

ManpowerGroup Employment Outlook Survey Quarter 2 2021:

HIRING EXPECTATIONS FOR THE SECOND QUARTER OF 2021 SLOWDOWN

- The Net Employment Outlook (NEO) for the second quarter of 2021 is +2% seasonally adjusted, demonstrating a decrease of 3 percentage points in comparison with the previous quarter and no changes in the annual comparison.
- The region that shows the strongest hiring intentions is the Pampeana region, with a NEO of +7%. NEA reports the weakest expectations, with an NEO of -5%.
- The Construction sector leads the strongest intentions, with a NEO of +7%, while Transports & Public Services report the weakest ones, with a NEO of -5%.
- The field work for the Survey was carried out between January 6th – 26th, during the Social, Preventive and Compulsory Distancing due to coronavirus.

Buenos Aires, March 9, 2021 – ManpowerGroup presented today the results of their Employment Outlook Survey for the second quarter of 2021, which refers to the period from April to June. The data was obtained surveying more than 600 Argentine employers, which reported a Net Employment Outlook (NEO) of +2%, a result that weakens by 3 percentage points when compared to the previous period and does not show changes in the annual comparison.

The value of NEO is obtained by taking the percentage of employers that expect to increase their payroll and subtracting the percentage of those that intend to decrease it during the next quarter.

Of all the Argentine employers surveyed, 78% do not expect to make changes in their employment levels, 7% plan to decrease their payrolls, 11% to increase them and the remaining 4% do not know if they will make changes during the first quarter of the year.

In addition, when we asked companies about their recovery expectations due to the impact of COVID-19 on their businesses, they mentioned the following:

- 29% of employers expect their companies to return to their pre-pandemic hiring levels **within the next 12 months**. When consulted in the previous quarter, 35% raised this recovery horizon.
- On the other hand, 11% of those surveyed thinks it will take **more than 12 months** to recover hiring levels, while in the previous quarter, 32% manifested these deadlines.
- 3% believe that their hiring levels **will never return** to pre-pandemic values, when in the previous survey, 7% had expressed this.
- Employers remain cautious in their hiring intentions.

“Although we observe a decrease of 3 percentage points in hiring intentions when compared to the previous survey, the NEO is still positive (+2%), taking into account that the values obtained in the third and fourth quarter of 2020 were negative. This result is mainly driven by the Construction expectations and the ones of the Pampeana region” says Luis Guastini, CEO of ManpowerGroup Argentina, who also explained: *“Employers report the same projections as a year ago (second*

quarter of 2020), having been surveyed on January 2020, prior to the COVID-19 pandemic disruption”.

Sector Comparison

In six of the nine industrial sectors surveyed, employers expect to increase their staffing levels during the second quarter of 2021. These positive intentions are led by Construction, with a NEO of +7%, followed by the Manufacturing sector, Mining, Wholesale & Retail Trade and Public Administration & Education, all of them with +6%. On the contrary, Transports & Public Services report the weakest hiring intentions, with a NEO of -5%, followed by Finance, Insurance & Real Estate, with -3%.

Compared to the previous quarter, hiring expectations weaken in six of the nine industrial sectors surveyed. This trend is led by Transports & Public Services, with a decrease of 15 percentage points. To a lesser extent, the Manufacturing sector declines by 6 percentage points. On the contrary, Public Administration & Education reveals an increase of 8 percentage points in its hiring intentions, followed by Mining and Wholesale & Retail Trade, both with increases of 2 percentage points.

When comparing these results to the same period in the previous year, intentions strengthen in five of the nine industrial sectors. Wholesale & Retail Trade show the highest variation, with an increase of 6 percentage points, followed by Public Administration & Education and Mining, both with 5 points increase. On the contrary, Finance, Insurance & Real Estate reveals a 10 percentage points weaker NEO in the annual comparison, followed by Services, with a decline of 5 points.

Regional Comparison

In three of the six regions surveyed, employers expect to increase their staffing levels during the second quarter of 2021. The Pampeana region leads these intentions, registering a NEO of +7%, followed by NOA, with +4%. On the contrary, NEA reveals the weakest staffing plans with a NEO of -5%, while Cuyo and the City of Buenos Aires (AMBA) reveal no hiring intentions.

Compared to the previous quarter, we note that four of the six regions surveyed expect a decrease in their hiring expectations. AMBA reports a decrease of 8 percentage points, followed by NEA, with a decline of 6 points. However, Patagonia is the only region that expects an increase on its intentions, with an increase of 6 percentage points.

In the annual comparison, projections weaken in three of the six regions. The most notable decrease is seen in NEA, with 10 percentage points. The strongest increases on hiring intentions are revealed by NOA and the Pampeana region, of 7 and 4 percentage points respectively.

Global Hiring Plans

In the Americas region, employers expect significant increases in their hiring intentions during the second quarter of 2021 in eight of the ten surveyed countries, while in two of them decreases in they payrolls are expected. In comparison to the previous quarter, hiring expectations strengthen

in four countries, but weaken in six. Moreover, prospects dip in eight countries of America in the annual comparison. United States, Brazil and Canada show the strongest expectations of the sample in terms of hiring intentions, while Panama and Peru register the weakest.

Globally, employers expect to increase their staffing levels in 31 of the 43 countries surveyed for the next quarter. Strongest intentions are revealed by Taiwan, United States, Australia, and Singapore, while the weakest ones are foreseen in Panama, United Kingdom and South Africa.

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The next ManpowerGroup Employment Outlook Survey will be released on June 8th, 2021 to reporting hiring expectations for the third quarter of 2021. The ManpowerGroup report is available free of charge to the public and can be freely downloaded from www.manpowergroup.com/meos.

The results of the 43 countries can be seen in the new interactive tool of the Employment Expectancy Survey of ManpowerGroup in www.manpowergroup.com/meos.

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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 twelfth year - all confirming our position as the brand of choice for in-demand talent.

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