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## **Indian Employer’s Hiring Sentiments strongest globally: ManpowerGroup Employment Outlook Survey Q4, 2024**

*Final ManpowerGroup Employer Outlook Survey of 2024 finds Net Employment Outlook in India being the strongest worldwide with significant improvement of +7% when compared to the same time last quarter.*

- The Financials and Real Estate sector has the brightest Outlook, closely followed by Information Technology.
- Talent Shortage continues to widen the demand supply gap in India Inc.

**NEW DELHI, INDIA (September 10, 2024)** – Employers anticipate closing out 2024 with enthusiasm as the festival season begins, according to the latest [ManpowerGroup](#) (NYSE: MAN) Employment Outlook Survey of nearly 3150 employers across sectors and region. The research is based on survey responses fielded July 1-31, 2024. The Net Employment Outlook (NEO) for Q4 is +37%, up +7% from Q3 2024, and unchanged when compared with the same time last year.

“The hiring intention of employers signifies the positive outlook in the country’s economic position that has been reinforced by exports as a result of multi-lateral foreign policies and large-scale infrastructure development. Coupled with this, is our demographic advantage that is expected to boost our competitiveness in the global market,” said Sandeep Gulati, Managing Director, ManpowerGroup India and Middle East. “The Consumer Confidence Index (CCI) and Business Assessment Index (BAI) are moving upwards indicating confidence in the future of the economy.”

Mr. Gulati further stated, “India is expected to focus on its high domestic consumption, economy-booster government schemes, increasing demand for outsourcing services and manufacturing boom. With increased focus on skill development to meet market demands, India may be able to reduce unemployment and fasten the pace of economic development by creating more capable and adaptable workforce that meets the need of the emerging industries.”

### **KEY FINDINGS FROM THE Q4 SURVEY**

- Employers across all sectors report net positive hiring intentions with Financial and Real Estate Industry having the strongest outlook of +47% followed by Information Technology (+46%), Industrials and Materials (36%) and Consumer Goods and Services (+35%). The least optimistic prospects were witnessed in the Communication Services (+28%). When compared to the same period last quarter, besides Healthcare and Life Sciences (-6%), all other sectors have shown a positive uptick.
- Northern region of India continues to dominate the job demand with an outlook of +41% followed by West (+39%).



To view the complete results for the fourth quarter 2024 ManpowerGroup Employment Outlook Survey, including regional and country data, visit: <https://www.manpowergroup.co.in/manpowergroup-employment-outlook-survey.html>. The next survey will be released in December and will report hiring expectations for the first quarter of 2025.

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## **ABOUT THE SURVEY**

The ManpowerGroup Employment Outlook Survey 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.

## **SURVEY METHODOLOGY**

The methodology used to collect NEO data has been digitized. Survey responses were collected from July 1-31, 2024, and 40,340 employers across 42\* countries were asked about their fourth quarter hiring intentions. Both the questions asked, and the respondent profile remain unchanged. The size of the organization and sector are standardized across all countries and territories to allow international comparisons. All NEOs referenced have been seasonally adjusted for easier interpretation, comparison, and consistency.

## **About ManpowerGroup**

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, Talent Solutions and Rotostat – creates substantially more value for candidates and clients across India. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2023 ManpowerGroup was named one of the World's Most Ethical Companies for the 14th year - all confirming our position as the brand of choice for in-demand talent. [www.manpowergroup.co.in](http://www.manpowergroup.co.in).

## **FORWARD LOOKING STATEMENTS**

This press release contains forward-looking statements, including statements regarding labor demand in certain regions and countries and economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements due to risks, uncertainties and assumptions. These factors include those found in the Company's reports filed with the SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2023, which information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.