



LIFE SCIENCES INDUSTRY

Insights into Human Capital & Locations 2022

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Our world has changed rapidly in the recent years. Businesses have been forced to reimagine themselves. As companies globally reorganize themselves looking for growing markets, stability; reliability in their supply chains; efficiency in operations and workforce, new opportunities emerge.

A promising opportunity for global companies lies in India which uniquely offers both a large and growing demand, and a Life Sciences base for the globe, beyond just APAC. A democratic India offers an alter In-State to China, as the world loses confidence in China's economy, governance, and geo-political intentions. With many marquee companies already running large manufacturing operations in India, it is not a leap of faith but a logical destination to achieve the manufacturing imperatives of scale, efficiency and quality.

The objective of this report is to provide executives from the Life Sciences industry anywhere in the globe, very relevant information which will help them:

- Quantify cost and skill advantages in human resources that India offers
- Select the right manufacturing destination within India based on their individual context
- Obtain human resources and related data for business planning

This is the most comprehensive report on the Life Sciences industry, which covers the various sub-sectors such as pharmaceuticals, medicals devices and biotechnology in great detail. The workforce insights and compensation benchmarking will provide unparalleled insights across all business functions and seniority levels. I thank you for trusting us to provide this critical human capital related information. We hope you are successful in your journey, of expanding or investing in your manufacturing base in India. Stay safe. Stay strong. Make in India.



Gaurav Chattur
Managing Director, Asia- Pacific
Catenon APAC





Executive Summary

(1 of 2)

As businesses globalize and traverse international borders, supply chain decisions have become increasingly complex. One of the key strategic issues that Life Sciences companies face is the selection of location to set up a new facility. Often, the strategic selection of a country is driven by broader issues such as ease of doing business, tax regimes, labor reforms and strength of supply chain, which drive the favorability of a country as the manufacturing destination of choice. Geopolitical issues have emerged as an important consideration for global companies to make such decisions. India ranks highly on the world map as an attractive destination for global Life Sciences companies. This helps companies get access to a huge local market while also de-risks their supply chain aberrations. There has been a series of initiatives and policy reforms undertaken by the Indian government to establish India as a manufacturing hub for the Life Sciences industry. These include, but are not limited to corporate tax reduction in 2019, Make in India, Skill India and many more. Recently, the Central Government and various state governments have made robust announcements to attract foreign firms to start manufacturing in India by further easing land acquisition and labor laws.

While there is abundant knowledge around frameworks that help in making decisions related to selection of location to set up a Life Sciences facility, synthesis of information to evaluate the multiple criteria that feed into these frameworks is often a herculean task. Some important factors that leaders need to make informed decisions are:

- **Industry ecosystem**
- **Workforce & skill availability**
- **Manpower cost**
- **Workforce preferences**
- **Developmental Parameters and Quality of Living**
- **Transportation (Air, Rail, Road, Ports)**
- **Digital connectivity (broadband, voice)**
- **Tax incentives**



Executive Summary

(2 of 2)

Decision makers often struggle to obtain accurate and relevant data on each of the above factors. This report covers the Life Sciences industry while duly taking into consideration the diverse nature of clusters and workforce issues within every sub-sector of the industry. Whether you are looking for intelligence regarding a specific location or want to have a detailed view on salary levels across functions such as operations, sales, marketing etc, this is the most comprehensive report you can consider.

The report is divided into three sections, each covering a specific aspect of the Life Sciences industry

- **Location Intelligence & Developmental Parameters**
- **Workforce Insights & Compensation Intelligence**
- **Additional Industry Insights**

This report has been created with a singular focus in mind – to help decision makers obtain the right set of data points and information to make decisions regarding locations and human resources pertaining to the Life Sciences industry in India. The granularity of the report in terms of sub-sector and cluster level information makes it a must have tool for decision makers in the Life Sciences industry.

17

Business
Functions

200K+

Data Points

150+

Manufacturing
Professionals

20+

HR Leaders

Life Sciences

- Indian drug & pharmaceutical exports stood at US\$ 24.60 billion in FY22 and US\$ 24.44 billion in FY21
- Export of medical devices from India stood at US\$ 2.53 billion in FY21, and are expected to rise to US\$ 10 billion by 2025
- India's bioeconomy is estimated to be at US\$ 80.12 billion as of 2021, which is a 14.13% growth over 2020



The Life Sciences industry report consists of detailed insights into 3 sub-sectors:









- Pharmaceuticals (API and bulk drugs, generics and finished dosages, nutraceuticals etc.)
- Medical Devices (ventilators, testing equipment, nebulizers, consumables including syringes, gloves, thermometer etc.)
- Biotech (biopharmaceuticals, biosimilars etc.)

Key areas covered in this section of the report include:










- a. Manufacturing clusters of the Indian Life Sciences industry by sub-sector
- b. Transportation connectivity (airports, railway stations, highways and ports)
- c. Developmental parameters and digital network connectivity (broadband and voice)
- d. Industry ecosystem
- e. Presence of other manufacturing industries in the clusters
- f. Major global Life Sciences companies manufacturing in India








Life sciences Location Intelligence: Geographical Input

							
	LOCATION	STATE	CLOSEST AIRPORT	CLOSEST TRAIN STATION	HIGHWAY (NATIONAL /STATE)	NEAREST PORT	NEAREST CITY
 PHARMA	Genome Valley	Telangana	23.7 KM	Hyderabad 3 KM	NH 163	Vizag 629 KM	Hyderabad 30 KM
	Nalgonda	Telangana	92 KM	Nalgonda 10 KM	NH 565	Vizag 546 KM	Hyderabad 90 KM
	Jeedimetla	Telangana	44 KM	Hyderabad 18 KM	NH 44	Vizag 629 KM	Hyderabad 20 KM
	Thane	Maharashtra	22 KM	Mumbai 37 KM	SH 42	JNPT 47 KM	Mumbai 24 KM
	Waluj- Aurangabad	Maharashtra	20 KM	Aurangabad 12 KM	SH 16	JNPT 350 KM	Aurangabad 13 KM
	Pimpri- Chinchwad	Maharashtra	19 KM	Pune 18 KM	NH 48	JNPT 146 KM	Pune 15 KM
	Verna Industrial Estate	Goa	15 KM	Margao 19 KM	NH 66	Mormugao 17 KM	Panjim 24 KM
	Baddi	HP	55 KM	Chandigarh 41 KM	NH 105	Kandla 1383 KM	Chandigarh 37 KM
	Sirmaur	HP	34 KM	Sanand 5-20 KM	NH 17	Kandla 276 KM	Ahmedabad 34 KM
	Dewas	Madhya Pradesh	47 KM	Indore 36 KM	NH 52	Mumbai 637 KM	Indore 40 KM
	Nawanshahr	Punjab	47 KM	Ludhiana 52 KM	NH 344A	Haldia 1952 KM	Ludhiana 53 KM
	Dehradun	Uttarakhand	25 KM	Dehradun	NH 7	Haldia 1830 KM	Dehradun
	Rangareddy	Telangana	88 KM	Hyderabad 80 KM	NH 65	Vizag 728 KM	Hyderabad 82 KM
	Ankleshwar	Gujarat	101 KM	Vadodara 93 KM	NH 64	Kandla 500 KM	Vadodara 89 KM
	Vadodara	Gujarat	5-20 KM	Vadodara	NE 1	Kandla 406 KM	Vadodara
	Ahmedabad	Gujarat	5-20 KM	Ahmedabad	NE 1	Kandla 298 KM	Ahmedabad
	Pithampur	Madhya Pradesh	6 KM	Indore 5-20 KM	NH 47	Mumbai 599 KM	Indore
	Indore	Madhya Pradesh	5-20 KM	Indore 5-20 KM	NH 3	Mumbai 600 KM	Indore
	Bengaluru	Karnataka	5-20 KM	Bengaluru 5-20 KM	NH 75	Mangalore 351 KM	Bengaluru
	Rangpo	Sikkim	87 KM	Rangpo 5-20 KM	NH 10	Haldia 729 KM	Gangtok 41 KM
	Visakhapatnam	Andhra Pradesh	5-20 KM	Vizag 5-20 KM	NH 16	Vizag 5-20 KM	Visakhapatnam

Life sciences Location Intelligence: Geographical Input

	 LOCATION	 STATE	 CLOSEST AIRPORT	 CLOSEST TRAIN STATION	 HIGHWAY (NATIONAL /STATE)	 NEAREST PORT	 NEAREST CITY
 PHARMA	Vapi	Gujarat	85 KM	Vapi 5-20 KM	NH 8	Kandla 653 KM	Surat 67 KM
	Nagpur	Maharashtra	5-20 KM	Nagpur 5-20 KM	NH 36	JNPT 837 KM	Nagpur
	Delhi	New Delhi	35 KM	NZM 33 KM	NH 24	Kandla 1105 KM	Gurugram 43 KM
	Gurugram	Haryana	18 KM	NZM 35 KM	NH 48	Kandla 1107 KM	New Delhi 24 KM
	Noida	Uttar Pradesh	34 KM	NZM 18 KM	NH	Kandla 1123 KM	Delhi 47 KM
	Ponda	Goa	31 KM	Margao 20 KM	NH 4A	Mormugao 37 KM	Panjim 31 KM
	Solan	HP	5-20 KM	Shimla 5-20 KM	NH 5	Kandla 1424 KM	Shimla 50 KM
	Mumbai	Maharashtra	5-20 KM	Mumbai 5-20 KM	NH 48	Mumbai 5-20 KM	Mumbai
	Mohali	Punjab	20 KM	Mohali 5-20 KM	NH 5	Kandla 1350 KM	Chandigarh 9 KM
	Chennai	Tamil Nadu	5-20 KM	Chennai 5-20 KM	NH 16	Chennai 5-20 KM	Chennai
	Guwahati	Assam	5-20 KM	Guwahati 5-20 KM	NH 40	Haldia 1112 KM	Dispur 8 KM
	Silvassa	Daman and Diu	139 KM	Thane 155 KM	NH848	Mumbai 189 KM	Surat 79 KM
	Medak	Telangana	135 KM	Hyderabad 96 KM	NH 65	Vizag 722 KM	Hyderabad 76 KM
 MEDICAL DEVICES	Waluj/Aurangabad	Maharashtra	19 KM	Aurangabad	NH 50	JNPT 356 KM	Aurangabad 13 KM
	Pune	Maharashtra	5-20 KM	Pune 5-20 KM	NH 48	JNPT 133 KM	Pune
	Bauripur	West Bengal	34 KM	Bauripur 5-20 KM	NH 12	Haldia 77 KM	Kolkata 32 KM
	Irungattukotta	Tamil Nadu	34 KM	Chennai 35 KM	NH 48	Chennai 39 KM	Chennai
	Rabale	Maharashtra	37 KM	Mumbai 33 KM	NH 8	JNPT 39 KM	Mumbai 22 KM
	Verna Industrial Estate	Goa	15 KM	Margao 18 KM	NH 66	Mormugao 20 KM	Panjim 24 KM

Life sciences Location Intelligence: Geographical Input

	 LOCATION	 STATE	 CLOSEST AIRPORT	 CLOSEST TRAIN STATION	 HIGHWAY (NATIONAL /STATE)	 NEAREST PORT	 NEAREST CITY
 MEDICAL DEVICES	Kolkata	West Bengal	5-20 KM	Kolkata 5-20 KM	NH 2	Kolkata 5-20 KM	Kolkata
	Vapi	Gujarat	85 KM	Vapi 5-20 KM	NH 8	Kandla 653 KM	Surat 67 KM
	Ahmedabad	Gujarat	5-20 KM	Ahmedabad 5-20 KM	NE 1	Kandla 298 KM	Gandhinagar 27 KM
	Delhi	New Delhi	35 KM	NZM 33 KM	NH 24	Kandla 1105 KM	Gurugram 43 KM
	Gurugram	Haryana	18 KM	NZM 35 KM	NH 48	Kandla 1107 KM	New Delhi 24 KM
	Noida	Uttar Pradesh	34 KM	NZM 18 KM	NH	Kandla 1123 KM	Delhi 47 KM
	Mumbai	Maharashtra	5-20 KM	Mumbai 5-20 KM	NH 48	Mumbai 5-20 KM	Mumbai
	Mohali	Punjab	20 KM	Mohali 5-20 KM	NH 5	Kandla 1350	Chandigarh 9 KM
	Chennai	Tamil Nadu	5-20 KM	Chennai 5-20 KM	NH 16	Chennai KM	Chennai
 BIOTECH	Genome Valley	Telangana	24 KM	Hyderabad 3 KM	NH163	Vizag 629 KM	Hyderabad 30 KM
	Hyderabad	Telangana	5-20 KM	Hyderabad 5-20 KM	NH 65	Vizag 650 KM	Hyderabad
	Waluj Aurangabad	Maharashtra	19 KM	Aurangabad	NH 50	JNPT 189 356 KM	Aurangabad 13 KM
	Pune	Maharashtra	5-20 KM	Pune 5-20 KM	NH 48	JNPT 133 KM	Pune
	Rangareddy	Telangana	88 KM	Hyderabad 80 KM	NH 65	Vizag 728 KM	Hyderabad 82 KM
	Vadodara	Gujarat	5-20 KM	Vadodara 5-20 KM	NE 1	Kandla 406 KM	Vadodara
	Ahmedabad	Gujarat	5-20 KM	Ahmedabad 5-20 KM	NE 1	Kandla 298 KM	Gandhinagar 27 KM
	Bengaluru	Karnataka	5-20 KM	Bengaluru 5-20 KM	NH 75	Mangalore 351 KM	Bengaluru
	Vizag	Andhra Pradesh	5-20 KM	Vizag 5-20 KM	NH 16	Vizag 5-20 KM	Visakhapatnam
	Kochi	Kerala	28 KM	Ernakulam 5-20 KM	NH 66	Cochin 5-20 KM	Kollam 127 KM
	Delhi	New Delhi	35 KM	NZM 33 KM	NH 24	Kandla 1105 KM	Gurugram 43 KM

Life sciences Location Intelligence: Geographical Input



LOCATION



STATE



CLOSEST
AIRPORT



CLOSEST
TRAIN STATION



HIGHWAY
(NATIONAL
/STATE)



NEAREST
PORT



NEAREST
CITY

Solan	HP	5-20 KM	Shimla 5-20 KM	NH 5	Kandla 1224 KM	Shimla 50 KM
Mumbai	Maharashtra	5-20 KM	Mumbai 5-20 KM	NH 48	Mumbai 5-20 KM	Mumbai
Chennai	Tamil Nadu	5-20 KM	Chennai 5-20 KM	NH 16	Chennai 5-20 KM	Chennai
Medak	Telangana	135 KM	Hyderabad 96 KM	NH 65	Vizag 722 KM	Hyderabad 76 KM

Life Sciences Location Intelligence: Developmental Parameters



LOCATION



GOVERNANCE



PHYSICAL DEVELOPMENT



SOCIAL DEVELOPMENT



EASE OF LIVING



AIR QUALITY












TELECOM NETWORK



Genome Valley (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Good
Nalgonda (TS)	Grade C	Grade A	Grade B	Grade B	Average	Voice: Excellent, Data: Excellent
Jeedimetla (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Good
Thane (MH)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Waluj- Aurangabad (MH)	Grade D	Grade D	Grade B	Grade D	Average	Voice: Excellent, Data: Good
Pimpri- Chinchwad (MH)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Verna Industrial Estate (GA)	Grade E	Grade E	Grade E	Grade E	Good	Voice: Excellent, Data: Excellent
Baddi (HP)	Grade B	Grade A	Grade A	Grade A	Good	Voice: Excellent, Data: Excellent
Sirmaur (HP)	Grade A	Grade B	Grade B	Grade A	Good	Voice: Good, Data: Good
Dewas (MP)	Grade A	Grade B	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Nawanshahr (PB)	Grade C	Grade B	Grade B	Grade B	Good	Voice: Excellent, Data: Excellent
Dehradun (UK)	Grade C	Grade D	Grade C	Grade D	Average	Voice: Excellent, Data: Excellent
Rangareddy (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Average, Data: Good
Ankleshwar (GJ)	Grade B	Grade A	Grade B	Grade A	Average	Voice: Excellent, Data: Excellent
Vadodara (GJ)	Grade B	Grade B	Grade C	Grade B	Average	Voice: Excellent, Data: Excellent
Ahmedabad (GJ)	Grade A	Grade A	Grade C	Grade A	Average	Voice: Excellent, Data: Excellent
Pithampur (MP)	Grade A	Grade B	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Indore (MP)	Grade A	Grade B	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Bengaluru (KA)	Grade B	Grade C	Grade D	Grade C	Below Average	Voice: Excellent, Data: Excellent
Rangpo (SK)	Grade C	Grade C	Grade C	Grade C	Average	Voice: Excellent, Data: Excellent
Visakhapatnam (AP)	Grade A	Grade A	Grade C	Grade A	Average	Voice: Good, Data: Good

Life Sciences Location Intelligence: Developmental Parameters

	 LOCATION	 GOVERNANCE	 PHYSICAL DEVELOPMENT	 SOCIAL DEVELOPMENT	 EASE OF LIVING	 AIR QUALITY	 TELECOM NETWORK
 PHARMA	Vapi (GJ)	Grade A	Grade A	Grade C	Grade A	Average	Voice: Excellent, Data: Excellent
	Nagpur (MH)	Grade B	Grade A	Grade C	Grade B	Average	Voice: Excellent, Data: Excellent
	Delhi (DL)	Grade D	Grade D	Grade D	Grade D	Below Average	Voice: Excellent, Data: Excellent
	Gurugram (HR)	Grade E	Grade E	Grade B	Grade E	Below Average	Voice: Excellent, Data: Excellent
	Noida (UP)	Grade D	Grade D	Grade D	Grade D	Below Average	Voice: Excellent, Data: Excellent
	Ponda (GA)	Grade E	Grade E	Grade E	Grade E	Good	Voice: Excellent, Data: Good
	Solan (HP)	Grade A	Grade B	Grade B	Grade A	Good	Voice: Excellent, Data: Excellent
	Mumbai (MH)	Grade A	Grade A	Grade A	Grade A	Below Average	Voice: Excellent, Data: Excellent
	Mohali (PB)	Grade B	Grade A	Grade A	Grade A	Good	Voice: Excellent, Data: Excellent
	Chennai (TM)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
	Guwahati (AS)	Grade C	Grade D	Grade C	Grade D	Average	Voice: Excellent, Data: Excellent
 MEDICAL DEVICES	Silvassa (DD)	Grade E	Grade E	Grade D	Grade E	Average	Voice: Excellent, Data: Excellent
	Medak (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Excellent
	Waluj/Aurangabad (MH)	Grade D	Grade D	Grade B	Grade D	Average	Voice: Excellent, Data: Good
	Pune (MH)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
	Bauripur (UP)	Grade C	Grade C	Grade A	Grade B	Below Average	Voice: Excellent, Data: Excellent
	Irungattukottai (TM)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
	Rabale (MH)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Good
	Verna Industrial Estate (GA)	Grade E	Grade E	Grade E	Grade E	Good	Voice: Excellent, Data: Excellent

Life Science Location Intelligence: Developmental Parameters



LOCATION



GOVERNANCE



PHYSICAL DEVELOPMENT



SOCIAL DEVELOPMENT



EASE OF LIVING



AIR QUALITY



TELECOM NETWORK



MEDICAL DEVICES

Kolkata (WB)	Grade C	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Vapi (GJ)	Grade A	Grade A	Grade C	Grade A	Average	Voice: Excellent, Data: Excellent
Ahmedabad (GJ)	Grade A	Grade A	Grade C	Grade A	Average	Voice: Excellent, Data: Excellent
Delhi (GA)	Grade D	Grade D	Grade D	Grade D	Below Average	Voice: Excellent, Data: Excellent
Gurugram (HR)	Grade E	Grade E	Grade B	Grade E	Below Average	Voice: Excellent, Data: Excellent
Noida (UP)	Grade D	Grade D	Grade D	Grade D	Below Average	Voice: Excellent, Data: Excellent
Mumbai (MH)	Grade A	Grade A	Grade A	Grade A	Below Average	Voice: Excellent, Data: Excellent
Mohali (PB)	Grade B	Grade A	Grade A	Grade A	Good	Voice: Excellent, Data: Excellent
Chennai (TM)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent



BIOTECH

Genome Valley (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Good
Hyderabad (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Excellent
Waluj Aurangabad (MH)	Grade D	Grade D	Grade D	Grade D	Average	Voice: Excellent, Data: Good
Pune (MH)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Rangareddy (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Good
Vadodara (GJ)	Grade B	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Excellent
Ahmedabad (GJ)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Bengaluru (KA)	Grade B	Grade C	Grade C	Grade C	Below Average	Voice: Excellent, Data: Excellent
Visakhapatnam (AP)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Kochi (KL)	Grade A	Grade C	Grade D	Grade B	Average	Voice: Excellent, Data: Good
Delhi (DL)	Grade D	Grade D	Grade D	Grade D	Below Average	Voice: Excellent, Data: Excellent

Life Science Location Intelligence: Developmental Parameters



LOCATION



GOVERNANCE



PHYSICAL DEVELOPMENT



SOCIAL DEVELOPMENT



EASE OF LIVING



AIR QUALITY



TELECOM NETWORK



BIOTECH

Solan (HP)	Grade A	Grade B	Grade B	Grade A	Good	Voice: Excellent, Data: Excellent
Mumbai (MH)	Grade A	Grade A	Grade A	Grade A	Below Average	Voice: Excellent, Data: Excellent
Chennai (TM)	Grade A	Grade A	Grade A	Grade A	Average	Voice: Excellent, Data: Excellent
Medak (TS)	Grade A	Grade B	Grade B	Grade B	Average	Voice: Excellent, Data: Excellent

Life Sciences Location Intelligence: Industrial Ecosystem



LOCATION



LIST OF MAJOR COMPANIES



AVAILABILITY OF RAW MATERIALS*



PHARMA

Genome Valley (TS)	Mylan, Ferring, GSK, Novartis	✓
Nalgonda (TS)	Dr. Reddy's, Natco Pharma	✓
Jeedimetla (TS)	Dr Reddy, Hetero Drugs	✓
Thane (MH)	Ferring, Sanmour, Vivan, Hemmo, Pfizer, Stryker, Bharat Serums & Vaccines, Bayer, Zydus	✓
Waluj- Aurangabad (MH)	Ajanta Pharma, Wockhardt, Baxter	✓
Pimpri- Chinchwad (MH)	Emcure, Hindustan Antibiotics, Lupin	✓
Verna Industrial Estate (GA)	Indoco remedies, Cipla, Nestor	✓
Baddi (HP)	Glenmark, Morepen, Unichem, Cadila, Ranbaxy, Torrent	✓
Sirmaur (HP)	Sun Pharmaceutical, Ranbaxy	✓
Dewas (MP)	Sun Pharmaceutical, Ranbaxy	✓
Nawanshahr (PB)	Sun Pharmaceutical, Ranbaxy	✓
Dehradun (UK)	Natco Pharma, Ipca Labs	✓
Rangareddy (TS)	Natco Pharma,	✓
Ankleshwar (GJ)	Sun Pharmaceuticals, Zydus Cadila, Tatva Chintan	✓
Vadodara (GJ)	Torrent, Hindustan Pharmaceuticals, Elysium, Alembic	✓
Ahmedabad (GJ)	Intas, Dishman Pharmaceuticals, Claris Life sciences, Baxter, Troika	✓
Pithampur (MP)	Glenpark, Lupin, Torrent, Cipla, Piramal, Ajanta Pharma, Ipca Labs	✓
Indore (MP)	Cyano Pharma, Cipla	✓
Bengaluru (KA)	Anglo-French Drugs, AstraZeneca, Jubilant Life Science, Allergan	✓
Rangpo (SK)	Unichem Laboratories, Zydus, Intas, Cipla, Alkem Laboratories, IPCA	✓
Visakhapatnam (AP)	Hospira, Mylan, Eisai, Dr Reddy's, Aurobindo Pharma, Torrent pharma	✓

* AVAILABILITY OF ACTIVE PHARMACEUTICAL INGREDIENTS AND CHEMICALS

Life Sciences Location Intelligence: Industrial Ecosystem



LOCATION



LIST OF MAJOR COMPANIES



AVAILABILITY OF RAW MATERIALS*



PHARMA

Vapi (GJ)	Vapi Care, Zen Pharma	✓
Nagpur (MH)	Chemfield, Minex Injection, ZIM Laboratories, Unijules life sciences	✓
Delhi (DL)	Merck, GSK, Ranbaxy, Glenmark	✓
Gurugram (HR)	Sun Pharma, Ranbaxy, Bayer Zydus	✓
Noida (UP)	Alembic, Jubilant Life Sciences	✓
Ponda (GA)	Sun Pharmaceuticals, Merck, Ranbaxy	✓
Solan (HP)	Cipla, Cadila Healthcare, Wockhardt	✓
Mumbai (MH)	IPCA, Cipla, Pfizer, Alkem, Sanofi, Meril Life Sciences	✓
Mohali (PB)	Sun Pharmaceuticals, Ranbaxy, Panacea Biotec	✓
Chennai (TM)	Natco Pharma	✓
Guwahati (AS)	Piramal, Natco, Sun Pharma	✓
Silvassa (DD)	Sun Pharma, IPCA	✓
Medak (TS)	Dr Reddy, Aurobindo Pharma	✓



MEDICAL DEVICES

Waluj/Aurangabad (MH)	Johnson & Johnson	✓
Pune (MH)	Nasan Medical Electronics, Serum Institute of India, Johnson & Johnson, Koninklijke Philips NV	✓
Bauripur (UP)	Kanji Surgical, Chatterji Surgical, Indo Webal	✓
Irungattukottai (TM)	Triviron, Phoenix Medical Systems	✓
Rabale (MH)	Xcellance Medical Technologies, Kanath Engineering	✓
Verna Industrial Estate (GA)	Vapi Care, Zen Pharma	✓

Life Sciences Location Intelligence: Industrial Ecosystem



LOCATION



LIST OF MAJOR COMPANIES



AVAILABILITY OF RAW MATERIALS*



MEDICAL DEVICES

Kolkata (WB)	Medtronic, Koninklijke Philips NV	✓
Vapi (GJ)	Micron medical devices	✓
Ahmedabad (GJ)	Meditech Devices, Nova Medical Devices	✓
Delhi (GA)	Medtronic, Glenmark	✓
Gurugram (HR)	Becton Dickinson, Stryker, Medtronic, Opto Circuits	✓
Noida (UP)	BL Life science	✓
Mumbai (MH)	Johnson & Johnson, Transasia Bio-Medicals	✓
Mohali (PB)	Adonis Medical Systems	✓
Chennai (TM)	Medtronic, Meril Life Science	✓



BIOTECH

Genome Valley (TS)	Bharat Biotech, Biological E	✓
Hyderabad (TS)	Indian Immunologicals Ltd, Shantha Biotech, BioAxis DNA Research Centre, Nthrys Biotech Labs, Divis Labs	✓
Waluj Aurangabad (MH)	Nuziveedu Seeds	✓
Pune (MH)	Serum Institute of India	✓
Rangareddy (TS)	Nuziveedu Seeds	✓
Vadodara (GJ)	Algallio Biotech Spinco Biotech, Infinita Biotech	✓
Ahmedabad (GJ)	Indoco remedies, Cipla, Nestor	✓
Bengaluru (KA)	Glenmark, Morepen, Unichem, Cadila, Ranbaxy, Torrent	✓
Visakhapatnam (AP)	MicGene Lab, LifeCell International, Divis Labs, Krebs Biochemicals	✓
Kochi (KL)	Ubio Biotechnology System, MedGenome Labs Cochin, LJ International (AVT Biotechnology)	✓
Delhi (DL)	Panacea Biotech	✓

* AVAILABILITY OF ACTIVE PHARMACEUTICAL INGREDIENTS AND CHEMICALS

Life Sciences Location Intelligence: Industrial Ecosystem



LOCATION



BIOTECH

Solan (HP)
Mumbai (MH)
Chennai (TM)
Medak (TS)



LIST OF MAJOR COMPANIES

Transasia Bio-medicals
Transasia Bio-Medicals, Venkateshwara Hatcheries, Mahyco Monsanto Biotech
BrainWave Biotechnology, Evolva
Biological E, Nuziveedu seeds



AVAILABILITY OF RAW MATERIALS*

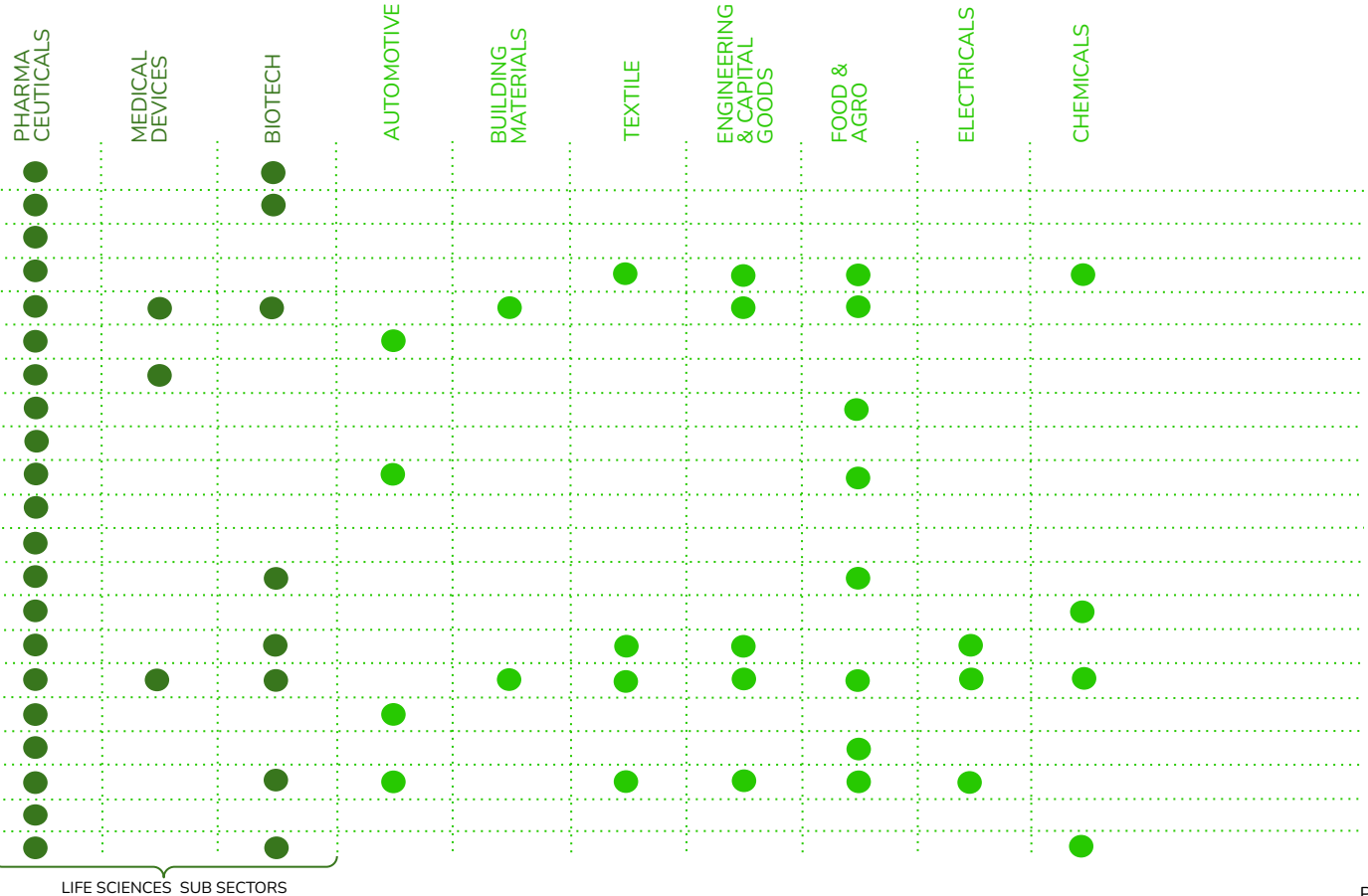


Life Sciences Location Intelligence: Co located Industries



LOCATION

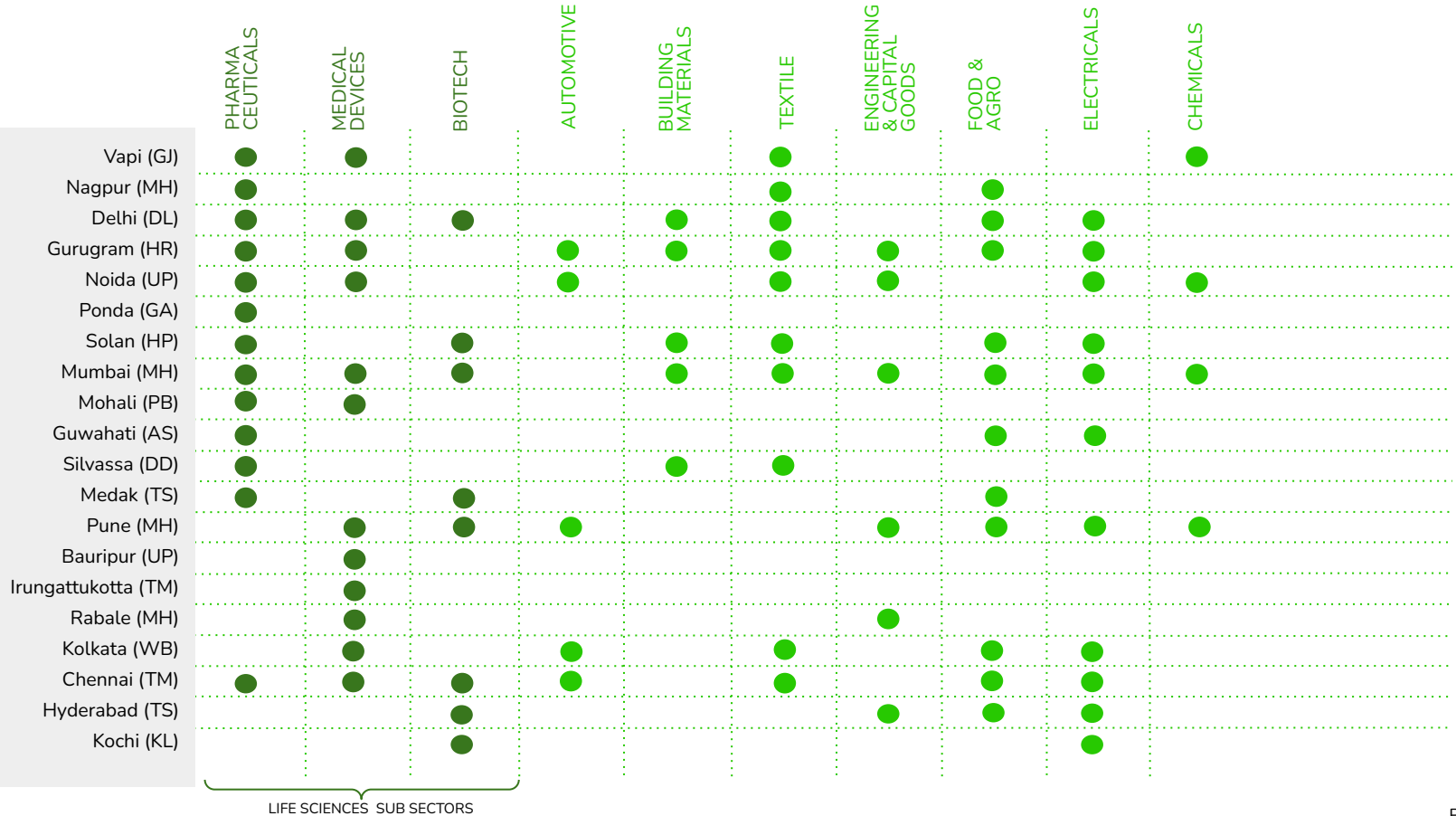
Genome Valley (TS)
Nalgonda (TS)
Jeedimetla (TS)
Thane (MH)
Waluj- Aurangabad (MH)
Pimpri- Chinchwad (MH)
Verna Industrial Estate (GA)
Baddi (HP)
Sirmaur (HP)
Dewas (MP)
Nawanshahr (PB)
Dehradun (UK)
Rangareddy (TS)
Ankleshwar (GJ)
Vadodara (GJ)
Ahmedabad (GJ)
Pithampur (MP)
Indore (MP)
Bengaluru (KA)
Rangpo (SK)
Visakhapatnam (AP)



Life Sciences Location Intelligence: Co located Industries



LOCATION



Life Sciences Location Intelligence: Some Global Companies Manufacturing in India

BIOTECH



GILEAD

novozymes



Allergan™



MEDICAL DEVICES



Medtronic



GE Healthcare



Abbott

PHILIPS
Healthcare

SIEMENS
Healthcare



BD

Boston
Scientific



Health Care

Baxter

Life Sciences Location Intelligence: Some Global Companies Manufacturing in India



 **FRESENIUS**



Abbott



NOVARTIS



PRISM MEDICAL UK

Helping to transform lives every day

AstraZeneca 

SANOFI



Key areas covered in this section of the report include:

A. For the Life Sciences industry:

- a. Workforce pyramid
- b. Local language proficiency
- c. STEM and business / management education levels in workforce
- d. Digital proficiency in the workforce
- e. Location satisfaction, willingness to migrate and influencing factors

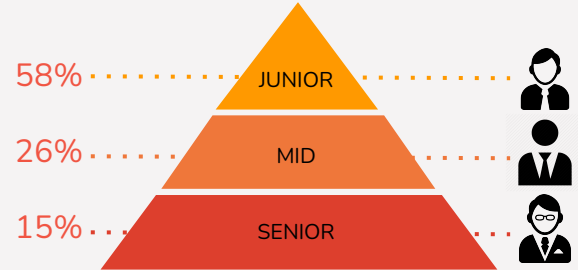
B. For various sub-sectors of the Life Sciences industry:

- a. Workforce pyramid for each function
- b. Education insights for each function and seniority level
- c. Median salaries for each function and seniority level



Life Sciences Workforce Insights

Life Sciences manufacturing professionals: % of seniority levels



89% of manufacturing professionals in the Life Sciences industry **speak the local language**



70% of the manufacturing workforce in Life Sciences consists of **STEM graduates**

33% of the manufacturing workforce consists of **Business/ Management Graduates**



(STEM: Science, Technology, Engineering & Mathematics)



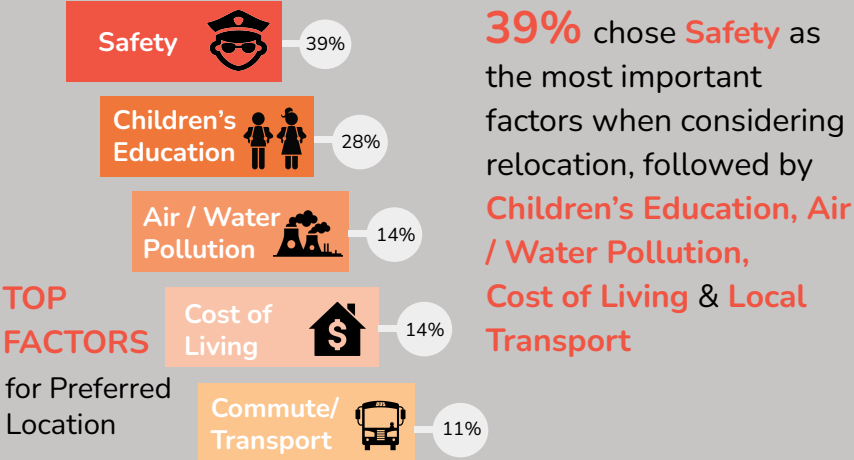
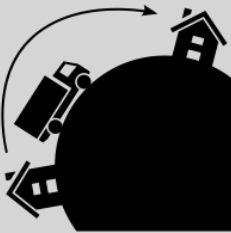
86% of manufacturing professionals in the Life Sciences industry are **adept at using digital tools**

Life Sciences Workforce Insights


87% of manufacturing professionals in the Life Sciences industry are **extremely or very satisfied** with their **current city** of residence



81% of manufacturing professionals in Life Sciences **are willing to relocate**




Workforce Insights : Pyramid; Education & Salaries

 PHARMA	FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
	Corporate Finance	Junior	42%	85%	₹1,020,000	\$12,750
		Mid	29%	86%	₹1,740,000	\$21,750
		Senior	29%	83%	₹2,880,000	\$36,000
	Corporate HR	Junior	41%	82%	₹937,250	\$11,716
		Mid	29%	86%	₹1,667,500	\$20,844
		Senior	30%	83%	₹2,817,500	\$35,219
	EHS	Junior	50%	58%	₹805,000	\$10,063
		Mid	27%	71%	₹1,380,000	\$17,250
		Senior	24%	75%	₹2,415,000	\$30,188
	General Management	Junior	46%	82%	₹1,015,200	\$12,690
		Mid	30%	81%	₹1,692,000	\$21,150
		Senior	24%	79%	₹2,932,800	\$36,660
	IT Support	Junior	63%	62%	₹960,000	\$12,000
		Mid	24%	74%	₹1,620,000	\$20,250
		Senior	13%	75%	₹2,880,000	\$36,000
	Legal	Junior	45%	79%	₹672,750	\$8,409
		Mid	30%	83%	₹1,725,000	\$21,563
		Senior	25%	84%	₹2,875,000	\$35,938


* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries

 PHARMA	FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
	Marketing	Junior	60%	64%	₹1,020,000	\$12,750
		Mid	25%	71%	₹1,680,000	\$21,000
		Senior	15%	70%	₹2,880,000	\$36,000
	Operations	Junior	50%	56%	₹954,500	\$11,931
		Mid	32%	68%	₹2,300,000	\$28,750
		Senior	18%	71%	₹4,140,000	\$51,750
	Plant Finance	Junior	42%	79%	₹805,000	\$10,063
		Mid	28%	80%	₹1,495,000	\$18,688
		Senior	30%	80%	₹2,645,000	\$33,063
	Plant HR	Junior	47%	65%	₹920,000	\$11,500
		Mid	28%	73%	₹1,495,000	\$18,688
		Senior	26%	77%	₹2,645,000	\$33,063
	Production/ Maintenance	Junior	63%	53%	₹690,000	\$8,625
		Mid	27%	43%	₹1,357,000	\$16,963
		Senior	10%	80%	₹2,846,250	\$35,578
	Purchase/ Procurement	Junior	50%	64%	₹977,500	\$12,219
		Mid	31%	71%	₹1,610,000	\$20,125
		Senior	19%	72%	₹2,817,500	\$35,219

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries

 PHARMA	FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
	Quality	Junior	52%	68%	₹943,000	\$11,788
		Mid	31%	77%	₹1,495,000	\$18,688
		Senior	17%	57%	₹3,105,000	\$38,813
	R & D	Junior	55%	83%	₹1,035,000	\$12,938
		Mid	28%	85%	₹1,840,000	\$23,000
		Senior	17%	72%	₹3,450,000	\$43,125
	Sales	Junior	58%	58%	₹861,600	\$10,770
		Mid	26%	66%	₹1,680,000	\$21,000
		Senior	16%	68%	₹3,000,000	\$37,500
	Strategy	Junior	46%	82%	₹1,069,200	\$13,365
		Mid	30%	81%	₹1,944,000	\$24,300
		Senior	24%	79%	₹3,369,600	\$42,120
	Supply Chain & Logistics	Junior	51%	65%	₹912,000	\$11,400
		Mid	28%	73%	₹1,680,000	\$21,000
		Senior	21%	78%	₹3,000,000	\$37,500

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries



BIOTECH

FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
Corporate Finance	Junior	37%	75%	₹984,000	\$12,300
	Mid	33%	84%	₹1,800,000	\$22,500
	Senior	30%	85%	₹3,000,000	\$37,500
Corporate HR	Junior	38%	72%	₹914,250	\$11,428
	Mid	31%	85%	₹2,415,000	\$30,188
	Senior	31%	85%	₹3,047,500	\$38,094
EHS	Junior	53%	67%	₹977,500	\$12,219
	Mid	27%	73%	₹1,380,000	\$17,250
	Senior	20%	72%	₹2,070,000	\$25,875
General Management	Junior	45%	73%	₹1,020,000	\$12,750
	Mid	29%	79%	₹1,740,000	\$21,750
	Senior	26%	78%	₹2,940,000	\$36,750
IT Support	Junior	62%	57%	₹1,020,000	\$12,750
	Mid	27%	72%	₹1,560,000	\$19,500
	Senior	11%	76%	₹2,640,000	\$33,000
Legal	Junior	41%	71%	₹977,500	\$12,219
	Mid	32%	82%	₹1,552,500	\$19,406
	Senior	27%	88%	₹2,645,000	\$33,063

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries



BIOTECH

FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
Marketing	Junior	53%	67%	₹1,020,000	\$12,750
	Mid	26%	73%	₹1,920,000	\$24,000
	Senior	20%	73%	₹3,720,000	\$46,500
Operations	Junior	64%	55%	₹862,500	\$10,781
	Mid	23%	70%	₹1,495,000	\$18,688
	Senior	14%	73%	₹2,875,000	\$35,938
Plant Finance	Junior	34%	74%	₹977,500	\$12,219
	Mid	31%	83%	₹1,610,000	\$20,125
	Senior	35%	84%	₹2,530,000	\$31,625
Plant HR	Junior	34%	41%	₹920,000	\$11,500
	Mid	32%	70%	₹1,610,000	\$20,125
	Senior	33%	55%	₹2,990,000	\$37,375
Production/ Maintenance	Junior	70%	53%	₹1,035,000	\$12,938
	Mid	20%	68%	₹1,437,500	\$17,969
	Senior	10%	73%	₹2,990,000	\$37,375
Purchase/ Procurement	Junior	50%	64%	₹977,500	\$12,219
	Mid	31%	74%	₹1,725,000	\$21,563
	Senior	19%	71%	₹2,760,000	\$34,500

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries



BIOTECH

FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
Quality	Junior	70%	57%	₹977,500	\$12,219
	Mid	21%	72%	₹1,552,500	\$19,406
	Senior	10%	75%	₹3,047,500	\$38,094
R & D	Junior	58%	82%	₹920,000	\$11,500
	Mid	26%	85%	₹1,552,500	\$19,406
	Senior	15%	84%	₹3,335,000	\$41,688
Sales	Junior	56%	58%	₹1,020,000	\$12,750
	Mid	28%	68%	₹1,620,000	\$20,250
	Senior	17%	71%	₹2,880,000	\$36,000
Strategy	Junior	43%	57%	₹1,020,000	\$12,750
	Mid	34%	79%	₹1,800,000	\$22,500
	Senior	23%	79%	₹3,000,000	\$37,500
Supply Chain & Logistics	Junior	48%	62%	₹978,000	\$12,225
	Mid	31%	69%	₹1,500,000	\$18,750
	Senior	22%	76%	₹2,760,000	\$34,500

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries




MEDICAL
DEVICES

FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
Corporate Finance	Junior	45%	81%	₹882,000	\$11,025
	Mid	32%	80%	₹2,160,000	\$27,000
	Senior	23%	84%	₹3,540,000	\$44,250
Corporate HR	Junior	46%	80%	₹943,000	\$11,788
	Mid	32%	82%	₹2,127,500	\$26,594
	Senior	23%	84%	₹3,220,000	\$40,250
EHS	Junior	49%	57%	₹805,000	\$10,063
	Mid	28%	64%	₹1,667,500	\$20,844
	Senior	22%	69%	₹3,047,500	\$38,094
General Management	Junior	39%	77%	₹984,000	\$12,300
	Mid	32%	81%	₹2,580,000	\$32,250
	Senior	29%	77%	₹3,900,000	\$48,750
IT Support	Junior	64%	54%	₹840,000	\$10,500
	Mid	24%	67%	₹1,800,000	\$22,500
	Senior	12%	71%	₹3,600,000	\$45,000
Legal	Junior	51%	75%	₹977,500	\$12,219
	Mid	29%	79%	₹2,070,000	\$25,875
	Senior	20%	79%	₹3,622,500	\$45,281

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries



MEDICAL DEVICES

FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
Marketing	Junior	62%	55%	₹900,000	\$11,250
	Mid	25%	64%	₹1,680,000	\$21,000
	Senior	14%	69%	₹3,180,000	\$39,750
Operations	Junior	55%	63%	₹937,250	\$11,716
	Mid	28%	71%	₹1,955,000	\$24,438
	Senior	17%	71%	₹3,565,000	\$44,563
Plant Finance	Junior	46%	75%	₹845,250	\$10,566
	Mid	31%	79%	₹1,955,000	\$24,438
	Senior	24%	77%	₹3,277,500	\$40,969
Plant HR	Junior	49%	67%	₹747,500	\$9,344
	Mid	29%	78%	₹1,725,000	\$21,563
	Senior	21%	75%	₹3,105,000	\$38,813
Production/ Maintenance	Junior	64%	54%	₹1,035,000	\$12,938
	Mid	24%	68%	₹1,725,000	\$21,563
	Senior	12%	67%	₹3,277,500	\$40,969
Purchase/ Procurement	Junior	53%	62%	₹862,500	\$10,781
	Mid	29%	68%	₹1,725,000	\$21,563
	Senior	18%	69%	₹3,335,000	\$41,688

* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Workforce Insights : Pyramid; Education & Salaries



MEDICAL
DEVICES

FUNCTION	LEVEL	WORKFORCE PYRAMID	* POST GRADUATE +	SALARY (Median in INR)	SALARY (Median in USD)
Quality	Junior	62%	64%	₹971,750	\$12,147
	Mid	25%	72%	₹1,897,500	\$23,719
	Senior	13%	70%	₹3,220,000	\$40,250
R & D	Junior	54%	78%	₹1,092,500	\$13,656
	Mid	28%	84%	₹2,070,000	\$25,875
	Senior	18%	80%	₹3,335,000	\$41,688
Sales	Junior	58%	58%	₹900,000	\$11,250
	Mid	27%	64%	₹1,860,000	\$23,250
	Senior	15%	69%	₹3,300,000	\$41,250
Strategy	Junior	44%	73%	₹1,069,200	\$13,365
	Mid	32%	76%	₹2,160,000	\$27,000
	Senior	24%	76%	₹3,600,000	\$45,000
Supply Chain & Logistics	Junior	50%	61%	₹984,000	\$12,300
	Mid	30%	73%	₹2,040,000	\$25,500
	Senior	20%	74%	₹3,360,000	\$42,000

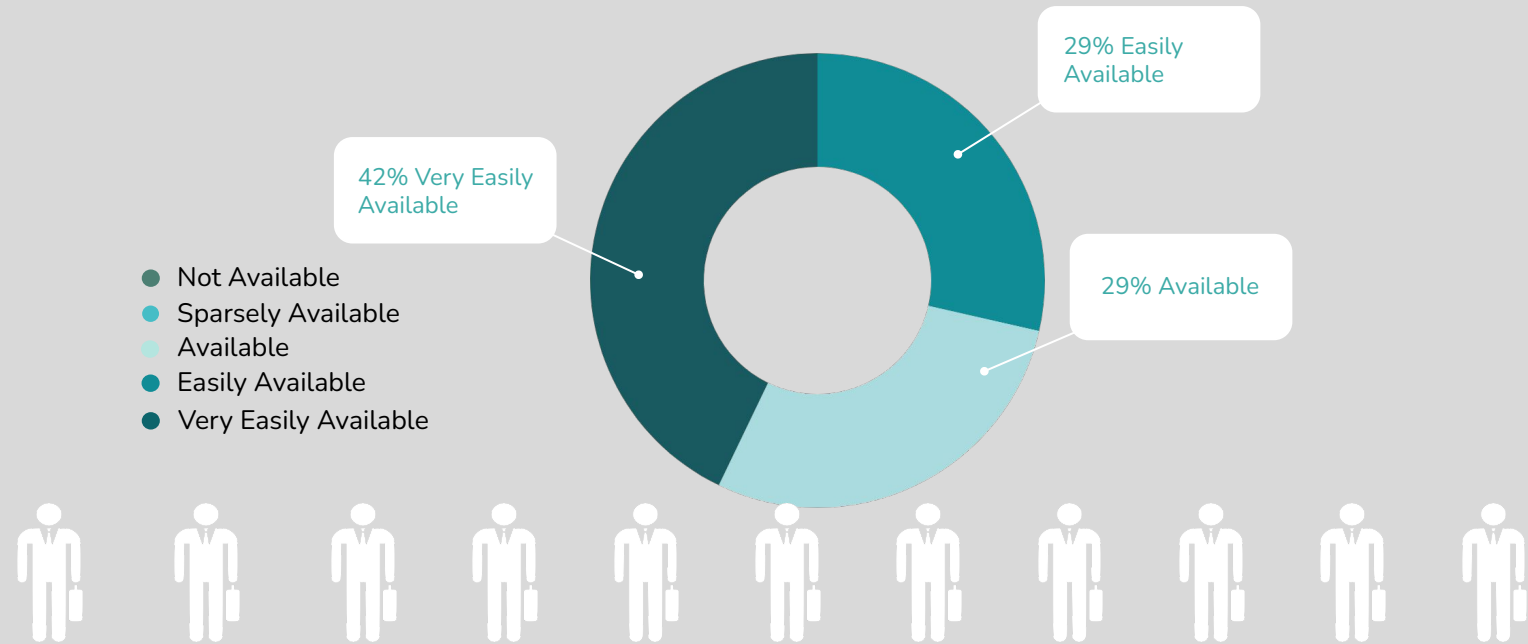
* PERCENTAGE OF WORKFORCE WITH A POSTGRADUATE DEGREE OR ABOVE AT THAT LEVEL

Key areas covered in this section of the report include:

- a. Availability of white-collar workforce in the Life Sciences industry
- b. Availability of skills and competencies amongst the workforce:
 - i. Technical
 - ii. Digital
 - iii. Behavioral
 - iv. Interpersonal
 - v. Leadership
- c. Average salary increments
- d. Companies exporting produce
- e. Share of On-roll and Off-roll employees
- f. Insights into outsourcing blue-collar workforce
- g. Training and development costs
- h. Employee ratings of work environment, location parameters and factors influencing job change



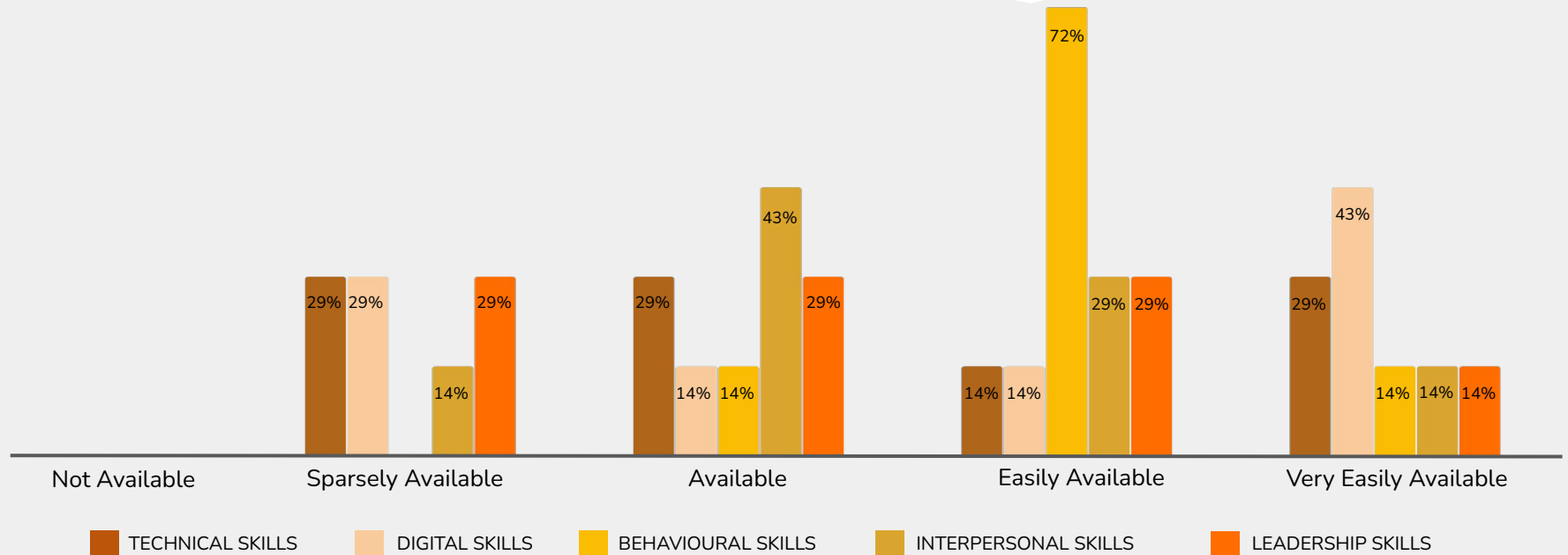
Industry Insights: Availability of White Collar Workforce



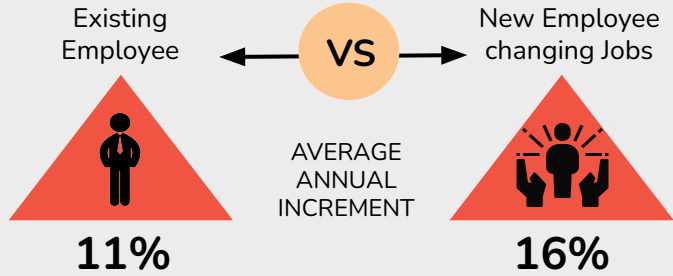
42% HR Heads agree that **White Collar Workforce is Very Easily Available** in the Life Sciences Industry

Industry Insights: Availability of Skills & Competencies

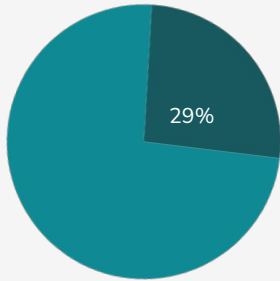
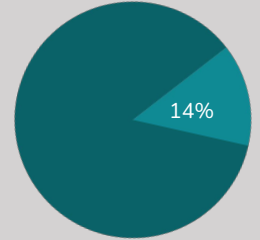
- All skills were reported as 'Easily Available' OR 'Very Easily Available' by most respondents
- A majority of respondents reported Behavioural Skills as 'Easily Available'
- None of the skills were reported as 'Not Available'



Industry Insights: Workforce Intelligence



86% of companies in Life Sciences **export their produce**



71% of professionals in Life Sciences are on-roll employees



47%

% of Companies that have **In-State White Collar Workforce**



100%

% of Companies that have **Outsourced Blue Collar Workforce**

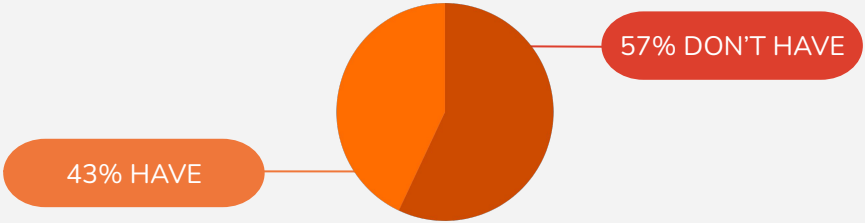
Industry Insights: Workforce Intelligence



86% of players in Life Sciences don't face any issue in **outsourcing blue collar workforce**



The remaining 12% face **'performance'** as an issue in outsourcing blue collar workforce



43% of plants in Life Sciences have a worker's union



On an average, 10% of the manpower cost is dedicated to training

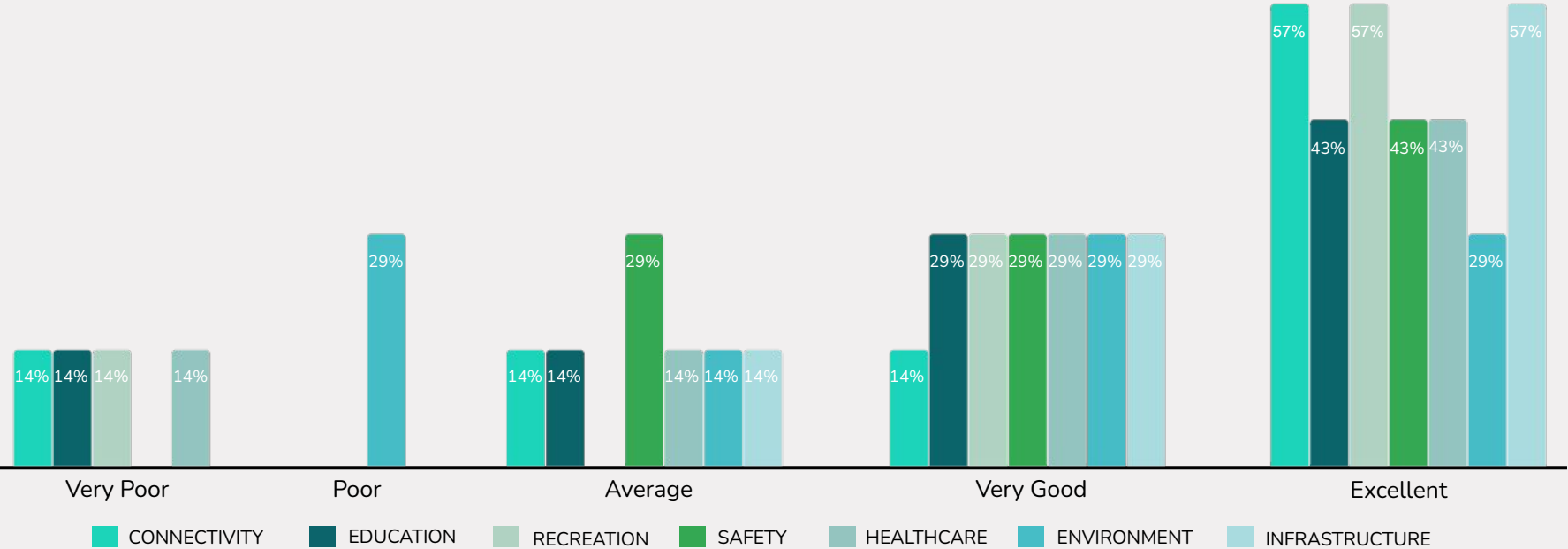


Employees' rating of the **work environment** in the Life Sciences industry



Industry Insights: Ratings on Location Specific Parameters

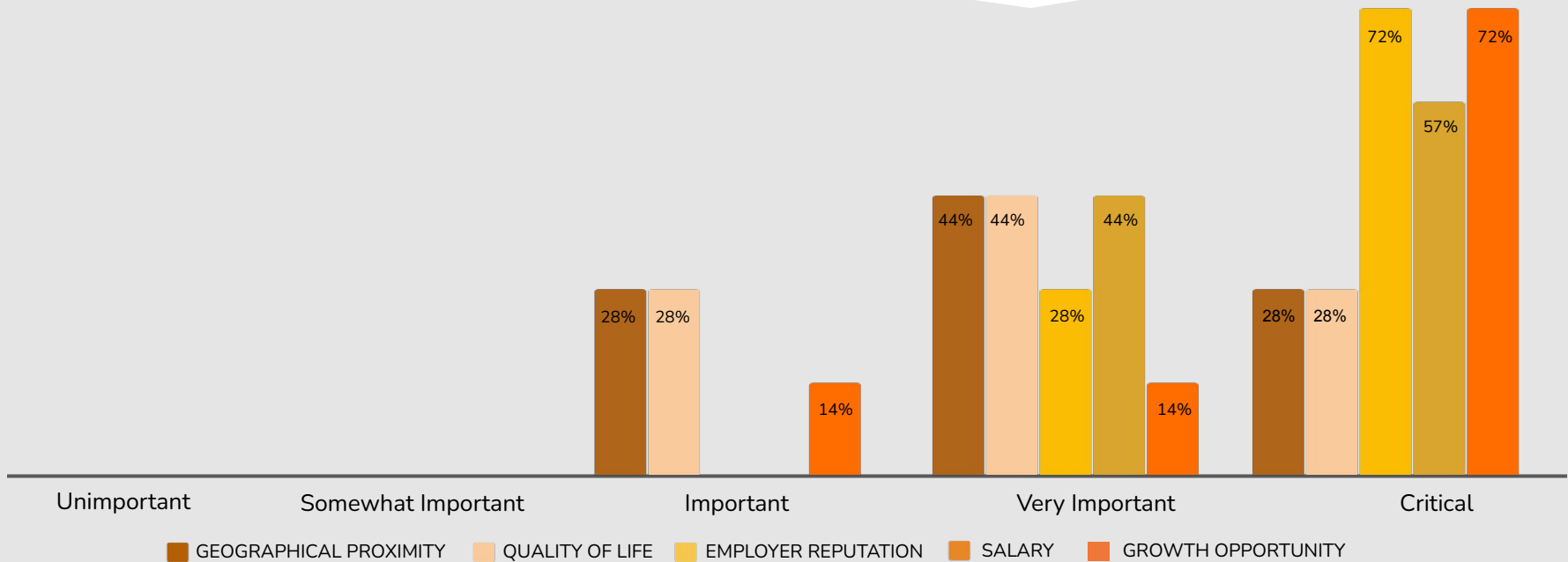
- All parameters were reported as 'Excellent' OR 'Very Good' by most respondents
- A majority of respondents reported Connectivity, Recreation & Infrastructure as 'Excellent'
- A very small fraction of respondents mentioned Connectivity, Education, Recreation & Healthcare as 'Very Poor'



* Source: These Ratings have been collected in conversation with HR Heads with deep insights into employee satisfaction

Industry Insights: Ratings on Employee Centric Parameters

- All factors were reported to be 'Very Important' OR 'Critical'
- None of the factors were reported as 'Unimportant'
- Employer Reputation & Growth Opportunity were reported 'Critical' by a majority of respondents



* Source: These Ratings have been collected in conversation with HR Heads with deep insights into employee satisfaction



About Us

Your True Talent Partner

Catenon is a global executive search and talent consulting & intelligence firm. We have more than a decade of experience in India serving more than 200 clients across industry sectors and delivering more than 3,000 searches.

We have presence across Bengaluru, Gurugram, Mumbai and Pune, with a best-in-class team of over 70 consultants. Our global reach and expertise has helped our clients to hire key talent in over 100 countries globally. We leverage our innovative technology platform to deliver fully analyzed reports including video interviews of candidate, to enable faster and more informed decision making, even with globally dispersed hiring.

We lead the way as the partner of choice in the digital transformation journey of the recruitment organization for enterprises across the planet. Through our assessment solutions and competency framework, we examine future readiness for both jobs and people.

Catenon's talent intelligence provides unparalleled data driven insight into industry, function and levels. At Catenon, we love to solve problems!

Our mission- "We want to be the finest talent search and consulting firm in India; both for our clients and our employees. Our work must stand for excellence and must become the benchmark for the industry. We want to make a positive impact on each human life we touch, and become the best version of ourselves!"

Talent Acquisition

- Executive Search
- Interim Management
- Recruitment Process Outsourcing
- Project Recruitment
- International Recruitment

Talent Consulting & Intelligence

- Assessments
- Succession planning
- Industry intelligence
- Talent Mapping
- Salary Benchmarking

Market Entry Assistance

- Incorporation of company
- Industry intelligence
- Salary Benchmarking
- Turnkey project to set up office

INDUSTRIES WE SERVE

- Agribusiness
- Consumer
- Education & Social Impact
- Financial
- Industrial
- Life Sciences
- Private Equity & Venture Capital
- Services
- Technology & Communications

12+

Years of Experience

200+

Active Clients

3000+

Searches

70+

Consultants

Appendix

State names and abbreviations

Andhra Pradesh	AP	Orissa	OR
Arunachal Pradesh	AR	Punjab	PB
Assam	AS	Rajasthan	RJ
Bihar	BR	Sikkim	SK
Chhattisgarh	CG	Tamil Nadu	TN
Goa	GA	Telangana	TS
Gujarat	GJ	Tripura	TR
Haryana	HR	Uttarakhand	UK
Himachal Pradesh	HP	Uttar Pradesh	UP
J & K	JK	West Bengal	WB
Jharkhand	JH	Andaman and Nicobar Islands	AN
Karnataka	KA	Chandigarh	CH
Kerala	KL	Dadra and Nagar Haveli	DH
Madhya Pradesh	MP	Daman & Diu	DD
Maharashtra	MH	Delhi	DL
Manipur	MN	Ladakh	LA
Meghalaya	ML	Lakshadweep	LD
Mizoram	MZ	Pondicherry	PY
Nagaland	NL		

Conversion Rate

\$1 = 80 INR



Bibliography

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- Global Competitiveness Report (2018), WEF
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- India Brand Equity Foundation: [Source](#)
- Images: [Source](#)
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THANK YOU

We look forward to working with you

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