



UNDER STRICT EMBARGO:

NOT FOR PUBLICATION BEFORE 00.01 TUESDAY 8 DECEMBER 2020

Hiring Bounces Back Across Ireland In 2021

- *Strong hiring intentions across Ireland as employers report +7% hiring Outlook*
- *Manufacturing hiring surges back to life with +5% Outlook for the first quarter*
- *Irish market registers the fourth strongest hiring intent across EMEA region*

DUBLIN, 8 DECEMBER 2020 – Irish employers report positive hiring plans for the first time in nine months according to the latest ManpowerGroup Employment Outlook Survey. Employers rally ahead as the economy picks up for the beginning of 2021 with a Net Employment Outlook of +7%, improving nine percentage-points when compared to Q4 2020, and the first positive Outlook since the pandemic arrived in Ireland. Notably, Irish Manufacturers signal a return to hiring with an Outlook of +5% in Q1, a considerable 17 percentage-point increase quarter-on-quarter.

The ManpowerGroup Employment Outlook Survey is based on responses from 410 employers in Ireland. It asks whether employers intend to hire additional workers or reduce the size of their workforce in the coming quarter. It is the most comprehensive, forward-looking employment survey of its kind.

John Galvin, Managing Director, Manpower Ireland, said: “The data shows encouraging signs of an economic rebound in Ireland, improving significantly on last quarter’s survey results. The Irish Outlook being one of the strongest in Europe illustrates the optimism employers are feeling going into the new year and the easing of Level 5 restrictions. Ongoing changes to restrictions and the increase of announcements, such as a vaccine, will stimulate further positivity amongst the business community.”

Galvin continues: “The bounce-back we’re seeing from the Manufacturing sector is particularly encouraging. Throughout the pandemic many businesses have onboarded new staff to help produce ventilators and other vital equipment to support efforts against the virus, a pattern we are still seeing appear across the country. Add to this a strong uptick in opportunities across the food production industry, where businesses are expanding operations to support further demand, and it’s clear the sector is poised for a strong start to 2021.”

Galvin adds: “Ireland’s Construction industry continues to build momentum into 2021 following a challenging year. It’s perhaps surprising that employers are reporting an Outlook of +7% for Q1 given the sector usually slows over the winter season, yet we’re seeing continued demand for home improvements as we enter into 2021. The lack of available housing in Ireland means that demand for engineers is still high on the wish-lists of many organisations, with high-quality engineers proving particularly hard to access. Regardless of the global pandemic, talent shortages still remain in crucial sectors across Ireland; the challenge for employers is how to

bridge those displaced by COVID-19 into in-demand roles through upskilling and reskilling initiatives.”

Irish Hiring Plans by Industry Sectors and Organisation Size:

- Nationwide, employers in seven out of eight industry sectors report positive hiring intentions in Q1 2021. The positive Outlooks are reported in: Wholesale & Retail Trade (+14%), Restaurants & Hotels (+9%), Construction (+7%), Manufacturing (+5%), Other Services (Public & Social, Transport, Storage & Communication) (+5%), Other Production (Mining & Quarrying; Agriculture, Hunting, Forestry & Fishing; and Electricity, Gas & Water) (2%), Pharmaceuticals (+2%), and Finance & Business Services (-1%).
- Larger-sized organisations (250+ employees) are reporting the most hiring confidence for Q1 with an Outlook of +13%, followed by medium-sized firms (50-249 employees) with an Outlook of +11%. Micro-sized firms (1-9 employees) are reporting an Outlook of +7%, whereas small-sized firms are reporting the lowest confidence with an Outlook of +2%.

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NOTES TO EDITORS

A 'Net Employment Outlook' is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite. [% increase - % decrease]

For international comparisons and visual library with graphs, visit [manpowergroup.com](http://www.manpowergroup.com)

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

Note that in Quarter 2 2008, the Survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank, and is widely used internationally.

About the Survey

The world leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 58,000 employers across 43 countries and territories. The survey serves as a bellwether of labour market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labour markets are headed.

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.