



Q4: Jan - Mar, 2022

# 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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# Employment Outlook Report

INTENT TO HIRE

# Preface

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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-4, 2021-22 [Jan, 2022 – Mar, 2022] on the basis of the survey and analysis carried out during October and November, 2021.

The survey covers 829 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

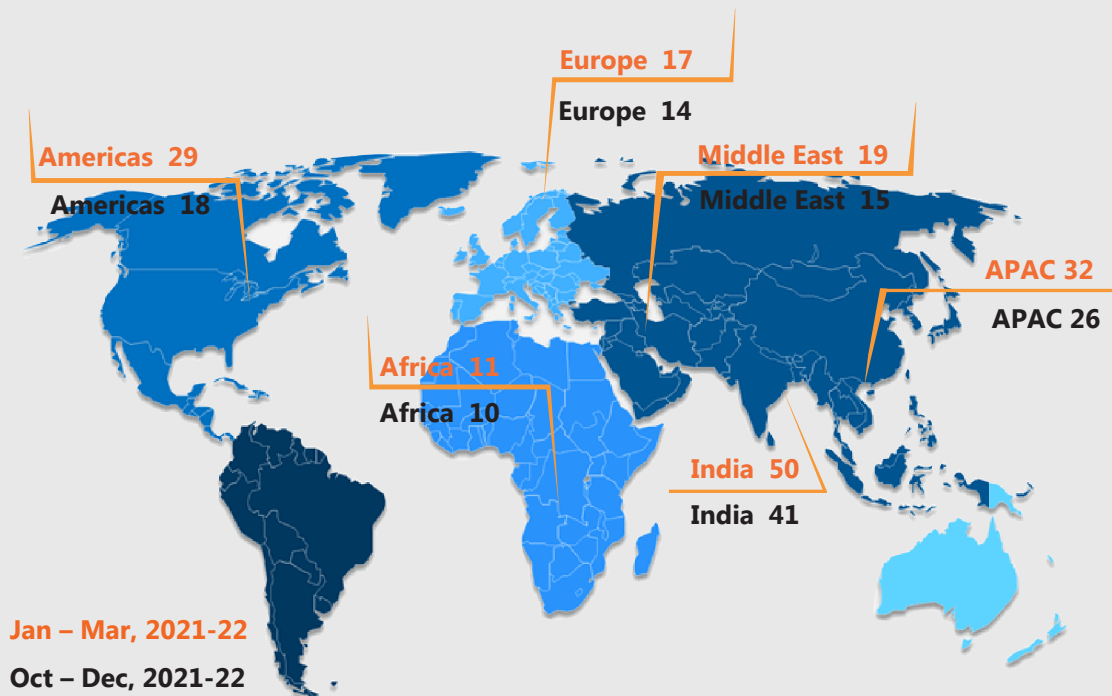
# Executive Summary

## Global Trend

- An uneven recovery of global job markets characterizes the outlook for the forthcoming quarter. While output projections by the IMF are stable across regions, advanced economies are projected to return to the pre-pandemic levels faster than developing economies. Rising demand for goods and services and labour pool shrinkage in specific regions improve hiring intent overcoming the worrisome prospects for new variants of Covid-19 that persist elsewhere.
- In the United States a demand spurt defies the phenomenon of the Great Resignation to significantly reduce unemployment levels. Canada is also projected to follow suit, resulting in a double-digit increase in the intent to hire for the entire region.
- Strong growth, coupled with employee churn in the technology sector, and optimism across sectors drive hiring intent up by a significant 9% for India. Still, the outlook needs to be read in the context of looming risk from a resurgent Omicron variant.

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

- Americas +11%
- APAC +6%
- Middle East +4%
- Europe +3%
- Africa +1%



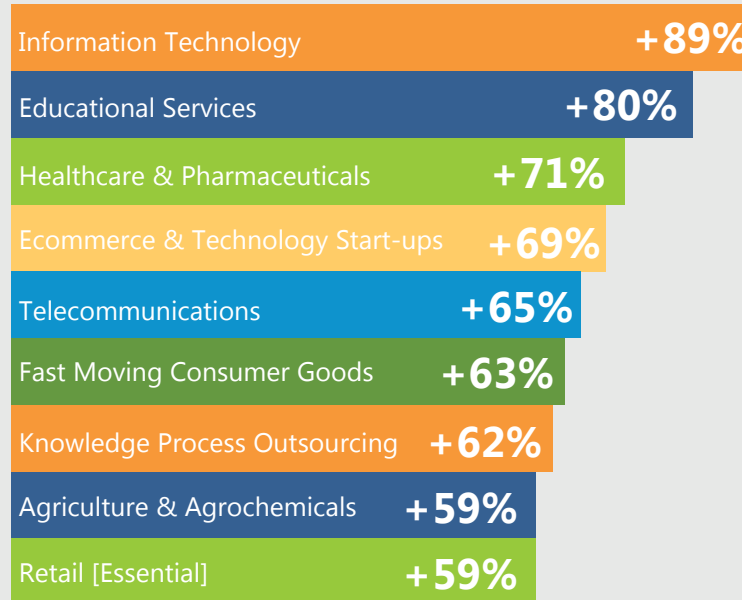
# Executive Summary

## Trend in India

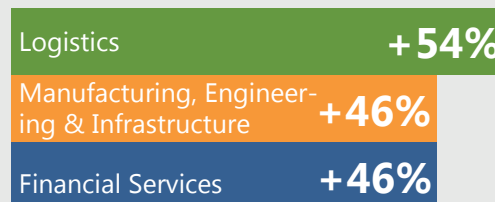
- A stable, although slightly lower GDP forecast (**8.5%**) for 2022 has spread considerable optimism across sectors. The increased hiring intent comes on the back of a k-shaped recovery (different sectors recovering at significantly different rates) and the formal economy delivering on increased demand
- An unprecedented churn in the technology sector (particularly in the IT and Knowledge Services sector, and to some extent in Ecommerce & Technology Start-ups) even while global demand for technology services from India surges sends hiring intent soaring for these sectors.
- Continued health of high frequency indicators, and the credit growth turning positive in case of large businesses rising exports also contribute to the growth in overall hiring intent.

## Trend by Sector

### Sectors with High Intent to Hire:



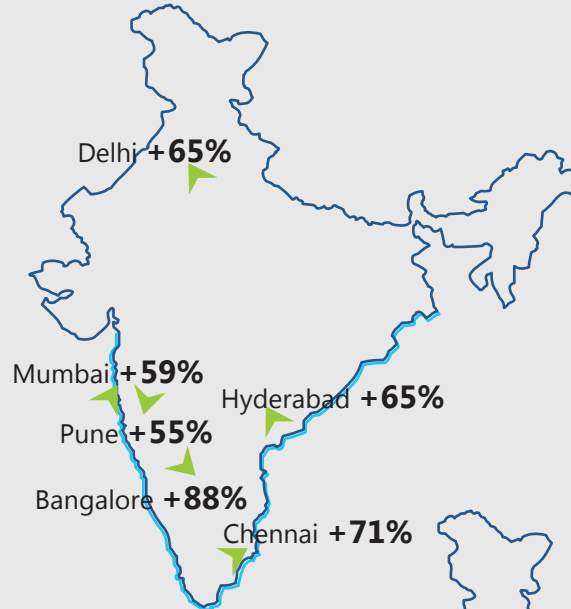
### Sectors with Moderate Intent to Hire:



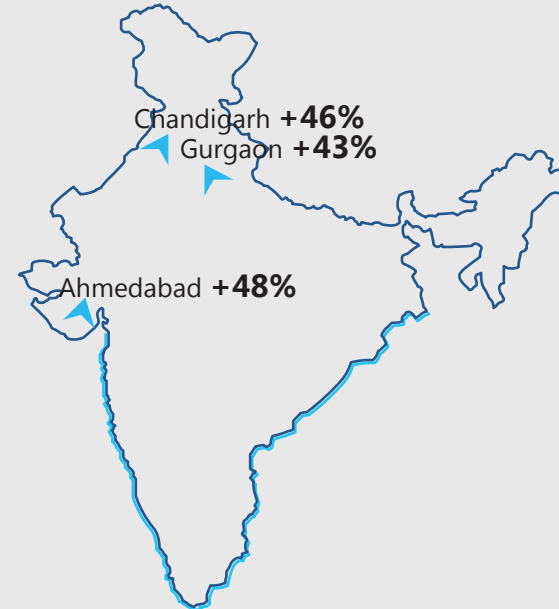
# Executive Summary

## Trend by City

Cities with **High** Intent to Hire:

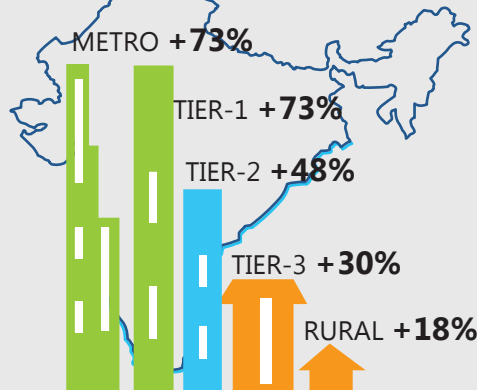


Cities with **Moderate** Intent to Hire:



## Trend by Geography

Intent to Hire:

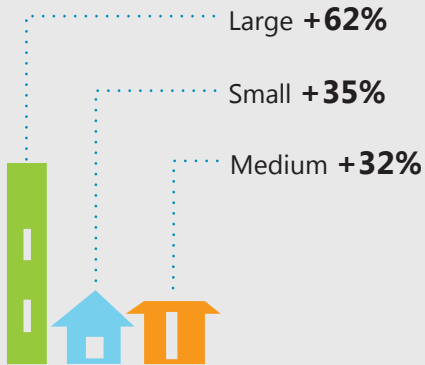




# Executive Summary

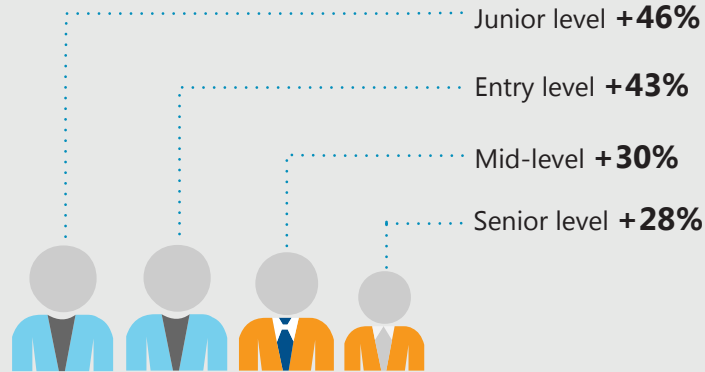
## Trend by Business Size

Intent to Hire:



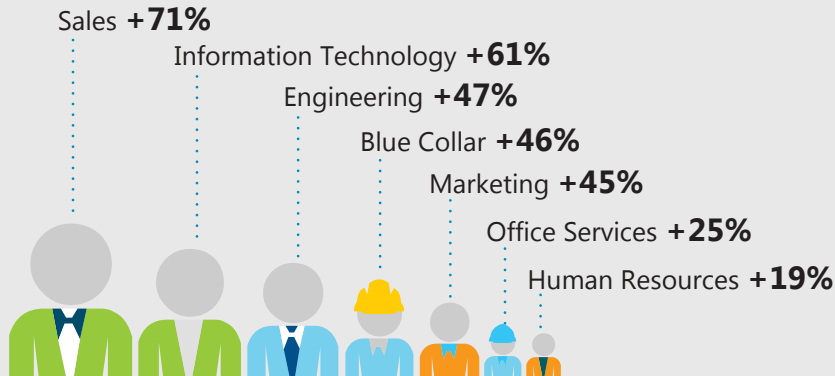
## Trend by Job Level

Intent to Hire:



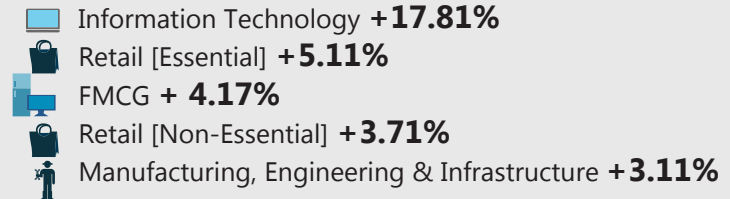
## Trend by Function

Intent to Hire:

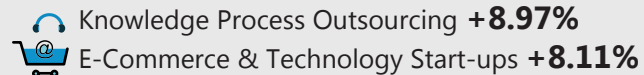


## Attrition Trend

Double digit attrition rates:



Sectors with the highest increase in attrition rates:

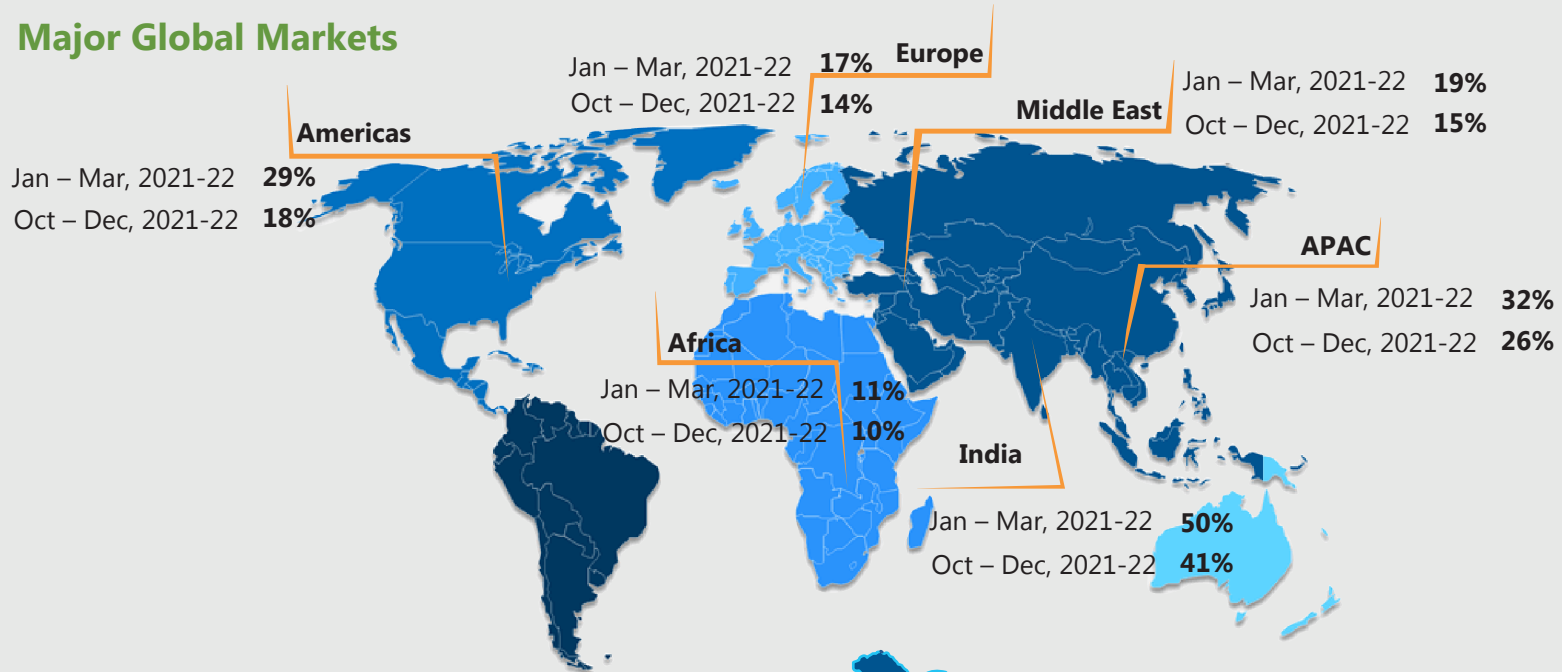


Note: the numbers represent attrition rates for Oct-Dec 2021-22.

# Executive Summary

## Intent to Hire: Q4-2021-22-on-Current Quarter Comparison

### Major Global Markets



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

### India: Top Sectors

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



Bangalore **88%** Jan – Mar, 2021-22  
Chennai **71%**

### India: Top Cities

Bangalore **67%**  
Delhi **59%** Oct – Dec, 2021-22

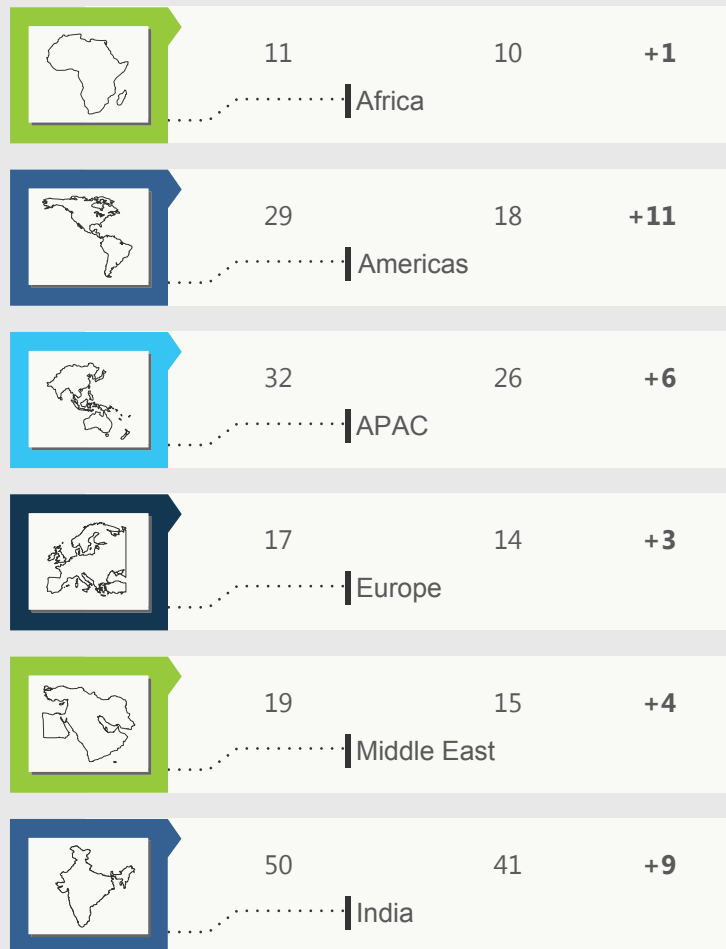
# Highlights

Intent to Hire: Trends

# Intent to Hire: Q4, 2021-22

## Major Global Markets

Global Markets    % intent to hire (Jan – Mar, 2021-22)    % intent to hire (Oct – Dec, 2021-22)    % change (Q-on-Q)

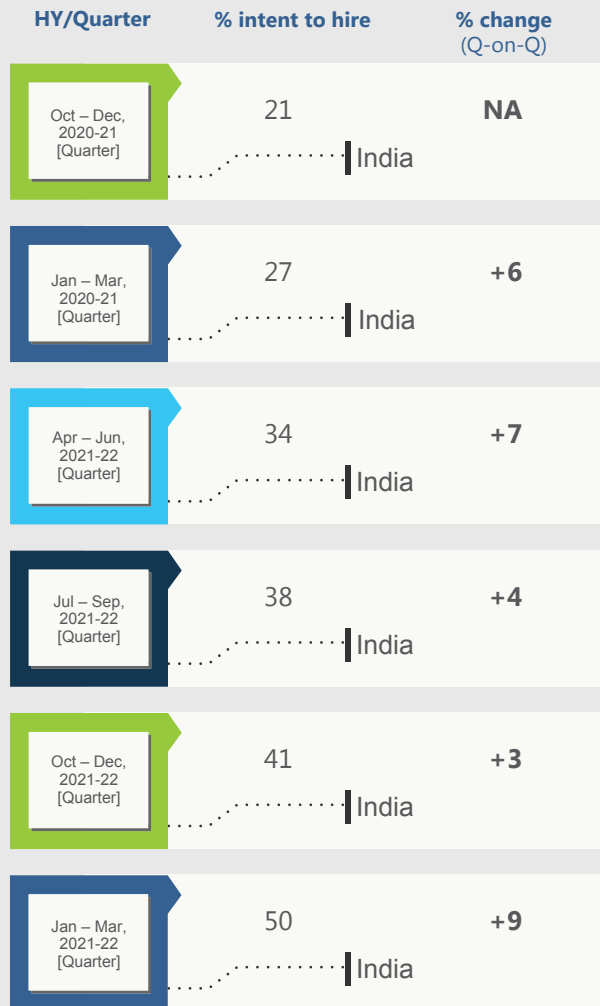


Data Source: World Economic Outlook October 2021, IMF

- An uneven recovery of global job markets characterizes the outlook for the forthcoming quarter. While output projections by the IMF are stable across regions, advanced economies are projected to return to the pre-pandemic levels faster than developing economies. Rising demand for goods and services and labour pool shrinkage in specific regions improve hiring intent overcoming the worrisome prospects for new variants of Covid-19 that persist elsewhere.
- Following a brief respite Africa is likely to slip back into a period of rising unemployment, due to the threat of the Omicron variant, and would see an incremental change to the intent to hire. South Africa, for instance, is likely to witness record levels of unemployment nearing 33%.
- In the United States a demand spurt defies the phenomenon of the Great Resignation to significantly reduce unemployment levels. Canada is also projected to follow suit, resulting in a double-digit increase in the intent to hire for the entire region.
- Europe is likely to see a rise in unemployment rates, especially across the more advanced countries. However, rising output is expected to drive subdued levels of job creation for Europe and for the Middle East during the forthcoming quarter.
- APAC is likely to witness a mixed scenario – the rising output is not likely to ride out pandemic related uncertainties in some parts of the region. A strong overall hiring intent is still likely to result in the improvement in unemployment levels.
- Strong growth, coupled with employee churn in the technology sector, and optimism across sectors drive hiring intent up by a significant 9% for India. Still, the outlook needs to be read in the context of looming risk from a resurgent Omicron variant.

# Intent to Hire: Q4, 2021-22

## India - Current Quarter in Historical Perspective



- A stable, although slightly lower GDP forecast (8.5%) for 2022 has spread considerable optimism across sectors. The increased hiring intent comes on the back of a k-shaped recovery (different sectors recovering at significantly different rates) and the formal economy delivering on increased demand.
- The divergence between the formal and informal economies is stark though. Continued high enrollment in the MGNREGA point to high unemployment rates in the informal economy. This, and the looming threat of the Omicron variant need to be considered as a risk factor for the hiring intent.
- An unprecedented churn in the technology sector (particularly in the IT and Knowledge Services sector, and to some extent in Ecommerce & Technology Start-ups) even while global demand for technology services from India surges sends hiring intent soaring for these sectors.
- Improved capacity utilization is expected to counter supply disruptions caused by the pandemic and its variants. This is also likely to fuel private investments and further boost job creation.
- Continued health of high frequency indicators, and the credit growth turning positive in case of large businesses rising exports also contribute to the growth in overall hiring intent.



Data Source: Explained: IMF outlook and status of jobs, The Indian Express, Oct 2021

# Intent to Hire Trends: Q4, 2021-22

## by Geography\*



- The continued back to workplace trend is partially affected due to the threat of the Omicron variant; but the positive sentiment prevails across geographies – especially in the Metro and Tier-1 cities.
- Significant improvements in the hiring intent in tier-2 and tier-3 cities/towns comes on the back of improved demand.
- Rural areas witness decent growth in hiring intent as well. However, it is to be noted that consumer confidence still remains at below pre-pandemic levels.

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

TeamLease survey, October and November, 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 829 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: Q4, 2021-22

## by Business Size\*\*



— A spike in the hiring intent from large businesses is the most significant outcome of increased capacity utilization and growth in credit off-take.

In addition to the improved consumer sentiment small and medium businesses also benefit from — an unprecedented shift to online and app based models. Ecommerce companies boast of substantial growth in the registration of small and medium businesses on their platforms.

— Start-ups hiring is up as they attract droves of talent from larger tech firms. However, the prevailing positive sentiment is at risk from pandemic variants spiraling out of control and affecting back to workplace plans.

\*\*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: Q4, 2021-22

## by Job Level\*



- Hiring intent shows strong growth across hierarchical levels with junior level hiring set to grow fast, driven by volume hiring at technology companies (service and product), followed by entry level hiring.
- The sustained growth in entry-level hiring puts to rest employer concerns of ill-equipped freshers who lacked academic rigour as they graduated in the midst of the pandemic.
- Middle managers and expertise driven, specialized roles are in considerable demand in a period characterized by speedy change and the need for sustainable growth.

*TeamLease survey, October and November, 2021  
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\*The organizational level at which employers plan to hire□Please refer Bibliography and Definitions



# Intent to Hire Trends: Q4, 2021-22

## by Function\*



- IT and Sales function roles lead the uptick in hiring intent indicating that businesses are now focusing on both operations and growth. Remote hiring and remote/hybrid work have made the IT function an indispensable part of most organizations.
- Higher levels of attrition across functions and across many sectors is another driver of hiring intent. The beneficiaries of churn in technology and related sectors also happened to be businesses hiring for their IT support roles.
- Blue Collar roles are back in demand, as construction activity picks up and household services aggregators see a surge in demand.

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\*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: Q4, 2021-22

## by Sector\*\*

Sectors	Jan - Mar, 2021-22	Oct - Dec, 2021-22
 Information Technology	89	69
 Educational Services	80	64
 Healthcare & Pharmaceuticals	71	61
 Ecommerce & Technology Start-ups	69	57
 Telecommunications	65	47
 Fast Moving Consumer Goods	63	59
 Knowledge Process Outsourcing	62	50
 Agriculture & Agrochemicals	59	54
 Retail [Essential]	59	51
 Logistics	54	47
 Manufacturing, Engineering & Infrastructure	46	39

Sectors	Jan - Mar, 2021-22	Oct - Dec, 2021-22
 Financial Services	46	38
 Power & Energy	40	37
 BPO / ITeS	39	27
 Construction & Real Estate	35	30
 Fast Moving Consumer Durables	34	31
 Media & Entertainment	34	27
 Retail [Non-Essential]	30	23
 Consulting	22	20
 Travel & Hospitality	21	15
 Marketing & Advertising	20	15

\*\*Respondents categorized by sector

■ High (Growth Range: >=11) ■ Moderate (Growth Range: 5 - 10)

■ Low (Growth Range: <5)


Note: Sectors listed in the descending order of the Intent to Hire

TeamLease survey, October and November, 2021








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# Intent to Hire Trends: Q4, 2021-22

## by City\*\*

Cities	Jan - Mar, 2021-22	Oct - Dec, 2021-22
 Bangalore	88	67
 Chennai	71	45
 Delhi	65	59
 Hyderabad	65	53
 Mumbai	59	41
 Pune	55	46
 Ahmedabad	48	39

■ High (Growth Range: >=11) 
 ■ Moderate (Growth Range: 5 - 10) 
 ■ Low (Growth Range: <5)

Cities	Jan - Mar, 2021-22	Oct - Dec, 2021-22
 Chandigarh	46	43
 Gurgaon	43	35
 Kolkata	37	30
 Nagpur	20	21
 Kochi	19	14
 Coimbatore	15	17
 Indore	11	15















\*\*Respondents categorized by the city where they are head-quartered  
 Note: Cities listed in the descending order of the Intent to Hire

TeamLease survey, October and November, 2021

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# Job Market Sweet Spots

## City-Sector

		Manufacturing Sectors					
Cities		FMCG	FMCD	H&P	MEI	AGCH	P&E
 AHM		35	24	33	22	22	16
 BNG		47	35	58	42	45	35
 CHN		42	30	52	27	52	31
 DEL		40	29	37	35	38	39
 HYD		40	29	37	26	25	30
 KOL		31	21	30	26	29	21
 MUM		38	27	36	33	36	36
 PUN		28	20	35	24	35	26
 CHD		26	18	22	29	21	16
 COM		18	11	16	19	23	15
 GUR		25	17	21	28	31	16
 IND		18	10	15	14	21	14
 KOC		13	8	17	15	24	11
 NPR		20	12	17	21	24	17
Jan, 22-Mar, 22							















TeamLease survey, October and November, 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		TEL	IT	FS	RET [E]	RET [NE]	EC&TS	M&E	C&RE	T&H	ES	BPO/ ITeS	KPO	CON	LOG	M&A
 AHM		51	38	18	33	22	32	22	23	13	29	15	30	14	26	13
 BNG		51	97	61	59	43	58	42	34	30	56	53	55	33	54	30
 CHN		46	73	43	39	28	39	27	29	34	51	28	49	28	47	25
 DEL		44	56	41	38	26	49	35	37	24	65	26	47	35	45	31
 HYD		44	56	31	38	26	37	35	28	32	49	26	35	18	45	16
 KOL		23	34	38	29	19	39	20	20	22	39	26	27	18	23	16
 MUM		56	68	39	48	33	47	41	35	30	62	41	44	25	29	29
 PUN		27	40	28	23	16	34	24	25	28	45	24	22	16	28	14
 CHD		25	37	17	21	14	32	15	15	13	28	15	20	7	25	12
 COM		9	19	12	15	9	23	5	5	7	22	5	14	4	9	4
 GUR		24	48	17	21	14	31	14	22	12	28	14	20	13	25	12
 IND		9	19	11	14	8	22	9	5	6	11	9	20	4	17	6
 KOC		10	20	12	16	9	16	5	10	8	11	10	15	5	19	4
 NPR		19	20	12	16	10	25	11	15	4	23	5	15	9	10	8

Jan, 22-Mar, 22

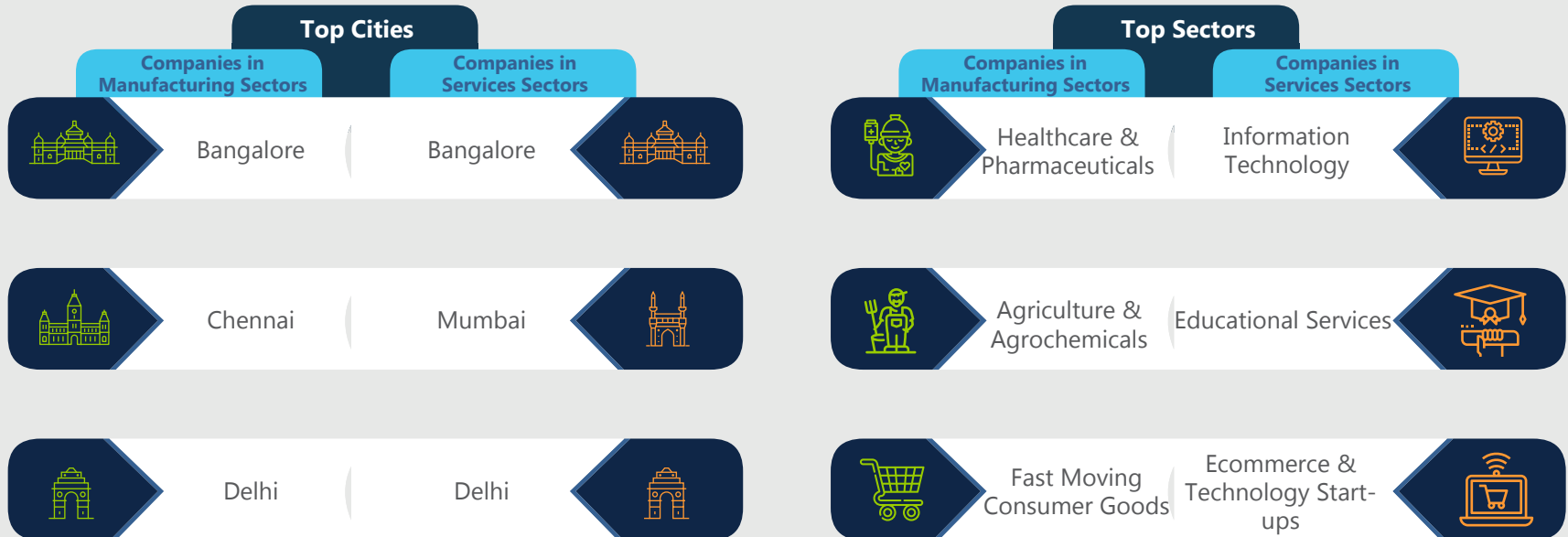
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Note: The colour code within the tables highlighted are top 3 amongst Manufacturing and Service Sectors

# Job Market Sweet Spots

## City-Sector – The top 3 Cities and Sectors









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# Job Market Sweet Spots

## Functions-Sector

		Manufacturing Sectors					
Functions		FMCG	FMCD	H&P	MEI	AGCH	P&E
	Sales	43	24	48	33	42	25
	Marketing	27	15	30	21	26	16
	Information Technology	37	21	41	28	36	21
	Engineering	29	16	31	22	28	16
	Office Services	15	8	16	11	14	9
	Human Resources	11	6	12	8	11	6
	Blue Collar	28	15	31	21	27	16
Jan, 22-Mar, 22							

TeamLease survey, October and November, 2021








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# 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	48	60	31	39	18	51	23	25	13	59	23	37	15	39	14
 Marketing	30	38	19	25	11	32	15	16	8	37	14	23	10	25	9
 Information Technology	41	52	26	34	15	44	20	21	11	51	20	32	13	33	12
 Engineering	32	40	20	26	11	34	15	16	8	39	15	24	10	26	9
 Office Services	17	21	10	14	6	18	8	8	4	21	8	13	5	13	5
 Human Resources	12	16	8	10	4	13	6	6	3	15	6	10	4	10	3
 Blue Collar	31	39	20	25	11	33	15	16	8	38	15	24	10	25	9
Jan, 22-Mar, 22															

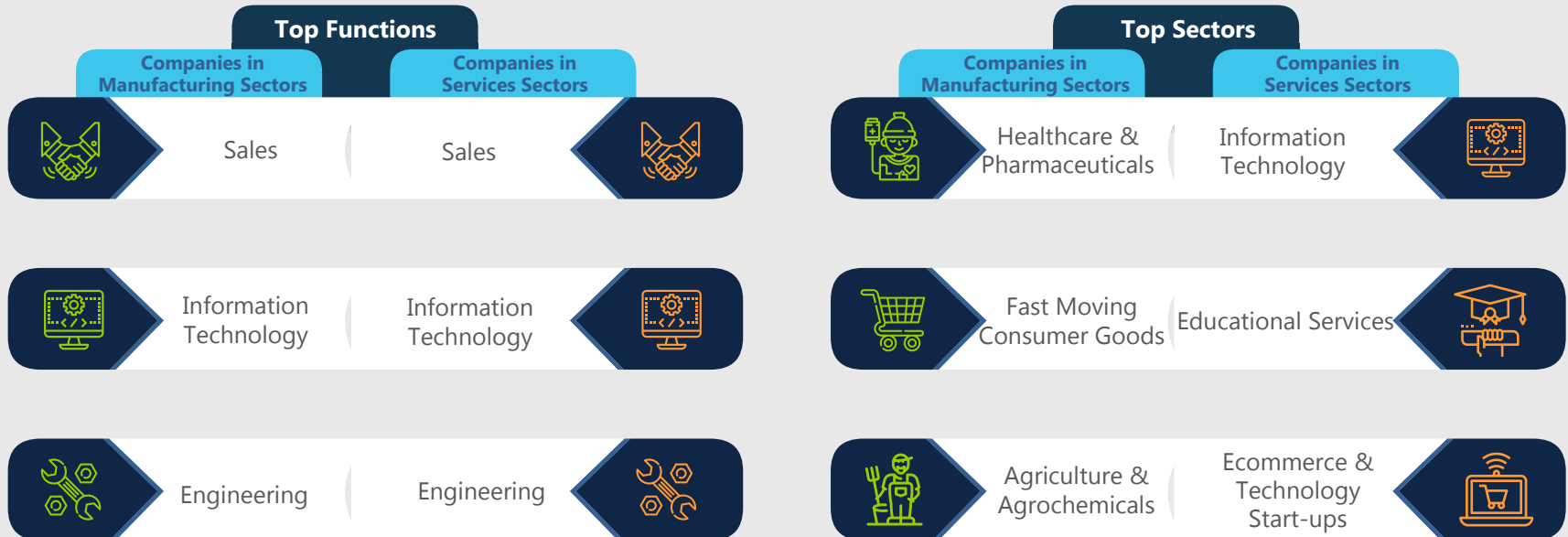
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# Job Market Sweet Spots

## Functions-Sector – The top 3 Functions and Sectors



TeamLease survey, October and November, 2021

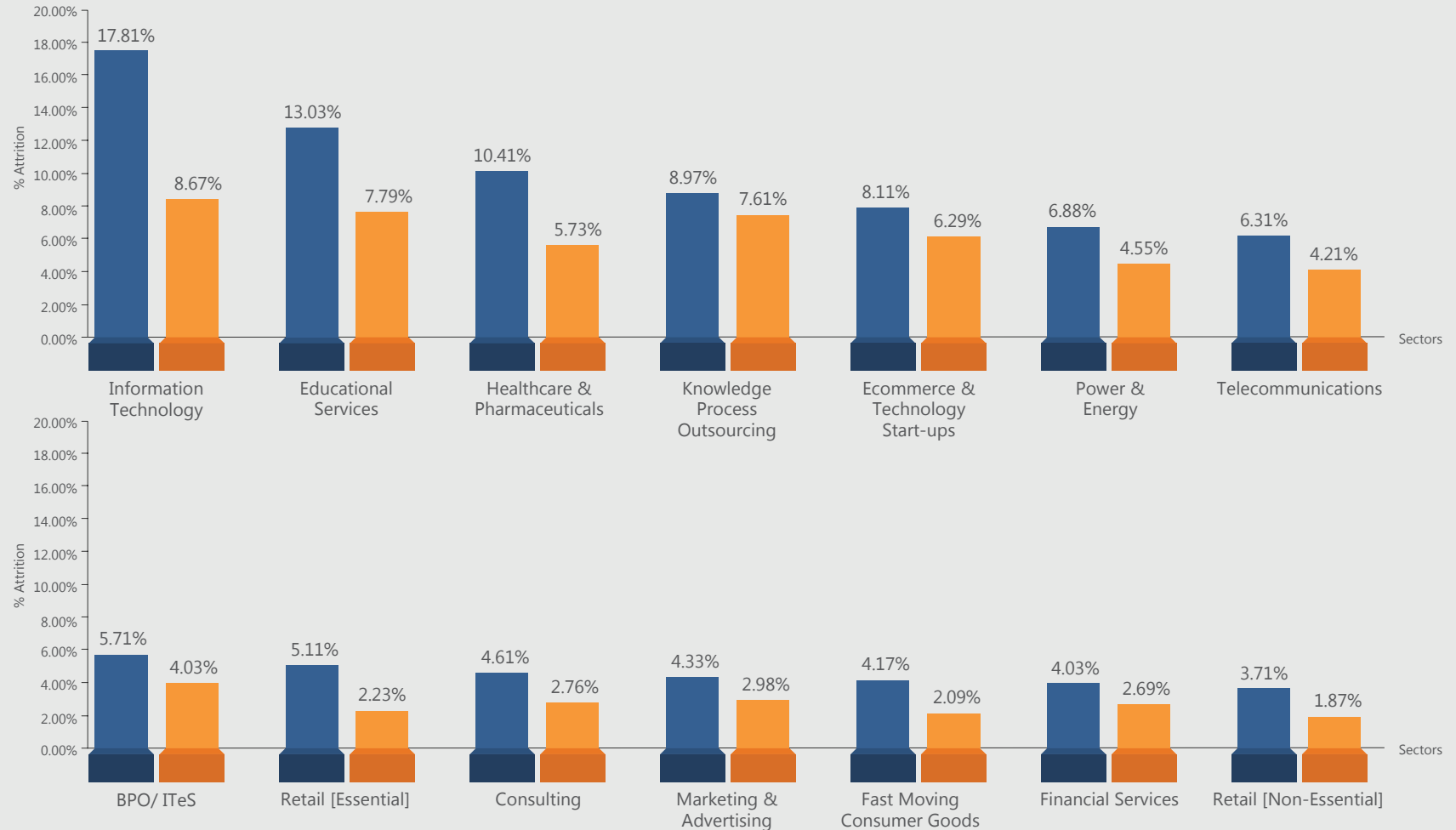
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# Spotlight

Attrition Trends

# Attrition Trends

## Oct-Dec, 2021-22



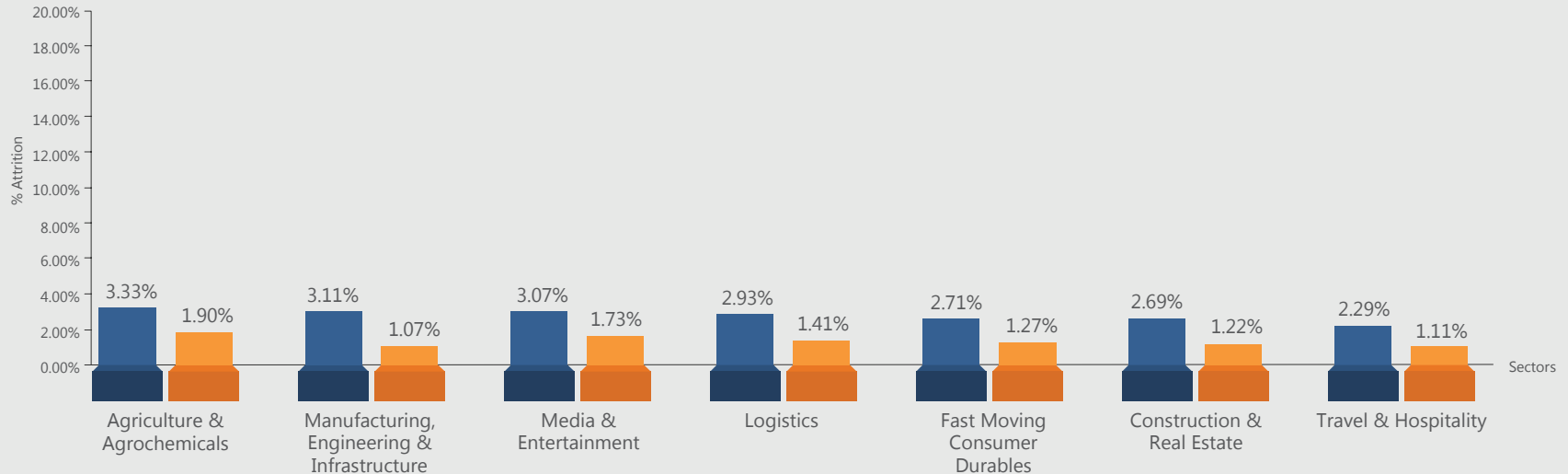
■ Oct-Dec, 2021-22 ■ Jul-Sep, 2021-22

TeamLease survey, October and November, 2021

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# Attrition Trends

## Oct-Dec, 2021-22



- The Oct-Dec, 2021-22 quarter witnessed significantly high attrition across nine sectors namely Information Technology, Retail [Essential], FMCG, Retail [Non-Essential], Manufacturing Engineering & Infrastructure, Logistics, FMCD, Construction & Real Estate, and Travel & Hospitality; attrition rates have doubled for these sectors from the previous quarter.
- The Information Technology sector is reported to be losing talent to the Ecommerce & Technology start-ups sector at an unprecedented rate during the Oct-Dec, 2021-22 quarter.
- All sectors appear to have higher attrition rates than in the previous quarter, indicating that a shift in employee perspective and work dynamics could be potential causes for the same.
- The Manufacturing, Engineering & Infrastructure sector witnessed the highest increase in attrition rate (nearly thrice as much as in the previous quarter), followed by the E-Commerce & Technology Start-ups and Knowledge Process Outsourcing.

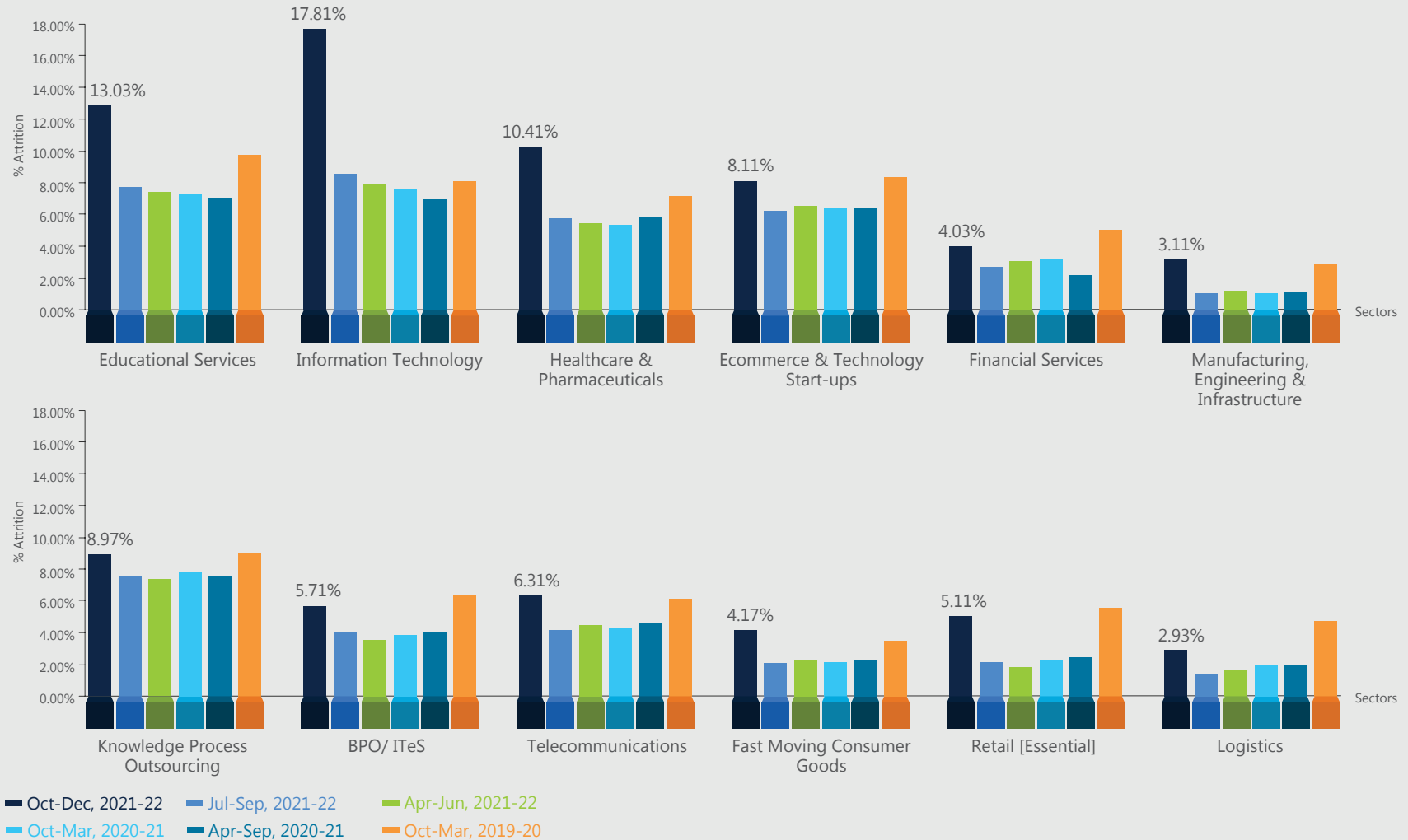
■ Oct-Dec, 2021-22 ■ Jul-Sep, 2021-22

TeamLease survey, October and November, 2021

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# Attrition Trends

## Past Three Quarters and Three HYs [Fiscal]



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TeamLease survey, October and November, 2021

# Attrition Trends

## Past Three Quarters and Three HYs [Fiscal]



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TeamLease survey, October and November, 2021

# Attrition Trends

## Past Three Quarters and Three HYs [Fiscal]

- Three sectors have crossed double digit percentage attrition levels across five quarters, namely, Information Technology, Educational Services, and Healthcare & Pharmaceuticals. The same sectors also notice a significant spike in attrition over the time horizon in consideration.
- A sharp increase in attrition is seen in all sectors compared to previous quarters, possibly due to the emergence and impact of Covid-19 variants.
- Sectors that have comparatively lower attrition rates –
  - Travel and Hospitality
  - Construction and Real Estate
  - Fast Moving Consumer Durables
  - Logistics
  - Media & Entertainment
  - Manufacturing, Engineering and Infrastructure
  - Agriculture and Agrochemicals
  - Retail [Non-Essential]
  - Financial Services
  - Fast Moving Consumer Goods
- Four sectors with 8%+ attrition rates include Information Technology, Educational Services, Healthcare & Pharmaceuticals and Knowledge Process Outsourcing
- HY trend: In the last 4 HYs before the current quarter, Information Technology sector saw a gradual increase in attrition, while sectors such as Logistics, Agriculture & Agrochemicals, Power & Energy, Consulting, Marketing & Advertising, FMCD, Media & Entertainment saw a gradual decrease.
- Most sectors this quarter have attrition rates close to or equal to the same exactly a year ago.

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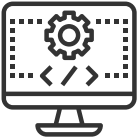



*TeamLease survey, October and November, 2021*



# Annexure- 1

Sector-wise Analysis |  
City-wise Outlook Statistics

# Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Oct-Dec, 2021-22	69	<b>Information Technology</b>  Comviva plans to hire around 300 engineers by the current quarter. LTI plans to hire 5500 freshers by the end of the current quarter. CSS Corp is looking to hire 3000 employees by current quarter, out of which 60% will be for it's Indian footprint. ZS is keen to hire around 1000 people in a quarter for its offices in Bengaluru, Pune and Gurugram. There is a demand for professionals coming in for 5G technology, and 5G engineering domains and there are positions to be filled in areas like network operations, mobile towers, ocal fibre etc.
	Jan-Mar, 2021-22	89	
	Oct-Dec, 2021-22	64	<b>Educational Services</b>  Byju's plans to hire an estimate of more than 1000 people across levels in technical and non-technical roles by the current quarter. Edtech company Hero Vired plans to hire 150 employees this quarter. Edtech start-up 90+ My Tuition App plans to hire more than 1500 employees by this quarter. Harappa is looking to grow its team by 2X by adding nearly 150 new employees by this quarter, with a specific focus on product innovation, 30% of the new hires will be onboarded into the firm's engineering and product teams. Skill-Lync estimates a hiring of over 3000 employees in the current quarter.
	Jan-Mar, 2021-22	80	
	Oct-Dec, 2021-22	61	<b>Healthcare &amp; Pharmaceuticals</b>  PharmEasy plans to hire engineering talent for its soon to be launched development centres in Hyderabad, Pune and NCR region. MedCord, a healthcare platform has recently launched the 'Aayu Ambassador Program' which aims to hire 10,000 people pan India and 2,000 people in Rajasthan. Innovacer plans to add approximately 150 people to its workforce by the current quarter. Indegene plans to hire 2,500 professionals in this quarter, out of which 2000 will be from India.
	Jan-Mar, 2021-22	71	
	Oct-Dec, 2021-22	57	<b>E-commerce &amp; Technology Start-ups</b>  Amazon plans to hire thousands of students starting from current quarter, more than in the past across tech and non-tech profiles. ANS Commerce plans to triple the current employee headcount from 200 to 600 by current quarter across verticals such as technology, product building, operations, and business development. Skit, a voice automation start-up, plans to hire around 250 by this quarter across diverse roles and dynamic skillsets for strategic business and technical expansion. Urban Company plans to hire software engineers, product designers and product managers from campuses in current quarter.
	Jan-Mar, 2021-22	69	

■ High (Growth Range:  $\geq 11$ ) 
 ■ Moderate (Growth Range: 5 - 10) 
 ■ Low (Growth Range:  $< 5$ )

TeamLease survey, October and November, 2021

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# Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Oct-Dec, 2021-22	47	<b>Telecommunications</b> Netcore Cloud plans to hire over 200 professionals this quarter, across various departments, including engineering, product, pre-sales and sales. The company already boasts a workforce of 700 employees in India. The overall employment opportunities in telecom are expected to grow in the country. The Government of India, through its National Digital Communications Policy, foresee investment worth INR. 760K Crore in the telecommunications sector by the end 2022.
	Jan-Mar, 2021-22	65	
	Oct-Dec, 2021-22	59	<b>Fast Moving Consumer Goods</b> Chai Sutta Bar estimated to hire more than 100 people from EWS category this quarter. With the FMCG industry operating at 85% of their pre-Covid levels post digitalization, a hiring of more than 15,000 people can be expected in this quarter for the sector, with more focus on roles such as digital marketing, performance marketing, Omni-channel specialists and social media experts, data sciences, data analytics, user interface and experience design, fintech and payment gateways, information security.
	Jan-Mar, 2021-22	63	
	Oct-Dec, 2021-22	50	<b>Knowledge Process Outsourcing</b> Tredence is set to hire over 1,000 Analytics and Engineering Professionals by current quarter. ZS, a global professional services firm, is looking at strengthening capabilities in emerging tech roles including the cloud, AI and big data and getting approximately 1000 new recruits this quarter. Tiger Analytics is looking to hire around 750 employees by this quarter across Data Science, Data Engineering, AI & ML Engineering, Business Insights, Consulting, and Application Engineering verticals.
	Jan-Mar, 2021-22	62	
	Oct-Dec, 2021-22	54	<b>Agriculture &amp; Agrochemicals</b> Unnati, an Agri-Tech platform, plans to hire 300 plus employees by current quarter across verticals. The company will be hiring at least 50 staff members in the technology division at various ranks while also onboarding senior members in the Finance, Business & Sales, and Agronomy verticals. Agri-Tech startup DeHaat, aims to use its new capital to invest in its technology as well as hire more people.
	Jan-Mar, 2021-22	59	

■ High (Growth Range: >= 11)    ■ Moderate (Growth Range: 5 - 10)  
■ Low (Growth Range: <5)

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# Sector-wise Analysis

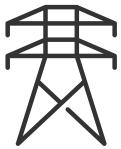



	Quarter	Intent to Hire	Sectoral Impact
	Oct-Dec, 2021-22	51	<b>Retail [Essential]</b>  Grofers plans to have around 550 stores on their platform, across 100 cities within this quarter, and are looking to hire more workforce. Low penetration of modern grocery retailers, lower real estate costs, and availability of larger spaces is expected to offer tremendous expansion opportunities in tier II and tier III cities. 100% FDI in single-brand retail under the automatic route. 100% FDI allowed in Food products produced may lead to investments and create jobs. FMCG, constituting 65% of the retail market which helps in creating jobs.
	Jan-Mar, 2021-22	59	
	Oct-Dec, 2021-22	47	<b>Logistics</b>  Mahindra Logistics will employ over an estimated 2,500 employees and third-party associates across their new facilities expected to be operational this quarter. Mumbai-Ahmedabad high-speed rail project sanctioned at a total cost of INR 1.13Lakh Crore. India Railways is focused on 2,843 km dedicated freight corridors and redevelop 123 railway stations into world-class transit hubs. The Indian government launched Gati Shakti-National Master Plan, which will help lead a holistic and integrated development of infrastructure generating immense employment opportunities in the country.
	Jan-Mar, 2021-22	54	
	Oct-Dec, 2021-22	39	<b>Manufacturing, Engineering and Infrastructure</b>  The manufacturing GVA at current prices was estimated at INR. 7.4Lakh Crore in the first quarter of FY22. Indian generation and T&D equipment market to reach INR. 7.6Lakh Crore by 2022. India's engineering R&D market expected to increase to INR. 3.19Lakh Crore by the current quarter. Tata Motors to set up a registered vehicle scrappage facility in Maharashtra which may help in creating additional jobs. Arcelor Mittal Nippon Steel India's proposal to set up a 24 MTPA integrated steel plant in Mahakalapada against an investment of INR. 1.02 lakh Crore and generate 16,000 direct and indirect employment. India approved a INR. 76K Crore incentive plan to establish chip and display industries as it seeks to become an electronics manufacturing hub and create thousands of semiconductor engineer jobs.
	Jan-Mar, 2021-22	46	
	Oct-Dec, 2021-22	38	<b>Financial Services</b>  FIS plans to onboard more than 3000 people in India by current quarter, with a special focus to hire graduates from tier II and III cities. Goldman Sachs' India campus hiring starting from current quarter will increase with over 1,900 hires, out of which 600 will be for engineering vertical. HDFC Bank plans to hire more than 1,000 people by this quarter. Education financing platform planning to recruit over 120 employees by current quarter. Axis Bank plans to bring in 50% more campus hires starting this quarter. JP Morgan, the campus intake will go up by 23% for full-time analysts and 38% for interns.
	Jan-Mar, 2021-22	46	

■ **High** (Growth Range: >= 11)    ■ **Moderate** (Growth Range: 5 - 10)  
■ **Low** (Growth Range: <5)

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# Sector-wise Analysis





	Quarter	Intent to Hire	Sectoral Impact
	Oct-Dec, 2021-22	37	<b>Power &amp; Energy</b>  The first oil-sector infrastructure investment trust (InvIT) is expected to be floated by GAIL (India) by the end of current quarter of approx. INR. 17K Crore would be a part of the scheme until the end of this quarter, and hence IOC, GAIL & HPCL may raise INR. 17K Crore from pipeline stake sale. Exponent Energy has secured INR.38 Crore in its pre-series A round of funding to begin commercial operations and scale it across multiple cities, starting with Bengaluru from early 2022.
	Jan-Mar, 2021-22	40	
	Oct-Dec, 2021-22	27	<b>BPO / ITes</b>  Startek, a business process management company, announced a plan to recruit more than 2,000 employees in India, by the current quarter. IT export target is set at INR. 30.34Lakh Crore this current quarter. Enterprise spending on finance and accounting BPO segment will grow at a fastest CAGR 9.6%. The country's expertise in providing knowledge-based and vertical specific services, particularly in areas such as healthcare, life sciences, banking, insurance, legal processing, risk management, financial research, research and analytics, and digital marketing, are expected to drive growth which may lead to create more jobs.
	Jan-Mar, 2021-22	39	
	Oct-Dec, 2021-22	30	<b>Construction &amp; Real Estate</b>  Colliers India, which is part of Canada-based Global real estate consultant Colliers, plans to hire over 250 employees by this quarter, to increase it's current workforce. Four departments project management, office, industrial & warehousing and capital market would be key growth engines and also areas where the company would bring in investments. Avigna Group to Invest INR. 800 Crore by current quarter to build Warehousing, Industrial Parks In Karnataka. Cerestra Advisors is planning to launch INR. 3K Crore infrastructure investment trust (InvIT) by current quarter.
	Jan-Mar, 2021-22	35	
	Oct-Dec, 2021-22	31	<b>Fast Moving Consumer Durables</b>  Philips plans to hire more than 180 employees this quarter, and are also expanding their Global Business Services Hub in Chennai. US-based electric vehicle maker Triton plans to hire roughly an estimate of more than 1,000 people in the current quarter and more following it. The company seeks to hire graduates in the automotive industry for segments such as mechanical, IT, Artificial intelligence, and Internet of things.
	Jan-Mar, 2021-22	34	

■ **High** (Growth Range: >= 11)    ■ **Moderate** (Growth Range: 5 - 10)  
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# Sector-wise Analysis

	Quarter	Intent to Hire	Sectoral Impact
	Oct-Dec, 2021-22	27	<b>Media &amp; Entertainment</b>  FOX India aims to hire employees; to build media technology innovation hub. MPL, an online gaming platform, will set up a game development centre in Telanga introducing special game development, animation and sports focussed courses. Baazi Games plans to add 100 employees by this quarter and to onboard talent with technology or business multiplier effects. Gaming and Esports community Rooter aims to hire around 45 employees this quarter with the majority of focus on technology and community. Dream 11 Sports plans to hire around 50 people this current quarter.
	Jan-Mar, 2021-22	34	
	Oct-Dec, 2021-22	23	<b>Retail [Non-Essential]</b>  Lenskart plans hire more than 500 employees by current quarter, out of which the company is looking to add around 375 more retail employees for verticals such as retail employees, engineers, supply chain and manufacturing operations and corporate functions across regions like Hyderabad, Bengaluru, Mumbai, and Delhi, among others.
	Jan-Mar, 2021-22	30	
	Oct-Dec, 2021-22	20	<b>Consulting</b>  Global consulting firm ZS aims to hire more than 1000 employees this quarter. Atos, plans to hire around 4,000 employees in India by this quarter due to acceleration of digitization and a lot of the company's product development in cybersecurity. Deloitte aims to hire over an estimate of 6,000 people every quarter across various positions such as accounting and auditing, as well as analyst, senior analyst, and consultant roles.
	Jan-Mar, 2021-22	22	
	Oct-Dec, 2021-22	15	<b>Travel &amp; Hospitality</b>  Dyninno, plans to increase its staff in India to over an estimate of 130 people this current quarter, and plans to scale their workforce from travel agents and IT professionals globally. Oyo aims to hire an estimate of 150 tech employees in the current quarter, across profiles including software development, engineering and product managers, designers, data scientists across entry-level to senior leadership roles.
	Jan-Mar, 2021-22	21	

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# Sector-wise Analysis

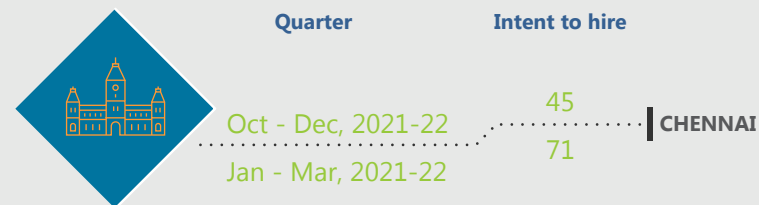
	Quarter	Intent to Hire	Sectoral Impact
	Oct-Dec, 2021-22	15	<b>Marketing &amp; Advertising</b>  Koo plans on employing approximately an estimate of 100 people this current quarter. Apna.co plans to double its team strength by adding 200 plus employees across verticals by this quarter. Ebizon, a digital marketing company, plans to hire over an estimate of 25 people including marketing specialists by the end of the quarter.
	Jan-Mar, 2021-22	20	

■ High (Growth Range: >= 11) ■ Moderate (Growth Range: 5 - 10) ■ Low (Growth Range: <5)

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TeamLease survey, October and November, 2021

# City-wise Analysis



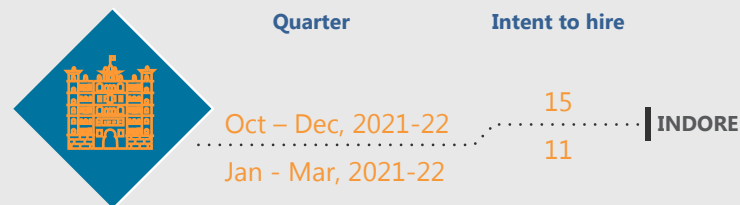
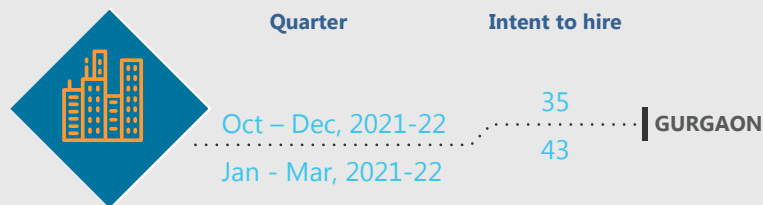
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TeamLease survey, October and November, 2021



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TeamLease survey, October and November, 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	371	281	177	829

#### India

Sectors	Manufacturing	Services	Technology	Total
No. of Businesses	252	386	191	829

Total Employers: 829 Respondents

#### Global

Sectors	Manufacturing	Services	Technology	Total
Africa	2	4	5	11
Americas	5	7	10	22
APAC	7	10	12	29
Europe	3	3	4	10
Middle East	2	5	8	15

Total Employers: 87 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

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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.



**TeamLease**<sup>TM</sup>  
Putting India to Work

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