

**ManpowerGroup
Employment
Outlook Survey
Canada**

**Q4
2021**



ManpowerGroup®

Canadian Employment Outlook

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2021 was conducted by interviewing a representative sample of 1,027 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 December 2021 as compared to the current quarter?”

Contents

Canadian Employment Outlook	1
Organization-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
Global Employment Outlook	13
International Comparisons – Americas	
International Comparisons – Asia Pacific	
International Comparisons – EMEA	
About the Survey	30
About ManpowerGroup®	31

Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
4th Quarter 2021	50	11	35	4	39	40
3rd Quarter 2021	17	4	75	4	13	9
2nd Quarter 2021	15	4	77	4	11	9
1st Quarter 2021	12	9	74	5	3	7
4th Quarter 2020	12	9	73	6	3	5



Canadian employers report bright hiring prospects for the October to December period. While 50% of employers expect to increase payrolls, 11% anticipate a decrease and 35% forecast no change, resulting in a Net Employment Outlook of +39%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +40%. Hiring sentiment is the strongest since the survey began more than four decades ago, strengthening by 31 percentage points in comparison with the prior quarter and by 35 percentage points when compared with the same period last year.

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

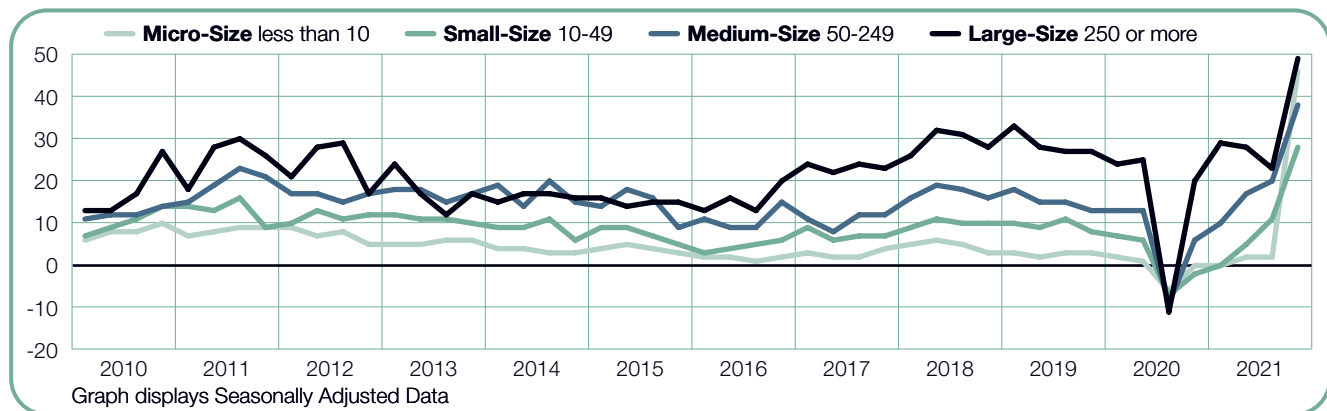
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Payroll gains are expected in all four organization size categories during the next three months. The strongest hiring plans are reported by Large- and Micro-size employers, with Net Employment Outlooks of +49% and +46%, respectively. Elsewhere, Medium employers report an Outlook of +38%, while the Outlook for Small firms stands at +28%.

In a comparison with the previous quarter, Micro employers report a sharp increase of 44 percentage points. The Outlook for Large firms improves by 26 percentage points and hiring prospects are 18 and 17 percentage points stronger for Medium- and Small-size employers, respectively.

Hiring sentiment also strengthens in all four organization size categories when compared with this time one year ago, most notably by 46 percentage points for Micro employers. Medium employers report an increase of 32 percentage points, while improvements of 30 and 29 percentage points are reported in the Small- and Large-size categories, respectively.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	53	9	33	5	44	46
Small-Size 10-49	43	13	40	4	30	28
Medium-Size 50-249	53	14	30	3	39	38
Large-Size 250 or more	55	9	34	2	46	49



Regional Comparisons

+45 (+53)% Atlantic Canada

The strongest hiring climate since regional data was first analyzed in 2004 is expected during the next three months. Employers report a bullish Net Employment Outlook of +53%, improving by 42 percentage points when compared with the previous quarter and by 48 percentage points year-over-year.

In the fourth quarter of 2021, detailed analysis of industry sector scores in Atlantic Canada is only available for the Services sector, where employers anticipate a booming labour market during the next three months, reporting a Net Employment Outlook of +59%. Hiring plans in the sector improve by 47 percentage points when compared with the previous quarter and by 57 percentage points year-over-year.

Analysis of the Atlantic Canada areas is only available for Halifax in the upcoming quarter. Employers in Halifax report bright hiring prospects with an Outlook of +34%, improving by 10 percentage points quarter-over-quarter and by 43 percentage points when compared with this time one year ago.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	49	4	43	4	45	53
Construction	–	–	–	–	–	–
Education	–	–	–	–	–	–
Finance, Insurance & Real Estate	–	–	–	–	–	–
Manufacturing – Durables	–	–	–	–	–	–
Manufacturing – Non-Durables	–	–	–	–	–	–
Mining	–	–	–	–	–	–
Public Administration	–	–	–	–	–	–
Services	53	0	47	0	53	59
Transportation & Public Utilities	–	–	–	–	–	–
Wholesale & Retail Trade	–	–	–	–	–	–

No data is presented for the Construction, Education, Finance, Insurance and Real Estate, Manufacturing Durable Goods, Manufacturing Non-Durable Goods, Mining, Public Administration, Transport & Public Utilities and Wholesale & Retail Trade sectors.

+43 (+45)%

Ontario

Job seekers can expect to benefit from a dynamic labour market in the fourth quarter of 2021, according to employers who report a Net Employment Outlook of +45%. Hiring plans are the strongest reported since the regional analysis began 18 years ago, improving by 39 and 36 percentage points in comparison with Quarter 3 2021 and the same period last year, respectively.

Detailed analysis of industry sector scores in Ontario is only available for nine of the 10 industry sectors, with no figures available for the Mining sector. Employers in all nine industry sectors expect to add to payrolls during the upcoming quarter. The strongest hiring intentions are reported in the Services sector, where the Net Employment Outlook is +89%, and bullish hiring plans are also reported for the Manufacturing – Durables sector and the Wholesale & Retail Trade sector, with Outlooks of +56% and +51%, respectively. Elsewhere, Outlooks stand at +48% in the Finance, Insurance & Real Estate sector and at +46% in the Manufacturing – Non-Durables sector. A bright hiring climate is reported in the Construction sector, where the Outlook is +38%, and for the Public Administration sector with an Outlook of +36%.

Hiring prospects strengthen in all nine industry sectors when compared with the previous quarter, most notably by 83 percentage points in the Services sector and by 50 percentage points in the Wholesale & Retail Trade sector. The Manufacturing – Durables sector Outlook is 44 percentage points stronger, and improvements of 39 and 37 percentage points are reported for the Finance, Insurance & Real Estate sector and the Manufacturing – Non-Durables sector, respectively. Construction sector employers report an increase of 28 percentage points, while the Outlook for the Education sector is 26 percentage points stronger.

Year-over-year comparison is only available for eight of the 10 Ontario industry sectors for the coming quarter, with no figures available for the Education sector and the Mining sector. Hiring sentiment strengthens in all eight sectors, including a steep increase of 87 percentage points for the Services sector. Improvements of 47 and 43 percentage points are reported in the Wholesale & Retail Trade sector and the Manufacturing – Durables sector, respectively, while Manufacturing – Non-Durables sector employers report an increase of 38 percentage points. The Outlook for the Construction sector improves by 34 percentage points and hiring plans are 31 percentage points stronger in the Finance, Insurance & Real Estate sector.

Analysis is only available for five of the 24 Ontario areas in the coming quarter. In addition, year-over-year analysis is only available in three areas. Employers in all five areas expect to add to payrolls during the October to December period. Hamilton employers forecast booming hiring activity with an Outlook of +77%, while Outlooks stand at +45% and +38% in Mississauga and Toronto, respectively. Elsewhere, the Brampton Outlook of +33% reflects robust hiring plans, while the Ottawa Outlook is +27%.

Hiring sentiment strengthens in all five areas when compared with the previous quarter, most notably by 70 percentage points in Hamilton. Increases of 37 and 36 percentage points are reported in Mississauga and Toronto, respectively, and Brampton employers report an improvement of 24 percentage points.

When compared with the same period last year, hiring plans improve in the three areas where data is available, most notably by 67 percentage points in Hamilton. Toronto employers report an increase of 37 percentage points and the Outlook for Ottawa is 16 percentage points stronger.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	53	10	34	3	43	45
Construction	52	9	30	9	43	38
Education	36	5	56	3	31	30
Finance, Insurance & Real Estate	55	5	40	0	50	48
Manufacturing – Durables	61	10	29	0	51	56
Manufacturing – Non-Durables	62	19	14	5	43	46
Mining	–	–	–	–	–	–
Public Administration	44	11	44	1	33	36
Services	49	11	39	1	38	89
Transportation & Public Utilities	44	11	39	6	33	28
Wholesale & Retail Trade	59	9	25	7	50	51

No data is presented for the Mining sector.

+42 (+48)%

Quebec

With a Net Employment Outlook of +48%, employers anticipate vigorous hiring activity in the October to December period. Hiring prospects improve by 32 percentage points quarter-over-quarter and by 45 percentage points year-over-year, resulting in the strongest forecast since the regional analysis began in 2004.

Detailed analysis of industry sector scores in Quebec is only available for two of the 10 industry sectors for the fourth quarter of 2021. In the Finance, Insurance & Real Estate sector, employers anticipate a booming labour market in the next three months, reporting a Net Employment Outlook of +75%. Meanwhile, Services sector employers expect a healthy hiring pace with an Outlook of +28%. Quarter-over-quarter analysis is available for the Services sector, where hiring plans improve by 16 percentage points.

Analysis is only available for two of Quebec's five areas in the coming quarter. An increase in payrolls is forecast for both Montreal and Quebec City during the next three months, with Outlooks standing at +42% and +29%, respectively.

In a comparison with the prior quarter, hiring plans improve by 34 percentage points in Montreal, but weaken by 3 percentage points in Quebec City.

Hiring prospects improve in both areas when compared with this time one year ago, by 43 percentage points in Montreal and by 24 percentage points in Quebec City.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	54	12	31	3	42	48
Construction	–	–	–	–	–	–
Education	–	–	–	–	–	–
Finance, Insurance & Real Estate	68	0	32	0	68	75
Manufacturing – Durables	–	–	–	–	–	–
Manufacturing – Non-Durables	–	–	–	–	–	–
Mining	–	–	–	–	–	–
Public Administration	–	–	–	–	–	–
Services	48	22	22	8	26	28
Transportation & Public Utilities	–	–	–	–	–	–
Wholesale & Retail Trade	–	–	–	–	–	–

No data is presented for the Construction, Education, Manufacturing Durable Goods, Manufacturing Non-Durable Goods, Mining, Public Administration, Transportation & Public Utilities and Wholesale & Retail Trade sectors.

+33 (+29)%

Western Canada

Employers anticipate solid payroll gains during the next three months, reporting a Net Employment Outlook of +29%. Hiring sentiment is the strongest in 14 years, improving by 16 percentage points when compared with the previous quarter and by 28 percentage points in comparison with last year at this time.

Detailed analysis of industry sector scores in Western Canada is only available for nine of the 10 industry sectors, with no figures available for the Mining sector. Employers in all nine industry sectors anticipate an increase in payrolls during the coming quarter. The strongest hiring sentiment is reported by Manufacturing – Non-Durables sector employers with a Net Employment Outlook of +53%. Manufacturing – Durables sector employers also forecast a dynamic labour market, reporting an Outlook of +41%, and Outlooks stand at +37% and +35% in the Construction sector and the Services sector, respectively. Elsewhere, solid hiring plans are reported in the Finance, Insurance & Real Estate sector, where the Outlook is +30%, and in the Education sector, with an Outlook of +28%. Public Administration sector employers forecast an active hiring climate with an Outlook of +26%.

When compared with the previous quarter, hiring prospects improve in eight of the nine industry sectors. A sharp increase of 42 percentage points is reported in the Manufacturing – Non-Durables sector, and Outlooks are 35 and 31 percentage points stronger in the Construction sector and the Services sector, respectively. Hiring plans in the Manufacturing – Durables sector improve by 22 percentage points, while an increase of 21 percentage points is reported by Education sector employers. However, Wholesale & Retail Trade sector employers report a decline of 6 percentage points.

Year-over-year comparison is only available for eight of the 10 Western Canada industry sectors for the coming quarter, with no figures available for the Education sector and the Mining sector. Outlooks strengthen in seven of the eight industry sectors, most notably by 44 percentage points in the Manufacturing – Non-Durables sector and by 39 percentage points in the Construction sector. Increases of 37 and 36 percentage points are reported for the Finance, Insurance & Real Estate sector and the Manufacturing – Durables sector, respectively, and the Services sector Outlook improves by 33 percentage points. Meanwhile, Transportation & Public Utilities sector employers report a decline of 7 percentage points.

Analysis is only available for four of the 11 Western Canada areas in the final quarter of 2021. Workforce gains are anticipated in all four areas, with the strongest Outlook of +35% reported in Edmonton. Winnipeg employers report healthy hiring prospects with an Outlook of +30%, and Outlooks stand at +28% and +19% in Vancouver and Calgary, respectively.

In a quarter-over-quarter comparison, hiring plans strengthen in all four areas. The Winnipeg Outlook is 30 percentage points stronger, while Edmonton employers report an increase of 23 percentage points. In Calgary, hiring plans improve by 13 percentage points and hiring sentiment for Vancouver is 11 percentage points stronger.

Hiring intentions also strengthen in all four areas when compared with Quarter 4 2020, most notably by 43 percentage points in Edmonton. Improvements of 27 and 21 percentage points are reported in Vancouver and Calgary, respectively, while the Winnipeg Outlook strengthens by 20 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	46	13	37	4	33	29
Construction	48	10	38	4	38	37
Education	45	10	35	10	35	28
Finance, Insurance & Real Estate	50	17	31	2	33	30
Manufacturing – Durables	50	11	33	6	39	41
Manufacturing – Non-Durables	67	14	19	0	53	53
Mining	–	–	–	–	–	–
Public Administration	38	21	34	7	17	26
Services	46	10	42	2	36	35
Transportation & Public Utilities	33	22	39	6	11	9
Wholesale & Retail Trade	30	23	37	10	7	7

No data is presented for the Mining sector.

Sector Comparisons

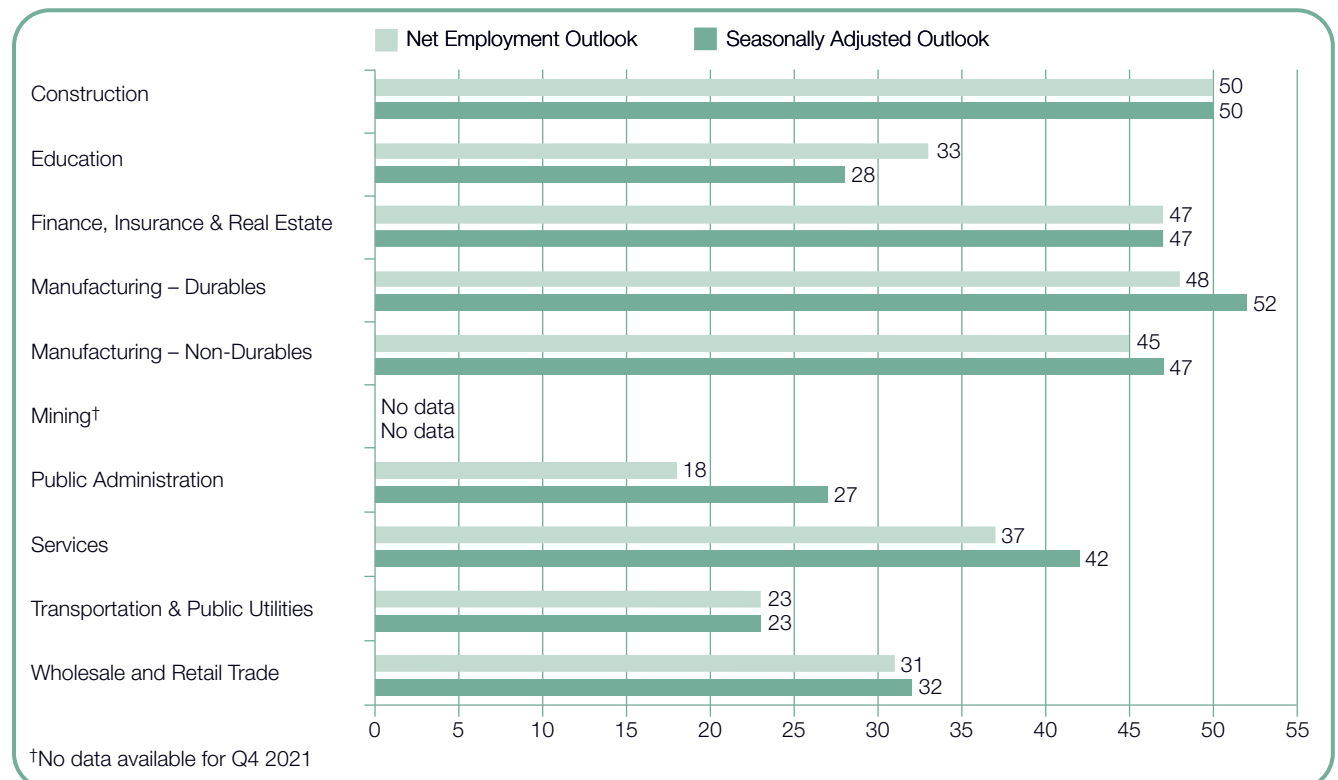
In the upcoming quarter, an increase in payrolls is forecast for all nine industry sectors where data is available*. The strongest hiring prospects are reported in the Manufacturing – Durables sector and the Construction sector, with Net Employment Outlooks of +52% and +50%, respectively. Dynamic hiring activity is also expected in two sectors with Outlooks of +47%, the Finance, Insurance & Real Estate sector and the Manufacturing – Non-Durables sector and in the Services sector, where the Outlook stands at +42%. Wholesale & Retail Trade sector employers expect a bright hiring climate, reporting an Outlook of +32%, and the Education sector Outlook of +28% reflects solid hiring prospects. Elsewhere, optimistic hiring plans are reflected in Outlooks of +27% for the Public Administration sector and +23% for the Transportation & Public Utilities sector.

Hiring sentiment strengthens in all nine industry sectors when compared with the previous quarter. The most notable increases of 36 percentage points are reported in the Finance, Insurance & Real Estate sector and the

Services sector. Construction sector employers report an improvement of 34 percentage points and Outlooks are 33 percentage points stronger in both the Manufacturing – Durables sector and the Manufacturing – Non-Durables sector. An increase of 25 percentage points is reported by Wholesale & Retail Trade sector employers and the Education sector Outlook is 18 percentage points stronger.

When compared with this time one year ago, hiring prospects also improve in all nine industry sectors, including sharp improvements of 48 and 43 percentage points for the Construction sector and the Manufacturing – Durables sector, respectively. Increases of 40 percentage points are reported in two sectors – the Finance, Insurance & Real Estate sector and the Services sector, while the Manufacturing – Non-Durables sector Outlook is 35 percentage points stronger. In both the Education sector and the Wholesale & Retail Trade sector, employers report improvements of 29 percentage points.

* Separate analysis of the Mining sector is not available for the fourth quarter of 2021.



+50 (+50)%

Construction

The strongest labour market since 2007 is anticipated in the forthcoming quarter, with employers reporting a Net Employment Outlook of +50%. Hiring intentions improve by 34 percentage points when compared with the previous quarter and are 48 percentage points stronger year-over-year.



+33 (+28)%

Education

Job seekers can expect to benefit from the strongest hiring pace in 18 years during the next three months, according to employers who report a Net Employment Outlook of +28%. The Outlook is 18 percentage points stronger quarter-over-quarter and improves by 29 percentage points when compared with this time one year ago.



+47 (+47)%

Finance, Insurance & Real Estate

Employers report dynamic hiring plans for the fourth quarter of 2021 with a Net Employment Outlook of +47%. Hiring prospects are the strongest since the survey began in 1978, improving by 36 and 40 percentage points in comparison with Quarter 3 2021 and last year at this time, respectively.



+48 (+52)%

Manufacturing – Durable Goods

The strongest hiring climate since the survey began more than four decades ago is anticipated in the coming quarter. Employers report a Net Employment Outlook of +52%, improving by 33 percentage points when compared with the previous quarter and by 43 percentage points in comparison with Quarter 4 2020.



+45 (+47)%

Manufacturing – Non-Durable Goods

With a Net Employment Outlook of +47%, employers anticipate a booming labour market in the October to December period. The Outlook is the strongest since the survey began in 1978, increasing by 33 percentage points quarter-over-quarter and by 35 percentage points when compared with this time one year ago.



No data

Mining

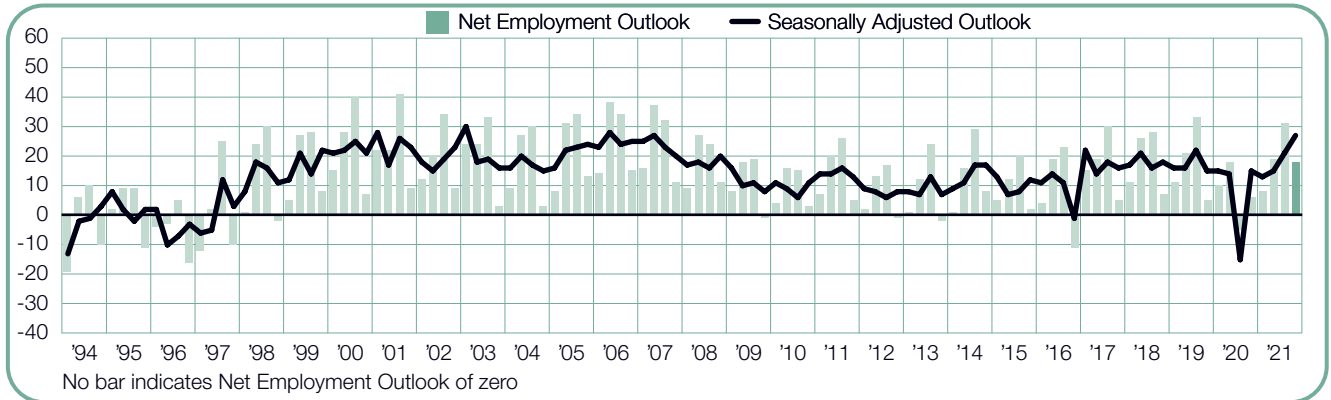
Analysis of the Mining sector is not available for the fourth quarter of 2021.



+18 (+27)%

Public Administration

Employers report healthy hiring plans for the final quarter of 2021 with a Net Employment Outlook of +27%. Hiring sentiment is the strongest since 2007, increasing by 6 percentage points in comparison with the prior quarter and by 12 percentage points year-over-year.



+37 (+42)%

Services

The strongest labour market since the survey began in 1978 is forecast for the upcoming quarter. Employers report a Net Employment Outlook of +42%, strengthening by 36 and 40 percentage points when compared with the prior quarter and last year at this time, respectively.



+23 (+23)%

Transportation & Public Utilities

Job seekers can expect healthy hiring opportunities in the next three months, according to employers who report a Net Employment Outlook of +23%. Increasing by 8 percentage points quarter-over-quarter and by 11 percentage points year-over-year, hiring prospects are the strongest in two years.



+31 (+32)%

Wholesale & Retail Trade

The strongest hiring pace since 2000 is anticipated during the fourth quarter of 2021, with employers reporting a Net Employment Outlook of +32%. Hiring intentions strengthen by 25 percentage points when compared with the previous quarter and are 29 percentage points stronger year-over-year.



Global Employment Outlook

ManpowerGroup interviewed almost 45,000 employers in 43 countries and territories on hiring intentions* for the fourth 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 December 2021 as compared to the current quarter?”.

An increase in payrolls is expected by employers in 41 of the 43 countries and territories surveyed by ManpowerGroup for the coming quarter, while employers in two anticipate a reduction in staffing levels.

When compared with the previous quarter, employers report stronger hiring prospects in 31 of the 43 countries and territories, while hiring sentiment weakens in 10 countries and territories and is unchanged in two. In a comparison with the fourth quarter of 2020 – when the COVID-19 pandemic was in full swing across much of the globe – employers in all 43 countries and territories anticipate stronger labour markets. The strongest hiring intentions for the October to December time frame are reported in the United States, India, Canada, the Netherlands, Mexico and France. Meanwhile, employers in Panama, South Africa, Singapore, Croatia and Argentina anticipate the weakest hiring activity in the coming quarter.

Workforce gains are expected in 25 of the 26 Europe, Middle East & Africa (EMEA) region countries during the next three months. The exception is South Africa, where employers forecast a subdued labour market. In a comparison with the prior quarter, hiring sentiment strengthens in 20 EMEA countries, while weakening in five, and hiring prospects improve in all 26 of the region’s countries when compared with this time one year ago. Hiring activity is expected to be strongest in the Netherlands, France, Ireland, Spain and the UK, while EMEA’s weakest labour markets are forecast in South Africa, Croatia, Switzerland and Hungary.

Payrolls are expected to grow in all seven Asia Pacific countries and territories during the upcoming quarter. Employers in the region report mixed signals in comparison with the previous quarter, with Outlooks strengthening in three countries and territories but declining in four. However, hiring prospects strengthen in all seven countries and territories when compared with the corresponding period in 2020. The strongest hiring intentions in the region are reported in India and Taiwan, while employers in Singapore and Hong Kong report the weakest Outlooks.

Employers in nine of the 10 Americas countries surveyed expect to add to payrolls in the fourth quarter of 2021, while staffing levels are expected to dip in the remaining country – Panama. Quarter-over-quarter, employers in eight of the 10 countries report stronger hiring plans, and hiring sentiment strengthens in all 10 countries when compared with this time one year ago. U.S. employers anticipate the strongest hiring climate in the coming quarter – in both the Americas region and across the whole global survey – and robust hiring plans are reported in Canada and Mexico. Meanwhile, the weakest labour markets in the region are anticipated in Panama and Argentina.

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

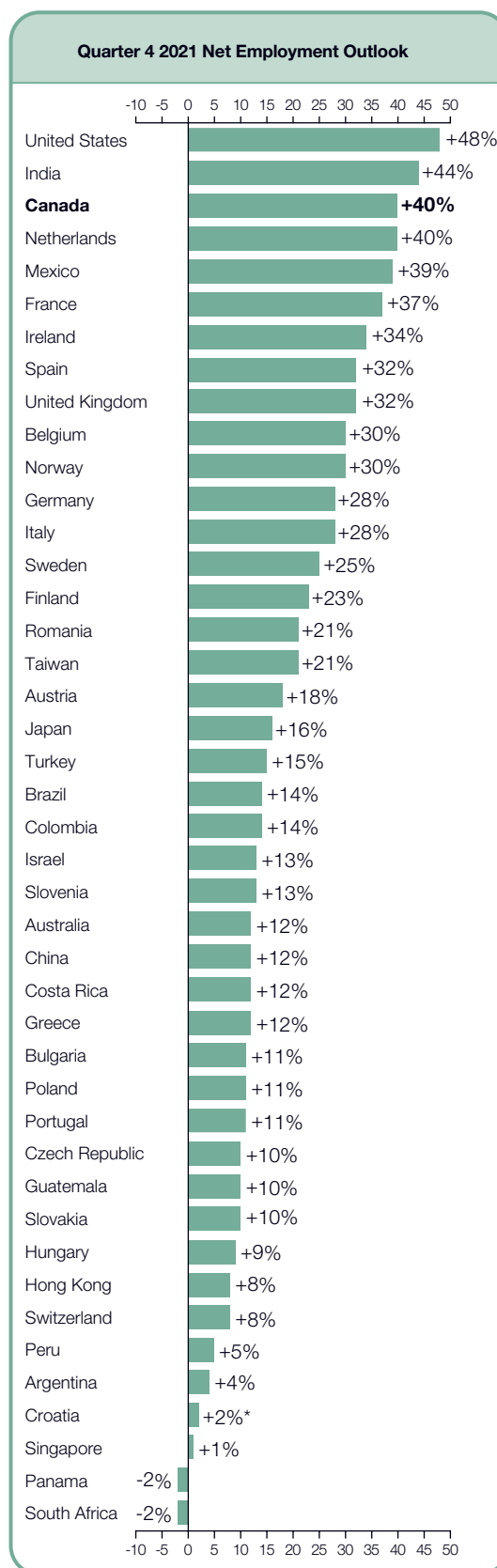
The next ManpowerGroup Employment Outlook Survey will be released on 14 December 2021 and will detail expected labour market activity for the first quarter of 2022.

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

	Quarter 4 2021	Qtr on Qtr Change Q3 2021 to Q4 2021	Yr on Yr Change Q4 2020 to Q4 2021
	%		
Americas			
Argentina	4 (4) ¹	5 (3) ¹	7 (7) ¹
Brazil	12 (14) ¹	5 (6) ¹	18 (18) ¹
Canada	39 (40)¹	26 (31)¹	36 (35)¹
Colombia	15 (14) ¹	9 (8) ¹	25 (25) ¹
Costa Rica	10 (12) ¹	2 (3) ¹	26 (26) ¹
Guatemala	11 (10) ¹	2 (0) ¹	16 (16) ¹
Mexico	38 (39) ¹	28 (30) ¹	38 (38) ¹
Panama	1 (-2) ¹	1 (-2) ¹	19 (19) ¹
Peru	4 (5) ¹	2 (2) ¹	5 (5) ¹
United States	46 (48) ¹	17 (23) ¹	34 (34) ¹

Asia Pacific			
Australia	12 (12) ¹	-4 (-4) ¹	10 (10) ¹
China	10 (12) ¹	-6 (-2) ¹	6 (7) ¹
Hong Kong	8 (8) ¹	7 (7) ¹	10 (10) ¹
India	44 (44) ¹	39 (37) ¹	40 (40) ¹
Japan	16 (16) ¹	5 (5) ¹	11 (10) ¹
Singapore	-2 (1) ¹	-18 (-13) ¹	1 (1) ¹
Taiwan	20 (21) ¹	-7 (-2) ¹	2 (2) ¹

EMEA¹			
Austria	18 (18) ¹	4 (7) ¹	21 (21) ¹
Belgium	30 (30) ¹	16 (16) ¹	30 (29) ¹
Bulgaria	9 (11) ¹	-9 (-1) ¹	11 (11) ¹
Croatia	2	-12	8
Czech Republic	10 (10) ¹	3 (5) ¹	9 (9) ¹
Finland	21 (23) ¹	8 (11) ¹	28 (26) ¹
France	35 (37) ¹	23 (28) ¹	33 (33) ¹
Germany	29 (28) ¹	17 (18) ¹	26 (26) ¹
Greece	5 (12) ¹	-17 (-2) ¹	5 (5) ¹
Hungary	10 (9) ¹	2 (1) ¹	8 (7) ¹
Ireland	32 (34) ¹	14 (19) ¹	36 (36) ¹
Israel	11 (13) ¹	-4 (1) ¹	13 (13) ¹
Italy	25 (28) ¹	16 (21) ¹	29 (29) ¹
Netherlands	39 (40) ¹	29 (31) ¹	41 (41) ¹
Norway	29 (30) ¹	14 (18) ¹	31 (30) ¹
Poland	12 (11) ¹	3 (3) ¹	7 (7) ¹
Portugal	8 (11) ¹	0 (5) ¹	6 (6) ¹
Romania	17 (21) ¹	-2 (7) ¹	22 (21) ¹
Slovakia	9 (10) ¹	-2 (2) ¹	10 (10) ¹
Slovenia	14 (13) ¹	1 (-2) ¹	14 (14) ¹
South Africa	-3 (-2) ¹	-3 (-3) ¹	9 (10) ¹
Spain	31 (32) ¹	24 (28) ¹	36 (36) ¹
Sweden	21 (25) ¹	4 (13) ¹	25 (25) ¹
Switzerland	6 (8) ¹	-4 (0) ¹	6 (6) ¹
Turkey	15 (15) ¹	4 (4) ¹	8 (8) ¹
UK	32 (32) ¹	20 (20) ¹	39 (39) ¹



TEMEA – 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

In the ManpowerGroup Employment Outlook Survey for the final quarter of 2021, more than 12,600 employers were interviewed across 10 countries in North, Central and South America about hiring plans for the upcoming quarter. Employers in nine of the 10 Americas countries anticipate job gains in the next three months, although a dip in payrolls is anticipated in one country.

As in the third quarter of 2021, employers in the U.S. report the strongest hiring sentiment of all 43 countries and territories for the October to December period. With almost six in ten U.S. employers surveyed expecting to add to payrolls, the U.S. Outlook is the strongest since the survey began four decades ago. The booming labour market will likely be driven in part by vigorous hiring activity in the Information, Financial Activities, Transportation & Utilities and Construction sectors, and record-breaking levels of hiring are forecast for all four U.S. regions.

Hiring sentiment in Canada is also the strongest since the survey began, in 1978, with employers anticipating hiring activity across all industry sectors and regions. Bullish labour markets are forecast in the Manufacturing – Durables and Construction sectors, and dynamic hiring activity is expected in both the Finance, Insurance & Real Estate and Manufacturing – Non-Durables sectors.

In Mexico, employers forecast a prosperous hiring pace for the upcoming quarter – the strongest since the survey was first carried out in 2002. Workforce gains are expected across all seven regions, with notably bullish hiring plans in the North West and the North, while Outlooks reflect booming hiring plans in two Mexican industry sectors – Manufacturing and Construction.

Employers in the three Central American countries surveyed report contrasting expectations for the fourth quarter of 2021. Hiring prospects in Costa Rica improve for the fourth consecutive quarter, and now stand at their strongest in more than three years, reflecting upbeat hiring sentiment in the Transport & Communication and Services sectors. Meanwhile,

hiring sentiment in Guatemala holds steady, with moderate job growth forecast for the second consecutive quarter, buoyed in part by the strongest Manufacturing sector Outlook in four years. However, the labour market in Panama is likely to struggle, with employers anticipating a dip in payrolls for the upcoming quarter, despite encouraging signs for job seekers in the country's Construction sector.

Brazilian employers anticipate their strongest labour market since 2013 in the forthcoming quarter, fuelled in part by the strongest Wholesale & Retail Trade sector Outlook in eight years and the strongest Services sector forecast since 2015. Labour markets have also strengthened in Brazil's Agriculture, Fishing & Mining, Manufacturing and Construction sectors when compared with both the third quarter of 2021 and the same period one year ago.

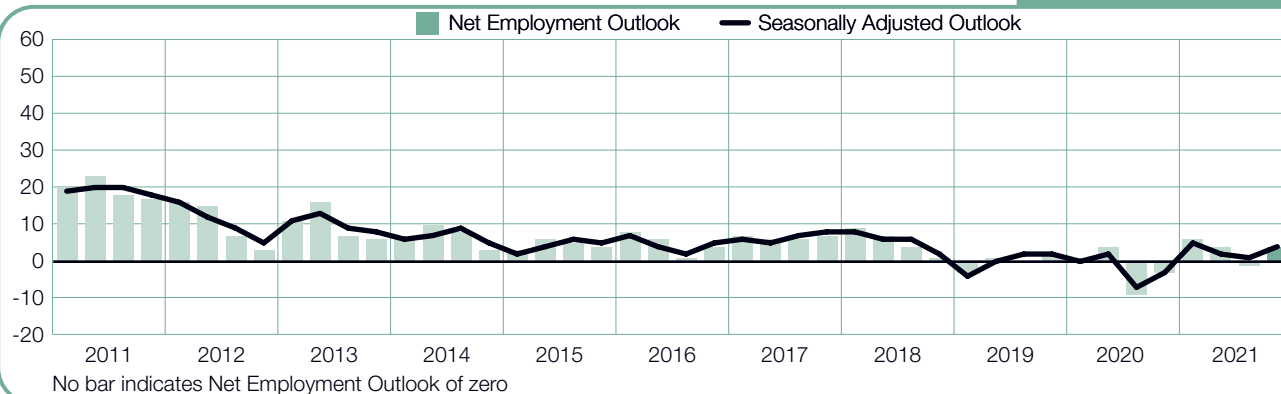
Hiring sentiment in Colombia is the strongest reported in five years, with payrolls expected to grow across all nine industry sectors during the October to December period. Colombia's Manufacturing sector employers report their most optimistic hiring intentions since the survey began in 2008, and solid job gains are forecast for the Construction sector, where the Outlook is the strongest in five years.

In Peru, employers report a slight uptick in hiring prospects when compared with the prior quarter. Overall, modest payroll growth is expected in the next three months, with payrolls expected to climb in seven of nine industry sectors. However, hiring intentions in both the Construction and Services sectors remain subdued, with employers in both sectors expecting to trim payrolls.

Argentine employers expect slow-paced payroll gains during the coming quarter, with hiring plans strengthening across six of nine industry sectors in comparison with the prior quarter. Hiring sentiment is strongest in the Agriculture & Fishing and Construction sectors, but labour markets are expected to remain subdued in both the Services and Finance, Insurance & Real Estate sectors.

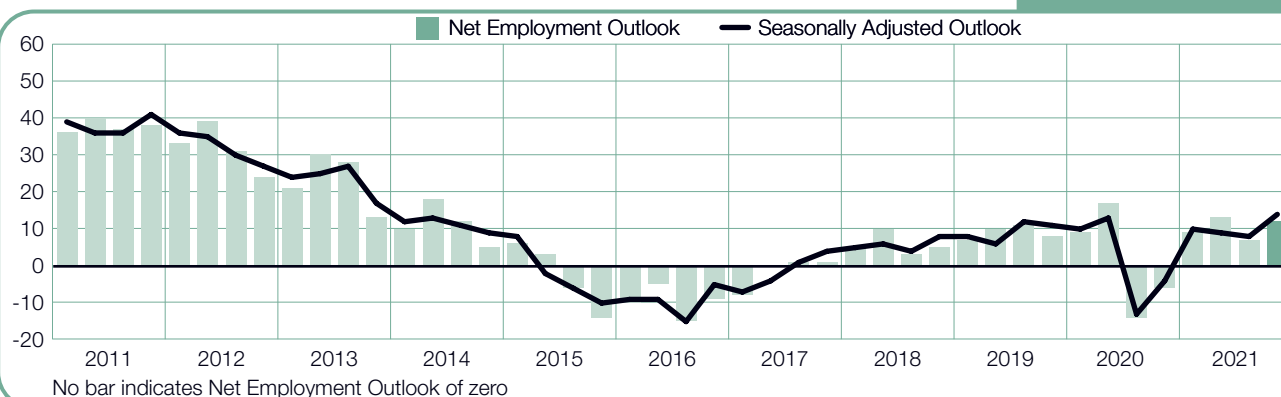
Argentina

+4 (+4)%



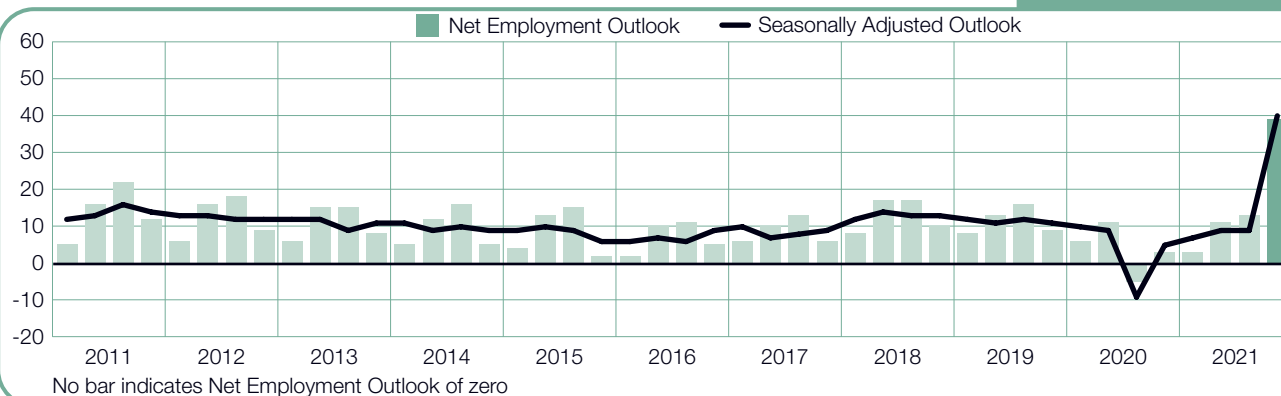
Brazil

+12 (+14)%



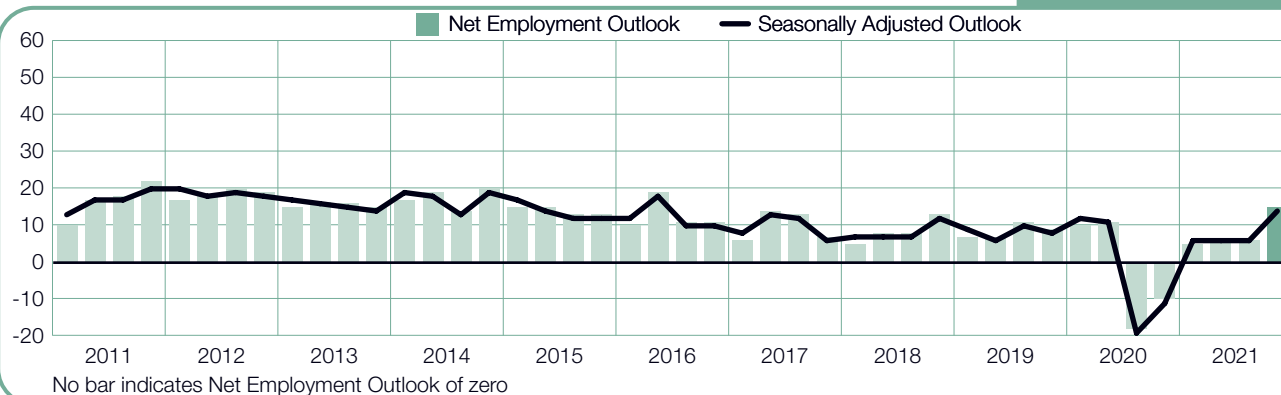
Canada

+39 (+40)%



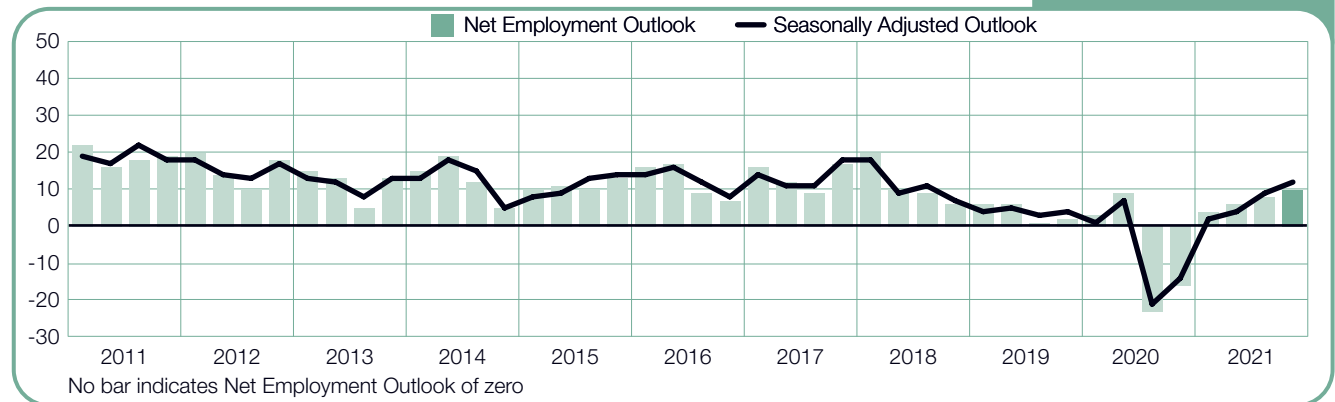
Colombia

+15 (+14)%



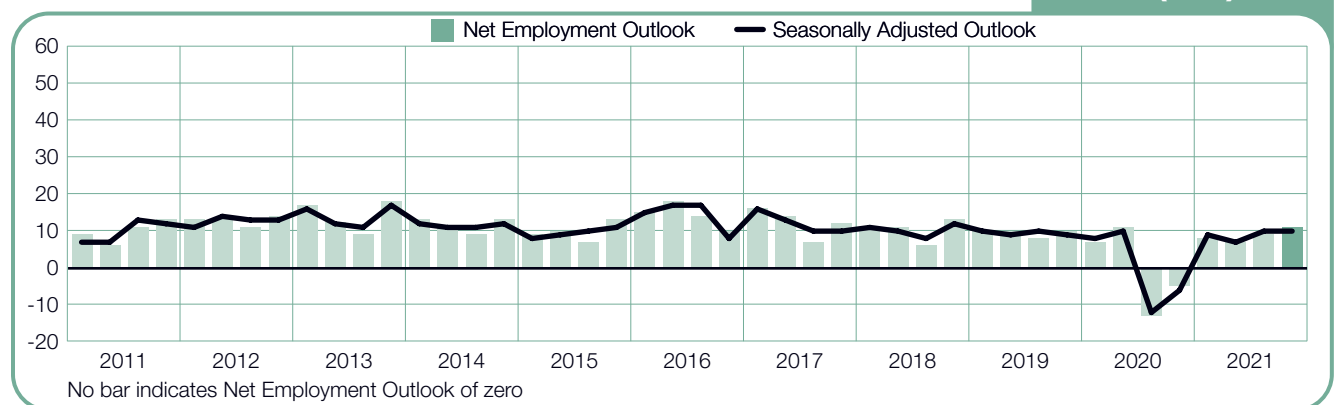
Costa Rica

+10 (+12)%



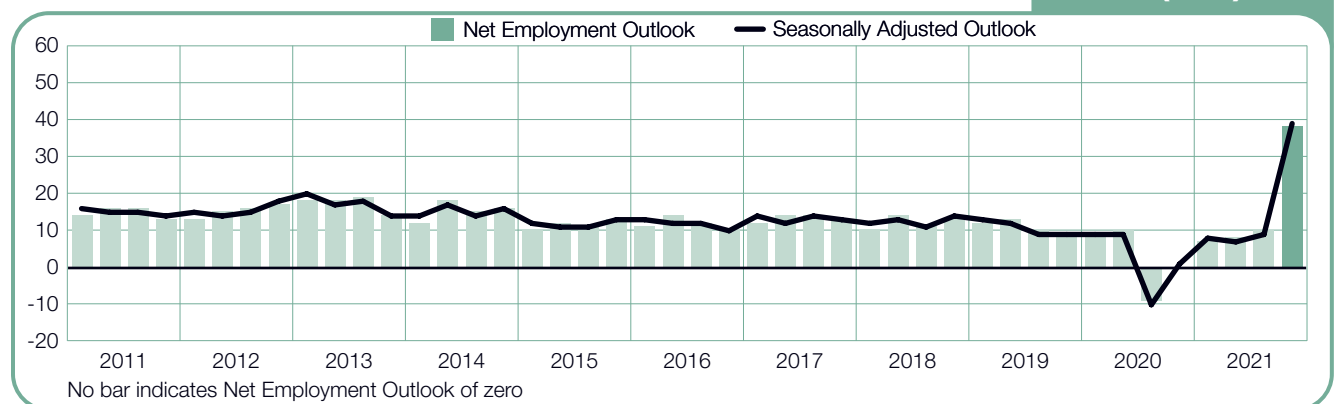
Guatemala

+11 (+10)%



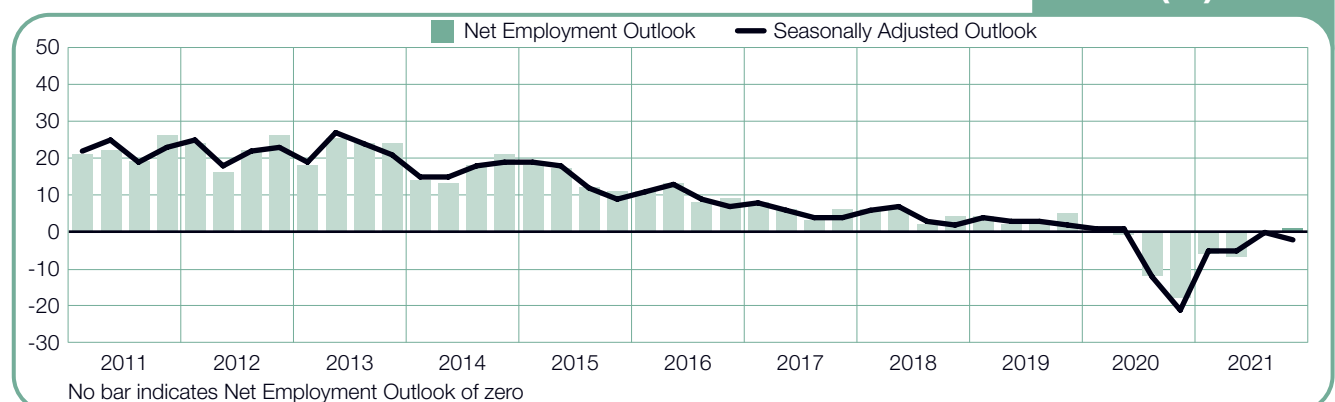
Mexico

+38 (+39)%



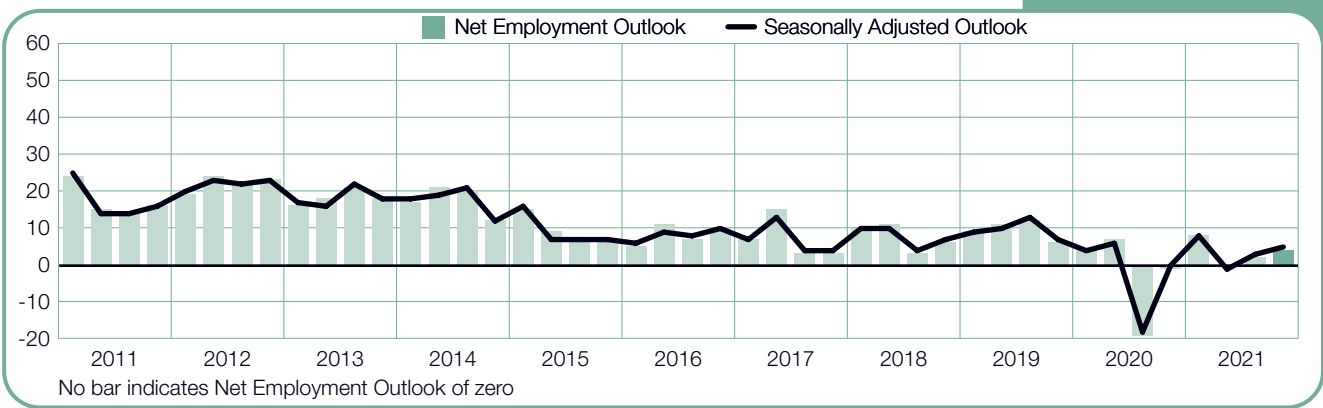
Panama

+1 (-2)%



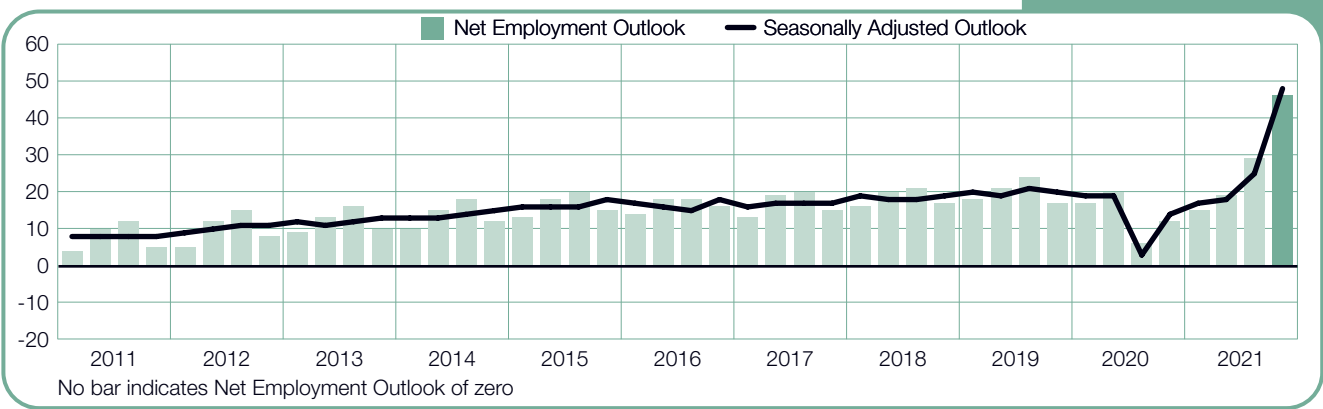
Peru

+4 (+5)%



United States of America

+46 (+48)%



International Comparisons – Asia Pacific

ManpowerGroup interviewed more than 11,500 employers in seven Asia Pacific countries and territories on hiring prospects for the fourth quarter of 2021. Payrolls are forecast to grow in all seven countries and territories during the coming quarter, although hiring plans have weakened in four when compared with the July to September period.

For the final quarter of 2021, India's employers report a return of bullish hiring sentiment not seen in the survey since 2014, with sharp improvements in comparison to the prior quarter and last year at this time. The most dynamic hiring activity is anticipated in the Services, Manufacturing and Finance, Insurance & Real Estate sectors while steep year-over-year increases are reported in all seven sectors.

Employers in Japan also expect a measure of recovery in the labour market, reporting their strongest hiring sentiment since before the Covid-19 outbreak in March 2020. Job gains are expected in all seven Japanese industry sectors, with the strongest hiring activity anticipated in the Finance, Insurance & Real Estate, Mining & Construction and Services sectors.

In the region's largest labour market, Chinese employers expect the steady hiring pace to continue during the fourth quarter of 2021. While the overall Outlook for China's labour market is slightly weaker when compared with the previous quarter, hiring plans remain stronger than this time one year ago in all nine regions. Employers in the Services and Manufacturing sectors anticipate an upbeat hiring pace reporting the strongest hiring activity across the seven sectors during the next three months.

Hong Kong employers report their strongest hiring intentions since the start of 2020, anticipating a fair hiring climate in the forthcoming quarter. The Outlook is moderately stronger quarter-over-quarter and improves considerably when compared with this time one year ago, in part fuelled by an upbeat hiring pace in the Finance, Insurance & Real Estate sector and encouraging signs in the Services sector labour markets.

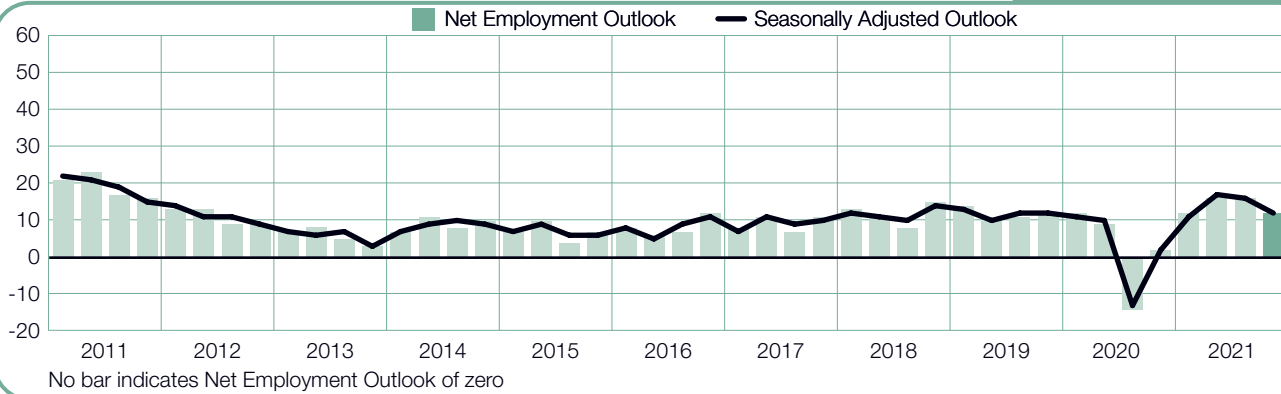
The Taiwanese labour market is forecast to maintain healthy levels of hiring during the next three months – particularly in the Manufacturing and Mining & Construction sectors – although hiring prospects have weakened in six of seven industry sectors quarter-over-quarter, and also dip in five sectors when compared with this time one year ago.

Meanwhile, a more uncertain hiring pace is anticipated in Singapore, with employers reporting weaker hiring plans across all seven industry sectors in comparison with the prior quarter. While Finance, Insurance & Real Estate sector employers expect the healthy hiring pace to hold steady, employers in five sectors expect to trim headcount during the next three months, including a particularly gloomy Outlook for the Services sector.

Australian employers also report weaker hiring sentiment in comparison with the third quarter of 2021, although workforce gains are still expected in all seven industry sectors, most notably the Mining & Construction, Services and Transportation & Utilities sectors. Payroll growth is also expected in all eight Australian regions, including Northern Territory, where hiring plans are the strongest in 10 years.

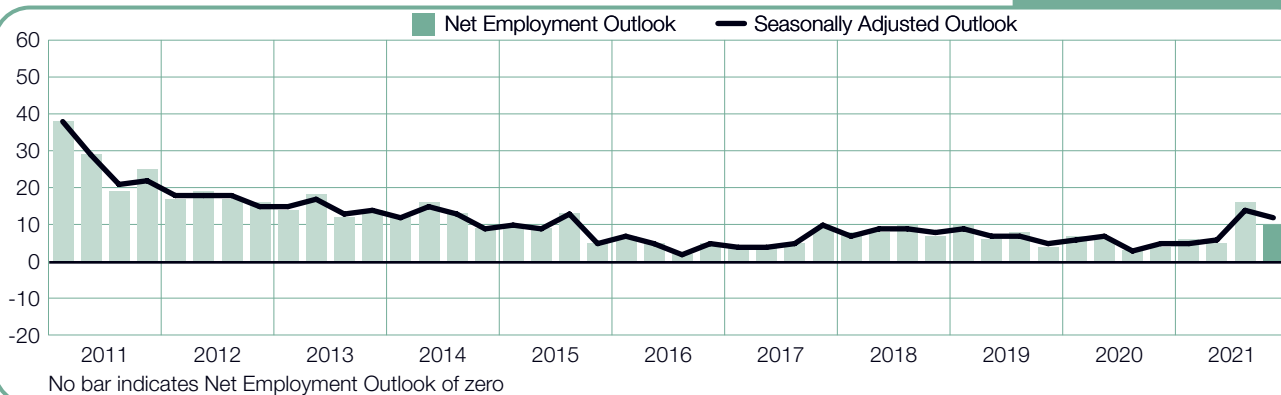
Australia

+12 (+12)%



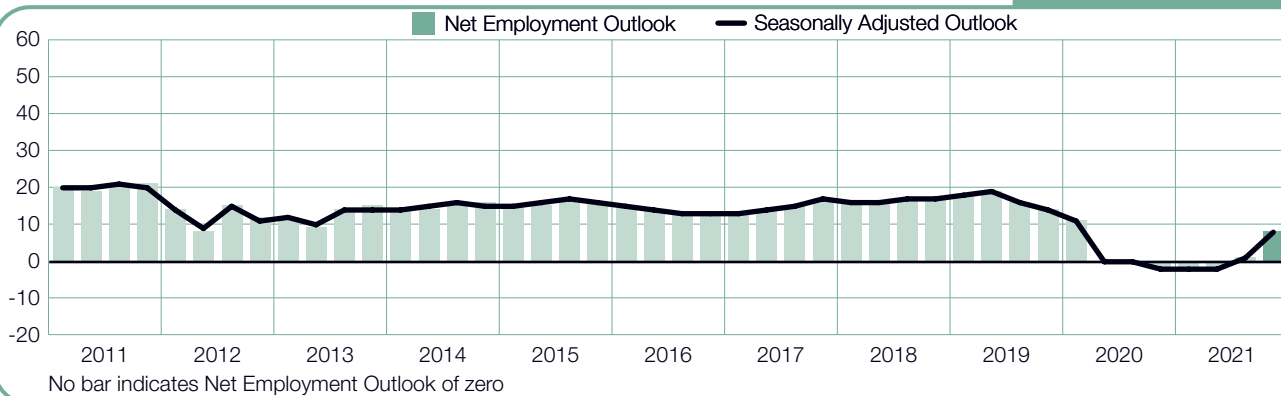
China

+10 (+12)%



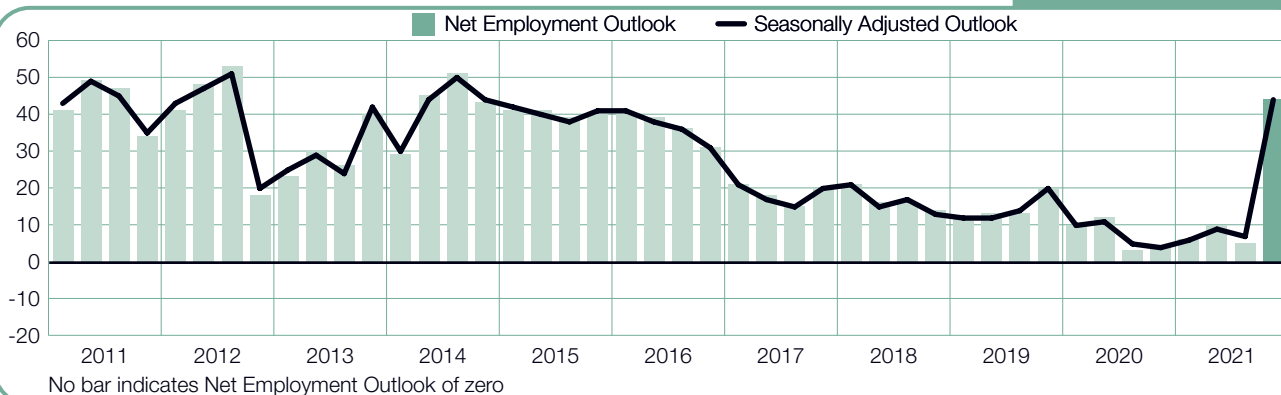
Hong Kong

+8 (+8)%



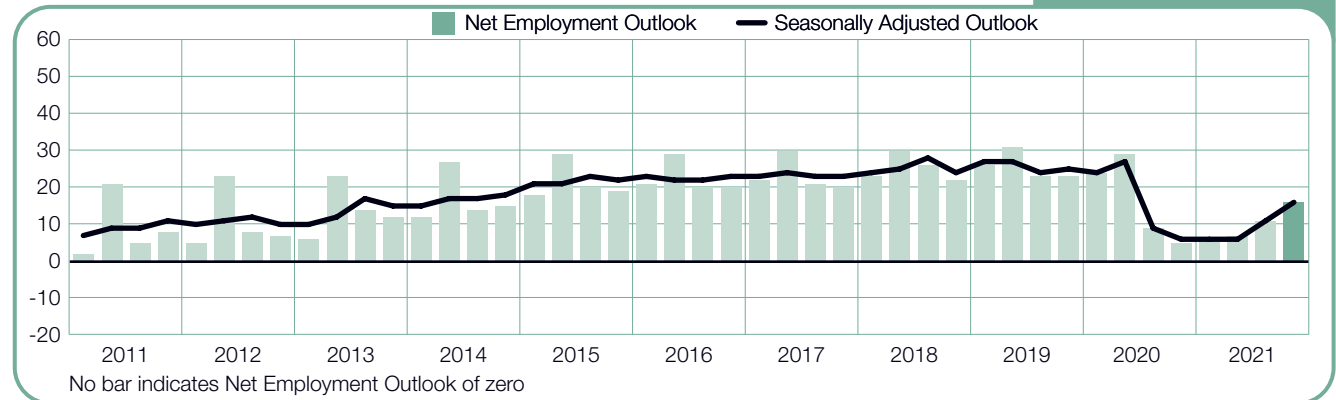
India

+44 (+44)%



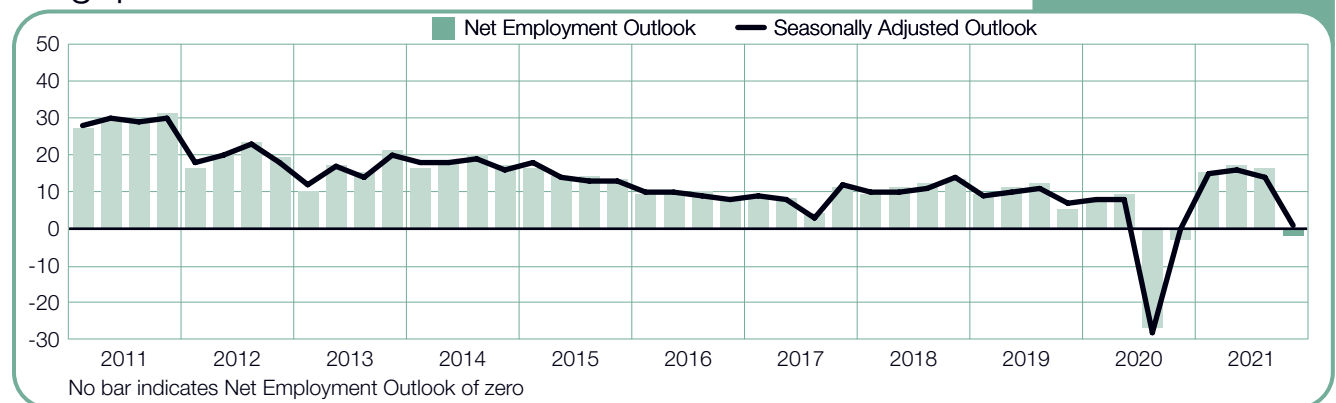
Japan

+16 (+16)%



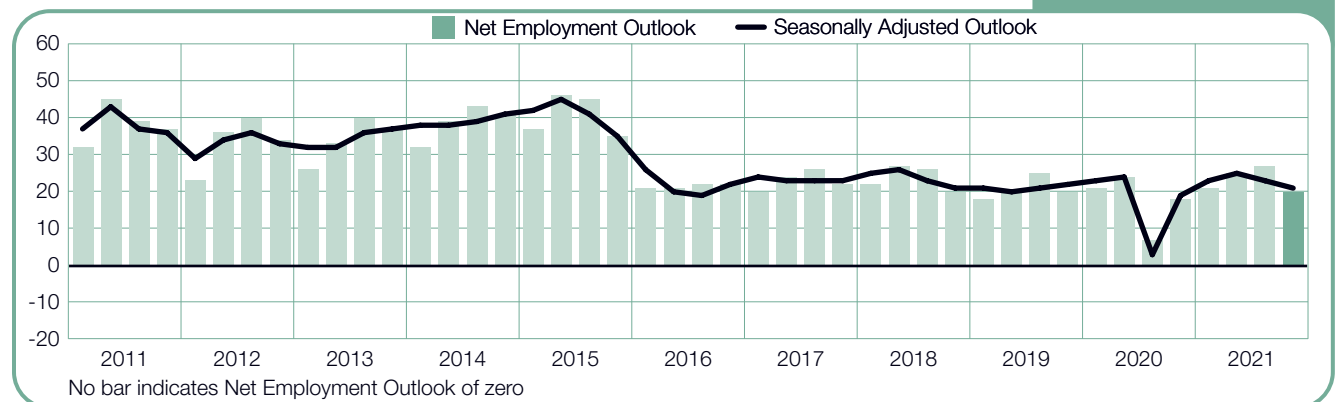
Singapore

-2 (+1)%



Taiwan

+20 (+21)%



International Comparisons – EMEA

Across 26 countries in the Europe, Middle East and Africa (EMEA) region, ManpowerGroup interviewed more than 20,700 employers for the survey of hiring prospects for the fourth quarter of 2021. An increase in payrolls is expected for 25 EMEA countries during the next three months, while a dip in staffing levels is forecast in one country. In 12 of the 26 countries, employers report their strongest national forecasts since the analysis was begun, including Belgium, France, Germany, Italy, the Netherlands, Spain and the UK.

Across the largest Eurozone economies, hiring intentions have recovered strongly following the COVID-19 pandemic, most notably in France, where the job gains forecast for all seven industry sectors and all five regions are the strongest since the survey began in 2003. French employers expect the strongest hiring activity in the Manufacturing and Other Production sectors. In Germany, employers expect an active labour market during the next three months, driven in part by bullish hiring plans for the Restaurants & Hotels sector and by bright hiring prospects in the Manufacturing and Wholesale & Retail Trade sectors. In five of the seven sectors and four of the eight regions, the forecasts are the strongest since the survey began in 2003.

Italian employers expect solid payroll growth, reporting the strongest Outlooks since the survey began in 2003 across all seven industry sectors and all four regions during the final quarter of 2021. Hiring sentiment is strongest in the Restaurants & Hotels, Finance & Business Services and Manufacturing sectors. Meanwhile, the forecast for Spain in the coming quarter reflects robust hiring plans. Employers in Spain's Restaurants & Hotels, Construction and Manufacturing sectors all report booming labour markets and their strongest hiring plans since the survey began 18 years ago.

Elsewhere in the region, UK employers also expect a record-breaking hiring climate, reporting their strongest forecast since analysis began more than 13 years ago.

Bullish hiring plans are reported among UK employers in the Finance & Business Services, Utilities and Transport & Communications sectors, with the strongest regional labour markets expected in London and the East Midlands.

Employers in the Netherlands anticipate the strongest hiring pace in the whole EMEA region during the upcoming quarter, in part fuelled by bullish hiring sentiment in the Other Production, Other Services and Finance & Business Services sectors. Meanwhile, Belgian employers report healthy hiring prospects, with workforce gains expected in all six industry sectors analyzed, headed by robust hiring plans in the Finance & Business Services and Wholesale & Retail Trade sectors.

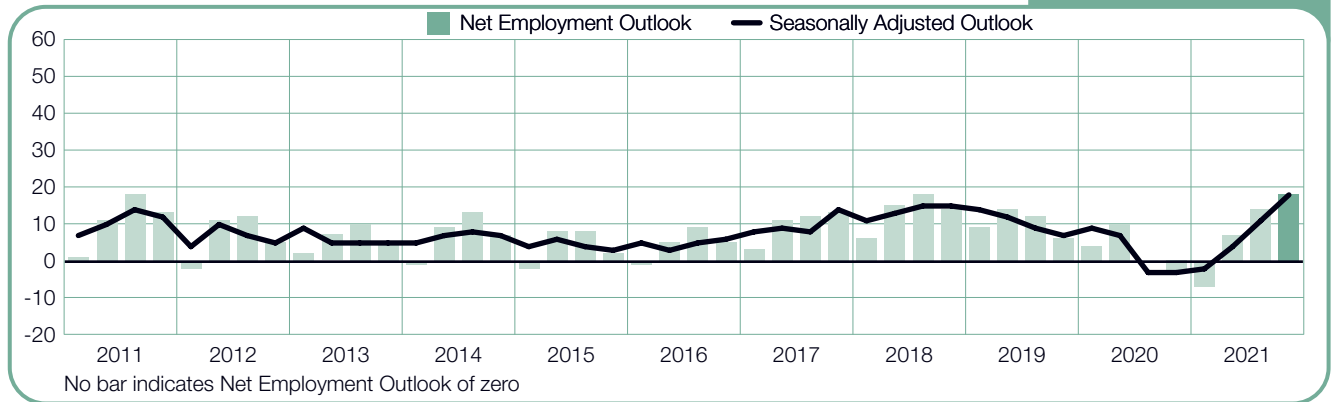
In Norway, employers anticipate an active labour market with job gains in all seven industry sectors, most notably with dynamic hiring activity forecast for the Other Production and Construction sectors. Swedish employers also expect workforce growth across all seven industry sectors, including the Restaurants & Hotels sector where employers anticipate a vigorous hiring pace.

In Poland, employers report respectable hiring intentions for the next three months. Improving both quarter-over-quarter and year-over-year, the Polish Outlook is the strongest in more than two years, reflecting positive hiring plans in all seven industry sectors. The strongest Polish labour markets are anticipated in the Construction and Manufacturing sectors.

Unlike the rest of the EMEA region, South African employers expect to trim payrolls in the October to December period. While Manufacturing sector employers expect modest payroll gains during the coming quarter, employers report negative Outlooks in five of the six remaining sectors. The weakest sector labour market is anticipated in the Construction sector.

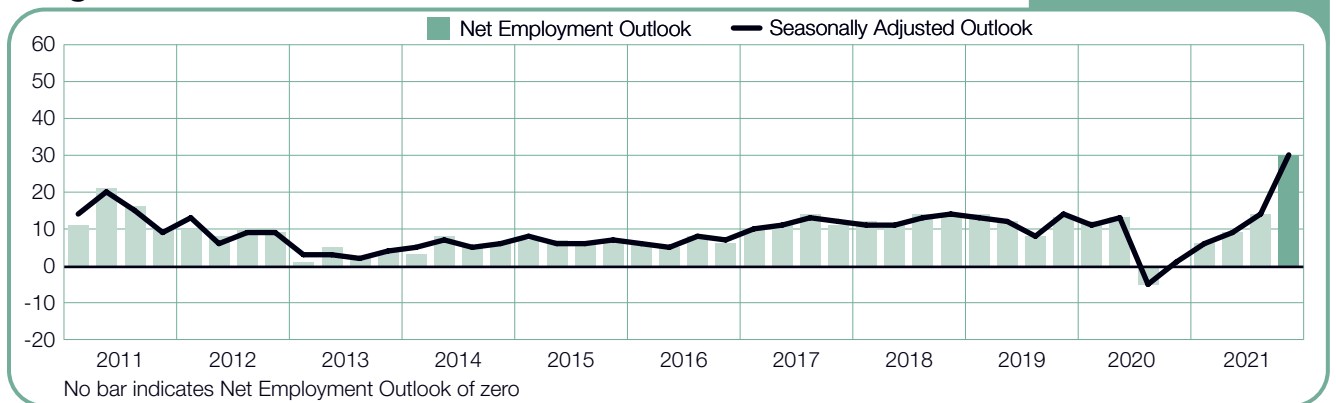
Austria

+18 (+18)%



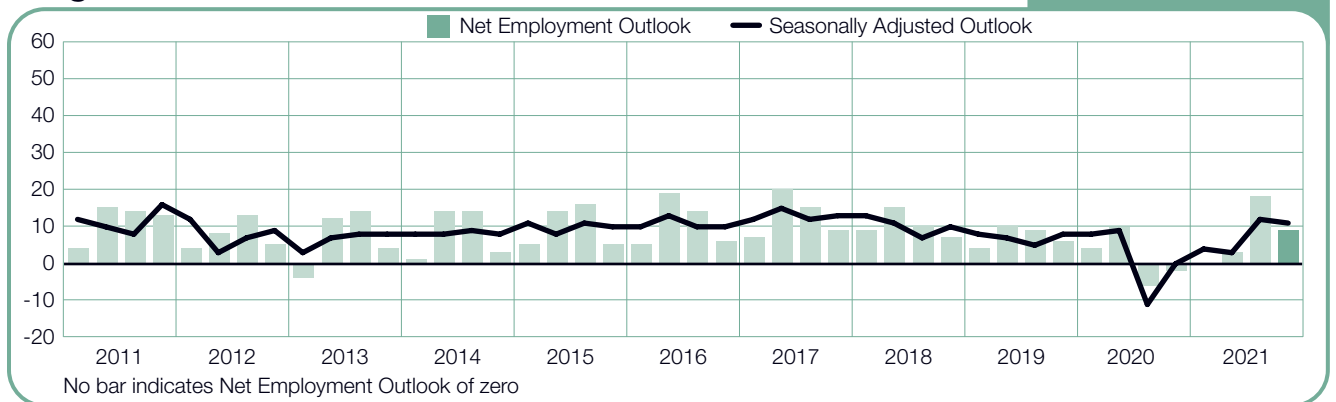
Belgium

+30 (+30)%



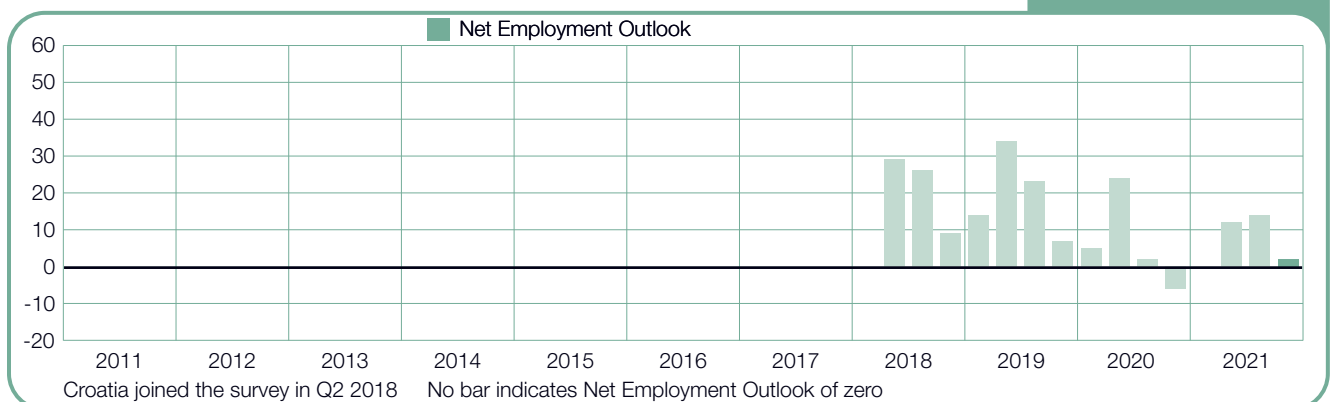
Bulgaria

+9 (+11)%



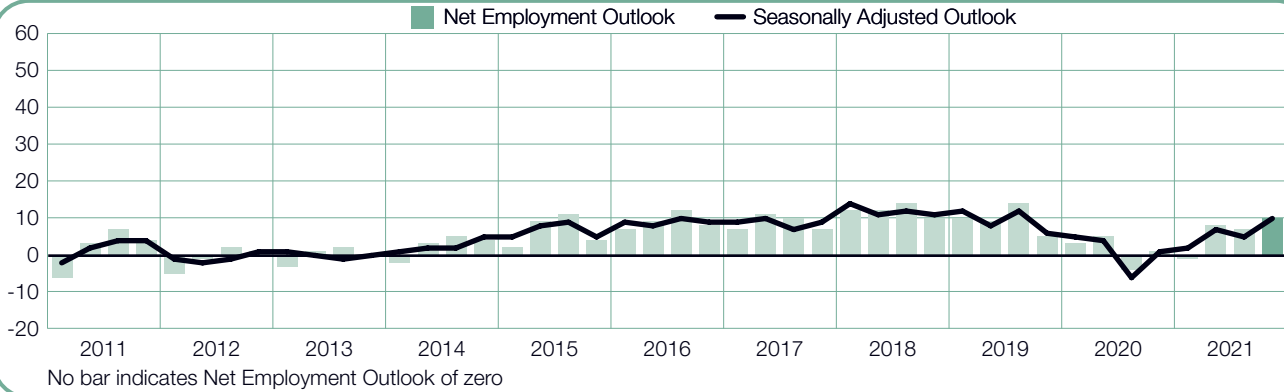
Croatia

+2%



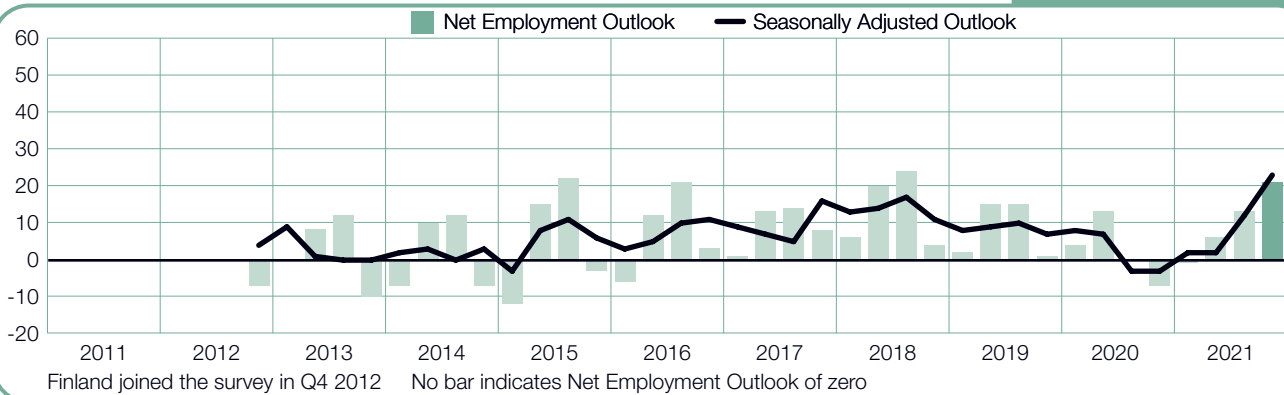
Czech Republic

+10 (+10)%



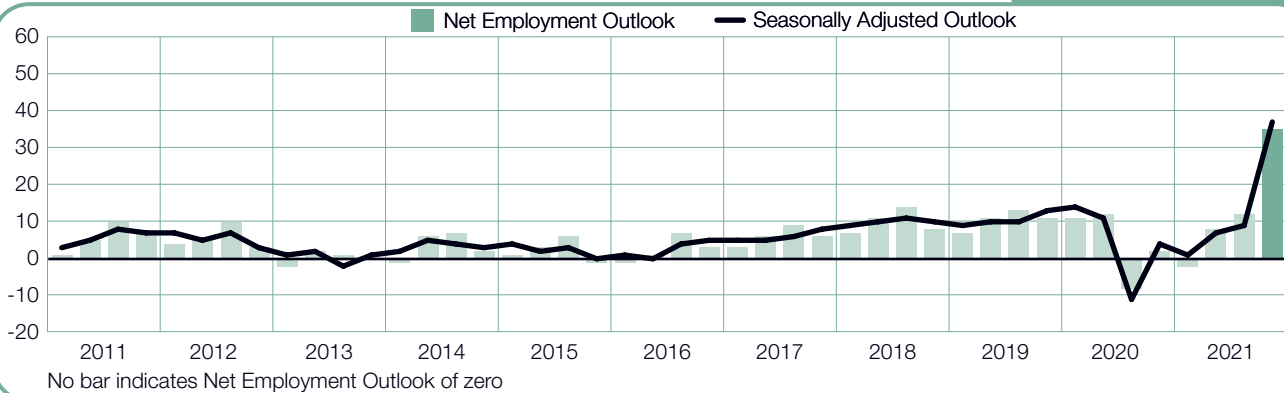
Finland

+21 (+23)%



France

+35 (+37)%



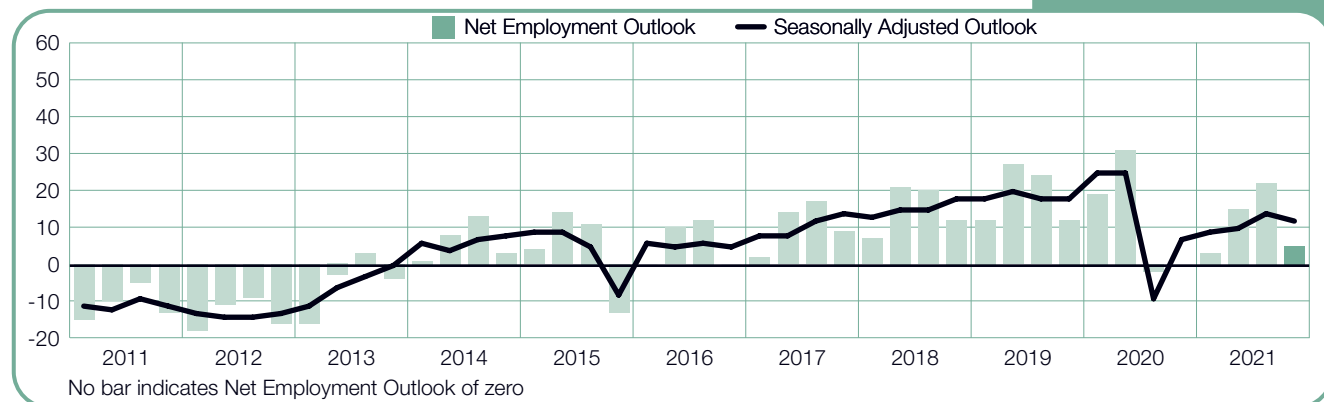
Germany

+29 (+28)%



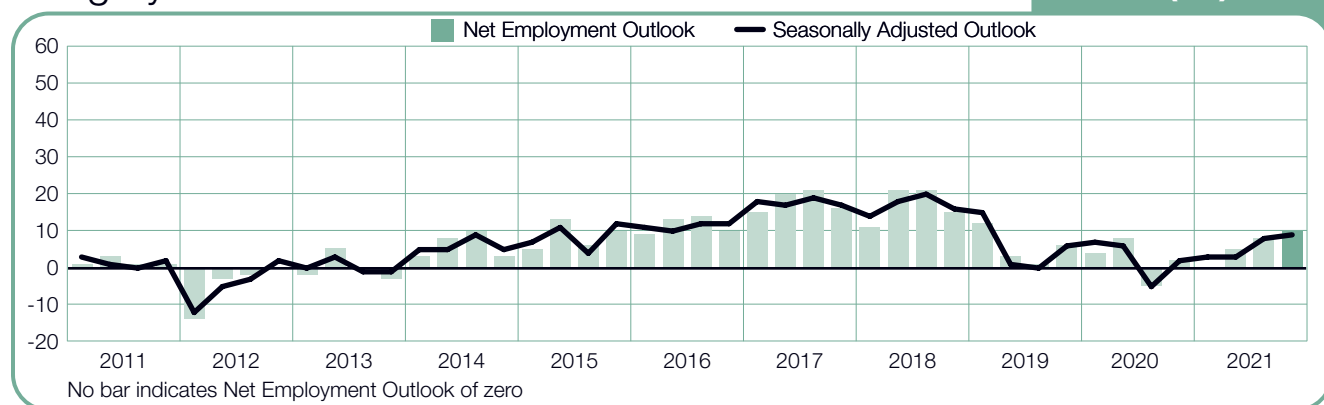
Greece

+5 (+12)%



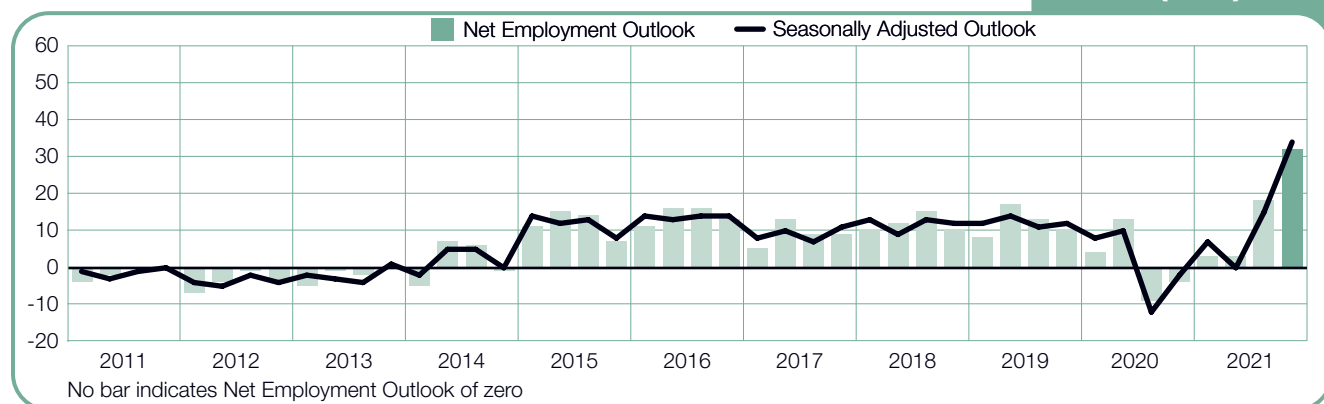
Hungary

+10 (+9)%



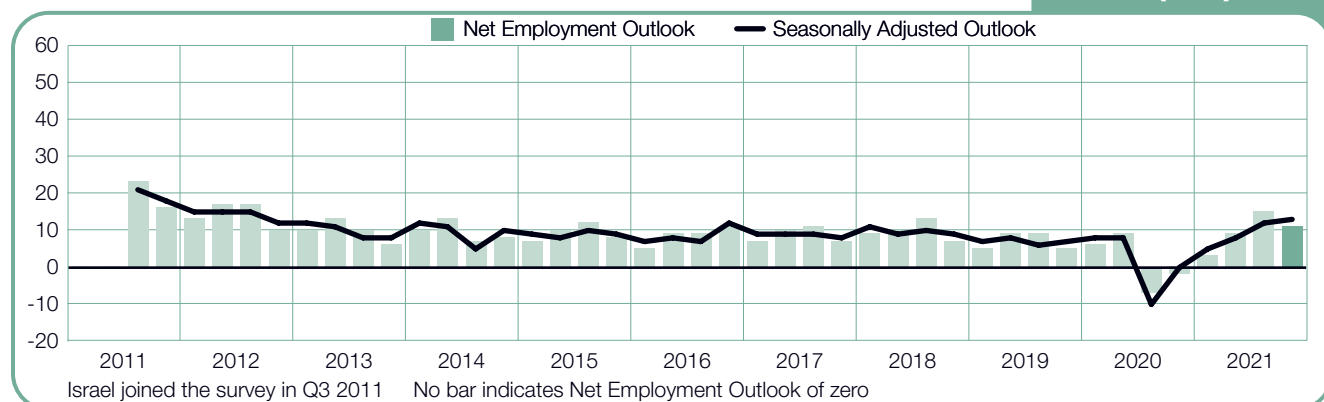
Ireland

+32 (+34)%



Israel

+11 (+13)%



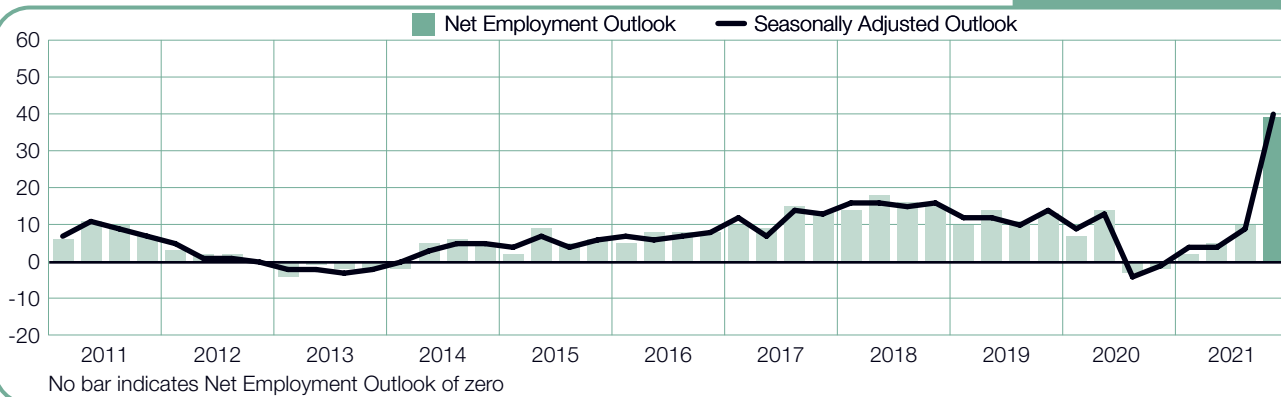
Italy

+25 (+28)%



Netherlands

+39 (+40)%



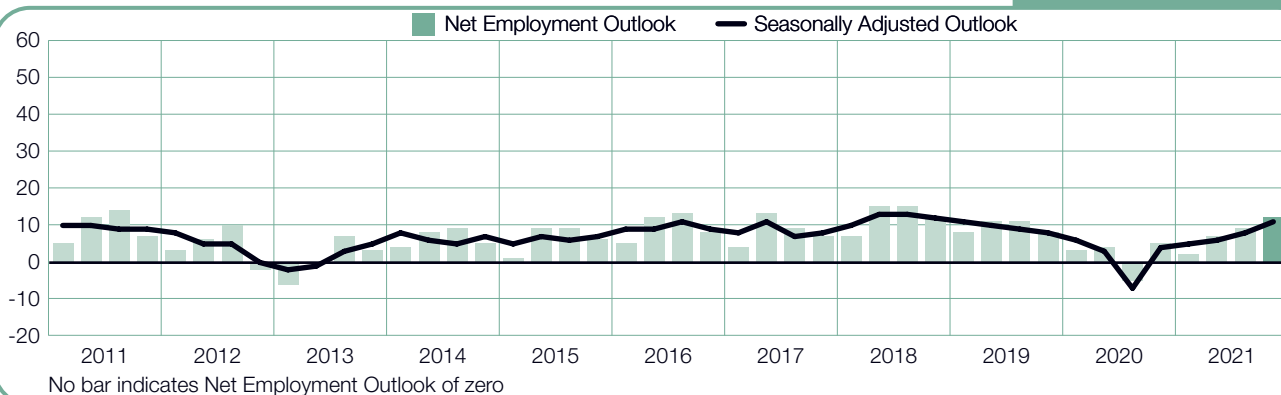
Norway

+29 (+30)%



Poland

+12 (+11)%



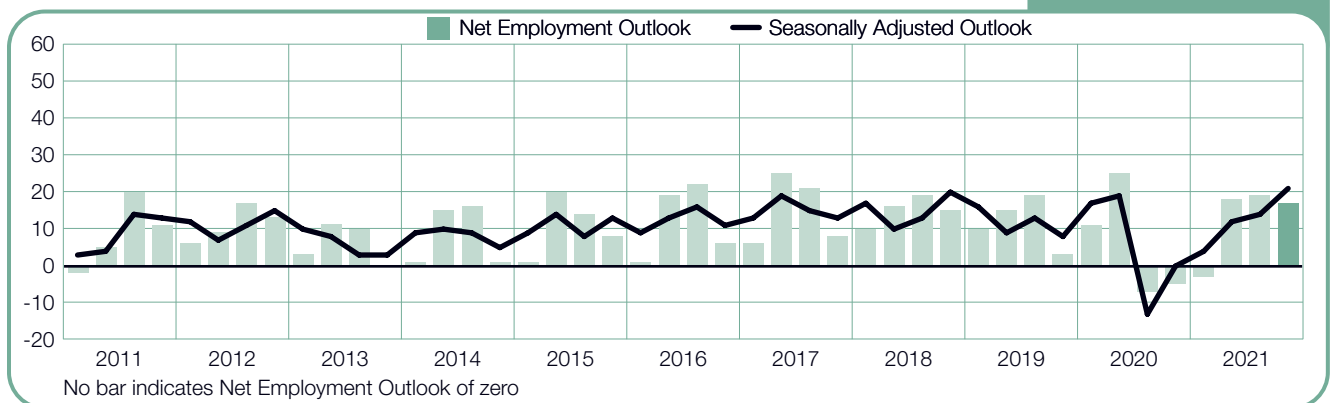
Portugal

+8 (+11)%



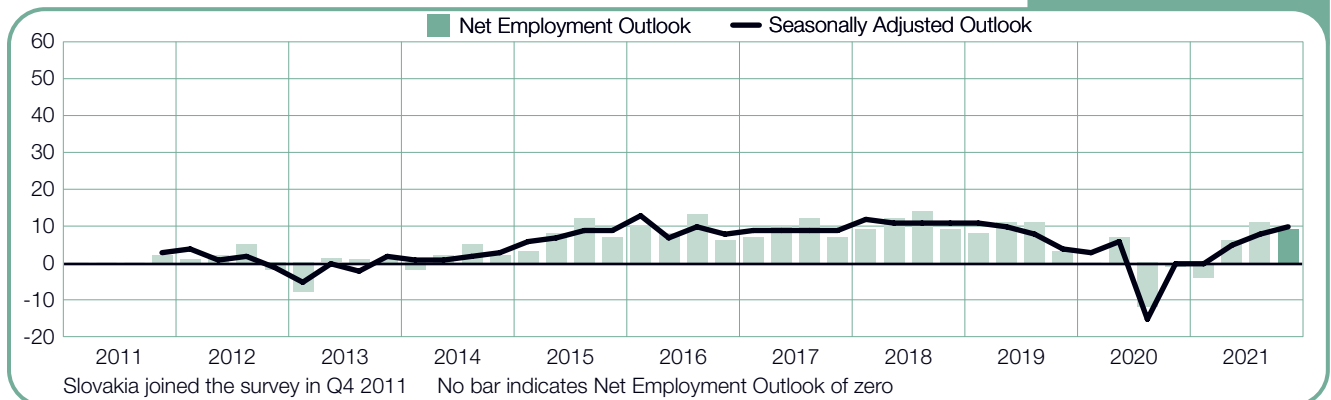
Romania

+17 (+21)%



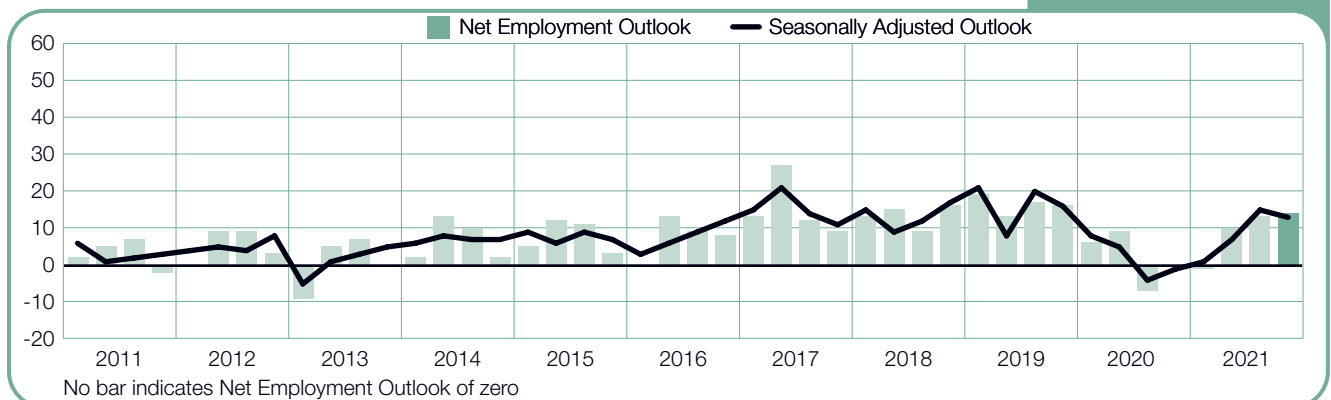
Slovakia

+9 (+10)%



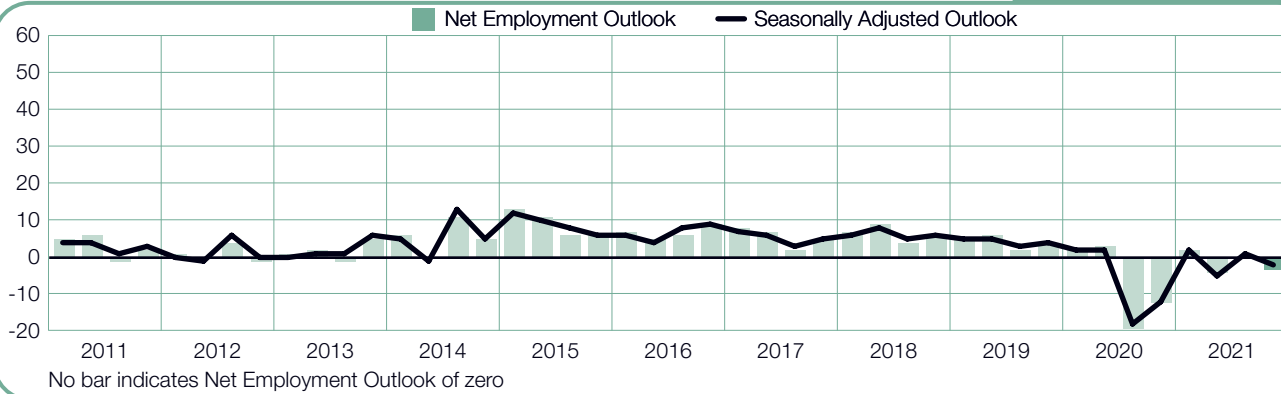
Slovenia

+14 (+13)%



South Africa

-3 (-2)%



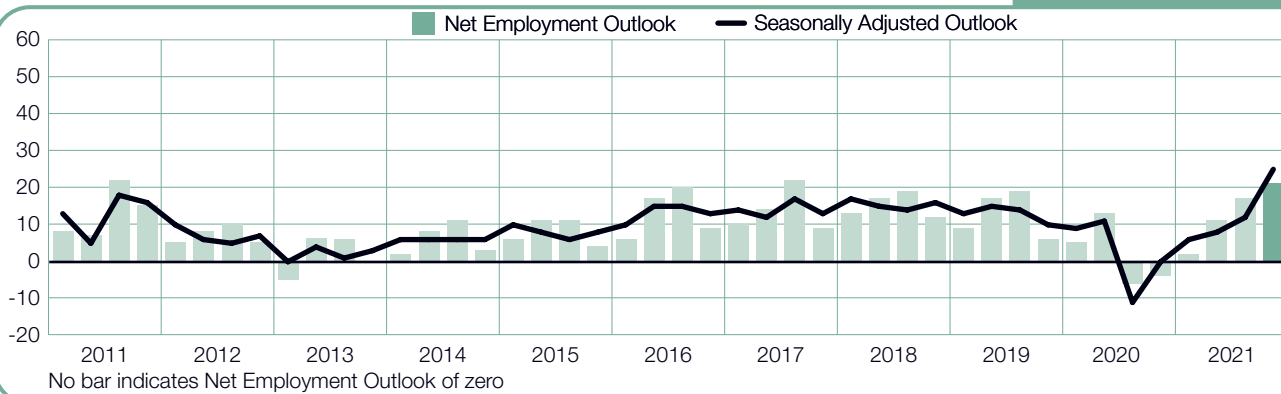
Spain

+31 (+32)%



Sweden

+21 (+25)%



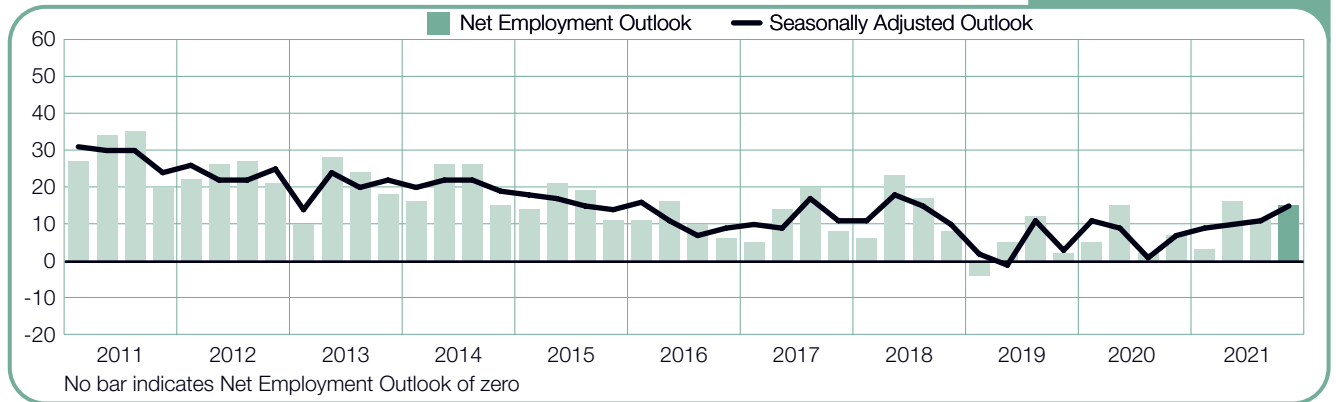
Switzerland

+6 (+8)%



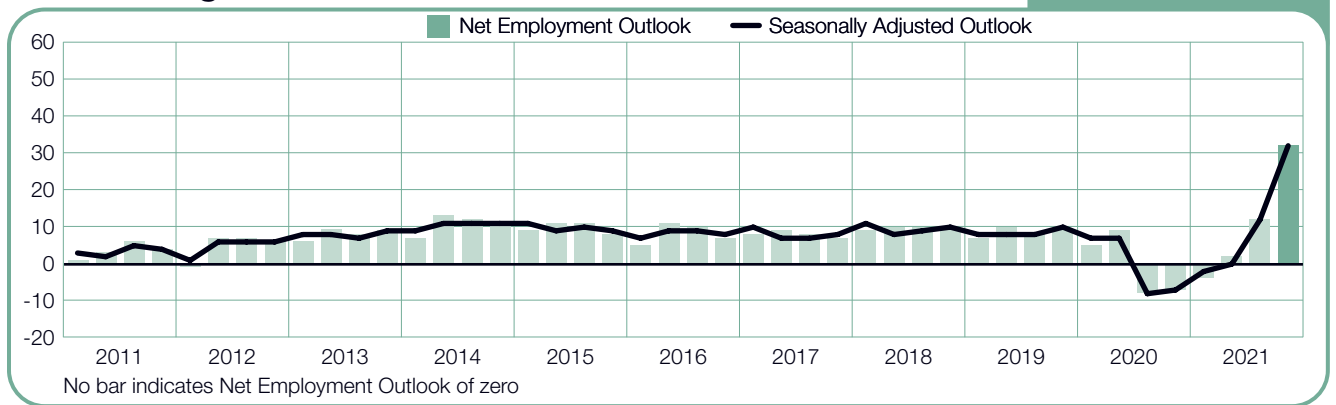
Turkey

+15 (+15)%



United Kingdom

+32 (+32)%



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 4 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 almost 45,000 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 4 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 December 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 +/- 3.1%.

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. ManpowerGroup intends to add seasonal adjustments to the data for Croatia 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 substantially more 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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