

2026
Q2

Experis
Tech Talent
Outlook

INDIA FINDINGS

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Indian Tech and IT employers reported a Net Employment Outlook of 69%, the highest in the last 3 years



Hiring demand has increased by 14 points since last quarter



Indian Tech & IT Outlook remains strong, standing 24 points above the global average

Executive Summary

Nearly 980 Tech & IT Services' employers across India were asked about their 2nd quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook

Employers reported a Net Employment Outlook of

69%

as they consider their hiring plans for January - March

Calculated by subtracting employers planning reductions from those planning to hire*.

Expectations have

strengthened

by

25%

since the previous quarter and

30%

when compared to the same time last year

52%

of employers struggle most to find AI model and application development skills¹ for the first time

Competition for top tech talent continues to increase as

84%

of employers said they were **struggling to find the skilled talent they need**, same as 2025¹.

Strongest Outlooks by Country

India

69%

UAE

69%

Brazil

63%

To overcome ongoing talent scarcity, employers are primarily

upskilling & reskilling their employees (43%)

followed by

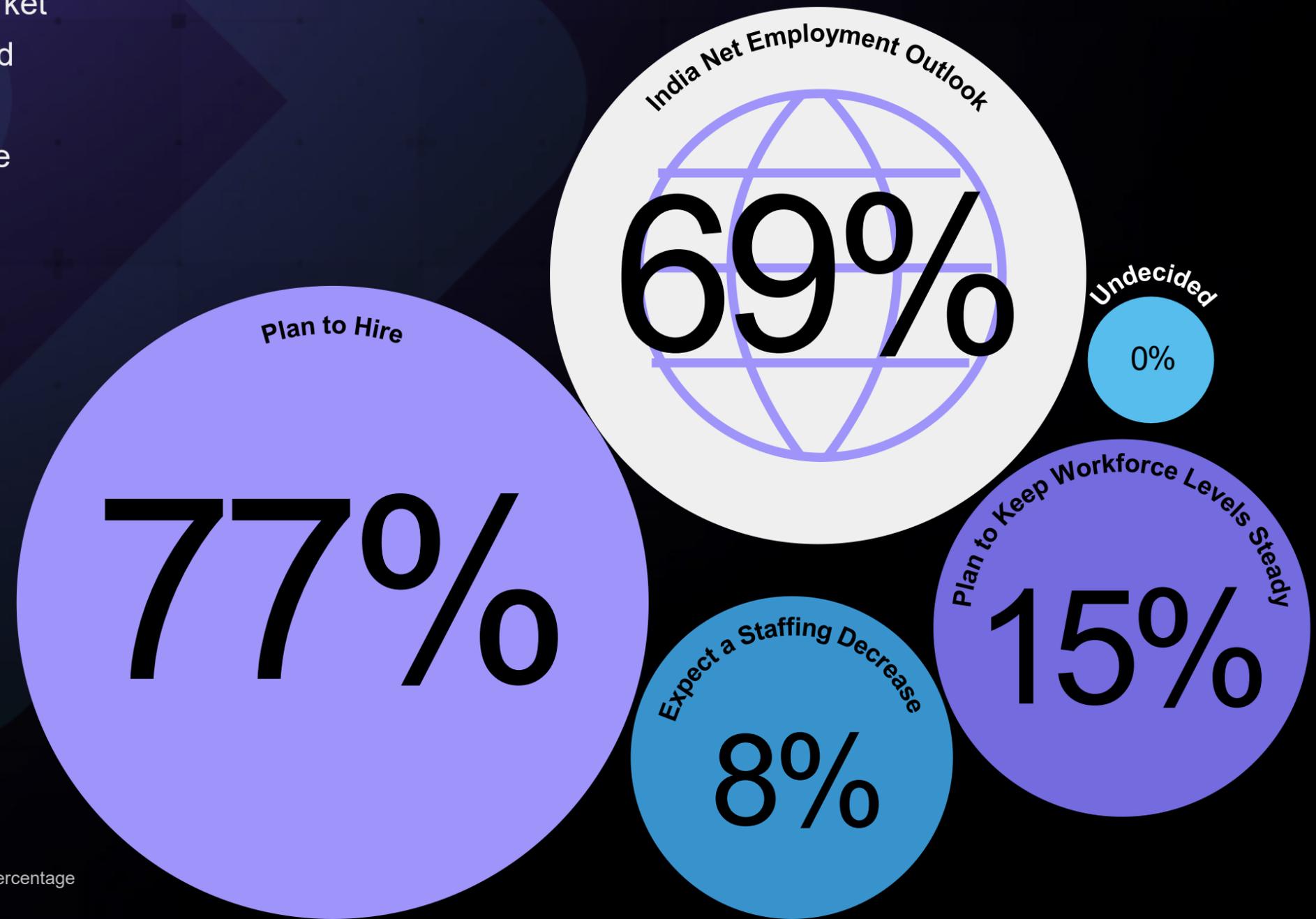
targeting new talent pools (42%)

and

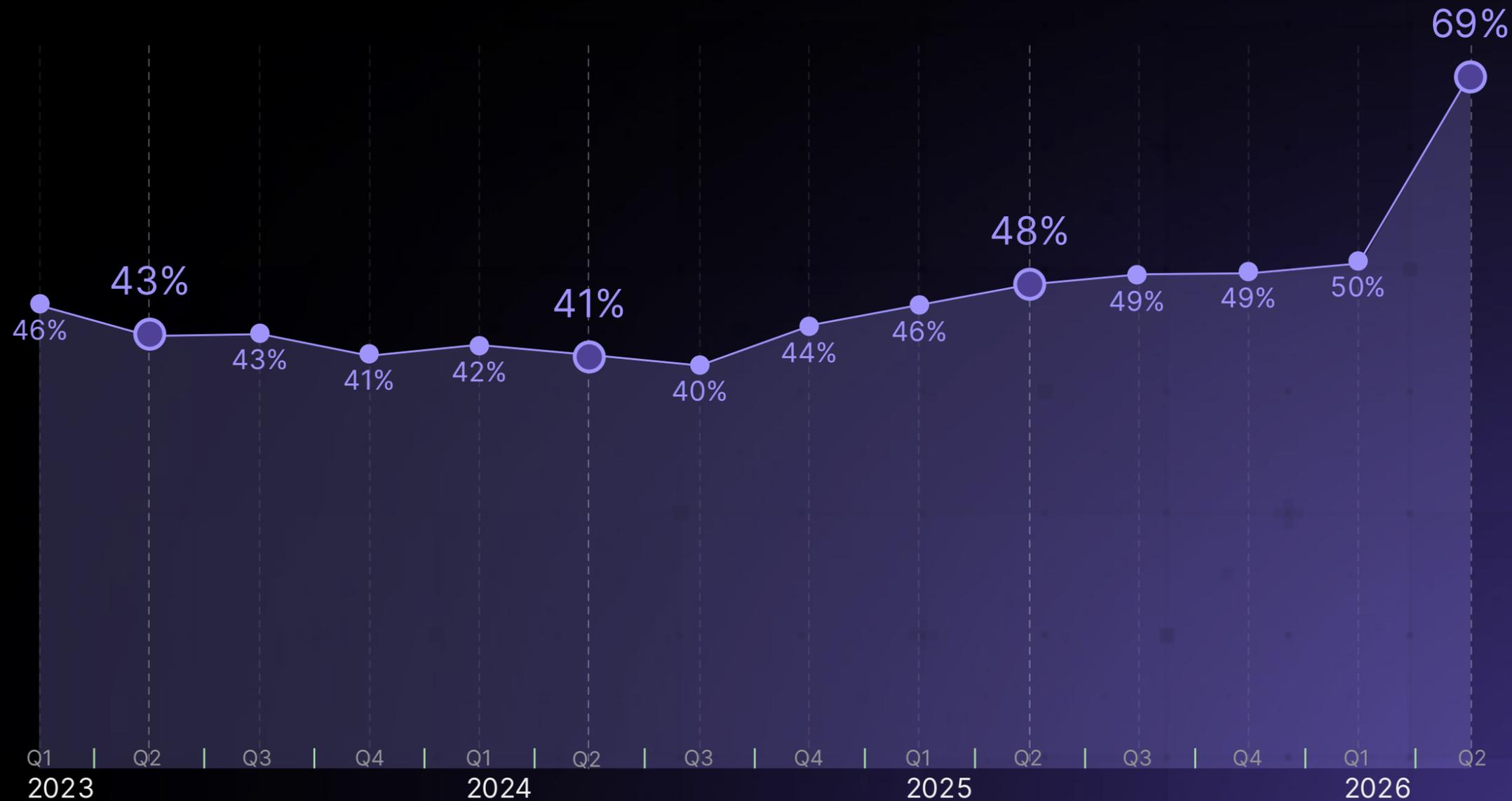
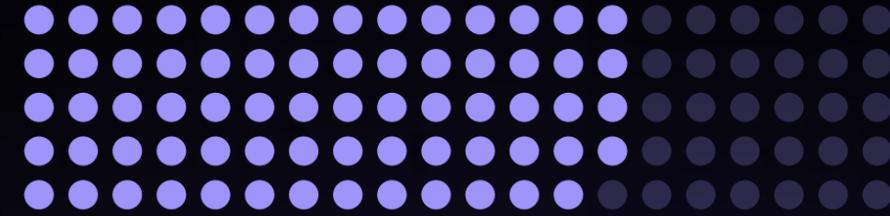
offering more location flexibility through hybrid, remote working (32%)¹

The Q2 2026 Global Tech Talent 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 69%.



Employers across Tech & IT Services reported an NEO of **69%** for Q2 2026



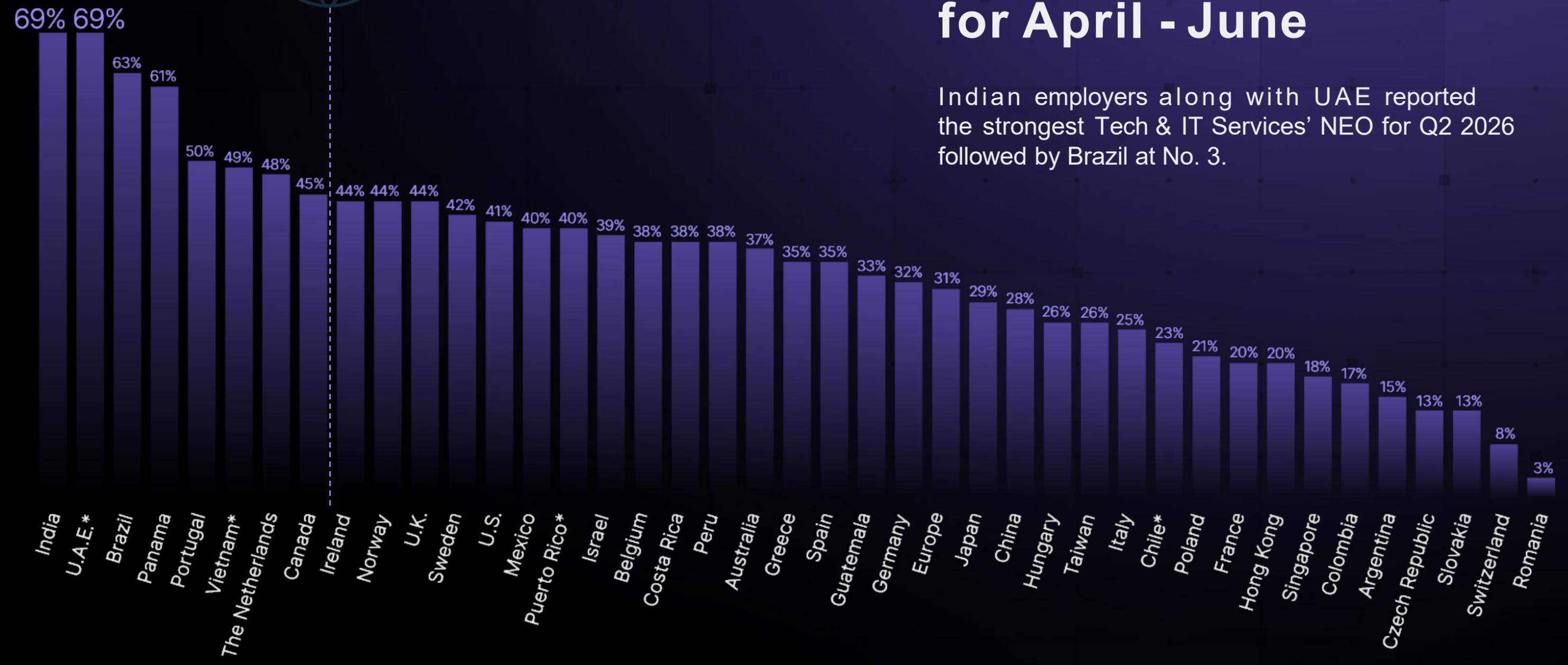
Changes Over Time

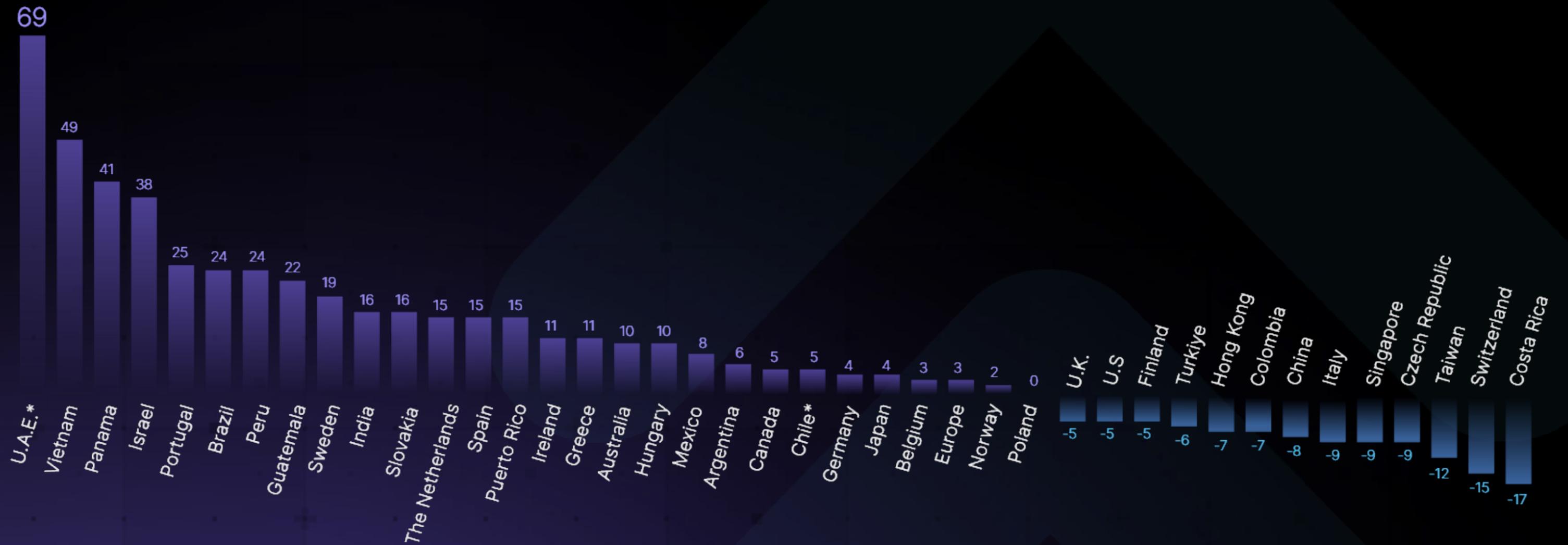
The NEO improved since the previous quarter (+14 points) and year-over-year (+16)

Global Average:
45%

Tech Hiring Expectations for April - June

Indian employers along with UAE reported the strongest Tech & IT Services' NEO for Q2 2026 followed by Brazil at No. 3.





Year-Over-Year Changes by Country

Guatemala recorded the most strengthened NEO since Q1 2025, increasing by 34 points.

Top Skills Sought by Employers

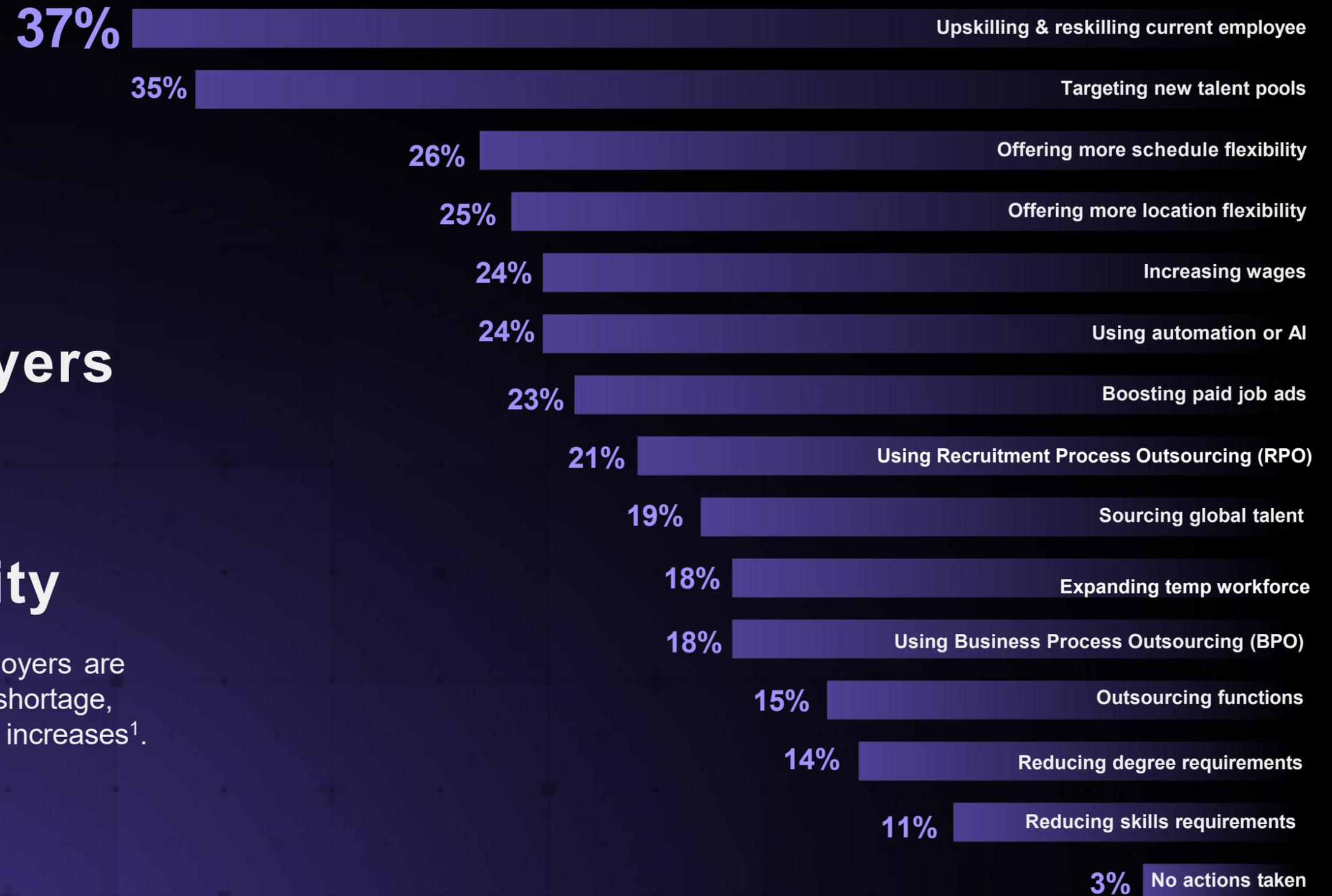
IT & data-related expertise emerged as the most in-demand technical skills sought-after by employers¹.

AI model and application development skills (e.g., creating and training AI systems)	52%
AI literacy skills (e.g., using AI tools)	49%
Traditional IT/Data skills, excluding AI skills	34%
Engineering Skills	26%
Sales & Marketing	21%
Operations & Logistics	18%

Top Technical Skills

Actions Employers are Taking to Overcome Ongoing Scarcity

Upskilling is the top strategy employers are relying on to overcome the talent shortage, above schedule flexibility or wage increases¹.



The Methodology

About the Experis Tech Talent Outlook

The research is based on responses from 976 Tech and IT Services' sector employers across India included in ManpowerGroup's Employment Outlook Survey - the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. The United Arab Emirates (U.A.E.) joined in Q3 2025 and there is currently no year-on-year historical data. Data is seasonally adjusted after seven quarters.

The fieldwork was conducted in all markets from January 1 - February 3, 2026.

About The Experis Tech Talent Outlook's Tech & IT Services Industry Sector

ManpowerGroup has introduced an updated industry sector classification to ensure our insights more closely reflect today's global economy. Historical data has been reclassified to maintain consistency over time, and national and regional results remain unchanged. The Tech & IT Services' classification is defined by the following North American Industry Classification System (NAICS) Sectors: Computer and Electronic Product Manufacturing (334); Internet Publishing and Broadcasting (516); Telecommunications (517); Data Processing, Hosting, and Related Services (518); Other Information Services (519); and Computer Systems Design and Related Services (5415).

About The Talent Shortage Survey

ManpowerGroup interviewed 39,063 employers in 41 countries from October 1-31, 2025. Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, The Netherlands, Norway, Panama, Peru, Poland, Portugal, Puerto Rico, Romania, Singapore, Slovakia, Spain, Sweden, Switzerland, Taiwan, Türkiye, United Arab Emirates (U.A.E.), United Kingdom (U.K.), and the United States (U.S.). In India, 3,051 employers were surveyed to assess hiring challenges, skill gaps, and workforce strategies.

About Information Technology

The Information Technology classification is defined by: Information and Technology; I.T.; IT Services; Software; Communications Equipment; Technology Hardware, Storage & Peripherals; Electronic Equipment, Instruments & Components; Semiconductors & Semiconductor Equipment; IT Manufacturing; Other IT Sub-Industry.

Forward-Looking Statements

This site 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 SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2024, which 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.

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