

**ManpowerGroup  
Employment  
Outlook Survey  
Mainland China**

**Q3  
2021**



# Mainland China Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2021 was conducted by interviewing a representative sample of 4,436 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 2021 as compared to the current quarter?”

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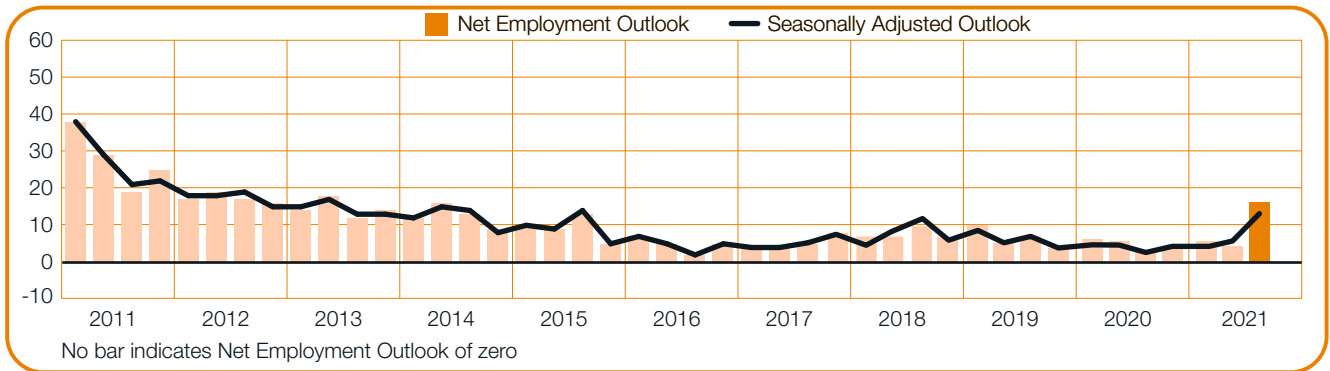
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# Mainland China Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Jul-Sep 2021</b>	<b>16</b>	<b>0</b>	<b>70</b>	<b>14</b>	<b>16</b>	<b>13</b>
Apr-Jun 2021	7	2	66	25	5	6
Jan-Mar 2021	7	1	70	22	6	5
Oct-Dec 2020	7	3	57	33	4	5
July-Sep 2020	6	3	64	27	3	3



Chinese employers report upbeat hiring plans for the third quarter of 2021. With 16% of employers expecting to increase payrolls, 0% forecasting a decrease and 70% anticipating no change, the resulting Net Employment Outlook is +16%.

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: Beijing+12 (+11%),+12% is Net Employment Outlook,+11% is Seasonally Adjusted Outlook.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +13%, and is the strongest reported in six years. Hiring prospects improve by 7 percentage points when compared with the previous quarter and are 10 percentage points stronger in comparison with last year at this time, when COVID-19 first had an impact on hiring sentiment.

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

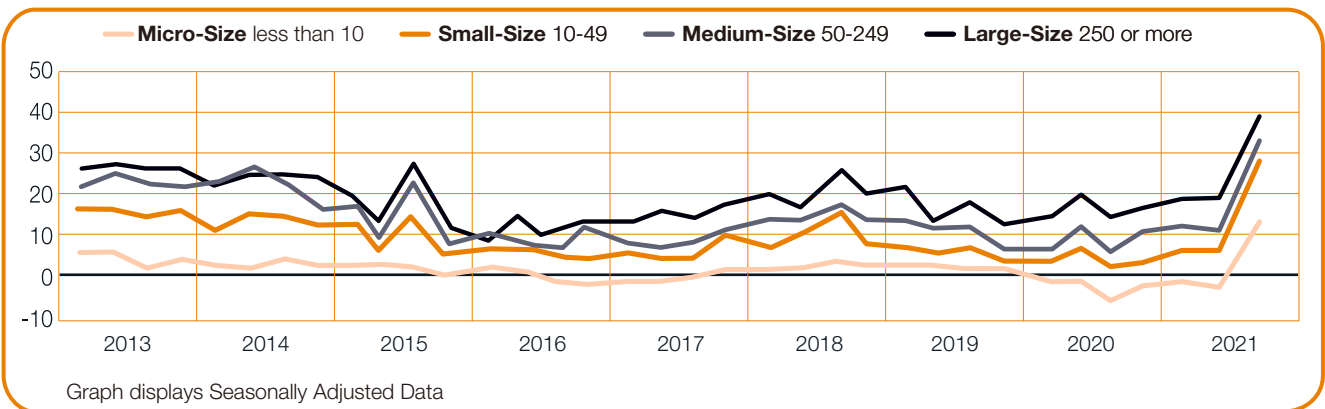
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers expect an increase in payrolls in all four organization size categories during the third quarter of 2021. The strongest hiring plans are reported by Large- and Medium-size employers, with Net Employment Outlooks of +39% and +34%, respectively. Small employers forecast a healthy hiring pace with an Outlook of +28%, while the Outlook for Micro firms stands at +14%.

Hiring prospects improve in all four organization size categories when compared with the previous quarter, most notably by 23 percentage points for Medium employers and by 22 percentage points for Small employers. Elsewhere, Outlooks strengthen by 20 and 18 percentage points in the Large- and Micro-size categories, respectively.

In a comparison with this time one year ago – when COVID-19 first had an impact on hiring plans – Outlooks also strengthen in all four organization size categories, including an increase of 27 percentage points for Medium employers. Improvements of 26 percentage points are reported by Small- and Large-size employers, while the Outlook for Micro firms is 20 percentage points stronger.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	14	1	77	8	13	14
<b>Small-Size</b> 10-49	29	0	62	9	29	28
<b>Medium-Size</b> 50-249	40	0	46	14	40	34
<b>Large-Size</b> 250 or more	44	1	35	20	43	39

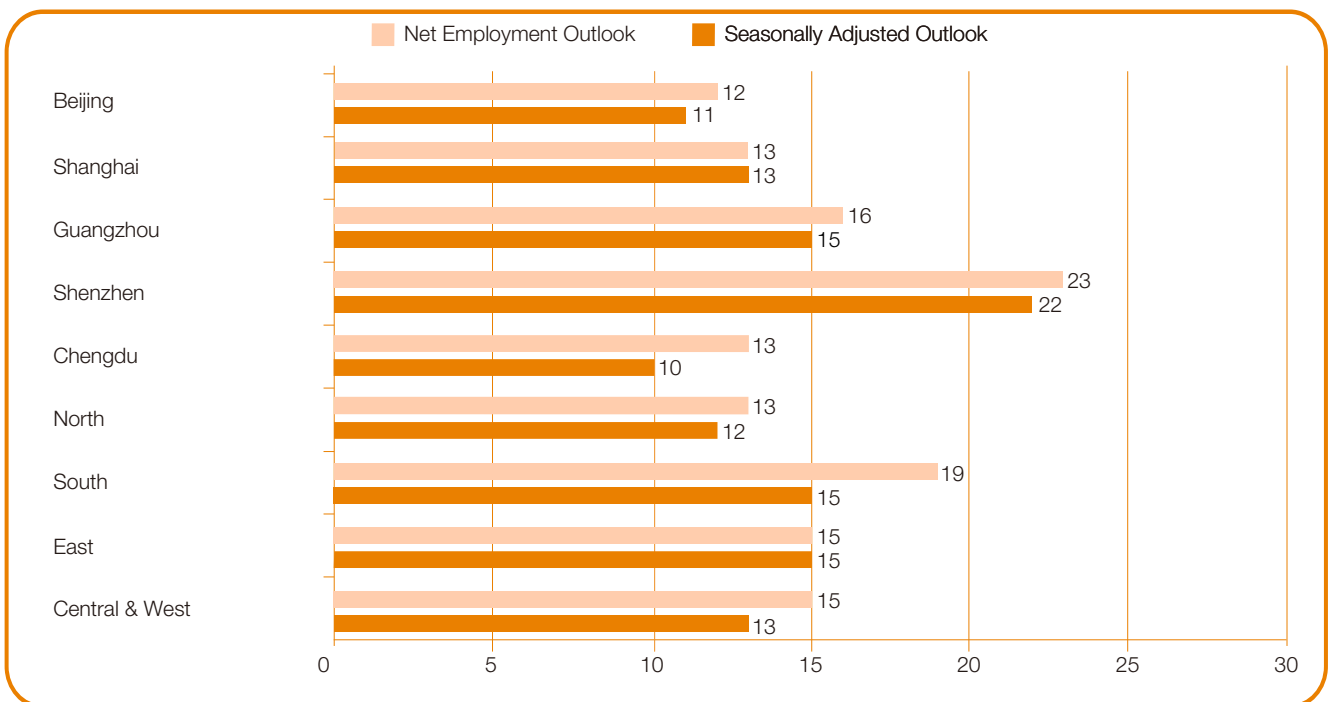


# Regional Comparisons

Workforce gains are anticipated in all nine regions during the July to September period. The strongest hiring prospects are reported in Shenzhen, where the Net Employment Outlook stands at +22%. Elsewhere, steady job gains are forecast for three regions with Outlooks of +15% - the South, Guangzhou and the East - while Outlooks of +13% are reported in both Shanghai and Central & West. A respectable increase in payrolls is expected in the North, where the Outlook is +12%, while Outlooks stand at +11% and +10% in Beijing and Chengdu, respectively.

In a comparison with last year at this time - when COVID-19 first had an impact on hiring prospects - Outlooks also improve in all nine regions. The Shenzhen Outlook is 19 percentage points stronger, while increases of 12 percentage points are reported in both the South and the East. Shanghai employers report an improvement of 11 percentage points, while increases of 10 percentage points are reported in the North, Guangzhou and Central & West. Elsewhere, Outlooks strengthen by 9 percentage points in Beijing and by 8 percentage points in Chengdu.

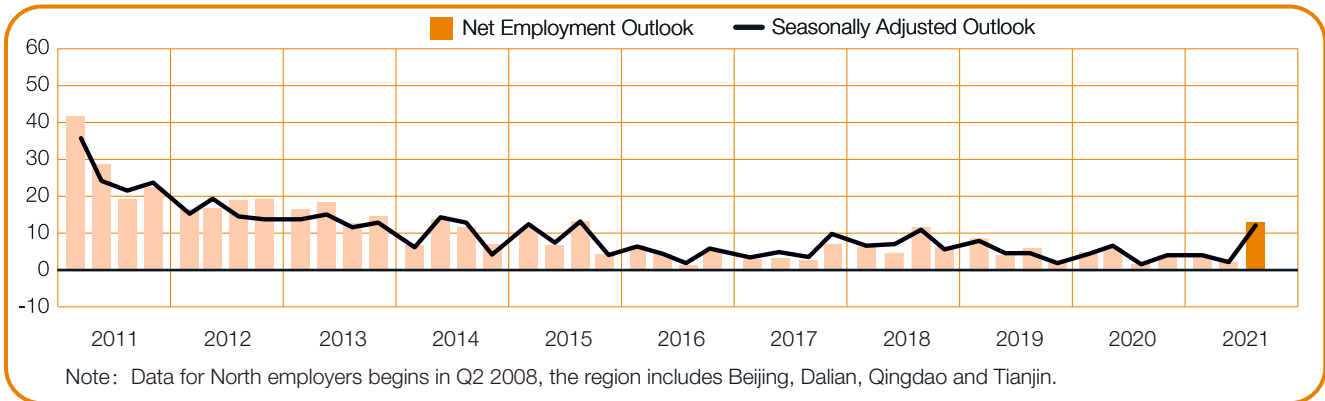
Hiring sentiment strengthens in all nine regions when compared with the previous quarter, most notably by 16 percentage points in Shenzhen. Hiring plans are 10 percentage points stronger in the North, while increases of 9 percentage points are reported in four regions - the South, the East, Shanghai and Central & West. In both Beijing and Guangzhou, employers report improvements of 8 percentage points, while the Chengdu Outlook is 5 percentage points stronger.



**+13 (+12)%**

## North

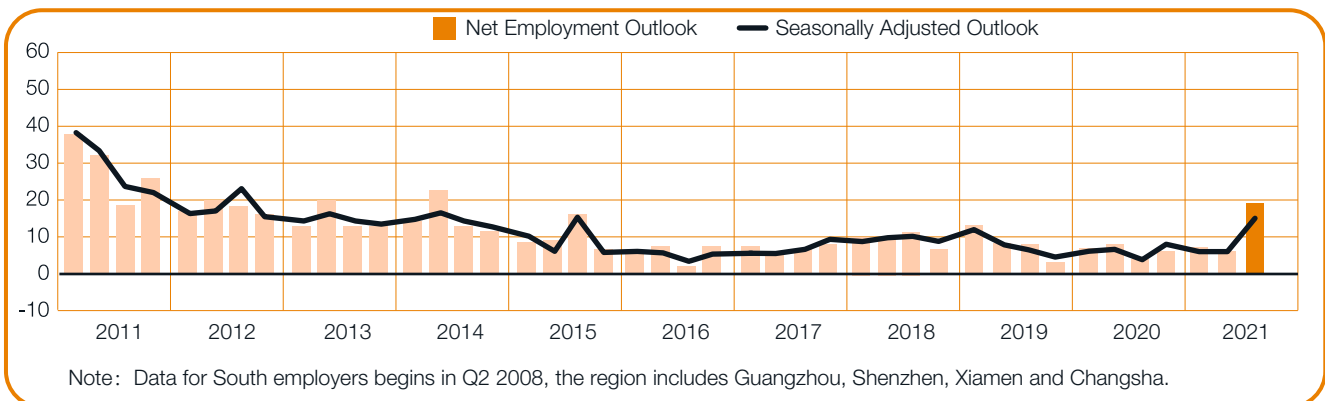
The strongest labor market in seven years is anticipated in the third quarter of 2021. Employers report a Net Employment Outlook of +12%, improving by 10 percentage points both quarter-over-quarter and year-over-year.



**+19 (+15)%**

## South

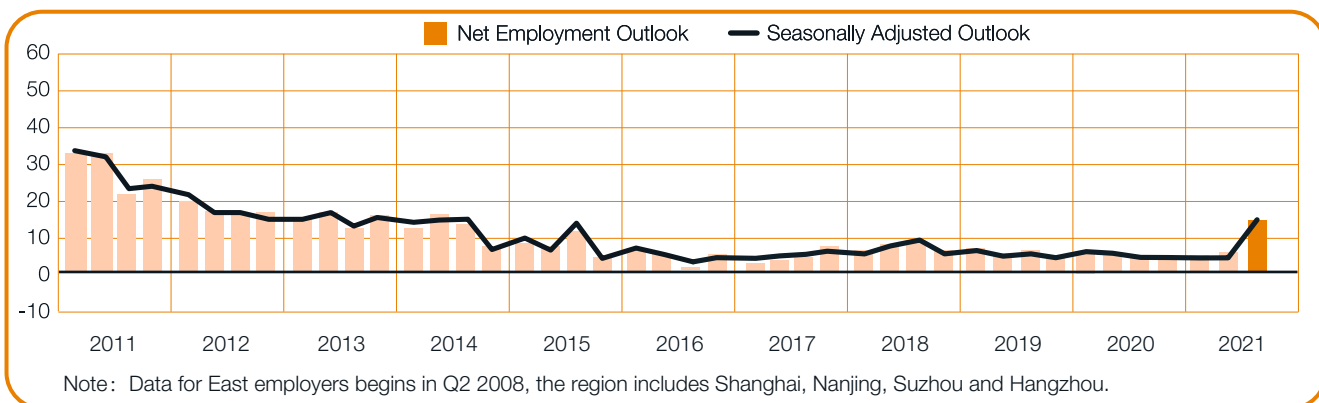
With a Net Employment Outlook of +15% for the next three months, employers forecast the strongest hiring climate in six years. Hiring sentiment strengthens by 9 percentage points in comparison with the prior quarter and by 12 percentage points when compared with this time one year ago.



**+15 (+15)%**

## East

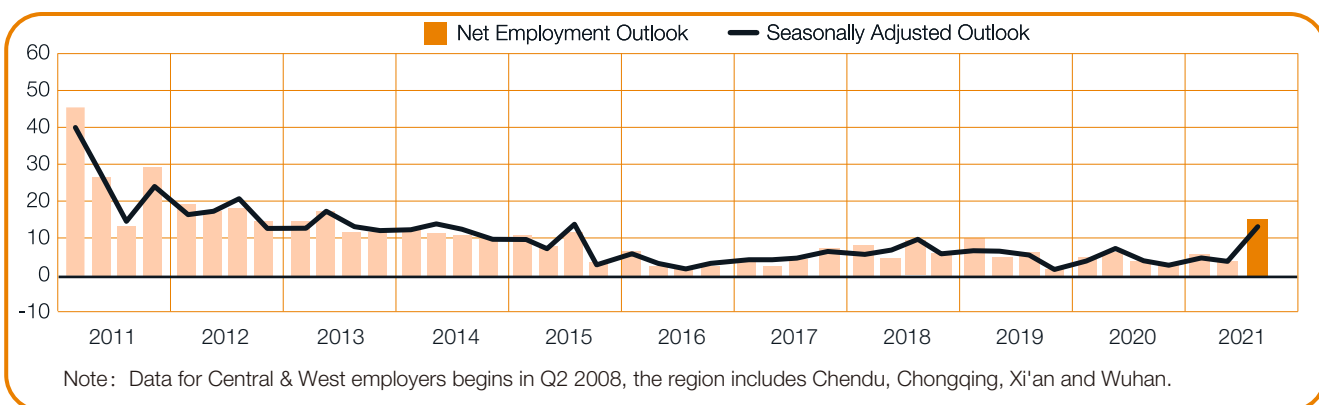
Job seekers can expect to benefit from the strongest hiring pace in more than seven years during the next three months, according to employers who report a Net Employment Outlook of +15%. Hiring intentions improve by 9 and 12 percentage points in comparison with the prior quarter and last year at this time, respectively.



**+15 (+13)%**

## Central & West

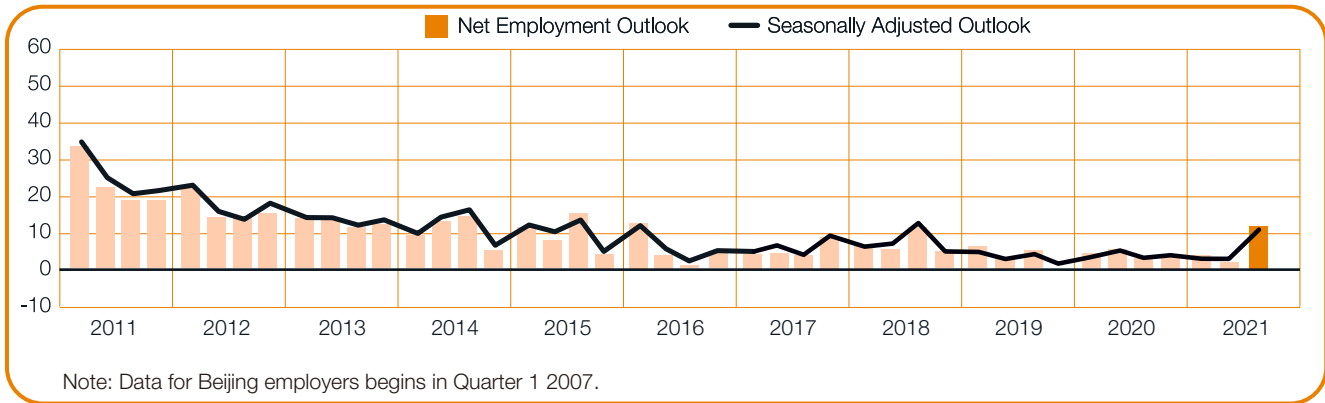
Employers anticipate a positive hiring climate in the forthcoming quarter, reporting a Net Employment Outlook of +13%. Hiring intentions are the strongest in six years, improving by 9 percentage points when compared with the previous quarter and by 10 percentage points in comparison with this time one year ago.



**+12 (+11)%**

## Beijing

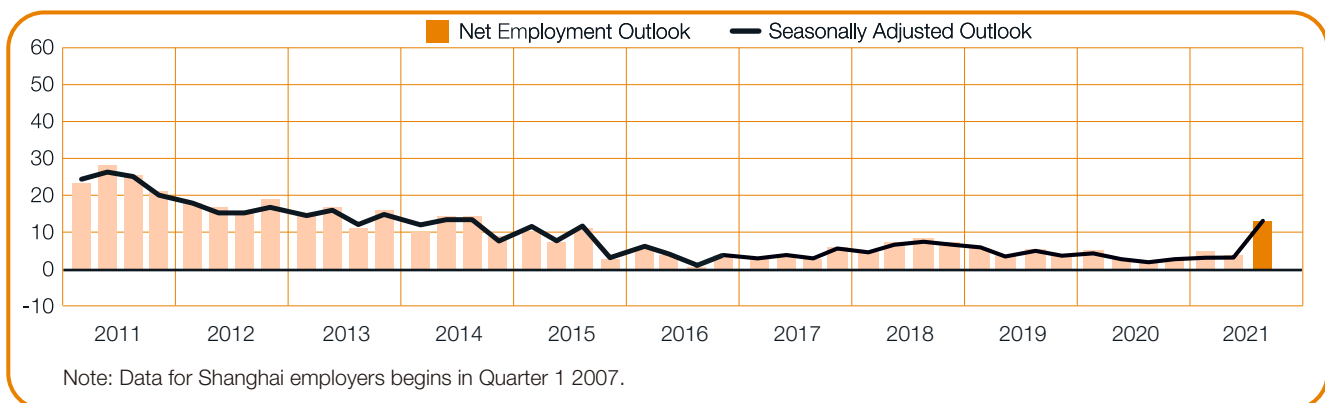
Job seekers can expect to benefit from a steady hiring pace in the upcoming quarter, according to employers who report a Net Employment Outlook of +11%. Hiring plans are the strongest reported in three years, improving by 8 percentage points when compared with the previous quarter and by 9 percentage points in comparison with 3Q 2020.



**+13 (+13)%**

## Shanghai

Reporting a Net Employment Outlook of +13%, employers forecast respectable payroll gains in the third quarter of 2021. The Outlook strengthens by 9 percentage points quarter-over-quarter and by 11 percentage points year-over-year, resulting in the strongest hiring plans since 2014.

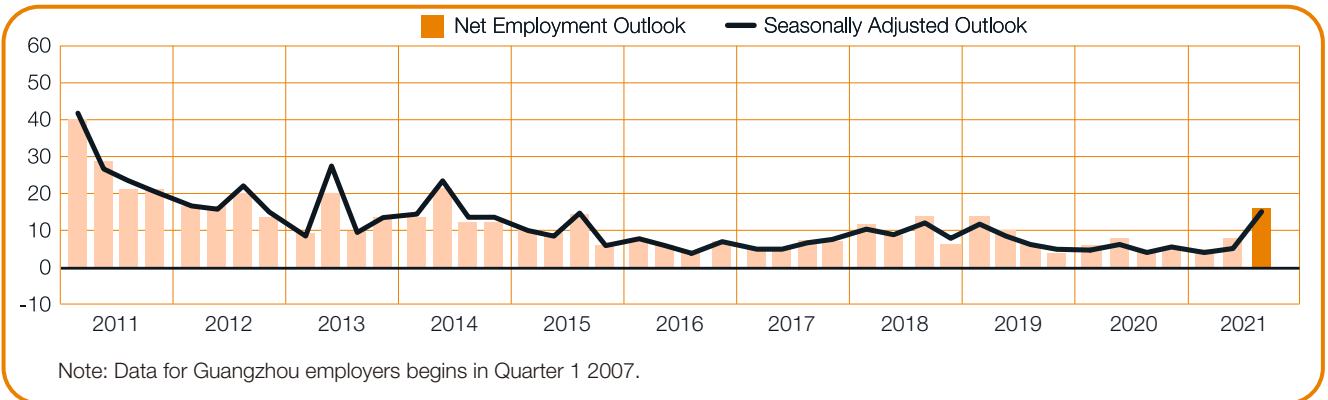




**+16 (+15)%**

## Guangzhou

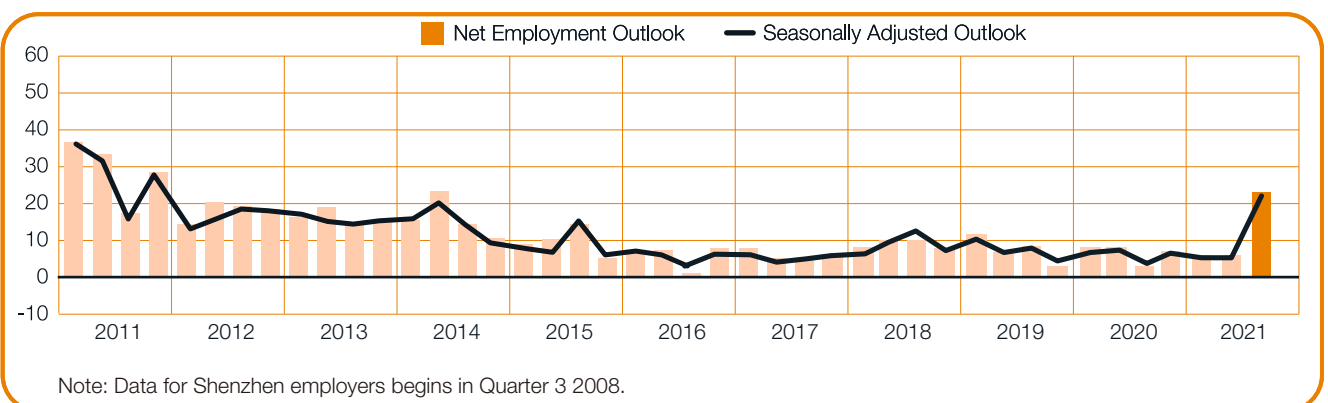
Employers report positive hiring plans for the July to September period with a Net Employment Outlook of +15%. Hiring prospects are the strongest reported in seven years, improving by 8 percentage points quarter-over-quarter and by 10 percentage points when compared with the same period last year.



**+23 (+22)%**

## Shenzhen

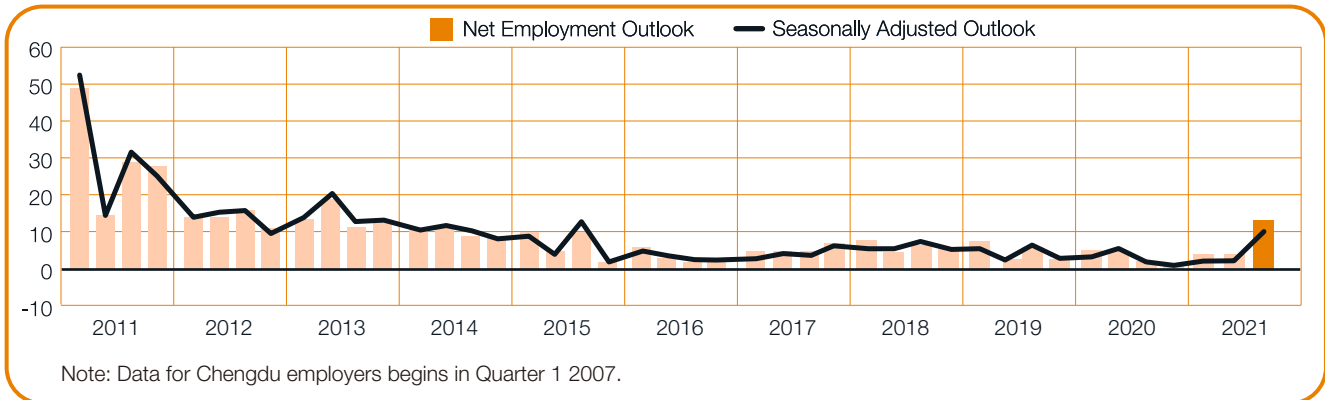
The strongest labor market in more than nine years is anticipated during the third quarter of 2021. Employers report an optimistic Net Employment Outlook of +22%, improving by 16 percentage points when compared with the previous quarter and by 19 percentage points year-over-year.



**+13 (+10)%**

## Chengdu

The strongest labor market in six years is forecast for the July to September period, with employers reporting a Net Employment Outlook of +10%. Hiring plans improve by 5 percentage points quarter-over-quarter and are 8 percentage points stronger in comparison with the third quarter of 2020.

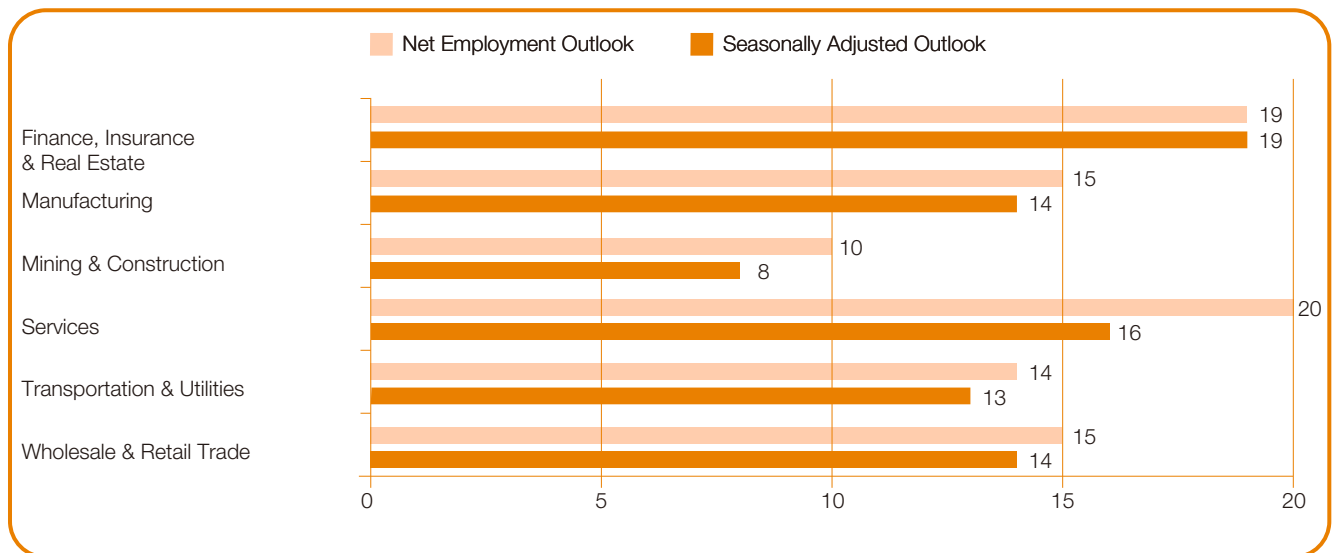


# Sector Comparisons

Employers in all six industry sectors expect to add to payrolls during the upcoming quarter. The strongest hiring climate is forecast in the Finance, Insurance & Real Estate sector, where the Net Employment Outlook stands at +19%. Steady job gains are also expected in the Services sector, where the Outlook is +16%, and in two sectors with Outlooks of +14% - the Manufacturing sector and the Wholesale & Retail Trade sector. Transportation & Utilities sector employers report a hopeful Outlook of +13%, while the Outlook for the Mining & Construction sector stands at +8%.

Hiring prospects improve in all six industry sectors when compared with the previous quarter, most notably by 13 percentage points in the Finance, Insurance & Real Estate sector. Increases of 10 percentage points are reported in two sectors – the Services sector and the Wholesale & Retail Trade sector – while Outlooks improve by 9 and 7 percentage points in the Manufacturing sector and the Transportation & Utilities sector, respectively.

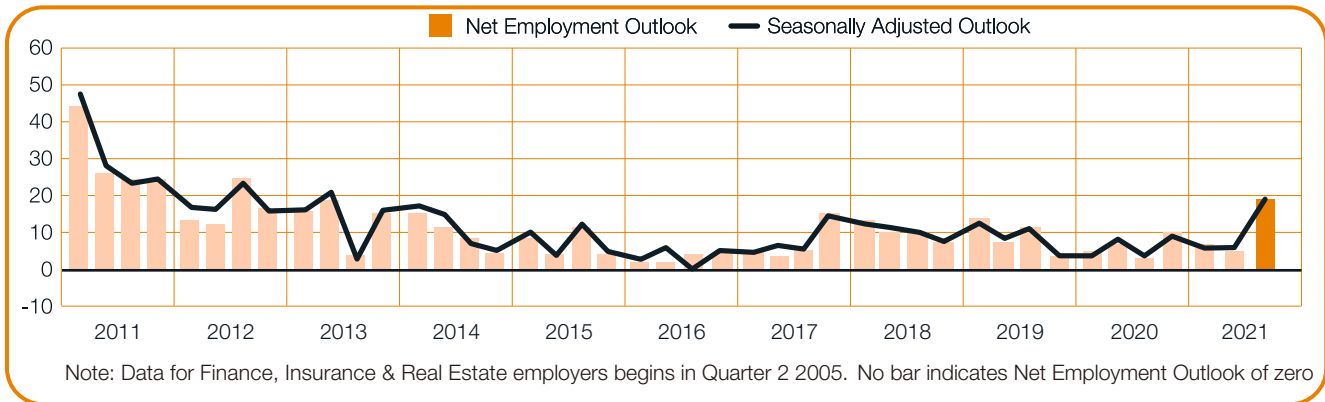
In a comparison with the same period last year – when COVID-19 first had an impact on hiring sentiment – Outlooks also strengthen in all six industry sectors. The most notable increases of 16 and 13 percentage points are reported in the Finance, Insurance & Real Estate sector and the Services sector, respectively, while Outlooks are 11 percentage points stronger in both the Manufacturing sector and the Wholesale & Retail Trade sector. Elsewhere, Transportation & Utilities sector employers report an improvement of 9 percentage points and the Mining & Construction sector Outlook is 7 percentage points stronger.



**+19 (+19)%**

## Finance, Insurance & Real Estate

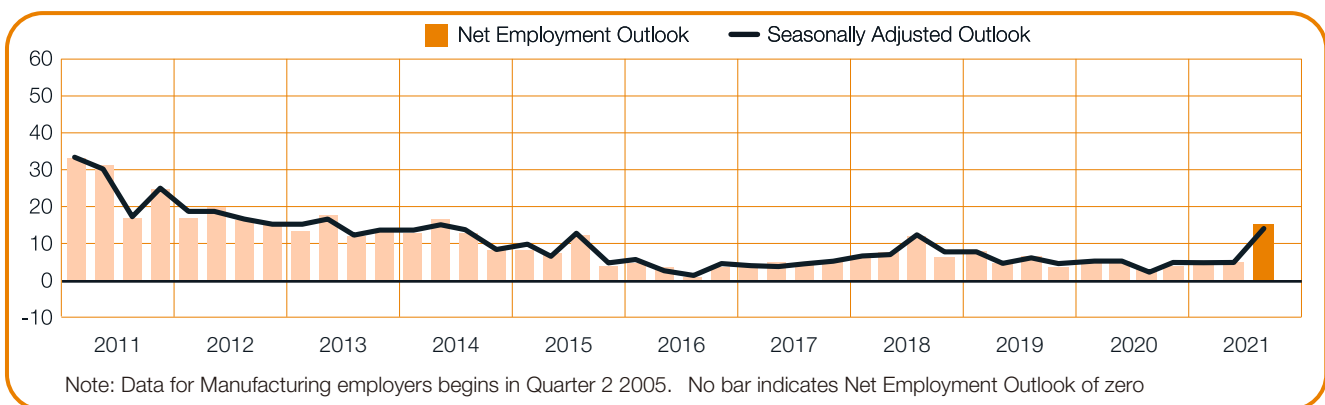
Job seekers can expect the strongest labor market in eight years during the coming quarter, according to employers who report a Net Employment Outlook of +19%. Hiring intentions improve by 13 percentage points quarter-over-quarter and by 16 percentage points when compared with this time one year ago.



**+15 (+14)%**

## Manufacturing

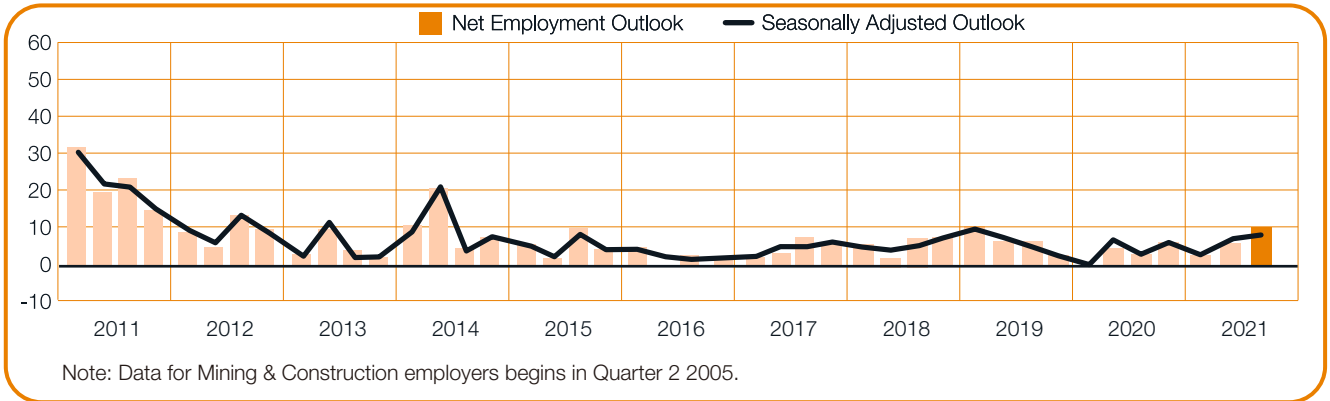
The strongest hiring pace in seven years is anticipated in 3Q 2021. Employers report a Net Employment Outlook of +14%, improving by 9 percentage points when compared with the previous quarter and by 11 percentage points year-over-year.



**+10 (+8)%**

## Mining & Construction

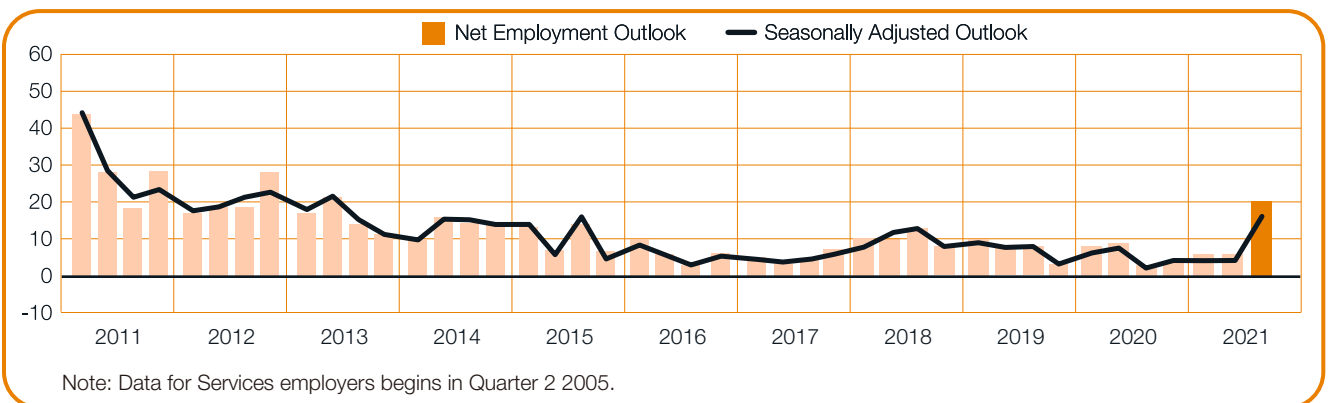
Employers expect some payroll gains in the next three months, reporting a Net Employment Outlook of +8%. Hiring plans remain relatively stable in comparison with the prior quarter and improve by 7 percentage points when compared with the same period last year.



**+20 (+16)%**

## Services

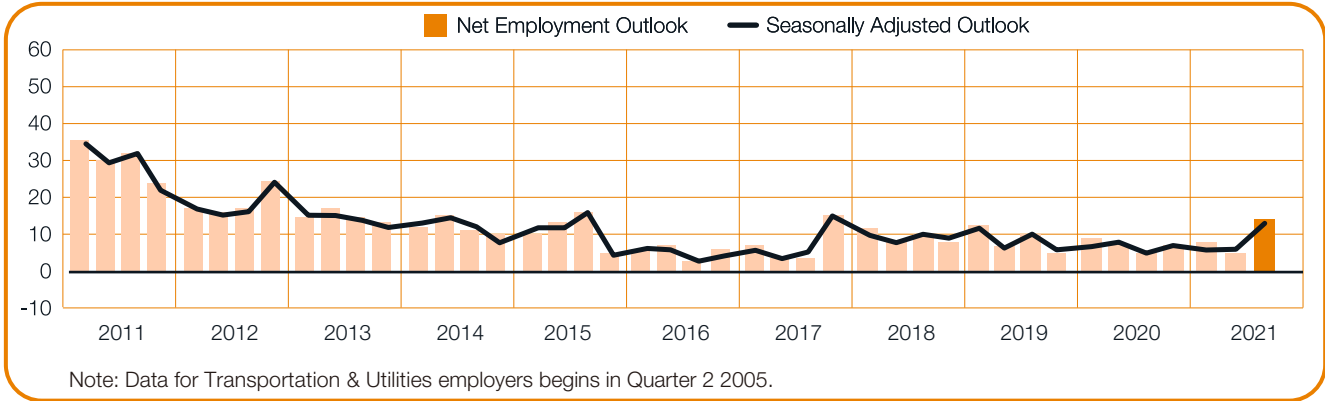
Reporting a Net Employment Outlook of +16%, employers expect a favorable hiring climate in the forthcoming quarter. The Outlook is the strongest in seven years, improving by 10 and 13 percentage points in comparison with 2Q 2021 and last year at this time, respectively.



**+14 (+13)%**

## Transportation & Utilities

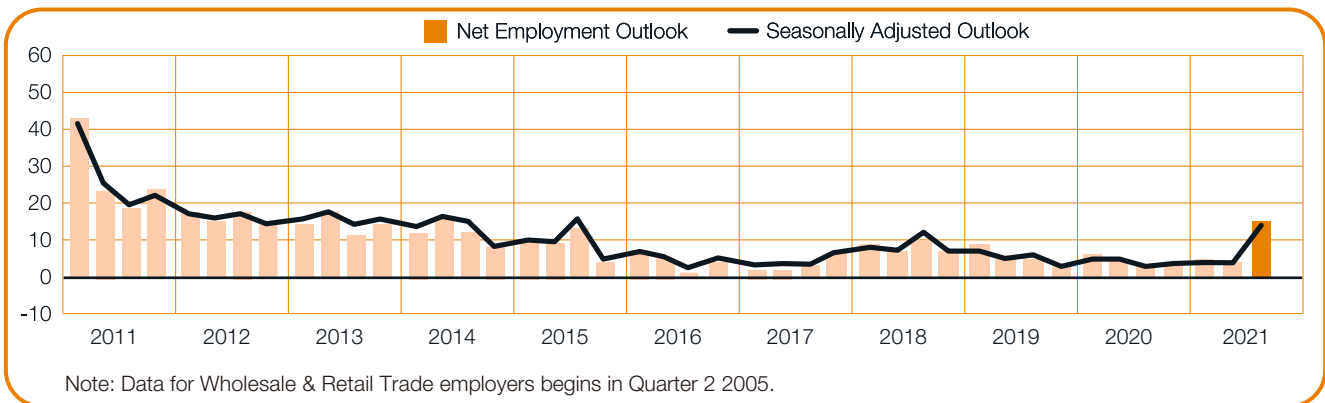
The strongest labor market in more than three years is forecast for the July to September period. Employers report a Net Employment Outlook of +13%, improving by 7 percentage points when compared with the previous quarter and by 9 percentage points year-over-year.



**+15 (+14)%**

## Wholesale & Retail Trade

A steady increase in payrolls is anticipated during the coming quarter, with employers reporting a Net Employment Outlook of +14%. Hiring plans are the strongest in six years, improving by 10 percentage points quarter-over-quarter and by 11 percentage points when compared with this time one year ago.

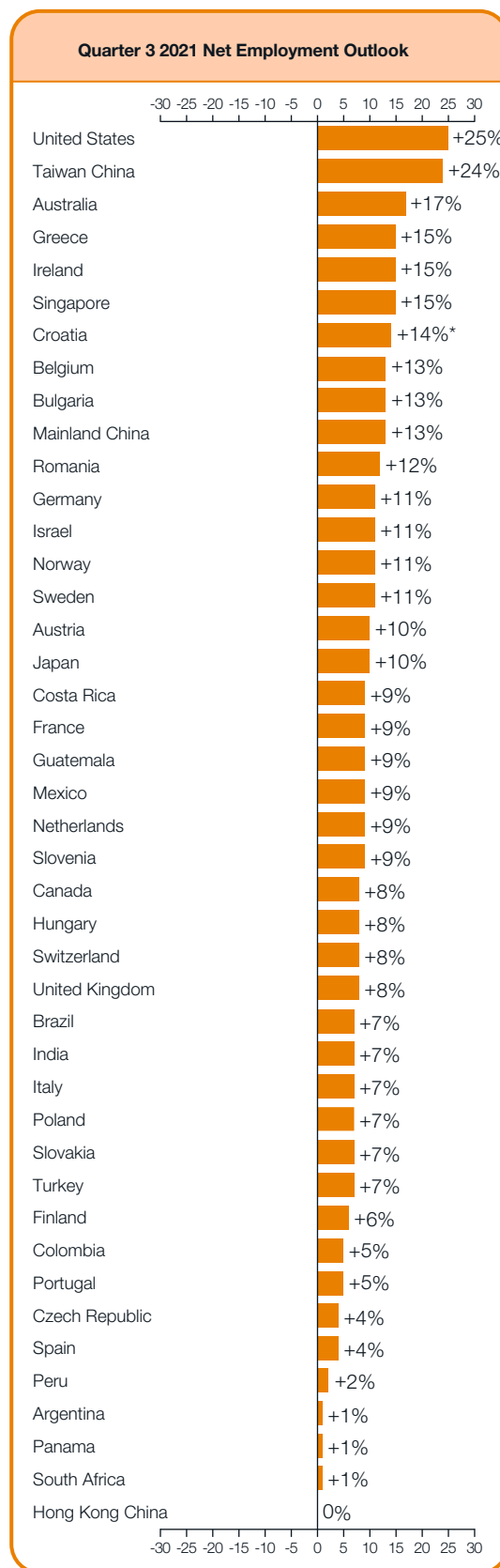


# Global Employment Outlook

	Quarter 3 2021	Qtr on Qtr Change Q2 2021 to Q3 2021	Yr on Yr Change Q3 2020 to Q3 2021
	%		
<b>Americas</b>			
Argentina	-1 (1) <sup>1</sup>	-5 (-1) <sup>1</sup>	8 (8) <sup>1</sup>
Brazil	7 (7) <sup>1</sup>	-6 (-2) <sup>1</sup>	21 (21) <sup>1</sup>
Canada	13 (8) <sup>1</sup>	2 (0) <sup>1</sup>	18 (18) <sup>1</sup>
Colombia	6 (5) <sup>1</sup>	0 (-1) <sup>1</sup>	24 (24) <sup>1</sup>
Costa Rica	8 (9) <sup>1</sup>	2 (5) <sup>1</sup>	31 (31) <sup>1</sup>
Guatemala	9 (9) <sup>1</sup>	2 (2) <sup>1</sup>	22 (21) <sup>1</sup>
Mexico	10 (9) <sup>1</sup>	2 (2) <sup>1</sup>	19 (19) <sup>1</sup>
Panama	0 (1) <sup>1</sup>	7 (9) <sup>1</sup>	12 (12) <sup>1</sup>
Peru	2 (2) <sup>1</sup>	2 (3) <sup>1</sup>	21 (20) <sup>1</sup>
United States	29 (25) <sup>1</sup>	10 (7) <sup>1</sup>	23 (22) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	16 (17) <sup>1</sup>	0 (0) <sup>1</sup>	30 (30) <sup>1</sup>
Mainland China	16 (13) <sup>1</sup>	11 (7) <sup>1</sup>	13 (10) <sup>1</sup>
Hong Kong China	1 (0) <sup>1</sup>	3 (1) <sup>1</sup>	1 (0) <sup>1</sup>
India	5 (7) <sup>1</sup>	-5 (-2) <sup>1</sup>	2 (2) <sup>1</sup>
Japan	11 (10) <sup>1</sup>	4 (5) <sup>1</sup>	2 (1) <sup>1</sup>
Singapore	16 (15) <sup>1</sup>	-1 (-1) <sup>1</sup>	43 (43) <sup>1</sup>
Taiwan China	27 (24) <sup>1</sup>	2 (-1) <sup>1</sup>	20 (20) <sup>1</sup>

<b>EMEA<sup>1</sup></b>			
Austria	14 (10) <sup>1</sup>	7 (6) <sup>1</sup>	14 (14) <sup>1</sup>
Belgium	14 (13) <sup>1</sup>	5 (4) <sup>1</sup>	19 (19) <sup>1</sup>
Bulgaria	18 (13) <sup>1</sup>	15 (11) <sup>1</sup>	24 (23) <sup>1</sup>
Croatia	14	2	12
Czech Republic	7 (4) <sup>1</sup>	-1 (-3) <sup>1</sup>	11 (11) <sup>1</sup>
Finland	13 (6) <sup>1</sup>	7 (4) <sup>1</sup>	13 (13) <sup>1</sup>
France	12 (9) <sup>1</sup>	4 (2) <sup>1</sup>	20 (20) <sup>1</sup>
Germany	12 (11) <sup>1</sup>	7 (8) <sup>1</sup>	10 (10) <sup>1</sup>
Greece	22 (15) <sup>1</sup>	7 (6) <sup>1</sup>	24 (23) <sup>1</sup>
Hungary	8 (8) <sup>1</sup>	3 (6) <sup>1</sup>	13 (14) <sup>1</sup>
Ireland	18 (15) <sup>1</sup>	15 (15) <sup>1</sup>	27 (27) <sup>1</sup>
Israel	15 (11) <sup>1</sup>	6 (3) <sup>1</sup>	22 (22) <sup>1</sup>
Italy	9 (7) <sup>1</sup>	6 (8) <sup>1</sup>	12 (11) <sup>1</sup>
Netherlands	10 (9) <sup>1</sup>	5 (6) <sup>1</sup>	13 (13) <sup>1</sup>
Norway	15 (11) <sup>1</sup>	9 (5) <sup>1</sup>	19 (19) <sup>1</sup>
Poland	9 (7) <sup>1</sup>	2 (1) <sup>1</sup>	14 (14) <sup>1</sup>
Portugal	8 (5) <sup>1</sup>	9 (6) <sup>1</sup>	17 (17) <sup>1</sup>
Romania	19 (12) <sup>1</sup>	1 (0) <sup>1</sup>	26 (26) <sup>1</sup>
Slovakia	11 (7) <sup>1</sup>	5 (2) <sup>1</sup>	23 (23) <sup>1</sup>
Slovenia	13 (9) <sup>1</sup>	3 (0) <sup>1</sup>	20 (19) <sup>1</sup>
South Africa	0 (1) <sup>1</sup>	4 (6) <sup>1</sup>	19 (19) <sup>1</sup>
Spain	7 (4) <sup>1</sup>	6 (4) <sup>1</sup>	17 (16) <sup>1</sup>
Sweden	17 (11) <sup>1</sup>	6 (3) <sup>1</sup>	23 (23) <sup>1</sup>
Switzerland	10 (8) <sup>1</sup>	5 (5) <sup>1</sup>	17 (17) <sup>1</sup>
Turkey	11 (7) <sup>1</sup>	-5 (-4) <sup>1</sup>	9 (9) <sup>1</sup>
UK	8 (8) <sup>1</sup>	13 (13) <sup>1</sup>	20 (20) <sup>1</sup>



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.

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

ManpowerGroup interviewed over 45,000 employers in 43 countries and territories on hiring prospects\* 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 September 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 third quarter of 2021 reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

Employers anticipate payroll gains in 42 of the 43 countries and territories surveyed by ManpowerGroup for the July to September period, while flat hiring activity is expected in one.

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 China, Australia, Greece, Ireland and Singapore, while the weakest hiring intentions are reported in Hong Kong China, Argentina, Panama and South Africa.

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. In a comparison with the same period last year, hiring plans strengthen in all 26 EMEA countries. 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.

Workforce gains are anticipated in six of the seven Asia Pacific countries and territories during the July to September period, while flat hiring prospects are reported in the seventh – Hong Kong China. In a comparison with the previous quarter, Outlooks improve in three countries and territories, but also weaken in three. Hiring sentiment strengthens in six Asia Pacific countries and territories when compared with this time one year ago, while remaining unchanged in one. The strongest hiring plans for the next three months are reported in Taiwan China and Australia, while the weakest labor market is expected in Hong Kong China.

In the Americas region, employers in all 10 countries surveyed expect to grow payrolls during the third quarter of 2021. Hiring intentions strengthen in six Americas countries when compared with the previous quarter, but weaken in three. In a comparison with last year at this time, employers report stronger hiring prospects in all 10 countries. The strongest hiring pace is anticipated in the U.S., while cautiously optimistic hiring plans are reported in Costa Rica, Guatemala and Mexico. The weakest labor markets are anticipated in Argentina and Panama.

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](http://www.manpowergroup.com/meos)

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.



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# International Comparisons – Americas

ManpowerGroup interviewed more than 17,000 employers in 10 countries across North, Central and South America about hiring prospects for the third quarter of 2021. In all 10 countries, employers expect workforce gains during the upcoming quarter.

The labor market in the U.S. is expected to be the strongest of all 43 countries in the ManpowerGroup Employment Outlook Survey over the next three months. U.S. employers report their strongest hiring intentions in 21 years, with solid workforce growth anticipated in all four regions. Workforce gains are expected in all 12 industry sectors, most notably in the Leisure & Hospitality and Education & Health Services sectors, with their strongest Outlooks since they were first analyzed in 2009, and in the Wholesale & Retail Trade sector, where the Outlook matches the strongest since the survey started in 1982.

Canada's employers expect the fair hiring climate to continue in the third quarter of 2021, reporting no change over the previous quarter. With payrolls expected to grow in all 10 industry sectors, the strongest third quarter hiring activity is forecast for the Public Administration and Durable Goods Manufacturing sectors.

Employers report encouraging signs for job seekers in Mexico during the July to September period, with a slight uptick in hiring prospects when compared with the prior quarter. Employers in all seven Mexican industry sectors expect to grow payrolls, including the Manufacturing sector where the Outlook is the strongest reported in two years.

In Central America, hiring sentiment among Costa Rican employers has recovered following the pandemic, and now stands at a three-year high, driven in part by strengthening labor markets in the Transport & Communication and Manufacturing sectors. Panamanian employers report their first positive hiring intentions since the final quarter of 2019, in part fueled by the strongest Services sector Outlook in three years. Employers in Guatemala report cautiously optimistic hiring plans for the July to September period, with the strongest Outlook in more than three years forecast for the Manufacturing sector.

The strongest labor market in South America is anticipated in Brazil, although hiring plans for the country remain modest. Reflecting the impact of the ongoing COVID-19 pandemic, employers in the Manufacturing, Construction, Services and Wholesale & Retail sectors all report weaker hiring prospects when compared with the prior quarter.

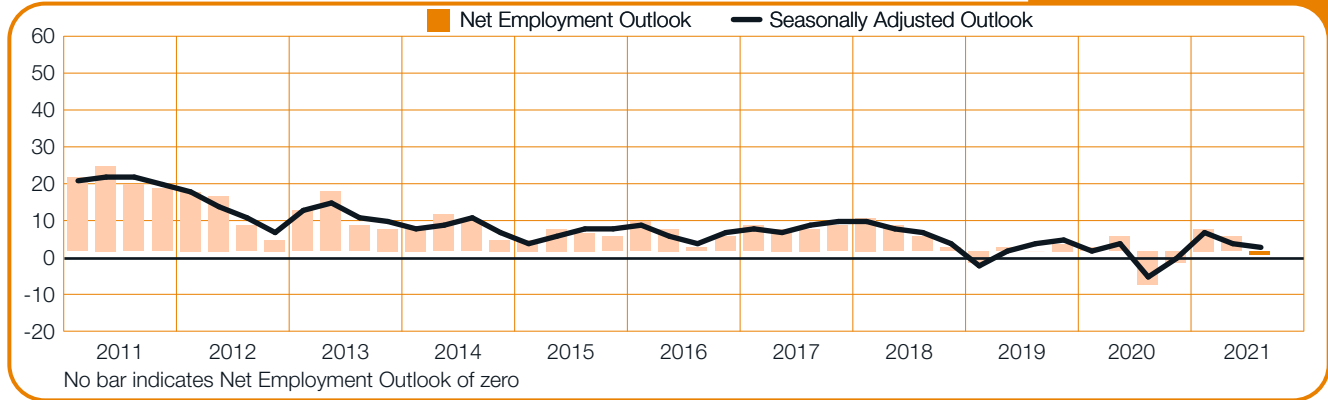
Hiring sentiment in Argentina remains cautious for the third quarter of 2021, with employers anticipating limited job gains. Employers in the Services and Finance, Insurance & Real Estate sectors expect to trim payrolls, but hiring plans are more positive for the Agriculture & Fishing sector, where the Outlook is the strongest in four years.

Colombian employers expect the mild hiring pace to continue in the forthcoming quarter, reporting a relatively stable Outlook. While hiring in the Manufacturing sector continues to be soft, Mining sector employers report their strongest hiring plans in two years and forecasts strengthen for the Agriculture & Fishing and Wholesale & Retail Trade sectors.

In Peru, employers report limited hiring activity for the next three months, with the Construction sector Outlook remaining weak for a second consecutive quarter. However, employers in the Mining sector report considerably improved hiring prospects.

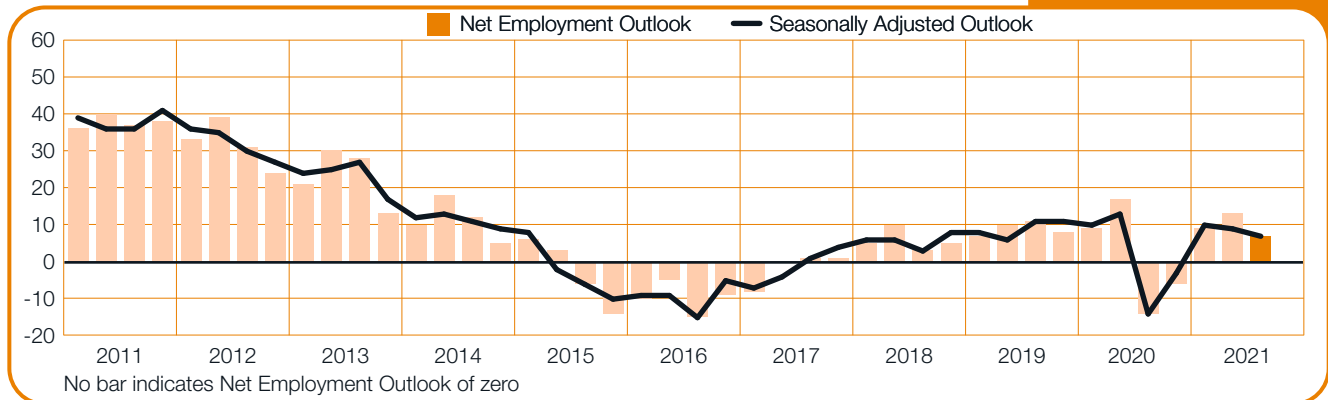
## Argentina

-1 (+1)%



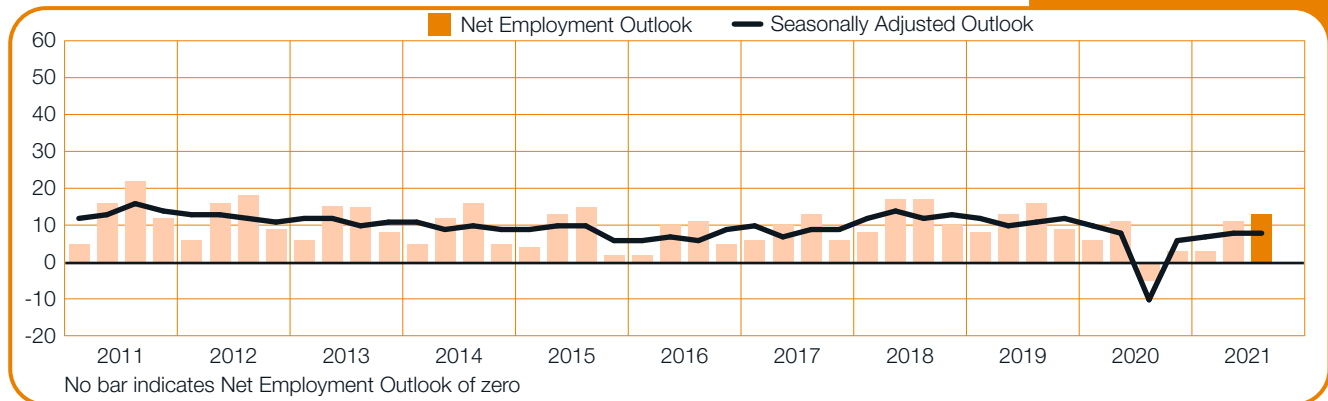
## Brazil

+7 (+7)%



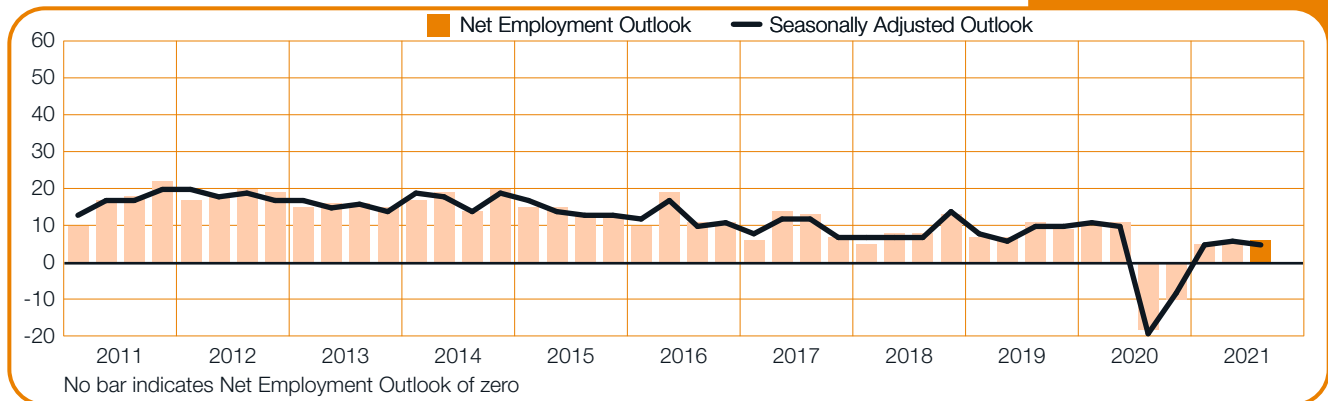
## Canada

+13 (+8)%



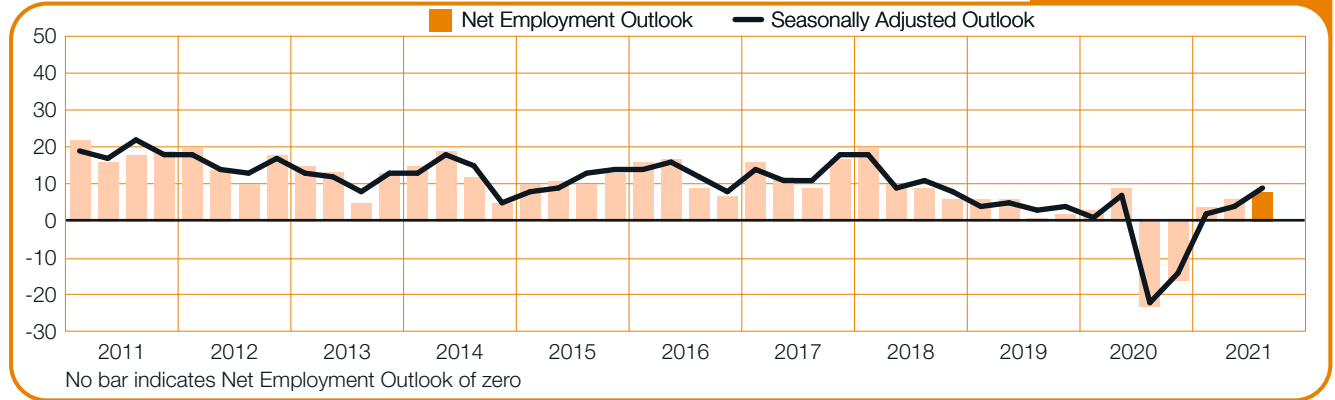
## Colombia

+6 (+5)%



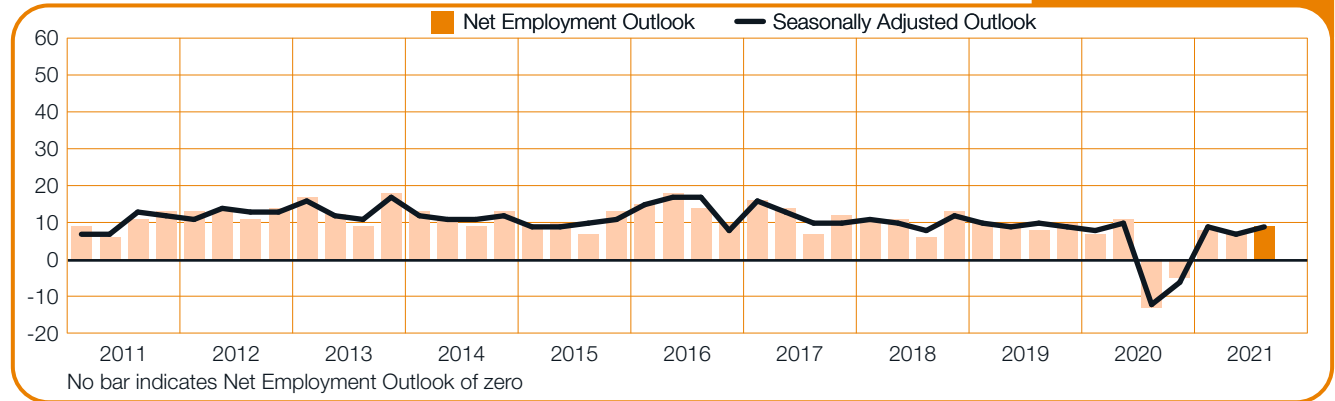
## Costa Rica

+8 (+9)%



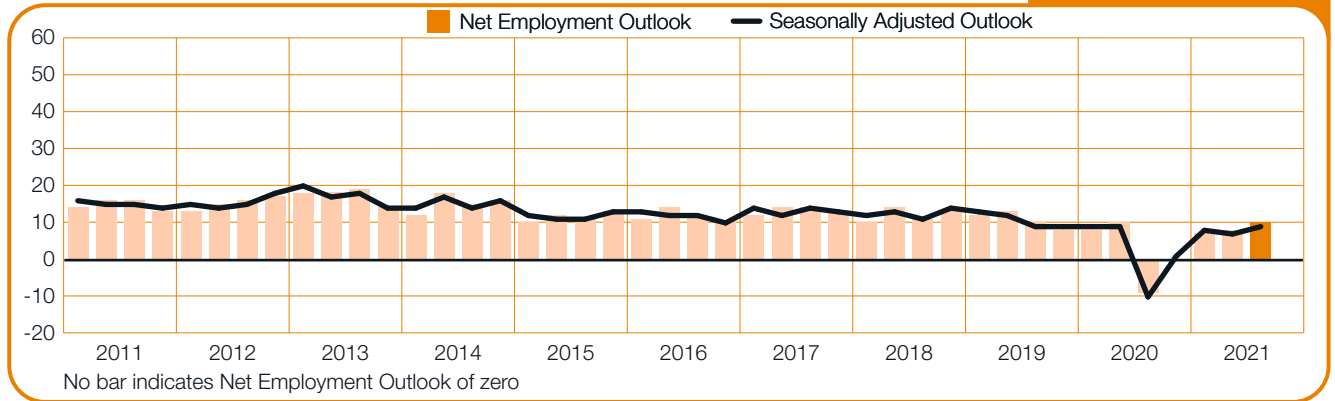
## Guatemala

+9 (+9)%



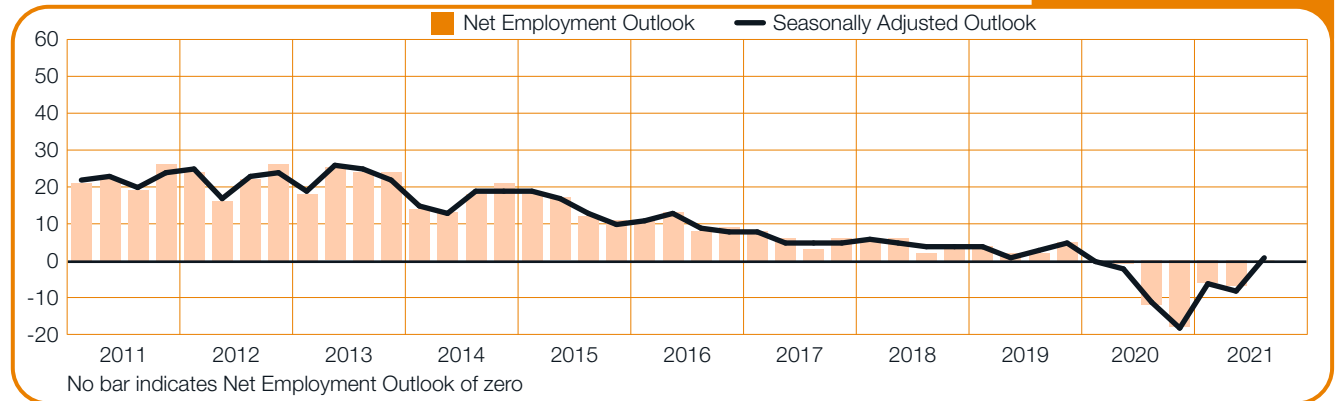
## Mexico

+10 (+9)%



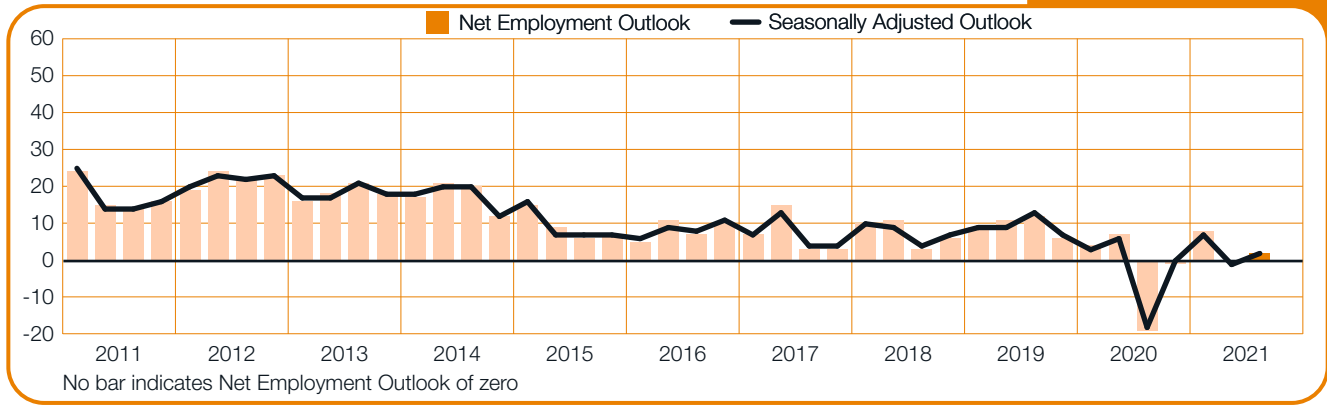
## Panama

0 (+1)%



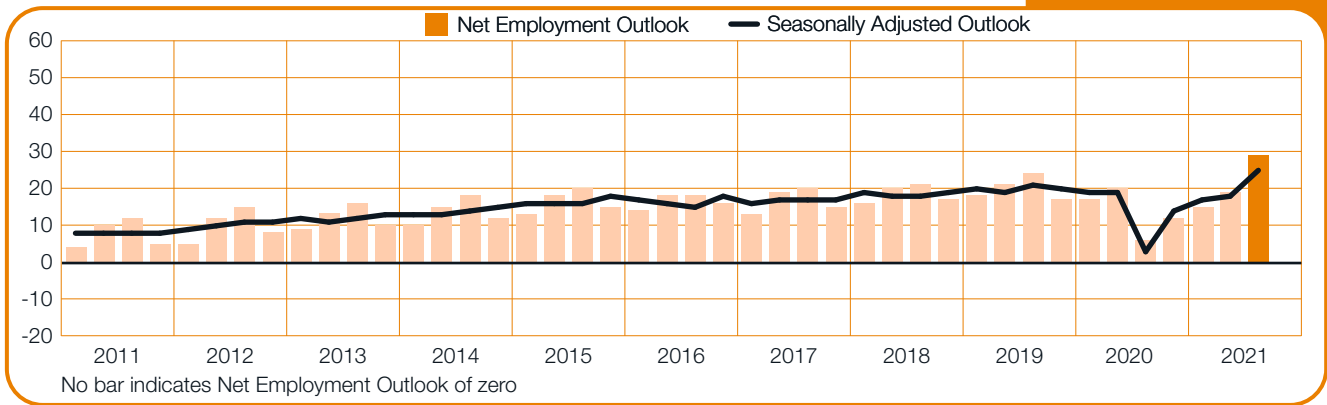
# Peru

+2 (+2)%



# United States of America

+29 (+25)%



# International Comparisons – Asia Pacific

More than 10,000 employers in the seven Asia Pacific countries and territories took part in the ManpowerGroup survey on hiring prospects for the July to September time frame. Employers in six of the seven countries and territories expect to add to payrolls during the next three months, while a flat labor market is expected in one.

The Chinese labor market is forecast to make a strong recovery from the impact of the pandemic during the coming quarter, with employers reporting the strongest hiring intentions in six years. Workforce gains are expected in all six Chinese industry sectors, with the strongest hiring sentiment reported in the Finance, Insurance & Real Estate, Services, Manufacturing and the Wholesale & Retail Trade sectors – Outlooks for these four sectors are also the strongest reported in at least six years.

For the fourth consecutive quarter, the strongest hiring climate in the Asia Pacific region is expected in Taiwan China, fueled in part by bright hiring plans for the Mining & Construction sector and a brisk hiring pace in the Manufacturing sector, where the Outlook for the coming quarter is the strongest in six years.

However, Hong Kong China employers expect the subdued labor market to continue during the next three months, forecasting flat hiring activity overall, although limited payroll growth is expected in the Finance, Insurance & Real Estate and Services sectors.

In India, employers expect a modest increase in payrolls during the upcoming quarter, although hiring sentiment is slightly weaker when compared with the prior quarter, reflecting the ongoing impact of COVID-19 in the country. While the Manufacturing sector labor market continues to be relatively stable, the Services sector is slightly weaker when compared to the prior quarter and the Outlook in the Finance, Insurance & Real Estate sector is the weakest since the survey began in 2005.

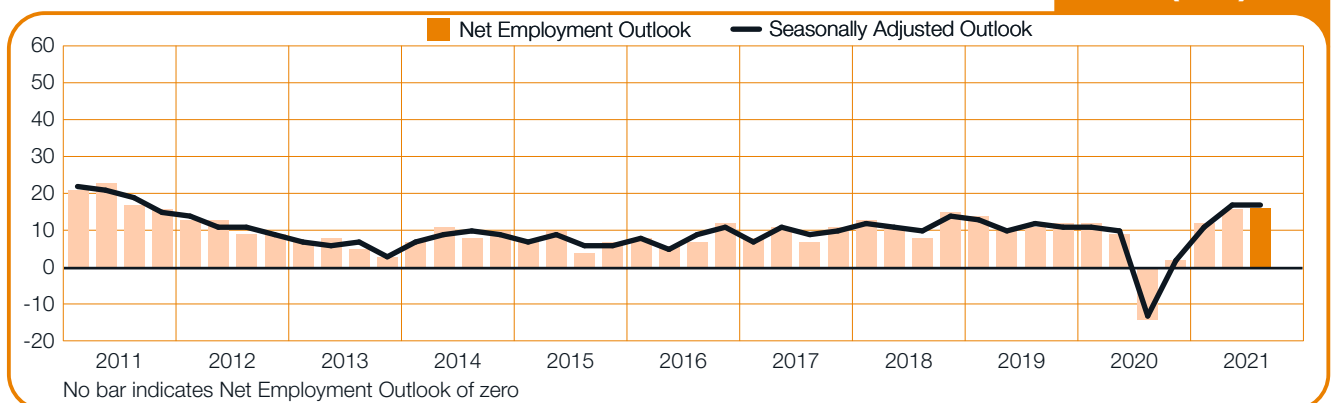
The upbeat hiring pace in Australia is expected to continue during the July to September period. The strongest hiring prospects in 10 years are reported by employers in the Finance, Insurance & Real Estate sector while the Services sector forecast improves sharply year-over-year. Elsewhere, the Mining & Construction sector is the strongest in more than two years following four consecutive quarters of improvement.

Steady payroll growth is anticipated in Singapore for a third consecutive quarter, driven in part by an active labor market in the Finance, Insurance & Real Estate sector where employers report the strongest Outlook in more than six years and a steep increase year-over-year in the Services sector, while the Manufacturing sector forecast is the strongest in nine years.

Job seekers in Japan can expect a fair hiring pace in the next three months, according to employers who report a moderate increase in hiring prospects when compared with the previous quarter. Hiring sentiment strengthens in all seven Japanese industry sectors when compared with three months ago, most notably in the Manufacturing, Wholesale & Retail Trade and Services sectors.

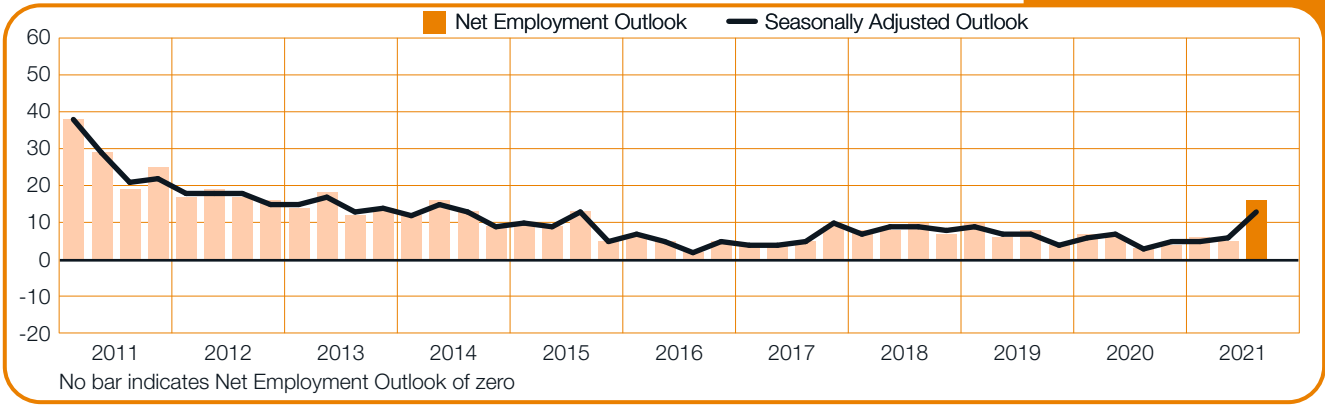
## Australia

**+16 (+17)%**



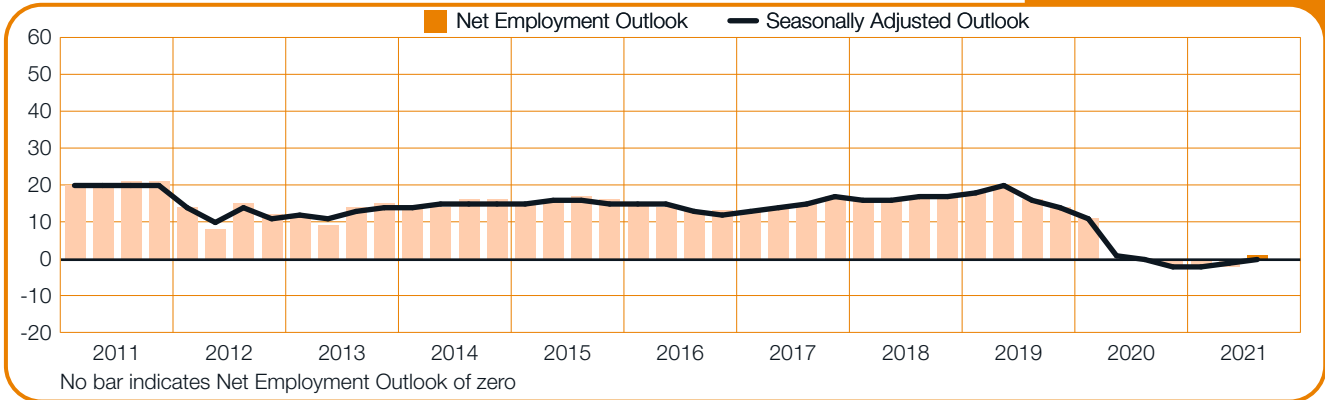
## Mainland China

**+16 (+13)%**



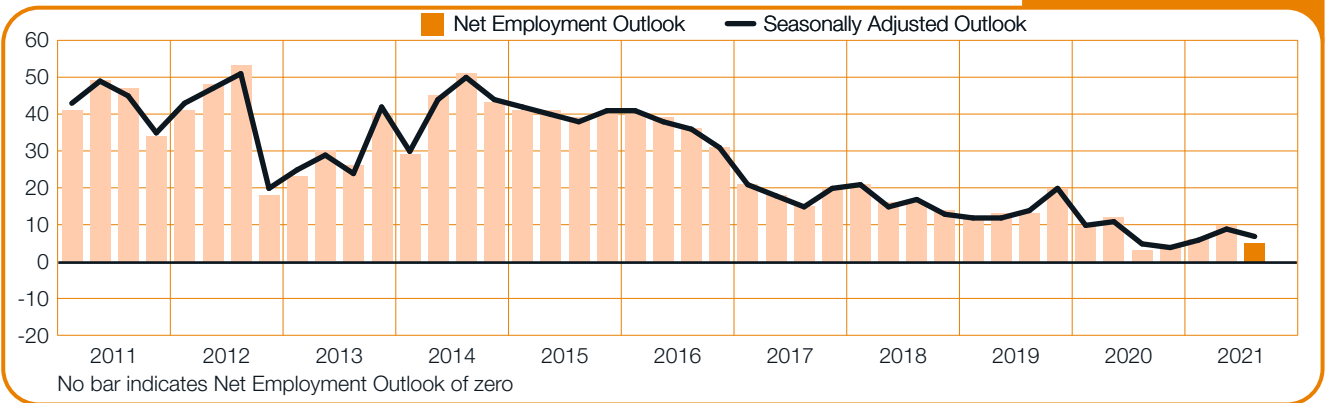
## Hong Kong China

**+1 (0)%**



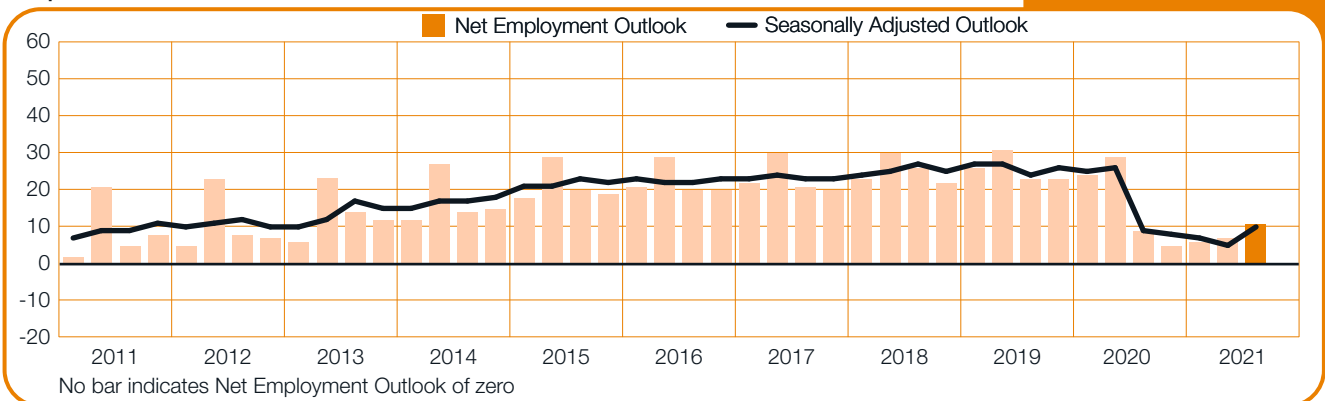
## India

**+5 (+7)%**



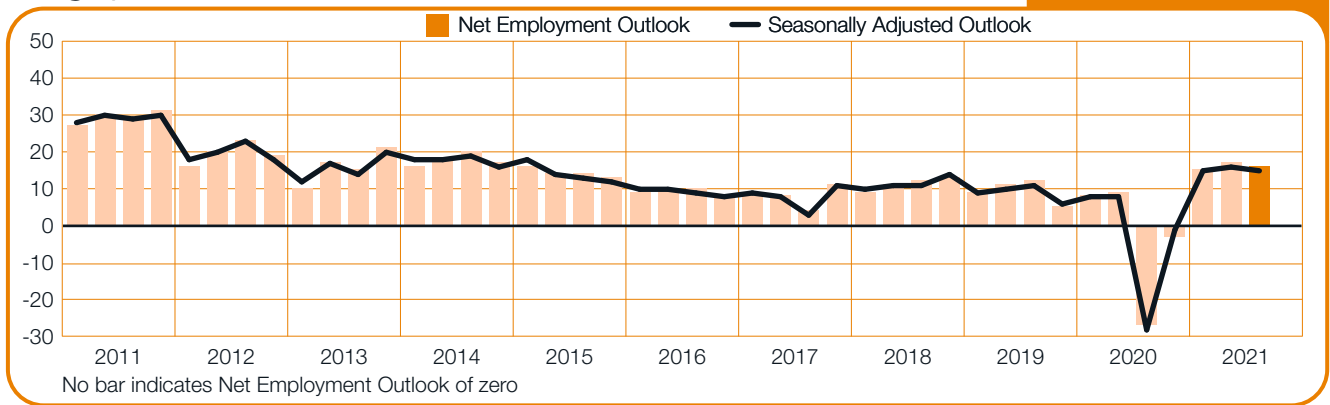
## Japan

**+11 (+10)%**



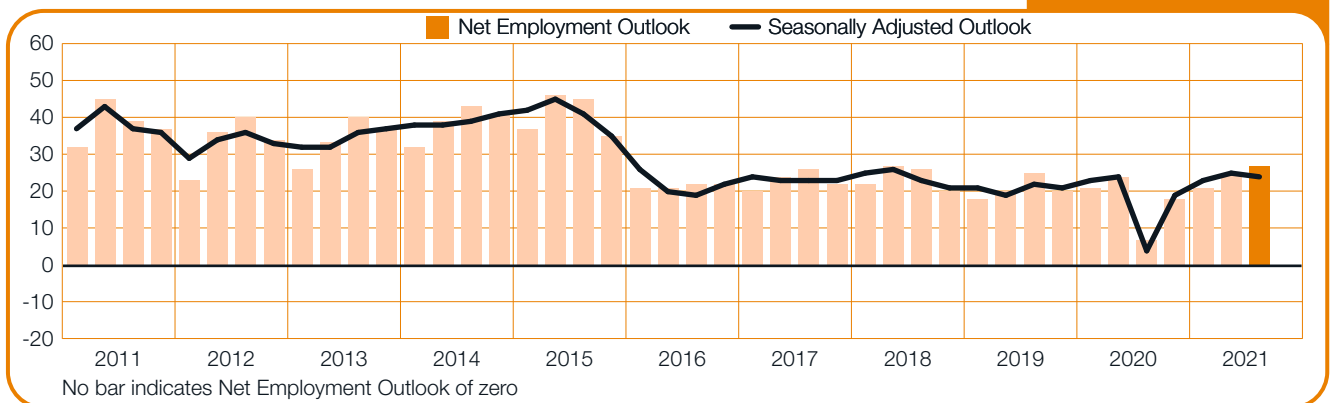
# Singapore

**+16 (+15)%**



# Taiwan China

**+27 (+24)%**



# International Comparisons – EMEA

Employers in more than 17,700 businesses were surveyed in the Europe, Middle East and Africa (EMEA) region on hiring intentions. Employers in all 26 EMEA countries surveyed anticipate payroll gains.

An increase in payrolls is anticipated for all three of the largest Eurozone economies, with hiring sentiment strengthening both quarter-over-quarter and year-over-year. German employers expect a return to pre-COVID-19 levels of hiring, driven in part by favorable hiring plans in the Finance & Business Services while employers in the Manufacturing sector report their strongest hiring intentions in two years. French employers report encouraging signs for job seekers, anticipating an increase in payrolls across all industry sectors and regions. A steady hiring pace is forecast by Finance & Business Services and Wholesale & Retail Trade sector employers while in the Restaurant & Hotels sector employers are cautiously optimistic.

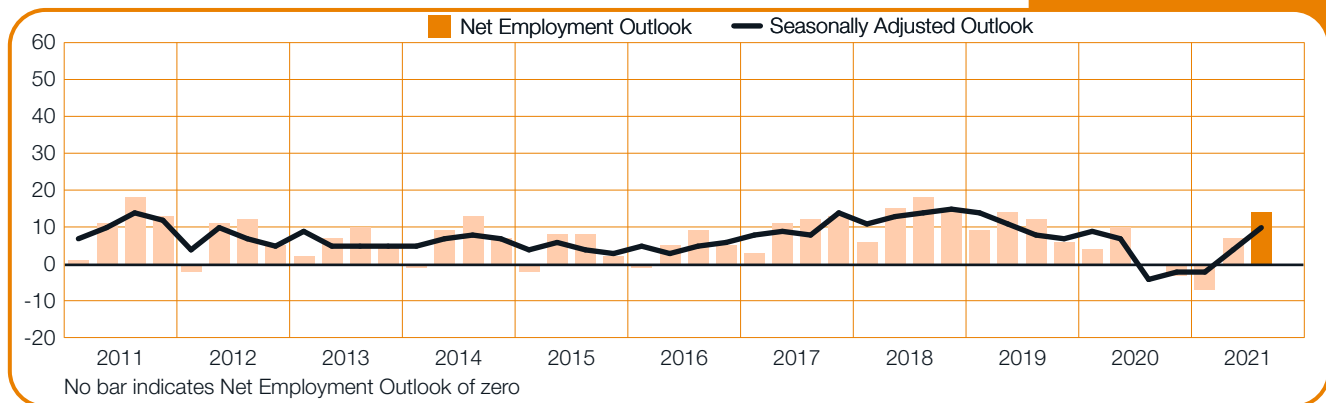
Hiring sentiment in Italy returns to the level seen before the pandemic, fueled in part by the strongest Construction sector hiring prospects since the survey began in 2003 and an upbeat hiring pace in the Wholesale & Retail sector. However, Restaurants & Hotels sector employers continue to trim payrolls, for the fifth consecutive quarter. In the UK, employers report their strongest hiring plans since 2015, with payrolls expected to grow in eight of nine sectors and 11 of 12 regions. The Outlook for Spain continues to

improve. The Outlook for Spain continues to improve quarter-over-quarter as it recovers from the impact of the pandemic. Hiring sentiment in Belgium returns to pre-pandemic levels with considerable year-over-year improvements in all seven industry sectors and steady hiring plans in the Finance & Business Services and Other Services sectors. In the Netherlands, employers report a cautiously optimistic Outlook as the recovery from the pandemic continues, with job gains expected in all seven industry sectors. In Norway, employers anticipate respectable workforce gains, with hiring prospects for the Finance & Business Services sector at their strongest in more than eight years and an upbeat forecast in the Other Production sector. The Outlook for Sweden is the strongest reported in two years, reflecting a healthy hiring pace in the Finance & Business Services sector and positive hiring plans for the Wholesale & Retail Trade sector. The Polish labor market is expected to hold steady, with payroll gains anticipated in six of seven industry sectors.

The strongest hiring prospects across the EMEA region as a whole are reported in Greece and Ireland. Greek employers anticipate an upbeat hiring climate, based on solid hiring plans for the Construction, Finance & Business Services and Manufacturing sectors. In Ireland, hiring prospects are the strongest reported since 2007, buoyed in part by a brisk hiring pace in the Construction and Pharmaceuticals sectors.

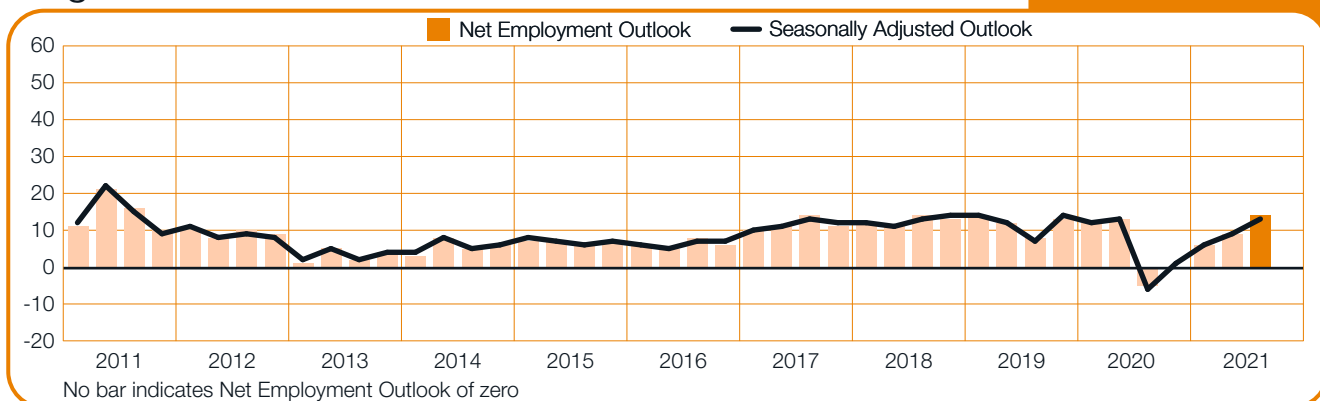
## Austria

**+14 (+10)%**



## Belgium

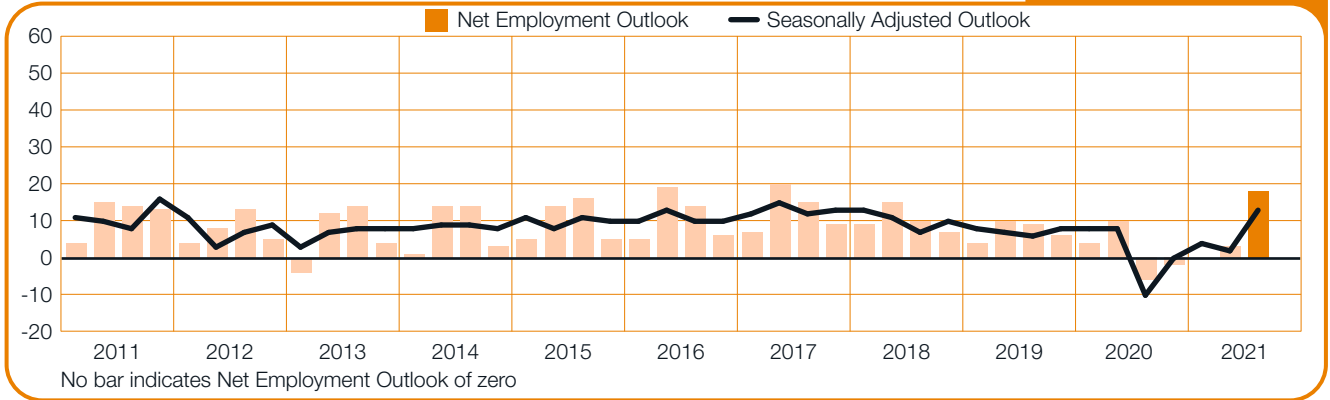
**+14 (+13)%**





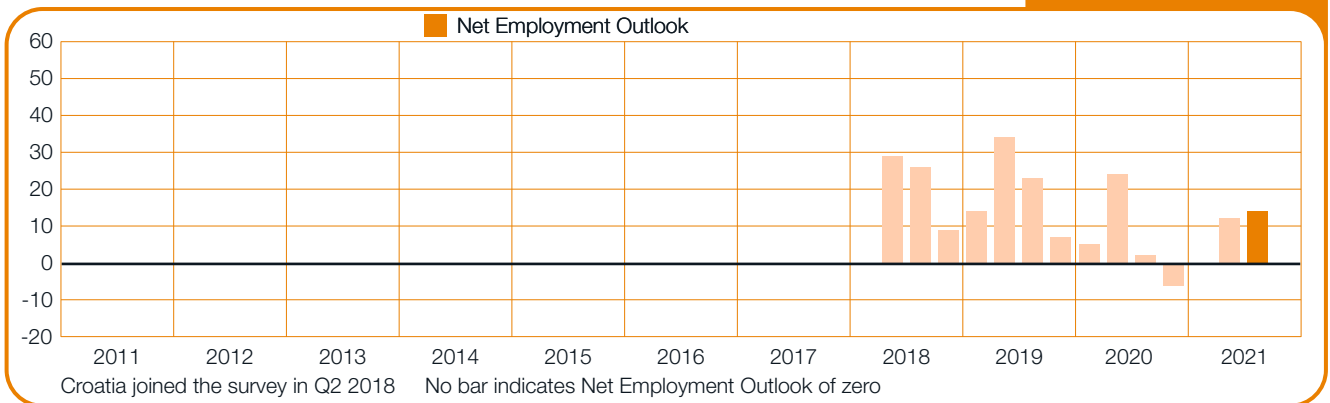
## Bulgaria

**+18 (+13)%**



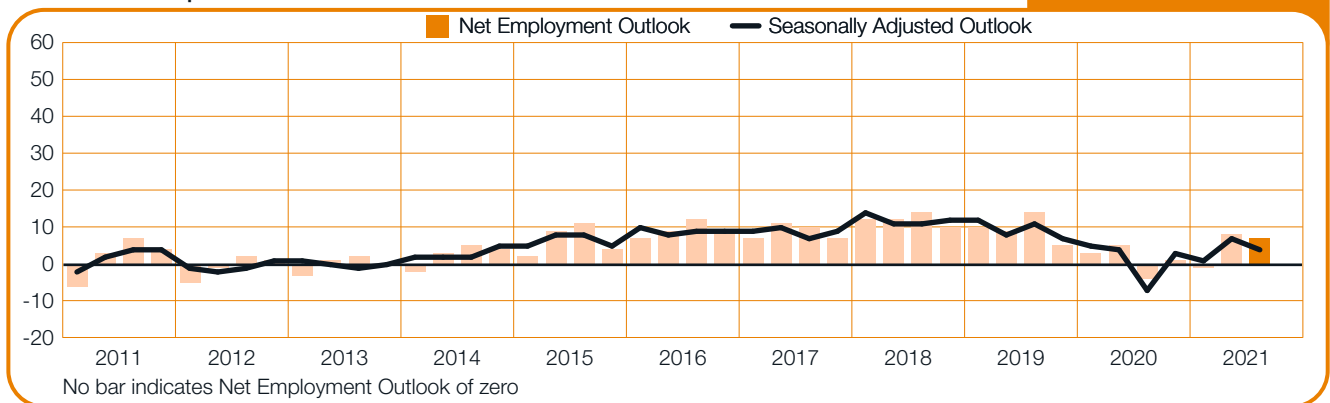
## Croatia

**+14%**



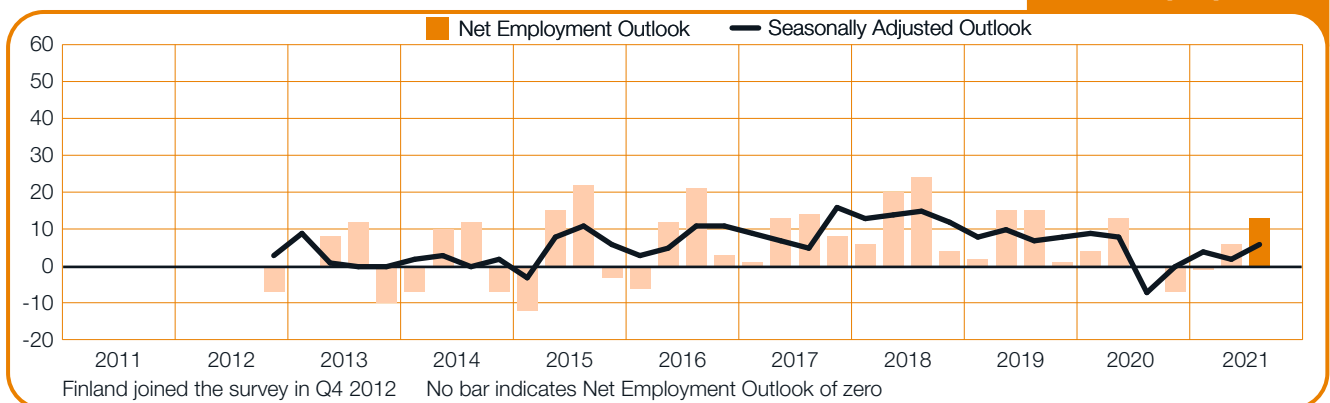
## Czech Republic

**+7 (+4)%**



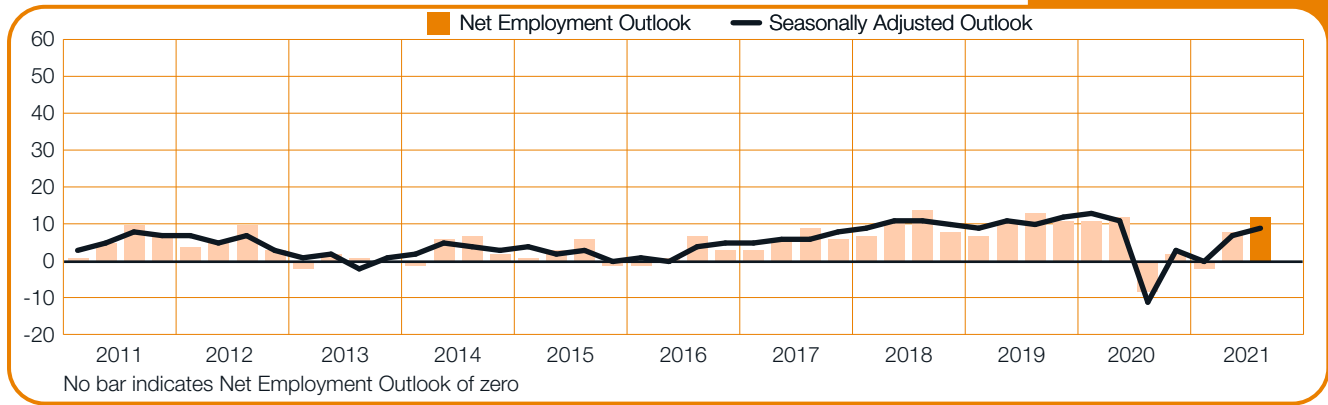
## Finland

**+13 (+6)%**



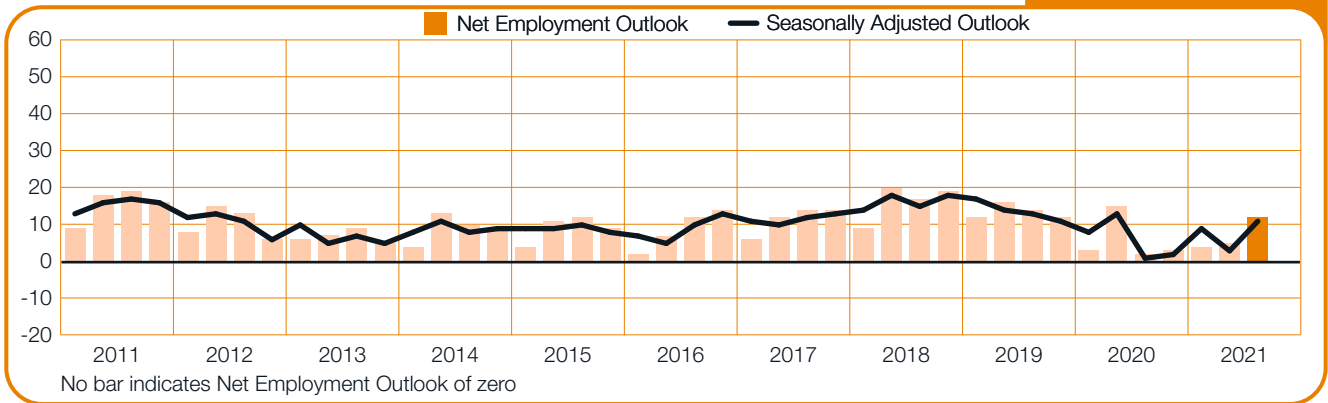
## France

**+12 (+9)%**



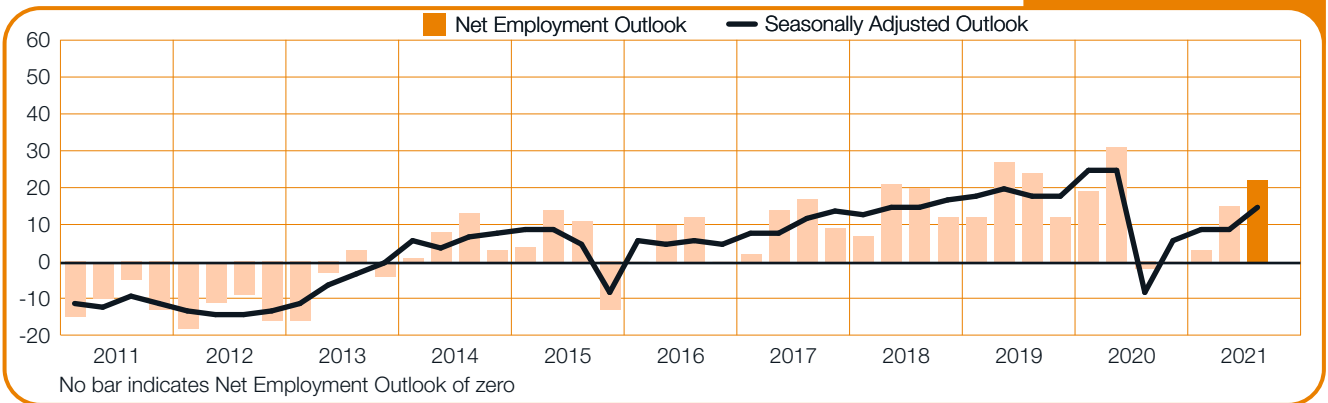
## Germany

**+12 (+11)%**



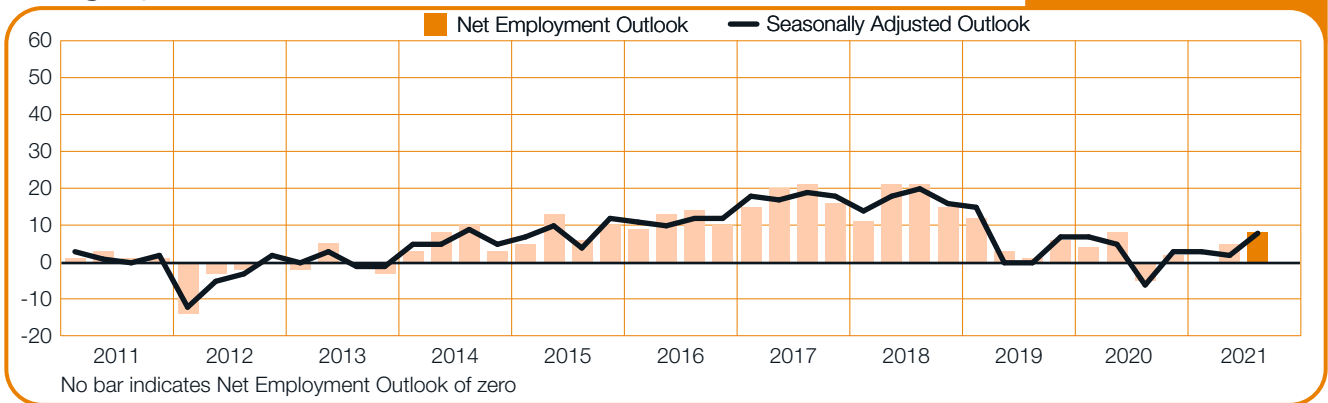
## Greece

**+22 (+15)%**



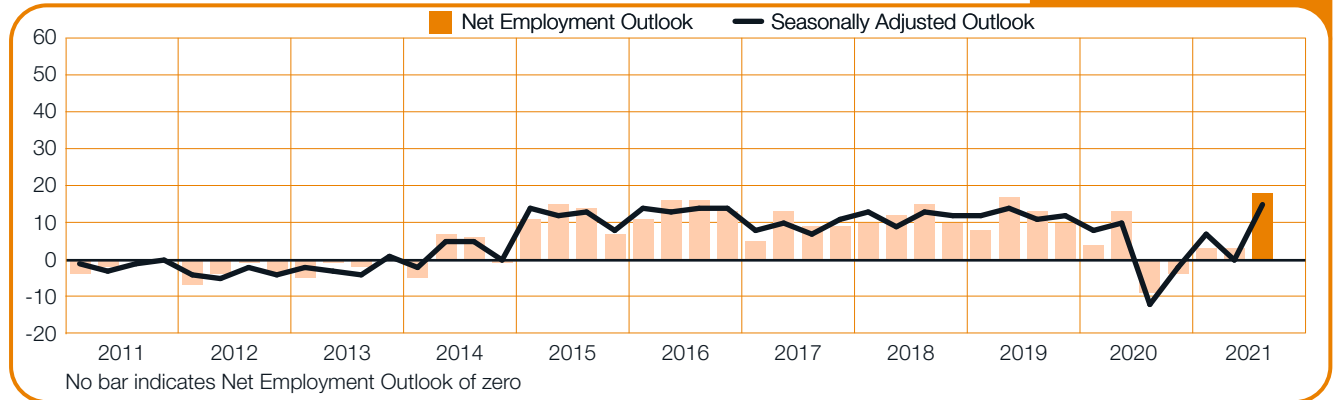
## Hungary

**+8 (+8)%**



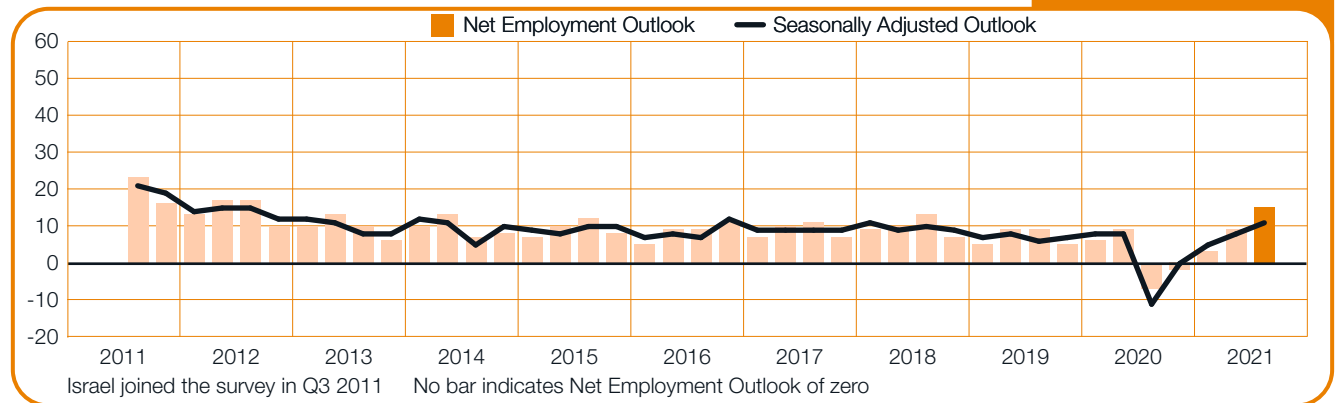
## Ireland

**+18 (+15)%**



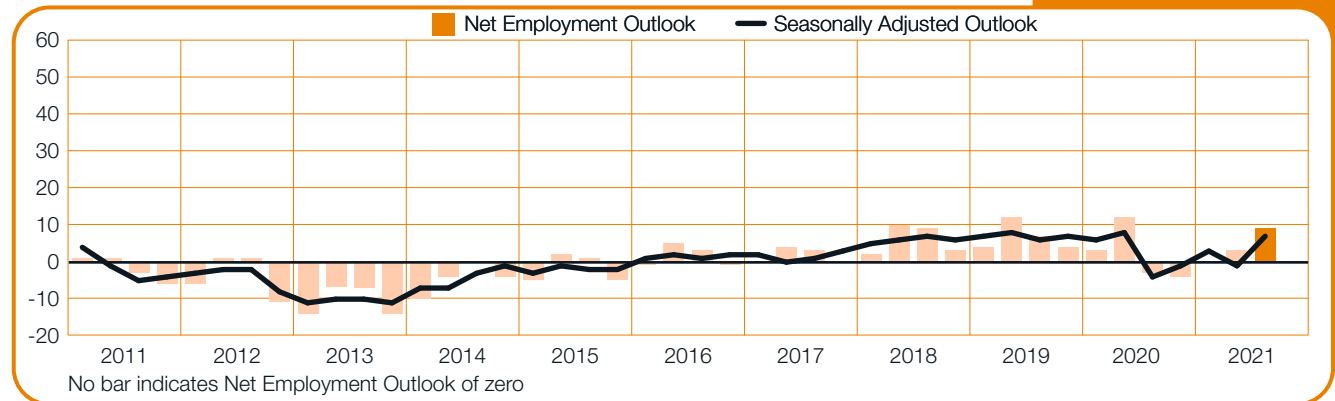
## Israel

**+15 (+11)%**



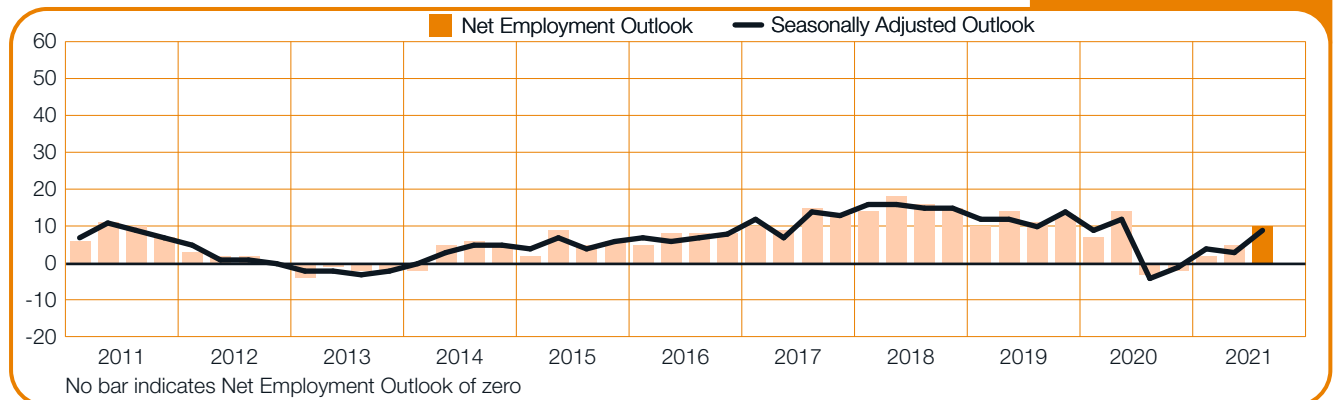
## Italy

**+9 (+7)%**



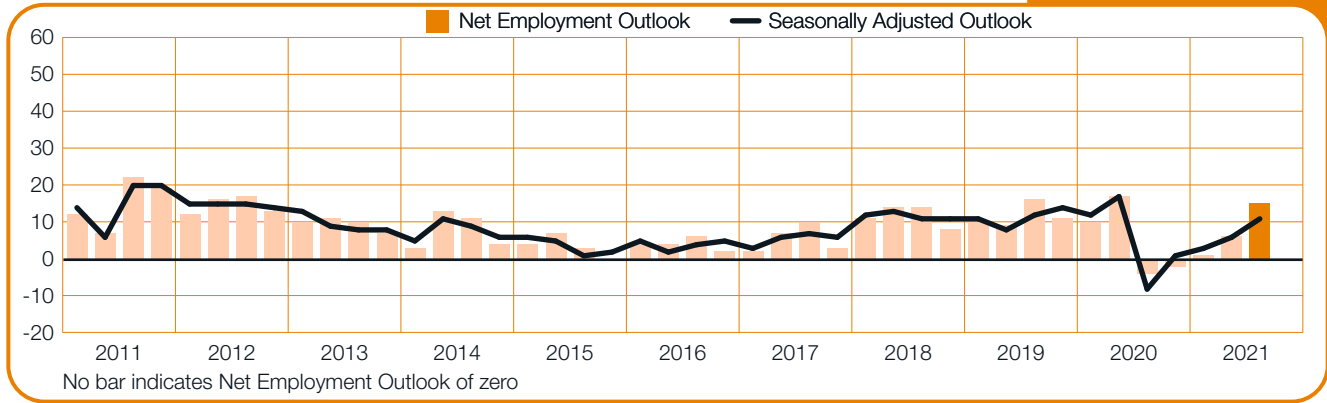
## Netherlands

**+10 (+9)%**



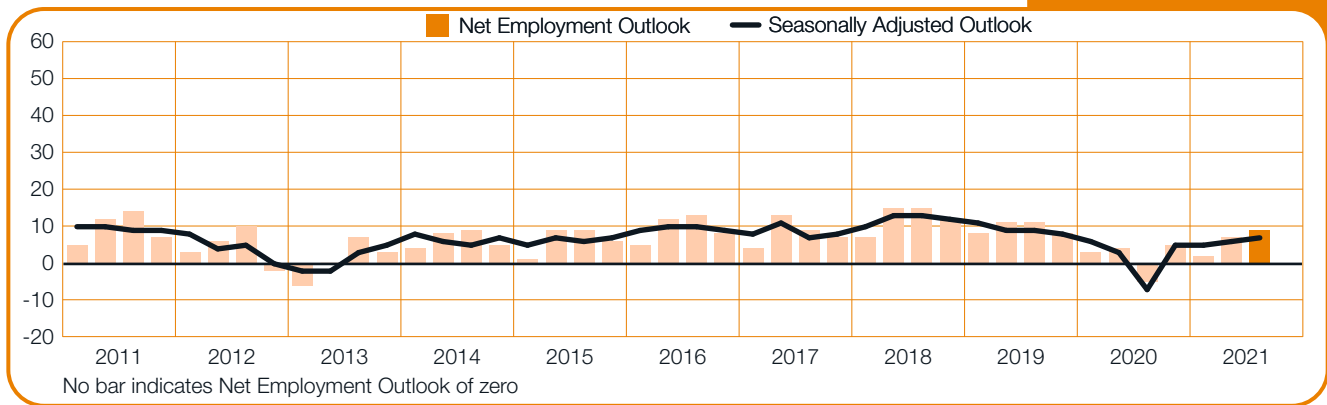
## Norway

**+15 (+11)%**



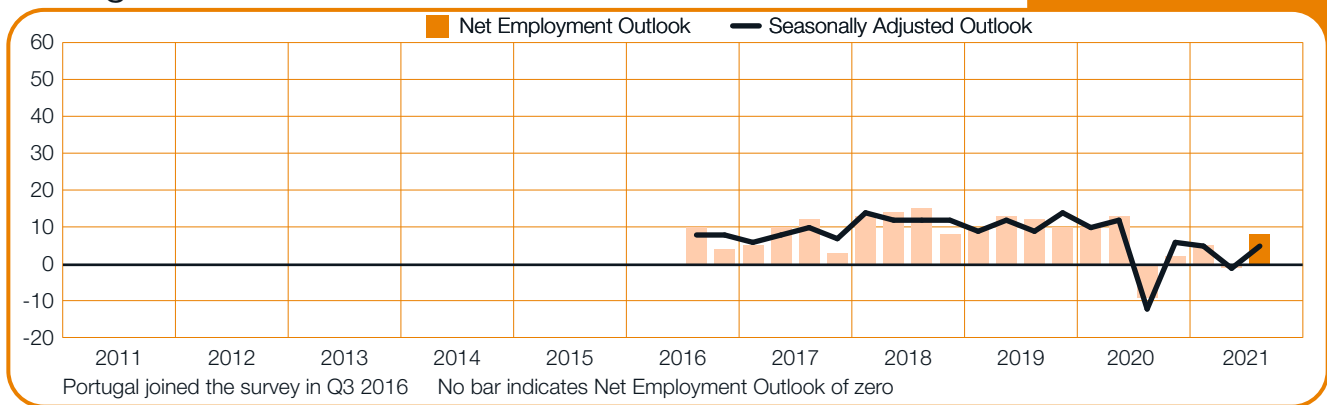
## Poland

**+9 (+7)%**



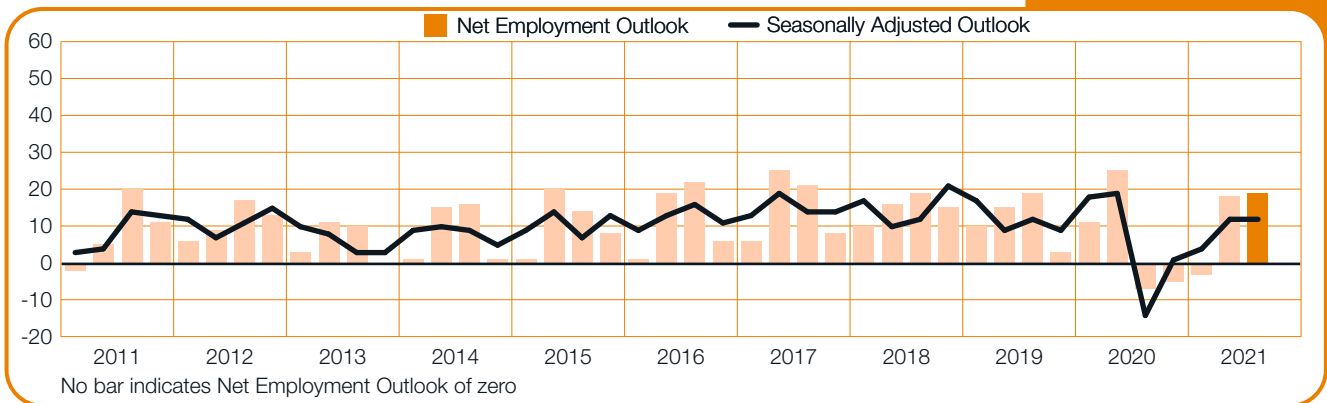
## Portugal

**+8 (+5)%**



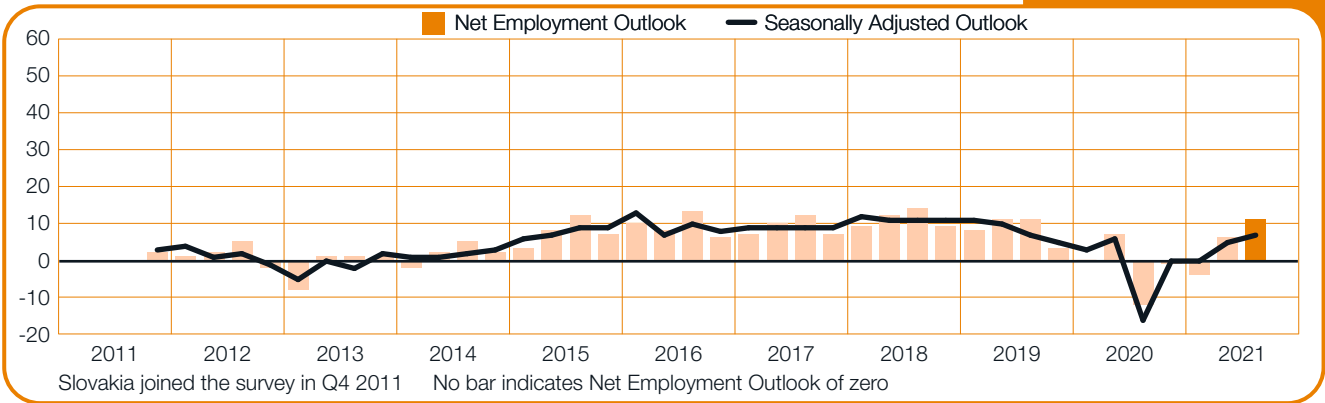
## Romania

**+19 (+12)%**



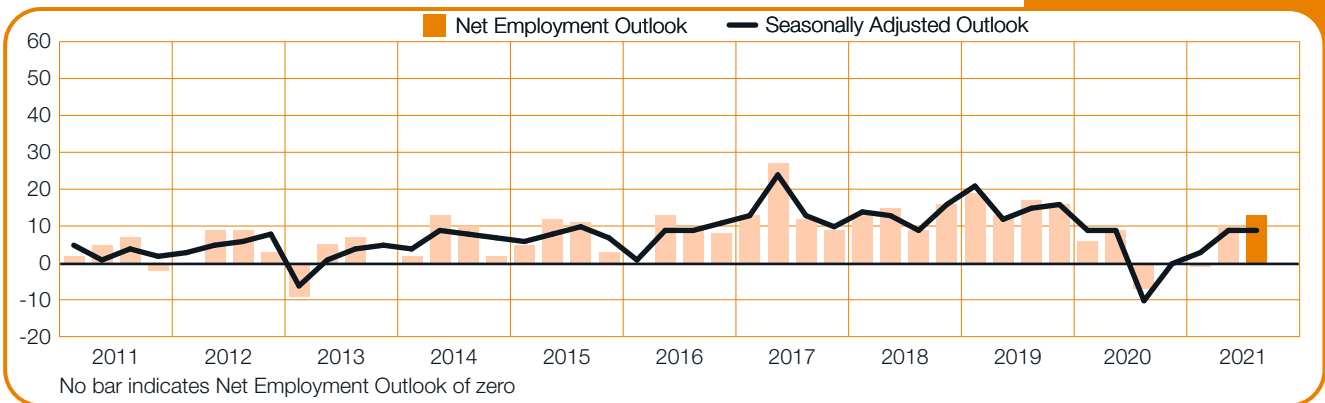
## Slovakia

**+11 (+7)%**



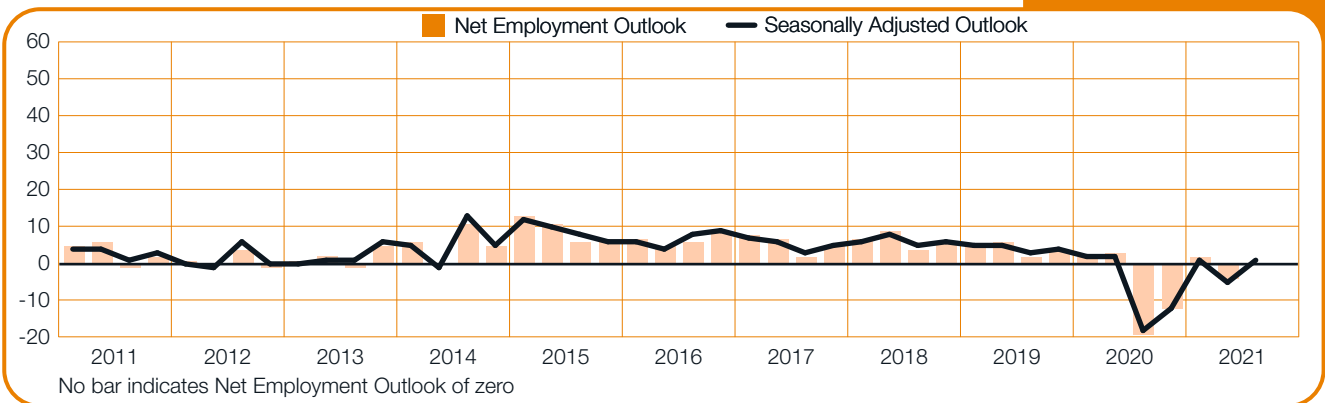
## Slovenia

**+13 (+9)%**



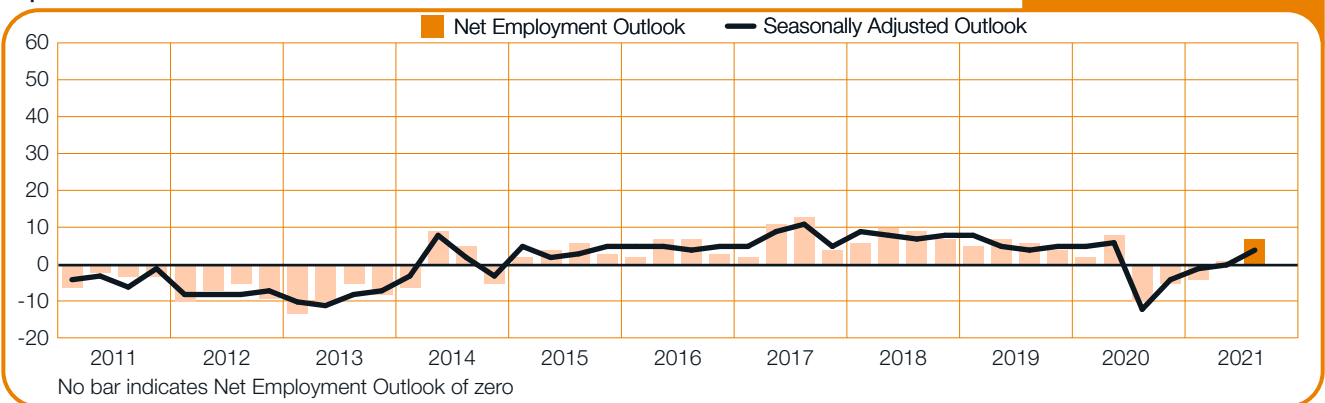
## South Africa

**0 (+1)%**



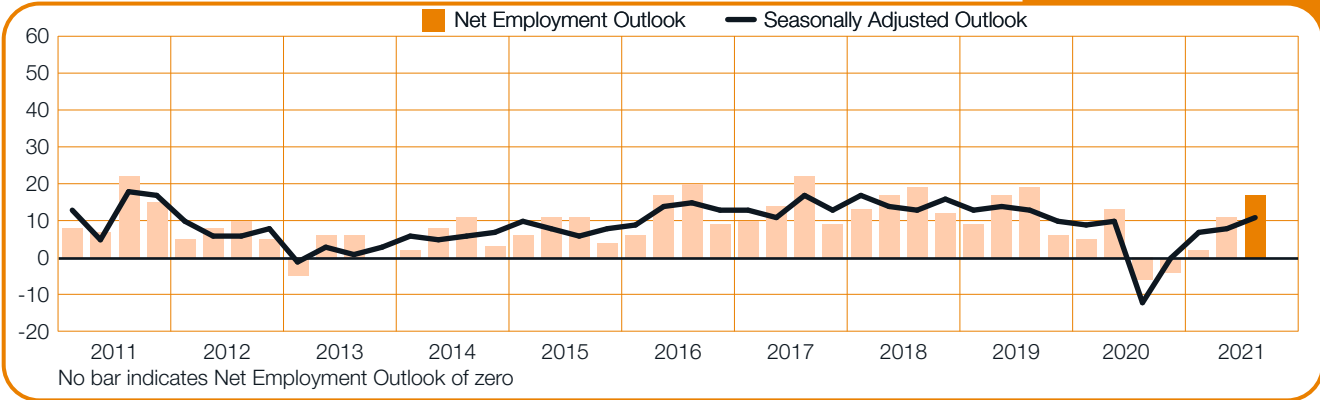
## Spain

**+7 (+4)%**



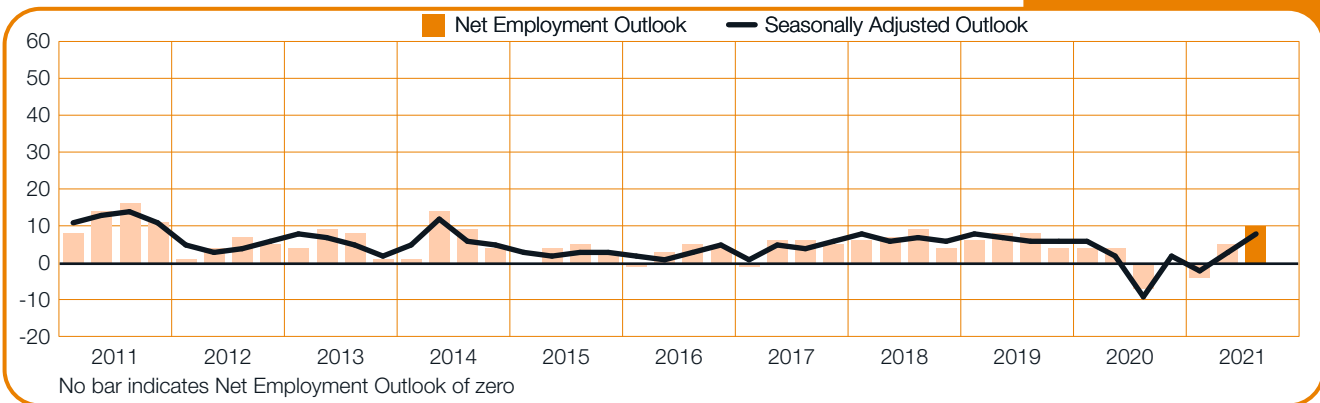
## Sweden

**+17 (+11)%**



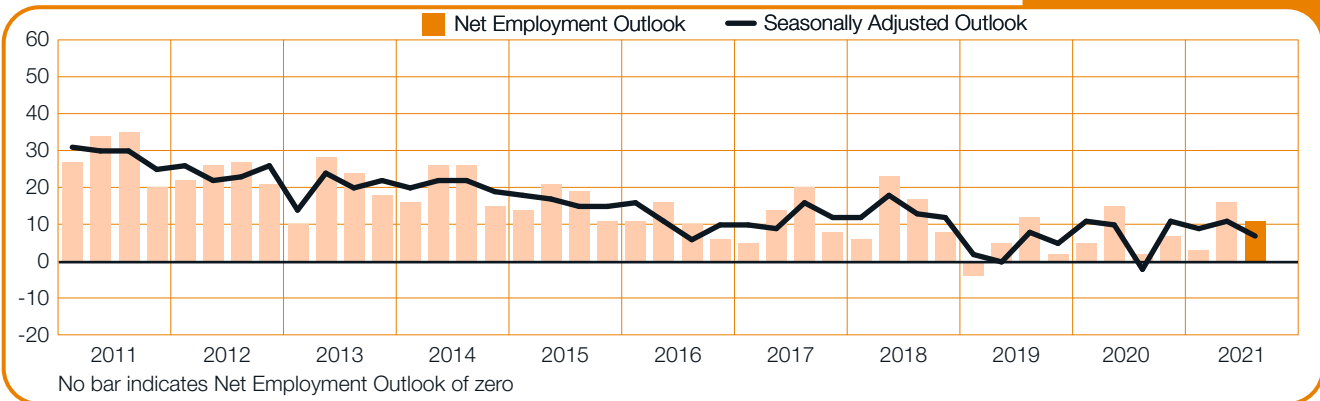
## Switzerland

**+10 (+8)%**



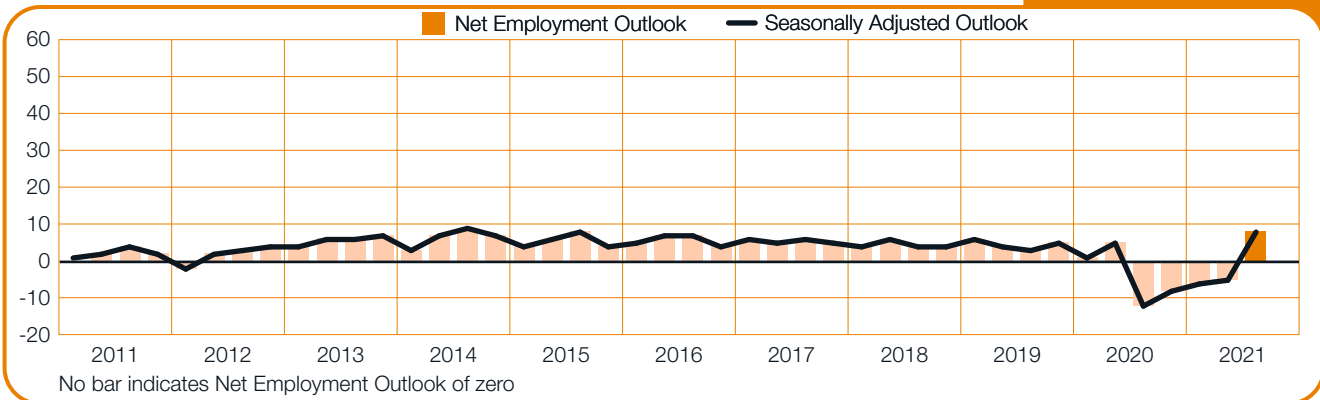
## Turkey

**+11 (+7)%**



## United Kingdom

**+8 (+8)%**



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# 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 2021, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is lower than normal in some countries. The survey is based on interviews with over 45,000 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 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 September 2021 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. ManpowerGroup intends to add seasonal adjustments to the data for Croatia 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 160 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 160 cities, we offer comprehensive and full range workforce solutions to more than 20,000 companies in the Greater China Region. On July 10th, 2019, ManpowerGroup Greater China listed on the Hong Kong Stock Exchange.

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](http://www.manpowergrc.com)







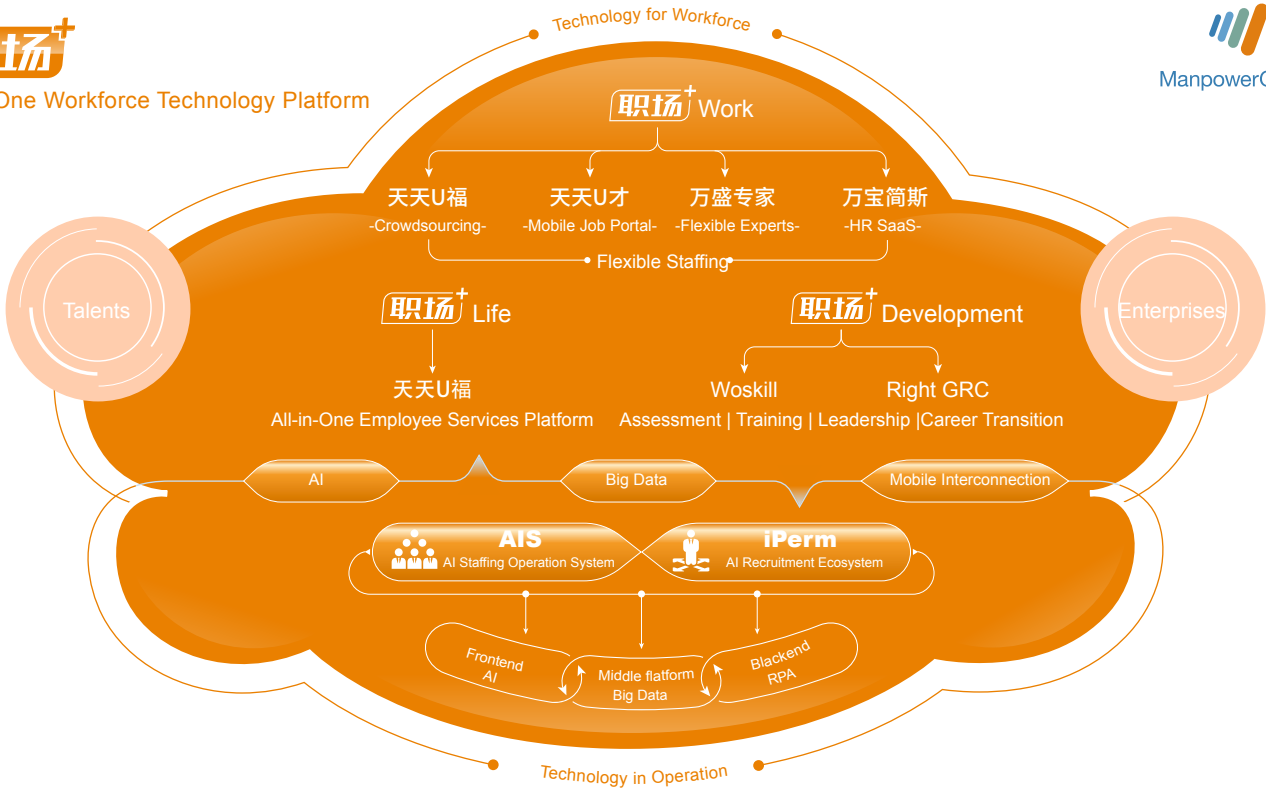
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Seven Workplace Technology Products

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- 天天U福** All-in-One Employee Services Platform
- 万盛专家** Elite think tank, flexible employment platform with expert
- WOSKILL** Focusing on the improvement of professional skillsets
- HR SaaS平台** Remote personnel service, personnel management, salary and social security management for Greater China Enterprises
- Right GRC** Be aimed at leadership development of management-level employees



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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.

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