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New Year brings positive news for the job market reveals the latest ManpowerGroup Employment Outlook Survey

***New Delhi, 12th December 2018*– ManpowerGroup’s Latest Employment Outlook Survey
Indicates Positive Vibes in the Indian Job market.**

According to the Survey released today by ManpowerGroup India, Indian employers expect the hiring pace to remain active in the January-March time frame. Once the data is adjusted to allow for seasonal variation, employers report an Outlook of +22%. The survey was conducted among 4500+ employers across the country across various segments of industries. The survey further points that opportunities for job seekers are expected to be slightly stronger than they were in the previous quarter.

AG Rao, Group Managing Director at ManpowerGroup India said “As the Indian economy maintains its escalating growth trajectory, the job market looks positive. Despite the market volatilities, India’s macroeconomic fundamentals have improved due to a combination of various initiatives focused on job creation and skill development with a continuing emphasis on ease of doing business, particularly in relation to infrastructure and other large projects. The job market continues to sustain the momentum gained over the past few months. Undertaking several measures to stabilize, sustain and promote economic growth on continued basis is on the agenda of the government. There are continuous ongoing measures to encourage industries to expand their operations, which in turn will help boost the job market. Employer hiring intentions remain positive in all seven sectors, primarily driven by Services, Mining and Construction, Manufacturing, and Transportation and Utilities Sectors.”

“This environment is conducive for employees who showcase high learnability and the ability to re-skill themselves rapidly. Job seekers and fresh graduates need to possess the desire and ability to learn new skills to stay relevant and remain employable. The challenge is to stay ahead at this time along with other factors such as global demographical shifts and the growing competition,” added Mr. Rao.

Sectoral Trends

Workforce gains are expected in all seven industry sectors during the January-March period. Services sector employers report the strongest Net Employment Outlook of +27%, while employers in three sectors report upbeat Outlooks of +15%, +19% and +20% for the Finance, Insurance & Real Estate, Manufacturing and Mining & Construction sectors, respectively. Elsewhere, Public Administration & Education sector employers anticipate a similarly steady labor market, reporting an Outlook of +18%, while positive Outlooks of +18% and +19% are reported by employers in the Wholesale and Retail and the Transportation & Utilities Trade.

When compared with 4Q 2017, hiring plans strengthen in five of the seven industry sectors. Finance, Insurance & Real Estate and Manufacturing sectors employers report an increase of 2 and 5 percentage points, respectively, while Outlooks remain relatively stable in both the Public Administration & Education and Wholesale sectors. Meanwhile, hiring plans improve slightly in the Services and Mining & construction sectors, and remains relatively stable in the Transportation & Utilities sector.

Year-on-year, hiring prospects nominally improve in only the Services sector where the Outlook improves by 3 percentage points. The Outlook is unchanged in the Transportation & Utilities sector, while weaker hiring plans are reported in five sectors.

India's Regional Trends

Employers forecast payroll gains in all four regions during the first quarter of 2018. The strongest labor market is anticipated in the North, where the Net Employment Outlook stands at +32%. In the South, employers report healthy hiring prospects with an Outlook of +23%, while steady hiring activity is expected in the West, with an Outlook of +17%. Employers in the East anticipate a modest increase in staffing levels, reporting an Outlook of +7%.

Hiring plans are slightly stronger in three of the four regions when compared with the previous quarter. Increases of 4 percentage points are reported in the North and the South, and the Outlook for the West improves by 2 percentage points. Meanwhile, employers in the East report no change.

Year-over-year, employers in two of the four regions report weaker hiring prospects, with Outlooks declining by 10 and 7 percentage points in the East and the South, respectively. Elsewhere, employers in the North report a considerable improvement of 10 percentage points, while the Outlook in the West remains relatively stable.

Global Trends

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labour market activity* in Quarter 1 of 2018. According to the survey, workforce gains of varying margins are forecast by employers in 41 of 43 countries and territories during the January-March time frame. And for the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories. Additionally, employers in a number of countries, including Australia, Japan, Norway, Poland, Romania and the United States, report their strongest hiring plans in five years or more. There are also signs that the volatility recently observed in some countries—most notably in Brazil, China and India—is declining.

Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

Workforce gains are forecast in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region through the first three months of 2018. Hiring plans improve in 10 countries quarter-over-quarter, weaken in 10, and are unchanged in five. In a year-over-year comparison, Outlooks improve in 14 countries, decline in eight and are unchanged in three. Job seekers in Romania and Slovenia may benefit from the strongest EMEA region first-quarter hiring plans, while the

weakest forecasts are reported in Austria and Italy, with employers in both countries predicting a flat hiring pace through the first three months of the 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 nearly 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 www.manpowergroup.com/meos 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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About ManpowerGroup

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