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**India's Hiring for Q4 2025 slows marginally to 40%, as workforce flexibility takes center stage**

*ManpowerGroup survey shows employers leaning on temporary and consultant talent to stay competitive*

- Indian employers reported a 7% decline in hiring intentions compared to Q3 2025 and continue to report the 2<sup>nd</sup> highest Outlook globally, 17 points above the global average.
- Across the sectors, the Energy & Utilities maintained the strongest Net Employment Outlook of 59%, followed by Financials & Real Estate (52%), and Information Technology (48%).
- Company expansion (43%) remains the top reason for staffing increases, while automation (38%) tops the list for anticipated workforce reductions.

**NEW DELHI, INDIA (Sep 9, 2025)** – 2025 closed with a lowered hiring sentiment, according to the latest ManpowerGroup Employment Outlook Survey with the Q4 Net Employment Outlook (NEO) standing at 40%. The results, based on responses from 3,149 employers across India during July 2025, show the Outlook weakening by 7% from the previous quarter while improving 18% year-on-year. Indian employment Outlook looks robust in a mixed economy. Despite a projected 6.5% GDP growth driven by the services sector, weakened foreign investment sentiment is prompting firms to remain cautious about expansion. As a result, employers are expected to limit hiring and continue facing wage pressures in Q4 2025 leaving the labor market cautiously optimistic.

Although India's employment Outlook has eased slightly this quarter, the fundamentals of our labor market remain strong with sectors such as Energy & Utilities, Financials & Real Estate, and Technology continuing to drive hiring, underscoring the country's structural growth momentum. A key trend emerging from MEOS Q4 is the increasing reliance on workforce flexibility, with employers balancing permanent, temporary, and consultant talent to stay agile in a dynamic environment. As businesses manage wage pressures, technological shifts, and evolving employee expectations, adaptive workforce strategies will be central to sustaining India's long-term competitiveness," **said Mr. Sandeep Gulati, Managing Director, ManpowerGroup India and Middle East.**

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.

**Q4 KEY FINDINGS**

- The majority of employers (55%) anticipate an increase in hiring, while 31% expect to maintain current staffing levels, 12% anticipate a decrease, and 2% are unsure.
- Energy & Utilities leads the pivot, with an Outlook of 59%, showing an increase of 18% since the previous quarter and 74% since Q4 2024. This quarter marks the highest NEO recorded since we started tracking in 2023. Globally, India is the front-runner for its employment hiring expectations, above the sector's global average NEO by 39 points.
- Financial & Real Estate emerges as the second leading sector in hiring intentions at 52%, marking an 18% year-over-year increase. This represents the sector's highest Outlook since Q4 2022. Other strong performers include - Information Technology (48%), Healthcare & Life Sciences/Transport, Logistics and Automotive at 44% Outlook each.
- The most competitive region in India is the North (45%) although it has weakened by 4%. It is followed by the West (41%), which remains stable, the South (39%) with an Outlook that has strengthened by 5%, and the East (32%) which has weakened significantly by 33% vs the last quarter.



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- Indian employers in large organizations with 1000-4999 employees are the most optimistic with a NEO of 54%, rising by 2% since last quarter and 17% since Q4 2024. Globally, India's employment expectations in organizations of this size is twice the average NEO which stands at 27%.

### WORKFORCE TRENDS

Beyond headcount, employers face mounting talent challenges. Nearly half (46%) cite attracting qualified candidates as their biggest obstacle, while 42% see work-life balance as the most effective retention strategy. One-third of employers (36%) are hiring specifically to keep pace with technological change. Among those reducing staff, nearly one-third (38%) cite automation as the main driver for roles reductions.

1. **Employers in India rate their hiring process:** While nearly half said that their biggest challenge is attracting qualified candidates, the majority (80%) of employers feel confident their hiring process is effective at selecting the right people for the right roles.
2. **Evolving workforce strategies to meet the moment:** Temporary workers are nearly catching up with full-time employees to handle specialized short-term tasks and surge support.
3. **Core roles remain anchored in permanent staffing:** Employers continue to rely on permanent employees for administrative tasks (50%), customer service (45%), and operational support (47%).
4. **Work-life balance tops the list of effective retention strategies:** 42% report work-life balance as the top factor influencing employee retention in their organization. This especially holds true for the following sectors: Consumer Goods & Services (50%), Communication Services/ Healthcare & Life Sciences/ Information Technology (43%).

To view the complete results for the Q4 2025 ManpowerGroup Employment Outlook Survey, including regional and country data, visit: <https://www.manpowergroup.co.in/manpowergroup-employment-outlook-survey.aspx>. The next survey will be released in December 2025 and will report hiring expectations for the first quarter of 2026.

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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 labor market indicator. The Net Employment Outlook (NEO) 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

Survey responses were collected from July 1-31, 2025. 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 and has done so for more than 25 years. 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 time - all confirming our position as the brand of choice for in-demand talent.

For more information, visit [www.manpowergroup.co.in](http://www.manpowergroup.co.in) or follow us on [LinkedIn](#), [Facebook](#), [Instagram](#), and [Threads](#).

### FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, 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 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.



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