

ManpowerGroup Employment Outlook Survey 4Q 2020: Taiwanese Employers Report Positive Hiring Prospects, with a seasonally adjusted Net Employment Outlook of +20%.

- *Reporting a +20% national Outlook for 4Q 2020, strengthen by a considerable margin when compared with the previous quarter +3%.*
- *Mining & Construction sector employers (+32%) expect brisk hiring activity in the forthcoming quarter, with strong labor markets also expected for the Finance, Insurance & Real Estate sector (+23%) and the Services sector (+23%).*
- *25% of Taiwanese employers considering offering the option of remote work and flexible hours for employees in post-COVID19.*

Taipei, Taiwan (8 September, 2020) – According to the fourth quarter results of ManpowerGroup Employment Outlook Survey released today, Taiwanese employers anticipate an upbeat hiring pace during the October to December period, reporting a seasonally adjusted Net Employment Outlook of +20%.

Hiring sentiment improves by a considerable margin of 17 percentage points when compared with the previous quarter, but is 2 percentage points weaker in comparison with last year at this time. Globally, the strongest hiring intentions is reported in Taiwan for the 4Q 2020 Manpower Employment Outlook Survey.

For the survey, a total of 1,094 Taiwanese employers were asked, “How do you anticipate total employment at your location to change in the three months to the fourth quarter of 2020 as compared to the current quarter?” In response, 23% of employers expect to increase payrolls, 5% forecast a decrease and 71% anticipate no change, resulting in a Net Employment Outlook of +18%. After the data was seasonally adjusted, the Outlook stands at +20%.

Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the fourth quarter of 2020 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

“According to the data, Taiwanese employers are optimistic in hiring prospects for the fourth quarter. Backtracking the data from our historical Outlook Survey, we found that the recovery period for Taiwanese employers in response to the epidemic has been shortened by six months when compared with the economic crisis ten years ago. Reasons observed as COVID-19 has been properly controlled, the impact of epidemic has slowdown that strengthen employers’ confident in Taiwan’s economy. Therefore, Taiwanese employers are not pessimistic as 3 months ago, especially the Restaurants & Hotels sector which hiring sentiments is greatly improved. As far as the pandemic influence is concerned, the risk of the uncertainty cannot be ignored. Although employers expect hiring Outlook improved for all industry sectors for the upcoming quarter, it is still too early to speak of recovery.” said Allen Ng, the Experis General Manager of ManpowerGroup Taiwan.



The survey also highlights some of the lost-lasting transformative effects that the pandemic has had on the workforce, as it asks employers how it expects their ways of working will change. Globally, 39% of employers plan to offer remote work and flexible hours in the post-pandemic workplace, with 20% planning to offer 100% remote work to employees. In response to the same question, over 25% of Taiwanese employers plan to offer remote work and flexible hours in the post-pandemic workplace, with 14% planning to offer 100% remote work to employees. Employers expect to offer more opportunities for their employees to learn and develop new skills (21%) alongside more health and wellbeing benefits (31%) as the demands of workers shift with many hoping to leverage a hybrid-working model.

Sector Comparisons

Employers in all seven industry sectors expect to grow payrolls during the final quarter of 2020. The strongest labor market is anticipated by Mining & Construction sector employers with a bright Net Employment Outlook of +32%. Solid workforce gains are forecast in both the Finance, Insurance & Real Estate sector and the Services sector with Outlooks of +23%, while the Wholesale & Retail Trade sector Outlook stands at +21%. An upbeat hiring pace is expected in the Manufacturing sector where the Outlook is +19%, and Outlooks of +10% and +7% are reported in the Restaurants & Hotels* sector and the Transportation & Utilities sector, respectively.

Hiring prospects strengthen in all seven industry sectors when compared with the third quarter of 2020. Restaurants & Hotels sector* employers report a sharp increase of 30 percentage points, while the Outlook for the Services sector is 18 percentage points stronger. Elsewhere, increases of 12 percentage points are reported in three sectors – the Finance, Insurance & Real Estate sector, the Manufacturing sector and the Wholesale & Retail Trade sector.

In a comparison with this time one year ago, hiring intentions weaken in four of the seven industry sectors, most notably by 7 percentage points in the Finance, Insurance & Real Estate sector, the Services sector and the Transportation & Utilities sector. However, Restaurants & Hotels sector* employers report an improvement of 5 percentage points.

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

Industry Sector	Employment Outlook			Quarter-over-quarter	Year-over-year
	2019 Q4	2020 Q3	2020 Q4		
	%	%	%	%	%
Finance, Insurance & Real Estate	30	11	23	12	-7
Manufacturing	19	7	19	12	0
Mining and Construction	33	23	32	9	-1
Services	30	5	23	18	-7
Transportation & Utilities	14	2	7	5	-7
Wholesale & Retail Trade	21	9	21	12	0
Restaurants & Hotels	5	-20	10	30	5



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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.

Employers in all three organization size categories expect to grow payrolls during the fourth quarter of 2020. Large employers report the strongest hiring intentions with a Net Employment Outlook of +26%. Elsewhere, steady job gains are anticipated in the Medium- and Small-size categories, with Outlooks of +19% and +14%, respectively.

Hiring sentiment strengthens in all three organization size categories when compared with the previous quarter, with the most noteworthy improvement of 24 percentage points reported by Large employers. Medium firms report an increase of 13 percentage points, while the Outlook for Small employers is 9 percentage points stronger.

In a comparison with this time one year ago, Medium employers report a decline of 2 percentage points, while Outlooks for Small- and Large-size employers remain relatively stable.

Global Outlook

In total over 38,000 employers were surveyed by ManpowerGroup in the 43 countries and territories to measure employer hiring intentions for the fourth quarter of 2020.

On the basis of seasonally adjusted analysis, employers in 22 of the 43 countries and territories surveyed expect to add payrolls in the period up to the end of December 2020, while payroll reduce are expected in sixteen countries and a flat labor market is anticipated in five. The strongest hiring intentions are reported in Taiwan, the U.S., Turkey, Japan and Greece while the weakest hiring prospects are reported in Panama, Costa Rica, South Africa, Colombia and the UK.

In a comparison with the prior quarter, employers in 37 of the 43 countries and territories report stronger hiring plans, while Outlooks weaken in five countries and are unchanged in one. When compared with the same period in 2019, hiring sentiment weakens in 41 countries and territories, improves in one and is unchanged in one.

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Notes to Editors:

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.

The next Manpower Employment Outlook Survey will be released on **8th December 2020** to report hiring expectations for the first quarter of 2021.

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



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is the longest running, most extensive, forward-looking employment survey in the world, polling over 38,000 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:

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