



UNDER STRICT EMBARGO UNTIL MARCH 9, 2021 – 00:01

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY 2Q 2021

Over 20% of Brazilian employers report hiring intentions in 2Q 2021, according to ManpowerGroup survey

- *Employers in Brazil report optimistic hiring plans for the 2Q 2021. Of the 652 Brazilian employers surveyed, 21% expect to increase payrolls, while 69% do not expect changes in their staff and 8% expect to reduce their payroll.*
- *The Net Employment Outlook in Brazil for the 2Q 2021 is 9%, only 1 percentage point down when compared to the previous quarter, and 4 percentage points down in comparison with the 2Q 2020, before COVID-19.*
- *This result places Brazil as the country with the most optimistic hiring intentions in the Americas, only behind the United States, which reports an Outlook of +18%.*
- *24% of employers say pre-pandemic hiring levels will return at the end of 2021, while 39% expect that hiring intentions have not changed since the beginning of the Covid-19 pandemic.*
- *Hiring intentions are anticipated in seven of the eight industry sectors in the next quarter. The strongest hiring activity are forecast for Services and Wholesale & Retail Trade sectors, both with an Outlook of +13%.*

São Paulo, March 9, 2021 – Even amidst the economic instability aggravated by the COVID-19 effects, Brazilian employers seek to overcome the challenges and are optimistic for the next three months. Approximately 21% of employers surveyed report hiring intentions for the 2Q 2021, according to the ManpowerGroup Employment Outlook Survey. The survey also indicates that 8% intend to reduce their staff, 69% do not intend to make any changes and 2% are unsure. This data reveals an Outlook of +9% for the next quarter. This result represents a relatively stable when compared with the previous quarter, when the country recorded +10%, but a decline of 4 percentage points in comparison with the same period last year, with no impacts of the pandemic. The interviews were conducted between January 6 to 26, 2021, and included 652 employers.

The survey also showed that 24% of employers believe in a return to pre-Covid hiring levels at the end of 2021, while 39% believe that hiring intentions have not changed since the beginning of the pandemic. Only 4% of the interviewees say that hiring levels will never get back to pre-pandemic levels. The survey also questioned the Brazilian employers about the policies that should be adopted by companies regarding their employees when a vaccine becomes available: for 43%, all employees must be vaccinated, while 23% are not planning to implement a fixed immunization rule and will leave it as an individual choice.

“Despite the growth in the second wave of infections caused by the Covid-19 in Brazil, hiring intentions for the second quarter of 2021 continue to be optimistic for the period from April to June. Employers believe that pre-Covid levels will be resumed by the end of this year, and 21% indicate an increase in hiring levels, which is the most optimistic percentage since the 2Q 2020. This result was mainly driven by the growth in hiring intentions in the Services and Wholesale & Retail Trade sectors, and by the recovery in the Rio de Janeiro State. The start of vaccination also creates expectation of recovery, and drives this result”, says Nilson Pereira, CEO of ManpowerGroup.

When compared with the 1Q 2021, hiring intentions improved in 24 countries and territories, while 16 countries expect a reduction in payrolls. The strongest hiring intentions are reported in Taiwan (+24%), the United States (+18%), Australia (+17%), and Singapore (+17%). The weakest hiring Outlook is reported in Panama (-8%), the United Kingdom (-5%) and South Africa (-5%). ManpowerGroup interviewed 42,135 employers in 43 countries and territories.

Sector comparisons

Positive hiring intentions are anticipated in seven of the eight industry sectors surveyed. The strongest hiring activity is forecast for Services sector, with an Outlook of +13% (improving 14 percentage points when compared with the previous quarter); as well



as the Wholesale & Retail Trade, which also reports +13% Outlook. The weakest hiring intention is reported for the Public Administration & Education sector, with -5%, remaining unchanged from the previous quarter. This sector shows a negative Outlook for the fourth consecutive quarter.

Industry Sectors	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Services	+13%	+14 pp	-5 pp
Wholesale & Retail Trade	+13%	-2 pp	+1 pp
Manufacturing	+11%	-1 pp	-2 pp
Construction	+10 %	0 pp	+1 pp
Finance, Insurance & Real Estate	+10 %	-3 pp	0 pp
Transportation & Utilities	+5%	-2 pp	-5 pp
Agriculture, Fishing & Mining	+2%	-6 pp	-18 pp
Public Administration & Education	-5%	0 pp	-16 pp

Regional comparisons

Employers forecast an increase in hiring intentions in all five Brazilian regions. For the fourth consecutive quarter, employers in Paraná State report the strongest hiring pace with an +18%, repeating the results of the previous quarter, and improving 6 percentage points when compared with the second quarter of 2020. After four quarters with negative hiring intentions, Rio de Janeiro State reports an Outlook of 6%, which corresponds to a growth of 9 percentage points in the quarterly comparison, and of 6 p.p. from the 2Q 2020. The weakest hiring intentions are reported in São Paulo State, declining 5 and 15 percentage points against the 1Q 2021 and the 2Q 2020, respectively.

Region	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Paraná State	+18%	+0 pp	+6 pp
São Paulo City	+8%	+2 pp	-6 pp
Minas Gerais State	+7%	-5 pp	-10 pp
Rio de Janeiro State	+5%	+9 pp	+6 pp
São Paulo State	+3%	-4 pp	-15 pp

Organization Size Comparisons

The survey reports increase in two of the four organization size categories. Large companies report the strongest Outlook, with +23%, an increase of 2 percentage points from the 1Q 2021. Employers of Medium companies report an Outlook of +14%. Meanwhile, the weakest Outlook, of -5%, is reported by micro companies.

Organization Size	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Large	+23%	+ 2 pp	-3 pp
Medium	+14%	0 pp	0 pp
Small	-3%	-4 pp	- 4 pp
Micro	-5%	-1 pp	- 5 pp

The next survey will be released on 8 June 2021 and will report hiring expectations for Q3 2021.



(*) 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.

About the survey

The ManpowerGroup Employment Outlook Survey for the 1Q 2021 was conducted from January 6th and 26th, 2021**, and includes a significant sample of employers from over 37,000 private business and government organizations in 43 countries and territories. In Brazil, 652 employers were interviewed. The survey's objective is to measure employers' intentions to increase or decrease their workforce in the next quarter. All participants answered the same question: "How do you anticipate total employment at your location to change in the three months to the end of December 2020 as compared to the current quarter?" It is the only prospective survey of this kind, and it is unmatched in size, scope, longevity, and focus area. The survey has existed for over five decades and is one of the world's most reliable one on employment activities. It is considered a highly respected economic indicator. It is noteworthy that in the second quarter of 2008, the survey adopted the TRAMO-SEATS model for seasonal data adjustment. As a result, you may notice that some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally.

Note from the editors

Full survey results for each of the 43 countries and territories included this semester, as well as regional and global comparisons, can be found in the Manpower Press Room at www.manpower.com/meos. In addition, all tables and graphs of the full report are available for download, publication, or broadcast in the ManpowerGroup Visual Library, also located in the Press Room at <http://www.manpowergroup.com/library>. Results for all 43 countries can be viewed in the new interactive Explore the ManpowerGroup Employment Outlook Survey tool at: <http://manpowergroup.com/DataExplorer/>.

** The survey was conducted from October 15th to 27th during the exceptional circumstances of the COVID-19.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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