

**ManpowerGroup
Employment
Outlook Survey
Canada**

**Q3
2020**



Canadian Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2020 was conducted by interviewing a representative sample of 1,053 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 2020 as compared to the current quarter?”

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

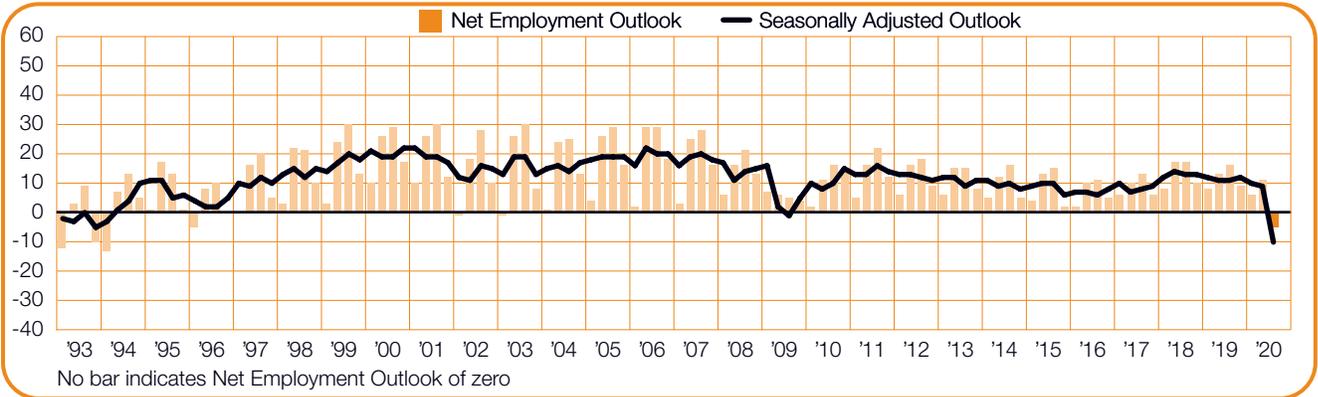
The survey findings for the third quarter of 2020 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

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Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
3rd Quarter 2020	12	17	60	11	-5	-10
2nd Quarter 2020	14	3	82	1	11	9
1st Quarter 2020	12	6	81	1	6	10
4th Quarter 2019	15	6	78	1	9	12
3rd Quarter 2019	19	3	77	1	16	11



Canadian employers report downbeat hiring plans for the third quarter of 2020. With 12% of employers expecting to increase payrolls, 17% anticipating a decrease and 60% forecasting no change, the resulting Net Employment Outlook is -5%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at -10%. Hiring intentions are the weakest reported since the survey began in 1978, declining by 19 percentage points in comparison with the prior quarter and by 21 percentage points when compared with this time one year ago.

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

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

Organization-Size Comparisons

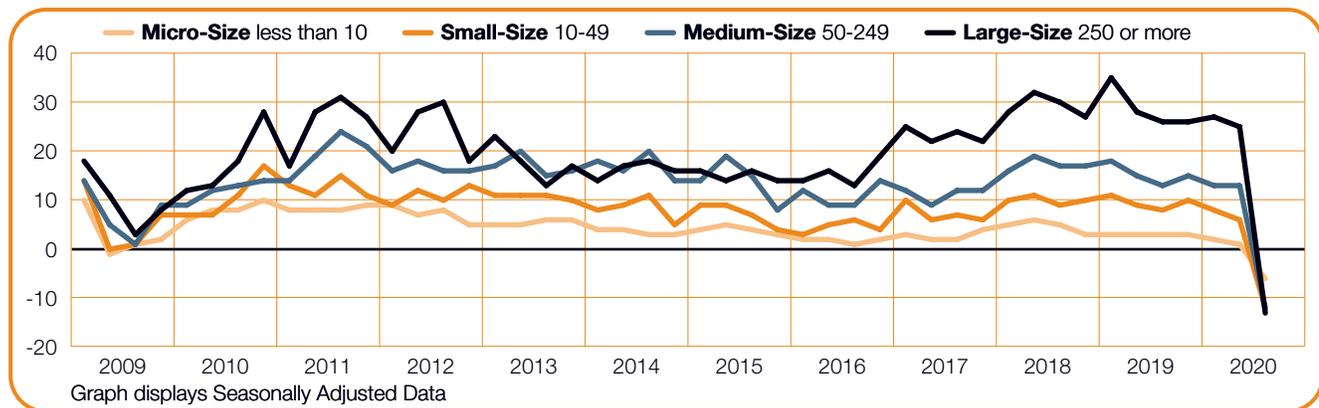
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers in all four organization size categories expect payrolls to decline in the forthcoming quarter. The weakest hiring pace is forecast by Large employers, reporting a Net Employment Outlook of -13%, and gloomy hiring prospects are also reported by Medium- and Small-size employers with Outlooks of -12%. The strongest Outlook of -6% is reported in the Micro size category.

Hiring prospects weaken in all four organization size categories when compared with the previous quarter. A steep decline of 38 percentage points is reported by Large employers, and Outlooks decrease by 25 and 18 percentage points for Medium- and Small-size firms, respectively. Micro employers also report weaker hiring intentions, declining by 7 percentage points.

In a comparison with last year at this time, Large employers report a steep decline of 39 percentage points, while Medium employers report a decrease of 25 percentage points. Elsewhere, Outlooks weaken by 20 and 9 percentage points for Small- and Micro-size employers, respectively.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	8	11	70	11	-3	-6
Small-Size 10-49	11	17	62	10	-6	-12
Medium-Size 50-249	15	21	54	10	-6	-12
Large-Size 250 or more	16	23	48	13	-7	-13



Regional Comparisons

+7 (-1)%

Atlantic Canada

Employers report muted hiring plans for the third quarter of 2020 with a Net Employment Outlook of -1%. Hiring prospects decline by 9 and 17 percentage points quarter-over-quarter and year-over-year, respectively, and are the weakest since the regional analysis began in 2004.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis of industry sectors in Atlantic Canada is only available for two sectors - the Services sector and the Wholesale & Retail Trade sector. Employers in both sectors forecast payroll gains during the next three months, with the strongest Net Employment Outlook of +10% reported in the Services sector. Wholesale & Retail Trade sector employers anticipate limited job gains, reporting an Outlook of +2%.

Hiring intentions improve by 3 percentage points in the Services sector when compared with the previous quarter, while remaining relatively stable for the Wholesale & Retail Trade sector.

When compared with this time one year ago, hiring plans weaken in both sectors, decreasing by 4 percentage points in the Wholesale & Retail Trade sector and by 2 percentage points in the Services sector.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis is only available for five of the seven areas in Atlantic Canada. Employers in two of the five areas expect to add to payrolls during the next three months, with Outlooks standing at +8% and +7% in Charlottetown and Cape Breton Area, respectively. Elsewhere, employers anticipate workforce declines in St. John's and Halifax, where Outlooks stand at -14% and -10%, respectively, while the Outlook for Moncton is -1%.

Hiring prospects weaken in three of the five areas when compared with the previous quarter, most notably by a steep margin of 30 percentage points in Halifax. St. John's employers report a decrease of 14 percentage points, while the Moncton Outlook is 12 percentage points weaker. Meanwhile, Charlottetown employers report no change and the Outlook for Cape Breton Area increases by 3 percentage points.

In a year-over-year comparison, employers in four of the five areas report weaker hiring sentiment. Sharp declines of 34 percentage points are reported in both Halifax and Moncton, while Outlooks are 21 percentage points weaker in both Charlottetown and St. John's. However, Cape Breton Area employers report an improvement of 8 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	17	10	64	9	7	-1
Construction	-	-	-	-	-	-
Education	-	-	-	-	-	-
Finance, Insurance & Real Estate	-	-	-	-	-	-
Manufacturing – Durables	-	-	-	-	-	-
Manufacturing – Non-Durables	-	-	-	-	-	-
Mining	-	-	-	-	-	-
Public Administration	-	-	-	-	-	-
Services	24	8	54	14	16	10
Transportation & Public Utilities	-	-	-	-	-	-
Wholesale & Retail Trade	26	12	52	10	14	2

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

-6 (-12)%

Ontario

Reporting a Net Employment Outlook of -12%, employers anticipate a gloomy hiring climate in the upcoming quarter. Hiring prospects are the weakest reported since the regional analysis was first carried out 16 years ago, decreasing by 22 percentage points when compared with the previous quarter and by 23 percentage points in comparison with Quarter 3 2019.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis of industry sector scores in Ontario is only available for nine of the 10 industry sectors, with no figures available for the Education sector. Hiring prospects in four of the sectors are the weakest since the sector analysis began in 2004 – the Finance, Insurance & Real Estate sector, the Public Administration sector, the Transportation & Public Utilities sector and the Wholesale & Retail Trade sector.

Employers in seven of the nine industry sectors expect a decrease in payrolls during the coming quarter. Public Administration sector employers expect a dismal hiring climate, reporting a Net Employment Outlook of -31%. Elsewhere, gloomy hiring prospects are reflected in Outlooks of -17% and -12% for the Wholesale & Retail Trade sector and the Finance, Insurance & Real Estate sector, respectively. Employers anticipate sluggish hiring activity in the Manufacturing – Durables sector where the Outlook is -9%, and in the Construction sector with an Outlook of -8%. Meanwhile, Mining sector employers forecast a flat labour market with an Outlook of 0%, and limited payroll gains are anticipated in the Services sector, where the Outlook is +2%.

Hiring intentions weaken in all nine industry sectors when compared with the previous quarter, most notably by 40 percentage points in the Public Administration sector. Wholesale & Retail Trade sector employers report a decrease of 27 percentage points, and the Finance, Insurance & Real Estate sector Outlook is 22 percentage points weaker. Considerable declines of 18 and 16 percentage points are reported in the Construction sector and the Manufacturing – Durables sector, respectively.

When compared with the third quarter of 2019, hiring plans also weaken in all nine industry sectors. A sharp decline of 55 percentage points is reported in the Public Administration sector, while Outlooks decrease by 31 and 28 percentage points in the Finance, Insurance & Real Estate sector and the Manufacturing – Durables sector, respectively. Hiring prospects weaken by 27 percentage points in the Wholesale & Retail Trade sector, and by 26 percentage points in the Transportation & Public Utilities sector.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis is only available for eight of the 24 areas in Ontario. Employers in seven areas forecast a decrease in payrolls during the coming quarter, most notably in Toronto where the Outlook stands at -27%. Gloomy hiring plans are reflected in Outlooks of -16% reported for both St. Catharines and Burlington/Oakville, while Outlooks of -14% and -13% are reported in Ottawa and Brockville, respectively. However, steady payroll gains are expected in Kitchener/Cambridge Area, with an Outlook of +20%.

Hiring plans weaken in seven areas when compared with the previous quarter, most notably by 33 percentage points in both Burlington/Oakville and Toronto, while Outlooks are 25 and 22 percentage points weaker in Ottawa and Brockville, respectively. However, Kitchener/Cambridge Area employers report an increase of 8 percentage points.

In a comparison with the same period last year, Outlooks also weaken in seven of the eight areas, most notably by 40 percentage points in Toronto and by 35 percentage points in St. Catharines. Sharp decreases of 31 and 30 percentage points are reported in Burlington/Oakville and Ottawa, respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	11	17	60	12	-6	-12
Construction	10	18	55	17	-8	-8
Education	-	-	-	-	-	-
Finance, Insurance & Real Estate	9	21	59	11	-12	-12
Manufacturing – Durables	15	27	48	10	-12	-9
Manufacturing – Non-Durables	17	20	54	9	-3	-4
Mining	16	9	66	9	7	0
Public Administration	4	23	58	15	-19	-31
Services	14	12	64	10	2	2
Transportation & Public Utilities	7	19	67	7	-12	-6
Wholesale & Retail Trade	5	14	67	14	-9	-17

Due to Covid-19 no data is presented for the Education sector.

0 (-8)%

Quebec

Job seekers can expect a sluggish hiring pace in the next three months, according to employers who report a Net Employment Outlook of -8% – the weakest since the regional analysis began in 2004. Hiring sentiment declines by a steep margin of 26 percentage points in comparison with the second quarter of 2020 and is 20 percentage points weaker when compared with this time one year ago.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis of industry sectors and areas in Quebec is unavailable.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	16	16	52	16	0	-8
Construction	-	-	-	-	-	-
Education	-	-	-	-	-	-
Finance, Insurance & Real Estate	-	-	-	-	-	-
Manufacturing – Durables	-	-	-	-	-	-
Manufacturing – Non-Durables	-	-	-	-	-	-
Mining	-	-	-	-	-	-
Public Administration	-	-	-	-	-	-
Services	-	-	-	-	-	-
Transportation & Public Utilities	-	-	-	-	-	-
Wholesale & Retail Trade	-	-	-	-	-	-

Due to Covid-19 no data is presented for the individual sectors.

-12 (-16)%

Western Canada

Employers anticipate a gloomy hiring pace in the July to September period, reporting a Net Employment Outlook of -16%. Hiring intentions are the weakest reported since the regional analysis began in 2004, weakening sharply both quarter-over-quarter and year-over-year, declining by 21 and 25 percentage points, respectively.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis is only available for eight of the 10 industry sectors in Western Canada, with no figures available for the Finance, Insurance & Real Estate sector or the Public Administration sector. Hiring prospects in five of the sectors are the weakest since the sector analysis began in 2004 – the Construction sector, the Education sector, the Mining sector, the Services sector and the Wholesale & Retail Trade sector.

Employers in six of the eight industry sectors forecast a decline in payrolls during the upcoming quarter. Construction sector employers anticipate a bleak hiring climate, reporting a Net Employment Outlook of -46%, and dismal hiring plans are reported in the Mining sector, where the Outlook is -36%. Elsewhere, Education sector employers report an Outlook of -23%, while the Wholesale & Retail Trade sector Outlook stands at -5%. However, Manufacturing – Non-Durables sector employers anticipate slow-paced job gains, reporting an Outlook of +4%.

Hiring sentiment weakens in seven of the eight industry sectors when compared with the previous quarter. Steep declines of 57 and 51 percentage points are reported in the Construction sector and the Mining sector, respectively, while the Education sector Outlook is 33 percentage points weaker. Meanwhile, hiring prospects remain relatively stable in both the Manufacturing – Durables sector and the Manufacturing – Non-Durables sector.

When compared with this time one year ago, Outlooks decline in all eight industry sectors. Construction sector employers report a sharp decrease of 57 percentage points, and Outlooks are 42 and 29 percentage points weaker in the Mining sector and the Education sector, respectively. Elsewhere, the Outlook for the Transportation & Public Utilities sector decreases by 19 percentage points, while Services sector employers report a decline of 14 percentage points.

Due to the reduced sample size for Canada in Quarter 3 2020, detailed analysis is only available for eight of the 11 areas in Western Canada. Employers in five areas forecast a decline in payrolls, most notably Edmonton, where the Outlook of -30% reflects gloomy hiring plans. Calgary employers report a dim Outlook of -21%, while Outlooks of -15% and -13% are reported in Winnipeg and Regina, respectively. Meanwhile, Burnaby-Coquitlam employers expect modest job gains, reporting an Outlook of +10%.

Hiring intentions weaken in six of the eight areas when compared with the previous quarter, most notably by 30 percentage points in Edmonton and by 27 percentage points in Calgary. Winnipeg employers report a decrease of 19 percentage points, and Outlooks are 17 and 9 percentage points weaker in Regina and Vancouver, respectively. However, Saskatoon employers report an improvement of 7 percentage points.

In a year-over-year comparison, Outlooks weaken in seven areas. Steep declines of 39 and 37 percentage points are reported in Regina and Edmonton, respectively. The Calgary Outlook weakens by 26 percentage points, while Winnipeg employers report a decrease of 19 percentage points. Hiring prospects for Vancouver decline by 18 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	8	20	63	9	-12	-16
Construction	6	36	42	16	-30	-46
Education	3	27	63	7	-24	-23
Finance, Insurance & Real Estate	–	–	–	–	–	–
Manufacturing – Durables	15	11	56	18	4	0
Manufacturing – Non-Durables	6	6	78	10	0	4
Mining	2	38	53	7	-36	-36
Public Administration	–	–	–	–	–	–
Services	6	9	77	8	-3	-1
Transportation & Public Utilities	23	19	58	0	4	-1
Wholesale & Retail Trade	13	20	60	7	-7	-5

Due to Covid-19 no data is presented for the Finance and Public Administration sectors.

Sector Comparisons

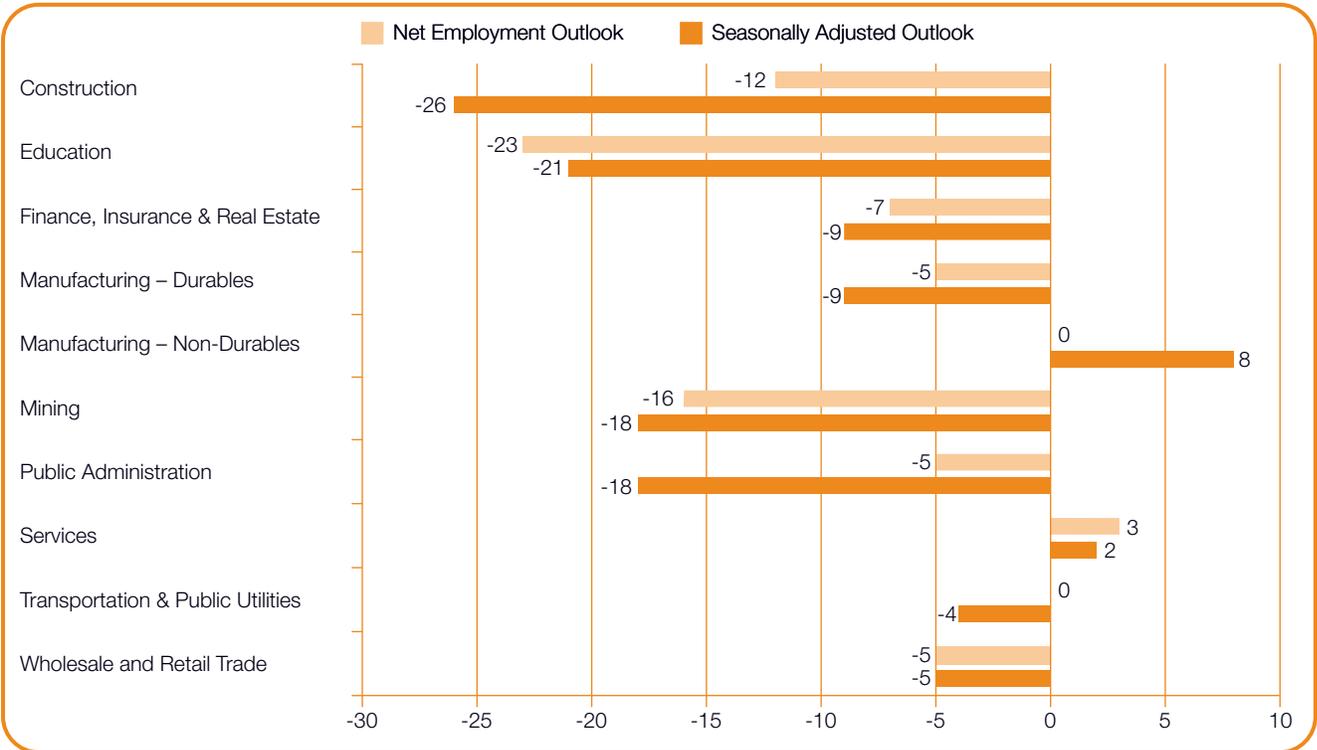
Hiring prospects in two of the 10 Canadian industry sectors – the Construction sector and the Public Administration sector – are the weakest reported since the survey began in 1978. Hiring plans in the Finance, Insurance & Real Estate sector and the Wholesale & Retail Trade sector are the weakest reported since 1982, while Mining sector employers report their weakest forecast since 1992. Hiring sentiment in the Transportation & Public Utilities sector is the weakest since 1994, and Outlooks in both the Education sector and the Services sector are the weakest since 1996.

Employers in two of the 10 industry sectors expect to grow payrolls in the next three months. The strongest hiring plans are reported in the Manufacturing – Non-Durables sector with a Net Employment Outlook of +8%, while Services sector employers anticipate slow-paced hiring activity with an Outlook of +2%. Elsewhere, employers expect to trim payrolls, most notably in the Construction sector where the Outlook stands at -26%. Education sector employers forecast a gloomy hiring pace, reporting an Outlook of -21%, and Outlooks stand at -18% in two sectors – the Mining sector and the Public Administration sector. Sluggish hiring activity is anticipated in both the Finance, Insurance & Real Estate sector and the Manufacturing – Durables sector, with Outlooks of -9%, while Outlooks stand at -5% and -4% in the

Wholesale & Retail Trade sector and Transportation & Public Utilities sector, respectively.

When compared with the second quarter of 2020, employers in nine of the 10 industry sectors report weaker hiring plans. A sharp decline of 38 percentage points is reported in the Construction sector, while hiring prospects decrease by 31 percentage points in both the Education sector and the Public Administration sector. Outlooks are 28 and 21 percentage points weaker in the Mining sector and the Manufacturing – Durables sector, respectively, while Finance, Insurance & Real Estate sector employers report a decline of 20 percentage points. However, the Outlook for the Manufacturing – Non-Durables sector improves by 5 percentage points.

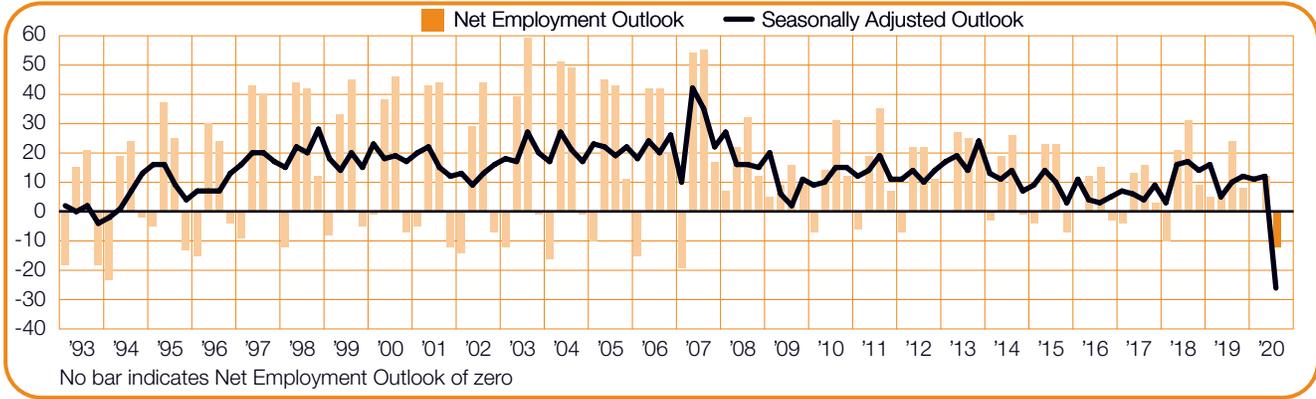
Hiring sentiment weakens in all 10 industry sectors when compared with this time one year ago. Steep declines of 38 and 36 percentage points are reported in the Public Administration sector and the Construction sector, respectively. Employers in the Mining sector report a decrease of 27 percentage points, while the Outlook for the Education sector weakens by 26 percentage points. In the Finance, Insurance & Real Estate sector the Outlook decreases by 24 percentage points, while sharp declines of 22 and 21 percentage points are reported for the Manufacturing – Durables sector and the Transportation & Public Utilities sector, respectively.



-12 (-26)%

Construction

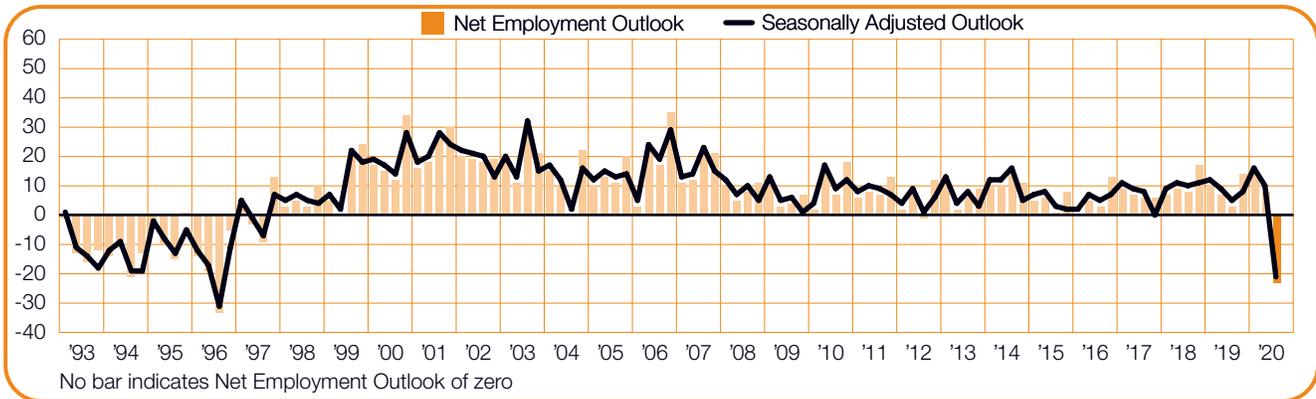
With a Net Employment Outlook of -26%, employers anticipate a gloomy labour market during the upcoming quarter. Hiring intentions decrease sharply by 38 percentage points when compared with the previous quarter and by 36 percentage points year-over-year.



-23 (-21)%

Education

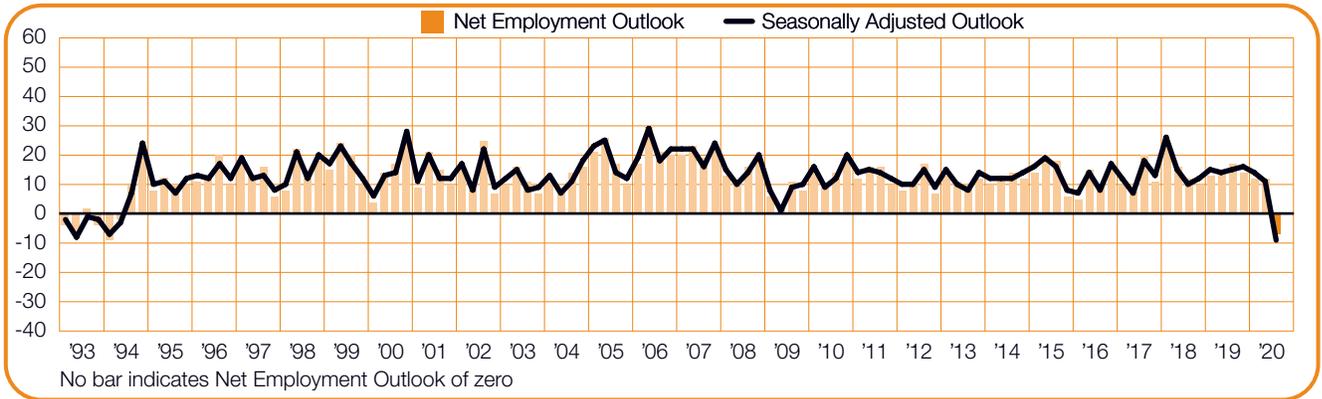
Job seekers can expect a dim hiring climate in the next three months, according to employers who report a Net Employment Outlook of -21%. Hiring plans weaken sharply both quarter-over-quarter and year-over-year, decreasing by 31 and 26 percentage points, respectively.



-7 (-9)%

Finance, Insurance & Real Estate

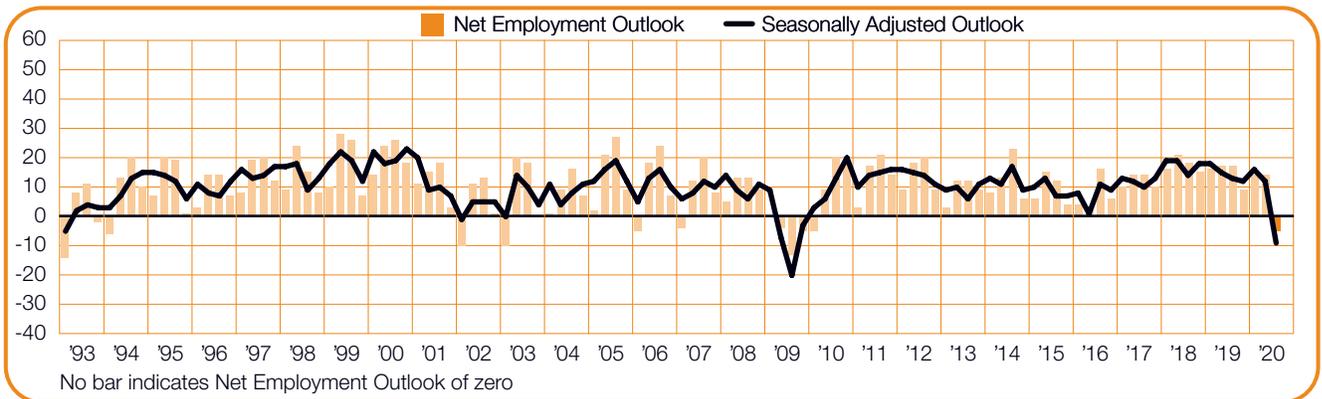
Employers forecast a labour market slump in the July to September time frame, reporting a Net Employment Outlook of -9%. The Outlook is 20 percentage points weaker when compared with the previous quarter and declines by 24 percentage points in comparison with last year at this time.



-5 (-9)%

Manufacturing – Durable Goods

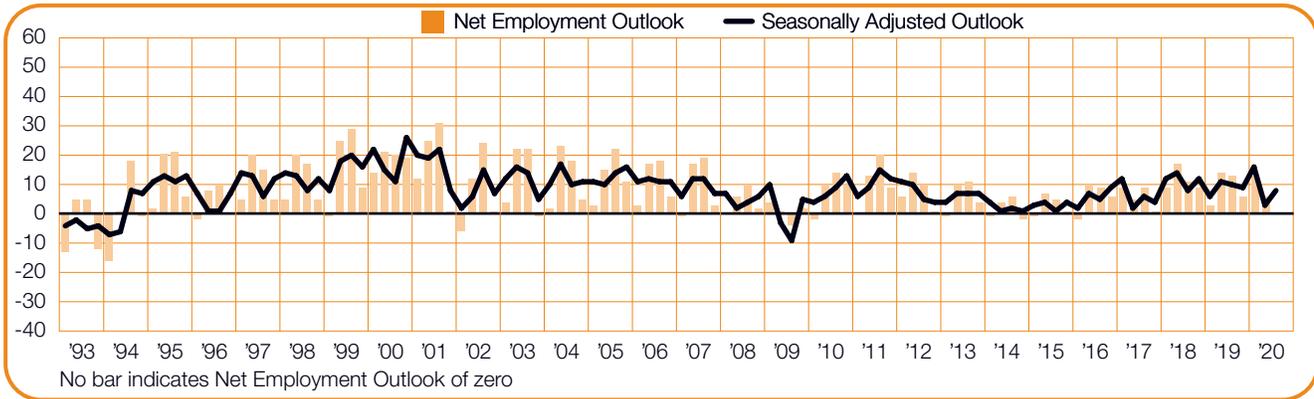
A sluggish hiring pace is anticipated in the third quarter of 2020, with employers reporting a Net Employment Outlook of -9%. Hiring prospects weaken sharply in comparison with both Quarter 2 2020 and Quarter 3 2019, declining by 21 and 22 percentage points, respectively.



0 (+8)%

Manufacturing – Non-Durable Goods

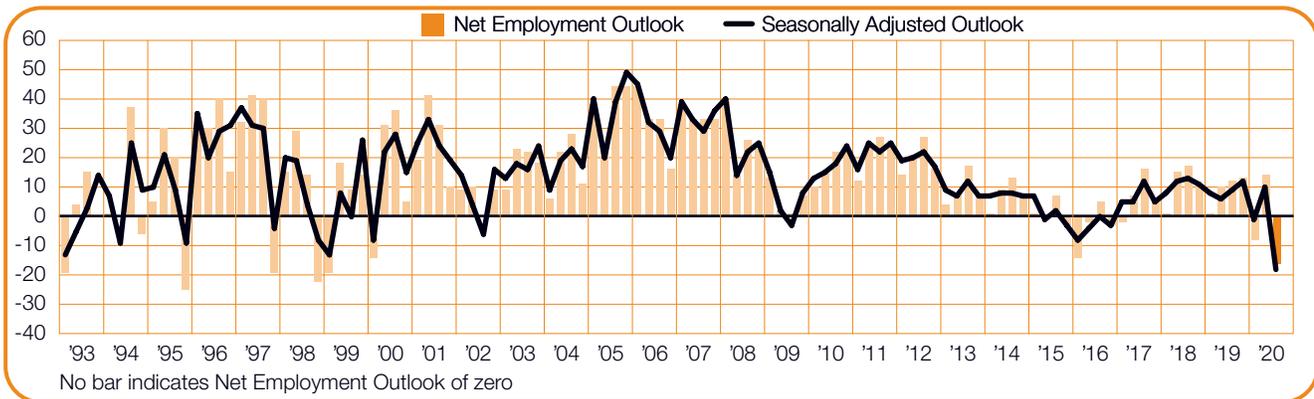
Employers forecast some job gains during the next three months, reporting a Net Employment Outlook of +8%. Hiring intentions strengthen by 5 percentage points when compared with the previous quarter, but decline by 2 percentage points in comparison with the same period last year.



-16 (-18)%

Mining

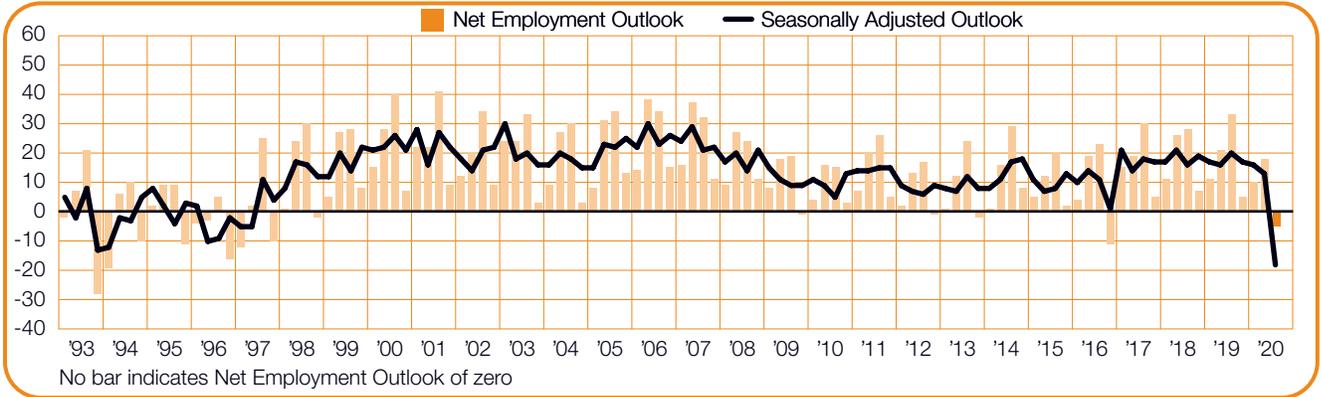
Reporting a Net Employment Outlook of -18%, employers anticipate a gloomy hiring pace during the upcoming quarter. Hiring plans decline sharply both quarter-over-quarter and year-over-year, by 28 and 27 percentage points, respectively.



-5 (-18)%

Public Administration

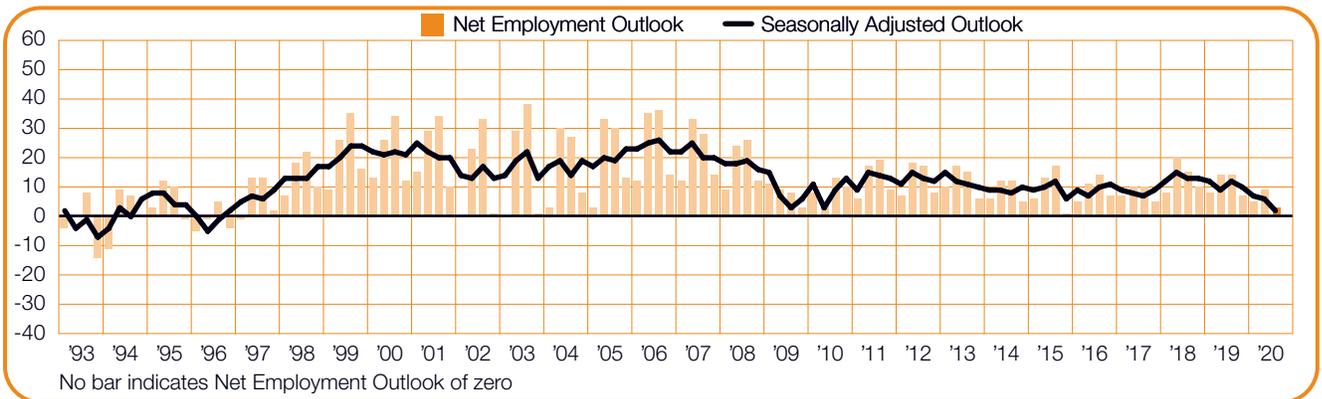
A considerable decline in payrolls is expected during the July to September period. Employers report a Net Employment Outlook of -18%, declining by 31 and 38 percentage points in comparison with the prior quarter and this time one year ago, respectively.



+3 (+2)%

Services

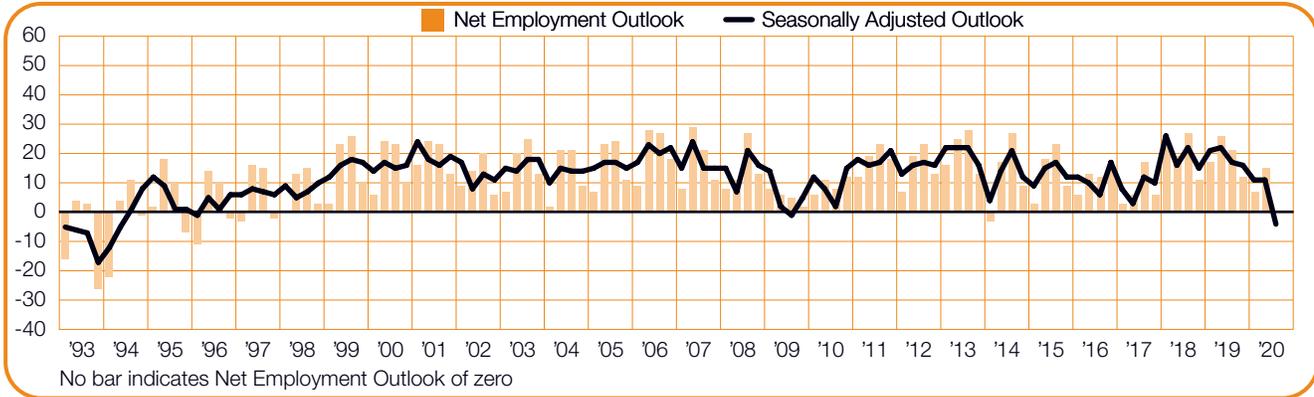
Job seekers can expect limited hiring opportunities in the third quarter of 2020, according to employers who report a Net Employment Outlook of +2%. However, hiring prospects decrease by 4 percentage points when compared with the previous quarter and by 10 percentage points in comparison with the same period last year.



0 (-4)%

Transportation & Public Utilities

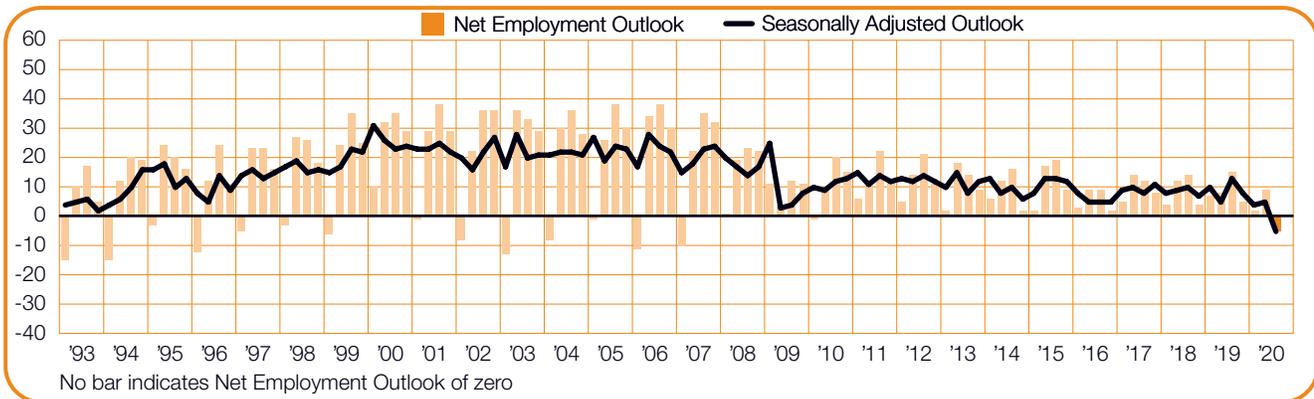
With a Net Employment Outlook of -4%, employers forecast muted hiring activity during the forthcoming quarter. The Outlook is 15 percentage points weaker quarter-over-quarter and declines by a steep margin of 21 percentage points when compared with this time one year ago.



-5 (-5)%

Wholesale & Retail Trade

Employers anticipate a dull labour market in the July to September period, reporting a Net Employment Outlook of -5%. Hiring intentions are 10 percentage points weaker when compared with the previous quarter and decline by 18 percentage points year-over-year.



Global Employment Outlook

ManpowerGroup interviewed over 34,000 employers in 43 countries and territories to forecast labour market activity* in the third quarter of 2020. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2020 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 2020 are likely to reflect the impact of the global health emergency, and the subsequent economic shutdown in many countries.

Employers in 35 of the 43 countries and territories surveyed by ManpowerGroup for the third quarter of 2020 expect to reduce payrolls in the period up to the end of September 2020, while payroll gains are expected in seven countries and a flat labour market is anticipated in one.

In a comparison with the second quarter of 2020, hiring prospects weaken in 42 of the 43 countries and territories, while no change is reported in one. Employers in all 43 countries and territories report weaker hiring sentiment when compared with this time one year ago. The strongest hiring pace is anticipated in Japan, India, the United States, China and Taiwan, while employers in Singapore, Costa Rica, Colombia, Peru and South Africa forecast the weakest labour markets.

In 24 of the 26 Europe, Middle East & Africa (EMEA) region countries, employers expect to trim payrolls during the forthcoming quarter, although limited workforce gains are expected in both Croatia and Germany. Hiring plans weaken in all 26 EMEA countries in comparison with both the prior quarter and last year at this time. The strongest labour markets are anticipated in Croatia and Germany, while the weakest are expected by employers in South Africa, Slovakia and Romania.

In four of the seven Asia Pacific countries and territories surveyed, employers anticipate an increase in payrolls during the next three months, while a dip in workforce levels is expected in two and flat hiring activity in one. When compared with the second quarter of 2020, hiring plans weaken in six countries and territories, but are unchanged in one, while employers report weaker hiring intentions in all seven when compared with this time one year ago. Japanese and Indian employers anticipate the strongest labour markets in the region, while the weakest hiring activity is expected in Singapore and Australia.

Workforce reductions are forecast for nine of the 10 Americas countries during the July to September period, with employers in the tenth – the United States – anticipating limited job gains. Hiring sentiment weakens in all 10 Americas countries in comparison with both the second quarter of 2020 and third quarter of 2019. With United States employers expecting the strongest hiring pace, the weakest labour markets are forecast in Costa Rica, Colombia and Peru.

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

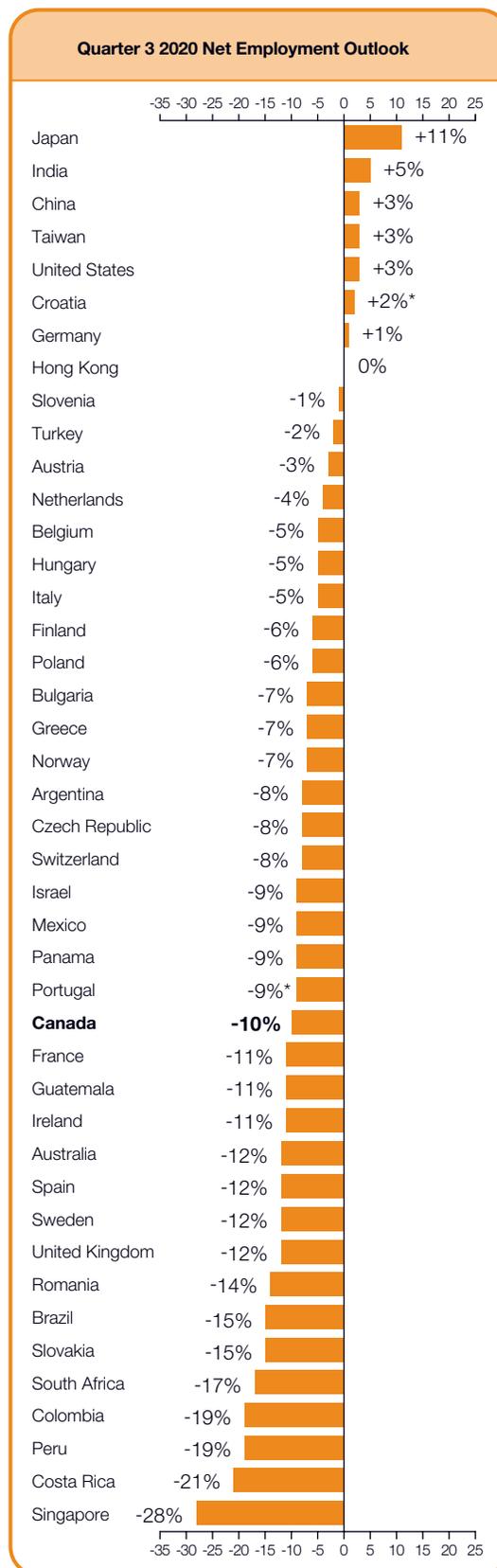
The next ManpowerGroup Employment Outlook Survey will be released on 8th September 2020 and will detail expected labour market activity for the final quarter of 2020.

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

	Quarter 3 2020	Qtr on Qtr Change Q2 2020 to Q3 2020	Yr on Yr Change Q3 2019 to Q3 2020
	%		
Americas			
Argentina	-9 (-8) ¹	-13 (-10) ¹	-9 (-9) ¹
Brazil	-14 (-15) ¹	-31 (-29) ¹	-25 (-26) ¹
Canada	-5 (-10)¹	-16 (-19)¹	-21 (-21)¹
Colombia	-18 (-19) ¹	-29 (-29) ¹	-29 (-29) ¹
Costa Rica	-23 (-21) ¹	-32 (-29) ¹	-24 (-24) ¹
Guatemala	-13 (-11) ¹	-24 (-21) ¹	-21 (-21) ¹
Mexico	-9 (-9) ¹	-19 (-17) ¹	-19 (-19) ¹
Panama	-12 (-9) ¹	-11 (-8) ¹	-14 (-13) ¹
Peru	-19 (-19) ¹	-26 (-24) ¹	-31 (-32) ¹
United States	6 (3) ¹	-14 (-16) ¹	-18 (-18) ¹

Asia Pacific			
Australia	-14 (-12) ¹	-23 (-21) ¹	-25 (-25) ¹
China	3 (3) ¹	-3 (-3) ¹	-5 (-5) ¹
Hong Kong	0 (0) ¹	0 (0) ¹	-16 (-16) ¹
India	3 (5) ¹	-9 (-7) ¹	-10 (-9) ¹
Japan	9 (11) ¹	-20 (-13) ¹	-14 (-14) ¹
Singapore	-27 (-28) ¹	-36 (-37) ¹	-39 (-40) ¹
Taiwan	7 (3) ¹	-17 (-20) ¹	-18 (-18) ¹

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

The ManpowerGroup survey on hiring prospects for the third quarter of 2020 interviewed almost 14,000 employers in 10 countries across North, Central and South America. Against the background of the global health emergency, employers in nine of the 10 Americas countries anticipate a decline in payrolls during the next three months.

As has been the case for 11 consecutive quarters, United States employers report the strongest hiring intentions in the Americas region. U.S. employers anticipate slow-paced workforce gains during the coming quarter, although Outlooks are considerably weaker in comparison with both the prior quarter and last year at this time. Employers in nine of the 12 U.S. industry sectors expect to add to payrolls in the July to September period, most notably in the Education & Health Services sector.

In Canada, employers anticipate the weakest hiring climate since the survey began in 1978, forecasting a hiring slump in comparison with both the previous quarter and the third quarter of 2019. With employers in eight of the 10 industry sectors reporting their weakest hiring plans since the 1990s or earlier, slight workforce gains are expected in two sectors, the Manufacturing Non-Durables sector and the Services sector.

Mexican employers anticipate a sluggish hiring pace in the third quarter of 2020, with employers in four of seven industry sectors and three of seven regions reporting their weakest hiring plans since the survey began in 2002. Services and Construction sector hiring activity is expected to be particularly downbeat in the forthcoming quarter.

Workforce reductions are expected across all three Central American countries in the survey during the upcoming quarter. Costa Rican employers expect the gloomiest hiring climate, driven in part by a steep decline in hiring prospects for the Construction and Commerce sectors. The Outlook for Guatemala is the weakest since the survey began in 2008, sinking sharply both quarter-over-quarter and year-over-year. Hiring plans for Panama were already subdued before the global health emergency, and have now weakened further, fuelled by a sharp decline in hiring prospects for the Services sector.

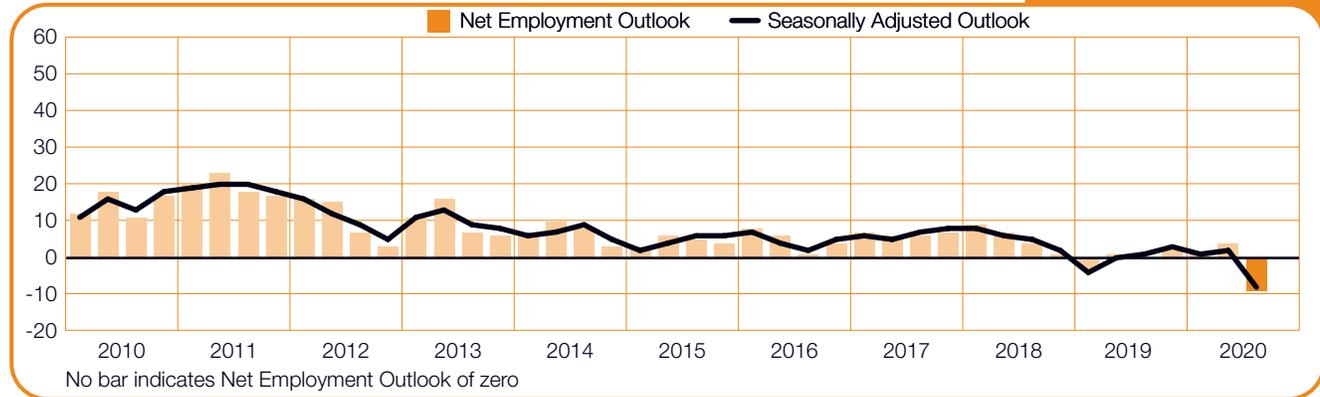
In South America, the weakest labour markets are expected in Colombia and Peru, where employers report gloomy hiring sentiment. The Colombian Outlook weakens sharply in comparison with both Quarter 2 2020 and Quarter 3 2019, reflecting a collapse in hiring plans for the Construction, Services and Finance, Insurance & Real Estate sectors. In Peru, the weakest forecast since the survey began 12 years ago reflects bleak hiring intentions for the Services sector.

Hiring sentiment in Brazil sinks to the same level reported during the 2016 recession, following a sharp contraction both quarter-over-quarter and year-over-year. Finance, Insurance & Real Estate sector employers anticipate slow-paced payroll growth, but hiring prospects are dim in the Transportation & Utilities and Wholesale & Retail Trade sectors.

Following a cautious recovery in hiring plans during the past year, Argentine employers expect the weakest labour market since the survey began more than 13 years ago as the Outlook slumps during the third quarter of 2020. Dim hiring prospects are reported in the Finance, Insurance & Real Estate, Mining, Services and Manufacturing sectors.

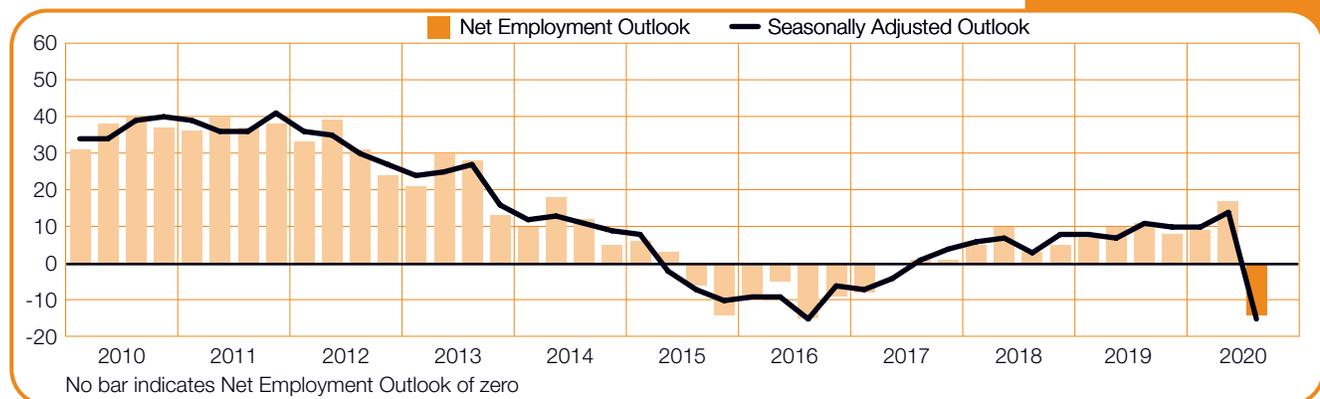
Argentina

-9 (-8)%



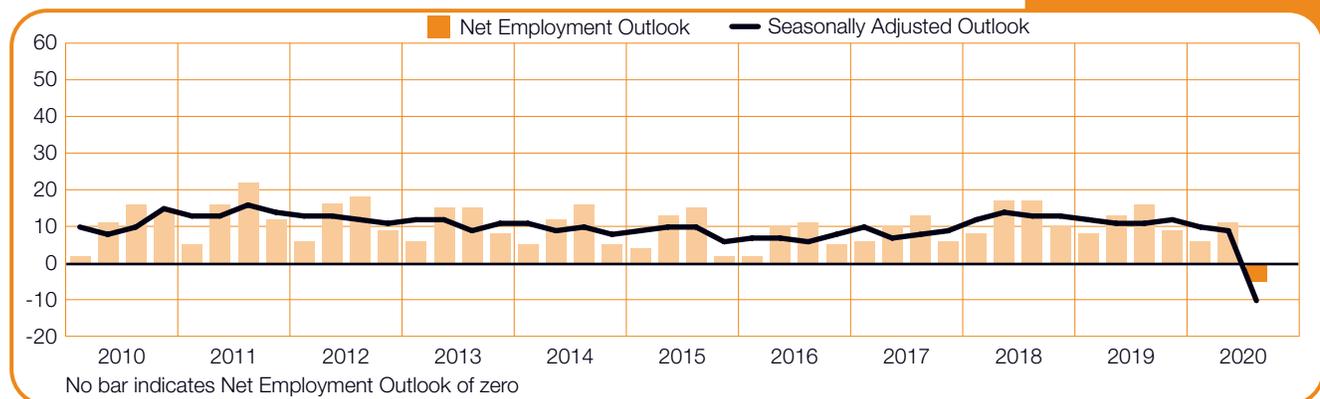
Brazil

-14 (-15)%



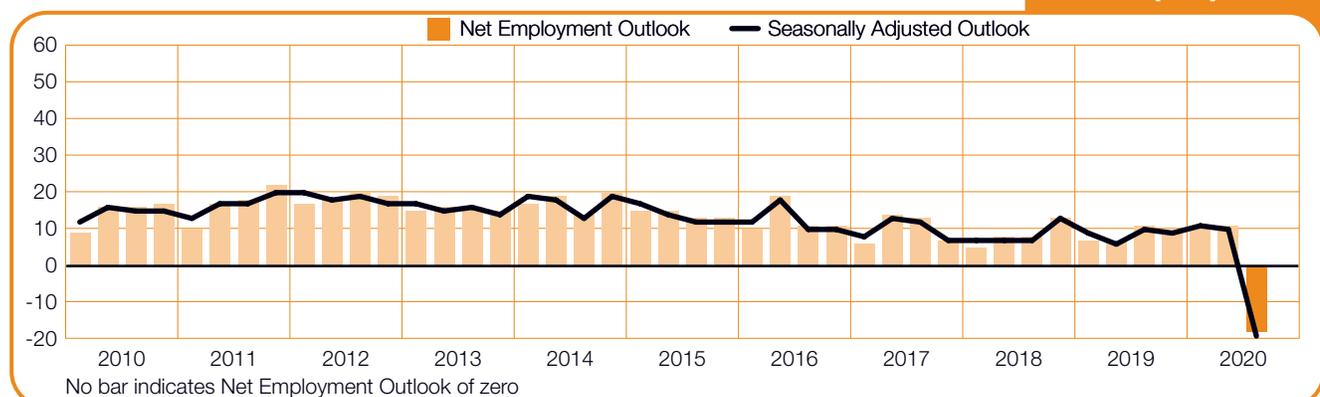
Canada

-5 (-10)%



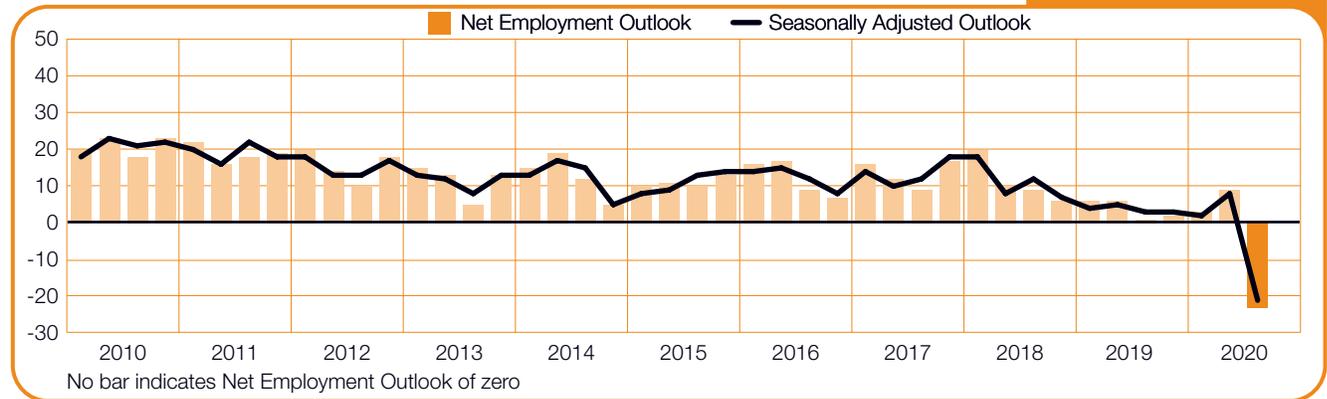
Colombia

-18 (-19)%



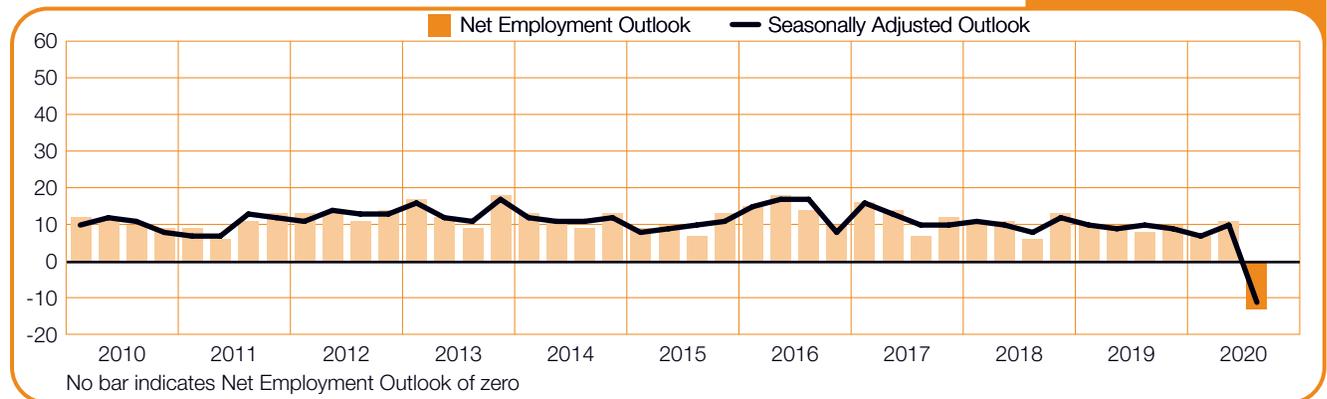
Costa Rica

-23 (-21)%



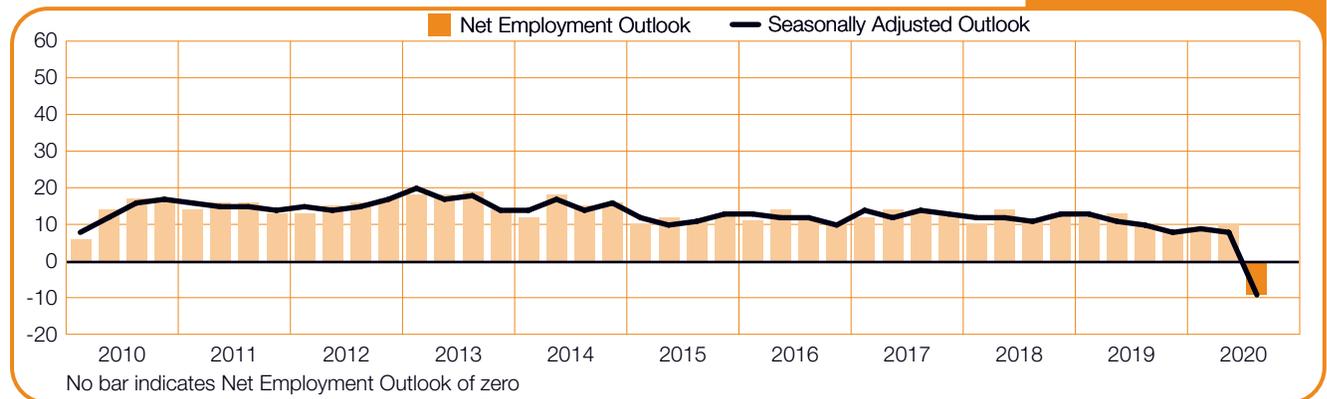
Guatemala

-13 (-11)%



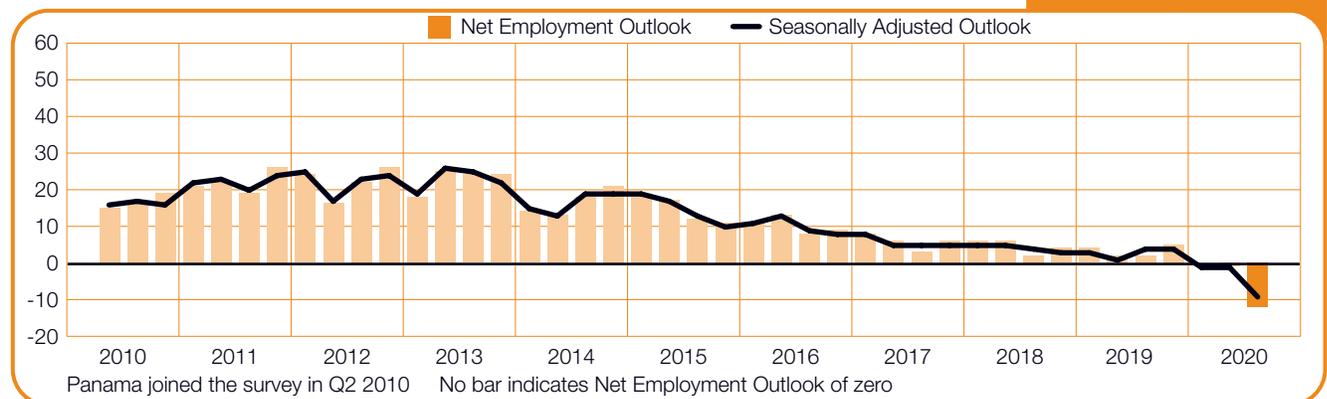
Mexico

-9 (-9)%



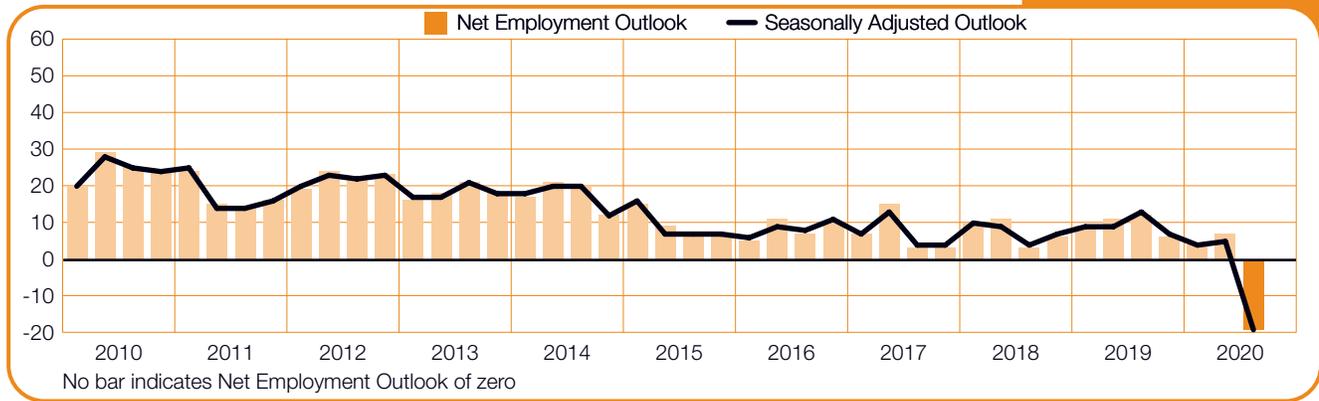
Panama

-12 (-9)%



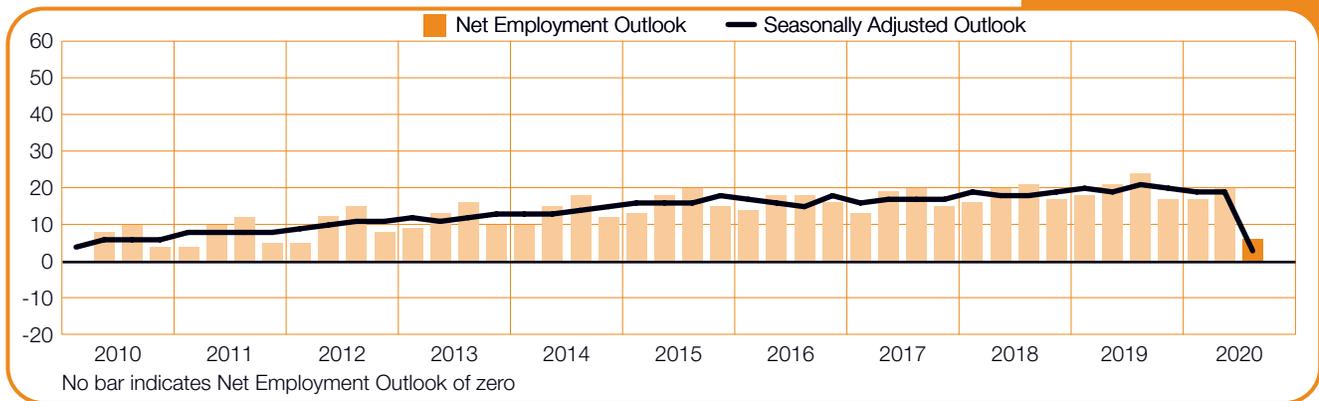
Peru

-19 (-19)%



United States of America

+6 (+3)%



International Comparisons – Asia Pacific

ManpowerGroup interviewed more than 8,000 employers in seven Asia Pacific countries and territories about their hiring intentions in the third quarter of 2020. Workforce gains are expected in four of the seven countries and territories during the July to September period, although employers in two expect to trim payrolls.

Japanese employers continue to report the strongest hiring prospects in the region, with payroll growth expected in all seven industry sectors during the coming quarter, despite the global health emergency. While hiring sentiment weakens in six of Japan's seven sectors when compared with the prior quarter and last year at this time, optimistic workforce gains are anticipated in the Transportation & Utilities and Finance, Insurance & Real Estate sectors, and Services sector employers expect a favourable hiring climate.

In China, the Outlook for the next three months reflects cautious hiring sentiment, standing at its weakest level in four years. However, employers in all six industry sectors anticipate an increase in payrolls during the coming quarter, with the strongest labour markets expected in the Transportation & Utilities and Finance, Insurance & Real Estate sectors.

Indian employers also expect a soft labour market during the July to September period. The Outlook for the next three months is the weakest reported since

the survey began 15 years ago although employers in all seven industry sectors still expect to add to payrolls in the upcoming quarter.

While employers in all seven industry sectors report considerably weaker hiring prospects in comparison with Quarter 2 2020, the July to September Outlook for Taiwan reflects cautious hiring plans with positive forecasts reported by employers in six of the seven industry sectors.

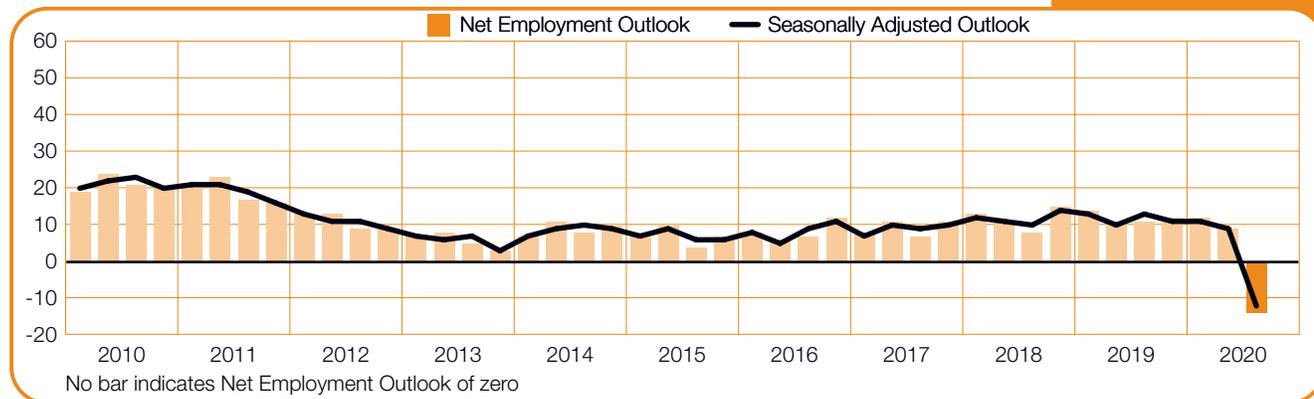
The weakest labour market in the Asia Pacific region during the next three months is expected in Singapore. Employers anticipate a gloomy hiring climate, reporting their weakest forecast since 2009, driven by dismal hiring prospects in the Services sector.

In Australia, employers anticipate the weakest hiring pace since the survey began in 2003, with a dim labour market expected in both the Finance, Insurance & Real Estate and Wholesale & Retail Trade sectors.

The uncertain hiring climate is expected to continue in Hong Kong during the third quarter of 2020. Employers report no change on the prior quarter, and continue to expect the weakest hiring pace since 2009, although hiring sentiment in the Services sector strengthens in comparison with the prior quarter.

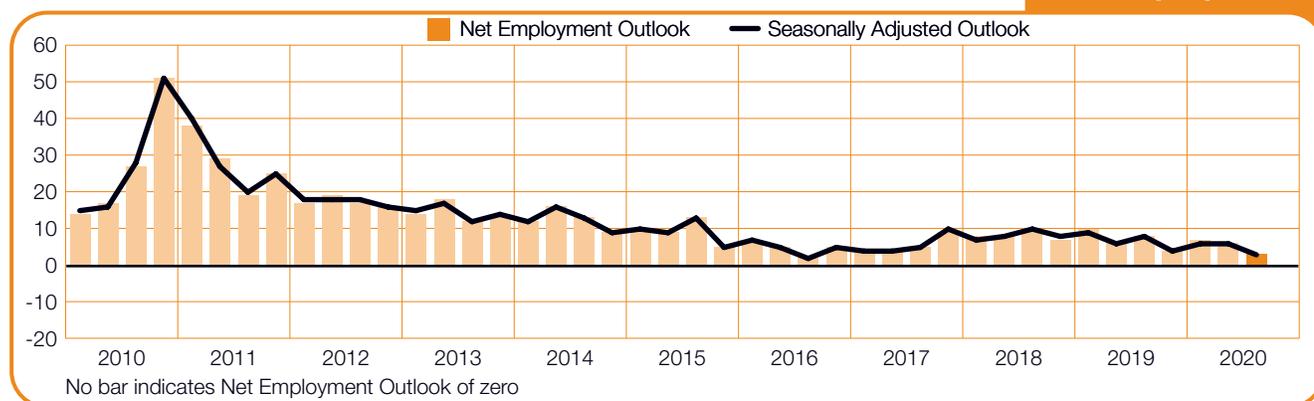
Australia

-14 (-12)%



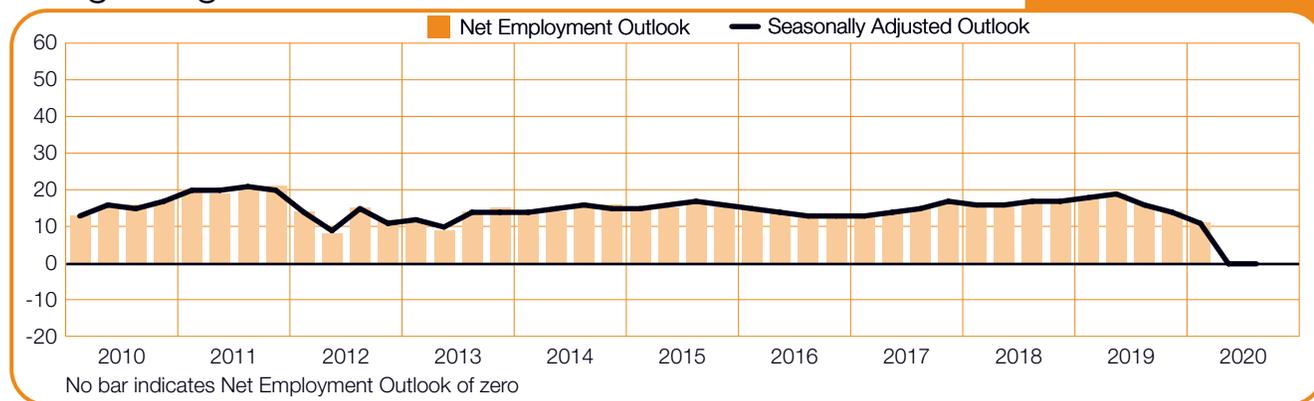
China

+3 (+3)%



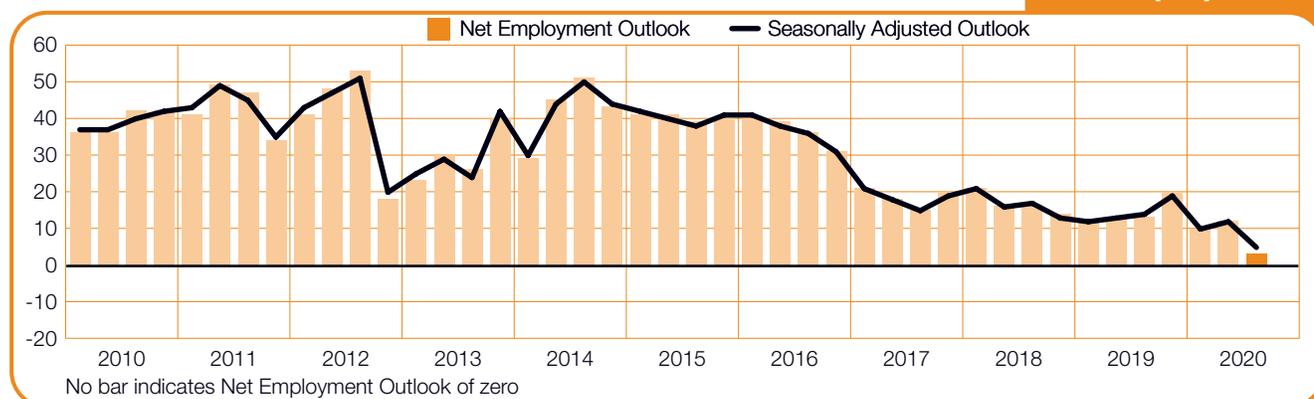
Hong Kong

0 (0)%



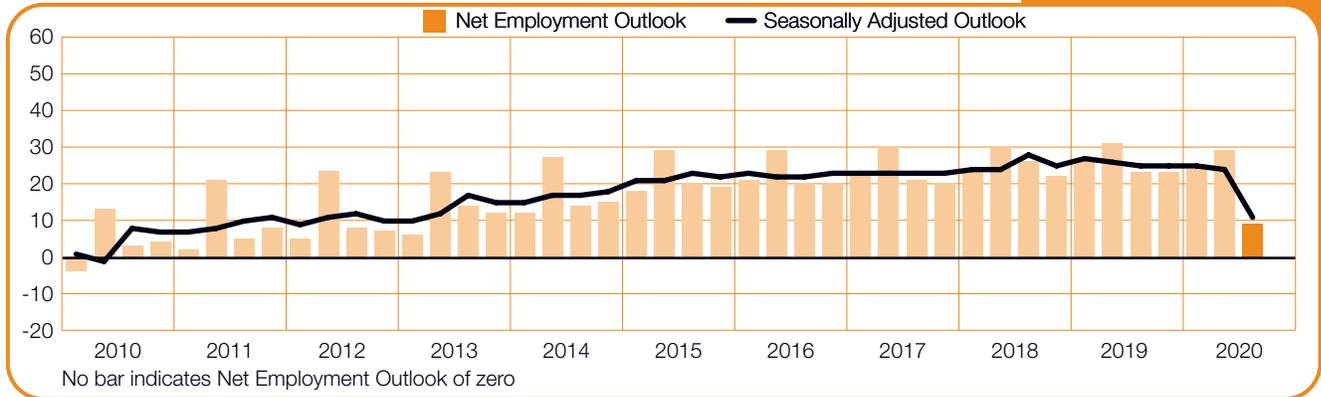
India

+3 (+5)%



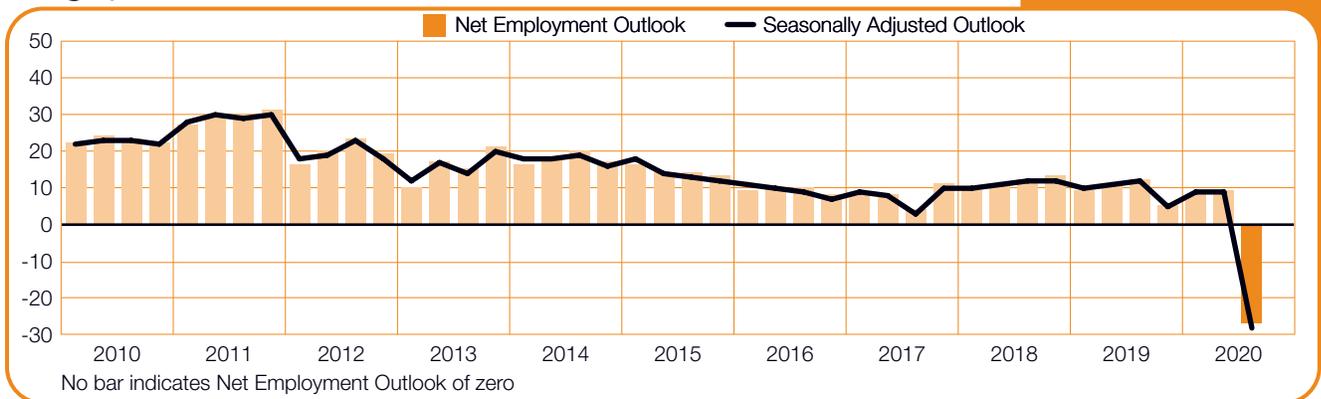
Japan

+9 (+11)%



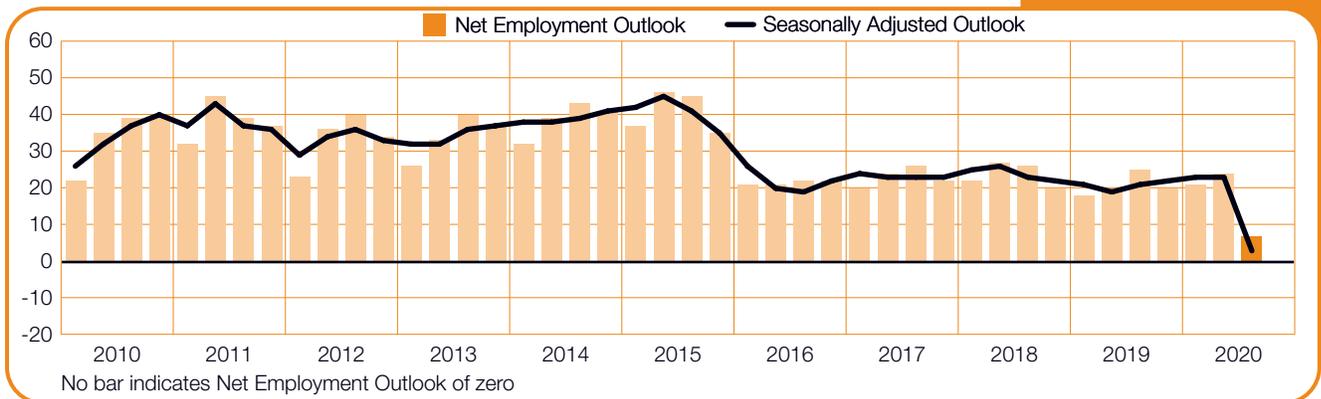
Singapore

-27 (-28)%



Taiwan

+7 (+3)%



International Comparisons – EMEA

More than 12,500 employers in the Europe, Middle East and Africa (EMEA) region were surveyed by ManpowerGroup on their hiring plans for the third quarter of 2020. Employers in 24 countries expect to reduce payrolls, while workforce gains are anticipated in two – Croatia and Germany.

Employers in three of the four largest European economies anticipate a dip in payrolls during the upcoming quarter. The gloomiest hiring prospects are reported in the UK, with employers expecting the weakest labour market since the survey began in 1992, driven in part by downward forecasts in the Transport & Communication, Finance & Business Services and Manufacturing sectors. In France, employers also anticipate their weakest hiring pace since their survey started in 2003, particularly in the Restaurants & Hotels sector where employers anticipate a bleak third quarter labour market. The Outlook for Italy is the weakest in six years, in part fuelled by subdued hiring intentions in the Restaurants & Hotels and Finance & Business Services sectors.

Meanwhile, employers in Germany expect slow-paced hiring activity during Quarter 3 2020, reflecting fair hiring prospects in the Construction, Finance & Business Services and Other Services sectors, although the dim Outlook for the Restaurants & Hotels sector is at its weakest in 17 years after sharp declines both quarter-over-quarter and year-over-year.

Workforce reductions are anticipated for all seven industry sectors in Spain during the July to September period, resulting in the weakest hiring intentions since 2009, and reflecting sharp dips in hiring plans from the prior quarter for the Restaurants & Hotels and Wholesale & Retail Trade sectors.

In the Netherlands, employers report muted hiring plans for the July to September period, driven in part by a collapse in hiring sentiment among Restaurants & Hotels sector employers. Belgian employers also report downbeat hiring prospects with the weakest Outlook since the survey began in 2003, reflecting sharp quarter-over-quarter declines in the forecasts for the Restaurants & Hotels and Wholesale & Retail Trade sectors.

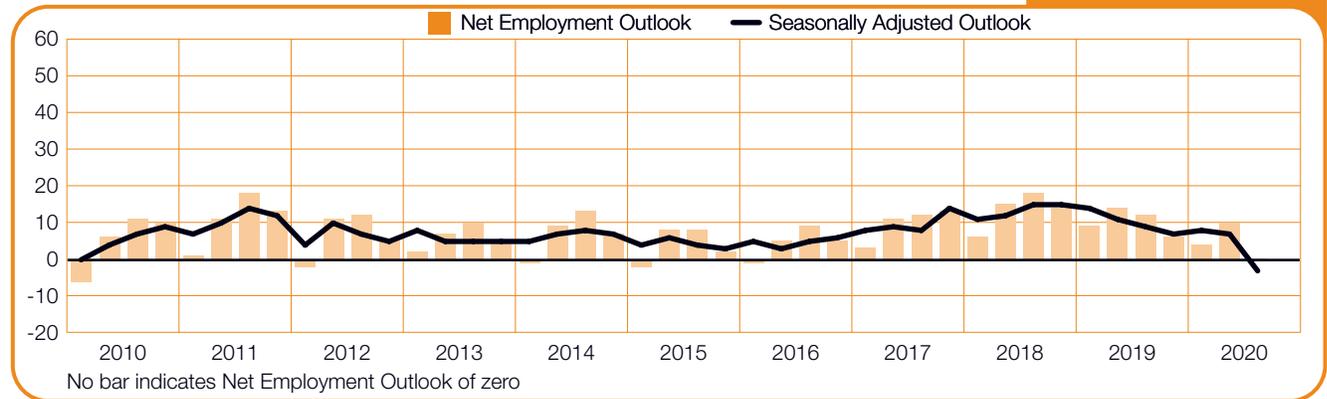
A similar pattern is also apparent in the Nordic countries. Norwegian employers report their weakest Outlook since the survey began in 2003, in part fuelled by a collapse in hiring sentiment for the Restaurants & Hotels sector. In Sweden, the forecast is also the weakest since the survey began 17 years ago, with employers in the Restaurants & Hotels sector reporting dismal hiring prospects. Outlooks slip sharply in the Construction, Finance & Business Services and Wholesale & Retail Trade sectors in comparison with Quarter 2 2020. The weakest Outlook since the survey began is also reported by employers in Finland, with a similar contraction in hiring sentiment for the Restaurants & Hotels sector this quarter.

Polish employers expect sluggish hiring activity during the next three months, with workforce reductions in all seven industry sectors resulting in the weakest forecast since the survey began.

Elsewhere in the region, Croatian employers anticipate the strongest national labour market, despite steep declines in the Outlook both quarter-over-quarter and year-over-year. In Greece, the strong recovery in hiring prospects reported in recent quarters has stalled. South African employers anticipate one of the weakest labour markets in the entire global survey during the upcoming quarter, reporting their weakest hiring plans since the survey began in 2006, fuelled by a collapse in hiring sentiment in the Manufacturing sector.

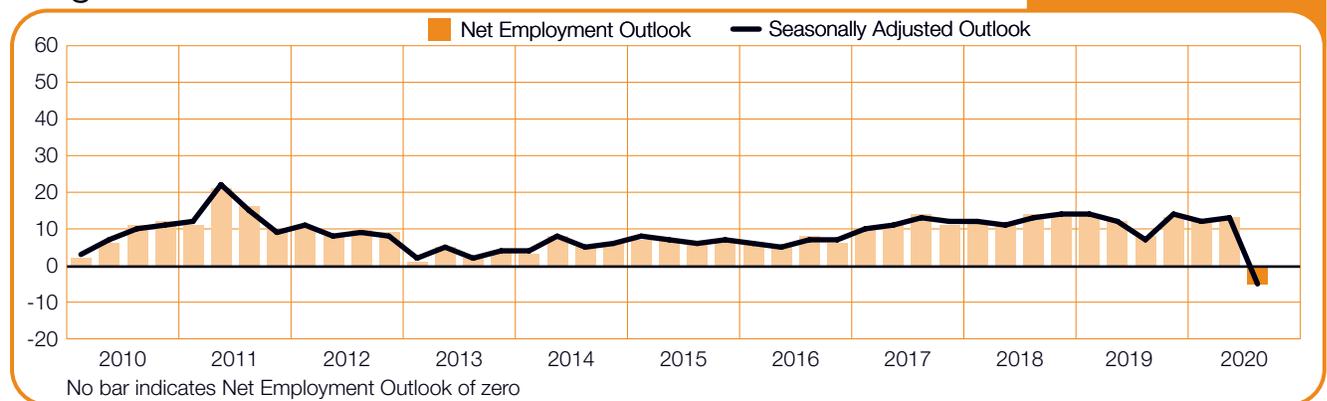
Austria

0 (-3)%



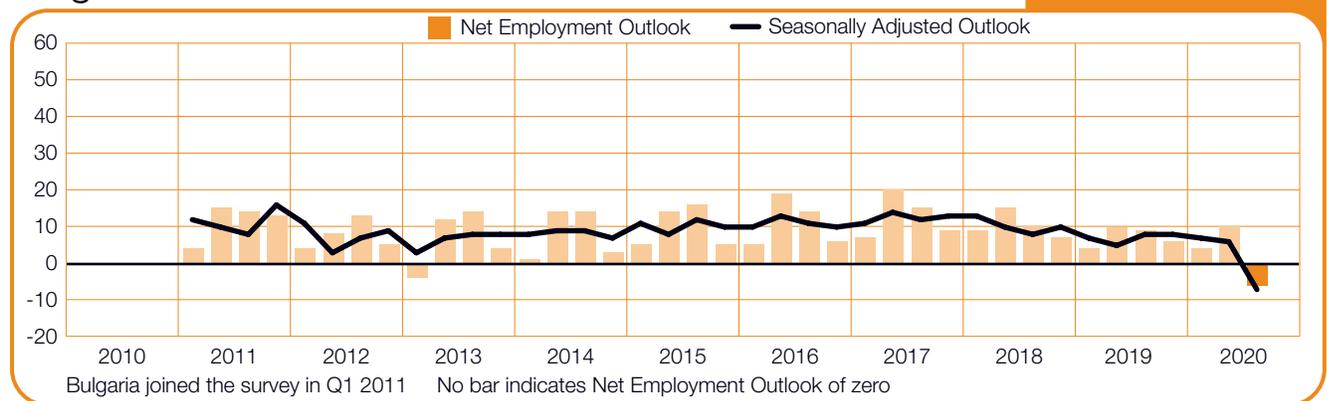
Belgium

-5 (-5)%



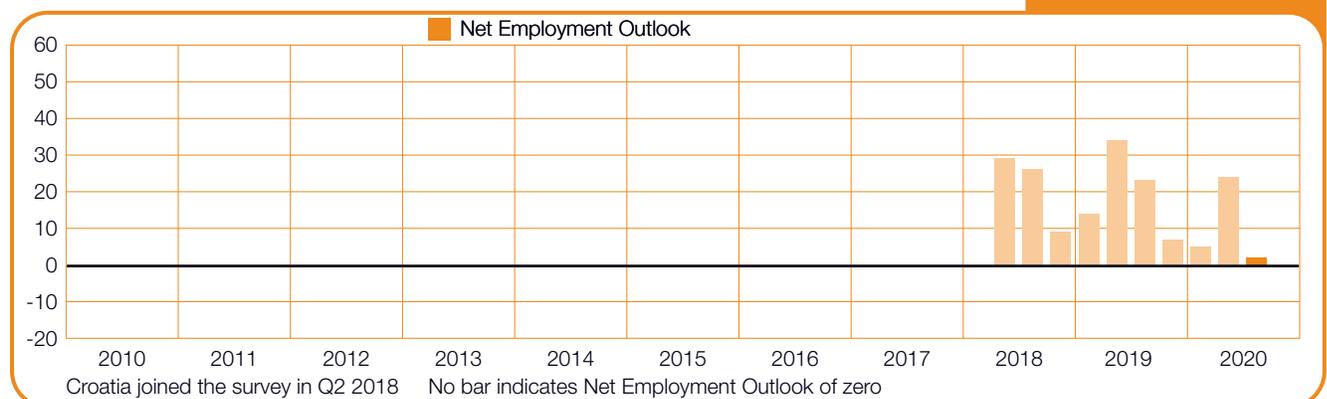
Bulgaria

-6 (-7)%



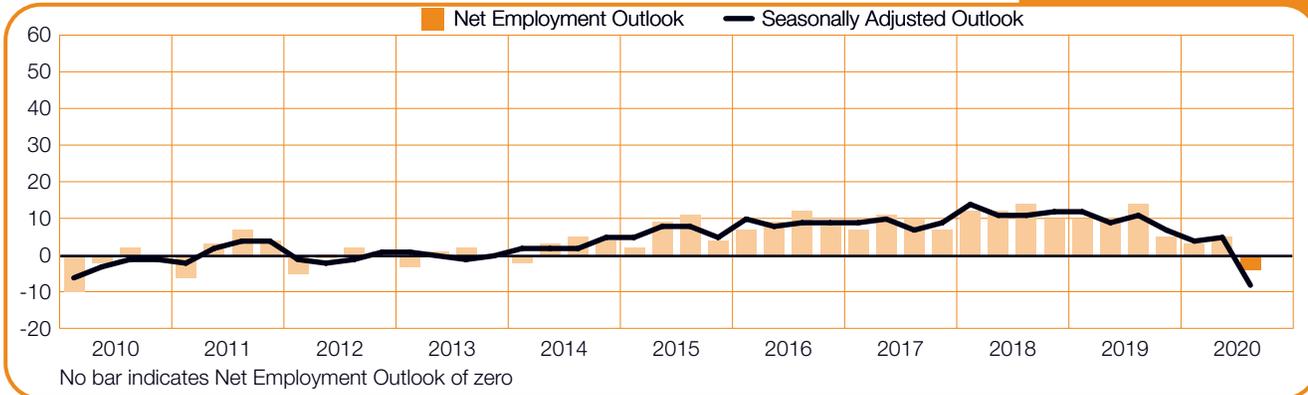
Croatia

+2%



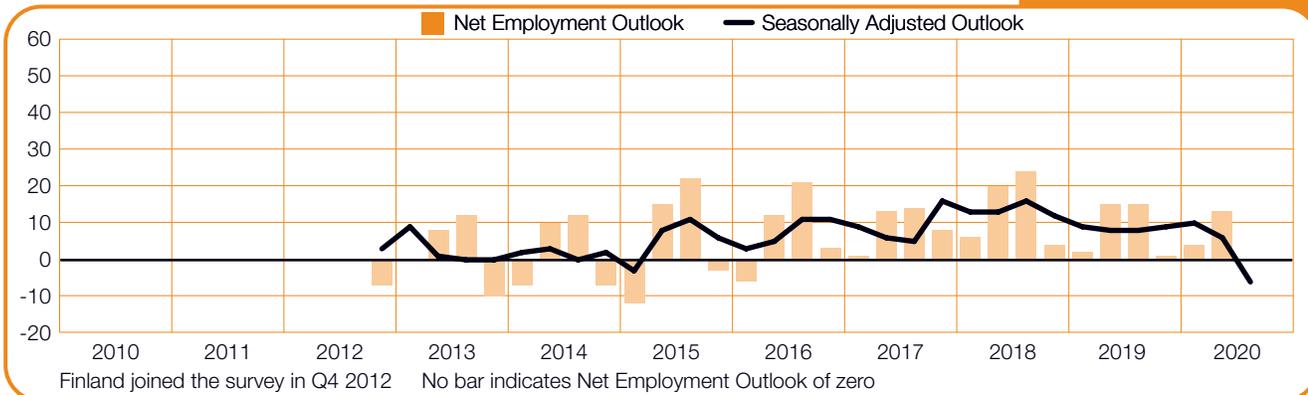
Czech Republic

-4 (-8)%



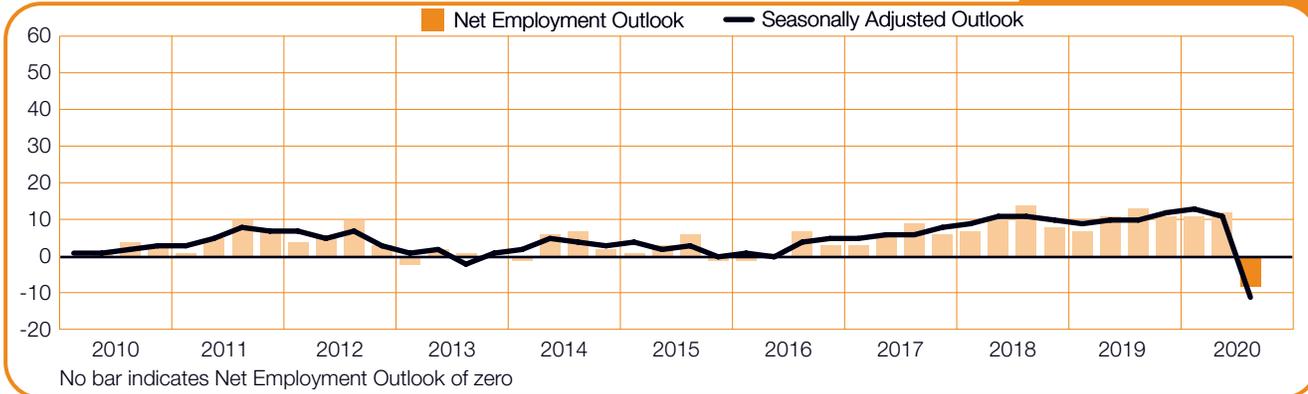
Finland

0 (-6)%



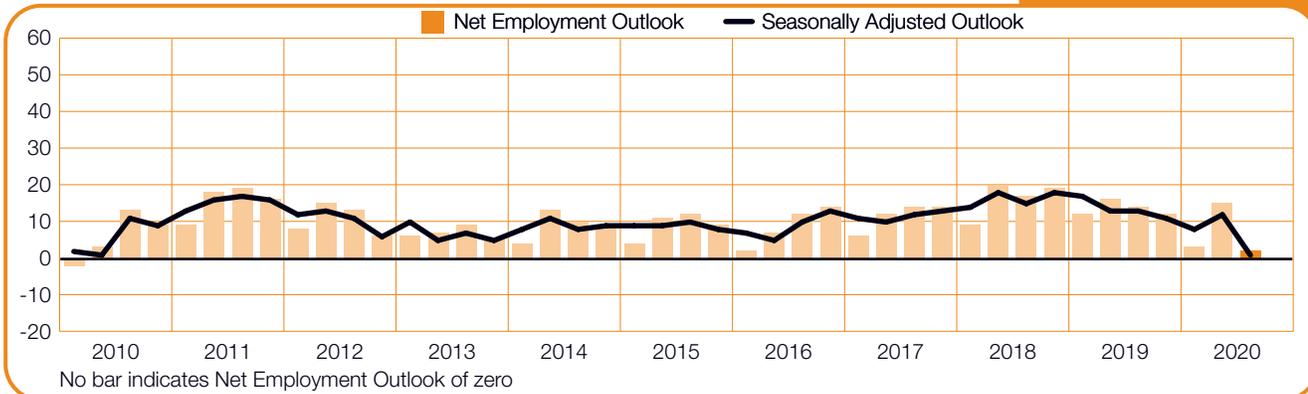
France

-8 (-11)%



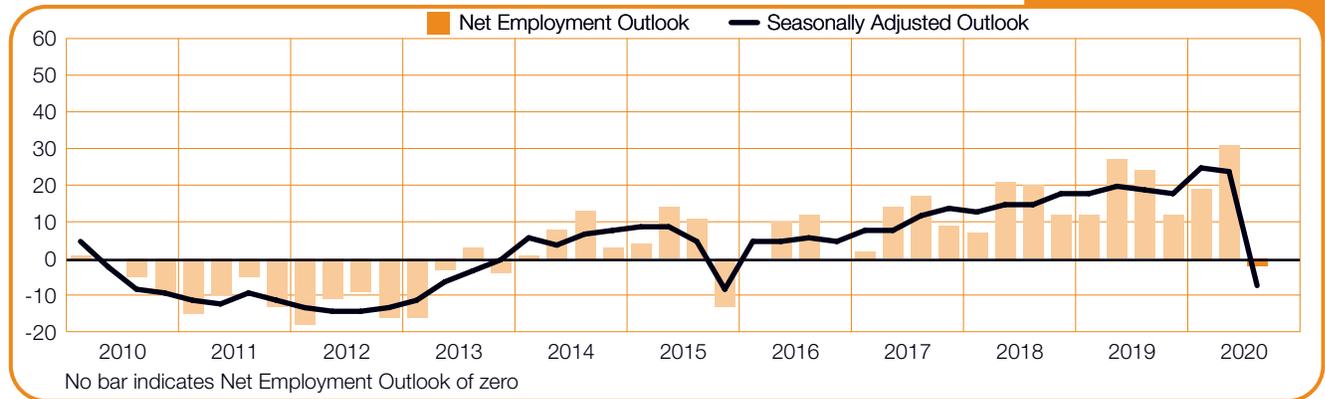
Germany

+2 (+1)%



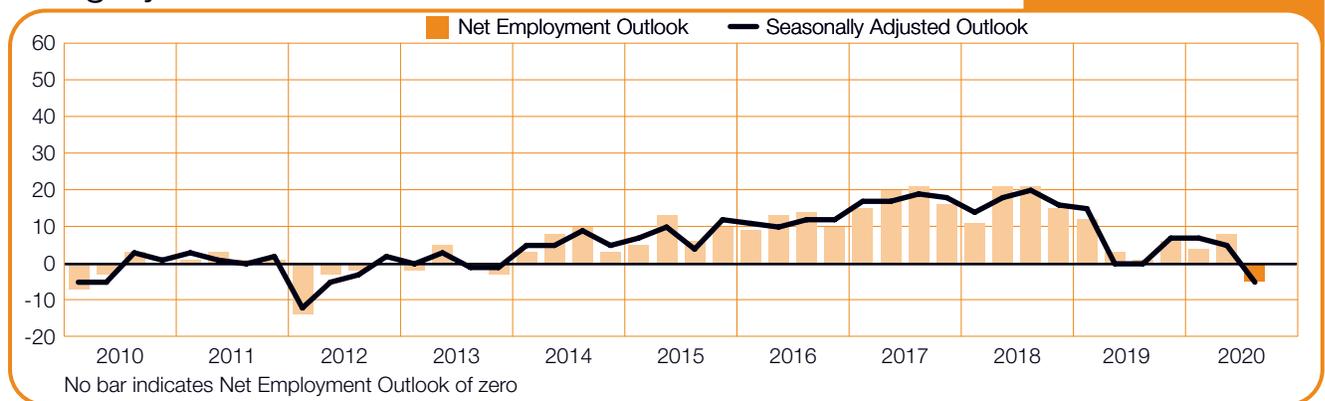
Greece

-2 (-7)%



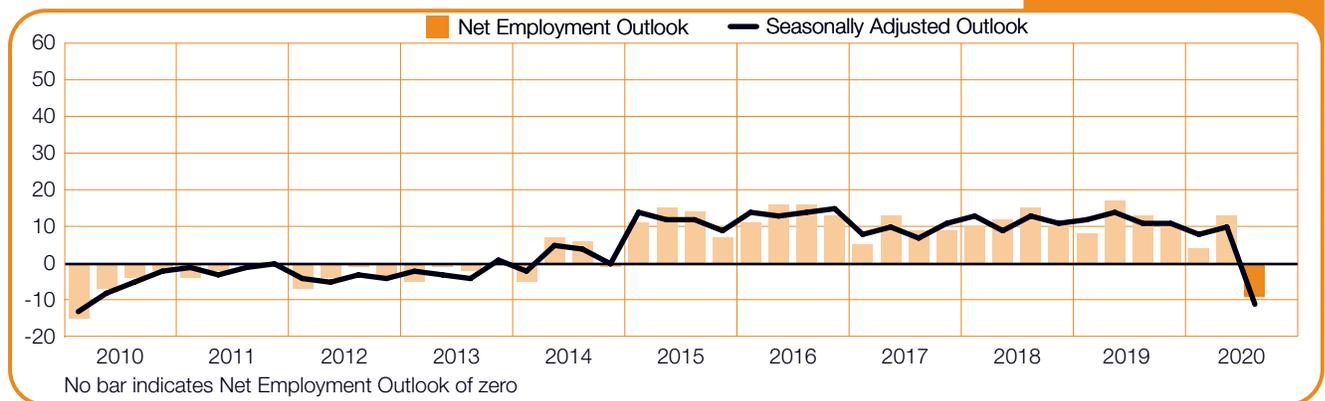
Hungary

-5 (-5)%



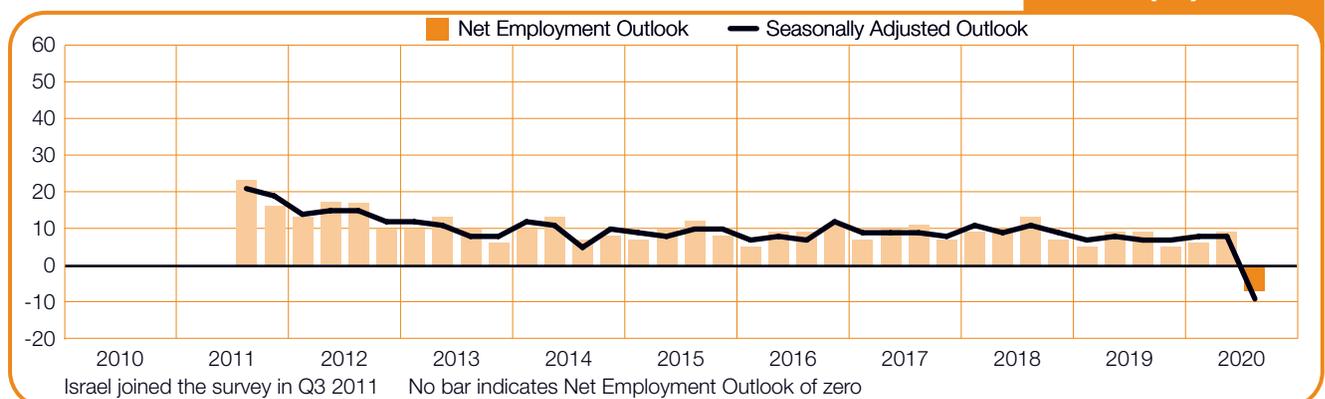
Ireland

-9 (-11)%



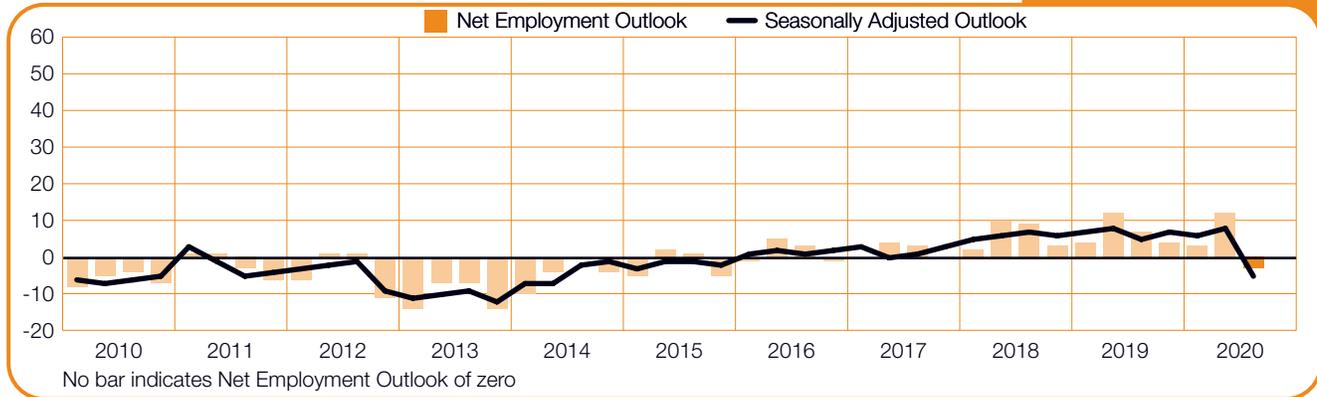
Israel

-7 (-9)%



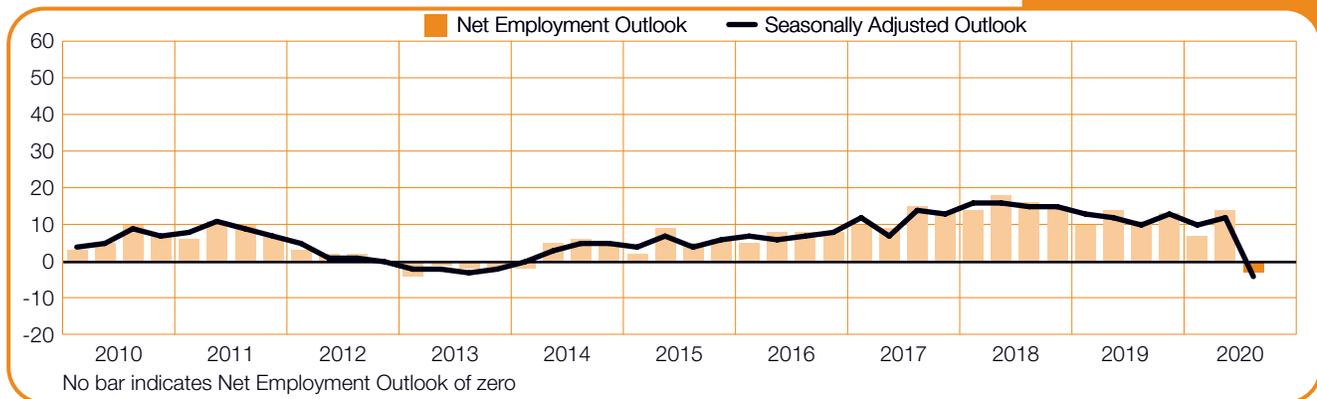
Italy

-3 (-5)%



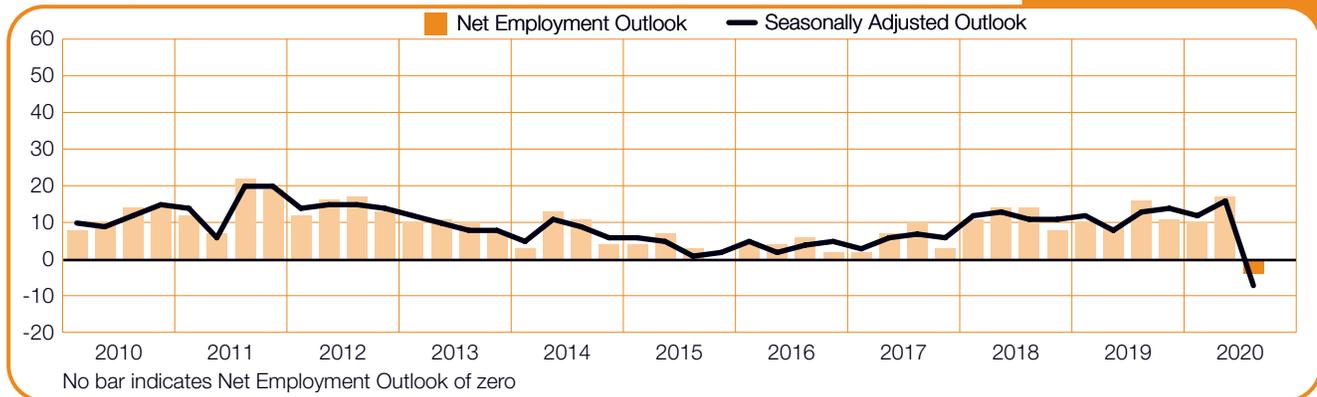
Netherlands

-3 (-4)%



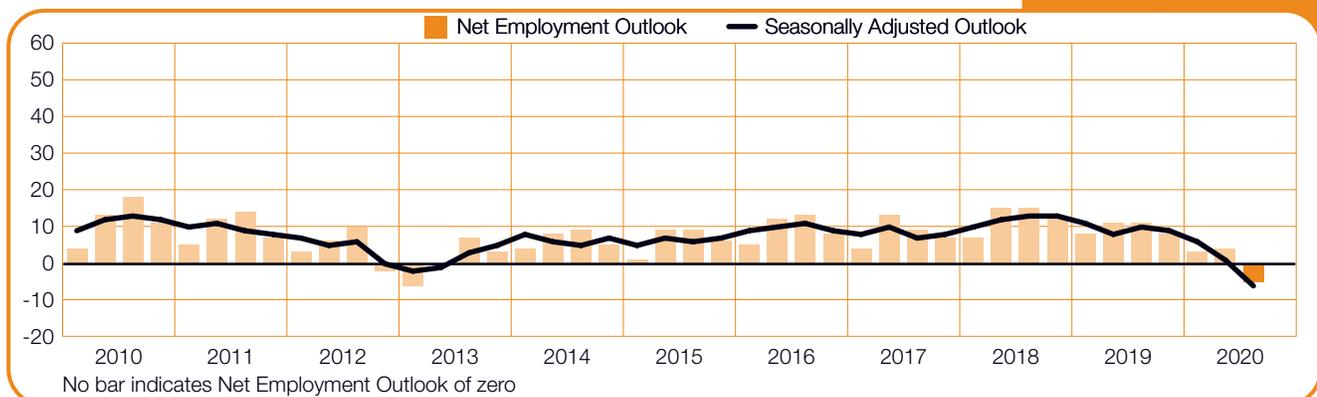
Norway

-4 (-7)%



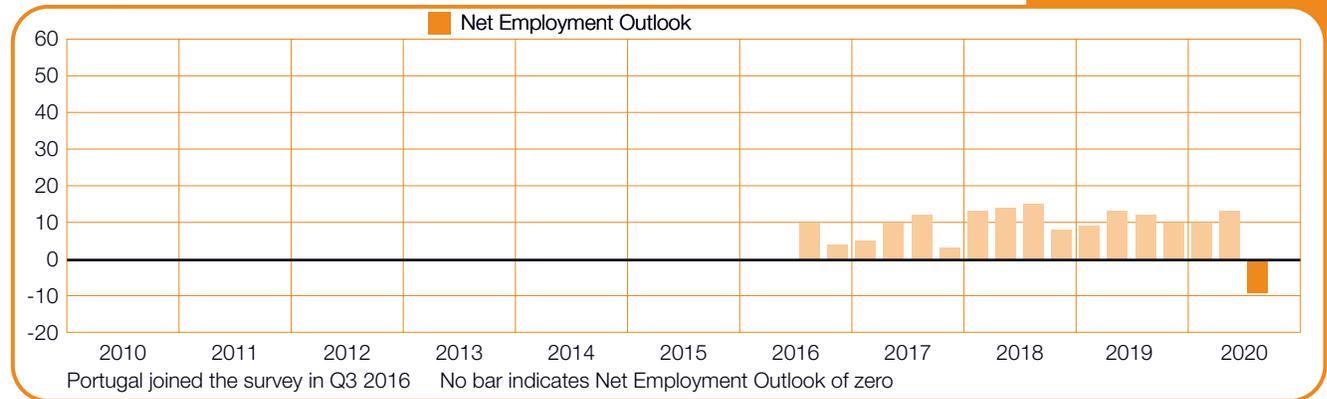
Poland

-5 (-6)%



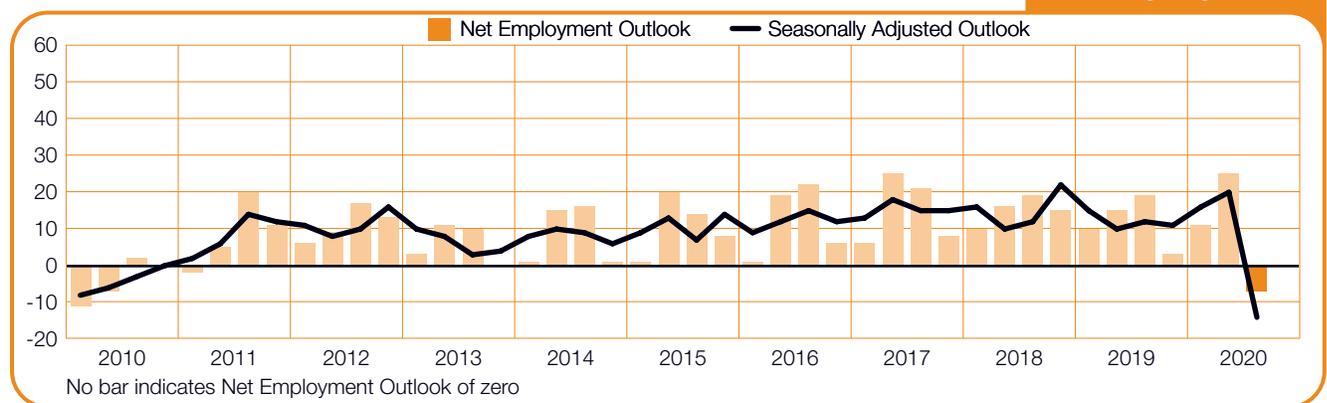
Portugal

-9%



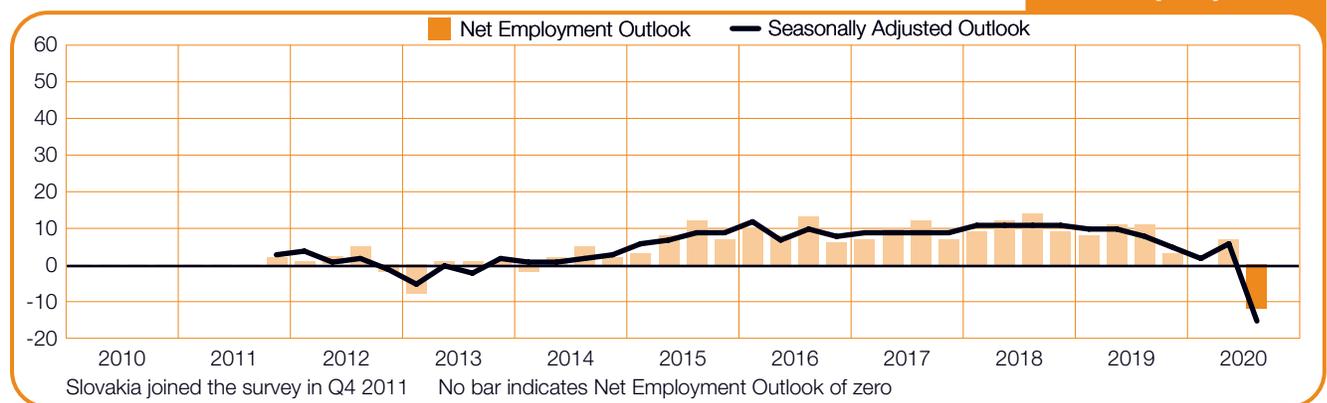
Romania

-7 (-14)%



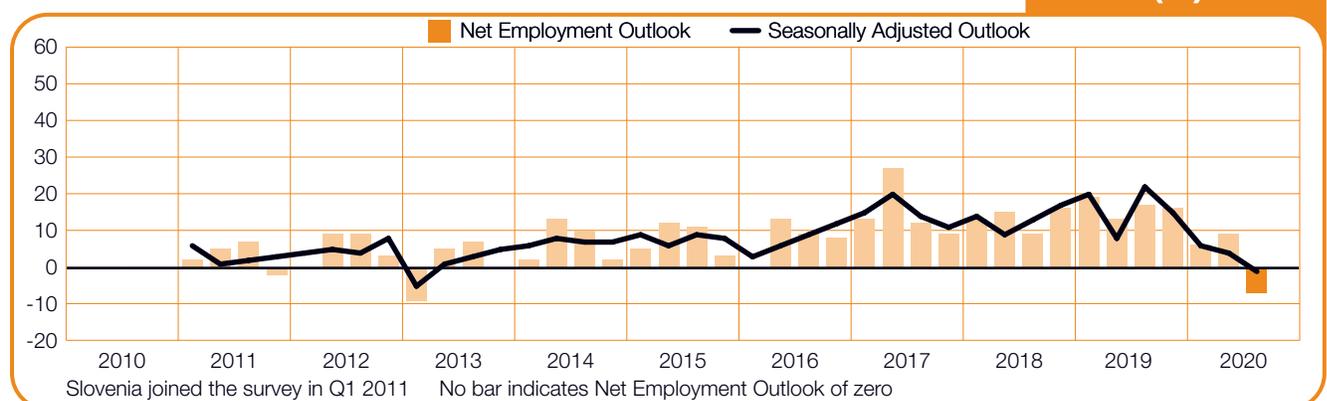
Slovakia

-12 (-15)%



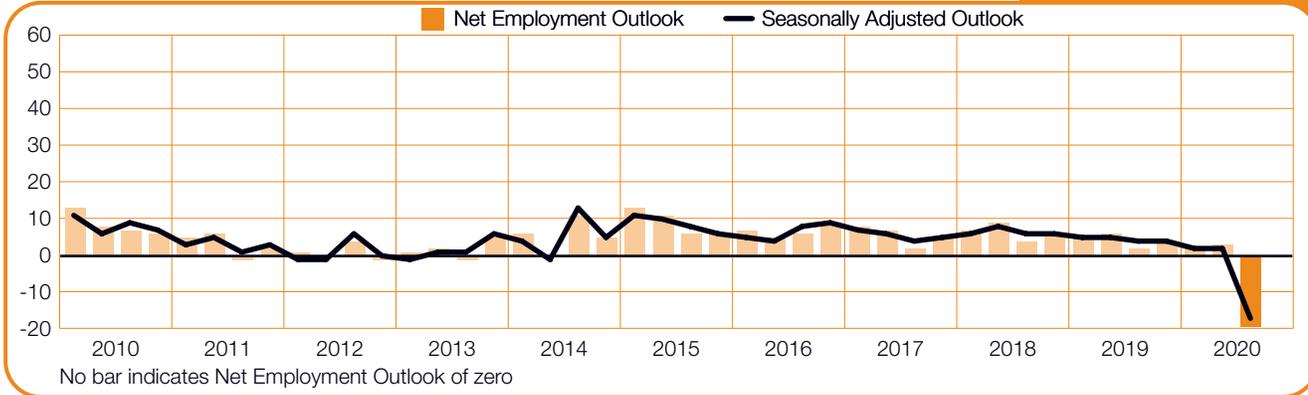
Slovenia

-7 (-1)%



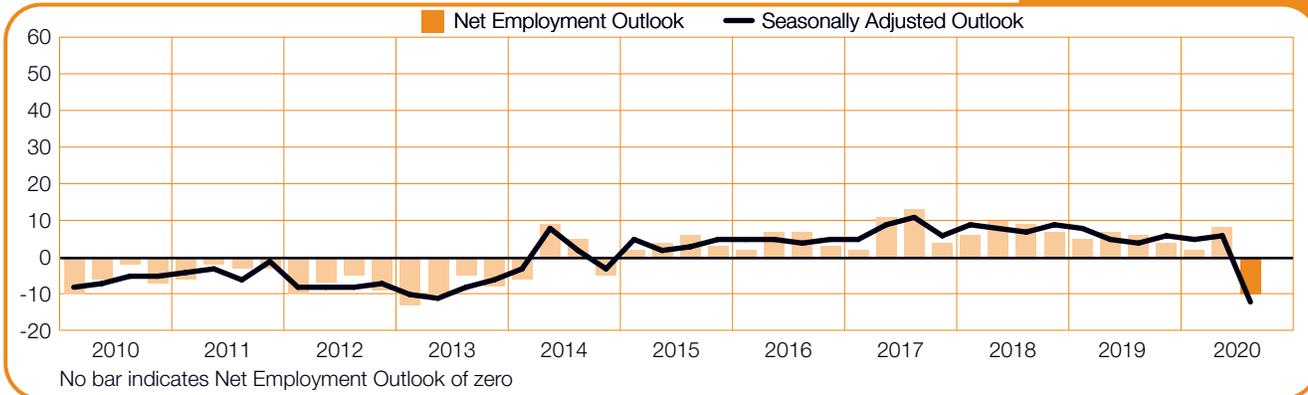
South Africa

-19 (-17)%



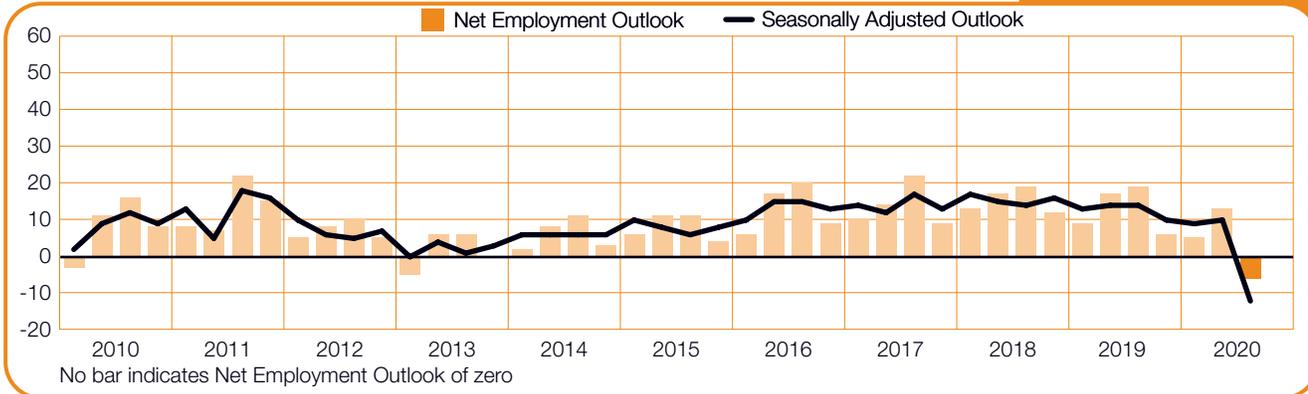
Spain

-10 (-12)%



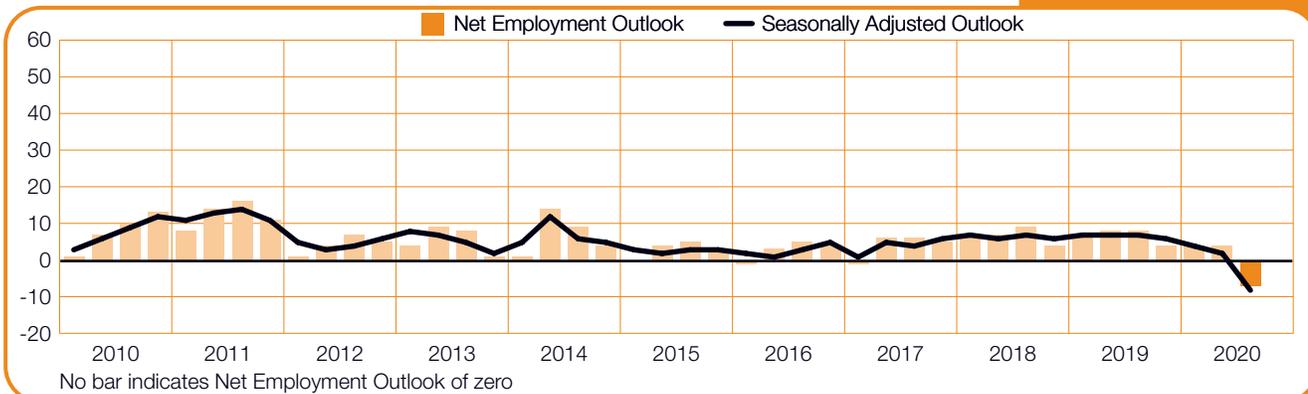
Sweden

-6 (-12)%



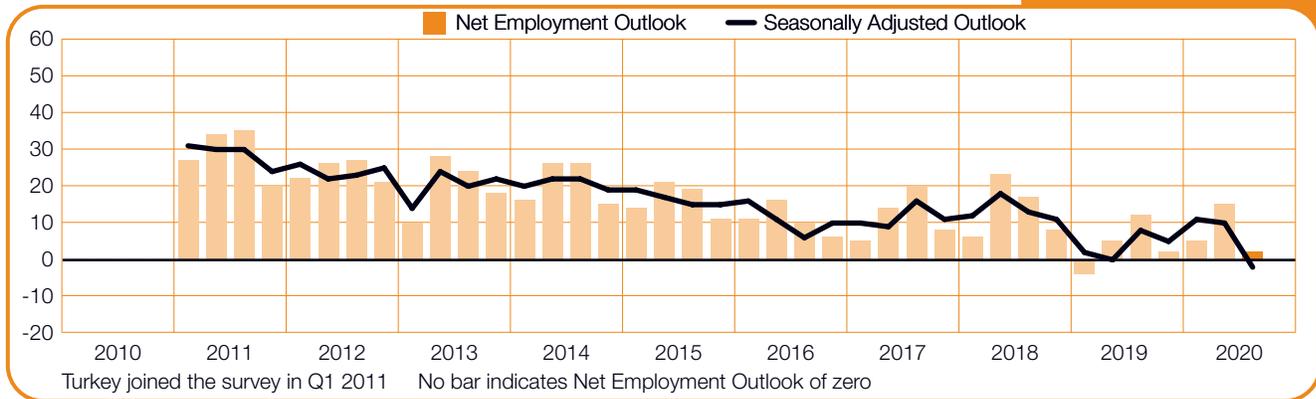
Switzerland

-7 (-8)%



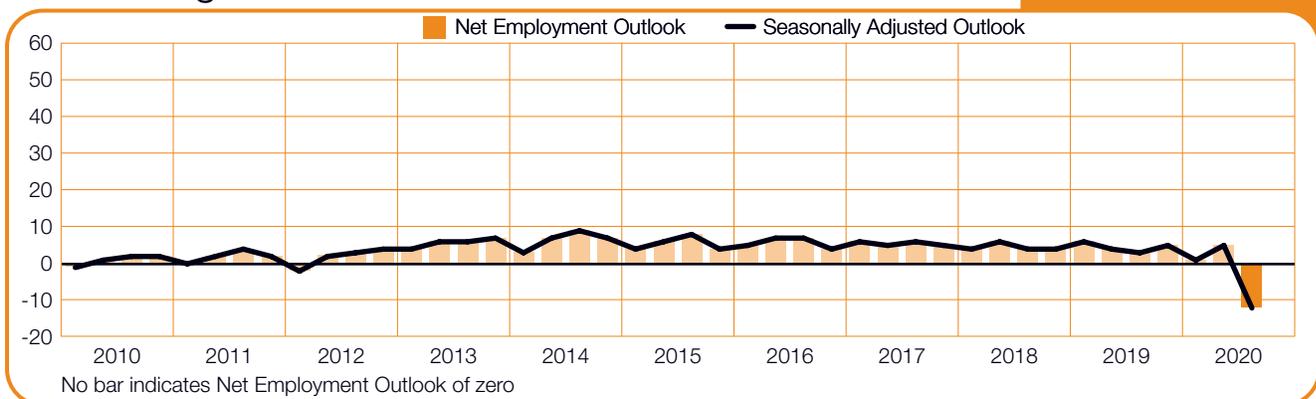
Turkey

+2 (-2)%



United Kingdom

-12 (-12)%



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 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 34,000 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 2020 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 2020 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 +/- 5.0%.

The margin of error for the Canadian survey is +/- 3.0%.

Net Employment Outlook

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

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

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis® and Talent Solutions® – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year – all confirming our position as the brand of choice for in-demand talent.

About ManpowerGroup Canada

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

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www.manpowergroup.ca