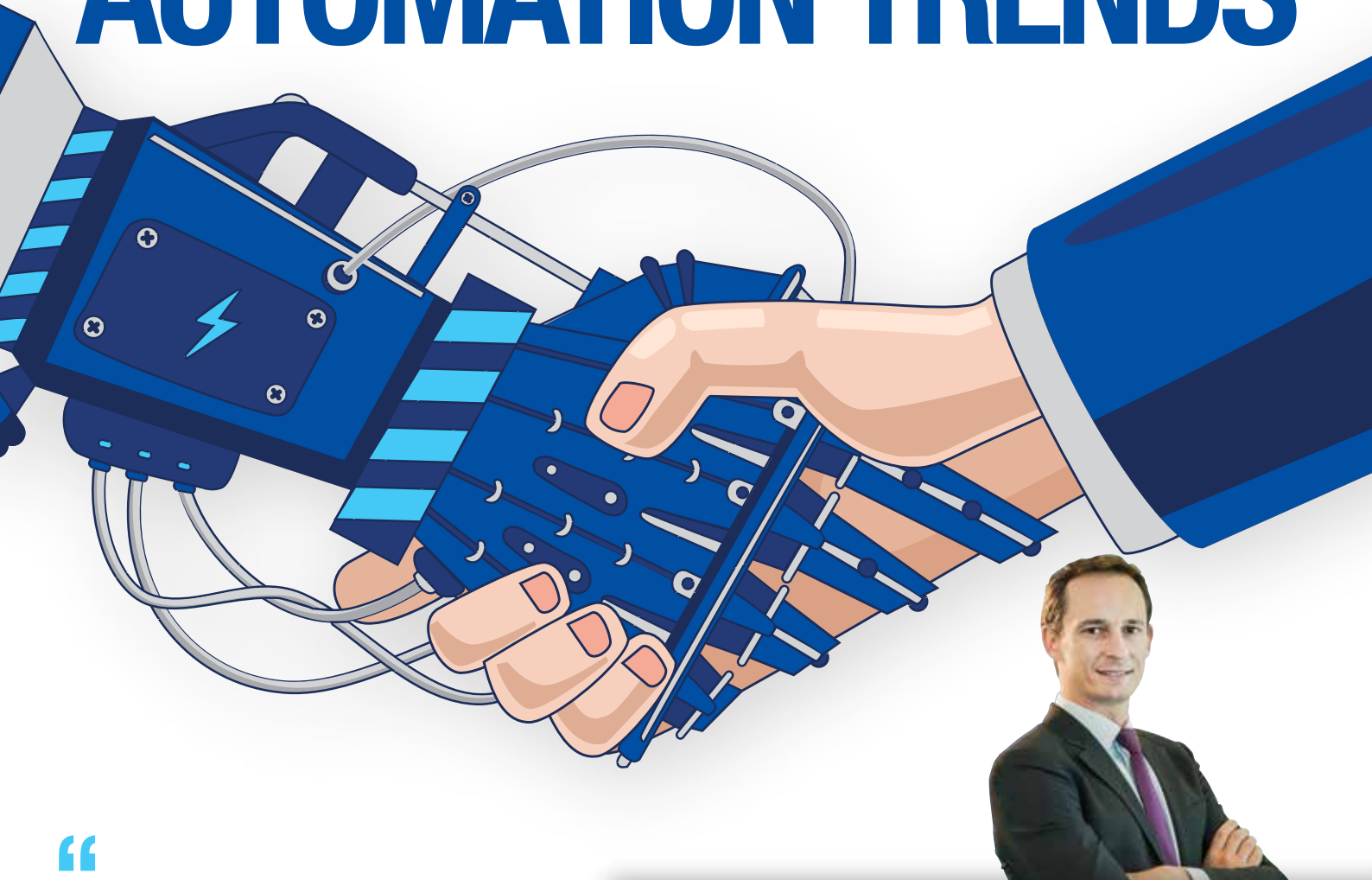


INDIA

AUTOMATION TRENDS



“
Automation is about
creation, not displacement
of jobs in India

Nicolas Dumoulin,
Managing Director

Faster, Better, Cheaper

Benefits of Automation

**83% are not expecting
their jobs to be replaced
by a robot**

GOOD NEWS - THE ROBOTS ARE COMING

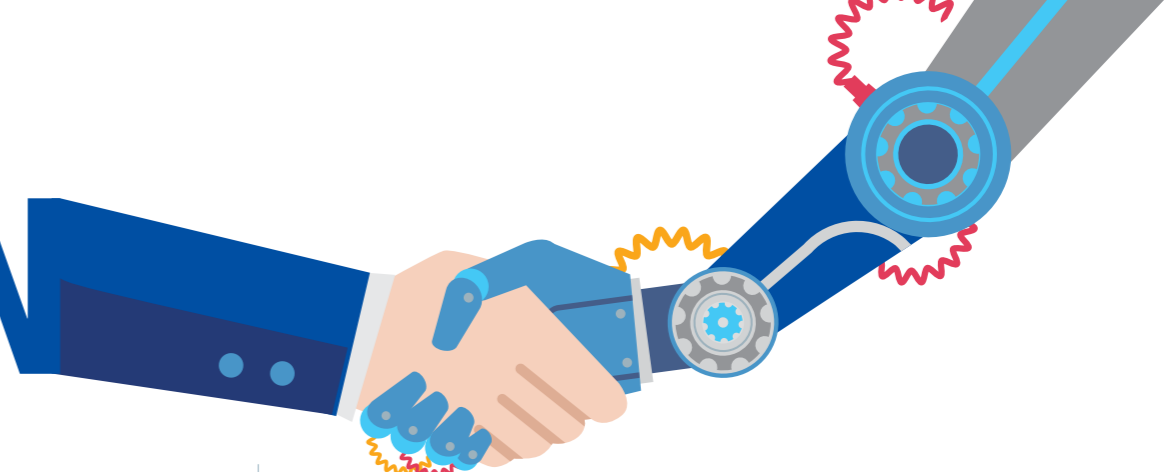
Thank you for your interest in Michael Page and our India Automation and Robotics Trends. As a company committed to a positive dialogue around careers, it's heartening to provide some context to a subject that understandably, be emotive at times. As digital transformation and the impact of automation impact the workforce, it's inevitable that all our careers will be affected. In India, robotics will definitely have an impact on some of our sectors, particularly manufacturing. What we as a nation have to consider carefully the impact on the lower skilled end of the market – and ask what actions we can look into now, to help people reskill and retrain.

Interestingly, the Michael Page customer does see a significant upside as a result of robotics and automation. India is in a fascinating position with this trend: given the positive impact that technology has had in terms of new jobs, there are many new careers that even our parents had once never heard of. As the pace of technological change quickens, we can expect a positive impact for many Indian professionals, particular those in technology. Whatever the case, it's clear that our customers expect that retraining will become an ongoing part of their career – and that overall, despite this time of change we're in, the sentiment towards job prospects remains a positive one.

Nicolas Dumoulin, Managing Director, Michael Page India

INDIA SENTIMENT SNAPSHOT

HAPPIER OUTLOOK ON AUTOMATION



How we got here

While it has been a hot topic among media in recent times, a snap survey by leading specialist recruitment company Michael Page reveals an optimistic picture with regards to automation, with most respondents saying that they are not concerned about automation's impact on their industry.



say that they see automation as having a

+ positive impact

More positivity

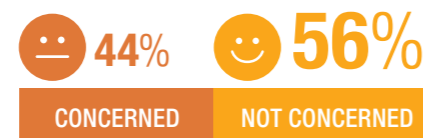
Respondents' outlook about the impact of automation of their industry:

87% POSITIVE IMPACT



13%

Among our respondents, automation was viewed as having an overwhelmingly:



78%

say they were **more confident** about their future job prospects as a result of the trend towards automation, robotics and AI.

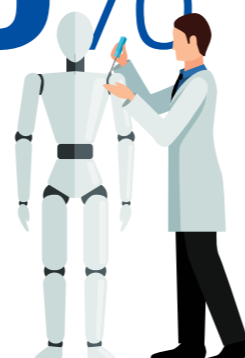


Replaced by a robot?

Will your current job be replaced by a robot? It's a question that might inspire fear — but not for a majority of our respondents.

83%

do not expect their current job to ever be replaced by a robot.



However, of the **17%** who did expect to eventually be replaced,

78%

believe this will happen within the next



Back to school

Respondents were also realistic about the demands of automation, with

85%



saying they planned on **acquiring additional skills** and training as a result of automation.

When they do reskill, many might consider

38% Data Security

They felt it might be the greatest job creator in the next three years. Next was:

28% E-Commerce

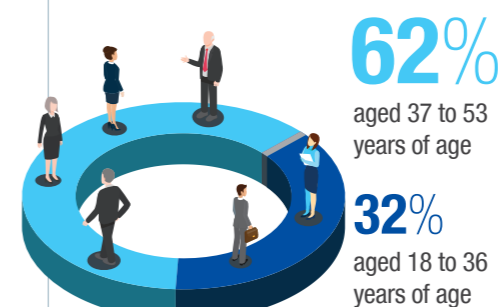
25% Financial Technology

9% Mobile Communications

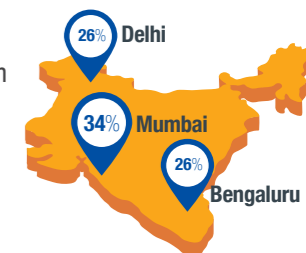
Who did we survey?

Surveyed in July 2017 those in the Michael Page India database were invited to "Share Your Views on Automation".

Of the 1034 voluntary survey respondents, we had a catchment that was mostly:



Respondents were predominantly from

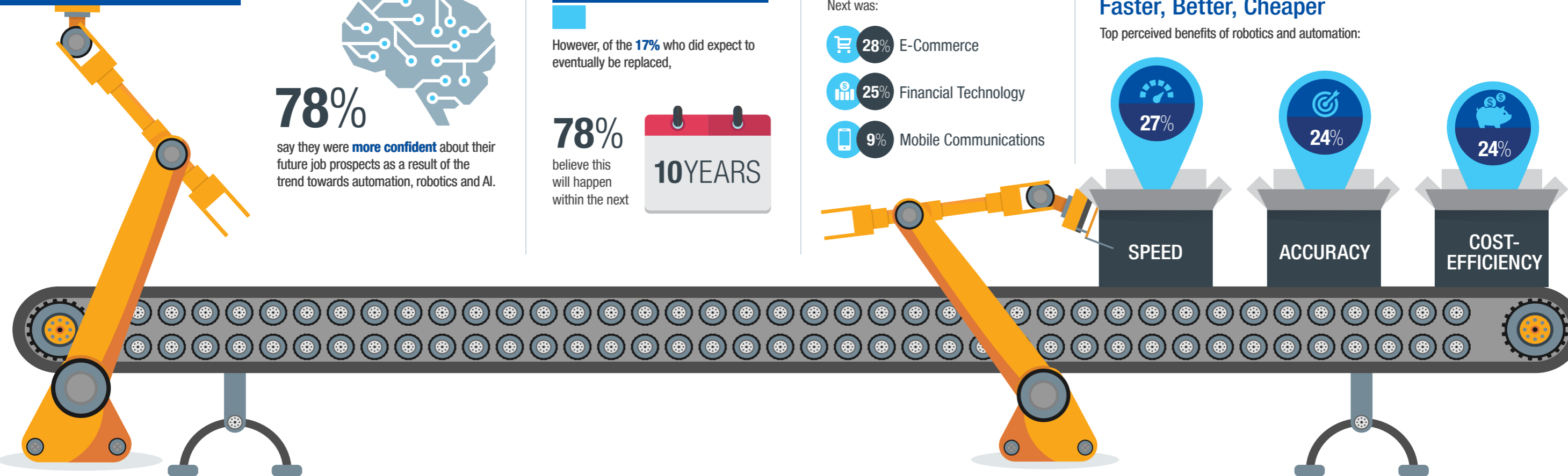
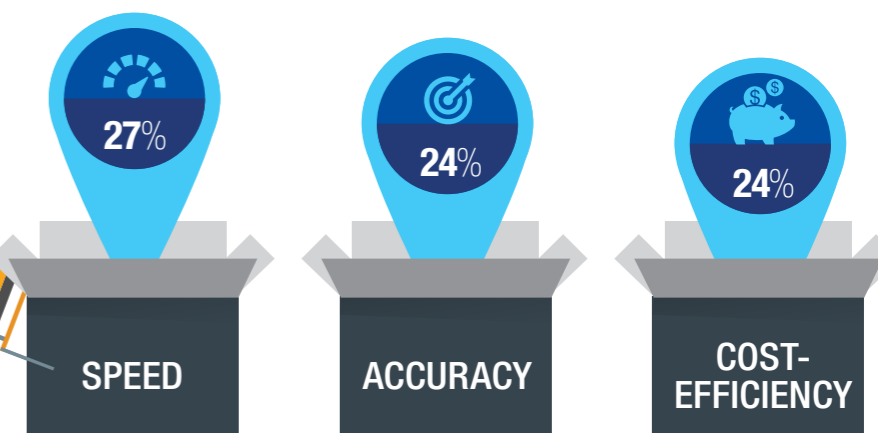


The most represented industries were



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Top perceived benefits of robotics and automation:





Industry Insights



In the technical healthcare field, automation will facilitate efficient outreach to patients and enable the move from out-of-pocket medical spending to insurance support. With the anticipated work efficiencies, India should adopt the strategy of utilising automation to complement the workforce ability. If we can shift our emphasis from reducing workload to raising the bar on quality and efficiency, this will be increasingly beneficial for the future. When we combine the strength of automation with a strong educated workforce, India has the potential to progress into a healthcare powerhouse, capable of supporting medical needs globally.



Mohan Nair, Finance Director of Convatec - South Asia



Companies getting disrupted by automation right now are the large conglomerates. Changing these organisations will take a huge amount of resources and time. As India sees more progress, people who were hired to do volumes will be displaced. Enterprises are warming up to the idea, that in the race for development, they will require either very different skills or business partners. A lot of India's workforce will have to go through re-skilling, to remain relevant in the current rate of growth. Companies will need to hire the right people, instead of more people to get work done.



Jayesh Ghatge, Market Partner – India of ThoughtWorks

About Michael Page India

Michael Page is a leading international specialist recruitment group with a market capitalisation in excess of GBP 1 billion. We are listed on the London Stock Exchange as a FTSE 250 company and currently employ over 6,000 staff with 140 office locations in 36 countries. We are organically grown and each Michael Page office has been established by our own employees and conforms to the best practices and values common to our existing business.

Michael Page, which is a part of PageGroup, has built a cast-iron reputation on its consultative approach. Our India business was launched in January 2011, and we currently have over 70 specialist consultants working on mid to senior-level roles in six disciplines across offices in Mumbai and Delhi NCR. Within the India business, Michael Page's experienced consultants specialise in the recruitment of middle to senior level professionals across Banking & Financial Services, Finance & Accounting, Sales & Marketing, Human Resources, Legal and Procurement & Supply Chain.



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