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## EXECUTIVE SUMMARY

The world of gaming has changed both culturally and technologically over the years and this pace of evolution continues to accelerate even today. The gaming saga began with the first games - The Magnavox Odyssey, Spacewar, Atari's Pong, after which the technological race catapulted popular games such as Nintendo and Super Mario Bros. Then came the era of PlayStations and Xboxes that became the hottest topic of the gaming world. As games became more complex and realistic, they transitioned from arcades to homes, to our computers and to our mobile devices. The rise of the internet and mobile devices played a major role in turning gaming into this fascinating behemoth of an industry.

In the past few years, the gaming industry in India has displayed unprecedented growth. Thanks to a growing younger population, penetration of smartphones, affordable internet, higher incomes, and social media - it continues to boom, both in terms of scale and revenue. With cloud based technologies, Artificial Intelligence - Machine Learning, Virtual Reality, Web3 and Blockchain technologies, gaming has become more immersive, realistic, and exciting. This fast-paced industry is not only fun, but also offers lucrative career options. Some of the top roles in gaming are programmers, game designers, data scientists, AR/VR engineers, VFX specialists, sound engineers, and Web 3.0 programmers.

According to a number of studies, women interested in gaming are on the rise and they are becoming a significant part of the market. Women are not only participating in e-sports but also taking up roles such as developers and entrepreneurs in the gaming industry. Apart from inclusivity & diversity adding new gamers to the sector, there has been an increase in casual gamers who have transitioned from non-gamers, and are set to revolutionize the gaming sector. With high-speed 5G coming into the picture, the rise of mobile gaming will continue to be meteoric. Despite having existed for a long time, e-sports has reached new heights. Today, there are online tournaments officially organized . Crypto and Non-fungible tokens (NFT) in the world of gaming have gained massive momentum in recent times as it offers unique features such as owning assets virtually, getting rewarded, etc.

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The level of future games is dependent on scale, good franchise management, customer engagement and top talent. However, the gaming industry needs a well-defined framework for the next level of growth. Not only does this sector need effective regulations, it also needs an optimal tax structure. Some of these changes could help boost the growth of industries within the gaming sector.

Our paper talks about the rise of the gaming industry, emerging opportunities, technology and trends in the sector. It highlights top skills in the sector, its applications in various allied sectors and the challenges being faced by the sector.

*By 2025, Game users are expected to rise by 50% as compared to last year, while the Gaming Industry is predicted to grow by 30% annually making it one of the fastest growing sectors in media and entertainment. With Gen Z being highly inspired by e-sports, it is yet another segment gaining immense popularity. Owing to its rising applications in allied industries, the gaming sector is speculated to open up new job opportunities in the future.*

**Munira Loliwala**
**BU Head - Specialized Staffing,**
**TeamLease Digital**

*Despite facing hurdles owing to frequent regulatory changes, the gaming industry is expected to create 1 lakh jobs by 2023 and grow 2.5X by 2026.*

**Sunil Chemmankotil**
**CEO, TeamLease Digital**

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# Introduction

The Gaming industry encompasses the development, marketing and monetization of video games across various platforms including consoles, personal computers, mobiles and tablets. This industry is considered to be the one that's up and coming with growing excitement among users, due to its importance in culture, entertainment, and technological advancements, and its contribution to them cannot be understated. The term 'entertainment' had been coined previously for mostly cinema and music, but gaming is now becoming an integral part of it providing one of the most immersive and awe-inspiring forms of entertainment to people all around the globe.

The battle of consoles, emergence of streaming, the entry of real sports into games, to name a few have shaped up in the past. The advancement of gaming, from early years, has been immense, and in hindsight has been nothing but the bedrock of what the industry today is. The continuous advent of new technologies and experiences that have been ever-evolving since its inception, makes room for improvement and what we see today in terms of gaming could very well be just a glimpse of what the future holds for us. With the increasing number of users, gaming has also created avenues for other sectors apart from entertainment, such as advertisement, where more users would mean more scope for ads to be incorporated.

India was a sleeping giant since the industry's inception, however its real potential was realized when covid-19 began. The year 2021 has been the inflection point for video games in the country. Since the onset of covid-19, in addition to witnessing younger demography participating in games, comparatively older people (over the age of 36 years) have also been reported to play games a few times a week for numerous reasons.

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# Indian Gaming Industry
## onwards and upwards

>> The Indian gaming industry is set to go from strength to strength. From INR 7,037 crore in FY '19 to INR 14,300 crore (Est.) in FY '22 further to INR 38,097 crore (Est.) in FY '26, the industry is projected to grow by a factor of five in 7 years. Growth peaked at 40% during the pandemic, and is expected to touch 20-30% for FY '23.

>> India is placed sixth on the list of the world's biggest gaming markets in Terms of revenue. The global gaming market revenues are currently estimated at INR 17,24,800 crore.

>> With increasing adoption, Indian gaming players are seizing the opportunity to meet varied user demands. With imminent market growth, job creation in the gaming industry is set to touch highs.

**Market Growth**

**FY '26**

INR 38,097 Cr.

**FY '22**

INR 14,300 Cr.

**FY '19**

INR 7037 Cr.

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# Opportunities Spurt
## as market shapes up

▷ At present, there are more than 400 gaming companies in India. Game development companies dominate the ecosystem with a 70% share (about 275).

▷ With 7.3 billion game downloads in recent years, and a 480 million strong gamer community, India is second only to China. 90% of the millennials and Gen Z – who comprise more than 70% the Indian population – are avid gamers.

▷ The growing popularity of e-sports is fueled by influencers. Fast emerging as a major segment, it is as much a career choice for the gamer community as it is a source of entertainment.

▷ e-sports clocked 7,500 crore in revenue in 2021-22, with an audience share of more than 17% of the gaming population.

▷ Streaming platform-led gaming content creation is also increasingly popular today.

**>400**
Gaming Companies

**>275**
Game Development Companies

**480 million**
Gamers in India

**7.5 billion**
Revenue from e-sports
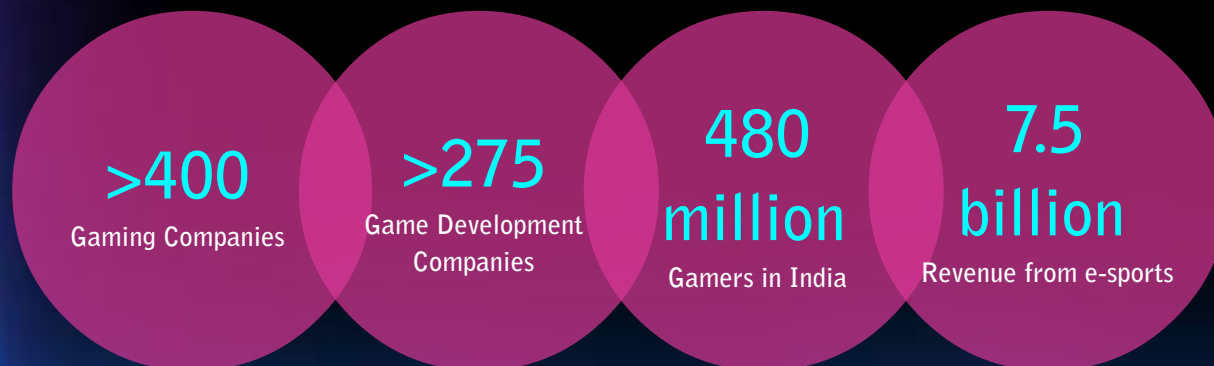
*For gamers, gaming is a big part of entertainment consumption today – on par, or even better than other forms of entertainment. With the emerging Web 3 and the metaverse, gaming has the potential to grow into an integral pillar of the economy.*

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# Opportunities
## the gaming ecosystem offers

≫ By FY 2023, the Indian gaming industry is estimated to create over 1 lakh jobs (direct and indirect) across core and support functions. With constantly evolving technologies, the need for technology skills would steadily grow.

≫ The gaming startup ecosystem has an abundance of job opportunities. The industry being geography-agnostic, mobility would not be a challenge for aspiring talent.

By FY '23

Headcount to
Increase

1 lakh+

Direct + Indirect Jobs
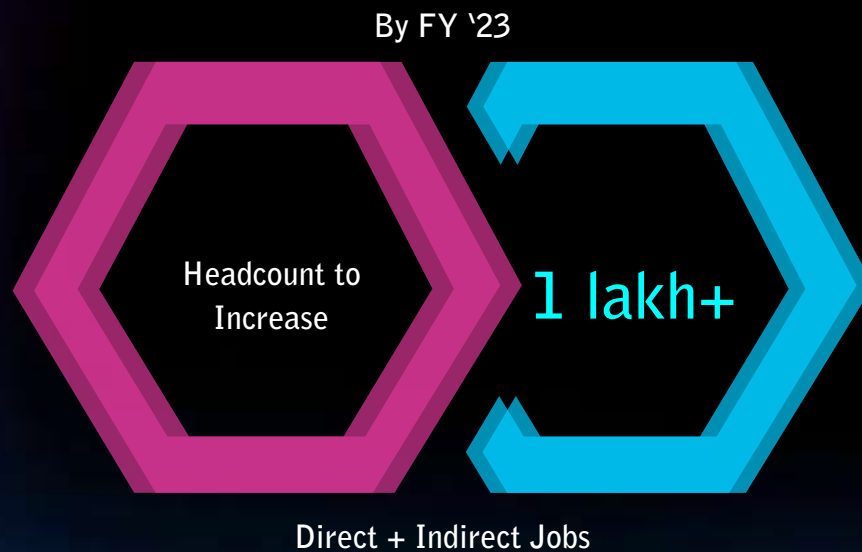
*Jobs in the Gaming industry seek unconventional skills, creative instincts and lateral thinking. As long as candidates possess an aptitude for these characteristics considerations of modes of work – remote or from office – pale into insignificance.*

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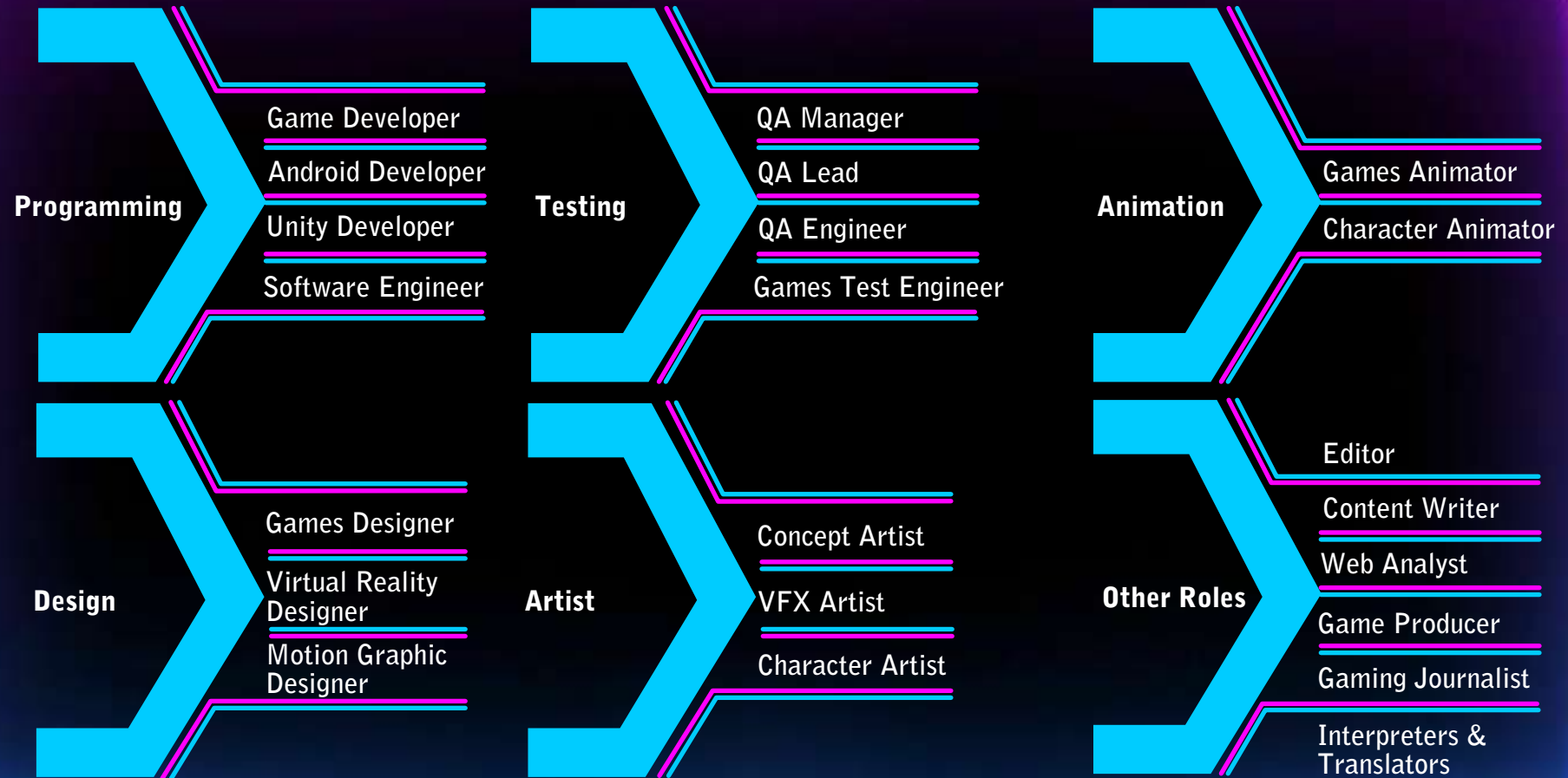# Popular Job Roles and Salaries
## in a booming workforce

≫ The Indian gaming industry directly employs around 50,000 people, 30% of these (15,000) are programmers and developers.

≫ The educational qualifications required by the industry range from BCA in Software and Diploma in 3D, 2D, Animation and Vfx to MTech / BTech in IT and Diploma in specialized language like C++, Java and Dev Ops.

≫ The gaming industry seeks creativity, teamwork, programming and animation, wide-ranging knowledge of gaming trends, strong analytical frame of mind, and gaming experience in a candidate, besides a combination of artistic and coding skills in aspiring developers.

≫ Among the highest paying jobs are –
  > Game Producers (INR 10 LPA)
  > Game Designers (INR 6.5 LPA)
  > Software Engineers (INR 5.5 LPA)
  > Game Developers (INR 5.25 LPA)
  > QA Testers (INR 5.11 LPA)

≫ Generally, on an average, beginners in the artistic roles such as VFX Artists and Animators, get paid in the range of INR 3 LPA - 4 LPA. Higher pay job roles at entry level include game designer and game engineer who get paid in the range of INR 4.5 LPA to INR 5 LPA.

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By FY 2024 this sector will employ approximately 2 lakh workforce through direct and indirect employment. We are witnessing current demands of approximately over 50,000 to 80,000 job roles involving developers, programmers, testers / artists and customer support. Additionally, gaming is set to create over 1 lakh job opportunities by FY '23.

With increasing participation of women audience in the gaming industry of more than 40%, there is a significant rise in the women workforce in gaming with more women occupying leadership roles in this industry.

The next significant rise in this industry will be seen in roles such as cybersecurity, applications for cloud security analyst, information security development lead, cybersecurity engineering and investigation analyst, as these positions shall attract demand in hiring. While gaming is dictated differently and markets today continue to complicate between game of skill & game of chance with the latter bringing in the risk, it is likely that the growth of such roles is expected to multiply.

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# Gaming: Tomorrow's Blockbuster

## Current in-demand job roles across the industry

### Programming
- Game Developer
- Android Developer
- Unity Developer
- Software Engineer

### Design
- Games Designer
- Virtual Reality Designer
- Motion Graphic Designer

### Testing
- QA Manager
- QA Lead
- QA Engineer
- Games Test Engineer

### Artist
- Concept Artist
- VFX Artist
- Character Artist

### Animation
- Games Animator
- Character Animator

### Other Roles
- Editor
- Content Writer
- Web Analyst
- Game Producer
- Gaming Journalist
- Interpreters & Translators

# Ambushing
# the tech skill landscape

≫ In an industry relentlessly disrupted by new technologies, the need for potential jobseekers to up-skill is crucial.

≫ Blockchain and NFT-driven Web3 gaming is set to become immensely popular in the near future with decentralized ownership of gaming assets.

≫ Data science to orchestrate the intelligent functioning of an augmented reality / virtual reality based metaverse are a necessary skill.

≫ The industry faces skill gaps in design and animation, and roles involving the aesthetics of the game. These gaps can be bridged with short term courses typically lasting under a year.

≫ Tech roles, with their steady up-skilling requirement, would be consistently in high demand.

**40%** skills change expected by 2025

**60%** L&D leaders focused on up-skilling and re-skilling

focused on digital up-skilling **30%**
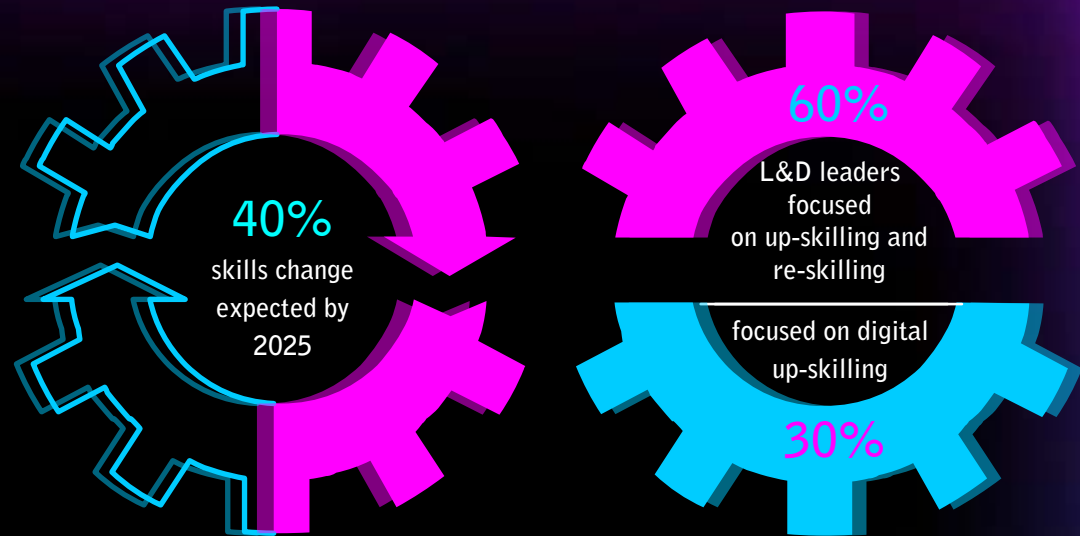
*BigTech, Web3 and AI are revolutionizing Gaming and transforming it into an intelligent mix of individualistic and collectivist experience. Immersive gaming, decentralized governance and data-driven personalization are all set to blur the line between entertainment and learning for posterity.*

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# What's Fueling
# job creation?

**Government Initiatives**

» The industry is likely to attract FDI to the tune of INR 780 crore by 2023, thanks to 100% FDI clearance by the government.

» In addition to FDI-led job creation, policies being framed by the union ministry of education are also enabling job creation for students in online gaming.

**100% FDI**  $  **INR 780 CR. By FY 2023**  ₹ ₹ ₹ ₹

**Booming Tech Industry**

» India's demographic dividend and the abundant pool of tech talent is a growth factor for the gaming industry.

» Game development companies, especially, have leveraged the tech talent pool and will continue to leverage it over the medium-to-long term.
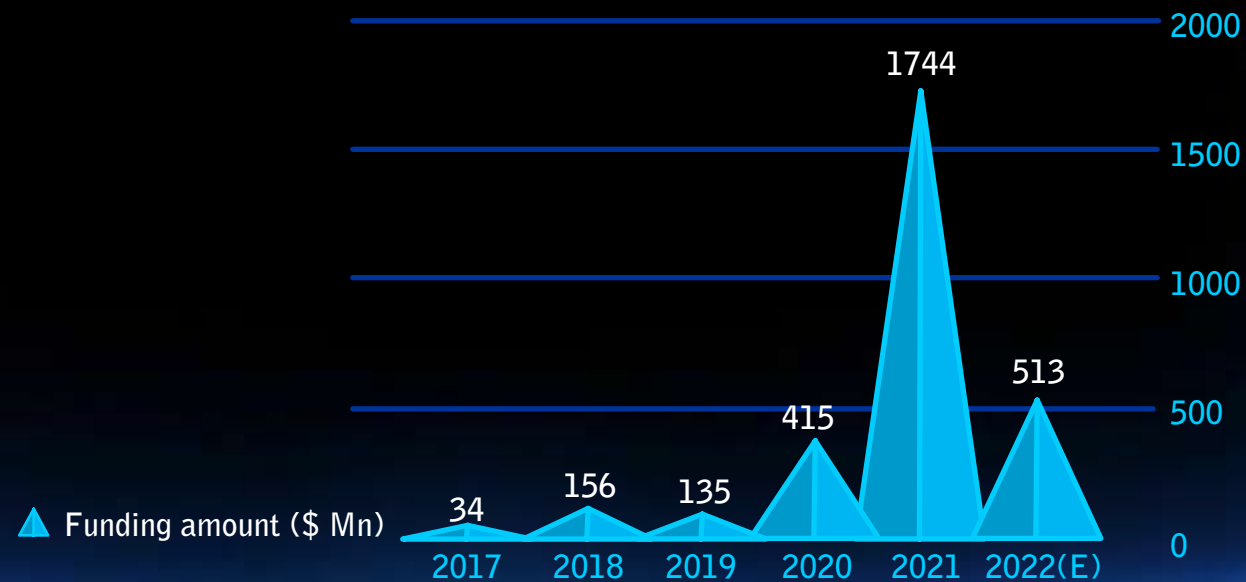
**15** game development studios in FY 2009

More than **275** currently

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**3** Investments in the Industry

≫ Investment and acquisition activity has propelled industry and workforce growth. Gaming startups have raised substantial funds over the last two years and the trend for FY 2022 continues to be favourable.

≫ Some of the well-known Indian game development startups, streaming platforms, and e-sports organizations have been acquired by foreign companies, facilitating their global expansion.

**Funding increased in 2021**



▲ Funding amount ($ Mn)

| 2017 | 2018 | 2019 | 2020 | 2021 | 2022(E) |
|------|------|------|------|------|---------|
| 34 | 156 | 135 | 415 | 1744 | 513 |

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# A Rapidly Growing
# user base

**The user base of gamers in India, currently at around 480 million, is set to grow at a frenetic pace. The macro factors fueling the industry growth are –**

**1** Young demo-graphy

With 46% of the population under 25 and 67% in the working class (ages 15-24), India enjoys significant demographic advantage. Over 75% of people between ages 18–36 are estimated to be active one to three times a week.

**2** Smart-phone penetration

Currently, India has 502.2 million smartphone users – a mammoth market for mobile gaming.

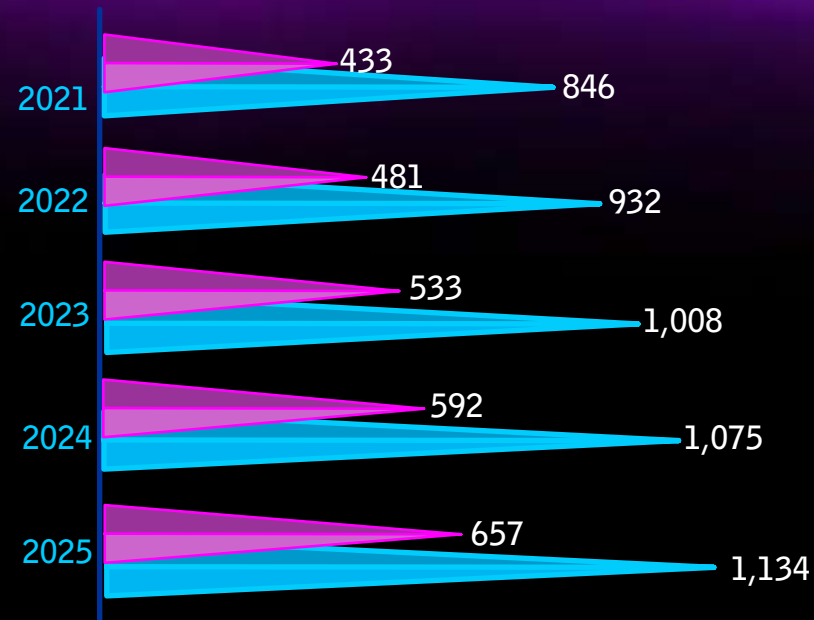**3** Adoption of digital payments

Major gaming companies are embracing digital wallet technology as a new amenity for their user base.

**4** Affordable Internet

Currently there are around 850 million internet users in India and almost half of these users play games. The 33X lower data rates in India are a major driver of this trend.

**5** Covid-19

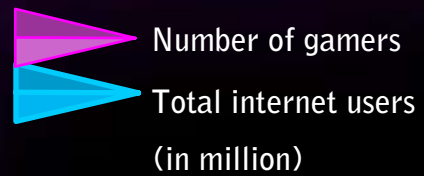During COVID-19, screen-time among the young – people aged between 21–26 years has reached an all-time high.

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**Number of gamers to surge**

Number of gamers

Total internet users
(in million)

| Year | Number of gamers | Total internet users |
|------|------------------|----------------------|
| 2021 | 433 | 846 |
| 2022 | 481 | 932 |
| 2023 | 533 | 1,008 |
| 2024 | 592 | 1,075 |
| 2025 | 657 | 1,134 |

*With Gaming technologies making rapid strides into application areas that were hitherto unimaginable, the penetration and growth in user base is likely to be unprecedented. The advent of web3, specifically, will expand the reach of gaming and democratize the technology. The implications are an infusion of gaming in more and more everyday activities.*

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# The World is Now
## a better gaming place

**Post-pandemic the gaming industry has performed exceptionally well and is becoming a powerhouse of job opportunities at a rapid pace. How things look currently –**

⟫ The Covid aftermath provided a boost to a range of professions in the field of Media & Entertainment such as creators, e-sports players and streamers. The Media & Entertainment landscape will subsume gaming content, driving media consumption and turning jobs involving content creation and streaming mainstream.

⟫ Advertising agencies are massive beneficiaries of the gaming industry growth. Secondary effects via gaming can create job opportunities in advertising and beyond.

⟫ Gamers seek game diversification and rich, varied gaming experiences. This is a significant factor influencing the talent landscape and skills.

**Job domains facing talent gaps**

⟫ Programming

⟫ Designing

⟫ Animation/ Modelling
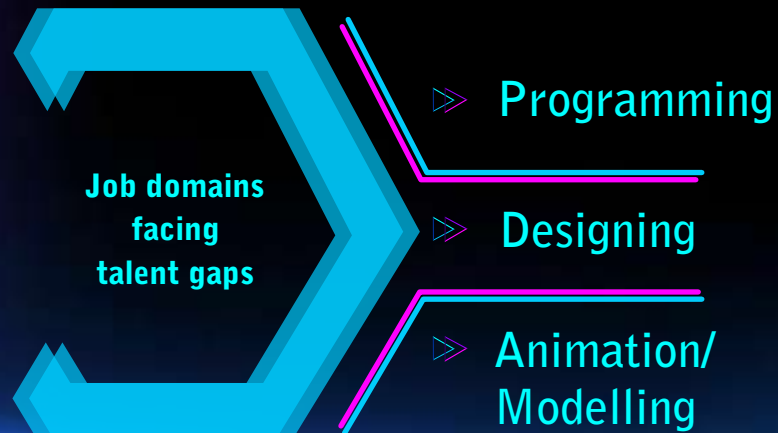
*The coming boom in gaming applications will invariably mean an explosion in job creation by the industry. Specialized skills are likely to grow in demand and diverse domain knowledge would be sought after. With India gaining in popularity as a hub of gaming development, there is a need for the industry to nurture a vast talent pool in the near future.*
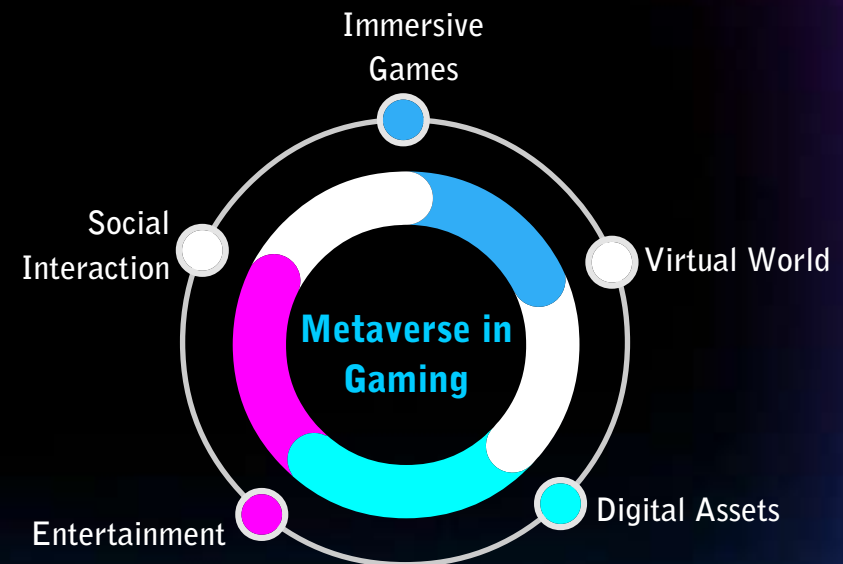
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# BigTech
# = Big Possibilities

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BigTech – which encompasses today's social media, AI and data science, and tomorrow's Web3 based metaverse, blockchain, NFT and the like – is set to transform and add whole new dynamics to the gamer experience. Tokenization, a key concept in the decentralized Web3, driven by blockchain and NFTs, is a potential means for in-game economy and microtransactions. Add data science and 'Gamification' to this mix and what we have is a new world of possibilities.

## The Metaverse

Users "live" within a digital realm in the Metaverse, which combines numerous technology elements such as virtual reality, augmented reality, and video. It finds its application in emerging technologies such as blockchain, IoT, and 3D visualization. The gaming industry is an early adopter of the Metaverse and is set to unlock its full benefits faster than most other areas of application. These new technologies necessitate up-skilling. In the metaverse, gamers can have a close-to-reality experience – virtual worlds, land plots and such on a decentralized Web3 platform. They can interact with other players in their own world and exchange in-game items with real money. The possibilities are endless.

Immersive Games

Social Interaction

Virtual World

**Metaverse in Gaming**

Entertainment

Digital Assets

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## NFTs & Blockchain

NFTs help gaming studios with new avenues of monetization via collectibles that can be bought with real money. The ownership and transferability of NFTs translates into real-world value of digital assets. Decentralization shifts the control of games into the hands of the gamer. The inception of NFTs and blockchain in gaming opens up new job opportunities.

## Data Science

Data Science has begun to revolutionize gaming already, but with even more graphic intensive and reality-mimicking games, the application of data science is today more integral to gaming technology. It enables smart advertisements and helps companies create more revenue streams. It also helps in designing the game better based on the gamers' behavioural insights and hence elevates the IQ of games. This transformation is driving wholly new skill requirements in the gaming industry ranging from advanced analytics to AI and Machine Learning.

## Gamification – extending gaming application across other sectors

Gamification is the application of game-inspired design and mechanics into a non-gaming environment, to increase motivation and engagement levels for users, to drive behavior change and achieve specific goals.

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In India, E-commerce is one of the biggest sectors using gamification techniques in a variety of ways. A prime example of this could be the use of a system that rewards customers for purchases and redemption of reward points. Gamification also finds application across websites, apps, social media, physical stores, events, and email, thanks to its versatility and variety of formats.

**Main sectors using gamification techniques**

E-Commerce　　Fintech　　Education
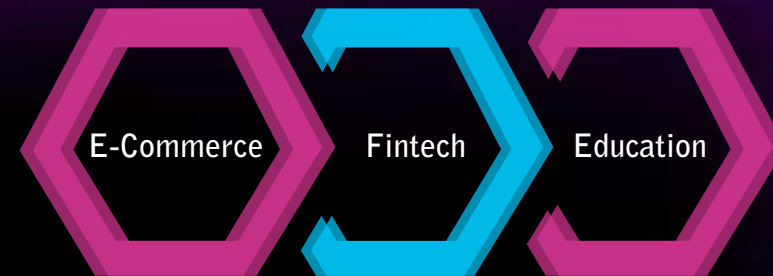
### Application in FinTech and Education sectors

» Fintech - Gamification in fintech involves explaining financial fundamentals to users in a fun and interesting way and offering rewards and credits to users for saving or spending less. With the Metaverse an unprecedented and immersive gamer experience is already on the horizon.

» Education - Ed-tech platforms have begun to utilize gamification to make learning fun. Collaborative problem solving, point-based reward systems, achievement badges and student-originated narratives help learners enhance their outcomes while enjoying their learning. In formal education, real-life leaderboard and badge display on the bulletin board outside the classroom are a big possibility. Gamification is tomorrow's prime driver of learner engagement and is set to create a sizable demand for gaming talent in the Education sector.

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**Gamification in government education**

⟫ Gamification in government education could be aimed at increasing the quality of education and making language learning fun. It creates an immersive experience thereby making it more effective.

⟫ Lack of quality teachers and effective learning modes reduces the competitiveness of government education.

⟫ Gamification is a solution to these age-old woes. Gamification also helps an instructor plan instructions, devote more time to learning tasks, and reduce the level of difficulty.

⟫ The New Education Policy (NEP) 2020 marks a fundamental shift as role learning will potentially be replaced by innovative and experiential methods such as gamification that can deliver high-quality education.

> *Metaverses and blockchain based decentralization will foster localized innovation in gaming technologies. This trend is likely to popularize skills the gaming industry needs, make them accessible to talent in the nooks and corners of the country, and make them as ubiquitous as other technological skills. This market-led boom in skills and job creation is likely to be long-term, robust and sustainable.*

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# Gaming is All Set
## to revolutionize L&D

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Gaming has the potential to change Learning & Development in both education and work.

**In Education :-**

>> In higher education, Game Studies as a course is gaining popularity in North America, Europe, Brazil, Mexico, China, Japan, Singapore and Indonesia. With skill requirements trending up, Indian education will not be far behind in introducing such courses.

>> Game based learning is likely to become a norm in the future and could potentially replace blackboard / whiteboard learning.

>> This will usher in innovative and immersive learning and instructing modes by engaging students better and making learning more effective.

**5 Step Model in Educational Gamification**

**67%**
**Students**

*Gamified learning is more motivating and engaging*

**32%**
**2023**

**Game based higher education to increase by**

1 Understanding target audience

2 Defining learning objective

3 Structuring the experience

4 Identifying the resources

5 Applying gamification elements

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**At Work**

≫ Social media platforms and user-generated content are the preferences for Gen-Z and millennials today. Gamification is set to further boost this trend.

≫ At workplaces, gamification can be used for encouraging social connection and collaboration. Additionally, gamification in corporate training is about constructing real-life scenarios and challenges in a risk-free learning environment. Instead of being lectured to, employees learn through self-driven, interactive training activities.

≫ The Metaverse can provide a space where shyness, embarrassment, and fear of failure are diminished and learners are encouraged to make mistakes in their course of learning more immersively.

≫ Today's complex and sophisticated AR and VR technologies are set to make Metaverse-based games for learning mainstream in the near future. This will make games an indispensable part of learning processes.

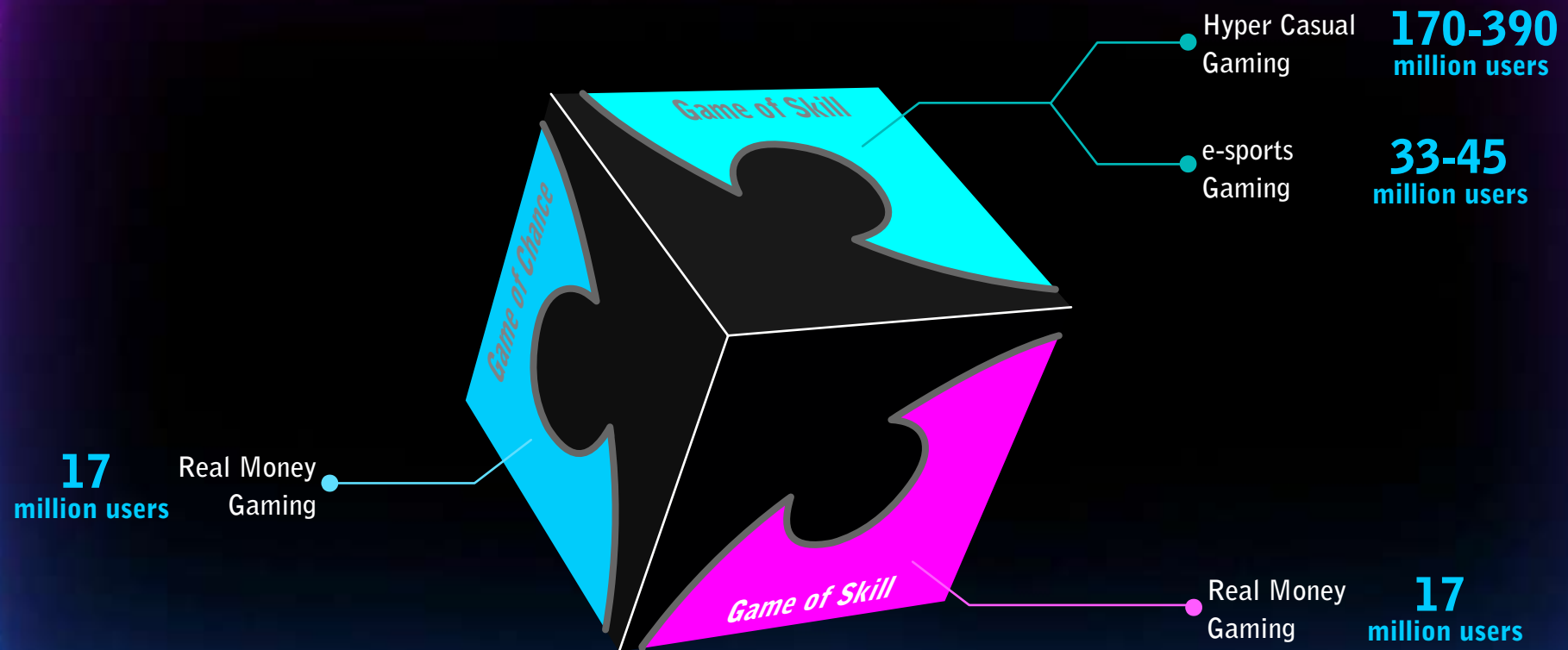**Reasons to use gamification in workplace learning**

| 1 Increases learner engagement | 2 Increases learner retention | 3 Allows to fail and learn | 4 Boasts employee productivity |
|---|---|---|---|

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# Clearing
## the regulatory hurdle

≫ Games fall under two categories, namely games of 'skills' and games of 'chance'. Each of these is yet to be clearly defined and classified.

≫ It is vital to understand the difference between the two. Chance-based games, where real money is involved in winning prizes, rewards etc. would invariable be considered "gambling" and hence illegal by the government

≫ Skill-based gaming companies are facing the challenge of the government conflating these two categories. This has created a regime of ambiguity in which some laws and regulations treat all "online games" as illegal, while some make the distinction between skill-based and chance-based games.

≫ As certain states in India have banned games of chance, it is essential that skill-based gaming companies ensure that are defined. So that it is not considered as gambling in the said states.

≫ Chance-based gaming falls into the subcategory of "real money games", which constitutes less than 3.54% of the total gaming user base in India. It is worth noting that skill-based real money games should not be mistaken for gambling. The issue now boils down to a bigger problem of the GST Council and Ministry of Finance bringing together Casinos, Race Courses and Online Gaming for a reconstitution of GST rates and valuation. But chance-based gaming is just a minor part of this set of activities. The current regime levies an 18% GST on platform fee / Gross Gaming Revenue (GGR).

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≫ There is also a looming possibility of the imposition of a 28% GST on online gaming, casinos, and race courses. Such an event could adversely affect skill-based gaming companies and have detrimental impact on the growth of the gaming industry.



Game of Skill

Hyper Casual Gaming

**170-390** **million users**

e-sports Gaming

**33-45** **million users**

Game of Chance

Real Money Gaming

**17** **million users**

Game of Skill

Real Money Gaming

**17** **million users**

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# Expert Speak

Ninad Chhaya, Senior Vice President - Reliance Games

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The gaming industry has witnessed significant growth in the past couple of years, and given that it is one of the most engaging forms of entertainment, it will continue to grow in revenue and scale in the coming years. The industry is an interesting mix of technology and entertainment, and will benefit from the foreseeable developments in technologies within it. Notwithstanding the rapid pace of growth, skills currently in demand – including soft skills – would continue to be in demand. Those looking to make a career in the industry not only get to work with state-of-the-art technology but also get to be creative, and to interact with various industry specialists.

**5 key developments in the gaming industry that will benefit the workforce**

⪢ 5G – Combined with Cloud Technologies it would enable game developers to develop highly immersive games

⪢ Cloud Gaming - Delivers a premium gaming experience to the players without having to worry about file size limitations and optimizations.

⪢ AI-ML - As the technology evolves, there will be many use cases in game development that will effectively leverage AI-ML to build games

⪢ AR and VR- AR and VR will soon become an integral part of everyday life and this will be a big boost even to the gaming industry

⪢ Web3 and Blockchain – Businesses and players to benefit from NFTs and Cryptos, used as in-game assets, with real money exchange prospects

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**Top skills / roles that are growing or will be in demand**

Some of the growing skills and roles that will be in demand from a game development perspective:

- Game Programming
- Game Art (Game UI-UX, 2D and 3D Art and Animation, Character Modeling, etc.)
- Game Design (Narrative story writers, Game Designers, Level Designers, etc)
- Game Production
- Project Management
- Quality Assurance (QA) Engineers
- Data Scientists and Data Analysts

- Product Managers
- Sound Engineers
- VFX Specialists
- AR, VR Engineers
- User Acquisition (UA) Specialist
- Server Side Programming
- Spatial Designers
- Web3.0 Programmers

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**Desirable skills from candidates apart from tech skills**

Other than the tech, art, design, and production skills that are core to the game development process, a candidate must also have a few other skills like:

≫ Good Communication Skills (verbal and written)

≫ Time Management Skills

≫ People Management / Interpersonal Skills

≫ Crisis Management and Conflict Resolution Skills

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**How gaming industry can excite workforce, as a differentiator**

≫ The gaming industry has a unique proposition to offer as it is at the intersection of technology and entertainment.

≫ Anyone working in the gaming industry or wanting to get into the gaming industry has the potential and opportunity to work on some of the state-of-the-art technologies and platforms to reinvent the creative art of storytelling. The gaming industry brings with it a new way of approaching a concept and telling a story.

≫ Every game irrespective of the platform it is being designed and developed for is a new and interesting challenge be it from a technology perspective or a concept and visual approach perspective.

≫ As a part of a game development team, one gets a chance to interact with people from different specialties of game development.

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## Metaverse - possibilities and scale

>> The virtual worlds have the possibility of being customized and personalized by a user who can also create his/her digital avatar and digital assets.

>> A user (or his/her digital avatar) can interact with other users through voice, chat, etc, and trade in the Metaverse using cryptocurrencies. These experiences would be powered by a blockchain-based Web3 platform to make it secure and decentralized.

>> A Metaverse platform can be truly enjoyed on a fast network and so 5G and cloud computing also play a key role in building it.

>> While gaming is in the forefront as an example of the Metaverse, the Metaverse also has applications across other industries.

>> The potential and possibilities of building a presence in the Metaverse are limitless as the lines between the physical world and the digital world are blurring and everyone is moving towards a Phygital approach to doing business.

>> Gaming and the Metaverse go hand in hand and contrary to what a lot of people say, it is not a passing trend but here to stay with a tangible and scalable business model.

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# Employer and Candidate
## sentiments

## Post-Covid

⏵⏵ Some sources reveal that gaming startups have witnessed a massive boost post-covid owing to the substantial amount of funding received by them. The year 2021 saw a dramatic increase in investments provided to such companies, and the following year in 2022 the influx of investments slowed down, but still remained significant. 79% employer responses confirm that startups in the gaming industry have indeed received more funding in the last two years.

⏵⏵ Currently India constitutes over a third of their population using smartphones. The wide usage of smartphones by millions of Indians, has opened doors for mobile gaming in recent years, and consequently turned the nation into a prodigious market for segment. The rise in the segment post pandemic has been apparent, and 50% candidates believe mobile gaming has been the most significant gaming segment post pandemic whereas 24% believe it is VR/AR gaming.

## Jobs

⏵⏵ Game designers, developers and even QA testers are among the highest paying jobs in the gaming market currently according to employers across various gaming companies. A high requirement of certain expertise in these roles, is justified by the generous compensation provided to employees.

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## Upskilling & Reskilling

≫ As more L&D leaders are focused on upskilling & reskilling, skill changes are expected by the year 2025. Also, the need for it in recent years has undoubtedly become an imperative for candidates, to keep up with the industry requirements, and it is no different in the gaming industry, as 81% candidates say gaming jobs require them to learn new skills. This trend is likely to keep up in the near future, as 64% employers believe that over 35% of their workforce will require upskilling/reskilling to meet demand over the next 2-3 years.

≫ With technology ever evolving, tech roles will always been in need of constant upskilling, and this applies to design roles as well. According 41% employers, the biggest skill gap exists in programming roles, which is probably the biggest tech role currently. In addition, 31% claim the biggest skill gap lies among Artists and Designers.

## L&D

≫ With game based higher education set to increase by 2023 according to some sources, the real question amidst this trend, is whether such means of learning at work is likely to follow suit as well, and if so then to what degree. Responses from candidates suggest companies are working towards it, as 37% candidates expect gamified learning to increase by 40-60% in the next one year, and 33% expect it to increase by 20-40%.

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# Conclusion

India is all set to become one of the world's biggest gaming markets in terms of revenue. With increasing popularity of games and accelerating user base, market growth in this sector is imminent. E-sports is fast becoming a preferred choice of entertainment and creating a community of gamers. With the industry applications being infused in various other allied sectors, it has become a part of our everyday lives. Gamification in sectors such as e-commerce, fintech and education has played a huge role in understanding user behavior. Gaming also comes with a capability to revolutionize learning and development in education and at work, through immersive learning techniques and learner engagement. With constantly evolving technologies that are transforming the gaming experience -  AI, Web3, Block-chain, NFTs, the metaverse - the gaming industry has the potential to evolve into one of the strongest pillars of our economy.

The gaming industry has been facing some challenges owing to frequent regulatory changes. While games of chance have been banned in certain states in India, companies creating skill-based games are required to define a clear use of skill in their games to avoid falling under the category of gambling. Therefore, it is imperative that the sector needs a well-defined framework to attain the next level of growth.

With technology taking rapid strides towards advancements, there is going to be an increasing need for tech skills in the market in both the gaming industry as well as others. This explosion in the job industry will result in growing demand for specialized skills and knowledge in diverse domains. The gaming industry is going to need candidates who are skilled both artistically and technically. A part from creativity, these roles would require programming skills, knowledge of latest gaming trends, analytical skills, gaming experience and other skills such as team work.

The unprecedented growth in the gaming industry is going to continue to be fueled by factors such as smartphone penetration, young demography, affordable internet and adoption of digital payments. With endless technology-driven possibilities, the big boom in the gaming industry is here to stay.

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