

## 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	
<b>Placement Share (FY26)</b>	40% (FY26) - up from 30% (FY22).
<b>Top Roles</b>	Finance & Accounting (43%), Data Science (34%), UX, Design & Architecture - 31%
<b>Metro Hubs</b>	Bengaluru (21%), Hyderabad (20%), Pune (17%) Delhi NCR - 13%, Chennai - 9%
<b>Tier-II Cities</b>	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](#)

