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**ManpowerGroup Employment Outlook Survey reveals that Indian employers expect hiring to remain steady in April-June 2018 time frame.**

*Workforce gains are expected in all seven industry sectors and all four regions during the next three months.*

**New Delhi, 13<sup>th</sup> March 2018**– According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, the survey of **4,612 employers across India** indicates that the hiring activity is expected to remain positive. Employer confidence remains resilient and job seekers are expected to benefit from a favourable second-quarter hiring climate. The second-quarter survey reveals that, although the hiring pace will slow, few staff reductions are expected. In fact, of the more than 4,600 employers surveyed in India, 0 percent expressed any expectations to reduce payrolls in the next three months.

AG Rao, Group Managing Director at ManpowerGroup India, said, “Indian job seekers is likely to benefit from the positive labor market during the April-June period. In the coming times, Technology will change the job market dynamics and individuals need to adopt skillset to continue to remain employable. The year 2018 will see a sharp increase in demand for professionals with skills in emerging technologies such as Artificial Intelligence (AI) and machine learning. The government initiatives designed to make labour markets more flexible to effectively address employability gaps, combined with signs that the Indian business environment is improving, is reinforcing employer confidence.”

With firms observing a growing gap between the skills candidates claim and the actual skills required for many roles, there is a need for proper skill mapping and identification of the future requirements to build a talent pool for the emerging trends in the job market. It is imperative to impart domain knowledge and relevant skills through teaching methods, pedagogical tools, industry and alumni interface to the graduates to be successful and productive at the work place arena” added Mr. Rao.

### **Sectoral Trends**

Employers expect to increase staffing levels in all seven industry sectors during the upcoming quarter. The strongest labor market is anticipated by Wholesale & Retail Trade sector employers with a Net Employment Outlook of +21%. Elsewhere, Services sector employers report upbeat hiring plans with an Outlook of +20%, while Outlooks stand at +15% and +12% in the Finance, Insurance & Real Estate sector and the Transportation & Utilities sector, respectively. Meanwhile, the weakest Outlook is reported by Manufacturing sector employers, standing at +9%.

In comparison to the previous quarter, hiring plans weaken in five of the seven industry sectors. Manufacturing sector employers are not very bullish in their hiring plans indicated by 9 percentage points and the same holds true for the Public Administration & Education sector. Hiring intentions are 6 percentage points weaker in three sectors – the Mining & Construction sector, the Services sector and the Transportation & Utilities sector. However, Wholesale & Retail Trade sector employers report a slight improvement of 3 percentage points.

When compared with the same period last year, employers hiring patterns waivers in four of the seven industry sectors. While Finance, Insurance and Real Estate sector reports a slight improvement in their hiring, Public Administration & Education Sector declines. The Outlook decrease by 7 and 4 percentage points in the Manufacturing sector and the Mining & Construction sector, respectively. The survey was conducted before the budget announcement and hence we expect the budget to have a positive impact on the employment outlook going forward with new Government Initiatives rolling out.

### **India’s Regional Trends**

Employers in all four regions expect to increase payrolls during the next three months. The strongest hiring prospects are reported in two regions with Net Employment Outlooks of +17% –

the North and the South. Elsewhere, employers forecast a steady increase in staffing levels with Outlooks of +16% and +14% for the East and the West, respectively.

Hiring prospects weaken in three of the four regions when compared with the previous quarter. A considerable decline of 14 percentage points is reported in the North, while Outlooks are 5 and 3 percentage points weaker in the South and the West, respectively. However, employers in the East report an improvement of 8 percentage points.

The Outlook for the East improves by 5 percentage points, while hiring prospects are unchanged in the West and remain relatively stable in the North.

### **Global Trends**

Employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine. Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

Some noteworthy developments are observed in the second-quarter forecast. Employer confidence in Brazil has improved steadily for five consecutive quarters, and Brazil's cautiously optimistic second-quarter forecast indicates progress toward recovery following the negative Outlooks that prevailed through much of 2015 and all of 2016. Elsewhere, Finnish employers report their most optimistic forecast since launching the survey in 2012. And German employers report their strongest hiring plans in six years, as well as the strongest Manufacturing sector forecast since Quarter 4 2008.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are planned in 25 of 26 countries. Hiring plans improve in 13 countries quarter-over-quarter, weaken in eight and are unchanged in four. In a year-over-year comparison, job gains are expected to improve in 16 of the 25 countries where comparison data is available, decline in six and are unchanged in three. Based on seasonally adjusted data, employers in Hungary report the most optimistic hiring plans in the EMEA region. Conversely, Italian employers report the second-quarter's weakest

hiring plans, as well as the only negative forecast among all countries and territories participating in the survey.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts improve in only two countries and territories when compared with the first three months of the year, decline in three and are unchanged in three. Hiring plans improve in five countries and territories year-over-year, decline in two and are unchanged in one. Employers in Taiwan and Japan report the most optimistic regional hiring plans, while for the third consecutive quarter the region's weakest hiring intentions are reported by mainland Chinese employers.

### **About the Survey**

The ManpowerGroup Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling over 58,000 employers in 43 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>

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### **Note to Editors:**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 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) is the world's workforce expert, creating innovative workforce solutions for 70 years. 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 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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 is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com).