

INDIA MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

QUARTER 1, 2022 (JAN – MAR 2022)



ManpowerGroup®



EXECUTIVE SUMMARY

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 3,000 employers, India indicated the highest outlook since inception of the Survey.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?”

With 64% of employers forecasting an increase in payrolls, 15% anticipating a decrease and 20% expecting no change, the resulting Net Employment Outlook is +49%. Hiring sentiment improved by 5 percentage points in comparison with the prior quarter and by 43 percentage points when compared with this time one year ago.

Employers know flexibility is the key to attracting workers in a tight labor market: Organizations expect 56% (of IT) and 50% (of Finance & Accounting) workforce to work remotely/hybrid mix of onsite workplace and remote. This is a substantial change since Q2 2021, when 92% of organizations predicted a shift to a hybrid model.

Not all roles will be hybrid: The Manufacturing and Production industries are most likely to be in the workplace all of the time (45%).

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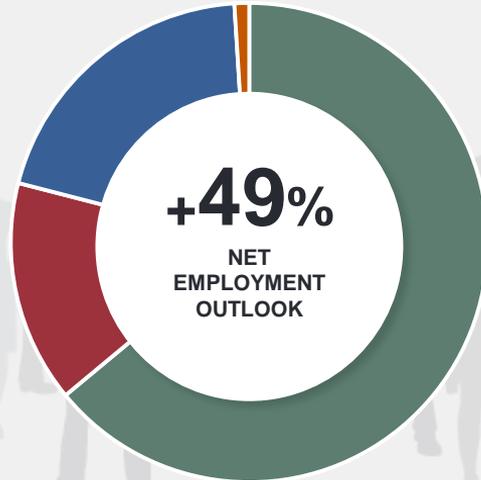
Q1 EMPLOYMENT OUTLOOKS:

For the first time since before the pandemic, the Employment Outlook indicates a Net Employment Outlook of +49%



Employer Hiring Expectations for January – March 2022

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of 3020 employers, Indian employers report bullish hiring intentions for the January to March period. With 64% of employers forecasting an increase in payrolls, 15% anticipating a decrease and 20% expecting no change, the resulting Net Employment Outlook is +49%. Hiring sentiment is the strongest reported in eight years, improving by 5 percentage points in comparison with the prior quarter and by 43 percentage points when compared with this time one year ago.



64% PLAN TO INCREASE

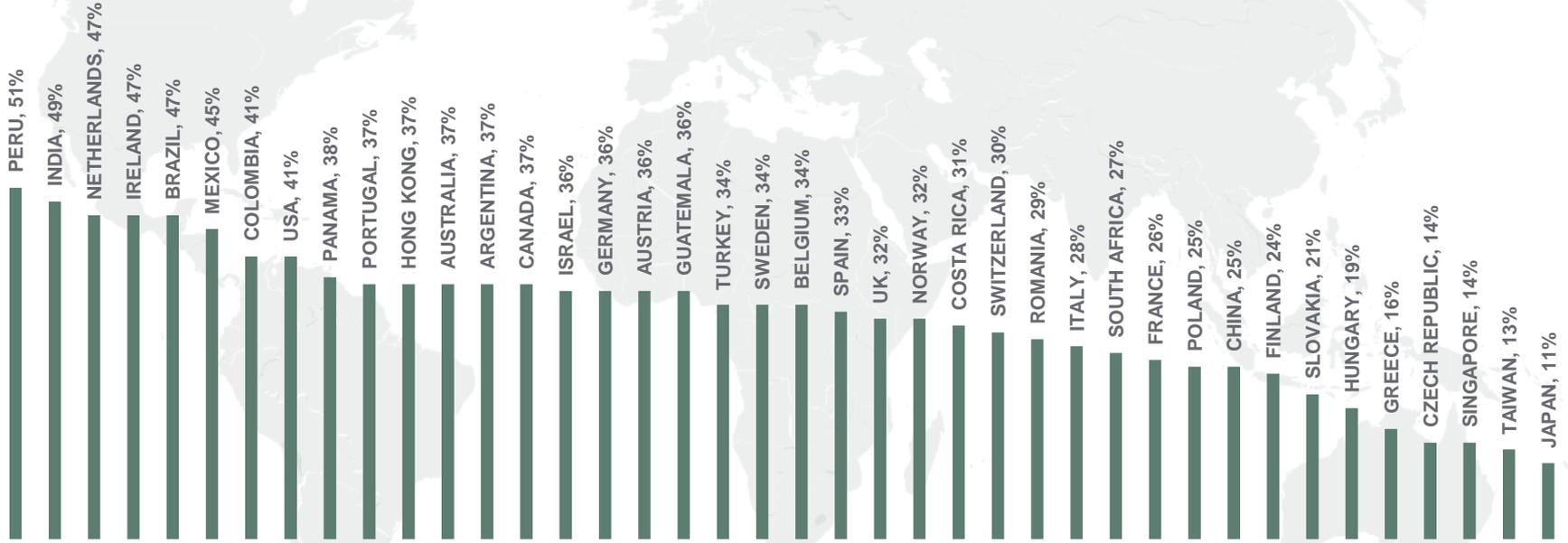
15% EXPECT TO DECREASE

20% PLAN TO KEEP WORKFORCE LEVELS STEADY

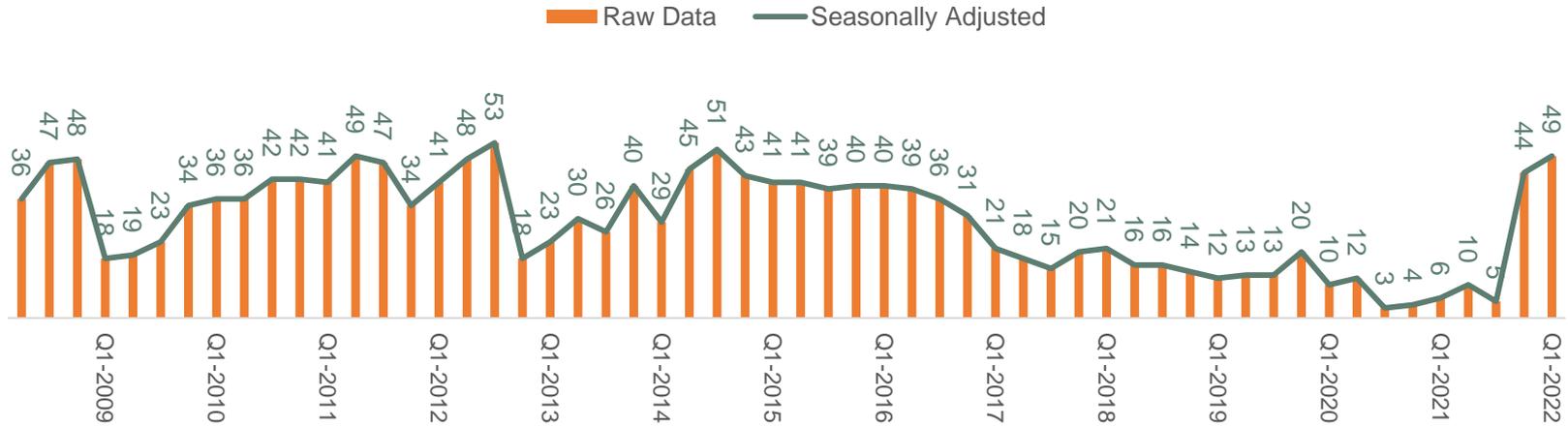
1% UNDECIDED

All Countries Report a Positive Outlook for the First Time Since Before the Pandemic

With strong outlooks across the regions, employers in North America (+41) reported the most positive outlook followed by South and Central America (+39%), APAC (+34%) and EMEA (+28%).

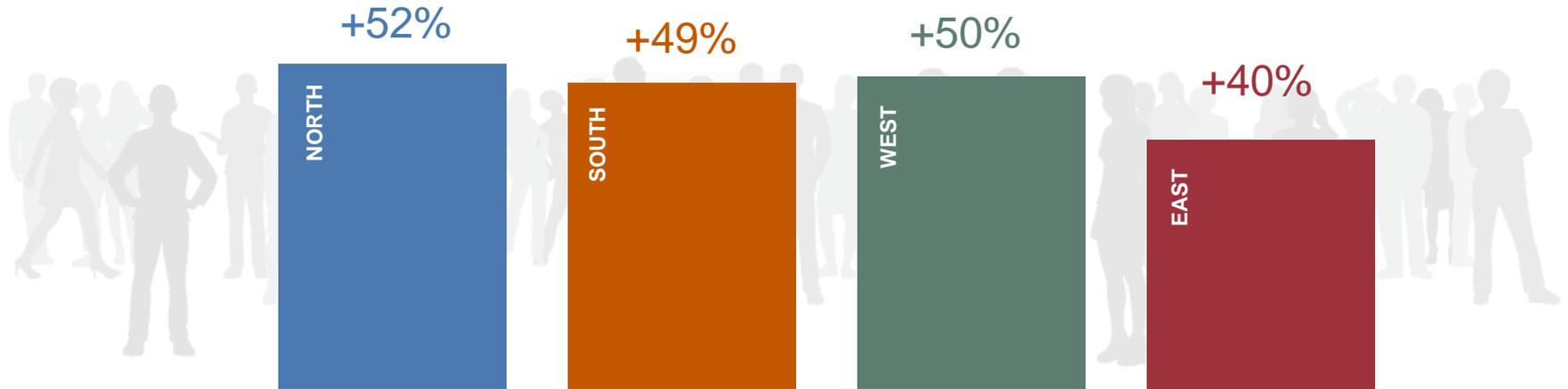


Historical Net Employment Outlook



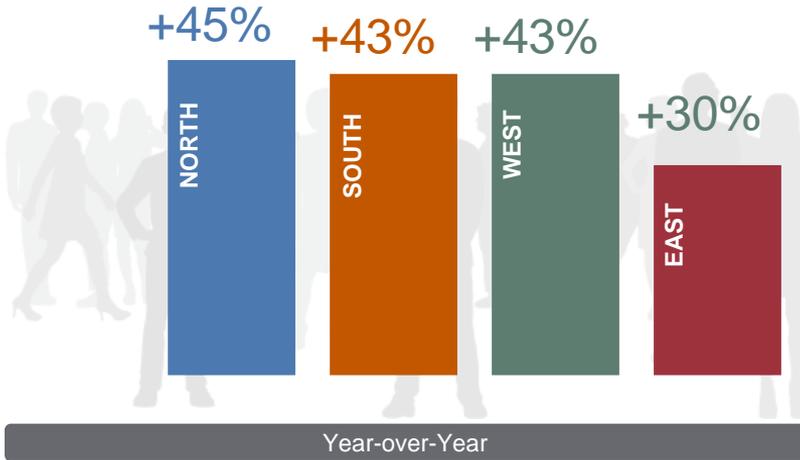
Net Positive Outlooks Optimistic Across Regions, Both YoY & QoQ

Employers in all four regions expect to grow payrolls during the First quarter of 2022. The strongest hiring pace is anticipated in the North, where the Net Employment Outlook stands at +52%. Dynamic hiring activity is also forecasted in West and South, with outlooks of +50% and +49%, respectively, while the outlook for the East is +40%.

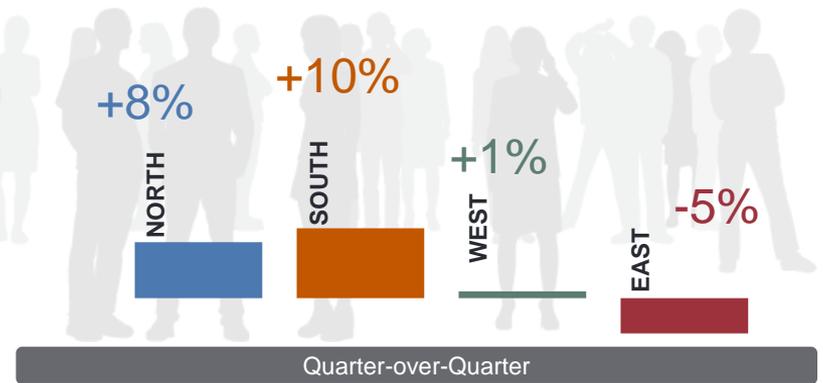


Net Outlooks Across Regions Comparison, Both YoY & QoQ

The strongest year-over-year improvements are reported in North (+45%), South (+43%) and West (+43%).

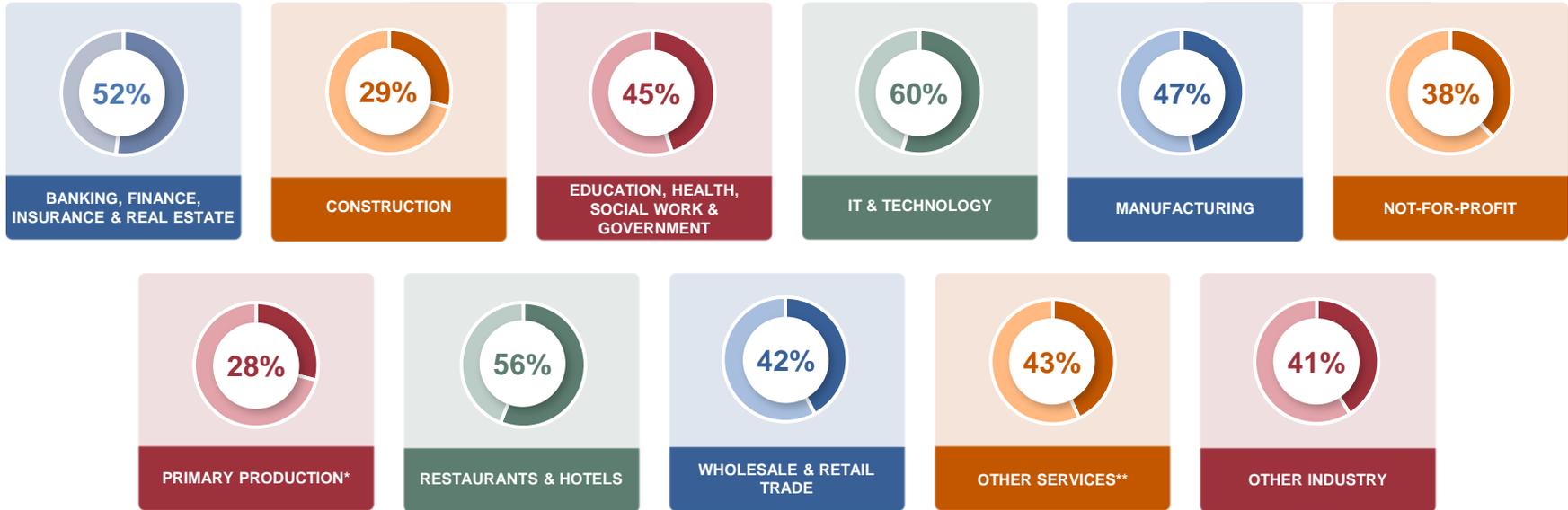


The strongest quarter-over-quarter improvements are reported in South (+10%), North (+8%), West (+1%). East indicates a decline (-5%).



Growth Expected Across All 11 Industries

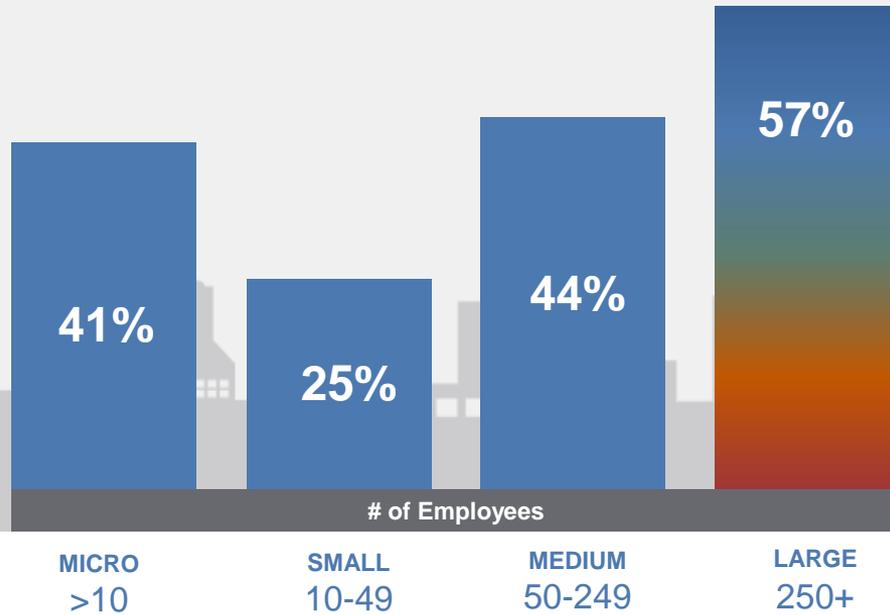
Digital roles are most in-demand: IT, Technology, Telecoms, Communications and Media reported the strongest outlook (+60%), followed by Restaurants and Hotels (+56%) and Banking, Finance, Insurance and Real Estate (+52%).



*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

**Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

Large Organizations Report Strongest Hiring Intentions



Majority of Asia Pacific Employers More Optimistic to Hire

Hiring sentiment strengthens in 5 countries and territories QoQ while weakening in two; Singapore and Taiwan.

In India employers report record-high hiring intentions, improving +5 percentage points compared to Q4, and +43% on the previous year.

The region improves +13% since last quarter, and +27 when asked this the same time last year.

STRONGEST HIRING INTENTIONS:

India (+49%), Hong Kong, (+37%)
and Australia (+37%)

WEAKEST HIRING INTENTIONS:

Japan (+11%), Taiwan (+13%),
and Singapore (+14%)





VACCINE EXPECTATIONS:

Almost all employers are mandating vaccines in some way for their employees to return to the workplace



Only 9% are letting individual workers decide



VACCINE EXPECTATIONS FOR ON-SITE RETURN

Employers globally are sharing requirements for employees before they can return to the workplace:



91%
of employers
are mandating
vaccines for
some or all
employees

Mandate double
vaccination and
require proof for all
employee roles

49%

Proof of double
vaccination will be
required for some
employee roles,
but not all

22%

Plan to require
proof of double
vaccination and
booster shot

20%

Urge vaccination
by highlighting
the benefits but
not mandate

16%

Offer incentives
(e.g., cash bonus)
to encourage
vaccination

18%

Up to
individuals
to decide

3%

*Respondents could choose more than one option, meaning results add up to more than 100%.

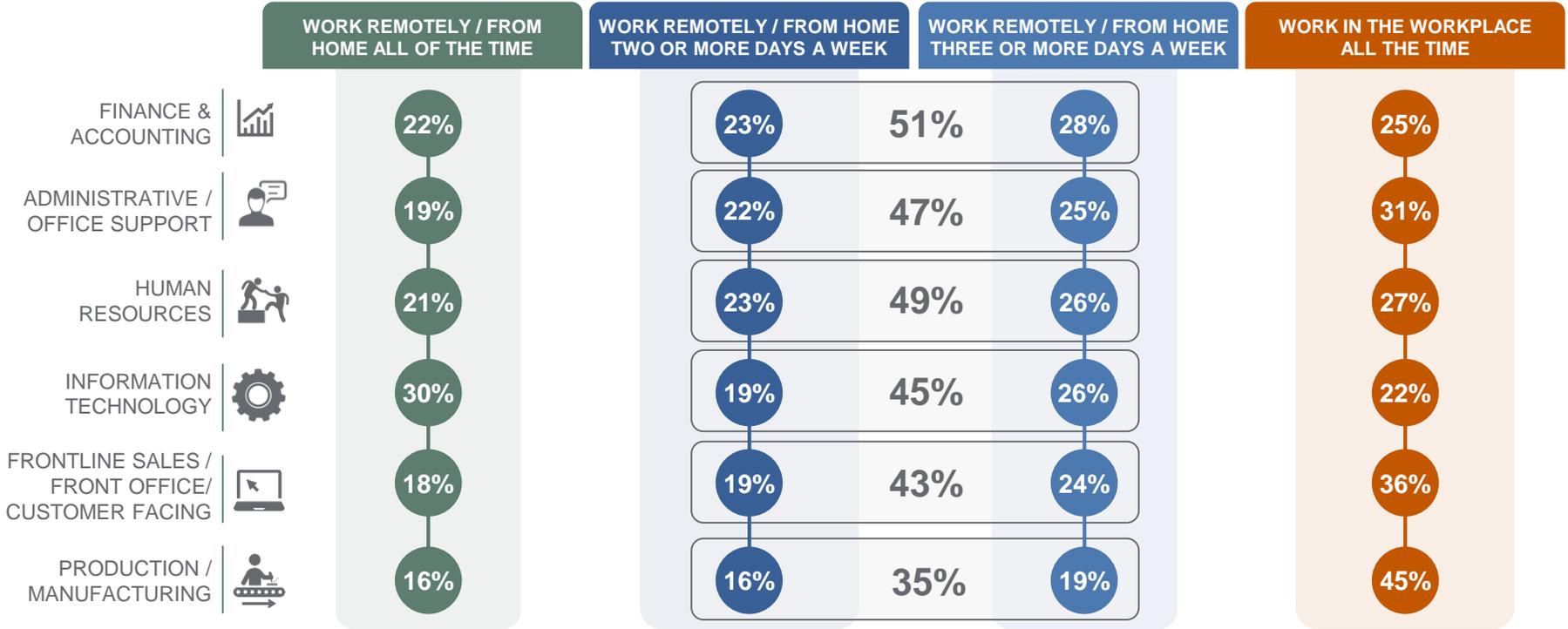


THE GREAT SHIFT TO HYBRID WORKING:

More employers are embracing
the blend of work and home



Even in Frontline, Customer Service & Manufacturing, Employers are Recognizing the Need for Hybrid Work



HYBRID MODEL

Working a mix of some days remote and some days in the workplace

*Respondents answering Don't know brings the total up to 100% for all roles



ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in October 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

Unique

It is unparalleled in its size, scope, longevity and area of focus. 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 more than 39,000 public and private employers across 40 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: "How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

Notes to Editors

* The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone and data is now being collected online. Respondents are members of double opt-in online panels and are incentivized to complete the survey. In line with standard findings of online surveys, more people are now taking a position – selecting that their workforce will either increase or decrease vs. no change. Because the Net Employment Outlook is based only on the people saying increase or decrease, the result of this higher level of engagement means the methodology shift may contribute to a higher Outlook. With a sample of 1000 there is a margin of error of +/-3%. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

** The survey data was collected in October 2021, before awareness of the Omicron variant.

A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



Cultivate communities of talent outside the organization



Help people move on or move up to new roles within the organization

ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



Talent Resourcing



Career Management



Career Transition



Attracting Top Talent

