India Skills Report 2026: Employability Rises to 56.35%; Women Surpass Men for the First Time in 5 Years

Published On: 18-11-2025

In November 2025, Educational Testing Service(ETS),in partnership with the Confederation of Indian Industry (CII), All India Council for Technical Education (AICTE), Association of Indian Universities (AIU) and Taggd, released the13thedition ofIndia Skills Report(2026)As per the report, India's employability rose to56.35% in 2026from 54.81% in 2025, reflecting a growing shift toward a skill-first economy shaped by AI adoption, digital skills, and global workforce mobility.

- The report showed women employability now stands at54%,surpassing men employability i.eat 51.5%for the 1st time in 5 years, driven by hybrid work and digital skilling initiatives.

Key Findings:

Increase in AI Talent:The report highlighted that India now holds16%of global AI talent, which is expected to reach 1.25 million professionals by 2027.

The report further revealed that more than 90% of employees across sectors use Generative AI tools, while 70% of Information Technology (IT) and 50% of Banking, Financial Services, and Insurance (BFSI),organisations have adopted AI-based recruitment systems.

Gig Economy Growth:As per the report, India's gig and freelance workforce is projected to reach23.5 million by 2030,with project-based hiring increasing by 38% compared to last year.

Global Talent Hub:The report has projected that global labor shortages will reach85 millionby 2030, while India is expected to supply a surplus of45 skilled professionals,positioning it as the main talent hub at international level.

Emerging Employability Hubs:The report noted that Tier-2 and Tier–3 cities likeLucknow(Uttar Pradesh, UP), Kochi (Kerala)and Union Territory (UT)Chandigarh,are emerging robust employability hubs in India, fixing the urban and rural skill gap.

Top 3 Employable State:As per the report, UP, Maharashtra and Karnataka, are the top 3 states with highest employability in 2026.