



# India Workforce Report - Professional Edition | India | H2 2018

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Economic Graph Team



*Our vision is to create economic opportunity for every member of the global workforce.*

*The India professional workforce report is a half-yearly report on key trends among the professional workforce in the Indian economy, as represented by members on the LinkedIn platform. It is divided into two sections : a national section that provides insights into national level trends in jobs hired for, skills in-demand and preferred destinations for talent migration, and city level reports that provide insights into localised trends in the top 10 Indian cities attracting talent : **New Delhi, Bengaluru, Hyderabad, Mumbai, Chennai, Kolkata, Ahmedabad, Chandigarh, Vadodara, Jaipur***

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sectors during H2 2018 are highlighted below.



H2 2018

## Top jobs hired for in the largest industries

1

### Software

Software Engineer, System Engineer, Business Analyst

2

### Manufacturing

Design Engineer, Software Engineer, Project Engineer

3

### Finance

Relationship Manager, Software Engineer, Sales Manager

4

### Corporate Services

Recruiter, Business Technology Analyst, Business Analyst

5

### Education

Professor, Business Development Associate, Research Assistant

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## Top jobs hired for in the fastest growing industries

1

### Finance

Relationship Manager, Software Engineer, Sales Manager

2

### Wellness & Fitness

Software Engineer, Distributor, Business Development Manager

3

### Real Estate

Business Development Manager, Sales Engineer, Sales Executive

4

### Legal

Legal Associate, Patent Analyst, Patent Associate

5

### Entertainment

Artist, Compositor, 3D Animator

"Jobs hired for" is the number of hires for that job divided by the total hiring in this industry. Only members who switched jobs within the period are counted. Members who move within their organization or move between a parent organization and a subsidiary are included. Members new to the platform are excluded from the measurement.

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manufacturing, machinery, automotive, industrial automation, aviation and aerospace, railroad manufacture, ship building, glass ceramics and concrete, chemicals, packaging and containers. The category also includes paper and forest products, renewables and environment, food production, textiles and plastics. **Finance** refers to venture capital and private equity, investment banking, investment management, capital markets and banking, insurance and other financial services. **Corporate services** comprises of management consulting, accounting, human resources, staffing and recruiting, professional training and coaching, outsourcing and offshoring, facilities services, information services, events services, environmental services, executive office, business supplies and equipment and security and investigations. **Education** refers to primary, secondary and higher education, education management, e-learning and research.

[2]**Wellness and fitness** includes alternative medicine, and health, wellness and fitness employers. This category differs from Healthcare which refers to medical devices, medical practice, hospital and healthcare, pharmaceuticals. **Real estate** includes commercial real estate professionals. **Legal** includes legal services, law practice and alternative dispute resolution. **Entertainment** refers to animation, media production, music, broadcast media, motion pictures and film and computer games.

[3]We identified the 5 fastest growing industries in terms of net industry flows observed on the platform for each industry over the base number of professionals in that industry at the start of the time period under consideration. Net industry flows refer to how existing LinkedIn members are switching from or to an industry in India - from another industry within or outside India.

Besides software engineers, **business management** roles also have a high share in jobs hired for. These range from **business analyst to business development manager** positions across multiple industries. In addition to the leading industries in India, employers for business managers range from consumer goods, media, healthcare, recreation and travel to logistics and retail industries.

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## Top three skills in the largest industries

1

### Software

SQL, Java, C (Programming Language)

2

### Manufacturing

Management, Leadership, Engineering

3

### Finance

Management, Team Management, Leadership

4

### Corporate Services

Management, Leadership, Team Management

5

### Education

Management, Leadership, Team Management

For the largest industries (by size), the top 3 skills for successful hires into that industry. Top skills were calculated by looking at hires into those industries during the period and counting the most frequently observed skills.

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## Top three skills in the fastest growing industries

1

### Finance

Management, Team Management, Leadership

2

### Wellness & Fitness

Management, Team Management, Leadership

3

### Real Estate

Management, Team Management, Leadership

4

### Legal

Legal Research, Leadership, Management

5

### Entertainment

Adobe Photoshop, Management, Team Management

For the fastest growing industries (by net industry flow), the top 3 skills for successful hires into that industry. Top skills were calculated by looking at hires into those industries during the period and counting the most frequently observed skills.

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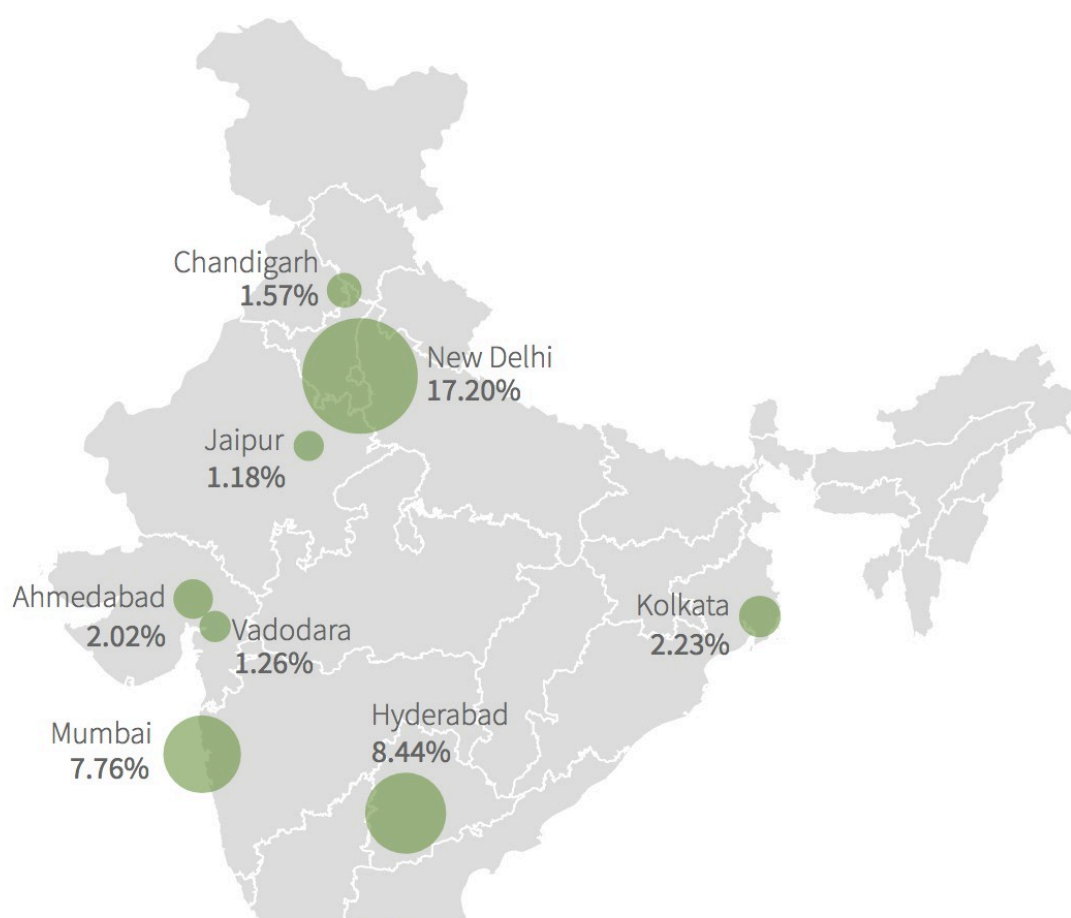
### 3. Top destinations attracting talent

The top five cities which are proving to be hubs for talent moving within India are **New Delhi (NCR inclusive of Delhi, Gurgaon and Noida), Bengaluru, Hyderabad, Mumbai and Chennai**. About half of the professionals who switch cities within India move to these destinations. The **next five cities** that talent is moving to are **Kolkata, Ahmedabad, Chandigarh, Vadodara, and Jaipur**.

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#### Top cities for talent

[% share of total immigrants across cities in India]



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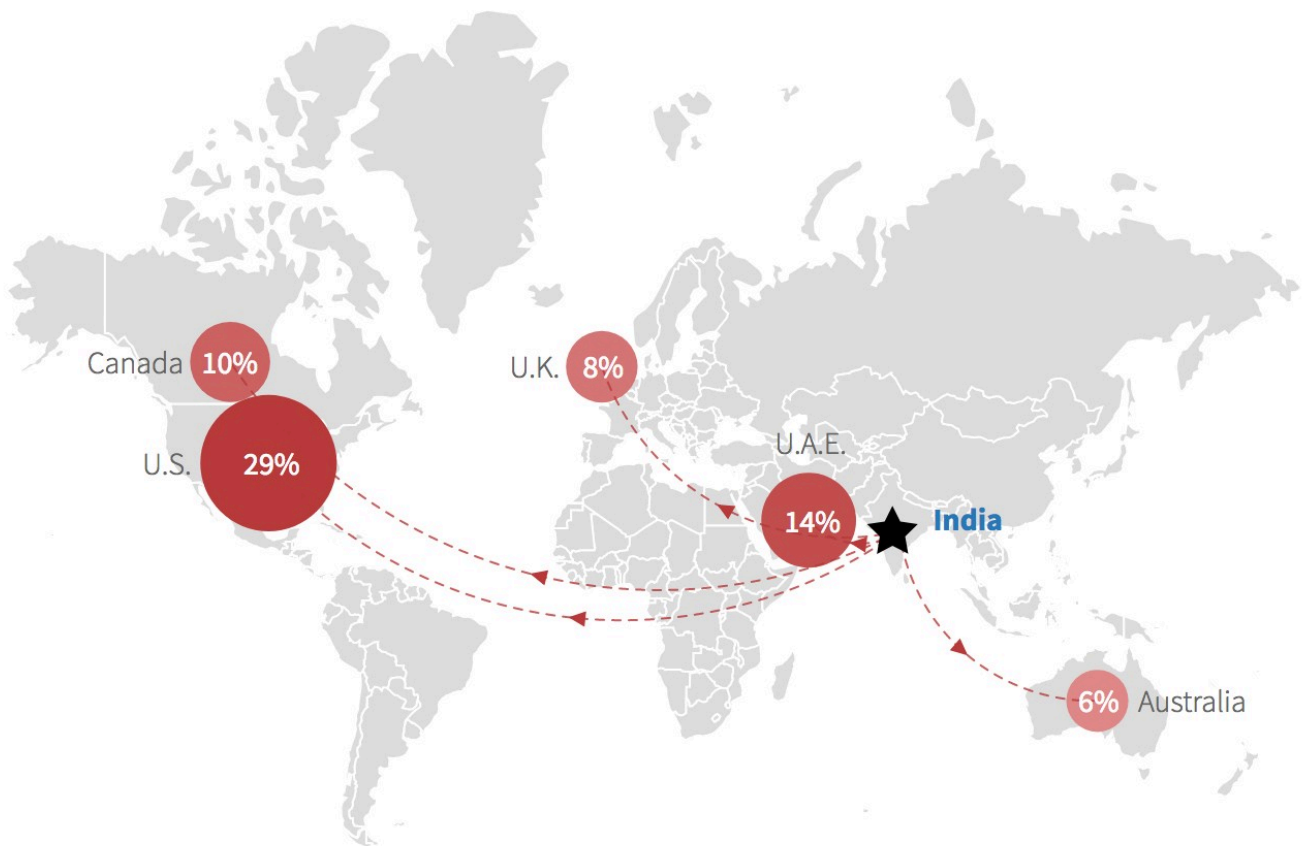
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## Top international destinations for talent

[% share of outflow volume]



We define international as countries outside the Indian subcontinent. This chart shows the top 10

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Germany was the largest in-demand corridor<sup>LTJ</sup> in H2 2018 whereas it was Australia in **H1 2018**.

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## Top destination countries for in-demand migration



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