



GLOBAL EMPLOYERS REPORT IMPROVED HIRING OUTLOOKS IN MANY MARKETS FOR Q2

Employers are more optimistic than last quarter about time to labor market recovery, with 77% expecting pre-pandemic hiring levels will return before the end of the year.



GLOBAL EMPLOYER HIRING EXPECTATIONS FOR MARCH THROUGH JUNE

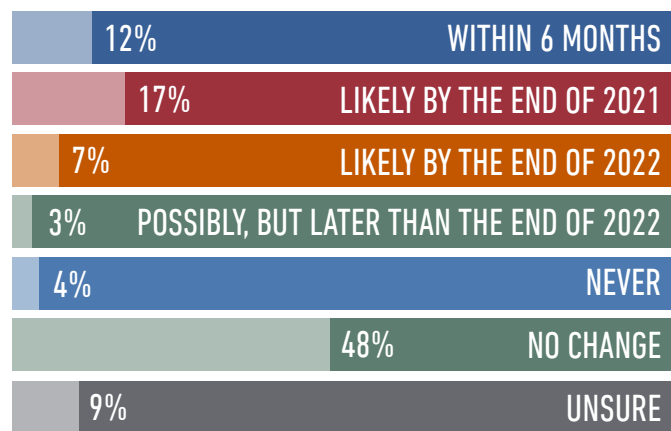
“There is light at the end of the tunnel and the progress of vaccination roll-outs is fueling more optimistic hiring outlooks in many markets,” said Jonas Prising, ManpowerGroup Chairman and CEO.



“Yet we continue to see evidence that this recovery will be two speed, with some industries able to digitize at speed bouncing back faster and thriving – while others are at risk of falling further behind. Upskilling at speed and scale was important before the pandemic, now it is urgent - workforce transformation and fast-changing demand for skills will continue unabated and we must ensure that in this recovery opportunity is shared with the many not the few.”

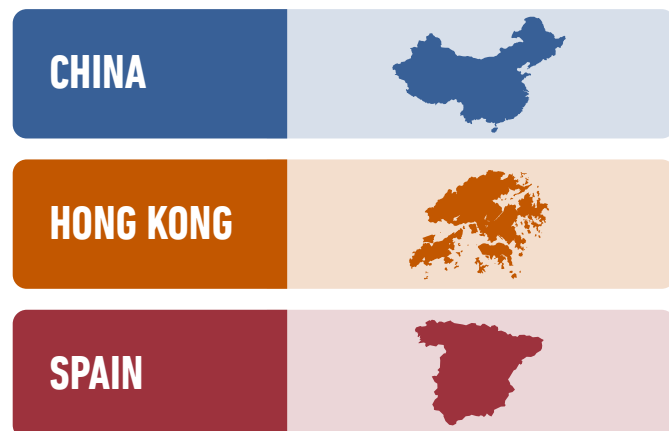
EMPLOYERS WHO REPORT HEADCOUNT HAVE BEEN IMPACTED BY COVID-19 PREDICT LONGER TIME TO RECOVERY

Most employers (77%) are optimistic and expect pre-pandemic hiring levels will return by end of 2021



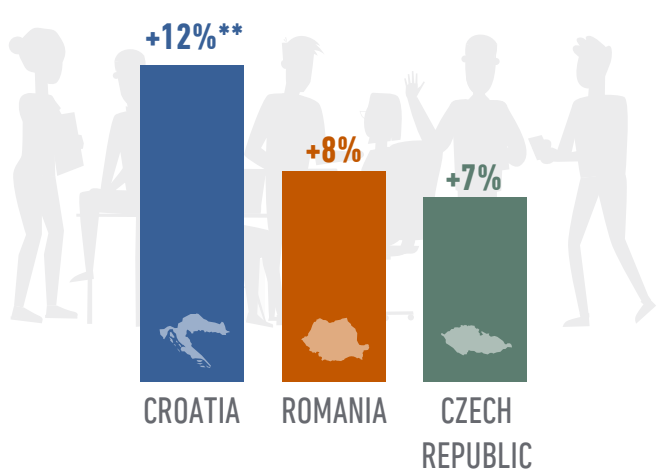
CAUTIOUS OPTIMISM AHEAD

Hiring intentions strengthen in 24 countries compared with the previous quarter, decline in 16 and remain the same in three



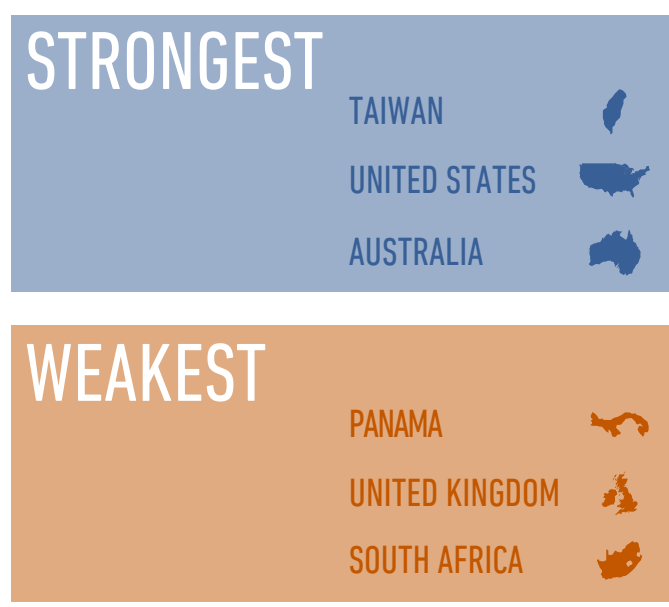
BIGGEST IMPROVEMENTS SINCE LAST QUARTER

The biggest quarter-over-quarter improvements are reported by employers in Croatia (+12%**), Romania (+8%) and Czech Republic (+7%)

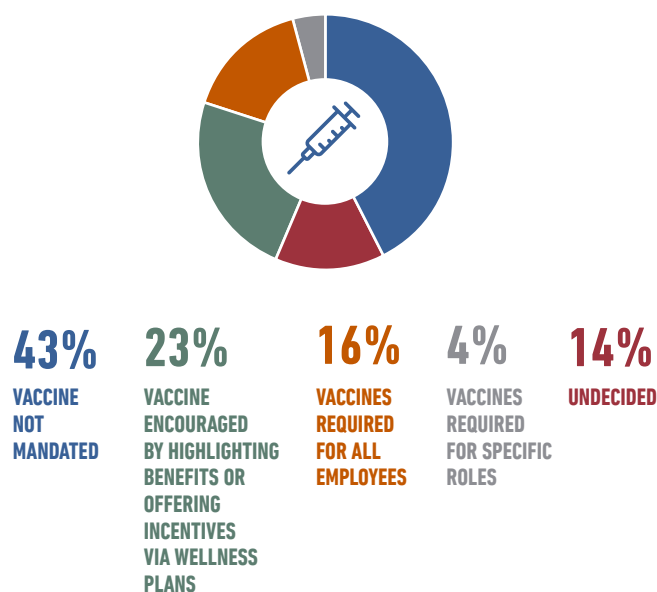


STRONGEST VS. WEAKEST INTENTIONS

Strongest and Weakest Hiring Outlooks for Q2

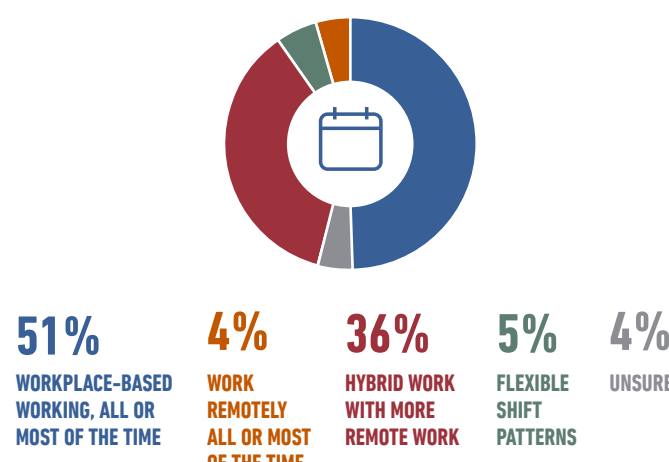


AS MORE VACCINES ARE APPROVED AND ROLLED OUT, 43% OF EMPLOYERS DO NOT INTEND TO MANDATE VACCINATIONS



BACK TO THE FUTURE? NOT SO FAST.

How people will work in the next 6-12 months



Employers are more optimistic about time to recovery than last quarter, the majority expect a return to pre-pandemic hiring levels by end of 2021: Employers in **India, Hong Kong and the U.S.** are most optimistic about returning to pre-pandemic hiring by end of 2021, employers in **Germany, France, the Netherlands and Poland** the least optimistic.

*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 decreased in hiring activity. **Data is not seasonally adjusted for Croatia or Portugal.