



TeamLease<sup>TM</sup>  
Putting India to Work

Q2: Jul - Sep, 2022-23

# Employment Outlook Report

INTENT TO HIRE

Comprehensive overview of the mechanics of hiring, job growth, job creation, salaries and their drivers, trends and forecasts across 14 cities and 23 sectors in India

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Q2: Jul - Sep, 2022-23

# Employment Outlook Report

INTENT TO HIRE

# Preface

The TeamLease Employment Outlook Report is a forward looking tool for human resource professionals, policy and decision makers, reflecting hiring sentiment across 14 cities and 23 sectors in India. This report carries "Intent to Hire" statistics for Q-2, 2022-23 [Jul, 2022 – Sep, 2022] on the basis of the survey and analysis carried out during April and May, 2022.

The survey covers 865 small, medium and large companies across the 23 sectors across India. The coverage is spread across 4 geographical areas [Metros, Tier-1, Tier-2/3 and Rural], 4 hierarchical levels [Entry, Junior, Mid and Senior Levels] and 7 functional areas [Sales, Marketing, Information Technology, Engineering, Office Services, Human Resources, Blue Collar].

Tracking critical drivers that influence hiring every quarter, the Employment Outlook Report is the only one of its kind seeking to deliver high impact hiring decision support to its stakeholders – Business & HR heads, Senior Management and Policy-makers in industry and the government.

## The report aims to

- Measure Intent to Hire across the country, by city and sector.
- Track Intent to Hire by geography, business size and hierarchy.
- Identify key drivers of hiring sentiment, by sector.

### The outlook metric

The definition and the measurement of Employment Outlook needs to be abreast of the dynamics of the current labour market reality. In our more than a decade old course of Thought Leadership we see the post-Covid future to be a clear departure from the past and to necessitate the use of a more nuanced metric compared with the erstwhile measure - the Net Employment Outlook – to describe the state of the job market.

The Intent to Hire metric is well suited to capture the small and big changes in hiring sentiment as businesses and, at times, entire sectors are faced with a degree of unprecedented change. The metric helps us to appropriately capture the mood during a specific quarter, and to compare it with the mood of the previous quarter.

For a quarter in consideration, the Intent to Hire metric is defined as: The percentage of employers that is likely to hire employees during the quarter.

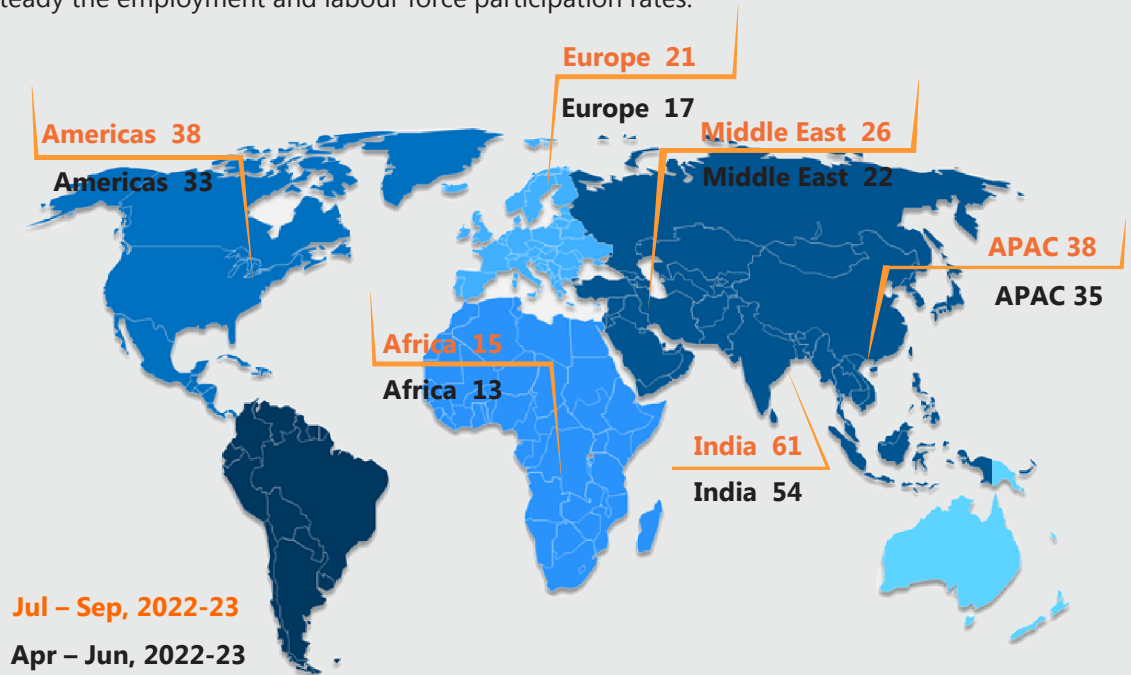
# Executive Summary

## Global Trend

- In the Americas, informal employment is seeing a strong rebound on the back of transitions from outside the labour force, and transitions from formal to informal employment. The unemployment rate in the region dropped substantially in 2021, as those who had exited the labour market in 2020 re-entered, and declined further in 2022.
- Commodity price rises have resulted in fast recovery of the labour markets in the GCC countries - than in the non-GCC countries - from the onslaught of the pandemic. Also, GCC countries are set to witness a labour force participation rate better than pre-pandemic levels during 2022. The non-GCC region are expected to tackle structural barriers and foster the creation of decent work. Policy interventions are expected to level the playing field and pave the way for lessening of inequalities.
- Northern, Southern and Western Europe are witnessing a drop in unemployment rates to pre-pandemic levels, or even lower, during 2022. Eastern Europe's labour force is being further informalized due to reallocation from wage and salaried work to own-account and contributing family work. This has helped steady the employment and labour force participation rates.

### Gain in intent to hire (Q-on-Q):

- India +7%
- Americas +5%
- Middle East +4%
- Europe +4%
- APAC +3%
- Africa +2%



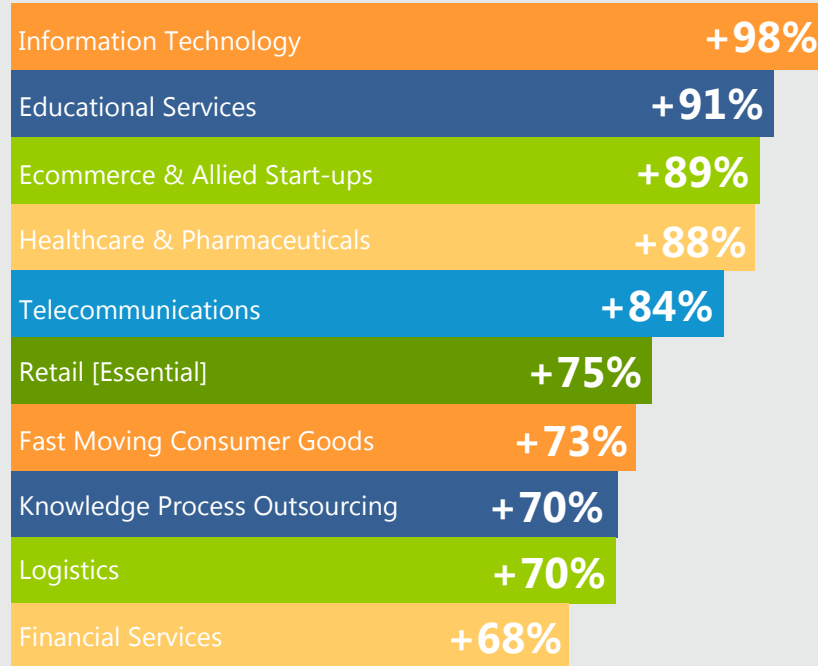
**Major Global Markets**  
Jul - Sep, 2022-23  
Apr - Jun, 2022-23

## Trend in India

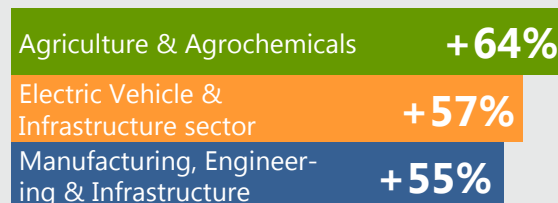
- India's GDP for FY 2021-22 touched **8.7%** after contracting by **6.6%** during the previous fiscal. This, and a slew of public investments in the PLI schemes – in solar cells manufacturing and in Bulk Drugs for instance – are likely to provide a fillip to job creation in the coming quarter.
- An **INR 2.65 lakh crore** stimulus package by the Government of India to generate job opportunities and provide liquidity support to Tourism, Aviation, Construction and Housing is aimed at getting these sectors back to their pre-pandemic levels of revenue and job creation.
- Overall the trends indicate that an increase in hiring intent is imminent and the next few quarters could very well see the Intent to Hire cross the **70%** mark.

## Trend by Sector

### Sectors with High Intent to Hire:

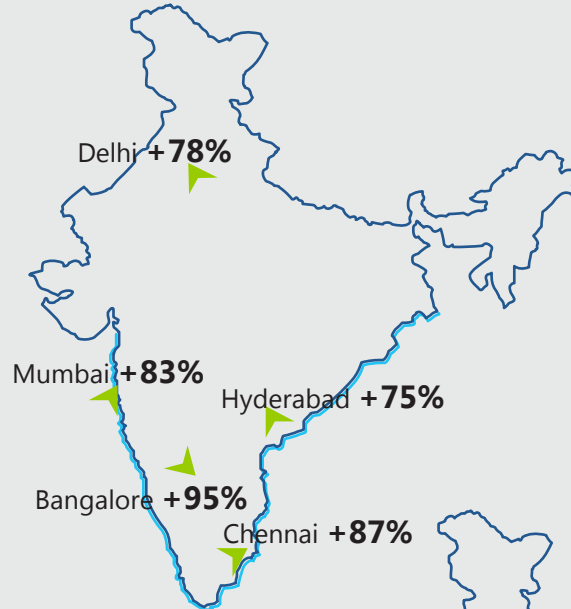


### Sectors with Moderate Intent to Hire:

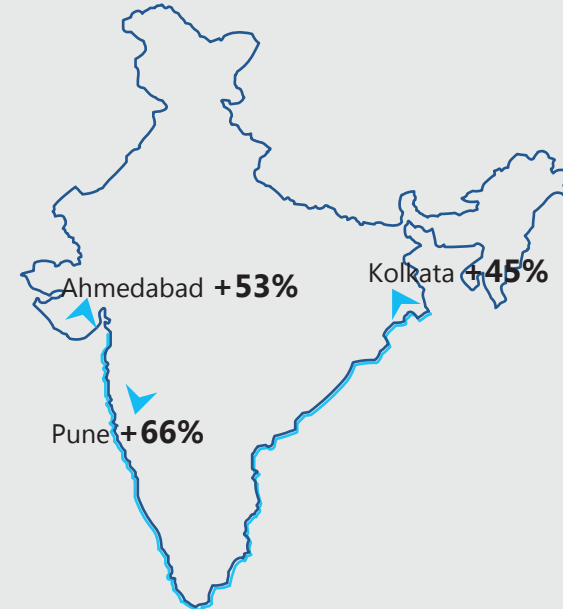


## Trend by City

Cities with **High** Intent to Hire:

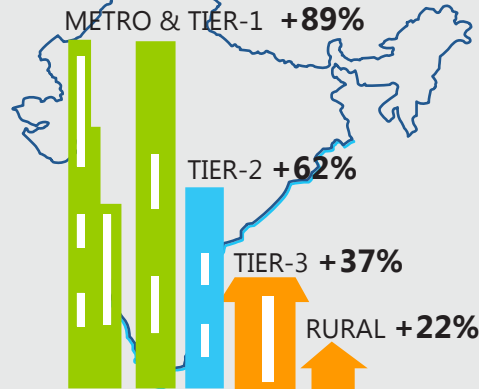


Cities with **Moderate** Intent to Hire:



## Trend by Geography

Intent to Hire:

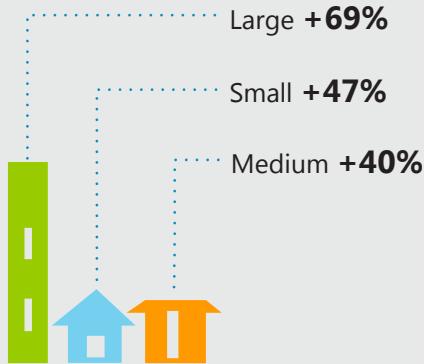




# Executive Summary

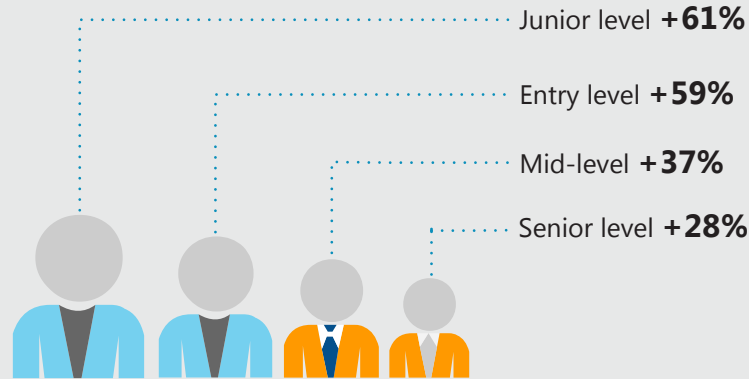
## Trend by Business Size

Intent to Hire:



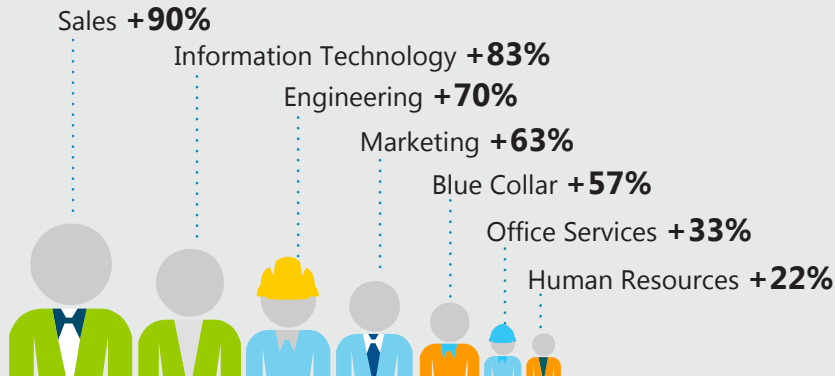
## Trend by Job Level

Intent to Hire:








## Trend by Function

Intent to Hire:





## Attrition Trend

Double digit attrition rates:

-  Information Technology **+22.03%**
-  Educational Services **+13.11%**
-  Healthcare & Pharmaceuticals **+12.25%**
-  Ecommerce & Allied Start-ups **+11.04%**
-  Knowledge Process Outsourcing **+10.52%**

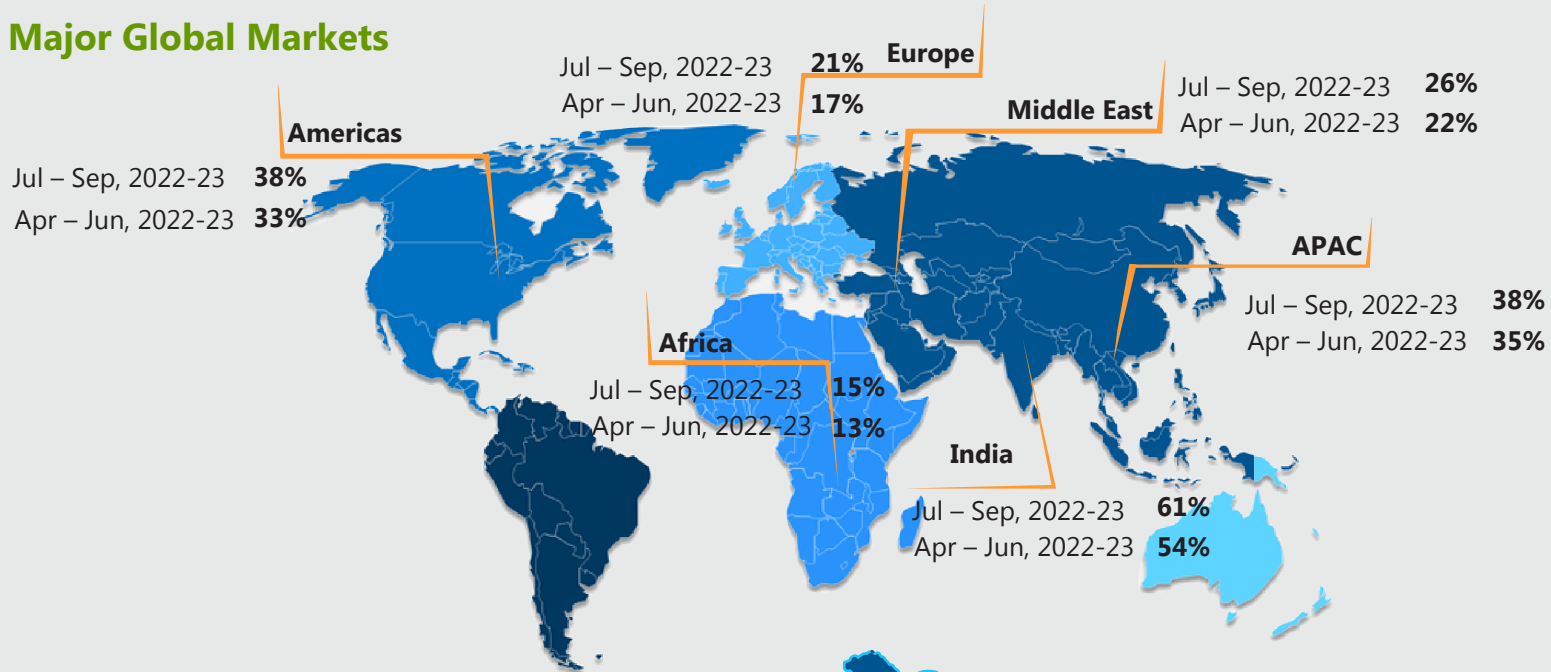
Sectors with the lowest increase in attrition rates:

-  Agriculture & Agrochemicals **+6.21%**
-  Construction & Real Estate **+4.29%**

Note: the numbers represent attrition rates for Apr-Jun, 2022

## Intent to Hire: Q2, 2022-23-on-Current Quarter Comparison

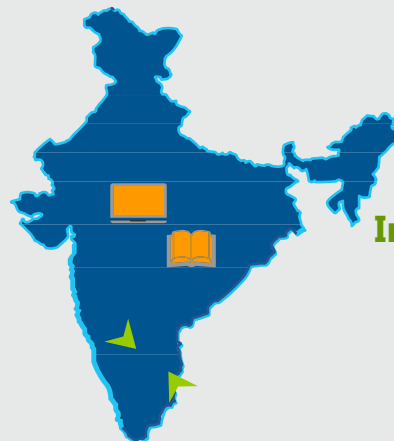
### Major Global Markets



Jul – Sep, 2022-23  
Information Technology **98%**  
Educational Services **91%**

### India: Top Sectors

Apr – Jun, 2022-23  
Information Technology **95%**  
Educational Services **86%**



Bangalore **95%**  
Chennai **87%**  
Jul – Sep, 2022-23



### India: Top Cities

Bangalore **91%**  
Chennai **78%**  
Apr – Jun, 2022-23

# Highlights

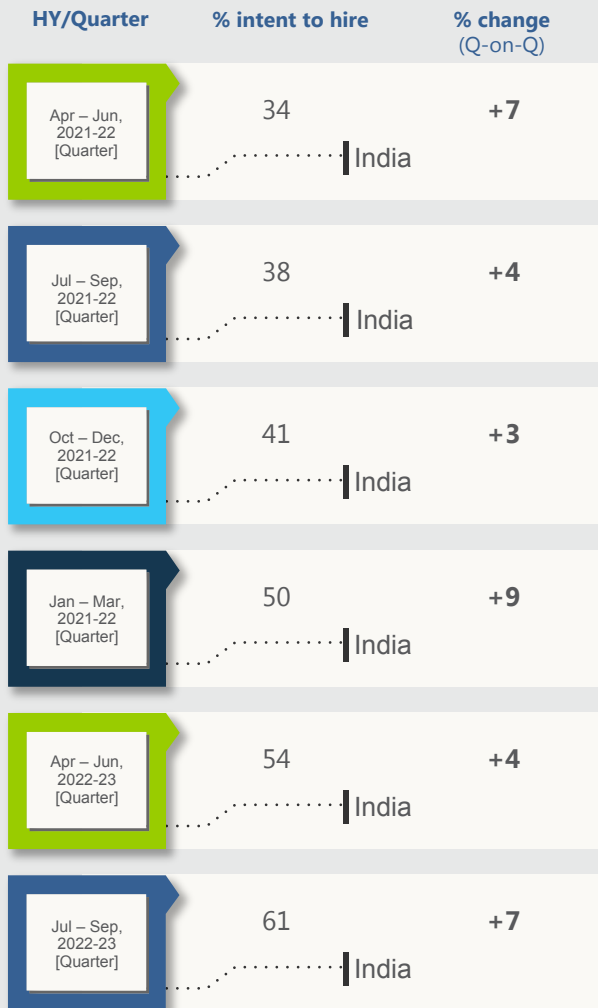
Intent to Hire: Trends

## Major Global Markets

Global Markets	% intent to hire (Jul – Sep, 2022-23)	% intent to hire (Apr – Jun, 2022-23)	% change (Q-on-Q)
 Africa	15	13	<b>02</b>
 Americas	38	33	<b>05</b>
 APAC	38	35	<b>03</b>
 Europe	21	17	<b>04</b>
 Middle East	26	22	<b>04</b>
 India	61	54	<b>07</b>

- The GDP for Africa grew by an estimated 4.9% in 2021 but dropped in the second half of the year due to the Delta variant. Employment growth has intensified in 2022 and unemployment rate has started declining.
- In the Americas, informal employment is seeing a strong rebound on the back of transitions from outside the labour force, and transitions from formal to informal employment. The unemployment rate in the region dropped substantially in 2021, as those who had exited the labour market in 2020 re-entered, and declined further in 2022.
- Commodity price rises have resulted in fast recovery of the labour markets in the GCC countries - than in the non-GCC countries - from the onslaught of the pandemic. Also, GCC countries are set to witness a labour force participation rate better than pre-pandemic levels during 2022. The non-GCC region are expected to tackle structural barriers and foster the creation of decent work. Policy interventions are expected to level the playing field and pave the way for lessening of inequalities.
- Asia's manufacturing sector recovered from disruptions to global supply chains and demand contraction, and grew its share of global trade during 2021. East Asia, particularly, exhibited the most dynamic rebound in 2021. Wholesale and retail trade employment, being less dependent on external demand, bounced back rapidly.
- Northern, Southern and Western Europe are witnessing a drop in unemployment rates to pre-pandemic levels, or even lower, during 2022. Eastern Europe's labour force is being further informalized due to reallocation from wage and salaried work to own-account and contributing family work. This has helped steady the employment and labour force participation rates.

## India - Current Quarter in Historical Perspective



- India's GDP for FY 2021-22 touched 8.7% after contracting by 6.6% during the previous fiscal. This, and a slew of public investments in the PLI schemes – in solar cells manufacturing and in Bulk Drugs for instance – are likely to provide a fillip to job creation in the coming quarter.
- An INR 2.65 lakh crore stimulus package by the Government of India to generate job opportunities and provide liquidity support to Tourism, Aviation, Construction and Housing is aimed at getting these sectors back to their pre-pandemic levels of revenue and job creation.
- On the back of these developments the Intent to Hire showed a substantial increase of 7% for the forthcoming quarter from previous quarter – an increase from 54% to 61%.
- Overall the trends indicate that an increase in hiring intent is imminent and the next few quarters could very well see the Intent to Hire cross the 70% mark.

Data Source: IMF outlook and status of jobs, IMF, 2022

# Intent to Hire Trends: Q2, 2022-23

## by Geography\*



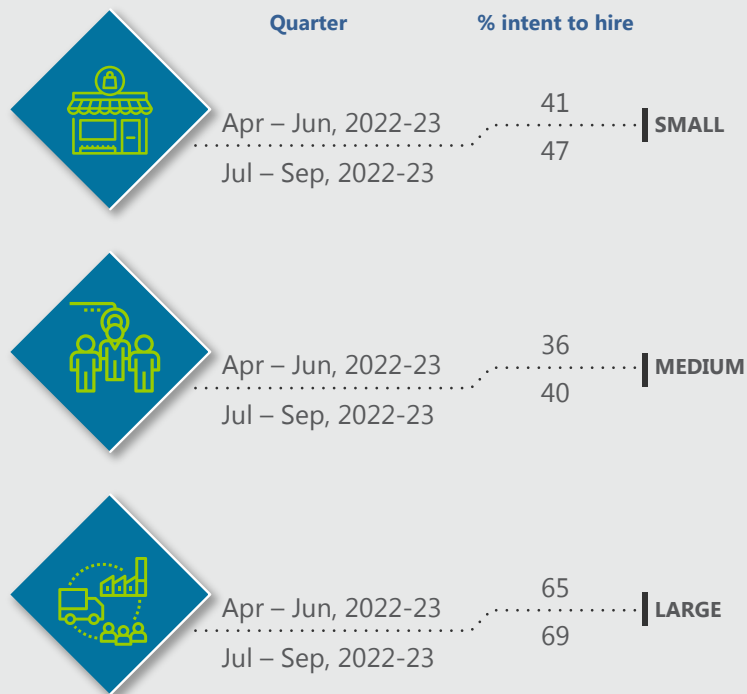
- Across geographical locations, Tier-2 cities exhibit the highest increase in the Intent to Hire this quarter from the previous, although this increase is marginally higher compared to that for Metro & Tier-1 cities.
- The Metro & Tier-1 cities geography tops Intent to Hire across all geographies, witnessing an increase of 6% for the forthcoming quarter from previous to 89%. Tier-2 cities on the other hand, witness an even higher (7%) increase in intent to hire and rise to 62% for the forthcoming quarter.
- Tier-3 cities show an increase of 3%, rising from 34% to 37%. The Rural geography, likewise, show a nominal rise of 2% to 22%.
- The bottom line is that, rural places and tier-3 cities do not have as much hiring intent as bigger cities, and the sluggish increase suggests it could take quite a while for opportunities to grow any further in these geographies. On the other hand, Tier-2 cities along with Metro & Tier-1 are the geographies where opportunities loom as things stand.

\*Geographical areas are locations where hiring takes place  
 \*\*Please refer Bibliography and Definitions

TeamLease survey, April and May, 2022  
 The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 865 small, medium and large businesses across 14 cities and 23 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

# Intent to Hire Trends: Q2, 2022-23

## by Business Size\*\*



- Among business sizes, small companies witness the highest increase in hiring intent, as compared to medium and large sized businesses.
- This forthcoming quarter, Hiring Intent in small sized organizations is seen to rise substantially from 41% to 47% (an increase of 6%).
- However, large sized organizations exhibit the highest Intent to Hire (69%) for the quarter (an increase of 4%). Hiring Intent among Medium sized organizations sees an increase of 4% as well, to 40%.
- In sum, Large companies show the highest intent to hire, and Small businesses exhibit the highest growth in the Intent to Hire. Comparatively, Medium-sized organizations are yet to pick up pace.

\*\*Respondents categorized as Small (less than 500 employees), Medium (500 to 5,000 employees) and Large (greater than 5,000 employees)

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# Intent to Hire Trends: Q2, 2022-23

## by Job Level\*



- The forthcoming quarter brings good tidings for Junior-level roles. The hiring intent for these roles sees a sharp rise to 61% (an increase of 10% from the last quarter). On the other hand, entry level roles are set to gain as well, with a 6% increase in Hiring Intent from last quarter, to 59%. This is indicative of a spurt in job prospects across these two levels, for potential seekers.
- The Mid-level fares rather modestly as it shows an increase of 4% in Hiring Intent to 37%, and Senior levels show a meagre growth in Intent to Hire (2%) since the last term - to 28%.
- At the forefront of all hiring, are the Junior and Entry level roles, followed by Mid- and senior levels. Although hiring is not looking as promising for the Senior-level, the overall outlook for this hierarchical level is looking good.

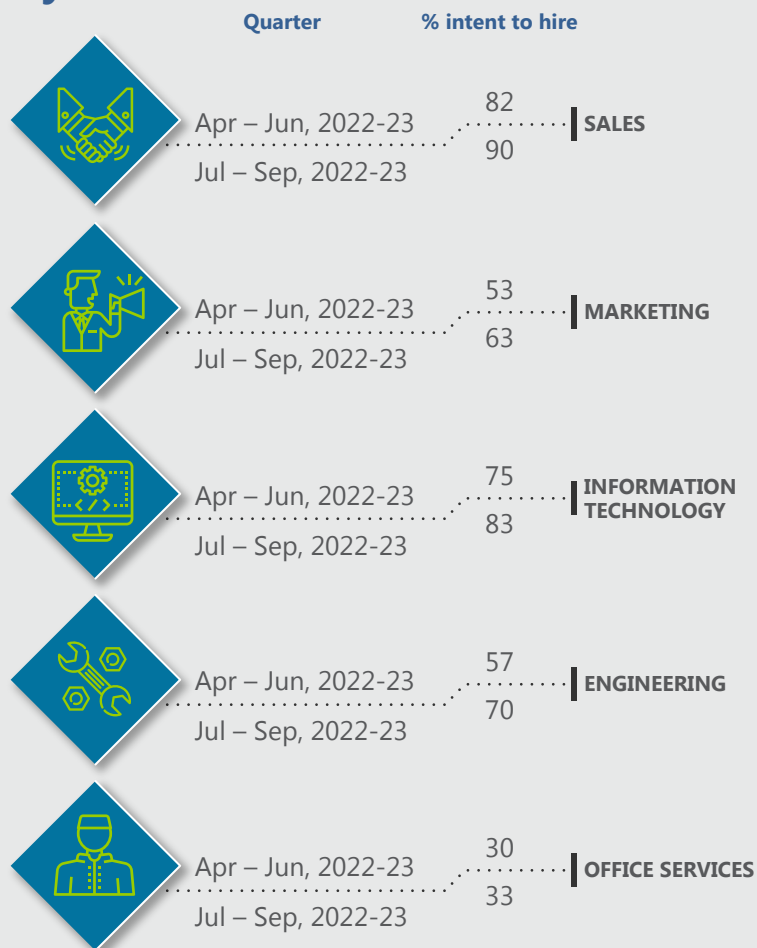
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\*The organizational level at which employers plan to hire□Please refer Bibliography and Definitions



# Intent to Hire Trends: Q2, 2022-23

## by Function\*



- Engineering, and Marketing roles show dramatic increase in Hiring Intent for the forthcoming quarter. The Hiring Intent for Engineering roles sees a staggering 13% increase to 70%. And Hiring Intent rises by a substantial 10% for Marketing roles, to 63%.
- Sales and Information Technology (IT) see an increase in Hiring Intent by 8% apiece, to touch 90% and 83%, respectively, for the forthcoming quarter. Blue Collar job roles show a significant 7% rise, from 50% during the previous term, to 57% for the forthcoming quarter.
- IT and Sales remain the most in-demand job functions, but with employers stepping up their plans to hire for the other functions, the forthcoming quarter is set to see increased levels of hiring for Engineering, Marketing and Blue Collar.
- However, the Hiring Intent for Office Services and Human Resources do not budge from the already low numbers in the previous quarter, Human Resources showing a meagre 1% increase, and office services showing a 3% increase.

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\*The functional areas in organizations for which employers plan to hire. Please refer Bibliography and Definitions

## by Business Maturity

By Business Maturity	Jul-Sep, 2022
 Start-ups	62
 Unicorns/Soonicorn*	78
 Growth businesses**	60
 Mature businesses***	67

\* Market Capitalization: > INR 7,800 crore

\*\* Market Capitalization: > INR 10,000 crore and < INR 50,000 crore

\*\* Market Capitalization: > INR 50,000 crore

Note: The numbers in the tables depicts Percentages

- Unicorns and Soonicorn\* (soon-to-be unicorns) beat the rather cold funding climate and are set to increase hiring at a substantially higher pace (a 78% Hiring Intent) as compared with all other categories of businesses based on business maturity. Start-ups, seem to be facing the brunt of the funding slump and exhibit a relatively subdued level of the Intent to Hire of 62%.
- The “mature” category of businesses – in the highest market capitalization bracket – follow at a rather distant second place with a 67% Hiring Intent. Growth businesses – that fall in an intermediate level of market cap – display the lowest Intent to Hire at 60%.

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# Outlook trends by Sector and City

High, Moderate and Low |  
Job Market – Sweet spots

# Intent to Hire Trends: Q2, 2022-23

## by Sector\*\*

Sectors	Jul - Sep, 2022-23	Apr - Jun, 2022-23
 Information Technology	98	95
 Educational Services	91	86
 Ecommerce & Allied Start-ups	89	81
 Healthcare & Pharmaceuticals	88	78
 Telecommunications	84	75
 Retail [Essential]	75	67
 Fast Moving Consumer Goods	73	68
 Knowledge Process Outsourcing	70	66
 Logistics	70	63
 Financial Services	68	59
 Agriculture & Agrochemicals	64	56
 Electric Vehicle & Infrastructure sector	57*	0

Sectors	Jul - Sep, 2022-23	Apr - Jun, 2022-23
 Manufacturing, Engineering & Infrastructure	55	50
 Power & Energy	52	49
 Media & Entertainment	47	43
 Construction & Real Estate	42	40
 BPO / ITeS	33	36
 Textile	33*	0
 Fast Moving Consumer Durables	28	30
 Travel & Hospitality	29	25
 Marketing & Advertising	26	22
 Retail [Non-Essential]	25	27
 Consulting	24	20

\*\*Respondents categorized by sector

■ High (Growth Range: >=6) ■ Moderate (Growth Range: 4 - 5)

■ Low (Growth Range: <4)








Note: Sectors listed in the descending order of the Intent to Hire  
Note: \* Newly added sectors








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# Intent to Hire Trends: Q2, 2022-23

## by City\*\*

Cities	Jul – Sep, 2022-23	Apr - Jun, 2022-23
 Bangalore	95	91
 Chennai	87	78
 Mumbai	83	76
 Delhi	78	71
 Hyderabad	75	70
 Pune	66	60
 Ahmedabad	53	50

Cities	Jul – Sep, 2022-23	Apr - Jun, 2022-23
 Kolkata	45	40
 Chandigarh	43	40
 Gurgaon	40	44
 Nagpur	28	24
 Kochi	16	14
 Coimbatore	15	12
 Indore	10	13





■ High (Growth Range: >=6) 
 ■ Moderate (Growth Range: 4 - 5) 
 ■ Low (Growth Range: <4)

**\*\*Respondents categorized by the city where they are head-quartered**  
 Note: Cities listed in the descending order of the Intent to Hire

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## City-Sector

### Manufacturing Sectors

Cities	FMCG	FMCD	H&P	MEI	AGCH	P&E	EV&I	TXT
 AHM	32	12	22	25	17	9	11	3
 BNG	48	18	43	38	30	34	8	17
 CHN	54	25	54	55	44	33	6	7
 DEL	63	31	52	72	51	50	21	12
 HYD	43	15	26	38	40	10	5	11
 KOL	20	11	31	25	24	8	9	3
 MUM	59	32	40	54	32	54	19	10
 PUN	35	21	36	49	47	28	10	7
 CHD	39	21	29	31	21	15	7	3
 COM	37	10	21	27	14	11	6	2
 GUR	29	15	32	24	32	15	7	4
 IND	21	9	17	14	11	10	3	2
 KOC	30	10	20	18	23	11	5	3
 NPR	32	16	29	38	31	13	6	3

Jul, 22-Sep, 22















TeamLease survey, April and May, 2022

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Note: The colour code within the tables highlighted are top 3 amongst Manufacturing and Service Sectors

## City-Sector

### Service Sectors

Cities	TEL	IT	FS	RET [E]	RET [NE]	EC&AS	M&E	C&RE	T&H	ES	BPO/ITeS	KPO	CON	LOG	M&A
 AHM	28	46	25	16	12	29	20	11	11	36	9	11	6	27	5
 BNG	60	97	55	64	30	85	24	32	31	70	52	44	24	37	26
 CHN	57	67	62	54	25	59	18	27	25	54	40	53	15	50	33
 DEL	54	64	68	64	42	56	25	23	23	61	56	20	21	64	29
 HYD	32	67	43	36	12	33	17	16	21	33	27	29	7	21	6
 KOL	26	48	34	24	16	27	7	11	11	53	13	12	10	12	4
 MUM	76	81	80	64	36	69	44	32	38	51	25	22	22	62	37
 PUN	34	71	41	34	23	39	31	18	26	45	25	28	12	39	16
 CHD	26	53	26	36	16	24	5	10	12	26	26	8	5	22	4
 COM	20	17	14	8	5	12	5	4	7	27	4	6	3	29	3
 GUR	27	23	22	20	10	26	5	12	10	33	15	10	5	24	8
 IND	16	8	16	15	6	10	8	4	6	7	8	11	3	12	2
 KOC	13	9	18	8	6	12	5	8	7	9	9	6	3	25	3
 NPR	16	21	12	25	14	28	8	12	10	22	8	9	4	14	6

Jul, 22-Sep, 22

TeamLease survey, April and May, 2022

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## City-Sector – The top 3 Cities and Sectors



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### Manufacturing Sectors

Functions	FMCG	FMCD	H&P	MEI	AGCH	P&E	TXT	EV&I
 Sales	56	32	67	50	46	37	45	41
 Marketing	57	26	53	43	40	29	29	29
 Information Technology	39	28	55	43	30	32	21	38
 Engineering	43	29	43	48	36	33	36	32
 Office Services	19	9	26	22	11	15	16	15
 Human Resources	11	6	19	9	8	9	11	10
 Blue Collar	31	23	45	31	29	23	33	26

Jul, 22-Sep, 22

TeamLease survey, April and May, 2022

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		Service Sectors													
Functions	TEL	IT	FS	RET [E]	RET [NE]	EC&AS	M&E	C&RE	T&H	ES	BPO/ITeS	KPO	CON	LOG	M&A
 Sales	64	62	43	54	19	68	34	26	27	57	24	47	18	40	19
 Marketing	42	52	30	38	13	48	24	22	19	43	20	29	12	31	12
 Information Technology	63	69	40	44	18	63	29	14	25	53	26	44	16	38	15
 Engineering	47	58	24	37	16	37	25	44	15	35	18	37	8	34	13
 Office Services	21	26	17	21	7	28	12	12	13	23	13	13	6	18	7
 Human Resources	16	23	12	13	3	18	4	4	5	13	6	8	6	6	2
 Blue Collar	38	29	27	34	13	38	21	19	21	27	14	20	6	28	12

Jul, 22-Sep, 22

TeamLease survey, April and May, 2022

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## Functions-Sector – The top 3 Functions and Sectors



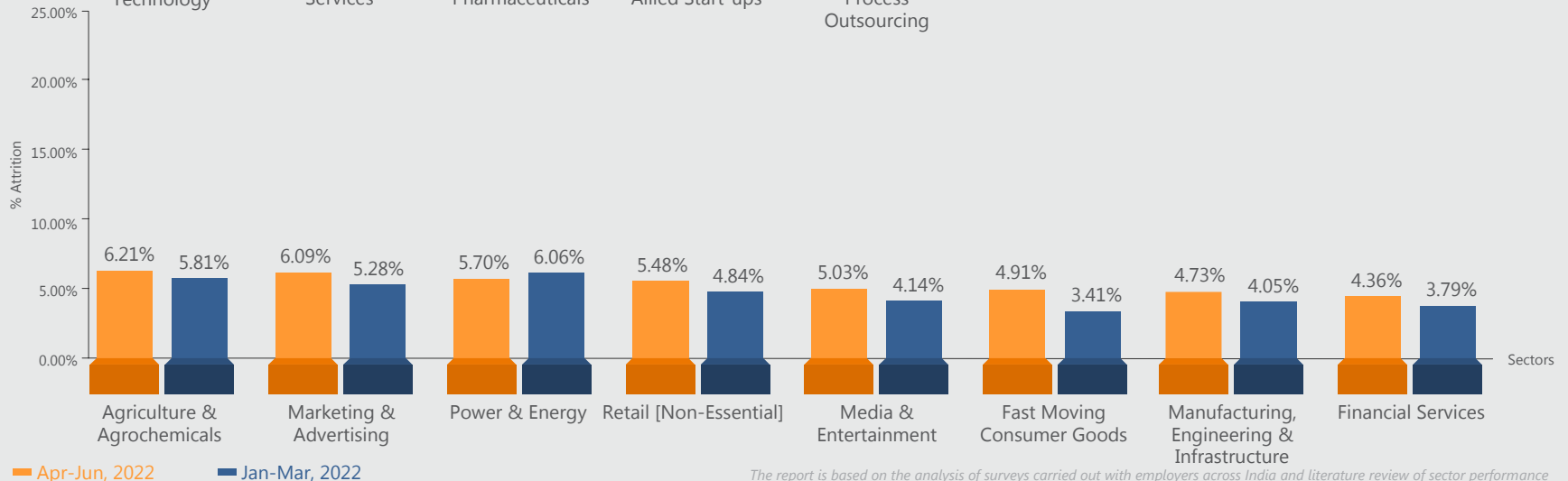
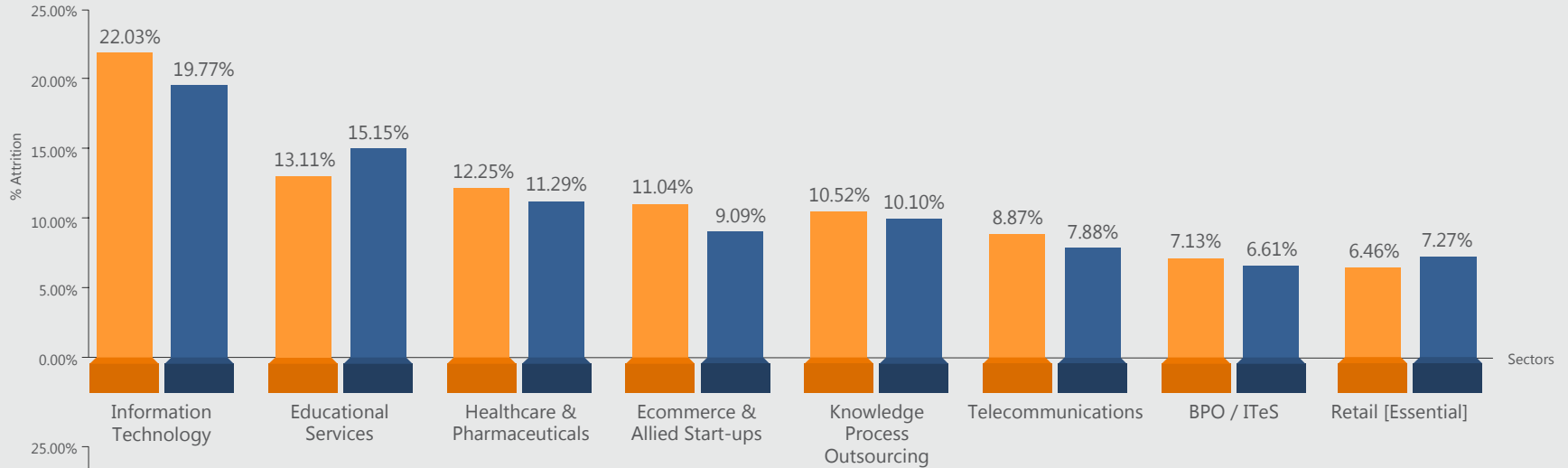
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# Spotlight

Attrition Trends

# Attrition Trends

## Apr-Jun, 2022-23



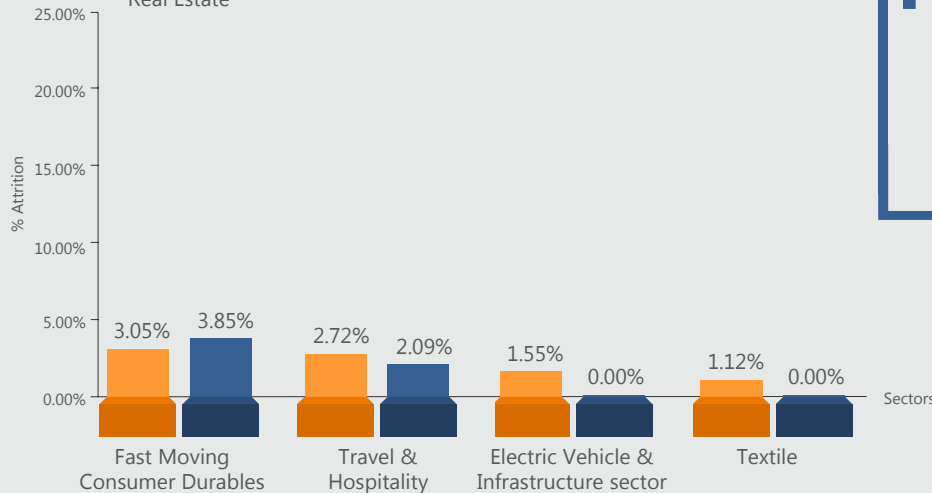
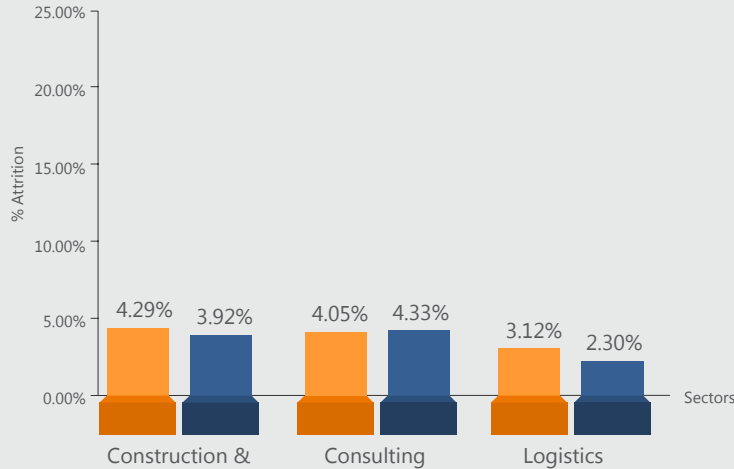
Apr-Jun, 2022 Jan-Mar, 2022

TeamLease survey, April and May, 2022

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 865 small, medium and large businesses across 14 cities and 23 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

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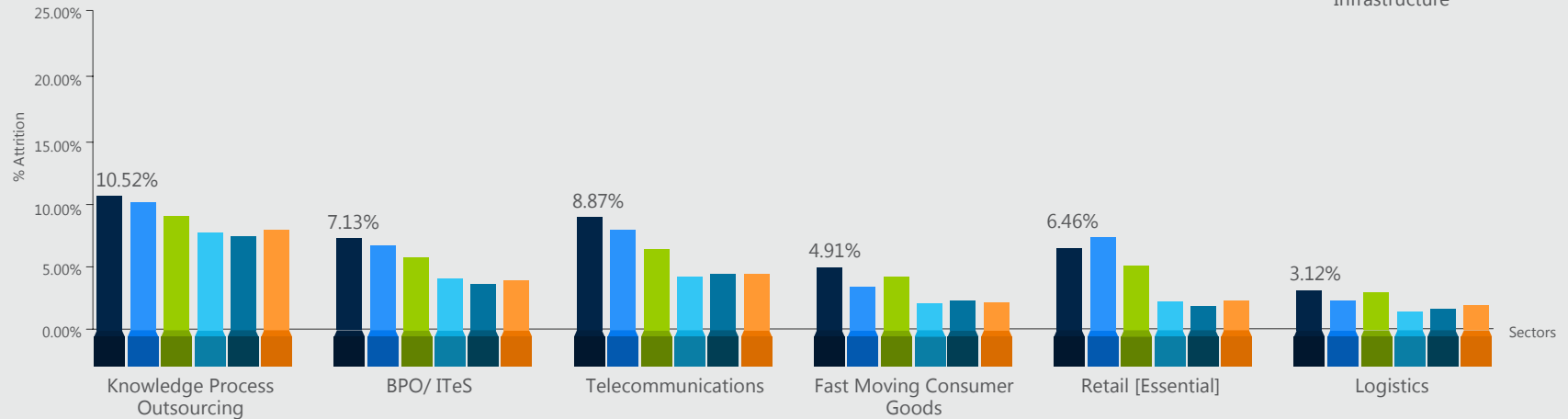
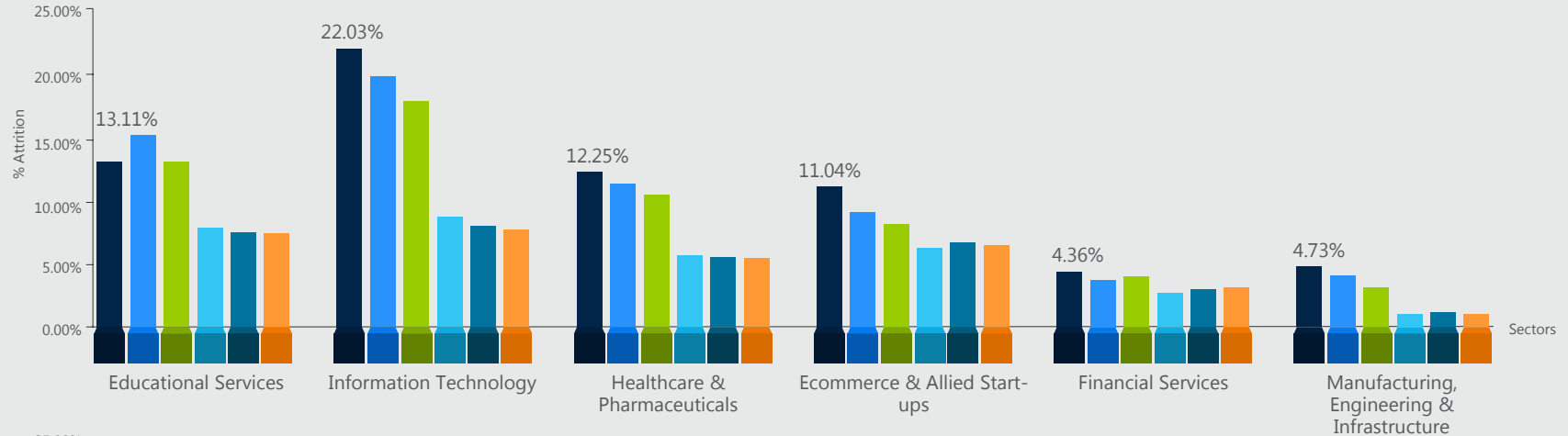
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- The increase in hiring for the quarter that just ended is a result of the attrition that most sectors are currently facing.
- Information Technology, Educational Services, Healthcare & Pharmaceuticals have the highest attrition this quarter.
- The increase in attrition is the highest (from the Jan-Mar, 2022 quarter) in the following sectors :-
  - Information Technology (2.26%)
  - Ecommerce & Allied Start-ups (1.95%)
  - Electric Vehicle & Infrastructure sector (1.55%)
  - Fast Moving Consumer Goods (1.50%)
  - Textile (1.12%)
- Sectors in which attrition rates have reduced since the Jan-Mar, 2022 quarter –
  - Educational Services (13.11%)
  - Retail [Essential] (6.46%)
  - Power & Energy (5.70%)
  - Consulting (4.05%)
  - Fast Moving Consumer Durables (3.05%)

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## Past 5 quarters and 1 HY [fiscal]



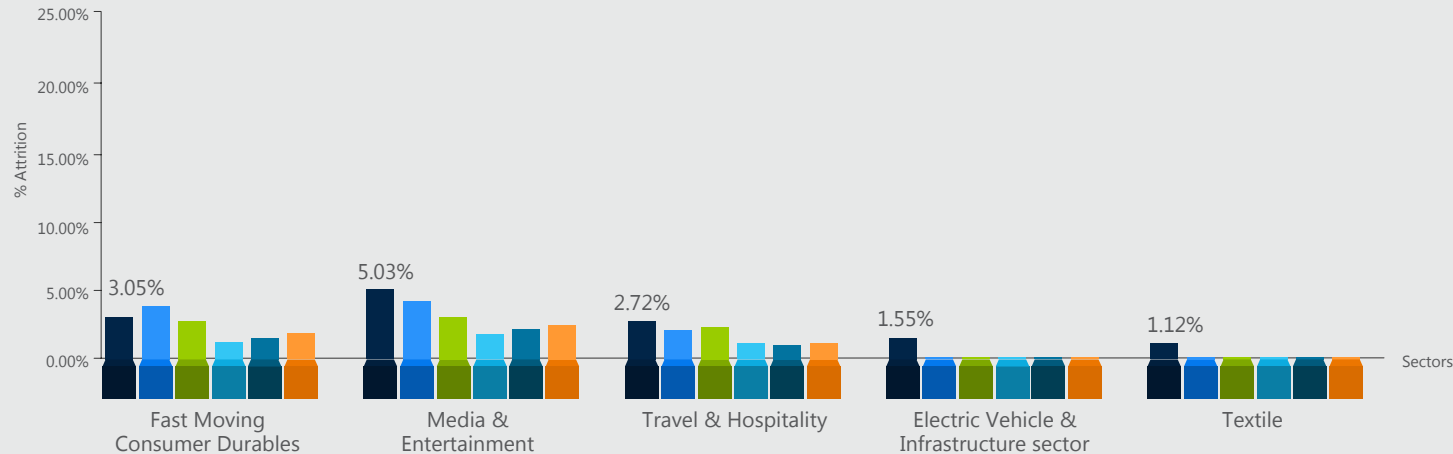
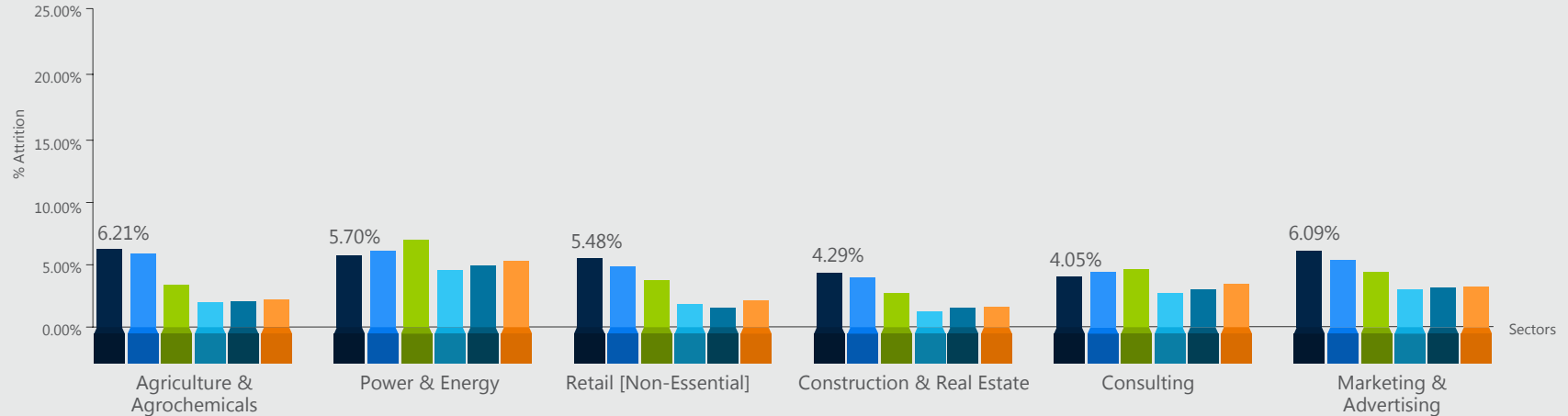
■ Apr-Jun, 2022   
 ■ Jan-Mar, 2022   
 ■ Oct-Dec, 2021-22  
■ Jul-Sep, 2021-22   
 ■ Apr-Jun, 2021-22   
 ■ Oct-Mar, 2020-21

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## Past 5 quarters and 1 HY [fiscal]



■ Apr-Jun, 2022   
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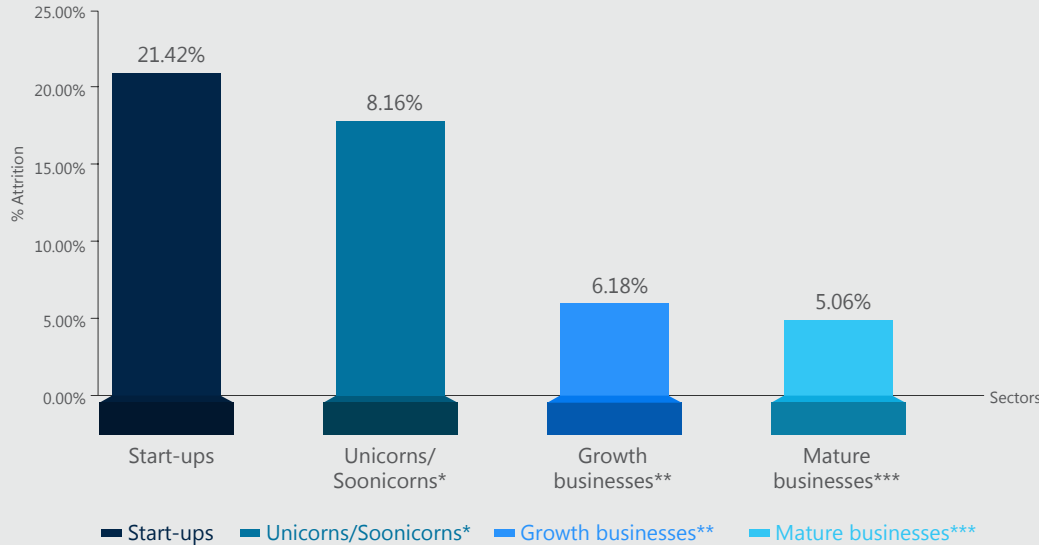
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## Past 5 quarters and 1 HY [fiscal]

- Five sectors have seen high attrition levels these past few quarters - Information Technology, Educational Services, Healthcare & Pharmaceuticals, Ecommerce & Allied Start-ups and Knowledge Process Outsourcing.
- Most of the sectors witnessed spikes in attrition in Q3 2021-22, the attrition for the next couple of quarters showed marginal changes, with the exception of Agriculture and Agrochemicals which witnessed a spike in Q4 2021-22 instead. Four sectors - Financial Services, Fast Moving Consumer Goods, Logistics, and Travel & Hospitality - saw decreased attrition rates during the Jan-Mar, 2022 quarter which then went on to increase during Apr-Jun, 2022. Sectors that have recorded relatively lower attrition are –
  - Textile (1.12%)
  - Electric Vehicle & Infrastructure sector (1.55%)
  - Travel & Hospitality (2.72%)
  - Fast Moving Consumer Durables (3.05%)
  - Logistics (3.12%)
  - Consulting (4.05%)
  - Construction & Real Estate (4.29%)
  - Financial Services (4.36%)
  - Manufacturing, Engineering & Infrastructure (4.73%)
  - Fast Moving Consumer Goods (4.91%)
- Consulting is the only sector that has seen a gradual decrease in it's attrition after Q4 2021-22.

## By Business Maturity



\* Market Capitalization: > INR 7,800 crore  
 \*\* Market Capitalization: > INR 10,000 crore and < INR 50,000 crore  
 \*\*\* Market Capitalization: > INR 50,000 crore



- The rather low Intent to Hire and a scorching hot attrition rate of 21.42% does not augur well for Start-ups.
- The Unicorns/Soonicorn\*s cohort faced high attrition rates as well (18.16%), but their hiring intent suggests they are looking to counter this trend and recoup the loss of talent.
- The Growth\*\* and Mature\*\*\* categories of businesses suffer far lesser rates of attrition which, coupled with their encouraging levels of Intent to Hire, speak for their formidable role in job creation for the forthcoming quarter.

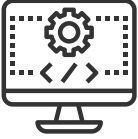





Note: The numbers in the tables depicts Percentages  
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# Annexure- 1



Sector-wise Analysis |  
City-wise Outlook Statistics

	Quarter	Intent to Hire	Sectoral Impact
	Apr - Jun, 2022-23	95	<b>Information Technology</b> Private investments in IT firms is expected to cross more than INR 1,973 billion this quarter. Deals in the industry were led by the investments in various unicorns. This is likely to increase hiring in the sector as well. The industry is set to increase its strength by more than 27,000 employees by current quarter, as companies look to expand their workforce. The key areas in which hiring is planned are advanced analytics, AI/ML, hybrid & multi-cloud and more.
	Jul - Sep, 2022-23	98	
	Apr - Jun, 2022-23	86	<b>Educational Services</b> Public investment allocated for the quarter has been in the region of INR 260 billion in the sector, with increase in allocation upto 6% of the GDP expected. Private investments in the quarter are around INR 79 billion. The industry is set to hire over 1,150 people this current quarter, with most of them majorly comprising of edtech firms. The hiring is intended across areas such as content, marketing, learning and development (L&D), business development, UI/UX, and operations.
	Jul - Sep, 2022-23	91	
	Apr - Jun, 2022-23	81	<b>Ecommerce &amp; Allied Start-ups</b> Ecommerce to expect public investments worth around INR 36 billion and private investments of over INR 3 billion this quarter, which could potentially lead to more hiring and opportunities in the sector. With the assistance of this funding, the sector is estimated to generate over 360 job vacancies this quarter. Companies look to hire and expand across different levels in sales, senior leadership positions, product management, technology and corporate functions.
	Jul - Sep, 2022-23	89	
	Apr - Jun, 2022-23	78	<b>Healthcare &amp; Pharmaceuticals</b> Public investments worth approximately INR 215 billion, and private investments worth around INR 7 billion expected in the current quarter, to increase jobs in the coming months. Setting up of healthcare facilities in the country is one of the major reasons for the private funding. The industry is set to see an increase of over 8,550 employees in its workforce this quarter, with most of these workforce operating across various cities, and some of them looking for R&D roles.
	Jul - Sep, 2022-23	88	

■ High (Growth Range: >= 6)   
 ■ Moderate (Growth Range: 4 - 5)   
 ■ Low (Growth Range: <4)

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	Quarter	Intent to Hire	Sectoral Impact
	Apr - Jun, 2022-23	75	<b>Telecommunications</b> Private Investments being planned for the sector is around INR 3.94 billion in India. Hiring estimated in the sector to be generated as a result of these investments is more than 250 employees this quarter, a major chunk of them being digital engineers, as companies look to utilize the raised fun to hire talents across different verticals.
	Jul - Sep, 2022-23	84	
	Apr - Jun, 2022-23	67	<b>Retail [Essential]</b> Around INR 4.18 billion is generated in the sector in the form of private investments, this quarter. This influx on funding is expected to create more than 300 job opportunities across the sector in the current quarter. Companies are looking to use this fresh capital to shore up hiring across multiple verticals, with some startups looking to add more physical stores too.
	Jul - Sep, 2022-23	75	

**High** (Growth Range: >= 6)

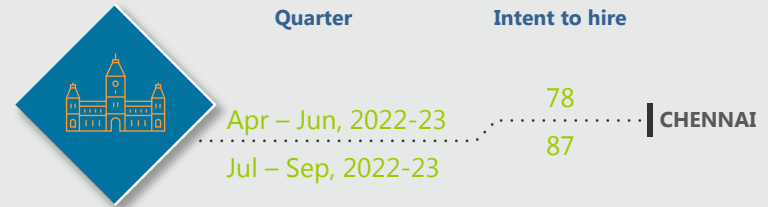
**Moderate** (Growth Range: 4 - 5)

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# City-wise Analysis

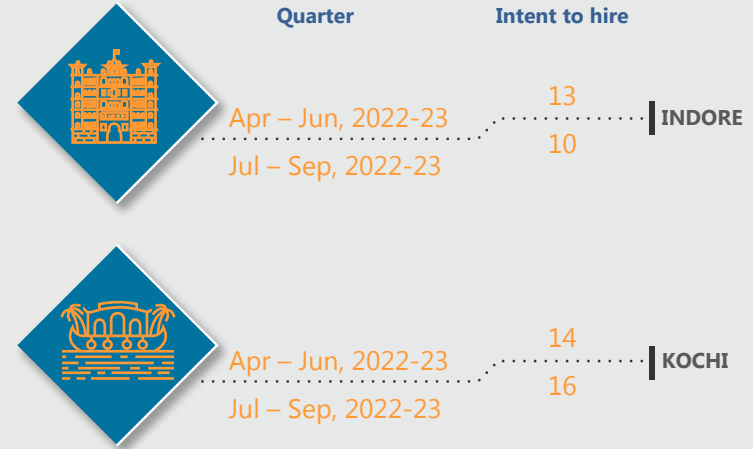
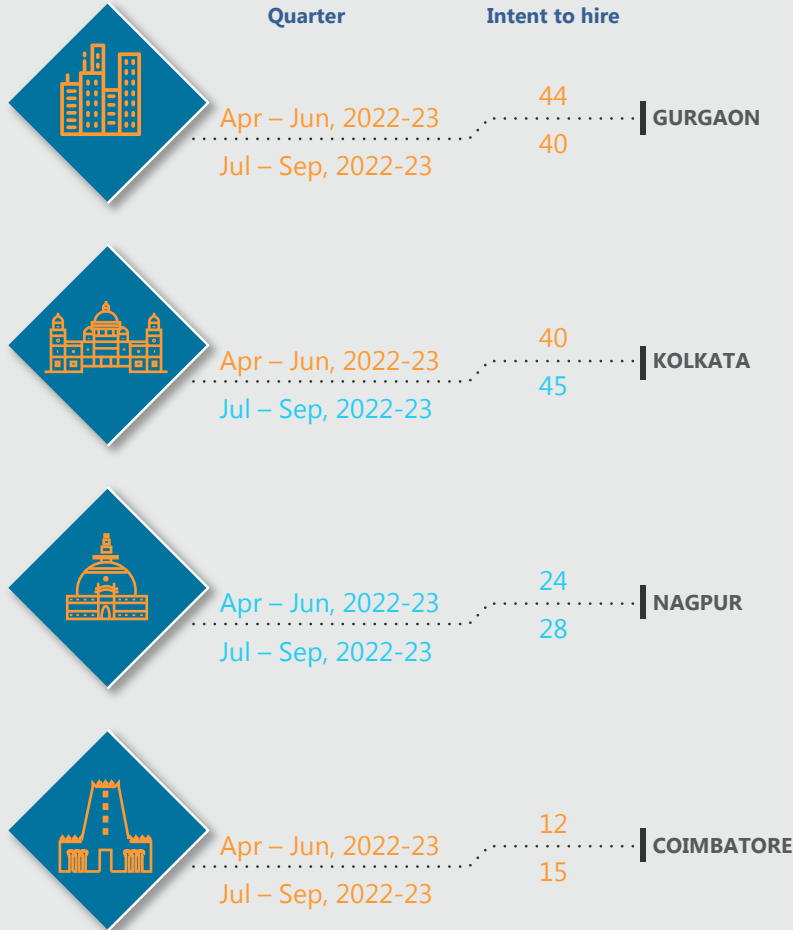


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## Annexure- 2

- Research Methodology
- Sample Design
- Bibliography
- Definitions



## Research Methodology

### Sample Design

Random stratified sampling technique\*\* was used to identify respondents for the survey. Data sources used to collect contact data were:

Kompass directory for small, medium and large sized companies in the private sector. To ensure continuity with the baseline measurement, the core random sample was drawn from this database.

NASSCOM / iSPIRT database for IT Services and Ecommerce & Allied Start-up companies.

Companies registered with the Bombay Stock Exchange (BSE).

### Respondent Selection

Target respondents for the study were Business & HR Heads as well as Senior Managers with hiring mandates. The databases offered a contact name for each company listed. Interviewers called into each of these companies and obtained the names of the appropriate individuals who were responsible for hiring decisions.

### Data Collection

The survey instrument was then administered to the target respondents using a mobile survey application. Please refer 'Sample Design' section.

#### Secondary Data Sources:

Major Indian and international research resources about employment trends in India.

## Sample Design

India

Business Size	Small	Medium	Large	Total
	[Up to 500 employees]	[500-5000 employees]	[>5000 employees]	
No. of Businesses	389	295	181	865

India

Sectors	Manufacturing	Services	Technology	Total
No. of Businesses	259	411	195	865

Total Employers: 865 Respondents

Global

Sectors	Manufacturing	Services	Technology	Total
Africa	3	2	5	10
Americas	4	6	11	21
APAC	6	9	13	28
Europe	3	4	6	13
Middle East	5	3	9	17

Total Employers: 89 Respondents

## Abbreviation

### Short Form

### Sector

MEI	Manufacturing, Engineering and Infrastructure
AGCH	Agriculture and Agrochemicals
P&E	Power & Energy
IT	Information Technology
EC&AS	Ecommerce & Allied Start-ups
FMCG	Fast Moving Consumer Goods
FMCD	Fast Moving Consumer Durables
FS	Financial Services
RET [E]	Retail [Essential]
RET [NE]	Retail [Non-Essential]
M&E	Media & Entertainment
C&RE	Construction and Real Estate
T&H	Travel and Hospitality
ES	Educational Services
BPO	Business Process Outsourcing
KPO	Knowledge Process Outsourcing
TEL	Telecommunications
H&P	Healthcare and Pharmaceuticals
CON	Consulting
LOG	Logistics
M&A	Marketing and Advertising
TXT	Textile
EV&I	Electric Vehicle & Infrastructure sector

### Short Form

### City

AHM	Ahmedabad
BNG	Bangalore
CHN	Chennai
DEL	Delhi
HYD	Hyderabad
KOL	Kolkata
MUM	Mumbai
PUN	Pune
CHD	Chandigarh
COM	Coimbatore
GUR	Gurgaon
IND	Indore
KOC	Kochi
NPR	Nagpur

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### Definitions

**Timelines:**

- Short Term: 3 months

**Organized Sector:**

- Comprises of businesses that are systematically run and compliant with government regulations pertaining to land, labour, machinery, investments and taxation.

**Unorganized Sector:**

- Comprises of businesses that are run without due registration / recognition by the government and are generally non-compliant with regulations pertaining to one or more of the following – land, labour, machinery, investments and taxation.



**TeamLease**<sup>TM</sup>  
Putting India to Work

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