

**ManpowerGroup  
Employment  
Outlook Survey  
India**

**Q2  
2017**



# India Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2017 was conducted by interviewing a representative sample of 4,389 employers in India. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?”

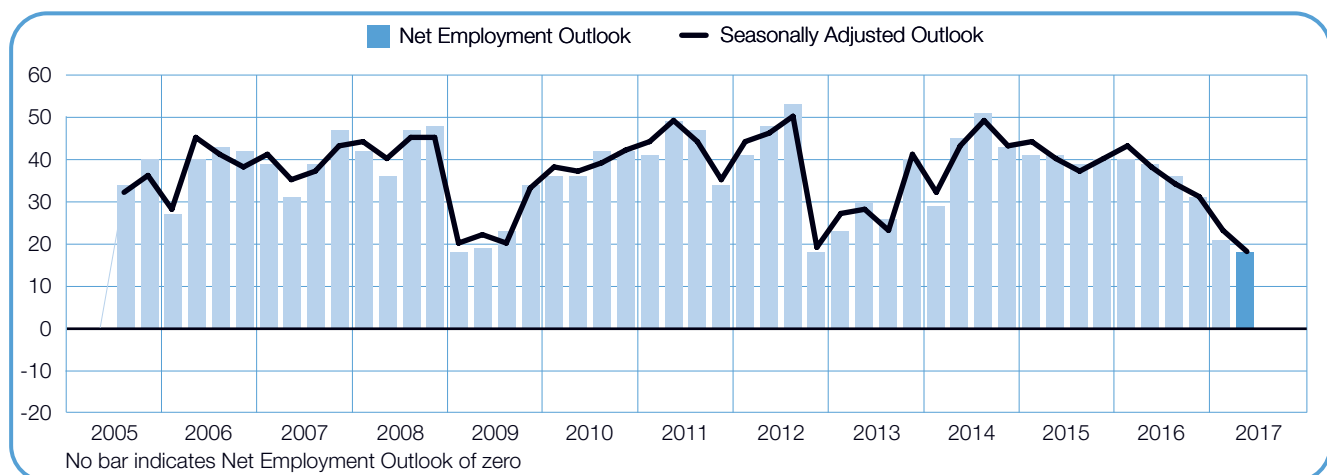
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# India Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Apr-Jun 2017</b>	<b>19</b>	<b>1</b>	<b>68</b>	<b>12</b>	<b>18</b>	<b>18</b>
Jan-Mar 2017	22	1	59	18	21	23
Oct-Dec 2016	31	0	62	7	31	31
Jul-Sep 2016	37	1	49	13	36	34
Apr-Jun 2016	48	9	23	20	39	38



Indian employers report positive hiring plans for the second quarter of 2017. With 19% of employers expecting to increase staffing levels, 1% anticipating a decrease and 68% forecasting no change, the Net Employment Outlook is +18%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +18%. However, hiring intentions are 5 percentage points weaker when compared with the previous quarter and decline by 20 percentage points year-over-year, resulting in the weakest forecast since the survey began in 3Q 2005.

*Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.*

*From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.*

# Organization-Size Comparisons

Indian employers report positive hiring plans for the second quarter of 2017. With 19% of employers expecting to increase staffing levels, 1% anticipating a decrease and 68% forecasting no change, the Net Employment Outlook is +18%.

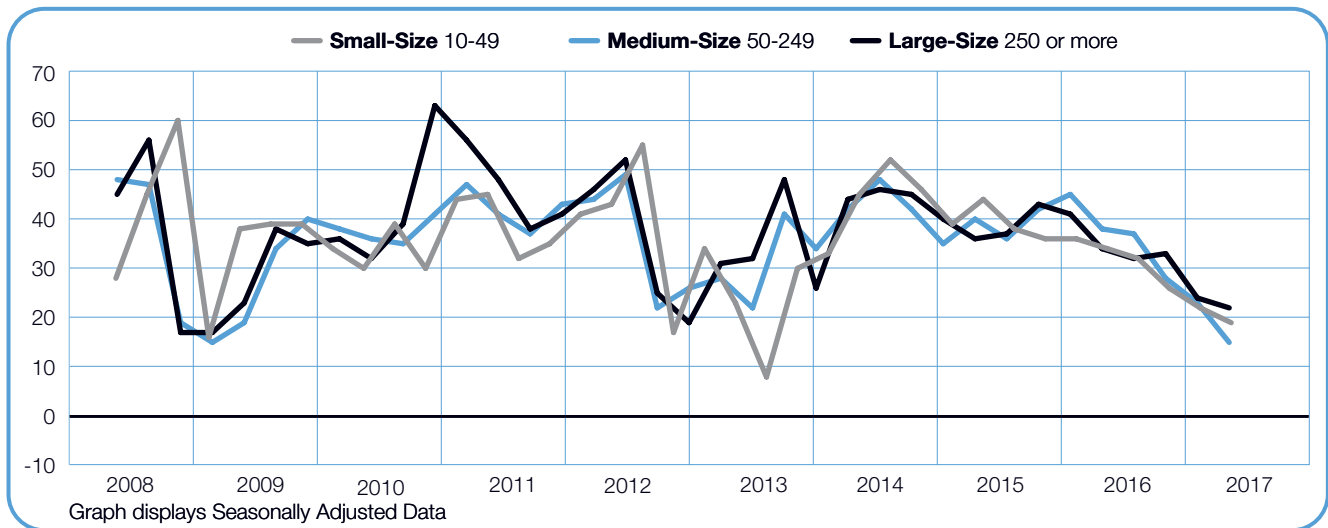
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From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

\* No data available for Micro and Small businesses for the current quarter

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Small-Size</b> 10-49	22	0	66	12	22	19
<b>Medium-Size</b> 50-249	19	2	66	13	17	15
<b>Large-Size</b> 250 or more	19	1	69	11	18	22



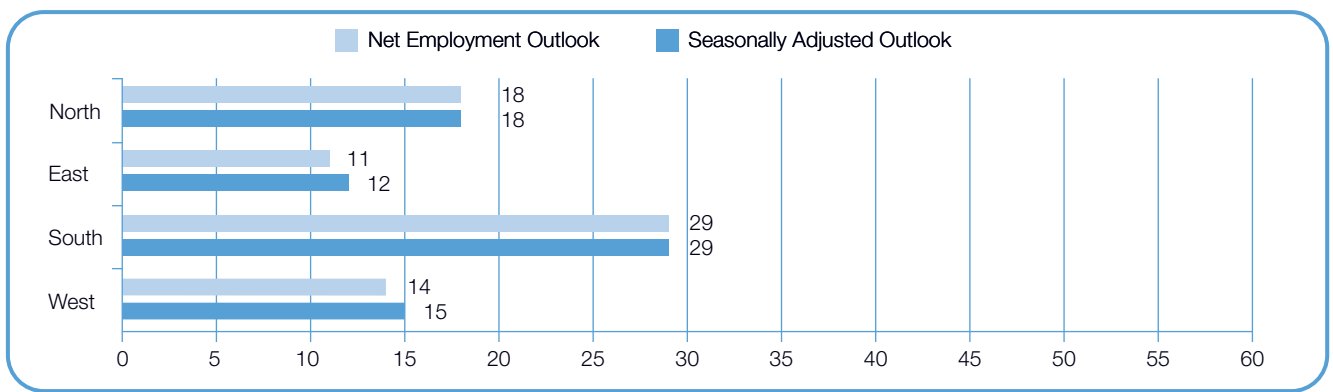
# Regional Comparisons

Employers in all four regions anticipate an increase in staffing levels during 2Q 2017, with the strongest labor market forecast for the South, where the Net Employment Outlook is +29%. Elsewhere, steady payroll gains are expected in the North and the West, with Outlooks of +18% and +15%, respectively, while the Outlook for the East stands at +12%.

When compared with the previous quarter, Outlooks decline by 5 percentage points in both the North and the East, while employers in the West report a

decrease of 4 percentage points. Meanwhile, employers in the South report relatively stable hiring intentions.

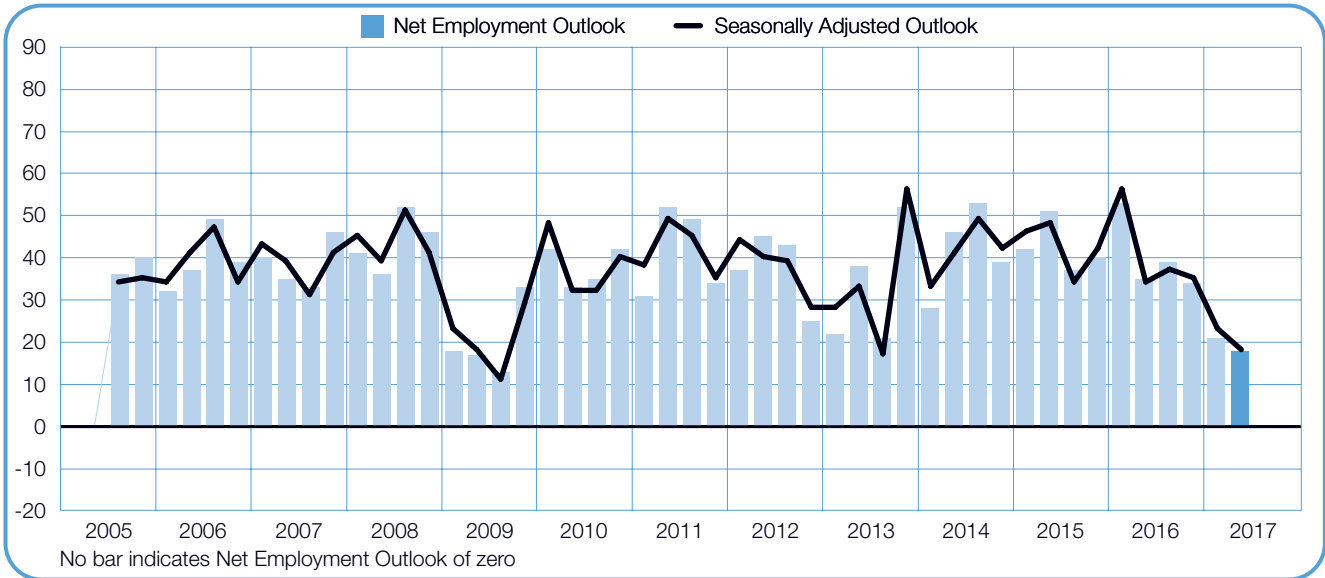
Outlooks weaken in all four regions when compared with the second quarter of 2016. Steep declines of 26 and 25 percentage points are reported in the East and the West, respectively. Elsewhere, employers in the North report a decrease of 16 percentage points while the Outlook for the South is 12 percentage points weaker.



+18%

## North

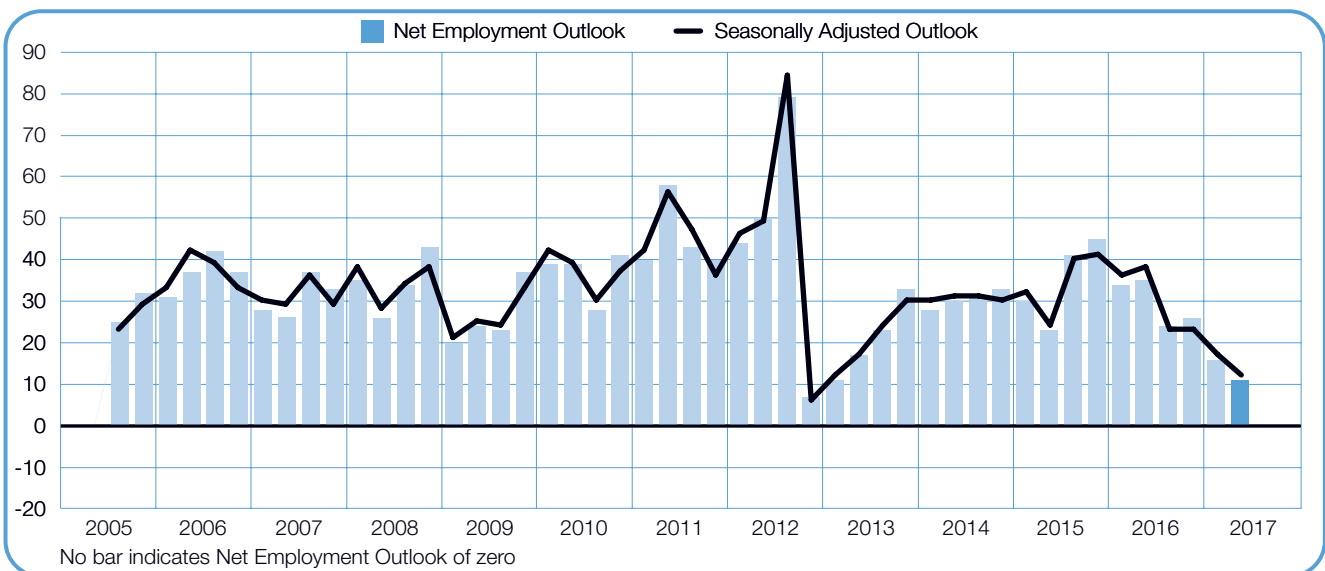
The weakest labor market in four years is anticipated in the forthcoming quarter. Employers report a Net Employment Outlook of +18%, declining by 5 and 16 percentage points quarter-over-quarter and year-over-year, respectively.



+12%

## East

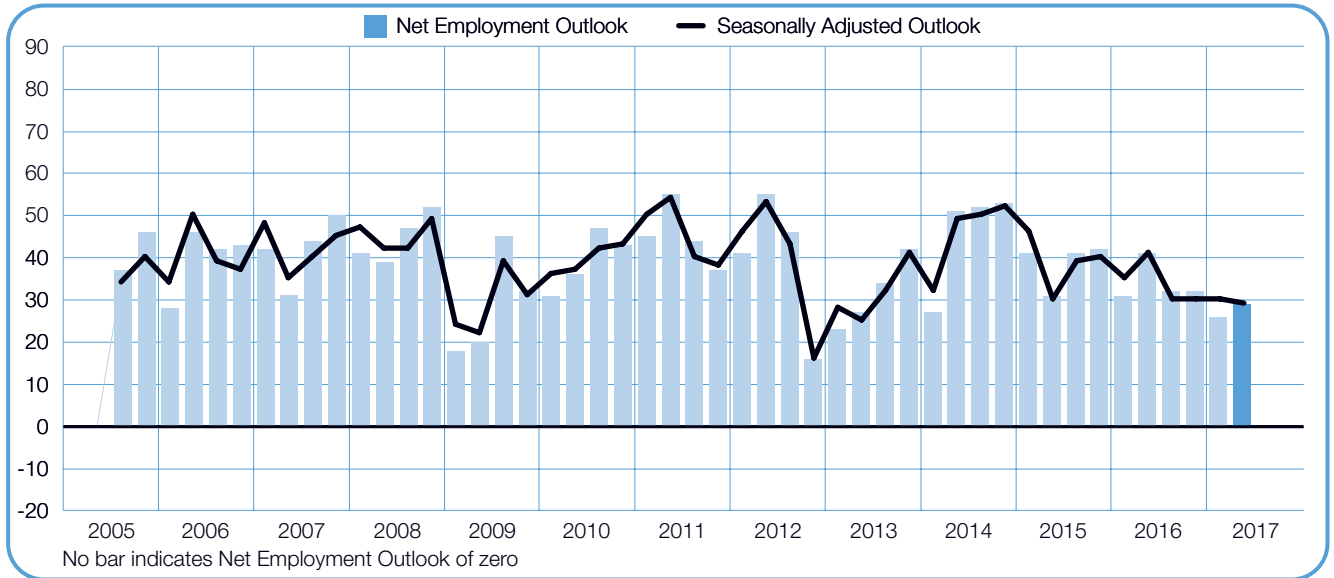
Job seekers can expect a steady hiring pace in the April-June time frame, according to employers who report a Net Employment Outlook of +12%. However, the Outlook is the weakest in four years, declining by 5 percentage points when compared with the previous quarter and by a steep margin of 26 percentage points year-over-year.



**+29%**

## South

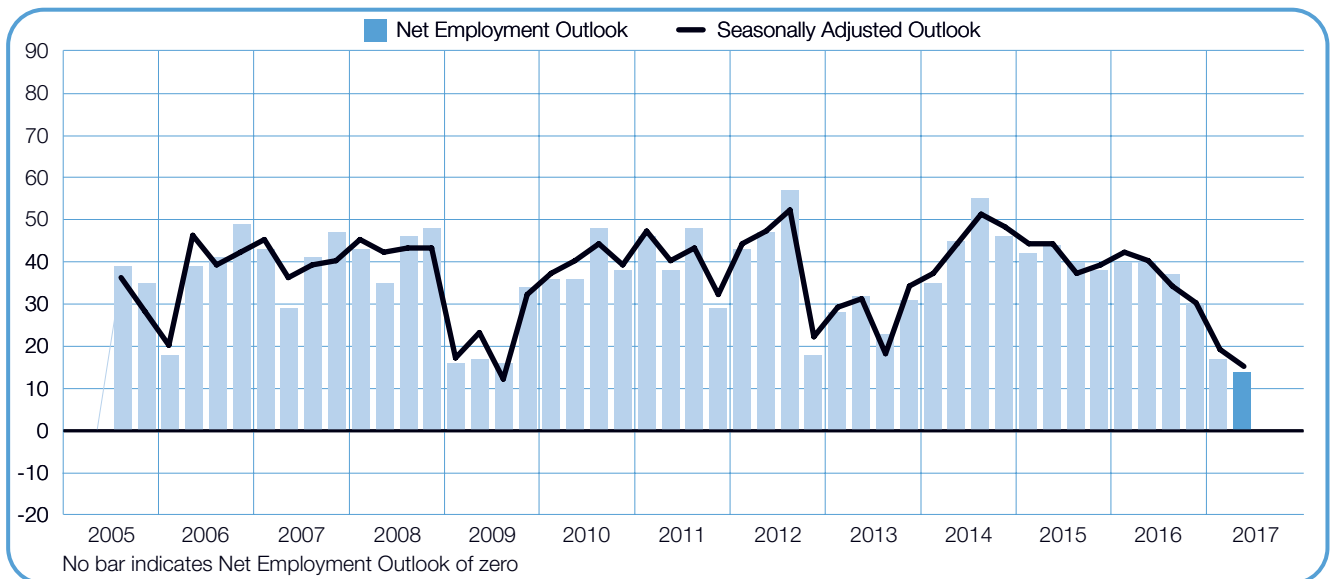
With a Net Employment Outlook of +29%, employers forecast an active hiring pace during the next three months. However, the Outlook is the weakest reported in four years. Hiring plans remain relatively stable quarter-over-quarter but decline by 12 percentage points when compared with 2Q 2016.



**+15%**

## West

Employers anticipate respectable payroll gains during 2Q 2017, reporting a Net Employment Outlook of +15%. However, hiring intentions are the weakest reported in eight years, declining by 4 percentage points when compared with the previous quarter and by 25 percentage points when compared with the second quarter of 2016.



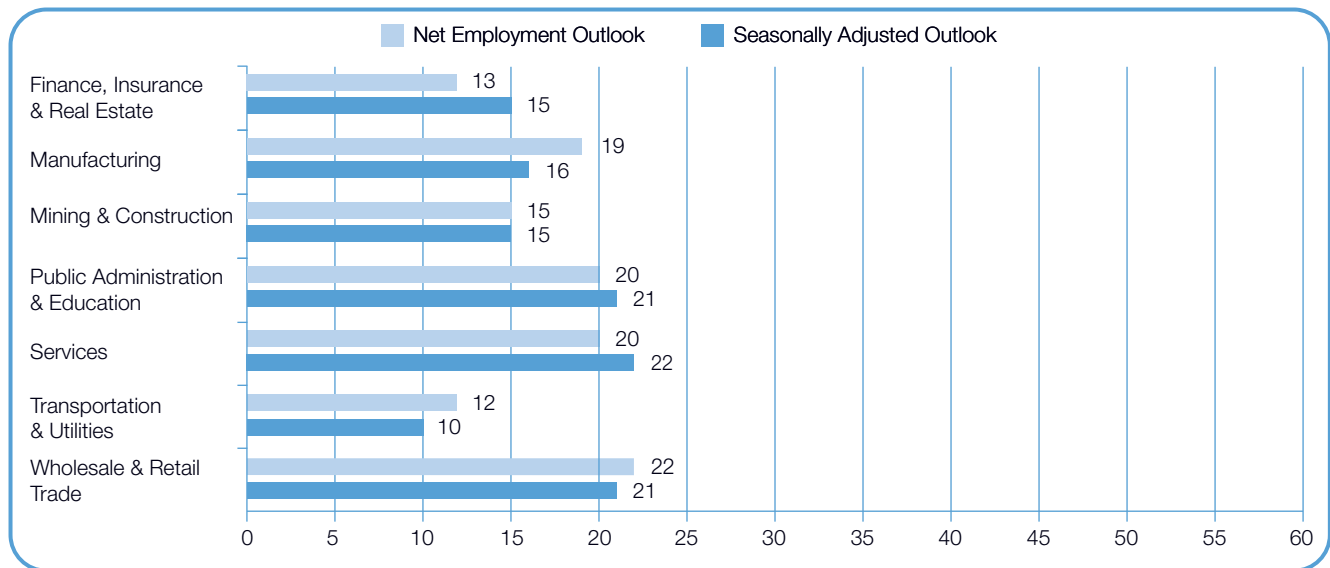
# Sector Comparisons

Workforce gains are anticipated in all seven industry sectors during the coming quarter. The strongest hiring prospects are reported in the Services sector where employers report a Net Employment Outlook of +22%. Healthy hiring activity is also forecast by employers in two sectors with Outlooks of +21% – the Public Administration & Education sector and the Wholesale & Retail Trade sector. Manufacturing sector employers expect steady payroll gains, reporting an Outlook of +16%, while Outlooks of +15% are reported in both the Finance, Insurance & Real Estate sector and the Mining & Construction sector. Meanwhile, Transportation & Utilities sector employers report the most cautious Outlook of +10%.

Hiring intentions weaken in six of the seven industry sectors when compared with 1Q 2017. Transportation & Utilities sector employers report the most

noteworthy decline of 9 percentage points, while Outlooks are 7 and 6 percentage points weaker in the Mining & Construction sector and the Manufacturing sector, respectively. However, employers in the Wholesale & Retail Trade sector report no quarter-over-quarter change.

When compared with this time one year ago, Outlooks decline in all seven industry sectors. Sharp declines of 27 and 24 percentage points are reported in the Manufacturing sector and the Mining & Construction sector, respectively, while the Outlook for the Transportation & Utilities sector is 21 percentage points weaker. Services sector employers report a decrease of 19 percentage points and Outlooks decline by 17 and 14 percentage points in the Finance, Insurance & Real Estate sector and the Wholesale & Retail Trade sector, respectively.

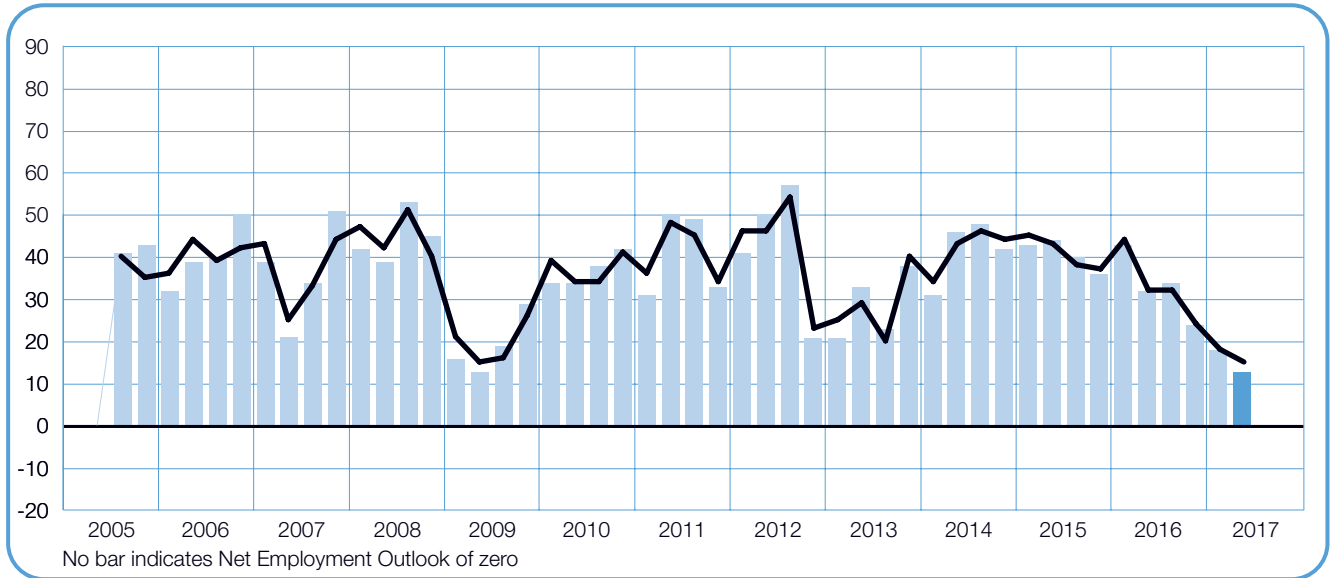




+15%

## Finance, Insurance & Real Estate

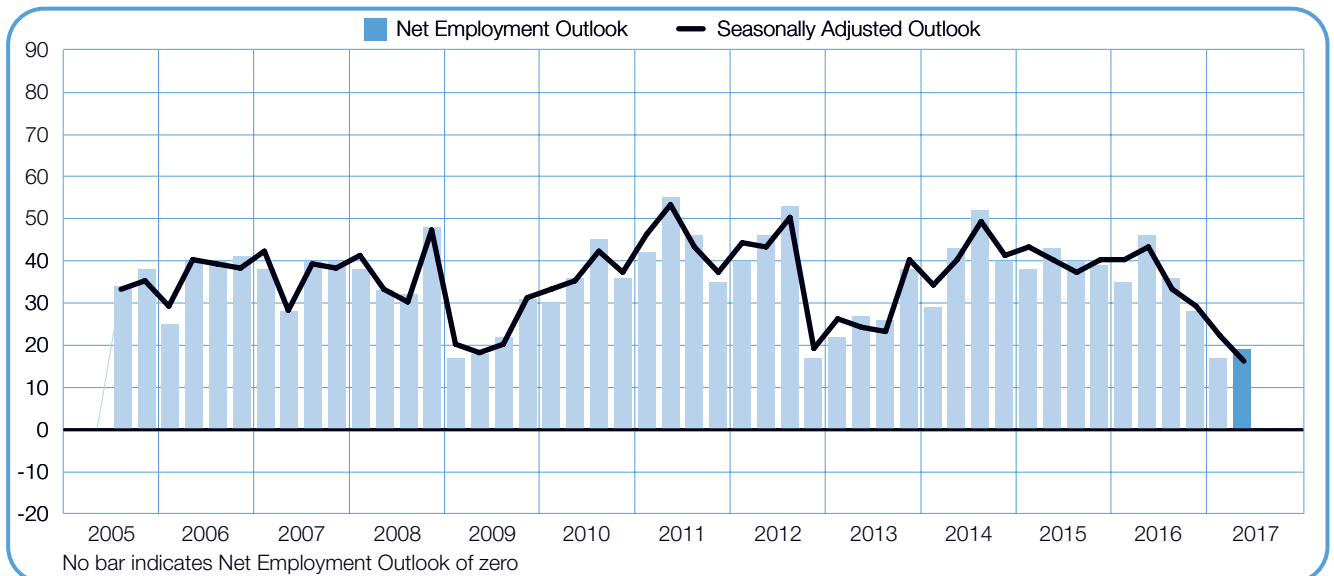
With a Net Employment Outlook of +15% for the next three months, employers match the weakest hiring intentions reported since the survey began 12 years ago, last reported in 2Q 2009. Hiring prospects decline by 3 percentage points when compared with the previous quarter and are 17 percentage points weaker year-over-year.



+16%

## Manufacturing

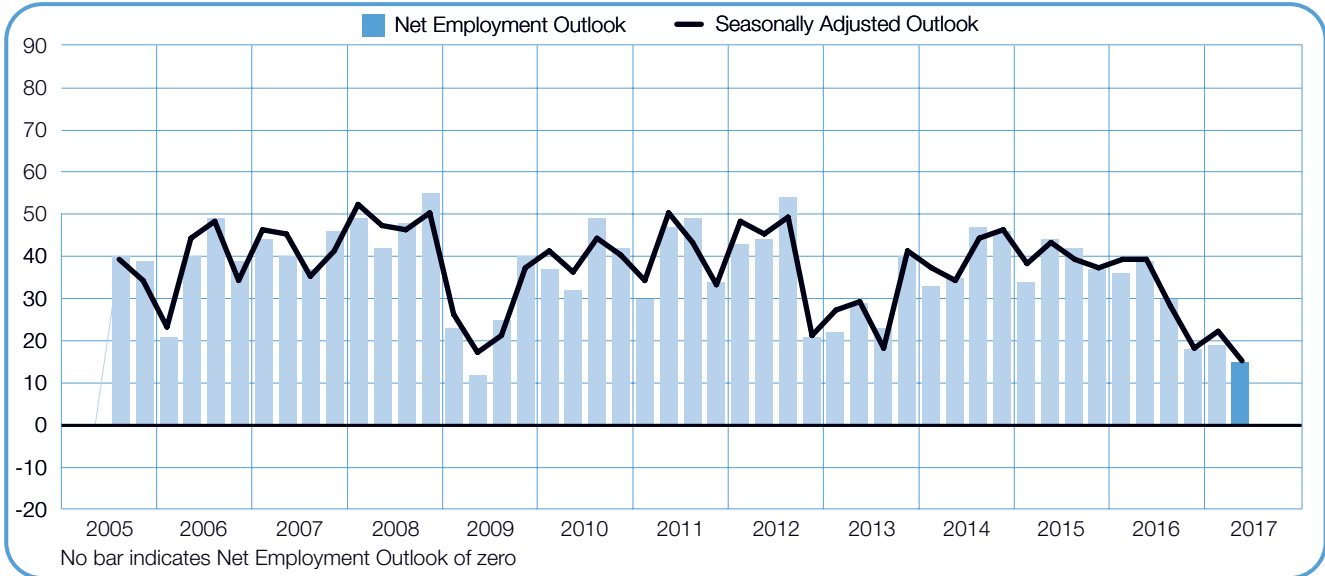
Job seekers can expect a steady hiring pace in 2Q 2017, according to employers who report a Net Employment Outlook of +16%. However, the Outlook is the weakest reported since the survey began 12 years ago, declining by 6 and 27 percentage points quarter-over-quarter and year-over-year, respectively.



**+15%**

## Mining & Construction

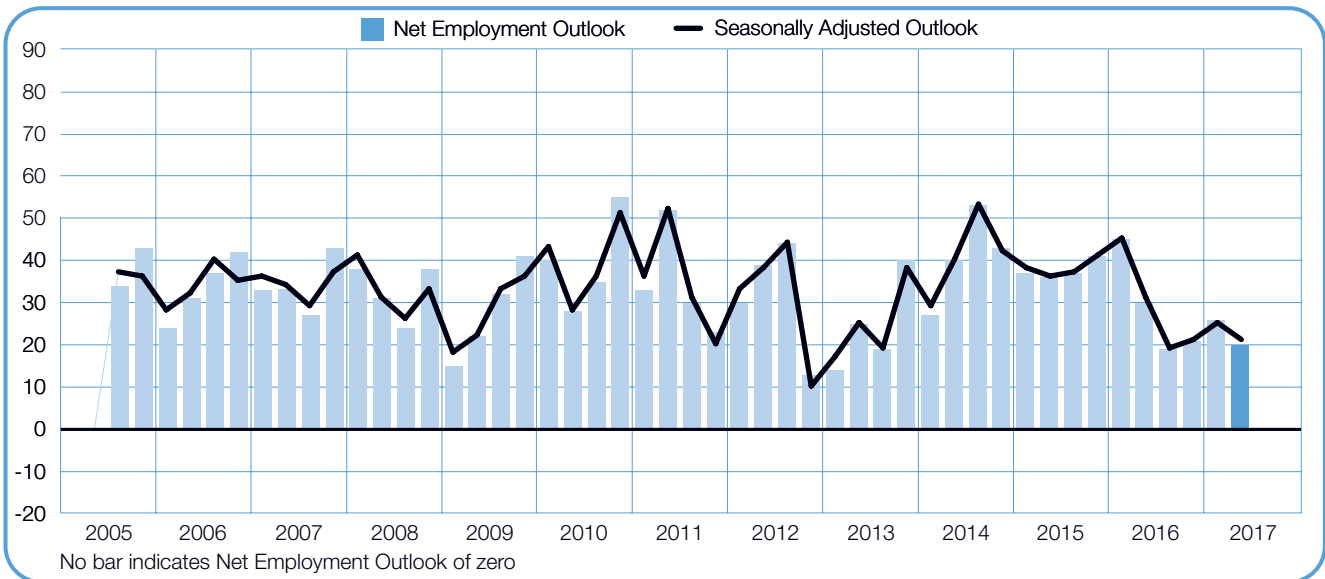
Respectable payroll growth is forecast for the April-June time frame with employers reporting a Net Employment Outlook of +15%. However, hiring plans decline by 7 percentage points quarter-over-quarter and by 24 percentage points when compared with 2Q 2016, resulting in the weakest Outlook since the survey started 12 years ago.



**+21%**

## Public Admin/ Education

Solid workforce gains are anticipated in the coming quarter with employers reporting a Net Employment Outlook of +21%. However, hiring prospects decline by 4 percentage points when compared with the previous quarter and by 10 percentage points when compared with this time one year ago.

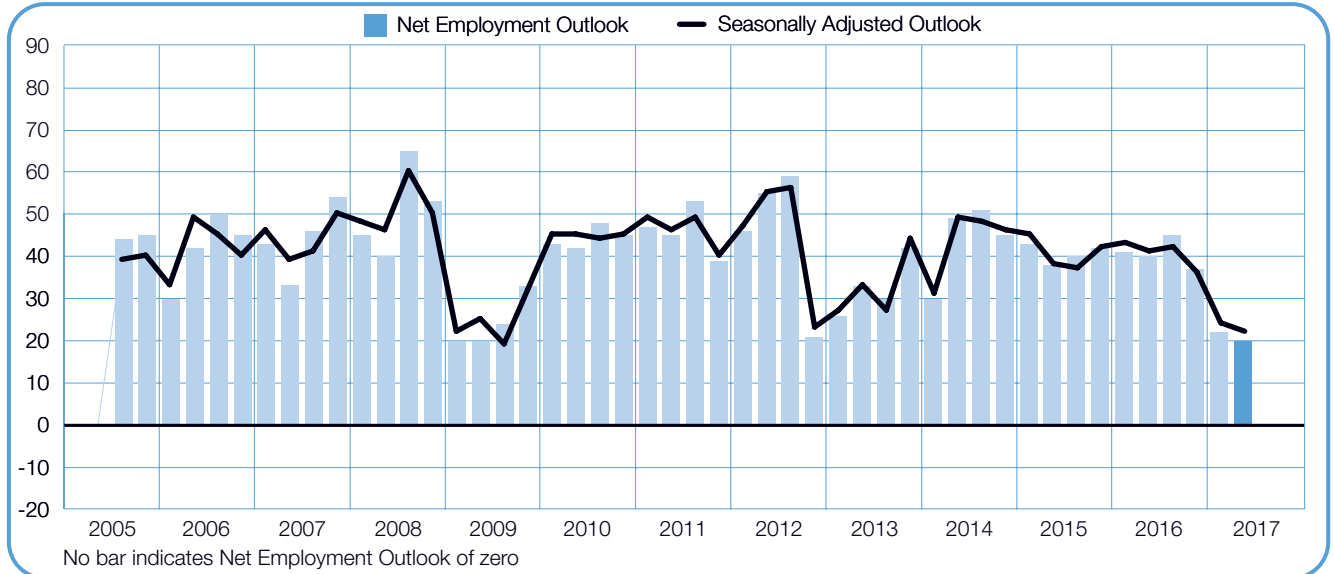


+22%

## Services

The weakest labor market in eight years is expected in the second quarter of 2017.

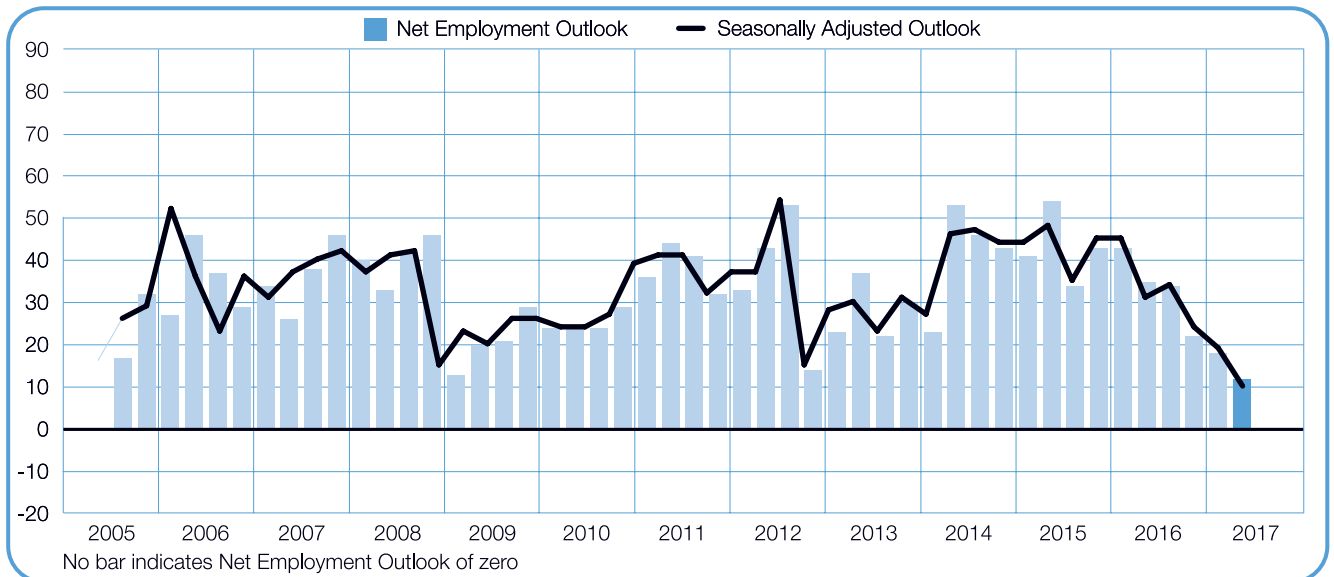
Employers report a Net Employment Outlook of +22%, declining by 2 percentage points quarter-over-quarter and by 19 percentage points year-over-year.



+10%

## Transportation & Utilities

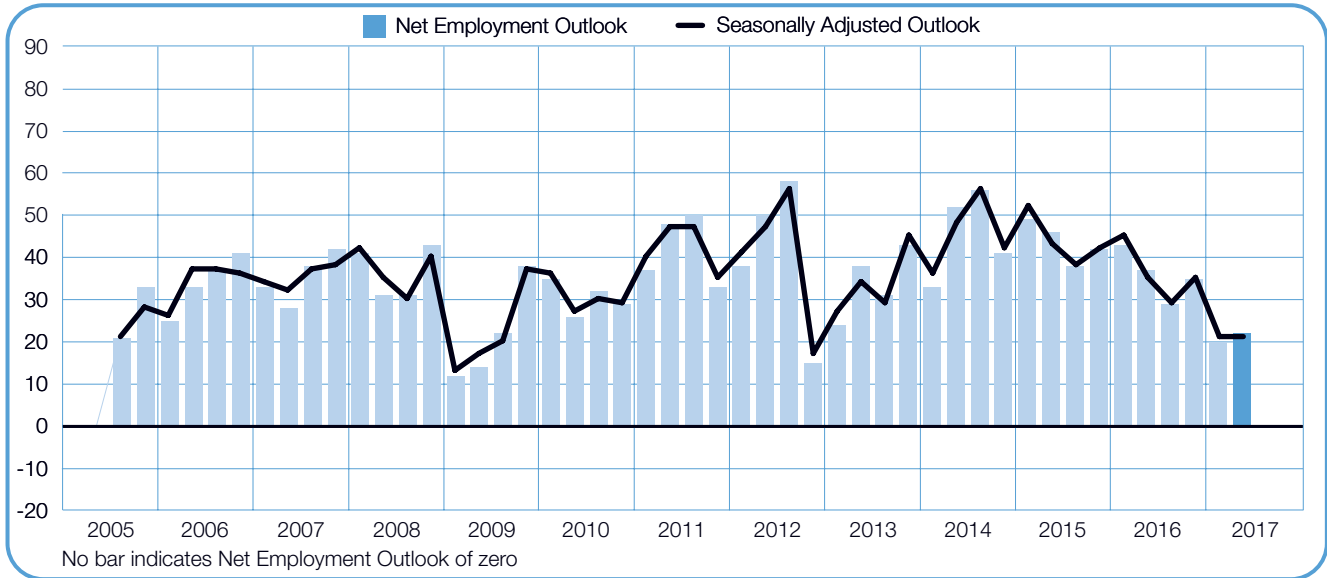
Employers forecast the weakest hiring pace since the survey began 12 years ago. The Net Employment Outlook for 2Q 2017 stands at +10%, declining by 9 and 21 percentage points quarter-over-quarter and year-over-year, respectively.



+12%

## Wholesale & Retail Trade

The active hiring climate is forecast to continue in the next three months with employers reporting a Net Employment Outlook of +21% for the second consecutive quarter. Year-over-year, the Outlook declines by 14 percentage points.



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# About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

**Unique:** It is unparalleled in its size, scope, longevity and area of focus.

**Projective:** 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 over 58,000 public and private employers across 43 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 five decades the survey has derived all of its information from a single question:

For the 2Q 2017 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?"

## Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

## Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Portugal.

ManpowerGroup intends to add seasonal adjustments to the Portuguese data in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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# About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people 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 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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](http://www.manpowergroup.com).

## 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](http://www.manpowergroup.co.in).



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