

**ManpowerGroup  
Employment  
Outlook Survey  
India**

**Q2  
2020**



# India Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2020 was conducted by interviewing a representative sample of 5,153 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 June 2020 as compared to the current quarter?”

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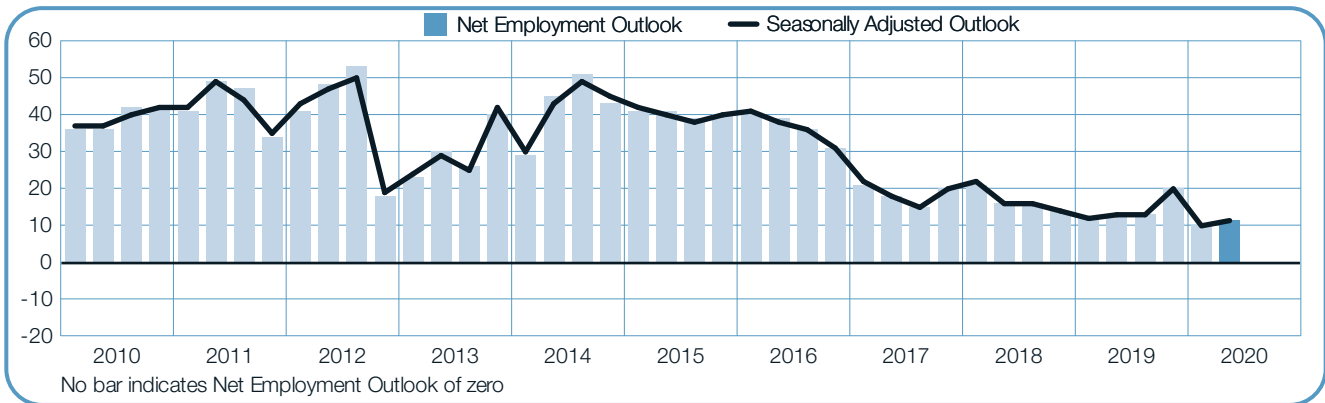
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# India Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Apr-Jun 2020</b>	<b>12</b>	<b>0</b>	<b>51</b>	<b>37</b>	<b>12</b>	<b>12</b>
Jan-Mar 2020	10	0	60	30	10	10
Oct-Dec 2019	20	0	52	28	20	19
Jul-Sep 2019	13	0	61	26	13	13
Apr-Jun 2019	13	0	63	24	13	13



Indian employers report steady hiring prospects for the second quarter of 2020. With 12% of employers anticipating an increase in payrolls, 0% expecting a decrease and 51% forecasting no change, the resulting Net Employment Outlook is +12%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +12%. Hiring sentiment improves by 2 percentage points when compared with the previous quarter and remains relatively stable in comparison with last year at this time.

*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.

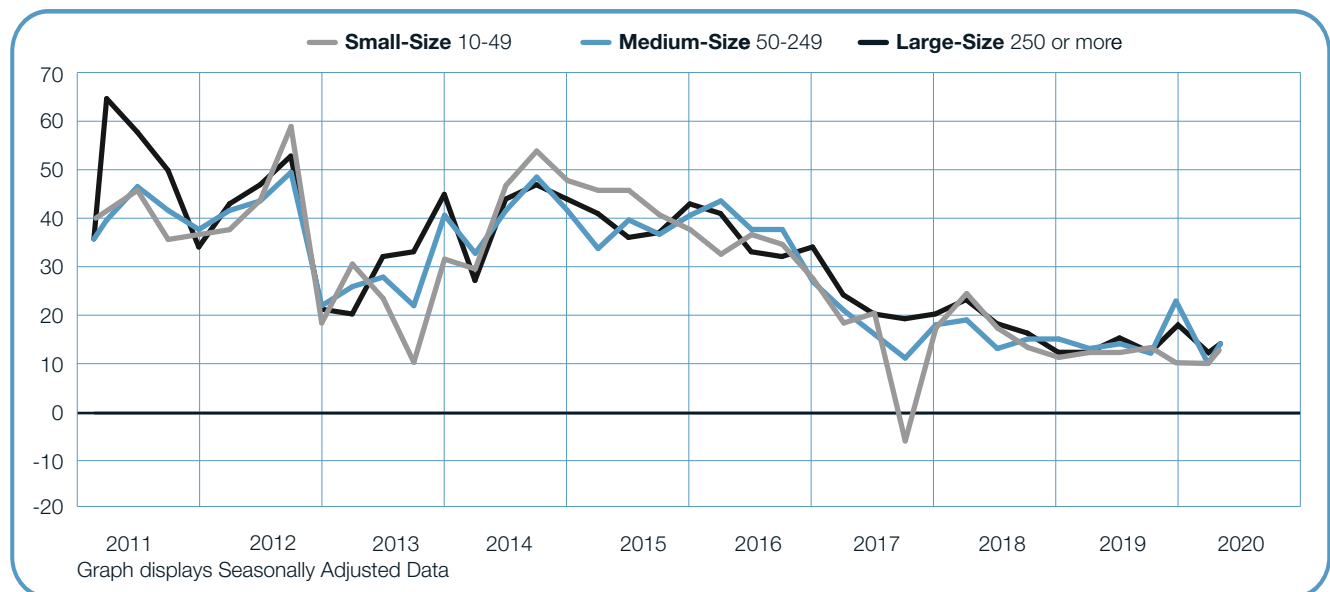
Hiring intentions improve by 5 percentage points for Medium employers when compared with the previous quarter. Outlooks also strengthen in the Large- and Small-size categories, increasing by 3 and 2 percentage points, respectively.

Employers in all three organization size categories forecast job gains during the coming quarter. The strongest hiring sentiment is reported by Medium- and Large-size firms with Net Employment Outlooks of +14%, while the Outlook for Small employers stands at +13%.

When compared with the second quarter of 2019, hiring prospects in all three organization size categories remain relatively stable.

\* No data available for Micro and Small businesses for the current quarter

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Small-Size</b> 10-49	14	0	58	28	14	13
<b>Medium-Size</b> 50-249	13	0	49	38	13	14
<b>Large-Size</b> 250 or more	12	0	51	37	12	14

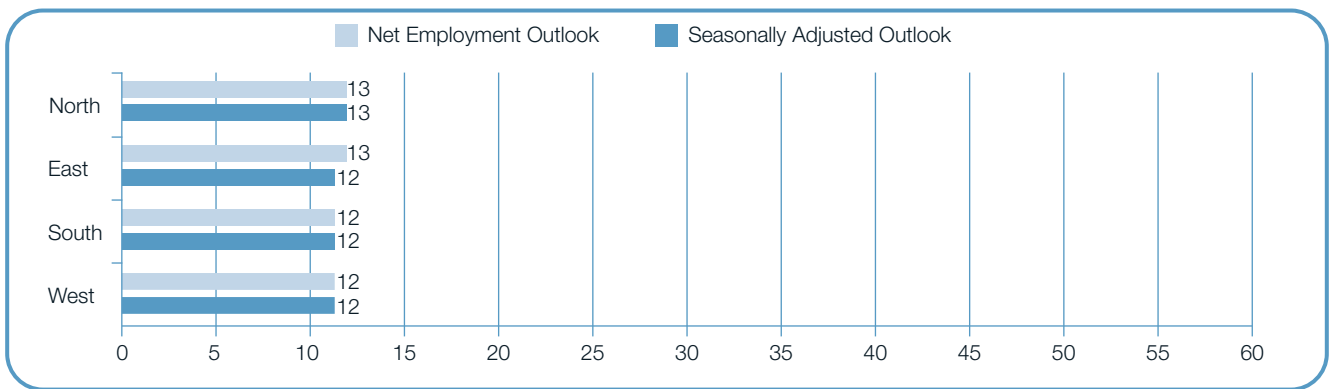


# Regional Comparisons

Employers in all four regions expect to add to payrolls in the upcoming quarter. The strongest hiring prospects are reported in the North where the Net Employment Outlook is +13%. Employers also forecast favorable hiring activity in the East, the South and the West, with Outlooks standing at +12%.

When compared with this time one year ago, employers in the West report a slight decline of 2 percentage points, while Outlooks remain relatively stable in the North and the South. Hiring intentions are unchanged in the East.

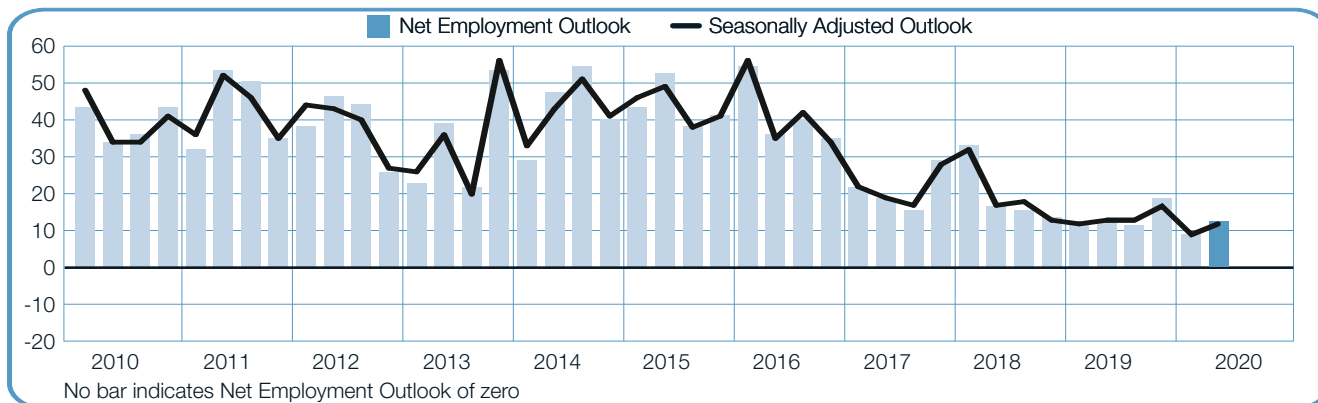
Hiring intentions improve by 4 percentage points in the North when compared with the previous quarter, and the Outlook for the West improves by 2 percentage points. In the South, hiring plans remain relatively stable, while employers in the East report no change.



+13%

## North

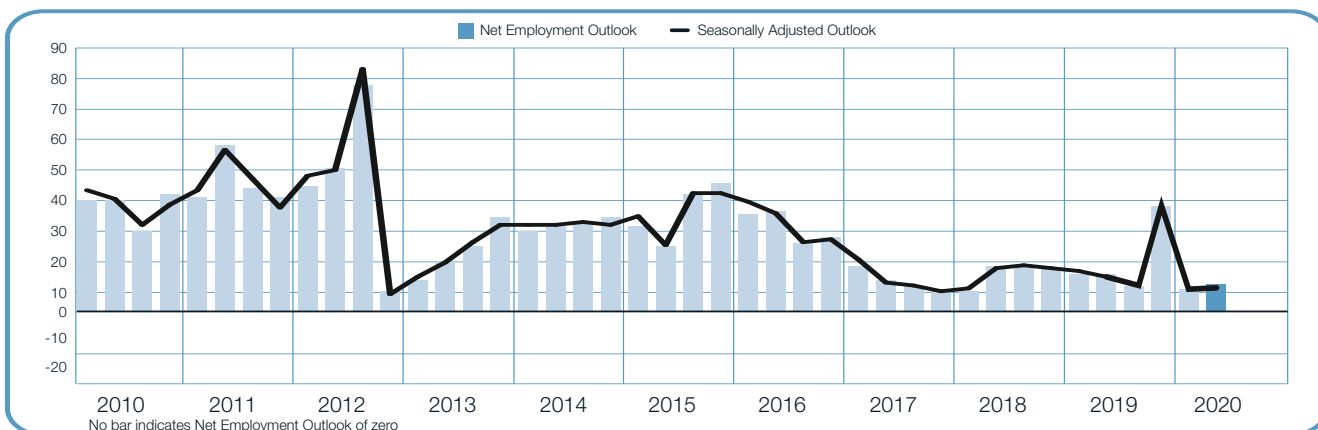
Job seekers can expect a steady hiring pace in the second quarter of 2020, according to employers who report a Net Employment Outlook of +13%. Hiring intentions are 4 percentage points stronger when compared with the previous quarter, and remain relatively stable year-over-year.



+12%

## East

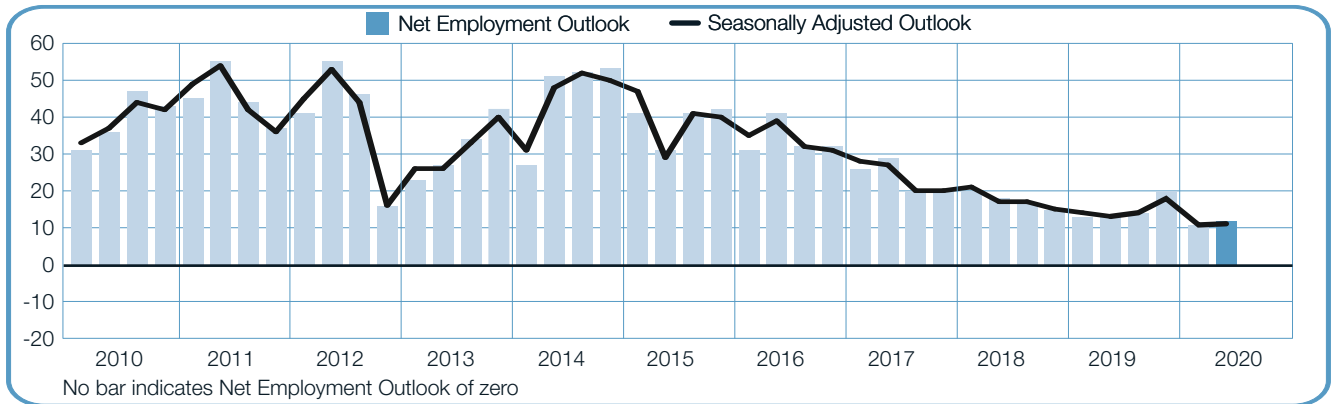
The positive hiring climate is forecast to continue in the April to June period, with employers reporting a Net Employment Outlook of +12% for the second consecutive quarter. When compared with this time one year ago, hiring plans are also unchanged.



+12%

## South

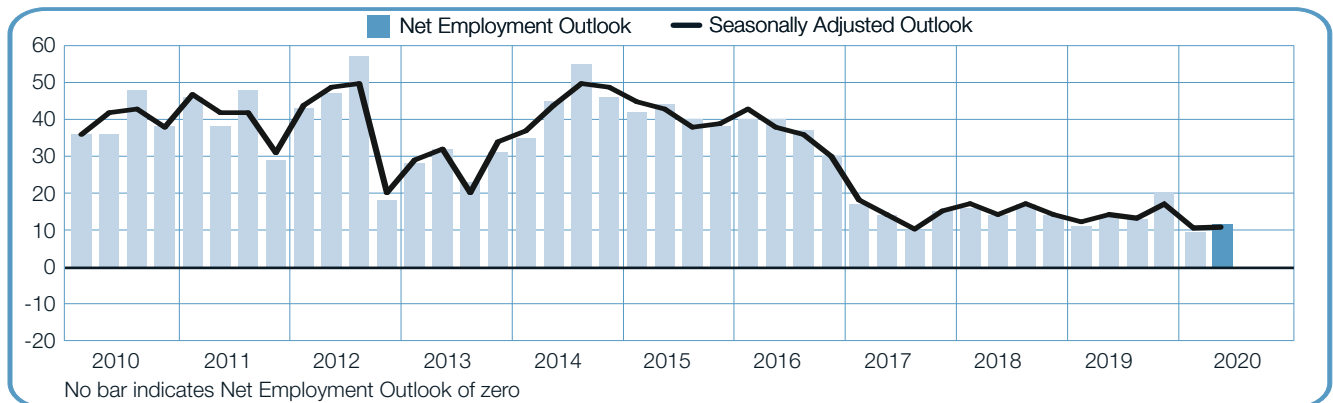
Employers anticipate respectable workforce gains during the next three months, reporting a Net Employment Outlook of +12%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.



+12%

## West

With a Net Employment Outlook of +12%, employers report hopeful hiring intentions for the coming quarter. The Outlook improves by 2 percentage points when compared with the previous quarter, but is 2 percentage points weaker in comparison with last year at this time.



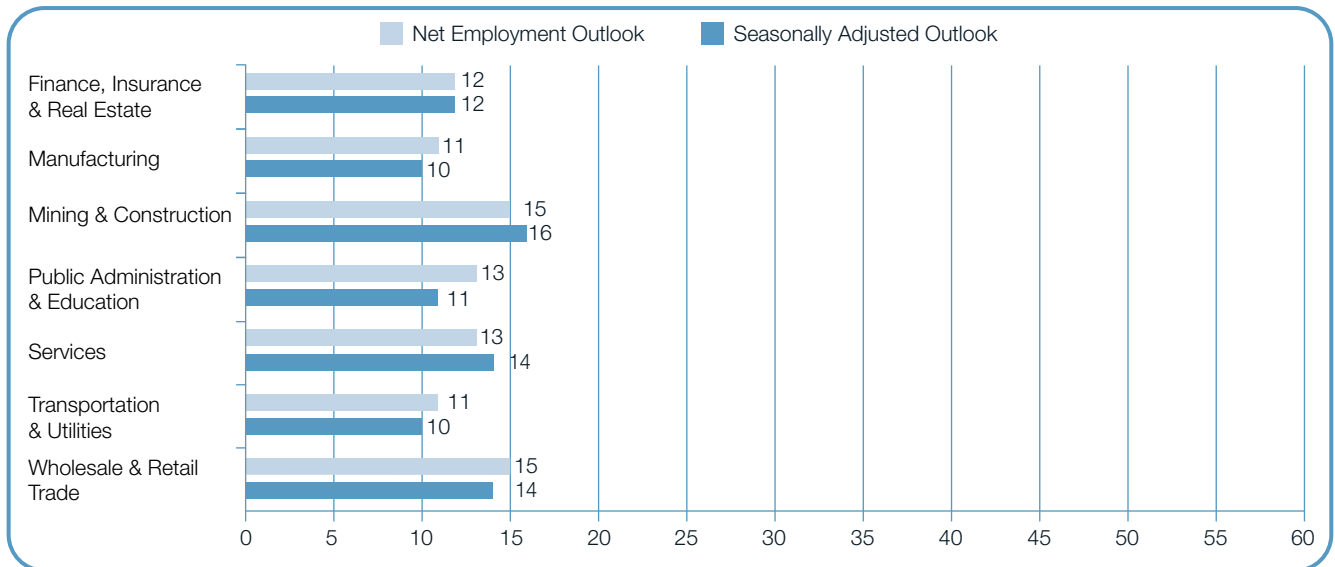
# Sector Comparisons

Workforce gains are forecast in all seven industry sectors during the next three months. Mining & Construction sector employers anticipate the strongest hiring pace with a Net Employment Outlook of +16%. Elsewhere, respectable payroll growth is forecast in two sectors with Outlooks of +14% - the Services sector and the Wholesale & Retail Trade sector – while Finance, Insurance & Real Estate sector employers report an Outlook of +12%. Steady job gains are expected by Public Administration & Education sector employers, reporting an Outlook of +11%, while the weakest hiring plans are reflected in Outlooks of +10% for the Manufacturing sector and the Transportation & Utilities sector.

Hiring sentiment strengthens in all seven industry sectors when compared with the previous quarter, most notably by 10 percentage points in the Mining & Construction sector. Increases of 5 percentage points are reported in both the Finance,

Insurance & Real Estate sector and the Wholesale & Retail Trade sector, while Outlooks improve by 4 percentage points in two sectors – the Public Administration & Education sector and the Transportation & Utilities sector.

In a comparison with last year at this time, hiring prospects improve in four of the seven industry sectors. The most notable increases of 4 percentage points are reported in both the Mining & Construction sector and the Wholesale & Retail Trade sector. Public Administration & Education sector employers report an improvement of 3 percentage points, while the Finance, Insurance & Real Estate sector Outlook is 2 percentage points stronger. However, Services sector employers report a decline of 3 percentage points.

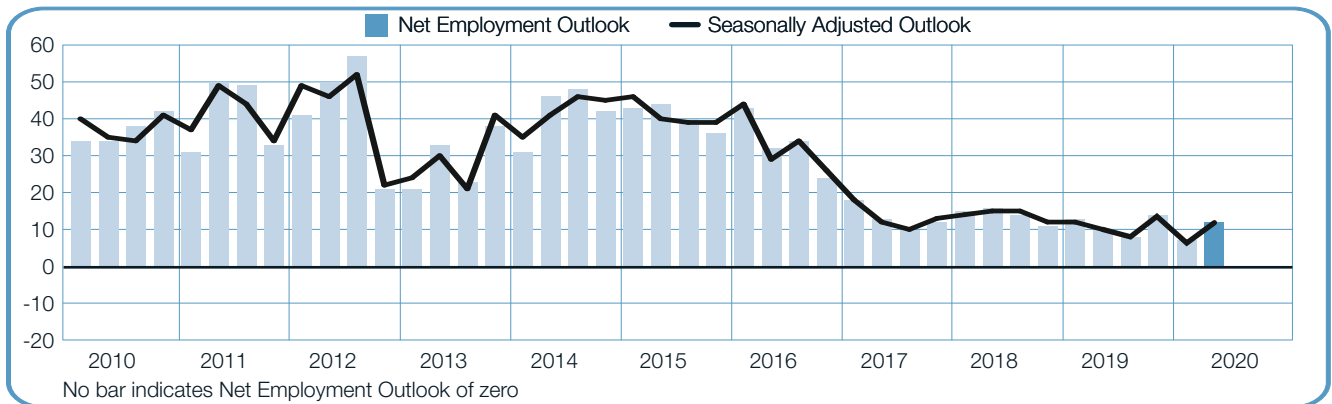




+12%

## Finance, Insurance & Real Estate

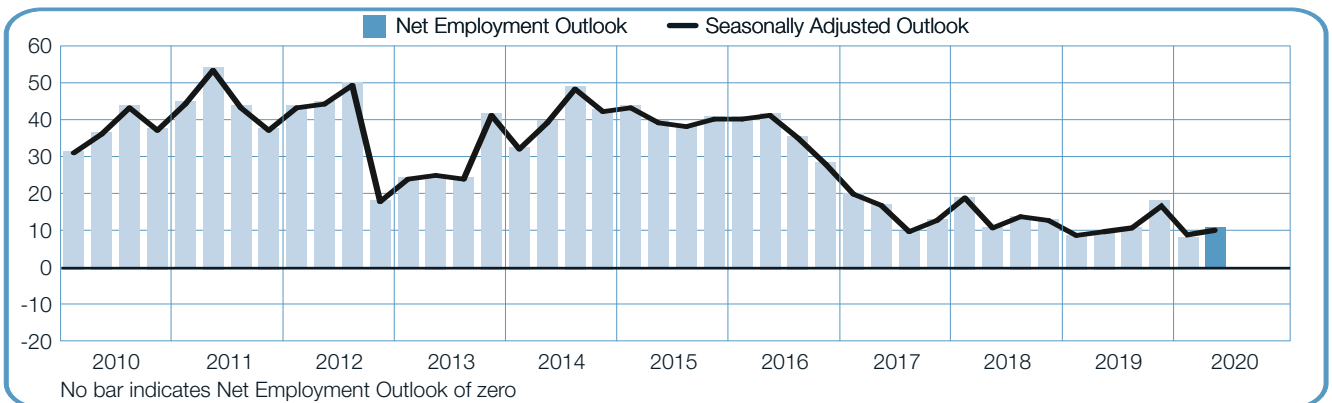
Job seekers can expect a steady hiring pace in the forthcoming quarter, according to employers who report a Net Employment Outlook of +12%. Hiring plans improve by 5 and 2 percentage points quarter-over-quarter and year-over-year, respectively.



+10%

## Manufacturing

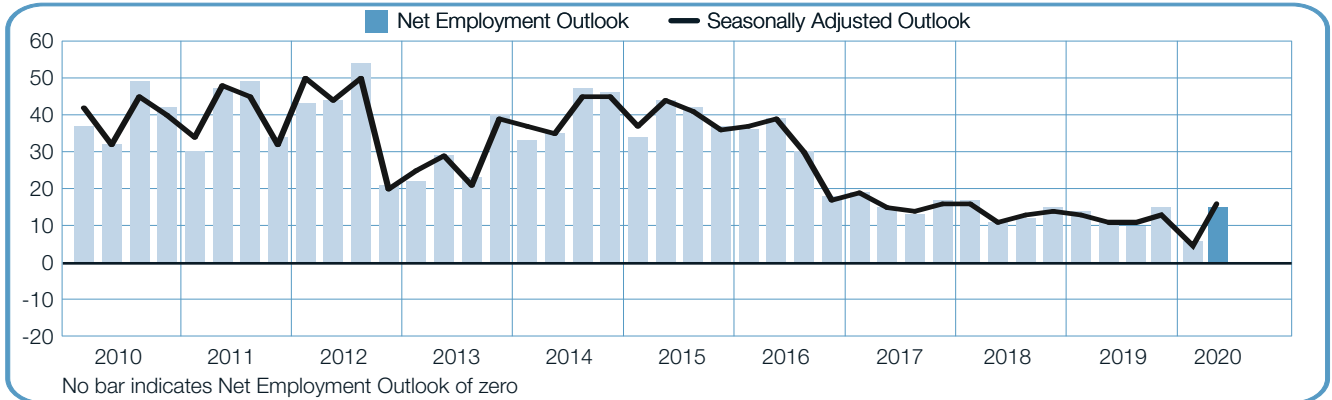
With a Net Employment Outlook of +10%, employers forecast some payroll gains during the next three months. Hiring intentions remain relatively stable when compared with the previous quarter and are unchanged in comparison with 2Q 2019.



**+16%**

## Mining & Construction

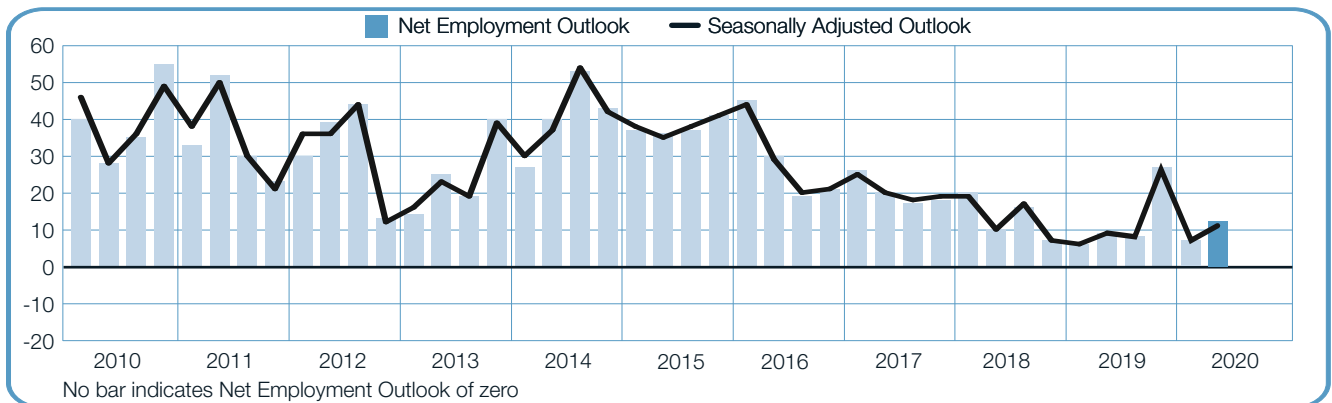
The strongest labor market in two years is anticipated during the second quarter of 2020. Employers report a positive Net Employment Outlook of +16%, improving by 10 percentage points quarter-over-quarter and by 4 percentage points when compared with this time one year ago.



**+11%**

## Public Admin/ Education

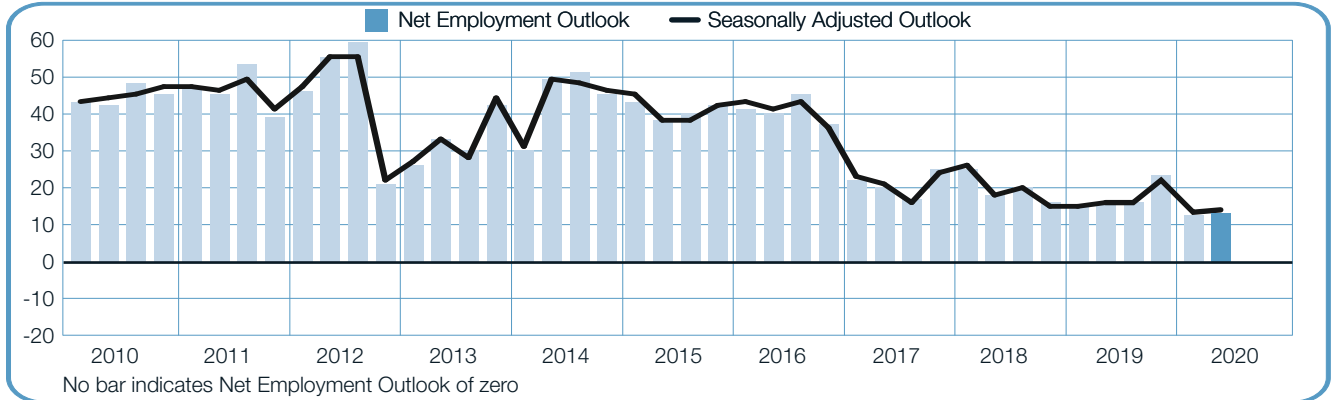
Employers expect a positive hiring climate in the April to June time frame, reporting a Net Employment Outlook of +11%. Hiring prospects are 4 percentage points stronger in comparison with 1Q 2020 and increase by 3 percentage points year-over-year.



+14%

## Services

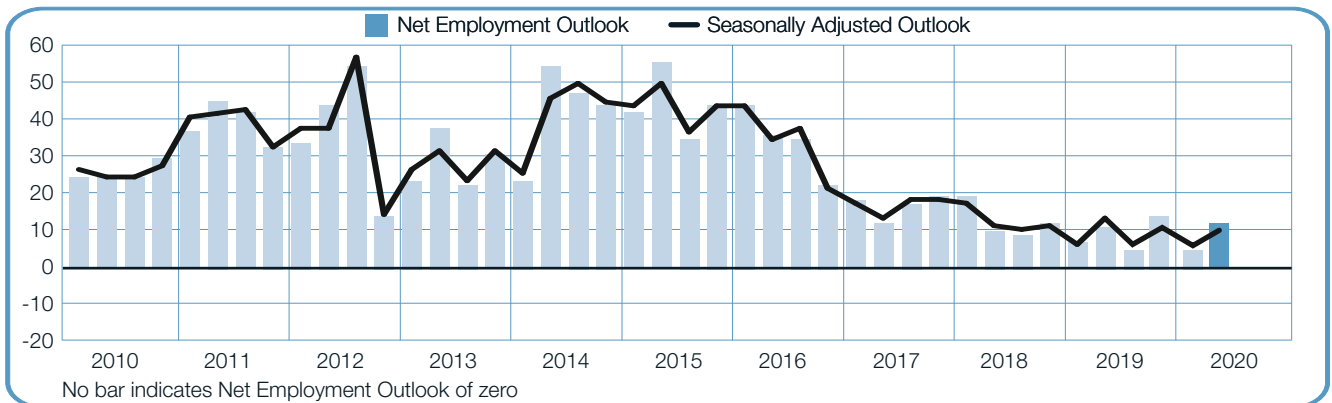
Job seekers can expect respectable hiring opportunities during the coming quarter, according to employers who report a Net Employment Outlook of +14%. The Outlook improves by 2 percentage points quarter-over-quarter, but declines by 3 percentage points when compared with the same period last year.



+10%

## Transportation & Utilities

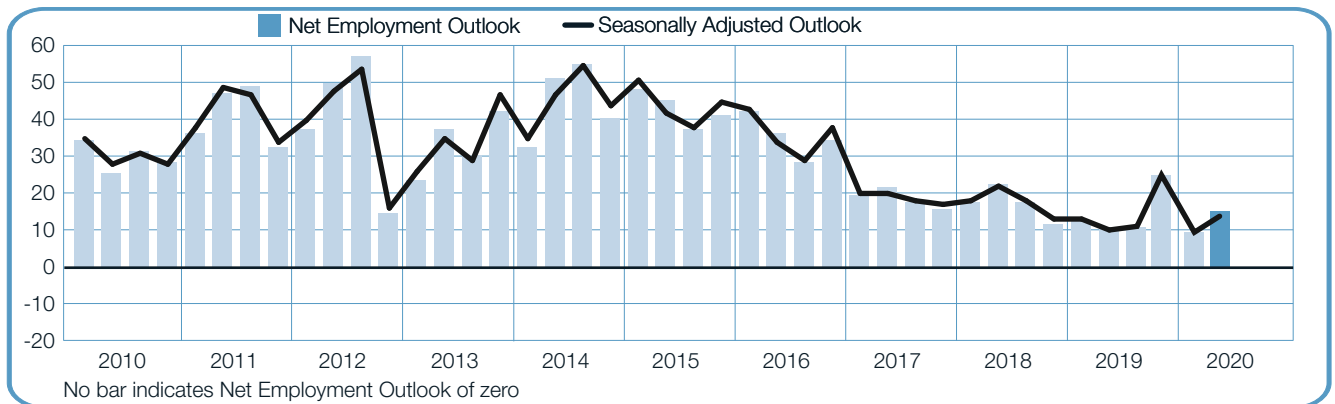
Employers forecast moderate workforce gains during the second quarter of 2020, reporting a Net Employment Outlook of +10%. Hiring prospects improve by 4 percentage points when compared with the previous quarter, while remaining relatively stable in comparison with 2Q 2019.



+14%

## Wholesale & Retail Trade

Reporting a Net Employment Outlook of +14%, employers anticipate a favorable hiring climate in the forthcoming quarter. Hiring intentions improve by 5 and 4 percentage points in comparison with the prior quarter and this time one year ago, respectively.



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# 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 Survey:

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

**Projective:** The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking 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:** The survey is based on interviews with over 58,000 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 2Q 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 June 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 percentage 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.

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# About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce 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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://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](http://www.manpowergroup.co.in).



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