



Nidhi Gupta
ManpowerGroup Services India Pvt. Ltd.
+91 124 679 5533 (Office)
+91 989 165 5464 (Mobile)
Nidhi.gupta@manpowergroup.com

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ManpowerGroup Employment Outlook Survey reveals that Indian employers expect hiring to remain positive in October-December time frame but project a considerably slower pace compared to last year.

Employers in the North report strongest job prospects for the quarter ahead.

New Delhi, 12th September 2017– According to the ManpowerGroup Employment Outlook Survey released today, the survey **of 5,005 employers across India** indicates that the hiring Outlook has rebounded slightly from the prior quarter. Once the data is adjusted to allow for seasonal variation, employers report an Outlook of +19%. The fourth-quarter hiring plans represent a hopeful turnaround in employer confidence from the prior quarter’s results.

AG Rao, Group Managing Director at ManpowerGroup India said “With increased focus of the government on the ease of doing business, many MNCs find a conducive investment climate in India, resulting in creation of employment opportunities and business growth. The Goods and Services Tax (GST) is another such undertaking that is expected to provide the much needed stimulant for economic growth in India. Looking at the current positive outlook of the economy, e-commerce giants are in the process of ramping up workforce across various functions, particularly engineers and other specialists with an intention to be technology, product and engineering-driven companies. Employer hiring intentions remain positive in all seven sectors, primarily driven by Services, Transportation and Utilities, Wholesale and Retail Trade, and Public Administration and Education sectors.”

“However, the difference between the skills needed on the job and those possessed by job applicants is huge. Companies are cautiously hiring and going to ever-greater lengths to identify the candidates who have the right mix of skills. The job-seekers need to have industry knowledge with practical intelligence,” added Mr. Rao.

Sectoral Trends

Employers in all seven industry sectors expect to add to payrolls during the coming quarter. The strongest hiring prospects are reported in the Services sector, with a Net Employment Outlook of +23%, and in the Transportation & Utilities sector, where the Outlook stands at +20%. Elsewhere, upbeat hiring plans are evident in the Mining & Construction sector and the Public Administration & Education sector, where Outlooks stand at +19% and +18%, respectively, while the Outlook for the Wholesale & Retail Trade sector is +17%. Meanwhile, respectable workforce gains are likely in both the Manufacturing sector and the Finance, Insurance & Real Estate sector, according to employers who report Outlooks of +14% and +12%, respectively.

When compared with the previous quarter, Outlooks strengthen in five of the seven industry sectors, most notably 8 percentage points in the Services sector. Mining & Construction sector employers report an improvement of 7 percentage points, while Outlooks increase by 4 and 3 percentage points in the Manufacturing sector and the Transportation & Utilities sector, respectively. However, employers in the Wholesale & Retail Trade sector report a slight decline of 2 percentage points.

Hiring prospects weaken in six of the seven industry sectors when compared with this time one year ago. Wholesale & Retail Trade sector employers report the most notable decrease of 19 percentage points. Hiring plans also decline considerably in the Manufacturing sector and the Finance, Insurance & Real Estate sector, decreasing by 15 and 13 percentage points, respectively, while the Services sector Outlook is 12 percentage points weaker. Meanwhile, Mining & Construction sector employers report no year-over-year change.

India's Regional Trends

Employers in all four regions forecast an increase in staffing levels during 4Q 2017. The strongest labor market is anticipated by employers in the North, who report a Net Employment Outlook of +27%. Elsewhere, employers expect a favourable hiring pace in the South, reporting an Outlook of +20%, while respectable payroll gains are anticipated in the West, where the Outlook is +15%. Meanwhile, the most cautious regional Outlook of +7% is reported in the East.

When compared with 3Q 2017, hiring prospects are 11 percentage points stronger in the North and employers in the West report an improvement of 6 percentage points. Meanwhile, employers report no change in the South and the Outlook for the East declines by 2 percentage points.

Hiring intentions weaken in all four regions when compared with the final quarter of 2016. Considerable decreases of 17 and 15 percentage points are reported for the East and the West, respectively. The Outlook for the South declines by 11 percentage points, while employers report a decrease of 7 percentage points in the North.

Global Trends

Fourth-quarter forecasts are mostly positive with employers in 42 of 43 countries and territories expecting workforces to grow by varying margins over the next three months. Only employers in Switzerland forecast a flat fourth-quarter hiring pace. As a result, for the first time since Quarter 2 2008 and the ensuing global recession there are no negative Net Employment Outlooks in any of the 43 countries and territories surveyed. When compared with Quarter 3 2017, Outlooks improve in 23 of the 43 countries and territories, decline in 13 and are unchanged in seven. When compared with this time one year ago, hiring plans strengthen in 25 of the 43 countries and territories, weaken in 15 and are unchanged in three. The most optimistic Net Employment Outlooks are reported in Japan, Taiwan, Costa Rica, India and Hungary. The weakest fourth-quarter hiring plans are reported in Switzerland, Brazil and the Czech Republic.

Employers in all 10 countries in the Americas expect to grow staffing levels by varying degrees in Quarter 4 2017. Hiring prospects improve in five countries when compared to Quarter 3 2017, weaken in two and are unchanged in three. In a year-over-year comparison, employer hiring confidence improves in six countries, but weakens in four. Employers in Costa Rica and the United States report the strongest fourth-quarter hiring plans. The weakest hiring climate is expected in Brazil; employers there report subdued, but positive, hiring plans for the second consecutive quarter following more than two years of negative forecasts.

Payroll growth is forecast in each of the eight Asia Pacific countries and territories, with hiring prospects improving from three months ago in five, declining in two and remaining unchanged in one. When compared to Quarter 4 2016, forecasts strengthen in four countries and territories,

decline in three and are unchanged in one. Employers in Japan and Taiwan report the strongest job prospects while the weakest forecast is reported in China.

Across the 25 countries in the Europe, Middle East and Africa (EMEA) region, employers expect some job growth in 24 countries, with only Swiss employers expecting a flat hiring environment. Hiring intentions strengthen in 13 countries when compared with the third quarter, weaken in nine, and are unchanged in three. In the year-over-year comparison employers in 15 countries report stronger forecasts, those in eight expect the hiring pace to slow, while forecasts in two countries remain unchanged. For the second consecutive quarter employers in Hungary report the EMEA region's strongest forecast. Swiss employers report the weakest fourth-quarter hiring plans.

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 59,000 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), 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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as

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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