



Manpower Employment Outlook Survey reveals that Indian employers expect the vigorous hiring pace to continue in Quarter1. Northern and Western region employers report strongest job prospects for the quarter ahead.

Hiring intentions remain optimistic for the upcoming quarter and Outlooks remain positive in all sectors and regions

New Delhi, 8th December 2015—According to the **Manpower Employment Outlook Survey released today by ManpowerGroup**, the survey of **5,065 employers across India** indicates that Indian employers expect the hiring pace to remain robust in the January-March time frame. Once the data is adjusted to allow for seasonal variation, employers report an Outlook of +42%.

For the second consecutive quarter, employer confidence in India is stronger than in any of the other 41 countries and territories participating in the survey. More than four in 10 employers expect to add to their payrolls in the first three months of the year, and the hiring pace is expected to be vigorous in each of India's seven industry sectors.

“As the Indian economy keeps up its escalating growth trajectory, the job market also looks very positive. Job seekers are optimistic about job opportunities in the country. The Indian market continues to grow, with strong confidence bolstered by high levels of investment. Giving the much needed reforms impetus to the economy, the government announced Foreign Direct Investment (FDI) reforms in as many as 15 sectors. Employer hiring intentions remain positive, primarily driven by Transportation and Utilities, Wholesale and Retail Trade, Finance, Insurance and Real estate and Public Administration & Education Sectors,” said A G Rao, Group Managing Director at ManpowerGroup India.

“The e-commerce sector is one of the fastest growing industry segments today and is expected to experience continuing growth and perhaps a significant boom in the coming months. Led by increasing Internet penetration and youngsters' presence online, India's e-commerce market has seen huge growth in the past few years,” added Mr. Rao.

Sectoral Trends

Job gains are expected in all seven industry sectors during the January-March period. Employers anticipate an increase in staffing levels in all seven industry sectors during 1Q 2016. Transportation & Utilities sector employers report the strongest Net Employment Outlook of +48%, while employers in three sectors report bullish Outlooks of +45% – the Finance, Insurance & Real Estate sector, the Public Administration & Education sector and the Wholesale & Retail Trade sector. Elsewhere, Services sector employers anticipate a booming labor market, reporting an Outlook of +43%, while dynamic Outlooks of +41% and +40% are reported by employers in the Mining & Construction sector and the Manufacturing sector, respectively.

When compared with 4Q 2015, hiring plans strengthen in four of the seven industry sectors. Finance, Insurance & Real Estate sector employers report an increase of 6 percentage points while Outlooks are 4 percentage points stronger in both the Mining & Construction sector and the Public Administration & Education sector. Meanwhile, hiring plans are unchanged in two sectors – the Manufacturing sector and the Wholesale & Retail Trade sector – and remain relatively stable in the Services sector.

Year-over-year, hiring prospects improve in three of the seven industry sectors. Public Administration & Education sector employers report the most noteworthy increase of 8 percentage points while Outlooks are 2 percentage points stronger in both the Mining & Construction sector and the Transportation & Utilities sector. However, hiring intentions weaken in three sectors, including the Wholesale & Retail Trade sector and the Manufacturing sector, where Outlooks decline by 7 and 3 percentage points, respectively.

India's Regional Trends

Employers anticipate payroll gains in all four regions during 1Q 2016, most notably in the North, where the Net Employment Outlook stands at +55%. Employers in the West also report bullish hiring prospects with an Outlook of +42% while bright hiring intentions are reported in both the South and the East, where Outlooks stand at +37% and +36%, respectively.

Year-over-year, Outlooks improve in two regions – increasing by 11 and 4 percentage points in the North and the East, respectively. Meanwhile, employers in the South report a decline of 9 percentage points and the Outlook for the West is 2 percentage points weaker.

Quarter-over-quarter, employers report stronger hiring plans in both the North and the West, with increases of 10 and 2 percentage points, respectively. However, the Outlook for the East declines by 6 percentage points. Employers in the South report relatively stable hiring prospects.

Global Trends

ManpowerGroup interviewed over 58,000 employers across 42 countries and territories to forecast labour market activity* in Quarter 1 2016. According to the first-quarter research from ManpowerGroup, employers in 39 of 42 countries and territories intend to add to their payrolls by varying degrees at the start of 2016. However, the survey reveals few trends that signal labor market momentum is building in one direction or another. Opportunities for job seekers are expected to remain similar to those available in the final three months of 2015, and results for the January-March time frame indicate that a small majority of employers are content to either retain current staff or grow payrolls at modest levels while they await more definitive signs in the marketplace.

Employers are encountering some headwinds. For instance, China's slowdown is evidently impacting labor market activity beyond its Asia Pacific neighbors. Depressed demand for raw materials is pushing mining and extraction sector forecasts down across the globe, including in Colombia, Peru and South Africa where sector forecasts are the least optimistic yet reported. What's more, many ManpowerGroup operations corroborate the recent Talent Shortage Survey and report that employers continue to be frustrated by their inability to source specific talents—including IT, engineering and many skilled trades.

Overall, forecasts are mixed in comparison to the Quarter 4 2015 and Quarter 1 2015 surveys; hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weakens in 18, and is unchanged in five. First-quarter hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest—and only negative—forecasts are reported in Brazil, Finland and France.

Workforce gains are forecast in 22 of 24 countries in the Europe, Middle East & Africa (EMEA) region. Hiring plans improve in 14 countries quarter-over-quarter and weaken in only seven. In a

year-over-year comparison, Outlooks improve in 12 countries and decline in eight. Once again, Turkish job seekers will likely benefit from the strongest employer hiring plans in the EMEA region. Additionally, employers in Slovakia report their most optimistic hiring plans since their survey was launched in Quarter 4 2011, while employers in Italy report their first positive hiring expectations since Quarter 1 2011. Employers in Finland and France report the upcoming quarter's weakest EMEA forecasts.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling nearly 59,000 employers in 42 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>

###

Note to Editors:

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 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) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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 makes powering the world of work humanly possible: www.manpowergroup.com
www.manpowergroup.com/meos

About ManpowerGroup India: ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in India since 1997. ManpowerGroup India provides unique value to clients and candidates through a comprehensive suite of innovative solutions which cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career

management, to outsourcing and workforce consulting. This is the Human Age, where access to talent has replaced access to capital as the key competitive differentiator. ManpowerGroup India creates powerful connections between organizations and the talent they need to enhance their competitiveness and unleash their workforce potential. For More information, visit www.manpowergroup.co.in.

Experis is the global leader in professional resourcing and project-based workforce solutions. We accelerate organizations' growth by intensely attracting, assessing and placing specialized expertise in IT, Finance and Accounting, Engineering and Healthcare to precisely deliver in-demand talent for mission-critical positions, enhancing the competitiveness of the organizations and people we serve. Visit www.experis.in to learn more.