



UNDER STRICT EMBARGO UNTIL JUNE 8, 2021 – 00:01

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY 3Q 2021

**Hiring intentions remain positive for 3Q 2021,
according to ManpowerGroup survey**

- *Brazilian employers expect a moderate hiring intentions climate for 3Q 2021, with an Outlook of +7%. The indicator shows a slight reduction of 2 percentage points in comparison with the previous quarter but an increase of 21 percentage points year-over-year.*
- *Of the 750 Brazilian employers surveyed, 15% expect to increase payrolls, while 74% do not expect changes in their staff and 8% expect to reduce their payroll.*
- *9% of interviewees say pre-pandemic hiring levels will return in the next 3 months, while 15% expect a resumption within 6 months.*
- *Hiring intentions are anticipated in all eight industry sectors in the next quarter. Most notably for the Agriculture, Fishing and Mining sector, with +12%, followed by Finance, Insurance & Real Estate sector, Manufacturing sector and Services sector with 11%.*
- *Despite high unemployment rates in Brazil, 51% of employers report difficulties in hiring due to lack of qualified talents.*

São Paulo, June 8, 2021 – Amidst the economic instability aggravated by the Covid-19 pandemic, Brazilian employers expect a moderate hiring pace for the next three months. According to the ManpowerGroup Employment Outlook Survey, the Net Employment Outlook for 3Q 2021 is +7%, 2 percentage point down when compared to the previous quarter, and 21 percentage points higher in comparison with 3Q 2020. Of the 750 Brazilian employers surveyed, 15% expect to increase payrolls, 74% do not expect changes in their staff, 8% intend to reduce their payroll and 3% are unsure. The interviews were conducted between April 07 to 27.

“We are facing a challenging moment, with high unemployment rates. Despite the uncertainty about the economic recovery in Brazil, for the third consecutive quarter, the survey indicates positive hiring intentions, which shows that employers are somewhat optimistic about new demands and labor market in the next months. It is worth noting the Agriculture, Fishing & Mining sector and the Minas Gerais State, which helped boost the indicators for the 3Q 2021. It is also worth mentioning that companies are learning to move faster in the pandemic scenario, social distancing and uncertainty, and the market is requiring this flexibility for the business sustainability”, says Erika Destro, CFO of ManpowerGroup Brazil.

When asked about pre-Covid hiring levels, 9% of the employers said that they expect a recover in the next 3 months; 15% believe in a return within 6 months, while 15% expect a recovery within January 2022. 31% of the interviewees say that hiring levels will not return to pre-pandemic levels. Interviewees were also asked about how most of their workforce will work in the next 6 to 12 months. 75% said that professionals should return to the workplace on a full-time basis, while 9% say that their employees will work from home three or more days per week.

A specific part of the survey also presents the employers’ insights about Talent Shortage inside companies, showing that, despite the high unemployment rates recorded in the country, there are still challenges to finding qualified professionals to fill job vacancies. According to the survey’s data, 51% of the interviewees in Brazil face some difficulty filling vacancies due to lack of qualified talents, and 21% report great difficulty. Moreover, the survey shows that it is even harder for Brazilian companies to find qualified professionals, particularly for the manufacturing and production areas.



“For some years now, ManpowerGroup has been identifying the gaps that companies face to fill job vacancies. In 2018 the percentage of employers that reported great difficulty finding talents for job positions was 7%, rising to 21% in 2021, showing significant increase. In other words, despite the challenging scenario regarding the number of unemployed, the shortage of talents also ends up making it difficult to fill these job positions in the labor market. This indicates that companies must be attentive to their actions regarding qualification of persons, and strongly stimulate learning and upskilling by actively working to reduce skills gaps and making their business and the employability of professionals sustainable in the long term”, says Erika.

When compared with the 2Q 2021, 31 countries and territories surveyed report more positive hiring intentions, while 8 of them expect a reduction in staff. The strongest hiring intentions were reported in the United States (+25%), Taiwan (+24%), Australia (+17%), Greece (+15%) and Ireland (+15%). On the other hand, Hong Kong (0%), South Africa (+1%), Panama (+1%), Argentina (+1%) and Peru (+2%) reported the weakest Outlooks. ManpowerGroup interviewed 45,019 employers in 43 countries and territories.

Sector comparisons

Payroll gains are anticipated in all eight Brazilian industry sectors for the next three months. Most notably for the Agriculture, Fishing & Mining sector, with +12%, an increase of 8 percentage points when compared to the 2nd Qtr 2021 and 21 percentage points in comparison to the same period in 2020. The Finance, Insurance & Real Estate, Industry and Service sectors report +11%. The weakest sector forecasts for the coming quarter are reported in two sectors with Outlooks of +5%, in the Public Administration & Education and Transportation & Utilities sector. The Services sector reported the highest evolution year-over-year, with 27 p.p.

Industry Sectors	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Agriculture, Fishing & Mining	+12	+ 8 pp	+ 21 pp
Finance, Insurance & Real Estate	+11	+ 1 pp	+ 15 pp
Manufacturing	+11	-3 pp	+ 24 pp
Services	+11	-3 pp	+27 pp
Construction	+7	-3 pp	+21 pp
Wholesale & Retail Trade	+7	-5 pp	+25 pp
Public Administration & Education	+5	+10 pp	+7 pp
Transportation & Utilities	+5	0 pp	+26 pp

Regional comparisons

Employers expect to grow staffing levels in all five Brazilian region in the next quarter. The strongest hiring intentions for the next three months are reported in Minas Gerais State and Parana State, both with +15%. In Minas Gerais, hiring intentions increased by 8 and 31 percentage points from 2Q 2021 and 3Q 2020, respectively. In Parana State, the Outlook declines by 3 percentage points quarter-over-quarter, but improves by 18 percentage points year-over-year. The weakest regional Outlook of +2% is reported in Rio de Janeiro State, declining by 3 percentage points quarter-over-quarter but improving by 17 percentage points year-over-year.

Region	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Minas Gerais State	+15%	+ 8 pp	+ 31 pp
Paraná State	+ 15%	- 3 pp	+18 pp
Great São Paulo	+ 9%	+ 7 pp	+ 24 pp
São Paulo City	+ 3%	-4 pp	+ 17 pp



Rio de Janeiro State	+2%	- 3 pp	+ 17 pp
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Organization Size Comparisons

The survey reports increase in two of the four organization size categories, most notably for Large companies with +21%, followed by Medium companies, with +8%, and Micro companies, with +6%. Small employers report the weakest Outlook of +1%. The strongest evolution quarter-over-quarter was recorded by Micro companies, with a growth of 10 p.p., while Large companies, with -2 p.p., and Medium companies, -5 p.p., report a drop in the Outlook when compared with the previous quarter.

Organization Size	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Large	+21%	- 2 pp	+ 25 pp
Medium	+ 8 %	-5 pp	+ 23 pp
Micro	+ 6 %	+ 10 pp	+ 21 pp
Small	+ 1 %	+ 3 pp	+ 18 pp

The next survey will be released on 14 September 2021 and will report hiring expectations for Q4 2021.

(*) Net Employment Outlook: This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

About the survey

The ManpowerGroup Employment Outlook Survey for the 3Q 2021 was conducted from April 7th and 27th, 2021, and includes a significant sample of employers from over 45,000 private business and government organizations in 43 countries and territories. In Brazil, 750 employers were interviewed. The survey’s objective is to measure employers’ intentions to increase or decrease their workforce in the next quarter. All participants answered the same question: “How do you anticipate total employment at your location to change in the three months to the end of June 2021 as compared to the current quarter?” It is the only prospective survey of this kind, and it is unmatched in size, scope, longevity, and focus area. The survey has existed for over five decades and is one of the world’s most reliable one on employment activities. It is considered a highly respected economic indicator. It is noteworthy that in the second quarter of 2008, the survey adopted the TRAMO-SEATS model for seasonal data adjustment. As a result, you may notice that some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally.

Note from the editors

Full survey results for each of the 43 countries and territories included this semester, as well as regional and global comparisons, can be found in the Manpower Press Room at www.manpower.com/meos. In addition, all tables and graphs of the full report are available for download, publication, or broadcast in the ManpowerGroup Visual Library, also located in the Press Room at <http://www.manpowergroup.com/library>. Results for all 43 countries can be viewed in the new interactive Explore the ManpowerGroup Employment Outlook Survey tool at: <http://manpowergroup.com/DataExplorer/>.

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 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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