



UNDER STRICT EMBARGO:

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ManpowerGroup Employment Outlook Q3 2021:

Optimism in Dutch labor market: employers expect a 9 percent increase in staffing levels

Finance and business services positioned as strongest sector

Diemen xx – As the Dutch government press forward of its lockdown easing plan, Dutch hiring intentions increases significantly. According to the latest ManpowerGroup Employment Outlook survey, the national outlook of the third quarter is +9%. Hiring plans improve by 6 percentage points in comparison with the prior quarter. It results in an acute talent shortage for the Netherlands.

The Net Employment Outlook of +9% reflects a slight increase of 13 percentage points compared to the third quarter of 2020, in which the impact of COVID-19 became visible. In the same period of that year the net employment outlook was -3%.*

Jeroen Zwinkels, CEO of ManpowerGroup Netherlands: “We noticed for some time that the economy is moving in the right direction. These figures confirm that the labor market is recovering, and companies are investing again. We see a large increase in the number of vacancies. There is a particular need for personnel in logistics, production and IT. This offers a lot of opportunity for anyone who is looking for a job. We look with great optimism forward to the coming period.”

73% of Dutch employers expects talent shortage

As vaccines become more widely available and travel restrictions are lifted, jobs gains are expected in all seven Dutch industry sectors. 73% of the Dutch employers expects a talent shortage, which is 4% more than the worldwide average. European employers are experiencing the most difficulty with the most prominent skill gaps in France (88%), Romania (86%), Italy (85%), Switzerland (83%) and Belgium (83%).

First positive prognoses for hotels and restaurants

In almost all sectors there is a strong forecast for Q3. The most important numbers:

- **Construction sector:** a considerable increase is visible in the third quarter. Employers report an increase of +13%. This is an increase of 10 percent compared to Q2 2021. And a very strong increase of +17% compared to Q3 2020.
- **Production:** employers expect a moderate increase of +9%. The Net Employment Outlook increase by 3 percentage points compared to previous quarter and increase by 13 percentage points compared to Q3 2020.
- **Financial & Business services sector:** employers expect a considerable increase in the third quarter of +15%. This is an increase of 17 percent, compared to Q3 2020.
- **Hotels & Restaurants:** for the third quarter the Net Employment Outlook stands at +6%, the first positive prognosis in eighteen months. This is a moderate increase by 7% and a sharp increase by 42% compared to Q3 2020.
- **Wholesale & Retail:** a moderate increase is visible. Employers report a Net Employment Outlook of +6%. Hiring plans improve quarter by quarter with +3% and +7% compared to the third quarter of 2020.

A complete overview of the results of ManpowerGroup Employment Outlook Survey is available for download at: www.manpowergroup.com/meos. The results of the next ManpowerGroup Employment Outlook Survey will be released on 14th September 2021 and will report hiring expectations for Q4 2021.

About ManpowerGroup Employment Outlook

The ManpowerGroup Employment Outlook survey was conducted among 612 employers, part of a sample of nearly 42.000 employers worldwide. It asks whether employers intend to hire additional workers or reduce the size of their workforce in the coming quarter.

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

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 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the twelfth year –all confirming our position as the brand of choice for in-demand talent.

Notes to editor, not for publication