Women in IT/ITeS Contractual Roles, FY26

Prelims: *Current events of national importance | Economy*

Why in News?

Recently a report highlighted that women's placements in contractual/flexible roles reached 40% in FY26.

Key Facts –

Women in IT/ITeS – Trends in Contractual/Flexi Roles	
Placement Share (FY26)	40% (FY26) – up from 30% (FY22).
Top Roles	Finance & Accounting (43%), Data Science (34%), UX, Design & Architecture – 31%
Metro Hubs	Bengaluru (21%), Hyderabad (20%), Pune (17%) Delhi NCR – 13%, Chennai – 9%
Tier-II Cities	11% participation

> *Tier 2 cities are emerging urban centres that rank just below major metropolitan hubs (Tier 1).*

Career Span Data

- **Early Career (<2 years) – 30%**
  - Fresh graduates and entry-level professionals form a large share.
  - Indicates strong inflow of women into IT/ITeS flexi roles.
- **Mid-Career (5–8 years) – 31%**
  - Peak participation, showing women consolidating skills and experience.
  - Reflects stability and growth in professional engagement.
- **Senior Career (9–14 years) – 13%**
  - Noticeable drop, pointing to challenges in retention and career progression.

    - Possible factors: work–life balance, lack of mentorship, glass ceiling effects.
- **Leadership/Advanced (>14 years) – 4%**
    - Very low representation at top levels.
    - Highlights systemic gaps in advancement and leadership opportunities.

Reference

Business Standard | Women's Employment

