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**ManpowerGroup Employment Outlook Survey Q3 2021 Results:**  
*Japanese employers report respectable hiring intentions for the third quarter of 2021.*

- Net Employment Outlook is +10%
- Finance, Insurance & Real Estate sector (+16%) employers expecting the strongest hiring pace
- Job gains are anticipated in all three (Tokyo, Osaka, Nagoya) regions.

**Minato-Ku, Tokyo, Japan** (June 8, 2021) - ManpowerGroup Co., Ltd. Representative Director and President Masahiro Ikeda, today announced the results of the ManpowerGroup Employment Outlook Survey conducted to measure employer hiring intentions for July - September 2021. Employers in **Japan** report respectable hiring intentions for the third quarter of 2021. With 17% of employers expecting to increase in payrolls, 6% anticipating a decrease and 46% forecasting no change, the seasonally adjusted Net Employment Outlook (NEO)\* for the coming quarter stands at **+10%**. Hiring prospects improve by 5 percentage points in comparison with the prior quarter and remain relatively stable when compared with this time one year ago, when COVID-19 first had an impact on hiring plans.

Employers in all seven industry sectors forecast an increase in payrolls during the third quarter of 2021. The strongest hiring pace is anticipated in the **Finance, Insurance & Real Estate sector**, where the Net Employment Outlook stands at **+16%**. Services sector employers expect a steady increase in payrolls, reporting an Outlook of +14%, while the Mining & Construction sector Outlook is +12%. In both the Public Administration & Education sector and the Wholesale & Retail Trade sector, employers report cautiously optimistic hiring sentiment with Outlooks of +10%, while Outlooks stand at +9% and +8% in the Manufacturing sector and the Transportation & Utilities sector, respectively.

Hiring plans strengthen in all seven industry sectors when compared with the previous quarter. Manufacturing sector employers report the most notable increase of 14 percentage points, and the Wholesale & Retail Trade sector Outlook is 9 percentage points stronger. Elsewhere, Outlooks improve by 8 percentage points in the Services sector and by 7 percentage points in the Transportation & Utilities sector, while increases of 5 percentage points are reported in two sectors – the Mining & Construction sector and the Public Administration & Education sector.

In a comparison with the same period last year – when COVID-19 first had an impact on hiring intentions – hiring plans improve by 11 percentage points in the Public Administration & Education sector and by 9 percentage points in the Wholesale & Retail Trade sector. However, Transportation & Utilities sector employers report a decline of 13 percentage points and the

Outlook for the Services sector is 3 percentage points weaker. Elsewhere, hiring sentiment remains relatively stable in the remaining three sectors.

Job gains are anticipated in all three regions during the forthcoming quarter. The strongest hiring sentiment is reported in Osaka, where the Net Employment Outlook is +18%. Elsewhere, Outlooks stand at +12% in Nagoya and +11% in Tokyo.

Osaka employers report a sharp improvement of 23 percentage points when compared with the previous quarter, while Outlooks are 8 and 7 percentage points stronger in Tokyo and Nagoya, respectively.

In a comparison with last year at this time – when COVID-19 first had an impact on hiring intentions - Nagoya employers report a considerable improvement of 9 percentage points, and the Outlook for Osaka is 4 percentage points stronger. However, Tokyo employers report a slight decline of 2 percentage points.

\*The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.

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- Survey Period: 15 April 2021 – 22 April 2021
- Survey Target: HR Directors in 7 sectors in Tokyo, Osaka, and Nagoya  
1) Finance, Insurance & Real Estate, 2) Manufacturing, 3) Mining & Construction,  
4) Public Administration & Education (including government offices and schools),  
5) Services (including information processing, software, entertainment), 6) Transportation & Utilities,  
7) Wholesale Trade & Retail Trade
- Survey Questionnaire: “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 (including contract and temporary)?”
- Method: Collected by a.) telephone contacts and b) e-mail questionnaires
- No. of valid replies: 1,071 employers all over Japan (over 45,000 employers across 43 countries and territories worldwide)

#### **Global Employment Outlook:**

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

\* Data is not seasonally adjusted for Croatia and Portugal

The complete results for the ManpowerGroup Employment Outlook Survey are available for download at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next survey will be released September 14, 2021 and will report hiring expectations for Q4 2021.

### **About the ManpowerGroup Employment Outlook 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?"

### **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 more 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 12th year - all confirming our position as the brand of choice for in-demand talent.

### **About ManpowerGroup Co., Ltd.**

ManpowerGroup Co., Ltd. was established in 1966 as a wholly owned Japanese subsidiary of ManpowerGroup. ManpowerGroup has built foundation of the temporary work services and has been providing high-quality services. More information on ManpowerGroup Co., Ltd. can be found at the company's Web site, [www.manpowergroup.jp](http://www.manpowergroup.jp)

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