

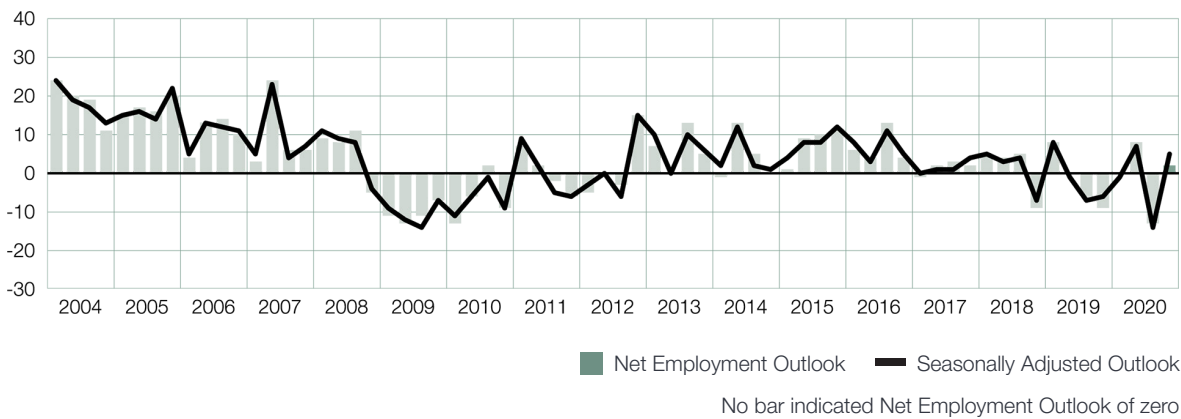


ManpowerGroup®



# Welsh Employers Rally on Hiring for Q4

With a Net Employment Outlook of +5%, employers anticipate modest payroll gains during the October to December period. Hiring sentiment is considerably stronger in comparison with both the prior quarter and last year at this time, increasing by 19 and 11 percentage points, respectively.



Q4 2020

## MARKET OVERVIEW

Despite registering the only positive Outlook for Q4, employers in Wales are less optimistic than the many other regions in a return to pre-outbreak hiring levels in the short-term. In total, 41% of employers expecting pre-crisis hiring levels to resume within 12 months, eight percentage points lower than UK average. However, in line with UK average, 22% of employers expect these levels to return within just three months.

Employers are looking to make use of more flexi-time as a result of the crisis, with 41% intending to offer flexi or condensed hours to staff, above the UK average. Moreover, 20% of employers signal their intent to offer staff the option to work remotely some of the time and 15% will enable employees to work remotely all of the time. More learning and development opportunities will be offered by 32% of employers, with the same percentage intending to offer more health and wellbeing offerings as a result of the pandemic.