



A REPORT ON **HIRING ACTIVITY** IN INDIA

By: City, Industry, Functional Area and Experience

TABLE OF CONTENTS

Overview	3
Key Highlights	4
Sectoral Analysis	5
Functional Area Analysis	6
City Analysis	7
Work Experience Analysis	8
Methodology	9
Annexure	10-12

INDEX FOR JANUARY 2020

The Naukri JobSpeak Index for January 2020 (2,381), marked a 6% rise in hiring activity as compared to January 2019 (2,251).

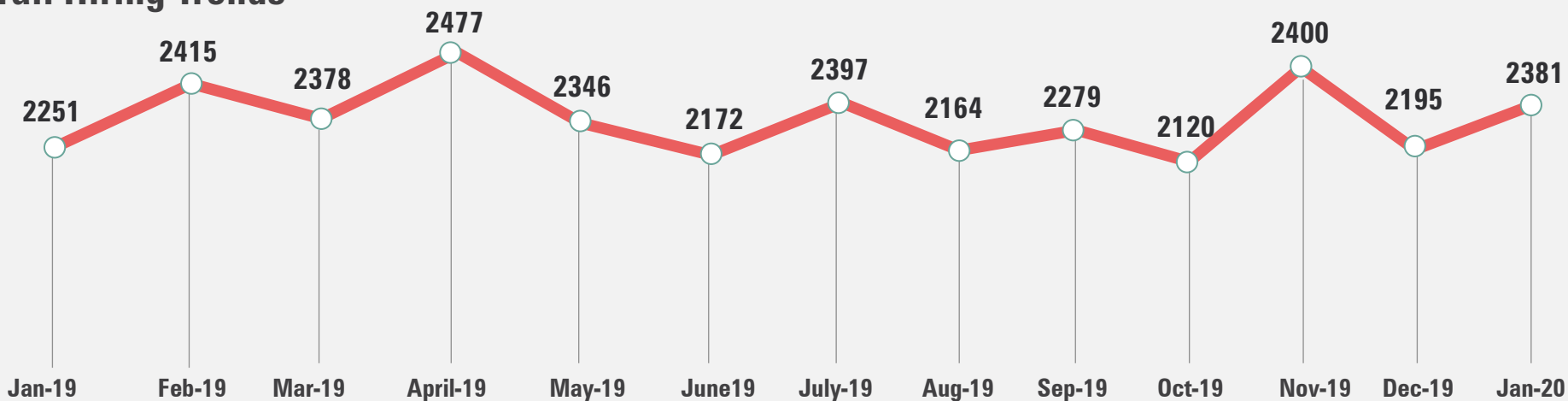
The major contributors to growth in hiring were industries like Accounting & Finance (37%), Education/Teaching (23%), Insurance (19%) and BPO/ITES (18%) while industries like Pharma (-5%) and Auto (-25%) witnessed a dip in recruitment activity. Demand for job roles in Teaching & Education (20%), BPO/ITES (17%), Accounting (14%) and Sales/Business Development (10%) also led to the overall uptick in hiring.

The job markets in Hyderabad (7%), Pune (7%) and Kolkata (6%) picked up on hiring activity and have consistently grown over the past year. Bangalore and Chennai saw negative growth in hiring at 3% and 4% respectively. Demand for entry-level professionals (0-3 years exp.) and senior-level executives (4-7 years exp.) grew by 10% and 7% respectively in January'20 YoY.

Commenting on the report, **Pawan Goyal, Chief Business Officer, Naukri.com** said,

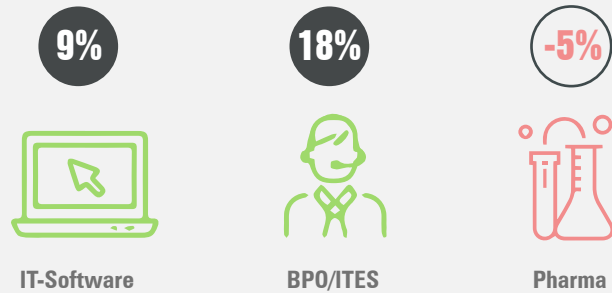
"The year has started on a cautious note with hiring activity growing by 6% in January' 20 versus an average of 10% in the last quarter. While the Auto and Hotels & Hospitality industry continue to see a dip in hiring, the demand in Accounting & Finance and Education & Teaching industry maintains a buoyant mood. After a negative hiring growth in most of 2019, the telecom industry sees revival in recruitment activity since the past four months."

Overall Hiring Trends

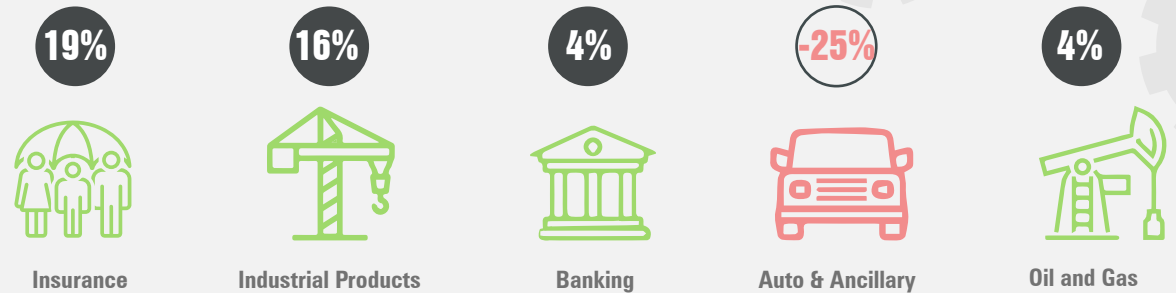


2008 was scaled to 1000. Index for subsequent months is relative to Jul 08.

KEY HIGHLIGHTS

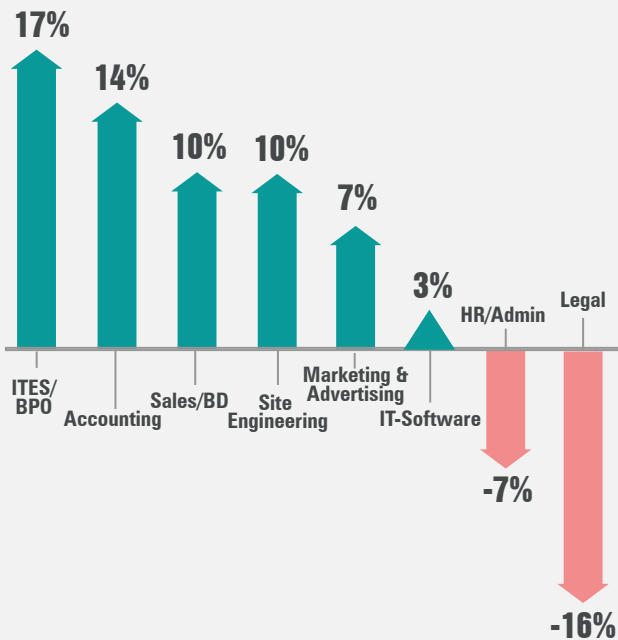


Hiring across Industry



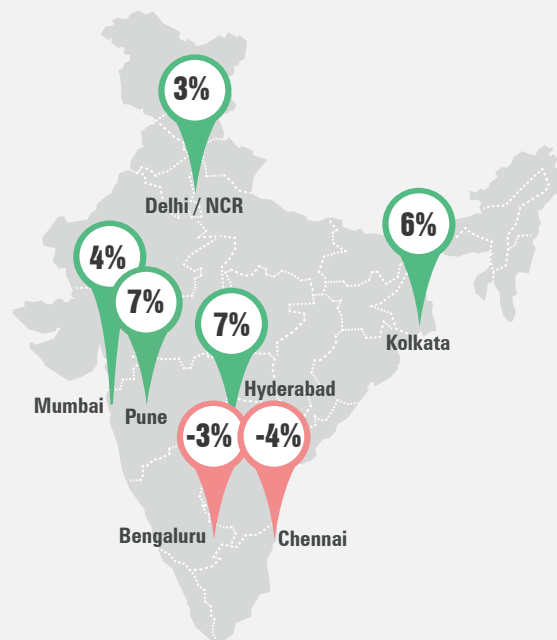
Figures are percentage change in Jan-20 over average of Jan-19

Hiring across Functional Areas



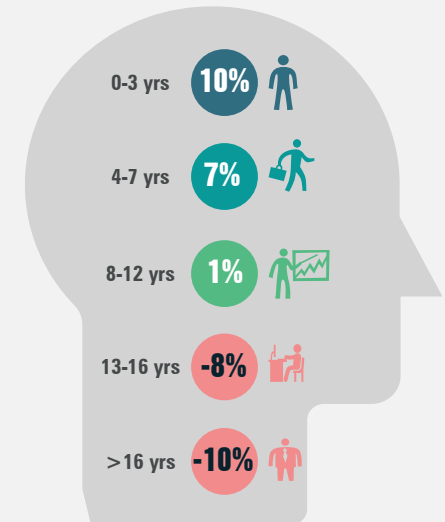
Figures are percentage change in Jan-20 over average of Jan-19

Hiring across Cities



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

Hiring across Experience Levels



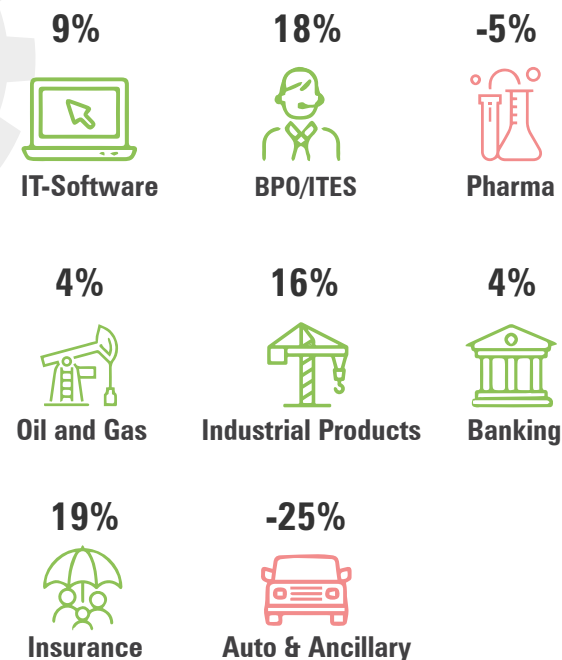
Figures are percentage change in Jan-20 over average of Jan-19

SECTORAL ANALYSIS

Hiring trends across top industry

Industry-wise Analysis:

- Demand for professionals from the Accounting & Finance industry grew by 37%.
- Major industries that observed an increase in hiring during January'20 were Education/ Teaching and Insurance with an upsurge of 23% & 19% respectively.
- Other industries that showed growth in hiring activity in the month of January were - BPO/ITES (18%), Telecom (17%), IT- Software (9%), Banking (4%), and Oil & Gas (4%).
- However, Auto and Pharma saw a dip of 5% & 25% respectively.



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

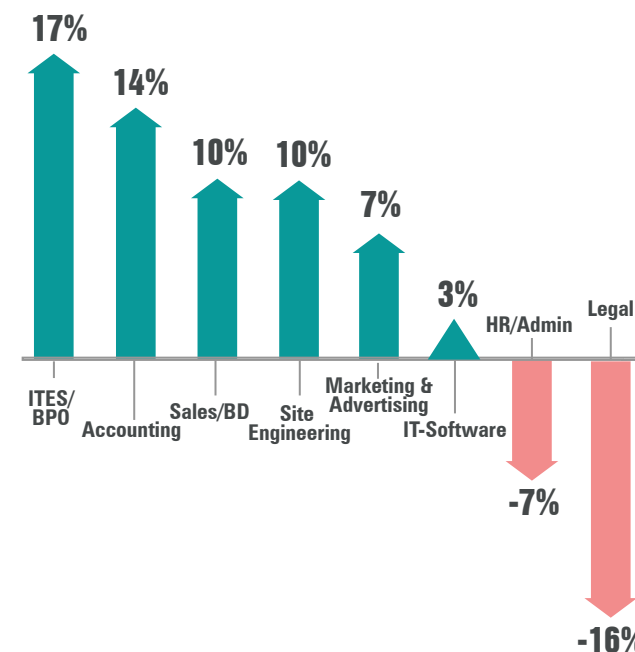
Industry*	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
IT-Software/Software Services	3068	3367	3401	3530	3178	3048	3405	3027	3497	3300	3578	3133	3353
BPO/ITES/CRM/Transcription	1936	2073	2172	2294	2237	2,31	2286	2068	2375	2062	2421	2120	2279
Construction/Engineering/Cement/Metals	798	965	948	1023	889	809	850	782	913	727	973	862	952
Auto/Auto Ancillary	1709	1587	1464	1500	1372	1255	1316	1285	1335	1057	1285	1151	1276
Banking/Financial Services/Broking	2954	2767	2703	2968	2845	2621	2811	2388	2686	2358	2848	2701	3062
Oil and Gas/Power/Infrastructure/Energy	787	812	759	880	755	725	825	768	740	643	774	712	820
Telcom/ISP	524	557	603	616	737	554	612	556	602	569	581	586	611
Insurance	1299	1692	1055	1091	1047	1170	1340	1105	1083	930	1215	1147	1552
Industrial Products/Heavy Machinery	978	1106	1038	1126	1163	1070	1120	1094	1017	983	1240	1127	1133
Pharma/Biotech/Clinical Research	1950	2040	1953	2233	2174	1977	2138	1804	1870	1591	1827	1905	1845

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- Recruitment activities for professionals in Education/Teaching and ITES/BPO domain dominated the space with growth of 20% and 17% respectively.
- Other functional areas that observed a rise in demand were Accounting (14%), Sales & Business Development (10%), Marketing & Advertising (7%) and IT-Software (3%)
- However, Hotels & Hospitality, HR/Administration and Legal roles saw a dip of 3%, 7% and 16% respectively.



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

Functional Area*	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
IT-Software	2948	3153	3239	3335	2925	2819	3163	2735	3236	2989	3267	2803	3025
Sales / BD	2569	2775	2560	2720	2798	2590	2786	2550	2571	2274	2743	2556	2820
ITES / BPO / KPO / Customer Service	2611	2799	2876	2865	2841	2703	3021	2741	3028	2837	3263	2852	3051
Production / Maintenance / Quality	1379	1410	1392	1483	1348	1256	1329	1252	1449	1132	1400	1276	1372
Accounts / Finance / Tax / CS / Audit	1453	1552	1522	1764	1772	1527	1631	1503	1585	1466	1772	1515	1658
HR / Administration / IR	2329	2411	2239	2527	2630	2235	2188	1945	2043	1911	2186	2018	2158
Site Engineering / Project Management	648	740	675	793	608	559	643	634	633	556	722	633	713
Marketing / Advertising / MR / PR	1702	1880	1875	1769	1665	1501	1759	1652	1629	1486	1859	1697	1822
Banking / Insurance	1485	1493	1444	1294	1174	1202	1341	1139	1441	1175	1320	1278	1488
Engineering Design / R&D	1001	1089	983	1125	1041	939	1071	988	930	768	1004	832	973

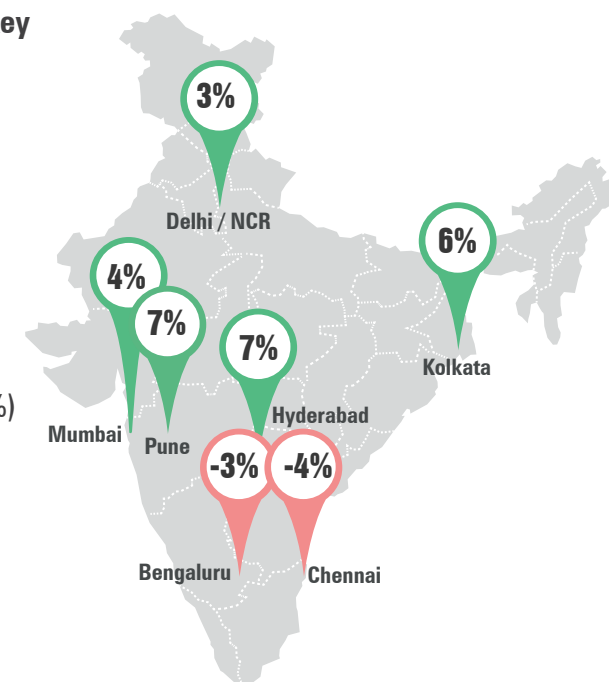
CITY BASED HIRING SCENARIO

City Wise Analysis

Recruitment across cities was positive during the month of January '20 with Hyderabad & Pune witnessing an increase of 7% YoY, followed by Kolkata with an increase of 6%. Some of the hiring trends observed across key cities are as follows -

- Hyderabad:** Hiring in Hyderabad increased by 7%. BPO (24%), Accounting (22%) and IT-Software (13%) lead the way, while BPO/ITES roles witnessed an increase of 20%. Hiring for entry-level executives (0-3 years) and mid-level executives (4-7 years) also grew by 15% and 11% respectively.
- Pune:** The city saw a 7% rise in recruitment activity. Accounting, BPO and IT-Software industries recorded growth rates of 29%, 28% and 19% respectively. Amongst experience bands, Pune mirrored the trends prevalent nationally, with growth across entry-level executive (10%), mid-management (9%) and senior-level executive (8%) hiring. Hiring activity in IT-Hardware & BPO/ITES roles grew by 31% and 25% respectively.
- Delhi/NCR:** Hiring activity in the capital city witnessed an increase of 3% primarily led by hiring in the BPO sector (40%). Other industries that witnessed an uptick in hiring were Accounting (28%) & IT-Hardware (28%). Demand for job roles across Pharma & BPO/ITES grew by 10% and 8% respectively. Hiring in the entry-level executive band grew by 2%.

Distribution of Jobs across Roles



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

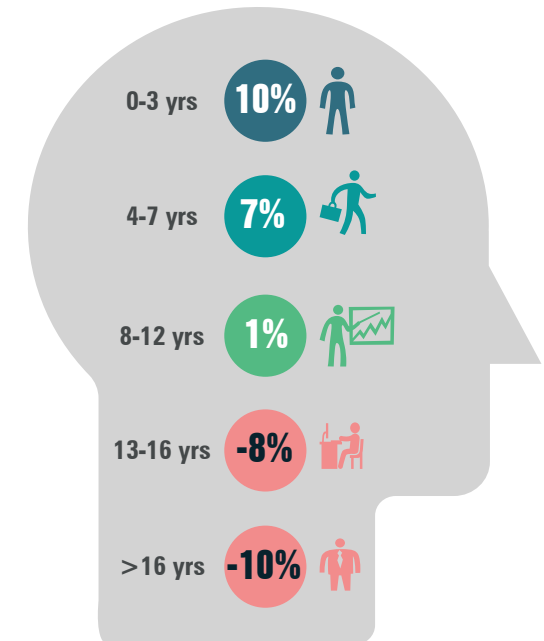
City*	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
Delhi / NCR	2298	2427	2440	2651	2498	2313	2486	2218	2368	2032	2567	2313	2360
Mumbai	1850	2286	1879	2037	1942	1755	1825	1710	1796	1685	1973	1740	1928
Bengaluru / Bangalore	2538	2679	2662	2788	2545	2383	2673	2284	2533	2376	2563	2191	2455
Chennai	1824	2183	1978	1957	1885	1763	1989	1770	1860	1815	2008	1691	1748
Hyderabad / Secunderabad	2497	2656	2693	2684	2805	2499	2786	2449	2811	2733	2832	2561	2659
Pune	2701	3121	2934	2874	2741	2547	2860	2653	2649	2664	3109	2707	2895
Kolkata	2521	3071	2682	2718	2713	2654	2955	2787	2650	2491	3246	2799	2676

WORK EXPERIENCE SCENARIO

Experience Wise Analysis

- Demand for entry-level job seekers with experience of 0-3 years grew by 10%.
- Hiring for mid-level executives with an experience of 4-7 years grew by 7%.
- Mid- management roles with 8-12 years of experience saw a spike of 1%.
- Hiring for senior management roles with 13-16 years of experience and leadership roles with experience of 16+ years saw a dip 8% & 10% respectively.

Experience Levels



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

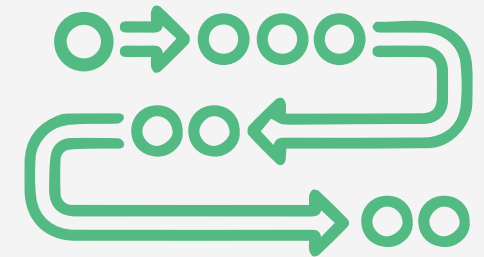
METHODOLOGY

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. The site enjoys a traffic share of over 70% 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, Job Listings and Response Management Tools. With more than 5,25,000 jobs live at any given point and over 65 million CVs, Naukri.com has serviced over 76,000 corporate clients in 2018-2019. The company operates through 56 offices in 42 cities across India with overseas offices in Dubai, Riyadh, Abu Dhabi and Bahrain.

The Naukri Job Speak is a monthly index which calculates and records hiring activity based on newly added job listings on Naukri.com every month. The objective of Naukri JobSpeak is to measure hiring activity across various industries, cities, functional areas and experience levels. August 2008 has been considered as the base with an index value of 1,000 and the subsequent monthly indices are compared to data from August 2008. The jobs analysed for the monthly index are qualified on the basis of white-collar jobs belonging to the organized corporate sector with focus on service industries. Over 76,000 clients use Naukri.com, ensuring that the data is highly reliable. The report however does not cover gig employment, hyperlocal hiring or campus placement.

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*	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
IT-Software/Software Services	3068	3367	3401	3530	3178	3048	3405	3027	3497	3300	3578	3133	3353
BPO/ITES/CRM/Transcription	1936	2073	2172	2294	2237	2131	2286	2068	2375	2062	2421	2120	2279
Construction/Engineering/Cement/Metals	798	965	948	1023	889	809	850	782	913	727	973	862	952
Auto/Auto Ancillary	1709	1587	1464	1500	1372	1255	1316	1285	1335	1057	1285	1151	1276
Banking/Financial Services/Broking	2954	2767	2703	2968	2845	2621	2811	2388	2686	2358	2848	2701	3062
Oil and Gas/Power/Infrastructure/Energy	787	812	759	880	755	725	825	768	740	643	774	712	820
Telcom/ISP	524	557	603	616	737	554	612	556	602	569	581	586	611
Insurance	1299	1692	1055	1091	1047	1170	1340	1105	1083	930	1215	1147	1552
Industrial Products/Heavy Machinery	978	1106	1038	1126	1163	1070	1120	1094	1017	983	1240	1127	1133
Pharma/Biotech/Clinical Research	1950	2040	1953	2233	2174	1977	2138	1804	1870	1591	1827	1905	1845
Hotels/Restaurants/Airlines/Travel	2300	2547	2359	2441	2244	2080	2081	2100	2145	1926	2218	2060	2185
FMCG/Foods/Beverage	1949	2048	2024	2171	1980	1940	1976	1792	1973	1691	2035	1832	2001
Chemicals/PetroChemical/Plastic/Rubber	1297	1349	1176	1487	1348	1274	1253	1353	1258	956	1200	1116	1252
Education/Teaching/Training	3778	4099	4110	4002	4223	3748	4231	3496	3792	3489	4562	3945	4630
IT-Hardware & Networking	1239	1199	1133	1408	1337	1090	1190	1108	1078	1021	1334	1125	1179
Retailing	1795	1882	2270	1754	2290	1681	1853	1786	1866	1669	1833	1556	1643
Media/Dotcom/Entertainment	1167	1193	1167	1252	1278	1204	1386	1137	1188	927	1201	1027	1109
Medical/Healthcare/Hospital	4994	5440	5057	5505	5094	4772	5793	5342	6314	4862	6136	5186	5448
Real Estate/Property	2231	2529	2340	2502	2811	2507	2548	2369	2148	2042	2651	2194	2452
Recruitment/Employment Firm	3841	4296	4533	3711	3727	3105	3907	2857	3444	2903	3487	3135	3758
Consumer Durables	1148	1277	1209	1260	1249	1108	1328	1113	1168	917	1314	1250	1241
Accounting/Taxation/Finance	2508	2981	3093	3587	3468	3179	4242	3763	3811	3375	3989	3348	3434
Advertising/PR/MR/Events	2956	3742	3460	3422	3291	3020	3178	3292	3322	2903	4072	3813	3662
Textiles/Garments/Accessories	2276	2320	2219	2383	2399	1987	2255	2101	1911	1752	2285	1999	1910
Semiconductors/Electronics	1318	1267	1596	1501	1555	1524	2141	1,539	1659	1618	1670	1410	1553
Courier/Transportation/Freight	1963	2101	1900	2530	2218	2064	2235	2059	1728	1768	1967	1721	1953
Architecture/Interior Designing	1923	2062	1776	2147	1890	1801	2153	1787	1901	1464	2259	1801	2133
Export/Import	1317	1424	1189	1394	1512	1317	1486	1355	1358	1148	1551	1280	1283
Printing/Packaging	1520	1485	1338	1422	1437	1465	1440	1405	1459	1107	1763	1245	1530

ANNEXURE FUNCTIONAL AREA

Functional*	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
IT-Software	2948	3153	3239	3335	2925	2819	3163	2735	3236	2989	3267	2803	3025
Sales / BD	2569	2775	2560	2720	2798	2590	2786	2550	2571	2274	2743	2556	2820
ITES / BPO / KPO / Customer Service	2611	2799	2876	2865	2841	2703	3021	2741	3028	2837	3263	2852	3051
Production / Maintenance / Quality	1379	1410	1392	1483	1348	1256	1329	1252	1449	1132	1400	1276	1372
Accounts / Finance / Tax / CS / Audit	1453	1552	1522	1764	1772	1527	1631	1503	1585	1466	1772	1515	1658
HR / Administration / IR	2329	2411	2239	2527	2630	2235	2188	1945	2043	1911	2186	2018	2158
Site Engineering / Project Management	648	740	675	793	608	559	643	634	633	556	722	633	713
Marketing / Advertising / MR / PR	1702	1880	1875	1769	1665	1501	1759	1652	1629	1486	1859	1697	1822
Banking / Insurance	1485	1493	1444	1294	1174	1202	1341	1139	1441	1175	1320	1278	1488
Engineering Design / R&D	1001	1089	983	1125	1041	939	1071	988	930	768	1004	832	973
Purchase / Logistics / Supply Chain	1205	1297	1195	1354	1205	1134	1263	1094	1139	1033	1295	1152	1196
Secretary / Front Office / Data Entry	1082	1284	1422	1218	1145	977	1379	1851	1070	966	1408	1155	1062
IT- Hardware / Telecom / Technical Staff	1425	1497	1574	1623	1749	1410	1513	1446	1468	1311	1751	1609	1491
Teaching / Education	3827	4566	4316	3848	4164	3755	3980	3490	3798	3094	4340	3720	4589
Pharma / Biotech / Healthcare / Medical	5039	5415	5211	5711	5070	4703	5667	5208	6411	5074	6288	5412	5644
Hotels / Restaurants	2630	3198	2889	2776	2783	2587	2496	2445	2518	2457	2759	2531	2541
Top Management	979	1082	1139	1030	896	809	894	696	869	672	902	822	828
Architecture / Interior Design	1395	1313	1265	1560	1371	1203	1210	1073	1144	895	1352	1239	1618
Export / Import / Merchandising	1388	1513	1490	1309	1545	1371	1306	1128	1143	1079	1296	1155	1258
Corporate Planning / Consulting	1926	1861	1923	1924	1765	1434	2104	1551	1571	1548	1684	1445	1460
Legal	2191	2131	2091	2407	1899	1959	2037	1805	1839	1767	1833	1865	1840
Web / Graphic Design / Visualiser	3792	4216	4043	3977	3714	3228	3861	3595	3815	3378	4275	3513	3795
Content / Journalism	2938	3189	3078	3298	3312	2783	3541	2826	3301	2744	3418	3207	3358
Ticketing / Travel / Airlines	4523	3504	3365	4462	3312	2672	3239	3481	4288	3491	4141	4234	5024
Fashion / Garments / Merchandising	1732	1743	2122	1916	1627	1277	1592	1469	1464	1119	1585	1288	1399
Guards / Security Services	2112	1367	1908	2287	1530	1297	1683	1734	1328	1357	2066	1765	1796
TV / Films / Production	1926	2060	1992	1990	1747	1552	2547	1812	1670	1126	1569	1926	2302
Packaging	1469	1525	2013	1986	1995	1462	1578	1542	1444	1451	1593	1306	1651

ANNEXURE CITIES

Cities*	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
Delhi / NCR	2298	2427	2440	2651	2498	2313	2486	2218	2368	2032	2567	2313	2360
Mumbai	1850	2286	1879	2037	1942	1755	1825	1710	1796	1685	1973	1740	1928
Bengaluru / Bangalore	2538	2679	2662	2788	2545	2383	2673	2284	2533	2376	2563	2191	2455
Chennai	1824	2183	1978	1957	1885	1763	1989	1770	1860	1815	2008	1691	1748
Hyderabad / Secunderabad	2497	2656	2693	2684	2805	2499	2786	2449	2811	2733	2832	2561	2659
Pune	2701	3121	2934	2874	2741	2547	2860	2653	2649	2664	3109	2707	2895
Kolkata	2521	3071	2682	2718	2713	2654	2955	2787	2650	2491	3246	2799	2676
Ahmedabad	3382	4132	3714	3565	3554	3480	3599	3349	3485	3147	3937	3493	3467
Chandigarh	1846	2114	1967	1940	2060	1852	2102	1931	2048	1638	2073	1740	2140
Ernakulam / Kochi / Cochin	3650	3846	3524	3442	3393	3372	3860	3864	4235	3736	4617	4160	4466
Vadodara / Baroda	2826	3605	2961	3304	3067	2921	2921	2296	2982	2285	3577	3603	2684
Coimbatore	2444	3007	2619	2550	3,219	2793	3506	3379	3007	3040	3498	3144	3219
Jaipur	3876	4526	4398	3877	4,200	3384	4154	3897	3630	3441	4017	3429	3823