



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.

Preface	01
Intent to Hire	02
Executive Summary	03
Highlights	09
Outlook Trends by Sector and City	16
Spotlight	25
Annexure- 1	31
Annexure- 2	40

Q3: Oct - Dec, 2021-22

Employment Outlook Report

INTENT TO HIRE

Preface

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

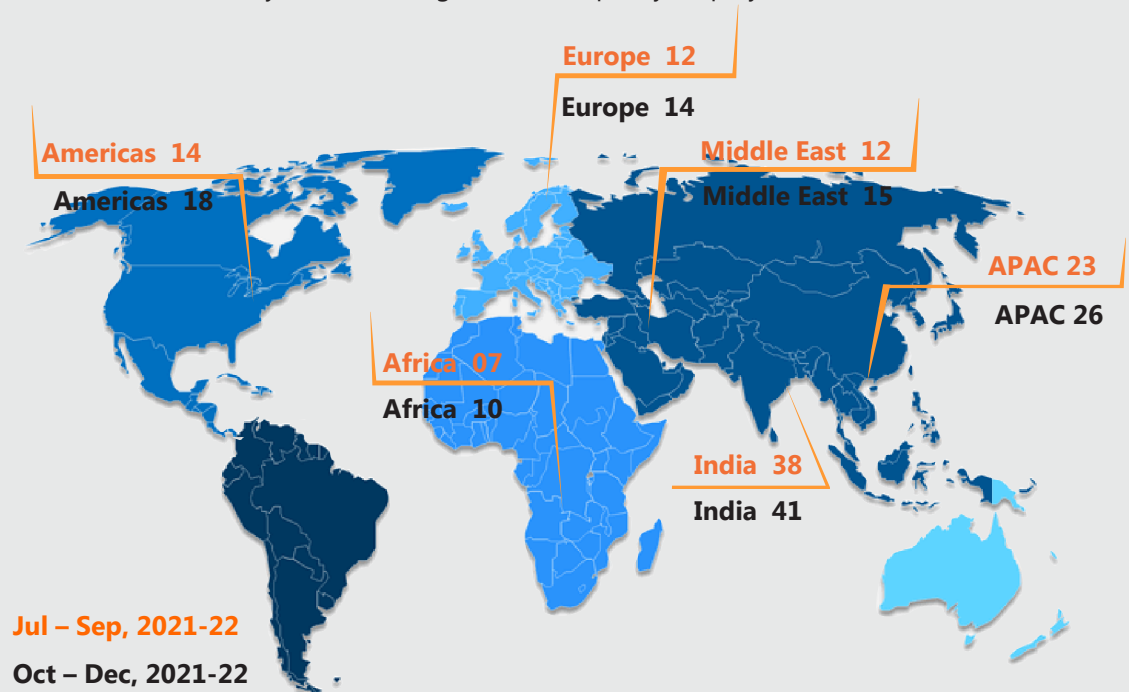
Executive Summary

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%



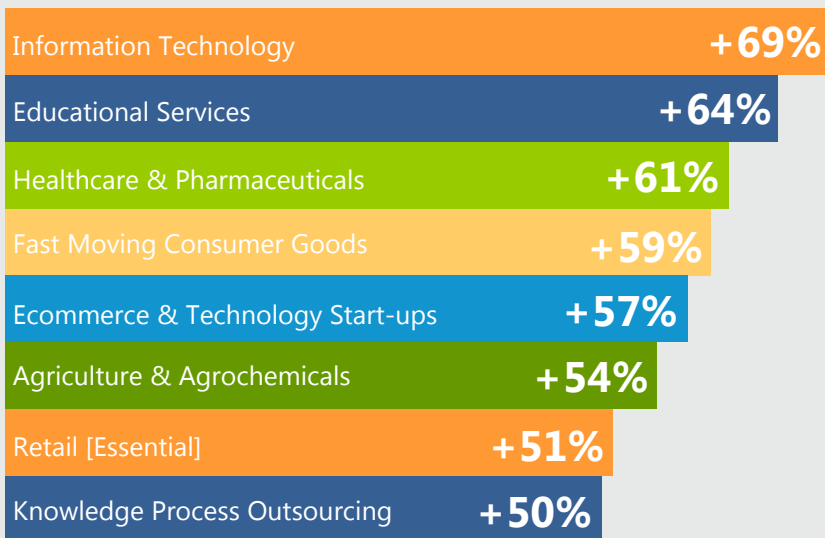
Executive Summary

Trend in India

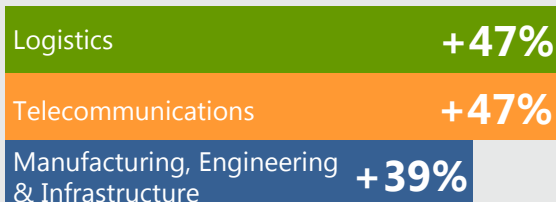
- A near-**10%** growth in GDP during the current fiscal is propelling employer sentiment for the coming quarter. However, this comes on the back of a very low base, and sustaining a growth upwards of **8%** in the years to come would still be a challenge for India.
- The RBI expects the GDP growth in 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:



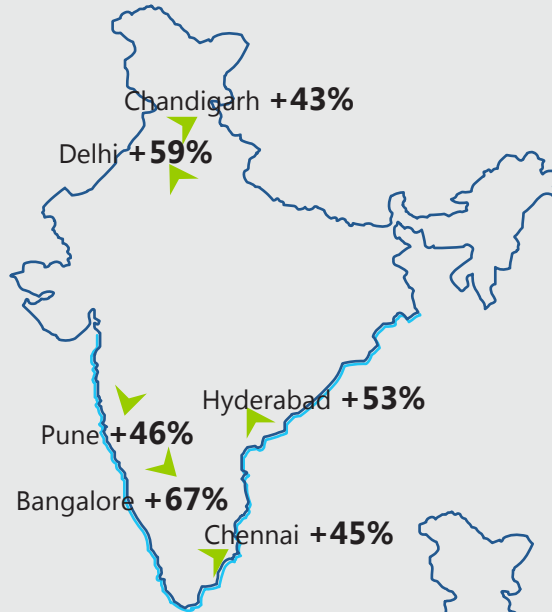
Sectors with Moderate Intent to Hire:



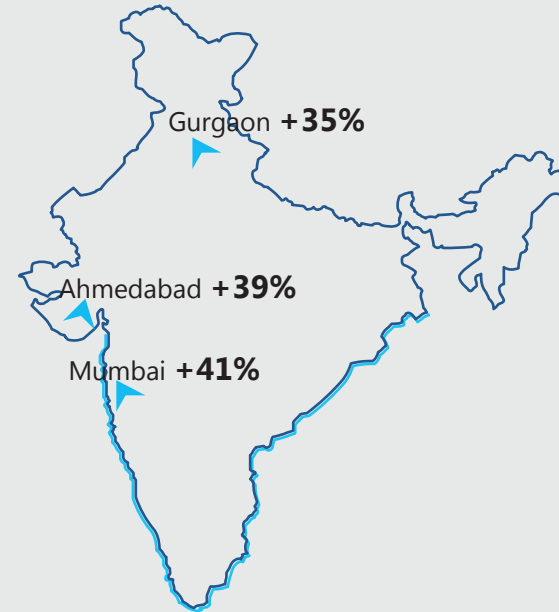
Executive Summary

Trend by City

Cities with **High** Intent to Hire:

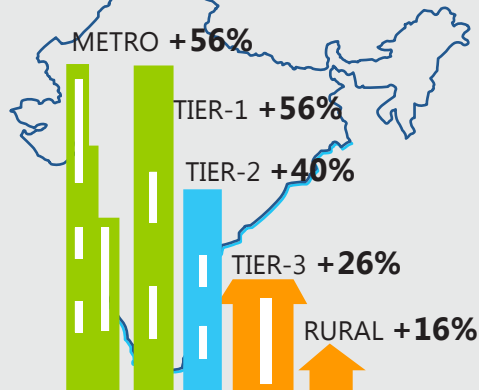


Cities with **Moderate** Intent to Hire:



Trend by Geography

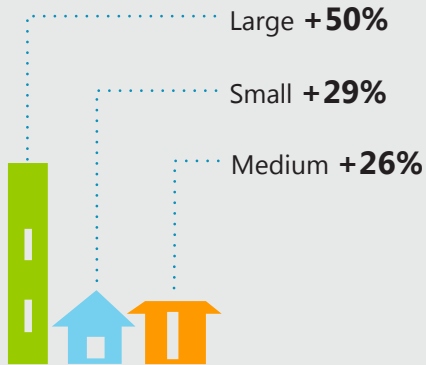
Intent to Hire:



Executive Summary

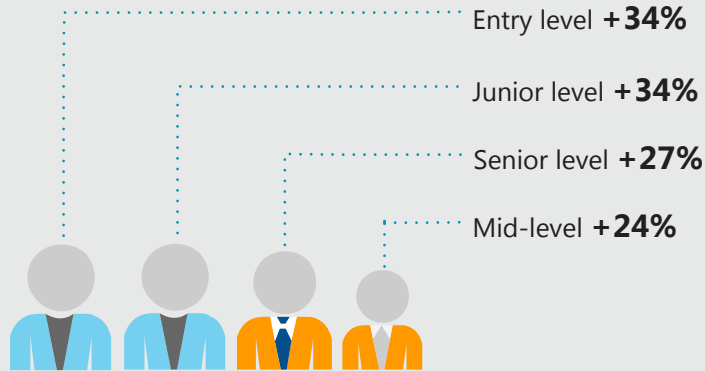
Trend by Business Size

Intent to Hire:



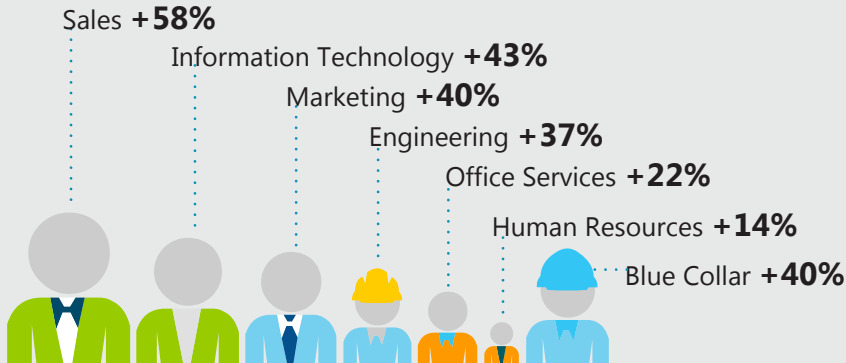
Trend by Job Level

Intent to Hire:



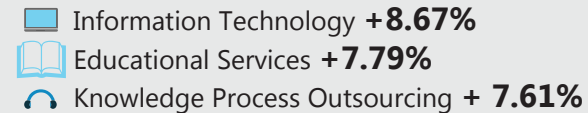
Trend by Function

Intent to Hire:

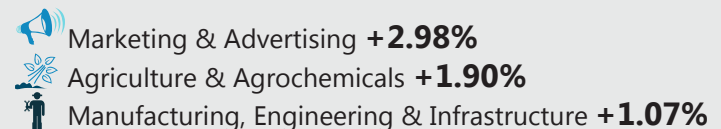


Attrition Trend

Biggest gainers of the downward trend:



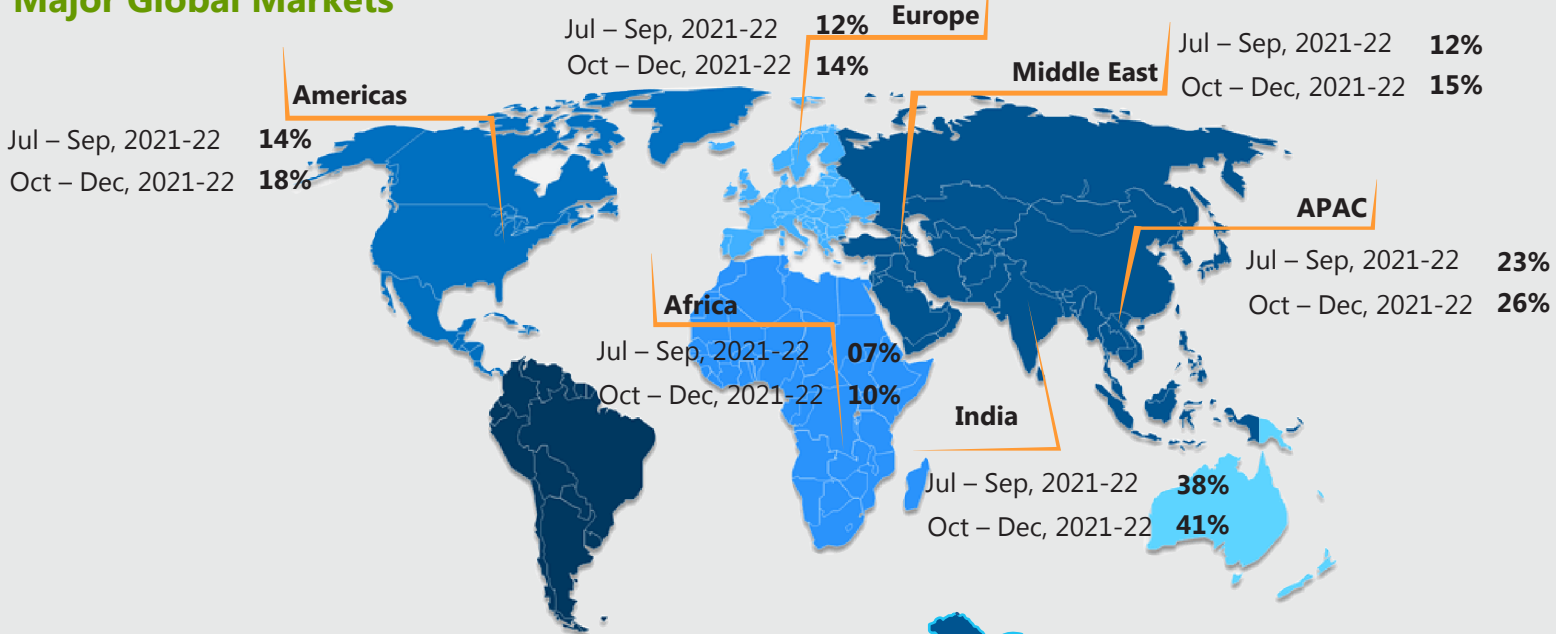
Smaller drop in attrition rates:



Executive Summary

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

Major Global Markets



Jul – Sep, 2021-22
Healthcare & Pharmaceuticals **60%**
Information Technology **58%**

India: Top Sectors

Oct – Dec, 2021-22
Information Technology **69%**
Educational Services **64%**



India: Top Cities

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)
 Africa	10	07	+3
 Americas	18	14	+4
 APAC	26	23	+3
 Europe	14	12	+2
 Middle East	15	12	+3
 India	41	38	+3

- Pandemic induced uncertainty, and regional resurgences notwithstanding a worldwide recovery – 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



- 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.
- As per the Central Bank, healing of pandemic scars and a restoring of supply conditions with productivity gains, alongside sustained easing of core inflation, will reinforce the growth potential of monetary policy and kick in further economic growth.
- 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.
- Robust GST collections (of over Rs 1 lakh crore) and e-way bill generation, and recovery of the manufacturing PMI indicate increasing momentum of business.
- Indian economy's continued growth – and therefore sustained job creation – depends upon the ability of the country to prevent more variants of the virus from taking root and grappling with the endemic nature of the pandemic that has set in.

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*



- 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.

*Geographical areas are locations where hiring takes place
**Please refer Bibliography and Definitions

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.

Intent to Hire Trends: Q3, 2021-22

by Business Size**



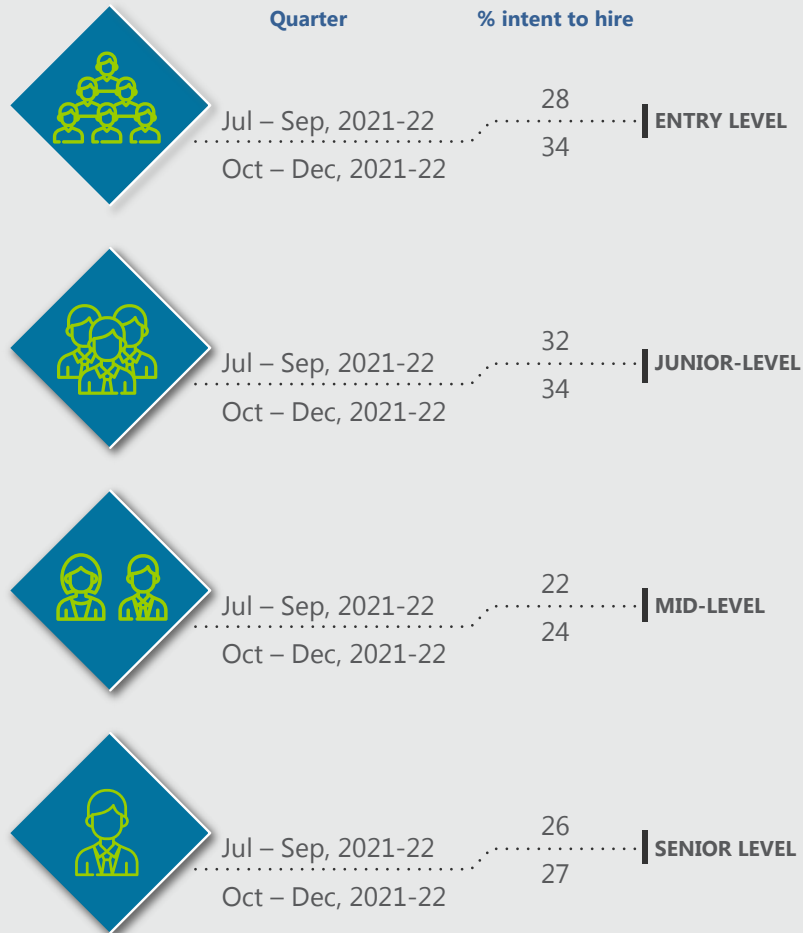
- Considerations of back to work and hybrid work models, following accelerated and large scale vaccination campaigns across the country have boosted hiring intent in general across different business sizes.
- Scale efficiencies propel a significantly higher proportion of large businesses to plan for 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)

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.

Intent to Hire Trends: Q3, 2021-22

by Job Level*



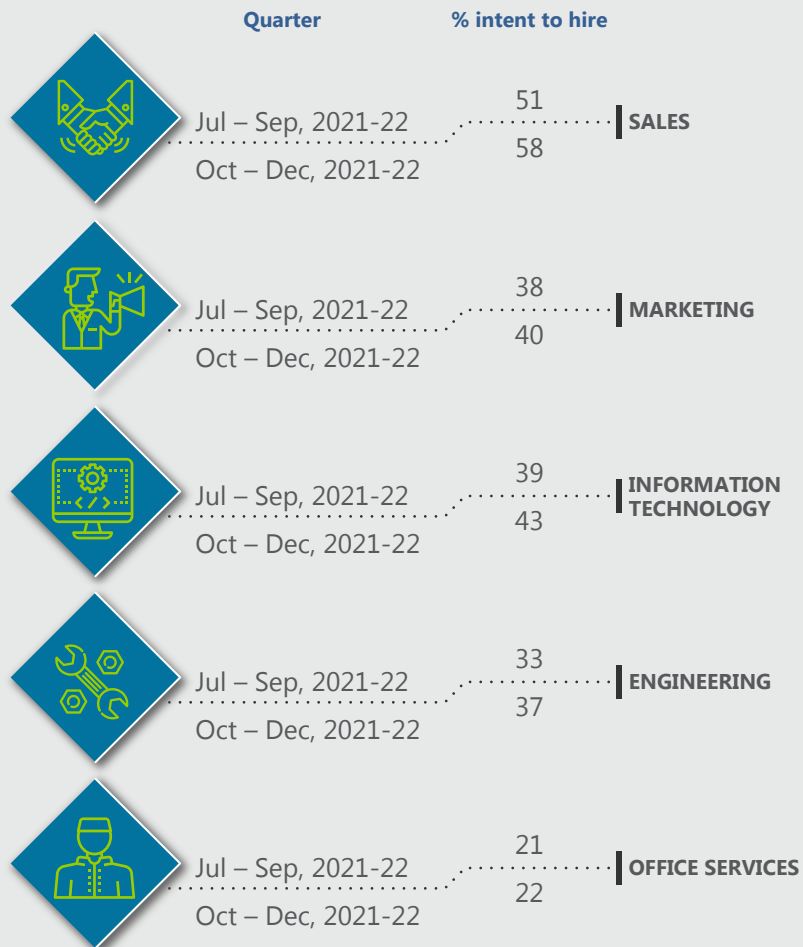
- Entry level hiring intent outpaces other categories of job level, thanks to the emerging possibilities of returning to the workplace and of hybrid work. Having put business operations in place and with steadily increased pace, businesses are looking to optimize costs with fresher hiring.
- Hiring seems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

*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.*

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

Intent to Hire Trends: Q3, 2021-22

by Function*



- 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.

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.

*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








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 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















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.

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

Job Market Sweet Spots

City-Sector

		Manufacturing Sectors					
Cities		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

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.

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

Job Market Sweet Spots

City-Sector

Cities		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

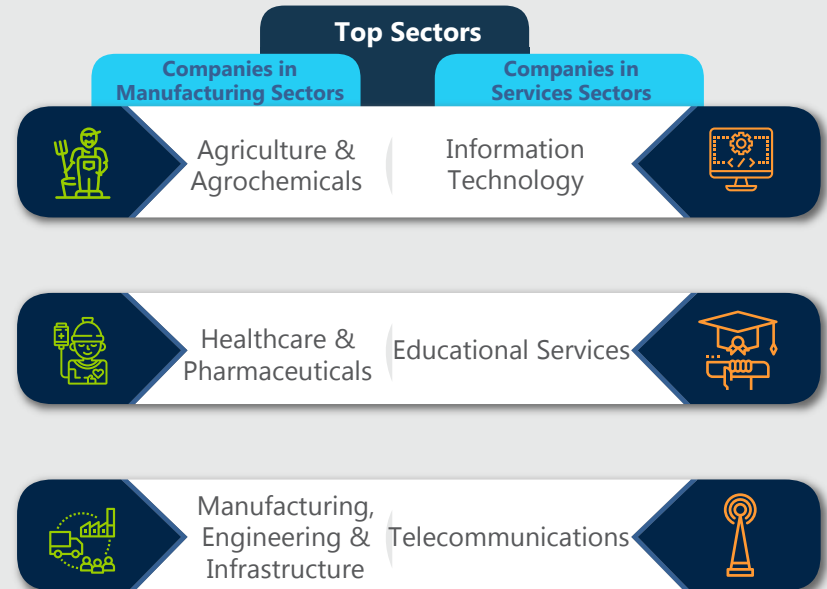
TeamLease survey, July and August, 2021

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.

NNote: 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



Job Market Sweet Spots

Functions-Sector

Manufacturing Sectors						
Functions	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						

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.

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

Job Market Sweet Spots

Functions-Sector

Service Sectors															
Functions	TEL	IT	FS	RET [E]	RET [NE]	EC&TS	M&E	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															

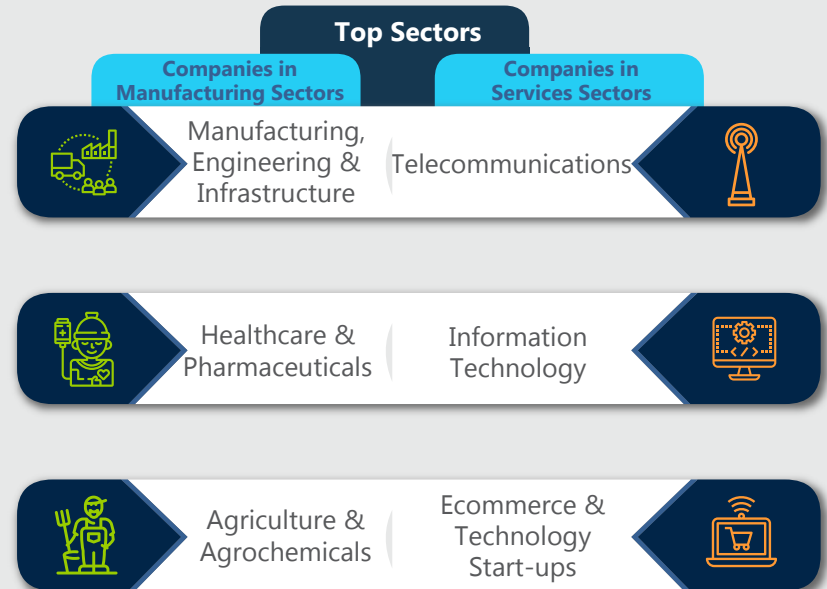
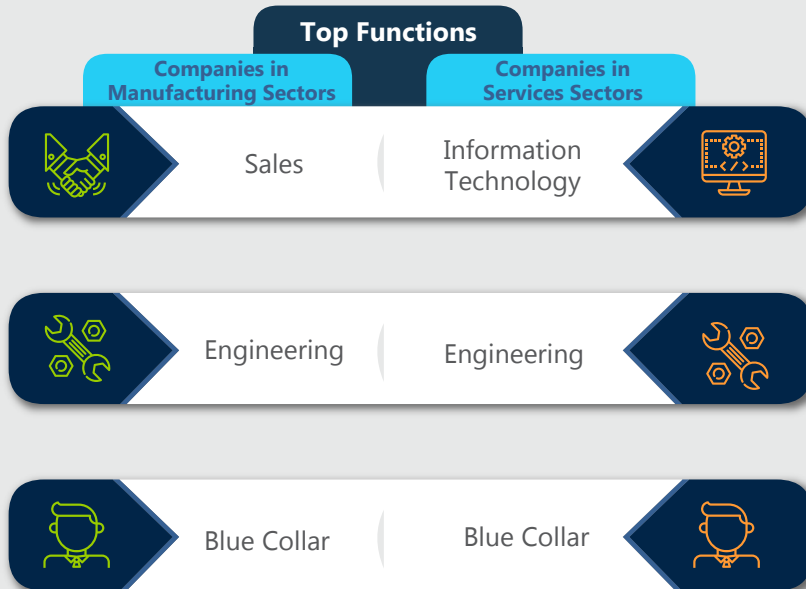
TeamLease survey, July and August, 2021

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.

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

Job Market Sweet Spots

Functions-Sector – The top 3 Functions and Sectors

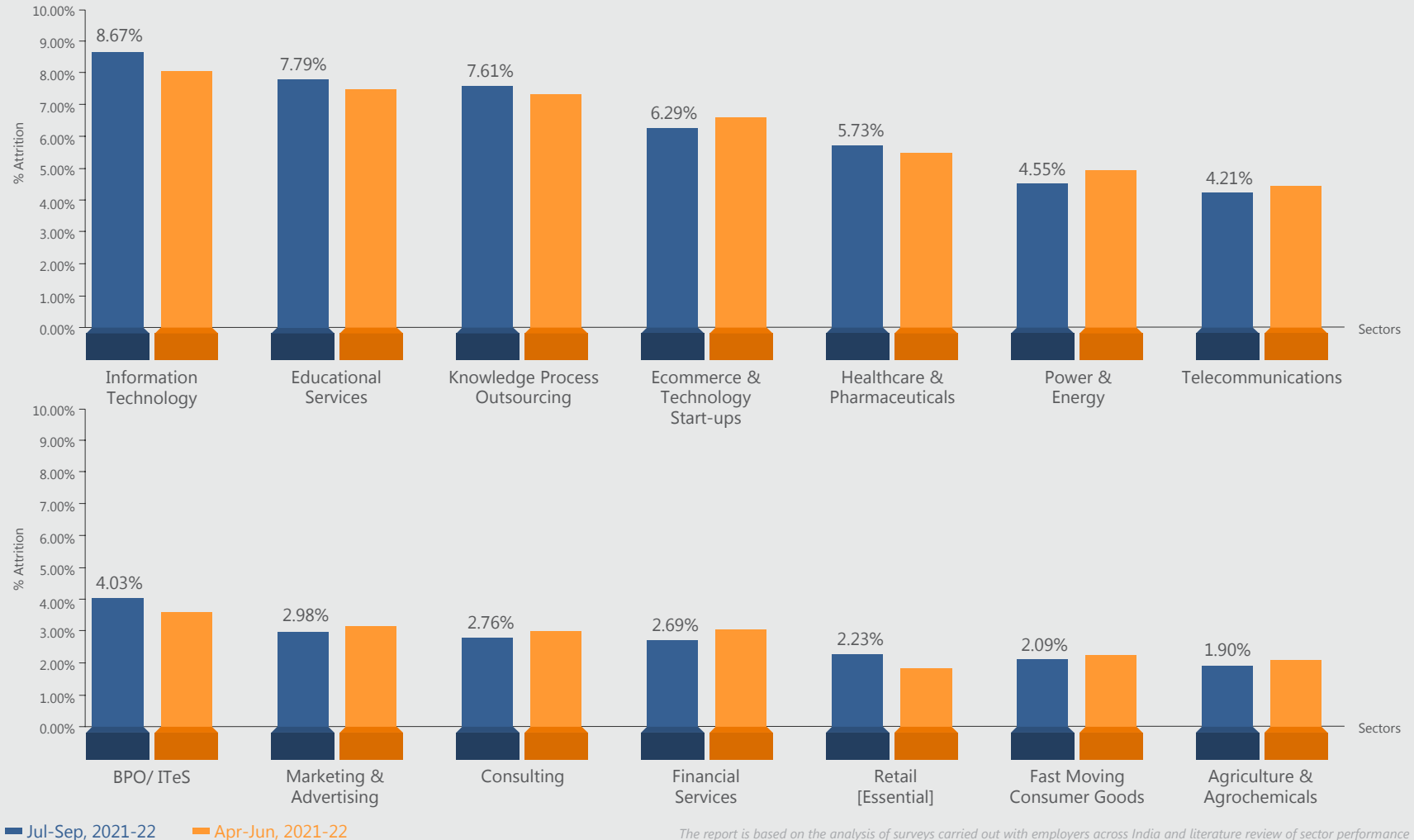


Spotlight

Attrition Trends

Attrition Trends

Jul-Sep, 2021-22

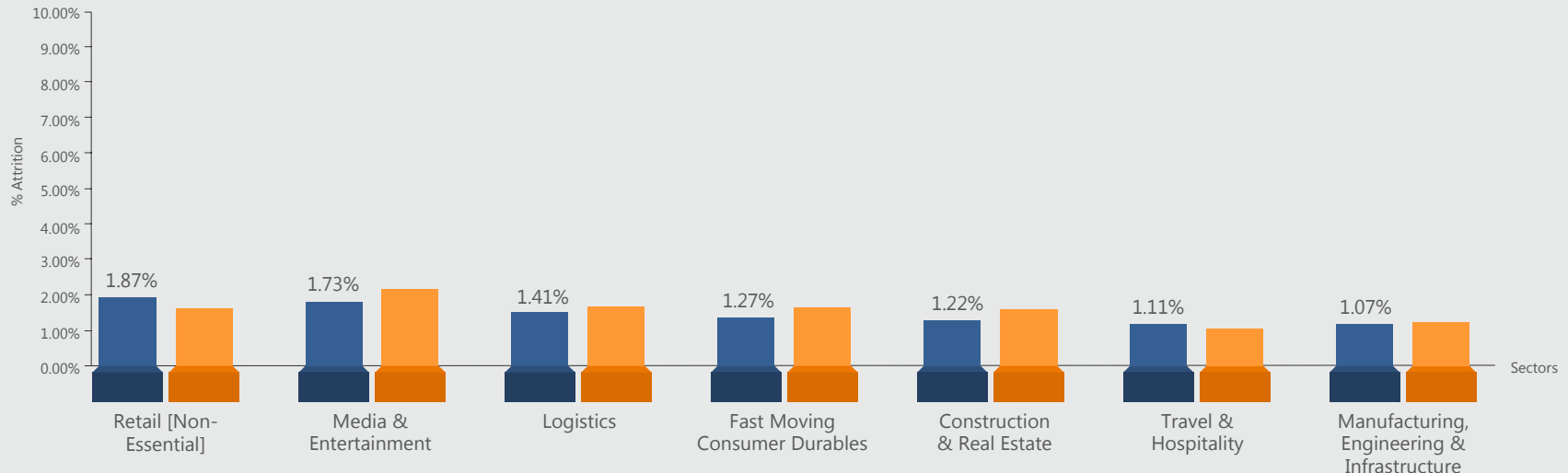


The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 650 small, medium and large businesses across 14 cities and 21 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

TeamLease survey, July and August, 2021

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.



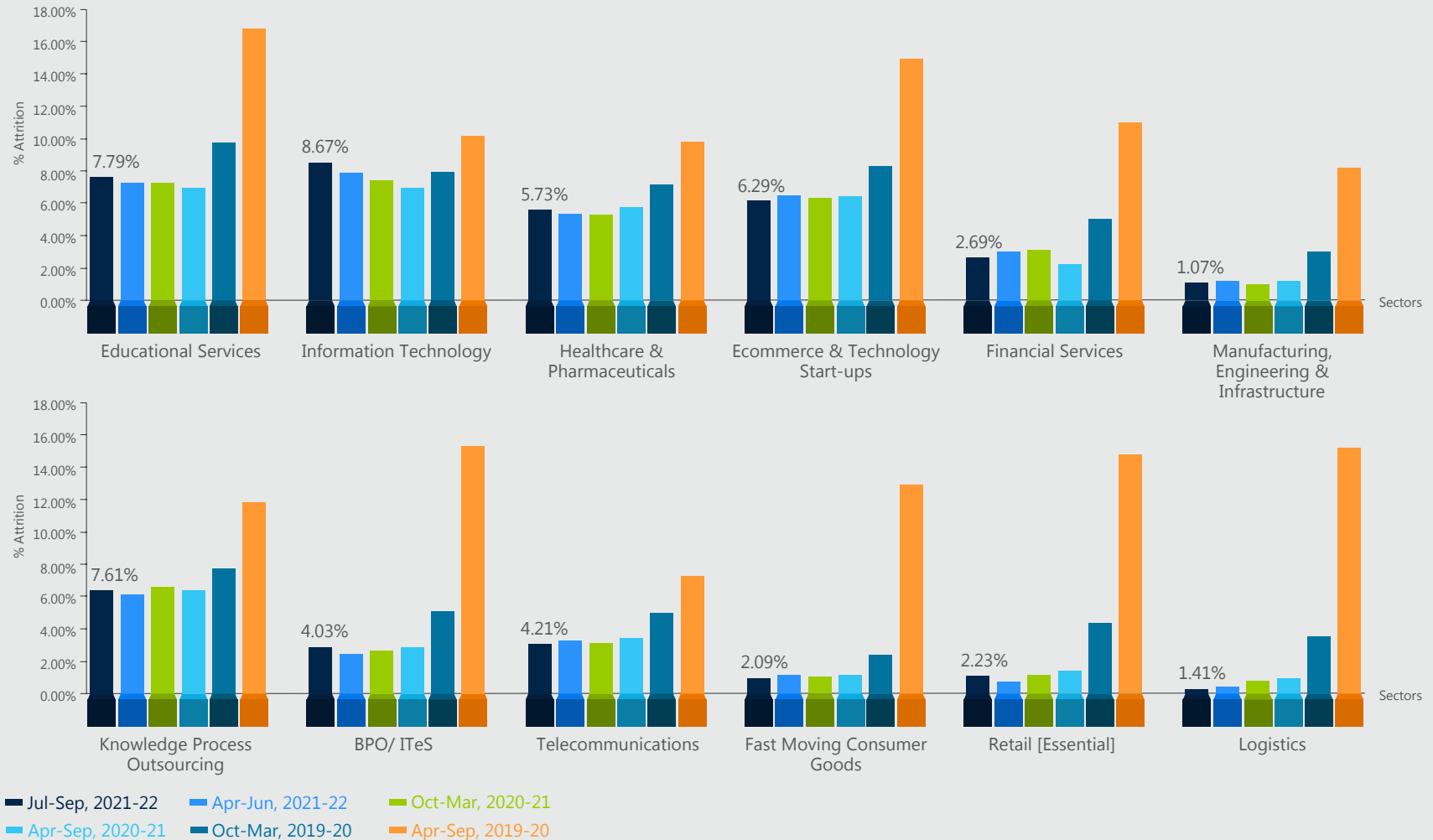
■ Jul-Sep, 2021-22 ■ Apr-Jun, 2021-22

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.

Attrition Trends

Past 2 Quarters and 4 HYs [Fiscal]

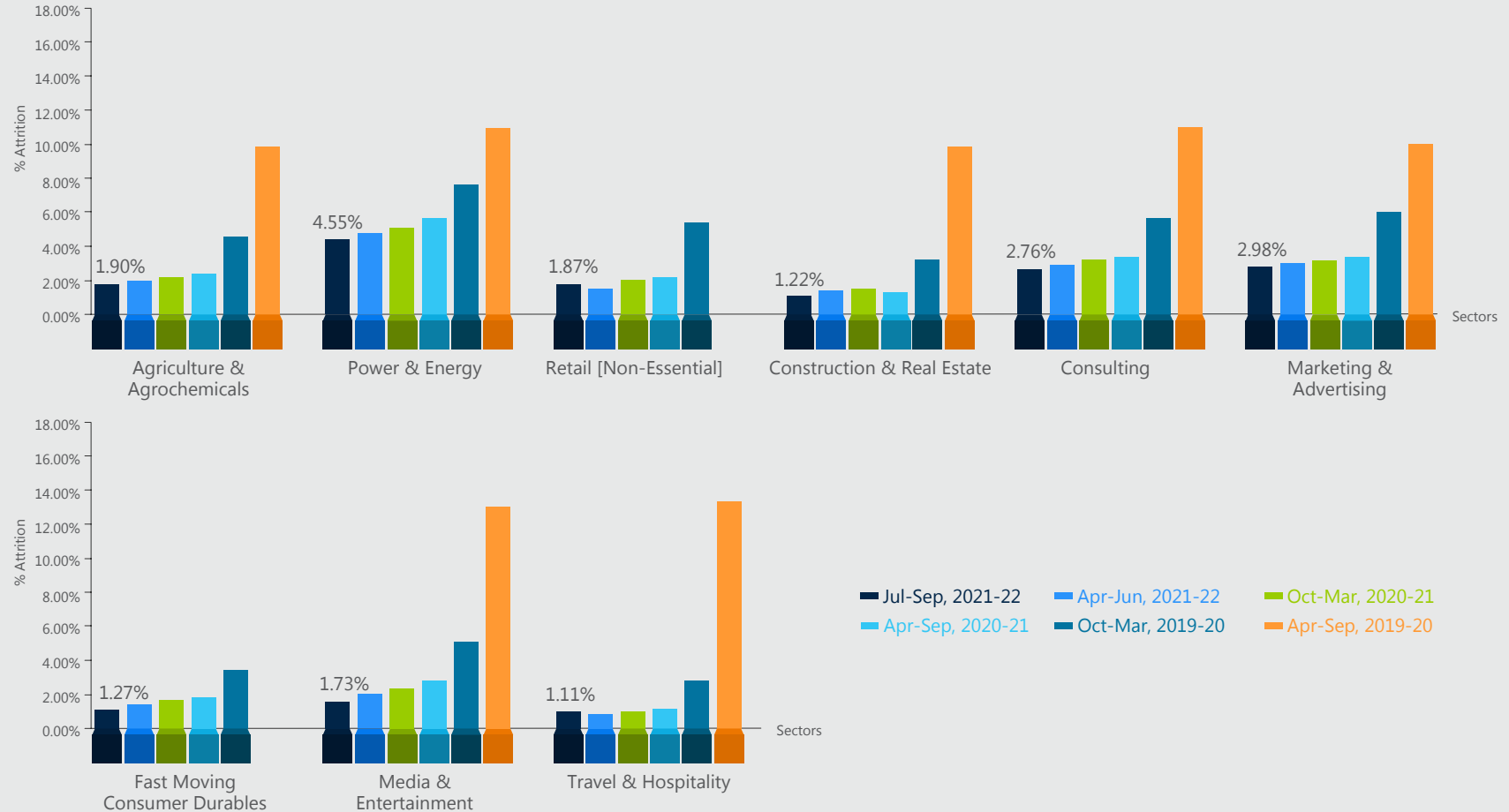


The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 650 small, medium and large businesses across 14 cities and 21 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

TeamLease survey, July and August, 2021

Attrition Trends

Past 2 Quarters and 4 HYs [Fiscal]



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.

TeamLease survey, July and August, 2021

Attrition Trends

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.

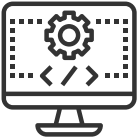


The report is based on the analysis of surveys carried out with employers across India and literature review of sector performance prognosis. Respondents from 650 small, medium and large businesses across 14 cities and 21 sectors have been surveyed for this edition of the report. All findings are reported as percentages of total respondents at the specific levels of analysis.

TeamLease survey, July and August, 2021

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.
	Oct-Dec, 2021-22	69	
	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.
	Oct-Dec, 2021-22	64	
	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
	Oct-Dec, 2021-22	61	
	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	59	

■ **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.

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.
	Oct-Dec, 2021-22	57	
	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.
	Oct-Dec, 2021-22	54	
	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)
	Oct-Dec, 2021-22	51	
	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.
	Oct-Dec, 2021-22	50	

■ 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.

Sector-wise Analysis



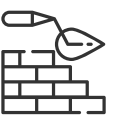

	Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22	44	Logistics The Walmart-owned company has also bolstered its last-mile delivery capabilities by adding more than 1,000 delivery hubs, while also expanding its partnership with kiranas. 100% FDI is allowed under the automatic route in Roadway and Railway sector. Logistics startup CriticalLog 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.
	Oct-Dec, 2021-22	47	
	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.
	Oct-Dec, 2021-22	47	
	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.
	Oct-Dec, 2021-22	39	
	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.
	Oct-Dec, 2021-22	38	

■ 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.

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.
	Oct-Dec, 2021-22	37	
	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.
	Oct-Dec, 2021-22	31	
	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.
	Oct-Dec, 2021-22	30	
	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.
	Oct-Dec, 2021-22	27	

■ **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.

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.
	Oct-Dec, 2021-22	27	
	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.
	Oct-Dec, 2021-22	23	
	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.
	Oct-Dec, 2021-22	20	
	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

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.

Sector-wise Analysis

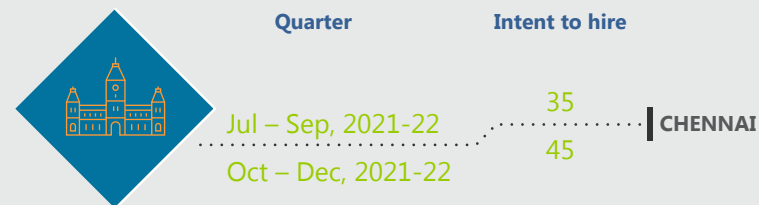
	Quarter	Intent to Hire	Sectoral Impact
	Jul-Sep, 2021-22	12	Travel & Hospitality Oyo plans to double its tech workforce and plans to hire more than 150 technology professionals, including software developers, engineers, product managers, designers, data scientists, full-stack teams, android and iOS developers, 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.
	Oct-Dec, 2021-22	15	

■ 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

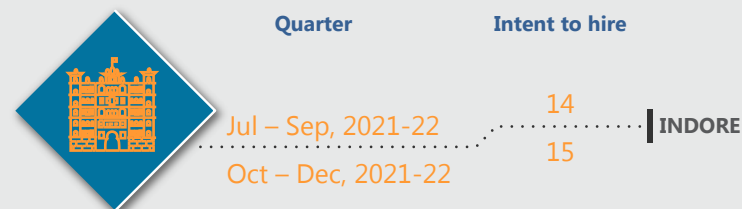
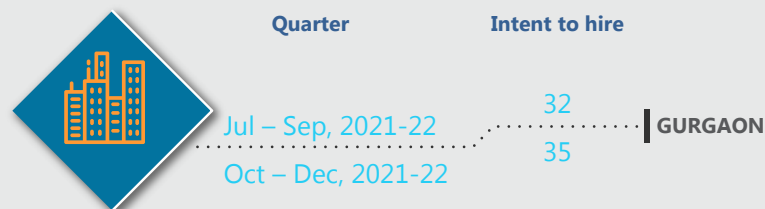


■ High (Growth Range: >=5)
 ■ Moderate (Growth Range: 3 - 4)
 ■ Low (Growth Range: <3)

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.

TeamLease survey, July and August, 2021

City-wise Analysis



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

TeamLease survey, July and August, 2021

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

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

India

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

India

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

Total Employers: 650 Respondents

Global

Sectors	Manufacturing	Services	Technology	Total
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

MEI	Manufacturing, Engineering and Infrastructure
AGCH	Agriculture and Agrochemicals
P&E	Power & Energy
IT	Information Technology
EC&TS	Ecommerce and Tech Start-ups
FMCG	Fast Moving Consumer Goods
FMCD	Fast Moving Consumer Durables
FS	Financial Services
RET [E]	Retail [Essential]
RET [NE]	Retail [Non-Essential]
M&E	Media & Entertainment
C&RE	Construction and Real Estate
T&H	Travel and Hospitality
ES	Educational Services
BPO	Business Process Outsourcing
KPO	Knowledge Process Outsourcing
TEL	Telecommunications
H&P	Healthcare and Pharmaceuticals
CON	Consulting
LOG	Logistics
M&A	Marketing and Advertising

Short Form

City

AHM	Ahmedabad
BNG	Bangalore
CHN	Chennai
DEL	Delhi
HYD	Hyderabad
KOL	Kolkata
MUM	Mumbai
PUN	Pune
CHD	Chandigarh
COM	Coimbatore
GUR	Gurgaon
IND	Indore
KOC	Kochi
NPR	Nagpur

Annexure- 2

Bibliography

Qentelli announces expansion in India, to hire 500 people, People Matters, September 2021

RBI predicts economy stopped shrinking in Oct; projects growth in Q3, Q4, Business Today, September 2021

Zoho to add 2000 rural talent in its team, People Matters, September 2021

AppsForBharat raises US\$ 10 million from Elevation Capital, others, IBEF, September 2021

PharmEasy to hire over 200 engineers for upcoming development centres in Hyderabad, Pune, and NCR, YourStory, September 2021

[Funding alert] Healthtech startup Ayu Health raises \$6.3M from Vertex Ventures, Stellaris VP, YourStory, September 2021

PharmEasy to hire 200+ engineers; to launch new development centers in Hyderabad, Pune & NCR, People Matters, September 2021

Amazon plans to hire 8,000 direct workforce in India this year, Times of India, September 2021

Fynd to hire for 280+ engineers & other positions in 2021, People Matters, August 2021

On track to have over 4.2 lakh sellers, MSMEs by December 2021: Flipkart, Economic Times Retail, September 2021

Village commerce tech startup 1Bridge raises \$2.5 mn in fresh funding round, Business Standard, August 2021

Koo to raise headcount to 500 in one year; to hire for engineering, product, community management, YourStory, September 2021

apna.co to strengthen team by hiring +250 new employees by end of this quarter, People Matters, August 2021

OYO to hire 300+ tech professionals over the next 6 months for multiple roles, People Matters, August 2021

'Banking, financial, insurance sector to hire 3 lakh this fiscal', The Hindu, August 2021

HDFC Bank plans hiring 500 executives to expand MSME vertical, BusinessToday, August 2021

MediaTek to scale up R&D in India, plans hiring across board by March, Outlook India, September 2021

Union Cabinet Clears Rs 26,000 Crore Scheme To Amplify Automobile Production, Increased Focus On Electric Vehicles, Outlook India, September 2021

Cabinet approval of INR 26,000 cr PLI for auto sector will promote local EV manufacturing, say industry leaders, Economic Times Auto, September 2021

IKEA to launch India's first City Store in Mumbai, Economic Times Retail, August 2021

Xiaomi announces 100+ new exclusive retail stores in India, IBEF, September 2021

Samsung partners NSDC to train 50,000 youth for electronics retail sector, IBEF, August 2021

Netcore Cloud plans to hire over 800 professionals by 2022, Economic Times Telecom, September 2021

SleepyCat raises \$3.8 mn from Saama Capital, DSG Consumer Partners, Sharrp Ventures, Economic Times Retail, August 2021

Agritech startup BharatAgri raises \$6.5 million from Omnivore, India Quotient, Economic Times, September 2021

Chemicals Industry and Exports, IBEF, September 2021

White goods industry dishes out ? 5,866-crore investment plan, Economic Times, September 2021

DMart enters Haryana market with 94,000 sq ft store in Faridabad, Economic Times Retail, September 2021

FMCG Industry in India, IBEF, September 2021

Sahara Frozen Foods inaugurates food processing unit in Madhya Pradesh, Projects Today, September 2021

Sunteck Realty plans JDA to develop 10 million sq ft in Mumbai, Economic Times Realty, September 2021

Arvind SmartSpaces raises Rs 85 crore from investors, Economic Times Realty, September 2021

Data Science Hiring Process At Gupshup, Analytics Indiamag, September 2021

Tredence To Hire Over 1,000 Analytics & Engineering Professionals By 2022, Analytics Indiamag, July 2021

Flipkart adds 66 warehouses, sortation centres, creates 1.15 lakh seasonal job opportunities, Economic Times Retail, September 2021

Logistics startup CriticaLog set to raise Rs 150 crore to fuel expansion, Deccan Herald, September 2021

Lee Fixel's Addition invests over \$75 million in Delhivery, Techcrunch, September 2021

PepsiCo India extends partnership with CSC, to list products in 3 more states on Grameen eStore, IBEF, August 2021

These are the hottest fintech and crypto jobs in India right now, Business Insider, April 2021

Maharashtra: State signs MoU worth Rs 35,000 crore in renewable energy sector, Indian Express, September 2021

Solar power projects create employment in Uttar Pradesh, India Tv News, August 2021

UK giant to trigger recruitment drive in India, News Intervention, August 2021

Kotak, IISc to set up AI, machine learning centre in Bengaluru, economicstimes, September 2021

Kamdhenu Group plans Rs 200 crore investment to expand paints biz; aims Rs 1000-crore revenue in 5 years, ETRetail, August 2021

Philips to invest Rs 300 cr; hire 1,500 people in India, BusinessToday.in, September 2021

GMR to invest over Rs 500 crore in Hyderabad Airport metro link project, ET Online, September 2021

L&T Construction bags 'significant' contracts for its various businesses, Economicstimes, August 2021

Mitsogo launches office in Chennai, will hire at least 250, HRK News Bureau, Sep 2021

Fujitsu Consulting to expand team by 600 this year, HRK News Bureau, Sep 2021

Brand Capital International Invests Initial US\$2M Into QYOU Media, TimesofIndia, Aug 2021

Gaming industry witness spike in hiring, The New Indian Express, September 2021

SuperGaming raises \$5.5 million in funding from Skycatcher, AET fund, Business Standard, August 2021

India to recover faster than others: Accor hotels, Social Jasoo, September 2021

Fortune Park Hotels to add 5 hotels in India by Dec 2022, OutlookIndia, September 2021

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.



TeamLeaseTM
Putting India to Work

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

