

**ManpowerGroup
Employment
Outlook Survey
UK**

**Q2
2021**



United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2021 was conducted by interviewing a representative sample of 1,515 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 June 2021 as compared to the current quarter?”

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

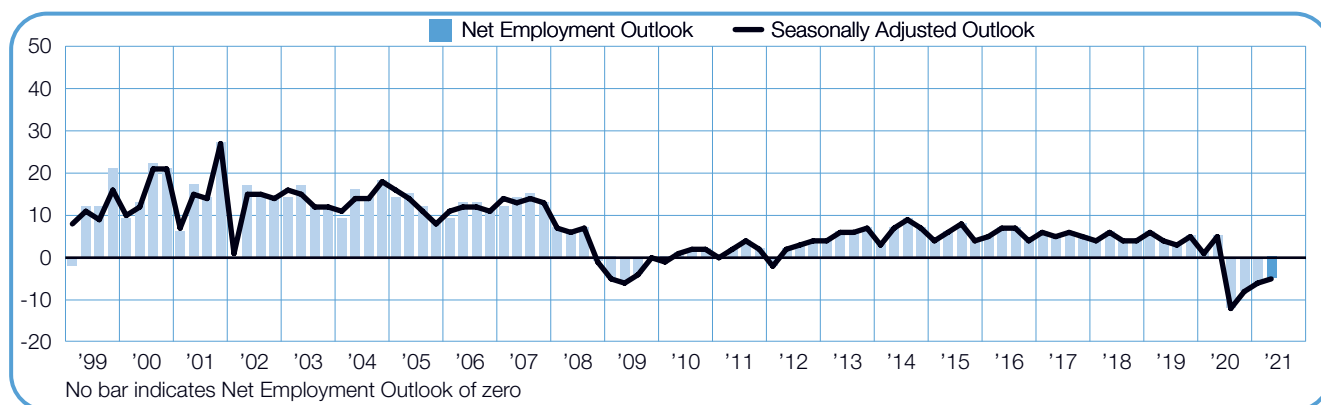
The survey findings for the second quarter of 2021 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Apr-June 2021	4	9	85	2	-5	-5
Jan-Mar 2021	5	11	82	2	-6	-6
Oct-Dec 2020	5	13	79	3	-8	-8
July-Sep 2020	5	17	72	6	-12	-12
Apr-June 2020	7	2	90	1	5	5



Employers in the UK report downbeat hiring plans for the second quarter of 2021. With 4% of employers expecting to increase payrolls, 9% forecasting a decrease and 85% expecting no change, the resulting Net Employment Outlook is -5%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at -5% and has now been negative for four consecutive quarters. Hiring prospects remain relatively stable when compared with the previous quarter, but decline by 10 percentage points in comparison with last year at this time.

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

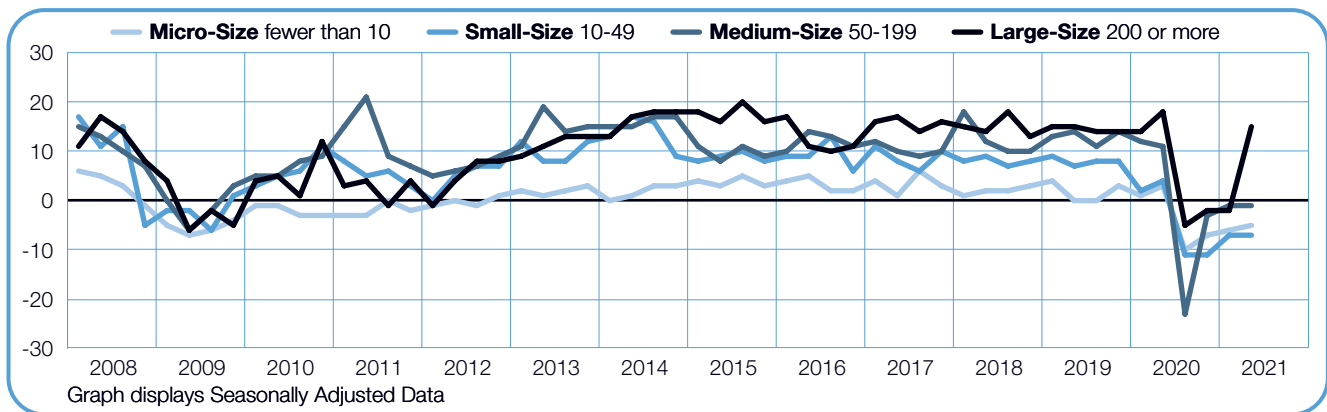
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Employers in three of the four organisation size categories expect to trim payrolls in the upcoming quarter. The weakest hiring climate is forecast by Small employers with a Net Employment Outlook of -7%, while Outlooks stand at -5% and -1% for Micro- and Medium-size employers, respectively. Meanwhile, Large employers expect steady job gains, reporting an Outlook of +15%.

When compared with the previous quarter, the Outlook for Large employers improves by 17 percentage points. Elsewhere, hiring plans for Micro firms remain relatively stable, while Small- and Medium-size employers report no change.

Hiring sentiment weakens in all four organisation size categories when compared with this time one year ago. Considerable declines of 12 and 11 percentage points are reported by Medium- and Small-size employers, respectively. The Outlook for Micro firms decreases by eight percentage points, and Large employers report a decline of three percentage points.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size fewer than 10	2	7	88	3	-5	-5
Small-Size 10-49	6	11	80	3	-5	-7
Medium-Size 50-199	9	8	79	4	1	-1
Large-Size 200 or more	20	4	70	6	16	15



Regional Summary

Employers in 11 of the 12 regions expect to trim payrolls during the second quarter of 2021. The weakest hiring climate is anticipated in the East Midlands, where employers report a Net Employment Outlook of -13%. Dim hiring prospects are also reported in the South East, where the Outlook is -12%, while the Outlook for the West Midlands stands at -10%. Meanwhile, employers in Yorkshire & the Humber and the North East report the strongest hiring sentiment with Outlooks of 0% and -1%, respectively.

Hiring intentions weaken in seven of the 12 regions when compared with the previous quarter.

A considerable decline of 19 percentage points is reported in the East Midlands, while Outlooks

are 10 and eight percentage points weaker in the South East and the West Midlands, respectively. Elsewhere, employers in five regions report stronger hiring plans, most notably with increases of 16 percentage points in Northern Ireland and 10 percentage points in the North East.

When compared with this time one year ago, hiring prospects weaken in all 12 regions. Employers in the East Midlands report the most noteworthy decline of 20 percentage points, while Outlooks are 15 and 14 percentage points weaker in the West Midlands and Wales, respectively. In both the North West and the South East, employers report decreases of 13 percentage points.

	Increase Q2 2021	Decrease Q2 2021	Q2 2021	Q1 2021	Q2 2020	Qtr on Qtr Change Q1 2021 to Q2 2021	Yr on Yr Change Q2 2020 to Q2 2021
	%	%	%	%	%	%	%
East	5	9	-4 (-6) ¹	-3 (-5) ¹	5 (4) ¹	-1 (-1) ¹	-9 (-10) ¹
East Midlands	5	19	-14 (-13) ¹	6 (6) ¹	6 (7) ¹	-20 (-19) ¹	-20 (-20) ¹
London	8	15	-7 (-7) ¹	-16 (-15) ¹	-4 (-4) ¹	9 (8) ¹	-3 (-3) ¹
North East	1	0	1 (-1) ¹	-12 (-11) ¹	7 (5) ¹	13 (10) ¹	-6 (-6) ¹
North West	1	8	-7 (-8) ¹	-4 (-3) ¹	6 (5) ¹	-3 (-5) ¹	-13 (-13) ¹
Northern Ireland	3	5	-2 (-2) ¹	-20 (-18) ¹	1 (0) ¹	18 (16) ¹	-3 (-2) ¹
Scotland	7	5	2 (-4) ¹	-11 (-9) ¹	5 (-1) ¹	13 (5) ¹	-3 (-3) ¹
South East	1	12	-11 (-12) ¹	-5 (-2) ¹	2 (1) ¹	-6 (-10) ¹	-13 (-13) ¹
South West	4	8	-4 (-2) ¹	-1 (0) ¹	4 (6) ¹	-3 (-2) ¹	-8 (-8) ¹
Wales	0	6	-6 (-5) ¹	3 (0) ¹	8 (9) ¹	-9 (-5) ¹	-14 (-14) ¹
West Midlands	3	11	-8 (-10) ¹	2 (-2) ¹	7 (5) ¹	-10 (-8) ¹	-15 (-15) ¹
Yorkshire & the Humber	6	5	1 (0) ¹	-7 (-5) ¹	10 (10) ¹	8 (5) ¹	-9 (-10) ¹

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

Sector Summary

In six of the nine industry sectors, employers forecast a decline in payrolls during the next three months. The weakest labour market is forecast for the Hotels & Retail sector, where the Net Employment Outlook stands at -8%, while the Outlook for the Community & Social sector is -6%. Meanwhile, workforce gains are expected in two sectors, including the Agriculture sector with an Outlook of +5%.

Hiring plans strengthen in six of the nine industry sectors in comparison with the prior quarter. The most notable improvements of 11 percentage points are reported in two sectors – the Agriculture sector and the Transport & Communications sector. However,

hiring intentions weaken in three sectors, including a decrease of eight percentage points for the Finance & Business Services sector.

In a comparison with the second quarter of 2020, Outlooks weaken in eight of the nine industry sectors. A considerable decrease of 14 percentage points is reported in the Finance & Business Services sector, and Outlooks are 11 and 10 percentage points weaker in the Hotels & Retail sector and the Utilities sector, respectively. However, employers report an improvement of three percentage points in the Agriculture sector.

	Increase Q2 2021	Decrease Q2 2021	Q2 2021	Q1 2021	Q2 2020	Qtr on Qtr Change Q1 2021 to Q2 2021	Yr on Yr Change Q2 2020 to Q2 2021
	%	%	%	%	%	%	%
Agriculture	11	4	7 (5) ¹	-11 (-6) ¹	4 (2) ¹	18 (11) ¹	3 (3) ¹
Community & Social	4	7	-3 (-6) ¹	-7 (-7) ¹	2 (0) ¹	4 (1) ¹	-5 (-6) ¹
Construction	5	4	1 (-1) ¹	0 (0) ¹	3 (1) ¹	1 (-1) ¹	-2 (-2) ¹
Finance & Business Services	3	10	-7 (-5) ¹	2 (3) ¹	8 (9) ¹	-9 (-8) ¹	-15 (-14) ¹
Hotels & Retail	4	11	-7 (-8) ¹	-16 (-13) ¹	4 (3) ¹	9 (5) ¹	-11 (-11) ¹
Manufacturing	3	8	-5 (-5) ¹	-7 (-6) ¹	3 (3) ¹	2 (1) ¹	-8 (-8) ¹
Mining	3	1	2 (-3) ¹	-7 (-6) ¹	4 (0) ¹	9 (3) ¹	-2 (-3) ¹
Transport & Communications	8	6	2 (0) ¹	-13 (-11) ¹	2 (1) ¹	15 (11) ¹	0 (-1) ¹
Utilities	6	4	2 (1) ¹	2 (4) ¹	12 (11) ¹	0 (-3) ¹	-10 (-10) ¹

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

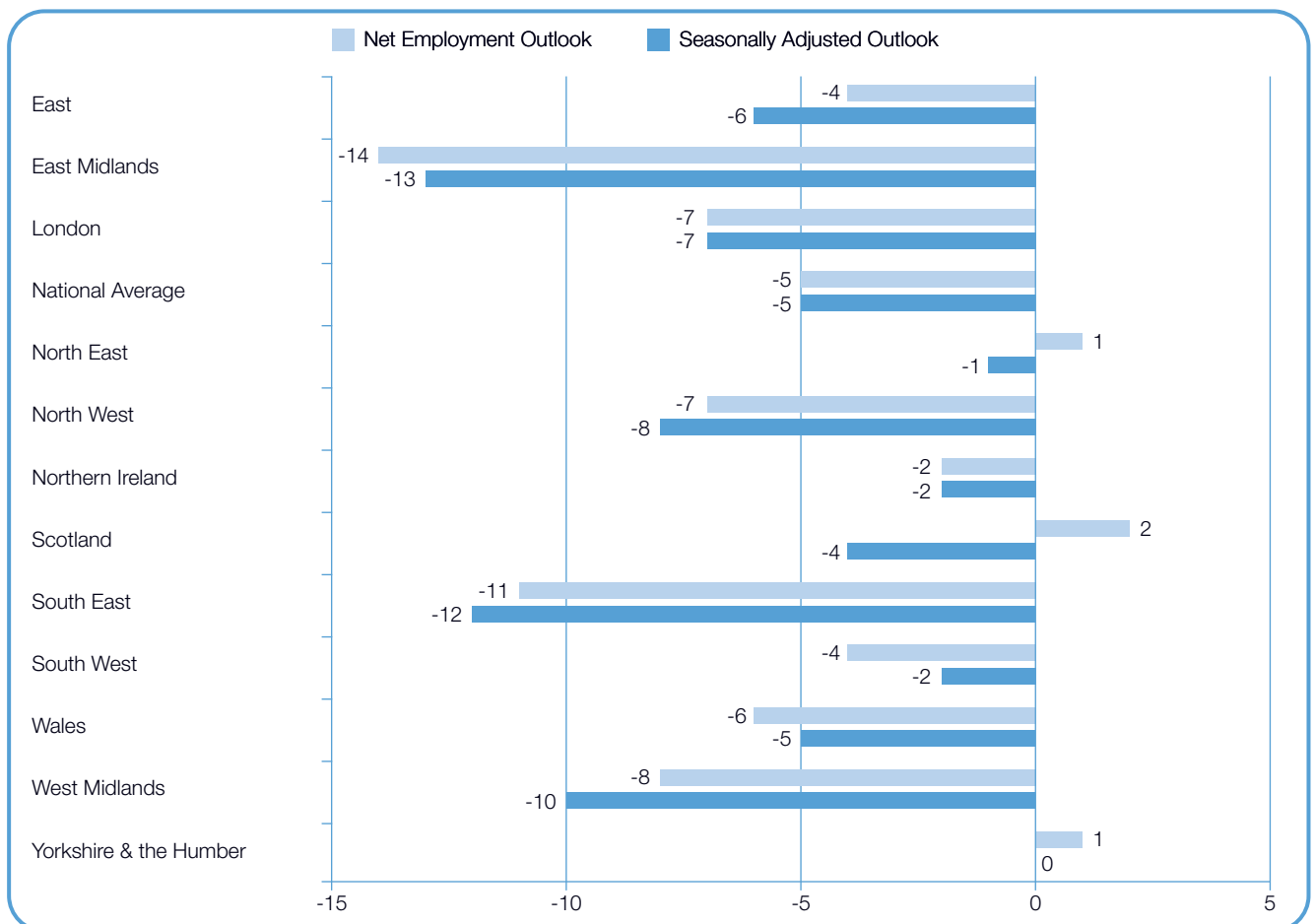
Regional Comparisons

A decrease in payrolls is anticipated for 11 of the 12 regions in the April to June period. Gloomy hiring prospects are reported in the East Midlands and the South East where Net Employment Outlooks stand at -13% and -12%, respectively. Employers in the West Midlands report a pessimistic Outlook of -10%, and Outlooks stand at -8% and -7% in the North West and London, respectively. The Outlook for the East is -6%, while muted hiring sentiment is reported in Wales where the Outlook is -5%, and in Scotland with an Outlook of -4%. Subdued hiring plans are reported in two regions with Outlooks of -2% – the South West and Northern Ireland – while the Outlook for the North East is -1%. Meanwhile, flat hiring activity is anticipated in Yorkshire & the Humber, where the Outlook stands at 0%.

Weaker hiring prospects are reported in seven of the 12 regions in comparison with the prior quarter, including a decline of 19 percentage points for the East Midlands. In the South East, employers report

a decrease of 10 percentage points, while the Outlook for the West Midlands declines by eight percentage points. Hiring prospects are five percentage points weaker in two regions – the North West and Wales. However, employers report stronger hiring plans in five regions, most notably Northern Ireland with an increase of 16 percentage points. In the North East, employers report an improvement of 10 percentage points, while the London Outlook is eight percentage points stronger.

Employers in all 12 regions report weaker hiring sentiment when compared with this time last year. A considerable decrease of 20 percentage points is reported in the East Midlands. The Outlook for the West Midlands is 15 percentage points weaker, while employers report a decline of 14 percentage points in Wales. Hiring plans weaken by 13 percentage points in two regions – the North West and the South East – while Outlooks decline by 10 percentage points in two regions – the East and Yorkshire & the Humber.



-4 (-6)%

East

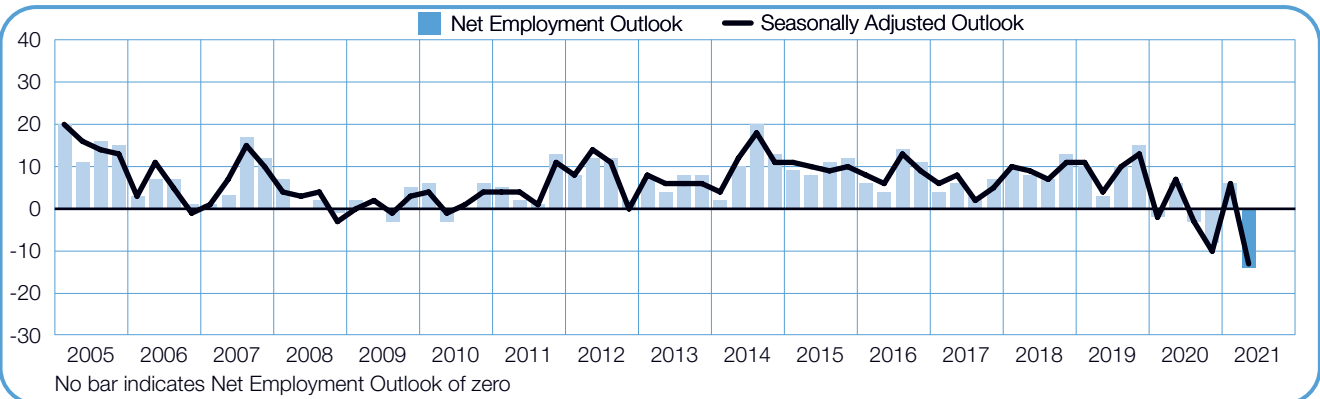
The labour market slump is forecast to continue in the second quarter of 2021, with employers reporting a fourth consecutive negative Net Employment Outlook, standing at -6%. Hiring plans remain relatively stable quarter-over-quarter, but decline by 10 percentage points when compared with this time one year ago.



-14 (-13)%

East Midlands

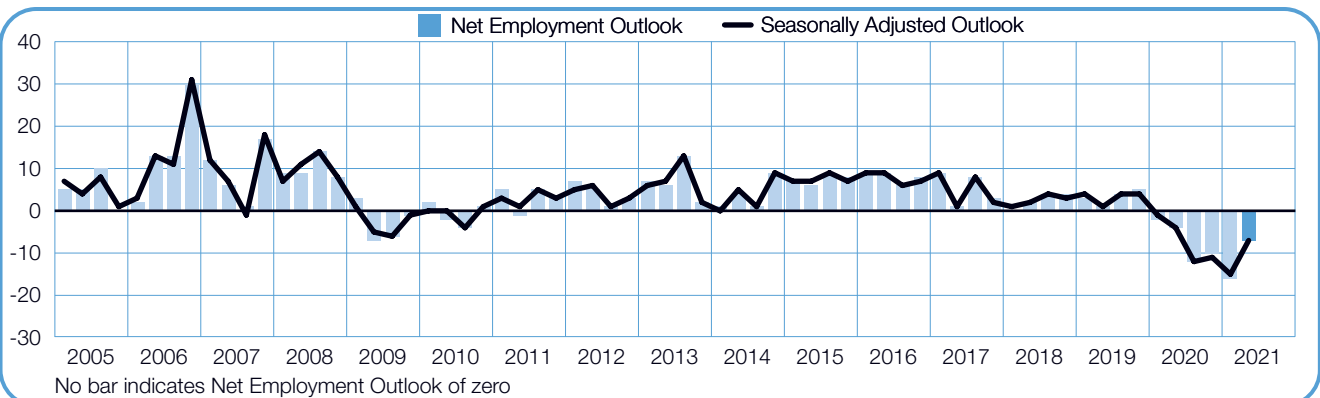
Employers anticipate the weakest hiring pace since 1994 during the next three months, reporting a Net Employment Outlook of -13%. Hiring prospects decline by 19 percentage points in comparison with the prior quarter and are 20 percentage points weaker year-over-year.



-7 (-7)%

London

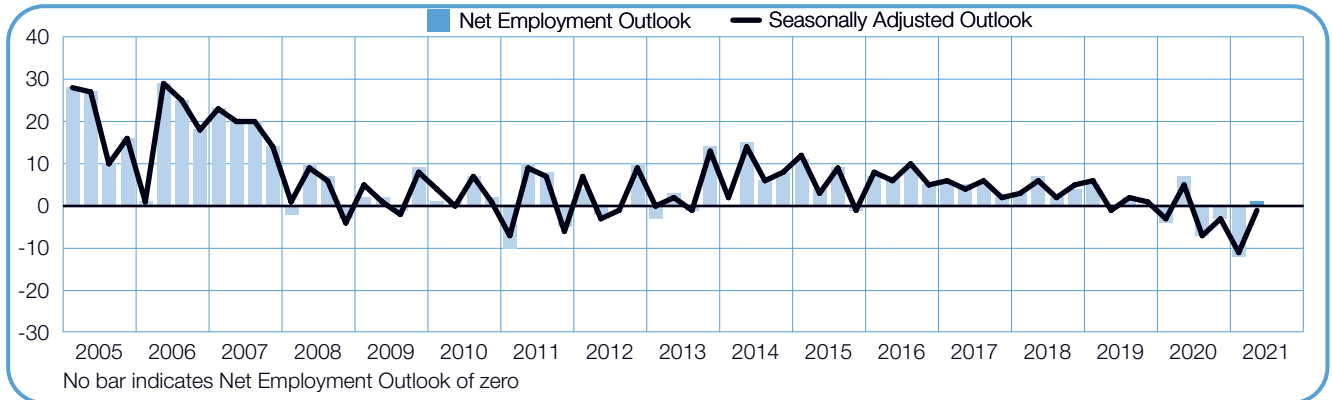
With a Net Employment Outlook for the April to June period of -7%, employers expect to trim payrolls for a sixth consecutive quarter. Hiring sentiment improves by eight percentage points when compared with the previous quarter, but declines by three percentage points in comparison with the same period last year.



+1 (-1)%

North East

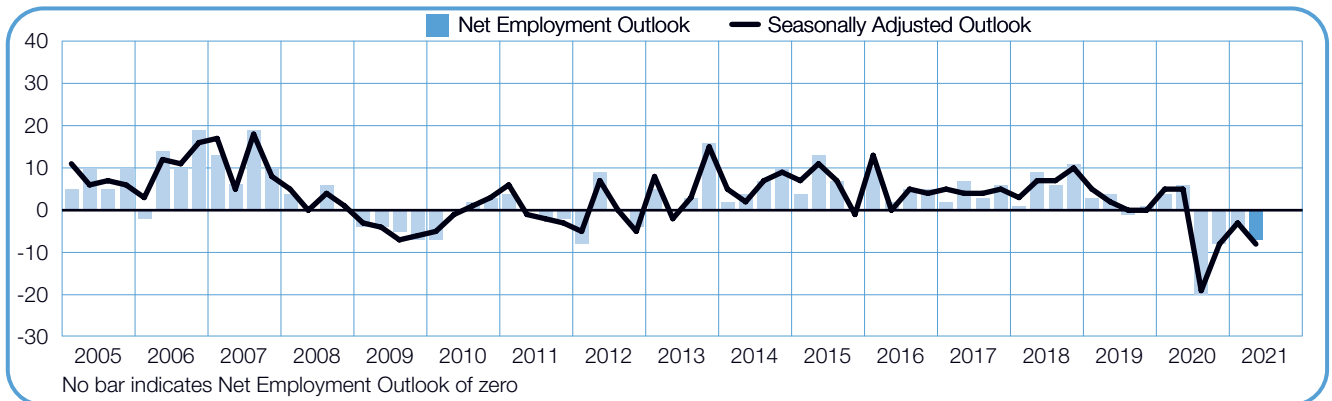
Job seekers can expect a subdued hiring climate in the upcoming quarter, according to employers who report a fourth consecutive negative Net Employment Outlook, standing at -1%. While the Outlook is 10 percentage points stronger quarter-over-quarter, employers report a year-over-year decline of six percentage points.



-7 (-8)%

North West

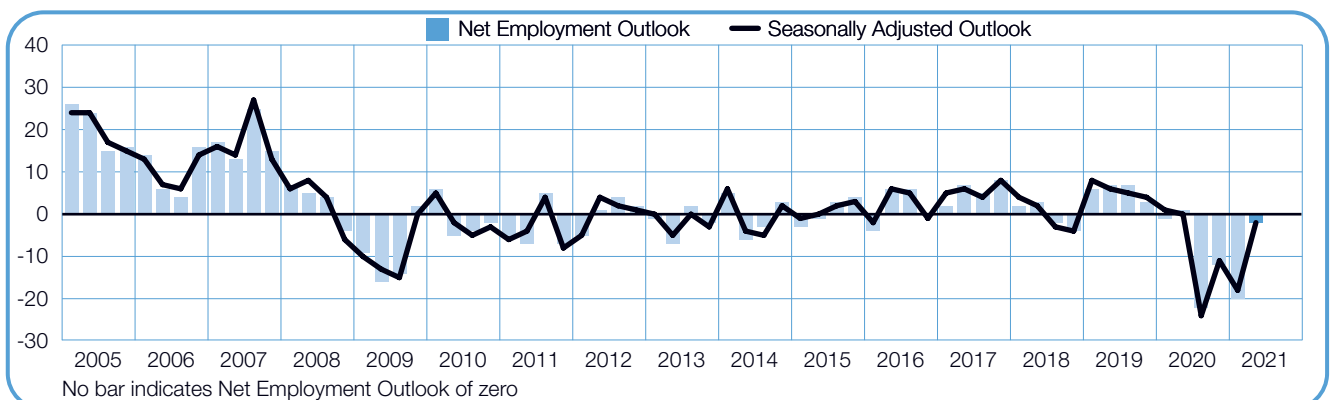
The labour market slump is expected to continue in the next three months, with employers reporting a fourth consecutive negative Net Employment Outlook, standing at -8%. Hiring intentions decline by five percentage points when compared with the previous quarter and by 13 percentage points in comparison with the same period last year.



-2 (-2)%

Northern Ireland

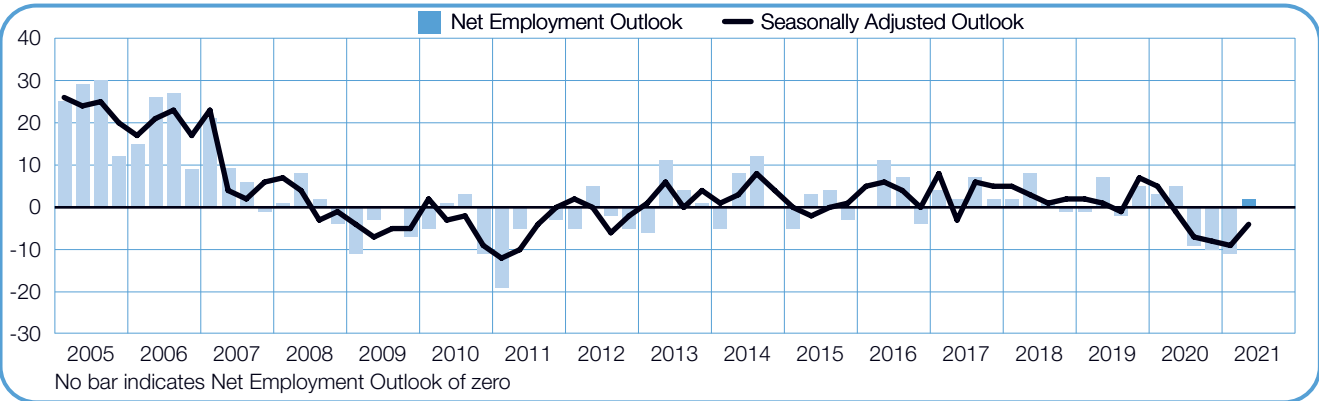
The labour market slump is expected to continue in the coming quarter, with employers reporting a fourth consecutive negative Net Employment Outlook, standing at -2%. While the Outlook is 16 percentage points stronger when compared with the previous quarter, employers report a decrease of two percentage points when compared with Quarter 2 2020.



+2 (-4)%

Scotland

With a fifth consecutive negative Net Employment Outlook, standing at -4%, employers expect the downbeat hiring climate to continue in the second quarter of 2021. Hiring plans improve by five percentage points quarter-over-quarter, but are three percentage points weaker year-over-year.



-11 (-12)%

South East

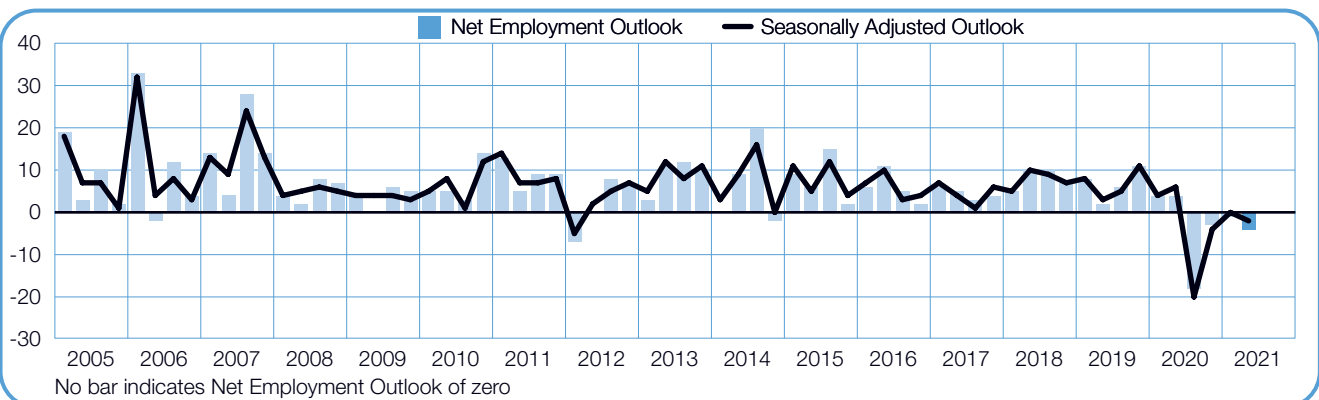
Employers report a fourth consecutive negative Net Employment Outlook for the second quarter of 2021, standing at -12%. Hiring plans decline by 10 percentage points quarter-over-quarter and are 13 percentage points weaker when compared with this time one year ago.



-4 (-2)%

South West

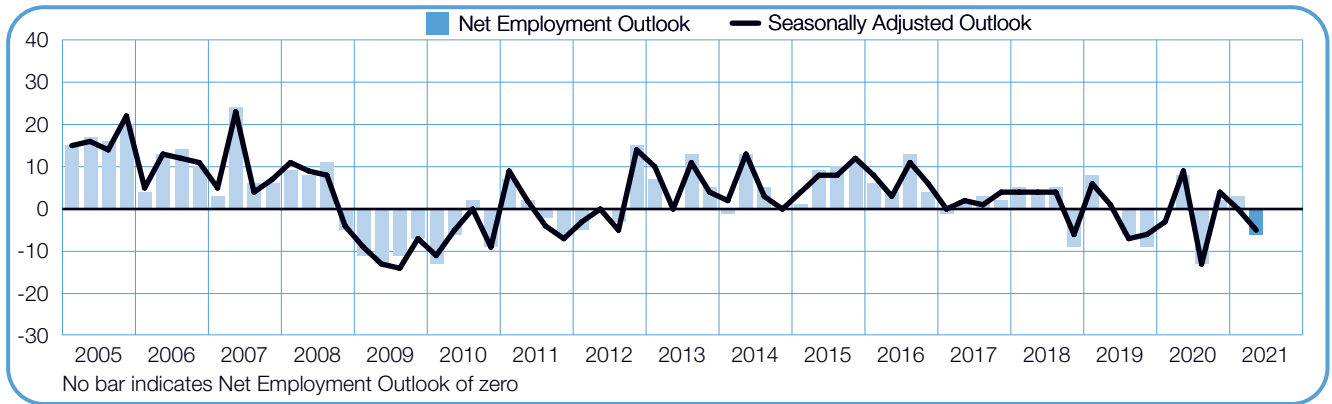
Muted hiring activity is forecast for the coming quarter, with employers reporting a Net Employment Outlook of -2%. Hiring prospects decline by two and eight percentage points in comparison with the prior quarter and last year at this time, respectively.



-6 (-5)%

Wales

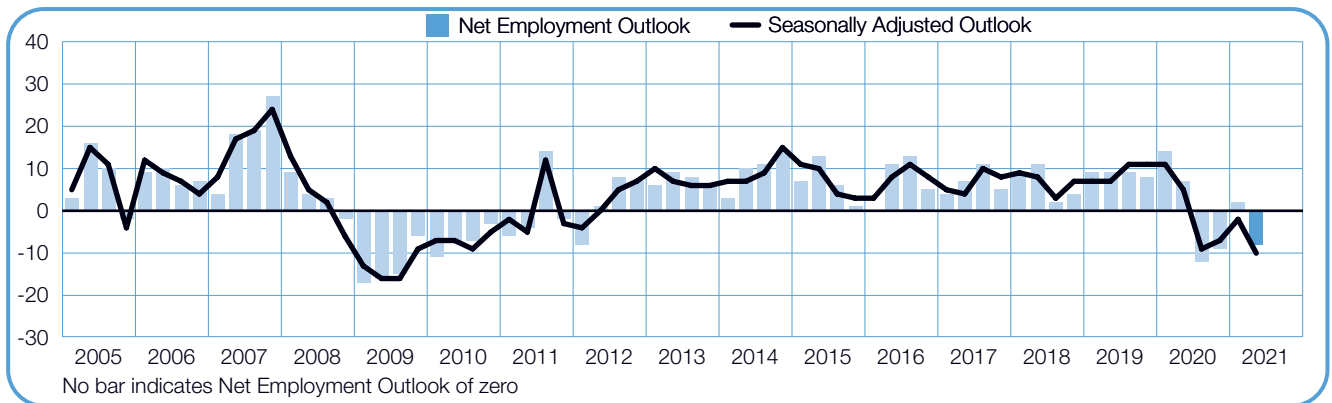
Employers anticipate a sluggish hiring pace in the next three months, reporting a Net Employment Outlook of -5%. Hiring intentions weakened by five percentage points when compared with the previous quarter, and decline by 14 percentage points in comparison with last year at this time.



-8 (-10)%

West Midlands

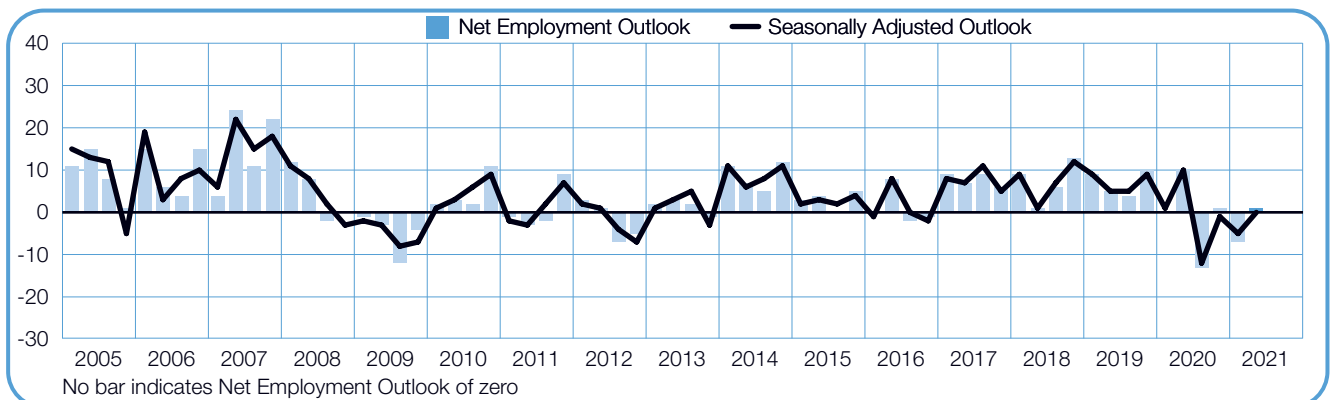
The weakest hiring pace in more than 11 years is expected during the April to June period. Employers report a Net Employment Outlook of -10%, decreasing by eight percentage points when compared with the previous quarter and by 15 percentage points year-over-year.



+1 (0)%

Yorkshire & the Humber

Job seekers can expect a flat labour market in the next three months, according to employers who report a Net Employment Outlook of 0%. Hiring prospects improve by five percentage points quarter-over-quarter, but weaken by 10 percentage points when compared with this time one year ago.



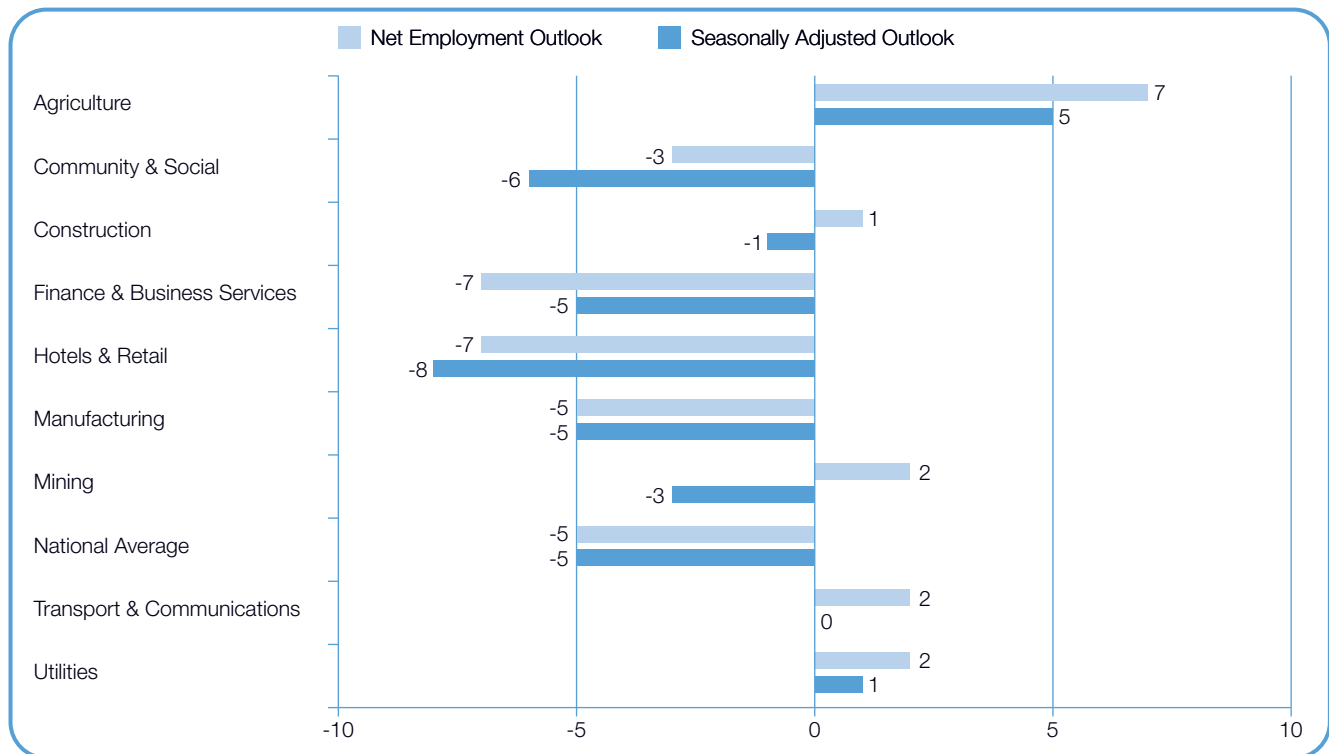
Sector Comparisons

Employers in six of the nine industry sectors expect to reduce payrolls in the April to June time frame, most notably in the Hotels & Retail sector, where the Net Employment Outlook is -8%. Employers in the Community & Social sector report struggling hiring plans with an Outlook of -6%, and Outlooks stand at -5% in both the Finance & Business Services sector and the Manufacturing sector. In the Mining sector, employers report a muted Outlook of -3%, while the Construction sector Outlook stands at -1%. Meanwhile, employers in the Agriculture sector forecast modest job gains with an Outlook of +5%, while the Utilities sector Outlook is +1%. Transport & Communications sector employers anticipate a flat labour market, reporting an Outlook of 0%.

Hiring sentiment improves in six of the nine industry sectors when compared with the previous quarter, most notably by 11 percentage points in both the Agriculture sector and the Transport & Communications

sector. The Hotels & Retail sector Outlook is five percentage points stronger, while Mining sector employers report an improvement of three percentage points. Elsewhere, hiring prospects weaken in three sectors, including decreases of eight and three percentage points for the Finance & Business Services sector and the Utilities sector, respectively.

When compared with this time one year ago, hiring prospects weaken in eight of the nine industry sectors. Employers in the Finance & Business Services sector report a decline of 14 percentage points, while the Outlook for the Hotels & Retail sector decreases by 11 percentage points. Elsewhere, the Utilities sector Outlook is 10 percentage points weaker, and declines of eight and six percentage points are reported for the Manufacturing sector and the Community & Social sector, respectively. Meanwhile, hiring plans are slightly stronger in the Agriculture sector, improving by three percentage points.



+7 (+5)%

Agriculture

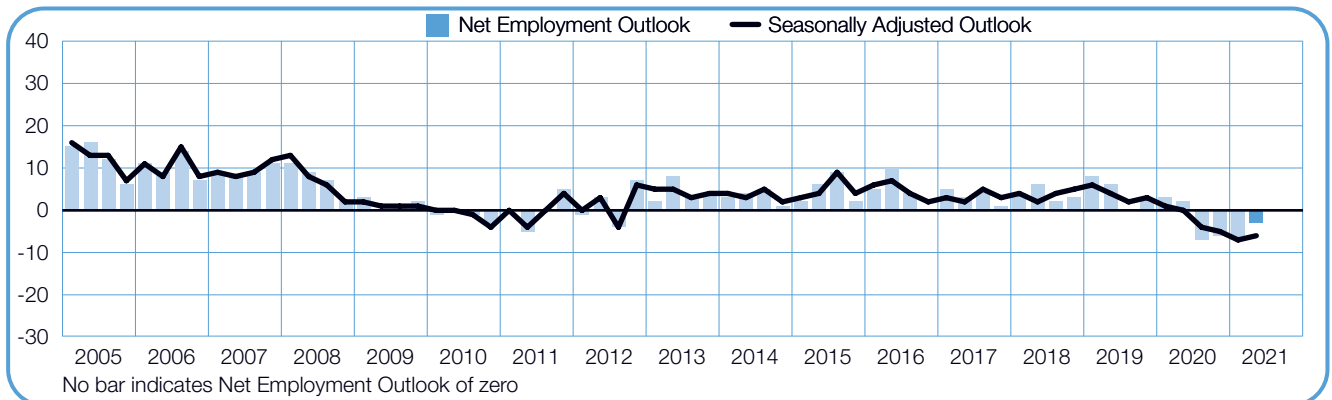
Job seekers can expect some hiring opportunities in the second quarter of 2021, according to employers who report a Net Employment Outlook of +5%. Hiring intentions improve by 11 percentage points when compared with the previous quarter and are three percentage points stronger in comparison with last year at this time.



-3 (-6)%

Community & Social

With a Net Employment Outlook of -6%, employers expect the sluggish hiring pace to continue in the April to June period. Hiring prospects have been negative for four consecutive quarters, remaining relatively stable when compared with Quarter 1 2021, but declining by six percentage points in comparison with the same period last year.



+1 (-1)%

Construction

Reporting a Net Employment Outlook of -1%, employers anticipate a subdued labour market in the coming quarter. Hiring plans remain relatively stable quarter-over-quarter, but decline by two percentage points when compared with this time one year ago.



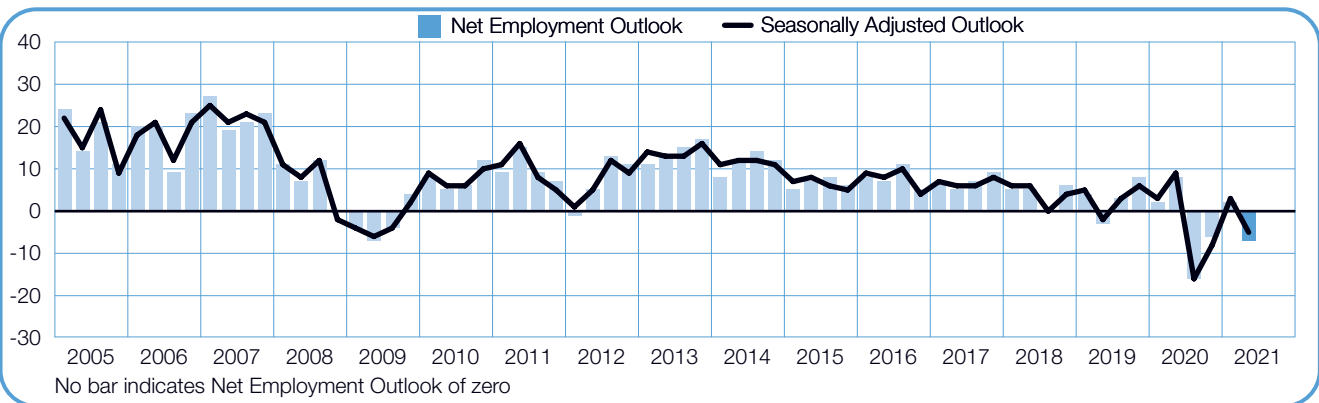
-7 (-5)%

Finance & Business Services

Employers report downbeat hiring intentions for the second quarter of 2021 with a Net Employment Outlook of -5%. The Outlook declines by eight percentage points when compared with the previous quarter and by 14 percentage points in comparison with the second quarter of 2020.

In the Finance sub-sector, employers continue to expect muted hiring activity for the fourth consecutive quarter, reporting a Net Employment Outlook of -2% for the second consecutive quarter. When compared with this time one year ago, hiring plans decline by nine percentage points.

Employers in the Business Services sub-sector report pessimistic hiring intentions for the next three months with a Net Employment Outlook of -7%. Hiring sentiment declines by 10 percentage points quarter-over-quarter and by 16 percentage points year-over-year.



-7 (-8)%

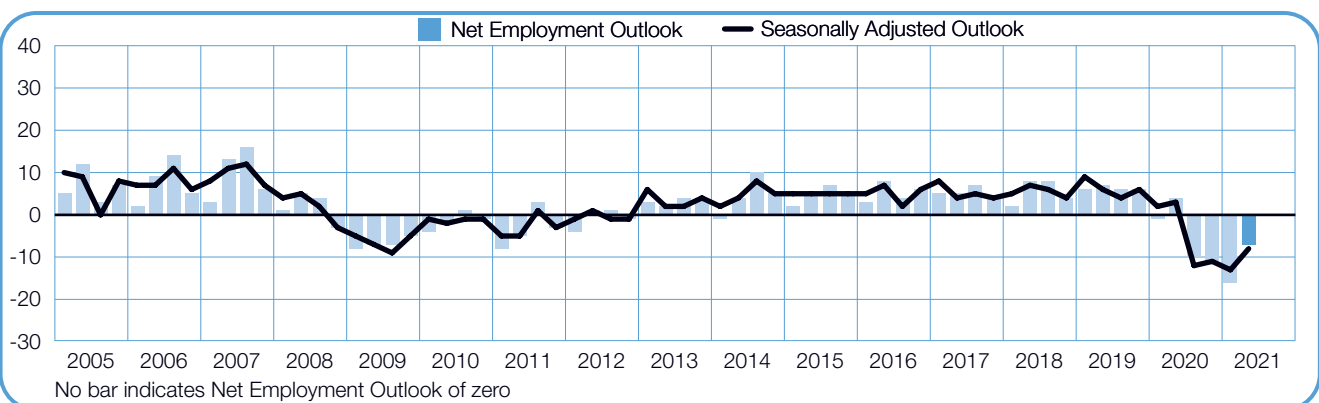
Hotels & Retail

The labour market slump is expected to continue in the coming quarter, with employers reporting a fourth consecutive negative Net Employment Outlook, standing at -8%. While hiring plans are five percentage points stronger quarter-over-quarter, employers report a year-over-year decline of 11 percentage points.

In the B2B sub-sector, employers expect the downbeat hiring pace to continue in Quarter 2 2021, reporting a Net Employment Outlook of -3% for the second consecutive quarter. In a year-over-year comparison, the Outlook declines by three percentage points.

Employers in the B2C sub-sector report a fifth consecutive negative Net Employment Outlook, standing at -10% for the upcoming quarter. The Outlook remains relatively stable when compared with the first quarter of 2020, but declines by nine percentage points when compared with this time one year ago.

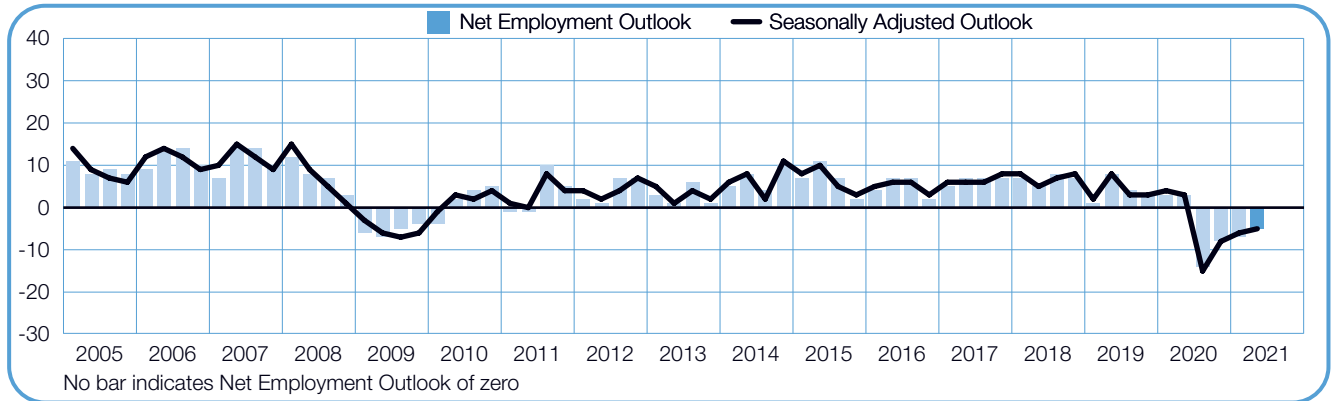
The gloomy hiring climate is forecast to continue in the Hotels & Restaurants sector during the second quarter of 2021, with employers reporting a Net Employment Outlook of -18%, the fourth consecutive negative forecast. Hiring sentiment strengthens by 10 percentage points in comparison with the prior quarter, but is 20 percentage points weaker year-over-year.



-5 (-5)%

Manufacturing

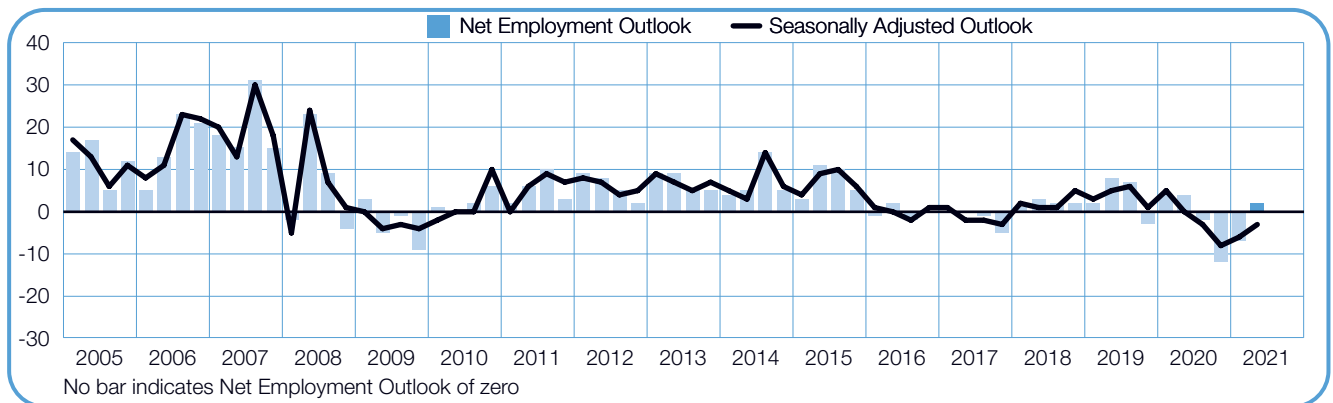
The labour market slump is forecast to continue in the forthcoming quarter, with employers reporting a fourth consecutive Net Employment Outlook, standing at -5%. Hiring prospects remain relatively stable in comparison with the prior quarter, but decrease by eight percentage points year-over-year.



+2 (-3)%

Mining

Job seekers can expect the dull hiring climate to continue during the next three months following four consecutive quarters of negative forecasts, according to employers who report a Net Employment Outlook of -3%. The Outlook improves by three percentage points quarter-over-quarter, but is three percentage points weaker when compared with this time one year ago.



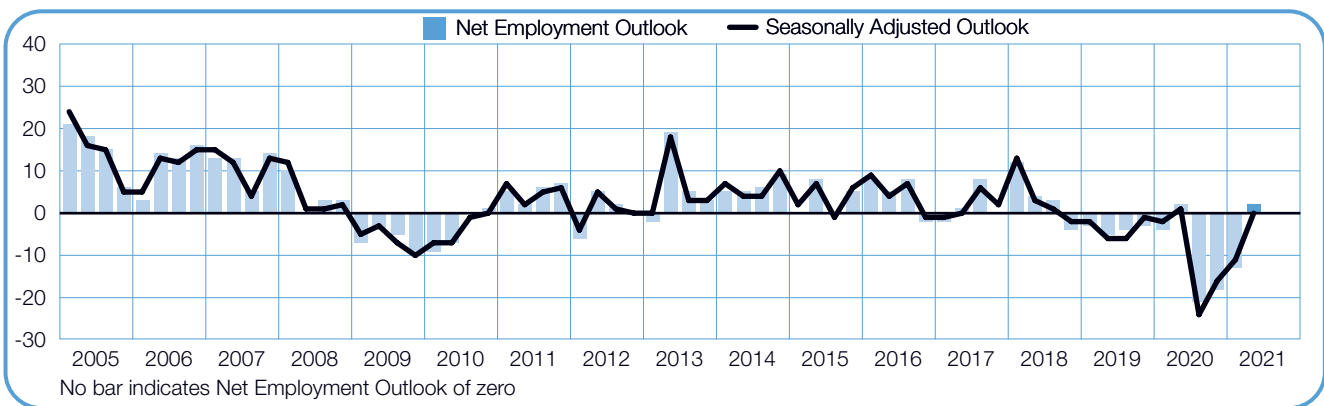
+2 (0)%

Transport & Communications

Flat hiring activity is forecast for the second quarter of 2021, with employers reporting a Net Employment Outlook of 0%. Hiring intentions are 11 percentage points stronger when compared with the previous quarter and remain relatively stable in comparison with last year at this time.

Job seekers in the Transport sub-sector can expect a flat labour market in the upcoming quarter, according to employers who report a Net Employment Outlook of 0%. The Outlook improves by 21 percentage points in comparison with the prior quarter and remains relatively stable when compared with Quarter 2 2020.

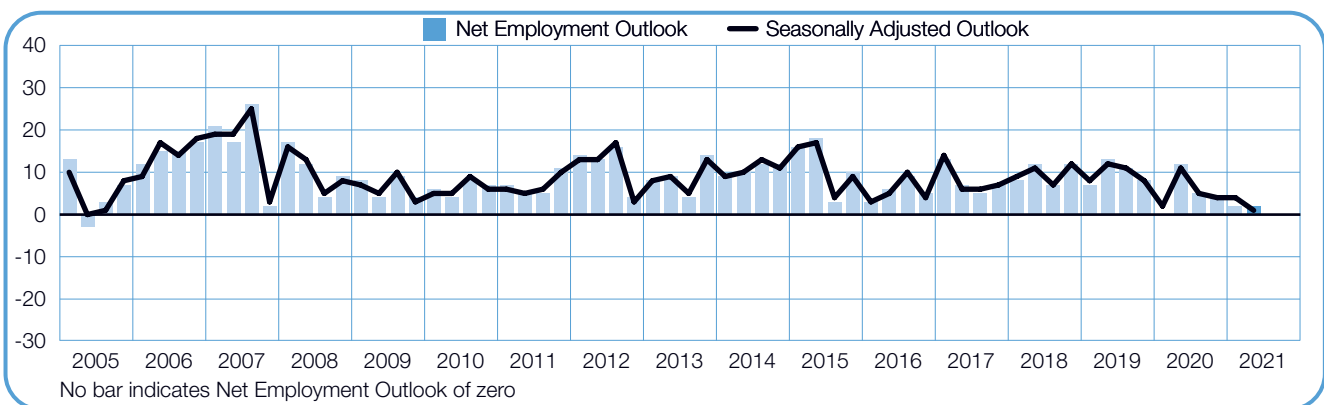
In the Telecomms sub-sector, employers anticipate limited workforce gains during the next three months with a Net Employment Outlook of +2%. Hiring plans weaken by 13 percentage points when compared with the previous quarter and by five percentage points in comparison with the same period last year.



+2 (+1)%

Utilities

The weakest hiring pace since 2005 is expected in the April to June period. Employers report a Net Employment Outlook of +1%, declining by three and 10 percentage points in comparison with the prior quarter and last year at this time, respectively.



Global Employment Outlook

ManpowerGroup interviewed over 42,000 employers in 43 countries and territories on hiring prospects* in the second quarter of 2021. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2021 as compared to the current quarter?” Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the April to June 2021 time frame reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

Employers expect to add to payrolls in 31 of the 43 countries and territories surveyed by ManpowerGroup for the second quarter of 2021. In 10 countries and territories, employers anticipate a decrease in payrolls, while no change is expected in two.

When compared with the previous quarter, hiring intentions strengthen in 24 countries and territories, while weakening in 16, with no change reported in three. In a comparison with the same period 12 months ago, hiring plans weaken in 32 countries and territories, while improving in seven and remaining unchanged in four. For the second quarter of 2021, the strongest labour markets are forecast in Taiwan, the U.S., Australia and Singapore, while employers in Panama, the UK and South Africa anticipate the weakest hiring activity.

In the Europe, Middle East & Africa (EMEA) region, workforce gains are expected during the next three months for 18 of the 26 countries surveyed, while employers in six countries expect to trim payrolls and flat hiring prospects are reported for two. Hiring plans strengthen in 16 EMEA countries when compared with the previous quarter, but weaken in 20 in a comparison with the same period last year. The strongest labour markets in the coming quarter are anticipated by employers in Croatia, Romania and Turkey, while employers in South Africa and the UK expect the weakest hiring activity.

An increase in payrolls is expected in five of the seven Asia Pacific countries and territories in April to June 2021, while employers in two expect to trim payrolls. Hiring sentiment strengthens in four countries and territories quarter-over-quarter, but weakens in four when compared with the second quarter of 2020. The strongest hiring pace in the coming quarter is forecast for Taiwan, with employers in both Australia and Singapore reporting upbeat hiring plans. However, employers in both Hong Kong and Japan expect to trim payrolls.

Workforce gains are expected in eight of the 10 Americas countries during the second quarter of 2021, while employers in two expect to trim payrolls. Hiring prospects in the region strengthen in four countries when compared with the previous quarter, but weaken in six, and Outlooks decline in eight Americas countries when compared with this time one year ago. U.S. employers report the strongest hiring prospects in the region, with encouraging signs for job seekers reported in Brazil and Canada. However, employers in Panama and Peru expect to trim payrolls.

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

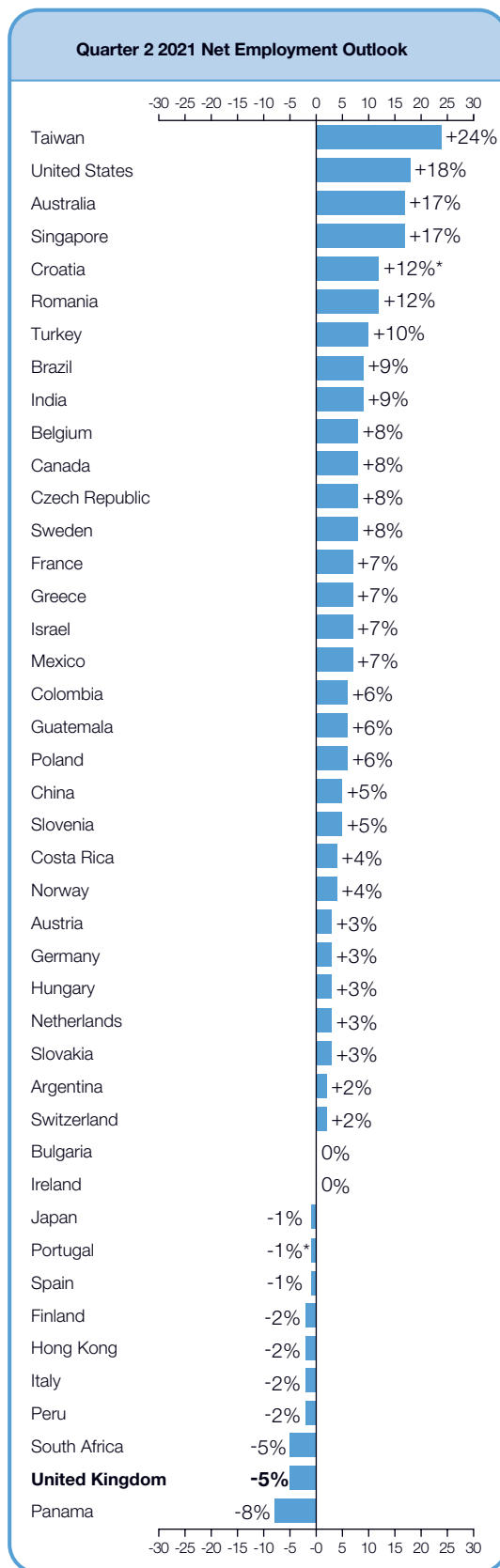
The next ManpowerGroup Employment Outlook Survey will be released on 8 June 2021 and will detail expected labour market activity for the third quarter of 2021.

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

	Quarter 2 2021	Qtr on Qtr Change Q1 2021 to Q2 2021	Yr on Yr Change Q2 2020 to Q2 2021
	%		
Americas			
Argentina	4 (2) ¹	-2 (-3) ¹	0 (0) ¹
Brazil	13 (9) ¹	4 (-1) ¹	-4 (-4) ¹
Canada	11 (8) ¹	8 (1) ¹	0 (0) ¹
Colombia	6 (6) ¹	1 (1) ¹	-5 (-5) ¹
Costa Rica	6 (4) ¹	2 (2) ¹	-3 (-3) ¹
Guatemala	7 (6) ¹	-1 (-2) ¹	-4 (-4) ¹
Mexico	8 (7) ¹	1 (-1) ¹	-2 (-2) ¹
Panama	-7 (-8) ¹	-1 (-1) ¹	-6 (-6) ¹
Peru	0 (-2) ¹	-8 (-10) ¹	-7 (-7) ¹
United States	19 (18) ¹	4 (1) ¹	-1 (-1) ¹

Asia Pacific			
Australia	16 (17) ¹	4 (6) ¹	7 (7) ¹
China	5 (5) ¹	-1 (0) ¹	-1 (-1) ¹
Hong Kong	-2 (-2) ¹	0 (0) ¹	-2 (-2) ¹
India	10 (9) ¹	4 (3) ¹	-2 (-2) ¹
Japan	7 (-1) ¹	1 (-6) ¹	-22 (-23) ¹
Singapore	17 (17) ¹	2 (2) ¹	8 (8) ¹
Taiwan	25 (24) ¹	4 (1) ¹	1 (1) ¹

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

ManpowerGroup surveyed more than 15,300 employers in the Europe, Middle East and Africa (EMEA) region on hiring intentions for the second quarter of 2021. Workforce gains are expected in 18 countries during the coming quarter, but employers in six countries expect to trim payrolls (with flat hiring prospects reported in two).

Mixed hiring sentiment is reported across the three largest Eurozone economies for the upcoming quarter. Employers in France expect the strongest hiring pace, anticipating moderate job gains. Hiring plans strengthen in all seven French industry sectors when compared with the previous quarter, with Construction sector employers expecting upbeat hiring activity and the Manufacturing sector Outlook at its strongest level in 13 years.

However, employers in Germany report increasingly cautious hiring expectations for the second quarter of 2021. Outlooks weaken in all seven German industry sectors when compared with both the first quarter of 2021 and last year at this time, with Construction sector employers expecting the weakest labour market in seven years, and hiring sentiment in the Restaurants & Hotels sector at its weakest since 2003 following four consecutive gloomy forecasts. Employers in Italy, expect to trim payrolls during the coming quarter as the national forecast turns negative again, with hiring prospects declining in five industry sectors both quarter-over-quarter and year-over-year, including the weakest hiring plans for the Other Production sector in seven years.

Employers in the UK expect the labour market slump to continue in the next three months with a fourth consecutive negative forecast. Employers in six of nine UK industry sectors expect to trim payrolls including downbeat forecasts in the Finance & Business Services, Community & Social, Hotels & Retail and Manufacturing sectors.

Now in its fourth consecutive quarter, employers in Spain expect the labour market slump to continue in the April to June period. Hiring plans remain weak in the Restaurants & Hotels sector, but some improvements are evident elsewhere in the economy,

with moderately stronger forecasts for the Construction, Finance & Business Services and Wholesale & Retail Trade sectors in comparison with the prior quarter.

Employers in Belgium report an uptick in hiring prospects when compared with the first quarter of 2021, although hiring sentiment nationally remains weaker in comparison with pre-pandemic levels. Construction sector employers expect the strongest hiring pace, but the labour market slump in the Restaurants & Hotels sector continues for the fourth consecutive quarter where employers also report the weakest forecast since the survey began in 2003. In the Netherlands, hiring prospects remain relatively stable in comparison with the prior quarter, with employers anticipating some workforce gains. Construction sector employers report a sharply weaker forecast in comparison with the previous quarter, although this is partially offset by considerably stronger hiring plans for the Manufacturing and Restaurants & Hotels sectors.

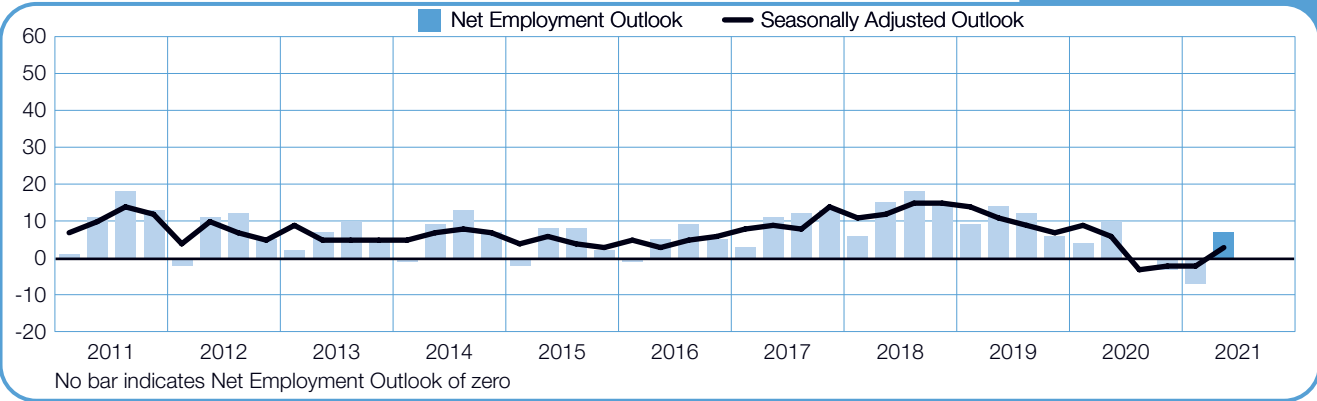
Employer confidence in Poland remains at a similar level to the prior quarter, fuelled in part by respectable hiring plans in the Construction and Manufacturing sectors. Employers in Sweden report encouraging signs for job seekers, following three consecutive quarters of improvement, anticipating job gains in six of seven industry sectors during the coming quarter. Finance & Business Services sector employers forecast a healthy hiring pace, while the Outlook for the Manufacturing sector strengthens considerably in comparison with the prior quarter.

Employers in Norway anticipate slow-paced workforce gains during the next three months as the gradual recovery from the sharp Quarter 3 2020 contraction continues, driven in part by stronger hiring plans in the Finance & Business Services and Manufacturing sectors when compared with the previous quarter.

The strongest hiring prospects across the EMEA region as a whole are reported in Croatia and Romania. In Croatia, workforce gains are anticipated in all seven industry sectors during Quarter 2 2021 while the Romanian Outlook has improved for three consecutive quarters now.

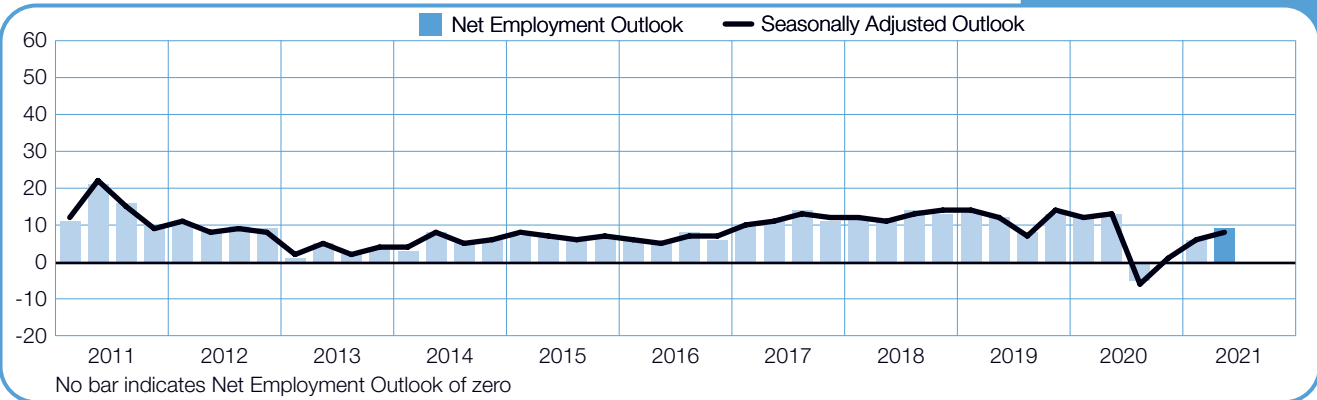
Austria

+7 (+3)%



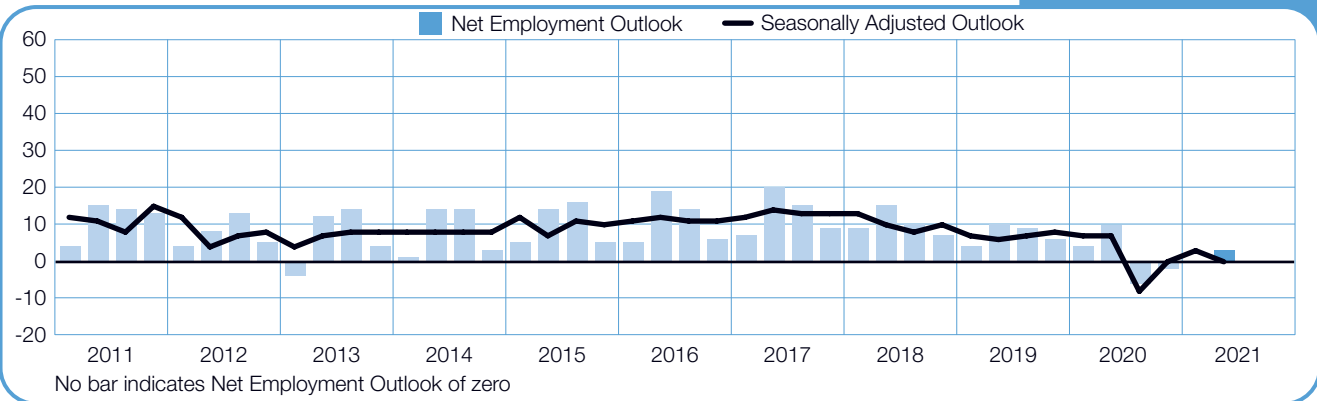
Belgium

+9 (+8)%



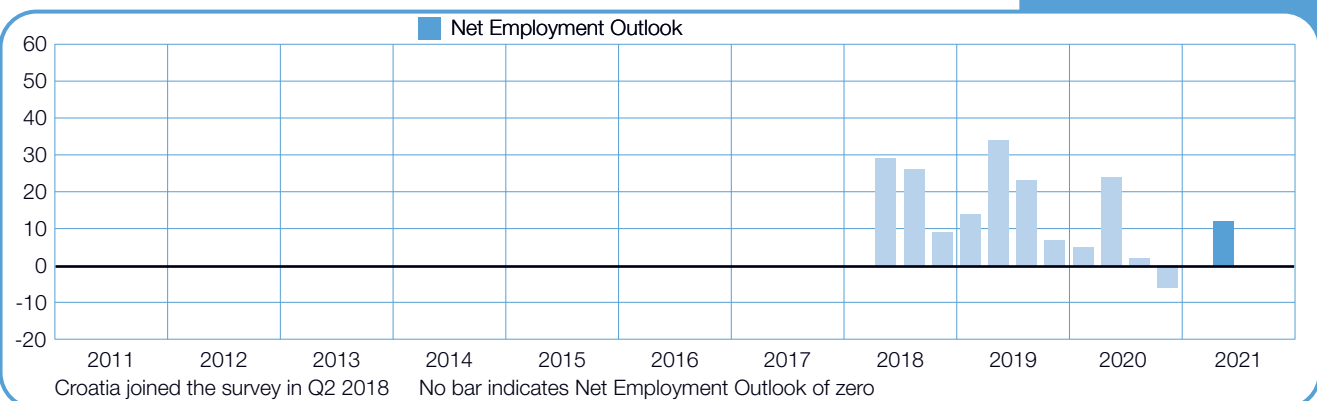
Bulgaria

+3 (0)%



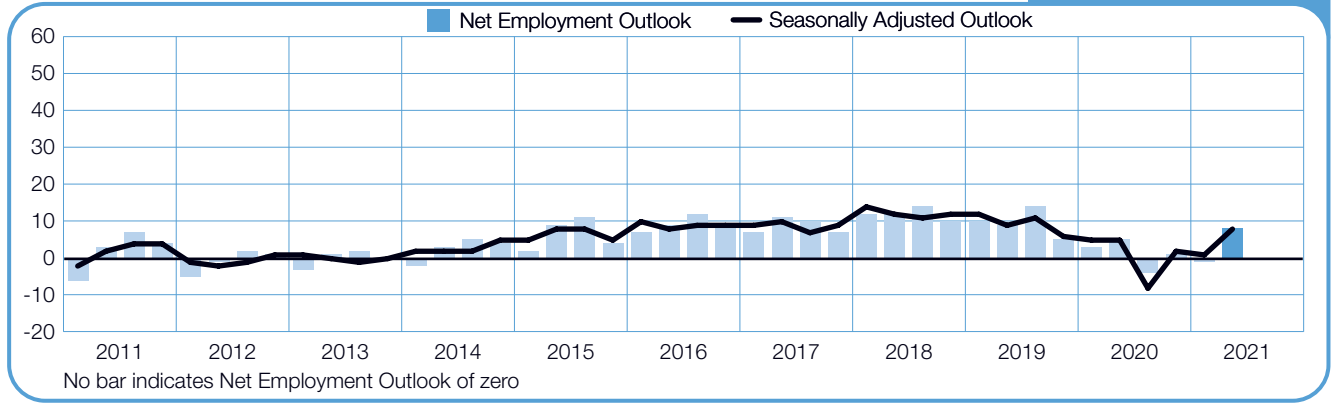
Croatia

+12%



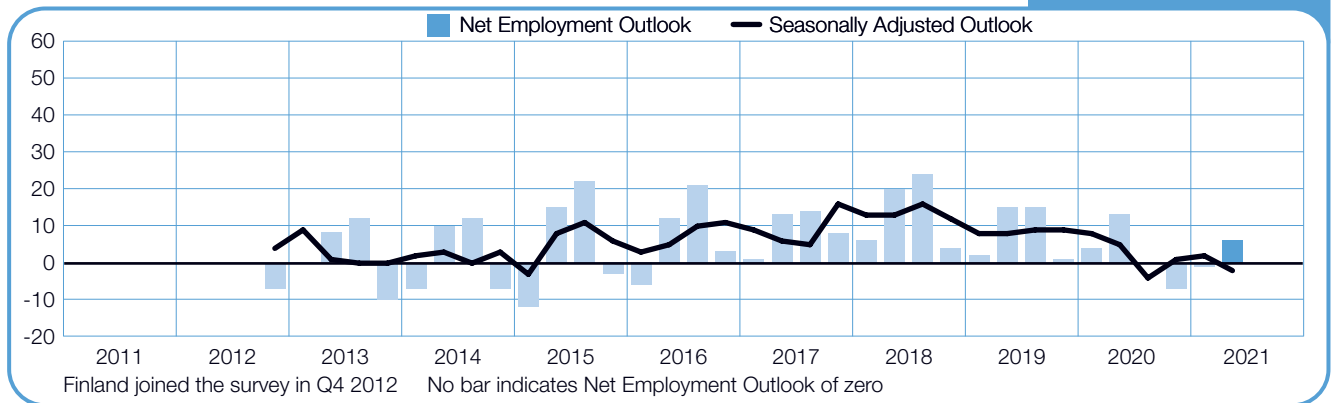
Czech Republic

+8 (+8)%



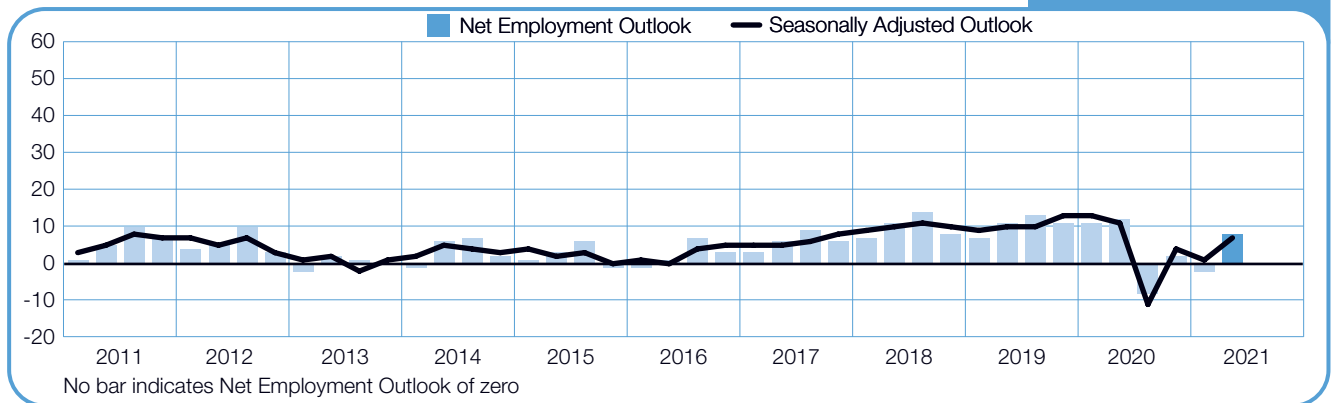
Finland

+6 (-2)%



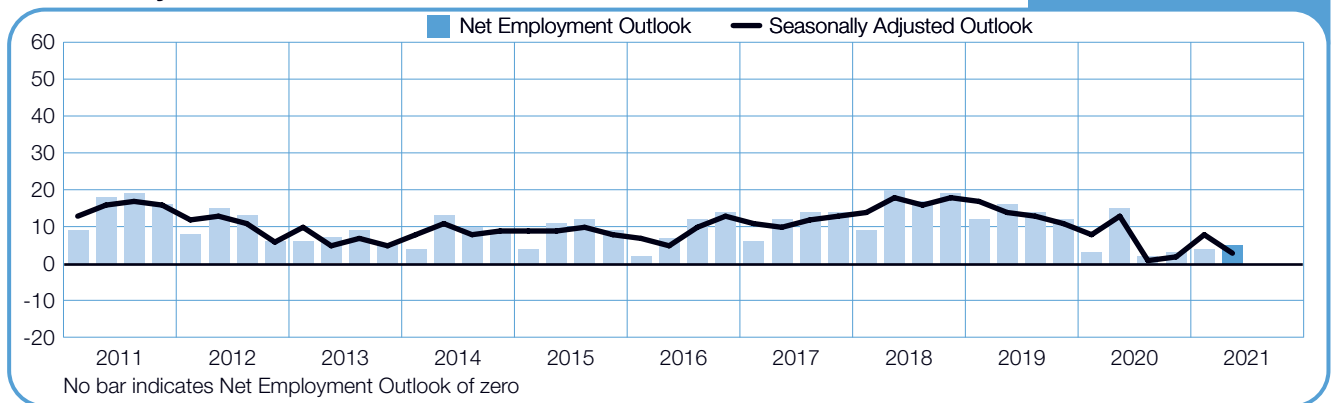
France

+8 (+7)%



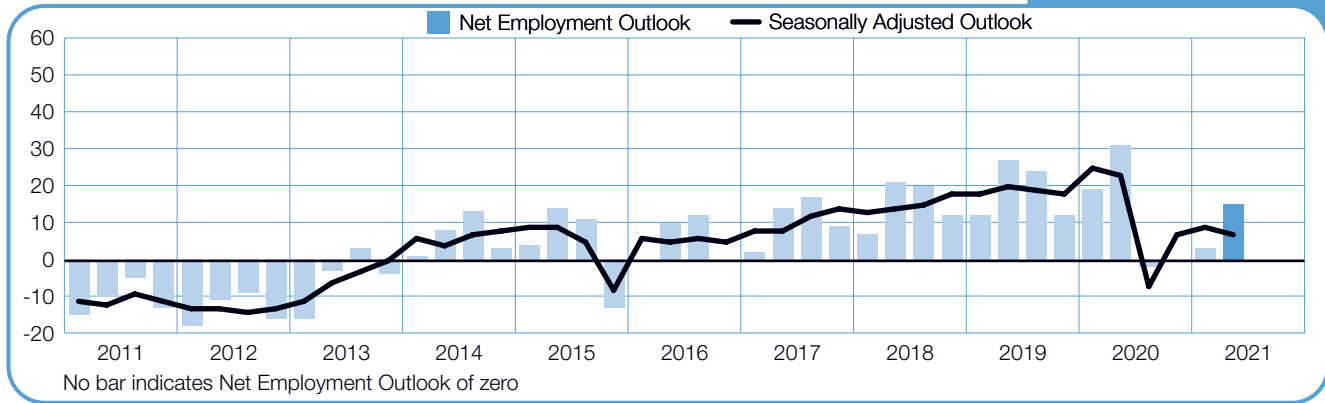
Germany

+5 (+3)%



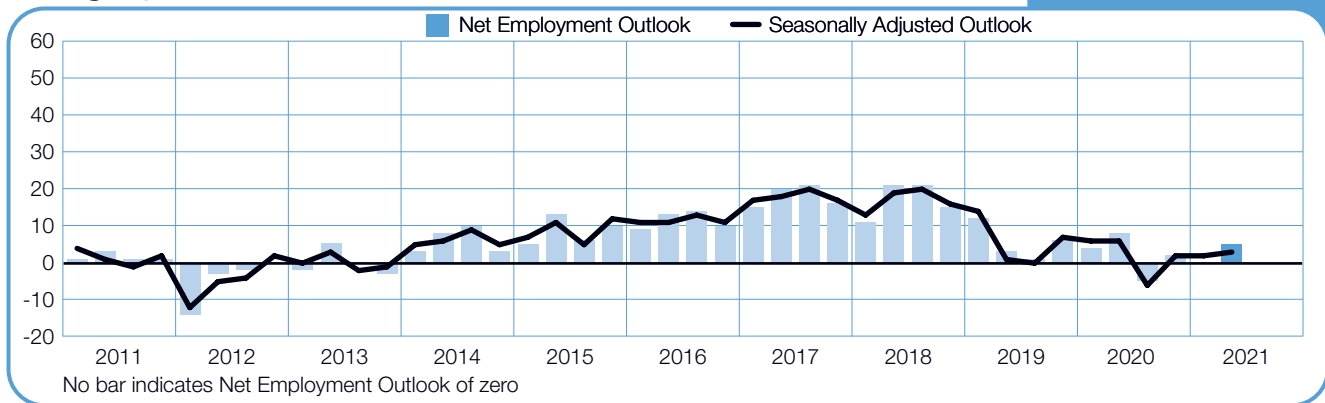
Greece

+15 (+7)%



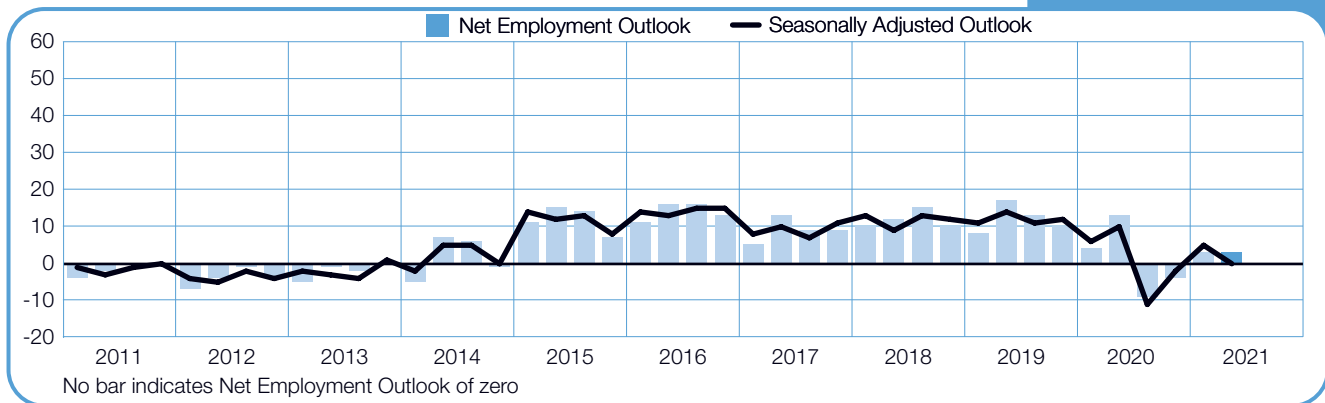
Hungary

+5 (+3)%



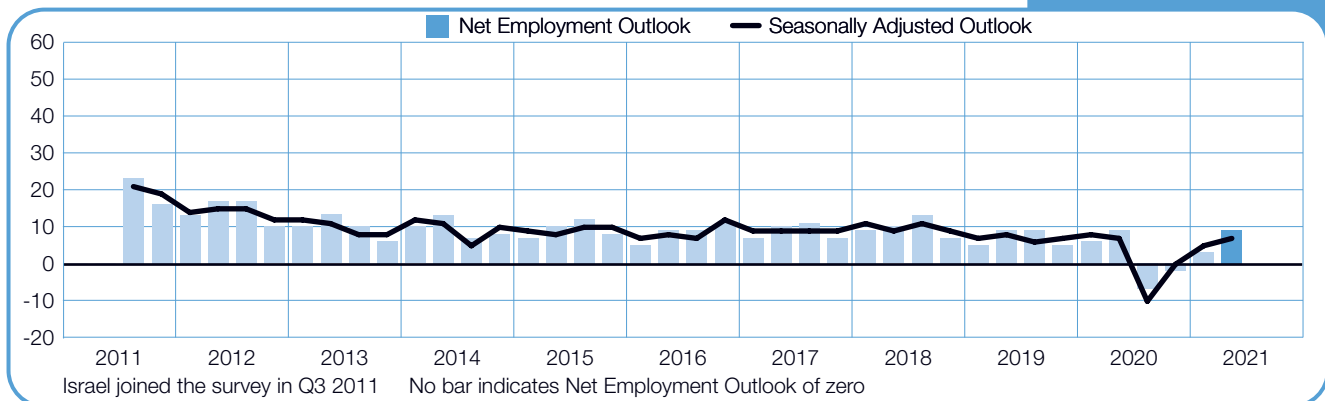
Ireland

+3 (0)%



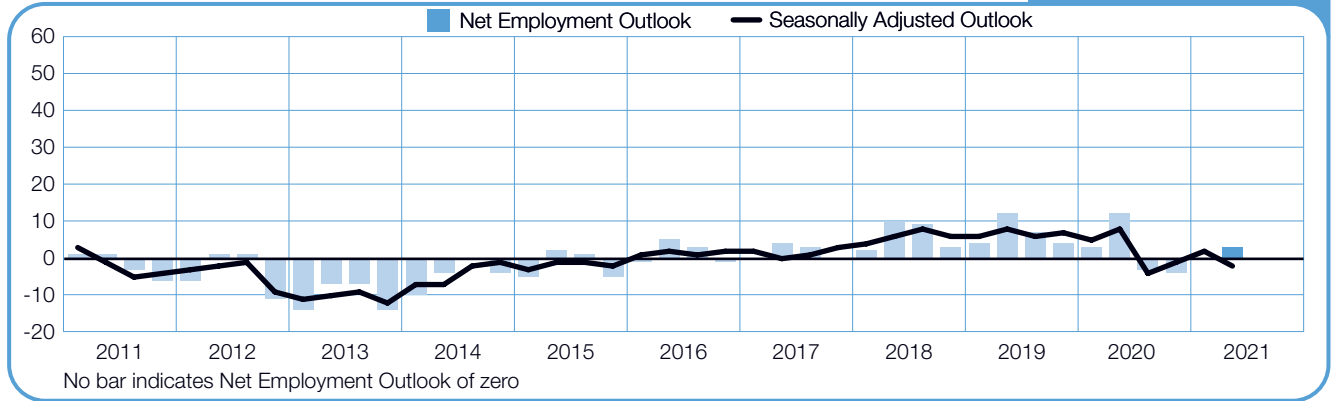
Israel

+9 (+7)%



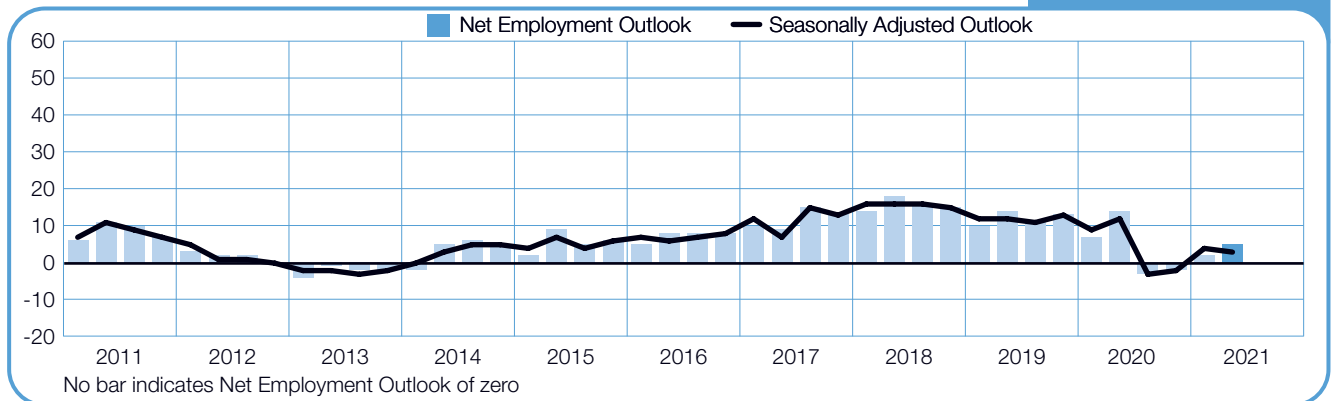
Italy

+3 (-2)%



Netherlands

+5 (+3)%



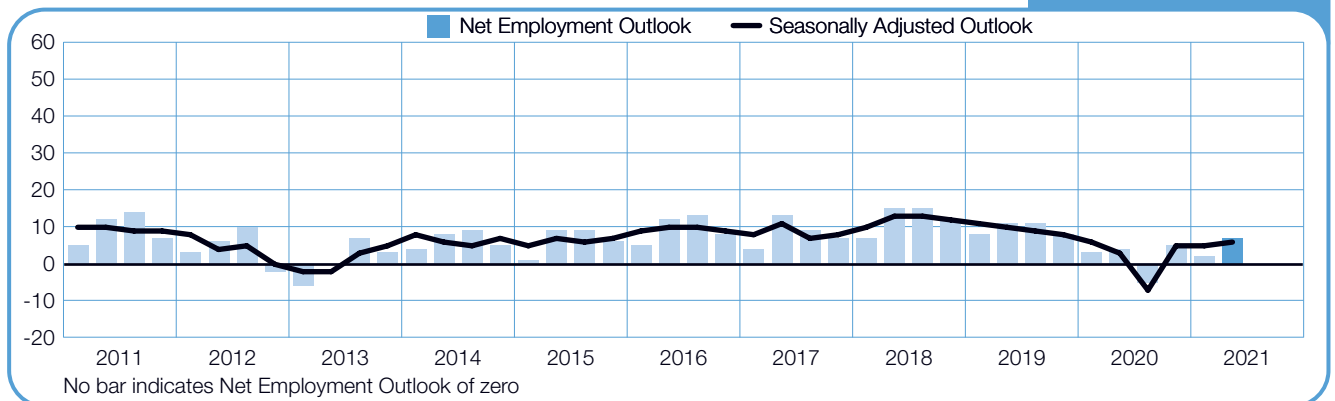
Norway

+6 (+4)%



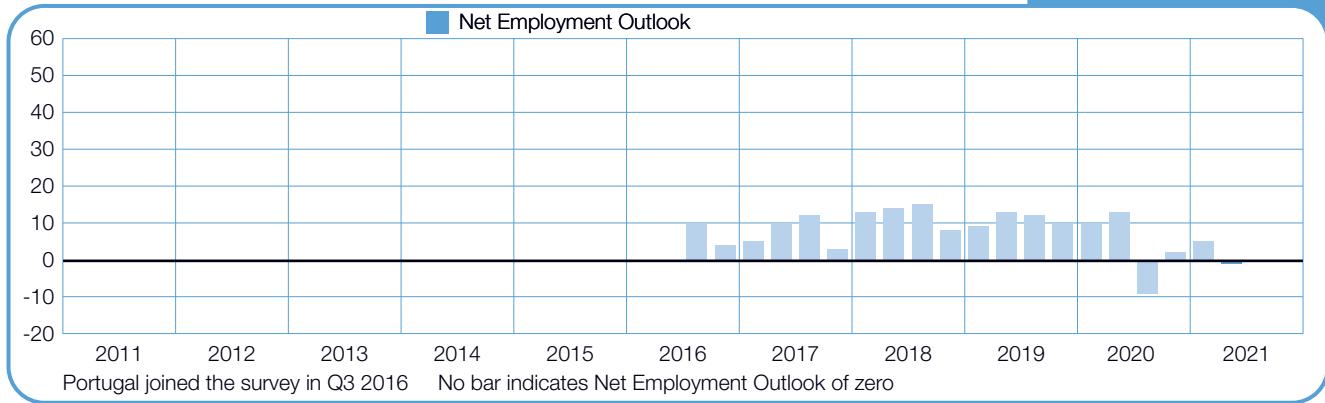
Poland

+7 (+6)%



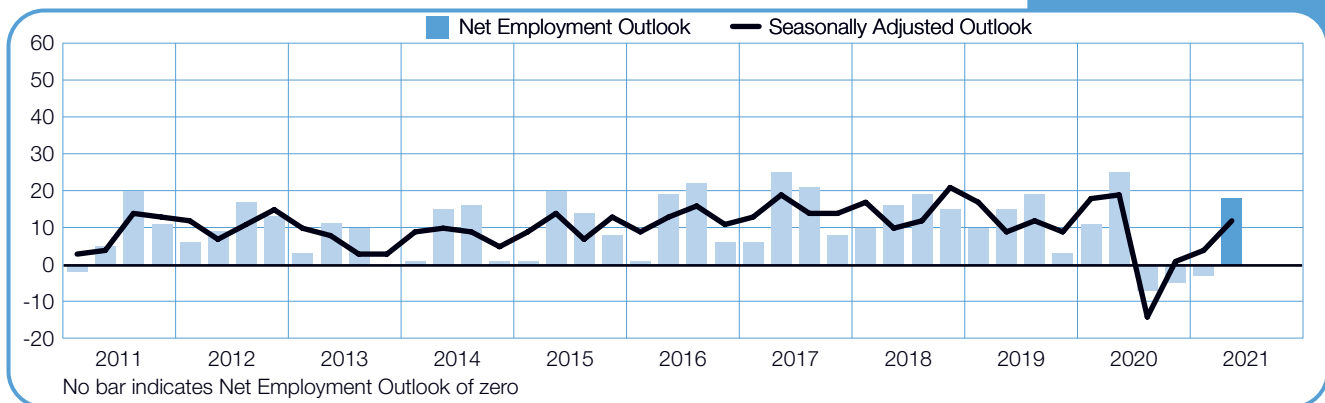
Portugal

-1%



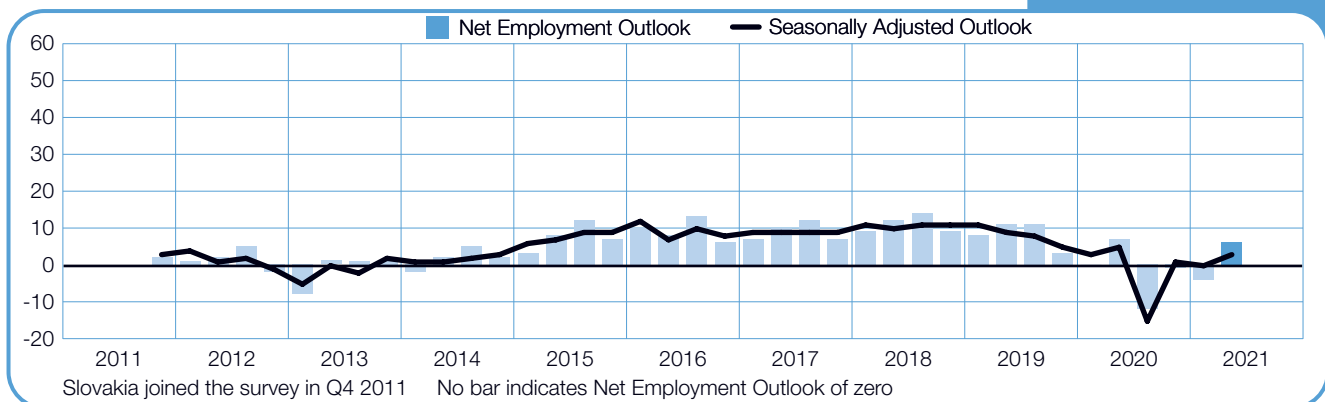
Romania

+18 (+12)%



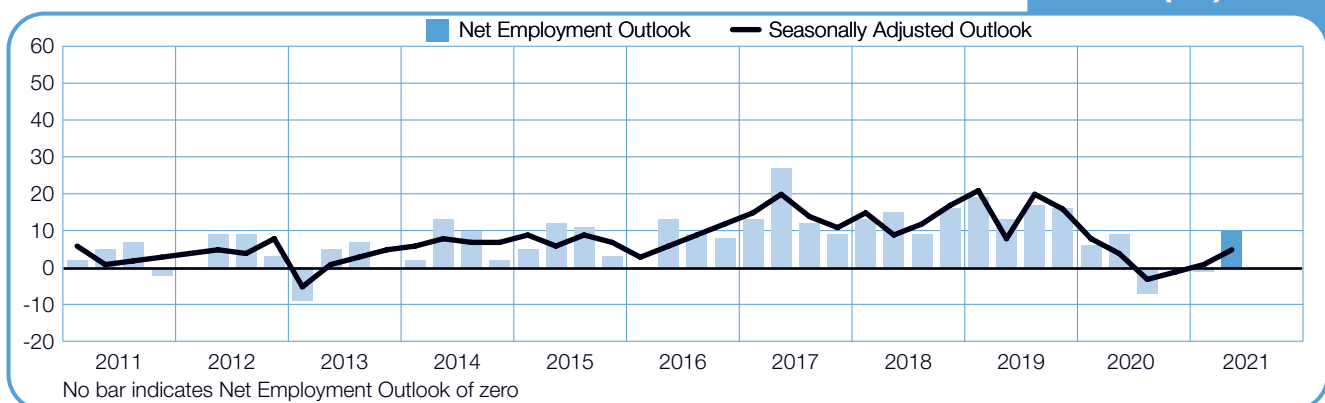
Slovakia

+6 (+3)%



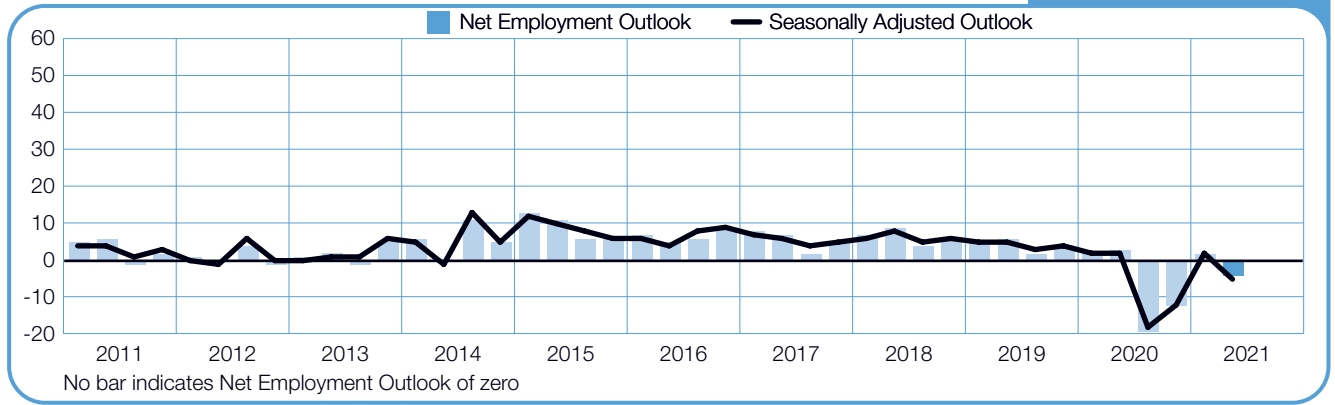
Slovenia

+10 (+5)%



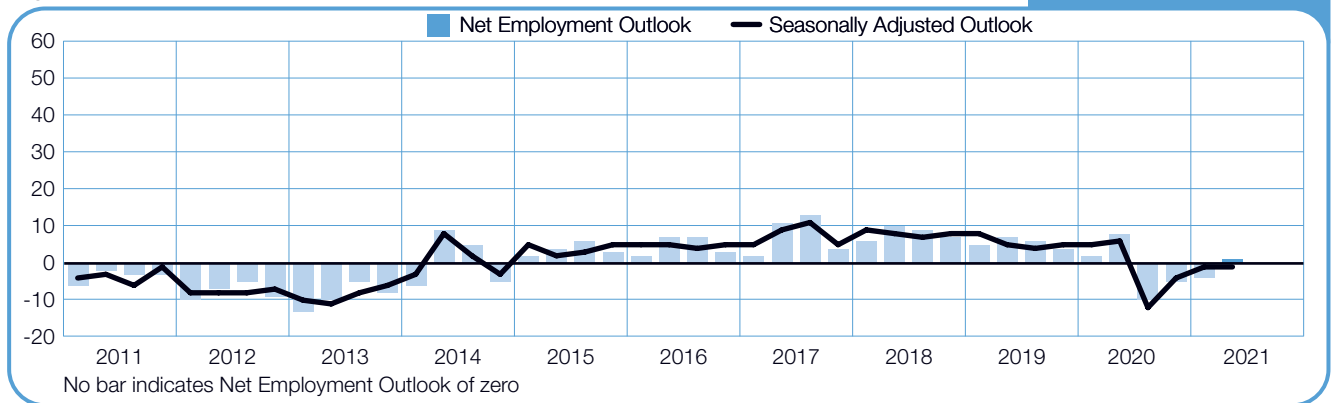
South Africa

-4 (-5)%



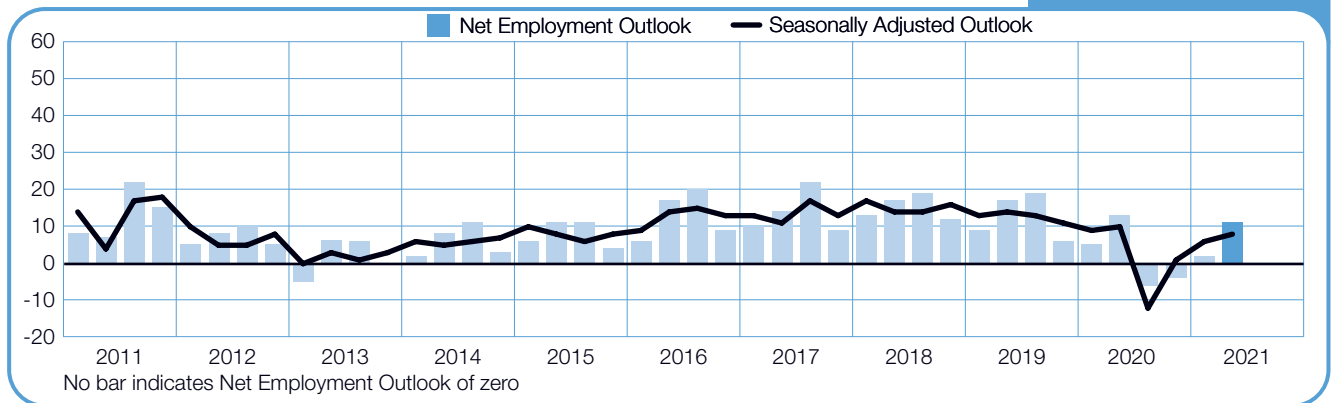
Spain

+1 (-1)%



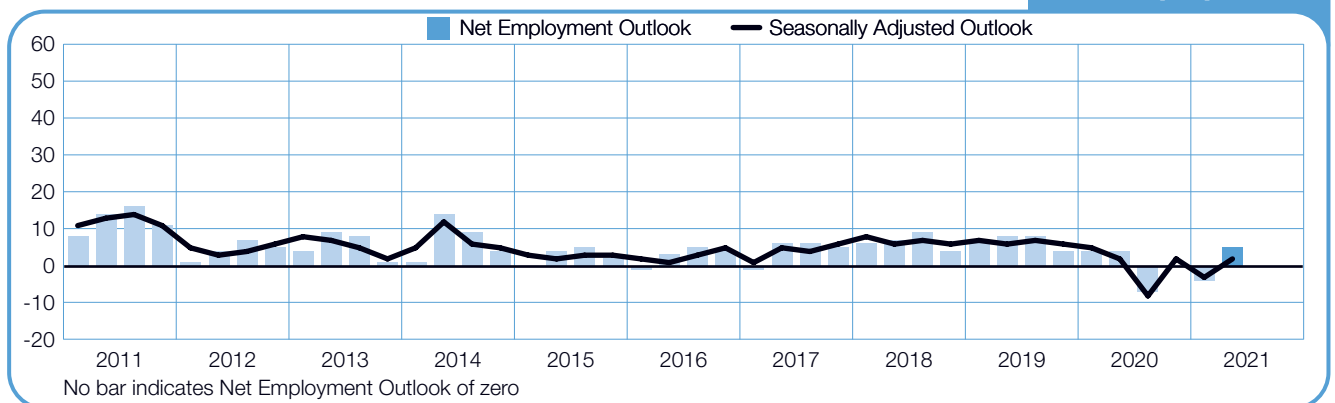
Sweden

+11 (+8)%



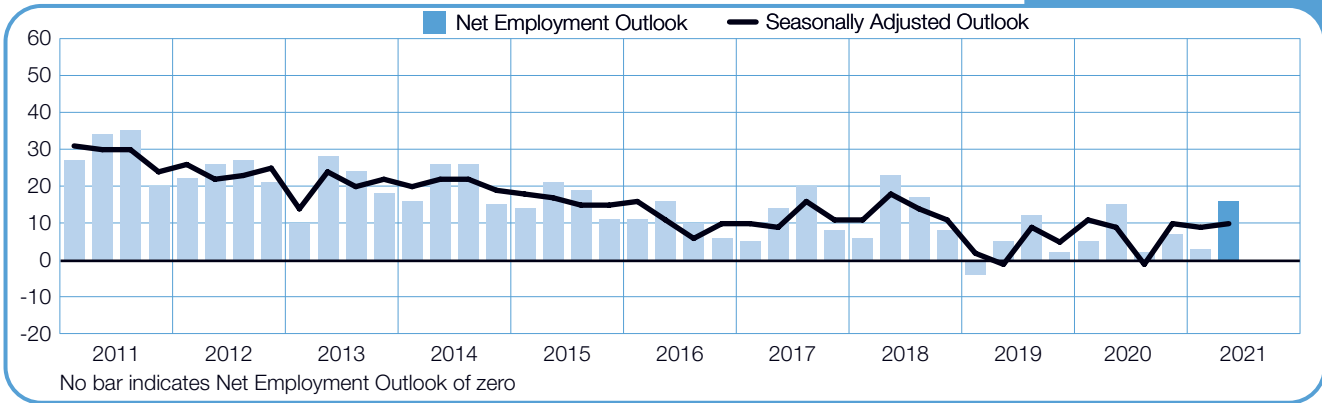
Switzerland

+5 (+2)%



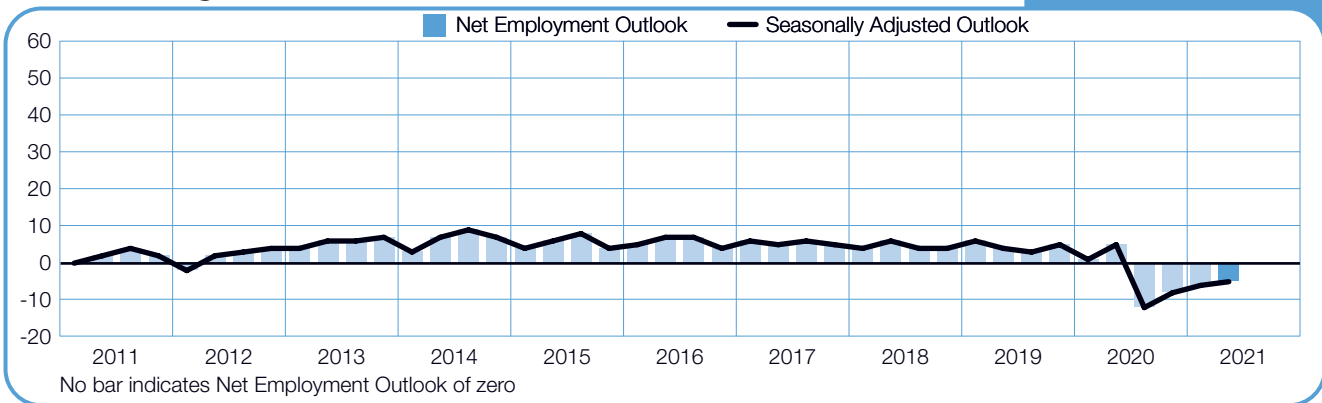
Turkey

+16 (+10)%



United Kingdom

-5 (-5)%



International Comparisons – Americas

More than 16,000 employers in 10 countries across North, Central and South America were interviewed by ManpowerGroup on hiring plans for the second quarter of 2021. Employers in eight Americas countries expect job gains during the coming quarter, although employers in two – Panama and Peru – expect a decrease in payrolls.

Employers in the U.S. continue to report the strongest hiring sentiment in the region – this has now been the case every quarter in more than three years. Payrolls are expected to grow in all 12 U.S. industry sectors during the next three months, but Outlooks in nine of the 12 remain weaker than in the second quarter of 2020, when interviewing took place before the main impact of the COVID-19 pandemic. Hiring intentions are strongest in the Leisure & Hospitality sector for the third consecutive quarter, with healthy hiring prospects also reported for the Transportation & Utilities and Wholesale & Retail Trade sectors.

Employers in Canada expect the conservative hiring pace to continue in the next three months, reporting relatively stable hiring activity quarter-over-quarter, and no change when compared with this time one year ago. Workforce gains are expected in all 10 Canadian industry sectors, with the strongest hiring pace expected by employers in the Durable Goods Manufacturing sector while employers in the Wholesale & Retail sector continue to report a soft labour market.

Employers in Mexico anticipate a modest hiring pace during the second quarter of 2021, but hiring sentiment remains more cautious than prior to the pandemic. While job gains are expected in all seven Mexican industry sectors, hiring plans for the Services and Transport & Communication sectors are soft, declining in comparison with both the prior quarter and last year at this time.

Employers in Panama expect the labour market slump to continue into the second quarter of 2021, reporting a sixth consecutive negative Outlook. Employers in the Commerce and Services sectors continue to trim payrolls, although Construction sector employers anticipate an uptick in hiring for the coming quarter. Employers in Guatemala expect some job gains, although the national Outlook remains weaker than before the pandemic. In Costa Rica, hiring intentions have returned to pre-pandemic levels, although prospects remain gloomy in the Construction sector.

Employers in Brazil continue to report cautiously optimistic hiring plans, fuelled in part by a considerably stronger Outlook in the Services sector when compared with the prior quarter. Employers in the Manufacturing and Wholesale & Retail Trade sectors also expect steady workforce gains.

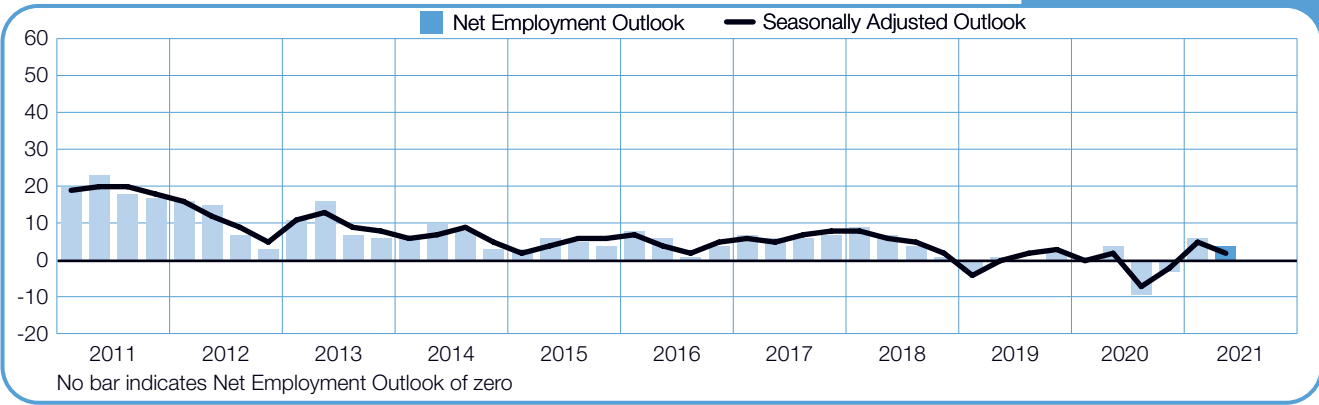
Employers in Colombia expect the modest hiring pace to continue in the next three months, driven in part by upbeat hiring plans in the Construction and Services sectors, where Outlooks have returned to pre-pandemic levels. However, hiring prospects in the Wholesale & Retail Trade sector remain downbeat.

Hiring sentiment in Argentina has stalled following the strongest Outlook in two years reported in the first quarter of 2021. Hiring prospects weaken in six of nine industry sectors quarter-over-quarter, although slight upticks are reported for the Wholesale & Retail Trade and Mining sectors.

Employers in Peru also report weaker hiring confidence following the encouraging signs reported three months ago, with a decline in payrolls forecast for Quarter 2 2021. Employers expect to trim payrolls in six of the nine industry sectors, with notably weak hiring prospects in the Construction and Mining sectors, where Outlooks are the weakest in eight and five years, respectively.

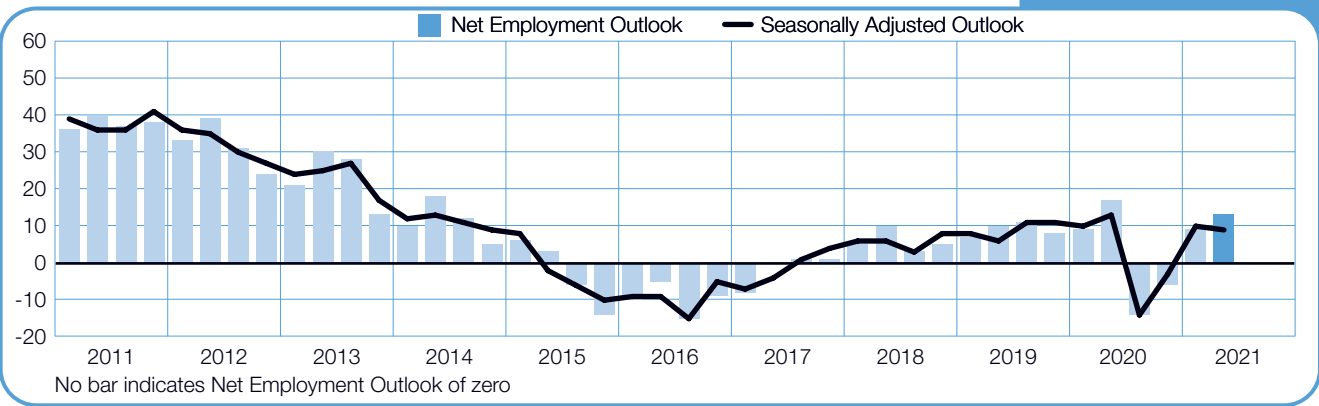
Argentina

+4 (+2)%



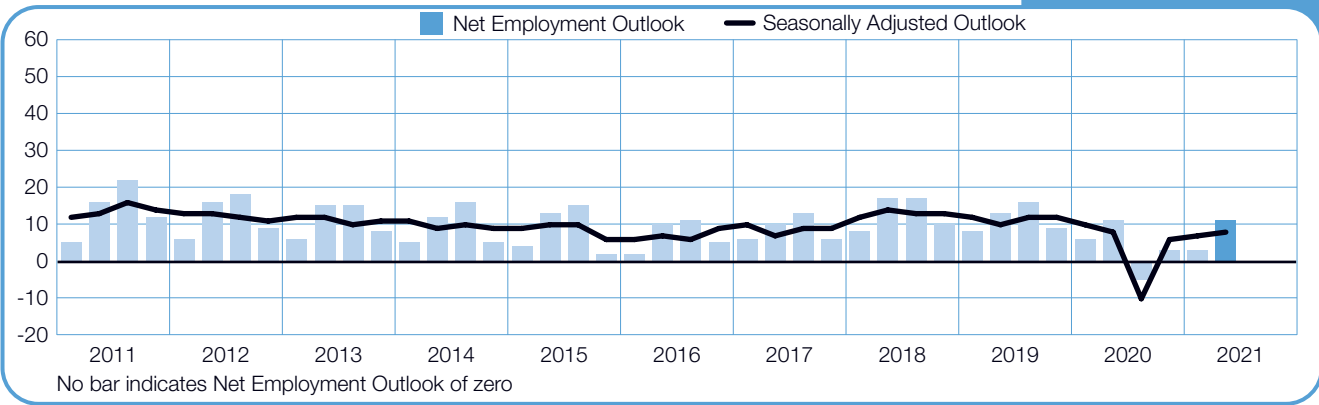
Brazil

+13 (+9)%



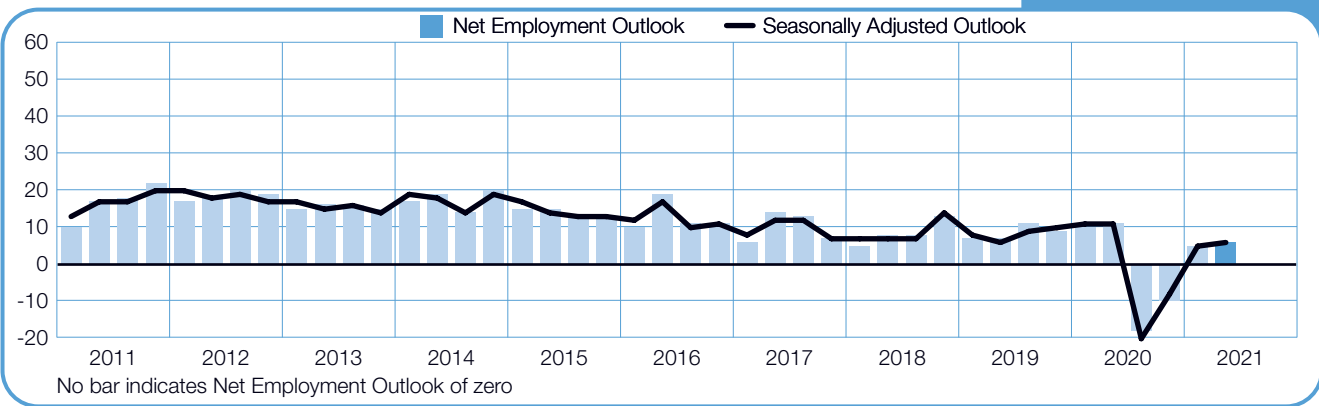
Canada

+11 (+8)%



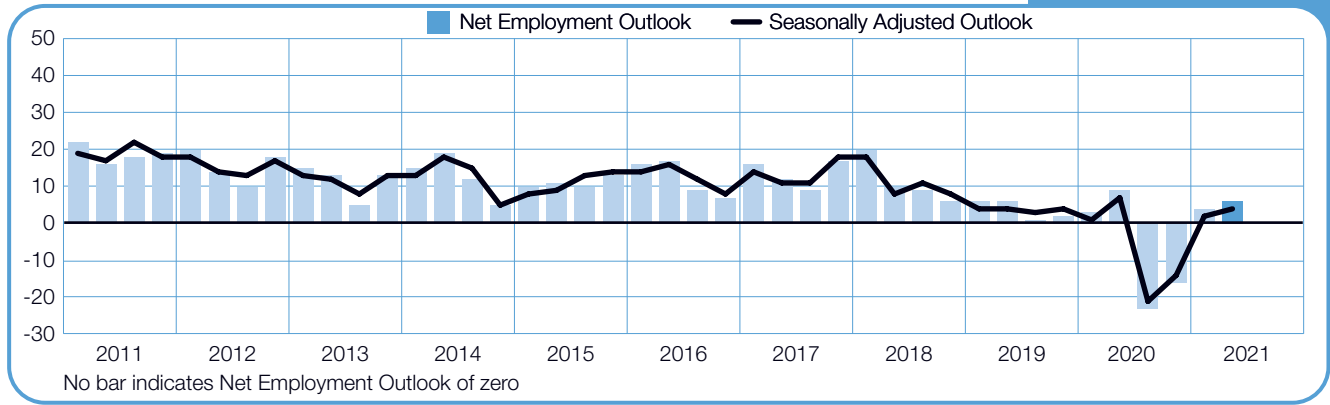
Colombia

+6 (+6)%



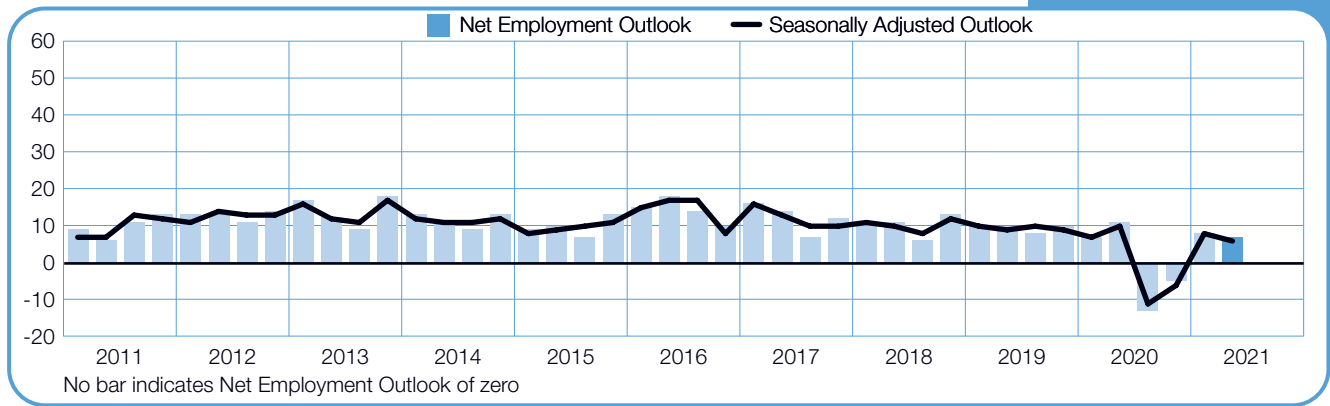
Costa Rica

+6 (+4)%



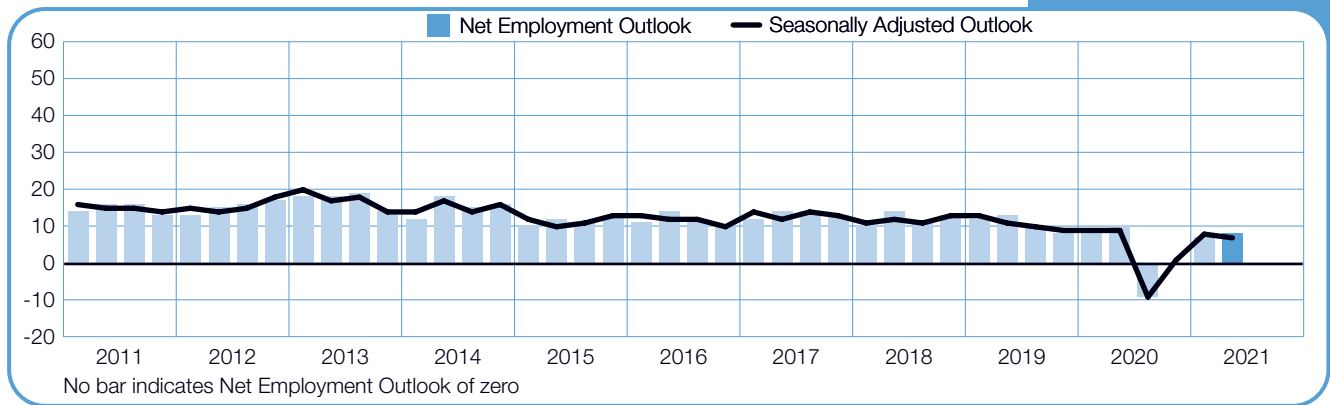
Guatemala

+7 (+6)%



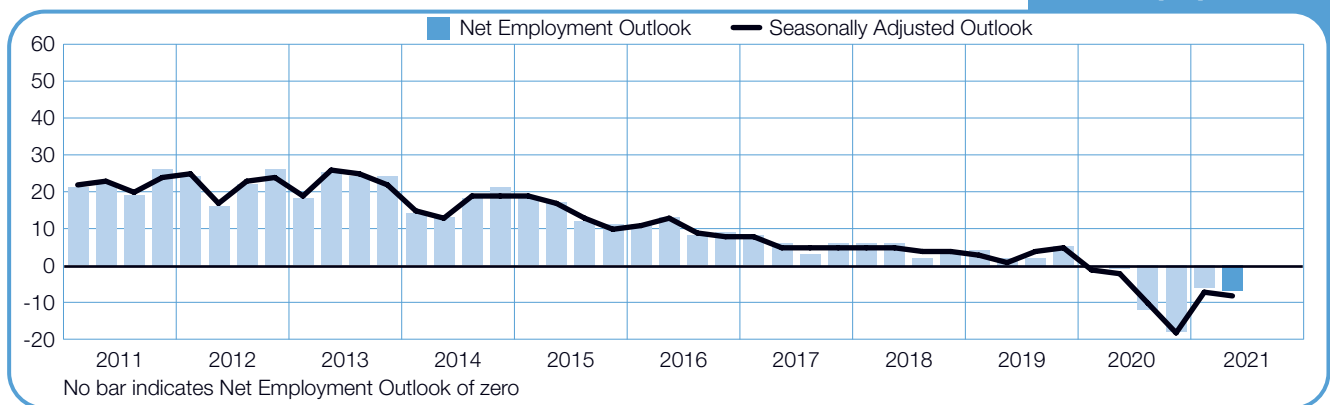
Mexico

+8 (+7)%



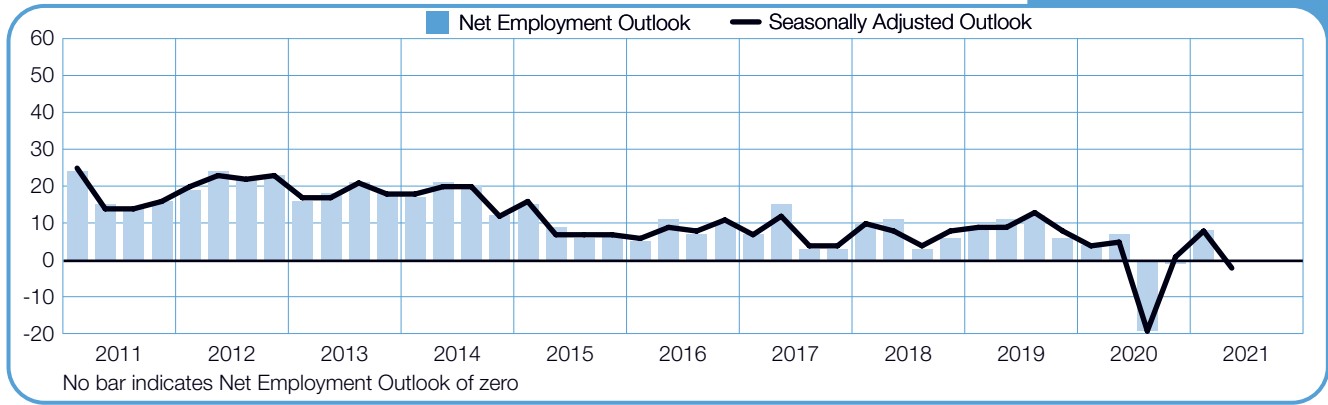
Panama

-7 (-8)%



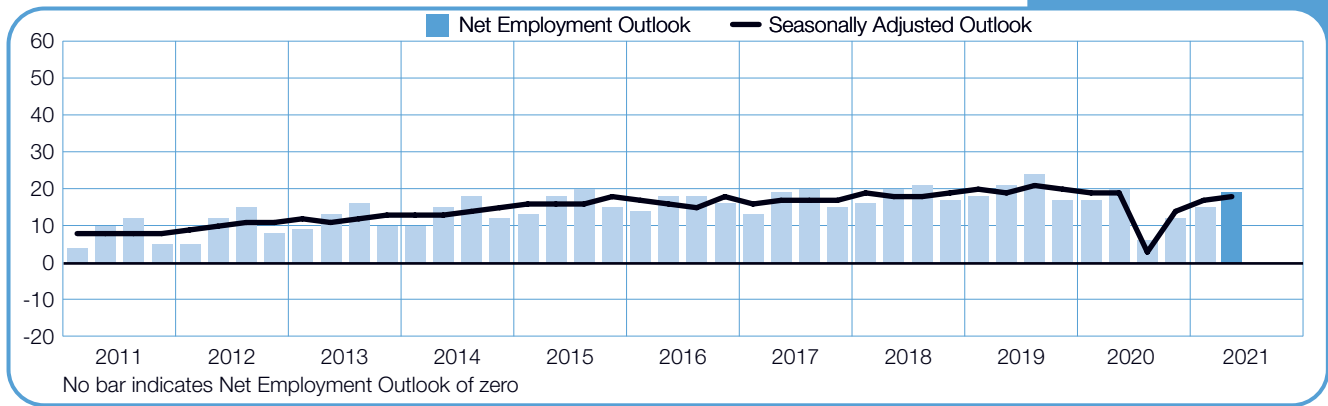
Peru

0 (-2)%



United States of America

+19 (+18)%



International Comparisons – Asia Pacific

In the seven Asia Pacific countries and territories surveyed by ManpowerGroup, more than 10,700 employers were interviewed on their hiring plans for the upcoming quarter. Workforce gains are anticipated in five of the seven countries and territories, although employers in both Hong Kong and Japan expect to trim payrolls.

For the third consecutive quarter employers in Taiwan anticipate the strongest labour market of all the 43 countries and territories surveyed. Reporting their strongest hiring sentiment in three years they forecast solid workforce gains during the next three months, including in the Finance, Insurance & Real Estate, Manufacturing and Wholesale & Retail Trade sectors.

The strongest hiring pace in more than nine years is anticipated in Australia, with payroll gains expected in all seven industry sectors and all eight regions. Hiring confidence is particularly optimistic in the Finance, Insurance & Real Estate sector where the Outlook is the strongest in more than nine years, while Manufacturing sector employers expect the strongest labour market in 10 years.

Job seekers in Singapore can expect the strongest hiring intentions in six years during the coming quarter, according to employers. Workforce gains are anticipated in all seven industry sectors in the forthcoming quarter as the national forecast continues to improve for the third consecutive quarter.

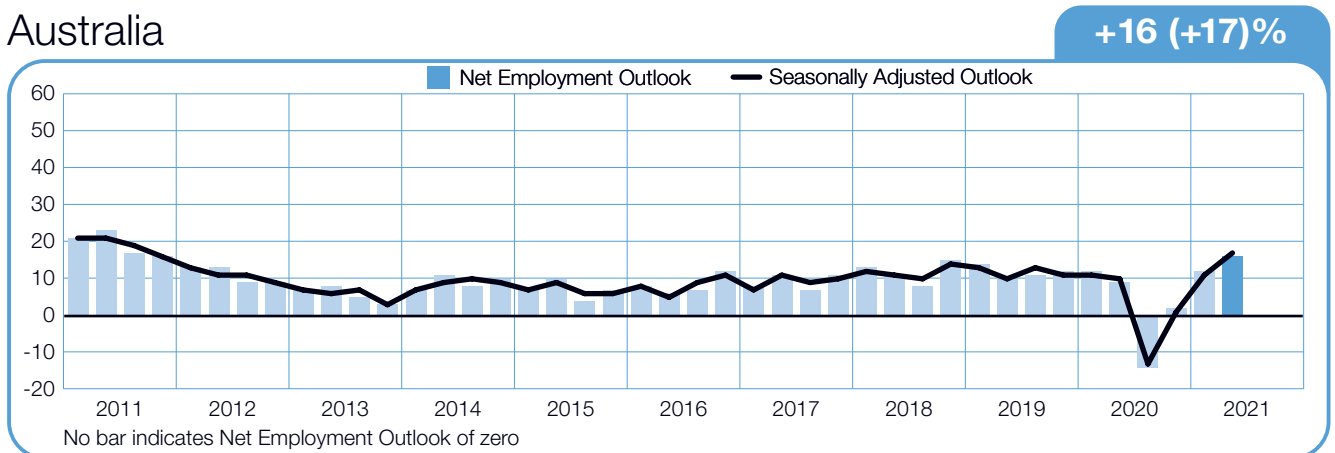
Hiring intentions in the region’s largest labour market hold steady, with employers in China continuing to anticipate modest payroll gains. Little noteworthy change is reported in China’s six industry sectors and nine regions in comparison with the previous quarter, with the exception of the Mining & Construction sector, where hiring plans are the strongest in two years.

In India, hiring sentiment continues to recover slowly from the impact of the COVID-19 pandemic, improving when compared with the prior quarter. However, hiring prospects remain weaker when compared with this time one year ago, including in the Wholesale & Retail Trade and Finance, Insurance & Real Estate sectors.

Employers in Japan report subdued hiring prospects for the second quarter of 2021 with the weakest – and first negative – Outlook in 11 years. Employers in the Manufacturing and Wholesale & Retail Trade sectors expect to trim payrolls, while hiring prospects in the Services and Mining & Construction sectors are the weakest in 10 years.

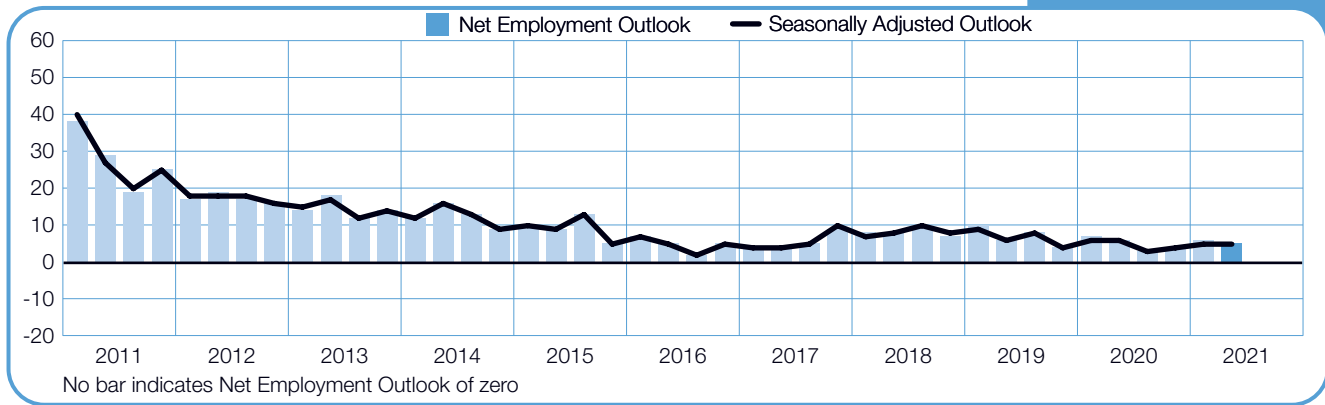
Employers in Hong Kong report subdued hiring sentiment for a fifth consecutive quarter. Downbeat hiring plans for the next three months are driven in part by the weakest Services sector forecast since the survey began in 2003, while Wholesale & Retail Trade sector employers report their weakest Outlook in 12 years.

Australia



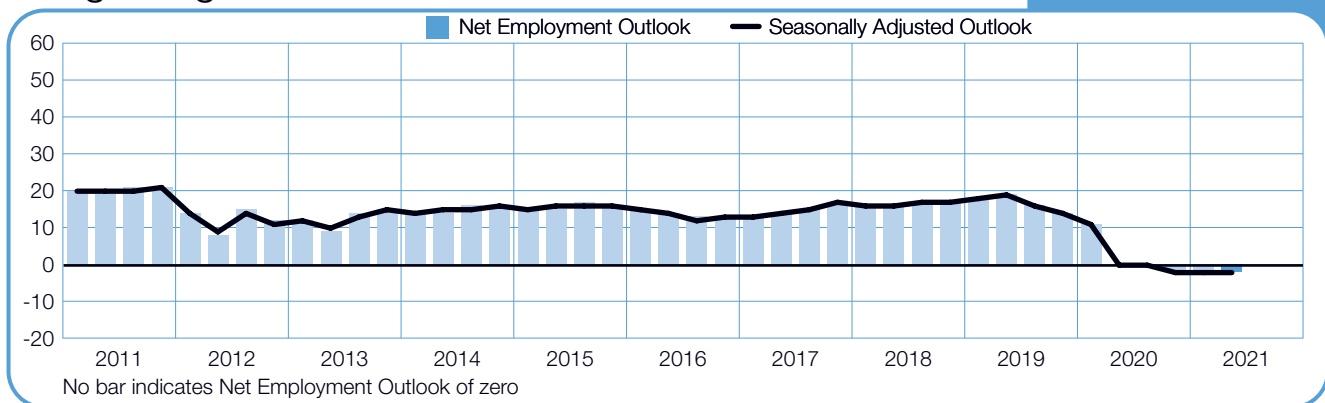
China

+5 (+5)%



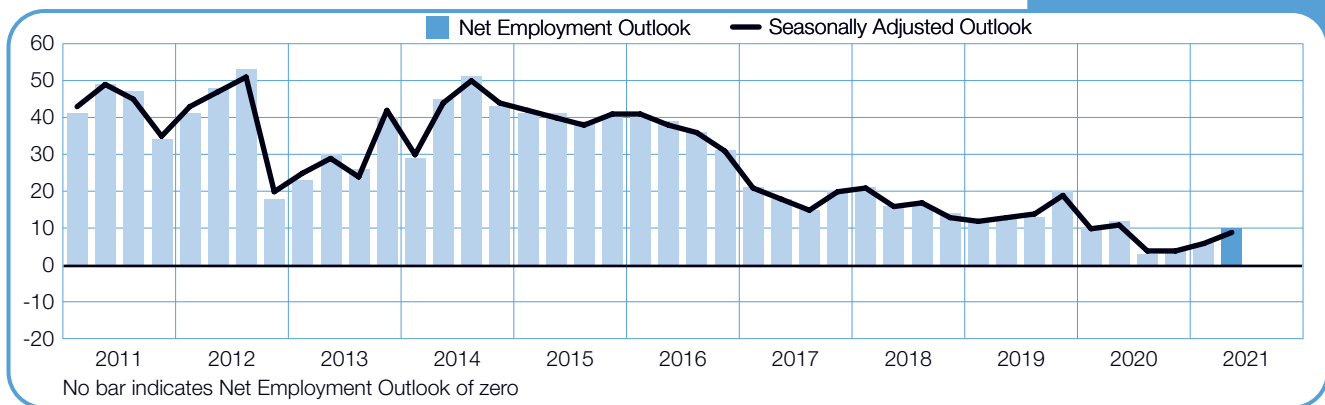
Hong Kong

-2 (-2)%



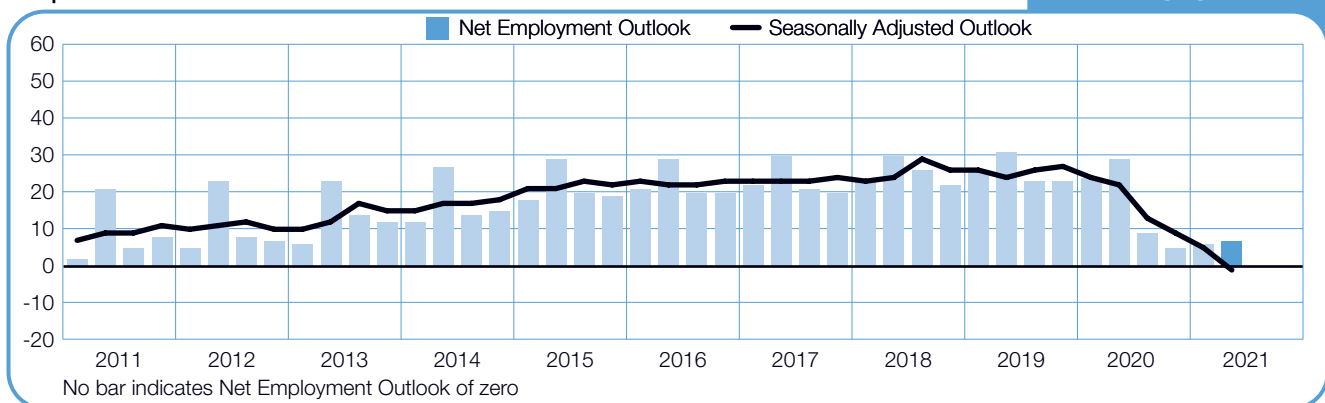
India

+10 (+9)%



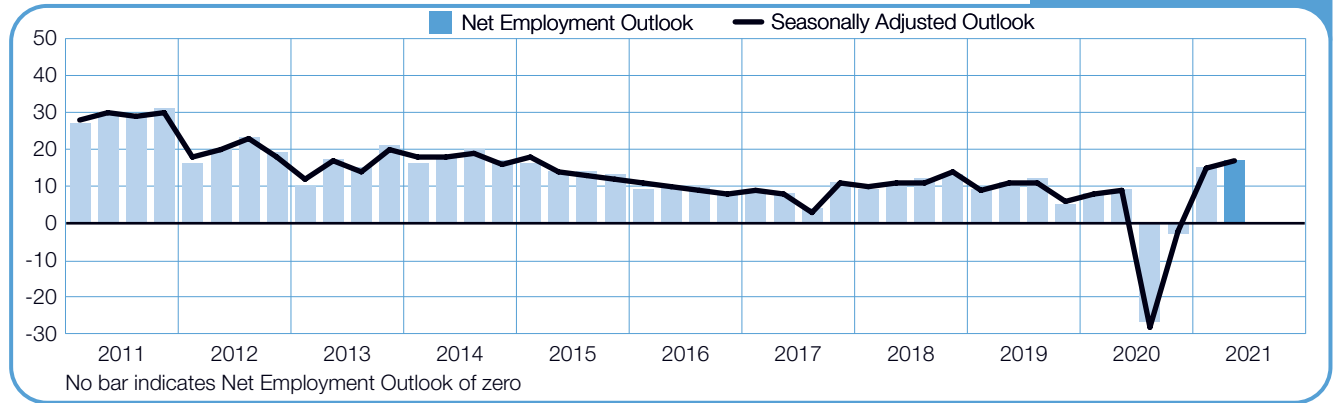
Japan

+7 (-1)%



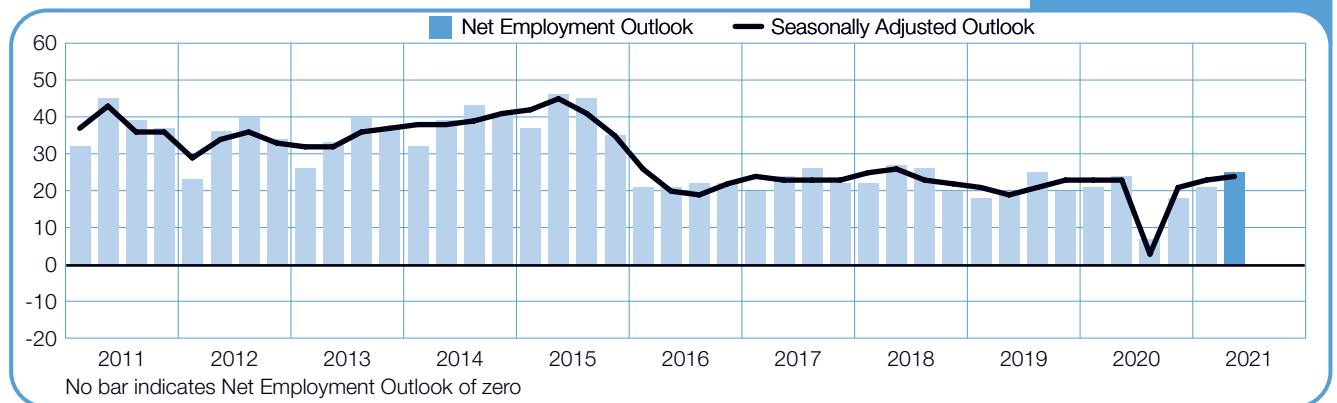
Singapore

+17 (+17)%



Taiwan

+25 (+24)%



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 2 2021, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is significantly lower than normal in some countries. The survey is based on interviews with over 42,000 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 2 2021 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 June 2021 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 almost all national, regional and global data is not greater than +/- 5%.

In the UK, the national survey includes 1,515 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.

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manpowergroup.co.uk

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