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foundit Insights Tracker

March 2026 Hiring Trends | India

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Contents

Executive Summary
Page 3

Key Highlights
Page 4–5

Hiring Snapshot | March
Page 6 | MoM Trends

Industry Hiring Trends
Page 7–9

Functional Hiring Trends
Page 10–12

City-wise Hiring Trends
Page 13–15

Experience Level Trends
Page 16–17

Gig Work Trends
Page 18–26

About the Report
Page 25

Annexure
Page 26–32

Executive Summary

- **The month's clearest story: domestic consumption sectors are gaining ground as technology and trade-linked industries pull back sharply on an annual basis.**

- **While permanent hiring moderated broadly, India's white-collar gig market crossed 8.23 million jobs in FY26 — growing 21% year-on-year, on a trajectory to reach 10.2 million by FY27.**

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India's Hiring in March: Gig Roles Drive Drive IT and GCC Demand as Permanent Hiring Steps Back

India's white-collar hiring index pulled back **5% in March**, as organisations observed a measured pause following two consecutive months of positive momentum.

The month-on-month softness is consistent with seasonal patterns in this period and sits within a longer trajectory that remains constructive — the 6-month reading holds at +7% and the year-on-year at +1%, indicating the underlying direction of the market has not changed.

There is a growing divergence between the traditional employment cycle and the gig economy's trajectory. India's white-collar gig market crossed **8.23 million jobs in FY26**, growing **21% year-on-year** from **6.8 million in FY25** — a pace of expansion that has not tracked in step with the broader index's month-to-month fluctuations.

Project-based hiring, which grew **33% in FY26**, is the structural force behind this decoupling. As organisations compress decision cycles and prioritise speed and productivity, the ability to deploy specialised talent on defined timelines is increasingly more valuable than maintaining permanent headcount through periods of demand uncertainty. March's index dip, is less a hiring contraction than a reallocation — organisations are not pulling back from talent; they are shifting how they access it.

The medium-term trajectory remains intact. With projections pointing to approximately **10.2 million gig jobs by FY27**, India's flexible talent market is entering a phase of scale. The sectors leading that growth — IT, Manufacturing and GCCs, BFSI — each recorded structural demand pressures in March that permanent hiring alone is not equipped to resolve. The gig market is not waiting for the index to recover. It is building regardless.

Key Highlights | March

1%

Year-on-Year (YoY)

5%

Month-on-Month (MoM)

0%

Over 3 months

7%

Over 6 months

India's Gig Market Holds Course as White-Collar Hiring Pauses

The tracker registered an 5% month-on-month decline in hiring activity in March.

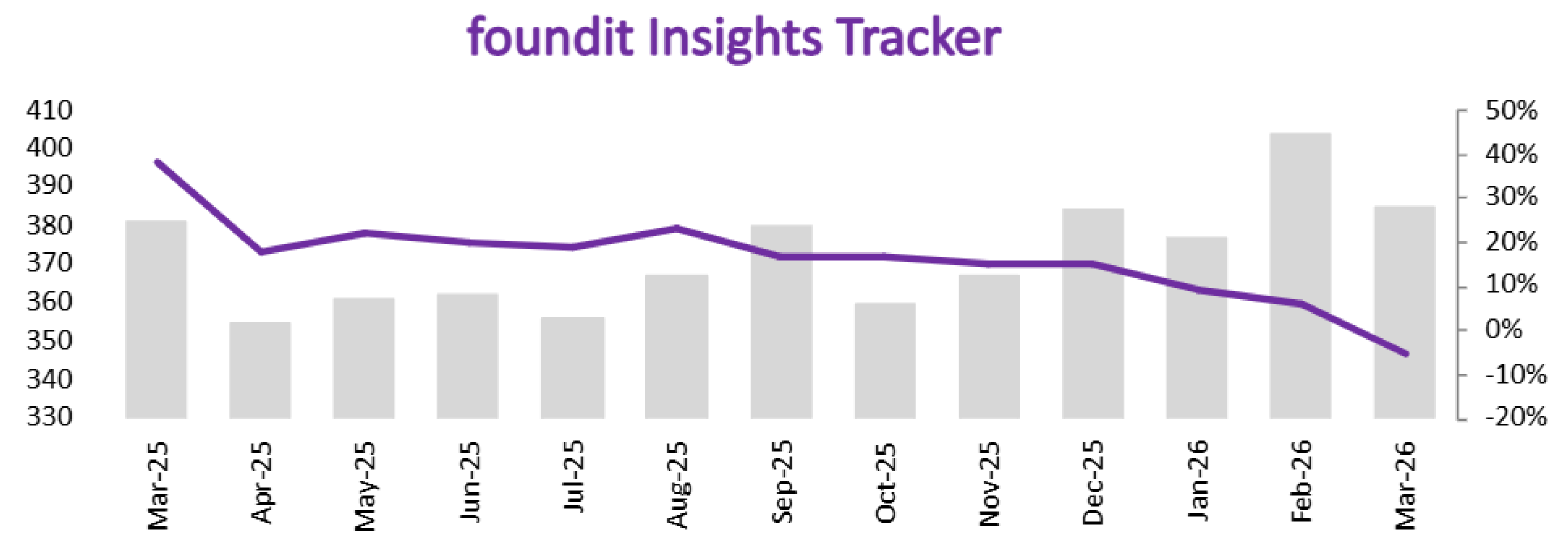
India's white-collar hiring index pulled back 5% month-on-month in March 2026, moving from 404 in February to 385 in March. The moderation follows two consecutive months of positive movement and is consistent with seasonal patterns typically observed in this period, as organisations conclude annual planning cycles and hiring decisions carry over into the new financial year. The broader recruitment environment remained active, with companies continuing to assess workforce requirements ahead of Q1 ramp-ups.

On a year-on-year basis, hiring held at +1%, with the index rising marginally from 381 in March 2025 to 385 in March 2026. While the pace of annual growth has moderated from the elevated levels seen earlier in FY25-26, the positive reading confirms that the market has not reversed course.

Organisations continued to hire selectively, with demand concentrated in functions aligned to domestic consumption, operational continuity, and business support.

The longer-horizon picture reinforces the underlying stability of the market. The six-month reading holds at +7%, indicating that the March pullback represents a normalisation rather than a structural shift in hiring intent.

Recruitment activity over the past two quarters has been characterised by a more measured approach — organisations prioritising role specificity and skills alignment over volume hiring, reflecting a maturing in how businesses think about workforce expansion as growth becomes more targeted.



	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
Index	381	355	361	362	356	367	380	360	367	384	377	404	385
YoY	38%	18%	22%	20%	19%	23%	17%	17%	15%	15%	9%	6%	-5%

Index YoY

Hiring Snapshot | March

MoM Trends

White-collar hiring saw a 5% MoM decline in March, pointing to measured pause after months of positive momentum .

Geographic Trend

1% drop in Metros

1% drop in Tier-2 Cities

Trending Job roles & industry-wise share

1 AI/ML & Gen-AI Roles

Industry	%share of jobs
IT- Software & Services	38%
BFSI	14%
E-commerce & Startups	12%
Healthcare & Pharma	9%
Manufacturing	8%

2 Data & Analytics Roles

Industry	% share of jobs
IT- Software & Services	32%
BFSI	17%
E-commerce & Startups	13%
Consulting	11%
FMCG & Retail	9%

3 Digital Marketing Roles

Industry	% share of jobs
E-commerce & Startups	22%
FMCG & Retail	18%
Media & Entertainment	16%
IT- Software & Services	14%
Education/ Edtech	8%

** Tier-2 cities include Ahmedabad, Coimbatore, Kochi, Jaipur, Vadodara, Chandigarh

Key Highlights | Industry

16%

Non-profit Organisations

Highest hiring growth over the last month

9%

Manufacturing

Significant month-on-month hiring growth in March

16%

Travel & Tourism

Declining hiring momentum in March

Healthcare, Manufacturing Lead Hiring in March

Industry Hiring Trends

12 out of 27 industries recorded a surge in recruitment activity over the past year

Industry	YoY	MoM
Non-profit Organisations	+27%	+16%
Healthcare & Pharmaceuticals	+26%	+5%
FMCG	+21%	0%
Real Estate	+19%	+2%
Travel & Tourism	+16%	-16%
Media & Entertainment	+10%	+4%
Consumer Electronics	+9%	-2%

Industry	YoY	MoM
Energy	+8%	-4%
Manufacturing	+3%	+9%
IT - Software & Services	-9%	-5%
Banking, Financial Services, Insurance	-12%	-1%
Logicstics & Transportation	-13%	-3%
Chemicals & Plastics	-14%	-5%
Import & Export	-17%	-8%

Healthcare, Manufacturing Lead Hiring in March

Industry Hiring Trends

12 out of 27 industries recorded a surge in recruitment activity over the past year

Healthcare & Pharmaceuticals added **5% in March** on a month-on-month basis, making it one of the few sectors to post active gains in what was broadly a soft month. The demand is coming from analytics, health-tech operations, and supply chain roles as organisations scale digital health infrastructure. **At +26% YoY**, the annual trajectory confirms the quiet and consistent growth in the sector.

Manufacturing is the standout sector in **March at +9% MoM** — the strongest of any major sector. GCC-linked industrial demand and domestic capacity expansion are doing the work here.

While the broader index pulled back, manufacturing moved in the opposite direction. **At +3% YoY** the annual number looks modest, but the monthly acceleration suggests momentum that the annual figure doesn't yet reflect.

IT - Software & Services saw the steepest annual decline **(-9% YoY)**, but the month-on-month dip at -5% is stabilising rather than accelerating downward. The sector is not in freefall. The question for the coming months is whether AI-driven demand within IT creates enough new hiring volume to offset the consolidation in traditional software services roles.

Travel & Tourism saw the sharpest **MoM correction at -16%**, but context matters: the sector is still +16% YoY. March's pullback follows what was an unusually high hiring base in the preceding months.

The annual direction hasn't reversed. This is a sector catching its breath after a period of rapid expansion.

Overall, the clearest split in the March data is between domestic consumption and globally exposed sectors.

Sectors driven by domestic household demand **(Healthcare, FMCG, Real Estate, and Media)** are all positive month-on-month and strongly positive year-on-year.

Trade-linked industries exposed to external pressures **(Import & Export at -8% MoM and -17% YoY, Logistics at -13% YoY, and Chemicals at -14%)** show the effect of global supply chain caution and compressed margins.

Key Highlights | Functions

9%

Legal

Strongest growth in March

8%

Engineering & Production

Sharpest sequential recovery in March

7%

Senior Management

Steepest hiring decline in March

Legal, Marketing, Pick Up Where IT Left Off

Function-wise Hiring Trends

6 of 13 functions show sustained annual growth in hiring activity

Function	YoY	MoM
IT	+46%	-4%
Medical Roles	+24%	0%
Senior Management	+23%	-7%
Marketing & Communications	+18%	+6%
Customer Service	+10%	+4%
Hospitality	+5%	-3%

Function	YoY	MoM
Legal	-1%	+9%
Creative	-3%	-3%
Finance & Accounting	-1%	-4%
Engineering & Production	-5%	+8%
Sales & Business Development	-7%	-1%
HR & Admin	-10%	0%

Legal, Marketing, Pick Up Where IT Left Off

Function-wise Hiring Trends

6 of 13 functions show sustained annual growth in hiring activity

IT posted **4% month-on-month** decline in March, continuing a pattern of sequential softness — but the annual picture tells a different story entirely. At +46% year-on-year, IT remains by far the highest-growth function in the dataset, and the gap between its YoY number and every other function is not close. Organisations are filling roles selectively and in concentrated bursts rather than continuously, which explains why the MoM reads soft even as the annual trajectory holds.

The composition of IT demand has shifted. Traditional software development and infrastructure roles are no longer the primary growth driver, giving way to AI engineering, data platform roles, and cybersecurity mandates. These are harder to fill, take longer to close, and cluster in hiring windows rather than flowing steadily through the year.

Marketing & Communications at +6% MoM and **+18% YoY** is the function with the most coherent growth story in March — positive on both timeframes, accelerating sequentially, and growing from a base that was flat or negative twelve months ago.

Performance marketing, content strategy, and digital commerce functions are driving the volume, with organisations increasingly preferring gig and contract structures for campaign-linked work over permanent hires.

Legal posted **+9% MoM growth**, the strongest growth of any function. Regulatory complexity across BFSI, healthcare, and data privacy has generated sustained demand for compliance, contracts, and risk counsel. The **1% YoY dip** reflects a high prior-year base, not a retreating market. The monthly signal is the more current and more relevant read here.

Engineering & Production at **+8% MoM** against **-5% YoY** mirrors the industry-level story in manufacturing — monthly momentum running ahead of where the annual number suggests the function should be.

GCC-linked and industrial capacity expansion is the driver, and the MoM trajectory points toward an annual correction by mid-year.

Key Hiring Trends | City

8%

Hyderabad

Leads all cities in year-on-year growth

1%

Ahmedabad

Steady month-on-month growth

4%

Kolkata

Steepest month-on-month decline in March

Hiring Picks Up in South, West as North Markets Stay Under Pressure

City-wise Hiring Trends

City	YoY	MoM
Hyderabad	+8%	0%
Ahmedabad	+8%	+1%
Mumbai	+7%	-2%
Bengaluru	+7%	0%
Kochi	+5%	-3%
Jaipur	+5%	+1%
Chennai	+1%	-2%
Pune	-1%	+1%
Vadodara	-5%	-1%
Delhi-NCR	-7%	-1%
Coimbatore	-6%	+1%
Chandigarh	-9%	-3%
Kolkata	-14%	-4%

GCC Cities Surge, Legacy Sectors Retreat

City-wise Hiring Trends- MoM

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	4%	-3%	3%	3%	5%	-2%
BPO	-3%	-5%	-4%	-2%	0%	0%
Construction & Engineering	1%	0%	4%	-1%	2%	-2%
IT - Software & Services	0%	-3%	3%	0%	-5%	0%
Manufacturing	4%	0%	-1%	4%	1%	-2%
Functions						
Marketing & Communications	2%	-3%	2%	1%	4%	3%
Finance & Accounting	4%	0%	-2%	-4%	4%	4%
HR & Admin	3%	-4%	4%	-3%	8%	4%
Sales & Business Development	1%	2%	-4%	0%	3%	3%
IT	-5%	-5%	6%	-3%	-3%	-3%

- Pune emerges as the standout **Finance & Accounting** market (+12%), while Bengaluru (+4%) and Mumbai (+4%) show steady gains — pointing to sustained GCC and captive finance expansion in India's top three hiring cities.
- **BPO** contracts across the board — Chennai (-5%), Delhi-NCR (-4%), and Bengaluru (-3%) all decline MoM, reinforcing a structural shift away from traditional outsourcing roles.
- Delhi-NCR leads **IT function growth** (+6%), bucking a broad decline seen in Bengaluru (-5%), Chennai (-5%), Hyderabad (-3%), Mumbai (-3%), and Pune (-3%) — suggesting Delhi-NCR is consolidating tech talent even as other cities soften.
- **Manufacturing** recovery is concentrated in Bengaluru and Hyderabad (both +4%), while Mumbai's HR & Admin surge (+8%) and BFSI growth (+5%) signal white-collar function expansion in the country's financial capital.

MoM Hiring Trends | Experience

- ↓ **4%** Entry Level (0-3 years)
- ↓ **3%** Associate Level (4-6 years)
- ↑ **1%** Mid-senior Level (7-10 years)
- ↓ **1%** Senior Level (11-15 years)
- ↑ **2%** +15 years of experience

Hiring Trends | Experience Level

-2%
0 - 3 Years

Hiring for entry-level professionals conracted marginally year-on-year moderately as companies as organisations tightened graduate intake in favour of roles that deliver faster productivity.

0%
4 - 6 Years

Flat year-on-year reflects a market in equilibrium. These professionals are caught between two competing forces: organisations want their hands-on capability, but prefer the 7–10 year cohort who can own outcomes rather than execute tasks

+13%
7 - 10 Years

The strongest growth cohort, driven by structural reasons. This is the band where professionals can manage teams, own deliverables, and navigate complexity without extensive oversight — exactly what project-based and gig hiring models demand.

+6%
11 - 15 Years

Steady demand for senior professionals with deep domain expertise — particularly in functions where regulatory knowledge, technical depth, or institutional relationships are difficult to replicate.

+12%
>15 Years

On the demand side, organisations building new verticals or navigating digital transformation increasingly prefer a senior hire on defined terms over a permanent appointment that locks in both cost and direction

Key Highlights | Gig Hiring Trends

8.23 M

White-collar gig jobs in FY 26

21%

Year-on-Year growth in FY 26

33%

Share of project-based hiring in FY 26

24%

Projected YoY growth

India's White-Collar Gig Market Accelerates into FY27

Metric	FY25	FY26	FY27 (Projected)
White-collar gig jobs	6.8M	8.23M	~10.2M
YoY Growth	0.17	0.21	~24%
Project-based hiring growth	0.38	0.33	Mainstream model

33%

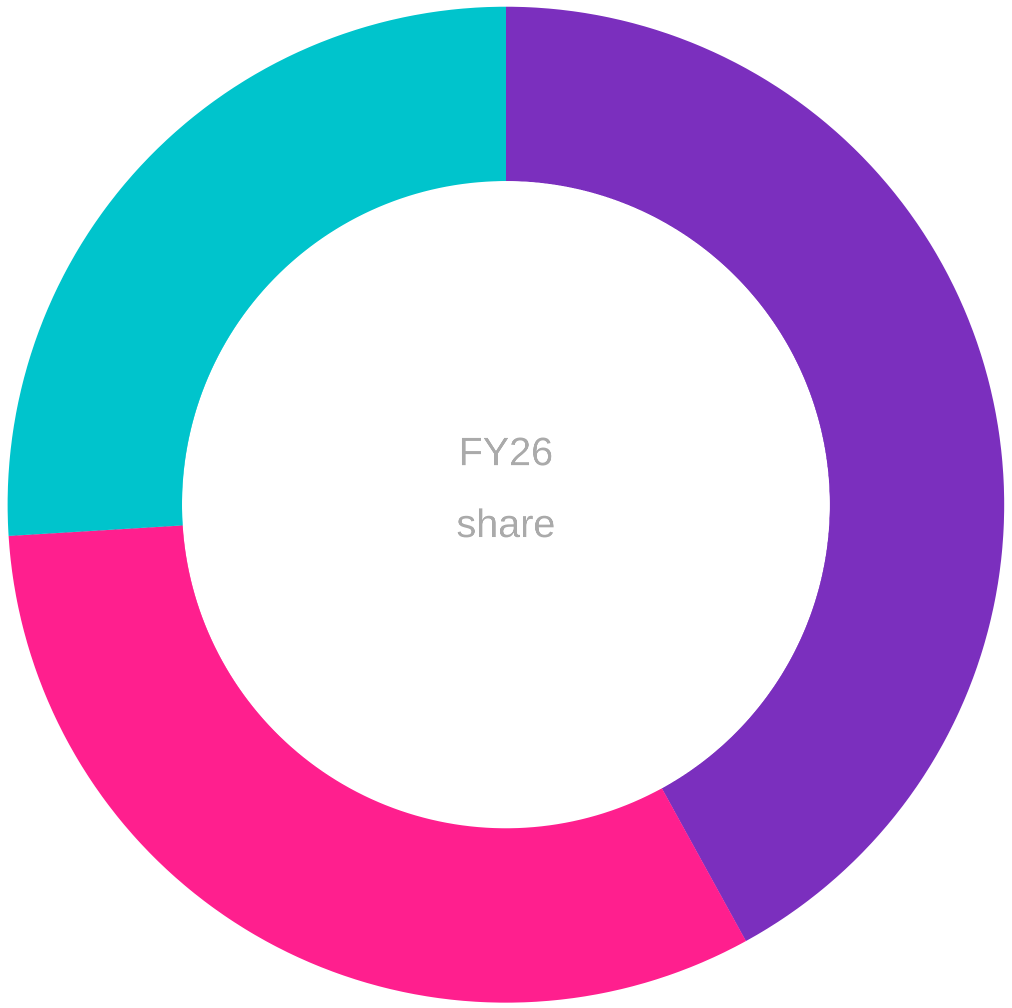
growth in **project-based hiring in FY26.**

- India's gig workforce is growing at 21% YoY — and the next 2 million jobs are already in sight.
- At 33%, project-based hiring is becoming the primary model.

Enterprises Lead Gig Hiring As Remote Work Accelerates

Who's Driving Gig Hiring

% share of gig jobs, FY26



MNCs / Enterprises 42%
Startups 32%
Mid-size Companies 26%

How they're driving hiring

Type of Job	FY25	FY26	FY27 Forecast
Fully Remote	34%	39%	45%
Hybrid	22%	25%	30%

Company Type	Growth Trajectory	FY27 Forecast
MNCs / Enterprises	18.6% → 23.7%	**31%**
Startups	26.8% → 24.1%	**28%**
Mid-size Companies	21.3% → 22.6%	**27%**

IT, GCCs, and BFSI Industries Dominate Gig Growth

Industry	FY25 (YoY)	FY26	FY27 Forecast
IT / Tech	18%	20%	**27%**
BFSI	14%	20%	**25%**
Telecom / Internet	11%	17%	**22%**
Manufacturing / GCCs	13%	21%	**29%**
Healthcare / Pharma	9%	14%	**18%**
Marketing / Media	-3%	6%	**10%**

- **IT & Software** leads immediate-impact hiring **(34%)**, driven by project-based work in IT services, product companies, and startups requiring quick deployment of talent.
- **BFSI** accounts for **16%** of demand, reflecting faster hiring in digital banking, fintech operations, risk, and compliance roles.
- **Retail & E-commerce (12%)** and **Healthcare (10%)** are increasing quick-joiner hiring to support operational expansion and digital transformation.
- **Engineering & Manufacturing (9%)** and **Advertising & Media (8%)** are adopting faster hiring cycles due to project-based and campaign-driven work.
- **Travel & Hospitality (6%) and other sectors (5%)** indicate the broader spread of immediate-impact hiring across industries.

Data & AI Roles Lead Gig Hiring Demand and the Gap is Widening

Role	FY25	FY26	FY27 Forecast
Data / AI / ML	42%	49%	**59%**
Technology (Dev / Cloud)	20%	23%	**28%**
Product / Consulting	13%	21%	**27%**
HR / Talent	10%	15%	**21%**
Finance / Risk	11%	16%	**23%**
Creative / Content	7%	10%	**14%**

- Gig hiring demand is heavily skewed toward tech-forward roles, with Data, AI, and ML functions commanding the largest share — reflecting how businesses are increasingly turning to flexible talent to plug critical capability gaps rather than waiting on permanent headcount.

- The skew is getting steeper: **Data / AI / ML roles** are forecast to account for **59% of gig hiring** demand by FY27, up from 42% in FY25 — the sharpest growth trajectory across all categories tracked.

- This points to a structural shift — AI work is increasingly being executed through gig arrangements, project-based and outcome-driven, rather than through traditional full-time hiring pipelines.

Senior Employees Lead the Next Phase of Gig Growth

Demand by Experience Level

Experience	FY25	FY26	FY27 Forecast
0–3 yrs	14%	17%	**21%**
3–8 yrs	21%	23%	**28%**
8–15 yrs	23%	27%	**33%**
15+ yrs	15%	21%	**35%**

- **Senior gig talent (15+ years)** is the fastest scaling segment in the market, going from **15% growth in FY25 to a 35% FY27 forecast**.
- With a **33% growth forecast in FY27**, the specialist mid-senior professionals (8–15 years) are in sustained, accelerating demand, driven by GCC hiring, AI functions, and BFSI mandates that require deep domain knowledge.
- **Entry-level gig (0–3 years)** is growing, but at roughly **half the rate of the senior cohorts**. The gig market is maturing upward — organisations are using flexible models to access expertise.
- The growth gap between the top and bottom cohorts is widening every year. In FY25, the spread between **0–3 yrs and 15+ yrs was just 1 percentage point**. By FY27 that gap reaches 14 points. Experience commands a premium in gig work, and that premium is compounding.
- All four cohorts are growing but the curve steepens sharply above 8 years, indicating a momentum towards senior gig talent.

Tier-2 Cities Emerge as India's Next Gig Talent Hub

Tier-2 cities are growing faster than any metro, supported by digital infrastructure expansion, remote work adoption, and cost-competitive talent pools.

Demand by Region

Location	FY25	FY26	FY27 Forecast
Delhi NCR	22%	20%	**24%**
Bengaluru	21%	24%	**28%**
Mumbai	20%	18%	**22%**
Tier-1 (Hyd, Pune, Chennai)	27%	24%	**29%**
Tier-2 Cities	35%	31%	**39%**

Additional Tier-2 City Trends

- **Coimbatore** — Strong in IT services, analytics, and remote tech gigs. Among the fastest-growing Tier-2 markets, with 40%+ spikes recorded in earlier periods.
- **Vadodara** — Engineering, manufacturing, and GCC-linked roles. Benefiting from a strong industrial ecosystem and increasing demand from capability centres.
- **Kochi** — IT, digital marketing, and startup-adjacent talent. Rising adoption of remote and freelance models is accelerating gig participation.
- **Indore** — Emerging IT and education hub with a growing talent pool for gig and contract roles across tech, analytics, and business functions.

Key Takeaways: Gig Hiring

- India's white-collar gig workforce reached 8.23 million jobs in FY26, up 21% from 6.8 million in FY25. At the projected 24% growth rate, it crosses 10.2 million by FY27. The next two million jobs are already in motion.

- At 33% of all gig hiring in FY26, project-based roles have moved from an alternative employment format to the dominant one. By FY27 it is forecast to become mainstream.

- With a 29% FY27 forecast, Manufacturing/GCCs overtakes IT/Tech (27%) and BFSI (25%) as the highest-growth gig segment — driven by industrial capacity expansion and capability centre demand.

- Senior gig talent (15+ years) is the fastest-scaling cohort, going from 15% growth in FY25 to a 35% forecast in FY27. The gap between the entry-level and senior cohorts was 1 percentage point in FY25. By FY27 it reaches 14 points.

- 49% of gig roles in FY26 were in Data/AI/ML — up from 42% in FY25 and forecast to reach 59% by FY27. No other function is growing at anything close to this pace.

- At 31% in FY26 and a 39% FY27 forecast, Tier-2 cities are outpacing every metro. Bengaluru (28%) and Tier-1 cities like Hyderabad and Pune (29%) follow — but the story of where gig talent grows next is increasingly outside the traditional hubs.

About The Report

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide.

In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action/decision taken or for the result obtained from the use of such information.

For any additional information or custom insights, kindly email to PR@foundit.ai.

Annexure

Annexure: Industry Data*

foundit Insights Tracker

Industries	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
IT - Software & Services	816	726	745	743	742	791	782	733	783	756	770	784	742
BPO	147	147	151	158	146	144	151	145	156	164	164	152	146
Construction & Engineering	227	229	226	222	225	225	223	211	211	230	217	227	237
Banking, Financial Services , Insurance	631	556	565	559	546	541	577	582	590	532	514	558	554
Education	225	222	225	225	224	226	237	229	238	253	239	234	230
Manufacturing	310	287	283	278	279	299	310	289	275	291	278	292	318
Automotive	177	176	173	175	174	172	175	163	160	168	167	181	185
Telecommunications	462	468	491	503	496	481	482	471	459	445	442	462	460
Energy	178	174	182	194	174	175	183	172	166	185	186	200	193

 | *Represents Index figures

Annexure: Industry Data*

foundit Insights Tracker

Industries	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
Healthcare & Pharmaceuticals	414	458	470	457	460	437	459	434	469	500	495	495	521
Advertising & public Relations	220	223	218	217	213	208	212	202	210	217	228	227	226
Travel & Tourism	177	184	174	160	173	172	173	177	214	216	213	244	205
Consumer Electronics	781	830	854	843	814	815	824	827	818	857	822	867	850
Media & Entertainment	479	489	472	468	475	501	496	520	515	507	509	506	525
Chemicals & Plastics	162	171	168	165	162	156	155	151	148	151	149	146	139
FMCG	179	183	182	186	206	212	215	199	207	211	202	217	216
Textiles & Apparel	151	153	154	157	154	152	159	150	155	163	154	148	142
Real Estate	271	276	272	284	279	279	288	274	285	302	302	315	322

 | *Represents Index figures

Annexure: Industry Data*

Industries	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
Retail	861	857	833	916	909	897	911	985	862	810	803	830	803
Logistics & Transportation	391	364	384	401	391	382	411	376	338	337	343	351	339
Import & Export	71	74	71	77	66	71	66	61	53	57	58	64	59
Government & Defence	78	78	79	79	78	79	79	79	79	79	79	79	79
Shipping & Marine	117	115	113	109	113	108	113	109	101	113	114	123	120
Printing & Packaging	140	136	134	136	136	123	127	131	119	128	126	128	124
NGO/ Social Service	368	357	355	375	389	424	424	414	424	426	411	406	469
Agriculture	70	70	70	73	71	70	70	68	68	66	65	65	65

 | *Represents Index figures

Annexure: Functional Area Data*

Functions	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
IT	499	476	522	583	612	654	692	687	731	736	749	761	729
Customer Service	104	99	102	102	101	110	111	107	112	116	113	110	114
Engineering & Production	236	217	216	209	209	212	212	204	195	202	201	209	225
Finance & Accounting	370	339	345	340	345	337	366	384	384	381	382	381	366
Sales & Business Development	358	342	343	344	352	347	353	343	341	315	325	335	333
Senior Managemnet	274	283	296	313	329	353	363	333	345	347	333	362	336
HR & Admin	338	318	309	307	301	308	328	306	302	296	297	306	305
Marketing & Communications	291	284	275	284	284	286	294	289	295	298	301	322	342
Medical roles	414	415	392	398	410	391	414	393	412	469	488	515	515
Procurement & Supply Chain	187	177	170	171	175	176	179	169	163	171	170	174	176
Hospitality	219	217	233	216	225	223	229	231	244	254	239	238	230
Legal	244	223	228	216	211	206	211	204	209	212	207	221	241
Creative	174	173	170	185	173	185	177	178	176	175	176	175	169

 | *Represents Index figures

Annexure: City Wise Data*

Cities	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
Mumbai	346	330	334	335	322	344	353	351	366	370	365	378	370
Bangalore	564	541	528	535	523	548	575	585	578	578	581	603	602
Delhi-NCR	305	292	287	278	282	282	290	278	263	268	262	288	285
Hyderabad	428	417	419	424	415	422	440	423	450	450	451	462	464
Chennai	322	316	310	309	300	310	325	312	327	323	327	332	326
Pune	402	377	369	378	373	389	398	381	389	393	391	396	399
Kolkata	365	354	346	347	336	340	342	337	322	331	330	327	314
Ahmedabad	448	450	442	448	443	446	485	452	472	489	474	480	486
Chandigarh	250	227	239	250	252	247	264	255	252	257	249	234	228
Kochi	294	287	288	293	294	283	305	309	326	341	324	318	308
Baroda	276	269	268	255	258	253	275	253	257	259	255	263	261
Coimbatore	490	454	438	442	459	465	485	463	474	469	485	456	459
Jaipur	330	312	315	313	316	324	332	329	343	351	352	340	345

 | *Represents Index figures

Annexure: Experience Level Data*

Experience Level	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
0 - 3 years	385	375	363	363	370	372	389	371	391	391	398	390	376
4 - 6 years	308	303	312	320	313	316	332	320	315	321	317	320	310
7 - 10 years	249	256	252	257	250	256	271	257	255	263	267	277	281
11 - 15 years	112	113	114	114	115	116	118	115	116	119	118	120	119
> 16 years	127	129	134	140	145	152	146	144	143	139	138	140	142

 | *Represents Index figures

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