



ManpowerGroup™

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### **Press Release**

**UNDER STRICT EMBARGO UNTIL 8<sup>th</sup> JUNE 2021 (12:01 ET)**

## **ManpowerGroup Employment Outlook Survey Q3 2021: Respectable hiring climate for the July to September time frame - New data for Talent Shortage survey**

- Net Employment Outlook<sup>1</sup> for Q3 2021 stands at +15%.
- The strongest hiring pace is forecast for the Construction, the Finance & Business Services and the Manufacturing sectors. Restaurants & Hotels sector employers report modest hiring pace.
- 62%\* of Greek employers expect to hire at the same level or higher than before COVID-19 within the next 9 months.
- 70%\* of Greek employers said that their workforce will work from the workplace in the next 6-12 months.
- Additional findings from ManpowerGroup Talent Shortage Survey reveal nearly 8 in 10 (80%) of Greek employers report difficulty hiring

**Athens (June 8, 2021)** According to the ManpowerGroup Employment Outlook Survey<sup>2</sup> released today, 601 Greek employers report respectable hiring climate for the July to September time frame. With 27% of employers expecting to increase payrolls, 5% anticipating a decrease and 68% forecasting no change, the resulting Net Employment Outlook (NEO) is +22%. Hiring intentions improve by 6 percentage points when compared with the previous quarter and are 23 percentage points stronger in comparison with this time one year ago, when COVID-19 first had an impact on hiring sentiment.

Despite the strong hiring intentions, the latest [Talent Shortage Survey](#)\*\* conducted in January 2021, records the **10th position of Greece in the ranking of the EMEA region**, in the difficulty of the appropriate professional. The percentage of 80% of employers – is a 12 years record for Greece, since this is the highest percentage ever recorded since the first survey in 2008 - report the difficulty of finding talents. The 4 most difficult positions to cover are related to: **IT/Data (31%), Manufacturing/Production (21%), Operations/Logistics (20%) and Sales/Marketing (19%)**. While the 4 personal skills with the

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1. The Employment Outlook Survey – conducted April 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. 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.

2. ManpowerGroup interviewed globally 42,019 employers in 44 countries and territories to forecast labor market activity 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 June 2021 as compared to the current quarter?”

\*Results from extra questions answered by 212 Greek employers.

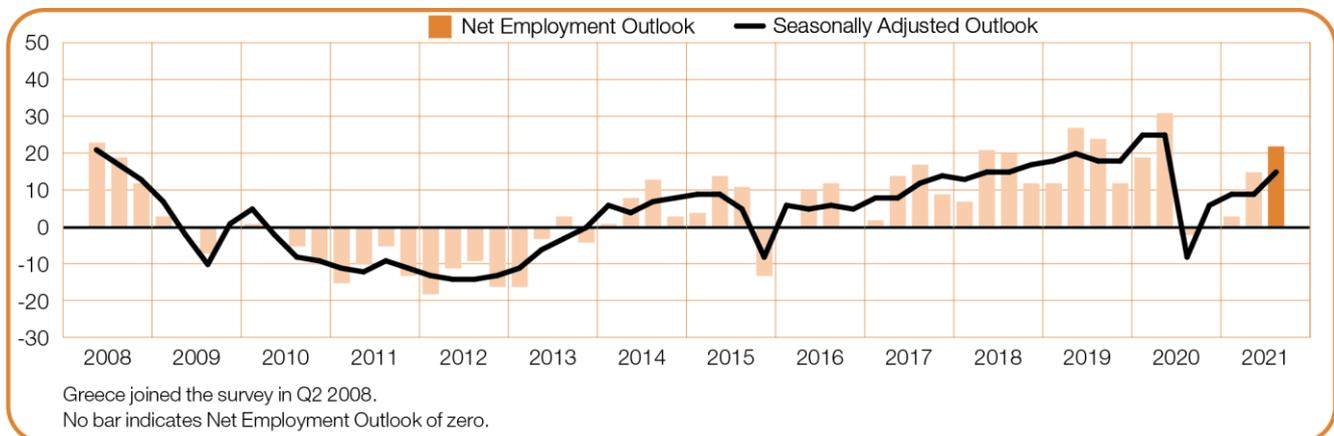
greatest difficulty to find are the following: **Leadership & Social Influence (58%), Initiative taking (51%), Creativity & Originality (49%) and Critical Thinking & Analysis (48%).**

Additionally, moves towards greater flexibility, in the next six to twelve months 70% of Greek employers expect employees to be back in the workplace all of the time– up from 30% last quarter. 68% of employers said they plan to

incorporate flexible start and finish times, and 64% plan on offering a mix of remote working and workplace-based working. With the roll-out of COVID-19 vaccines in full effect, this quarter employers were also asked how their organization predict the hiring levels and likely respond. 62% of Greek employers expect to hire at the same level or higher than before COVID-19 within the next 9 months, while only 13% don't expect to go back to levels of pre-pandemic hiring.

			
Top 4 positions difficult to cover are related to:	GREECE Talent Shortage: 80%	EMEA REGION (Europe, Middle East, Africa) Talent Shortage: 74%	GLOBAL Talent Shortage: 69%
IT/Data	31%	14%	11%
Manufacturing/ Production	21%	22%	19%
Operations/ Logistics	20%	27%	27%
Sales/ Marketing	19%	10%	13%

### Historical Net Employment Outlook Trend for Greece



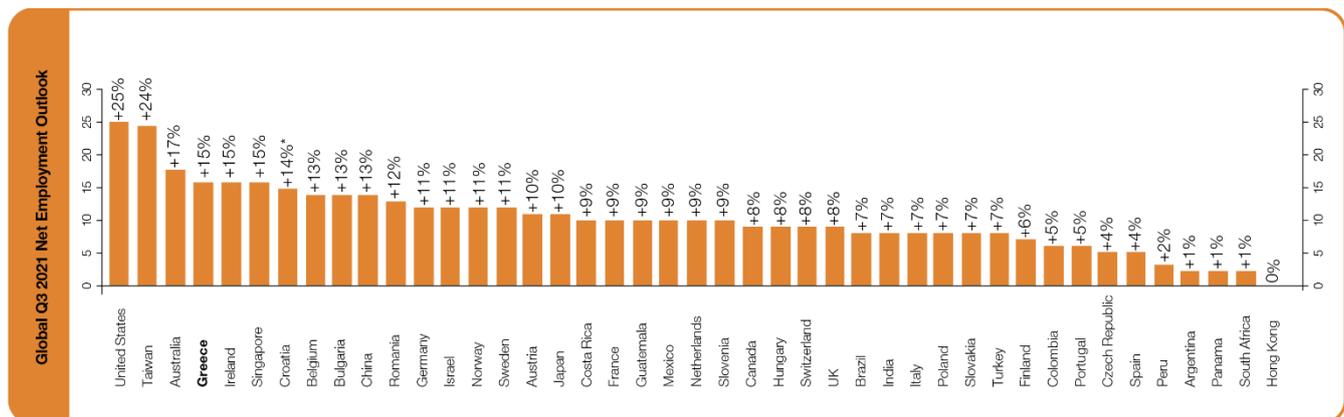
"As we see, the hiring intentions for the next quarter are optimistic about the labor market, as a result of the stabilization of the pandemic crisis and the intensification of the vaccination program. The strongest recruitment prospects being forecasted in the sectors of Construction, Finance & Business Services and the Manufacturing sectors. Nevertheless, the global phenomenon of Talent Shortage is still one of the biggest challenges for organizations. 8 out of 10 Greeks face difficulties to fill roles primarily related to IT. It is clear that organizations need to prepare to manage this challenge as well as the upcoming 2021 trends, supporting talent sustainability by developing skills, employee well-being, while enhancing their digital business transformation," stated **Charalambos Kazantzidis, CEO of ManpowerGroup Greece.**

## Sector Comparisons / Organization-Size Comparisons<sup>3</sup>

Workforce gains are anticipated in all seven industry sectors during the July to September period. The strongest hiring pace is forecast for **the Construction sector**, where the Net Employment Outlook of +27% reflects optimistic hiring intentions. Solid payroll gains are also anticipated in the **Finance & Business Services sector and the Manufacturing sector**, where Outlooks stand at +25%. Employers in both the Wholesale & Retail Trade sector and the Other Production<sup>4</sup> sector expect steady job gains, reporting Outlooks of +19% and +17%, respectively. Meanwhile, Other Services<sup>5</sup> sector employers expect a modest hiring pace, with an Outlook of +9%, and the Outlook for the Restaurants & Hotels sector is +4%.

Payroll gains are anticipated in all four organization size categories for the third quarter of 2021. **Large employers expect the strongest hiring pace, reporting a Net Employment Outlook of +30%**, while the Outlook for Small employers stands at +21%. Elsewhere, Medium- and Micro-size employers forecast steady job gains with Outlooks of +12% and +11%, respectively.

## International comparisons



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 labor 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**.

3. Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.  
 4. Other Production includes Mining & Quarrying, Agriculture, Hunting, Forestry & Fishing, Electricity, Gas & Water sectors.  
 5. Other Services includes Public & Social, Transport, Storage & Communication sectors.

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. 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.

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

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

*\*\* Talent Shortage – undertaken in January 2021 – is a survey of 42,000 global employers. It identifies the proportion of employers who report difficulty filling positions in their organization. It reports on which jobs employers say are most difficult to fill, and identifies candidate shortcomings that are preventing employers from filling positions. Employers are also asked to gauge the degree of impact talent shortages have on their organizations and which strategies they are using to overcome the skills gap.*

### 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 2021 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.

### ManpowerGroup in Greece

ManpowerGroup Greece was established in 1998 and we operate a network of offices in Athens and Thessaloniki. With the international ISO 9001:2015, we are certified in the areas of Sourcing and Recruitment as well as of the Temporary Employment Services. While, in 2020, ManpowerGroup Greece recognized as a Great Place to Work® that emphasizes the team spirit level, the reliability and respect in our organization.

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