

INDIA MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

QUARTER 2, 2022 (April – June 2022)



ManpowerGroup®



EXECUTIVE SUMMARY

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 3,000 employers, India indicated the highest outlook since inception of the Survey.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?”

With 55% of employers forecasting an increase in payrolls, 17% anticipating a decrease and 36% expecting no change, the resulting Net Employment Outlook is +38%. Hiring sentiment witnessed a decline by 11 percentage points in comparison with the prior quarter and increase by 28 percentage points when compared with this time one year ago.

Employers anticipate staffing climate gains for all Indian sectors during Q2 2022. Staffing environments are forecast to worsen for 10 of 11 sectors compared to the previous quarter. Workers in India can expect the NEO to grow for 1 of 11 sectors and predictions to grow for all sectors since hiring managers were asked in the second quarter of 2021.

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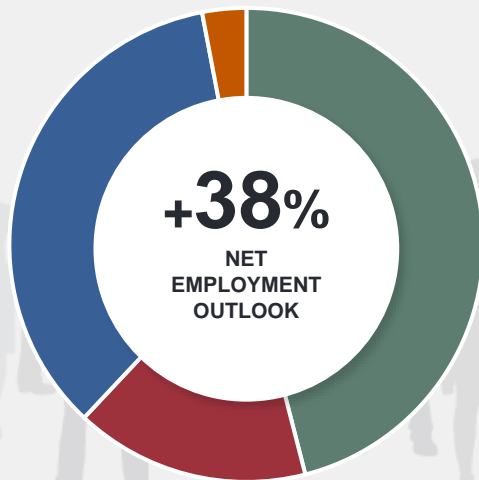




**Q2 India
EMPLOYMENT
OUTLOOKS:
The Market
continues to show
healthy employment 
Outlook of +38%**

Employer Hiring Expectations from April – June 2022

A significantly healthy job market is expected in India during the quarter from April to June 2022, with a Net Employment Outlook (NEO) of +38 percentage points. Hiring decision makers anticipate the NEO to decreased by -11 percentage points compared to the last quarter and grow by 28 points when compared with predictions from Q2 2021.



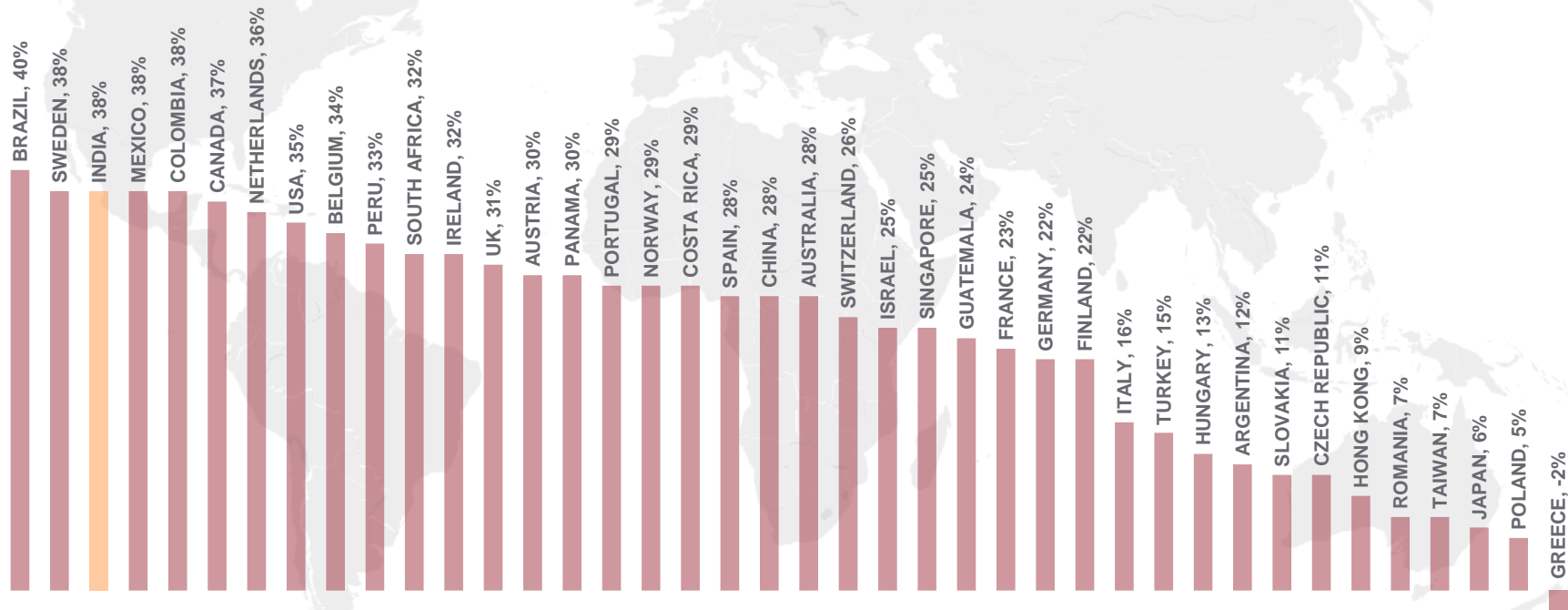
55% PLAN TO HIRE

17% EXPECT TO DECREASE

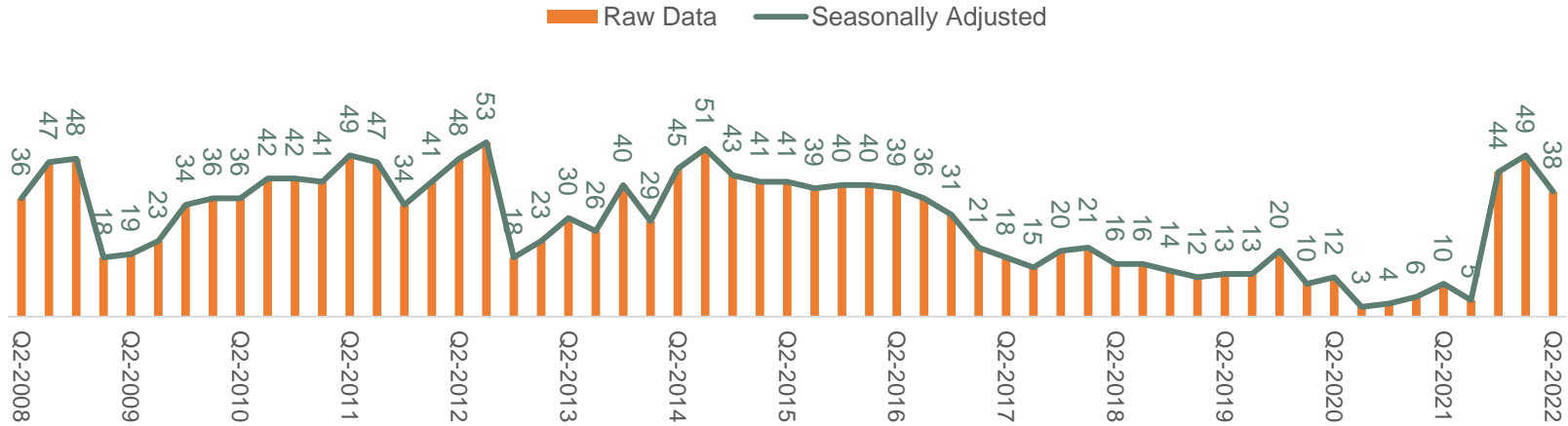
26% PLAN TO KEEP WORKFORCE LEVELS STEADY

2% UNDECIDED

All Countries Report a Positive Outlook Except Greece

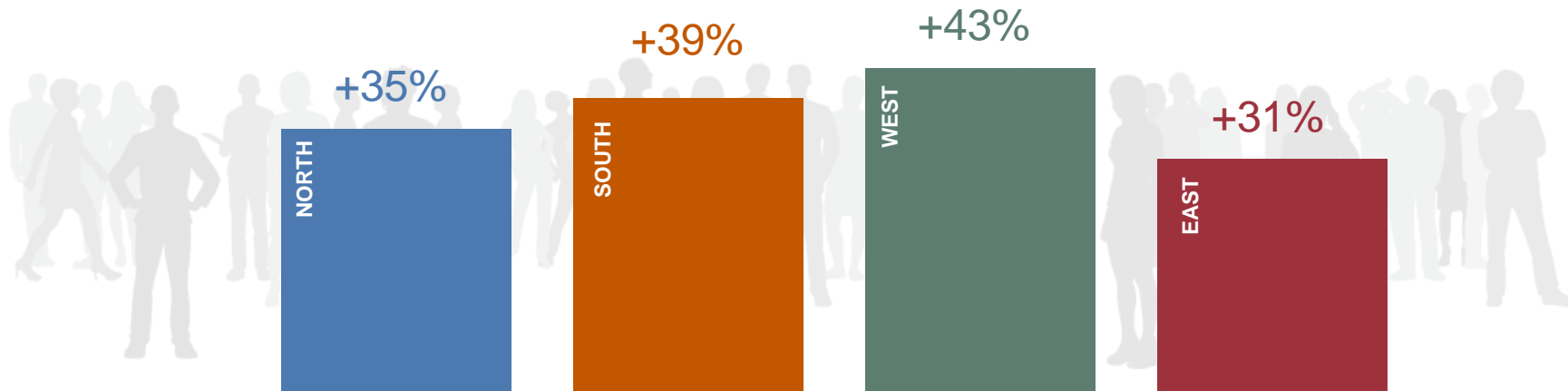


Historical Net Employment Outlook



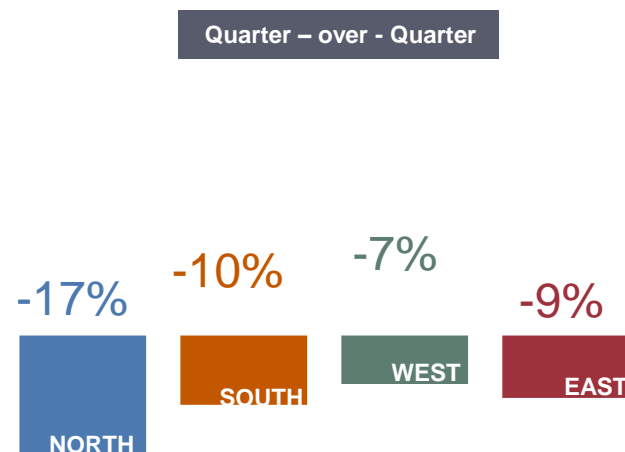
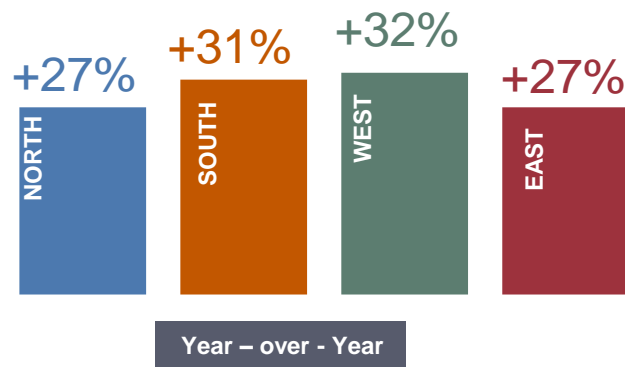
Net Positive Outlooks Optimistic Across Regions

Employers in all four regions expect to grow payrolls during the Second quarter of 2022. The strongest hiring pace is anticipated in the West, where the Net Employment Outlook stands at +43%. Dynamic hiring activity is also forecasted in South and North, with outlooks of +39% and +35%, respectively, while the outlook for the East is +31%.



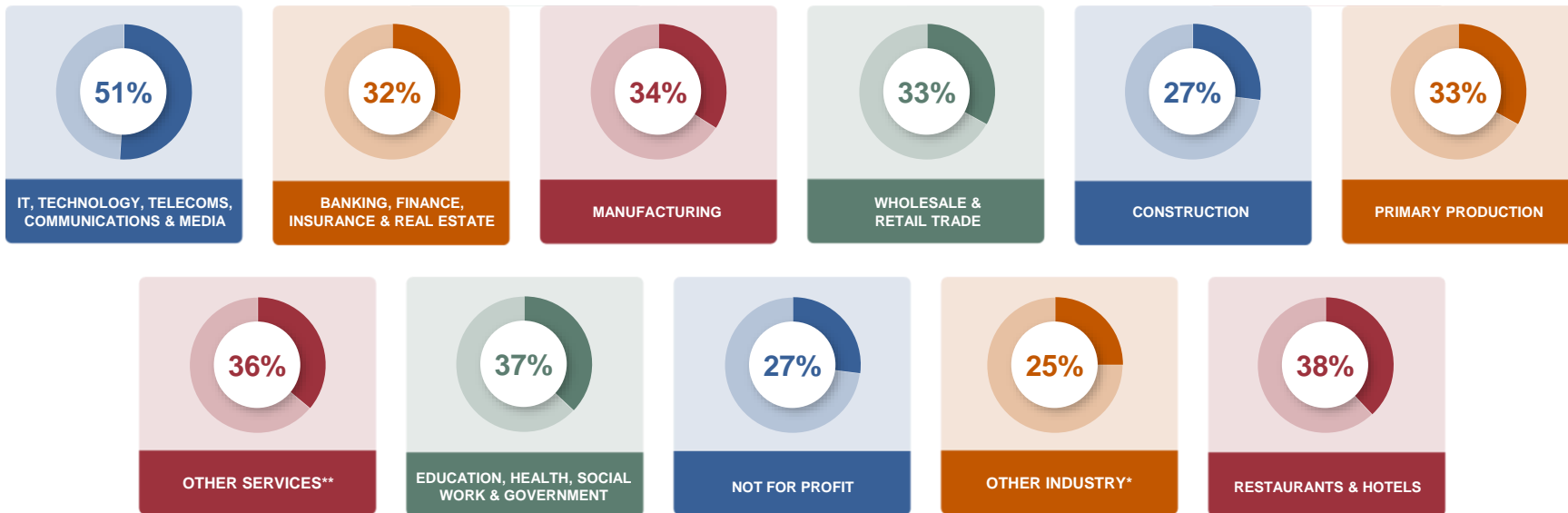
Net Positive Outlooks Optimistic Across Regions, Both YoY & QoQ

The strongest region is the West, with employers reporting a Net Outlook of 43. Since being asked in Q1 2022, employers in this region anticipate the NEO to reduce by -7 percentage points and improve by 32 points compared to the same period last year. Reporting a NEO of 31, employers in the East region expect the least competitive job market during the coming quarter. Compared with the last quarter, this region's workers can anticipate the NEO to condense by -9 percentage points and since the second quarter of 2021, the NEO is set to improve by 27 percentage points.



Positive Outlook Expected Across All 11 Industries

IT and Technology role continue to dominate the market with the strongest outlook (+51%), followed by Restaurants and Hotels (+38%) and Education, Health, Social Work and Government (+37%).

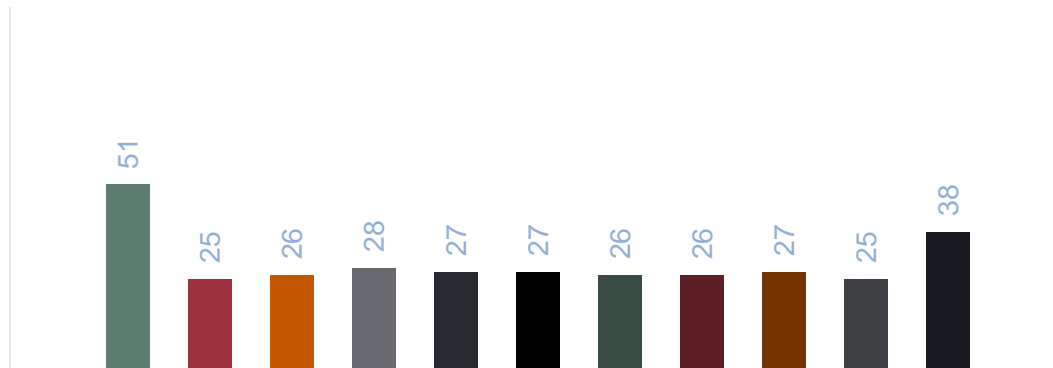


*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

**Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

Net Positive Outlooks Optimistic Across Industries, Both YoY & QoQ

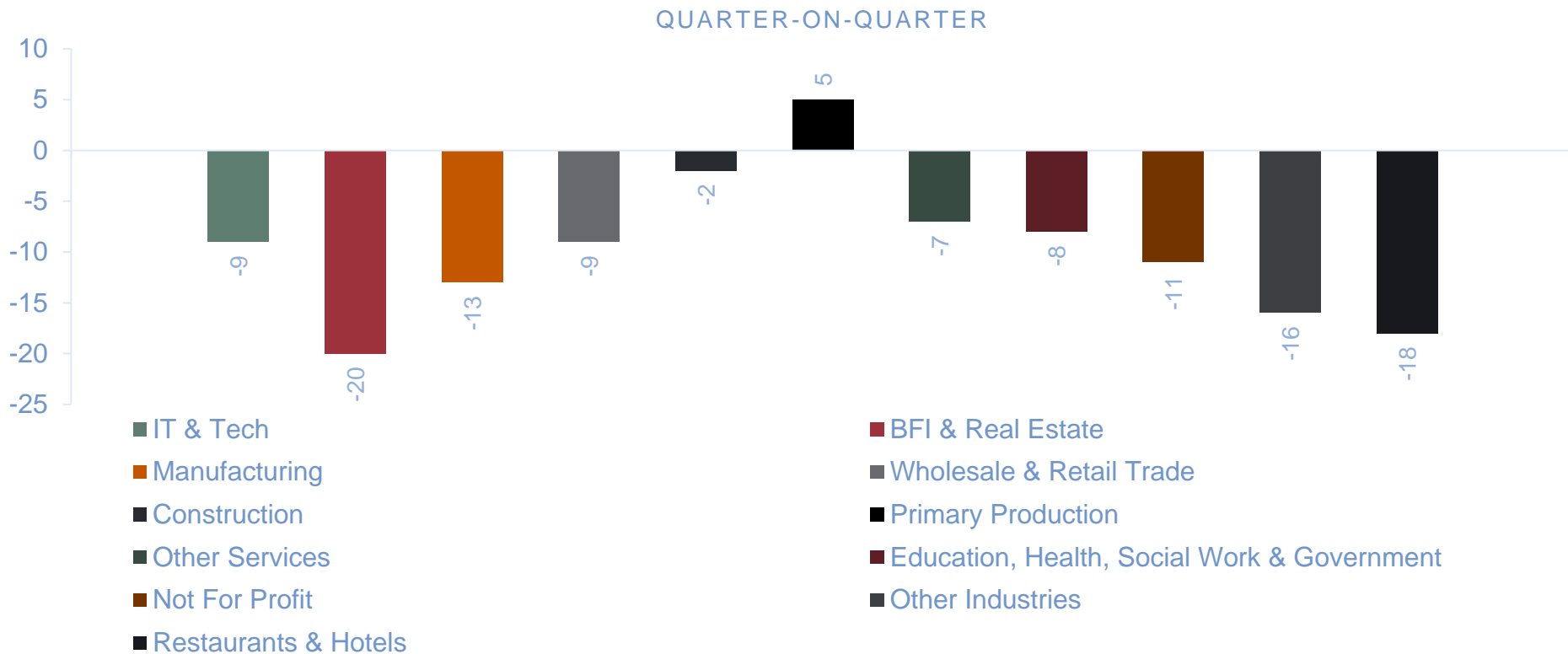
Reporting a NEO of 51, employers in the IT, Tech, Telecoms, Communications and Media sector expect the best-performing staffing climate in the coming quarter. Among the least competitive sectors is Construction with organizations reporting a NEO of 27. Compared with the first quarter of 2022, this sector's job hunters can expect the NEO to worsen by -2 percentage points and improve by 27 points compared to Q2 2021. Employers in Not for profit are also forecasting an outlook of 27 during the next quarter. In this sector hiring managers expect hiring plans to worsen by -11 points quarter-on-quarter.



YEAR-ON-YEAR

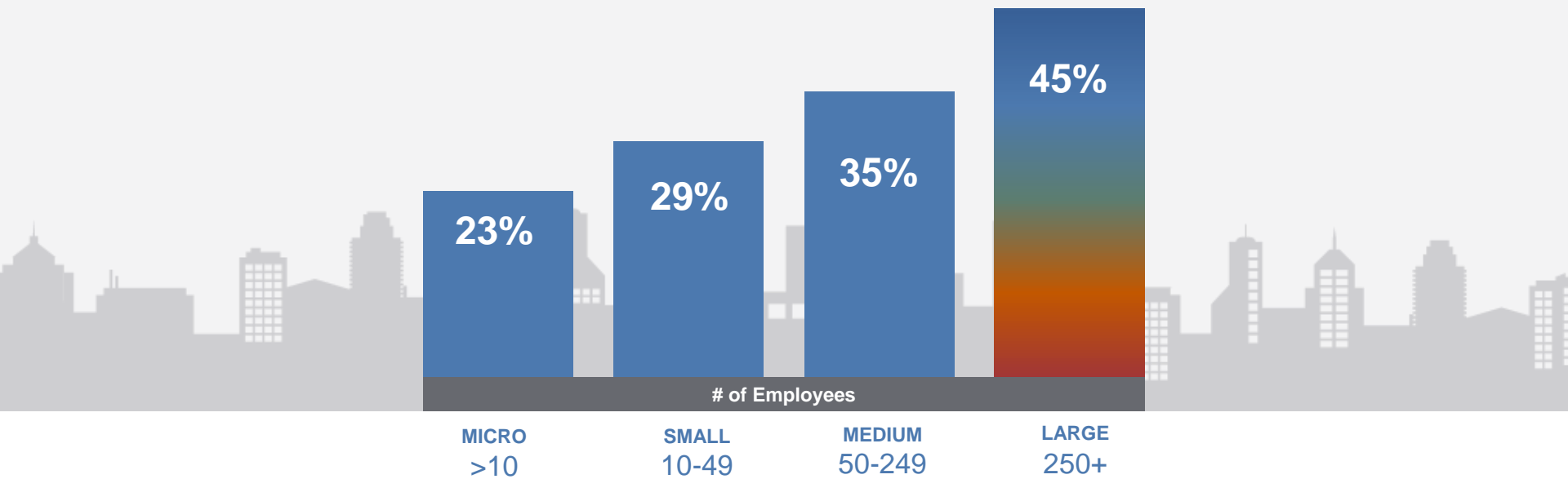
- IT & Tech
- BFI & Real Estate
- Manufacturing
- Wholesale & Retail Trade
- Construction
- Primary Production
- Other Services
- Education, Health, Social Work & Government
- Not For Profit
- Other Industries
- Restaurants & Hotels

Overview of Outlooks Across Industries QoQ



Large Organizations Report Strongest Hiring Intentions

Organizations are planning for a NEO of 45 in organizations with 250+ employees in Q2 2022, making it the organization size with the top performing expected hiring climate. These organization sizes' organizations expect the NEO to worsen by -12 percentage points compared against Q1 2022 and improve by 35 points compared to the second quarter of 2021. Reporting a NEO of 23, hiring decision makers in organizations with less than 10 employees expect the lowest-performing staffing climate for the next quarter. Job hunters in these types of organizations can expect the NEO to worsen by -18 percentage points compared to the previous quarter2



Majority of Asia Pacific Employers More Optimistic to Hire

In all 7 Asia Pacific countries and territories, employers expect to grow payrolls during the next three months.

Hiring sentiment strengthens in 2 countries and territories quarter-on-quarter (China and Singapore) while weakening in 5. Compared with last year, Outlooks strengthen in 6 of the 7 countries and territories.

Only Taiwan saw expectations worsen since last year. The strongest hiring prospects are reported in India, followed by Australia and China, while the weakest regional labor market is expected in Japan, with Taiwan and Hong Kong close behind.

STRONGEST HIRING INTENTIONS:
India (+38%), Australia (+28%) and China (+28%)

WEAKEST HIRING INTENTIONS:
Hong Kong, (9%), Taiwan (+7%) and Japan (+6%)





ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in January 2022 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

Unique

It is unparalleled in its size, scope, longevity and area of focus. The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent

The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust

The survey is based on interviews with more than 39,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused

For more than six decades the survey has derived all of its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of June 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q2 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



Cultivate communities of talent outside the organization



Help people move on or move up to new roles within the organization

Explore the [Workforce Resource Hub](#) for the latest workforce trends and insights.

ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



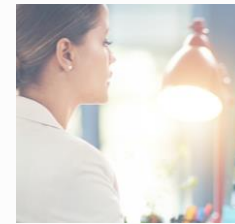
Talent Resourcing



Career Management



Career Transition



Attracting Top Talent

