



TeamLeaseTM
Putting India to Work

Q1: Apr - Jun, 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 21 sectors in India

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Q1: Apr - Jun, 2022-23

Employment Outlook Report

INTENT TO HIRE

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 21 sectors in India. This report carries "Intent to Hire" statistics for Q-1, 2022-23 [Apr, 2022 – Jun, 2022] on the basis of the survey and analysis carried out during January and February, 2022.

The survey covers 796 small, medium and large companies across the 21 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.

Intent to Hire:

An outlook metric used in this edition of the report

The clear and present disruption from COVID-19 necessitates the use of a more nuanced metric compared with Net Employment Outlook to describe the state of the job market.

The onset of the pandemic had only a minute proportion of businesses planning to hire more employees than they had hired over the previous quarter. To capture the current mood appropriately, and to compare it with the mood of the previous quarter/HY, the Employment Outlook Report now uses an Intent to Hire metric in place of the "Net Employment Outlook".

For the current and the past three quarters, the Intent to Hire metric is defined as: The percentage of employers that is likely to hire employees during the quarter.

For all the quarters and HYs previous to the above, the Intent to Hire metric is defined as: The percentage of employers that is likely to continue hiring at least the same number of employees during a given quarter/HY as in the previous quarter/HY.



Executive Summary

Executive Summary

Global Trend

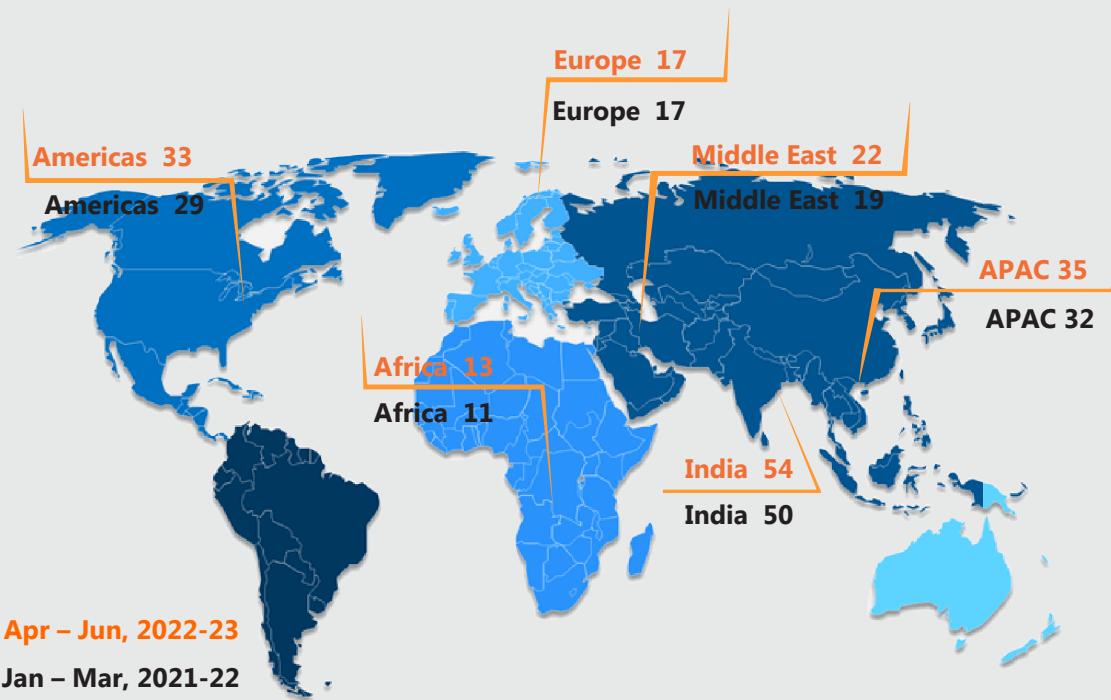
- Following a phase of rise in extreme poverty, and unprecedented damage to the economy and labour markets, Africa is inching back to recovery aided by a marginal recovery of the economy. However, the incremental increase in the intent to hire, on the back of an improved labour force participation, is unlikely to stem the worrying unemployment levels.
- North America's GDP growing by an estimated **5.9%** during 2021 provides the much needed fillip for American labour markets. The unemployment rate is likely to see a significant reduction of 90 basis points to **7.4%**. Substantial fiscal incentives implemented during the onset of the pandemic are helping recovery, with the hiring intent seeing a significant **4%** rise.
- A strong rebound in informal employment – which includes a fresh influx of outside labour – and reallocation of labour from SMEs that shut during the pandemic to self-employment, are instrumental in a marginal recovery of the hiring intent in the Middle East.

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

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

Major Global Markets

Apr – Jun, 2022-23
Jan – Mar, 2021-22



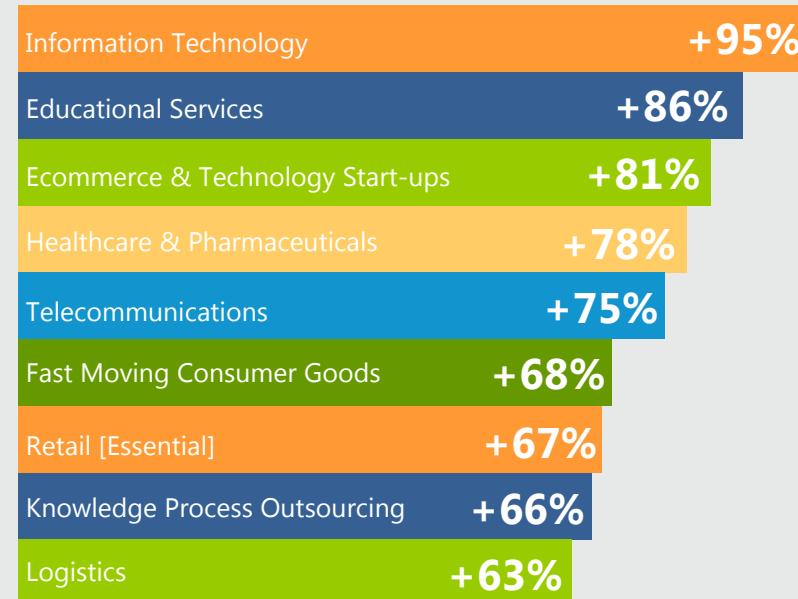
Executive Summary

Trend in India

- Intent to hire in the information technology sector sees a high rise to **95%** from 89% last quarter. The IT sector was followed by Educational Services (**86%**), which experienced a **6%** rise from last quarter. Other sectors that have witnessed a significant hiring intent, include Ecommerce & Technology Start-Ups (**81%**) and Healthcare & Pharmaceuticals (**78%**). However some sectors lag behind, such as Manufacturing, Engineering & Infrastructure, with hiring intent of **50%** or below.
- Metro and Tier 1 cities are leading the way in hiring, with the hiring intent of **83%** each for both.
- Bangalore and Chennai have the highest hiring intent, at **91%** and **78%**, increasing from 88% and 71% respectively. Gurgaon (**44%**) and Ahmedabad (**50%**) exhibit moderate levels of hiring intent.
- Large organizations noticed a step up in their hiring intent to **65%**, with entry level (**53%**) & junior level (**51%**) jobs scaling up.
- The growing market trend has propped up demand for sales roles, which showed the strongest intent to hire at **82%** among all functional areas, followed by Information Technology with **75%**.

Trend by Sector

Sectors with High Intent to Hire:



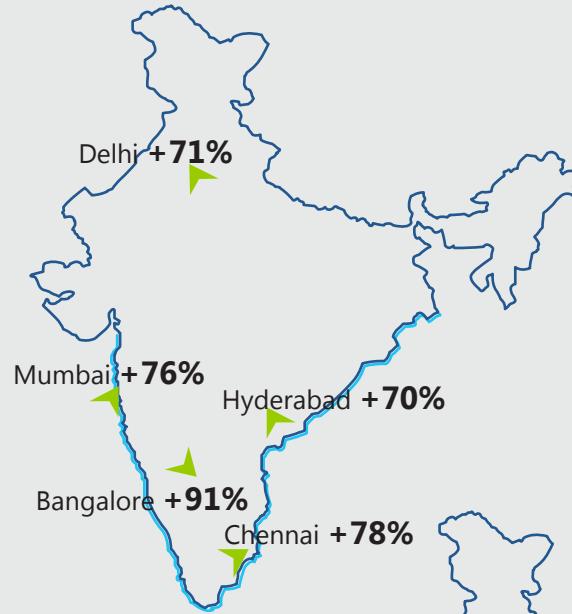
Sectors with Moderate Intent to Hire:



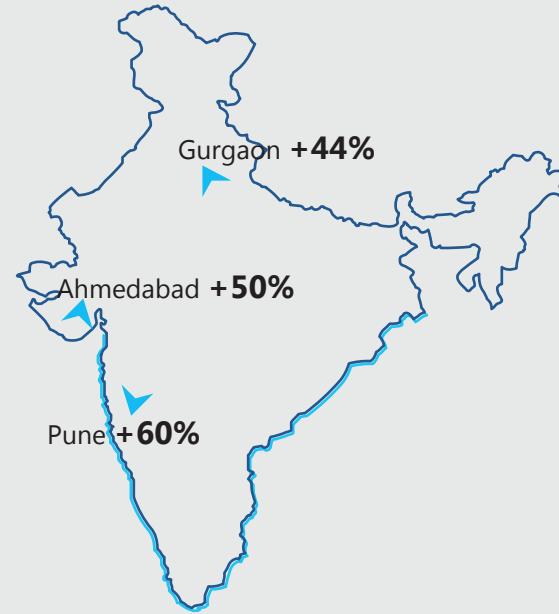
Executive Summary

Trend by City

Cities with **High** Intent to Hire:

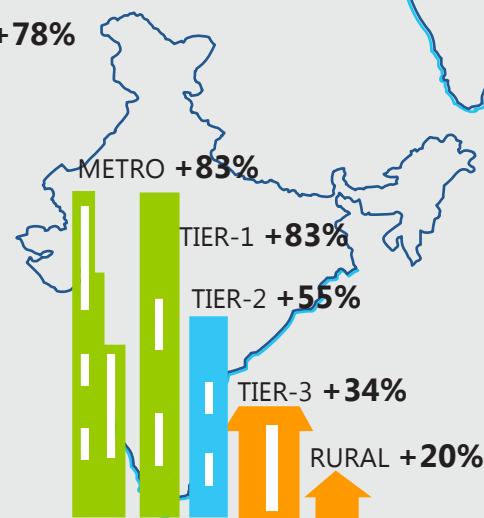


Cities with **Moderate** Intent to Hire:



Trend by Geography

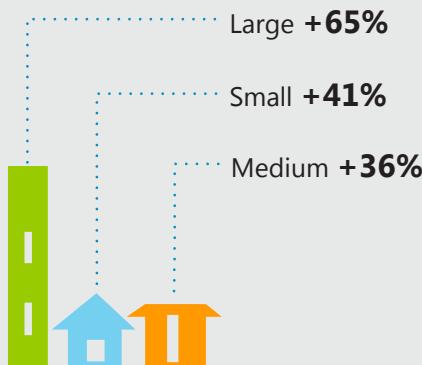
Intent to Hire:



Executive Summary

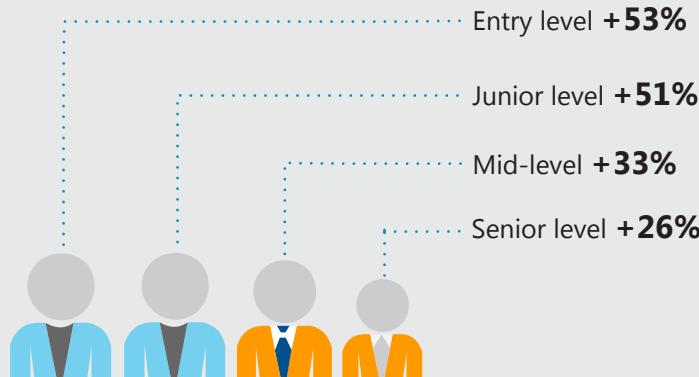
Trend by Business Size

Intent to Hire:



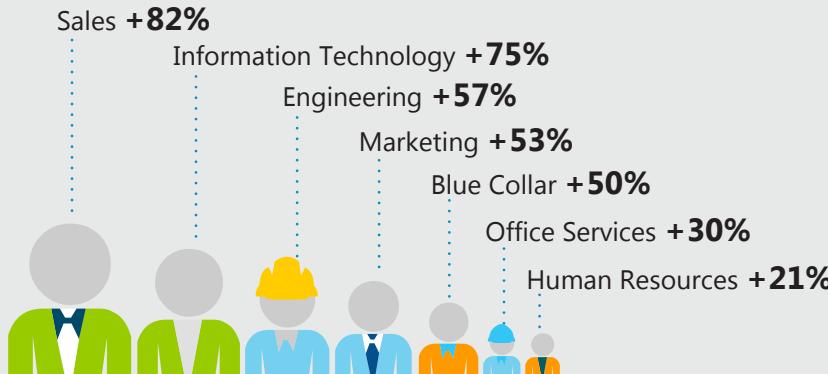
Trend by Job Level

Intent to Hire:



Trend by Function

Intent to Hire:



Attrition Trend

Double digit attrition rates:

- 💻 Information Technology **+19.77%**
- 📖 Educational Services **+15.15%**
- 🏥 Healthcare & Pharmaceuticals **+11.29%**
- 🕒 Knowledge Process Outsourcing **+10.10%**
- 🛍️ Ecommerce & Technology Start-ups **+9.09%**

Sectors with the highest increase in attrition rates:

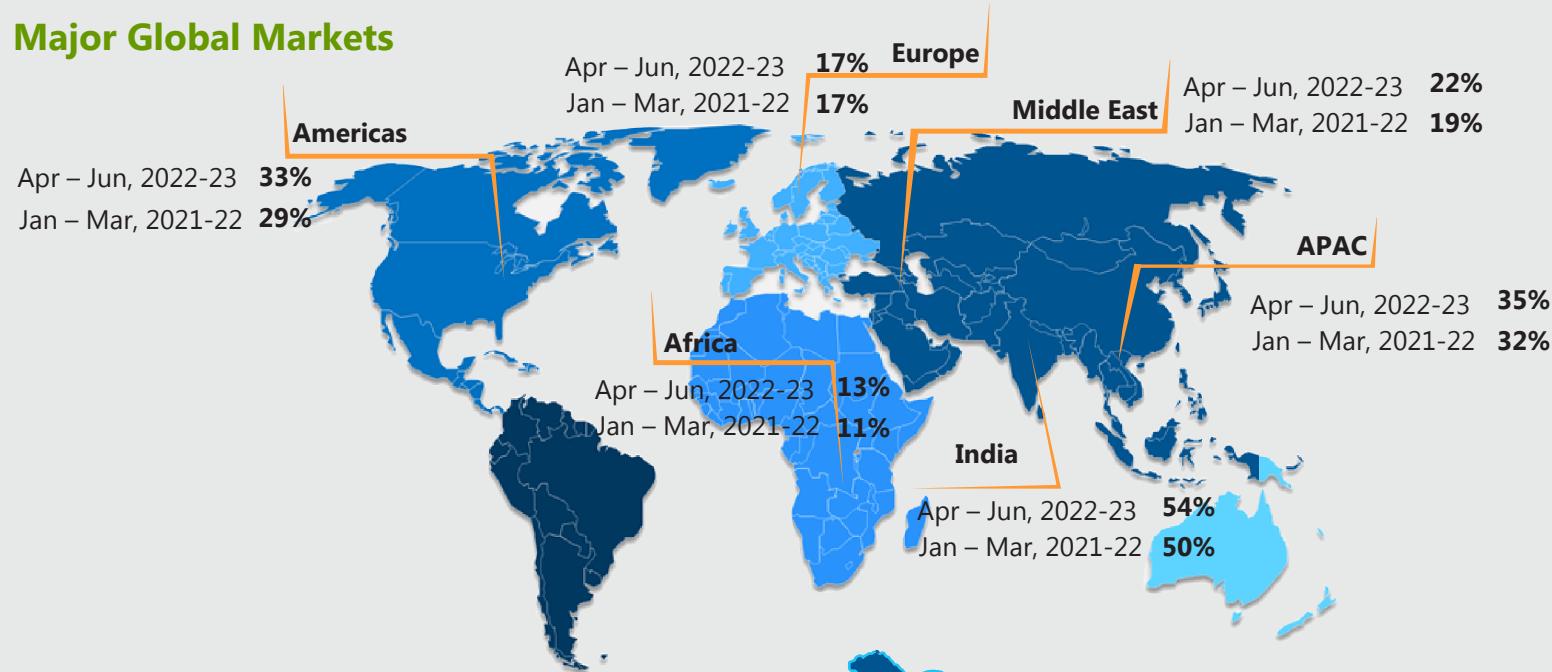
- 🛍️ Retail [Essential] **+7.27%**
- 🌿 Agriculture & Agrochemicals **+5.81%**

Note: the numbers represent attrition rates for Jan-Mar, 2022

Executive Summary

Intent to Hire: Q1, 2022-23-on-Current Quarter Comparison

Major Global Markets



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

India: Top Sectors

Jan – Mar, 2021-22
Information Technology **89%**
Educational Services **80%**



Bangalore **91%**

Apr – Jun, 2022-23

Chennai **78%**

India: Top Cities

Bangalore **88%**
Chennai **71%**

Jan – Mar, 2021-22

Highlights

Intent to Hire: Trends

Intent to Hire: Q1, 2022-23

Major Global Markets

Global Markets	% intent to hire (Apr – Jun, 2022-23)	% intent to hire (Jan – Mar, 2021-22)	% change (Q-on-Q)
 Africa	13	11	+2
 Americas	33	29	+4
 APAC	35	32	+3
 Europe	17	17	Nil
 Middle East	22	19	+3
 India	54	50	+4

Following a phase of rise in extreme poverty, and unprecedented damage to the economy and labour markets, Africa is inching back to recovery aided by a marginal recovery of the economy. However, the incremental increase in the intent to hire, on the back of an improved labour force participation, is unlikely to stem the worrying unemployment levels.

North America's GDP growing by an estimated 5.9% during 2021 provides the much needed fillip for American labour markets. The unemployment rate is likely to see a significant reduction of 90 basis points to 7.4%. Substantial fiscal incentives implemented during the onset of the pandemic are helping recovery, with the hiring intent seeing a significant 4% rise.

East Asia's rapid recovery is being counterbalanced by the relatively slow South and South East Asian economies, resulting in a rather subdued intent to hire. Accelerated digitalization and automation and the massive transformation to remote work modes – especially in the high-productivity services sector – have enabled the labour force to transition into services.

The labour reallocation from wage and salaried work to own-account and contributing family work during the first and second waves of Covid-19 saw Eastern Europe's progress to recovery, and is helping improve the employment situation. However, the prospects of a continued Ukraine-Russia conflict has imposed risks over the medium term, curbing hiring sentiment.

A strong rebound in informal employment – which includes a fresh influx of outside labour – and reallocation of labour from SMEs that shut during the pandemic to self-employment, are instrumental in a marginal recovery of the hiring intent in the Middle East.

The annual pre-Budget Economic Survey forecast a 8% – 8.5% GDP growth over FY 2022-23 for India, supported by widespread vaccine coverage, supply-side reforms, export growth and appetite for capital expenditure. Sans the risk from global inflation arising from crude oil prices, India is seeing steady growth in business and hiring sentiment.

Data Source: World Economic Outlook October 2022, IMF

Intent to Hire: Q1, 2022-23

India - Current Quarter in Historical Perspective



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

The trends see a gradual increase from Q4 FY20, with the hiring intent having increased from 27% in Q4 FY20 to 54% in the current quarter.

Since the onset of pandemic, Q1 FY21 saw a 7% increase from the previous quarter. However as a result of the recession, prompted by the pandemic with an unpredictable course, Q2 FY21 witnessed lower hiring intent in comparison to its previous quarter, with 4%. The Q-on-Q change went on to be marginally lesser in Q3 FY21 at 3%. After the Delta wave subsided, the last quarter of FY21 witnessed a massive rise in hiring intent to 9%.

The hiring intent sees an appreciable increase for the forthcoming quarter on the back of income growth projections and superior export performance over the coming fiscal.

Intent to Hire Trends: Q1, 2022-23

by Geography*



*Geographical areas are locations where hiring takes place

**Please refer Bibliography and Definitions

- Metro & Tier-1 cities see a substantial rise in hiring intent, from 73% in the previous quarter, to 83% in the current quarter, as pandemic risks are seen to be subsiding and vaccine coverage becomes widespread.
- Following on the heels of the metros, Tier-2 cities see a significant rise in the intent to hire from 48% to 55% for the forthcoming quarter – a 7% change driven by secondary effects of the sentiment growth in the metros.
- Among other geographical areas, Tier-3 also sees an increase of 4%, from 30% during the last quarter to 34% for the forthcoming quarter, while the hiring intent in rural areas increment by 2%.

TeamLease survey, January and February, 2022
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Intent to Hire Trends: Q1, 2022-23

by Business Size**



**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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More small businesses look to onboard people in the current quarter in comparison with medium & large sized organizations. Overall, businesses of all sizes are looking to add to their workforce to some degree, indicating steady revival amidst the ongoing pandemic.

The hiring intent for small organization has jumped from 35% to 41%, showing a 6% increase from previous quarter.

Medium sized organizations too have shown intent for talent intake - an increase of 4% from 32% from 36% for the forthcoming quarter. Large organizations see a 3% Q-on-Q increase, from 62% during Q4 FY 2021-22 to 65% for Q1 FY 2022-23.



Intent to Hire Trends: Q1, 2022-23

by Job Level*

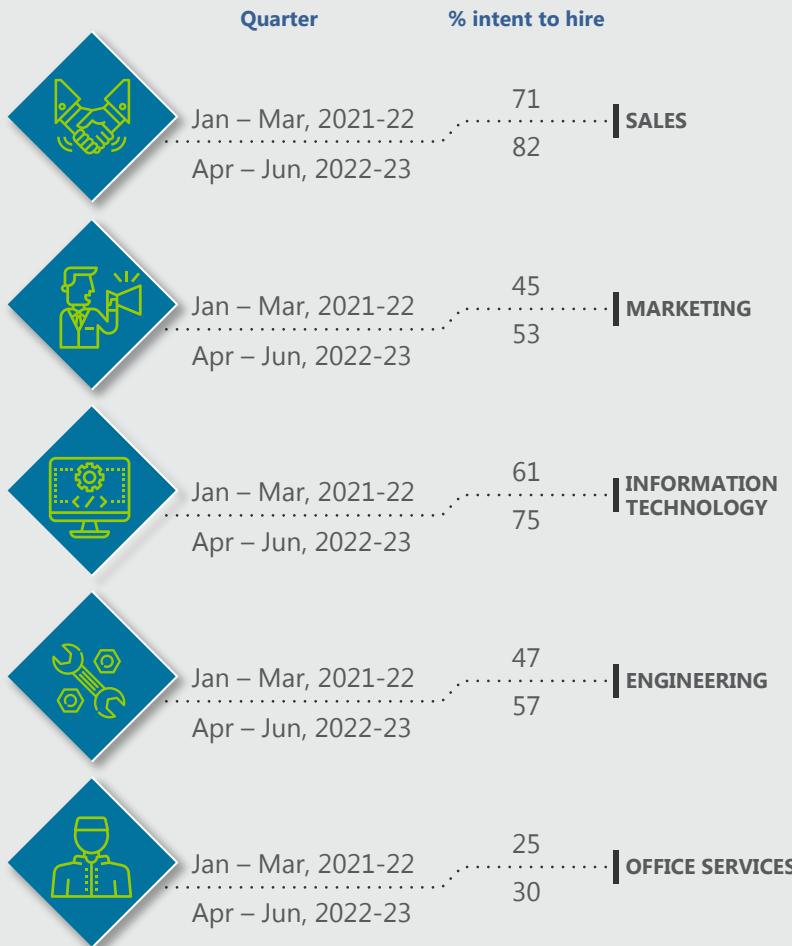


*The organizational level at which employers plan to hire. Please refer Bibliography and Definitions

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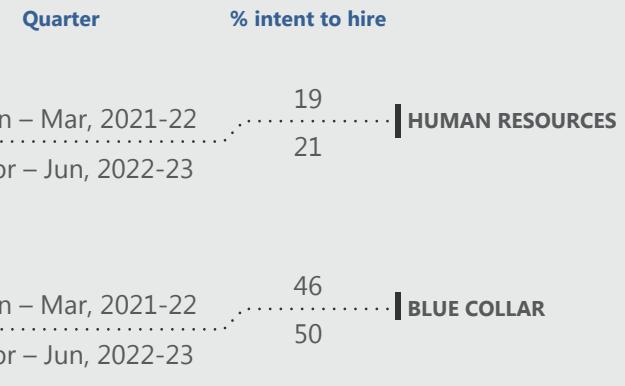
Intent to Hire Trends: Q1, 2022-23

by Function*



TeamLease survey, January and February, 2022

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- A considerable rise in hiring intent is also evident for the Sales role witnessing a substantial, 11% rise to 82% for the forthcoming quarter.
- Q1 2022-23 sees considerable rise in hiring intent for a slew of job functions. Information Technology roles see hiring intent soaring from 61% during Q4 FY 2021-22 to 75% for Q1 FY 2022-23 – a staggering increase of 14%.
- This is closely followed by Engineering roles with a 10% Q-on-Q increase to 57%, and Marketing roles with an 8% rise to 53% for Q1 2022-23.
- Blue Collar roles with a 4% increase in hiring intent to 50%, and Human Resources roles with a marginal, 2% rise to 21% for the forthcoming quarter bring up the rear.

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

Outlook trends by Sector and City

High, Moderate and Low |
Job Market – Sweet spots

Intent to Hire Trends: Q1, 2022-23

by Sector**

Sectors	Apr - Jun, 2022-23	Jan - Mar, 2021-22
 Information Technology	95	89
 Educational Services	86	80
 Ecommerce & Technology Start-ups	81	69
 Healthcare & Pharmaceuticals	78	71
 Telecommunications	75	65
 Fast Moving Consumer Goods	68	63
 Retail [Essential]	67	59
 Knowledge Process Outsourcing	66	62
 Logistics	63	54
 Financial Services	59	46
 Agriculture & Agrochemicals	56	59

Sectors	Apr - Jun, 2022-23	Jan - Mar, 2021-22
 Manufacturing, Engineering & Infrastructure	50	46
 Power & Energy	49	40
 Media & Entertainment	43	34
 Construction & Real Estate	40	35
 BPO / ITeS	36	39
 Fast Moving Consumer Durables	30	34
 Retail [Non-Essential]	27	30
 Travel & Hospitality	25	21
 Marketing & Advertising	22	20
 Consulting	20	22

**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

TeamLease survey, January and February, 2022

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Intent to Hire Trends: Q1, 2022-23

by City**

Cities	Apr - Jun, 2022-23	Jan - Mar, 2021-22
 Bangalore	91	88
 Chennai	78	71
 Mumbai	76	59
 Delhi	71	65
 Hyderabad	70	65
 Pune	60	55
 Ahmedabad	50	48

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

Cities	Apr - Jun, 2022-23	Jan - Mar, 2021-22
 Gurgaon	44	43
 Chandigarh	40	46
 Kolkata	40	37
 Nagpur	24	20
 Kochi	14	19
 Indore	13	11
 Coimbatore	12	15

**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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Job Market Sweet Spots

City-Sector

Cities	Manufacturing Sectors					
	FMCG	FMCD	H&P	MEI	AGCH	P&E
 AHM	30	10	20	34	23	16
 BNG	67	23	61	36	42	44
 CHN	49	21	48	64	39	30
 DEL	47	19	46	51	28	28
 HYD	21	19	23	32	27	25
 KOL	27	14	37	30	28	10
 MUM	60	20	48	53	38	29
 PUN	32	20	32	28	42	26
 CHD	18	12	28	38	21	14
 COM	27	10	14	21	15	10
 GUR	47	13	29	24	18	15
 IND	27	9	14	21	12	15
 KOC	21	6	15	16	23	10
 NPR	31	7	16	31	18	12

Apr, 22-Jun, 22

TeamLease survey, January and February, 2022

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

Job Market Sweet Spots

City-Sector

Cities	Service Sectors														
	TEL	IT	FS	RET [E]	RET [NE]	EC&TS	M&E	C&RE	T&H	ES	BPO/ ITeS	KPO	CON	LOG	M&A
 AHM	38	42	22	28	18	33	13	13	10	40	7	16	5	33	4
 BNG	83	93	60	64	30	79	27	29	26	69	55	42	37	44	32
 CHN	62	75	69	69	24	53	17	26	20	48	33	48	14	31	12
 DEL	59	48	39	65	22	38	23	16	12	46	39	19	19	39	16
 HYD	29	52	26	29	11	26	16	16	12	46	23	28	6	33	11
 KOL	23	78	40	26	15	21	6	12	9	49	11	15	8	15	4
 MUM	84	69	81	51	23	40	48	42	26	48	24	19	20	50	17
 PUN	27	67	33	30	20	36	28	22	22	43	21	17	11	18	10
 CHD	23	20	20	38	15	31	6	12	9	32	27	8	4	15	7
 COM	18	16	22	10	5	16	4	4	5	29	4	6	3	22	2
 GUR	36	19	21	27	8	21	6	36	9	26	12	8	5	16	8
 IND	18	13	15	19	9	24	8	8	5	10	7	16	3	20	4
 KOC	18	11	22	13	10	16	4	12	8	10	8	11	3	47	2
 NPR	10	17	9	15	6	25	5	10	4	22	5	6	3	19	3

Apr, 22-Jun, 22

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

Job Market Sweet Spots

City-Sector – The top 3 Cities and Sectors



TeamLease survey, January and February, 2022

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Job Market Sweet Spots

Functions-Sector

Functions	Manufacturing Sectors					
	FMCG	FMCD	H&P	MEI	AGCH	P&E
 Sales	47	25	58	41	37	32
 Marketing	31	16	38	27	24	21
 Information Technology	44	23	53	38	34	30
 Engineering	37	19	45	32	29	25
 Office Services	19	10	23	17	15	13
 Human Resources	10	7	16	11	10	12
 Blue Collar	29	15	35	22	25	20

Apr, 22-Jun, 22

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Job Market Sweet Spots

Functions-Sector

Functions	TEL	IT	FS	RET [E]	RET [NE]	EC&TS	M&E	Service Sectors							
								C&RE	T&H	ES	BPO/ ITes	KPO	CON	LOG	M&A
 Sales	53	66	34	47	17	58	25	24	21	50	25	41	13	36	13
 Marketing	34	44	22	31	11	37	16	16	14	35	17	27	9	24	8
 Information Technology	50	61	31	43	15	52	23	22	19	44	23	38	12	34	12
 Engineering	41	52	26	36	13	30	19	41	16	36	20	32	10	28	10
 Office Services	21	27	14	19	7	23	10	10	8	21	10	16	5	15	5
 Human Resources	16	19	9	13	4	15	7	6	6	14	7	11	4	10	3
 Blue Collar	40	25	21	28	10	34	15	15	13	22	15	25	8	32	8

Apr, 22-Jun, 22

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Job Market Sweet Spots

Functions-Sector – The top 3 Functions and Sectors



TeamLease survey, January and February, 2022

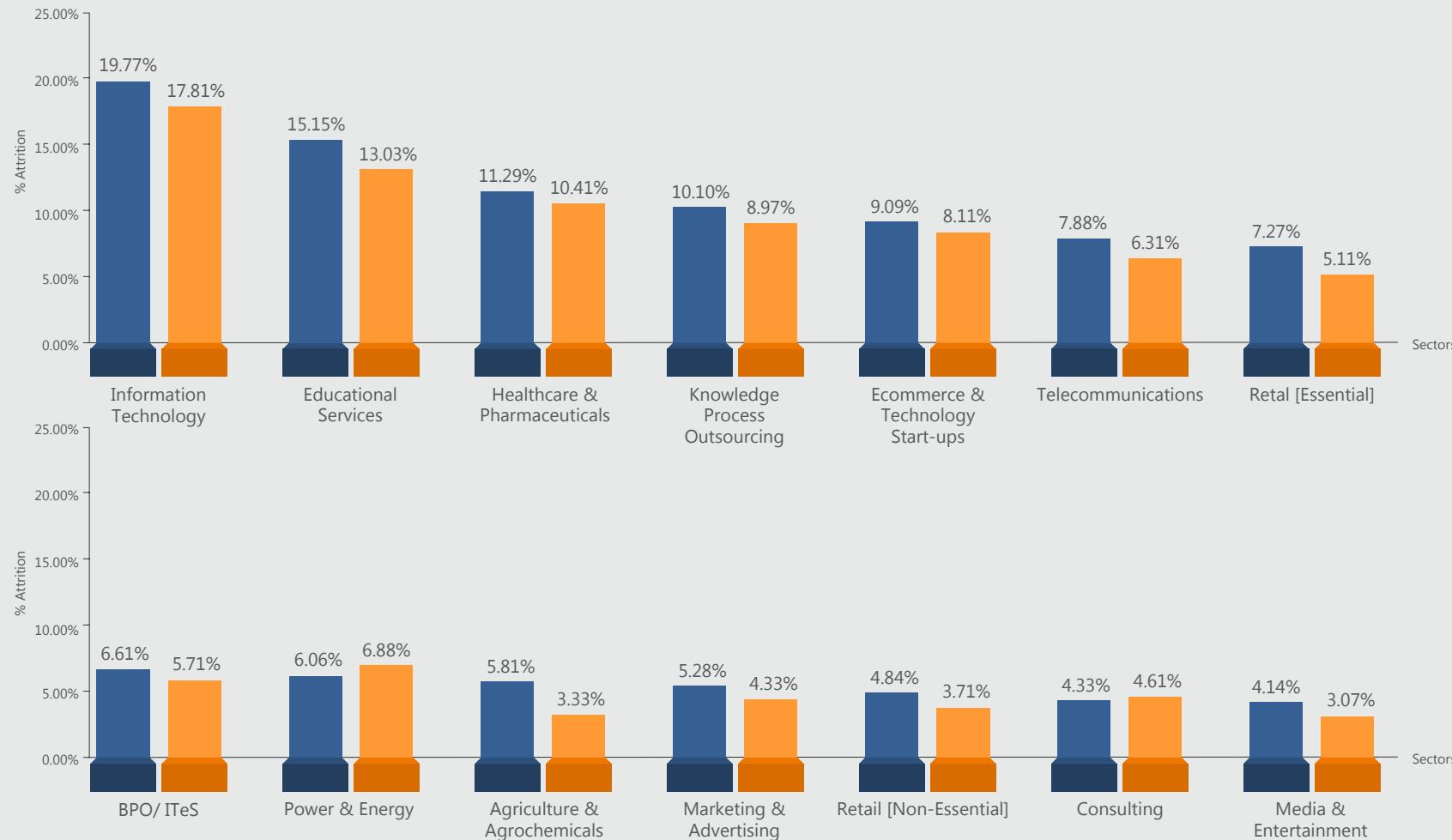
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Spotlight

Attrition Trends

Attrition Trends

Jan-Mar, 2022-23



Jan-Mar, 2022

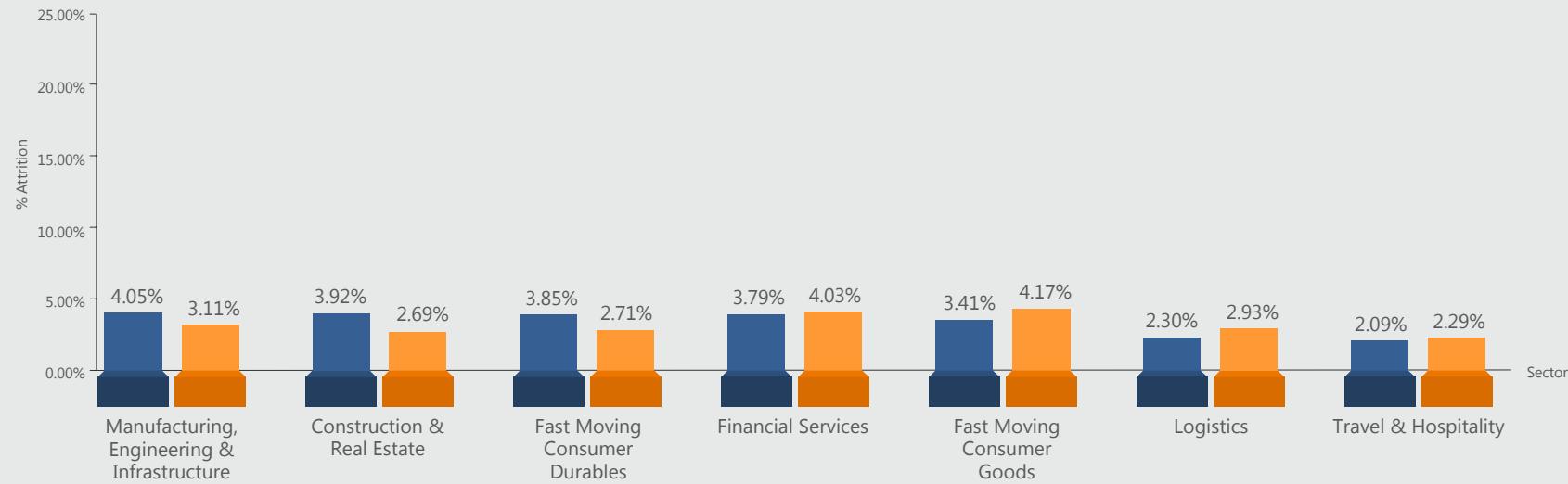
Oct-Dec, 2021-22

TeamLease survey, January and February, 2022

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Attrition Trends

Jan-Mar, 2022-23



- Sectors which faced significant attrition during the Oct – Dec 2021-22 quarter - Information Technology, Educational Services, Healthcare & Pharmaceuticals, Knowledge Process Outsourcing, Ecommerce & Technology Start-ups, and Telecommunications - continued to experience high attrition rates during Jan – Mar 2021-22.
- Sectors that see a noticeable rise in attrition compared to the last quarter include Agriculture & Agrochemicals (2.48% increase), Retail[Essential] (2.16% increase), Educational Services (2.12% increase) and Information Technology (1.96% increase)
- Five sectors improved on their attrition rates of the Oct – Dec 2021-22 quarter. However, four of those have had steadily low attrition rates, Power & Energy being the exception.
- Sectors in which attrition rates have reduced since last quarter – Travel & Hospitality (2.09%), Logistics (2.30%), Fast Moving Consumer Good (3.41%), Financial Services (3.79%), Power & Energy (6.06%)

— Jan-Mar, 2022

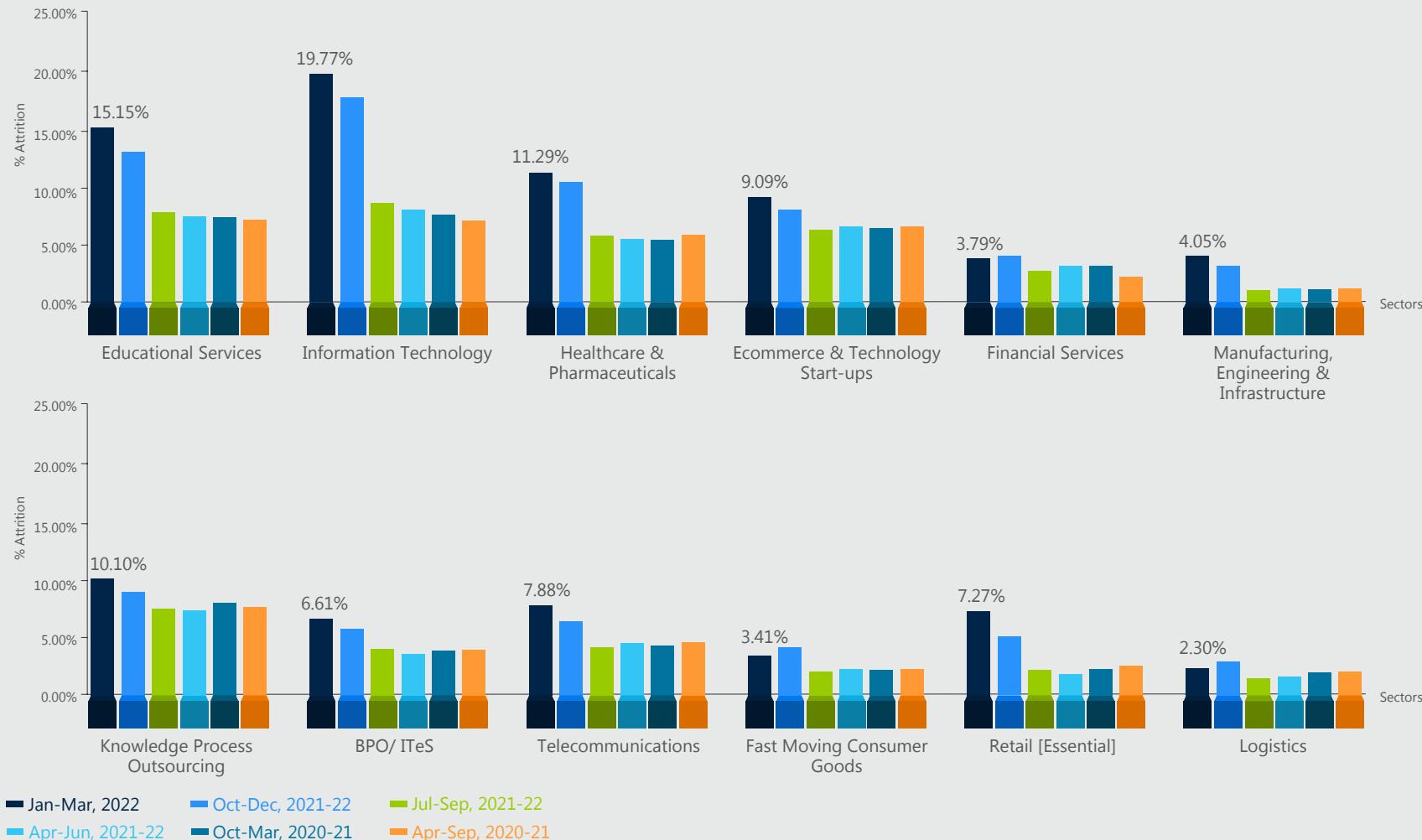
— Oct-Dec, 2021-22

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Attrition Trends

Past 4 quarters and 2 HYs [fiscal]

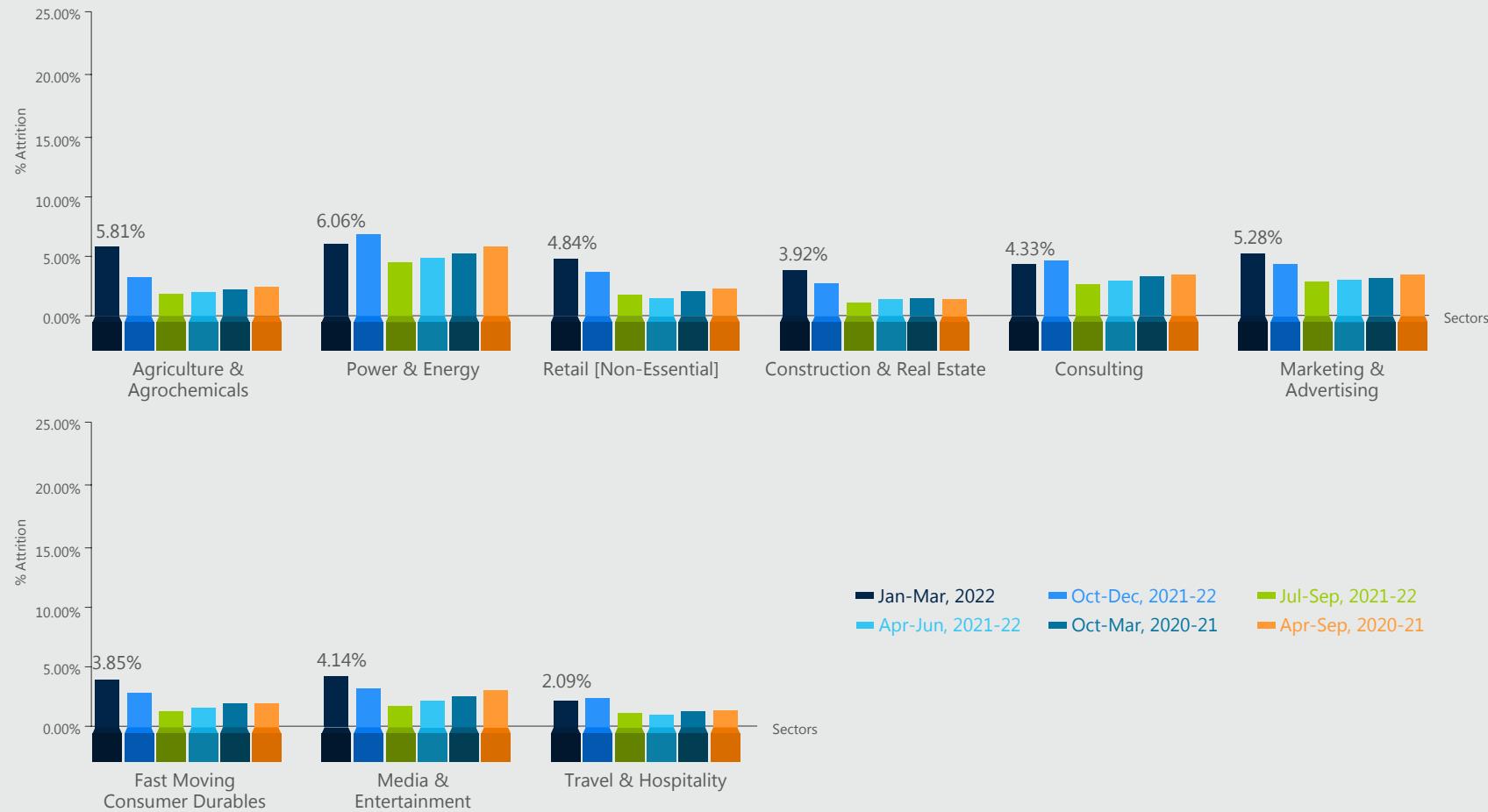


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Attrition Trends

Past 4 quarters and 2 HYs [fiscal]



TeamLease survey, January and February, 2022

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Past Three Quarters and Three HYs [Fiscal]



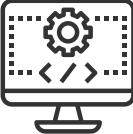
- Four sectors have seen high attrition levels these past few quarters - Information Technology, Educational Services, Healthcare & Pharmaceuticals and Knowledge Process Outsourcing.
- Considerable increase in attrition was seen across most sectors compared to the previous quarter, although the increase in attrition hasn't been as significant as what was witnessed during Jan – Mar 2021-22.
- Sectors that have recorded relatively lower attrition
 - ▶ Travel and Hospitality (2.09%)
 - ▶ Logistics (2.30%)
 - ▶ Fast Moving Consumer Goods (3.41%)
 - ▶ Financial Services (3.79%)
 - ▶ Fast Moving Consumer Durables (3.85%)
 - ▶ Construction and Real Estate (3.92%)
 - ▶ Manufacturing, Engineering and Infrastructure (4.05%)
 - ▶ Media & Entertainment (4.14%)
 - ▶ Retail [Non-Essential] (4.84%)
- HY trend: In the last 4 HYs before Q3 FY22, Information Technology sector and Educational Services sector saw a gradual increase in attrition rates, before witnessing a rise during Jan – Mar 2021-22, while sectors such as Logistics, Agriculture & Agrochemicals, Power & Energy, Consulting, Marketing & Advertising, FMCD, and Media & Entertainment saw a gradual reduction in attrition rates.



Annexure- 1

Sector-wise Analysis |
City-wise Outlook Statistics

Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jan - Mar, 2021-22	89	Information Technology Tata Technologies set to hire over 700 employees. Infosys may hire over 13,000 fresh graduates from campuses by the end of the current quarter. [24]7.ai plans to hire around 1,000 employees for both technical and non-technical roles across cities in Telangana and Andhra Pradesh. Wipro plans to hire about over 6,000 freshers by the end of current quarter. UST Global plans to add more than 1,000 employees across levels in technical and non-technical roles (entry-level engineering graduates and experienced engineers).
	Jan - Mar, 2021-22	80	Educational Services Planet Spark an Edtech company plans to hire around 3,000 English teachers, as they are focusing on global communication skills market. Emerging roles in current Quarter are Teaching Assistant, Elementary School Teacher, Mathematics Tutor, and Curriculum Developer. Edtech startup Bhanzu raises \$2 million funding as it plans increase its operations globally. Unacademy plans to hire employees for leadership roles.
	Jan - Mar, 2021-22	69	E-commerce & Technology Start-ups Rakuten India, the E-Commerce giant to step up hire over 300 employees. Love Local, a hyperlocal e-commerce platform plans to hire over 80 people this quarter. The company seek to hire profiles like Head of Engineering, Director of Product, Sr. Product Managers in verticals like product, tech, and data science, business intelligence, brand partnerships, fraud prevention, performance and brand marketing manager, finance. Skit, a voice automation start-up, plans to hire around 250 by this quarter. Ferns N Petals raises Rs.200 crore to invest in hiring and improving its systems and technology.
	Jan - Mar, 2021-22	71	Healthcare & Pharmaceuticals Legato Health Technologies set to hire around 1500 employees with more focus on roles such as data science experts, artificial intelligence engineers and software developers. Health-tech unicorn Innovaccer plans to add around 200 people to its workforce. Wellness Specialists and Molecular Biologists are most in demand medical roles, while Software developers, artificial intelligence, machine learning professionals, telemedicine, digital marketing and clinical research profiles are other roles in demand in the sector.

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

TeamLease survey, January and February, 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 796 small, medium and large businesses across 14 cities and 21 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.

Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jan - Mar, 2021-22	65	Telecommunications Comviva plans to hire about 300 engineers by the current quarter. Government initiative to allocate public Wi-Fi hotspots would create good number of jobs across India in telecom sector. Nearly Rs.4,400 crore investment under the PLI scheme for design-led manufacturing of 5G equipment announced in the Union budget would lead to generate jobs. Top roles hiring in the sector would be Broadband Technician, Field Maintenance Engineer, Fault Management Engineer and Network Engineer.
	Jan - Mar, 2021-22	63	Fast Moving Consumer Goods Zepto, grocery delivery start-up is set to hire over 250 employees by the end of current quarter. Chai Sutta Bar estimated to hire more than 100 people from EWS category this quarter. Disruptive technologies like big data analytics, Blockchain, artificial intelligence and 3D printing technology (AI) were deployed by FMCG companies to gain a competitive edge and offer the best customer experience would lead to generate more jobs. An up capex of 35.4% from Rs.5.54L crore to Rs.7.5L crore will boost direct and indirect employment.
	Jan - Mar, 2021-22	59	Retail [Essential] Ecommerce coffee player Something's Brewing to expand offline, to have 30 stores by 2022. Lulu group will complete 1 more retail mall in the Lucknow in this quarter and also in the coming months, the company remains bullish on long-term growth of retail business. BigBasket expanding physical network in Tier 3 and 4 markets, also forayed into offline retail with its integrated Fresho brand outlets. Nutreat aims to open 10 offline stores Pan India to develop phygital channels and propel growth which may lead to job creation.
	Jan - Mar, 2021-22	62	Knowledge Process Outsourcing Genpact plans to hire over 50 employees in current quarter as they are expanding their operations in Hyderabad. UGAM Solutions plans to hire over 300 fresh graduates across India by current quarter. ZS, a global professional services firm, is looking at strengthening capabilities in emerging tech roles including the cloud, AI and big data and getting approximately 1,000 new recruits this quarter.
Apr - Jun, 2022-23	66		

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

TeamLease survey, January and February, 2022

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Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jan - Mar, 2021-22	54	Logistics E-commerce- focused logistics firm Xpdel plans to hire over 150 people to manage its fulfilment centers across 20 e-commerce markets in India. Government initiatives like 100 new cargo terminals with multi modal logistic park, connecting urban transport to railways will give a big boost to new warehousing and logistics facilities and also Logistics hubs in Tier 2/3 cities get accelerated and lead to investments and create jobs. Zyp Electric to hire and train around 1,500 women delivery partners by this quarter as part of expanding its driver partner community.
	Jan - Mar, 2021-22	46	Financial Services JP Morgan plans to recruit more than 1,500 broadly across technology and operations (AI and machine learning, cyber security, cloud, architecture, data engineering, and data science). MPokket, an Instant Loan App plans to hire over 600 employees across its various verticals like Tech, Product, Data Analytics, HR, Finance, and Marketing. Tres Vista is planning to hire over 250 employees by current quarter. Khat book, the Indian fintech startup, plans to further expand its team by hiring talent in its engineering, design, product, and data team. Fintech startup, Slice is planning to hire close to 250 people across various profiles in the operations, design, product, and engineering verticals by current quarter.
	Jan - Mar, 2021-22	59	Agriculture & Agrochemicals Agritech startup Mooofarm has raised Rs.18 crore funding to hire top tech talents and expand their operations. B2B Agritech startup, AGRIM has raised Rs.76 crore in Series A funding and plans for talent acquisition, embedded fintech product development, and scaling up operations. Data Analysts, AI Scientists and Researchers, Software Architects/ Engineers, and Agronomists are some of the most sought-after job roles in the Agritech sector.
	Jan - Mar, 2021-22	46	Manufacturing, Engineering and Infrastructure EInfochips, the global provider of product engineering and semiconductor design services, has planned to hire around 80 engineers in current quarter. The drone manufacturing industry is expected to generate approximately over 800 direct jobs by current quarter. An additional PLI allocation of Rs 19,500 crores for manufacture of high efficiency personal vehicle modules may create jobs in current quarter.

 High (Growth Range: ≥ 6)  Moderate (Growth Range: 4 - 5)
 Low (Growth Range: < 4)

TeamLease survey, January and February, 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 796 small, medium and large businesses across 14 cities and 21 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.

Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jan - Mar, 2021-22	40	Power & Energy Nelco, a satellite communication service provider, has secured a contract for a turnkey project from the Oil and Natural Gas Corporation (ONGC) worth more than Rs.40 crore. Government have allocated Rs.1,400 crore for hydro and solar projects in FY23. The Government is planning to invest Rs.22,000 crore in the upstream oil and gas production to double natural gas production which may lead to job creation.
	Jan - Mar, 2021-22	34	Media & Entertainment MPL, an online gaming platform looking to hire over 200 employees by current quarter. 5G technology can lead mass adoption of technologies like Cloud gaming. Gaming companies like Zynga, Super Gaming, Game Stacy, now.gg, and Gamezop are focusing on hiring more women across profiles like game design, quality assurance, game development, and product management. Animation, Visual Effects, Gaming, and Comics (AVGC) sector could help in recruiting more skilled manpower in the content creation.
	Jan - Mar, 2021-22	35	Construction & Real Estate Flyhomes plans to hire approximately 80 people across verticals like engineering, analytics, operations, finance and human resources by the end of current quarter. Global real estate consultant Colliers has planned to hire around 250 employees this quarter. Hindustan Construction Company has signed INR 1,309 crore Chennai Metro Rail contract. Civil engineers, Architects, Project Managers, Procurement Specialists, Landscape Designers, Marketing Managers, Sales professionals are some of the most sought-after roles.
	Jan - Mar, 2021-22	39	BPO / ITES Hexaware Tech plans to hire around 3000 employees across India by current Quarter. Zemoso plans to hiring approximately over 250 employees by current quarter. [24]7.ai plans to hire around 1000 employees for both technical and non-technical. Genpact plans to hire over 50 employees in current quarter as they are expanding their operations in Hyderabad.

 **High** (Growth Range: ≥ 6)
  **Moderate** (Growth Range: 4 - 5)
 **Low** (Growth Range: < 4)

TeamLease survey, January and February, 2022

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Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jan - Mar, 2021-22	34	Fast Moving Consumer Durables Tata Elksi is planning to induct over 300 engineers to meet the rising demand for EV technology. Online furniture seller, Saraf Furniture plans to hire around 50 specially-abled individuals across job roles like after-sale services, tele-calling, quality check, designing and content writing. Vivo plans to Invest Rs 3,500 crore in India to boost its manufacturing facility and start exporting devices from India.
	Jan - Mar, 2021-22	30	Retail [Non-Essential] The used car retailing company 'Spinny' aims to hire over 1200 people across vertical like technology, product, marketing and operations segments across management trainees to senior managers roles by the end of this quarter. Fynd set to hire over 300 engineers across India, by the end of this quarter. IKEA, the Swedish furniture maker has drawn up plans to invest INR 850 crore in its Indian operation.
	Jan - Mar, 2021-22	21	Travel & Hospitality Clear trip is set to hire over 90 employees across technology, product, growth and emerging business areas. Akasa Air is out in the market to hire around 80 cabin crew members and pilots by the end of this Quarter. Tata backed Vistara airlines set to hire over 1,000 cabin crew by this quarter. EaseMyTrip, a Delhi-based online ticketing portal, is looking forward to hiring over 100 employees across various domains like technology, marketing, support sectors as they expanded their international presence to six countries.
	Jan - Mar, 2021-22	20	Marketing & Advertising Xeno plans to ramp up hiring and will likely double its headcount in the coming months across various verticals like engineering, sales, product development and customer service after raising Rs.12 crore in a seed funding. Key skills required in the sector include Marketing planning, Content strategy development, Media buying, Social media management, PPC, Conversion optimization, Storytelling and Analytics.
Apr - Jun, 2022-23	22		

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

TeamLease survey, January and February, 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 796 small, medium and large businesses across 14 cities and 21 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.

Sector-wise Analysis

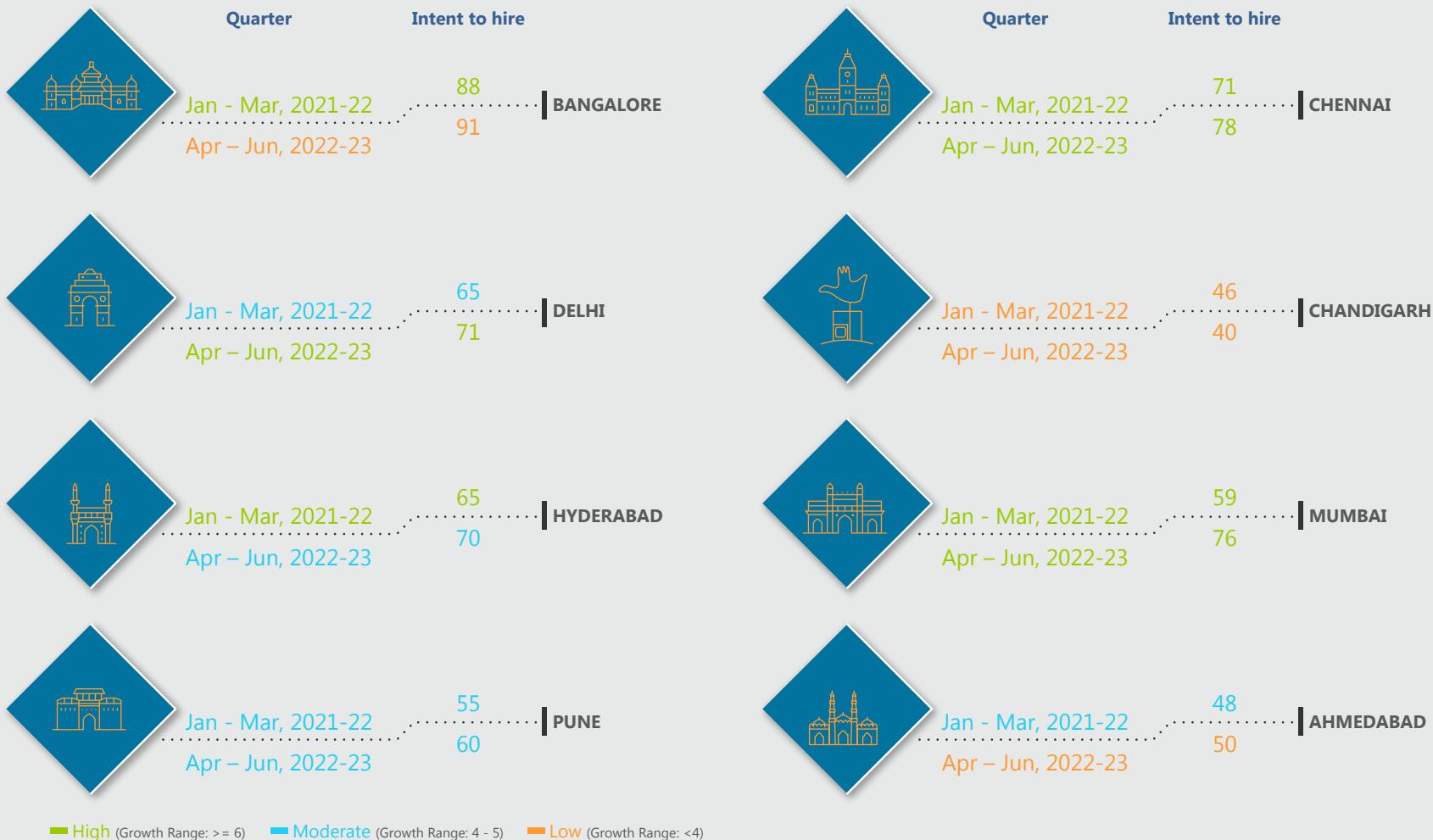
Quarter	Intent to Hire	Sectoral Impact
	Jan - Mar, 2021-22 22	Consulting Atos, plans to hire around 3,500 employees in India by this quarter due to acceleration of digitization and a lot of the company's product development in cybersecurity. Top strategy consultant firms and the Big Four firms' consulting divisions have stepped up hiring C-level executives from the industry to address skill gaps in Digital, AI, robotics and automation. inFeedo has raised an funding worth Rs.92 crore hiring for over 140 remote roles across all functions, especially marketing, product, engineering and sales.
	Apr - Jun, 2022-23 20	

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

TeamLease survey, January and February, 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 796 small, medium and large businesses across 14 cities and 21 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.

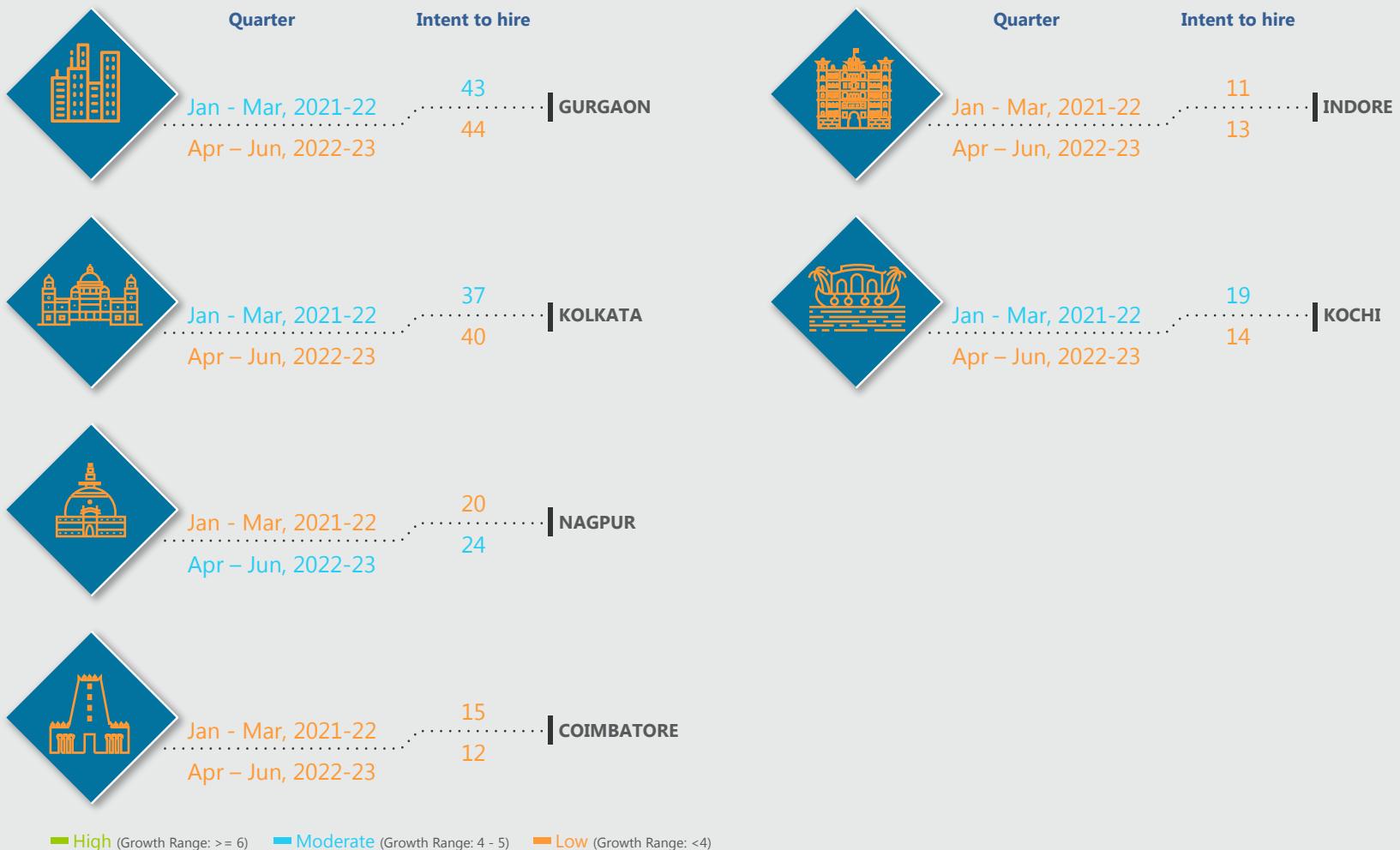
City-wise Analysis



TeamLease survey, January and February, 2022

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City-wise Analysis



TeamLease survey, January and February, 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 796 small, medium and large businesses across 14 cities and 21 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.

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 / Tech start-up companies.

Companies registered with the Bombay Stock Exchange (BSE).

Respondent Selection

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.

Annexure- 2

Sample Design

Business Size	Small	Medium	Large	India
	[Up to 500 employees]	[500-5000 employees]	[>5000 employees]	Total
No. of Businesses	362	273	161	796

Sectors	Manufacturing	Services	Technology	India
	No. of Businesses	237	378	181
Total				796

Total Employers: 796 Respondents

Sectors	Manufacturing	Services	Technology	Global
	Africa	2	2	4
Manufacturing	237	378	181	796
Services	2	2	4	8
Technology	4	9	17	23
Total	8	17	23	67

Total Employers: 67 Respondents

Annexure- 2

Abbreviation

Short Form	Sector	Short Form	City
MEI	Manufacturing, Engineering and Infrastructure	AHM	Ahmedabad
AGCH	Agriculture and Agrochemicals	BNG	Bangalore
P&E	Power & Energy	CHN	Chennai
IT	Information Technology	DEL	Delhi
EC&TS	Ecommerce and Tech Start-ups	HYD	Hyderabad
FMCG	Fast Moving Consumer Goods	KOL	Kolkata
FMCD	Fast Moving Consumer Durables	MUM	Mumbai
FS	Financial Services	PUN	Pune
RET [E]	Retail [Essential]	CHD	Chandigarh
RET [NE]	Retail [Non-Essential]	COM	Coimbatore
M&E	Media & Entertainment	GUR	Gurgaon
C&RE	Construction and Real Estate	IND	Indore
T&H	Travel and Hospitality	KOC	Kochi
ES	Educational Services	NPR	Nagpur
BPO	Business Process Outsourcing		
KPO	Knowledge Process Outsourcing		
TEL	Telecommunications		
H&P	Healthcare and Pharmaceuticals		
CON	Consulting		
LOG	Logistics		
M&A	Marketing and Advertising		

Annexure- 2

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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.



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