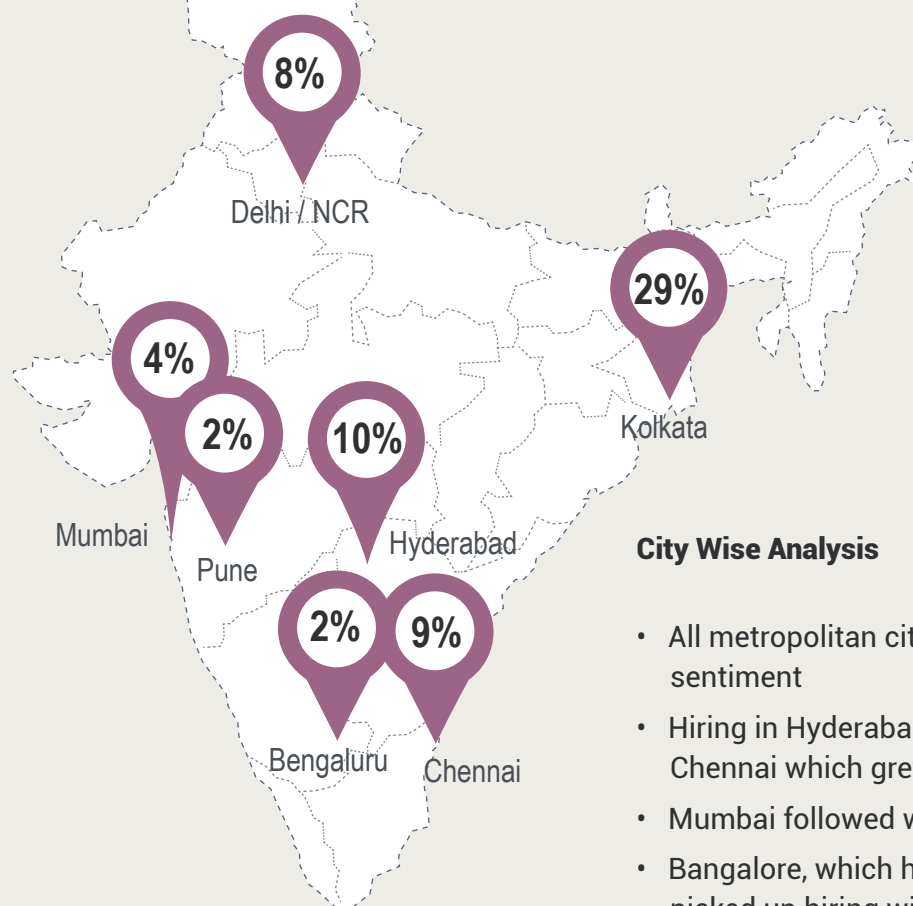
figures are percentage change in June-18 over average of June-17

Functional Area	Jul 08	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18
IT-Software	↑1000	↓2333	↑2506	↓2264	↓2380	↑2107	↑2562	↑2215	↓2185	↓2447	↓2501	↑2502	↑2400	↑2388
Sales & Business Development	↑1000	↓2126	↑2231	↑2097	↑2229	↑1839	↑2376	↑2130	↑2331	↑2497	↑2435	↑2488	↑2535	↑2428
ITES and BPO	↑1000	↓2489	↓2388	↑2587	↓2558	↑2174	↑2591	↑2232	↑2309	↓2528	↑2651	↑2723	↑2691	↑2766
Production and Maintenance	↑1000	↓1175	↓1173	↓1139	↑1256	↑1143	↑1433	↑1303	↑1471	↑1438	↑1524	↑1455	↑1463	↑1372
Accounts and Finance	↑1000	↓1451	↑1494	↑1470	↑1605	↑1360	↑1698	↑1353	↑1451	↑1638	↑1606	↑1710	↑1553	↑1504
HR & Administration	↑1000	↓1593	↓1613	↑1618	↑1710	↑1554	↑1872	↑1707	↑1791	↑2001	↑1974	↑1978	↑2033	↑1950
Project Management	↑1000	↑585	↑584	↑569	↑623	↑559	↑666	↑608	↑702	↑664	↑665	↑630	↑635	↑660
Marketing and Advertising	↑1000	↓1478	↑1540	↑1450	↑1547	↑1385	↑1720	↑1459	↑1661	↑1683	↑1670	↑1584	↑1678	↑1604
Banking and Insurance	↑1000	↑1282	↑1345	↑1221	↓1403	↑1229	↑1444	↑1267	↑1771	↑1426	↓1445	↑1662	↑1479	↑1394
Engineering Design	↑1000	↑898	↑808	↑805	↑801	↑1172	↑1076	↑1015	↑923	↑921	↑1113	↑947	↓967	↑987

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

- All metropolitan cities showed a positive hiring sentiment
- Hiring in Hyderabad went up by 10% followed by Chennai which grew at 9% and Delhi at 8%
- Mumbai followed with an increase of 4%
- Bangalore, which had slowed down last month, picked up hiring with an increase of 2% year-on-year
- Kolkata, operating on a low base, showed robust momentum, growing by 29%

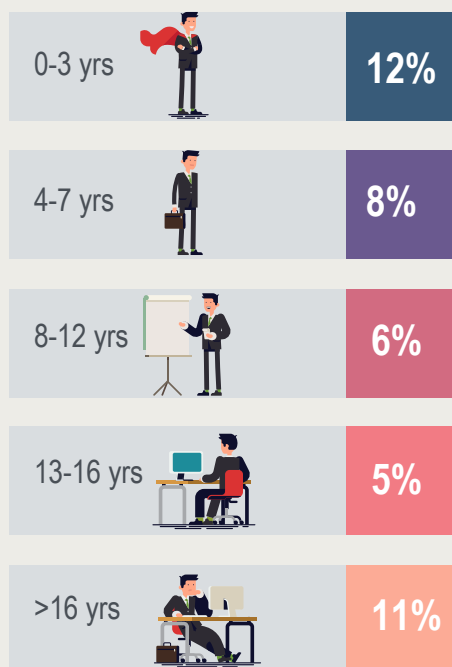
figures are percentage change in June-18 over average of June-17

City*	Jul '08	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18
Delhi-NCR	↑ 1000	↓ 2103	↑ 1994	↑ 2037	↓ 2070	↑ 1742	↑ 2187	↑ 1893	↑ 2129	↑ 2199	↑ 2254	↑ 2337	↑ 2316	↑ 2272
Mumbai	↑ 1000	↓ 1637	↑ 1653	↑ 1516	↑ 1713	↑ 1513	↑ 1826	↓ 1524	↑ 1677	↑ 1819	↑ 1808	↑ 1841	↑ 1826	↑ 1707
Bangalore	↑ 1000	↓ 2125	↑ 2229	↓ 2068	↑ 2145	↑ 1976	↑ 2201	↑ 2107	↓ 1997	↑ 2250	↓ 2247	↑ 2271	↓ 2125	↑ 2166
Chennai	↑ 1000	↓ 1573	↓ 1603	↑ 1544	↑ 1601	↑ 1446	↑ 1647	↑ 1465	↓ 1474	↑ 1685	↑ 1753	↑ 1736	↑ 1738	↑ 1710
Hyderabad	↑ 1000	↓ 2099	↑ 2112	↑ 2088	↑ 2141	↑ 1989	↑ 2384	↑ 2021	↑ 2120	↓ 2330	↓ 2377	↑ 2261	↑ 2360	↑ 2305
Pune	↑ 1000	↓ 2256	↑ 2397	↓ 2042	↑ 2137	↑ 1875	↑ 2374	↑ 2069	↓ 2206	↑ 2487	↓ 2583	↑ 2591	↑ 2487	↑ 2297
Kolkata	↑ 1000	↑ 1858	↑ 2002	↑ 1879	↑ 1863	↑ 1825	↑ 2246	↑ 2044	↑ 2045	↑ 2226	↑ 2147	↑ 2220	↑ 2499	↑ 2398

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 demand for young talent remained high as job creation for freshers (0-3 years) saw an increase of 12%
- In line with the skill-wise hiring trends, hiring for top level management (16+ years) increased by 11%, a big change from June 2017 and May 2018
- Hiring for mid-level management roles (4-7 years) rose by 8%
- Hiring for sub-senior roles (8-12 years) grew by 6%
- Hiring for senior management roles (13-16 years) saw a growth of 5% in hiring

figures are percentage change in June-18 over average of June-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 4,75,000 jobs live at any point and over 57 million CVs, Naukri.com serviced over 76,000 corporate clients in 2017-2018. 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 76,500 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-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18
IT-Software/Software Services	2363	2543	2269	2409	2144	2646	2318	2254	2445	2467	2542	2399	2414
BPO/ITES/CRM/Transcription	1842	1753	1869	1869	1599	1922	1628	1715	1854	1991	2066	2017	2190
Construction/Engineering/Cement/M	694	681	745	755	684	847	725	860	834	840	880	881	833
Auto/Auto Ancillary	1220	1218	1208	1199	1148	1473	1196	1455	1497	1591	1509	1641	1537
Banking/Financial Services/Broking	2637	2755	2943	3100	2545	3115	2499	2894	3158	3194	3475	2847	2956
Oil and Gas/Power/Infrastructure/E	730	739	619	667	636	838	650	818	861	936	853	786	766
Telcom/ISP	685	660	559	640	704	617	491	612	514	915	767	911	845
Insurance	832	975	799	923	821	990	948	1370	1026	1000	997	931	1000
Industrial Products/Heavy Machine	885	917	894	947	781	1013	1022	1108	1153	1203	1123	1172	1082
Pharma/Biotech/Clinical Research	1911	1871	1679	1802	1656	1913	1813	2035	1945	2104	2006	2321	1955
Hotels/Restaurants/Airlines/Travel	2044	2085	2177	2256	2243	2670	2173	2513	2702	2506	2712	2650	2356
FMCG/Foods/Beverage	1645	1576	1524	1622	1434	1713	1642	1796	1923	1933	1962	1901	1792
Chemicals/PetroChemical/Plastic/F	1133	1075	1062	1050	1014	1317	1149	1335	1156	1240	1185	1148	1076
Education/Teaching/Training	2992	2983	2951	3073	2600	3488	3049	3424	3738	3850	4157	3817	3523
IT-Hardware & Networking	1052	1070	998	1310	869	1172	886	846	981	1099	986	1199	1117
Retailing	1333	1426	1437	1385	1251	1558	1346	1490	1676	1509	1603	1737	1550
Media/Dotcom/Entertainment	1145	1128	1131	1107	936	1182	979	950	1059	1040	1149	1101	1083
Medical/Healthcare/Hospital	4594	4147	4433	4499	4116	4806	4371	4774	4860	5005	4846	4746	4648
Real Estate/Property	2024	2024	2046	2094	1903	2102	1969	2305	2545	2394	2140	2225	2418
Recruitment/Employment Firm	3631	3645	3415	3248	2308	3730	3425	3132	4504	4135	4035	3980	3479
Consumer Durables	1102	1015	1057	1132	977	1205	1216	1140	1327	1130	1382	1265	1174
Accounting/Taxation/Finance	2525	2696	2489	2715	2271	2705	2732	2370	3076	2432	2891	2679	2433
Advertising/PR/MR/Events	2248	2512	2213	2537	2240	2562	2361	2397	2466	2709	2973	3052	2659
Textiles/Garments/Accessories	2318	1999	2018	1950	1638	2307	1938	2116	2051	2525	2414	2377	2142
Semiconductors/Electronics	1457	1318	1541	1546	3332	2294	2032	1239	1337	1847	1617	1810	1373
Courier/Transportation/Freight	1639	1599	1770	1740	1592	1991	1741	1785	2033	1866	1947	1923	1976
Architecture/Interior Designing	1358	1466	1477	1304	1231	1710	1339	1818	1862	1912	1993	2053	1830
Export/Import	1116	968	1025	1210	836	1332	1097	1229	977	1114	1125	1260	1210
Printing/Packaging	1426	1357	1520	1346	1229	1578	1188	1575	1531	1661	1382	1616	1240
Shipping/Marine	610	801	716	767	605	928	679	809	777	775	859	805	617
Agriculture/Dairy	1311	1348	1203	1547	1460	1629	1465	1432	1885	1810	1730	1978	1826
Office Equipment/Automation	721	846	846	808	742	935	712	1034	1084	955	971	935	879
Fresher/Trainee	1442	1803	1373	1334	1514	1879	1506	1388	1742	2196	1986	2033	2369
NGO/Social Services	1819	2938	2513	2999	2080	2897	2002	2434	2750	2520	2860	2612	2860
Gems & Jewellery	2635	2587	3202	3477	2587	4048	3077	3277	3545	3265	3491	3441	2530
Paper	869	640	490	610	553	662	377	590	792	666	752	666	532
Legal	2714	2894	2330	2576	2434	3910	3235	2790	3418	3384	2576	3443	3344
Tyres	813	697	1039	721	594	767	920	994	788	1217	736	861	905
Fertilizers/Pesticides	1978	1588	2107	1809	2345	1886	1469	1781	2646	2003	2055	2716	1840
Security/Law Enforcement	1968	2521	2285	2418	2449	2681	2195	2848	3414	2412	2456	3628	2492
Defence/Government	1446	1189	1096	1663	1073	1614	1213	1656	1600	1586	1469	1912	1397

*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-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18
IT-Software	2333	2506	2264	2380	2107	2562	2215	2185	2447	2501	2502	2400	2388
Sales / BD	2126	2231	2097	2229	1839	2376	2130	2331	2497	2435	2488	2535	2428
ITES / BPO / KPO / Customer Ser	2489	2388	2587	2558	2174	2591	2232	2309	2528	2651	2723	2691	2766
Production / Maintenance / Quality	1175	1173	1139	1256	1143	1433	1303	1471	1438	1524	1455	1463	1372
Accounts / Finance / Tax / CS / Au	1451	1494	1470	1605	1360	1698	1353	1451	1638	1606	1710	1553	1504
HR / Administration / IR	1593	1613	1618	1710	1554	1872	1707	1791	2001	1974	1978	2033	1950
Site Engineering / Project Manager	585	584	569	623	559	666	608	702	664	665	630	635	660
Marketing / Advertising / MR / PR	1478	1540	1450	1547	1385	1720	1459	1661	1683	1670	1584	1678	1604
Banking / Insurance	1282	1345	1221	1403	1229	1444	1267	1771	1426	1445	1662	1479	1394
Engineering Design / R&D	898	808	805	801	1172	1076	1015	923	921	1113	947	967	987
Purchase / Logistics / Supply Chain	975	1032	986	979	898	1120	1000	1044	1129	1194	1223	1250	1180
Secretary / Front Office / Data Entr	926	889	893	901	826	1078	927	1059	1034	1129	1039	1005	963
IT- Hardware / Telecom / Technical	1275	1234	1172	1197	1074	1219	1156	1101	1206	1501	1355	1428	1475
Teaching / Education	3301	3090	3069	3121	2585	3546	3135	3608	3794	4045	4350	3854	3647
Pharma / Biotech / Healthcare / Me	4814	4394	4591	4538	4334	5059	4683	5117	5171	5349	5171	5058	4839
Hotels / Restaurants	2624	2373	2551	2743	2406	2978	2538	2699	2884	2587	2958	2538	2300
Top Management	733	723	983	948	799	777	752	690	889	791	868	873	1028
Architecture / Interior Design	1062	1063	1027	925	823	1186	931	1131	1154	1260	1228	1452	1243
Export / Import / Merchandising	1225	1122	1239	1146	1034	1365	1058	1230	1078	1297	1396	1385	1174
Corporate Planning / Consulting	1752	1560	1563	1952	1784	1706	1569	1382	1965	1735	1681	1536	1587
Legal	1735	1811	1664	1810	1579	2115	1632	1698	2047	2015	1752	2025	1846
Web / Graphic Design / Visualiser	3260	3331	3174	3393	2970	3698	2948	3252	3670	3921	3185	3318	3010
Content / Journalism	2538	2865	2892	3121	2348	2976	2317	2631	3214	3222	2835	2830	2835
Ticketing / Travel / Airlines	3042	3275	3955	4141	4060	4560	3828	4760	5037	5619	4903	5171	4457
Fashion / Garments / Merchandising	1783	1545	1737	1452	1370	2048	1580	1522	1452	1836	1476	1685	1416
Guards / Security Services	949	1265	1235	1265	908	1392	1061	1408	1514	1133	1275	1816	1223
TV / Films / Production	1265	1192	1649	1316	1094	1502	1518	1730	1410	1306	1366	1388	1063
Packaging	1143	1179	1179	938	943	1518	907	1106	1366	1542	1331	1905	1255

*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-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18
Delhi / NCR	2103	1994	2037	2070	1742	2187	1893	2129	2199	2254	2,337	2,316	2,272
Mumbai	1637	1653	1516	1713	1513	1826	1524	1677	1819	1808	1,841	1,826	1,707
Bengaluru / Bangalore	2125	2229	2068	2145	1976	2201	2107	1997	2250	2247	2,271	2,125	2,166
Chennai	1573	1603	1544	1601	1446	1647	1465	1474	1685	1753	1,736	1,738	1,710
Hyderabad / Secunderabad	2099	2112	2088	2141	1989	2384	2021	2120	2330	2377	2,261	2,360	2,305
Pune	2256	2397	2042	2137	1875	2374	2069	2206	2487	2583	2,591	2,487	2,297
Kolkata	1858	2002	1879	1863	1825	2246	2044	2045	2226	2147	2,220	2,499	2,398
Ahmedabad	2421	2444	2501	2878	2301	2886	2686	2986	2980	2798	2,844	3,266	2,893
Chandigarh	1483	1489	1536	1657	1274	1727	1454	1571	1707	1749	1,714	1,880	1,889
Ernakulam / Kochi / Cochin	2515	3013	2405	2394	2582	3263	2972	3153	3272	3542	3,046	3,309	3,141
Vadodara / Baroda	1827	2050	1883	2450	1956	2508	2767	3012	2642	2715	2,514	2,545	2,972
Coimbatore	1857	2033	1955	2066	1873	2391	2461	2148	2122	2045	2,209	2,201	2,181
Jaipur	3434	3016	3094	3237	2737	3453	2930	3284	3435	3721	3,638	3,503	3,572

*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