

A REPORT ON HIRING ACTIVITY IN INDIA

by: Location, Industry and Experience



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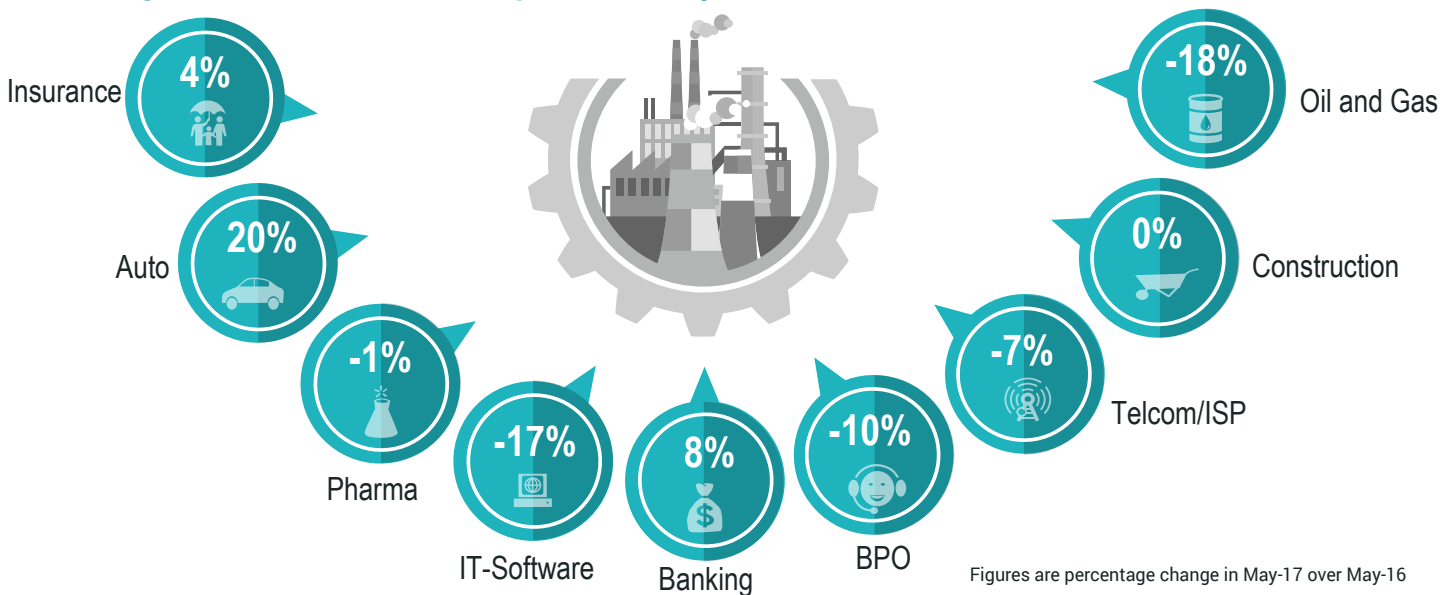
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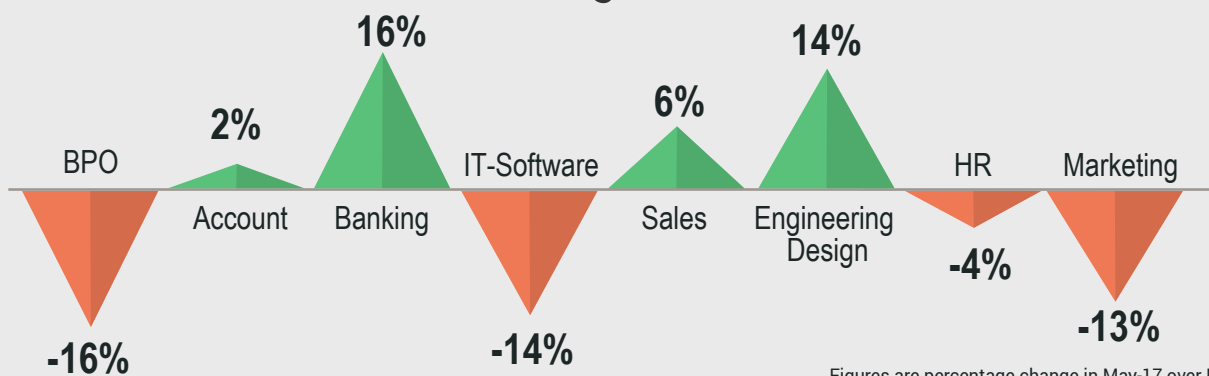
Naukri Job Speak Index: Job Market continues to be Volatile, Index shows a negative growth of 4 % (YOY) in May 2017

- The Overall Job market saw a fall of 4% when compared to May 2016
- May 2017 Jobs index saw YOY dip in major metros – Delhi/NCR, Mumbai, Bengaluru and Chennai
- Hiring activity went down in IT-Software, BPO, Construction, Telecom and Oil/Gas/Energy but went up in BFSI, Auto and Industrial Products sectors during May'17
- Hiring across all experience bands (Fresher to Senior Management) fell during May'17

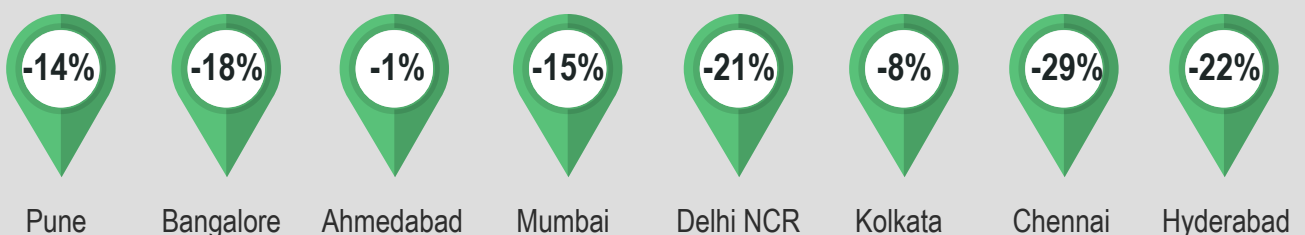
Hiring trends across top industry sectors



Hiring trends across functional areas



Hiring trends across Top Cities

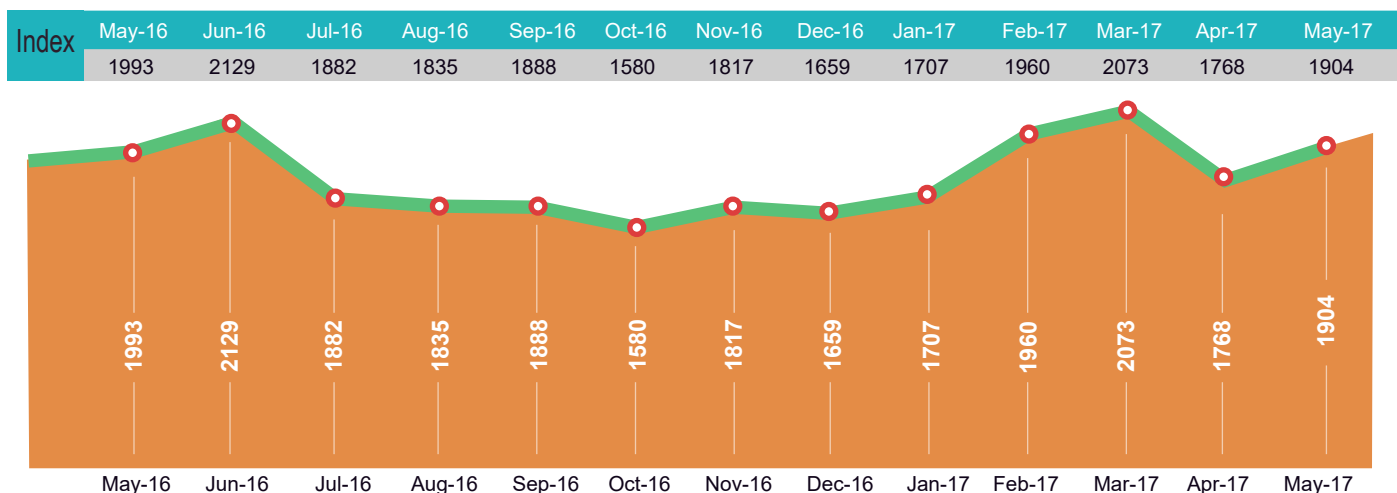


OVERALL JOB INDEX

New Delhi, 7th June, 2017: The Naukri JobSpeak index for May'17 at 1904 is 4% down from May'16, indicating a fall in the overall new job creation scenario. IT-Software industry was hit the most during May'17 with a 17% decline in hiring as compared to May'16. Key industries like Telecom and BPO/ITES saw a 7% and 10% fall respectively, while Banking saw an 8% increase in hiring during May 2017 as compared to May 2016. Major metro cities recorded a YOY fall in May'17 as compared to May'16.

Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com said, *"The job market continues to be volatile and there is an air of caution and uncertainty across industries and cities. The Jobspeak index for May has shown negative growth of 4%(YOY). This trend may continue for few more months before the job market starts moving north again."*

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



Industry	Jul 08	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17
IT- Software	↑1000	↑2849	↑3063	↓2322	↑2408	↑2571	↓2092	↑2484	↓2265	↑2393	↓2600	↑2819	↓2123	↑2357
BPO and ITeS	↑1000	↑1891	↑1952	↑2110	↑1743	↑1987	↓1501	↑1682	↓1505	↑1572	↑1894	↑1791	↓1703	↓1702
Construction and Engineering	↑1000	↑730	↓669	↓675	↓686	↓656	↓562	↓582	↓552	↓610	↑697	↑702	↓655	↑728
Auto and Auto Ancillary	↑1000	↑1050	↑1083	↑1155	↑1084	↑1116	↓935	↑1060	↓913	↑1007	↑1249	↑1193	↓1049	↑1256
Banking and Financial Services	↑1000	↑2549	↑2310	↑2585	↑2813	↓2570	↓2202	↑2509	↓2406	↓2068	↑2717	↓3036	↑2697	↑2741
Oil and Gas	↑1000	↑863	↓685	↑687	↓711	↓693	↓574	↑765	↓627	↓571	↓682	↑928	↓727	↓711
Telecom	↑1000	↓788	↑1211	↓696	↓774	↑778	↓711	↑750	↓656	↓630	↓709	↑784	↓672	↑730
Insurance	↑1000	↑807	↓875	↑837	↑961	↑1010	↓713	↑818	↓747	↑793	↑843	↑944	↓777	↑837
Capital Goods	↑1000	↑842	↑840	↓797	↑872	↓796	↓700	↑779	↓703	↑827	↑949	↑979	↓791	↑995
Pharma & Biotech	↑1000	↑1986	↑1959	↑1999	↑1916	↑2078	↓1668	↑2010	↓1788	↑1785	↓1955	↑2016	↓1788	↑1966

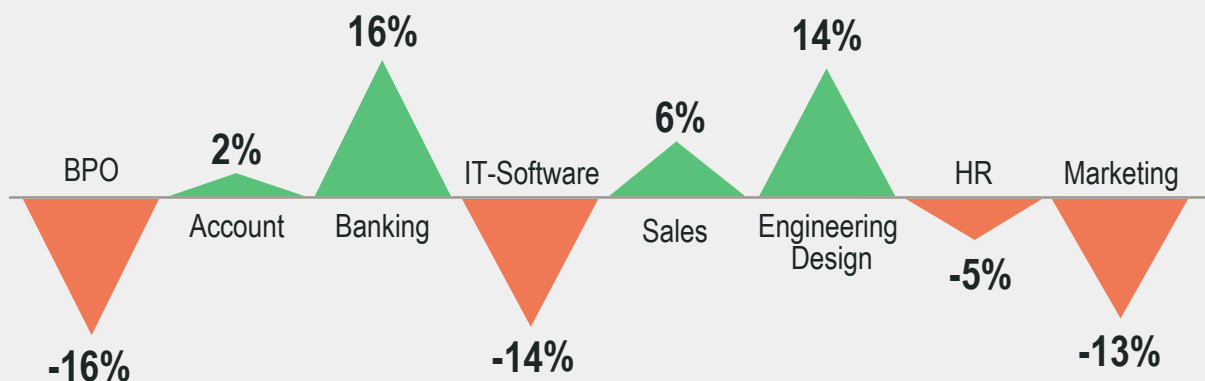
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- While IT- Software jobs fell by 14% YOY, BPO jobs saw a drop of 16% for the same time-period
- Banking/Insurance and Accounts/Finance jobs saw a growth of 16% and 2% respectively since May'16
- Sales/BD and Production, both saw an increase of 6% and 3% respectively in May'17 when compared to May'16
- Hiring in Marketing and Advertising fell by 13% since May 2016



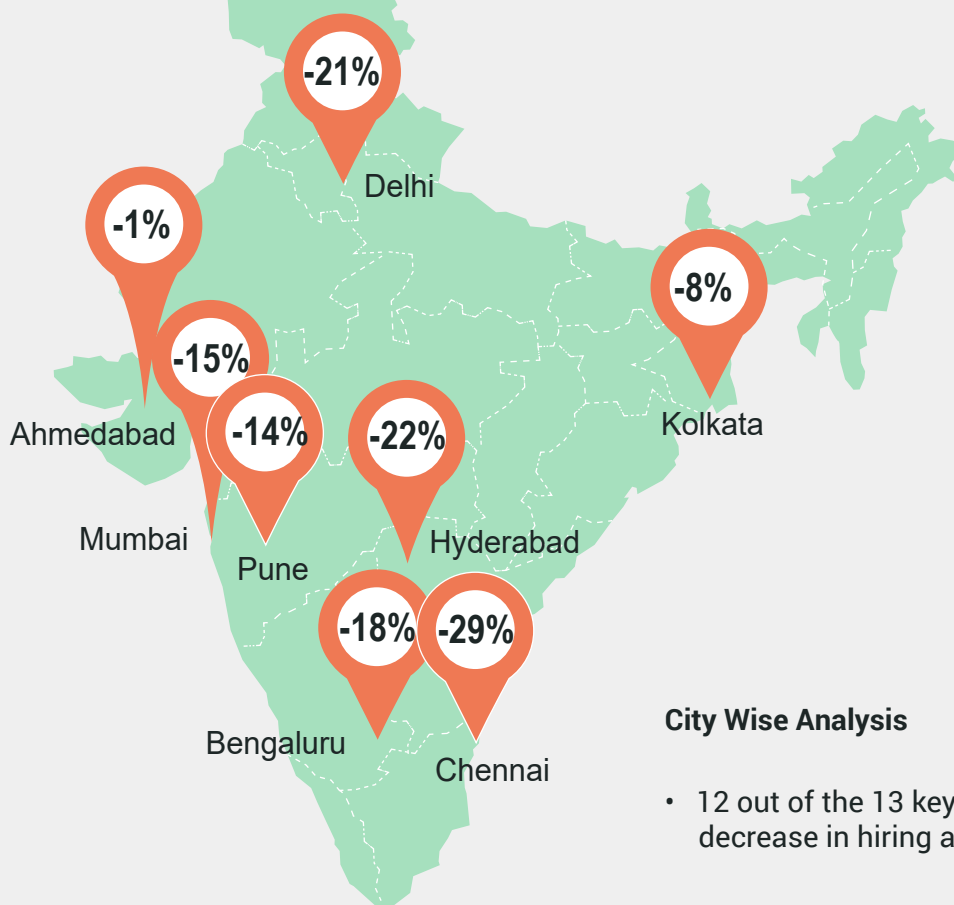
Figures are percentage change in May-17 over May-16

Functional Area	Jul 08	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17
IT-Software	↑1000	↑2735	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446	↓2191	↓2238	↓2502	↑2842	↓2114	↑2349
Sales & Business Development	↑1000	↑2075	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932	↓1779	↓1884	↑2147	↑2164	↓2060	↑2204
ITES and BPO	↑1000	↑2843	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393	↓2214	↑2232	↑2680	↓2532	↓2335	↑2377
Production and Maintenance	↑1000	↑1193	↑1179	↑1199	↑1160	↑1178	↓976	↑1044	↓915	↓952	↑1188	↑1207	↓1101	↑1225
Accounts and Finance	↑1000	↑1408	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340	↓1251	↓1233	↓1362	↑1541	↓1359	↑1436
HR & Administration	↑1000	↑1812	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777	↓1665	↓1731	↓1824	↓1876	↓1622	↑1718
Project Management	↑1000	↓621	↓532	↓520	↓559	↑572	↓470	↑514	↓475	↓492	↓558	↓620	↓551	↑619
Marketing and Advertising	↑1000	↑1578	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361	↓1353	↓1399	↑1542	↑1649	↓1411	↓1373
Banking and Insurance	↑1000	↑1077	↑985	↓1053	↑1149	↓1061	↓961	↑1151	↓973	↓994	↑1332	↑1514	↑1224	↑1255
Engineering Design	↑1000	↑862	↓814	↓796	↓735	↑779	↓651	↑782	↓746	↓727	↑862	↓944	↓782	↑981

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 May-17 over May-16

City Wise Analysis

- 12 out of the 13 key cities tracked, saw a decrease in hiring activity in May'17 (YOY)
- While the index for Delhi/NCR, Mumbai, Chennai and Bangalore saw a dip of 21%, 15%, 29% and 18% respectively, Coimbatore was the only city that saw an increase of 17% as compared to May'16

City*	Jul 08	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr 17	May17
Delhi-NCR	↑ 1000	↑ 2553	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880	↓ 1772	↓ 1773	↑ 2123	↓ 2185	↓ 1880	↑ 2014
Mumbai	↑ 1000	↑ 1874	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585	↓ 1534	↓ 1419	↓ 1621	↓ 1743	↓ 1571	↑ 1595
Bangalore	↑ 1000	↑ 2691	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279	↓ 2020	↓ 2003	↓ 2240	↓ 2349	↓ 1942	↑ 2202
Chennai	↑ 1000	↑ 2175	↑ 2624	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541	↓ 1277	↑ 1480	↓ 1639	↓ 1741	↓ 1392	↑ 1534
Hyderabad	↑ 1000	↑ 2693	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178	↓ 1939	↑ 1995	↑ 2347	↓ 2483	↓ 1998	↑ 2096
Pune	↑ 1000	↑ 2754	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289	↓ 2063	↑ 2237	↑ 2332	↓ 2596	↓ 2110	↑ 2366
Kolkata	↑ 1000	↑ 1981	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483	↓ 1456	↑ 1528	↑ 1774	↑ 2046	↑ 1811	↑ 1815

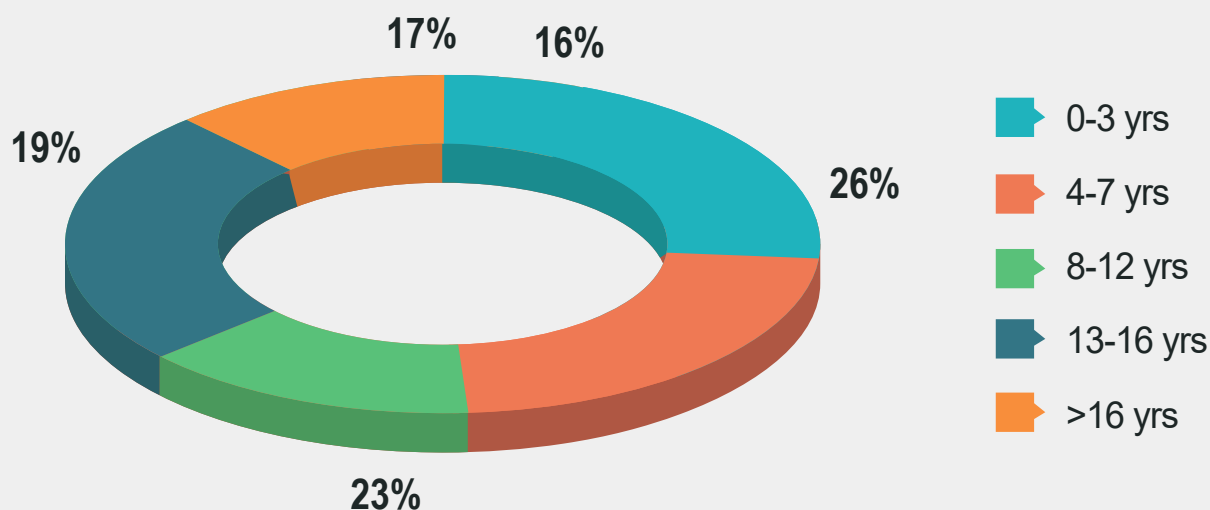
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

WORK- EX BASED SCENARIO

Experience Buckets

- Hiring saw 11% fall in the 0-3 years' experience category since Apr'17
- Senior Management hiring fell, with jobs for 13-16 years of experience witnessing a fall of 6% when compared with Apr'17
- Hiring in Mid-Management (8-12 years of experience) and above 16 years of experience, both witnessed a decrease of 6% during May'17

Composition of new jobs by experience bands



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 78% 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 61,000 corporate clients in 2015-2016. The company employs over 4,000 people operating through 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 1000 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*	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	MAY-17
IT-Software/Software Services	2849	3063	2322	2408	2571	2092	2484	2265	2393	2600	2819	2123	2357
BPO/ITES/CRM/Transcription	1891	1952	2110	1743	1987	1501	1682	1505	1572	1894	1791	1703	1702
Construction/Engineering/Cement/Metals	730	669	675	686	656	562	582	552	610	697	702	655	728
Auto/Auto Ancillary	1050	1083	1155	1084	1116	935	1060	913	1007	1249	1193	1049	711
Banking/Financial Services/Broking	2549	2310	2585	2813	2570	2202	2509	2406	2068	2717	3036	2697	1256
Oil and Gas/Power/Infrastructure/Energy	863	685	687	711	693	574	765	627	571	682	928	727	1966
Telcom/ISP	788	1211	696	774	778	711	750	656	630	709	784	672	2741
Insurance	807	875	837	961	1010	713	818	747	793	843	944	777	730
Industrial Products/Heavy Machinery	842	840	797	872	796	700	779	703	827	949	979	791	995
Pharma/Biotech/Clinical Research	1986	1959	1999	1916	2078	1668	2010	1788	1785	1955	2016	1788	837
Hotels/Restaurants/Airlines/Travel	2221	2005	2083	1856	1905	1546	1850	1985	1955	2130	2339	2341	1576
FMCG/Foods/Beverage	1395	1538	1474	1570	1561	1305	1520	1339	1452	1665	1710	1528	2247
Chemicals/PetroChemical/Plastic/Rubber	954	949	983	911	986	812	889	922	955	1306	1149	1184	2759
Education/Teaching/Training	2800	2528	2741	2603	2515	2425	2597	2347	2646	3197	3299	2995	1256
IT-Hardware & Networking	1164	1136	1069	1097	988	865	1052	1076	939	1362	1191	960	4606
Retailing	1192	1245	1219	1211	1286	1011	1092	1051	1221	1200	1224	1288	1072
Media/Dotcom/Entertainment	1239	1173	1021	1052	1073	848	1044	1014	1002	1055	1166	1077	4291
Medical/Healthcare/Hospital	3629	4187	3498	4421	3897	3209	3328	3007	3230	3850	4253	3860	1273
Real Estate/Property	1896	1863	1778	1718	2020	1582	1988	1337	1504	1768	1820	1781	1150
Recruitment/Employment Firm	3185	3676	3360	2953	2765	3235	3964	3783	3106	3495	3863	3871	2339
Consumer Durables	1110	1147	1128	1118	1158	925	931	916	868	1081	1441	1092	1363
Accounting/Taxation/Finance	2677	2731	2781	2743	2508	2316	2980	2287	2029	2484	3446	2551	2720
Advertising/PR/MR/Events	3692	10507	3968	1891	2250	1930	1904	1645	1946	2208	2567	2273	2033
Textiles/Garments/Accessories	2060	1965	1923	2141	2130	2008	2244	2046	2266	2247	2215	2291	1388
Semiconductors/Electronics	1379	1158	1255	1104	1255	1106	1484	882	1079	1543	1573	1168	1562
Courier/Transportation/Freight	1427	1853	1463	1643	1518	1189	1604	1181	1677	1831	1596	1634	2108
Architecture/Interior Designing	1430	1395	1295	1176	1535	1126	1232	1179	1245	1688	1525	1404	1325
Export/Import	1214	1190	1077	1123	1063	968	876	891	1148	1186	1080	1199	1186
Printing/Packaging	1207	1171	1277	1200	1131	1242	1025	1204	1268	1439	1348	1402	794
Shipping/Marine	735	675	686	568	659	601	648	608	579	657	709	694	1730
Agriculture/Dairy	1325	1364	1353	1119	1378	1138	1335	1259	1315	1389	1413	1345	1530
Office Equipment/Automation	791	808	777	935	746	574	639	623	772	816	831	741	1529
Fresher/Trainee	3643	6364	4556	1239	1373	1069	1733	1091	1098	1388	1506	1618	787
NGO/Social Services	1739	1914	2222	1796	2046	2044	1980	2356	2385	2420	2882	2119	1817
Gems & Jewellery	2650	2270	1997	2549	2686	2072	2037	1896	2449	2405	2411	2946	640
Paper	377	402	502	352	623	477	402	603	565	501	628	596	2315
Legal	2167	2653	2211	2048	2714	1811	2285	2345	2182	2152	2656	2607	2474
Tyres	697	782	697	668	874	608	613	549	490	855	1009	552	1529
Fertilizers/Pesticides	2033	1840	1900	1751	1656	1573	1549	1558	1662	1873	1914	1733	2630
Security/Law Enforcement	2177	2119	2195	2340	1536	1886	1761	2031	1941	2791	2213	2661	1399
Defence/Government	840	723	1213	3335	1831	2029	506	1003	1469	1420	1073	891	1128

*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 *	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17
IT-Software	2735	2900	2316	2367	2475	2079	2446	2191	2238	2502	2842	2114	2349
Sales / BD	2075	2151	2073	2079	2100	1649	1932	1779	1884	2147	2164	2060	2204
ITES / BPO / KPO / Customer Service / O	2843	3608	4286	2507	2772	2088	2393	2214	2232	2680	2532	2335	2377
Production / Maintenance / Quality	1193	1179	1199	1160	1178	976	1044	915	952	1188	1207	1101	1225
Accounts / Finance / Tax / CS / Audit	1408	1498	1349	1370	1400	1194	1340	1251	1233	1362	1541	1359	1436
HR / Administration / IR	1812	1774	1639	1615	1669	1545	1777	1665	1731	1824	1876	1622	1718
Site Engineering / Project Management	621	532	520	559	572	470	514	475	492	558	620	551	619
Marketing / Advertising / MR / PR	1578	1674	1495	1404	1483	1319	1361	1353	1399	1542	1649	1411	1373
Banking / Insurance	1077	985	1053	1149	1061	961	1151	973	994	1332	1514	1224	1255
Engineering Design / R&D	862	814	796	735	779	651	782	746	727	862	944	782	981
Purchase / Logistics / Supply Chain	977	1069	969	1003	986	809	1044	797	834	944	1014	922	1029
Secretary / Front Office / Data Entry	1187	1797	2882	819	869	742	888	795	819	962	968	931	925
IT- Hardware / Telecom / Technical Staff / S	1452	1625	1380	1400	1417	1195	1371	1155	1228	1372	1322	1202	1286
Teaching / Education	2950	2659	2646	2780	2465	2344	2591	2411	2885	3566	3775	3193	2868
Pharma / Biotech / Healthcare / Medical / F	3590	3989	3503	4381	3794	3260	3480	3144	3282	4018	4069	4080	5090
Hotels / Restaurants	2783	2373	2586	2252	2360	2071	2581	2745	2559	2965	3085	2774	2924
Top Management	836	765	721	772	837	715	687	672	612	731	760	582	830
Architecture / Interior Design	1193	1010	1198	1325	1278	828	1044	816	1049	1324	1157	1025	1176
Export / Import / Merchandising	1209	1209	1055	1300	1096	919	1112	1179	1242	1319	1282	1221	1403
Corporate Planning / Consulting	1430	1434	1496	1336	1409	1524	1643	1409	1406	2212	1850	1424	1729
Legal	1893	1817	1604	1595	1677	1651	1538	1739	1582	1769	2012	1628	1720
Web / Graphic Design / Visualiser	3183	3306	3164	3064	3205	2976	2929	2976	2898	3483	3698	3238	3212
Content / Journalism	2783	2727	2721	2670	2587	2192	2454	2546	2577	2814	2900	2365	2561
Ticketing / Travel / Airlines	2717	2682	3449	2775	2677	2291	2443	2428	2696	2787	3033	3934	3323
Fashion / Garments / Merchandising	1691	1560	1755	1714	1681	1440	1542	1586	1784	2085	1918	2042	2145
Guards / Security Services	1367	1866	1500	1153	1107	1122	1054	1245	1214	1209	1347	980	969
TV / Films / Production	1371	1265	1094	1143	1468	1110	1332	1371	1339	1536	1632	1198	1355
Packaging	780	1368	961	907	1125	1487	938	979	1034	1045	1233	1163	1360

*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*	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17
Delhi / NCR	2553	2244	1789	1960	2285	1606	1880	1772	1773	2123	2185	1880	2014
Mumbai	1874	1686	1413	1499	1494	973	1585	1534	1419	1621	1743	1571	1595
Bengaluru / Bangalore	2691	2592	1987	2133	2134	1899	2279	2020	2003	2240	2349	1942	2202
Chennai	2175	2624	1788	1476	1473	877	1541	1277	1480	1639	1741	1392	1534
Hyderabad / Secunderabad	2693	2265	1771	1940	2017	1867	2178	1939	1995	2347	2483	1998	2096
Pune	2754	2507	1957	2095	2054	1299	2289	2063	2237	2332	2596	2110	2366
Kolkata	1981	1852	1550	1579	1616	914	1483	1456	1528	1774	2046	1811	1815
Ahmedabad	2444	2362	1876	2206	2342	1509	2144	2111	2265	2642	2754	2631	2422
Chandigarh	2259	1765	1699	1558	1440	812	1415	1281	1326	1592	1729	1781	1672
Ernakulam / Kochi / Cochin	3369	2781	2573	2764	2220	2339	2519	2310	2349	2414	3079	2493	2619
Vadodara / Baroda	2121	1927	1671	1852	1841	1661	1818	1604	1620	1735	1914	1798	2036
Coimbatore	1780	2506	2452	1804	1428	968	1704	1396	1679	1846	2270	1694	2076
Jaipur	3854	3132	3446	3638	2737	1909	2748	2690	2666	3242	3038	2797	3086

*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