

**ManpowerGroup
Employment
Outlook Survey
Ireland**

**Q1
2021**



ManpowerGroup®

Ireland Employment Outlook

The ManpowerGroup Employment Outlook Survey for the first quarter 2021 was conducted by interviewing a representative sample of 410 employers in Ireland.

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

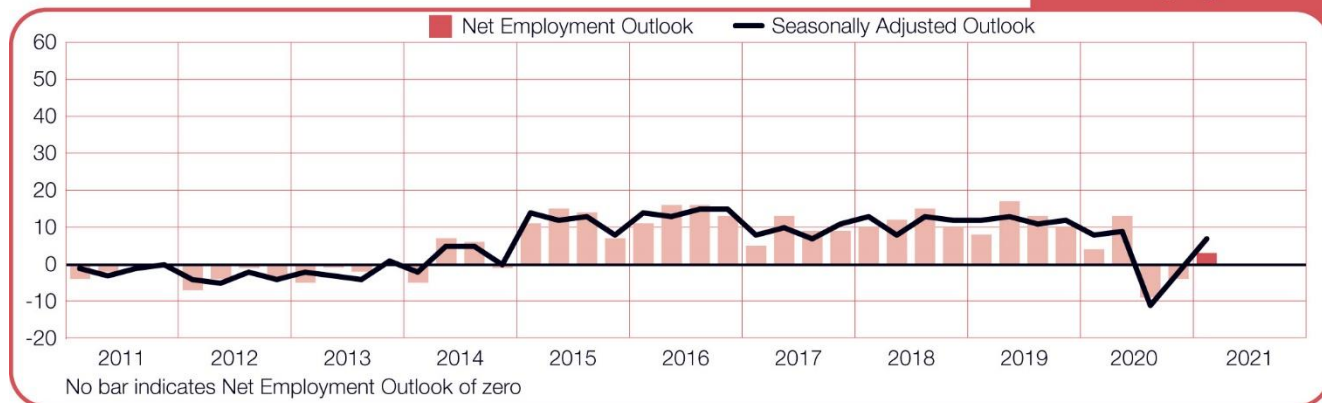
Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak.

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

Ireland Employment Outlook

Ireland

+3 (+7)%



Irish employers report positive hiring intentions for the first quarter of 2021.

With 9% of employers expecting to increase payrolls, 6% anticipating a decrease and 80% forecasting no change, the resulting Net Employment Outlook is +3%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7%.

Hiring plans improve by 9 percentage points when compared with the previous quarter while remaining relatively stable in comparison 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.

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.

Workforce gains are forecast for all four organization size categories in the next three months. The strongest labor market is expected by Large employers with a Net Employment Outlook of +13%. Elsewhere, Outlooks stand at +11% and +7% for Medium- and Micro-size employers, respectively, while Small employers report limited hiring prospects with an Outlook of +2%.

Hiring sentiment strengthens in all four organization size categories when compared with the previous quarter, most notably by 11 percentage points for Small- and Medium-size firms. The Outlook for Micro employers is 6 percentage points stronger and Large employers report an increase of 2 percentage points.

When compared with this time one year ago, Large employers report a considerable decline of 19 percentage points, and Outlooks weaken by 3 and 2 percentage points for Medium- and Small-size employers, respectively. However, Micro employers report an improvement of 6 percentage points.

Regional Summary

Employers in four of the five regions expect to increase payrolls during the upcoming quarter. The strongest labor market is forecast in Munster, where positive hiring intentions are reflected in a Net Employment Outlook of +18%. Dublin employers expect modest job gains, reporting an Outlook of +6%, and Outlooks of +4% and +3% are reported in Leinster and Connaught, respectively. However, Ulster employers expect to trim payrolls, reporting an Outlook of -5%.

A sharp increase of 24 percentage points is reported in Munster when compared with the previous quarter, and Outlooks improve by 7 and 6 percentage points in Connaught and Dublin, respectively. Elsewhere, hiring plans remain relatively stable in both Leinster and Ulster.

In a comparison with the same period last year, hiring prospects weaken in four of the five regions. Leinster employers report a decrease of 6 percentage points and the Outlook for Ulster declines by 5 percentage points. In both Connaught and Dublin, Outlooks weaken by 4 percentage points. However, the Munster Outlook improves by 10 percentage points.

Connaught

Job seekers can expect limited hiring activity in the first quarter of 2021, according to employers who report a Net Employment Outlook of +3%. Hiring prospects are 7 percentage points stronger when compared with the previous quarter but decline by 4 percentage points year-over-year.

Dublin

With a Net Employment Outlook of +6%, employers anticipate a conservative hiring pace in the January to March period. The Outlook improves by 6 percentage points quarter-over-quarter but declines by 4 percentage points when compared with this time one year ago.

Leinster

Employers forecast slow-paced payroll gains during 1Q 2021, reporting a Net Employment Outlook of +4%. Hiring plans remain relatively stable in comparison with the prior quarter, but decline by 6 percentage points, respectively.

Munster

A favorable hiring climate is likely in the upcoming quarter, according to employers who report a Net Employment Outlook of +18%. Hiring intentions improve by a steep margin of 24 percentage points when compared with the previous quarter and are 10 percentage points stronger year-over-year.

Ulster

Employers expect the labor market slump to continue in the next three months, reporting a negative Net Employment Outlook for the third consecutive quarter, standing at -5%. Hiring sentiment remains relatively stable quarter-over-quarter but declines by 5 percentage points in comparison with last year at this time.

Sector Summary

Employers in seven of the eight industry sectors expect to grow payrolls during the January to March period. The strongest hiring sentiment is reported in the Wholesale & Retail Trade sector, where the Net Employment Outlook is +14%. Elsewhere, Restaurants & Hotels sector employers report encouraging signs for job seekers with an Outlook of +9%, while the Construction sector Outlook stands at +7%. Modest workforce gains are forecast in two sectors with Outlooks of +5% - the Manufacturing sector and the Other Services sector – while employers in the Other Production sector and the Pharmaceuticals sector report Outlooks of +2%. Meanwhile, Finance & Business Services sector employers anticipate an uncertain hiring climate, reporting an Outlook of -1%.

Hiring prospects strengthen in five of the eight industry sectors when compared with the previous quarter. Considerable improvements of 19 and 17 percentage points are reported in the Restaurants & Hotels sector and the Manufacturing sector, respectively. The Wholesale & Retail Trade sector Outlook is 12 percentage points stronger, and Outlooks improve by 8 and 4 percentage points in the Other Services sector and the Other Production sector, respectively. However, Pharmaceuticals sector employers report a decline of 9 percentage points.

In a comparison with last year at this time, hiring plans weaken in five of the eight industry sectors, most notably by 14 percentage points in the Pharmaceuticals sector and by 9 percentage points in the Restaurants & Hotels sector. Slight declines of 4 and 3 percentage points are reported for the Manufacturing sector and the Construction sector, respectively. Meanwhile, Wholesale & Retail Trade sector employers report an improvement of 7 percentage points.

Construction

The mild hiring climate is forecast to continue in the first quarter of 2021, according to employers who report a Net Employment Outlook of +7% for the second consecutive quarter. In a comparison with 1Q 2020, hiring prospects decline by 3 percentage points.

Manufacturing

With a Net Employment Outlook of +5%, employers anticipate a modest increase in payrolls during the upcoming quarter. Hiring intentions improve by a considerable margin of 17 percentage points when compared with the previous quarter but decline by 4 percentage points year-over-year.

Pharmaceuticals

Job seekers can expect a soft labor market in the next three months, according to employers who report a Net Employment Outlook of +2%. However, hiring plans are considerably weaker both quarter-over-quarter and year-over-year, declining by 9 and 14 percentage points, respectively.

Other Production

Employers anticipate limited job gains in the coming quarter, reporting a Net Employment Outlook of +2%. Hiring prospects improve by 4 percentage points when compared with the previous quarter and are unchanged in comparison with the same period last year.

Finance & Business Services

Reporting a Net Employment Outlook of -1%, employers expect the subdued hiring climate to continue in the January to March period. Hiring sentiment is unchanged in comparison with the prior quarter and remains relatively stable when compared with this time one year ago.

Restaurants & Hotels

Employers report cautiously optimistic hiring plans for the first quarter of 2021 with a Net Employment Outlook of +9%. The Outlook improves by a considerable margin of 19 percentage points quarter-over-quarter, but is 9 percentage points weaker in comparison with the first quarter of 2020.

Other Services

Some payroll gains are expected in the next three months, with employers reporting a Net Employment Outlook of +5%. Hiring prospects are 8 percentage points stronger when compared with the previous quarter while remaining relatively stable year-over-year.

Wholesale & Retail Trade

Job seekers can expect a steady hiring pace in the forthcoming quarter, according to employers who report a Net Employment Outlook of +14%. The Outlook improves by 12 percentage points in comparison with the prior quarter and by 7 percentage points when compared with this time one year ago.



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EMPLOYMENT OUTLOOK SURVEY

Q1 2021

EMPLOYERS IN IRELAND PREDICT STRONG BOUNCE BACK IN HIRING FOR Q1 2021

Net Employment Outlook Forecast of +7% for Q1 2021.
This represents a 9% improvement on Q4 2020 indicating a significant return to growth for Ireland in 2021.



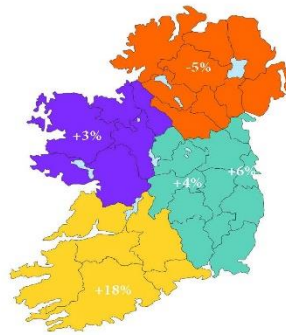
EMPLOYER HIRING EXPECTATIONS FOR JANUARY THROUGH MARCH

Hiring managers in Ireland report a seasonally adjusted, Net Employment Outlook* of 7%



9% PLAN TO HIRE
6% EXPECT TO REDUCE HEADCOUNTS
80% REPORT NO CHANGE IN HEADCOUNTS
5% UNDECIDED

IRELAND PROVINCIAL EMPLOYMENT OUTLOOK (NEO)



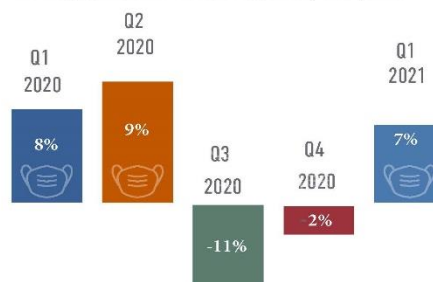
TIME TO RETURN

11% of employers expect to return to pre-COVID-19 hiring levels within Q1 2021



THE IMPACT OF COVID-19 ON HIRING PLANS

Net Employment Outlooks (NEOs) since January 2020



INDUSTRY OUTLOOK BY SECTOR IN IRELAND



Complete results for the ManpowerGroup Employment Outlook Survey are available for download at: [Manpower.ie/insights](https://www.manpowergroup.ie/insights)

*The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decreased in hiring activity.

Global Employment Outlook

ManpowerGroup interviewed over 37,500 employers in 43 countries and territories on hiring prospects* in the first 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 March 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 January to March 2021 time frame reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

In 34 of the 43 countries and territories surveyed by ManpowerGroup employers expect to add to payrolls during the first quarter of 2021. Employers expect to trim payrolls in seven countries and territories during the coming quarter, while flat labour markets are forecast in two.

Hiring sentiment strengthens in 32 countries and territories when compared with the previous quarter, while declining in six and remaining unchanged in five. In a comparison with this time one year ago, employers in 33 countries and territories report weaker hiring intentions, while Outlooks strengthen in six and are unchanged in four. During the next three months, employers anticipate the strongest hiring activity in Taiwan, the U.S., Singapore, Australia and Brazil. The weakest labour markets are expected in Panama, the UK, Switzerland, Austria and Hong Kong.

Employers expect to add to payrolls in 19 of the 26 Europe, Middle East & Africa (EMEA) region countries during the upcoming quarter, while a decline in payrolls is anticipated in five and flat hiring activity in two. Hiring prospects improve in 18 EMEA countries in comparison with the prior quarter, but weaken in 24 countries when compared with last year at this time. The strongest hiring plans for the next three months are reported in Greece, Germany and Turkey, while employers in the UK, Switzerland and Austria anticipate the weakest labour markets.

Workforce gains are expected in six of the seven Asia Pacific countries and territories during the first quarter of 2021, with a decrease in payrolls anticipated in one. When compared with the previous quarter, hiring plans improve in four countries and territories, while weakening in one. In a year-over-year comparison, Outlooks decline in four countries and territories, but strengthen in one. Employers in Taiwan anticipate the strongest regional labour market followed by Singapore and Australia. Meanwhile, employers in Hong Kong report the weakest forecast in the region, expecting to trim payrolls.

Positive hiring activity is expected in nine of the 10 Americas countries during the January to March period, while payrolls are expected to decrease in one. In a quarter-over-quarter comparison, hiring sentiment strengthens in all 10 Americas countries, while Outlooks strengthen in four countries but weaken in five when compared with last year at this time. Employers in the U.S. and Brazil anticipate the strongest hiring activity during the coming quarter, but employers expect to trim payrolls in 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 9 March 2021 and will detail expected labour market activity for the second quarter of 2021.

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

	Quarter 1 2021	Qtr on Qtr Change Q4 2020 to Q1 2021	Yr on Yr Change Q1 2020 to Q1 2021
	%		
Americas			
Argentina	6 (5) ¹	9 (7) ¹	5 (5) ¹
Brazil	9 (10) ¹	15 (13) ¹	0 (0) ¹
Canada	3 (7) ¹	0 (1) ¹	-3 (-3) ¹
Colombia	5 (6) ¹	15 (14) ¹	-5 (-5) ¹
Costa Rica	4 (2) ¹	20 (16) ¹	1 (1) ¹
Guatemala	8 (9) ¹	13 (15) ¹	1 (1) ¹
Mexico	7 (8) ¹	7 (7) ¹	-1 (-1) ¹
Panama	-6 (-7) ¹	12 (13) ¹	-6 (-6) ¹
Peru	8 (8) ¹	9 (8) ¹	4 (4) ¹
United States	15 (17) ¹	3 (3) ¹	-2 (-2) ¹

Asia Pacific			
Australia	12 (10) ¹	10 (9) ¹	0 (0) ¹
China	6 (5) ¹	2 (0) ¹	-1 (-1) ¹
Hong Kong	-2 (-2) ¹	0 (0) ¹	-13 (-13) ¹
India	6 (5) ¹	2 (2) ¹	-4 (-4) ¹
Japan	6 (6) ¹	1 (-3) ¹	-18 (-18) ¹
Singapore	15 (15) ¹	18 (17) ¹	7 (7) ¹
Taiwan	21 (23) ¹	3 (2) ¹	0 (0) ¹

EMEA[†]			
Austria	-7 (-2) ¹	-4 (0) ¹	-11 (-11) ¹
Belgium	6 (6) ¹	6 (5) ¹	-6 (-6) ¹
Bulgaria	0 (4) ¹	2 (4) ¹	-4 (-4) ¹
Croatia	0	6	-5
Czech Republic	-1 (1) ¹	-2 (-2) ¹	-4 (-4) ¹
Finland	-1 (3) ¹	6 (2) ¹	-5 (-6) ¹
France	-2 (0) ¹	-4 (-4) ¹	-13 (-13) ¹
Germany	4 (8) ¹	1 (5) ¹	1 (1) ¹
Greece	3 (9) ¹	3 (2) ¹	-16 (-16) ¹
Hungary	0 (3) ¹	-2 (0) ¹	-4 (-4) ¹
Ireland	3 (7) ¹	7 (9) ¹	-1 (-1) ¹
Israel	3 (4) ¹	5 (4) ¹	-3 (-3) ¹
Italy	0 (3) ¹	4 (3) ¹	-3 (-3) ¹
Netherlands	2 (4) ¹	4 (6) ¹	-5 (-5) ¹
Norway	1 (2) ¹	3 (2) ¹	-9 (-9) ¹
Poland	2 (5) ¹	-3 (0) ¹	-1 (-1) ¹
Portugal	5	3	-5
Romania	-3 (3) ¹	2 (2) ¹	-14 (-14) ¹
Slovakia	-4 (-1) ¹	-3 (-2) ¹	-4 (-4) ¹
Slovenia	-1 (1) ¹	-1 (2) ¹	-7 (-7) ¹
South Africa	2 (2) ¹	14 (14) ¹	0 (0) ¹
Spain	-4 (-1) ¹	1 (3) ¹	-6 (-6) ¹
Sweden	2 (7) ¹	6 (7) ¹	-3 (-2) ¹
Switzerland	-4 (-4) ¹	-4 (-5) ¹	-8 (-9) ¹
Turkey	3 (8) ¹	-4 (-2) ¹	-2 (-3) ¹
UK	-6 (-6) ¹	2 (2) ¹	-7 (-7) 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.

About the Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter.

ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

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

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

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

Robust: For Quarter 1 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 37,500 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 1 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 March 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%.

In the UK, the national survey includes 1,306 employers. With this number of interviews, the margin of error for the UK survey is +/- 2.1%.

Net Employment Outlook

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

Seasonal adjustments have been applied to the data for all participating countries except Croatia 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 organisations 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 organisations 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 recognised 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.