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India's IT Workforce Trends 2025: At a Glance

EXECUTIVE SUMMARY

- IT job demand shows noticeable improvement
- GCCs and product firms gain share
- Mid-career hiring accelerates
- Emerging skills drive growth
- Tier-1 cities still core, but tier-2 rises
- Hiring timelines stretch under pressure

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From The Leadership Desk

India's IT sector shows a modest but constructive improvement in 2025. **The 16 percent rise from 2024 reflects a careful recovery period rather than a full market rebound**. As global enterprises prioritise capability-led growth, India continues its transition from a delivery-centered model to a strong hub for digital engineering. Demand is increasingly shaped by AI, cloud, cybersecurity and platform engineering skills.

Demand shifts towards experienced professionals, **with mid-career (4-10 years) talent forming a clear majority of hiring**. Niche and leadership roles also grow at a measured pace. At the same time, fulfilment speed remains under pressure, with hiring cycles extending beyond 45-60 days in several priority skill areas such as AI/ML and cybersecurity roles.

Capability gaps remain even as the talent base deepens. India leads global AI GitHub activity and cloud certifications, but only a limited share of this workforce is **fully deployment ready for enterprise environments**. Legacy technologies continue to occupy a sizeable portion of the market, though their relevance for future growth declines. High demand roles increasingly require blended skills that span full stack, cloud, DevOps, security and AI aligned with infrastructure engineering.

Looking ahead, competitiveness will rely on **stronger fulfilment velocity, broader location strategies and sustained internal capability development**. Many organizations are already improving decision speed for critical skills and expanding internal talent pipelines for high-demand roles. India's scale advantage is clear; the sector's long-term relevance will depend on converting this strength into deployment-ready capability with consistency and pace.

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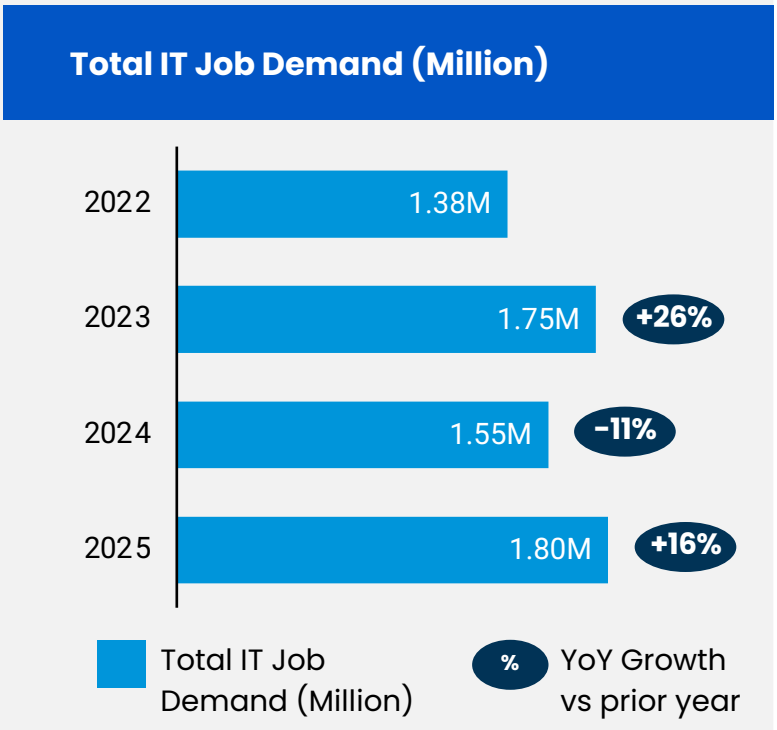
MARKET OVERVIEW

2025 MARKS A FRESH PEAK IN IT JOB DEMAND, EXCEEDING PRE-DIP HIGHS

India's total IT job demand has shown an overall upward trajectory, after notable dip in 2024.

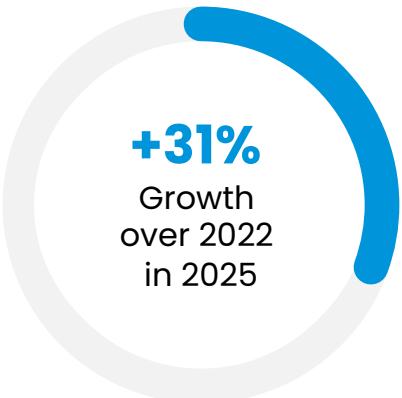
Total demand in IT roles in 2025 is about **1.8 Million**, a 16% jump from 2024.

The figure below summarises the year-on-year trend:



India's IT talent market remains fundamentally strong and agile – **capable of rapid expansion once business confidence returns**.

Organisations that maintained warm talent pipelines during the 2024 slowdown are benefitting in 2025's upcycle, having the ability to scale hiring quickly as needs rise.



GCCs, PRODUCT FIRMS EXPAND HIRING SHARE

- GCCs have increased share of demand from around **15% in 2024 to approximately 27% in 2025,** marking the strongest growth among all segments as global enterprises expand innovation and engineering centers in India.
- Product and SaaS organisations have grown by **about 15% since 2024,** supported by renewed investments in AI, cloud and digital platforms.
- Startup hiring shows a **10–20% decline from 2023-24** levels due to funding moderation and more selective scaling. Late 2025 indicates early signs of improvement, particularly among AI-first and fintech models, although the segment remains a smaller share of overall demand.
- Hiring growth in IT services and consulting remains relatively **modest at 7–8% over 2023–25**, reflecting a measured approach as firms rebalance after the rapid expansion **seen in the 2021–22 period.**

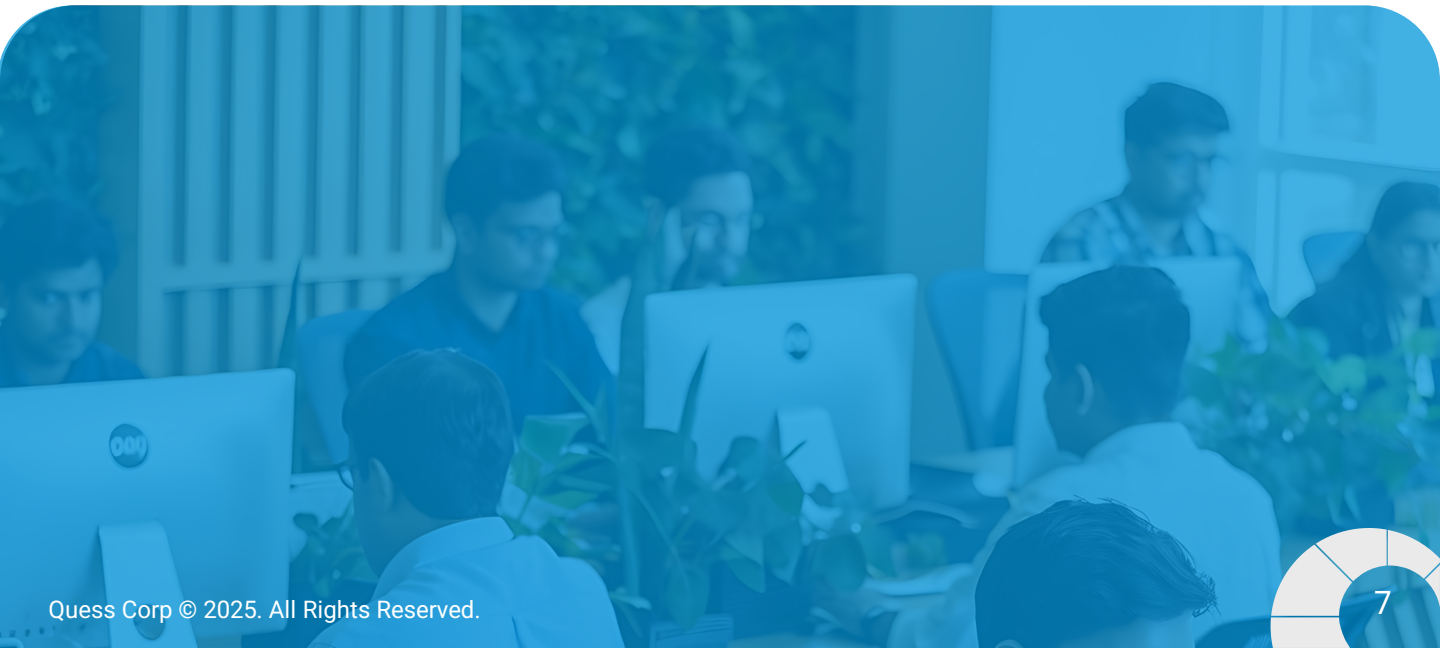
IT JOB DEMAND PATTERNS (2023–2025)

Periodically at the start of each year, demand strengthens with a 20–35% increase over the preceding quarter. This uplift appears consistently in early 2023, 2024 and 2025 and reflects the way IT programs are funded.

Towards the end of 2023, 2024 and 2025, hiring stabilises at levels 15–25% lower than the peak months, as organisations operate within constrained quarterly budgets and year-end utilisation targets.

The growth is visible in Q1 2025, with increases of 30–45% over earlier trough levels. This shift aligns with clarity on technology spending for the year, higher GCC investment flows, and early commercialisation of AI and automation programs that were in experimentation through 2023–24.

As the year progresses into mid-cycle, a 25–35% decline is visible in the rolling median across 2023, 2024 and 2025.

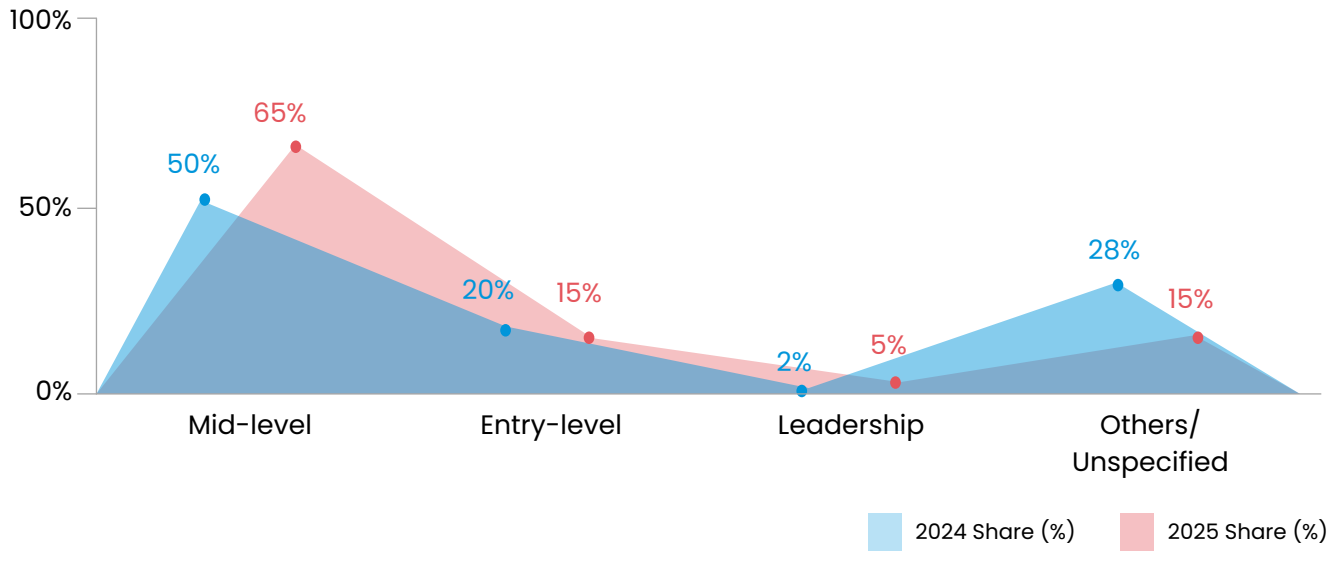


MID-LEVEL TALENT BECAME A HIRING CORE

- Organisations have been recalibrating the experience profile of their hires.
- **Mid-career professionals are the most sought-after talent segment in 2025.**
- These individuals combine advanced technical skills with enough industry experience to be productive quickly, making them highly valuable for fast-paced digital projects.

- Uncertainty in 2023–24 led many companies to reduce large campus intakes and focus on lateral hires who can deliver immediate impact.
- At the same time, hiring for **leadership and niche expert roles** has increased in absolute terms as firms invest in senior talent to lead new capability building.

The chart below highlights the changing mix by experience level as a share of total IT demand:



Note: "Other/Unspecified" includes postings that did not specify an experience requirement or used non-standard labels; this category has shrunk as job descriptions become more specific.

SKILL DEMAND DYNAMICS

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AI, CLOUD, AND CYBERSECURITY LEAD SKILL GROWTH

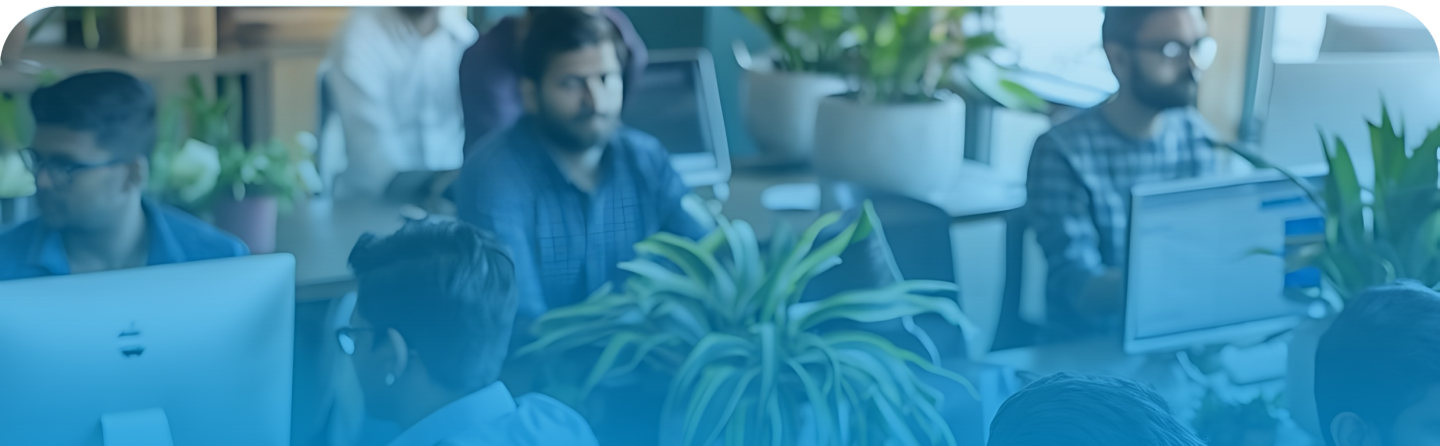
- The demand for IT talent in India is not uniform across skill domains. It is fundamentally shifting towards newer digital skill clusters.
- **Emerging technology fields are experiencing the fastest growth in hiring**, as companies double down on digital transformation, data-driven projects, and automation.

High-Growth Digital and AI Engineering Clusters

Skill Cluster	Demand Change	What Is Happening in the Market
Artificial Intelligence, Machine Learning and Data Science	50% ↑	• AI/ML and data science hiring has surged across BFSI, retail and healthcare. • Roles like data scientists, ML engineers and AI specialists are now mainstream, driven by the generative AI wave in 2023–24.
Cloud Engineering and DevOps	40% ↑	• Large-scale migration to AWS, Azure and GCP is accelerating cloud architecture, SRE and DevOps hiring. • Cloud FinOps is emerging as firms work to optimise cloud costs.
Cybersecurity	35% ↑	• Escalating cyber threats and regulatory pressure have accelerated demand for security engineers, IAM specialists, SOC analysts and ethical hackers. GCCs are establishing cyber CoEs in India.
Data Engineering and Business Intelligence	30% ↑	• Firms are modernising data estates, increasing demand for data warehouse engineers, BI developers and pipeline specialists.
RPA and Low Code Automation	25% ↑	• Enterprises are automating workflows, creating demand for RPA developers and low-code specialists who blend process insight with scripting capabilities.

LEGACY SKILL CLUSTERS SHOW A RELATIVELY LOW GROWTH RATE

Skill Cluster	Demand Change (2023-25)	What Is Happening in the Market
Traditional Enterprise Application and Product Development	10%	Traditional software development remains the largest hiring volume area but is growing more moderately. Full-stack roles increasingly require cloud and automation exposure.
Legacy Technology Skills	15%	Hiring for mainframe, COBOL, and on-premise infrastructure roles continues to shrink. Legacy systems are maintained but fewer new roles are created as organisations modernize technology stacks.



- **Skills related to data, cloud, and software engineering for digital platforms are driving the job market**. Organisations are prioritising hires who can build modern, agile technology capabilities.
- For HR and TA leaders, this means focusing sourcing efforts on those high-growth skill pools often where talent is scarce and competitive. It also underscores the need for upskilling and cross-skilling. Some legacy tech talent can be reskilled to meet the surging demand in adjacent new areas (E.g. Upskilling a manual QA tester to become an SDET in test automation, or a systems engineer to become a cloud engineer).

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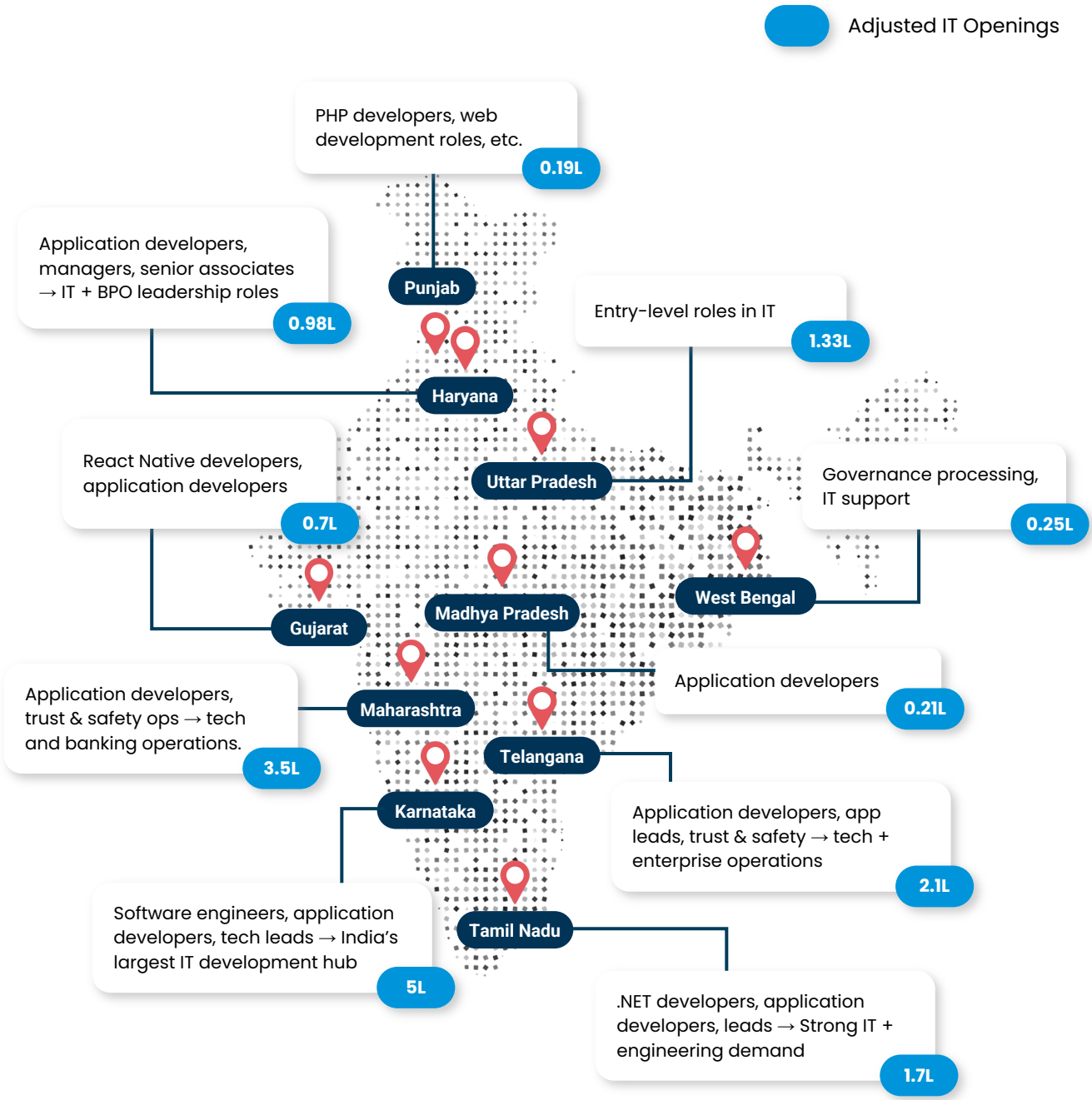
LOCATION TRENDS

LOCATION-BASED DEMAND TRENDS:
COMPANIES WITH 500+ OPENINGS

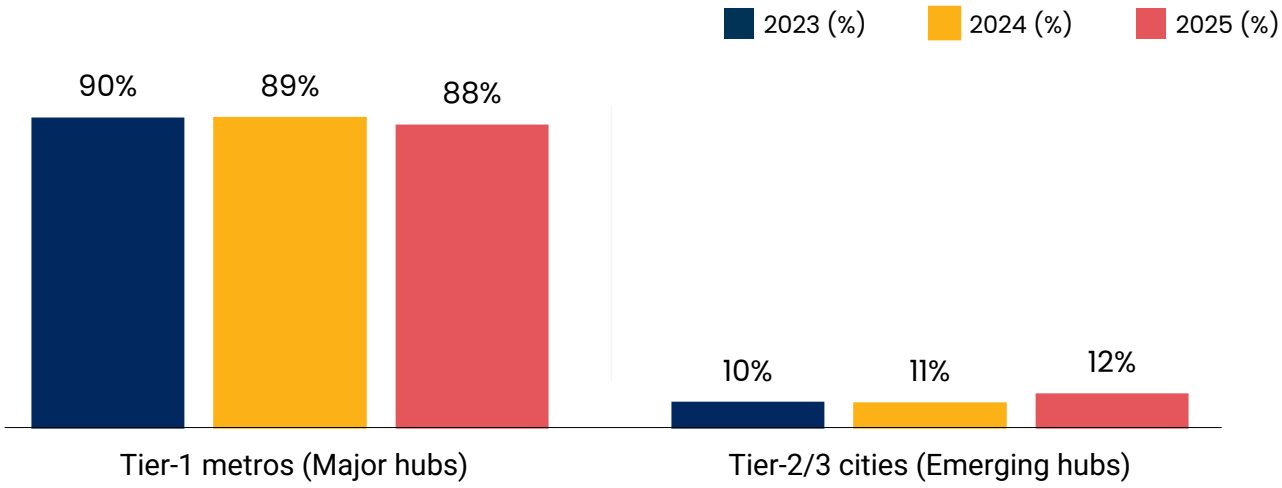


Across the top 10 states, demand is overwhelmingly driven within Karnataka, Maharashtra, Telangana and Tamil Nadu, forming India's core technology hiring corridor.

METRO HUBS DOMINATE IT HIRING IN INDIA

- India's IT hiring remains heavily concentrated in a few major metropolitan hubs. **Tier-1 cities (major metros) account for roughly 85-90% of all IT job demand**
- Bangalore leads by a wide margin, followed by other key hubs like Hyderabad, Pune, Chennai, Mumbai, and the Delhi NCR region. For instance, in 2025 Bangalore alone posted 420,000 IT job openings, underscoring its position as the technology capital of India.
- Tier-2 and Tier-3 cities collectively contribute around 12% of IT job demand. This share did see a **slight uptick in 2025** when some hiring shifted to lower-cost locations amid budget tightening - but it remains relatively small.

City Tier



In effect, **the dominance of Tier-1 locations persists**. Companies continue to prefer established hubs due to the rich talent ecosystem, infrastructure, and co-location of clients/partners. However, the modest rise to 12% share for Tier-2/3 in 2025 suggests that firms looked to smaller cities to tap alternate talent pools or lower salary costs.

TIER-2 CONTRIBUTION TO IT HIRING RISES GRADUALLY

A few **Tier-2 cities** have built momentum

- **Ahmedabad** stands out among Tier-2 locales, with over 37,000 IT job postings in 2025, driven by the presence of several IT services companies and product firms setting up satellite offices there.
- **Chandigarh** region attracted many engineering graduates and saw steady hiring. Other North Indian cities like **Jaipur** and **Lucknow** also featured in postings, though at much lower volumes.
- In the south, **Kochi, Coimbatore, Trivandrum**, and **Mangalore** are key tech talent pockets. Kochi had 13,000 tech job postings in 2025, partly due to its growing startup scene and fintech companies. Coimbatore and Trivandrum each had around 11,000 postings, reflecting ongoing investments in those cities' tech parks and incubators.
- **Emerging hubs:** Cities like **Indore, Nagpur, Visakhapatnam,** and **Mysore** saw a few thousand postings each. These cities benefit from local educational institutions and improving connectivity and could play a bigger role if companies distributed teams more fully.
- Overall, while Tier-2/3 cities are **on the radar**, they are not about to rival the big metros in the near term for IT jobs. The talent concentration in Tier-1 cities is self-reinforcing, experienced professionals often migrate to metros for opportunities, and companies locate where experienced talent is.
- For certain roles (especially where remote work is feasible), progressive employers are starting to hire from anywhere, effectively tapping Tier-2 talent without requiring relocation. We anticipate gradual growth in remote/distributed hiring which could increase the share of non-metro talent in the IT workforce by 2026–27.

HIRING EFFICIENCY AND VELOCITY

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TIME-TO-HIRE LENGTHENS FOR NICHE TALENT

- **Hiring velocity** – The speed and efficiency with which companies fill open roles has become a critical focal point in talent strategy.
- In a competitive market for skilled IT professionals, **slow hiring processes can result in lost candidates and unfilled roles** that impede project delivery. Over 2023–2025, organisations have faced pressure to streamline their talent acquisition process even as certain external factors have caused delays.

Theme	Current State	Underlying Drivers
Time To Fill	45–50 days for average IT roles	Higher technical bars, multiple interview rounds, greater stakeholder involvement, cautious evaluation in uncertain conditions
High Demand Talent Availability	AI and cloud specialists hired in 6–8 weeks	Scarcity of deep tech skills, multiple concurrent opportunities, aggressive targeting by competitors
Offer Acceptance Rates	70 percent, down from 80–85 percent	Candidates holding multiple offers, counteroffers from current employers, negotiation-driven delays
Process Complexity	Lengthy cycles with variable consistency	Fragmented assessments, slow internal approvals, limited automation in screening and scheduling

Implications: For TA leaders, these velocity challenges mean that success is not just about attracting talent but doing so **fast**. It requires a proactive pipeline (so candidates are already in conversation when a requisition opens), an engaging candidate experience that minimises drop-offs, and strong hiring manager alignment to make quick decisions. The organisations that master hiring velocity will have a clear advantage in securing the best tech talent moving forward.

HOW ENTERPRISES ARE IMPROVING HIRING AGILITY

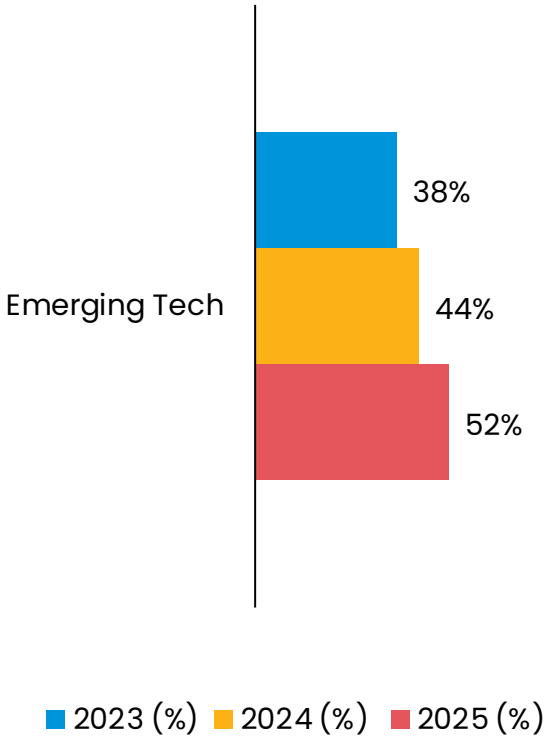
Intervention Area	Actions Taken	Impact On Hiring Velocity
Interview Process Simplification	Reducing interview rounds, aligning stakeholders early	Cuts cycle time and improves candidate experience
Assessment Optimisation	Front-loading technical tests to qualify fit faster	Reduces late-stage dropouts and shortens evaluation loops
Decision Speed	Faster approvals and pre-approved salary guardrails	Enables competitive offer rollout for high-demand candidates
Technology Enablement	ATS analytics, automated scheduling, AI-based screening	Shaves off operational delays and improves funnel visibility
Contract Staffing Adoption	Contract roles now remain 10–11 percent of IT demand	Provides rapid fulfilment for urgent or short-duration roles

Firms are structurally redesigning hiring workflows to reduce bottlenecks. Contract staffing emerges as a tactical lever to maintain delivery continuity.

STRUCTURAL MARKET SHIFT
TO DIGITAL TECHNOLOGIES

India's IT talent market has decisively repositioned towards emerging technologies. Between 2023 and 2025, the share of postings demanding **AI, data, cloud, cybersecurity, and platform engineering** has expanded sharply

Emerging Tech Demand



Insight: More than half of India's technology hiring in 2025 is centred on emerging capabilities.
This structural shift is driven by cloud migrations, AI-led automation, platform modernisation, and rising cyber threats. Legacy technology remains relevant for maintenance, but it is no longer driving growth.

WHAT IS DRIVING LONGER TIME-TO-HIRE

Hiring is taking longer, but the reasons differ across skill groups.

Time-To-Hire By Skill Category

Skill Category	Typical Time-To-Hire	Key Drivers of Delay
AI/ML	75+ days	Very scarce supply, complex technical assessments
Cybersecurity	90+ days	High vetting standards, limited talent pool
Cloud/DevOps	60-75 days	Multi-stage evaluations for architecture experience
Data Engineering	50+ days	Mixed skill expectations (SQL + cloud + Python)
Core Software Engineering	45-60 days	Deep supply, but competitive multi-offer environment
IT Support	20–30 days	Higher supply, faster screening cycles

The longest delays occur in AI, cybersecurity, and cloud due to **capability depth, assessment complexity, and global competition for Indian talent**. These categories also suffer the highest offer-drop rates.

STRUCTURAL MARKET SHIFT TO EMERGING TECH

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NEXT-GEN ROLES EMERGE WITH SALARY PREMIUMS

2025 marks the arrival of several AI-era job titles that barely existed three to five years ago. These are being created by BFSI, GCCs, IT services, and digital-native firms.

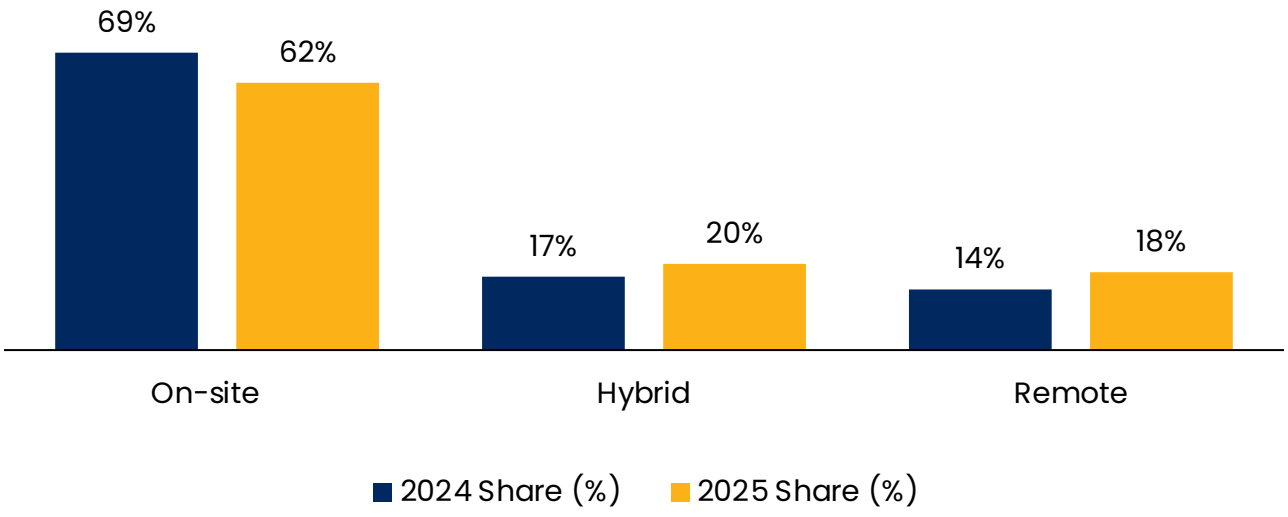
New/Emerging Roles (2025)

New Role Title	Salary Premium vs Traditional Role (%)	Key Skill Sets Driving Premium
Generative AI Specialist	30–40%	NLP, LLM tuning, prompt chaining, Python, vector databases
MLOps / LLMOps Engineer	25–30%	MLflow/Kubeflow, CI/CD for ML, cloud-native deployment
AI Ethics & Governance Lead	20–25%	Bias audits, risk frameworks, model interpretability
FinOps Engineer	15–20%	AWS/Azure cost models, Terraform, monitoring tools
Cyber Threat Intelligence Analyst	25–30%	Threat modelling, SIEM, malware analysis
Platform Engineering (SRE) Architect	20–30%	Kubernetes, service mesh, observability stacks
Low-code / Automation Architect	10–20%	Power Platform, Appian, RPA orchestration

These roles are emerging because enterprises are scaling AI systems, modernising cloud usage, and strengthening risk and compliance. Salary premiums reflect the scarcity of qualified senior practitioners.

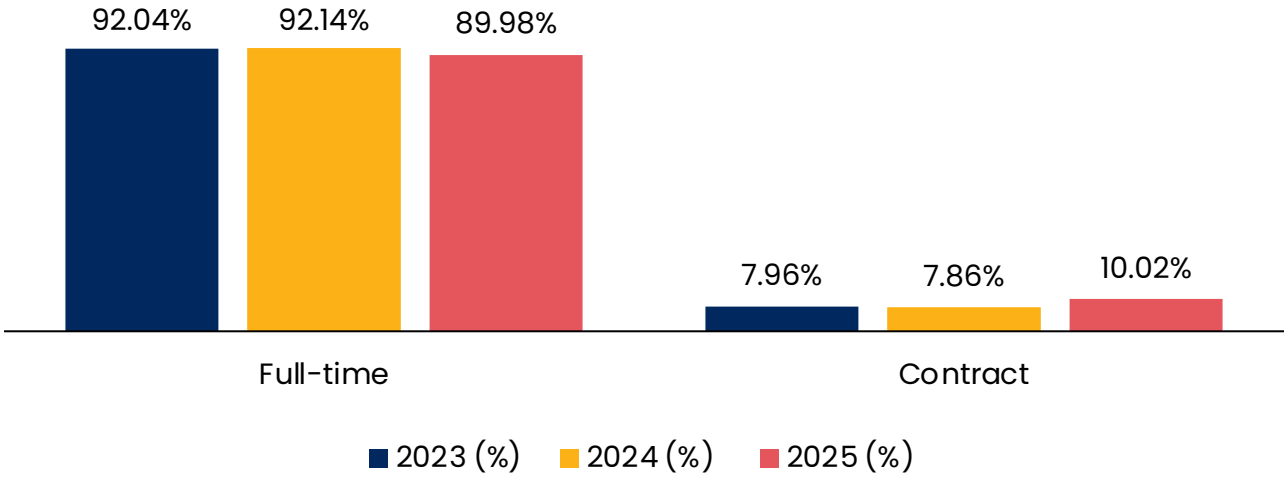
HYBRID AND CONTRACT WORK
EXPAND GRADUALLY

Work Model Distribution Shift (2024 vs 2025)



Hybrid work is the largest gainer. Remote hiring is stable and growing, largely used for niche AI or cloud roles where talent density is outside Tier-1 cities.

Employment Type Distribution Shift



SKILL ADJACENCY DRIVES ROLE EVOLUTION

Indian employers are increasingly specifying **multi-skill combinations.** Adjacency requirements signal how job roles are evolving.

Top Cross-Skill Combinations

Co-Demanded Skills	% of Postings Using Both	Strategic Implication
Python + SQL	59% of data roles	Mandatory foundation for analytics and ML delivery
Docker + Kubernetes	42% of DevOps roles	Container orchestration as the new infrastructure standard
Java + Microservices + Spring Boot	48% of backend roles	Modernisation of legacy monoliths into distributed systems
React + Node.js (Full-Stack JS)	37% of full-stack roles	End-to-end product engineering without tech fragmentation
AWS + Terraform	33% of cloud/DevOps roles	Shift from scripting to infra-as-code automation
Python + TensorFlow/PyTorch	80% of AI roles	Mainstreaming of deep learning in enterprise AI
Security + Cloud (DevSecOps)	22% of cloud roles	Security integration in continuous delivery pipelines

The Indian IT job market increasingly rewards engineers who can operate across adjacent domains rather than siloed technologies. Full-stack, MLOps, and DevSecOps are the clearest manifestations of this trend.

FULL-STACK AND DEVSECOPS SKILLS IN HIGH DEMAND

High-Demand Skill Clusters Along With The Skills/Tools/Frameworks

Skill Cluster	2025 Demand Signal	Key Skills / Tools / Frameworks	Why It Is Growing In India
AI/Machine Learning	+38% YoY	Python, TensorFlow, PyTorch, Hugging Face, MLflow	GenAI adoption, BFSI risk models, customer automation
Cybersecurity	+75% YoY	SIEM, IAM, threat hunting, cloud security	UPI-scale digital infra, rising attacks, compliance
Cloud Engineering	+75% YoY	AWS/Azure/GCP, Terraform, Kubernetes, cloud databases	Migration of banking, manufacturing, OTT workloads
DevOps/ Platform Engg	+33% YoY	Docker, K8s, GitLab, Prometheus, Linux, Helm	Need for operational resilience in SaaS and GCCs
Data Engineering	+48% YoY	Spark, Hadoop, Kafka, Airflow, SQL/NoSQL	Scaling data pipelines for AI and regulatory reporting
Full-Stack Engineering	+40% YoY	React, Angular, Node.js, Java, Spring Boot	Faster product cycles and platform refresh
AIOps/ MLOps	3× since 2023	Kubeflow, vector DBs, model monitoring, LLMOps	Productionisation of enterprise AI at scale

Insight: AI-centric skill clusters now anchor India's technology demand. Cloud, AI and Cybersecurity together account for more than **46% of all incremental job creation** between 2024 and 2025.

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GCC DEEP DIVE

GCCs MATURE INTO GLOBAL TECH HUBS:

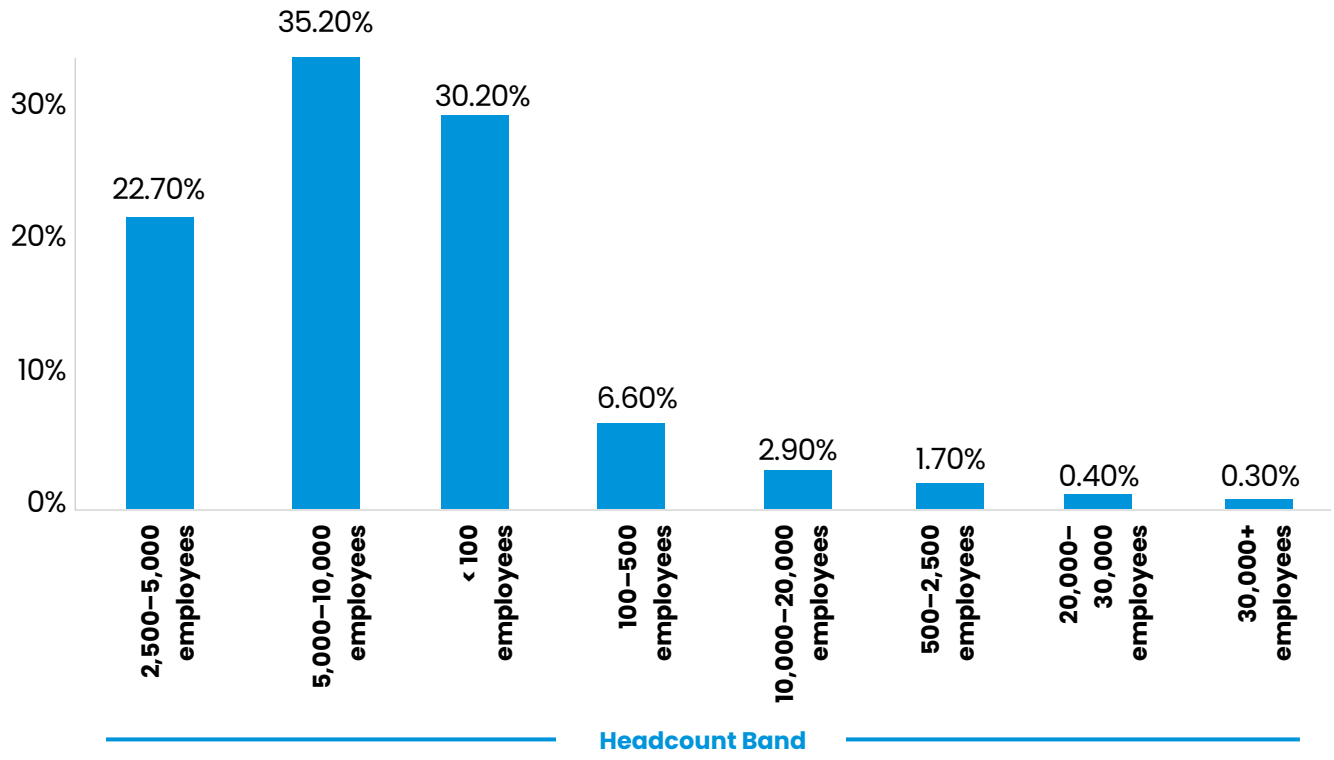
India's global capability centre landscape has entered a new phase of maturity. What began as support hubs has evolved into a network of large-scale digital engineering centres that are now central to global transformation programs. The scale, composition and maturity of these centres indicate that India has become the world's most concentrated ecosystem for enterprise technology talent.

A SMALL GROUP OF LARGE CENTRES NOW ANCHOR MOST GCC TALENT:

Only a small fraction of centers in India falls into the "large-scale" category (5,000+ employees), yet this cluster holds nearly half of the country's overall GCC workforce. These centres have grown consistently over the past two decades, with more than half operating in India for 20 years or longer, reflecting long-term strategic investment from global enterprises.

India's GCCs Are Scaling Rapidly Across Size Bands

GCC headcount distribution show a widening base of scaled operations



RISE OF ENGINEERING-LED, MULTI-PRODUCT GCCs IN INDIA

Over 35% of the 1900 GCCs Employ More Than 500 Employees

One in eight GCCs has now crossed the threshold where they can run full-stack engineering, platform modernisation and global product mandates independently.

- Among the largest centres, **77** hubs operate within the **5,000–20,000** employee range, forming the backbone of India's advanced engineering ecosystem.
- Most centres now operate as digital transformation engines. Nearly nine in ten of India's largest centres run at higher operating maturity. A majority have moved beyond delivery to:
  - Multi-product engineering portfolios
  - Data and cloud platforms
  - Experience redesign
  - Modernisation and transformation programmes

Less than 10 percent remain in traditional satellite or outpost roles.

India has effectively become the default location for enterprise-wide digital capability building.

...CONTINUATION

The Profile Of Organisations Scaling In India Reinforces The Strategic Shift:

- **37%** of the largest centres are owned by companies with annual revenues above **USD 50 billion.**
- **6%** sit within organisations exceeding **USD 250 billion** in revenue.

These firms are centralising intellectual property creation, advanced engineering, and global operations oversight in India.

Deep-Tech Verticals Drive The Highest GCC Intensity

India's GCC workforce is concentrated in sectors undergoing intensive digital reinvention. Below is the top verticals list by percentage of outsourced workforce:

- Telecom & networking-**33%**
- Software & internet-**25%**
- Banking & financial services-**23%**
- Semiconductors-**22%**
- Healthcare-**19%**

These industries require cloud engineering, AI/ML development, cybersecurity, system design, embedded software, and platform engineering at scale-capabilities where India has unmatched supply depth**.**

CAPABILITY FOCUS OF THE TOP 50 GCCs

Capability Segment	Demand	Strategic Signal
AI/ML, Data Engineering & Analytics	1,52,300+	Anchor capability for digital transformation; drives automation, insight generation, and gen AI use cases.
Cloud & Infrastructure / Platform Engineering	55,470+	Core to modernisation; supports scalable operations, cost optimisation and reliability engineering.
Cybersecurity / Risk / Compliance Tech	28,729+	Mandatory resilience layer; rising threats and regulatory pressure expand cyber headcount.
DevOps, Microservices & API-centric Engineering	43,600+	Enables agility; foundational for microservices architecture and faster release cycles.
Full-stack / Frontend & UI/UX Engineering	87,500+	Supports product-led growth; demand driven by digital interfaces and customer experience modernisation.
Generative AI, Automation & Low-Code Solutions	8,100+	Emerging but strategic; accelerates delivery and democratises development across business teams.

GCCs have become India's most important engine for **advanced digital capability building**. AI/ML alone accounts for more talent than cloud + cybersecurity combined.

HIRING OUTLOOK FOR INDIA'S TECH TALENT

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FORWARD-LOOKING MARKET OUTLOOK (NEXT 12 MONTHS)

Hiring Growth Rebounds But Stays Selective

Projection of **12–15% IT hiring growth in 2026**, led by GCC expansions, cyber modernisation, AI platform buildouts, and BFSI digitisation. Volume hiring will not return; **skill hiring will dominate**.

AI-Based Role Creation Accelerates

Expect **15–20 new AI-adjacent job titles** to emerge across industries (AI safety engineer, model risk analyst, LLM workflow designer, etc.).

Tier-2 Contribution Rises To 13–15%

Hybrid work + GCC satellite centres will bring Tier-2 cities to a larger share of hiring.

Action Priorities For Talent Leaders

Build Internal Supply For Scarce Skills

Target a **40% internal fulfilment rate** for AI, cloud, cyber, and data roles. Launch internal academies, role rotations, and capability tracks linked to progression.

Move To A Tier-2 + Hybrid Talent Strategy

Shift **15–20% of new digital roles** to Tier-2 cities or hybrid models to reduce costs by 25–30% and widen access to overlooked talent pools.

Create A Fast-Track Hiring Lane For Critical Skills

Reduce time-to-offer for AI, cloud, and platform engineering to **≤15 days**. Simplify interviews, empower hiring managers to close faster, and add compensation buffers to avoid drop-offs.

2026 IT DEMAND
OUTLOOK BY INDUSTRY

Industry	Demand	Strategic Signal
IT Services	+7–9%	Hiring will be selective with demand concentrated in cloud, cyber, data engineering and AI-enablement roles rather than broad pyramid hiring.
SaaS / Software Products	+12–14%	Strong momentum in platform and product engineering; companies embed AI features across core products; demand rises for DevOps, SRE, data engineering and AI engineering roles.
BFSI	+13–15%	Sustained investments in digital lending, payments, fraud-tech and cybersecurity expand demand for full-stack, data, cloud, and deep-tech talent.
Manufacturing / Auto / Industrial	+8–11%	Industry 4.0 adoption accelerates; EV, electronics and digital factory programmes expand IoT, MES, automation and data engineering roles
Telecom & Digital Infrastructure	+14–16%	Rapid data-centre expansion, hyperscale, fibre modernisation and 5G rollouts lift demand for network engineering, cloud infra, DevSecOps and infra-automation roles.
Healthcare & Pharma / Life Sciences	+8–10%	Digital health and clinical-tech scale rapidly; pharma and med-tech adopt AI-driven R&D, analytics and cloud-native data platforms; steady hiring will be observed in data, cyber and platform engineering talent.
Retail & E-Commerce	+6–9%	Competitive digital programmes in logistics, payments and personalisation drive hiring for full-stack, DevOps and data talent in high-growth players.

What This Means For Market Behaviour:

- Growth shifts from volume hiring to specialised capability hiring (AI engineering, cloud platforms, cyber defence, data infrastructure).
- BFSI, telecom-infra and manufacturing lead demand; SaaS and digital product firms show the strongest engineering absorption.
- IT services will see restrained demand growth of 6–8% in 2026 as clients prioritise cost efficiency and automation, keeping hiring highly selective and focused on cloud, cyber, data engineering and AI-enablement roles rather than broad pyramid expansion.

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