



TeamLeaseTM
Putting India to Work

Q3: Oct - Dec, 2021-22

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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Q3: Oct - Dec, 2021-22

Employment Outlook Report

INTENT TO HIRE

Foreword

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-3, 2021-22 [Oct, 2021 – Dec, 2021] on the basis of the survey and analysis carried out during July and August, 2021.

The survey covers 650 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 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

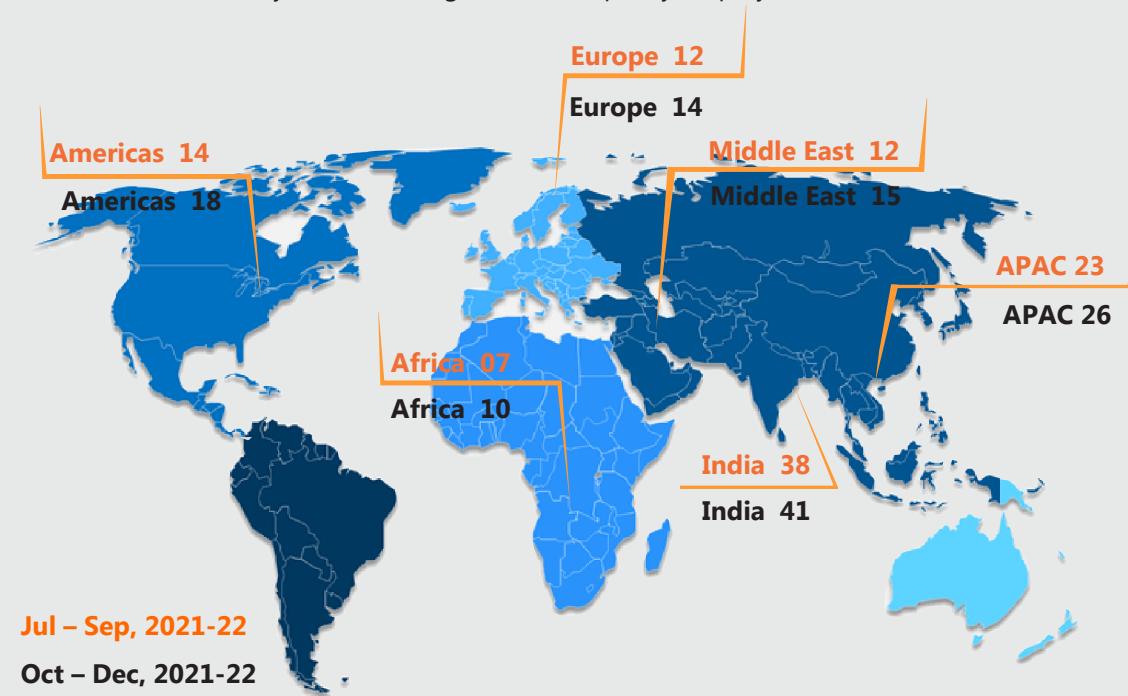
Global Trend

- An all-round improvement in hiring intent across global geographies signals a gradual recovery of labour markets across the world. The Americas, Africa and the Middle East make gains that are on par with APAC for the forthcoming quarter.
- Pandemic induced uncertainty, and regional resurgences notwithstanding a worldwide recovery – however subdued – is likely to take place, led primarily by the Americas. However, the quality of jobs created and wages remain a significant concern.
- The labour market recovery in APAC is being catalyzed by relative success in restraining the pandemic. But, this trend is expected to be impeded by global factors.
- Africa is likely to witness a substantial increase in the number of jobs created over the next three months. However, the mismatch between population growth and the rate of creation of decent work is likely to lead to large scale low quality employment.

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

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

Major Global Markets



Executive Summary

Trend in India

- A near-**10%** growth in GDP during the current fiscal is propelling employer sentiment for the coming quarter. However, this comes on the back of a very low base, and sustaining a growth upwards of **8%** in the years to come would still be a challenge for India.
- The RBI expects the GDP growth in 2021-22 to consist of a **21.4%** growth in the first quarter; **7.3%** in Q2; **6.3%** in Q3; and a **6.1%** growth in Q4 of 2021-22.
- A series of good precedents mark the forthcoming quarter: fewer supply disruptions; increased pent-up demand in the traditional and contact-intensive services; and a buoyant global economy.

Trend by Sector

Sectors with High Intent to Hire:



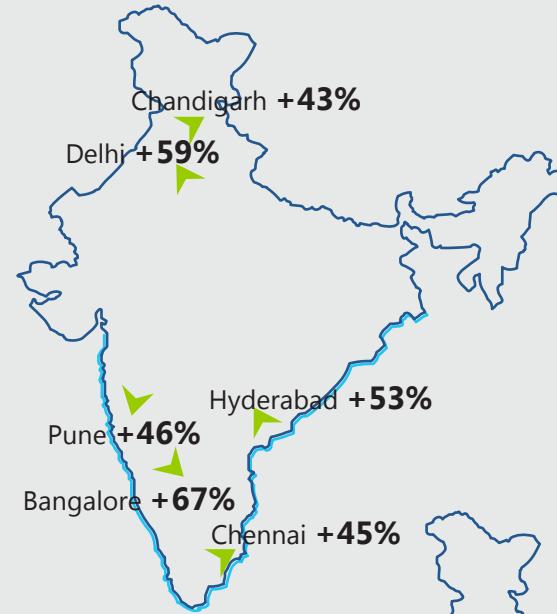
Sectors with Moderate Intent to Hire:



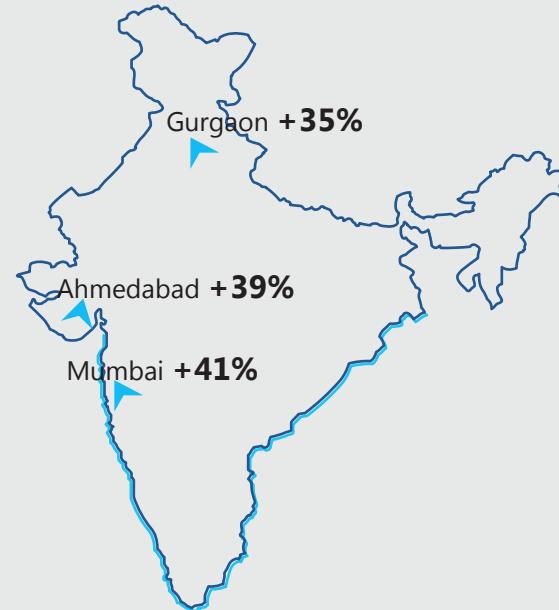
Executive Summary

Trend by City

Cities with High Intent to Hire:

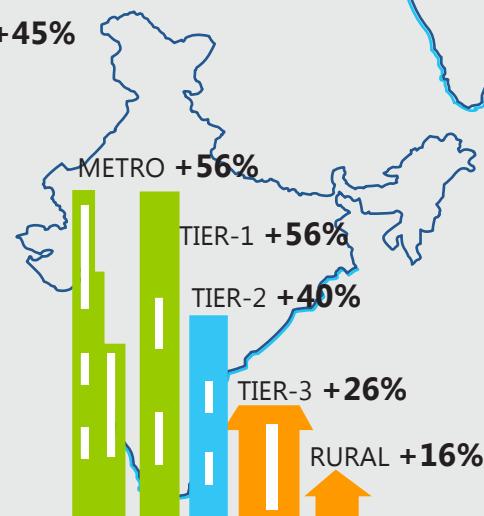


Cities with Moderate Intent to Hire:



Trend by Geography

Intent to Hire:



Executive Summary

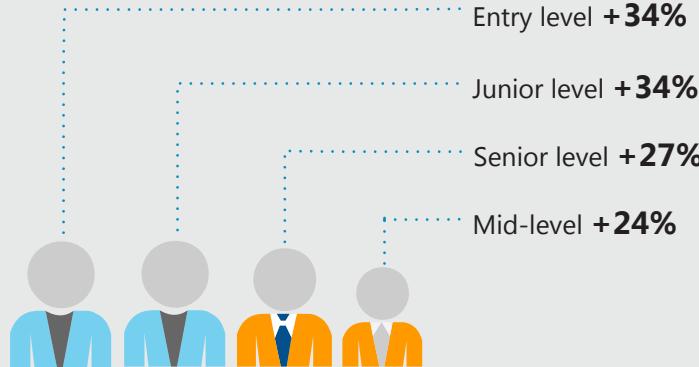
Trend by Business Size

Intent to Hire:



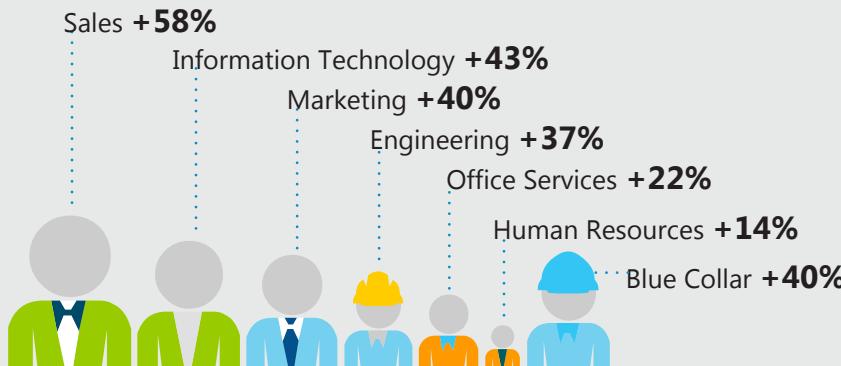
Trend by Job Level

Intent to Hire:



Trend by Function

Intent to Hire:



Attrition Trend

Biggest gainers of the downward trend:

- Information Technology **+8.67%**
- Educational Services **+7.79%**
- Knowledge Process Outsourcing **+ 7.61%**

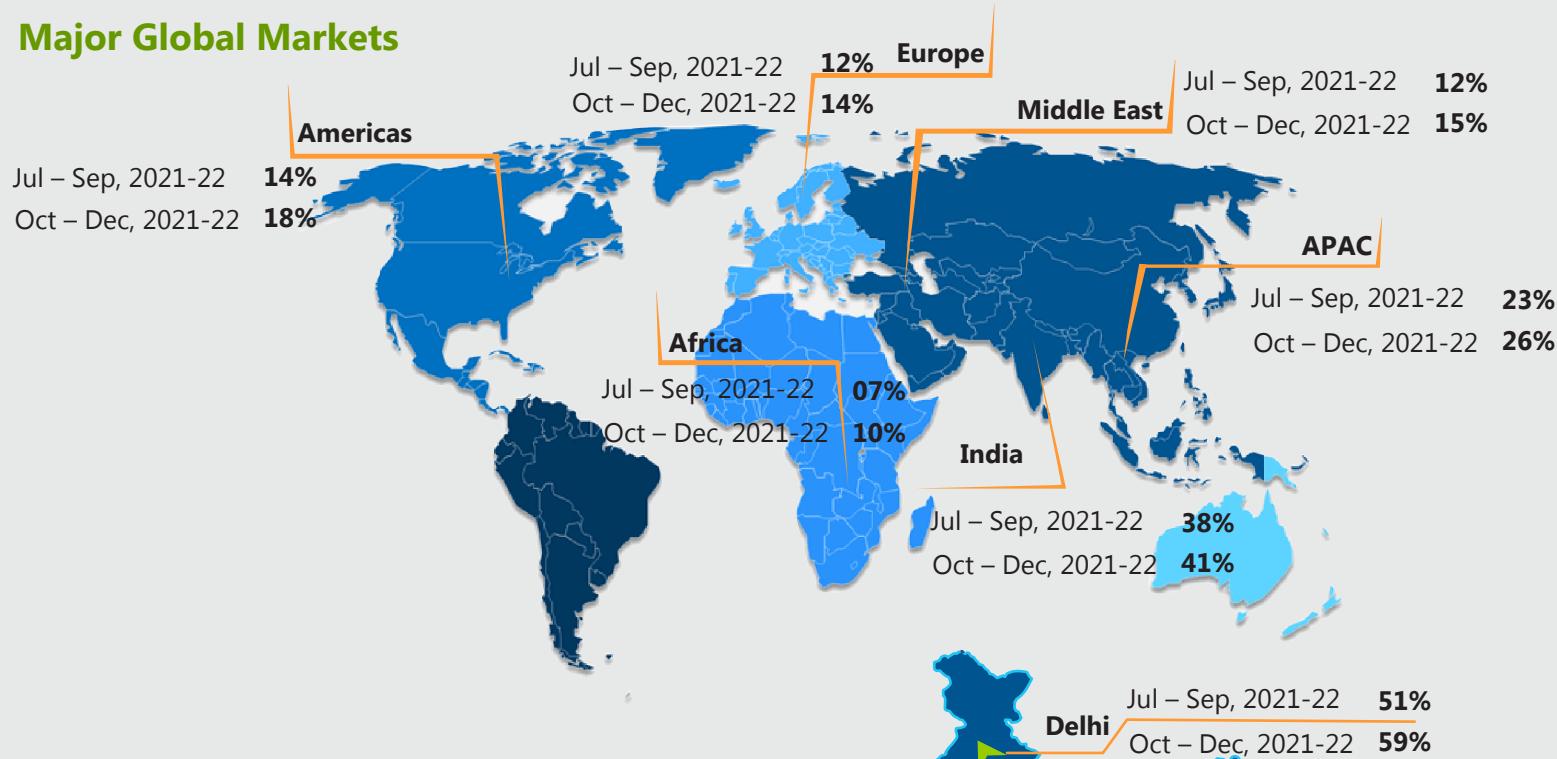
Smaller drop in attrition rates:

- Marketing & Advertising **+2.98%**
- Agriculture & Agrochemicals **+1.90%**
- Manufacturing, Engineering & Infrastructure **+1.07%**

Executive Summary

Intent to Hire: Q3-FY'21-on-Current Quarter Comparison

Major Global Markets



Jul – Sep, 2021-22

Healthcare & Pharmaceuticals
Information Technology **58%**

India: Top Sectors

Oct – Dec, 2021-22

Information Technology **69%**
Educational Services **64%**

India: Top Cities

Jul – Sep, 2021-22 **60%**
Oct – Dec, 2021-22 **67%**

Bangalore

Delhi

Highlights

Intent to Hire: Trends

Intent to Hire: Q3, 2021-22

Major Global Markets

Global Markets	% intent to hire (Oct – Dec, 2021-22)	% intent to hire (Jul – Sep, 2021-22)	% change (Q-on-Q)
	10	07	+3
	18	14	+4
	26	23	+3
	14	12	+2
	15	12	+3
	41	38	+3



- Pandemic induced uncertainty, and regional resurgences notwithstanding a worldwide recovery – however subdued – is likely to take place, led primarily by the Americas. However, the quality of jobs created and wages remain a significant concern.
- Africa is likely to witness a substantial increase in the number of jobs created over the next three months. However, the mismatch between population growth and the rate of creation of decent work is likely to lead to large scale low quality employment.
- Canada and the United States had extended unemployment benefits for laid-off workers during the lockdown periods, resulting in a significant reduction in the workforce participation rate. The cycle is somewhat reversing now thanks to rapid vaccination campaigns and generous fiscal stimulus packages, especially in North America.
- Improvements in the second half of 2021 are paving the way for significantly higher employment numbers and declining unemployment in the Middle East. Recovery is likely to be incomplete though due to nearly a million having left the labour force.
- In Europe, on the other hand, a combination of unemployment and labour force exits were offset by a shift from wage and salaried employment to own-account and contributing family work.
- The labour market recovery in APAC is being catalyzed by relative success in restraining the pandemic. But, this trend is expected to be impeded by global factors.
- The near-double-digit GDP growth in the current fiscal, firmer aggregate demand, and improvements in industrial activity and services sector indicators fuel modest job growth in India.



Intent to Hire: Q3, 2021-22

India - Current Quarter in Historical Perspective

HY/Quarter	% intent to hire	% change (Q-on-Q)
Apr – Sep, 2020-21 [HY]	18	-79
Oct – Dec, 2020-21 [Quarter]	21	NA
Jan – Mar, 2020-21 [Quarter]	27	+6
Apr – Jun, 2021-22 [Quarter]	34	+7
Jul – Sep, 2021-22 [Quarter]	38	+4
Oct – Dec, 2021-22 [Quarter]	41	+3

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 650 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.

Intent to Hire Trends: Q3, 2021-22

by Geography*



*Geographical areas are locations where hiring takes place

**Please refer Bibliography and Definitions



With the sole exception of Kerala, more states are effectively containing the pandemic and ramping up inoculation to record levels contributed to a boost in employer sentiment – especially in the metro/tier-1 cities.

Tier-2 and tier-3 cities witness a relatively gradual improvement in the hiring intent as employers in the bigger cities contemplate return to work and hybrid work models.

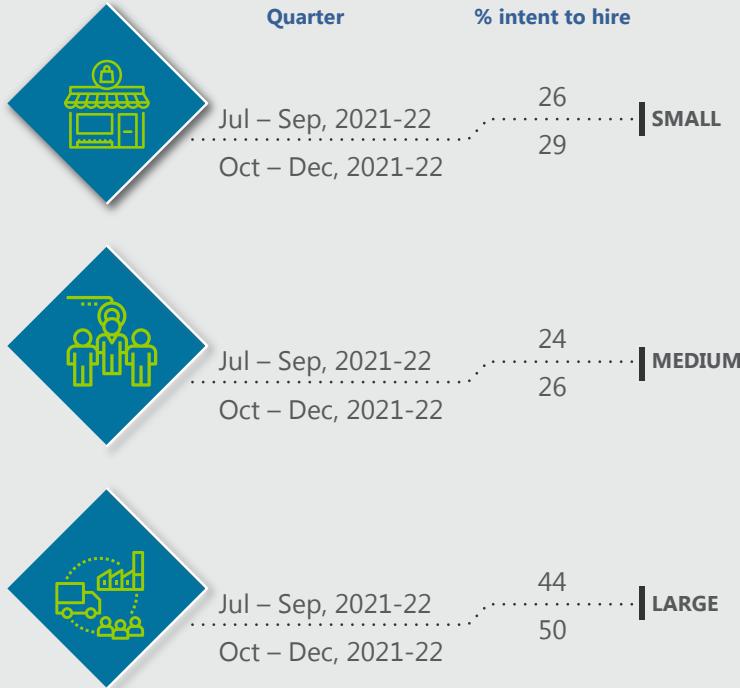
Following a dip in the hiring intent during the previous quarter rural geographies are cautiously stepping up, supported by rapid rise in the rate of inoculation.



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Intent to Hire Trends: Q3, 2021-22

by Business Size**



Considerations of back to work and hybrid work models, following accelerated and large scale vaccination campaigns across the country have boosted hiring intent in general across different business sizes.

Scale efficiencies propel a significantly higher proportion of large businesses to plan for continued hiring, following three straight quarters of leading hiring intent levels.

Small businesses sustain their appetite for hiring on the back of substantially improved consumer sentiment. Increasing rates of inoculation is translating into people venturing to dine out and shop, while mobile E-commerce continues to blaze a high growth path.

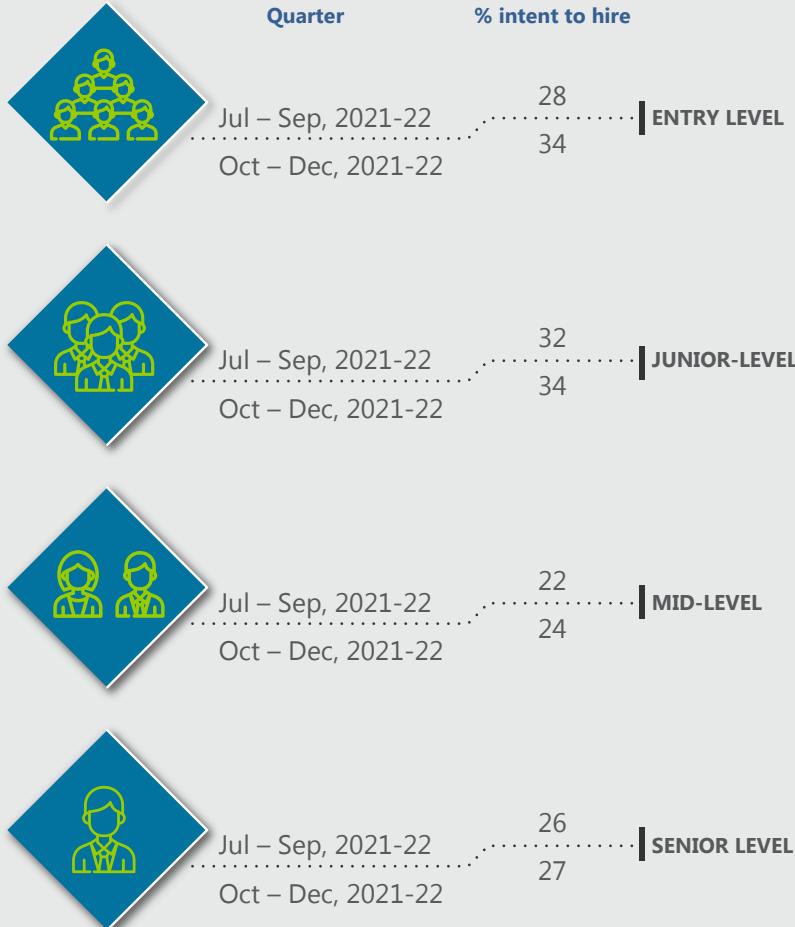


**Respondents categorized as Small (less than 500 employees), Medium (500 to 5,000 employees) and Large (greater than 5,000 employees)

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Intent to Hire Trends: Q3, 2021-22

by Job Level*



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



Entry level hiring intent outpaces other categories of job level, thanks to the emerging possibilities of returning to the workplace and of hybrid work. Having put business operations in place and with steadily increased pace, businesses are looking to optimize costs with fresher hiring.

Hiring seems to have consolidated for the Junior and Mid-levels and employers seem to be incrementally filling vacancies created by attrition and career progression.

The hiring intent for Senior levels is approaching a plateau with most organizations achieving steady states, and focus shifting to modes of operation rather than business transformation.



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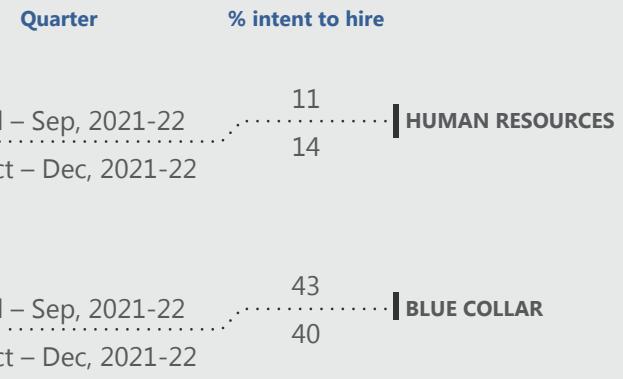
Intent to Hire Trends: Q3, 2021-22

by Function*



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- A rapidly improving consumer sentiment has further boosted the demand for sales roles. Across sectors, the need to cater to increasing market demand is priority for hiring managers.
- Challenges and opportunities alike fuel the need for Information Technology talent. Harnessing the potential of online business delivery and addressing the compulsions of remote and hybrid work have created sustained demand for the IT function.
- Specialized Engineering roles (Software Engineer, Data Engineer, Full Stack Engineer, Cybersecurity Engineers, Quality Assurance Engineer, Solutions Engineer, Testing Engineer, Automation Test Analyst, Technical Project Manager and Aerospace Engineer) continue to be in high demand, and the trend is riding the wave of new product development and innovation. Maintenance and service engineering are benefiting from the demands of new work modes.

*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: Q3, 2021-22

by Sector**

Sectors	Oct - Dec, 2021-22	Jul - Sep, 2021-22
 Information Technology	69	58
 Educational Services	64	57
 Healthcare & Pharmaceuticals	61	60
 Fast Moving Consumer Goods	59	51
 Ecommerce & Technology Start-ups	57	53
 Agriculture & Agrochemicals	54	50
 Retail [Essential]	51	48
 Knowledge Process Outsourcing	50	48
 Logistics	47	44
 Telecommunications	47	42
 Manufacturing, Engineering & Infrastructure	39	33

Sectors	Oct - Dec, 2021-22	Jul - Sep, 2021-22
 Financial Services	38	36
 Power & Energy	37	33
 Fast Moving Consumer Durables	31	35
 Construction & Real Estate	30	25
 BPO / ITeS	27	31
 Media & Entertainment	27	25
 Retail [Non-Essential]	23	26
 Consulting	20	22
 Marketing & Advertising	15	19
 Travel & Hospitality	15	12

**Respondents categorized by sector

 High (Growth Range: >=5)

 Moderate (Growth Range: 3 - 4)

 Low (Growth Range: <3)

Disclaimer: The Intent to Hire statistics under Jul-Sep, 2021-22 that are colour coded are based on the change in comparison to the last quarter (Apr-Jun, 2021-22). Note: Sectors listed in the descending order of the Intent to Hire

TeamLease survey, July and August, 2021

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Intent to Hire Trends: Q3, 2021-22

by City**

Cities	Oct - Dec, 2021-22	Jul - Sep, 2021-22
 Bangalore	67	60
 Delhi	59	51
 Hyderabad	53	41
 Pune	46	30
 Chennai	45	35
 Chandigarh	43	39
 Mumbai	41	37

■ High (Growth Range: >=5) ■ Moderate (Growth Range: 3 - 4) ■ Low (Growth Range: <3)

Cities	Oct - Dec, 2021-22	Jul - Sep, 2021-22
 Ahmedabad	39	35
 Gurgaon	35	32
 Kolkata	30	27
 Nagpur	21	23
 Coimbatore	17	15
 Indore	15	14
 Kochi	14	17

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

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Job Market Sweet Spots

City-Sector

Cities	Manufacturing Sectors					
	FMCG	FMCD	H&P	MEI	AGCH	P&E
 AHM	23	19	25	29	23	21
 BNG	29	21	31	24	27	19
 CHN	15	24	17	27	20	13
 DEL	33	25	29	20	16	11
 HYD	20	13	27	17	24	14
 KOL	12	25	29	20	22	17
 MUM	17	26	20	35	29	20
 PUN	22	10	15	31	19	26
 CHD	25	22	28	12	15	20
 COM	17	13	19	25	30	10
 GUR	20	17	13	12	27	22
 IND	19	13	10	24	16	10
 KOC	20	22	26	11	29	17
 NPR	15	11	24	21	17	28

Oct, 21-Dec, 21

TeamLease survey, July and August, 2021

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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	17	10	20	13	7	5	3	14	27	24	10	7	3	17	2
BNG	36	41	17	20	11	20	11	21	14	19	20	31	19	10	8
CHN	27	36	13	10	8	14	13	15	16	31	19	17	9	13	6
DEL	23	30	21	15	13	20	9	20	18	34	17	13	28	26	10
HYD	19	27	14	12	9	19	24	10	14	18	22	18	11	20	5
KOL	20	22	18	7	4	26	7	23	11	15	19	29	8	16	4
MUM	31	36	25	19	13	21	27	19	13	19	22	16	10	20	14
PUN	14	30	12	6	7	20	6	4	8	27	11	13	8	14	9
CHD	12	17	15	10	2	19	4	7	25	16	21	9	6	29	11
COM	21	20	28	7	6	14	5	24	15	19	14	6	3	18	5
GUR	11	10	19	4	4	22	3	9	26	14	17	10	2	19	4
IND	15	9	17	22	2	10	2	11	14	20	9	4	2	25	2
KOC	13	7	26	17	2	15	7	20	11	23	8	6	3	30	2
NPR	29	11	17	25	5	13	9	17	10	19	15	9	4	21	3

Oct, 21-Dec, 21

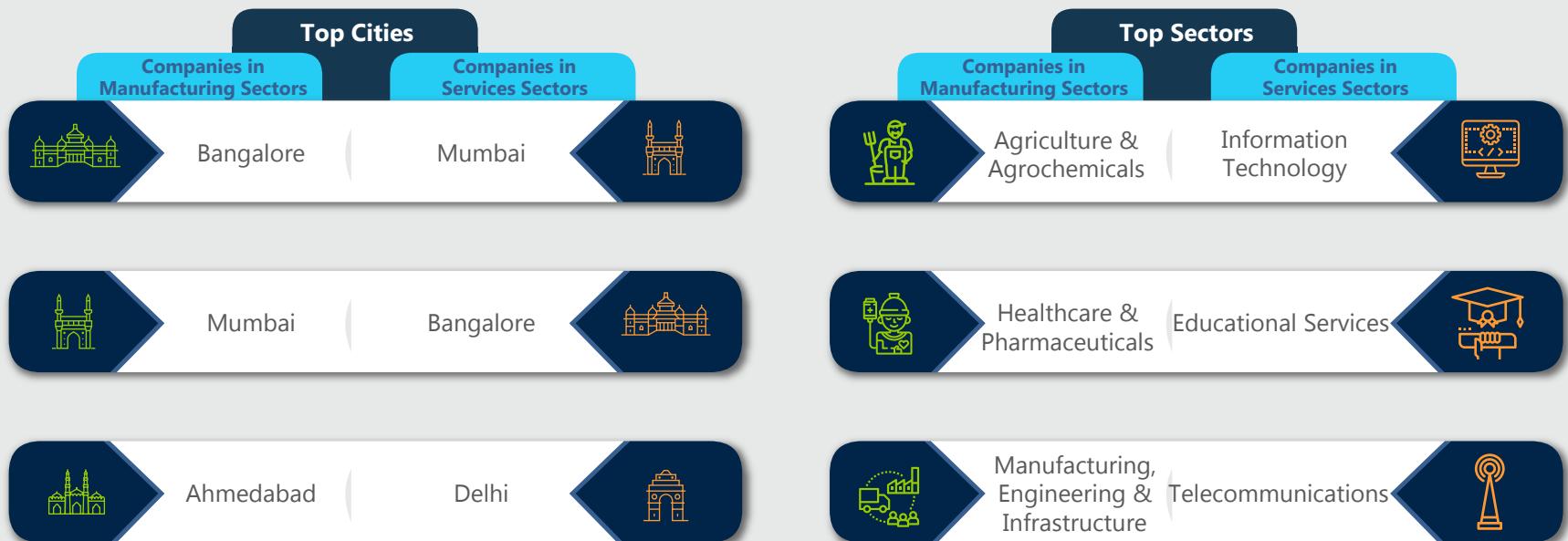
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Job Market Sweet Spots

City-Sector – The top 3 Cities and Sectors



Job Market Sweet Spots

Functions-Sector

Functions	Manufacturing Sectors					
	FMCG	FMCD	H&P	MEI	AGCH	P&E
 Sales	34	17	21	31	39	15
 Marketing	16	22	20	25	14	11
 Information Technology	12	16	29	21	18	10
 Engineering	18	28	15	33	12	25
 Office Services	20	11	22	14	12	17
 Human Resources	15	20	18	13	10	8
 Blue Collar	13	16	22	29	26	20

Oct, 21-Dec, 21

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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	39	27	15	21	7	34	3	6	2	7	9	6	3	2	5
 Marketing	28	18	23	26	10	15	5	11	8	14	15	9	9	4	10
 Information Technology	25	32	19	9	5	20	8	4	5	17	29	20	13	11	16
 Engineering	30	25	13	10	11	8	14	22	10	13	20	18	10	16	7
 Office Services	17	24	11	7	4	21	8	14	7	12	19	14	9	12	5
 Human Resources	16	28	19	9	7	15	5	13	8	10	21	16	25	7	4
 Blue Collar	19	12	14	21	12	16	18	27	20	13	10	3	3	23	2

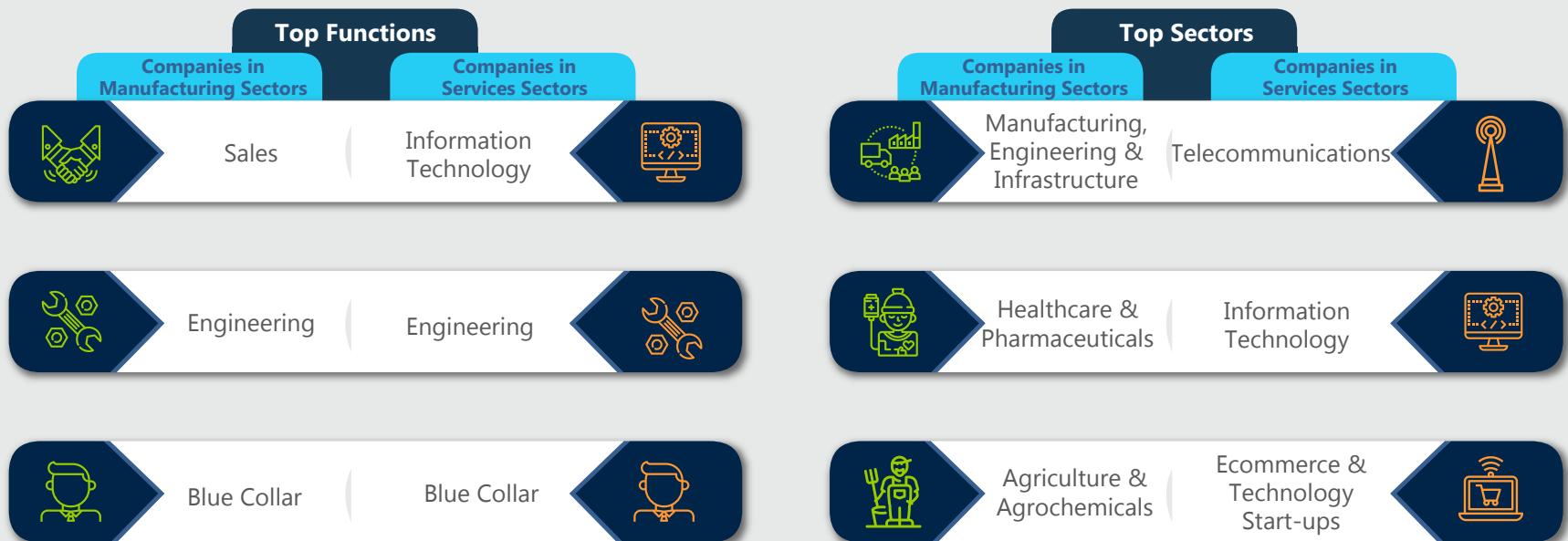
Oct, 21-Dec, 21

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Functions-Sector – The top 3 Functions and Sectors

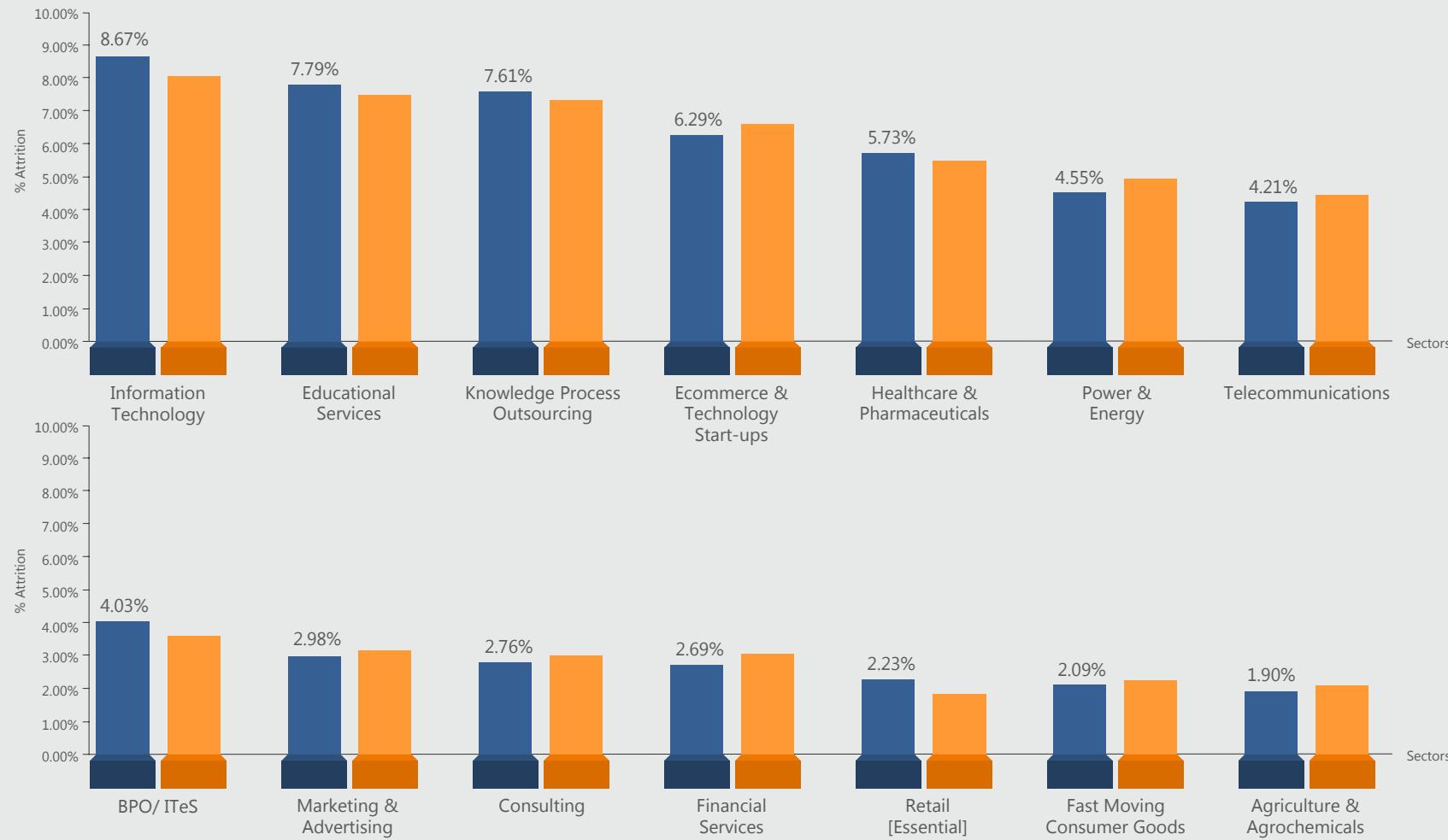


Spotlight

Attrition Trends

Attrition Trends

Jul-Sep, 2021-22



Jul-Sep, 2021-22

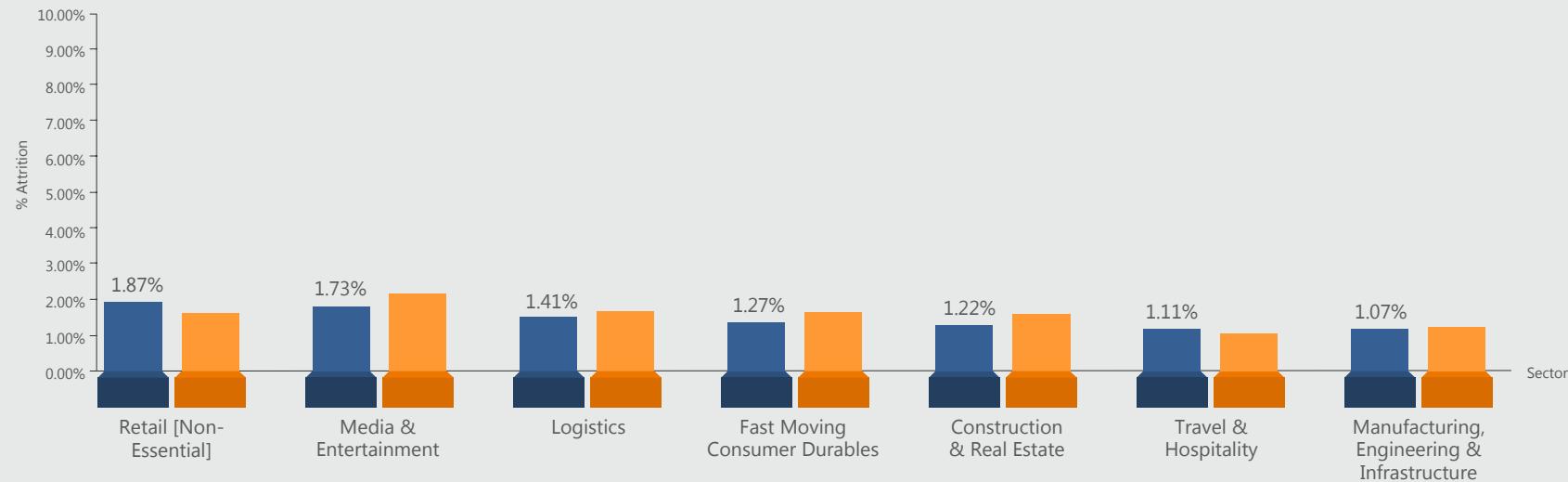
Apr-Jun, 2021-22

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Attrition Trends

Jul-Sep, 2021-22



- Moderately higher attrition in seven sectors (Information Technology, Educational Services, Knowledge Process Outsourcing, Healthcare & Pharmaceuticals, BPO/ITeS, Retail [Essential], and Retail [Non-essential]) during the July – September quarter indicates that employers are able to continue retaining talent in a post-lockdown market.
 - The relatively higher growth in attrition in the Information Technology sector may mean that Indian IT has not been able to contain the "great resignation" trend yet'
 - A marginally higher number of sectors – eight – have been successful in reigning in attrition by a significant margin – Ecommerce & Technology Startups, Power & Energy, Telecommunications, Financial Services, Media & Entertainment, Logistics, Fast Moving Consumer Durables and Construction & Real Estate.
- 

Jul-Sep, 2021-22

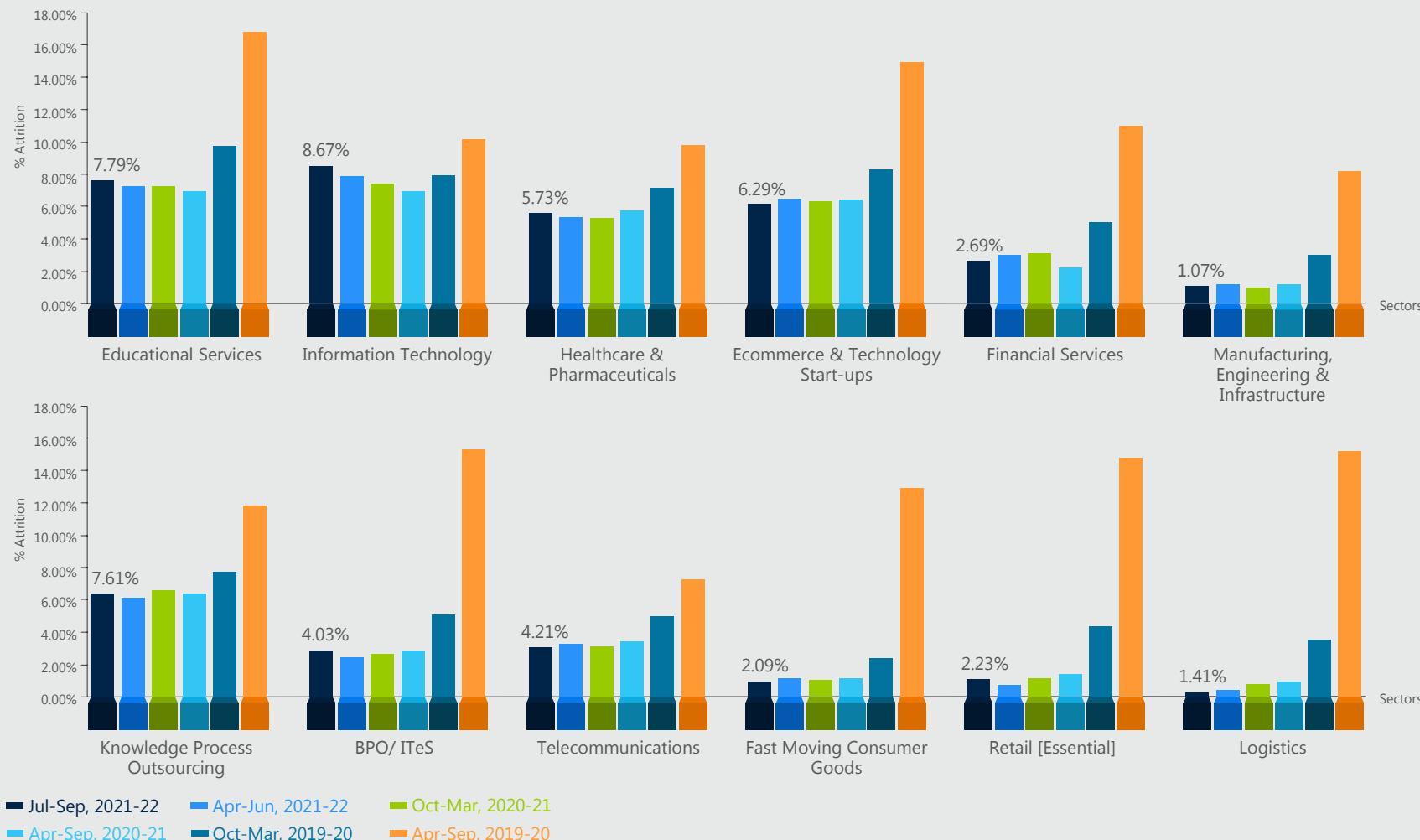
Apr-Jun, 2021-22

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Attrition Trends

Past 2 Quarters and 4 HYs [Fiscal]

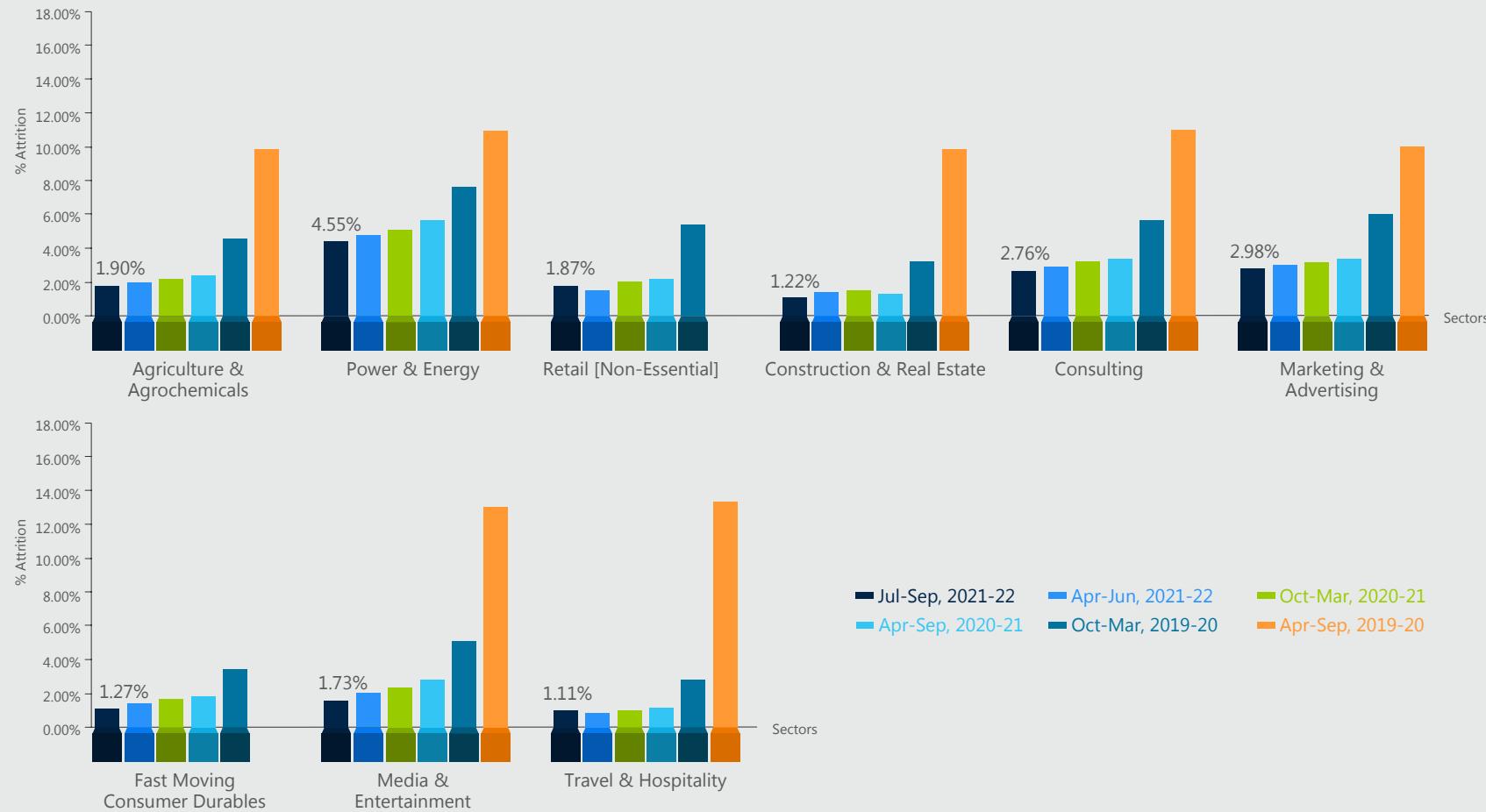


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Attrition Trends

Past 2 Quarters and 4 HYs [Fiscal]



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Past 2 Quarters and 4 HYs [Fiscal]



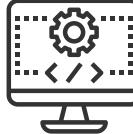
- Five consecutive quarters of single digit percentage attrition levels across all sectors is an unprecedented trend for India Inc.
- Six sectors see a marginal increase in attrition in the most recent quarters: Educational Services, Information Technology, Healthcare & Pharmaceuticals, Knowledge Process Outsourcing, Retail [Essential], and Retail [Non-essential].
- Sectors that continue to enjoy extremely low attrition rates –
 - ↳ Manufacturing, Engineering and Infrastructure
 - ↳ Travel and Hospitality
 - ↳ Construction and Real Estate
 - ↳ Fast Moving Consumer Durables
 - ↳ Logistics
 - ↳ Media & Entertainment
 - ↳ Retail [Non-Essential]
 - ↳ Agriculture and Agrochemicals
 - ↳ Fast Moving Consumer Goods
 - ↳ Retail [Essential]
- Three sectors with 7%+ attrition rates –Information Technology, Educational Services, Knowledge Process Outsourcing.
- HY trend: Attrition rates for Educational Services and Information Technology have seen a gradual increase over the last 4 HYs.



Annexure- 1

Sector-wise Analysis | City-wise Outlook Statistics

Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22	58	Information Technology US-based company, Qentelli is hiring for more than 500 vacancies in full-stack developers, product managers, automation engineers by expanding its operations in India. IBM Software Labs is setting up a development centre in Ahmedabad to advance hybrid cloud and artificial intelligence (AI) technologies which would provide the company access to world-class skills and diversity of talent. AppsForBharat is planning to hire 35 people in the coming quarter for the product, data, and engineering verticals.
	Jul-Sep, 2021-22	57	Educational Services Coursera is expected to hire about 50 people this quarter. Board Infinity, an early career skilling and career transition platform, is likely to hire around 1,000 freshers and young professionals in areas such as technology, digital marketing, operations and sales in this quarter. Eupheus Learning has raised INR 73 Cr. investment and aims to fuel both product portfolio, geographical and segment reach; creating new jobs.
	Jul-Sep, 2021-22	60	Healthcare & Pharmaceuticals Pharmeasy is looking to hire over 200 engineers for its soon-to-be-launched development centres in Hyderabad, Pune, and NCR region. This will create jobs for technology professionals across product and engineering in different locations of the country. Healthtech start-up Ayu Health raises INR 46 Cr from Vertex Ventures and is planning to expand their hospital network, as well as to improve technology solutions, procurement and quality management
	Jul-Sep, 2021-22	51	Fast Moving Consumer Goods DMart has entered Haryana market with 94,000 sq ft store at Faridabad and estimated to hire hundred of jobs. The Government of India has approved 100% FDI in the cash and carry segment and in single-brand retail along with 51% FDI in multi-brand retail. The Sahara Frozen Foods unit has been set up a food processing unit at MP creating 700 direct and indirect jobs.
Oct-Dec, 2021-22	69	64	

■ High (Growth Range: >=5)
 ■ Moderate (Growth Range: 3 - 4)
 ■ Low (Growth Range: <3)

TeamLease survey, July and August, 2021

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 144 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
	Jul-Sep, 2021-22	53	E-commerce & Technology Start-ups Amazon plans to hire 8,000 direct workforce in India this year across 35 cities in the country spread across corporate, technology, customer service and operations roles, machine learning, applied sciences, and support functions like HR, Finance and Legal. Fynd, an omnichannel platform is expanding and plans to hire 280+ engineers for their technology, operations, and marketing support teams. Flipkart plans to add 75,000 more sellers and MSMEs on their platform this quarter which would account for indirect job creation.
	Jul-Sep, 2021-22	50	Agriculture & Agrochemicals The sector allows 100% FDI under the automatic route. The government announced a PLI scheme for the food processing sector with an incentive outlay of INR 10,900 Cr starting this year. Agritech start-up BharatAgri raises INR 48 Cr from Omnivore to expand its subscriber base beyond 2 cities of India. India's agrochemicals companies are expanding their capacities to cater to rising domestic and overseas demand.
	Jul-Sep, 2021-22	48	Retail [Essential] PepsiCo India has extended its partnership with CSC, and plans to list products in 3 more states on Grameen eStore. This will enable last-mile delivery of its snacking brands made available through 20,000 village level entrepreneurs (VLEs) and 489 distributor village level entrepreneurs (DVLEs)
	Jul-Sep, 2021-22	48	Knowledge Process Outsourcing Tredence, a data science and AI engineering company plans to hire around 250 knowledge workers this quarter across various job roles such as data analysts, business analysts, data engineers, data scientists, data product owners, cloud platform developers, and technical architects. Gupshup is planning to hire professionals across various skills like Scikit-Learn, Pytorch, SparkML, and machine learning.
 High (Growth Range: >=5)  Moderate (Growth Range: 3 - 4)			

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Sector-wise Analysis

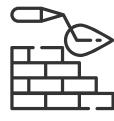
	Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22	44	Logistics The Walmart-owned company has also bolstered its last-mile delivery capabilities by adding more than 1,000 delivery hubs, while also expanding its partnership with kiranas. 100% FDI is allowed under the automatic route in Roadway and Railway sector. Logistics startup CriticaLog set to raise INR 150 Cr for expansion of business in serving MSME customers delivering their goods and to hire delivery staff for the last mile. Delhivery got invest with INR 552 Cr. Its platform connects consigners, agents and truckers offering road transport solutions.
	Jul-Sep, 2021-22	42	Telecommunications SaaS company Netcore Cloud plans to hire over 150 professionals in India this quarter, across engineering, product, pre-sales and sales departments. The Telecom sector has a skill deficit of engineers, developers, researchers, architects, marketers, and across domains such as application platforms, cloud, database intelligence, cybersecurity, programming, and system software.
	Jul-Sep, 2021-22	33	Manufacturing, Engineering & Infrastructure Chipset company MediaTek is hiring by expanding their research and development facilities with a focus on AI, smart home and enterprise segments, 5G and wireless communications and augmenting skills such as protocol stack development, digital signal processing, Wi-Fi technology and field testing. The union cabinet has released INR 26,000 Cr under the new PLI scheme which especially focuses on electric vehicles. This is likely to amplify automobile production and investments in new age automotive technologies such as automatic transmission assembly, electronic power steering system, sensors, super capacitors, ECUs, and EV parts.
	Jul-Sep, 2021-22	36	Financial Services Motilal Oswal is likely to hire 1,750 broking agents, financial advisors, analysts, collection officers, relationship managers, sales and marketing staff this quarter. HDFC Bank plans to hire 250 relationship managers to expand the coverage of its MSME vertical to 575 districts or more this quarter. BankBazaar has plans to onboard 300 new employees in technology, product, operations and customer service domains for its offices in Bengaluru, Chennai and Mumbai. WazirX plans to hire around 65 people by the end of 2021.

■ High (Growth Range: >=5)
■ Moderate (Growth Range: 3 - 4)
■ Low (Growth Range: <3)

TeamLease survey, July and August, 2021

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Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22	33	Power & Energy JSW plans to invest INR 35,500 Cr in the state by setting up a hydro-based power project. This is estimated to generate 10,000 jobs. The UP government is working on plans for setting up a solar park and an ultra-mega solar park in the state which is likely to create thousands of jobs due to increase in demand for solar panels, solar lights, solar batteries and solar cookers.
	Jul-Sep, 2021-22	35	Fast Moving Consumer Durables SleepyCat has raised about INR 28 Cr to invest and focus on design innovation and build world-class sleep solution products while expanding its manufacturing and distribution capabilities. 21 companies planning to invest INR 871 Cr for LED components under PLI scheme for white goods and estimated to generate about 10K direct and indirect jobs every quarter.
	Jul-Sep, 2021-22	25	Construction & Real Estate Sunteck Realty plans to develop an integrated residential township in Mumbai on a 50-acre land, expanding its business portfolio and has potential to generate many jobs. Arvind SmartSpaces, a player in the housing sector, has raised INR 85 Cr from investors.
	Jul-Sep, 2021-22	31	BPO / ITeS Japan's NTT to double Its data centre presence in India, over the next few months, four new hyperscale data centre parks will open in India, two in Navi Mumbai and one each in Chennai and Delhi by investing INR 200 Cr. QX Global plans to hire about 600 people across all departments and experience.

■ High (Growth Range: >=5)
■ Moderate (Growth Range: 3 - 4)

■ Low (Growth Range: <3)

TeamLease survey, July and August, 2021

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Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22	25	Media & Entertainment Brand Capital International is making an initial investment of INR 15 Cr into QYOU Media to expand advertising power and further build India operations across distribution, ad sales, content licensing and brand marketing. Gaming start-up Playerzpot plans to get on board 50 more employees in this quarter and across technology, product, game development, marketing and operations domains. SuperGaming has invested INR 41 Cr to extend its talent base, and plans to hire 20 people in this quarter for technologically advanced projects.
	Jul-Sep, 2021-22	26	Retail [Non-Essential] Xiaomi has announced the setting up of 100+ new exclusive retail stores across tier V and tier VI cities to expand its reach, and plans to hire 200+ people. IKEA is set to open a new, 80,000 sq.ft. store in Mumbai with restaurants and services like remote planning and personal shoppers, as well as Click & Collect.
	Jul-Sep, 2021-22	22	Consulting Mitsogo is planning to hire 260 fresh graduates in the role of Software Analyst and other roles for its new office in Chennai. Fujitsu Consulting is likely to add 600 new people by the end of this year. The hiring will be for junior to middle levels, including front-office and sales personnel. Demand for consulting professionals across IT, Marketing, Financial, HR and legal is witnessing an unprecedented post-Covid-19 growth.
	Jul-Sep, 2021-22	19	Marketing & Advertising Home grown microblogging platform Koo App, plans to hire around 80 professionals across engineering, product and community management teams, as well as in government relations, marketing, brand marketing in the coming quarter. Apna.co, a jobs platform will recruit 250+ engineers, product managers, business leaders, customer success, sales and HR this quarter.
Oct-Dec, 2021-22	15		

■ High (Growth Range: >=5)
 ■ Moderate (Growth Range: 3 - 4)
 ■ Low (Growth Range: <3)

TeamLease survey, July and August, 2021

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Sector-wise Analysis

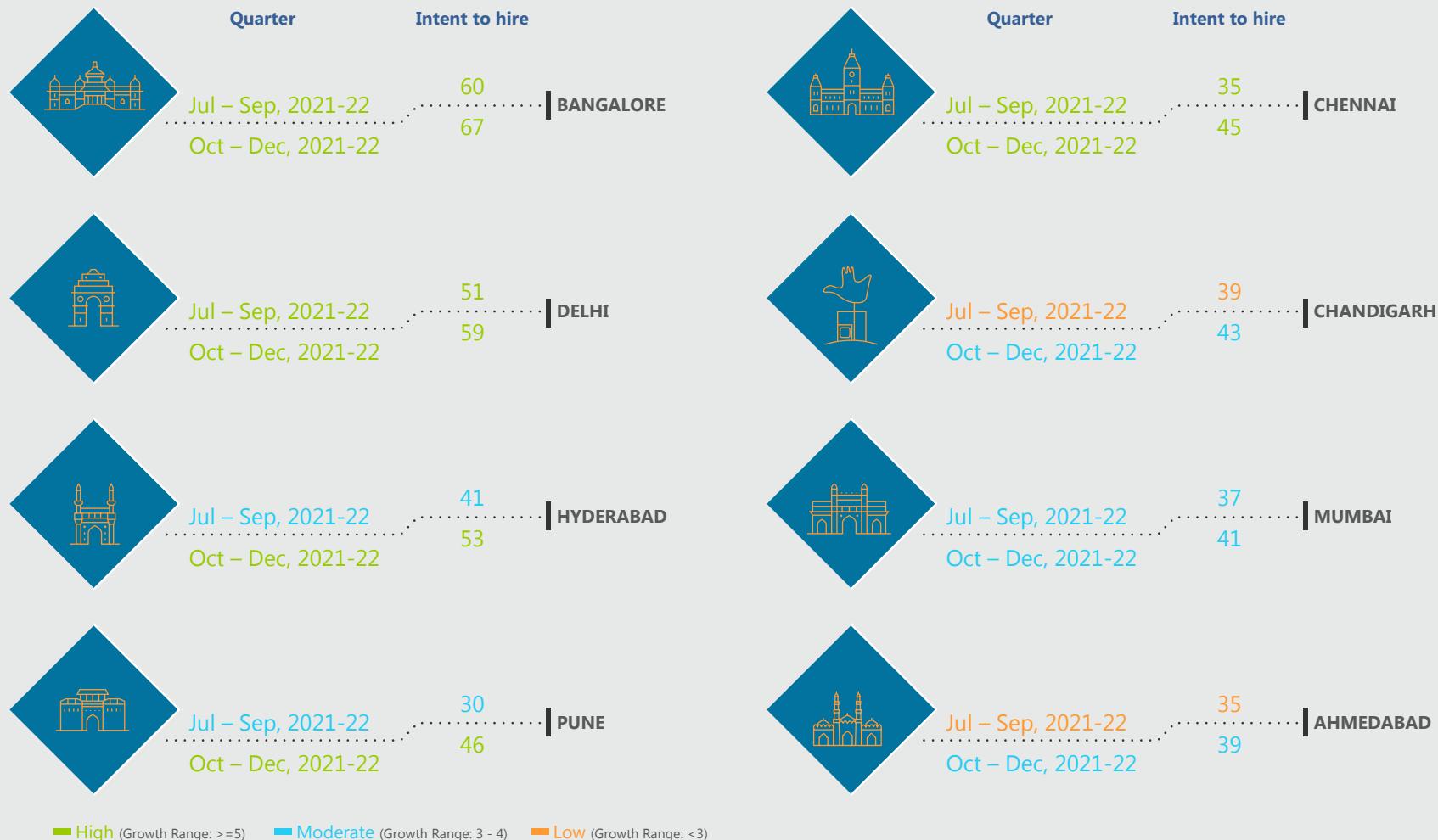
Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22 Oct-Dec, 2021-22	12 15
		Travel & Hospitality <p>Oyo plans to double its tech workforce and plans to hire more than 150 technology professionals, including software developers, engineers, product managers, designers, data scientists, full-stack teams, android and iOS developers, with key skill sets and expertise in the areas of machine learning, data engineering and information security, and many roles across entry- to senior leadership-level roles this quarter.</p>

■ High (Growth Range: >=5) ■ Moderate (Growth Range: 3 - 4) ■ Low (Growth Range: <3)

TeamLease survey, July and August, 2021

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

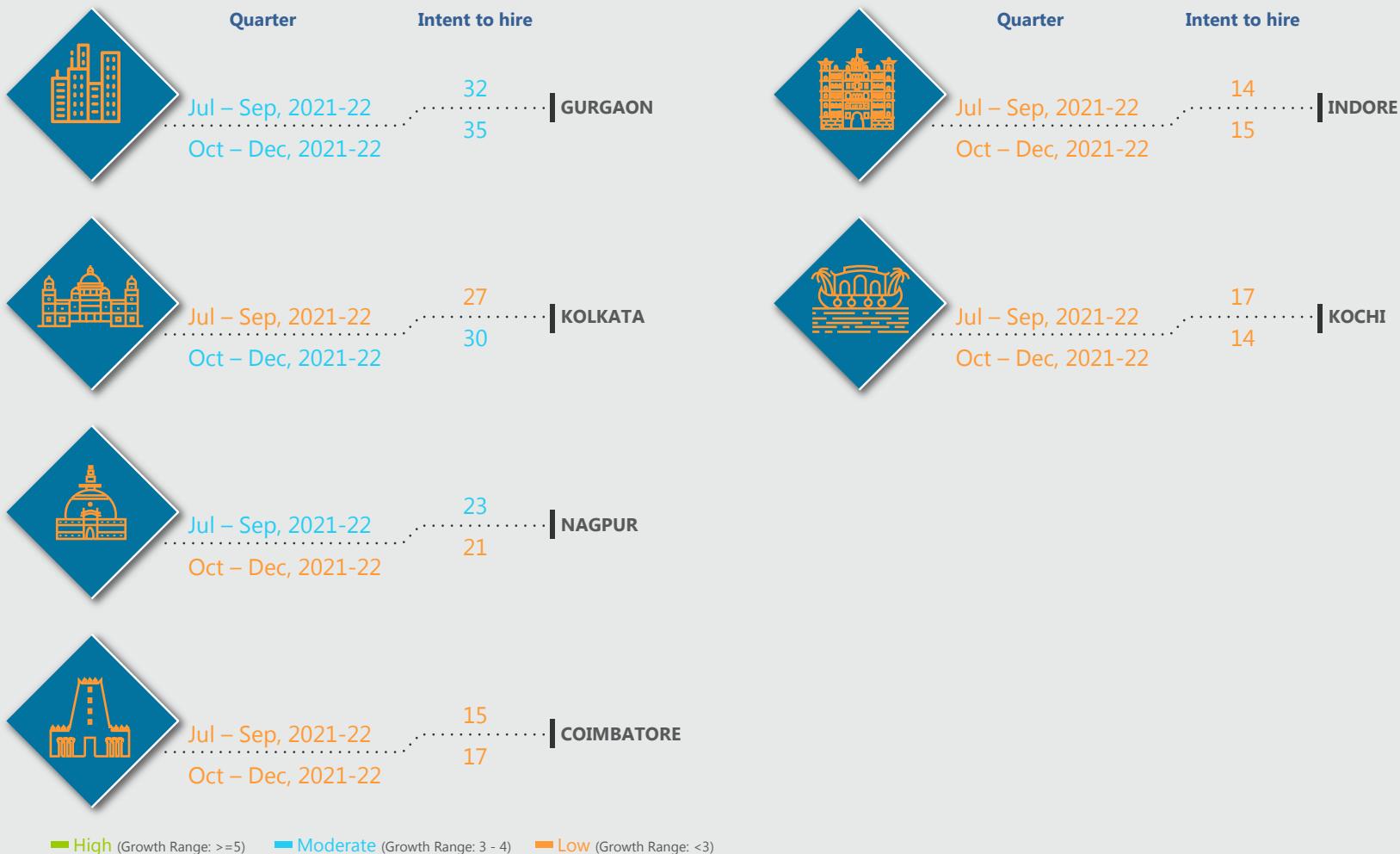
City-wise Analysis



TeamLease survey, July and August, 2021

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 650 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



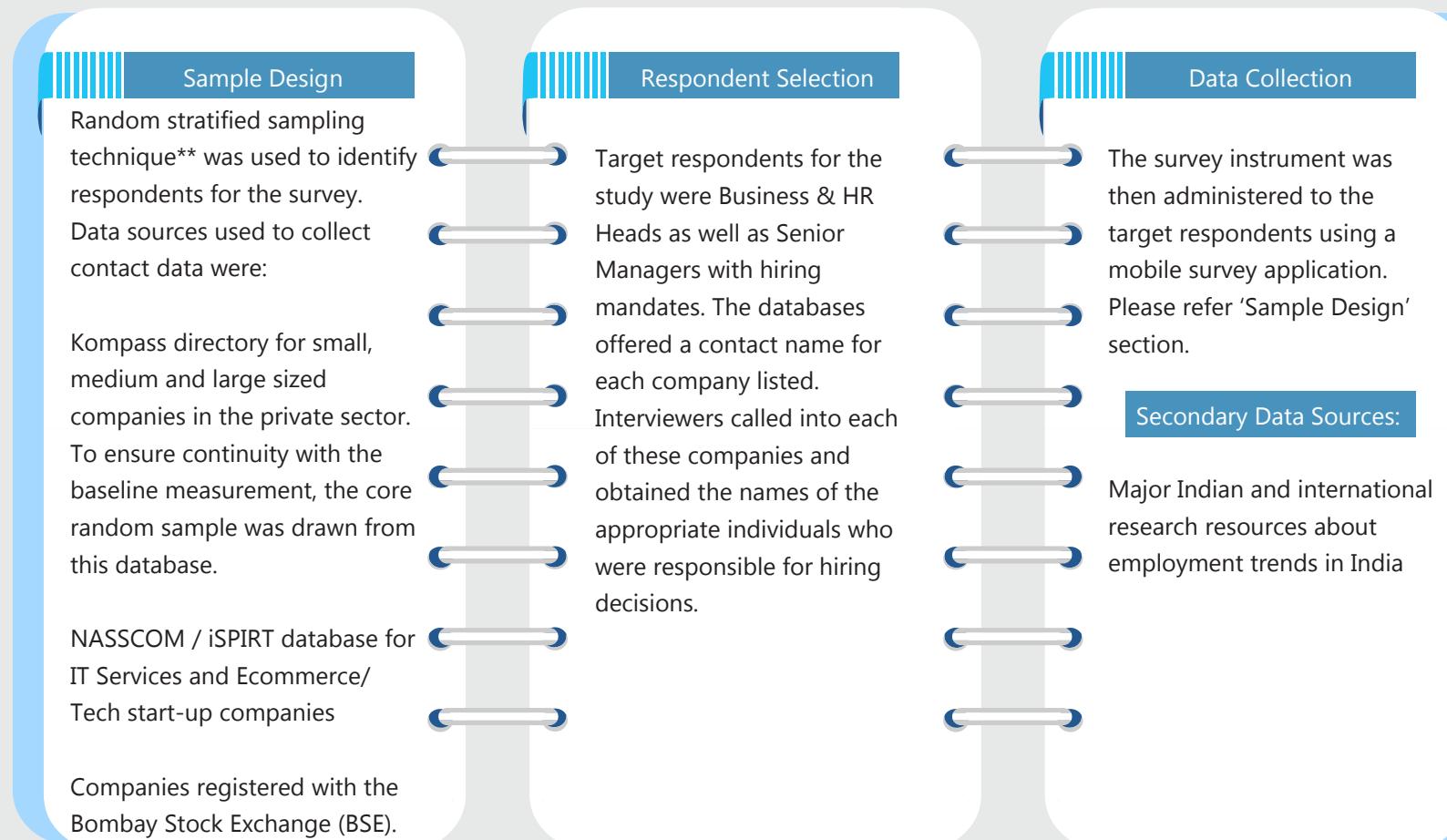
TeamLease survey, July and August, 2021

The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 650 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



Annexure- 2

Sample Design

Business Size	Small	Medium	Large	Total
	[Up to 500 employees]	[500-5000 employees]	[>5000 employees]	
No. of Businesses	327	204	119	650

Sectors	Manufacturing	Services	Technology	Total
	No. of Businesses	163	348	
No. of Businesses	163	348	139	650

Total Employers: 650 Respondents

Sectors	Manufacturing	Services	Technology	Total
	1	2	4	
Africa	1	2	4	7
Americas	2	6	6	14
APAC	5	5	7	17
Europe	2	3	3	8
Middle East	2	3	4	9

Total Employers: 55 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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