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ManpowerGroup Employment Outlook Survey: Employers forecast a steady third-quarter hiring pace. Opportunities expected to remain favorable for candidates with the right skills and flexibility.

Sectors which are expected to drive the third-quarter job market include Services, Wholesale & Retail, Finance and Manufacturing.

New Delhi, 12th June 2018– According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, Indian job seekers are likely to benefit from a steady third-quarter hiring pace. The survey **of 5,110 employers across India** reveals a Net Employment Outlook of +17% with the strongest forecasts reported in the Services and Wholesale & Retail Trade sectors of +20% each followed by Public Admin and Education scoring at +18%.

AG Rao, Group Managing Director of ManpowerGroup India said, “New Government initiatives coupled with investors’ interest in start-ups is generating a growth trajectory in some sectors. Owing to the dynamics of a rapidly evolving business environment, contract staffing is taking precedence over the traditional workforce. This is a direct consequence of the demand for greater flexibility. More employment opportunities are expected, facilitating the transition from informal to formal employment for those who are already in the labor market.”

“Major trends that will drive recruitment in 2018 in India are diversity, automated recruitment, virtual reality, remote working options among other. The HR Industry is also trending towards a marketing approach to hiring to attract the right talent. ”, added Mr. Rao.

Sectoral Trends

The strongest hiring prospect is expected by Wholesale & Retail Trade and Services sectors with employers in both sectors reporting Net Employment Outlooks of +20%.

Services, the key driver of India's economic growth has been the dominant sector in India attracting significant foreign investment flows, contributing significantly to exports and therefore providing large-scale employment," continued Mr. Rao.

Manufacturing sector is back on its growth path. Primarily focusing on the manufacturing sector, the "Make in India" initiative that also aims at promoting entrepreneurship in the country has received a positive response from within the country.

Public Administration & education sector employers report optimistic hiring plans with an Outlook of +18%, while Outlooks stand at +14% in both the Finance, Insurance & Real Estate sector and the Manufacturing sector. Meanwhile, the weakest labor market is anticipated by Transportation & Utilities sector employers who report an Outlook of +9%.

Quarter-over-quarter, employers report stronger hiring intentions in the Public Administration & Education sector and the Manufacturing sector, with increases of 8 and 3 percentage points, respectively. However, the Outlook for the Transportation & Utilities sector declines by 2 percentage points. Elsewhere, hiring prospects remain relatively stable.

In a comparison with the third quarter of 2017, hiring plans are 4 percentage points stronger in both the Finance, Insurance & Real Estate sector and the Manufacturing sector, while Services sector employers report an increase of 3 percentage points. Meanwhile, Transportation & Utilities sector employers report a moderate decline of 8 percentage points.

India's Regional Trends

Payrolls are expected to increase in all four regions during the coming quarter. North and South regions show the highest Outlook of +18%, South being the IT hub of India and North being the talent center. The talent tends to migrate to the job rich areas although new jobs are being created where the talent is.

Employers in both the East and the West also forecast steady hiring activity, reporting Outlooks of +16%.

In comparison with the previous quarter, hiring prospects improve by 2 percentage points in the North, the South and the West. Meanwhile, employers in the East report no change.

Hiring intentions are 7 percentage points stronger in two regions – the East and the West – when compared with this time one year ago. Elsewhere, employers report relatively stable hiring plans in the North, but the Outlook for the South declines by 3 percentage points.

Global Trends

ManpowerGroup interviewed nearly 60,000 employers across 44 countries and territories to forecast labor market activity in Quarter 3, 2018 and reveals that employer confidence remains mostly resilient across the globe in spite of the uncertain geopolitical outlook.

According to the survey, payrolls are expected to grow by varying degrees in all countries and territories with the exception of Italy where the Outlook is negative for the second consecutive quarter. Majority of employers indicate that they will increase or maintain their workforce while a very few plan to downsize. Examples of notable optimism include Finland where the Outlook is the strongest reported since the country started the survey nearly six years ago, and in China where employers report their most optimistic hiring plans in three years. Conversely, the forecast in Panama is the weakest reported since the survey was launched in 2010. And New Zealand's forecast is the least optimistic reported since 2009. Overall, forecasts improve in all eight Asia Pacific countries and territories. When compared with the prior quarter, hiring prospects improve in 19 countries and territories, decline in 18 and unchanged in 7. When compared with this time one year ago, the hiring pace is expected to improve in 24 countries and territories, decline in 12 and remain unchanged in 7. Japan, Croatia, Hungary and Taiwan report the most optimistic forecasts while Italy, Panama and Spain report the weakest ones.

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 nearly 60,000 employers in 44 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.