



ManpowerGroup™

## **ManpowerGroup Employment Outlook Survey 2Q 2021: Taiwanese Employers Report the Most Optimistic Job Prospects across the Globe**

### **Mining & Construction sector employers anticipate the strongest hiring pace**

- *Job gains are forecast in all seven of Taiwan's industry sectors, with the strongest hiring plans in the Construction sector (+36%), the Finance, Insurance & Real Estate sector (+24%) and the Manufacturing sector (+24%).*
- *Job seekers in Taiwan can expect a healthy hiring climate during the next three months, according to employers who report a Net Employment Outlook of +23%. Hiring plans are 2 percentage points stronger in comparison with the prior quarter and are unchanged when compared with this time one year ago.*
- *13% of Taiwanese employers stated they expect their company to return to pre-pandemic hiring levels in the end of 2021, while 67% of employers say no change to hiring levels since COVID-19.*
- *5% of Taiwanese employers say employees must be vaccinated, while 54% of employers report it will be up to employees to decide.*
- *82% of employers plan to have their employees working at the workplace most of the time while 8% will enforce a mix of remote and workplace-based work schedule in the next 6-12 months.*

*Taipei, Taiwan (9 March, 2021)*

According to the ManpowerGroup Employment Outlook Survey (MEOS) released today, 1,029 Taiwan's employers who participated in the survey, 30% say they anticipate an increase in staffing levels in the next three months, 5% forecast a decrease and 62% expect no changes. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +24%. For the third consecutive quarter, employers in Taiwan anticipate the strongest labor market of all 43 countries and territories included in the Manpower Employment Outlook Survey.

The report also highlights confidence in a labor market rebound. According to the data results, 13% of Taiwanese employers stated they expect their company to return to pre-pandemic hiring levels in the end of 2021, while 67% of employers say no change to hiring levels since COVID-19. Regarding ways of working over the next 6-12 months, the preference is for employees to return to the office, with 82% of employers indicating staff would be in-office most of the time, 8% stating they would offer a hybrid mix of remote and workplace.

With the global roll-out of COVID-19 vaccines in full effect, employers were also asked how their organization will likely respond in the same survey. Only 5% of Taiwanese employers surveyed feel their staff should be vaccinated, while most employers (54%) have no plans to introduce a fixed vaccination policy and leaving it to their workers to decide. Meanwhile, 29% intend to encourage vaccination by highlighting the benefits or offering incentives, while 2% will mandate vaccination for some roles only.

Workforce gains are expected in all seven of Taiwan's industry sectors during the forthcoming quarter. Hiring prospects improve in four sectors when compared with the previous quarter, while weakening in three. In a comparison with the second quarter of 2020, Outlooks also strengthen in four sectors, but decline in three.

"So far, the COVID-19 has been notably under controlled in Taiwan. We could see the major economic indicators have shown a steady growth trend and Job seekers can expect the strongest hiring pace in three years during the April to June period. It's worth noting that Finance, Insurance & Real Estate sector and Wholesale & Retail Trade sector gain the largest increase, due to the bull market and strong domestic demand," said Joan Yeh, Manpower General Manager of ManpowerGroup Taiwan.

For the seventh consecutive quarter, Mining & Construction sector employers report the strongest hiring sentiment in Taiwan. Standing at +35%, the sector's Outlook remains relatively stable quarter-over-quarter, but dips by 5 percentage points when compared with this time one year ago. Wind energy is one of the fastest-growing renewable energies in Taiwan and many key wind farm projects are stepping up the recruitment of talents, especially professionals in the grouting.

Finance, Insurance & Real Estate sector employers (+28%) report stronger hiring prospects when compared with the Outlook, increasing by 4 and 6 percentage points from 1Q 2021 and 2Q 2020, respectively. Because of the Fintech tendency, many financial holding companies plan to add more employees, including technical management associates with non-financial backgrounds such as software developers, designers and engineers. In addition, due to the hot real estate market, estate agents, service specialists, and secretaries are extremely hot-shot talents.

The healthy Outlook of +27% for the Manufacturing sector is the strongest in more than two years, increasing by 2 percentage points in comparison with the prior quarter and by 9 percentage points when compared with this time one year ago. Semiconductor Companies are expected to expand recruitment in the next quarter due to the process advancement and capacity expansion. In addition to traditional equipment engineers, there is a lot of demand for process engineers, software engineers, AI engineers and infrastructure engineers.

The most noteworthy increase of 5 percentage points is reported by Wholesale & Retail Trade sector with the Outlook of +24% for the coming quarter. Hiring plans also improve by 5 percentage points both quarter-over-quarter and year-over-year. Benefiting from the bull market, the buying momentum for boutique products is strong, and employers in department stores, fashion and apparel sector are actively recruiting first-line service personnel. However, due to the recurrence of the international pneumonia epidemic, it is necessary to carefully observe the follow-up growth momentum.

Employers in the Service sector, solid workforce gains are expected in the forthcoming quarter, with reporting an Outlook of +19%. The Outlook remains relatively stable when compared with the previous quarter, and is 11 percentage points weaker when compared with 2Q 2020.

Employers in the Transportation & Utilities sector, who report an Outlook of +15%, job seekers can expect an active labor market in the second quarter of 2021. Hiring prospects

decline by 2 percentage points in comparison with 1Q 2021 and are 5 percentage points weaker when compared with this time one year ago.

Leisure & Hospitality sector\* employers anticipate the most cautious labor market with an Outlook of +8%, decreasing by 6 and 3 percentage points from 1Q 2021 and 2Q 2020, respectively.

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 survey will be released June 8, 2021 and will report hiring expectations for Q3 2021.

\* Data for the Restaurants & Hotels sector is not seasonally adjusted.

# # #

#### **About the Survey**

The global leader in innovative workforce solutions, ManpowerGroup® releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 37,500 employers in 43 countries and territories. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the 'Monthly Monitor'. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

#### **About ManpowerGroup Taiwan**

ManpowerGroup Greater China Limited (Stock code: 2180) 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 130 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.

We commit 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".

ManpowerGroup Taiwan (Registered as Manpower Services (Taiwan) Co., Ltd.) provides employers a range of services and solutions for the entire employment and business cycle including permanent, temporary and contract recruitment, employee assessment and selection, training, outplacement, outsourcing and consulting. We help both companies and individual achieve more than they imagined. For more information, please visit: [www.manpowergrc.tw](http://www.manpowergrc.tw)