

**ManpowerGroup
Employment
Outlook Survey
UK**

**Q3
2020**



United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2020 was conducted by interviewing a representative sample of 1,056 employers in the UK.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2020 as compared to the current quarter?”

Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak.

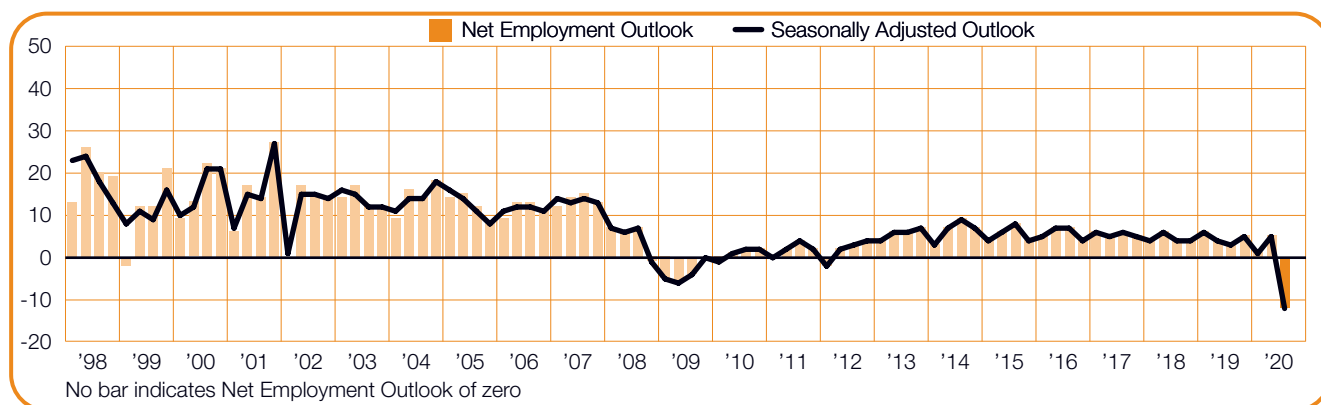
The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
July-Sep 2020	5	17	72	6	-12	-12
Apr-June 2020	7	2	90	1	5	5
Jan-Mar 2020	5	4	90	1	1	1
Oct-Dec 2019	8	3	87	2	5	5
July-Sep 2019	6	3	91	0	3	3



Employers in the UK report gloomy hiring intentions for the third quarter of 2020. With 5% of employers expecting to increase payrolls, 17% anticipating a decrease and 72% forecasting no change, the resulting Net Employment Outlook is -12%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at -12%. Hiring sentiment is the weakest since the survey began in 1992, decreasing by 17 percentage points when compared with the previous quarter and by 15 percentage points in comparison with this time one year ago.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organisation-Size Comparisons

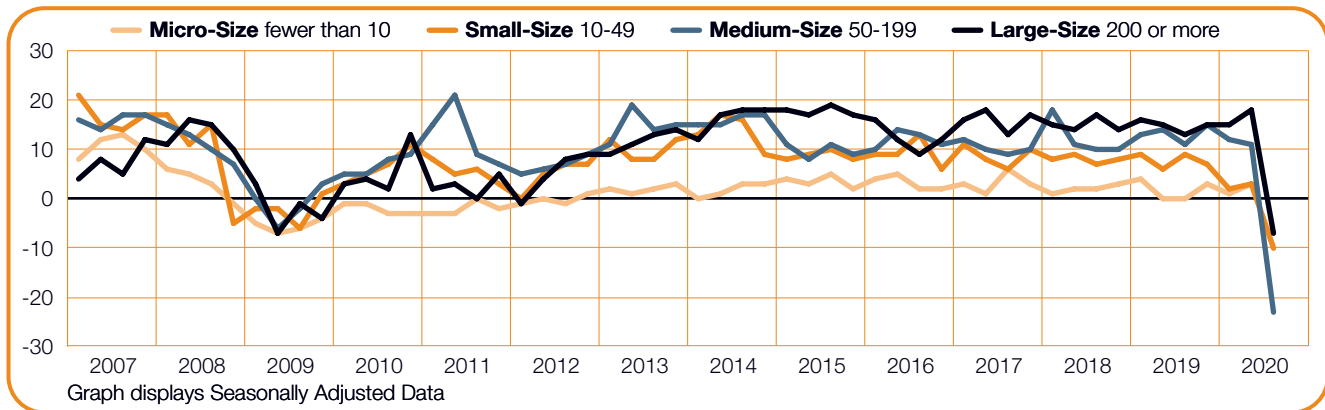
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Employers expect payrolls to decline in all four organisation size categories during the third quarter of 2020. The weakest labour market is anticipated by Medium employers who report a Net Employment Outlook of -23%. Struggling labour markets are forecast by Small- and Micro-size employers with Outlooks of -10%, while the Outlook for Large employers stands at -7%.

When compared with the prior quarter, Medium employers report a steep decline of 34 percentage points, while the Outlook for Large firms is 25 percentage points weaker. In both the Micro- and Small-size categories, employers report decreases of 13 percentage points.

In a year-over-year comparison, Medium employers report a sharp decrease of 34 percentage points. Outlooks are 20 and 19 percentage points weaker for Large- and Small-size employers, respectively, while the Outlook for Micro employers declines by 10 percentage points.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size fewer than 10	4	13	77	6	-9	-10
Small-Size 10-49	6	19	73	2	-13	-10
Medium-Size 50-199	5	28	56	11	-23	-23
Large-Size 200 or more	13	19	57	11	-6	-7



Regional Summary

Employers in 11 of the 12 regions expect to trim payrolls during the upcoming quarter. The weakest labour market is anticipated by employers in Northern Ireland who report a Net Employment Outlook of -23%. Gloomy hiring prospects are also reported for the North West, where the Outlook is -19%, and in the South West and Wales, with Outlooks of -18% and -14%, respectively. In both London and the South East, employers report Outlooks of -11%. However, employers in the East Midlands expect a flat labour market, reporting an Outlook of 0%.

Hiring prospects weaken in all 12 regions when compared with the previous quarter, including a steep decline of 24 percentage points in the North West. Elsewhere, Outlooks are 23 and 22 percentage points weaker in Northern Ireland and the South West, respectively, while employers in Wales report a decrease of 21 percentage points.

In a comparison with last year at this time, Outlooks also weaken in all 12 regions. A steep decline of 29 percentage points is reported in Northern Ireland, and Outlooks decrease by 24 and 21 percentage points in the South West and the West Midlands, respectively. Employers in the North West report a decline of 19 percentage points, while the Outlook for Yorkshire & the Humber is 17 percentage points weaker.

	Increase Q3 2020	Decrease Q3 2020	Q3 2020	Q2 2020	Q3 2019	Qtr on Qtr Change Q2 2020 to Q3 2020	Yr on Yr Change Q3 2019 to Q3 2020
	%	%	%	%	%	%	%
East	10	17	-7 (-2) ¹	5 (3) ¹	0 (5) ¹	-12 (-5) ¹	-7 (-7) ¹
East Midlands	4	7	-3 (0) ¹	6 (8) ¹	10 (12) ¹	-9 (-8) ¹	-13 (-12) ¹
London	5	17	-12 (-11) ¹	-4 (-4) ¹	4 (5) ¹	-8 (-7) ¹	-16 (-16) ¹
North East	7	14	-7 (-7) ¹	7 (6) ¹	2 (2) ¹	-14 (-13) ¹	-9 (-9) ¹
North West	1	21	-20 (-19) ¹	6 (5) ¹	-1 (0) ¹	-26 (-24) ¹	-19 (-19) ¹
Northern Ireland	1	23	-22 (-23) ¹	1 (0) ¹	7 (6) ¹	-23 (-23) ¹	-29 (-29) ¹
Scotland	4	13	-9 (-6) ¹	5 (0) ¹	-2 (0) ¹	-14 (-6) ¹	-7 (-6) ¹
South East	10	21	-11 (-11) ¹	2 (2) ¹	0 (-1) ¹	-13 (-13) ¹	-11 (-10) ¹
South West	3	21	-18 (-18) ¹	4 (4) ¹	6 (6) ¹	-22 (-22) ¹	-24 (-24) ¹
Wales	0	13	-13 (-14) ¹	8 (7) ¹	-6 (-7) ¹	-21 (-21) ¹	-7 (-7) ¹
West Midlands	8	20	-12 (-10) ¹	7 (4) ¹	9 (11) ¹	-19 (-14) ¹	-21 (-21) ¹
Yorkshire & the Humber	5	18	-13 (-9) ¹	10 (10) ¹	4 (8) ¹	-23 (-19) ¹	-17 (-17) ¹

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

Sector Summary

Payrolls are forecast to increase in two of the nine industry sectors during the third quarter of 2020. In the Agriculture sector, employers anticipate respectable job gains, reporting an Outlook of +11%, while the Outlook for the Utilities sector stands at +5%. However, employers in the remaining seven industry sectors expect to trim payrolls. The weakest hiring prospects are reported in the Transport & Communications sector, where the Outlook is -22%, and gloomy Outlooks of -16% and -15% are reported for the Finance & Business Services sector and the Manufacturing sector, respectively.

Hiring sentiment weakens in eight of the nine industry sectors when compared with the previous quarter. Sharp declines of 25 and 23 percentage points are reported in the Finance & Business Services sector and the Transport & Communications sector, respectively, and the Outlook for the Manufacturing sector is 18 percentage points weaker.

Employers in eight of the nine industry sectors report weaker hiring prospects when compared with this time one year ago, including a sharp decline of 21 percentage points for the Construction sector, and a decrease of 19 percentage points for the Finance & Business Services sector. However, Agriculture sector employers report a considerable improvement of 12 percentage points.

	Increase Q3 2020	Decrease Q3 2020	Q3 2020	Q2 2020	Q3 2019	Qtr on Qtr Change Q2 2020 to Q3 2020	Yr on Yr Change Q3 2019 to Q3 2020
	%	%	%	%	%	%	%
Agriculture	18	4	14 (11) ¹	4 (2) ¹	2 (-1) ¹	10 (9) ¹	12 (12) ¹
Community & Social	4	11	-7 (-5) ¹	2 (1) ¹	0 (2) ¹	-9 (-6) ¹	-7 (-7) ¹
Construction	6	22	-16 (-13) ¹	3 (0) ¹	5 (8) ¹	-19 (-13) ¹	-21 (-21) ¹
Finance & Business Services	3	19	-16 (-16) ¹	8 (9) ¹	3 (3) ¹	-24 (-25) ¹	-19 (-19) ¹
Hotels & Retail	9	19	-10 (-12) ¹	4 (3) ¹	6 (4) ¹	-14 (-15) ¹	-16 (-16) ¹
Manufacturing	1	15	-14 (-15) ¹	3 (3) ¹	4 (3) ¹	-17 (-18) ¹	-18 (-18) ¹
Mining	8	10	-2 (-2) ¹	4 (2) ¹	7 (7) ¹	-6 (-4) ¹	-9 (-9) ¹
Transport & Communications	2	23	-21 (-22) ¹	2 (1) ¹	-4 (-5) ¹	-23 (-23) ¹	-17 (-17) ¹
Utilities	6	1	5 (5) ¹	12 (12) ¹	11 (11) ¹	-7 (-7) ¹	-6 (-6) ¹

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

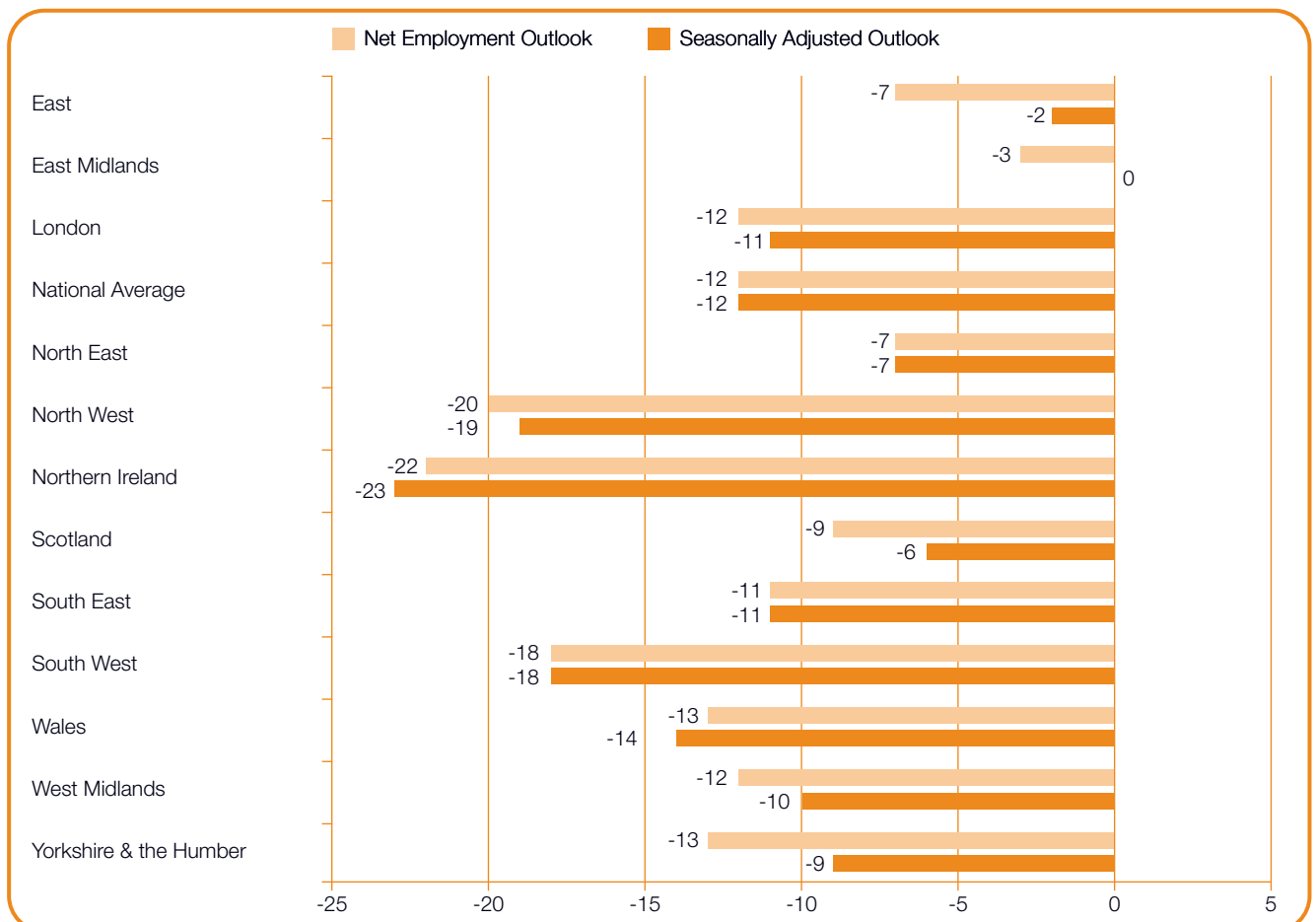
Regional Comparisons

In six of the 12 UK regions, hiring plans are the weakest since the survey began. In London, the South East, the South West and Yorkshire & the Humber, employers report the weakest hiring prospects since 1992, while employers in Northern Ireland report their weakest forecast since the region was first analysed separately in 2003. In Wales, employers match the weakest hiring intentions since the region was first analysed in 2002, last reported in Quarter 3 2009.

Employers expect a decrease in payrolls for 11 of the 12 regions during the July to September period. Dim hiring prospects are reported in Northern Ireland where employers report the weakest Net Employment Outlook, standing at -23%. Elsewhere, employers report gloomy hiring sentiment in the North West and the South West, with Outlooks of -19% and -18%, respectively. In Wales, the Outlook stands at -14%, while Outlooks of -11% are reported by employers in both London and the South East. The West Midlands Outlook is -10%, while employers in Yorkshire & the Humber and the North East report sluggish hiring plans with Outlooks of -9% and -7%, respectively. Meanwhile, a flat labour market is expected in the East Midlands, where the Outlook stands at 0%.

When compared with the second quarter of 2020, employers in all 12 regions report weaker hiring intentions. Sharp declines of 24 and 23 percentage points are reported in the North West and Northern Ireland, respectively. In the South West, employers report a decrease of 22 percentage points, while the Outlook for Wales declines by 21 percentage points. Employers in Yorkshire & the Humber report a considerable decrease of 19 percentage points, and the Outlook for the West Midlands declines by 14 percentage points. In both the North East and the South East, hiring sentiment weakens by 13 percentage points.

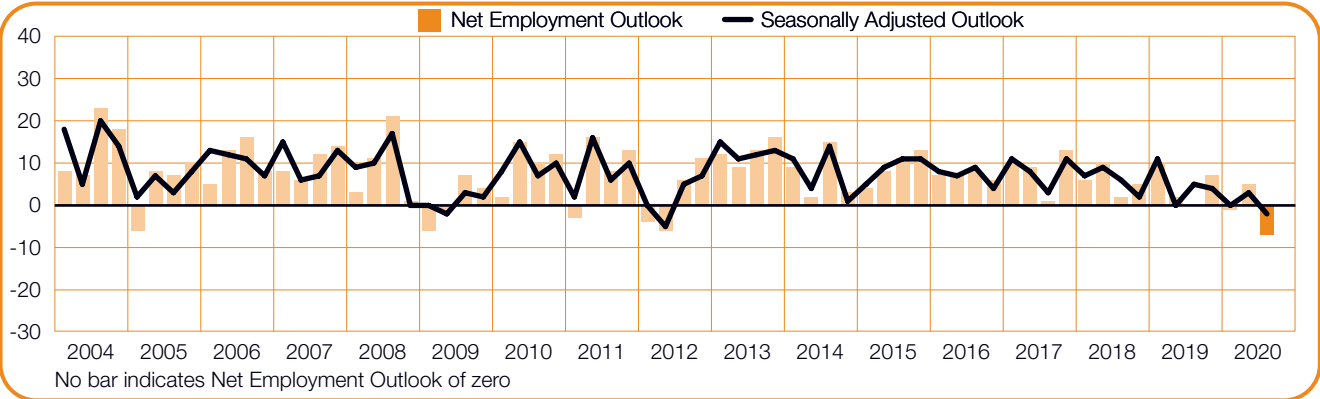
Hiring intentions also weaken in all 12 regions when compared with this time one year ago, most notably by a steep margin of 29 percentage points in Northern Ireland. Employers in the South West and the West Midlands also report sharp decreases of 24 and 21 percentage points, respectively, while the Outlook for the North West is 19 percentage points weaker. Elsewhere, employers in Yorkshire & the Humber report a decline of 17 percentage points, while decreases of 16 and 12 percentage points are reported in London and the East Midlands, respectively.



-7 (-2)%

East

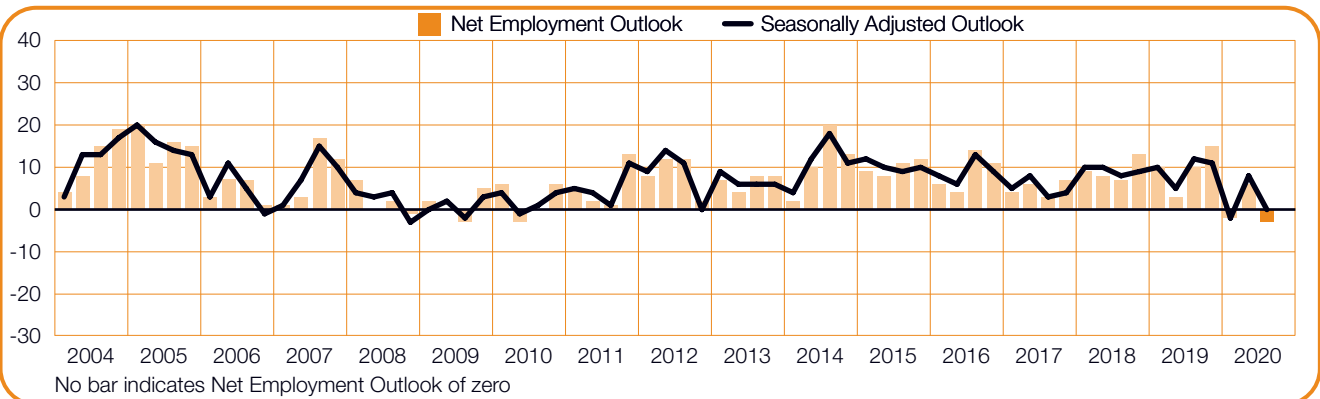
Job seekers can expect a subdued hiring pace in the upcoming quarter, according to employers who report a Net Employment Outlook of -2%. The Outlook is the weakest reported in eight years, declining by five and seven percentage points quarter-over-quarter and year-over-year, respectively.



-3 (0)%

East Midlands

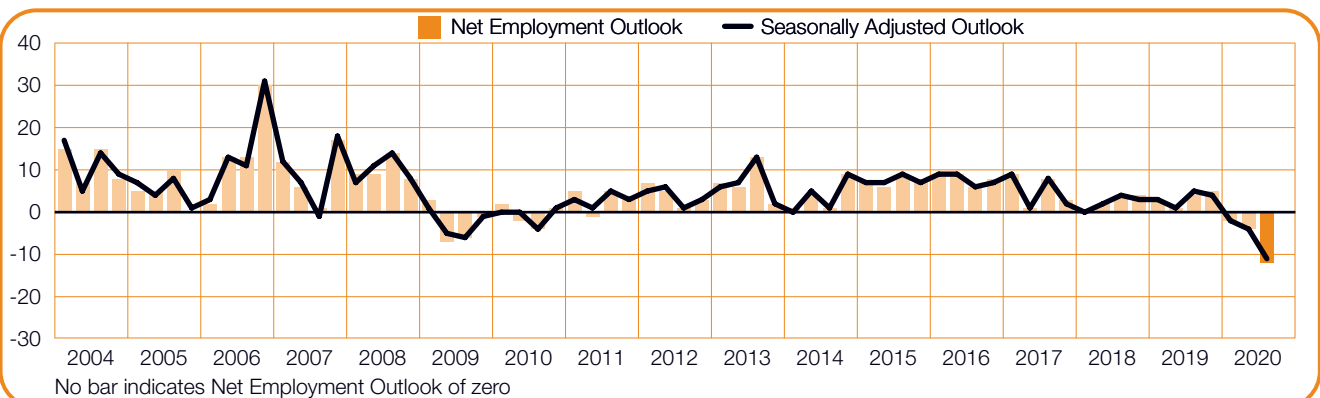
A flat labour market is expected during the third quarter of 2020, with employers reporting a Net Employment Outlook of 0%. Hiring prospects are eight percentage points weaker in comparison with the prior quarter and decline by 12 percentage points when compared with the same period last year.



-12 (-11)%

London

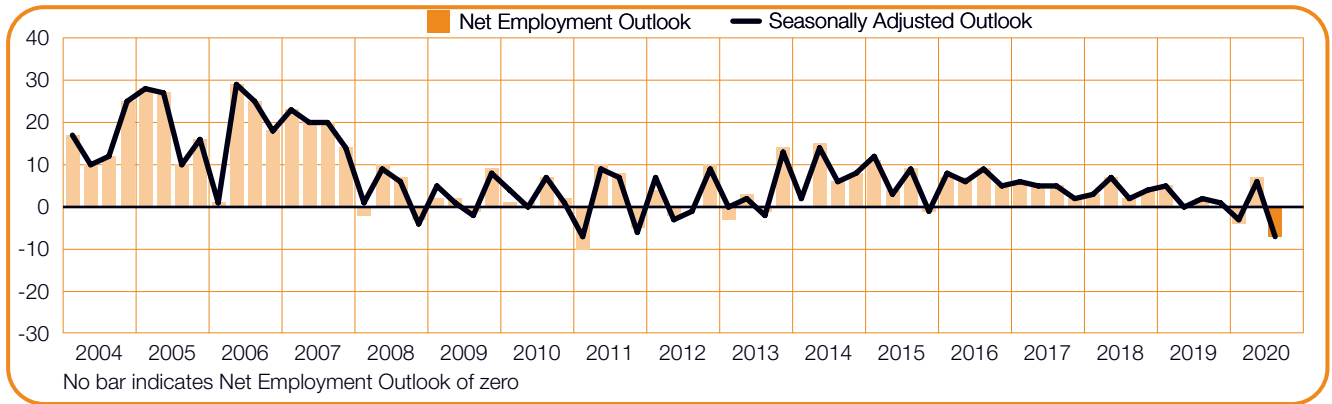
Employers report dim hiring prospects for the next three months with a Net Employment Outlook of -11%. Hiring plans decline by seven percentage points quarter-over-quarter and are 16 percentage points weaker in comparison with the third quarter of 2019.



-7 (-7)%

North East

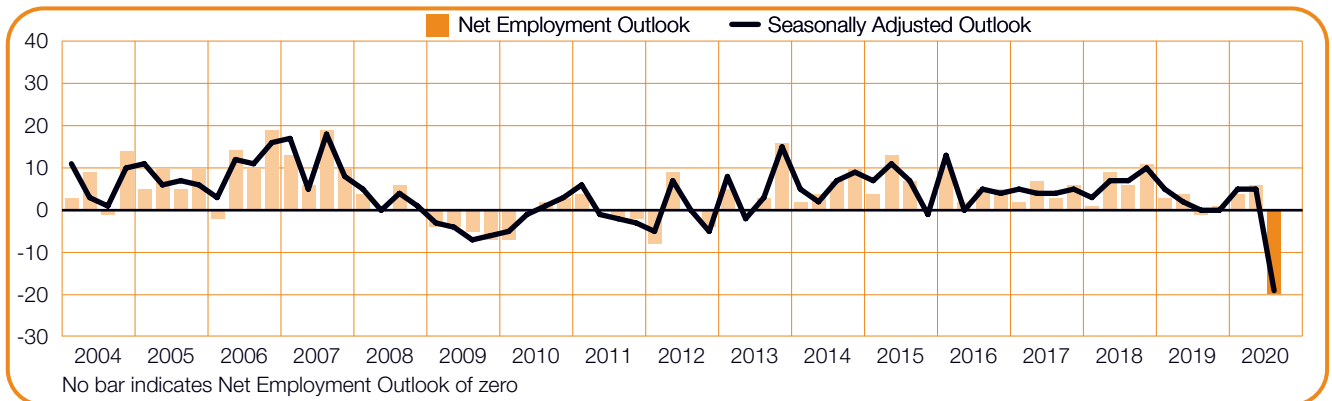
The weakest labour market in nine years is forecast for the upcoming quarter, with employers reporting a Net Employment Outlook of -7%. Hiring prospects decrease by 13 and nine percentage points when compared with the prior quarter and this time one year ago, respectively.



-20 (-19)%

North West

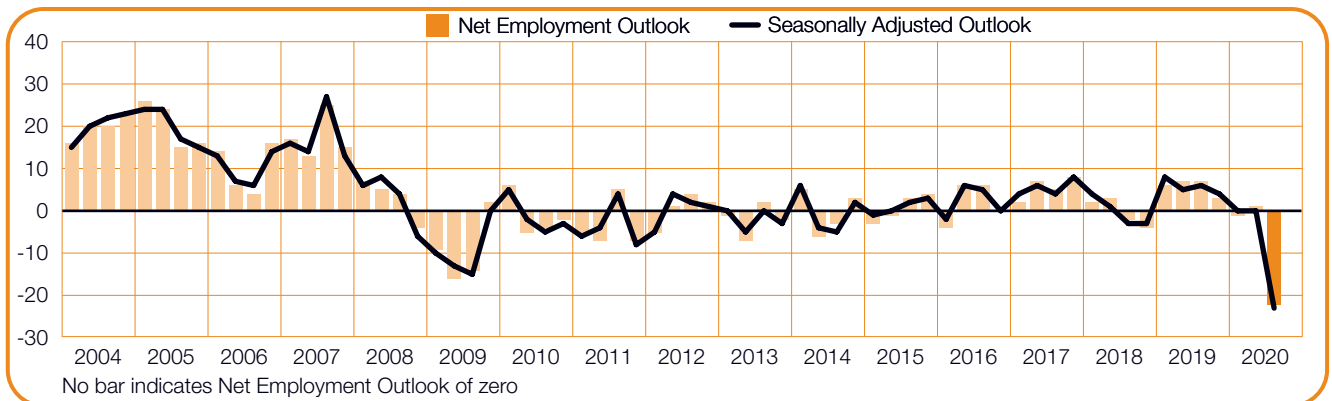
With a Net Employment Outlook of -19%, employers report the weakest hiring intentions in 20 years for the July to September period. The Outlook declines by a steep margin of 24 percentage points when compared with the previous quarter and is 19 percentage points weaker when compared with Quarter 3 2019.



-22 (-23)%

Northern Ireland

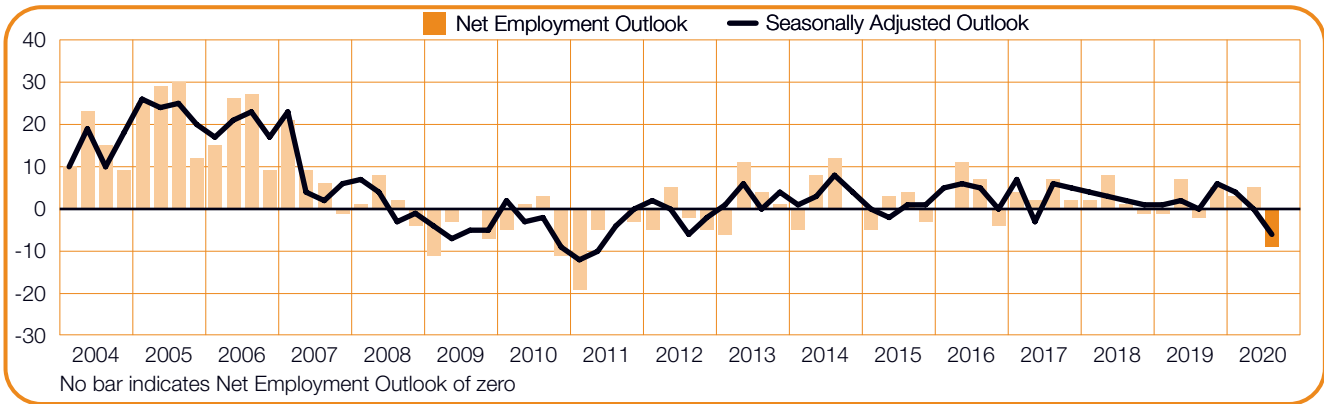
Employers anticipate a gloomy labour market in Quarter 3 2020, reporting a Net Employment Outlook of -23%. Hiring intentions weaken sharply both quarter-over-quarter and year-over-year, declining by 23 and 29 percentage points, respectively.



-9 (-6)%

Scotland

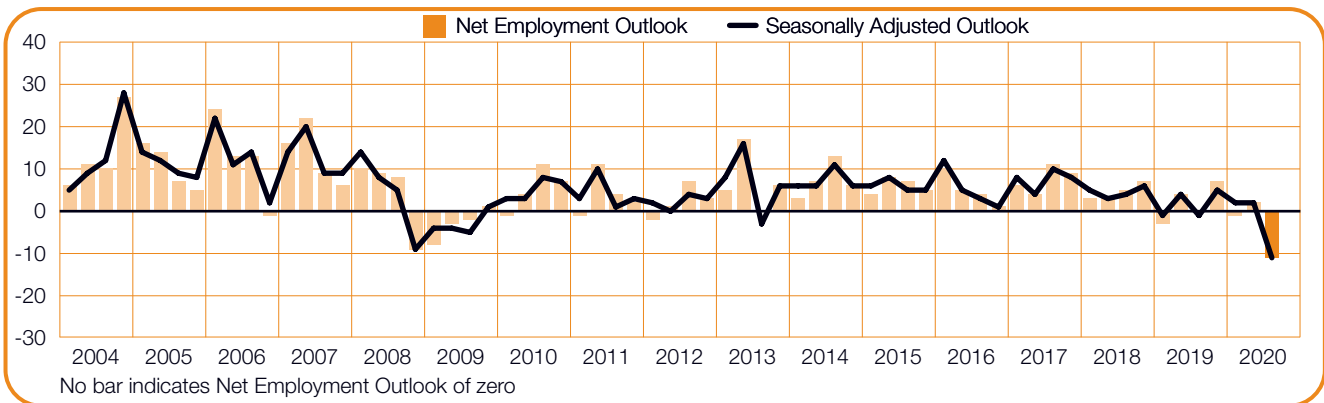
Job seekers can expect a dull hiring climate in the July to September period, according to employers who report a Net Employment Outlook of -6%. Hiring plans decline by six percentage points in comparison with both the prior quarter and last year at this time.



-11 (-11)%

South East

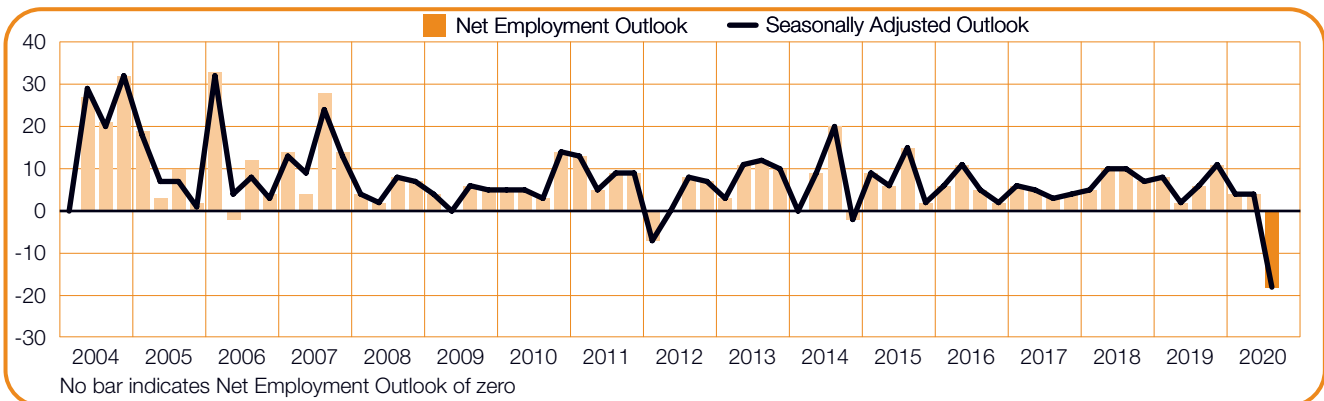
Dim hiring prospects are reported for the next three months, with employers reporting a Net Employment Outlook of -11%. Hiring plans decline by 13 and 10 percentage points in comparison with Quarter 2 2020 and Quarter 3 2019, respectively.



-18 (-18)%

South West

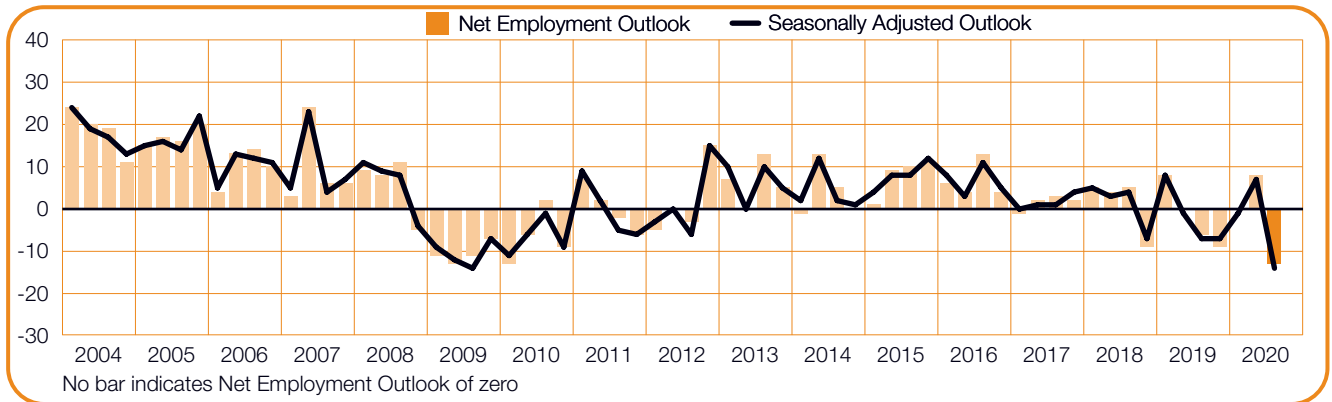
Employers anticipate a gloomy hiring climate in the third quarter of 2020, reporting a Net Employment Outlook of -18%. Hiring prospects decline sharply both quarter-over-quarter and year-over-year, decreasing by 22 and 24 percentage points, respectively.



-13 (-14)%

Wales

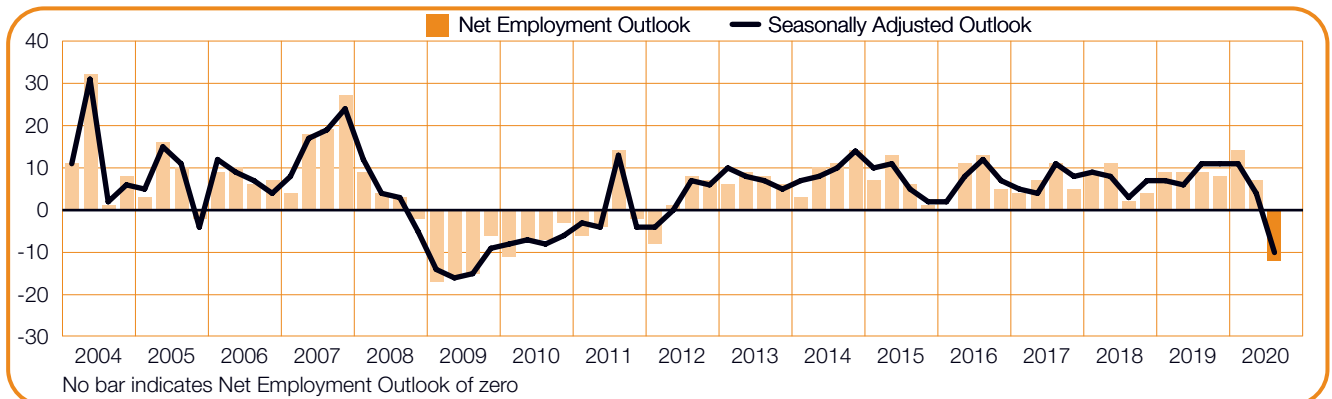
With a Net Employment Outlook of -14%, employers anticipate a gloomy labour market in the third quarter of 2020. The Outlook decreases by 21 percentage points quarter-over-quarter and is seven percentage points weaker when compared with this time one year ago.



-12 (-10)%

West Midlands

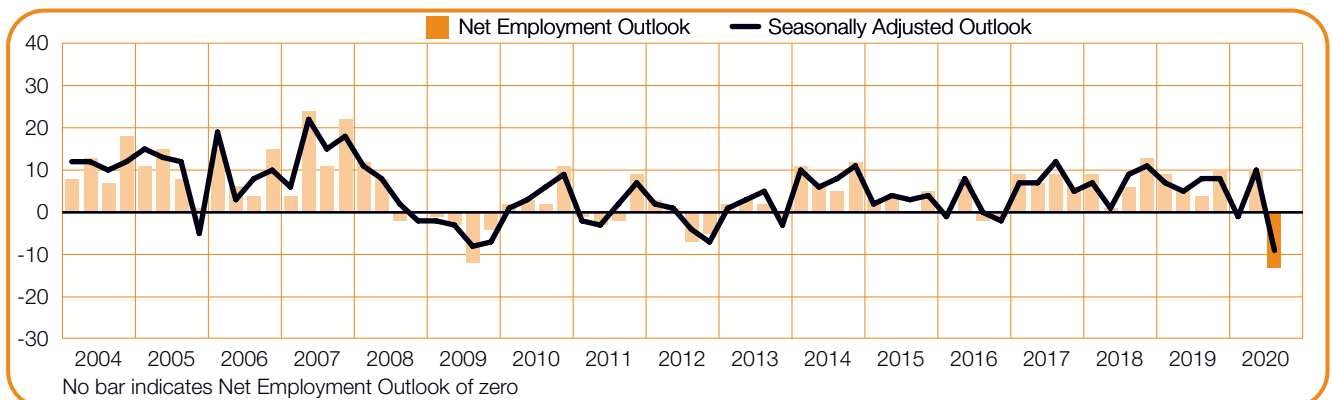
Job seekers can expect the weakest hiring pace in 11 years during the coming quarter, according to employers who report a Net Employment Outlook of -10%. The Outlook is 14 percentage points weaker when compared with the previous quarter and declines by 21 percentage points in comparison with last year at this time.



-13 (-9)%

Yorkshire & the Humber

Reporting a Net Employment Outlook of -9%, employers anticipate sluggish hiring activity in the next three months. Hiring plans decline by 19 percentage points quarter-over-quarter and are 17 percentage points weaker when compared with this time one year ago.



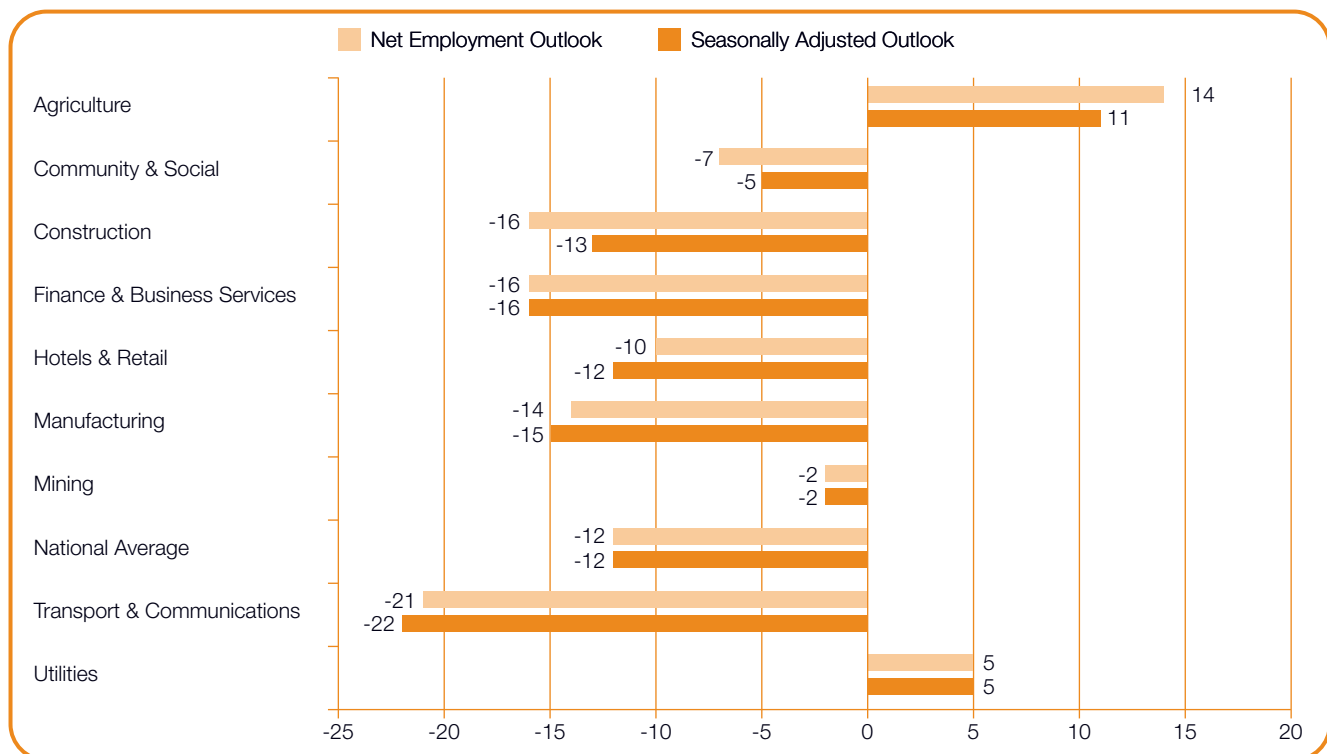
Sector Comparisons

Hiring prospects in two of the nine industry sectors in the UK – the Manufacturing sector and the Hotels & Retail sector – are the weakest since the survey began in 1992. Hiring plans in the Finance & Business Services sector are the weakest reported since 1993, while Community & Social sector employers report their weakest forecast since 1996.

Employers in two of the nine industry sectors expect to increase payrolls during the next three months, with Net Employment Outlooks standing at +11% in the Agriculture sector and at +5% in the Utilities sector. Meanwhile, employers expect to trim payrolls in the remaining seven industry sectors, most notably in the Transport & Communications sector, where the Outlook stands at -22%. Employers in the Finance & Business Services sector and the Manufacturing sector report dim hiring intentions with Outlooks of -16% and -15%, respectively, while the Construction sector Outlook stands at -13%. In the Hotels & Retail sector, employers report gloomy hiring plans with an Outlook of -12%, while Outlooks of -5% and -2% are reported in the Community & Social sector and the Mining sector, respectively.

When compared with the previous quarter, hiring plans weaken in eight of the nine industry sectors, most notably by 25 percentage points in the Finance & Business Services sector and by 23 percentage points in the Transport & Communications sector. Elsewhere, the Outlook for the Manufacturing sector is 18 percentage points weaker, and decreases of 15 and 13 percentage points are reported for the Hotels & Retail sector and the Construction sector, respectively. However, Agriculture sector employers report an improvement of nine percentage points.

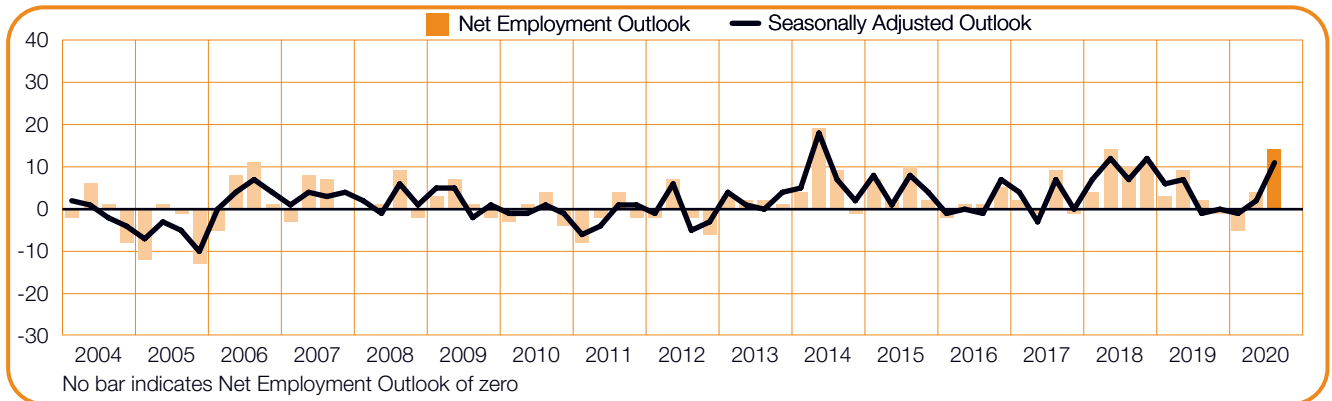
In a comparison with the third quarter of 2019, hiring plans weaken in eight of the nine industry sectors. The Outlook for the Construction sector decreases by 21 percentage points, while declines of 19 and 18 percentage points are reported in the Finance & Business Services sector and the Manufacturing sector, respectively. In the Transport & Communications sector, employers report a decrease of 17 percentage points, while the Outlook for the Hotels & Retail sector is 16 percentage points weaker. Meanwhile, the Outlook for the Agriculture sector improves by 12 percentage points.



+14 (+11)%

Agriculture

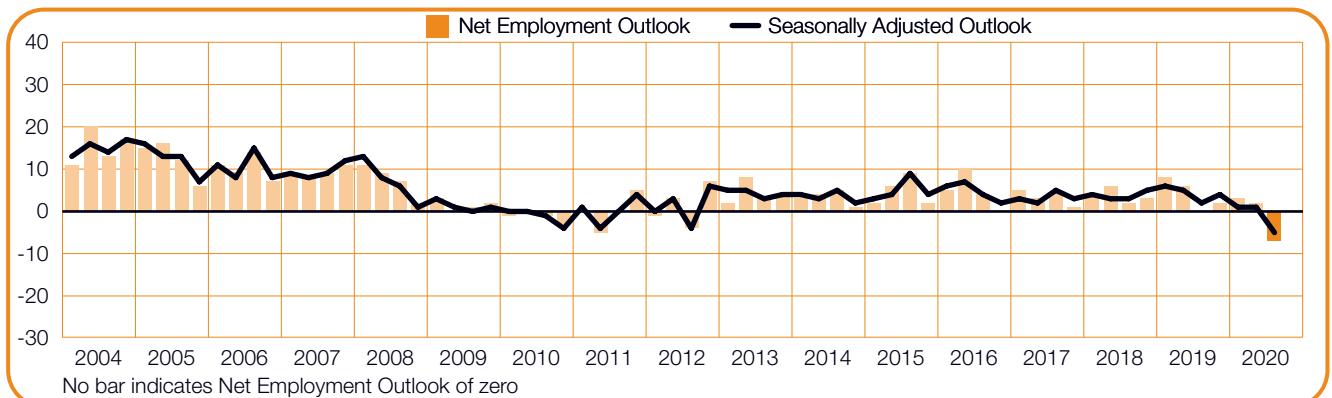
Job seekers can expect a steady hiring pace in the upcoming quarter, according to employers who report a Net Employment Outlook of +11%. Hiring plans improve by nine percentage points when compared with the previous quarter and are 12 percentage points stronger in comparison with the third quarter of 2019.



-7 (-5)%

Community & Social

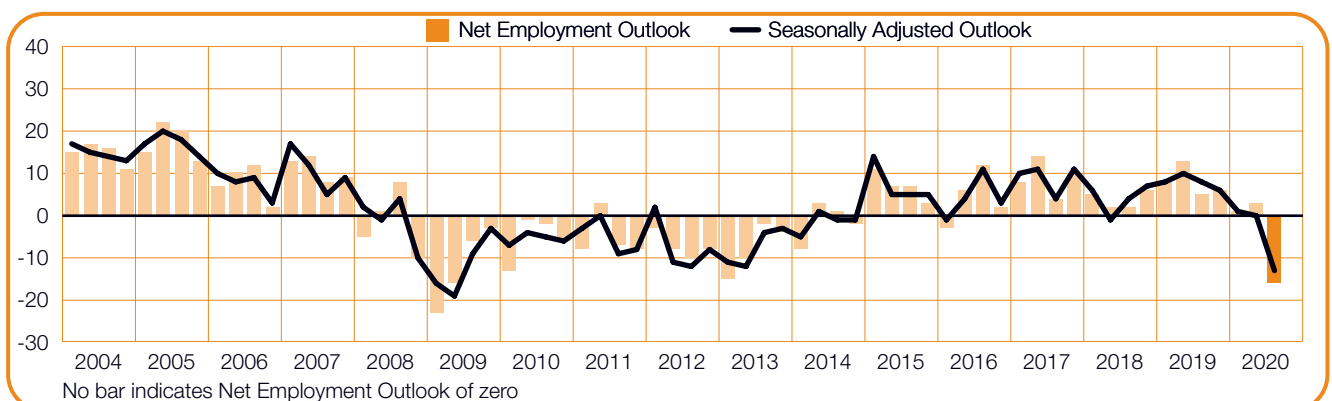
Muted hiring activity is expected during the next three months, with employers reporting a Net Employment Outlook of -5%. Hiring plans decrease by six percentage points when compared with the previous quarter and are seven percentage points weaker in comparison with last year at this time.



-16 (-13)%

Construction

The weakest hiring pace in 11 years is anticipated in the July to September period, with employers reporting a Net Employment Outlook of -13%. Hiring intentions are 13 percentage points weaker quarter-over-quarter and decline by 21 percentage points when compared with this time one year ago.



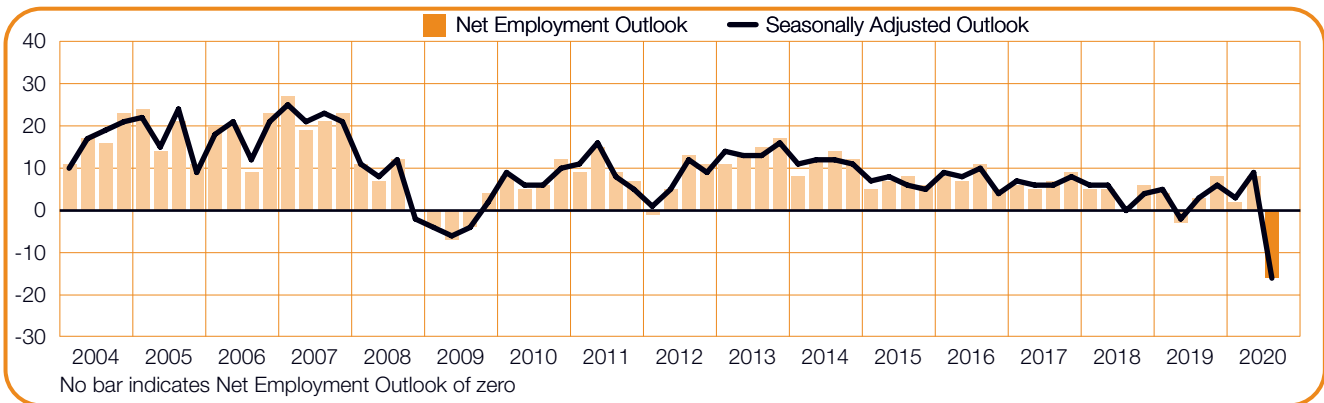
-16 (-16)%

Finance & Business Services

Employers anticipate a dim hiring climate in the next three months. The Net Employment Outlook stands at -16%, declining by 25 percentage points when compared with the previous quarter and by 19 percentage points year-over-year.

In the Finance sub-sector, employers anticipate a sluggish hiring pace during the next three months with a Net Employment Outlook of -10%. Hiring prospects are the weakest since the sub-sector was first analysed in 2005, decreasing by 16 and 14 percentage points quarter-over-quarter and year-over-year, respectively.

Employers in the Business Services sub-sector report the weakest hiring intentions since the analysis began in 2005 with a gloomy Net Employment Outlook of -15% for the coming quarter. The Outlook declines by 24 percentage points when compared with the previous quarter and is 19 percentage points weaker in comparison with Quarter 3 2019.



-10 (-12)%

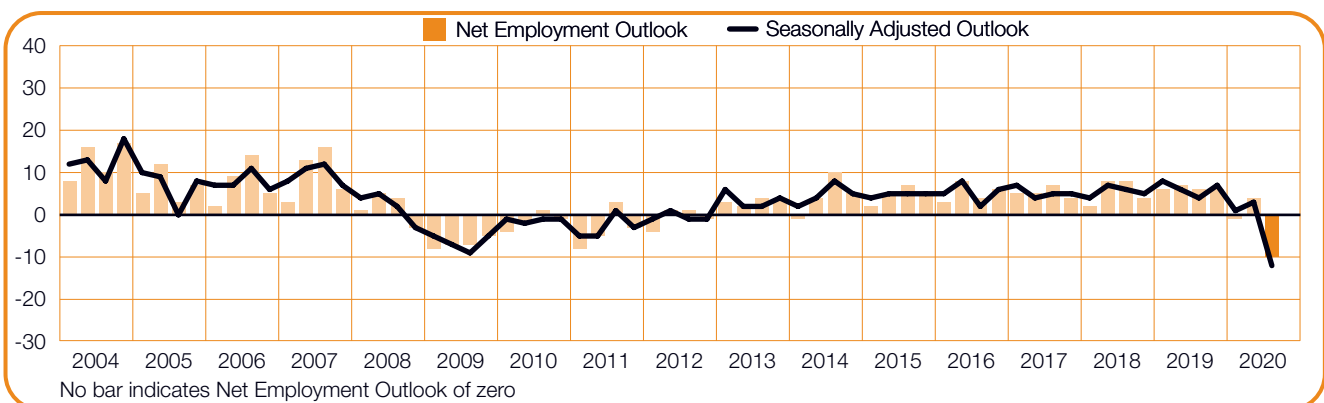
Hotels & Retail

Job seekers can expect dim hiring prospects in the upcoming quarter, according to employers who report a Net Employment Outlook of -12%. Hiring intentions decrease by 15 percentage points when compared with the previous quarter and by 16 percentage points in comparison with Quarter 3 2019.

In the B2B sub-sector, employers anticipate muted hiring activity during the next three months, reporting a Net Employment Outlook of -4%. The Outlook is the weakest reported in six years, declining by four and six percentage points quarter-over-quarter and year-over-year, respectively.

Employers in the B2C sub-sector report the weakest hiring intentions in nine years with a Net Employment Outlook of -10% for the July to September period. Hiring intentions weakened by nine percentage points when compared with the previous quarter, and decline by 14 percentage points in comparison with Quarter 3 2019.

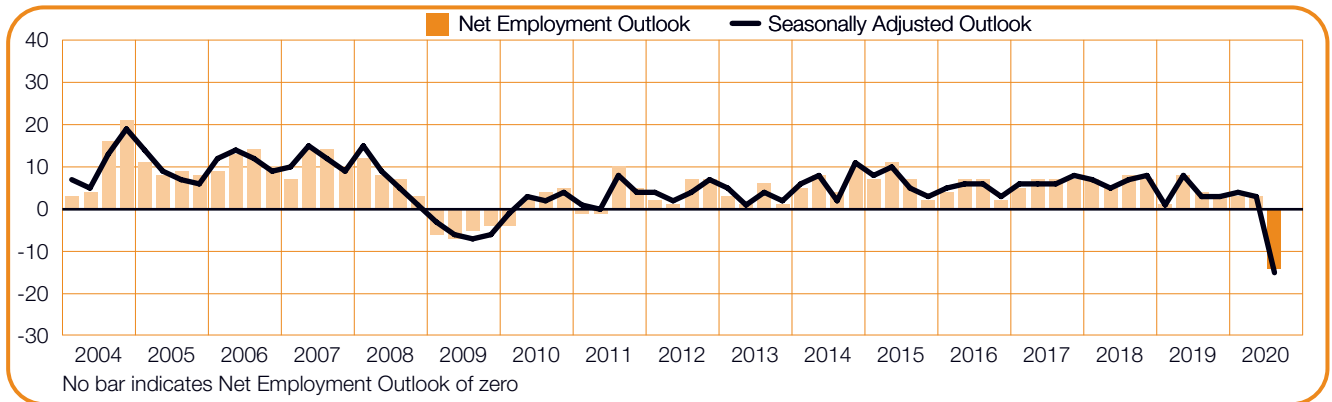
With a Net Employment Outlook of -15%, employers in the Hotels & Restaurants sub-sector expect a gloomy hiring climate during the third quarter of 2020. Hiring plans are the weakest reported since 2011, decreasing by 18 and 25 percentage points quarter-over-quarter and year-over-year, respectively.



-14 (-15)%

Manufacturing

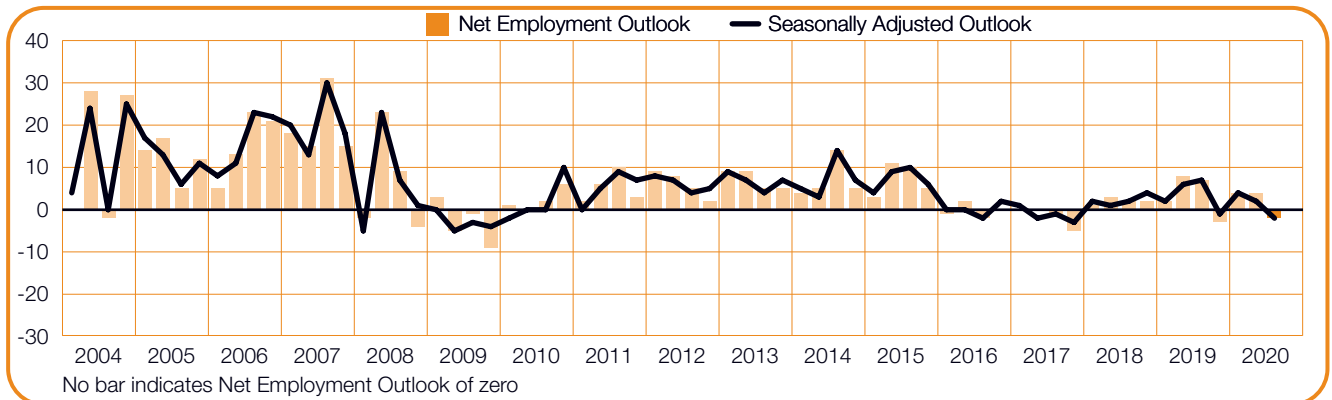
A gloomy labour market is expected in the third quarter of 2020, with employers reporting a Net Employment Outlook of -15%. Hiring intentions decline by 18 percentage points in comparison with both the previous quarter and the third quarter of 2019.



-2 (-2)%

Mining

Reporting a Net Employment Outlook of -2%, employers expect a subdued hiring pace during the forthcoming quarter. The Outlook declines by four and nine percentage points quarter-over-quarter and year-over-year, respectively.



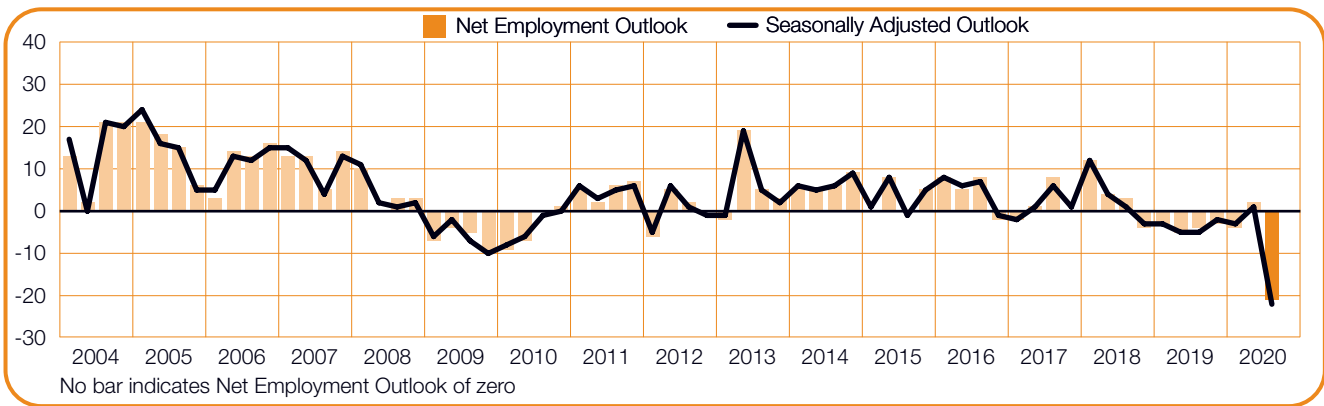
-21 (-22)%

Transport & Communications

Employers expect the weakest hiring pace in 18 years during the July to September period, reporting a gloomy Net Employment Outlook of -22%. Hiring sentiment weakens by 23 percentage points quarter-over-quarter and by 17 percentage points when compared with this time one year ago.

Reporting a Net Employment Outlook for the coming quarter of -18%, employers in the Transport sub-sector anticipate the weakest hiring climate since it was first analysed in 2005. Hiring prospects decline by 18 percentage points quarter-over-quarter and are 12 percentage points weaker in comparison with Quarter 3 2019.

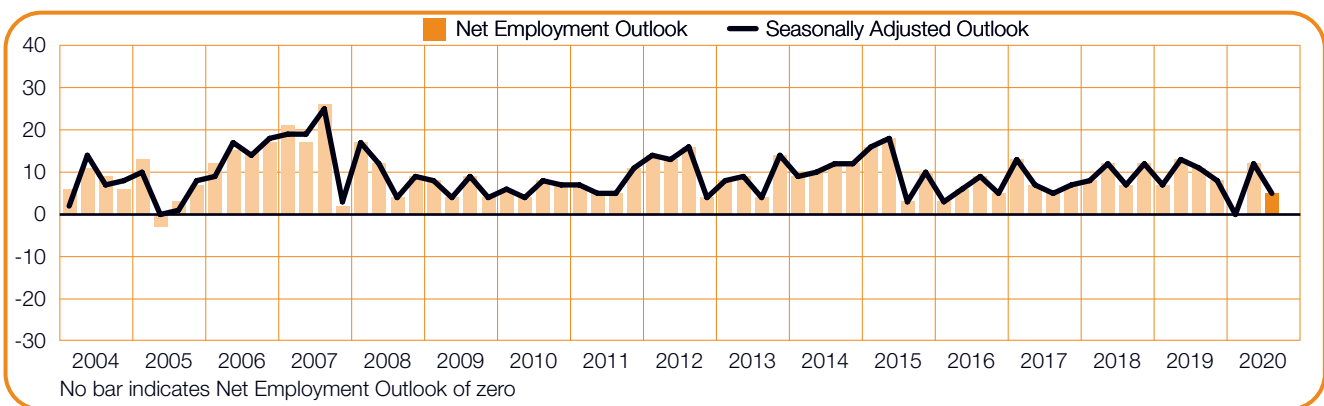
Employers in the Telecomms sub-sector report the weakest Net Employment Outlook since the analysis started in 2005, standing at -13% for the next three months. Hiring plans are 17 percentage points weaker when compared with the previous quarter, and decline by 14 percentage points in comparison with the same period last year.



+5 (+5)%

Utilities

With a Net Employment Outlook of +5%, employers forecast a modest increase in payrolls during the coming quarter. However, hiring plans decline by seven percentage points in comparison with the prior quarter and by six percentage points when compared with this time one year ago.



Global Employment Outlook

ManpowerGroup interviewed over 34,000 employers in 43 countries and territories to forecast labour market activity* in the third quarter of 2020. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2020 as compared to the current quarter?” Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and the subsequent economic shutdown in many countries.

Employers in 35 of the 43 countries and territories surveyed by ManpowerGroup for the third quarter of 2020 expect to reduce payrolls in the period up to the end of September 2020, while payroll gains are expected in seven countries and a flat labour market is anticipated in one.

In a comparison with the second quarter of 2020, hiring prospects weaken in 42 of the 43 countries and territories, while no change is reported in one. Employers in all 43 countries and territories report weaker hiring sentiment when compared with this time one year ago. The strongest hiring pace is anticipated in Japan, India, the United States, China and Taiwan, while employers in Singapore, Costa Rica, Colombia, Peru and South Africa forecast the weakest labour markets.

In 24 of the 26 Europe, Middle East & Africa (EMEA) region countries, employers expect to trim payrolls during the forthcoming quarter, although limited workforce gains are expected in both Croatia and Germany. Hiring plans weaken in all 26 EMEA countries in comparison with both the prior quarter and last year at this time. The strongest labour markets are anticipated in Croatia and Germany, while the weakest are expected by employers in South Africa, Slovakia and Romania.

In four of the seven Asia Pacific countries and territories surveyed, employers anticipate an increase in payrolls during the next three months, while a dip in workforce levels is expected in two and flat hiring activity in one. When compared with the second quarter of 2020, hiring plans weaken in six countries and territories, but are unchanged in one, while employers report weaker hiring intentions in all seven when compared with this time one year ago. Employers in Japan and India anticipate the strongest labour markets in the region, while the weakest hiring activity is expected in Singapore and Australia.

Workforce reductions are forecast for nine of the 10 Americas countries during the July to September period, with employers in the tenth – the United States – anticipating limited job gains. Hiring sentiment weakens in all 10 Americas countries in comparison with both the second quarter of 2020 and third quarter of 2019. With employers in the United States expecting the strongest hiring pace, the weakest labour markets are forecast in Costa Rica, Colombia and Peru.

Full survey results for each of the 43 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

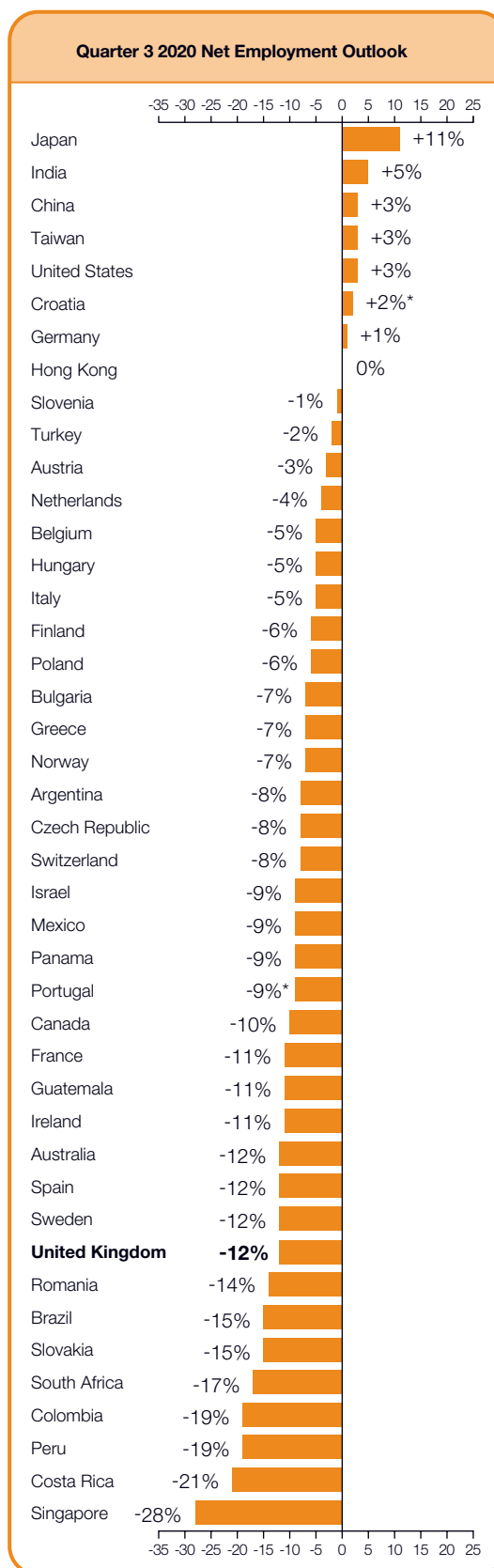
The next ManpowerGroup Employment Outlook Survey will be released on 8th September 2020 and will detail expected labour market activity for the final quarter of 2020.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

	Quarter 3 2020	Qtr on Qtr Change Q2 2020 to Q3 2020	Yr on Yr Change Q3 2019 to Q3 2020
	%		
Americas			
Argentina	-9 (-8) ¹	-13 (-10) ¹	-9 (-9) ¹
Brazil	-14 (-15) ¹	-31 (-29) ¹	-25 (-26) ¹
Canada	-5 (-10) ¹	-16 (-19) ¹	-21 (-21) ¹
Colombia	-18 (-19) ¹	-29 (-29) ¹	-29 (-29) ¹
Costa Rica	-23 (-21) ¹	-32 (-29) ¹	-24 (-24) ¹
Guatemala	-13 (-11) ¹	-24 (-21) ¹	-21 (-21) ¹
Mexico	-9 (-9) ¹	-19 (-17) ¹	-19 (-19) ¹
Panama	-12 (-9) ¹	-11 (-8) ¹	-14 (-13) ¹
Peru	-19 (-19) ¹	-26 (-24) ¹	-31 (-32) ¹
United States	6 (3) ¹	-14 (-16) ¹	-18 (-18) ¹

Asia Pacific			
Australia	-14 (-12) ¹	-23 (-21) ¹	-25 (-25) ¹
China	3 (3) ¹	-3 (-3) ¹	-5 (-5) ¹
Hong Kong	0 (0) ¹	0 (0) ¹	-16 (-16) ¹
India	3 (5) ¹	-9 (-7) ¹	-10 (-9) ¹
Japan	9 (11) ¹	-20 (-13) ¹	-14 (-14) ¹
Singapore	-27 (-28) ¹	-36 (-37) ¹	-39 (-40) ¹
Taiwan	7 (3) ¹	-17 (-20) ¹	-18 (-18) ¹

EMEA†			
Austria	0 (-3) ¹	-10 (-10) ¹	-12 (-12) ¹
Belgium	-5 (-5) ¹	-18 (-18) ¹	-13 (-12) ¹
Bulgaria	-6 (-7) ¹	-16 (-13) ¹	-15 (-15) ¹
Croatia	2	-22	-21
Czech Republic	-4 (-8) ¹	-9 (-13) ¹	-18 (-19) ¹
Finland	0 (-6) ¹	-13 (-12) ¹	-15 (-14) ¹
France	-8 (-11) ¹	-20 (-22) ¹	-21 (-21) ¹
Germany	2 (1) ¹	-13 (-11) ¹	-12 (-12) ¹
Greece	-2 (-7) ¹	-33 (-31) ¹	-26 (-26) ¹
Hungary	-5 (-5) ¹	-13 (-10) ¹	-6 (-5) ¹
Ireland	-9 (-11) ¹	-22 (-21) ¹	-22 (-22) ¹
Israel	-7 (-9) ¹	-16 (-17) ¹	-16 (-16) ¹
Italy	-3 (-5) ¹	-15 (-13) ¹	-10 (-10) ¹
Netherlands	-3 (-4) ¹	-17 (-16) ¹	-14 (-14) ¹
Norway	-4 (-7) ¹	-21 (-23) ¹	-20 (-20) ¹
Poland	-5 (-6) ¹	-9 (-7) ¹	-16 (-16) ¹
Portugal	-9	-22	-21
Romania	-7 (-14) ¹	-32 (-34) ¹	-26 (-26) ¹
Slovakia	-12 (-15) ¹	-19 (-21) ¹	-23 (-23) ¹
Slovenia	-7 (-1) ¹	-16 (-5) ¹	-24 (-23) ¹
South Africa	-19 (-17) ¹	-22 (-19) ¹	-21 (-21) ¹
Spain	-10 (-12) ¹	-18 (-18) ¹	-16 (-16) ¹
Sweden	-6 (-12) ¹	-19 (-22) ¹	-25 (-26) ¹
Switzerland	-7 (-8) ¹	-11 (-10) ¹	-15 (-15) ¹
Turkey	2 (-2) ¹	-13 (-12) ¹	-10 (-10) ¹
UK	-12 (-12)¹	-17 (-17)¹	-15 (-15)¹



†EMEA – Europe, Middle East and Africa.

* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

International Comparisons – EMEA

More than 12,500 employers in the Europe, Middle East and Africa (EMEA) region were surveyed by ManpowerGroup on their hiring plans for the third quarter of 2020. Employers in 24 countries expect to reduce payrolls, while workforce gains are anticipated in two – Croatia and Germany.

Employers in three of the four largest European economies anticipate a dip in payrolls during the upcoming quarter. The gloomiest hiring prospects are reported in the UK, with employers expecting the weakest labour market since the survey began in 1992, driven in part by downward forecasts in the Transport & Communication, Finance & Business Services and Manufacturing sectors. In France, employers also anticipate their weakest hiring pace since their survey started in 2003, particularly in the Restaurants & Hotels sector where employers anticipate a bleak third quarter labour market. The Outlook for Italy is the weakest in six years, in part fuelled by subdued hiring intentions in the Restaurants & Hotels and Finance & Business Services sectors.

Meanwhile, employers in Germany expect slow-paced hiring activity during Quarter 3 2020, reflecting fair hiring prospects in the Construction, Finance & Business Services and Other Services sectors, although the dim Outlook for the Restaurants & Hotels sector is at its weakest in 17 years after sharp declines both quarter-over-quarter and year-over-year.

Workforce reductions are anticipated for all seven industry sectors in Spain during the July to September period, resulting in the weakest hiring intentions since 2009, and reflecting sharp dips in hiring plans from the prior quarter for the Restaurants & Hotels and Wholesale & Retail Trade sectors.

In the Netherlands, employers report muted hiring plans for the July to September period, driven in part by a collapse in hiring sentiment among Restaurants & Hotels sector employers. Employers in Belgium also report downbeat hiring prospects with the weakest Outlook since the survey began in 2003, reflecting sharp quarter-over-quarter declines in the forecasts for the Restaurants & Hotels and Wholesale & Retail Trade sectors.

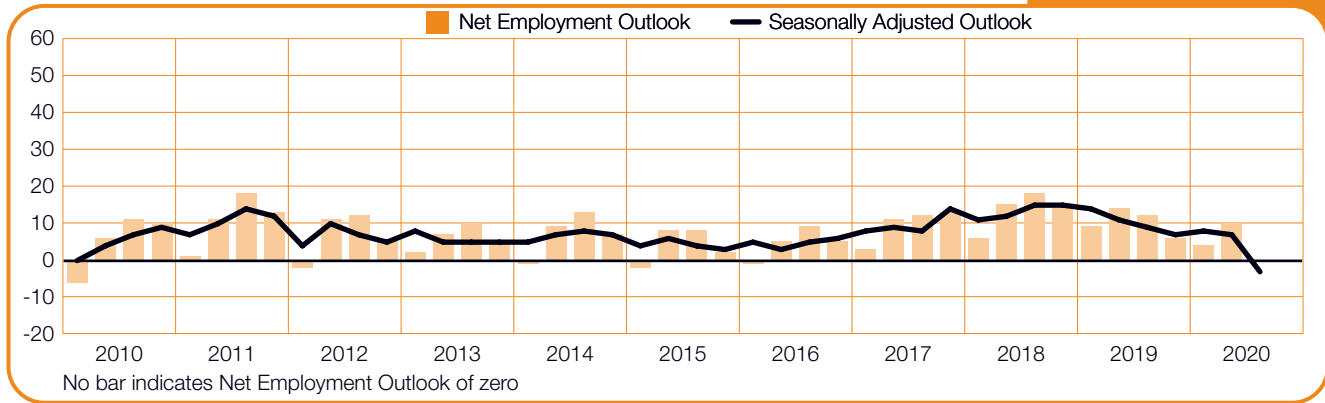
A similar pattern is also apparent in the Nordic countries. Employers in Norway report their weakest Outlook since the survey began in 2003, in part fuelled by a collapse in hiring sentiment for the Restaurants & Hotels sector. In Sweden, the forecast is also the weakest since the survey began 17 years ago, with employers in the Restaurants & Hotels sector reporting dismal hiring prospects. Outlooks slip sharply in the Construction, Finance & Business Services and Wholesale & Retail Trade sectors in comparison with Quarter 2 2020. The weakest Outlook since the survey began is also reported by employers in Finland, with a similar contraction in hiring sentiment for the Restaurants & Hotels sector this quarter.

Employers in Poland expect sluggish hiring activity during the next three months, with workforce reductions in all seven industry sectors resulting in the weakest forecast since the survey began.

Elsewhere in the region, employers in Croatia anticipate the strongest national labour market, despite steep declines in the Outlook both quarter-over-quarter and year-over-year. In Greece, the strong recovery in hiring prospects reported in recent quarters has stalled. Employers in South Africa anticipate one of the weakest labour markets in the entire global survey during the upcoming quarter, reporting their weakest hiring plans since the survey began in 2006, fuelled by a collapse in hiring sentiment in the Manufacturing sector.

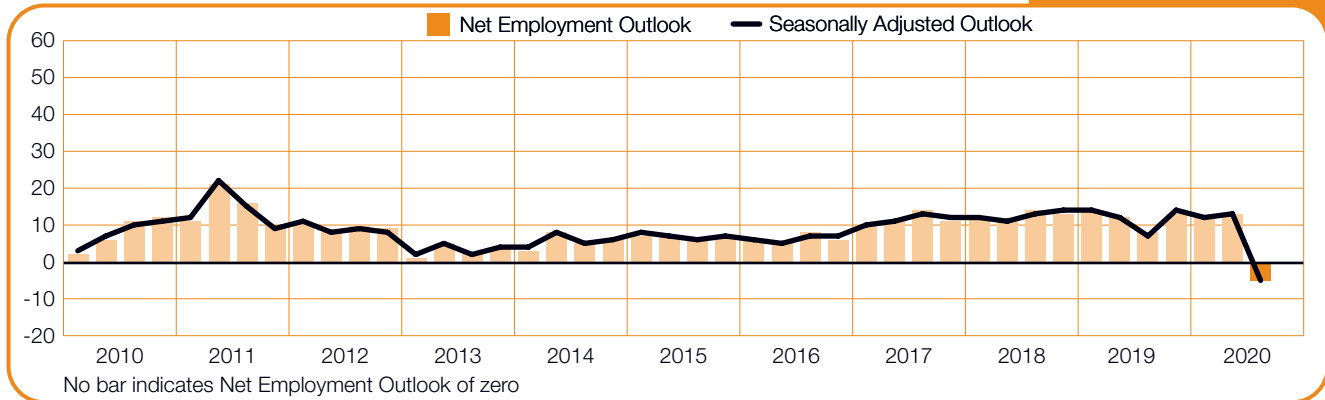
Austria

0 (-3)%



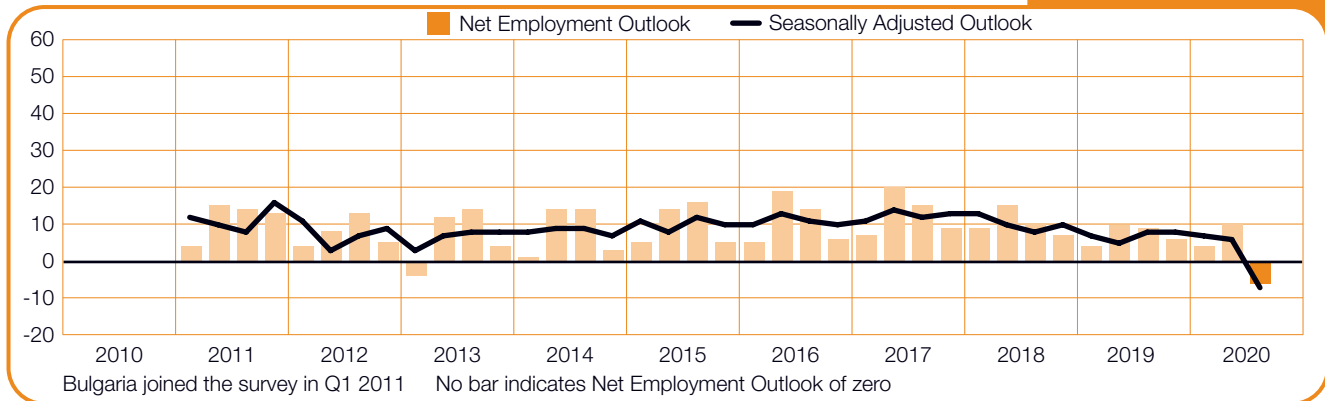
Belgium

-5 (-5)%



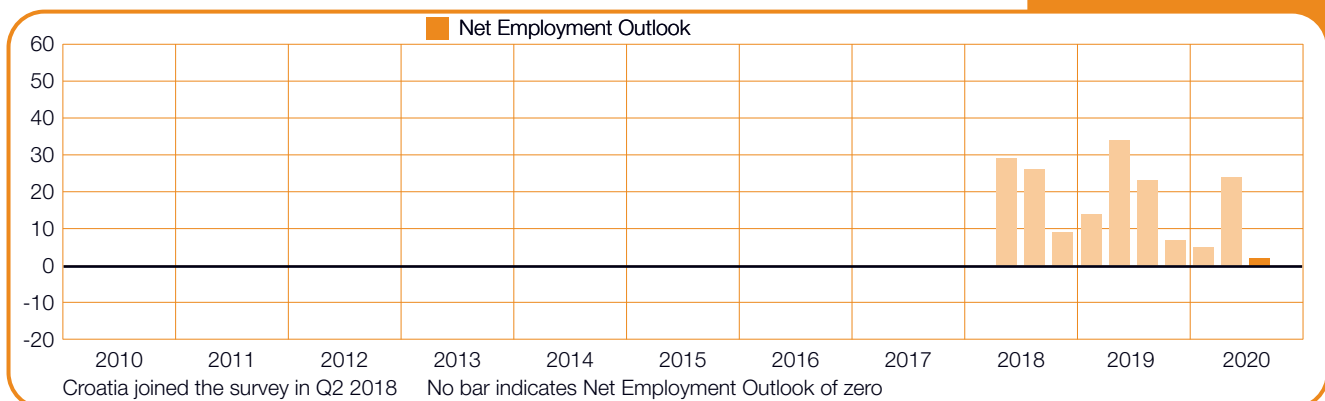
Bulgaria

-6 (-7)%



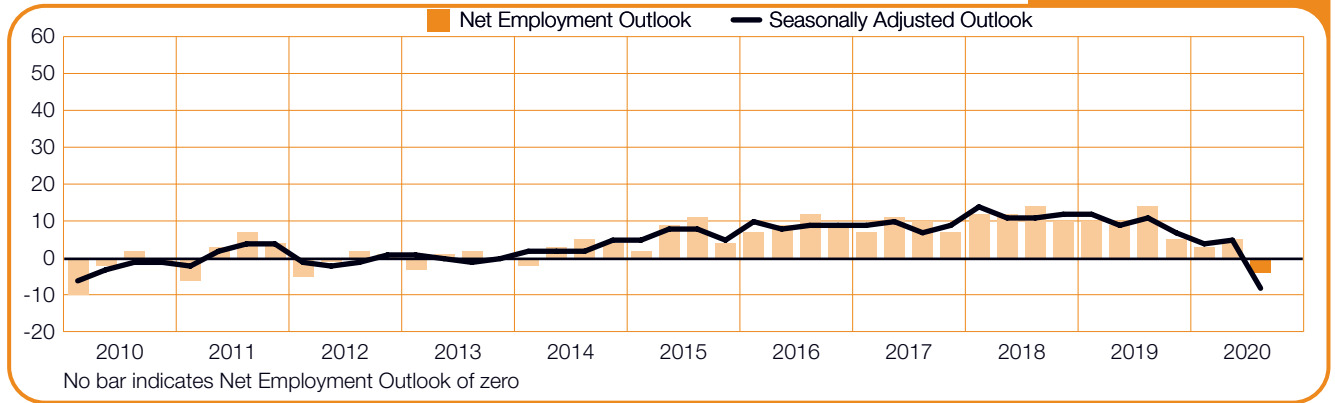
Croatia

+2%



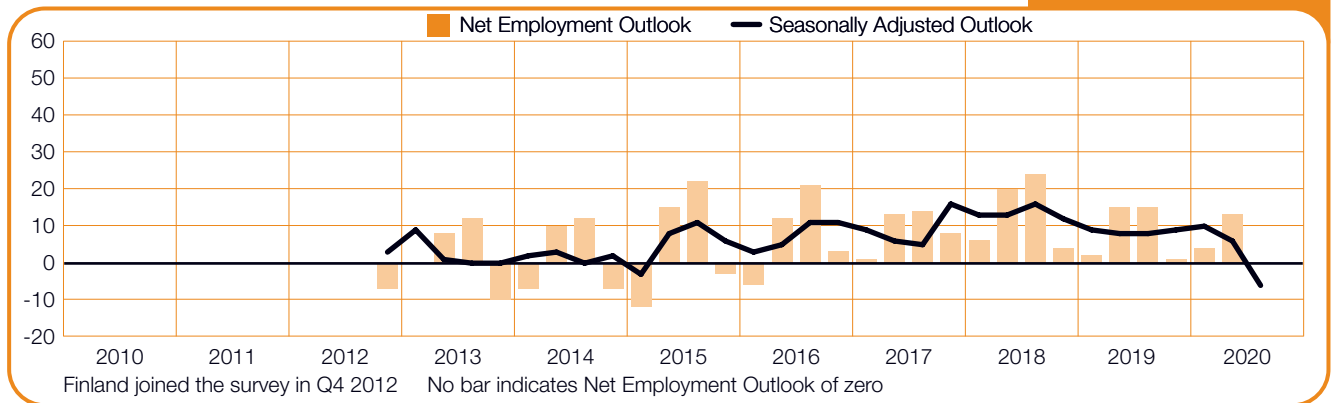
Czech Republic

-4 (-8)%



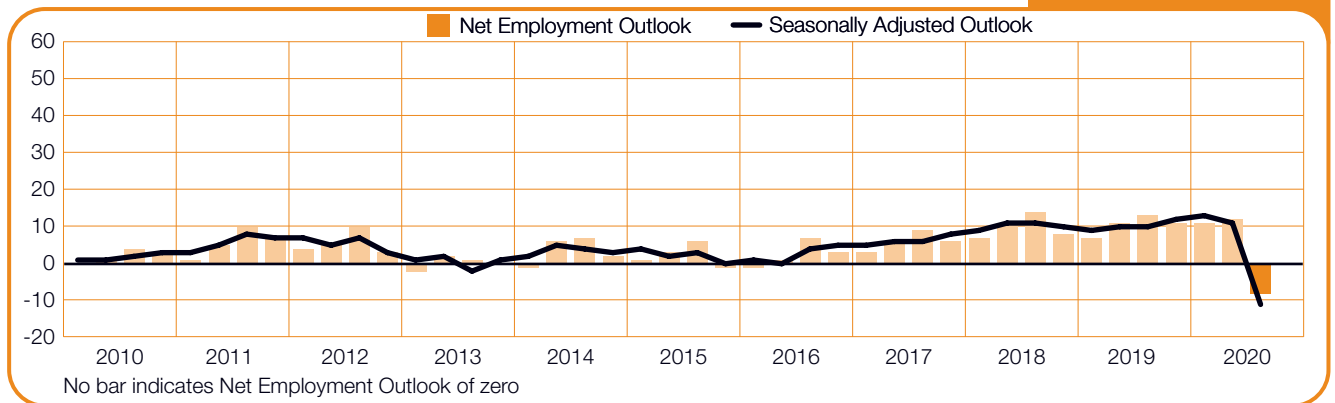
Finland

0 (-6)%



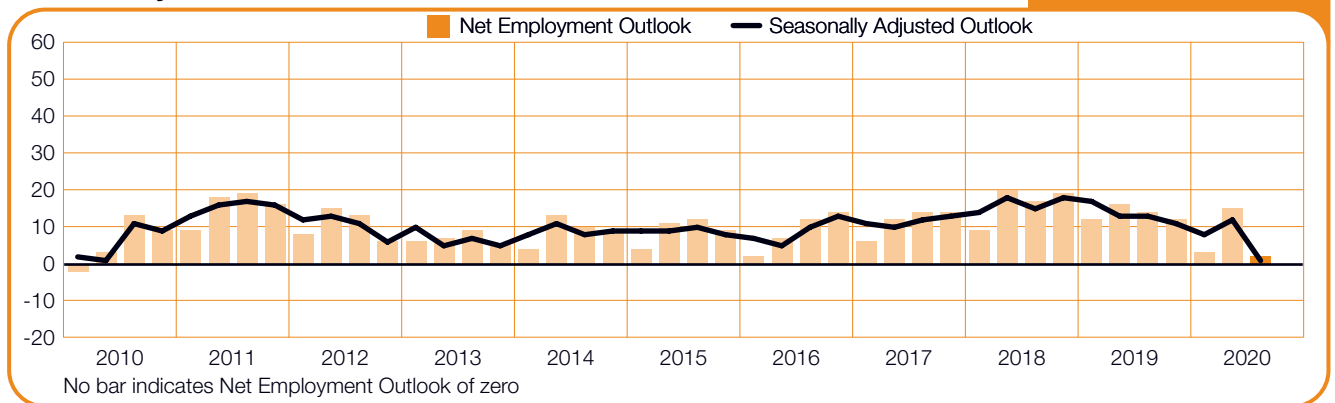
France

-8 (-11)%



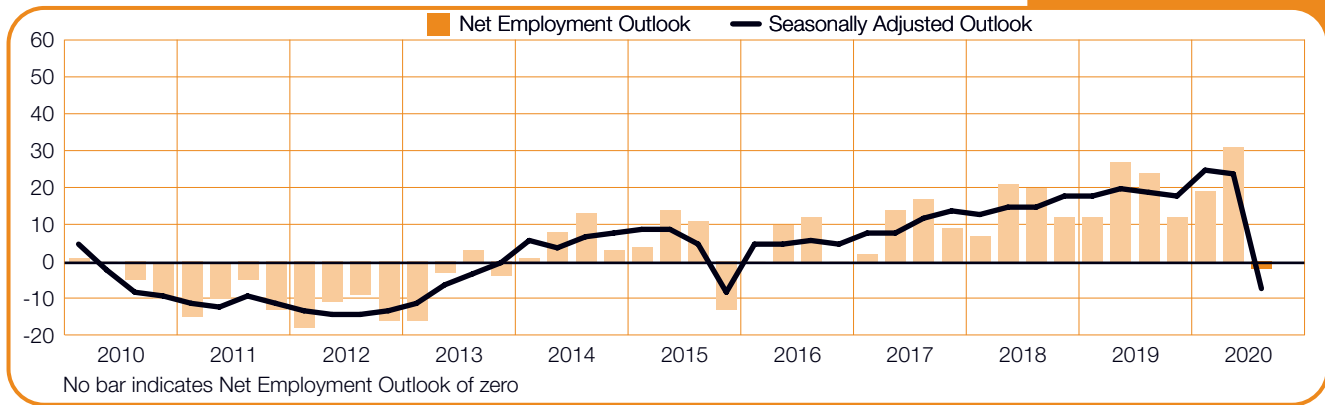
Germany

+2 (+1)%



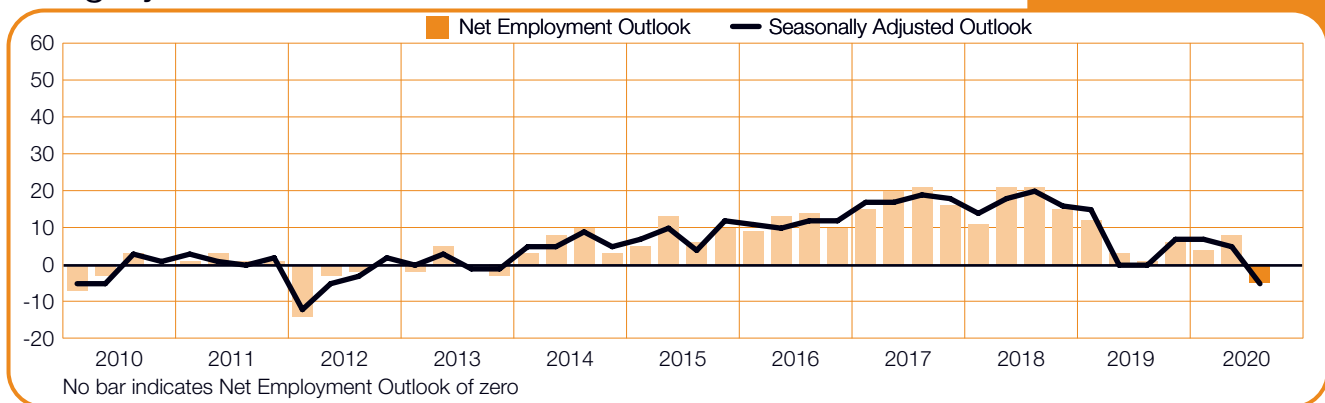
Greece

-2 (-7)%



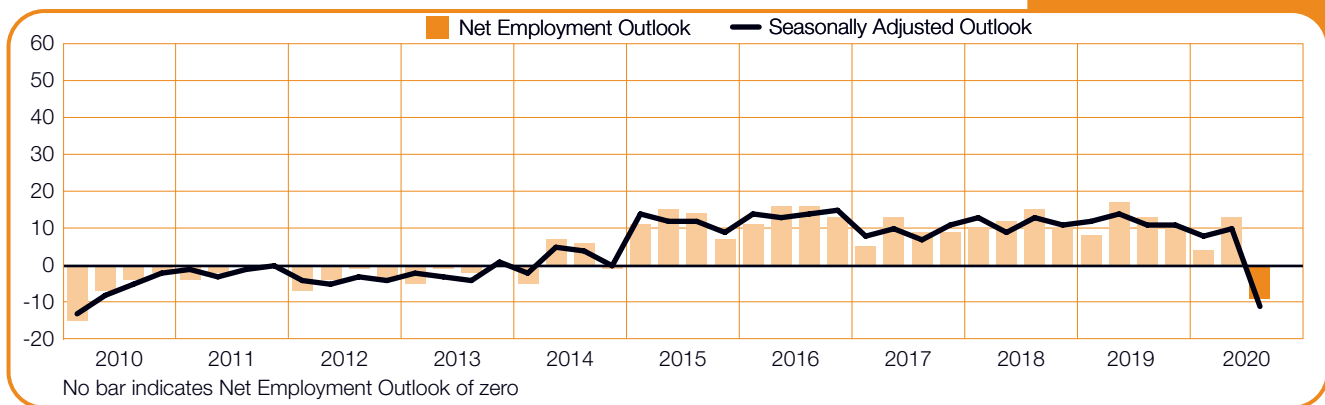
Hungary

-5 (-5)%



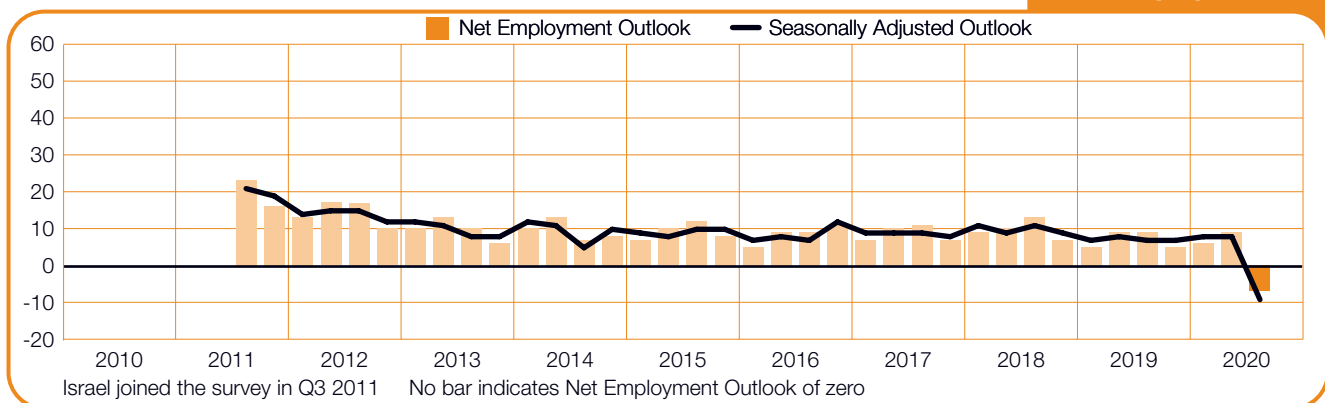
Ireland

-9 (-11)%



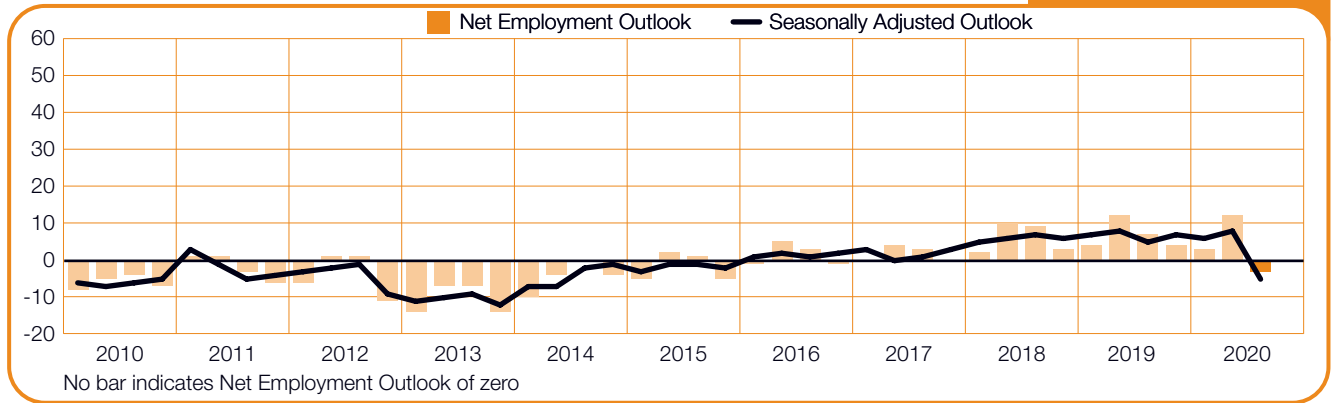
Israel

-7 (-9)%



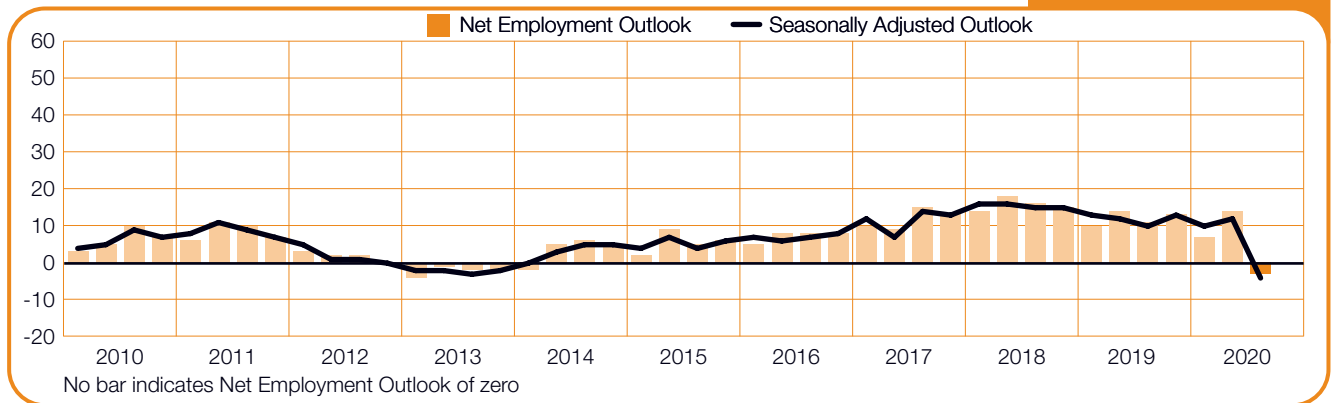
Italy

-3 (-5)%



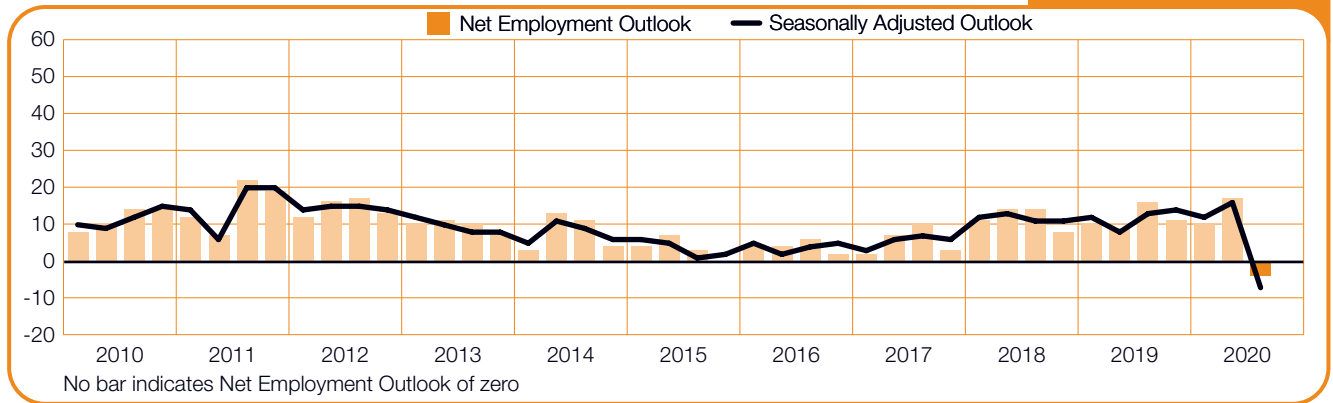
Netherlands

-3 (-4)%



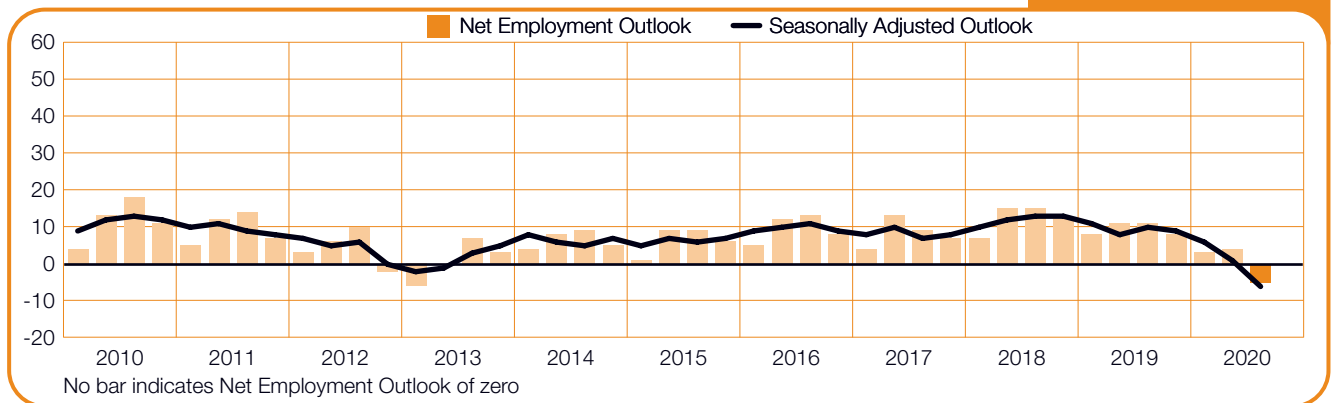
Norway

-4 (-7)%



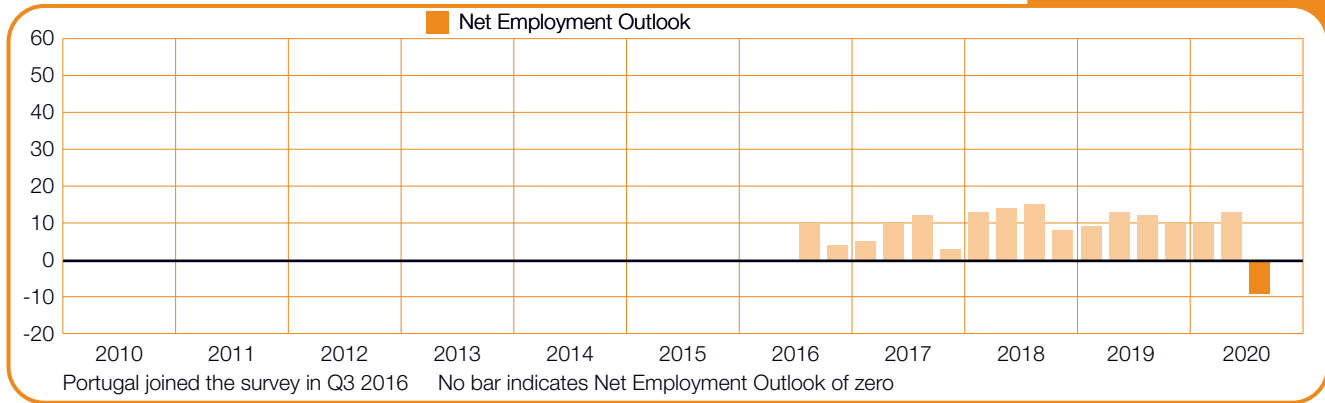
Poland

-5 (-6)%



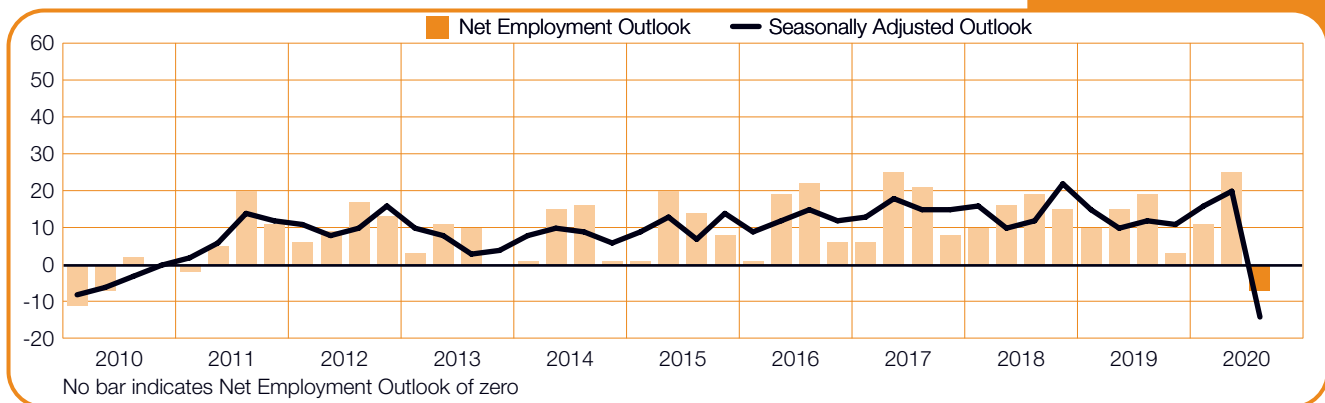
Portugal

-9%



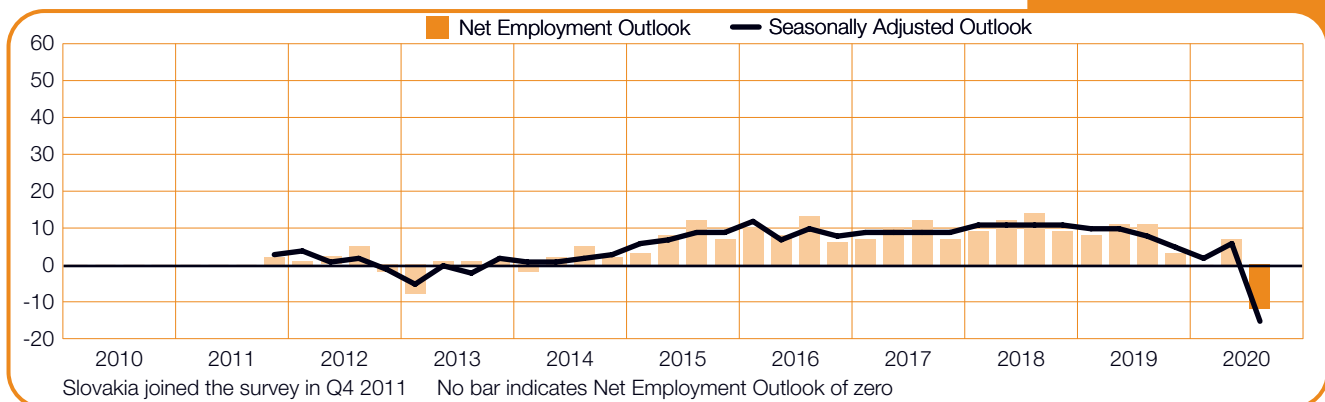
Romania

-7 (-14)%



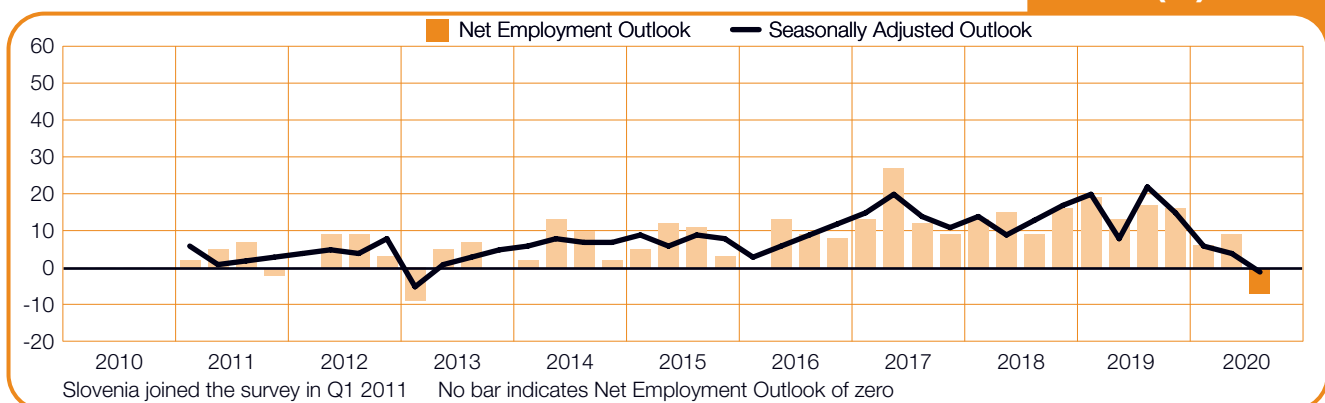
Slovakia

-12 (-15)%



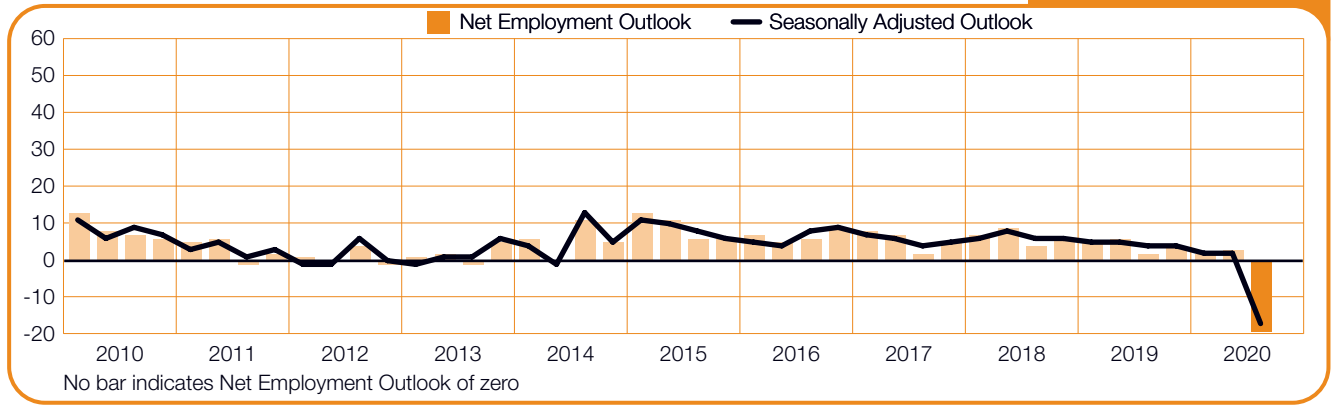
Slovenia

-7 (-1)%



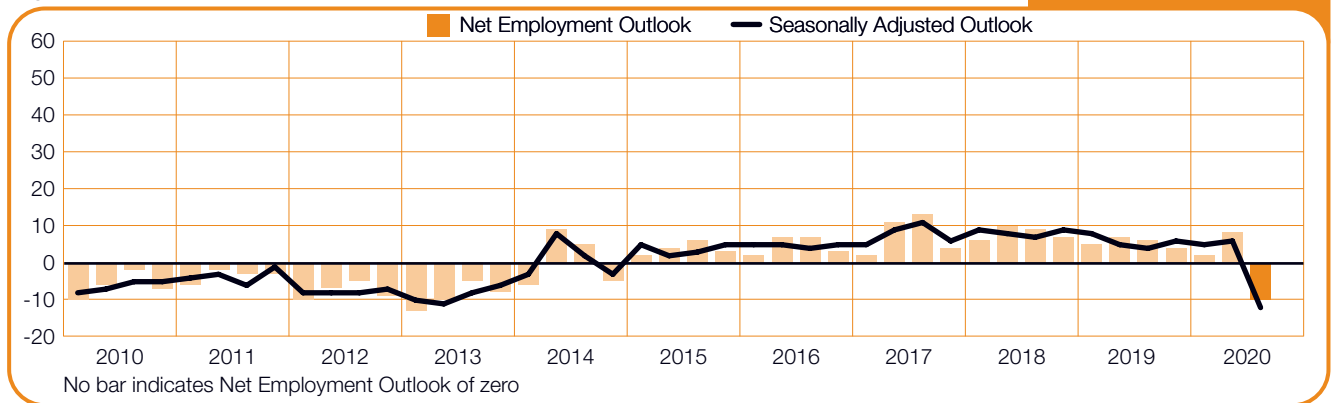
South Africa

-19 (-17)%



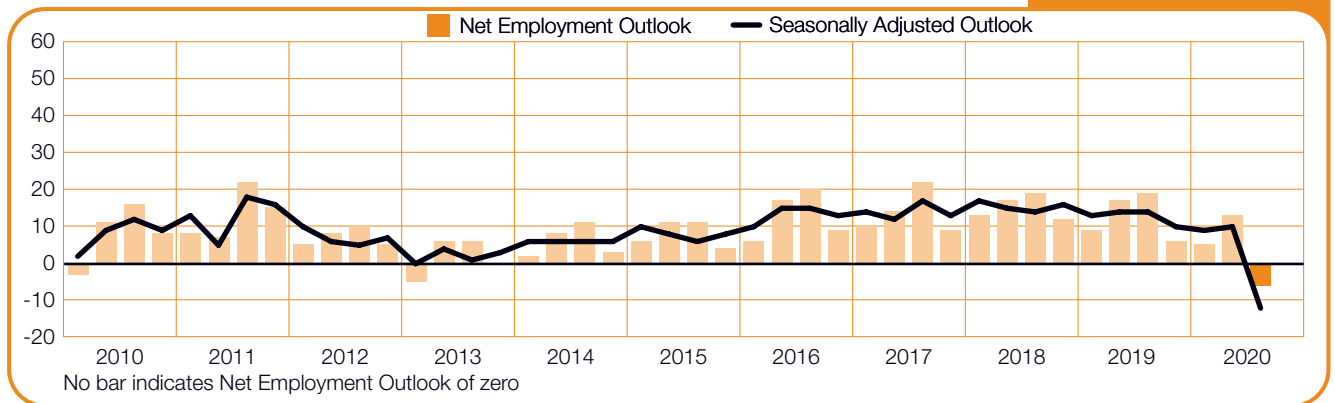
Spain

-10 (-12)%



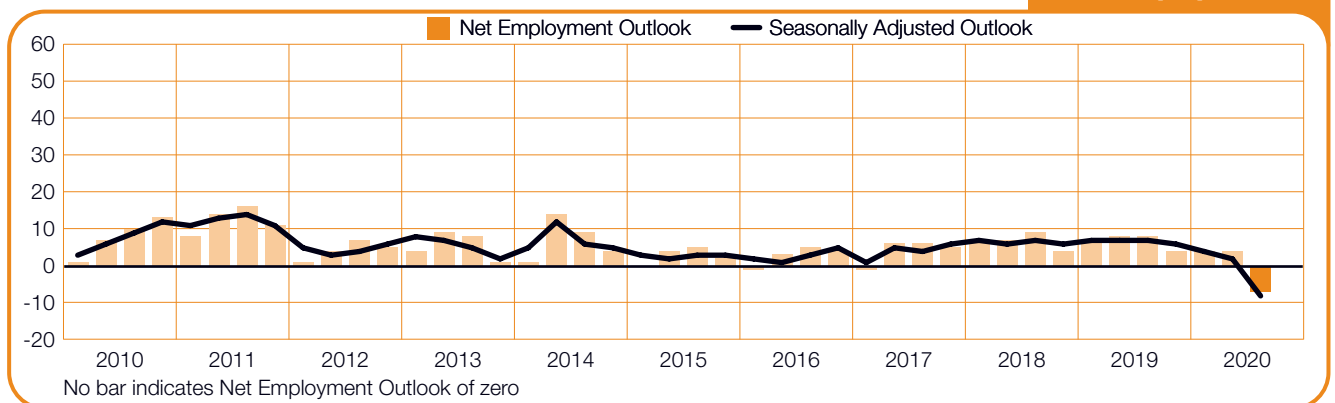
Sweden

-6 (-12)%



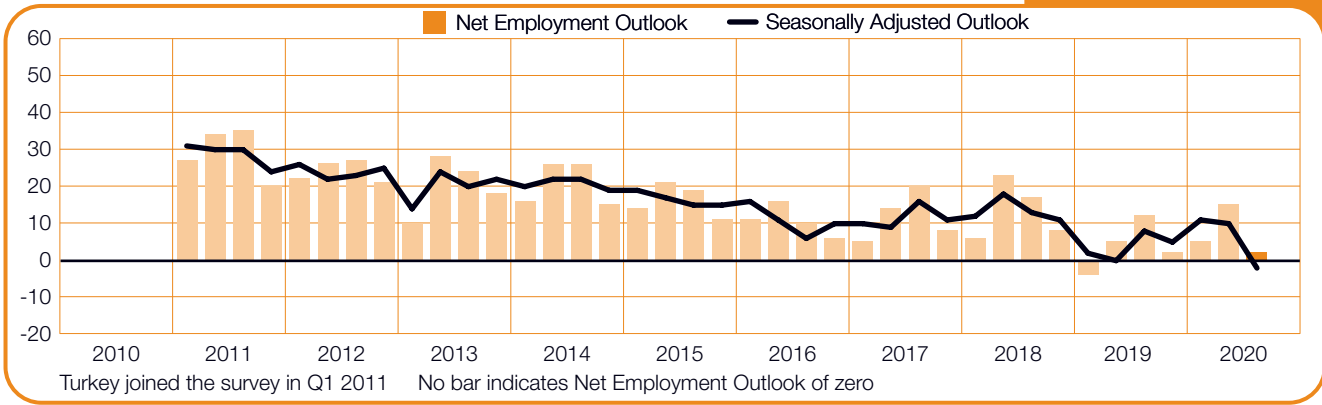
Switzerland

-7 (-8)%



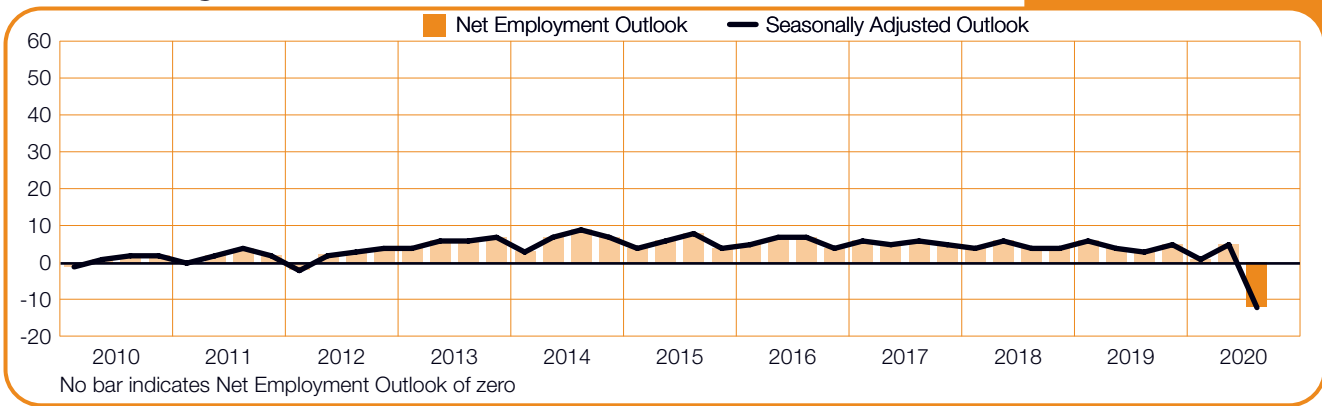
Turkey

+2 (-2)%



United Kingdom

-12 (-12)%



International Comparisons – Americas

The ManpowerGroup survey on hiring prospects for the third quarter of 2020 interviewed almost 14,000 employers in 10 countries across North, Central and South America. Against the background of the global health emergency, employers in nine of the 10 Americas countries anticipate a decline in payrolls during the next three months.

As has been the case for 11 consecutive quarters, employers in the United States report the strongest hiring intentions in the Americas region. Employers in the U.S. anticipate slow-paced workforce gains during the coming quarter, although Outlooks are considerably weaker in comparison with both the prior quarter and last year at this time. Employers in nine of the 12 U.S. industry sectors expect to add to payrolls in the July to September period, most notably in the Education & Health Services sector.

In Canada, employers anticipate the weakest hiring climate since the survey began in 1978, forecasting a hiring slump in comparison with both the previous quarter and the third quarter of 2019. With employers in eight of the 10 industry sectors reporting their weakest hiring plans since the 1990s or earlier, slight workforce gains are expected in two sectors, the Manufacturing Non-Durables sector and the Services sector.

Employers in Mexico anticipate a sluggish hiring pace in the third quarter of 2020, with employers in four of seven industry sectors and three of seven regions reporting their weakest hiring plans since the survey began in 2002. Services and Construction sector hiring activity is expected to be particularly downbeat in the forthcoming quarter.

Workforce reductions are expected across all three Central American countries in the survey during the upcoming quarter. Employers in Costa Rica expect the gloomiest hiring climate, driven in part by a steep decline in hiring prospects for the Construction and Commerce sectors. The Outlook for Guatemala is the weakest since the survey began in 2008, sinking sharply both quarter-over-quarter and year-over-year. Hiring plans for Panama were already subdued before the global health emergency, and have now weakened further, fuelled by a sharp decline in hiring prospects for the Services sector.

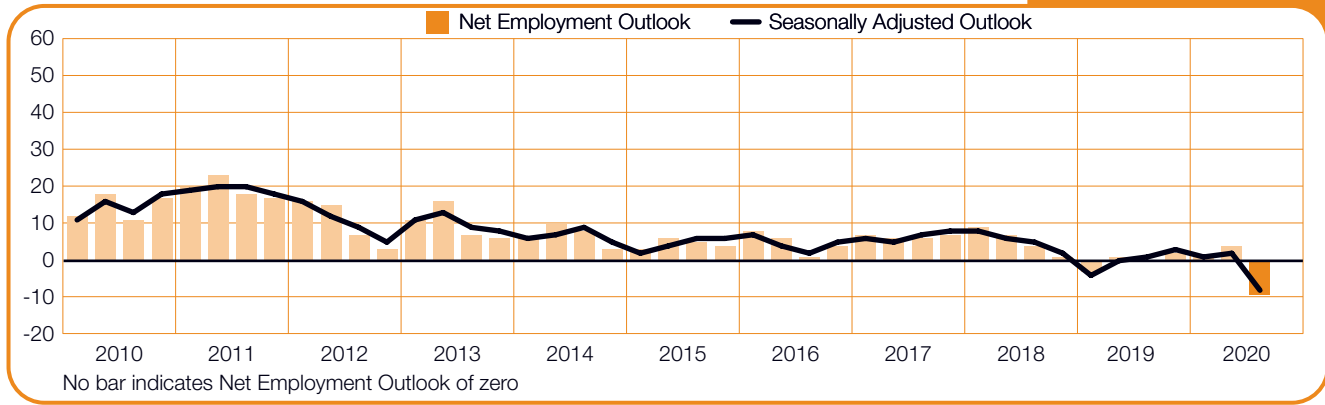
In South America, the weakest labour markets are expected in Colombia and Peru, where employers report gloomy hiring sentiment. The Colombian Outlook weakens sharply in comparison with both Quarter 2 2020 and Quarter 3 2019, reflecting a collapse in hiring plans for the Construction, Services and Finance, Insurance & Real Estate sectors. In Peru, the weakest forecast since the survey began 12 years ago reflects bleak hiring intentions for the Services sector.

Hiring sentiment in Brazil sinks to the same level reported during the 2016 recession, following a sharp contraction both quarter-over-quarter and year-over-year. Finance, Insurance & Real Estate sector employers anticipate slow-paced payroll growth, but hiring prospects are dim in the Transportation & Utilities and Wholesale & Retail Trade sectors.

Following a cautious recovery in hiring plans during the past year, employers in Argentina expect the weakest labour market since the survey began more than 13 years ago as the Outlook slumps during the third quarter of 2020. Dim hiring prospects are reported in the Finance, Insurance & Real Estate, Mining, Services and Manufacturing sectors.

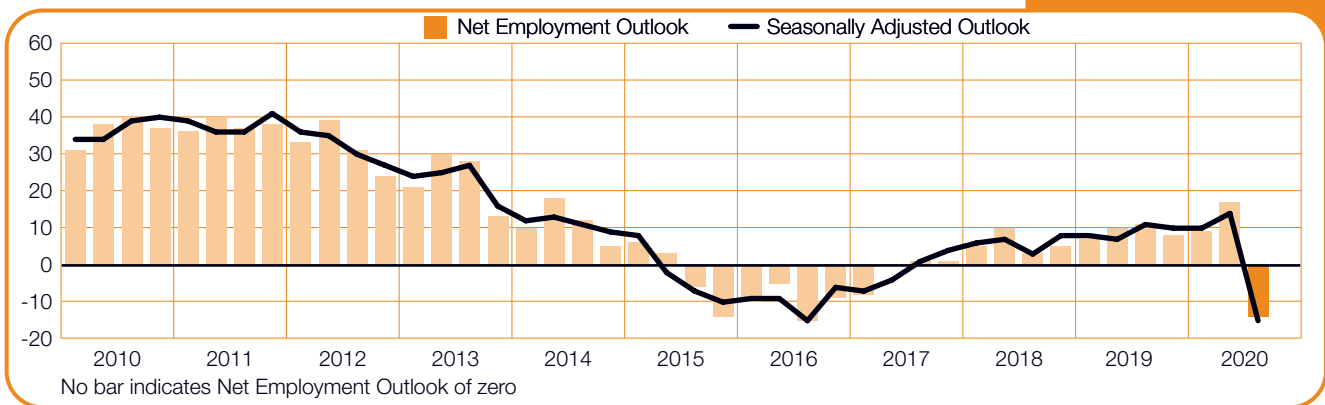
Argentina

-9 (-8)%



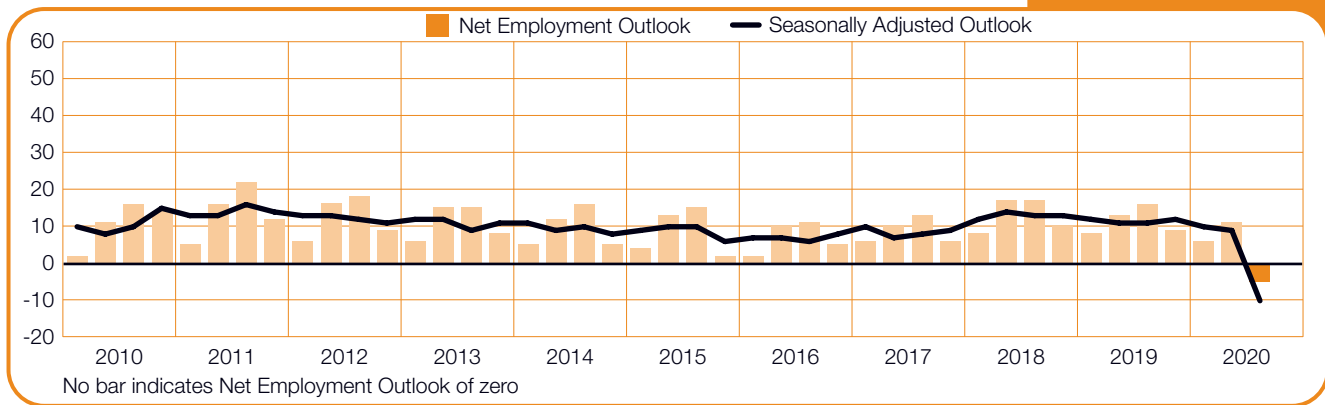
Brazil

-14 (-15)%



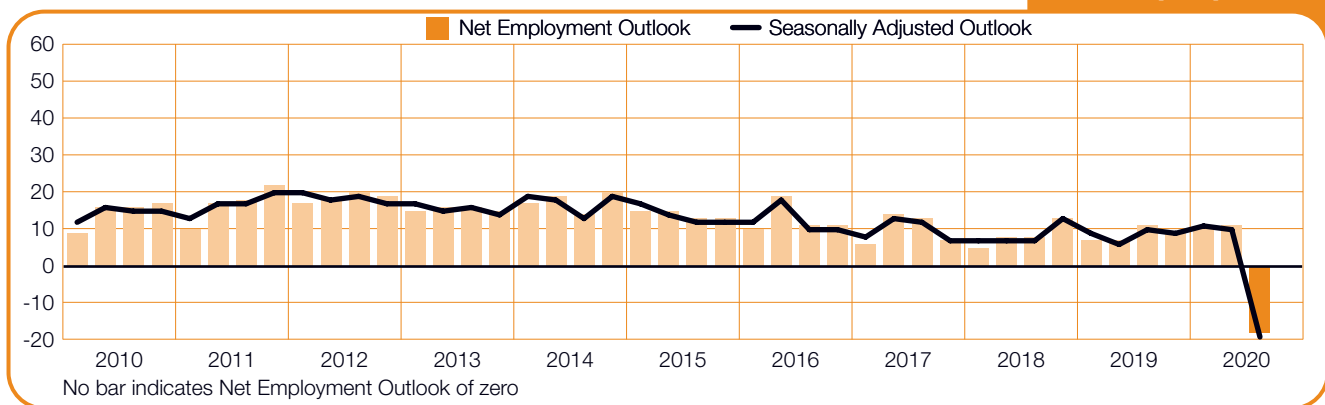
Canada

-5 (-10)%



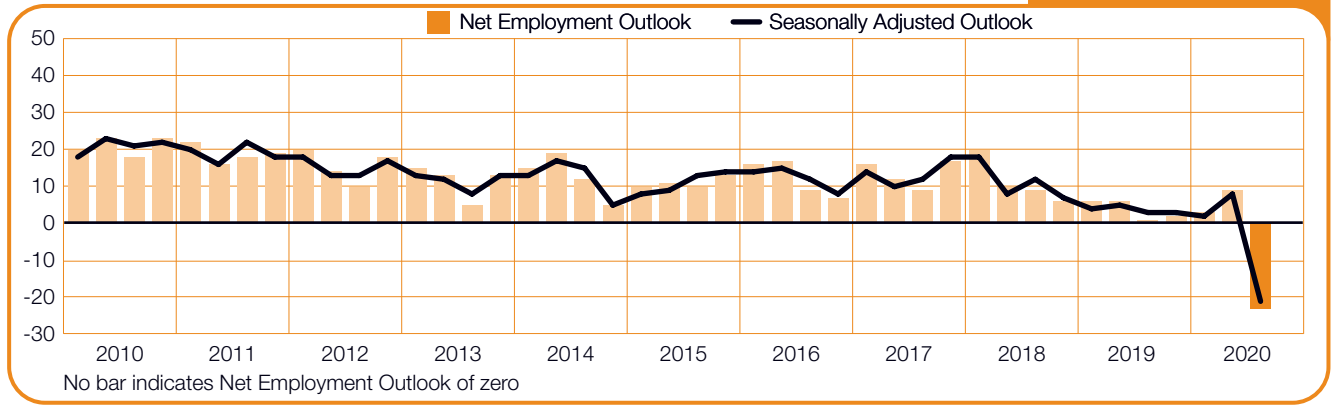
Colombia

-18 (-19)%



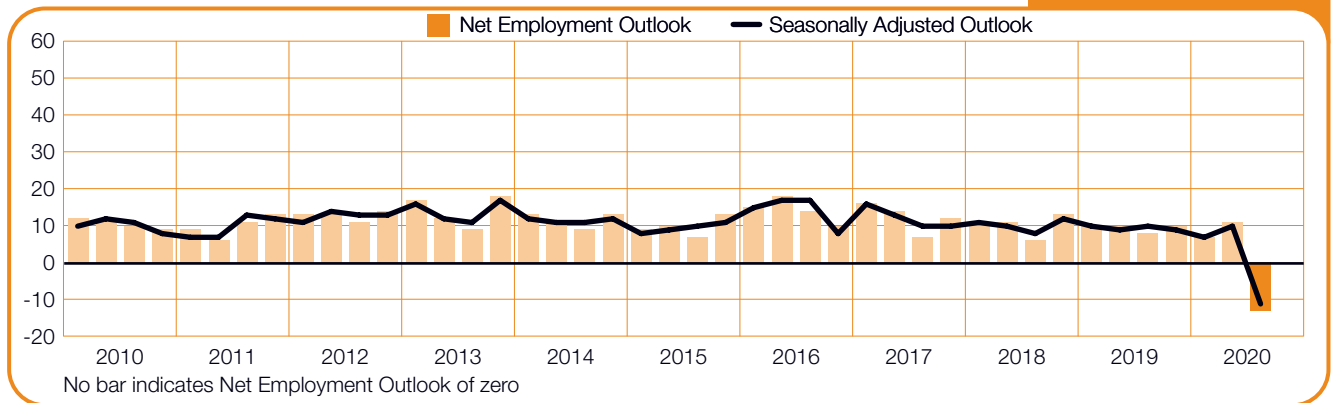
Costa Rica

-23 (-21)%



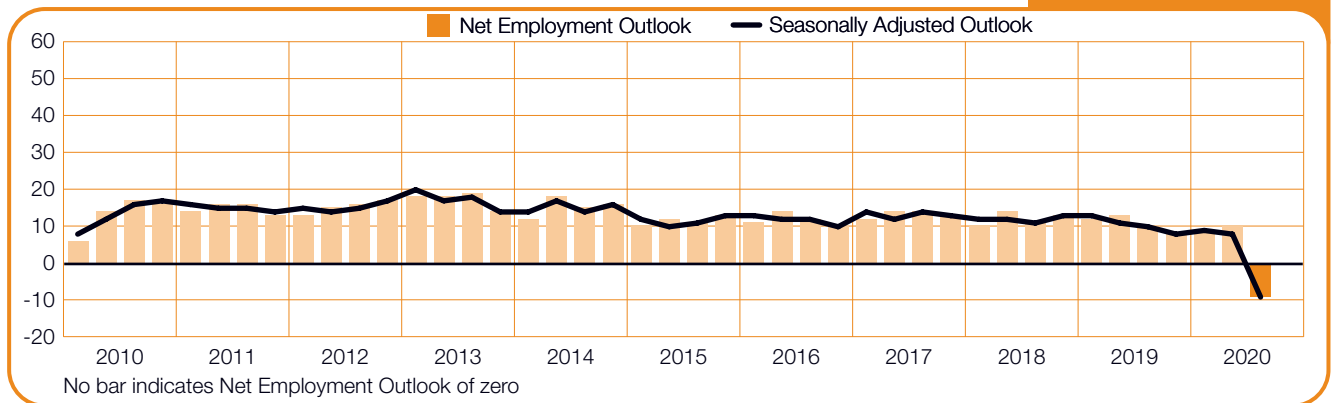
Guatemala

-13 (-11)%



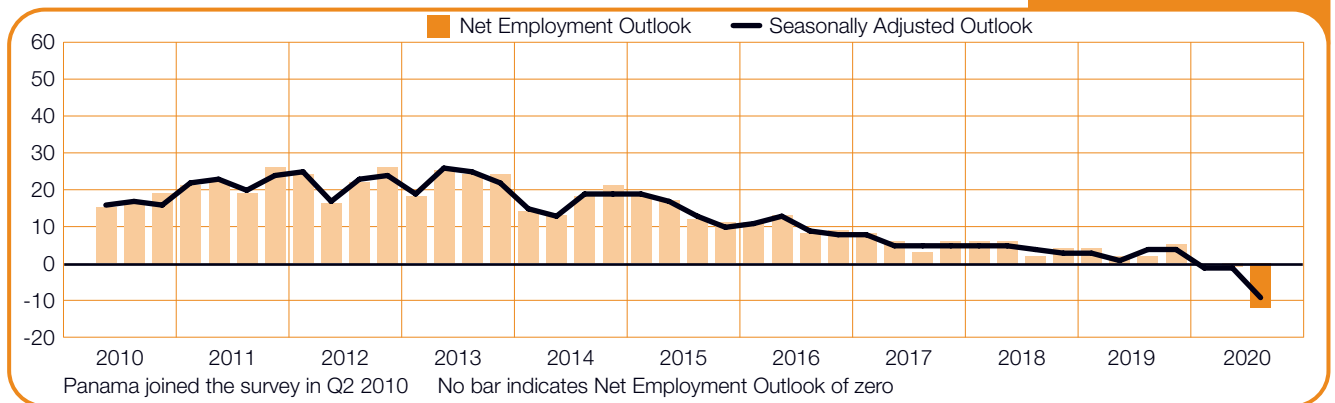
Mexico

-9 (-9)%



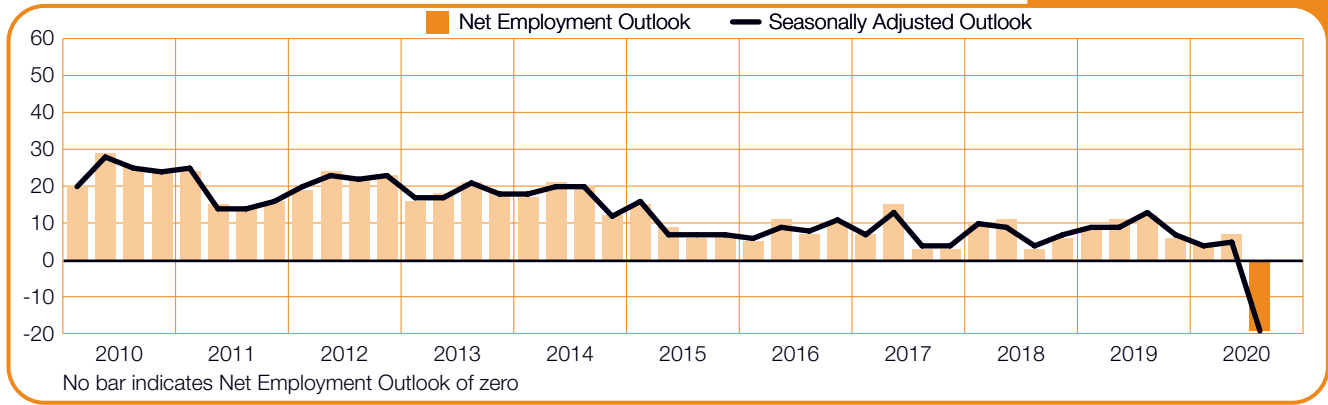
Panama

-12 (-9)%



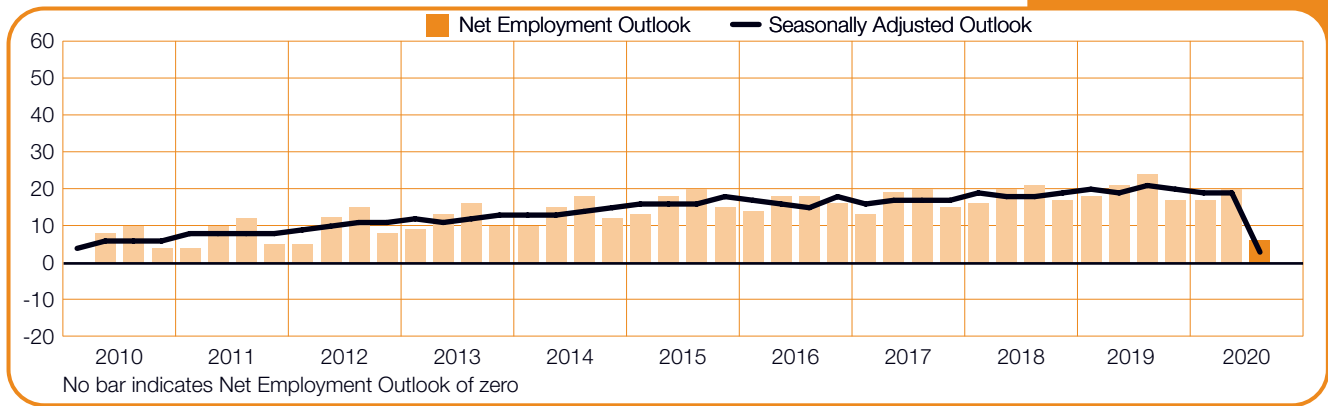
Peru

-19 (-19)%



United States of America

+6 (+3)%



International Comparisons – Asia Pacific

ManpowerGroup interviewed more than 8,000 employers in seven Asia Pacific countries and territories about their hiring intentions in the third quarter of 2020. Workforce gains are expected in four of the seven countries and territories during the July to September period, although employers in two expect to trim payrolls.

Employers in Japan continue to report the strongest hiring prospects in the region, with payroll growth expected in all seven industry sectors during the coming quarter, despite the global health emergency. While hiring sentiment weakens in six of Japan’s seven sectors when compared with the prior quarter and last year at this time, optimistic workforce gains are anticipated in the Transportation & Utilities and Finance, Insurance & Real Estate sectors, and Services sector employers expect a favourable hiring climate.

In China, the Outlook for the next three months reflects cautious hiring sentiment, standing at its weakest level in four years. However, employers in all six industry sectors anticipate an increase in payrolls during the coming quarter, with the strongest labour markets expected in the Transportation & Utilities and Finance, Insurance & Real Estate sectors.

Employers in India also expect a soft labour market during the July to September period. The Outlook for the next three months is the weakest reported since

the survey began 15 years ago although employers in all seven industry sectors still expect to add to payrolls in the upcoming quarter.

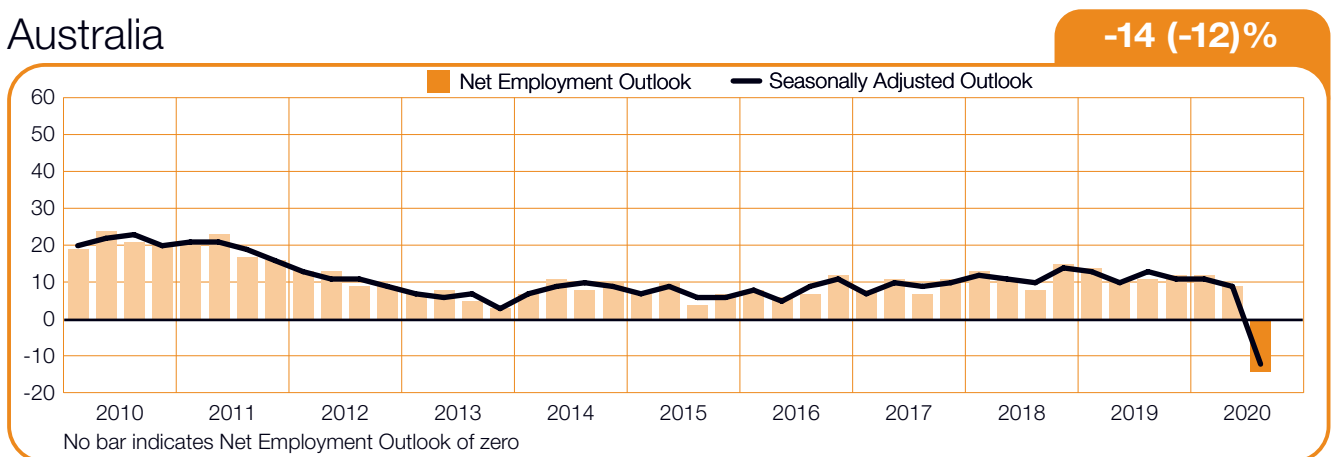
While employers in all seven industry sectors report considerably weaker hiring prospects in comparison with Quarter 2 2020, the July to September Outlook for Taiwan reflects cautious hiring plans with positive forecasts reported by employers in six of the seven industry sectors.

The weakest labour market in the Asia Pacific region during the next three months is expected in Singapore. Employers anticipate a gloomy hiring climate, reporting their weakest forecast since 2009, driven by dismal hiring prospects in the Services sector.

In Australia, employers anticipate the weakest hiring pace since the survey began in 2003, with a dim labour market expected in both the Finance, Insurance & Real Estate and Wholesale & Retail Trade sectors.

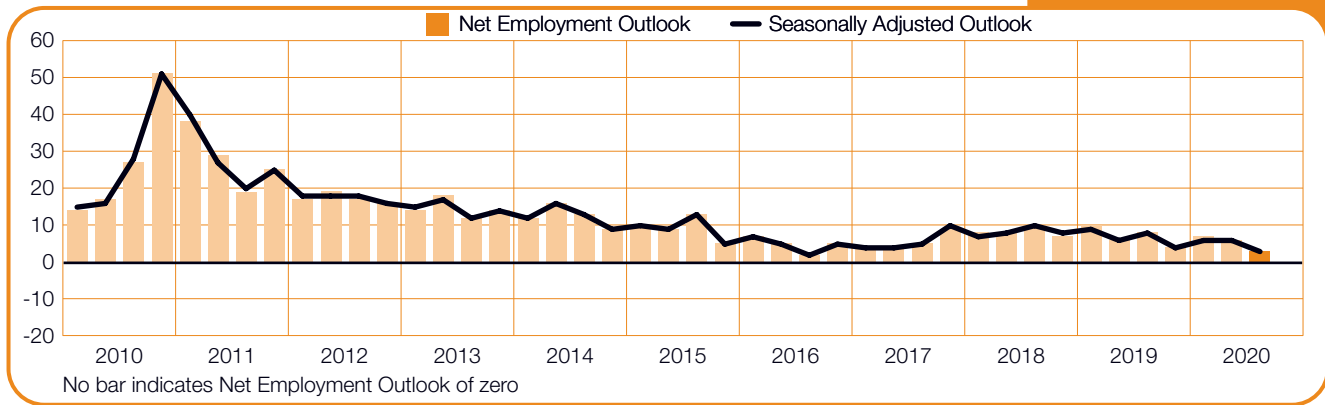
The uncertain hiring climate is expected to continue in Hong Kong during the third quarter of 2020. Employers report no change on the prior quarter, and continue to expect the weakest hiring pace since 2009, although hiring sentiment in the Services sector strengthens in comparison with the prior quarter.

Australia



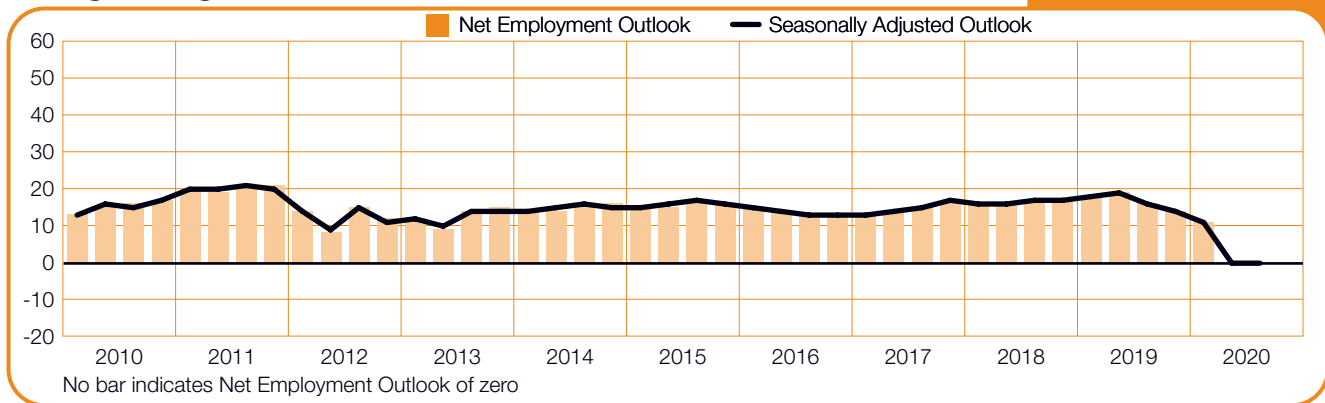
China

+3 (+3)%



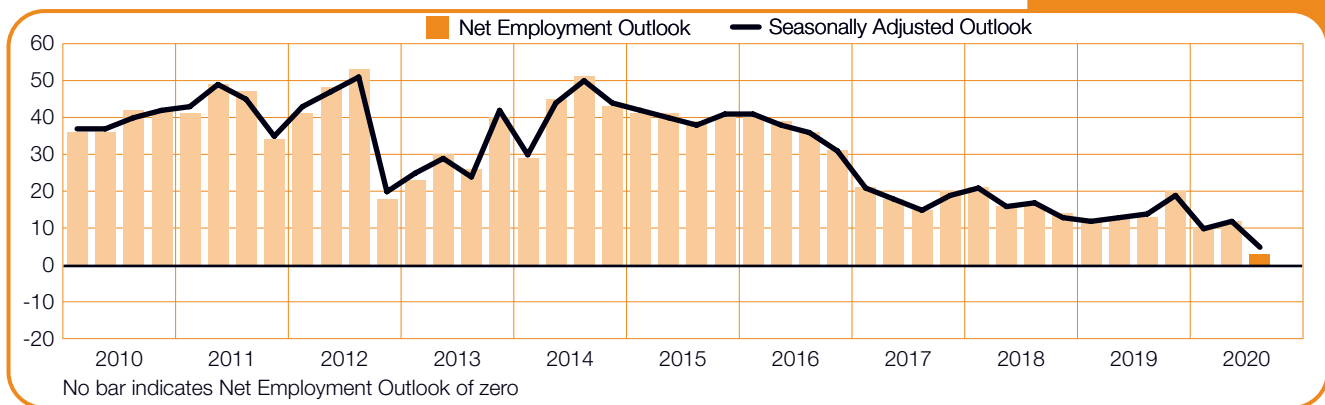
Hong Kong

0 (0)%



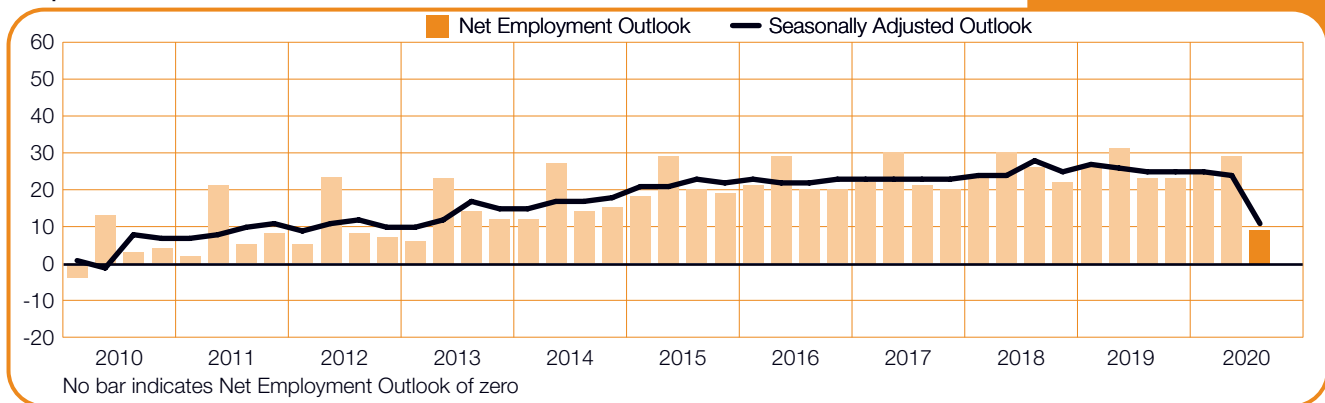
India

+3 (+5)%



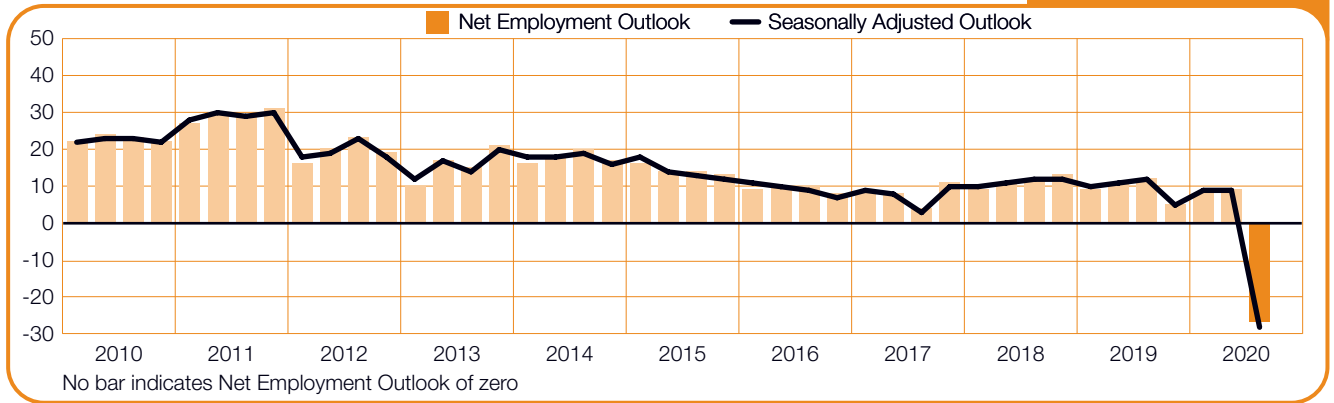
Japan

+9 (+11)%



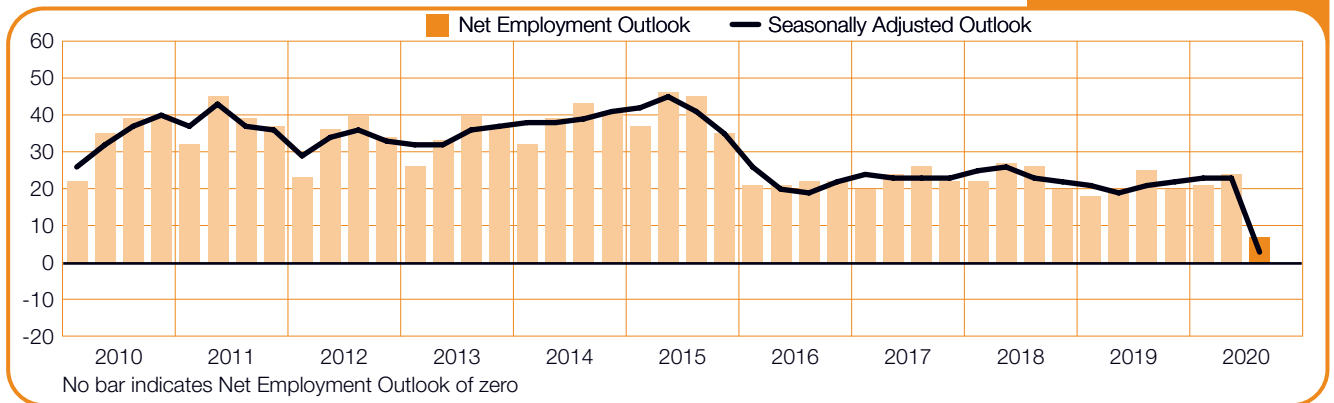
Singapore

-27 (-28)%



Taiwan

+7 (+3)%



About the Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter.

ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

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

Robust: For Quarter 3 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 34,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the Quarter 3 2020 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of September 2020 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 5.0%.

In the UK, the national survey includes 1,056 employers. With this number of interviews, the margin of error for the UK survey is +/- 2.1%.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled.

About ManpowerGroup™

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organisations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organisations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis® and Talent Solutions® – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognised consistently for our diversity – as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World’s Most Ethical Companies for the eleventh year – all confirming our position as the brand of choice for in-demand talent.

ManpowerGroup, Capital Court, Windsor Street, Uxbridge, Middlesex UB8 1AB
T: 01895 205200 F: 01895 205201
manpowergroup.co.uk

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