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**ManpowerGroup Employment Outlook Survey Q3 2020 Results:**  
*Japanese employers report conservative hiring intentions for the third quarter of 2020.*

**Yokohama-City, Kanagawa, Japan (9 June 2020)** - ManpowerGroup Co., Ltd. Representative Director and President Masahiro Ikeda, today announced the results of the ManpowerGroup Employment Outlook Survey conducted to measure employer hiring intentions for July - September 2020. Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters. Japanese employers report conservative hiring intentions for the third quarter of 2020. With 18% of employers forecasting an increase in payrolls, 9% anticipating a decrease and 42% expecting no change, the seasonally adjusted Net Employment Outlook(NEO)\* for the coming quarter stands at **+11%**. Hiring prospects are the weakest reported in seven years, declining by 13 and 14 percentage points in comparison with the prior quarter and this time one year ago, respectively.

Workforce gains are anticipated in all seven industry sectors during the third quarter of 2020. The strongest hiring prospects are reported in the Transportation & Utilities sector and the Finance, Insurance & Real Estate sector, where Net Employment Outlooks stand at +22% and +21%, respectively. Services sector employers report favorable hiring intentions with an Outlook of +18%, while the Mining & Construction sector Outlook of +12% reflects respectable hiring plans. Elsewhere, some job gains are expected in the Manufacturing sector and the Wholesale & Retail Trade sector, with Outlooks of +10% and +5%, respectively, while the Public Administration & Education sector Outlook stands at +1%.

Hiring sentiment weakens in six of the seven industry sectors when compared with the previous quarter. Mining & Construction sector employers report a sharp decline of 26 percentage points, and the Transportation & Utilities sector Outlook decreases by 11 percentage points. In both the Manufacturing sector and the Wholesale & Retail Trade sector, hiring prospects are 9 percentage points weaker. However, the Outlook for the Finance, Insurance & Real Estate sector improves by 2 percentage points.

In a comparison with the third quarter of 2019, Outlooks also weaken in six of the seven industry sectors, most notably by a steep margin of 28 percentage points in the Mining & Construction sector. Wholesale & Retail Trade sector employers report a notable decrease of 19 percentage points, while Outlooks are 15 and 13 percentage points weaker in the Manufacturing sector and the Services sector, respectively. Meanwhile, hiring prospects in the Finance, Insurance & Real Estate sector are unchanged.

Employers in all three regions expect to increase payrolls during the forthcoming quarter. The strongest labor markets are expected in Tokyo and Osaka, with Net Employment Outlooks of +15% and +14%, respectively. Meanwhile, Nagoya employers report modest hiring intentions with an Outlook of +5%. Hiring plans weaken in all three regions when compared with the previous quarter. A sharp decline of 23 percentage points is reported in Nagoya, while Outlooks are 6 percentage points weaker in both Osaka and Tokyo. In a comparison with the third quarter of 2020, employers also report weaker hiring prospects in all three regions. The Nagoya Outlook decreases by 24 percentage points, while declines of 10 and 9 percentage points are reported in Tokyo and Osaka, respectively.

\*The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.

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- Survey Period: 15 April 2020 – 28 April 2020
- Survey Target: HR Directors in 7 sectors in Tokyo, Osaka, and Nagoya
  - 1) Finance, Insurance & Real Estate, 2) Manufacturing, 3) Mining & Construction,
  - 4) Public Administration & Education (including government offices and schools),
  - 5) Services (including information processing, software, entertainment), 6) Transportation & Utilities,
  - 7) Wholesale Trade & Retail Trade
- Survey Questionnaire: “How do you anticipate total employment at your location to change in the three months to the end of September 2020 as compared to the current quarter (including contract and temporary)?”
- Method: Collected by a.) telephone contacts and b) e-mail questionnaires
- No. of valid replies: 1,103 employers all over Japan (over 34,000 employers across 43 countries and territories worldwide)

#### **Global Employment Outlook:**

ManpowerGroup interviewed over 34,000 employers in 43 countries and territories to forecast labor market activity\* in the third quarter of 2020. Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and the subsequent economic shutdown in many countries. Employers in 35 of the 43 countries and territories surveyed by ManpowerGroup for the third quarter of 2020 expect to reduce payrolls in the period up to the end of September 2020, while payroll gains are expected in seven countries and a flat labor market is anticipated in one.

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

\* Data is not seasonally adjusted for Croatia and Portugal

The complete results for the ManpowerGroup Employment Outlook Survey are available for download at <https://www.manpowergroup.com/workforce-insights/data-driven-workforce-insights/manpowergroup-employment-outlook-survey-results>.

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

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

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

### **About ManpowerGroup:**

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations 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 organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized 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.

### **About ManpowerGroup Co., Ltd.**

ManpowerGroup Co., Ltd. was established in 1966 as a wholly owned Japanese subsidiary of ManpowerGroup. As the first temporary work services company in the country, ManpowerGroup has built foundation of the temporary work services and has been providing high-quality services. We now have 592,000 temporary staff. More information on ManpowerGroup Co., Ltd. can be found at the company's Web site, [www.manpowergroup.jp](http://www.manpowergroup.jp)