

UNDER EMBARGO UNTIL 12.01 ET 08 December 2020

The Employment trends in Q1 2021 is expected to be on the rise with a Net Employment Outlook of +5%: ManpowerGroup Employment Outlook Survey

- *Sectors expected to drive the first-quarter job market include Finance, Insurance and Real Estate followed by Mining & Construction Sector.*
- *All other sectors indicate negative growth in this quarter.*

New Delhi, 08 December 2020– According to the ManpowerGroup Employment Outlook Survey released today by [ManpowerGroup India](#), the survey of **1518 employers across India** indicates a gradual improvement in hiring plans for the upcoming three months. Sectors which will lead the job market are likely to be the Finance, Insurance and Real Estate and Manufacturing sectors. The strongest hiring pace is recorded in the small sized organizations followed by the large and medium sized organizations. From a region perspective, East indicate a more positive outlook followed by West.

[ManpowerGroup](#) further extended its survey to include the impact of COVID resulting in the following outcome:

- Nearly 65% of employers reported that they may return to pre-COVID hiring within the next 9 months as compared to 44% in the last quarter indicating a waft of optimism and overall market recovery whereas only 10% are now unsure about returning back to normalcy from the hiring perspective which was a massive 42% last quarter.

[Mr. Sandeep Gulati](#), Group Managing Director of [ManpowerGroup India](#) said, “Corporate India is showing healthy signs of recovery and an overall positive sentiment is gripping the market. Many of the deep-rooted structural factors that have sustained Indian economy over the years like geopolitical stability, diversified economy, demography, etc, are likely to play a pivotal role in the new normal. Besides, the Government measures and attention to policies spurring private sector, encouraging competitiveness and self-dependence (atmanirbhar) are likely influencers too.”

The recent Labour reform bills passed in the Lok Sabha will also benefit the labour force and employers, alike. Labor reforms were long overdue as the current laws are antiquated. With the changing landscape of economy, we needed a much simpler yet holistic way of looking at labor related issues. Codification of labor laws will remove multiplicity of definitions and authorities leading to ease of compliance. It simplifies access to numerous provisions of the law by all concerned stakeholders and also increases job creation by streamlining the laws. Most importantly, bringing Gig workers in the ambit of new labor code is a welcome step towards free market system. This will create more trust between the employer and the employees.”, added Mr. Gulati.



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Sectoral Trends

With the onset of the festive season, the economy is gradually gaining momentum. Employers are also depicting an optimistic outlook towards bouncing back within the next 6 to 9 months. Maintaining the protocols of [“Safely back to work”](#) with greatly influence the speed of recovery.

According to our survey, India’s job market is stable indicated at +5%.

Workforce gains are anticipated in all seven industry sectors in the upcoming quarter. Finance, Insurance & Real Estate employers report the strongest hiring intentions with a Net Employment Outlook of +11% followed by the Manufacturing Sector at +8%. Respectable payroll gains are also forecast in two sectors with Outlooks of +6% in the Mining and Construction sector and Services Sector while Transportation & Utilities sector and Wholesale & Retail Trade sector indicate gains of +3% each. When compared to the previous quarter, the Finance, Insurance & Real Estate sector has grown by +3% and Manufacturing sector has shown improvement by +7%. Other than Transport and Utilities and Public Admin and Education, all other sectors have shown an overall increase in the hiring trends for Q1, 2021.

India’s Regional Trends

A regional comparison of the trends shows Employers in all four regions expect to increase payrolls during the next three months. The strongest labor market is expected in the East, where the Net Employment Outlook is +11%. Elsewhere too job gains are anticipated- in the West, with an Outlook of +8%, and in both the South and the North, with Outlooks of +6%. Hiring prospects improve by 6 percentage points in the East and West when compared with the previous quarter, while South gained by +3% and North indicating more or less the same with +1% increment.

Global Trends

ManpowerGroup interviewed over 38,000 employers in 43 countries and territories to anticipate hiring prospects* in the First quarter of 2021. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2021 as compared to the current quarter?” Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. Though the impact of the pandemic continues to impact labor markets around the world, hiring outlooks are gradually improving for Q1 in many markets.

Employers in 32 of the 43 countries and territories surveyed by ManpowerGroup expect to add to payrolls in the period up to the end of March 2021. In 6 countries and territories employers expect to reduce payrolls, while flat hiring activity is forecast in five. Taiwan (+23%), the U.S (+17%) and Singapore (+15%) record the strongest hiring sentiment globally, while Panama, (-7%), the U.K. (-6%) and Switzerland (-4%) reporting the weakest.

The report highlights confidence in a labor market rebound differs across the regions. APAC appears most hopeful that employment will return to pre-pandemic levels in the next three months (27%) compared with more pessimistic views in EMEA (13%) and the Americas (10%). Outlooks improve most in APAC and Americas, while Europe lags behind.



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Outlooks improve in four out of five APAC countries and territories. The strongest hiring prospects are reported in Taiwan (+23%) – the strongest globally – and Singapore (+15%), while the weakest and only negative regional labor market is Hong Kong (- 2%). Employers in APAC are most positive about labor market recovery, with 27% believing recovery to pre-pandemic levels is possible within the next three months. Australia reports cautiously optimistic hiring plans for Q1, with a Net Employment Outlook of +10%, improving nine percentage points quarter over quarter. Its strongest levels of hiring activity in Finance, Insurance & Real Estate sector (+20%) and the Mining & Construction sector (+11%). Hiring plans in China remain unchanged since last quarter (+5%) and stable compared with this time last year.

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 37,000 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:

<https://www.manpowergroup.co.in/manpowergroup-employment-outlook-survey.html>

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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/>

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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 and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.