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NAUKRI JOBSPEAK REPORT

iring Trends By City, Industry & Experience
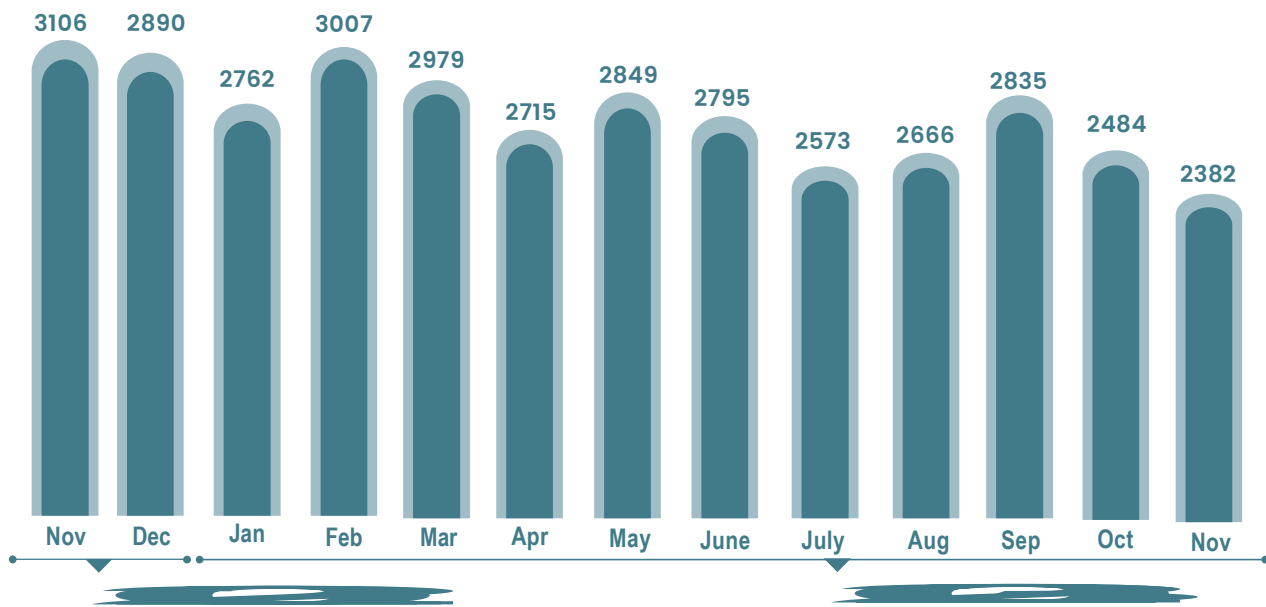
2023
Oct-Nov

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INDEX FOR NOVEMBER 2023

Oil & Gas, Pharma and Insurance sectors exhibit job growth: Naukri Jobspeak Oct-Nov 2023

OVERALL HIRING TRENDS

Month	Index
Nov	3106
Dec	2890
Jan	2762
Feb	3007
Mar	2979
Apr	2715
May	2849
June	2795
July	2573
Aug	2666
Sep	2835
Oct	2484
Nov	2382

- Naukri JobSpeak Index, the premier job index for white collar hiring in India, stood at 2433 for the combined October-November months, down 12% compared to same period in 2022.

- Given Diwali was in Oct last year, it becomes imperative to club the two-month data and normalize for in-comparable base.

- IT hiring activity has stabilized over the last 6 months, albeit at a lower baseline vs 2022, while key Non-IT sectors still managed to grow in said period.

Pawan Goyal,
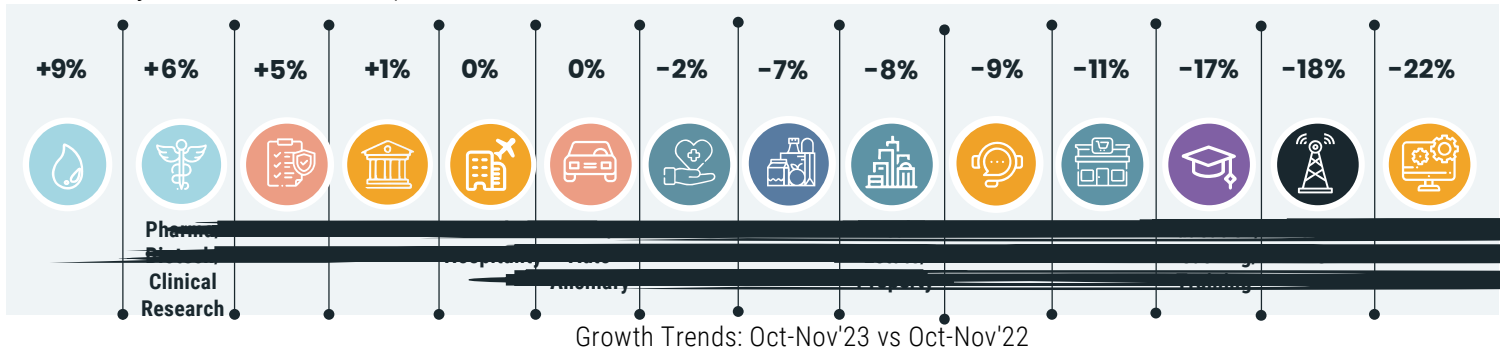Chief Business Officer, Naukri.com

"It was encouraging to see core Non-IT sectors like Oil & Gas, Pharma and Insurance growing at a healthy clip during a cluttered festive period. November's 1% growth in IT vs October could be a much awaited positive sign, as we eagerly await next month's trends.
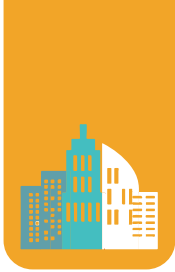
HIRING TRENDS
ACROSS INDUSTRIES

- Oil & Gas sectors recorded good momentum, clocking a 9% jump in hiring in the October-November period as compared to last year.
- The growth can be attributed to the rapid expansion by energy companies and the setting up of new refineries across the country.
- Machine Operator / Machinist, Instrumentation Engineer and Maintenance Head were some of the job roles that saw good demand in the sector growing 39%, 25% & 7% compared to two-month period in 2022.
- The Pharma sector registered 6% increase in new job offers in the October-November period of 2023 as against the in the October-November period of 2022.
- Lab Technician, Clinical Assistant and Store Keeper job roles witnessed high demand in the sector in the twin months of October-November of 2023 growing 18%, 1% & 30% over the same period last year.
- Insurance was another major industry that saw positive momentum. Hiring in the sector grew by 5% in the October-November period of 2023 over the same period of 2022.
- Branch Sales Executive, Area Sales Manager and Branch Sales Manager were some of the roles that saw growth of 16%, 12% & 17% in the October-November period of 2023.
- The IT sector continued to remain impacted and the overall hiring in the industry was 22% lower in the October-November period vs 2022 base.
- The silver lining is that despite witnessing substantial corrections in first half of 2023, the sector reported a 1% growth in November despite Diwali, over October 2023.
- New Job openings in AI-related fields like Machine learning engineer and Full stack data scientist increased by 64% & 16% as compared to October-November 2022.

| +9% | +6% | +5% | +1% | 0% | 0% | −2% | −7% | −8% | −9% | −11% | −17% | −18% | −22% |

Growth Trends: Oct-Nov'23 vs Oct-Nov'22

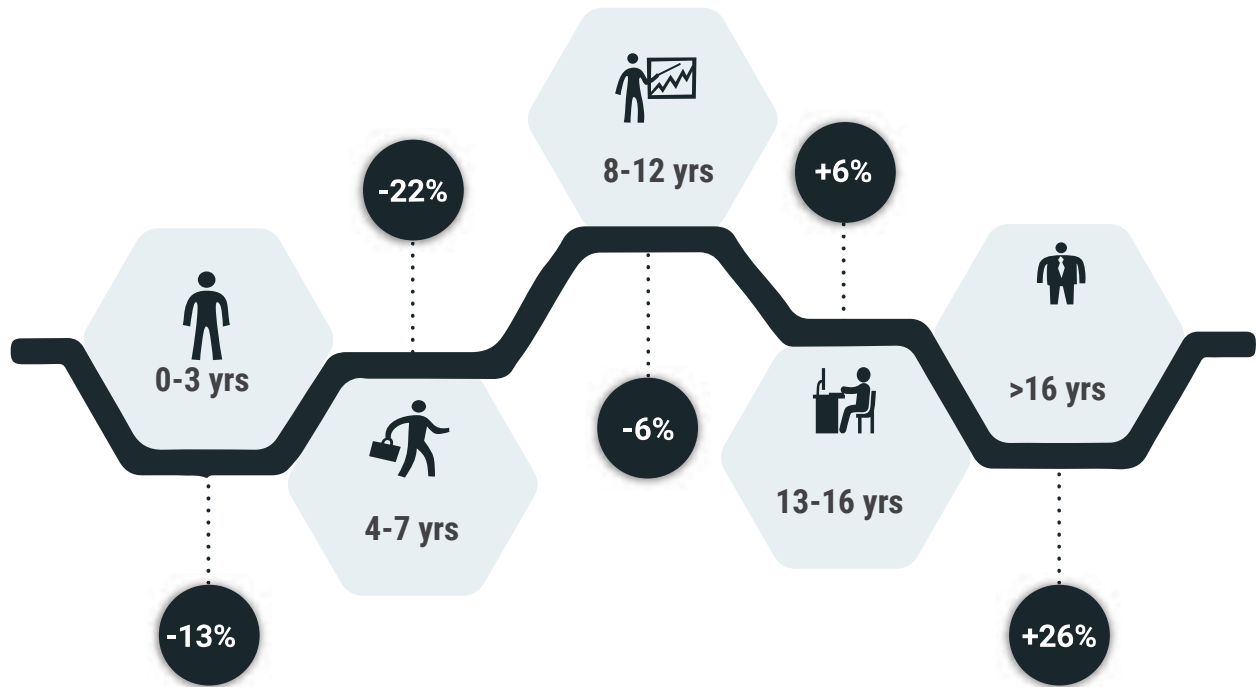| Industry	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	June-23	July-23	Aug-23	Sep-23	Oct-23	Nov-23	Oct-Nov Y-O-Y Growth %
Oil and Gas/Power/Infrastructure/Energy	603	646	656	625	608	630	675	686	632	642	641	617	581	⬆ 9%
Pharma/Biotech/Clinical Research	2154	2128	2074	2206	2251	2182	2314	2176	2036	2094	2332	2072	2048	⬆ 6%
Banking/Financial Services/Broking	4335	4016	3919	4260	4555	3721	3768	3644	3261	3533	4817	4014	3989	⬆ 5%
Medical/Healthcare/Hospital	6559	6674	5770	6328	6504	5948	6052	5696	5500	5758	6456	5957	5686	⬆ 1%
Auto/Auto Ancillary	1240	1219	1193	1322	1287	1195	1271	1238	1193	1173	1270	1188	1114	⬆ 0%
Travel & Hospitality	1765	1577	1547	1705	1816	1625	1739	1634	1519	1736	2025	1675	1581	⬆ 0%
Insurance	2398	2544	2495	2324	3212	1761	1656	1644	1775	1779	2387	2627	2386	⬇ -2%
Real Estate/ Property	4105	3815	3685	4169	4163	4020	3891	3621	3427	3667	4521	3430	3257	⬇ -7%
FMCG/Foods/Beverage	2096	2126	1842	1949	2092	1914	1874	1800	1694	1769	1683	1838	1728	⬇ -8%
BPO/ITES/CRM/Transcription	2511	2249	2303	2456	2415	2186	2256	2163	2036	2085	1952	2179	2054	⬇ -9%
Retail	1811	1798	1611	1724	1726	1534	1621	1579	1438	1541	1642	1535	1474	⬇ -11%
Telecom/ISP	630	612	549	636	636	571	645	528	459	547	499	472	474	⬇ -17%
Education/Teaching/Training	5346	5208	5076	5221	5638	5005	5088	4993	4561	4773	4772	4274	4145	⬇ -18%
IT-Software/Software Services	4674	4087	4010	4428	4147	3392	3618	3511	3187	3278	2989	3302	3349	⬇ -22%

HIRING TRENDS
ACROSS CITIES

- The non-metros, once again, outperformed the metros in terms of hiring. Vadodara clocked a decent 9% growth in new job offers in the last two-month period as against the same period of 2022.

- Ahmedabad stayed flat, that is, performed at the same level in the October-November period of 2023 over the October-November period of 2022.

- Metros Delhi NCR and Mumbai clocked negative growth of 12% each.

- The IT-focused cities of Bangalore, Hyderabad, Chennai, and Pune recorded negative growth of 20%, 18%, 21%, and 18% in the October-November period of 2023 as compared to the October-November period of 2022.

CHANDIGARH(-13%)

DELHI (-12%)

JAIPUR (-5%)

AHMEDABAD (-0%)

VADODRA (+9%)

KOLKATA (-17%)

MUMBAI (-12%)

PUNE (-18%)

HYDERABAD (-18%)

BANGALORE (-20%)

○ METRO CITIES
○ EMERGING CITIES

CHENNAI (-21%)

COIMBATORE (-17%)

KOCHI (-17%)

Growth Trends: Oct-Nov'23 vs Oct-Nov'22

HIRING TRENDS
ACROSS EXPERIENCE LEVELS

- Organizations continued to show preference for senior professionals in terms of hiring, a trend seen in most of 2023.
- Hiring for senior professionals with more than 16 years of experience went up by a massive 26% in the October-November period of 2023 as against the October-November period of 2022.
- For professionals falling in the experience category of 13-16 years, new job offers went up by 6%.
- For professionals falling in the experience category of 8-12 years and 4-7 years, hiring dipped by 6% and 22% respectively.
- For freshers, new offers recorded negative growth of 13% in the latest two-month period over the same period of 2022.

-22%

8-12 yrs

+6%

0-3 yrs

>16 yrs

-6%

13-16 yrs

4-7 yrs

-13%

+26%

Growth Trends: Oct-Nov'23 vs Oct-Nov'22

Exp Bucket	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Oct-Nov Y-O-Y Growth %	
0-3 yrs	3253	3106	2926	3073	3144	2834	2945	2890	2672	2769	2933	2642	2484	⬇	-13%
4-7 yrs	3293	2998	2871	3104	3010	2725	2846	2770	2516	2567	2717	2361	2282	⬇	-22%
8-12 yrs	2864	2676	2568	2885	2859	2625	2774	2724	2507	2633	2861	2431	2343	⬇	-6%
13-16 yrs	2342	2231	2159	2362	2389	2217	2370	2379	2271	2372	2421	2227	2116	⬆	+6%
16 + yrs	2055	2184	2051	2273	2373	2230	2355	2370	2276	2457	2522	2361	2247	⬆	+26%

METHODOLOGY:

The Naukri JobSpeak is a monthly Index representing the state of the Indian job market & hiring activity based on new job listings and job-related searches* by recruiters on the resume database of Naukri.com. The JobSpeak Index captures hiring activity across multiple dimensions, including industries, cities, functional areas, and experience bands. July 2008 is the base month with an index value of 1,000, and the subsequent monthly index values are compared with the data for July 2008. The Index is a highly robust and reliable indicator of white-collar hiring in India. It is aggregated based on the hiring activity of over 100,000 clients with over 70 Lakh new job mandates yearly. The report does not cover gig employment, hyperlocal hiring, or campus placement. Over an extended period, JobSpeak could be impacted by factors like internet
penetration and Naukri's market share.

*Index now includes job-related searches on Naukri's resume database, which helps generate statistically significant data at a more granular level. statistically significant data at a more granular level.

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 continuously grown while outperforming its competitors in every sphere. Info Edge was the first internet company to be listed in India. As the market leader, the brand has enjoyed the highest awareness and market share amongst job seekers and recruiters for over two decades. It has become synonymous with the jobs category. The platform has over 1 Crore active app installs and receives over 3 Million job applications daily. It provides hiring-related services to corporates, recruiters,
placement
agencies, and job seekers in India & overseas. It offers multiple products like Resume Database Access, listings, Branding, and response management tools. With more than 70 lakh new job mandates every year and over 9 Crore jobseekers, the brand serves over 100,000 unique clients through its 63 offices in 56 cities in India.

ANNEXURE INDUSTRY DATA

Industry	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Oct-Nov Y-O-Y Growth %
Fertilizers/Pesticides	5676	5550	5060	5385	5223	5246	6375	5720	5373	5057	5165	6758	5567	⬆ +24%
Office Equipment/Automation	3271	3229	4049	4148	3361	3596	3902	3786	3778	3905	3447	3536	3511	⬆ +23%
Defence/Government	7829	7254	7391	7662	7684	6373	8906	9560	6796	7529	7353	8049	7951	⬆ +22%
Printing/Packaging	1102	1151	1149	1189	1183	1198	1157	1207	1260	1250	1354	1204	1110	⬆ +16%
Construction/Engineering/Cement/Metals	1025	1050	1004	1061	1045	1031	1083	1089	1013	1066	1138	1043	1010	⬆ +13%
Gems & Jewellery	5713	5705	5638	5742	6816	5477	6250	5816	5956	6176	6251	5909	5429	⬆ +11%
NGO/Social Services	3706	3855	3378	3395	3306	3242	3724	3256	3104	3541	4024	3536	3747	⬆ +11%
Oil and Gas/Power/Infrastructure/Energy	603	646	656	625	608	630	675	686	632	641	641	617	581	⬆ +9%
Textiles/Garments/Accessories	2176	1971	1842	2126	2102	2095	2060	2067	1837	1997	1997	1995	1939	⬆ +6%
Pharma/Biotech/Clinical Research	2154	2128	2074	2206	2251	2182	2314	2176	2036	2332	2332	2072	2048	⬆ +6%
Architecture/Interior Designing	2618	2434	2605	2675	2728	2589	2811	2610	2612	2596	2926	2512	2368	⬆ +5%
Insurance	2398	2544	2495	2324	3212	1761	1656	1644	1775	1779	2387	2627	2386	⬆ +5%
Chemicals/PetroChemical/Plastic/Rubber	1621	1589	1699	1667	1709	1482	1689	1612	1499	1549	1729	1558	1407	⬆ +4%
Banking/Financial Services/Broking	4335	4016	3919	4260	4555	3721	3768	3644	3261	4817	4817	4014	3989	⬆ +1%
Travel & Hospitality	1765	1577	1547	1705	1816	1625	1739	1634	1519	2025	2025	1675	1581	⬆ 0%
Consumer Durables	921	842	788	831	797	750	886	825	772	754	740	795	789	⬆ 0%
Auto/Auto Ancillary	1240	1219	1193	1322	1287	1195	1271	1238	1193	1173	1270	1188	1114	⬆ 0%
Medical/Healthcare/Hospital	6559	6674	5770	6328	6504	5948	6052	5696	5500	6456	6456	5957	5686	⬇ -2%
Accounting/Taxation/Finance	5307	4740	4506	4787	4212	4000	3879	3554	3303	3638	3642	4989	4712	⬇ -2%
Security/Law Enforcement	1735	1778	2038	1891	1971	2027	1804	1862	1784	1563	1662	1434	1389	⬇ -5%
Advertising/PR/MR/Events	5213	5498	4736	5559	5403	4607	4556	4497	4014	4458	4593	4380	4477	⬇ -5%
Media/Dotcom/Entertainment	455	364	450	402	458	455	480	434	426	397	384	385	389	⬇ -5%
FMCG/Foods/Beverage	2096	2126	1842	1949	2092	1914	1874	1800	1694	1683	1683	1838	1782	⬇ -6%
Industrial Products/Heavy Machinery	1619	1602	1286	1483	1612	1560	1489	1484	1377	1466	1387	1352	1341	⬇ -7%
Real Estate/Property	4105	3815	3685	4169	4163	4020	3891	3621	3427	3356	3356	3430	3257	⬇ -8%
Semiconductors/Electronics	5111	5185	4727	5199	5208	5004	5095	5371	5067	5096	4865	4359	4158	⬇ -8%
BPO/ITES/CRM/Transcription	2511	2249	2303	2456	2415	2186	2256	2163	2036	2085	1952	2179	2054	⬇ -9%
Legal	6655	5724	5540	6272	6599	5413	5851	5637	5071	5263	5357	6011	4825	⬇ -9%
Export/Import	1332	1429	1319	1451	1240	1239	1405	1181	1224	1300	1204	1092	1036	⬇ -11%
Retail	1811	1798	1611	1724	1726	1534	1621	1579	1438	1642	1642	1535	1474	⬇ -11%
Shipping/Marine	1109	1029	992	1064	1044	958	985	914	895	949	923	895	861	⬇ -12%
Education/Teaching/Training	5346	5208	5076	5221	5638	5005	5058	4993	4561	4772	4772	4274	4145	⬇ -17%
Telecom/ISP	630	612	549	636	636	571	645	528	459	547	579	472	474	⬇ -18%
Courier/Transportation/Freight	3195	3048	2788	2931	3020	2908	3030	2975	2777	2961	2661	2500	2238	⬇ -20%
IT-Software/Software Services	4674	4087	4010	4428	4147	3392	3618	3511	3187	3278	2989	3302	3349	⬇ -22%
IT-Hardware & Networking	828	758	745	816	863	749	733	680	581	636	657	551	492	⬇ -30%
Agriculture/Dairy	1813	1641	1544	1657	1916	1463	1390	1308	1260	1260	1427	1219	1012	⬇ -31%
Recruitment/Employment Firm	4154	3840	3764	3950	3803	2555	2411	2110	1744	1151	896	648	662	⬇ -82%

ANNEXURE CITY DATA

City	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Oct-Nov Y-O-Y Growth %
Delhi / NCR	3172	2933	2782	3014	2975	2759	2912	2650	2457	2613	2670	2558	2375	⬇ -12%
Mumbai	2468	2365	2264	2414	2369	2191	2299	2248	2039	2112	2191	1998	1883	⬇ -12%
Kolkata	4026	3754	3413	3754	3522	3198	3544	3375	3132	3152	2967	2857	3032	⬇ -17%
Pune	4221	3869	3682	4131	3932	3550	3669	3607	3272	3382	3157	3147	3071	⬇ -18%
Bengaluru / Bangalore	3534	3150	3027	3389	3267	2947	3020	2945	2660	2730	2564	2576	2511	⬇ -20%
Chennai	2625	2337	2207	2558	2478	2121	2192	2128	1927	1983	1843	1817	1856	⬇ -21%
Hyderabad / Secunderabad	4026	3590	3431	3898	3663	3377	3446	3266	2945	3009	2895	2951	2967	⬇ -18%
Vadodara / Baroda	3256	3416	3320	3517	3778	3177	3507	3074	2933	2992	3013	3442	2858	⬆ +9%
Ahmedabad	5766	6006	5601	5856	6041	5402	5614	5639	5335	5531	5981	5532	4757	⬆ 0%
Jaipur	4839	4857	4550	4768	4934	4823	4935	4274	4446	4844	4823	4280	4009	⬇ -5%
Chandigarh	2167	2182	1974	2232	2176	1958	2120	2052	1819	1946	2091	1727	1595	⬇ -13%
Coimbatore	3604	3322	3150	3647	3547	2927	3037	3165	3083	3122	3167	2698	2702	⬇ -17%
Ernakulam / Kochi / Cochin	4695	4360	4495	4630	4835	4225	4528	3975	3532	3431	3212	3460	3973	⬇ -17%