

**ManpowerGroup  
Employment  
Outlook Survey  
UK**

**Q4  
2021**



# United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2021 was conducted by interviewing a representative sample of 2,033 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 December 2021 as compared to the current quarter?”

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# UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Oct-Dec 2021</b>	<b>50</b>	<b>18</b>	<b>30</b>	<b>2</b>	<b>+32</b>	<b>+32</b>
July-Sep 2021	15	3	80	2	+12	+12
Apr-June 2021	4	9	85	2	+2	0
Jan-Mar 2021	5	11	82	2	-4	-2
Oct-Dec 2020	9	16	69	6	-7	-7



Employers in the UK report bright hiring prospects for the October to December time frame. With 50% of employers expecting to increase payrolls, 18% anticipating a decrease and 30% forecasting no change, the resulting Net Employment Outlook is +32%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +32%. Hiring sentiment is the strongest since the current analysis was adopted in 2008, improving by 20 percentage points when compared with the previous quarter and by 39 percentage points in comparison with the same period last year.

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

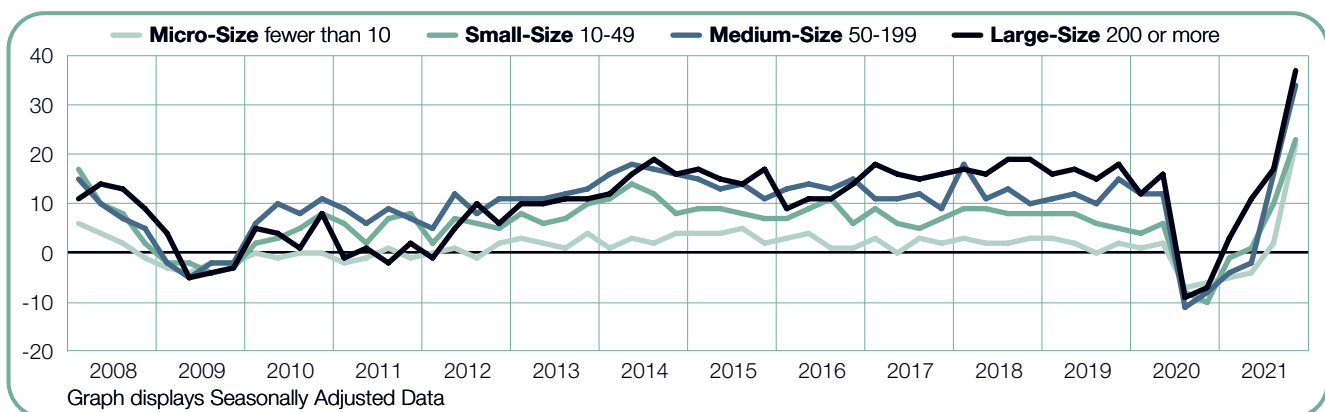
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Payroll gains are forecast for all four organisation size categories in the coming quarter. Large employers anticipate the strongest hiring pace with a Net Employment Outlook of +37%. Elsewhere, Medium employers forecast brisk hiring activity with an Outlook of +34%, while Outlooks stand at +23% and +22% for Small- and Micro-size employers, respectively.

Hiring plans strengthen in all four organisation size categories when compared with the previous quarter, most notably by 20 percentage points for Micro- and Large-size firms. The Outlook for Medium employers is 18 percentage points stronger and Small employers report an improvement of 13 percentage points.

Sharp increases of 44 and 42 percentage points are reported by Large- and Medium-size employers when compared with this time one year ago. The Outlook for Small firms improves by 33 percentage points, while the Outlook for Micro employers is 28 percentage points stronger.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> fewer than 10	35	13	50	2	22	22
<b>Small-Size</b> 10-49	44	19	35	2	25	23
<b>Medium-Size</b> 50-199	51	17	30	2	34	34
<b>Large-Size</b> 200 or more	54	18	25	3	36	37



# Regional Summary

An increase in payrolls is expected in all 12 regions during the fourth quarter of 2021, with the strongest hiring activity forecast for London and the East Midlands, with Net Employment Outlooks of +40%. Bright hiring prospects are reported in two regions with Outlooks of +38% – the North East and Wales – while the Outlook for the West Midlands stands at +37%. Employers also forecast robust labour markets in the South West where the Outlook is +33%, and in the East with an Outlook of +32%.

Hiring plans strengthen in all 12 regions when compared with the previous quarter, most notably by 29 percentage points in the East Midlands, London, the West Midlands

and Wales. Employers in the North East report an increase of 28 percentage points, while the Outlook for the East is 23 percentage points stronger.

When compared with this time one year ago, hiring sentiment also strengthens in all 12 regions. A sharp improvement of 53 percentage points is reported in London, and Outlooks are 44 percentage points stronger in two regions – the East Midlands and the West Midlands. Elsewhere, employers in the East report an increase of 43 percentage points, while hiring plans improve by 41 and 40 percentage points in the North East and Wales, respectively.

	Increase Q4 2021	Decrease Q4 2021	Q4 2021	Q3 2021	Q4 2020	Qtr on Qtr Change Q3 2021 to Q4 2021	Yr on Yr Change Q4 2020 to Q4 2021
	%	%	%	%	%	%	%
East	50	17	33 (32) <sup>1</sup>	9 (9) <sup>1</sup>	-10 (-11) <sup>1</sup>	24 (23) <sup>1</sup>	43 (43) <sup>1</sup>
East Midlands	48	10	38 (40) <sup>1</sup>	11 (11) <sup>1</sup>	-6 (-4) <sup>1</sup>	27 (29) <sup>1</sup>	44 (44) <sup>1</sup>
London	59	19	40 (40) <sup>1</sup>	12 (11) <sup>1</sup>	-13 (-13) <sup>1</sup>	28 (29) <sup>1</sup>	53 (53) <sup>1</sup>
North East	53	15	38 (38) <sup>1</sup>	11 (10) <sup>1</sup>	-3 (-3) <sup>1</sup>	27 (28) <sup>1</sup>	41 (41) <sup>1</sup>
North West	47	17	30 (31) <sup>1</sup>	11 (12) <sup>1</sup>	-8 (-8) <sup>1</sup>	19 (19) <sup>1</sup>	38 (39) <sup>1</sup>
Northern Ireland	41	26	15 (15) <sup>1</sup>	9 (8) <sup>1</sup>	-12 (-11) <sup>1</sup>	6 (7) <sup>1</sup>	27 (26) <sup>1</sup>
Scotland	43	22	21 (20) <sup>1</sup>	17 (15) <sup>1</sup>	-6 (-7) <sup>1</sup>	4 (5) <sup>1</sup>	27 (27) <sup>1</sup>
South East	45	20	25 (24) <sup>1</sup>	12 (12) <sup>1</sup>	-10 (-11) <sup>1</sup>	13 (12) <sup>1</sup>	35 (35) <sup>1</sup>
South West	45	13	32 (33) <sup>1</sup>	12 (14) <sup>1</sup>	-4 (-2) <sup>1</sup>	20 (19) <sup>1</sup>	36 (35) <sup>1</sup>
Wales	52	14	38 (38) <sup>1</sup>	10 (9) <sup>1</sup>	-2 (-2) <sup>1</sup>	28 (29) <sup>1</sup>	40 (40) <sup>1</sup>
West Midlands	51	17	34 (37) <sup>1</sup>	10 (8) <sup>1</sup>	-10 (-7) <sup>1</sup>	24 (29) <sup>1</sup>	44 (44) <sup>1</sup>
Yorkshire & the Humber	44	16	28 (26) <sup>1</sup>	15 (16) <sup>1</sup>	-4 (-6) <sup>1</sup>	13 (10) <sup>1</sup>	32 (32) <sup>1</sup>

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

# Sector Summary

Workforce gains are anticipated in all seven industry sectors where data is available\* for the coming quarter. Booming labour markets are forecast for the Utilities sector and the Finance & Business Services sector, with Net Employment Outlooks of +46%. In the Transport & Communications sector, employers anticipate a vigorous hiring pace with an Outlook of +42%, while the Construction sector Outlook stands at +38%.

In a comparison with the prior quarter, hiring prospects improve in all seven industry sectors, most notably by 38 percentage points in the Utilities sector and by 36 percentage points in the Transport & Communications sector. Elsewhere, the Finance & Business Services

sector Outlook is 34 percentage points stronger and increases of 22 percentage points are reported in both the Construction sector and the Community & Social sector.

Hiring sentiment also strengthens in all seven industry sectors when compared with this time one year ago. Sharp improvements of 53 and 50 percentage points are reported for the Finance & Business Services sector and the Construction sector, respectively. The Transport & Communications sector Outlook is 49 percentage points stronger and Utilities sector employers report an increase of 42 percentage points.

\* Separate analysis of two industry sectors is not available for the fourth quarter of 2021: the Agriculture sector and the Mining sector.

	Increase Q4 2021	Decrease Q4 2021	Q4 2021	Q3 2021	Q4 2020	Qtr on Qtr Change Q3 2021 to Q4 2021	Yr on Yr Change Q4 2020 to Q4 2021
	%	%	%	%	%	%	%
Agriculture	-	-	-	13 (9) <sup>1</sup>	-6 (-1) <sup>1</sup>	-	-
Community & Social	46	17	29 (30) <sup>1</sup>	8 (8) <sup>1</sup>	-1 (0) <sup>1</sup>	21 (22) <sup>1</sup>	30 (30) <sup>1</sup>
Construction	57	20	37 (38) <sup>1</sup>	17 (16) <sup>1</sup>	-13 (-12) <sup>1</sup>	20 (22) <sup>1</sup>	50 (50) <sup>1</sup>
Finance & Business Services	60	14	46 (46) <sup>1</sup>	12 (12) <sup>1</sup>	-7 (-7) <sup>1</sup>	34 (34) <sup>1</sup>	53 (53) <sup>1</sup>
Hotels & Retail	46	23	23 (20) <sup>1</sup>	16 (17) <sup>1</sup>	-9 (-11) <sup>1</sup>	7 (3) <sup>1</sup>	32 (31) <sup>1</sup>
Manufacturing	49	21	28 (26) <sup>1</sup>	11 (11) <sup>1</sup>	-10 (-12) <sup>1</sup>	17 (15) <sup>1</sup>	38 (38) <sup>1</sup>
Mining	-	-	-	6 (8) <sup>1</sup>	-20 (-18) <sup>1</sup>	-	-
Transport & Communications	56	15	41 (42) <sup>1</sup>	8 (6) <sup>1</sup>	-8 (-7) <sup>1</sup>	33 (36) <sup>1</sup>	49 (49) <sup>1</sup>
Utilities	61	15	46 (46) <sup>1</sup>	9 (8) <sup>1</sup>	4 (4) <sup>1</sup>	37 (38) <sup>1</sup>	42 (42) <sup>1</sup>

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

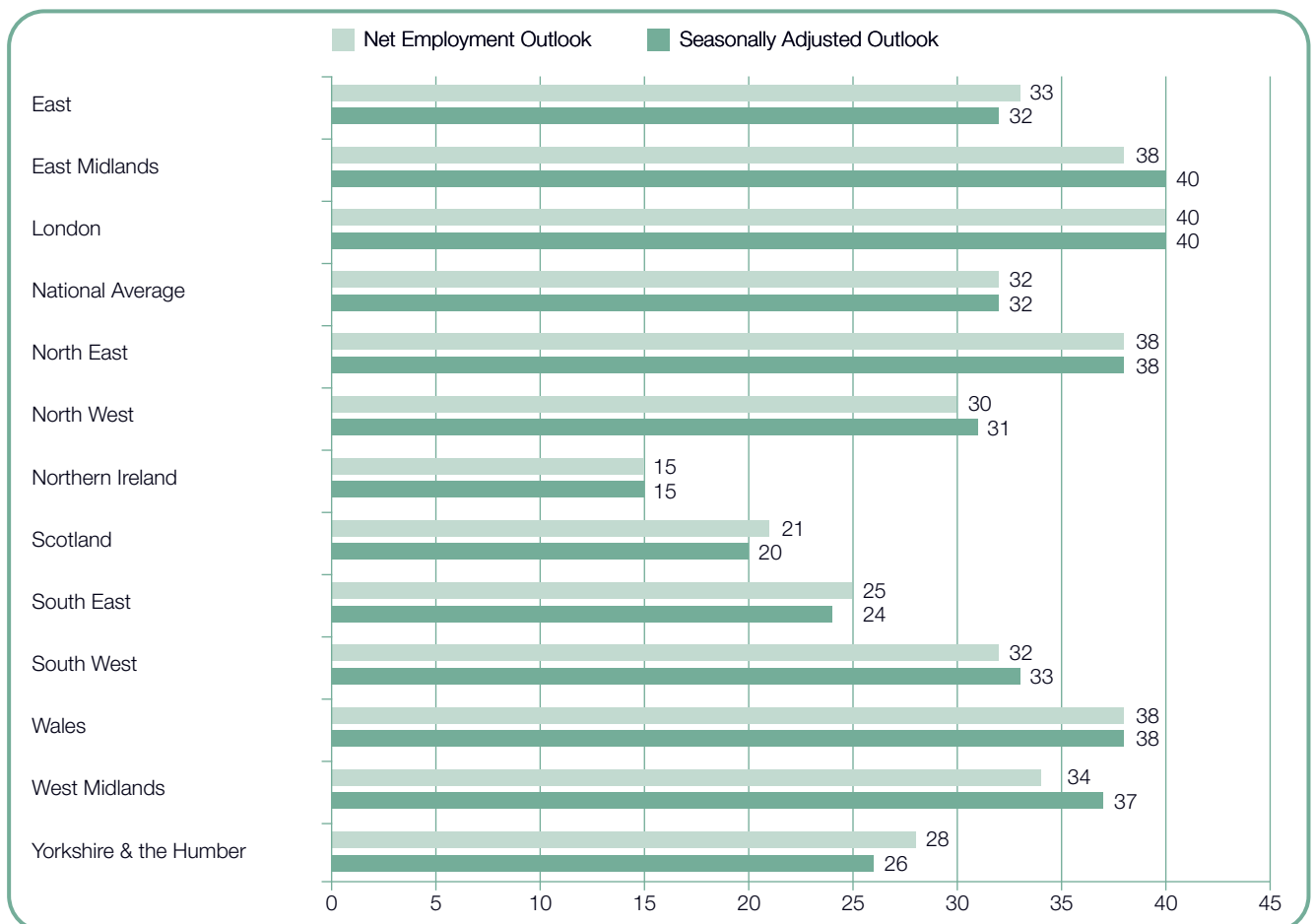
# Regional Comparisons

Employers in all 12 regions expect to add to payrolls during the next three months. The strongest labour markets are anticipated in two regions with Net Employment Outlooks standing at +40% – London and the East Midlands. In both the North East and Wales, employers report robust hiring intentions with Outlooks of +38%, while employers report an Outlook of +37% for the West Midlands. Elsewhere, brisk hiring activity is anticipated in the South West and the East, with Outlooks of +33% and +32%, respectively, while the North West Outlook is +31%. In Yorkshire & the Humber, employers anticipate solid workforce gains, reporting an Outlook of +26%, and the Outlook for the South East is +24%. The weakest labour markets are expected in Scotland and Northern Ireland, where Outlooks stand at +20% and +15%, respectively.

In a comparison with the prior quarter, hiring prospects improve in all 12 regions. The most noteworthy increases of 29 percentage points are

reported in four regions – the East Midlands, London, the West Midlands and Wales. Sharp improvements are also reported in the North East and the East, strengthening by 28 and 23 percentage points, respectively, while Outlooks are 19 percentage points stronger in both the North West and the South West.

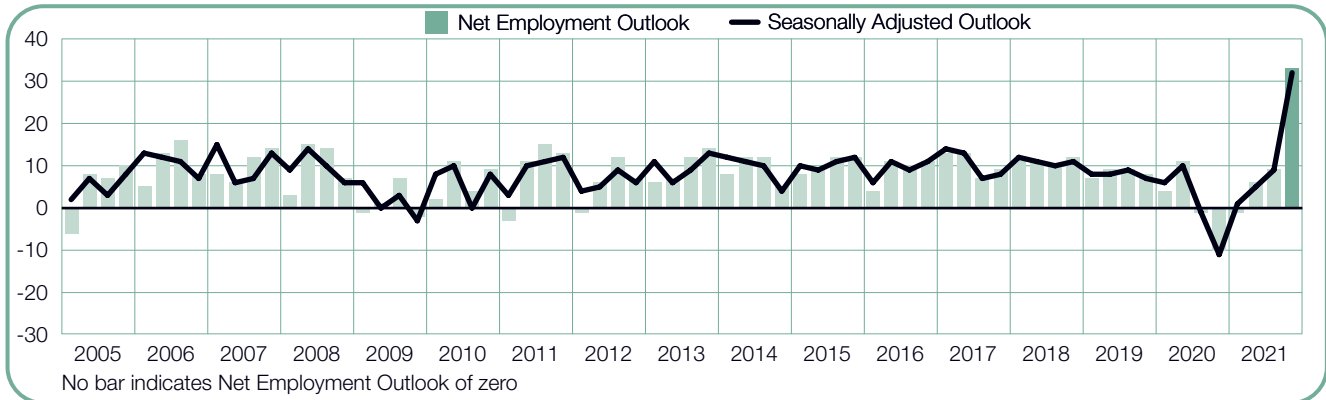
Hiring intentions also strengthen in all 12 regions when compared with the final quarter of 2020, most notably by 53 percentage points in London. Steep improvements of 44 percentage points are reported in both the East Midlands and the West Midlands, while employers report an increase of 43 percentage points in the East. The Outlook for the North East is 41 percentage points stronger, and employers in Wales report an improvement of 40 percentage points. Elsewhere, the North West Outlook strengthens by 39 percentage points and improvements of 35 percentage points are reported in both the South East and the South West.



**+33 (+32)%**

## East

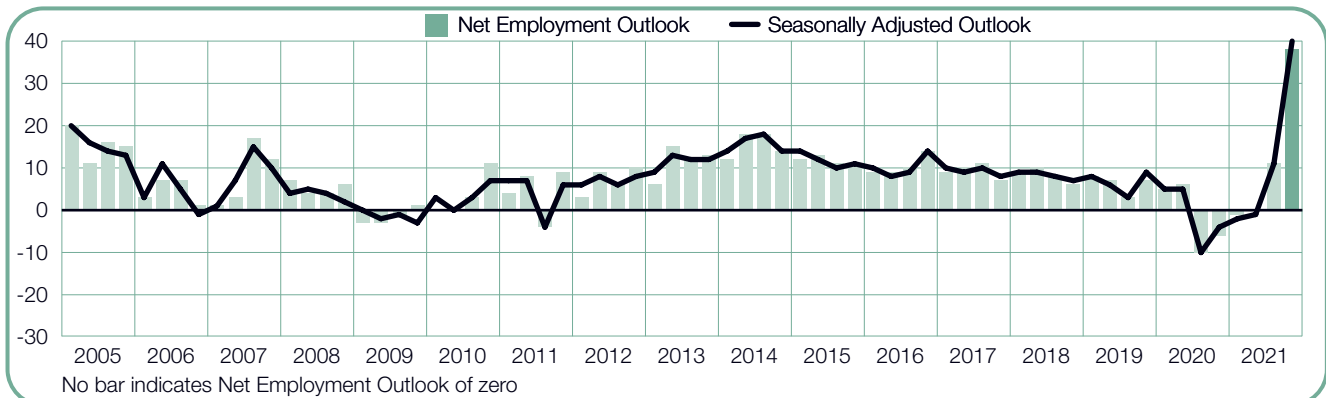
With a Net Employment Outlook of +32% for the next three months, employers anticipate the strongest labour market since the current analysis was adopted in 2008. Hiring plans improve by 23 percentage points when compared with the previous quarter and by 43 percentage points in comparison with last year at this time.



**+38 (+40)%**

## East Midlands

Job seekers can expect bright hiring opportunities in the fourth quarter of 2021, according to employers who report a Net Employment Outlook of +40%. Hiring intentions are the strongest since the current analysis was introduced more than 13 years ago, improving by 29 and 44 percentage points quarter-over-quarter and year-over-year, respectively.



**+40 (+40)%**

## London

Employers anticipate a brisk hiring pace in the upcoming quarter, reporting a Net Employment Outlook of +40%. Improving by 29 percentage points in comparison with the prior quarter and by 53 percentage points year-over-year, the Outlook is the strongest since the current analysis was adopted in 2008.

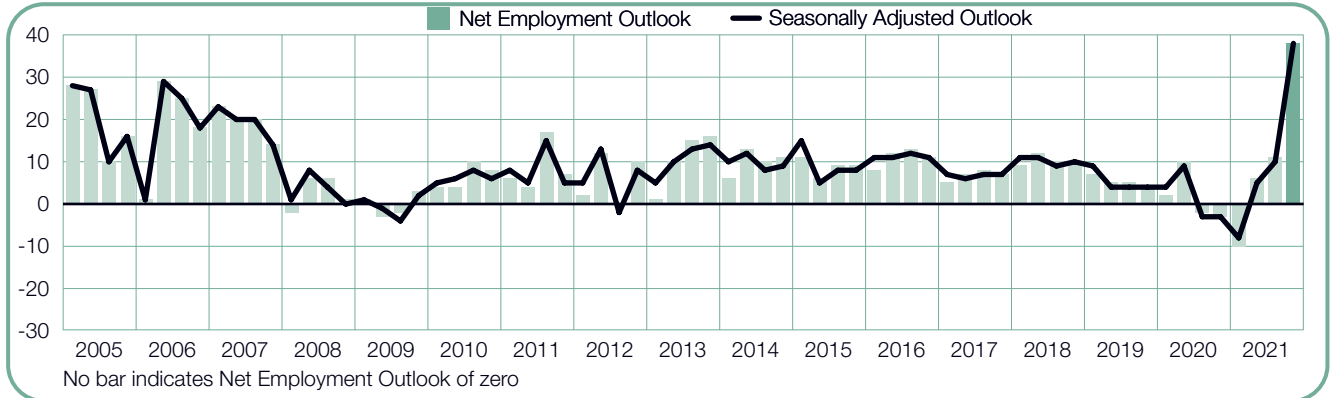




**+38 (+38)%**

## North East

Reporting a Net Employment Outlook of +38%, employers expect robust payroll growth during the October to December period. The Outlook is the strongest since the current analysis was introduced more than 13 years ago, increasing by 28 percentage points when compared with the previous quarter and by 41 percentage points in comparison with Quarter 4 2020.



**+30 (+31)%**

## North West

The strongest hiring activity since the current analysis began in 2008 is forecast for the fourth quarter of 2021. Employers report a Net Employment Outlook of +31%, improving by 19 percentage points quarter-over-quarter and by 39 percentage points when compared with this time one year ago.



**+15 (+15)%**

## Northern Ireland

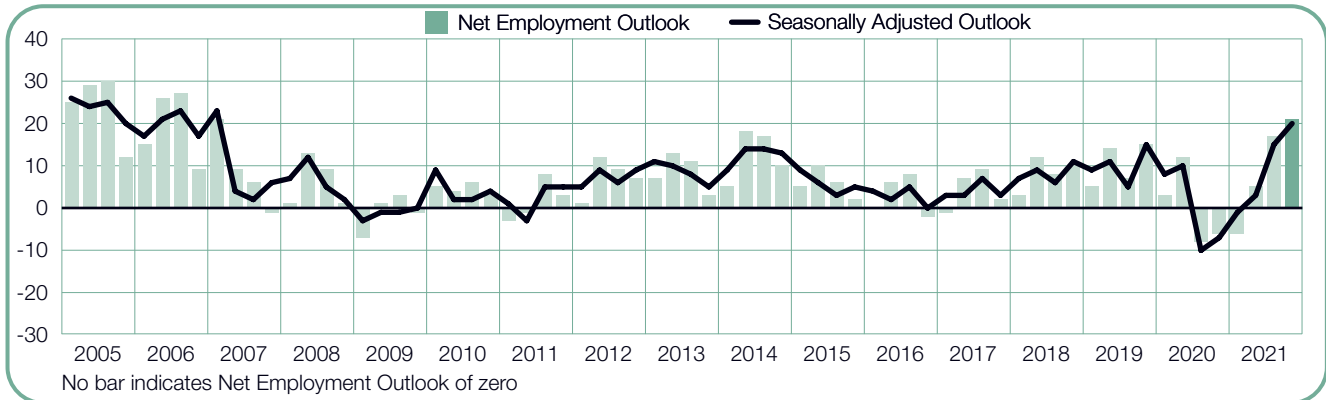
With a Net Employment Outlook for the October to December period of +15%, employers anticipate the strongest hiring climate since the current analysis was introduced more than 13 years ago. Hiring prospects improve by seven percentage points when compared with the previous quarter and are 26 percentage points stronger when compared with this time one year ago.



**+21 (+20)%**

## Scotland

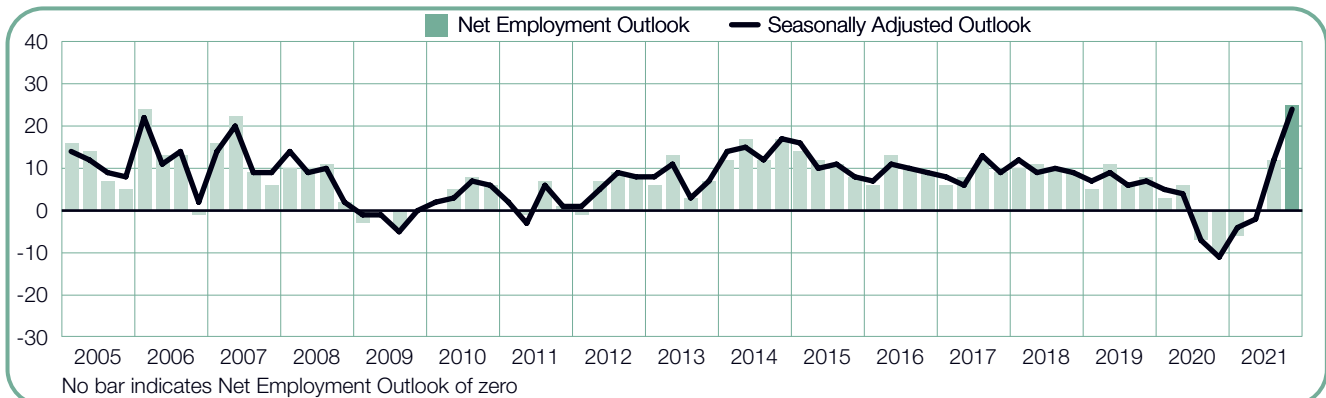
Employers expect a steady increase in payrolls during the final quarter of 2021, reporting a Net Employment Outlook of +20%. Hiring intentions strengthened by five percentage points quarter-over-quarter and by 27 percentage points year-over-year, resulting in the strongest Outlook since the current analysis began in 2008.



**+25 (+24)%**

## South East

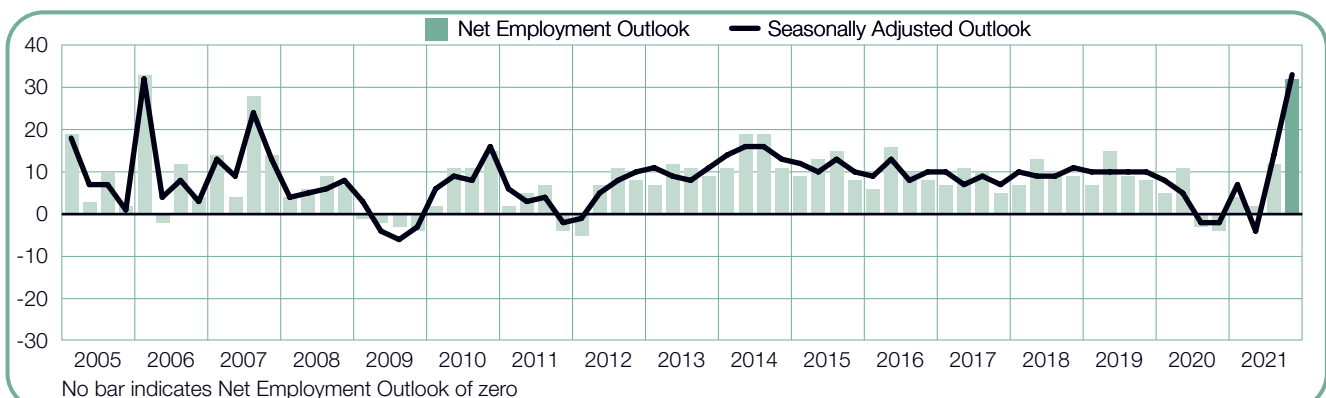
Solid payroll gains are anticipated in the forthcoming quarter, with employers reporting a Net Employment Outlook of +24%. Increasing by 12 percentage points in comparison with the prior quarter and by 35 percentage points when compared with last year at this time, the Outlook is the strongest since the current analysis was adopted more than 13 years ago.



**+32 (+33)%**

## South West

Employers forecast a bright hiring climate for the final quarter of 2021. The Net Employment Outlook stands at +33% and is the strongest since the current analysis began in 2008, improving by 19 and 35 percentage points when compared with Quarter 3 2021 and Quarter 4 2020, respectively.



**+38 (+38)%**

## Wales

A brisk hiring pace is forecast for the October to December period with employers reporting a Net Employment Outlook of +38%. The Outlook is the strongest since the current analysis was adopted more than 13 years ago, improving by 29 and 40 percentage points in comparison with the prior quarter and last year at this time, respectively.



**+34 (+37)%**

## West Midlands

The strongest labour market since the current analysis was introduced more than 13 years ago is expected during the next three months, with employers reporting a Net Employment Outlook of +37%. Hiring sentiment strengthens by 29 percentage points when compared with the previous quarter and is 44 percentage points stronger year-over-year.



**+28 (+26)%**

## Yorkshire & the Humber

Job seekers can expect an active hiring pace in the upcoming quarter, according to employers who report a Net Employment Outlook of +26%. Hiring plans improve by 10 percentage points quarter-over-quarter and are 32 percentage points stronger in comparison with Quarter 4 2020, resulting in the strongest Outlook since the current analysis was adopted in 2008.



# Sector Comparisons

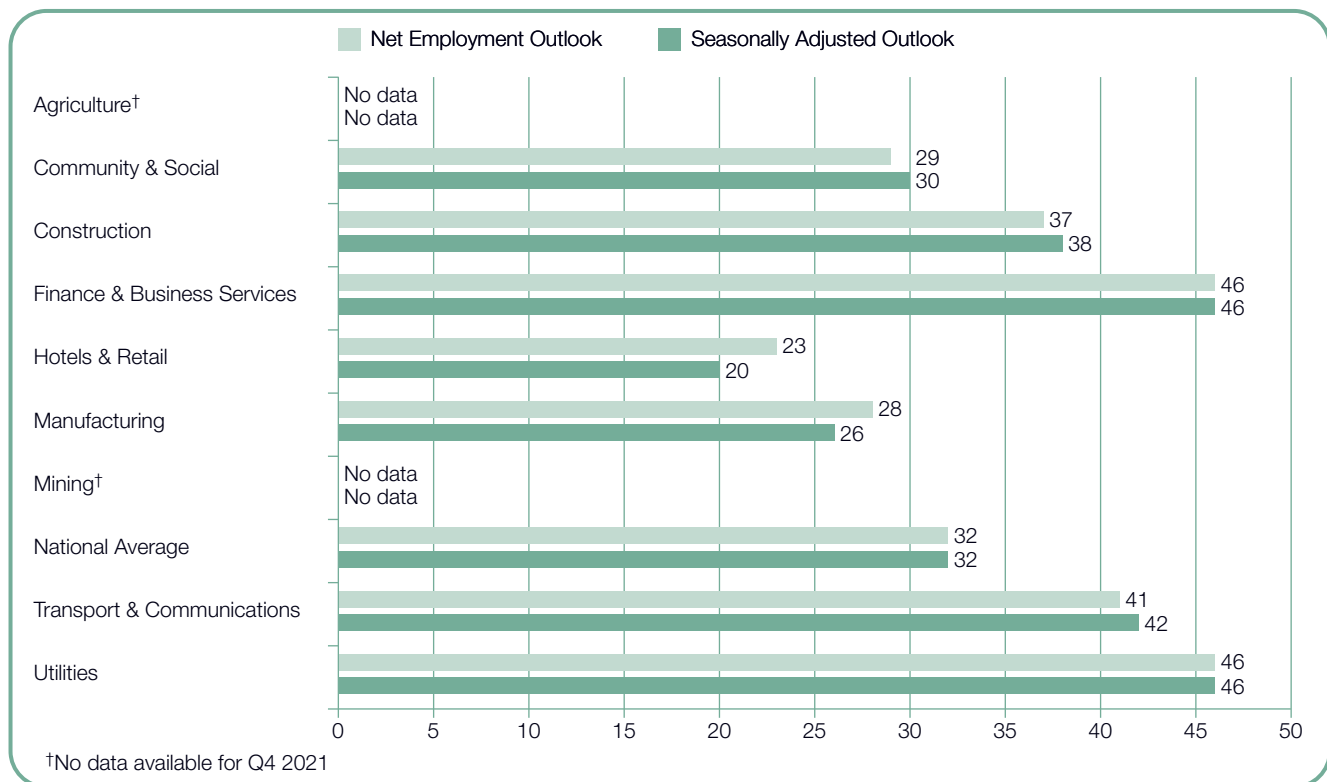
In all seven industry sectors where data is available\*, employers expect to increase payrolls during the next three months. The strongest hiring activity is expected in two sectors with Net Employment Outlooks standing at +46% – the Utilities sector and the Finance & Business Services sector. Transport & Communications sector employers also forecast a dynamic labour market, reporting an Outlook of +42%, and Outlooks stand at +38% and +30% for the Construction sector and the Community & Social sector, respectively. Elsewhere, Manufacturing sector employers expect healthy job gains with an Outlook of +26% and the Outlook for the Hotels & Retail sector is +20%.

Hiring sentiment strengthens in all seven industry sectors when compared with the previous quarter. The most noteworthy increase of 38 percentage points is reported in the Utilities sector, while Outlooks are

36 and 34 percentage points stronger in the Transport & Communications sector and the Finance & Business Services sector, respectively. Hiring plans improve by 22 percentage points in two sectors – the Construction sector and the Community & Social sector – while the Manufacturing sector Outlook increases by 15 percentage points.

In a comparison with the fourth quarter of 2020, hiring prospects also strengthen in all seven industry sectors, most notably by 53 percentage points in the Finance & Business Services sector and by 50 percentage points in the Construction sector. Transport & Communications sector employers report an increase of 49 percentage points, while Outlooks are 42 and 38 percentage points stronger in the Utilities sector and the Manufacturing sector, respectively.

\* Separate analysis of two industry sectors is not available for the fourth quarter of 2021: the Agriculture sector and the Mining sector.



No data

## Agriculture

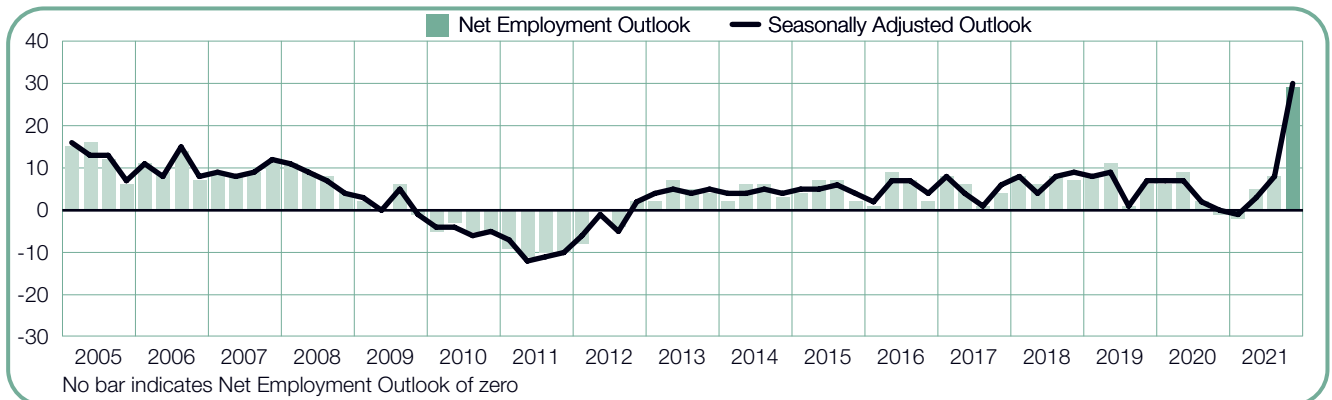
Analysis of the Agriculture sector is not available for the fourth quarter of 2021.



+29 (+30)%

## Community & Social

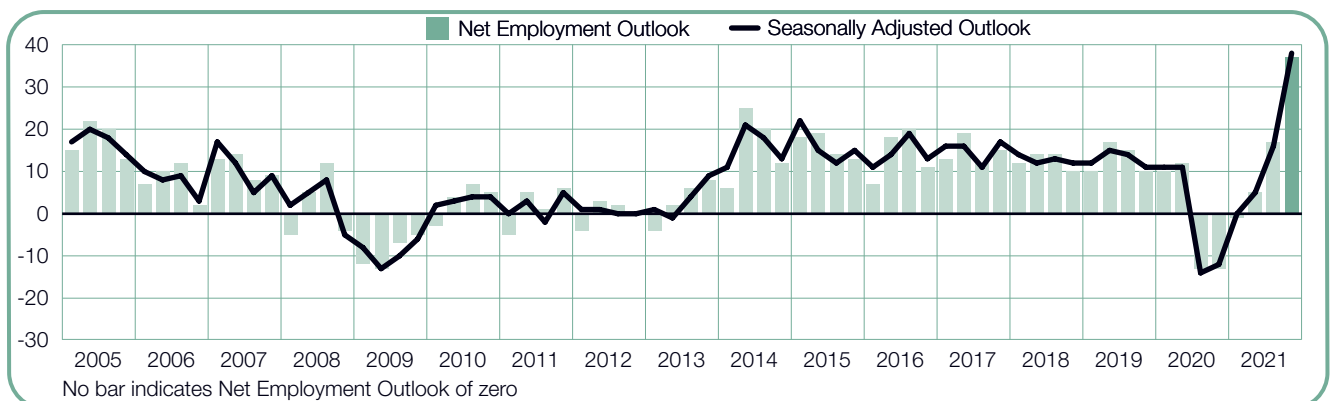
Reporting a Net Employment Outlook of +30%, employers expect solid payroll gains in the next three months. Hiring sentiment is the strongest since the current analysis was adopted in 2008, increasing by 22 and 30 percentage points quarter-over-quarter and year-over-year, respectively.



+37 (+38)%

## Construction

Job seekers can expect to benefit from the strongest hiring pace since the current analysis was introduced in 2008 during the upcoming quarter, according to employers who report a Net Employment Outlook of +38%. Hiring intentions improve by 22 percentage points quarter-over-quarter and are 50 percentage points stronger in comparison with last year at this time.



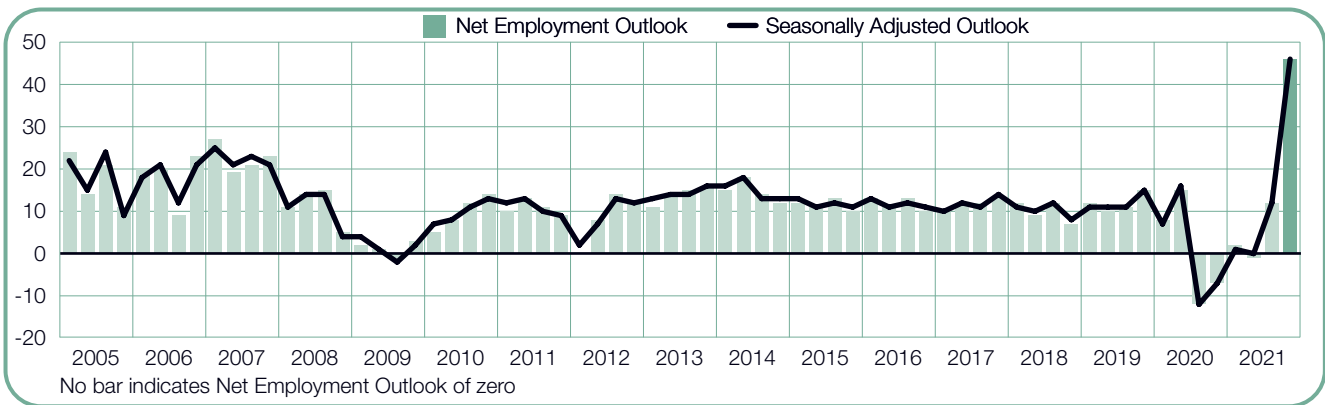
**+46 (+46)%**

## Finance & Business Services

With a Net Employment Outlook of +46%, employers expect a dynamic labour market in the upcoming quarter. Hiring prospects improve by 34 percentage points in comparison with the prior quarter and by 53 percentage points year-over-year, resulting in the strongest forecast since the current analysis was adopted in 2008.

In the Finance sub-sector, employers report bullish hiring plans for the next three months with a Net Employment Outlook of +51%. Hiring sentiment improves by 46 percentage points when compared with the previous quarter and by 55 percentage points year-over-year, and is the strongest since the current analysis began in 2008.

Business Services sub-sector employers report the strongest hiring intentions since the current analysis was introduced more than 13 years ago, with a Net Employment Outlook of +39% for the fourth quarter of 2021. The Outlook strengthens by 24 percentage points quarter-over-quarter and is 47 percentage points stronger when compared with this time one year ago.



**+23 (+20)%**

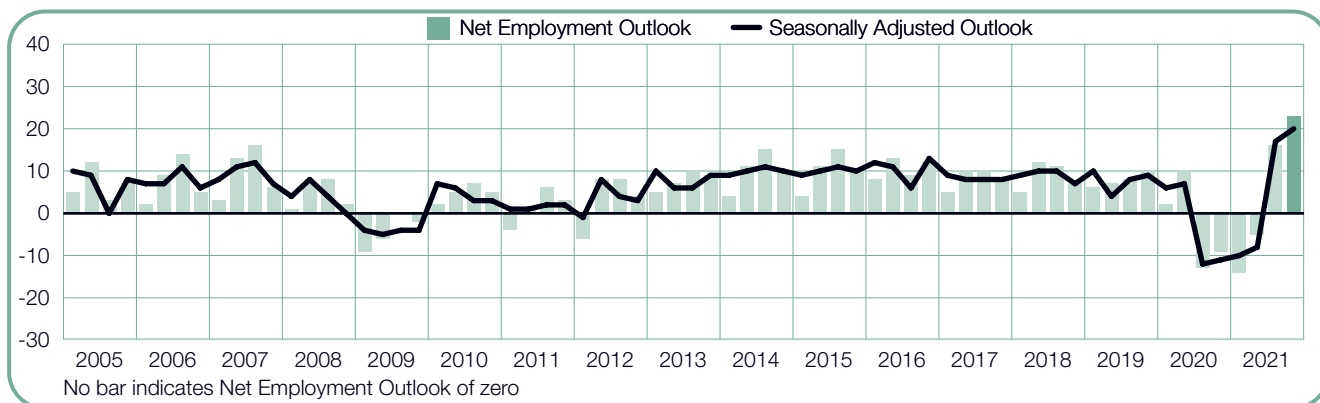
## Hotels & Retail

Positive workforce growth is expected in the coming quarter, with employers reporting a Net Employment Outlook of +20%. Hiring prospects improve by three percentage points when compared with the previous quarter and are 31 percentage points stronger in comparison with Quarter 4 2020, resulting in the strongest forecast since the current analysis began in 2008.

Employers in the B2B sub-sector forecast a bright hiring climate in the next three months, reporting a Net Employment Outlook of +37%. Hiring intentions improve by 23 and 43 percentage points quarter-over-quarter and year-over-year, respectively, resulting in the strongest Outlook since the current analysis was introduced more than 13 years ago.

In the B2C sub-sector, employers anticipate the strongest hiring pace since the current analysis was adopted in 2008, reporting a Net Employment Outlook of +39%. The Outlook strengthens by 36 percentage points when compared with the previous quarter and by 45 percentage points in comparison with the same period last year.

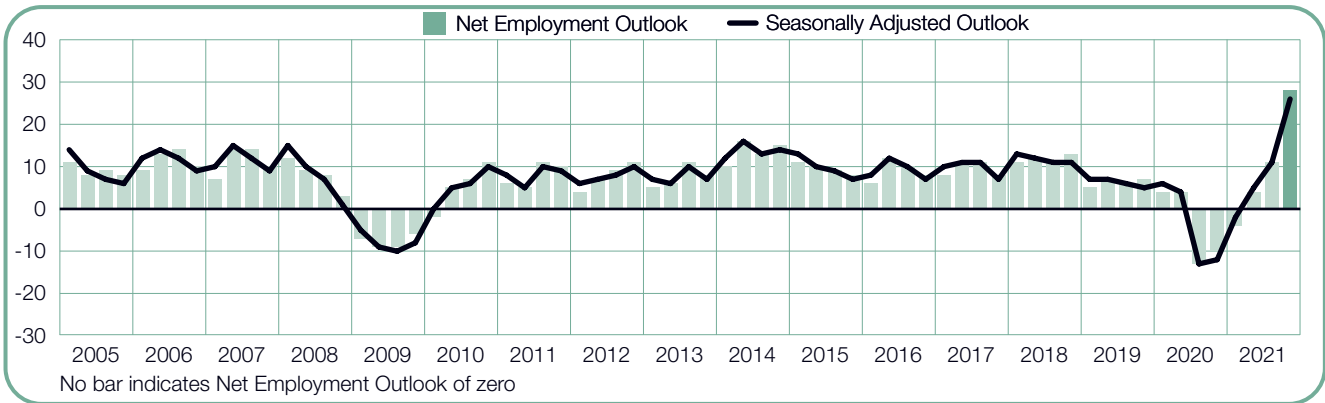
Hotels & Restaurants sub-sector employers expect steady workforce gains during the October to December period with a Net Employment Outlook of +19%. Hiring prospects weaken by eight percentage points in comparison with the prior quarter, but improve by 36 percentage points year-over-year.



**+28 (+26)%**

## Manufacturing

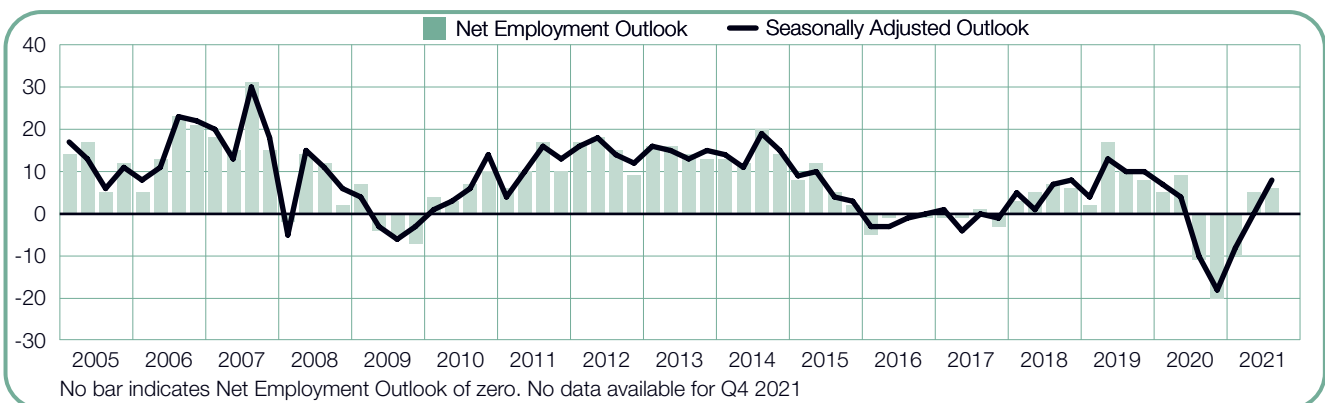
The strongest hiring pace since the current analysis began more than 13 years ago is anticipated during the October to December period. Employers report a Net Employment Outlook of +26%, increasing by 15 percentage points when compared with the previous quarter and by 38 percentage points in comparison with the fourth quarter of 2020.



**No data**

## Mining

Analysis of the Mining sector is not available for the fourth quarter of 2021.





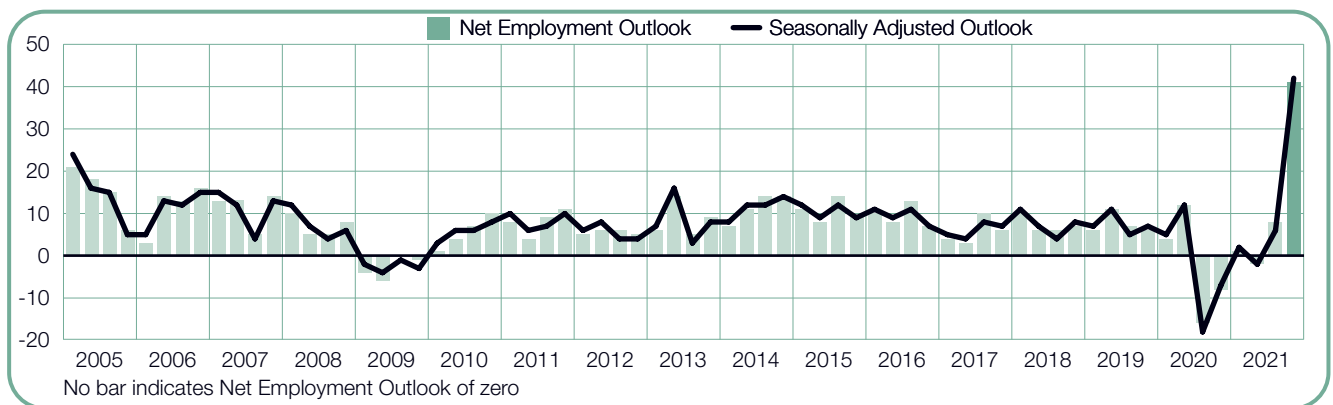
**+41 (+42)%**

## Transport & Communications

Employers anticipate a booming labour market in the final quarter of 2021, reporting a Net Employment Outlook of +42% – the strongest reported since the current analysis began more than 13 years ago. Hiring plans are 36 percentage points stronger in comparison with the prior quarter and improve by 49 percentage points when compared with this time one year ago.

In the Transport sub-sector, employers forecast robust payroll growth during the coming quarter with a Net Employment Outlook of +39%. The Outlook is the strongest since the current analysis was introduced in 2008, improving by 30 and 50 percentage points quarter-over-quarter and year-over-year, respectively.

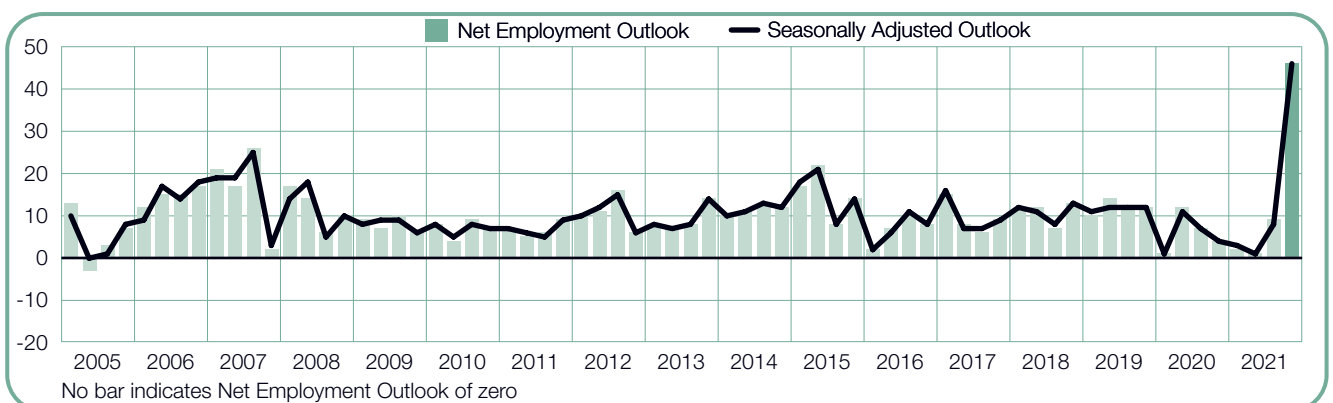
Telecomms sub-sector employers report the strongest hiring prospects since the current analysis was adopted more than 13 years ago with a Net Employment Outlook of +43%. Hiring sentiment is 39 percentage points stronger when compared with Quarter 3 2021 and improves by 32 percentage points in comparison with last year at this time.



**+46 (+46)%**

## Utilities

Employers anticipate vigorous hiring activity in the fourth quarter of 2021, reporting a Net Employment Outlook of +46%. The Outlook is the strongest since the current analysis was adopted more than 13 years ago, improving by 38 and 42 percentage points in comparison with Quarter 3 2021 and the same period last year, respectively.



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# Global Employment Outlook

ManpowerGroup interviewed almost 45,000 employers in 43 countries and territories on hiring intentions\* for the fourth 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 December 2021 as compared to the current quarter?”.

An increase in payrolls is expected by employers in 41 of the 43 countries and territories surveyed by ManpowerGroup for the coming quarter, while employers in two anticipate a reduction in staffing levels.

When compared with the previous quarter, employers report stronger hiring prospects in 31 of the 43 countries and territories, while hiring sentiment weakens in 10 countries and territories and is unchanged in two. In a comparison with the fourth quarter of 2020 – when the COVID-19 pandemic was in full swing across much of the globe – employers in all 43 countries and territories anticipate stronger labour markets. The strongest hiring intentions for the October to December time frame are reported in the United States, India, Canada, the Netherlands, Mexico and France. Meanwhile, employers in Panama, South Africa, Singapore, Croatia and Argentina anticipate the weakest hiring activity in the coming quarter.

Workforce gains are expected in 25 of the 26 Europe, Middle East & Africa (EMEA) region countries during the next three months. The exception is South Africa, where employers forecast a subdued labour market. In a comparison with the prior quarter, hiring sentiment strengthens in 20 EMEA countries, while weakening in five, and hiring prospects improve in all 26 of the region’s countries when compared with this time one year ago. Hiring activity is expected to be strongest in the Netherlands, France, Ireland, Spain and the UK, while EMEA’s weakest labour markets are forecast in South Africa, Croatia, Switzerland and Hungary.

Payrolls are expected to grow in all seven Asia Pacific countries and territories during the upcoming quarter. Employers in the region report mixed signals in comparison with the previous quarter, with Outlooks strengthening in three countries and territories but declining in four. However, hiring prospects strengthen in all seven countries and territories when compared with the corresponding period in 2020. The strongest hiring intentions in the region are reported in India and Taiwan, while employers in Singapore and Hong Kong report the weakest Outlooks.

Employers in nine of the 10 Americas countries surveyed expect to add to payrolls in the fourth quarter of 2021, while staffing levels are expected to dip in the remaining country – Panama. Quarter-over-quarter, employers in eight of the 10 countries report stronger hiring plans, and hiring sentiment strengthens in all 10 countries when compared with this time one year ago. U.S. employers anticipate the strongest hiring climate in the coming quarter – in both the Americas region and across the whole global survey – and robust hiring plans are reported in Canada and Mexico. Meanwhile, the weakest labour markets in the region are anticipated in Panama and Argentina.

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](http://www.manpowergroup.com/meos)

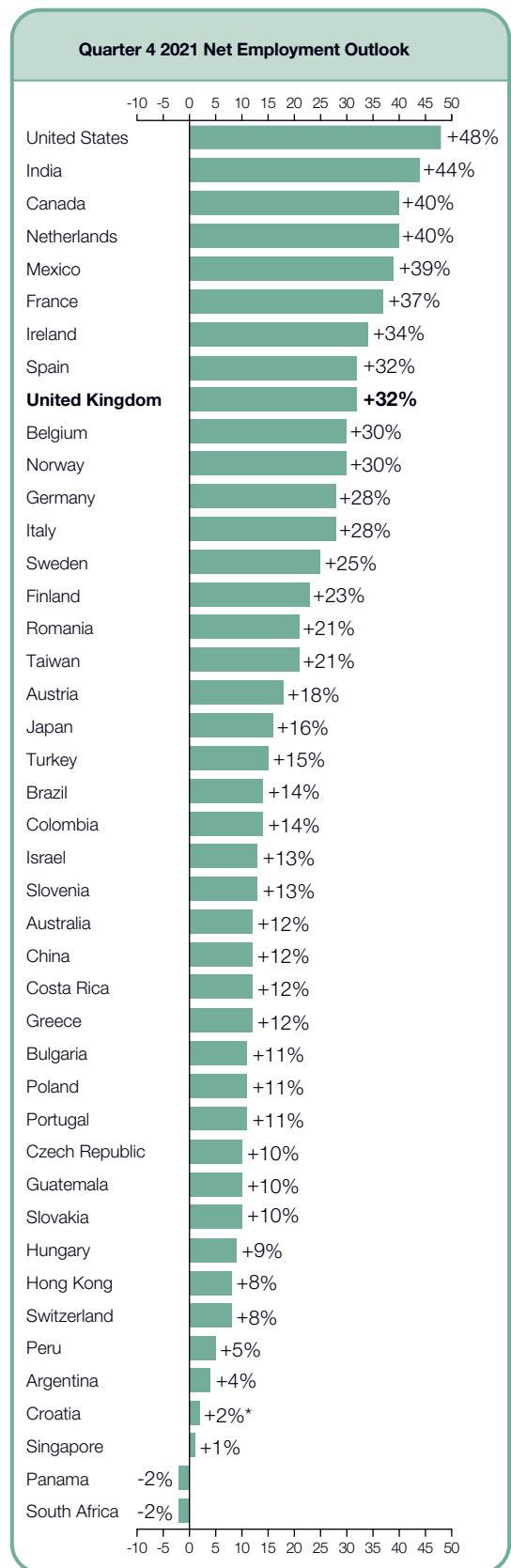
The next ManpowerGroup Employment Outlook Survey will be released on 14 December 2021 and will detail expected labour market activity for the first quarter of 2022.

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

	Quarter 4 2021	Qtr on Qtr Change Q3 2021 to Q4 2021	Yr on Yr Change Q4 2020 to Q4 2021
	%		
<b>Americas</b>			
Argentina	4 (4) <sup>1</sup>	5 (3) <sup>1</sup>	7 (7) <sup>1</sup>
Brazil	12 (14) <sup>1</sup>	5 (6) <sup>1</sup>	18 (18) <sup>1</sup>
Canada	39 (40) <sup>1</sup>	26 (31) <sup>1</sup>	36 (35) <sup>1</sup>
Colombia	15 (14) <sup>1</sup>	9 (8) <sup>1</sup>	25 (25) <sup>1</sup>
Costa Rica	10 (12) <sup>1</sup>	2 (3) <sup>1</sup>	26 (26) <sup>1</sup>
Guatemala	11 (10) <sup>1</sup>	2 (0) <sup>1</sup>	16 (16) <sup>1</sup>
Mexico	38 (39) <sup>1</sup>	28 (30) <sup>1</sup>	38 (38) <sup>1</sup>
Panama	1 (-2) <sup>1</sup>	1 (-2) <sup>1</sup>	19 (19) <sup>1</sup>
Peru	4 (5) <sup>1</sup>	2 (2) <sup>1</sup>	5 (5) <sup>1</sup>
United States	46 (48) <sup>1</sup>	17 (23) <sup>1</sup>	34 (34) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	12 (12) <sup>1</sup>	-4 (-4) <sup>1</sup>	10 (10) <sup>1</sup>
China	10 (12) <sup>1</sup>	-6 (-2) <sup>1</sup>	6 (7) <sup>1</sup>
Hong Kong	8 (8) <sup>1</sup>	7 (7) <sup>1</sup>	10 (10) <sup>1</sup>
India	44 (44) <sup>1</sup>	39 (37) <sup>1</sup>	40 (40) <sup>1</sup>
Japan	16 (16) <sup>1</sup>	5 (5) <sup>1</sup>	11 (10) <sup>1</sup>
Singapore	-2 (1) <sup>1</sup>	-18 (-13) <sup>1</sup>	1 (1) <sup>1</sup>
Taiwan	20 (21) <sup>1</sup>	-7 (-2) <sup>1</sup>	2 (2) <sup>1</sup>

<b>EMEA<sup>†</sup></b>			
Austria	18 (18) <sup>1</sup>	4 (7) <sup>1</sup>	21 (21) <sup>1</sup>
Belgium	30 (30) <sup>1</sup>	16 (16) <sup>1</sup>	30 (29) <sup>1</sup>
Bulgaria	9 (11) <sup>1</sup>	-9 (-1) <sup>1</sup>	11 (11) <sup>1</sup>
Croatia	2	-12	8
Czech Republic	10 (10) <sup>1</sup>	3 (5) <sup>1</sup>	9 (9) <sup>1</sup>
Finland	21 (23) <sup>1</sup>	8 (11) <sup>1</sup>	28 (26) <sup>1</sup>
France	35 (37) <sup>1</sup>	23 (28) <sup>1</sup>	33 (33) <sup>1</sup>
Germany	29 (28) <sup>1</sup>	17 (18) <sup>1</sup>	26 (26) <sup>1</sup>
Greece	5 (12) <sup>1</sup>	-17 (-2) <sup>1</sup>	5 (5) <sup>1</sup>
Hungary	10 (9) <sup>1</sup>	2 (1) <sup>1</sup>	8 (7) <sup>1</sup>
Ireland	32 (34) <sup>1</sup>	14 (19) <sup>1</sup>	36 (36) <sup>1</sup>
Israel	11 (13) <sup>1</sup>	-4 (1) <sup>1</sup>	13 (13) <sup>1</sup>
Italy	25 (28) <sup>1</sup>	16 (21) <sup>1</sup>	29 (29) <sup>1</sup>
Netherlands	39 (40) <sup>1</sup>	29 (31) <sup>1</sup>	41 (41) <sup>1</sup>
Norway	29 (30) <sup>1</sup>	14 (18) <sup>1</sup>	31 (30) <sup>1</sup>
Poland	12 (11) <sup>1</sup>	3 (3) <sup>1</sup>	7 (7) <sup>1</sup>
Portugal	8 (11) <sup>1</sup>	0 (5) <sup>1</sup>	6 (6) <sup>1</sup>
Romania	17 (21) <sup>1</sup>	-2 (7) <sup>1</sup>	22 (21) <sup>1</sup>
Slovakia	9 (10) <sup>1</sup>	-2 (2) <sup>1</sup>	10 (10) <sup>1</sup>
Slovenia	14 (13) <sup>1</sup>	1 (-2) <sup>1</sup>	14 (14) <sup>1</sup>
South Africa	-3 (-2) <sup>1</sup>	-3 (-3) <sup>1</sup>	9 (10) <sup>1</sup>
Spain	31 (32) <sup>1</sup>	24 (28) <sup>1</sup>	36 (36) <sup>1</sup>
Sweden	21 (25) <sup>1</sup>	4 (13) <sup>1</sup>	25 (25) <sup>1</sup>
Switzerland	6 (8) <sup>1</sup>	-4 (0) <sup>1</sup>	6 (6) <sup>1</sup>
Turkey	15 (15) <sup>1</sup>	4 (4) <sup>1</sup>	8 (8) <sup>1</sup>
<b>UK</b>	<b>32 (32)<sup>1</sup></b>	<b>20 (20)<sup>1</sup></b>	<b>39 (39)<sup>1</sup></b>



<sup>†</sup>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.

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# International Comparisons – EMEA

Across 26 countries in the Europe, Middle East and Africa (EMEA) region, ManpowerGroup interviewed more than 20,700 employers for the survey of hiring prospects for the fourth quarter of 2021. An increase in payrolls is expected for 25 EMEA countries during the next three months, while a dip in staffing levels is forecast in one country. In 12 of the 26 countries, employers report their strongest national forecasts since the analysis was begun, including Belgium, France, Germany, Italy, the Netherlands, Spain and the UK.

Across the largest Eurozone economies, hiring intentions have recovered strongly following the COVID-19 pandemic, most notably in France, where the job gains forecast for all seven industry sectors and all five regions are the strongest since the survey began in 2003. Employers in France expect the strongest hiring activity in the Manufacturing and Other Production sectors. In Germany, employers expect an active labour market during the next three months, driven in part by bullish hiring plans for the Restaurants & Hotels sector and by bright hiring prospects in the Manufacturing and Wholesale & Retail Trade sectors. In five of the seven sectors and four of the eight regions, the forecasts are the strongest since the survey began in 2003.

Employers in Italy expect solid payroll growth, reporting the strongest Outlooks since the survey began in 2003 across all seven industry sectors and all four regions during the final quarter of 2021. Hiring sentiment is strongest in the Restaurants & Hotels, Finance & Business Services and Manufacturing sectors. Meanwhile, the forecast for Spain in the coming quarter reflects robust hiring plans. Employers in Spain's Restaurants & Hotels, Construction and Manufacturing sectors all report booming labour markets and their strongest hiring plans since the survey began 18 years ago.

Elsewhere in the region, employers in the UK also expect a record-breaking hiring climate, reporting their strongest forecast since analysis began more than 13 years ago.

Bullish hiring plans are reported among UK employers in the Finance & Business Services, Utilities and Transport & Communications sectors, with the strongest regional labour markets expected in London and the East Midlands.

Employers in the Netherlands anticipate the strongest hiring pace in the whole EMEA region during the upcoming quarter, in part fuelled by bullish hiring sentiment in the Other Production, Other Services and Finance & Business Services sectors. Meanwhile, employers in Belgium report healthy hiring prospects, with workforce gains expected in all six industry sectors analysed, headed by robust hiring plans in the Finance & Business Services and Wholesale & Retail Trade sectors.

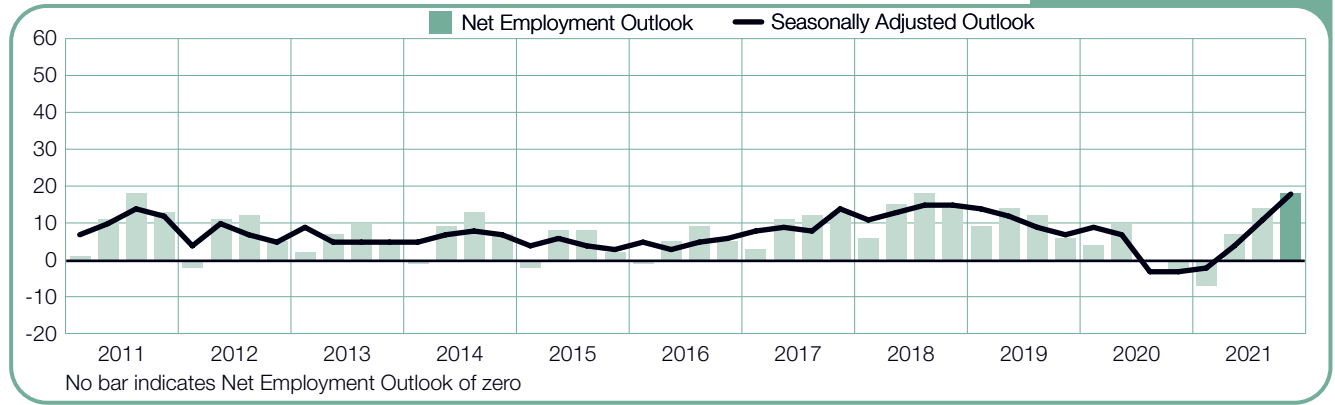
In Norway, employers anticipate an active labour market with job gains in all seven industry sectors, most notably with dynamic hiring activity forecast for the Other Production and Construction sectors. Employers in Sweden also expect workforce growth across all seven industry sectors, including the Restaurants & Hotels sector where employers anticipate a vigorous hiring pace.

In Poland, employers report respectable hiring intentions for the next three months. Improving both quarter-over-quarter and year-over-year, the Polish Outlook is the strongest in more than two years, reflecting positive hiring plans in all seven industry sectors. The strongest Polish labour markets are anticipated in the Construction and Manufacturing sectors.

Unlike the rest of the EMEA region, employers in South Africa expect to trim payrolls in the October to December period. While Manufacturing sector employers expect modest payroll gains during the coming quarter, employers report negative Outlooks in five of the six remaining sectors. The weakest sector labour market is anticipated in the Construction sector.

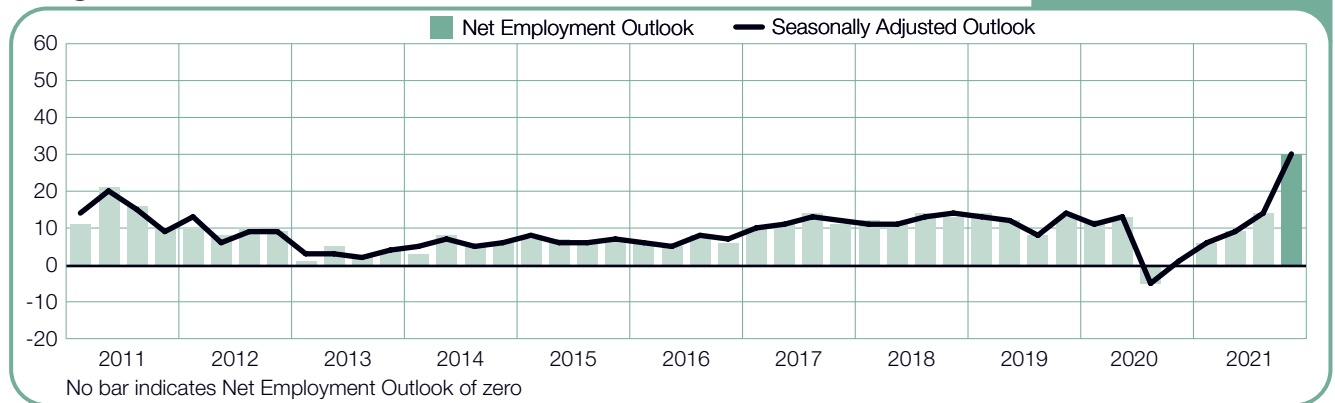
## Austria

+18 (+18)%



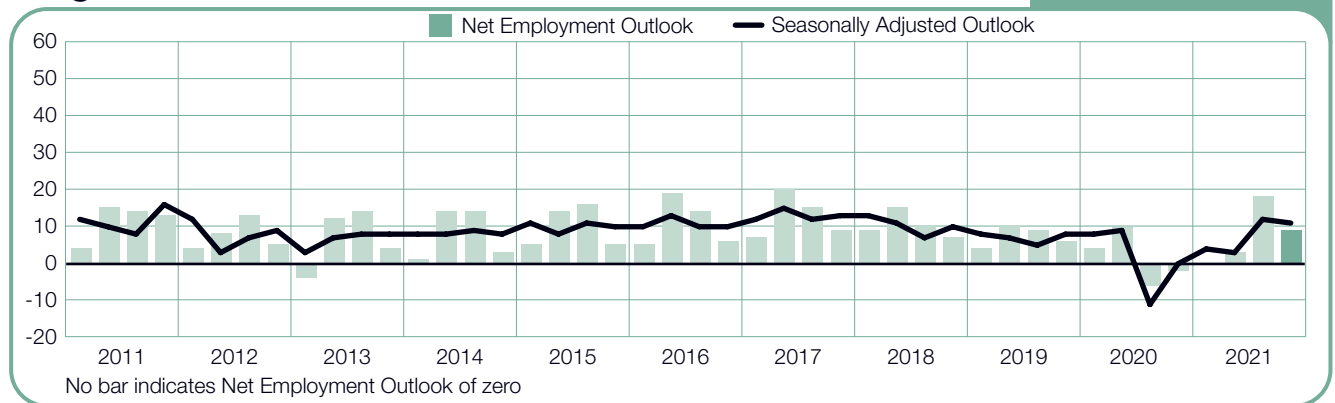
## Belgium

+30 (+30)%



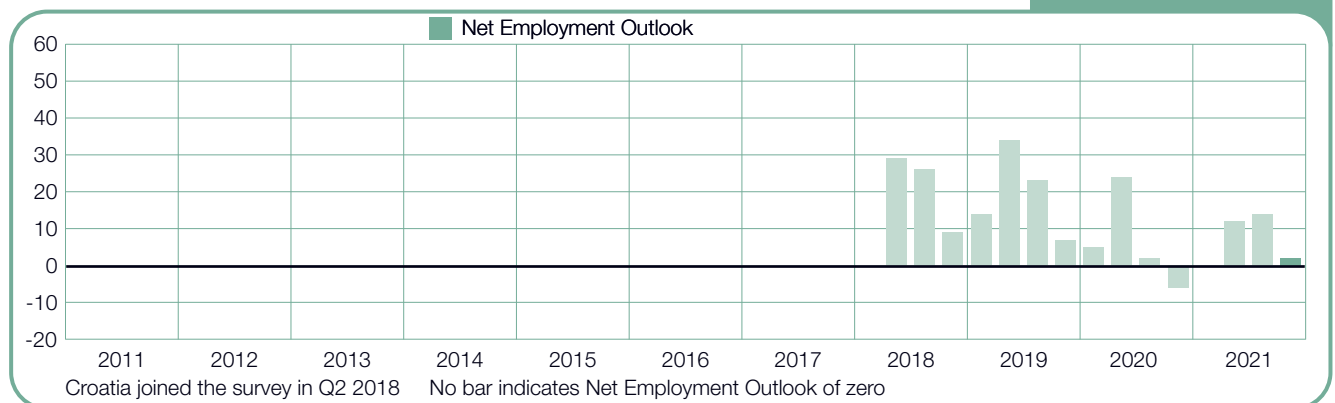
## Bulgaria

+9 (+11)%



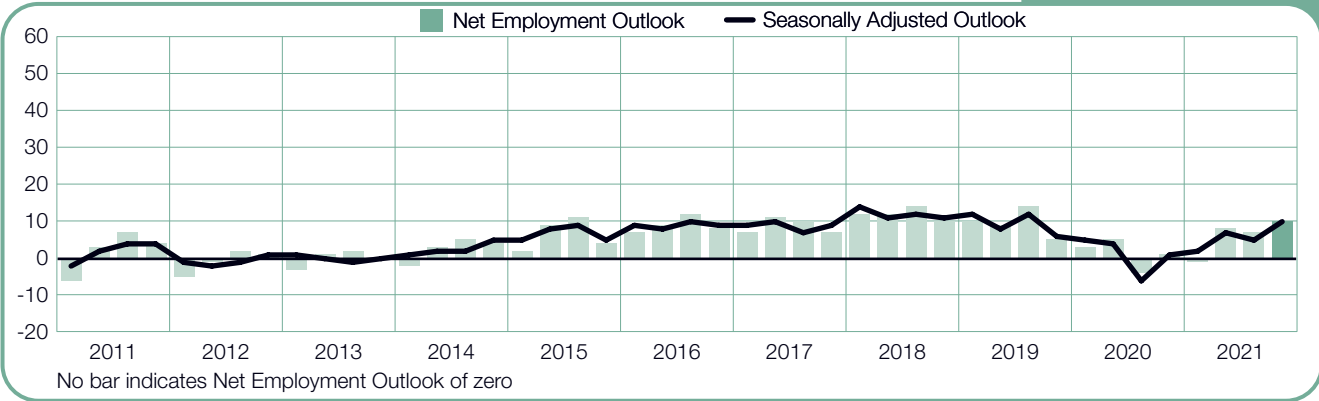
## Croatia

+2%



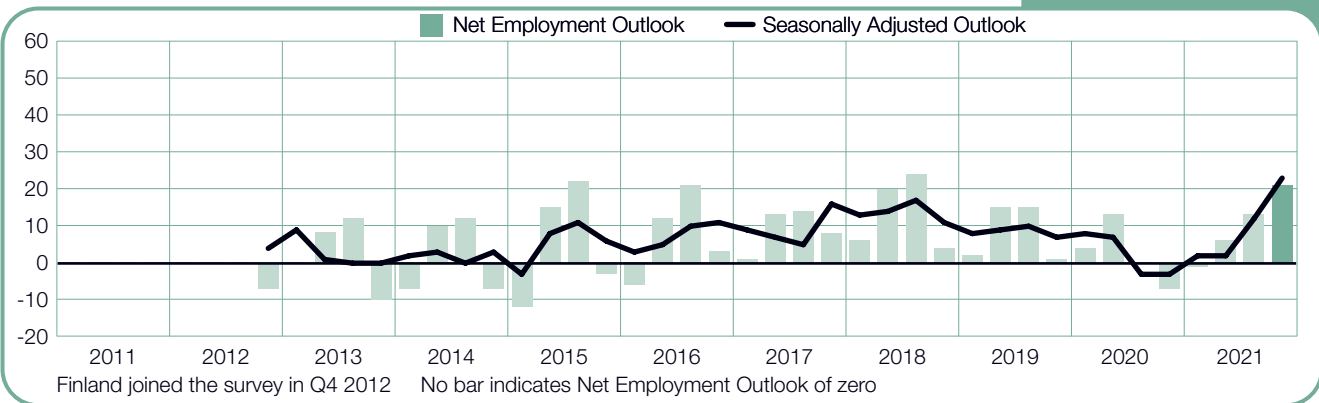
## Czech Republic

**+10 (+10)%**



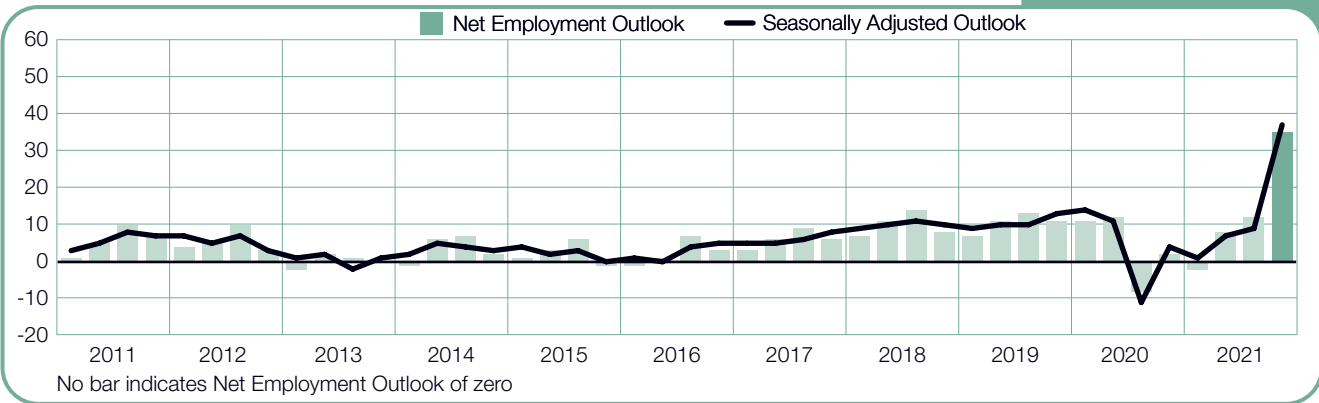
## Finland

**+21 (+23)%**



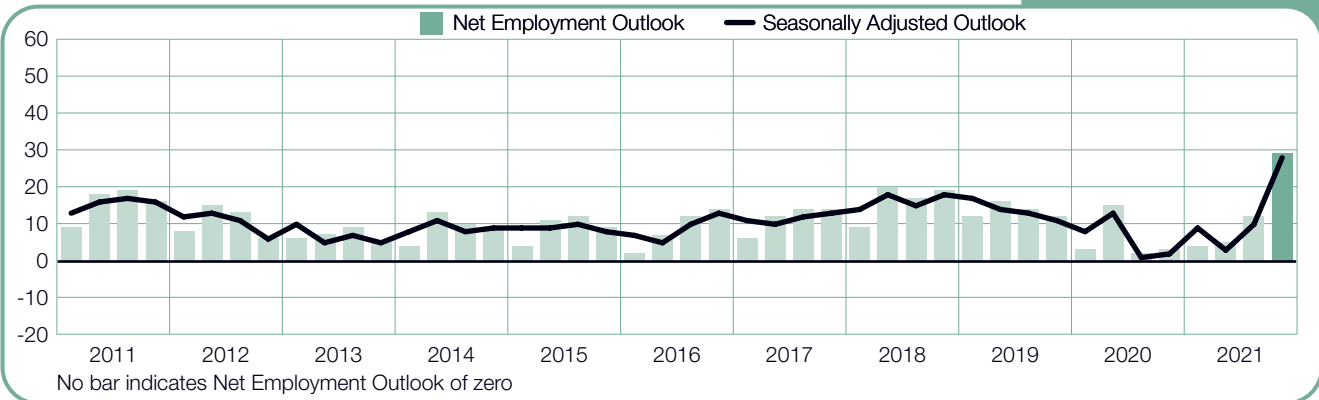
## France

**+35 (+37)%**



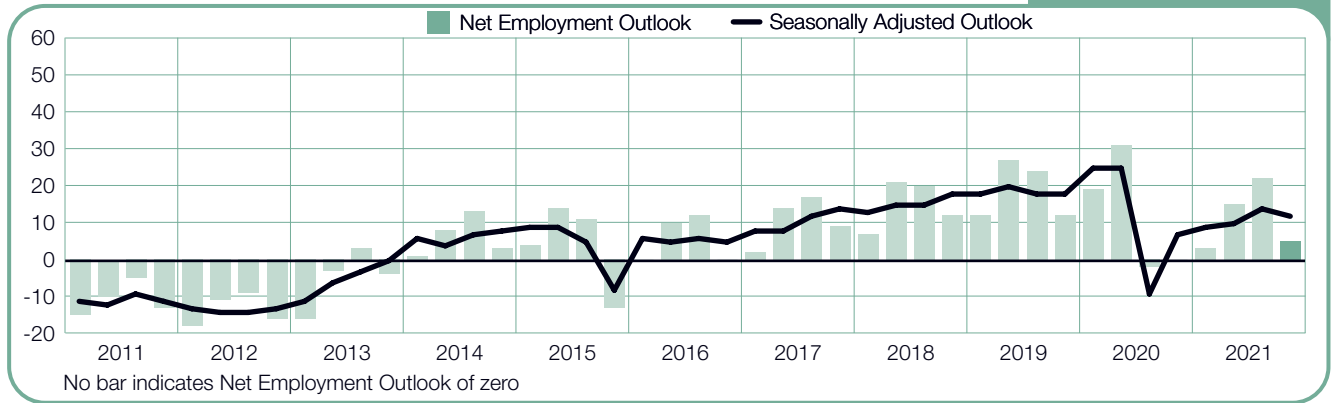
## Germany

**+29 (+28)%**



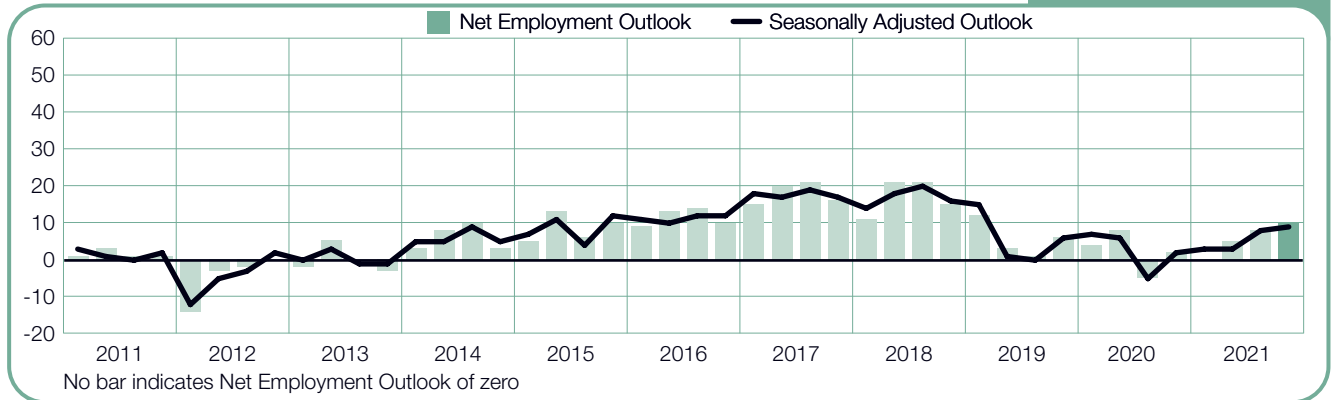
## Greece

+5 (+12)%



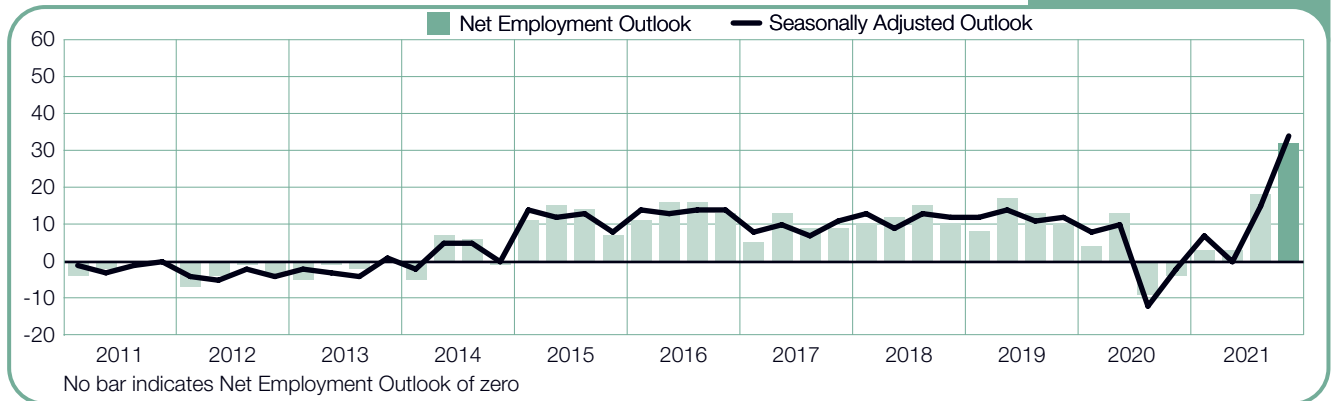
## Hungary

+10 (+9)%



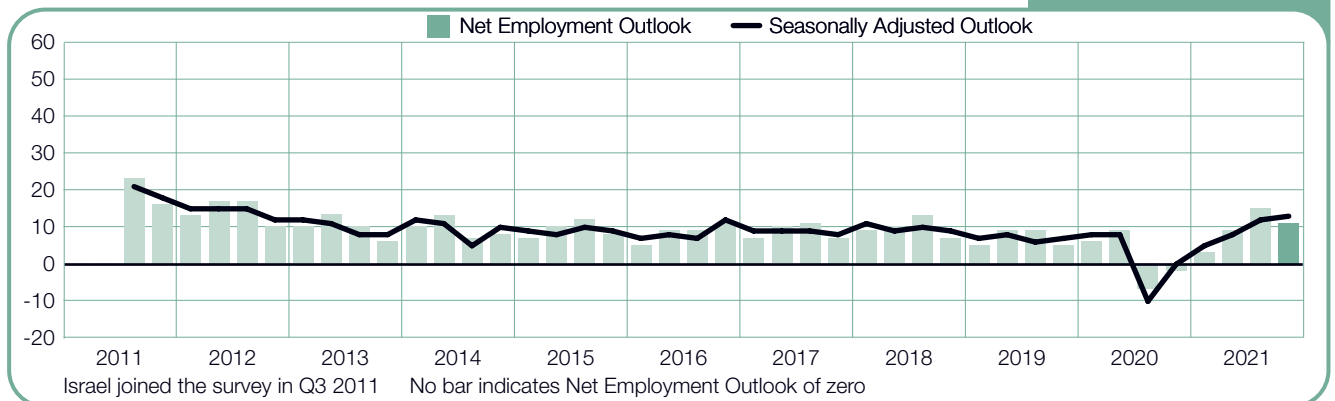
## Ireland

+32 (+34)%



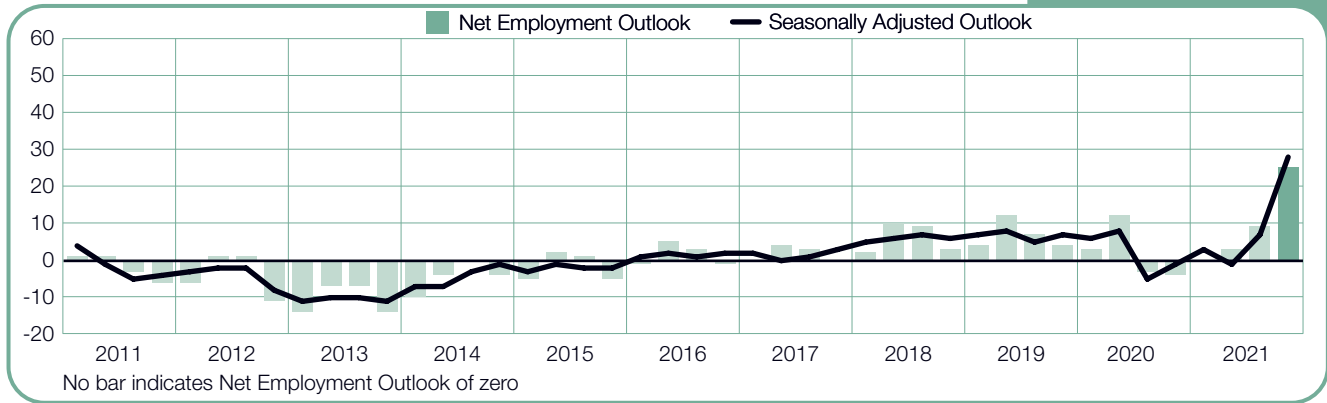
## Israel

+11 (+13)%



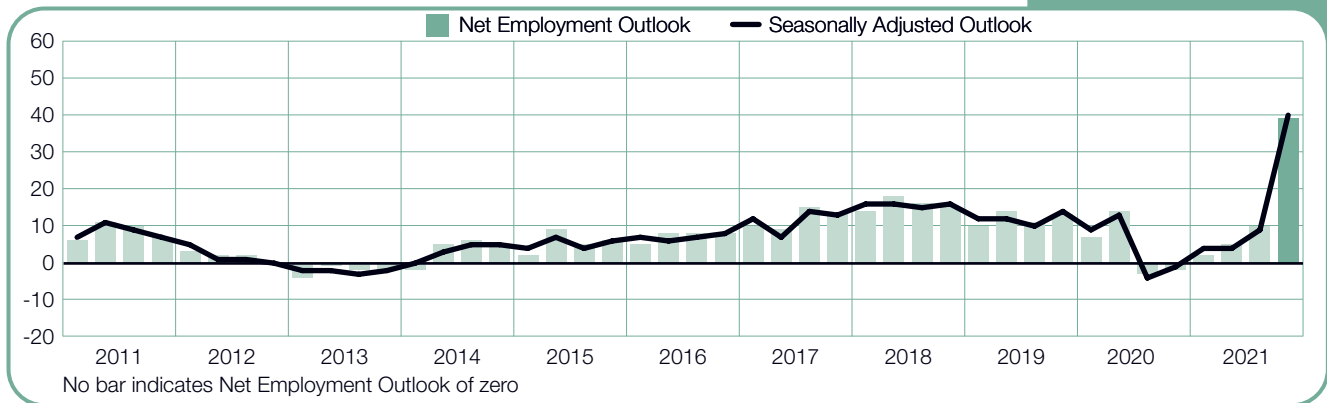
## Italy

+25 (+28)%



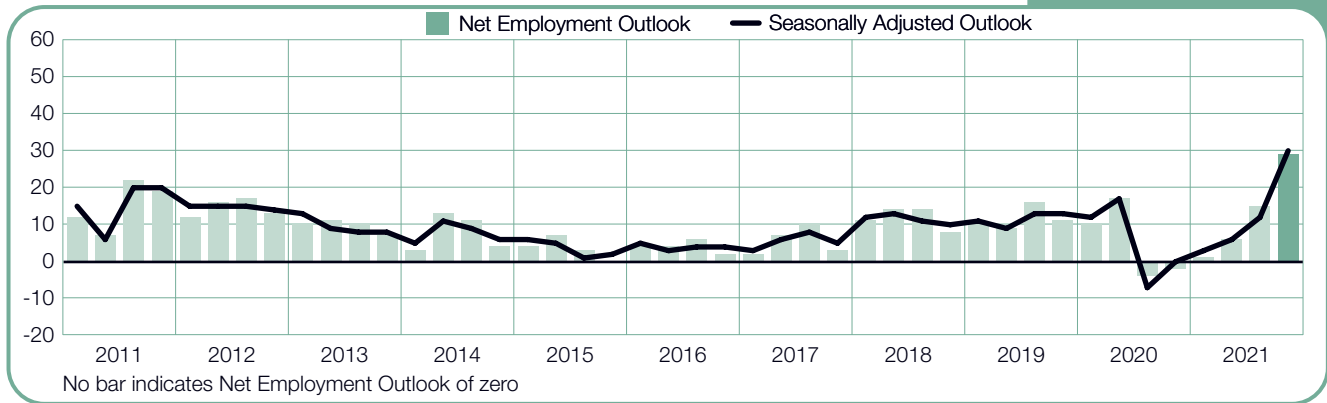
## Netherlands

+39 (+40)%



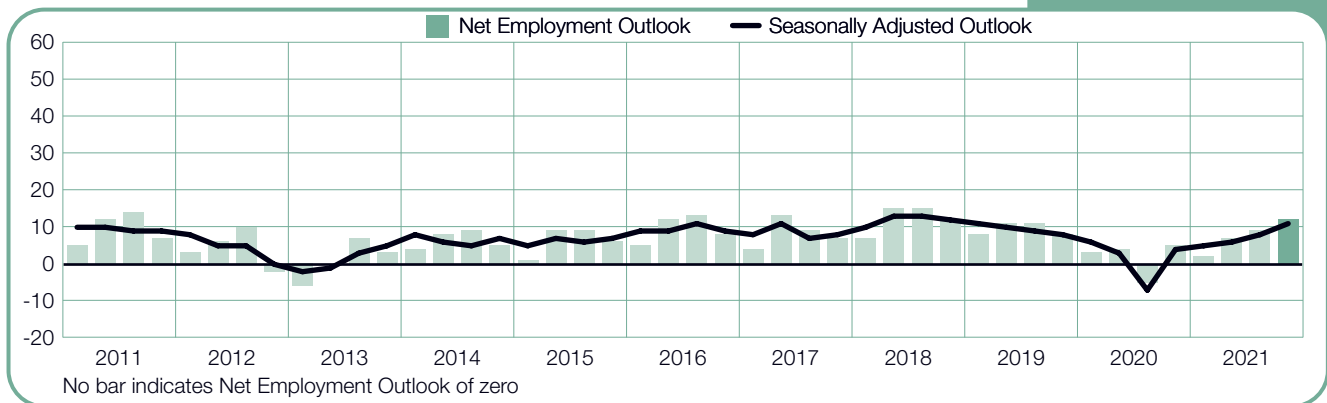
## Norway

+29 (+30)%



## Poland

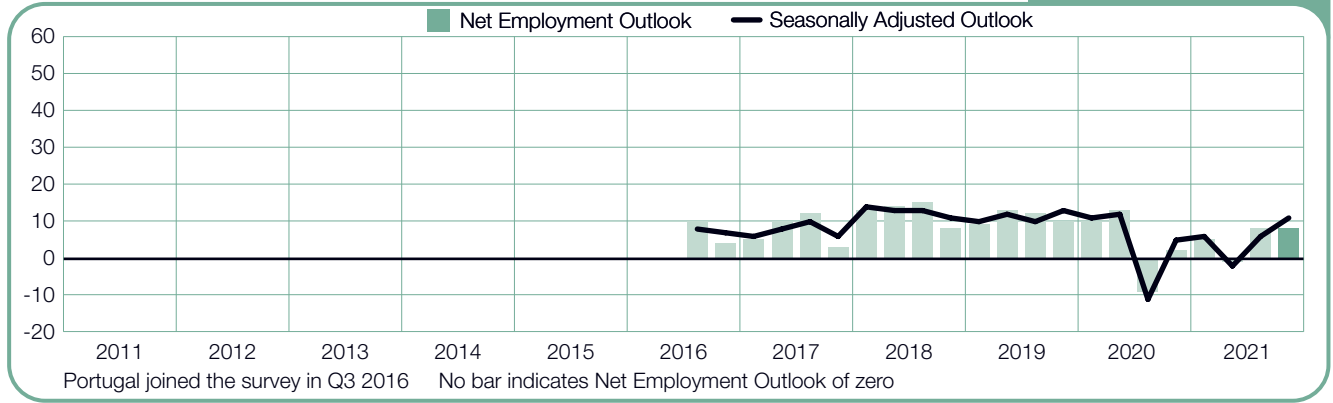
+12 (+11)%





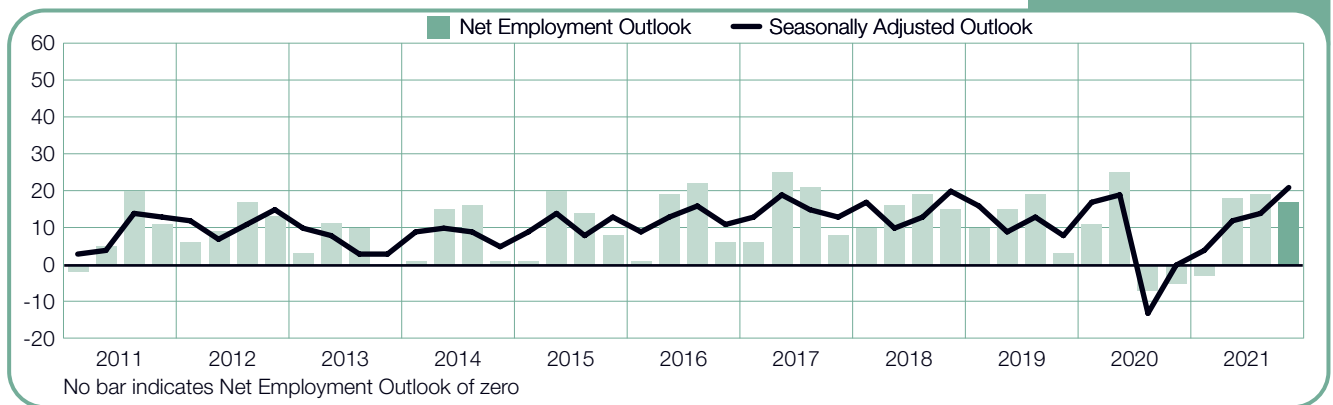
## Portugal

+8 (+11)%



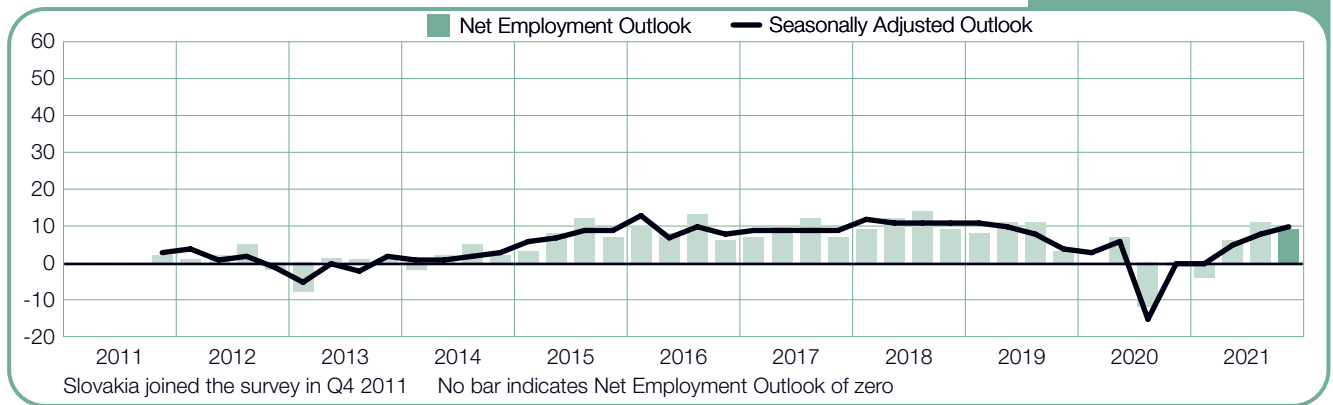
## Romania

+17 (+21)%



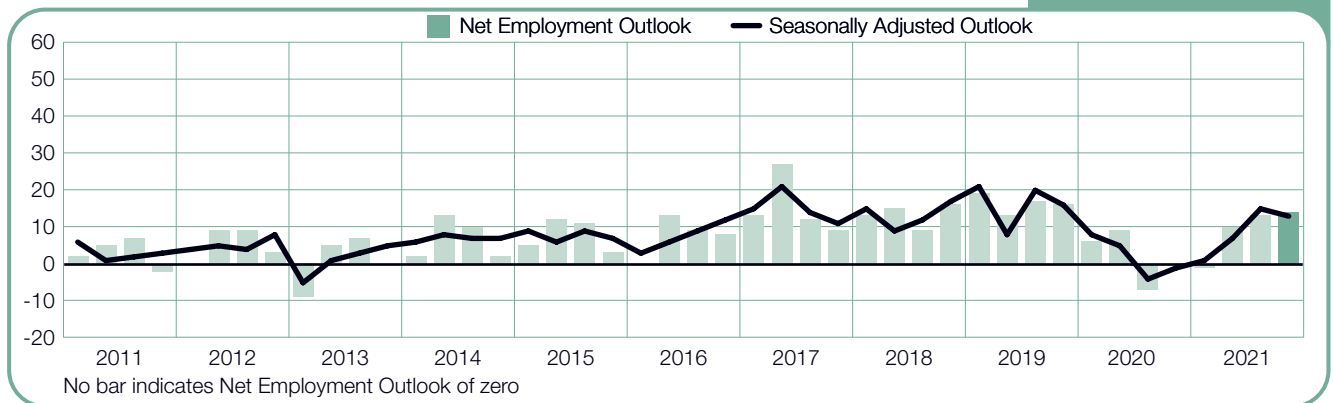
## Slovakia

+9 (+10)%



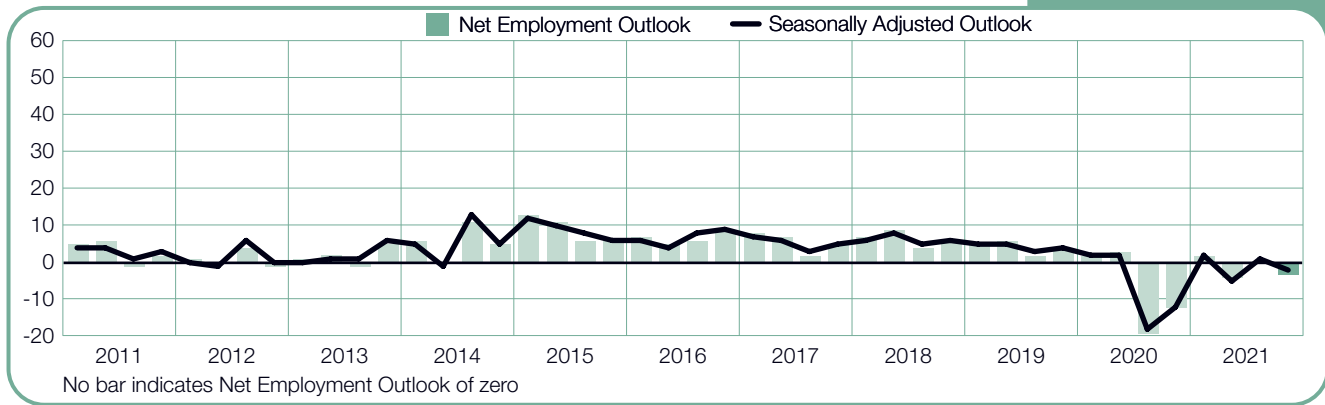
## Slovenia

+14 (+13)%



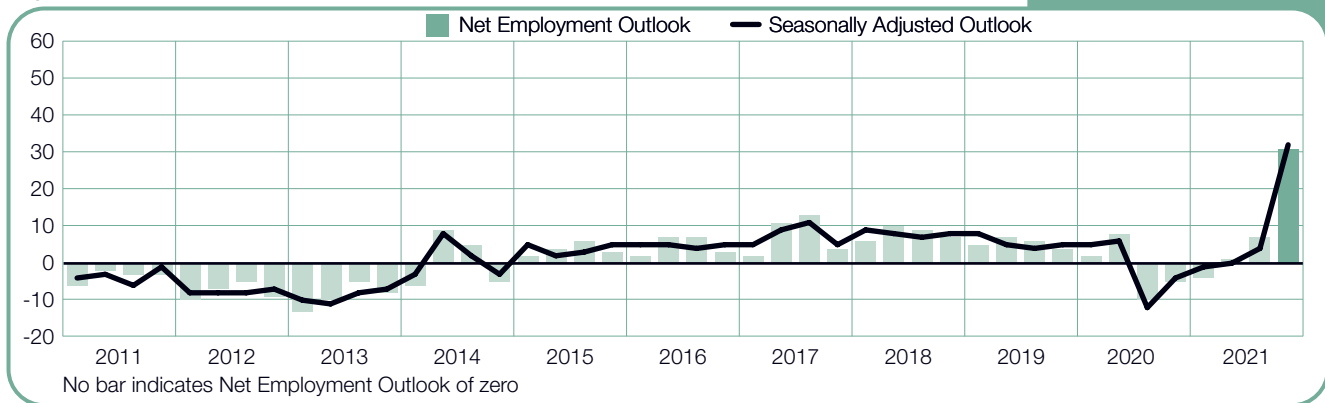
## South Africa

-3 (-2)%



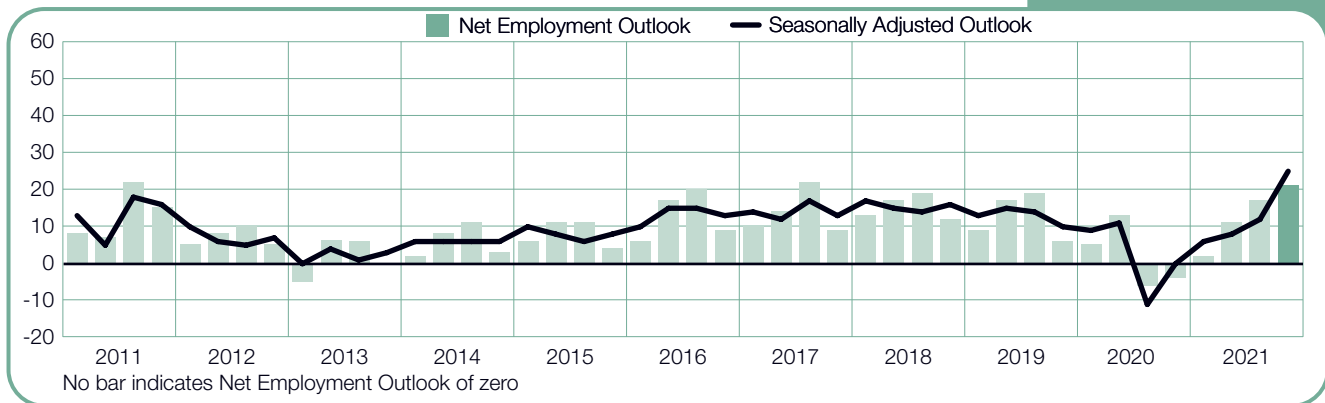
## Spain

+31 (+32)%



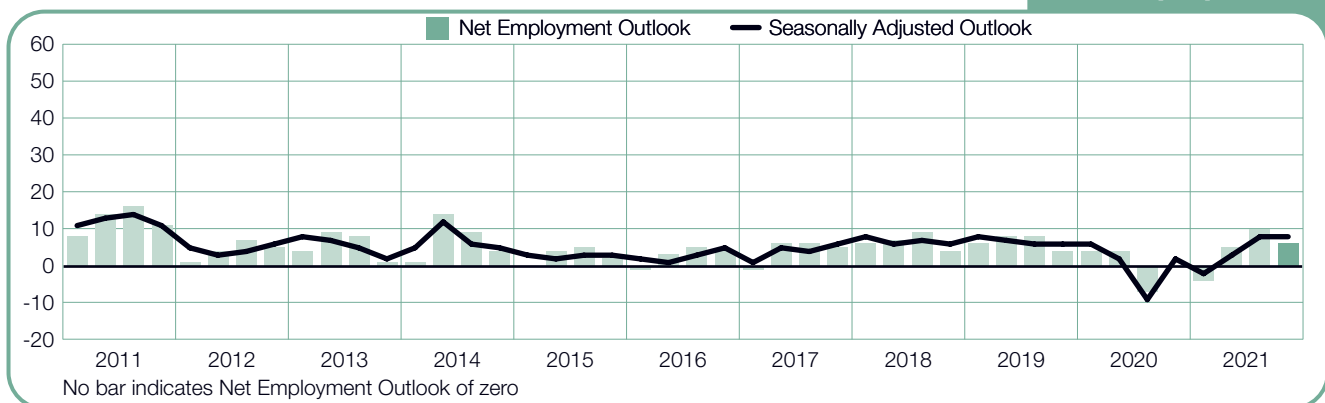
## Sweden

+21 (+25)%



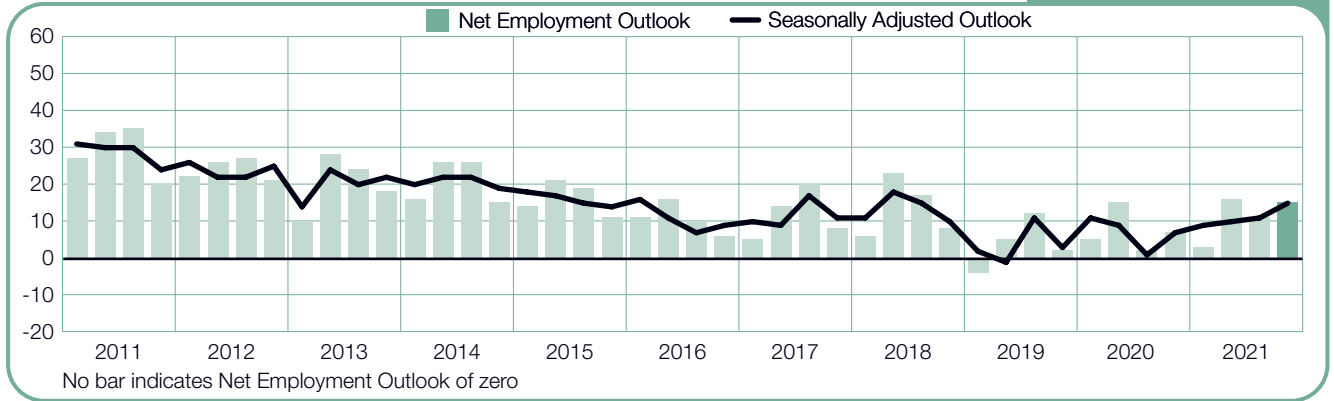
## Switzerland

+6 (+8)%



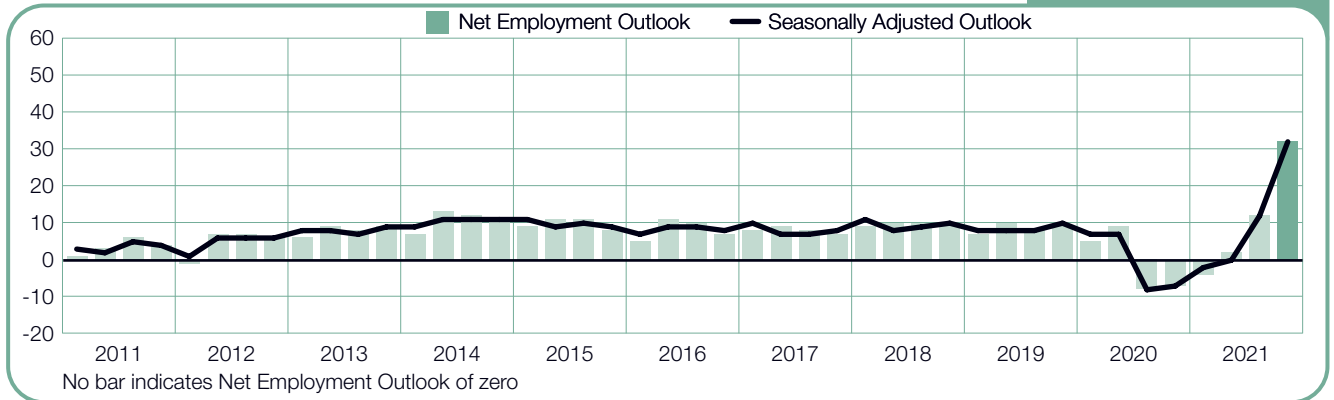
# Turkey

**+15 (+15)%**



# United Kingdom

**+32 (+32)%**



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# International Comparisons – Americas

In the ManpowerGroup Employment Outlook Survey for the final quarter of 2021, more than 12,600 employers were interviewed across 10 countries in North, Central and South America about hiring plans for the upcoming quarter. Employers in nine of the 10 Americas countries anticipate job gains in the next three months, although a dip in payrolls is anticipated in one country.

As in the third quarter of 2021, employers in the U.S. report the strongest hiring sentiment of all 43 countries and territories for the October to December period. With almost six in ten U.S. employers surveyed expecting to add to payrolls, the U.S. Outlook is the strongest since the survey began four decades ago. The booming labour market will likely be driven in part by vigorous hiring activity in the Information, Financial Activities, Transportation & Utilities and Construction sectors, and record-breaking levels of hiring are forecast for all four U.S. regions.

Hiring sentiment in Canada is also the strongest since the survey began, in 1978, with employers anticipating hiring activity across all industry sectors and regions. Bullish labour markets are forecast in the Manufacturing – Durables and Construction sectors, and dynamic hiring activity is expected in both the Finance, Insurance & Real Estate and Manufacturing – Non-Durables sectors.

In Mexico, employers forecast a prosperous hiring pace for the upcoming quarter – the strongest since the survey was first carried out in 2002. Workforce gains are expected across all seven regions, with notably bullish hiring plans in the North West and the North, while Outlooks reflect booming hiring plans in two Mexican industry sectors – Manufacturing and Construction.

Employers in the three Central American countries surveyed report contrasting expectations for the fourth quarter of 2021. Hiring prospects in Costa Rica improve for the fourth consecutive quarter, and now stand at their strongest in more than three years, reflecting upbeat hiring sentiment in the Transport & Communication and Services sectors. Meanwhile,

hiring sentiment in Guatemala holds steady, with moderate job growth forecast for the second consecutive quarter, buoyed in part by the strongest Manufacturing sector Outlook in four years. However, the labour market in Panama is likely to struggle, with employers anticipating a dip in payrolls for the upcoming quarter, despite encouraging signs for job seekers in the country's Construction sector.

Employers in Brazil anticipate their strongest labour market since 2013 in the forthcoming quarter, fuelled in part by the strongest Wholesale & Retail Trade sector Outlook in eight years and the strongest Services sector forecast since 2015. Labour markets have also strengthened in Brazil's Agriculture, Fishing & Mining, Manufacturing and Construction sectors when compared with both the third quarter of 2021 and the same period one year ago.

Hiring sentiment in Colombia is the strongest reported in five years, with payrolls expected to grow across all nine industry sectors during the October to December period. Colombia's Manufacturing sector employers report their most optimistic hiring intentions since the survey began in 2008, and solid job gains are forecast for the Construction sector, where the Outlook is the strongest in five years.

In Peru, employers report a slight uptick in hiring prospects when compared with the prior quarter. Overall, modest payroll growth is expected in the next three months, with payrolls expected to climb in seven of nine industry sectors. However, hiring intentions in both the Construction and Services sectors remain subdued, with employers in both sectors expecting to trim payrolls.

Employers in Argentina expect slow-paced payroll gains during the coming quarter, with hiring plans strengthening across six of nine industry sectors in comparison with the prior quarter. Hiring sentiment is strongest in the Agriculture & Fishing and Construction sectors, but labour markets are expected to remain subdued in both the Services and Finance, Insurance & Real Estate sectors.

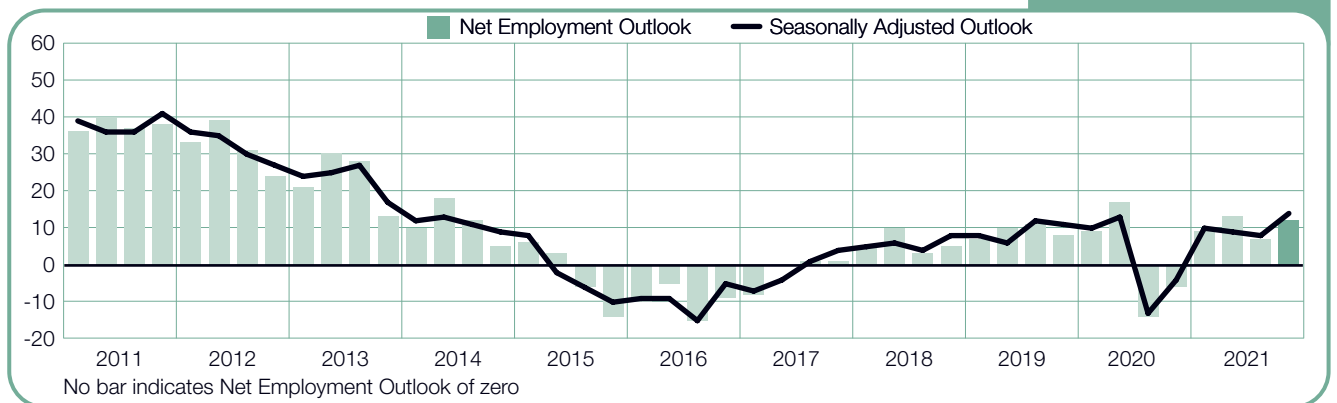
# Argentina

**+4 (+4)%**



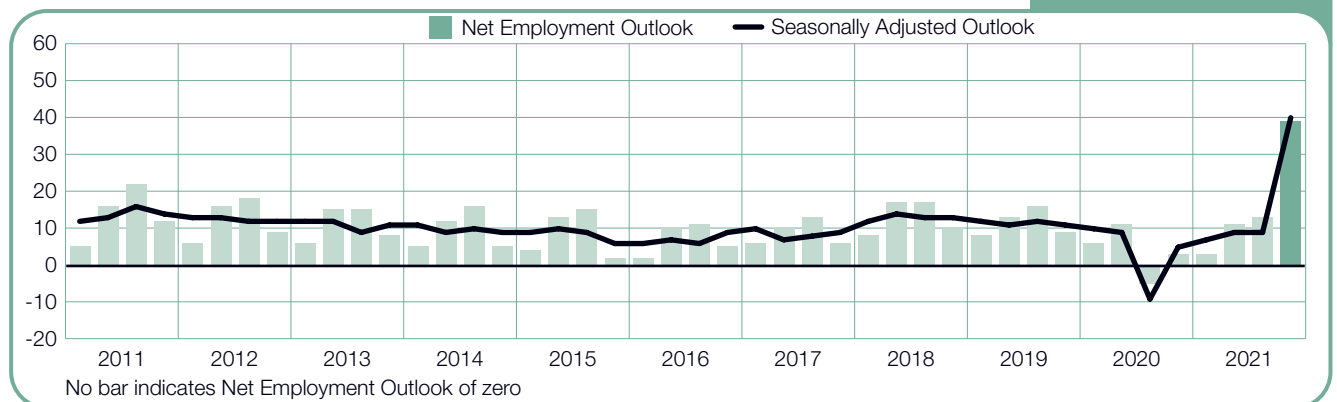
# Brazil

**+12 (+14)%**



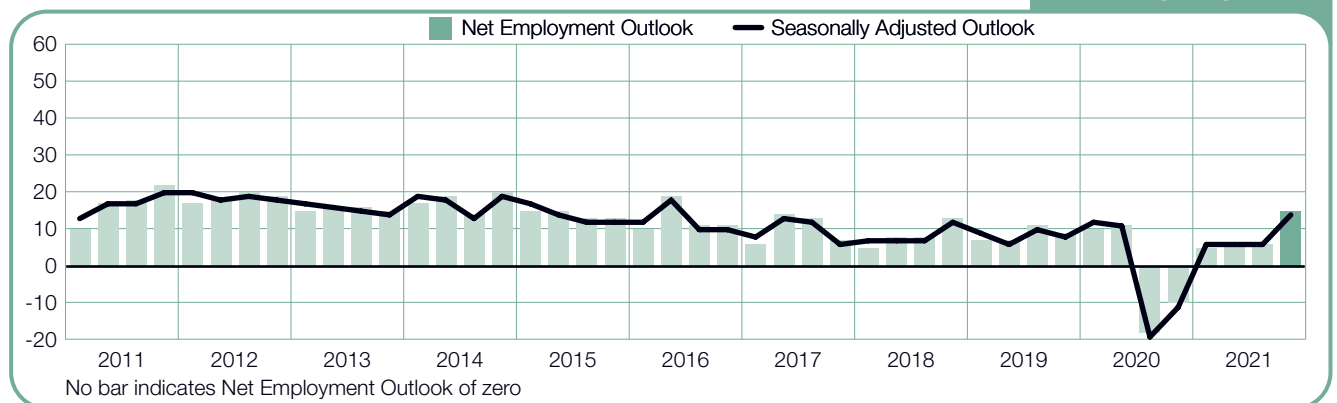
# Canada

**+39 (+40)%**



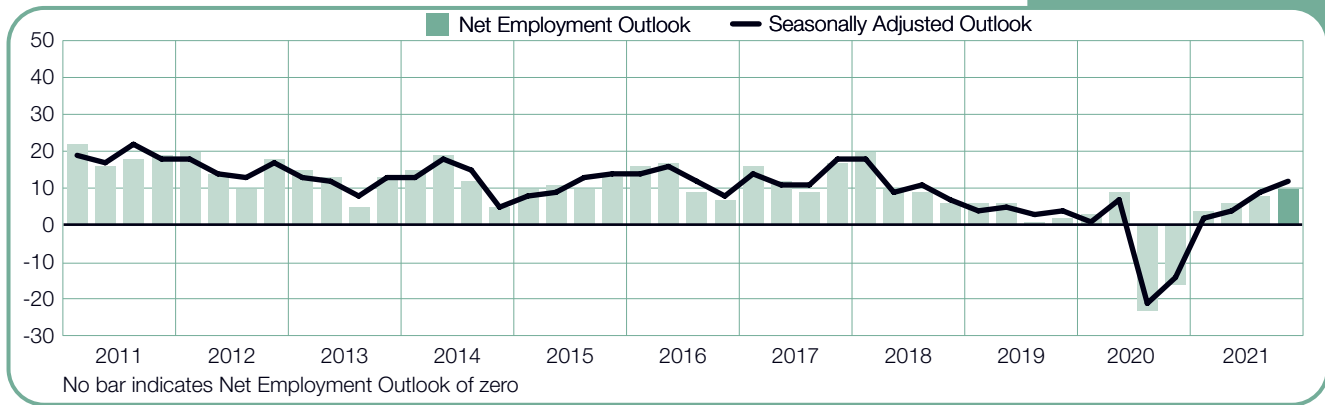
# Colombia

**+15 (+14)%**



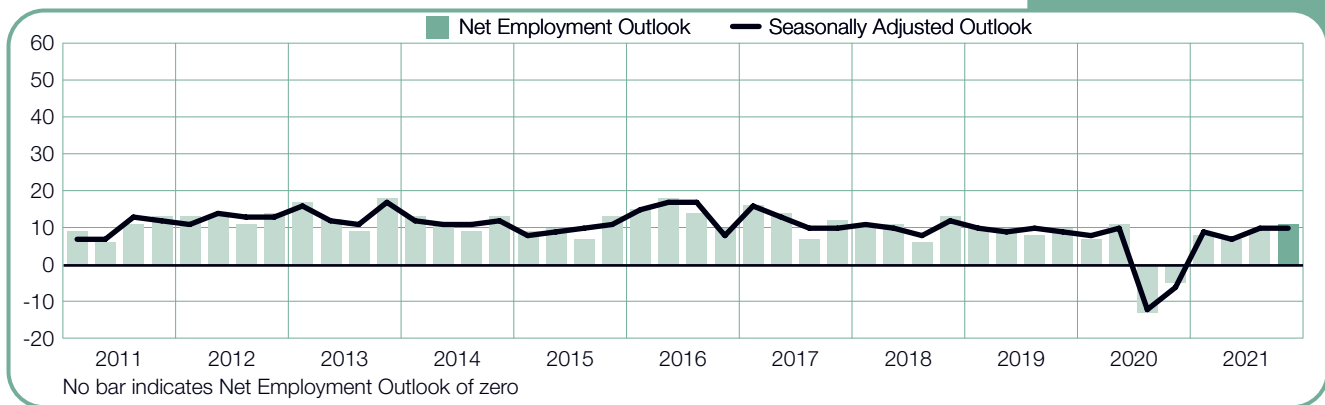
## Costa Rica

**+10 (+12)%**



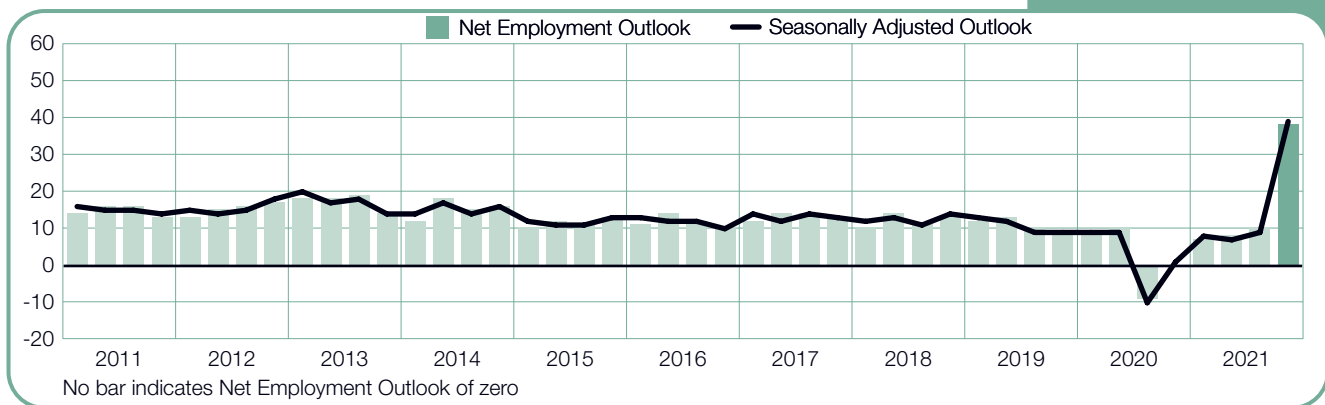
## Guatemala

**+11 (+10)%**



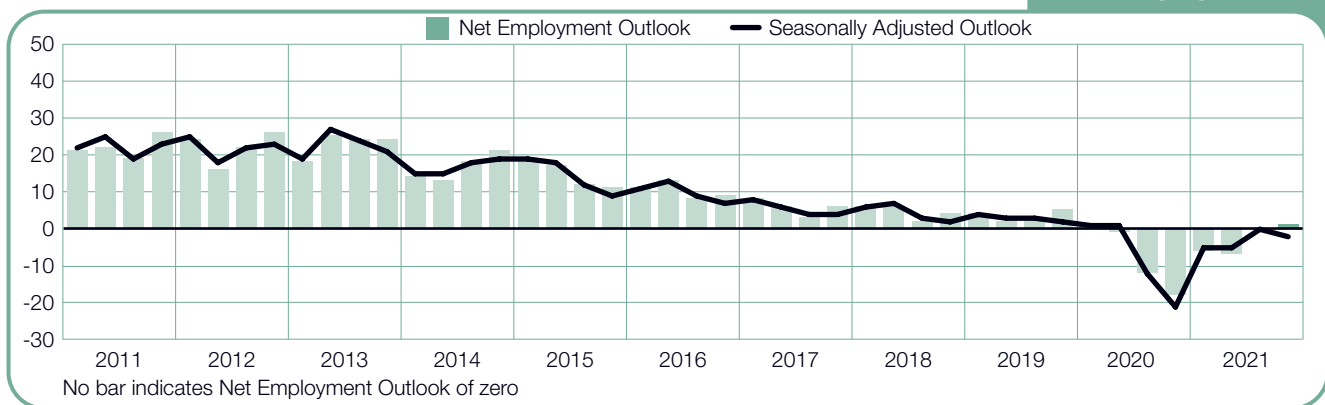
## Mexico

**+38 (+39)%**



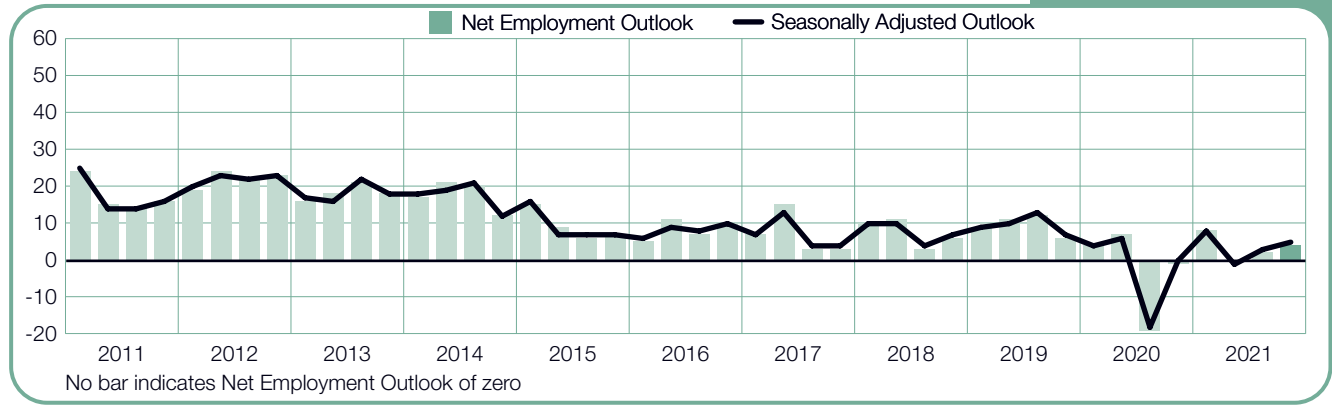
## Panama

**+1 (-2)%**



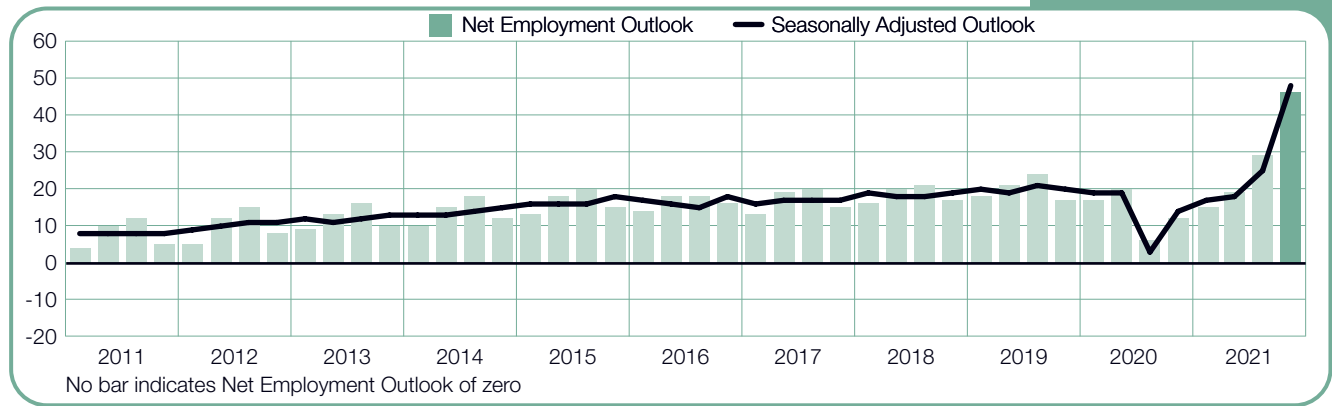
# Peru

+4 (+5)%



# United States of America

+46 (+48)%



# International Comparisons – Asia Pacific

ManpowerGroup interviewed more than 11,500 employers in seven Asia Pacific countries and territories on hiring prospects for the fourth quarter of 2021. Payrolls are forecast to grow in all seven countries and territories during the coming quarter, although hiring plans have weakened in four when compared with the July to September period.

For the final quarter of 2021, India's employers report a return of bullish hiring sentiment not seen in the survey since 2014, with sharp improvements in comparison to the prior quarter and last year at this time. The most dynamic hiring activity is anticipated in the Services, Manufacturing and Finance, Insurance & Real Estate sectors while steep year-over-year increases are reported in all seven sectors.

Employers in Japan also expect a measure of recovery in the labour market, reporting their strongest hiring sentiment since before the Covid-19 outbreak in March 2020. Job gains are expected in all seven Japanese industry sectors, with the strongest hiring activity anticipated in the Finance, Insurance & Real Estate, Mining & Construction and Services sectors.

In the region's largest labour market, employers in China expect the steady hiring pace to continue during the fourth quarter of 2021. While the overall Outlook for China's labour market is slightly weaker when compared with the previous quarter, hiring plans remain stronger than this time one year ago in all nine regions. Employers in the Services and Manufacturing sectors anticipate an upbeat hiring pace reporting the strongest hiring activity across the seven sectors during the next three months.

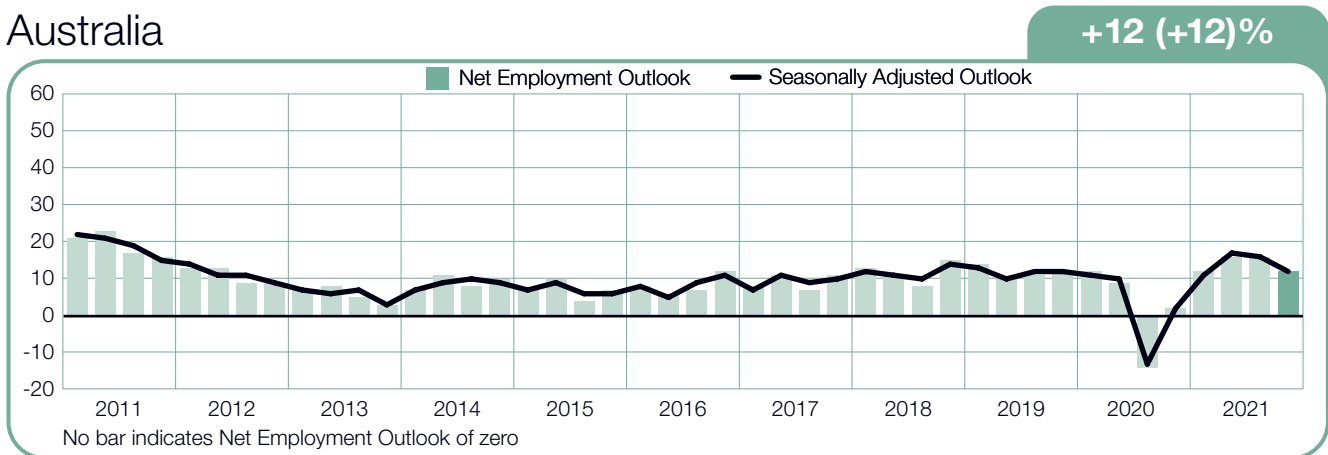
Employers in Hong Kong report their strongest hiring intentions since the start of 2020, anticipating a fair hiring climate in the forthcoming quarter. The Outlook is moderately stronger quarter-over-quarter and improves considerably when compared with this time one year ago, in part fuelled by an upbeat hiring pace in the Finance, Insurance & Real Estate sector and encouraging signs in the Services sector labour markets.

The labour market in Taiwan is forecast to maintain healthy levels of hiring during the next three months – particularly in the Manufacturing and Mining & Construction sectors – although hiring prospects have weakened in six of seven industry sectors quarter-over-quarter, and also dip in five sectors when compared with this time one year ago.

Meanwhile, a more uncertain hiring pace is anticipated in Singapore, with employers reporting weaker hiring plans across all seven industry sectors in comparison with the prior quarter. While Finance, Insurance & Real Estate sector employers expect the healthy hiring pace to hold steady, employers in five sectors expect to trim headcount during the next three months, including a particularly gloomy Outlook for the Services sector.

Employers in Australia also report weaker hiring sentiment in comparison with the third quarter of 2021, although workforce gains are still expected in all seven industry sectors, most notably the Mining & Construction, Services and Transportation & Utilities sectors. Payroll growth is also expected in all eight Australian regions, including Northern Territory, where hiring plans are the strongest in 10 years.

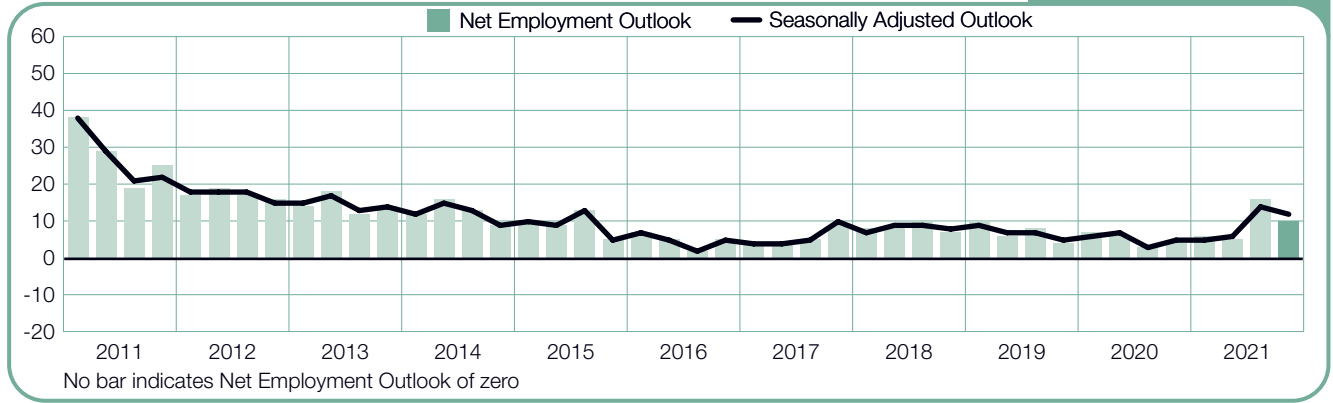
## Australia





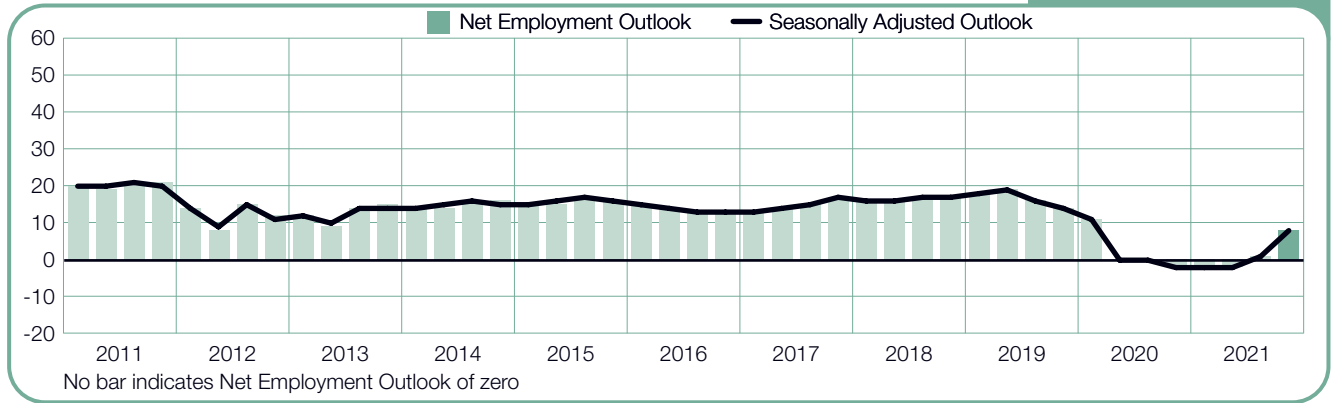
# China

**+10 (+12)%**



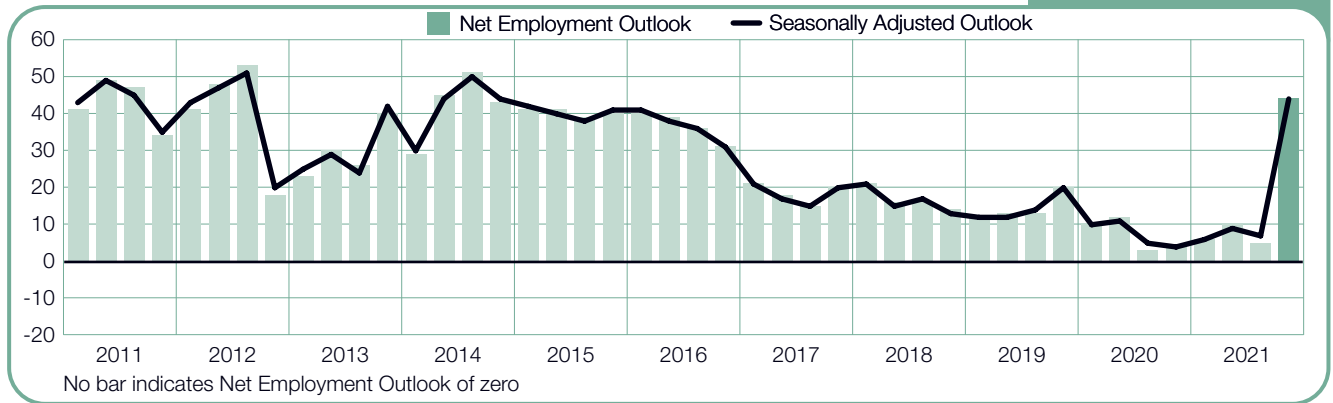
# Hong Kong

**+8 (+8)%**



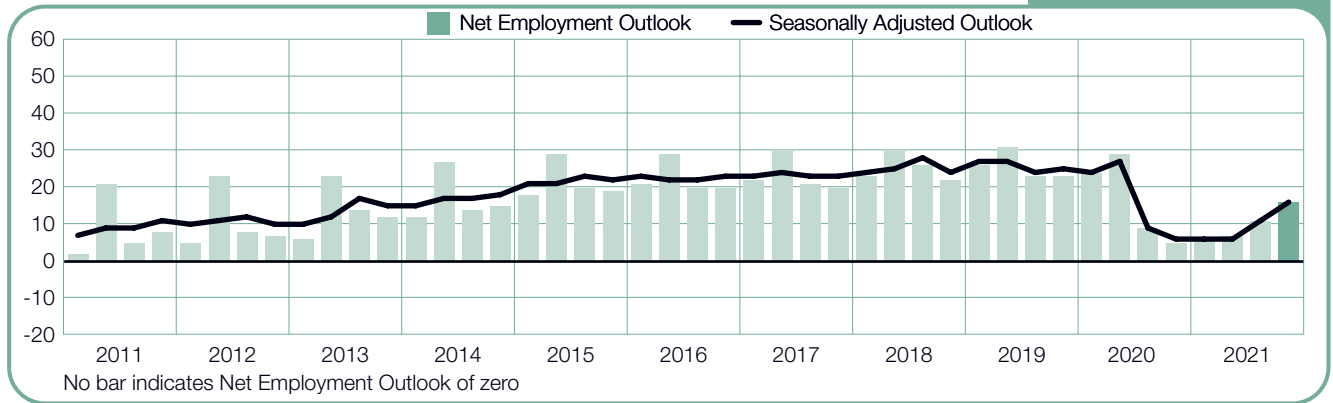
# India

**+44 (+44)%**



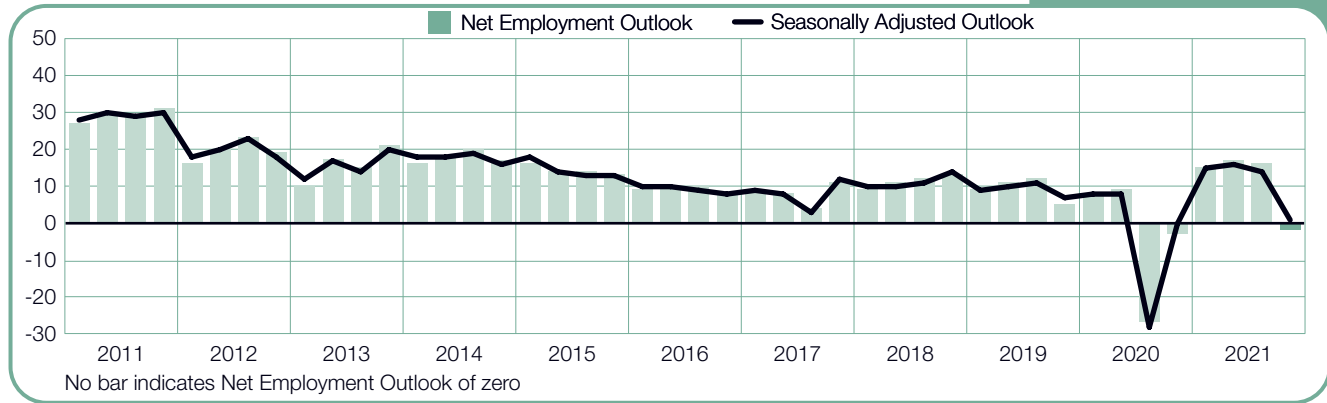
# Japan

**+16 (+16)%**



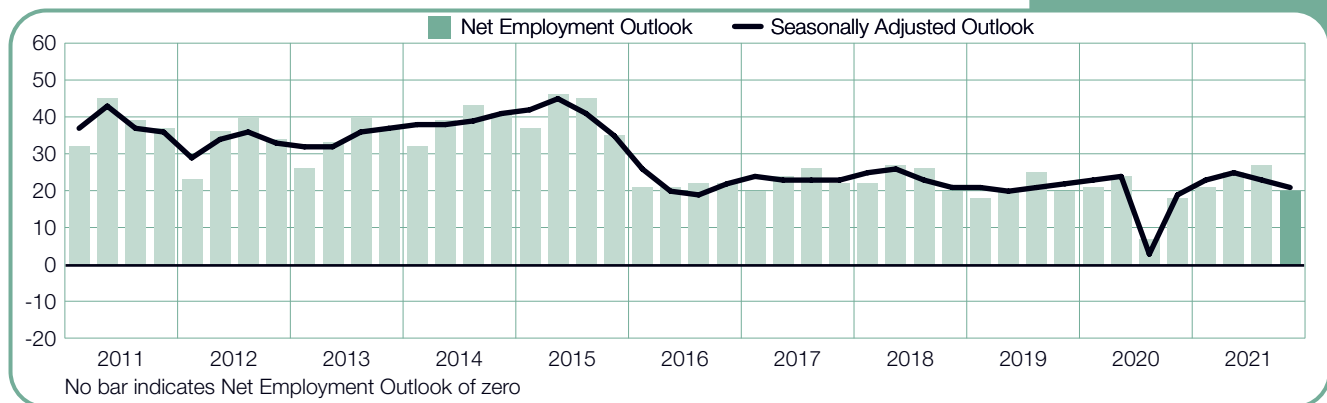
# Singapore

-2 (+1)%



# Taiwan

+20 (+21)%



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# 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 4 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 almost 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 4 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 December 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 2,033 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.

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# 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 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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