



# A REPORT ON **HIRING ACTIVITY** IN INDIA

by: Location, Industry and Experience



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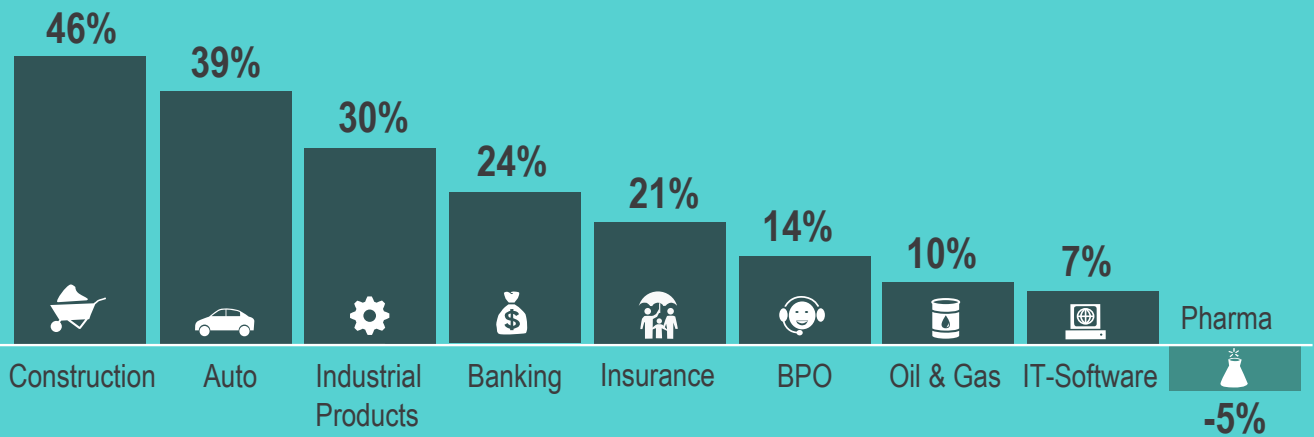
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## Naukri Job Speak Index: Overall Job Market Registers a 16% Growth in Hiring During Nov' 17 When Compared to Nov' 16

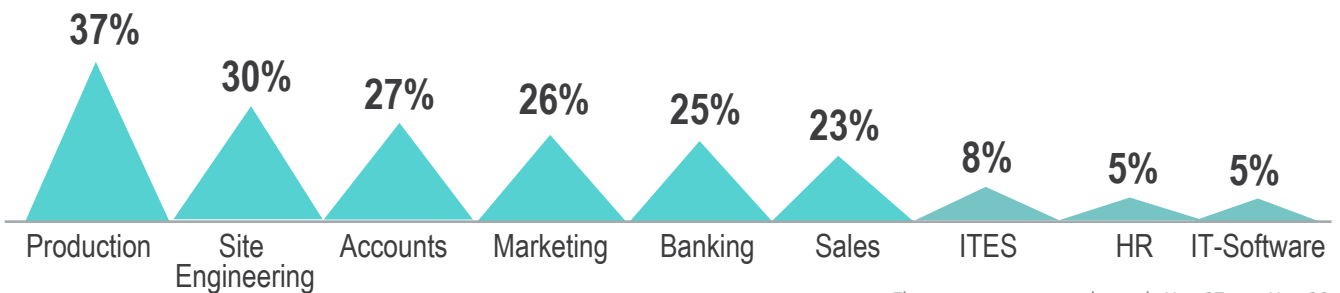
- Construction/Engineering recorded a growth of 46% in hiring in November 2017 over November 2016
- All cities barring Bangalore have shown positive growth in November 2017 when compared with November 2016. A dip of -3% is seen in YoY growth in Bangalore.
- Kolkata recorded a growth of 51% in hiring in November 2017 over November 2016

### Hiring trends across top industry sectors



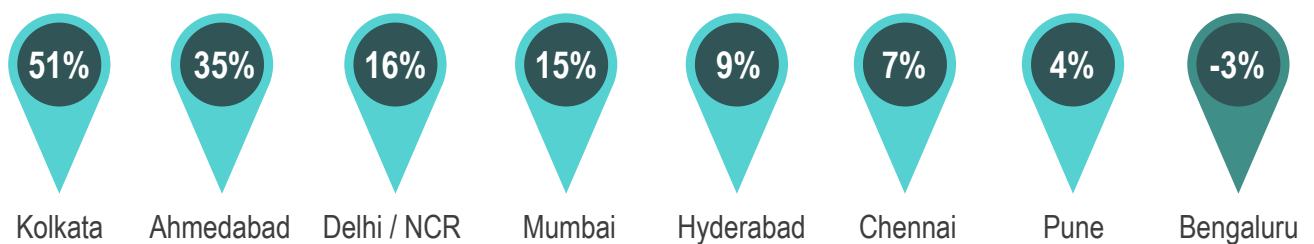
Figures are percentage change in Nov-17 over Nov-16

### Hiring trends across functional areas



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

### Hiring trends across Top Cities



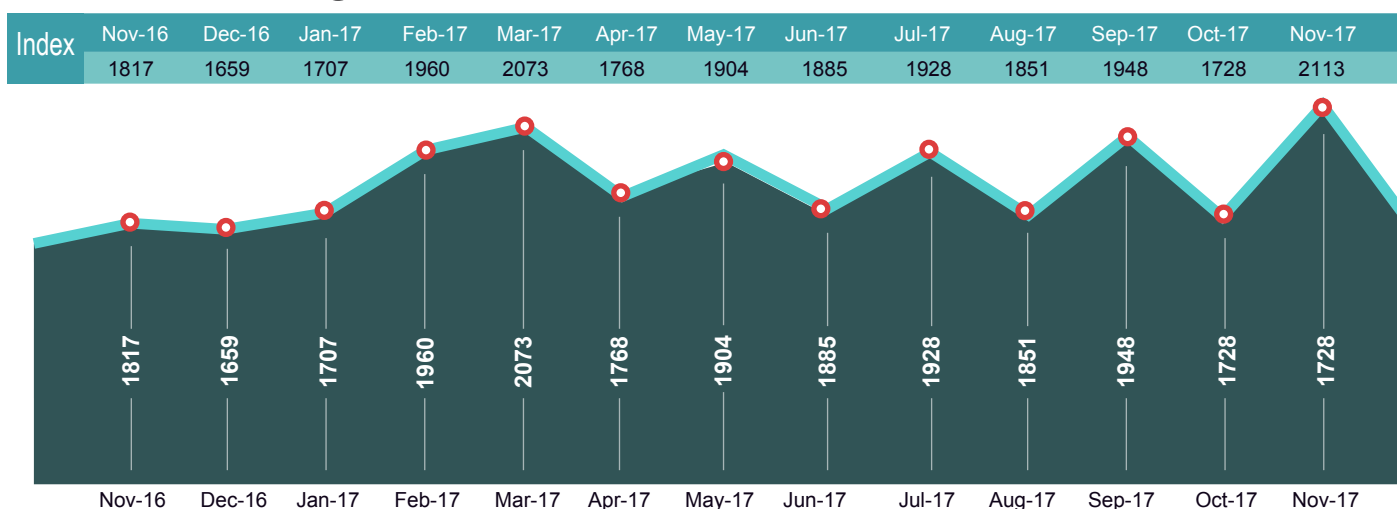
Figures are percentage change in Nov-17 over Nov-16

# OVERALL JOB INDEX

**New Delhi, 22 December, 2017:** The Naukri JobSpeak Index for November'17 at 2,113 saw a 16% growth from November'16, indicating signs of recovery in the job market. A broad based growth in jobs was observed in multiple industries.

**Commenting on the report, V. Suresh, Chief Sales Officer, Naukri.com** said, *"The Jobspeak Index has shown 16% YOY growth in November, primarily driven by growth in the Non IT sector. Good to see sectors viz construction, engineering, auto, industrial products and banking showing significant growth over last year. We can expect the market to further gain momentum and move north in the next few quarters."*

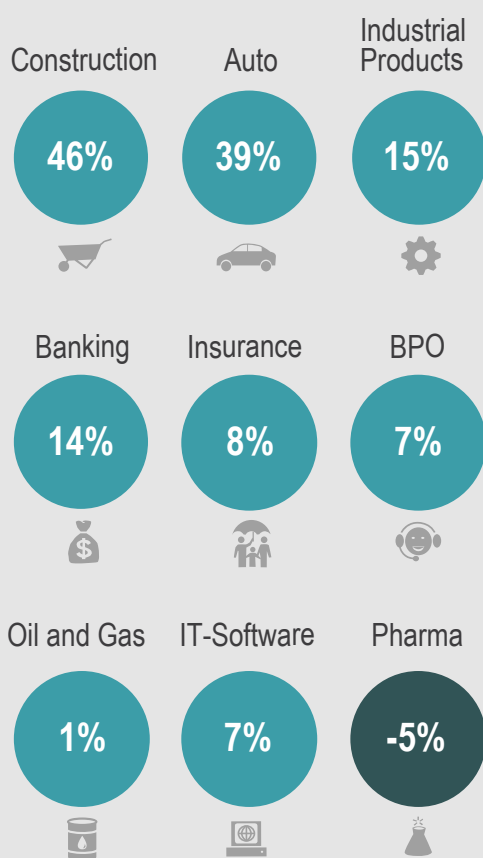
## Overall Hiring Trends



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 Construction/Engineering went up by 46% while jobs in Automobile sector saw a growth of 39% in November'17 over November'16.
- In the same time period jobs in Heavy Machinery and Banking sector saw a 30% and 24% growth in hiring respectively.
- Jobs in BPO went up by 14% in November'17 when compared to November'16.

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

Industry	Jul 08	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
IT- Software	↑1000	↑2484	↓2265	↑2393	↓2600	↑2819	↓2123	↑2357	↓2363	↑2543	↓2269	↓2409	↑2144	↑2646
BPO and ITeS	↑1000	↑1682	↓1505	↑1572	↑1894	↑1791	↓1703	↓1702	↓1842	↓1753	↑1869	↓1869	↑1599	↑1922
Construction and Engineering	↑1000	↓582	↓552	↓610	↑697	↑702	↓655	↑728	↑694	↑681	↑745	↑755	↑684	↑847
Auto and Auto Ancillary	↑1000	↑1060	↓913	↑1007	↑1249	↑1193	↓1049	↑1256	↑1220	↑1218	↑1208	↑1199	↑1148	↑1473
Banking and Financial Services	↑1000	↑2509	↓2406	↓2068	↑2717	↑3036	↑2697	↑2741	↑2637	↑2755	↑2943	↑3100	↑2545	↑3115
Oil and Gas	↑1000	↑765	↓627	↓571	↓682	↑928	↓727	↓711	↑730	↑739	↓619	↓667	↑636	↑838
Telecom	↑1000	↑750	↓656	↓630	↓709	↑784	↓672	↑730	↓685	↓660	↓559	↓640	↓704	↓617
Insurance	↑1000	↑818	↓747	↑793	↑843	↑944	↓777	↑837	↓832	↑975	↓799	↓923	↑821	↑990
Capital Goods	↑1000	↑779	↓703	↑827	↑949	↑979	↓791	↑995	↑885	↑917	↑894	↑947	↑781	↑1013
Pharma & Biotech	↑1000	↑2010	↓1788	↑1785	↓1955	↑2016	↓1788	↑1966	↓1911	↓1871	↓1679	↓1802	↓1656	↓1913

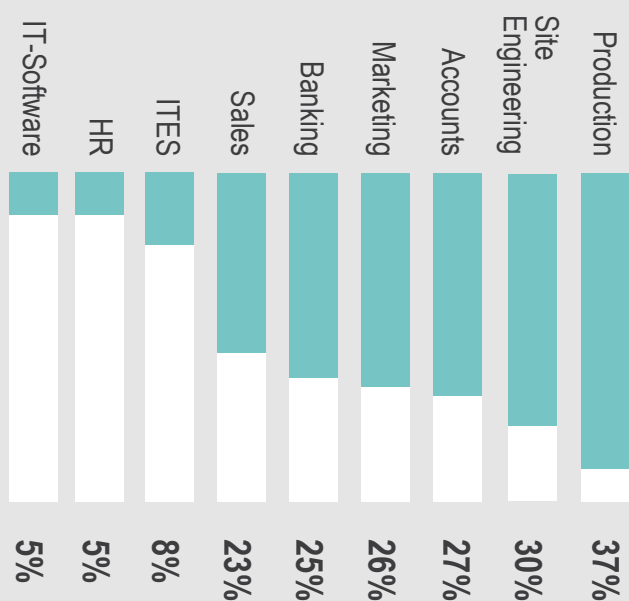
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

# FUNCTIONAL AREA ANALYSIS

## Hiring trends across functional areas

### Functional Area Analysis:

- Production/Maintenance jobs & Site Engineering jobs rose by 37% and 30% in November 2017 over November 2016.
- Accounts/Finance and Marketing/Advertising jobs saw a 27% and 26% growth respectively during November 2017.
- Sales jobs recorded 23% rise in November 2017 when compared to November 2016.



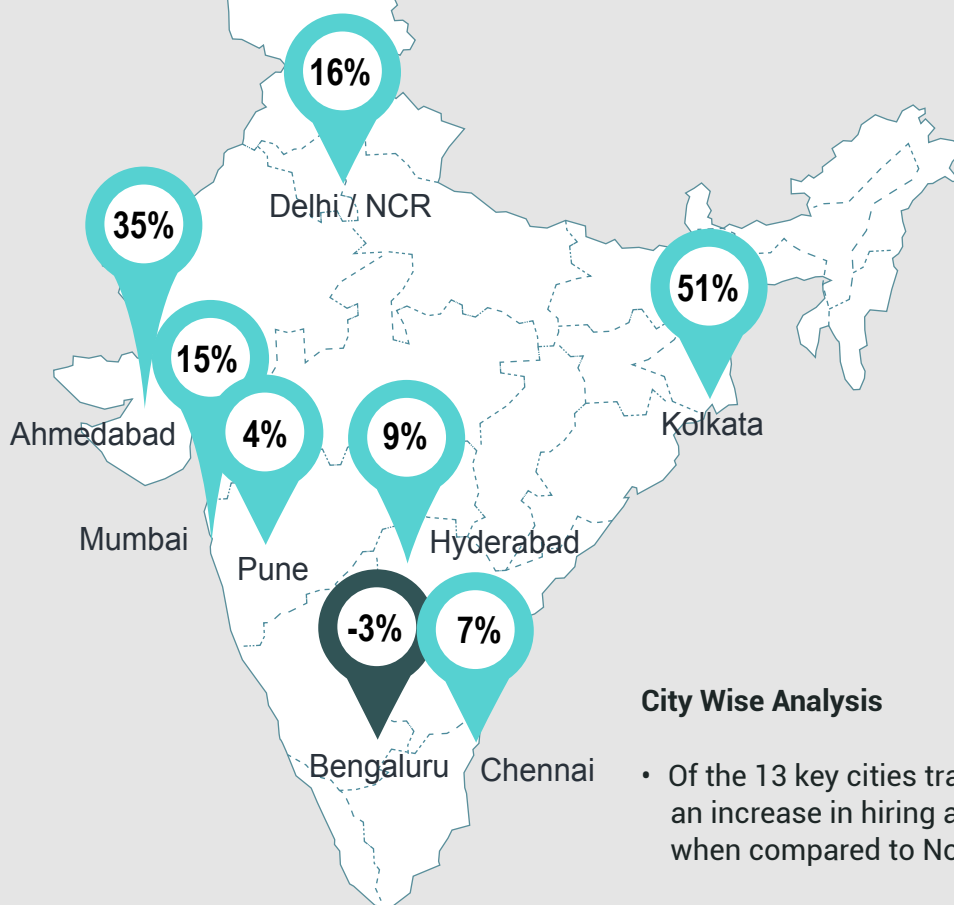
Figures are percentage change in Nov-17 over Nov-16

Functional Area	Jul 08	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
IT-Software	↑1000	↑2446	↓2191	↓2238	↓2502	↑2842	↓2114	↑2349	↓2333	↑2506	↓2264	↓2380	↑2107	↑2562
Sales & Business Development	↑1000	↑1932	↓1779	↓1884	↑2147	↑2164	↓2060	↑2204	↓2126	↑2231	↑2097	↑2229	↑1839	↑2376
ITES and BPO	↑1000	↑2393	↓2214	↑2232	↑2680	↓2532	↓2335	↑2377	↓2489	↓2388	↑2587	↓2558	↑2174	↑2591
Production and Maintenance	↑1000	↑1044	↓915	↓952	↑1188	↑1207	↓1101	↑1225	↓1175	↓1173	↓1139	↑1256	↑1143	↑1433
Accounts and Finance	↑1000	↑1340	↓1251	↓1233	↓1362	↑1541	↓1359	↑1436	↓1451	↑1494	↑1470	↑1605	↑1360	↑1698
HR & Administration	↑1000	↑1777	↓1665	↓1731	↓1824	↓1876	↓1622	↑1718	↓1593	↓1613	↑1618	↑1710	↑1554	↑1872
Project Management	↑1000	↑514	↓475	↓492	↓558	↓620	↓551	↑619	↑585	↑584	↑569	↑623	↑559	↑666
Marketing and Advertising	↑1000	↓1361	↓1353	↓1399	↑1542	↑1649	↓1411	↓1373	↓1478	↑1540	↑1450	↑1547	↑1385	↑1720
Banking and Insurance	↑1000	↑1151	↓973	↑994	↑1332	↓1514	↑1224	↑1255	↑1282	↑1345	↑1221	↓1403	↑1229	↑1444
Engineering Design	↑1000	↑782	↓746	↓727	↑862	↓944	↓782	↑981	↑898	↑808	↑805	↑801	↑1172	↑1076

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 Nov-17 over Nov-16

### City Wise Analysis

- Of the 13 key cities tracked, 12 of them recorded an increase in hiring activity in November 2017 when compared to November 2016.
- The index for Kolkata, Delhi NCR and Mumbai grew by 51%,16%, and 15% respectively
- Bangalore witnessed a YOY dip of 3%.

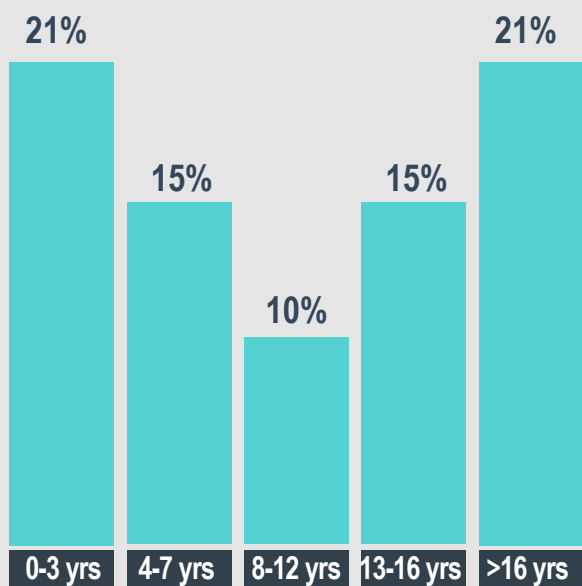
City*	Jul 08	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
Delhi-NCR	↑ 1000	↑ 1880	↓ 1772	↓ 1773	↑ 2123	↓ 2185	↓ 1880	↑ 2014	↓ 2103	↑ 1994	↑ 2037	↓ 2070	↑ 1742	↑ 2187
Mumbai	↑ 1000	↑ 1585	↓ 1534	↓ 1419	↓ 1621	↓ 1743	↓ 1571	↑ 1595	↓ 1637	↑ 1653	↑ 1516	↑ 1713	↑ 1513	↑ 1826
Bangalore	↑ 1000	↑ 2279	↓ 2020	↓ 2003	↓ 2240	↓ 2349	↓ 1942	↑ 2202	↓ 2125	↑ 2229	↓ 2068	↑ 2145	↑ 1976	↑ 2201
Chennai	↑ 1000	↑ 1541	↓ 1277	↑ 1480	↓ 1639	↓ 1741	↓ 1392	↑ 1534	↓ 1573	↓ 1603	↑ 1544	↑ 1601	↑ 1446	↑ 1647
Hyderabad	↑ 1000	↑ 2178	↓ 1939	↑ 1995	↑ 2347	↓ 2483	↓ 1998	↑ 2096	↓ 2099	↑ 2112	↑ 2088	↑ 2141	↑ 1989	↑ 2384
Pune	↑ 1000	↑ 2289	↓ 2063	↑ 2237	↑ 2332	↓ 2596	↓ 2110	↑ 2366	↓ 2256	↑ 2397	↓ 2042	↑ 2137	↑ 1875	↑ 2374
Kolkata	↑ 1000	↑ 1483	↓ 1456	↑ 1528	↑ 1774	↑ 2046	↑ 1811	↑ 1815	↑ 1858	↑ 2002	↑ 1879	↑ 1863	↑ 1825	↑ 2246

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

- Jobs for entry level job seekers having 0-3 years of experience and Senior management roles with experience requirement of 16+ years increased by 21% in November'17 as compared to November'16.
- Hiring for roles with experience requirement of 4-7 years' & 13-16 years' witnessed a 15% growth in hiring in the same period.



Figures are percentage change in Nov-17 over Nov-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 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 4,30,000 jobs live at any point and over 54 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 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*	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
IT-Software/Software Services	2484	2265	2393	2600	2819	2123	2357	2363	2543	2269	2409	2144	2646
BPO/ITES/CRM/Transcription	1682	1505	1572	1894	1791	1703	1702	1842	1753	1869	1869	1599	1922
Construction/Engineering/Cement/Metals	582	552	610	697	702	655	728	694	681	745	755	684	847
Auto/Auto Ancillary	1060	913	1007	1249	1193	1049	1256	1220	1218	1208	1199	1148	1473
Banking/Financial Services/Broking	2509	2406	2068	2717	3036	2697	2741	2637	2755	2943	3100	2545	3115
Oil and Gas/Power/Infrastructure/Energy	765	627	571	682	928	727	711	730	739	619	667	636	838
Telcom/ISP	750	656	630	709	784	672	730	685	660	559	640	704	617
Insurance	818	747	793	843	944	777	837	832	975	799	923	821	990
Industrial Products/Heavy Machinery	779	703	827	949	979	791	995	885	917	894	947	781	1013
Pharma/Biotech/Clinical Research	2010	1788	1785	1955	2016	1788	1966	1911	1871	1679	1802	1656	1913
Hotels/Restaurants/Airlines/Travel	1850	1985	1955	2130	2339	2341	2247	2044	2085	2177	2256	2243	2670
FMCG/Foods/Beverage	1520	1339	1452	1665	1710	1528	1576	1645	1576	1524	1622	1434	1713
Chemicals/PetroChemical/Plastic/Rubber	889	922	955	1306	1149	1184	1256	1133	1075	1062	1050	1014	1317
Education/Teaching/Training	2597	2347	2646	3197	3299	2995	2759	2992	2983	2951	3073	2600	3488
IT-Hardware & Networking	1052	1076	939	1362	1191	960	1072	1052	1070	998	1310	869	1172
Retailing	1092	1051	1221	1200	1224	1288	1363	1333	1426	1437	1385	1251	1558
Media/Dotcom/Entertainment	1044	1014	1002	1055	1166	1077	1150	1145	1128	1131	1107	936	1182
Medical/Healthcare/Hospital	3328	3007	3230	3850	4253	3860	4606	4594	4147	4433	4499	4116	4806
Real Estate/Property	1988	1337	1504	1768	1820	1781	2033	2024	2024	2046	2094	1903	2102
Recruitment/Employment Firm	3964	3783	3106	3495	3863	3871	4291	3631	3645	3415	3248	2308	3730
Consumer Durables	931	916	868	1081	1441	1092	1273	1102	1015	1057	1132	977	1205
Accounting/Taxation/Finance	2980	2287	2029	2484	3446	2551	2720	2525	2696	2489	2715	2271	2705
Advertising/PR/MR/Events	1904	1645	1946	2208	2567	2273	2108	2248	2512	2213	2537	2240	2562
Textiles/Garments/Accessories	2244	2046	2266	2247	2215	2291	2339	2318	1999	2018	1950	1638	2307
Semiconductors/Electronics	1484	882	1079	1543	1573	1168	1388	1457	1318	1541	1546	3332	2294
Courier/Transportation/Freight	1604	1181	1677	1831	1596	1634	1562	1639	1599	1770	1740	1592	1991
Architecture/Interior Designing	1232	1179	1245	1688	1525	1404	1530	1358	1466	1477	1304	1231	1710
Export/Import	876	891	1148	1186	1080	1199	1186	1116	968	1025	1210	836	1332
Printing/Packaging	1025	1204	1268	1439	1348	1402	1325	1426	1357	1520	1346	1229	1578
Shipping/Marine	648	608	579	657	709	694	794	610	801	716	767	605	928
Agriculture/Dairy	1335	1259	1315	1389	1413	1345	1730	1311	1348	1203	1547	1460	1629
Office Equipment/Automation	639	623	772	816	831	741	787	721	846	846	808	742	935
Fresher/Trainee	1733	1091	1098	1388	1506	1618	1529	1442	1803	1373	1334	1514	1879
NGO/Social Services	1980	2356	2385	2420	2882	2119	1817	1819	2938	2513	2999	2080	2897
Gems & Jewellery	2037	1896	2449	2405	2411	2946	2474	2635	2587	3202	3477	2587	4048
Paper	402	603	565	501	628	596	640	869	640	490	610	553	662
Legal	2285	2345	2182	2152	2656	2607	2315	2714	2894	2330	2576	2434	3910
Tyres	613	549	490	855	1009	552	1128	813	697	1039	721	594	767
Fertilizers/Pesticides	1549	1558	1662	1873	1914	1733	1529	1978	1588	2107	1809	2345	1886
Security/Law Enforcement	1761	2031	1941	2791	2213	2661	2630	1968	2521	2285	2418	2449	2681
Defence/Government	506	1003	1469	1420	1073	891	1399	1446	1189	1096	1663	1073	1614

\*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	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
IT-Software	2446	2191	2238	2502	2842	2114	2349	2333	2506	2264	2380	2107	2562
Sales / BD	1932	1779	1884	2147	2164	2060	2204	2126	2231	2097	2229	1839	2376
ITES / BPO / KPO / Customer Service / Op	2393	2214	2232	2680	2532	2335	2377	2489	2388	2587	2558	2174	2591
Production / Maintenance / Quality	1044	915	952	1188	1207	1101	1225	1175	1173	1139	1256	1143	1433
Accounts / Finance / Tax / CS / Audit	1340	1251	1233	1362	1541	1359	1436	1451	1494	1470	1605	1360	1698
HR / Administration / IR	1777	1665	1731	1824	1876	1622	1718	1593	1613	1618	1710	1554	1872
Site Engineering / Project Management	514	475	492	558	620	551	619	585	584	569	623	559	666
Marketing / Advertising / MR / PR	1361	1353	1399	1542	1649	1411	1373	1478	1540	1450	1547	1385	1720
Banking / Insurance	1151	973	994	1332	1514	1224	1255	1282	1345	1221	1403	1229	1444
Engineering Design / R&D	782	746	727	862	944	782	981	898	808	805	801	1172	1076
Purchase / Logistics / Supply Chain	1044	797	834	944	1014	922	1029	975	1032	986	979	898	1120
Secretary / Front Office / Data Entry	888	795	819	962	968	931	925	926	889	893	901	826	1078
IT- Hardware / Telecom / Technical Staff / S	1371	1155	1228	1372	1322	1202	1286	1275	1234	1172	1197	1074	1219
Teaching / Education	2591	2411	2885	3566	3775	3193	2868	3301	3090	3069	3121	2585	3546
Pharma / Biotech / Healthcare / Medical / F	3480	3144	3282	4018	4069	4080	5090	4814	4394	4591	4538	4334	5059
Hotels / Restaurants	2581	2745	2559	2965	3085	2774	2924	2624	2373	2551	2743	2406	2978
Top Management	687	672	612	731	760	582	830	733	723	983	948	799	777
Architecture / Interior Design	1044	816	1049	1324	1157	1025	1176	1062	1063	1027	925	823	1186
Export / Import / Merchandising	1112	1179	1242	1319	1282	1221	1403	1225	1122	1239	1146	1034	1365
Corporate Planning / Consulting	1643	1409	1406	2212	1850	1424	1729	1752	1560	1563	1952	1784	1706
Legal	1538	1739	1582	1769	2012	1628	1720	1735	1811	1664	1810	1579	2115
Web / Graphic Design / Visualiser	2929	2976	2898	3483	3698	3238	3212	3260	3331	3174	3393	2970	3698
Content / Journalism	2454	2546	2577	2814	2900	2365	2561	2538	2865	2892	3121	2348	2976
Ticketing / Travel / Airlines	2443	2428	2696	2787	3033	3934	3323	3042	3275	3955	4141	4060	4560
Fashion / Garments / Merchandising	1542	1586	1784	2085	1918	2042	2145	1783	1545	1737	1452	1370	2048
Guards / Security Services	1054	1245	1214	1209	1347	980	969	949	1265	1235	1265	908	1392
TV / Films / Production	1332	1371	1339	1536	1632	1198	1355	1265	1192	1649	1316	1094	1502
Packaging	938	979	1034	1045	1233	1163	1360	1143	1179	1179	938	943	1518

\*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*	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
Delhi / NCR	1880	1772	1773	2123	2185	1880	2014	2103	1994	2037	2070	1742	2187
Mumbai	1585	1534	1419	1621	1743	1571	1595	1637	1653	1516	1713	1513	1826
Bengaluru / Bangalore	2279	2020	2003	2240	2349	1942	2202	2125	2229	2068	2145	1976	2201
Chennai	1541	1277	1480	1639	1741	1392	1534	1573	1603	1544	1601	1446	1647
Hyderabad / Secunderabad	2178	1939	1995	2347	2483	1998	2096	2099	2112	2088	2141	1989	2384
Pune	2289	2063	2237	2332	2596	2110	2366	2256	2397	2042	2137	1875	2374
Kolkata	1483	1456	1528	1774	2046	1811	1815	1858	2002	1879	1863	1825	2246
Ahmedabad	2144	2111	2265	2642	2754	2631	2422	2421	2444	2501	2878	2301	2886
Chandigarh	1415	1281	1326	1592	1729	1781	1672	1483	1489	1536	1657	1274	1727
Ernakulam / Kochi / Cochin	2519	2310	2349	2414	3079	2493	2619	2515	3013	2405	2394	2582	3263
Vadodara / Baroda	1818	1604	1620	1735	1914	1798	2036	1827	2050	1883	2450	1956	2508
Coimbatore	1704	1396	1679	1846	2270	1694	2076	1857	2033	1955	2066	1873	2391
Jaipur	2748	2690	2666	3242	3038	2797	3086	3434	3016	3094	3237	2737	3453

\*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