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Opportunities for Indian job seekers expected across all industry sectors, regions and organization-size categories according to latest ManpowerGroup Employment Outlook Survey

Current workforces expected to remain intact: percentage of employers who plan to reduce staff in next three months stands at 0

New Delhi, 11th September 2018– According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, the survey of **5,029 employers across India** indicates the hiring pace will remain steady for the next three months. Indian employers across all industry sectors, regions and organization-size categories intend to add to their work forces by varying degrees through the end of the year. Sectors which will lead the job market are likely to be ecommerce and start-ups, retail, pharmaceutical, BFSI, FinTech, automobile, logistics and infrastructure. Companies with medium employee strength (50-249) expect the strongest fourth-quarter hiring pace.

AG Rao, Group Managing Director of ManpowerGroup India said, “With the world of work evolving rapidly, the job ecosystem is being disrupted. We’re seeing more examples of how the gig economy is providing more employment opportunities for Indian techies, multimedia professionals and marketers and employment arrangements such as these are expected to become a significantly larger proportion of workplace transactions. Flexibility and work life balance are becoming the primary criteria for employable candidates.

“Lack of appropriate skillsets and learnability gaps due to the onset of automation have augmented faster than expected. Talent acquisition will be expected to come up with fresh, new styles of recruitment exploring new ways of engagement and writing very specific job descriptions in order to find the right fit. Besides, to cope with the demand of employable workforce, HR must align with colleges and universities for vocational trainings specific to what the job demands to build a job ready workforce”, added Mr. Rao. “Technology and innovation is ruling all the other sectors and across jobs and regions as well. And business leaders in India are persistently on the lookout for the best talent in the market. Non IT sectors are showing high hiring intentions for the upcoming months. Real estate will be one of the major contributors to the Indian economy by supporting innumerable subsidiary industries, thus providing employment directly and indirectly.”

“Digital technologies have now penetrated all the sectors, and therefore, the boundaries between business units such as IT, marketing, finance etc. are fading out. It is no more about tech or non-tech companies, automation is propagating across industries and companies in the banking, retail and construction sectors have widely embraced automation in order to get a competitive edge to increase profit margins and consumer satisfaction through new channels of service that will meet the rising demands from the customers for value and information. And this justifies why all seven MEOS sectors expect growth in employment in the next quarter, especially Services, Wholesale and Retail, Mining and Construction and Manufacturing, Additionally, Over the last few months, the recruitment landscape in India has changed. The HR domain is also going through an automation revamp. The fourth industrial revolution, is what they call it, and it has now reversed the conventional practice of a management-driven approach, which seemed one-sided, to a candidate-centric method, putting the spotlight on the candidate,” Mr. Rao concluded.

Sectoral Trends

According to our survey, India’s job market, overall, is expected to weaken slightly when compared to the last quarter. However, Outlooks remain positive across all industry sectors included in the survey.

The strongest hiring prospect is expected by Mining & Construction sector employers with a Net Employment Outlook of +16%. Service sector employers report similarly favourable hiring plans with an Outlook of +15%, while the Outlooks stands at an upbeat +12% in the Finance, Insurance & Real Estate sector.

“Indian government is already in the process of initiating proactive measures such as Skill India, encouraging start-ups, etc. However, it still needs to focus on effective reforms in education and administrative jobs, creating and enabling policies that will drive industry adoption of related technologies,” said Mr. Rao.

Quarter-over-quarter, employers report stronger hiring intentions in the Mining & Construction sector and the Transportation & Utilities sector, with a hike of 4 and 2 percentage points, respectively.

India’s Regional Trends

Payrolls are expected to increase in all four regions during the coming quarter. Employers in the East and South regions report the strongest Outlooks of +15%, South being the IT hub of India.

Employers in both North the West also forecast steady hiring activity, reporting Outlooks of +13% and +14%, respectively.

Global Trends

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labour market activity in Quarter 4, 2018 and reveals that some job gains are expected in 43 of 44 countries and territories during the October-December time frame.

According to the survey, there is little evidence of notable surges in hiring activity. Overall employer confidence is little changed from prior quarters and most employers remain resilient, appearing content to engage in modest levels of hiring activity against a backdrop of challenges associated with a realignment of global trading partners and ongoing tariff negotiations.

Fourth-quarter hiring plans strengthen in 22 of 44 countries and territories when compared to the July-September time frame, weaken in 14 and are unchanged in eight. When compared to last year at this time, Outlooks improve in 23 countries and territories, weaken in 13 and are unchanged in seven. Fourth-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Romania and Slovenia, while the weakest hiring prospects are reported in Switzerland, Argentina, France and Italy.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the October-December time frame. When compared to the prior quarter, Outlooks improve in three countries and territories and decline in three others. In comparison with last year at this time, employers report stronger hiring prospects in four countries and territories, but weaker forecasts in three. Japanese employers report the region's strongest hiring plans and expect the strongest fourth-quarter global hiring pace. Employers in China expect some job gains in the next three months, but report the region's weakest hiring plans.

Employers in each of 10 participating countries in the Americas region also expect varying levels of workforce gains. Outlooks improve in eight countries and decline in only two in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in six countries and decline in three. Employers in the United States, Canada and Mexico report the region's most optimistic fourth-quarter hiring plans, while employers in Argentina and Panama expect the weakest job growth.

About the Survey

The ManpowerGroup Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling over 59,000 employers in 44 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets. For India Employment Outlook please visit at ManpowerGroup India website: <http://www.manpowergroup.co.in/MEOS.htm> and Experis India: <http://www.experis.in/meos.htm>

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Note to Editors:

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup [Thought Leadership](#) section of the ManpowerGroup Web site.

In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>.

The Manpower Employment Outlook Survey is available free of charge to the public through local Manpower representatives in participating countries. To receive email notification when the survey is available each quarter, please complete an online subscription form at:

<http://www.manpowergroup.com/wps/wcm/connect/manpowergroup-en/home/investors/>

About ManpowerGroup

ManpowerGroup (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for 70 years. We connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.