

**ManpowerGroup
Employment
Outlook Survey
Belgium**

**Q3
2021**



Belgium Employment Outlook

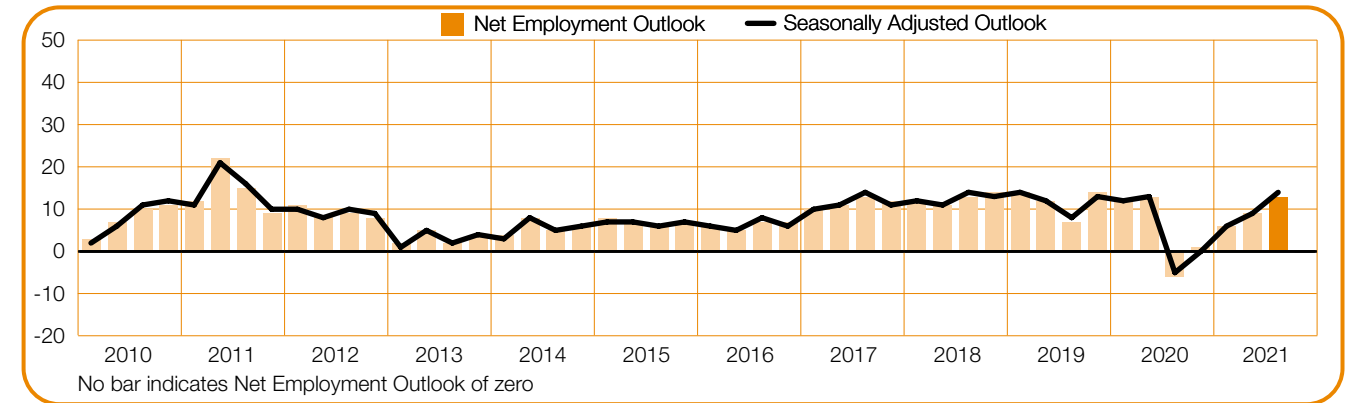
The ManpowerGroup Employment Outlook Survey for the third quarter 2021 was conducted by interviewing a representative sample of 567 employers in Belgium.

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

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Belgium Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
July-Sept 2021	25	11	59	5	14	13
April-June 2021	13	4	80	3	9	9
Jan-March 2021	13	7	73	7	6	6
Oct-Dec 2020	11	11	73	5	0	1
July-Sept 2020	11	16	62	11	-5	-6



The ManpowerGroup Employment Outlook Survey for the third quarter 2021 was conducted by interviewing a representative sample of 567 employers in Belgium. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2021 as compared to the current quarter?”

Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2021 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

Belgian employers report hopeful hiring intentions for the July to September time frame. With 25% of employers anticipating an increase in payrolls, 11% expecting a decrease and 59% forecasting no change, the resulting Net Employment Outlook is +14%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +13%. Hiring sentiment returns to pre-COVID-19 levels for the upcoming quarter, strengthening by 4 percentage points in comparison with the previous quarter and by 19 percentage points when compared with the same period last year.

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

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

Organisation-Size Comparisons

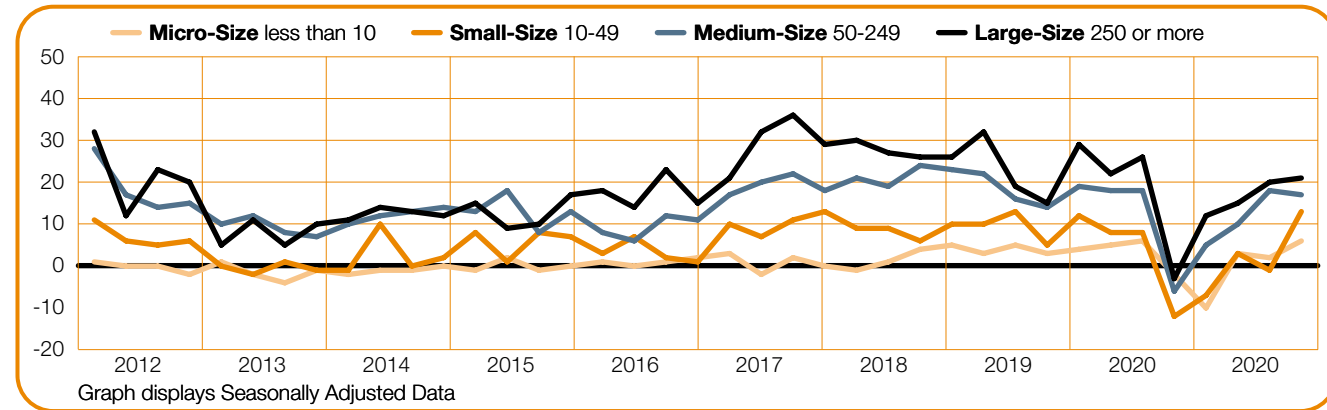
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

An increase in payrolls is forecast for all four organization size categories during the forthcoming quarter, most notably for Large employers who report a Net Employment Outlook of +21%. Elsewhere, Outlooks stand at +17% and +13% for Medium- and Small-size employers, respectively, while the Outlook for Micro firms is +6%.

Small employers report a considerable improvement of 14 percentage points when compared with the previous quarter, and the Outlook for Micro employers increases by 4 percentage points. Meanwhile, hiring plans remain relatively stable for Medium- and Large-size employers.

In a comparison with 3Q 2020 – the first quarter in which COVID-19 had an impact on employer sentiment – Outlooks strengthen in all four organization size categories. Small employers report the most notable increase of 25 percentage points. Outlooks are 24 and 23 percentage points stronger in the Large- and Medium-size categories, respectively, while Micro employers report an improvement of 8 percentage points.

Organisation-Size	Increase %	Decrease %	No Change %	Don't Know %	Net Employment Outlook %	Seasonally Adjusted %
Micro-Size less than 10	16	11	69	4	5	6
Small-Size 10-49	26	12	57	5	14	13
Medium-Size 50-249	29	11	53	7	18	17
Large-Size 250 or more	30	7	54	9	23	21



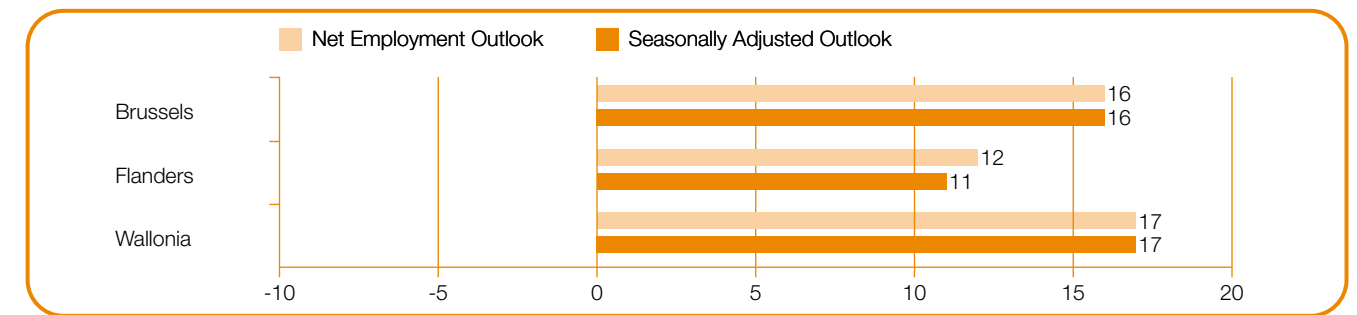
Regional Comparisons

Employers in all three regions expect to grow payrolls during the forthcoming quarter. The strongest hiring prospects are reported in Wallonia, where the Net Employment Outlook stands at +17%, while Outlooks of +16% and +11% are reported in Brussels and Flanders, respectively.

Hiring sentiment improves in all three regions when compared with the previous quarter, most notably by 12 percentage points in Brussels. In both Flanders

and Wallonia, employers report increases of 4 percentage points.

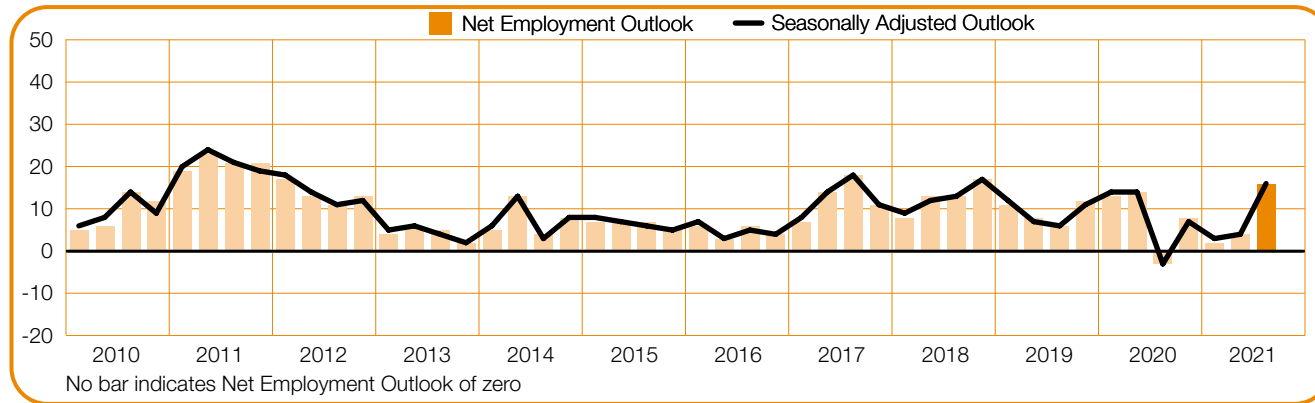
When compared with this time one year ago – when the COVID-19 pandemic first had an impact on hiring prospects – Outlooks strengthen considerably in all three regions. Increases of 19 percentage points are reported in both Brussels and Flanders, while the Wallonia Outlook is 15 percentage points stronger.



+16%

Brussels

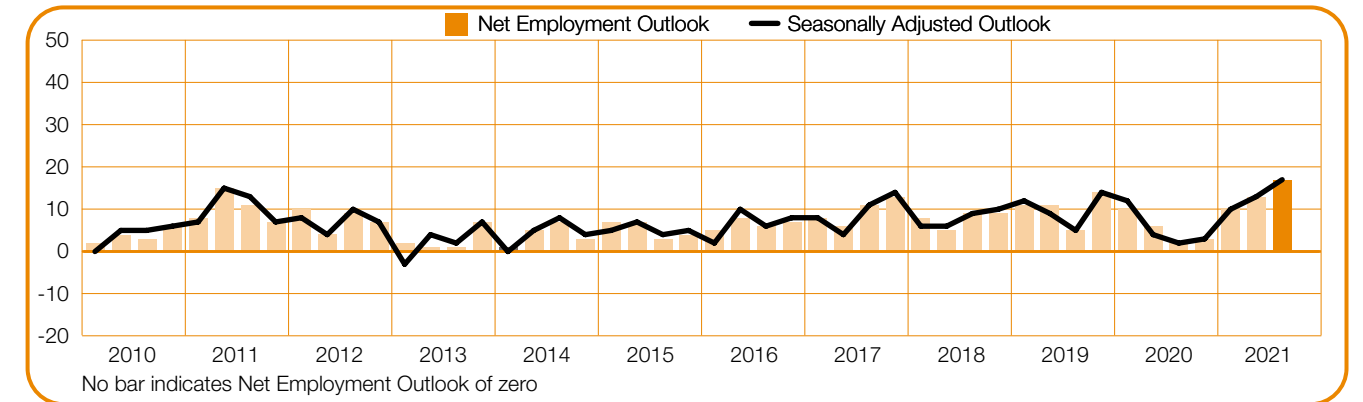
The strongest labor market in more than two years is forecast for the third quarter of 2021. Employers report a Net Employment Outlook of +16%, improving by 12 and 19 percentage points quarter-over-quarter and year-over-year, respectively.



+17%

Wallonia

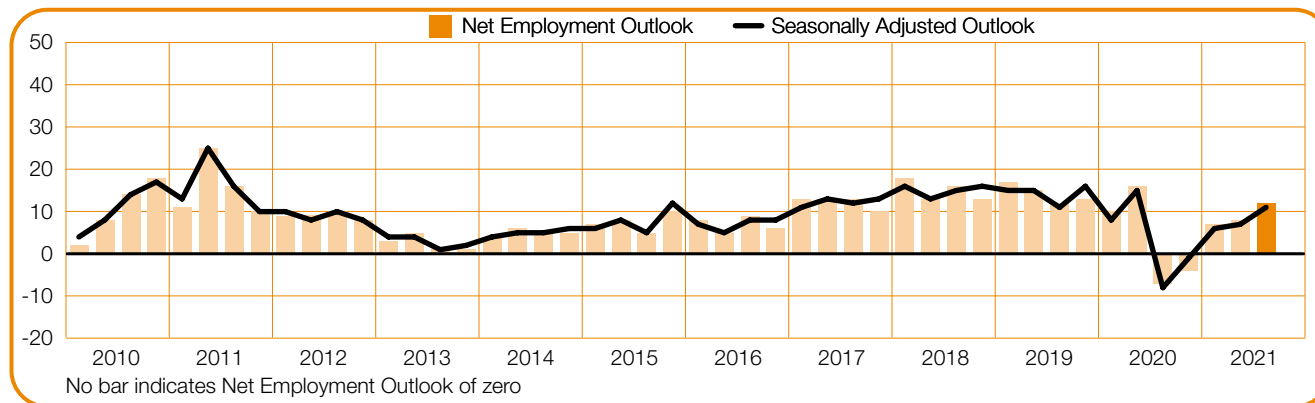
In the next three months, employers expect the strongest hiring pace since the survey began in 2003. The Net Employment Outlook stands at +17%, improving by 4 percentage points in comparison with the prior quarter and by 15 percentage points when compared with this time one year ago.



+11%

Flanders

With a Net Employment Outlook of +11%, employers anticipate steady job gains during the coming quarter. The Outlook improves by 4 percentage points when compared with the previous quarter and by 19 percentage points in comparison with 3Q 2020.



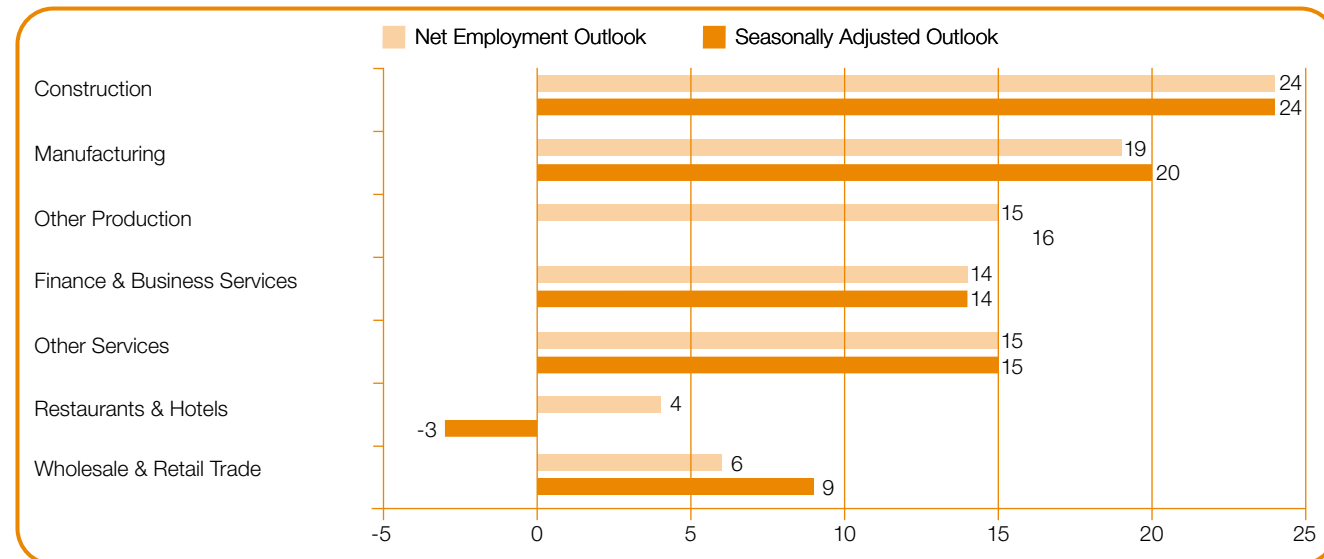
Sector Comparisons

Payroll gains are anticipated in six of the seven industry sectors during the third quarter of 2021. The strongest hiring plans are reported by Construction sector employers with a Net Employment Outlook of +24%. Manufacturing sector employers report an upbeat Outlook of +20%, while steady job gains are forecast for the Other Production sector and the Other Services sector, where Outlooks stand at +16% and +15%, respectively. In the Finance & Business Services sector, employers expect a favorable hiring climate, reporting an Outlook of +14%, and the Outlook for the Wholesale & Retail Trade sector is +9%. However, Restaurants & Hotels sector employers expect to trim payrolls, reporting an Outlook of -3%.

Hiring intentions strengthen in six of the seven industry sectors when compared with the previous quarter, most notably by 21 percentage points in the Restaurants & Hotels sector. The Manufacturing sector

Outlook is 12 percentage points stronger, and increases of 8 and 5 percentage points are reported for the Other Production sector and the Construction sector, respectively. Meanwhile, Wholesale & Retail Trade sector employers report relatively stable hiring prospects.

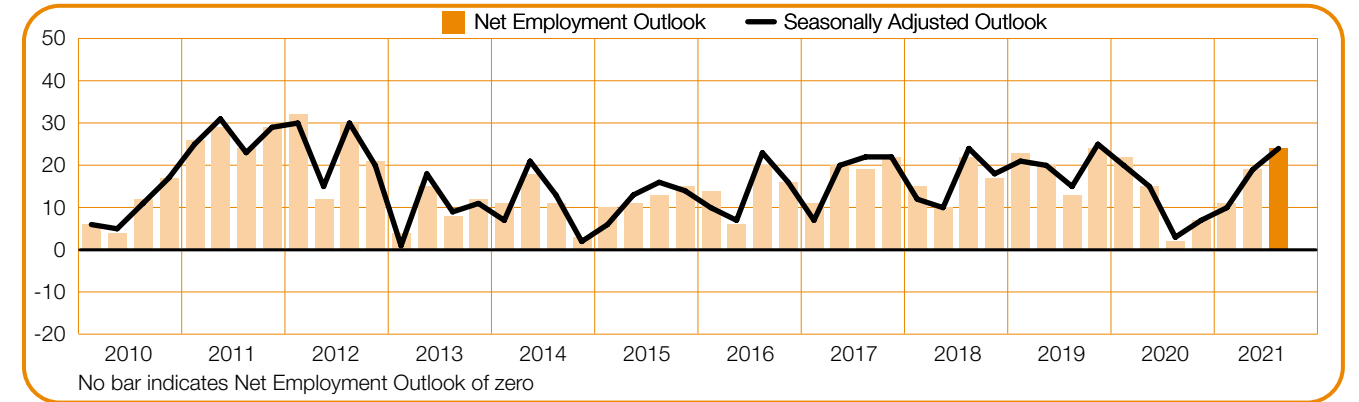
When compared with this time one year ago – when COVID-19 first had an impact on hiring sentiment – Outlooks strengthen in all seven industry sectors. Sharp improvements of 22 percentage points are reported in two sectors – the Construction sector and the Other Services sector – while the Finance & Business Services sector Outlook is 21 percentage points stronger. Wholesale & Retail Trade sector employers report an increase of 18 percentage points, and improvements of 17 percentage points are reported in both the Manufacturing sector and the Other Production sector.



+24%

Construction

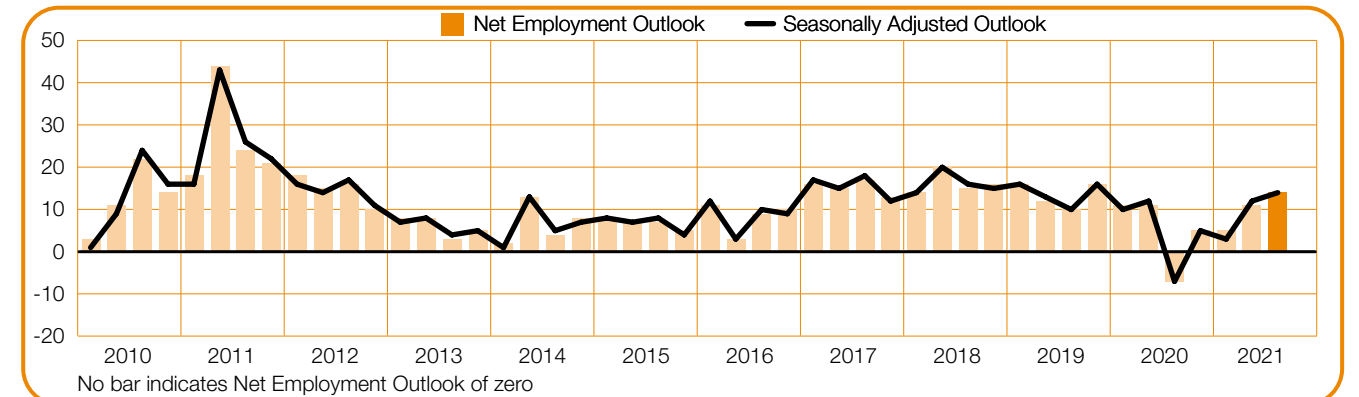
Job seekers can expect an active labor market in the upcoming quarter, according to employers who report a Net Employment Outlook of +24%. Hiring plans improve by 5 percentage points quarter-over-quarter and are 22 percentage points stronger when compared with the same period last year.



+14%

Finance & Business Services

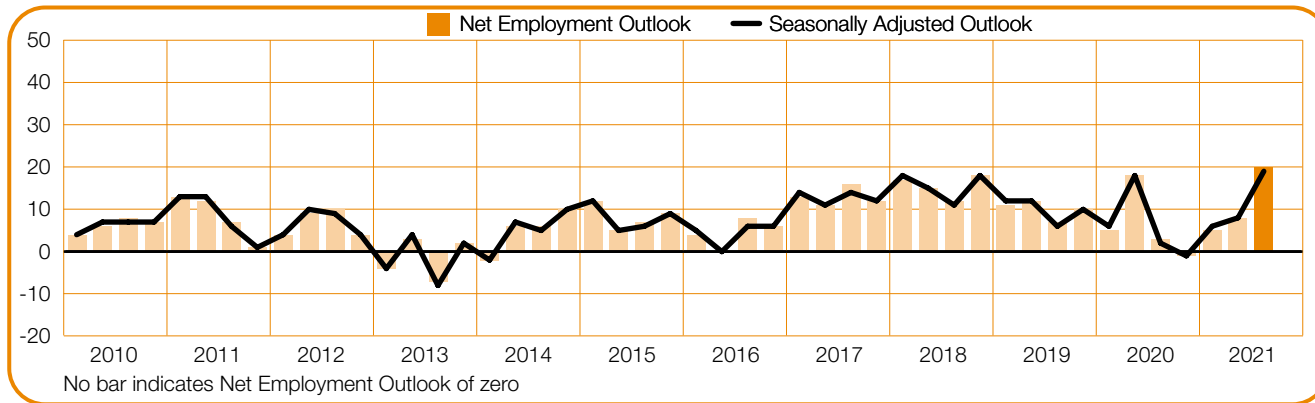
With a Net Employment Outlook of +14%, employers anticipate steady payroll gains during the upcoming quarter. Hiring plans are 3 percentage points stronger when compared with the previous quarter and improve by 21 percentage points year-over-year.



+20%

Manufacturing

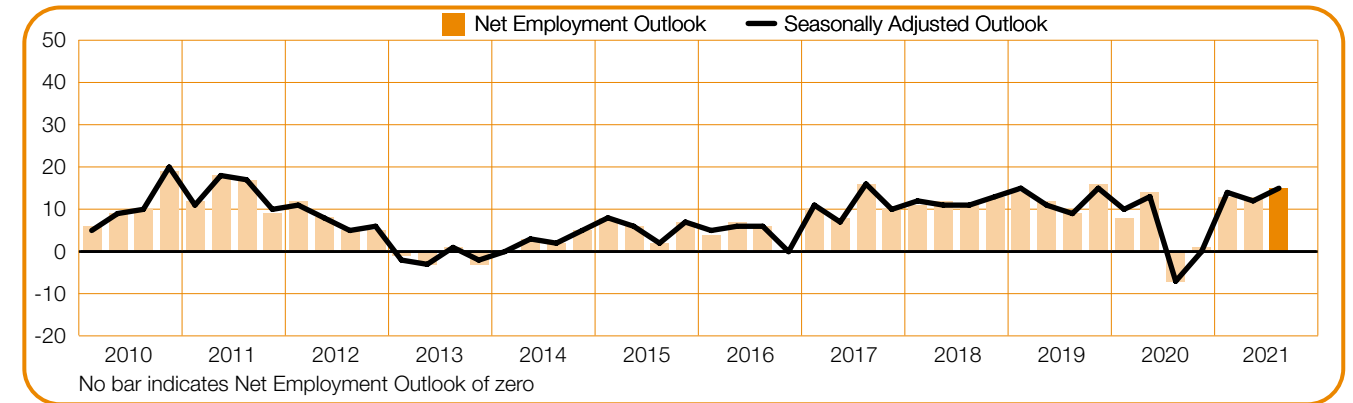
The strongest hiring pace in more than 12 years is forecast for the third quarter of 2021. Employers report an upbeat Net Employment Outlook of +20%, improving by 12 and 17 percentage points in comparison with the prior quarter and last year at this time, respectively.



+15%

Other Services (Public & Social, Transport, Storage & Communication)

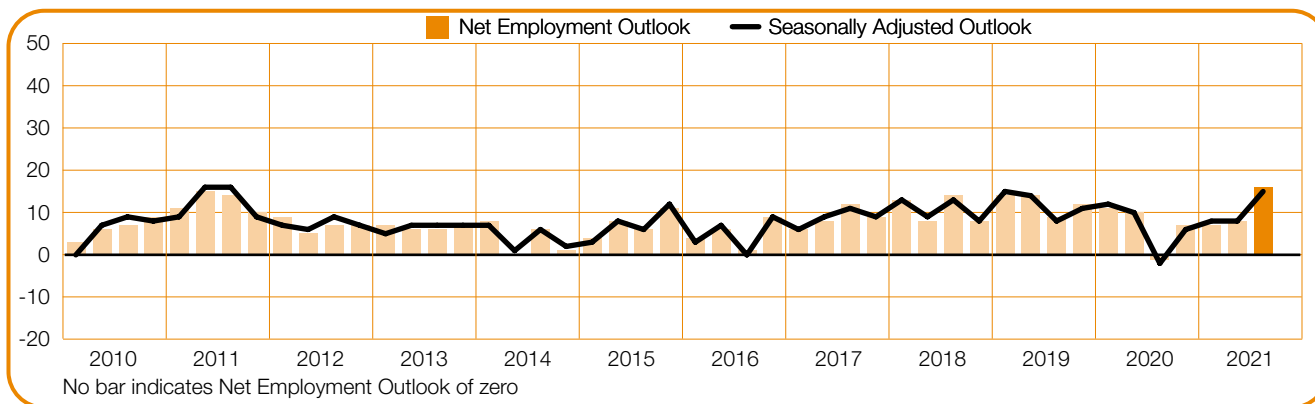
Job seekers can expect favorable hiring opportunities during the July to September period, according to employers who report a Net Employment Outlook of +15%. Hiring prospects are 2 percentage points stronger when compared with the previous quarter and improve by 22 percentage points in comparison with 3Q 2020.



+16%

Other Production (Agriculture, Hunting, Forestry & Fishing, Electricity, Gas & Water, Mining & Quarrying)

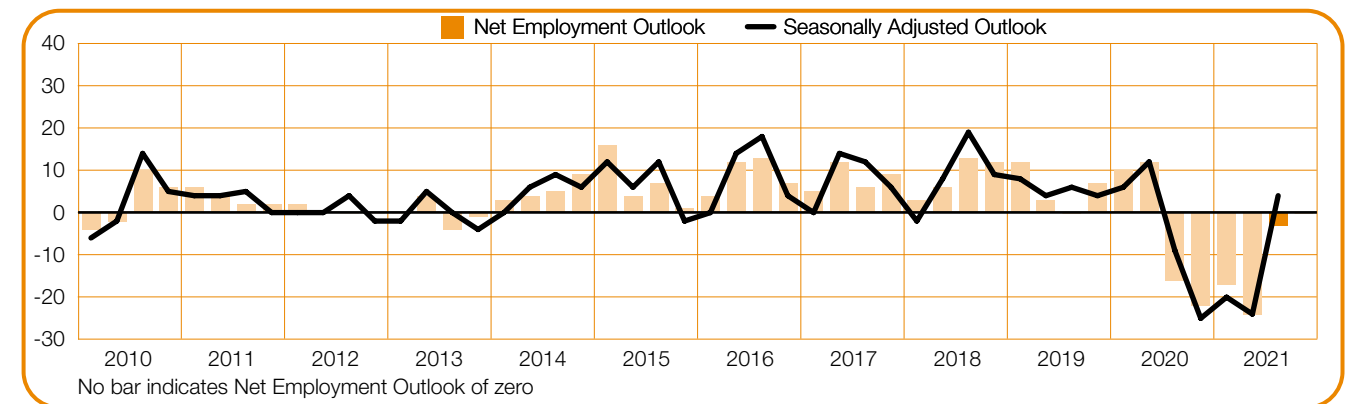
Employers expect a favorable hiring climate in the next three months, reporting a Net Employment Outlook of +16%. The Outlook is the strongest reported in 12 years, improving by 8 percentage points quarter-over-quarter and by 17 percentage points when compared with this time one year ago.



-3%

Restaurants & Hotels

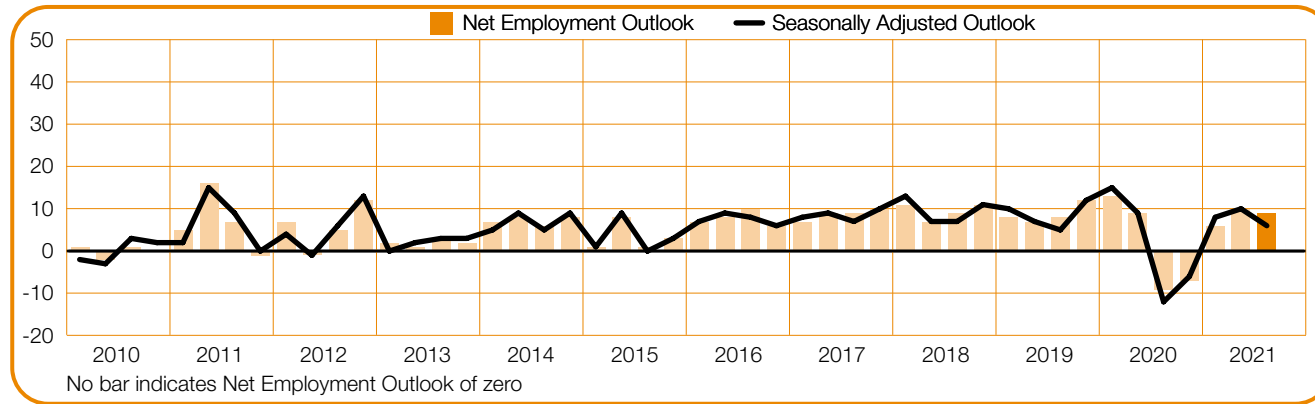
The labor market slump is expected to continue in 3Q 2021, with employers reporting a fifth consecutive negative Net Employment Outlook, standing at -3%. However, hiring sentiment strengthens by 21 percentage points quarter-over-quarter and by 13 percentage points when compared with last year at this time.



+9%

Wholesale & Retail Trade

Employers forecast a fair hiring climate for the coming quarter with a Net Employment Outlook of +9%. Hiring intentions remain relatively stable in comparison with the prior quarter and are 18 percentage points stronger when compared with this time one year ago.



Global Employment Outlook

ManpowerGroup interviewed over 45,000 employers in 43 countries and territories on hiring prospects* in the third quarter of 2021. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2021 as compared to the current quarter?” Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the third quarter of 2021 reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

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

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

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

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

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

Full survey results for each of the 43 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

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

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

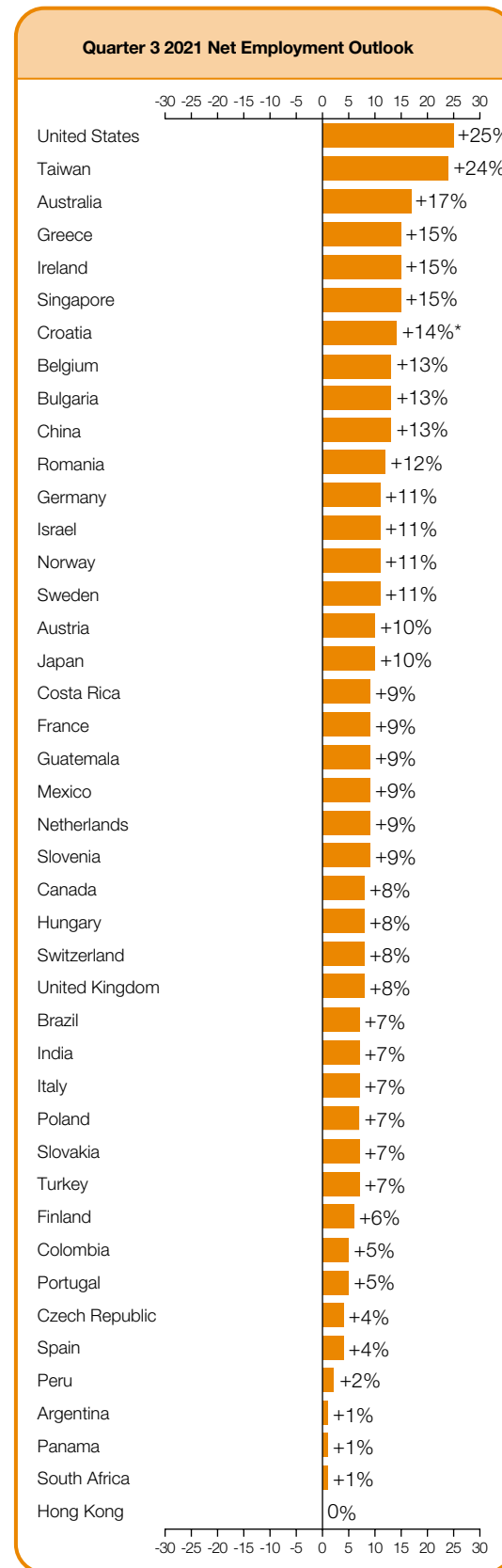
	Quarter 3 2021	Qtr on Qtr Change Q2 2021 to Q3 2021	Yr on Yr Change Q3 2020 to Q3 2021
	%		
Americas			
Argentina	-1 (1) ¹	-5 (-1) ¹	8 (8) ¹
Brazil	7 (7) ¹	-6 (-2) ¹	21 (21) ¹
Canada	13 (8) ¹	2 (0) ¹	18 (18) ¹
Colombia	6 (5) ¹	0 (-1) ¹	24 (24) ¹
Costa Rica	8 (9) ¹	2 (5) ¹	31 (31) ¹
Guatemala	9 (9) ¹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

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

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

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

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.



* Indicates unadjusted data.

International Comparisons – Americas

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

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

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

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

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

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

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

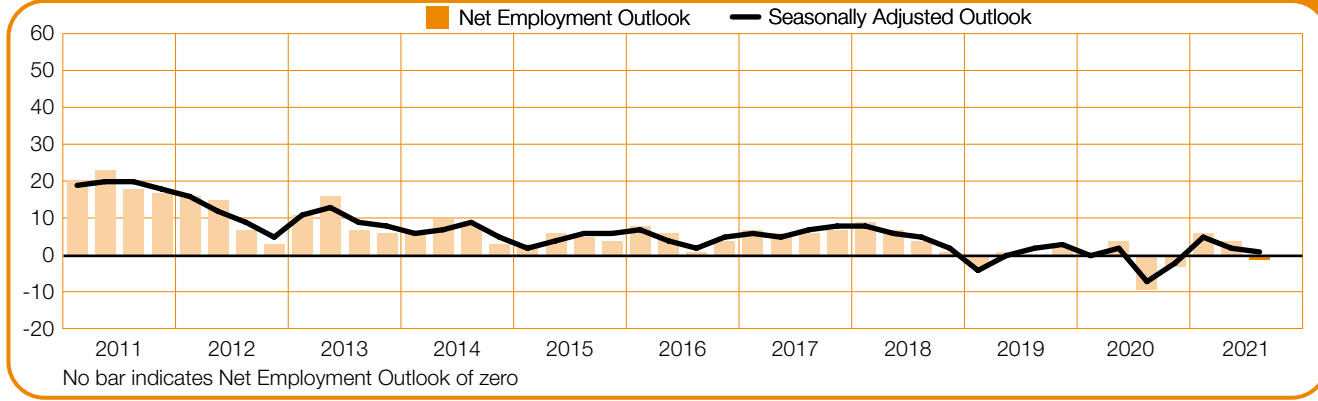
Hiring sentiment in Argentina remains cautious for the third quarter of 2021, with employers anticipating limited job gains. Employers in the Services and Finance, Insurance & Real Estate sectors expect to trim payrolls, but hiring plans are more positive for the Agriculture & Fishing sector, where the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

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

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

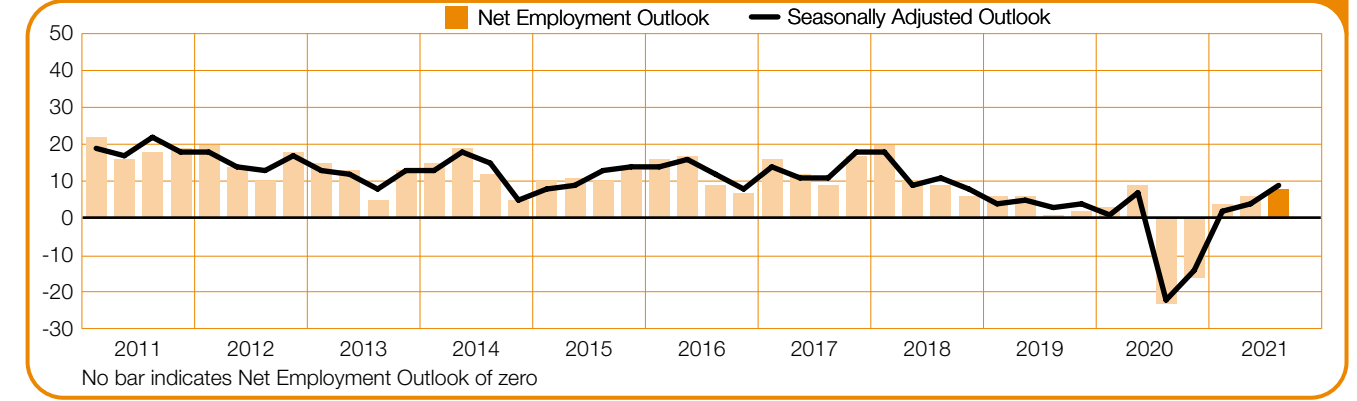
Argentina

-1 (+1)%



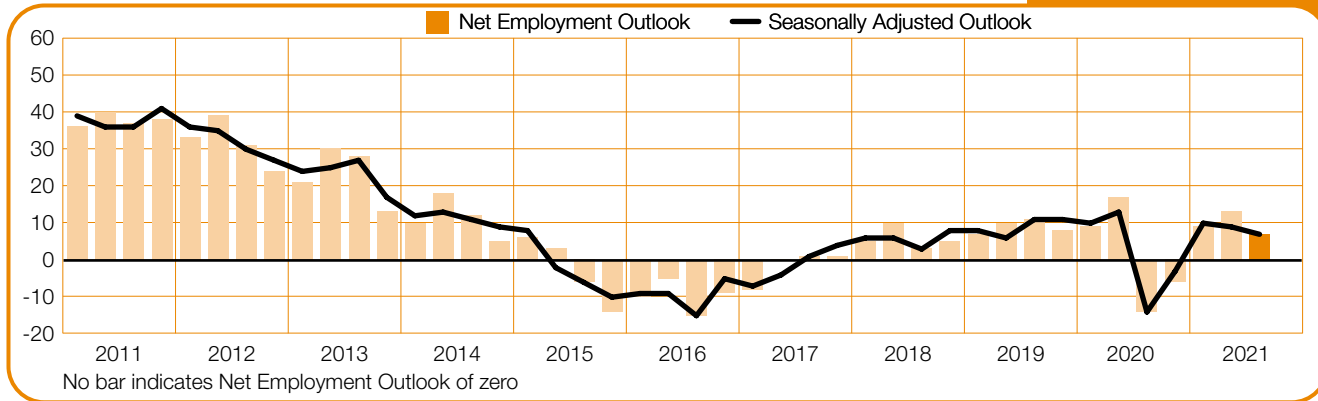
Costa Rica

+8 (+9)%



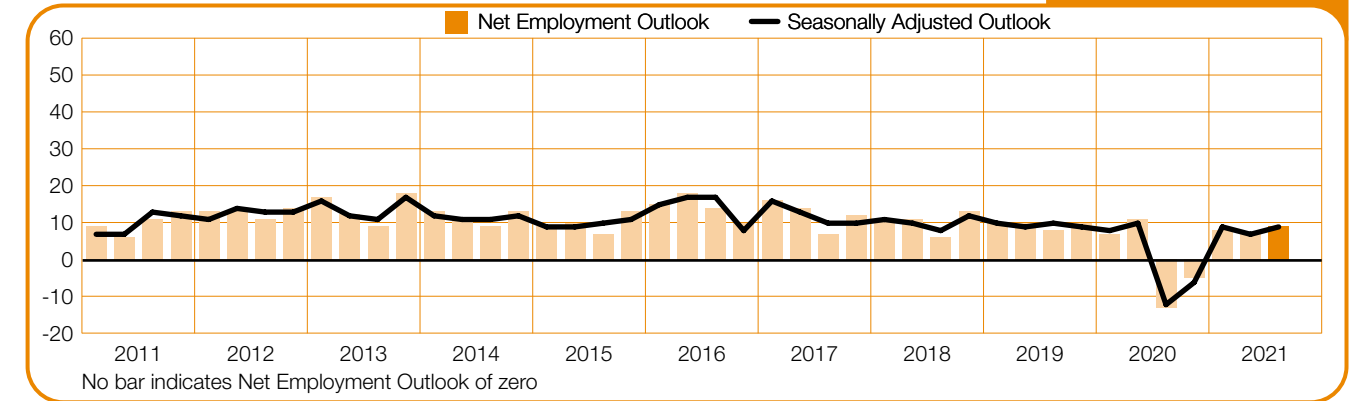
Brazil

+7 (+7)%



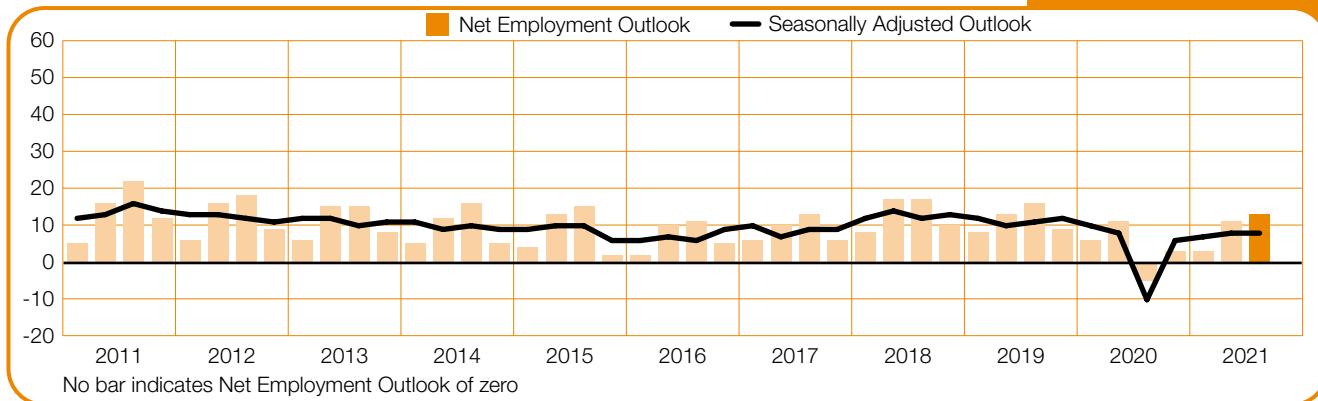
Guatemala

+9 (+9)%



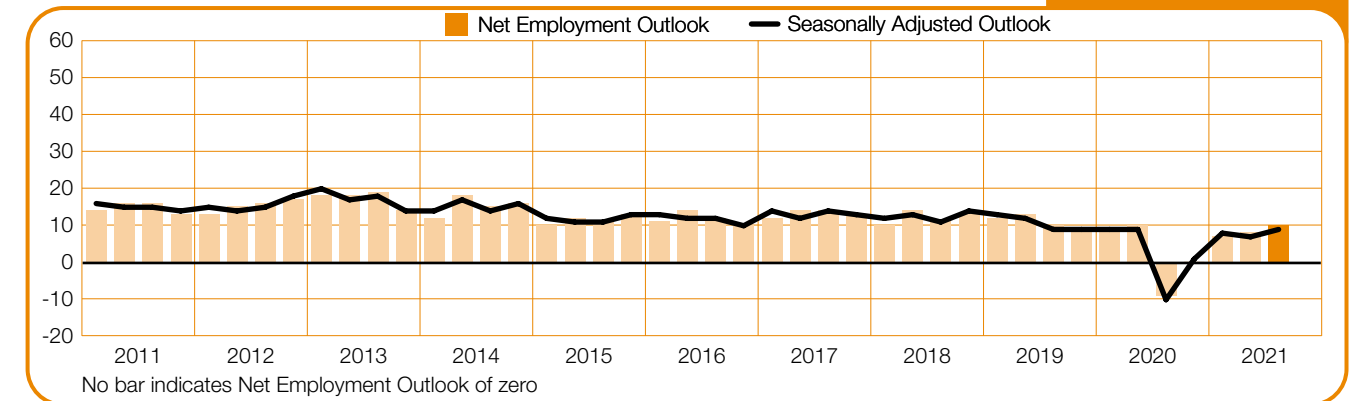
Canada

+13 (+8)%



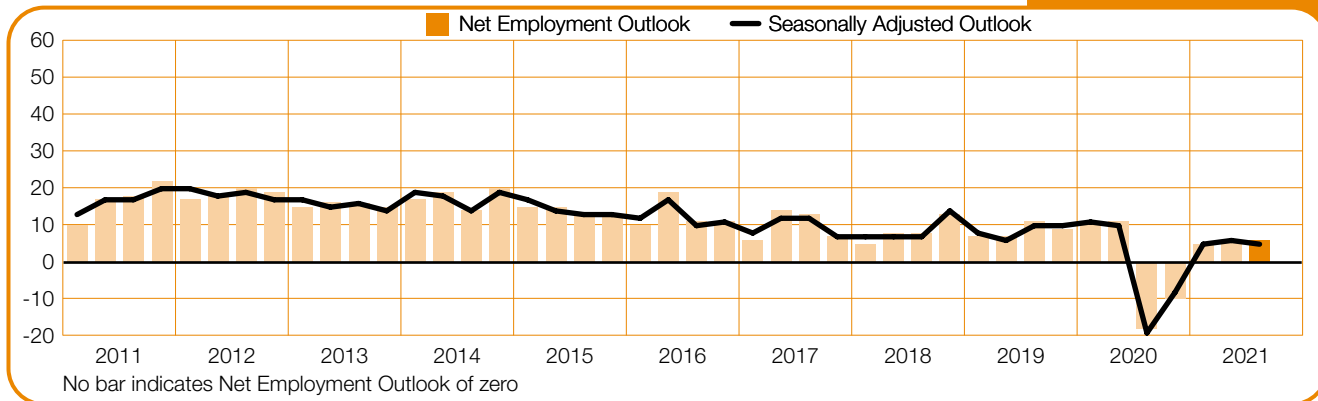
Mexico

+10 (+9)%



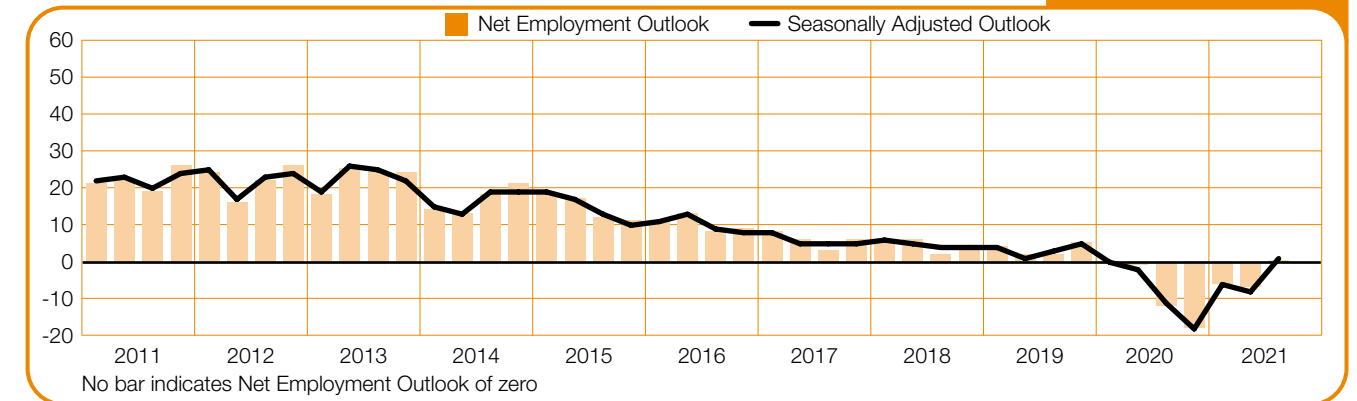
Colombia

+6 (+5)%



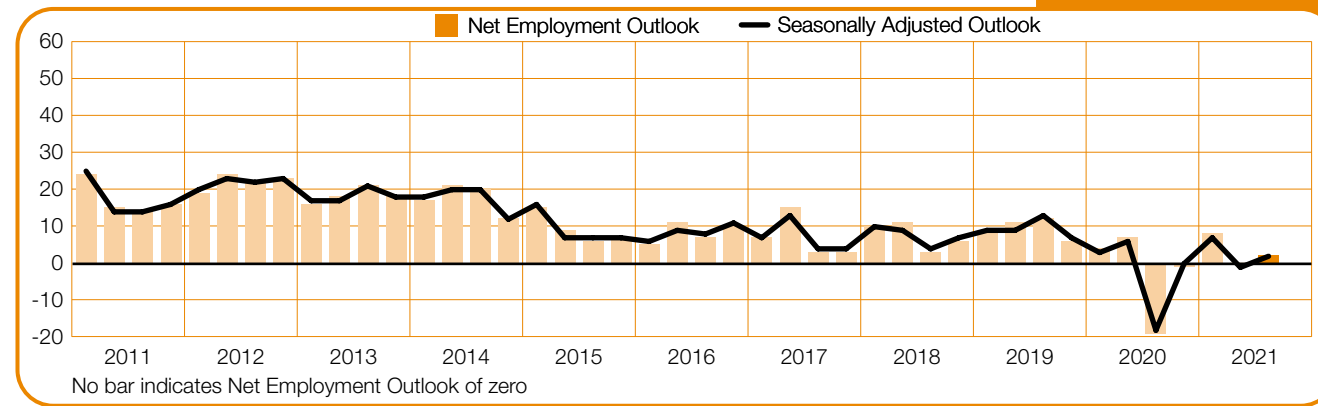
Panama

0 (+1)%



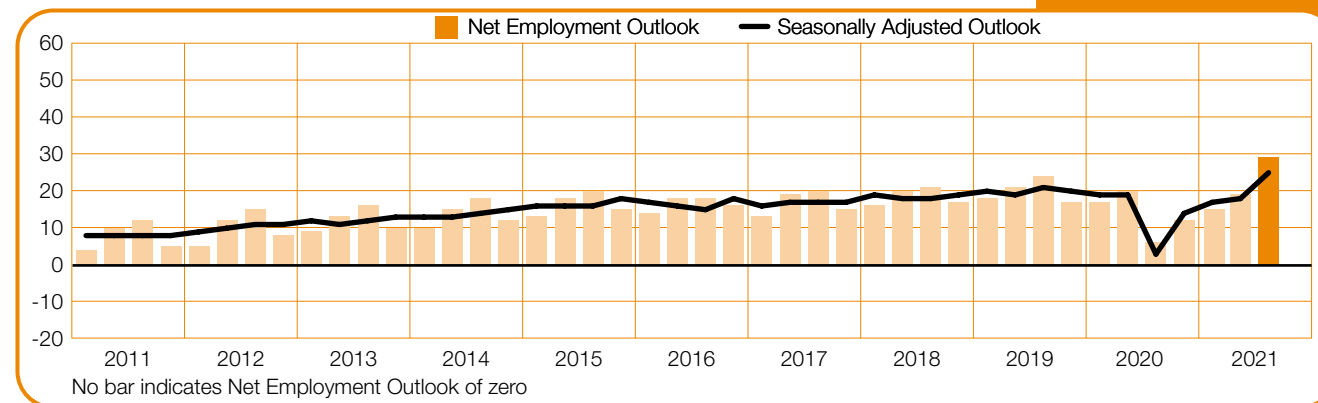
Peru

+2 (+2)%



United States of America

+29 (+25)%



International Comparisons – Asia Pacific

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

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

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

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

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

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

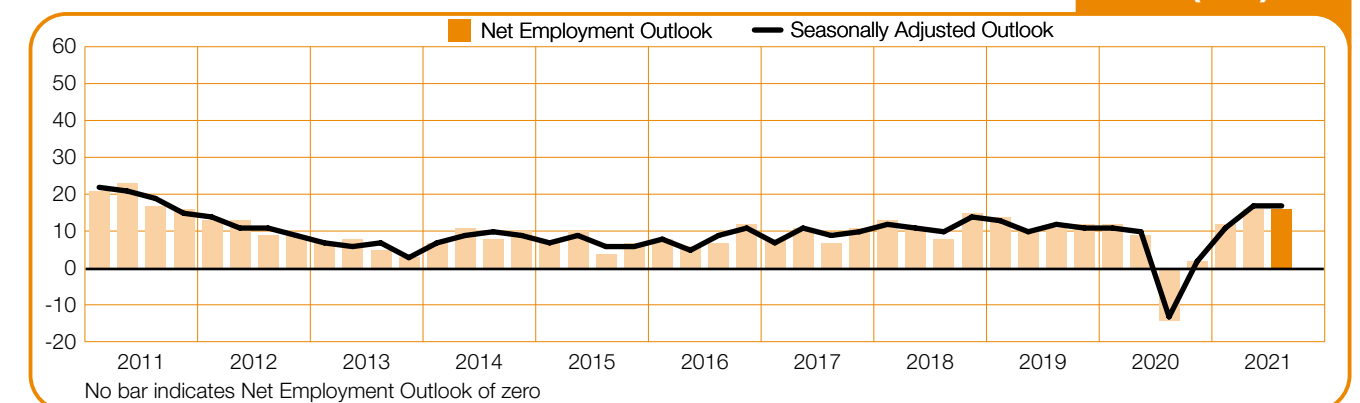
The upbeat hiring pace in Australia is expected to continue during the July to September period. The strongest hiring prospects in 10 years are reported by employers in the Finance, Insurance & Real Estate sector while the Services sector forecast improves sharply year-over-year. Elsewhere, the Mining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

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

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

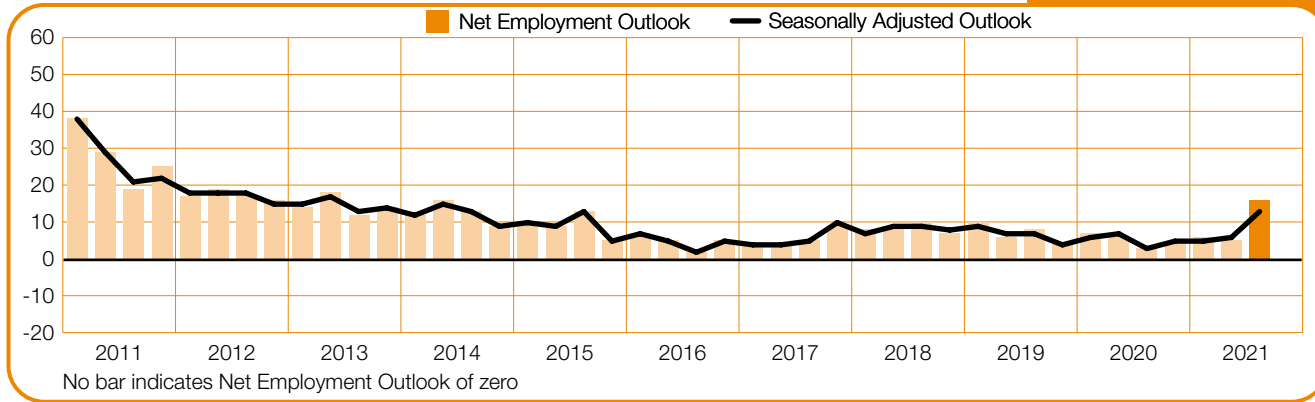
Australia

+16 (+17)%



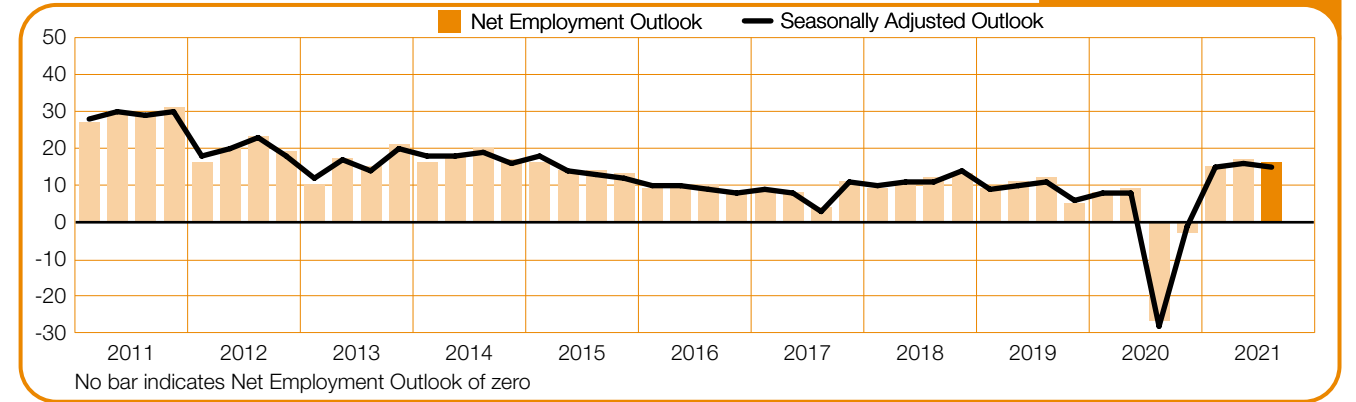
China

+16 (+13)%



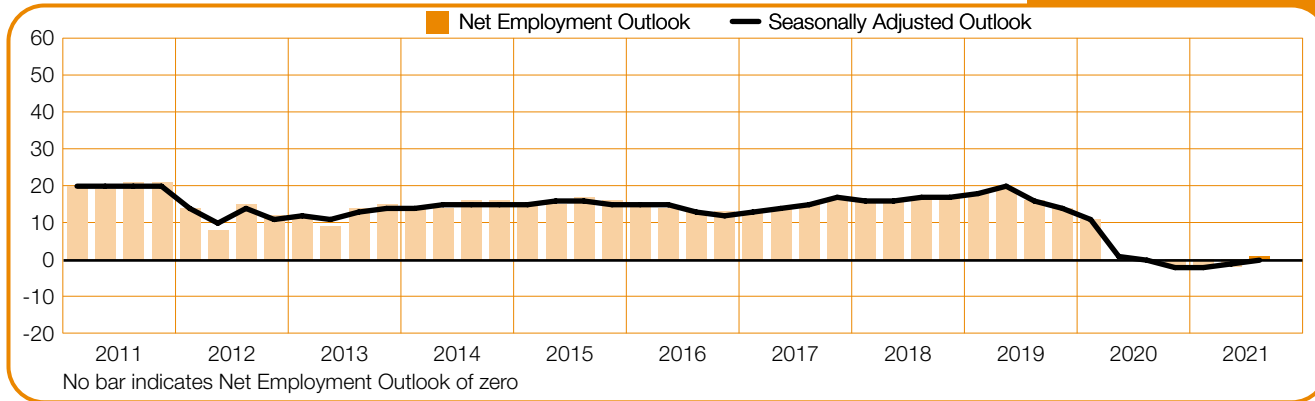
Singapore

+16 (+15)%



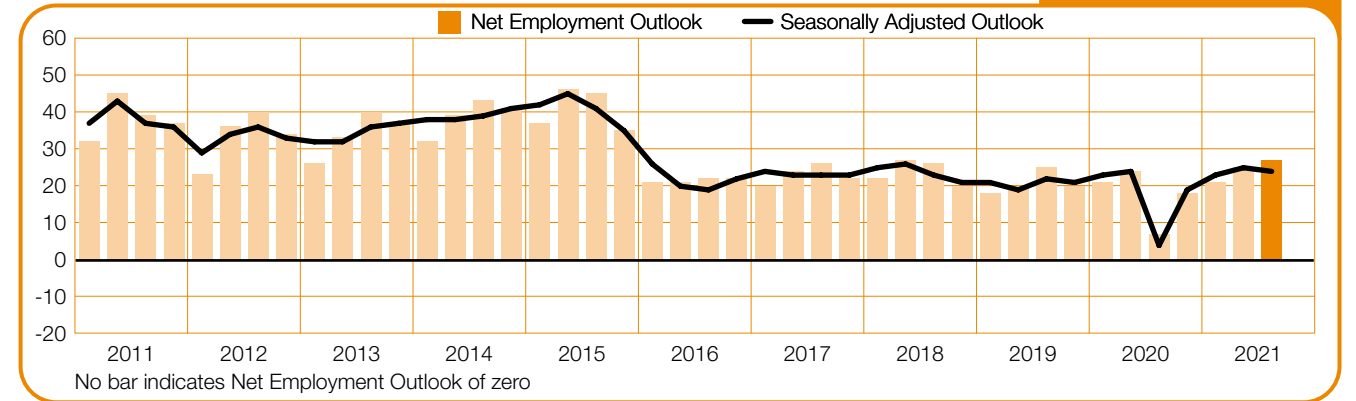
Hong Kong

+1 (0)%



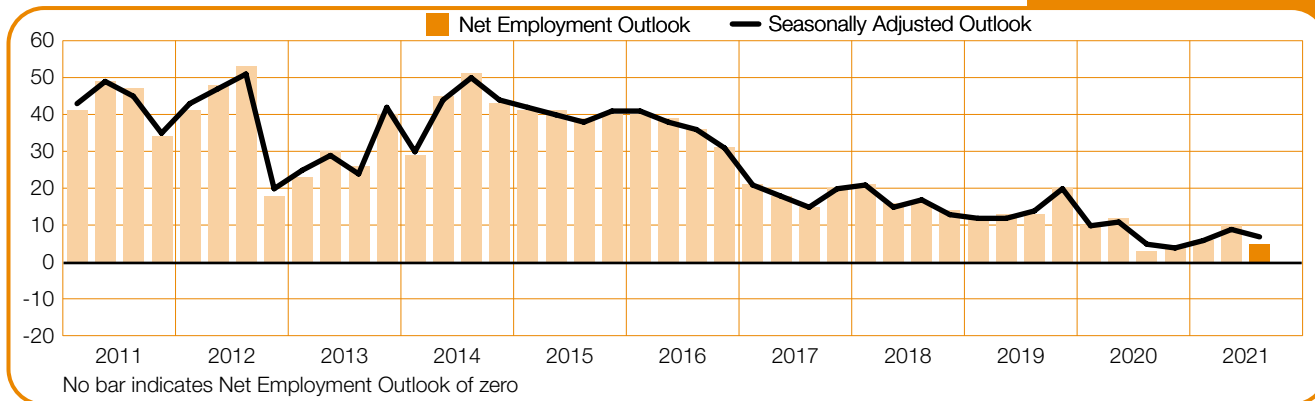
Taiwan

+27 (+24)%



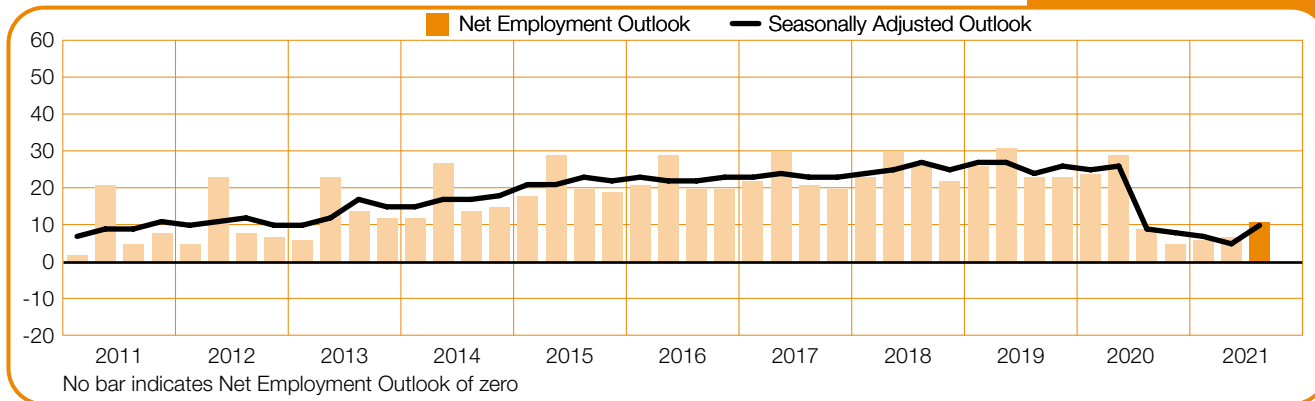
India

+5 (+7)%



Japan

+11 (+10)%



International Comparisons – EMEA

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

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

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

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

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

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

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

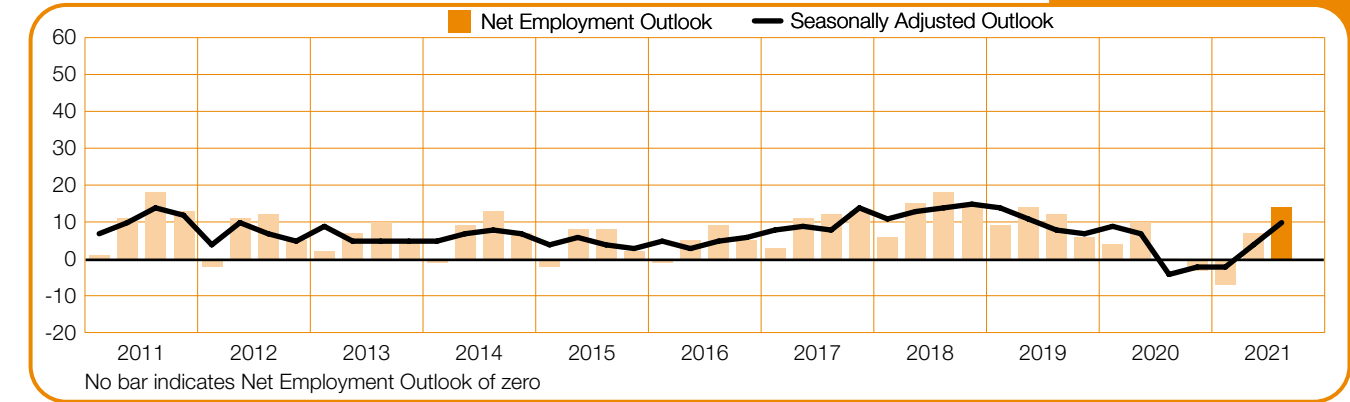
In Norway, employers anticipate respectable workforce gains during the July to September period, with hiring prospects for the Finance & Business Services sector at their strongest in more than eight years and an upbeat forecast in the Other Production sector. However, hiring sentiment in the Restaurants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

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

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

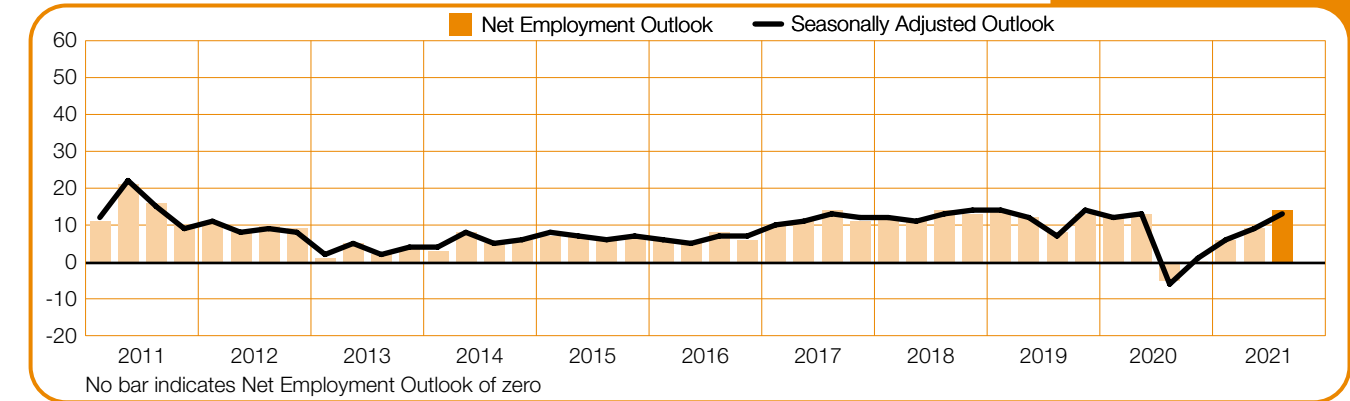
Austria

+14 (+10)%



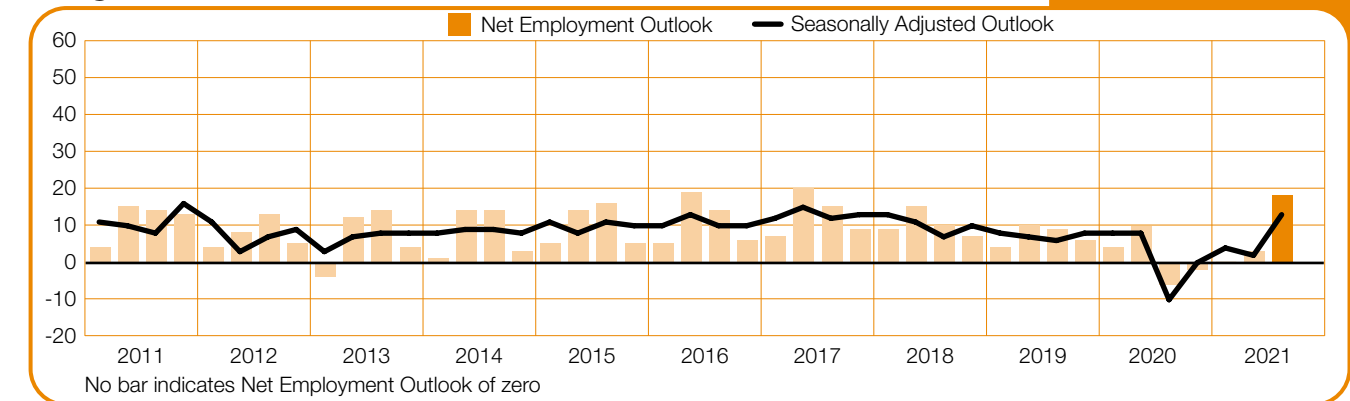
Belgium

+14 (+13)%



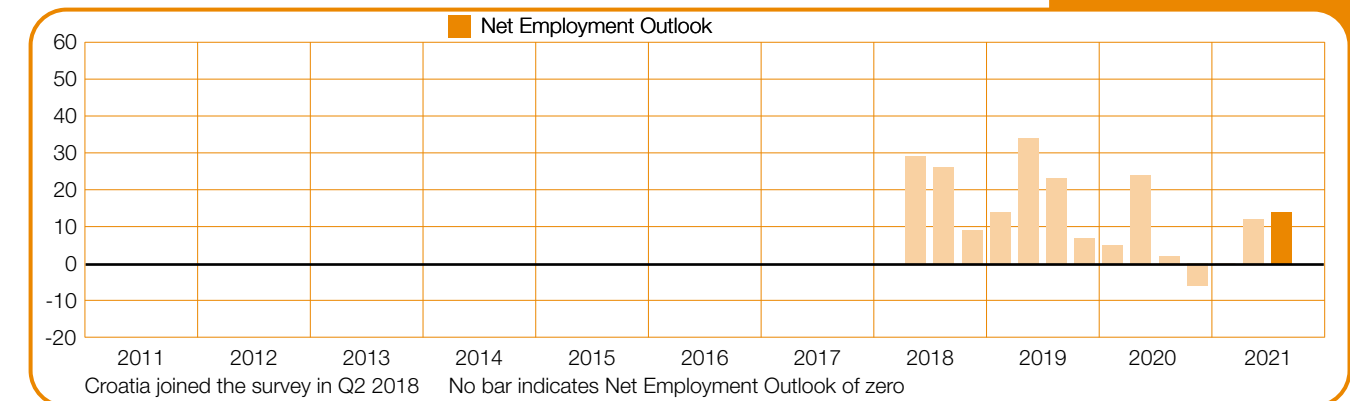
Bulgaria

+18 (+13)%



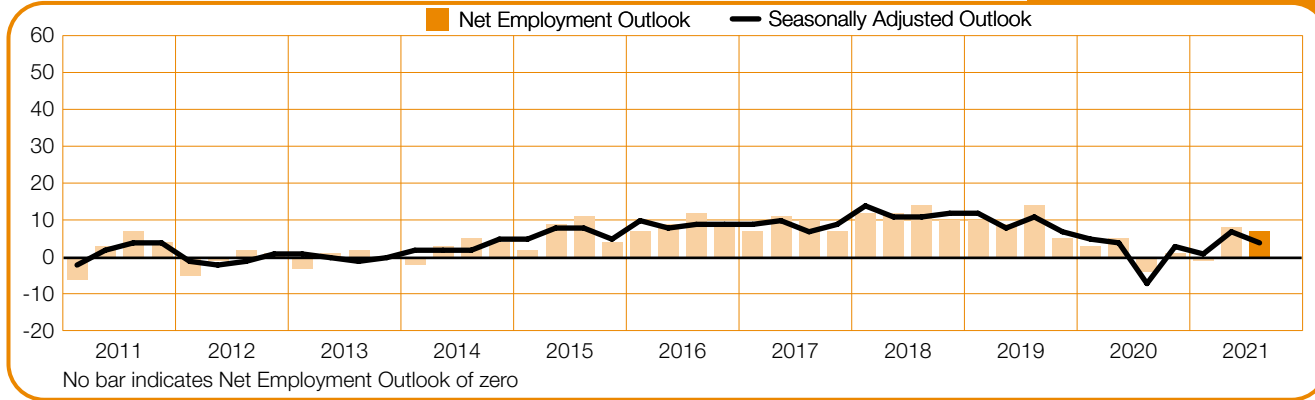
Croatia

+14%



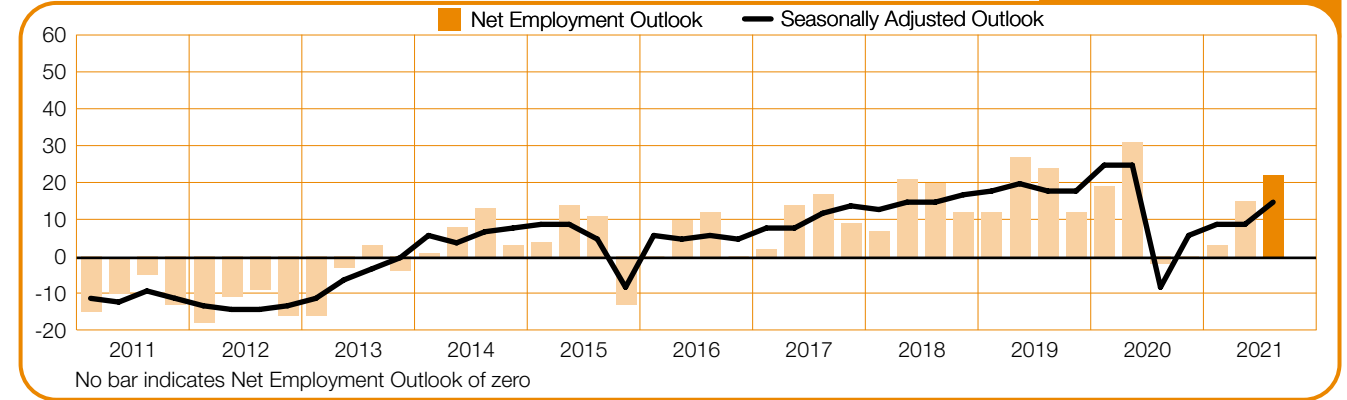
Czech Republic

+7 (+4)%



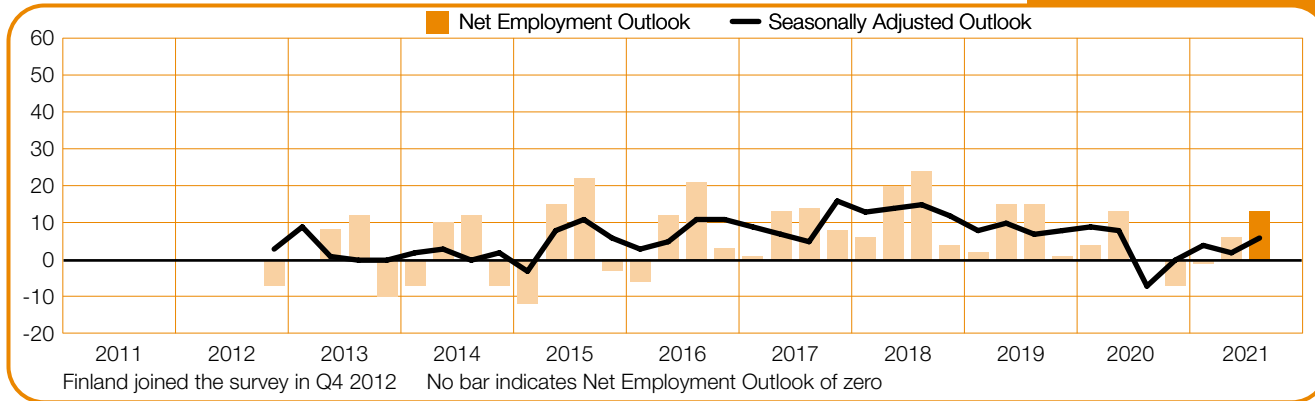
Greece

+22 (+15)%



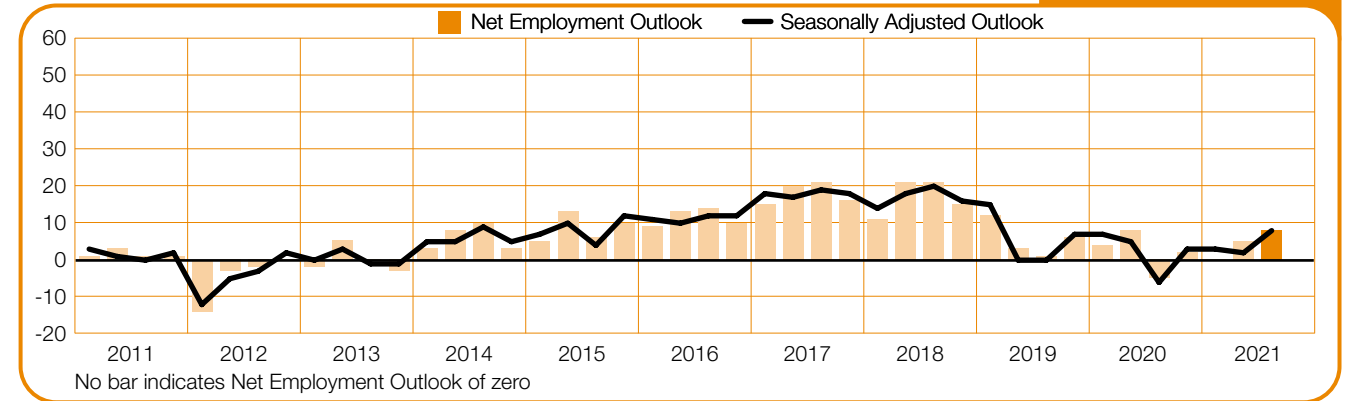
Finland

+13 (+6)%



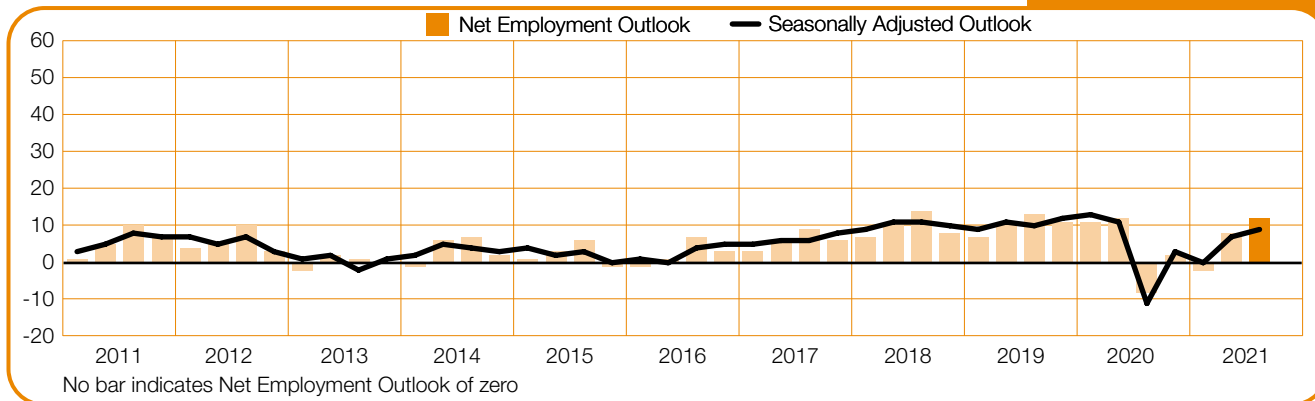
Hungary

+8 (+8)%



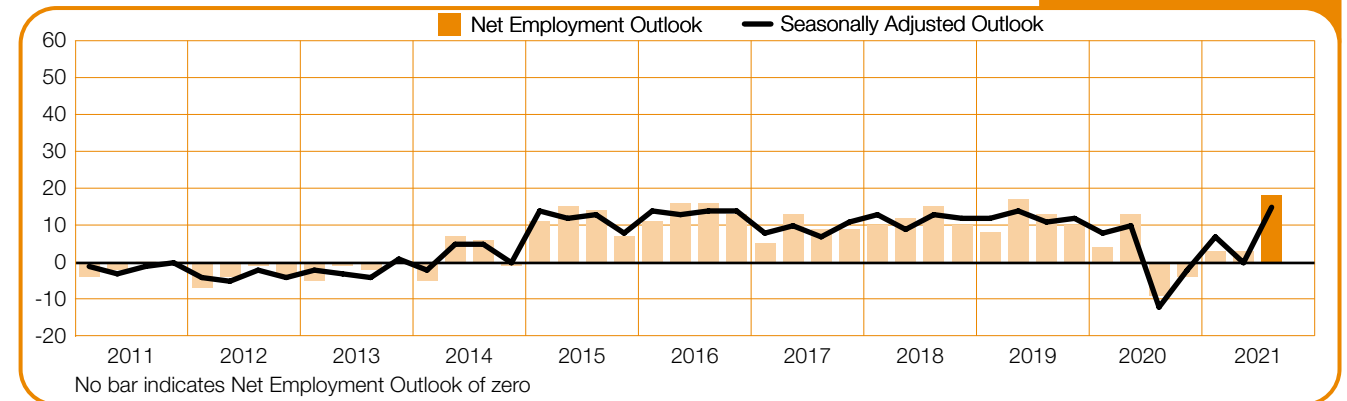
France

+12 (+9)%



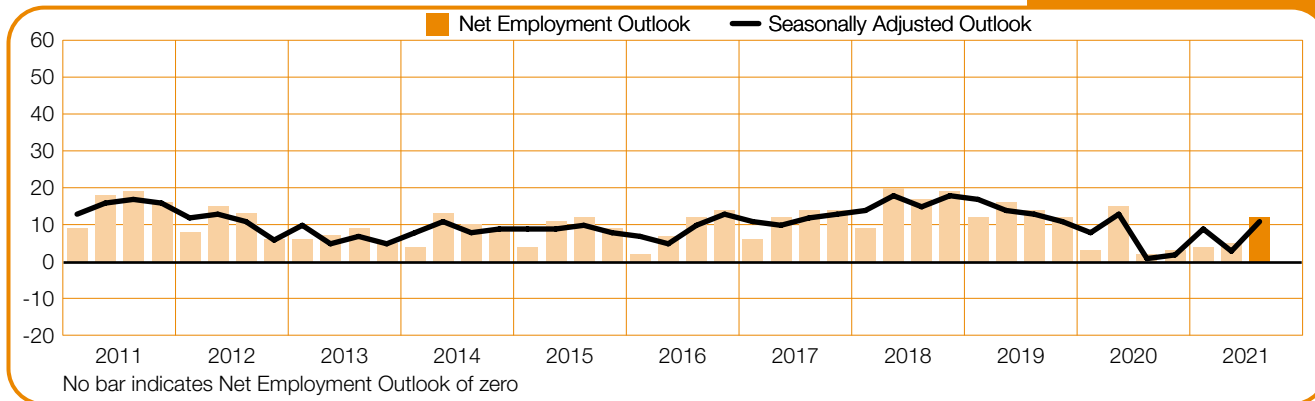
Ireland

+18 (+15)%



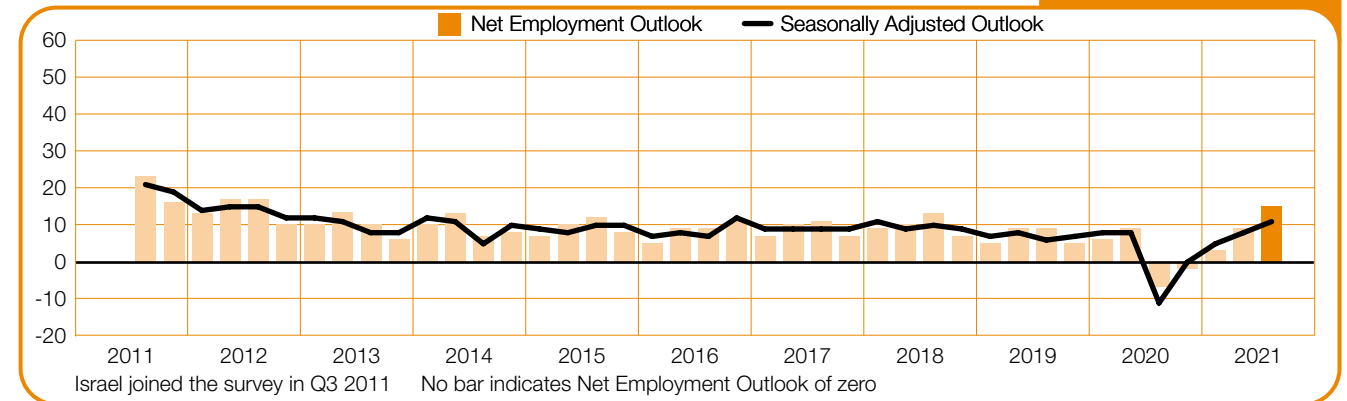
Germany

+12 (+11)%



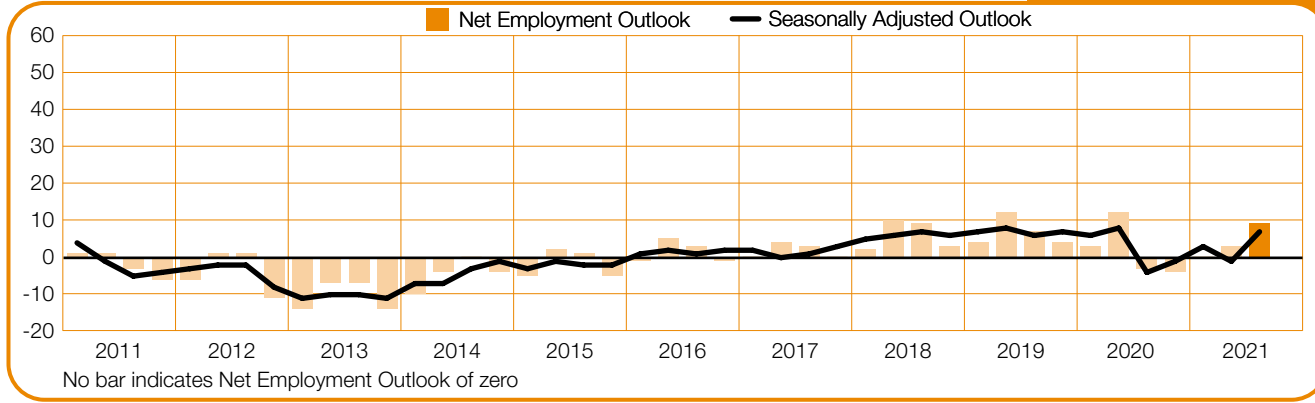
Israel

+15 (+11)%



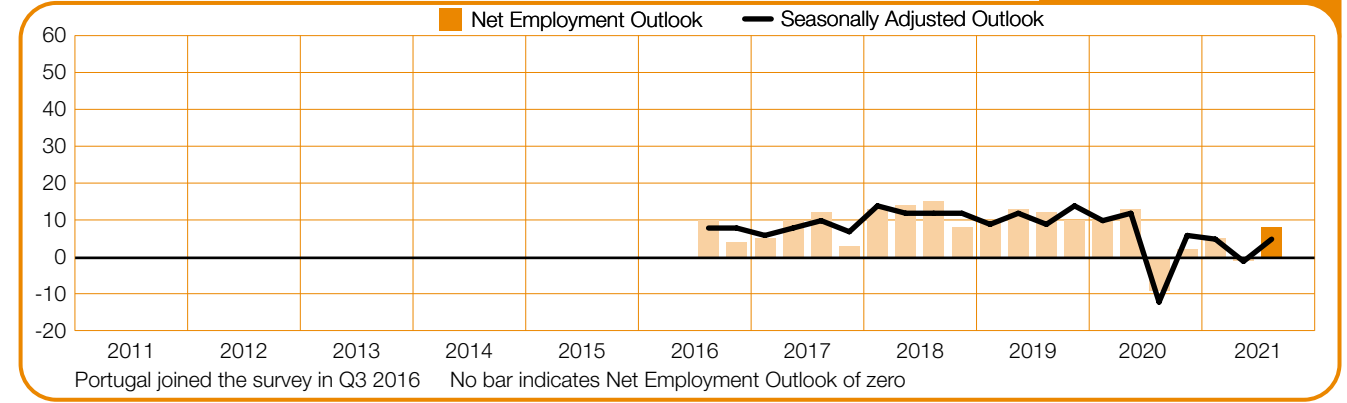
Italy

+9 (+7)%



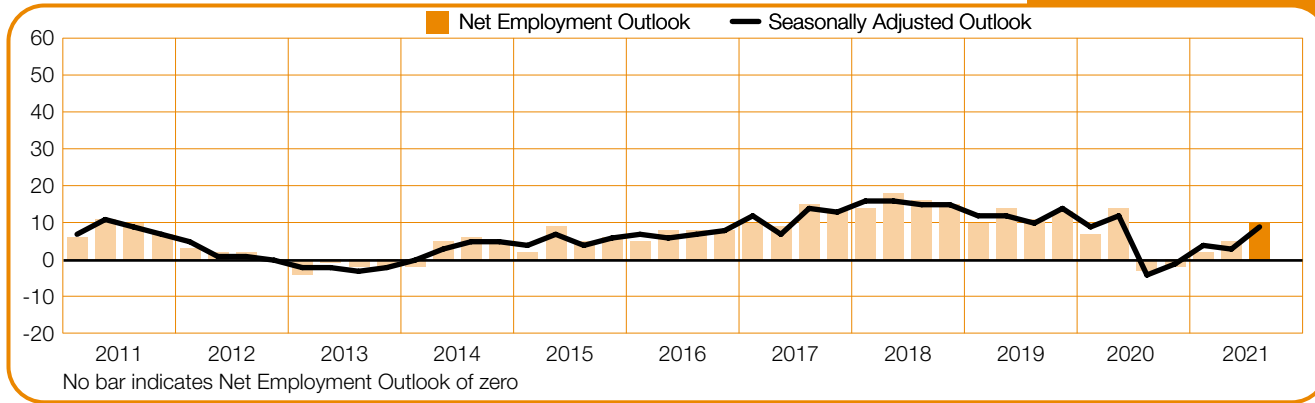
Portugal

+8 (+5)%



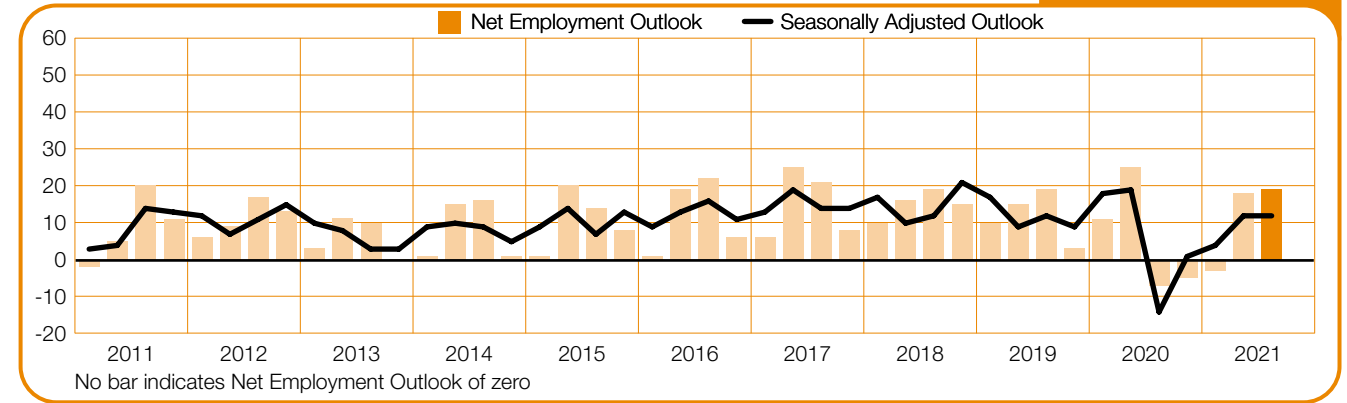
Netherlands

+10 (+9)%



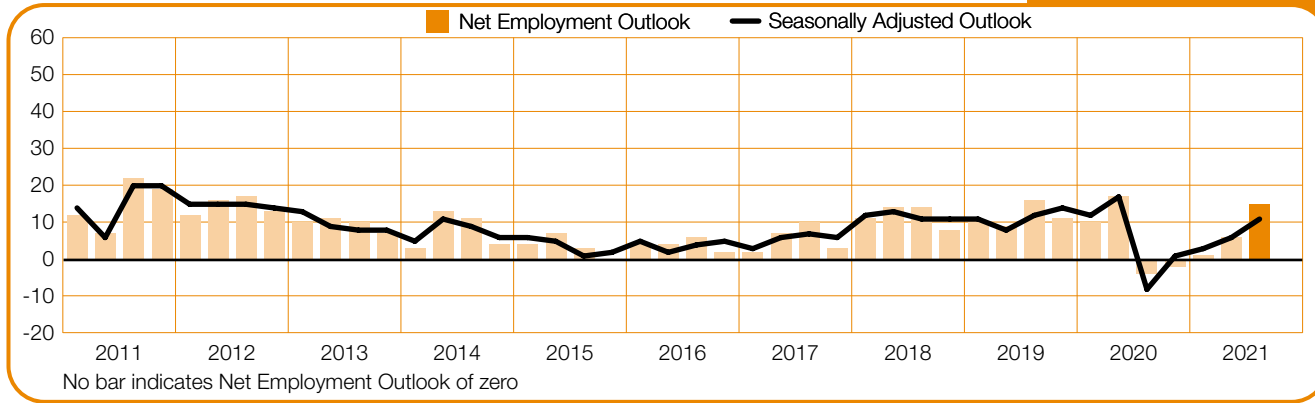
Romania

+19 (+12)%



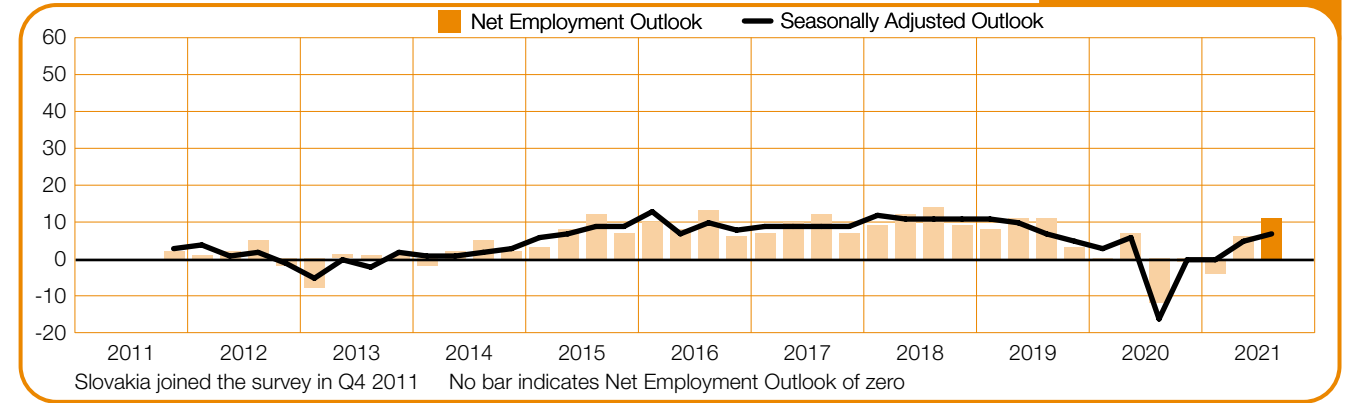
Norway

+15 (+11)%



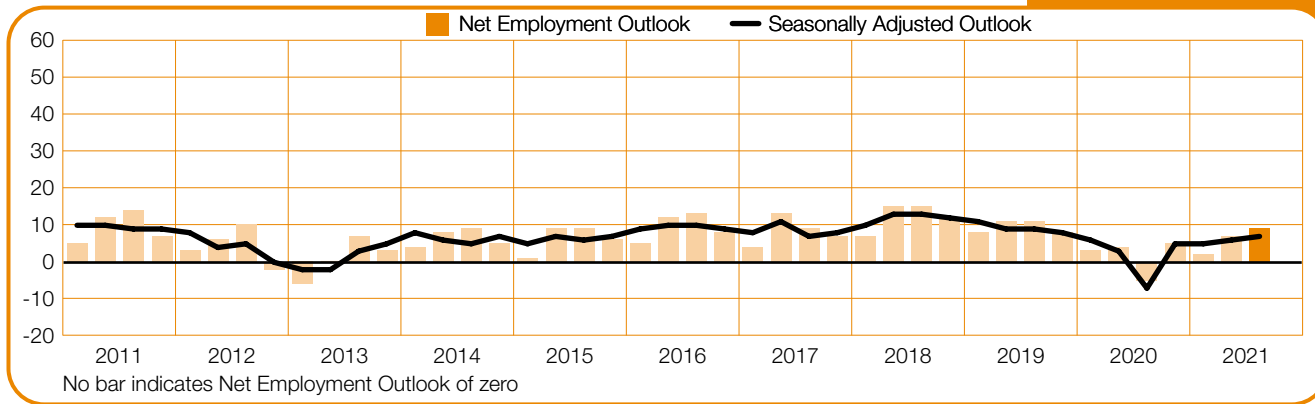
Slovakia

+11 (+7)%



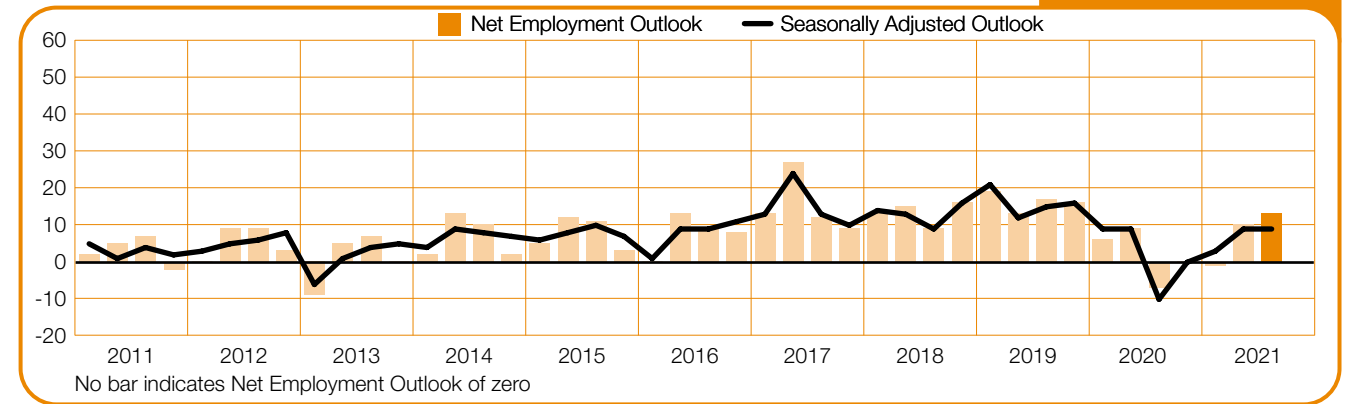
Poland

+9 (+7)%



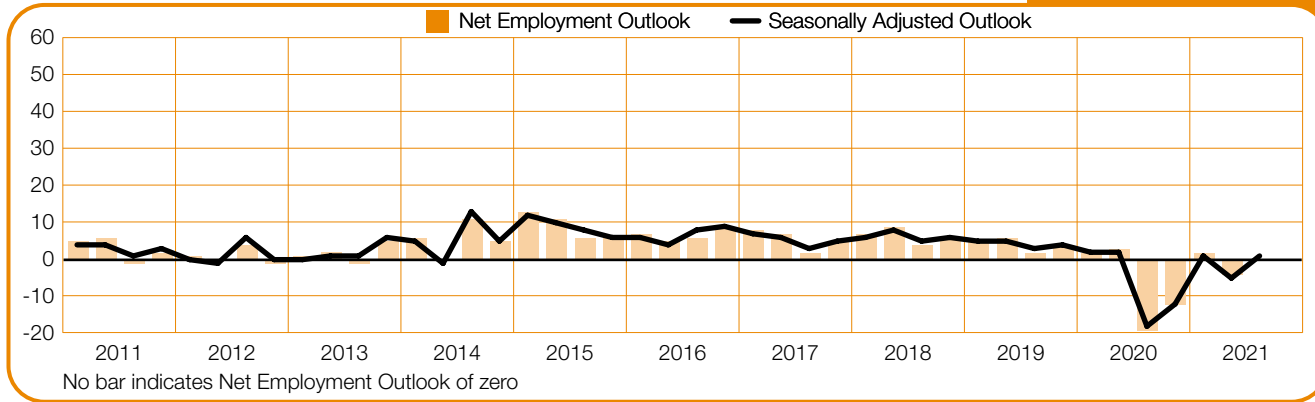
Slovenia

+13 (+9)%



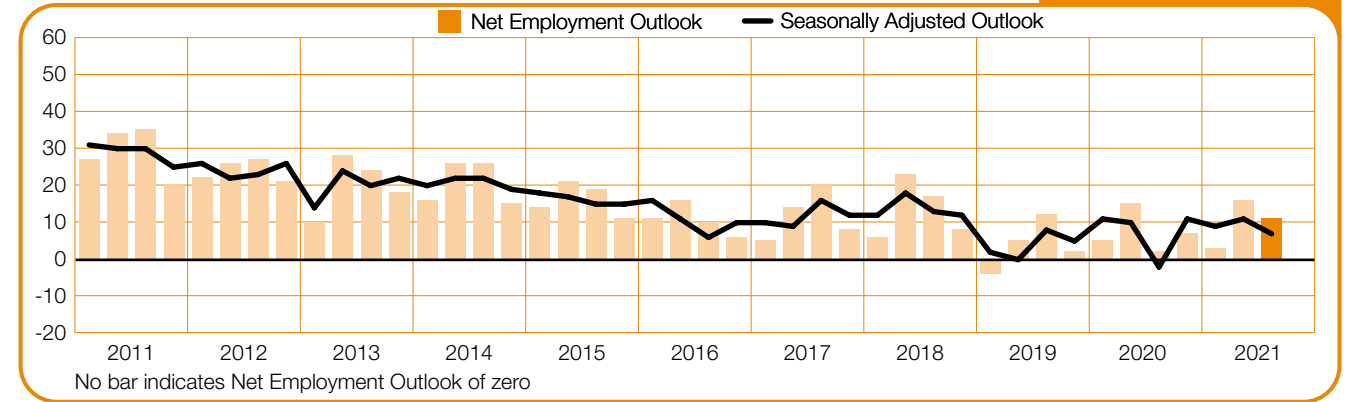
South Africa

0 (+1)%



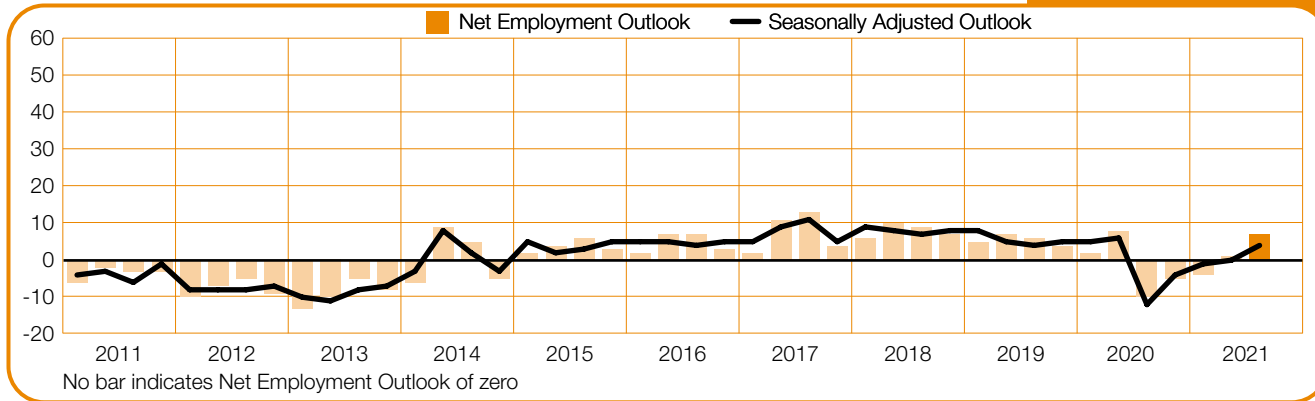
Turkey

+11 (+7)%



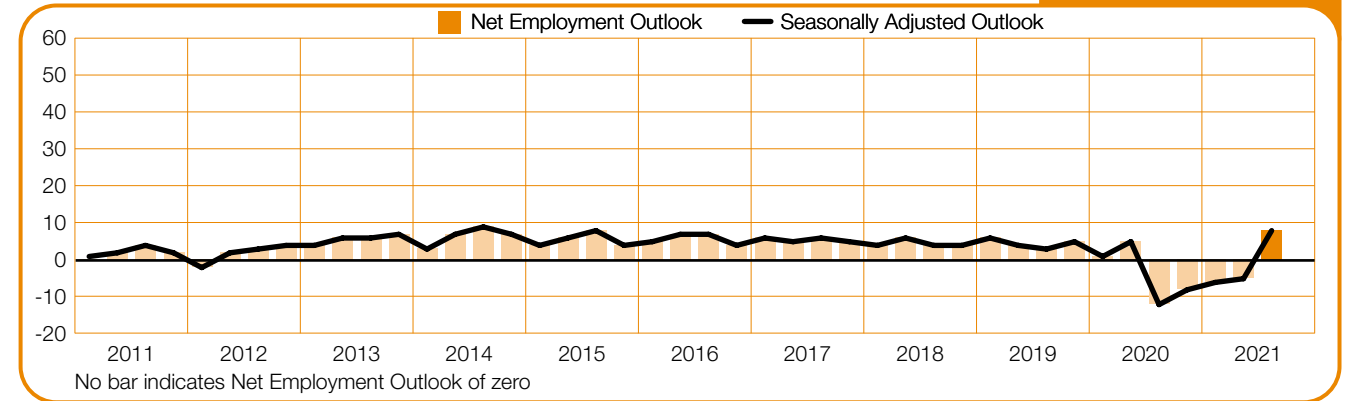
Spain

+7 (+4)%



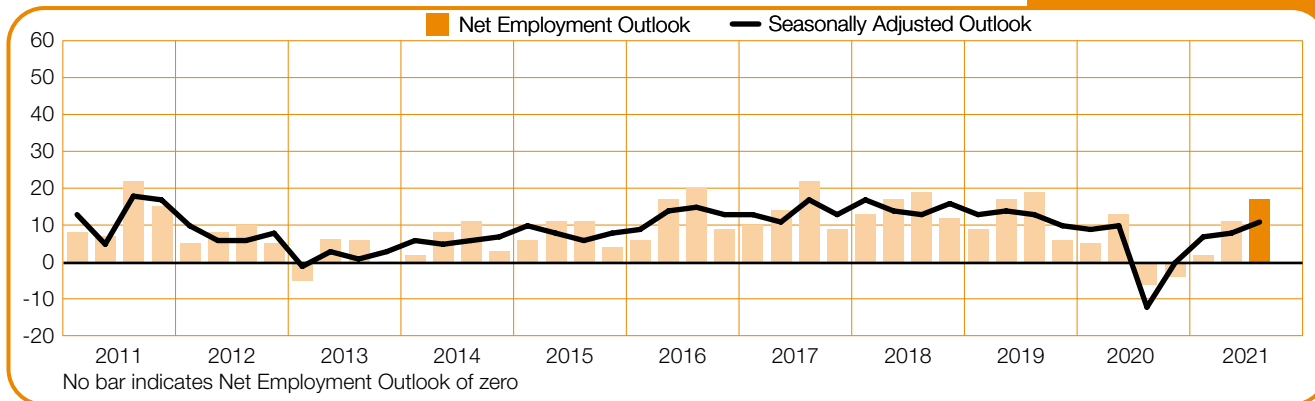
United Kingdom

+8 (+8)%



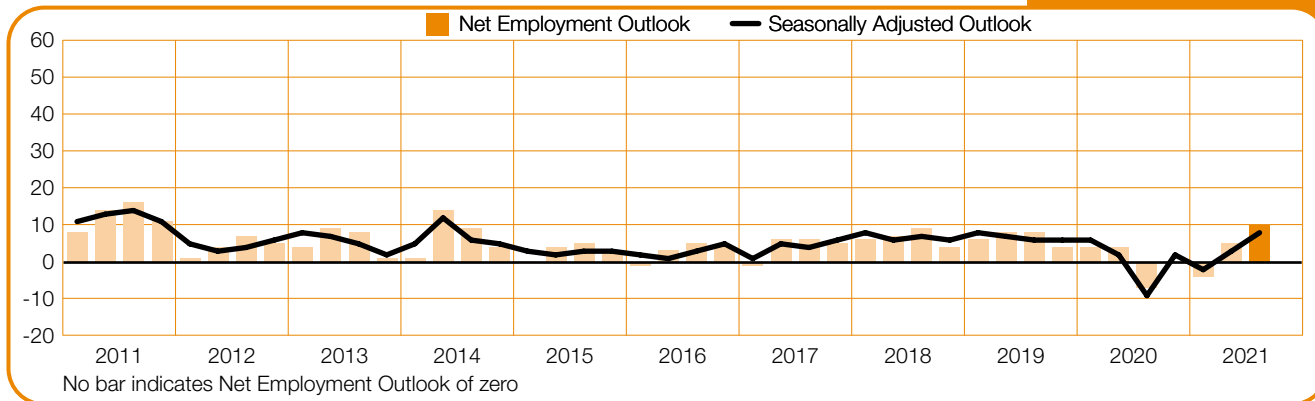
Sweden

+17 (+11)%



Switzerland

+10 (+8)%



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

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

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

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

Robust: For Quarter 3 2021, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is significantly lower than normal in some countries. The survey is based on interviews with over 45,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

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

For the Quarter 3 2021 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of September 2021 as compared to the current quarter?"

Methodology

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

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

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

About ManpowerGroup®

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis® and Talent Solutions® – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the 12th year – all confirming our position as the brand of choice for in-demand talent.

About ManpowerGroup®

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, Talent Solutions and Jefferson Wells – 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. In 2021, ManpowerGroup was named one of the World's Most Ethical Companies for

the twelfth consecutive year. We also earned globally and in Belgium a Gold CSR & sustainability rating on EcoVadis's environmental, social and ethical supplier performance assessment. ManpowerGroup Belgium received the Diversity Label from the Brussels-Capital Region and was named 'Best Staffing, Sourcing & Contingent Workforce Company at the HR Excellence Awards 2020. All these recognitions confirm our position as the brand of choice for in-demand talent.

See how ManpowerGroup® is powering the future of work: www.manpowergroup.com

Ready for the new era The Human Age, where talent is the engine of the economy? Visit our ManpowerGroup Knowledge Center: www.manpowergroup.be

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