

ManpowerGroup Employment Outlook Survey Quarter 3 2021:

According to ManpowerGroup, stable hiring expectations are anticipated despite the second wave of COVID-19

- The Net Employment Outlook (NEO) for the third quarter of 2021 is +1% seasonally adjusted, demonstrating a decrease of 1 percentage point in comparison with the previous quarter and an increase of 8 percentage points in the annual comparison.
- The regions that show the strongest hiring intentions are Cuyo and Patagonia, both with a NEO of +5%. NEA reports the weakest expectations for the second consecutive quarter, with a NEO of -3%.
- The Agriculture & Fishing sector leads the strongest intentions, with a NEO of +13%, while Services report the weakest ones, with a NEO of -6%.
- The field work for the Survey was carried out between April 12th – 27th, during the COVID-19 second wave and with new restrictions set in the country.
- Global Talent Shortages at highest level in 15 years (69%) and most difficult skills to find include: Accountability, reliability and discipline (33%), resilience, stress tolerance and adaptability (30%) and Initiative taking (26%).
- To overcome talent shortages employers are offering more flexibility and skills development.

Buenos Aires, June 8, 2021 – ManpowerGroup presented today the results of their Employment Outlook Survey for the third quarter of 2021, which refers to the period from July to September. The data was obtained by surveying more than 600 Argentine employers, which reported a Net Employment Outlook (NEO) of +1%, demonstrating a decrease of 1 percentage point when compared to the previous period and an increase of 8 percentage points in the annual comparison.

The value of NEO is obtained by taking the percentage of employers that expect to improve their payroll and subtracting the percentage of those that intend to decrease it during the next quarter.

Of all the Argentine employers surveyed, 80% do not expect to make changes in their employment levels, 7% plan to weaken their payrolls, 6% to increase them and the remaining 7% do not know if they will make changes during the third quarter of the year.

In addition, when we asked companies about their recovery expectations due to the impact of COVID-19 on their businesses, they mentioned the following:

- Most of the surveyed employers (42%) indicated that they **do not know when they will recover** the hiring levels prior to the COVID-19 pandemic, when in the survey of the previous quarter 12% had indicated this projection. In the annual comparison, the same percentage (42%) is found for this indicator.
- 32% of employers expect their companies to return to their pre-pandemic hiring levels **within the next 12 months**. When consulted in the previous quarter, 29% raised this recovery horizon.
- 14% of employers believe that hiring levels will never return to pre-pandemic values, when in the previous survey, 3% had expressed this.

- 12% of those surveyed thinks it will take **more than 12 months** to recover hiring levels, while in the previous quarter, 11% manifested these deadlines.
- Most employers are working to build **new kinds of flexibility** into roles that were previously seen as inflexible; 26% plan on offering a mix of remote working and workplace-based working and 24% of employers said they plan to incorporate flexible start and finish times.

“Although we observe a decrease of 1 percentage point in the NEO in comparison to the previous quarter, Argentine employers’ hiring intentions continue positive. This result is mainly driven by the Agriculture & Fishing sector and the Cuyo and Patagonia regions” says Luis Guastini, CEO of ManpowerGroup Argentina, who also explained: *“The relative stability may be linked to employers being more cautious in their expectations due to the second wave of COVID-19 and the restrictions set by the government. In any case, we noticed an increase of 8 percentage points in the annual comparison, after the weakest since the survey began”*.

Sector Comparison

In seven of the nine industrial sectors surveyed, employers expect to increase their staffing levels during the third quarter of 2021. This trend is led by the Agriculture & Fishing sector, with a NEO of +13%, followed by Construction, with +5% and by Manufacturing and Transport & Public Services, both with +3%. On the contrary, Services report the weakest hiring intentions, with a NEO of -6%, followed by Finance, Insurance & Real Estate, with -2%.

Compared to the previous quarter, hiring expectations weaken in six of the nine industrial sectors surveyed. The most notable decrease is reported by the Wholesale & Retail, Services and Mining, the three of them reporting a dip of 4 percentage points. To a lesser extent, Public Administration & Education and Manufacturing reveal a weaken of 3 percentage points in their expectations. On the contrary, Agriculture & Fishing reveals an increase of 9 percentage points and Transport & Public Services of 6 percentage points.

When comparing these results to the same period in the previous year, intentions strengthen in eight of the nine industrial sectors. Agriculture & Fishing lead this trend, demonstrating a variation of 19 percentage points, followed by Finance, Insurance & Real Estate and Mining, with an increase of 15 and 13 percentage points, respectively. On the contrary, the only sector that does not show a strengthen in its hiring intentions is Construction, which in turn does not present year-on-year variation.

Regional Comparison

In four of the six regions surveyed, employers project to increase their staffing levels during the third quarter of 2021. The Patagonia and Cuyo regions lead these expectations, both reporting a NEO of +5%, followed by the Pampeana region, with +3%. On the contrary, NEA reveals the weakest staffing plans with a NEO of -3%, followed by the City of Buenos Aires (AMBA), with -1%.

Compared to the previous quarter, hiring intentions improve in three of the six regions. Cuyo reports the most notable strengthen, of 4 percentage points, followed by Patagonia, with an increase of 2 percentage points. However, the Pampeana region reveals the most notable decrease, of 3 percentage points, followed by AMBA and NOA, both with a weaken of 2 percentage points.

When comparing the results with the same period surveyed in the previous year, expectations increase in all the regions. The most notable improve is seen in NOA, with 20 percentage points, followed by Patagonia, with 11 points.

Global Hiring Plans

In the Americas region, employers in the ten surveyed countries expect increases in their hiring intentions during the third quarter of the year. In addition, both in the comparison with the previous quarter and in the annual comparison, hiring expectations strengthen in all the countries surveyed. In any case, United States leads this trend with a NEO of +25% and in second place but at a great distance are located Costa Rica, Guatemala, and Mexico (all of them with +9%). On the other hand, Panama and Argentina (both with +1%) report the weakest intentions of the region.

Globally, employers expect to increase their staffing levels in 41 of the 43 countries surveyed. The strongest intentions are revealed first by United States (+25%) and second by Taiwan (+24%). In third place, and with some distance, is Australia (+17%). On the contrary, the weakest projections are informed by Hong Kong, South Africa, Panama and Argentina.

###

The next ManpowerGroup Employment Outlook Survey will be released on September 14th, 2021 to reporting hiring expectations for the fourth quarter of 2021. The ManpowerGroup report is available free of charge to the public and can be freely downloaded from www.manpowergroup.com/meos.

The results of the 43 countries can be seen in the new interactive tool of the Employment Expectancy Survey of ManpowerGroup in www.manpowergroup.com/meos.

###

ABOUT MANPOWERGROUP

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the twelfth year - all confirming our position as the brand of choice for in-demand talent.

###

For more information, please contact Edelman
Clara Minenna. – clara.minenna@edelman.com