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**PRESS RELEASE Under embargo until 8 December 2020 (12.01 ET)**

**Contact: Kiwa Tamura  
+81-3-4531-2937a  
kouhou@manpowergroup.jp**

**ManpowerGroup Employment Outlook Survey Q1 2021 Results:**  
*Japanese employers report modest hiring intentions for the first quarter of 2021.*

**Yokohama-City, Kanagawa, Japan** (DECEMBER 8, 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 January - March 2021. Employers in **Japan** report modest hiring intentions for the first quarter of 2021. With 15% of employers forecasting an increase in payrolls, 9% anticipate a decrease and 42% forecast no change, the seasonally adjusted Net Employment Outlook (NEO)\* for the coming quarter stands at **+6%**. Hiring prospects are the weakest reported in more than 10 years, declining by 3 percentage points in comparison with the prior quarter and by 18 percentage points when compared with this time one year ago.

Employers in six of the seven industry sectors expect to grow payrolls in the next three months. The strongest hiring prospects are reported in the Finance, Insurance & Real Estate sector and the Mining & Construction sector, where Net Employment Outlooks stand at +12%. Steady workforce growth is also expected in two sectors with Outlooks of +11% - the Services sector and the Transportation & Utilities sector. Soft labor markets are forecast for the Manufacturing sector, where the Outlook is +4%, and in the Public Administration & Education sector with an Outlook of +3%. However, Wholesale & Retail Trade sector employers expect to trim payrolls, reporting an Outlook of -2%.

In a comparison with the prior quarter, hiring sentiment is considerably weaker in the Wholesale & Retail Trade sector, declining by 10 percentage points, and Services sector employers report a decrease of 2 percentage points. Meanwhile, the Outlook for the Manufacturing sector improves by 3 percentage points. Elsewhere, Outlooks remain relatively stable or are unchanged.

Hiring intentions weaken in all seven industry sectors when compared with this time one year ago. Steep declines of 26 and 25 percentage points are reported in the Mining & Construction sector and the Wholesale & Retail Trade sector, respectively. Outlooks decrease by 18 percentage points in two sectors – the Manufacturing sector and the Services sector – while Transportation & Utilities sector employers report a decline of 17 percentage points.

Payroll gains are anticipated in all three regions during the January to March period. The strongest labor markets are anticipated in Nagoya and Tokyo where Net Employment Outlooks stand at +7%. In Osaka, employers forecast limited job gains, reporting an Outlook of +4%.

Hiring prospects weaken in two of the three regions when compared with the previous quarter, declining by 4 percentage points in Osaka and by 3 percentage points in Tokyo. Meanwhile, Nagoya employers report no change. In a comparison with this time one year ago, hiring sentiment weakens in all three regions. Osaka employers report a sharp decline of 21 percentage points, while Outlooks decrease by 18 and 16 percentage points in Nagoya and Tokyo, 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 October 2020 – 26 October 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 March 2021 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: 1,078 employers all over Japan (over 37,500 employers across 43 countries and territories worldwide)

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

ManpowerGroup interviewed over 37,500 employers in 43 countries and territories on hiring prospects\* in the first 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 March 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 January to March 2021 time frame reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

In 34 of the 43 countries and territories surveyed by ManpowerGroup employers expect to add to payrolls during the first quarter of 2021. Employers expect to trim payrolls in seven countries and territories during the coming quarter, while flat labor markets are forecast in two.

Hiring sentiment strengthens in 32 countries and territories when compared with the previous quarter, while declining in six and remaining unchanged in five. In a comparison with this time one year ago, employers in 33 countries and territories report weaker hiring intentions, while Outlooks strengthen in six and are unchanged in four. During the next three months, employers anticipate the strongest hiring activity in Taiwan, the U.S., Singapore, Australia and Brazil. The weakest labor markets are expected in Panama, the UK, Switzerland, Austria and Hong Kong.

\* 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 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 1Q 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 37,500 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 1Q 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 March 2021 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 substantially more 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 592,110 temporary staff. More information on ManpowerGroup Co., Ltd. can be found at the company's Web site, [www.manpowergroup.jp](http://www.manpowergroup.jp)