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Hiring Outlook is expected to be more or less stable in Q3 2021 with a Net Employment Outlook of +7%: ManpowerGroup Employment Outlook Survey

- *Sectors expected to drive the Third-quarter job market include Transportation & Utilities*
- *Services Sector continues to drive the job market for the second quarter consecutively.*
- *The weakest labour market is expected in the Mining & Construction sector where the Outlook is -2%.*

New Delhi, 08 June 2021– According to the ManpowerGroup Employment Outlook Survey released today by [ManpowerGroup India](#), the survey of **1303 employers across India** indicates a more or less stable in hiring plans for the upcoming three months. Sectors which will lead the job market are likely to be the Transportation & Utilities followed by Services sector. The strongest hiring pace is recorded in the medium sized organizations followed by the Large sized organizations with a seasonally adjusted outlook of +8% and +6% respectively. From a region perspective, North and South indicate similar outlook at +6%.

ManpowerGroup further extended its survey to include the impact of COVID resulting in the following outcome:

- A majority with 46% of them said that did not know when they were likely to resume regular hiring. Only 3% reported not expecting to go back to pre-pandemic levels of hiring. For those who expected an increase in hiring, 54% stated they would hire by June 2021.
- 40% of survey respondents expected to have their workforce work from home full-time.
- 38% of the respondents wanted to have either flexible or condensed work hours for their employees.
- Some of the concern for most organizations surveyed about remote working revolved around worker wellbeing, company culture, productivity, and innovation. The biggest concern, with 51%, was whether their employees will be able to collaborate efficiently.

[Mr. Sandeep Gulati](#), Group Managing Director of [ManpowerGroup India](#) said, “The second wave of the Pandemic has been ruthless. However, India has shown buoyancy and determination to recover by maintaining the momentum of its economic activities. The Ministry of Electronics and IT invited players to bid for the second round of large-scale electronics manufacturing under the production-linked incentive (PLI) scheme. They further announced a key scheme for establishing display fabrication units in India. The Parliament approved bill to increase FDI’s in Insurance sector. Further, Production-linked Incentives of Rs. 2 trillion is approved by the cabinet to be

disbursed over 5 years to create jobs and boost production. All these measures will enhance and accelerate the growth trajectory.”

He further opined “The demand for skilled workforce has been stable since the beginning of the year. Demand for Sales, Service and Delivery personnel is on the rise as consumer confidence is returning owing to the vaccination drive.”

Sectoral Trends

Workforce gains are anticipated in six of the seven industry sectors during the upcoming quarter. The strongest labor market is forecast by Transportation & Utilities sector employers with a Net Employment Outlook of +10%, while Services sector employers expect a fair hiring pace, reporting an Outlook of +7%. However, Mining & Construction sector employers expect to trim payrolls, reporting an Outlook of -2%. Hiring intentions weakened in four of the seven industry sectors when compared with the previous quarter, most notably by 6 percentage points in the Mining & Construction sector. In both the Finance, Insurance & Real Estate sector and the Public Administration & Education sector, Outlooks decline by 4 percentage points, while Services sector employers report a decrease of 2 percentage points. Meanwhile, Transportation & Utilities sector employers report an improvement of 3 percentage points.

India’s Regional Trends

The strongest hiring prospects are reported in the North and South where the Net Employment Outlook is +6%. Hiring prospects weakened by 4 percentage points in the West when compared with the previous quarter, and decline by 2 percentage points in the North. Elsewhere, hiring sentiment remains relatively stable in both the East and the South.

Global Trends

ManpowerGroup interviewed 45,000 employers in 43 countries, a post-pandemic hiring boom is on the horizon; with intentions at the most optimistic level since the beginning of the pandemic, with outlooks improving in 31 out of 43 countries when compared with the previous quarter. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2021 as compared to the current quarter?”

Strongest hiring prospects are reported in the U.S. (+25%), Taiwan (+24%) and Australia (+17%), with the weakest in Argentina (+1%), Panama (+1%) and South Africa (+1%). Those industries who are unable to offer flexibility are struggling the most to fill talent shortages (74%), as are firms with a headcount above 250 (74%)*. European employers report the highest talent shortage globally (74%), with the biggest impacts being felt in France (88%), Romania (86%) and Italy (85%)*. Most employers are working to build new kinds of flexibility into roles that were previously seen as inflexible; 36% of employers said they plan to incorporate flexible start and finish times, and 31% plan on offering a mix of remote working and workplace-based working

In comparison with the prior quarter, hiring plans strengthened in three countries (China, Japan and Hong Kong) and weakened in three (Taiwan, Singapore and India). Compared with all other regions, 15% APAC employers plan to have employees work remotely all of the time, compared with just 5% in EMEA and 3% in the Americas. Half of employers in APAC are the most optimistic about a return to pre-pandemic hiring levels by the end of 2022 (49%). China reports

one of its strongest outlooks in years. Its Finance, Insurance & Real Estate sector outlook of +19% is the strongest reported since 2013

About the Survey

The [ManpowerGroup Employment Outlook Survey](https://www.manpowergroup.com/press/meos.cfm) is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling over 37,000 employers in 43 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: <https://www.manpowergroup.co.in/manpowergroup-employment-outlook-survey.html>. The next survey will be released June 8, 2021 and will report hiring expectations for Q3 2021.

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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](https://www.manpowergroup.com/press/meos.cfm) 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: <https://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: <https://www.manpowergroup.com/wps/wcm/connect/manpowergroup-en/home/investors/>

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ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.