foundit Insights Tracker

July '26 Hiring Trends | India

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Executive Summary

- **White-collar hiring declined by 12% in July compared to the same month last year.**
- **Entry-level roles offered as internships or contracts rose to 32%**

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White-collar hiring contracts 12% annually as employers reshape what they recruit for

White-collar hiring fell 12% in the year to July 2026, with eighteen of the twenty-six industries we track closing lower. The more important question is what employers are still willing to pay for — and where they have stopped hiring altogether.

Companies are not cutting everywhere. They are paying for specialist and technical skills, while trimming the general commercial roles they added during the last growth run. Sales and senior management lost ground; medical and marketing roles gained it. Hiring has also moved back into the big cities after two years of spreading out, which suggests smaller-city hiring grows when the market grows and is the first thing to go when it slows.

Fresher hiring shows this most clearly. It fell, but by less than the market. What changed most was not the number of jobs but the kind of jobs on offer. Global capability centres are now hiring freshers faster. IT services no longer take the share of graduates they once did.

The same graduating class is split between two different markets: a large one paying under ₹5 LPA for work anyone can be trained to do, and a much smaller one paying well for a narrow set of technical skills most graduates do not have.

The biggest change is in how freshers are being taken on. **Almost a third of entry-level openings are now internships, contracts or project work**, up from about one in eight two years ago — and most fresher jobs now expect internship experience before they will look at a candidate.

For freshers, it delays the start of a real career and makes early unpaid or low-paid work something close to a requirement.

Key Highlights | July

-12%

Year-on-Year (YoY)

-5%

Month-on-Month (MoM)

-15%

Over 3 months

-17%

Over 6 months

Hiring activity declined 12% annually in July '26

The tracker registered a 5% fall in hiring activity over the last month.

India's job market extended its contraction through July, with the foundit Insights Tracker (fit) recording a 12% year-on-year decline. The pullback deepened over the medium horizon, with the index down 15% across three months and 17% across six. Employers have moved from broad-based expansion to targeted recruitment, tightening headcount in volume-driven functions while protecting hiring in specialist and regulated roles.

On a month-on-month basis, hiring eased 5%. Composition matters more than size: Textiles & Apparel rose 7% and Chemicals & Plastics 3% over the month, though both rank among the weakest annually, while Travel & Tourism — the strongest sector on an annual basis at 17% — gave up 6%. Sector momentum and sector level are diverging.

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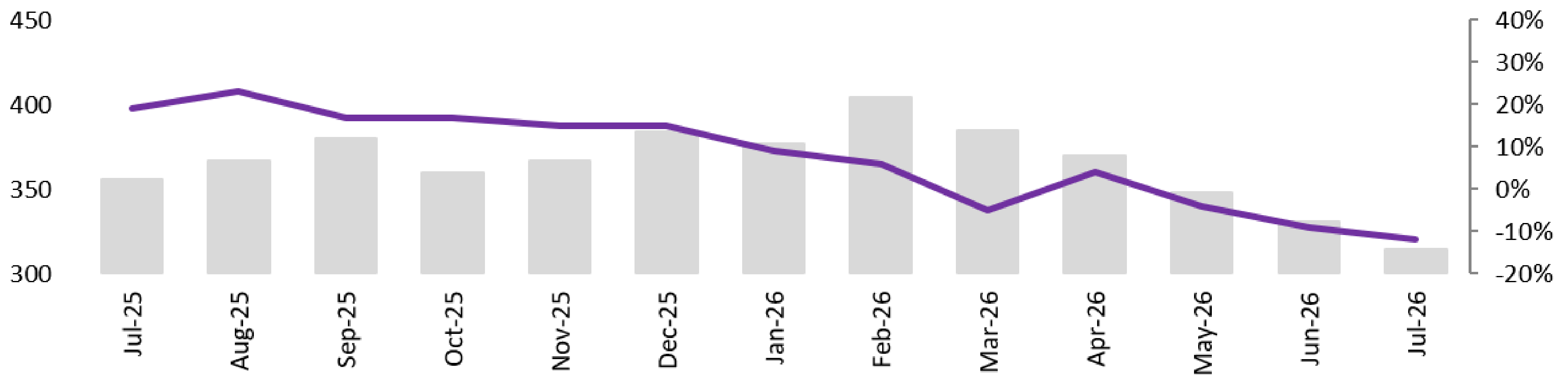

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Index	356	367	380	360	367	384	377	404	385	370	348	331	314
YoY	19%	23%	17%	17%	15%	15%	9%	6%	-5%	4%	-4%	-9%	-12%

Index YoY

Hiring Snapshot | July

MoM Trends

Geographic Trend

-1% in Metros

0% in Tier-2 Cities

TOP TRENDS

1 Top Roles | 4-6 yrs exp

Roles	% Share
Software Engineer/ Developer	13.2%
Business Development Executive	10.4%
Data Analyst	8.8%
QA / Test Engineer	7.6%
DevOps Engineer	6.9%

2 Top Roles | 7-10 yrs exp

Roles	% Share
Project Manager	12.8%
Technical Lead	11.5%
Solution Architect	8.6%
Product Manager	7.9%
Sales Manager	7.1%

3 Top Roles | 11-15 yrs exp

Roles	% Share
Engineering Manager (IT)	12.6%
Delivery Manager (IT)	10.9%
Senior Project Manager (Construction)	9.7%
Program Manager (Technology/ GCC)	8.3%
AVP/ General Manager (BFSI)	7.5%

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

Key Highlights | Industry

17%

Travel & Tourism

Strongest annual hiring growth in July

7%

Textiles & Apparel

Highest hiring growth over the last month

-25%

Logistics & Transportation

Sharpest annual decline in July

Travel & Tourism leads industry growth

Industry Hiring Trends

Increase in recruitment activity in 8 out of 26 industries annually

Industry	YoY	MoM
Travel & Tourism	+17%	-6%
Automotive	+10%	+1%
Healthcare & Pharmaceuticals	+8%	-1%
Real Estate	+8%	+2%
Construction & Engineering	+4%	0%
Manufacturing	+2%	0%
Non-profit Organisations	+2%	-6%

Industry	YoY	MoM
Government & Defence	+1%	0%
Banking, Financial Services, Insurance	-5%	+2%
Shipping & Maritime	-5%	-4%
FMCG	-6%	+1%
IT - Software & Services	-6%	-1%
Energy	-6%	-4%

Trade and logistics lead the decline

Industry Hiring Trends

Decline in recruitment activity in 18 out of 26 industries annually

Industry	YoY	MoM
Consumer Electronics	-7%	-3%
Education	-8%	-2%
Media & Entertainment	-8%	-5%
Advertising & Public Relations	-8%	-4%
Textiles & Apparel	-12%	+7%
Agriculture	-14%	-2%
BPO	-15%	-1%

Industry	YoY	MoM
Telecommunications	-15%	-4%
Printing & Packaging	-20%	-4%
Retail	-20%	-4%
Import & Export	-23%	-6%
Chemicals & Plastics	-25%	+3%
Logistics & Transportation	-25%	-5%

Domestic demand drives growth; export-led sectors see a dip

Industry Hiring Trends

Logistics & Transportation and Import & Export recorded the steepest contractions, falling **25% and 23% year-on-year**, weighed down by softer external demand and the automation of warehouse and documentation roles. Retail and Printing & Packaging each shed 20%, reflecting **consolidation among physical-format operators,** particularly outside the metros.

Chemicals & Plastics declined 25% annually yet rose 3% over the month, an early sign of stabilisation from a low base. Among the moderate declines, IT - Software & Services eased 6% and BFSI 5%, both shallow against the market's 12% fall. BFSI's 2% monthly gain in compliance, risk and digital lending suggests it is closer to a floor than the broader index.
Hiring held up best in **Bengaluru, Mumbai and Chennai,** which grew **9%, 6% and 5%** year-on-year.

Travel & Tourism recorded the strongest annual expansion of any monitored industry, at **17% year-on-year in July 2026,** supported by sustained domestic leisure demand, expanded regional air connectivity and continued hotel development. Its **6% month-on-month decline** reflects the seasonal drop that follows peak summer recruitment rather than a reversal of underlying demand.

Automotive followed at 10%, with hiring concentrated in **electric-vehicle assembly, battery systems and component localisation** as manufacturers build out domestic supply under the PLI schemes.

Healthcare & Pharmaceuticals grew 8% on **hospital-network expansion** into tier-2 markets, while **Real Estate gained 8% annually and 2% over the month** — the only industry positive on both horizons at that scale — as commercial leasing and residential launches held firm.

Key Highlights | Functions

22%

Marketing & Communications

Highest annual hiring growth in July

-12%

Sales & Business Development

Sharpest annual decline in July

20%

Medical Roles

Sustained demand across clinical roles

Marketing and medical roles lead the charge

6 of 13 occupation groups reported annual growth

Function-wise Hiring Trends

Function	YoY	MoM
Marketing & Communications	+22%	+1%
Medical Roles	+20%	+1%
IT	+10%	-2%
Engineering & Production	+8%	0%
Legal	+6%	0%
Finance & Accounting	0%	-2%
Customer Service	0%	-1%

Function	YoY	MoM
HR & Admin	-3%	-2%
Procurement & Supply Chain	-4%	-1%
Creative	-5%	+1%
Hospitality	-5%	-1%
Senior Management	-8%	-2%
Sales & Business Development	-12%	-1%

Hiring demand shifts to specialist roles

6 of 13 occupation groups reported annual growth

Function-wise Hiring Trends

Marketing & Communications roles posted the strongest annual growth, recording a **22% annual increase** and a **1% rise in the last month**. Demand concentrated in performance marketing, analytics and content operations as budgets moved from brand-led spend towards measurable acquisition, which calls for a more technical skill profile. Hiring was strongest in **Bengaluru, Mumbai and Delhi/NCR**, where **agency and in-house teams expanded together.**

Medical Roles followed at 20%, sustained by hospital capacity additions, diagnostics-chain expansion and a continued shortage of qualified clinical staff outside metropolitan centres. IT rose 10% annually even as the IT - Software & Services industry declined 6% — technology roles are increasingly hired outside technology companies, particularly within GCCs, manufacturing and financial services.

The demand for **Sales & Business Development** professionals fell by **12% year-on-year** and 1% over the month, as employers consolidated **field and inside-sales structures and shifted acquisition spend towards digital channels**. Senior Management **declined 8%, consistent with the flattening of organisational layers** during a slower expansion cycle. Hospitality and Creative each eased 5%.

Customer Service was precisely flat year-on-year, with automation displacing volume roles at roughly the rate that new support functions are created. Engineering & Production gained 8%, tracking capacity expansion in automotive and electronics manufacturing under the PLI schemes, while Legal rose 6% as regulatory and data-governance workloads increased.

Key Hiring Trends | City

9%

Bengaluru

Leading metro in annual hiring growth

6%

Mumbai

Sustained annual growth in financial and media roles

-19%

Chandigarh

Sharpest annual decline among all monitored cities in July

Bengaluru tops the list hiring demand

City-wise Hiring Trends

Metro cities led annual growth while every tier-2 city monitored declined, reversing the pattern of recent cycles.

City	YoY	MoM
Bengaluru	+9%	-2%
Mumbai	+6%	-1%
Chennai	+5%	-2%
Hyderabad	+5%	-2%
Delhi/ NCR	+1%	-2%
Jaipur	-1%	+1%
Coimbatore	-1%	0%
Kochi	-2%	0%
Pune	-3%	0%
Ahmedabad	-4%	0%
Kolkata	-10%	+2%
Vadodara	-11%	0%
Chandigarh	-19%	0%

Hiring consolidates back into metros in July after months of Tier-2 growth

City-wise Hiring Trends

The reversal is notable. Tier-2 markets led growth through much of the previous cycle, and their retreat suggests that **distributed hiring expands during growth phases** and contracts first when employers consolidate. Cost advantage alone has not held demand once headcount plans tightened, particularly in **manufacturing, logistics and back-office roles,** which carry the deepest annual declines.

Month-on-month readings run counter to the annual picture. The four fastest-growing metros — Bengaluru, Hyderabad, Delhi/NCR and Chennai — were also the weakest over the month, each easing around 2%, while Kolkata rose 2% from a low base. The metros remain ahead on the year but have begun to give ground.
Only **Kolkata and Jaipur** gained over the month, at **2% and 1%** respectively.

Five of the seven metros monitored recorded annual growth, led by **Bengaluru at 9%,** on the strength of GCC expansion and continued product-engineering hiring. Mumbai gained **6% year-on-year**, supported by financial services, media and corporate roles, while Chennai and Hyderabad each grew around 5%.

Delhi/NCR was marginally positive at 1%, with demand steady across **IT, BFSI and business services** but no longer expanding at the pace seen through 2025.

Every tier-2 city monitored declined. **Chandigarh fell 19%**, the steepest drop of any city, followed by **Vadodara at 11% and Kolkata at 10%**. Ahmedabad eased 4%, while Kochi, Coimbatore and Jaipur each held within two percentage points of flat.

Mumbai leads the monthly pullback across metros

City-wise Hiring Trends | MoM Trends

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
BFSI	**-2%**	-1%	-3%	-2%	-1%	-2%
BPO/ ITES	-1%	-2%	-1%	**-2%**	-1%	-1%
Engineering & Construction	**-3%**	**-2%**	-3%	+2%	-1%	+1%
IT - Hardware & Software	-3%	-2%	0%	**-3%**	-1%	+1%
Manufacturing	0%	**-1%**	-1%	0%	-2%	0%

Functions	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Marketing & Comms	-2%	-1%	-1%	-2%	**-3%**	-1%
Finance & Accounts	-1%	-1%	+2%	-1%	**-2%**	0%
HR & Admin	**+2%**	+1%	-1%	**+1%**	0%	0%
Sales & BD	-2%	**-1%**	+1%	-1%	-4%	-2%
Engineering & Production	-1%	0%	-1%	0%	-1%	**-1%**
Software & Telecom	-1%	-1%	-2%	-2%	0%	**+1%**

- Mumbai posted the steepest monthly pullback in the country, down across Sales & BD (-4%), Marketing (-3%) and Finance (-2%) alike
- Delhi/NCR was the only metro to gain in both Finance & Accounts (+2%) and Sales & BD (+1%), even as its own industry hiring fell hardest
- Hyderabad and Pune were the sole cities adding jobs in a core industry — Construction (+2%) and IT (+1%) respectively
- HR & Admin was the steadiest function everywhere, led by Bengaluru at +2%, while every other function fell somewhere

*Reading the Table:

- Numbers in green indicate the best performing industries, while those in red indicate the ones facing challenges.

MoM Hiring Trends | Experience

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-2% Entry Level (0-3 years)

+1% Associate Level (4-6 years)

+2% Mid-senior Level (7-10 years)

-1% Senior Level (11-15 years)

-2% +15 years of experience

Hiring Trends | Experience Level

-10%
0 - 3 Years

Entry-level hiring contracted annually, though **less sharply** than the overall market

-8%
4 - 6 Years

Associate-level demand eased as employers **deferred replacement** hiring across functions

+11%
7 - 10 Years

Mid-senior roles were the **only band to expand**, and the sole cohort positive over six months

-1%
11 - 15 Years

Senior-level hiring held **close to flat**, concentrated in regulated functions

-8%
15+ Years

Leadership hiring declined as **organisations flattened** reporting structures

Fresher Job Trends

Employers are hiring fewer freshers, on different terms, and against a higher bar on demonstrable capability

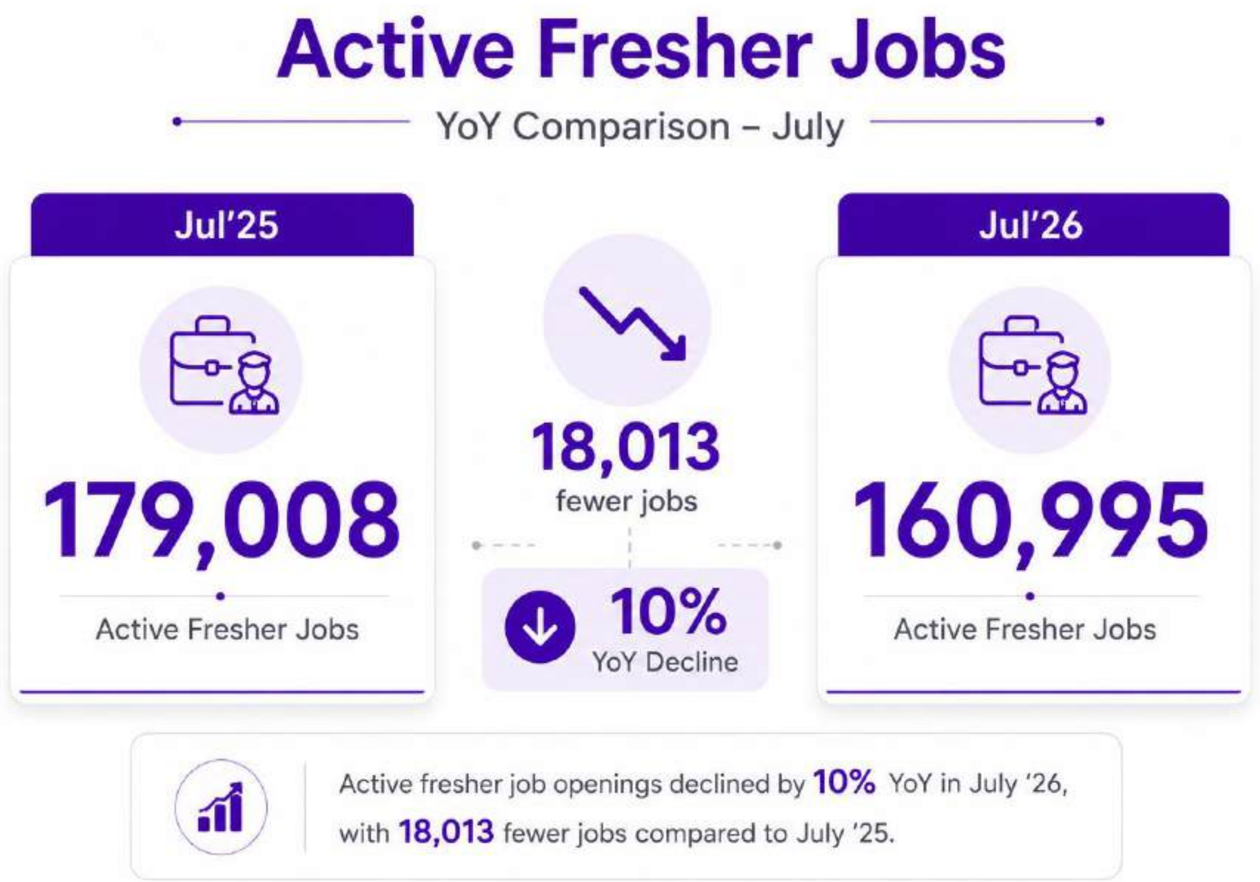
Fresher hiring in India declined by **10% year-on-year (YoY)** in July 2026 — a real contraction, but shallower than the market overall, which fell 12% annually.

Shorter horizons tell the same story, with **2% month-on-month (MoM)** easing and a **15% decline over the last six months**, against 17% for the aggregate index.

The composition of that demand has changed more than its volume. **GCCs raised their share** of fresher hiring from 8% to 11%, the fastest expansion of any employer category. **AI-led roles moved from around 1% of fresher postings to 4%,** a fourfold increase concentrated in AI/ML engineering, data analysis and prompt engineering.

Qualification requirements are loosening at one end and tightening at the other. **STEM disciplines account for 42% of fresher opportunities** and Management & Commerce a further 32%, yet 15% of postings specify no formal qualification at all.

Internships, contractual and project-based roles accounted for 32% of entry-level openings in the first seven months of 2026, against 21% in 2025 and 12% in 2024. The market is smaller, more conditional, and more discriminating about evidence of applied skill.



Fresher hiring in IT softens

Top hiring industries	%share of jobs	
	Jul-25	Jul-26
IT- Hardware, Software	32%	24%
BFSI	7%	8%
Retail	5%	8%
Recruitment, Staffing	8%	7%
Education/ EdTech	6%	6%
BPO/ ITES	5%	6%
Advertising, Market Research, PR	5%	6%

IT still hires more freshers than any other industry, at 24% of entry-level postings. But **its share has fallen eight points in a year.** This is the clearest indication that services firms are hiring for a shorter list of jobs and asking more of each one.

Retail rose from 5% to 8%, the sharpest gain of any sector, as chains staffed stores and built out online order and delivery teams. **BFSI reached 8%**, hiring into compliance checks, customer service and digital lending — work that grew as rules tightened and more borrowing moved online.

BPO and Advertising each added a point to 6%, one on offshore service work, the other on junior analysts for performance marketing.

Recruitment & Staffing slipped to 7%, reflecting the slowdown in the hiring environment. Education and EdTech held at 6%, steady on test prep and corporate training, but no longer growing the way it did when funding was easy.

Where freshers are being placed

Company type	% share of fresher jobs	
	2025	2026
Indian Corporates	36%	34%
MNCs	26%	27%
Startups	18%	16%
GCCs	8%	11%
MSMEs / SMEs	9%	8%
Government / PSU / Others	4%	3%

GCCs are the story of entry-level hiring. Their share of fresher hiring rose from 8% to 11% — the biggest jump of any employer type, in a year the overall market shrank 12%. India's capability centres are on course for **roughly 510,000 hires in 2026**, and freshers are their fastest-growing group. Around **two-thirds of those new roles ask for AI, data or automation skills**, which is why the hiring clusters in Bengaluru, Hyderabad and Pune.

Indian corporates remain the biggest employer of freshers at 34%, but they gave up two points. They have not stopped hiring but have become choosier in their hires, recruiting smaller batches against tighter briefs.

MNCs edged up to 27%, holding intake steady on technology, healthcare and digital projects.

Startups fell to 16%, the sharpest decline of any category, as slower funding pushed them towards a few well-defined hires instead of volume.

MSMEs held at 8%, protected by regional demand.

Government and **PSU recruitment** rose to 4% — small, but moving against the market.

The pattern is hard to miss: **entry-level opportunity is shifting from Indian companies to foreign-owned centres.**

Leading job functions

Top functions hiring freshers	%share of jobs	
	Jul-25	Jul-26
IT	26%	22%
Sales & BD	18%	20%
Medical Roles	7%	11%
Marketing & Communications	11%	10%
Engineering/ Production	6%	8%
HR & Admin	6%	6%
Finance & Accounting	5%	5%

IT is still the largest destination for freshers at 22%, but **it has given up four points in a year**, the same retreat visible at industry level.

Medical roles gained the most, rising from 7% to 11%. Hospital chains and diagnostics labs have been opening in smaller cities faster than those cities can produce trained staff, and medical hiring grew 20% across all experience levels — one of the few areas where employers want freshers and experienced people at the same time.

Sales & Business Development grew to 20% even though overall sales hiring fell 12%. That gap says something specific: companies cut experienced sales staff and filled the space with freshers — cheaper headcount doing more of the calling.

Engineering and Production rose to 8%, following new factory capacity in automotive and electronics.

Marketing slipped a point to 10%, despite the function growing 22% overall. That growth went to experienced performance-marketing and analytics hires, not to entry level. HR and Finance held flat at 6% and 5%, where software now handles the routine processing that used to be a fresher's first job.

AI-led roles in fresher hiring

Role	**Share of AI-led fresher jobs**
	Jul-26
AI/ML Engineer	28%
Data Analyst	24%
Prompt Engineer	12%
AI Operations	10%
Data Scientist	9%
GenAI Developer	7%
AI QA & Testing	5%

AI roles have gone from roughly 1% of fresher postings to 4% in a year — a fourfold rise, in a year when fresher hiring overall fell 10%. Nationally, AI-linked hiring is expected to grow by about a third in 2026, to close to 3.8 lakh roles.

What employers are buying is builders, not researchers. AI/ML Engineer (28%) and Data Analyst (24%) make up more than half the category, while **Data Scientist sits at just 9%**. Companies want people who can put working systems into production and read what comes out.

Prompt Engineer (12%) and AI Operations (10%) barely existed a year ago and now account for nearly a quarter of AI fresher jobs. Both are 'keep-it-running' roles: maintaining AI systems and getting useful answers out of them.

GenAI Developer (7%) and AI QA & Testing (5%) point the same way — once a company starts testing its AI output, the technology has stopped being an experiment. These jobs sit in Bengaluru, Hyderabad and Pune, and they pay at the top of the fresher range, in a market where **two-thirds of entry-level roles pay under ₹5 LPA.**

Top hiring locations for fresher jobs

Top hiring locations	% share of jobs	
	Jul-25	Jul-26
Delhi/ NCR	18%	19%
Bengaluru	13%	14%
Mumbai	16%	14%
Pune	12%	14%
Hyderabad	11%	11%
Chennai	9%	9%
Kolkata	4%	3%
Ahmedabad	3%	3%

Delhi/ NCR remains the largest destination for freshers at **19% of entry-level postings**, supported by breadth across IT, BFSI and business services rather than dependence on any single sector.

Bengaluru, Mumbai and Pune are now level at 14%, though they arrived there differently: Pune gained two percentage points and Bengaluru one, while Mumbai lost two.

Pune's rise reflects GCC and engineering expansion, positioning it alongside Bengaluru for the first time in this series and confirming its shift from an automotive base to a services one.

Hyderabad and Chennai held steady at 11% and 9% respectively, both anchored by technology and manufacturing intake that proved resilient through the wider contraction.

Kolkata eased to 3%, consistent with the 10% annual decline in its overall hiring index and the broader softening in eastern-region demand.

Ahmedabad was unchanged at 3%, holding its position despite a 4% annual decline in total hiring activity across the city.

Emerging cities for fresher hiring

City	Trend	Key hiring drivers
Coimbatore	Strong	IT services, GCCs, engineering
Kochi	Strong	Technology, shared services, BFSI
Indore	Moderate	IT, digital services, startups
Jaipur	Moderate	BFSI, e-commerce, support
Vadodara	Moderate	Manufacturing, chemicals
Nagpur	Moderate	Logistics, IT, shared services
Bhubaneswar	Growing	IT/ITES, electronics, GCCs
Mysuru	Growing	IT services, product engineering
Chandigarh–Mohali	Growing	IT, healthcare, SaaS, startups
Visakhapatnam	Emerging	Manufacturing, pharma, logistics

Strong – Coimbatore and Kochi have built a service-delivery base deep enough to attract GCC and shared-services mandates directly, rather than as overflow from nearby metros.

Moderate – Indore, Jaipur, Vadodara and Nagpur are building on existing industrial or financial-services strengths, with fresher hiring concentrated in operations and support functions.

Growing – Bhubaneswar, Mysuru and Chandigarh–Mohali sit at an earlier stage, drawing initial GCC support and product-engineering work on the strength of local engineering-college supply.

Emerging – Visakhapatnam's demand remains anchored in manufacturing, pharmaceuticals and logistics, with white-collar entry-level volumes still forming.

Note on Chandigarh – These cities are tracked qualitatively for fresher demand direction and sit outside the index city set. Chandigarh appears in both with divergent readings: the index measures overall white-collar volume, this table tracks entry-level direction.

Qualification mix in fresher hiring

Qualification category	Share of fresher jobs
	2026
STEM (Engineering, Technology & Science)	42%
Management & Commerce	32%
No qualification required	15%
Diploma & Vocational	8%
Others (Arts, Humanities & General Degrees)	3%

STEM disciplines account for just over two-fifths of fresher opportunities at 42%, sustained by demand across technology, engineering, healthcare and GCCs.

Management & Commerce graduates represent close to a third of openings at 32%, reflecting continued hiring across sales, finance, customer operations and business support.

15% of fresher postings specify no formal qualification, underscoring the continued shift towards skills-first hiring across customer support, retail, logistics and operations roles.

Diploma & Vocational pathways account for 8%, concentrated in manufacturing and field-service roles where practical certification carries more weight than a degree.

Arts, Humanities and general degrees account for 3%, with demand concentrated in recruitment, administration, content and customer service.

Taken together, employers are **tightening technical requirements at one end** while removing the degree filter entirely at the other — a widening rather than a raising of the entry bar.

Internships and entry-level hiring

Year	Internships & contract roles
	% share
2024	12%
2025	21%
2026 (Jan–Jul actual)	32%
2026 (full-year forecast)	35%

Internship experience	Share of fresher jobs
	Jul-26
No internship required	42%
Up to 3 months	21%
3–6 months	24%
More than 6 months	13%

Nearly six in ten fresher postings now ask for internship experience. The most common expectation is **3–6 months, at 24%** — employers want one substantial placement rather than a string of short ones.

Three months is roughly the point where an intern stops being trained and starts producing work, and that is what companies are screening for.

13% of roles want more than six months of experience. In practice this means the candidate interned during their penultimate year, not just the final one.

Meanwhile, **entry-level roles offered as internships, contracts or project work have risen from 12% in 2024 to 32% so far in 2026**, with the full year likely to close near 35%.

The two shifts compound. Candidates are asked for internship experience in order to qualify — and are then more likely to be offered an internship or a contract than a permanent job.

In the current job market, getting hired has become a staged process rather than a single decision. The trial period that used to run three months on payroll now runs six to twelve months before it.

For companies in a slow year it defers cost and commitment. For freshers it pushes the real start of a career further out — and makes the ability to work unpaid, early, a quiet condition of entry.

* 2026 full-year figure is a forecast based on January–July actuals

Fresher **salary bands**

Annual salary	Share of fresher jobs
	2026
< ₹3 LPA	24%
₹3–5 LPA	41%
₹5–8 LPA	23%
₹8–12 LPA	9%
> ₹12 LPA	3%

65% of fresher opportunities offer below ₹5 LPA, reflecting continued hiring across sales, customer support, operations, retail and entry-level service roles.

23% fall between ₹5 and ₹8 LPA, driven by demand across software engineering, analytics, manufacturing and GCCs — the bands where technical qualification carries a measurable premium.

Premium roles at ₹8 LPA and above account for 12% of fresher hiring, with AI, data science, cybersecurity, semiconductor and product-engineering roles offering the highest compensation.

The largest single band is **₹3–5 LPA at 41%**, concentrated in operations, support and generalist commercial roles across metros and tier-2 markets.

Only 3% of fresher roles offer above ₹12 LPA, almost all in specialist technical disciplines within GCCs, product firms and semiconductor design.

Despite the moderation in volume, employers **continued to pay above market for skills-first roles** — particularly those requiring AI, cloud, cybersecurity and data capability.

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 drop an email to PR@foundit.ai.

Annexure

Annexure: Industry Data*

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Index	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
IT - Software & Services	742	791	782	733	783	756	770	784	742	750	718	700	696
BPO	146	144	151	145	156	164	164	152	146	135	130	125	124
Construction & Engineering	225	225	223	211	211	230	217	227	237	232	238	233	233
Banking, Financial Services, Insurance	546	541	577	582	590	532	514	558	554	546	521	507	518
Education	224	226	237	229	238	253	239	234	230	226	216	211	207
Manufacturing	279	299	310	289	275	291	278	292	318	315	293	285	285
Automotive	174	172	175	163	160	168	167	181	185	185	193	191	192
Telecommunications	496	481	482	471	459	445	442	462	460	458	448	439	420
Energy	174	175	183	172	166	185	186	200	193	185	175	170	163

Annexure: Industry Data*

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Index	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Healthcare & Pharmaceuticals	460	437	459	434	469	500	495	495	521	512	520	506	499
Advertising & Public Relations	213	208	212	202	210	217	228	227	226	219	208	203	195
Travel & Tourism	173	172	173	177	214	216	213	244	205	209	220	216	203
Consumer Electronics	814	815	824	827	818	857	822	867	850	827	793	779	756
Media & Entertainment	475	501	496	520	515	507	509	506	525	515	472	461	437
Chemicals & Plastics	162	156	155	151	148	151	149	146	139	131	123	118	122
FMCG	206	212	215	199	207	211	202	217	216	214	198	193	194
Textiles & Apparel	154	152	159	150	155	163	154	148	142	141	130	127	136
Real Estate	279	279	288	274	285	302	302	315	322	326	302	297	302

Annexure: Industry Data*

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Index	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Retail	909	897	911	985	862	810	803	830	803	798	764	753	726
Logistics & Transportation	391	382	411	376	338	337	343	351	339	344	316	310	294
Import & Export	66	71	66	61	53	57	58	64	59	60	55	54	51
Government & Defence	78	79	79	79	79	79	79	79	79	79	79	79	79
Shipping & Maritime	113	108	113	109	101	113	114	123	120	119	113	111	107
Printing & Packaging	136	123	127	131	119	128	126	128	124	121	115	113	109
Non-profit Organisations	389	424	424	414	424	426	411	406	469	458	431	418	395
Agriculture	71	70	70	68	68	66	65	65	65	64	63	62	61
Office Equipment/Automation	169	171	178	171	175	169	160	177	165	161	151	148	141

Annexure: Functional Area Data*

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Index	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
IT	612	654	692	687	731	736	749	761	729	707	701	686	674
Customer Service	101	110	111	107	112	116	113	110	114	104	106	102	101
Engineering & Production	209	212	212	204	195	202	201	209	225	228	232	227	226
Finance & Accounting	345	337	366	384	384	381	382	381	366	370	359	354	346
Sales & Business Development	352	347	353	343	341	315	325	335	333	319	320	312	309
Senior Management	329	353	363	333	345	347	333	362	336	320	318	308	302
HR & Admin	301	308	328	306	302	296	297	306	305	305	301	296	291
Marketing & Communications	284	286	294	289	295	298	301	322	342	344	349	342	346
Medical Roles	410	391	414	393	412	469	488	515	515	499	494	483	490
Procurement & Supply Chain	175	176	179	169	163	171	170	174	176	172	171	169	168
Hospitality	225	223	229	231	244	254	239	238	230	223	221	217	214
Legal	211	206	211	204	209	212	207	221	241	225	230	224	224
Creative	173	185	177	178	176	175	176	175	169	168	166	164	165

Annexure: City Wise Data*

Index	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Mumbai	322	344	353	351	366	370	365	378	370	360	358	344	342
Bengaluru	523	548	575	585	578	578	581	603	602	591	588	586	572
Delhi-NCR	282	282	290	278	263	268	262	288	285	289	291	290	284
Hyderabad	415	422	440	423	450	450	451	462	464	457	445	444	434
Chennai	300	310	325	312	327	323	327	332	326	318	325	320	314
Pune	373	389	398	381	389	393	391	396	399	389	380	364	363
Kolkata	336	340	342	337	322	331	330	327	314	305	311	298	303
Ahmedabad	443	446	485	452	472	489	474	480	486	471	446	424	424
Chandigarh	252	247	264	255	252	257	249	234	228	218	209	203	204
Kochi	294	283	305	309	326	341	324	318	308	313	297	290	289
Vadodara	258	253	275	253	257	259	255	263	261	255	240	229	229
Coimbatore	459	465	485	463	474	469	485	456	459	458	466	454	454
Jaipur	316	324	332	329	343	351	352	340	345	332	324	311	313

Annexure: Experience Level Data*

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Index	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
0-3	370	372	389	371	391	391	398	390	376	369	356	341	333
4-6	313	316	332	320	315	321	317	320	310	308	301	288	289
7-10	250	256	271	257	255	263	267	277	281	277	283	271	278
11-15	115	116	118	115	116	119	118	120	119	119	117	115	114
>15	145	152	146	144	143	139	138	140	142	141	140	136	134

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