

Fresh hiring in Kolkata accounts for only 30-40%, replacements 60%

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Over 60 per cent of hiring in Kolkata are for replacement jobs while fresh hiring only accounts for 30-40 per cent.

According to RP Yadav, CMD, Genius Consultants, a majority of new job opportunities in Kolkata are in mid-level management.

Leading sectors

"As a location, Kolkata does not have much corporate headquarters because of various socio-economic and political reasons. On a scale of 100, 60 per cent jobs are replacement jobs and 30-40 per cent are new job opportunities," Yadav told *BusinessLine*. On a pan-India

basis, hiring activity witnessed nine per cent growth in September as compared with the year-ago period, led primarily by auto, insurance, construction and FMCG sectors among others. Auto industry recorded 39 per cent growth, insurance sector saw 28 per cent uptick in hiring activity while construction, FMCG, oil and gas sectors witnessed an increase of 12 per cent, 10 per cent and 9 per cent in recruitment activity, respectively.

"The hiring scenario is positive across the metropolitan cities. In Delhi/NCR, hiring activity grew by nine per cent, Chennai (14 per cent), Mumbai (two per

cent), Hyderabad (five per cent), Bengaluru (two per cent) and Pune (18 per cent)," he said.

Women workers

Talking about the share of women in workforce, Yadav said that while women currently account for around 20 per cent of the total workforce, moving forward it is likely to grow to around 40 per cent.

Parental awareness leading to more number of women getting education and the recent policy initiatives to support working women will help improve the numbers in the next five years or so, he said.

The Kolkata-based staffing



RP Yadav, CMD, Genius Consultants DEBASISH BHADURI

solutions company has plans to tap the capital market through an initial public offering and has received

SEBI clearance for the same. However, given the volatility in the market, it has not been able to launch the IPO.

The ₹940 crore company recently launched facility management and security services. Genius will offer both soft services, including housekeeping, office administration support, reception and helpdesk management and vendor management; and hard services, including preventive maintenance, maintenance and engineering services and loss prevention among others.

More investments

According to Yadav, the company will require an investment of around ₹160-200 crore towards working capital, technology upgradation and geographical expansion.