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Manpower Employment Outlook Survey reveals that Indian employers expect the hiring pace to remain brisk in the April-June time frame. Southern and Western region employers report strongest job prospects for the quarter ahead.

Hiring intentions robust for the upcoming quarter and opportunities for job seekers likely to remain bright in all industry sectors and all regions

New Delhi, 8th March 2016– According to the Manpower Employment Outlook Survey released today by ManpowerGroup, the survey of **5,203 employers across India** indicates that Indian employers report bullish hiring intentions for the April-June time frame. Hiring confidence remains resilient and job seekers are expected to benefit from robust labour market activity with an Outlook of +38%.

For the third consecutive quarter, employer confidence in India is stronger than in any of the other 41 countries and territories participating in the survey. Nearly half of employers surveyed expect to add to their payrolls during the April-June time frame, and opportunities for job seekers are expected to be bright in most Indian industry sectors and regions.

“India is moving on a higher economic growth trajectory with global investments in various sectors. Adding to this, substantive government measures are expected to position India as a lucrative destination for foreign capital. Budget 2016 is further expected to favour more foreign investments in India and campaigns like 'Make in India' will drive global companies to set-up manufacturing facilities in India. Reflecting improved business sentiments, Indian employers expect a bright hiring climate in the April-June time frame and hiring intentions remain positive in all seven sectors, primarily driven by Mining & Construction, Services and Manufacturing,” said A G Rao, Group Managing Director of ManpowerGroup India.

“As a result of rapid technological change and automation, facilitated by artificial intelligence, this is poised to have a major impact on jobs. Employers are now looking for candidates abreast with latest technological skills,” added Mr. Rao.

Sectoral Trends

Workforce gains are forecast in all seven industry sectors during April-June. The strongest labour market is anticipated by Manufacturing sector employers who report a Net Employment Outlook of +43%. Robust payroll growth is expected in both the Services sector and the Mining & Construction sector, where Outlooks stand at +40% and +38%, respectively, while an Outlook of +35% is reported by Wholesale & Retail Trade sector employers. Strong hiring prospects are reported in two sectors with Outlooks of +30% – the Finance, Insurance & Real Estate sector and the Public Administration & Education sector – while the Outlook for the Transportation & Utilities sector stands at +28%.

Quarter-over-quarter, hiring plans weaken in six of the seven industry sectors. Transportation & Utilities sector employers report the most noteworthy decline of 18 percentage points. Elsewhere, Outlooks are 15 and 14 percentage points weaker in the Public Administration & Education sector and the Finance, Insurance & Real Estate sector, respectively, while Wholesale & Retail Trade sector employers report a decline of 9 percentage points. Meanwhile, manufacturing sector employers report a slight improvement of 3 percentage points.

When compared with 2Q 2015, Outlooks weaken in five of the seven industry sectors, including the Transportation & Utilities sector, where employers report a decrease of 18 percentage points. Finance, Insurance & Real Estate sector employers report a considerable decline of 11 percentage points and the Wholesale & Retail Trade sector Outlook is 8 percentage points weaker. However, slight improvements of 3 and 2 percentage points are reported for the Manufacturing sector and the Services sector, respectively.

India's Regional Trends

Employers anticipate payroll gains in all four regions during 2Q 2016. The strongest labour market is anticipated in the South, where employers report a bullish Net Employment Outlook of +42%. Elsewhere, a brisk hiring pace is forecast in the West, where the Outlook stands at

+39%. Robust payroll gains are also forecast in both the East and the North, with Outlooks of +36% and +31%, respectively.

Year-over-year, employers report stronger hiring intentions in the East and the South, with increases of 12 and 11 percentage points respectively. However, the Outlook for the North declines by 16 percentage points, and employers report a decrease of 4 percentage points in the West.

When compared with 1Q 2016, hiring prospects weaken in two of the four regions. A sharp decline of 25 percentage points is reported in the North, while employers report a slight decrease of 3 percentage points in the West. Meanwhile, employers report an improvement of 7 percentage points in the South. The Outlook for the East is unchanged quarter-over-quarter.

Global Trends

ManpowerGroup interviewed over 58,000 employers across 42 countries and territories to forecast labor market activity* in Quarter 2 2016. ManpowerGroup's second-quarter research reveals that job gains are expected in 39 of 42 countries and territories during the April-June time frame. However, despite little indication of labour market contraction, hiring intentions in most countries and territories continue to remain modest. In fact, some key labour markets, such as Germany, France and Italy, are clearly struggling to gain traction amid the current economic uncertainty. Faced with the slowdown in China and ongoing turmoil in commodity markets, most employers across the globe appear to be taking the measured approach of adding staff only when needed.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are forecast in 22 of 24 countries. Hiring plans improve in five countries quarter-over-quarter but weaken in 11. In a year-over-year comparison, job gains are expected to improve in six countries and decline in 13. For the first time in the EMEA region, employers in Bulgaria report the most optimistic hiring intentions. French employers report the weakest hiring plans, as well as the only negative forecast in EMEA.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts weaken in seven countries and territories when compared with the first three months of the year. Employers in India and Japan

report the strongest second-quarter hiring plans, while those in Australia and China report the weakest.

Employers in nine of 10 countries in the Americas region expect some workforce gains in the upcoming quarter. Outlooks improve in three countries and decline in four in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in five countries and decline in only three. Employers in Colombia, Guatemala and the United States report the region's most optimistic second-quarter hiring plans, while for the fifth consecutive quarter employers in Brazil report an overall decline in payrolls as well as the weakest hiring plans in the region and across the globe.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling nearly 59,000 employers in 42 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 42 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

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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.