Active Tech Jobs Outlook - India

August 2026

India’s Tech Sector Active Talent Demand Report

Xpheno Private Limited

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Indian Tech sector not in a rush. Begins a slow-paced recovery in active demand...

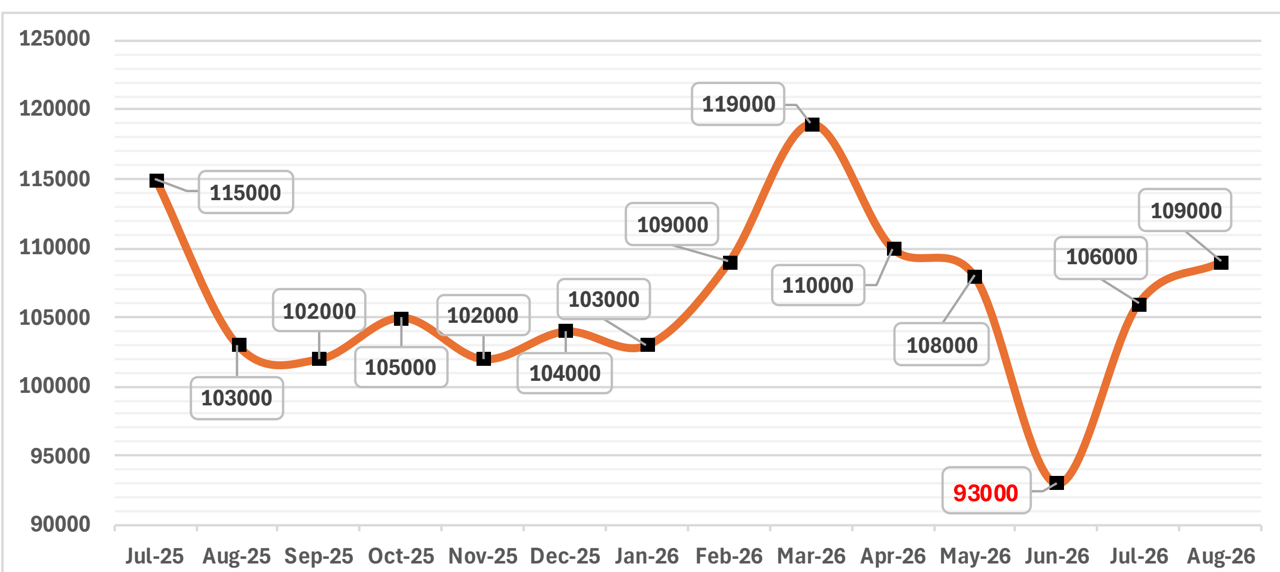
Indian Tech sector's active talent demand shows signs of near-term stabilisation with the outlook for August 2026 sustaining a recovery curve recorded in July 2026. This is an encouraging sign of recovery in active talent demand in the Indian Tech Sector, after the decline recorded since March 2026. Overall active tech talent demand, that hit a record 28-month low in June 2026, has recovered by over 17% since the dip.

Indian Tech sector's active talent demand outlook for August 2026 is set to match the levels last seen in April of 2026. August month's demand outlook rising by 3% compared to previous month (July 2026) indicates a typical shallow slow-paced recovery. The sector is in no rush to pump jobs into the market again with no solid signals yet on the global uncertainties and changes in key client markets. July set a record with the biggest MoM recovery seen over the previous 15 months, and August has built on top of that spike. The YoY rise of 6% in demand is also significant compared to levels seen earlier during the last quarter. The active tech demand outlook for August 2026 is still a significant 8.5% lower than the high volume of 119K last recorded in March 2026.

The sustained upward trajectory for August is encouraging, and at this point completes a near-term recovery curve. The demand stabilising this point forward and the recovery sustaining the upward trajectory will be a positive development for Tech Talent in India.

A stabilisation looks highly likely at this point, given the factor that the Indian Tech sector has maneuvered and calibrated itself through a wide set of high-impact events and developments. Unless newer surprises emerge, the Indian Tech sector seems well set to display positive agility with its new lean and mean avatar.

ACTIVE TALENT DEMAND TREND – INDIA IT SECTOR



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Summary of India's Tech Sector Talent Demand

Parameter	August 2026 Outlook	MoM Movement over July 2026	YoY Movement over August 2025
Total Active Tech Jobs (4 weeks cutoff)	**109K**	↑ 3.0%	↑ 6.00%
Freshness index (Ageing - 2 weeks)	**43%**	-	↑ 5% Points
Contribution to Total Active Openings	**48%**	↓ 1% Point	↑ 1% Point
OPENINGS BY JOB TYPE			
Full-time	**81K**	↑ 1.00%	↓ 6.00%
Contract	**4K**	↑ 33.0%	↑ 33.0%
Internship / Part-time	**3K**	↑ 50.0%	↑ 90.0%
Other / Undefined	**21K**	-	↑ 62.0%
OPENINGS BY JOB LEVEL			
Entry-level openings	**15K**	↑ 7.00%	↓ 6.00%
Mid-Junior openings	**7K**	↑ 17.0%	-
Mid-Senior openings	**56K**	↑ 4.00%	↓ 3.00%
Senior openings	**1K**	-	↓ 50.0%
Other / Undefined	**30K**	↓ 3.00%	↑ 50.0%
OPENINGS BY TECH COHORTS			
Funded Tech Startups	**13K**	↑ 8.00%	↓ 7.00%
Software Products	**23K**	↓ 4.00%	↑ 10.0%
GCCs – Tech	**17K**	↓ 6.00%	↑ 21.0%
BIG 4 / BIG 10 – Tech Functions	**5K**	↑ 25.0%	↑ 67.0%
IT Services	**44K**	↑ 5.00%	↓ 6.00%
Tech in Non-Tech Sectors	**7K**	↑ 17.0%	↑ 75.0%
OPENINGS BY FUNCTION COHORTS			
Tech & Engineering	**55K**	↓ 4.00%	↓ 17.0%
Tech Consulting & Advisory	**4K**	↑ 14.0%	↓ 33.0%
Tech BD, Sales & Marketing	**12K**	↑ 9.00%	-
IT Project Management	**4K**	↑ 33.0%	↓ 20.0%
Other Tech functions	**34K**	↑ 8.00%	↑ 95.0%
OPENINGS BY TOP LOCATIONS			
Bengaluru	**23K**	↓ 4.00%	↓ 34.0%
Hyderabad	**10K**	↑ 11.0%	↓ 29.0%
Delhi NCR	**8K**	↓ 11.0%	↓ 11.0%
Mumbai	**4K**	↑ 33.0%	↓ 20.0%
Pune	**7K**	↑ 17.0%	↓ 13.0%
Chennai	**6K**	-	↓ 40.0%
Megacities – Collective	**67K**	↑ 2.00%	↓ 26.0%
Tier 2 & Tier 3 – Locations	**42K**	↑ 5.00%	↑ 95.0%
OPENINGS BY JOB FORMATS			
Full-time WFO	**84K**	↑ 2.00%	↑ 9.00%
Full-time Remote	**12K**	↑ 9.00%	-
Full-time Hybrid	**13K**	-	↓ 7.00%

AUGUST 2026 – ACTIVE TECH JOBS OUTLOOK – HIGHLIGHTS

- August 2026 opens with a **Tech Jobs outlook for 109K active openings** in the tech talent market in India.
- August's Tech talent demand outlook is **a marginal 3% MoM rise** over openings in July 2026. This is a sustaining marginal recovery in active demand after witnessing a sharp crash in June 2026 and minor recovery in July 2026.
- Along with the positive MoM rise, August 2026's demand outlook is **a 6% YoY rise over** last year's (August 2025) active tech demand volume.
- **Overall, tech jobs outlook for August 2026 is a welcome break from the overall downward trajectory in the sector.** The volume of active openings in the sector has remained sluggish over last 5-plus quarters. The **Tech Sector's current contribution to India's total active talent demand has moved to 48%, continuing in the sub-50% mark for the 5th month in a row**.
- The tech openings for August 2026 have a **43% freshness index as seen in July**, with less than half of all active openings being published or refreshed in the last 2-week period. In comparison, the same period last year (August 2025) had a lower 38% freshness of postings.
- **Full-time tech openings at 81K account for 74% of total openings** and have improved by 1% compared to July 2026. While overall demand remains moderate in the tech sector, the demand for full-time engagement of talent continues to dominate. Contract openings are projected to rise 33% for August 2026 while Internships & Part-time are set to grow by 50% with a low base count of 3k openings. On a YoY basis, contract openings have increased by 33% and internships/part-time openings have grown by 90%. Full-time openings are lower by 6% in August 2026 compared to August 2025.
- **Mid-Senior openings at 56K account for 51% of all active openings in August 2026** and have registered a 4% rise in volume compared to the previous month. Opportunities for **entry-level** tech talent up to 2 years of experience have grown to 15K active volume compared to 14K in July 2026. On a YoY basis, entry-level openings show a 6% drop.
- **Demand from the IT Services cohort, as the key talent consumer, has recovered 5% on MoM basis,** with a continuing low total active volume of 44K openings. On a YoY basis, the current demand from IT Services cohort is lower by 6% compared to demand seen a year ago in August 2025. Market conditions continue to keep the India's IT Services cohort under stress on the talent action front.
- The **active tech talent demand from GCCs Cohort at 17K accounts for 16% of total active demand** and has **marginally dropped 6% compared to the previous month**. The overall movement in GCC's demand volume has seen a significant 21% YoY rise in active tech demand from the cohort.
- Functionally, the core **Tech & Engineering functions continue to dominate active demand with a 50% contribution**. The demand from tech and engineering function has dropped 4% MoM and 17% YoY compared to August 2025.
- Associated enterprise functions like Tech BD, Sales and Marketing functions **have grown MoM by 9% and remain stagnant YoY**. The Consulting & Advisory function's demand **has grown 14% MoM, and dropped 33% over last year's demand volume**.
- Geographically, **61%** of active tech demand continue to be concentrated in and around the **megacities collective**. With the overall majority contribution, the volume of demand from megacities has grown 2% MoM and dropped 26% YoY. The demand from Tier 2 & Tier 3 locations has grown 5% MoM and nearly doubled YoY on a low base value in same period last year.
- **Full-time work from office (WFO) openings continue to account for 77%** of all active tech openings in the market. WFO demand grew 2% compared to the previous month and 9% on a YoY basis.
- **Full-time Remote openings at 12K have grown 9% MoM & remain stagnant YoY. Meanwhile Full-time Hybrid openings remain stagnant MoM and dropped 7% YoY**.

The Active Tech Jobs Outlook Report is a monthly job market monitoring publication from Xpheno. The Active Job Count is a curated count of job openings directly published by employers. Active Jobs are opportunities published, refreshed, kept active and seen accepting applications for the report period concerned. The active job postings are tracked and curated from companies' career pages, official job pages on prominent social media and direct postings on top job boards. The Active Jobs count does not include hiring mandates & job openings that are published by and through recruitment and staffing agencies.