

ManpowerGroup
Employment
Outlook Survey
Ireland

Q2
2021



ManpowerGroup®

Ireland Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2021 was conducted by interviewing a representative sample of 445 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 June 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 second 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 (0)%



Irish employers report cautious hiring plans for the second quarter of 2021. With 8% of employers forecasting an increase in payrolls, 5% expecting a decrease and 85% anticipating no change, the resulting Net Employment Outlook is +3%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at 0%. Hiring prospects decline by 5 percentage points when compared with the previous quarter and are 10 percentage points weaker in a 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.

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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

Employers in three of the four organization size categories expect to trim payrolls during the coming quarter. The weakest hiring pace is expected by Medium employers with a Net Employment Outlook of -6%, while Outlooks stand at -3% and -1% for Small- and Micro-size firms, respectively. However, Large employers forecast healthy job gains with an Outlook of +22%.

When compared with the previous quarter, hiring prospects decline by 16 percentage points for Medium employers, and decreases of 7 and 3 percentage points are reported in the Micro- and Small-size categories, respectively. Meanwhile, the Outlook for Large employers improves by 9 percentage points.

Hiring intentions weaken in all four organization size categories when compared with this time one year ago. Medium employers report a sharp decline of 25 percentage points, and the Outlook for Large employers is 10 percentage points weaker. Small employers report a decrease of 9 percentage points and hiring prospects are 4 percentage points weaker for Micro firms.

Regional Summary

Employers in four of the five regions expect to trim payrolls during the next three months. The weakest hiring prospects are reported in Connaught, where the Net Employment Outlook is -7%. Munster employers report muted hiring plans with an Outlook of -5%, and Outlooks of -2% are reported in two regions – Leinster and Ulster. However, Dublin employers anticipate moderate job gains, reporting an Outlook of +7%.

Hiring sentiment weakens in three of the five regions when compared with the previous quarter, including a sharp decline of 23 percentage points in Munster. Elsewhere, Outlooks decrease by 8 and 5 percentage points in Connaught and Leinster, respectively, but hiring prospects are 2 percentage points stronger in both Dublin and Ulster.

In a comparison with last year at this time, Outlooks weaken in all five regions. Considerable decreases of 17 percentage points are reported in both Connaught and Munster, while the Outlook for Leinster declines by 11 percentage points. Hiring intentions weaken by 6 and 4 percentage points in Ulster and Dublin, respectively.

Connaught

Job seekers can expect a struggling labor market in the second quarter of 2021, according to employers who report a Net Employment Outlook of -7%. Hiring prospects decline by 8 percentage points in comparison with the prior quarter and by 17 percentage points when compared with this time one year ago.

Dublin

With a Net Employment Outlook of +7%, employers anticipate a fair hiring pace during the next three months. Hiring plans are 2 percentage points stronger when compared with the previous quarter, but decline by 4 percentage points year-over-year.

Leinster

The weakest labor market in six years is forecast for the April to June period. Employers report a Net Employment Outlook of -2%, declining by 5 and 11 percentage points when compared with 1Q 2021 and the second quarter of 2020, respectively.

Munster

Employers report downbeat hiring intentions for the coming quarter with a Net Employment Outlook of -5%. Hiring sentiment decreases by a steep margin of 23 percentage points quarter-over-quarter, and is 17 percentage points weaker year-over-year.

Ulster

The labour market slump is forecast to continue during the second quarter of 2021, with employers reporting a fourth consecutive negative Net Employment Outlook, standing at -2%. Hiring plans improve by 2 percentage points when compared with the previous quarter, but decline by 6 percentage points in comparison with last year at this time.

Sector Summary

Employers in three of the eight industry sectors expect to increase payrolls during the coming quarter. Other Services sector employers anticipate the strongest hiring pace, reporting a Net Employment Outlook of +9%, while Outlooks stand at +8% and +3% in the Wholesale & Retail Trade sector and the Manufacturing sector, respectively. Elsewhere, employers in both the Construction sector and the Pharmaceuticals sector anticipate flat labor markets with Outlooks of 0%, but employers in three sectors expect to trim payrolls. The weakest hiring prospects are reported for the Restaurants & Hotels sector with a gloomy Outlook of -18%, while Outlooks stand at -9% and -3% in the Other Production sector and the Finance & Business Services sector, respectively.

Hiring intentions weaken in seven of the eight industry sectors when compared with the previous quarter, including a steep decline of 24 percentage points for the Restaurants & Hotels sector. Other Production sector employers report a decrease of 11 percentage points, while Outlooks are 7 and 6 percentage points weaker in the Wholesale & Retail Trade sector and the Construction sector, respectively. However, Other Services sector employers report an improvement of 2 percentage points.

When compared with the second quarter of 2020, hiring sentiment also weakens in seven of the eight industry sectors. A sharp decrease of 36 percentage points is reported by Restaurants & Hotels sector employers. The Outlook for the Pharmaceuticals sector declines by 16 percentage points, while Outlooks are 15 and 14 percentage points weaker in the Finance & Business Services sector and the Construction sector, respectively. Other Production sector employers report a decline of 11 percentage points, while the Outlook for the Other Services sector is 4 percentage points weaker. Meanwhile, employers in the Wholesale & Retail Trade report a slight improvement of 3 percentage points.

Construction

Job seekers can expect a flat labor market during the upcoming quarter, according to employers who report a Net Employment Outlook of 0%. Hiring prospects are 6 percentage points weaker when compared with the previous quarter and decline by 14 percentage points year-over-year.

Manufacturing

With a Net Employment Outlook of +3%, employers anticipate slow-paced workforce gains during the second quarter of 2021. The Outlook remains relatively stable quarter-over-quarter, but declines by 2 percentage points when compared with this time one year ago.

Pharmaceuticals

Employers expect a subdued hiring pace during the next three months, reporting a Net Employment Outlook of 0%. Hiring plans decline by 2 percentage points in comparison with the prior quarter and by a considerable margin of 16 percentage points when compared with the same period last year.

Other Production

The weakest hiring climate in 11 years is expected in the April to June period, with employers reporting a Net Employment Outlook of -9%. Hiring sentiment declines by 11 percentage points in comparison with both the prior quarter and last year at this time.

Finance & Business Services

The labor market slump is forecast to continue during the second quarter of 2021, with employers reporting a fourth consecutive negative Net Employment Outlook, standing at -3%. Hiring intentions remain relatively stable when compared with the previous quarter, but decline by 15 percentage points in comparison with last year at this time.

Restaurants & Hotels

Employers report dim hiring prospects for the upcoming quarter with a Net Employment Outlook of -18%. The Outlook declines sharply in comparison with both the prior quarter and last year at this time, by 24 and 36 percentage points, respectively.

Other Services

With a Net Employment Outlook of +9%, employers report encouraging signs for job seekers in the next three months. Hiring prospects are 2 percentage points stronger quarter-over-quarter, but decline by 4 percentage points when compared with this time one year ago.

Wholesale & Retail Trade

Job seekers can expect a fair hiring pace during the April to June period, according to employers who report a Net Employment Outlook of +8%. While the Outlook is 7 percentage points weaker in comparison with the previous quarter, employers report an improvement of 3 percentage points year-over-year.

Covid-19 Specific Hiring Trends & Insights for Ireland

64% of respondent companies stated they had experienced no change in **overall employment levels** since the onset of Covid-19. 12% stated they expect to see a full return to pre Covid-19 staffing levels within the next 6 months. The remaining 34% had varying degrees of confidence as to when or if a full return to pre covid-19 levels of staffing was likely when questioned.

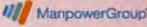
Regarding the area of **vaccination policy** and what policy companies are most likely to pursue in relation to their staff, a majority of 51% stated they had no plans to introduce a fixed vaccination policy in relation to their staff stating it will be up individuals to decide what is most appropriate for them. 18% of companies will encourage vaccination by highlighting the benefits without making it mandatory. 17% of respondents took the view that all employees must be vaccinated. As discussion around this topic is at its infancy official policies and legal guidance will likely become clearer in the coming months.

79% of respondents stated that they had maintained the same number of **full time employees** in response to the Covid-19 pandemic. 15% had decreased full time staff headcount and 6% increased their headcount in response to Covid-19. A similar trend was noted for part time and temporary workers.

In the area of **remote working** and its impact on company operations since the start of the pandemic, 48% stated their business operations had moved to a mixture of remote and workplace based practices. 39% stated that their workforce were based at a fixed location for all or most of the time.

Note: These questions were additional insight questions separate to the standard survey responses. These insights represent a random sample of answers and do not meet the minimum 95% confidence levels required as with the main survey questions. As a result caution should be exercised in terms of drawing conclusions from these covid-19 specific areas of investigation.

SNAPSHOT OF Q2 HIRING OUTLOOK FOR IRELAND



EMPLOYMENT OUTLOOK SURVEY

Q2

2021

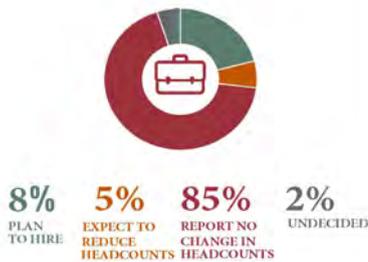
EMPLOYERS IN IRELAND PREDICT SLOWER HIRING LEVELS FOR Q2 2021

Net Employment Outlook Forecast of 0% for Q2 2021. This represents a 7% reduction on Q1 2021 as continued lockdowns impact on short term growth plans in Ireland.

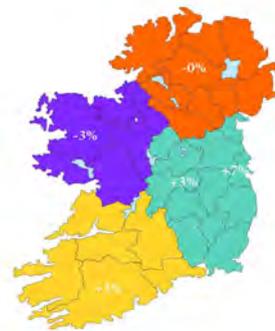


EMPLOYER HIRING EXPECTATIONS FOR APRIL THROUGH JUNE

Hiring managers in Ireland report a seasonally adjusted, Net Employment Outlook* of 0%



IRELAND Provincial Employment Outlook (NEO)



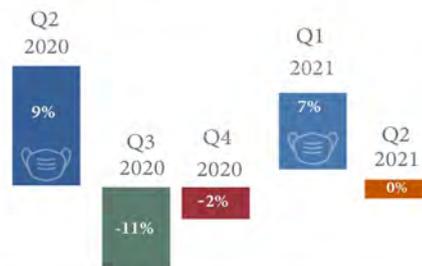
TIME TO RETURN TO PRE COVID-19 HIRING LEVELS

64% of employers reported they have experienced no change in their hiring levels since the start of the Covid-19 pandemic



THE IMPACT OF COVID-19 ON HIRING PLANS

Net Employment Outlooks (NEOs) since April 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.com/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 42,000 employers in 43 countries and territories on hiring prospects* in the second 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 June 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 April to June 2021 time frame reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

Employers expect to add to payrolls in 31 of the 43 countries and territories surveyed by ManpowerGroup for the second quarter of 2021. In 10 countries and territories, employers anticipate a decrease in payrolls, while no change is expected in two.

When compared with the previous quarter, hiring intentions strengthen in 24 countries and territories, while weakening in 16, with no change reported in three. In a comparison with the same period 12 months ago, hiring plans weaken in 32 countries and territories, while improving in seven and remaining unchanged in four. For the second quarter of 2021, the **strongest labor markets are forecast in Taiwan, the U.S., Australia and Singapore**, while employers in **Panama, the UK and South Africa anticipate the weakest hiring activity**.

In the Europe, Middle East & Africa (EMEA) region, workforce gains are expected during the next three months for 18 of the 26 countries surveyed, while employers in six countries expect to trim payrolls and flat hiring prospects are reported for two. Hiring plans strengthen in 16 EMEA countries when compared with the previous quarter, but weaken in 20 in a comparison with the same period last year. The strongest labor markets in the coming quarter are anticipated by employers in Croatia, Romania and Turkey, while employers in South Africa and the UK expect the weakest hiring activity.

An increase in payrolls is expected in five of the seven Asia Pacific countries and territories in April to June 2021, while employers in two expect to trim payrolls. Hiring sentiment strengthens in four countries and territories quarter-over-quarter, but weakens in four when compared with the second quarter of 2020. The strongest hiring pace in the coming quarter is forecast for Taiwan, with employers in both Australia and Singapore reporting upbeat hiring plans. However, employers in both Hong Kong and Japan expect to trim payrolls.

Workforce gains are expected in eight of the 10 Americas countries during the second quarter of 2021, while employers in two expect to trim payrolls. Hiring prospects in the region strengthen in four countries when compared with the previous quarter, but weaken in six, and Outlooks decline in eight Americas countries when compared with this time one year ago. U.S. employers report the strongest hiring prospects in the region, with encouraging signs for job seekers reported in Brazil and Canada. However, employers in Panama and Peru expect to trim payrolls.

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

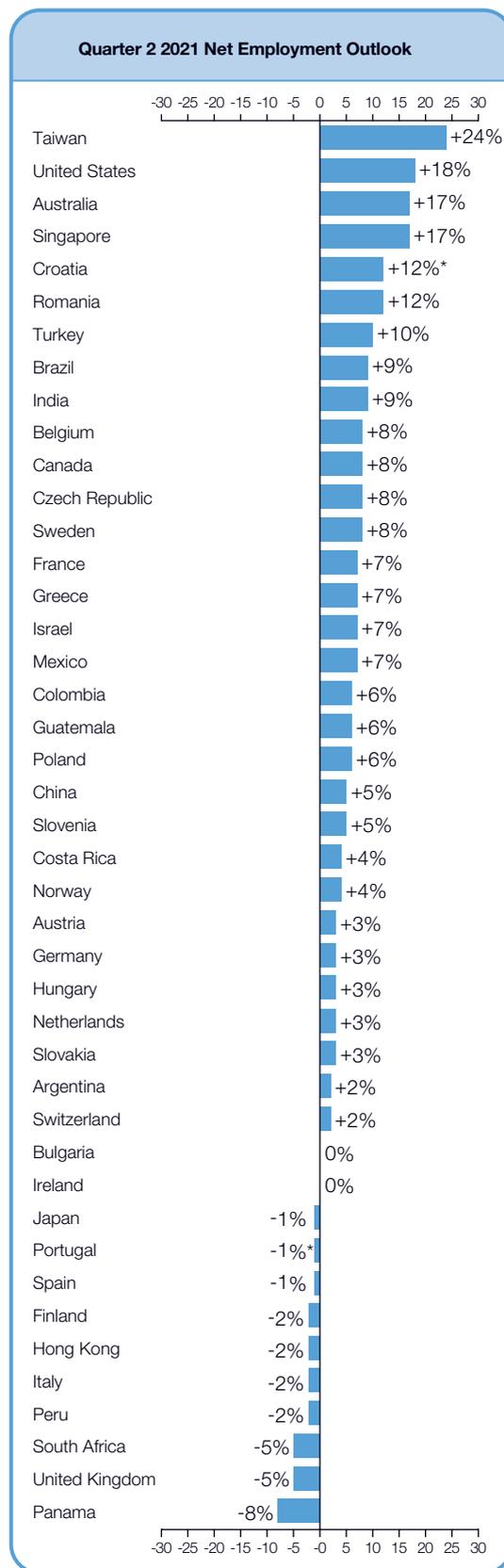
The next ManpowerGroup Employment Outlook Survey will be released on June 8th 2021 and will detail expected labour market activity for the third quarter of 2021.

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

	Quarter 2 2021	Qtr on Qtr Change Q1 2021 to Q2 2021	Yr on Yr Change Q2 2020 to Q2 2021
	%		
Americas			
Argentina	4 (2) ¹	-2 (-3) ¹	0 (0) ¹
Brazil	13 (9) ¹	4 (-1) ¹	-4 (-4) ¹
Canada	11 (8) ¹	8 (1) ¹	0 (0) ¹
Colombia	6 (6) ¹	1 (1) ¹	-5 (-5) ¹
Costa Rica	6 (4) ¹	2 (2) ¹	-3 (-3) ¹
Guatemala	7 (6) ¹	-1 (-2) ¹	-4 (-4) ¹
Mexico	8 (7) ¹	1 (-1) ¹	-2 (-2) ¹
Panama	-7 (-8) ¹	-1 (-1) ¹	-6 (-6) ¹
Peru	0 (-2) ¹	-8 (-10) ¹	-7 (-7) ¹
United States	19 (18) ¹	4 (1) ¹	-1 (-1) ¹

Asia Pacific			
Australia	16 (17) ¹	4 (6) ¹	7 (7) ¹
China	5 (5) ¹	-1 (0) ¹	-1 (-1) ¹
Hong Kong	-2 (-2) ¹	0 (0) ¹	-2 (-2) ¹
India	10 (9) ¹	4 (3) ¹	-2 (-2) ¹
Japan	7 (-1) ¹	1 (-6) ¹	-22 (-23) ¹
Singapore	17 (17) ¹	2 (2) ¹	8 (8) ¹
Taiwan	25 (24) ¹	4 (1) ¹	1 (1) ¹

EMEA¹			
Austria	7 (3) ¹	14 (5) ¹	-3 (-3) ¹
Belgium	9 (8) ¹	3 (2) ¹	-4 (-5) ¹
Bulgaria	3 (0) ¹	3 (-3) ¹	-7 (-7) ¹
Croatia	12	12	-12
Czech Republic	8 (8) ¹	9 (7) ¹	3 (3) ¹
Finland	6 (-2) ¹	7 (-4) ¹	-7 (-7) ¹
France	8 (7) ¹	10 (6) ¹	-4 (-4) ¹
Germany	5 (3) ¹	1 (-5) ¹	-10 (-10) ¹
Greece	15 (7) ¹	12 (-2) ¹	-16 (-16) ¹
Hungary	5 (3) ¹	5 (1) ¹	-3 (-3) ¹
Ireland	3 (0) ¹	0 (-5) ¹	-10 (-10) ¹
Israel	9 (7) ¹	6 (2) ¹	0 (0) ¹
Italy	3 (-2) ¹	3 (-4) ¹	-9 (-10) ¹
Netherlands	5 (3) ¹	3 (-1) ¹	-9 (-9) ¹
Norway	6 (4) ¹	5 (2) ¹	-11 (-11) ¹
Poland	7 (6) ¹	5 (1) ¹	3 (3) ¹
Portugal	-1	-6	-14
Romania	18 (12) ¹	21 (8) ¹	-7 (-7) ¹
Slovakia	6 (3) ¹	10 (3) ¹	-1 (-2) ¹
Slovenia	10 (5) ¹	11 (4) ¹	1 (1) ¹
South Africa	-4 (-5) ¹	-6 (-7) ¹	-7 (-7) ¹
Spain	1 (-1) ¹	5 (0) ¹	-7 (-7) ¹
Sweden	11 (8) ¹	9 (2) ¹	-2 (-2) ¹
Switzerland	5 (2) ¹	9 (5) ¹	1 (0) ¹
Turkey	16 (10) ¹	13 (1) ¹	1 (1) ¹
UK	-5 (-5) ¹	1 (1) ¹	-10 (-10) ¹



¹EMEA – 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 2 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 June 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 Ireland, the national survey includes 445 employers. With this number of interviews, the margin of error for the Ireland survey is +/- 4.6%.

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.

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