

**ManpowerGroup
Employment
Outlook Survey
Canada**

**Q3
2021**



ManpowerGroup®

Canadian Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2021 was conducted by interviewing a representative sample of 1,518 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 September 2021 as compared to the current quarter?”

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

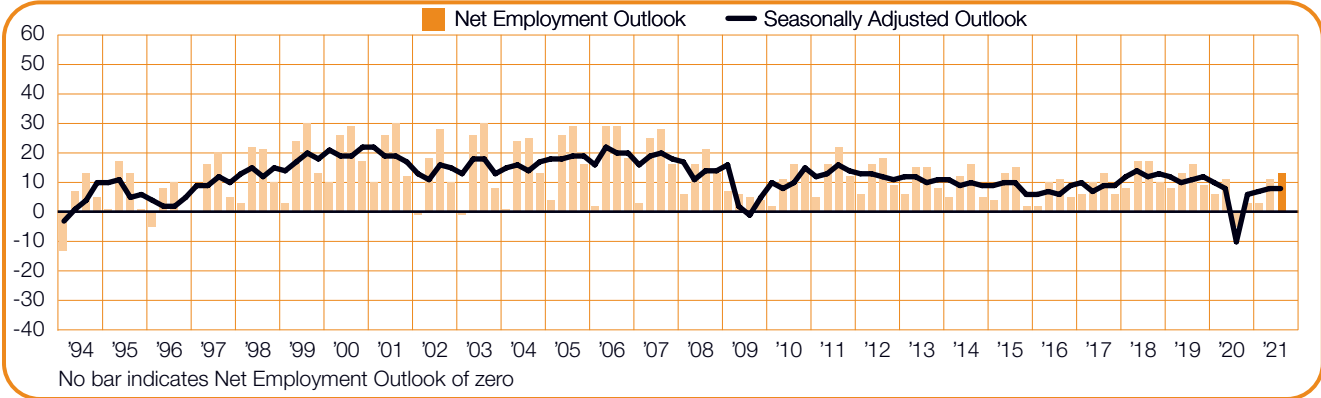
The survey findings for the third quarter of 2021 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
3rd Quarter 2021	17	4	75	4	13	8
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



Canadian employers report favourable hiring prospects for the third quarter of 2021. With 17% of employers expecting to increase payrolls, 4% anticipating a decrease and 75% forecasting no change, the resulting Net Employment Outlook is +13%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring sentiment is unchanged when compared with the previous quarter and improves by 18 percentage points in comparison with this time last year, when COVID-19 first had an impact on hiring plans.

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

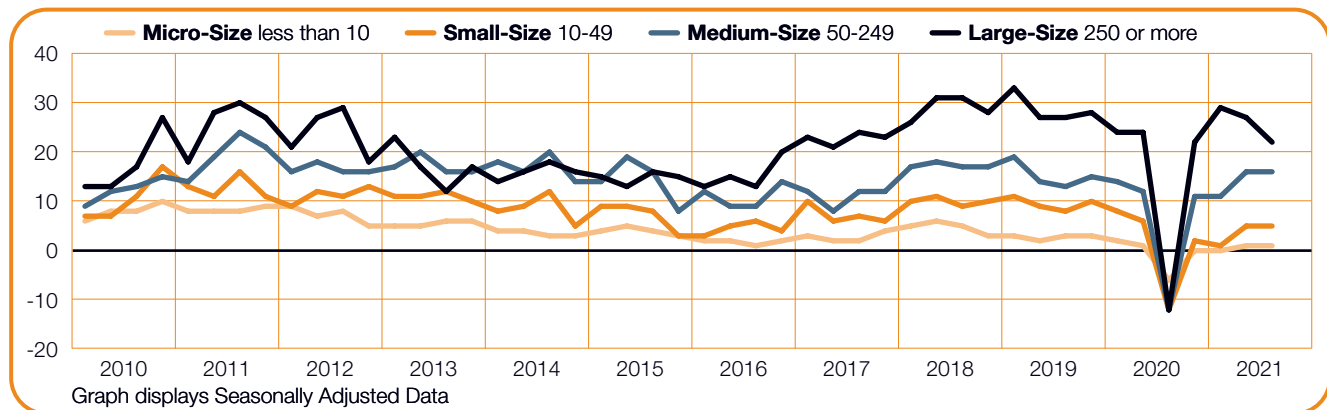
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Workforce gains are expected in all four organization size categories during the upcoming quarter. The strongest hiring prospects are reported by Large- and Medium-size employers, with Net Employment Outlooks of +22% and +16%, respectively. The Outlook for Small firms stands at +5%, while Micro employers anticipate a quiet labour market with an Outlook of +1%.

Hiring sentiment is unchanged for Micro-, Small- and Medium-size employers when compared with the previous quarter, while Large firms report a decrease of 5 percentage points.

In a comparison with last year at this time – when COVID-19 first had an impact on hiring prospects – Outlooks strengthen in all four organization size categories, most notably by 34 percentage points for Large employers. Increases of 28 and 17 percentage points are reported for Medium- and Small-size employers, respectively, and the Outlook for Micro firms is 7 percentage points stronger.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	8	3	86	3	5	1
Small-Size 10-49	14	3	79	4	11	5
Medium-Size 50-249	27	5	64	4	22	16
Large-Size 250 or more	30	3	57	10	27	22



Regional Comparisons

+22 (+11)%

Atlantic Canada

Employers anticipate steady workforce gains during the upcoming quarter, reporting a Net Employment Outlook of +11%. Hiring prospects improve by 7 percentage points when compared with the previous quarter and are 14 percentage points stronger in comparison with last year at this time.

Due to the reduced sample size for Canada in the third quarter of 2021, detailed analysis for Atlantic Canada is limited to six of the 10 industry sectors. Employers in five of the six industry sectors expect to add to payrolls in the next three months, most notably in the Manufacturing – Non-Durables sector, where the Net Employment Outlook is +27% – the strongest reported for the sector since 2005. Employers in both the Construction sector and the Services sector forecast steady job gains with Outlooks of +13%, while Outlooks stand at +10% and +2% in the Finance, Insurance & Real Estate sector and the Wholesale & Retail Trade sector, respectively. However, Transportation & Public Utilities sector employers report the weakest hiring prospects in four years with an Outlook of -7%.

Quarter-over-quarter analysis is available for three industry sectors, with employers in all three reporting stronger hiring prospects. A sharp increase of 21 percentage points is reported for the Manufacturing – Non-Durables sector, and Outlooks strengthen by 7 and 6 percentage points in the Wholesale & Retail Trade sector and the Services sector, respectively.

Comparison with the third quarter of 2020 is available in two industry sectors. The Outlook in the Services sector improves by 5 percentage points, while Wholesale & Retail Trade sector employers report relatively stable hiring prospects.

Employers in all seven areas expect workforce gains in the forthcoming quarter, with the strongest hiring sentiment in Halifax, where the Outlook is +21%. Steady payroll growth is also forecast for Moncton and Cape Breton Area, with Outlooks of +18% and +14%, respectively. Meanwhile, the weakest hiring plans are reported in Fredericton, where the Outlook stands at +3%.

Hiring prospects strengthen in six areas when compared with the previous quarter, most notably by 28 percentage points in Saint John. Considerable improvements of 15 and 14 percentage points are reported for Fredericton and St. John's, respectively, but hiring plans are 6 percentage points weaker in Charlottetown.

Comparison with the third quarter of 2020 is available in five of the seven areas. Hiring plans strengthen in all five areas, most notably by 30 percentage points in Halifax. Elsewhere, Outlooks improve by 25 percentage points in Moncton and by 20 percentage points in St. John's.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	24	2	70	4	22	11
Construction	29	0	71	0	29	13
Education	-	-	-	-	-	-
Finance, Insurance & Real Estate	19	0	69	12	19	10
Manufacturing – Durables	-	-	-	-	-	-
Manufacturing – Non-Durables	38	0	62	0	38	27
Mining	-	-	-	-	-	-
Public Administration	-	-	-	-	-	-
Services	23	2	69	6	21	13
Transportation & Public Utilities	6	6	83	5	0	-7
Wholesale & Retail Trade	20	4	75	1	16	2

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

+8 (+7)%

Ontario

Job seekers can expect some hiring opportunities in the third quarter of 2021, according to employers who report a Net Employment Outlook of +7%. Hiring intentions remain relatively stable in comparison with the prior quarter and improve by 16 percentage points when compared with this time one year ago.

Employers in all 10 industry sectors expect payroll gains during the next three months. The strongest hiring prospects are reported in the Transportation & Public Utilities sector, where the Net Employment Outlook stands at +16%. Respectable payroll gains are anticipated in two sectors with Outlooks of +12% – the Manufacturing – Durables sector and the Mining sector – while the Public Administration sector Outlook is +10%. Conservative hiring activity is forecast for the Finance, Insurance & Real Estate sector and the Manufacturing – Non-Durables sector where Outlooks are +9%, and Outlooks of +6% are reported for the Construction sector and the Services sector.

Hiring intentions weaken in six of the 10 industry sectors when compared with the previous quarter, most notably by 5 percentage points in both the Finance, Insurance & Real Estate sector and the Manufacturing – Durables sector. Elsewhere, Manufacturing – Non-Durables sector employers report a decline of 3 percentage points and Outlooks are 2 percentage points weaker in both the Services sector and the Wholesale & Retail Trade sector. Meanwhile, hiring sentiment strengthens in four sectors, including a considerable improvement of 13 percentage points for the Transportation & Public Utilities sector. Construction sector employers report an increase of 7 percentage points and the Outlook for the Public Administration sector is 4 percentage points stronger.

Comparison with the third quarter of 2020 – when COVID-19 first had an impact on hiring prospects – is available in nine of the 10 industry sectors. Hiring plans strengthen in all nine sectors, including a sharp improvement of 43 percentage points for the Public Administration sector. The Transportation & Public Utilities sector Outlook increases by 31 percentage points, and improvements of 24 and 21 percentage points are reported for the Construction sector and the Manufacturing – Durables sector, respectively. Hiring prospects strengthen by 20 percentage points for the Finance, Insurance & Real Estate sector and by 14 percentage points in the Mining sector.

Workforce gains are expected in 19 of the 24 areas during the July to September period. The strongest hiring intentions are reported in Kitchener/Cambridge Area with an Outlook of +22%. Upbeat hiring activity is expected in London and Kingston, where Outlooks are +20% and +19%, respectively, while the Thunder Bay Outlook is +15%. Meanwhile, employers in four areas expect to trim payrolls, most notably in Fort Erie, where the Outlook stands at -9%, and in Windsor with an Outlook of -5%.

In a quarter-over-quarter comparison, hiring sentiment weakens in 15 areas, most notably by 13 percentage points in Ottawa. Hiring plans are 12 percentage points weaker in Fort Erie and Windsor, and decrease by 10 percentage points in Hamilton. Elsewhere, hiring intentions strengthen in seven areas, including improvements of 15 percentage points for Kingston and 10 percentage points for Thunder Bay.

Comparison with the third quarter of 2020 is available in eight of the 24 areas. Hiring intentions strengthen in all eight areas, including noteworthy increases of 28 and 25 percentage points for Toronto and Ottawa, respectively. Burlington/Oakville employers report an improvement of 21 percentage points and the St. Catharines Outlook is 19 percentage points stronger.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	12	4	78	6	8	7
Construction	16	0	80	4	16	6
Education	0	0	91	9	0	3
Finance, Insurance & Real Estate	10	2	80	8	8	9
Manufacturing – Durables	13	4	81	2	9	12
Manufacturing – Non-Durables	13	4	76	7	9	9
Mining	21	0	76	3	21	12
Public Administration	24	0	69	7	24	10
Services	11	4	80	5	7	6
Transportation & Public Utilities	24	5	65	6	19	16
Wholesale & Retail Trade	8	5	79	8	3	1

+24 (+19)%

Quebec

An upbeat hiring pace is anticipated during the July to September period, with employers reporting a Net Employment Outlook of +19%. Hiring prospects improve by 5 percentage points quarter-over-quarter and by 23 percentage points in comparison with the same period last year.

Due to the reduced sample size for Canada in the third quarter of 2021, detailed analysis for Quebec is limited to four of the 10 industry sectors. Employers expect to grow payrolls in all four sectors during the next three months, with the strongest hiring plans reported in the Manufacturing – Non-Durables sector, where the Net Employment Outlook stands at +21%. Respectable payroll gains are forecast for the Wholesale & Retail Trade sector and the Services sector, with Outlooks of +16% and +12%, respectively, while the Mining sector Outlook stands at +9%.

Hiring plans strengthen in all four industry sectors in comparison with the prior quarter. The most notable increase of 9 percentage points is reported in the Manufacturing – Non-Durables sector. Hiring sentiment improves by 7 percentage points in two sectors – the Mining sector and the Wholesale & Retail Trade sector – while the Services sector Outlook is 4 percentage points stronger.

Comparison with the third quarter of 2020 is not available for Quebec's industry sectors.

Employers in all five areas expect to add to payrolls during the third quarter of 2021, with the strongest Outlook of +33% reported in Quebec City. Laval employers anticipate steady job gains, reporting an Outlook of +17%, and Outlooks stand at +14% and +12% in Monteregie (formerly Granby) and Cantons de L'Est (formerly Sherbrooke), respectively.

Hiring intentions strengthen in three areas when compared with the previous quarter, most notably by 27 percentage points in Quebec City and by 5 percentage points in Monteregie (formerly Granby). However, hiring plans weaken by 12 and 4 percentage points in Cantons de L'Est (formerly Sherbrooke) and Montreal, respectively.

Comparison with the third quarter of 2020 is not available for Quebec's areas.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	29	5	66	0	24	19
Construction	–	–	–	–	–	–
Education	–	–	–	–	–	–
Finance, Insurance & Real Estate	–	–	–	–	–	–
Manufacturing – Durables	–	–	–	–	–	–
Manufacturing – Non-Durables	18	0	82	0	18	21
Mining	27	8	65	0	19	9
Public Administration	–	–	–	–	–	–
Services	16	6	78	0	10	12
Transportation & Public Utilities	–	–	–	–	–	–
Wholesale & Retail Trade	28	6	66	0	22	16

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

+11 (+6)%

Western Canada

With a Net Employment Outlook of +6%, employers expect the mild hiring climate to continue in the next three months. Hiring sentiment is unchanged when compared with the previous quarter, and improves by 22 percentage points in comparison with last year at this time.

Employers in nine of the 10 industry sectors expect to add to payrolls during the third quarter of 2021. The strongest labour market is forecast for the Public Administration sector, where the Net Employment Outlook stands at +19%, while the Manufacturing – Durables sector Outlook of +17% also reflects upbeat hiring plans. Elsewhere, Finance, Insurance & Real Estate sector employers report the strongest hiring prospects in three years with an Outlook of +16%, while the Wholesale & Retail Trade sector Outlook of +15% is the strongest since 2016. Manufacturing – Non-Durables sector employers anticipate respectable payroll growth, reporting an Outlook of +11%, and Outlooks stand at +9% and +8% for the Transportation & Public Utilities sector and the Mining sector, respectively. However, Construction sector employers expect to trim payrolls, reporting an Outlook of -5%.

When compared with the second quarter of 2021, employers in the Mining sector report an improvement of 6 percentage points, and Outlooks strengthen by 4 and 3 percentage points for the Wholesale & Retail Trade sector and the Finance, Insurance & Real Estate sector, respectively. However, hiring sentiment in the Transportation & Public Utilities sector declines by 15 percentage points. In the remaining six industry sectors, hiring prospects remain relatively stable or are unchanged.

Comparison with the third quarter of 2020 – when COVID-19 first had an impact on hiring prospects – is available in eight of the 10 industry sectors. Hiring intentions strengthen in all eight sectors, including a sharp improvement of 45 percentage points for the Mining sector and an increase of 37 percentage points for the Construction sector. Education sector employers report an improvement of 25 percentage points and Outlooks are 20 and 18 percentage points stronger in the Wholesale & Retail Trade sector and the Manufacturing – Durables sector, respectively.

Employers in nine of the 11 areas expect an increase in payrolls during the forthcoming quarter. The strongest Outlooks of +18% are reported in two areas – Burnaby-Coquitlam and Red Deer. Vancouver employers report respectable hiring plans with an Outlook of +14%, and Outlooks stand at +11% and +10% in Edmonton and Saskatoon, respectively. Meanwhile, employers in Regina and Winnipeg expect to trim payrolls, reporting Outlooks of -2% and -1%, respectively.

Hiring sentiment strengthens in five areas when compared with the previous quarter, including a considerable improvement of 16 percentage points for Red Deer. The Regina Outlook improves by 7 percentage points, and Outlooks are 4 percentage points stronger in both Burnaby-Coquitlam and Vancouver. However, hiring plans weaken in five areas, most notably by 21 percentage points in Surrey and by 9 percentage points in Winnipeg.

Comparison with the third quarter of 2020 is available in eight of the 11 areas. Hiring prospects improve in all eight areas, including a sharp increase of 42 percentage points for Edmonton. Calgary employers report an improvement of 27 percentage points and Outlooks are 20 and 19 percentage points stronger in Vancouver and Red Deer, respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	15	4	77	4	11	6
Construction	15	8	67	10	7	-5
Education	6	6	85	3	0	5
Finance, Insurance & Real Estate	20	3	77	0	17	16
Manufacturing – Durables	25	3	69	3	22	17
Manufacturing – Non-Durables	11	3	81	5	8	11
Mining	13	4	79	4	9	8
Public Administration	31	3	66	0	28	19
Services	10	5	81	4	5	4
Transportation & Public Utilities	9	0	88	3	9	9
Wholesale & Retail Trade	18	5	74	3	13	15

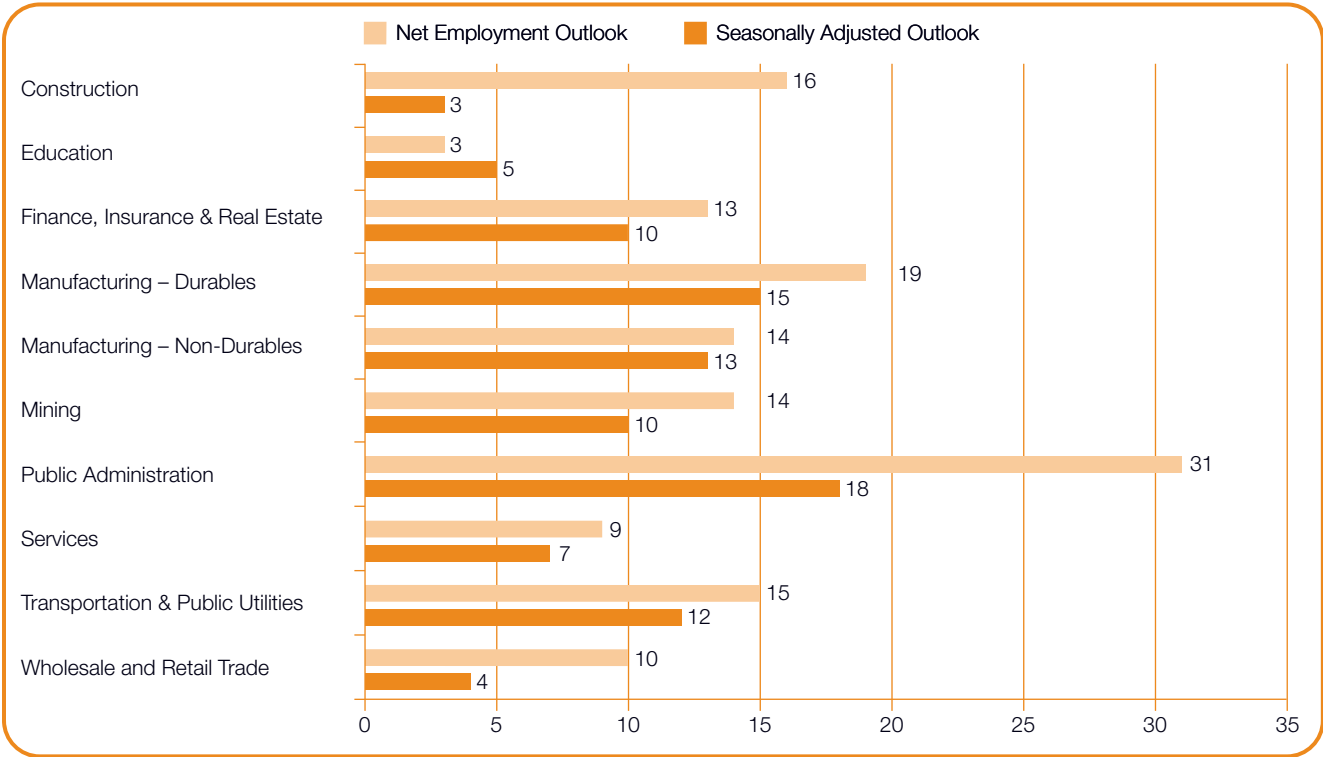
Sector Comparisons

Employers in all 10 industry sectors expect to grow payrolls during the coming quarter. The strongest hiring prospects are reported in the Public Administration sector, where the Net Employment Outlook stands at +18%. Steady job gains are also forecast for the Manufacturing – Durables sector and the Manufacturing – Non-Durables sector, with Outlooks of +15% and +13%, respectively, while the Transportation & Public Utilities sector Outlook is +12%. Some payroll gains are expected in two sectors with Outlooks of +10% – the Finance, Insurance & Real Estate sector and the Mining sector – while the Services sector Outlook stands at +7%. Modest hiring activity is forecast for the Education sector, where the Outlook is +5%, while cautious hiring plans are reflected in Outlooks of +4% and +3% for the Wholesale & Retail Trade sector and the Construction sector, respectively.

Mining sector employers report a notable improvement of 6 percentage points when compared with the previous quarter, and Outlooks are 3 and 2 percentage points stronger in the Public Administration sector and

the Manufacturing – Non-Durables sector, respectively. Meanwhile, hiring prospects weaken by 2 percentage points in two sectors – the Finance, Insurance & Real Estate sector and the Manufacturing – Durables sector. In the remaining five sectors, hiring intentions remain relatively stable or are unchanged.

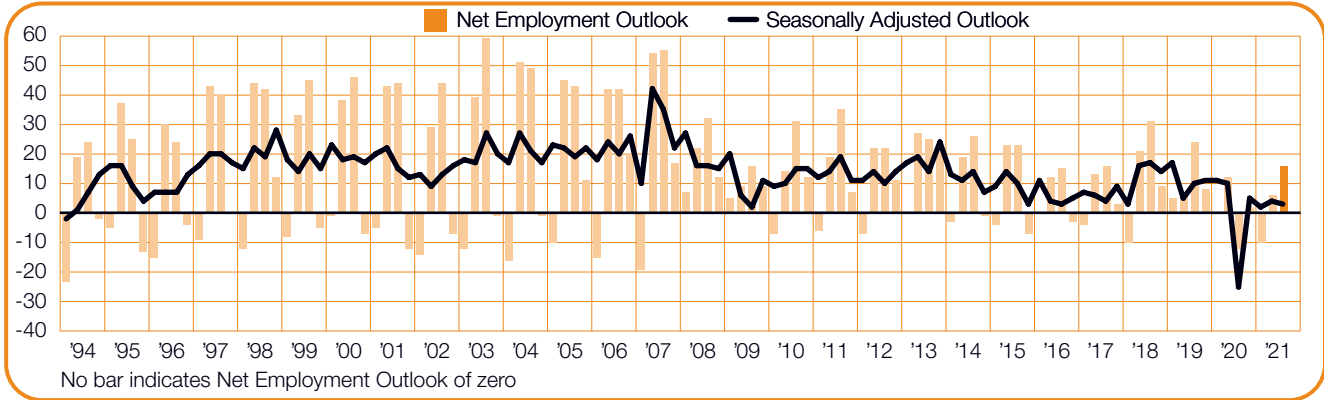
In a comparison with the third quarter of 2020 – when COVID-19 first had an impact on hiring prospects – Outlooks strengthen in all 10 industry sectors. A sharp increase of 36 percentage points is reported in the Public Administration sector, while Outlooks are 29 and 28 percentage points stronger in the Mining sector and the Construction sector, respectively. Education sector employers report an increase of 26 percentage points, while the Manufacturing – Durables sector Outlook is 24 percentage points stronger. Elsewhere, hiring plans for the Finance, Insurance & Real Estate sector improve by 20 percentage points and increases of 15 percentage points are reported in both the Transportation & Public Utilities sector and the Wholesale & Retail Trade sector.



+16 (+3)%

Construction

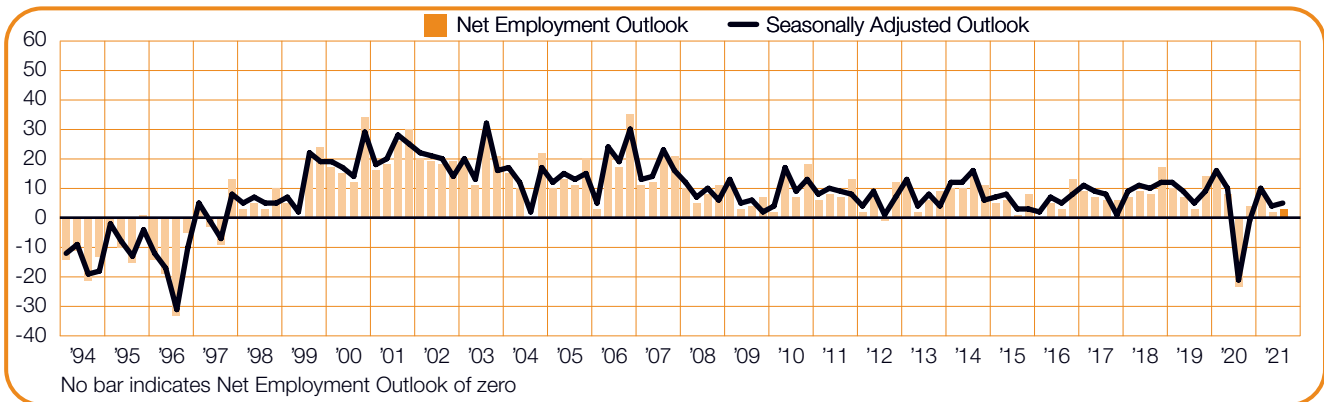
Reporting a Net Employment Outlook of +3%, employers expect limited hiring opportunities in the third quarter of 2021. Hiring intentions remain relatively stable when compared with the previous quarter and improve by 28 percentage points in comparison with Quarter 3 2020.



+3 (+5)%

Education

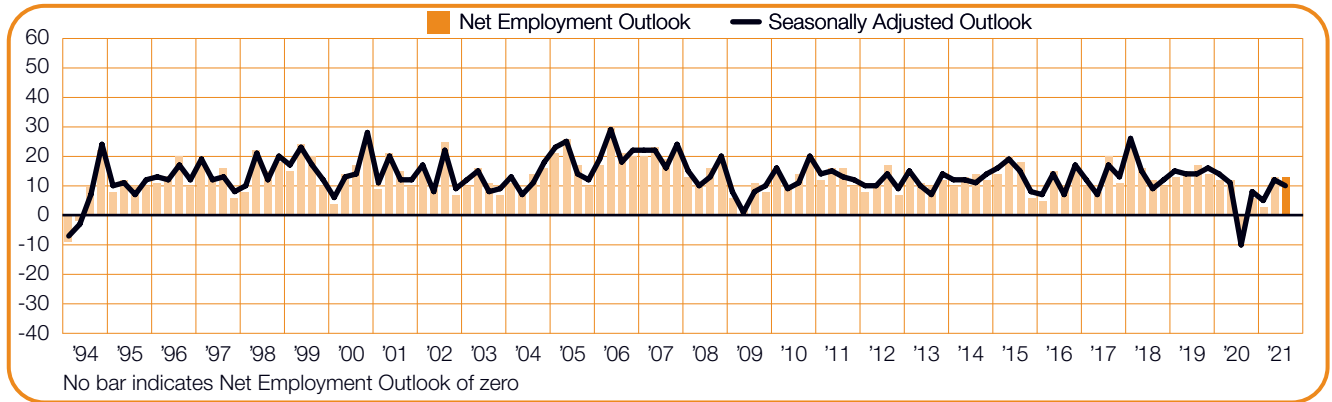
Job seekers can expect modest hiring activity during the next three months, according to employers who report a Net Employment Outlook of +5%. Hiring prospects remain relatively stable in comparison with the prior quarter and improve by 26 percentage points when compared with this time one year ago.



+13 (+10)%

Finance, Insurance & Real Estate

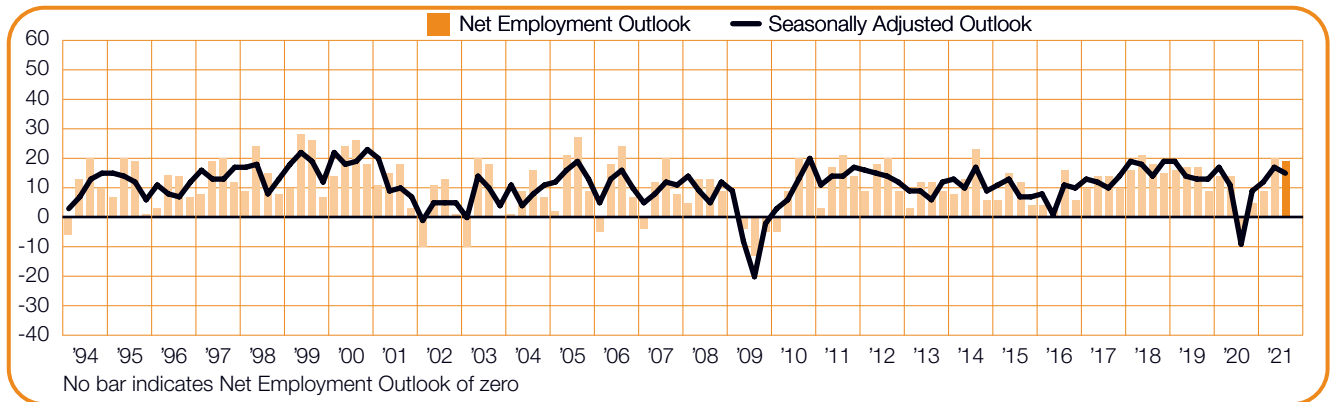
Employers anticipate a conservative hiring pace during the July to September period, reporting a Net Employment Outlook of +10%. Hiring plans weaken by 2 percentage points when compared with the previous quarter, but strengthen by 20 percentage points in comparison with last year at this time.



+19 (+15)%

Manufacturing – Durable Goods

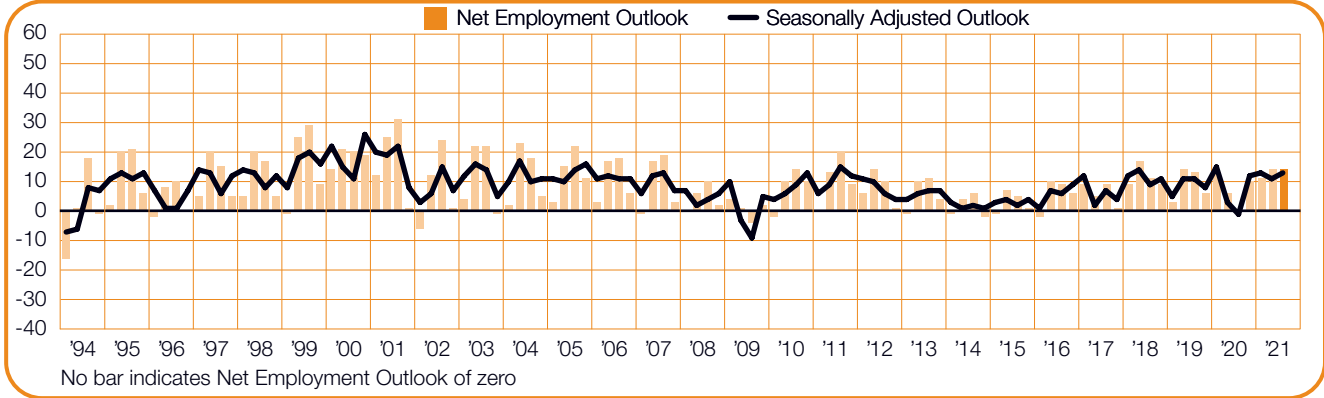
A steady increase in payrolls is forecast for the upcoming quarter, with employers reporting a Net Employment Outlook of +15%. The Outlook declines by 2 percentage points quarter-over-quarter, but is 24 percentage points stronger in comparison with the same period in 2020.



+14 (+13)%

Manufacturing – Non-Durable Goods

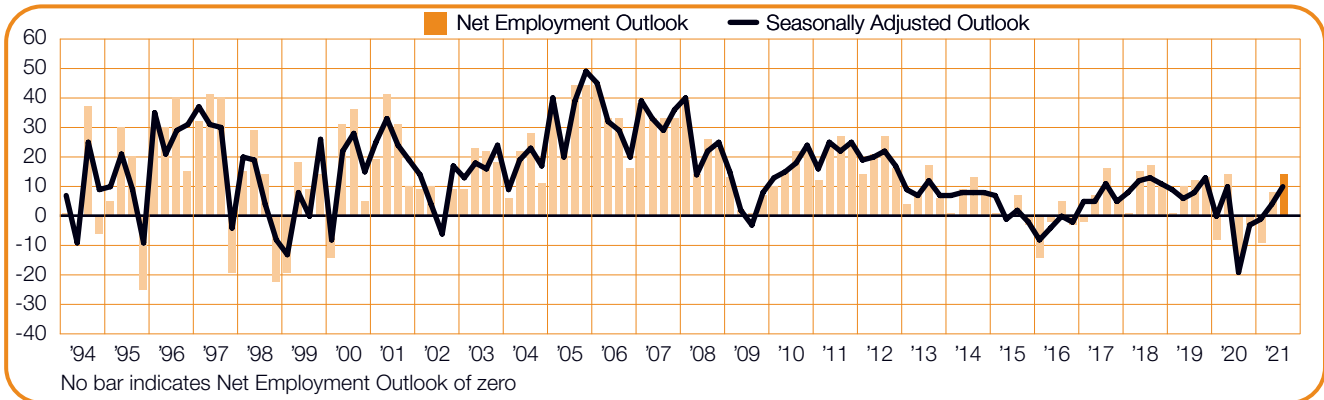
A favourable hiring climate is anticipated for the third quarter of 2021, with employers reporting a Net Employment Outlook of +13%. Hiring intentions strengthen by 2 percentage points when compared with the previous quarter and by 14 percentage points year-over-year.



+14 (+10)%

Mining

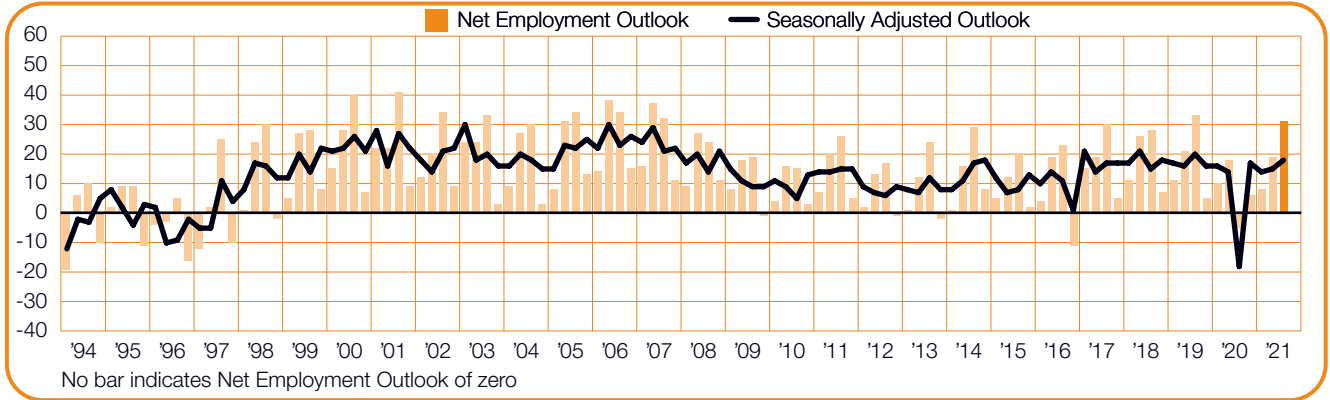
Job seekers can expect to benefit from a cautiously optimistic hiring climate in the coming quarter, according to employers who report a Net Employment Outlook of +10%. Hiring plans improve by 6 percentage points quarter-over-quarter and are 29 percentage points stronger when compared with this time one year ago.



+31 (+18)%

Public Administration

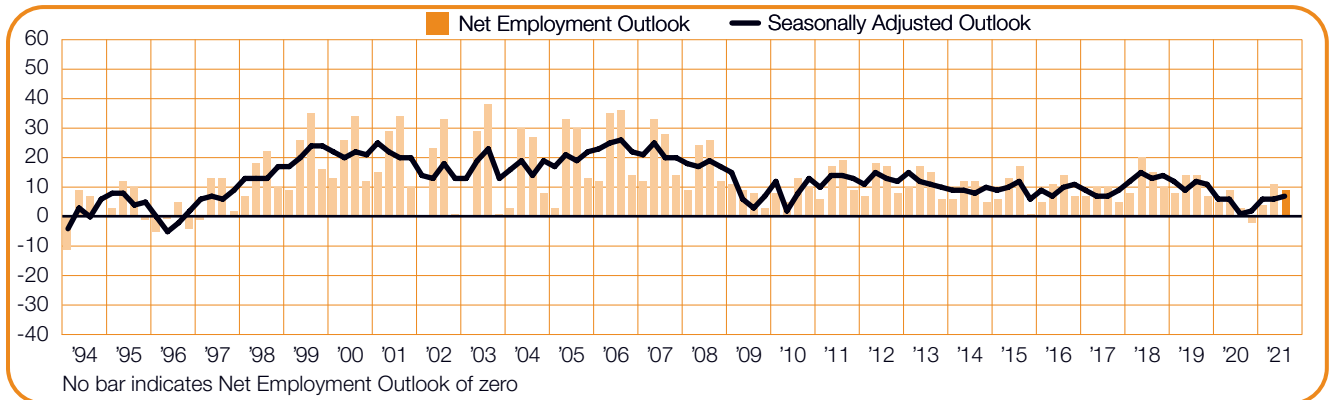
The strongest labour market in two years is anticipated in the third quarter of 2021. Employers report a Net Employment Outlook of +18%, improving by 3 and 36 percentage points when compared with the prior quarter and last year at this time, respectively.



+9 (+7)%

Services

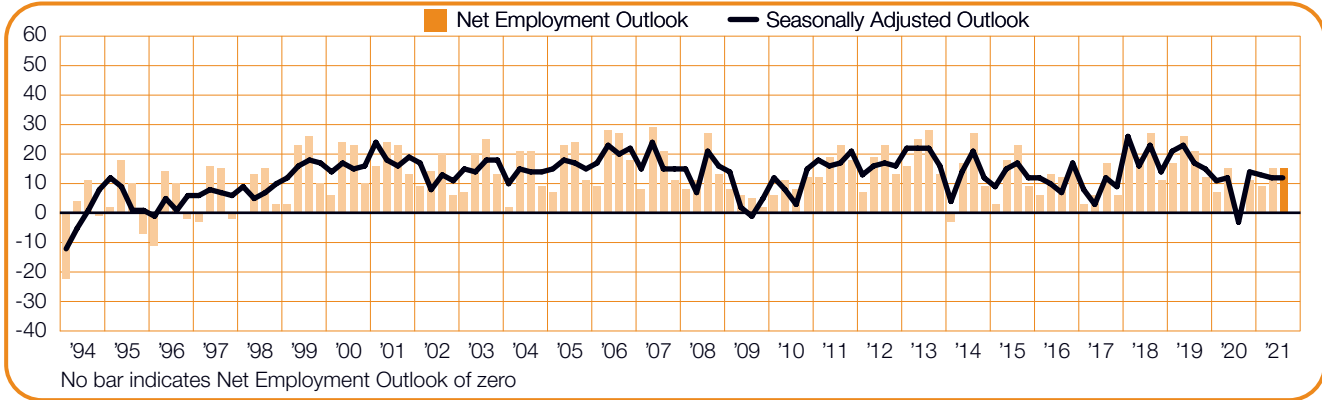
Employers report modest hiring intentions for the next three months with a Net Employment Outlook of +7%. Hiring sentiment remains relatively stable when compared with the previous quarter and improves by 6 percentage points year-over-year.



+15 (+12)%

Transportation & Public Utilities

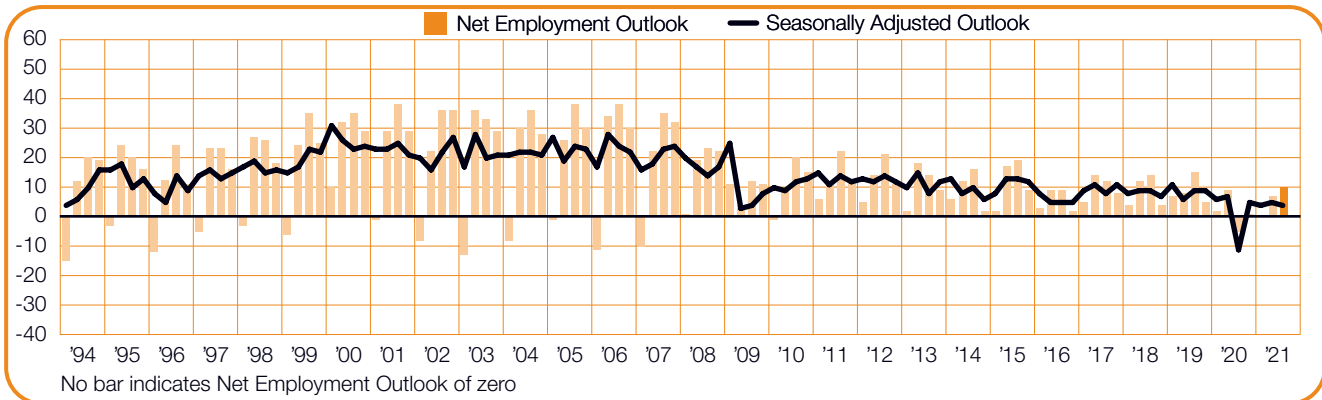
The steady hiring pace is forecast to continue in the July to September period, with employers reporting a Net Employment Outlook of +12% for the second consecutive quarter. In a comparison with last year at this time, hiring prospects improve by 15 percentage points.



+10 (+4)%

Wholesale & Retail Trade

With a Net Employment Outlook of +4%, employers expect limited hiring opportunities in the forthcoming quarter. The Outlook remains relatively stable when compared with the previous quarter and improves by 15 percentage points in comparison with Quarter 3 2020.



Global Employment Outlook

ManpowerGroup interviewed over 45,000 employers in 43 countries and territories on hiring prospects* in the third 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 September 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 third quarter of 2021 reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

Employers anticipate payroll gains in 42 of the 43 countries and territories surveyed by ManpowerGroup for the July to September period, while flat hiring activity is expected in one.

In a comparison with the second quarter of 2021, employers report stronger hiring plans in 31 of the 43 countries and territories, while Outlooks weaken in eight, with no change reported in four. When compared with this time one year ago – when COVID-19 first had an impact on hiring sentiment – employers in 42 of the 43 countries and territories report improved hiring prospects, with no change in one. In the coming quarter, the strongest labour markets are forecast in the U.S., Taiwan, Australia, Greece, Ireland and Singapore, while the weakest hiring intentions are reported in Hong Kong, Argentina, Panama and South Africa.

Employers in all 26 Europe, Middle East & Africa (EMEA) region countries expect to add to payrolls during the upcoming quarter. When compared with the prior quarter, Outlooks strengthen in 22 EMEA countries, while weakening in two. In a comparison with the same period last year, hiring plans strengthen in all 26 EMEA countries. The strongest hiring activity is expected in Greece, Ireland, and Croatia, while employers in South Africa, the Czech Republic and Spain forecast the weakest hiring pace.

Workforce gains are anticipated in six of the seven Asia Pacific countries and territories during the July to September period, while flat hiring prospects are reported in the seventh – Hong Kong. In a comparison with the previous quarter, Outlooks improve in three countries and territories, but also weaken in three. Hiring sentiment strengthens in six Asia Pacific countries and territories when compared with this time one year ago, while remaining unchanged in one. The strongest hiring plans for the next three months are reported in Taiwan and Australia, while the weakest labour market is expected in Hong Kong.

In the Americas region, employers in all 10 countries surveyed expect to grow payrolls during the third quarter of 2021. Hiring intentions strengthen in six Americas countries when compared with the previous quarter, but weaken in three. In a comparison with last year at this time, employers report stronger hiring prospects in all 10 countries. The strongest hiring pace is anticipated in the U.S., while cautiously optimistic hiring plans are reported in Costa Rica, Guatemala and Mexico. The weakest labour markets are anticipated in Argentina and Panama.

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

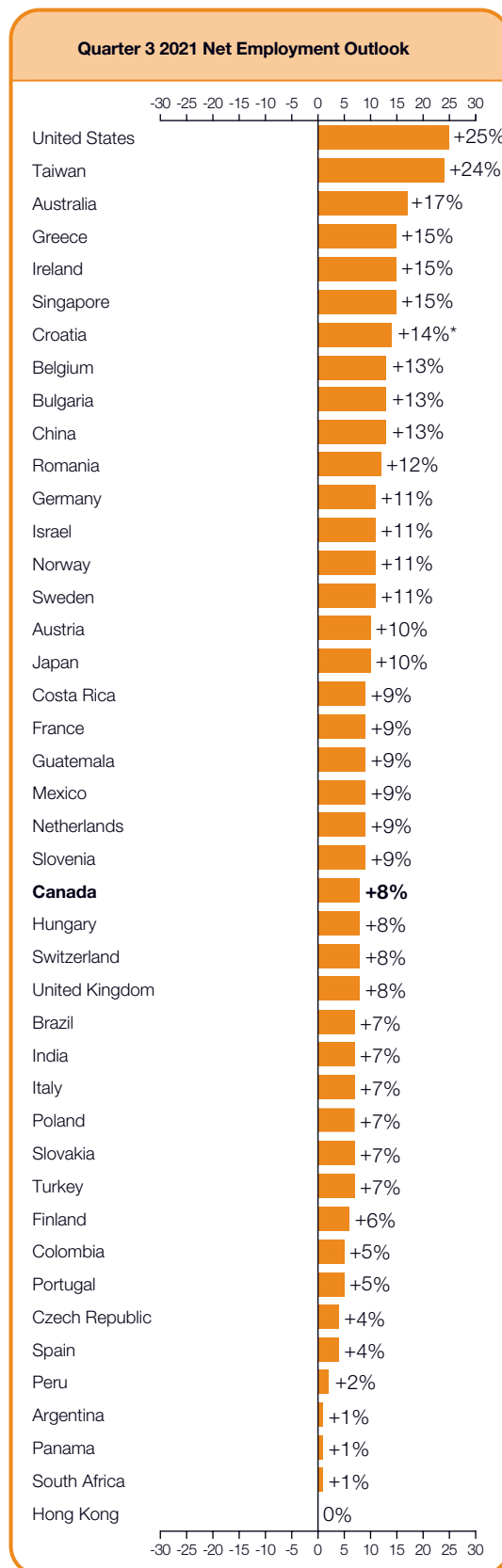
The next ManpowerGroup Employment Outlook Survey will be released on 14 September 2021 and will detail expected labour market activity for the fourth quarter of 2021.

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

	Quarter 3 2021	Qtr on Qtr Change Q2 2021 to Q3 2021	Yr on Yr Change Q3 2020 to Q3 2021
	%		
Americas			
Argentina	-1 (1) ¹	-5 (-1) ¹	8 (8) ¹
Brazil	7 (7) ¹	-6 (-2) ¹	21 (21) ¹
Canada	13 (8)¹	2 (0)¹	18 (18)¹
Colombia	6 (5) ¹	0 (-1) ¹	24 (24) ¹
Costa Rica	8 (9) ¹	2 (5) ¹	31 (31) ¹
Guatemala	9 (9) ¹	2 (2) ¹	22 (21) ¹
Mexico	10 (9) ¹	2 (2) ¹	19 (19) ¹
Panama	0 (1) ¹	7 (9) ¹	12 (12) ¹
Peru	2 (2) ¹	2 (3) ¹	21 (20) ¹
United States	29 (25) ¹	10 (7) ¹	23 (22) ¹

Asia Pacific			
Australia	16 (17) ¹	0 (0) ¹	30 (30) ¹
China	16 (13) ¹	11 (7) ¹	13 (10) ¹
Hong Kong	1 (0) ¹	3 (1) ¹	1 (0) ¹
India	5 (7) ¹	-5 (-2) ¹	2 (2) ¹
Japan	11 (10) ¹	4 (5) ¹	2 (1) ¹
Singapore	16 (15) ¹	-1 (-1) ¹	43 (43) ¹
Taiwan	27 (24) ¹	2 (-1) ¹	20 (20) ¹

EMEA[†]			
Austria	14 (10) ¹	7 (6) ¹	14 (14) ¹
Belgium	14 (13) ¹	5 (4) ¹	19 (19) ¹
Bulgaria	18 (13) ¹	15 (11) ¹	24 (23) ¹
Croatia	14	2	12
Czech Republic	7 (4) ¹	-1 (-3) ¹	11 (11) ¹
Finland	13 (6) ¹	7 (4) ¹	13 (13) ¹
France	12 (9) ¹	4 (2) ¹	20 (20) ¹
Germany	12 (11) ¹	7 (8) ¹	10 (10) ¹
Greece	22 (15) ¹	7 (6) ¹	24 (23) ¹
Hungary	8 (8) ¹	3 (6) ¹	13 (14) ¹
Ireland	18 (15) ¹	15 (15) ¹	27 (27) ¹
Israel	15 (11) ¹	6 (3) ¹	22 (22) ¹
Italy	9 (7) ¹	6 (8) ¹	12 (11) ¹
Netherlands	10 (9) ¹	5 (6) ¹	13 (13) ¹
Norway	15 (11) ¹	9 (5) ¹	19 (19) ¹
Poland	9 (7) ¹	2 (1) ¹	14 (14) ¹
Portugal	8 (5) ¹	9 (6) ¹	17 (17) ¹
Romania	19 (12) ¹	1 (0) ¹	26 (26) ¹
Slovakia	11 (7) ¹	5 (2) ¹	23 (23) ¹
Slovenia	13 (9) ¹	3 (0) ¹	20 (19) ¹
South Africa	0 (1) ¹	4 (6) ¹	19 (19) ¹
Spain	7 (4) ¹	6 (4) ¹	17 (16) ¹
Sweden	17 (11) ¹	6 (3) ¹	23 (23) ¹
Switzerland	10 (8) ¹	5 (5) ¹	17 (17) ¹
Turkey	11 (7) ¹	-5 (-4) ¹	9 (9) ¹
UK	8 (8) ¹	13 (13) ¹	20 (20) 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

ManpowerGroup interviewed more than 17,000 employers in 10 countries across North, Central and South America about hiring prospects for the third quarter of 2021. In all 10 countries, employers expect workforce gains during the upcoming quarter.

The labour market in the U.S. is expected to be the strongest of all 43 countries in the ManpowerGroup Employment Outlook Survey over the next three months. U.S. employers report their strongest hiring intentions in 21 years, with solid workforce growth anticipated in all four regions. Workforce gains are expected in all 12 industry sectors, most notably in the Leisure & Hospitality and Education & Health Services sectors, with their strongest Outlooks since they were first analyzed in 2009, and in the Wholesale & Retail Trade sector, where the Outlook matches the strongest since the survey started in 1982.

Canada's employers expect the fair hiring climate to continue in the third quarter of 2021, reporting no change over the previous quarter. With payrolls expected to grow in all 10 industry sectors, the strongest third quarter hiring activity is forecast for the Public Administration and Durable Goods Manufacturing sectors.

Employers report encouraging signs for job seekers in Mexico during the July to September period, with a slight uptick in hiring prospects when compared with the prior quarter. Employers in all seven Mexican industry sectors expect to grow payrolls, including the Manufacturing sector where the Outlook is the strongest reported in two years.

In Central America, hiring sentiment among Costa Rican employers has recovered following the pandemic, and now stands at a three-year high, driven in part by strengthening labour markets in the

Transport & Communication and Manufacturing sectors. Panamanian employers report their first positive hiring intentions since the final quarter of 2019, in part fuelled by the strongest Services sector Outlook in three years. Employers in Guatemala report cautiously optimistic hiring plans for the July to September period, with the strongest Outlook in more than three years forecast for the Manufacturing sector.

The strongest labour market in South America is anticipated in Brazil, although hiring plans for the country remain modest. Reflecting the impact of the ongoing COVID-19 pandemic, employers in the Manufacturing, Construction, Services and Wholesale & Retail sectors all report weaker hiring prospects when compared with the prior quarter.

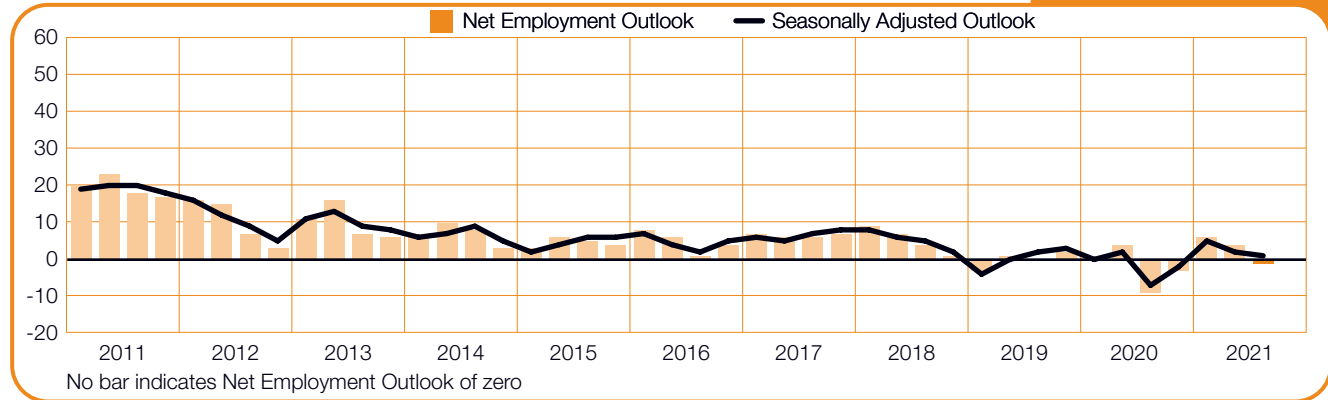
Hiring sentiment in Argentina remains cautious for the third quarter of 2021, with employers anticipating limited job gains. Employers in the Services and Finance, Insurance & Real Estate sectors expect to trim payrolls, but hiring plans are more positive for the Agriculture & Fishing sector, where the Outlook is the strongest in four years.

Colombian employers expect the mild hiring pace to continue in the forthcoming quarter, reporting a relatively stable Outlook. While hiring in the Manufacturing sector continues to be soft, Mining sector employers report their strongest hiring plans in two years and forecasts strengthen for the Agriculture & Fishing and Wholesale & Retail Trade sectors.

In Peru, employers report limited hiring activity for the next three months, with the Construction sector Outlook remaining weak for a second consecutive quarter. However, employers in the Mining sector report considerably improved hiring prospects.

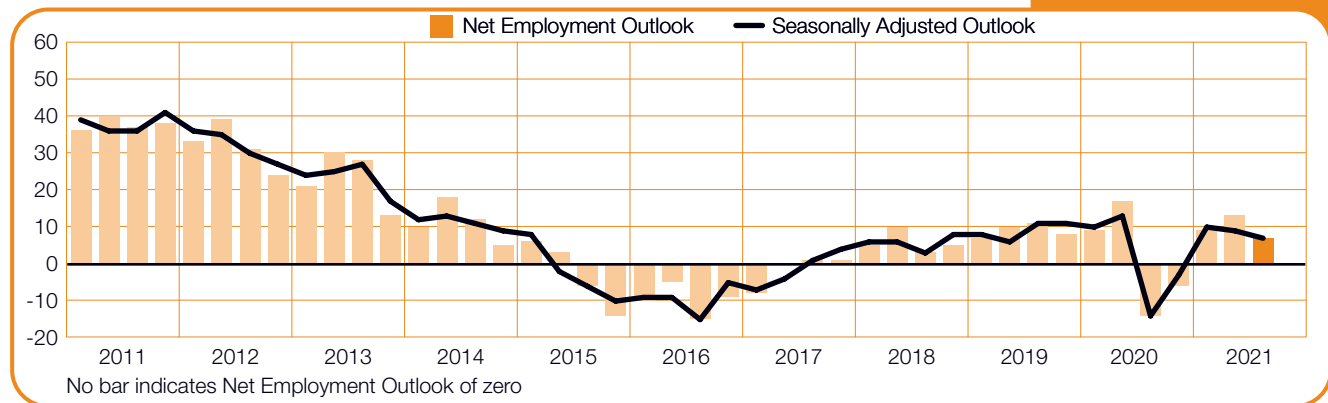
Argentina

-1 (+1)%



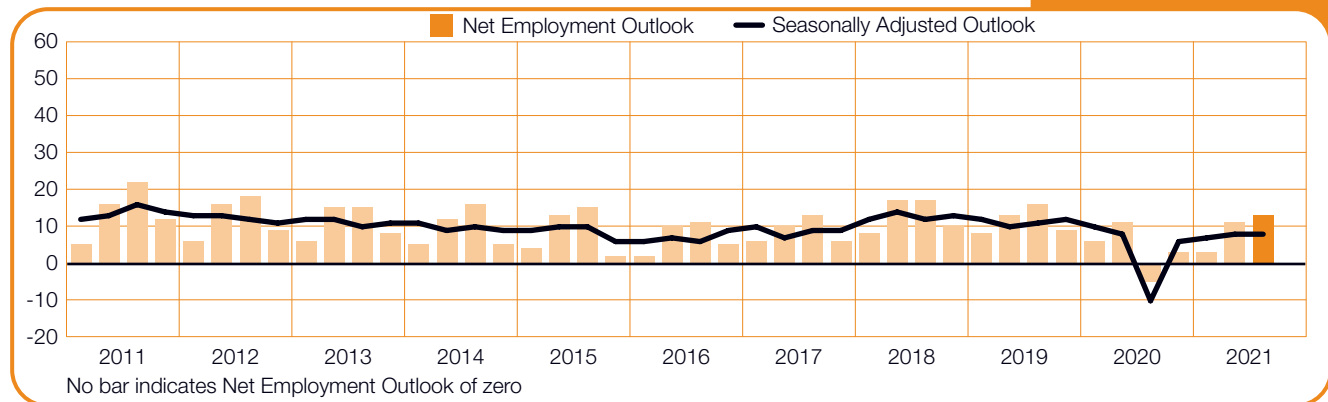
Brazil

+7 (+7)%



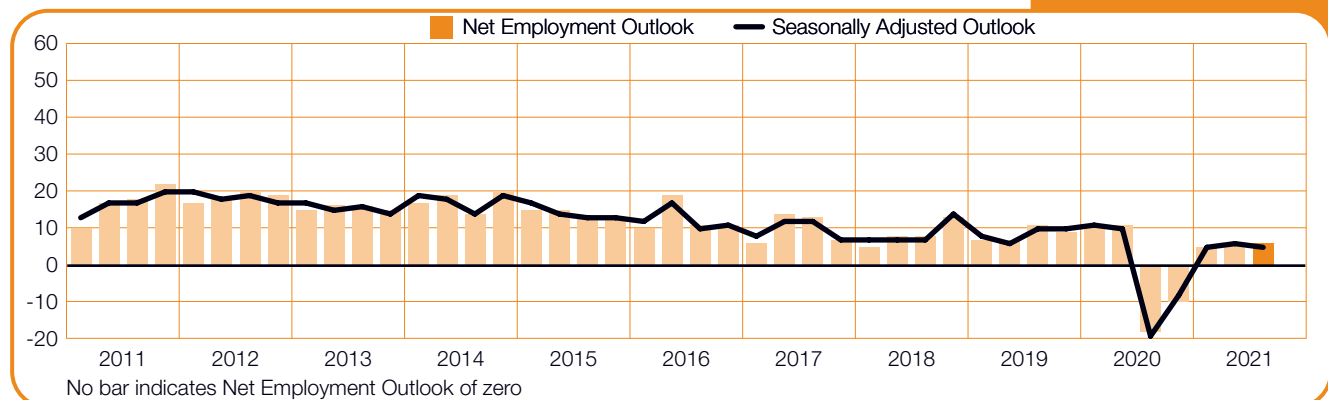
Canada

+13 (+8)%



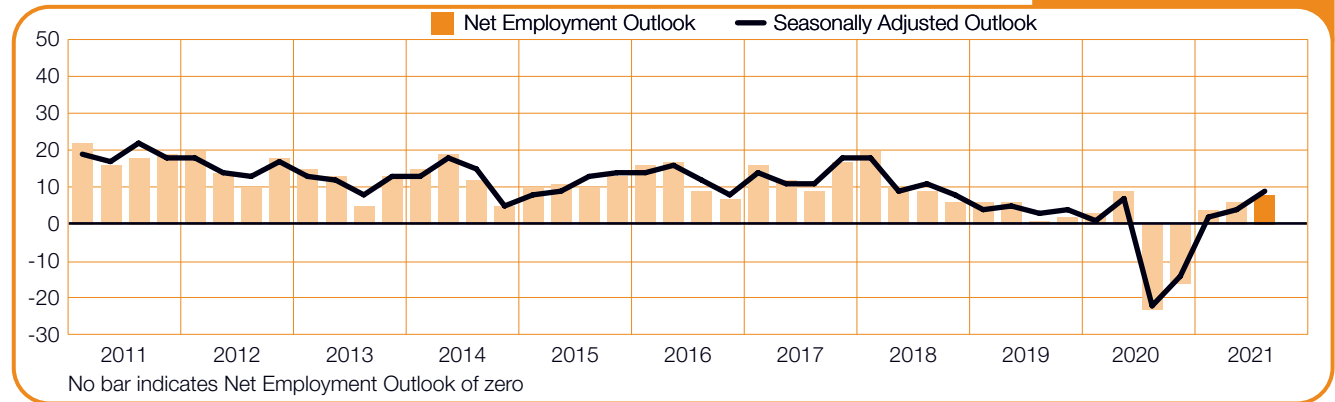
Colombia

+6 (+5)%



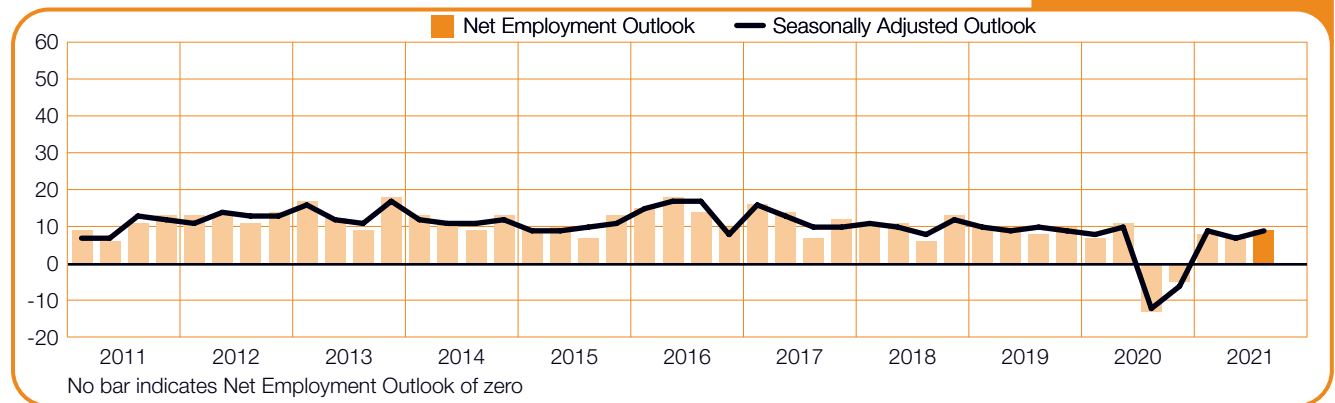
Costa Rica

+8 (+9)%



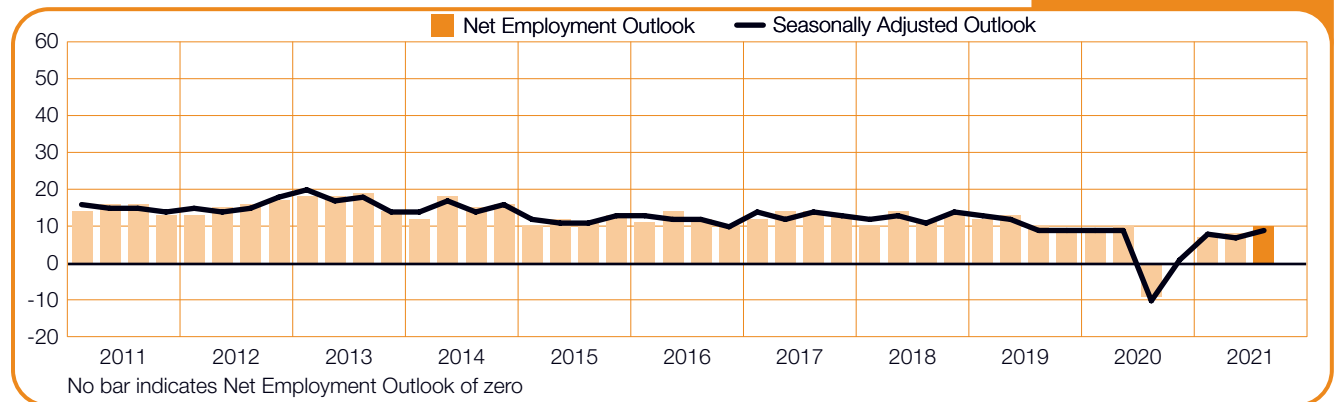
Guatemala

+9 (+9)%



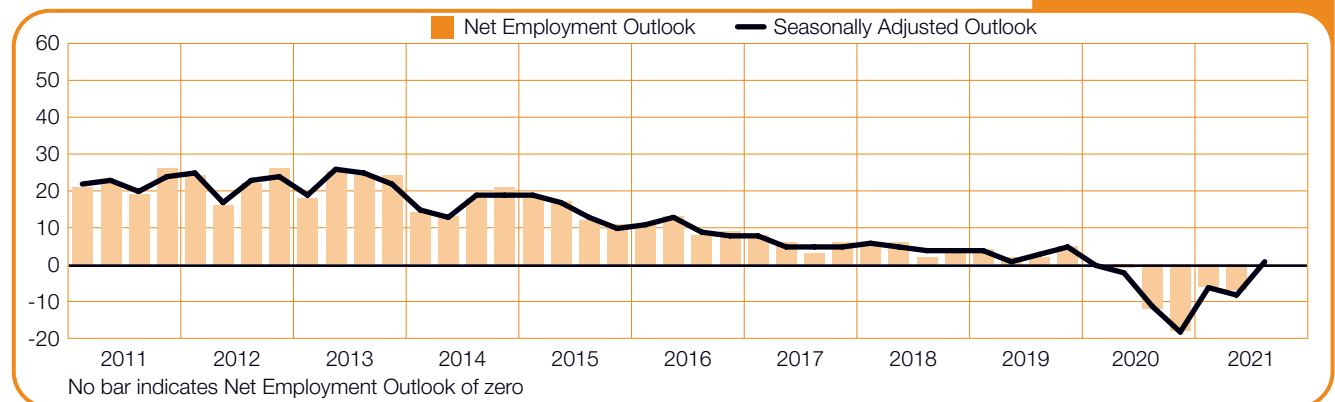
Mexico

+10 (+9)%



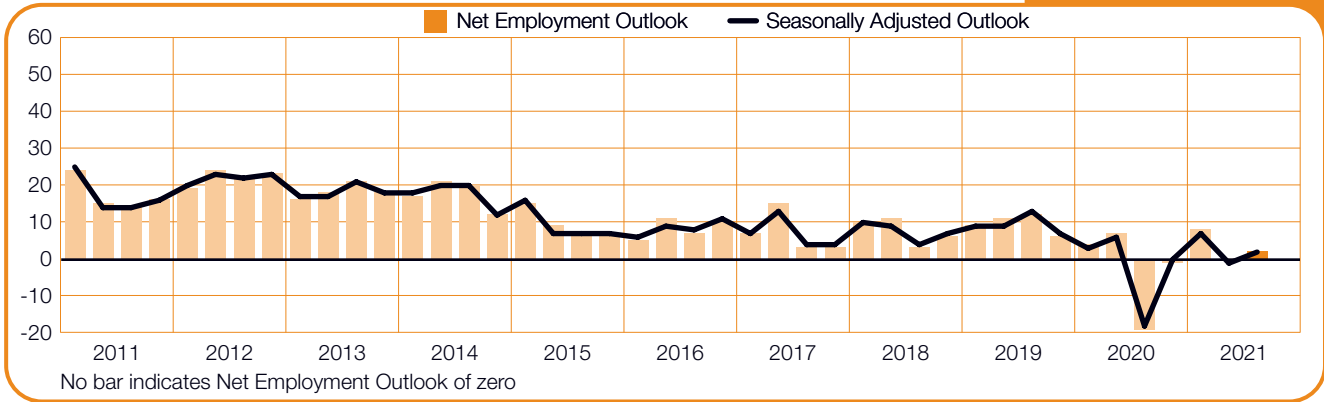
Panama

0 (+1)%



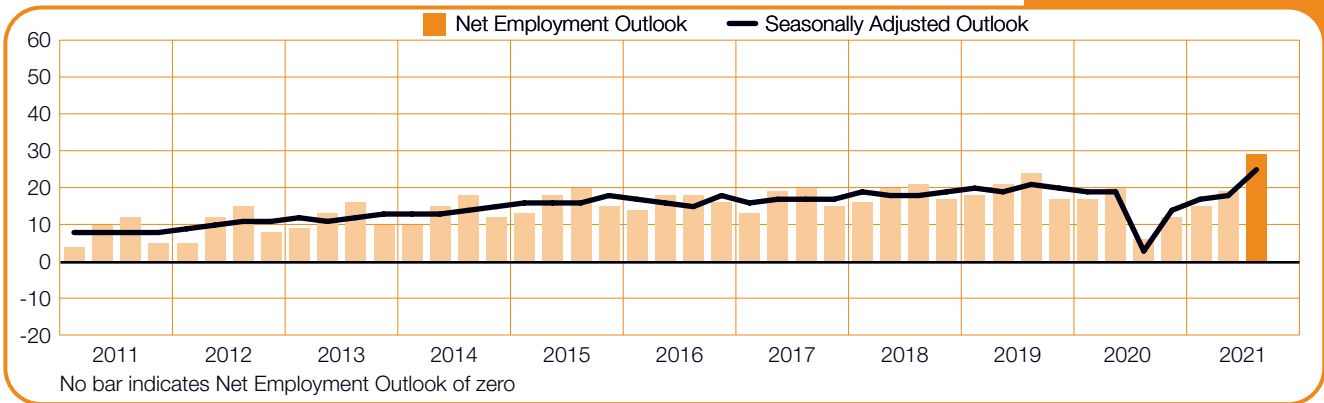
Peru

+2 (+2)%



United States of America

+29 (+25)%



International Comparisons – Asia Pacific

More than 10,000 employers in the seven Asia Pacific countries and territories took part in the ManpowerGroup survey on hiring prospects for the July to September time frame. Employers in six of the seven countries and territories expect to add to payrolls during the next three months, while a flat labour market is expected in one.

The Chinese labour market is forecast to make a strong recovery from the impact of the pandemic during the coming quarter, with employers reporting the strongest hiring intentions in six years. Workforce gains are expected in all six Chinese industry sectors, with the strongest hiring sentiment reported in the Finance, Insurance & Real Estate, Services, Manufacturing and the Wholesale & Retail Trade sectors – Outlooks for these four sectors are also the strongest reported in at least six years.

For the fourth consecutive quarter, the strongest hiring climate in the Asia Pacific region is expected in Taiwan, fuelled in part by bright hiring plans for the Mining & Construction sector and a brisk hiring pace in the Manufacturing sector, where the Outlook for the coming quarter is the strongest in six years.

However, Hong Kong employers expect the subdued labour market to continue during the next three months, forecasting flat hiring activity overall, although limited payroll growth is expected in the Finance, Insurance & Real Estate and Services sectors.

In India, employers expect a modest increase in payrolls during the upcoming quarter, although hiring sentiment is slightly weaker when compared with the

prior quarter, reflecting the ongoing impact of COVID-19 in the country. While the Manufacturing sector labour market continues to be relatively stable, the Services sector is slightly weaker when compared to the prior quarter and the Outlook in the Finance, Insurance & Real Estate sector is the weakest since the survey began in 2005.

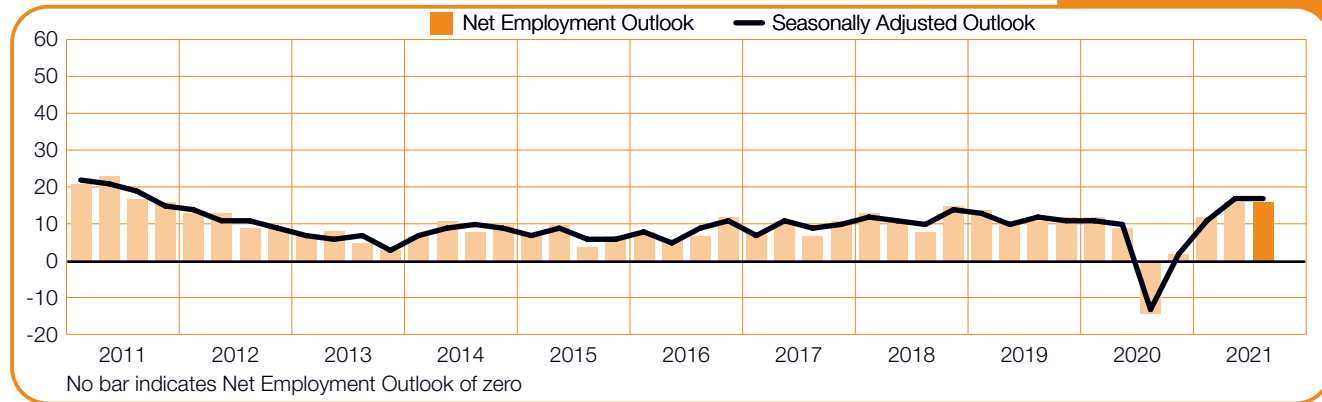
The upbeat hiring pace in Australia is expected to continue during the July to September period. The strongest hiring prospects in 10 years are reported by employers in the Finance, Insurance & Real Estate sector while the Services sector forecast improves sharply year-over-year. Elsewhere, the Mining & Construction sector is the strongest in more than two years following four consecutive quarters of improvement.

Steady payroll growth is anticipated in Singapore for a third consecutive quarter, driven in part by an active labour market in the Finance, Insurance & Real Estate sector where employers report the strongest Outlook in more than six years and a steep increase year-over-year in the Services sector, while the Manufacturing sector forecast is the strongest in nine years.

Job seekers in Japan can expect a fair hiring pace in the next three months, according to employers who report a moderate increase in hiring prospects when compared with the previous quarter. Hiring sentiment strengthens in all seven Japanese industry sectors when compared with three months ago, most notably in the Manufacturing, Wholesale & Retail Trade and Services sectors.

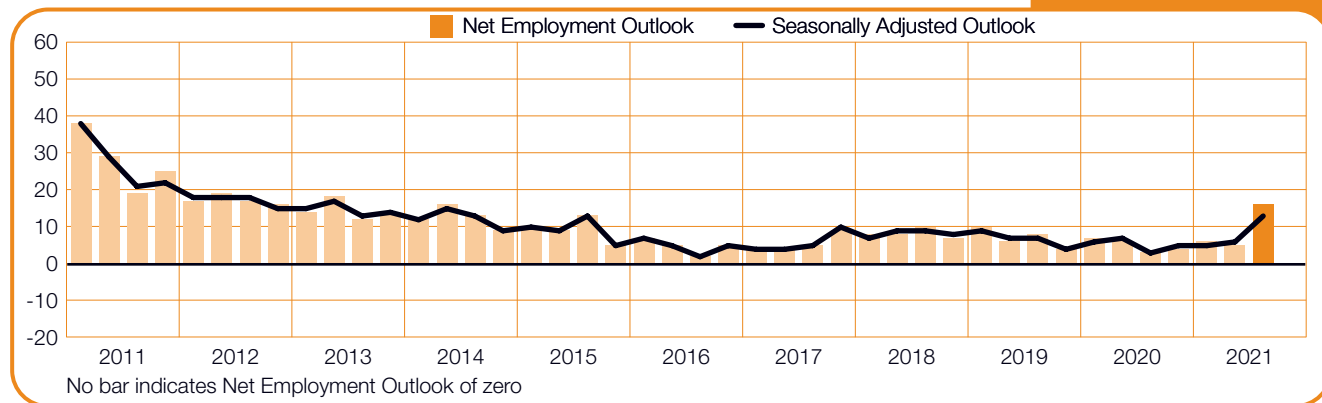
Australia

+16 (+17)%



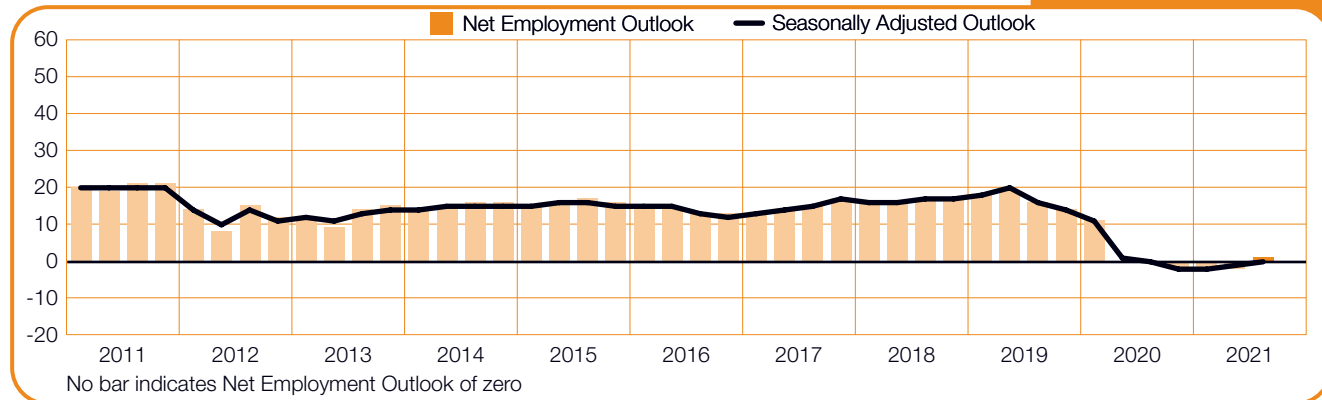
China

+16 (+13)%



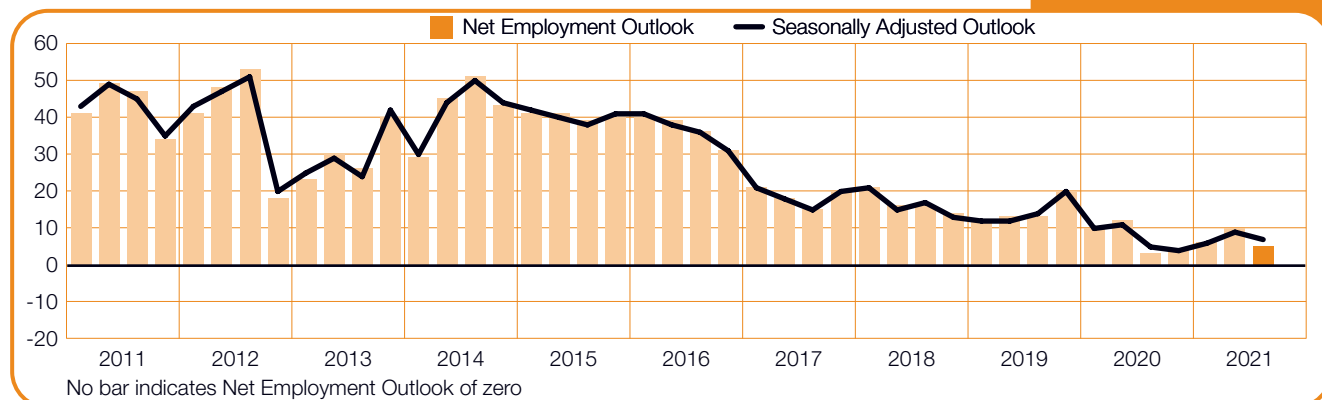
Hong Kong

+1 (0)%



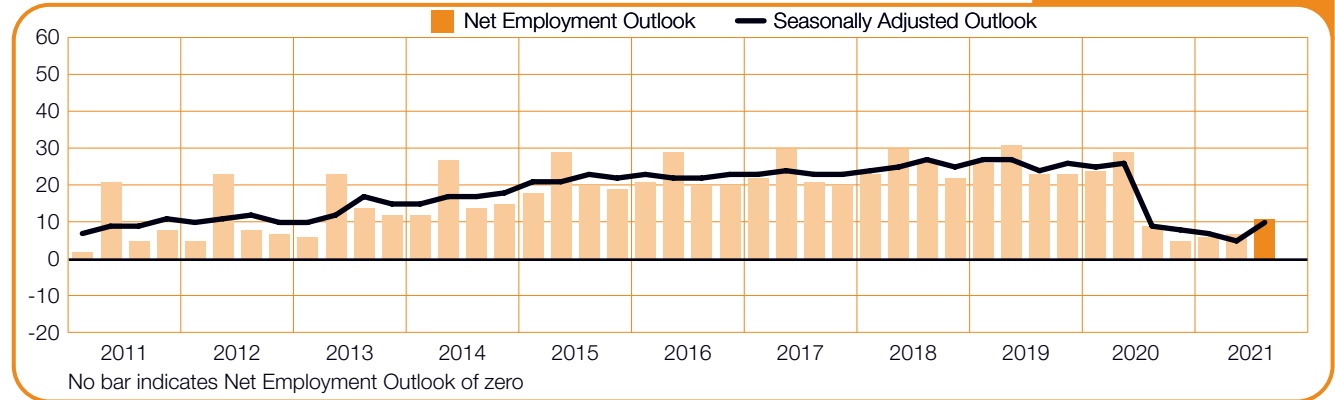
India

+5 (+7)%



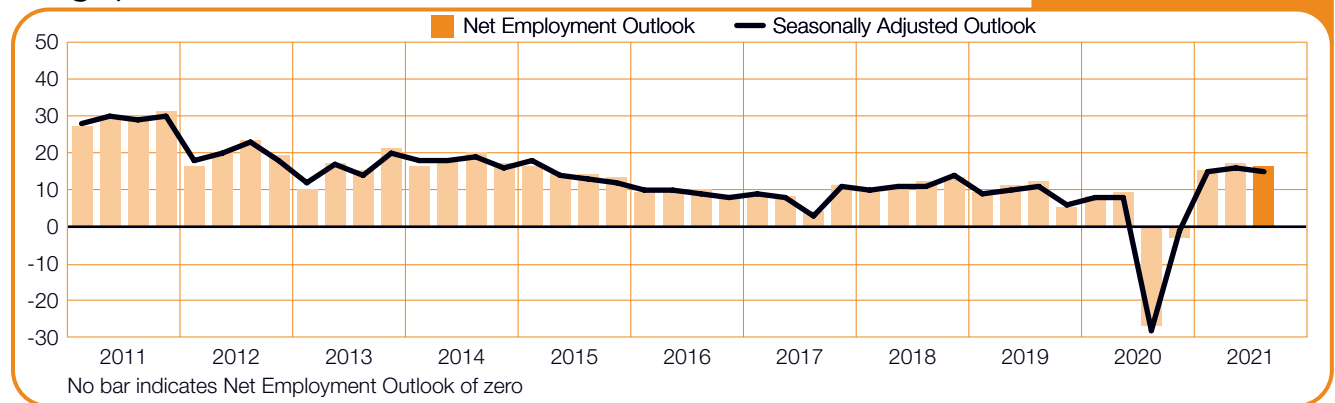
Japan

+11 (+10)%



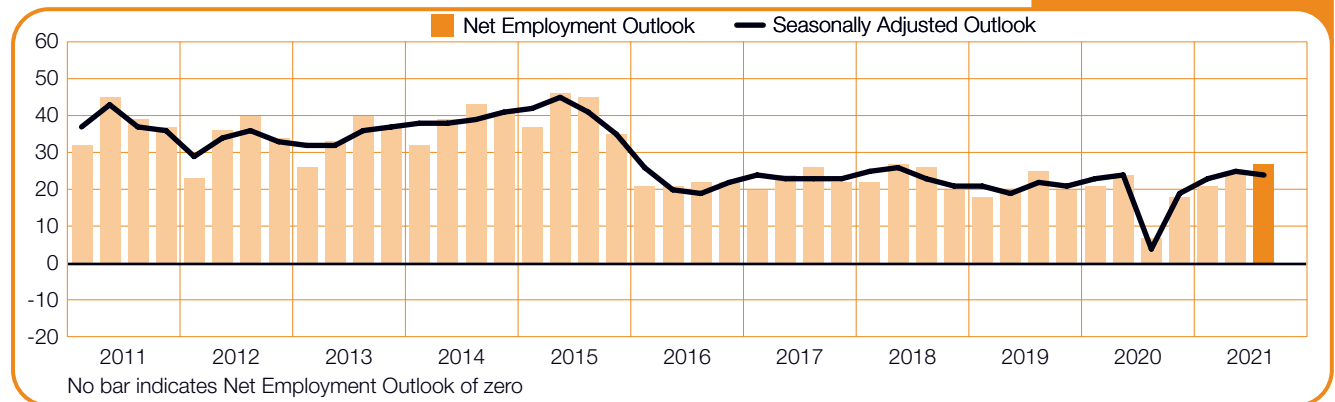
Singapore

+16 (+15)%



Taiwan

+27 (+24)%



International Comparisons – EMEA

Employers in more than 17,700 businesses were surveyed in the Europe, Middle East and Africa (EMEA) region on hiring intentions for the third quarter of 2021, as part of the ManpowerGroup Employment Outlook Survey. Employers in all 26 EMEA countries surveyed anticipate payroll gains during the next three months.

An increase in payrolls is anticipated for all three of the largest Eurozone economies during the July to September period, with hiring sentiment strengthening both quarter-over-quarter and year-over-year. German employers expect a return to pre-COVID-19 levels of hiring in the upcoming quarter, driven in part by favourable hiring plans in the Finance & Business Services sector while employers in the Manufacturing sector report their strongest hiring intentions in two years.

French employers report encouraging signs for job seekers in the coming quarter, anticipating an increase in payrolls across all industry sectors and regions. A steady hiring pace is forecast by Finance & Business Services and Wholesale & Retail Trade sector employers while in the Restaurant & Hotels sector employers are cautiously optimistic for the quarter ahead. Hiring sentiment in Italy returns to the level seen before the pandemic, fuelled in part by the strongest Construction sector hiring prospects since the survey began in 2003 and an upbeat hiring pace in the Wholesale & Retail sector. However, Restaurants & Hotels sector employers continue to trim payrolls, for the fifth consecutive quarter.

In the UK, employers report their strongest hiring plans since 2015, with payrolls expected to grow in eight of nine sectors and 11 of 12 regions during the upcoming quarter. Encouraging signs are reported by employers in the Finance & Business Services and Hotels & Retail sectors, while the Outlook for the Community & Social sector is the strongest in five years.

The Outlook for Spain continues to improve quarter-over-quarter as it recovers from the impact of the pandemic. The improvement is driven in part by favourable hiring plans for the Other Services sector

and cautious optimism in the Finance & Business Services sector, although the slump in the Restaurants & Hotels sector is expected to continue.

Hiring sentiment in Belgium returns to pre-pandemic levels for the coming quarter with considerable year-over-year improvements in all seven industry sectors and steady hiring plans in the Finance & Business Services and Other Services sectors. Employers in the Manufacturing and Other Production sectors anticipate their strongest hiring climate since 2009. In the Netherlands, employers report a cautiously optimistic Outlook as the recovery from the pandemic continues, with job gains expected in all seven industry sectors, most notably for the Finance & Business Services and Other Services sectors.

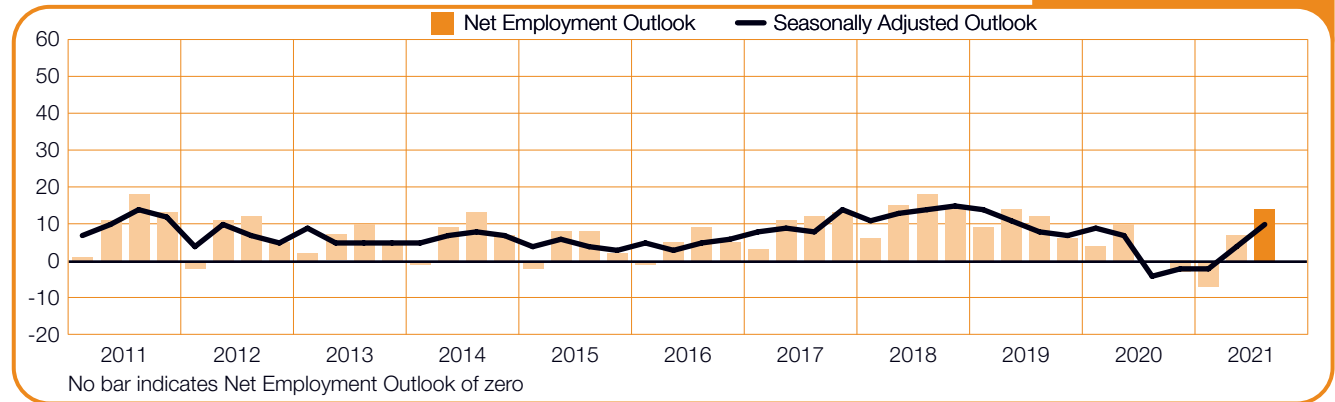
In Norway, employers anticipate respectable workforce gains during the July to September period, with hiring prospects for the Finance & Business Services sector at their strongest in more than eight years and an upbeat forecast in the Other Production sector. However, hiring sentiment in the Restaurants & Hotels sector remains gloomy. The Outlook for Sweden is the strongest reported in two years, reflecting a healthy hiring pace in the Finance & Business Services sector and positive hiring plans for the Wholesale & Retail Trade sector.

The Polish labour market is expected to hold steady in the third quarter of 2021, with payroll gains anticipated in six of seven industry sectors. Hiring activity will likely be strongest in the Construction and Manufacturing sectors, while Restaurants & Hotels sector employers expect the strongest hiring pace in three years.

The strongest hiring prospects across the EMEA region as a whole are reported in Greece and Ireland. Greek employers anticipate an upbeat hiring climate in the next three months, based on solid hiring plans for the Construction, Finance & Business Services and Manufacturing sectors. In Ireland, hiring prospects are the strongest reported since 2007, buoyed in part by a brisk hiring pace in the Construction and Pharmaceuticals sectors.

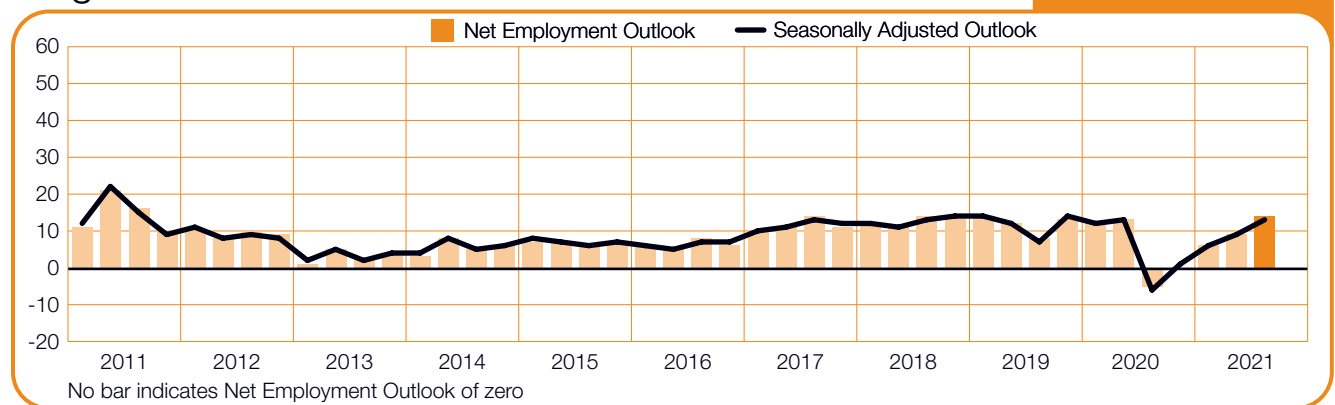
Austria

+14 (+10)%



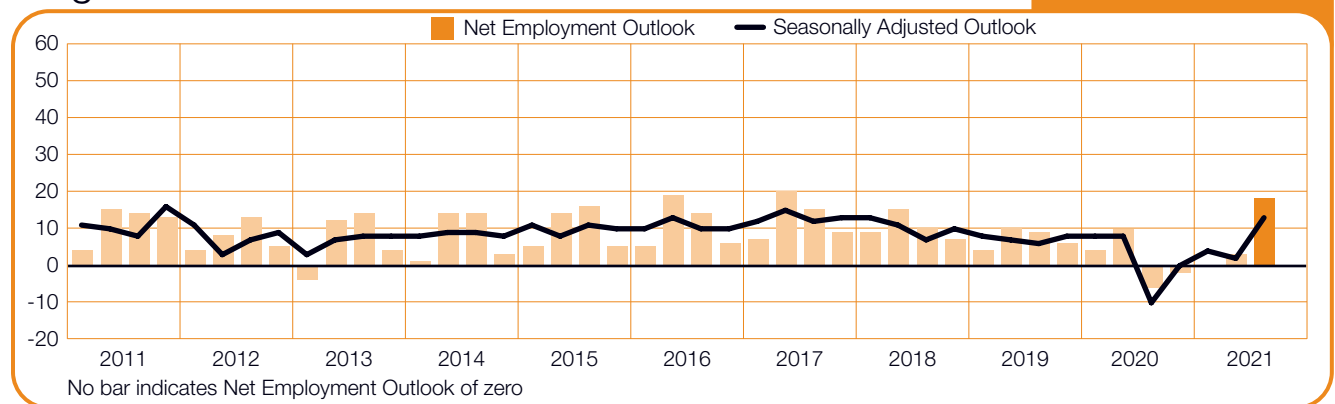
Belgium

+14 (+13)%



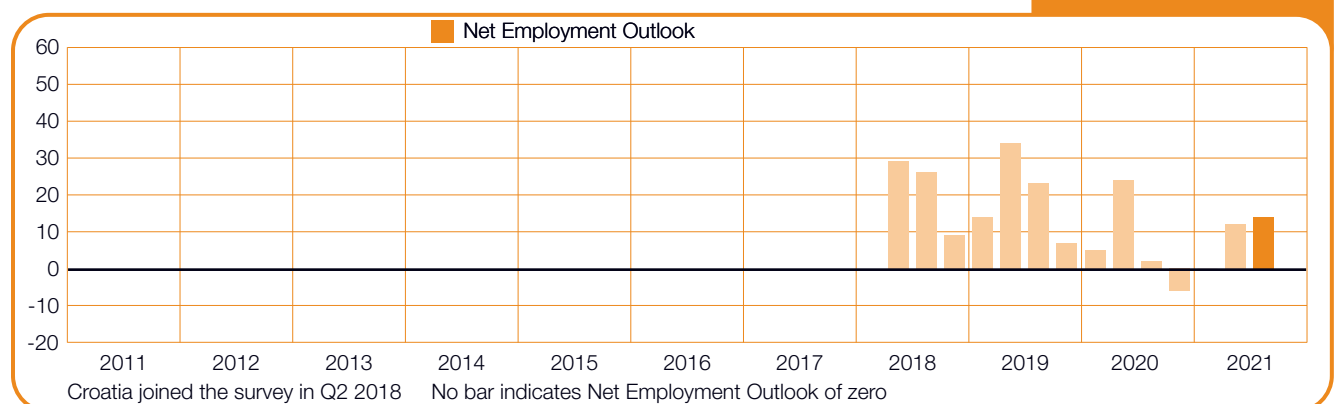
Bulgaria

+18 (+13)%



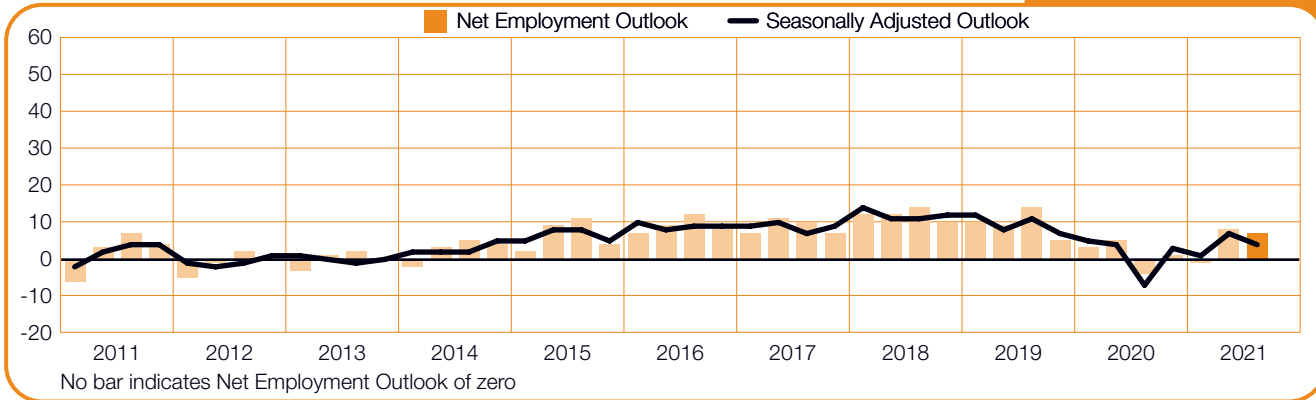
Croatia

+14%



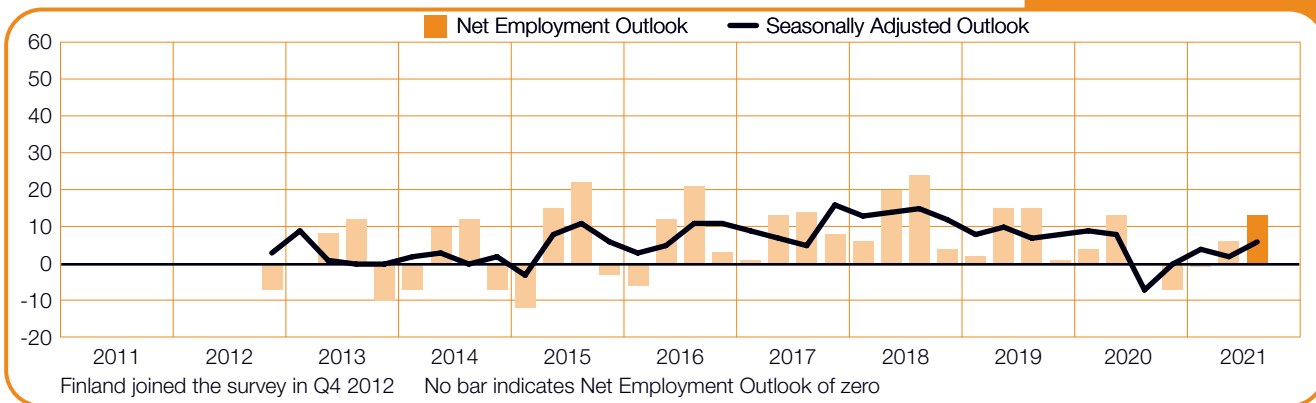
Czech Republic

+7 (+4)%



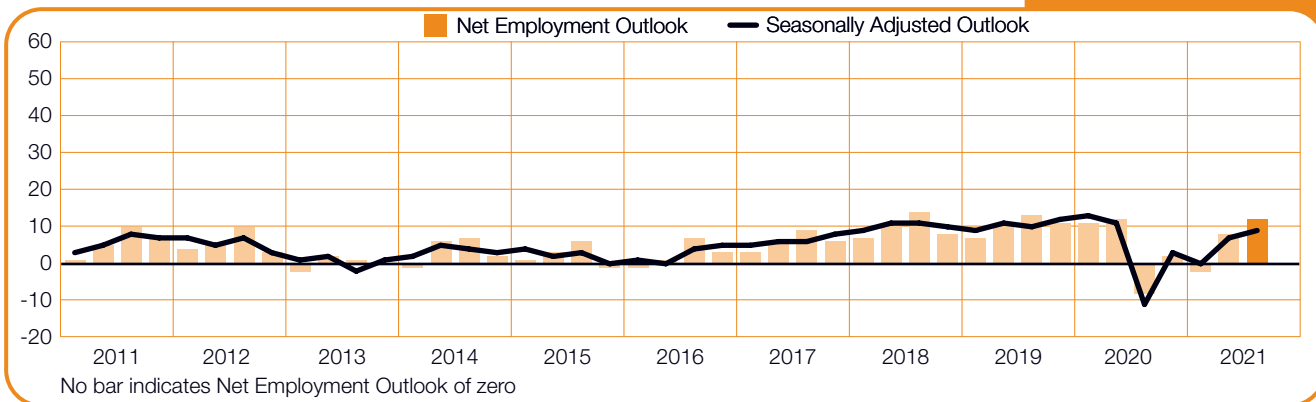
Finland

+13 (+6)%



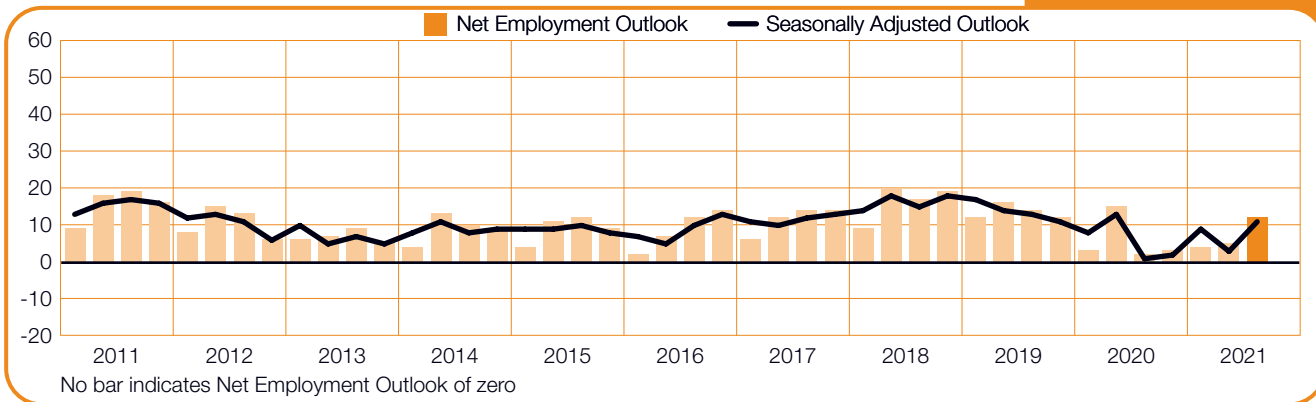
France

+12 (+9)%



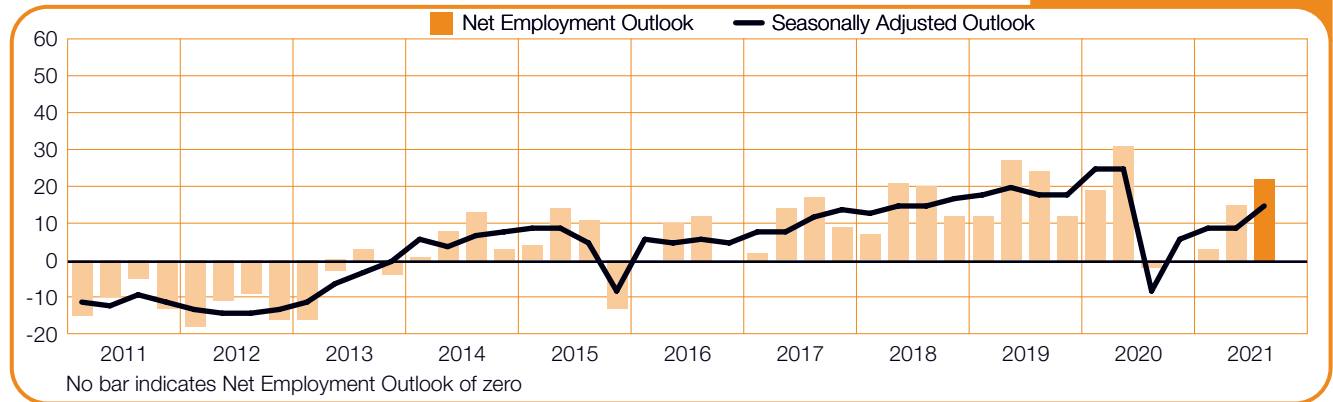
Germany

+12 (+11)%



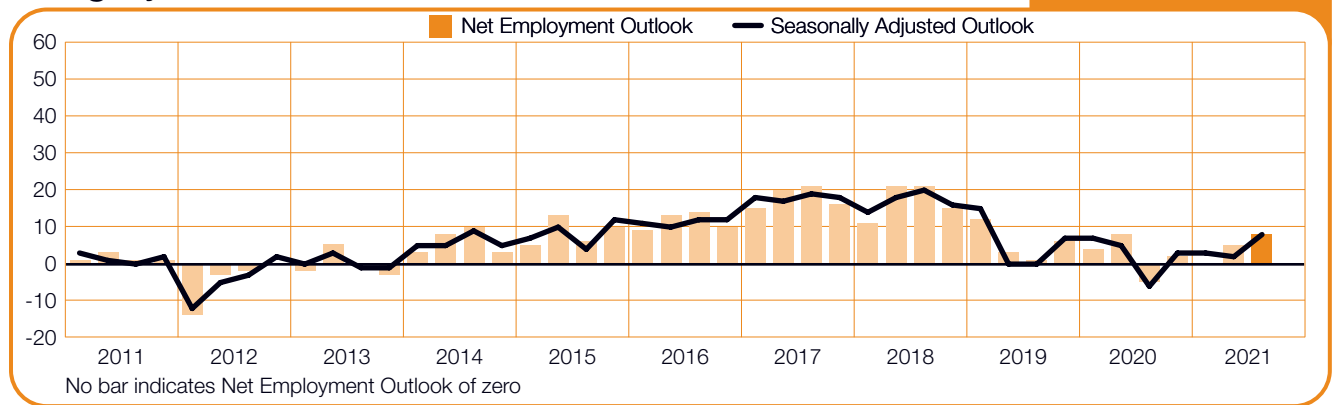
Greece

+22 (+15)%



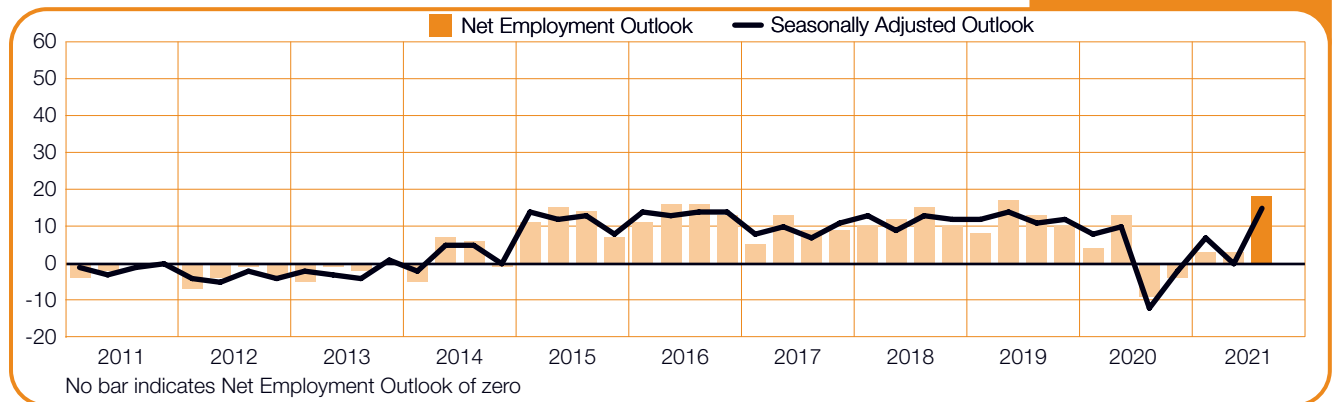
Hungary

+8 (+8)%



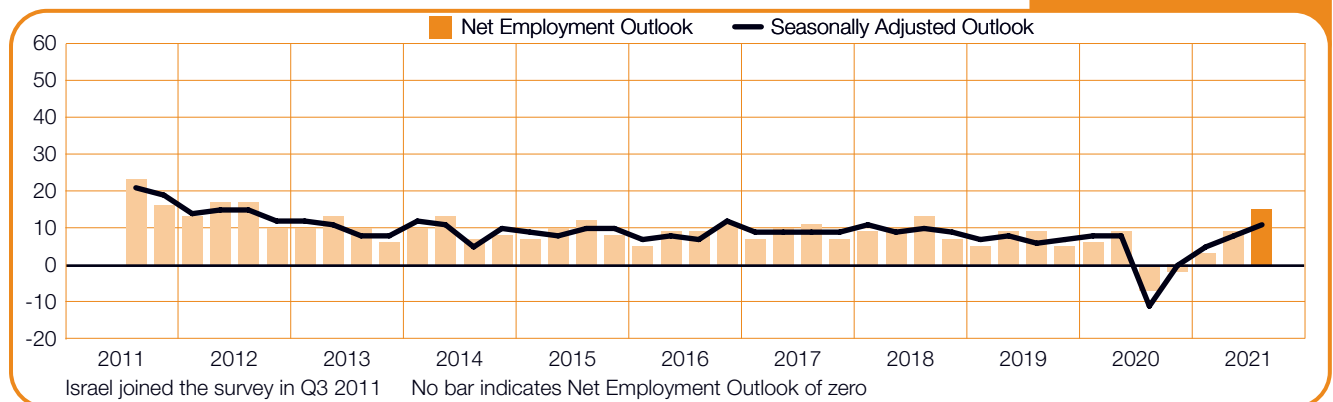
Ireland

+18 (+15)%



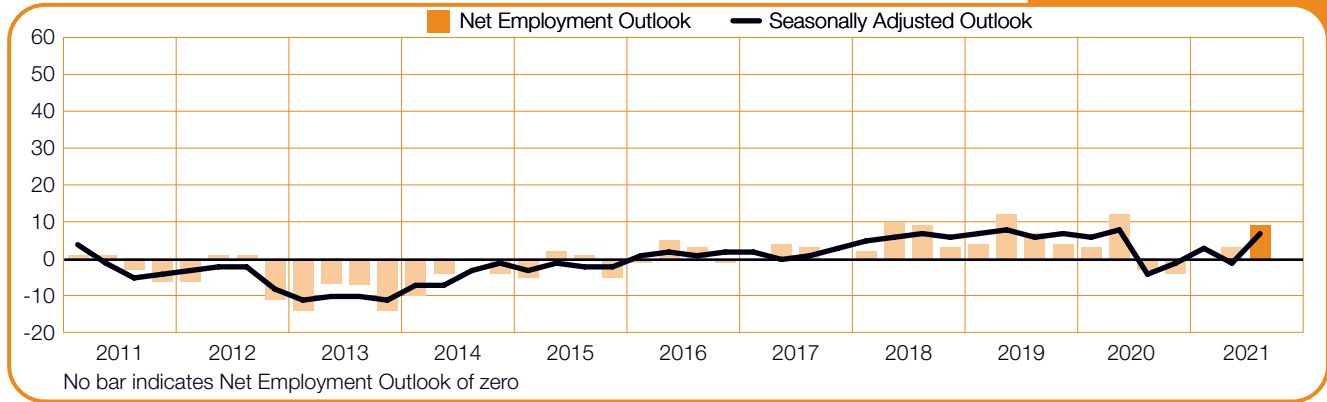
Israel

+15 (+11)%



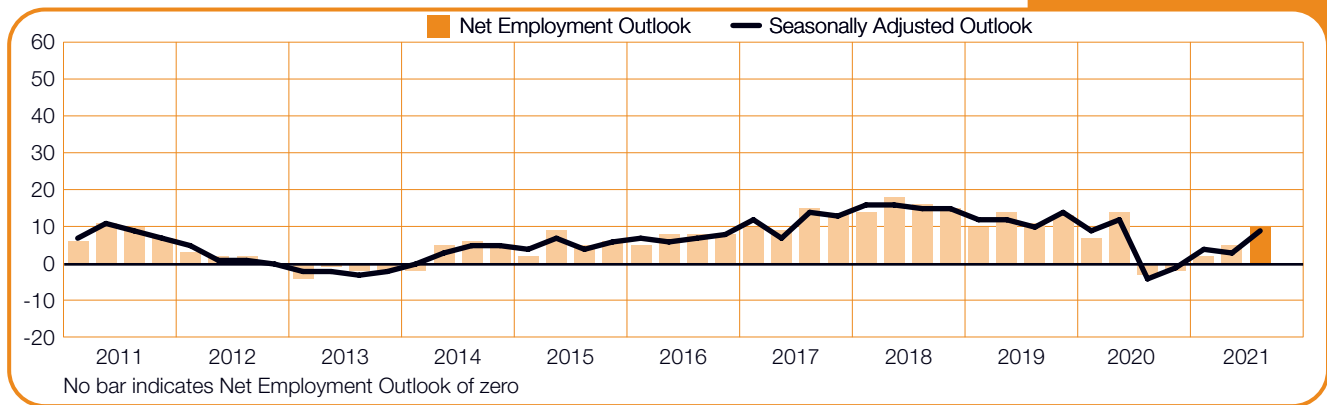
Italy

+9 (+7)%



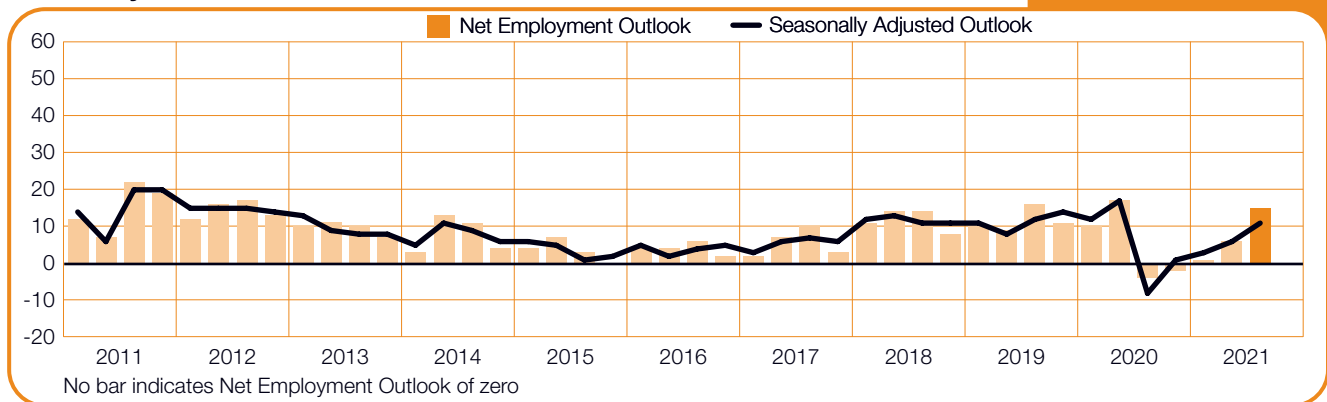
Netherlands

+10 (+9)%



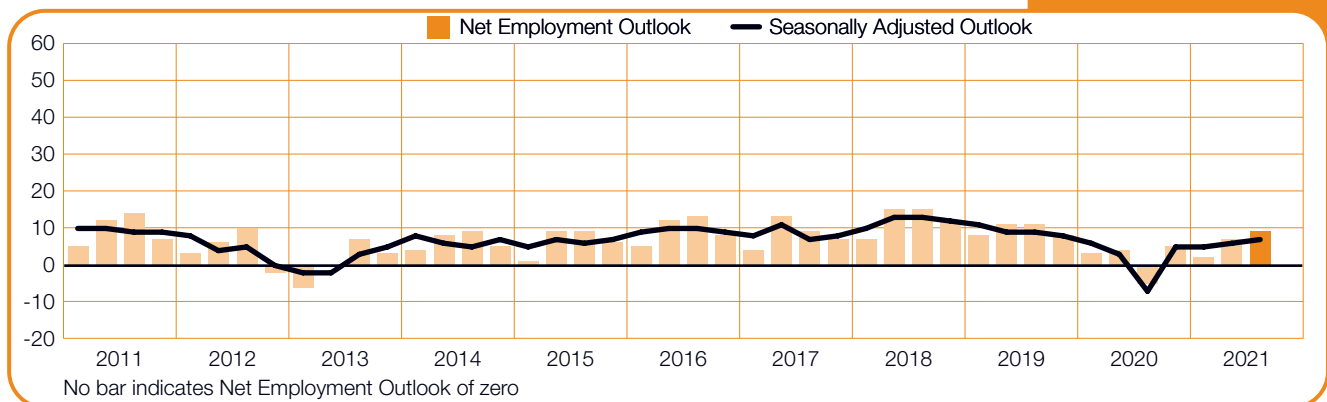
Norway

+15 (+11)%



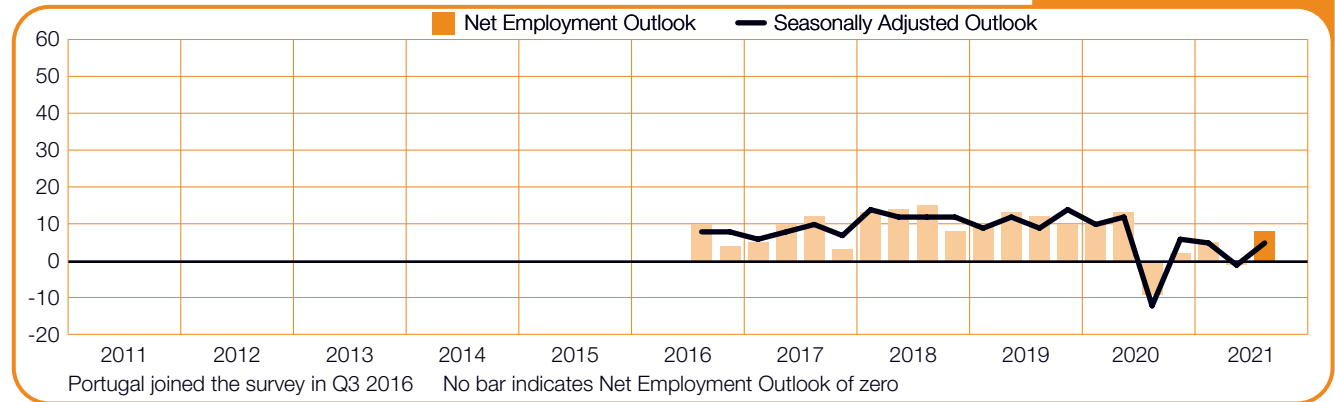
Poland

+9 (+7)%



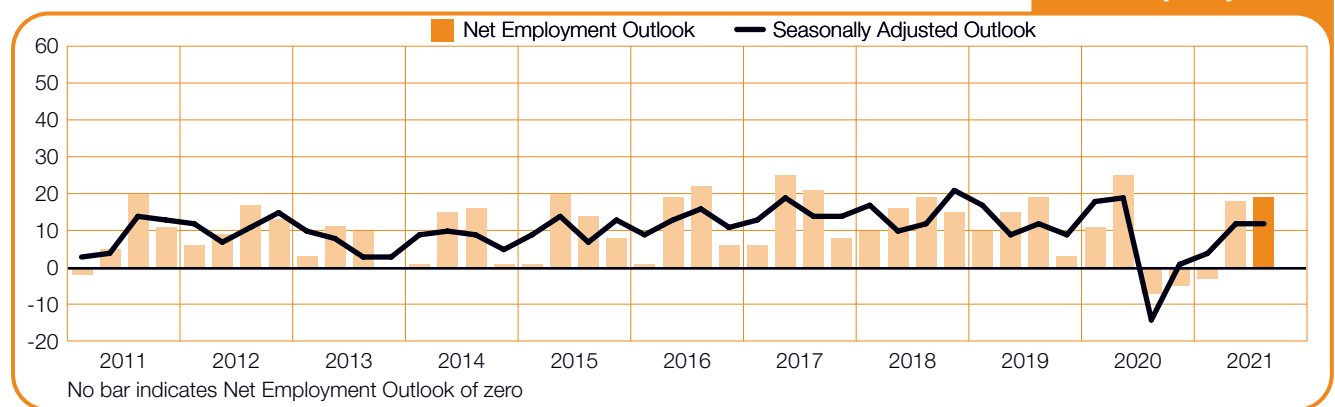
Portugal

+8 (+5)%



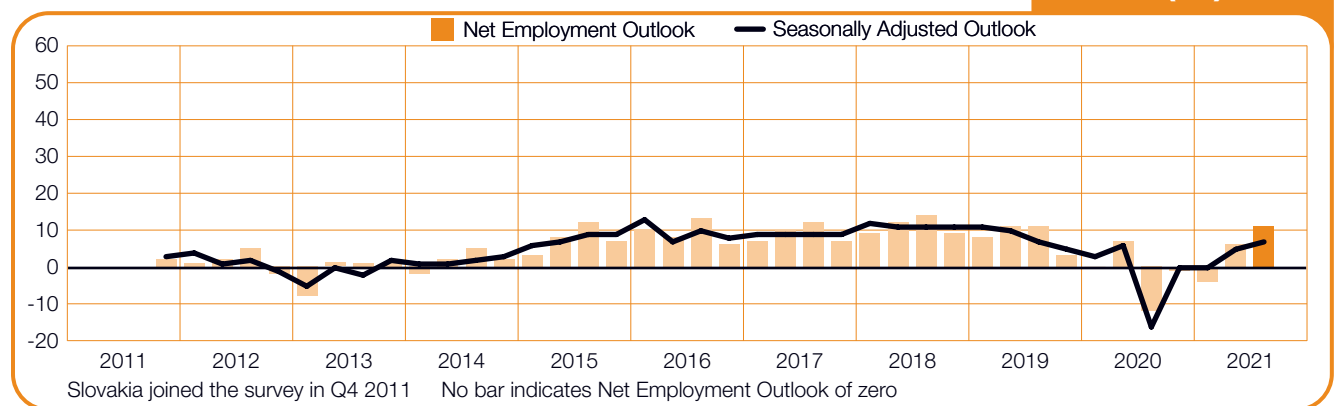
Romania

+19 (+12)%



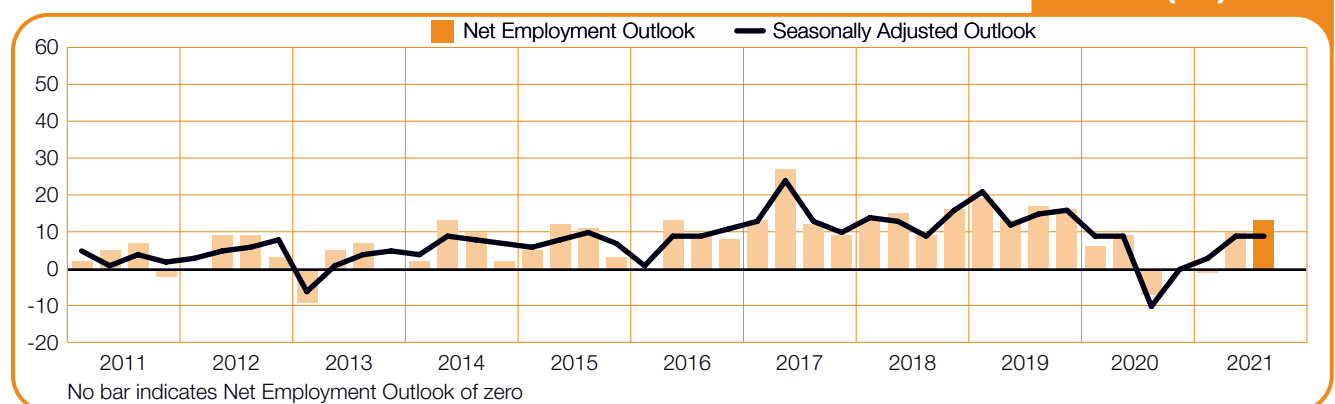
Slovakia

+11 (+7)%



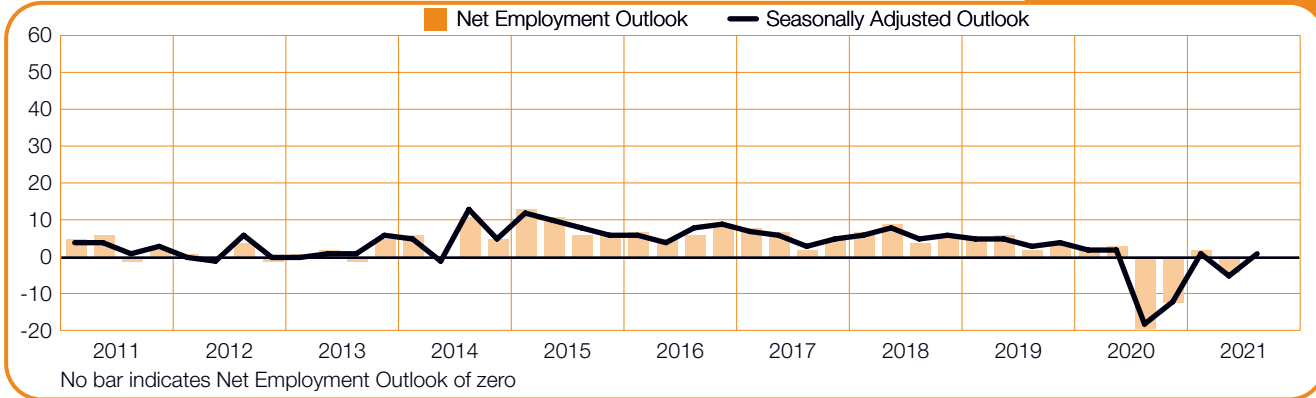
Slovenia

+13 (+9)%



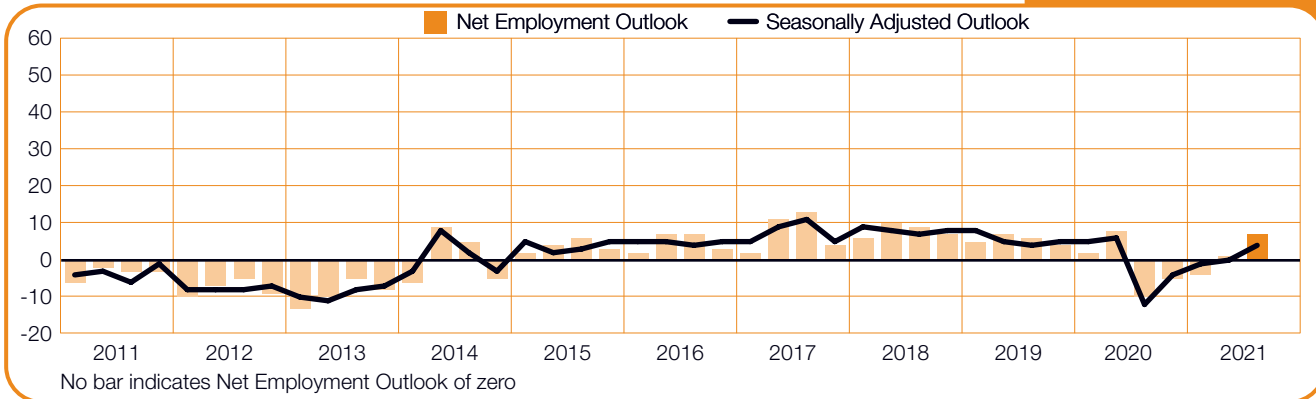
South Africa

0 (+1)%



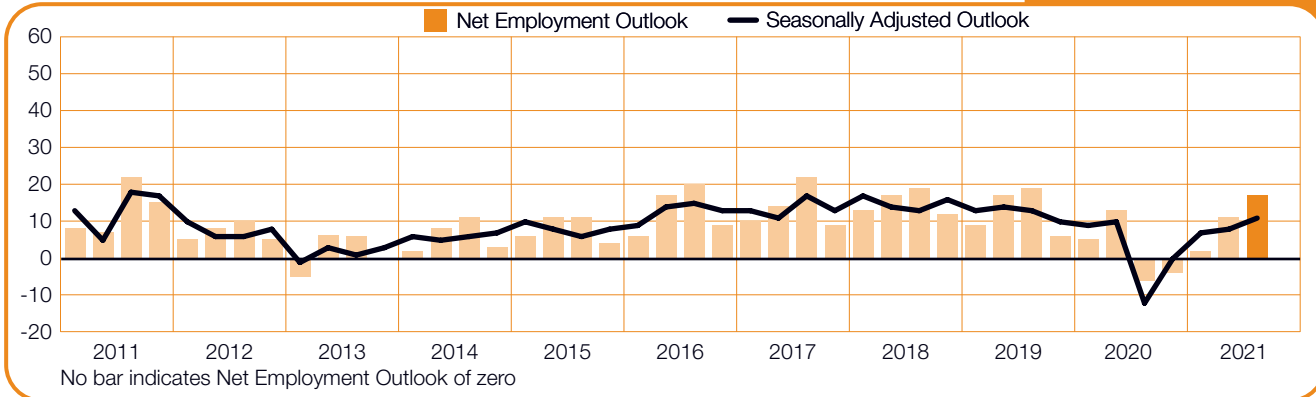
Spain

+7 (+4)%



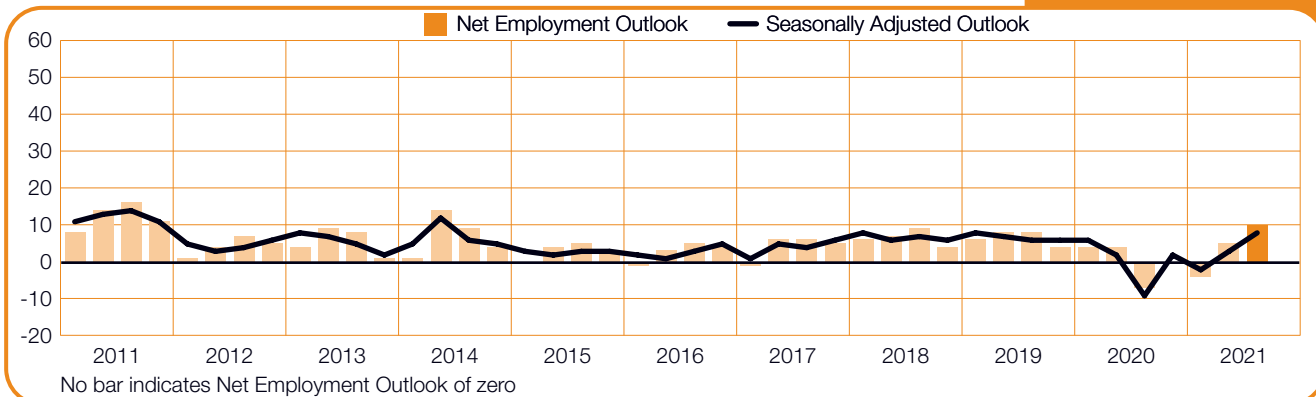
Sweden

+17 (+11)%



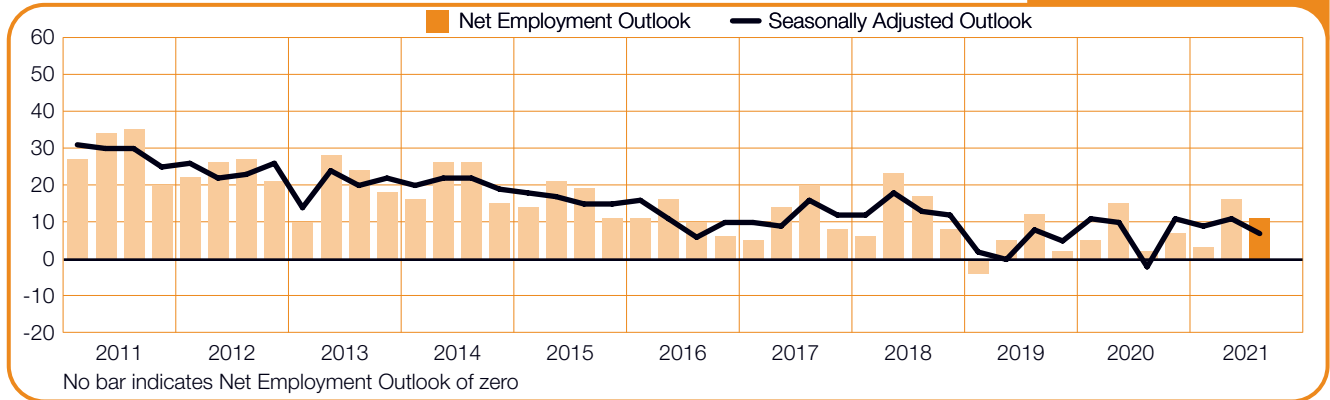
Switzerland

+10 (+8)%



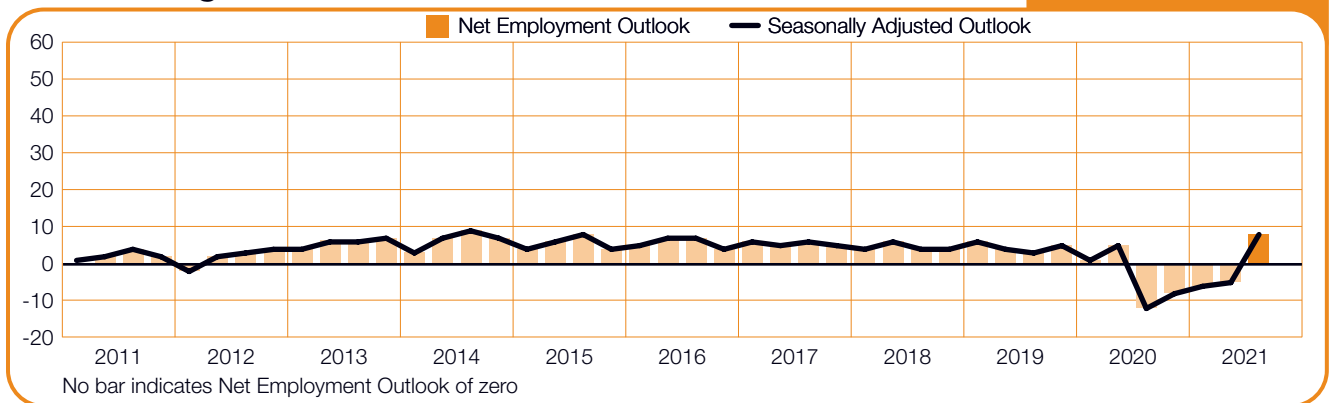
Turkey

+11 (+7)%



United Kingdom

+8 (+8)%



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 3 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 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 3 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 September 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 +/- 2.5%.

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 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the 12th 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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www.manpowergroup.ca