



Gartner TalentNeuron™

Operations and Logistics: Quarterly Skills and Occupations Trends Report

Labor Market Insights for the USA, Canada, U.K.,
Germany and India

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About This Research

HR leaders need labor market intelligence to make talent decisions in a hypercompetitive labor market. Insights in this report will help HR and other leaders understand top in-demand occupations and skills in their geography to a) design hiring strategy, b) inform strategic build vs. buy decisions, and c) educate leaders on the state of the labor market.

Goal

- Track trends on top in-demand skills and occupations.
- Support creation and validation of workforce plans, sourcing strategy, and competitive tactics for target occupations and skills.
- Prioritize hiring and retention of talent with in-demand skills and occupations and anticipate demand surges to hire talent ahead of the competition.

Data Source

- We used, Gartner TalentNeuron, an end-to-end labor market intelligence solution combining real-time insights from trusted global data sources, deep research and expert advisors to guide decisions on location, talent and competition.

About the Analysis

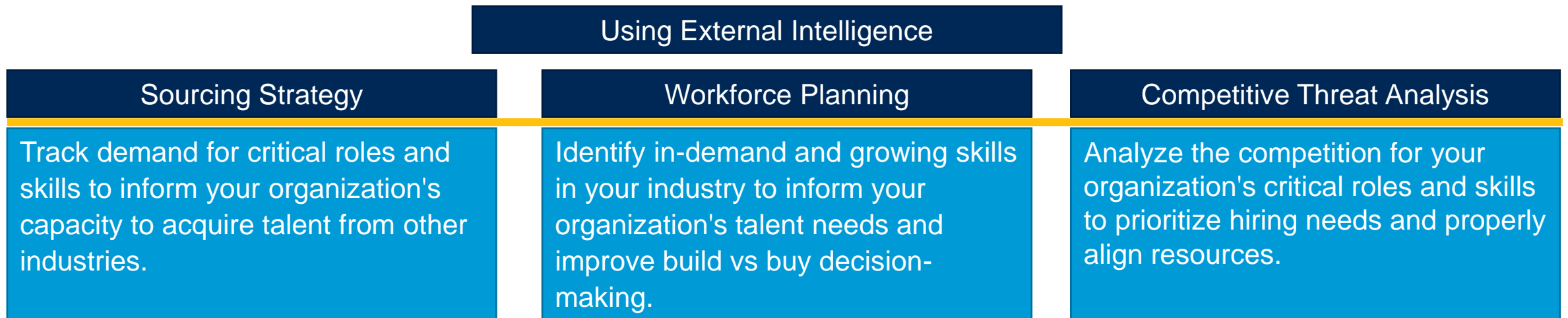
- This research analyzes **Operations and Logistics Function Q3 2022** labor market data for USA, Canada, U.K., Germany and India.
- The top in-demand skills and occupations are determined based on each market's open job postings* in a quarter.
- For data and analysis on other functions such as Sales and Business Development, Information Technology, Marketing and PR, Finance and Accounting, please visit [TN Insights Tab](#) or contact your account executive.

* Open jobs found during your selected time period. For example, if your selected time period is April, demand will include jobs that were posted in March and still open in April.

Disclaimer: We conduct analysis based on labor market data gathered from thousands of diversified sources aggregated and normalized using proprietary technology based on natural language processing (NLP) and machine learning (ML) combined with human judgment. We continuously refresh our data to account for changing labor market conditions to provide our clients with the most accurate insights and advice. Our reports, therefore, offer directional guidance, and analysis may show variation across time owing to evolution in methodology.

Why Use Skills and Occupations Trends?

Skills and Occupations trends helps HR leaders assess how the labor market evolves based on the changing demand for different skills and occupations across various locations, functions, and industries.



The quarterly report provides in-depth trends of in-demand and growing skills and occupations across five countries. Organizations can compare their internal demand for roles and skills with the overall demand across geographies to make key talent decisions. In a competitive labor market, growth trends for skills and occupations can help prepare for and preempt increased competition.

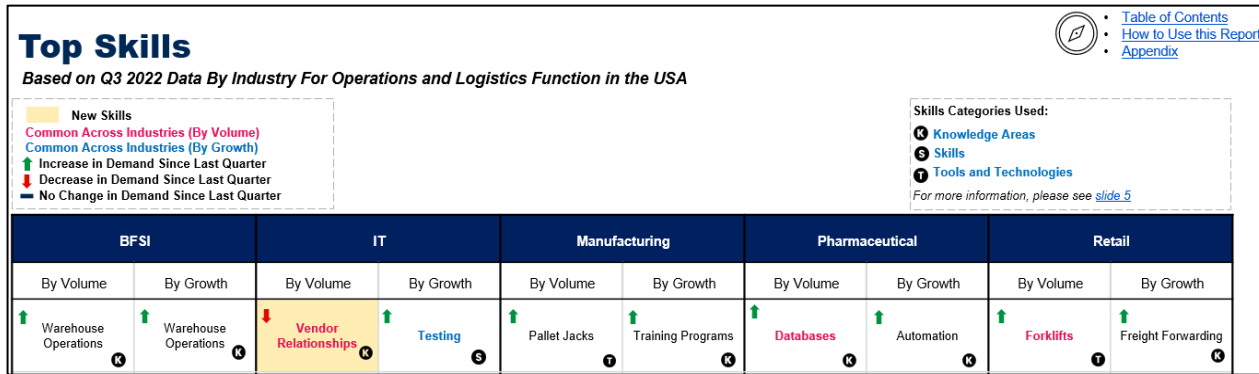
Skills Categories Used In The Report

Skills are the specific abilities or knowledge that an employer needs or prefers a candidate to have for a particular role. Each skill in our library of identified job attributes is manually assigned a category. This category provides additional context on the meaning of the skill and allows users to filter and focus only on the types they care about. Currently, we sort skills into the following mutually-exclusive categories (see the table below).

Category of Skill	Definition	Notation Used in the Report
Knowledge Areas	Organized sets of information used for the execution of tasks and activities within a particular domain.	K
Skills	Developed capacities that an individual must have to be effective in a job, role, function, task, or duty.	S
Tools and Technologies	Categories of tools and technologies used to perform tasks.	T

How to Use This Report?

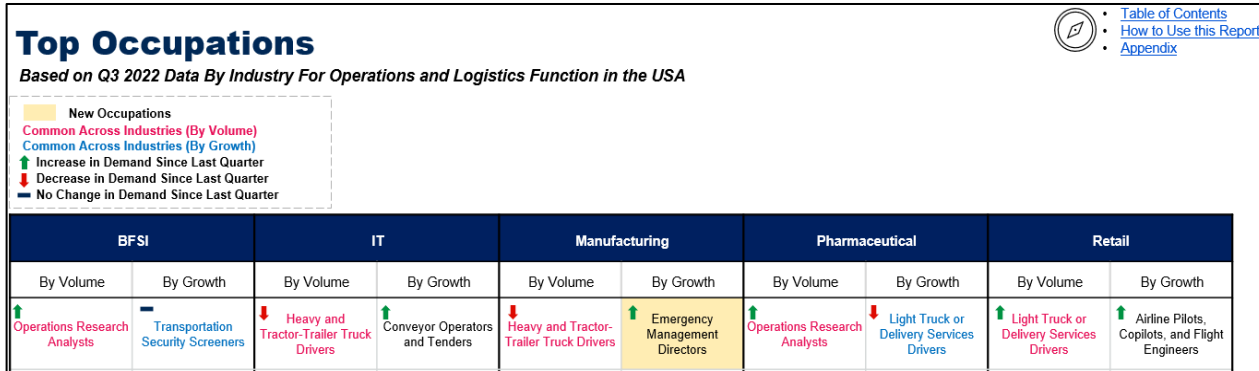
Illustrative Layout of the Top Skills Analysis Page by Industries for a Country



Reading the Legend on the Top Skills and Occupation Pages

Category	Definition	How to Use the Data
New Skills/ Occupations	Skills/occupations that are new and have not been featured among the top five list (by volume or growth) in the past twelve months for the industry.	<ul style="list-style-type: none"> Plan attraction strategies to combat increased competition Adapt sourcing plans for increased difficulty in hiring Track for future increase or decrease in demand
Common Across Industries (By Volume)	These are top in-demand skills/occupations by talent demand volume that feature among the top five list across two or more industries. Indicates high demand across industries.	<ul style="list-style-type: none"> Consider sourcing candidates from other industries to expand talent pools Prioritize retention efforts for talent
Common Across Industries (By Growth)	These are top in-demand skills/occupations by talent demand growth that feature among the top five list across two or more industries. Indicates broad-based emerging demand and likely increase in competition.	<ul style="list-style-type: none"> Adjust sourcing plans to prepare for competition. Compare with skill plans to assess relevance of planned skill pool.
Increase (↑) / Decrease (↓) / No Change (→) in Demand Since Last Quarter	The symbols indicate increase, decrease or no change in demand volume/ demand growth for a skill or occupation since last quarter.	<ul style="list-style-type: none"> Track demand trends over time to prioritize hiring and retention of talent with the top skills and occupations.

Illustrative Layout of the Top Occupations Analysis Page by Industries for a Country



Note:

- Skills/Occupations analyzed were based on open job postings during the selected time frame. For example, if your selected time period is April, demand will include jobs that were posted in March and still open in April.
- Demand growth of a skill or an occupation: The quarter-over-quarter percent increase in job postings with requirement for the skill or occupation in job postings. To control for variation in skill and occupation demand, we use the average job posting levels in the trailing six months as the monthly job posting volume.
- Quarterly change in this report refers to change compared to the previous quarter.

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Executive Summary

Operations and Logistics Function

Based on Q3 2022 Data






Key Highlights - Operations and Logistics Function (1/2)



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Top Skills and Occupations in Five Countries : Based on Q3 2022 Data

- Top volume occupation and skills dominate talent investments by Operations and Logistics functions and will continue to witness high competition.
- Top growth occupations and skills are seeing the fastest increase in hiring by Operations and Logistics functions and should prompt assessment of organization's investment in them.

Quarterly Change in Open Job Postings						
		↑ +5.7%	↑ +1.8%	↓ -7.1%	↑ +16.9%	↑ +62.3%*
Occupations	Top By Demand Volume	Light Truck or Delivery Services Drivers	Light Truck or Delivery Services Drivers	Light Truck or Delivery Services Drivers	Logisticians	Purchasing Agents, Except Wholesale, Retail, and Farm Products
	Top By Demand Growth	Conveyor Operators and Tenders	First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	Aircraft Cargo Handling Supervisors	Driver/ Sales Workers	Light Truck or Delivery Services Drivers
Skills ¹	Top By Demand Volume	Tractor-Trailers	Shipping	Vendor Relationships	Industrial Engineering	Supply Chain
	Top By Demand Growth	Automation	Automation	Risk Assessment	Industrial Engineering	Supply Chain Management






¹ Each skill in our library of identified job attributes is manually assigned a category. This category provides additional context on the meaning of the skill and allows users to filter and focus only on the types they care about. Currently, we sort skills into the following mutually-exclusive categories: Knowledge areas, Skills, Tools & technologies. **For more information on skills methodology, please see [slide 5](#).**

* The sharp increase in demand percentage is due to the addition of new job sources in the TalentNeuron database for India.

Key Highlights - Operations and Logistics Function (2/2)

Skills and Occupations Shared Across Industries: Based on Q3 2022 Data

- Top shared occupation and skills by volume dominate talent investments by Operations and Logistics functions across industries. This poses increased competition for these critical roles/skills but offers opportunities to hire from across industries.
- Top growth occupations and skills shared by Operations and Logistics functions across industries show a broad increase in demand which poses competitive threat but should also prompt review in organization's need for them.

Quarterly Change in Open Job Postings						
		↑ +5.7%	↑ +1.8%	↓ -7.1%	↑ +16.9%	↑ +62.3%*
Occupations	Shared Across Industries ² (By Demand Volume)	Light Truck or Delivery Services Drivers	Operations Research Analysts	Purchasing Managers	Logisticians	Purchasing Managers
	Shared Across Industries ² (By Demand Growth)	Couriers and Messengers	First-Line Supervisors of Helpers, Laborers and Material-Movers	First-Line Supervisors of Helpers, Laborers and Material-Movers	<ul style="list-style-type: none"> • Transportation, Storage and Distribution Managers • Logisticians 	Light Truck or Delivery Services Drivers
Skills ¹	Shared Across Industries ² (By Demand Volume)	Vendor Relationships	Shipping	Vendor Relationships	Shipping	Supply Chain Management
	Shared Across Industries ² (By Demand Growth)	<ul style="list-style-type: none"> • Merchandising • Forklifts 	Database	<ul style="list-style-type: none"> • Risk Assessment • Supplier Relationship Management 	<ul style="list-style-type: none"> • Testing • Freight Forwarding 	Supply Chain Management

¹ Each skill in our library of identified job attributes is manually assigned a category. This category provides additional context on the meaning of the skill and allows users to filter and focus only on the types they care about. Currently, we sort skills into the following mutually-exclusive categories: Knowledge areas, Skills, Tools & technologies. For more information on skills methodology, please see [slide 5](#).

² Skills and occupations 'Shared Across Industries' refer to those that feature among the top five skills/occupations across two or more industries.

* The sharp increase in demand percentage is due to the addition of new job sources in the TalentNeuron database for India.

Summary – Operations and Logistics Function – Q3 2022



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- All five focus countries except U.K. saw an increase in talent demand in Q3 2022 compared to Q2 2022. In U.K., there was a **decline of 7.1% in demand** in Q3 2022.
- **Industrial Engineering** is the **top skill by demand volume and demand growth** in Germany. HR leaders should prepare for increased competition for talent with the skill and consider hiring for adjacent skills.
- **Supply Chain Management** is among the **top five skills by demand volume and demand growth** across multiple industries in India. HR leaders should differentiate their EVP across industry players to attract candidates, given the high competition.
- **Light Truck or Delivery Service Drivers** is the **top occupation by demand volume** across several countries. HR leaders should prepare for increased competition for talent with these skills, given the rise in demand, and develop internal talent to be proficient in such skills in the medium-term.
- **Purchasing Managers** is among the **top five occupations by demand volume across industries** in India and U.K. HR leaders should look to upskill existing employees to build a talent pipeline who can take up this role in the medium-term as they are likely to face high competition in attracting such talent.



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Quarterly Job Posting Trends – Operations and Logistics Function

Based on Q3 2022 Data

Click to Review Trends for:

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- [Canada](#)
- [U.K.](#)
- [Germany](#)
- [India](#)



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USA – Top Skills and Occupations

Operations and Logistics Function – Q3 2022

Key Highlights – USA



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Operations and Logistics Function

- There a **5.7% increase** in talent demand in the Operations and Logistics function in USA in Q3 2022 compared to Q2 2022.
- **Vendor Relationships** is among the **top five skills by demand volume** across multiple industries, suggesting high competition for talent with knowledge of the skill. HR leaders should closely review the need for this skill and plan for their internal talent to develop the skill in the medium-term.
- **Merchandising** are among the **top five skills by demand volume** in the Manufacturing and Retail industries. HR leaders should prepare for increased competition and can consider hiring for adjacent skills.
- **Light Truck or Delivery Services Drivers** is among the **top five occupations by demand volume** across multiple industries. HR leaders should differentiate their EVP across industry competitors to attract candidates with such skills, given the high demand across multiple industries.
- **Couriers and Messengers** is among the **top five occupations by demand growth across several industries**, suggesting an increasing demand for these roles. HR leaders can consider hiring for this role from outside their industries.

Top Skills

Based on Q3 2022 Data By Industry For Operations and Logistics Function in the USA

 **New Skills**
↑ **Common Across Industries (By Volume)**
↑ **Common Across Industries (By Growth)**
↑ Increase in Demand Since Last Quarter
↓ Decrease in Demand Since Last Quarter
▬ No Change in Demand Since Last Quarter

Skills Categories Used:
Ⓚ **Knowledge Areas**
Ⓢ **Skills**
Ⓣ **Tools and Technologies**
 For more information, please see [slide 5](#)

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↑ Warehouse Operations Ⓚ	↑ Warehouse Operations Ⓚ	↓ Vendor Relationships Ⓚ	↑ Testing Ⓢ	↑ Pallet Jacks Ⓣ	↑ Training Programs Ⓚ	↑ Databases Ⓚ	↑ Automation Ⓚ	↑ Forklifts Ⓣ	↑ Freight Forwarding Ⓚ
↑ Accounting Ⓚ	↑ Sourcing Strategy Ⓚ	↓ Supply Chain Management Ⓚ	↑ Finance Operations Ⓚ	↑ Forklifts Ⓣ	↑ Hand Trucks Ⓣ	↑ Testing Ⓢ	↑ Systems Engineering Ⓢ	↓ Logistics Ⓚ	↓ Installing Ⓢ
↑ Databases Ⓚ	↑ Testing Ⓢ	↑ Finance Operations Ⓚ	↓ Growth Strategy Ⓚ	↑ Merchandising Ⓚ	↓ Merchandising Ⓚ	↑ Supply Chain Management Ⓚ	↓ Industrial Engineering Ⓢ	↑ Installing Ⓢ	↑ Material Handling Ⓢ
↓ Contracting Ⓚ	↓ Merchandising Ⓚ	↓ Enterprise Resource Planning Ⓚ	↓ Sourcing Strategy Ⓚ	↑ Hand Trucks Ⓣ	↓ Tractor-Trailers Ⓣ	▬ Information Systems Ⓚ	↑ Accounting Ⓚ	↑ Automotive Maintenance Ⓢ	↑ Forklifts Ⓣ
↑ Vendor Relationships Ⓚ	↓ Databases Ⓚ	↑ Testing Ⓢ	↑ Status Reporting Ⓚ	↓ Shipping Ⓚ	↑ Supply Chain Management Ⓚ	↑ Vendor Relationships Ⓚ	↓ Shipping Ⓢ	↓ Merchandising Ⓚ	↑ Shipping Ⓚ

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Top Occupations

Based on Q3 2022 Data By Industry For Operations and Logistics Function in the USA



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New Occupations

Common Across Industries (By Volume)

Common Across Industries (By Growth)

↑ Increase in Demand Since Last Quarter

↓ Decrease in Demand Since Last Quarter

▬ No Change in Demand Since Last Quarter

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↑ Operations Research Analysts	▬ Transportation Security Screeners	↓ Heavy and Tractor-Trailer Truck Drivers	↑ Conveyor Operators and Tenders	↓ Heavy and Tractor-Trailer Truck Drivers	↑ Emergency Management Directors	↑ Operations Research Analysts	↓ Light Truck or Delivery Services Drivers	↑ Light Truck or Delivery Services Drivers	↑ Airline Pilots, Copilots, and Flight Engineers
↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↓ Driver/Sales Workers	↑ Operations Research Analysts	↑ Machine Feeders	↑ Driver/Sales Workers	↑ Couriers and Messengers	↑ Purchasing Managers	↑ Packers and Packagers, Hand	↓ Driver/Sales Workers	↑ Refuse and Recyclable Material Collectors
↑ Purchasing Managers	↑ Light Truck or Delivery Services Drivers	↑ Logisticians	↑ Packers and Packagers, Hand	↑ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↓ Airfield Operations Specialists	↓ Logisticians	↓ Couriers and Messengers	↑ Heavy and Tractor-Trailer Truck Drivers	↑ Postal Service Mail Carriers
↓ Transportation, Storage, and Distribution Managers	↓ Wholesale and Retail Buyers, Except Farm Products	↓ Purchasing Managers	↑ Transportation Security Screeners	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↑ Postal Service Mail Carriers	↓ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ Cargo and Freight Agents	↑ Laborers and Freight, Stock, and Material Movers, Hand	↑ Postal Service Clerks
↑ Light Truck or Delivery Services Drivers	↓ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↓ Light Truck or Delivery Services Drivers	↑ Couriers and Messengers	↑ Logisticians	↑ Bus Drivers, Transit and Intercity	↑ Light Truck or Delivery Services Drivers	↑ Purchasing Managers	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↑ Industrial Truck and Tractor Operators

Source: Gartner TalentNeuron

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Note: For more information on 'How to Use the Data' Please see [slide 6](#).





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Canada – Top Skills and Occupations

Operations and Logistics Function – Q3 2022

Key Highlights – Canada

Operations and Logistics Function



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- There was a **1.8% increase** in talent demand in the Operations and Logistics function in Canada in Q3 2022 compared to Q2 2022.
- **Power BI** is a **new top skill** (among the top five skills for the first time in the past twelve months) **by demand growth** in the IT industry. HR leaders should consider hiring for adjacent skills given the increase in competition.
- **Knowledge of Databases** is among the **top five skills by demand growth** across multiple industries. HR leaders should prepare for increased competition when hiring talent with this skill, given the rise in demand and consider developing internal talent to be proficient in the skill in the medium-term.
- **First-Line Supervisors of Helpers, Laborers, and Material Movers** is among the **top five occupations by demand growth** across multiple industries. HR leaders should aim to differentiate their EVP from competitors to attract such talent, given the increase in demand.
- **Operations Research Analysts** is a **top occupation by demand volume** in multiple industries. HR leaders should look to upskill existing employees to build a talent pipeline who can take up this role in the medium-term as they are likely to face high competition in attracting such talent.

Top Skills

Based on Q3 2022 Data By Industry For Operations and Logistics Function in Canada



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New Skills

Common Across Industries (By Volume)

Common Across Industries (By Growth)

↑ Increase in Demand Since Last Quarter

↓ Decrease in Demand Since Last Quarter

▬ No Change in Demand Since Last Quarter

Skills Categories Used:

K Knowledge Areas

S Skills

T Tools and Technologies

For more information, please see [slide 5](#)

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↑ Investigating S	↑ Investigating S	↓ SQL K	↑ Automation K	↑ Shipping K	↑ Installing S	↑ Supply Chain Management K	↑ Supply Planning K	↑ Shipping K	↓ Material Handling S
↓ Financial Services K	↑ Request for Proposal K	↑ Operations Analysis S	▬ OpenText T	↓ Forklifts T	↑ Databases K	↑ Testing K	↑ Databases K	↑ Merchandising K	↑ Forklifts T
↓ Vendor Relationships K	↓ Databases K	↑ OpenText T	↑ Accounting K	↑ Supply Chain Management K	↓ Purchase Orders K	↑ Enterprise Resource Planning S	↑ Enterprise Resource Planning K	↑ Forklifts T	↑ Shipping K
↓ Databases K	▬ Power BI T	↑ Salesforce CRM SFDC K	↑ Operations Analysis S	↑ Purchase Orders K	↓ Sourcing Strategy K	↑ Supply Planning K	↓ Shipping K	↑ Inspecting S	↑ Vehicle Inspections S
↓ Strategic Sourcing K	↓ Accounting K	▬ Accounting T	▬ Power BI T	↑ Quoting K	↓ Vendor Relationships K	↑ Shipping K	↓ Standard Operating Procedures K	↑ Material Handling S	↑ Merchandising K

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Top Occupations

Based on Q3 2022 Data By Industry For Operations and Logistics Function in Canada



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New Occupations

Common Across Industries (By Volume)

Common Across Industries (By Growth)

↑ Increase in Demand Since Last Quarter

↓ Decrease in Demand Since Last Quarter

▬ No Change in Demand Since Last Quarter

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↓ Operations Research Analysts	↓ First-Line Supervisors of Helpers, Laborers, and Material Movers	↓ Operations Research Analysts	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↑ Light Truck or Delivery Services Drivers	↑ Emergency Management Directors	↑ Operations Research Analysts	↑ Industrial Truck and Tractor Operators	↑ Light Truck or Delivery Services Drivers	↑ Light Truck or Delivery Services Drivers
↓ Purchasing Managers	↑ Bus Drivers, Transit and Intercity	↓ Purchasing Managers	↓ Procurement Clerks	↑ Purchasing Agents	↓ Packers and Packagers, Hand	↑ Logisticians	↑ Laborers and Freight, Stock, and Material Movers, Hand	↓ Laborers and Freight, Stock, and Material Movers, Hand	↓ First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand
↑ Purchasing Agents	↓ Industrial Truck and Tractor Operators	↑ Purchasing Agents	↓ Purchasing Agents	↑ Logisticians	↑ Postal Service Mail Sorters, and Processing Machine Operators	↓ Purchasing Managers	↓ Logisticians	↑ Driver/Sales Workers	↑ Industrial Truck and Tractor Operators
↑ Emergency Management Directors	↑ Heavy and Tractor-Trailer Truck Drivers	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	▬ Laborers and Freight, Stock, and Material Movers, Hand	↓ Operations Research Analysts	↑ Locomotive Engineers	↓ Purchasing Agents	↑ Operations Research Analysts	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↑ Transportation, Storage, and Distribution Managers
↑ Heavy and Tractor-Trailer Truck Drivers	↓ Emergency Management Directors	↓ Logisticians	▬ Aircraft Launch and Recovery Specialists	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↓ Crane and Tower Operators	↑ Industrial Truck and Tractor Operators	▬ Cargo and Freight Agents	↑ Heavy and Tractor-Trailer Truck Drivers	↓ Driver/Sales Workers

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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U.K. – Top Skills and Occupations

Operations and Logistics Function – Q3 2022

Key Highlights – U.K.

Operations and Logistics Function



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- There was a **7.1% decrease** in talent demand in the Operations and Logistics function in U.K. in Q3 2022 compared to Q2 2022.
- **Vendor Relationships** is among the **top five skills by demand volume** across all industries. HR leaders should review their hiring plans to prepare for increased competition and can consider hiring for the skill from outside their industries.
- **Operations Analysis** is among the **top five skills by demand volume and demand growth** in the BFSI industry. However, there has been a decrease in the rate of demand growth for the skill compared to Q2 2022. HR leaders should review their workforce plans to consider ramping up hiring due to a relative slowdown in demand growth for this skill.
- **Purchasing Managers** is among the **top five occupations by demand volume** across all industries. HR leaders should differentiate their EVP across industry players to attract candidates for this role, given the high competition.
- **Operations Research Analyst** is **new top occupation** (among the top five occupations for the first time in the past twelve months) **by demand growth** in the BFSI industry. HR leaders should prepare for increased competition for talent this role, given the rise in demand, and develop internal talent to be proficient in such skills in the medium-term.

Top Skills

Based on Q3 2022 Data By Industry For Operations and Logistics Function in U.K.

 **New Skills**
↓ **Common Across Industries (By Volume)**
↓ **Common Across Industries (By Growth)**
↑ **Increase in Demand Since Last Quarter**
↓ **Decrease in Demand Since Last Quarter**
▬ **No Change in Demand Since Last Quarter**

Skills Categories Used:
Ⓚ **Knowledge Areas**
Ⓢ **Skills**
Ⓣ **Tools and Technologies**
 For more information, please see [slide 5](#)

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↓ Vendor Relationships Ⓚ	↓ Strategic Sourcing Ⓚ	↓ Vendor Relationships Ⓢ	↑ Risk Assessment Ⓢ	↑ Vendor Relationships Ⓚ	↑ Enterprise Resource Planning Ⓚ	↓ Vendor Relationships Ⓚ	↑ Supply Chain Management Ⓚ	↓ Merchandising Ⓚ	↑ Risk Assessment Ⓢ
↑ Operations Analysis Ⓢ	↓ Operations Analysis Ⓢ	↑ Procurement Management Ⓚ	↑ Testing Ⓢ	↓ Sourcing Strategy Ⓚ	↑ Operational Planning Ⓚ	↓ Sourcing Strategy Ⓚ	↑ Power BI Ⓣ	↓ Vendor Relationships Ⓚ	↑ Cashiering Ⓢ
↓ Sourcing Strategy Ⓚ	↓ Databases Ⓚ	↓ Strategic Sourcing Ⓚ	↑ Forklifts Ⓣ	↓ Purchase Orders Ⓚ	↓ Vendor Relationships Ⓚ	↓ Supplier Relationship Management Ⓚ	↓ Planning Processes Ⓚ	↑ Cashiering Ⓢ	↓ Agile Ⓚ
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▬ Investigating Ⓢ	▬ Information Presentation Ⓢ	↑ Forklifts Ⓣ	↑ Sourcing Strategy Ⓚ	↑ Procurement Management Ⓚ	↓ Procurement Management Ⓚ	↓ Agile Ⓚ	↓ Supplier Relationship Management Ⓚ	↓ Installing Ⓚ	↓ SQL Ⓚ

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Top Occupations

Based on Q3 2022 Data By Industry For Operations and Logistics Function in U.K.



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New Occupations

Common Across Industries (By Volume)

Common Across Industries (By Growth)

↑ Increase in Demand Since Last Quarter

↓ Decrease in Demand Since Last Quarter

▬ No Change in Demand Since Last Quarter

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↓ Purchasing Managers	↑ Packers and Packagers, Hand	↓ Purchasing Managers	↓ First-Line Supervisors of Helpers, Laborers, and Material Movers	↑ Purchasing Managers	↓ Aircraft Cargo Handling Supervisors	↓ Purchasing Managers	↑ Emergency Management Directors	↓ Light Truck or Delivery Services Drivers	↑ Bus Drivers, Transit and Intercity
↑ Operations Research Analysts	↑ Light Truck or Delivery Services Drivers	↑ Logisticians	↑ Laborers and Freight, Stock, and Material Movers	↓ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ First-Line Supervisors of Helpers, Laborers, and Material Movers	↑ Operations Research Analysts	↓ Industrial Truck and Tractor Operators	↓ Driver/Sales Workers	↓ Postal Service Clerks
↑ Light Truck or Delivery Services Drivers	↓ Emergency Management Directors	↓ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ Aircraft Cargo Handling Supervisors	↓ Logisticians	↑ Subway and Streetcar Operators	↑ Logisticians	↑ First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	↓ Wholesale and Retail Buyers, Except Farm Products	↑ Laborers and Freight, Stock, and Material Movers
↑ Transportation, Storage, and Distribution Managers	↓ Purchasing Agents, Except Wholesale, Retail, and Farm Products	▬ Transportation, Storage, and Distribution Managers	↓ Industrial Truck and Tractor Operators	↓ Light Truck or Delivery Services Drivers	↑ Machine Feeders and Off bearers	↓ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↓ Operations Research Analysts	↓ Transportation, Storage, and Distribution Managers	↓ First-Line Supervisors of Helpers, Laborers, and Material Movers
↓ Wholesale and Retail Buyers, Except Farm Products	↓ Operations Research Analysts	↓ First-Line Supervisors of Transportation, Material-Moving Vehicle Operators	↑ Logisticians	↓ First-Line Supervisors of Transportation, Material-Moving Vehicle Operators	↓ Purchasing Managers	↓ Transportation, Storage, and Distribution Managers	↓ Logisticians	↓ Purchasing Managers	↓ Emergency Management Directors

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Germany – Top Skills and Occupations

Operations and Logistics Function – Q3 2022

Key Highlights – Germany



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Operations and Logistics Function

- There was a **16.9% increase** in talent demand in the Operations and Logistics function in Germany in Q3 2022 compared to Q2 2022.
- **Supply Chain Management** is among the **top five skills by demand volume** by across multiple industries. HR leaders should review their hiring plans to prepare for increased competition and can consider hiring for the skill from outside their industries.
- **Enterprise Resource Planning** is among the **top five skills by demand volume and demand growth** in the Pharmaceutical industry. There has been an increase in demand for this skill since Q2 2022. HR leaders should closely review the skills with high talent demand volume that are also the fastest growing. They should invest in retaining talent with these skills and find a competitive edge to attract them.
- **Freight Forwarding** is a **new top skill** (among the top five skills for the first time in the past twelve months) **by demand volume** in the Retail industry. However, there has been a decrease in the rate of demand growth for the skill compared to Q2 2022. HR leaders should review their workforce plans to consider ramping up hiring due to a relative slowdown in demand growth for this skill.
- **Transportation, Storage and Distribution Managers** is among the **top five occupations by demand volume** across all industries. HR leaders should differentiate their EVP across industry players to attract candidates for this role, given the high competition.

Top Skills

Based on Q3 2022 Data By Industry For Operations and Logistics Function in Germany



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New Skills

Common Across Industries (By Volume)

Common Across Industries (By Growth)

↑ Increase in Demand Since Last Quarter

↓ Decrease in Demand Since Last Quarter

▬ No Change in Demand Since Last Quarter

Skills Categories Used:

K Knowledge Areas

S Skills

T Tools and Technologies

For more information, please see [slide 5](#)

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↓ Purchasing Processes K	↑ Sourcing Strategy K	▬ Supply Chain Management K	↑ Freight Forwarding K	↑ Supply Chain Management K	↑ Power BI T	↓ Supply Chain Management K	▬ Supply Chain Planning K	↑ Supply Chain Management K	↓ Industrial Engineering K
▬ Shipping K	↑ SAP R/3 T	↑ Enterprise Resource Planning K	↑ SAP APO PPDS T	↓ SAP R/3 T	↑ Testing S	↓ Shipping K	↑ Planning Processes K	↑ Forklifts T	↓ Testing S
▬ Forklifts T	↑ Testing S	↓ Testing S	↑ Enterprise Resource Planning K	↑ Logistics Planning K	↑ Data Maintenance K	↑ Enterprise Resource Planning K	↑ Sourcing Strategy K	↑ Logistics K	↓ Supply Chain Management K
↓ Contract Law K	↑ Databases K	↑ SAP HANA T	↑ SAP S/4 HANA T	↑ Shipping K	↑ Agile K	↑ Planning Processes K	↑ Industrial Engineering K	↑ Shipping K	↓ Shipping K
↑ Databases K	↓ Freight Forwarding K	↓ Shipping K	↑ SAP HANA T	↑ Sourcing Strategy K	↑ Accounting K	↑ Sourcing Strategy K	↑ Enterprise Resource Planning K	↑ Freight Forwarding K	↓ Freight Forwarding K

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Top Occupations

Based on Q3 2022 Data By Industry For Operations and Logistics Function in Germany



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New Occupations

Common Across Industries (By Volume)

Common Across Industries (By Growth)

↑ Increase in Demand Since Last Quarter

↓ Decrease in Demand Since Last Quarter

▬ No Change in Demand Since Last Quarter

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↑ Transportation, Storage, and Distribution Managers	↑ Light Truck or Delivery Services Drivers	↑ Logisticians	↑ Cargo and Freight Agents	↑ Logisticians	↑ Refuse and Recyclable Material Collectors	↑ Logisticians	↑ Driver/Sales Workers	↑ Transportation, Storage, and Distribution Managers	↑ Excavating and Loading Machine and Dragline Operators
▬ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↓ Purchasing Managers	↓ Operations Research Analysts	↑ Procurement Clerks	↑ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ Locomotive Engineers	↓ Operations Research Analysts	↑ Emergency Management Directors	↑ Logisticians	↑ Light Truck or Delivery Services Drivers
↑ Logisticians	↓ Driver/Sales Workers	↑ Purchasing Managers	▬ Packers and Packagers, Hand	↑ Purchasing Managers	↑ Dredge Operators	↑ Purchasing Managers	↑ Packers and Packagers, Hand	↑ Light Truck or Delivery Services Drivers	↑ Postal Service Clerks
↑ Purchasing Managers	↓ Emergency Management Directors	↑ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↓ Light Truck or Delivery Services Drivers	↑ Transportation, Storage, and Distribution Managers	↑ Packers and Packagers, Hand	↓ Transportation, Storage, and Distribution Managers	↑ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ Transportation Security Screeners
↑ Heavy and Tractor-Trailer Truck Drivers	↑ Transportation, Storage, and Distribution Managers	↓ Transportation, Storage, and Distribution Managers	↓ Logisticians	↑ Operations Research Analysts	↑ Light Truck or Delivery Services Drivers	↑ Purchasing Agents, Except Wholesale, Retail, and Farm Products	↑ Logisticians	↓ Driver/Sales Workers	↓ Bus Drivers, Transit and Intercity

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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India – Top Skills and Occupations

Operations and Logistics Function – Q3 2022

Key Highlights – India



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Operations and Logistics Function

- There was a **62.3% increase** in talent demand in the Operations and Logistics function in India in Q3 2022 compared to Q2 2022.
- **Databases** is a **new top skill** (among the top five skills for the first time in the past twelve months) **by demand volume** in the BFSI industry. It is also among the top five skills by demand volume in Pharmaceutical industry. HR leaders should prepare for increased competition when hiring talent with these skills, given the rise in demand, and consider developing internal talent to be proficient in the skill in the medium-term.
- **Supply Chain Management, Vendor Relationships, and Automation** are among the **top five skills by demand volume** in the Manufacturing industry. However, the rate of demand growth for the skills has decreased compared to Q2 2022. HR leaders should review their workforce plans to consider ramping up hiring for these skills due to a relative slowdown in demand growth.
- **Sourcing Strategy** in the BFSI industry, **Enterprise Resource Planning** in the Pharmaceutical industry and **Supply Chain Management** in the Retail industry are among the top five skills **by demand volume and demand growth**. There has also been an increase in demand for these skills since Q2 2022. HR leaders should closely review the skills with high talent demand volume that are also the fastest growing. They should invest in retaining talent with these skills and find a competitive edge to attract them.
- **Operations Research Analysts** is among the **top five occupations by demand volume** across all industries. HR leaders should consider developing internal talent for the role in the medium-term.

Top Skills

Based on Q3 2022 Data By Industry For Operations and Logistics Function in India

New Skills
↑ **Common Across Industries (By Volume)**
↑ **Common Across Industries (By Growth)**
↑ Increase in Demand Since Last Quarter
↓ Decrease in Demand Since Last Quarter
▬ No Change in Demand Since Last Quarter

Skills Categories Used:
K **Knowledge Areas**
S **Skills**
T **Tools and Technologies**
 For more information, please see [slide 5](#)

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
↑ Operations Analysis S	↑ Sourcing Strategy K	↑ Procurement Management K	↑ Power BI T	↑ Supply Chain Management K	↑ Procurement Management K	↑ Supply Chain Management K	↓ Drug Development K	↓ Merchandising K	↑ Supply Chain Management K
↑ SQL K	↑ Supply Chain Management K	↓ Supply Chain Management K	↓ SQL K	↑ Vendor Relationships K	↓ Supply Chain Management K	↓ Vendor Relationships K	↑ Supply Planning K	↑ Supply Chain Management K	↑ Python K
↓ Automation K	↑ Testing S	↑ Procure To Pay K	↓ Procure To Pay K	↓ Purchase Orders K	↓ Automation K	↑ Enterprise Resource Planning K	↑ Agile K	↓ Warehouse Operations K	↑ SQL K
↑ Sourcing Strategy K	↓ Python K	↓ Purchase Orders K	↓ Procurement Management K	↑ Sourcing Strategy K	↓ Power BI T	↑ Purchase Orders K	↓ Outsourcing K	↑ Vendor Relationships K	↓ Vendor Relationships K
↑ Databases K	↑ Contracting K	↑ Contracting K	↓ Supply Planning K	↑ Automation K	↓ Vendor Relationships K	▬ Databases K	↑ Enterprise Resource Planning K	↓ Electronic Commerce K	↓ Automation K

Source: Gartner TalentNeuron

Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Top Occupations

Based on Q3 2022 Data By Industry For Operations and Logistics Function in India

 **New Occupations**



















































Common Across Industries (By Volume)

Common Across Industries (By Growth)

 **Increase in Demand Since Last Quarter**

 **Decrease in Demand Since Last Quarter**

 **No Change in Demand Since Last Quarter**

BFSI		IT		Manufacturing		Pharmaceutical		Retail	
By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth	By Volume	By Growth
 Operations Research Analysts	 Light Truck or Delivery Services Drivers	 Operations Research Analysts	 Couriers and Messengers	 Purchasing Agents, Except Wholesale, Retail, and Farm Products	 Light Truck or Delivery Services Drivers	 Operations Research Analysts	 Logisticians	 Light Truck or Delivery Services Drivers	 Light Truck or Delivery Services Drivers
 Purchasing Managers	 Driver/Sales Workers	 Purchasing Agents, Except Wholesale, Retail, and Farm Products	 Light Truck or Delivery Services Drivers	 Purchasing Managers	 Industrial Truck and Tractor Operators	 Purchasing Managers	 Emergency Management Directors	 Transportation, Storage, and Distribution Managers	 Couriers and Messengers
 Purchasing Agents, Except Wholesale, Retail, and Farm Products	 Couriers and Messengers	 Purchasing Managers	 Driver/Sales Workers	 Operations Research Analysts	 Laborers and Freight, Stock, and Material Movers, Hand	 Logisticians	 Purchasing Agents, Except Wholesale, Retail, and Farm Products	 Operations Research Analysts	 Laborers and Freight, Stock, and Material Movers, Hand
 Transportation, Storage, and Distribution Managers	 Operations Research Analysts	 Couriers and Messengers	 Procurement Clerks	 Logisticians	 Packers and Packers, Hand	 Transportation, Storage, and Distribution Managers	 Operations Research Analysts	 Couriers and Messengers	 Packers and Packers, Hand
 Heavy and Tractor-Trailer Truck Drivers	 Purchasing Managers	 Logisticians	 First-Line Supervisors of Transportation and Material-Moving Vehicle Operators	 Transportation, Storage, and Distribution Managers	 Heavy and Tractor-Trailer Truck Drivers	 Purchasing Agents, Except Wholesale, Retail, and Farm Products	 Transportation, Storage, and Distribution Managers	 Purchasing Managers	 Logisticians

Source: Gartner TalentNeuron

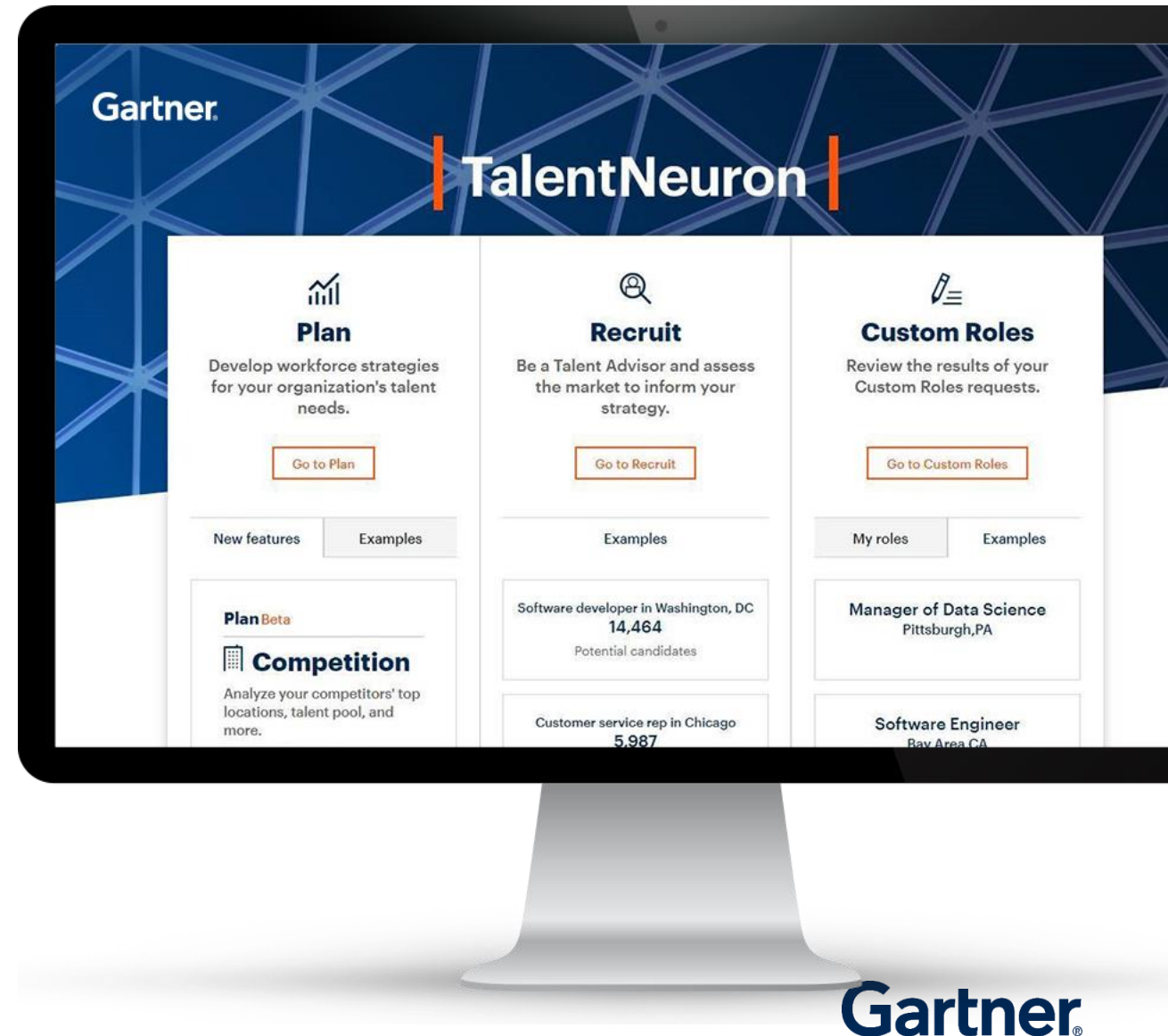
Note: For more information on 'How to Use the Data' Please see [slide 6](#).

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Appendix

Methodology

Methodology

Skills and **occupations** in this report are analyzed based on open job postings. The top skills and occupations for each of the five countries (**USA, Canada, U.K., Germany** and **India**) are identified by filtering them across two parameters- functions and industries, by demand volume and demand growth.

- **Demand Volume:** Total number of open job postings with requirement for the skill or for an occupation for the given time period. To control for variation in skill and occupation demand volume, we use the average job posting levels in the trailing six months as the monthly job posting volume.
- **Demand Growth:** Quarter-over-quarter percent increase in job postings with requirement for the skill or in job postings for the occupation. Demand growth is calculated based on the averaged demand volume. Quarterly change in this report refers to change compared to the previous quarter.

Disclaimer: We conduct analysis based on labor market data gathered from thousands of diversified sources aggregated and normalized using proprietary technology based on natural language processing (NLP) and machine learning (ML) combined with human judgment. We continuously refresh our data to account for changing labor market conditions to provide our clients with the most accurate insights and advice. Our reports, therefore, offer directional guidance, and analysis may show variation across time owing to evolution in methodology.

Industry Classifications By Country

List of Employers Representing the Industry									
Wells Fargo	Symmetry Financial Group	FIS Global	GOLDMAN SACHS	UBS Financial Services	Zurich Insurance Group	HSBC	Flagstar	Aon	VenCore
U.S. Bank	Usaa	Mutual Of Omaha	Edward Jones	PayPal	Concentra	Navy Federal Credit Union	New York Life	Synectics Inc.	Sun Communities
JPMorgan Chase & Co.	Citizens Financial Group	BNY Mellon	MUFG	Grant Thornton	Prudential	Synchrony Financial	CEVA Logistics	Kemper Insurance Companies	The GEO Group, Inc.
Humana Inc.	Allstate	SelectQuote	Truist	Lincoln Financial Group	National General Insurance	Chubb	Zions Bancorporation	American International Group, Inc.	BARCLAYS
Bank Of America	Hudson Group	Charles Schwab Corporation	First Data Corporation	M&T Bank	First American Financial Corporation	Discover Financial Services	Nationwide	Principal Financial Group	BNP Paribas
CITI	Aetna Inc.	Bank of the West	OneMain Financial	Assurant	MasterCard	Willis Towers Watson	RSM	Fm Global	Baker Tilly
Platinum Supplemental Insurance	Santander	Liberty Mutual	KeyBank	REM Hennepin, Inc	CoreCivic	The Hartford Financial Services Group Inc	State Street Corporation	Aflac	Northwestern Mutual
Capital One	Travelers	Morgan Stanley	Regions Financial	Huntington National Bank	Visa	American Income Life Insurance	TD Ameritrade Holding Corporation	FREEDOM MORTGAGE	Federal Reserve Bank
American Express	Fidelity Investments	State Farm Insurance Agency	Nelnet	Farmers Insurance Group	BBVA Compass	Progressive Insurance	Woodforest National Bank	Sandia Corporation	Massachusetts Mutual Life Insurance
PNC Financial Services	TD Bank	Blue Cross and Blue Shield Association	SunTrust Banks	Fifth Third Bank	Marsh & McLennan Companies, Inc.	State Farm Insurance	BMO Financial Group	Deutsche Bank	MetLife, Inc.

Note: These 100 companies were considered as representative of the BFSI industry in the U.S. The volume of demand for jobs from these companies accounted for 70% of the total demand for jobs in the BFSI industry in U.S.

List of Employers Representing the Industry									
Scotiabank	MNP LLP	Morgan Stanley	Laurentian BANK OF Canada	Transcontinental inc.	MasterCard	Central 1 Credit Union	Grant Thornton	Compagnie d'assurances Jevco	Weyerhaeuser Company
RBC	Manulife Financial	HSBC	AVIVA	ONTARIO TEACHERS' PENSION PLAN BOARD	Wells Fargo	Western Financial Group Inc.	RSM	MPI	FIS Global
TD Bank	BDO	BNP Paribas	SSQ Assurance	Glencore	CPP Investments	Compagnie d'assurance Combined d'Amérique	Saskatchewan Government Insurance	Tangerine Bank	La Capitale Assurances GÉNÉRALES Inc.
Dynamic Funds	Chartwell L'envol	Industrielle Alliance, Assurance et service financiers inc.	American Express	BANQUE DU CANADA/BANK OF CANADA	Northbridge Insurance	Computershare	Equitable Bank	INDUSTRIAL and COMMERCIAL BANK OF CHINA	Canada Pension Plan Investment Board
CIBC	THE Economical Insurance Group	Aon	Workplace Safety & Insurance Board / WSIB	WorkSafeBC	Combined Insurance	EnerCare Inc.	State Street Corporation	Armour Transportation Systems	Alterna Savings and Credit Union Limited
DESJARDINS	CANADA LIFE ASSURANCE COMPANY	Wawanesa Insurance	Keywords Studios	meridian credit union	Servus Credit Union	Allstate	OMERS	U.S. Bank	Equifax
National Bank	Hub International	Maverick Trading	Edward Jones	La Capitale	Willis Towers Watson	Fidelity Investments	QUESTRADE, INC.	Capital One	Dormakaba Group
BMO Financial Group	ATB Financial	Great West	CANADIAN WESTERN BANK	Crawford & Company	Societe Generale	PET VALU CANADA INC.	BELAIRdirect	TMX GROUP	Caisse des Dépôts et Consignations
BDO Seidman	CITI	Promutuel Assurance	Marsh & McLennan Companies, Inc.	London Life	Coast Capital Savings	Empire Life Insurance Company, The	Zurich Insurance Group	IG Wealth Management	Morningstar, Inc.
Sun Life	The Acquisition Group	Canopy Growth Corporation	Travelers	Mackenzie Investments	PSP Investments	Insurance Brokers Association of Alberta	Westland Insurance Group Ltd.	American Income Life Insurance	GroupHEALTH Benefit Solutions

Note: These 100 companies were considered as representative of the BFSI industry in Canada. The volume of demand for jobs from these companies accounted for 91% of the total demand for jobs in the BFSI industry in Canada.

List of Employers Representing the Industry

Meridian Business Support	Santander	Royal Bank of Scotland	Anglian Home Improvements	Allstate	Societe Generale	Pib Group	Bewley	Progressive Insurance	Moody's
BUPA	AVIVA	Morgan Stanley	The Change Group	Chubb	CREDIT SUISSE	Computershare	State Street Corporation	Standard Life	Wells Fargo
BARCLAYS	Greene King	UBS Financial Services	Deutsche Bank	LSL Property Services plc	Zurich Insurance Group	Severn Trent Services	Savills LLC	Human Capital Solutions	ASOS.com
Rullion	Orion Group	Natwest	Marsh & McLennan Companies, Inc.	Coventry Building Society	BDO	BlackRock Inc.	St James's Place Wealth Management	Fidelity Investments	Qbe Holdings, Inc.
Lloyds Banking Group	Nationwide Building Society	American Express	BNP Paribas	Schroders	Provident Financial	Chase	Just Mortgage Inc	Leeds Building Society	REM Hennepin, Inc
JPMorgan Chase & Co.	FIS Global	Venturi Partners	Bank Of America	MACQUARIE GROUP	Standard Chartered Bank	Visa	BDO Seidman	Admiral Group	Mortgage Advice Bureau
Interserve Inc.	Ipsos	Mears Group, Inc.	PaymentSense	Mazars	Direct Line Group	Morgan Philips Executive Search	Virgin Money	N BROWN GROUP	Ageas
HSBC	Axa	Willis Towers Watson	Grant Thornton	W H SMITH CO	MasterCard	oak furniture land	Dunelm Group plc	YORKSHIRE BUILDING SOCIETY	GOUSTO (SCA INVESTMENTS LIMITED)
ATALIAN	GOLDMAN SACHS	Aon	Trinity Mirror Group Plc	Gattaca Inc.	RSM	City Sprint	M&G Investments	FFR	American International Group, Inc.
CITI	BNY Mellon	Experian	SThree	Metro Bank	Dumfries & Galloway Council*	Center Parcs	CEVA Logistics	ignition	Crawford & Company

Note: These 100 companies were considered as representative of the BFSI industry in the U.K. The volume of demand for jobs from these companies accounted for 78% of the total demand for jobs in the BFSI industry in the U.K.

BFSI – Germany

List of Employers Representing the Industry									
TimePartner GmbH	Commerzbank	Progressive Insurance	CREDIT SUISSE	Mazars	Baker Tilly	Delivery Hero SE	Marsh & McLennan Companies, Inc.	adesso insurance solutions GmbH	Allianz Global Investors
Stepstone, Inc.	Debeka Kranken- und Lebensversicherungsverein a.G.	AMEOS	Horvath & Partner	R+V Versicherung AG	KKH Kaufmännische Krankenkasse	Wienerberger	VBL Versorgungsanstalt des Bundes und der Länder	FIS Global	American Express
Deutsche Bank	Jungheinrich AG	Wüstenrot & Württembergische AG	HSBC	Implenia	Oberbank AG	Kassenärztliche Vereinigung Baden-Württemberg Bezirksdirektion Stuttgart	POLYTEC HOLDING AG	SCHUFA Holding AG	Zurich Insurance Group
Asklepios Kliniken	ING Group	R+V Allgemeine Versicherung AG	Medizinischer Dienst der Krankenversicherung	Birkenstock GmbH & Co. KG Services	RSM	Deutsche Rentenversicherung Knappschaft-Bahn-See Regionaldirektion München	Grant Thornton	Superdry	Kassenärztliche Vereinigung Sachsen, Bezirksgeschäftsstelle Leipzig
Sparkasse	Axa	Deutsche Rentenversicherung Bund	Swiss Life	R+V Versicherung	Westfälische Provinzial Versicherung AG	Versicherungskammer Bayern	State Street Corporation	Deutsche Rentenversicherung Bayern Süd	Chubb
Allianz	SThree	Santander	Scotiabank	Munich Re	SV SparkassenVersicherung	GCM GmbH & Co. KG	SRH Holding (SdbR)	cellent GmbH	DNV GL
Fielmann AG	BNP Paribas	HypoVereinsbank AG	LVM Versicherung	Württembergische Versicherung AG	UniCredit	Sonova	umlaut AG	DR. JOHANNES HEIDENHAIN GmbH	Dormakaba Group
Akka Technologies	Schleswig-Holsteinischer Zeitungsverlag	BDO	Societe Generale	Generali Group	Mann+Hummel Advanced Filtration Concepts, Inc.	Morgan Philips Executive Search	ALCON, INC.	PayPal	DAK COMPANIES
Raiffeisen Bank International AG	DEVK Versicherungen	Deutsche Börse AG	MTU Aero Engines AG	Nürnberger Versicherung	Willis Towers Watson	FIEGE Logistik Holding Stiftung & Co. KG	Schwarz Zentrale Dienste KG	Auto Weller GmbH & Co. KG	JPMorgan Chase & Co.
BayWa AG	Ströer SE	HUK-COBURG Versicherungsgruppe	SPIE	Agentur Günzel HV mit den Aufgaben eines Versicherungsmaklers"	UBS Financial Services	Viessmann	BG BAU Berufsgenossenschaft der Bauwirtschaft	KfW	Salzgitter AG

Note: These 100 companies were considered as representative of the BFSI industry in Germany. The volume of demand for jobs from these companies accounted for 79% of the total demand for jobs in the BFSI industry in Germany.

List of Employers Representing the Industry									
JPMorgan Chase & Co.	Deutsche Bank	BNY Mellon	Exide Life Insurance	S&P Global Inc.	Karvy Stock Broking Limited	SMC Global Securities Ltd	UJJIVAN FINANCIAL SERVICES PVT.LTD	Ocwen Financial Corporation	State Bank of India
Standard Chartered Bank	CREDIT SUISSE	Tata AIA Life Insurance Company Limited	Bajaj Allianz General Insurance Company Ltd.	Indusind Bank Limited	DCB Bank Ltd	Morningstar, Inc.	Capital First	Western Union	KOTAK LIFE INSURANCE
Bajaj Finserv Limited	Morgan Stanley	BNP Paribas	MasterCard	ICICI Bank	Kotak Mahindra Life Insurance Ltd.	IDBI Federal Life Insurance Co Ltd.	Australia and New Zealand Banking Group Limited	First Data Corporation	Principal Financial Group
CITI	KOTAK MAHINDRA BANK LTD.	AU Small Finance Bank	Bajaj Finance Ltd	Allstate	Max Life insurance Co. Ltd.	SBI Life Insurance	Prudential	RBL bank	Reliance General Insurance Co. Ltd.
Wells Fargo	Yes Bank	Muthoot Finance Ltd	PayPal	Aavas Financiers Limited	Ameriprise Financial, Inc.	Franklin Templeton	Religare Health Insurance Company Limited	Moody's	Tata Aig Life Insurance Company Ltd
HDFC BANK	GOLDMAN SACHS	Reliance Nippon Life Insurance	HDFC Life Insurance	ICICI Lombard General Insurance Co Ltd	Visa	TATA AIG General Insurance Company Limited	Allsec Technologies	Apollo Munich Health Insurance Company Ltd.	CholaMS General Insurance Company Ltd
FIS Global	UBS Financial Services	Societe Generale	HDB Financial Services Ltd	Jana Small Finance Bank (Previously Janalakshmi)	Bajaj Allianz Life Insurance Co.,	Star Union Dai-ichi Life Insurance	Marsh & McLennan Companies, Inc.	Natwest	Evalueserve.Inc
American Express	HSBC	HDFC Standard Life Insurance Company Limited	Fidelity Investments	BlackRock Inc.	EMPLOYEES STATE INSURANCE CORPORATION	Ess Kay Fincorp (P) ltd.	MACQUARIE GROUP	Cholamandalam MS General Insurance Co.	Edelweiss Financial Services Ltd
State Street Corporation	DBS Bank	Alpha Medical Coding Solutions	Royal Bank of Scotland	Axa	Synchrony Financial	BDO	Aon	Suryoday Small Finance Bank	Life Insurance Corporation Of India
BARCLAYS	AXIS BANK LTD	Bank Of America	Invesco	Human Capital Solutions	Northern Trust Corporation	ALCON, INC.	Convergys Corporation	Shriram Life insurance Company Ltd	Motilal Oswal Financial Services Ltd

Note: These 100 companies were considered as representative of the BFSI industry in the India. The volume of demand for jobs from these companies accounted for 88% of the total demand for jobs in the BFSI industry in India.

List of Employers Representing the Industry

Oracle	SAP	Perspecta	Peraton	Autodesk	VDartinc	WEX INC	Synopsys	Atos	Thoughtwave Software and Solutions
General Dynamics Information Technology	Collabera	Arrow Electronics	CGI Group	ASCII GROUP, LLC	New Relic	V-Soft Consulting Group	Lorven Technologies, Inc.	Tableau Software	Ringcentral Inc.
Change Health Care Inc.	Rose International	Adobe	Ellucian	CDW	Stefanini	Cornerstone OnDemand, Inc.	Cytel Incorporated	Softpath System, LLC.	Journeys
ACCENTURE	NTT DATA	Pegasystems Inc.	ServiceNow	NaviSite	K-Tek Resourcing LLC	The Computer Merchant, Ltd.	IntoneNetworks	Tyler Technologies	Teradata
CTG - Computer Task Group	Google	RICOH	eclaro	Blackbaud, Inc.	Intelliswift Software Inc	Sykes Enterprises	Proofpoint	KRG Technologies Inc	Quadrant Inc
Intuit Inc.	CACI International	Workday	ZOOM	SYSTEL	Kronos	E-Solutions Inc	Allscripts	ECS Federal	Epsilon
Salesforce.com	Western Express	Verint Systems Inc.	SERCO INC.	Zendesk	Software Guidance & Assistance	Lucas Group	OpenText Corporation	Twilio Inc.	SS&C Technologies, Inc.
SAIC	Basware Inc	Splunk	Softworld, Inc.	U.S. Tech Solutions Inc.	DEEGIT, INC.	Epitac	Reliable Software Resources	Square, Inc.	Zachary Piper LLC
Microsoft	AppCast	EatStreet	Perficient, Inc.	Electronics Arts	Follett Corporation	GDKN Corporation	Ampcus Inc	Compucom	DealerPolicy
VMware	CrowdStrike	Eliassen Group	Red Hat	Citrix	Unisys	Itech Solutions Inc.	Abacus Service Corporation	FocuzMindz	Tekmark Global

Note: These 100 companies were considered as representative of the IT industry in the U.S. The volume of demand for jobs from these companies accounted for 73% of the total demand for jobs in the IT industry in U.S.

List of Employers Representing the Industry									
CGI Group	Sykes Enterprises	VMware	ApplyBoard	Mozilla	QHR Technologies Inc.	Thinkific	Sage Group	McAfee, Inc.	SHIL Technologies Inc.
Electronics Arts	Shopify	Workday	BEVERTEC CST INC.	CrowdStrike	Amdocs	Loto-Québec	ServiceNow	Stefanini	Wattpad
SAP	Salesforce.com	Hinduja Global Solutions	CTG - Computer Task Group	Q4 Services LLC	Suzy Shier	Tangentia Consulting	The Rec Room	CDW	SS&C Technologies, Inc.
NTT DATA	Microsoft	Google	Long View Systems	AppCast	Visier	Kinaxis	Tucows Inc.	Finastra	Vodastra - OnSite IT Services
HGS Canada (formerly OLS)	HootSuite Media Inc.	Fortinet, Inc.	Adobe	Logibec inc.	The Garden Island	Applied Systems, Inc.	KUBRA	Sutherland Global Services	Proofpoint
OpenText Corporation	Intuit Inc.	Global Relay Communications	TalentSphere	Fujitsu	RICOH	Appen	iQmetrix	Okta	Hoppers
ACCENTURE	Unity Technologies	CoFoMo	Collabera	Nortek	StandardAero	Kronos	Critical Mass Inc.	Follett Corporation	Bentley Systems
Ubisoft	Autodesk	Change Health Care Inc.	Pro-Contact	Arrow Electronics	Splunk	Zynga	Pivotal Software Inc.	Trigyn Technologies	Larian Studios
Oracle	Synopsys	Nuance Communications	Square, Inc.	Ellucian	PagerDuty, Inc	Solarwinds	Lightspeed POS	Veeva	MBI IT Services
In-Touch Insight	SERCO INC.	FreshBooks	Appnovation Technologies Inc.	Virtusa	Red Hat	Element AI	AlayaCare Inc.	Magic Leap, Inc.	Citrix

Note: These 100 companies were considered as representative of the IT industry in Canada. The volume of demand for jobs from these companies accounted for 73% of the total demand for jobs in the IT industry in Canada.

List of Employers Representing the Industry									
NETWORX INC	Salesforce.com	Basware Inc	Fujitsu	Synergy Solutions	Rackspace	TeamSupport.com	SSP Worldwide	Pegasystems Inc.	8x8, Inc.
Job Partners	ATA	TSR, Inc.	Fast Track	andigital	IRIS Software, Inc.	Appen	PlanNet	Workday	Flood Modeller
SERCO INC.	Sage Group	Igloo Products Corp	Logic 360 LLC	Arrow Electronics	Electronics Arts	Splunk	IQ Technology LLC	Triad Group	CLOUDFLARE, INC.
Gold Group	CareTech	NTT DATA	Paxus	CACI International	Collabera	Cyberteam Ltd	Spotify	Exponential-e	TripAdvisor
Reed Technology and Information Services	aap3	Computer Futures Solutions	revolut	DataSource	The Creative Assembly	The Link Group	Netcompany, IT and business consulting	Mimecast	Playtech
Salt	Allstaff	MANGO SOLUTIONS INC.	Managed Solution	Expion	Ubisoft	Right Click	GoCardless	Avalara	Jagex Ltd
CGI Group	CompuCenter	telent Technology Services Ltd	VMware	Adobe	eXPD8	Finastra	Sopra Banking Software Belgium	Proofpoint	Unisys
Kinetic	Microsoft	Morrison Data Services	Softcat Ltd	Systech	OpenText Corporation	Rm Education	Northgate Public Services	ANSYS, Inc.	TrueLayer Limited
Oracle	Version 1	Google	ServiceNow	RICOH	Xero	SDL PLC	Autodesk	Citrix	Tableau Software
ACCENTURE	SAP	Atos	Red Hat	TRG	Blue Skies, LLC	OCR Solutions	Unity Technologies	dunnhumby	Information Technology and Services

Note: These 100 companies were considered as representative of the IT industry in U.K. The volume of demand for jobs from these companies accounted for 79% of the total demand for jobs in the IT industry in U.K.

List of Employers Representing the Industry									
Campusjäger	Microsoft	Materna Information & Communications AB	OpenText Corporation	Information und Technik Nordrhein-Westfalen (IT.NRW)	Personio	Red Hat	GFT Technologies SE	amexus Informationstechnik GmbH & Co. KG	ASSECO
SAP	Salesforce.com	ESG Elektroniksystem- und Logistik- GmbH	McMakler GmbH	PPI AG Informationstechnologie	Nexus Ag	SVA System Vertrieb Alexander GmbH	SEVEN PRINCIPLES AG	Dimension Data	Cenit AG
Start NRW GmbH	Atos	Ubisoft	isb innovative software businesses GmbH	GRENKE AG	RICOH	fme AG	ehrhart	BECON GmbH	PITERION GmbH
Basware Inc	Fiducia & GAD IT AG	BridgingIT GmbH	SET Corporation Inc	STADA Arzneimittel AG	Graduateland	TeamViewer Inc.	Cocomore AG	Adobe	SoloPlan
ACCENTURE	VMware	Cegeka	Operational Services GmbH & Co. KG	Arrow Electronics	ServiceNow	ESE Engineering und Software-Entwicklung	ANSYS, Inc.	Infomotion GmbH	SHZ-Softwarehaus Zuleger GmbH
CompuCenter	Finanz Informatik GmbH & Co. KG	GK Software SE	CACI International	Workday	DOCTOLIB	valantic GmbH	MR Datentechnik Vertriebs- und Service GmbH	Communardo Software GmbH	MaibornWolff GmbH
T-Systems	Google	AMADEUS	BayWa r.e. renewable energy GmbH	Personio GmbH	Windhoff Software Services GmbH	SERCO INC.	codecentric AG	LucaNet AG	DELMIA Apriso
NTT DATA	CANCOM SE	APRIORI	Here	Sykes Enterprises	smava GmbH	akquinet AG	SEEBURGER AG	Wirecard AG	AraCom IT Services AG
Fujitsu	CompuSafe Data Systems AG	Oracle	Software Ag	General Dynamics Information Technology	ekom21 – KGRZ Hessen	IBsolution GmbH	OEDIV Oetker Daten- und Informationsverarbeitung KG	Echobot Media Technologies GmbH	Nuance Communications
CGI Group	DATEV eG	EXXETA AG	ISO Software Systeme	N26 GmbH	KISTERS AG	ATOSS Software AG	AGFA Corporation	Varian Medical Systems	PSI Software AG

Note: These 100 companies were considered as representative of the IT industry in Germany. The volume of demand for jobs from these companies accounted for 70% of the total demand for jobs in the IT industry in Germany.

List of Employers Representing the Industry									
ACCENTURE	Amdocs	Zycus Inc.,	ZenSar Technologies	Autodesk	Unisys	Smart Source Technologies	Sharda It Services Ltd	E- Solutions IT Services PVT. Limited	Progressive Infotech Pvt Ltd
NTT DATA	Sutherland Global Services	Yash Technologies	OpenText Corporation	Synopsys	Grab	Jda Software	Qualys, Inc.	Stefanini	Prowess
Oracle	Atos	Hinduja Global Solutions	Basware Inc	BMC Software	Here	Epsilon	McAfee, Inc.	Ness Technologies	Allscripts
SAP	Polaris Consulting & Services Ltd	Sierra-Cedar, Inc.	Teradata	Avantha Technologies	Sabre	Persistent Systems Inc	Electronics Arts	Automation Anywhere Software Pvt ltd	Kaizen Technologies
Arminus Software Pvt. Ltd.	Microsoft	Red Hat	Citrix	Clarity Consultants	Burgeon IT Services	S2 Infotech International Limited	CES Ltd	toptal, LLC	Zscaler Inc.
Future Focus Infotech Pvt. Ltd.	AgreeYa Solutions Pvt Ltd	Google	Adobe	Kronos	NUTANIX	ServiceNow	Quality Engineering Software Technologies	Ellucian	eNoah i Solutions India Private Limited
VMware	Salesforce.com	Microland	Informatica Corporation	Arrow Electronics	Pegasystems Inc.	FCS Software Solutions Ltd.	Finastra	Itech Solutions Inc.	Sonata Software Limited
CGI Group	Virtusa	Fujitsu	Datamatics Global Services Ltd.	Rackspace	eClerx Services Ltd.	Intelliswift Software India Pvt Ltd	GSPANN Technologies	ienergizer	Cadence Design Systems, Inc.
Trigent Software, Inc.	adVIDS	Computer Sciences Corporation	S A TECH SOFTWARE INDIA PRIVATE LIMITED	MILESTONE CONSULTING GROUP	Unitforce technologies Pvt. Ltd.	Nagarro Software Pvt. Ltd	IRIS Software, Inc.	Foray Software Pvt Ltd	Sasken Communication Technologies Ltd
Collabera	Cyient Limited	UST Global	Roland and Associates	CMS IT Services Private Limite	PINNACLE SOLUTIONS	VisionTech Inc.	Nuance Communications	COVANSIS IT SERVICES LLP	ICERTIS

Note: These 100 companies were considered as representative of the IT industry in Germany. The volume of demand for jobs from these companies accounted for 70% of the total demand for jobs in the IT industry in Germany.

Manufacturing – USA

List of Employers Representing the Industry									
Advantage Solutions Group, Inc.	Luxottica	Fastenal	Keurig, Incorporated	KBR	CHS Inc.	Nestle	ASPLUNDH TREE EXPERT CO	SunRun	Schweitzer Engineering Laboratories
The Boeing Company	Honeywell	Johnson Controls	BAE Systems Group	Davey Tree Expert Company	Frito-Lay, Inc.	TravelCenters of America, Inc.	International Paper	L'Oreal Group	Ecolab
Lockheed Martin	US Foods	L3Harris Technologies	Valvoline	Caleres, Inc.	Vf Corporation	Emerson	Textron	Parker Hannifin Corp	Ralph Lauren
Raytheon	Sherwin-Williams	K & B Transportation	Goodyear	Tesla Motors	Eaton	Westrock	Samsung	KeHE Distributors	INGERSOLL Rand
Schneider National	General Dynamics	Black & Veatch	Tyson Foods	Reyes Holdings	Cummins Inc.	United Natural Foods, Inc.	Ppg Industries	Flowserve	Volvo Group NA
General Electric	United Technologies	META	General Motors Corporation	Caterpillar Inc.	Oldcastle	Harris Corporation	ABB	Kiewit Corporation	TE Connectivity
Leidos	Siemens	Estee Lauder	Coca-Cola Bottling Company	Schneider Electric	Hallmark	Unilever	Continental AG	Sleep Number	BASF
Northrop Grumman	Jacobs	AECOM	Spar Group	Superior Resource Group Inc.	Stanley Black & Decker	American Greetings Corporation	Pratt & Whitney	Dean Foods	Genuine Parts Corporation, Inc.
PENSKE	Carvana	Mondelez International	Cargill	UNDER ARMOUR	General Atomics	Mohawk Industries, Inc.	Ball Corporation	Lithia Motors, Inc.	American Honda Motor Company
Cintas	Pepsi	Schwan Food Company	Nike	GRUPO BIMBO	Huntington Ingalls Industries	Rockwell Automation	Perdue Farms, Inc.	Coca-Cola	J.R. Simplot Company

Note: These 100 companies were considered as representative of the Manufacturing industry in the U.S. The volume of demand for jobs from these companies accounted for 58% of the total demand for jobs in the Manufacturing industry in the U.S.

Manufacturing – Canada

List of Employers Representing the Industry									
Bombardier Inc.	Johnson Controls	Siemens	Honeywell	Fastenal	Molson Coors	Superior Resource Group Inc.	GENETEC INC.	Aritzia	BASF
Ledcor	Premier Tech	Nestle	Kiewit Corporation	KAR Auction Services	Jacobs	Metro Inc.	PHILLIPS-VAN HEUSEN	John Deere	Emerson
Pepsi	Advantage Solutions Group, Inc.	AECOM	Wajax Corporation	Reliance Comfort Limited Partnership o/a Reliance Home Comfort	Canada Goose	Eaton	Vf Corporation	UNDER ARMOUR	Stanley Black & Decker
SNC-LAVALIN INC.	LULULEMON ATHLETICA	McCain Foods	Teck Resources Limited	Kal Tire	CAE INC.	Thales Group	Coca-Cola	Volvo Group NA	Mercedes Benz
Rio Tinto	Cascades	Resolute Forest Products	General Electric	Mondelez International	Linamar Corporation	Oldcastle	Coca-Cola Refreshments Canada	L-3 Communications	Groupe BMR inc.
Luxottica	Estee Lauder	Finning	AGROPUR	Schneider Electric	Mars, Incorporated	Labatt	Coca-Cola Bottling Company	EXFO	Celestica
AECOM	Sherwin-Williams	Praxair	Cargill	ELLISDON CORPORATION	L3Harris Technologies	ArcelorMittal	Cummins Inc.	UAP	Hitachi
Olymel	ABB	MAGNA INTERNATIONAL INC.	Saputo Inc.	Federated Co-operatives Limited	Canadian Forest Products Ltd. / Canfor Corporation	Pratt & Whitney	West Fraser Timber Co.	Airbus Group, Inc.	Ecolab
Cintas	Vale	Nutrien Corporation	Fluor Corporation	Amtek	American Honda Motor Company	Raytheon	GOLDCORP INC.	General Motors Corporation	Inland Kenworth
PENSKE	Canon	Maple Leaf Foods Inc.	Ppg Industries	LaFarge	Keurig, Incorporated	The North West Company	Lockheed Martin	FirstOnSite Restoration L.P.	adidas Group

Note: These 100 companies were considered as representative of the Manufacturing industry in the Canada. The volume of demand for jobs from these companies accounted for 61% of the total demand for jobs in the Manufacturing industry in the Canada.

Manufacturing – U.K.

List of Employers Representing the Industry									
Reed Inc	Marston	Unilever	Airbus Group, Inc.	Nmcn	STRABAG	Schneider Electric	MagNet	Lockheed Martin	Ecolab
Kier Group	Greencore Group	JAGUAR Land ROVER	L'Oreal Group	Pepsi	Leidos	Nestle	Barratt Developments plc	Otis Elevator Company	Ordnance Survey
BAE Systems Group	SNC-LAVALIN INC.	The Boeing Company	SKANSKA	Ferrovial	Bosch	Bakkavor	Ppg Industries	DS Smith	Lend Lease
Hermes	BeneFit Cosmetics	General Electric	Topps Tiles	MCG Construction	Cummins Inc.	Hitachi	Fuller Smith & Turner	LEGO	Samworth Brothers
Jacobs	SAINT-GOBAIN CORPORATION	Johnson Controls	QinetiQ	BURBERRY	COSTA INS.	Group 1 Automotive	General Dynamics	Terex	Ford Motor Company
Siemens	Raytheon	BMW	Mondelez International	Müller Dairy (UK) Ltd	Tarmac	Rolls Royce	Levi Strauss	The Arthur Company	Copart, Inc.
BALFOUR BEATTY	MBDA Inc.	RPS Group, Plc	Honeywell	Bechtel Corporation	Mccormick & Company	Caterpillar Inc.	Arla Foods	Lyreco	TWO SISTERS FOOD GROUP INC
AECOM	IDEX Corporation	Booker Group	Reckitt Benckiser	VGC Group	Spinks	Eaton	Volvo Group NA	Skechers	Samsung
Estee Lauder	TJ Morris Ltd T/A Homebargains	KBR	Safestyle UK	Moy Park	CSG	Avara Foods	Red Dot Corporation	The Persimmon Group	North Midland Construction Plc
Boots	Johnson Matthey	Diageo	Thales Group	Galliford Try	Safran	Mars, Incorporated	The Kerry Group	McMullen & Sons	Grede Foundries, Inc.

Note: These 100 companies were considered as representative of the Manufacturing industry in the U.K. The volume of demand for jobs from these companies accounted for 71% of the total demand for jobs in the Manufacturing industry in the U.K.

Manufacturing – Germany

List of Employers Representing the Industry									
Bosch	Airbus Group, Inc.	IAV Automotive Engineering Inc.	ABB	Peek & Cloppenburg	PHILLIPS-VAN HEUSEN	voestalpine	Swarovski	Coca-Cola Enterprises	Ecolab
Siemens	ZF Friedrichshafen AG	adidas Group	STIHL Inc.	HENSOLDT	MAHLE	ElringKlinger AG	euro engineering	L'Oreal Group	Rolls Royce
Daimler	Rheinmetall	Rohde & Schwarz	Schindler USA	Diehl Gruppe	The Linde Group	Knorr-Bremse	GEA Group	Brose Fahrzeugteile GmbH & Co.KG	RED INC.
Continental AG	KIK Custom Products	TRUMPF Inc.	General Electric	TE Connectivity	Honeywell	SCHOTT AG	OSRAM Sylvania, Inc.	Faurecia	ista International GmbH
STRABAG	Audi	Henkel Corporation	SAINT-GOBAIN CORPORATION	Sew Eurodrive	Competence Call Center	s.Oliver Bernd Freier GmbH & Co. KG	Beiersdorf, Inc.	SULZER	W.L. Gore
BASF	Porsche	Evonik	AGCO Corporation	Thales Group	Nestle	Vestas	Danfoss	WAREMA Renkhoff SE	Schmitz Cargobull AG
ThyssenKrupp AG	Bilfinger	Hilti	Schneider Electric	Voith	Uvex Winter Holding GmbH & Co KG	HeidelbergCement	Atlas Copco	Samsung	Cargill
BMW	Schaeffler Group	ibb Konstruktionsdienstleistungen GmbH	GROUPE EIFFAGE	LEONHARD WEISS GmbH & Co. KG	Levi Strauss	John Deere	Procter & Gamble	Bombardier Inc.	PHOENIX Pharmahandel GmbH & Co KG
Volkswagen	Tesla Motors	MAGNA INTERNATIONAL INC.	Johnson Controls	Danone	International Rectifier	LANXESS AG	REHAU Incorporated	Wacker Neuson Corporation	Keysight Technologies
Liebherr	DEICHMANN	HUGO BOSS	Bestseller	Alnatura Produktions- und Handels GmbH	KONE Corporation	PUMA	CLARIANT	Keyence	KUKA AG

Note: These 100 companies were considered as representative of the Manufacturing industry in Germany. The volume of demand for jobs from these companies accounted for 70% of the total demand for jobs in the Manufacturing industry in Germany.

Manufacturing – India

List of Employers Representing the Industry									
Siemens	Cargill	NCR Corporation	Keysight Technologies	Daimler	Continental AG	Assa Abloy	SNC-LAVALIN INC.	Diebold Nixdorf	Atlas Copco
Honeywell	Johnson Controls	Jacobs	Virginia Heritage Foods, Inc.	Procter & Gamble	Colgate-Palmolive	lenskart.com	Exide Industries Limited	Kennametal, Inc.	Royal Plastics
General Electric	Bechtel Corporation	Syngenta	TE Connectivity	Asian Paints Limited	Alliance Group (Placement Agency)	Raytheon	AKZO Nobel	Bombardier Inc.	GREEN THUMB
Bosch	Hitachi	Diageo	Nissan	Mahindra & Mahindra Ltd	PI Industries Ltd	Rockwell Collins	Hero MotoCorp Ltd	Siyaram Silk Mills Limited	FLSMIDTH
ABB	The Boeing Company	Unilever	MARUTI SUZUKI	Danfoss	Xylem	Fluor Corporation	Thales Group	The Raymond Corporation	Ferrero
Tata Group	Caterpillar Inc.	ZF Friedrichshafen AG	KEC International Ltd.	Tata Motors	KONE Corporation	Reckitt Benckiser	Faurecia	BASF	Trimble Navigation, LTD
KD Group of Industries	Pepsi	Superior Resource Group Inc.	Volvo Group NA	INGERSOLL Rand	Flowserve	Kent Ro Systems	UST Inc.	adidas Group	Schindler USA
AECOM	Emerson	Britannia Industries	Fortune Personnel Consultants	General Mills	Cummins Inc.	Indus towers ltd	Royal Enfield	Rockwell Automation	DeltaGroup
Schneider Electric	MAGNA INTERNATIONAL INC.	American Honda Motor Company	Samsung	CEAT	Visteon	Muthoot Group	Asahi India Glass Ltd.	L'Oreal Group	Ecolab
Eaton	Mondelez International	Mercedes Benz	Vestas	eureka forbes	Hyundai	sobha	Nestle	Dupont	Rio Tinto

Note: These 100 companies were considered as representative of the Manufacturing industry in India. The volume of demand for jobs from these companies accounted for 70% of the total demand for jobs in the Manufacturing industry in India.

Pharmaceutical – USA

List of Employers Representing the Industry									
Johnson & Johnson	Covance	Novartis	ICON PLC	Zoetis	West Pharmaceutical Services	Sun Pharmaceuticals	CSL Limited	Valeant Pharmaceuticals	Novavax
Merck & Co., Inc.	Syneos Health	Roche	B. Braun	Alexion Pharmaceuticals	BeiGene	Sage Therapeutics	Ultragenyx Pharmaceutical Inc.	United Therapeutics	Mirati Therapeutics
Bayer	Charles River Laboratories	Gilead Sciences	Teva Pharmaceuticals	Alere	Biomarin	Alkermes, Inc.	SeaGen	Lundbeck A/S	Atara Biotherapeutics, Inc.
IQVIA	PDSI Technical Services, Inc.	Sanofi	Shire	Horizon Therapeutics	Emergent BioSolutions	Incyte Corporation	ACADIA Pharmaceuticals	Cochlear	UDG Healthcare plc
Parexel	Bristol Myers Squibb	CSL Behring	Vertex Pharmaceuticals	Myriad Genetics	Perrigo	DSM	Hikma Pharmaceuticals	Sunovion Pharmaceuticals	KBI BioPharma, inc.
Pfizer	Amgen Inc.	Regeneron Pharmaceuticals	Celgene Corporation	Worldwide Clinical Trials	Akorn, Inc.	Terumo BCT	bluebird bio	ENDO Pharmaceuticals	Merz Pharma
Takeda Pharmaceuticals	Glaxosmithkline	Catalent	Jazz Pharmaceuticals, Inc.	Pharmaceutical Strategies	UCB Pharma SA	Herbalife	Bio-Techne	Sarepta Therapeutics	Spark Therapeutics
AbbVie	AstraZeneca	Boehringer Ingelheim	NOVO Nordisk	Astellas	Alnylam Pharmaceuticals	Qiagen	Amneal Pharmaceuticals	Adaptive Biotechnologies Corp.	Nektar Therapeutics
Grifols	Lilly	Bausch Health	Quintiles	MODERNA	Aventis	Biotest Pharmaceuticals	Exelixis	NanoString Technologies	Repligen
PRA Health Sciences	Pharmaceutical Product Development	Biogen	Exact Sciences Corporation	BIOMERIEUX	medpace	Promega Corporation	Ferring	Global Blood Therapeutics	Central Admixture Pharmacy Services

Note: These 100 companies were considered as representative of the Pharmaceutical industry in the U.S. The volume of demand for jobs from these companies accounted for 93% of the total demand for jobs in the Pharmaceutical industry in the U.S.

Pharmaceutical – Canada

List of Employers Representing the Industry									
Charles River Laboratories	Roche	Bristol Myers Squibb	Lundbeck A/S	Biogen	Prairie Plant Systems Inc.	Grifols	Vertex Pharmaceuticals	SEAFORD PHARMACEUTICALS	Sun Pharmaceuticals
PRA Health Sciences	Syneos Health	Lilly	ICON PLC	Altasciences Clinical Research	Bausch Health	Zoetis	Regeneron Pharmaceuticals	USANA	Repare Therapeutics
Johnson & Johnson	AstraZeneca	Boehringer Ingelheim	NOVO Nordisk	Quintiles	LuminUltra Technologies Ltd.	Qiagen	IL Therapeutics	MODERNA	CIRION BioPharma Research Inc.
Compugen Inc.	AbbVie	Amgen Inc.	Xenon Pharmaceuticals Inc.	DSM	Ferring	B. Braun	Novocol Pharmaceutical	Bio-Techne	PTC Therapeutics
IQVIA	Pfizer	Pharmaceutical Product Development	Emergent BioSolutions	UCB Pharma SA	Taro Pharmaceutical Industries Ltd	Incyte Corporation	Amneal Pharmaceuticals	Novozymes	Nu Skin Enterprises
Glaxosmithkline	Merck & Co., Inc.	Gilead Sciences	Worldwide Clinical Trials	ENDO Pharmaceuticals	Therapure Biopharma Inc.	Fusion Pharmaceuticals, LLC	CSL Behring	Viva Pharmaceutical Inc.	CSL Limited
Covance	Novartis	Parexel	Brunet	Shire	GFR Pharma Ltd	Pillar5 Pharma Inc.	Factors Group of Nutritional Companies Inc.	Kemin Industries, Inc.	Novella Clinical
Sanofi	Zymeworks Inc.	Catalent	PPD DEVELOPMENT, LP	Alexion Pharmaceuticals	Meridian Bioscience	medpace	PNP Pharmaceuticals Inc	Camargo Pharmaceutical Service	SeaGen
APOTEX INC.	Teva Pharmaceuticals	Takeda Pharmaceuticals	Jazz Pharmaceuticals, Inc.	Ropack inc.	Herbalife	Celgene Corporation	Alnylam Pharmaceuticals	Ultragenyx Pharmaceutical Inc.	BeiGene
Bayer	Diagnostic Chemicals Limited	JUBILANT DRAXIMAGE INC	Elanco	BIOMERIEUX	National Research Corporation	Aurinia Pharmaceuticals	Omeros	Piramal Enterprises Limited	Santen, Inc.

Note: These 100 companies were considered as representative of the Pharmaceutical industry in Canada. The volume of demand for jobs from these companies accounted for 99% of the total demand for jobs in the Pharmaceutical industry in Canada.

List of Employers Representing the Industry									
Elysium Health	Roche	Novartis	UCB Pharma SA	B. Braun	Morningside Pharmaceuticals Ltd	Alere	Aspen Holdings	Elanco	UDG Healthcare plc
Glaxosmithkline	Pfizer	Bristol Myers Squibb	Boehringer Ingelheim	Takeda Pharmaceuticals	Zoetis	Alnylam Pharmaceuticals	BIOMERIEUX	Ferring	TCR2 Therapeutics Inc.
IQVIA	Abcam, Inc.	Oxford Biomedica	Amgen Inc.	Perrigo	Herbalife	Astellas	Thornton & Ross Ltd	Astex Pharmaceuticals, Inc.	Incyte Corporation
AstraZeneca	Almac Group	Vertex Pharmaceuticals	Jazz Pharmaceuticals, Inc.	Lilly	Viartis	Terumo BCT	Day Lewis Pharmacy	Bausch Health	LEO PHARMA INC.
Covance	AbbVie	Gilead Sciences	Celesio	Horizon Discovery	Regeneron Pharmaceuticals	Cochlear	ROYAL PHARMACEUTICAL SOCIETY	Bio Products Laboratory	ENDO Pharmaceuticals
Johnson & Johnson	Merck & Co., Inc.	Worldwide Clinical Trials	Norbrook Group	Qiagen	Celgene Corporation	Vitabiotics Ltd	Immunocore Limited	Dechra Pharmaceuticals PLC	ViiV Healthcare Company
Syneos Health	RandOX	Quintiles	Biogen	medpace	Recipharm	Wentworth Pharmaceutical	ALS Food and Pharmaceutical	West Pharmaceutical Services	Genus plc.
Charles River Laboratories	ICON PLC	Shire	Bayer	NOVO Nordisk	Biomarin	Bio-Techne	BeiGene	MEDICURE INC.	CSL Limited
Parexel	PRA Health Sciences	Teva Pharmaceuticals	Momenta Pharmaceuticals	Orchard Therapeutics	Alexion Pharmaceuticals	DSM	Consort Medical	Envision Pharma Group	Clinigen Group
Pharmaceutical Product Development	Catalent	Sanofi	Tonic Health	ITH Pharma Limited	CSL Behring	Quotient Inc.	Grifols	Exact Sciences Corporation	Aesica Pharmaceuticals Ltd

Note: These 100 companies were considered as representative of the Pharmaceutical industry in the U.K. The volume of demand for jobs from these companies accounted for 99% of the total demand for jobs in the Pharmaceutical industry in the U.K.

Pharmaceutical – Germany

List of Employers Representing the Industry									
IQVIA	Novartis	Catalent	Quintiles	Pharmaceutical Product Development	Elanco	Bausch Health	THE BERG CORPORATION	Worldwide Clinical Trials	CEVEC Pharmaceuticals GmbH
Bayer	B. Braun	Aventis	Bausch	Engelhard Arzneimittel GmbH & Co. KG	Weleda AG	PIERIS Pharmaceuticals GmbH	Cochlear	Atec Pharmatechnik GmbH	KLS Pharma Robotics GmbH
Roche	Merck & Co., Inc.	Grifols	Sanacorp Pharmahandel GmbH	Alexion Pharmaceuticals	Artesan Pharma GmbH & Co.KG	Unitax Pharmalogistik GmbH	Biofrontera AG	G.L. Pharma GmbH	Lichtenheldt GmbH Pharmazeutische Fabrik
Boehringer Ingelheim	Takeda Pharmaceuticals	Charles River Laboratories	Amgen Inc.	Gilead Sciences	NOVO Nordisk	INFECTOPHARM Arzneimittel und Consilium GmbH	Siegfried PharmaChemikalien Minden GmbH	Omnicare Pharma GmbH	Haupt Pharma Wülfing GmbH
Johnson & Johnson	BioNTech SE	Biotest AG	Parexel	PRA Health Sciences	Oncotec Pharma Produktion GmbH OT Tornau	Perrigo	Astellas	Klocke Pharma Service GmbH	Janssen Pharmaceuticals, Inc
AstraZeneca	Teva Pharmaceuticals	Bristol Myers Squibb	Lilly	DSM	Menarini - Von Heyden GmbH	HWI pharma services GmbH	GPS Grosch Pharmaservice Eine Business Unit der Dr. Groesch Consulting GmbH	Pharma Aldenhoven GmbH & Co.KG	Letzner Pharmawasseraufbereitung GmbH
Pfizer	Covance	Pharmatechnik GmbH & Co KG	UCB Pharma SA	ICON PLC	Almirall	Bavarian Nordic	Luye Pharma AG	Vertex Pharmaceuticals	pharma mall GmbH
Glaxosmithkline	Syneos Health	West Pharmaceutical Services	Biogen	Dr. Reckeweg & Co GmbH Pharmazeutische Fabrik	DR. KADE Pharmazeutische Fabrik GmbH	Recipharm	medpace	BWT Pharma & Biotech GmbH	AMCAPHARM Pharmaceutical GmbH
Qiagen	Merz Pharma	MorphoSys AG	Ferring	Celgene Corporation	IG- Pharma Ingenieurgesellschaft für Pharmatechnik mbH	RIEMSER Pharma GmbH	LEO PHARMA INC.	Protina Pharmazeutische GmbH	Zoetis
AbbVie	CSL Behring	Sanofi	BIOMERIEUX	CC Pharma GmbH	Jazz Pharmaceuticals, Inc.	SK Pharma Logistics GmbH	Orthomol pharmazeutische Vertriebs GmbH	Löns Pharma AG	Zur Rose Pharma GmbH

Note: These 100 companies were considered as representative of the Pharmaceutical industry in Germany. The volume of demand for jobs from these companies accounted for 96% of the total demand for jobs in the Pharmaceutical industry in Germany.

Pharmaceutical – India

List of Employers Representing the Industry									
Novartis	Piramal Enterprises Limited	Alembic Pharmaceuticals Limited	Hetero Drugs Limited	Ipsa Laboratories Ltd	APS pharmaceutical & HealthCare	Bharat Serums and Vaccines Limited	Flamingo Pharmaceuticals Ltd	Marksans Pharma Ltd	Karnataka Antibiotics & Pharmaceuticals Ltd
IQVIA	ICON PLC	Cipla company	Quotient Inc.	Cadila Healthcare Ltd	AN Pharmaceuticals Pvt. Ltd.	HLL Lifecare Limited	DSM	Lincoln Pharmaceuticals Ltd	Biophore India Pharmaceuticals Pvt. Ltd.
AstraZeneca	Boehringer Ingelheim	Sun Pharmaceuticals	Biocon	National Institute of Pharmaceutical Education & Research	MSD Pharmaceuticals	APOTEX INC.	Bakson Drugs & Pharmaceuticals Pvt. Ltd.	RPG Life Sciences limited	La Renon Healthcare Private Limited
Johnson & Johnson	Syneos Health	The Medicines Company	Dr. Reddy's Laboratories, Inc.	Akums Drugs & Pharmaceuticals Limited	The Himalaya Drug Company	Arbro Pharmaceuticals Pvt Ltd	Medley Pharmaceuticals Ltd	B. Braun	Jagsonpal Pharmaceuticals Limited
Glaxosmithkline	Alkem Laboratories Ltd	Quintiles	Torrent Pharmaceuticals	Aurobindo Pharma Ltd	Hexagon Nutrition Pvt. Ltd.	Finecure Pharmaceuticals Ltd	Rich Faith Pharmaceuticals Pvt. Ltd.	Hikal Ltd	Shire
Merck & Co., Inc.	Bayer	Eris Lifesciences	Herbalife	LUPIN LIMITED	Takeda Pharmaceuticals	Kemin Industries, Inc.	FDC Corporate	Centaur Pharmaceuticals Pvt Ltd	Kwality Pharmaceuticals Ltd.
Pfizer	Covance	SUSHIMA PHARMACEUTICALS PVT. LTD.	Glenmark Pharmaceuticals Inc,	Unichem Laboratories Ltd	Dr. JRK's Research and Pharmaceutical P Ltd	Troikaa Pharmaceuticals Ltd.	Amneal Pharmaceuticals	Theon Pharmaceuticals Ltd	Makro Care (view profile)
Parexel	Roche	MANKIND PHARMA	Sundyota Numandis Pharmaceuticals Pvt. Ltd	West Pharmaceutical Services	Ciron Drugs and Pharmaceuticals (P) Limited.	BDR Pharmaceuticals Internationals Pvt. Ltd	Torque Pharmaceuticals Private Limited	Jobs Flag Consultant Hiring For Tonamex Pharmaceutical	Amgen Inc.
NOVO Nordisk	Pharmaceutical Product Development	Venus Remedies Ltd	Intas Pharmaceuticals Ltd	MACLEOD PHARMACEUTICALS	Salve Pharmaceuticals Pvt. Ltd.	Zenzi Pharmaceutical Industries Pvt Ltd	Sri Krishna Pharmaceuticals Limited	AbbVie	Amrutanjan Healthcare
Teva Pharmaceuticals	Sanofi	Lilly	Emcure pharma	Novozymes	Cadila pharmaceuticals Ltd	PRA Health Sciences	Stedman Pharmaceuticals Pvt. Ltd.	Ozone Pharmaceuticals Ltd	Rhydburg Pharmaceuticals Ltd

Note: These 100 companies were considered as representative of the Pharmaceutical industry in India. The volume of demand for jobs from these companies accounted for 91% of the total demand for jobs in the Pharmaceutical industry in India.

List of Employers Representing the Industry									
Lowe's	Best Buy	JCPenney	Harbor Freight Tools	L Brands	The Mentor Network	Duane Reade	Bass Pro Shops	Circle K	Builders FirstSource
Walmart	Massage Envy	Kroger	O'Reilly Auto Parts	Tractor Supply Company	Michaels Stores, inc.	Performance Food Group	AutoNation	Advantage	MENARDS, INC.
Target Corporation	Sears Holdings Corporation	goPuff	ARMY and AIR FORCE EXCHANGE SERVICE	Aaron's Sales and Lease	PETSMART	Ashley Furniture	Ascena Retail Group, Inc	Carmax	H-E-B
Home Depot	Advance Auto Parts, Inc.	Sysco	TJX Companies	Sam's Club	Wegmans	Bath & Body Works	Pep Boys	sephora	Hannaford Brothers
Shipt	Delhaize	Kohl's Corporation	Rite Aid	SAS Retail Services	ULTA	ULTA Salon, Cosmetics & Fragrance, Inc.	United Rentals	EL SUPER	Sheetz
Macy's	Whole Foods Market	Love's Travel Stops	GPM Investments	The Fresh Market	Southeastern Grocers	Cabela's Inc.	Safeway Companies	Claire's	BIG LOTS
Walgreens	Dick's Sporting Goods, Inc.	AutoZone, Inc	Nordstrom	Staples Business Depot/Bureau En Gros	PREMIUM RETAIL	BJ's Wholesale Club, Inc.	SSM Health	Sunbelt Rentals	Southern Glazer's Wine & Spirits
The Dollar General	Family Dollar	Gap Inc.	Bridgestone	WINCO FOODS	Mclane Company	Aldi	MedPro	BED BATH & Beyond	Rent A Center
DoorDash	Enterprise Rent-A-Car	SPROUTS FARMERS MARKETS	Food Lion	Meijer	Office Depot	anderson Merchandisers	Avis Budget Group	Kmart	T.j. Maxx
Dollar Tree Stores, Inc.	7-Eleven	Giant Eagle	The Hertz Corporation	Costco Wholesale Corporation	Avon	Beall's Inc.	Hobby Lobby	Beaumont Health System	Hy-Vee, Inc.

Note: These 100 companies were considered as representative of the Retail industry in the U.S. The volume of demand for jobs from these companies accounted for 76% of the total demand for jobs in the Retail industry in the U.S.

List of Employers Representing the Industry									
Walmart	Lowe's	Leon's Furniture Ltd	Circle K	FAMILIPRIX	Sunbelt Rentals	Gordon Food Service	Hmshost	Steele Auto Group	CHUM
Home Depot	The Source	The Brick Warehouse	Provigo inc	7-Eleven	Value Village	Claire's	LINEN CHEST	Rexall Pharmacy Group Ltd.	Saks Fifth Avenue
Loblaw Companies Ltd	Hudson's Bay / La Baie d'Hudson	L Brands	Reitmans	Whole Foods Market	Cervus Equipment Corporation	Insight Enterprises, Inc.	Save-On-Foods	SPORTS EXPERTS	Avis Budget Group
SOBEYS INC.	Best Buy	United Rentals	autocanada	Safeway Companies	OLD NAVY	Bento Nouveau	The Childrens Place	Victoria's Secret	Ascena Retail Group, Inc
Rona Inc.	DoorDash	DAVIDS TEA INC.	Tailored Brands	Bath & Body Works	Sysco	Tapestry Inc	Michaels Stores, inc.	BOULANGERIE PREMIÈRE MOISSON	EQ3
Shoppers Drug Mart	Enterprise Rent-A-Car	Nordstrom	Carter's, Inc	IKEA	The Body Shop Inc.	Lush	Foot Locker	ARC'TERYX Equipment Inc.	GLENTEL INC
Canadian Tire Corporation Ltd	sephora	JEAN COUTU	Metro	Fountain Tire	Money Mart	Marshalls	Groupe Dynamite	Roots Canada Ltd.	Penningtons (Division of Reitmans Canada Ltd.)
IGA	COUCHE-TARD INC.	Indigo Books & Music Inc.	PETsMART	GIANT TIGER	Advance Auto Parts, Inc.	The Hertz Corporation	BED BATH & Beyond	OSL Retail	BOUTIQUE MARIE CLAIRE INC.
TJX Companies	Gap Inc.	Winners / HomeSense	PREMIUM RETAIL	London Drugs	Mark's	MICHAEL HILL JEWELLER	Banana Republic	FGL Sports	BOUTIQUE LE PENTAGONE INC.
Staples Business Depot/Bureau En Gros	DOLLARAMA	LA VIE EN ROSE	American Eagle Outfitters	H&M	JYSK	Davidstea	Homestore Inc	Eddie Bauer	Spencer Gifts

Note: These 100 companies were considered as representative of the Retail industry in Canada. The volume of demand for jobs from these companies accounted for 88% of the total demand for jobs in the Retail industry in Canada.

List of Employers Representing the Industry									
Tesco	Halfords Group	Just-Eat	HUT GROUP	Argos Corp	Age UK	KINGFISHER INFORMATION TECHNOLOGY SERVICES (UK)....	bestway retail ltd.	Urban Outfitters, Inc.	YOOX NET-APORTER GROUP
Lidl	PREMIER IT	Select Inc	Vision Express Wrag-Time	ONE STOP	The Body Shop Inc.	Walgreens	WOLSELEY	Arco	CVS Caremark
DIXONS CARPHONE	Greggs	The Card Factory, L.L.C.	Holland and Barrett	H&M	New Look	Ocado Group plc	DRUM- Desis Rising Up & Moving	Signet, Inc.	TECH DATA
Aldi	John Lewis Partnership	Iceland Food Groups Ltd.	Inchcape	Claire's	Works Stores Ltd	Halfords Autocentres	Signet Jewelers	Tapestry Inc	Sears Holdings Corporation
ASDA	JEWSON	Boots UK	Coop-Genossenschaft	Rowlands Pharmacy	TJX Companies	Cheeki Monkeys	The Southern Co-operative	IKEA	Outdoor and Cycle Concepts
Co-op Group	Home Bargains	remedy medical	Gap Inc.	Lloyds pharmacy	Newsteam Group Ltd	Avis Budget Group	Charles Tyrwhitt	Vertu Motors	Flying Tiger Copenhagen
Marks and Spencer	Avon	Farmfoods	Ocado	Next Retail	Sunbelt Rentals	FARFETCH Group	Pendragon Plc	QD Stores Ltd	Elior
Specsavers	Pets at Home	Hillarys Blinds	Sports Direct	Elite	The Co-operative Group	Mothercare	Royal Voluntary Service	SHOEZONE LLC	Mole Valley Farmers
Morrisons	Debenhams	Sytner Group	Express	Expedia	Phoenix Medical Supply & Pharmacy	Two's Company Inc.	Shiseido	servest group limited	Pret A Manger
Sainsburys	Stream	Enterprise Rent-A-Car	McColl's Retail Group	Savers Inc.	The Source	The Edinburgh Woollen Mill (Group) Ltd	Fitzroys	The Hertz Corporation	SEGA Europe Limited

Note: These 100 companies were considered as representative of the Retail industry in the U.K. The volume of demand for jobs from these companies accounted for 92% of the total demand for jobs in the Retail industry in the U.K.

Retail – Germany

List of Employers Representing the Industry

Lidl	Netto Marken-Discount AG & Co. KG	Otto (GmbH & Co KG)	Enterprise Rent-A-Car	Avis Budget Group	QSC, Inc.	Spreadshirt	Flying Tiger Copenhagen	Bose Corporation	Automotive Technologies, Inc.
REWE Group	Hornbach-Baumarkt AG	Rituals Cosmetics Germany GmbH	The Hertz Corporation	ZARA	Esprit Europe	The Body Shop Inc.	Audible, Inc.	AUTOGRILL	Bridgestone
Edeka	GLOBUS	ARMY and AIR FORCE EXCHANGE SERVICE	ALDI Einkauf GmbH & Co. oHG, Essen	WURTH	MANGO	Bunnings Warehouse	K&K Klaas & Kock BV & Co. KG Lebensmittelsupermarkt	Tiffany & Co.	REISSER AG
Aldi	Bauhaus & Co Ky	eBay Inc.	ARJO	Foot Locker	RICHTER & ASSOCIATES	L'Occitane	Klarna	Metro	Societe Cooperative Migros-Geneve
Lidl Vertriebs-GmbH & Co. KG	Zalando	Fressnapf Holding SE	METRO-AG, INC	Staples Business Depot/Bureau En Gros	Ludwig Görtz GmbH	Expertse	Colruyt Group	Coop-Genossenschaft	HUT GROUP
Penny Markt	XXXLutz KG	Coolblue	Decathlon	Becker	Unternehmensgruppe Dr. Eckert GmbH	Feneberg Lebensmittel GmbH	Claire's	Boots UK	ToysR"Us"
Kaufland	IKEA	Adolf Würth GmbH & Co. KG	Intersport	Metro Cash and Carry	Home24 SE	Rudolf Wöhrl SE	Mitsubishi Electric Europe	Tapestry Inc	Bells Food Group Ltd
KiK Textilien und Non-Food GmbH	H&M	Wayfair	Expedia	TECH DATA	GameStop	Mr. Wash Autoservice AG	Hervis Sports	Abercrombie & Fitch	G-Star Raw
dm-drogerie markt GmbH + Co. KG	Media Markt	HELLWEG Die Profi-Baumärkte GmbH & Co	JYSK	Tommy Hilfiger	QVC	zooplus AG	Zara Home	Hofer KG	Lesara GmbH
OBI Group	Tchibo	Intelligent Repair Solutions Holding GmbH	TJX Companies	Inditex	Iwan Budnikowsky GmbH & Co. KG	sephora	Beresa GmbH & Co. KG	sprd.net AG (Spreadshirt)	reBuy reCommerce GmbH

Note: These 100 companies were considered as representative of the Retail industry in Germany. The volume of demand for jobs from these companies accounted for 98% of the total demand for jobs in the Retail industry Germany.

RESTRICTED DISTRIBUTION

Retail – India

List of Employers Representing the Industry									
Flipkart	Tesco	Future Group	Lowe's	CANTABIL RETAIL INDIA LIMITED	SAIL	Colruyt IT	Ripple	Bridgestone	Colruyt Group
Target Corporation	Decathlon	Maple Digital Technology International Pvt. Ltd	MINISO Company Limited	FUTURE ENTERPRISES	Max fashion	Smith and Noble	The Bon-Ton	Beyond.com	QSC, Inc.
Walmart	JIVA AYURVEDIC PHARMACY LTD.	V Mart Retail Ltd	Madura Fashion and Lifestyle	Bose Corporation	Solitaire Homes	Patterns	Medical Billing Wholesalers	JYSK	Home Depot
Avenue Supermarts Ltd	H&M	Marks and Spencer	Poshmark	Reliance Digital	Southeastern Grocers	The STAR Group	Lidl	US Multinational Convenience Store Giant	LifCare Pharmacy
Shoppers Stop Ltd	L Brands	GLOBUS	Metro Cash and Carry	BluJay Solutions	AdvantMed	TRENT	Aster Pharmacy	Sears Holdings Corporation	TMD
Expedia	IKEA	Amway	SMARTe Inc	SafeNet, Inc.	NIT CALICUT	Multi National Convenience store & Gass Station	The Source	7-Eleven	Synergy Computer Solutions
Myntra.Com	Hudson's Bay / La Baie d'Hudson	Snapdeal.com	V2 Retail	CHR	FAST LINK	Jabong.com (Jade eServices Private Limited)	ZARA	NexGen Solutions, Inc.	Academy
Reliance Retail Limited	Vitality Healthcare	Narvar Inc	TECH DATA	Archie's	Cricket Wireless	eBay Inc.	Elite	DoorDash	Apna - Punjab Grocery & Movies & Gifts Corp.
JCPenney	Advance Auto Parts, Inc.	Gap Inc.	supermarket grocery supplies pvt ltd	Educomp Solutions Ltd.	Heads Up	CaaStle	VistaPrint	MOTHER FOODS	AL - Birmingham Staffing
ITSOURCE TECHNOLOGY	APOLLO PHARMACY	Inditex	MAC'S CONVENIENCE STORES INC.	First Step	SIA (System Integration Architects LLC)	US Convenience Store Retailer	Hafele India Private Limited	A & S	US Multinational Retail Convenience Store

Note: These 100 companies were considered as representative of the Retail industry in India. The volume of demand for jobs from these companies accounted for 88% of the total demand for jobs in the Retail industry in India.



Thank You