

ManpowerGroup
Employment
Outlook Survey
Mainland China

Q4
2021



Mainland China Employment Outlook

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2021 was conducted by interviewing a representative sample of 4,224 employers in China.

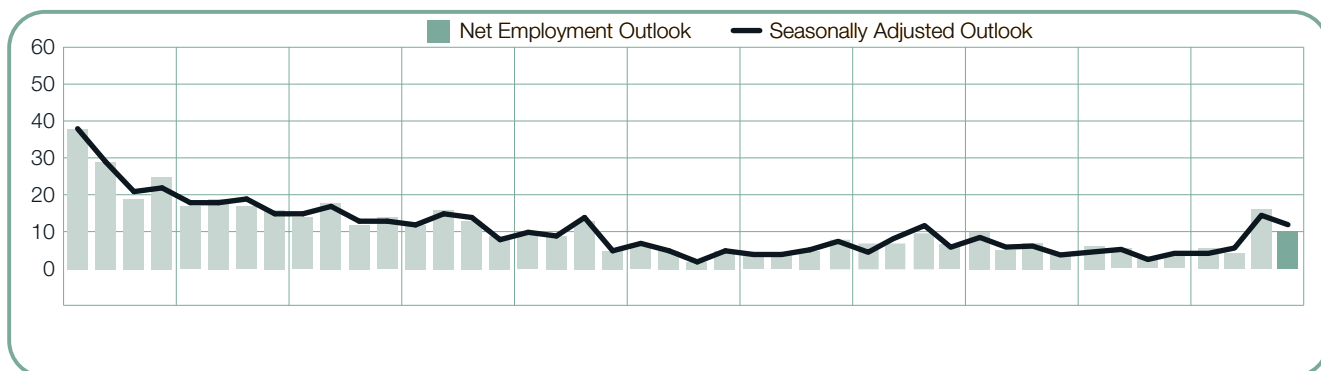
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2021 as compared to the current quarter?”

Contents

Mainland China Employment Outlook	1
Organisation-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
Global Employment Outlook	13
International Comparisons – Americas	
International Comparisons – Asia Pacific	
International Comparisons – EMEA	
About the Survey	29
About ManpowerGroup®	30

Mainland China Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Oct-Dec 2021	11	1	72	16	10	12
July-Sep 2021	16	0	70	14	16	14
Apr-Jun 2021	7	2	66	25	5	6
Jan-Mar 2021	7	1	70	22	6	5
Oct-Dec 2020	7	3	57	33	4	5



Chinese employers report moderate hiring intentions for the October to December period. With 11% of employers expecting to increase payrolls, 1% forecasting a decrease and 72% anticipating no change, the resulting Net Employment Outlook is +10%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +12%. Hiring sentiment weakens by 2 percentage points in comparison with the prior quarter, but improves by 7 percentage points when compared with this time one year ago.

About data on the left side of all 9 regions and 6 sectors: Data outside the bracket is Net Employment Outlook, and the one inside the bracket is Seasonally Adjusted Outlook. Example: South +12 (+15%), +12% is Net Employment Outlook, +15% is Seasonally Adjusted Outlook.

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

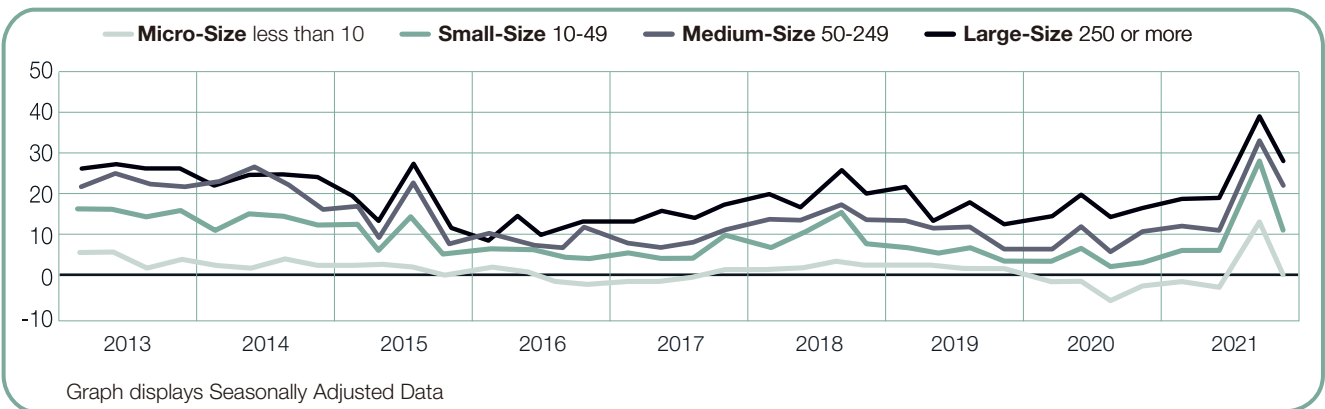
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Workforce gains are expected in three of the four organization size categories during the coming quarter, with Large employers reporting the strongest Net Employment Outlook of +28%. Elsewhere, Medium- and Small-size employers report Outlooks of +22% and +11%, respectively, but Micro employers anticipate flat hiring activity with an Outlook of 0%.

Hiring sentiment weakens in all four organization size categories when compared with the previous quarter. Small employers report a considerable decrease of 17 percentage points, while Outlooks decline by 13 and 12 percentage points for Medium- and Micro-size firms, respectively. In the Large-size category, hiring plans weaken by 7 percentage points.

In a comparison with this time one year ago, Medium- and Large-size employers report considerably stronger hiring plans, improving by 12 and 11 percentage points, respectively. Small employers report an increase of 7 percentage points, while the Outlook for Micro employers is 4 percentage points stronger.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	5	4	79	12	1	0
Small-Size 10-49	11	1	73	15	10	11
Medium-Size 50-249	20	1	57	22	19	22
Large-Size 250 or more	27	3	45	25	24	28

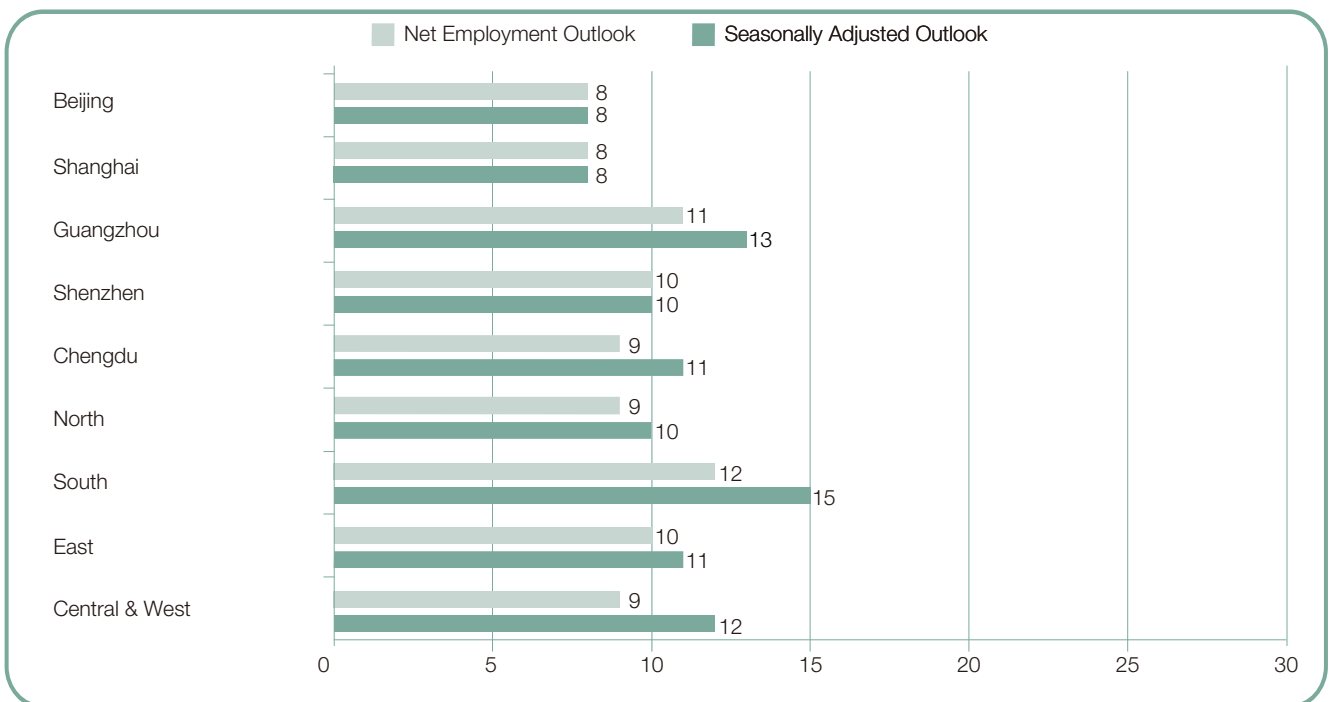


Regional Comparisons

Employers in all nine regions expect to add to payrolls during the fourth quarter of 2021. The strongest labor markets are anticipated in the South and Guangzhou, where Net Employment Outlooks stand at +15% and +13%, respectively. Central & West employers forecast steady hiring activity, reporting an Outlook of +12%, while Outlooks of +11% are reported in both the East and Chengdu. Employers in the North and Shenzhen expect moderate workforce gains, reporting Outlooks of +10%, while the weakest labor markets are anticipated in Beijing and Shanghai, with Outlooks of +8%.

In a comparison with the fourth quarter of 2020, hiring sentiment strengthens in all nine regions, most notably by 10 percentage points in Chengdu. The Central & West Outlook is 8 percentage points stronger, while increases of 7 percentage points are reported in both the South and Guangzhou. Elsewhere, employers in the East report an improvement of 6 percentage points and Outlooks strengthen by 5 percentage points in two regions – the North and Shanghai.

Hiring intentions weaken in all nine regions when compared with the previous quarter. A considerable decline of 13 percentage points is reported in Shenzhen, while Outlooks decrease by 5 and 4 percentage points in Shanghai and the East, respectively. Beijing employers report a decrease of 3 percentage points and Outlooks weaken by 2 percentage points in three regions – the South, Guangzhou and Central & West.



+9 (+10)%

North

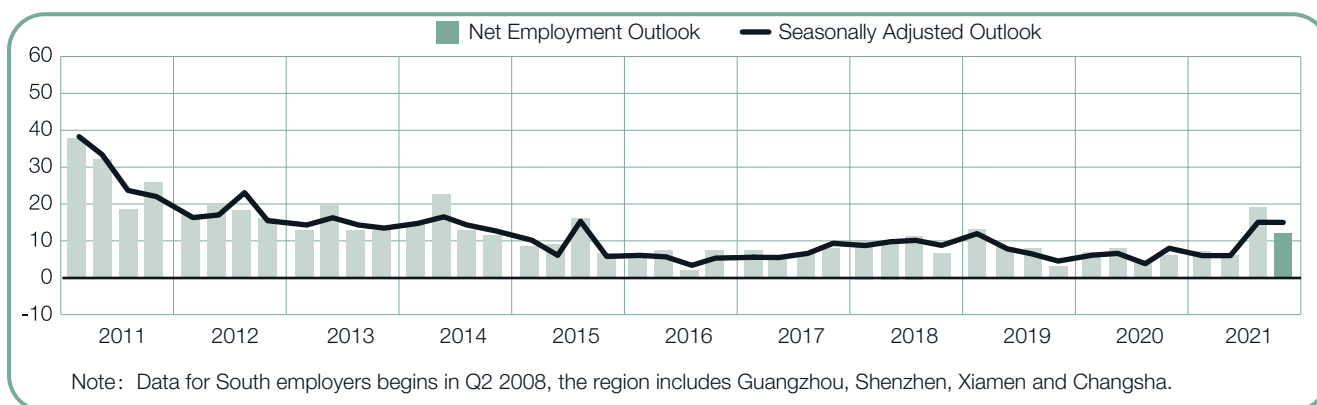
Employers expect some payroll gains in the upcoming quarter, reporting a Net Employment Outlook of +10%. Hiring intentions remain relatively stable when compared with the previous quarter and improve by 5 percentage points year-over-year.



+12 (+15)%

South

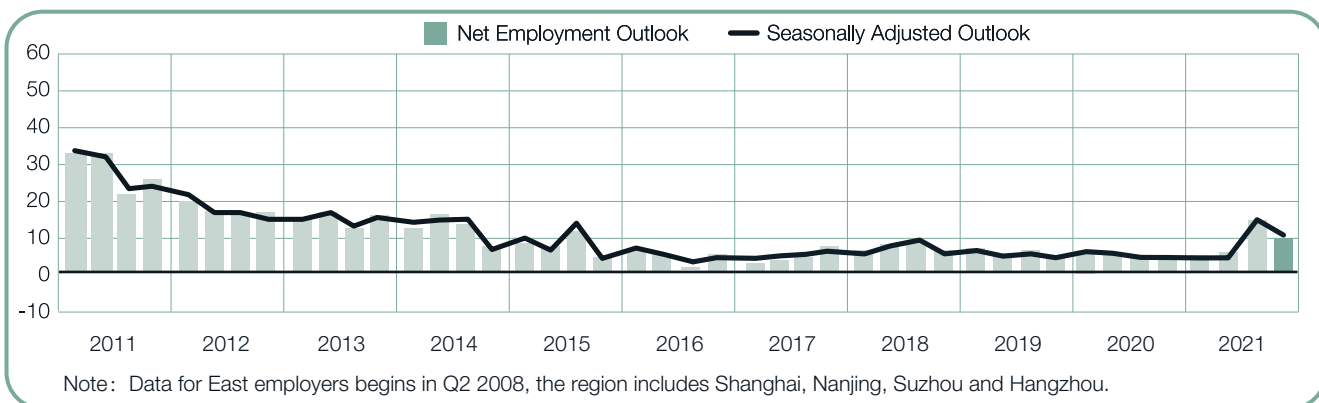
Job seekers can expect a favorable hiring climate in the next three months, according to employers who report a Net Employment Outlook of +15%. While hiring plans are 2 percentage points weaker in comparison with the prior quarter, employers report a year-over-year improvement of 7 percentage points.



+10 (+11)%

East

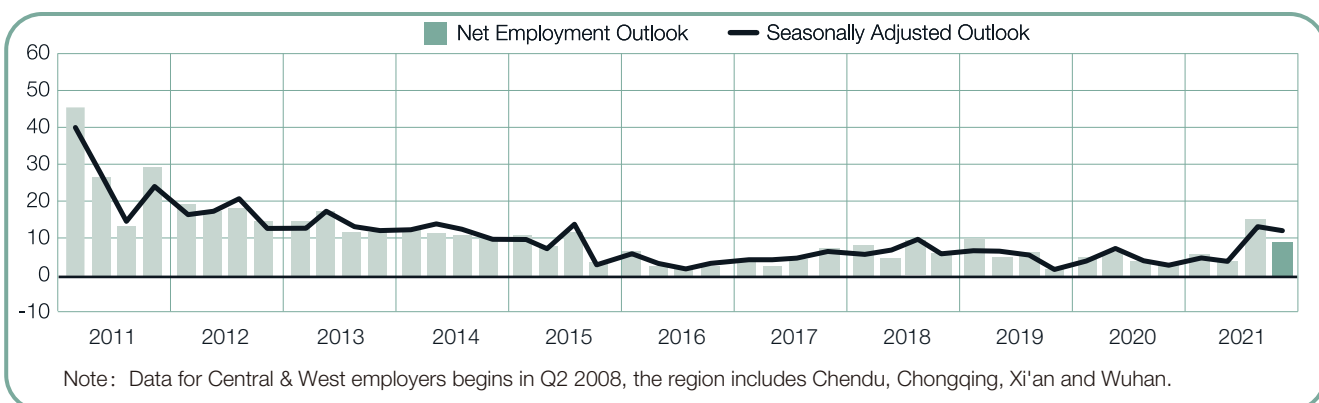
Respectable payroll gains are forecast for the next three months, with employers reporting a Net Employment Outlook of +11%. While hiring sentiment is 4 percentage points weaker quarter-over-quarter, employers report an improvement of 6 percentage points when compared with this time one year ago.



+9 (+12)%

Central & West

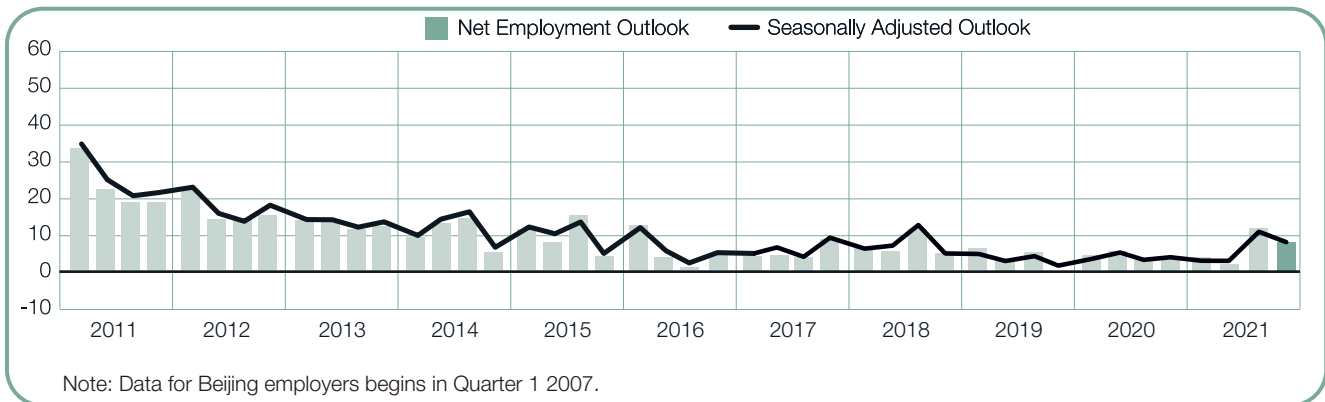
Job seekers can expect to benefit from a positive labor market in the forthcoming quarter, according to employers who report a Net Employment Outlook of +12%. Hiring plans decline by 2 percentage points quarter-over-quarter, but strengthen by 8 percentage points in comparison with last year at this time.



+8 (+8)%

Beijing

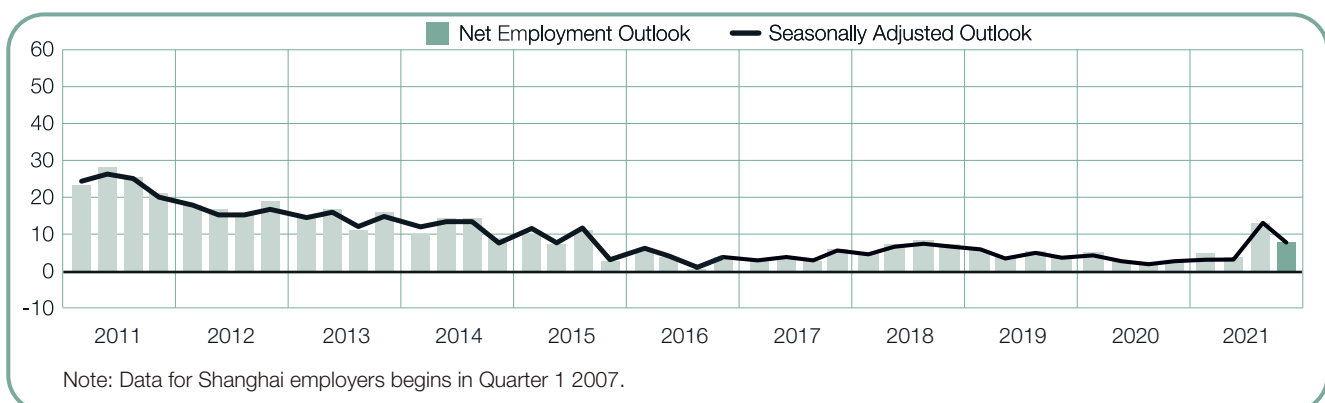
With a Net Employment Outlook of +8%, employers report conservative hiring plans for the final quarter of 2021. The Outlook is 3 percentage points weaker quarter-over-quarter, but strengthens by 4 percentage points when compared with this time one year ago.



+8 (+8)%

Shanghai

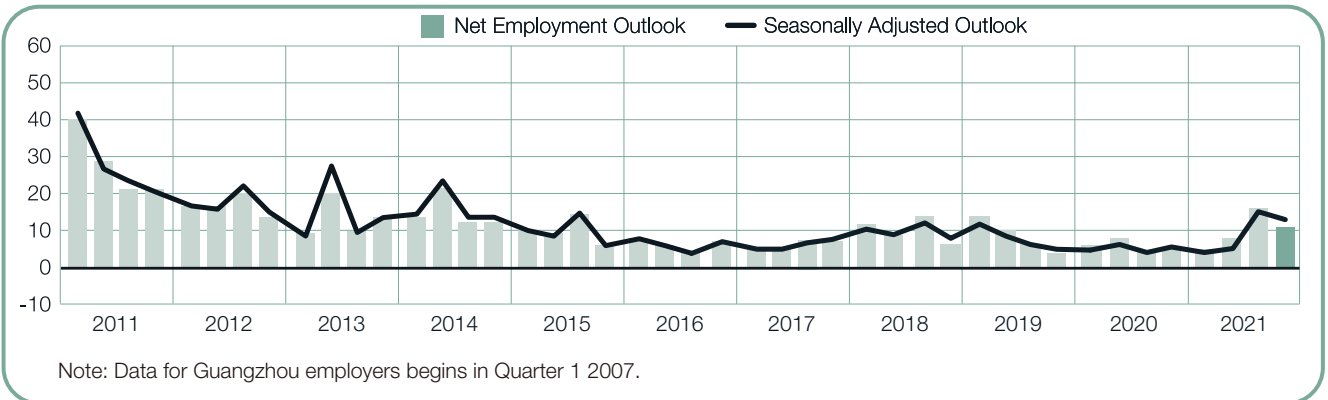
With a Net Employment Outlook of +8%, employers expect a fair hiring climate in the fourth quarter of 2021. Hiring intentions weaken by 5 percentage points when compared with the previous quarter, but improve by 5 percentage points in comparison with 4Q 2020.



+11 (+13)%

Guangzhou

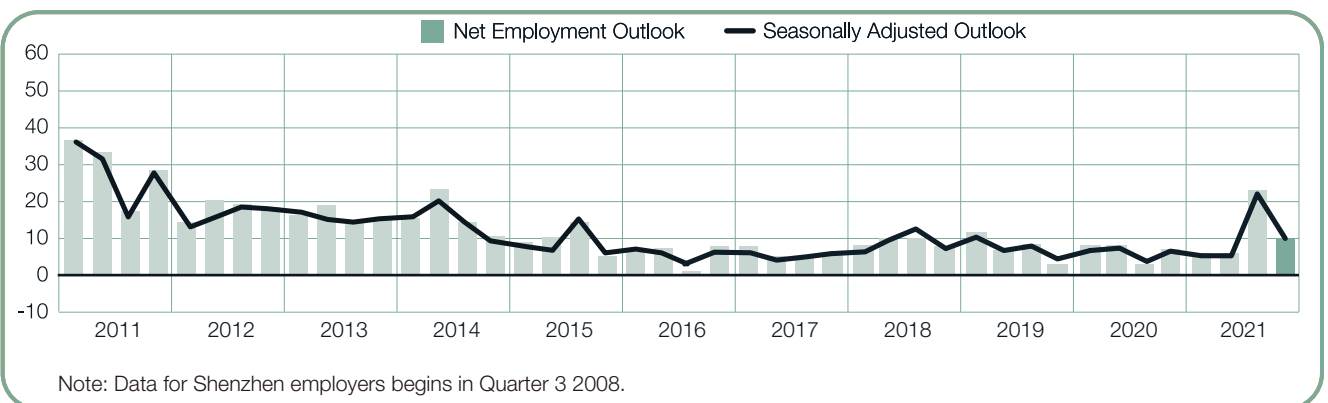
A steady hiring pace is anticipated in the October to December period, with employers reporting a Net Employment Outlook of +13%. Hiring prospects decline by 2 percentage points when compared with the previous quarter, but are 7 percentage points stronger in comparison with the same period last year.



+10 (+10)%

Shenzhen

Employers report conservative hiring plans for the coming quarter with a Net Employment Outlook of +10%. The Outlook declines by 13 percentage points in comparison with the prior quarter, but is 3 percentage points stronger when compared with the final quarter of 2020.



+9 (+11)%

Chengdu

Employers anticipate steady workforce growth during the next three months, reporting a Net Employment Outlook of +11%. Hiring prospects remain relatively stable quarter-over-quarter and improve by 10 percentage points when compared with this time one year ago.

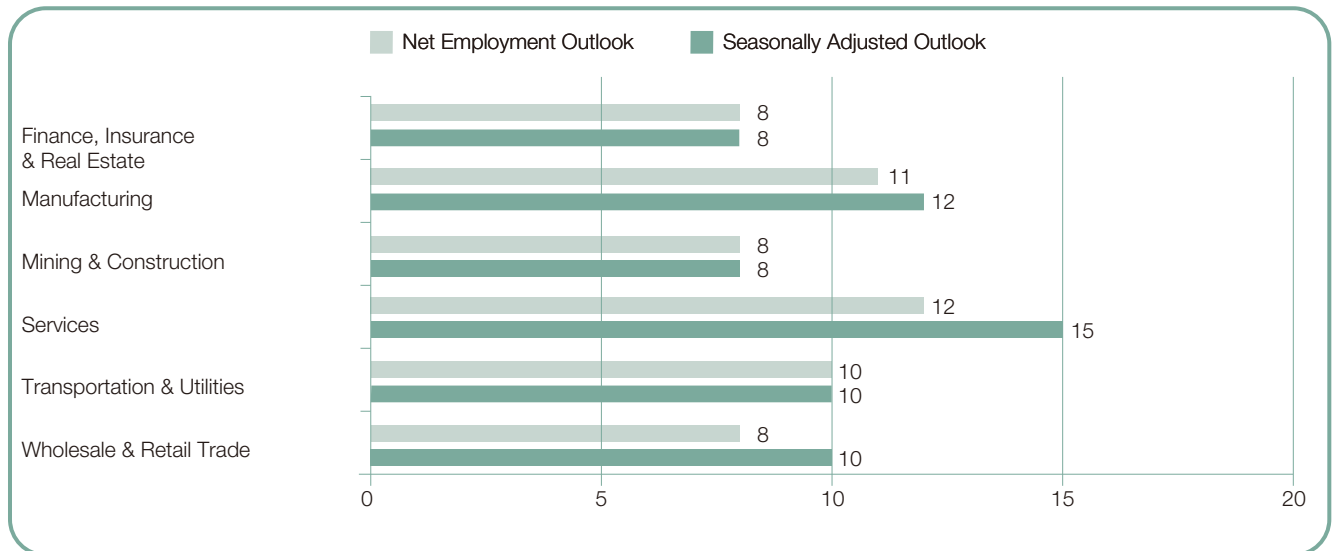


Sector Comparisons

Payroll gains are forecast for all six industry sectors during the fourth quarter of 2021. Services sector employers report the strongest hiring intentions with a Net Employment Outlook of +15%, and steady job gains are also anticipated for the Manufacturing sector, where the Outlook is +12%. Fair hiring prospects are reflected in Outlooks of +10% for two sectors – the Transportation & Utilities sector and the Wholesale & Retail Trade sector – while Outlooks stand at +8% in both the Finance, Insurance & Real Estate sector and the Mining & Construction sector.

When compared with the same period in 2020, hiring plans strengthen in five of the six industry sectors. The most notable increase of 10 percentage points is reported in the Services sector. Outlooks are 7 and 6 percentage points stronger in the Manufacturing sector and the Wholesale & Retail Trade sector, respectively, and the Outlook for the Transportation & Utilities sector improves by 3 percentage points. However, the Finance, Insurance & Real Estate sector Outlook decreases by 2 percentage points.

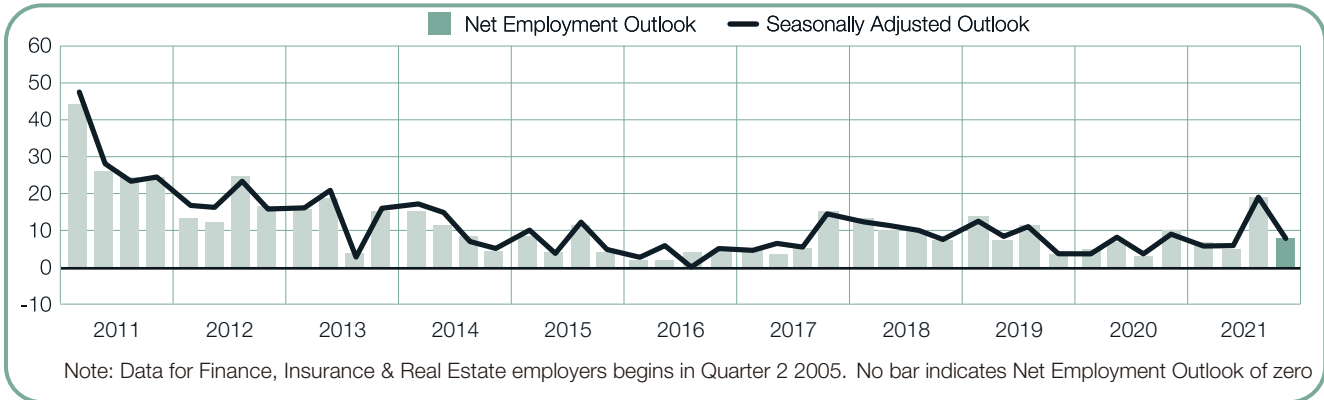
Hiring sentiment weakens in all six industry sectors when compared with the previous quarter, most notably by 11 percentage points in the Finance, Insurance & Real Estate sector. Wholesale & Retail Trade sector employers report a decrease of 5 percentage points, and Outlooks weaken by 4 and 3 percentage points in the Transportation & Utilities sector and the Manufacturing sector, respectively.



+8 (+8)%

Finance, Insurance & Real Estate

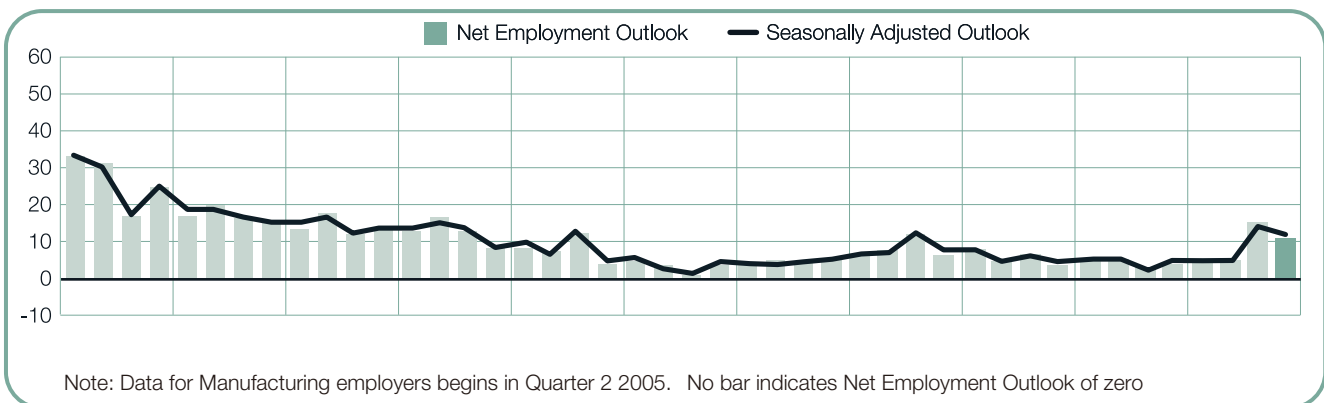
Job seekers can expect some hiring opportunities in the upcoming quarter, according to employers who report a Net Employment Outlook of +8%. However, hiring plans weaken by 11 and 2 percentage points quarter-over-quarter and year-over-year, respectively.



+11 (+12)%

Manufacturing

With a Net Employment Outlook of +12%, employers expect a steady hiring pace in the next three months. Hiring prospects decline by 3 percentage points when compared with the previous quarter, but improve by 7 percentage points in comparison with last year at this time.



+8 (+8)%

Mining & Construction

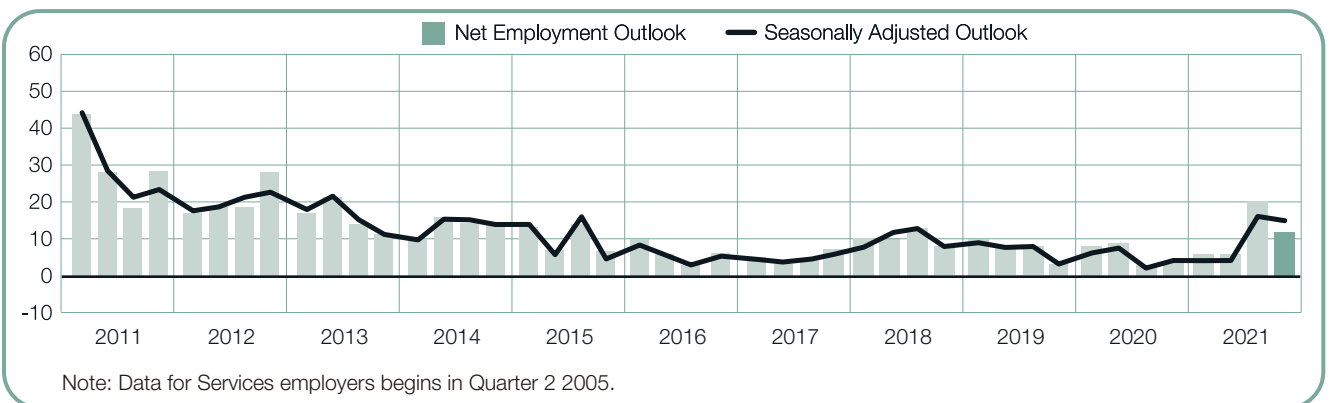
Employers anticipate a mild hiring climate in the October to December period, reporting a Net Employment Outlook of +8%. Hiring sentiment remains relatively stable in comparison with the prior quarter and improves by 2 percentage points when compared with this time one year ago.



+12 (+15)%

Services

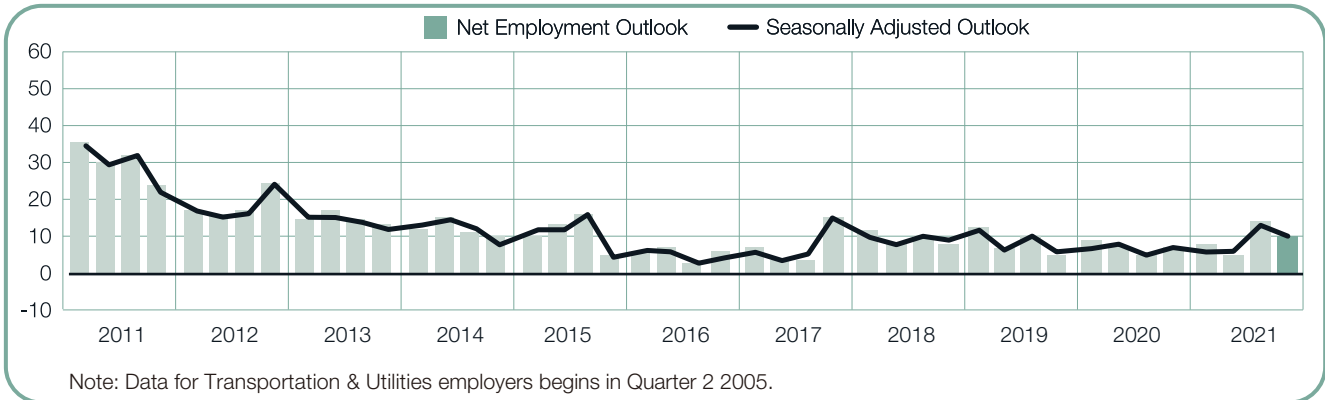
The favorable labor market is forecast to continue in the coming quarter, with employers reporting a Net Employment Outlook of +15%. While hiring plans are 2 percentage points weaker quarter-over-quarter, employers report an improvement of 10 percentage points when compared with 4Q 2020.



+10 (+10)%

Transportation & Utilities

Reporting a Net Employment Outlook of +10%, employers anticipate a fair hiring pace in the fourth quarter of 2021. Hiring intentions weakened by 4 percentage points when compared with the previous quarter, but improve by 3 percentage points year-over-year.



+8 (+10)%

Wholesale & Retail Trade

Some payroll gains are forecast for the October to December period, with employers reporting a Net Employment Outlook of +10%. Hiring prospects decline by 5 percentage points in comparison with the prior quarter, but improve by 6 percentage points when compared with this time one year ago.

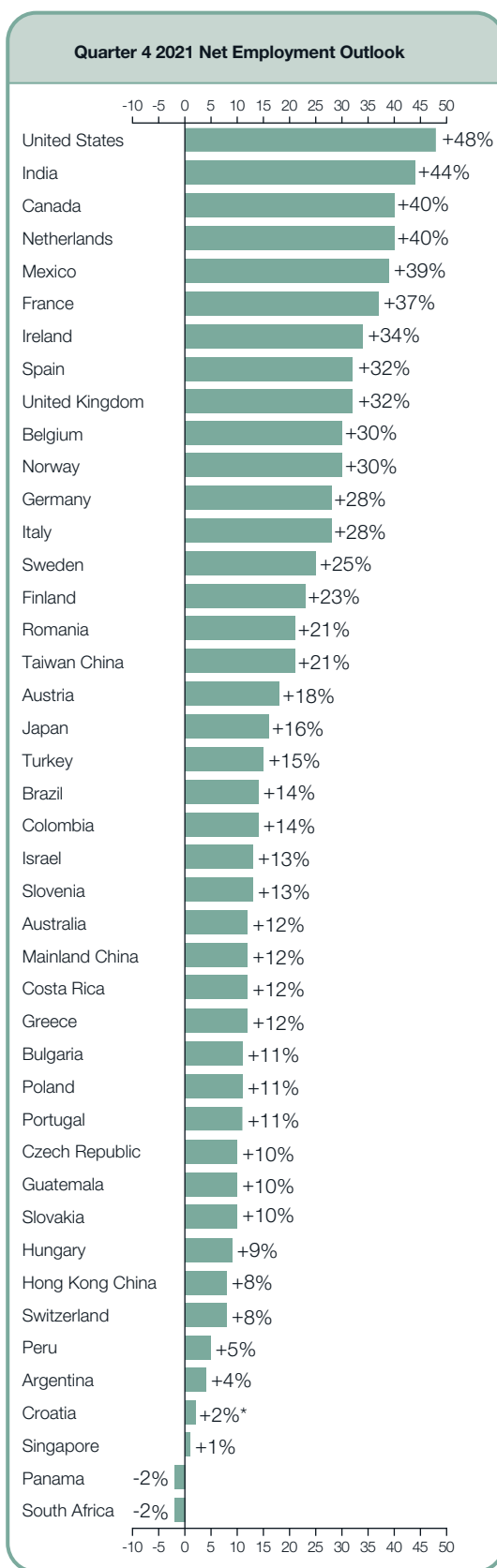


Global Employment Outlook

	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
Mainland China	10 (12) ¹	-6 (-2) ¹	6 (7) ¹
Hong Kong China	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 China	20 (21) ¹	-7 (-2) ¹	2 (2) ¹

EMEA[†]			
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



†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.

The ManpowerGroup Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

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 labor 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 labor 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 labor 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 China, while employers in Singapore and Hong Kong China 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 labor 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 labor market activity for the first quarter of 2022.

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

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 labor 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 labor 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 labor 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 labor market since 2013 in the forthcoming quarter, fueled in part by the strongest Wholesale & Retail Trade sector Outlook in eight years and the strongest Services sector forecast since 2015. Labor 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.

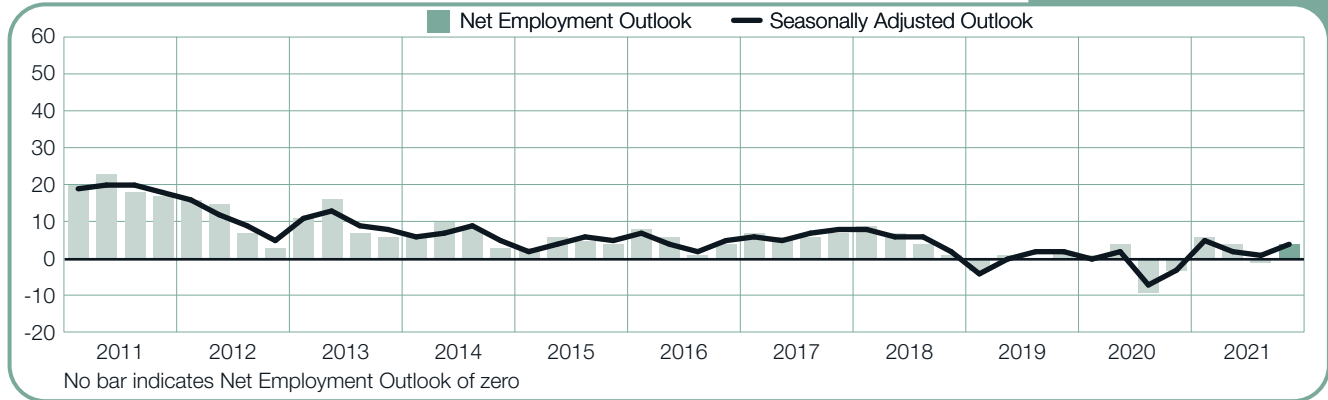
Hiring sentiment in Colombia is the strongest reported in five years, with payrolls expected to grow across all nine industry sectors during the October to December period. Colombia's Manufacturing sector employers report their most optimistic hiring intentions since the survey began in 2008, and solid 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 labor markets are expected to remain subdued in both the Services and Finance, Insurance & Real Estate sectors.

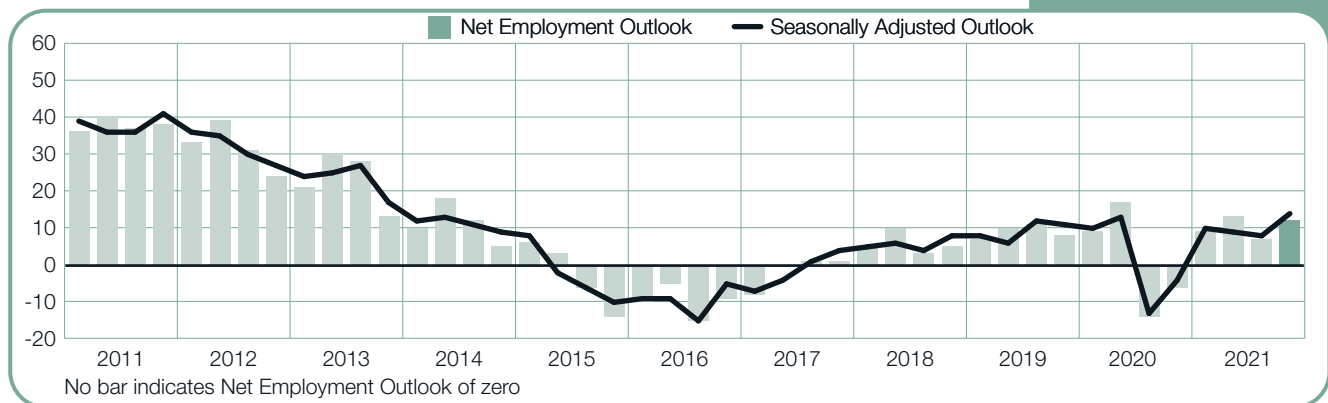
Argentina

+4 (+4)%



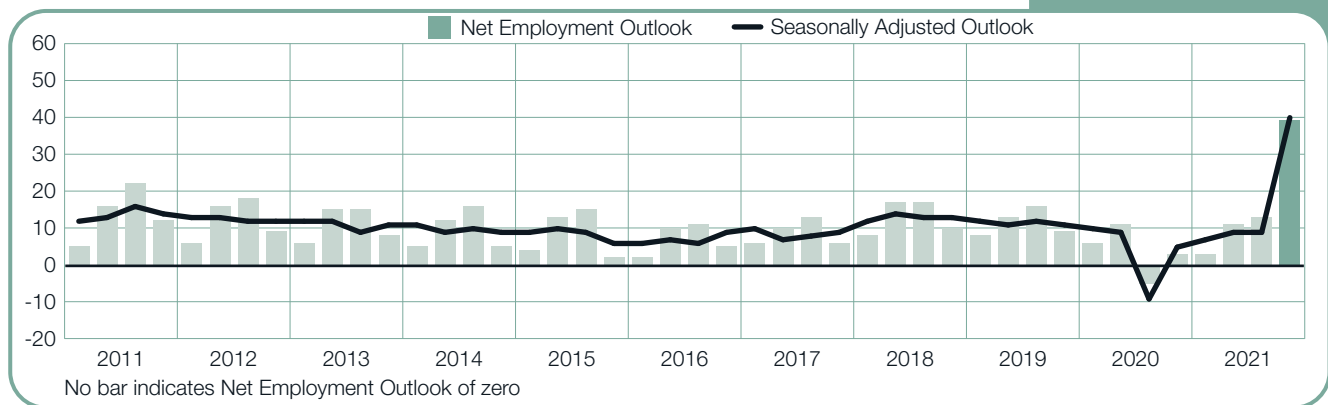
Brazil

+12 (+14)%



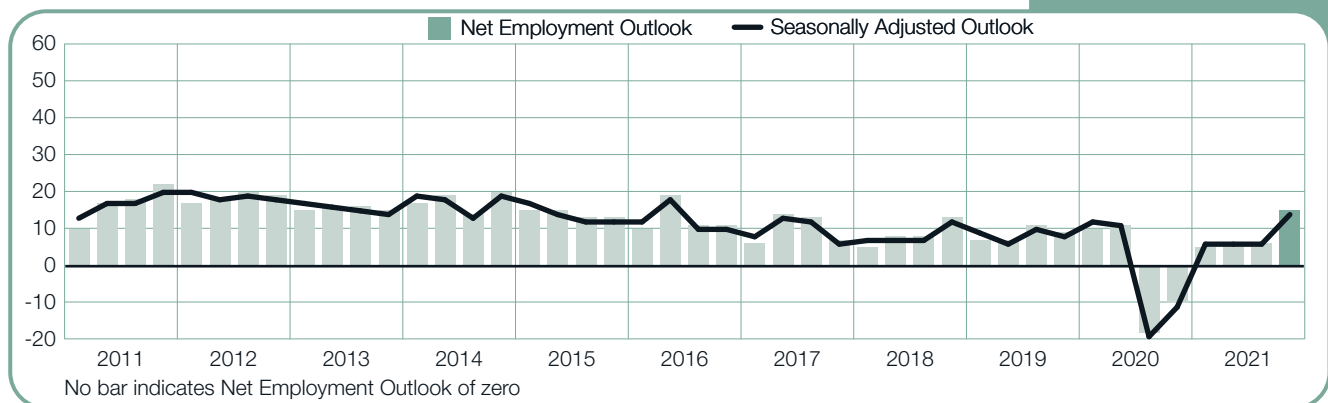
Canada

+39 (+40)%



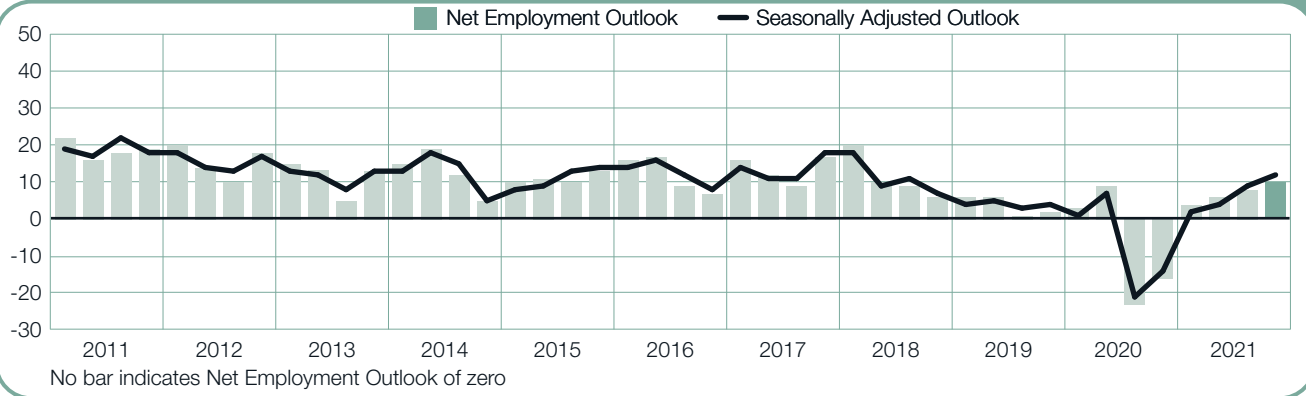
Colombia

+15 (+14)%



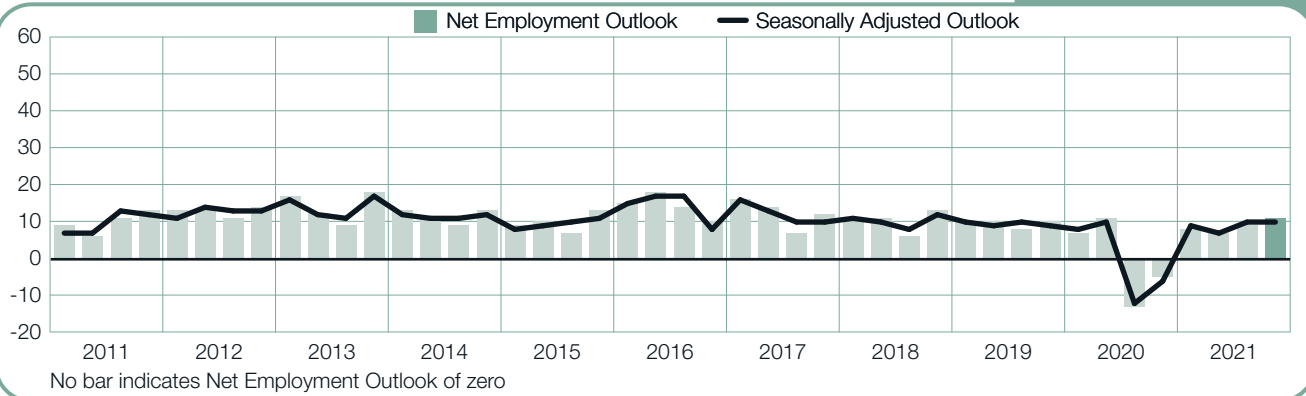
Costa Rica

+10 (+12)%



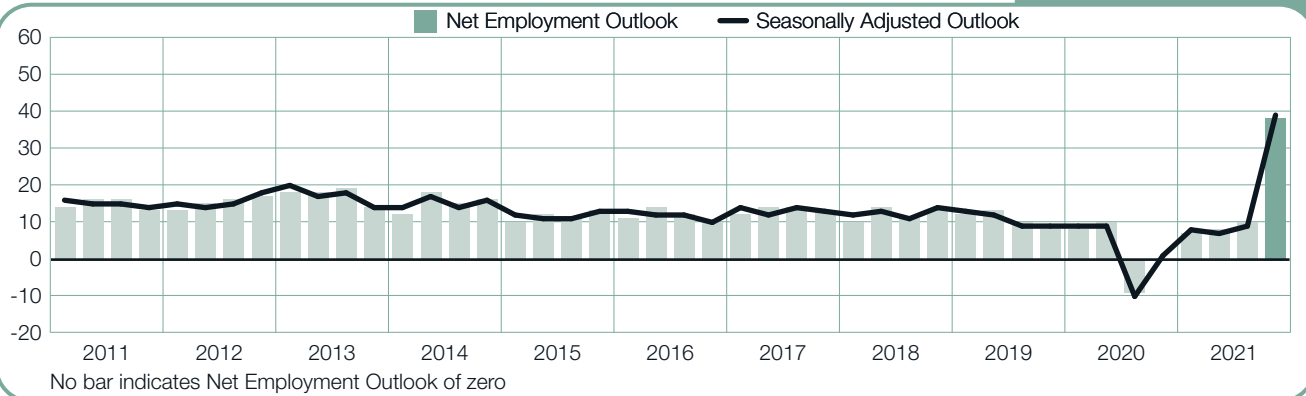
Guatemala

+11 (+10)%



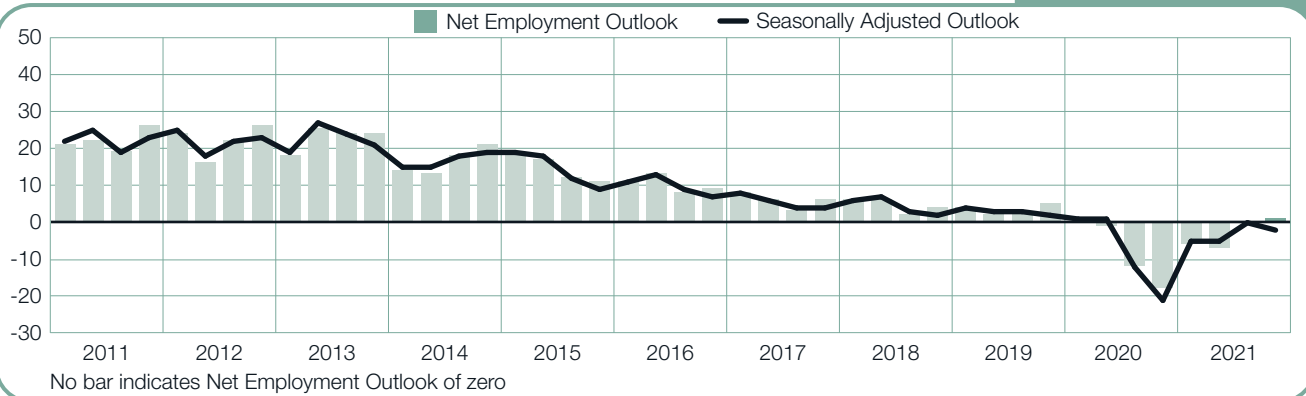
Mexico

+38 (+39)%



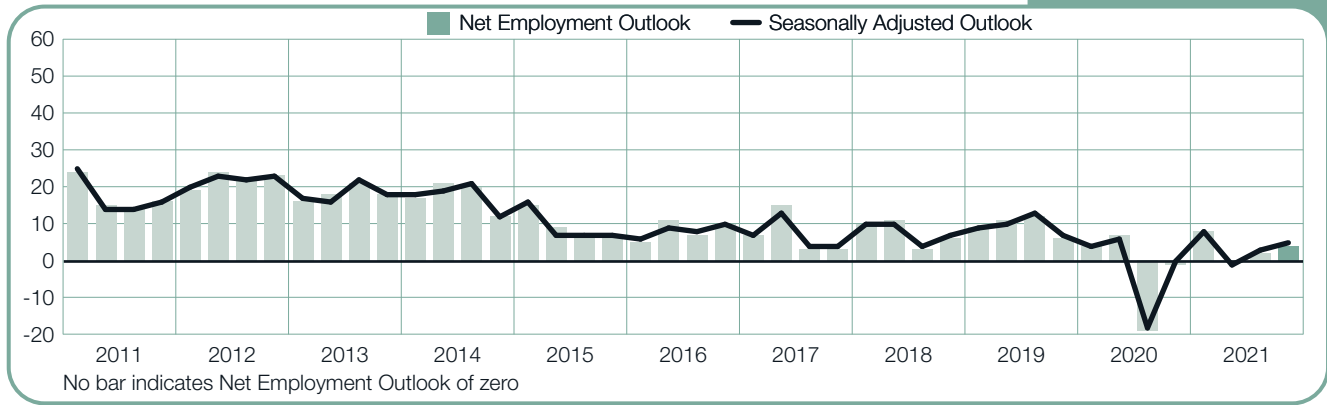
Panama

+1 (-2)%



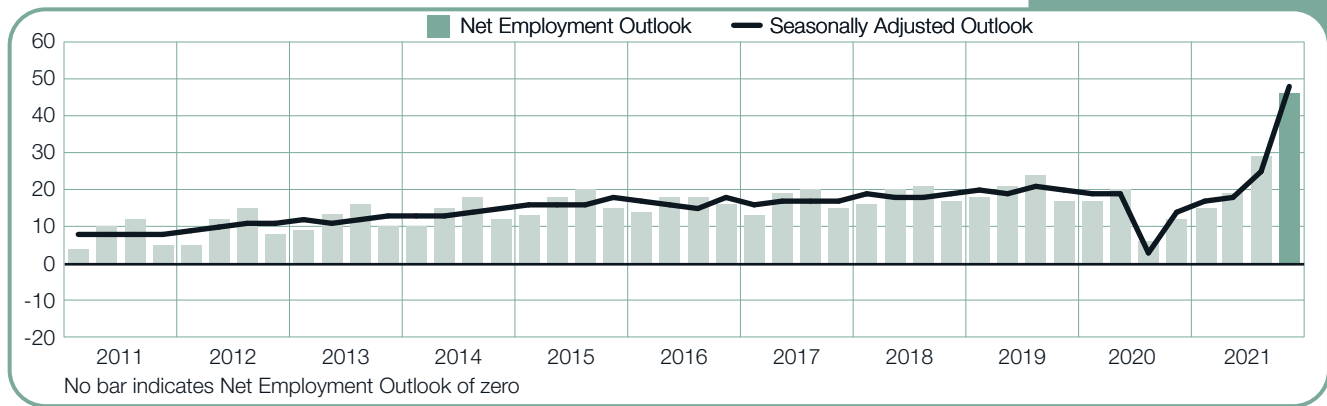
Peru

+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 labor 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 labor market, Chinese employers expect the steady hiring pace to continue during the fourth quarter of 2021. While the overall Outlook for China's labor 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 China 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 fueled by an upbeat hiring pace in the Finance, Insurance & Real Estate and encouraging signs in the Services sector labor markets.

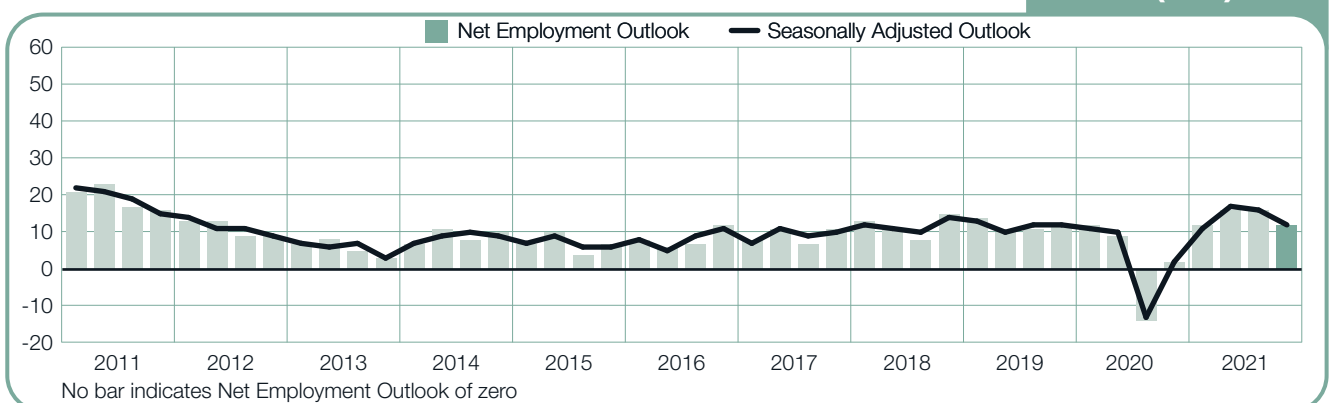
The Taiwanese China labor market is forecast to maintain healthy levels of hiring during the next three months – particularly in the Manufacturing and Mining & Construction sectors - although hiring prospects have weakened in six of seven industry sectors quarter-over-quarter, and also dip in five sectors 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.

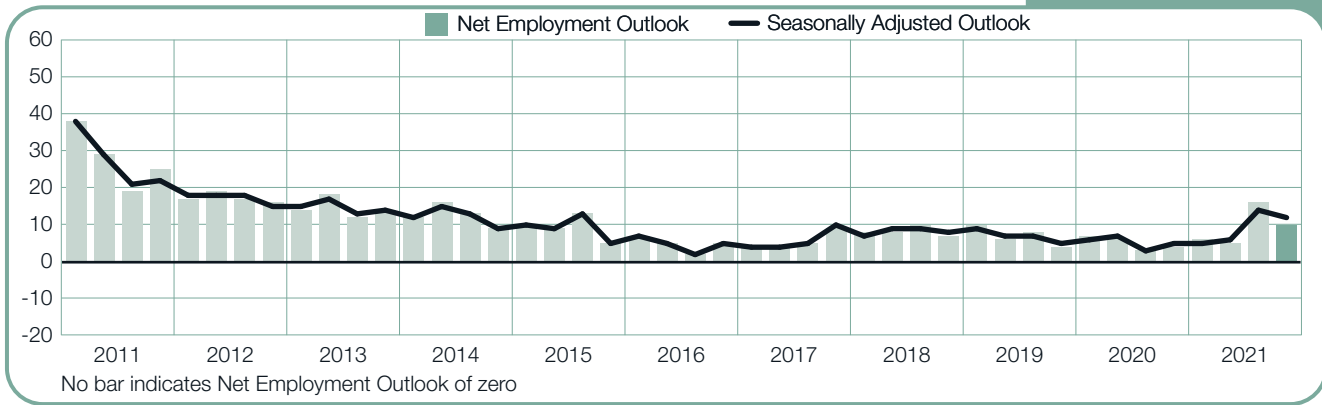
Australia

+12 (+12)%



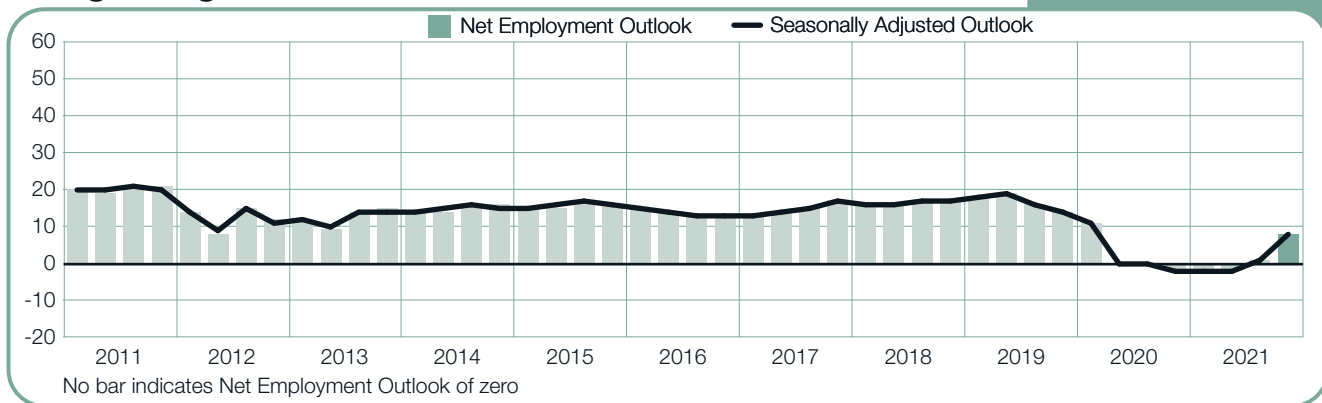
Mainland China

+10 (+12)%



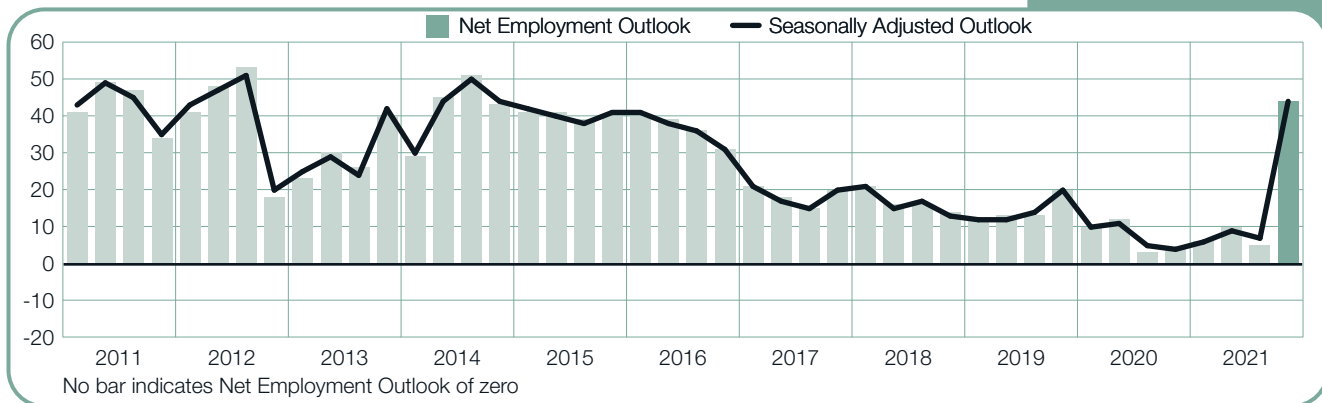
Hong Kong China

+8 (+8)%



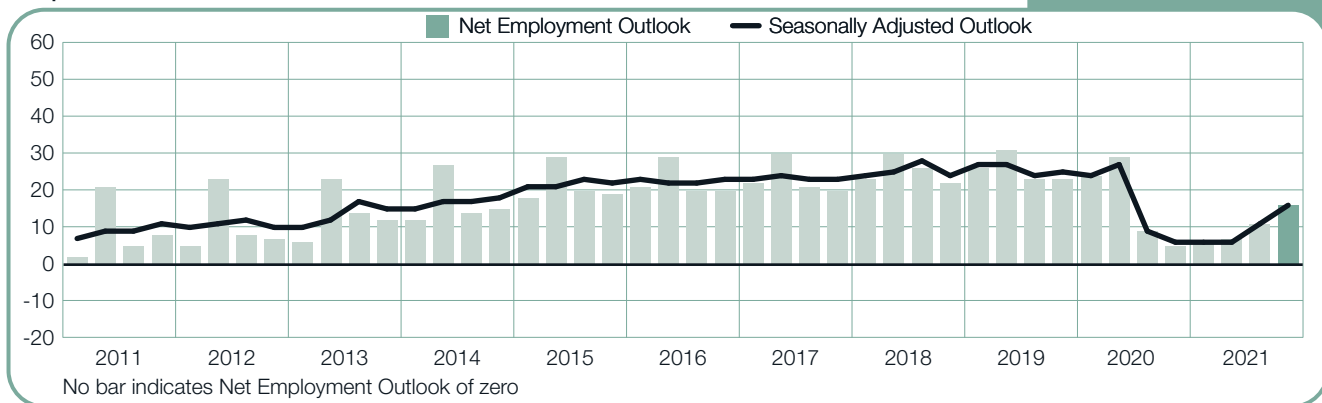
India

+44 (+44)%



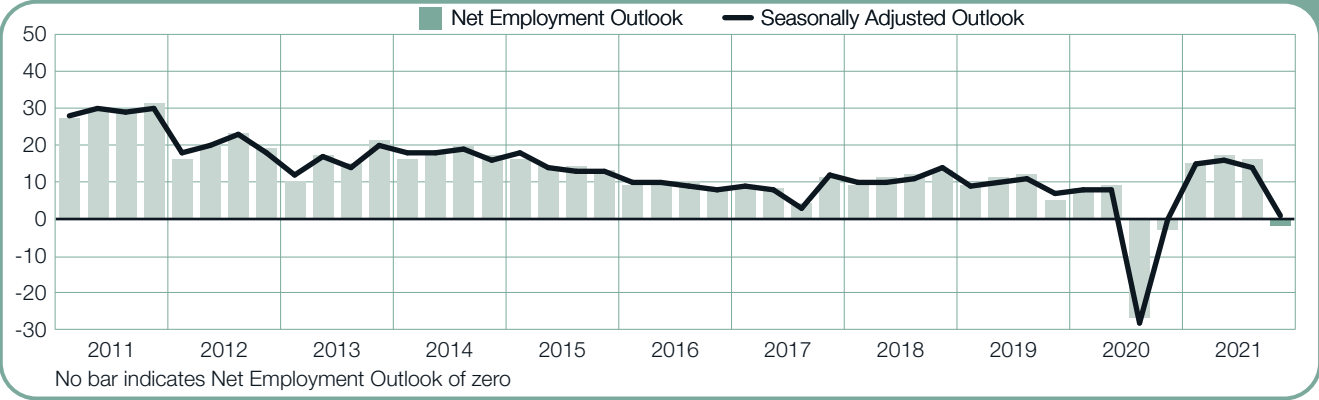
Japan

+16 (+16)%



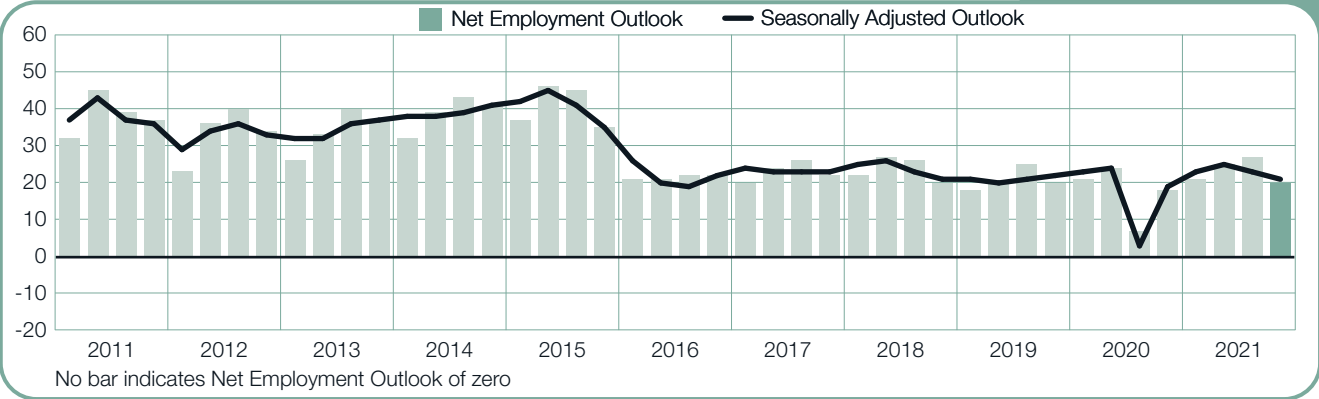
Singapore

-2 (+1)%



Taiwan China

+20 (+21)%



International Comparisons – EMEA

Across 26 countries in the Europe, Middle East and Africa (EMEA) region, ManpowerGroup interviewed more than 20,700 employers. An increase in payrolls is expected for 25 EMEA countries, 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 in 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 labor market, 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. Hiring sentiment is strongest in the Restaurants & Hotels, Finance & Business Services and Manufacturing sectors. Meanwhile, the forecast for Spain reflects robust hiring plans. Employers in Spain's Restaurants & Hotels, Construction and Manufacturing sectors all report booming

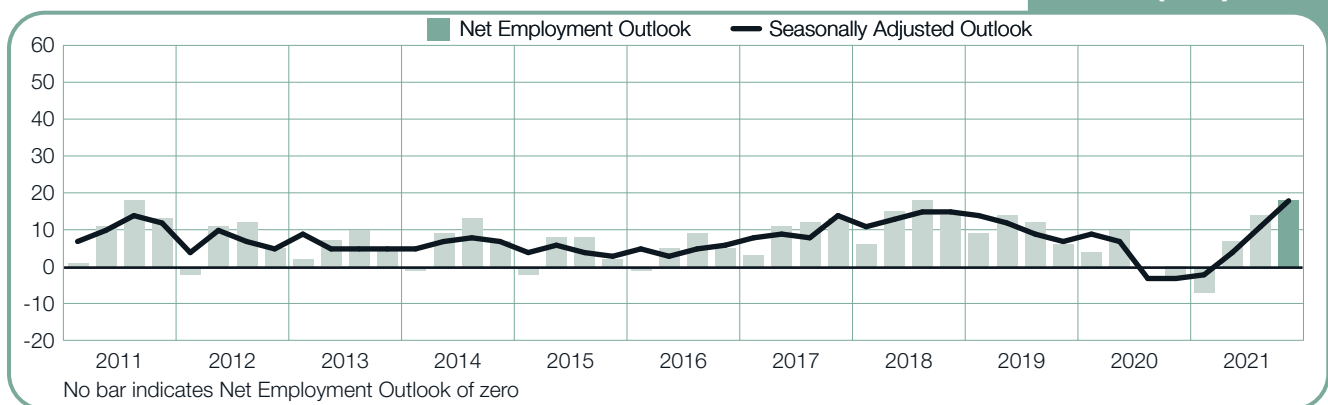
labor markets and their strongest hiring plans since the survey began 18 years ago. UK employers also expect a record-breaking hiring climate, reporting their strongest forecast since analysis began more than 13 years ago. Bullish hiring plans are reported among UK employers in the Finance & Business Services, Utilities and Transport & Communications sectors, with the strongest regional labor markets expected in London and the East Midlands.

Employers in the Netherlands anticipate the strongest hiring pace in the whole EMEA region. Meanwhile, Belgian employers report healthy hiring prospects, with workforce gains expected in all six industry sectors analyzed. In Norway, employers anticipate an active labor market with job gains in all seven industry 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. The Polish Outlook is the strongest in more than two years, reflecting positive hiring plans in all seven industry sectors.

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

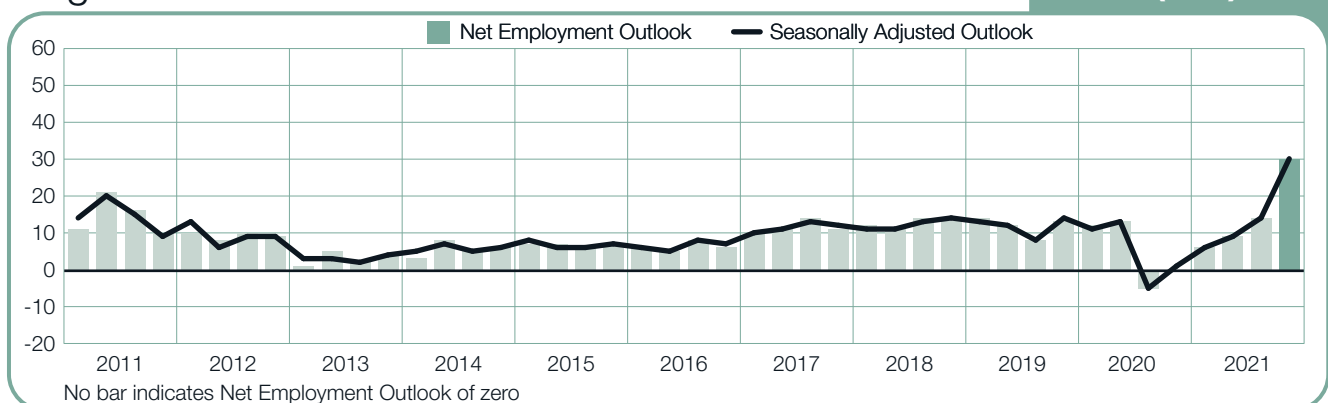
Austria

+18 (+18)%



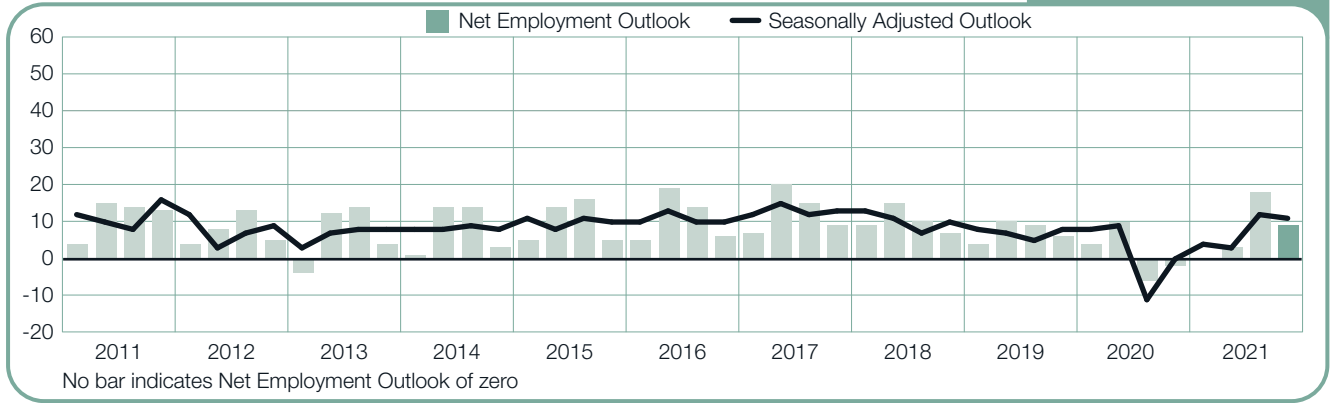
Belgium

+30 (+30)%



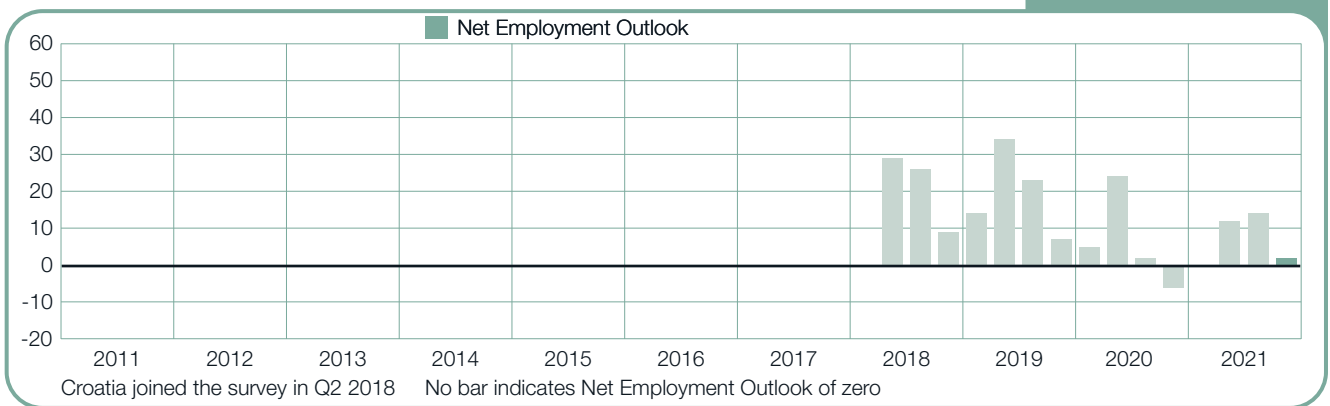
Bulgaria

+9 (+11)%



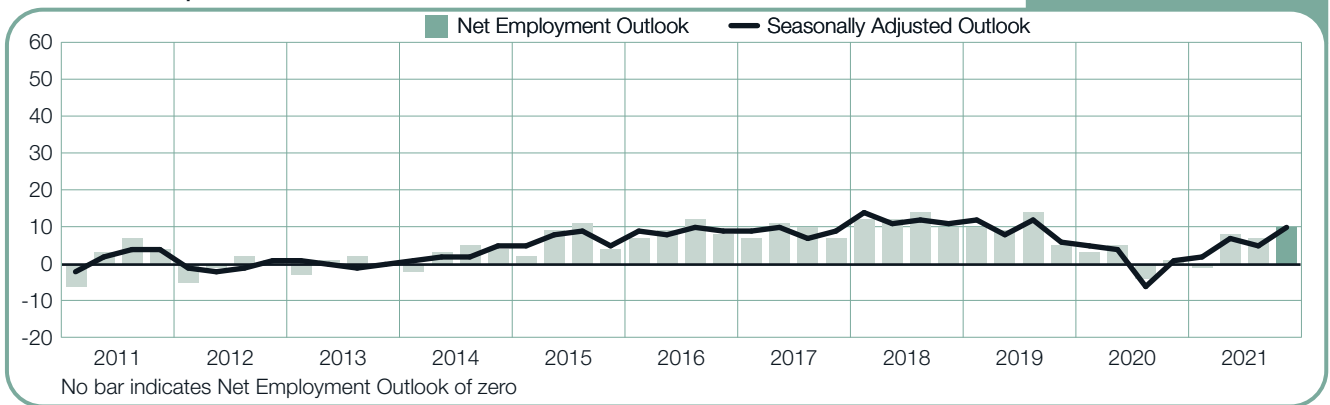
Croatia

+2%



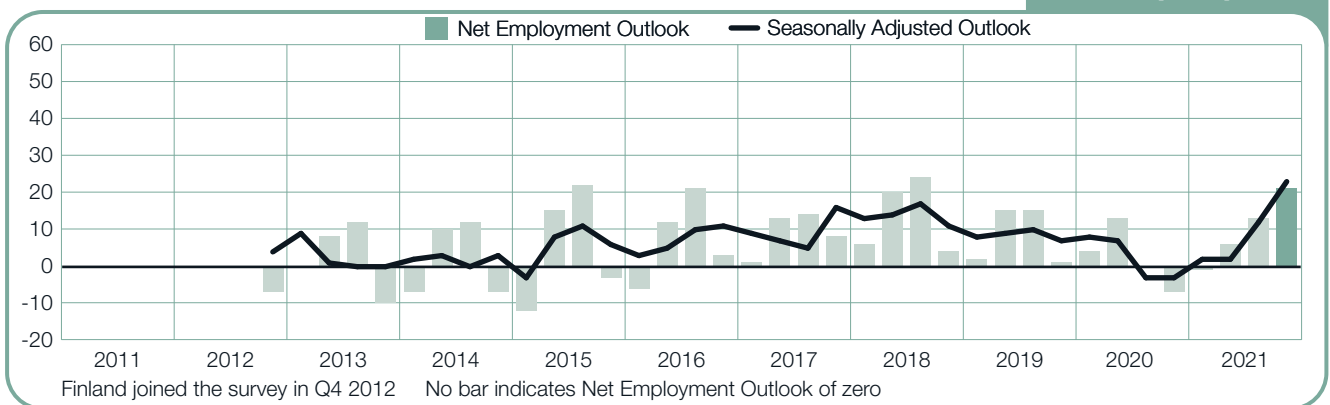
Czech Republic

+10 (+10)%



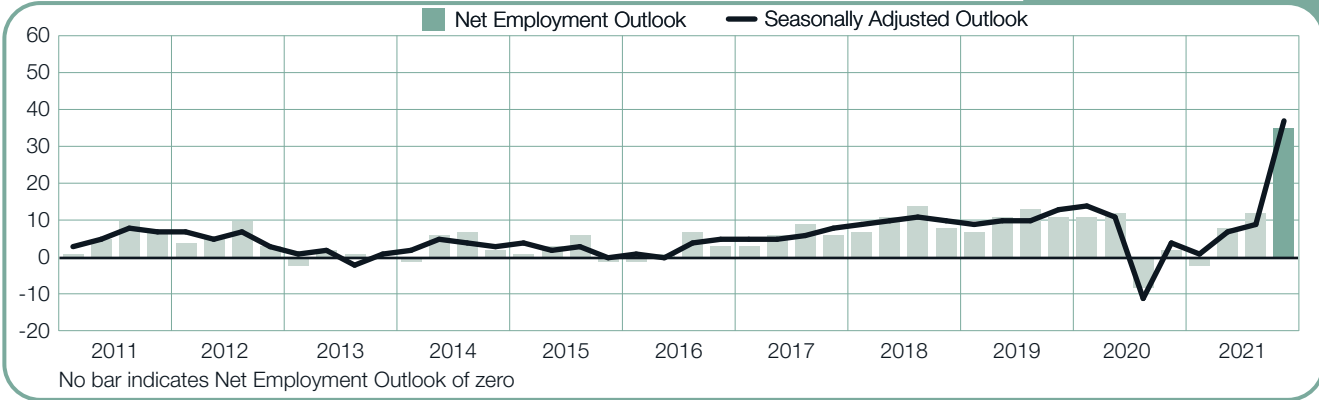
Finland

+21 (+23)%



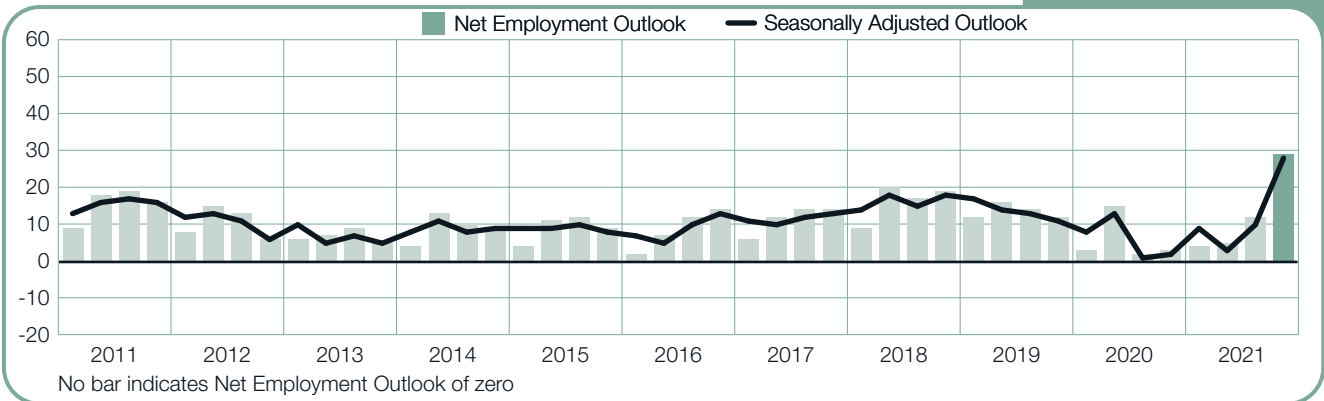
France

+35 (+37)%



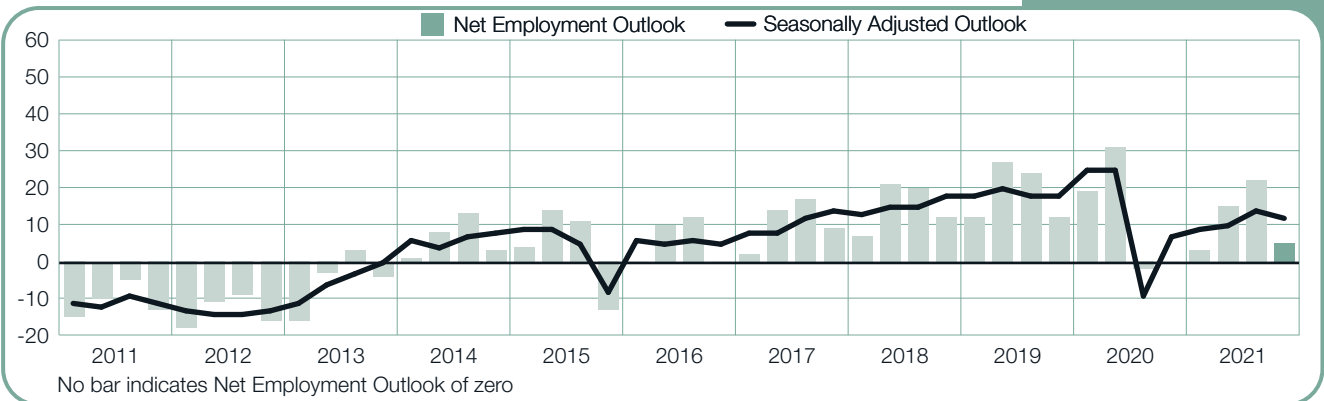
Germany

+29 (+28)%



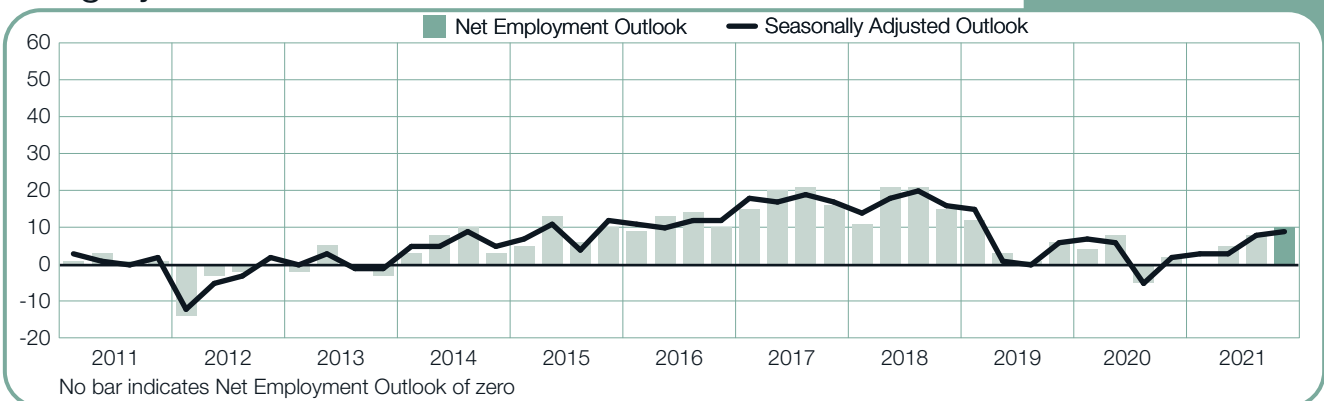
Greece

+5 (+12)%



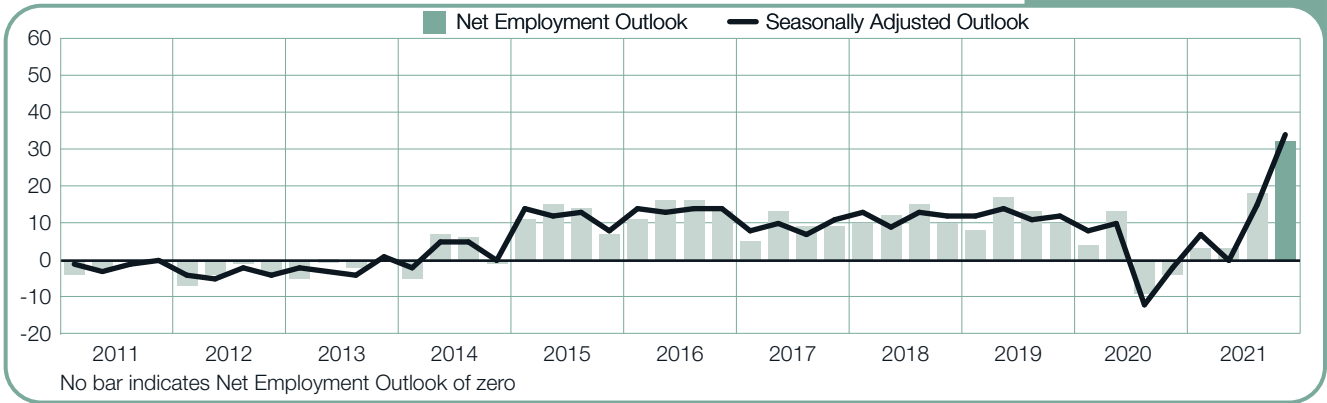
Hungary

+10 (+9)%



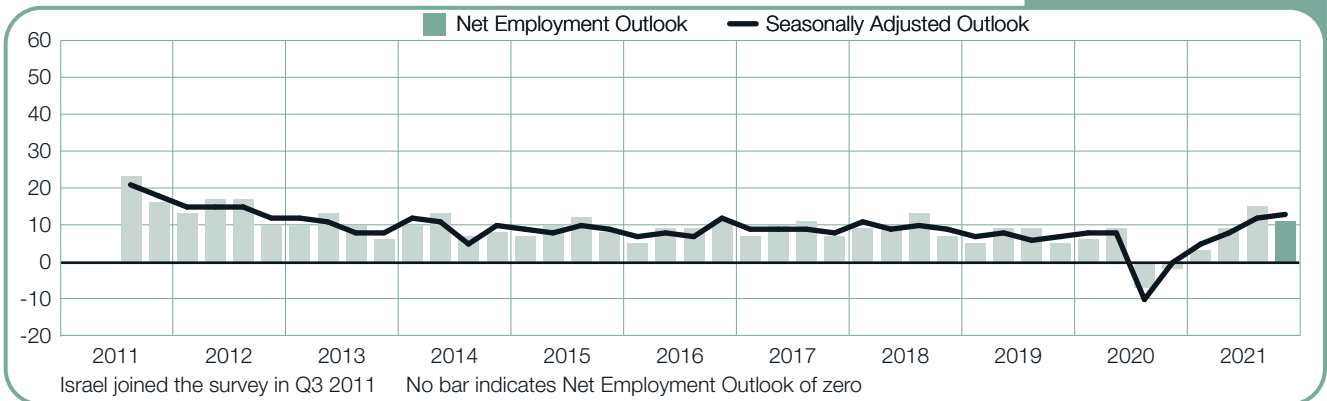
Ireland

+32 (+34)%



Israel

+11 (+13)%



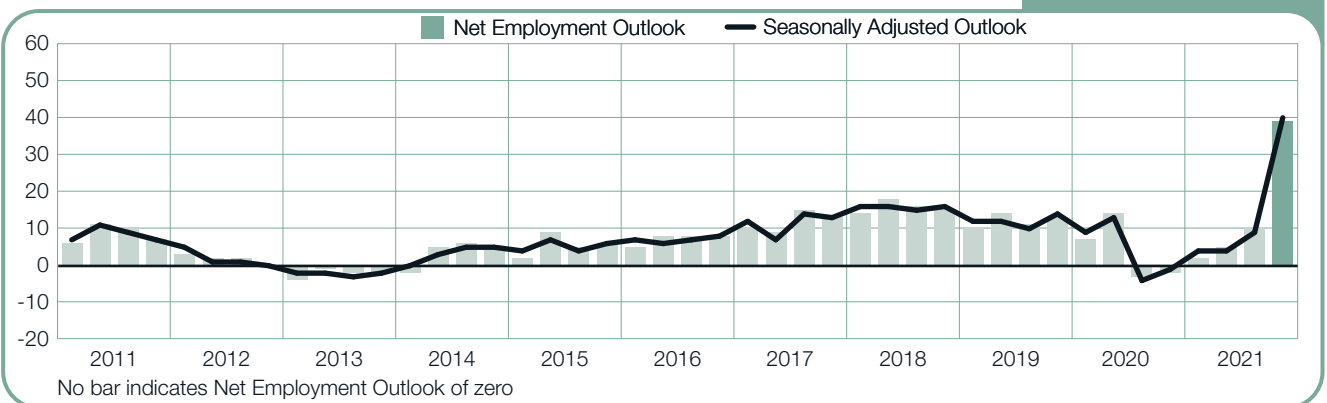
Italy

+25 (+28)%



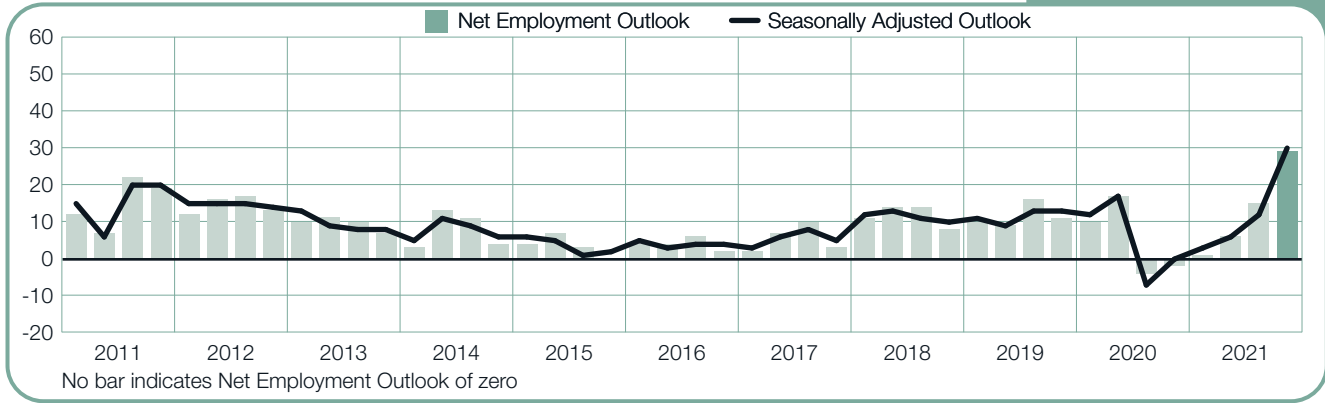
Netherlands

+39 (+40)%



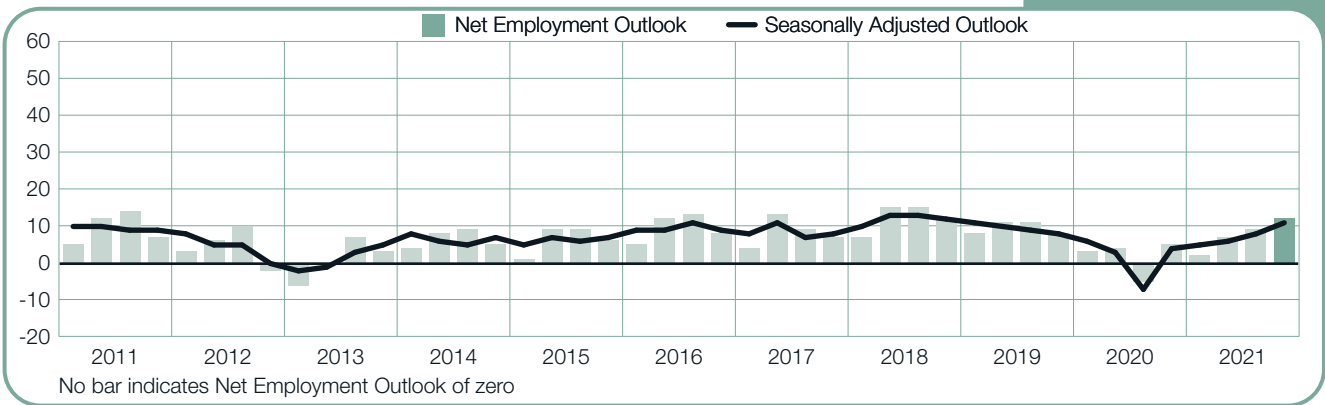
Norway

+29 (+30)%



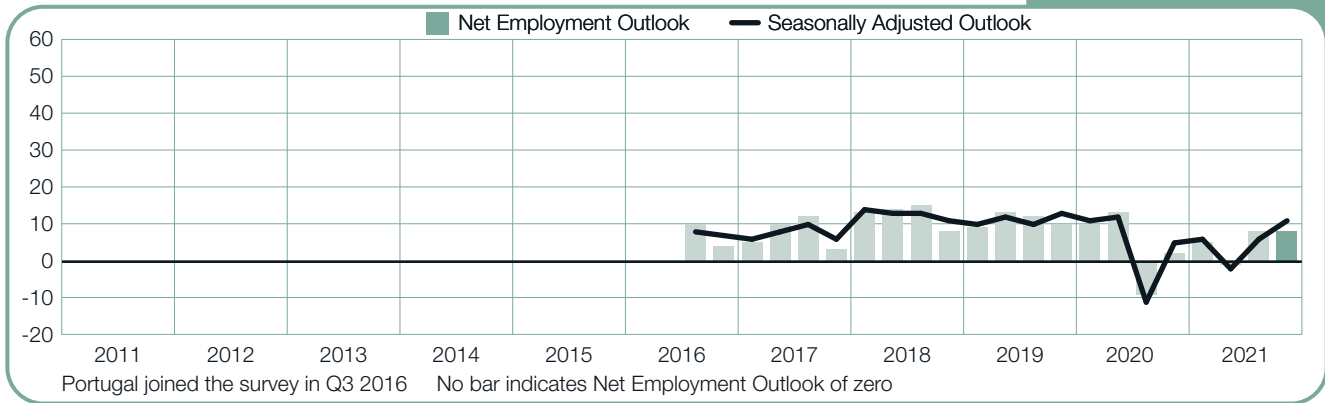
Poland

+12 (+11)%



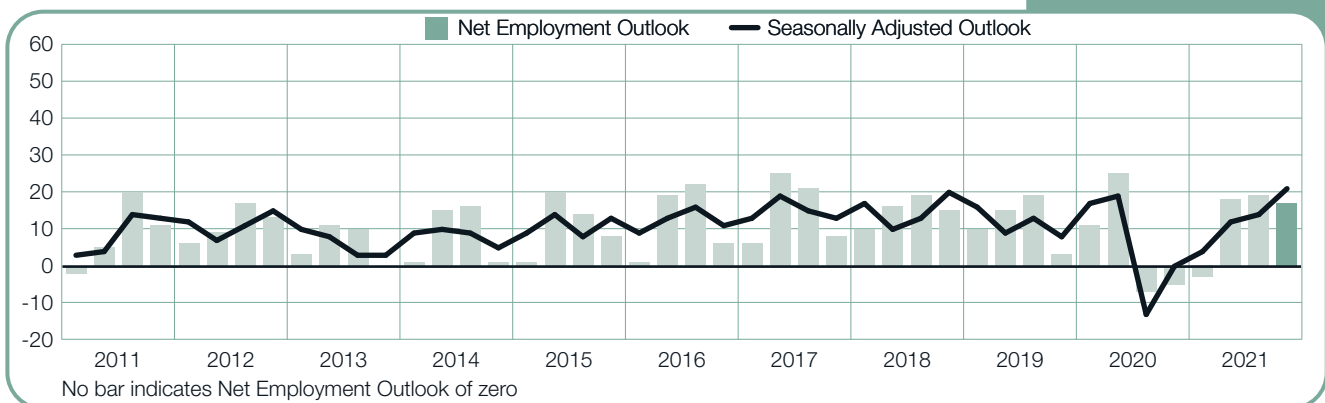
Portugal

+8 (+11)%



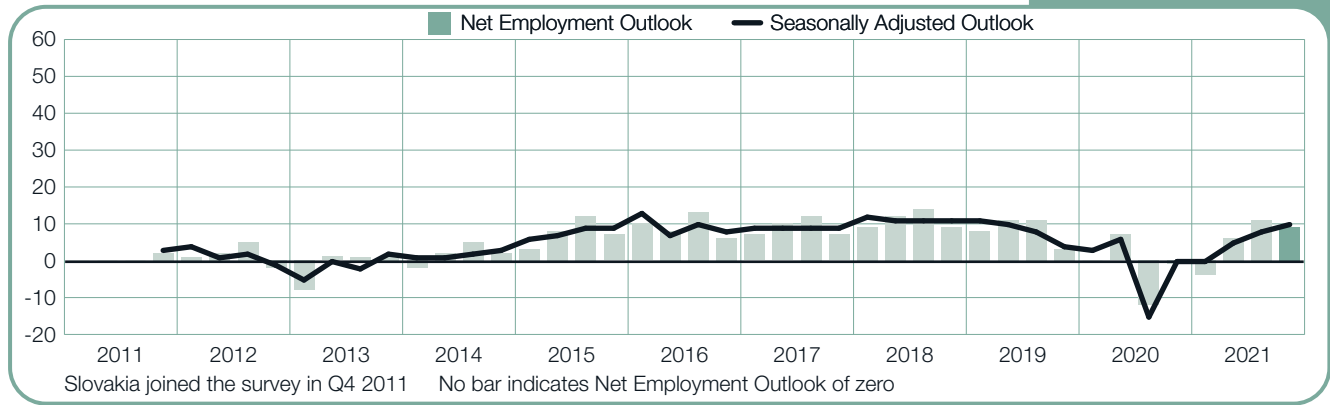
Romania

+17 (+21)%



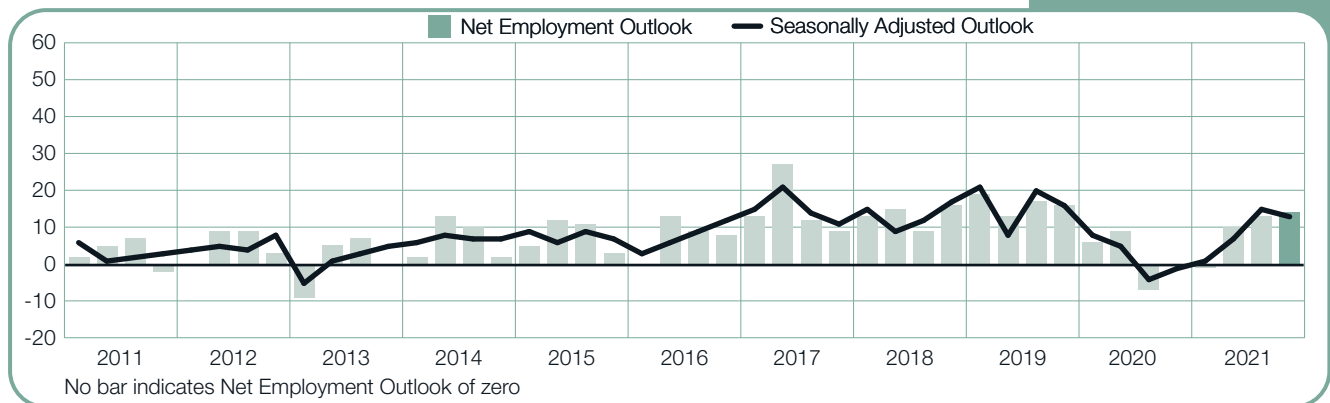
Slovakia

+9 (+10)%



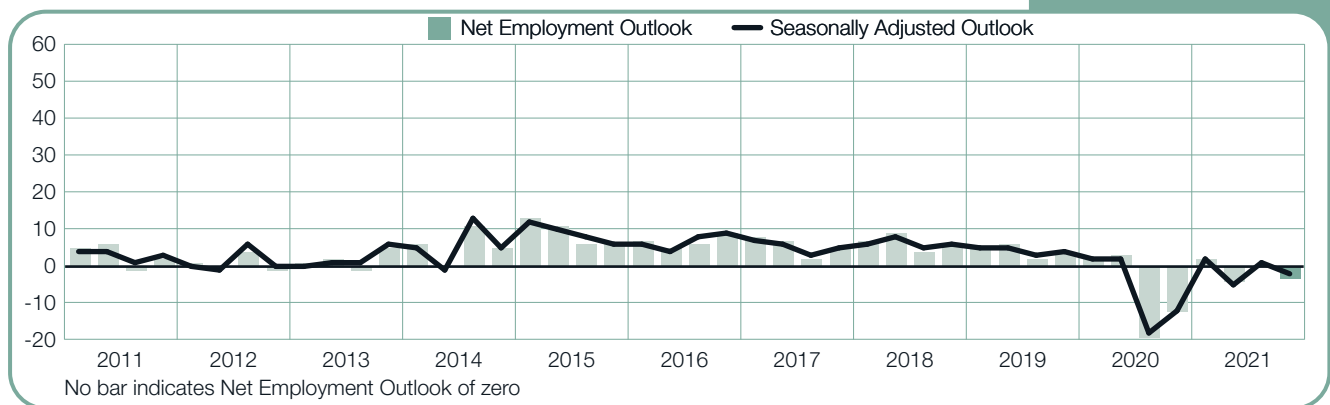
Slovenia

+14 (+13)%



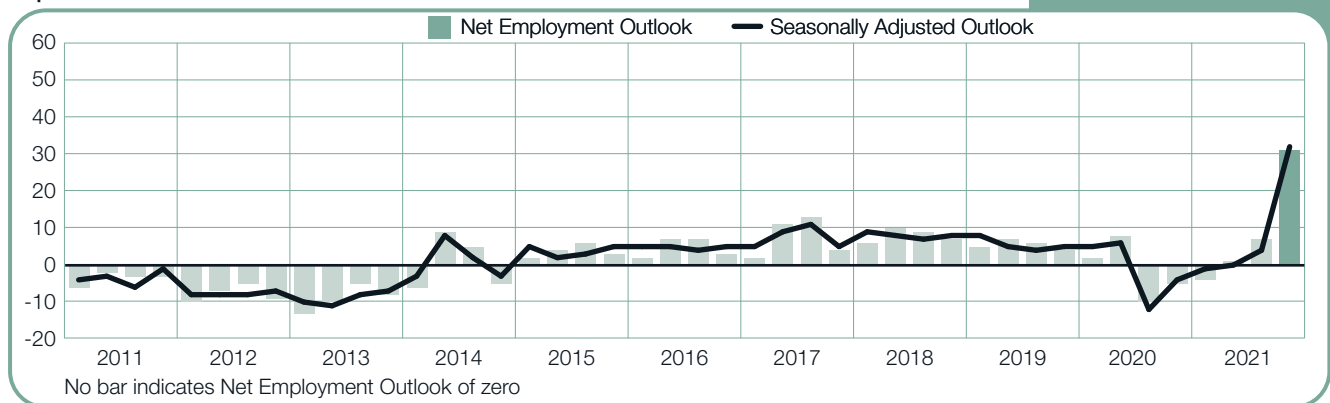
South Africa

-3 (-2)%



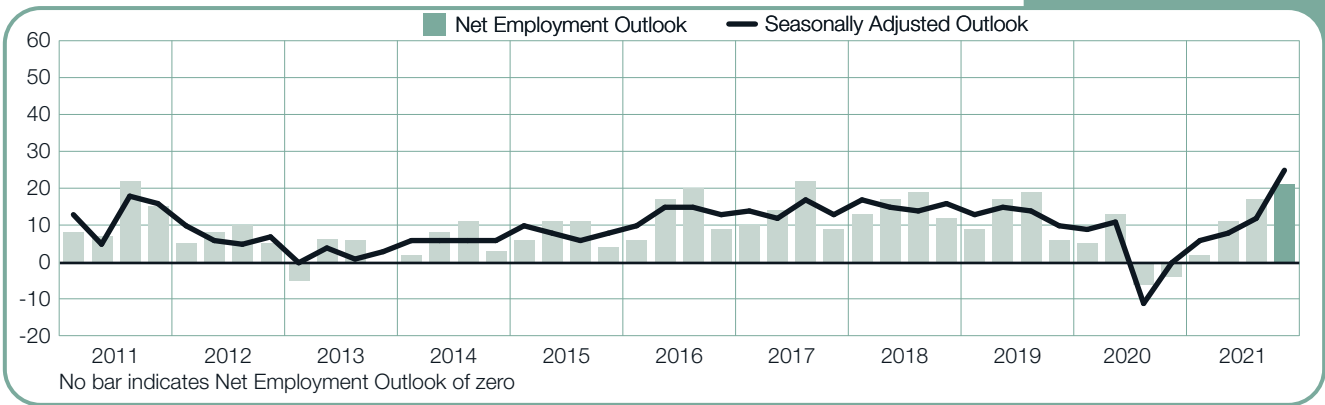
Spain

+31 (+32)%



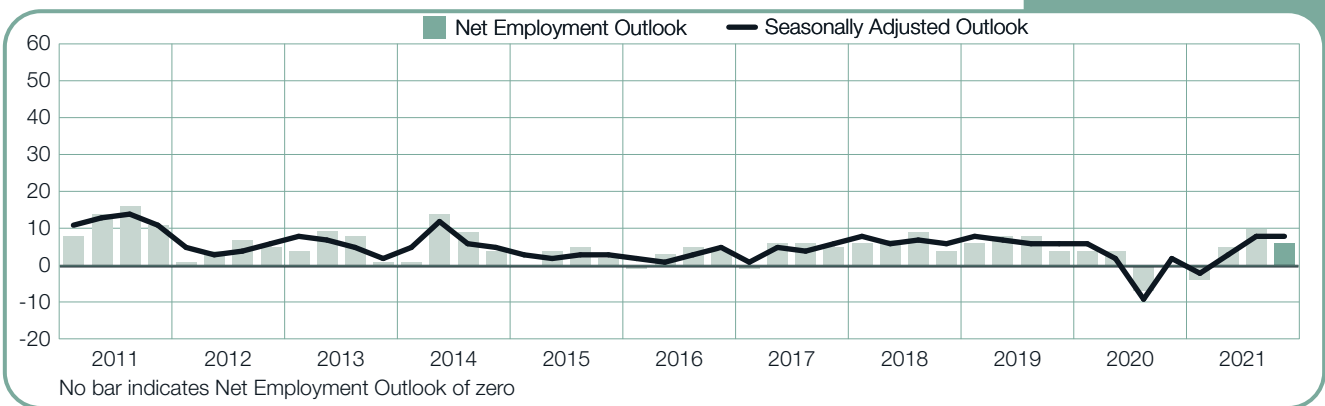
Sweden

+21 (+25)%



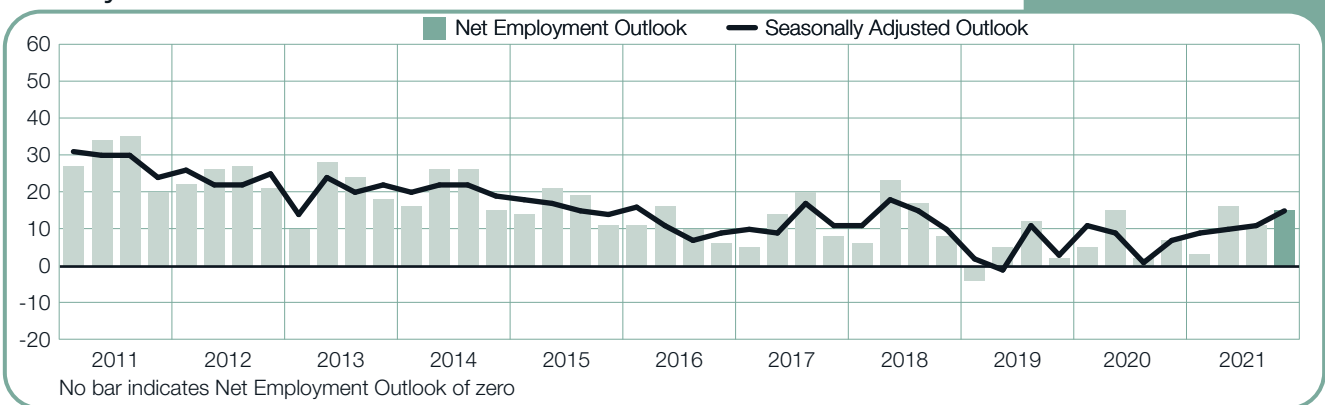
Switzerland

+6 (+8)%



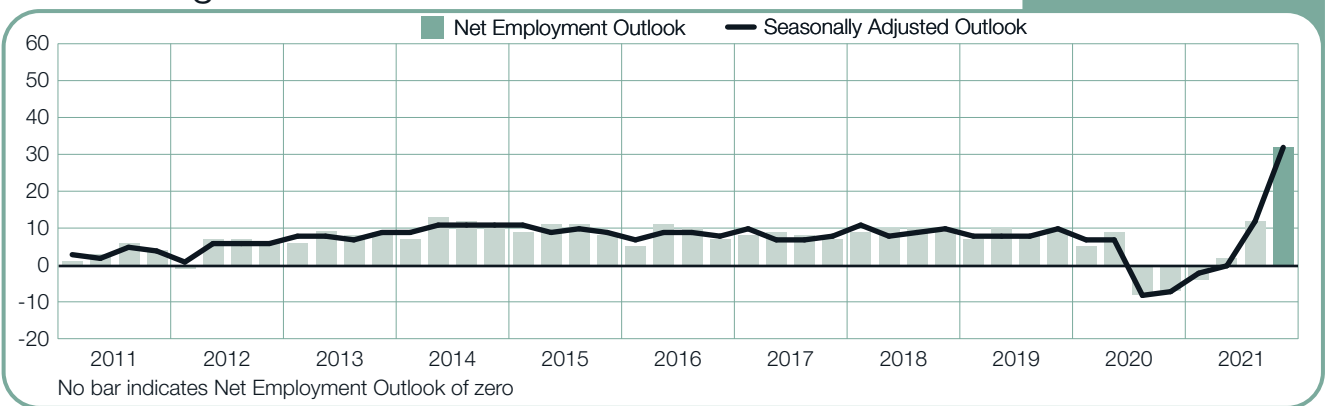
Turkey

+15 (+15)%



United Kingdom

+32 (+32)%



About the 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: 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 Q4 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 all national, regional and global data is not greater than +/- 5.5%.

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 other countries in the future, as more historical data is compiled.

About ManpowerGroup Greater China

ManpowerGroup Greater China Limited (Stock Code:2180.HK) started its business in Hong Kong and Taiwan in 1997. Since that time, it has accelerated its market expansion and now provides services to its clients in over 160 cities in the Greater China markets and operates in more than 20 offices. ManpowerGroup Inc. (NYSE: MAN), our largest shareholder, is a world leader in workforce solutions and services -- with a long operating history of more than 70 years.

Empowered by the world-wide reputation and global perspectives of ManpowerGroup Inc., ManpowerGroup Greater China has rooted its operations in local markets across Greater China for over 20 years. In 2015, ManpowerGroup Greater China Limited and CITICPE established a strategic joint venture headquartered in Shanghai, to penetrate and accelerate business in Greater China. Through our service network of over 160 cities, we offer comprehensive and full range workforce solutions to more than 20,000 companies in the Greater China Region. On July 10th, 2019, ManpowerGroup Greater China listed on the Hong Kong Stock Exchange.

ManpowerGroup Greater China Limited commits to unleashing the power of the human potential for progress. We are well recognized by clients and associations through our contemporary offerings of flexible staffing, head-hunting, recruitment process outsourcing, talent management and training, and other integrated service solutions. As a testament to our commitment, we have received such honorable recognitions as "Asia-Pacific Human Resources Service Leading Enterprise".

For more information about ManpowerGroup Greater China, please visit: www.manpowergrc.com

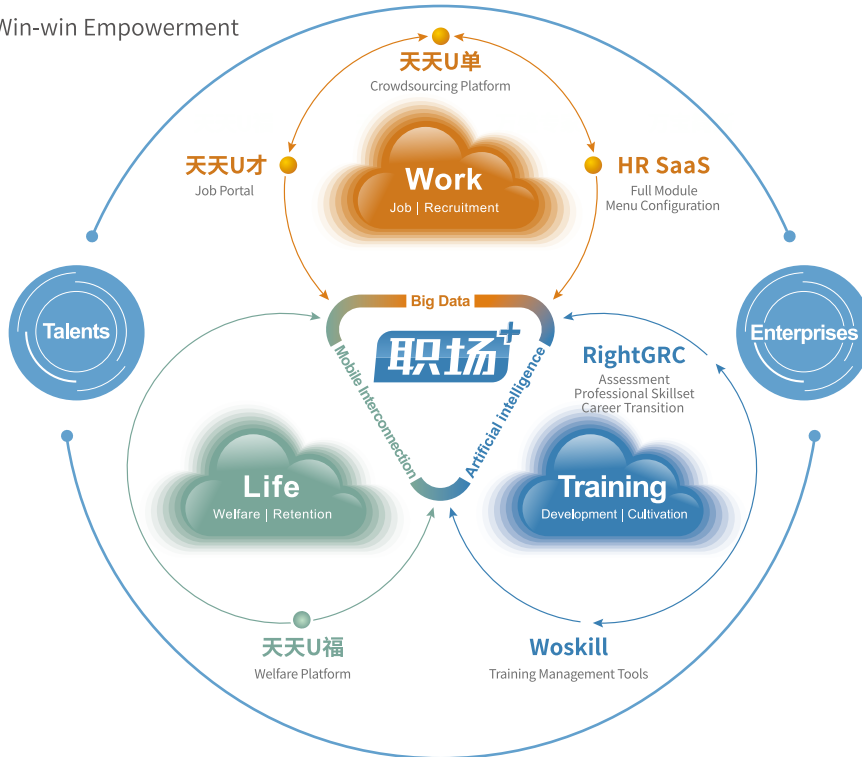




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- 天天U才

The real-time job demand talent service platform to job seekers on the mobile Internet
- 天天U福

All-in-One Employee Services Platform
- WOSKILL

Focusing on the improvement of professional skillsets
- HR SaaS

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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 substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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