


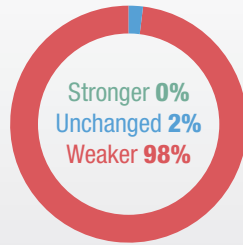
Q3 2020 MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

HOW HAS COVID-19 IMPACTED HIRING PLANS?

NOTABLE QUARTER-OVER-QUARTER SHIFTS

Compared to 43 countries & territories surveyed for Q2 2020

	HONG KONG	+0%		SINGAPORE	-37%
	CHINA	-3%		ROMANIA	-34%
	INDIA	-7%		GREECE	-31%



QUARTER-OVER-QUARTER INSIGHTS

While global hiring outlooks decline significantly for Q3, 43% of employers believe they'll return to pre-COVID-19 hiring levels before end of 2020

- China, India, Hong Kong, Poland & Panama see smallest quarter-over-quarter decrease in employment outlooks, while Singapore, Brazil, Columbia & Costa Rica see the largest.
- Compared to Q2, hiring declines forecast in almost all global markets (35 of 43 countries & territories) in response to widespread virus-related shutdowns.
- Two thirds (27 of 43 of countries) report lowest hiring outlook in almost 20 years.

GLOBAL HIRING PICTURE†

“These results show the impact the health crisis has had on hiring plans as COVID-19 moved in waves across the globe. The significant declines across many countries reflect the unprecedented speed and magnitude of shutdown, which resulted in an almost total activity freeze across many industries. Typically, structural labor market changes take months if not years to impact. We believe this crisis will accelerate transformation that we have been tracking and predicting for some time. Employers will continue to require increasingly specific technical and soft skills, digitization will accelerate, and individuals will demand a way of working that is closer to what they have wanted all along – more inclusive, more flexible and more well-being oriented than we could ever have imagined.”

-Jonas Prising, ManpowerGroup Chairman & CEO

ASIA PACIFIC

- One in 8 (79%) employers in Hong Kong believe they'll return to pre-COVID hiring levels in 12 months, compared to 36% in China. China, where COVID-19 first started, has the most uncertain outlook in the region with 58% of employers saying they don't know when they'll get back to pre-COVID hiring levels.
- Job seekers can expect a gloomy hiring climate in Singapore (-28%) in Q3, the weakest in 11 years. In both the Manufacturing sector (-21%) and the Services sector (-35%), employers anticipate a considerable hiring decline.
- Hiring plans are the weakest in 17 years in both Australia (-12%) & India (+5%) despite India sitting among countries with the strongest global outlooks.

EMEA

- U.K. employers report weakest hiring prospects (-12%) since the respective country survey began in 1992. Overall hiring plans have declined 17% quarter-over-quarter, but over half of employers (57%) expect to return to pre-COVID hiring in 12 months.
- While hiring intentions have softened, Europe has the strongest outlook globally in Construction with Germany (+6%), Norway (+4%) and Belgium (+5%).
- Israel has the most positive outlook, with over half (54%) planning to return to pre-COVID hiring levels in 3 months and 86% saying in 12 months.

*Survey results for both Croatia and Portugal are not seasonally adjusted.

AMERICAS

- U.S. employers expect very modest hiring (+3%) during the next 3 months, while employers in the remaining 9 countries expect to reduce staffing. Costa Rica (-21%), Columbia (-19%) & Peru (-19%) report the weakest hiring plans.
- Argentina has the next least weak outlook (-8%) of the remaining 9 countries with hiring expected to decline in 8 of their 9 industry sectors during the next 3 months.
- While the U.S. has the strongest outlook in the region, hiring prospects are the weakest since the 2007-08 global financial crisis, declining by 16% compared to the prior quarter.