

**ManpowerGroup
Employment
Outlook Survey
Canada**

**Q2
2021**



ManpowerGroup®

Canadian Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2021 was conducted by interviewing a representative sample of 1,344 employers in Canada.

All survey participants were asked, “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?”

Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak.

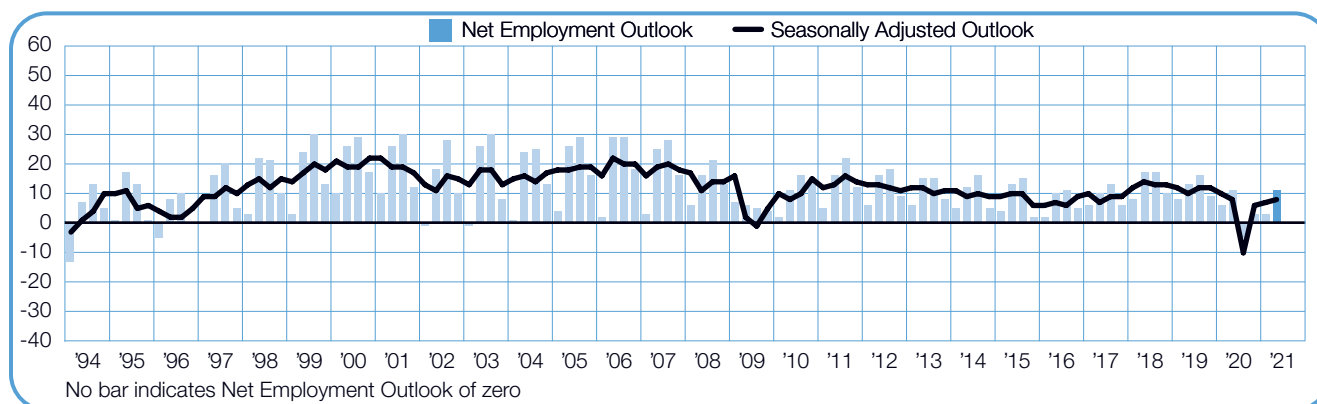
The survey findings for the second quarter of 2021 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
2nd Quarter 2021	15	4	77	4	11	8
1st Quarter 2021	12	9	74	5	3	7
4th Quarter 2020	12	9	73	6	3	6
3rd Quarter 2020	12	17	60	11	-5	-10
2nd Quarter 2020	14	3	82	1	11	8



Canadian employers report respectable hiring plans for the second quarter of 2021. With 15% of employers forecasting an increase in payrolls, 4% expecting a decrease and 77% anticipating no change, the resulting Net Employment Outlook is +11%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring prospects remain relatively stable in comparison with the prior quarter and are unchanged when compared with this time one year ago.

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization-Size Comparisons

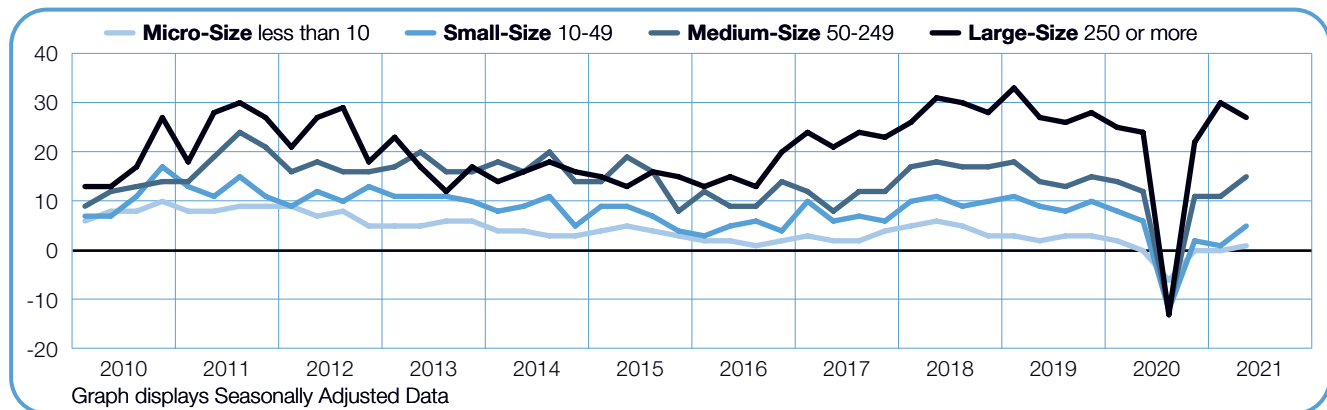
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers expect to grow payrolls in all four organization size categories during the next three months. The strongest hiring plans are reported by Large employers with a solid Net Employment Outlook of +27%. Elsewhere, Outlooks stand at +15% and +5% for Medium- and Small-size firms, respectively, while the Outlook for Micro employers is +1%.

Hiring prospects improve by 4 percentage points for Small- and Medium-size employers when compared with the previous quarter. Micro firms report relatively stable hiring plans, but the Outlook for Large employers declines by 3 percentage points.

In a year-over-year comparison, Outlooks strengthen by 3 percentage points for Large- and Medium-size employers, while remaining relatively stable in both the Micro- and Small-size categories.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	7	4	87	2	3	1
Small-Size 10-49	12	4	80	4	8	5
Medium-Size 50-249	24	5	69	2	19	15
Large-Size 250 or more	34	4	52	10	30	27



Regional Comparisons

+8 (+3)%

Atlantic Canada

Employers anticipate limited hiring activity in the upcoming quarter, reporting a Net Employment Outlook of +3%. Hiring prospects weaken both quarter-over-quarter and year-over-year, declining by 3 and 5 percentage points, respectively.

Due to the reduced sample size for Canada in the second quarter of 2021, detailed analysis for Atlantic Canada is limited to three of the 10 industry sectors. Workforce gains are anticipated in two of the three sectors during the next three months, most notably in the Services sector, where the Net Employment Outlook stands at +6%. Manufacturing – Non-Durables sector employers report cautious hiring intentions with an Outlook of +4%. However, Wholesale & Retail Trade sector employers expect to trim payrolls, reporting the weakest Outlook in more than four years, standing at -5%.

When compared with the prior quarter, hiring sentiment weakens in all three industry sectors, including a considerable decline of 14 percentage points for the Manufacturing – Non-Durables sector. Elsewhere, Outlooks are 5 and 4 percentage points weaker for the Wholesale & Retail Trade sector and the Services sector, respectively.

Hiring intentions decline by 10 percentage points in the Wholesale & Retail Trade sector when compared with this time one year ago. Meanwhile, hiring prospects remain relatively stable in the Manufacturing – Non-Durables sector and are unchanged for the Services sector.

Payroll gains are anticipated in four of the seven areas during the coming quarter. The strongest hiring prospects are reported in Halifax and Charlottetown, with Outlooks of +18% and +16%, respectively, while Moncton employers report an Outlook of +8%. However, employers in three areas expect to trim payrolls, most notably in Saint John where the Outlook is -17%, and Fredericton with an Outlook of -12%.

In a quarter-over-quarter comparison, Outlooks weaken in four areas, including a sharp decline of 25 percentage points in Saint John. Hiring intentions also decrease by 15 and 14 percentage points in St. John's and Fredericton, respectively. Elsewhere, hiring sentiment improves in three areas, including an increase of 6 percentage points for Charlottetown.

Hiring prospects also weaken in four areas when compared with this time one year ago, most notably by a steep margin of 25 percentage points in Saint John. The Fredericton Outlook is 20 percentage points weaker, and a decrease of 13 percentage points is reported in St. John's. Meanwhile, hiring plans improve in one area, with Charlottetown employers reporting an increase of 9 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	15	7	78	0	8	3
Construction	–	–	–	–	–	–
Education	–	–	–	–	–	–
Finance, Insurance & Real Estate	–	–	–	–	–	–
Manufacturing – Durables	–	–	–	–	–	–
Manufacturing – Non-Durables	20	7	73	0	13	4
Mining	–	–	–	–	–	–
Public Administration	–	–	–	–	–	–
Services	21	6	72	1	15	6
Transportation & Public Utilities	–	–	–	–	–	–
Wholesale & Retail Trade	8	8	84	0	0	-5

Due to Covid-19 no data is presented for the Construction, Education, Finance, Manufacturing Durable Goods, Mining, Public Administration, and Transportation sectors.

+11 (+10)%

Ontario

Job seekers can expect the fair hiring climate to continue in the next three months, according to employers who report a Net Employment Outlook of +10%. Hiring sentiment remains relatively stable in comparison with both the prior quarter and last year at this time.

Employers in nine of the 10 industry sectors expect to grow payrolls during the second quarter of 2021. The strongest hiring pace is forecast in the Manufacturing – Durables sector, where the Net Employment Outlook is +17%. Finance, Insurance & Real Estate sector employers anticipate steady job gains with an Outlook of +15%, while Outlooks of +12% and +11% are reported in the Manufacturing – Non-Durables sector and the Mining sector, respectively. Services sector employers expect some hiring opportunities, reporting an Outlook of +8%, while the Outlook for the Wholesale & Retail Trade sector stands at +5%. However, Construction sector employers expect to trim payrolls, reporting an Outlook of -3%.

In a comparison with the prior quarter, hiring prospects improve in five of the 10 industry sectors, most notably by 10 percentage points in the Mining sector. Elsewhere, noteworthy increases of 8 and 4 percentage points are reported for the Manufacturing – Durables sector and the Education sector, respectively. However, weaker hiring prospects are also reported in five sectors. A considerable decline of 16 percentage points is reported in the Transportation & Public Utilities sector, while Outlooks are 12 and 3 percentage points weaker in the Public Administration sector and the Manufacturing – Non-Durables sector, respectively.

Hiring intentions strengthen in five of the 10 industry sectors when compared with this time one year ago. Increases of 10 percentage points are reported in two sectors – the Manufacturing – Durables sector and the Manufacturing – Non-Durables sector. An improvement of 9 percentage points is reported for the Mining sector, while Finance, Insurance & Real Estate sector employers report an increase of 5 percentage points. Meanwhile, Outlooks weaken in five sectors, including a considerable decline of 14 percentage points for the Construction sector. The Public Administration sector Outlook decreases by 8 percentage points, while employers in the Wholesale & Retail Trade sector and the Transportation & Public Utilities sector report declines of 6 and 5 percentage points, respectively.

Employers in 21 of the 24 areas forecast job gains during the second quarter of 2021. Ottawa employers anticipate the strongest hiring pace with an Outlook of +27%, while Outlooks stand at +25% and +21% in London and Kitchener/Cambridge Area, respectively. Upbeat hiring plans are also reported in two areas with Outlooks of +17% - Hamilton and Northumberland County - while the Outlook for Mississauga is +16%. However, employers in St. Catharines and Burlington/Oakville expect to trim payrolls, reporting Outlooks of -5% and -3%, respectively.

When compared with the prior quarter, hiring prospects strengthen in 14 areas, most notably by 15 percentage points in Ottawa. Moderate improvements of 6 percentage points are reported in Barrie, Burlington/Oakville and London, while Outlooks are 5 percentage points stronger in Belleville, Northumberland County, Windsor and York Region. Meanwhile, hiring sentiment weakens in eight areas, including declines of 16 and 12 percentage points in Cornwall and Fort Erie, respectively, while Thunder Bay employers report a decrease of 7 percentage points.

Hiring plans weaken in 12 areas when compared with this time one year ago. The most noteworthy declines of 19 and 13 percentage points are reported in Burlington/Oakville and York Region, respectively, while Outlooks are 11 percentage points weaker in both Belleville and St Catharines. Elsewhere, hiring prospects strengthen in 11 areas, including a sharp increase of 22 percentage points for London, and an improvement of 17 percentage points in Ottawa.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	14	3	78	5	11	10
Construction	7	5	88	0	2	-3
Education	4	0	96	0	4	3
Finance, Insurance & Real Estate	17	3	80	0	14	15
Manufacturing – Durables	20	0	78	2	20	17
Manufacturing – Non-Durables	17	2	74	7	15	12
Mining	20	0	77	3	20	11
Public Administration	9	0	77	14	9	1
Services	15	2	77	6	13	8
Transportation & Public Utilities	12	9	74	5	3	1
Wholesale & Retail Trade	10	7	75	8	3	5

+17 (+12)%

Quebec

Reporting a Net Employment Outlook of +12%, employers anticipate a steady hiring pace in the second quarter of 2021. The Outlook improves by 2 percentage points when compared with the previous quarter, but declines by 4 percentage points in comparison with this time one year ago.

Due to the reduced sample size for Canada in the second quarter of 2021, detailed analysis for Quebec is limited to four of the 10 industry sectors. Employers in all four sectors expect to increase payrolls during the coming quarter, most notably in the Manufacturing – Non-Durables sector where the Net Employment Outlook stands at +17%. Employers expect conservative hiring activity in the Wholesale & Retail Trade sector and the Services sector, with Outlooks of +10% and +9%, respectively, while the Outlook of +1% for the Mining sector reflects cautious hiring plans.

When compared with the previous quarter, Outlooks are slightly weaker for the Services sector and the Mining sector, declining by 4 and 2 percentage points, respectively. Meanwhile, hiring plans remain relatively stable in the Wholesale & Retail Trade sector, and are unchanged for the Manufacturing – Non-Durables sector.

Mining sector employers report a sharp decline of 21 percentage points when compared with this time one year ago, and Outlooks also weaken in the Manufacturing – Non-Durables sector and the Services sector, decreasing by 7 and 4 percentage points, respectively. However, Wholesale & Retail Trade sector employers report a slight improvement of 3 percentage points.

Employers in all five areas forecast an increase in payrolls during the forthcoming quarter. Employers in Cantons de L'Est (formerly Sherbrooke) anticipate healthy job gains with an Outlook of +24%. A steady hiring pace is forecast in Montreal, where the Outlook is +12%, and Outlooks stand at +10% and +9% in Laval and Monteregie (formerly Granby), respectively.

When compared with the previous quarter, Outlooks improve by 16 and 10 percentage points in Montreal and Cantons de L'Est (formerly Sherbrooke), respectively. However, hiring intentions weaken in the remaining three areas, most notably by 18 percentage points in Quebec City and by 6 percentage points in Monteregie (formerly Granby).

Hiring sentiment also weakens in three areas when compared with this time one year ago, including notable declines of 28 percentage points for Quebec City and 15 percentage points for Monteregie (formerly Granby). Meanwhile, hiring plans strengthen by 16 and 5 percentage points in Cantons de L'Est (formerly Sherbrooke) and Montreal, respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	21	4	74	1	17	12
Construction	–	–	–	–	–	–
Education	–	–	–	–	–	–
Finance, Insurance & Real Estate	–	–	–	–	–	–
Manufacturing – Durables	–	–	–	–	–	–
Manufacturing – Non-Durables	24	6	70	0	18	17
Mining	17	11	72	0	6	1
Public Administration	–	–	–	–	–	–
Services	13	0	83	4	13	9
Transportation & Public Utilities	–	–	–	–	–	–
Wholesale & Retail Trade	10	0	90	0	10	10

Due to Covid-19 no data is presented for the Construction, Education, Finance, Manufacturing Durable Goods, Public Administration and Transportation sectors.

+11 (+7)%

Western Canada

A moderate increase in payrolls is forecast for the April to June period, with employers reporting a Net Employment Outlook of +7%. Hiring prospects improve by 2 percentage points when compared with both the previous quarter and the same period one year ago.

Employers in nine of the 10 industry sectors expect to add to payrolls during the upcoming quarter. The strongest labour market is forecast for the Transportation & Public Utilities sector, with employers reporting a healthy Net Employment Outlook of +25%. Upbeat Outlooks of +17% and +16% are reported for the Public Administration sector and the Manufacturing – Durables sector, respectively, while the Finance, Insurance & Real Estate sector Outlook stands at +11%. Cautiously optimistic hiring sentiment is reported in two sectors with Outlooks of +10% – the Manufacturing – Non-Durables sector and the Wholesale & Retail Trade sector – while the Outlook for the Education sector is +6%. However, Construction sector employers expect to trim payrolls, reporting an Outlook of -9%.

Hiring intentions strengthen in seven of the 10 industry sectors when compared with the previous quarter. Finance, Insurance & Real Estate sector employers report a sharp increase of 24 percentage points, while hiring plans are 15 percentage points stronger in the Transportation & Public Utilities sector. Hiring prospects improve by 11 and 8 percentage points in the Manufacturing – Durables sector and the Wholesale & Retail Trade sector, respectively, while Outlooks are 5 percentage points stronger in both the Manufacturing – Non-Durables sector and the Services sector. Elsewhere, Outlooks weaken in two sectors, most notably by 11 percentage points in the Construction sector.

In a comparison with last year at this time, hiring sentiment strengthens in seven of the 10 industry sectors. Considerable increases of 18 percentage points are reported in the Manufacturing – Non-Durables sector and the Transportation & Public Utilities sector, while the Outlook for the Manufacturing – Durables sector is 17 percentage points stronger. Elsewhere, the Wholesale & Retail Trade sector Outlook improves by 12 percentage points and Public Administration sector employers report an increase of 10 percentage points. However, hiring intentions weaken in three sectors, most notably by 18 and 15 percentage points in the Construction sector and the Mining sector, respectively.

Workforce gains are anticipated in 10 of the 11 areas during the second quarter of 2021. Surrey employers forecast the strongest hiring pace with an Outlook of +26%, and steady hiring intentions are reported in Edmonton, where the Outlook is +16%. Elsewhere, favourable hiring plans are reported in Richmond-Delta with an Outlook of +14%, while Outlooks stand at +13% and +12% in Burnaby-Coquitlam and Saskatoon, respectively. However, Regina employers expect to trim payrolls, reporting an Outlook of -10%.

Hiring plans strengthen in 10 areas when compared with the previous quarter, most notably with a sharp improvement of 21 percentage points in Edmonton. Elsewhere, Outlooks are 16 percentage points stronger in both Saskatoon and Surrey and the Winnipeg Outlook increases by 8 percentage points. Meanwhile, the Outlook for Regina declines by 10 percentage points.

In a comparison with last year at this time, hiring prospects strengthen in seven areas. Surrey employers report a sharp increase of 21 percentage points, while Outlooks are 18 and 15 percentage points stronger in Saskatoon and Edmonton, respectively. However, hiring plans weaken in four areas, most notably by 15 percentage points in Regina.

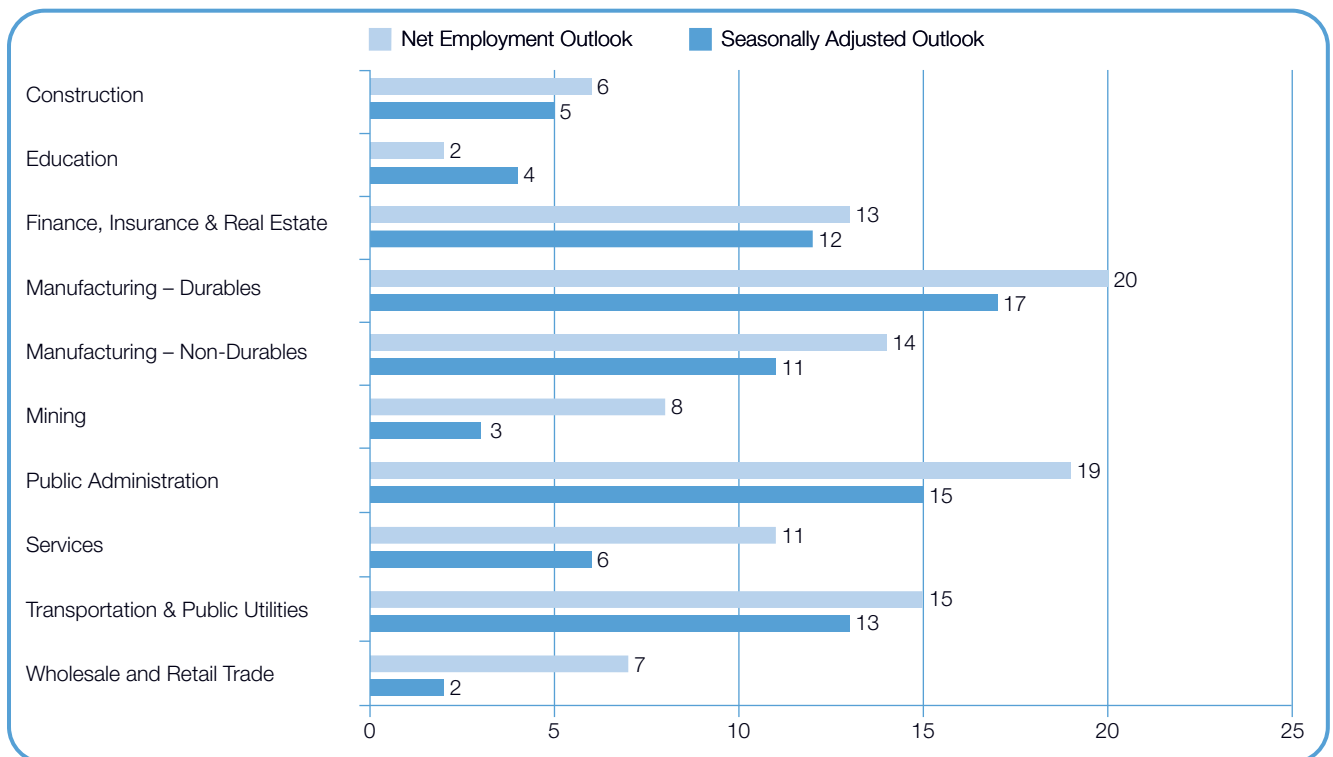
	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	15	4	77	4	11	7
Construction	10	13	74	3	-3	-9
Education	6	3	87	4	3	6
Finance, Insurance & Real Estate	16	0	84	0	16	11
Manufacturing – Durables	21	0	76	3	21	16
Manufacturing – Non-Durables	16	3	81	0	13	10
Mining	12	12	68	8	0	1
Public Administration	24	0	67	9	24	17
Services	8	4	88	0	4	2
Transportation & Public Utilities	30	4	65	1	26	25
Wholesale & Retail Trade	19	3	73	5	16	10

Sector Comparisons

Employers in all 10 industry sectors expect to grow payrolls during the next three months. The strongest hiring prospects are reported in the Manufacturing – Durables sector, where the Net Employment Outlook stands at +17%. Favourable hiring intentions are also reported in the Public Administration sector and the Transportation & Public Utilities sector, with Outlooks of +15% and +13%, respectively. Respectable job gains are anticipated in the Finance, Insurance & Real Estate sector, where the Outlook is +12%, and in the Manufacturing – Non-Durables sector, with an Outlook of +11%. Elsewhere, employers forecast a modest hiring pace for the Services sector, where the Outlook is +6%, and Outlooks stand at +5% and +4% in the Construction sector and the Education sector, respectively. The weakest hiring intentions are reported in the Mining sector, where the Outlook is +3%, and in the Wholesale & Retail Trade sector, with an Outlook of +2%.

Hiring intentions strengthen in five of the 10 industry sectors when compared with the previous quarter. The most noteworthy increase of 7 percentage points is reported by Finance, Insurance & Real Estate sector employers, while Outlooks are 5 percentage points stronger in two sectors – the Manufacturing – Durables sector and the Mining sector. Meanwhile, hiring plans weaken in three sectors, including declines of 6 percentage points for the Education sector and 2 percentage points for the Manufacturing – Non-Durables sector.

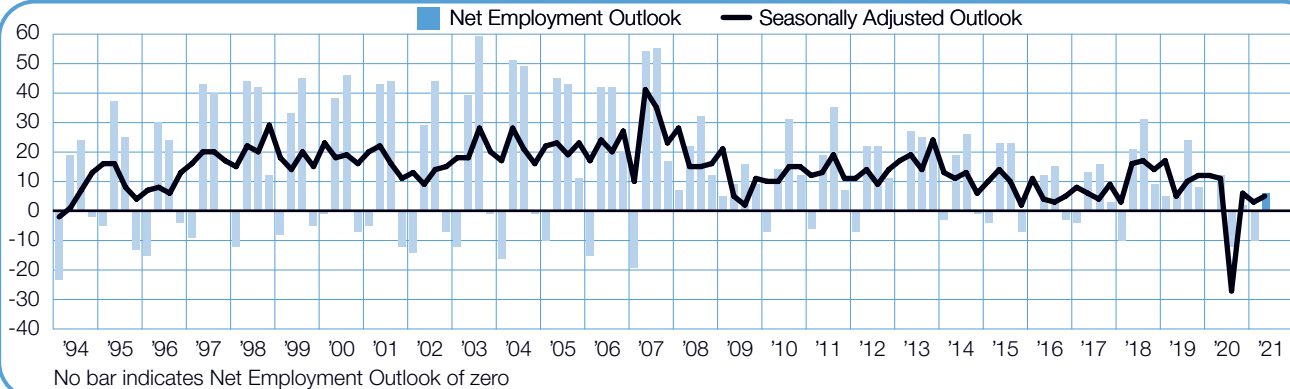
When compared with this time one year ago, hiring prospects also strengthen in five of the 10 industry sectors, including improvements of 8 and 6 percentage points for the Manufacturing – Non-Durables sector and the Manufacturing – Durables sector, respectively. However, hiring sentiment weakens in four sectors. Outlooks decline by 6 percentage points in the Construction sector, the Education sector and the Mining sector, while hiring plans are 3 percentage points weaker in the Wholesale & Retail Trade sector.



+6 (+5)%

Construction

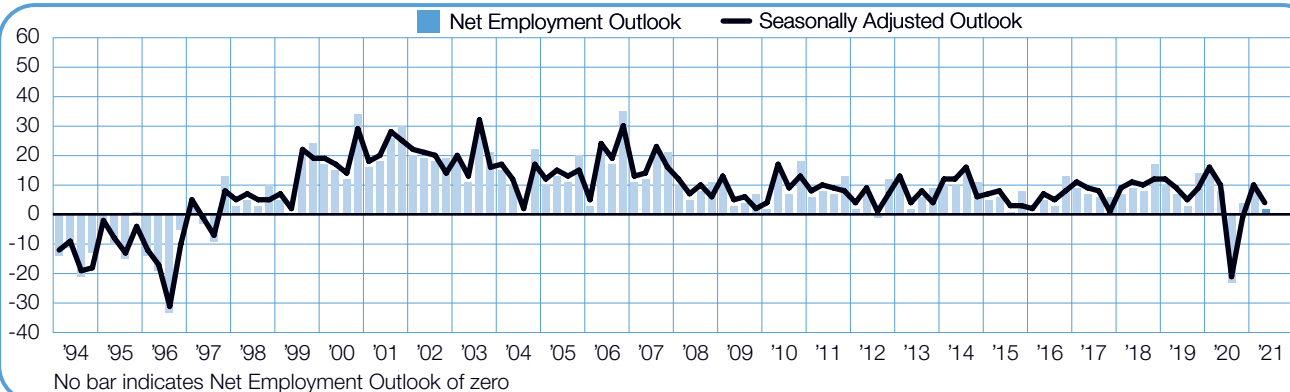
With a Net Employment Outlook of +5%, employers forecast a mild hiring climate in the upcoming quarter. Hiring prospects improve by 2 percentage points when compared with the previous quarter, but decline by 6 percentage points year-over-year.



+2 (+4)%

Education

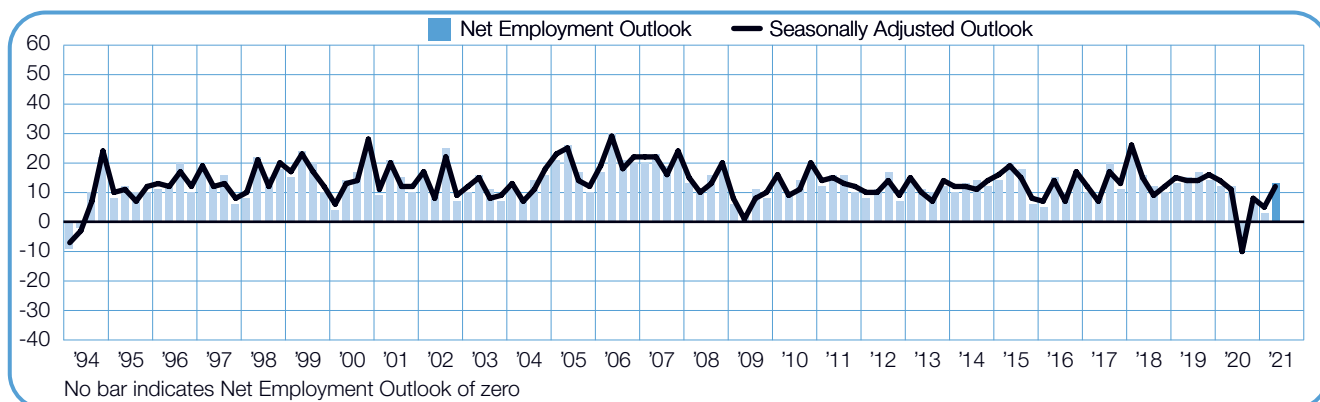
Job seekers can expect limited hiring opportunities during the second quarter of 2021, according to employers who report a Net Employment Outlook of +4%. Hiring plans weaken by 6 percentage points in comparison with both the prior quarter and last year at this time.



+13 (+12)%

Finance, Insurance & Real Estate

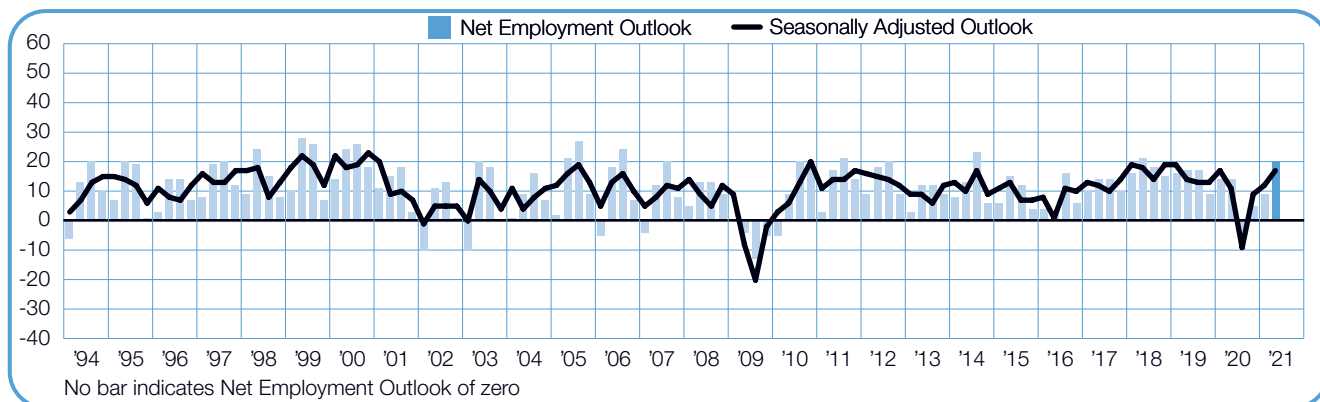
Steady payroll growth is anticipated in the April to June time frame, with employers reporting a Net Employment Outlook of +12%. The Outlook increases by 7 percentage points in comparison with the prior quarter, while remaining relatively stable year-over-year.



+20 (+17)%

Manufacturing – Durable Goods

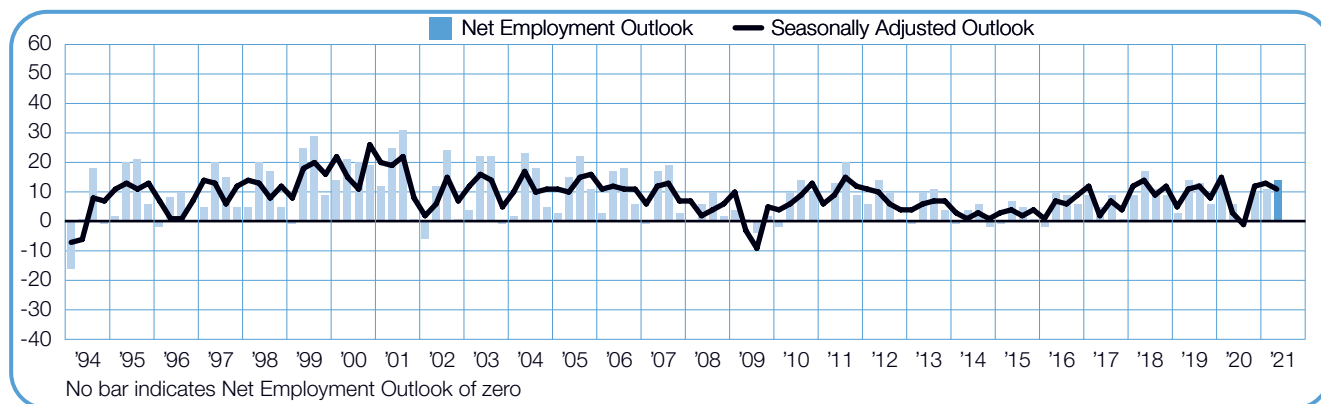
Employers report positive hiring plans for the next three months with a Net Employment Outlook of +17%. Hiring sentiment strengthens by 5 percentage points quarter-over-quarter and by 6 percentage points when compared with this time one year ago.



+14 (+11)%

Manufacturing – Non-Durable Goods

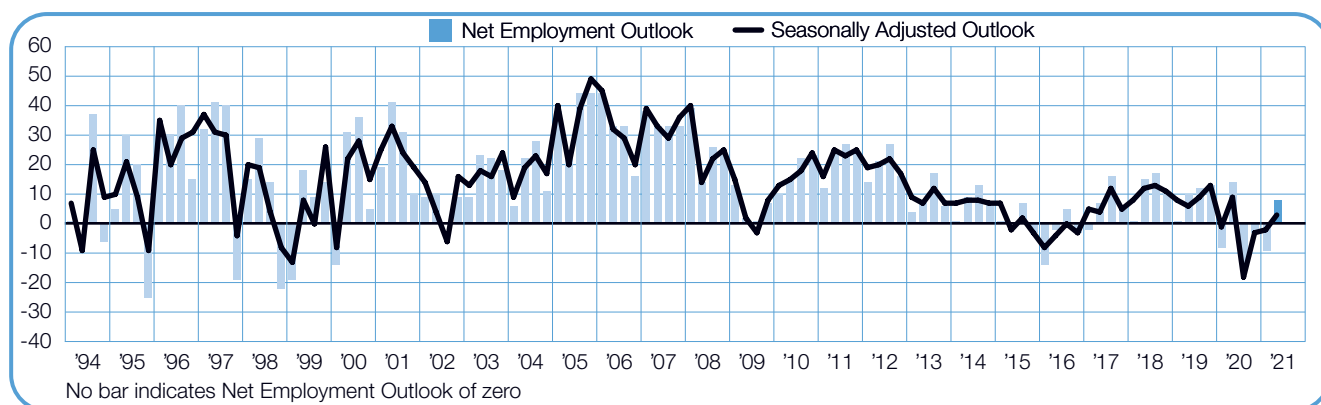
Job seekers can expect a steady hiring pace in the coming quarter, according to employers who report a Net Employment Outlook of +11%. While hiring intentions decline by 2 percentage points in comparison with the prior quarter, employers report a year-over-year improvement of 8 percentage points.



+8 (+3)%

Mining

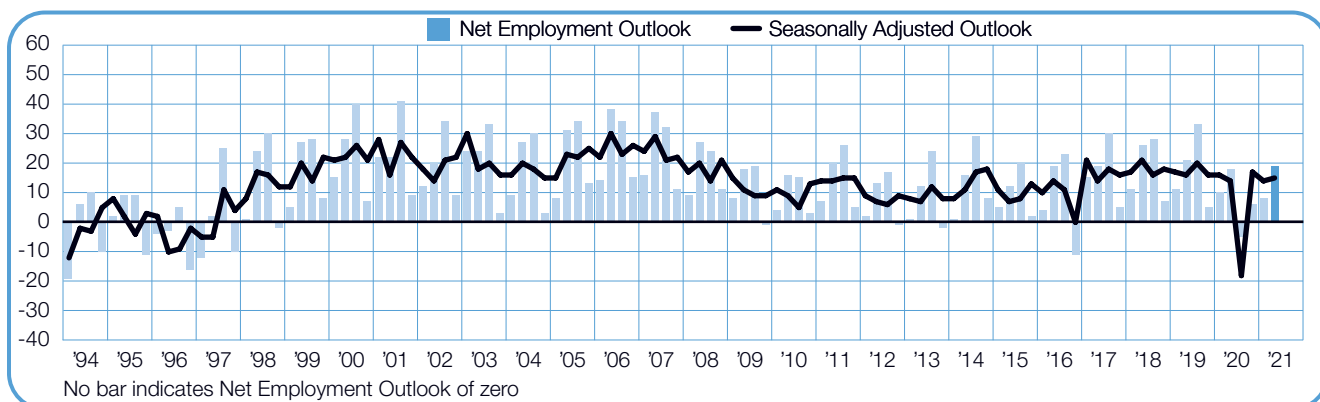
Reporting a Net Employment Outlook of +3%, employers end the run of three consecutive negative forecasts following the Quarter 3 2020 COVID-19 contraction and anticipate a soft hiring pace in the second quarter of 2021. The Outlook improves by 5 percentage points when compared with the previous quarter, but decreases by 6 percentage points in comparison with the second quarter of 2020.



+19 (+15)%

Public Administration

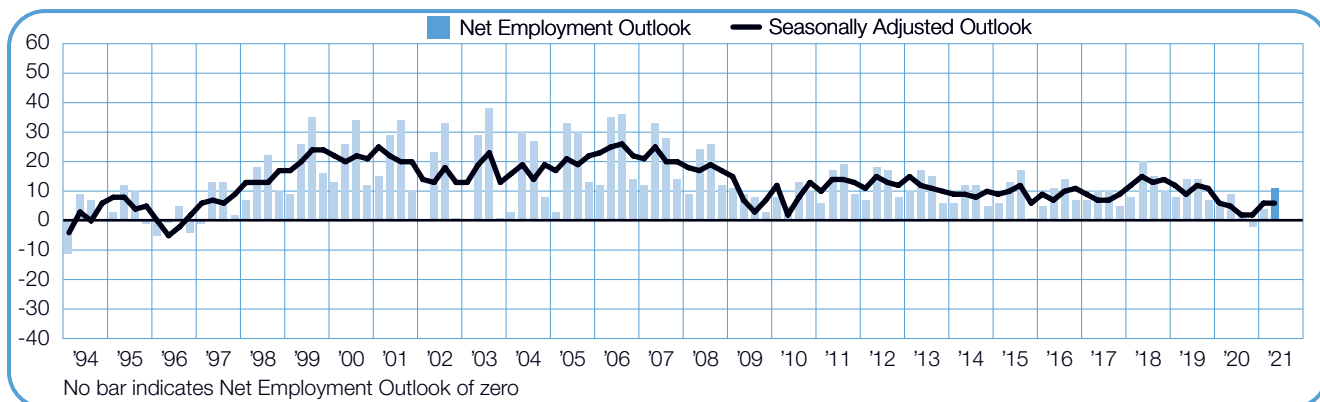
Employers report hopeful hiring intentions for the upcoming quarter with a Net Employment Outlook of +15%. Hiring plans remain relatively stable in comparison with both the first quarter of 2020 and last year at this time.



+11 (+6)%

Services

Modest workforce gains are expected to continue in the April to June period, with employers reporting a Net Employment Outlook of +6%. Hiring sentiment is unchanged quarter-over-quarter and remains relatively stable year-over-year.



+15 (+13)%

Transportation & Public Utilities

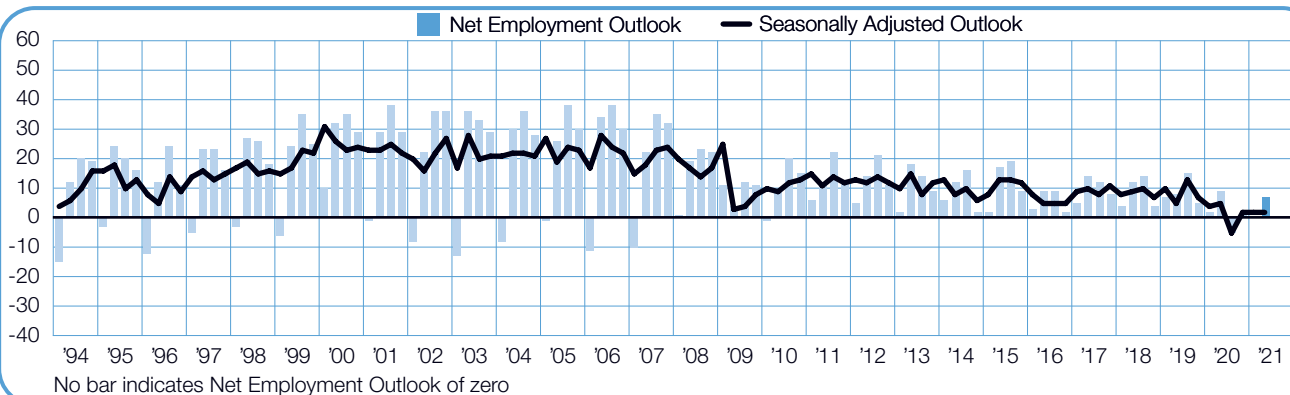
With a Net Employment Outlook of +13%, employers forecast a steady increase in payrolls during the second quarter of 2021. Hiring prospects remain relatively stable when compared with the previous quarter and are unchanged in comparison with the same period last year.



+7 (+2)%

Wholesale & Retail Trade

The slow-paced labour market is expected to continue in the next three months, with employers reporting a third consecutive Net Employment Outlook of +2%. In a comparison with last year at this time, the Outlook declines by 3 percentage points.



Global Employment Outlook

ManpowerGroup interviewed over 42,000 employers in 43 countries and territories on hiring prospects* in the second quarter of 2021. All participants were asked, “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?” Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the April to June 2021 time frame reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

Employers expect to add to payrolls in 31 of the 43 countries and territories surveyed by ManpowerGroup for the second quarter of 2021. In 10 countries and territories, employers anticipate a decrease in payrolls, while no change is expected in two.

When compared with the previous quarter, hiring intentions strengthen in 24 countries and territories, while weakening in 16, with no change reported in three. In a comparison with the same period 12 months ago, hiring plans weaken in 32 countries and territories, while improving in seven and remaining unchanged in four. For the second quarter of 2021, the strongest labour markets are forecast in Taiwan, the U.S., Australia and Singapore, while employers in Panama, the UK and South Africa anticipate the weakest hiring activity.

In the Europe, Middle East & Africa (EMEA) region, workforce gains are expected during the next three months for 18 of the 26 countries surveyed, while employers in six countries expect to trim payrolls and flat hiring prospects are reported for two. Hiring plans strengthen in 16 EMEA countries when compared with the previous quarter, but weaken in 20 in a comparison with the same period last year. The strongest labour markets in the coming quarter are anticipated by employers in Croatia, Romania and Turkey, while employers in South Africa and the UK expect the weakest hiring activity.

An increase in payrolls is expected in five of the seven Asia Pacific countries and territories in April to June 2021, while employers in two expect to trim payrolls. Hiring sentiment strengthens in four countries and territories quarter-over-quarter, but weakens in four when compared with the second quarter of 2020. The strongest hiring pace in the coming quarter is forecast for Taiwan, with employers in both Australia and Singapore reporting upbeat hiring plans. However, employers in both Hong Kong and Japan expect to trim payrolls.

Workforce gains are expected in eight of the 10 Americas countries during the second quarter of 2021, while employers in two expect to trim payrolls. Hiring prospects in the region strengthen in four countries when compared with the previous quarter, but weaken in six, and Outlooks decline in eight Americas countries when compared with this time one year ago. U.S. employers report the strongest hiring prospects in the region, with encouraging signs for job seekers reported in Brazil and Canada. However, employers in Panama and Peru expect to trim payrolls.

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

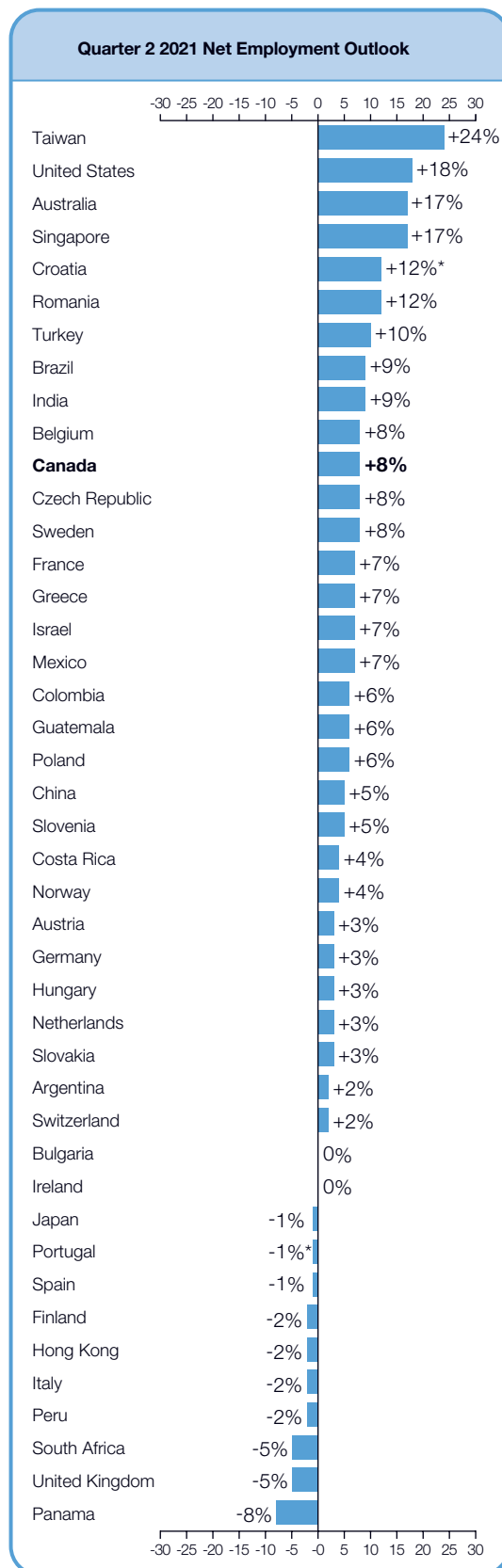
The next ManpowerGroup Employment Outlook Survey will be released on 8 June 2021 and will detail expected labour market activity for the third quarter of 2021.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

	Quarter 2 2021	Qtr on Qtr Change Q1 2021 to Q2 2021	Yr on Yr Change Q2 2020 to Q2 2021
	%		
Americas			
Argentina	4 (2) ¹	-2 (-3) ¹	0 (0) ¹
Brazil	13 (9) ¹	4 (-1) ¹	-4 (-4) ¹
Canada	11 (8)¹	8 (1)¹	0 (0)¹
Colombia	6 (6) ¹	1 (1) ¹	-5 (-5) ¹
Costa Rica	6 (4) ¹	2 (2) ¹	-3 (-3) ¹
Guatemala	7 (6) ¹	-1 (-2) ¹	-4 (-4) ¹
Mexico	8 (7) ¹	1 (-1) ¹	-2 (-2) ¹
Panama	-7 (-8) ¹	-1 (-1) ¹	-6 (-6) ¹
Peru	0 (-2) ¹	-8 (-10) ¹	-7 (-7) ¹
United States	19 (18) ¹	4 (1) ¹	-1 (-1) ¹

Asia Pacific			
Australia	16 (17) ¹	4 (6) ¹	7 (7) ¹
China	5 (5) ¹	-1 (0) ¹	-1 (-1) ¹
Hong Kong	-2 (-2) ¹	0 (0) ¹	-2 (-2) ¹
India	10 (9) ¹	4 (3) ¹	-2 (-2) ¹
Japan	7 (-1) ¹	1 (-6) ¹	-22 (-23) ¹
Singapore	17 (17) ¹	2 (2) ¹	8 (8) ¹
Taiwan	25 (24) ¹	4 (1) ¹	1 (1) ¹

EMEA[†]			
Austria	7 (3) ¹	14 (5) ¹	-3 (-3) ¹
Belgium	9 (8) ¹	3 (2) ¹	-4 (-5) ¹
Bulgaria	3 (0) ¹	3 (-3) ¹	-7 (-7) ¹
Croatia	12	12	-12
Czech Republic	8 (8) ¹	9 (7) ¹	3 (3) ¹
Finland	6 (-2) ¹	7 (-4) ¹	-7 (-7) ¹
France	8 (7) ¹	10 (6) ¹	-4 (-4) ¹
Germany	5 (3) ¹	1 (-5) ¹	-10 (-10) ¹
Greece	15 (7) ¹	12 (-2) ¹	-16 (-16) ¹
Hungary	5 (3) ¹	5 (1) ¹	-3 (-3) ¹
Ireland	3 (0) ¹	0 (-5) ¹	-10 (-10) ¹
Israel	9 (7) ¹	6 (2) ¹	0 (0) ¹
Italy	3 (-2) ¹	3 (-4) ¹	-9 (-10) ¹
Netherlands	5 (3) ¹	3 (-1) ¹	-9 (-9) ¹
Norway	6 (4) ¹	5 (2) ¹	-11 (-11) ¹
Poland	7 (6) ¹	5 (1) ¹	3 (3) ¹
Portugal	-1	-6	-14
Romania	18 (12) ¹	21 (8) ¹	-7 (-7) ¹
Slovakia	6 (3) ¹	10 (3) ¹	-1 (-2) ¹
Slovenia	10 (5) ¹	11 (4) ¹	1 (1) ¹
South Africa	-4 (-5) ¹	-6 (-7) ¹	-7 (-7) ¹
Spain	1 (-1) ¹	5 (0) ¹	-7 (-7) ¹
Sweden	11 (8) ¹	9 (2) ¹	-2 (-2) ¹
Switzerland	5 (2) ¹	9 (5) ¹	1 (0) ¹
Turkey	16 (10) ¹	13 (1) ¹	1 (1) ¹
UK	-5 (-5) ¹	1 (1) ¹	-10 (-10) ¹



[†]EMEA – Europe, Middle East and Africa.

* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

International Comparisons – Americas

More than 16,000 employers in 10 countries across North, Central and South America were interviewed by ManpowerGroup on hiring plans for the second quarter of 2021. Employers in eight Americas countries expect job gains during the coming quarter, although employers in two – Panama and Peru – expect a decrease in payrolls.

U.S. employers continue to report the strongest hiring sentiment in the region – this has now been the case every quarter in more than three years. Payrolls are expected to grow in all 12 U.S. industry sectors during the next three months, but Outlooks in nine of the 12 remain weaker than in the second quarter of 2020, when interviewing took place before the main impact of the COVID-19 pandemic. Hiring intentions are strongest in the Leisure & Hospitality sector for the third consecutive quarter, with healthy hiring prospects also reported for the Transportation & Utilities and Wholesale & Retail Trade sectors.

In Canada, employers expect the conservative hiring pace to continue in the next three months, reporting relatively stable hiring activity quarter-over-quarter, and no change when compared with this time one year ago. Workforce gains are expected in all 10 Canadian industry sectors, with the strongest hiring pace expected by employers in the Durable Goods Manufacturing sector while employers in the Wholesale & Retail sector continue to report a soft labour market.

Mexican employers anticipate a modest hiring pace during the second quarter of 2021, but hiring sentiment remains more cautious than prior to the pandemic. While job gains are expected in all seven Mexican industry sectors, hiring plans for the Services and Transport & Communication sectors are soft, declining in comparison with both the prior quarter and last year at this time.

Panamanian employers expect the labour market slump to continue into the second quarter of 2021, reporting a sixth consecutive negative Outlook. Employers in the Commerce and Services sectors continue to trim payrolls, although Construction sector employers anticipate an uptick in hiring for the coming quarter. Employers in Guatemala expect some job gains, although the national Outlook remains weaker than before the pandemic. In Costa Rica, hiring intentions have returned to pre-pandemic levels, although prospects remain gloomy in the Construction sector.

In Brazil, employers continue to report cautiously optimistic hiring plans, fuelled in part by a considerably stronger Outlook in the Services sector when compared with the prior quarter. Employers in the Manufacturing and Wholesale & Retail Trade sectors also expect steady workforce gains.

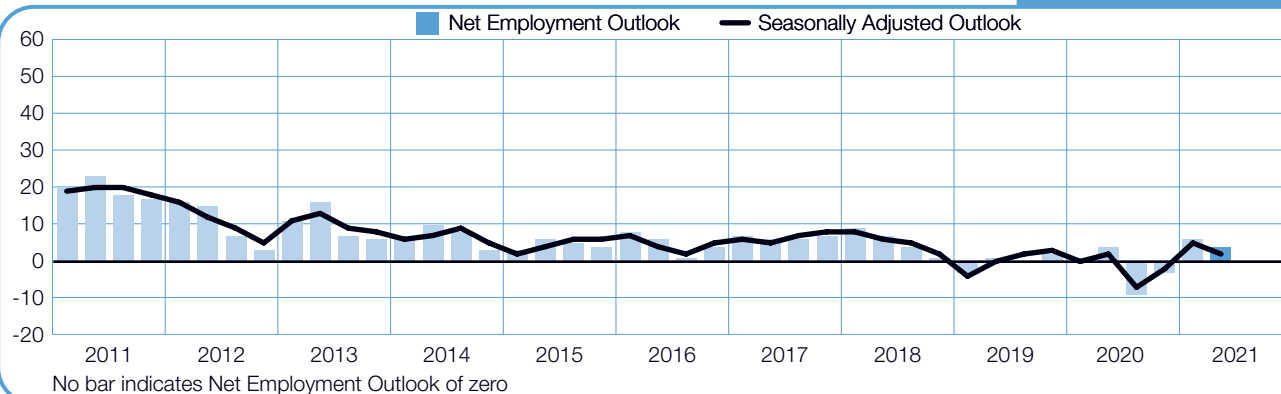
Employers in Colombia expect the modest hiring pace to continue in the next three months, driven in part by upbeat hiring plans in the Construction and Services sectors, where Outlooks have returned to pre-pandemic levels. However, hiring prospects in the Wholesale & Retail Trade sector remain downbeat.

Hiring sentiment in Argentina has stalled following the strongest Outlook in two years reported in the first quarter of 2021. Hiring prospects weaken in six of nine industry sectors quarter-over-quarter, although slight upticks are reported for the Wholesale & Retail Trade and Mining sectors.

Peruvian employers also report weaker hiring confidence following the encouraging signs reported three months ago, with a decline in payrolls forecast for Quarter 2 2021. Employers expect to trim payrolls in six of the nine industry sectors, with notably weak hiring prospects in the Construction and Mining sectors, where Outlooks are the weakest in eight and five years, respectively.

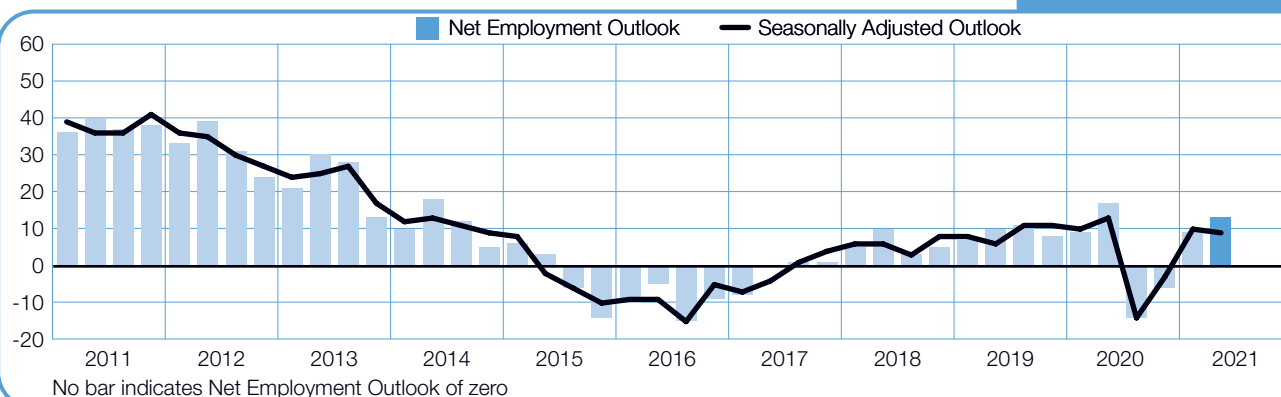
Argentina

+4 (+2)%



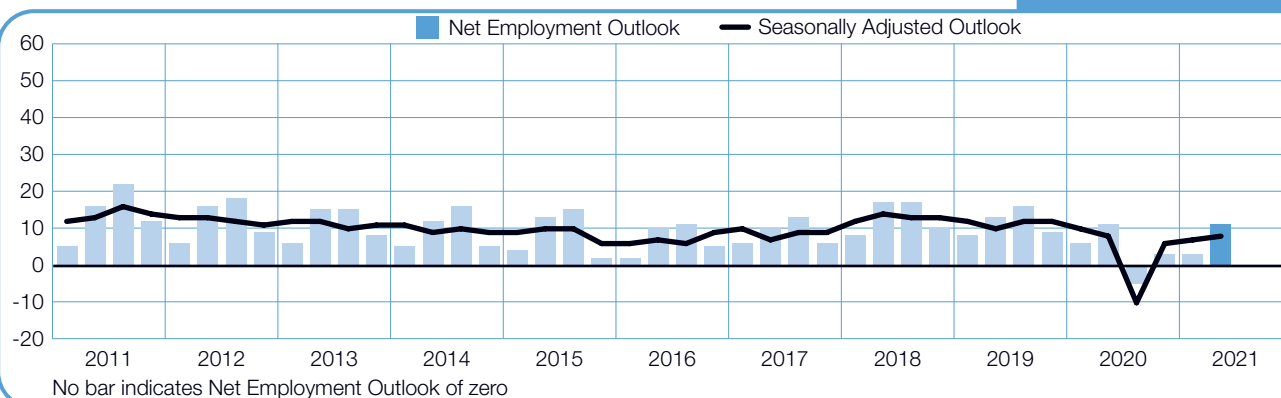
Brazil

+13 (+9)%



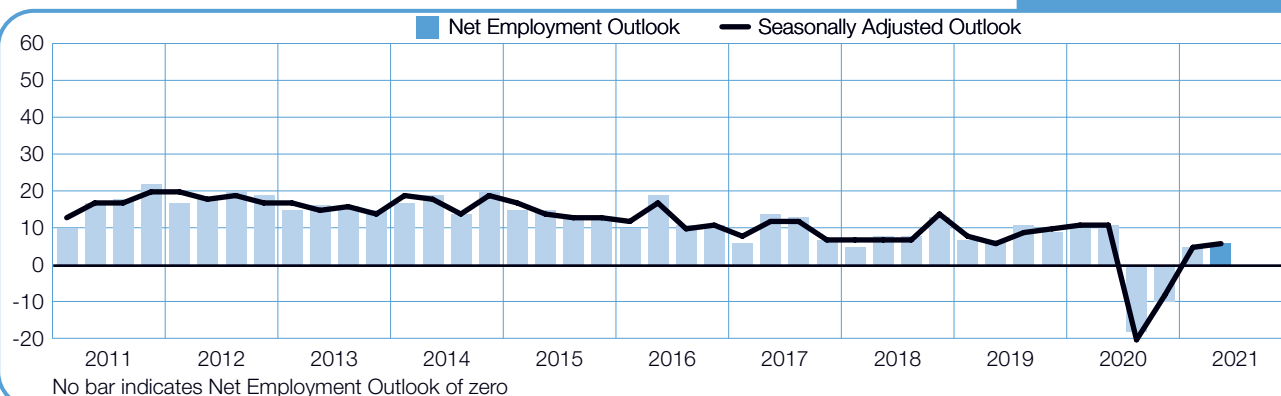
Canada

+11 (+8)%



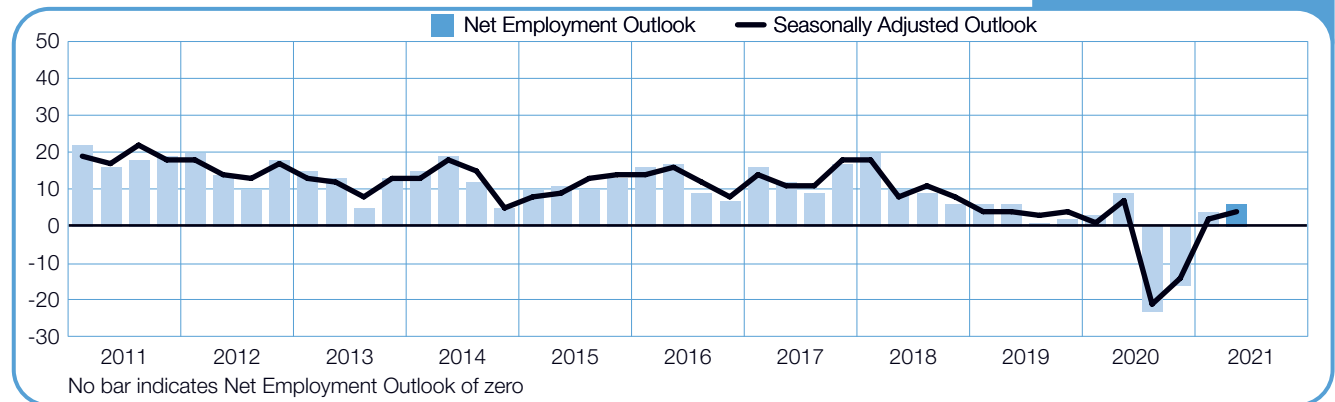
Colombia

+6 (+6)%



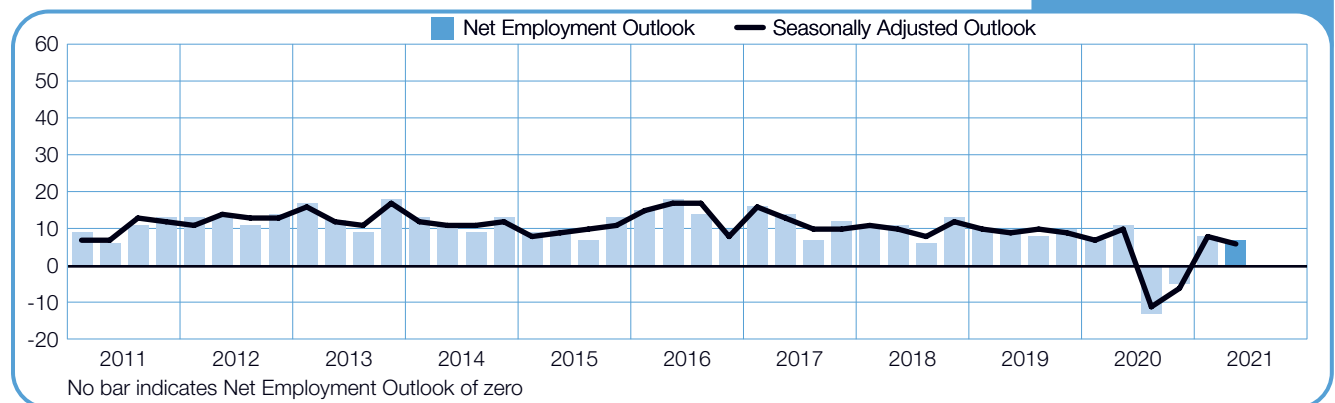
Costa Rica

+6 (+4)%



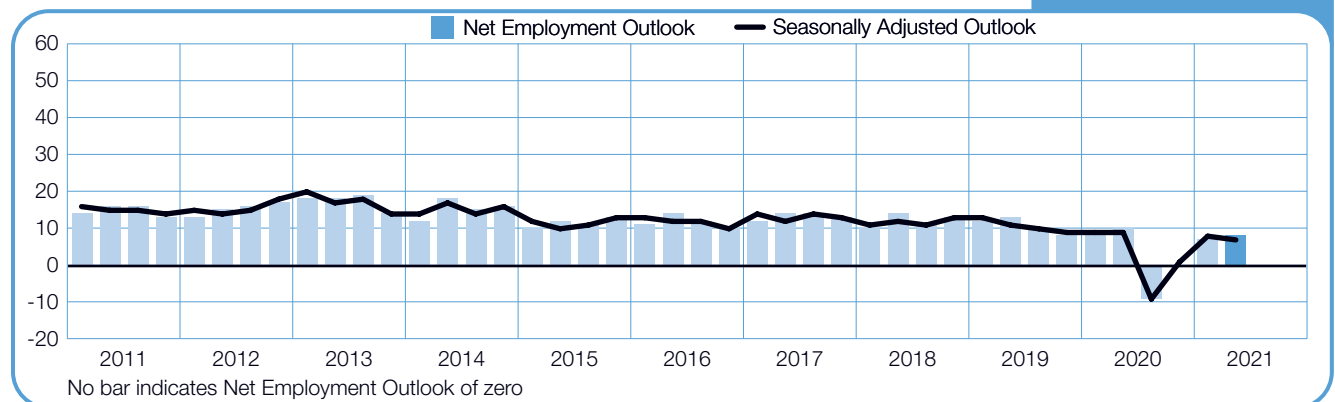
Guatemala

+7 (+6)%



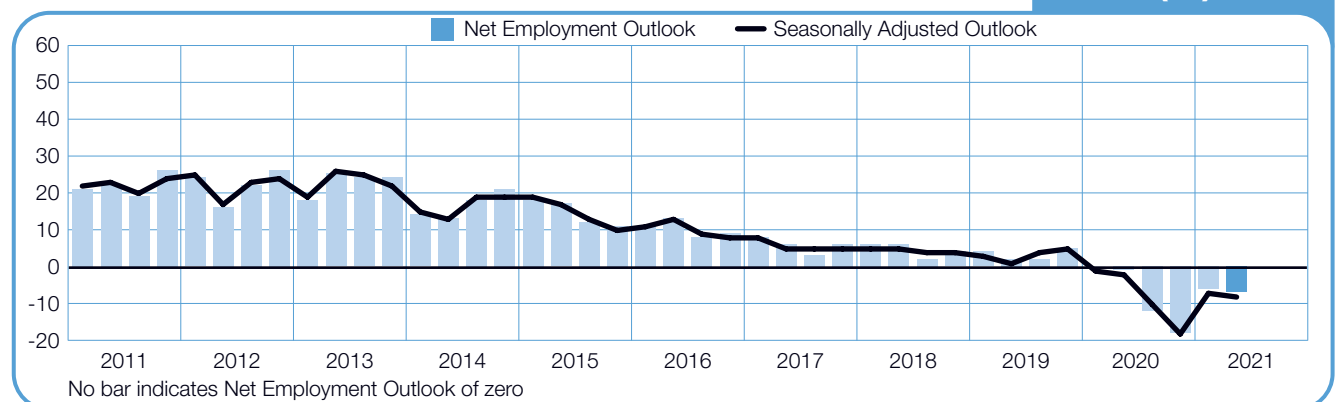
Mexico

+8 (+7)%



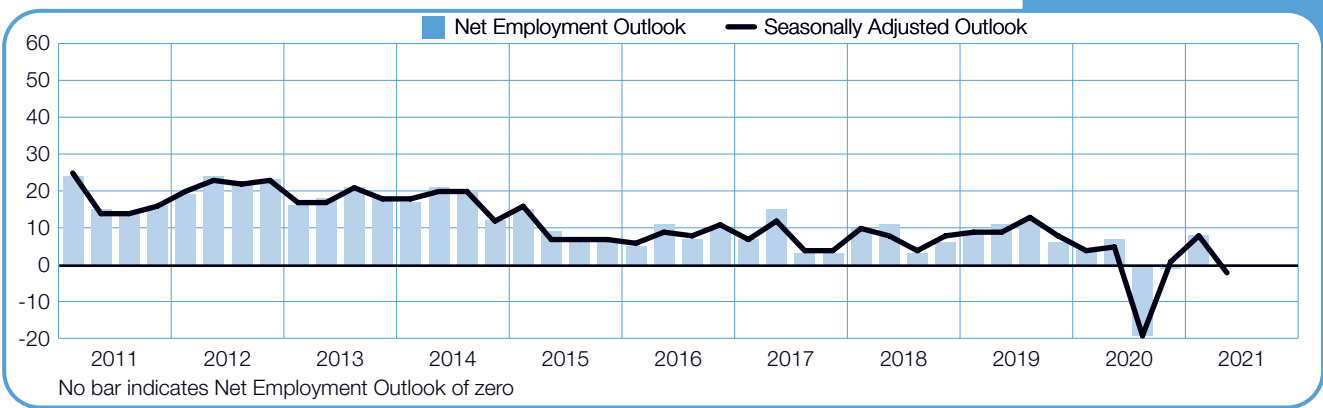
Panama

-7 (-8)%



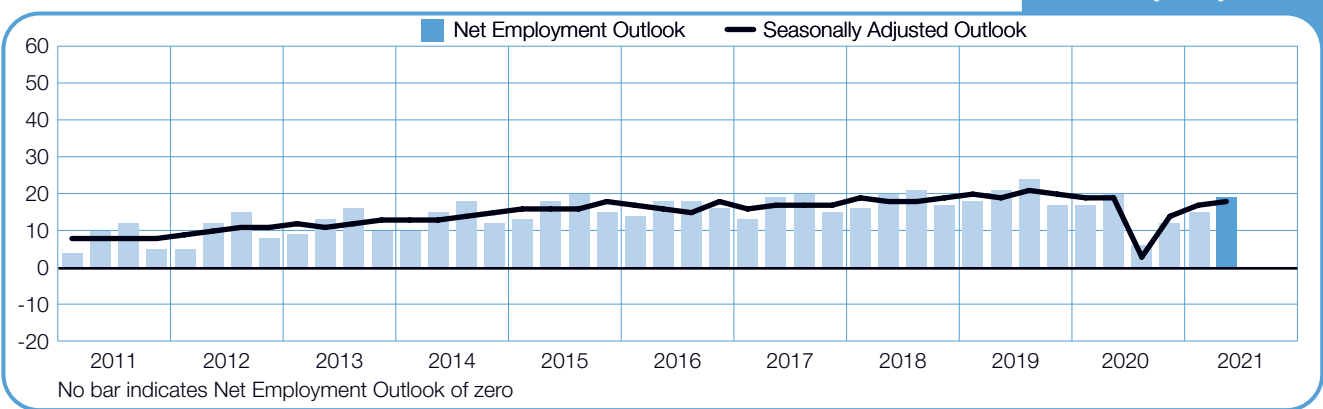
Peru

0 (-2)%



United States of America

+19 (+18)%



International Comparisons – Asia Pacific

In the seven Asia Pacific countries and territories surveyed by ManpowerGroup, more than 10,700 employers were interviewed on their hiring plans for the upcoming quarter. Workforce gains are anticipated in five of the seven countries and territories, although employers in both Hong Kong and Japan expect to trim payrolls.

For the third consecutive quarter Taiwan's employers anticipate the strongest labour market of all the 43 countries and territories surveyed. Reporting their strongest hiring sentiment in three years they forecast solid workforce gains during the next three months, including in the Finance, Insurance & Real Estate, Manufacturing and Wholesale & Retail Trade sectors.

The strongest hiring pace in more than nine years is anticipated in Australia, with payroll gains expected in all seven industry sectors and all eight regions. Hiring confidence is particularly optimistic in the Finance, Insurance & Real Estate sector where the Outlook is the strongest in more than nine years, while Manufacturing sector employers expect the strongest labour market in 10 years.

Job seekers in Singapore can expect the strongest hiring intentions in six years during the coming quarter, according to employers. Workforce gains are anticipated in all seven industry sectors in the forthcoming quarter as the national forecast continues to improve for the third consecutive quarter.

Hiring intentions in the region's largest labour market hold steady, with employers in China continuing to anticipate modest payroll gains. Little noteworthy change is reported in China's six industry sectors and nine regions in comparison with the previous quarter, with the exception of the Mining & Construction sector, where hiring plans are the strongest in two years.

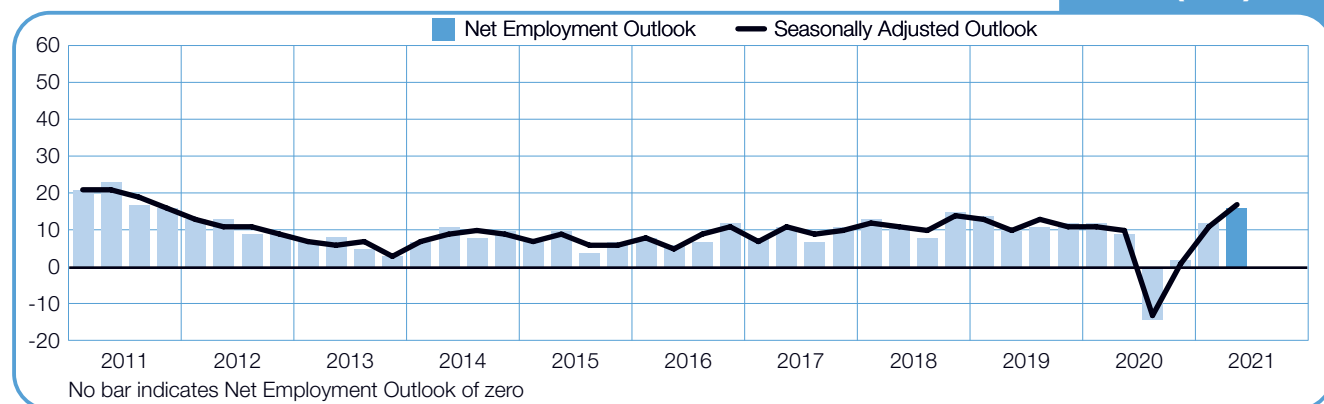
In India, hiring sentiment continues to recover slowly from the impact of the COVID-19 pandemic, improving when compared with the prior quarter. However, hiring prospects remain weaker when compared with this time one year ago, including in the Wholesale & Retail Trade and Finance, Insurance & Real Estate sectors.

Japanese employers report subdued hiring prospects for the second quarter of 2021 with the weakest – and first negative – Outlook in 11 years. Employers in the Manufacturing and Wholesale & Retail Trade sectors expect to trim payrolls, while hiring prospects in the Services and Mining & Construction sectors are the weakest in 10 years.

Hong Kong employers report subdued hiring sentiment for a fifth consecutive quarter. Downbeat hiring plans for the next three months are driven in part by the weakest Services sector forecast since the survey began in 2003, while Wholesale & Retail Trade sector employers report their weakest Outlook in 12 years.

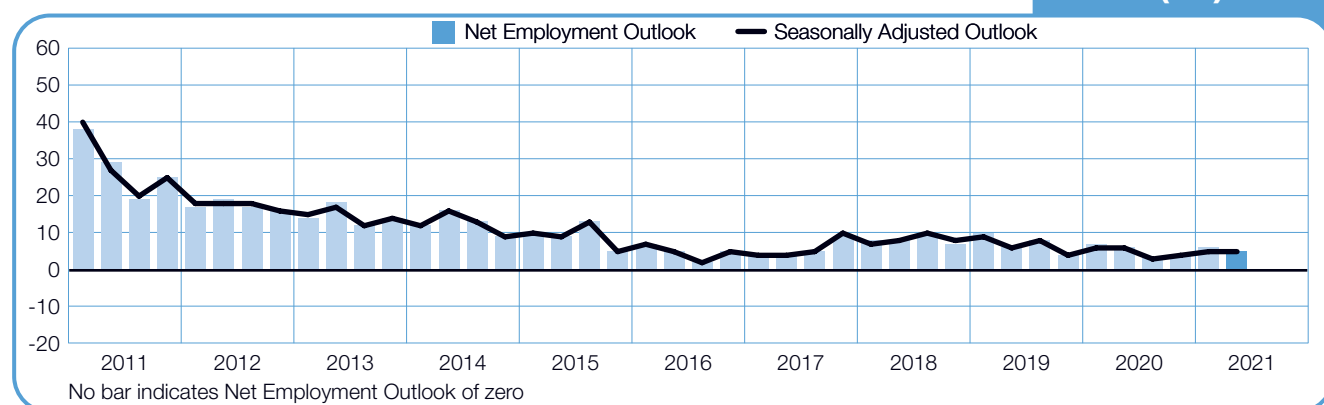
Australia

+16 (+17)%



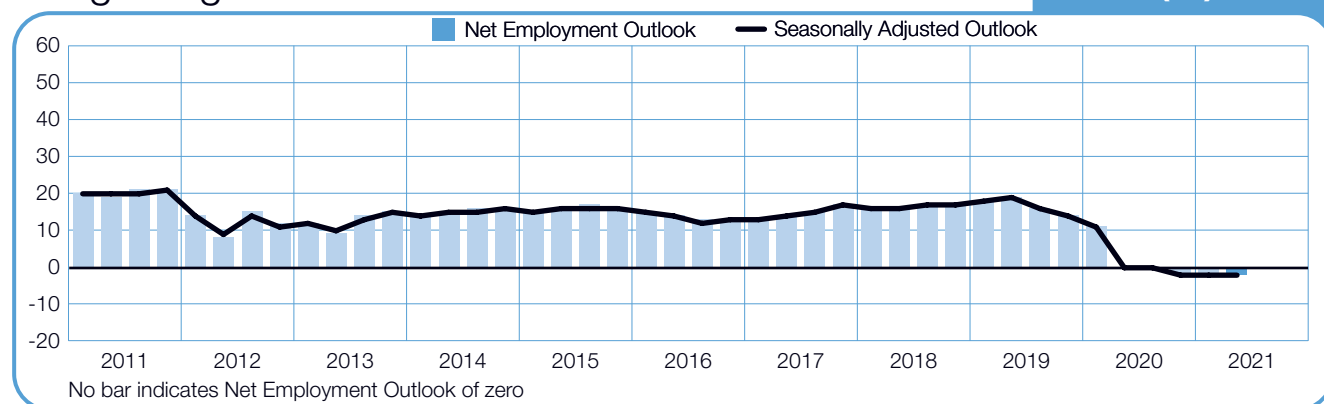
China

+5 (+5)%



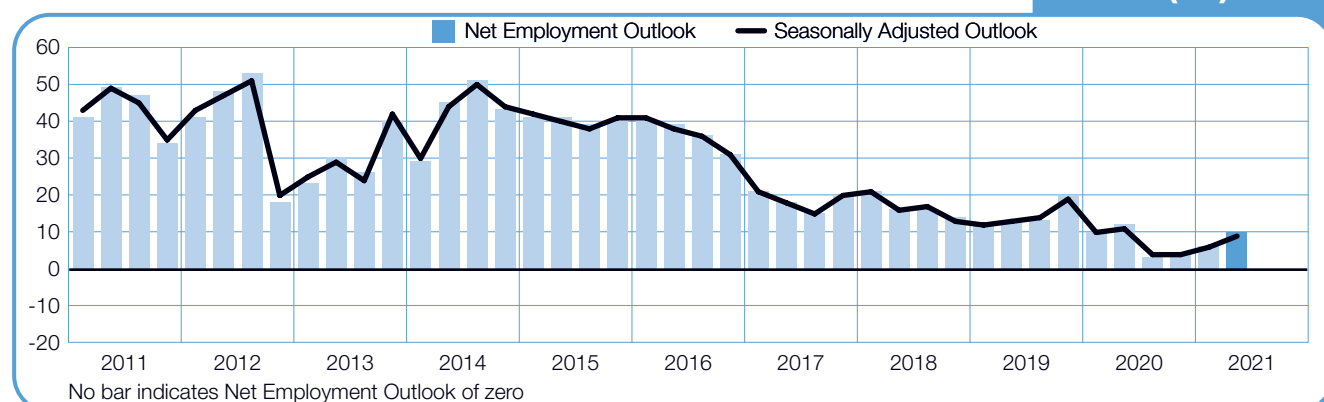
Hong Kong

-2 (-2)%



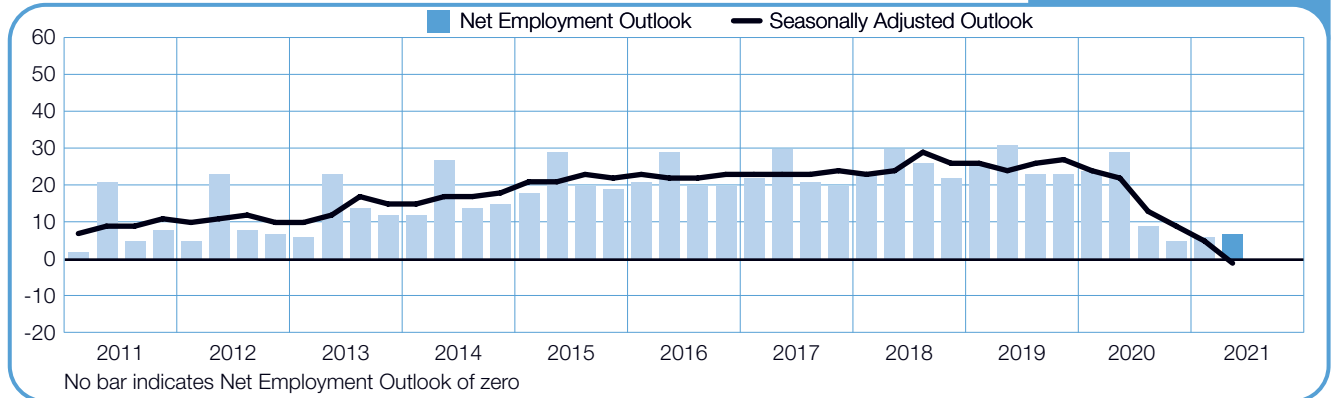
India

+10 (+9)%



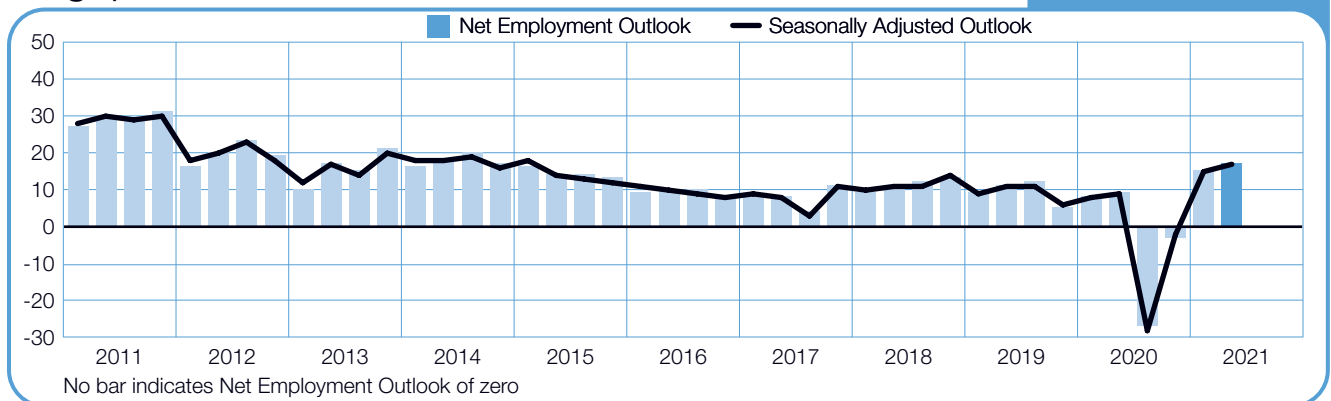
Japan

+7 (-1)%



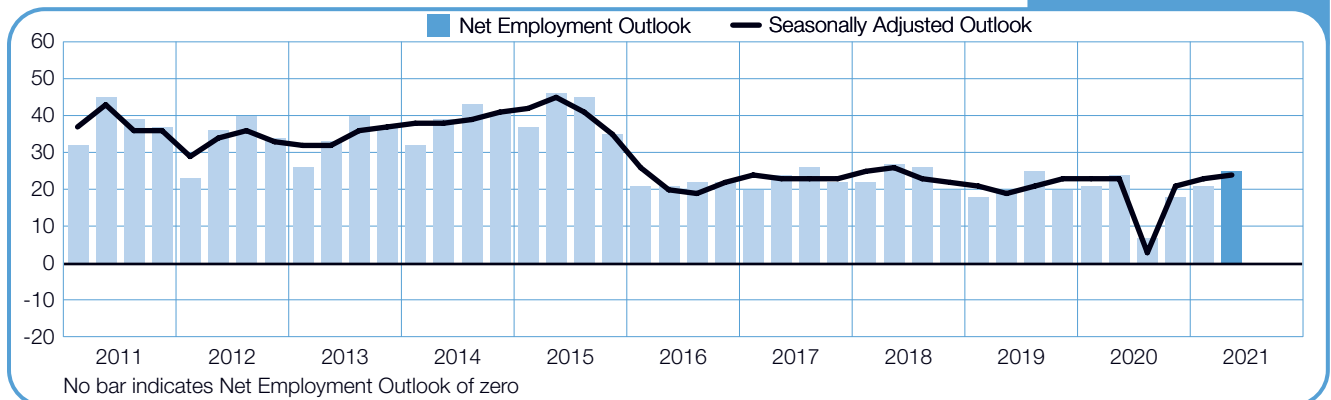
Singapore

+17 (+17)%



Taiwan

+25 (+24)%



International Comparisons – EMEA

ManpowerGroup surveyed more than 15,300 employers in the Europe, Middle East and Africa (EMEA) region on hiring intentions for the second quarter of 2021. Workforce gains are expected in 18 countries during the coming quarter, but employers in six countries expect to trim payrolls (with flat hiring prospects reported in two).

Mixed hiring sentiment is reported across the three largest Eurozone economies for the upcoming quarter. Employers in France expect the strongest hiring pace, anticipating moderate job gains. Hiring plans strengthen in all seven French industry sectors when compared with the previous quarter, with Construction sector employers expecting upbeat hiring activity and the Manufacturing sector Outlook at its strongest level in 13 years.

However, German employers report increasingly cautious hiring expectations for the second quarter of 2021. Outlooks weaken in all seven German industry sectors when compared with both the first quarter of 2021 and last year at this time, with Construction sector employers expecting the weakest labour market in seven years, and hiring sentiment in the Restaurants & Hotels sector at its weakest since 2003 following four consecutive gloomy forecasts. In Italy, employers expect to trim payrolls during the coming quarter as the national forecast turns negative again, with hiring prospects declining in five industry sectors both quarter-over-quarter and year-over-year, including the weakest hiring plans for the Other Production sector in seven years.

UK employers expect the labour market slump to continue in the next three months with a fourth consecutive negative forecast. Employers in six of nine UK industry sectors expect to trim payrolls including downbeat forecasts in the Finance & Business Services, Community & Social, Hotels & Retail and Manufacturing sectors.

Now in its fourth consecutive quarter, employers in Spain expect the labour market slump to continue in the April to June period. Hiring plans remain weak in the Restaurants & Hotels sector, but some improvements are evident elsewhere in the economy,

with moderately stronger forecasts for the Construction, Finance & Business Services and Wholesale & Retail Trade sectors in comparison with the prior quarter.

Employers in Belgium report an uptick in hiring prospects when compared with the first quarter of 2021, although hiring sentiment nationally remains weaker in comparison with pre-pandemic levels. Construction sector employers expect the strongest hiring pace, but the labour market slump in the Restaurants & Hotels sector continues for the fourth consecutive quarter where employers also report the weakest forecast since the survey began in 2003. In the Netherlands, hiring prospects remain relatively stable in comparison with the prior quarter, with employers anticipating some workforce gains. Construction sector employers report a sharply weaker forecast in comparison with the previous quarter, although this is partially offset by considerably stronger hiring plans for the Manufacturing and Restaurants & Hotels sectors.

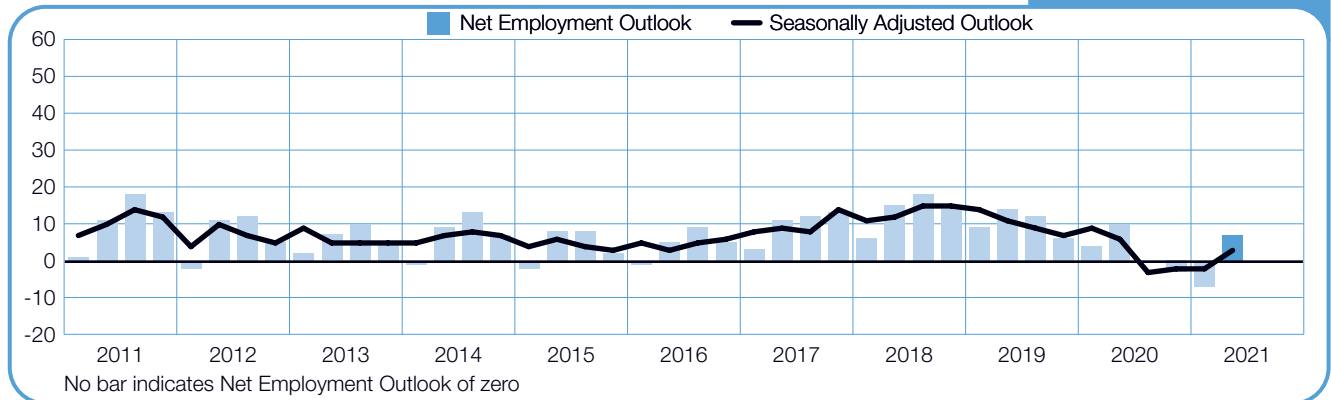
In Poland, employer confidence remains at a similar level to the prior quarter, fuelled in part by respectable hiring plans in the Construction and Manufacturing sectors. Swedish employers report encouraging signs for job seekers, following three consecutive quarters of improvement, anticipating job gains in six of seven industry sectors during the coming quarter. Finance & Business Services sector employers forecast a healthy hiring pace, while the Outlook for the Manufacturing sector strengthens considerably in comparison with the prior quarter.

Norwegian employers anticipate slow-paced workforce gains during the next three months as the gradual recovery from the sharp Quarter 3 2020 contraction continues, driven in part by stronger hiring plans in the Finance & Business Services and Manufacturing sectors when compared with the previous quarter.

The strongest hiring prospects across the EMEA region as a whole are reported in Croatia and Romania. In Croatia, workforce gains are anticipated in all seven industry sectors during Quarter 2 2021 while the Romanian Outlook has improved for three consecutive quarters now.

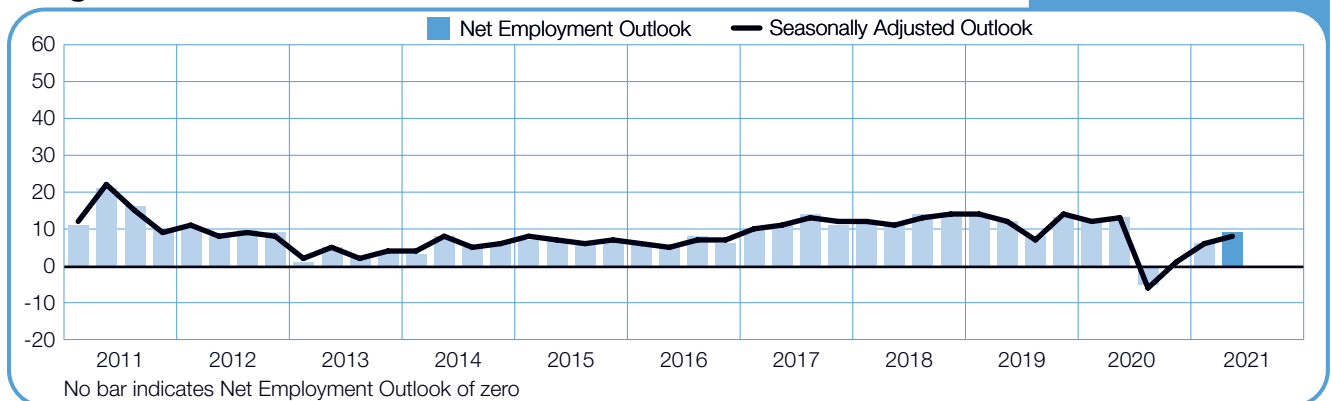
Austria

+7 (+3)%



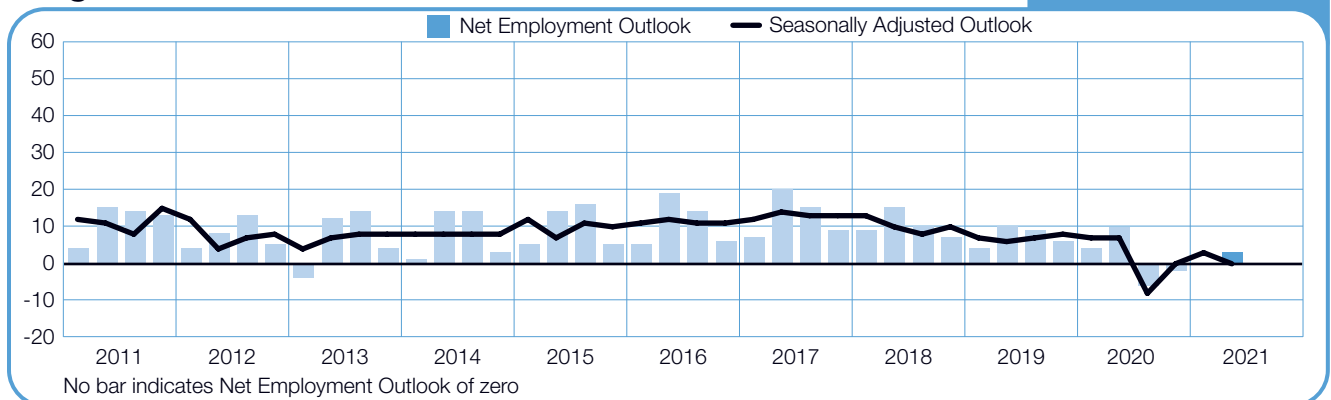
Belgium

+9 (+8)%



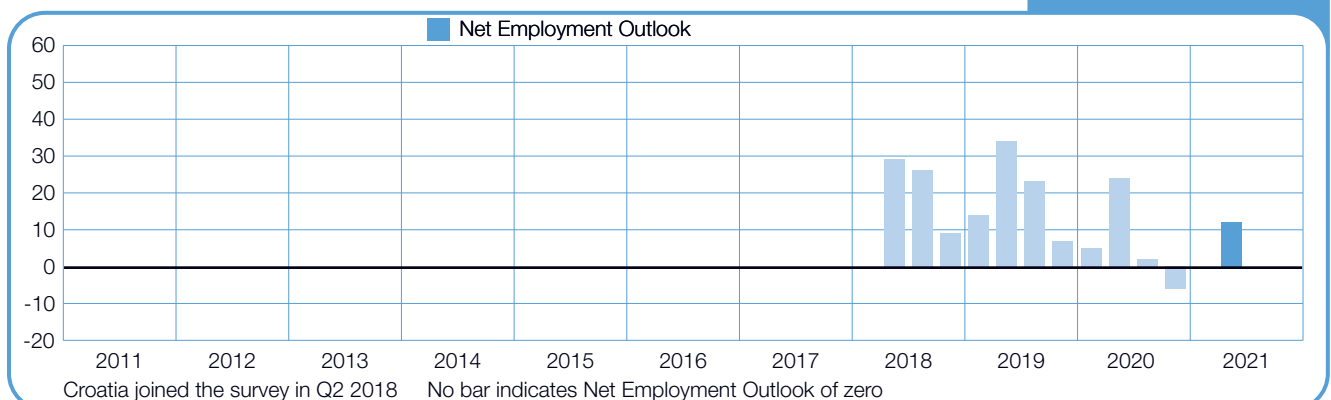
Bulgaria

+3 (0)%



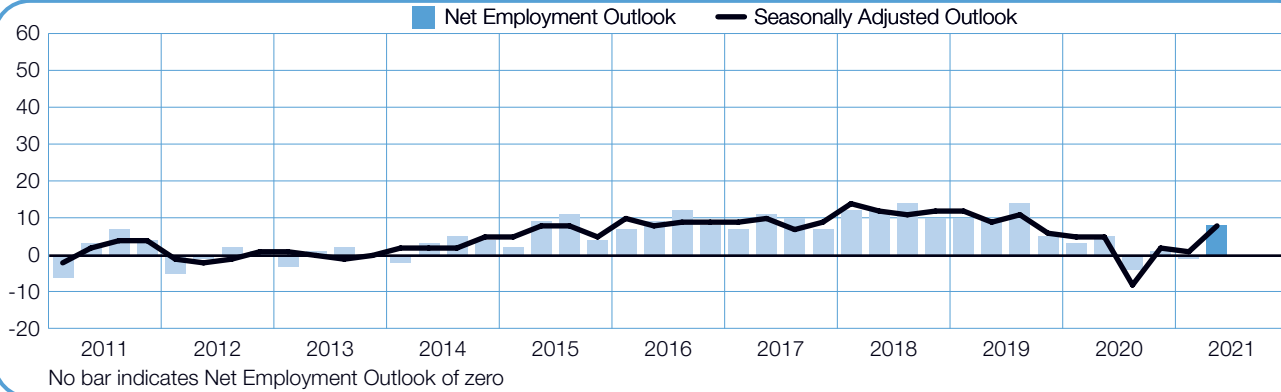
Croatia

+12%



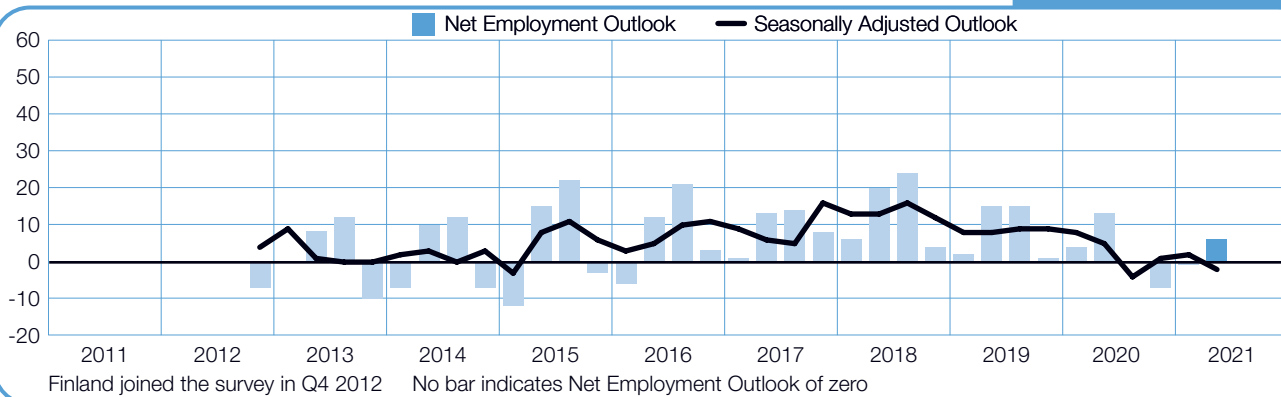
Czech Republic

+8 (+8)%



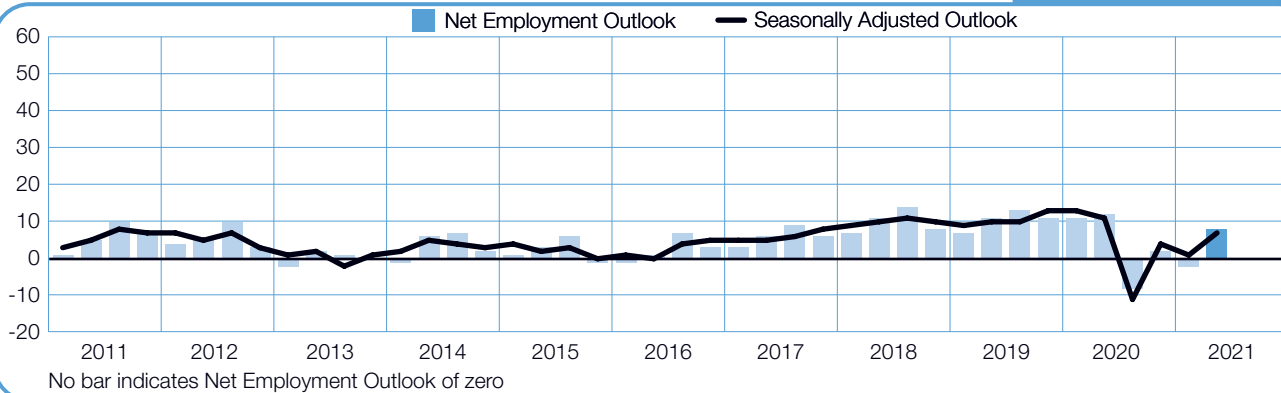
Finland

+6 (-2)%



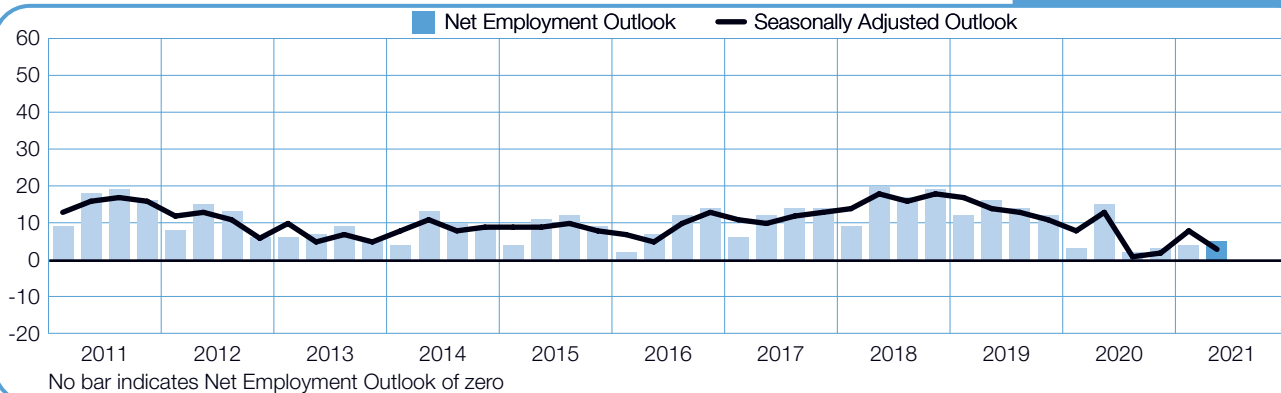
France

+8 (+7)%



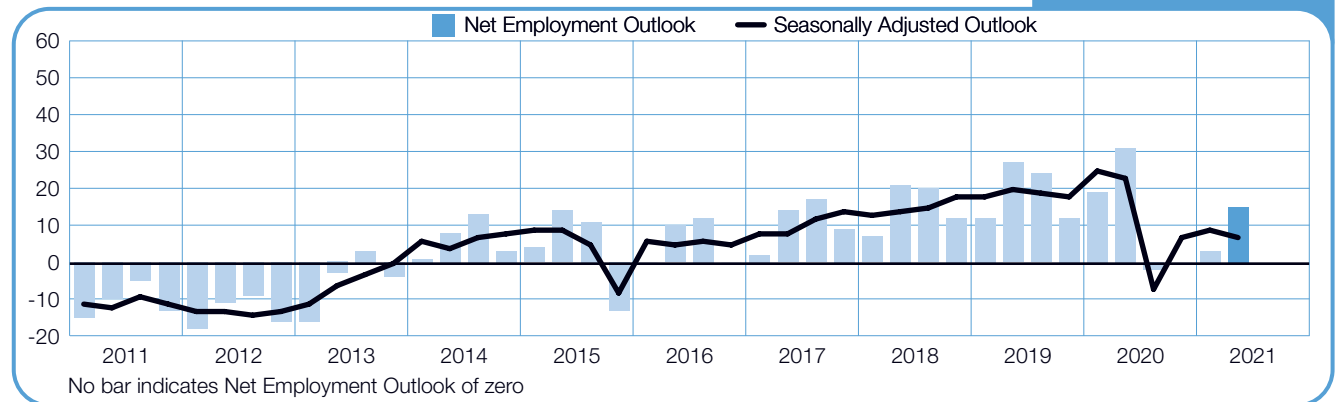
Germany

+5 (+3)%



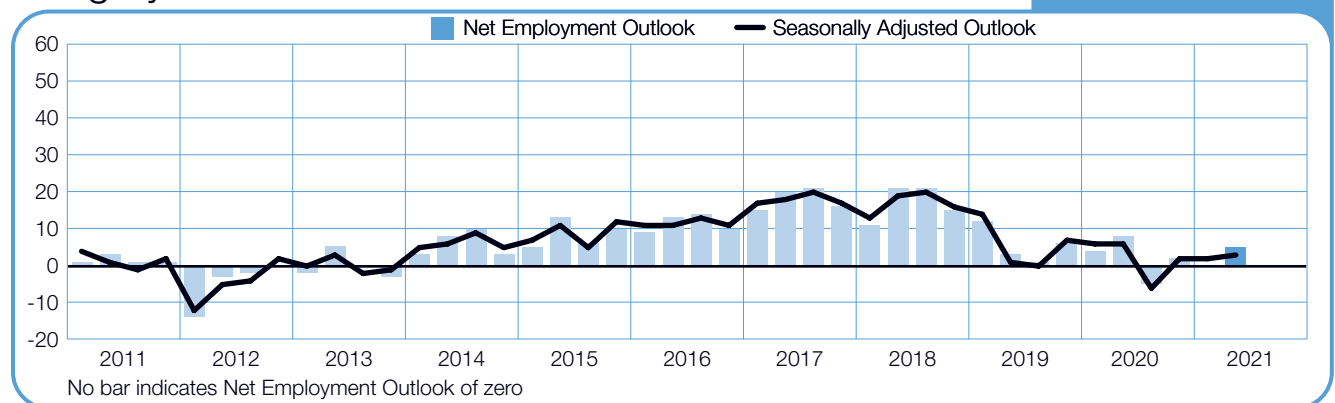
Greece

+15 (+7)%



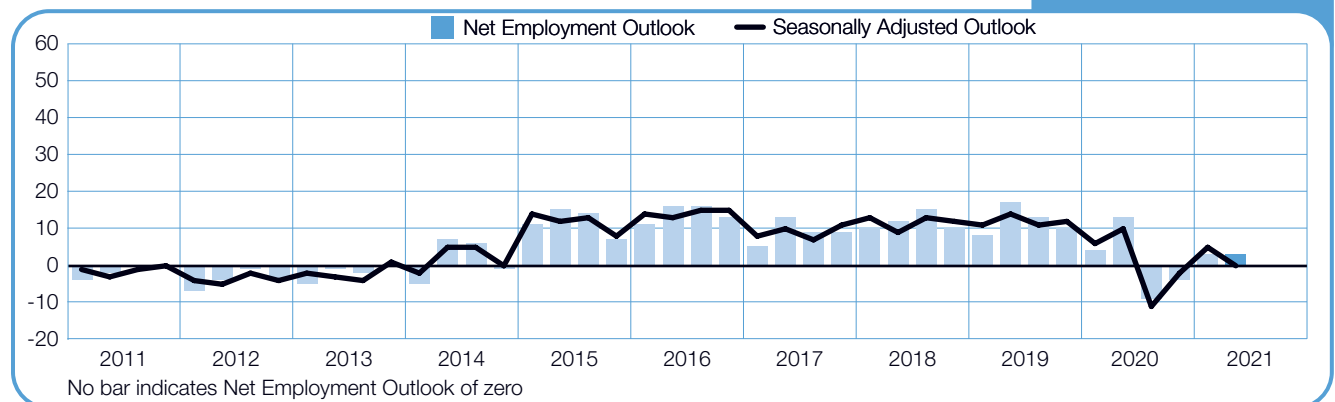
Hungary

+5 (+3)%



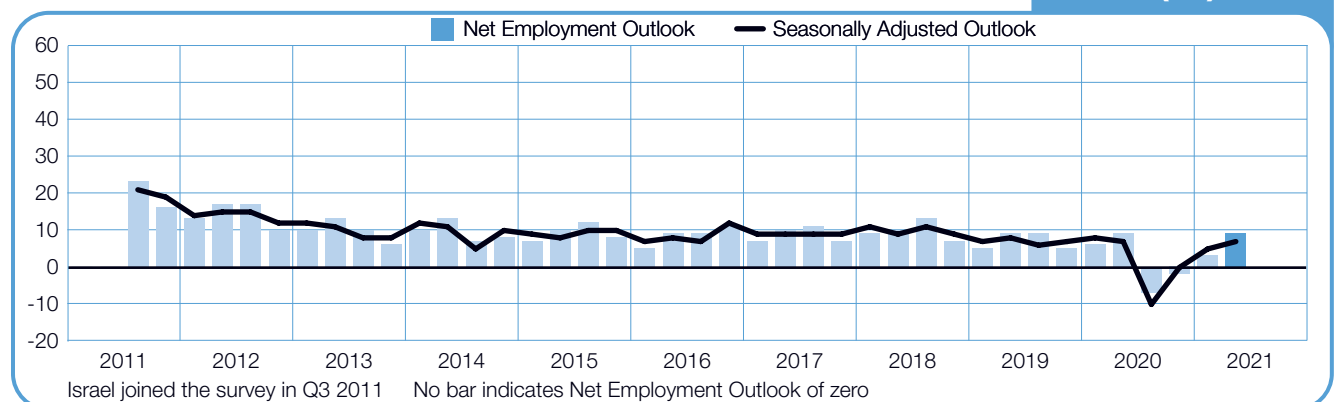
Ireland

+3 (0)%



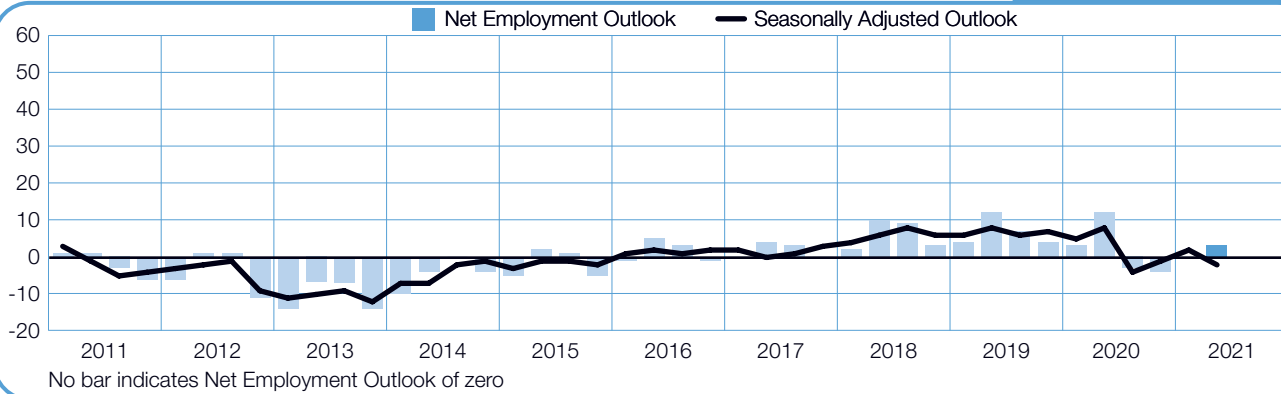
Israel

+9 (+7)%



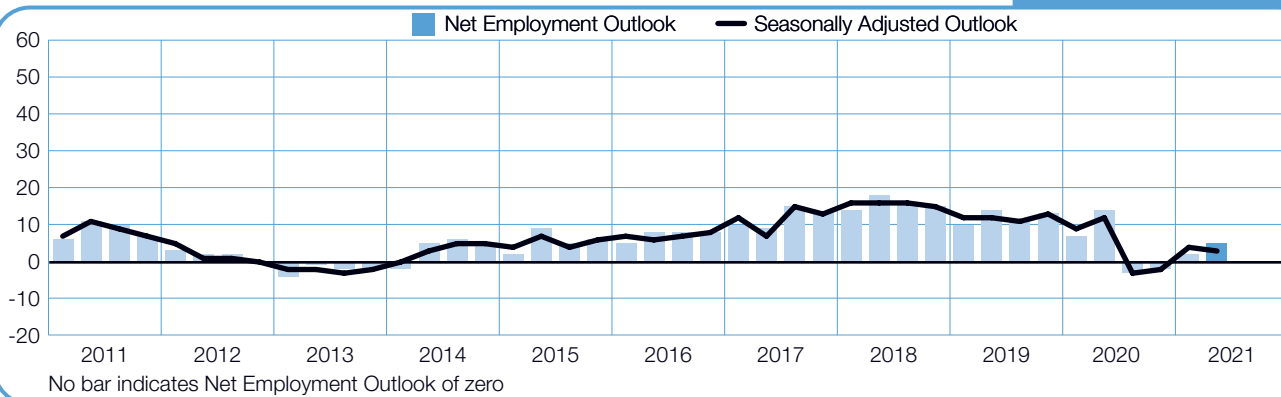
Italy

+3 (-2)%



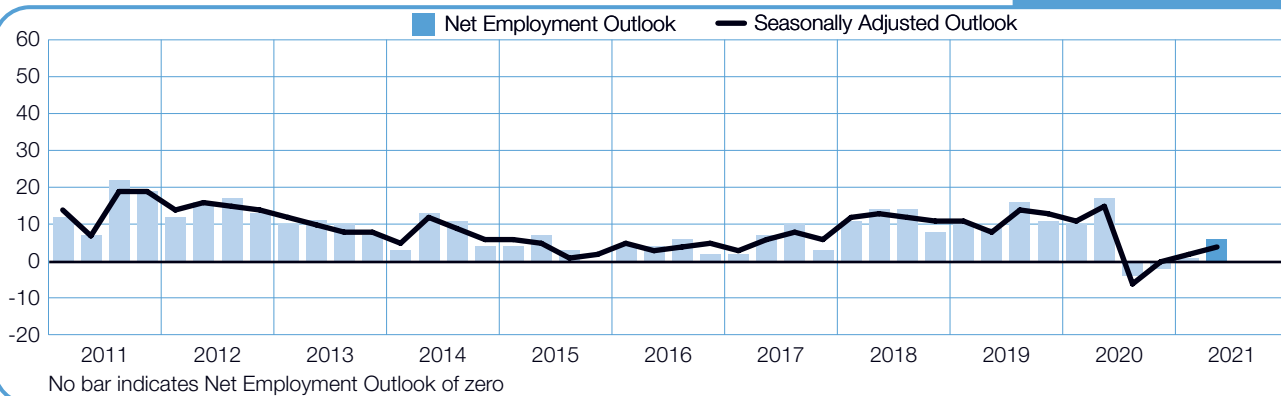
Netherlands

+5 (+3)%



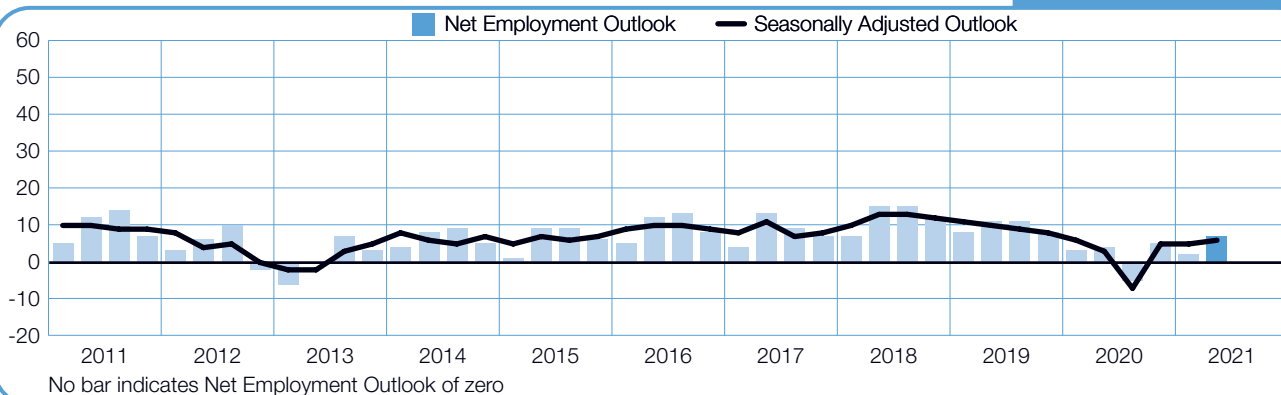
Norway

+6 (+4)%



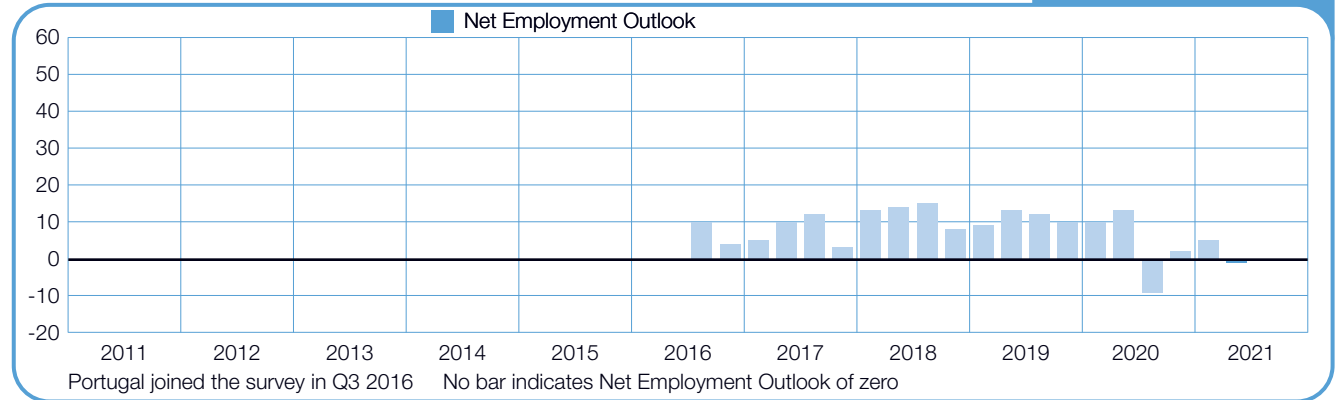
Poland

+7 (+6)%



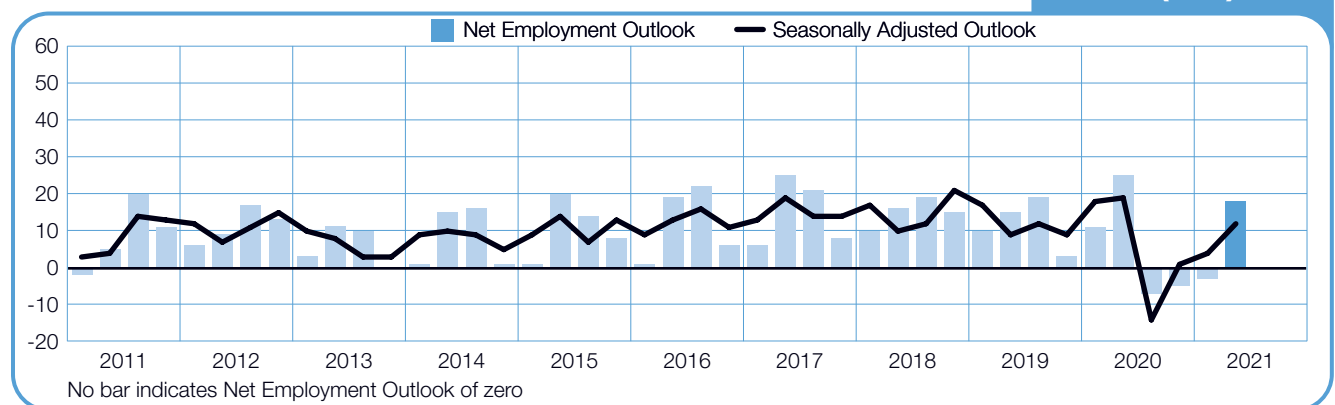
Portugal

-1%



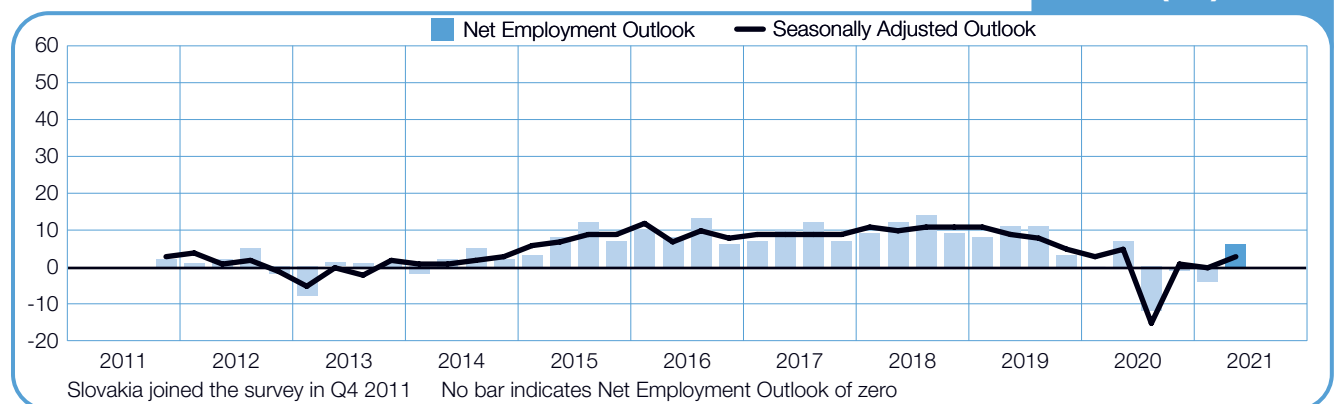
Romania

+18 (+12)%



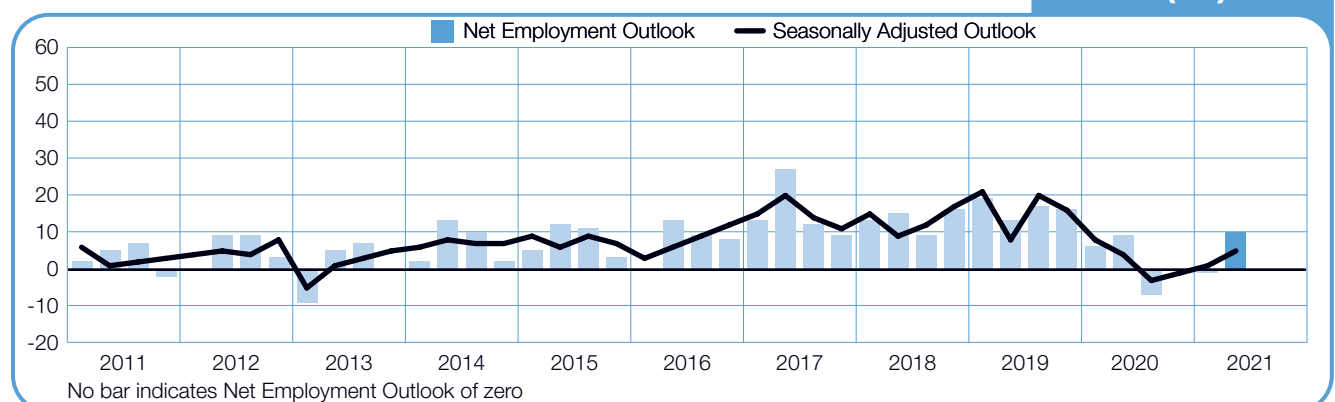
Slovakia

+6 (+3)%



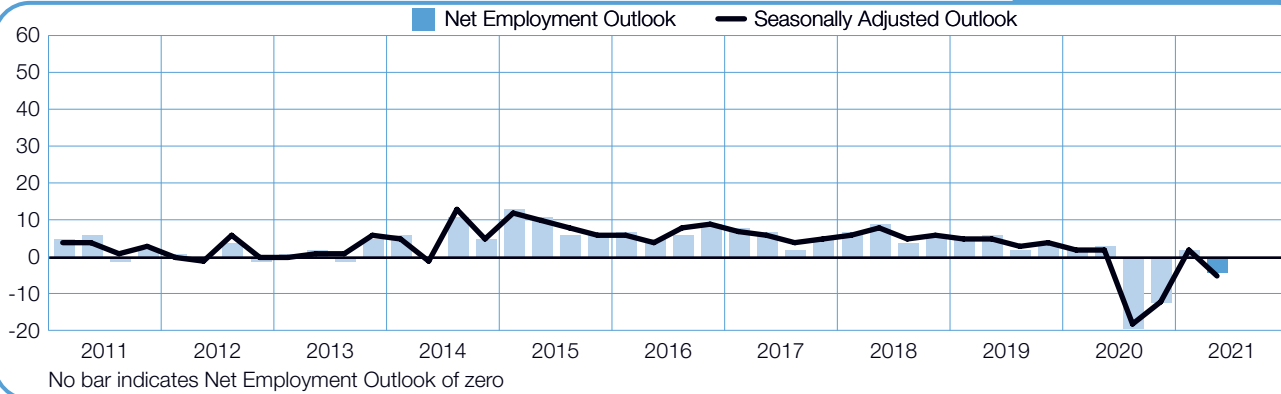
Slovenia

+10 (+5)%



South Africa

-4 (-5)%



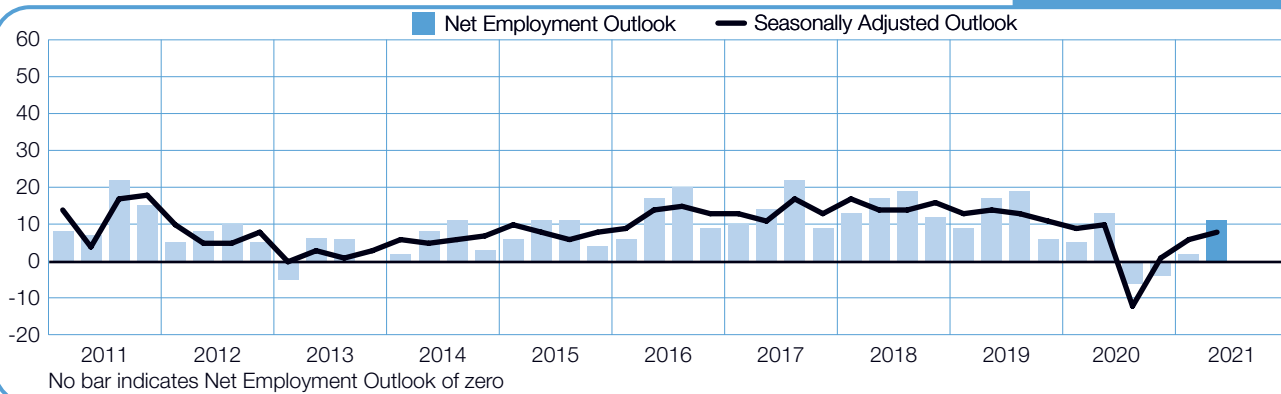
Spain

+1 (-1)%



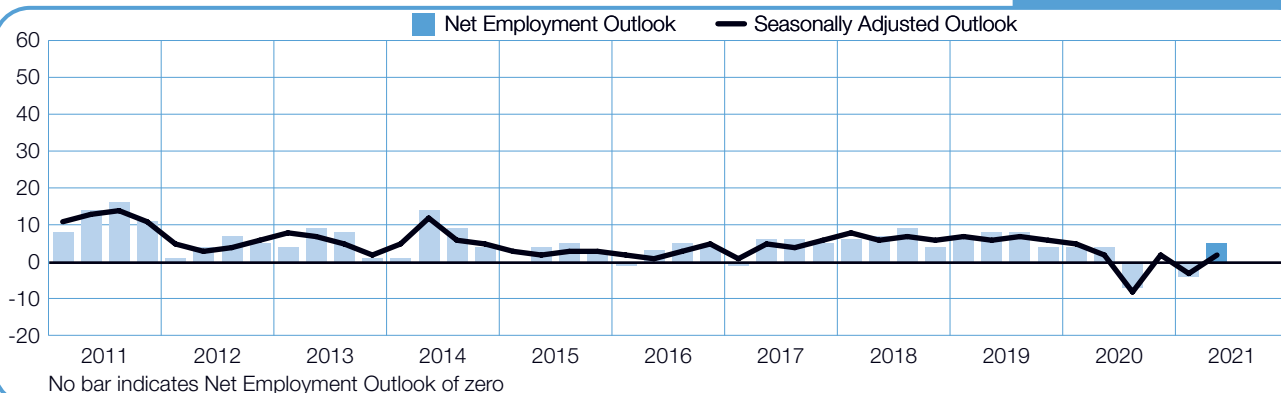
Sweden

+11 (+8)%



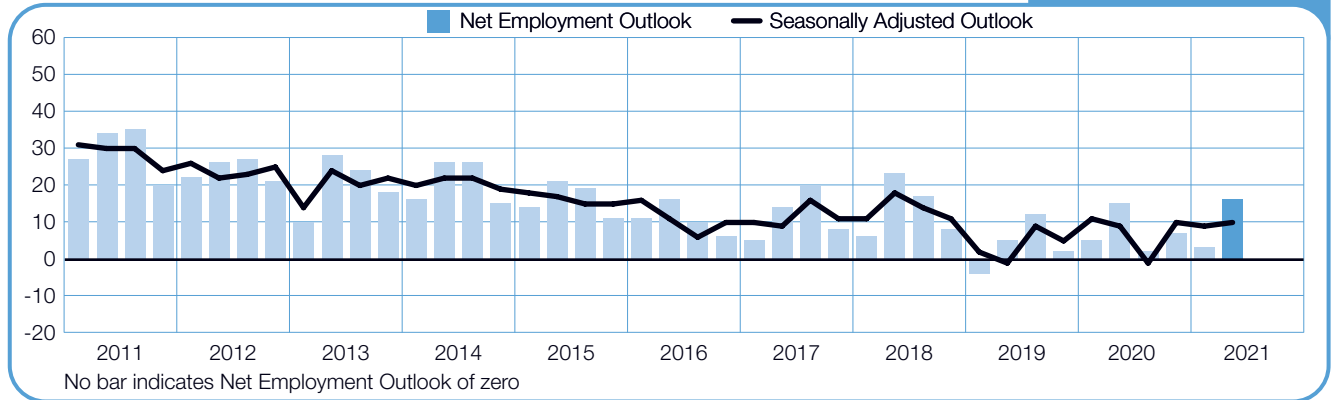
Switzerland

+5 (+2)%



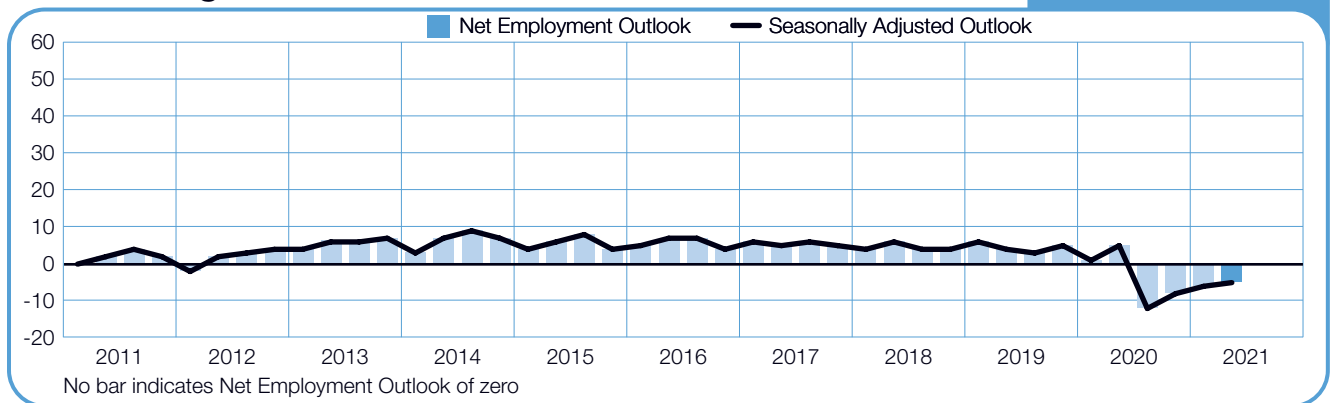
Turkey

+16 (+10)%



United Kingdom

-5 (-5)%



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter.

ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: For Quarter 2 2021, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is significantly lower than normal in some countries. The survey is based on interviews with over 42,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the Quarter 2 2021 research, all employers participating in the survey worldwide are asked 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?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for almost all national, regional and global data is not greater than +/- 5%.

The margin of error for the Canadian survey is +/- 2.7%.

Net Employment Outlook

Throughout this report, we use the term "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.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled.

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.

About ManpowerGroup Canada

With nearly 30 offices strategically located across the country, ManpowerGroup Canada's staffing services include administrative, industrial, skilled trades and contact centre personnel as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Experis brand. More information can be found on the following websites, manpower.ca and experis.ca

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