



Q4: Jan - Mar, 2022-23

# Employment Outlook Report

INTENT TO HIRE

Comprehensive overview of the mechanics of hiring, job growth, job creation, salaries and their drivers, trends and forecasts across **14** cities and **9** sectors in India

**Manufacturing Sector Edition**

## Manufacturing Sector Edition

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Q4: Jan - Mar, 2022-23

# Employment Outlook Report

INTENT TO HIRE

# Preface

The TeamLease Employment Outlook Report is a forward looking tool for human resource professionals, policy and decision makers, reflecting hiring sentiment across 14 cities and the Manufacturing sector (comprising 9 manufacturing industries) in India. This report carries “Intent to Hire” statistics for Q-4, 2022-23 [Jan, 2023 –Mar, 2023] on the basis of the survey and analysis carried out during October and November, 2022.

The survey covers 301 small, medium and large companies across the 9 manufacturing industries across India. The coverage is spread across 4 geographical areas [Metros, Tier-1, Tier-2/3 and Rural], 4 hierarchical levels [Entry, Junior, Mid and Senior Levels] and 7 functional areas [Sales, Marketing, Information Technology, Engineering, Office Services, Human Resources, Blue Collar] and Trends by Business Maturity.

Tracking critical drivers that influence hiring every quarter, the Employment Outlook Report is the only one of its kind seeking to deliver high impact hiring decision support to its stakeholders –Business & HR heads, Senior Management and Policy-makers in industry and the government.

## The report aims to

- Measure Intent to Hire across the country, by city and industry.
- Track Intent to Hire by geography, business size and hierarchy.
- Identify key drivers of hiring sentiment, by industry.

## Manufacturing Industries Covered:

- Agriculture & Agrochemicals
- Construction & Real Estate
- Electric Vehicle & Infrastructure sector
- Fast Moving Consumer Goods
- Fast Moving Consumer Durables
- Healthcare & Pharmaceuticals
- Manufacturing, Engineering & Infrastructure
- Power & Energy
- Textile

## Sectors list covered in other edition of Employment Outlook Report of Services Sector Edition:

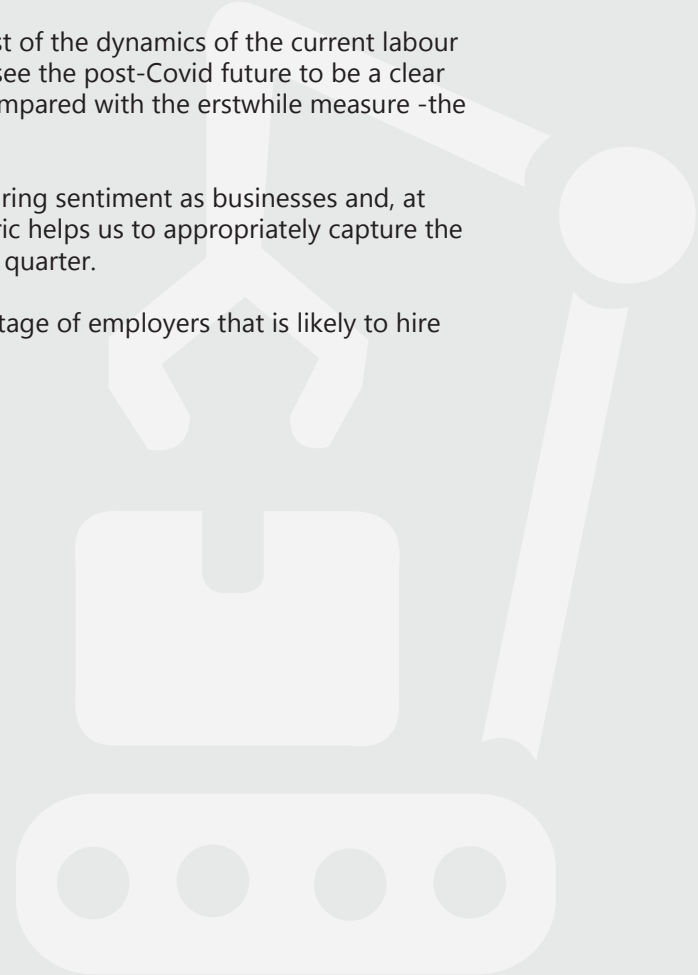
- |                                 |                           |
|---------------------------------|---------------------------|
| ■ Educational Services          | ■ Retail [Essential]      |
| ■ Information Technology        | ■ Logistics               |
| ■ Ecommerce & Allied Start-ups  | ■ Retail [Non-Essential]  |
| ■ Financial Services            | ■ Consulting              |
| ■ Knowledge Process Outsourcing | ■ Marketing & Advertising |
| ■ BPO / ITeS                    | ■ Media & Entertainment   |
| ■ Telecommunications            | ■ Travel & Hospitality    |

### The Outlook Metric

The definition and the measurement of Employment Outlook needs to be abreast of the dynamics of the current labour market reality. In our more than a decade old course of Thought Leadership we see the post-Covid future to be a clear departure from the past and to necessitate the use of a more nuanced metric compared with the erstwhile measure -the Net Employment Outlook –to describe the state of the job market.

The Intent to Hire metric is well suited to capture the small and big changes in hiring sentiment as businesses and, at times, entire sectors are faced with a degree of unprecedented change. The metric helps us to appropriately capture the mood during a specific quarter, and to compare it with the mood of the previous quarter.

For a quarter in consideration, the Intent to Hire metric is defined as: The percentage of employers that is likely to hire employees during the quarter.



**Note:** Effective from this edition of the report the term "Sector" would represent the following aggregate entities: Agriculture, Manufacturing, and Services, and the term "Industry" would represent the 18 disaggregated entities grouped under the three "Sectors".



# Executive Summary



## Global Trend

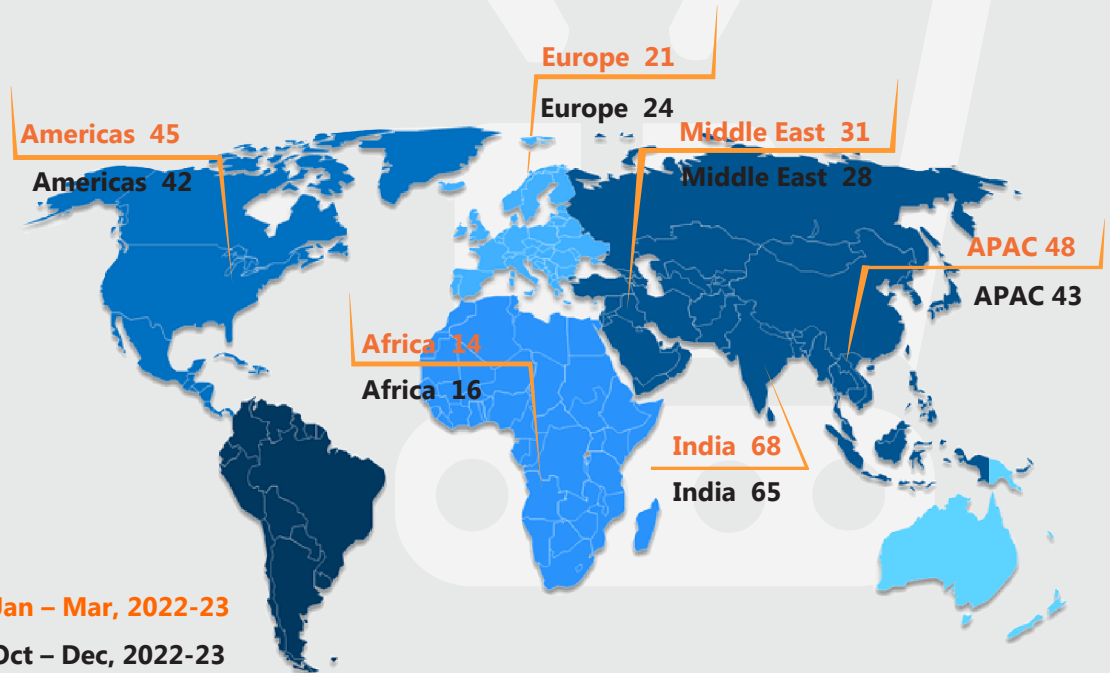
- In the Americas, specifically the U.S., jobs and wages continued to grow.
- In Europe, unemployment is at a record low and may increase only modestly.
- Asia, as a whole, has a positive outlook for Q4, 2022-23 and employment is set to grow.
- Africa is likely to be impacted by global inflation, and conditions for employment are likely to dampen.
- Market confidence in the Middle East has meant consistent hiring activity and economic growth.

### Gain in intent to hire (Q-on-Q):

- APAC +5%
- India +3%
- Americas +3%
- Middle East +3%

### Low in intent to hire (Q-on-Q):

- Europe -3%
- Africa -2%



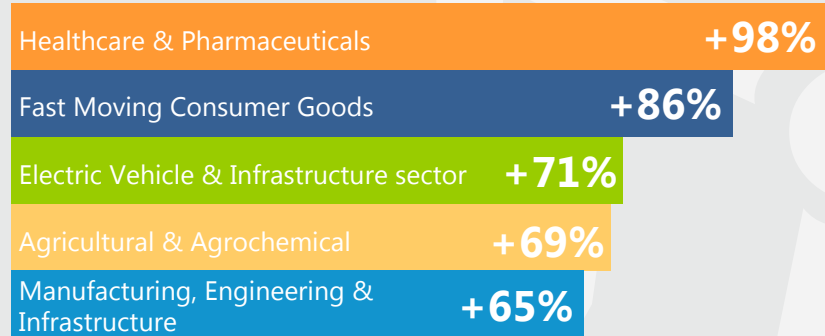
**Major Global Markets**  
Jan – Mar, 2022-23  
Oct – Dec, 2022-23

## Trend in India

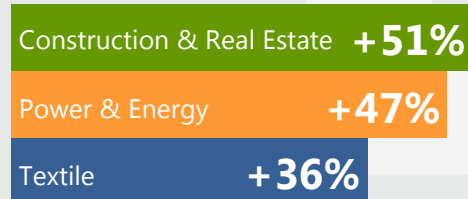
- The Intent to hire has risen for the current quarter (Jan-Mar 2022-23) compared to the previous quarter (Oct-Dec, 2022-23).
- The Intent to Hire shows a compelling rise of 3% - from 65% to 68% amidst the global economic impacts.
- The 8.7% GDP in FY 2021-22, and a surplus of public investments in the PLI schemes, are projected to stimulate employment growth.
- The Government of India's INR 6 lakh crore asset monetization strategy over the four years till 2025, followed by revisions in FDI laws in the defense and telecom sectors, would have a greater influence on employment for the current quarter.

## Trend by Sector - Manufacturing

### Sectors with High Intent to Hire:



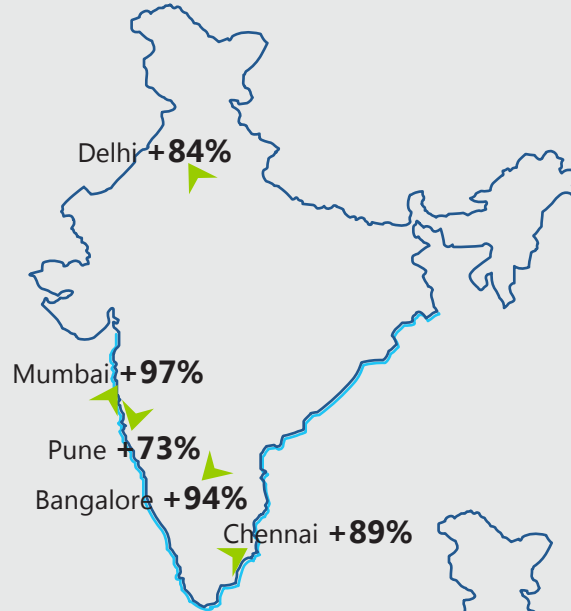
### Sectors with Moderate Intent to Hire:



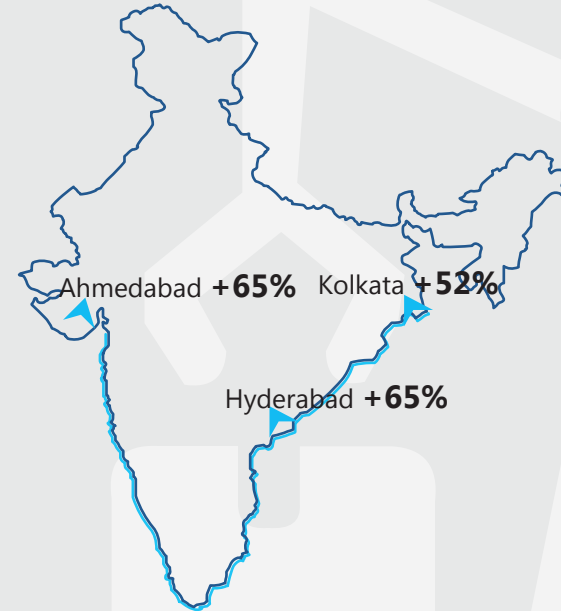


## Trend by City - Manufacturing

Cities with **High** Intent to Hire:

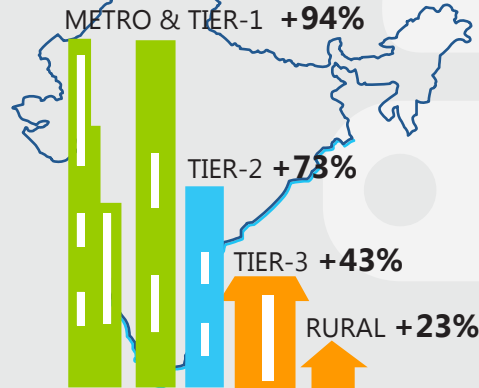


Cities with **Moderate** Intent to Hire:



## Trend by Geography - Manufacturing

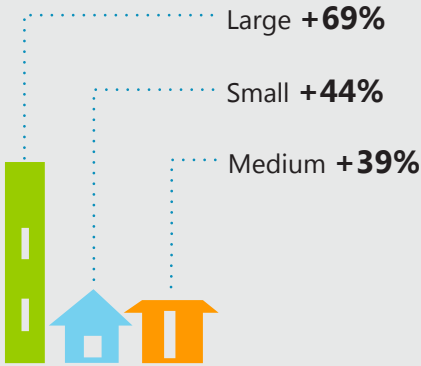
Intent to Hire:



# Executive Summary

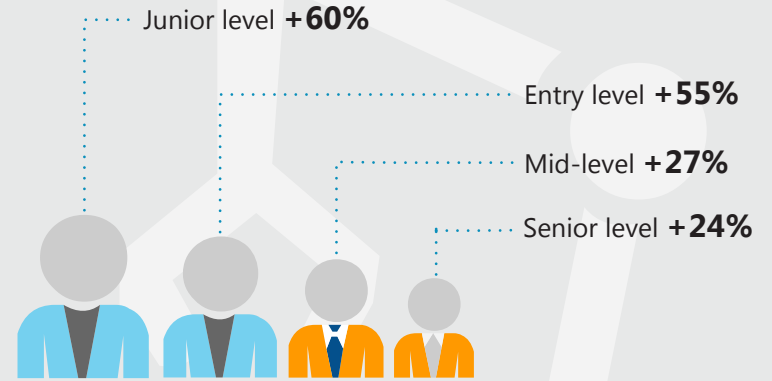
## Trend by Business Size - Manufacturing

Intent to Hire:



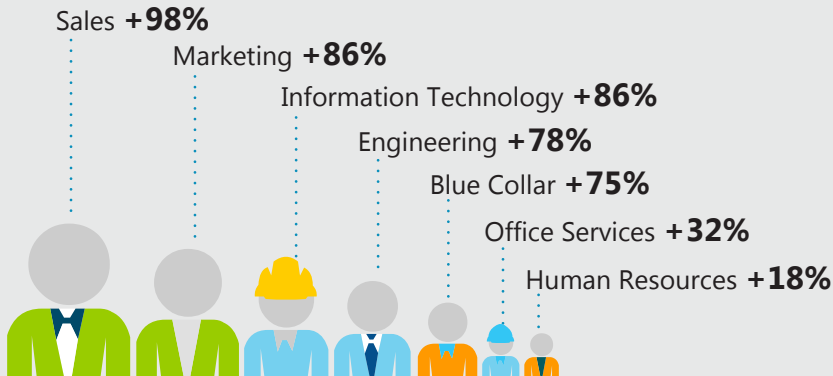
## Trend by Job Level - Manufacturing

Intent to Hire:



## Trend by Function - Manufacturing

Intent to Hire:



## Attrition Trend - Manufacturing

Double digit attrition rates:

Healthcare & Pharmaceuticals +15.67%



Sectors with the lowest attrition rates:

Textile +1.69%

Electric Vehicle & infrastructure +2.27%




Note: the numbers represent attrition rates for Oct-Dec, 2022

# Global Trends

Intent to Hire



## Major Global Markets

Global Markets	% intent to hire (Jan – Mar, 2022-23)	% intent to hire (Oct – Dec, 2022-23)	% change (Q-on-Q)
 Africa	14	16	-02
 Americas	45	42	+03
 APAC	48	43	+05
 Europe	21	24	-03
 Middle East	31	28	+03
 India	68	65	+03

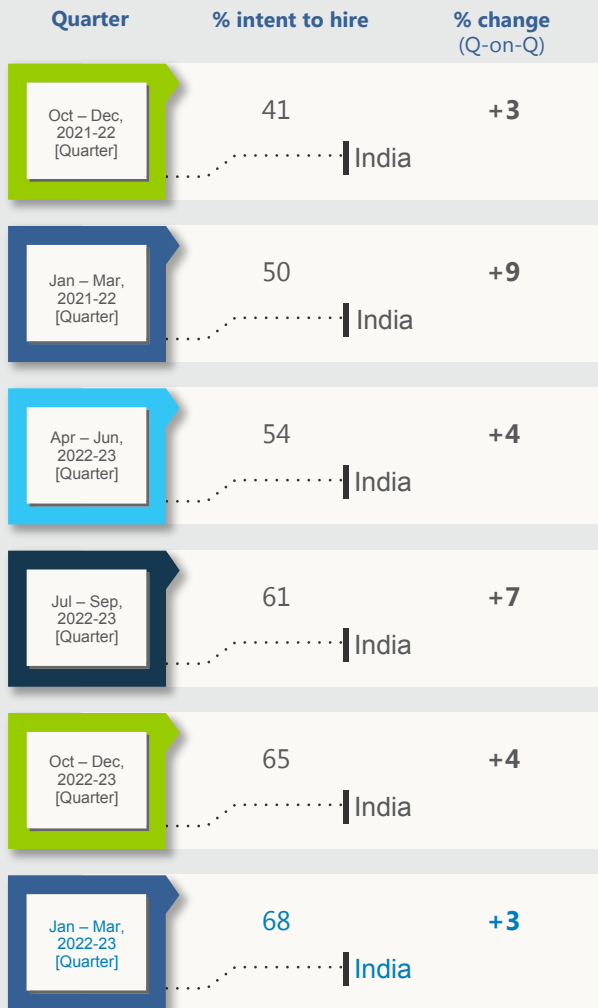
- The U.S. labor market has remained stable even in the presence of economic stress. Unemployment increased slightly in Q3, but jobs and wages continued to grow.
- In Europe, economies are set to contract further in 2023 because of the ongoing energy crisis and tightening monetary policy. Inflation is expected to remain high. Labor market participation is high. Unemployment, however, is at a record low and may increase only modestly.
- Asia, as a whole, has a positive outlook for Q4, 2022-23. In China, a private consumption-led economic recovery is running its course. Japan's modest, 1.2% GDP growth is seen to keep the country stable well into 2023. In India, a 6.2% GDP forecast for 2023 and an advanced digital infrastructure are seen to propel employment during the forthcoming quarter.
- Sub-saharan Africa is beset by the global slowdown and financial downturn. Following an ongoing series of shocks, the region is likely to be impacted by global inflation. Rising food and energy prices are the other factors that are likely to dampen the conditions for employment.
- Market confidence in the Middle East has meant consistent hiring activity and economic growth. Add to this strong FDI inflows, an increasing presence of global businesses, and the job market in the region is set to see healthy growth.

# India Highlights

Intent to Hire: Overall and Manufacturing Sector Trends



## India - Current Quarter in Historical Perspective



**The Manufacturing Sector Hiring Intent for Q4, 2022: 60%**

*Data Source: IMF outlook and status of jobs, IMF, 2022*

- The Intent to hire has risen for the current quarter (Jan-Mar, 2022-23) compared to the previous quarter (Oct-Dec, 2022-23).
- The gross domestic product was 8.7% in FY 2021-22, after a contraction of 6.6% in the previous fiscal year. This and a surplus of public investments in the PLI schemes, such as those in renewable energy and health care products, are projected to stimulate employment growth in the current quarter of 2022-23.
- The government has brought in major reforms such as over four years from 2021-22 to 2024-25, the Central Government's key assets have a total monetization ability of INR 6 lakh crore. Also, liberalizing conventional satellite communication and remote sensing businesses to increase private sector participation. Reforms like FDI in the defense industry surged 74% through the automated route and 100% via the government channel. Overall, reforms like the above are projected to stimulate employment growth during Q4, 2022-23.
- As a result of these measures, the Intention to Hire shows a significant rise of 3% for the current quarter compared to the previous quarter, rising from 65% to 68%.

## Manufacturing by Geography\*

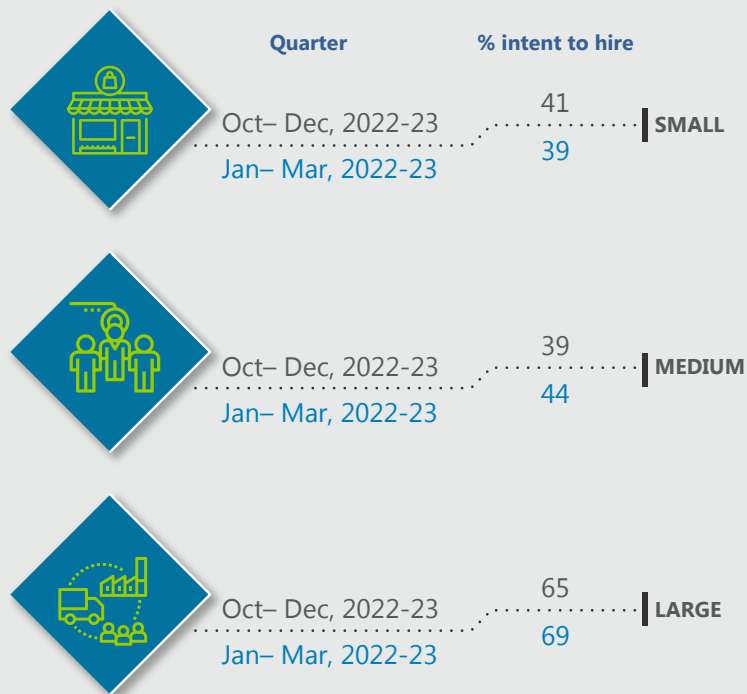


- Metro & Tier 1 cities are the highest benefactors of intent to hire with 91% to 94% growth. Mostly, with domestic demand to drive growth amid an uncertain external environment.
- Tier 2 and Tier 3 cities have a positive hiring intent (73% & 43%) and high growth in intent to hire of +4% apiece which demonstrates their post-pandemic renewal.
- The rural sector has the least change in intent to hire of +2% but a positive outlook specifies the growth index in this industry.

\*Geographical areas are locations where hiring takes place  
\*\*Please refer Bibliography and Definitions

TeamLease survey, October and November, 2022  
The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 301 small, medium and large businesses across 14 cities and 9 manufacturing industries have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

## Manufacturing by Business Size\*\*



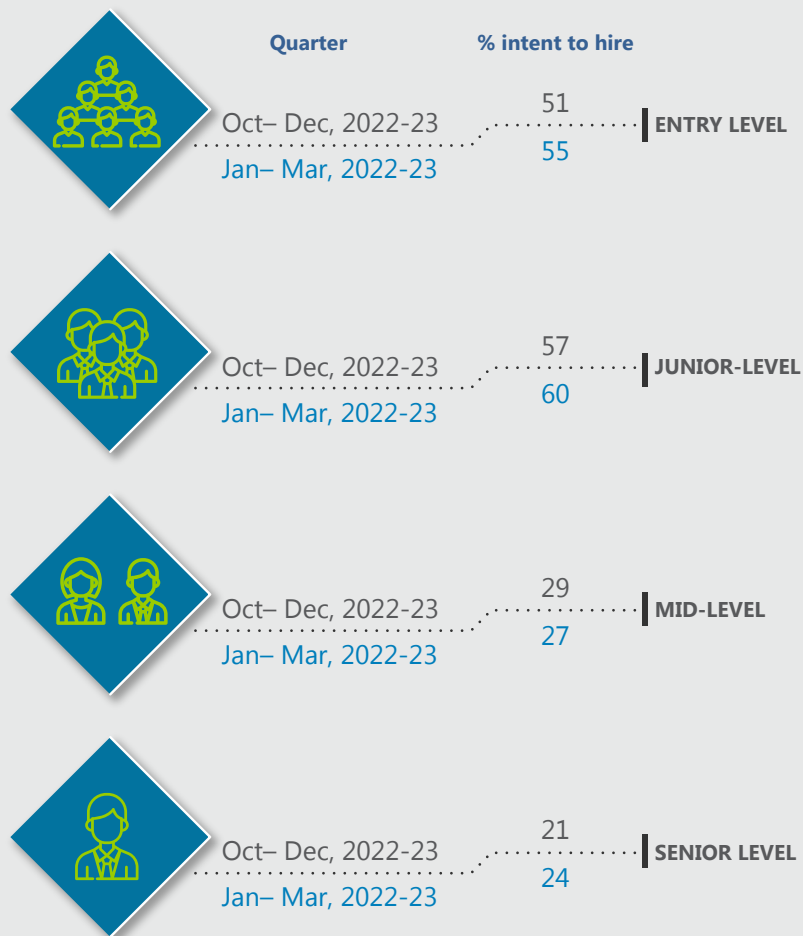
- Large industrial enterprises dominate the hiring intent (69%) by a significant margin as they gear up to respond to domestic demand.
- Medium-sized businesses (44%) lag behind large firms on the deficiencies they face concerning technology and financial potentiality. Also, the growth in intent to hire is the highest among others with a +4% increase.
- Signaling uneven post-pandemic recovery the Small segment of businesses is having a downfall in terms of hiring intentions and the numbers have dropped from 41% to 39% compared to the previous quarter.

\*\*Respondents categorized as Small (less than 500 employees), Medium (500 to 5,000 employees) and Large (greater than 5,000 employees)

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## Manufacturing by Job Level\*

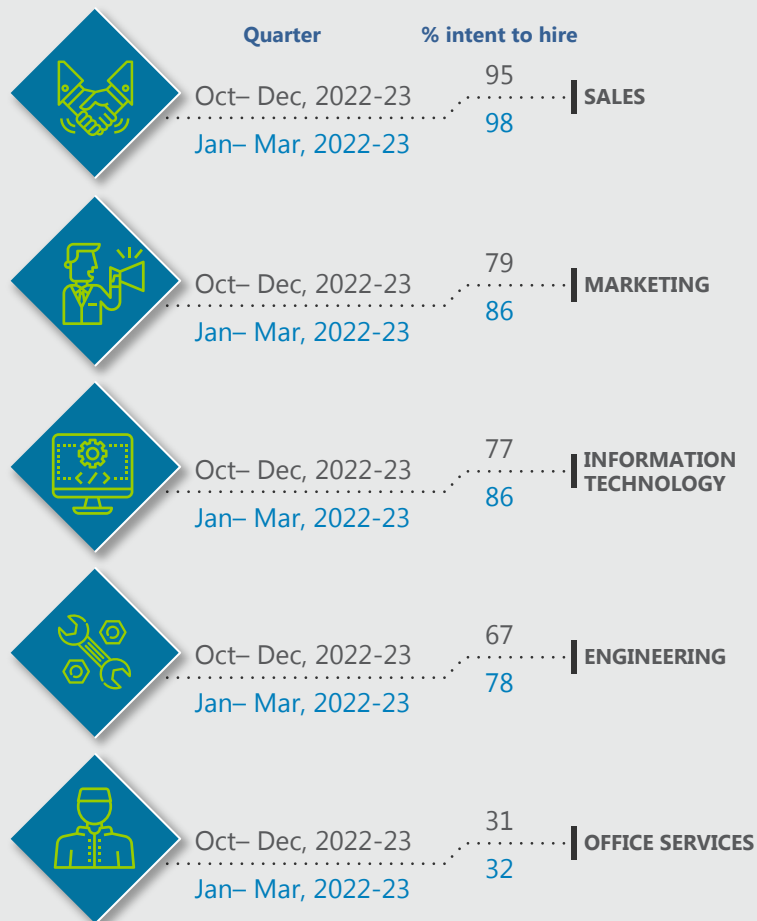


- Entry-level & Junior level talent roles are noticing a positive hiring intent of 55% and 60% respectively. Upskilling and reskilling activities post the pandemic have created an impact in this segment.
- Mid-level roles are having a significant downfall from 29% to 27% therefore intent to hire is low.
- Senior-level job roles at 24% hiring intent are the lowest, proving that the manufacturing industry is keen to hire youthful talent.

\*The organizational level at which employers plan to hire  
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## Manufacturing by Function\*






- Sales roles have a staggering 98% hiring intent followed by marketing with 79% to 86% growth in intent to hire. Both functions are looking forward to building the economy with an increase in young talent supply at hand and maximizing the efforts to reach the masses.
- Recruitment in the field of information technology with an intention to hire at a rate of 86% is aided by the pervasive desire to innovate and create an environment that is becoming more accessible. Moreover, the rise in hiring intensity is 9%, making it the second-highest of all indicators.
- Engineering and Blue Collar (both at 78% & 75% respectively) have reasonably robust recruiting intentions. Both these roles have a growth rate of 11% and 8% respectively.
- The functions with the lowest recruiting intent are office services (31%) and human resources (18%), both of which have a better presence in the services sector than in the manufacturing business.

TeamLease survey, October and November, 2022

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\*The functional areas in organizations for which employers plan to hire  
Please refer Bibliography and Definitions

## Manufacturing by Business Maturity

	Quarter	% intent to hire	
	Oct– Dec, 2022-23	45	<b>START-UPS</b>
	Jan-Mar, 2022-23	50	
	Oct– Dec, 2022-23	49	<b>GROWTH BUSINESSES**</b>
	Jan-Mar, 2022-23	51	
	Oct– Dec, 2022-23	63	<b>MATURE BUSINESSES***</b>
	Jan-Mar, 2022-23	67	

\*\* Market Capitalization: > INR 10,000 crore and < INR 50,000 crore

\*\* Market Capitalization: > INR 50,000 crore

- The Mature businesses tier demonstrates much greater hiring intent (67%) with a rise in intent to hire of +4%.
- In the manufacturing sector, growth businesses (51%) have moderate recruiting intentions for the next quarter.
- A positive trend is observed with hiring intent for start-ups at 50%, though marginally much lesser than its service industry counterparts. But the post-pandemic, manufacturing segment has seen innovative technologies coming up.

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Note: The numbers in the tables depicts Percentages

# Outlook trends by Industry and City

High, Moderate and Low |  
Job Market – Sweet spots



## Manufacturing - by Industry\*\*

Manufacturing Industries		Jan-Mar, 2022-23	Oct-Dec, 2022-23
	Healthcare & Pharmaceuticals	98	92
	Fast Moving Consumer Goods	86	79
	Electric Vehicle & Infrastructure sector	71	61
	Agriculture & Agrochemicals	69	66
	Manufacturing, Engineering & Infrastructure	65	62
	Construction & Real Estate	51	47
	Power & Energy	47	50
	Textile	36	38
	Fast Moving Consumer Durables	28	26

■ High (Growth Range: >=6)  
■ Moderate (Growth Range: 4 - 5)  
■ Low (Growth Range: <4)

Note: Sectors listed in the descending order of the Intent to Hire

\*\*Respondents categorized by industry








TeamLease survey, October and November, 2022

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# Intent to Hire Trends: Q4, 2022-23

## Manufacturing by City\*\*

Cities	Jan - Mar, 2022-23	Oct - Dec, 2022-23
 Mumbai	97	93
 Bangalore	94	90
 Chennai	89	83
 Delhi	84	79
 Pune	73	67
 Hyderabad	65	61
 Ahmedabad	65	61

Cities	Jan - Mar, 2022-23	Oct - Dec, 2022-23
 Kolkata	50	47
 Chandigarh	40	43
 Gurgaon	39	41
 Nagpur	38	35
 Coimbatore	23	21
 Kochi	21	23
 Indore	13	15

**High** (Growth Range: >=6)

**Moderate** (Growth Range: 4 - 5)

**Low** (Growth Range: <4)

\*\*Respondents categorized by the city where they are head-quartered  
Note: Cities listed in the descending order of the Intent to Hire

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## City-Industry – The top 3 Cities and Industries



TeamLease survey, October and November, 2022

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		Manufacturing							
Cities	FMCG	FMCD	H&P	MEI	AGCH	P&E	TXT	EV&I	
 AHM	18	6	21	12	13	16	7	13	
 BNG	46	12	52	23	26	20	16	27	
 CHN	40	8	31	29	32	17	10	21	
 DEL	23	6	39	12	19	20	25	19	
 HYD	15	8	21	18	36	5	7	19	
 KOL	23	9	15	24	13	9	7	7	
 MUM	45	11	31	23	13	13	10	19	
 PUN	17	5	20	21	9	22	6	35	
 CHD	21	3	19	6	24	20	3	6	
 COM	26	19	11	35	14	5	7	7	
 GUR	6	6	21	17	18	5	4	13	
 IND	20	5	8	7	16	4	15	6	
 KOC	21	9	11	16	12	8	14	6	
 NPR	12	5	10	45	29	14	7	13	

Note: The colour code within the tables highlighted are top 3 amongst Manufacturing Sector

TeamLease survey, October and November, 2022

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## Functions-Industry – The top 3 Functions and Industry



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		Manufacturing							
Functional Area		FMCG	FMCD	H&P	MEI	AGCH	P&E	TXT	EV&I
 Sales		33	15	18	30	70	24	19	18
 Marketing		48	26	33	17	19	20	25	38
 Information Technology		38	38	22	42	22	18	9	23
 Engineering		35	22	30	40	18	24	27	20
 Office Services		47	34	17	25	19	16	7	22
 Human Resources		48	9	18	22	12	8	15	12
 Blue Collar		22	10	25	33	16	29	12	15

Note: The colour code within the tables highlighted are top 3 amongst Manufacturing Sector

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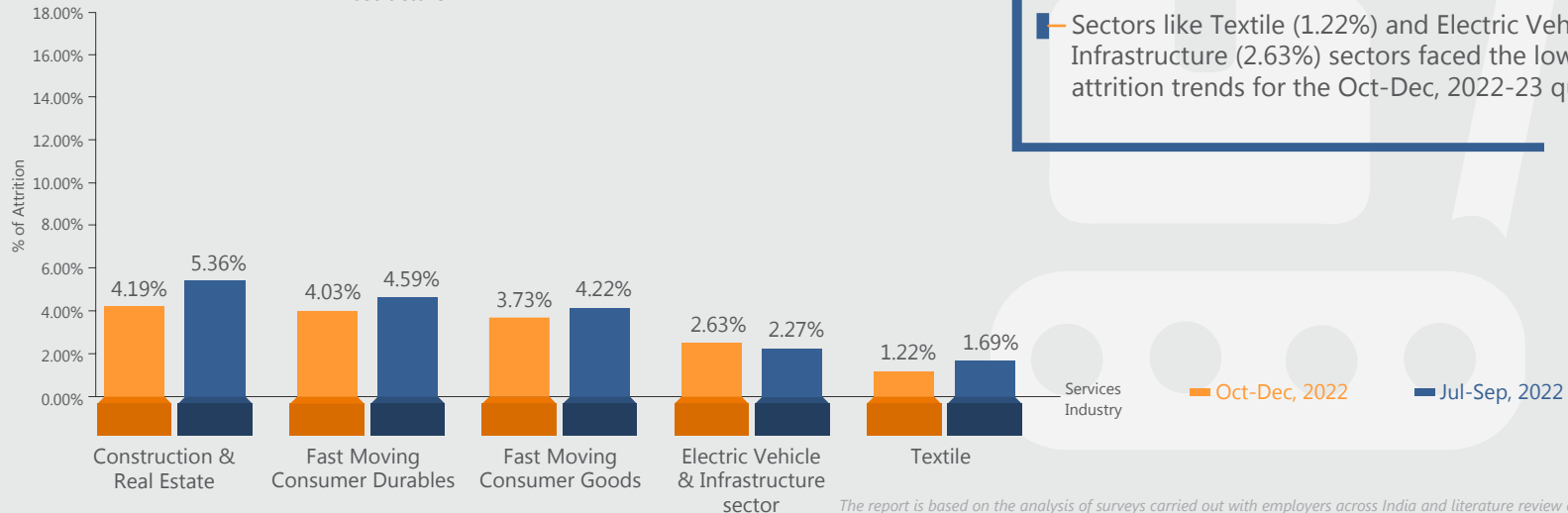
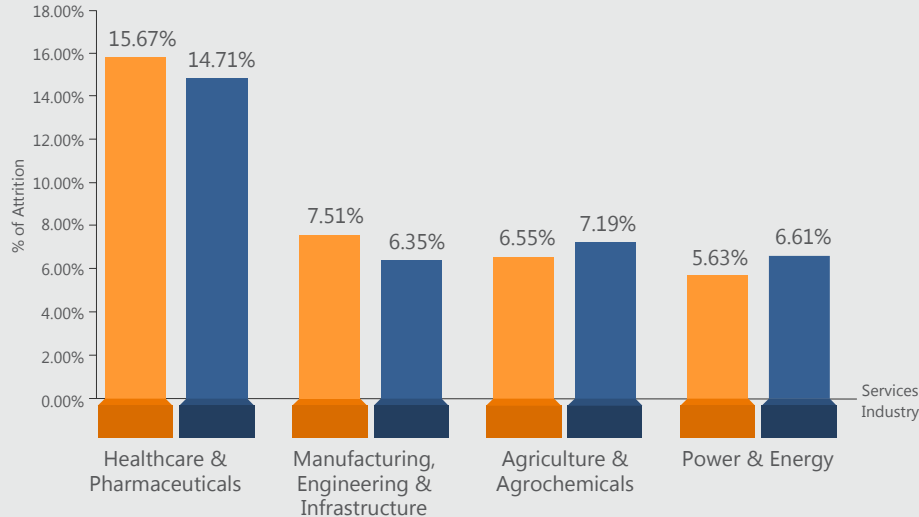
# Spotlight

Attrition Trends



# Attrition Trends - Manufacturing

## Oct-Dec, 2022-23



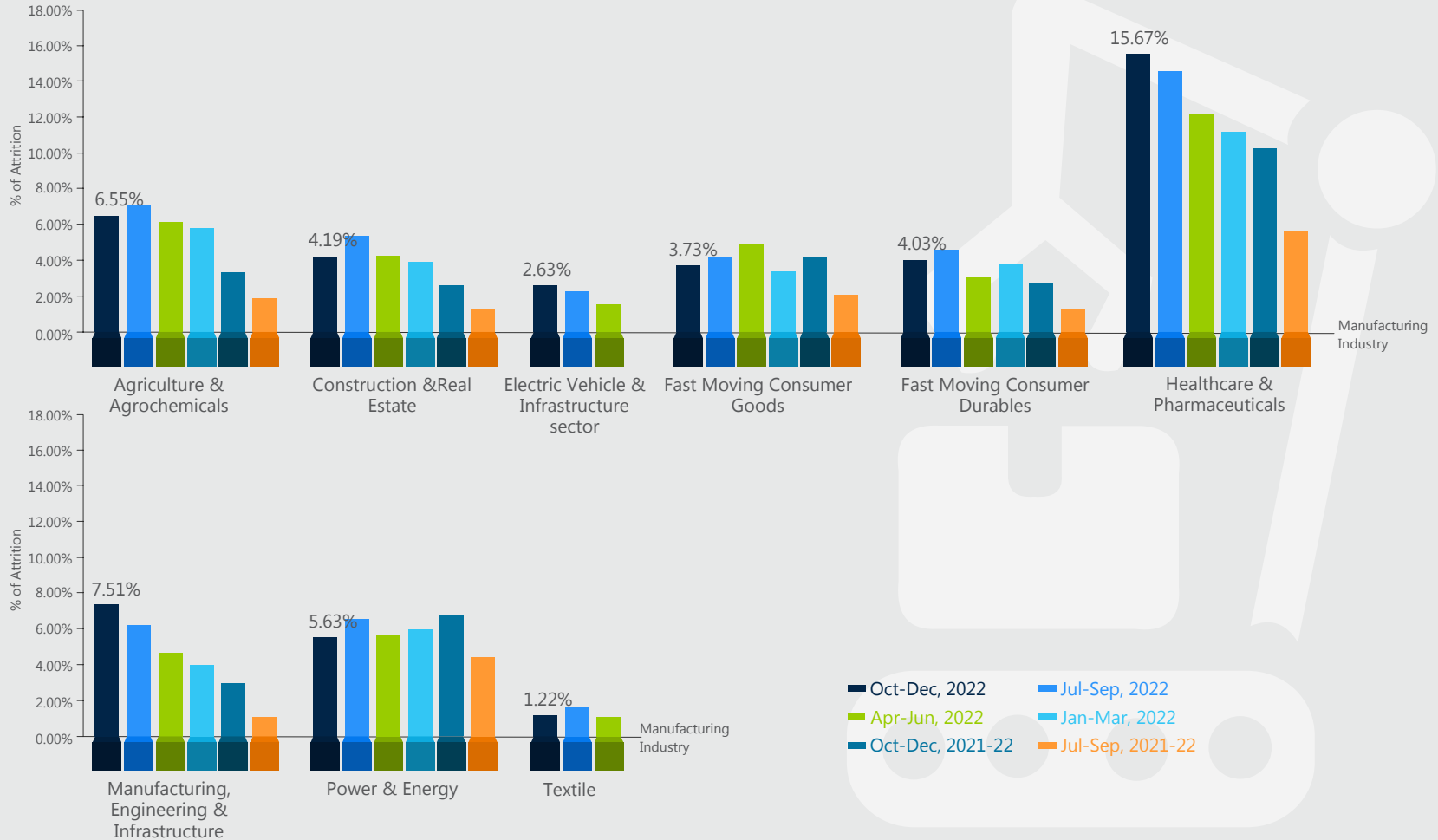
- With the exception of Healthcare & Pharmaceuticals, the Manufacturing industry have single-digit attrition rates.
- During the Oct-Dec 2022-23 quarter, attrition in the Healthcare & Pharmaceuticals industry increased to 15.67% from 14.71 % during the Jul-Sep 2022-23 quarter.
- The other sectors with a hike in attrition were:
  - Agriculture & Agrochemical (7.51%)
  - Power & Energy (5.63%)
  - Construction & Real estate (4.19%)
  - Fast Moving Consumer Durables (4.03%)
- Sectors like Textile (1.22%) and Electric Vehicle & Infrastructure (2.63%) sectors faced the lowest attrition trends for the Oct-Dec, 2022-23 quarter.

TeamLease survey, October and November, 2022

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# Attrition Trends - Manufacturing

## Past 6 Quarters



TeamLease survey, October and November, 2022

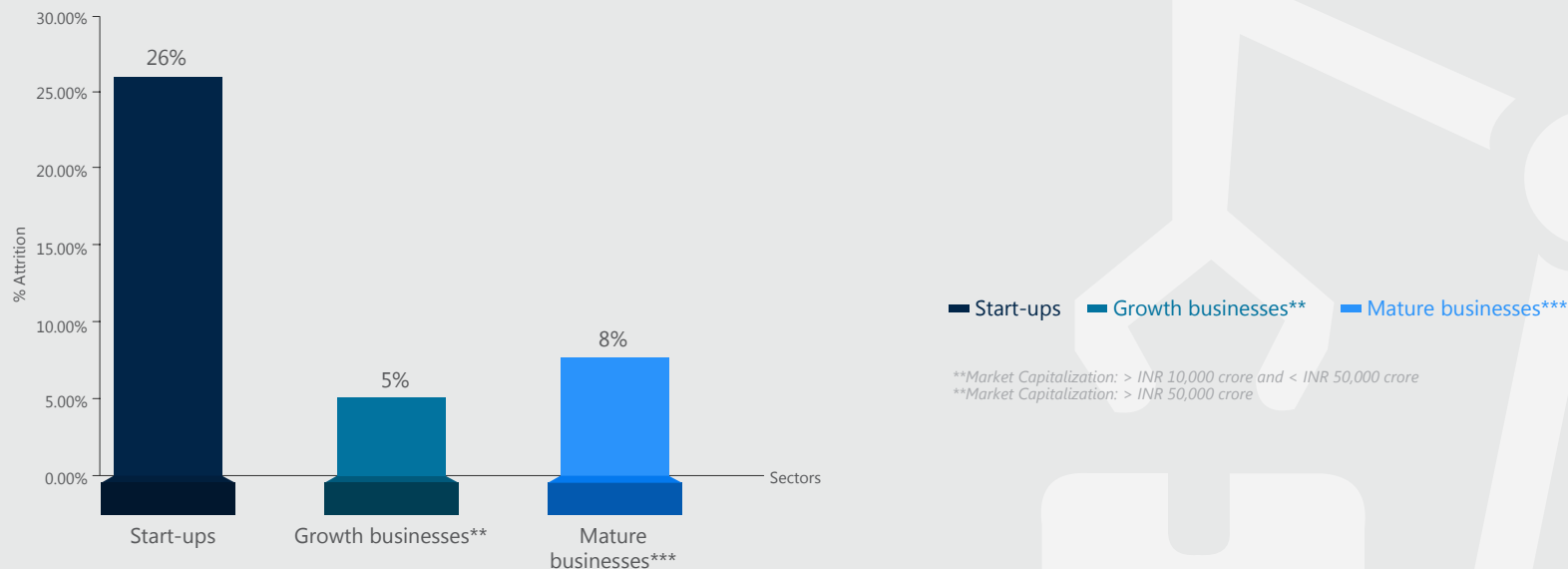
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- Manufacturing, Engineering & Infrastructure, Healthcare & Pharmaceuticals, and Electric Vehicle & Infrastructure saw an increase in attrition rate during the October-December quarter of 2022-23.
- Except for the above three, all sectors had negative attrition during the October-December 2022-23 quarter compared to the July-September 2022-23 quarter.
- Industries with an uptrend in a positive change of attrition rates for Oct-Dec 2022-23 as compared to Jul-Sept,2022-23 are as follows:
  - Manufacturing, Engineering & Infrastructure (1.16%)
  - Healthcare & Pharmaceuticals 0.96%)
  - Electric Vehicle & Infrastructure sector (0.36%)
- The sectors with a negative change of attrition rate for Oct-Dec 2022-23 as compared to Jul-Sept,2022-23 are:
  - Construction & Real Estate (1.17%)
  - Power & Energy (0.98%)
  - Agriculture & Agrochemicals (0.64%)
  - Fast Moving Consumer Durables (0.56%)
  - Fast Moving Consumer Goods (0.49%)
  - Textile (0.47%)

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TeamLease survey, October and November, 2022

## By Business Maturity



- Attrition rates for manufacturing talent among Start-ups are alarmingly high (26%), with talent upskilling and reskilling, and the migration to other sectors is evident.
- The mature (8%) and growth (5%) businesses are well-established with critical technologies and innovation centers; hence, retaining personnel is relatively simpler; yet, attrition rates are creeping towards 10%.

Note: The numbers in the tables depicts Percentages  
TeamLease survey, October and November, 2022





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# Annexure- 1

Industry-wise Analysis |  
City-wise Outlook Statistics










	Quarter	Intent to Hire	Industry Impact
	Oct - Dec, 2022-23	92	<b>Healthcare &amp; Pharmaceuticals</b> Capital Investments of roughly INR 375 crore are anticipated to expand building capacities & innovative businesses in the upcoming quarter. Technology-based global giants will be entering India with medical-grade equipment production and design. The largest drug makers in India will be focusing on expanding reach & gaining market size.
	Jan - Mar, 2022-23	98	
	Oct - Dec, 2022-23	79	<b>Fast Moving Consumer Goods</b> FMCG product companies are on an expansion spree. Most of them have partnered up with domestic giants for furthering their cause. Plant-based meat products are being introduced in the market with the aim to cater to the growing demand for healthier food choices. Job roles for such expansion activities will mostly be oriented into tech and non-tech domains.
	Jan - Mar, 2022-23	86	
	Oct - Dec, 2022-23	61	<b>Electric Vehicle &amp; Infrastructure</b> With an investment of over INR 131.78 crore, EV Mobility & Infra is investing heavily in the innovation of charging solutions, battery manufacture & EV components. Collaborations between International & domestic Electric Vehicle companies will soon introduce new models to the market. The next quarter features a good hiring trend for a variety of positions.
	Jan - Mar, 2022-23	71	
	Oct - Dec, 2022-23	66	<b>Agriculture &amp; Agrochemicals</b> The Agrochemical companies have raised INR 300 crore to fund expansion and growth plans. Modern farming techniques, such as drone farming will be utilized. Approximately, 310 drones will be manufactured in this quarter and this initiative will also provide technical and non-technical employment for individuals.
	Jan - Mar, 2022-23	69	

■ High (Growth Range: >= 6)   
 ■ Moderate (Growth Range: 4 - 5)   
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*TeamLease survey, October and November, 2022*  
 The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 301 small, medium and large businesses across 14 cities and 9 manufacturing industries have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

# Industry-wise Analysis - Bottom 5

	Quarter	Intent to Hire	Industry Impact
	Oct - Dec, 2022-23	62	<b>Manufacturing, Engineering, and Infrastructure</b> Manufacturing/ Engineering/ Infrastructure looks to add more jobs in technical and women-centric job roles in this quarter. Companies are looking to ramp up their presence in India and are recruiting engineers, technicians, and data science specialists, as well as for roles in cybersecurity, risk analysis, and energy optimization.
	Jan - Mar, 2022-23	65	
	Oct - Dec, 2022-23	47	<b>Construction &amp; Real Estate</b> Private investments totaling INR 3,400 crore for the establishment of infrastructure projects and cement manufacturing facilities are being invested over the next few years. This will create jobs in the civil sector and will have a major impact on tier-1 & tier-2 cities.
	Jan - Mar, 2022-23	51	
	Oct - Dec, 2022-23	50	<b>Power &amp; Energy</b> Contracts worth INR 1,500 crore are bagged by dominant firms in the renewable sector & enter into agreements to design, build, own, & maintain. The state & power corporations will invest INR 8,520 crore to construct a thermal power plant and provide employment opportunities. Also, solar power producers will expand with the assistance of state governments.
	Jan - Mar, 2022-23	47	
	Oct - Dec, 2022-23	38	<b>Textile</b> The textile sector attracted INR 4,292 crore in investments from domestic investors and state governments. The government has cleared permissions for strategic research projects leading to job creation in various job roles into research and development domain. 100% FDI (automatic route) is allowed in Textiles.
	Jan - Mar, 2022-23	36	
	Oct - Dec, 2022-23	26	<b>Fast Moving Consumer Durables</b> Public & Private Funding worth INR 326.17 crore have been announced for the upcoming months. These investments will investigate new production facilities and goods, resulting in a substantial increase in employment within the industry. Funds worth INR 200cr for technology-led solutions to solve business problems will be implemented over a course of time.
	Jan - Mar, 2022-23	28	

■ High (Growth Range: >= 6)  
 ■ Moderate (Growth Range: 4 - 5)  
 ■ Low (Growth Range: <4)

*TeamLease survey, October and November, 2022*

*The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 301 small, medium and large businesses across 14 cities and 9 manufacturing industries have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.*

## Annexure- 2

- Research Methodology
- Sample Design
- Bibliography
- Definitions



## Research Methodology

### Sample Design

Random stratified sampling technique\*\* was used to identify respondents for the survey. Data sources used to collect contact data were:

Kompass directory for small, medium and large sized companies in the private sector. To ensure continuity with the baseline measurement, the core random sample was drawn from this database.

NASSCOM / iSPIRT database for IT Services and Ecommerce & Allied Start-up companies

Companies registered with the Bombay Stock Exchange (BSE).

### Respondent Selection

Target respondents for the study were Business & HR Heads as well as Senior Managers with hiring mandates. The databases offered a contact name for each company listed. Interviewers called into each of these companies and obtained the names of the appropriate individuals who were responsible for hiring decisions.

### Data Collection

The survey instrument was then administered to the target respondents using a mobile survey application. Please refer 'Sample Design' section.

#### Secondary Data Sources:

Major Indian and international research resources about employment trends in India

## Sample Design

India

Business Size	Small	Medium	Large	Total
	[Up to 500 employees]	[500-5000 employees]	[>5000 employees]	
No. of Businesses	175	77	49	301

India

Sectors	Manufacturing	Total
No. of Businesses	301	301

Total Employers: 301 Respondents

Global

Regions	Respondents
Africa	4
Americas	5
APAC	11
Europe	3
Middle East	4

Total Employers: 27 Respondents

## Annexure- 2

### Abbreviation

Short Form	Sectors
Short Form	Sector
MEI	Manufacturing, Engineering and Infrastructure
AGCH	Agriculture and Agrochemicals
P&E	Power & Energy
FMCG	Fast Moving Consumer Goods
FMCD	Fast Moving Consumer Durables
H&P	Healthcare and Pharmaceuticals
TXT	Textile
EV&I	Electric Vehicle & Infrastructure sector

Short Form	Cities
Short Form	City
AHM	Ahmedabad
BNG	Bangalore
CHN	Chennai
DEL	Delhi
HYD	Hyderabad
KOL	Kolkata
MUM	Mumbai
PUN	Pune
CHD	Chandigarh
COM	Coimbatore
GUR	Gurgaon
IND	Indore
KOC	Kochi
NPR	Nagpur

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### Definitions

**Timelines:**

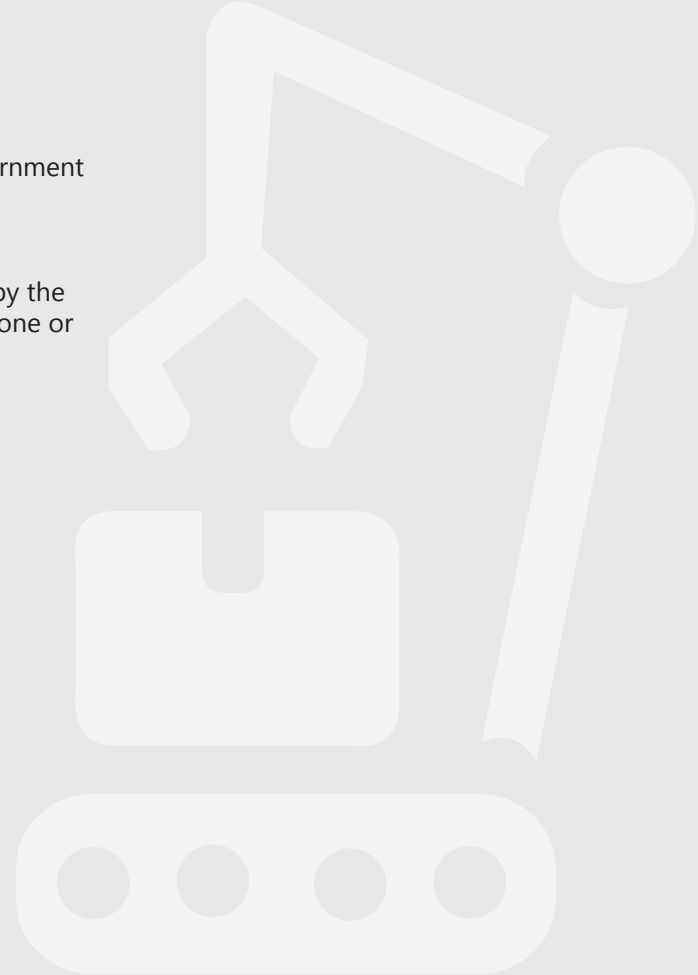
- Short Term: 3 months

**Organized Sector:**

- Comprises of businesses that are systematically run and compliant with government regulations pertaining to land, labour, machinery, investments and taxation.

**Unorganized Sector:**

- Comprises of businesses that are run without due registration / recognition by the government and are generally non-compliant with regulations pertaining to one or more of the following – land, labour, machinery, investments and taxation.







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Putting India to Work

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