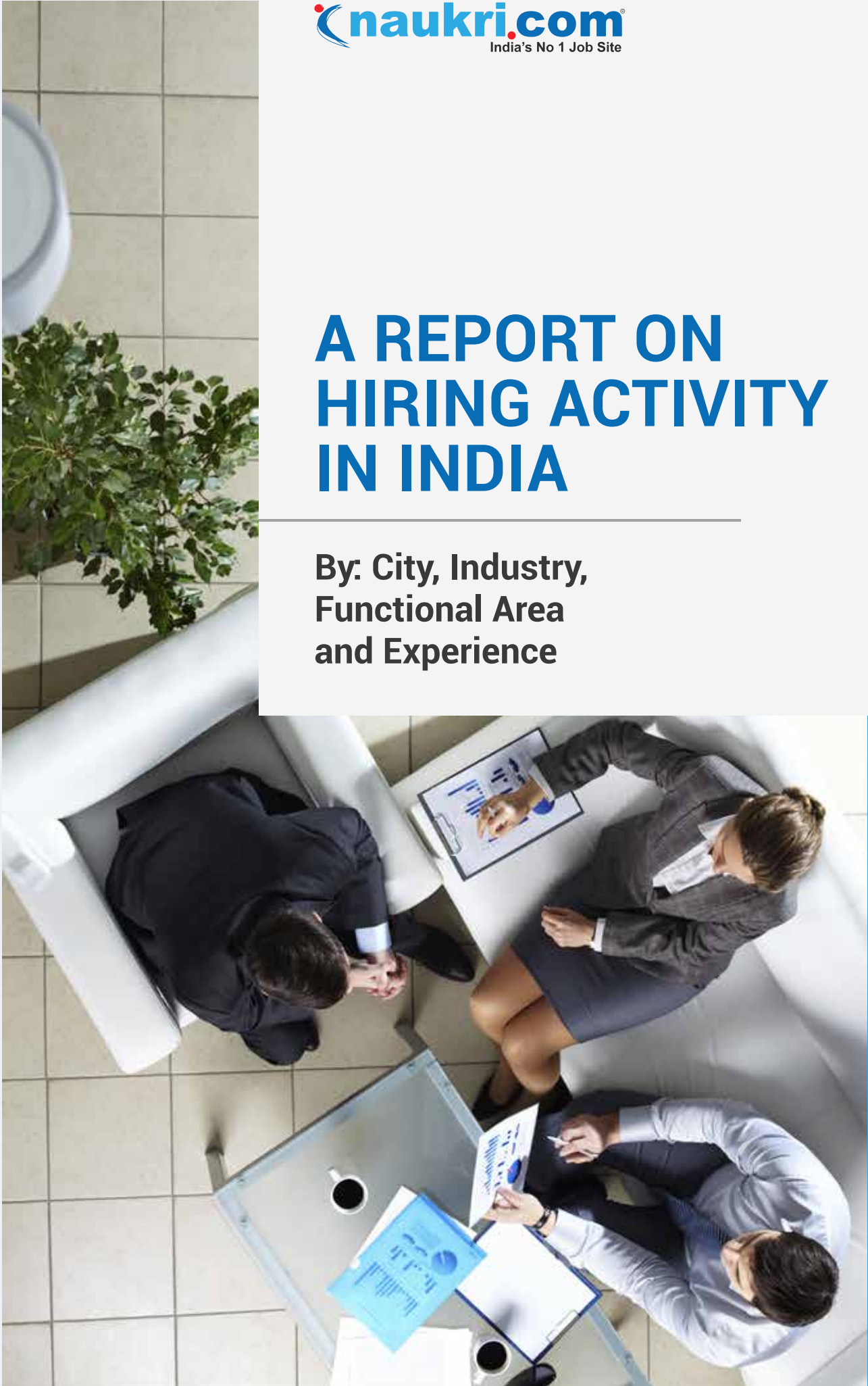


A REPORT ON HIRING ACTIVITY IN INDIA

By: City, Industry,
Functional Area
and Experience



OCTOBER 2020

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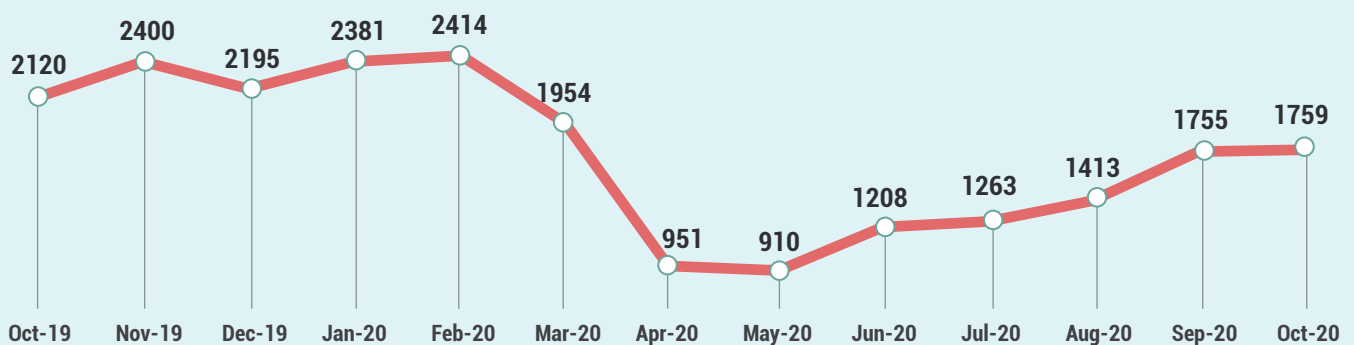
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The Naukri JobSpeak Index for October'20, at 1759, remains flat in hiring activity as compared to September'20, at 1755. However, at a Y-O-Y level, the overall hiring is still down by 17% in October'20.

Overall Hiring Trends



- Hospitality/Travel (-58%), Retail (-37%), Telecom/ISP (-39%), Accounting/Taxation/Finance (-27%) and IT-Software (-23%) sectors witnessed a steep decline in hiring activity in October'20 Y-O-Y.
- Mumbai (-28%), Hyderabad (-26%), and Chennai (-24%) led the decline in hiring in metros.
- Recruitment across the board declined at varied experience levels with the entry-level experience bands (0 to 3 yrs exp) witnessing the sharpest decline of 21%.

Pawan Goyal, Chief Business Officer, Naukri.com said,

"Oct'20 sees slight improvement in Y-O-Y hiring activity due to lower bases last year on account of festivity. Interestingly, key sectors such as IT, BPO/ITES and BFSI are showing improvements in hiring sequentially. Sectors like Travel & Hospitality (+33%) and Retail (+13%) have also shown positive signs of growth sequentially given the festive cheer and better COVID recovery rates. 26% recruiters feel that the hiring activity will return to pre-COVID levels in the next three to six months as per our recently concluded Hiring Outlook survey. We are also hopeful of the same."

HIRING TRENDS ACROSS KEY INDUSTRIES

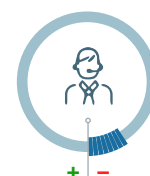
- Chemicals/Petrochemicals (30%) and IT-Hardware & Networking industry (3%) witnessed positive growth due to gradual unlock measures and companies functioning with more capacity while the Medical/Healthcare (0%) sector remained flat.
- Hospitality/ Travel (-58%), Retail (-37%) and IT-Software (-23%) sectors witnessed a steep decline in hiring activity in October'20 Y-O-Y.
- Industries such as Insurance (-2%), Pharma/Biotech (-6%), BPO/ITES (-9%) and Auto/Ancillary (-7%) are at the verge of turning positive if the recovery continues in subsequent months.



Insurance **-2%**



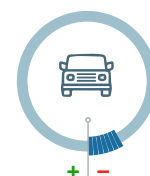
IT-Software **-23%**



BPO/ITES **-9%**



Pharma **-6%**



Auto & Ancillary **-7%**



Oil and Gas **-40%**



Hotels/Restaurant/
Travel/Airlines **-58%**



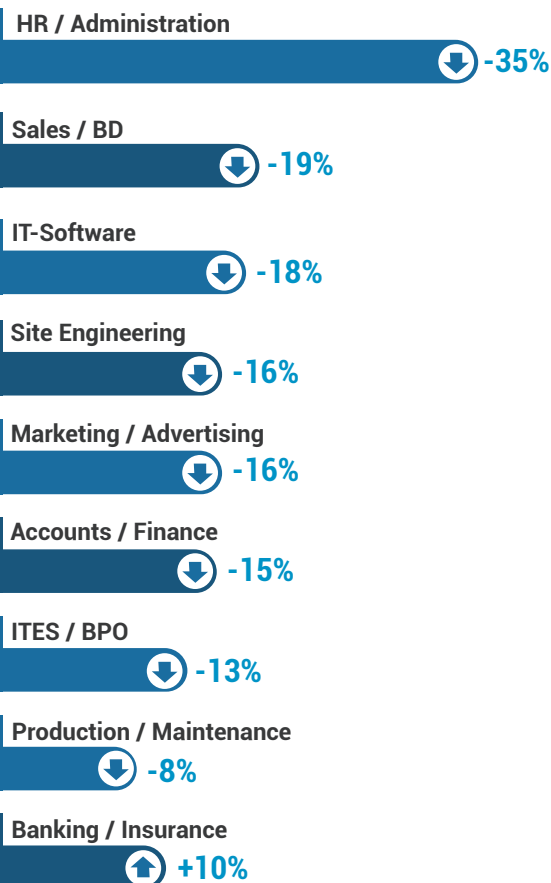
Banking **-22%**

Figures are percentage change in Oct-20 over average of Oct-19

Industry*	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
IT-Software/Software Services	3,300	3,578	3,133	3,353	3,525	3089	1803	1472	1755	1749	1986	2375	2533
BPO/ITES/CRM/Transcription	2,062	2,421	2,120	2,279	2,259	2140	929	839	1244	1315	1527	1971	1878
Construction/Engineering/Cement	727	973	862	952	906	633	216	282	374	475	490	583	583
Auto/Auto Ancillary	1,057	1,285	1,151	1,276	1,330	915	265	327	580	661	771	994	985
Banking/Financial Services/Broking	2,358	2,848	2,701	3,062	2,946	2465	993	858	1192	1378	1437	1910	1832
Oil and Gas/Power/Infrastructure/	643	774	712	820	830	543	334	249	300	347	313	408	386
Telcom/ISP	569	581	586	611	558	451	277	300	285	322	507	470	349
Insurance	930	1,215	1,147	1,552	1,306	936	633	476	637	659	795	1017	910
Industrial Products/Heavy Machinery	983	1,240	1,127	1,133	1,099	772	272	351	546	695	773	1041	967
Pharma/Biotech/Clinical Research	1,591	1,827	1,905	1,845	1,875	1448	1026	1125	1426	1316	1243	1794	1494
Hotels/Restaurants/Airlines/Travel	1,926	2,218	2,060	2,185	2,087	1047	221	207	430	407	417	616	818
FMCG/Foods/Beverage	1,691	2,035	1,832	2,001	2,118	1446	654	700	1103	1209	1227	1754	1591
Chemicals/PetroChemical/Plastic/	956	1,200	1,116	1,252	1,366	964	574	487	815	939	937	1439	1246
Education/Teaching/Training	3,489	4,562	3,945	4,630	4,608	3797	1785	1582	2711	2118	2312	3258	3234
IT-Hardware & Networking	1,021	1,334	1,125	1,179	1,231	1052	557	558	764	835	829	1354	1055
Retailing	1,669	1,833	1,556	1,643	1,797	1135	399	308	545	532	813	935	1051
Media/Dotcom/Entertainment	927	1,201	1,027	1,109	1,050	698	299	438	420	572	589	816	758
Medical/Healthcare/Hospital	4,862	6,136	5,186	5,448	5,938	4706	2133	4060	4499	4612	5279	5091	4866
Real Estate/Property	2,042	2,651	2,194	2,452	2,501	1640	420	594	947	1021	1364	1963	1983

HIRING TRENDS ACROSS KEY FUNCTIONAL AREAS

- The demand for professionals in IT-Hardware/Technical (15%), Banking/Insurance (10%) and Purchase/Logistics (6%) roles saw an uptick in October'20 Y-O-Y.
- Additionally, hiring for professionals in Pharma/Biotech/Medical (0%), Production/Maintenance (-8%) and ITES/BPO (-13%) remained less impacted in October'20 versus same time last year.
- New jobs for professionals in the Hotel/Restaurant, Ticketing/Travel/Airlines and HR/Admin sectors witnessed a dip of 66%, 54% and 35% respectively.



Figures are percentage change in Oct-20 over average of Oct-19

Functional Area*	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
IT-Software	2989	3267	2803	3025	3145	2733	1642	1388	1674	1763	1969	2416	2462
Sales / BD	2274	2743	2556	2820	2890	2044	851	863	1147	1189	1280	1731	1837
ITES / BPO / KPO / Customer Service	2837	3263	2852	3051	3051	2907	1325	1153	1679	1673	1986	2452	2482
Production / Maintenance / Quality	1132	1400	1276	1372	1409	1090	359	486	785	831	909	1168	1038
Accounts / Finance / Tax / CS / Audit	1466	1772	1515	1658	1742	1361	561	568	806	835	921	1169	1246
HR / Administration / IR	1911	2186	2018	2158	2206	1596	558	570	747	756	892	1260	1236
Site Engineering / Project Management	556	722	633	713	649	457	186	206	291	364	385	463	467
Marketing / Advertising / MR / PR	1486	1859	1697	1822	1656	1265	553	658	822	858	1030	1241	1241
Banking / Insurance	1175	1320	1278	1488	1258	1111	524	526	648	1027	1111	1404	1294
Engineering Design / R&D	768	1004	832	973	960	701	398	381	507	606	548	708	718
Hotels / Restaurants	2457	2759	2531	2541	2528	1407	300	272	697	534	538	659	841
Pharma / Biotech / Healthcare / Medical	5074	6288	5412	5644	6137	4866	2442	3636	4953	5183	5968	5648	5079
Ticketing / Travel / Airlines	3491	4141	4234	5024	4588	1759	207	279	517	721	732	1203	1622
IT- Hardware / Telecom / Technical Staff	1311	1751	1609	1491	1541	1340	677	665	906	1216	1228	1843	1503

HIRING TRENDS ACROSS KEY CITIES

- Given the intensity of the pandemic in metros, the hiring activity in metros declined more than the national average (-23% vs -17%) in October'20 Y-O-Y.
- Mumbai (-28%), Hyderabad (-26%) and Chennai (-24%), led the decline in hiring in metros.
- Tier-II cities such as Chandigarh (13%) showed robust hiring growth, while Ernakulam (1%) is stable.

Metro Cities



-20%
Delhi / NCR



-28%
Mumbai



-26%
Hyderabad



-24%
Chennai



-22%
Bengaluru



-17%
Pune



-16%
Kolkata

Emerging Cities



-23%
Ahmedabad



+13%
Chandigarh



+1%
Ernakulam /
Kochi / Cochin



-10%
Vadodara /
Baroda



-32%
Coimbatore



-20%
Jaipur

Figures are percentage change in Oct-20 over average of Oct-19

City*	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Delhi / NCR	2032	2567	2313	2360	2278	1818	804	820	1068	1170	1338	1598	1628
Mumbai	1685	1973	1740	1928	1936	1621	807	640	781	846	951	1175	1221
Bengaluru / Bangalore	2376	2563	2191	2455	2513	2256	1202	1060	1278	1228	1501	1709	1847
Chennai	1815	2008	1691	1748	1918	1494	742	698	854	892	1037	1291	1372
Hyderabad / Secunderabad	2733	2832	2561	2659	2785	2215	1156	1048	1382	1396	1597	1976	2026
Pune	2664	3109	2707	2895	3074	2589	1307	1026	1467	1417	1770	2226	2213
Kolkata	2491	3246	2799	2676	2849	2269	1075	856	1491	1431	1817	2178	2094
Ahmedabad	3147	3937	3493	3467	3545	2809	1311	1304	1700	1783	1936	2598	2436
Chandigarh	1638	2073	1740	2140	2112	1570	784	881	1329	1512	1636	2274	1852
Ernakulam / Kochi / Cochin	3736	4617	4160	4466	4809	2934	1325	1768	2591	2589	2768	3447	3769
Vadodara / Baroda	2285	3577	3603	2684	3014	2494	1051	1091	1348	1824	1769	2271	2063
Coimbatore	3040	3498	3144	3219	3137	2614	1025	1403	1640	1740	1550	1965	2058
Jaipur	3441	4017	3429	3823	3840	3091	1633	1553	2231	3124	2999	4090	2765

HIRING TRENDS ACROSS EXPERIENCE LEVELS

- Hiring across experience levels remained impacted in October'20 as compared to October'19.
- The hiring for entry-level executives (0-3 yrs. exp.) and senior-level executives (4-7 yrs. exp.) saw a dip of 21% and 17% respectively.
- The middle management roles (8-12 yrs. exp.) roles declined by 13%, senior management roles (13-16 yrs. exp.) declined by 8% and leadership roles (16+ yrs. exp.) declined by 10%.



Figures are percentage change in Oct-20 over average of Oct-19



METHODOLOGY

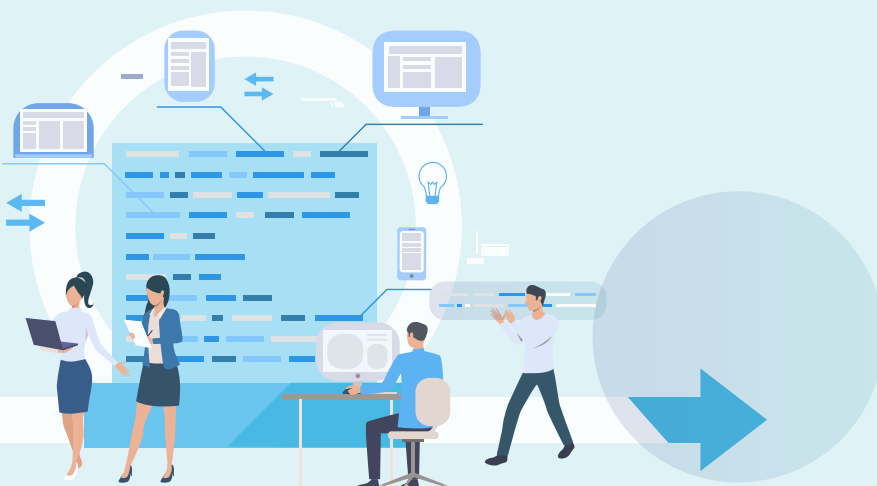
The Naukri JobSpeak is a monthly Index that calculates and records hiring activity based on the job listings on Naukri.com website month on month. The objective of Naukri JobSpeak is to measure the hiring activities in various industries, cities, functional areas and experience levels. The data is compiled from the website wherein jobs posted by clients on Naukri.com are considered. Thus, the job speak index includes jobs that might be for replacement hiring. December 2008 is taken to be the base with an index value of 1,000 and the subsequent monthly index is compared with the data for December 2008. The jobs analyzed for the monthly Index are qualified based on white-collar, urban, belonging to organized corporate sector jobs with the focus on service industries. The report shows hiring trends across industry sectors, geography, experience level, and functional areas. More than 76,000 clients use Naukri.com, leading to the high reliability of data. The report does not cover gig employment, hyperlocal hiring or campus placement. Over a long period, the Naukri JobSpeak was impacted by the increase in the Naukri traffic share, internet penetration, Naukri pricing strategy and job listing drives.

About Naukri.com

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 out-performing its competitors in every sphere. Info Edge was the first internet company to be listed in India. The brand enjoys a timeshare of over 96% across Desktop, Mobile and App as per similar web. Naukri.com is a recruitment platform that provides hiring-related services to corporates/recruiters, placement agencies and job seekers in India and overseas. It offers multiple products like Resume Database Access, listings and Response Management Tools. With more than 5,40,000 jobs live at any point and over 69 million CVs, Naukri.com services over 59,500 unique clients. The company operates 77 offices in 47 cities in India and overseas offices in Dubai, Riyadh, Abu Dhabi and Bahrain.

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*	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
IT-Software/Software Services	3300	3578	3133	3353	3525	3089	1803	1472	1755	1749	1986	2375	2533
BPO/ITES/CRM/Transcription	2062	2421	2120	2279	2259	2140	929	839	1244	1315	1527	1971	1878
Construction/Engineering/Cement/ Auto/Auto Ancillary	727	973	862	952	906	633	216	282	374	475	490	583	583
Banking/Financial Services/Broking	2358	2848	2701	3062	2946	2465	993	858	1192	1378	1437	1910	1832
Oil and Gas/Power/Infrastructure	643	774	712	820	830	543	334	249	300	347	313	408	386
Telcom/ISP	569	581	586	611	558	451	277	300	285	322	507	470	349
Insurance	930	1215	1147	1552	1306	936	633	476	637	659	795	1017	910
Industrial Products/Heavy Machinery	983	1240	1127	1133	1099	772	272	351	546	695	773	1041	967
Pharma/Biotech/Clinical Research	1591	1827	1905	1845	1875	1448	1026	1125	1426	1316	1243	1794	1494
Hotels/Restaurants/Airlines/Travel	1926	2218	2060	2185	2087	1047	221	207	430	407	417	616	818
FMCG/Foods/Beverage	1691	2035	1832	2001	2118	1446	654	700	1103	1209	1227	1754	1591
Chemicals/PetroChemical/Plastic/ Education/Teaching/Training	956	1200	1116	1252	1366	964	574	487	815	939	937	1439	1246
IT-Hardware & Networking	1021	1334	1125	1179	1231	1052	557	558	764	835	829	1354	1055
Retailing	1669	1833	1556	1643	1797	1135	399	308	545	532	813	935	1051
Media/Dotcom/Entertainment	927	1201	1027	1109	1050	698	299	438	420	572	589	816	758
Medical/Healthcare/Hospital	4862	6136	5186	5448	5938	4706	2133	4060	4499	4612	5279	5091	4866
Real Estate/Property	2042	2651	2194	2452	2501	1640	420	594	947	1021	1364	1963	1983
Recruitment/Employment Firm	2903	3487	3135	3758	3638	2856	904	833	1303	1782	2127	3122	2798
Consumer Durables	917	1314	1250	1241	1111	928	288	352	595	671	641	808	842
Accounting/Taxation/Finance	3375	3989	3348	3434	3398	2792	1082	1092	1668	1834	2036	2510	2480
Advertising/PR/MR/Events	2903	4072	3813	3662	3416	2552	880	1036	1366	1481	1707	1979	2256

ANNEXURE FUNCTIONAL AREA

Functional*	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
IT-Software	2989	3267	2803	3025	3145	2733	1642	1388	1674	1763	1969	2416	2462
Sales / BD	2274	2743	2556	2820	2890	2044	851	863	1147	1189	1280	1731	1837
ITES / BPO / KPO / Customer Service	2837	3263	2852	3051	3051	2907	1325	1153	1679	1673	1986	2452	2482
Production / Maintenance / Quality	1132	1400	1276	1372	1409	1090	359	486	785	831	909	1168	1038
Accounts / Finance / Tax / CS / Audit	1466	1772	1515	1658	1742	1361	561	568	806	835	921	1169	1246
HR / Administration / IR	1911	2186	2018	2158	2206	1596	558	570	747	756	892	1260	1236
Site Engineering / Project Management	556	722	633	713	649	457	186	206	291	364	385	463	467
Marketing / Advertising / MR / PR	1486	1859	1697	1822	1656	1265	553	658	822	858	1030	1241	1241
Banking / Insurance	1175	1320	1278	1488	1258	1111	524	526	648	1027	1111	1404	1294
Engineering Design / R&D	768	1004	832	973	960	701	398	381	507	606	548	708	718
Purchase / Logistics / Supply Chain	1033	1295	1152	1196	1127	920	407	475	695	809	937	1160	1095
Secretary / Front Office / Data Entry	966	1408	1155	1062	1137	813	169	263	435	505	536	773	716
IT- Hardware / Telecom / Technical	1311	1751	1609	1491	1541	1340	677	665	906	1216	1228	1843	1503
Teaching / Education	3094	4340	3720	4589	4270	3924	1686	1402	2093	1802	2060	2683	2160
Pharma / Biotech / Healthcare	5074	6288	5412	5644	6137	4866	2442	3636	4953	5183	5968	5648	5079
Hotels / Restaurants	2457	2759	2531	2541	2528	1407	300	272	697	534	538	659	841
Top Management	672	902	822	828	681	628	512	476	596	536	581	729	575
Architecture / Interior Design	895	1352	1239	1618	1191	864	452	531	638	687	778	985	979
Export / Import / Merchandising	1079	1296	1155	1258	1205	986	316	414	762	895	1209	1000	1167
Corporate Planning / Consulting	1548	1684	1445	1460	1438	1097	619	623	840	783	1010	1265	1342
Legal	1767	1833	1865	1840	2007	1438	652	644	918	917	970	1265	1177
Web / Graphic Design / Visualiser	3378	4275	3513	3795	3960	2857	1226	1749	2066	2373	3080	3241	3780
Content / Journalism	2744	3418	3207	3358	3423	2763	1237	1481	1936	1726	2188	2394	2604
Ticketing / Travel / Airlines	3491	4141	4234	5024	4588	1759	207	279	517	721	732	1203	1622
Fashion / Garments / Merchandising	1119	1585	1288	1399	1465	764	199	152	410	402	641	898	968
Guards / Security Services	1357	2066	1765	1796	1461	1051	316	531	1065	857	949	1339	1122
TV / Films / Production	1126	1569	1926	2302	1536	1126	674	816	1097	1567	865	1148	1339
Packaging	1451	1593	1306	1651	1649	1215	1462	889	1068	1161	1106	1462	1179

ANNEXURE CITES

Cities*	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Delhi / NCR	2032	2567	2313	2360	2278	1818	804	820	1068	1170	1338	1598	1628
Mumbai	1685	1973	1740	1928	1936	1621	807	640	781	846	951	1175	1221
Bengaluru / Bangalore	2376	2563	2191	2455	2513	2256	1202	1060	1278	1228	1501	1709	1847
Chennai	1815	2008	1691	1748	1918	1494	742	698	854	892	1037	1291	1372
Hyderabad / Secunderabad	2733	2832	2561	2659	2785	2215	1156	1048	1382	1396	1597	1976	2026
Pune	2664	3109	2707	2895	3074	2589	1307	1026	1467	1417	1770	2226	2213
Kolkata	2491	3246	2799	2676	2849	2269	1075	856	1491	1431	1817	2178	2094
Ahmedabad	3147	3937	3493	3467	3545	2809	1311	1304	1700	1783	1936	2598	2436
Chandigarh	1638	2073	1740	2140	2112	1570	784	881	1329	1512	1636	2274	1852
Ernakulam / Kochi / Cochin	3736	4617	4160	4466	4809	2934	1325	1768	2591	2589	2768	3447	3769
Vadodara / Baroda	2285	3577	3603	2684	3014	2494	1051	1091	1348	1824	1769	2271	2063
Coimbatore	3040	3498	3144	3219	3137	2614	1025	1403	1640	1740	1550	1965	2058
Jaipur	3441	4017	3429	3823	3840	3091	1633	1553	2231	3124	2999	4090	2765