



Nidhi Gupta
ManpowerGroup Services India Pvt. Ltd.
+91 124 679 5533 (Office)
+91 989 9165 5464 (Mobile)
Nidhi.gupta@manpowergroup.com

Manpower Employment Outlook Survey reveals that Indian employers expect a vigorous fourth-quarter hiring pace. Eastern region employers report strongest job prospects for the quarter ahead.

*Indian employers report the most optimistic hiring plans across the globe for the upcoming quarter;
Outlooks remain positive in all sectors and regions*

New Delhi, 8th September 2015—According to the **Manpower Employment Outlook Survey released today by ManpowerGroup**, the survey of **5,047 employers across India** indicates that Indian employers expect the hiring pace to remain robust in the October-December time frame. Once the data is adjusted to allow for seasonal variation, employers report an Outlook of +41%. Hiring confidence remains buoyant and job seekers are expected to benefit from strong labour market activity.

The most optimistic hiring plans are reported by employers in the Wholesale & Retail Trade sector and the Transportation & Utilities sector where Net Employment Outlooks stand at +45% and +44%, respectively. From a regional perspective, employers in the Eastern region anticipate the most opportunities for job seekers in the months ahead, reporting a Net Employment Outlook of +42%.

“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. 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

Transportation and Utilities, Wholesale and Retail Trade, IT and Manufacturing sectors,” said A G Rao, Group Managing Director at ManpowerGroup India.

“As more people turn to e-tailers for a gamut of needs, employers stated that expansion in this sector needs to be supplemented by the right manpower. An appreciation for technology and an ingrained customer understanding are the most important aspects for potential hires along with the ability to innovate and apply problem solving skills. One of the main reasons for great optimism is the advent of better connectivity with 4G services being introduced in India,” added Mr. Rao.

Sectoral Trends

Job gains are expected in all seven industry sectors during the October-December period. Employers report the strongest hiring plans in the Wholesale & Retail Trade sector and the Transportation & Utilities sector, with Net Employment Outlooks of +45% and +44%, respectively. Services sector employers also anticipate dynamic hiring activity with an Outlook of +42%, while bullish Outlooks of +41% are reported in both the Manufacturing sector and the Public Administration & Education sector. Elsewhere, Outlooks stand at +37% and +36% in the Finance, Insurance & Real Estate sector and the Mining & Construction sector, respectively

Employers report weaker hiring plans in five of the seven industry sectors when compared with 4Q 2014. Mining & Construction sector employers report the most notable decline of 9 percentage points while Outlooks are 7 and 4 percentage points weaker in the Finance, Insurance & Real Estate sector and the Services sector, respectively. Elsewhere, the Transportation & Utilities sector Outlook is unchanged and Wholesale & Retail Trade sector employers report relatively stable hiring intentions.

Quarter-over-quarter, hiring intentions improve in five of the seven industry sectors. Wholesale & Retail Trade sector employers report the most noteworthy increase of 8 percentage points while an improvement of 7 percentage points is reported in the Transportation & Utilities sector. Elsewhere, hiring prospects strengthen by 4 percentage points in the Manufacturing sector, the Public Administration & Education sector and the Services sector. Meanwhile, hiring intentions remain relatively stable in both the Finance, Insurance & Real Estate sector and the Mining & Construction sector.

India's Regional Trends

Employers in all four regions report an increase in staffing levels during quarter 4 of 2015. The strongest labour market is anticipated in the East with a Net Employment Outlook standing at +42%. Elsewhere, employers in the North, the South and the West expect robust workforce gains, reporting Outlooks of +40%.

When compared with the previous quarter, hiring intentions strengthen in all four regions, most notably by 3 percentage points in both the North and the West. Employers in the East report an improvement of 2 percentage points while the Outlook for the South remains relatively stable.

Year-over-year, hiring plans weaken considerably in two regions. The Outlook for the South declines by 12 percentage points while a decrease of 9 percentage points is reported in the West. However, employers report a considerable improvement of 12 percentage points in the East while the Outlook for the North remains relatively stable.

Global Trends

ManpowerGroup interviewed nearly 59,000 employers across 42 countries and territories to forecast Quarter 4 2015 labour market activity.* Employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. However, evidence of definitive fourth-quarter workforce gains remains patchy amid signs that the pace of recovery following the recession continues to be slow and protracted. Many employers continue to exercise caution and are refraining from aggressive hiring until they sense more meaningful indicators of a market upturn.

Employers in India and Taiwan report the strongest hiring plans across the globe, while employer confidence in Japan is growing steadily with job seekers likely to benefit from the most optimistic forecast reported since Quarter 1 2008. Similarly, hiring intentions in the U.S. continue to improve, and the current outlook is the strongest reported since Quarter 4 2007.

Conversely, employer optimism continues to dwindle in Brazil; the fourth-quarter forecast is the weakest among the 42 countries and territories participating in the survey, and sinks to its least optimistic level since the survey was launched. Labor market activity is also slowing in China where employers forecast the weakest hiring environment in more than six years. Meanwhile, the forecast remains negative in Italy, and turns negative again in Greece, France and Finland.

Overall, employer optimism is mixed in comparison to the Quarter 3 2015 and Quarter 4 2014 research. Forecasts improve in a quarter-over-quarter comparison in 15 countries and territories, decline in 20 and are unchanged in seven. When compared year-over-year, forecasts improve in 16 countries, decline in 21, and are unchanged in five.

Of the 10 countries surveyed in the Americas, positive Outlooks are reported in nine. Hiring confidence strengthens in five countries and declines in four when compared to the July-September time frame. In a year-over-year comparison, forecasts strengthen in only three countries and decline in six. U.S. employers report the strongest fourth-quarter hiring plans. In contrast, employers in Brazil anticipate the weakest hiring pace, with negative forecasts reported by employers in all but one industry sector and in all regions.

Payrolls are expected to increase in all eight Asia Pacific countries and territories. However, Outlooks are trending weaker and the hiring pace is expected to strengthen in only three of eight countries and territories quarter-over-quarter and improve in only one in a year-over-year comparison. Employers in India report the most optimistic forecast across the globe. Conversely, the region's weakest forecast is reported by mainland Chinese employers where hiring activity dips to its weakest point since Quarter 3 2009, following quarter-over-quarter and year-over-year declines in all regions and in most industry sectors.

In the Europe, Middle East & Africa (EMEA) region, workforce gains are expected by employers in 19 of 24 countries. In a quarter-over-quarter comparison, opportunities for job seekers are expected to be stronger in seven countries and weaker in 12. When compared to Quarter 4 2014, employer confidence is stronger in 12 countries and weaker in nine. Furthermore, among those countries where payroll growth is forecast, expected gains are mostly modest with employer optimism apparently tempered—at least in part—by issues associated with the most recent Greek debt crisis. The region's most active hiring pace is forecast in Romania, while Italian employers again report the region's weakest year-end hiring plans.

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/>

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