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India's Employment Outlook Rises to 43% in Q2 2025, Reflecting Strengthening Job Market

- India continues to lead the global Net Employment Outlook (43%), exceeding the global average by 18 points for Q2 2025.
- The Information Technology sector continues to lead with the strongest Outlook at 53%, followed by Industrial & Materials (48%), and Financials & Real Estate (43%).
- Larger organizations show the strongest hiring intentions, with companies having 1000-4,999 employees reporting the most optimistic Outlook (58%), followed by companies with 5,000+ employees (55%).

NEW DELHI, INDIA (March 11, 2025) – Hiring intentions continue to increase heading into the second quarter of 2025, with employers reporting a Net Employment Outlook (NEO) of 43%, according to the latest [ManpowerGroup](#) (NYSE: MAN) Employment Outlook Survey. This represents an increase of 3 points compared to the previous quarter and 7 points since Q2 2024.

The survey, which collected data from over 3,000 employers across different regions of India, indicates a rising confidence in the region's labor market as businesses seek to expand and invest in technology and talent to stay competitive.

“This year, the ManpowerGroup Employment Outlook Survey reflects a resilient and growing job market in India. Hiring sentiment has strengthened compared to the previous quarter, showcasing the confidence of Indian businesses in navigating an evolving economic landscape,” **said Sandeep Gulati, Managing Director, ManpowerGroup India and Middle East.** Technology, industrial, and financial sectors continue to lead the hiring momentum, with larger organizations driving workforce expansion - this growth is fueled by business expansion, digital transformation, and a strong commitment to upskilling.”

Mr. Gulati further added, “India’s labor market is at a pivotal moment- as the country cements its position as a global economic and technology hub, businesses are prioritizing talent strategies that balance agility with long-term growth. The surge in AI, automation, and digital adoption is creating a demand for specialized skills, making workforce planning a critical priority. The ability to attract, retain, and develop skilled professionals will be a key factor for sustained success. At ManpowerGroup, we remain committed to enabling organizations to build high-impact teams that drive innovation, resilience, and sustainable growth.”

Besides employment Outlooks, the India report also sheds light on the main reasons for staffing increases. 45% of employers in India report company expansion as the top reason for staffing increases, followed by tech advancements requiring more expertise (38%), and upskilling to stay competitive (35%).



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KEY FINDINGS FROM THE Q2 SURVEY

- 55% of employers intend to hire, 12% foresee a decrease, 29% do not expect any change in their workforce, and 4% are unsure.
- Information Technology (55%), Industrial and Materials (48%), Health Care & Life Sciences (42%), Transport and Logistics & Automotive (40%) and Communication Services (38%) sectors report a growth in hiring intentions when compared to Q1 2025. Financial and Real Estate (43%), with the third highest Outlook (43%), is marginally down by 1 point while Energy & Utilities (32%) and Consumer Goods & Services (32%) see a decrease of 6 points and 8 points respectively compared to the previous quarter.
- Year-on-year, job markets have strengthened in all 4 regions. The West (47%) leads regional hiring intentions, followed by the North & East (44%), and the South (39%).
- Company expansion (45%) is cited as the top reason for staffing increases, while market changes (36%) was listed as the top reason for employers anticipating a staffing decrease in the second quarter

Used internationally as a bellwether of labor market trends, the NEO is calculated by subtracting the percentage of employers who anticipate reductions in staffing levels from those who plan to hire. To view the complete results for Q2 2025 ManpowerGroup Employment Outlook Survey, including regional and country data, visit: <https://manpowergroup.co.in/manpowergroup-employment-outlook-survey.html>. The next survey will be released in June 2025 and will report hiring expectations for the third quarter of the year.

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 for the Employment Outlook has been digitized in 41 markets for the Q2 2025 report. Survey responses were collected from January 2-31, 2025, and 40,413 employers across 42 countries were asked about their first quarter hiring intentions. The question asked and the respondent profile remains unchanged. Size of 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 2025 ManpowerGroup was named one of the World's Most Ethical Companies for the 16th year - all confirming our position as the brand of choice for in-demand talent. For more information, visit www.manpowergroup.co.in or follow us on [LinkedIn](#), [Facebook](#), [Instagram](#), and [Threads](#).



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FORWARD LOOKING STATEMENTS

This press release contains forward-looking statements, including statements regarding labor demand in certain regions and countries and economic uncertainty and workforce trends, including, advancing diversity and inclusion initiatives and closing the skills gap to address ESG goals. 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 U.S. Securities and Exchange Commission SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2024, whose 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.