

## ManpowerGroup Employment Outlook Survey 3Q 2020: Taiwanese Employers Report Conservative Hiring Intentions, stronger than other countries.

- *The Weakest Taiwanese Employment Outlook Since 2009, +3%*
- *The strongest hiring pace is forecasted by Mining & Construction sector (+24%), and steady job gains are expected in the Finance, Insurance & Real Estate sector (+11%).*
- *57% of Taiwanese employers expect hiring to return to pre-COVID-19 levels within the next 12 months.*
- *Globally, employers in 35 of the 43 countries and territories surveyed expect to trim payrolls during the coming quarter, while employers expect to increase payrolls in 7.*

**Taipei, Taiwan (9 June, 2020)** – According to the latest ManpowerGroup Employment Outlook Survey released today, Taiwanese employers report conservative hiring intentions for the third quarter of 2020, reporting a seasonal adjusted Net Employment Outlook of +3%. Hiring plans are the weakest reported in 11 years, declining by 20 percentage points when compared with the previous quarter and by 18 percentage points in comparison with the same period last year. It's worth mentioning that Taiwanese employers still anticipate the stronger labor markets than other countries.

For the survey, a total of 1,061 Taiwanese employers were asked, *“How do you anticipate total employment at your location to change in the three months to the third quarter of 2020 as compared to the current quarter?”* In response, 16% of employers expecting an increase in payrolls, 9% forecasting a decrease and 72% anticipating no change, the resulting Net Employment Outlook is +7%. After the data was seasonally adjusted, the Outlook stands at +3%.

Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and the subsequent economic shutdown in many countries including Taiwan.

This survey particularly investigated the impact of the COVID-19 pandemic on business and recruitment expectations. It was found that 54% of Taiwanese employers report their normal business activity has been halted by the COVID-19 outbreak. 37% of the respondents said that their businesses activity unaffected. 12% of Taiwanese employers expect their company to return to pre-COVID-19 hiring levels within three months *with those in Service sector most optimistic.*

“It is obviously some industrial activities have been forced to halt or stop impacted by the epidemic. On the contrary, it has also driven business looking for digital transformation and different work pattern to meet the market change.” said Allen Ng, the Experis General Manager of ManpowerGroup Taiwan. “According to the survey, resulting 80% of employers anticipate to trim payrolls for the forthcoming quarter.



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Taiwanese employers, however, responses a positive Outlook in this survey. The main reason is observed as various bailout programs launched by the government to assist on both employers and employees to overcome the difficulties. Meanwhile, job seekers noticed that the recruitment cycle has gotten longer because of the impact of COVID-19, especially for those who return from overseas. We also observed that the willingness of foreign talents to return to Taiwan generally increased, compared with the same period last year. In the long run, it will be a great opportunity of mutual matching for both employers and candidates.”

### **Sector Comparisons**

Employers in six of Taiwan’s seven industry sectors anticipate an increase in payrolls during the forthcoming quarter, although Restaurants & Hotels\* sector employers anticipate a decline in staffing levels.

Hiring plans weaken in all seven sectors in comparison with both the prior quarter and last year at this time, with employers in five sectors reporting their weakest Outlooks in 11 years.

The strongest sector hiring pace is forecast by Mining & Construction sector employers, with an Outlook of +24%, while steady job gains are expected in the Finance, Insurance & Real Estate sector, with an Outlook of +11%. Elsewhere, Wholesale & Retail Trade sector and Manufacturing sector reporting Outlook of +9% and +7% respectively, while the Services sector and Transportation & Utilities sector, reporting Outlook of +5% and +3% respectively. The weakest hiring intentions are reported by employers in the Restaurants & Hotels sector\*, where the Outlook stands at -20%.

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

### **Finance, Insurance & Real Estate**

Employers forecast a steady hiring pace in the next three months, reporting a Net Employment Outlook of +11%. However, hiring prospects decline by 11 percentage points when compared with the previous quarter and are 14 percentage points weaker in comparison with the same period last year.

### **Manufacturing**

Employers anticipate some job gains in the coming quarter, reporting stronger hiring prospects when compared with the national Outlook. The sector’s Outlook of +7% decreases by 10 and 12 percentage points when compared with both the prior quarter and last year at this time.

### **Mining and Construction**

Job seekers can expect an active labor market in the third quarter of 2020, according to employers who report a Net Employment Outlook of +24%. Hiring plans decline by 14 percentage points when compared with the previous quarter and are 4 percentage points weaker in comparison with this time one year ago.

### **Services**



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With a Outlook of +5%, employers expect a modest hiring pace during forthcoming quarter. hiring intentions decline sharply in comparison with both the prior quarter and last year at this time, decreasing by 24 and 26 percentage points, respectively.

### **Transportation & Utilities**

Reporting a Net Employment Outlook of +3%, employers anticipate limited hiring activity during the forthcoming quarter. Hiring prospects decline by 9 percentage points when compared with the previous quarter and are 20 percentage points weaker year-over-year.

### **Wholesale & Retail Trade**

Employers forecast a conservative hiring pace during July to September period, reporting a Net Employment Outlook of +9%. The Outlook decreases by 10 percentage points in comparison with 2Q 2020 and is 21 percentage points weaker when compared with this time one year ago.

### **Restaurants & Hotels**

Based on unadjusted survey data, employers report gloomy hiring plans for the next three months with a Net Employment Outlook of -20%. Hiring intentions weaken sharply both quarter-over-quarter and year-over-year, declining by 31 and 42 percentage points, respectively. It is the weakest hiring plans reported since the sector was first included in the survey three years ago.

### **Organization Size Comparisons**

Participating employers are categorized into one of three organization sizes: Small businesses have up to 49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Job gains are expected in all three organization size categories during the next three months. Medium- and Small-size employers report Outlooks of +6%, while the Outlook of +2% is reported by Large firms.

When compared with the previous quarter, the Outlook for Small and Medium-size businesses decline by 11 percentage points, while the Outlook for Large firms declines by 25 percentage points.

In a year-over-year comparison, the Outlook for Large firms decline by 24 percentage points, while 20 percentage points decline reported by Medium employers and 9 percentage points decline reported by Small firms.

### **Global Outlook**

In total over 34,000 employers were surveyed by ManpowerGroup in the 43 countries and territories to measure employer hiring intentions for the third quarter of 2020. Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and the subsequent economic shutdown in many countries. On the basis of seasonally adjusted analysis, employers in 35 of the 43 countries and territories surveyed expect to reduce payrolls in the period up to the



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end of September 2020, while payroll gains are expected in seven countries and a flat labor market is anticipated in one. The strongest hiring activity is anticipated in Japan, India, the U.S., China and Taiwan, while the weakest labor markets are expected in Singapore, Costa Rica, Colombia, Peru and South Africa.

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 Manpower Employment Outlook Survey will be released on **8th September 2020** to report hiring expectations for the final quarter of 2020.

### **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 34,000 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)



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