

INDIA
FINDINGS



2025 Q3

Experis Tech Talent Outlook



IT employers in India reported a Net Employment Outlook of 46% for the third quarter of 2025



Hiring demand declined by 7% when compared to the previous quarter



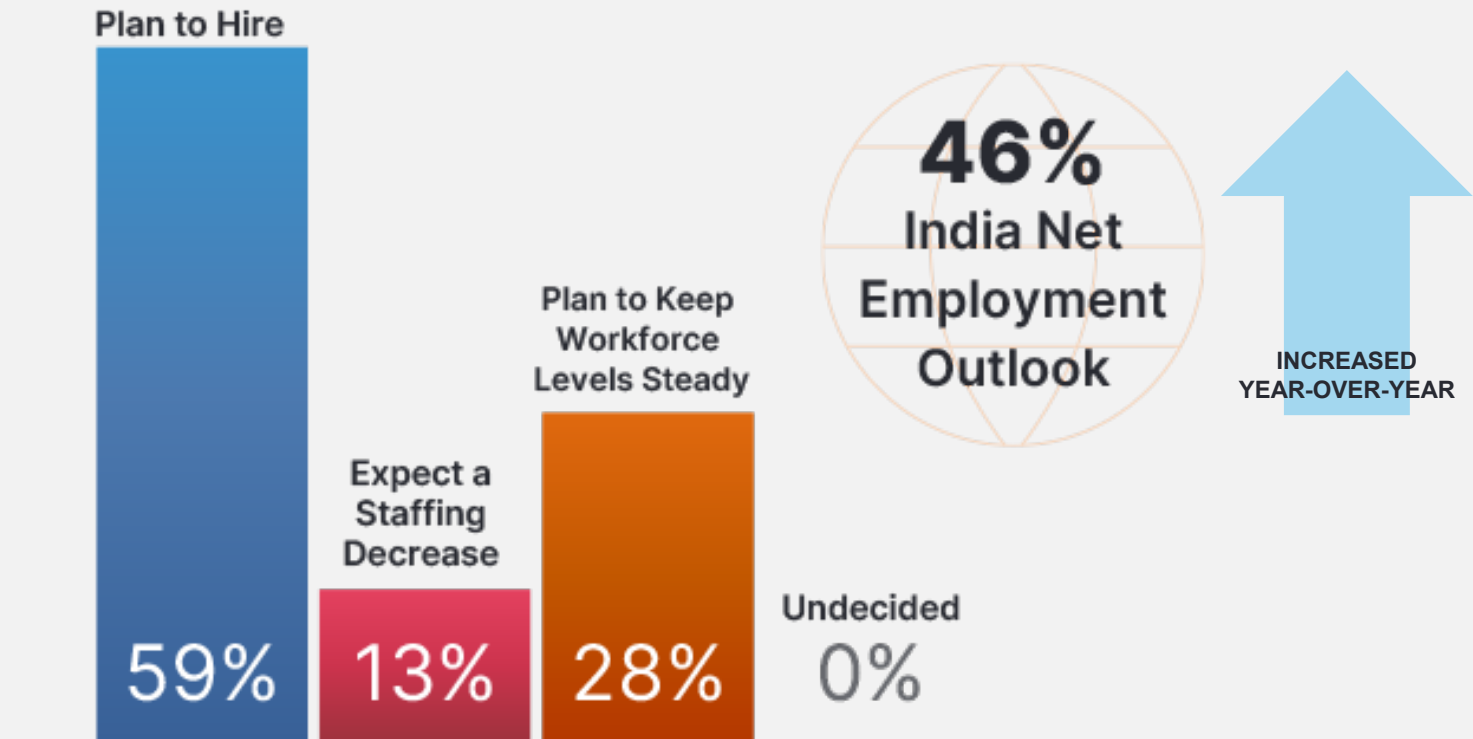
Advancements in Technology drive Q3 staffing increases in the IT sector



Q3 IT Employment Outlooks

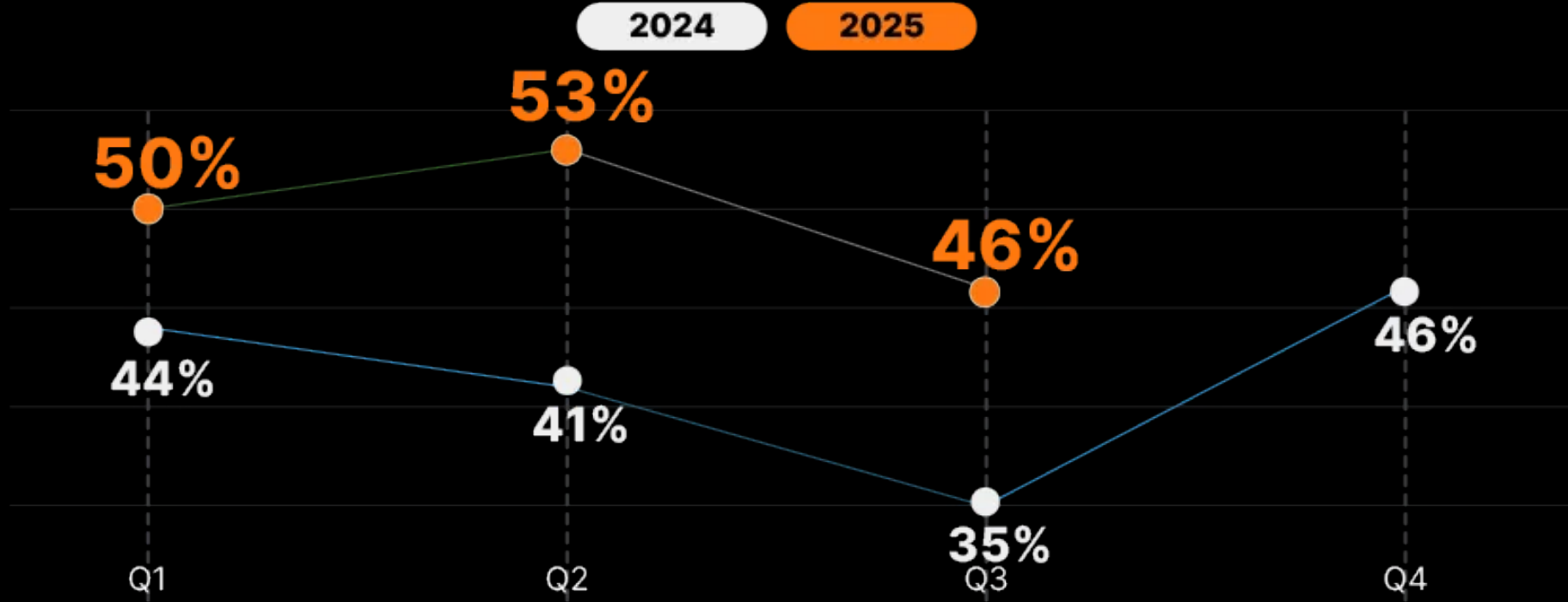
The India IT Industry Employment Outlook

Used internationally as a bellwether of labor market trends, the Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire – now stands at 46%.



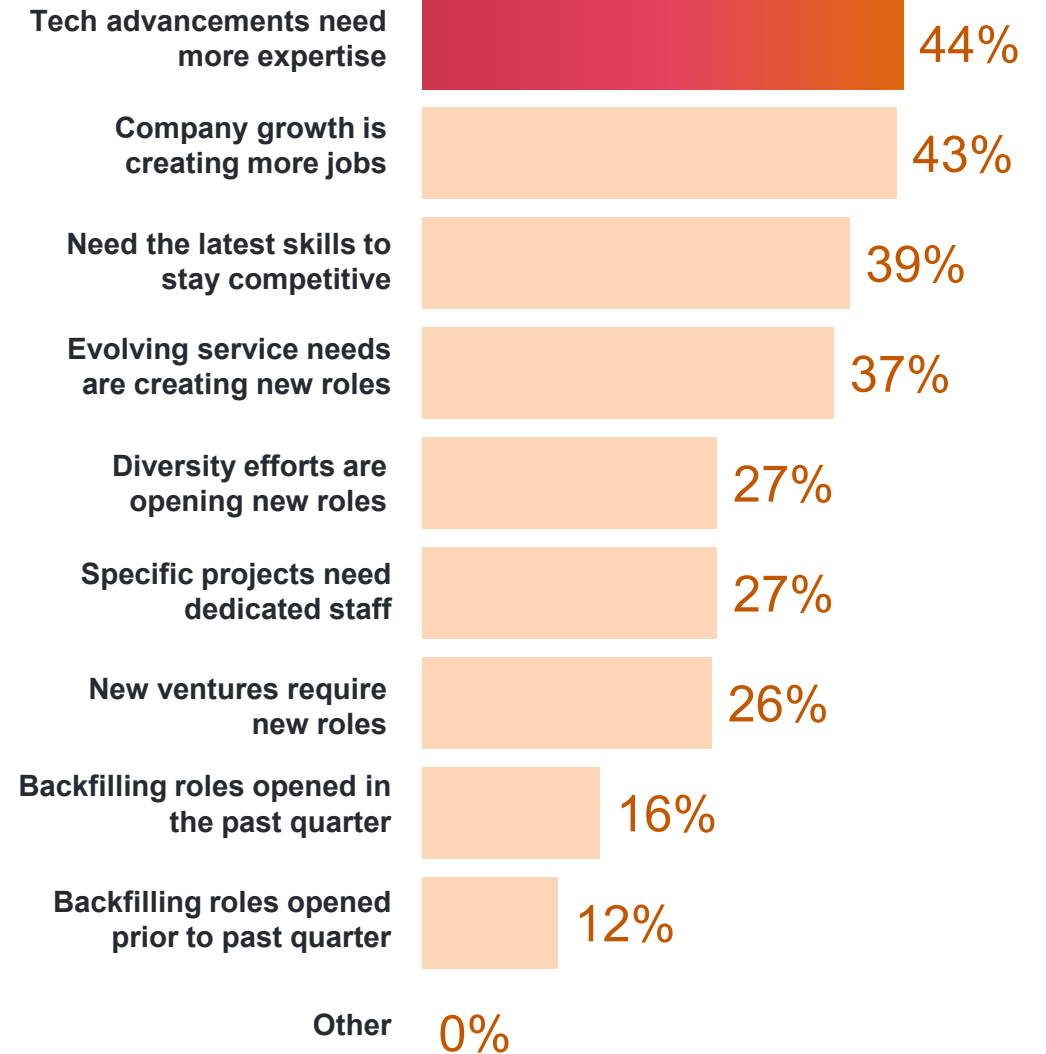
Changes Over Time

IT hiring demand remained relatively stable since the previous quarter and strengthened when the same period last year, changing by +2 and +7 percentage points, respectively.



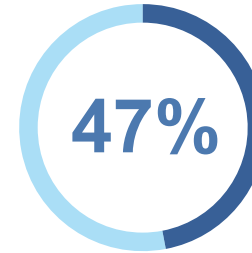
Tech Advancements Continue to Power Job Creation in the IT sector

44% Employers in India said **Advancements in technology - demanding new expertise and roles** – remains the top reason for staffing increases, same as the previous quarter.

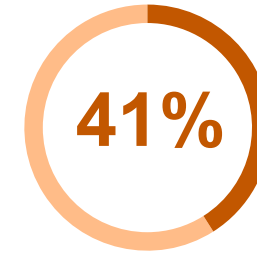


Automation Challenges Influence Workforce Reductions

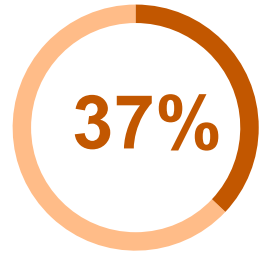
For employers anticipating a staffing decrease in the third quarter, **growth in automation is cited as the main challenge**, followed by adapting to changes in required skills.



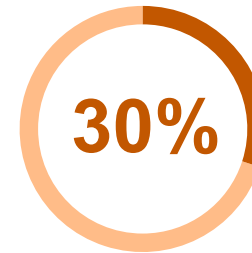
Automation has reduced some roles



Skill changes have reduced certain roles



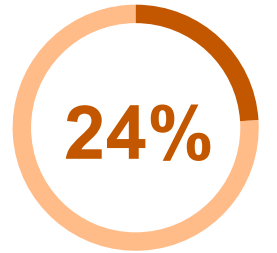
Market shifts lowering job demand



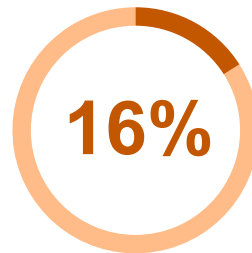
Process improvements are consolidating roles



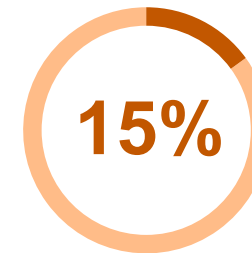
Economic challenges impacting staffing



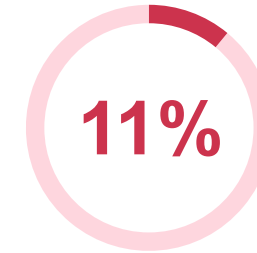
Adjusting to current demand



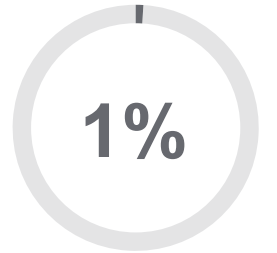
Project-based roles are ending



Voluntary staff departures, not backfilling



Restructuring or downsizing



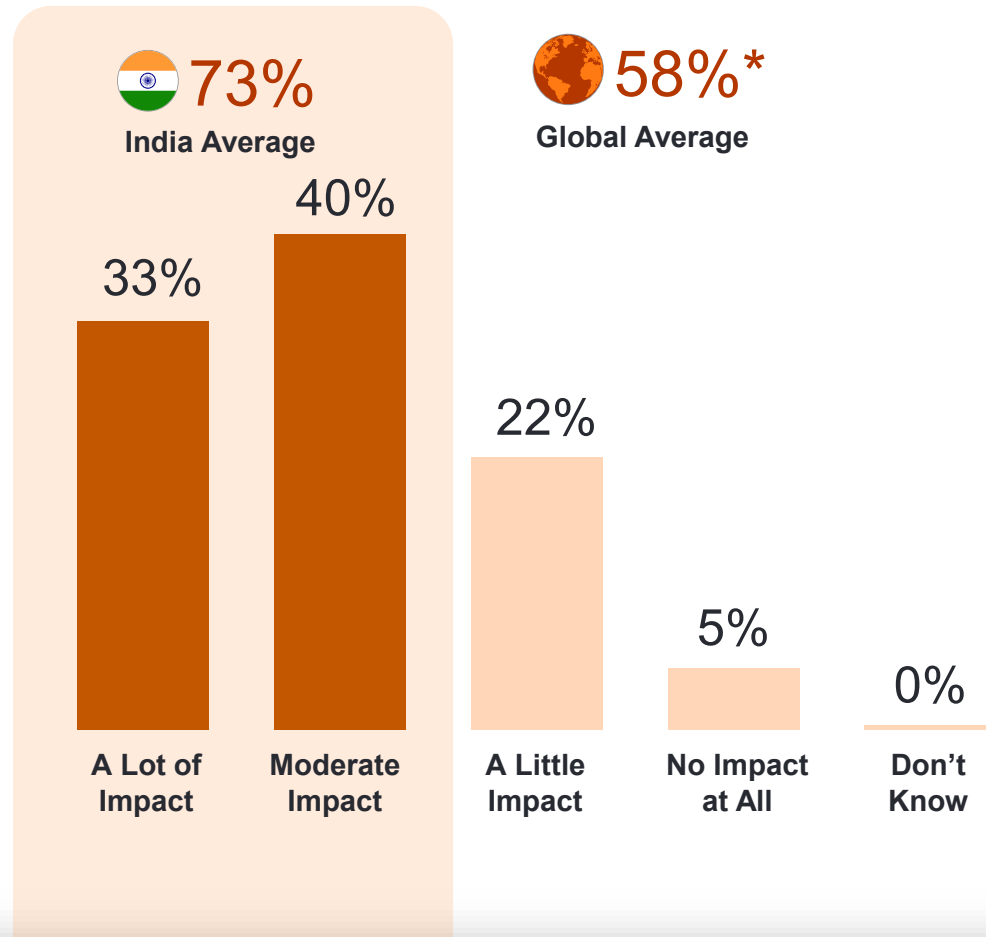
Other reasons



IT Workforce Trends

Adapting to an Aging Demographic

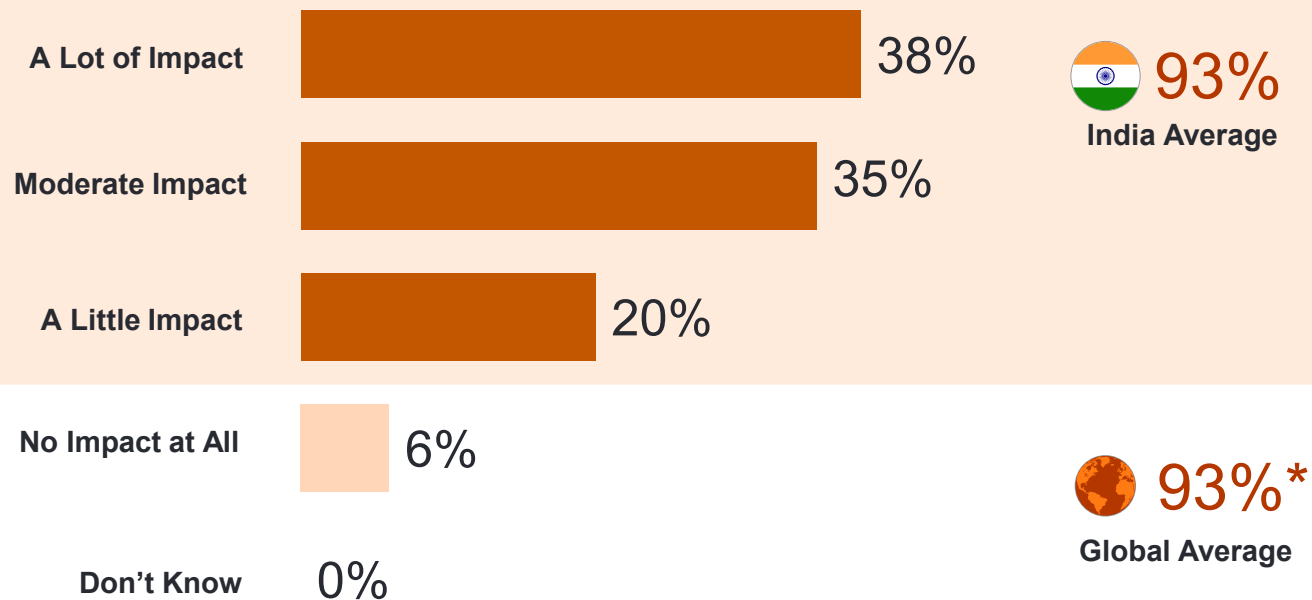
Nearly 7 in 10 (73%) IT companies are future-proofing their HR strategy for an exiting workforce.



*Due to rounding of decimal numbers, the percentages add to 58% instead of 57%

Workforce Planning amid Global Trade Challenges

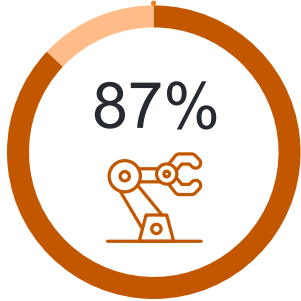
Global trade uncertainty is shaping hiring decisions for **nearly 9 in 10 companies**.



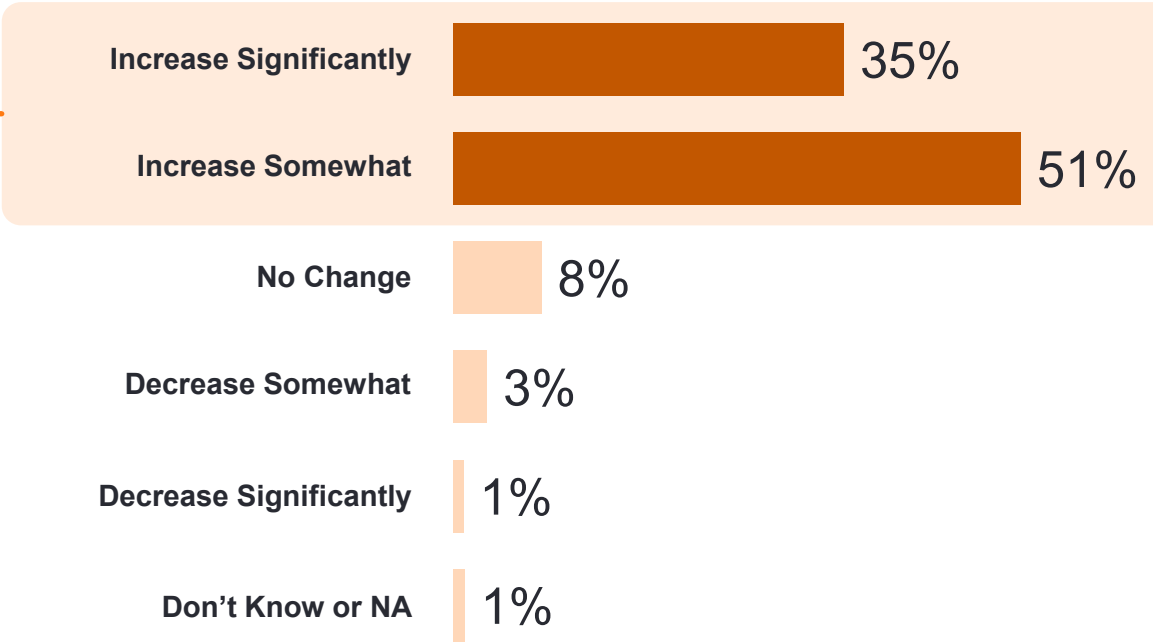
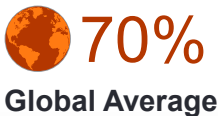
*Due to rounding of decimal numbers, the percentages add to 93% instead of 92%

IT Employers Increase Investment in Automation

A growing number of IT Companies have **focused on automation to handle repetitive tasks**, with 87% reporting increased investment.

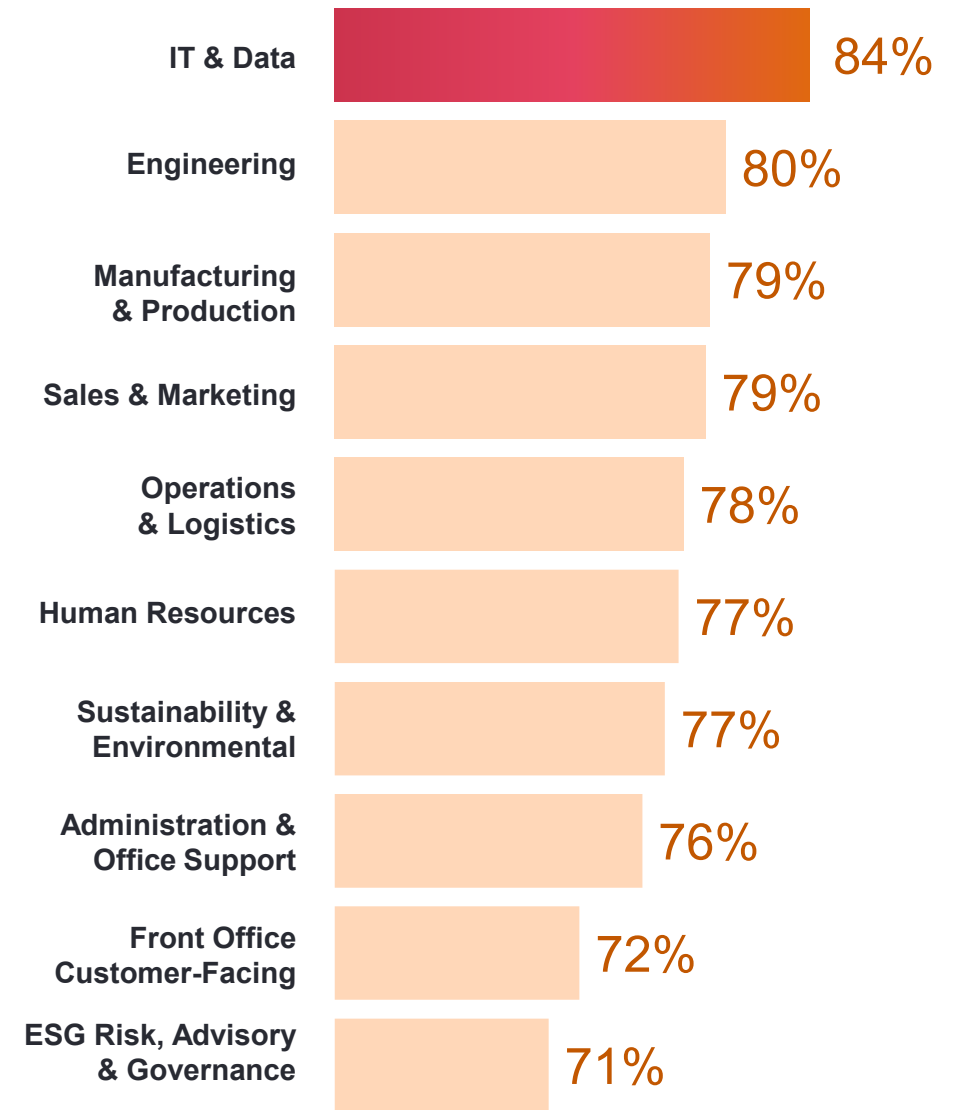
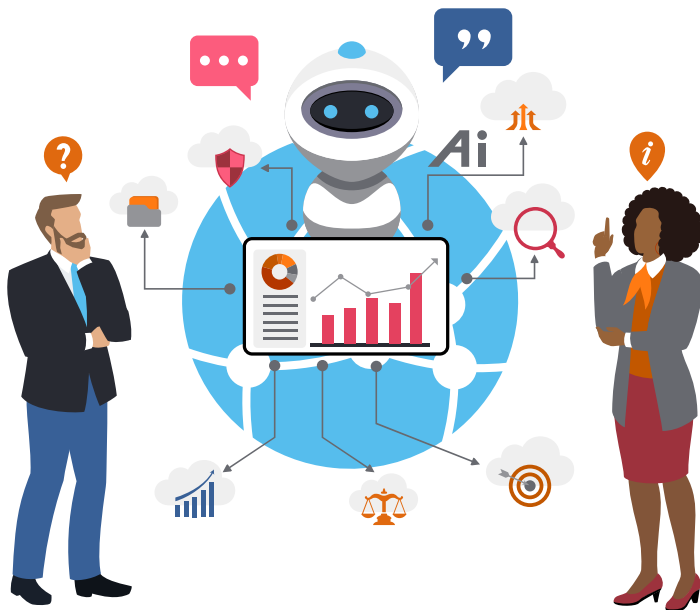


IT Companies are increasing investment in task or process automation



Aligning Strategy with Emerging Skills

Most employers (84%) are **expecting automation to bring the biggest changes** to IT and data-focused roles over the next five years.





About the Survey



About the Survey

The ManpowerGroup Employment Outlook Survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

Unique — It is unparalleled in its size, scope, longevity and area of focus. The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent — The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust — The survey is based on interviews with 40,671 public and private employers across 42 countries to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused — For more than six decades the survey has derived all of its information from a single question (Q3 example): "How do you anticipate total employment at your location to change in the three months to the end of September 2025 as compared to the current quarter?"

Survey Methodology — Survey responses were collected from April 1-30, 2025. Size of organization and sector are standardized across all countries and territories to allow international comparisons.

Forward-Looking Statements —

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, and economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements, due to risks, uncertainties and assumptions. These factors include those found in the Company's reports filed with the U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2024, whose information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.



Frequently Asked Questions

What is meant by Net Employment Outlook (NEO)?

The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers that expect to see a decrease in employment at their location in the next quarter. A positive Net Employment Outlook figure means that, on balance, there are more employers who expect to add to their headcount in the following three months than those who intend to reduce staff.

What is Seasonal Adjustment and why is it used in the ManpowerGroup Employment Outlook Survey?

Seasonal adjustment is a statistical process that allows the Survey data to be presented without the impact of hiring fluctuations that normally occur through the course of the year, usually as a result of various external factors, such changes in weather, traditional production cycles, and public holidays. Seasonal adjustment has the effect of flattening peaks and smoothing troughs in the data to better illustrate underlying employment trends and provide a more accurate representation of the ManpowerGroup Employment Outlook Survey results.

How are companies selected for the survey?

Employers are selected based on the types of companies and organizations they represent. We want to ensure that our panel is representative of each participating country's national labor market, so each country's panel is built in proportion to that country's overall distribution of industry sectors and organization sizes.

Who do you interview in each company?

The person we select to interview will be someone with a good overview of staffing levels and hiring intentions within their organization. Normally this will be the head of HR or an HR manager. However, in smaller organizations, that person may be a general manager or even the CEO.

For more insights, visit experisindia.com

This research is based on results from the ManpowerGroup Employment Outlook Survey — the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. ManpowerGroup interviewed 5,791 IT employers across 42 countries on hiring intentions for the third quarter of 2025.

¹The U.A.E. joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted.



Visit www.experisindia.com to learn more.