

Q1 2023

ManpowerGroup
Employment
Outlook Survey



Demand for Skilled Talent Persists for Q1 Despite Global Headwinds

Executive Summary



- Used internationally as a bellwether of economic and labor market trends, the Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions/no new hires (no replacement hiring) to staffing levels from those who plan to hire – now stands at +32%, down (-22%) from Q4 and (-17%) than this time last year.
- Organizations in the IT and Financials and Real Estate industry report the most optimistic Outlook (+39%); followed by Consumer Goods and Services (37%).
- The brightest hiring intentions for next quarter are in North (+36%) and West (+32%).
- Large organizations (250+ employees) are more than thrice as optimistic as micro (less than 10 employees) to hire in the coming quarter with Outlooks of 42% and 11%, respectively.



Table of Contents



4

**Q1 Employment
Outlooks**



15

**How Today's
Trends are
Impacting Jobs**



23

**Workforce
Trends &
Challenges**



26

**About the
ManpowerGroup
Employment
Outlook Survey**



Q1 Employment Outlooks

India Employment Outlook for Q1 2023

In the latest edition of the ManpowerGroup Employment Outlook Survey of nearly 3000+ employers, India reports conservative hiring intentions than the previous quarter reporting a seasonally adjusted, **Net Employment Outlook of +32%**. Hiring intentions decrease both year-over-year and quarter-over-quarter by -17% and -22%, respectively.



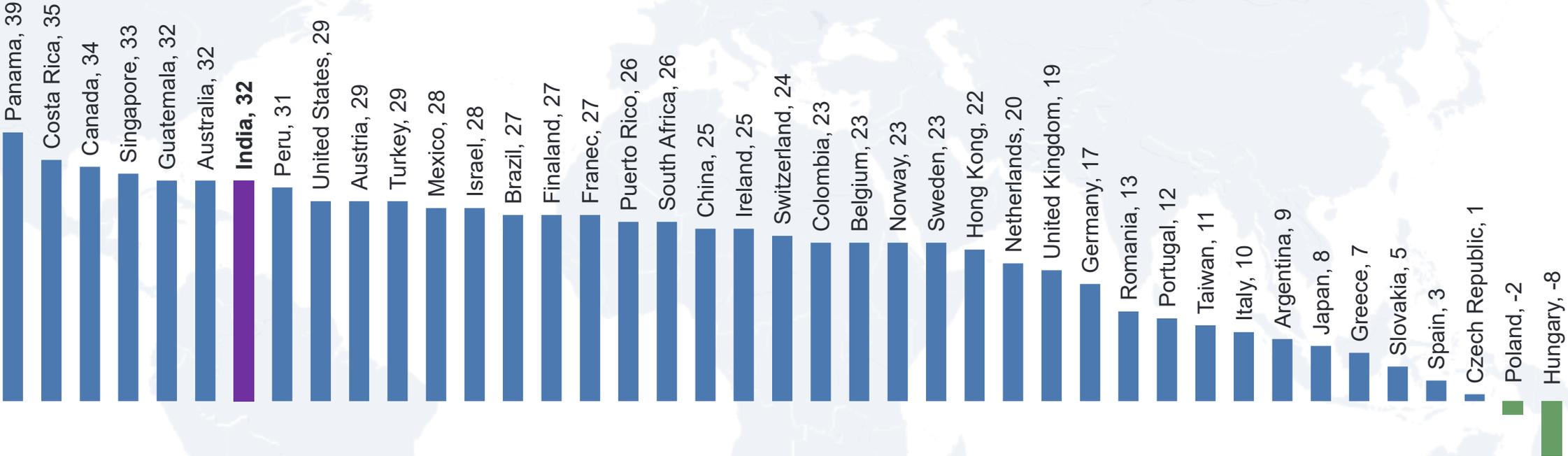
Historical Net Employment Outlook



Employer Hiring Expectations for January – March

When considering how staffing levels will change during the first quarter, **employers in 38 of 41 countries and territories anticipate a net positive hiring Outlook.**

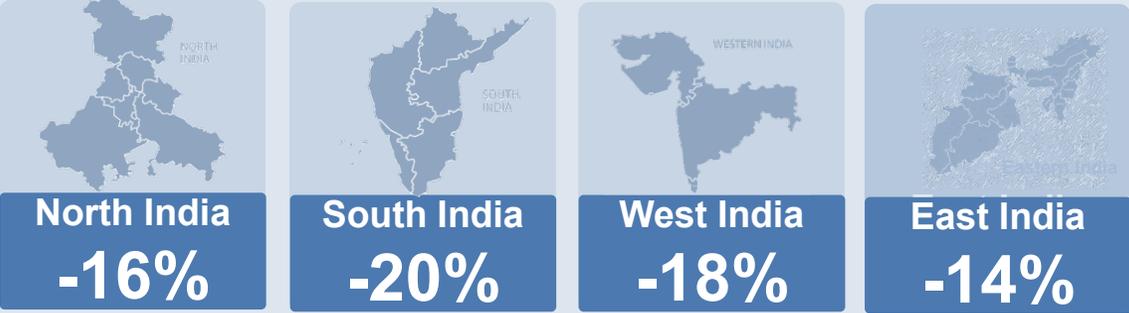
Seasonally Adjusted, Net Employment Outlooks (%)



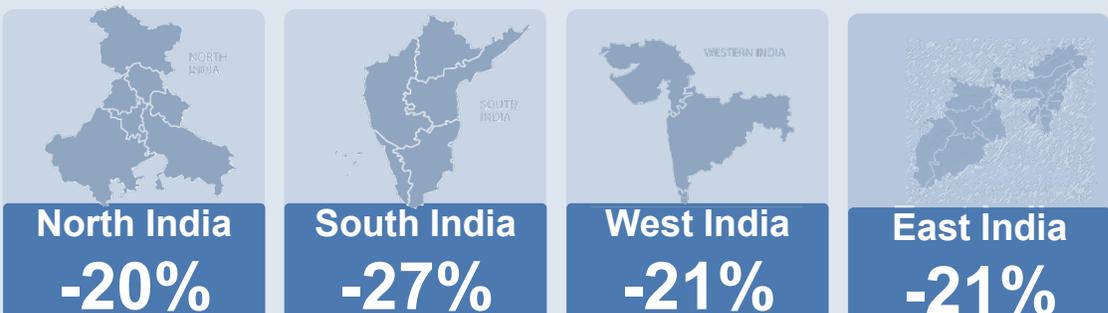
Moderate Hiring Expected in the First Quarter of 2023

Employers in all four regions expect to grow payrolls during the First quarter of 2023. North shows strong hiring pace where the Net Employment Outlook stands at +36% followed by West at +32% while the outlook for the South and East is +29% and +26% respectively.

Year-on-Year Change



Quarter-on-Quarter Change

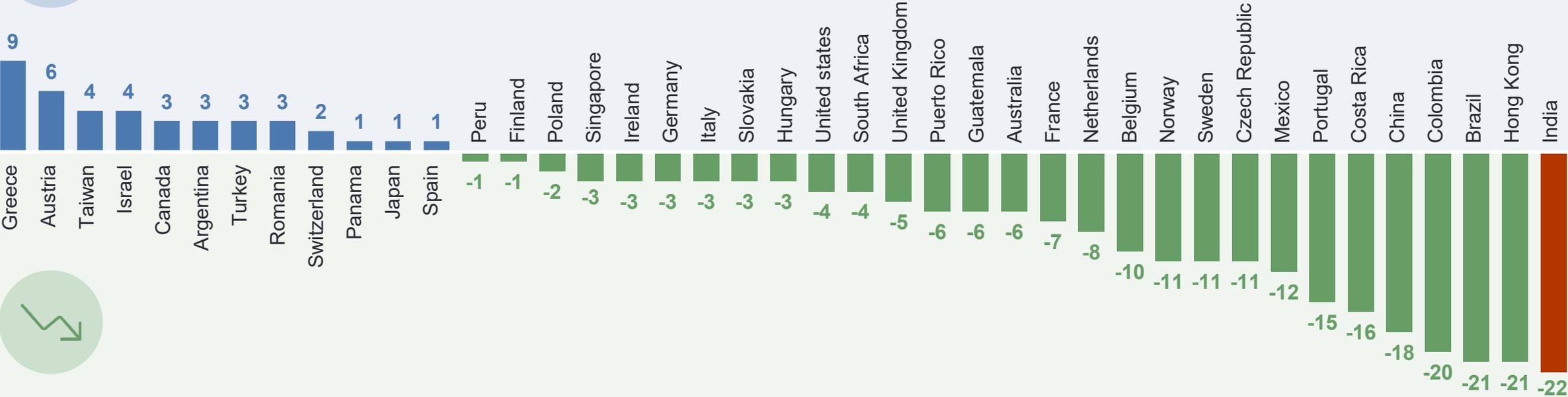


Quarterly Changes As Employers Respond to Challenges

Hiring confidence continues to drop across countries as concerns rise over possible recession and steady inflation.

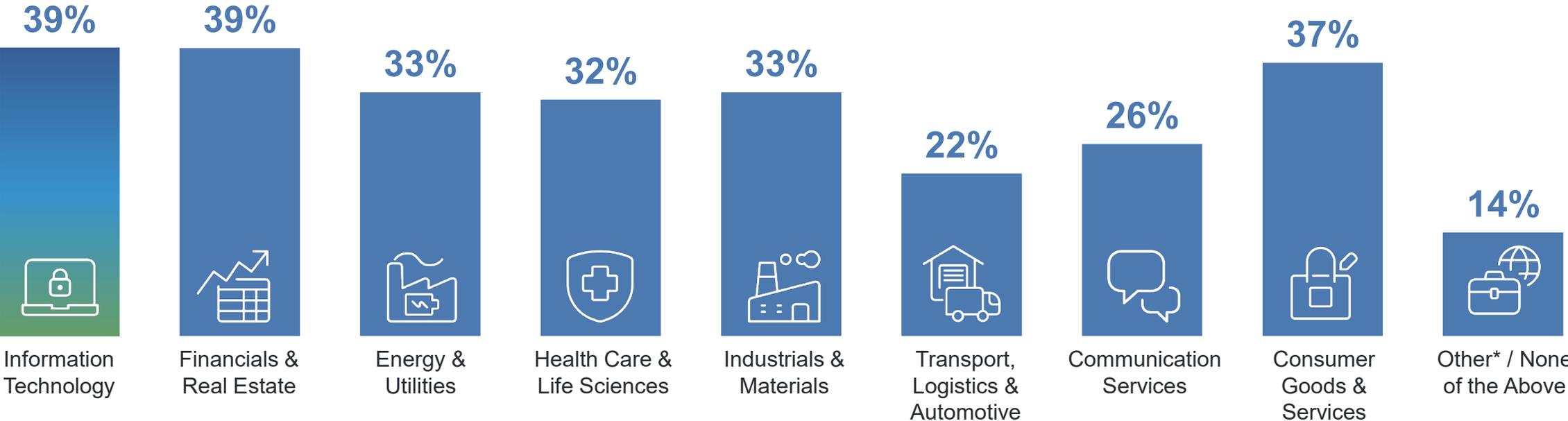


Quarter-Over-Quarter Changes to Seasonally Adjusted, Net Employment Outlooks (%)



Employers Anticipate Demand for Talent Across Key Sectors

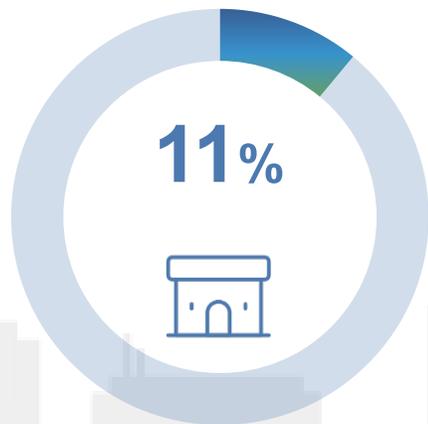
Digital roles continue to drive most demand globally: Organizations in the IT industry and Finances and Real Estate report the most optimistic Outlook (+39%), followed by Consumer Goods and Services (+37%).



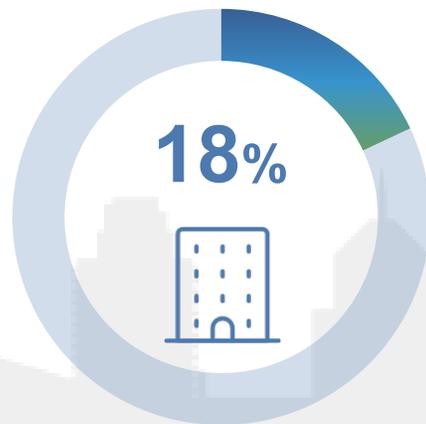
*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

Micro Organizations Brace Themselves for Q1

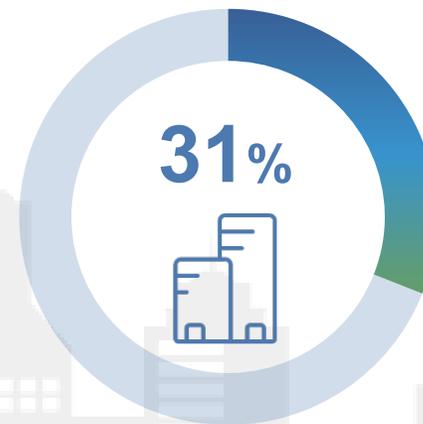
Companies with under 10 employees are low on optimism while large businesses continue their hiring spree from January to March.



Micro:
<10
Employees



Small:
10 - 49
Employees



Medium:
50 - 249
Employees



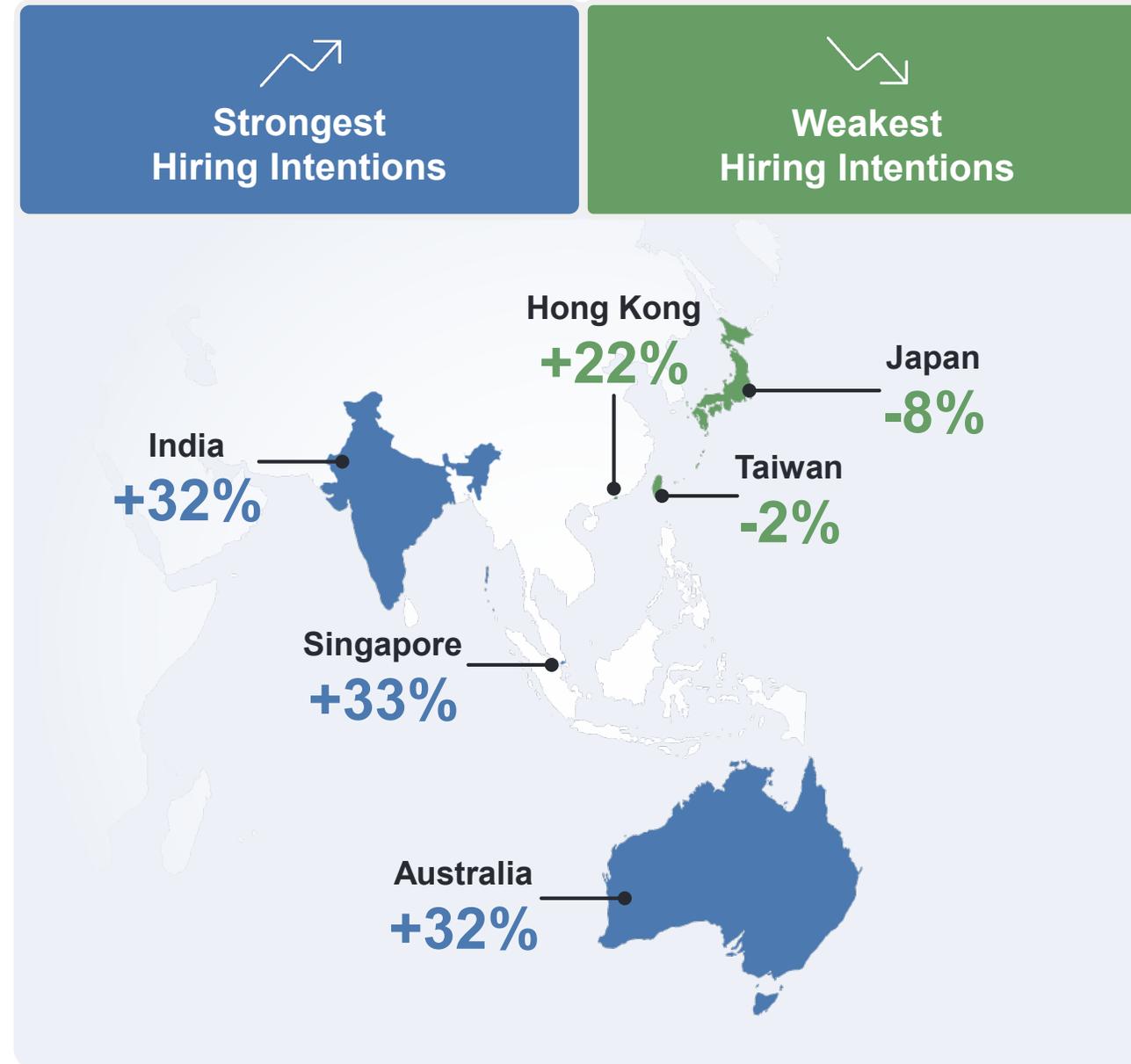
Large:
250+
Employees

Hiring Managers Across the Asia Pacific Anticipate Reduced Outlooks in Q1

Hiring managers across APAC anticipate strong (+25%) but slowing hiring intentions, weakening since the previous quarter and year by -15% and -11%, respectively.

Singapore (+33%), Australia (+32%), and India (+32%) report the most optimistic Outlooks, most cautious in Japan (+8%) and Taiwan (+11%).

Globally, the strongest hiring intentions in the Financials & Real Estate sector are found in Singapore (57%).

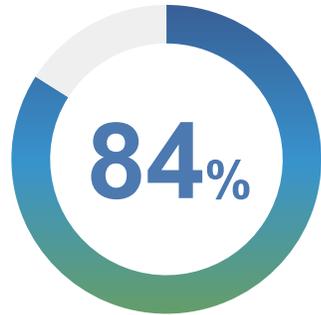




How Today's Trends are Impacting Jobs



Consumer Goods & Services



of Wholesale & Retail Trade employers report difficulty finding the skills required*

47% of employers within the Consumer Goods & Services industry report expectations to add to their staff during the first quarter, while 10% anticipate various decreases.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **37%**, weakening by 8 percentage points year-over-year and 13 percentage points quarter-over-quarter.

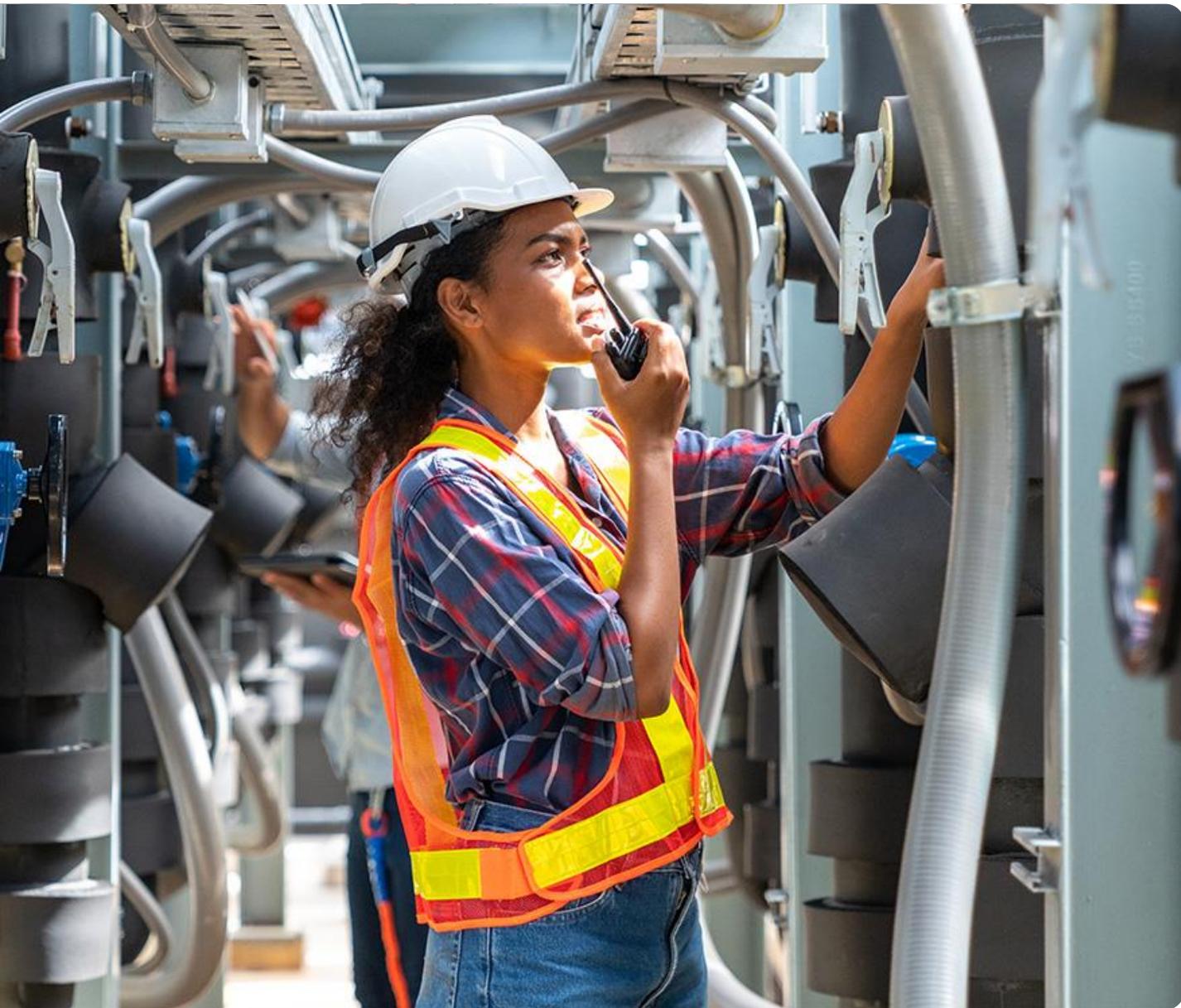
Despite strong optimism to hire, the industry faces a talent shortage where **84%** of employers report difficulty finding the hard and soft skills needed.

*The 2022 Global Talent Shortage, ManpowerGroup

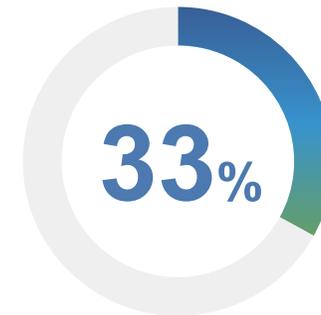


Top 5 Soft Skills Wholesale & Retail Trade Employers are Seeking

- 1 Creativity & Originality** 
- 2 Reasoning & Problem-Solving** 
- 3 Leadership & Social Influence** 
- 4 Initiative Taking** 
- 5 Collaboration & Teamwork** 



Energy & Utilities



Net Employment Outlook anticipated by hiring managers in the Energy & Utilities industry

50% of employers within the Energy & Utilities industry report expectations to add to their staff during the first quarter, while 17% anticipate various decreases in hiring intent.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **33%**.

Financials & Real Estate



of Financials & Real Estate employers report difficulty finding the skills required*

52% of employers within the Financials & Real Estate industry report expectations to add to their staff during the first quarter, while 13% anticipate various decreases in hiring intent.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **39%**, weakening by 13 percentage points year-over-year and 22 percentage points since last quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **83%** of employers report difficulty finding the hard and soft skills needed.

*The 2022 Global Talent Shortage, ManpowerGroup

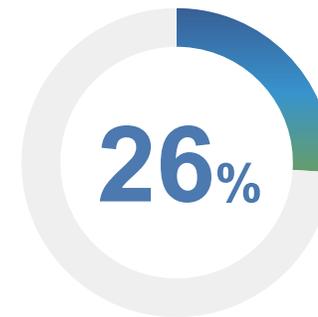


Top 5 Soft Skills Financials & Real Estate Employers are Seeking

- 1 Critical Thinking & Analysis
- 2 Creativity & Originality
- 3 Leadership & Social Influence
- 4 Reliability & Self-Discipline
- 5 Reasoning & Problem-Solving



Communication Services



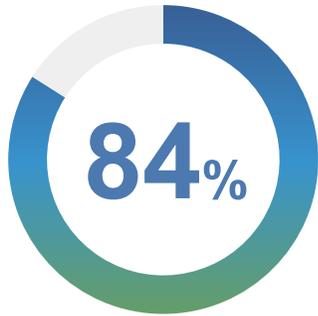
Net Employment Outlook anticipated by hiring managers in the Communication Services industry

42% of employers within the Communication Services industry report expectations to add to their staff during the first quarter, while 16% anticipate various decreases in hiring intent.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **26%**, weakening by 48 percentage points year-over-year, yet slightly weakening by 24 percentage points quarter-over-quarter.



Industrials & Materials



of Employers in the Manufacturing industry report difficulty finding the skills required*

49% of employers within the Industrials & Materials industry report expectations to add to their staff during the first quarter, while 16% anticipate various decreases.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **33%**, weakening by 1 percentage points year-over-year and 20 percentage points since the previous quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **84%** of employers report difficulty finding the hard and soft skills needed.

*The 2022 Global Talent Shortage, ManpowerGroup

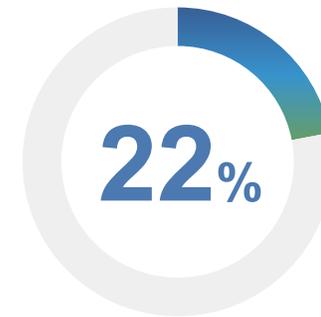


Top 5 Soft Skills Manufacturing Employers are Seeking

- 1 Creativity & Originality 
- 2 Critical Thinking & Analysis 
- 3 Reasoning & Problem-Solving 
- 4 Leadership & Social Influence 
- 5 Reliability & Self-Discipline 



Transport, Logistics & Automotive

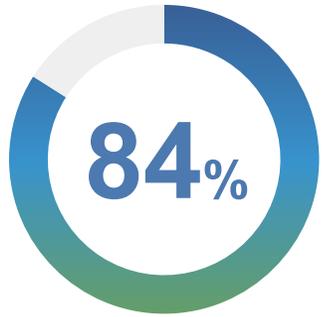


Net Employment Outlook anticipated by hiring managers in the Transport, Logistics & Automotive industry

47% of employers within the Transport, Logistics & Automotive industry report expectations to add to their staff during the first quarter, while 25% anticipate various decreases in hiring intent.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **22%**, weakening by 17 percentage points year-over-year and 22 percentage points since last quarter.

Information Technology



of Information Technology (IT) Employers report difficulty finding the skills required*

54% of employers within the IT industry report expectations to add to their staff during the first quarter, while 15% anticipate various decreases in hiring intent.

Once seasonally adjusted, this points to a Net Employment Outlook (NEO) of **39%**, weakening by 21 percentage points when compared to this time last year and 25 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **84%** of employers report difficulty finding the hard and soft skills needed.

*The 2022 Global Talent Shortage, ManpowerGroup



Top 5 Soft Skills IT Employers are Seeking

- 1 Critical Thinking & Analysis** 
- 2 Creativity & Originality** 
- 3 Reasoning & Problem-Solving** 
- 4 Leadership & Social Influence** 
- 5 Active Learning & Curiosity** 



Workforce Trends & Challenges

The Trends Driving Transformation are Not New, but Newly Urgent

This recovery is unlike any we have ever seen – demand for skills is at record highs in many markets and unemployment levels remain high while workforce participation stagnates. Uneven economic growth continues with some markets recovering while others lag from soaring inflation and high cost of living.



1 in 5

organizations
Globally are having
trouble finding
skilled tech talent

ManpowerGroup:
Great Realization 2022



5 Million Jobs

may be displaced by a shift in the
division of labor between humans and
machines, more than offset by 97 million
new roles anticipated to emerge

WEF: 2021 Future of Jobs Report



81%

of employees expect training
programs from their employers
to help keep skills up to date

2021: Edelman Trust Barometer:
The Belief Driven Employee



“There’s no denying the headwinds that economists have been forecasting are beginning to impact labor markets. And as organizations and workers navigate this environment, what we are seeing play out is an unbalanced rebound of the global economy, with different regions and industries experiencing unique swings in demand. Amid tight labor markets, politico-economic pressure, a cost-of-living crisis, and a depreciation in real-time wages, companies need to think more than ever about attracting and retaining their workers.”

– Jonas Prising, Chairman & CEO



About the ManpowerGroup Employment Outlook Survey

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey 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 nearly 39,000 public and private employers across 41 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 six 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 2023 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 41 markets for the Q1 2023 report.

Responses prior to Q1 2022 were contacted via telephone and are now collected in a double opt-in online panels where members 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 and territories to allow international comparisons.

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**Workforce
Management**



**Talent
Resourcing**



**Career
Management**



**Career
Transition**



**Top Talent
Attraction**



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