



A QUICK GUIDE TO INDIA INC'S
INTENT to HIRE
IN THE COVID AFTERMATH

Employment Outlook Report

Q3: October-December, 2020-21

An abridged edition forecasting Intent to Hire across 14 cities and 21 sectors in India

Employment Outlook Report

Page-01	Preface	01
Page-02	Intent to Hire	02
Page-03	Executive Summary	03
Page-07	Highlights - Intent to Hire: Trends	04
Page-13	Outlook Trends - by Sector and City	05
Page-17	Annexure - 1	06
Page-26	Annexure - 2	07

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 abridged edition of the report carries “Intent to Hire” statistics for Q-3, 2020-21 [October, 2020 –December, 2020] on the basis of the survey and analysis carried out during the preceding month of September, 2020.

The survey covers 137 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 half year, 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 quarter, the Intent to Hire metric is defined as: The percentage of employers that is likely to hire employees during the quarter.

For all the previous quarters and HYs, 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

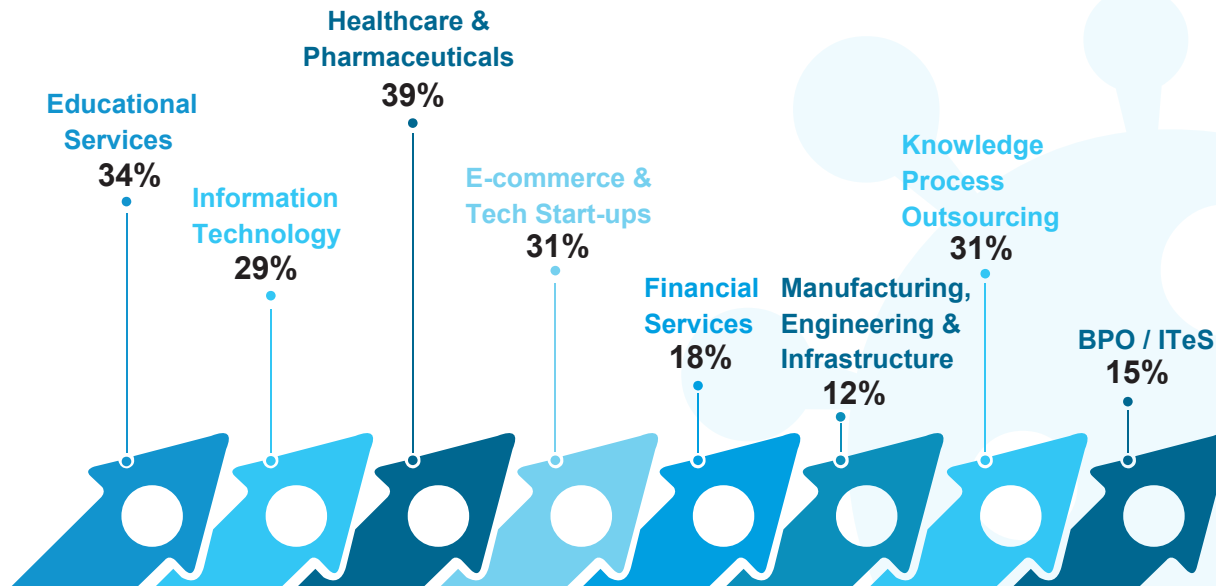
India Trends

The overall Intent to Hire metric seems to have turned the corner and is set to witness a noticeable **3%** increase over the October – December 2020-21 quarter

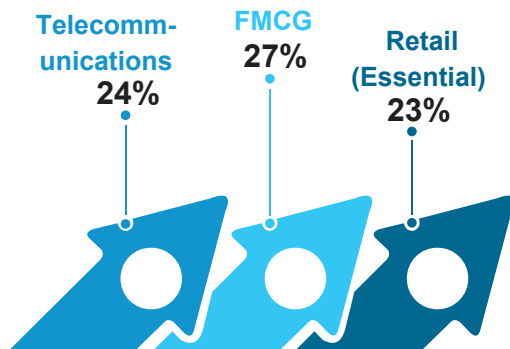
Metro and Tier-1 cities are likely to benefit significantly from the unlock initiatives with a **5%** increase in Intent to Hire

Sector Trends

Eight of the eleven sectors post appreciable improvements to their Intent to Hire, over the five unlock periods, enabling an overall restoration of sentiment –

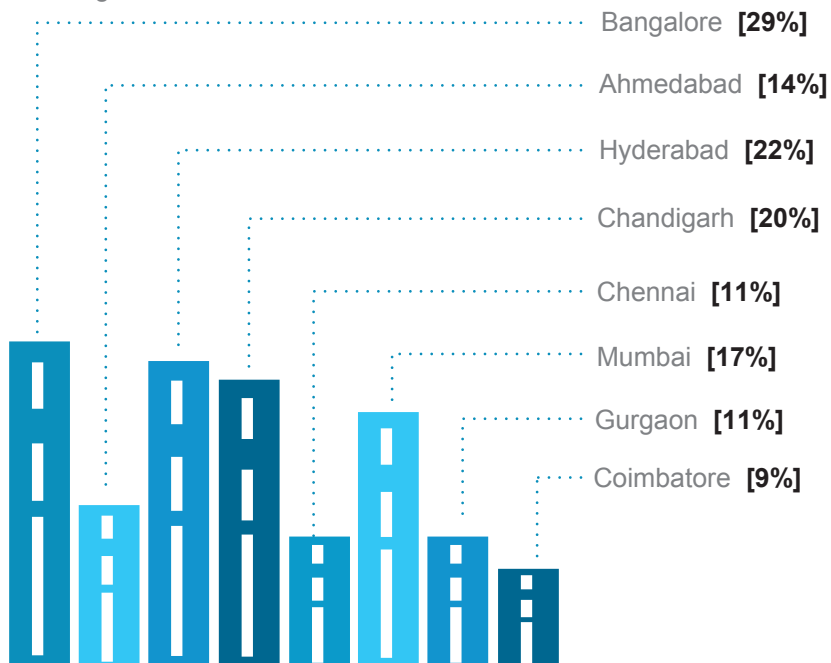


Other leading sectors:



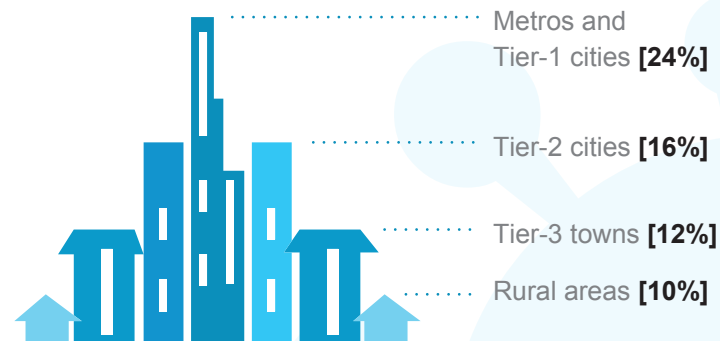
City Trends

Leading cities:



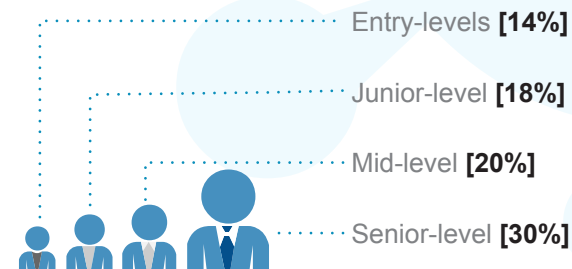
Geographical Trends

Intent to Hire:



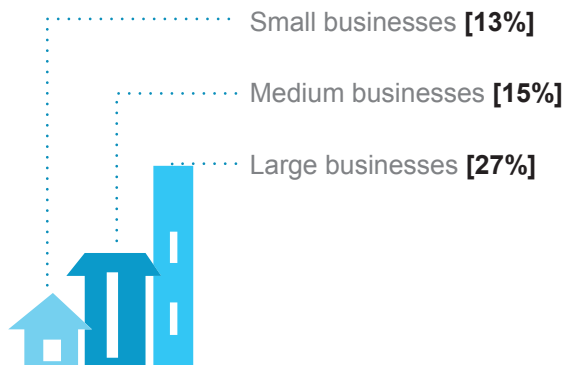
Hierarchical Trends

Intent to Hire:



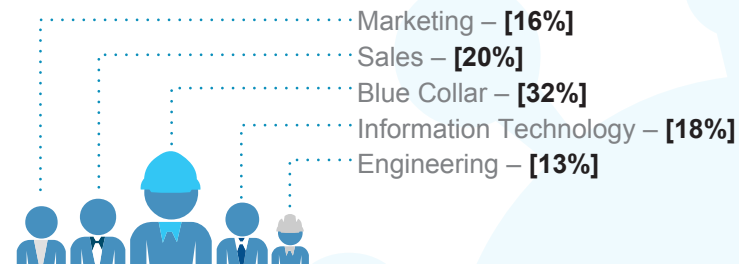
Business Size Trends

Intent to Hire:



Functional Area Trends

Intent to Hire:





Highlights

- Intent to Hire: Trends

HY/ Quarter	% intent to hire	% change
Apr – Sep, 2018-19 [HY]	99	-
Oct – Mar, 2018-19 [HY]	98	-1
Apr – Sep, 2019-20 [HY]	99	+1
Oct – Mar, 2019-20 [HY]	97	-2
Apr – Sep, 2020-21 [HY]	18	-79
Oct – Dec, 2020-21 [Quarter]	21	+3

- With unlock-4* and unlock-5** taking effect, most businesses, especially those that serve people in their premises, opened up and resumed hiring activity.
- The removal of restrictions on outdoor people gatherings is likely to encourage outdoor activity and consumption.
- The overall Intent to Hire metric seems to have turned the corner and is set to witness a noticeable 3% increase over the October – December 2020-21 quarter.
- It is noteworthy that the fall in Intent to Hire was restricted to HY-1 of the fiscal, and the series of unlock initiatives have boosted hiring sentiment substantially.

*Unlock-4: states not permitted to impose lockdowns outside containment zones without the center's permission
 **Unlock-5: opening of cinemas, theatres, multiplexes, entertainment parks and swimming pools for training outside containment zones

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

METRO & TIER-1**

% intent to hire



Apr– Sep, 2020-21

19

Oct– Dec, 2020-21

24

TIER-2**



Apr– Sep, 2020-21

14

Oct– Dec, 2020-21

16

TIER-3**



Apr– Sep, 2020-21

11

Oct– Dec, 2020-21

12

RURAL**



Apr– Sep, 2020-21

10

Oct– Dec, 2020-21

10

- Metro and Tier-1 cities are likely to benefit significantly from the unlock initiatives with a 5% increase in Intent to Hire.
- While a returning migrant workforce accentuates the trend in the cities, there is a marginal effect on tier-2 and tier-3 towns from reverse migration by a small proportion of white collar talent.

*Geographical areas are locations where hiring takes place

**Please refer Bibliography and Definitions

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Highlights

Intent to Hire Trends: Q3, 2020-21 by Business Size**

SMALL

% intent to hire



Apr– Sep, 2020-21

07

Oct– Dec, 2020-21

13

MEDIUM



Apr– Sep, 2020-21

12

Oct– Dec, 2020-21

15

LARGE



Apr– Sep, 2020-21

24

Oct– Dec, 2020-21

27

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

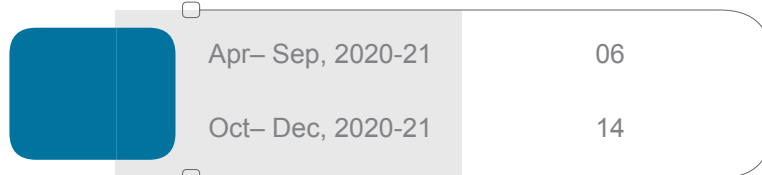
- Small businesses are likely to shake off the lockdown blues finally, with a near-doubling of hiring intent over the previous HY.
- Large and medium-sized businesses, saddled with inventory and poorly utilized capacity, are also expected to significantly up hiring efforts in Q-3.

Highlights

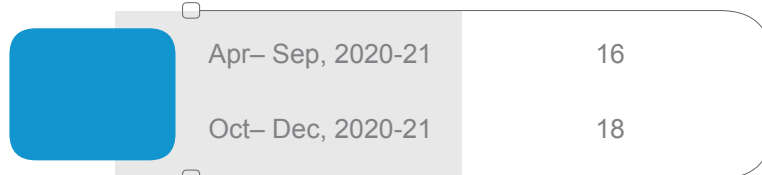
Intent to Hire Trends: Q3, 2020-21 by Hierarchy*

ENTRY LEVEL

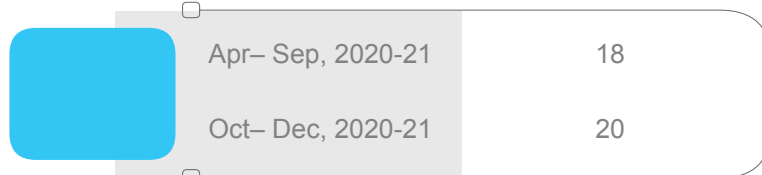
% intent to hire



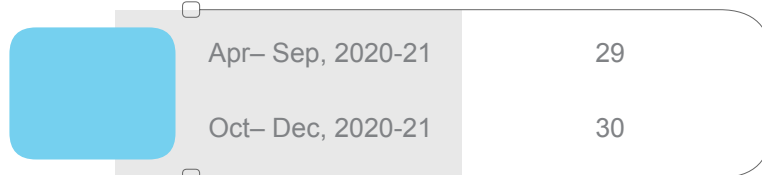
JUNIOR LEVEL



MID-LEVEL



SENIOR LEVEL



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

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

- Entry-level hiring is set to witness a fillip during October – December, 2020-21, signaling a ramp up in capacities by businesses.
- The increase in hiring intent across hierarchical levels – however incremental – indicates that the pandemic influence has bottomed out.

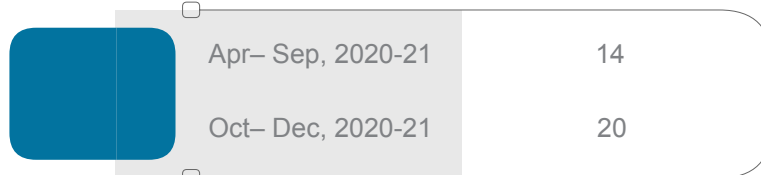
The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 small, medium and large businesses across 14 cities and 21 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

Highlights

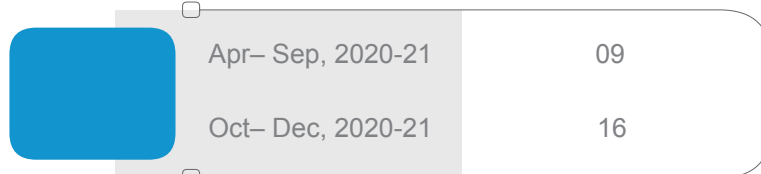
Intent to Hire Trends: Q3, 2020-21 by Functional Area*

SALES

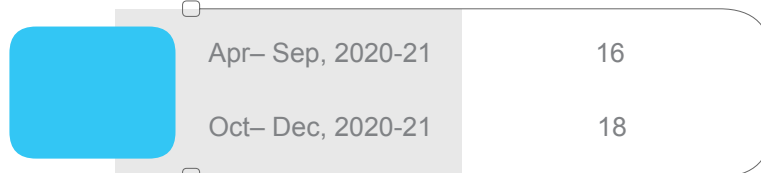
% intent to hire



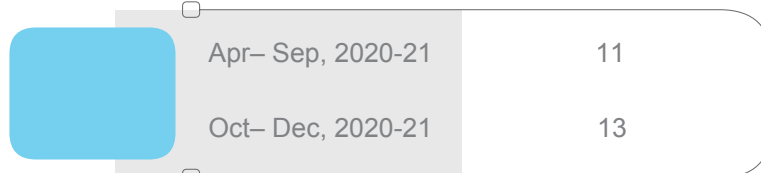
MARKETING



INFORMATION TECHNOLOGY



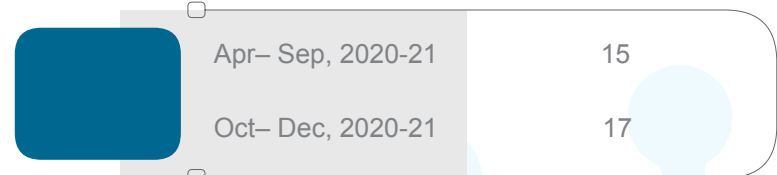
ENGINEERING



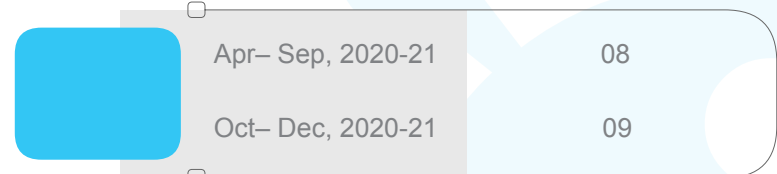
*The functional areas in organizations for which employers plan to hire
Please refer Bibliography and Definitions

OFFICE SERVICES

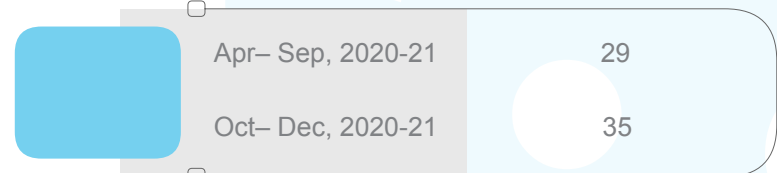
% intent to hire



HUMAN RESOURCES



BLUE COLLAR



- Sales and Marketing roles are likely to be sought after as businesses look to reviving their market segments and motivating customers to resume purchases.

- Blue Collar roles remain favourites with hiring intent – which had risen sharply during the previous HY – continuing to increase significantly.

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.













Outlook trends by Sector and City

- Leaders and Laggards

Outlook trends by Sector and City

Intent to Hire Trends: Q3, 2020-21 by Sector**

LEADERS	Sectors	Oct-Dec, 2020-21	Apr-Sep, 2020-21
	Educational Services	34	27
	Information Technology	29	22
	Healthcare & Pharmaceuticals	39	33
	Ecommerce & Technology Start-ups	31	26
	Financial Services	18	13
LAGGARDS			
	Logistics	23	20
	Agriculture & Agrochemicals	27	25
	Power & Energy	23	21
	Retail [Non-Essential]	11	09
	Construction & Real Estate	12	10

**Respondents categorized by sector












The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Employment Outlook Report [Q3: October -December, 2020-21]

Outlook trends by Sector and City

Intent to Hire Trends: Q3, 2020-21 by Sector**

LEADERS	Sectors	Oct-Dec, 2020-21	Apr-Sep, 2020-21
	Manufacturing, Engineering & Infrastructure	12	07
	Knowledge Process Outsourcing	31	26
	BPO / ITeS	15	11
	Telecommunications	24	20
	Fast Moving Consumer Goods	27	24
	Retail [Essential]	23	20
LAGGARDS			
	Consulting	12	10
	Marketing & Advertising	12	10
	Fast Moving Consumer Durables	19	18
	Media & Entertainment	16	15
	Travel & Hospitality	06	05



**Respondents categorized by sector







The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Employment Outlook Report [Q3: October -December, 2020-21]

Outlook trends by Sector and City

Intent to Hire Trends: Q3, 2020-21 by City**

LEADERS	Cities	Oct-Dec, 2020-21	Apr-Sep, 2020-21
	Bangalore	29	21
	Ahmedabad	14	06
	Hyderabad	22	15
	Chandigarh	20	14
LAGGARDS			
	Delhi	23	19
	Kochi	08	04
	Pune	12	08

LEADERS	Cities	Oct-Dec, 2020-21	Apr-Sep, 2020-21
	Chennai	11	05
	Mumbai	17	12
	Gurgaon	11	06
	Coimbatore	09	04
LAGGARDS			
	Nagpur	09	05
	Kolkata	15	12
	Indore	06	04

**Respondents categorized by the city where they are head-quartered

**Respondents categorized by the city where they are head-quartered

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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- 1

- Sector-wise analysis
- City-wise outlook statistics
- Methodology

Sector-wise analysis

Top sectors

HYs	Intent to Hire	Sectoral Impact	Educational Services
Apr– Sep, 2020-21	27	Investments in the EdTech market are expected to reach around Rs.7,700 crore. In the Union Budget 2020–21, Government allocated Rs.59,845 crore for School Education and Literacy. Prasar Bharati signed an MoU with Electronics and IT Ministry to launch 51 education TV channels. Whitehat Jr. plans to hire 1,500 teachers every month due to m-o-m increase in student enrolments. Unacademy plans to hire 500 educators over the next 1 year.	
Oct– Dec, 2020-21	34		
			Information Technology
Apr– Sep, 2020-21	22	Major IT companies like Infosys, HCL, Wipro & TCS expected to hire around 66,000 fresher's this current fiscal year. 64% of the businesses are expected to increase demand for cloud computing. Cloud Application Developer, Cloud Network Engineer, Cloud Automation Engineer, and Cloud Security Manager professionals is on the rise. Capgemini to hire 500 rural women trained on cloud and infrastructure services (CIS). Indian professionals with digital skills are 20% more in demand than professionals without digital skills in 2020.	
Oct– Dec, 2020-21	29		
			Healthcare & Pharmaceuticals
Apr– Sep, 2020-21	33	Indian medical tourism market is growing at 18% y-o-y and is expected to reach Rs.63,000 crore by 2020 (significant scope for enhancing healthcare services). Gol. allocated Rs.35,600 crore for nutrition-related programmes. Fortis Healthcare likely to invest Rs.3,900 crore in Manipal Hospital Enterprise. Vera Smart Healthcare gets Rs.148 crore from US-based angel investors and venture capitalists for remote health services, home-based tests and diagnostics, virtual doctor care, medical delivery and nutrition consultation.	
Oct– Dec, 2020-21	39		
			Ecommerce & Technology Start-ups
Apr– Sep, 2020-21	26	AWS to invest Rs.21K crore to set up multiple data centres in Telangana. Local start-ups are estimated to create around 25,000 direct jobs this year to negate the impact of the virus outbreak. Estimated new setups to increase 4,000 y-o-y by 2025. Flipkart's new fulfilment centre in Lucknow will create 500 direct jobs to cater to the e-grocery needs of consumers. The sector is set to achieve 40% growth in 2020 compared to 23% in 2019.	
Oct– Dec, 2020-21	31		

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Employment Outlook Report [Q3: October -December, 2020-21]

Sector-wise analysis

Top sectors

HVs	Intent to Hire	Sectoral Impact	Financial Services
Apr– Sep, 2020-21	13	BankBazaar to hire 500 people over the next few months to scale up digital KYC offerings to facilitate contactless access to credit. Axis Bank planning to hire nearly 1,000 new employees under its new hiring initiative 'Gig-a-Opportunities'. The Government of India planned to inject Rs.42,000 crore in public sector banks by March.	
Oct– Dec, 2020-21	18		
			Manufacturing, Engineering & Infrastructure
Apr– Sep, 2020-21	07	Relaxo Footwear setting up manufacturing plant with Rs.150 crore investment amid growing demand for open footwears such as slippers and sandals. India's first toy-manufacturing cluster in Karnataka is expected to generate around 2,000 jobs every year. Toyota Kirloskar invested more than Rs.2,000 crore towards electric components and technology for domestic consumers and exports. Ultratech to invest Rs.1,500 crore in capex in FY21 to increase the production capacity.	
Oct– Dec, 2020-21	12		
			Knowledge Process Outsourcing
Apr– Sep, 2020-21	26	The sector is offering increased employment opportunities, especially remote jobs, in tier-II and III cities. Inspira enterprise targeting to build 100 member team focused on advanced analytics. Companies moving forward with digitalization focusing on hiring candidates having business analytics background. Top job roles in demand are Data Architect, Data and Analytics Manager, Data Scientist and Data Analytics consultant etc. TASK and TSCHE to train 30,000 youth in Artificial Intelligence, Machine Learning and Data Science.	
Oct– Dec, 2020-21	31		
			BPO / ITeS
Apr– Sep, 2020-21	11	Hinduja group plans to hire about 3,200 people for digital services, social care and social media engagement for their healthcare business. Aegis to scale up operations in tier II and III cities around 20-30%. BPOs are sensing a pickup in demand from semi- urban and rural areas, which will increase in volumes of customer enquiries, supply chain management and back office services.	
Oct– Dec, 2020-21	15		

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020

Employment Outlook Report [Q3: October -December, 2020-21]

Sector-wise analysis

Top sectors

HYs	Intent to Hire	Sectoral Impact	
	<input type="checkbox"/>		Telecommunications
Apr– Sep, 2020-21	20	PUBG Mobile India plans to invest Rs.700 crore to promote local video game, exports, entertainment, and IT industries (India-specific version). FDI of up to 100% is permitted for infrastructure providers offering dark fibre, electronic mail and voice mail. The sector is expected to see a further rise in demand, around 10-15%, especially due to the adoption of 5G. Key skills required are OpenStack, Dockers, Kubernetes, S/W SON(Software Self Organizing Networks), C-RAN (Cloud or Centralized Radio Access Network) and Massive MIMO(Multiple Input – Multiple Output) and Millimeter Wave (mmWave). Google proposed investment of Rs.31,500 crore in Reliance Jio Platforms to build low-cost, entry-level smartphones. Rs.1.52 lakh crore invested by global investors in Jio Platforms would boost growth and leads to job creation	
Oct– Dec, 2020-21	24		
	<input type="checkbox"/>		Fast Moving Consumer Goods
Apr– Sep, 2020-21	24	100% FDI in food processing and single-brand retail, and 51% in multi-brand retail would bolster employment in the next few months. Nestle plans to invest Rs.700 crore to open a new plant in Sanand for Maggi. ITC to invest Rs.700 crore in food park in Madhya Pradesh. Amway invested Rs.150 crore to improve its manufacturing automation, home delivery and enhancing its digital capabilities. PepsiCo increases investment at snacks plant in UP to Rs.814 crore from 500 crore generating 1,500 direct/indirect jobs and enabling a local sourcing ecosystem.	
Oct– Dec, 2020-21	27		
	<input type="checkbox"/>		Retail [Essential]
Apr– Sep, 2020-21	20	Walmart Investments Cooperative U.A invested Rs.2.75 billion in Wal-Mart India Pvt Ltd. Govt. allowed 100% FDI in online retail of goods and services through the automatic route. Amazon launched a benefits programme called Step, helps about 7lakh sellers accelerate their growth on the marketplace. Silver Lake to invest Rs.7,500 crore in Reliance Retail.	
Oct– Dec, 2020-21	23		
	<input type="checkbox"/>		

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Employment Outlook Report [Q3: October -December, 2020-21]

Sector-wise analysis

Bottom sectors

HYs	Intent to Hire	Sectoral Impact	
Apr– Sep, 2020-21	20	<p>GoI. allows FDI of up to 100% under the automatic route for port and harbour construction and maintenance projects. Essar Ports will invest Rs.519 crore in Hazira port by 2020. Total allocation for the Ministry of Shipping stands at Rs.1,800 crore in 2020-21 Union Budget. Cabinet approves revised cost of Rs.8,575 crore for East-West Metro Corridor project. GoI. has allocated Rs.91,823 crore under the Ministry of Road Transport and Highways. Investcorp invested Rs.800 crore in Alibaba-backed Xpressbees to scale up business across industries.</p>	Logistics
Oct– Dec, 2020-21	23		
Apr– Sep, 2020-21	25	<p>Gross Value Added by agriculture, forestry and fishing was estimated at Rs.19.48 lakh crore in FY20. Investment worth Rs.8,500 crore for ethanol production. GoI. allowed 100% FDI in marketing of food products and in food product E-commerce under the automatic route.</p>	Agriculture & Agrochemicals
Oct– Dec, 2020-21	27		
Apr– Sep, 2020-21	21	<p>Rays Experts commissioned 600 MW solar projects in Rajasthan with Rs.3,000 crore investment and generate 2,000 jobs, also hired approximately 600 people for the maintenance of the park and additional capacity expansion. Bihar had 10 big projects related to petroleum and gas worth Rs.21,000 crore boost to create thousands of jobs.</p>	Power & Energy
Oct– Dec, 2020-21	23		
Apr– Sep, 2020-21	09	<p>GoI. allowed 100% FDI under the automatic route in Electronics Systems Design and Manufacturing sector. Malabar Gold to invest Rs.240 crore to open 9 showrooms in India (tier-I and II cities in the north and central), overseas like Singapore, Malaysia etc. Shantanu & Nikhil brand to launch its digital platform to target global consumers with an investment of Rs.60 crore from Aditya Birla.</p>	Retail [Non-Essential]
Oct– Dec, 2020-21	11		

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Employment Outlook Report [Q3: October -December, 2020-21]

Sector-wise analysis

Bottom sectors




HYs	Intent to Hire	Sectoral Impact	
	<input type="checkbox"/>		Construction & Real Estate
Apr– Sep, 2020-21	10	Nestle India will invest Rs.700 crore in construction of its ninth factory in Gujarat. JSW Infrastructure acquires Chettinad Group's port business worth Rs.1,000 crore which allows ownership and operational control in couple of its terminals. L&T bagged projects worth Rs.3,166 to construct 4-lane road bridge in Northeast and Rs.25,000 crore Mumbai-Ahmedabad Bullet Train Project and Rs.7,000 crore corridor connecting Vadodara with Ahmedabad.	
Oct– Dec, 2020-21	12		
	<input type="checkbox"/>		
	<input type="checkbox"/>		Consulting
Apr– Sep, 2020-21	10	Deloitte Global plans to create approximately 25,000 jobs every year. The industry is estimated to grow at a CAGR of 30% to become a Rs.27,000 crore industry by 2020. Fast growth of this sector is largely attributable to improved investment activities because of low-cost structure, entry of many big players into the Indian market which ultimately leads to expected rise in hiring activities.	
Oct– Dec, 2020-21	12		
	<input type="checkbox"/>		
	<input type="checkbox"/>		Marketing & Advertising
Apr– Sep, 2020-21	10	The sector is expected to see a growth of 4% in ad spends on TV. Advertisement spending to increase by up to 30% (with unlock) by major companies. Most of the top brands across automobiles, smartphones, jewellery, BFSI, e-commerce, OTT video streaming platforms etc. have increased outdoor advertisements in regional/local market levels and especially in smaller cities.	
Oct– Dec, 2020-21	12		
	<input type="checkbox"/>		
	<input type="checkbox"/>		Fast Moving Consumer Durables
Apr– Sep, 2020-21	18	Investment of Rs.3,540 crore Consumer Electronics and Durable Goods cluster in Hubballi will offer world-class infra for electronic goods manufacturing and create 20,000 jobs. GoI. boost to production of battery chargers will result in setting up 365 factories helps to create approximately 1,60,000 jobs yearly till 2025.	
Oct– Dec, 2020-21	19		
	<input type="checkbox"/>		

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

Employment Outlook Report [Q3: October -December, 2020-21]




HVs	Intent to Hire	Sectoral Impact	Media & Entertainment
Apr– Sep, 2020-21	15	The animation, visual effects, gaming and comics sub-sector is growing at a rate of 29%, audio visual sector and services is growing at the rate of 25%. Govt. has increased FDI limit from 74% to 100%. Spotify will launch lite version for low-end Android phones in India. The M&E industry will grow at a CAGR of 13.5% during FY19–FY24.	
Oct– Dec, 2020-21	16		
			Travel & Hospitality
Apr– Sep, 2020-21	05	The government has allowed 100% FDI under the automatic route in scheduled air transport service, regional air transport service and domestic scheduled passenger airline. UK group to invest Rs.950 crore in Turbo Aviation's new airline TruStar. International hotel chains are increasing presence and will account for around 47% share by 2020.	
Oct– Dec, 2020-21	06		




	HYs	Intent to Hire
 Bangalore	Apr– Sep, 2020-21	21
	Oct– Dec, 2020-21	29
 Ahmedabad	Apr– Sep, 2020-21	06
	Oct– Dec, 2020-21	14
 Hyderabad	Apr– Sep, 2020-21	15
	Oct– Dec, 2020-21	22
 Chandigarh	Apr– Sep, 2020-21	14
	Oct– Dec, 2020-21	20

	HYs	Intent to Hire
 Chennai	Apr– Sep, 2020-21	05
	Oct– Dec, 2020-21	11
 Mumbai	Apr– Sep, 2020-21	12
	Oct– Dec, 2020-21	17
 Gurgaon	Apr– Sep, 2020-21	06
	Oct– Dec, 2020-21	11
 Coimbatore	Apr– Sep, 2020-21	04
	Oct– Dec, 2020-21	09

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 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.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.

	HYs	Intent to Hire
 Delhi	Apr– Sep, 2020-21	19
	Oct– Dec, 2020-21	23
 Kochi	Apr– Sep, 2020-21	04
	Oct– Dec, 2020-21	08
 Pune	Apr– Sep, 2020-21	08
	Oct– Dec, 2020-21	12

	HYs	Intent to Hire
 Nagpur	Apr– Sep, 2020-21	05
	Oct– Dec, 2020-21	09
 Kolkata	Apr– Sep, 2020-21	12
	Oct– Dec, 2020-21	15
 Indore	Apr– Sep, 2020-21	04
	Oct– Dec, 2020-21	06

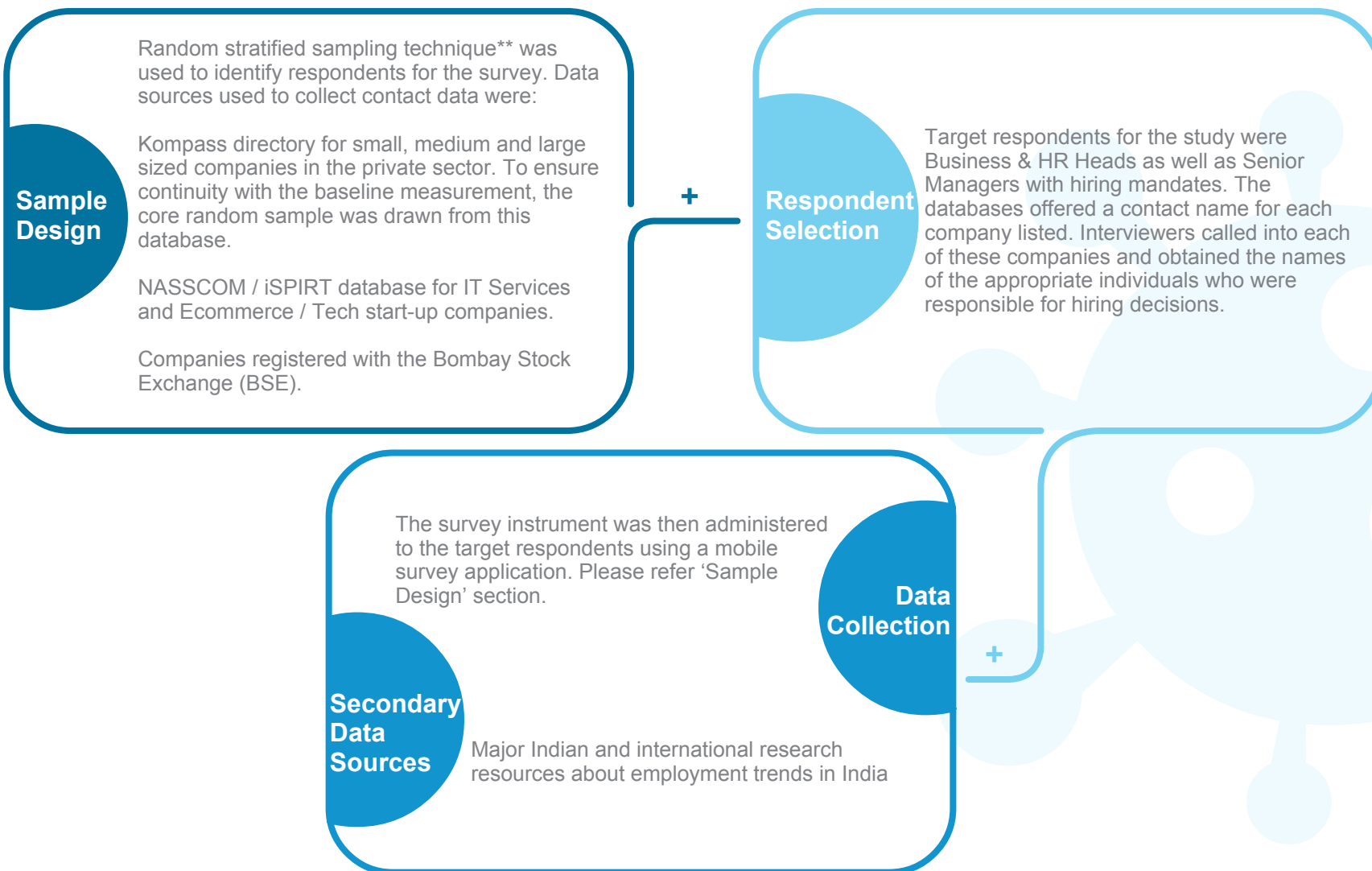
The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 137 small, medium and large businesses across 14 cities and 21 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

TeamLease Dipstick survey, September 1st and 2nd week, 2020.



Annexure- 2

- Research Methodology
- Sample Design
- Bibliography
- Definitions



Business Size	Small	Medium	Large	Total
	[Up to 500 employees]	[500 – 5000 employees]	[>5,000 employees]	
No. of Businesses	65	42	30	137

Sectors	Manu- facturing	Services	Tech- nology	Total
No. of Businesses	51	62	24	137

Bibliography

Prasar Bharati signs MoU with Electronics and IT Ministry to launch 51 education TV channel, Economic times, 2020

Edtech hirings at an all-time high — over 4,100 job openings in Unacademy, Vedantu, Simplilearn and more, Business Insider, Nov 2020

IT companies hiring plunges, but recovery expected in H2, Times of India, 2020

HCL Tech planning to hire up to 9,000 freshers, Peplematters, Oct 2020

Pandemic experience helps tech major Capgemini to start hiring rural women in India, By Press Trust of India, Nov 2020

NSDC and LinkedIn partner to accelerate digital skills training for Indian youth, Peplematters, Sept 2020

Vera Smart Healthcare gets \$20 million from US-based angel investors and venture capitalists, ET Bureau, Nov 2020

Healthcare Industry in India, IBEF, Sept 2020

Startup funding, jobs to touch pre-Covid level by Dec: Study, ET Retail, Oct 2020

Coronavirus Is Impacting The Analytics Industry, But With A Mixed Response, analyticsindiamag, 2020

Amazon Web Services to invest USD 2.77 billion in Telangana for data centres, ET Retail, Nov 2020

Flipkart Grocery sets up warehouse in Lucknow, to create over 500 direct jobs, ET Retail, Nov 2020

Pandemic tailwinds: E-commerce sales set to double in 2020, BusinessLine, Sept 2020

BankBazaar to hire 500 people by March, roll out salary hikes from January, Economic times, Nov 2020

Axis bank to hire 1,000 joiners who will work remotely, Peplematters, Aug 2020

Banking Sector in India, IBEF, Oct 2020

Easing remote work norms to open more jobs, bring social impact: KPO Council, ETTelecom, Nov 2020

Inspira Enterprise to acquire SmartCirq's unit to be Rs 1,000 cr player, Economic times, Nov 2020

TASK, TSCHE partner with Microsoft and Nasscom to train 30,000 Telangana youth in Artificial Intelligence, ETCIO, Nov 2020

Hinduja Global Solutions to hire 3,200 people in the second quarter of the current fiscal, Economic times, Nov 2020

BPOs look to scale up operations in tier-II, -III cities as Covid bites, BusinessLine, Aug 2020

PUBG Mobile India to be launched soon; parent aims to invest \$100 million, ET Telecom, Nov 2020

Telecom Industry in India, IBEF, Oct 2020

Adoption of 5G will boost the job creation by telecom sector, ET Telecom, Mar 2020

Amway India earmarks Rs. 150 crore for automation and digital transformation, IBEF, Nov 2020

FMCG Industry in India, IBEF, Oct 2020

PepsiCo bullish on India, increases investment at snacks plant in UP to Rs 814 crore, IBEF, Oct 2020

Amazon launches benefits programme to help sellers boost growth, ET Retail, Nov 2020

Retail Industry in India, IBEF, Oct 2020

Bibliography

Silver Lake to invest Rs 7,500 crore in Reliance Retail, IBEF, Oct 2020

Shipping Industry & Ports in India, IBEF, Oct 2020

Cabinet approves revised cost of Rs 8,575 cr for East-West Metro Corridor project, Union Railway Minister, Oct 2020

Road Infrastructure in India, IBEF, Oct 2020

Investcorp invests in Indian logistics startup Xpressbees, Reuters, Nov 2020

Agriculture in India: Information About Indian Agriculture & Its Importance, IBEF, Oct 2020

Rays Experts commissions 600 MW solar projects in Rajasthan, IBEF, Oct 2020

PM dedicates to the nation three key projects related to the Petroleum sector in Bihar, IBEF, Sept 2020

Indian Consumer Market, IBEF, Oct 2020

Malabar Gold to invest Rs 240 crore to open 9 showrooms in India, overseas, Economic Times, Oct 2020

Apparel brand Shantanu & Nikhil to foray into perfumes, Economic Times, Oct 2020

Agriculture in India: Information About Indian Agriculture & Its Importance, IBEF, Oct 2020

JSW Infrastructure acquires Chettinad Group's port business for Rs 1,000 cr; next buy in less than a year says CEO

Larsen & Toubro emerges lowest bidder for country's longest river bridge in Northeast, NHDC, Nov 2020

Relaxo Footwears to set up new facility at Rs 150 cr investment this fiscal, ET Retail, Nov 2020

BSY says Koppal will have country's first toy-manufacturing cluster, The Hindu, Aug 2020

Ultratech to invest Rs1500 crore in capex in FY21: Kumar Mangalam Birla, IBEF, Aug 2020

Deloitte Optimistic About India's Future, To Create 75,000 Jobs In 3 Years: CEO, Financial Express, Feb 2020

Consulting Industry In India: Prospects & Challenges, consultantsreview, 2020

Video ad spends to grow in India: Zenith Report, Economic Times, Nov 2020

Advertisement spending to increase by up to 30% as companies push to make up for Covid slump

Outdoor advertising shows signs of revival, Livemint, Nov 2020

Karnataka a preferred destination for investors; attracted highest FDI amid COVID-19, says CM, IBEF, Oct 2020

Indian Consumer Market, IBEF, Oct 2020

Media and Entertainment Industry, IBEF, Oct 2020

Indian Aviation Industry, IBEF, Oct 2020

Tourism & Hospitality Industry in India, IBEF, Oct 2020

India approves Google's \$4.5 billion deal with Reliance's Jio Platforms, Techcrunch, Nov 2020

RIL gets over Rs 32,000 cr in a month; check who invested how much in Reliance Retail so far, Financial Express, Oct 2020

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.



Corporate Office

6th Floor, BMTC Commercial Complex, 80 Feet Road,
Koramangala, Bangalore - 560 095, Karnataka, India

Tel	: + 91-80-6824 3000
Fax	: + 91-80-6824 3000
Email	: research@teamlease.com
Website	: www.teamleasegroup.com

Follow Us

