

**ManpowerGroup
Employment
Outlook Survey
UK**

**Q3
2021**



United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2021 was conducted by interviewing a representative sample of 1,764 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 2021 as compared to the current quarter?”

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

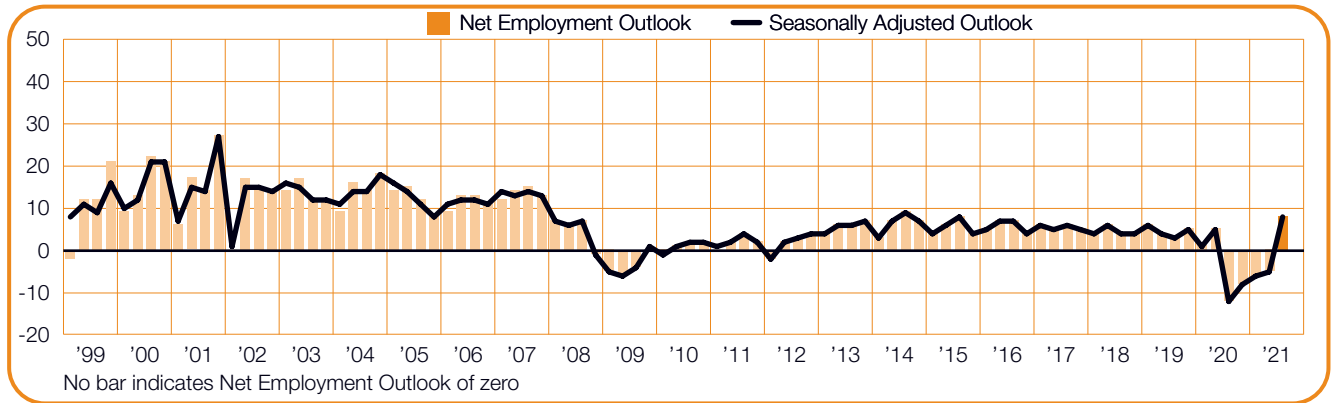
The survey findings for the third quarter of 2021 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
July-Sep 2021	10	2	86	2	+8	+8
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



Employers in the UK report encouraging signs for job seekers in the next three months. With 10% of employers expecting to increase payrolls, 2% anticipating a decrease and 86% forecasting no change, the resulting Net Employment Outlook is +8%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +8% and is the strongest reported in six years. Hiring intentions improve by 13 percentage points in comparison with the previous quarter and are 20 percentage points stronger when compared with this time one year ago, when COVID-19 first had an impact on hiring sentiment.

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

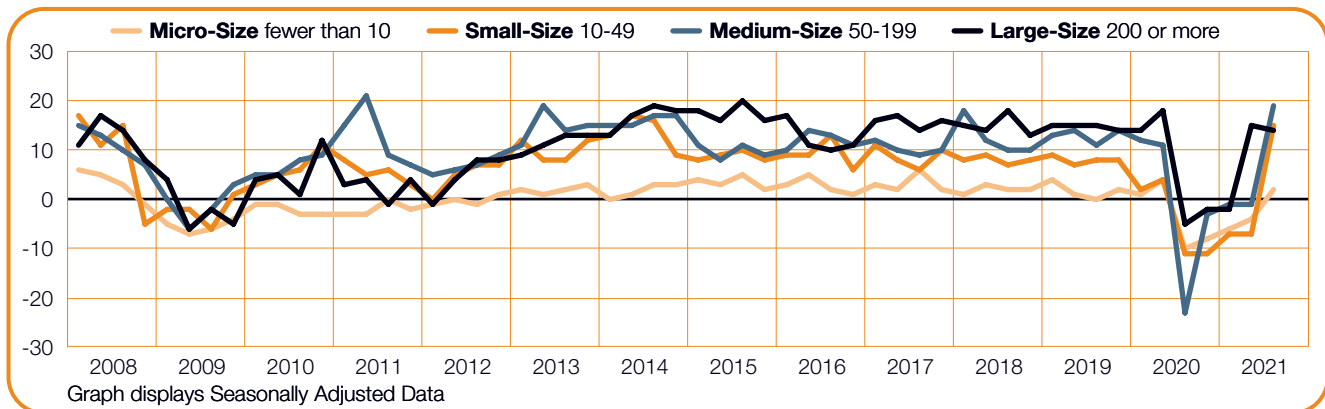
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Payroll gains are expected in all four organisation size categories during the third quarter of 2021. The strongest hiring plans are reported by Medium employers with a Net Employment Outlook of +19%. Steady job gains are forecast by Small- and Large-size employers, reporting Outlooks of +15% and +14%, respectively, while the Outlook for Micro firms stands at +2%.

Considerably stronger hiring intentions are reported by Small- and Medium-size employers when compared with the previous quarter, with Outlooks increasing by 22 and 20 percentage points, respectively. Micro employers report an improvement of six percentage points, but hiring plans remain relatively stable for Large employers.

In a comparison with last year at this time – when COVID-19 first had an impact on hiring prospects – Outlooks strengthen in all four organisation size categories, most notably by 42 percentage points for Medium firms. Small employers report an increase of 26 percentage points, and improvements of 19 and 12 percentage points are reported in the Large- and Micro-size categories, respectively.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size fewer than 10	5	2	92	1	3	2
Small-Size 10-49	16	3	79	2	13	15
Medium-Size 50-199	21	2	74	3	19	19
Large-Size 200 or more	18	5	71	6	13	14



Regional Summary

Employers in 11 of the 12 regions expect to increase payrolls during the forthcoming quarter. The strongest hiring prospects are reported in Scotland with a Net Employment Outlook of +16%. Steady workforce gains are expected in the East Midlands, where the Outlook is +13%, and in London, with an Outlook of +11%. Elsewhere, employers report cautiously optimistic hiring sentiment in Yorkshire & the Humber and the South West, where Outlooks stand at +10% and +9%, respectively. However, employers in Wales anticipate a subdued labour market with an Outlook of -1%.

Hiring prospects strengthen in all 12 regions when compared with the previous quarter. A sharp improvement of 25 percentage points is reported

in the East Midlands, while increases of 20 and 19 percentage points are reported for the South East and Scotland, respectively. In London, the Outlook is 18 percentage points stronger, while hiring plans improve by 15 percentage points in the North West.

In a comparison with last year at this time – when COVID-19 first had an impact on hiring intentions – Outlooks also strengthen in all 12 regions. The most notable improvements of 29 percentage points are reported in two regions – the South West and Northern Ireland. The Outlook for the North West is 26 percentage points stronger, while employers in Scotland report an improvement of 24 percentage points.

	Increase Q3 2021	Decrease Q3 2021	Q3 2021	Q2 2021	Q3 2020	Qtr on Qtr Change Q2 2021 to Q3 2021	Yr on Yr Change Q3 2020 to Q3 2021
	%	%	%	%	%	%	%
East	8	2	6 (7) ¹	-4 (-4) ¹	-7 (-6) ¹	10 (11) ¹	13 (13) ¹
East Midlands	17	3	14 (13) ¹	-14 (-12) ¹	-3 (-4) ¹	28 (25) ¹	17 (17) ¹
London	11	0	11 (11) ¹	-7 (-7) ¹	-12 (-12) ¹	18 (18) ¹	23 (23) ¹
North East	4	0	4 (3) ¹	1 (0) ¹	-7 (-8) ¹	3 (3) ¹	11 (11) ¹
North West	10	4	6 (7) ¹	-7 (-8) ¹	-20 (-19) ¹	13 (15) ¹	26 (26) ¹
Northern Ireland	10	2	8 (4) ¹	-2 (-3) ¹	-22 (-25) ¹	10 (7) ¹	30 (29) ¹
Scotland	16	1	15 (16) ¹	2 (-3) ¹	-9 (-8) ¹	13 (19) ¹	24 (24) ¹
South East	11	3	8 (8) ¹	-11 (-12) ¹	-11 (-11) ¹	19 (20) ¹	19 (19) ¹
South West	16	5	11 (9) ¹	-4 (-2) ¹	-18 (-20) ¹	15 (11) ¹	29 (29) ¹
Wales	3	4	-1 (-1) ¹	-6 (-5) ¹	-13 (-14) ¹	5 (4) ¹	12 (13) ¹
West Midlands	4	3	1 (2) ¹	-8 (-9) ¹	-12 (-10) ¹	9 (11) ¹	13 (12) ¹
Yorkshire & the Humber	11	1	10 (10) ¹	1 (3) ¹	-13 (-13) ¹	9 (7) ¹	23 (23) ¹

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

Sector Summary

Workforce gains are anticipated in eight of the nine industry sectors during the coming quarter. The strongest hiring prospects are reported by Construction sector employers with a Net Employment Outlook of +11%. Elsewhere, employers report encouraging signs for job seekers in two sectors with Outlooks of +8% – the Finance & Business Services sector and the Hotels & Retail sector. However, employers in the Transport & Communications sector expect to trim payrolls, reporting an Outlook of -4%.

Employers in seven of the nine industry sectors report stronger hiring sentiment when compared with the prior quarter. Noteworthy improvements of 15 and 13

percentage points are reported in the Hotels & Retail sector and the Finance & Business Services sector, respectively, while employers in the Community & Social sector report an increase of 12 percentage points. Meanwhile, hiring plans weakened by four percentage points in the Transport & Communications sector.

In a comparison with last year at this time – when COVID-19 first had an impact on hiring prospects – Outlooks strengthened in eight of the nine industry sectors, most notably by 26 percentage points in the Construction sector and by 25 percentage points in the Finance & Business Services sector. However, hiring plans weakened by seven percentage points in the Agriculture sector.

	Increase Q3 2021	Decrease Q3 2021	Q3 2021	Q2 2021	Q3 2020	Qtr on Qtr Change Q2 2021 to Q3 2021	Yr on Yr Change Q3 2020 to Q3 2021
	%	%	%	%	%	%	%
Agriculture	8	1	7 (4) ¹	7 (5) ¹	14 (11) ¹	0 (-1) ¹	-7 (-7) ¹
Community & Social	7	2	5 (7) ¹	-3 (-5) ¹	-7 (-5) ¹	8 (12) ¹	12 (12) ¹
Construction	10	0	10 (11) ¹	1 (0) ¹	-16 (-15) ¹	9 (11) ¹	26 (26) ¹
Finance & Business Services	11	2	9 (8) ¹	-7 (-5) ¹	-16 (-17) ¹	16 (13) ¹	25 (25) ¹
Hotels & Retail	13	3	10 (8) ¹	-7 (-7) ¹	-10 (-12) ¹	17 (15) ¹	20 (20) ¹
Manufacturing	9	2	7 (5) ¹	-5 (-4) ¹	-14 (-16) ¹	12 (9) ¹	21 (21) ¹
Mining	6	1	5 (3) ¹	2 (-1) ¹	-2 (-4) ¹	3 (4) ¹	7 (7) ¹
Transport & Communications	5	6	-1 (-4) ¹	2 (0) ¹	-21 (-24) ¹	-3 (-4) ¹	20 (20) ¹
Utilities	11	3	8 (7) ¹	2 (1) ¹	5 (5) ¹	6 (6) ¹	3 (2) ¹

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

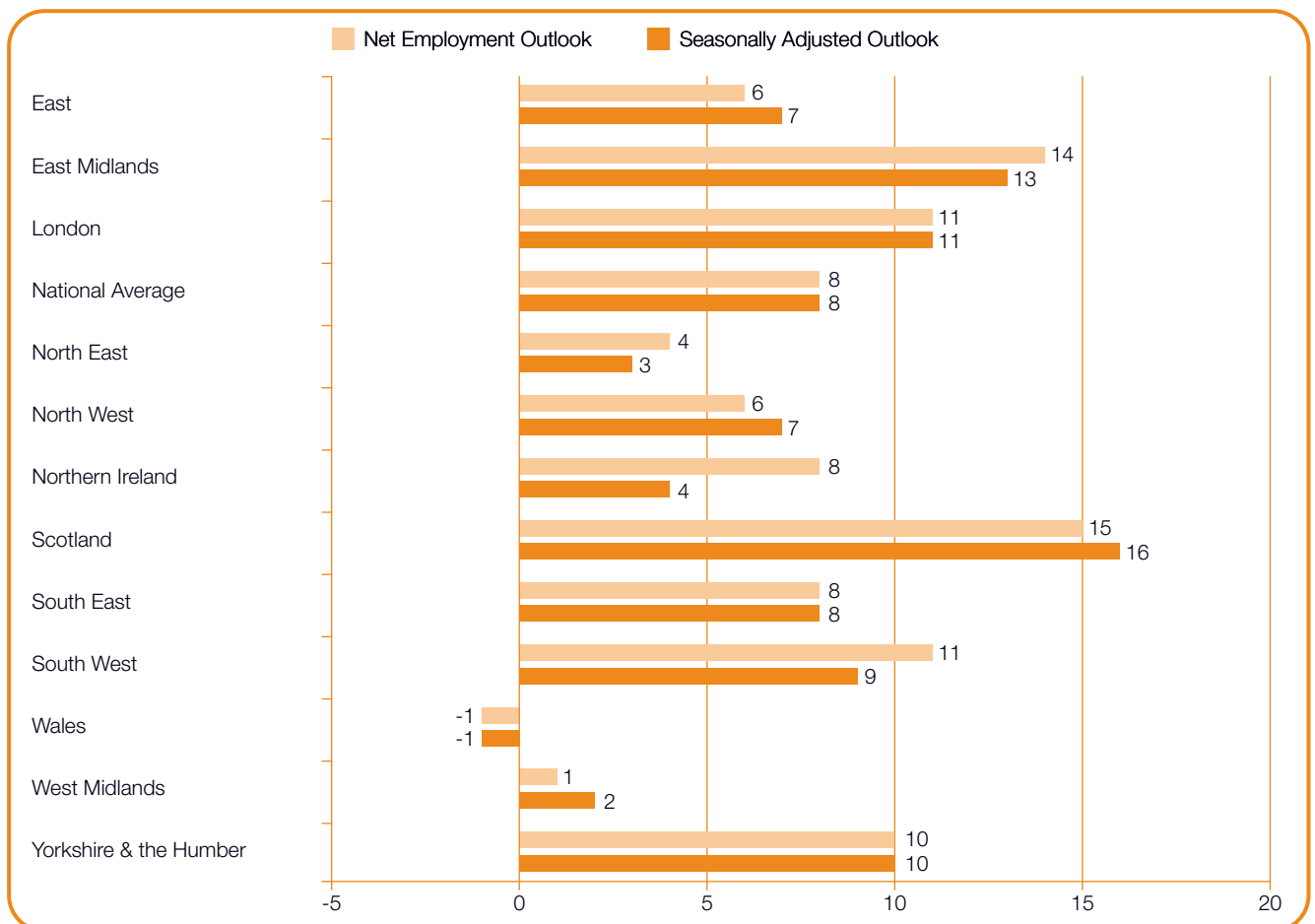
Regional Comparisons

Payrolls are forecast to grow in 11 of the 12 regions during the third quarter of 2021. Employers in Scotland anticipate the strongest labour market, reporting a Net Employment Outlook of +16%, while favourable hiring intentions are reported in two regions with Outlooks standing at +13% and +11% - the East Midlands and London, respectively. Fair hiring prospects are reported in Yorkshire & the Humber where the Outlook is +10%, while employers report an Outlook of +9% in the South West. The Outlook for the South East is +8%, and employers in two regions – the East and the North West – report Outlooks of +7%. Limited hiring activity is anticipated in Northern Ireland, with an Outlook of +4%, and in both the North East and the West Midlands, where Outlooks stand at +3% and +2%, respectively. Meanwhile, employers report an uncertain Outlook of -1% in Wales.

Employers in all 12 regions report stronger hiring sentiment when compared with the previous quarter, most notably with an increase of 25 percentage points in the East Midlands, and improvements of 20 and

19 percentage points in the South East and Scotland, respectively. The Outlook for London is 18 percentage points stronger, and employers report an increase of 15 percentage points in the North West. Elsewhere, hiring prospects strengthen by 11 percentage points in three regions – the East, the South West and the West Midlands – while improvements of 7 percentage points are reported in both Yorkshire & the Humber and Northern Ireland.

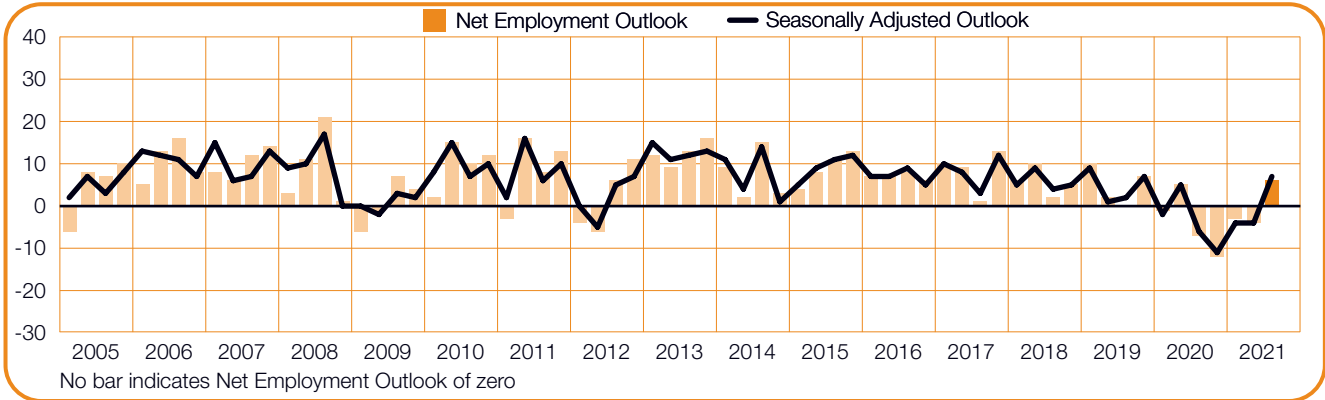
When compared with the first quarter in which COVID-19 influenced hiring activity – this time one year ago – Outlooks also improve in all 12 regions, including sharp increases of 29 percentage points in the South West and Northern Ireland. Employers in the North West report an increase of 26 percentage points, and hiring plans are 24 percentage points stronger in Scotland. In both London and Yorkshire & the Humber, employers report improvements of 23 percentage points, while increases of 19 and 17 percentage points are reported in the South East and the East Midlands, respectively.



+6 (+7)%

East

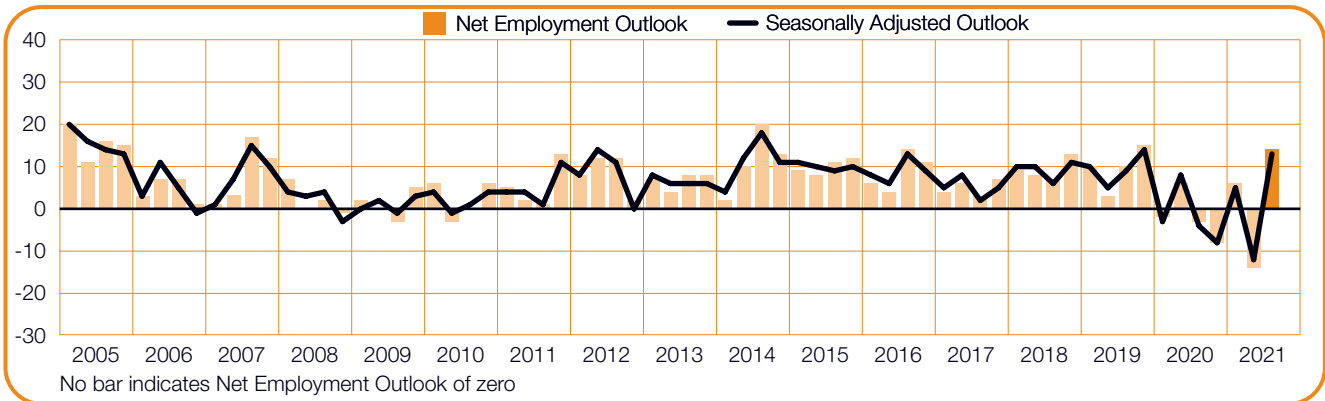
Following four consecutive negative forecasts, employers anticipate modest payroll gains during the third quarter of 2021, reporting a Net Employment Outlook of +7%. Hiring prospects improve by 11 percentage points quarter-over-quarter and are 13 percentage points stronger when compared with this time one year ago.



+14 (+13)%

East Midlands

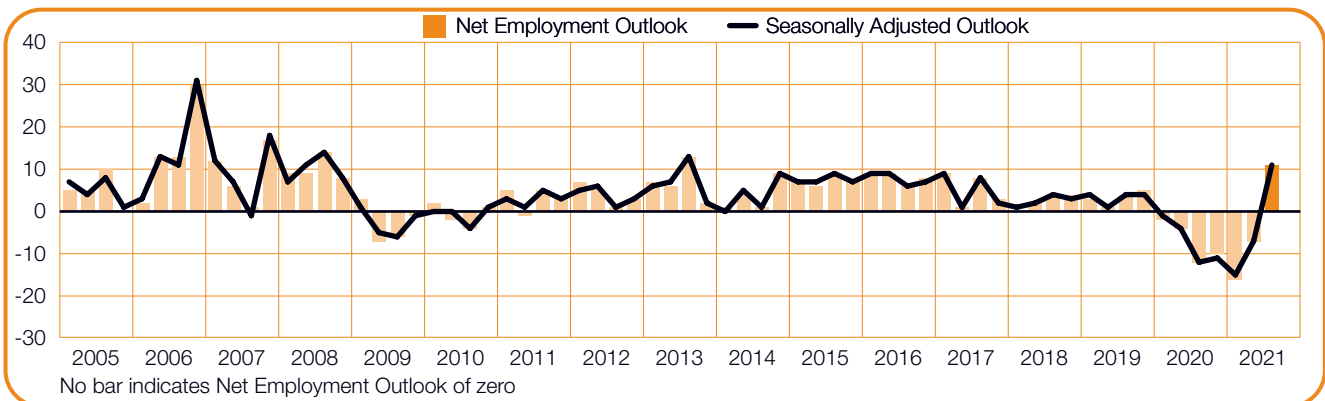
Job seekers can expect a favourable hiring climate in the next three months, according to employers who report a Net Employment Outlook of +13%. Hiring plans improve by 25 and 17 percentage points in comparison with the prior quarter and last year at this time, respectively.



+11 (+11)%

London

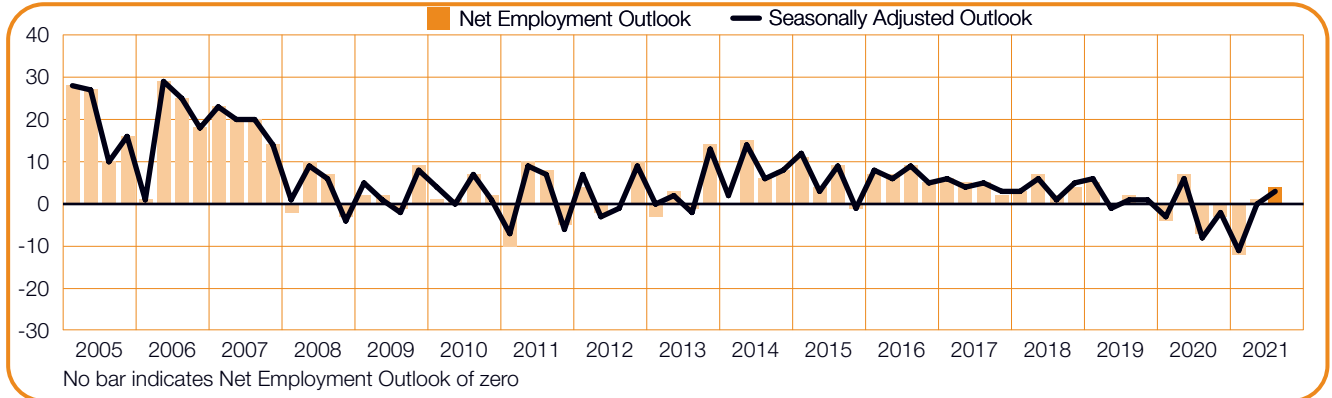
The strongest labour market in eight years is anticipated in the upcoming quarter, with employers reporting a Net Employment Outlook of +11%. Hiring intentions are 18 percentage points stronger when compared with the previous quarter, and improve by 23 percentage points year-over-year.



+4 (+3)%

North East

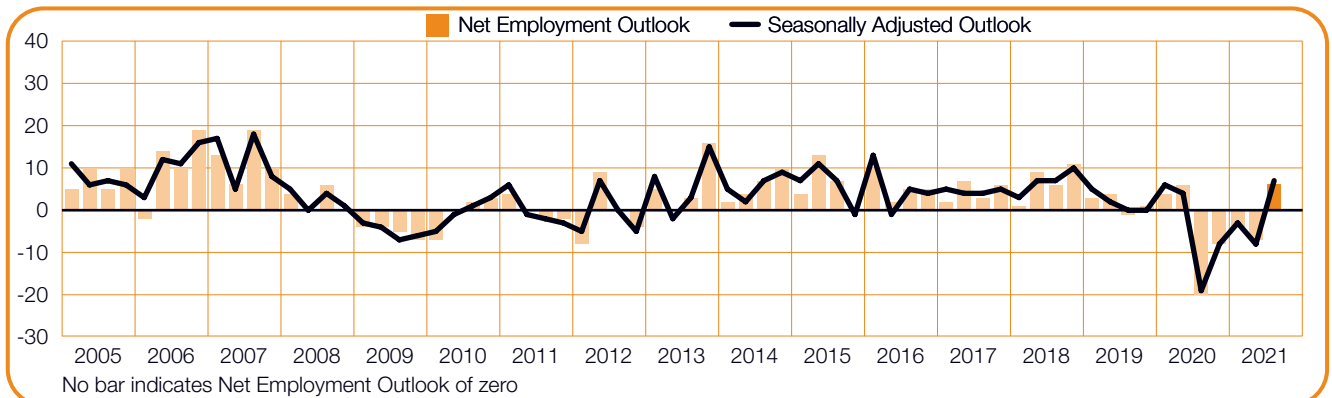
Employers anticipate limited workforce gains during the July to September period, reporting a Net Employment Outlook of +3%. The Outlook strengthens by three percentage points quarter-over-quarter and improves by 11 percentage points in comparison with the same period last year.



+6 (+7)%

North West

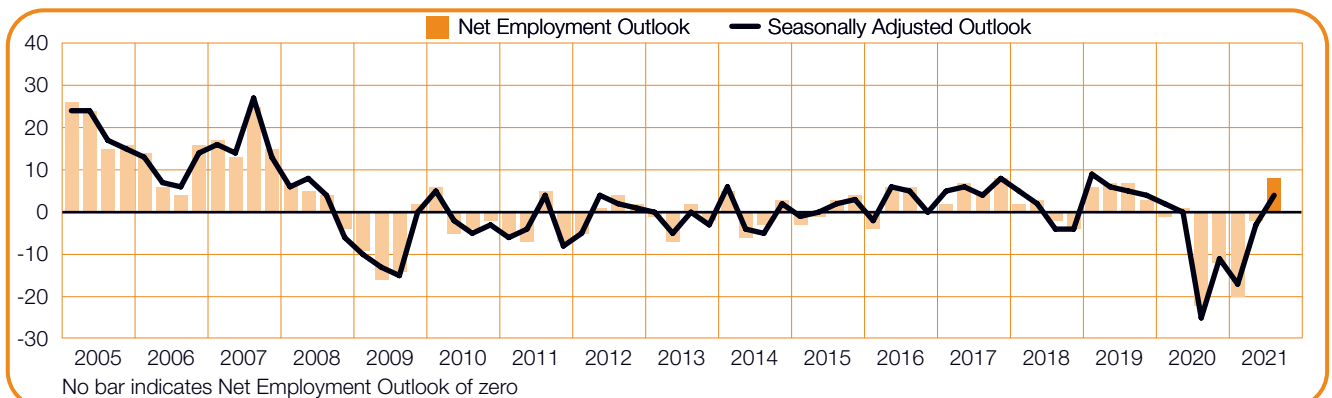
Reporting a Net Employment Outlook of +7%, employers anticipate the strongest hiring pace in more than two years during the third quarter of 2021. Hiring prospects are 15 percentage points stronger when compared with the previous quarter and improve by 26 percentage points in comparison with Quarter 3 2020.



+8 (+4)%

Northern Ireland

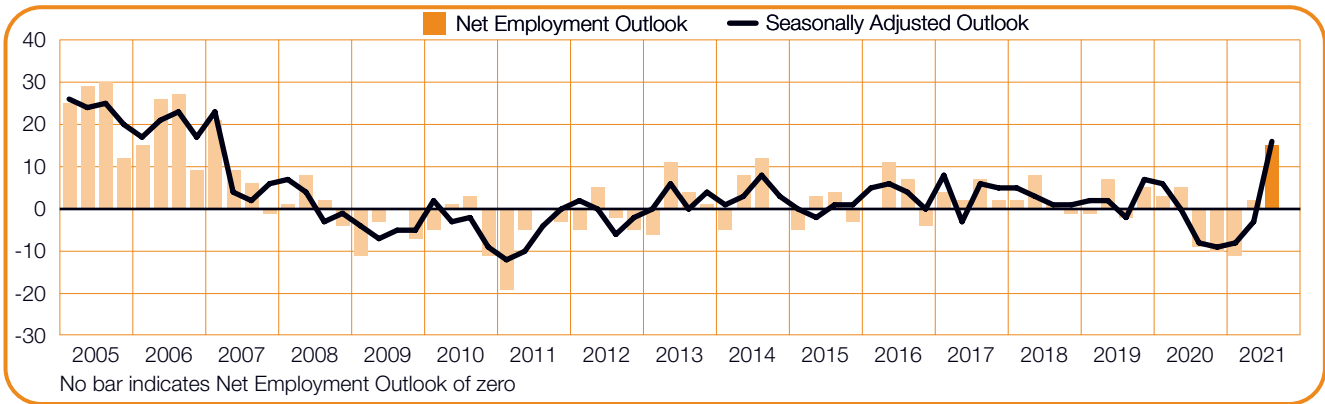
Employers anticipate limited payroll gains in the third quarter of 2021, following four consecutive negative forecasts. The Net Employment Outlook stands at +4%, improving by seven percentage points quarter-over-quarter and by 29 percentage points in comparison with the same period last year.



+15 (+16)%

Scotland

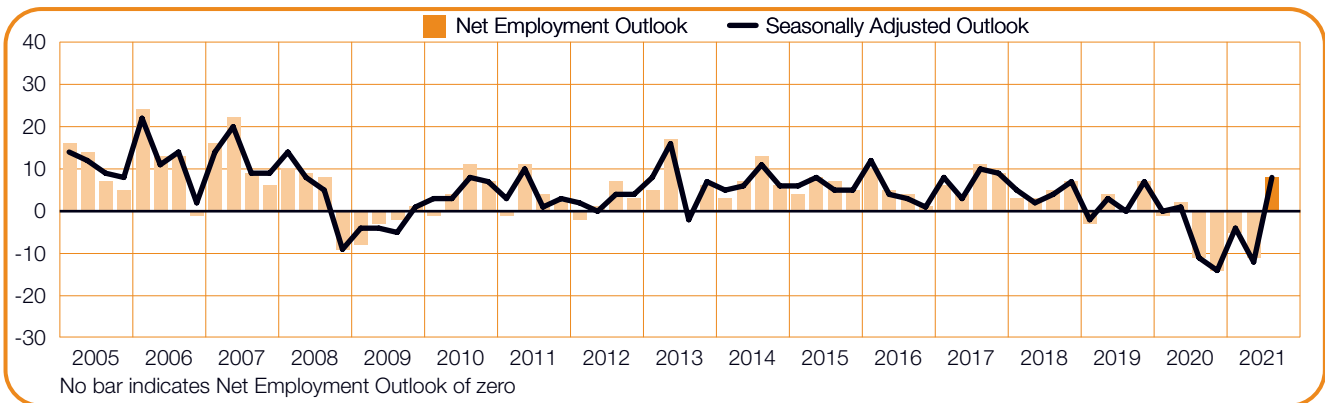
The strongest labour market in 14 years is forecast for the July to September period. Employers report a Net Employment Outlook of +16%, improving by 19 percentage points when compared with the previous quarter and by 24 percentage points in comparison with this time one year ago.



+8 (+8)%

South East

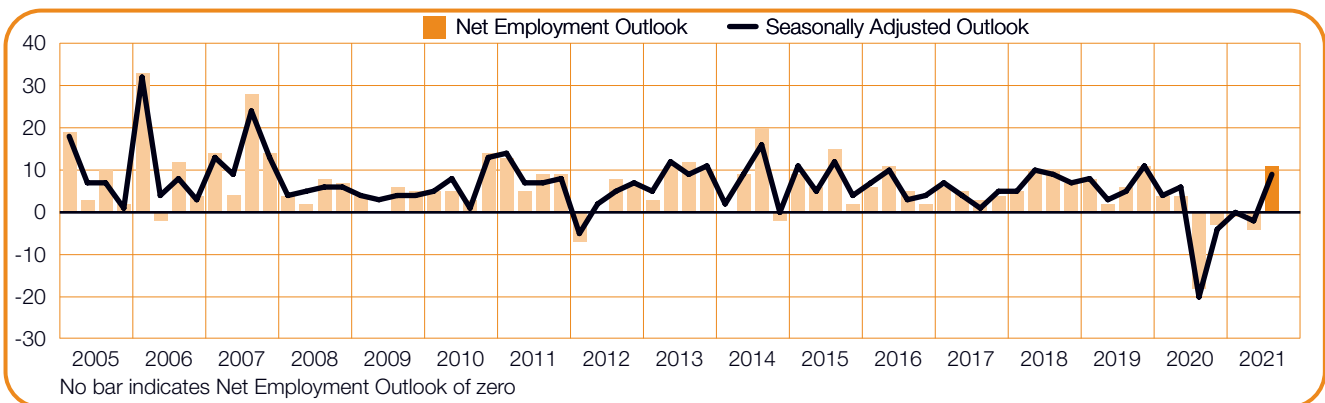
Employers forecast the strongest hiring activity in more than three years during the upcoming quarter, reporting a Net Employment Outlook of +8%. Hiring intentions improve by 20 and 19 percentage points quarter-over-quarter and year-over-year, respectively.



+11 (+9)%

South West

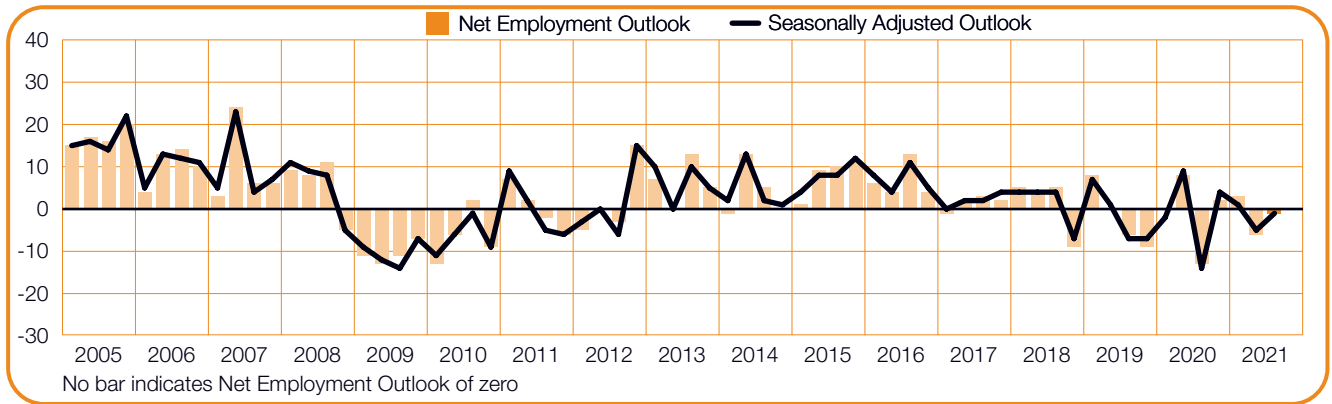
Job seekers can expect a cautiously optimistic hiring climate in the next three months, according to employers who report a Net Employment Outlook of +9%. Hiring plans are 11 percentage points stronger when compared with the previous quarter and improve by 29 percentage points in comparison with the third quarter of 2020.



-1 (-1)%

Wales

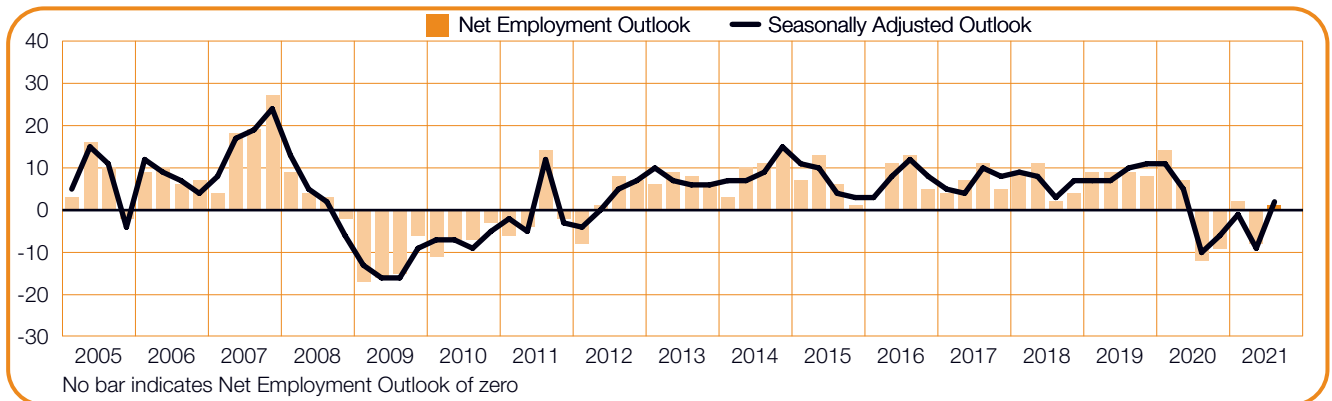
With a Net Employment Outlook of -1%, employers anticipate an uncertain hiring climate in the third quarter of 2021. Hiring intentions are four percentage points stronger in comparison with the prior quarter and increase by 13 percentage points year-over-year.



+1 (+2)%

West Midlands

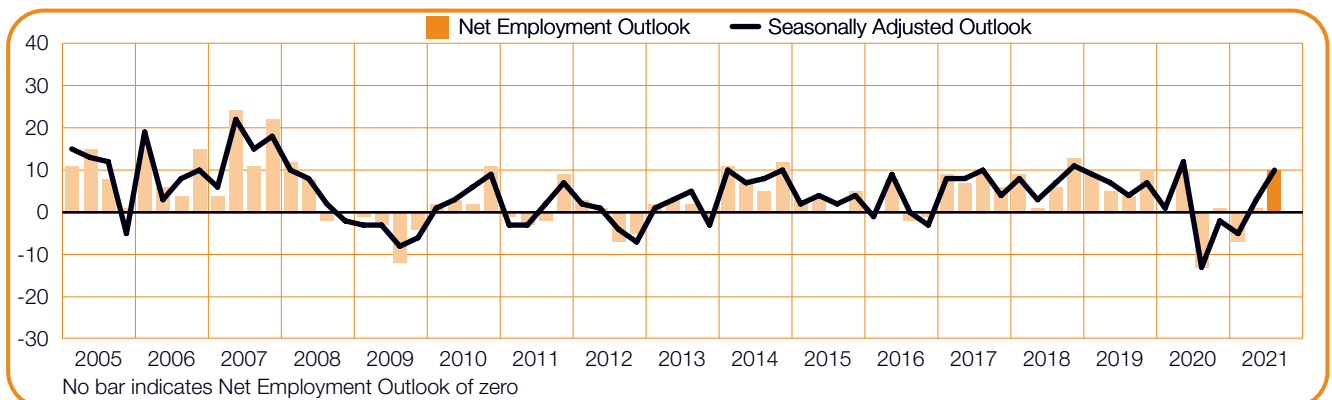
Following four consecutive negative forecasts, employers anticipate slow-paced job growth during the third quarter of 2021, reporting a Net Employment Outlook of +2%. Hiring sentiment strengthens by 11 percentage points quarter-over-quarter and by 12 percentage points when compared with this time one year ago.



+10 (+10)%

Yorkshire & the Humber

With a Net Employment Outlook of +10%, employers report encouraging signs for job seekers in the upcoming quarter. The Outlook is seven percentage points stronger when compared with the previous quarter and improves by 23 percentage points year-over-year.



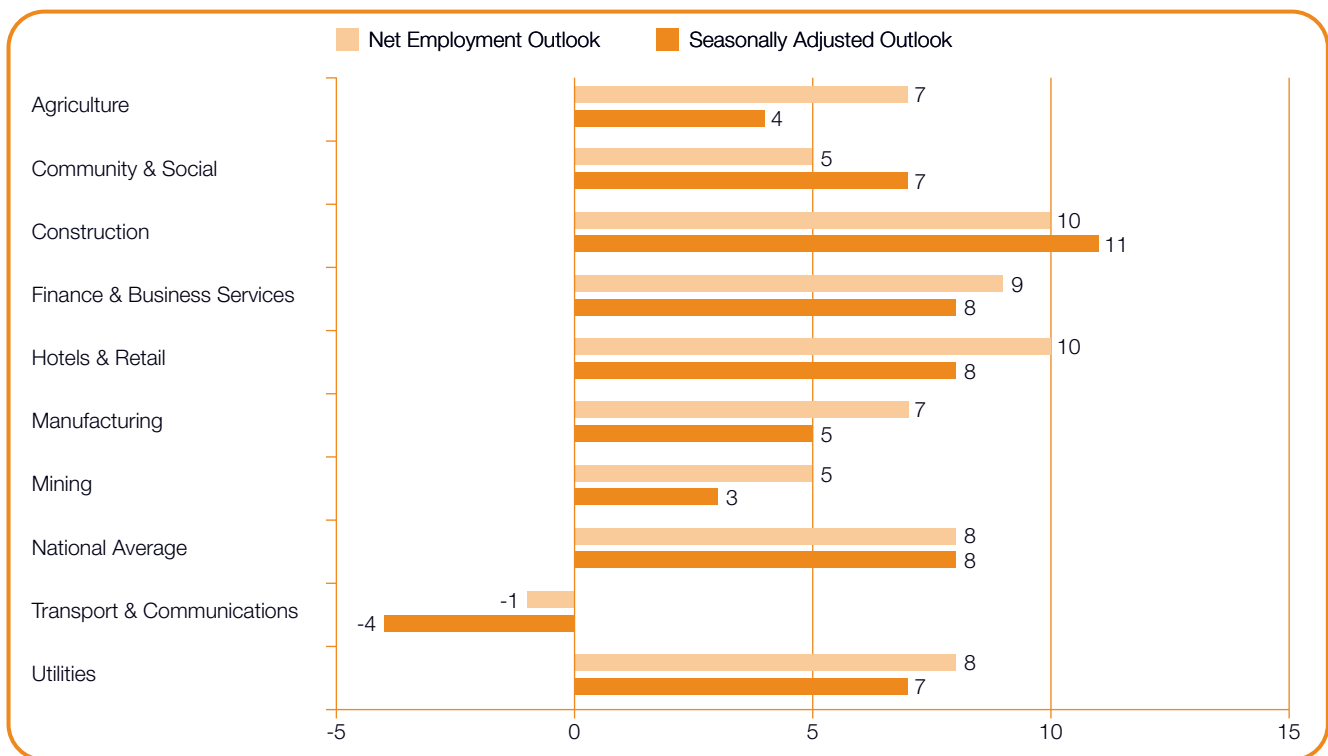
Sector Comparisons

Employers in eight of the nine industry sectors expect to add to payrolls during the third quarter of 2021. Construction sector employers anticipate the strongest labour market, reporting a Net Employment Outlook of +11%, while some hiring opportunities are expected in two sectors with Outlooks of +8% - the Finance & Business Services sector and the Hotels & Retail sector. A modest increase in payrolls is forecast for two sectors with Outlooks of +7% - the Utilities sector and the Community & Social sector – while the Manufacturing sector Outlook stands at +5%. Elsewhere, limited hiring activity is expected in the Agriculture sector, where the Outlook is +4%, and in the Mining sector, with an Outlook of +3%. However, Transport & Communications sector employers report muted hiring plans with an Outlook of -4%.

Hiring intentions strengthen in seven of the nine industry sectors when compared with the previous quarter. Hotels & Retail sector employers report an improvement

of 15 percentage points, while Outlooks are 13 and 12 percentage points stronger in the Finance & Business Services sector and the Community & Social sector, respectively. The Construction sector Outlook improves by 11 percentage points, and Utilities sector employers report an increase of 6 percentage points. Meanwhile, the Transport & Communications sector Outlook decreases by four percentage points.

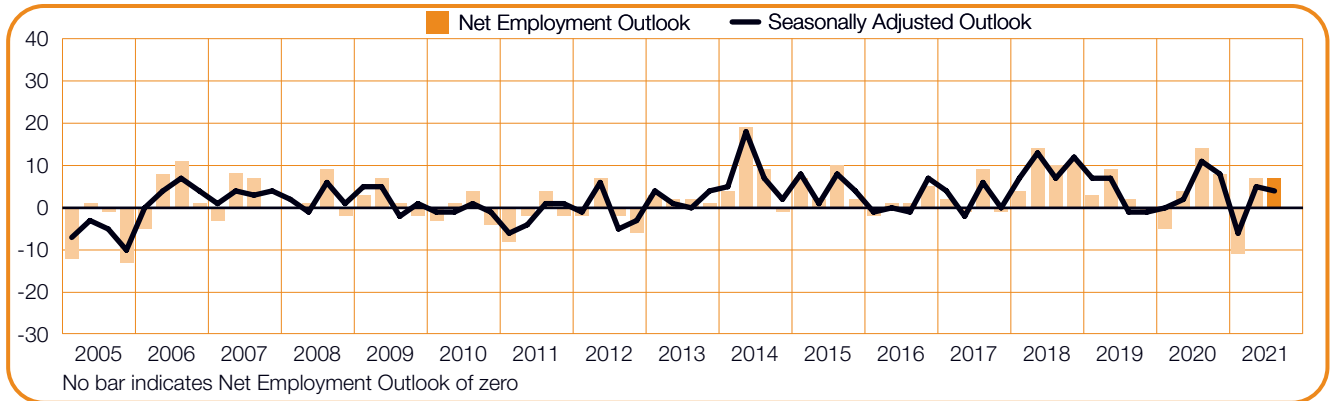
Stronger hiring plans are reported in eight of the nine industry sectors when compared with the third quarter of 2020, when COVID-19 first had an impact on hiring plans. Sharp increases of 26 and 25 percentage points are reported in the Construction sector and the Finance & Business Services sector, respectively. Manufacturing sector employers report an improvement of 21 percentage points, while Outlooks are 20 percentage points stronger in both the Transport & Communications sector and the Hotels & Retail sector. However, Agriculture sector employers report a decline of seven percentage points.



+7 (+4)%

Agriculture

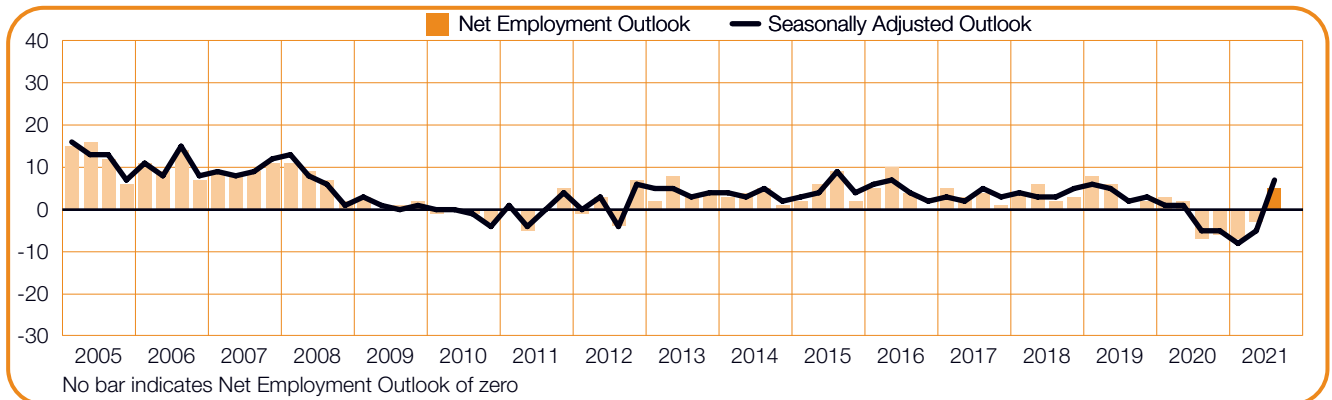
Slow-paced hiring activity is expected in the third quarter of 2021, with employers reporting a Net Employment Outlook of +4%. Hiring plans remain relatively stable when compared with the previous quarter, but decline by seven percentage points year-over-year.



+5 (+7)%

Community & Social

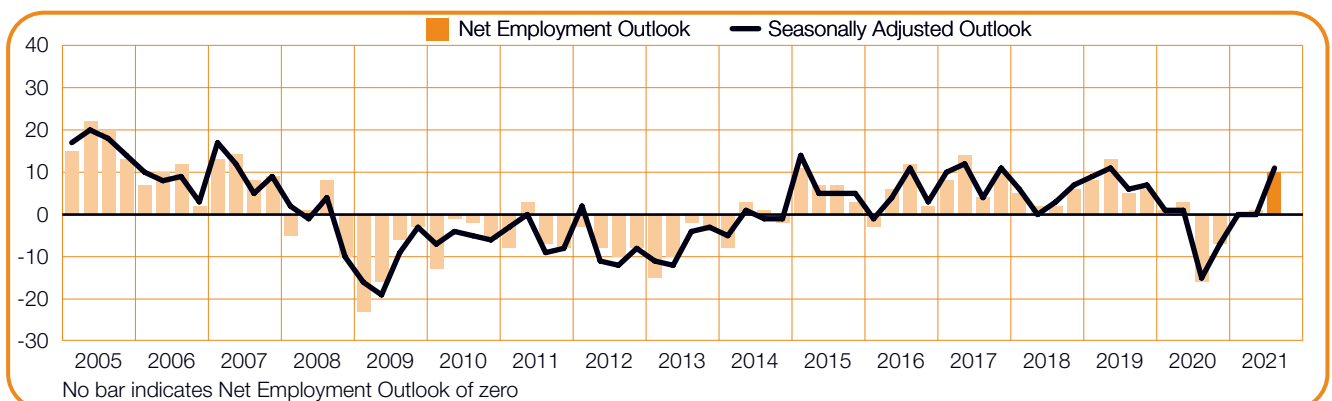
Job seekers can expect to benefit from the strongest labour market in five years during the upcoming quarter, according to employers who report a Net Employment Outlook of +7%. Hiring intentions improve by 12 percentage points both quarter-over-quarter and year-over-year.



+10 (+11)%

Construction

The strongest hiring climate in two years is anticipated during the next three months. Employers report a Net Employment Outlook of +11%, improving by 11 percentage points quarter-over-quarter and by 26 percentage points when compared with this time one year ago.



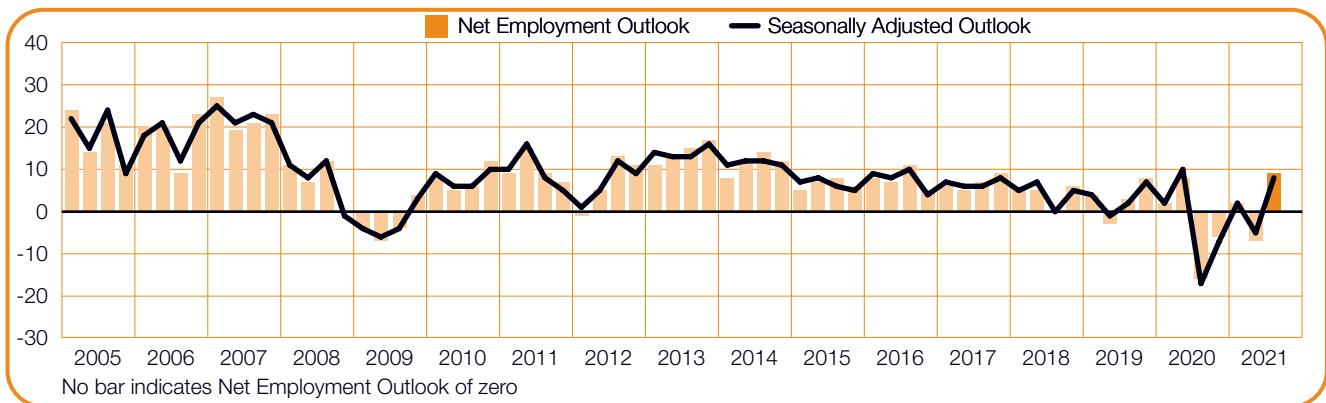
+9 (+8)%

Finance & Business Services

With a Net Employment Outlook of +8%, employers expect a fair hiring pace in the third quarter of 2021. The Outlook improves by 13 percentage points quarter-over-quarter and is 25 percentage points stronger in comparison with Quarter 3 2020.

Employers in the Finance sub-sector anticipate limited workforce gains in the forthcoming quarter, reporting a Net Employment Outlook of +3% following four consecutive negative forecasts. Hiring plans improve by five percentage points when compared with the previous quarter and are 14 percentage points stronger year-over-year.

In the Business Services sub-sector, employers forecast a cautiously optimistic hiring climate with a Net Employment Outlook of +9%. Hiring sentiment strengthens by 15 percentage points quarter-over-quarter, and improves by 26 percentage points in comparison with the third quarter of 2020.



+10 (+8)%

Hotels & Retail

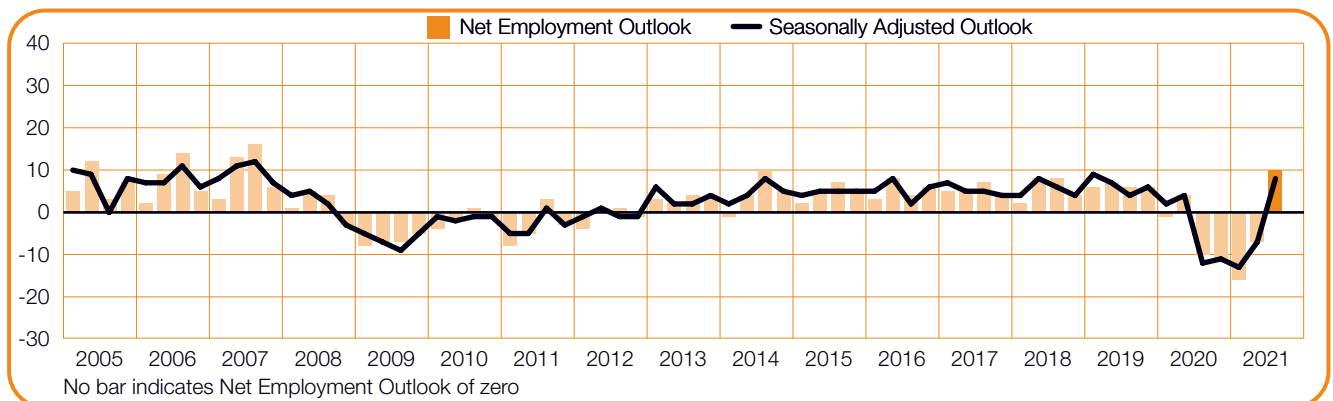
Following four consecutive negative forecasts, employers expect a fair hiring climate in the next three months, reporting a Net Employment Outlook of +8%. The Outlook is the strongest reported in two years, improving by 15 percentage points quarter-over-quarter and by 20 percentage points in comparison with the same period last year.

In all the three sub-sectors of the Hotels & Retail sector the Outlook for the upcoming quarter turns positive by varying degrees to end the sequence of four consecutive negative forecasts in each sub-sector.

Employers in the B2B sub-sector anticipate slow-paced job gains during the third quarter of 2021, reporting a Net Employment Outlook of +3%. Hiring sentiment strengthens by five percentage points when compared with the previous quarter and is nine percentage points stronger year-over-year.

In the B2C sub-sector, employers anticipate a quiet labour market in Quarter 3 2021, reporting a Net Employment Outlook of +1%. Hiring intentions are considerably stronger in comparison with the prior quarter and last year at this time, reporting increases of 10 and 13 percentage points, respectively.

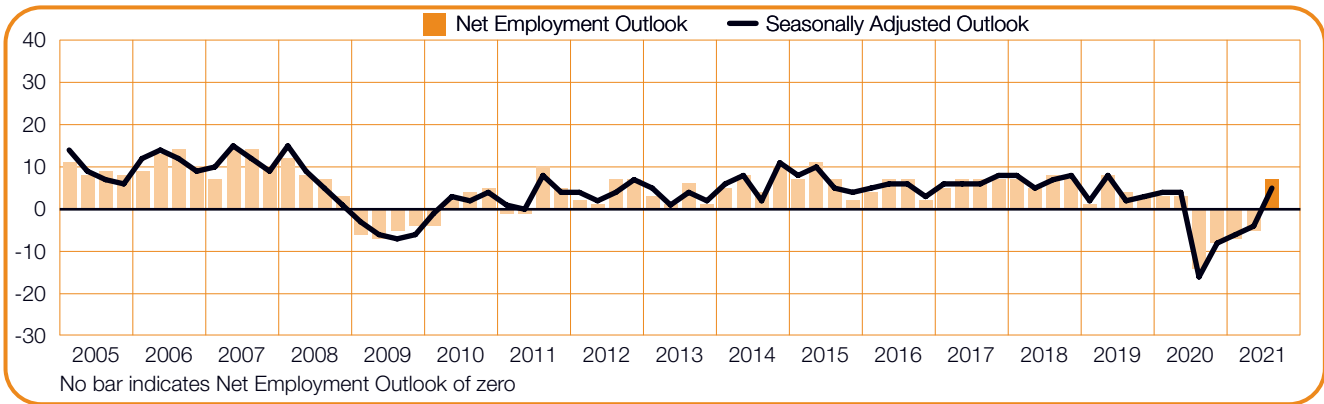
Hiring plans for the Hotels & Restaurants sub-sector in the coming quarter are the strongest since 2005. Employers report a Net Employment Outlook of +26%, improving by 44 and 43 percentage points quarter-over-quarter and year-over-year, respectively.



+7 (+5)%

Manufacturing

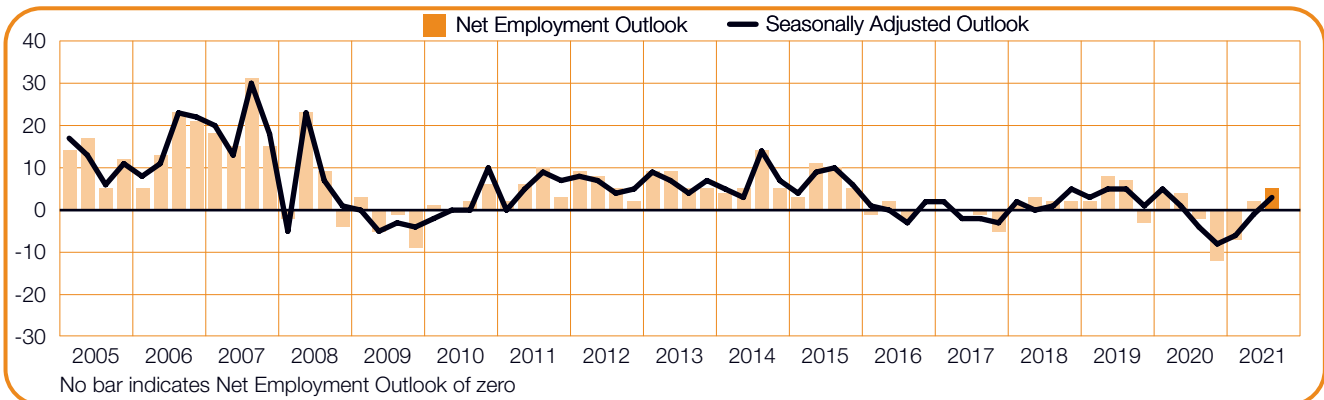
The strongest labour market in two years is anticipated during the coming quarter. Employers report a Net Employment Outlook of +5%, improving by nine percentage points when compared with the previous quarter and by 21 percentage points year-over-year.



+5 (+3)%

Mining

Following four consecutive negative forecasts, employers anticipate limited payroll gains during the third quarter of 2021, reporting a Net Employment Outlook of +3%. Hiring sentiment is four percentage points stronger in comparison with the prior quarter and improves by seven percentage points when compared with this time one year ago.



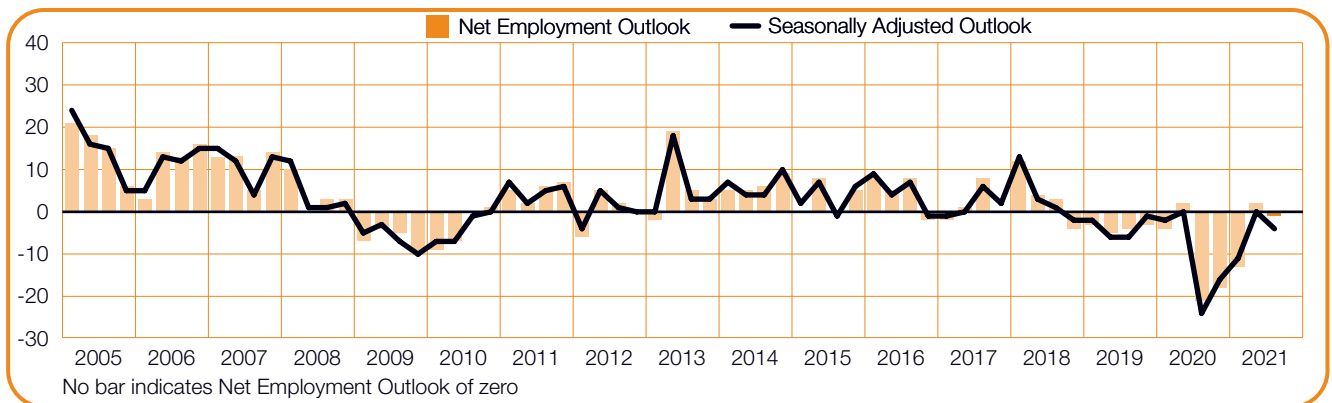
-1 (-4)%

Transport & Communications

Employers expect a sluggish hiring pace in the July to September period, reporting a Net Employment Outlook of -4%. Hiring plans weakened by four percentage points when compared with the previous quarter, but are 20 percentage points stronger in comparison with last year at this time.

Muted hiring prospects are reported in the Transport sub-sector, where the Net Employment Outlook for the coming quarter stands at -6%. Hiring intentions weakened by six percentage points in comparison with the prior quarter, but are 13 percentage points stronger year-over-year.

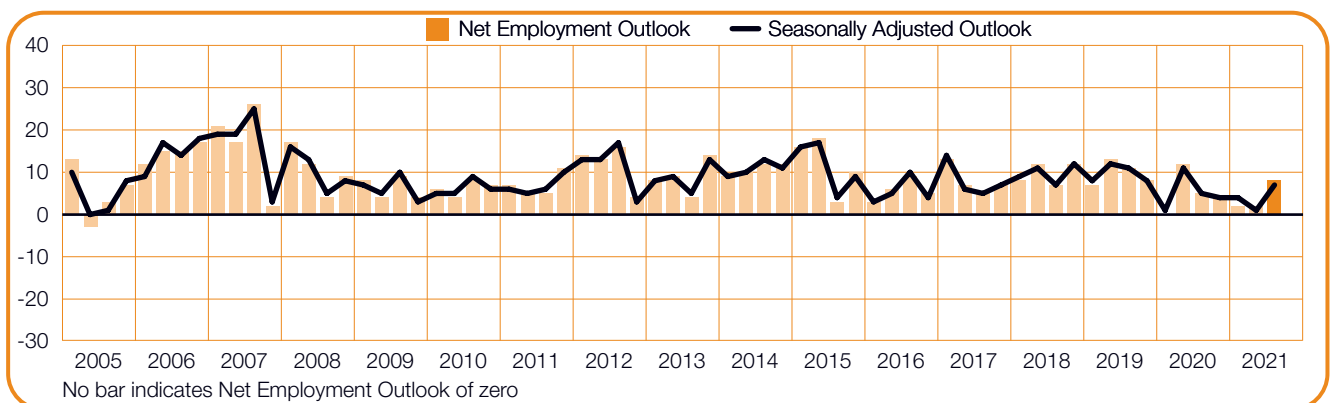
In the Telecomms sub-sector, employers expect modest payroll gains during the next three months, reporting a Net Employment Outlook of +6%. The Outlook improves by four percentage points quarter-over-quarter and is 18 percentage points stronger when compared with this time one year ago.



+8 (+7)%

Utilities

Job seekers can expect some hiring opportunities in the July to September period, according to employers who report a Net Employment Outlook of +7%. Hiring prospects improve by six percentage points when compared with the previous quarter and are two percentage points stronger in comparison with last year at this time.



Global Employment Outlook

ManpowerGroup interviewed over 45,000 employers in 43 countries and territories on hiring prospects* in the third 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 September 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 third quarter of 2021 reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

Employers anticipate payroll gains in 42 of the 43 countries and territories surveyed by ManpowerGroup for the July to September period, while flat hiring activity is expected in one.

In a comparison with the second quarter of 2021, employers report stronger hiring plans in 31 of the 43 countries and territories, while Outlooks weaken in eight, with no change reported in four. When compared with this time one year ago – when COVID-19 first had an impact on hiring sentiment – employers in 42 of the 43 countries and territories report improved hiring prospects, with no change in one. In the coming quarter, the strongest labour markets are forecast in the U.S., Taiwan, Australia, Greece, Ireland and Singapore, while the weakest hiring intentions are reported in Hong Kong, Argentina, Panama and South Africa.

Employers in all 26 Europe, Middle East & Africa (EMEA) region countries expect to add to payrolls during the upcoming quarter. When compared with the prior quarter, Outlooks strengthen in 22 EMEA countries, while weakening in two. In a comparison with the same period last year, hiring plans strengthen in all 26 EMEA countries. The strongest hiring activity is expected in Greece, Ireland, and Croatia, while employers in South Africa, the Czech Republic and Spain forecast the weakest hiring pace.

Workforce gains are anticipated in six of the seven Asia Pacific countries and territories during the July to September period, while flat hiring prospects are reported in the seventh – Hong Kong. In a comparison with the previous quarter, Outlooks improve in three countries and territories, but also weaken in three. Hiring sentiment strengthens in six Asia Pacific countries and territories when compared with this time one year ago, while remaining unchanged in one. The strongest hiring plans for the next three months are reported in Taiwan and Australia, while the weakest labour market is expected in Hong Kong.

In the Americas region, employers in all 10 countries surveyed expect to grow payrolls during the third quarter of 2021. Hiring intentions strengthen in six Americas countries when compared with the previous quarter, but weaken in three. In a comparison with last year at this time, employers report stronger hiring prospects in all 10 countries. The strongest hiring pace is anticipated in the U.S., while cautiously optimistic hiring plans are reported in Costa Rica, Guatemala and Mexico. The weakest labour markets are anticipated in Argentina and Panama.

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

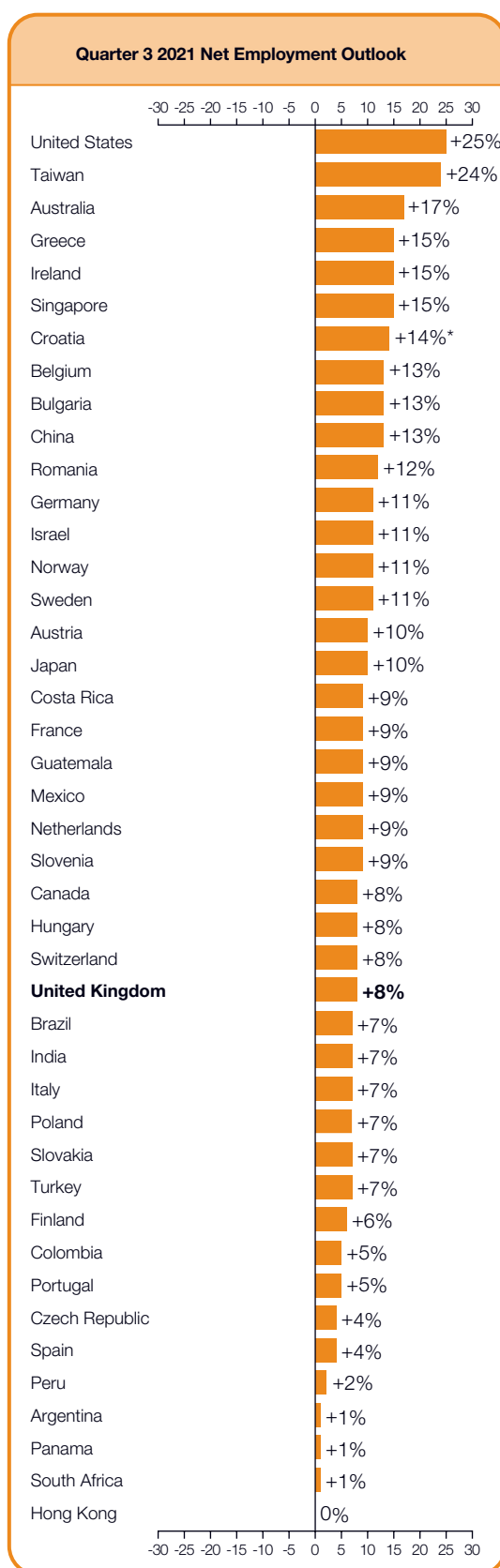
The next ManpowerGroup Employment Outlook Survey will be released on 14 September 2021 and will detail expected labour market activity for the fourth quarter of 2021.

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

	Quarter 3 2021	Qtr on Qtr Change Q2 2021 to Q3 2021	Yr on Yr Change Q3 2020 to Q3 2021
	%		
Americas			
Argentina	-1 (1) ¹	-5 (-1) ¹	8 (8) ¹
Brazil	7 (7) ¹	-6 (-2) ¹	21 (21) ¹
Canada	13 (8) ¹	2 (0) ¹	18 (18) ¹
Colombia	6 (5) ¹	0 (-1) ¹	24 (24) ¹
Costa Rica	8 (9) ¹	2 (5) ¹	31 (31) ¹
Guatemala	9 (9) ¹	2 (2) ¹	22 (21) ¹
Mexico	10 (9) ¹	2 (2) ¹	19 (19) ¹
Panama	0 (1) ¹	7 (9) ¹	12 (12) ¹
Peru	2 (2) ¹	2 (3) ¹	21 (20) ¹
United States	29 (25) ¹	10 (7) ¹	23 (22) ¹

Asia Pacific			
Australia	16 (17) ¹	0 (0) ¹	30 (30) ¹
China	16 (13) ¹	11 (7) ¹	13 (10) ¹
Hong Kong	1 (0) ¹	3 (1) ¹	1 (0) ¹
India	5 (7) ¹	-5 (-2) ¹	2 (2) ¹
Japan	11 (10) ¹	4 (5) ¹	2 (1) ¹
Singapore	16 (15) ¹	-1 (-1) ¹	43 (43) ¹
Taiwan	27 (24) ¹	2 (-1) ¹	20 (20) ¹

EMEA†			
Austria	14 (10) ¹	7 (6) ¹	14 (14) ¹
Belgium	14 (13) ¹	5 (4) ¹	19 (19) ¹
Bulgaria	18 (13) ¹	15 (11) ¹	24 (23) ¹
Croatia	14	2	12
Czech Republic	7 (4) ¹	-1 (-3) ¹	11 (11) ¹
Finland	13 (6) ¹	7 (4) ¹	13 (13) ¹
France	12 (9) ¹	4 (2) ¹	20 (20) ¹
Germany	12 (11) ¹	7 (8) ¹	10 (10) ¹
Greece	22 (15) ¹	7 (6) ¹	24 (23) ¹
Hungary	8 (8) ¹	3 (6) ¹	13 (14) ¹
Ireland	18 (15) ¹	15 (15) ¹	27 (27) ¹
Israel	15 (11) ¹	6 (3) ¹	22 (22) ¹
Italy	9 (7) ¹	6 (8) ¹	12 (11) ¹
Netherlands	10 (9) ¹	5 (6) ¹	13 (13) ¹
Norway	15 (11) ¹	9 (5) ¹	19 (19) ¹
Poland	9 (7) ¹	2 (1) ¹	14 (14) ¹
Portugal	8 (5) ¹	9 (6) ¹	17 (17) ¹
Romania	19 (12) ¹	1 (0) ¹	26 (26) ¹
Slovakia	11 (7) ¹	5 (2) ¹	23 (23) ¹
Slovenia	13 (9) ¹	3 (0) ¹	20 (19) ¹
South Africa	0 (1) ¹	4 (6) ¹	19 (19) ¹
Spain	7 (4) ¹	6 (4) ¹	17 (16) ¹
Sweden	17 (11) ¹	6 (3) ¹	23 (23) ¹
Switzerland	10 (8) ¹	5 (5) ¹	17 (17) ¹
Turkey	11 (7) ¹	-5 (-4) ¹	9 (9) ¹
UK	8 (8)¹	13 (13)¹	20 (20)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

Employers in more than 17,700 businesses were surveyed in the Europe, Middle East and Africa (EMEA) region on hiring intentions for the third quarter of 2021, as part of the ManpowerGroup Employment Outlook Survey. Employers in all 26 EMEA countries surveyed anticipate payroll gains during the next three months.

An increase in payrolls is anticipated for all three of the largest Eurozone economies during the July to September period, with hiring sentiment strengthening both quarter-over-quarter and year-over-year. Employers in Germany expect a return to pre-COVID-19 levels of hiring in the upcoming quarter, driven in part by favourable hiring plans in the Finance & Business Services sector while employers in the Manufacturing sector report their strongest hiring intentions in two years.

Employers in France report encouraging signs for job seekers in the coming quarter, anticipating an increase in payrolls across all industry sectors and regions. A steady hiring pace is forecast by Finance & Business Services and Wholesale & Retail Trade sector employers while in the Restaurant & Hotels sector employers are cautiously optimistic for the quarter ahead. Hiring sentiment in Italy returns to the level seen before the pandemic, fuelled in part by the strongest Construction sector hiring prospects since the survey began in 2003 and an upbeat hiring pace in the Wholesale & Retail sector. However, Restaurants & Hotels sector employers continue to trim payrolls, for the fifth consecutive quarter.

In the UK, employers report their strongest hiring plans since 2015, with payrolls expected to grow in eight of nine sectors and 11 of 12 regions during the upcoming quarter. Encouraging signs are reported by employers in the Finance & Business Services and Hotels & Retail sectors, while the Outlook for the Community & Social sector is the strongest in five years.

The Outlook for Spain continues to improve quarter-over-quarter as it recovers from the impact of the pandemic. The improvement is driven in part by favourable hiring plans for the Other Services sector

and cautious optimism in the Finance & Business Services sector, although the slump in the Restaurants & Hotels sector is expected to continue.

Hiring sentiment in Belgium returns to pre-pandemic levels for the coming quarter with considerable year-over-year improvements in all seven industry sectors and steady hiring plans in the Finance & Business Services and Other Services sectors. Employers in the Manufacturing and Other Production sectors anticipate their strongest hiring climate since 2009. In the Netherlands, employers report a cautiously optimistic Outlook as the recovery from the pandemic continues, with job gains expected in all seven industry sectors, most notably for the Finance & Business Services and Other Services sectors.

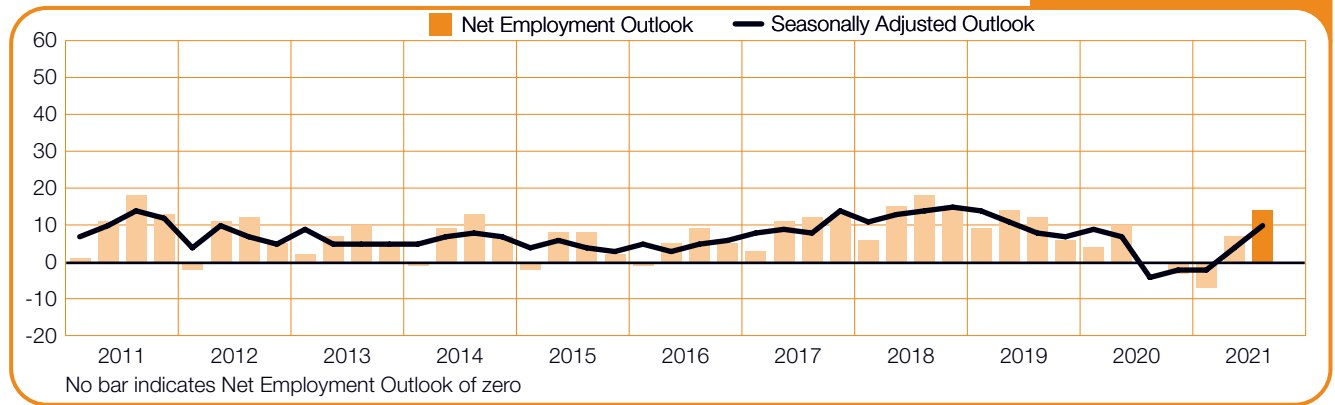
In Norway, employers anticipate respectable workforce gains during the July to September period, with hiring prospects for the Finance & Business Services sector at their strongest in more than eight years and an upbeat forecast in the Other Production sector. However, hiring sentiment in the Restaurants & Hotels sector remains gloomy. The Outlook for Sweden is the strongest reported in two years, reflecting a healthy hiring pace in the Finance & Business Services sector and positive hiring plans for the Wholesale & Retail Trade sector.

The labour market in Poland is expected to hold steady in the third quarter of 2021, with payroll gains anticipated in six of seven industry sectors. Hiring activity will likely be strongest in the Construction and Manufacturing sectors, while Restaurants & Hotels sector employers expect the strongest hiring pace in three years.

The strongest hiring prospects across the EMEA region as a whole are reported in Greece and Ireland. Employers in Greece anticipate an upbeat hiring climate in the next three months, based on solid hiring plans for the Construction, Finance & Business Services and Manufacturing sectors. In Ireland, hiring prospects are the strongest reported since 2007, buoyed in part by a brisk hiring pace in the Construction and Pharmaceuticals sectors.

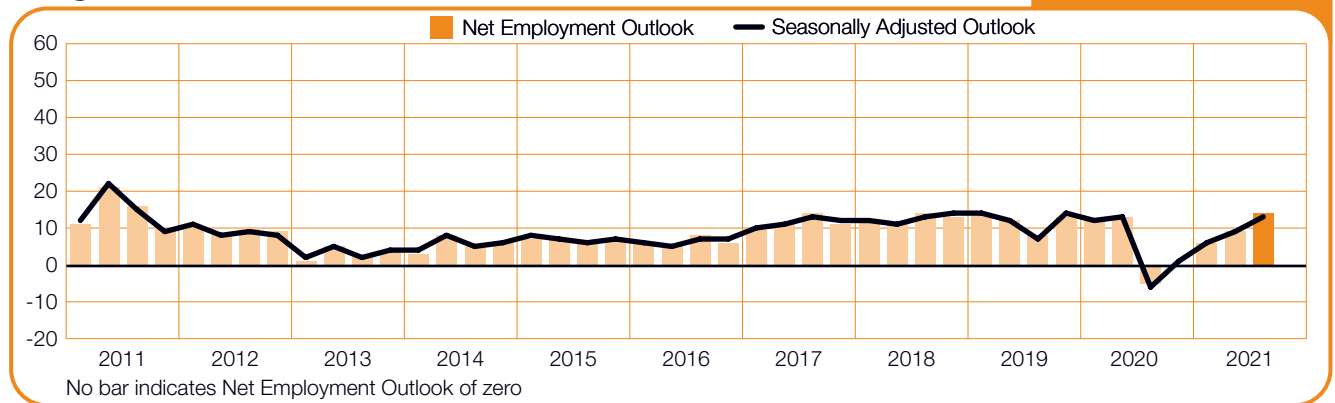
Austria

+14 (+10)%



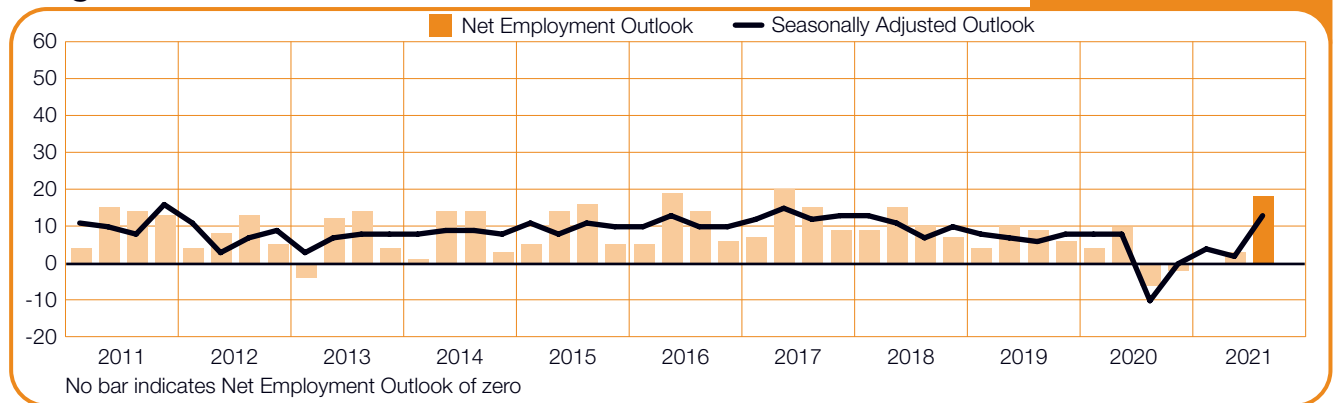
Belgium

+14 (+13)%



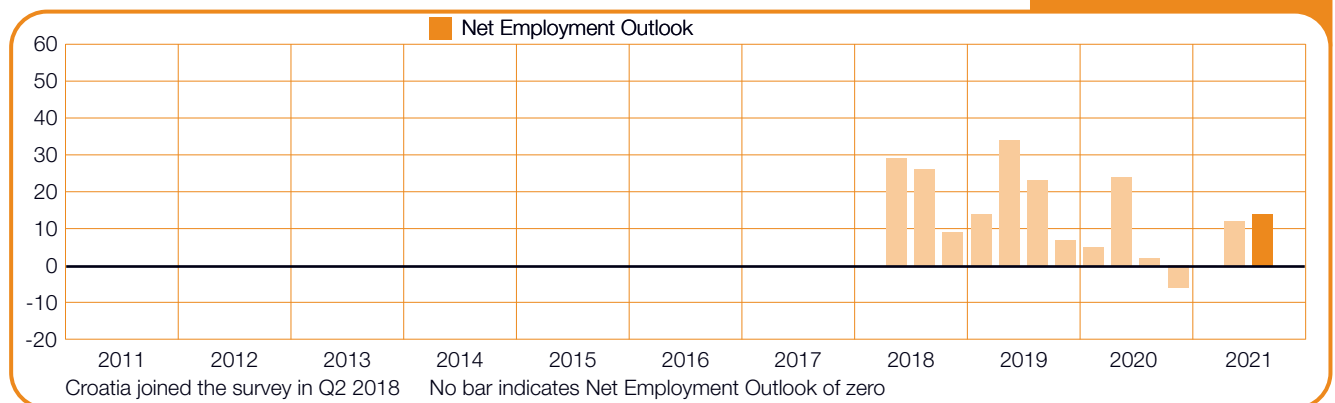
Bulgaria

+18 (+13)%



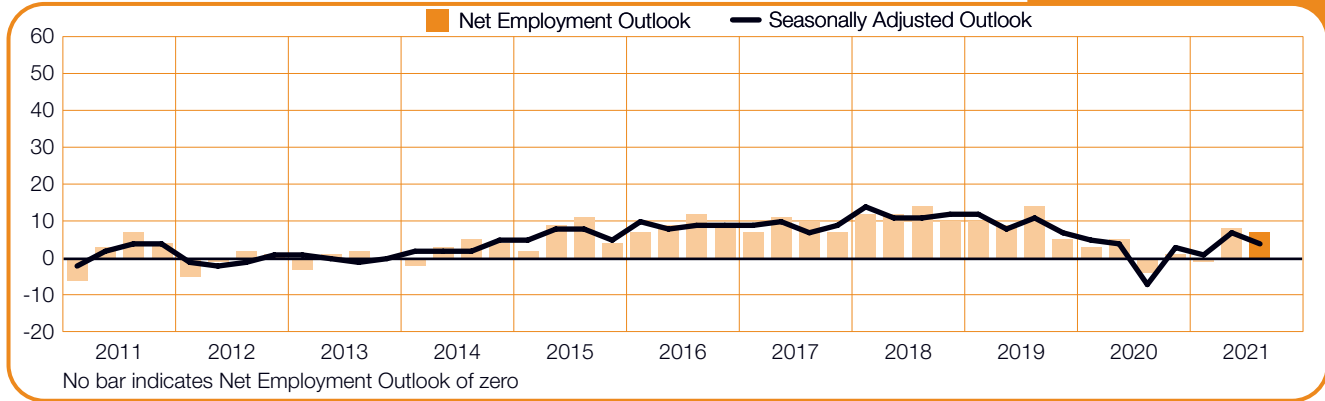
Croatia

+14%



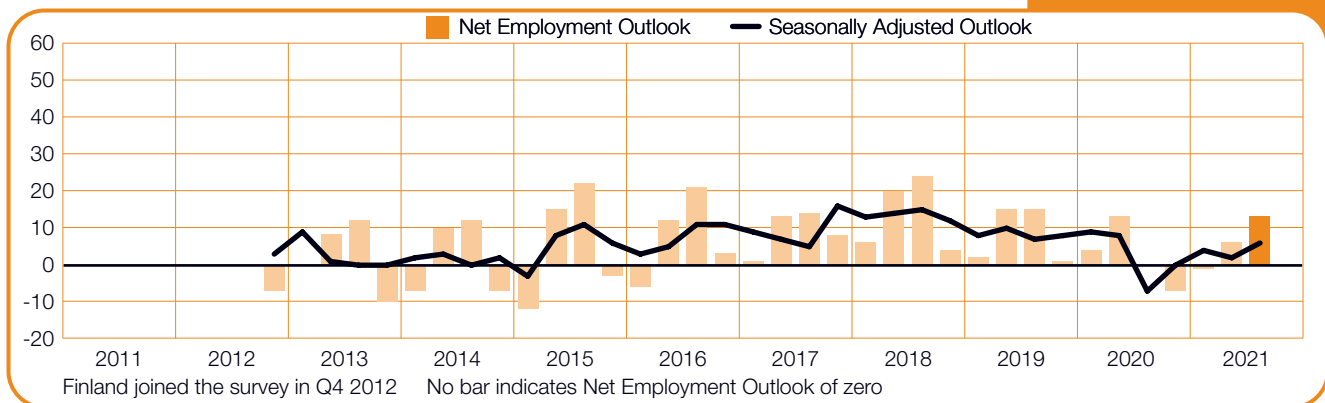
Czech Republic

+7 (+4)%



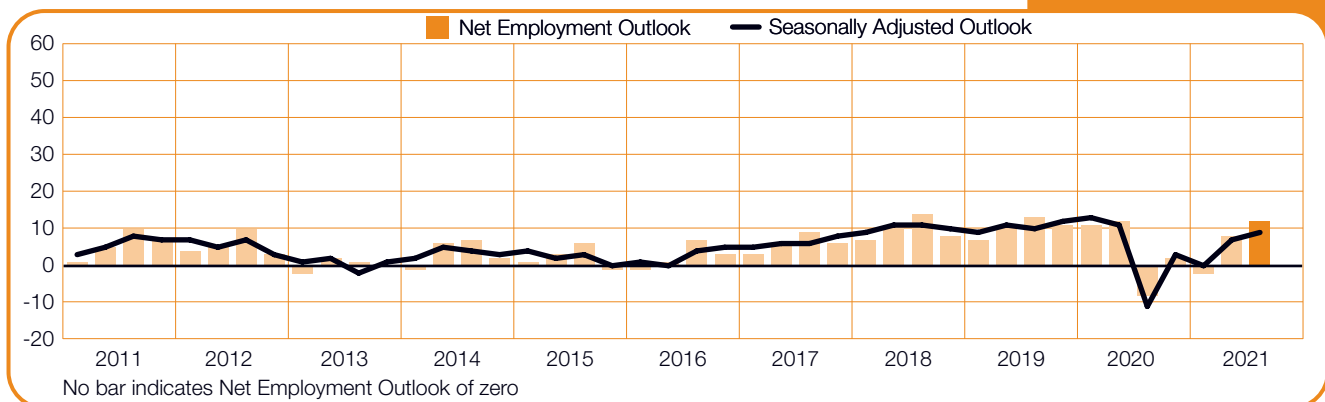
Finland

+13 (+6)%



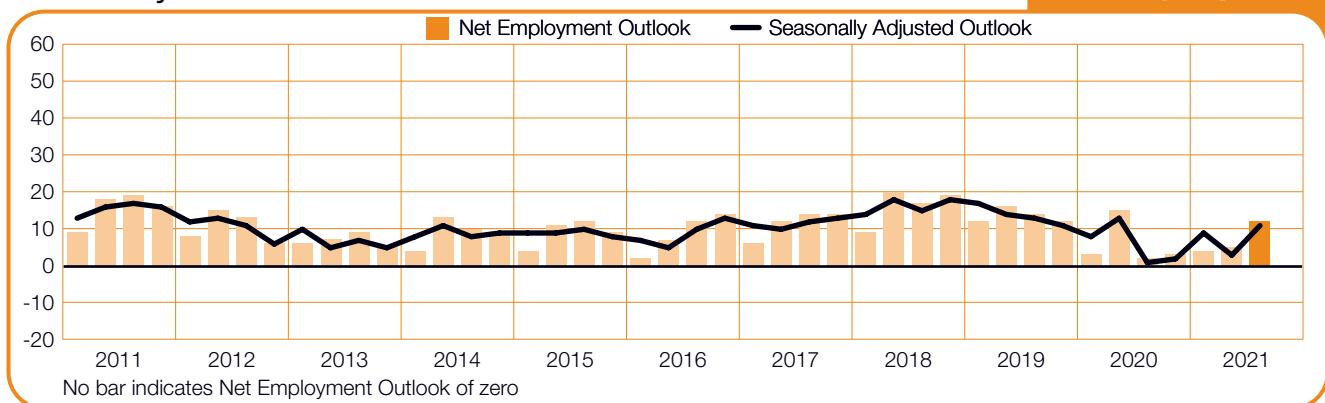
France

+12 (+9)%



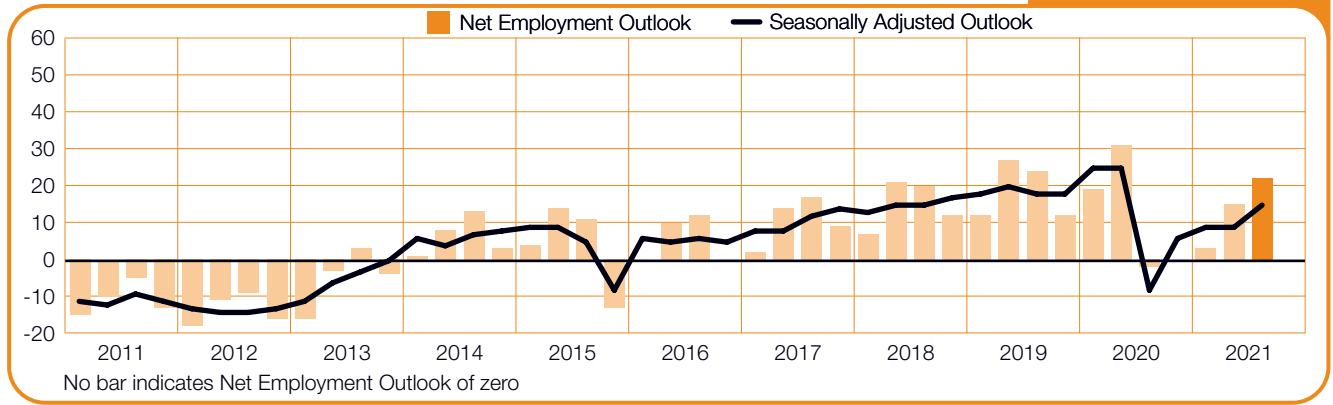
Germany

+12 (+11)%



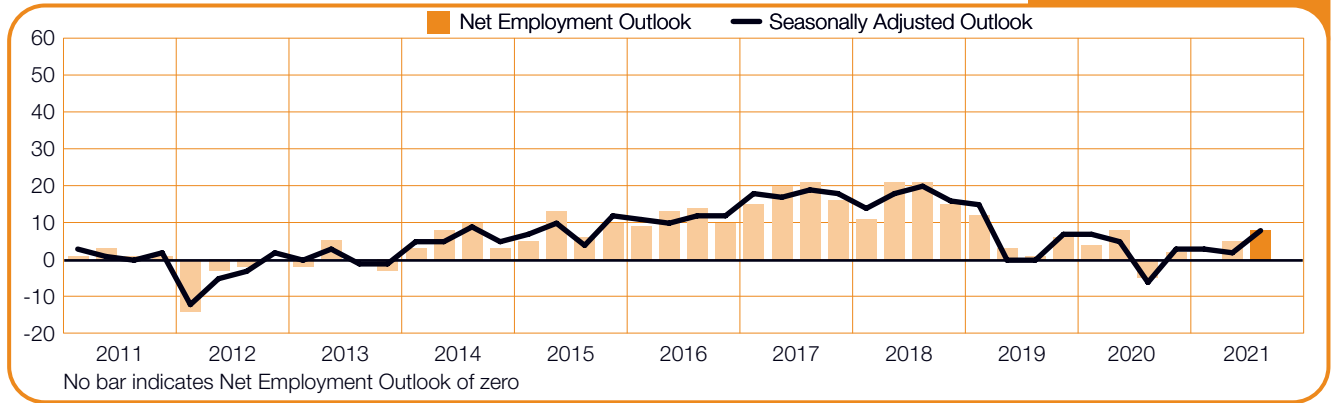
Greece

+22 (+15)%



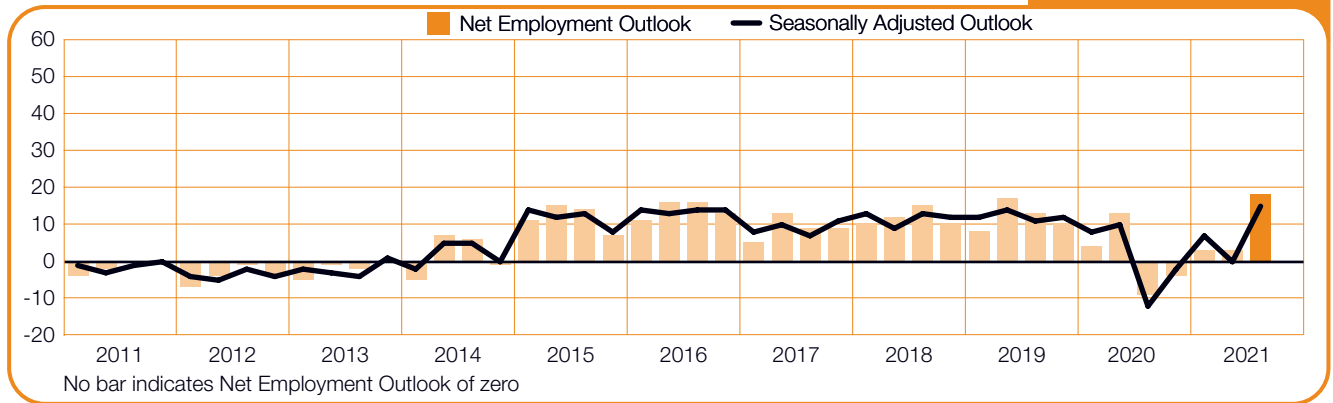
Hungary

+8 (+8)%



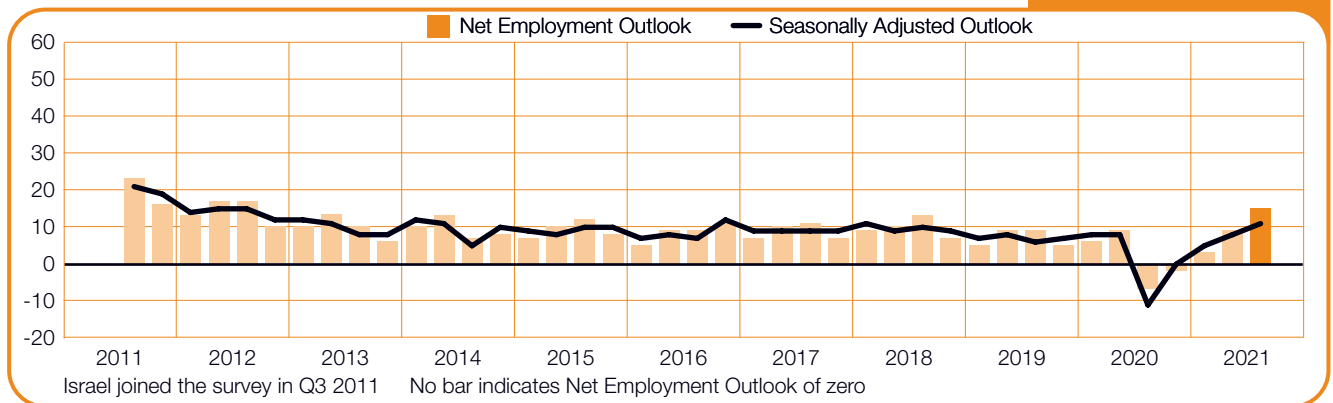
Ireland

+18 (+15)%



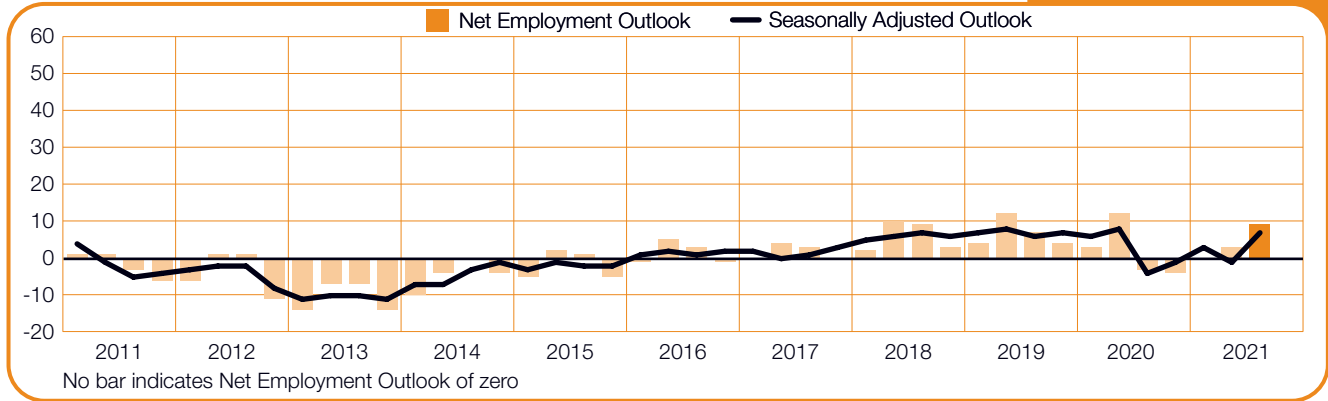
Israel

+15 (+11)%



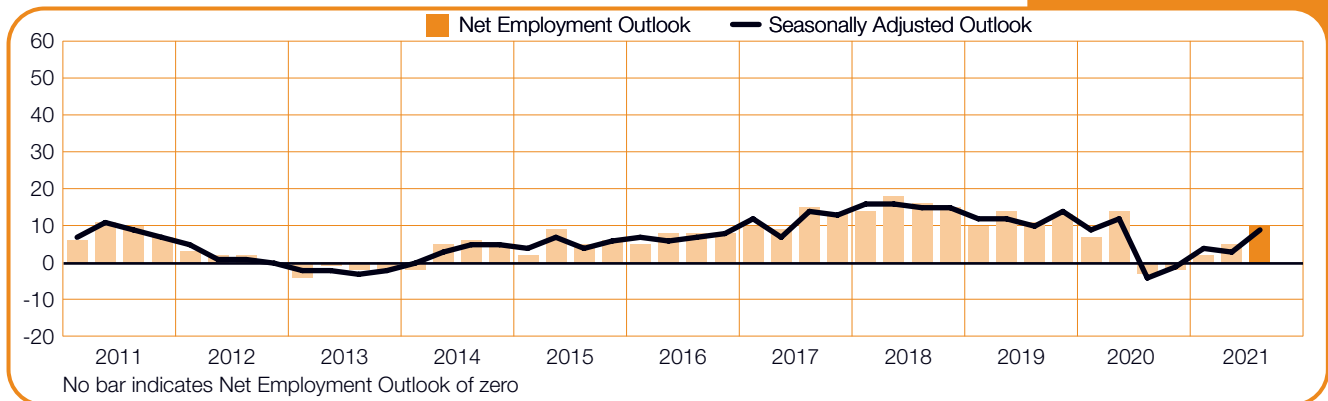
Italy

+9 (+7)%



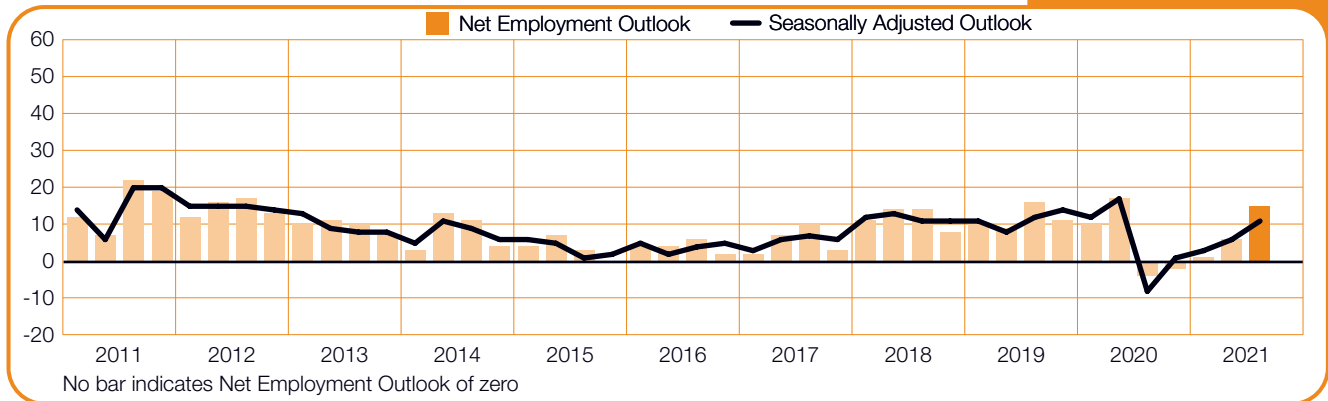
Netherlands

+10 (+9)%



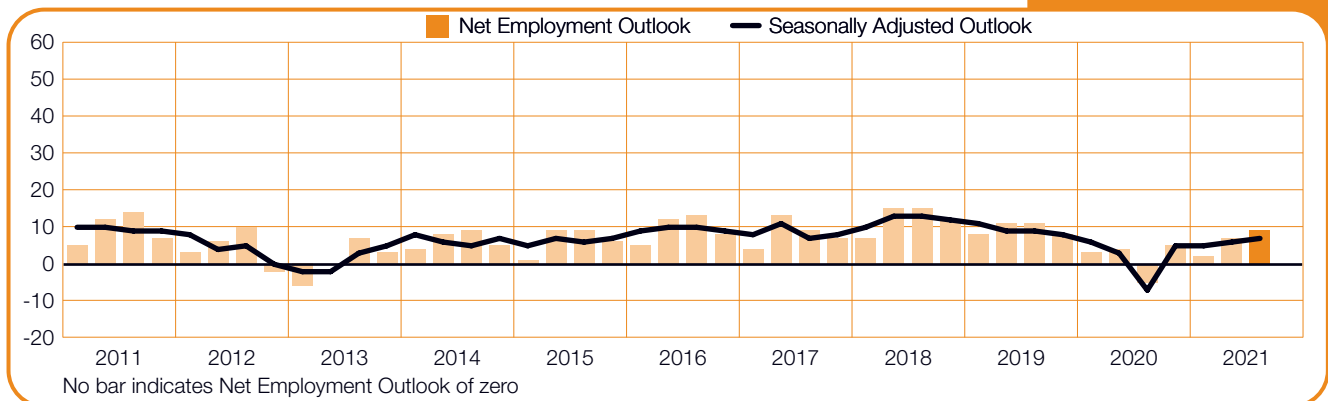
Norway

+15 (+11)%



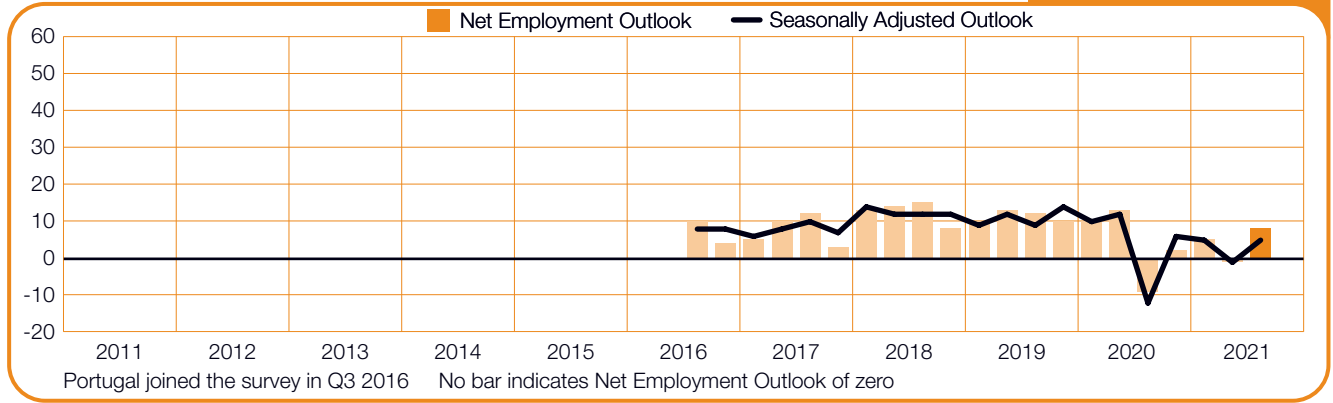
Poland

+9 (+7)%



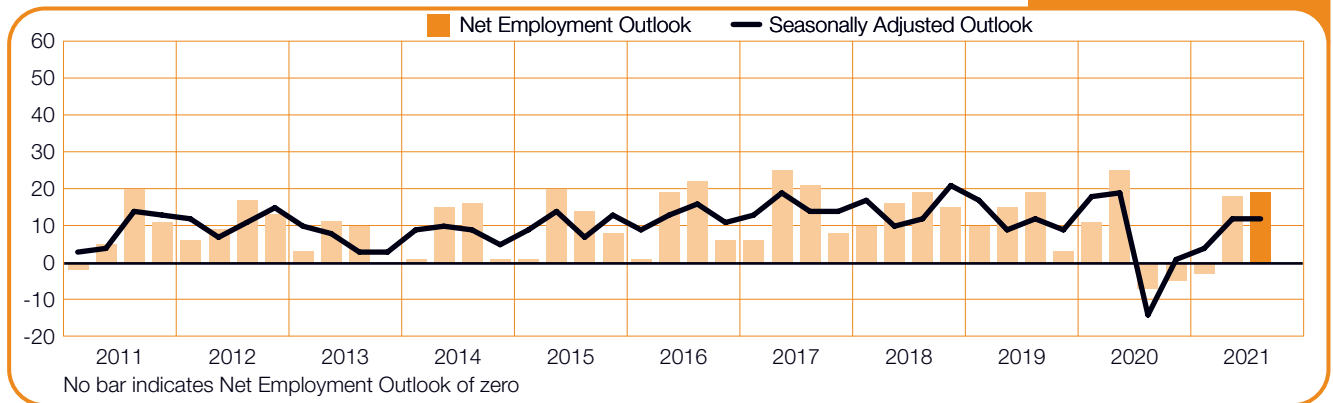
Portugal

+8 (+5)%



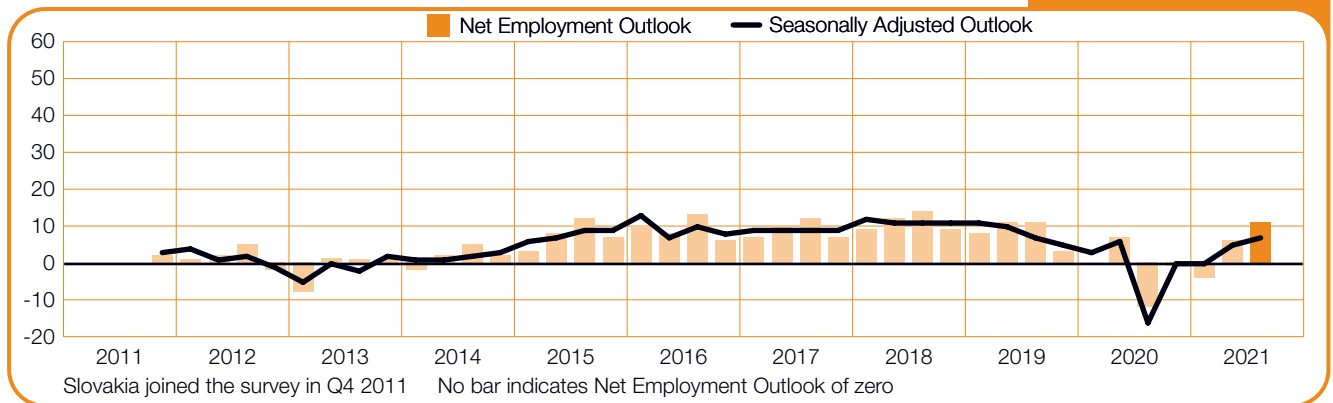
Romania

+19 (+12)%



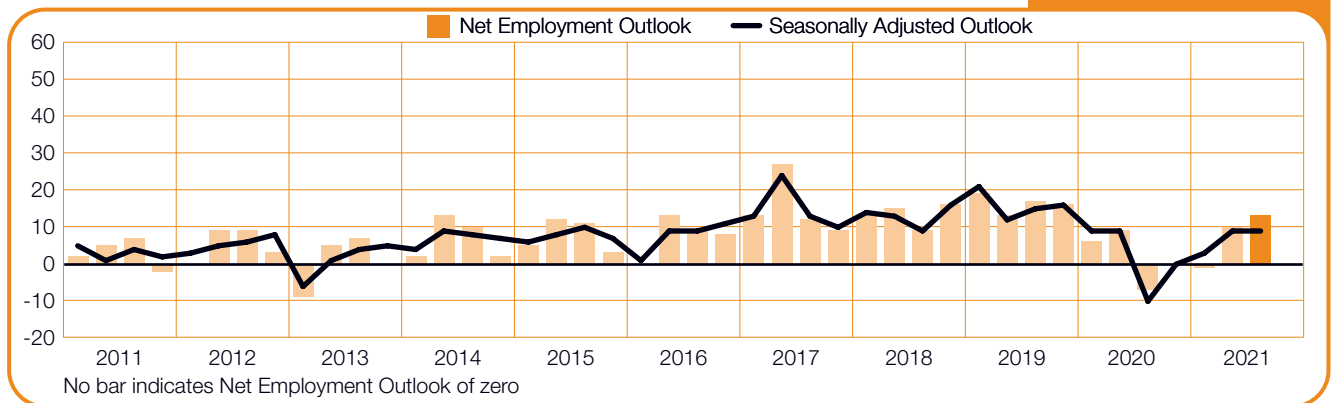
Slovakia

+11 (+7)%



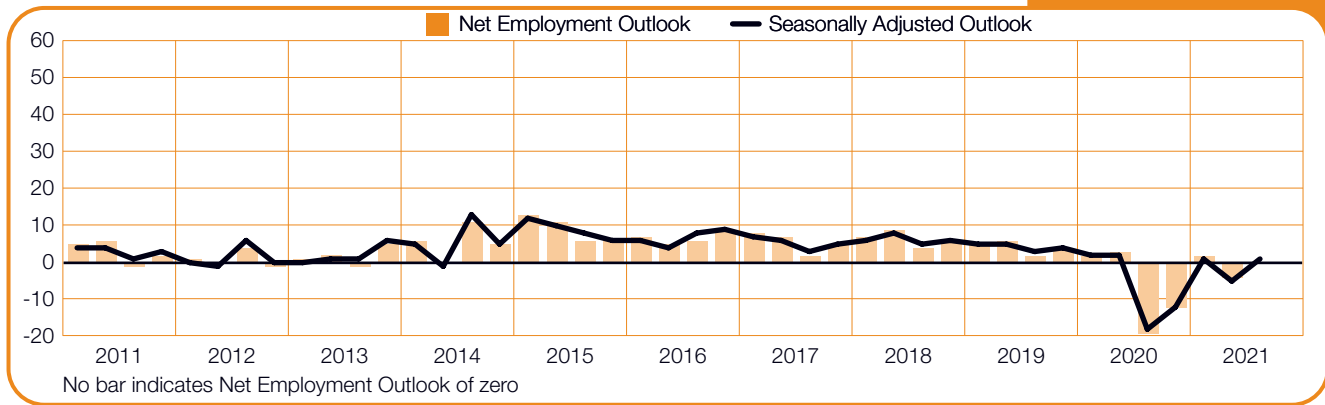
Slovenia

+13 (+9)%



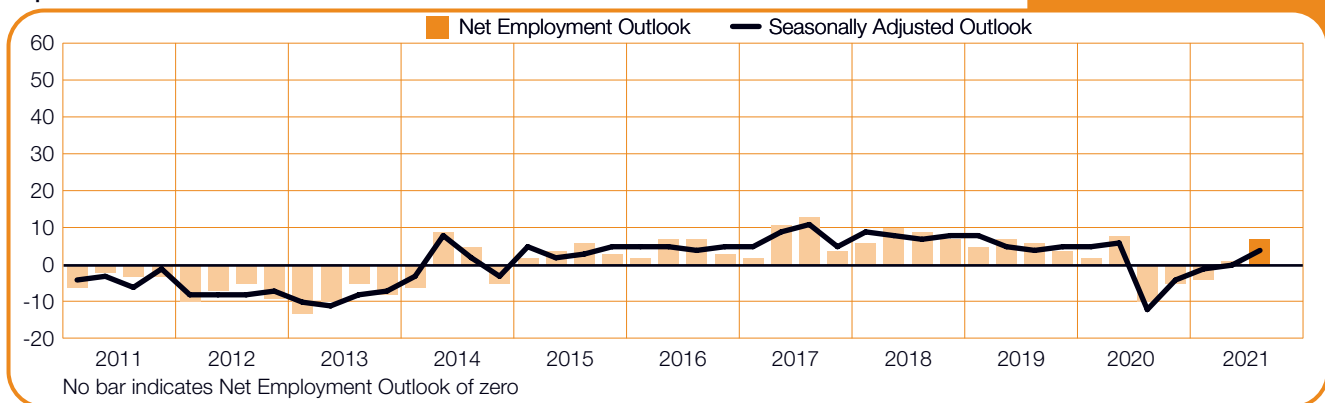
South Africa

0 (+1)%



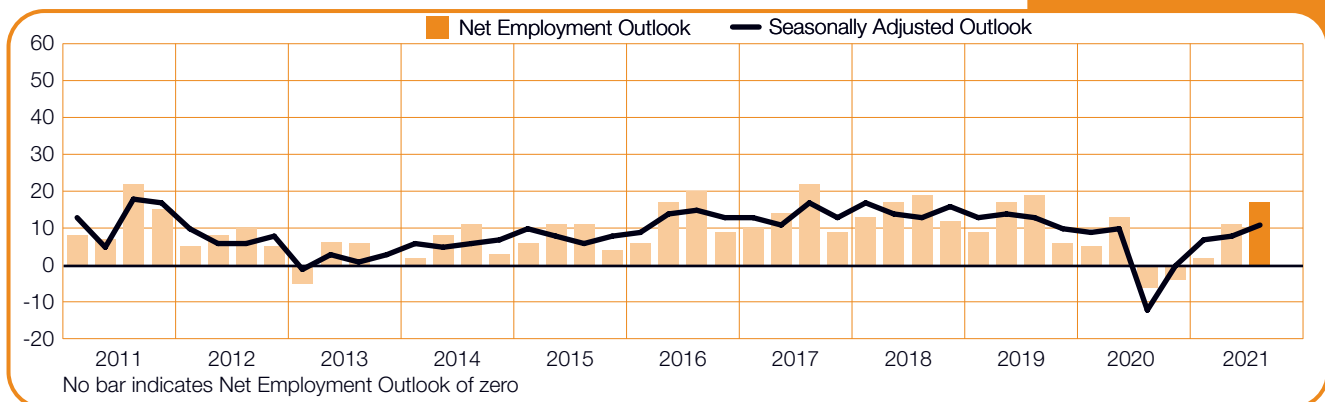
Spain

+7 (+4)%



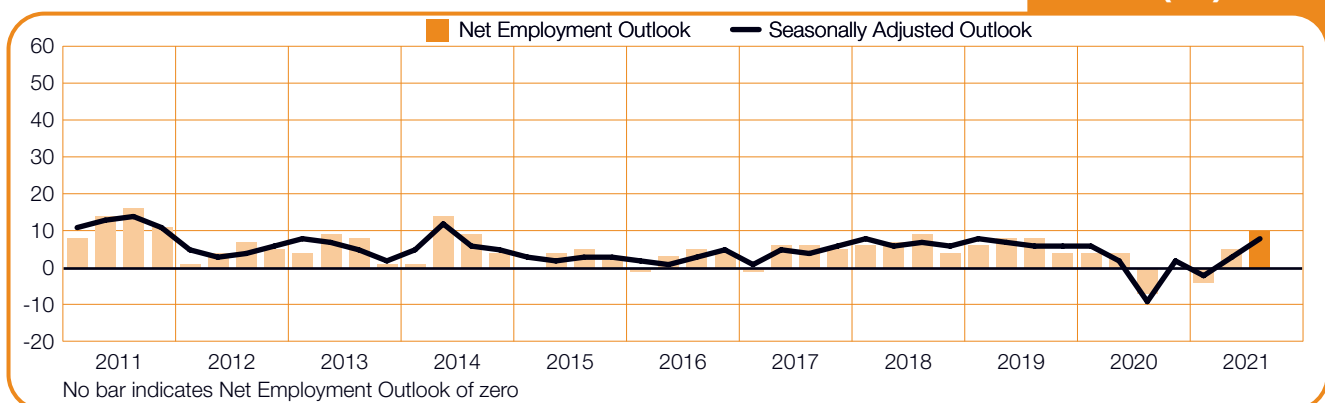
Sweden

+17 (+11)%



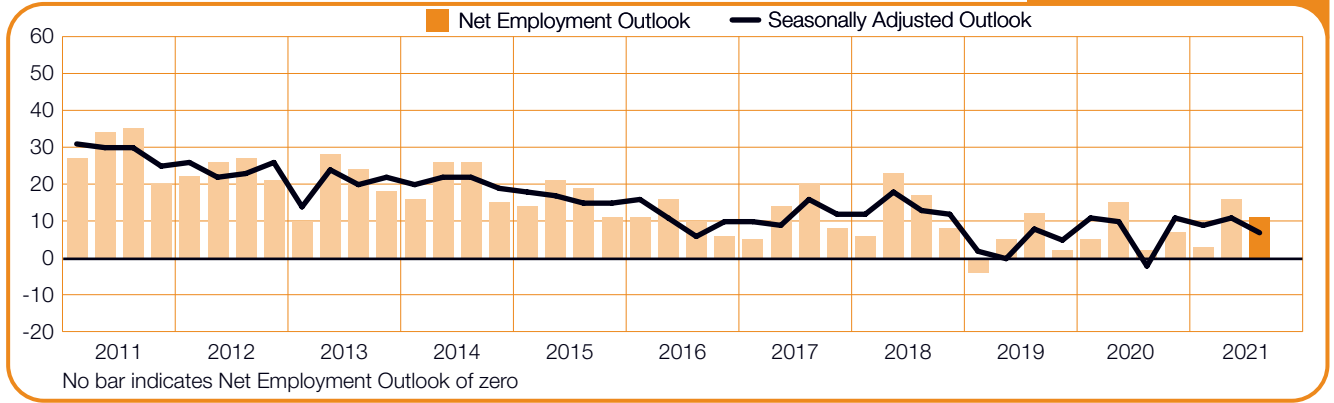
Switzerland

+10 (+8)%



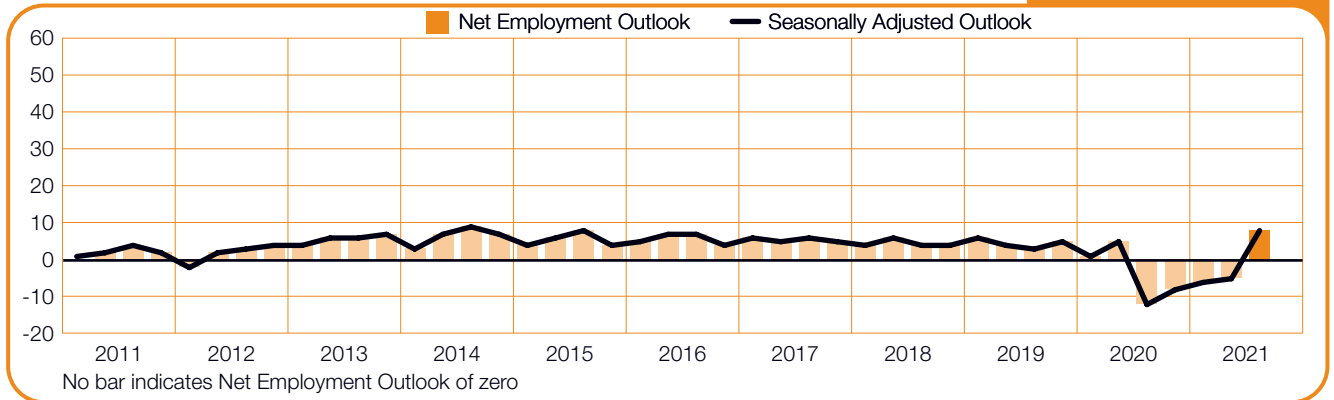
Turkey

+11 (+7)%



United Kingdom

+8 (+8)%



International Comparisons – Americas

ManpowerGroup interviewed more than 17,000 employers in 10 countries across North, Central and South America about hiring prospects for the third quarter of 2021. In all 10 countries, employers expect workforce gains during the upcoming quarter.

The labour market in the U.S. is expected to be the strongest of all 43 countries in the ManpowerGroup Employment Outlook Survey over the next three months. U.S. employers report their strongest hiring intentions in 21 years, with solid workforce growth anticipated in all four regions. Workforce gains are expected in all 12 industry sectors, most notably in the Leisure & Hospitality and Education & Health Services sectors, with their strongest Outlooks since they were first analysed in 2009, and in the Wholesale & Retail Trade sector, where the Outlook matches the strongest since the survey started in 1982.

Employers in Canada expect the fair hiring climate to continue in the third quarter of 2021, reporting no change over the previous quarter. With payrolls expected to grow in all 10 industry sectors, the strongest third quarter hiring activity is forecast for the Public Administration and Durable Goods Manufacturing sectors.

Employers report encouraging signs for job seekers in Mexico during the July to September period, with a slight uptick in hiring prospects when compared with the prior quarter. Employers in all seven Mexican industry sectors expect to grow payrolls, including the Manufacturing sector where the Outlook is the strongest reported in two years.

In Central America, hiring sentiment among employers in Costa Rica has recovered following the pandemic, and now stands at a three-year high, driven in part by strengthening labour markets in the Transport &

Communication and Manufacturing sectors. Employers in Panama report their first positive hiring intentions since the final quarter of 2019, in part fuelled by the strongest Services sector Outlook in three years. Employers in Guatemala report cautiously optimistic hiring plans for the July to September period, with the strongest Outlook in more than three years forecast for the Manufacturing sector.

The strongest labour market in South America is anticipated in Brazil, although hiring plans for the country remain modest. Reflecting the impact of the ongoing COVID-19 pandemic, employers in the Manufacturing, Construction, Services and Wholesale & Retail sectors all report weaker hiring prospects when compared with the prior quarter.

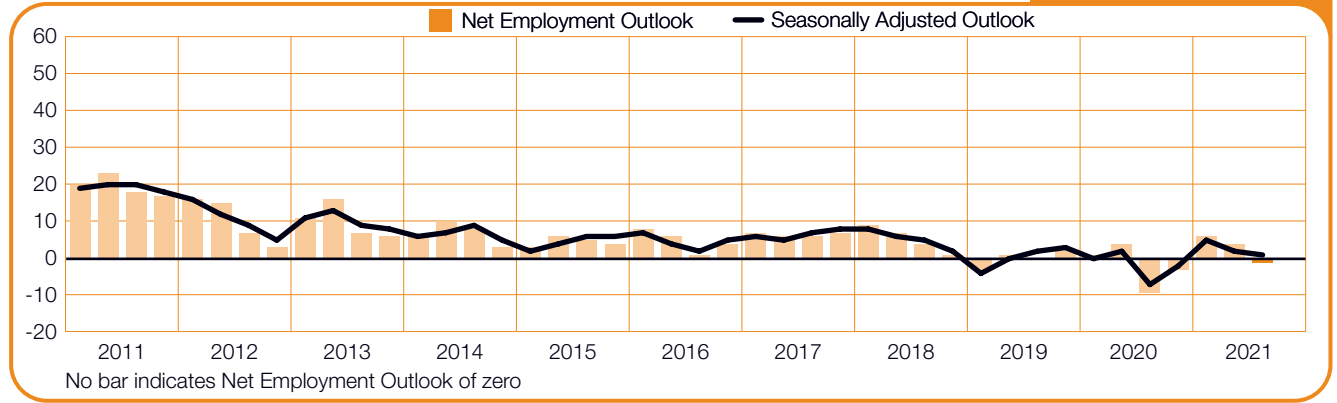
Hiring sentiment in Argentina remains cautious for the third quarter of 2021, with employers anticipating limited job gains. Employers in the Services and Finance, Insurance & Real Estate sectors expect to trim payrolls, but hiring plans are more positive for the Agriculture & Fishing sector, where the Outlook is the strongest in four years.

Employers in Colombia expect the mild hiring pace to continue in the forthcoming quarter, reporting a relatively stable Outlook. While hiring in the Manufacturing sector continues to be soft, Mining sector employers report their strongest hiring plans in two years and forecasts strengthen for the Agriculture & Fishing and Wholesale & Retail Trade sectors.

In Peru, employers report limited hiring activity for the next three months, with the Construction sector Outlook remaining weak for a second consecutive quarter. However, employers in the Mining sector report considerably improved hiring prospects.

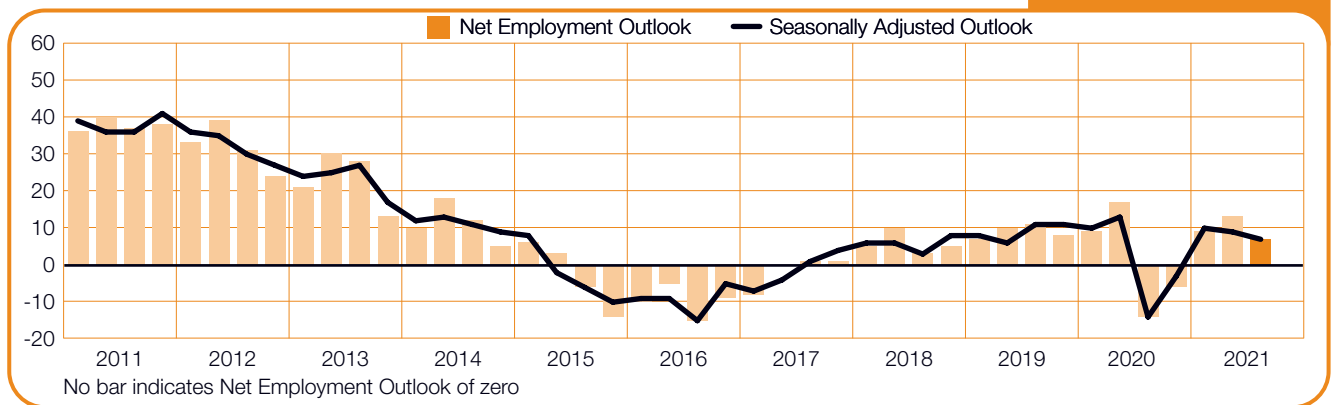
Argentina

-1 (+1)%



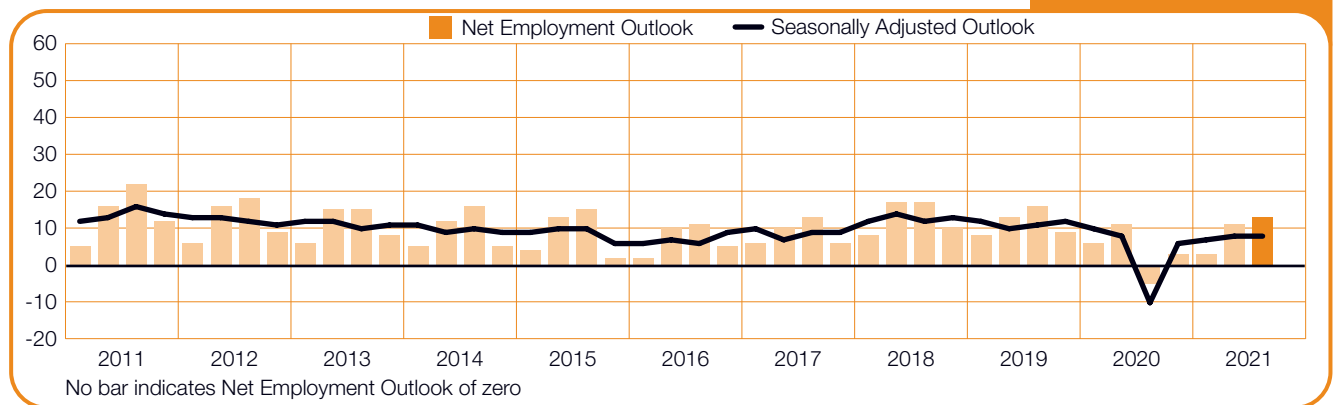
Brazil

+7 (+7)%



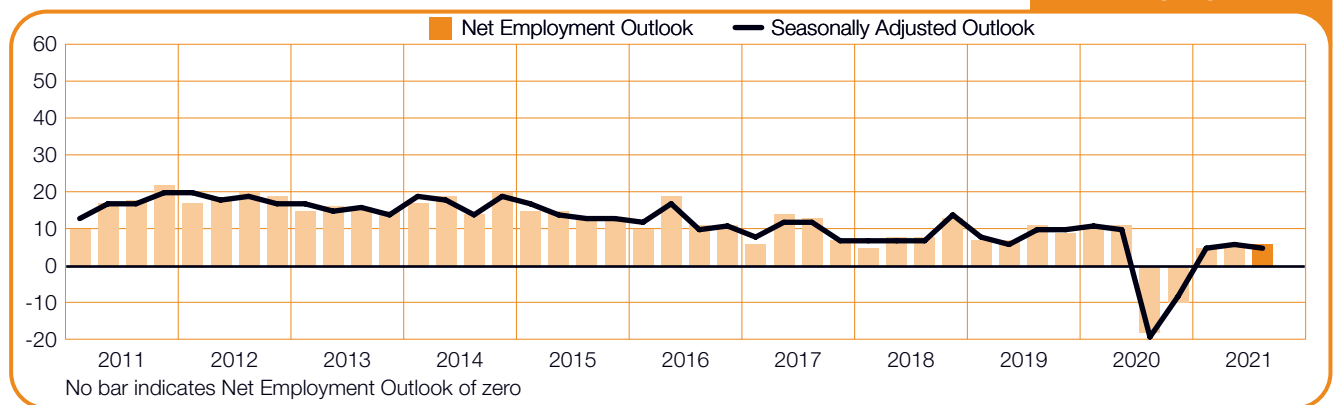
Canada

+13 (+8)%



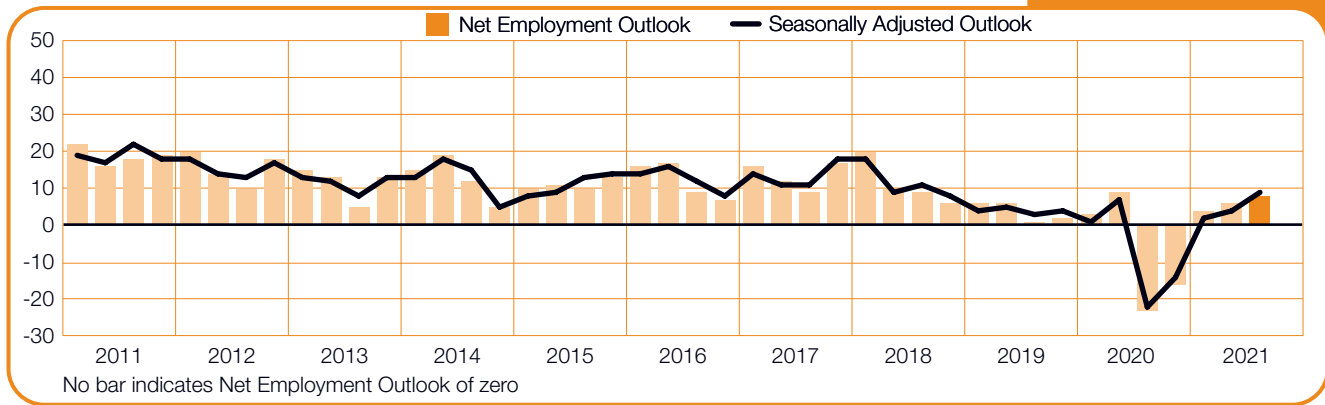
Colombia

+6 (+5)%



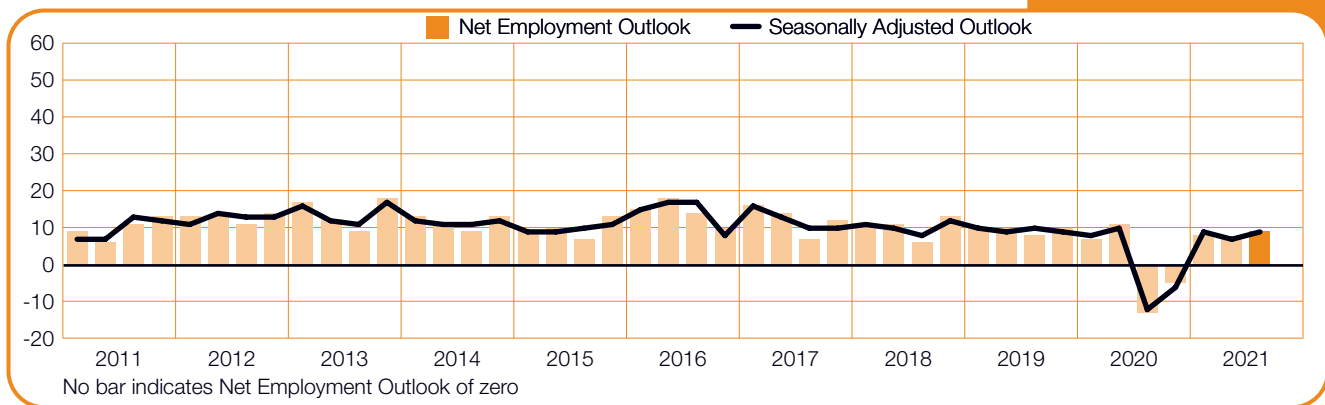
Costa Rica

+8 (+9)%



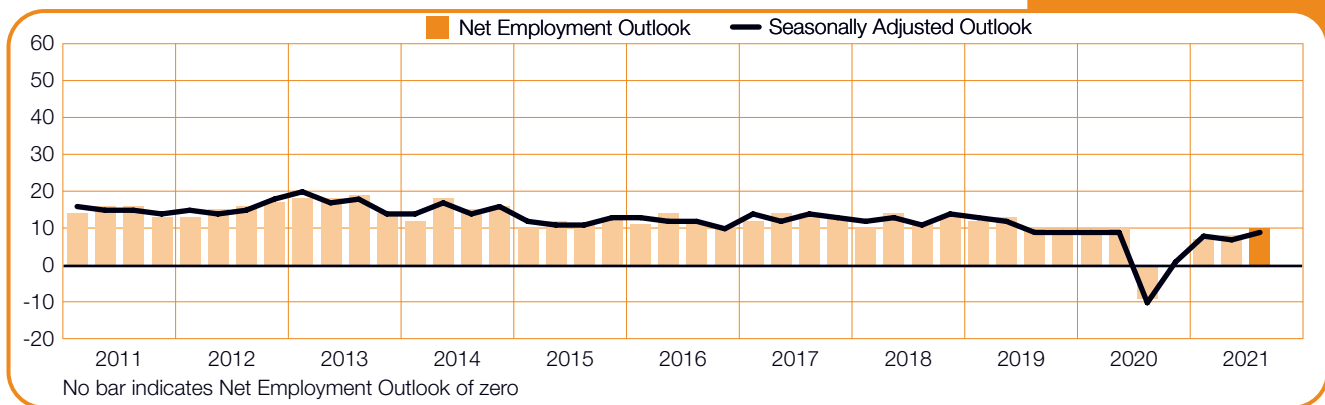
Guatemala

+9 (+9)%



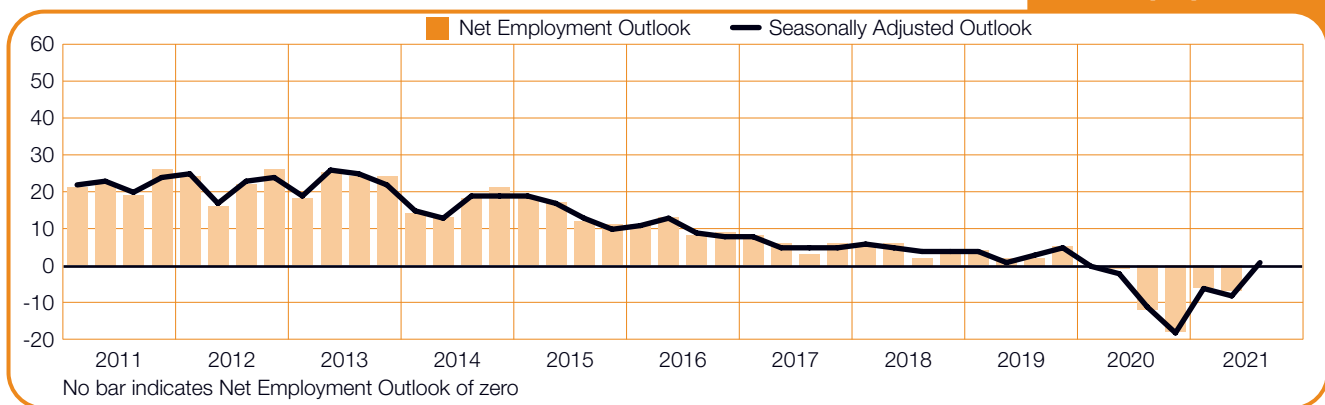
Mexico

+10 (+9)%



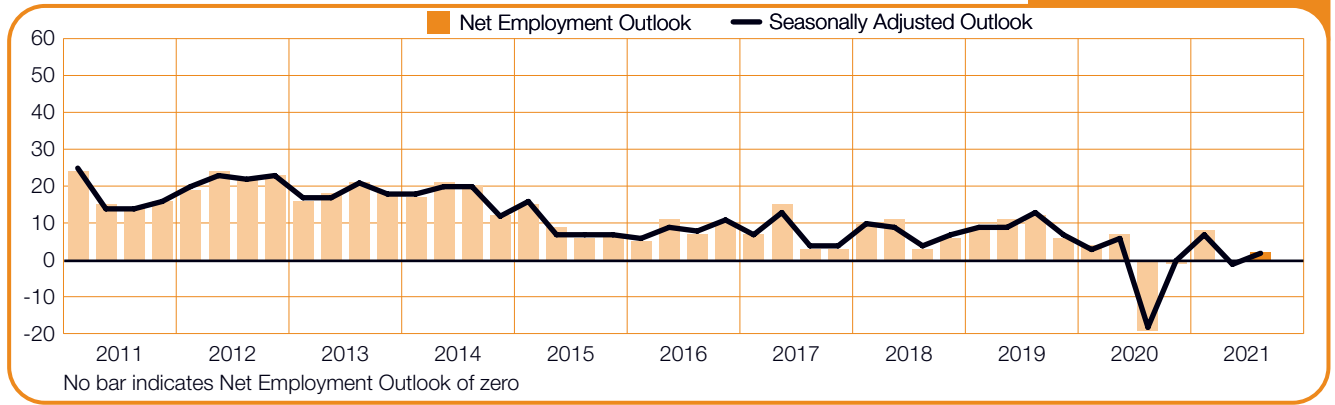
Panama

0 (+1)%



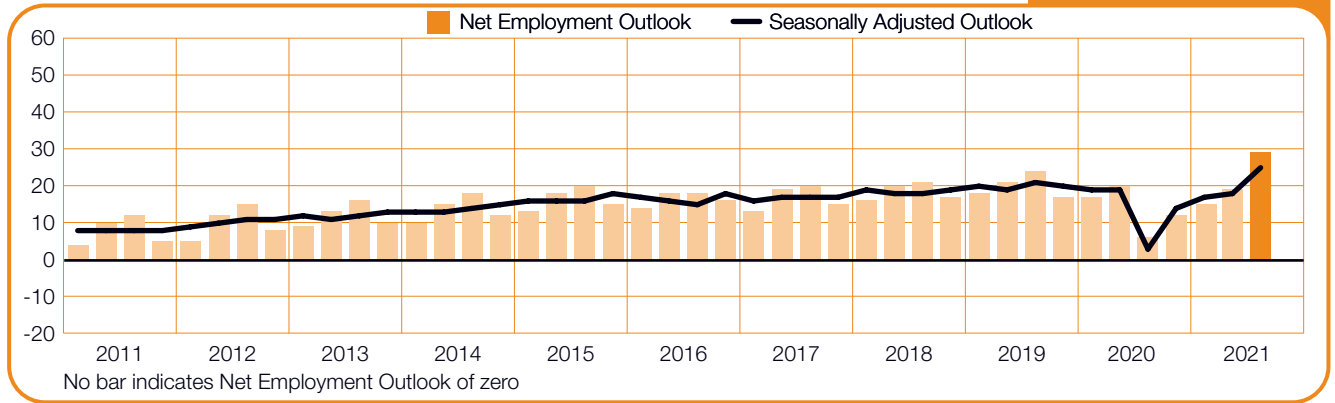
Peru

+2 (+2)%



United States of America

+29 (+25)%



International Comparisons – Asia Pacific

More than 10,000 employers in the seven Asia Pacific countries and territories took part in the ManpowerGroup survey on hiring prospects for the July to September time frame. Employers in six of the seven countries and territories expect to add to payrolls during the next three months, while a flat labour market is expected in one.

The labour market in China is forecast to make a strong recovery from the impact of the pandemic during the coming quarter, with employers reporting the strongest hiring intentions in six years. Workforce gains are expected in all six Chinese industry sectors, with the strongest hiring sentiment reported in the Finance, Insurance & Real Estate, Services, Manufacturing and the Wholesale & Retail Trade sectors – Outlooks for these four sectors are also the strongest reported in at least six years.

For the fourth consecutive quarter, the strongest hiring climate in the Asia Pacific region is expected in Taiwan, fuelled in part by bright hiring plans for the Mining & Construction sector and a brisk hiring pace in the Manufacturing sector, where the Outlook for the coming quarter is the strongest in six years.

However, employers in Hong Kong expect the subdued labour market to continue during the next three months, forecasting flat hiring activity overall, although limited payroll growth is expected in the Finance, Insurance & Real Estate and Services sectors.

In India, employers expect a modest increase in payrolls during the upcoming quarter, although hiring sentiment is slightly weaker when compared with the

prior quarter, reflecting the ongoing impact of COVID-19 in the country. While the Manufacturing sector labour market continues to be relatively stable, the Services sector is slightly weaker when compared to the prior quarter and the Outlook in the Finance, Insurance & Real Estate sector is the weakest since the survey began in 2005.

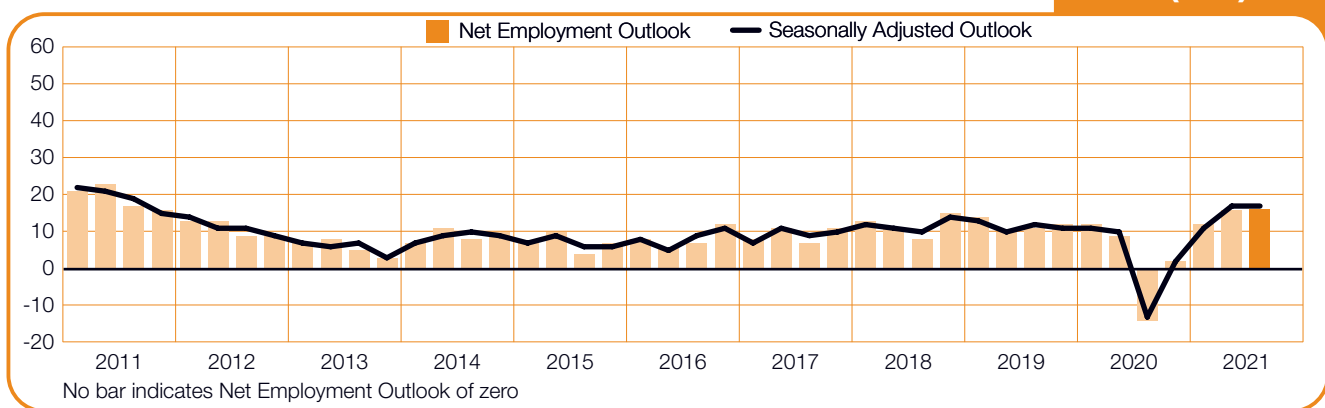
The upbeat hiring pace in Australia is expected to continue during the July to September period. The strongest hiring prospects in 10 years are reported by employers in the Finance, Insurance & Real Estate sector while the Services sector forecast improves sharply year-over-year. Elsewhere, the Mining & Construction sector is the strongest in more than two years following four consecutive quarters of improvement.

Steady payroll growth is anticipated in Singapore for a third consecutive quarter, driven in part by an active labour market in the Finance, Insurance & Real Estate sector where employers report the strongest Outlook in more than six years and a steep increase year-over-year in the Services sector, while the Manufacturing sector forecast is the strongest in nine years.

Job seekers in Japan can expect a fair hiring pace in the next three months, according to employers who report a moderate increase in hiring prospects when compared with the previous quarter. Hiring sentiment strengthens in all seven Japanese industry sectors when compared with three months ago, most notably in the Manufacturing, Wholesale & Retail Trade and Services sectors.

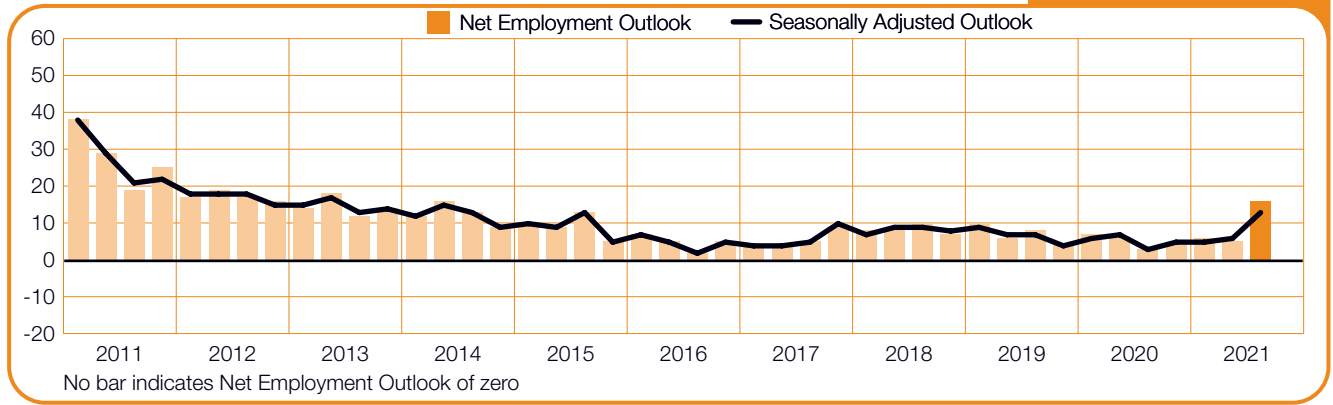
Australia

+16 (+17)%



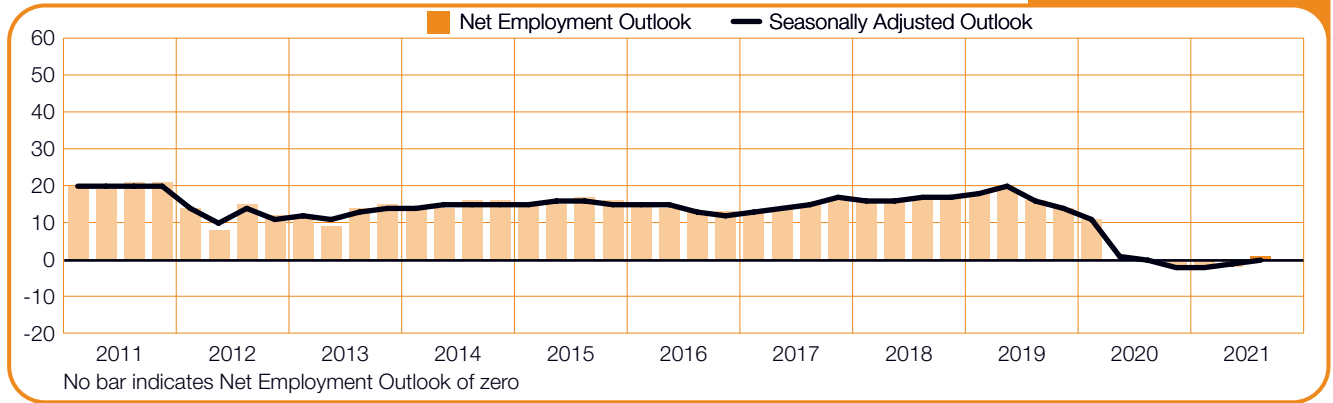
China

+16 (+13)%



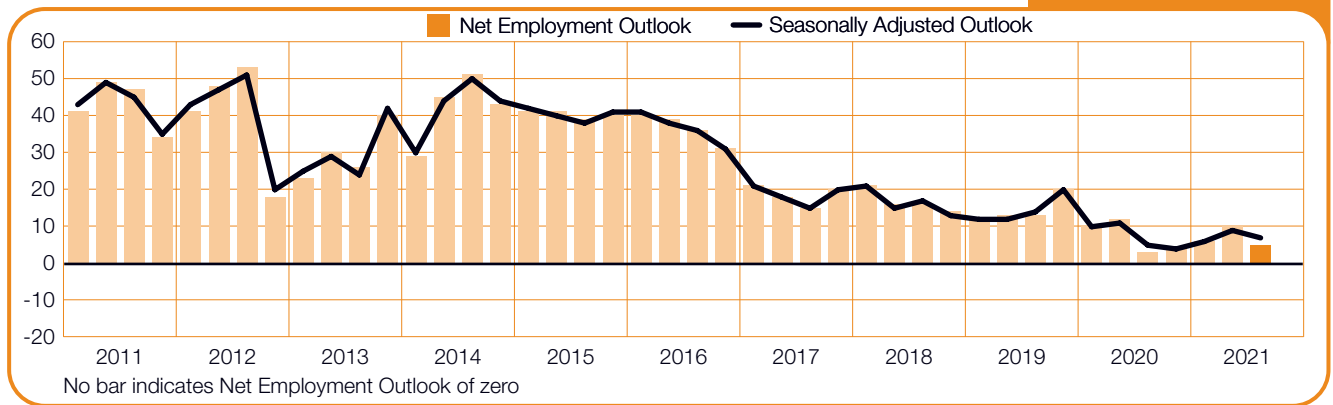
Hong Kong

+1 (0)%



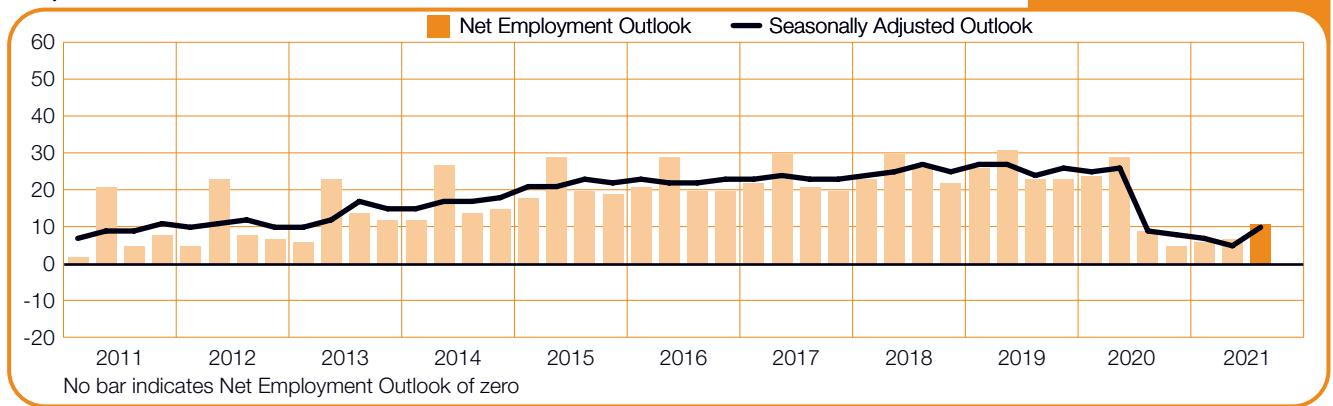
India

+5 (+7)%



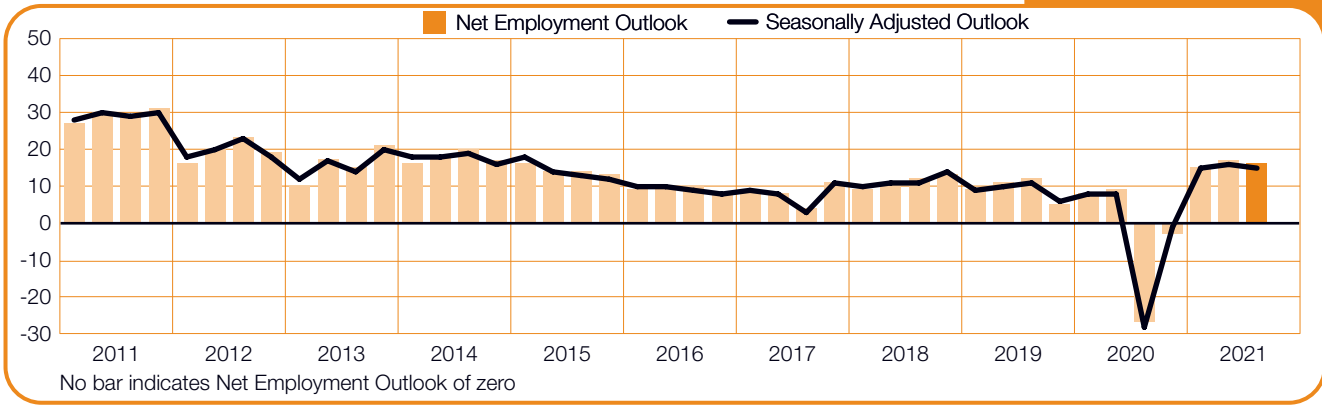
Japan

+11 (+10)%



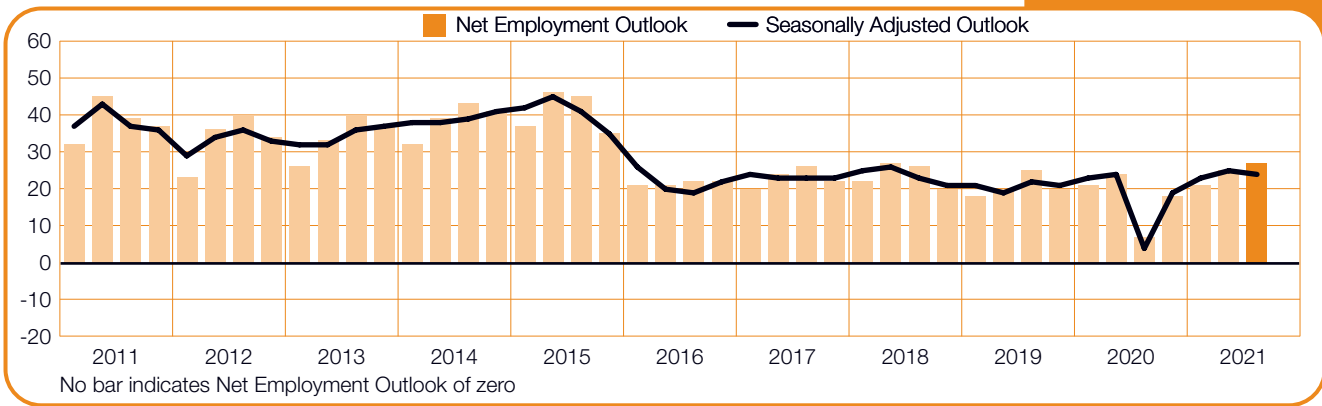
Singapore

+16 (+15)%



Taiwan

+27 (+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 3 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 45,000 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 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 September 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 1,764 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. ManpowerGroup intends to add seasonal adjustments to the data for Croatia 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 substantially more 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 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the 12th 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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