

**ManpowerGroup
Employment
Outlook Survey
Mainland China**

**Q3
2020**



Mainland China Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2020 was conducted by interviewing a representative sample of 4,201 employers in Mainland China.

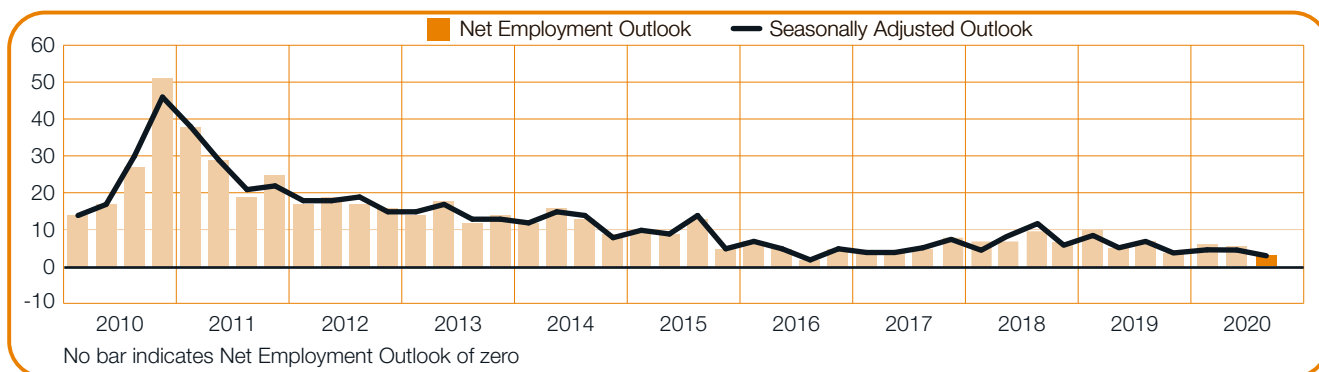
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2020 as compared to the current quarter?”

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Mainland China Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
July-Sep 2020	6	3	64	27	3	3
Apr-Jun 2020	8	2	63	27	6	6
Jan-Mar 2020	9	2	55	34	7	6
Oct-Dec 2019	5	1	60	34	4	4
July-Sep 2019	9	1	57	33	8	8



Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

Chinese employers report limited hiring prospects for the upcoming quarter. With 6% of employers expecting to increase payrolls, 3% anticipating a decrease and 64% forecasting no change, the resulting Net Employment Outlook is +3%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +3%. Hiring intentions are the weakest reported in four years, declining by 3 percentage points when compared with the previous quarter and by 5 percentage points in comparison with last year at this time.

About data on the left side of all 9 regions and 6 sectors: Data outside the bracket is Net Employment Outlook, and the one inside the bracket is Seasonally Adjusted Outlook. Example: East +3 (+4%), +3% is Net Employment Outlook, +4% is Seasonally Adjusted Outlook.

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization Size Comparisons

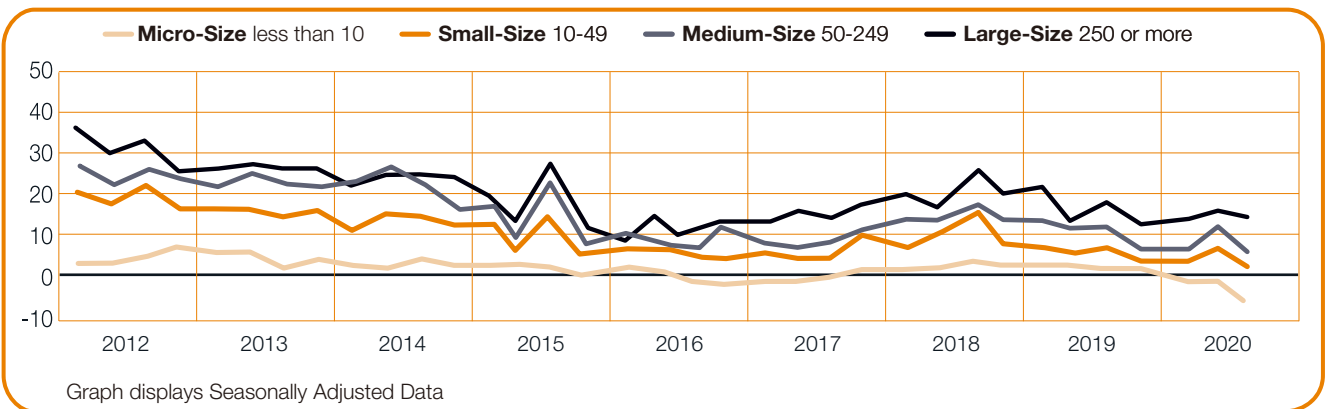
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Payroll gains are anticipated in three of the four organization size categories during the coming quarter. The strongest hiring pace is forecast by Large employers with a Net Employment Outlook of +15%, while Outlooks of +6% and +2% are reported in the Medium- and Small-size categories, respectively. However, Micro employers expect to trim payrolls, reporting an Outlook of -7%.

Hiring plans weaken in all four organization size categories when compared with the previous quarter. Medium employers report a decrease of 7 percentage points, while Outlooks for Micro- and Small-size firms are 5 percentage points weaker. In the Large size category, hiring prospects decline by 2 percentage points.

In a comparison with 3Q 2019, Micro employers report a decline of 8 percentage points, while the Outlook for Small firms is 6 percentage points weaker. Elsewhere, Outlooks decrease by 5 and 4 for Medium- and Large-size employers, respectively.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	2	9	75	14	-7	-7
Small-Size 10-49	6	4	71	19	2	2
Medium-Size 50-249	11	3	58	28	8	6
Large-Size 250 or more	18	4	39	39	14	15

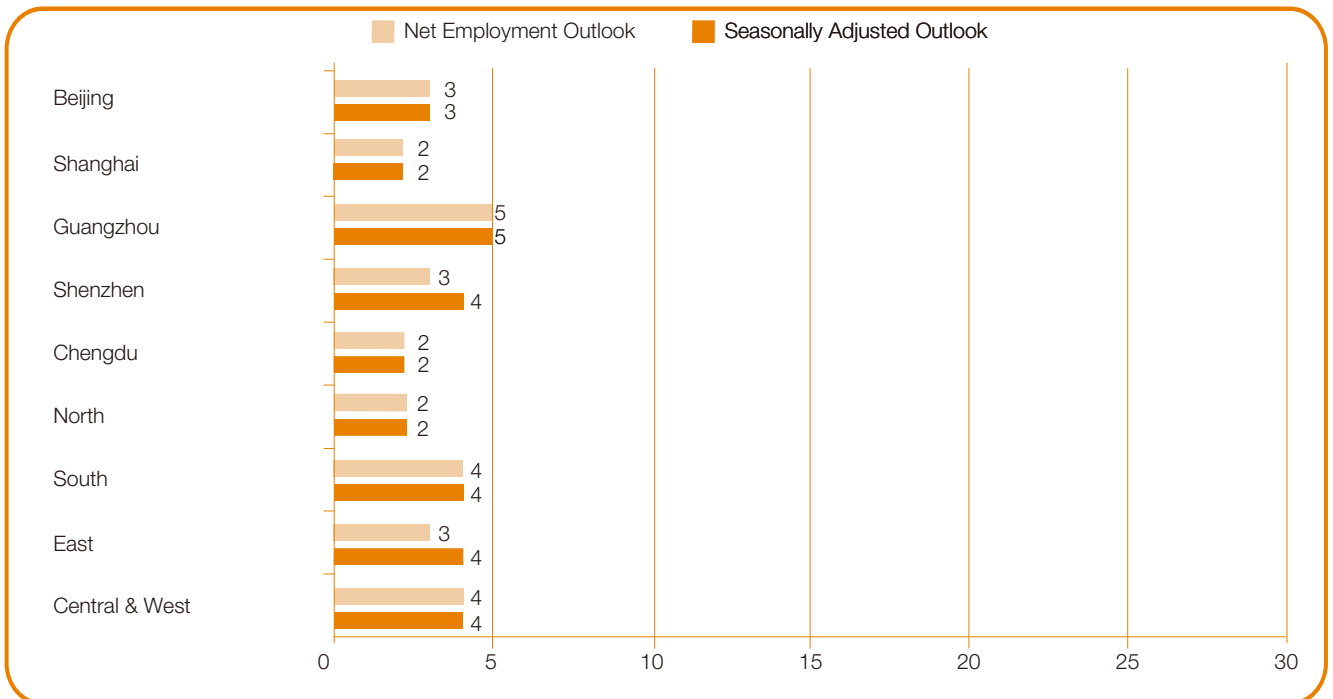


Regional Comparisons

Employers in all nine regions forecast an increase in payrolls during the next three months. The strongest labor market is anticipated in Guangzhou, where the Net Employment Outlook stands at +5%. Slow-paced job gains are expected in four regions with Outlooks of +4% - the South, Shenzhen, the East and Central & West. Beijing employers anticipate a soft labor market, reporting an Outlook of +3%, and Outlooks of +2% are reported in the North, Shanghai and Chengdu.

In a comparison with the third quarter of 2019, hiring intentions also weaken in all nine regions, most notably by 6 percentage points in Shenzhen. Outlooks are 5 percentage points weaker in Shanghai and Chengdu, while decreases of 4 percentage points are reported in three regions – the North, Beijing and the East. Elsewhere, hiring plans are 3 percentage points weaker in both the South and Central & West.

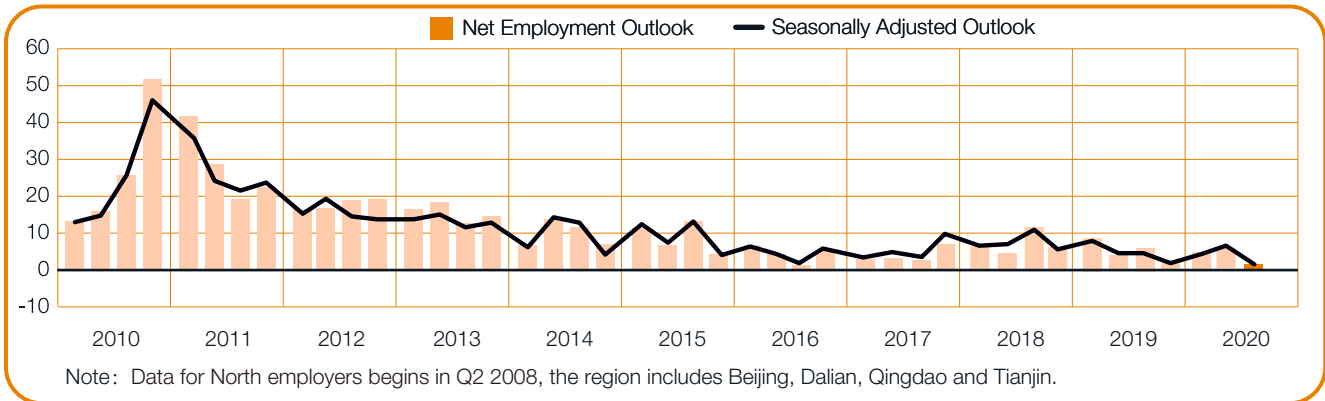
Hiring prospects weaken in all nine regions when compared with the previous quarter. The most notable decline of 5 percentage points is reported in the North, while Outlooks are 4 percentage points weaker in Beijing, Central & West and Chengdu. Slight declines of 3 percentage points are reported in both the South and Shenzhen, while the Guangzhou Outlook decreases by 2 percentage points.



+2 (+2)%

North

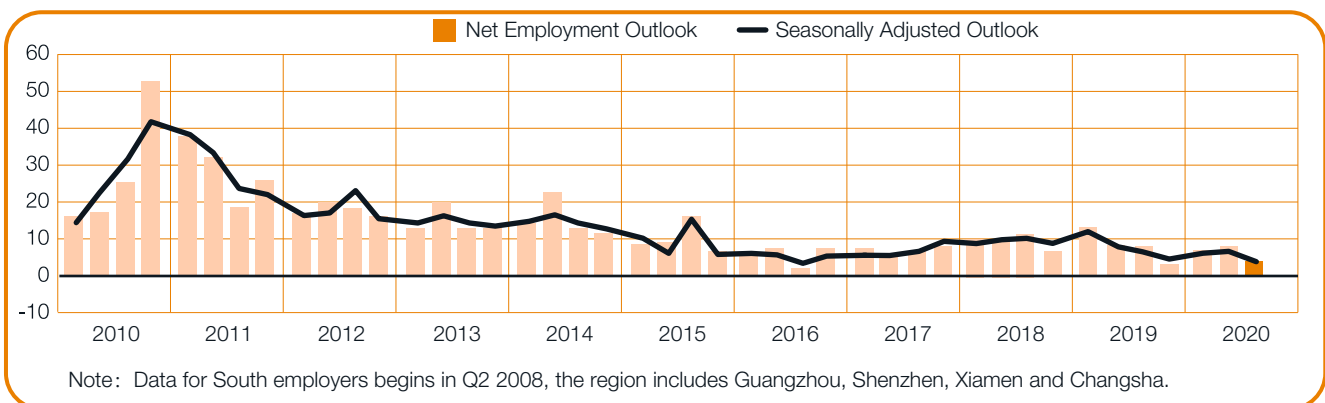
With a Net Employment Outlook of +2%, employers anticipate limited hiring activity in the upcoming quarter. Hiring prospects decline by 5 percentage points quarter-over-quarter and are 4 percentage points weaker when compared with this time one year ago.



+4 (+4)%

South

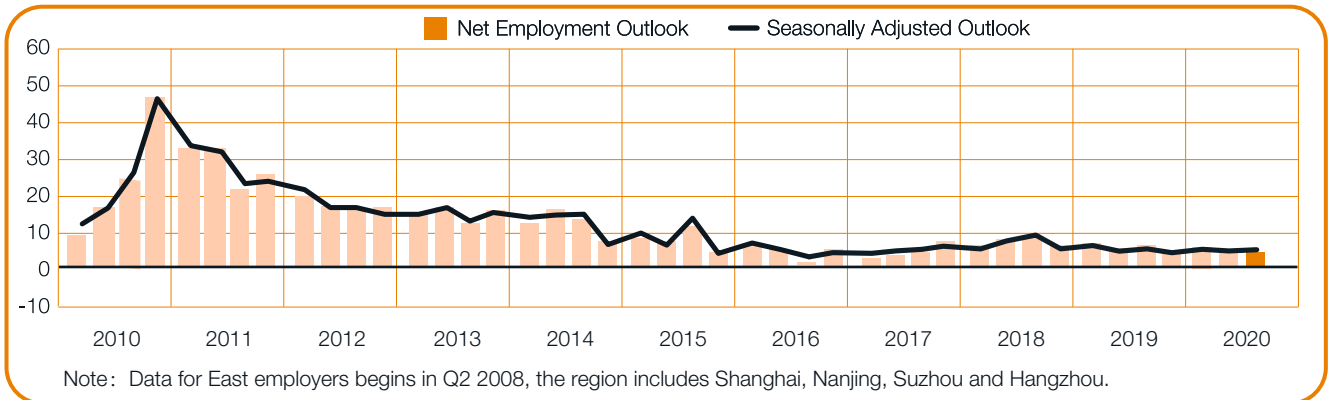
Employers forecast slow-paced workforce gains in the July to September period, reporting a Net Employment Outlook of +4%. Hiring plans decline by 3 percentage points in comparison with both 2Q 2020 and the third quarter of 2019.



+3 (+4)%

East

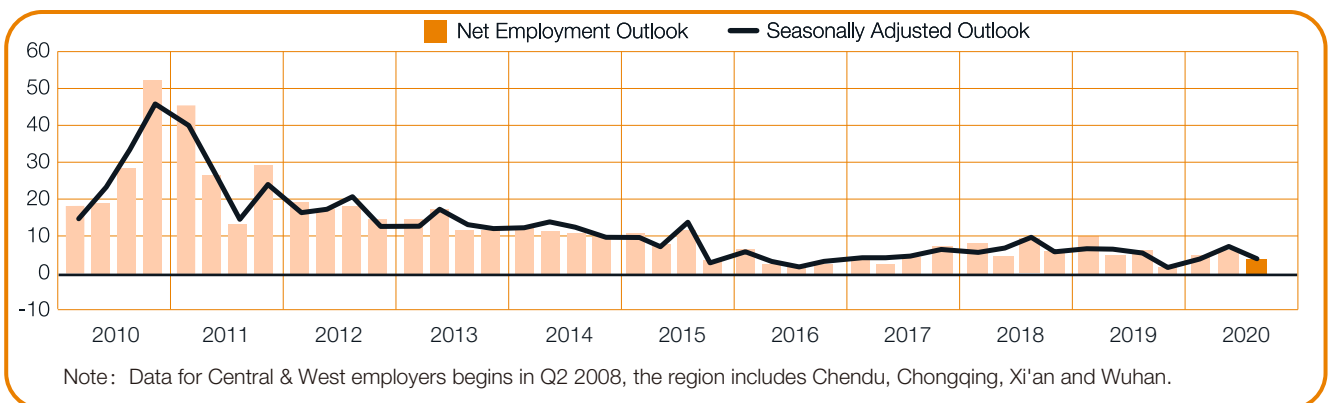
A soft labor market is anticipated in the July to September period, with employers reporting a Net Employment Outlook of +4%. Hiring prospects remain relatively stable when compared with the second quarter of 2020, but decline by 4 percentage points in comparison with this time last year.



+4 (+4)%

Central & West

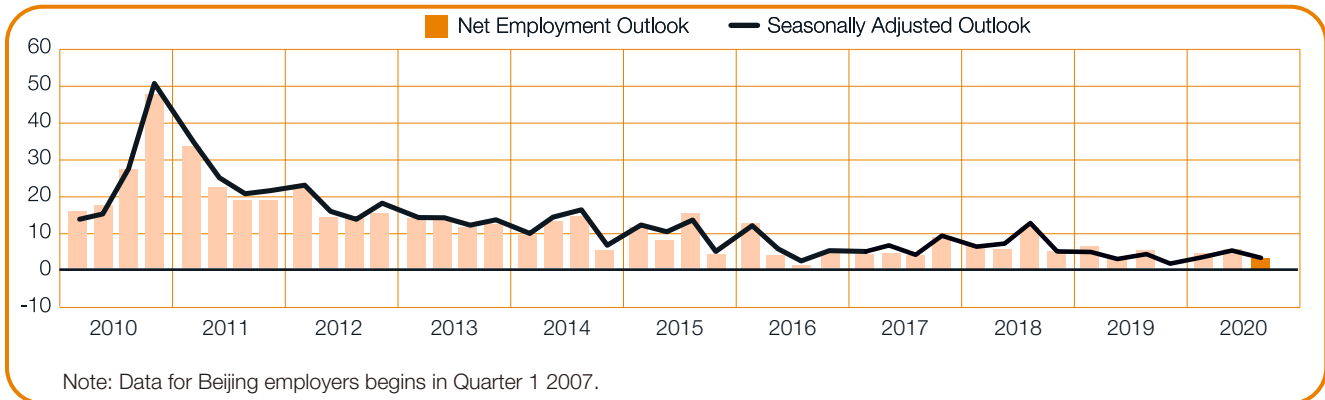
Slow-paced payroll gains are anticipated in the upcoming quarter with employers reporting a Net Employment Outlook of +4%. Hiring plans decline by 4 percentage points quarter-over-quarter and are 3 percentage points weaker when compared with this time one year ago.



+3 (+3)%

Beijing

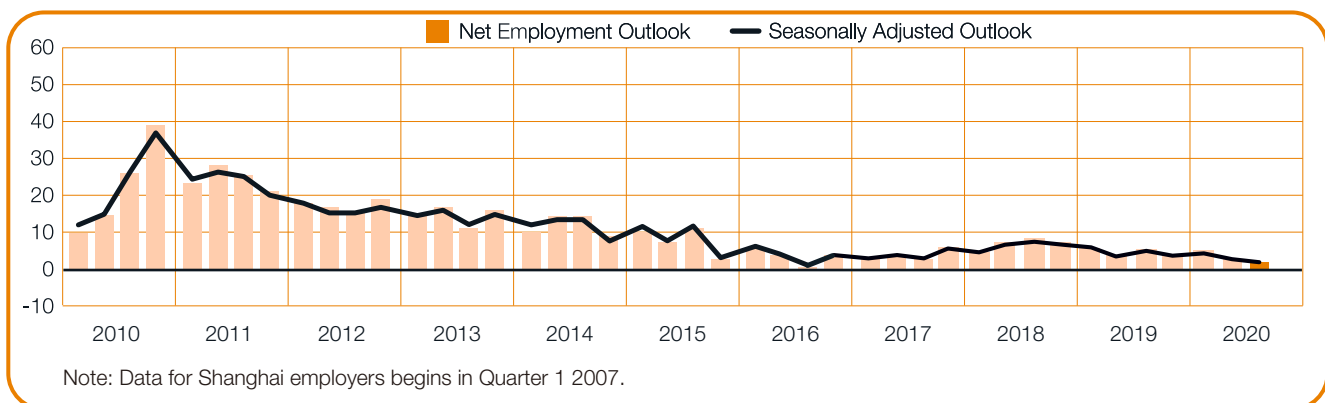
Job seekers can expect a quiet labor market in the third quarter of 2020, according to employers who report a Net Employment Outlook of +3%. The Outlook declines by 4 percentage points in comparison with both the prior quarter and last year at this time.



+2 (+2)%

Shanghai

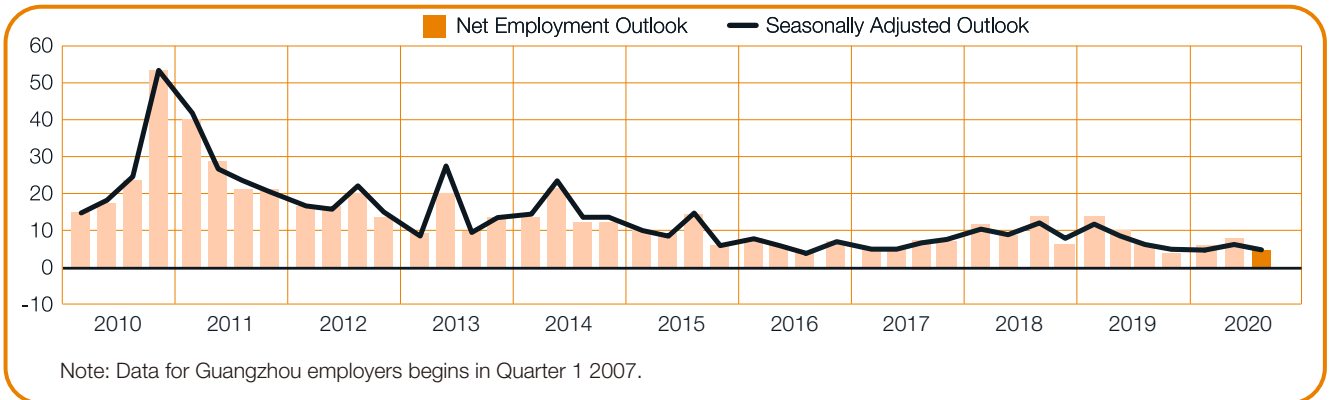
The weakest hiring pace in four years is anticipated during the third quarter of 2020. Employers report a Net Employment Outlook of +2%, remaining relatively stable when compared with the previous quarter, but decreasing by 5 percentage points in comparison with 3Q 2019.



+5 (+5)%

Guangzhou

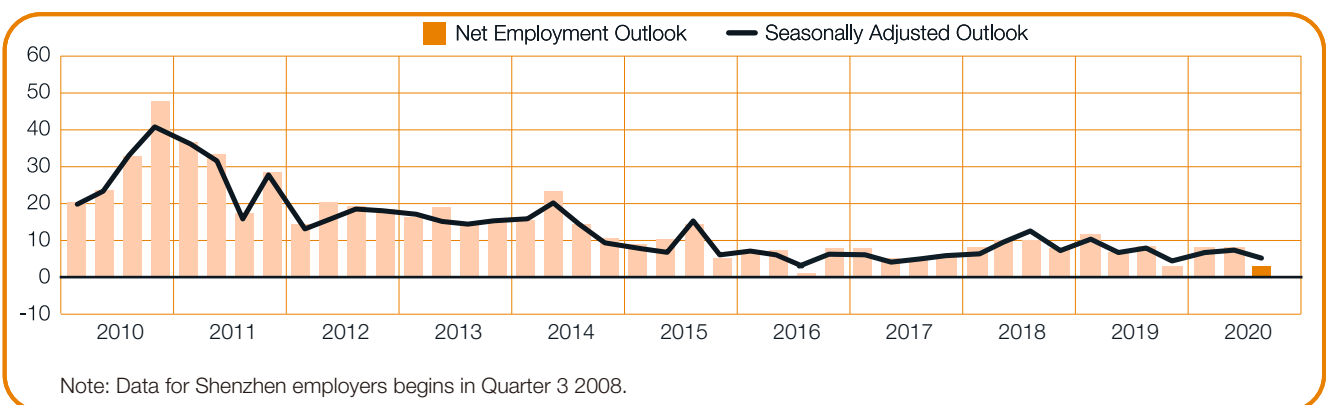
A fair hiring climate is expected during the next three months, with employers reporting a Net Employment Outlook of +5%. Hiring intentions decline by 2 percentage points quarter-over-quarter, but remain relatively stable when compared with this time one year ago.



+3 (+4)%

Shenzhen

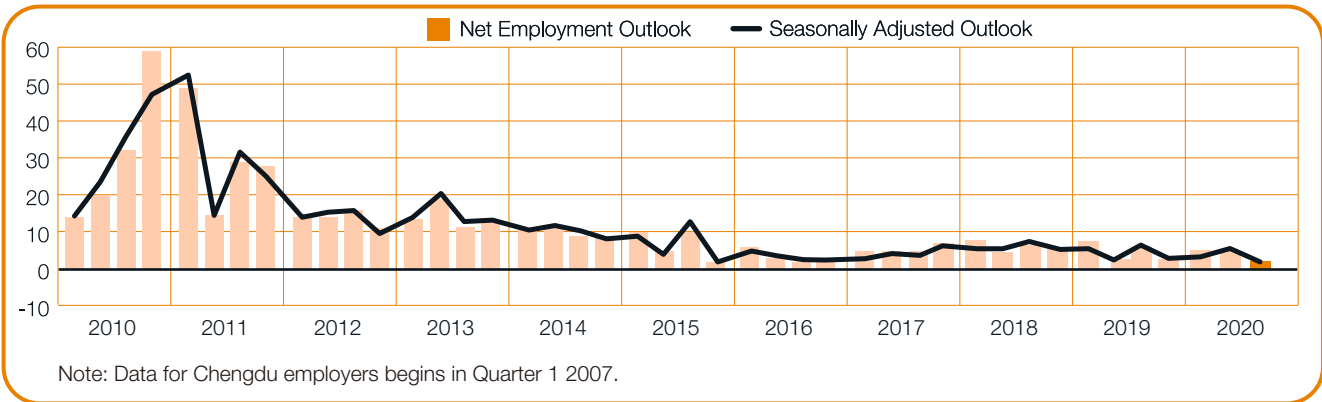
With a Net Employment Outlook of +4%, employers report reserved hiring plans for the coming quarter. Hiring intentions are 3 percentage points weaker when compared with the previous quarter and decline by 6 percentage points year-over-year.



+2 (+2)%

Chengdu

Reporting a Net Employment Outlook of +2% for the next three months, employers match the weakest forecast in the region since it was first analyzed separately in 2007, last reported in 4Q 2016. Hiring prospects decline by 4 percentage points when compared with the previous quarter and are 5 percentage points weaker year-over-year.

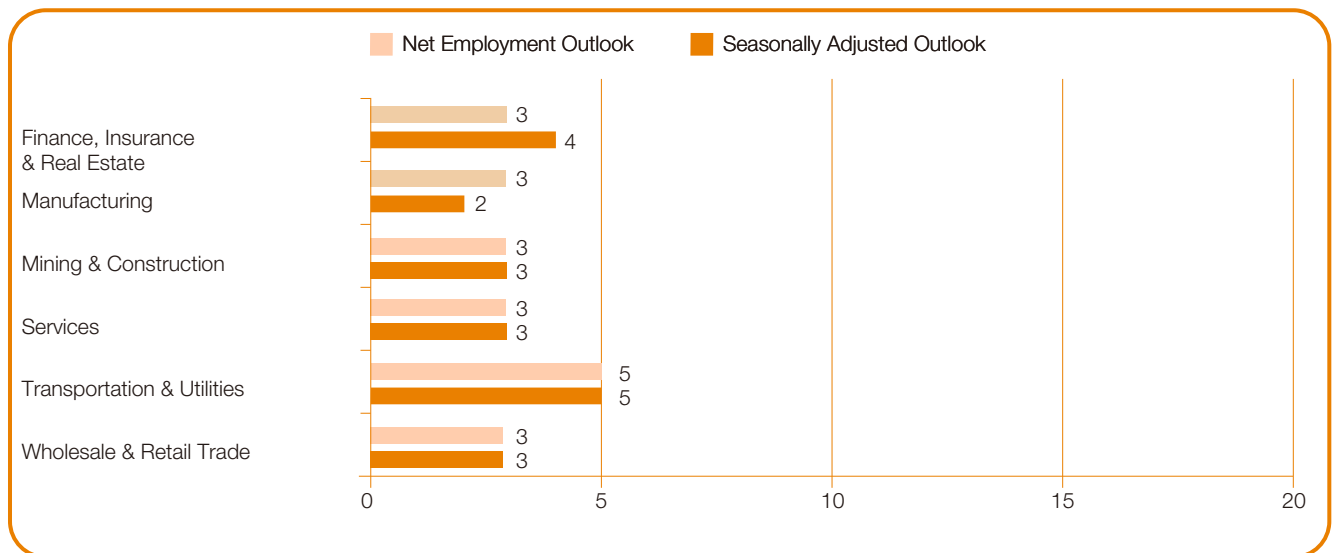


Sector Comparisons

Employers in all six industry sectors expect to add to payrolls during the coming quarter. The strongest hiring pace is forecast by Transportation & Utilities sector employers with a Net Employment Outlook of +5%. Finance, Insurance & Real Estate sector employers expect modest job gains, reporting an Outlook of +4%, while Outlooks of +3% are reported in the Mining & Construction sector, the Services sector and the Wholesale & Retail Trade sector. The weakest hiring plans are reported in the Manufacturing sector, where the Outlook stands at +2%.

When compared with this time one year ago, hiring intentions also weaken in all six industry sectors, most notably by 7 percentage points in the Finance, Insurance & Real Estate sector. Outlooks decline by 5 percentage points in two sectors – the Services sector and the Transportation & Utilities sector – and the Manufacturing sector Outlook decreases by 4 percentage points.

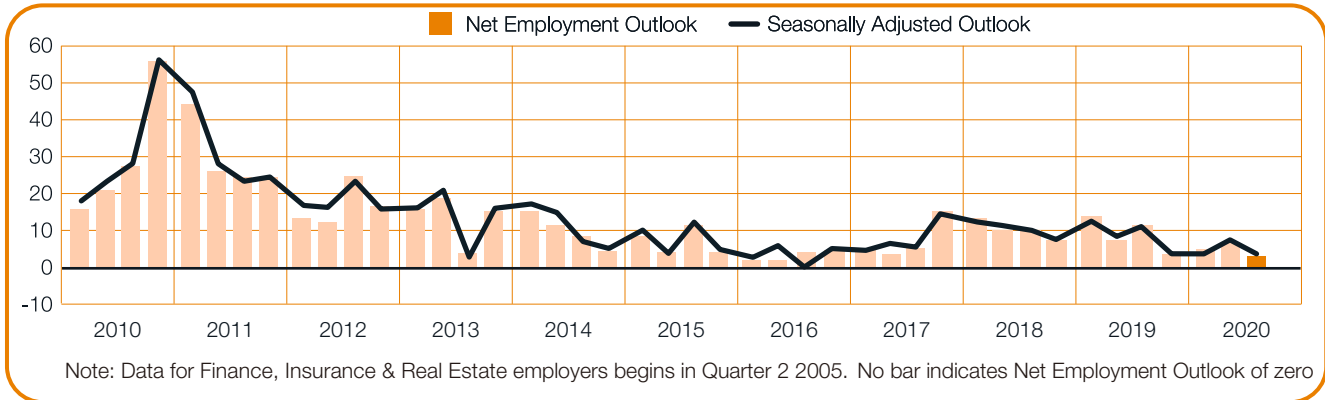
Hiring prospects decline in all six industry sectors when compared with the previous quarter. The most notable decrease of 6 percentage points is reported in the Services sector, and Outlooks are 4 percentage points weaker in both the Finance, Insurance & Real Estate sector and the Manufacturing sector. Elsewhere, Transportation & Utilities sector employers report a decline of 3 percentage points, while Outlooks decrease by 2 percentage points in two sectors – the Mining & Construction sector and the Wholesale & Retail Trade sector.



+3 (+4)%

Finance, Insurance & Real Estate

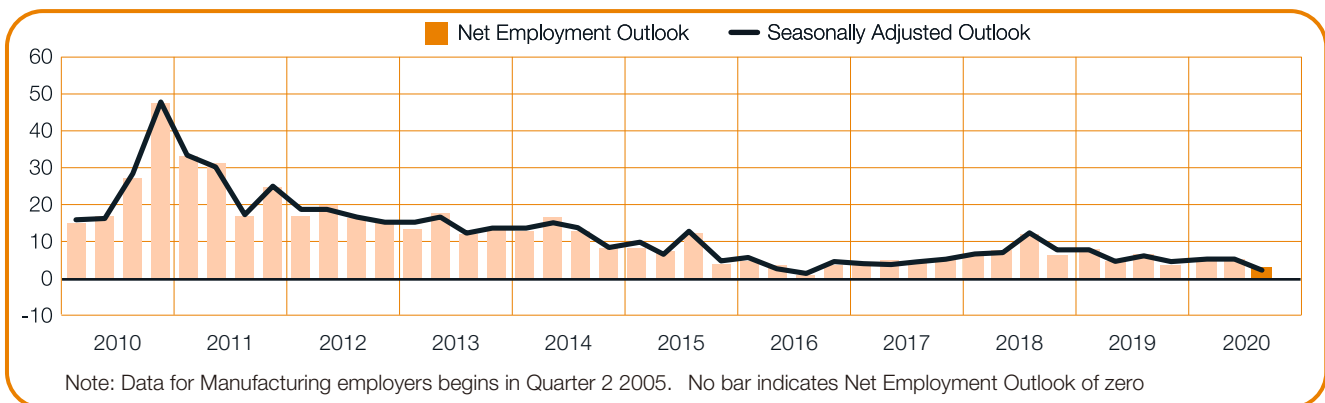
With a Net Employment Outlook of +4%, employers anticipate slow-paced workforce gains during the next three months. The Outlook declines by 4 percentage points when compared with the previous quarter and is 7 percentage points weaker in comparison with the same period last year.



+3 (+2)%

Manufacturing

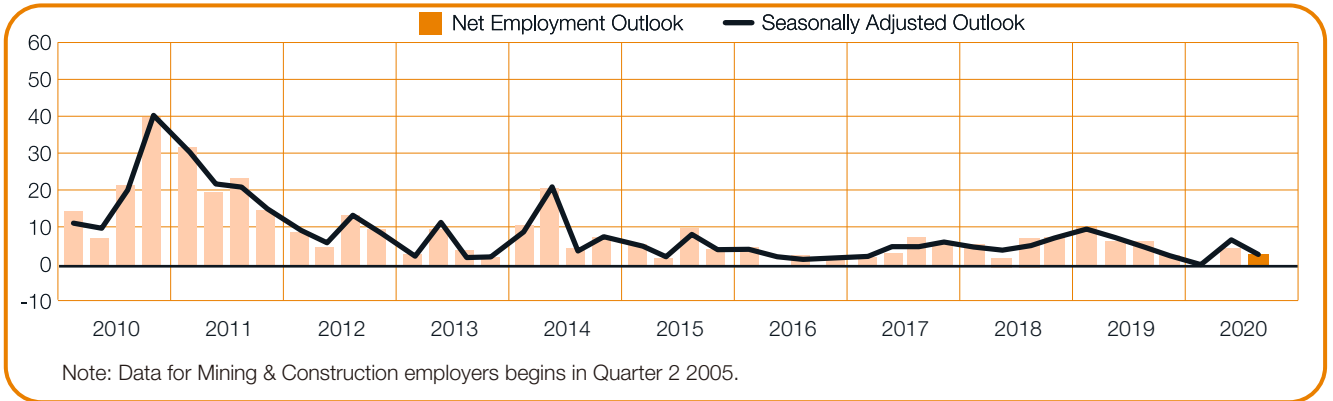
Job seekers can expect the weakest hiring pace in four years during the coming quarter, according to employers who report a Net Employment Outlook of +2%. Hiring plans decline by 4 percentage points in comparison with both the prior quarter and last year at this time.



+3 (+3)%

Mining & Construction

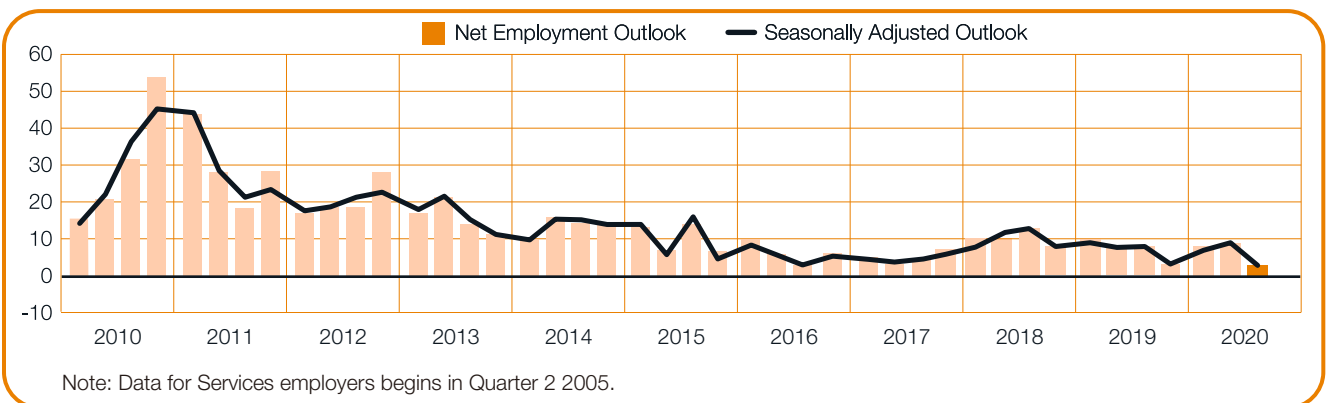
Employers anticipate a soft labor market in the third quarter of 2020, reporting a Net Employment Outlook of +3%, Hiring intentions decline by 2 percentage points when compared with the previous quarter and are 3 percentage points weaker year-over-year.



+3 (+3)%

Services

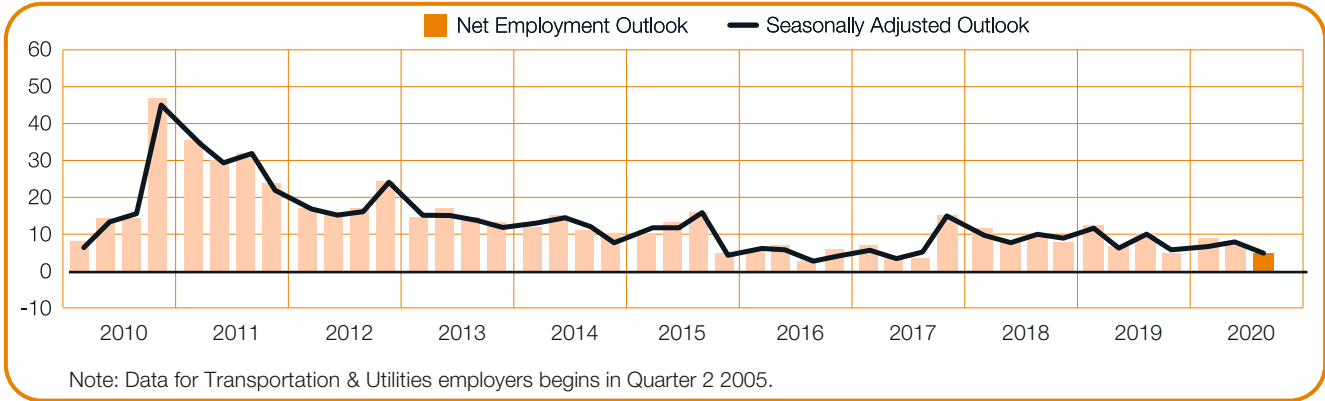
Reporting a Net Employment Outlook of +3%, employers match the weakest forecast for the sector since the survey began 15 years ago, last reported in 4Q 2019. Hiring prospects decrease by 6 percentage points quarter-over-quarter and are 5 percentage points weaker when compared with this time one year ago.



+5 (+5)%

Transportation & Utilities

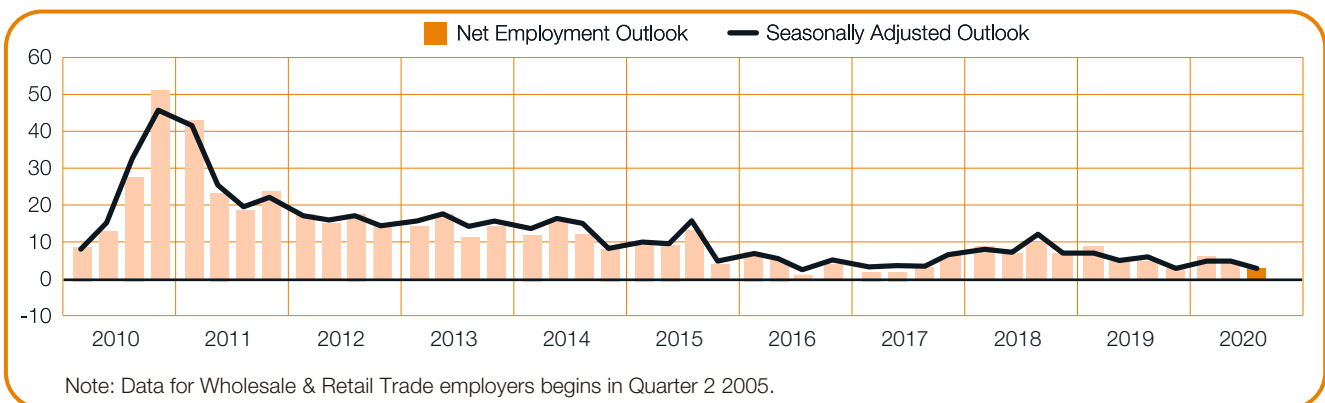
Modest workforce gains are forecast for the July to September time frame, with employers reporting a Net Employment Outlook of +5%. However, hiring intentions decline by 3 percentage points when compared with the previous quarter and are 5 percentage points weaker in comparison with last year at this time.



+3 (+3)%

Wholesale & Retail Trade

Employers anticipate limited hiring activity in the upcoming quarter, reporting a Net Employment Outlook of +3%. Hiring intentions weaken both quarter-over-quarter and year-over-year, decreasing by 2 and 3 percentage points, respectively.

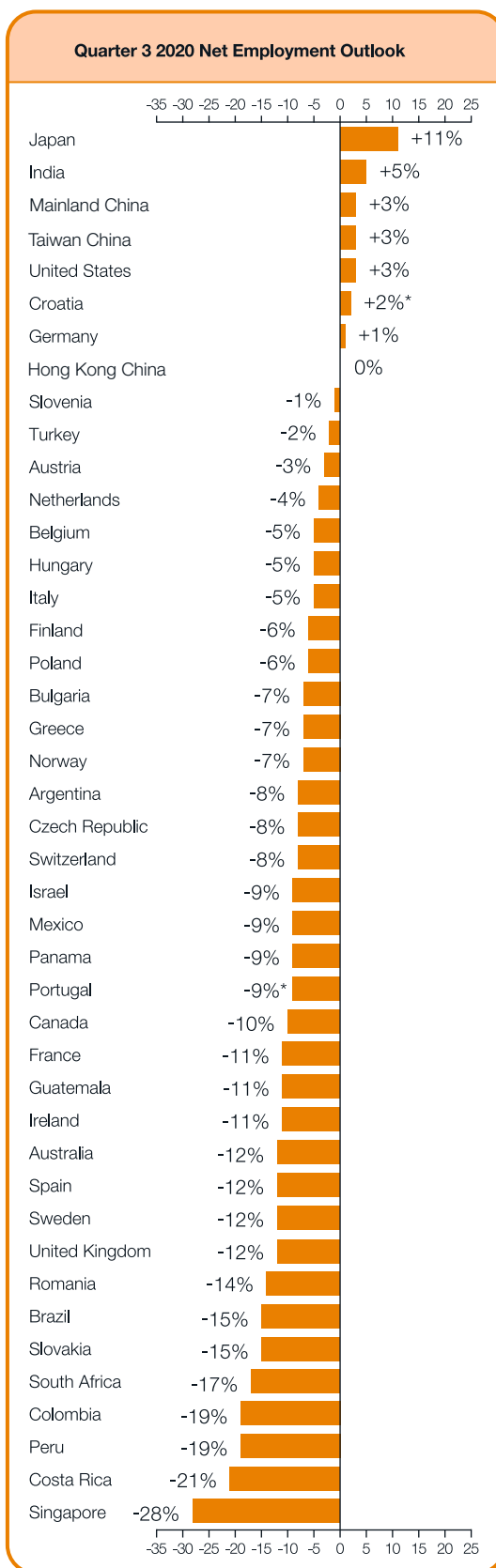


Global Employment Outlook

	Quarter 3 2020	Qtr on Qtr Change Q2 2020 to Q3 2020	Yr on Yr Change Q3 2019 to Q3 2020
	%		
Americas			
Argentina	-9 (-8) ¹	-13 (-10) ¹	-9 (-9) ¹
Brazil	-14 (-15) ¹	-31 (-29) ¹	-25 (-26) ¹
Canada	-5 (-10) ¹	-16 (-19) ¹	-21 (-21) ¹
Colombia	-18 (-19) ¹	-29 (-29) ¹	-29 (-29) ¹
Costa Rica	-23 (-21) ¹	-32 (-29) ¹	-24 (-24) ¹
Guatemala	-13 (-11) ¹	-24 (-21) ¹	-21 (-21) ¹
Mexico	-9 (-9) ¹	-19 (-17) ¹	-19 (-19) ¹
Panama	-12 (-9) ¹	-11 (-8) ¹	-14 (-13) ¹
Peru	-19 (-19) ¹	-26 (-24) ¹	-31 (-32) ¹
United States	6 (3) ¹	-14 (-16) ¹	-18 (-18) ¹

Asia Pacific			
Australia	-14 (-12) ¹	-23 (-21) ¹	-25 (-25) ¹
Mainland China	3 (3) ¹	-3 (-3) ¹	-5 (-5) ¹
Hong Kong China	0 (0) ¹	0 (0) ¹	-16 (-16) ¹
India	3 (5) ¹	-9 (-7) ¹	-10 (-9) ¹
Japan	9 (11) ¹	-20 (-13) ¹	-14 (-14) ¹
Singapore	-27 (-28) ¹	-36 (-37) ¹	-39 (-40) ¹
Taiwan China	7 (3) ¹	-17 (-20) ¹	-18 (-18) ¹

EMEA¹			
Austria	0 (-3) ¹	-10 (-10) ¹	-12 (-12) ¹
Belgium	-5 (-5) ¹	-18 (-18) ¹	-13 (-12) ¹
Bulgaria	-6 (-7) ¹	-16 (-13) ¹	-15 (-15) ¹
Croatia	2	-22	-21
Czech Republic	-4 (-8) ¹	-9 (-13) ¹	-18 (-19) ¹
Finland	0 (-6) ¹	-13 (-12) ¹	-15 (-14) ¹
France	-8 (-11) ¹	-20 (-22) ¹	-21 (-21) ¹
Germany	2 (1) ¹	-13 (-11) ¹	-12 (-12) ¹
Greece	-2 (-7) ¹	-33 (-31) ¹	-26 (-26) ¹
Hungary	-5 (-5) ¹	-13 (-10) ¹	-6 (-5) ¹
Ireland	-9 (-11) ¹	-22 (-21) ¹	-22 (-22) ¹
Israel	-7 (-9) ¹	-16 (-17) ¹	-16 (-16) ¹
Italy	-3 (-5) ¹	-15 (-13) ¹	-10 (-10) ¹
Netherlands	-3 (-4) ¹	-17 (-16) ¹	-14 (-14) ¹
Norway	-4 (-7) ¹	-21 (-23) ¹	-20 (-20) ¹
Poland	-5 (-6) ¹	-9 (-7) ¹	-16 (-16) ¹
Portugal	-9	-22	-21
Romania	-7 (-14) ¹	-32 (-34) ¹	-26 (-26) ¹
Slovakia	-12 (-15) ¹	-19 (-21) ¹	-23 (-23) ¹
Slovenia	-7 (-1) ¹	-16 (-5) ¹	-24 (-23) ¹
South Africa	-19 (-17) ¹	-22 (-19) ¹	-21 (-21) ¹
Spain	-10 (-12) ¹	-18 (-18) ¹	-16 (-16) ¹
Sweden	-6 (-12) ¹	-19 (-22) ¹	-25 (-26) ¹
Switzerland	-7 (-8) ¹	-11 (-10) ¹	-15 (-15) ¹
Turkey	2 (-2) ¹	-13 (-12) ¹	-10 (-10) ¹
UK	-12 (-12) ¹	-17 (-17) ¹	-15 (-15) ¹



TEMEA – Europe, Middle East and Africa.

* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

The ManpowerGroup Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed over 34,000 employers in 43 countries and territories to forecast labor market activity* in the third quarter of 2020. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of September 2020 as compared to the current quarter?" Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and the subsequent economic shutdown in many countries.

Employers in 35 of the 43 countries and territories surveyed by ManpowerGroup for the third quarter of 2020 expect to reduce payrolls in the period up to the end of September 2020, while payroll gains are expected in seven countries and a flat labor market is anticipated in one.

In a comparison with the second quarter of 2020, hiring prospects weaken in 42 of the 43 countries and territories, while no change is reported in one. Employers in all 43 countries and territories report weaker hiring sentiment when compared with this time one year ago. The strongest hiring pace is anticipated in Japan, India, the United States, Mainland China and Taiwan China, while employers in Singapore, Costa Rica, Colombia, Peru and South Africa forecast the weakest labor markets.

In 24 of the 26 Europe, Middle East & Africa (EMEA) region countries, employers expect to trim payrolls during the forthcoming quarter, although limited workforce gains are expected in both Croatia and Germany. Hiring plans weaken in all 26 EMEA countries in comparison with both the prior quarter and last year at this time. The strongest labor markets are anticipated in Croatia and Germany, while the weakest are expected by employers in South Africa, Slovakia and Romania.

In four of the seven Asia Pacific countries and territories surveyed, employers anticipate an increase in payrolls during the next three months, while a dip in workforce levels is expected in two and flat hiring activity in one. When compared with the second quarter of 2020, hiring plans weaken in six countries and territories, but are unchanged in one, while employers report weaker hiring intentions in all seven when compared with this time one year ago. Japanese and Indian employers anticipate the strongest labor markets in the region, while the weakest hiring activity is expected in Singapore and Australia.

Workforce reductions are forecast for nine of the 10 Americas countries during the July to September period, with employers in the tenth – the United States – anticipating limited job gains. Hiring sentiment weakens in all 10 Americas countries in comparison with both the second quarter of 2020 and third quarter of 2019. With United States employers expecting the strongest hiring pace, the weakest labor markets are forecast in Costa Rica, Colombia and Peru.

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 at www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be released on 8th September 2020 and will detail expected labor market activity for the third quarter of 2020.

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

International Comparisons – Americas

The ManpowerGroup survey on hiring prospects for the third quarter of 2020 interviewed almost 14,000 employers in 10 countries across North, Central and South America. Against the background of the global health emergency, employers in nine of the 10 Americas countries anticipate a decline in payrolls during the next three months.

As has been the case for 11 consecutive quarters, United States employers report the strongest hiring intentions in the Americas region. U.S. employers anticipate slow-paced workforce gains during the coming quarter, although outlooks are considerably weaker in comparison with both the prior quarter and last year at this time. Employers in nine of the 12 U.S. industry sectors expect to add to payrolls in the July to September period, most notably in the Education & Health Services sector.

In Canada, employers anticipate the weakest hiring climate since the survey began in 1978, forecasting a hiring slump in comparison with both the previous quarter and the third quarter of 2019. With employers in eight of the 10 industry sectors reporting their weakest hiring plans since the 1990s or earlier, slight workforce gains are expected in two sectors, the Manufacturing Non-Durables sector and the Services sector.

Mexican employers anticipate a sluggish hiring pace in the third quarter of 2020, with employers in four of seven industry sectors and three of seven regions reporting their weakest hiring plans since the survey began in 2002. Services and Construction sector hiring activity is expected to be particularly downbeat in the forthcoming quarter.

Workforce reductions are expected across all three Central American countries in the survey during the upcoming quarter. Costa Rican employers expect the gloomiest hiring climate, driven in part by a steep decline in hiring prospects for the Construction and Commerce sectors. The outlook for Guatemala is the weakest since the survey began in 2008, sinking sharply both quarter-over-quarter and year-over-year. Hiring plans for Panama were already subdued before the global health emergency, and have now weakened further, fueled by a sharp decline in hiring prospects for the Services sector.

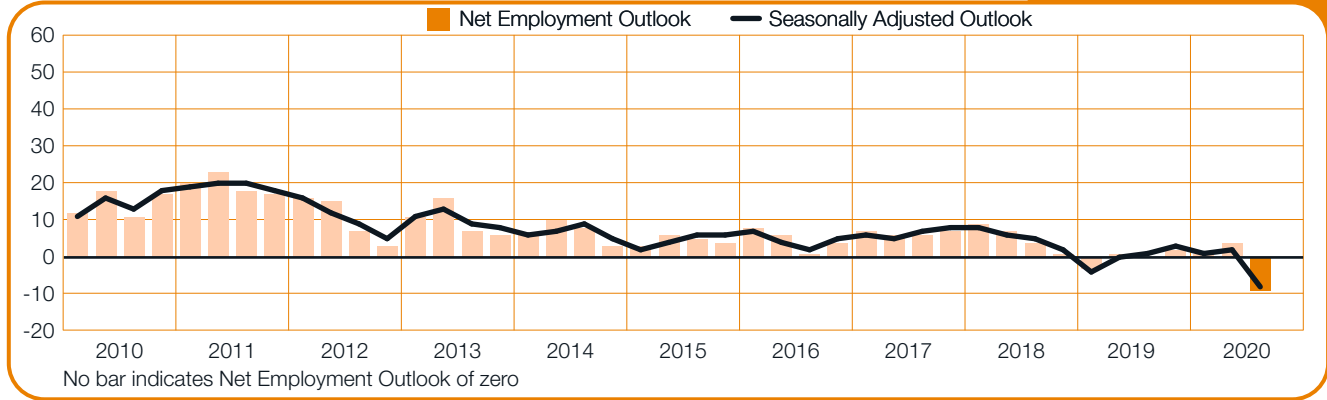
In South America, the weakest labor markets are expected in Colombia and Peru, where employers report gloomy hiring sentiment. The Colombian outlook weakens sharply in comparison with both 2Q 2020 and 3Q 2019, reflecting a collapse in hiring plans for the Construction, Services and Finance, Insurance & Real Estate sectors. In Peru, the weakest forecast since the survey began 12 years ago reflects bleak hiring intentions for the Services sector.

Hiring sentiment in Brazil sinks to the same level reported during the 2016 recession, following a sharp contraction both quarter-over-quarter and year-over-year. Finance, Insurance & Real Estate sector employers anticipate slow-paced payroll growth, but hiring prospects are dim in the Transportation & Utilities and Wholesale & Retail Trade sectors.

Following a cautious recovery in hiring plans during the past year, Argentine employers expect the weakest labor market since the survey began more than 13 years ago as the outlook slumps during the third quarter of 2020. Dim hiring prospects are reported in the Finance, Insurance & Real Estate, Mining, Services and Manufacturing sectors.

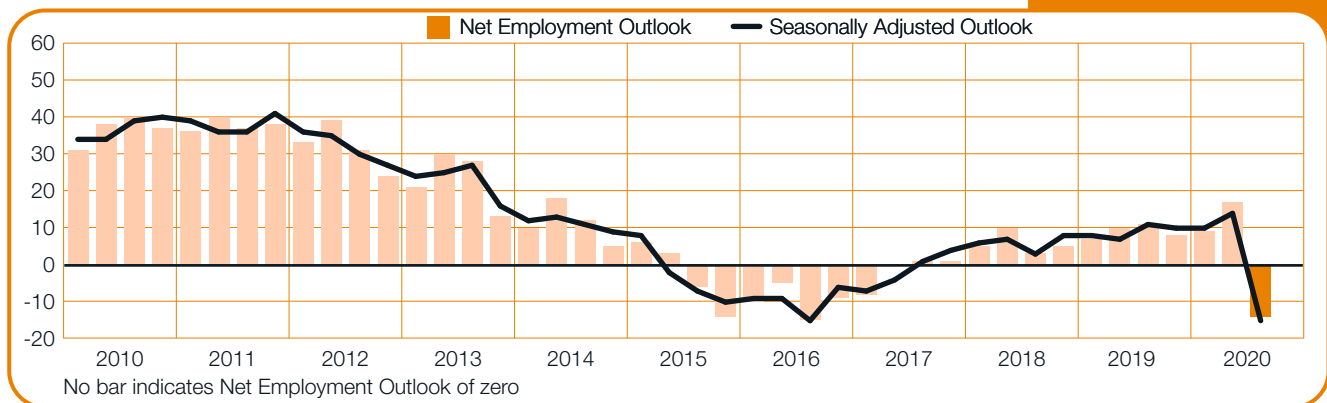
Argentina

-9 (-8)%



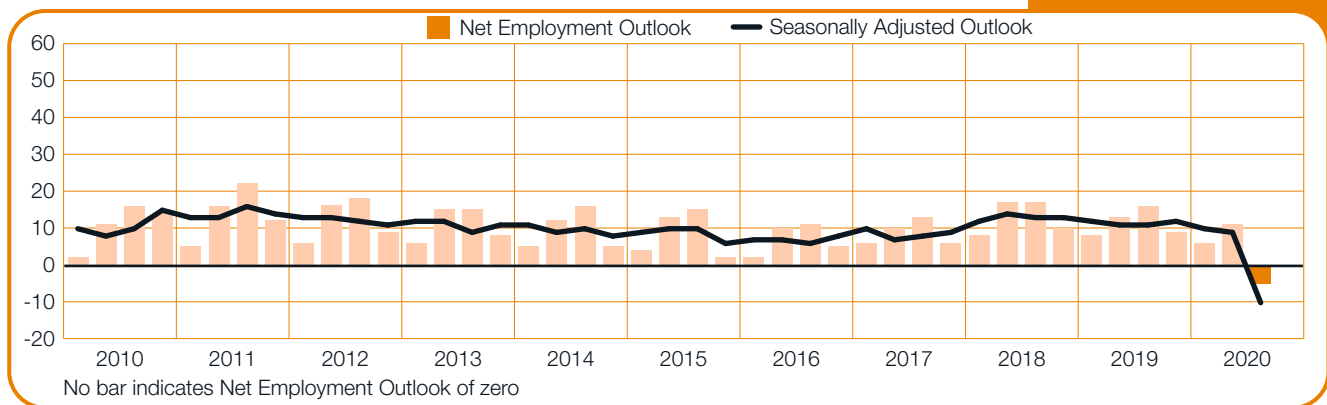
Brazil

-14 (-15)%



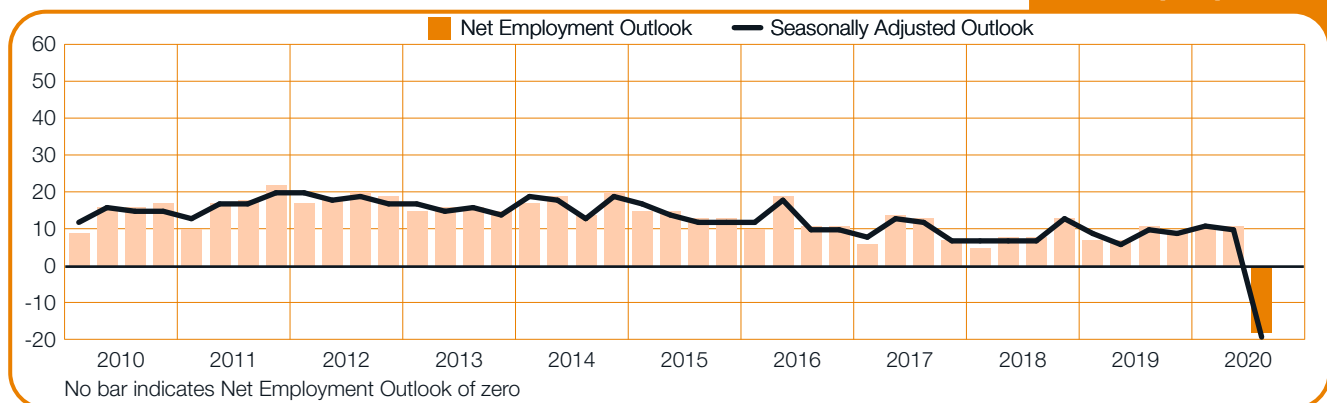
Canada

-5 (-10)%



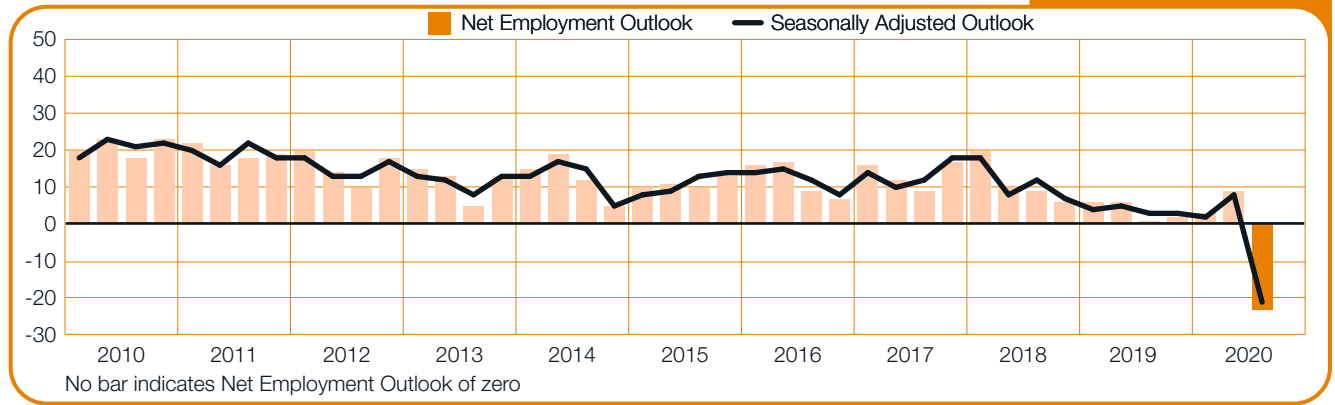
Colombia

-18 (-19)%



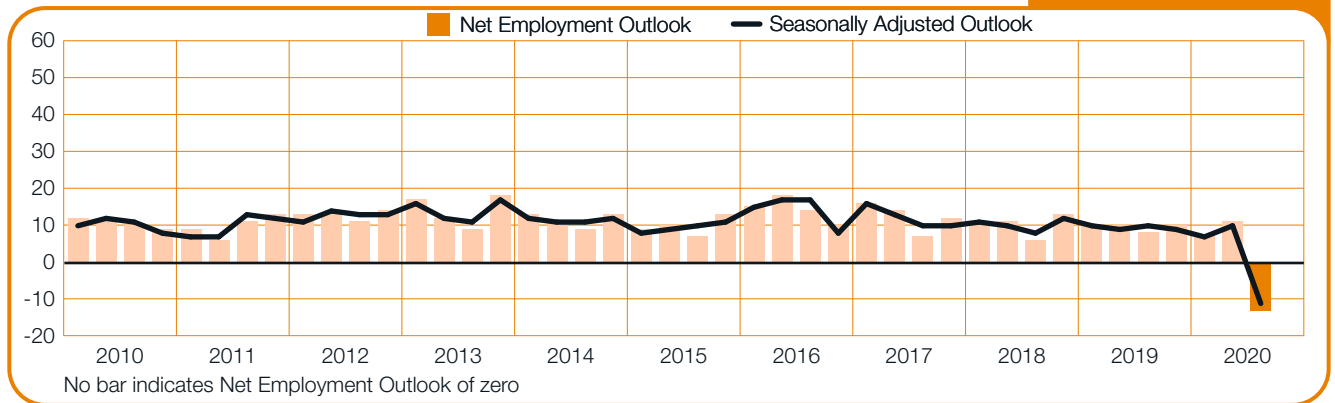
Costa Rica

-23 (-21)%



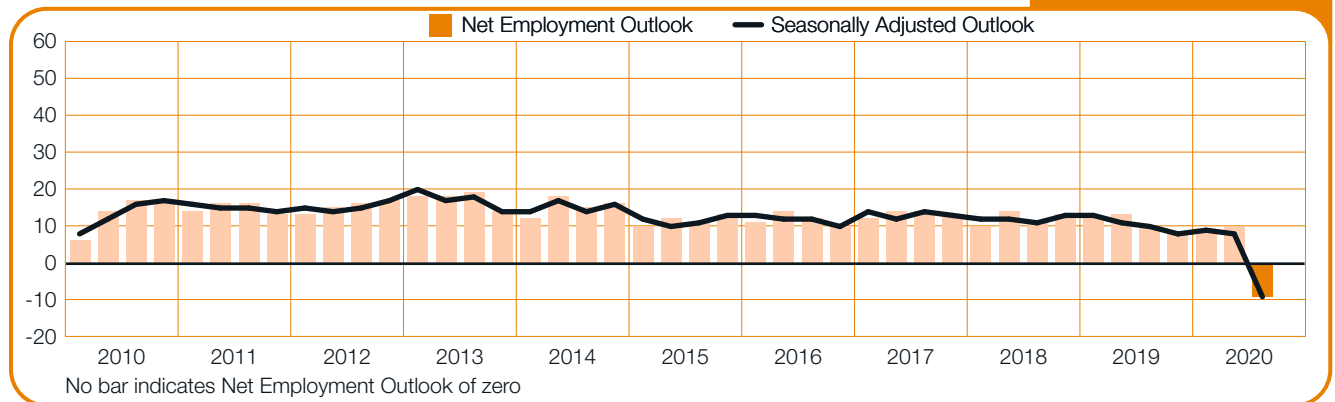
Guatemala

-13 (-11)%



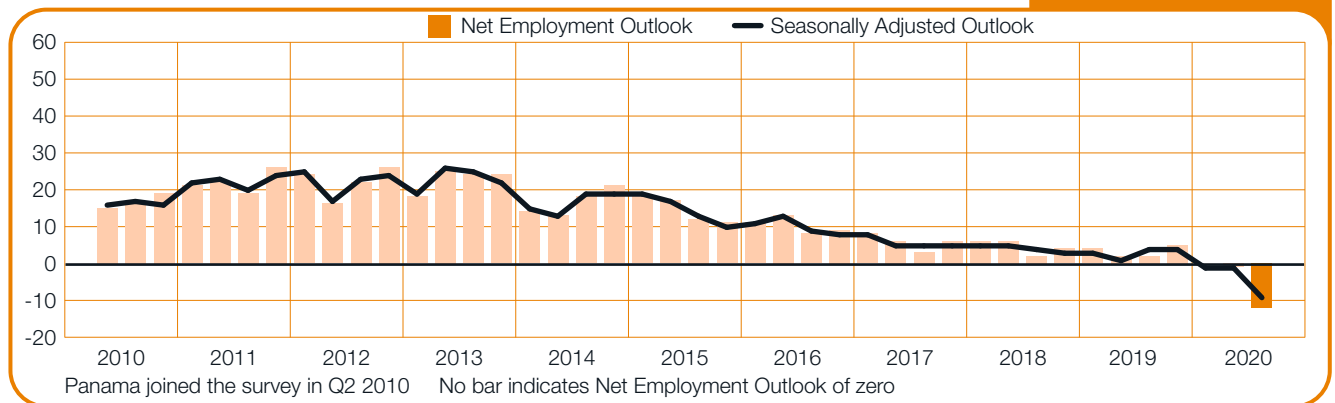
Mexico

-9 (-9)%



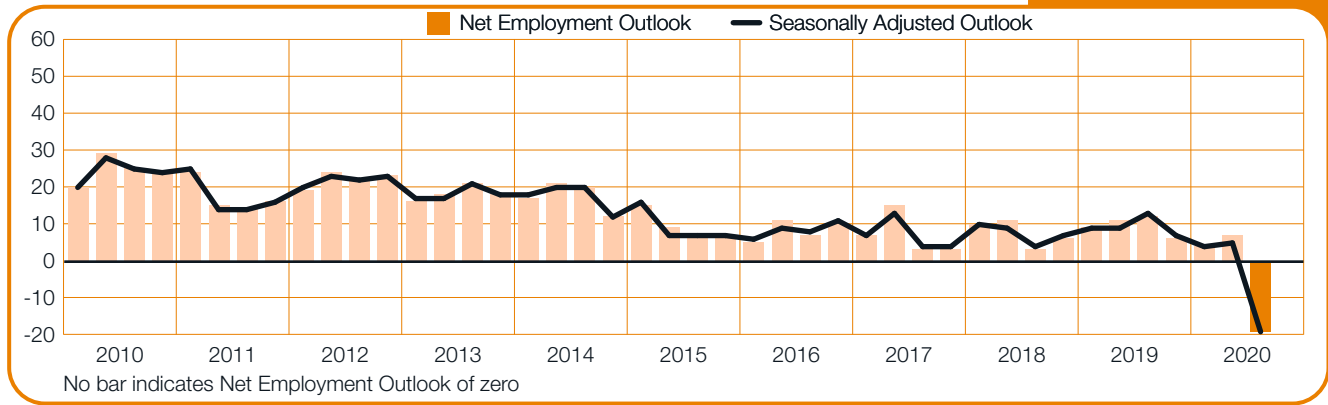
Panama

-12 (-9)%



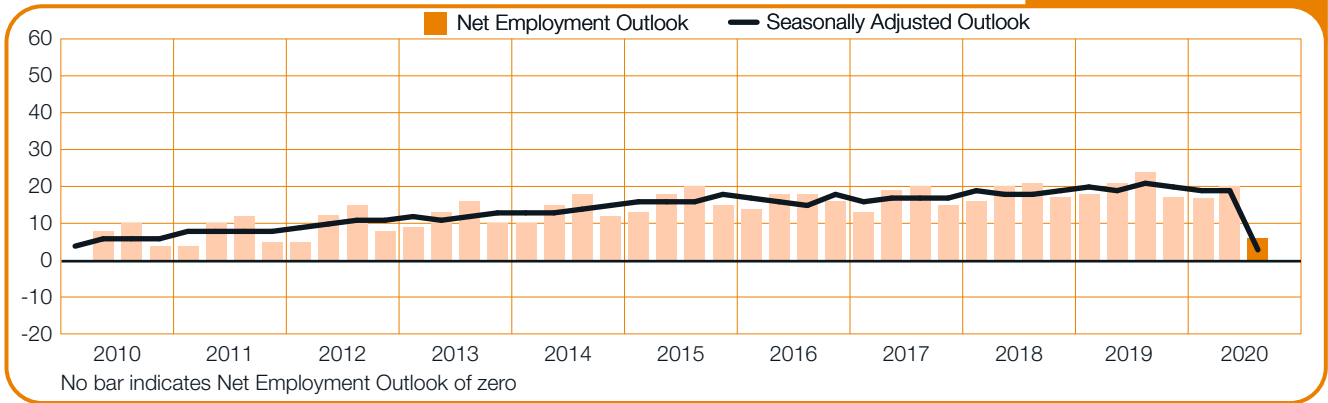
Peru

-19 (-19)%



United States of America

+6 (+3)%



International Comparisons – Asia Pacific

ManpowerGroup interviewed more than 8,000 employers in seven Asia Pacific countries and territories about their hiring intentions in the third quarter of 2020. Workforce gains are expected in four of the seven countries and territories during the July to September period, although employers in two expect to trim payrolls.

Japanese employers continue to report the strongest hiring prospects in the region, with payroll growth expected in all seven industry sectors during the coming quarter, despite the global health emergency. While hiring sentiment weakens in six of Japan’s seven sectors when compared with the prior quarter and last year at this time, optimistic workforce gains are anticipated in the Transportation & Utilities and Finance, Insurance & Real Estate sectors, and Services sector employers expect a favorable hiring climate.

In Mainland China, the outlook for the next three months reflects cautious hiring sentiment, standing at its weakest level in four years. However, employers in all six industry sectors anticipate an increase in payrolls during the coming quarter, with the strongest labor markets expected in the Transportation & Utilities and Finance, Insurance & Real Estate sectors.

Indian employers also expect a soft labor market during the July to September period. The outlook for the next three months is the weakest reported since the survey began 15 years ago although employers in all seven industry sectors still expect to add to payrolls in the upcoming quarter.

While employers in all seven industry sectors report considerably weaker hiring prospects in comparison with 2Q 2020, the July to September outlook for Taiwan China reflects cautious hiring plans with positive forecasts reported by employers in six of the seven industry sectors.

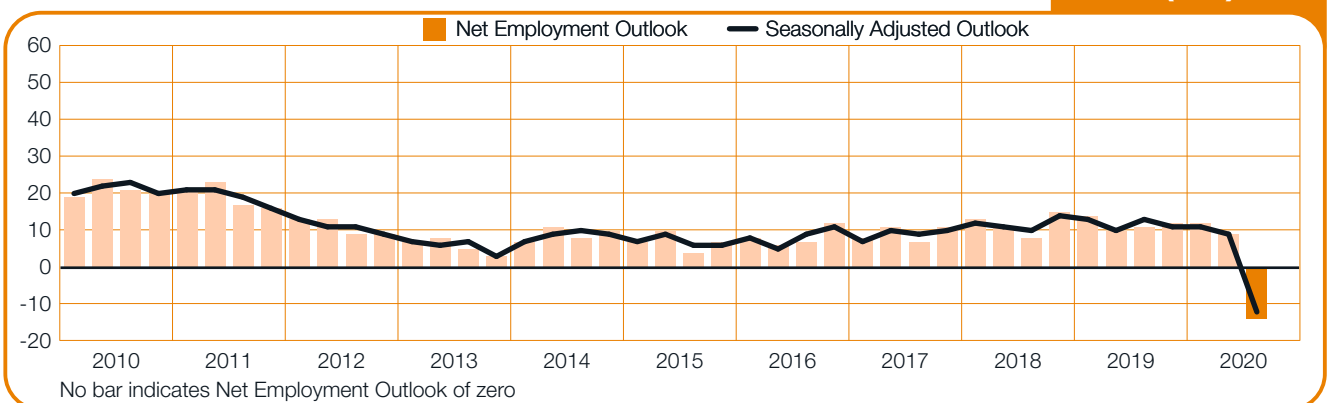
The weakest labor market in the Asia Pacific region during the next three months is expected in Singapore. Employers anticipate a gloomy hiring climate, reporting their weakest forecast since 2009, driven by dismal hiring prospects in the Services sector.

In Australia, employers anticipate the weakest hiring pace since the survey began in 2003, with a dim labor market expected in both the Finance, Insurance & Real Estate and Wholesale & Retail Trade sectors.

The uncertain hiring climate is expected to continue in Hong Kong China during the third quarter of 2020. Employers report no change on the prior quarter, and continue to expect the weakest hiring pace since 2009, although hiring sentiment in the Services sector strengthens in comparison with the prior quarter.

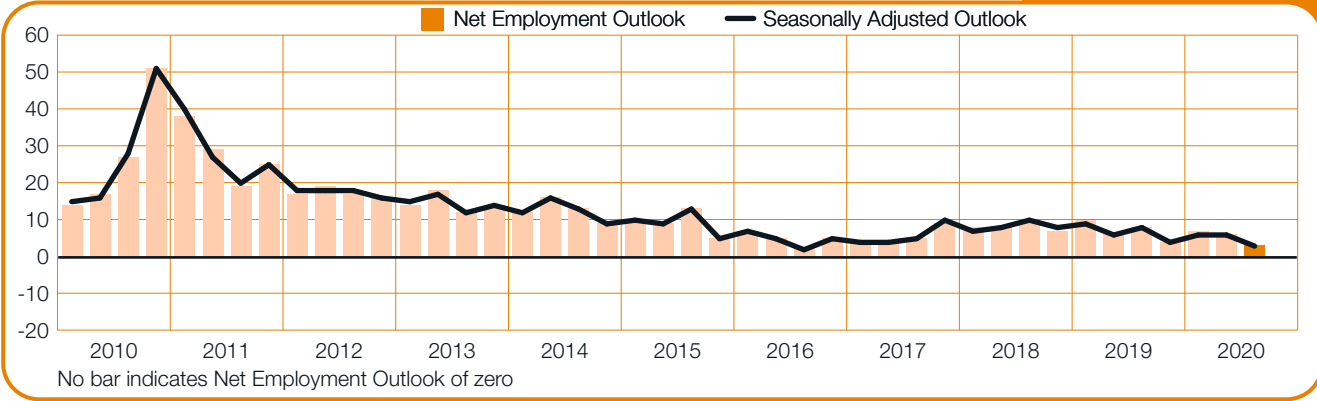
Australia

-14 (-12)%



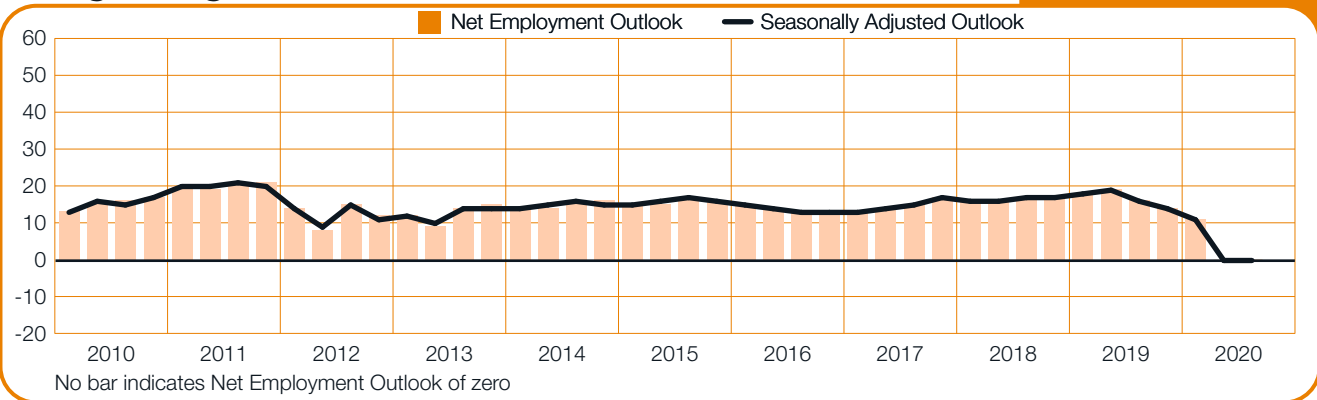
Mainland China

+3 (+3)%



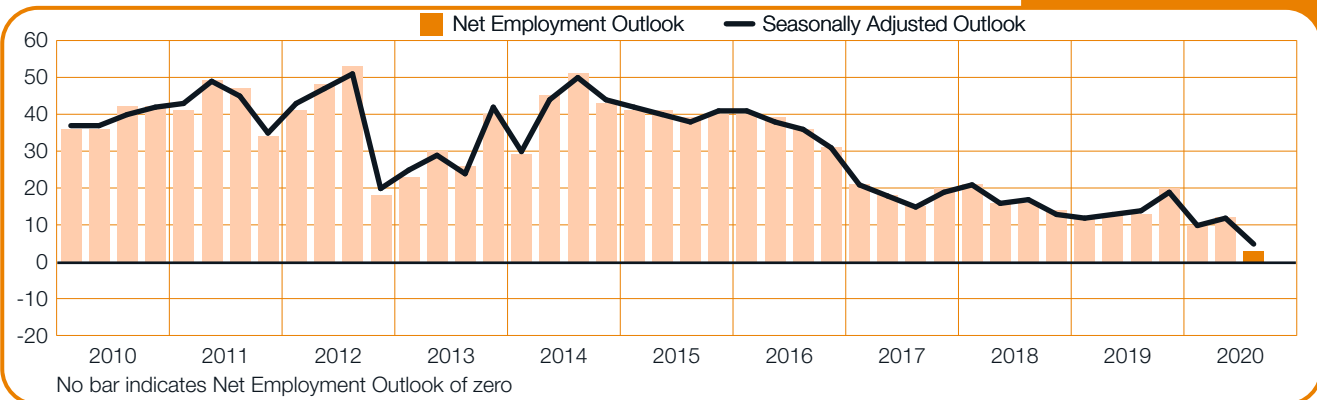
Hong Kong China

0 (0)%



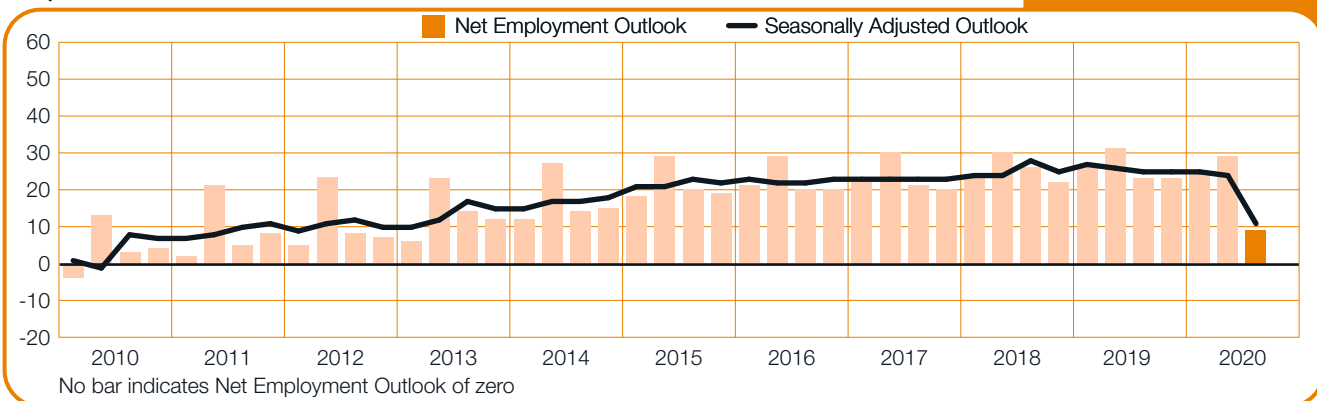
India

+3 (+5)%



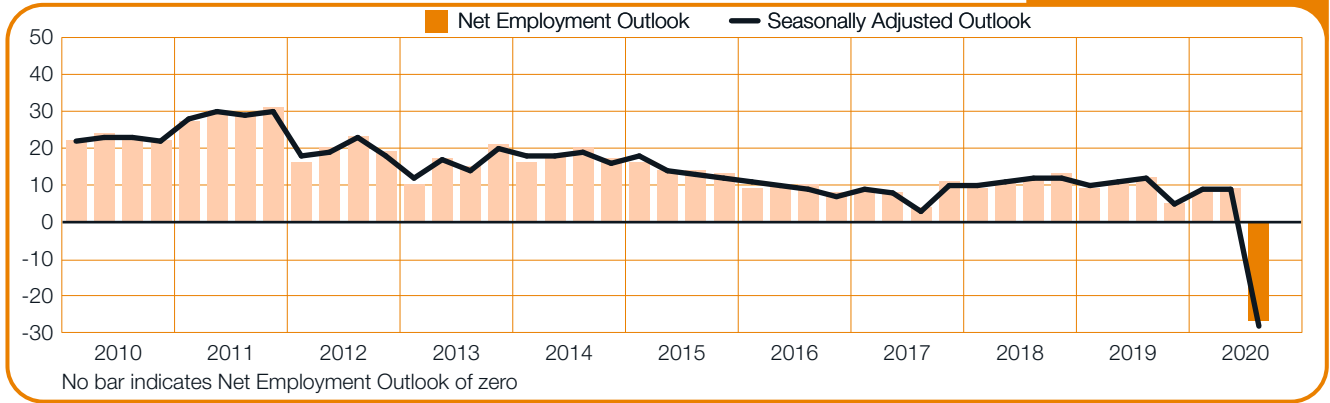
Japan

+9 (+11)%



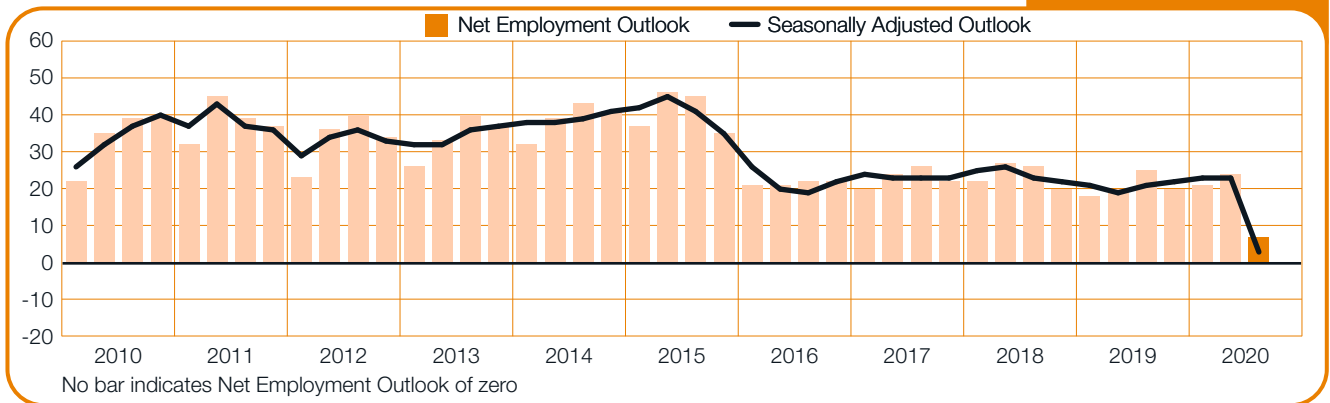
Singapore

-27 (-28)%



Taiwan China

+7 (+3)%



International Comparisons – EMEA

More than 12,500 employers in the EMEA region were surveyed by ManpowerGroup on their hiring plans for the third quarter of 2020. Employers in 24 countries expect to reduce payrolls, while workforce gains are anticipated in two – Croatia and Germany.

Employers in three of the four largest European economies anticipate a dip in payrolls. The gloomiest hiring prospects are reported in the UK, with employers expecting the weakest labor market since the survey began, driven in part by downward forecasts in the Transport & Communication, Finance & Business Services and Manufacturing sectors. In France, employers also anticipate their weakest hiring pace since their survey started in 2003, particularly in the Restaurants & Hotels sector where employers anticipate a bleak third quarter labor market. The outlook for Italy is the weakest in six years, in part fueled by subdued hiring intentions in the Restaurants & Hotels and Finance & Business Services sectors. Meanwhile, employers in Germany expect slow-paced hiring activity, reflecting fair hiring prospects in the Construction, Finance & Business Services and Other Services sectors, although the dim outlook for the Restaurants & Hotels sector is at its weakest in 17 years after sharp declines both quarter-over-quarter and year-over-year. Workforce reductions are anticipated for all seven industry sectors in Spain, resulting in the weakest hiring intentions since 2009, and reflecting sharp dips from the prior quarter for the Restaurants & Hotels and Wholesale & Retail Trade sectors. Netherlands employers

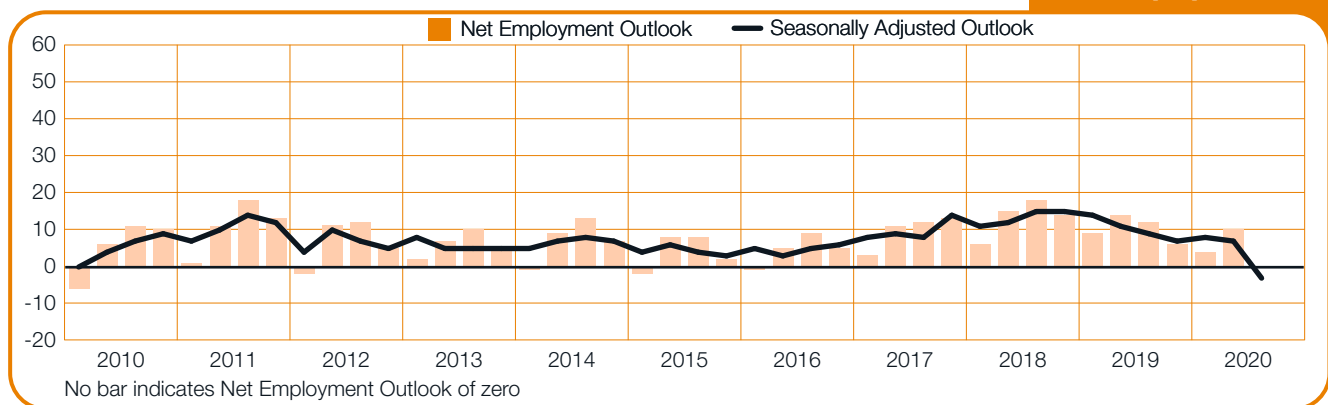
report muted hiring plans, driven in part by a collapse in hiring sentiment among Restaurants & Hotels sector employers. Belgian employers report downbeat hiring prospects with the weakest outlook since the survey began, reflecting sharp quarter-over-quarter declines for the Restaurants & Hotels and Wholesale & Retail Trade sectors.

A similar pattern is apparent in the Nordic countries. Norwegian employers report their weakest outlook than ever, in part fueled by a collapse in hiring sentiment for the Restaurants & Hotels sector. In Sweden, the forecast is the weakest than ever, with employers in the Restaurants & Hotels sector reporting dismal hiring prospects. Outlooks slip sharply in the Construction, Finance & Business Services and Wholesale & Retail Trade sectors in comparison with 2Q 2020. The weakest outlook since the survey began is reported by employers in Finland, with a similar contraction for the Restaurants & Hotels sector. Polish employers expect sluggish hiring activity, with workforce reductions in all seven industry sectors resulting in the weakest forecast than ever.

Elsewhere, Croatian employers anticipate the strongest national labor market, despite steep declines in the outlook both quarter-over-quarter and year-over-year. In Greece, the strong recovery in hiring prospects reported has stalled. South African employers anticipate one of the weakest labor markets in the entire global survey, reporting their weakest hiring plans since the survey began in 2006, fueled by a collapse in hiring sentiment in the Manufacturing sector.

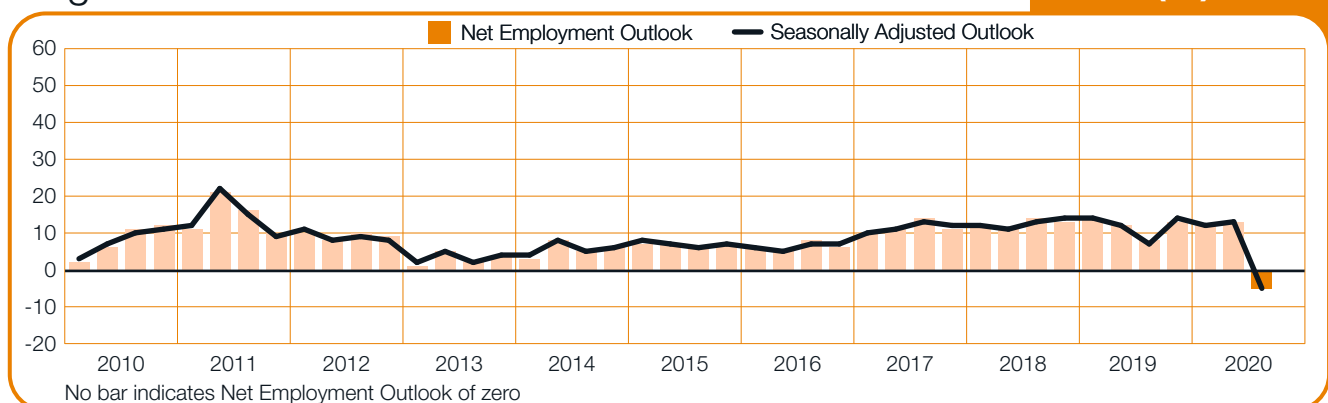
Austria

0 (-3)%



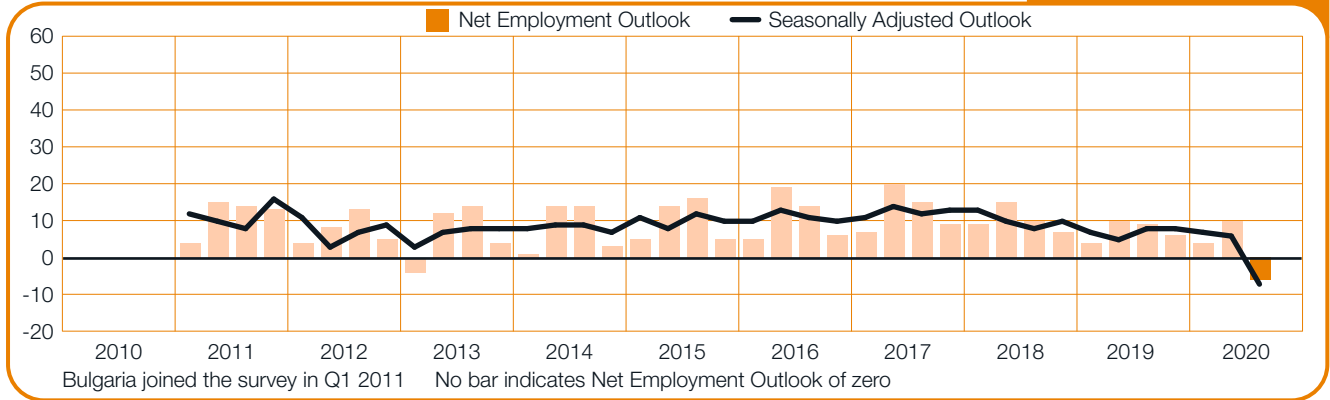
Belgium

-5 (-5)%



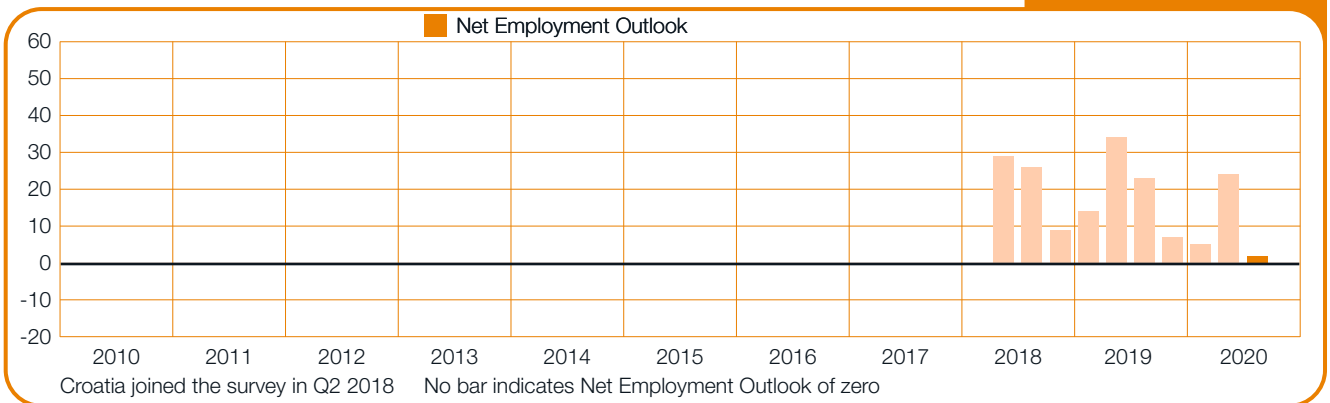
Bulgaria

-6 (-7)%



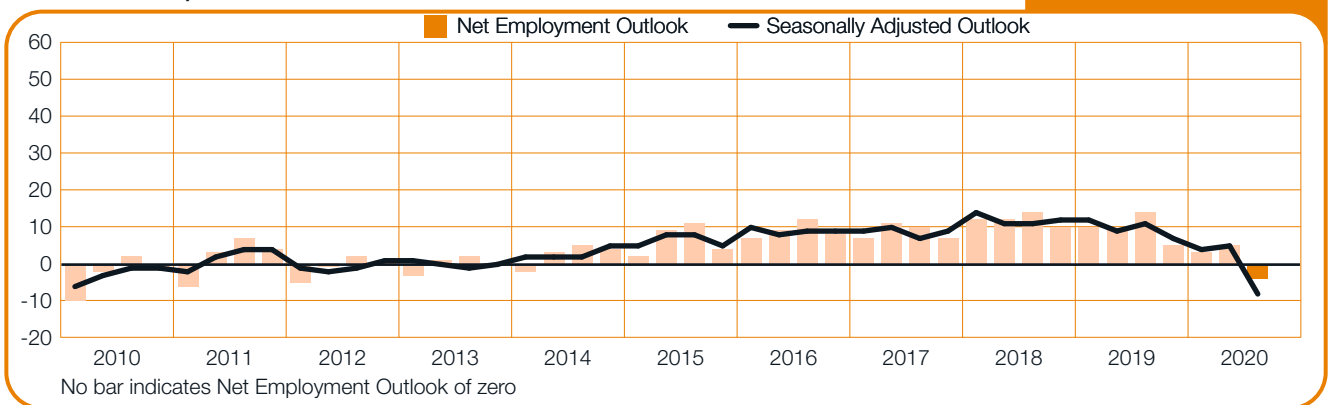
Croatia

+2%



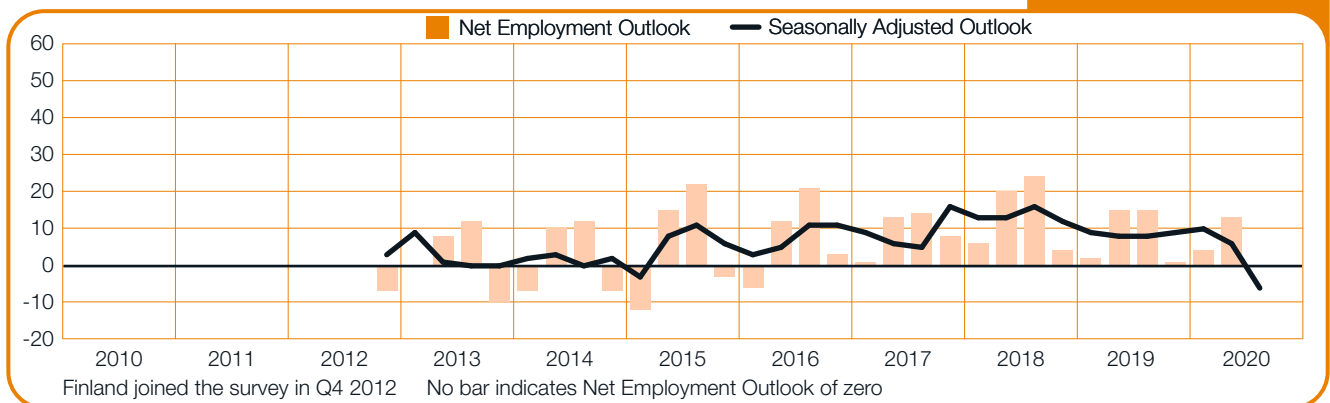
Czech Republic

-4 (-8)%



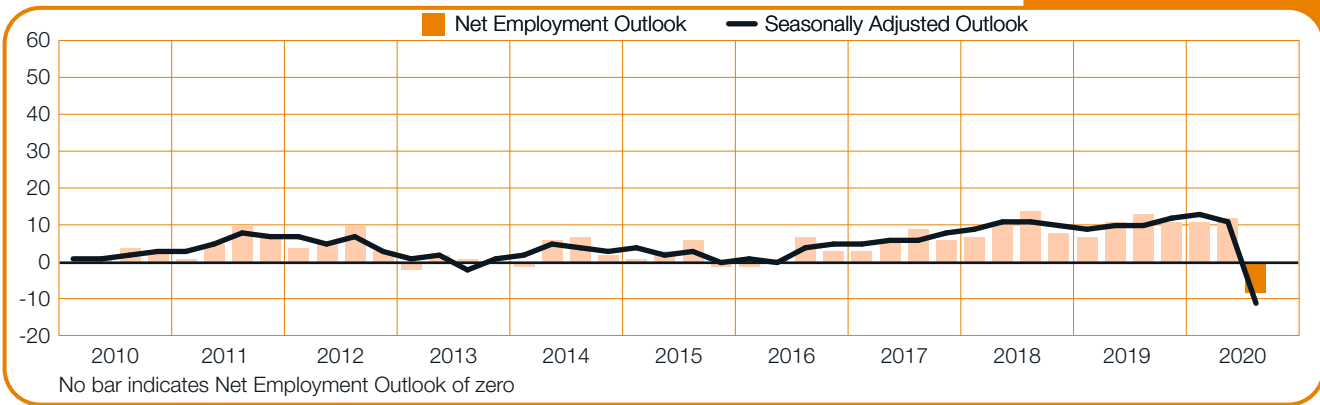
Finland

0 (-6)%



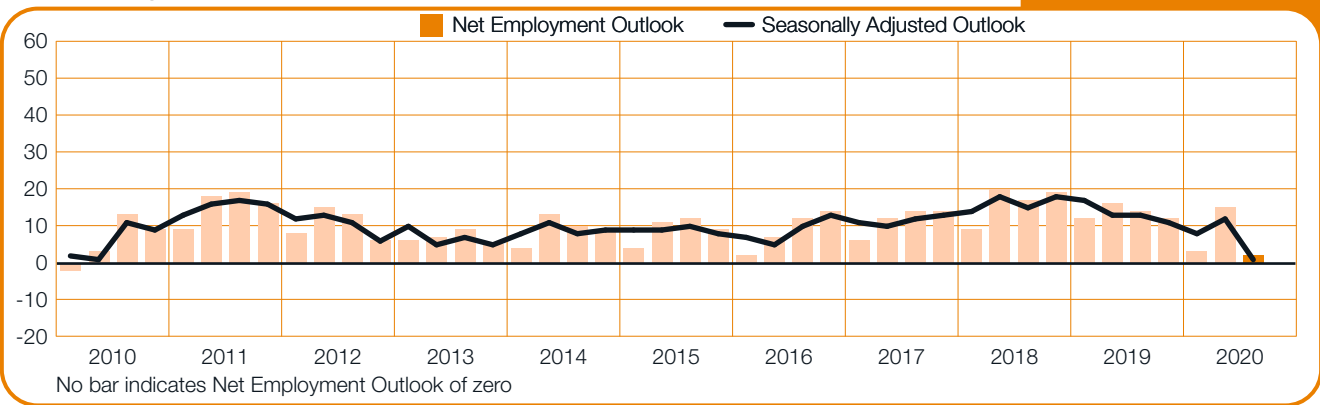
France

-8 (-11)%



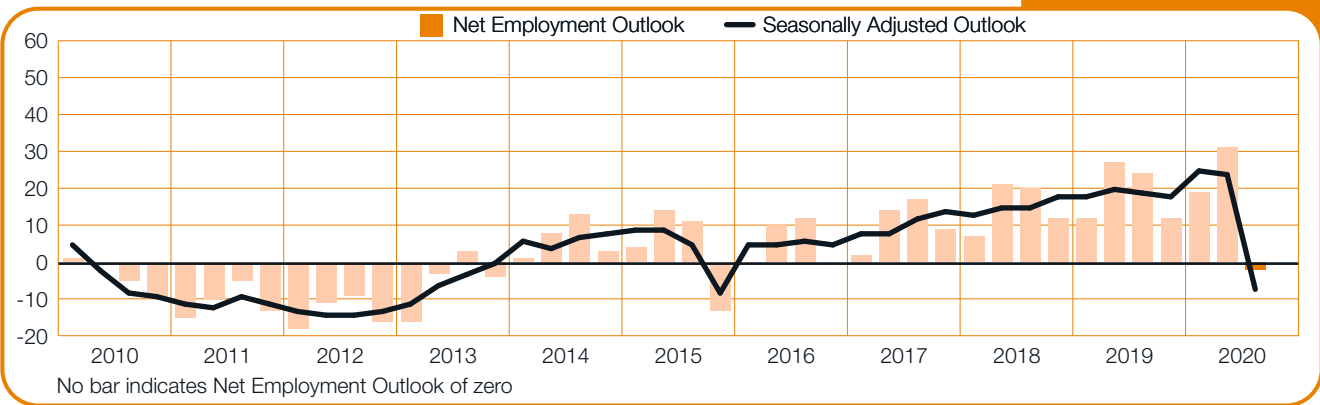
Germany

+2 (+1)%



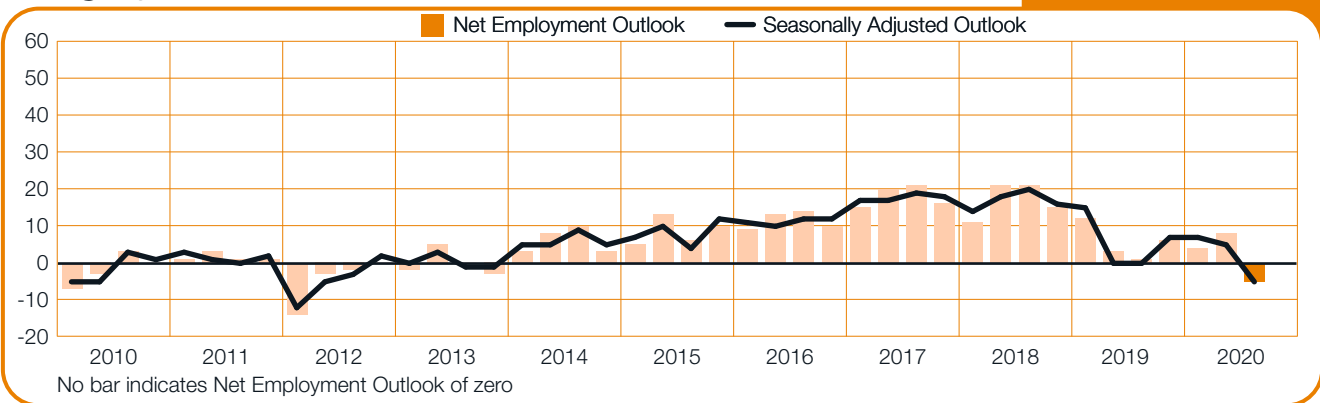
Greece

-2 (-7)%



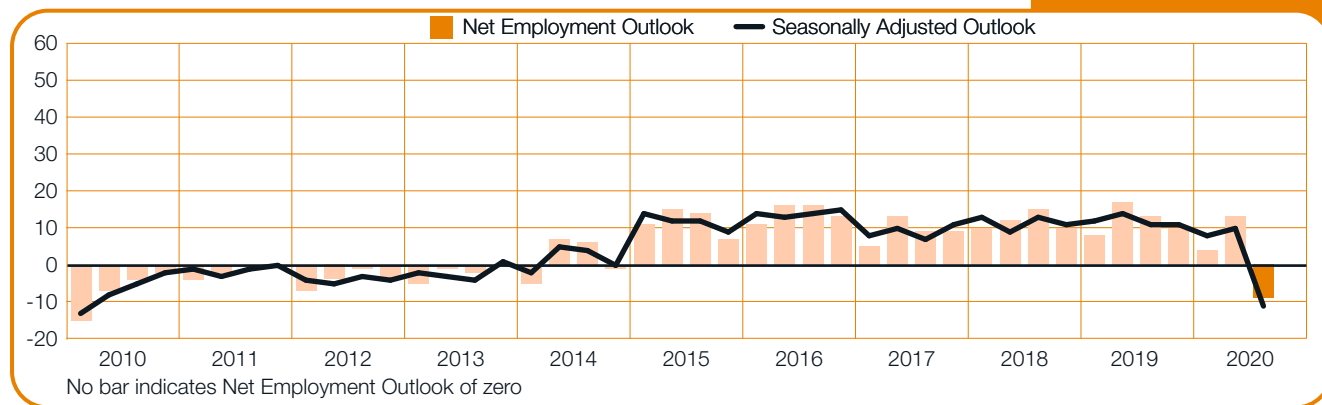
Hungary

-5 (-5)%



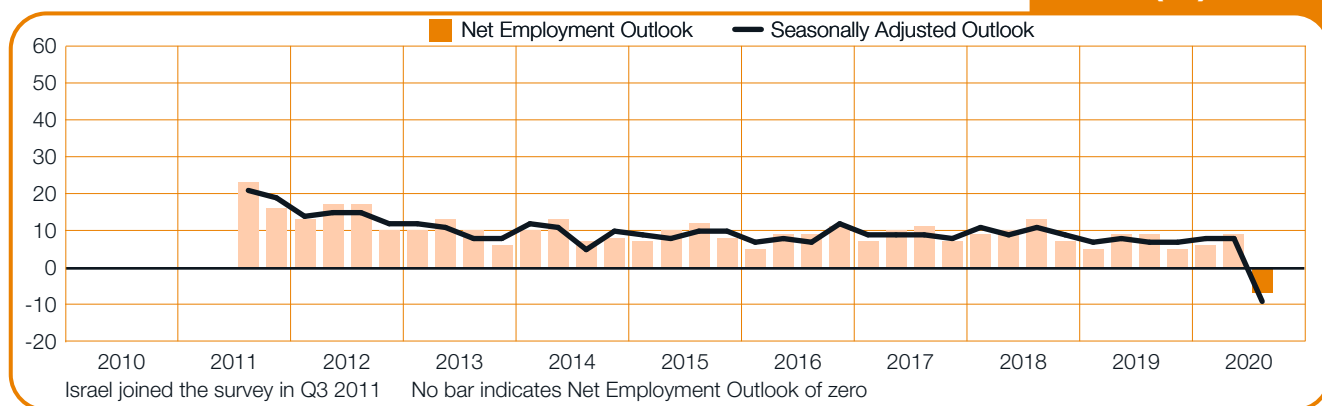
Ireland

-9 (-11)%



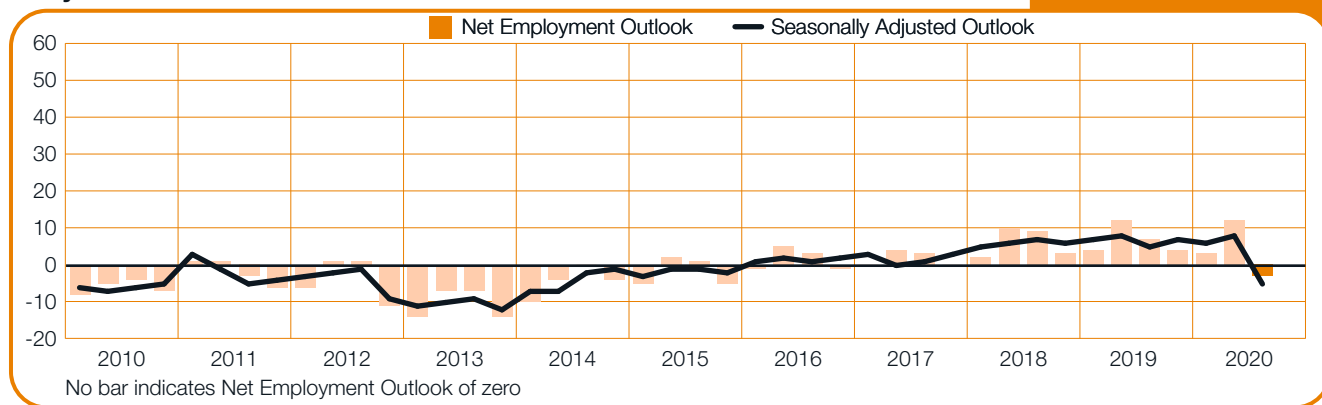
Israel

-7 (-9)%



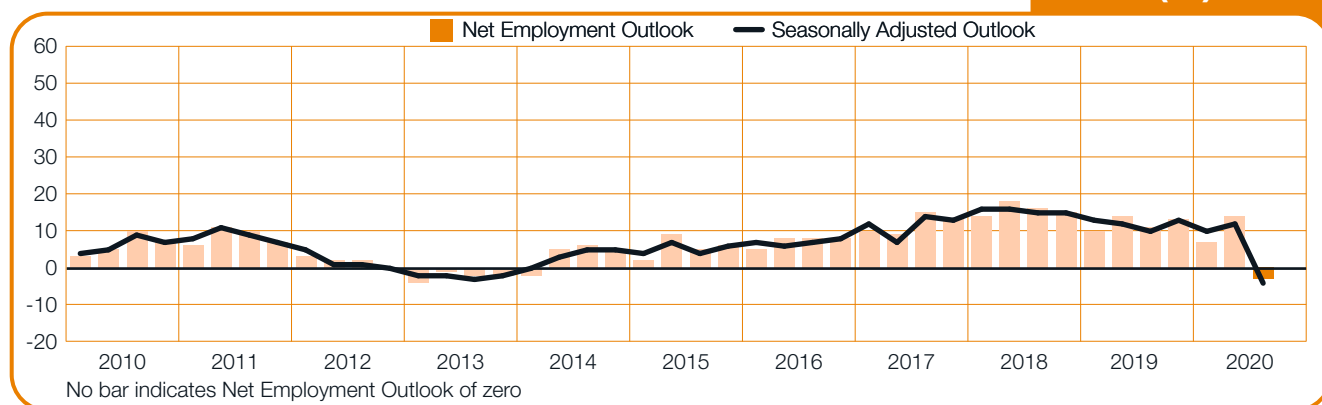
Italy

-3 (-5)%



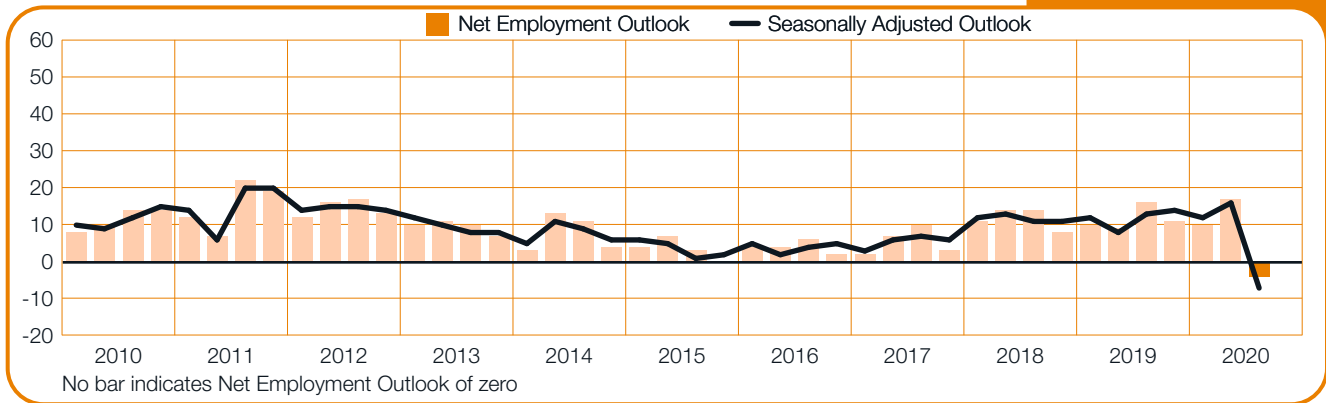
Netherlands

-3 (-4)%



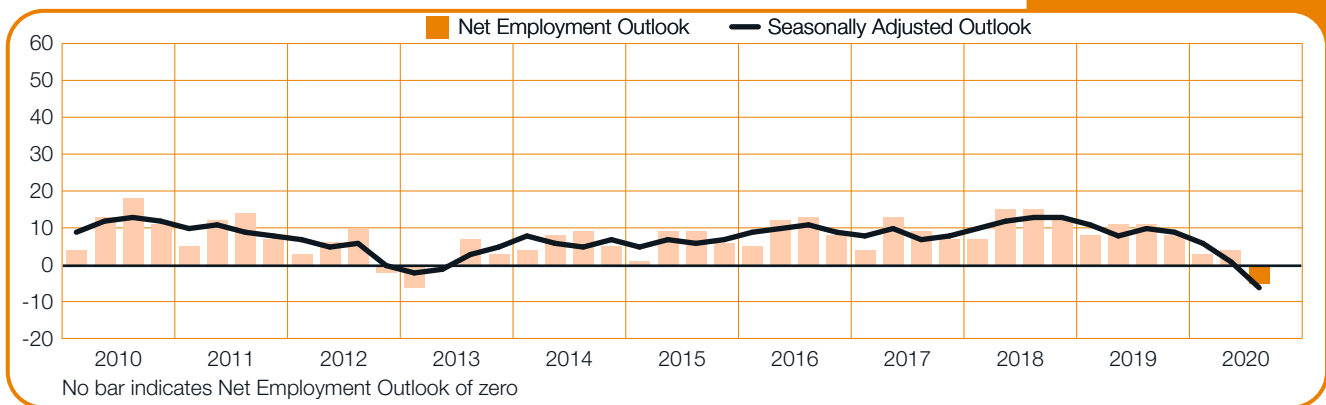
Norway

-4 (-7)%



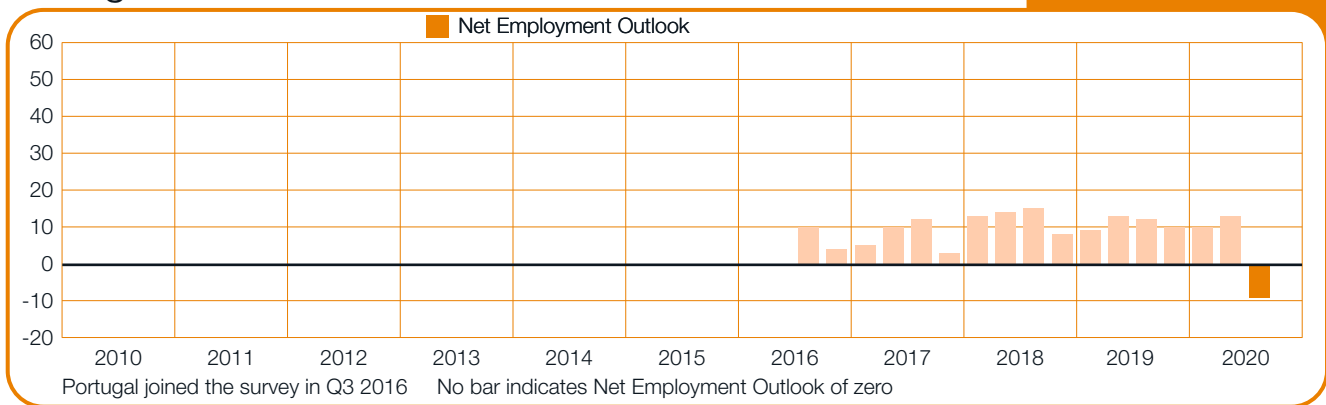
Poland

-5 (-6)%



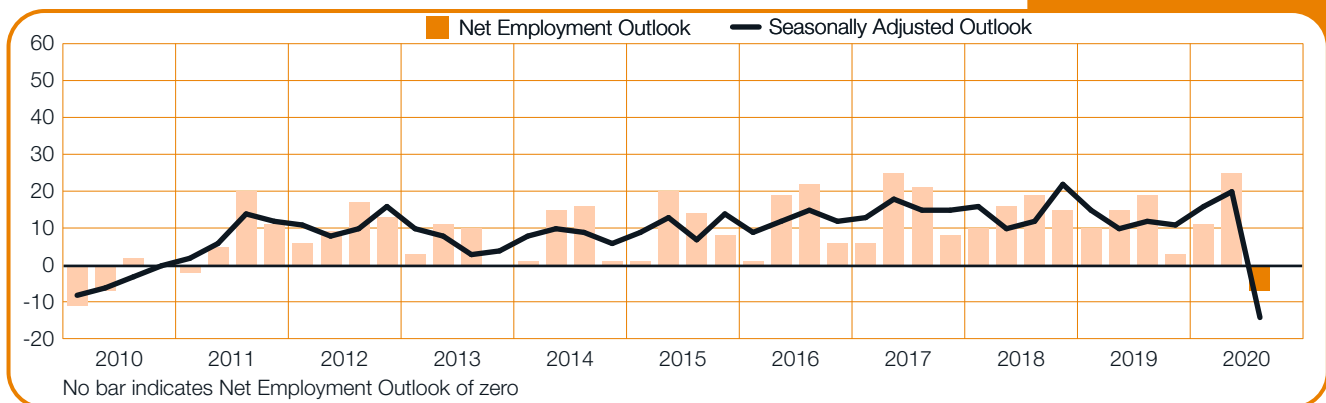
Portugal

-9%



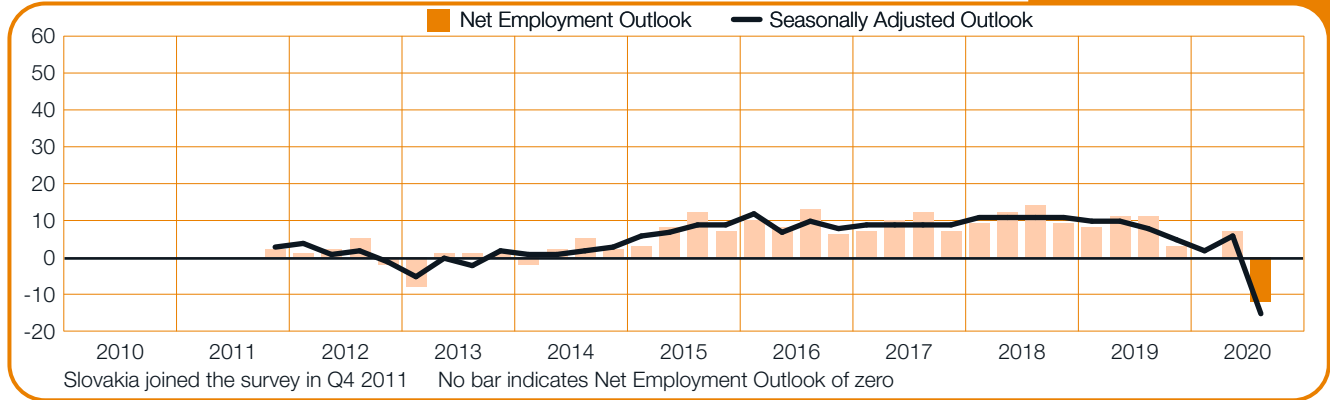
Romania

-7 (-14)%



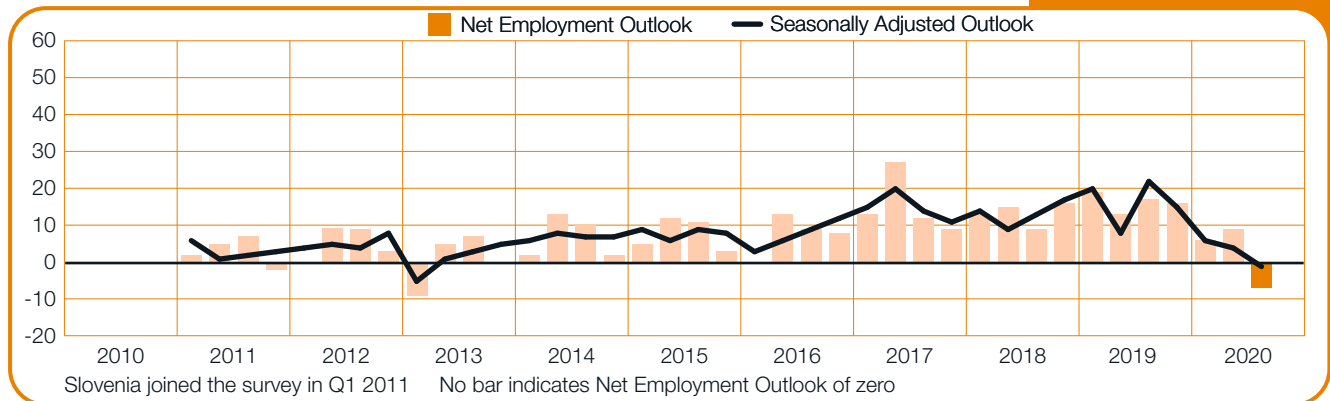
Slovakia

-12 (-15)%



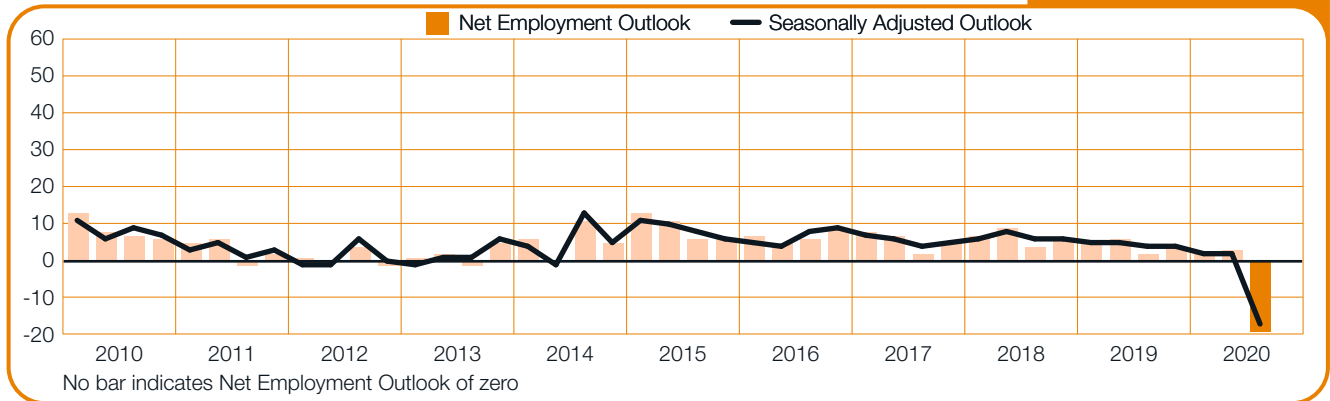
Slovenia

-7 (-1)%



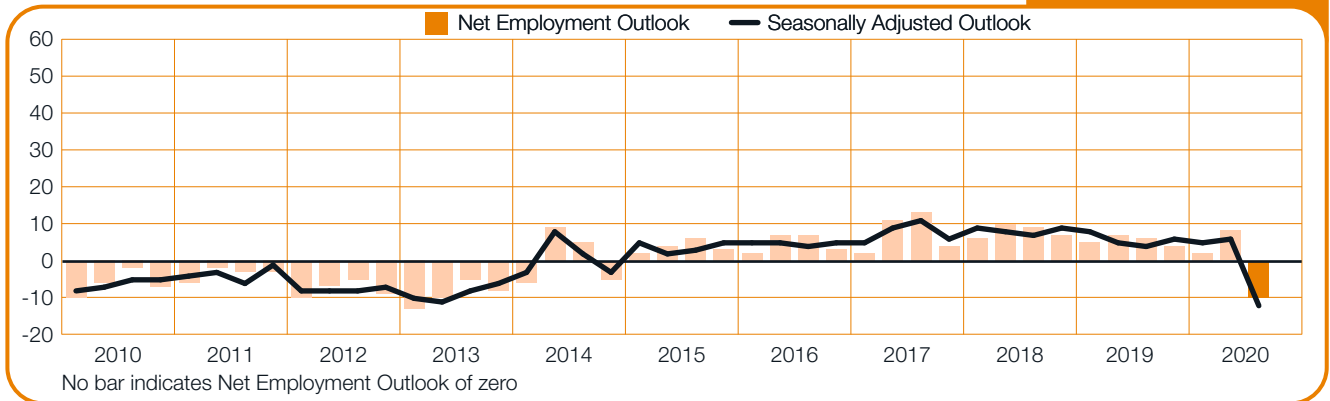
South Africa

-19 (-17)%



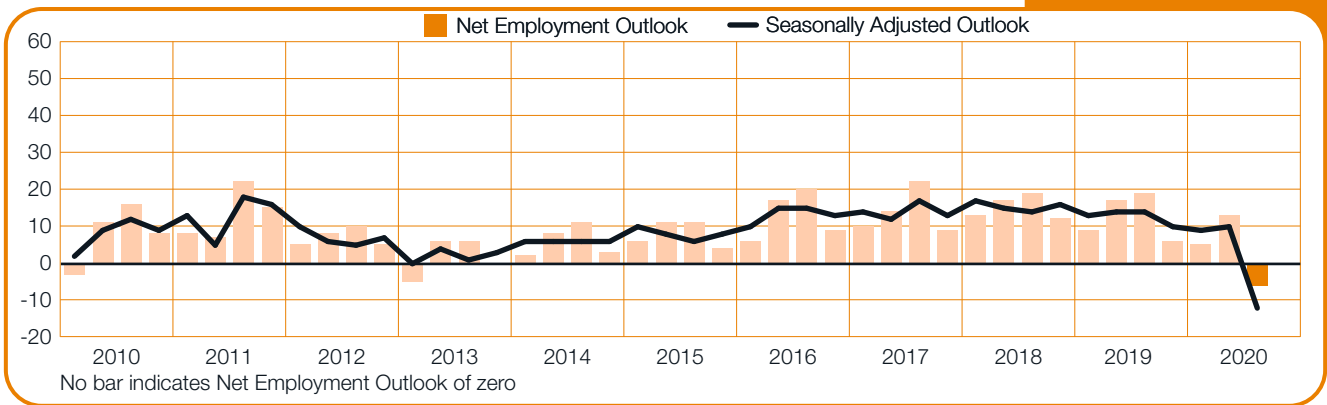
Spain

-10 (-12)%



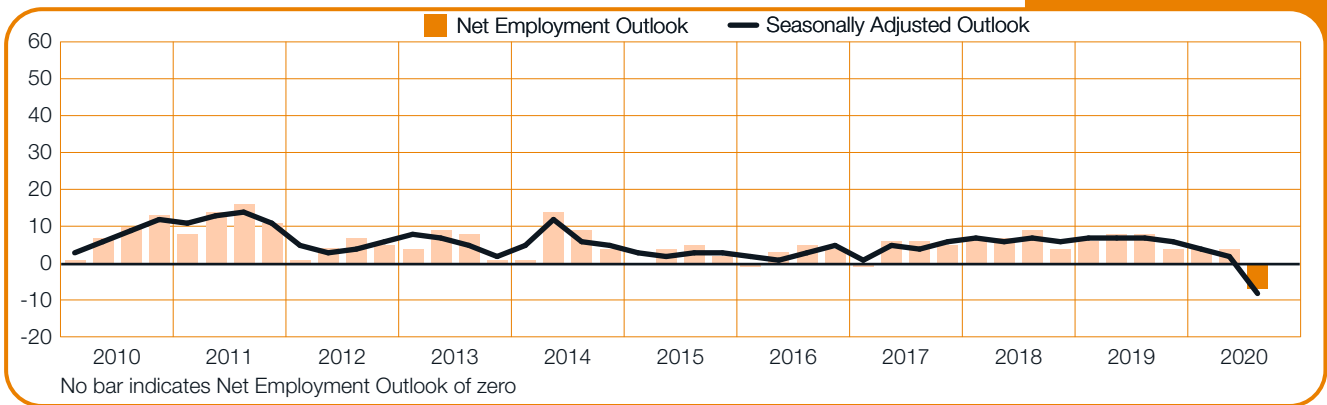
Sweden

-6 (-12)%



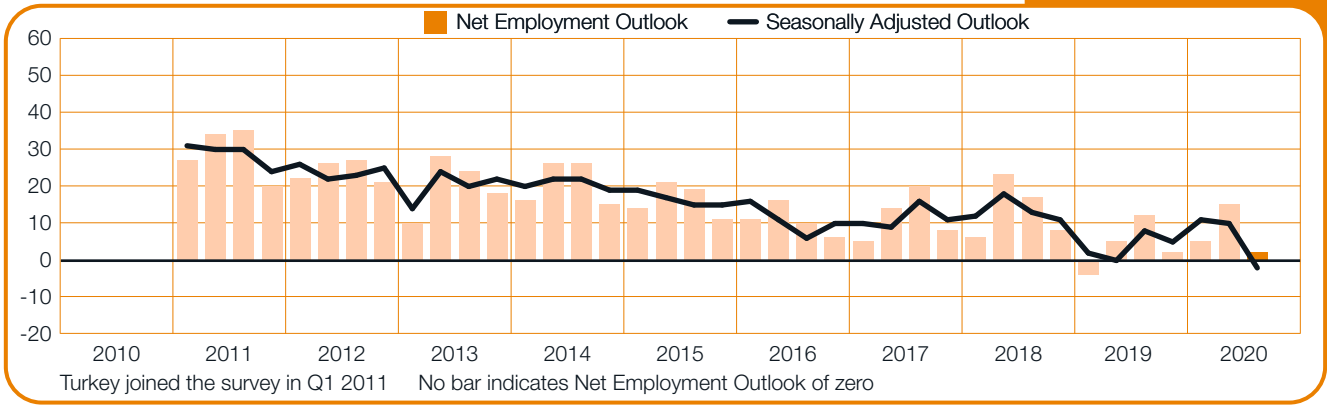
Switzerland

-7 (-8)%



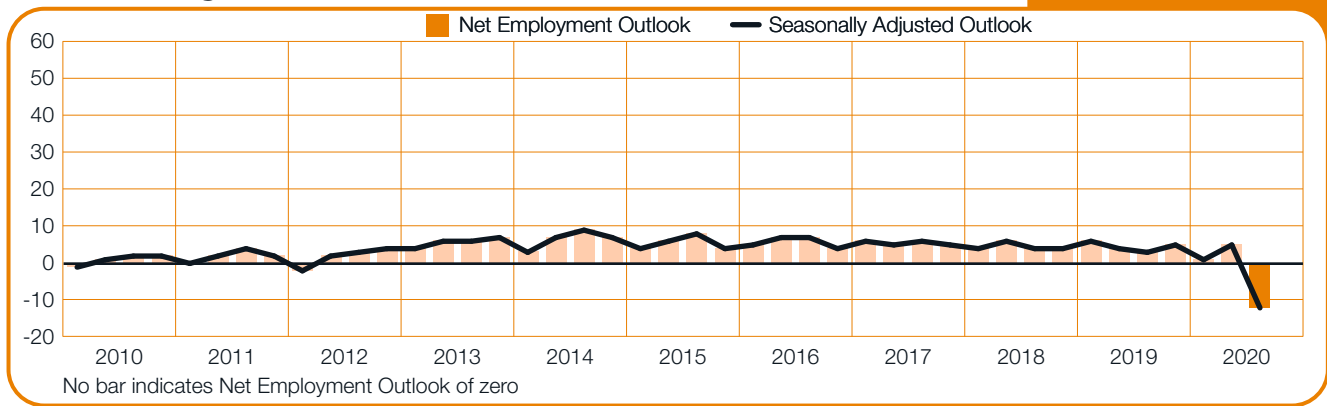
Turkey

+2 (-2)%



United Kingdom

-12 (-12)%



About the 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 3Q 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 34,000 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 3Q 2020 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 September 2020 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 5%.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

About ManpowerGroup Greater China

ManpowerGroup Greater China Limited (Stock Code:2180.HK) started its business in Hong Kong and Taiwan in 1997. Since that time, it has accelerated its market expansion and now provides services to its clients in over 150 cities in the Greater China markets and operates in more than 20 offices.

ManpowerGroup Inc. (NYSE: MAN), our largest shareholder, is a world leader in workforce solutions and services -- with a long operating history of more than 70 years.

Empowered by the world-wide reputation and global perspectives of ManpowerGroup Inc., ManpowerGroup Greater China has rooted its operations in local markets across Greater China for over 20 years. In 2015, ManpowerGroup Greater China Limited and CITICPE established a strategic joint venture headquartered in Shanghai, to penetrate and accelerate business in Greater China. Through our service network of over 150 cities, we offer comprehensive and full range workforce solutions to more than 20,000 companies in the Greater China Region.

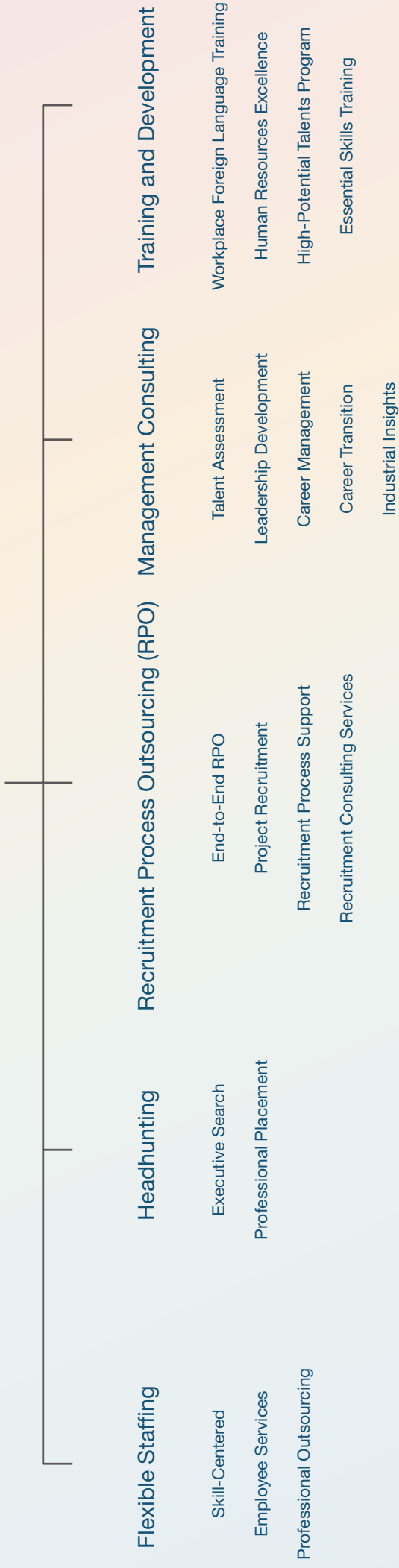
ManpowerGroup Greater China Limited commits to unleashing the power of the human potential for progress. We are well recognized by clients and associations through our contemporary offerings of flexible staffing, head-hunting, recruitment process outsourcing, talent management and training, and other integrated service solutions. As a testament to our commitment, we have received such honorable recognitions as "Asia-Pacific Human Resources Service Leading Enterprise".

For more information about ManpowerGroup Greater China, please visit: www.manpowergrc.com





ManpowerGroup®



Unleash the Power of the Human Potential for Progress

ManpowerGroup Greater China Digital Platform

Since the listing on the main board of Hong Kong Stock Exchange, ManpowerGroup Greater China continuously enhances investment on the digital upgrading, and successively establishes a comprehensive digital ecosystem for job seekers, employers and employees with AI, big data and platform as the core.



TiantianUCAI

Talent service platform based on mobile Internet

"TiantianUCAI" is an open Wechat service account for job seekers, which comprehensively includes full-time and part-time job opportunities, provides a delivery channel and a new experience for job-hunting.

Features: real time update, online is in recruitment



TiantianUDAN

A crowdsourcing recruitment service platform based on flexible employment concept

"TiantianUDAN" is an online recruitment platform, which helps employers accurately recruit talents and match excellent consultants with the advantages of big data and AI technology.

Features: AI recruitment thru big data, Innovation of flexible employment



TiantianUFU

One stop employees' service and development platform

"TiantianUFU" is a one-stop employees' service and development platform jointly built by ManpowerGroup Greater China and "ZuiFuLi". Employees can enjoy preferential welfare treatment in daily life, medical care and entertainment field.

Features: more choices and evaluable



HR SaaS

Online tools for telecommuting

300000 + staffs management practices, help HR to solve remote personnel management in one-stop way, including file management, online training, attendance performance management and social security / personal tax / salary and welfare compliance calculation in 350 + cities including Hong Kong, Macao and Taiwan, and experience standardized personnel process service easily.

Features: easy deployment, standard operation, timely update of policies



Wo-skill

Training platform for professional skills

Relying on the global network of trainers, we provide multi-dimensional, multi-level and diversified career training and development solutions for clients to attract, cultivate and retain elite talents.

Features: 4000 + courses and career coach



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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 substantially 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.

See how ManpowerGroup is powering the future of work:
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ManpowerGroup Greater China Headquarter:
36/F, Unit A, Xin Mei Union Square, No. 999, Pudong Road (S), Shanghai, China 200120

Tel: 400-820-0711 (86 - 21) 5878 2618 Fax: (86 - 21) 5878 2661
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