

ManpowerGroup Diversity Outlook Survey

India Findings





Workforce Trends:

How Employers Are Fostering
Diverse Talent and Closing
the Gender Gap





Executive Summary

In the latest edition of the ManpowerGroup Employment Outlook Survey, 3,150 employers from India were asked about their Diversity plans, progress and intentions, fostering diverse talent, and closing the gender gap.

Employers who stated that their company initiatives were on-track in increasing the number of women candidates and strengthen their diversity ratio.

Highest :

58%



Information Technology

54%



Healthcare & Life Sciences

54%



Financials and Real Estate

Lowest :

34%



Consumer Goods and Services

42%

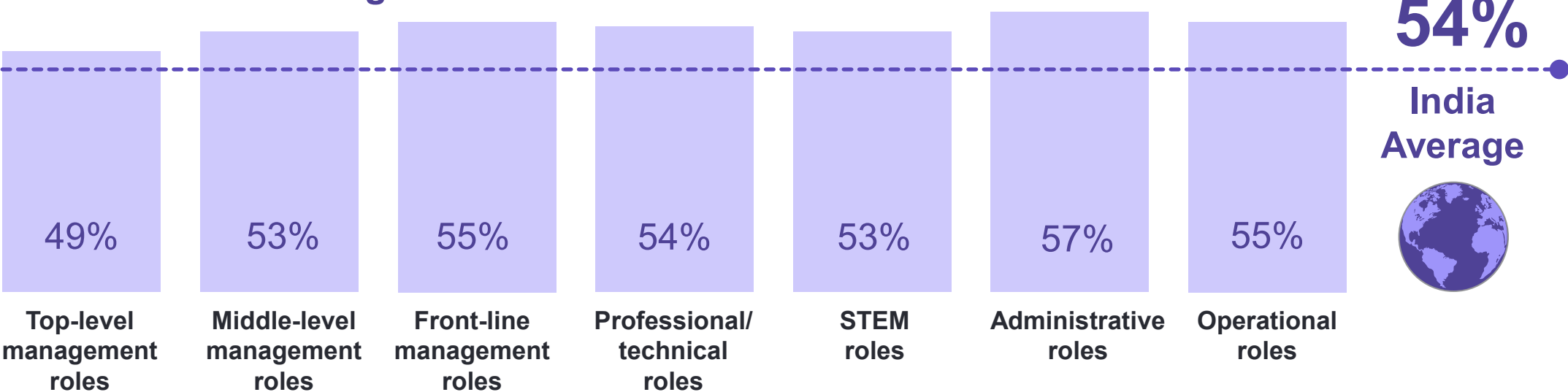


Industrials and Materials

Gender Equity Initiatives Are on Track for more than Half of Roles

Top-level management roles are the most likely to lag in the number of women candidates — presenting the greatest opportunity for employers to make a significant impact on their workforce.

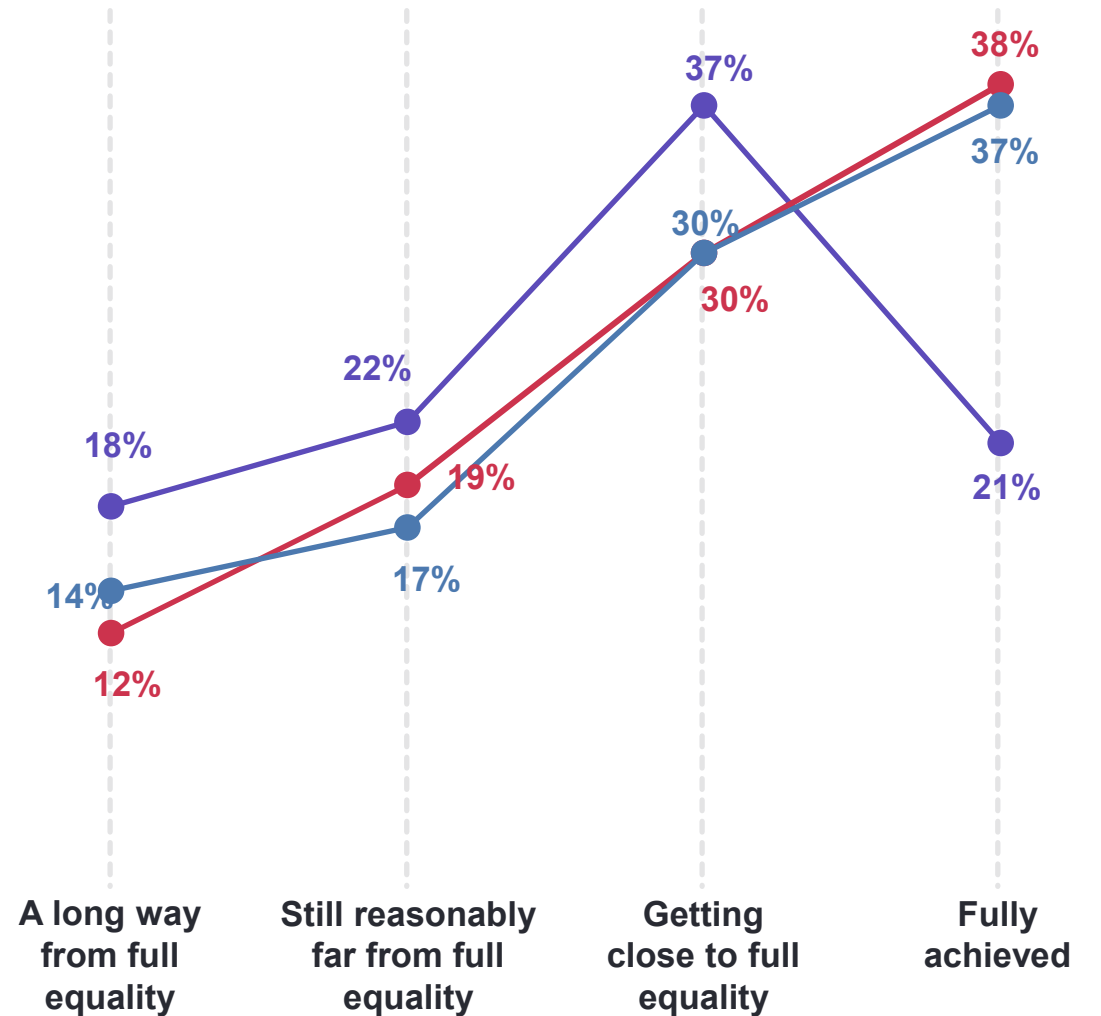
Percentage of employers who said their company initiatives were on-track in increasing the number of women candidates in...



Employers Expect Most of the Progress on Gender Equality to Happen in the Next Two Years

Even then, **only 38% of employers expect gender equality to be fully achieved in their organization.** This is compared to 21% of organizations where gender equality is already fully achieved.

- Currently,** gender equality in our organization is...
- In two years,** I expect gender equality in our business to be...
- At best,** gender equality in our organization will always be...



Retaining and Securing Diverse Talent

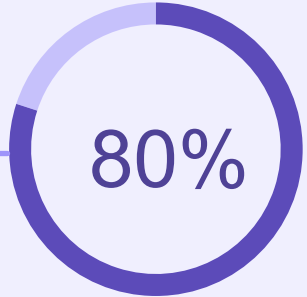
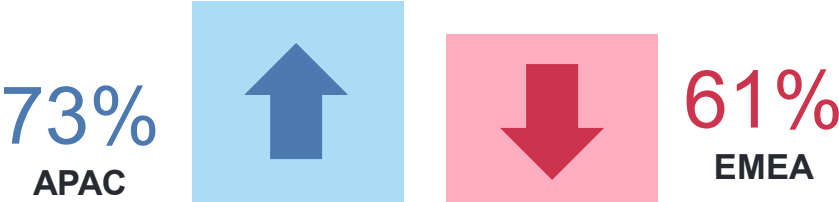
Internal leadership development programs have been the most effective in retaining and securing diverse talent, with 43% of companies saying that organizing internal leadership development programs have helped them to retain talent and expand their candidate pool to be more diverse.



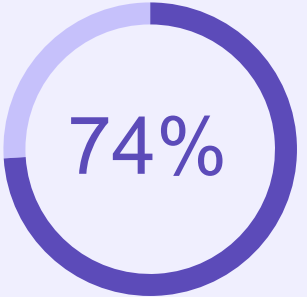
Tech For Good

Technology has a key role to play in closing the gender gap at work. 80% of employers said it has allowed them be more flexible, helping them to promote gender equality, and 77% say that gender equality is being helped by tech advancements.

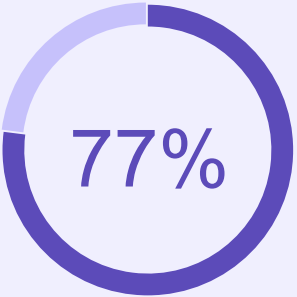
80% of employers think technology has helped us be more flexible, promoting more gender equality:



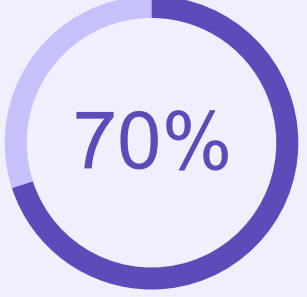
Technology has helped us be more flexible, promoting more gender equality.



Qualified candidates for IT roles are becoming more gender diverse than in the past.

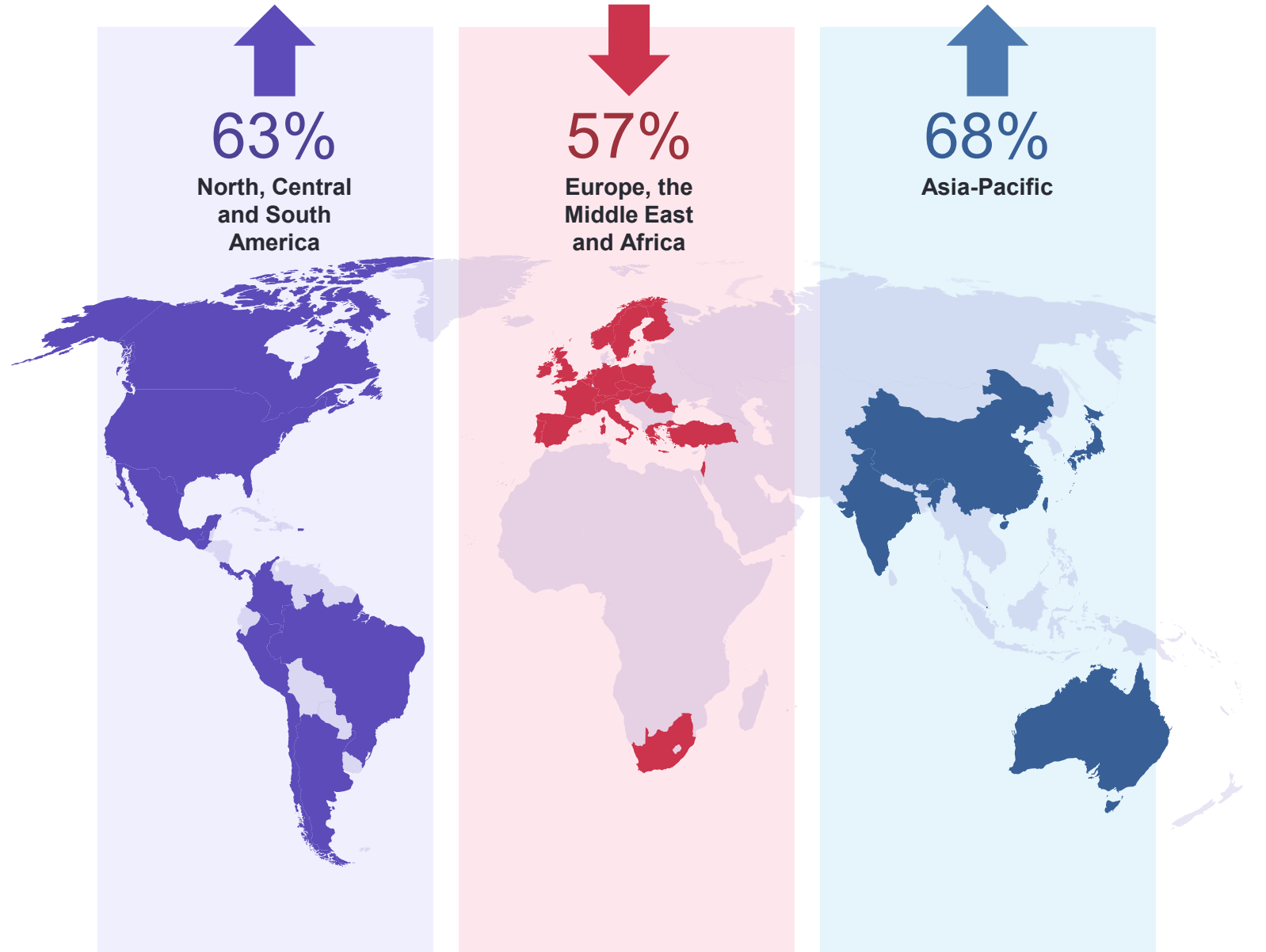


Overall gender equality is being helped by advancing technology.



AI is helping us recruit the best candidates regardless of gender.

Employers across
The Asia-Pacific
are the **most
optimistic** about
the effect of
technology
on promoting
gender equality.

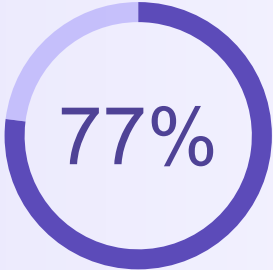


Employers rank trust and well-being as the most effective drivers of DEIB success.



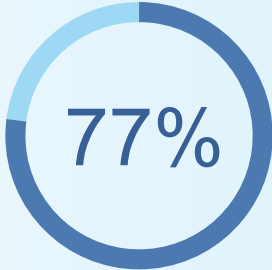
Employers Report Using Talent Acquisition to Drive DEIB

Talent Acquisition



Talent Acquisition plays an important role in fostering a diverse candidate pool, and human resources (HR) and hiring decision makers have an important role in creating an equitable and inclusive environment for all, which results in higher retention.

Employers see the essential role that **Talent Acquisition** plays in securing diverse candidates:



My organization continues to invest in and grow its **Diversity, Equity, Inclusion and Belonging (DEIB)** programs and initiatives.

DEIB

ManpowerGroup Solutions Across the Entire HR Life Cycle



Workforce
Management



Talent
Resourcing



Career
Management



Top Talent
Attraction



Strategic Workforce
Planning



Workforce Consulting
and Analytics



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