

ManpowerGroup
Employment
Outlook Survey
India

**Q4
2020**



India Employment Outlook

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2020 was conducted by interviewing a representative sample of 813 employers in India. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2020 as compared to the current quarter?”

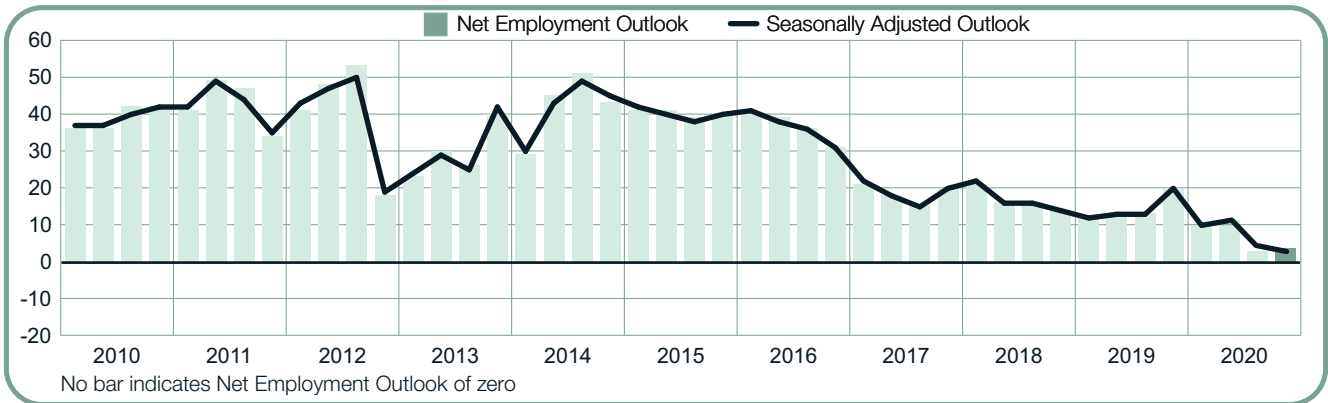
Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the fourth quarter of 2020 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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India Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Oct-Dec 2020	7	3	54	36	4	3
Jul-Sep 2020	5	2	47	46	3	4
Apr-Jun 2020	12	0	51	37	12	10
Jan-Mar 2020	10	0	60	30	10	19
Oct-Dec 2019	20	0	52	28	20	19



Indian employers report cautious hiring plans for the final quarter of 2020. With 7% of employers anticipating an increase in payrolls, 3% forecasting a decrease and 54% expecting no change, the resulting Net Employment Outlook is +4%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +3%. Hiring sentiment is the weakest since the survey began 15 years ago, remaining relatively stable when compared with the previous quarter, but declining by 16 percentage points in comparison with this time one year ago.

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization-Size Comparisons

Participating employers are categorized into one of three organization sizes: Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

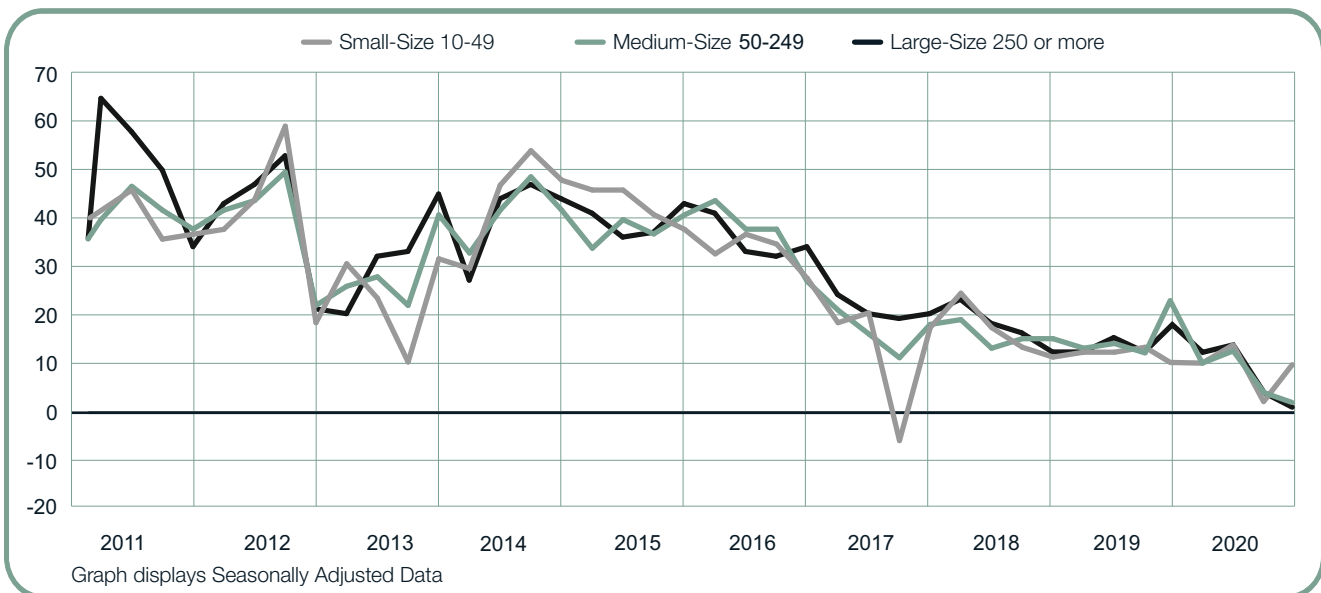
In a comparison with the prior quarter, Small employers report an improvement of 6 percentage points, but Outlooks decline by 3 percentage points for Large employers and by 2 percentage points for Medium employers.

Workforce gains are expected in all three organization size categories during the next three months. The strongest labor market is anticipated by Small employers with a Net Employment Outlook of +10%. Elsewhere, employers expect limited hiring activity, reporting Outlooks of +2% and +1% in the Medium- and Large-size categories, respectively.

Medium employers report a sharp decline of 21 percentage points when compared with this time one year ago, and the Outlook for Large firms is 16 percentage points weaker. Meanwhile, Small employers report no change.

*No data available for Micro and Small business for the current quarter

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Small-Size 10-49	14	4	56	26	10	10
Medium-Size 50-249	6	3	55	36	3	2
Large-Size 250 or more	5	2	53	40	3	1



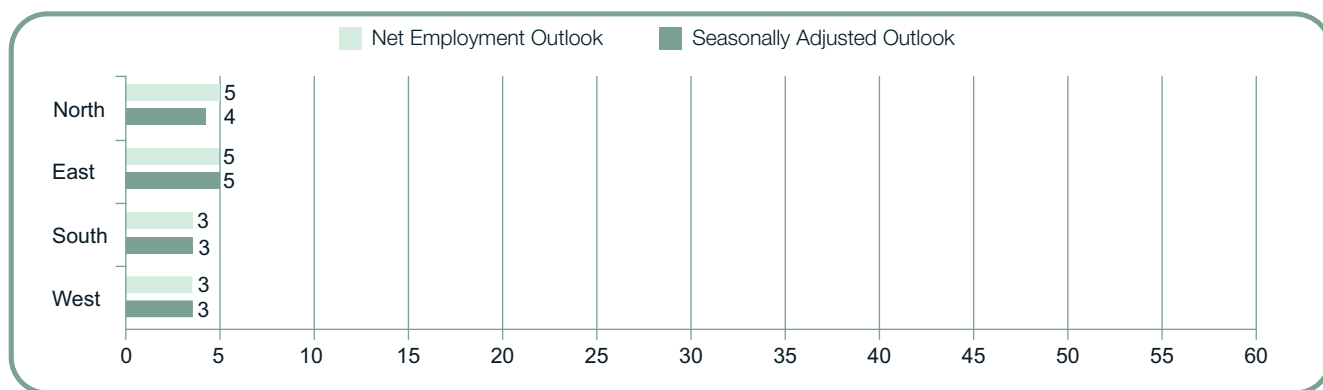
Regional Comparisons

Hiring intentions in both the North and the South are the weakest reported since the survey began in 2005, while employers in the West match their weakest forecast, last reported in the previous quarter.

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 +5%. Elsewhere, limited job gains are anticipated in the North, with an Outlook of +4%, and in both the South and the West, with Outlooks of +3%.

Hiring prospects improve by 2 percentage points in the East when compared with the previous quarter, while remaining relatively stable in the North and the South. In the West, the Outlook is unchanged.

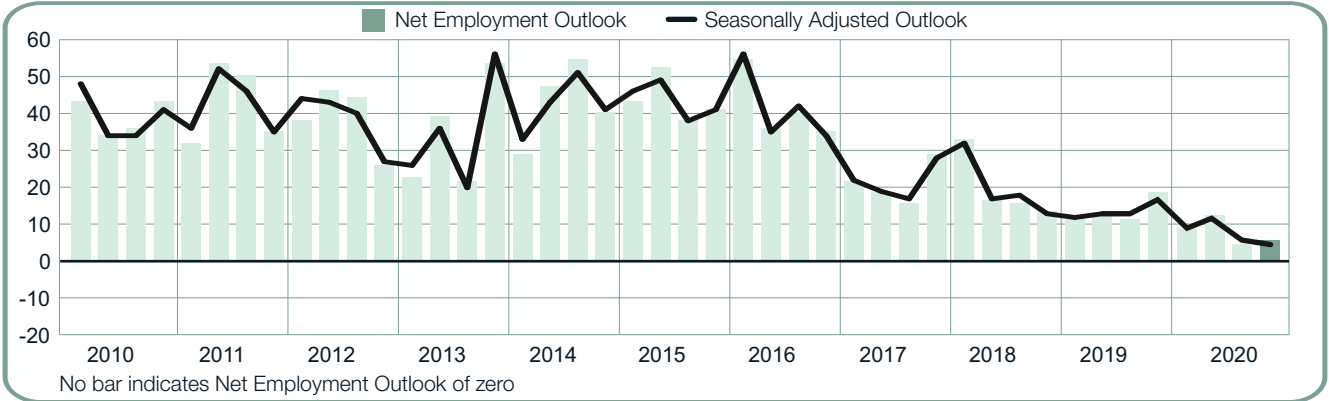
In a year-over-year comparison, hiring plans weaken in all four regions, most notably by 33 percentage points in the East. The Outlook for the South decreases by 17 percentage points, while declines of 16 and 12 percentage points are reported in the West and the North, respectively.



+4%

North

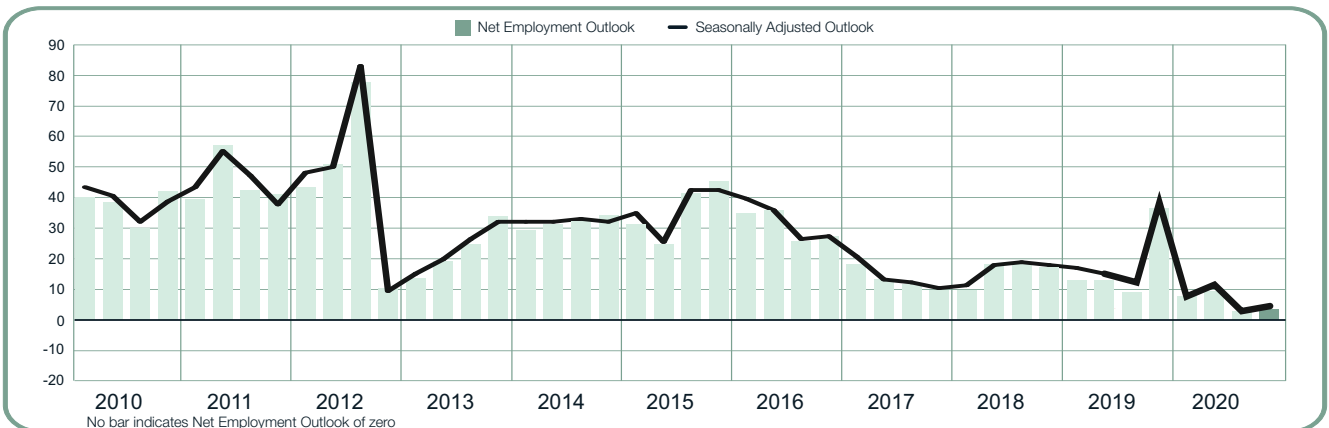
Job seekers can expect a soft labor market in the upcoming quarter, according to employers who report a Net Employment Outlook of +4%. Hiring intentions remain relatively stable quarter-over-quarter, but decline by 12 percentage points when compared with this time one year ago.



+5%

East

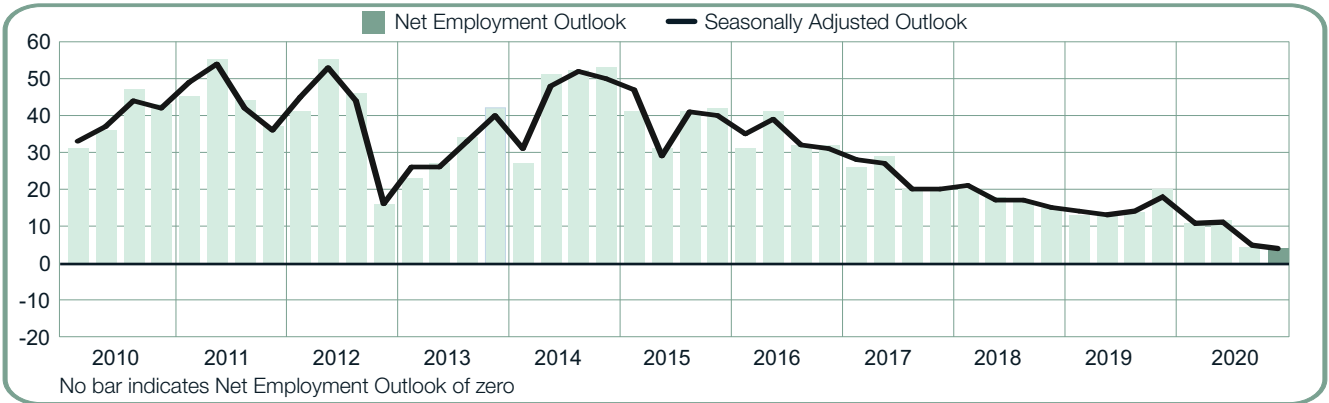
With a Net Employment Outlook of +5%, employers anticipate modest job gains in the October to December period. The Outlook is 2 percentage points stronger when compared with the previous quarter, but declines by a steep margin of 33 percentage points in comparison with the same period in 2019.



+3%

South

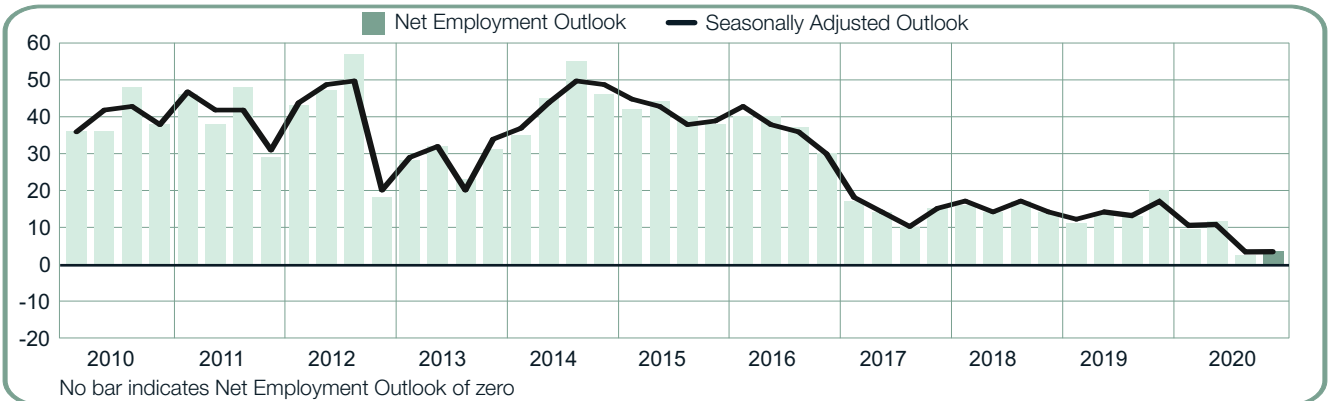
Employers forecast limited hiring activity during the final quarter of 2020, reporting a Net Employment Outlook of +3%. Hiring plans remain relatively stable in comparison with the prior quarter, but decline by 17 percentage points year-over-year.



+3%

West

The cautious hiring pace is expected to continue in the next three months, with employers reporting a Net Employment Outlook of +3% for the second consecutive quarter. Hiring prospects decline by 16 percentage points when compared with this time one year ago.



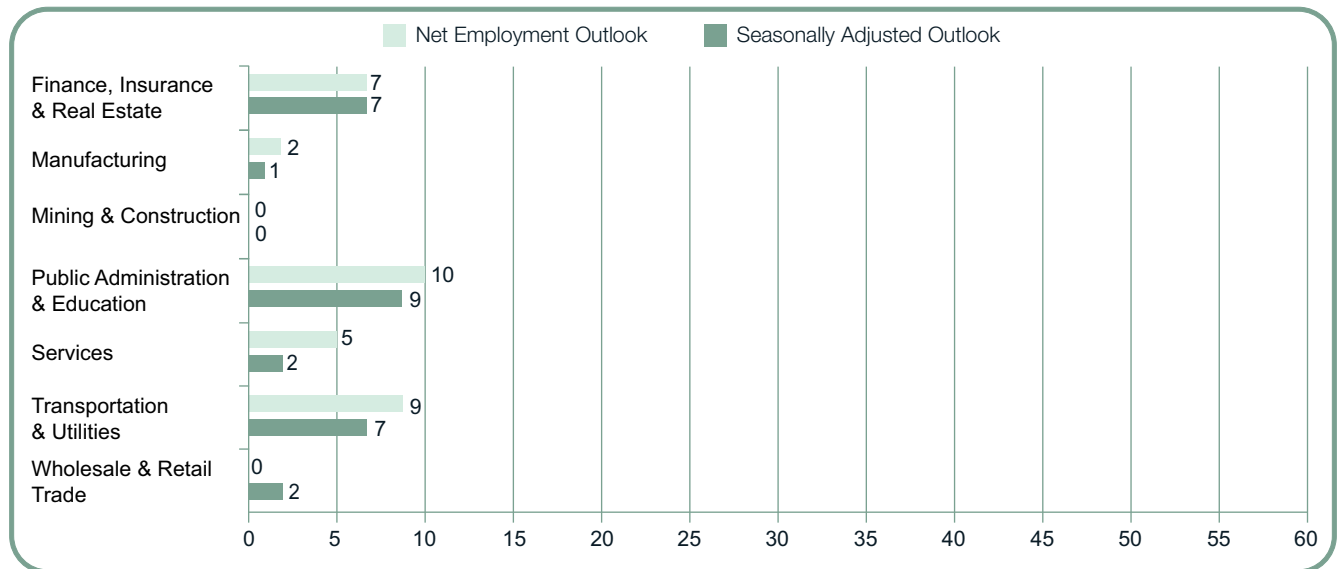
Sector Comparisons

Hiring sentiment in four of the seven Indian industry sectors is the weakest reported since the survey began 15 years ago – the Manufacturing sector, the Mining & Construction sector, the Services sector and the Wholesale & Retail Trade sector.

Workforce gains are anticipated in six of the seven industry sectors during the forthcoming quarter. The strongest labor market is forecast in the Public Administration & Education sector, with a Net Employment Outlook of +9%. Modest job gains are expected in two sectors with Outlooks of +7% - the Finance, Insurance & Real Estate sector and the Transportation & Utilities sector. Employers report cautious Outlooks of +2% in the Services sector and the Wholesale & Retail Trade sector, while the Outlook for the Manufacturing sector stands at +1%. The weakest labor market is anticipated by Mining & Construction sector employers with an Outlook of 0%.

Hiring intentions weaken in all seven industry sectors when compared with this time one year ago. A sharp decline of 25 percentage points is reported in the Wholesale & Retail Trade sector, while Outlooks are 18 and 17 percentage points weaker in the Services sector and the Public Administration & Education sector, respectively. In both the Manufacturing sector and the Mining & Construction sector, employers report decreases of 15 percentage points.

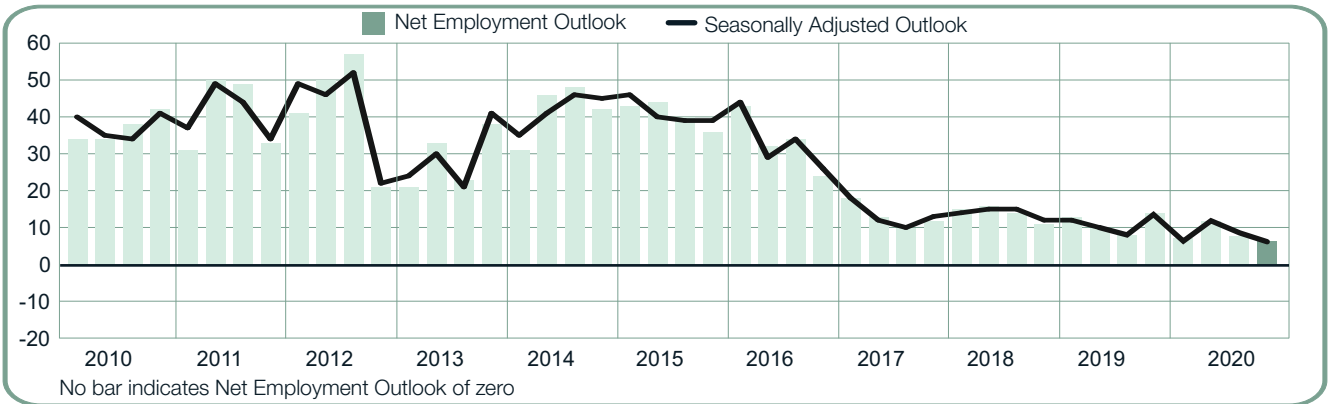
When compared with the third quarter of 2020, hiring prospects weaken in five of the seven industry sectors, most notably by 11 percentage points in the Mining & Construction sector. Elsewhere, noteworthy declines of 3 and 2 percentage points are reported in the Wholesale & Retail Trade sector and the Finance, Insurance & Real Estate sector, respectively. However, Outlooks strengthen in two sectors, including an increase of 4 percentage points reported by Public Administration & Education sector employers.



+7%

Finance, Insurance & Real Estate

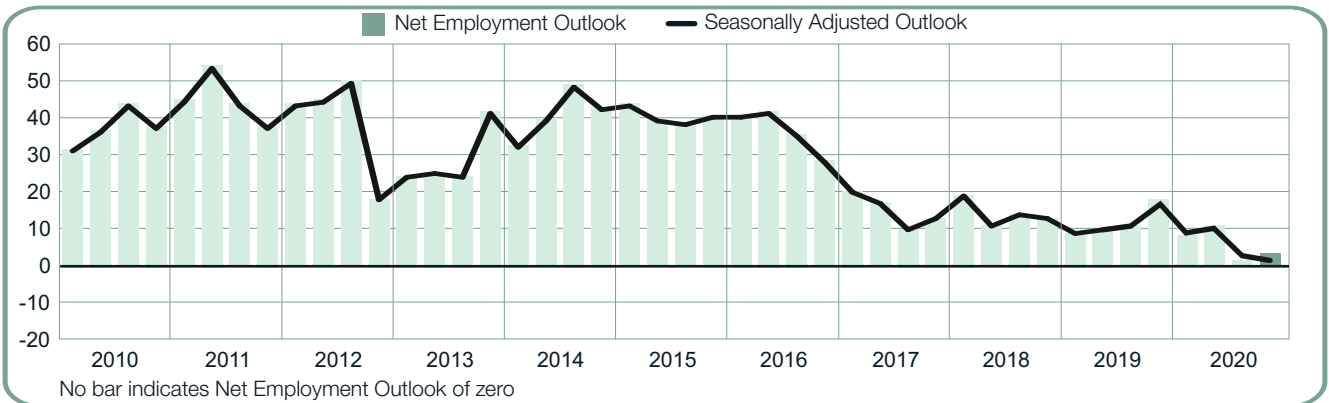
Reporting a Net Employment Outlook of +7%, employers forecast some payroll gains during the final quarter of 2020. However, hiring plans weakened by 2 and 8 percentage points quarter-over-quarter and year-over-year, respectively.



+1%

Manufacturing

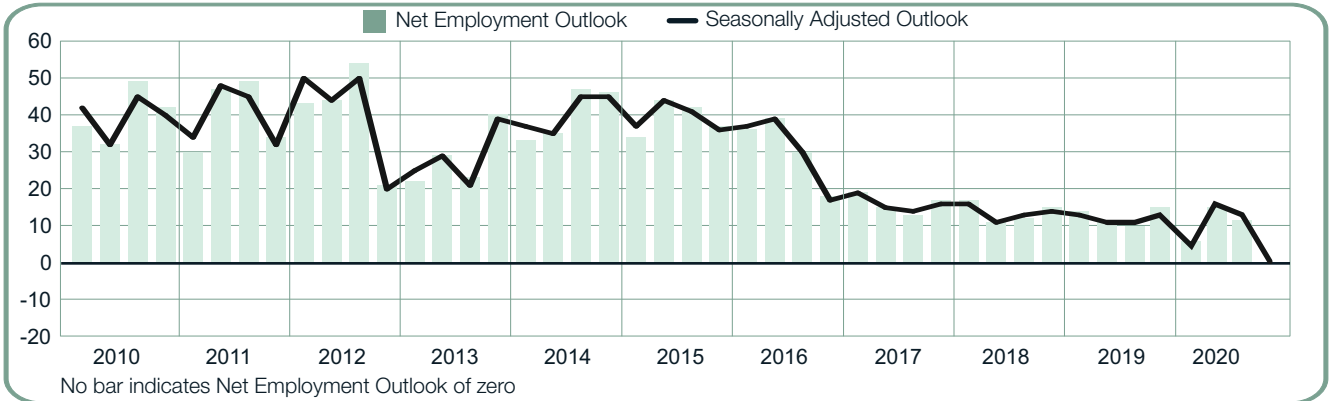
Job seekers can expect a soft labor market in the next three months, according to employers who report a Net Employment Outlook of +1%. Hiring sentiment remains relatively stable in comparison with the prior quarter, but declines by 15 percentage points when compared with this time one year ago.



0%

Mining & Construction

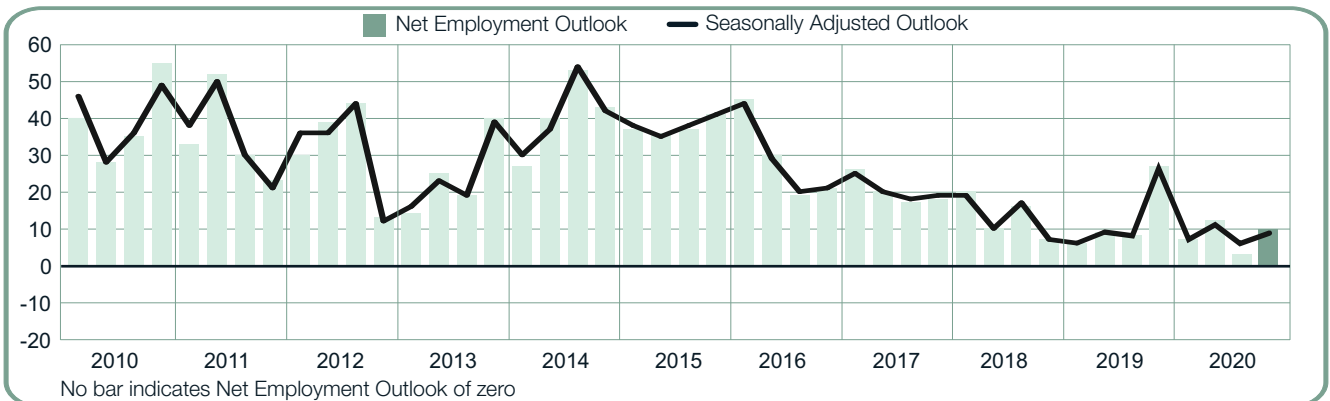
Employers report flat hiring prospects for the October to December period with a Net Employment Outlook of 0%. Hiring prospects decline considerably in comparison with both 3Q 2020 and last year at this time, decreasing by 11 and 15 percentage points, respectively.



+9%

Public Admin/ Education

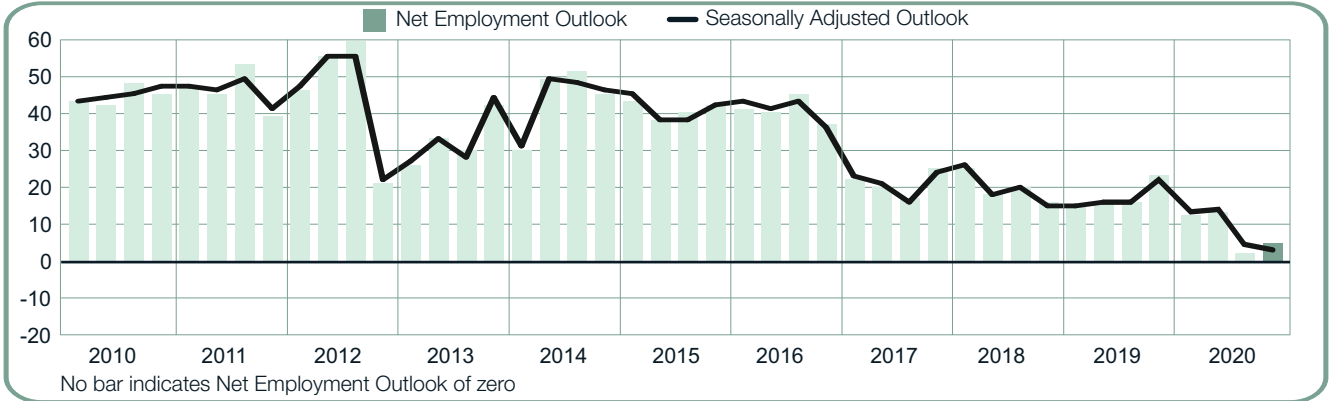
With a Net Employment Outlook of +9%, employers report encouraging signs for job seekers in the coming quarter. The Outlook is 4 percentage points stronger in comparison with the previous quarter, but declines by 17 percentage points when compared with this time one year ago.



+2%

Services

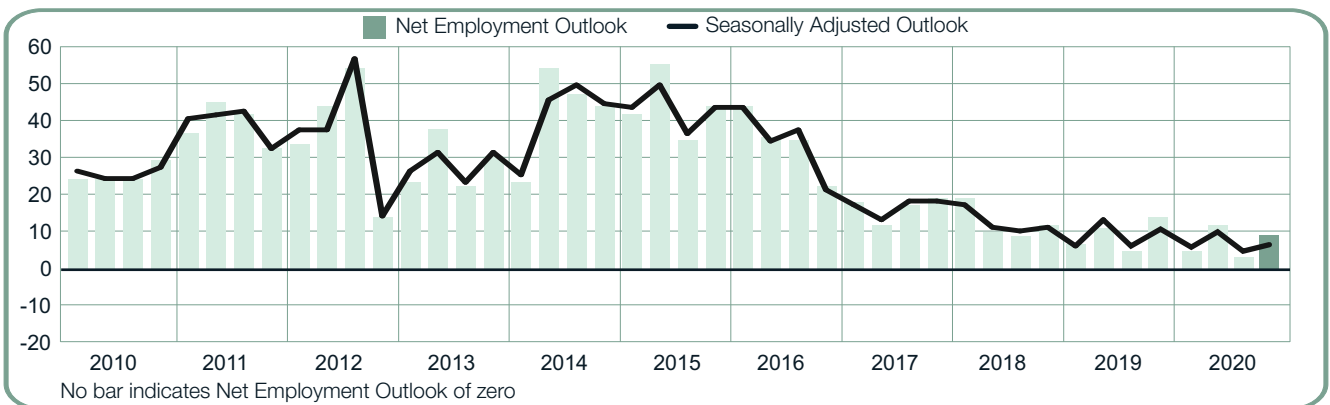
Slow-paced hiring activity is forecast for the fourth quarter of 2020, with employers reporting a Net Employment Outlook of +2%. Hiring intentions remain relatively stable when compared with the previous quarter, but are 18 percentage points weaker in comparison with the same period in 2019.



+7%

Transportation & Utilities

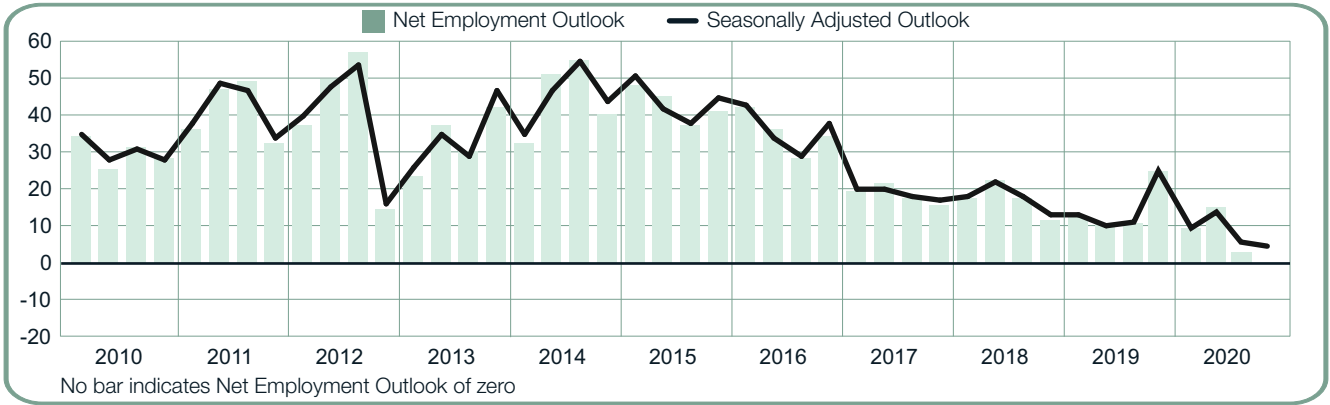
Employers anticipate a mild hiring climate in the October to December period, reporting a Net Employment Outlook of +7%. Hiring prospects remain relatively stable in comparison with 3Q 2020, but decline by 4 percentage points in comparison with last year at this time.



+2%

Wholesale & Retail Trade

Job seekers can expect a quiet labor market in the upcoming quarter, according to employers who report a Net Employment Outlook of +2%. Hiring plans weaken both quarter-over-quarter and year-over-year, decreasing by 3 and 25 percentage points, respectively.



About the Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 56 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook

Unique : It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey: is the most extensive, forwardlooking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: For Quarter 4 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 38,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the 4Q 2020 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of December 2020 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the per centage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global work force 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.

www.manpowergroup.com

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.

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