



Talent
Solutions
ManpowerGroup®

Global QMR

Q1 2021

Quarterly Market Report



This report is intended to provide an overview of general business information relative to global employment conditions and considerations. It should not be interpreted as legal advice. Please consult with legal counsel to ensure that you are in compliance with all applicable laws.



Global Workforce Trends

7 Workforce Shifts That Have Accelerated Due To COVID



The New Normal in Hiring for Manufacturing

1

Operations and Logistics has tripled since pre-COVID, driving demand for blue-collar and hourly on-site workers up 286%. This trend is only increasing and not predicted to plateau or decrease anytime soon.

2

On-site hourly jobs are now more genericized in their requirements – so the skill set of a manufacturing worker can now be applied to jobs in distribution centers etc. – increasing competition for talent.

3

Competition for hourly workers now coming from call centers and other roles in virtual and less physically-demanding environments.



White Collar Hiring Strategies Require Remote Workforce Strategy

Migration of Remote Workforce up 11% in 2020



28% of Current Job Openings do NOT Specify a Location for Remote Workers
Current Employee Surveys are averaging 5-25% willingness to return to office
Migration of remote workers is estimated to have increased 11% in 2020



RETENTION/ATTRACTION

Permanent remote status is critical to keeping and attracting talent as other employers target certain skills remotely



WAGES

Determining which roles are ideally remote enables proactive sourcing strategy for increased access, lower cost, and broader diversity benefits

Key policies to consider include wage adjustments for migrating workers and baseline for remote wage guidelines



HYBRID

ATS and VMS tools can support remote wage policies once determined, as can job posting and candidate casting providers

Not all roles capable of remote work should be permanently remote for business reasons, which impacts policy and sourcing

The balance, schedule, and accommodation of hybrid workers in the future is unique to each business and market(s)

Workforce Mix is no longer just defining 'permanent and temporary or SOW' but now also includes onsite and remote balance.

Major Hiring Themes by Function



Operations & Logistics has tripled since pre-COVID, driving demand for blue-collar roles up 286%



Technology Roles have remained between 9-11% of demand in last 12 months



Hospitality hiring declined by 67% mid-2020 and has slowly resumed to 71% of previous demand



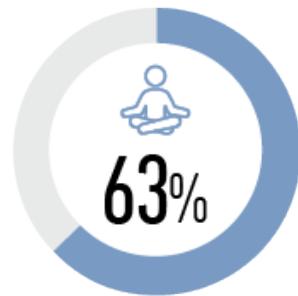
Medical & Nursing rose by 19% mid-2020, but has leveled off to 8% lower than pre-COVID levels



COVID roles surged from 0 to over 600,000 openings by August 2020 and remain steady in 2021

The Acceleration of HR as a Business Priority

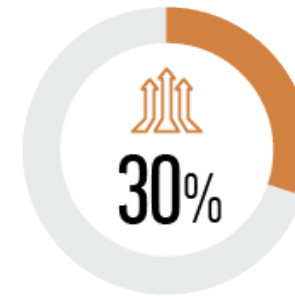
ManpowerGroup surveyed 26,000 employers in 43 countries; 6 industry verticals. HR executives identified their priorities— which align with workforce trending.



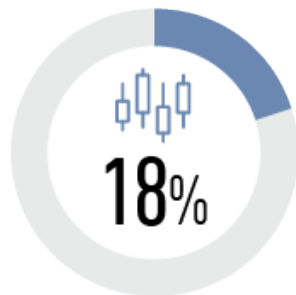
Employee
Health &
Wellbeing



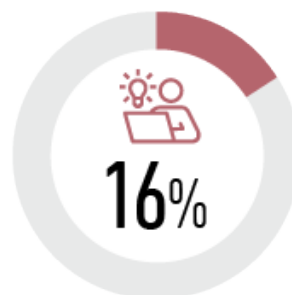
New Work
Models –
incl part-time,
contract, flexible



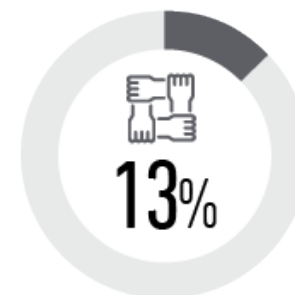
More Upskilling,
Learning &
Development



Become
More
Data-Driven



Leadership &
Manager
Development



Diversity, Equity
& Inclusion



Regional Workforce Highlights

Strategic Update on Americas



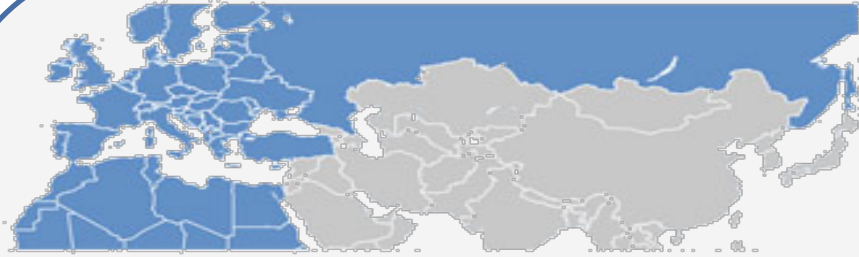
Latin America

- **Brazil's** unemployment rate ended 2020 at 13.9% the average jobless rate in 2020 was the highest since comparable records began in 2012. The average unemployment rate last year was 13.5%, up from 11.9% the year before.
- **Argentina's** formal labor market lost 202,000 jobs in the private sector in 2020, a drop of 3.4% from the previous year. An additional 40,000 self-employed or freelance jobs were lost in the same period, a fall of 1.4%. The employment figures would have been starker without the impact of coronavirus-related emergency support measures such as the Ingreso Familiar de Emergencia and Asistencia al Trabajo y la Producción payments, as well as decrees suspending lay-offs and impacting redundancy packages.

North America

- **Canada's** labor market rebounded in February 2021 after authorities began lifting lockdowns, a striking sign of the nation's economic resilience to the second wave of the pandemic. The economy added 259,200 jobs, well ahead of expectations for a 75,000 gain resulting in the first month of gains since November, when a new set of containment measures was implemented to curb a surge in Covid-19 cases. The unemployment rate fell to 8.2%, the lowest since the beginning of the pandemic, from 9.4% in January.
- **Mexico's** new daily minimum wage became effective on January 1, 2021, rising from MXN\$123.22/day to MXN\$141.70/day (USD\$7.08/day). The minimum wage for the Free Zone of the North Border will increase from MXN\$185.56/day to MXN\$213.39/day (USD\$10.66/day). Mexico's minimum wage is the lowest in the Americas, on par with Haiti, and the lowest in Organization for Economic Cooperation and Development.
- The **United States** House of Representatives passed the PRO Act which would give workers more power during disputes at work, add penalties for companies that retaliate against workers who organize and grants some hundreds of thousands of workers collective-bargaining rights they do not currently have. It would also weaken "right-to-work" laws in 27 states that allow employees to forgo participating in and paying dues to unions. The PRO Act now moves onto the Senate where it faces an uncertain fate.

Strategic Update on EMEA



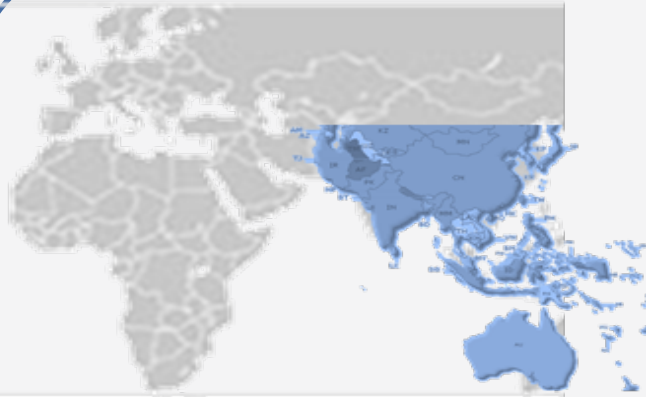
Eastern Europe

- In **Russia** the Covid-19 pandemic brought to the surface certain unresolved regulation problems, and several draft laws are currently being considered by the Russian Parliament to introduce the relevant changes. The issue of remote work is considered as the most pressing at the present time. In contrast to many other jurisdictions, Russian employment law does not explicitly allow a mixed type of work where on some days the employee works in the office and on another days remotely. From a Russian legal perspective, an employee in Russia may be either an ordinary employee (e.g., work at a production site, in an office) or a remote employee (permanently working remotely from home or another place). The draft law proposes allowing two types of remote working: the currently existing permanent remote work and the new temporary remote work (where the employee combines working remotely and working in the office).

Western Europe

- **Germany's** vaccination campaign has been one of the slowest in Europe, with only 7% of the population having received at least one vaccine dose in nearly three months. A full year after the start of the outbreak, Germany's government has yet to digitize healthcare data gathering, with regional authorities still struggling to determine who is entitled to receive the shot. The German Economic Institute has reported that the lockdowns have cost the country's economy \$299 billion.
- **France** is not under lockdown, but there is a national curfew (18:00-06:00) as its vaccination program has been hampered by logistical bottlenecks and problems with deliveries from vaccine manufacturers. Meanwhile stubbornly high infection rates are hampering French efforts to ease coronavirus restrictions.
- **Italy** is once again struggling with the rapid spread of Covid-19, this time fueled by new, more contagious variants. A majority of regions including those containing Rome and Milan were classified as high-risk red zones with all residents told to stay home except for work, health or other essential reasons. The extra restrictions will last until Easter. During the Easter weekend all of Italy will become a red zone.

Strategic Update on APAC



- **Vietnam's** swift introduction of containment measures, combined with aggressive contact tracing, targeted testing, and isolation of suspected COVID-19 cases, has kept recorded infections and death rates notably low on a per capita basis. In 2020, the Vietnamese economy expanded by 2.9%, one of the highest growth rates in the world, backed by the early rebound of domestic activities and robust export performance, particularly higher-tech exports of electronics.
- In **Japan**, employment has not suffered as much in the pandemic, even though the economic shock was much larger. Economists said that aggressive policy steps by the government and the Bank of Japan helped to save jobs. The government introduced three stimulus packages that involved increasing spending by 72% in the current fiscal year. Policy banks provided zero-interest, collateral-free loans to cash-strapped businesses while the government gave them loan guarantees. The impact has shown that more businesses considered funding conditions easy rather than difficult, in a stark contrast to findings during the 2008 credit crisis.
- Employment in **India**, remains lower than it was before the pre-Covid levels. Nearly 12 million additional people were employed during January 2021 at 400.7 million as compared to 388.8 million in December 2020, which was the highest since lockdown began in March 2020. The surge in employment in January helped offset some of the employment loss in the previous three months.
- **China's** post-pandemic economy is showing signs of dramatic recovery with key indicators up after a full year of coping with the devastating effects of COVID-19. In January and February, China's industrial output escalated 35%. Employment rates have also improved as January showed that 1.48 million people are now employed in urban areas, with an unemployment rate of 5.4% compared to 5.5% in the previous month and 6.1% a year earlier. The unemployment rate remains highest among young people 16 to 24 years old at 13.1%



National Workforce Trends: AMERICAS

Argentina

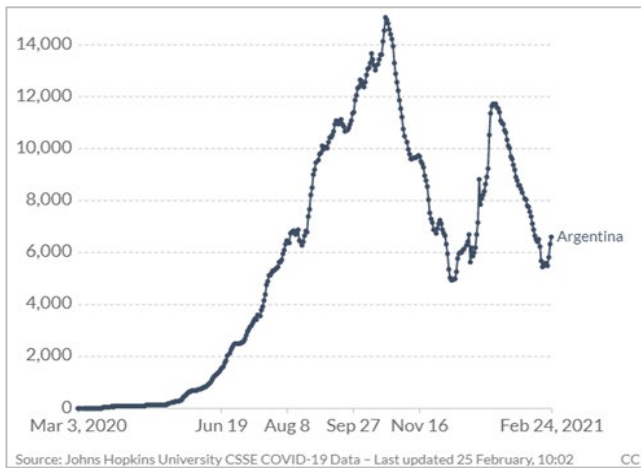
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	19,180
Unemployed Workers (000s)	2,244
Unemployment Rate	11.7%
Youth Unemployment Rate	34.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

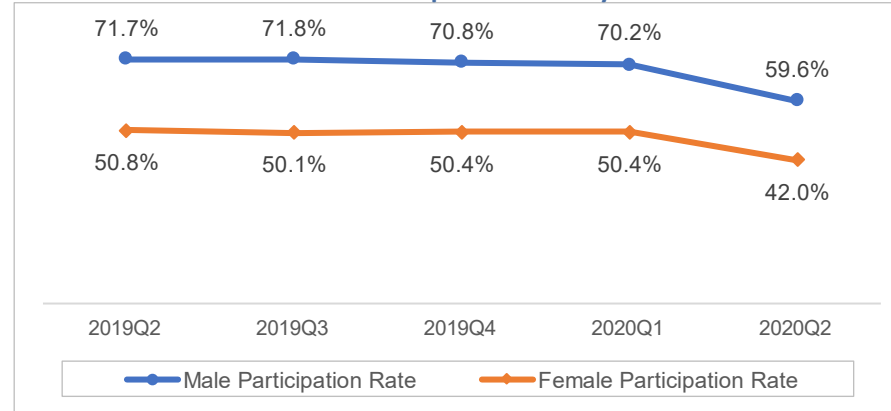


Covid-19 Restriction Update (End of February 2021)

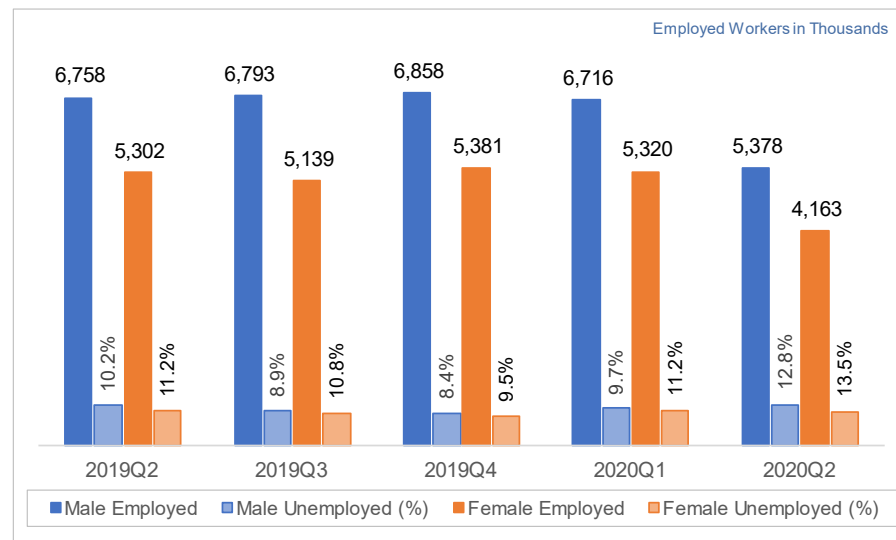
- More than 50K Covid-19 deaths.
- Borders are closed to all foreigners with very few exceptions and a negative test and quarantine period are required.
- Schools are due to reopen in March for the new academic year.
- Local restrictions implemented based on province.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender



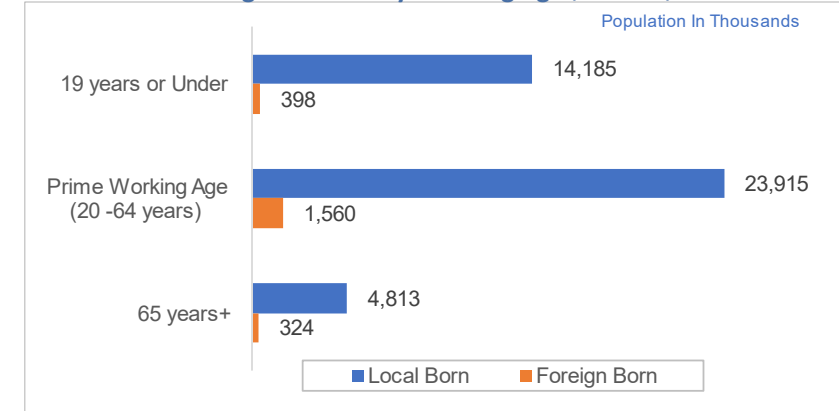
Labor Force Employed and Unemployed by Gender



*Formal Workforce

Migration

Migrant Stock by Working Age (June 2020)



Migration

- 5.0% of the population is foreign born. Over a million Argentines have emigrated.
- It is estimated that 15% of the population of Buenos Aires is foreign born.
- Since 2014, over 210K residence permits have been issued to Venezuelans.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://www.ft.com/content/146fbb75-8a66-4b41-90a3-e986da2b6505>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://ourworldindata.org/coronavirus/country/argentina?country=~ARG>

Bolivia

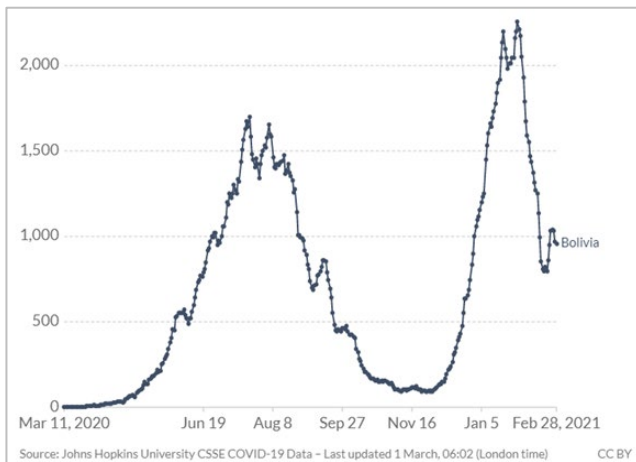
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	5,431
Unemployed Workers (000s)	304
Unemployment Rate	5.6%
Youth Unemployment Rate	8.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

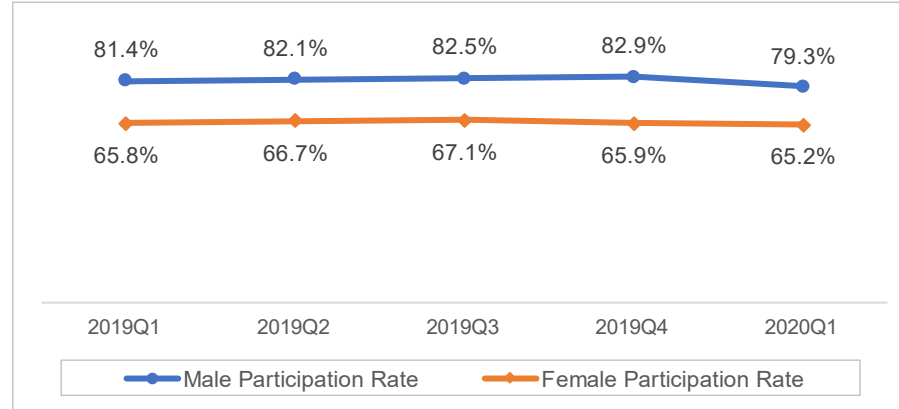


Covid-19 Restriction Update (End of February 2021)

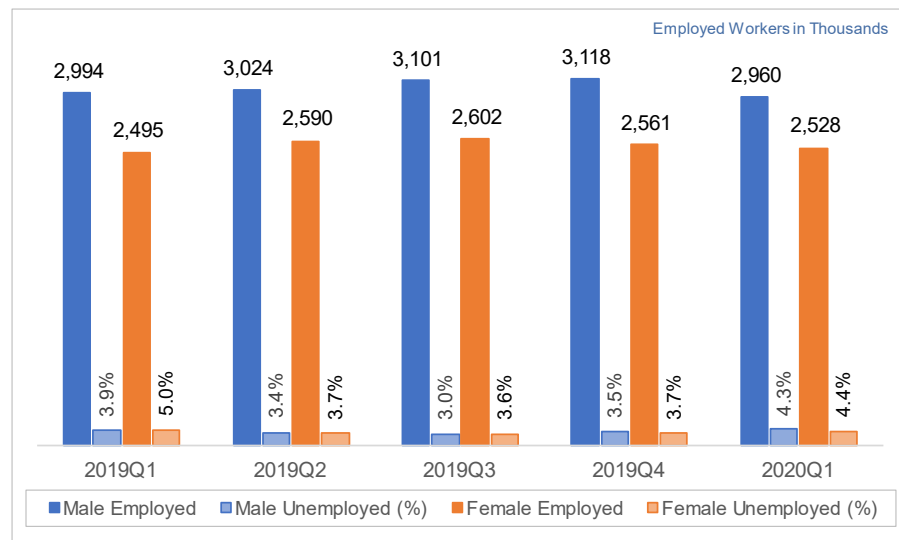
- More than 11K Covid-19 deaths.
- Air Borders are open with some restrictions and a requirement for a negative test. Some land borders are still closed.
- Schools were closed from March 2020 but opened in February for the new academic year.
- Local restrictions implemented based on infection levels.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

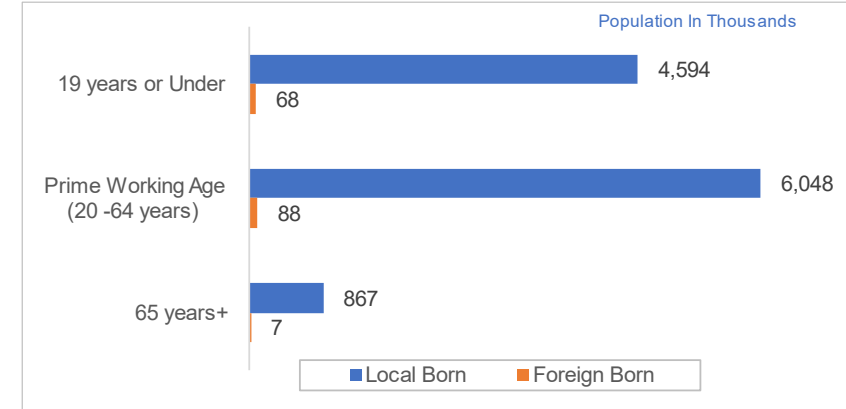


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- International migrant stock is 1.4% of total population.
- In 2019, approximately a fifth of Bolivians had emigrated. Many migrants in Chile were forced to return and others voluntarily returned as a result of the pandemic and job losses.
- Red Cross report, up to 800 migrants a day were crossing from Bolivia into Chile during January 2021. In response to this, additional checkpoints have been added along the border. Many of the migrants are from Venezuela although there are also Peruvians and Bolivians.
- Since 2014, almost 3 thousand residence permits have been issued to Venezuelans.
- 69.4% of the population were living in urban areas in 2018, compared with 67.3% during 2012.

Key Sources:

<https://www.ilo.org/> <https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.htm>
<https://bo.usembassy.gov/covid-19-information/>
<https://reliefweb.int/report/chile/human-mobility-along-chilean-bolivian-borders-information-bulletin-no-1> 15
<https://environmentalmigration.iom.int/blogs/climate-migration-and-covid-19-bolivia-nexus-and-way-forward>

Brazil

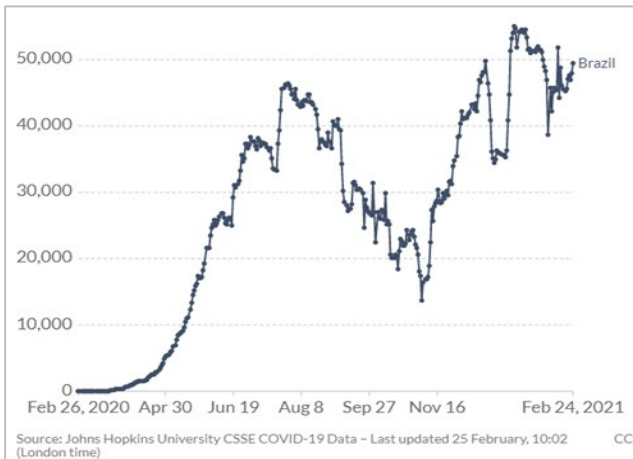
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Sept-Nov '20	99,601
Unemployed Workers (000s)	14,044
Unemployment Rate	14.1%
Youth Unemployment Rate	33.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

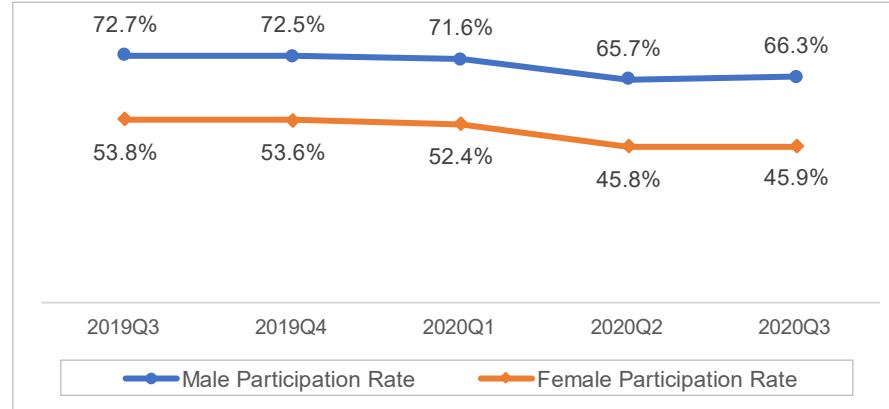


Covid-19 Restriction Update (End of February 2021)

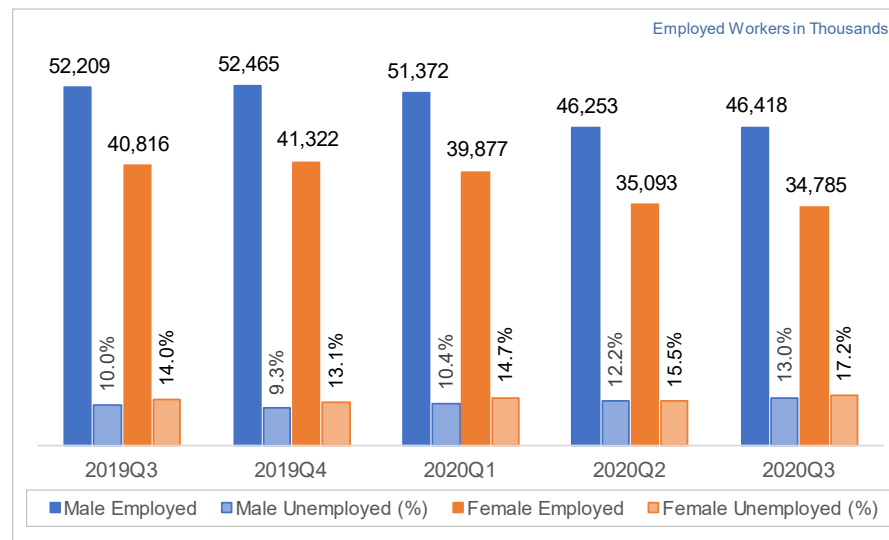
- Over 250K Brazilians have died from Covid-19.
- Travellers from UK and South Africa are banned and all other travellers are subject to health and medical measures.
- Curfews and lockdowns are being increased at a state level due to concern over increasing Covid-19 cases.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

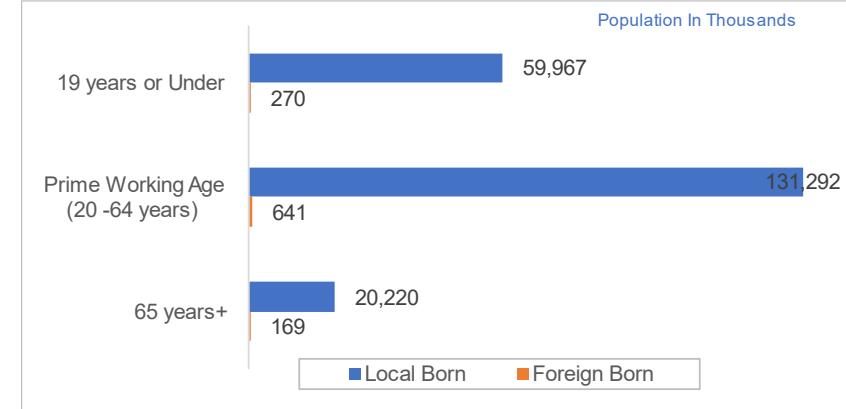


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. 1.9 million Brazilians have emigrated.
- To October 2020, almost 150K residence permits have been issued to Venezuelans.
- 87% of Brazilians live in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.wionews.com/world/brazil-cities-states-reimpose-restrictions-amid-covid-19-surge-despite-bolsonaros-threats-366780>
- <https://sidra.ibge.gov.br/tabela/6318#resultado>

Canada

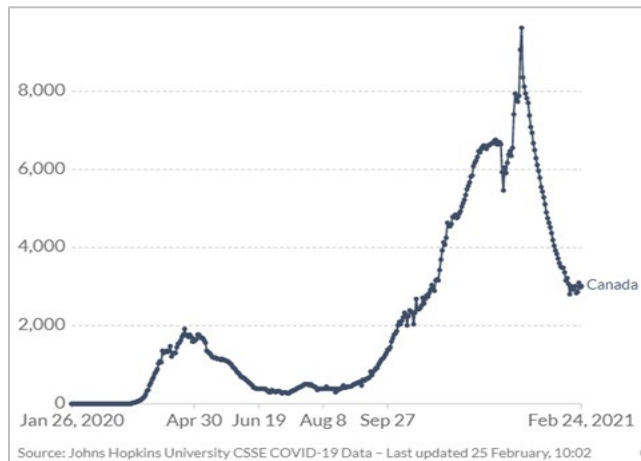
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Jan '21	20,171
Unemployed Workers (000s)	1,896
Unemployment Rate	9.4%
Youth Unemployment Rate	19.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

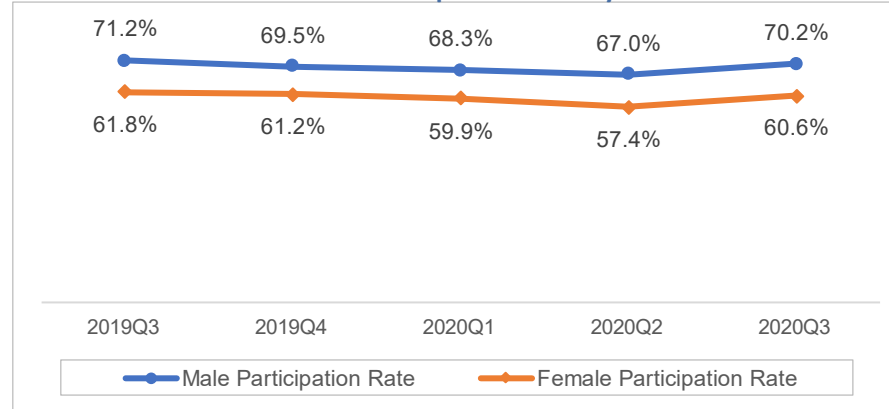


Covid-19 Restriction Update (End of February 2021)

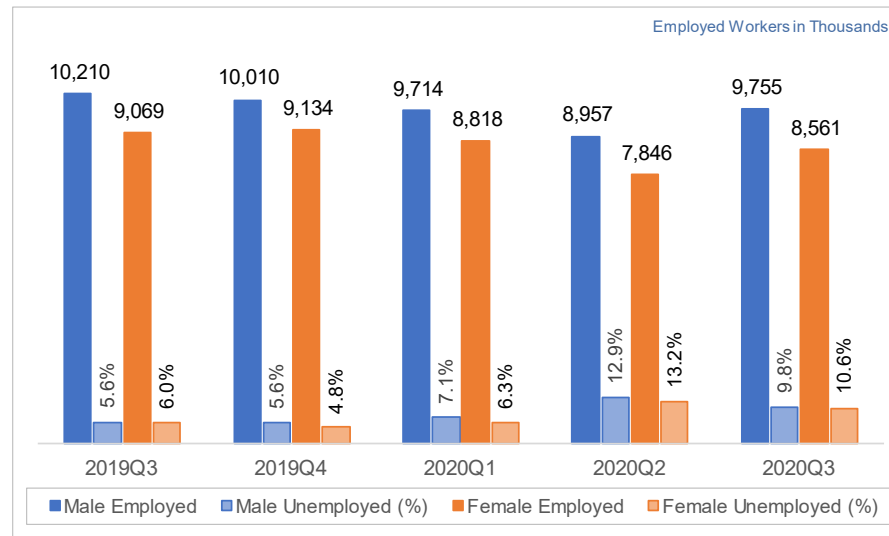
- 22K Covid-19 deaths.
- Foreigners entering Canada are restricted to essential travel only and subject to both testing and quarantine.
- Restrictions are on an area or province level.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

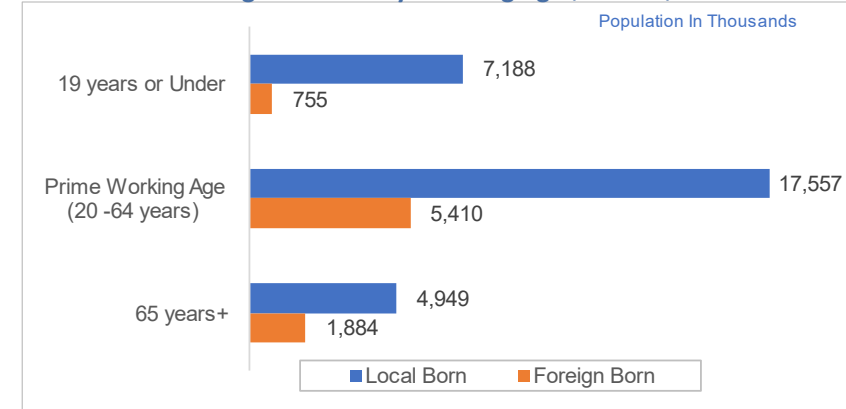


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 21.3% of the population are foreign born. Approximately 1.3 million Canadians have emigrated.
- 46% of the population of Toronto is foreign born.
- 72% of the Canadian population live in a census metropolitan area. However, people have been moving from the cities to surrounding areas with Toronto, Montreal and Vancouver impacted the most.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://ca.usembassy.gov/covid-19-information-canada-3/>
<https://www150.statcan.gc.ca/n1/daily-quotidien/210114/dq210114a-eng.htm?HPA=1>

Chile

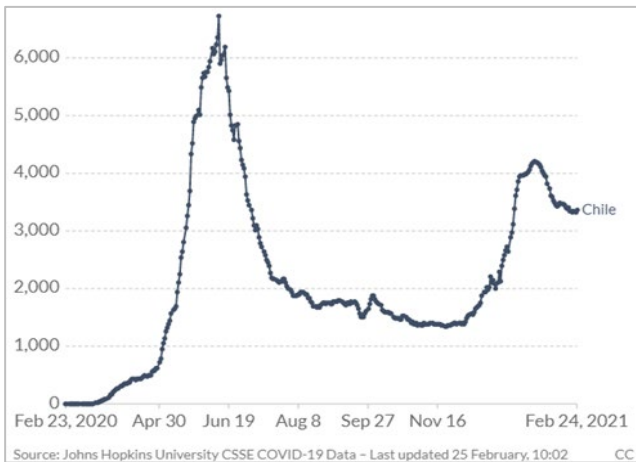
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	8,946
Unemployed Workers (000s)	921
Unemployment Rate	10.3%
Youth Unemployment Rate	29.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

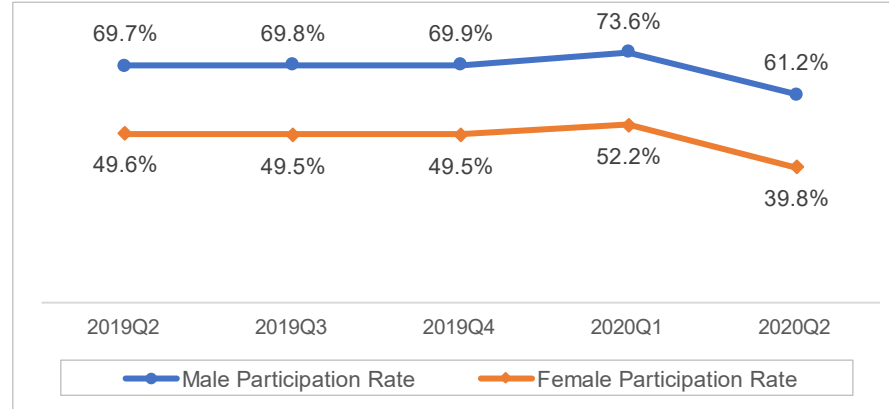


Covid-19 Restriction Update (End of February 2021)

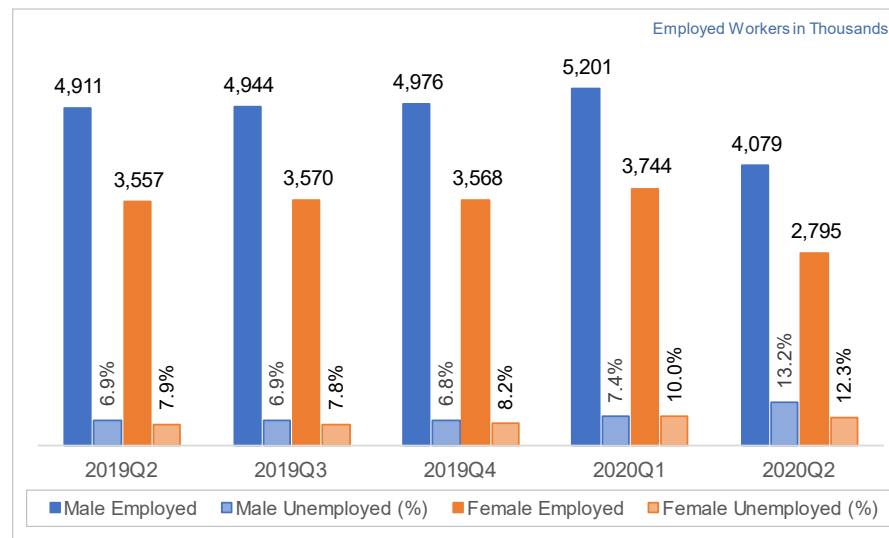
- More than 20K Covid-19 deaths.
- Arrivals must have a negative test before boarding the flight and are subject to a 10 day quarantine. Some countries, including the UK are banned.
- Various levels of restrictions within Chile, depending on the area. For the highest level of restrictions a permit is required to leave home.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

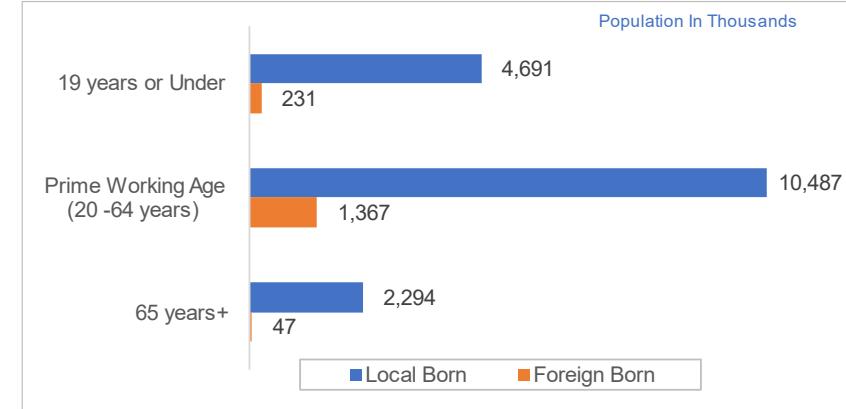


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 8.6% of the population are foreign born.
- The Department of Migration is concerned that after the pandemic, up to 250K migrants would enter Chile each year putting local jobs at risk. In response to this, new immigration laws have been passed to tighten the qualifications required for entry.
- Over 470K residence permits have been granted to Venezuelans.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.reuters.com/article/us-chile-immigration-idUSKBN28E1W4>
<https://www.ine.cl/estadisticas/sociales/mercado-laboral/ocupacion-y-desocupacion>

Colombia

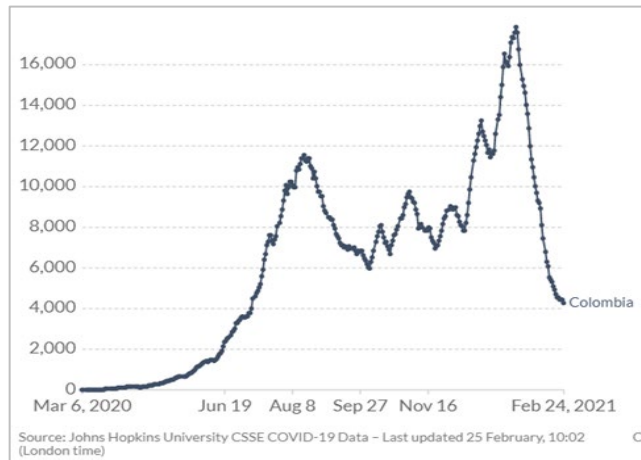
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	24,802
Unemployed Workers (000s)	3,324
Unemployment Rate	13.4%
Youth Unemployment Rate	27.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

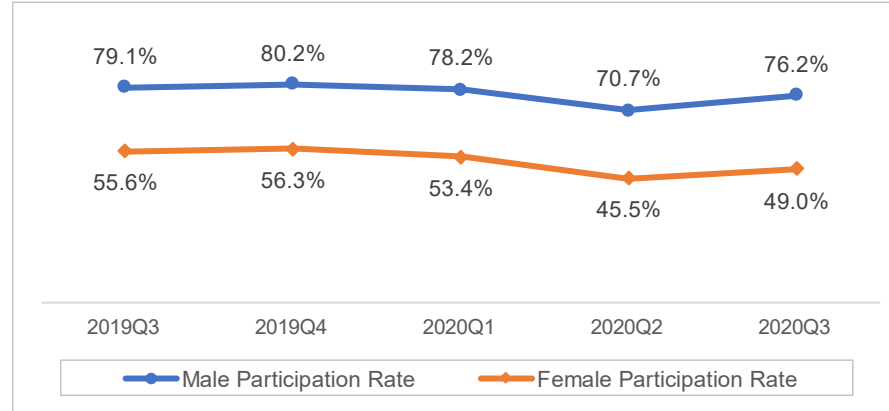


Covid-19 Restriction Update (End of February 2021)

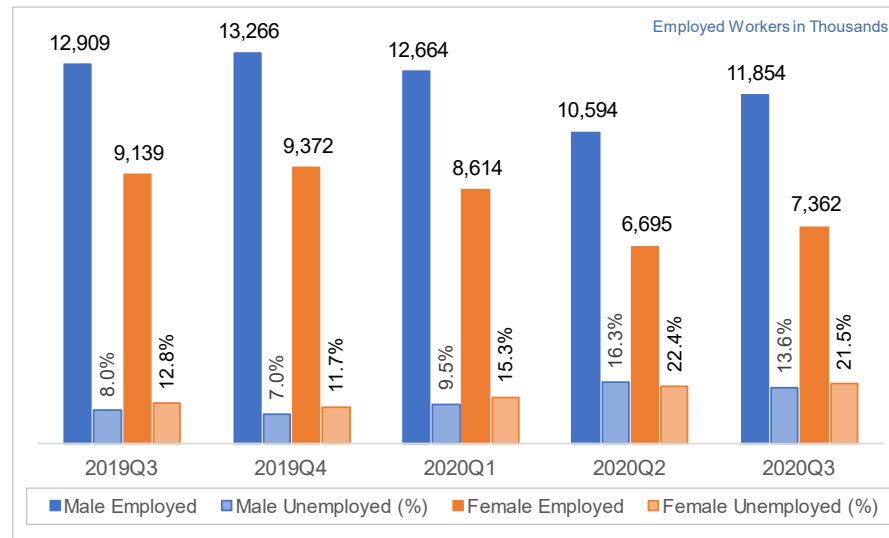
- 60K Covid-19 deaths.
- Travellers are subject to both testing and quarantine. Passengers from Brazil are banned.
- Generally schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

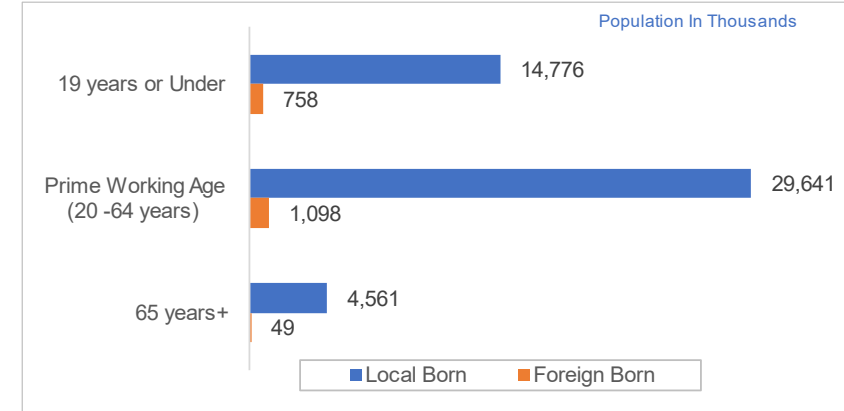


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 3.7% of the population are foreign born. Over 3 million Colombians have emigrated.
- Over 760K residence permits have been granted to Venezuelans.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Costa Rica

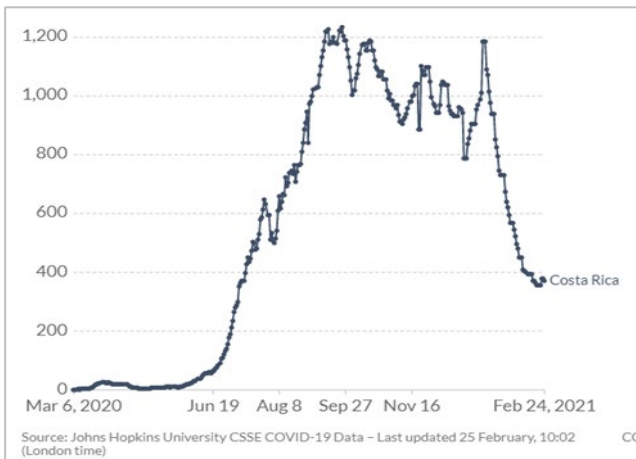
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	2,441
Unemployed Workers (000s)	488
Unemployment Rate	20.0%
Youth Unemployment Rate	46.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

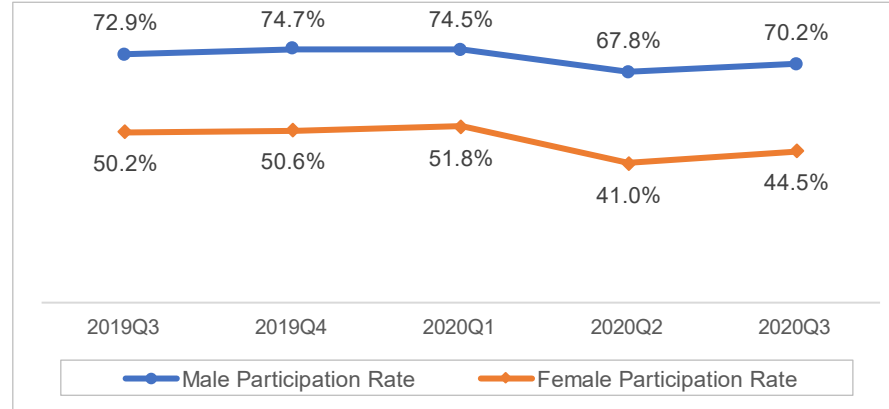


Covid-19 Restriction Update (End of February 2021)

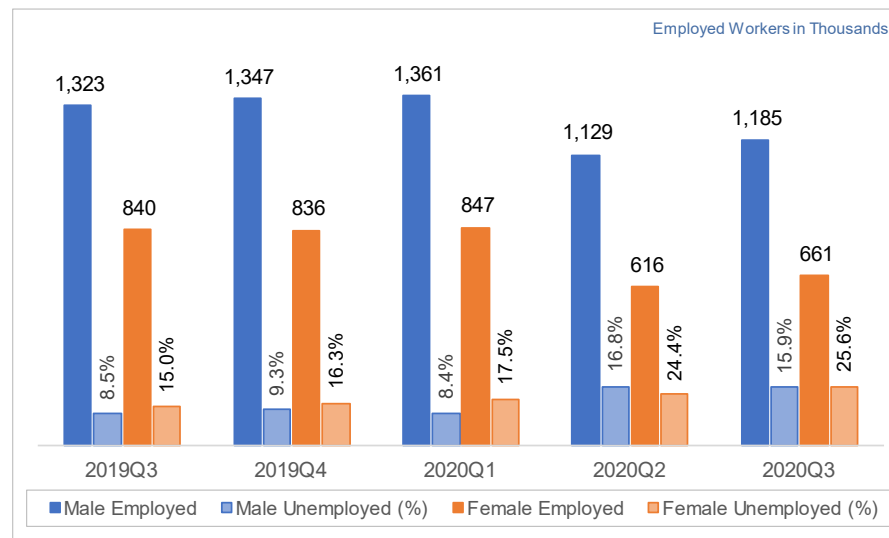
- More than 2,800 Covid-19 deaths.
- Arrivals are subject to medical tests and additional epidemiological paperwork.
- Schools and non-essential shops are generally open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

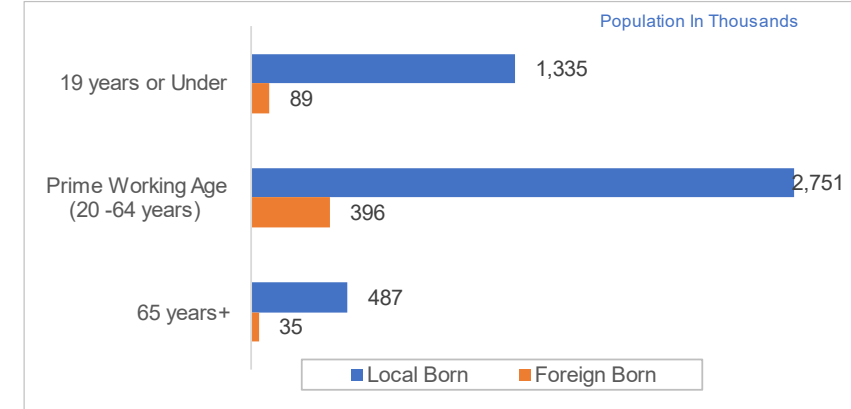


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 10.2% of the population is foreign born. 150K Costa Ricans have emigrated.
- Over 6K Venezuelans were granted residence permits to October 2020.
- 79% live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.htm>
<https://www.inec.cr/empleo>

Dominican Republic

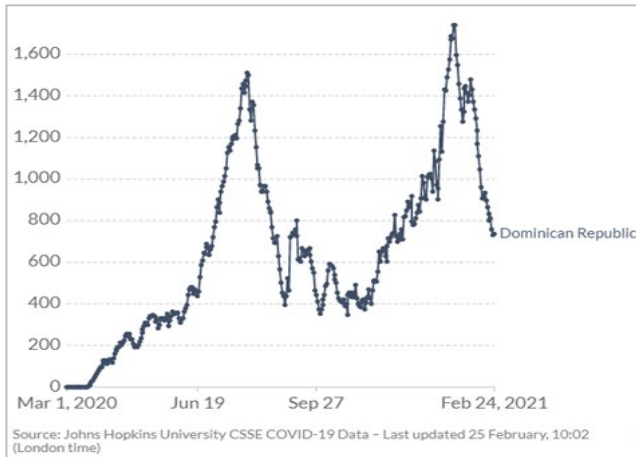
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	4,624
Unemployed Workers (000s)	148
Unemployment Rate	3.2%
Youth Unemployment Rate	15.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

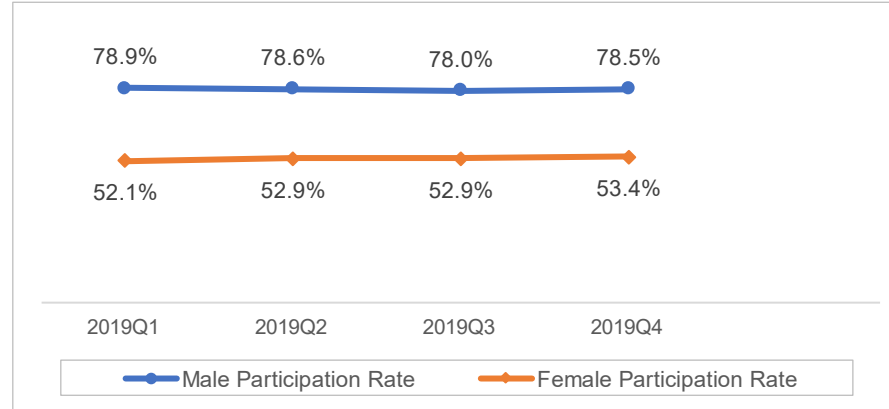


Covid-19 Restriction Update (End of February 2021)

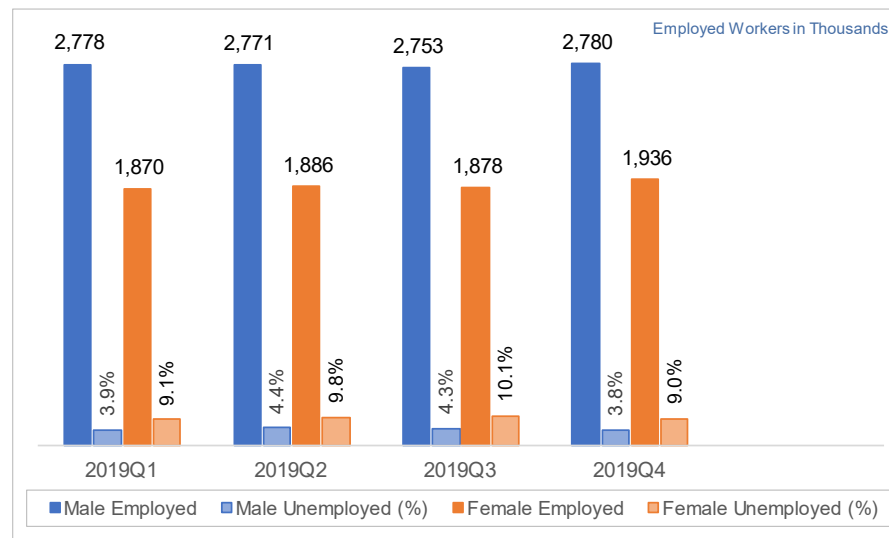
- More than 3,100 Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine.
- Schools and non-essential shops are generally open but there is an evening curfew.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

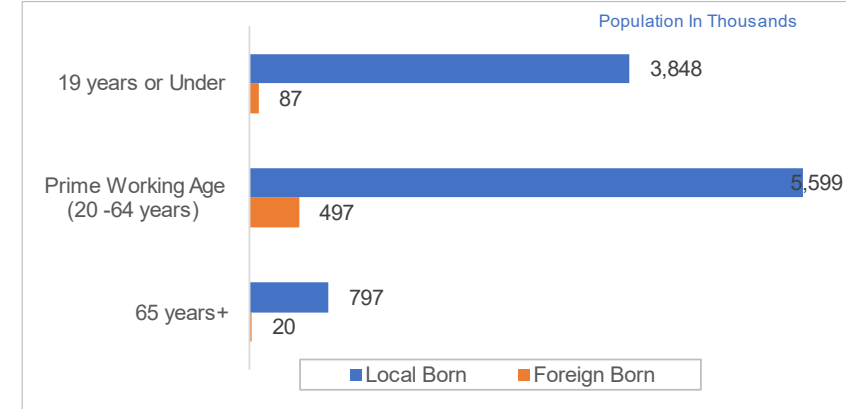


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 5.6% of the population is foreign born. Males represent 73% of the migrant stock.
- 1.6 million have emigrated.
- Almost 8 million residence permits were granted to Venezuelans to October 2020.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://bancentral.gov.do/a/d/2541-encuesta-continua-encft>

Ecuador

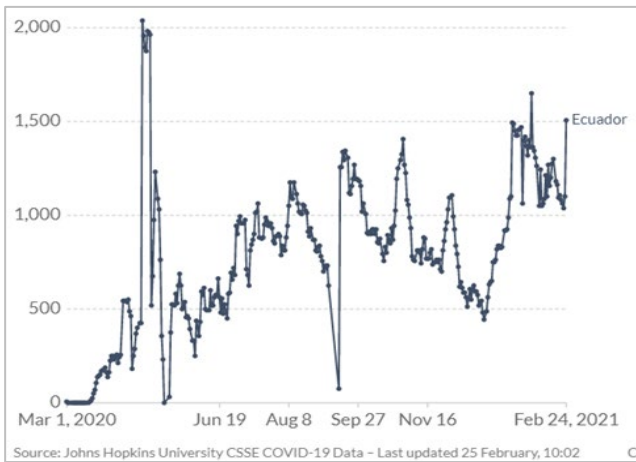
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 2020	7,874
Unemployed Workers (000s)	520
Unemployment Rate	6.6%
Youth Unemployment Rate	10.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

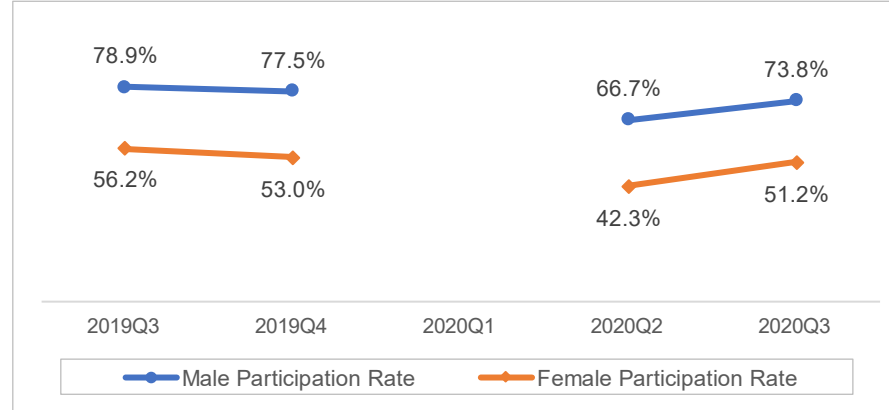


Covid-19 Restriction Update (End of February 2021)

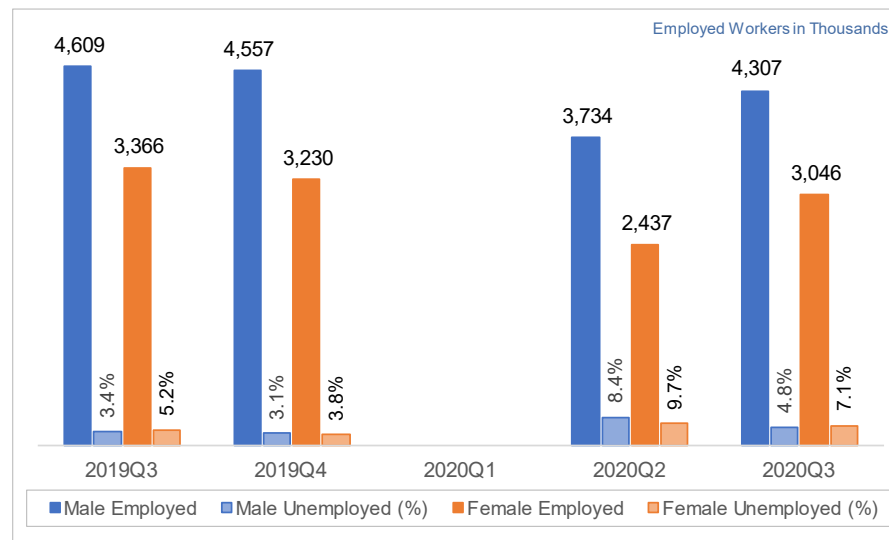
- More than 15,800 Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine.
- Covid-19 restrictions have been implemented at a municipal level. Schools are due to re-open from March with a combination of on-line and in-person learning.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

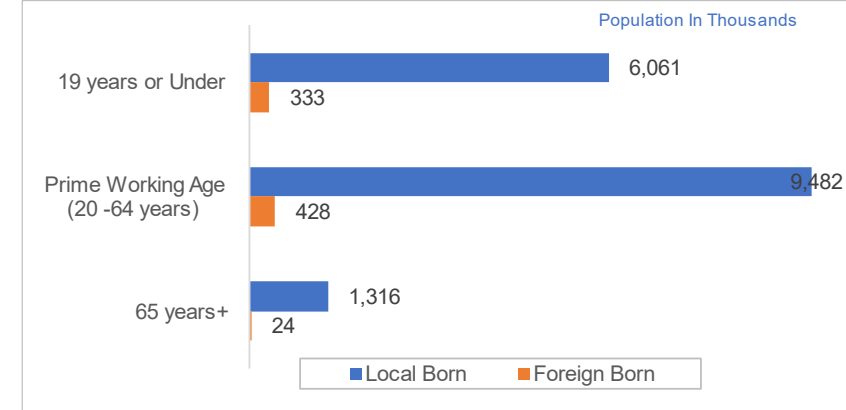


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 4.4% of the population is foreign born. 1.1 million have emigrated.
- More than 178K residence permits were granted to Venezuelans to October 2020.
- 64% of the population live in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

El Salvador

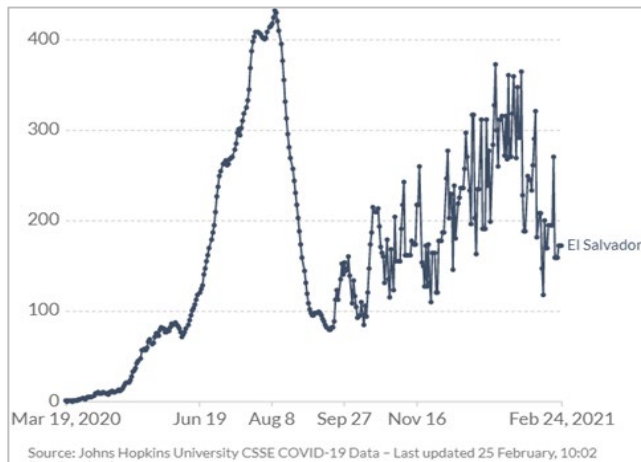
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2019	3,105
Unemployed Workers (000s)	217
Unemployment Rate	7.0%
Youth Unemployment Rate	13.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

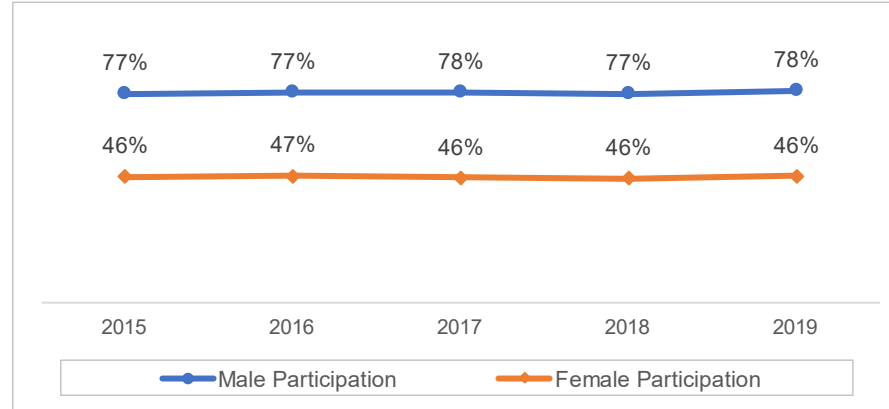


Covid-19 Restriction Update (End of February 2021)

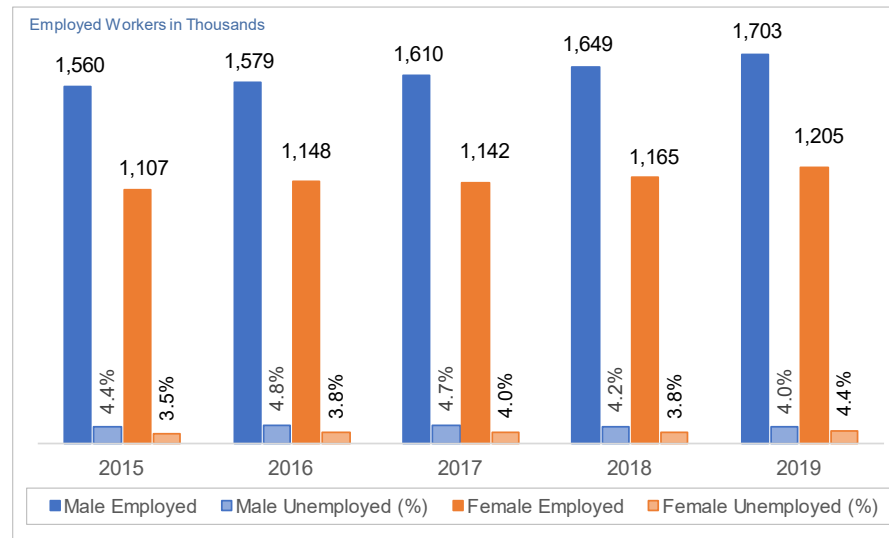
- More than 1,800 Covid-19 deaths.
- Arrivals are subject to medical tests. Non Salvadorian arrivals from South Africa and UK are banned.
- Some restrictions on intercity and interstate travel.
- Non-essential shops have re-opened but attractions and leisure facilities remain closed. Restaurants are open for takeout and delivery only.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

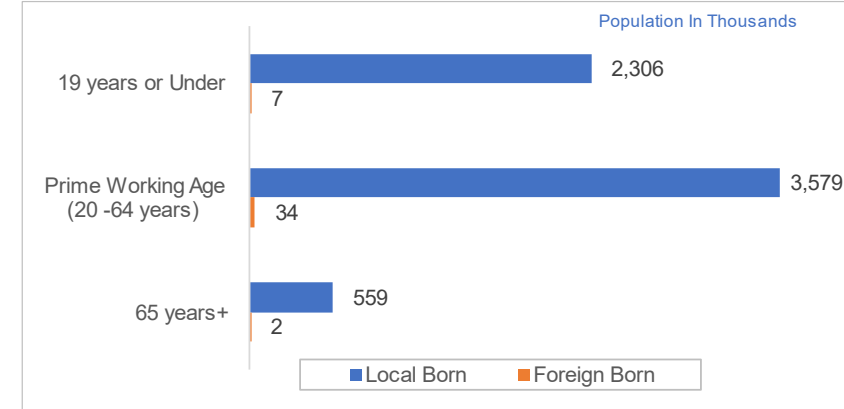


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. 1.6 million have emigrated.
- 72% of the population lives in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
https://www.bcr.gob.sv/bcrsite/categoria1039lang_en.html

Guatemala

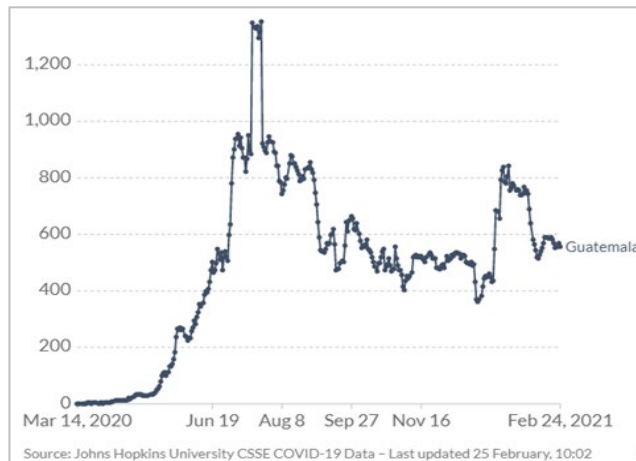
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	6,434
Unemployed Workers (000s)	302
Unemployment Rate	4.7%
Youth Unemployment Rate	4.9%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

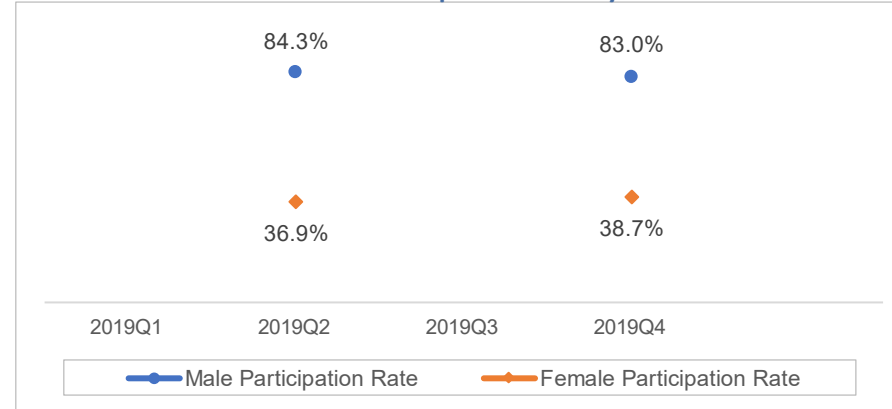


Covid-19 Restriction Update (End of February 2021)

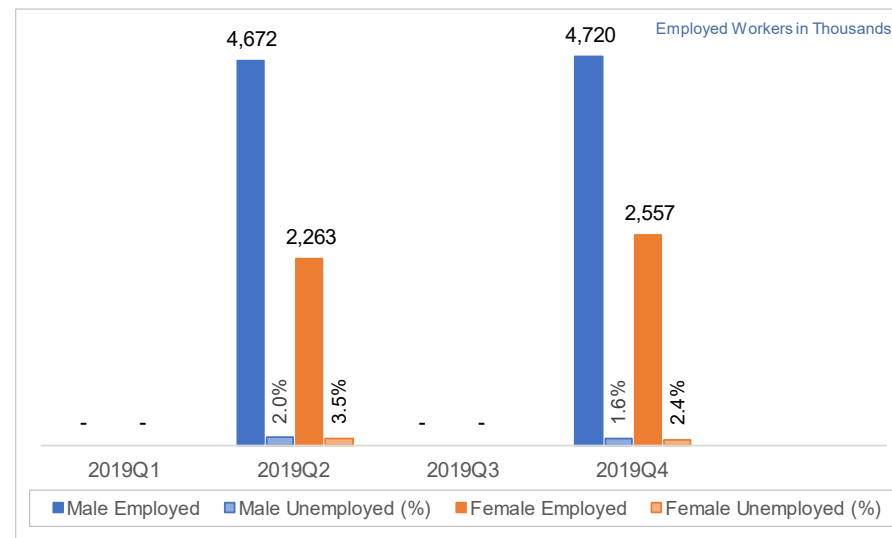
- 6,400 Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine. Arrivals from South Africa and UK are banned.
- Non-essential shops have re-opened.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

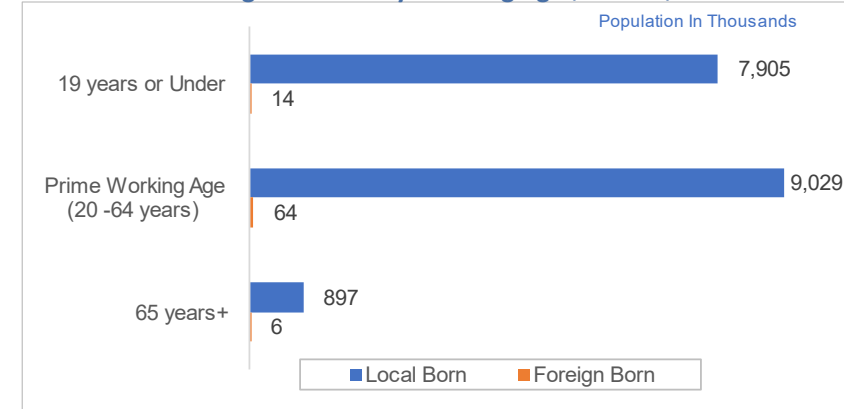


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. Approximately 1.4 million have emigrated.
- 51.1% of the population lives in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Honduras

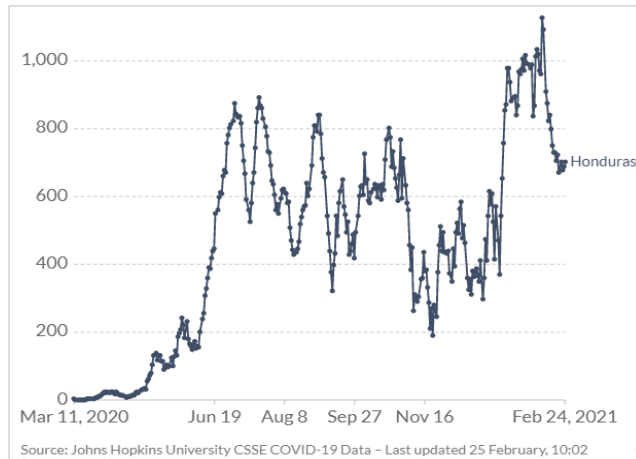
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2019	4,220
Unemployed Workers (000s)	397
Unemployment Rate	9.4%
Youth Unemployment Rate	10.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

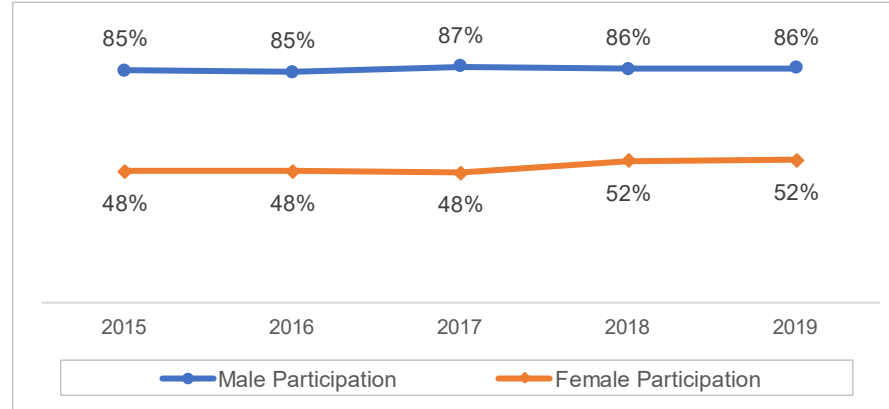


Covid-19 Restriction Update (End of February 2021)

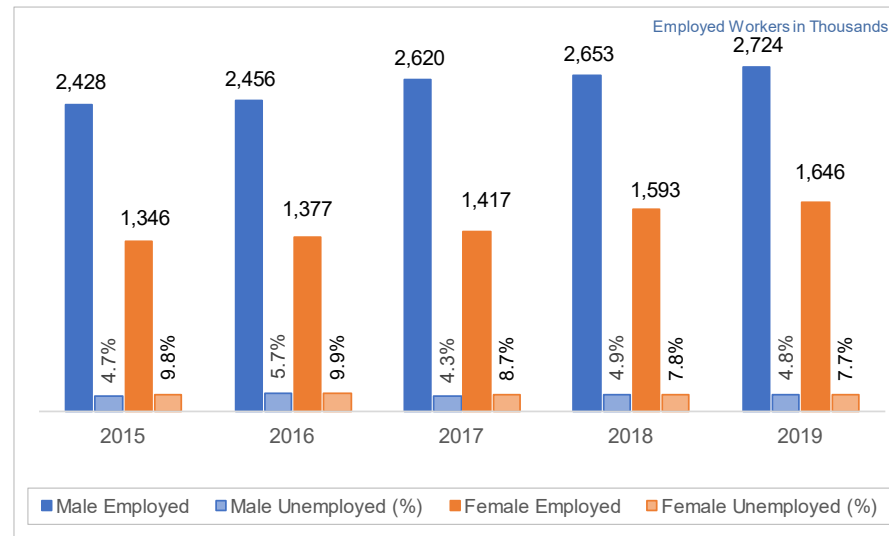
- More than 4,100 Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine. Arrivals from South Africa and UK are banned.
- Non-essential shops are closed. Some localities are subject to curfews.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

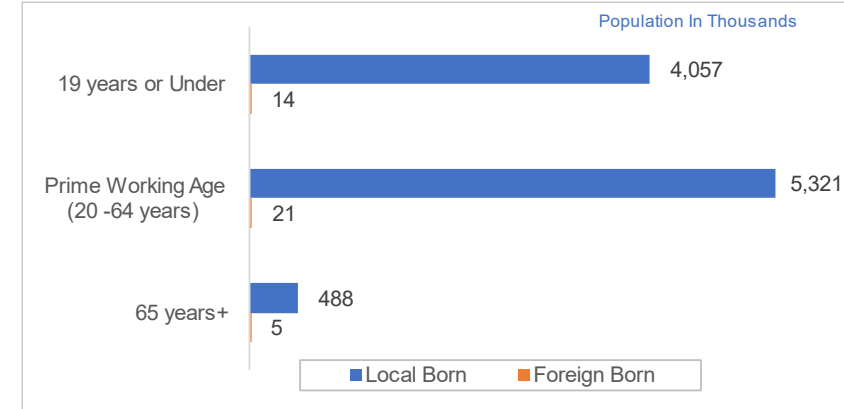


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Migrant stock represents less than 1% of the population. Approximately 1 million Hondurans have emigrated.
- 57% of the population lives in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://inegi.org.mx/programas/enoe/15ymas/#Tabulados>

Mexico

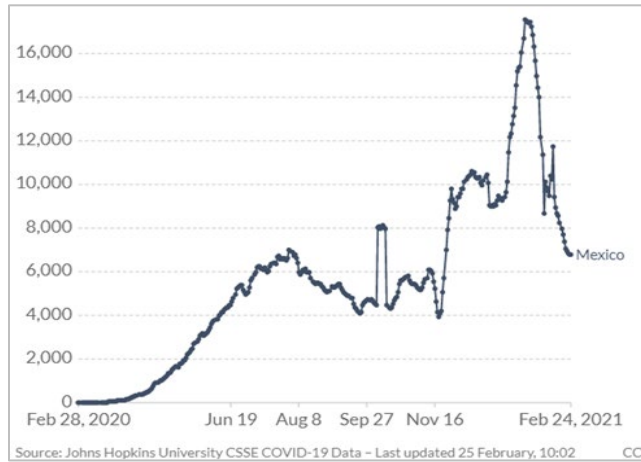
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	55,881
Unemployed Workers (000s)	2,123
Unemployment Rate	3.8%
Youth Unemployment Rate	9.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

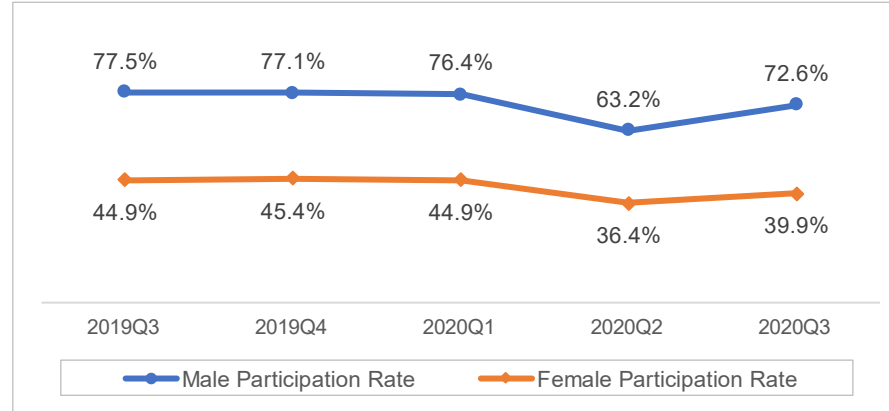


Covid-19 Restriction Update (End of February 2021)

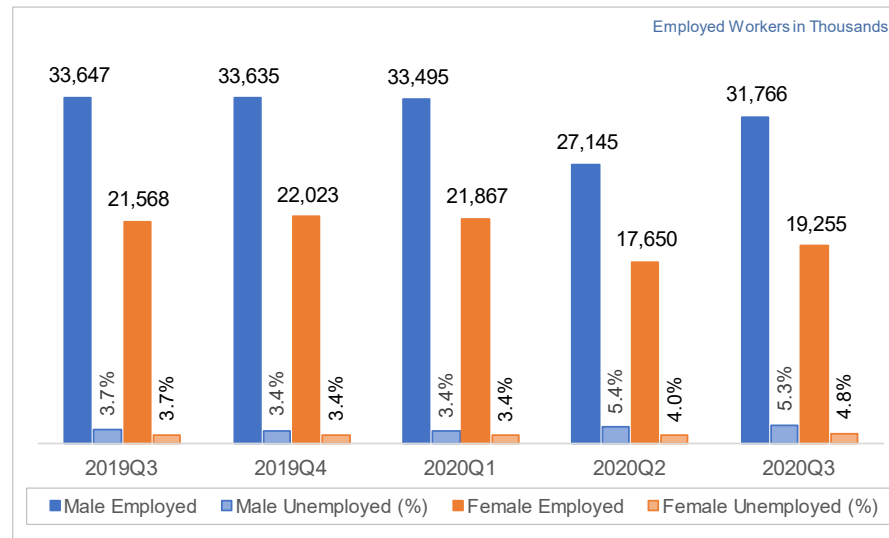
- More than 185K Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine. Only essential travel is permissible from the US.
- Restrictions are implemented on a local or state level. Some restrictions have been reduced with Mexico City recently able to open some non-essential shops.
- Guanajuato and Guerrero are still subject to the highest level of restrictions.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

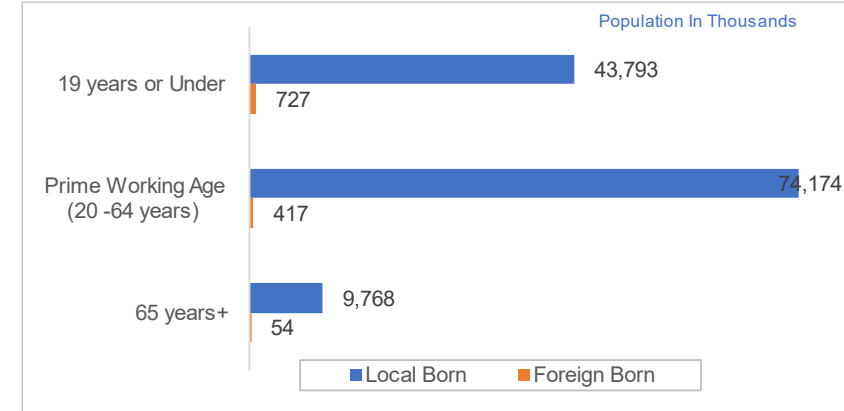


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. Over 11 million Mexicans have emigrated.
- 43K residence permits have been granted to Venezuelans.
- In 2020, the difference between foreign born and native born unemployment was 1.7 percentage points.
- Over 80% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://inegi.org.mx/programas/enoe/15ymas/#Tabulados>

Nicaragua

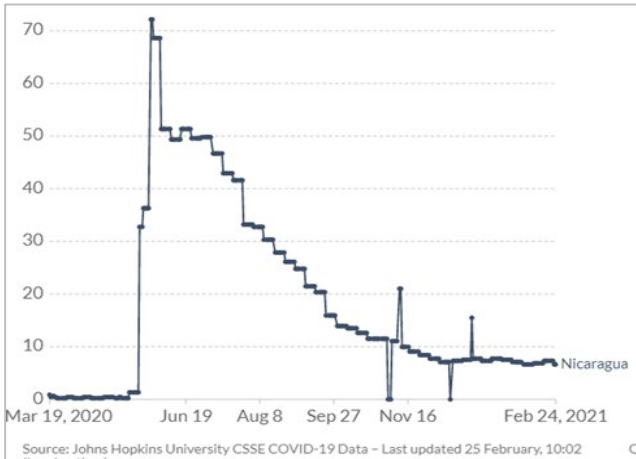
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	3,028
Unemployed Workers (000s)	164
Unemployment Rate	5.4%
Youth Unemployment Rate	9.9%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

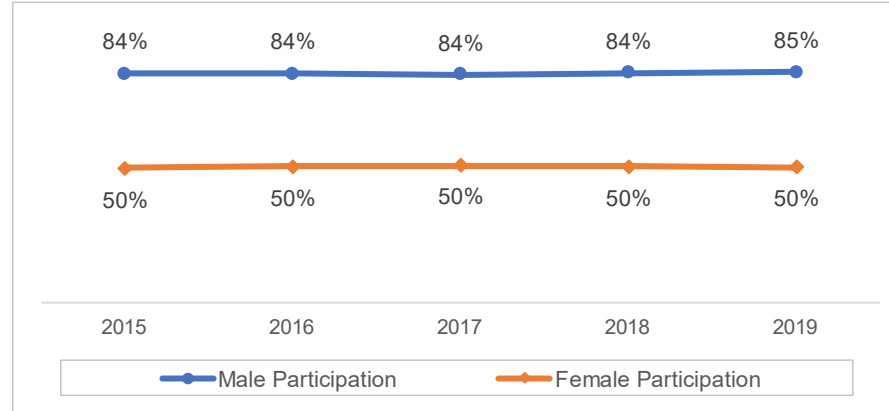


Covid-19 Restriction Update (End of February 2021)

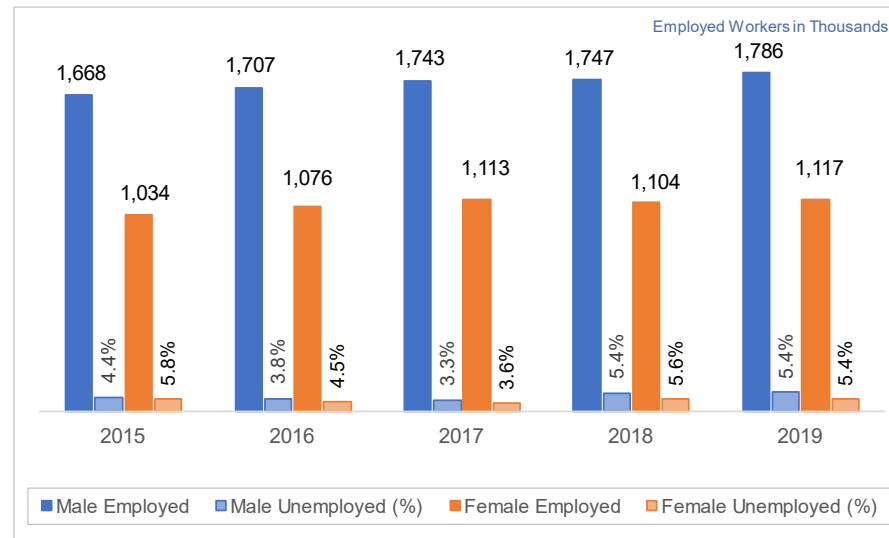
- 173 Covid-19 deaths.
- Arrivals are subject to medical tests.
- Schools and non-essential shops are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

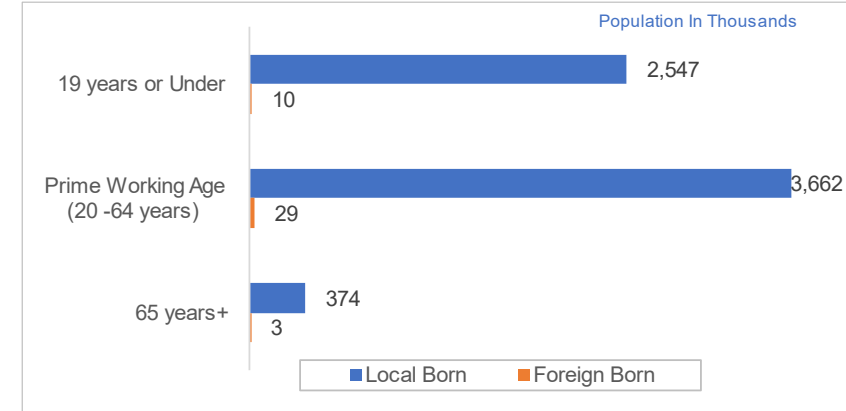


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. Approximately 720K Nicaraguans have emigrated.
- 58.5% of the population lives in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Panama

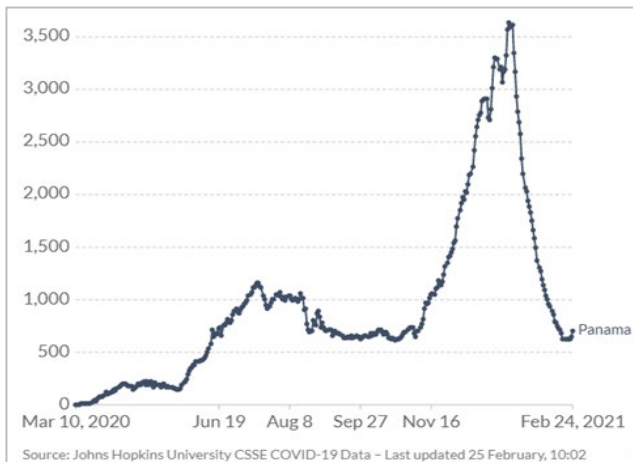
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Sept '20	2,003
Unemployed Workers (000s)	372
Unemployment Rate	18.5%
Youth Unemployment Rate	13.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

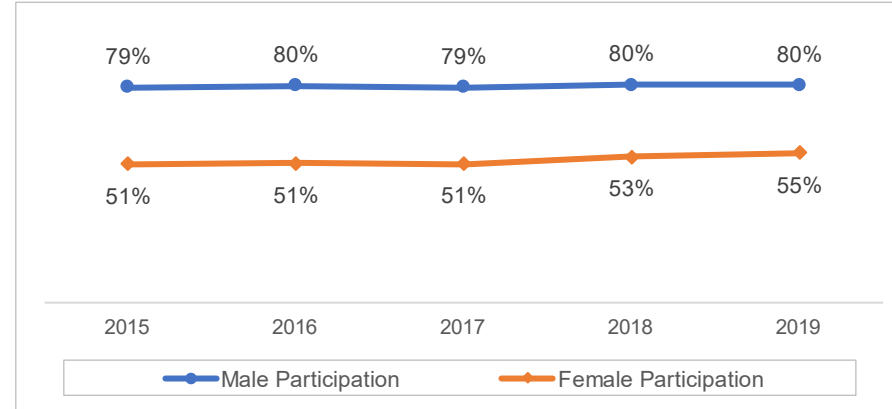


Covid-19 Restriction Update (End of February 2021)

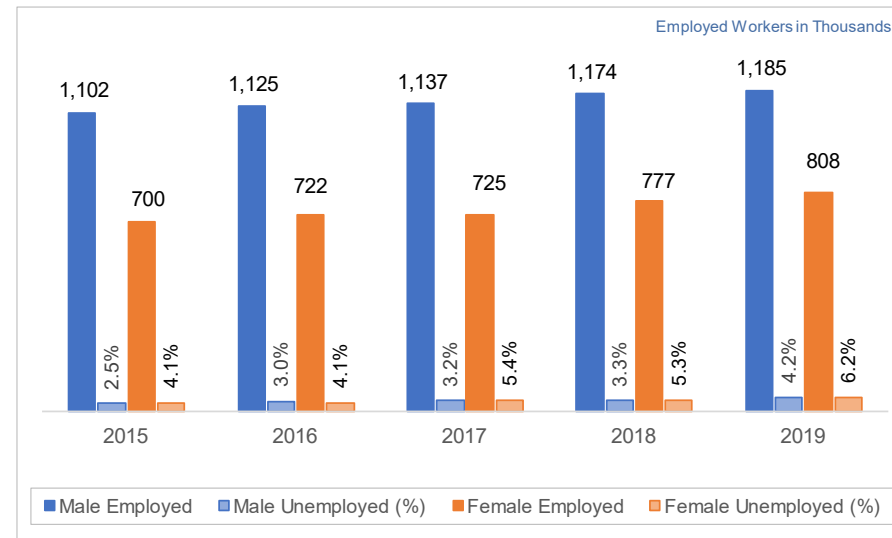
- More than 5,800 Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine.
- Some non-essential shops are closed. Night time curfew is in place.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

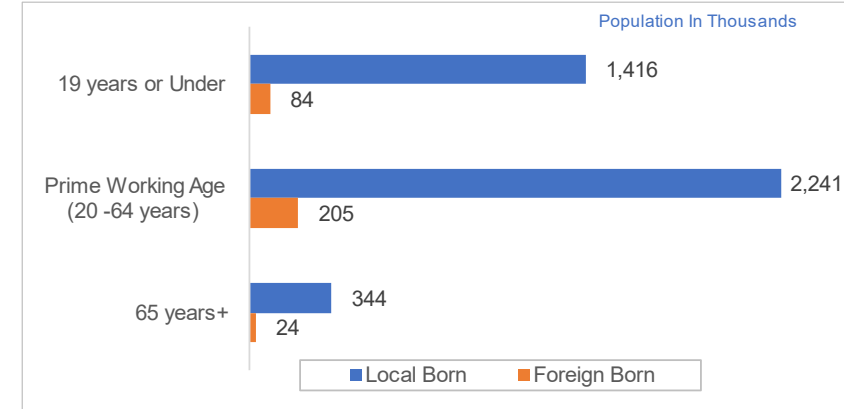


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 7.3% of the population is foreign born. Approximately 140K Panamas have emigrated.
- Over 63K residence permits have been granted to Venezuelans.
- 68% of the population lives in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- https://www.inec.gov.pa/publicaciones/Default3.aspx?ID_PUBLICACION=1037&ID_CATEGORIA=5&ID_SUBCATEGORIA=38

Paraguay

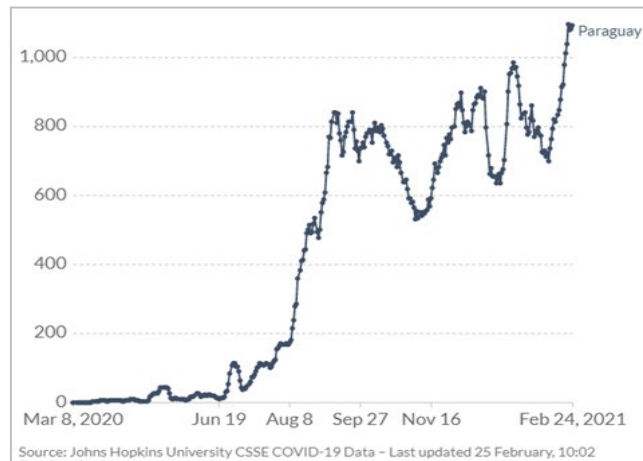
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	3,614
Unemployed Workers (000s)	275
Unemployment Rate	7.6%
Youth Unemployment Rate	17.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

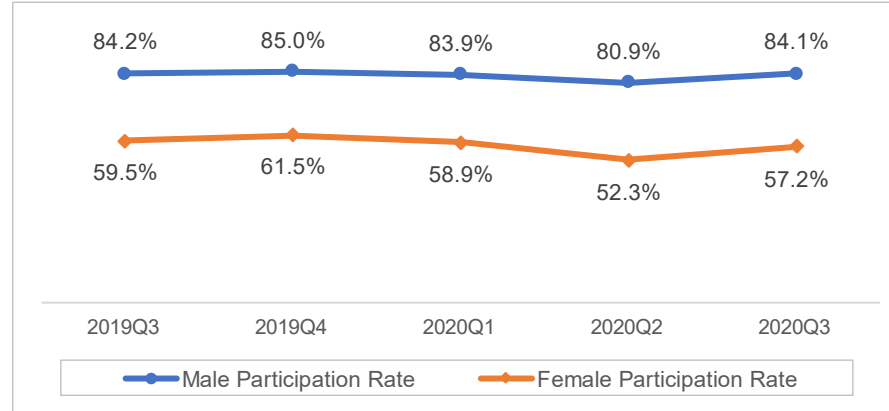


Covid-19 Restriction Update (End of February 2021)

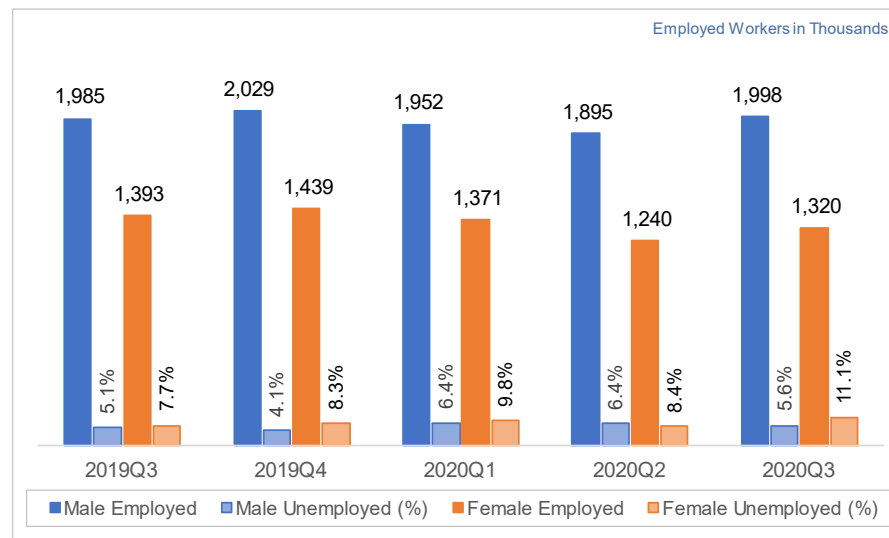
- More than 3,100 Covid-19 deaths.
- Arrivals are subject to medical tests and potential quarantine. Arrivals from the UK are banned.
- Non-essential shops are open. Night time curfew is in place.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

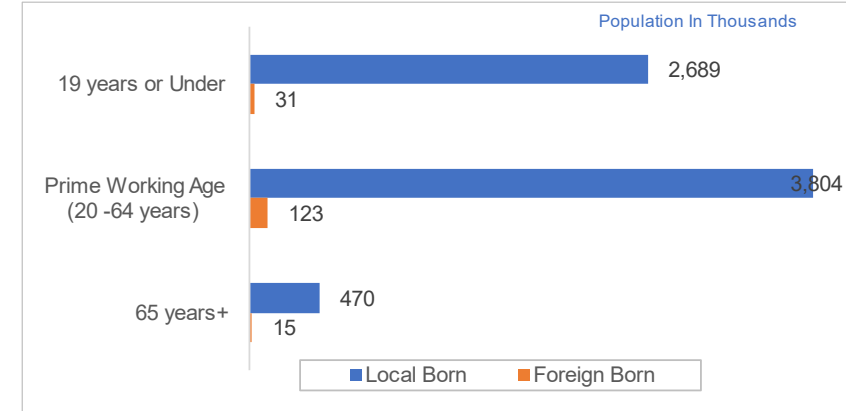


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 2.4% of the population is foreign born. Approximately 900K Paraguayans have emigrated.
- To October 2020, 1.9K residence permits had been granted to Venezuelans.
- 62% of the population live in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- https://www.ine.gov.py/Publicaciones/Biblioteca/documento/94ad_Boletin%20trimestral%203er%20trimestre%202020.pdf

Peru

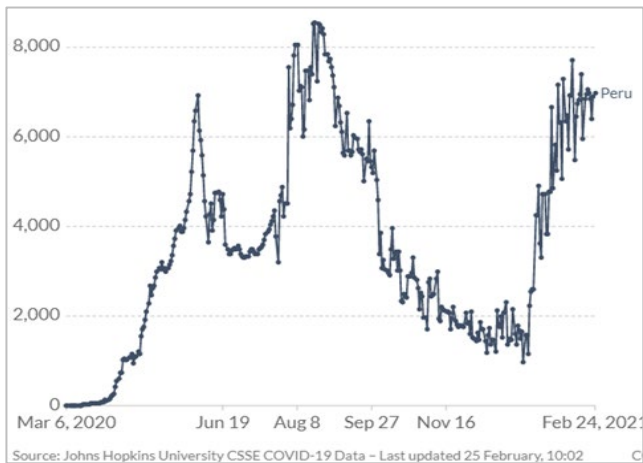
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q2 '20	12,328
Unemployed Workers (000s)	1,603
Unemployment Rate	13.0%
Youth Unemployment Rate	15.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

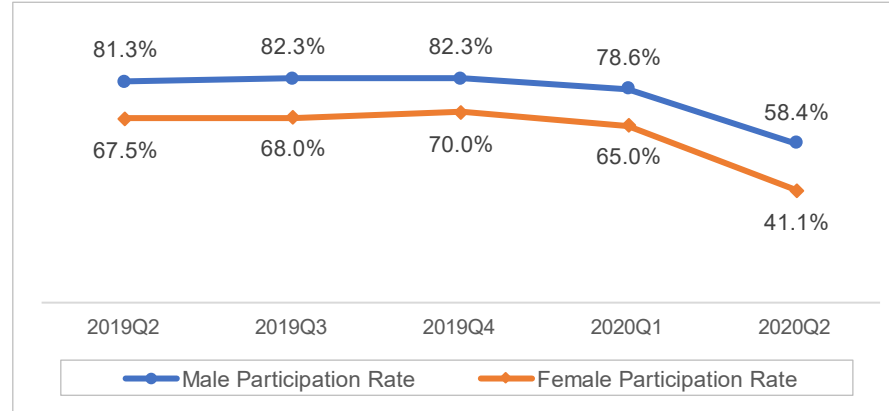


Covid-19 Restriction Update (End of February 2021)

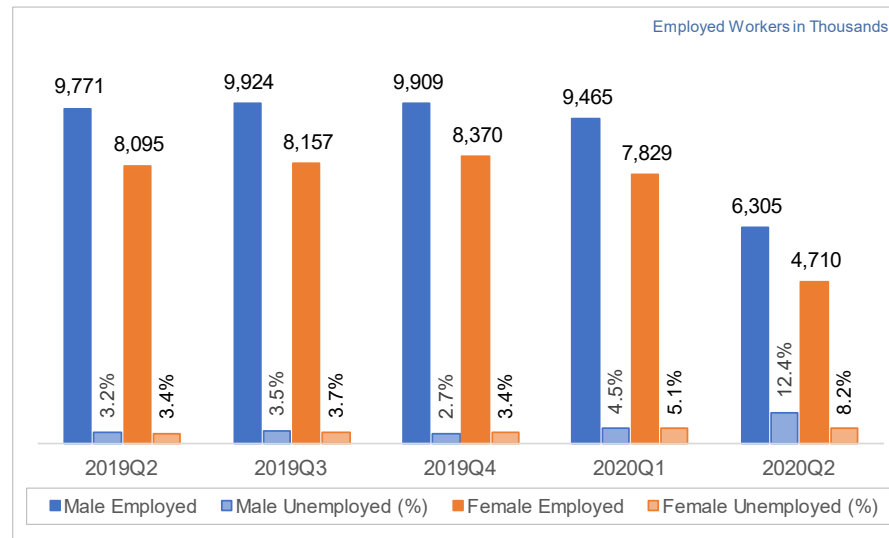
- More than 46K Covid-19 deaths.
- Land borders are closed. Flights longer than 8 hours are not allowed. Arrivals are subject to medical tests and mandatory quarantine.
- In most areas, non-essential shops are open. Night time curfew is in place.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

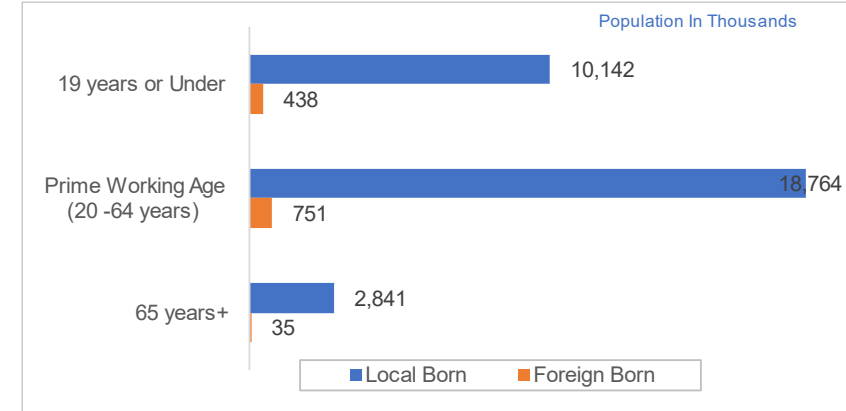


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 3.7% of the population is foreign born. Over 1.5 million Peruvians have emigrated.
- To October 2020, 477K residence permits had been granted to Venezuelans.
- 78% of the population lives in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Puerto Rico

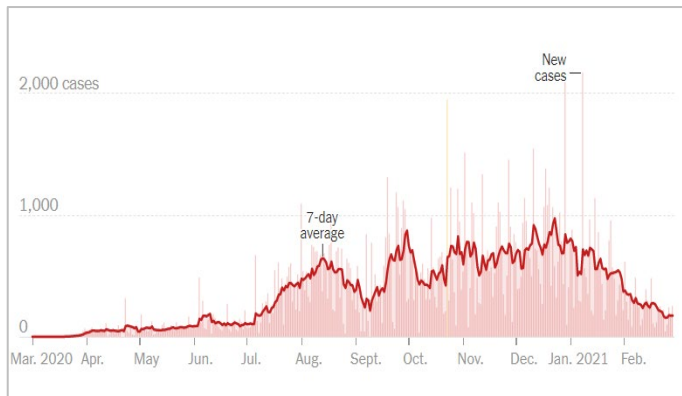
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	1,033
Unemployed Workers (000s)	108
Unemployment Rate	10.5%
Youth Unemployment Rate	20.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

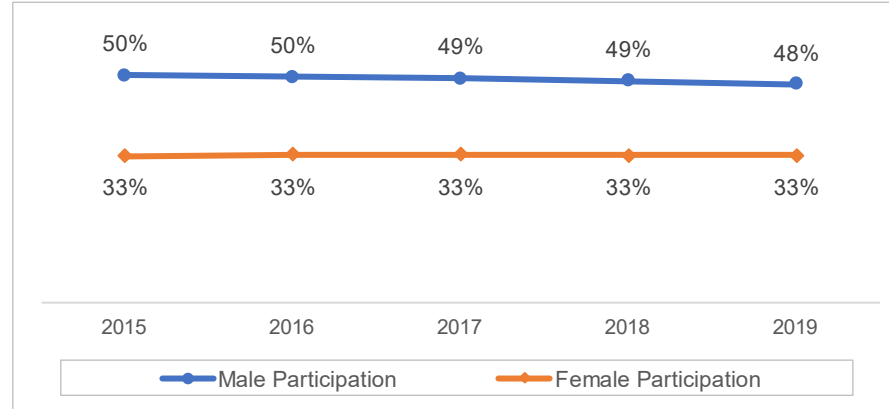


Covid-19 Restriction Update (End of February 2021)

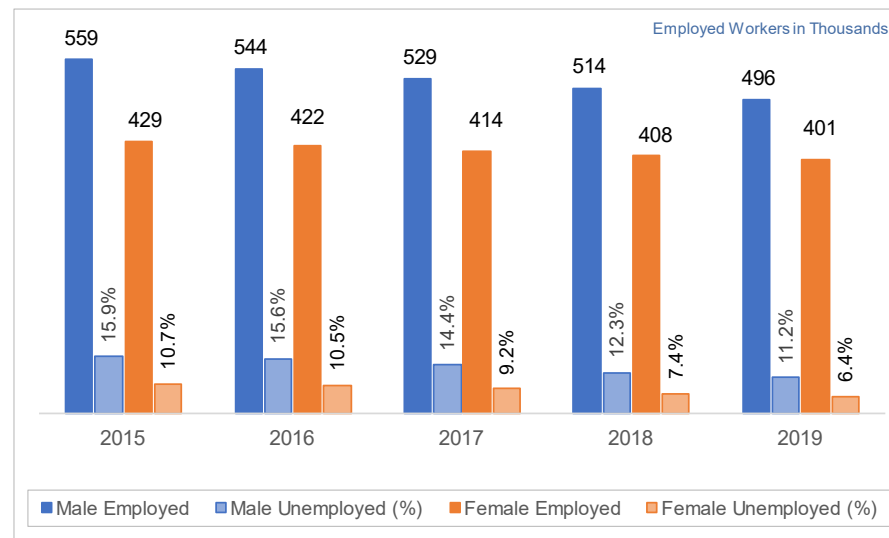
- Borders are open, a negative Covid-19 test is required and potential quarantine.
- A night time curfew is in place.
- Most non-essential shops and businesses are open but bars remain closed.
- Schools will begin re-opening in March.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

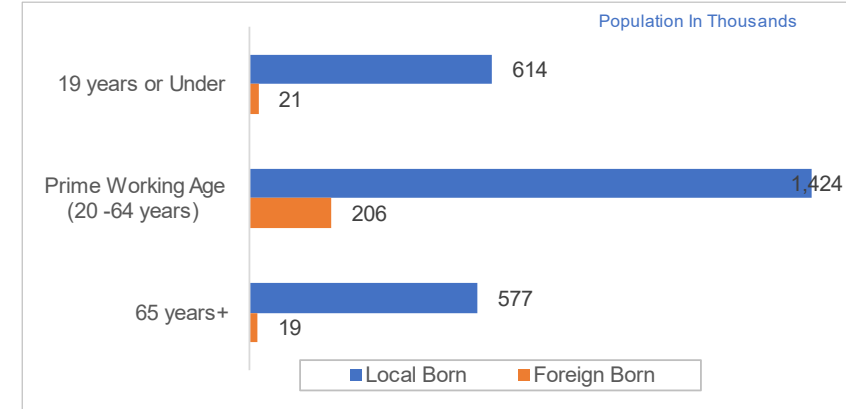


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 8.6% of the population is foreign born. 1.85 million Puerto Ricans have emigrated.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.nytimes.com/interactive/2020/us/puerto-rico-coronavirus-cases.html>
<https://www.miamiherald.com/news/nationworld/world/americas/article249425310.html>
<https://www.bls.gov/web/empsit/cpseea03.htm>

United States

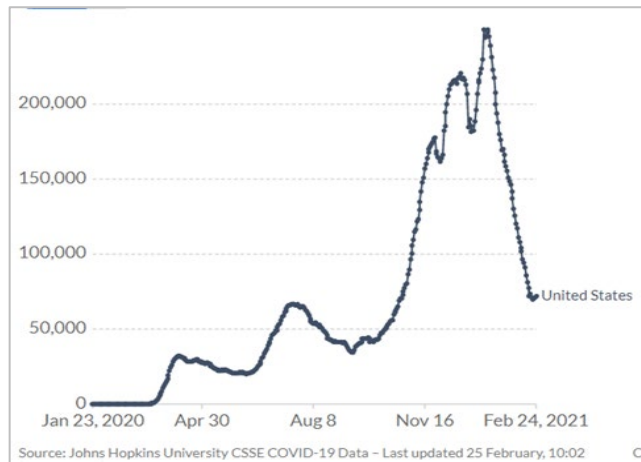
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Jan '21	160,161
Unemployed Workers (000s)	10,090
Unemployment Rate	6.3%
Youth Unemployment Rate	11.2%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

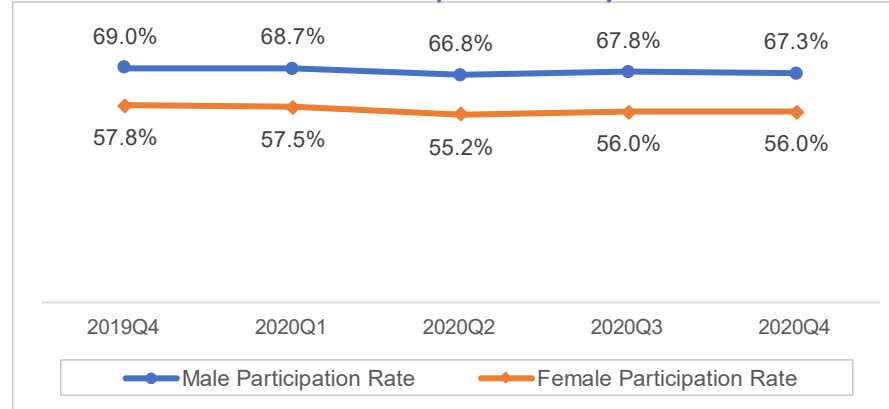


Covid-19 Restriction Update (End of February 2021)

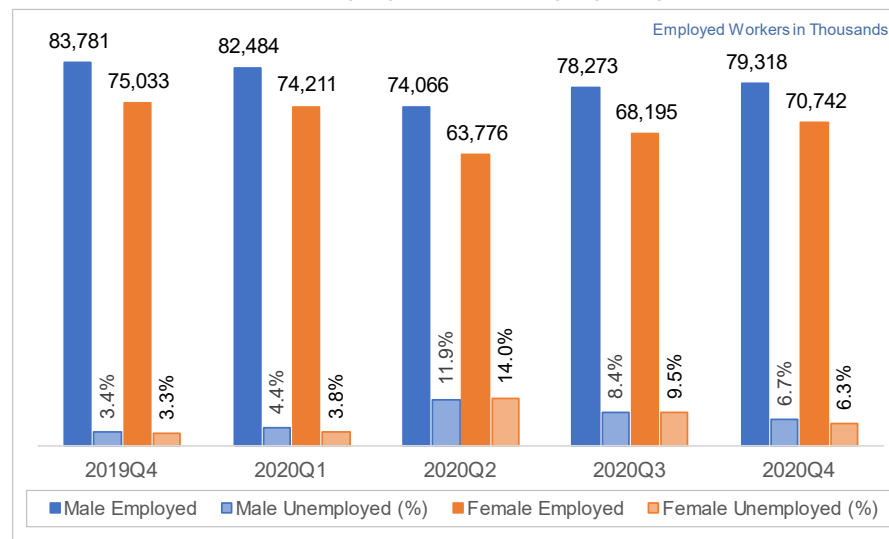
- More than 525K Covid-19 deaths.
- Land borders are closed between US, Canada and Mexico.
- Air travel is available although entry is prohibited to non-US citizen arrivals from China, Iran, EU Schengen area, UK, Ireland, Brazil and South Africa.
- Restrictions are implemented at a state level.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

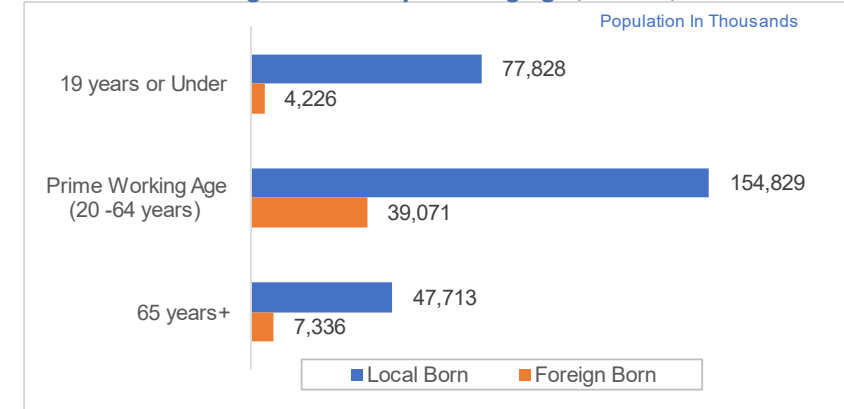


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 15.3% of the population is foreign born. Approximately 3 million Americans have emigrated.
- 82.3% of the population lives in urban areas.
- In 2019, the unemployment rate for foreign born workers was 0.8 percentage points lower when compared with local born workers.
- However, during April 2020, the BLS reports that employment levels of foreign born workers fell by 21% compared to 14% for native born workers.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.miamiherald.com/news/nationworld/world/americas/article249425310.html>
- <https://www.bls.gov/web/empsit/cpseea03.htm>

Uruguay

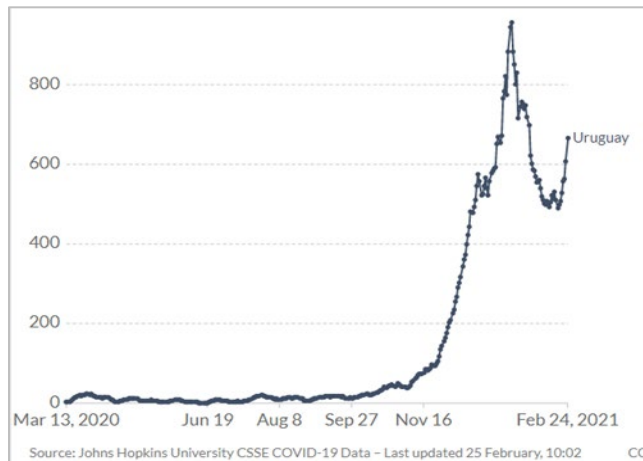
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	1,686
Unemployed Workers (000s)	177
Unemployment Rate	10.5%
Youth Unemployment Rate	29.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

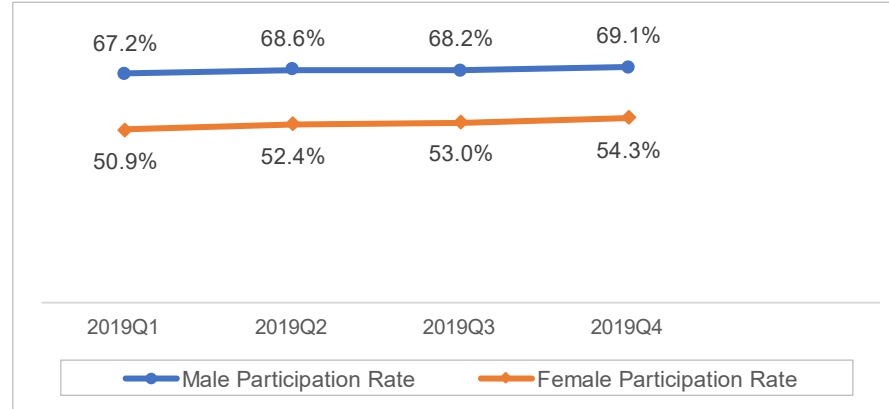


Covid-19 Restriction Update (End of February 2021)

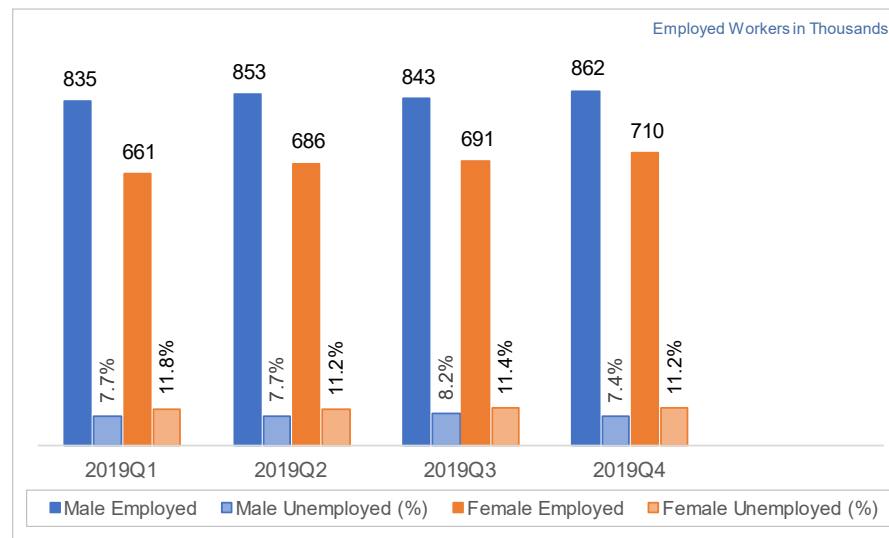
- More than 600 Covid-19 deaths.
- Borders are generally only open to Uruguay citizens. Arrivals are subject to a negative Covid-19 test and quarantine.
- Essential services are open and schools are using a combination of on-line and in-person instruction.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

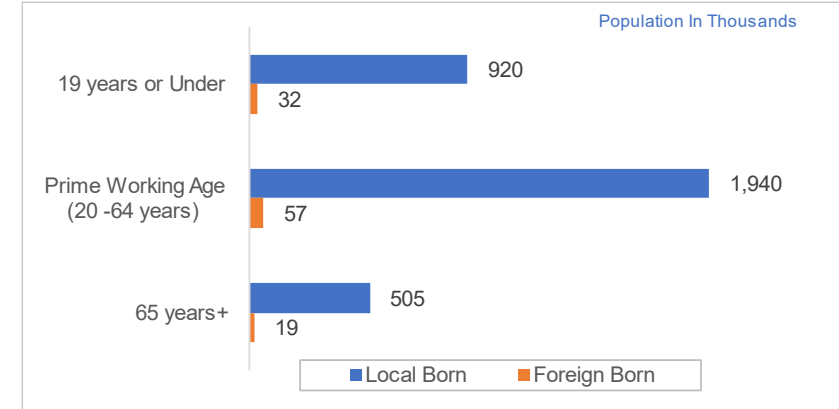


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 3.1% of the population is foreign born. Approximately 370K Uruguayans have emigrated.
- 19K residence permits had been granted to Venezuelans to October 2020.
- 95% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>



National Workforce Trends: EMEA

Austria

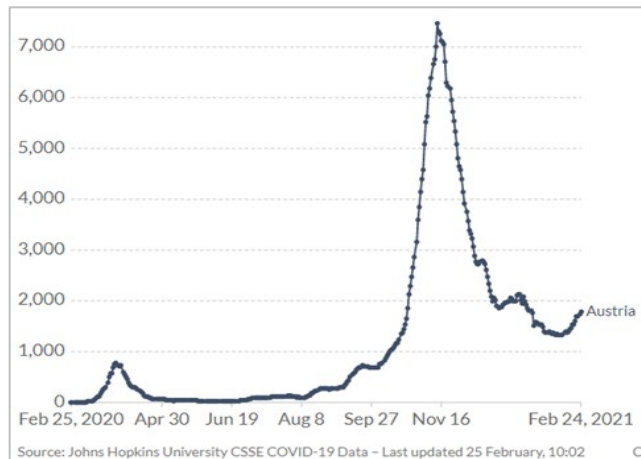
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Jan '21	4,099
Unemployed Workers (000s)	467
Unemployment Rate	11.4%
Youth Unemployment Rate	11.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

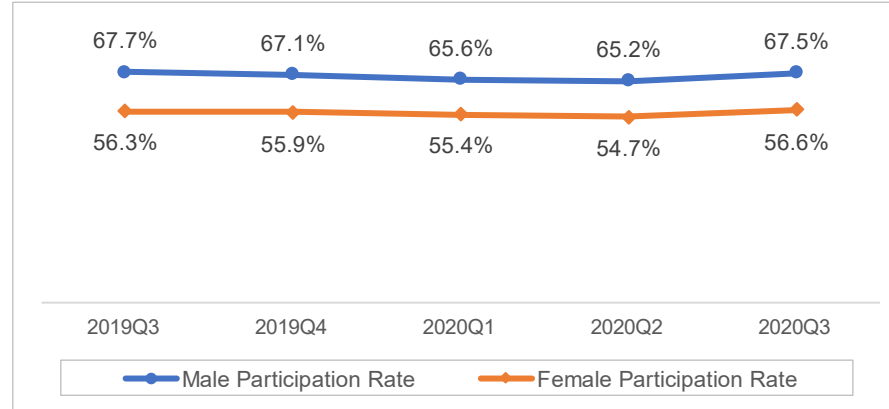


Covid-19 Restriction Update (End of February 2021)

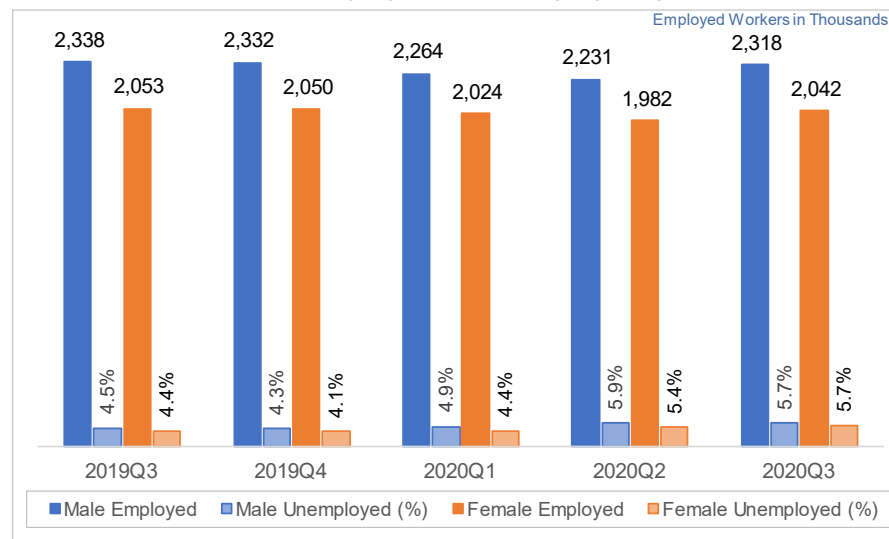
- More than 8,500 Covid-19 deaths.
- Borders are closed to foreign nationals except those coming from the EU, Schengen and EU safe countries.
- Flights from UK, Brazil and South Africa are suspended.
- Retail shops and schools are open but restaurants and leisure sector is closed.
- 460K workers benefitting from furlough which has been extended to June.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

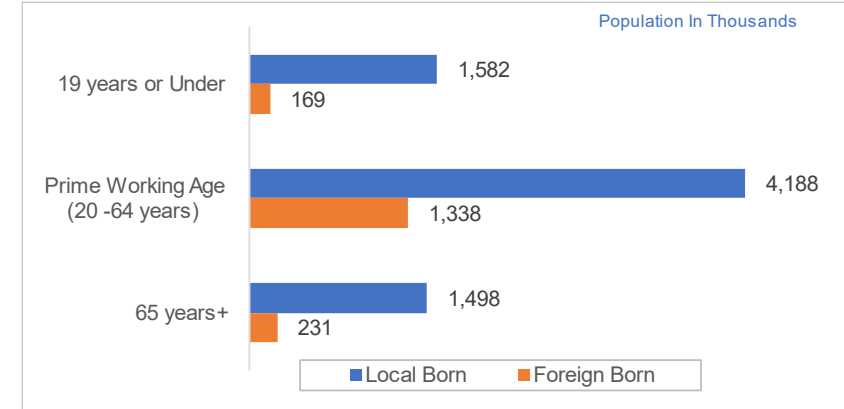


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 19.3% of the population is foreign born. 600K Austrians have emigrated.
- The unemployment gap between foreign born and native born populations was 4.8 percentage points in 2019.
- 58% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.thelocal.at/20210226/restaurants-schools-or-tighter-measures-what-will-austria-decide-on-monday/>
<https://www.thelocal.at/20210217/short-time-working-extended-until-end-of-june/>
<https://www.oenb.at/isaweb/report.do?lang=EN&report=7.17>

Bahrain

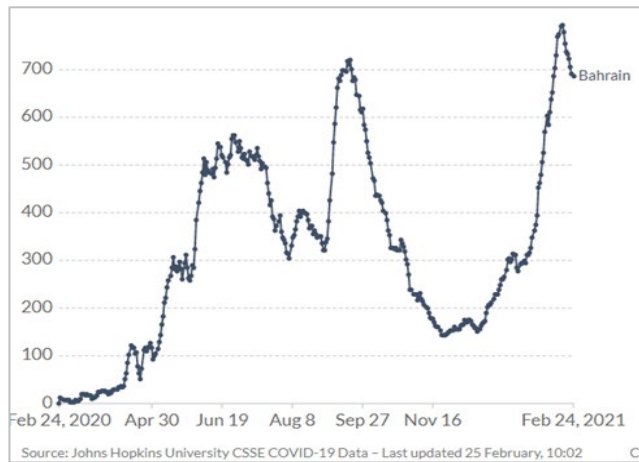
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	1,010
Unemployed Workers (000s)	49
Unemployment Rate	4.9%
Youth Unemployment Rate	7.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

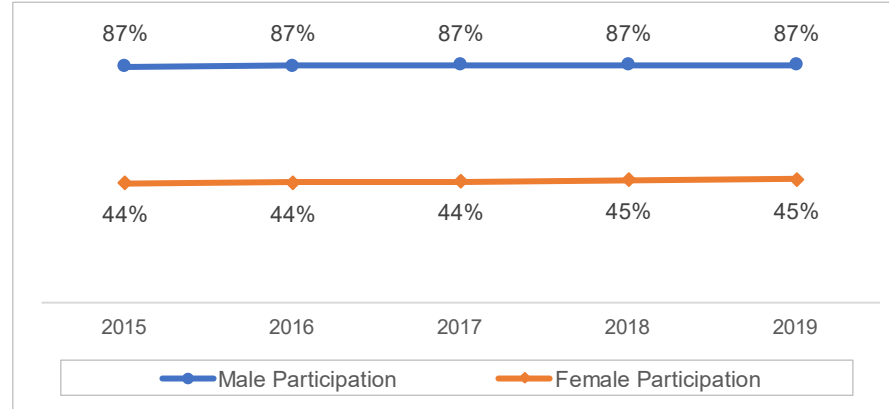


Covid-19 Restriction Update (End of February 2021)

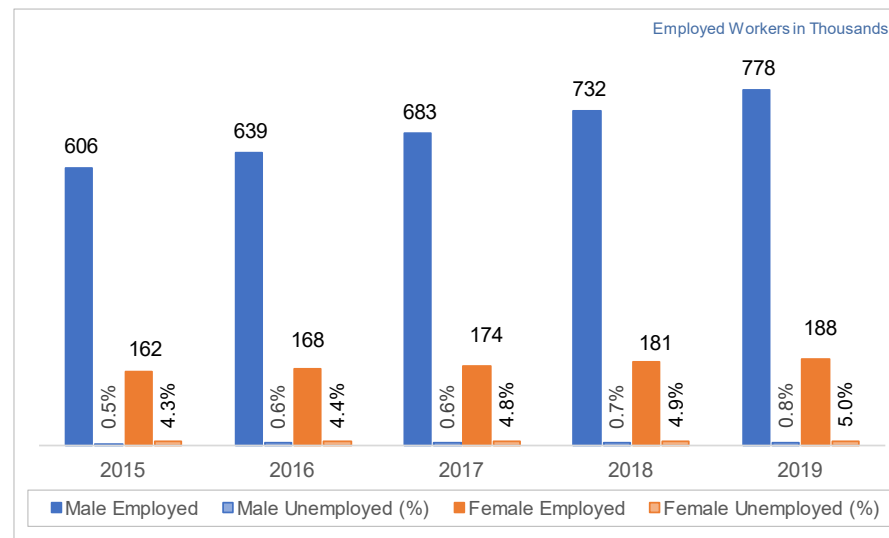
- More than 440 Covid-19 deaths.
- With some exceptions, borders are closed. Arrivals will need to have a Covid-19 test and quarantine.
- None essential shops and businesses are closed.
- Most schools have moved to on-line learning.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

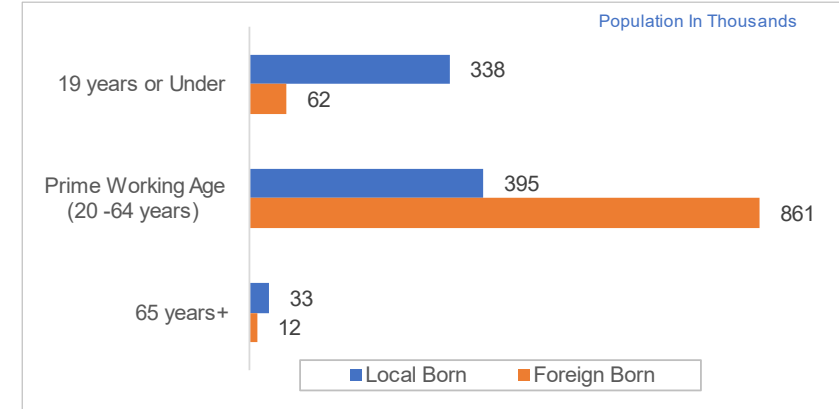


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 55% of the population is foreign born. Three in every four of the immigrants are male.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.htm>
<https://www.newsfbahrain.com/bahrain/70175.html>

Belarus

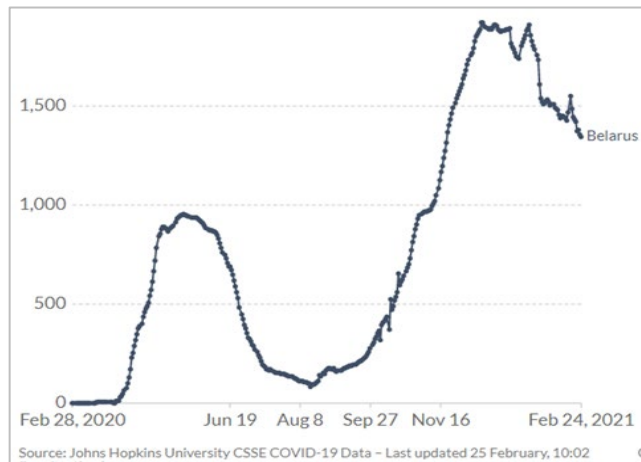
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	5,128
Unemployed Workers (000s)	209
Unemployment Rate	4.1%
Youth Unemployment Rate	10.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

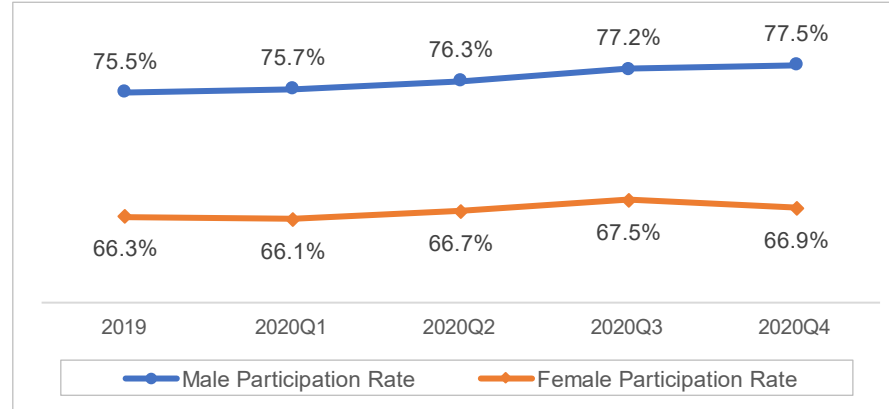


Covid-19 Restriction Update (End of February 2021)

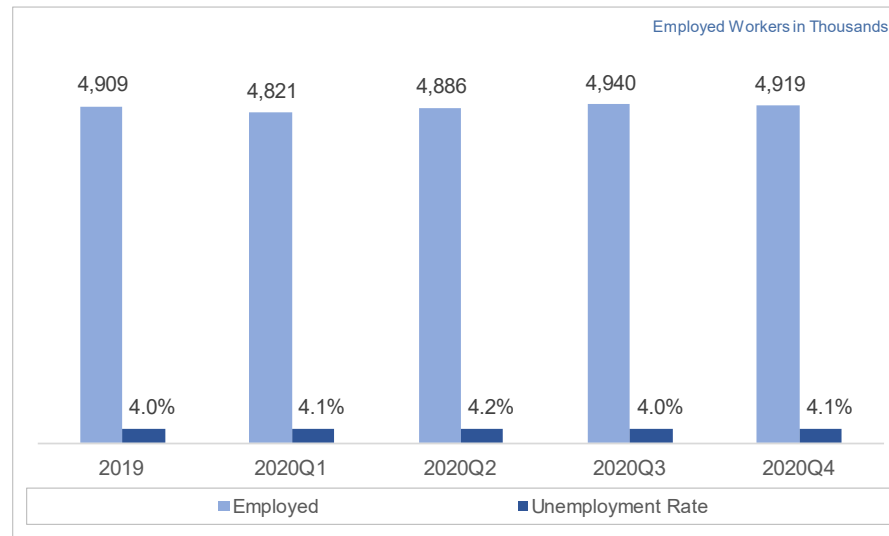
- More than 1,900 K Covid-19 deaths.
- Land borders are closed. Air borders are subject to medical testing and potential quarantine.
- None essential shops and businesses are open.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

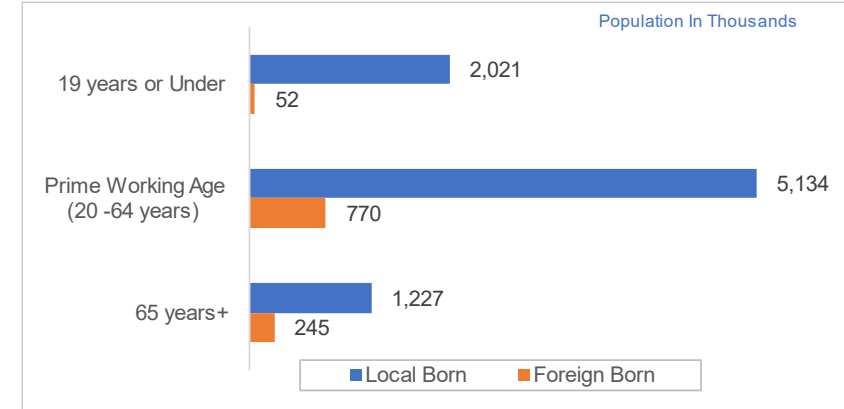


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 11.3% of the population is foreign born.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
https://www.belstat.gov.by/en/ofitsialnaya-statistika/ssrd-mvf_2/natsionalnaya-stranitsa-svodnyh-dannyh/
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Belgium

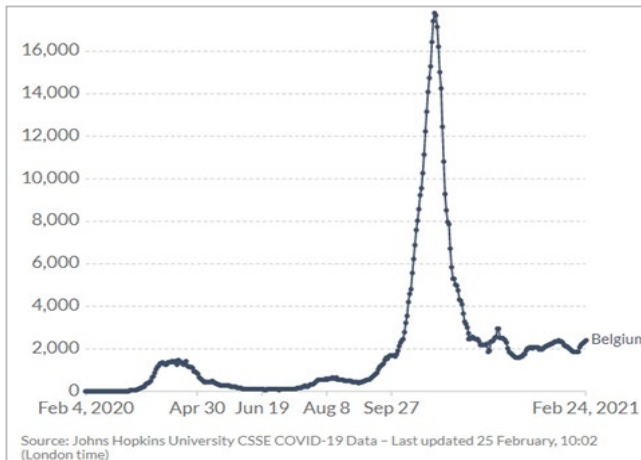
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	5,033
Unemployed Workers (000s)	292
Unemployment Rate	5.8%
Youth Unemployment Rate	16.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

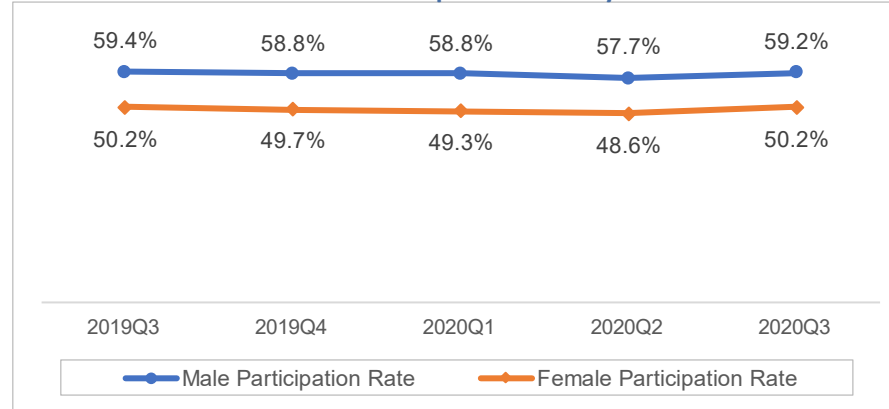


Covid-19 Restriction Update (End of February 2021)

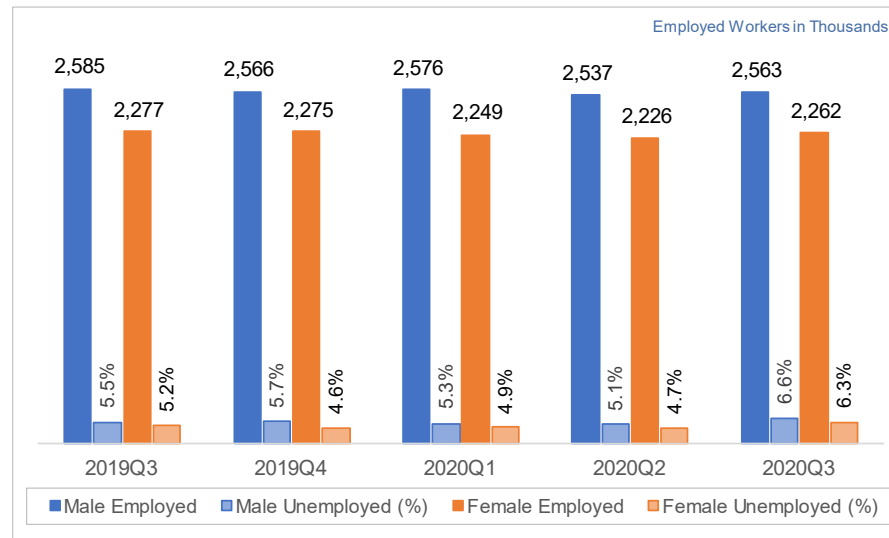
- More than 22K Covid-19 deaths.
- Belgium is closed for all but essential travel. All arrivals require a negative Covid-19 test result. Arrivals from high risk areas need to quarantine.
- Some non-essential shops and businesses have been allowed to reopen.
- Schools are open.
- 270K workers are on temporary unemployment which has been extended until June.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

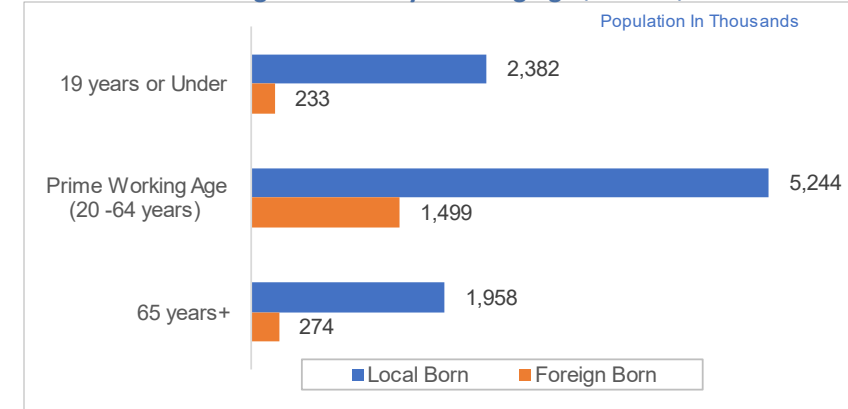


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 17.3% of the population is foreign born. 577K Belgians have emigrated.
- 67% of the population of Brussels is foreign born.
- The unemployment gap between foreign born and native born populations was 6.1 percentage points in 2019.
- 98% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.brusselstimes.com/news/belgium-all-news/154621/coronavirus-federal-government-extends-support-measures>
<https://statbel.fgov.be/nl/themas/datalab/maandelijkse-cijfers-over-de-arbeidsmarkt#figures>

Bulgaria

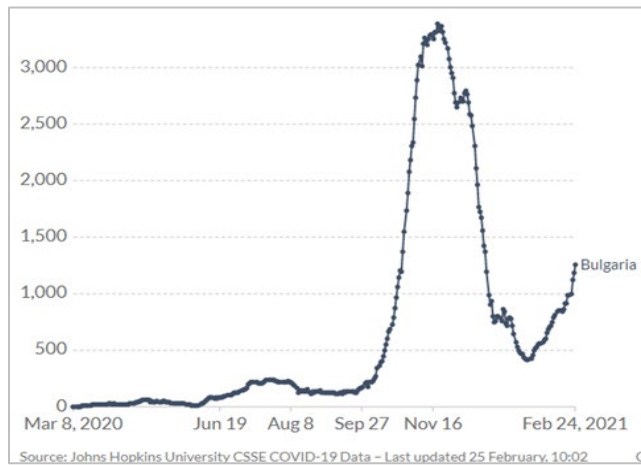
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	3,300
Unemployed Workers (000s)	221
Unemployment Rate	6.7%
Youth Unemployment Rate	14.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

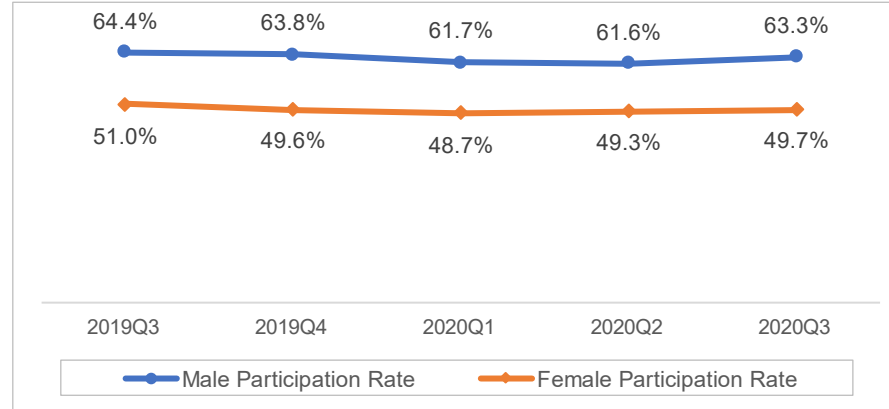


Covid-19 Restriction Update (End of February 2021)

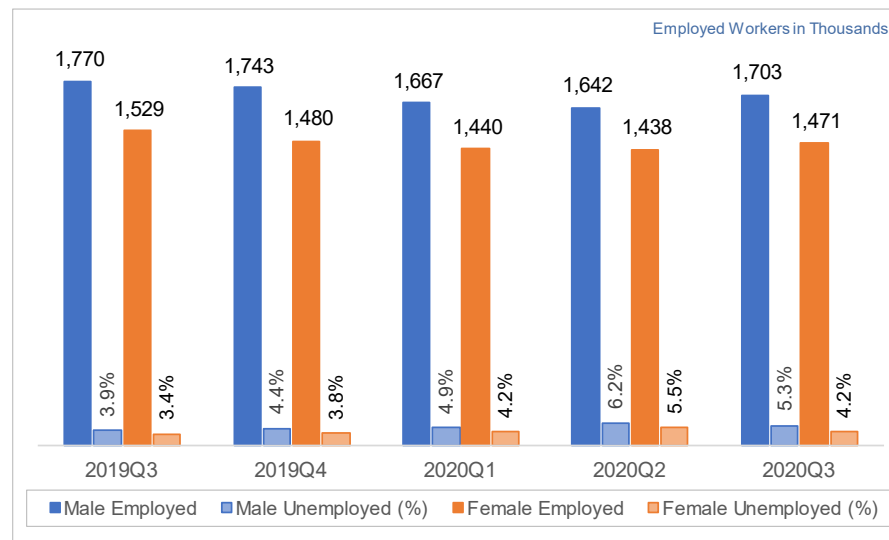
- More than 10K Covid-19 deaths.
- Bulgaria's borders are open to a set list of countries. A negative test result is required and arrivals may need to quarantine.
- Some non-essential shops and businesses have been allowed to reopen.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

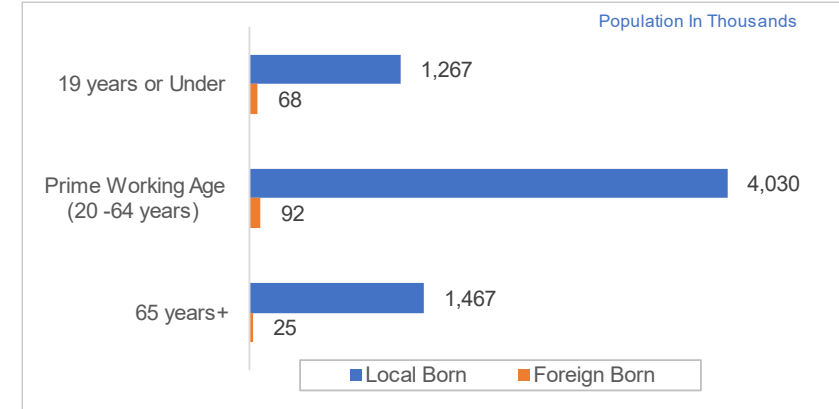


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 3% of the population is foreign born. 1.7 million Bulgarians have emigrated.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://www.nsi.bg/en/content/6475/labour-force-and-activity-rates-%E2%80%93-national-level-statistical-regions>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Croatia

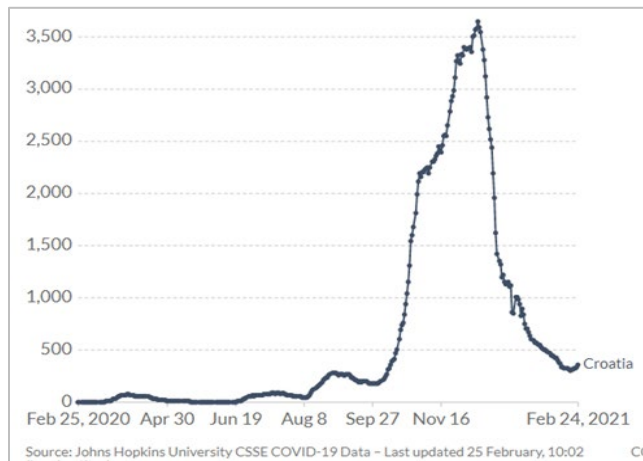
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	1,814
Unemployed Workers (000s)	178
Unemployment Rate	9.8%
Youth Unemployment Rate	21.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

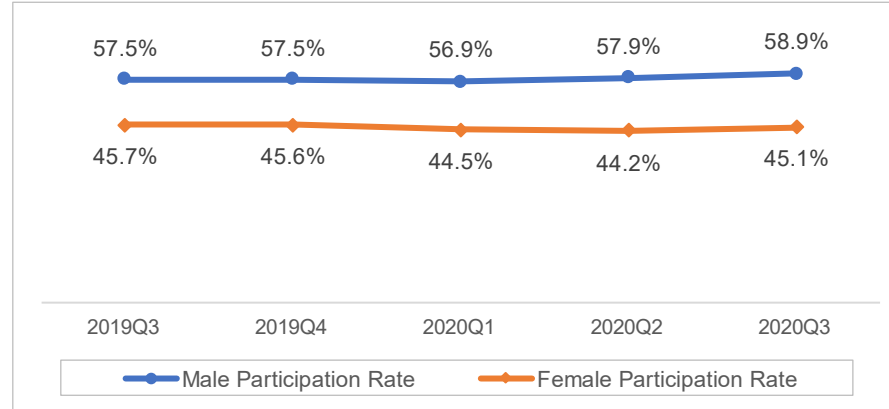


Covid-19 Restriction Update (End of February 2021)

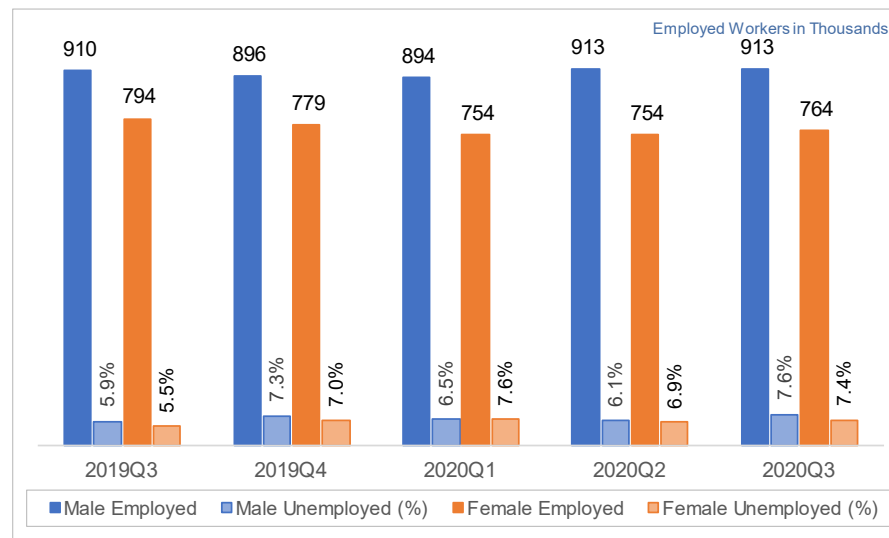
- More than 5,500 Covid-19 deaths.
- Croatia's borders are open to EU, EEA and EU determined safe countries. A negative test result is required and arrivals may need to quarantine.
- Restrictions on travel between counties.
- Some non-essential shops and businesses have been allowed to reopen.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

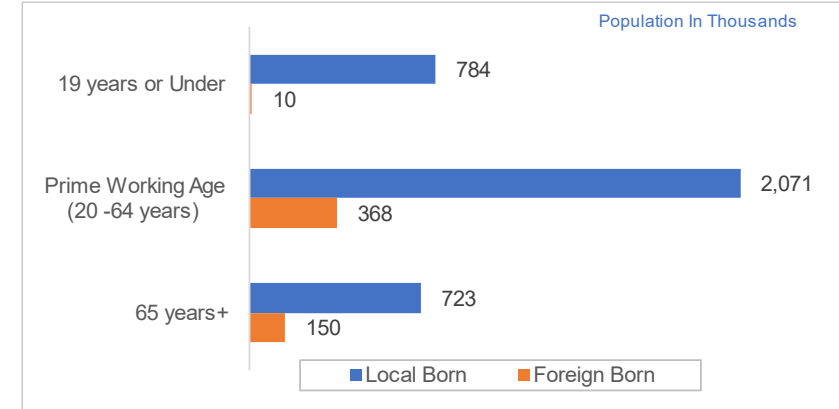


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 12.9% of the population is foreign born. 1 million Croatians have emigrated.
- 57% of the population lives in urban areas.
- Croatia has introduced a long-term visa for digital nomads

Key Sources:

<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Czech Republic

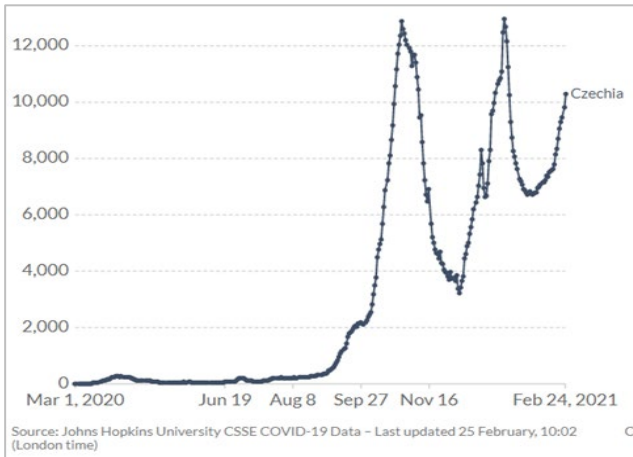
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	5,379
Unemployed Workers (000s)	231
Unemployment Rate	4.3%
Youth Unemployment Rate	10.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

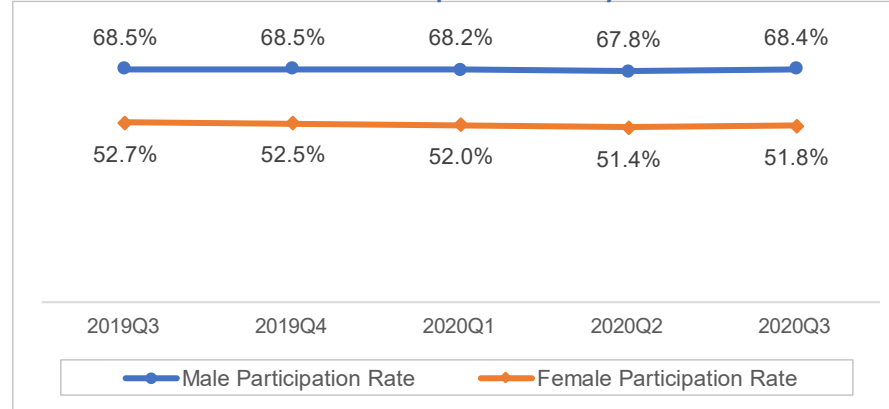


Covid-19 Restriction Update (End of February 2021)

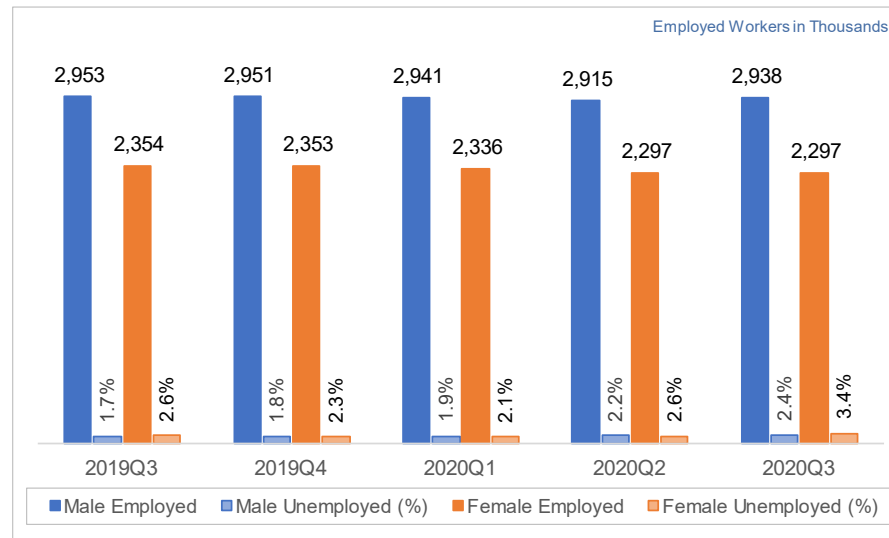
- More than 20K Covid-19 deaths.
- Borders are closed for travel. Only citizens, residents and essential travellers may enter. Negative test results and quarantine required.
- Non-essential shops are closed.
- Schools are closed and a stay at home order is in place.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

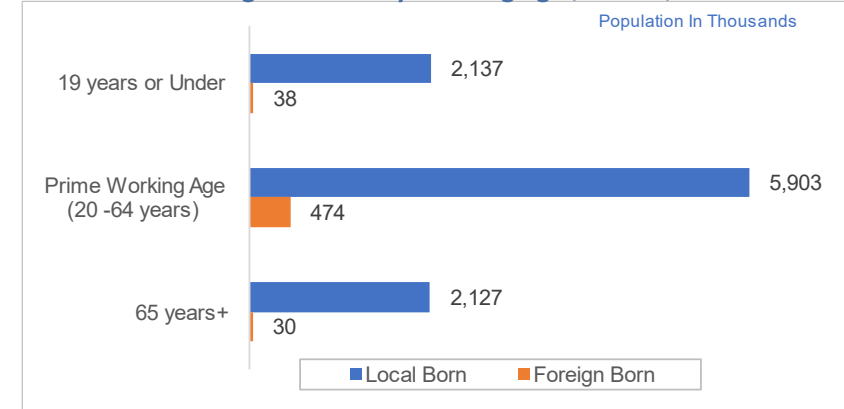


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 5.1% of the population is foreign born. 58% of the migrants are male.
- 1 million have emigrated.
- 58% of the migrants are male.
- The unemployment gap between foreign born and native born populations was 0.8 percentage points in 2019.
- Czech Republic has implemented concessions for migrant workers who have lost their job that may enable them to change employer and sector.
- 74% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Denmark

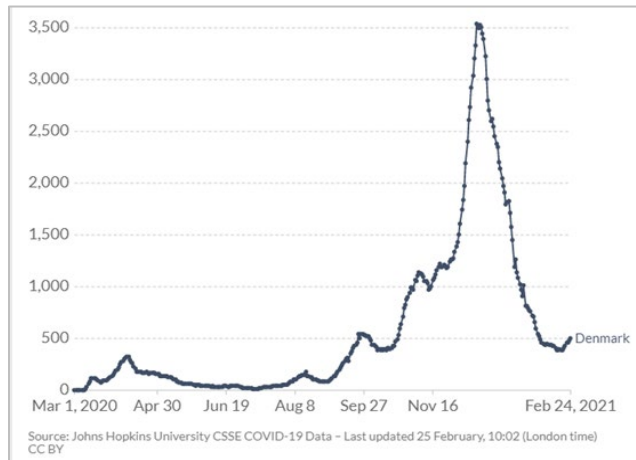
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	3,046
Unemployed Workers (000s)	134
Unemployment Rate	4.4%
Youth Unemployment Rate	12.9%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

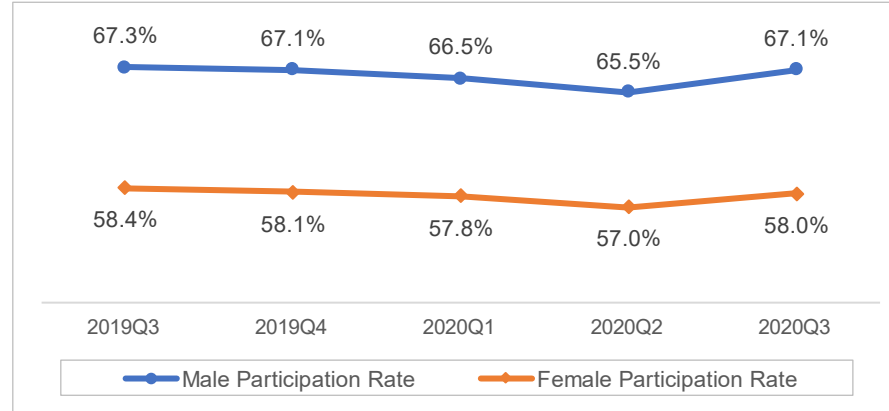


Covid-19 Restriction Update (End of February 2021)

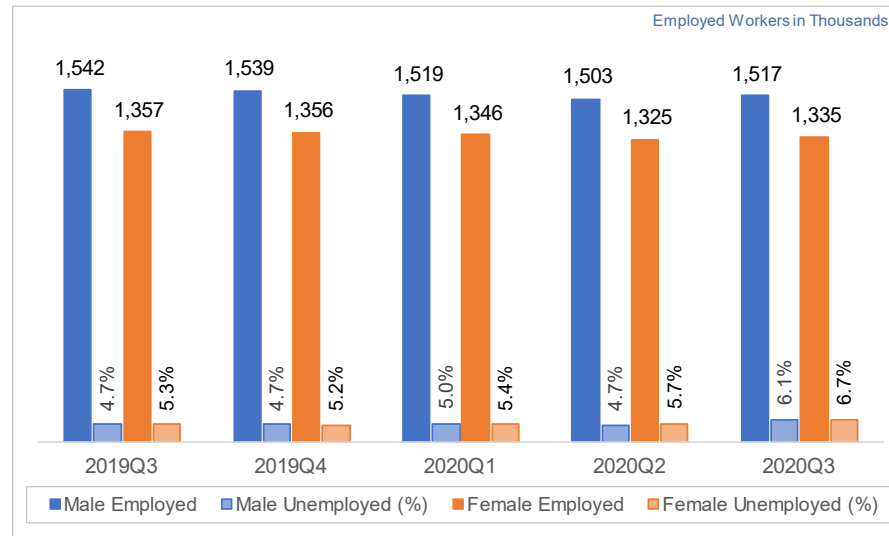
- More than 2,300 Covid-19 deaths.
- Business travel and travel from Germany and Sweden is allowed for non-Danish citizens. A negative test result and quarantine is mandatory.
- Non-essential businesses are closed.
- Depending on the region, some schools have been allowed to return to face-to-face lessons.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

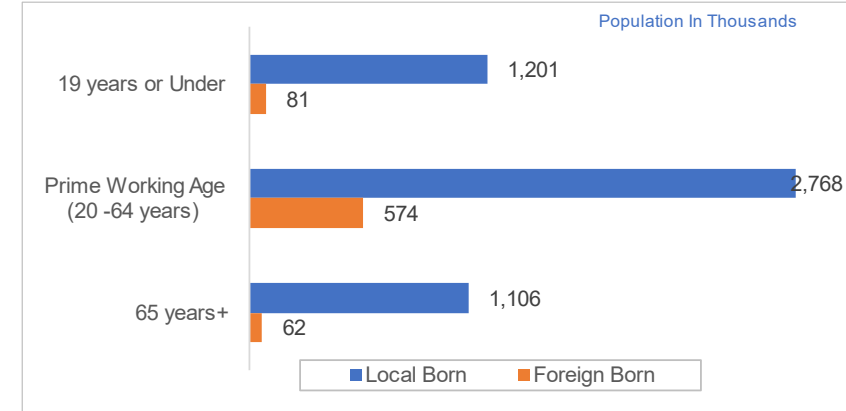


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Approximately 1 in every 8 people in Denmark is foreign born. 257K Danes have emigrated.
- The unemployment gap between foreign born and native born populations was 3.7 percentage points in 2019.
- 88% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Estonia

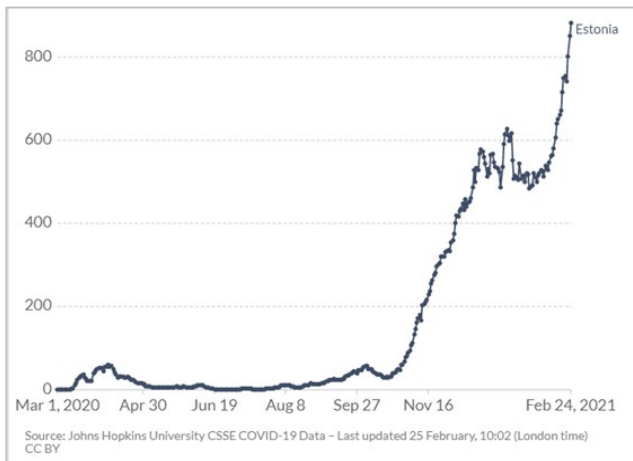
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	704
Unemployed Workers (000s)	52
Unemployment Rate	7.4%
Youth Unemployment Rate	23.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

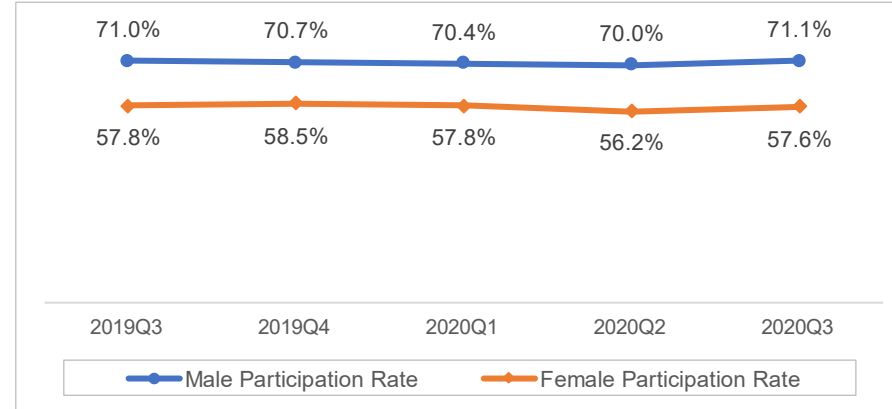


Covid-19 Restriction Update (End of February 2021)

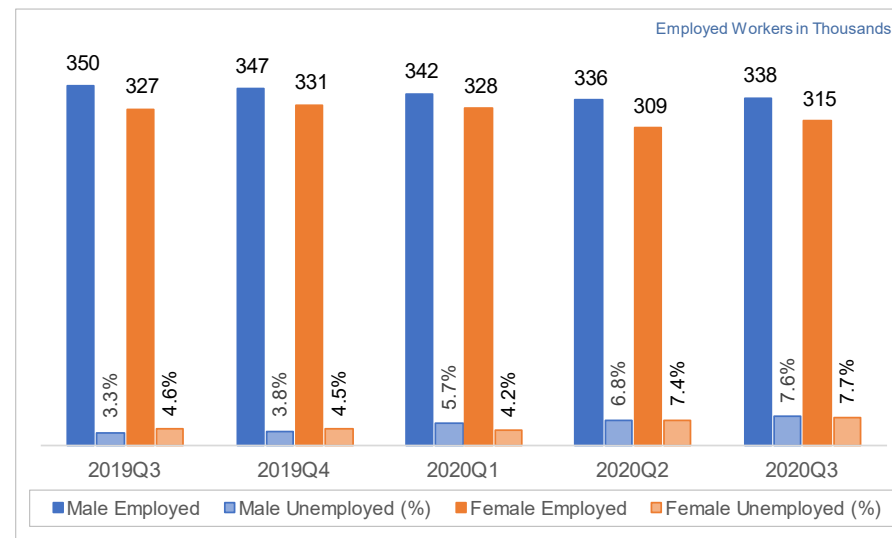
- 6K Covid-19 deaths.
- Estonia's borders are open to EU, EEA and EU determined safe countries. A negative test result is required and arrivals may need to quarantine.
- Some non-essential shops and businesses have been allowed to reopen.
- Schools are only open to younger students.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

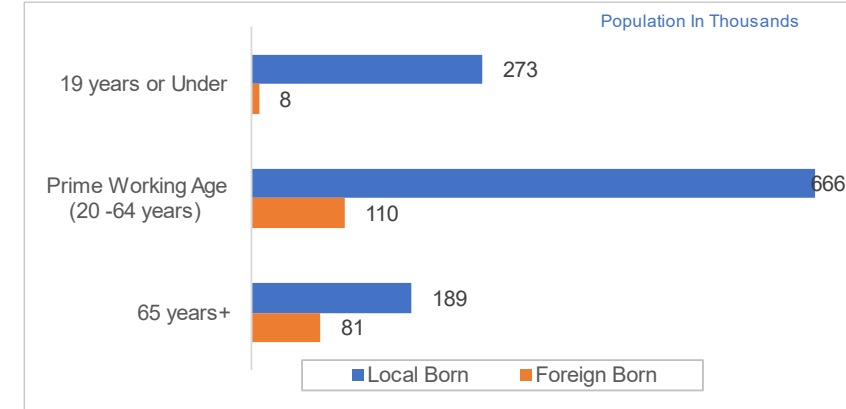


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- The migrant stock represents 15% of the population of Estonia. Almost 20K Estonians have emigrated.
- The unemployment gap between foreign born and native born populations was 1.8 percentage points in 2019.
- 69% of the population live in urban areas.
- Estonia has introduced a visa for digital nomads.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.themayor.eu/en/a/view/estonia-tightens-restrictions-to-stem-surge-in-covid-19-cases-7300>
<https://www.stat.ee/en/node/183253>

Finland

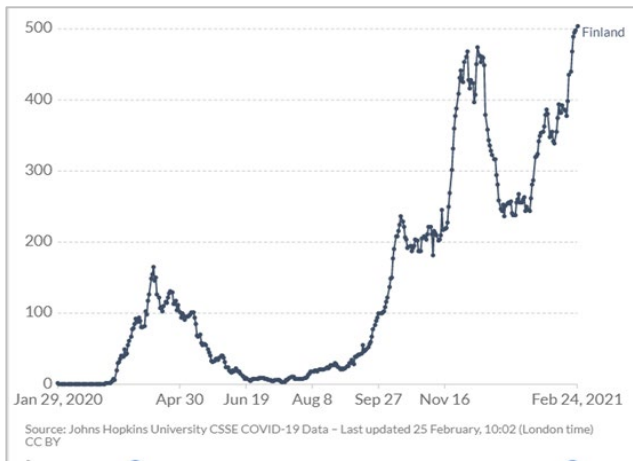
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec'20	2,708
Unemployed Workers (000s)	211
Unemployment Rate	7.8%
Youth Unemployment Rate	20.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

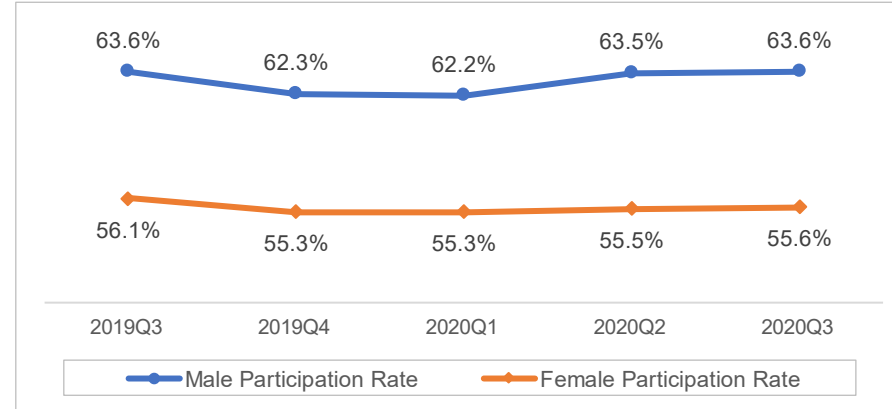


Covid-19 Restriction Update (End of February 2021)

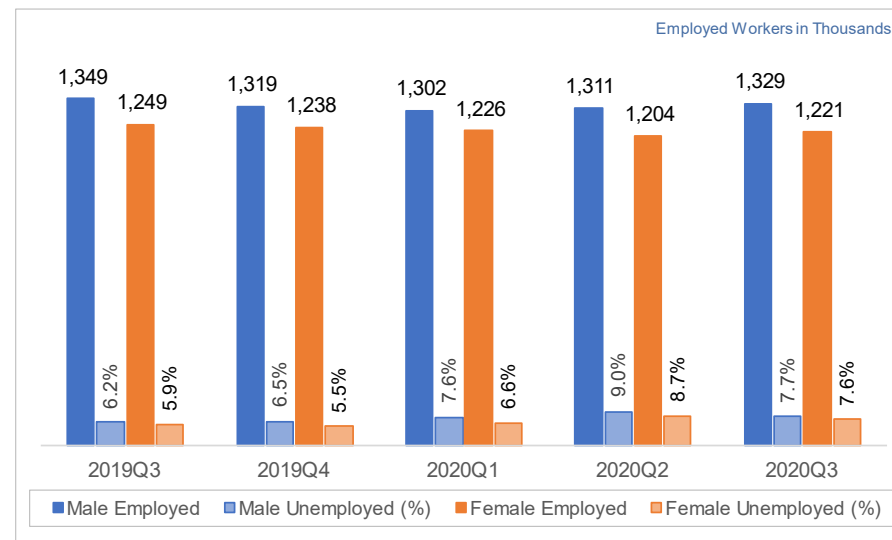
- 750 Covid-19 deaths.
- With a few restrictions, only Finnish residents and people travelling from a select list of low risk countries are able to enter Finland. A negative Covid-19 test and mandatory quarantine is required.
- Lockdown is due to be imposed from March 8-28.
- Schools up to year 6 are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

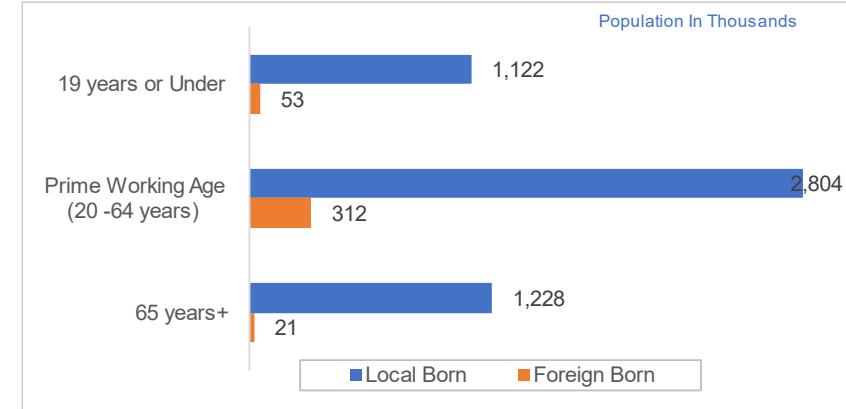


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 7% of the population of Finland is foreign born. 70K Finns have emigrated.
- The unemployment gap between foreign born and native born populations was 5.5 percentage points in 2019.
- 85% of the population live in urban areas.
- Finland has implemented concessions for migrant workers with a residence permit to enable a of change employer or sector.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
https://yle.fi/uutiset/osasto/news/finland_announces_march_shutdown/11808835
<http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57>
https://pxnet2.stat.fi/PXWeb/pxweb/en/StatFin/StatFin__tym__tyti__kk/statfin_tyti_pt_11af.px/table/tableViewLayout1/

France

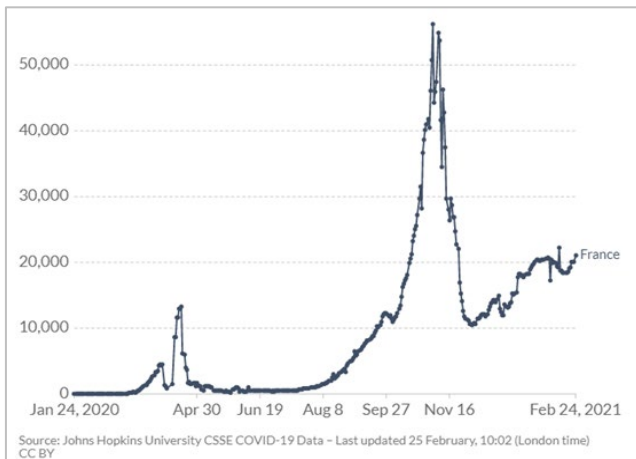
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	29,619
Unemployed Workers (000s)	2,370
Unemployment Rate	8.0%
Youth Unemployment Rate	23.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

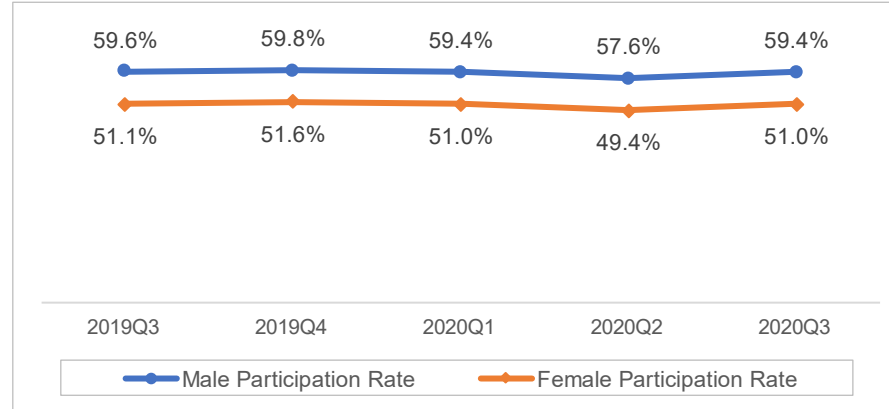


Covid-19 Restriction Update (End of February 2021)

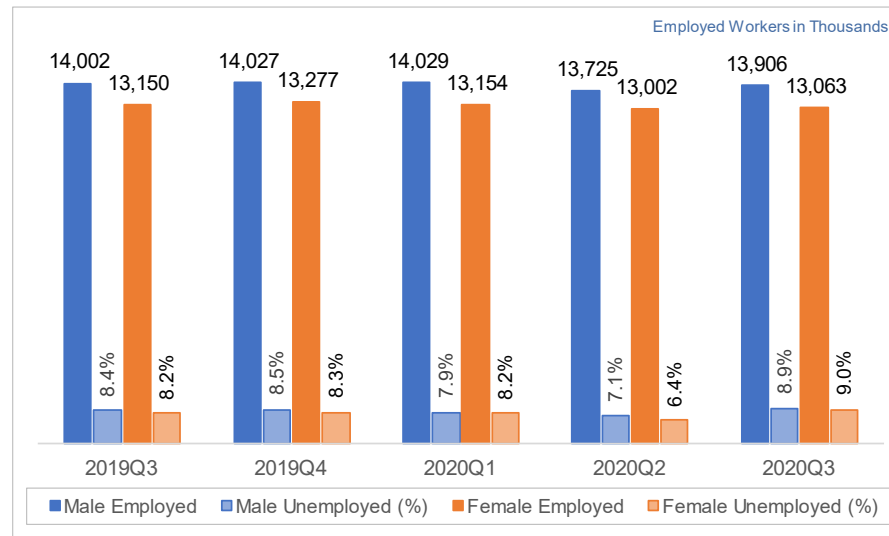
- More than 86K Covid-19 deaths.
- Citizens from the EU and a list of low risk countries can enter France with a negative Covid-19 test result and quarantine requirements dependent on the country of origin.
- Non-essential shops are generally closed.
- Schools are open unless there is a positive case.
- 1.3 million workers were on furlough during November.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

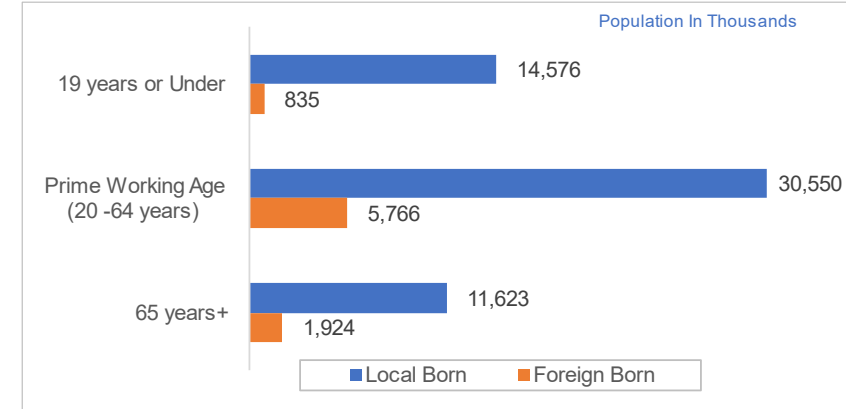


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 13.1% of the population of France is foreign born. 2.3 million French have emigrated.
- The unemployment gap between foreign born and native born populations was 5.3 percentage points in 2019.
- 80% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Germany

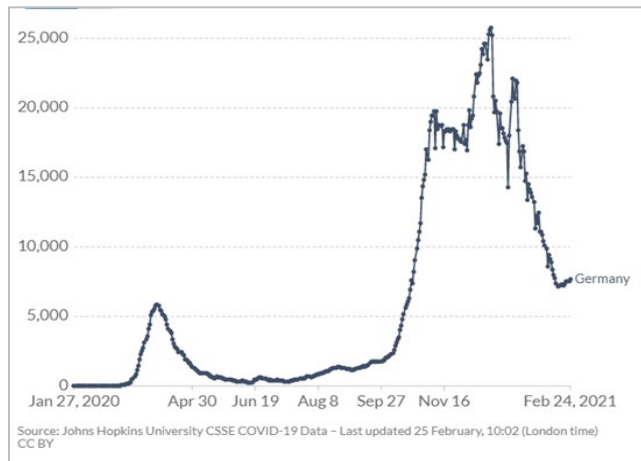
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	44,596
Unemployed Workers (000s)	2,051
Unemployment Rate	4.6%
Youth Unemployment Rate	6.1%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

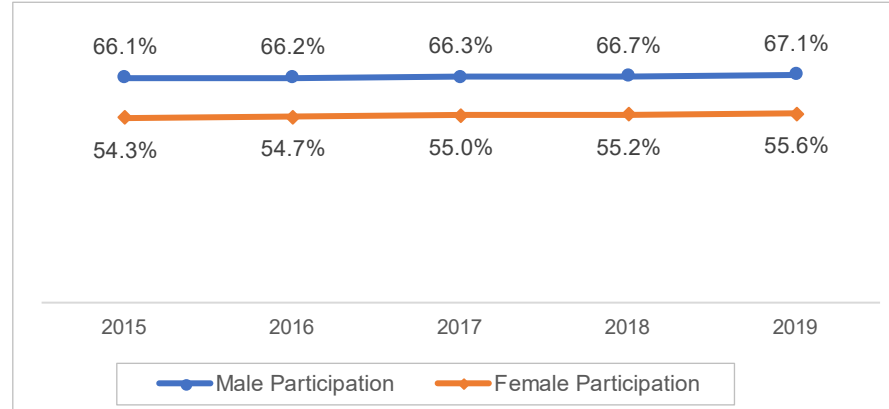


Covid-19 Restriction Update (End of February 2021)

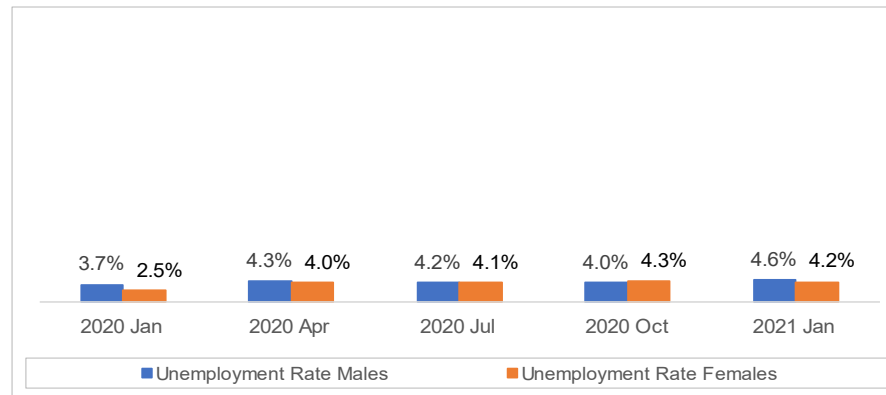
- More than 70K Covid-19 deaths.
- Germany borders are closed to countries except for the EU and low risk countries. Arrivals from Ireland, South Africa, the UK, Portugal and Brazil are banned.
- Non-essential shops are generally closed. Restrictions have been implemented at a local and regional level. Schools have reopened for some year groups.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender



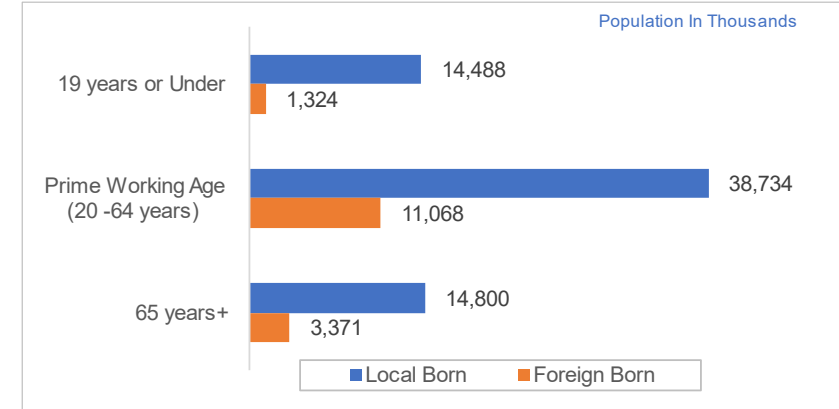
Unemployment Rate by Gender (25 years+)



- 2.6 million workers remained on short-time work (furlough) during January 2021 although this was lower than the 6 million in April 2020.
- In December 2020, there were 509K more unemployed people compared to the previous year.

Migration

Migrant Stock by Working Age (June 2020)



Migration

- 18.8% of the population of Germany is foreign born. 3.9 million Germans have emigrated.
- The unemployment gap between foreign born and native born populations was 3 percentage points in 2019.
- 77% of the population live in urban areas.
- During 2015/16 over a million people entered Germany as refugees and asylum seekers mostly from Syria. Since that time, there has been cap on irregular migration of up to 220,000 per year. Due to Covid-19, fewer than a third of this number entered Germany in 2020.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.ft.com/content/7be9a0ce-3e50-4020-b7b8-c898e1553a18>
<https://www.destatis.de/EN/Themes/Economy/Short-Term-Indicators/Labour-Market/arb440a.html>
<https://statistik.arbeitsagentur.de/DE/Navigation/Service/English-Site/the-labour-market/the-labour-market-Nav.html>

Greece

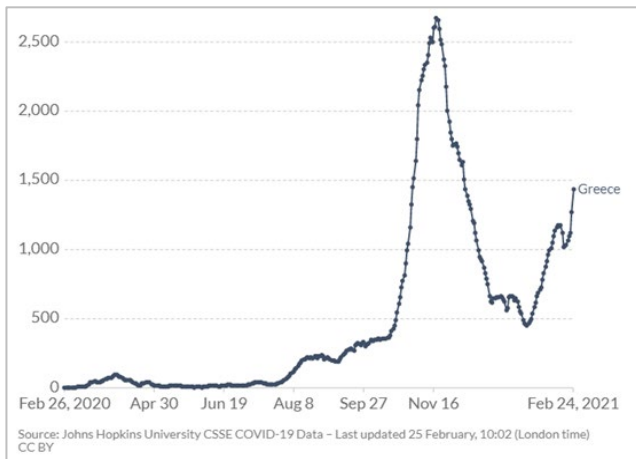
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Nov '20	4,648
Unemployed Workers (000s)	753
Unemployment Rate	16.2%
Youth Unemployment Rate	34.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

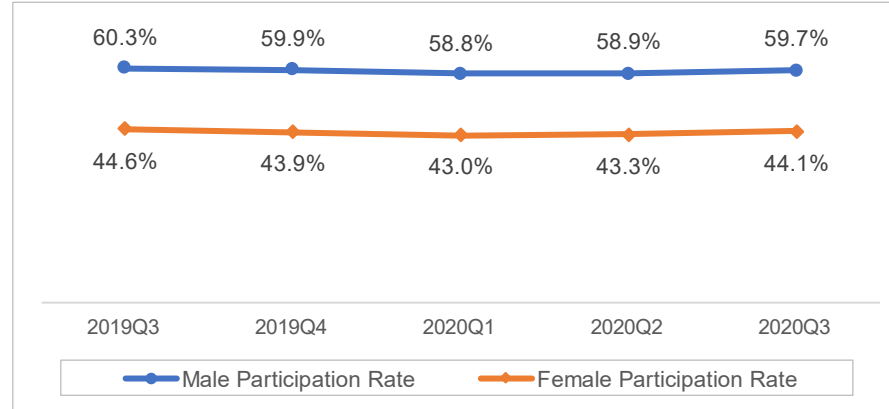


Covid-19 Restriction Update (End of February 2021)

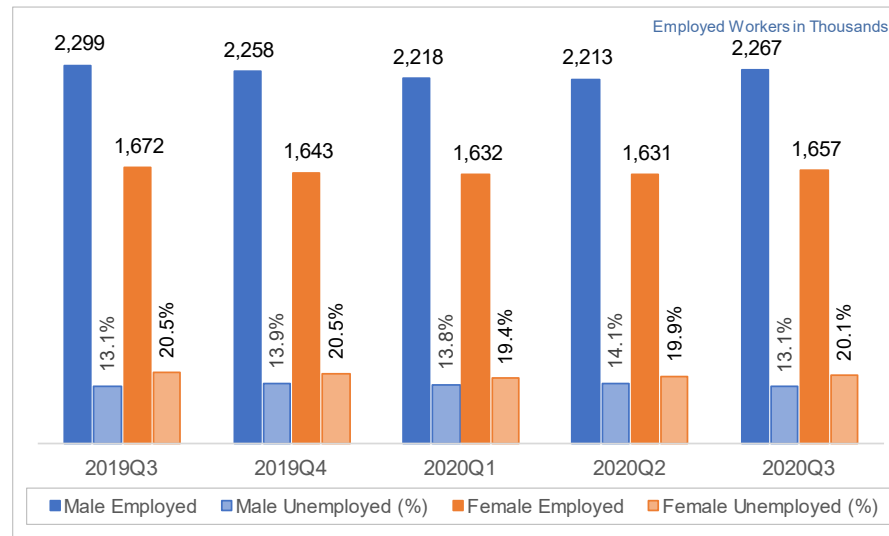
- 6,500 Covid-19 deaths.
- Greek borders are closed to countries except for the EU, EEA and a list of low risk countries. A negative test and quarantine are required.
- Most non-essential shops are closed.
- Schools are open in most parts of Greece.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

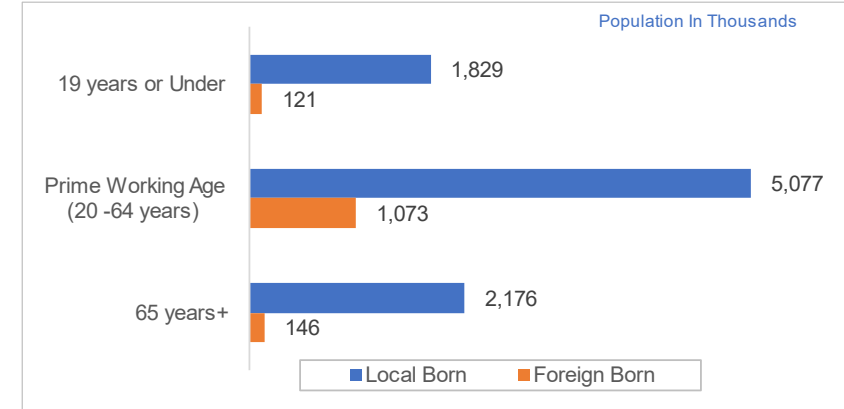


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 12.9% of the population is foreign born. 1.1 million Greeks have emigrated.
- The unemployment gap between foreign born and native born populations was 12.2 percentage points in 2019.
- 79% of the population live in urban areas.
- Greece is preparing to offer a visa for digital nomads.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.statistics.gr/documents/20181/2e93177b-341f-ae32-218e-b26711e92c2a>

Hungary

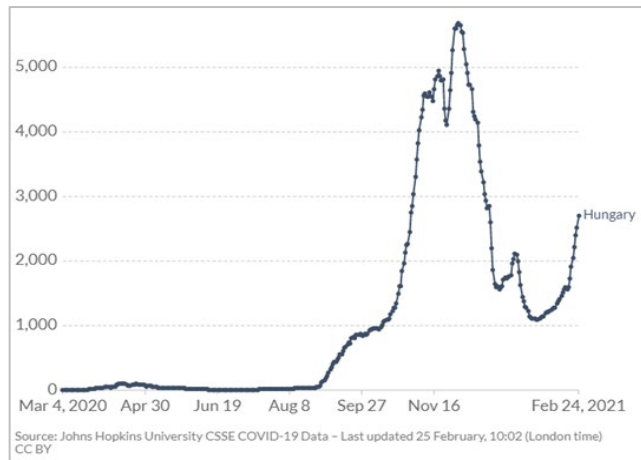
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	4,679
Unemployed Workers (000s)	197
Unemployment Rate	4.2%
Youth Unemployment Rate	11.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

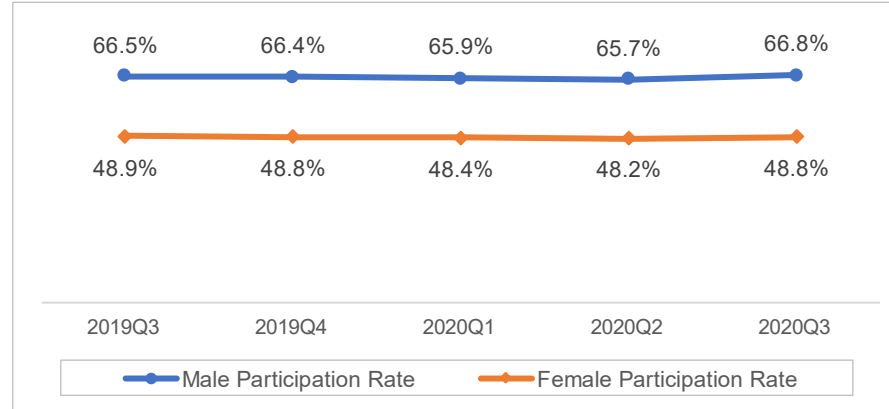


Covid-19 Restriction Update (End of February 2021)

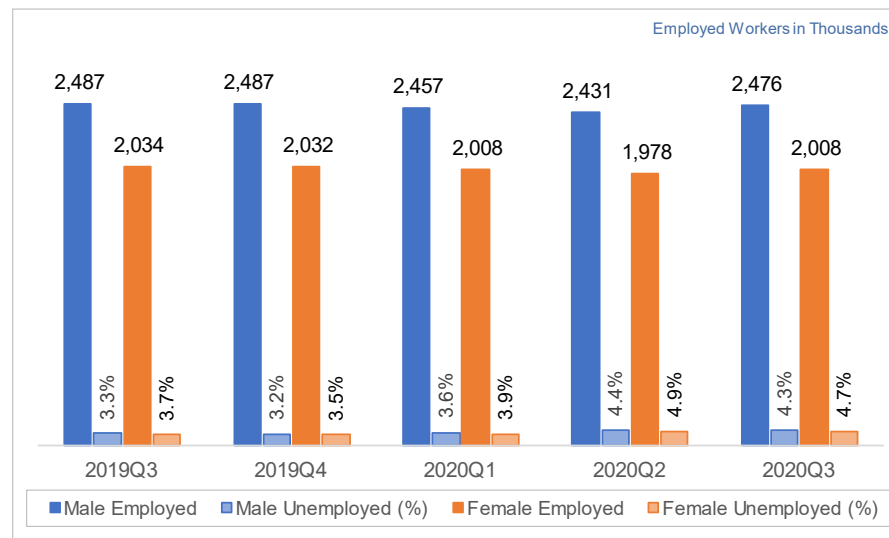
- More than 15K Covid-19 deaths.
- Only citizens and residents may enter Hungary.
- A partial lockdown is in place and most non-essential shops are closed.
- Secondary schools have been closed since November.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

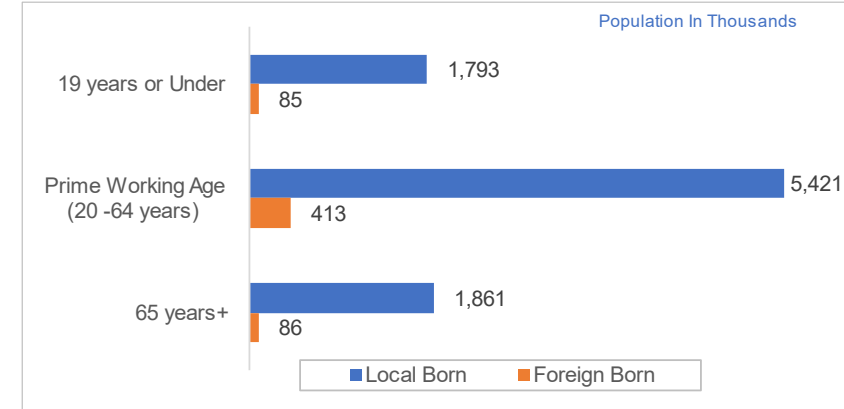


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 6.1% of the population is foreign born. 714K Hungarians have emigrated.
- 71% of the population live in urban areas.
- In 2019, the unemployment rate for foreign born workers was 0.8 percentage points lower when compared with local born workers.
- All migrants have been granted free access for treatment of Covid-19.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57/>
http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi_e_q1f033.html

Ireland

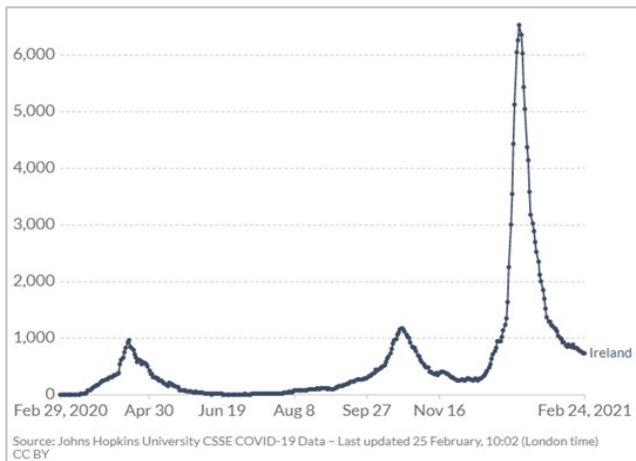
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	2,470
Unemployed Workers (000s)	143
Unemployment Rate	5.8%
Youth Unemployment Rate	15.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

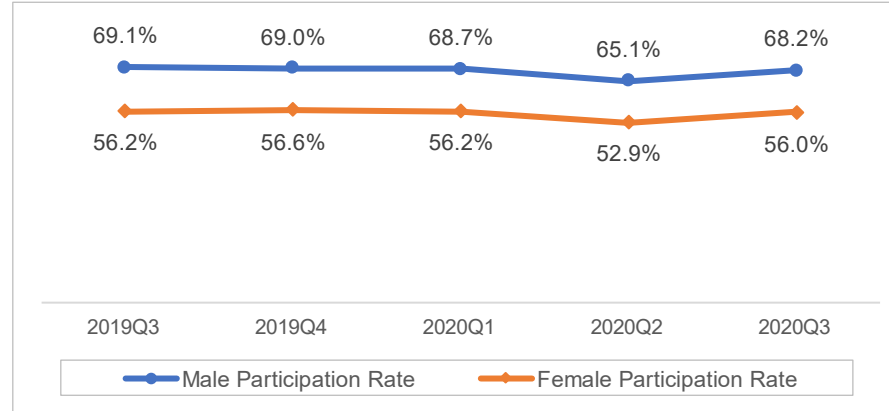


Covid-19 Restriction Update (End of February 2021)

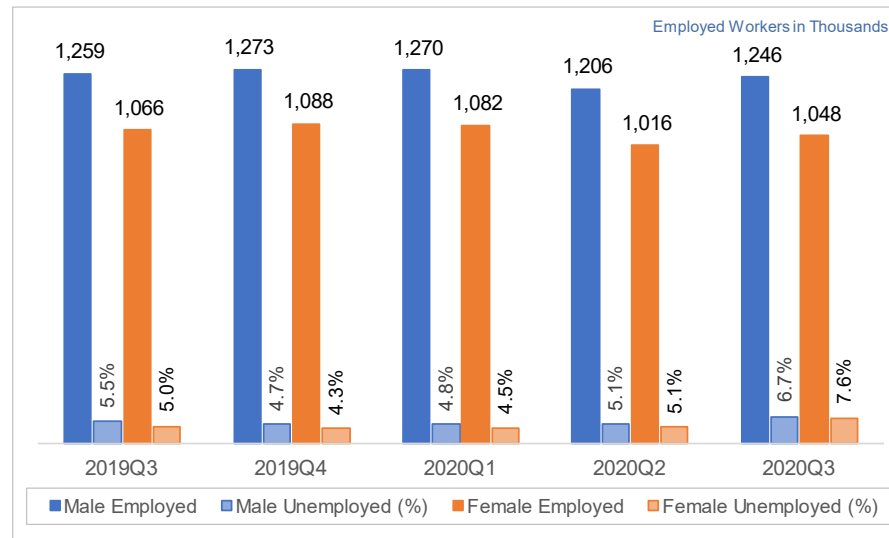
- More than 4,300 Covid-19 deaths.
- Ireland borders are closed to countries except for the EU, EEA and a list of low risk countries. A negative test and quarantine are required.
- Lockdown is in place and most non-essential shops are closed.
- Schools are due to return on a phased basis.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

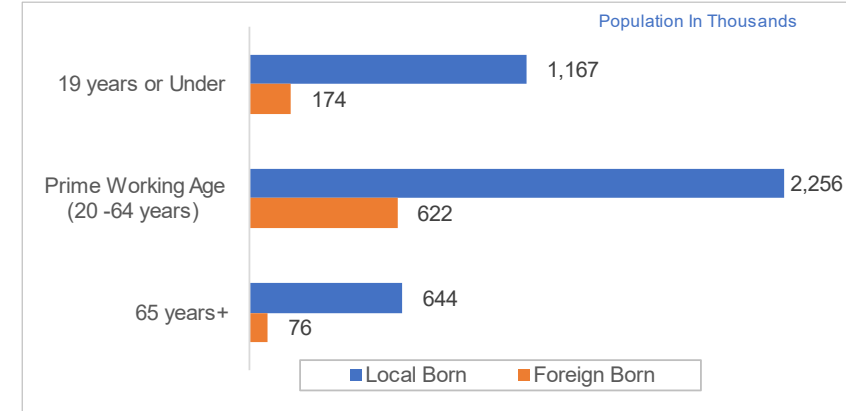


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 17.6% of the population is foreign born. 734K Irish have emigrated.
- The unemployment gap between foreign born and native born populations was 1.1 percentage points in 2019.
- 63% of the population live in urban areas.
- To August, more than 29K Irish Expats had returned.
- Some concessions in that people made unemployed due to the Covid-19 pandemic can claim unemployment benefits.

Key Sources:

<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57/>

Israel

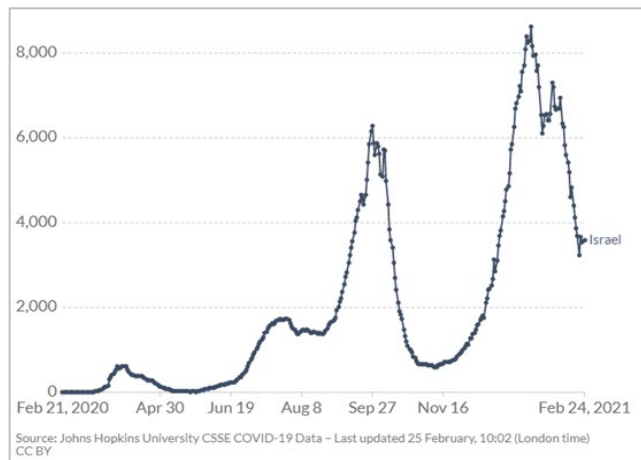
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	4,066
Unemployed Workers (000s)	195
Unemployment Rate	4.8%
Youth Unemployment Rate	6.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

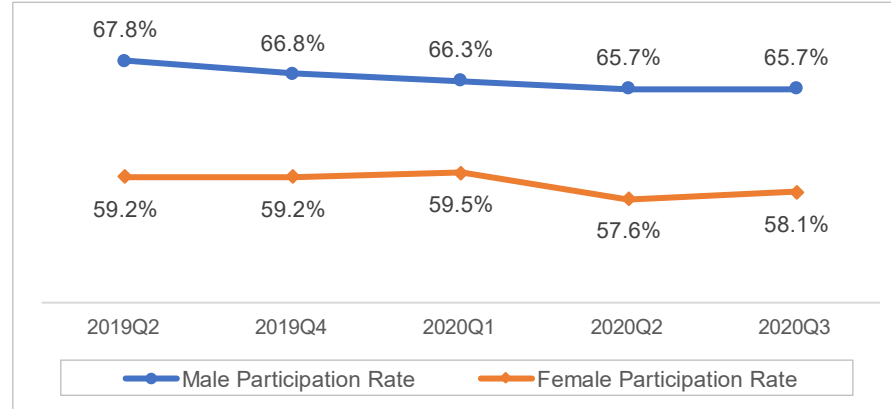


Covid-19 Restriction Update (End of February 2021)

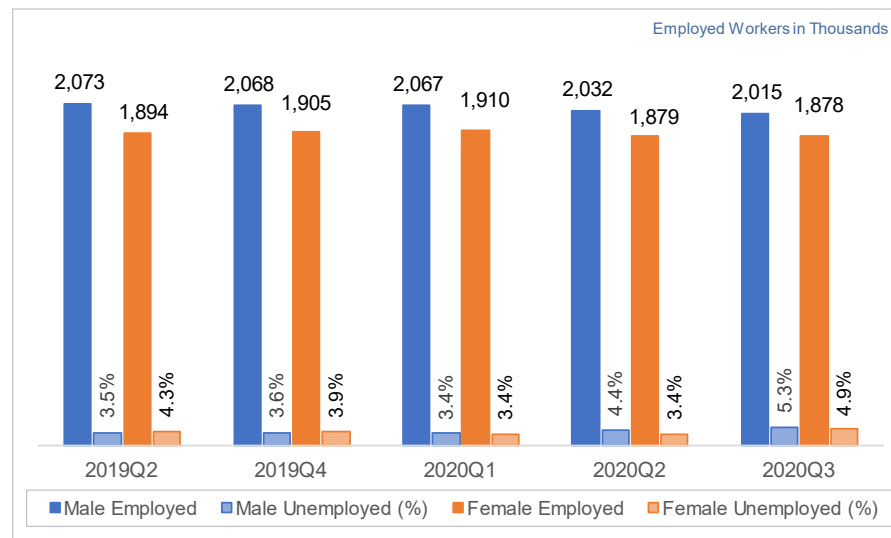
- More than 5,700 Covid-19 deaths.
- Israel's borders are closed for all but essential travel and a negative Covid-19 test and quarantine are required.
- Israel has started to reopen school since the end of February.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

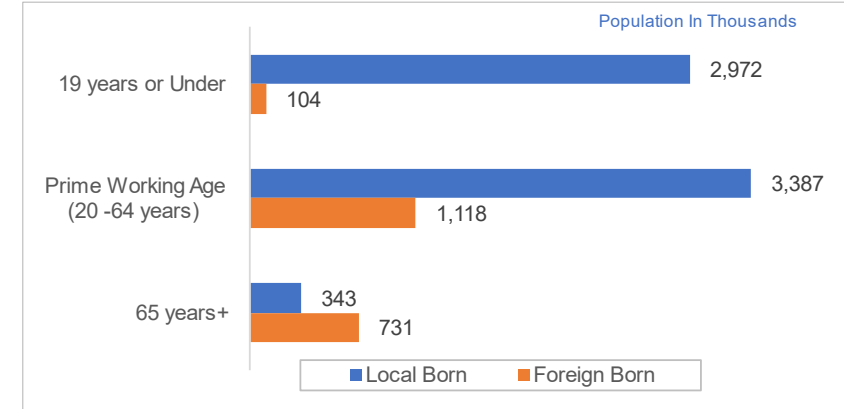


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- More than one in four people in Israel is foreign born.
- 92% of the population live in urban areas.
- In 2019, the unemployment rate for foreign born workers was 0.6 percentage points lower when compared with local born workers.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.cbs.gov.il/en/Statistics/Pages/Generators/Time-Series-DataBank.aspx>

Italy

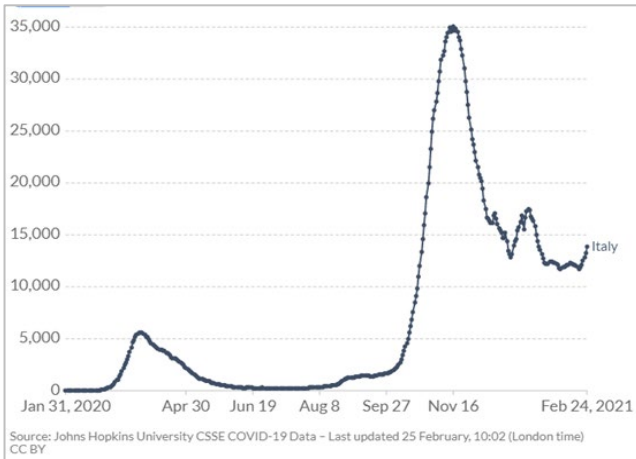
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	25,409
Unemployed Workers (000s)	2,287
Unemployment Rate	9.0%
Youth Unemployment Rate	29.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

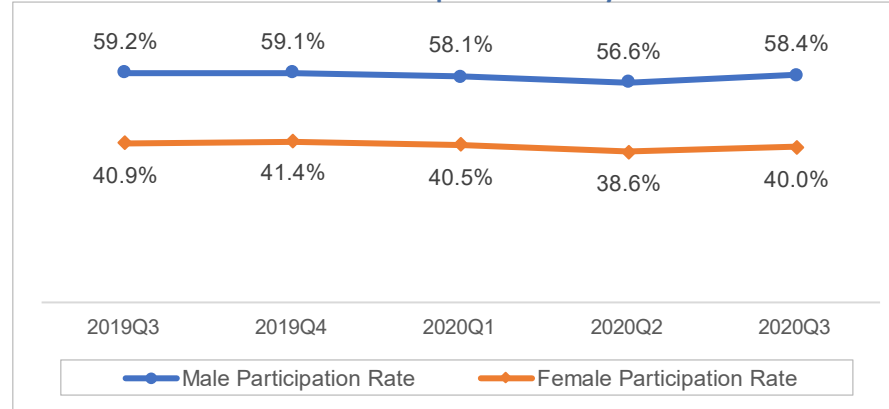


Covid-19 Restriction Update (End of February 2021)

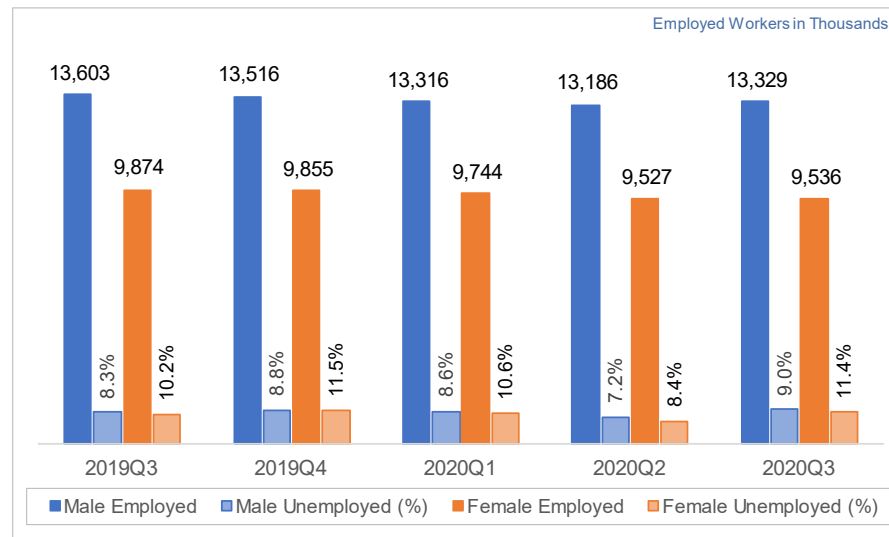
- More than 97K Covid-19 deaths.
- Italy borders are closed to countries except for the EU, EEA and a list of low risk countries. A negative test and quarantine are required.
- Non-essential travel between regions is banned.
- Non-essential shops are open depending on the risk level of the region.
- Some schools have returned with limited occupancy and depending on the region.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

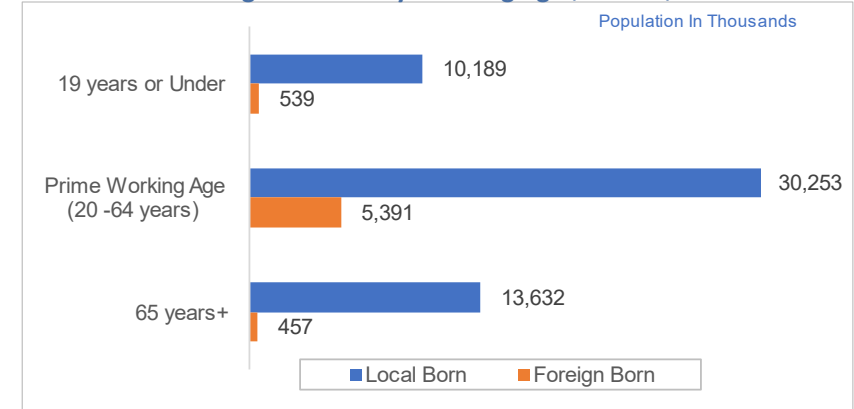


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 10.6% of the population is foreign born. 3.3 million Italians have emigrated.
- The unemployment gap between foreign born and native born populations was 3.4 percentage points in 2019.
- 70% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Kazakhstan

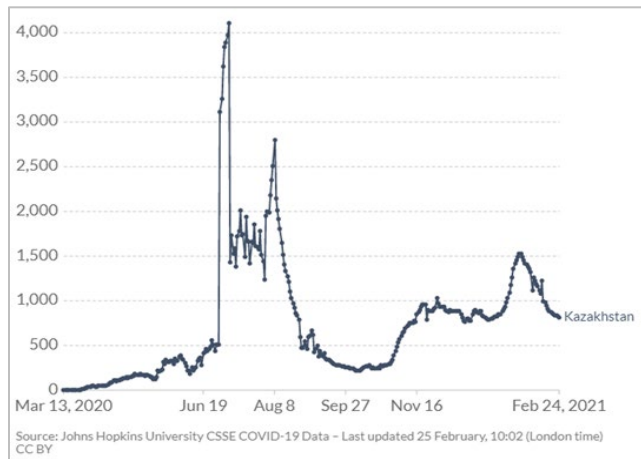
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	9,168
Unemployed Workers (000s)	449
Unemployment Rate	4.9%
Youth Unemployment Rate	3.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

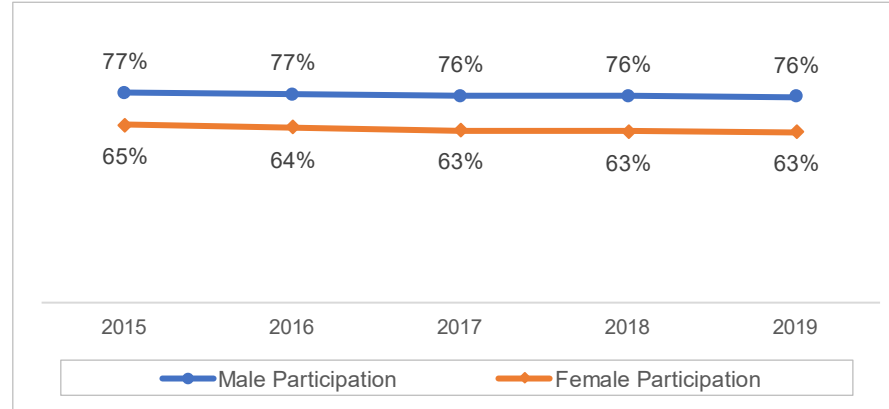


Covid-19 Restriction Update (End of February 2021)

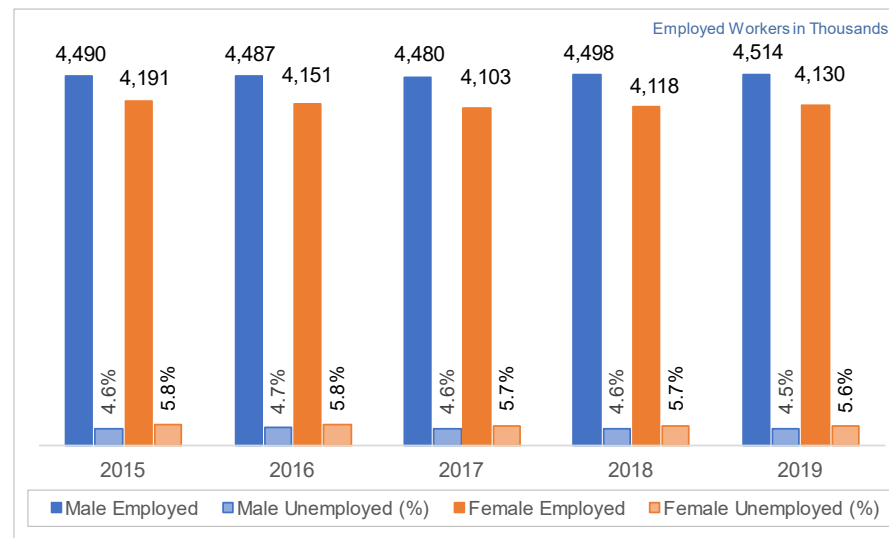
- More than 2,500 Covid-19 deaths.
- Kazakhstan has opened its borders to a limited number of countries. A negative Covid-19 test is required.
- Restrictions are based on a regional level.
- Some regions have returned younger students to school with limited occupancy.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

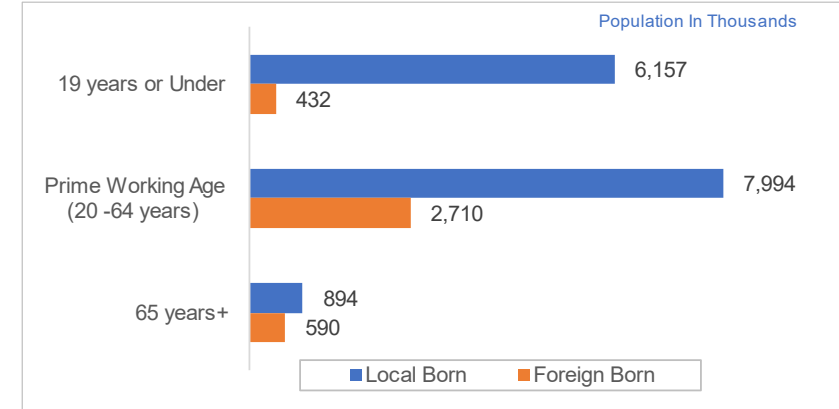


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- One in five people in Kazakhstan are foreign born.
- 4.2 million Kazaks have emigrated.
- 57% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://stat.gov.kz/inf/standard/national>

Latvia

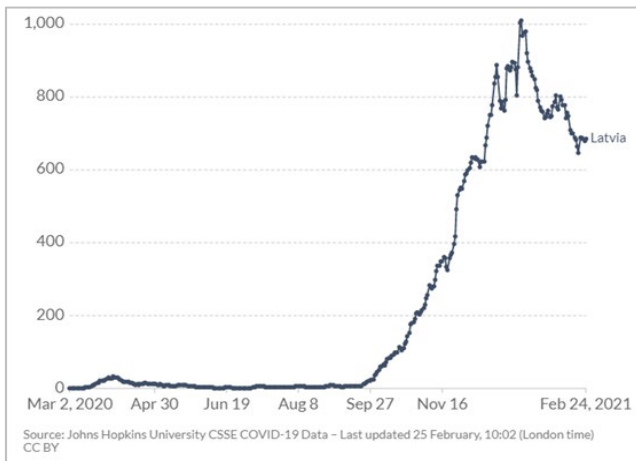
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	974
Unemployed Workers (000s)	82
Unemployment Rate	8.4%
Youth Unemployment Rate	15.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

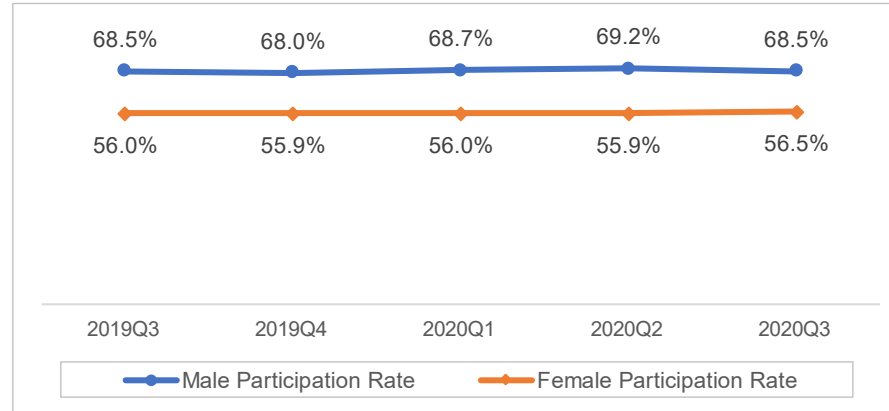


Covid-19 Restriction Update (End of February 2021)

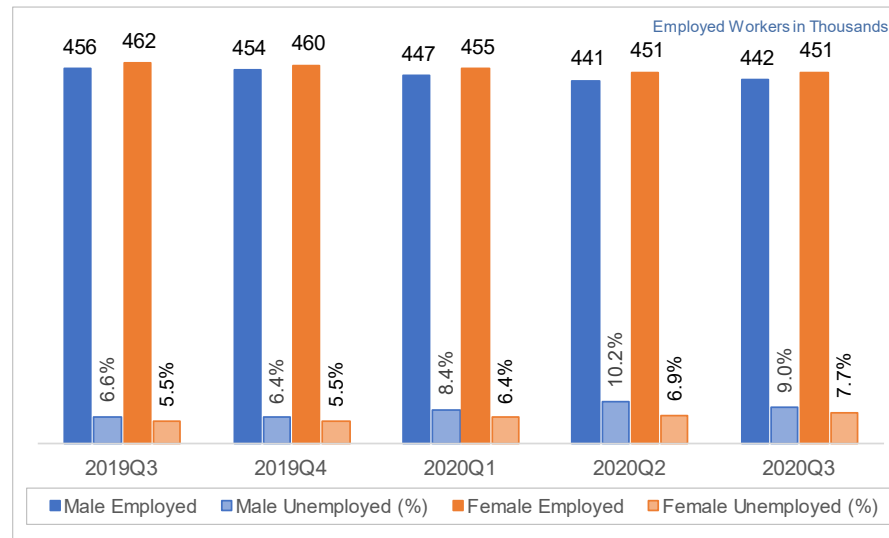
- More than 1,600 Covid-19 deaths.
- All non-essential travel to Latvia is banned. A negative Covid-19 test and potential quarantine is required for arrivals.
- Most non-essential shops are closed.
- Younger students returned to school at the end of February.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

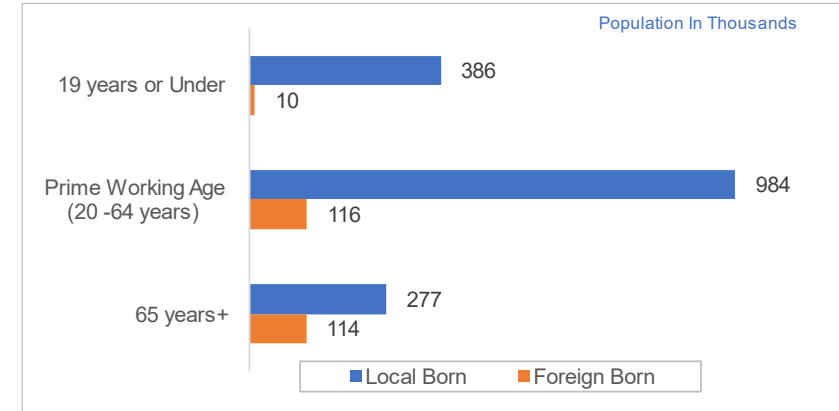


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 12.7% of the population is foreign born. 380K Latvians have emigrated.
- The unemployment gap between foreign born and native born populations was 0.6 percentage points in 2019.
- 68% of the population live in urban areas.
- A recent survey of Latvians in the UK suggest that 10% are considering returning to Latvia. Approximately 120K Latvians live in the UK.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://eng.lsm.lv/article/society/latvians-abroad/many-uk-latvians-considering-return-home.a386906/>
<https://bnn-news.com/latvian-government-adds-corrections-to-covid-19-pandemic-school-plan-222139>
<http://data.csb.gov.lv/pxweb/en/>

Lithuania

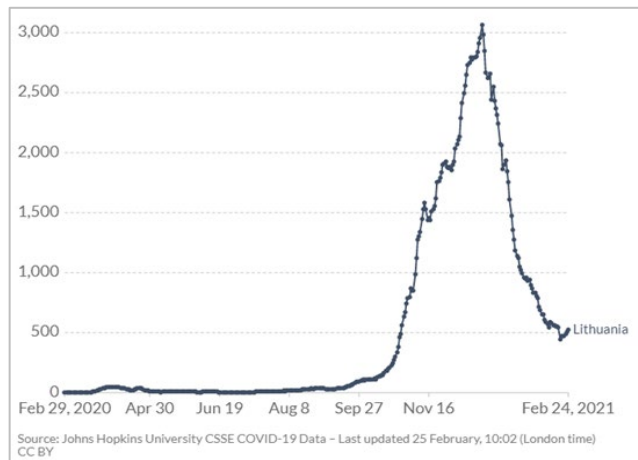
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	1,487
Unemployed Workers (000s)	244
Unemployment Rate	16.4%
Youth Unemployment Rate	26.9%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

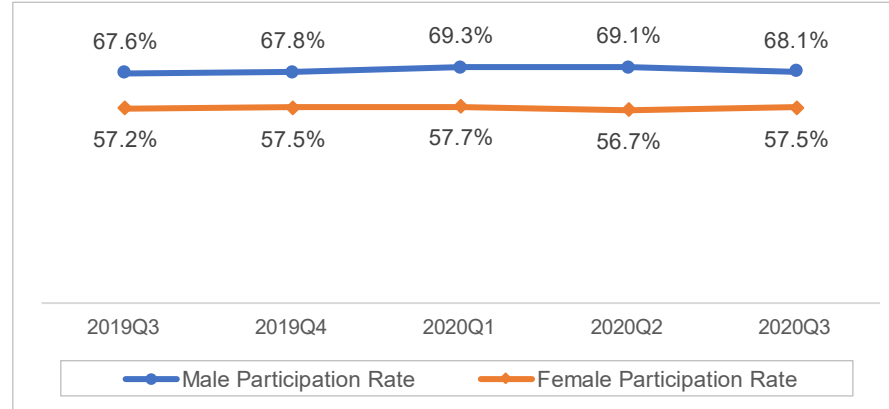


Covid-19 Restriction Update (End of February 2021)

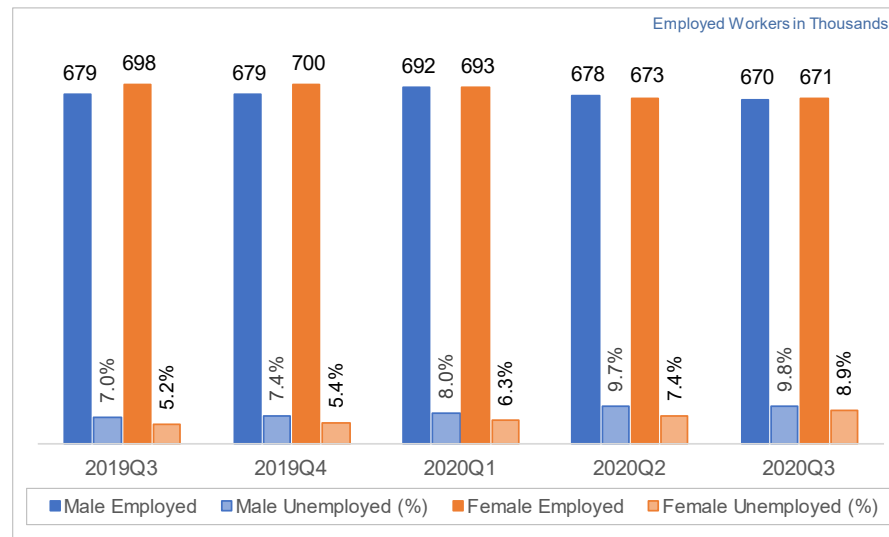
- More than 3,200 Covid-19 deaths.
- EEA citizens and residents may travel to Lithuania. For all other countries, only essential travel is permitted. All arrivals need a negative Covid-19 test and quarantine.
- Most non-essential shops are closed.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

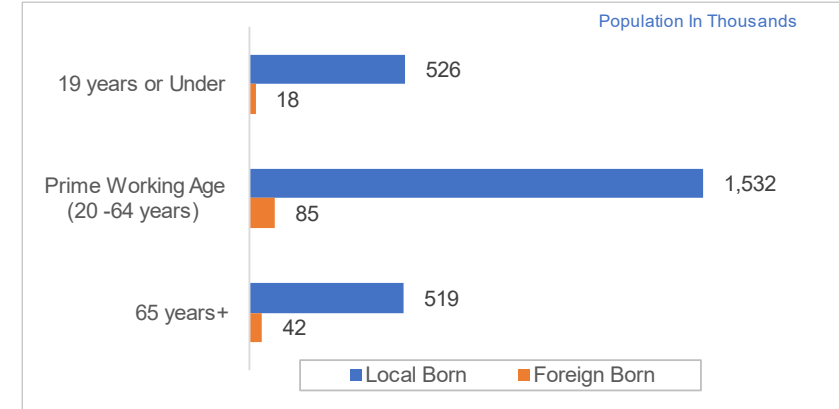


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 5.3% of the population is foreign born. 658K Lithuanians have emigrated.
- 68% of the population live in urban areas.
- In 2019, the unemployment rate for foreign born workers was 0.9 percentage points lower when compared with local born workers.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
[https://osp.stat.gov.lt/en/statistiniu-rodikliu-analize?hash=f1d3c8e1-1cf6-45d3-90e5-6343aa1e6a42#/#/](https://osp.stat.gov.lt/en/statistiniu-rodikliu-analize?hash=f1d3c8e1-1cf6-45d3-90e5-6343aa1e6a42#/)

Luxembourg

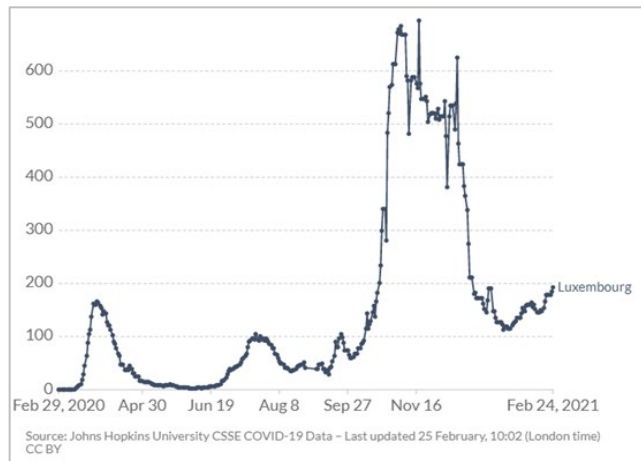
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	316
Unemployed Workers (000s)	20
Unemployment Rate	6.4%
Youth Unemployment Rate	22.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

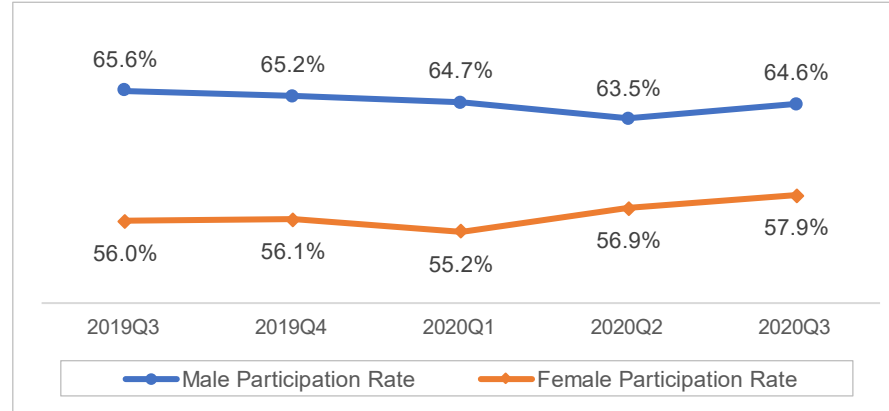


Covid-19 Restriction Update (End of February 2021)

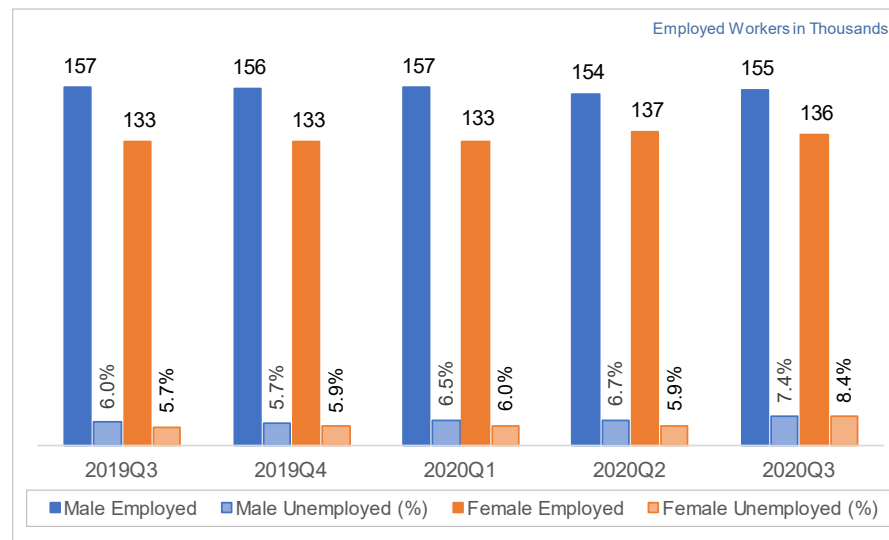
- More than 630 Covid-19 deaths.
- Residents from the EU/Schengen areas and a list of low risk countries are permitted with some exemptions. Covid-19 tests are required.
- Non-essential shops are open with some restrictions. Bars and restaurants are closed.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

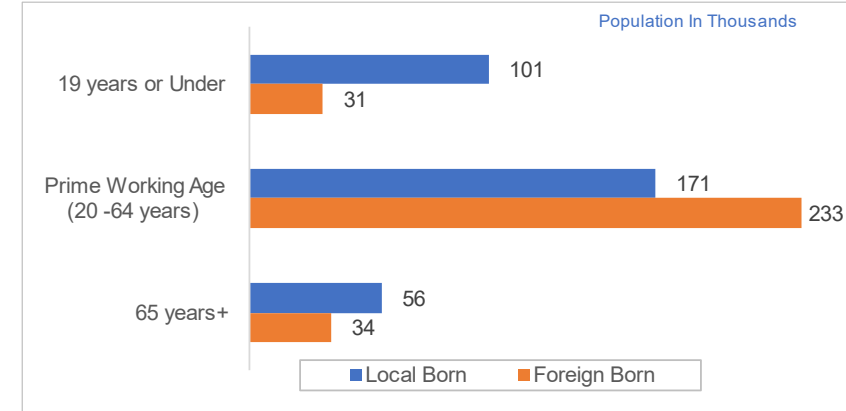


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Almost half the population of Luxembourg is foreign born. 82K have emigrated.
- The unemployment gap between foreign born and native born populations was 2.7 percentage points in 2019.
- 91% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Morocco

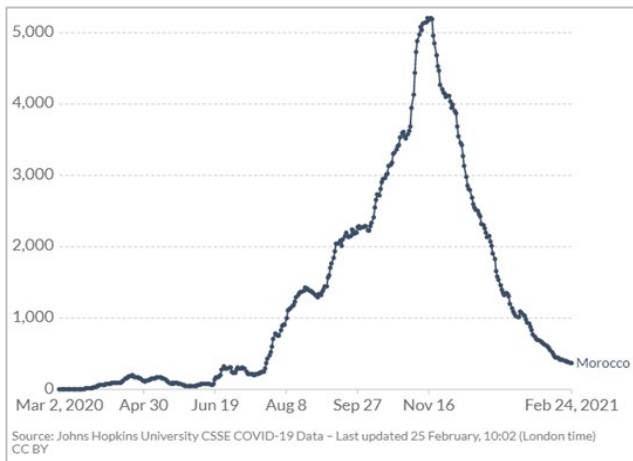
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	10,472
Unemployed Workers (000s)	1,246
Unemployment Rate	11.9%
Youth Unemployment Rate	31.2%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

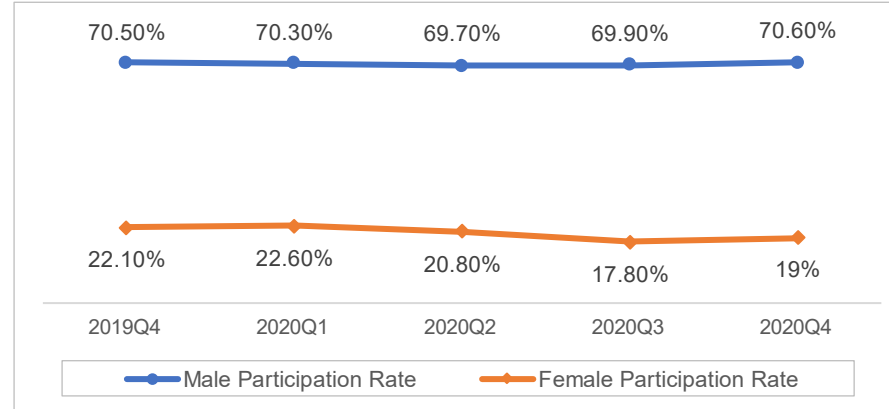


Covid-19 Restriction Update (End of February 2021)

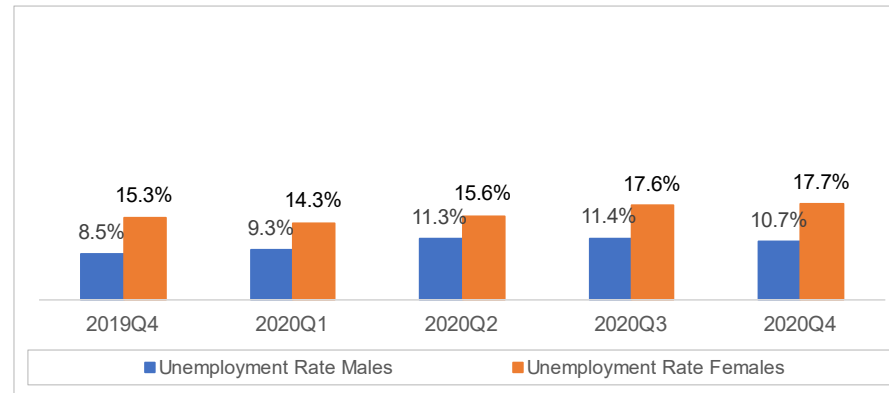
- More than 8,600 Covid-19 deaths.
- Business travellers are allowed but flights from Australia, Denmark, Brazil, Ireland, UK, NZ and South Africa have been suspended. Arrivals need a negative Covid-19 test result.
- Most non-essential shops are open but a night time curfew still remains.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender



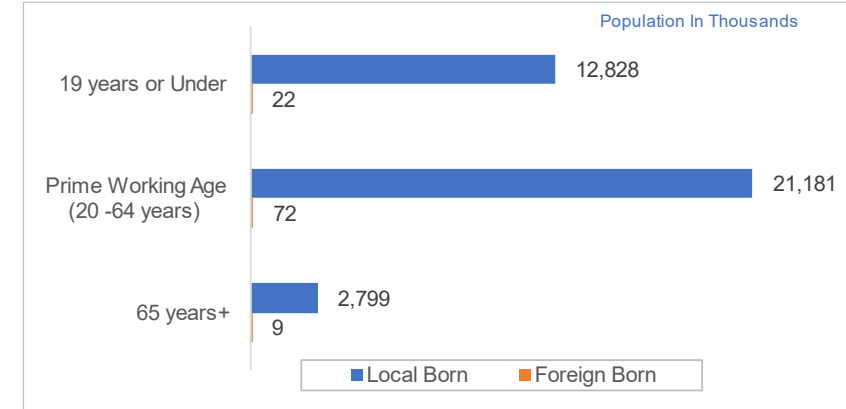
Labor Force Employed and Unemployed by Gender



- The Economy lost 432K jobs during 2020. Additionally, the number of hours worked fell by a fifth corresponding to 2.1 million full time jobs.
- Unemployment is higher in urban areas at 15.8% compared with rural areas at 5.9%.

Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population of Morocco is foreign born.
- More than 3.2 million Moroccans have emigrated.
- 63% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
https://www.hcp.ma/Taux-d-activite-selon-le-sexe_a360.html
https://www.finances.gov.ma/Pages/TAND_Maroc_english.htm

Netherlands

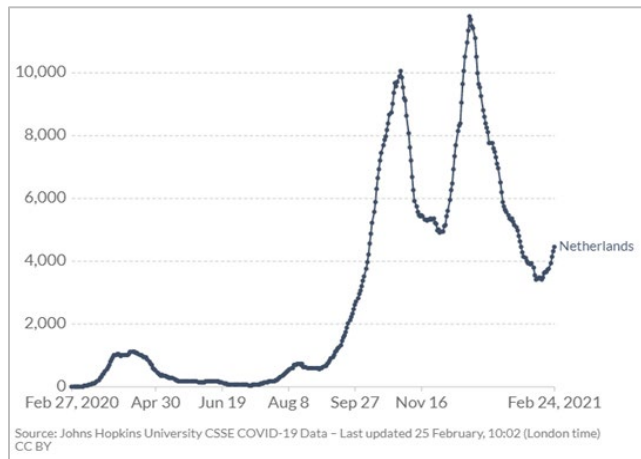
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	9,348
Unemployed Workers (000s)	337
Unemployment Rate	3.6%
Youth Unemployment Rate	9.1%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

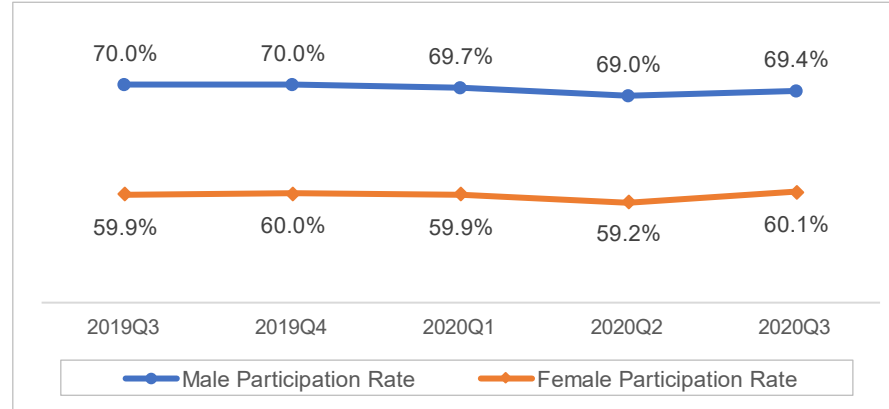


Covid-19 Restriction Update (End of February 2021)

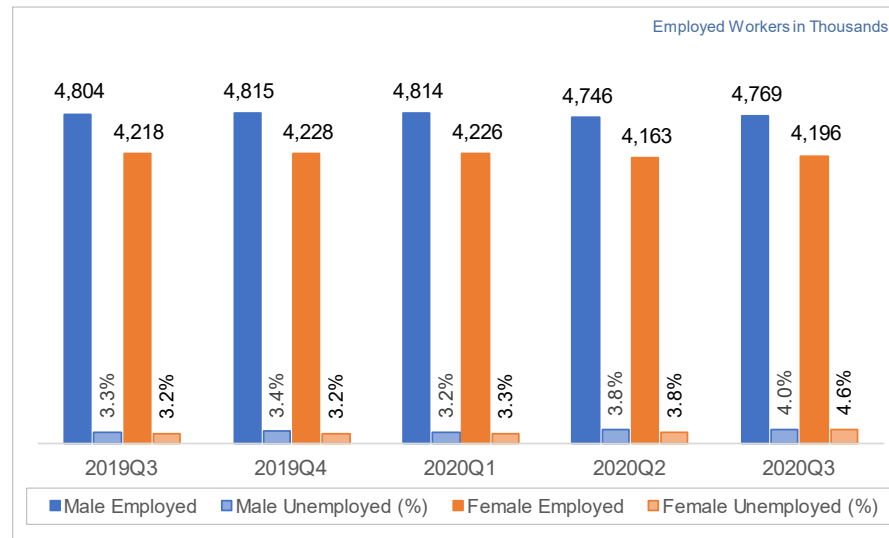
- More than 2,700 Covid-19 deaths.
- Residents from the EU/Schengen areas are permitted with some exemptions. Covid-19 test and quarantine is required. UK, South Africa and South American flights and ferries are banned.
- Primary schools are open but secondary schools are using remote learning.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

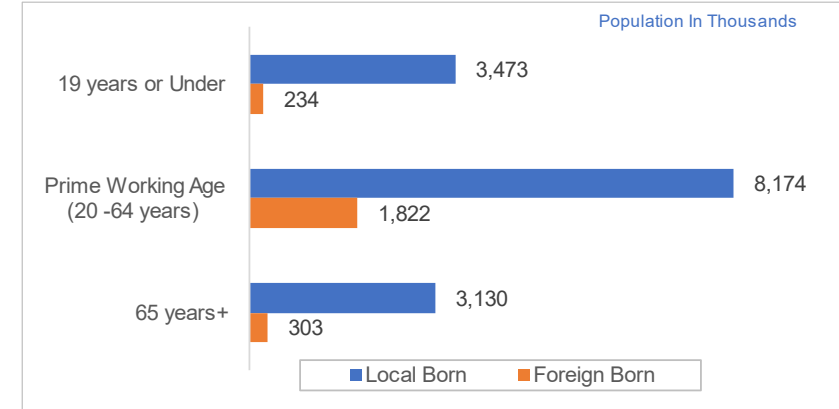


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 13.8% of the population is foreign born. 970K Dutch have emigrated.
- The unemployment gap between foreign born and native born populations was 3.1 percentage points in 2019.
- 92% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://opendata.cbs.nl/statline/#/CBS/en/dataset/82309ENG/table?ts=1613685589998>

Norway

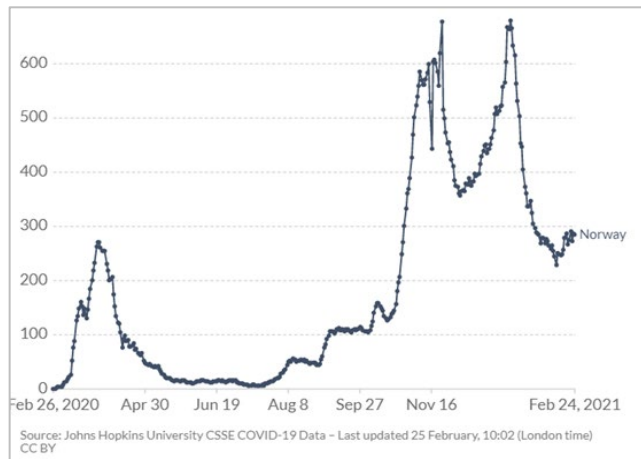
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	2,852
Unemployed Workers (000s)	143
Unemployment Rate	5.0%
Youth Unemployment Rate	11.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

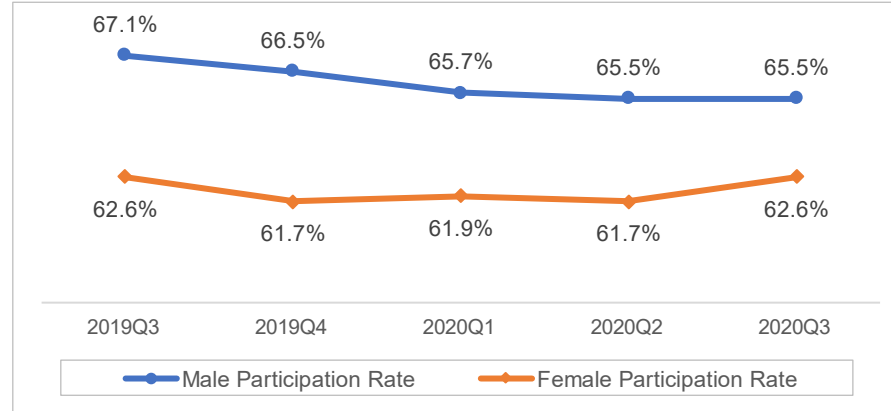


Covid-19 Restriction Update (End of February 2021)

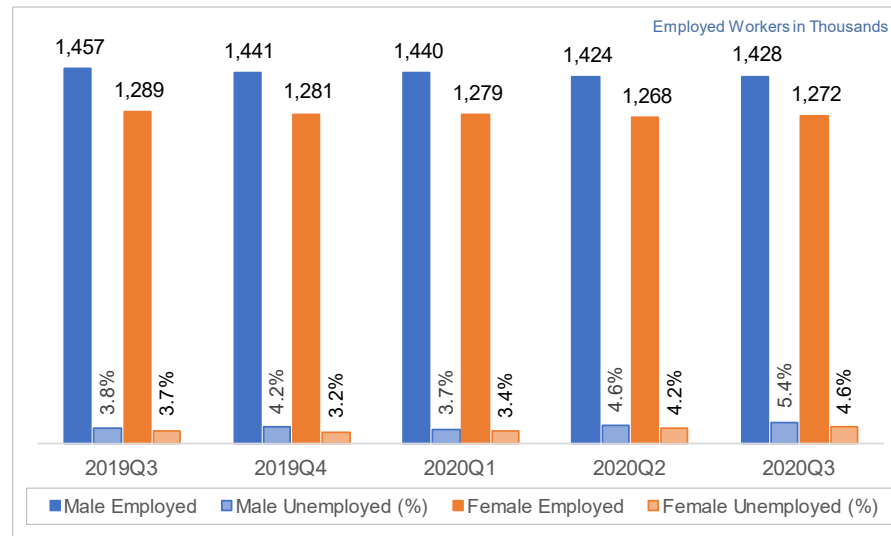
- More than 600 Covid-19 deaths.
- Borders are generally closed to non-residents of Norway.
- Schools and non-essential shops are closed. A stay at home order is in place.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

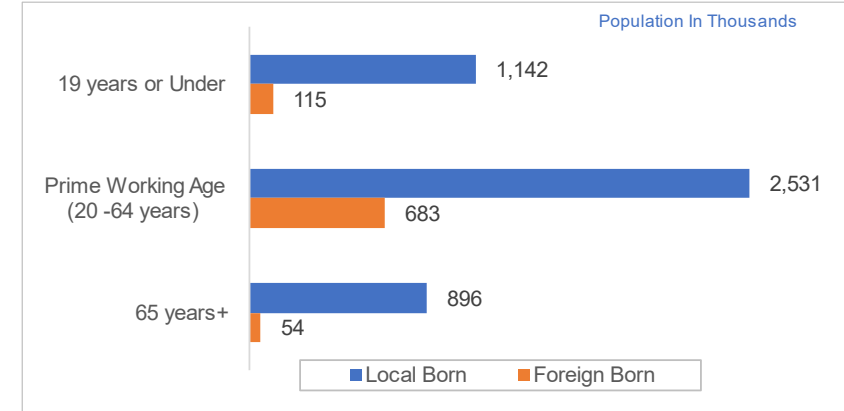


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 15.7% of the population is foreign born. 191K Norwegians have emigrated.
- The unemployment gap between foreign born and native born populations was 4.5 percentage points in 2019.
- 82% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.ssb.no/en/nasjonalregnskap-og-konjunkturer/nokkeltall/economic-and-financial-data-for-norway>

Poland

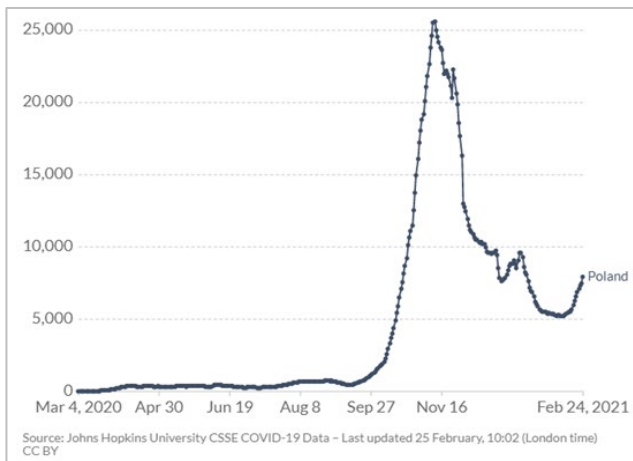
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	17,074
Unemployed Workers (000s)	1,059
Unemployment Rate	6.2%
Youth Unemployment Rate	11.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

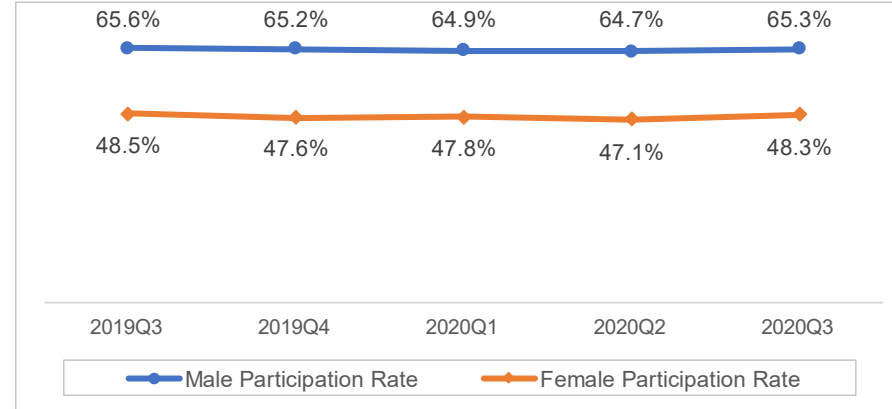


Covid-19 Restriction Update (End of February 2021)

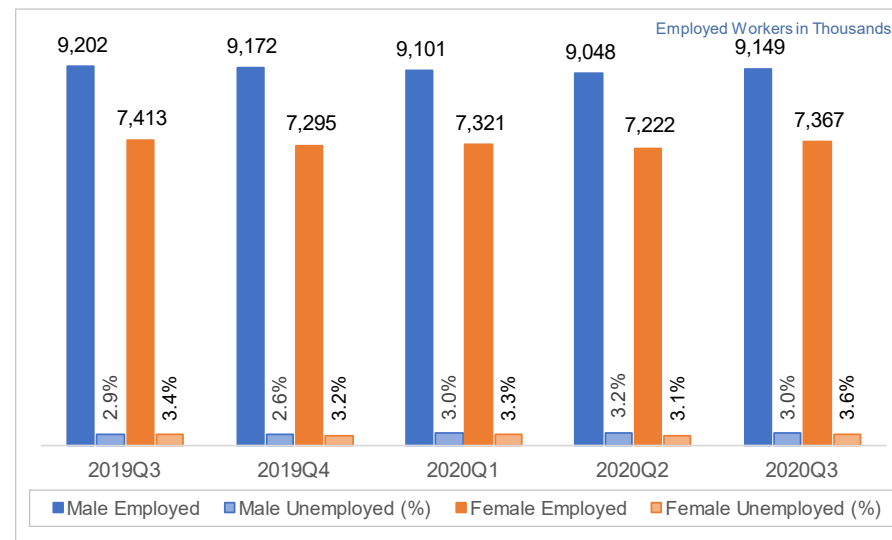
- More than 43K Covid-19 deaths.
- EEA citizens and residents and travellers from a low risk countries may travel to Poland. A negative Covid-19 test and possible quarantine is required.
- Some non-essential shops have started to reopen.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

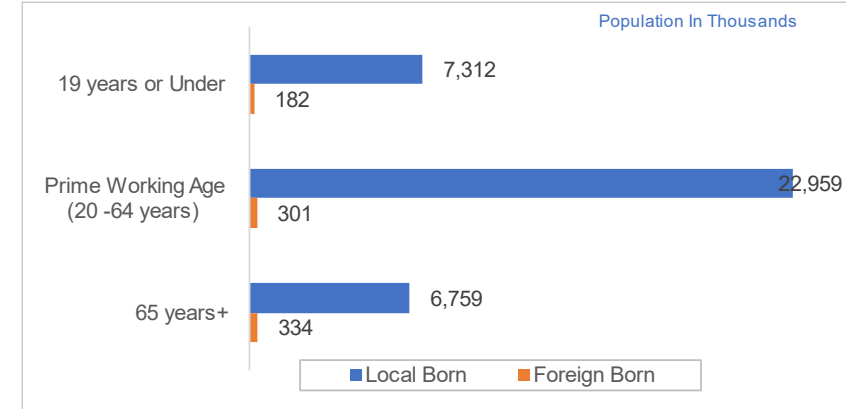


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 2.2% of the population is foreign born. Almost 5 million Polish people have emigrated.
- The unemployment gap between foreign born and native born populations was 2.3 percentage points in 2019.
- 60% of the population live in urban areas.
- Some concessions since Covid-19 have enabled foreigners to work under different regulations to their work permit.

Key Sources:
<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57>

Portugal

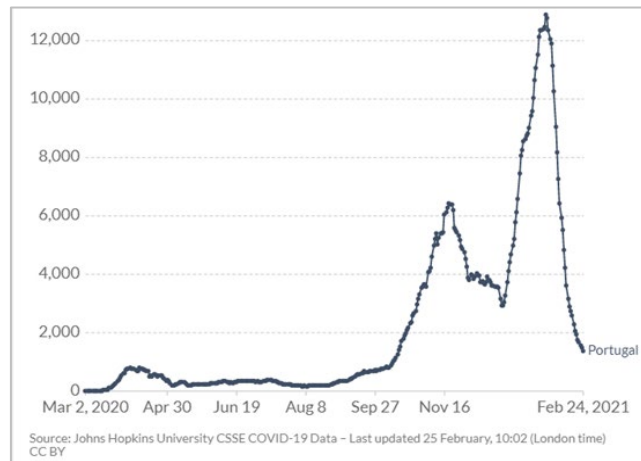
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	5,233
Unemployed Workers (000s)	372
Unemployment Rate	7.1%
Youth Unemployment Rate	22.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

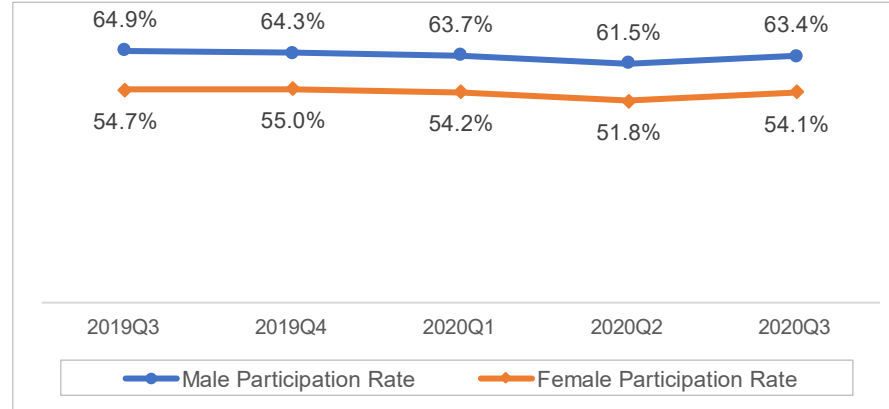


Covid-19 Restriction Update (End of February 2021)

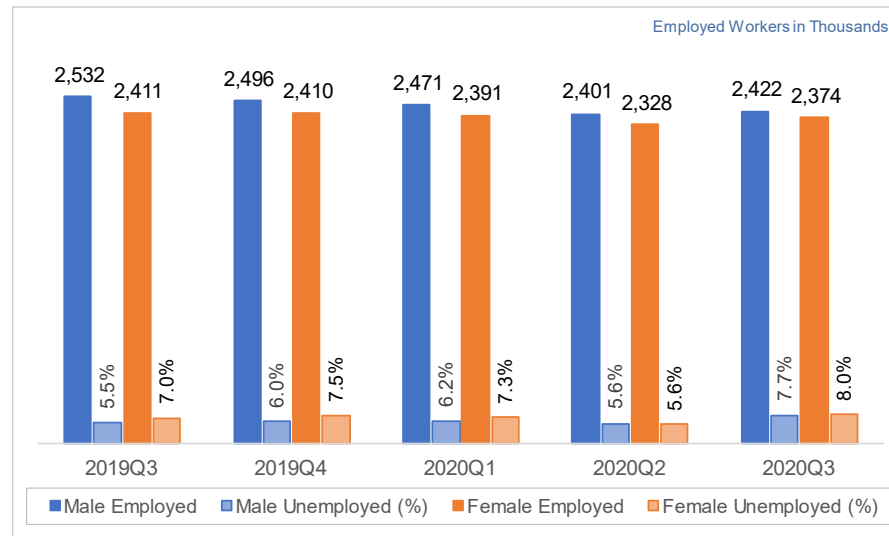
- More than 16K Covid-19 deaths.
- EU and Schengen residents and residents from a limited number of low risk countries may travel to Portugal. For all other countries, only essential travel is permitted. All arrivals need a negative Covid-19 test and quarantine. Flights from the UK and Brazil are banned.
- Most non-essential shops are closed.
- Schools are closed.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

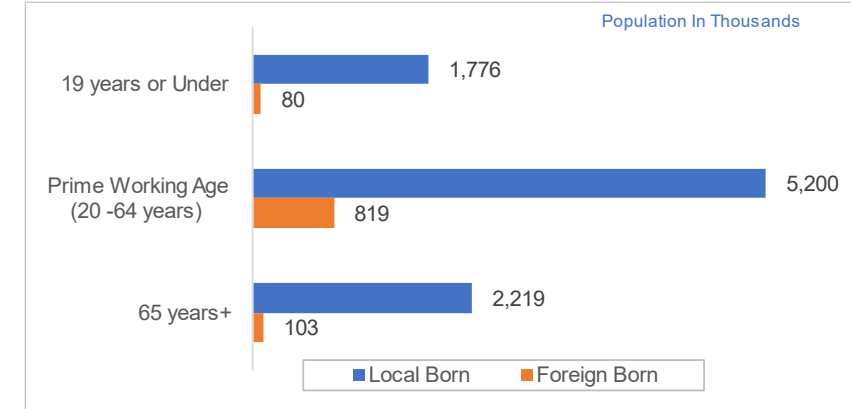


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Almost 10% of the population is foreign born. Over 2 million Portuguese have emigrated.
- The unemployment gap between foreign born and native born populations was 1.9 percentage points in 2019.
- 65% of the population live in urban areas.
- Some undocumented migrants in Portugal were granted rights to access healthcare.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.opendemocracy.net/en/pandemic-border/what-will-migration-look-after-pandemic/>
https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_princindic

Romania

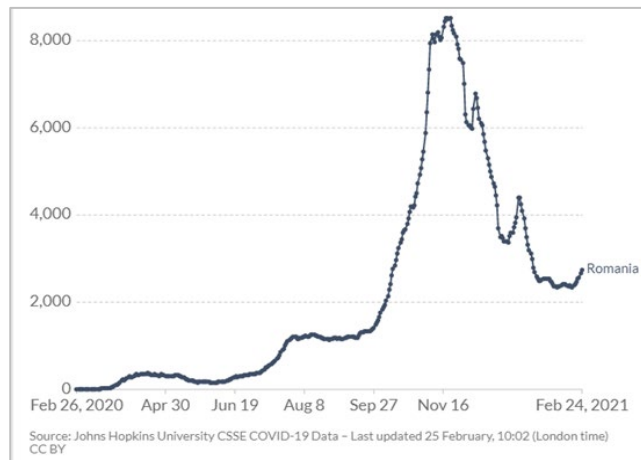
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	9,028
Unemployed Workers (000s)	442
Unemployment Rate	4.9%
Youth Unemployment Rate	19.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

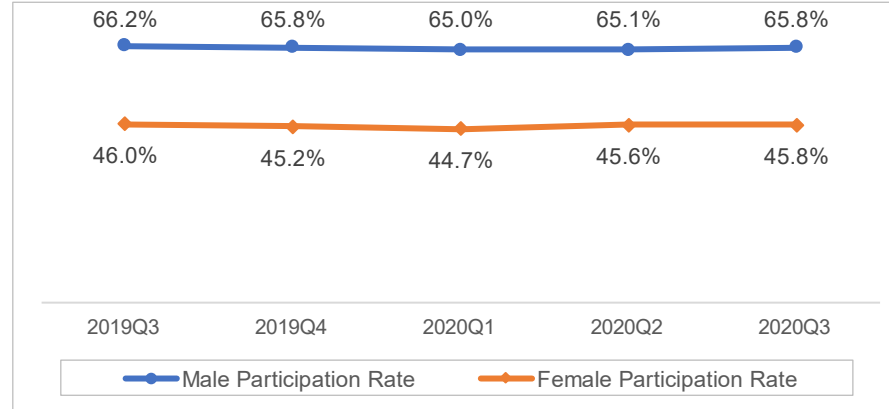


Covid-19 Restriction Update (End of February 2021)

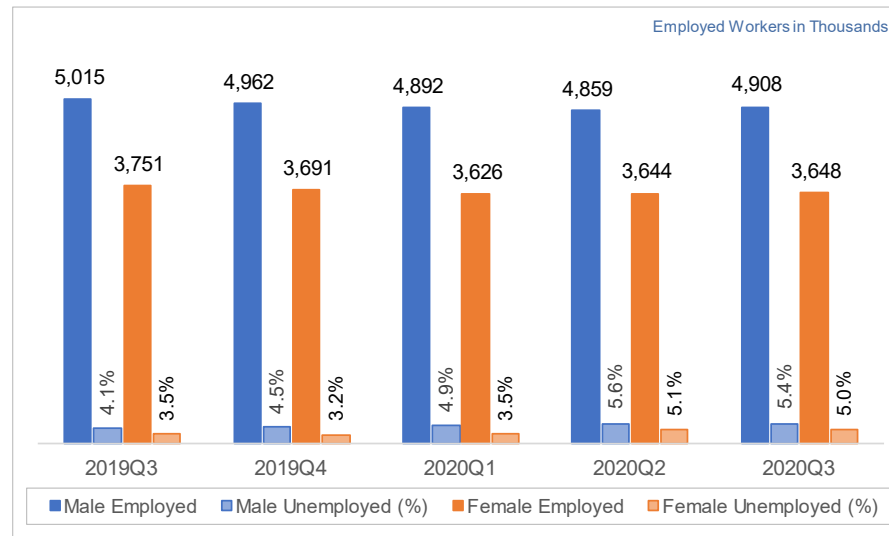
- More than 20K Covid-19 deaths.
- EU and Schengen residents and residents from a limited number of low risk countries may travel to Romania. For all other countries, only essential travel is permitted. Arrivals need a negative Covid-19 test and may have to quarantine.
- Non-essential shops have been able to reopen depending on the infection rate in the area.
- Schools have generally reopened.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

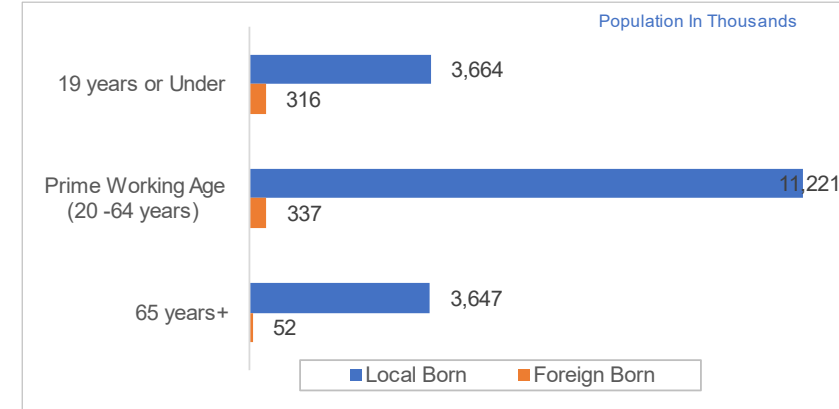


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 3.7% of the population is foreign born. Almost 4 million Romanians have emigrated.
- 54% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Russia

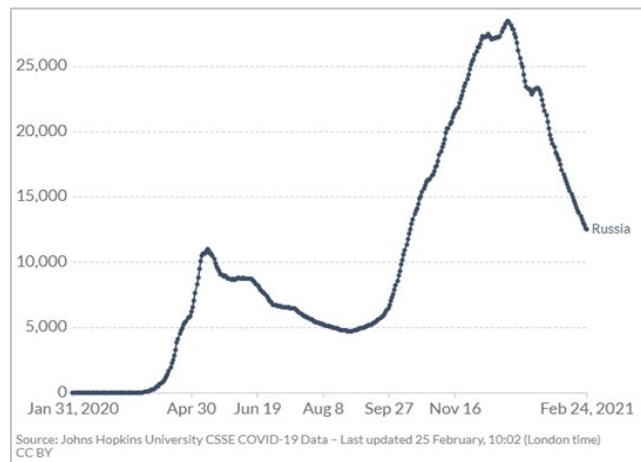
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	75,200
Unemployed Workers (000s)	4,362
Unemployment Rate	5.8%
Youth Unemployment Rate	15.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

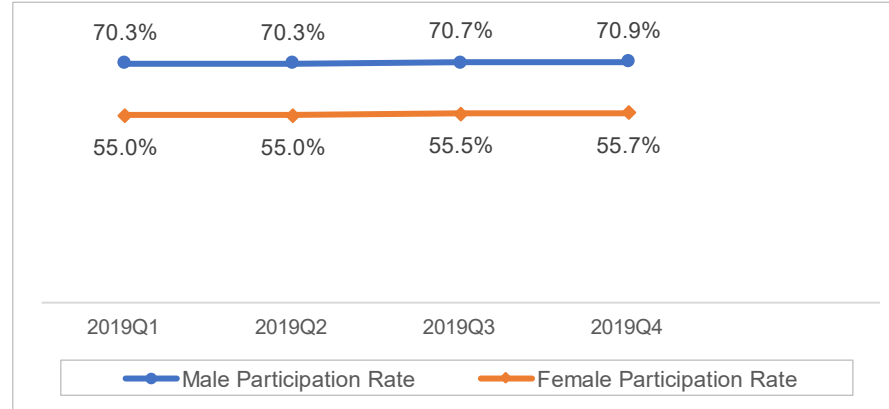


Covid-19 Restriction Update (End of February 2021)

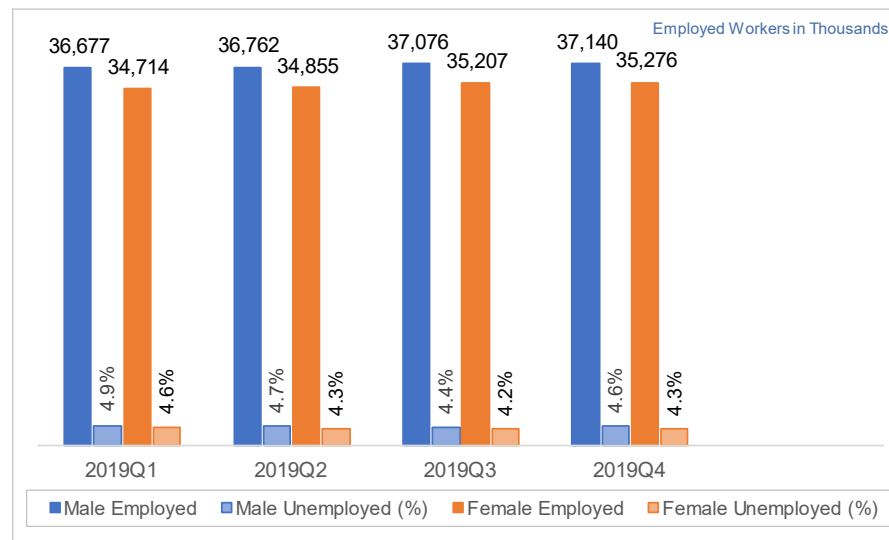
- More than 86K Covid-19 deaths.
- Land borders are closed but commercial flights have resumed. Flights from the UK are banned. All arrivals need a negative Covid-19 test.
- Most non-essential shops are open but there are variations between regions.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

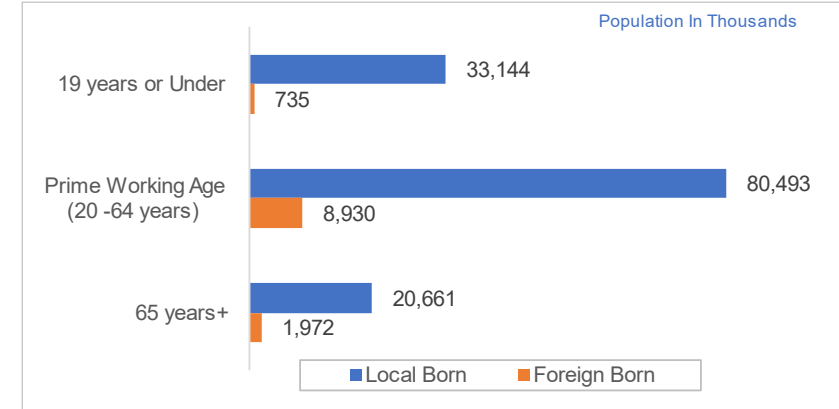


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 8% of the population is foreign born. Almost 11 million Russians have emigrated.
- 74% of the population live in urban areas.
- During April and May, three quarters of foreign workers in Russia lost their jobs or were put on unpaid leave.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- https://minfin.gov.ru/en/key/macroeconomics/national_summary/

Serbia

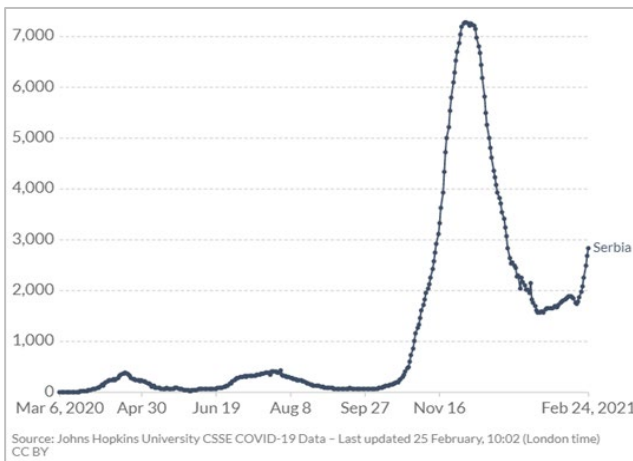
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	3,228
Unemployed Workers (000s)	291
Unemployment Rate	9.0%
Youth Unemployment Rate	26.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

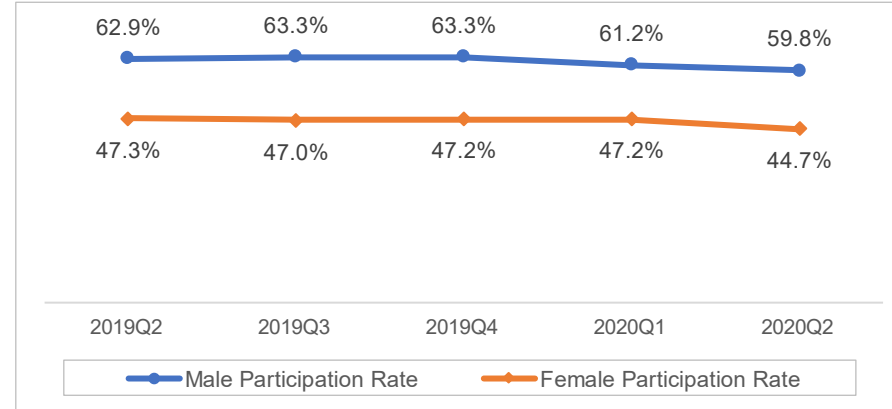


Covid-19 Restriction Update (End of February 2021)

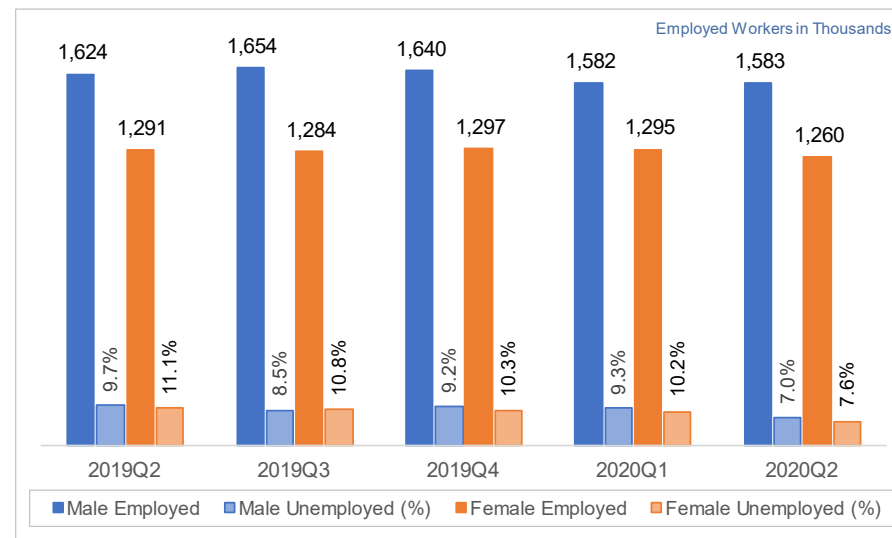
- More than 4,400 Covid-19 deaths.
- Borders are open. All arrivals require a negative Covid-19 test and may need to quarantine.
- Most non-essential shops are open.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

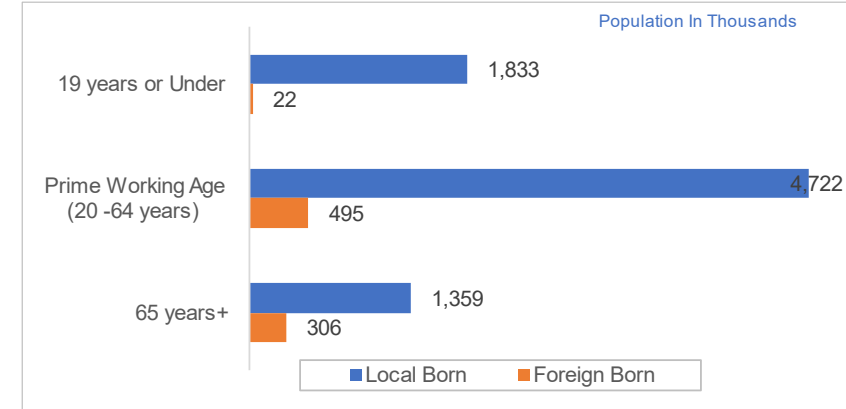


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 9.4% of the population is foreign born. More than 1 million Serbians have emigrated.
- 56% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Slovakia

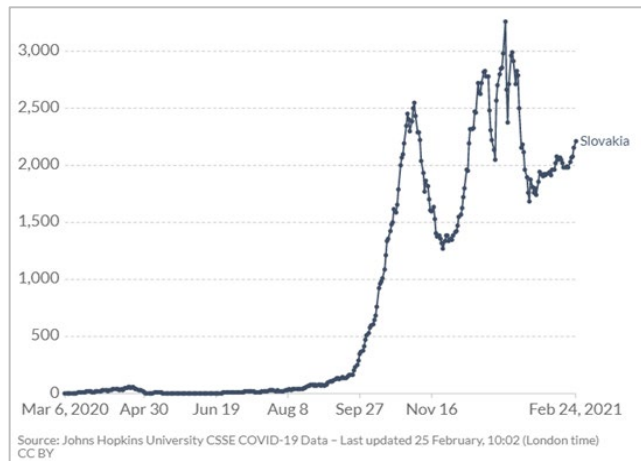
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3'20	2,726
Unemployed Workers (000s)	213
Unemployment Rate	7.8%
Youth Unemployment Rate	20.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

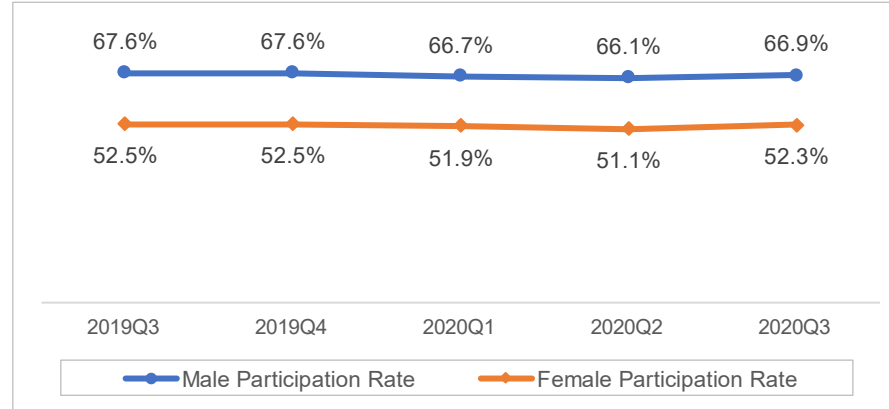


Covid-19 Restriction Update (End of February 2021)

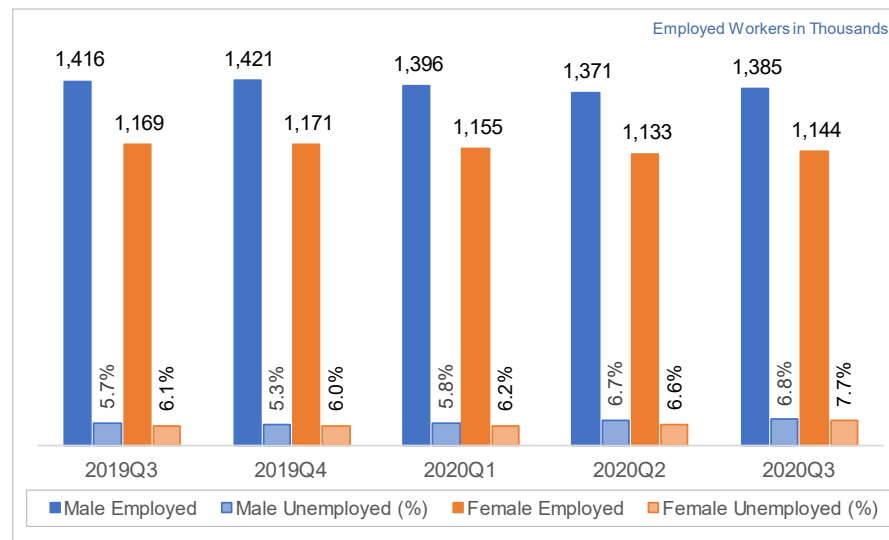
- More than 7,200 Covid-19 deaths.
- EU/EEA citizens and residents from Slovakia are allowed. All arrivals need a negative Covid-19 test and potential quarantine.
- Most non-essential shops are closed and a night time curfew is in place.
- Schools have been partially opened - mainly to the younger year groups.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

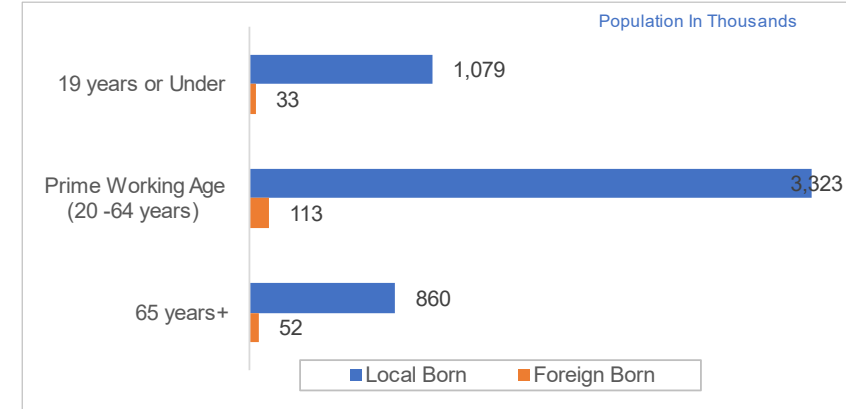


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 3.6% of the population are foreign born. 1 million Slovaks have emigrated.
- 56% of the population live in urban areas.
- Some concessions for temporary residents for business purposes exempting them from meeting the salary/profit thresholds.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57>

Slovenia

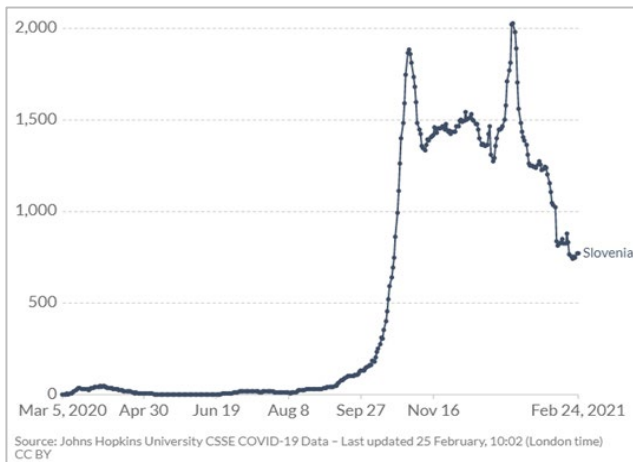
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	1,032
Unemployed Workers (000s)	92
Unemployment Rate	8.9%
Youth Unemployment Rate	14.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

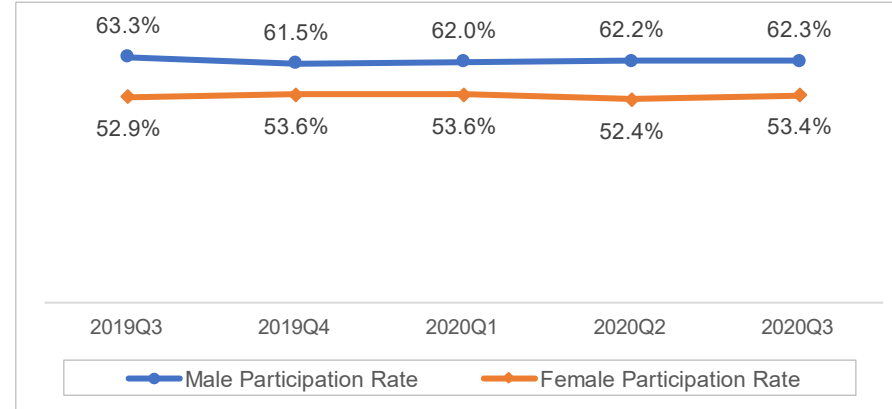


Covid-19 Restriction Update (End of February 2021)

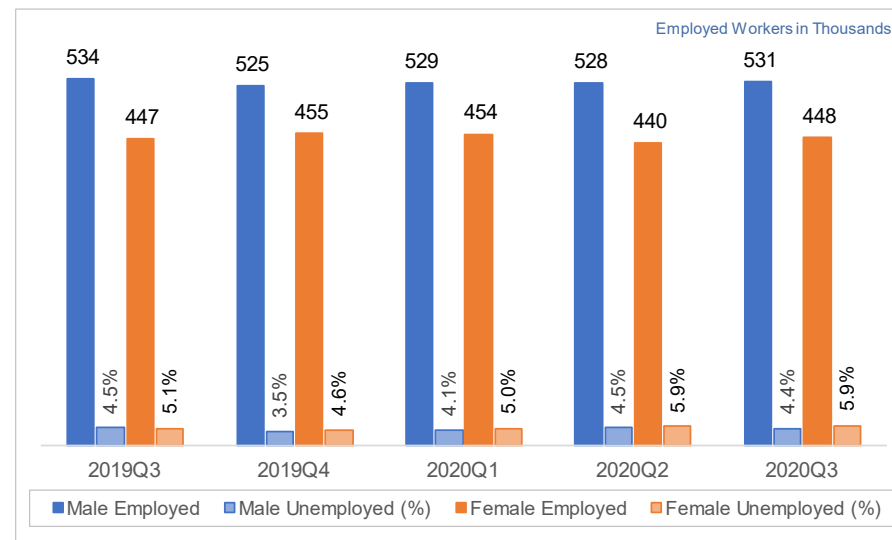
- More than 3,800 Covid-19 deaths.
- EU/Schengen residents and citizens from a limited number of low risk countries may travel to Slovenia. All arrivals need a negative Covid-19 test and may need to quarantine.
- Most non-essential shops are closed and a night time curfew is in place.
- Schools are have been partially opened.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

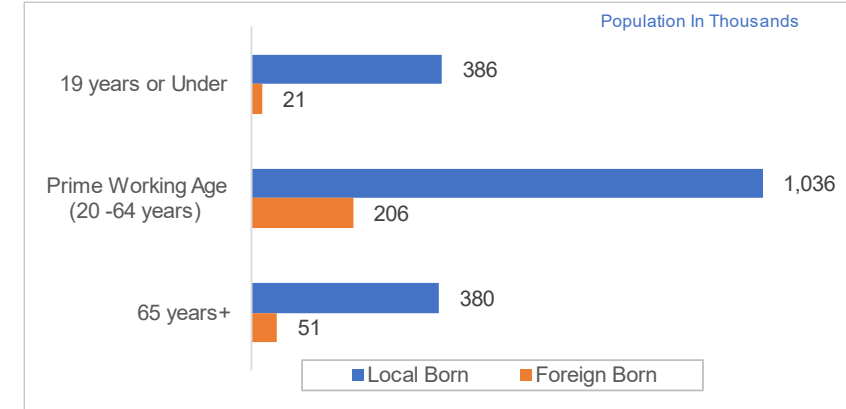


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 13.4% of the population is foreign born. 160K Slovenians have emigrated.
- The unemployment gap between foreign born and native born populations was 1.6 percentage points in 2019.
- 55% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/> <https://ec.europa.eu/eurostat/data/database>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

South Africa

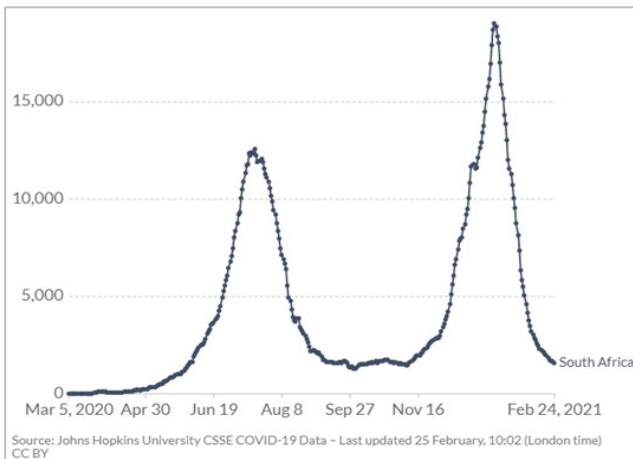
Workforce

Latest Labor Force Statistics

Total Workforce (000s) June '20	18,443
Unemployed Workers (000s)	5,680
Unemployment Rate	30.8%
Youth Unemployment Rate	61.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

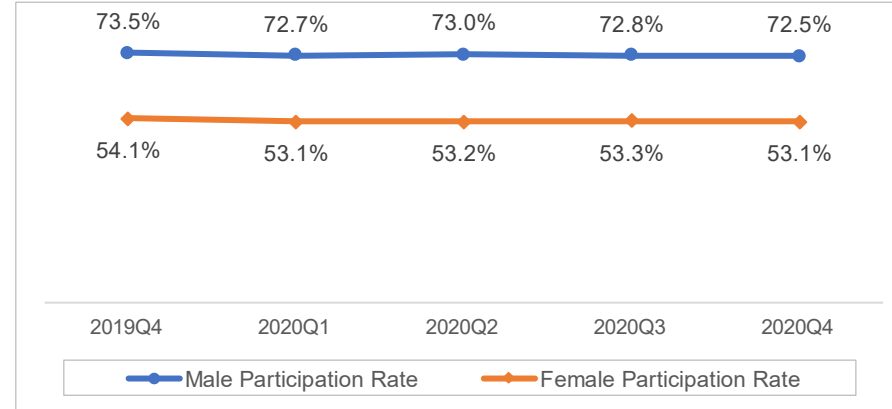


Covid-19 Restriction Update (End of February 2021)

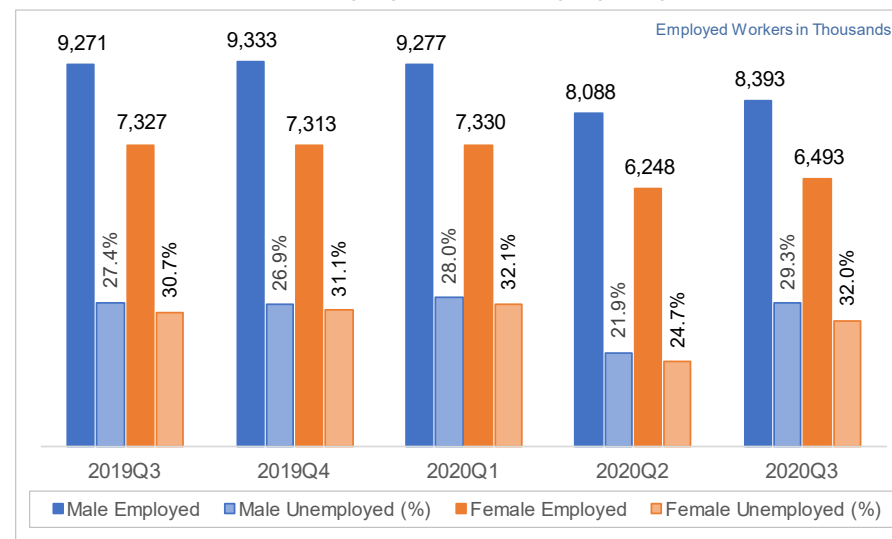
- 50K Covid-19 deaths.
- Borders are open. All arrivals need a negative Covid-19 test and may need to quarantine.
- Most non-essential shops are closed and a night time curfew is in place.
- Schools have been reopened.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

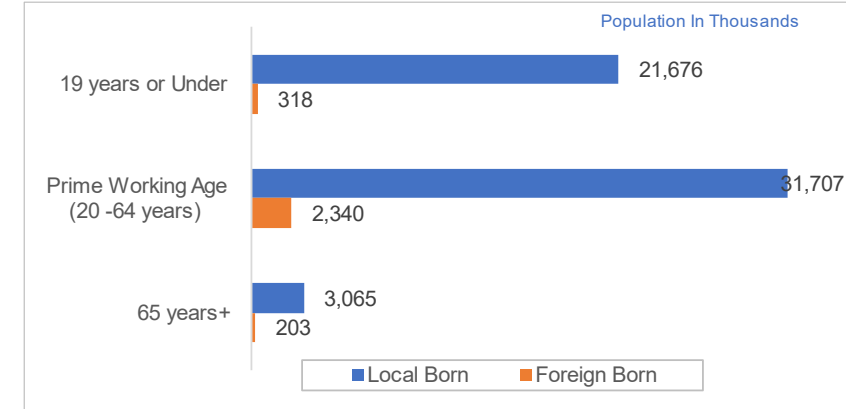


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 4.8% of the population is foreign born. Over 900K South Africans have emigrated.
- 66% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<http://www.statssa.gov.za/publications/StatsInBrief/StatsInBrief2020.pdf>

Spain

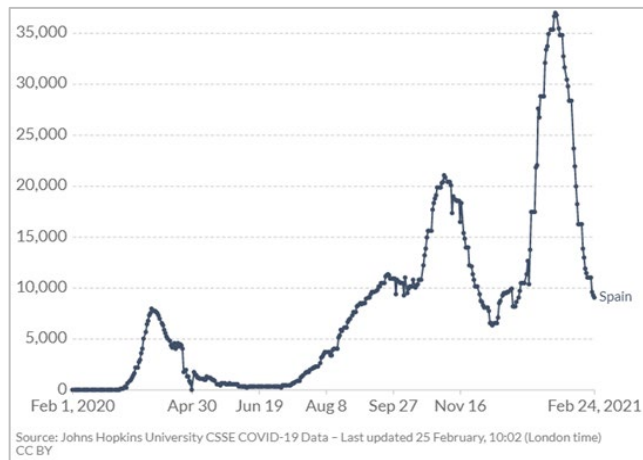
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	23,064
Unemployed Workers (000s)	3,720
Unemployment Rate	16.1%
Youth Unemployment Rate	40.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

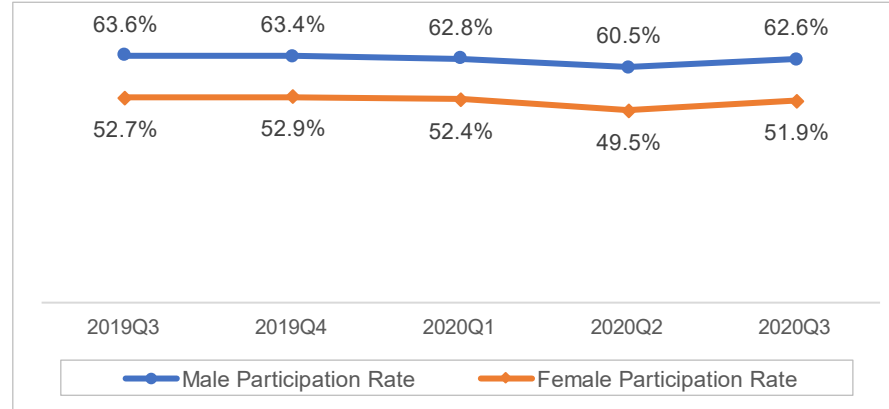


Covid-19 Restriction Update (End of February 2021)

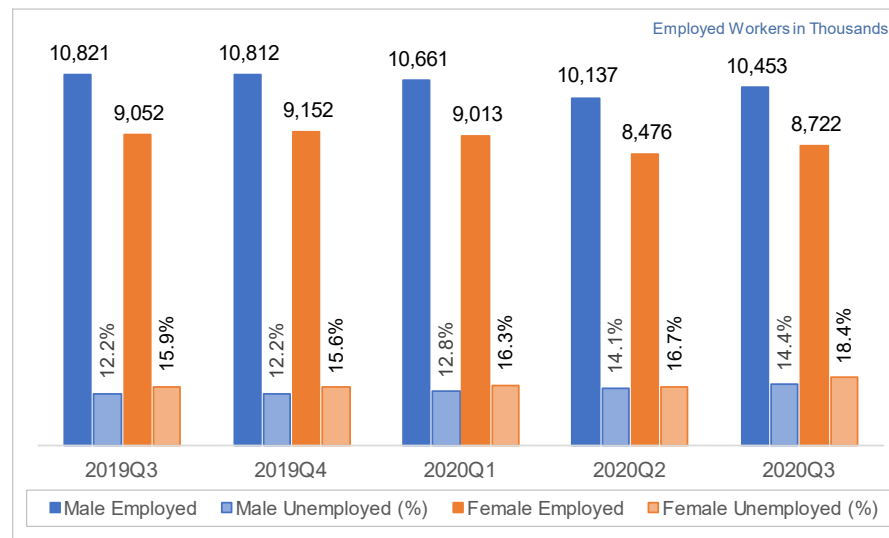
- More than 69K Covid-19 deaths.
- Residents of EU/Schengen countries and a limited number of low risk countries can travel to Spain. Travel from the UK is banned and the border with Portugal is closed.
- Furlough schemes have been extended until May.
- Some non-essential shops have reopened.
- Schools have been reopened but some secondary schools are using a combination of on-line and face to face learning.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

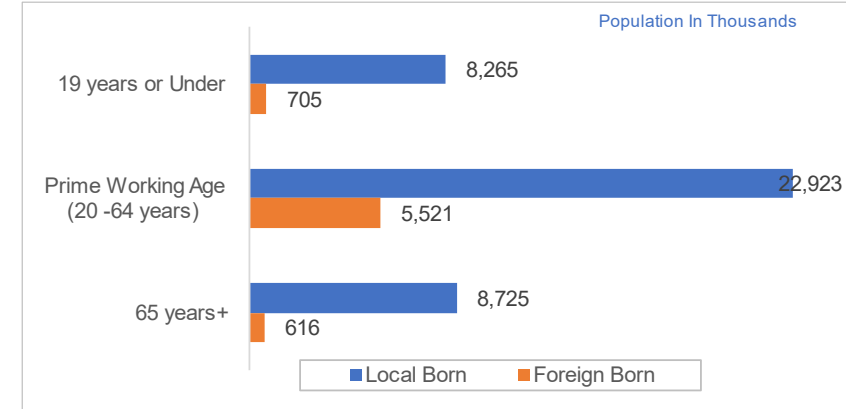


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 14.6% of the population is foreign born. 1.5 million Spaniards have emigrated.
- The unemployment gap between foreign born and native born populations was 5.8 percentage points in 2019.
- 80% of the population live in urban areas.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.ft.com/content/7be9a0ce-3e50-4020-b7b8-c898e1553a18>
https://www.ine.es/dyngs/INEbase/en/operacion.htm?c=Estadistica_C&cid=1254736176918&menu=ultiDatos&dp=1254735976595

Sweden

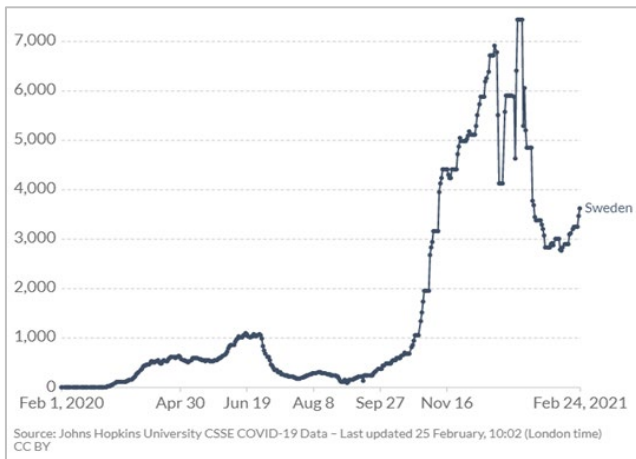
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	5,494
Unemployed Workers (000s)	451
Unemployment Rate	8.2%
Youth Unemployment Rate	24.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

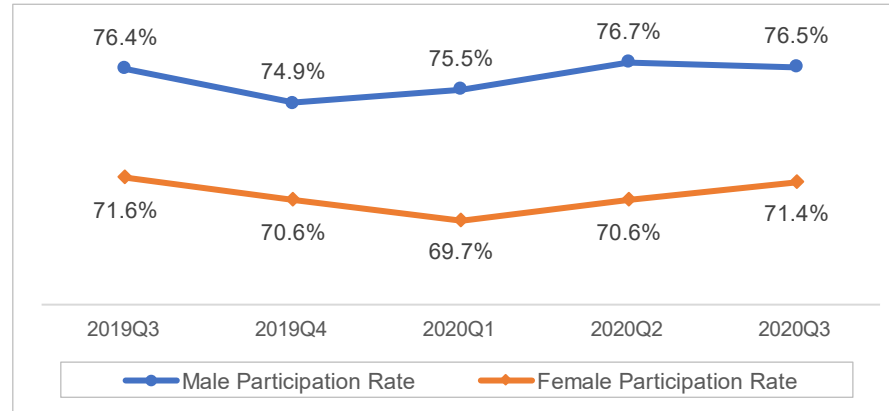


Covid-19 Restriction Update (End of February 2021)

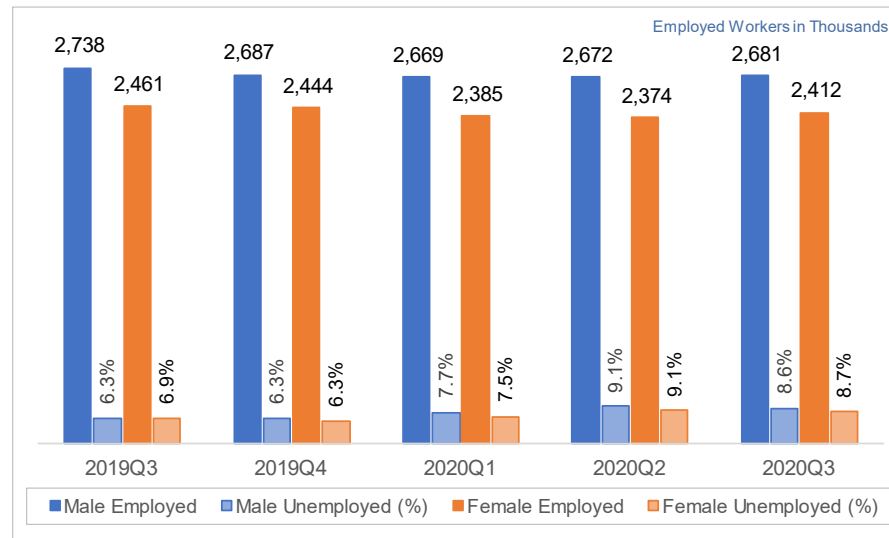
- More than 12,800 Covid-19 deaths.
- EU/EEA residents and residents from a limited number of low risk countries may travel to Sweden. All arrivals need a negative Covid-19.
- Most non-essential shops are open with enhanced restrictions in high-risk areas.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

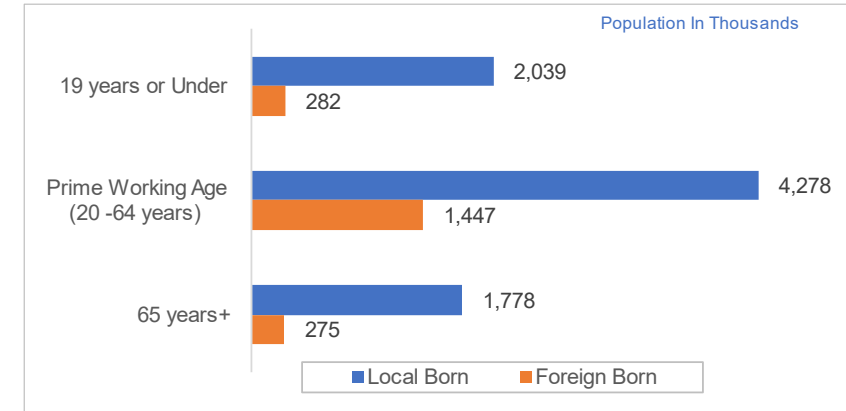


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Almost 20% of the population is foreign born. 328K Swedes have emigrated.
- The unemployment gap between foreign born and native born populations was 11.1 percentage points in 2019.
- 87% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.scb.se/hitta-statistik/statistik-efter-amne/arbetsmarknad/arbetskraftsundersokningar/arbetskraftsundersokningarna-aku/pong/statistiknyhet/arbetskraftsundersokningarna-aku-4e-kvartalet-2020/>

Switzerland

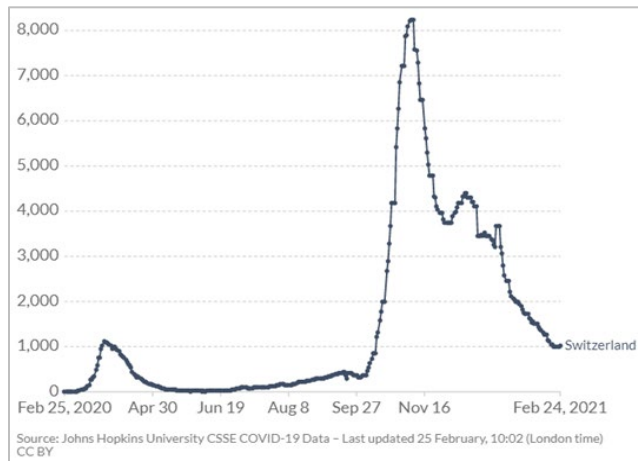
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	4,946
Unemployed Workers (000s)	183
Unemployment Rate	3.7%
Youth Unemployment Rate	3.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

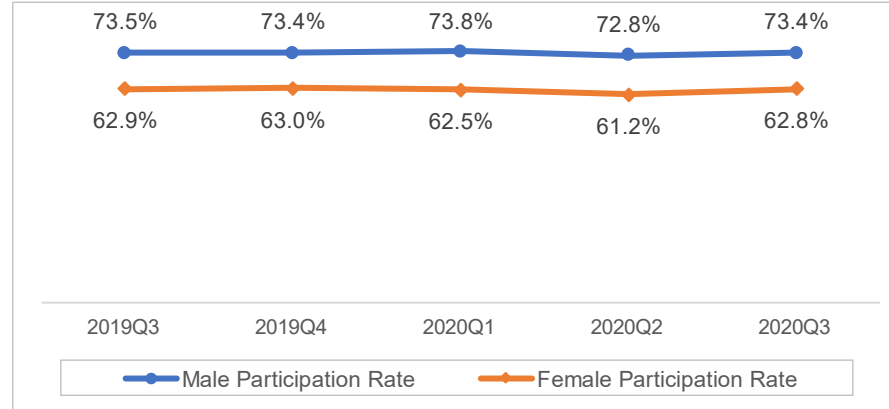


Covid-19 Restriction Update (End of February 2021)

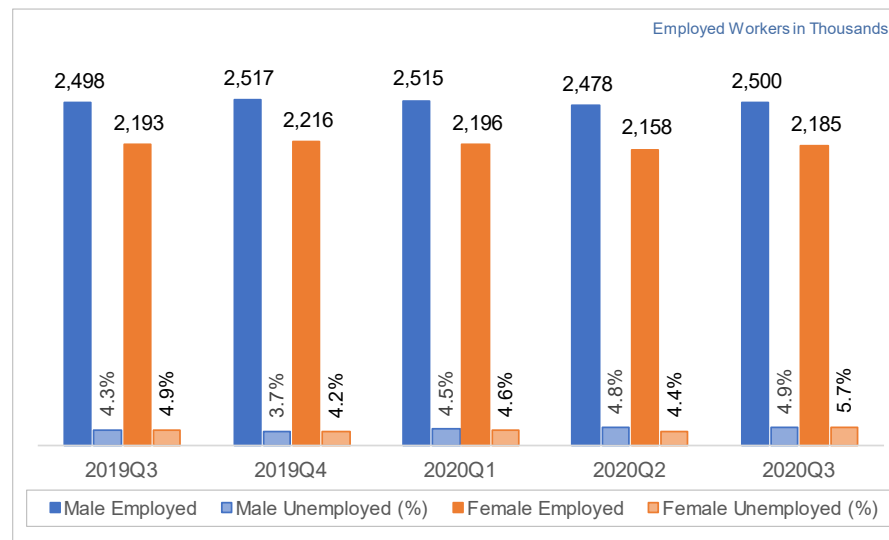
- More than 9,900 Covid-19 deaths.
- EU/Schengen residents and residents from a limited number of low risk countries may travel to Switzerland. All arrivals need a negative Covid-19 and may need to quarantine.
- Most non-essential shops are closed.
- Schools are gradually reopening although may be closed on a canton basis.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

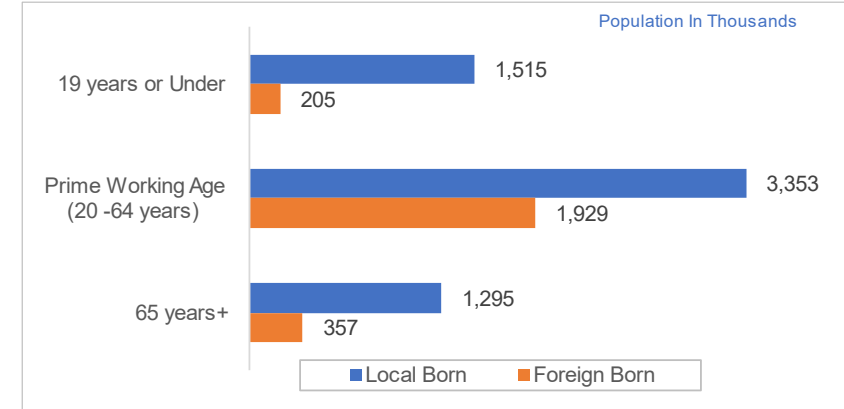


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Almost 30% of the population is foreign born. Over 700K Swiss have emigrated.
- The unemployment gap between foreign born and native born populations was 4.1 percentage points in 2019.
- 74% of the population live in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Tunisia

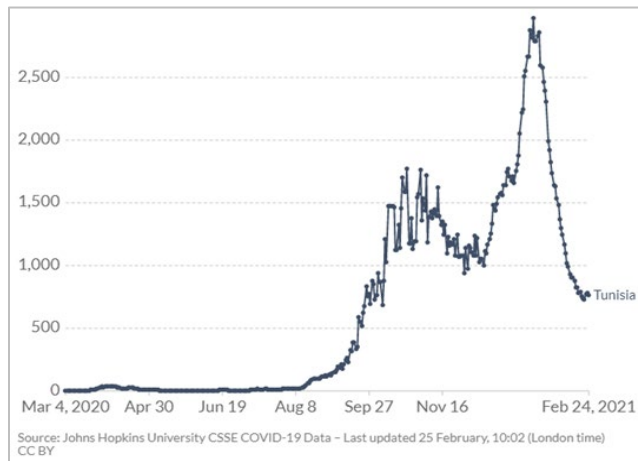
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	4,108
Unemployed Workers (000s)	666
Unemployment Rate	16.2%
Youth Unemployment Rate	35.8%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

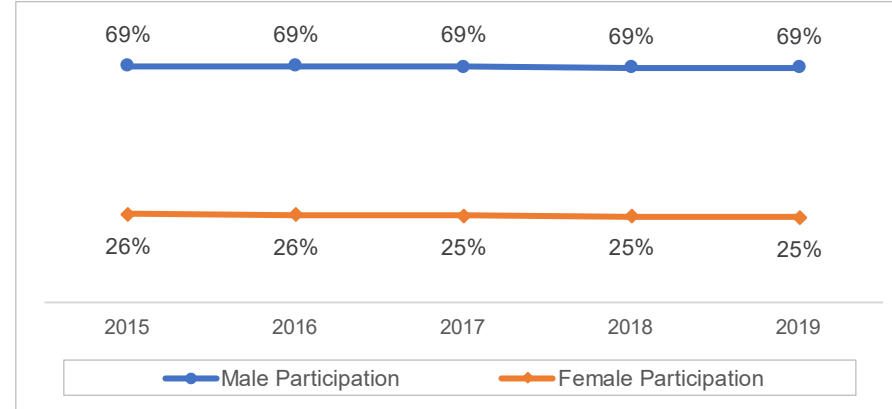


Covid-19 Restriction Update (End of February 2021)

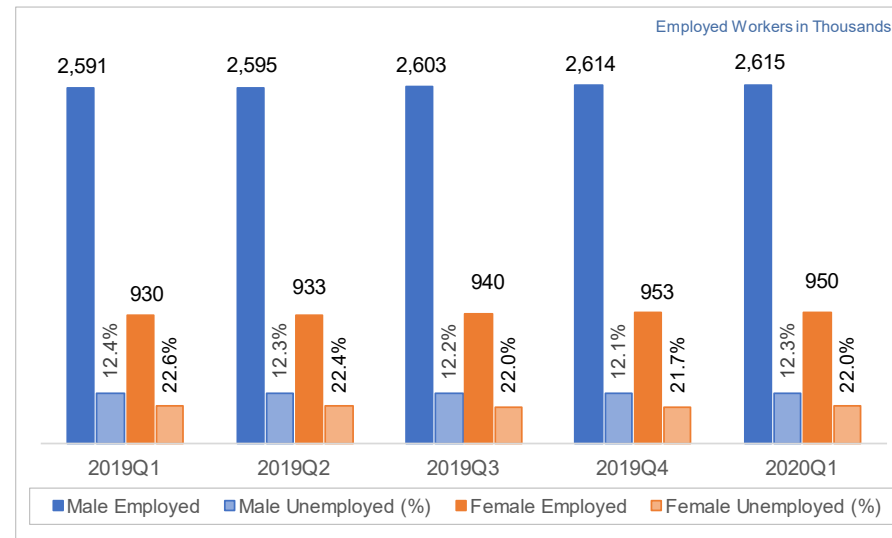
- More than 8K Covid-19 deaths.
- Borders are open to most countries apart from UK, South Africa, Australia and Denmark. Arrivals need a negative Covid-19 and to quarantine.
- Most non-essential shops are open with enhanced restrictions in high-risk areas. A night time curfew is in place. Movement between cities is banned.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

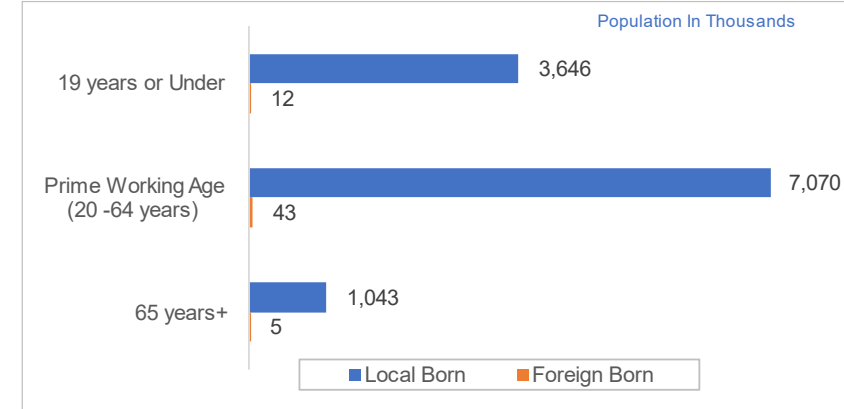


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. Over 900K Tunisians have emigrated.
- 69% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>

Turkey

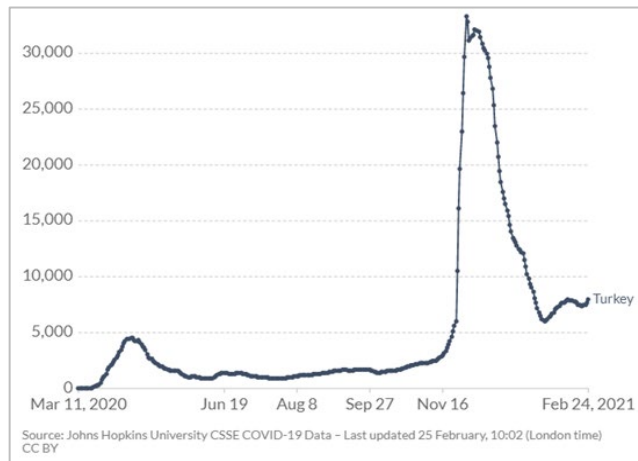
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Nov '20	31,071
Unemployed Workers (000s)	4,008
Unemployment Rate	12.9%
Youth Unemployment Rate	26.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

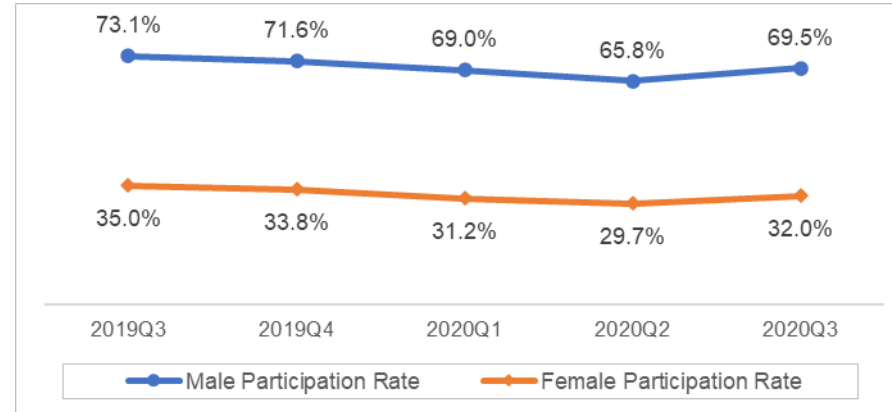


Covid-19 Restriction Update (End of February 2021)

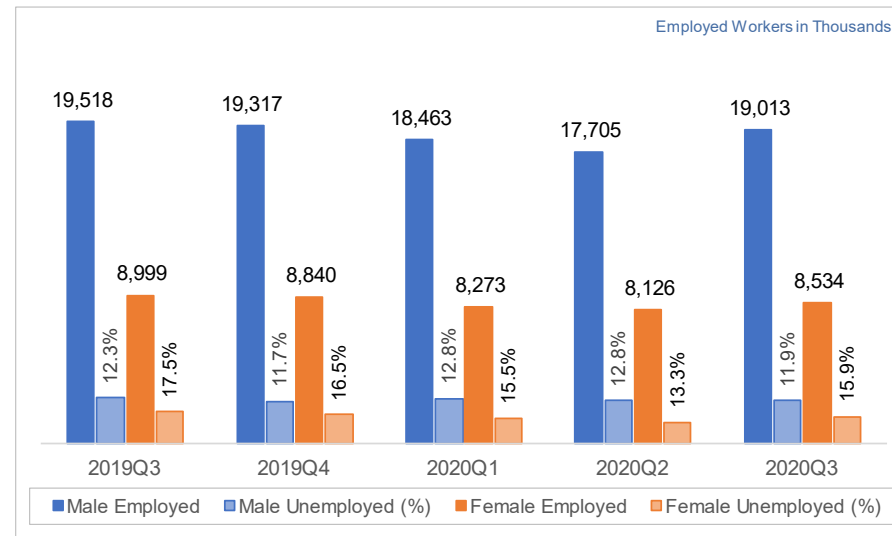
- More than 28K Covid-19 deaths.
- Borders are open but flights from Denmark, UK and South Africa are suspended. Arrivals need negative Covid-19 test and potential quarantine.
- Most non-essential shops are open.
- Schools are reopening.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

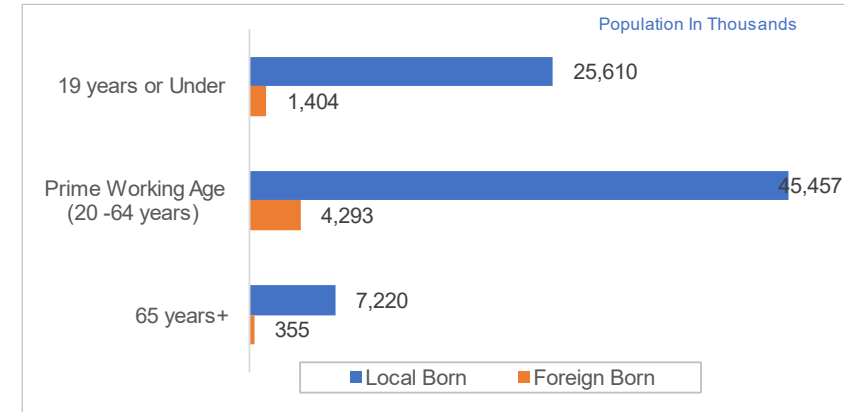


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 7.2% of the population is foreign born. 3.4 million Turks have emigrated.
- The unemployment gap between foreign born and native born populations was 0.6 percentage points in 2019.
- 75% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://turkstatweb.tuik.gov.tr/arastirmaveprojeler/turcat/body/turcat.html>

Ukraine

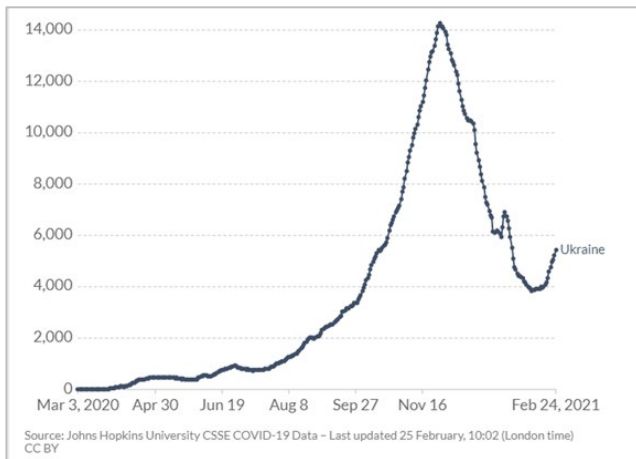
Workforce

Latest Labor Force Statistics

Total Workforce (000s) H1 '20	17,772
Unemployed Workers (000s)	1,688
Unemployment Rate	9.5%
Youth Unemployment Rate	15.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

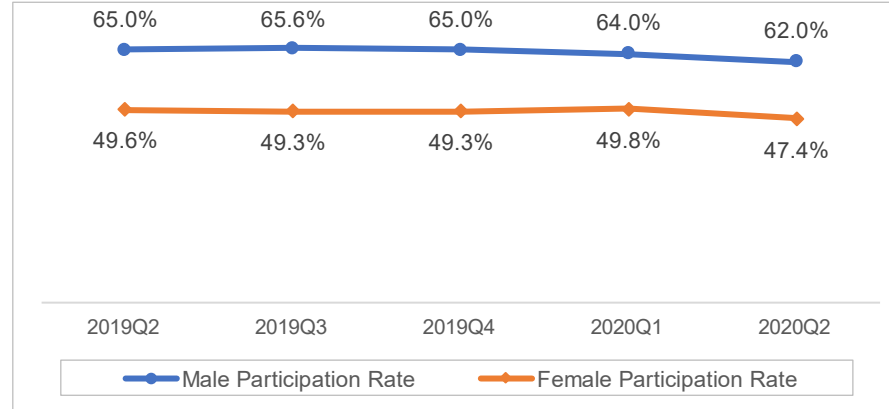


Covid-19 Restriction Update (End of February 2021)

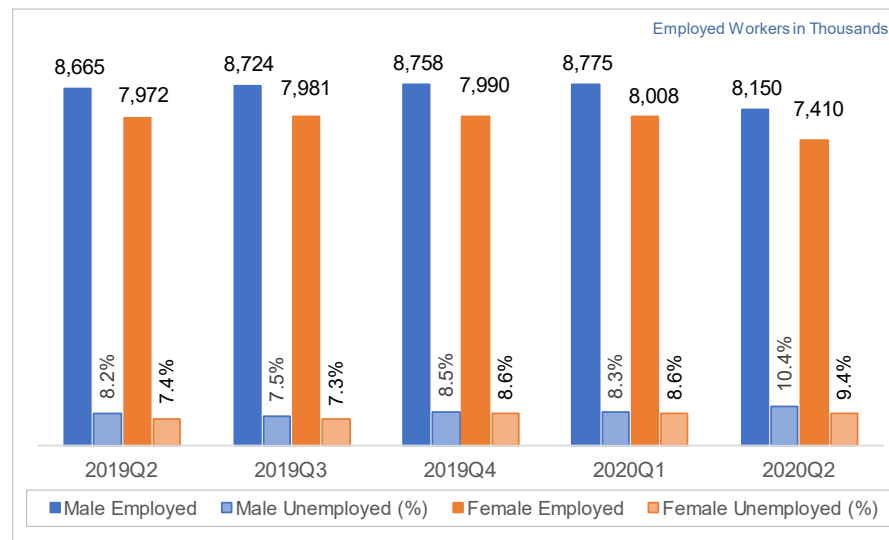
- More than 26K Covid-19 deaths.
- Borders are open. All arrivals need a negative Covid-19 test and may need to quarantine.
- Most non-essential shops are open with enhanced restrictions in high-risk areas. National curfew is in place on weekends and in the evenings.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

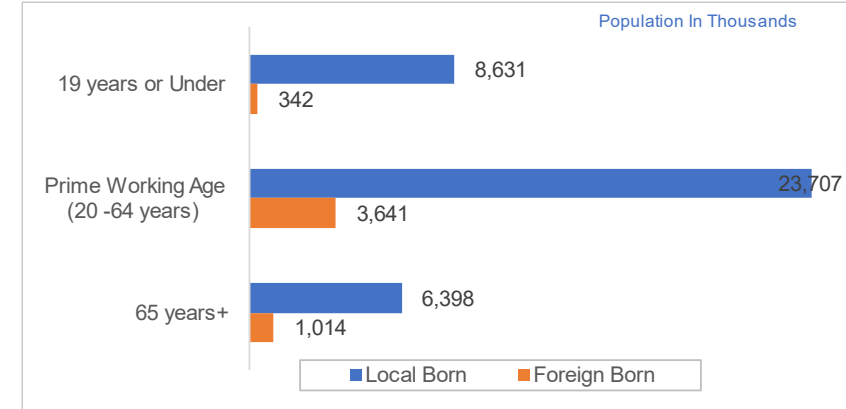


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 11.4% of the population is foreign born. More than 6 million Ukrainians have emigrated.
- 69% of the population lives in urban areas.
- 2 million Ukrainians returned to the Ukraine from abroad by April 2020.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
https://www.knomad.org/sites/default/files/2020-11/Migration%20%26%20Development_Brief%2033.pdf

United Arab Emirates

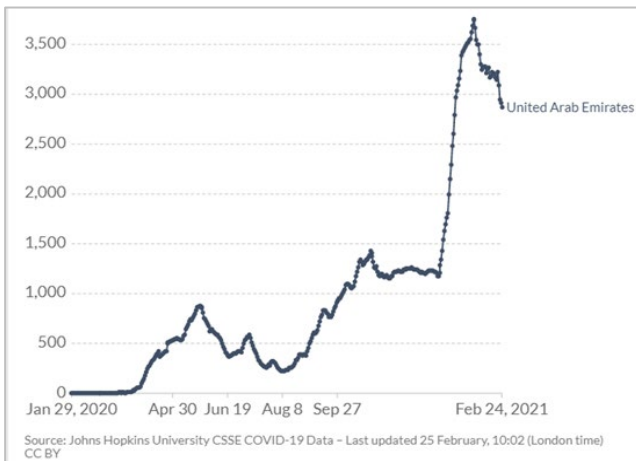
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2020	6,820
Unemployed Workers (000s)	180
Unemployment Rate	2.6%
Youth Unemployment Rate	7.2%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

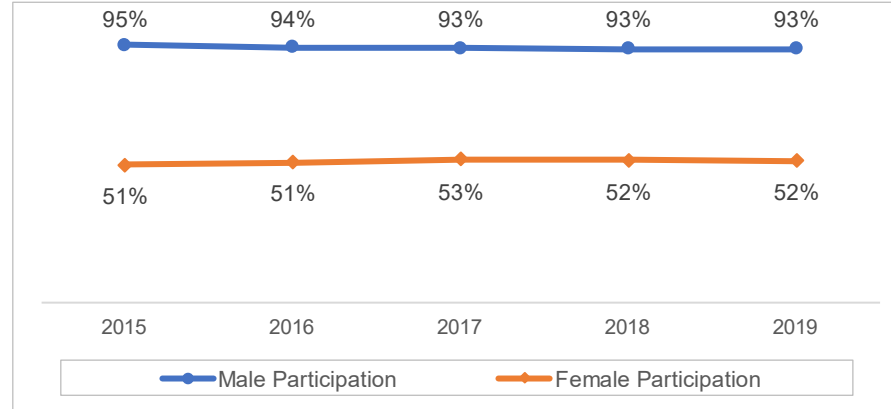


Covid-19 Restriction Update (End of February 2021)

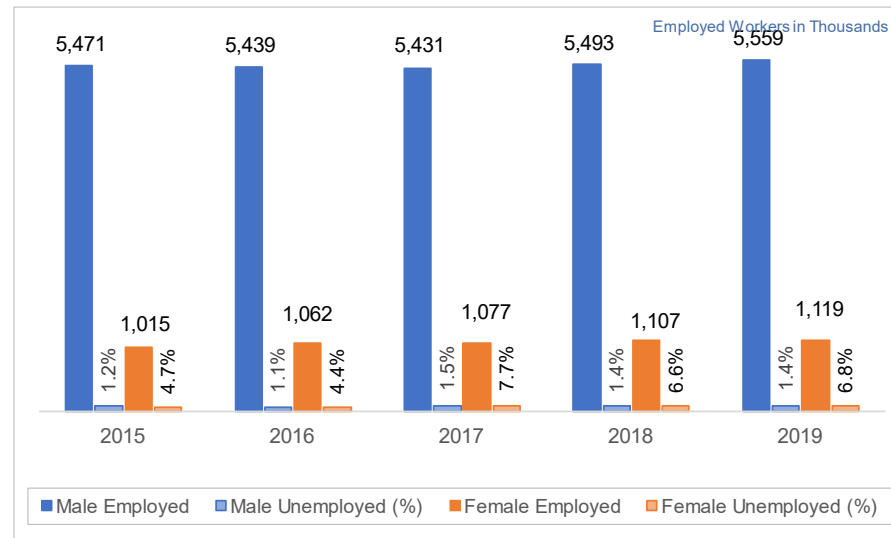
- More than 1,200 Covid-19 deaths.
- All arrivals need a negative Covid-19 and depending on origin of journey may need to quarantine.
- Most non-essential shops are open.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

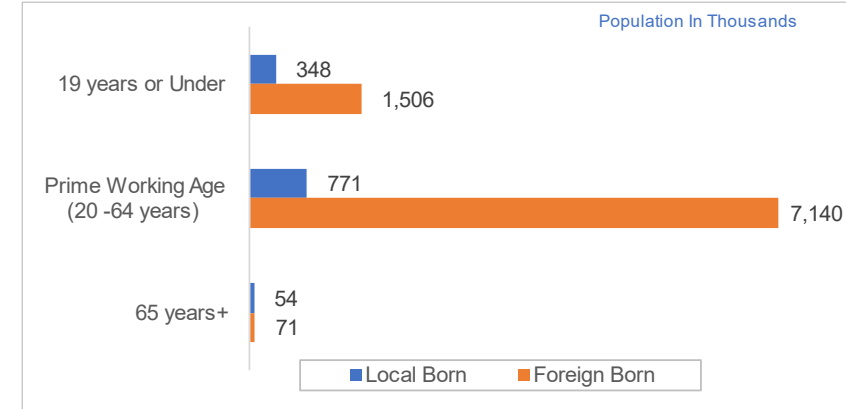


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 88% of the population is foreign born. Almost 3 in 4 of the foreign born population is male.
- 203 thousand people from the UAE have emigrated.
- 87% of the population lives in urban areas.
- The UAE is offering visas for digital nomads.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://dispatcheurope.com/new-digital-nomad-visas-more-countries-see-restless-internationals-as-key-to-prosperity/>

United Kingdom

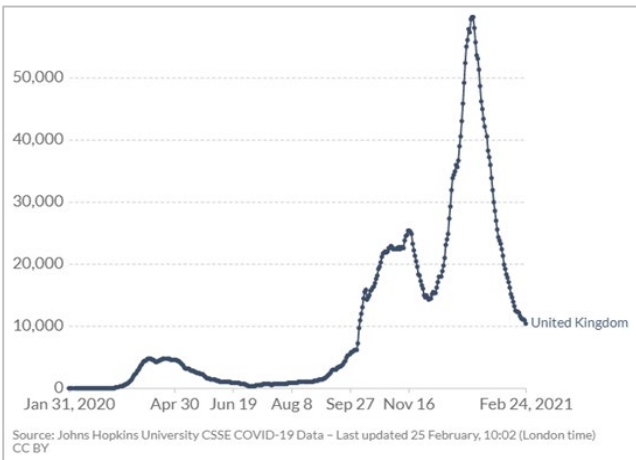
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Sept –Nov/20	34,227
Unemployed Workers (000s)	1,711
Unemployment Rate	5.0%
Youth Unemployment Rate	14.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

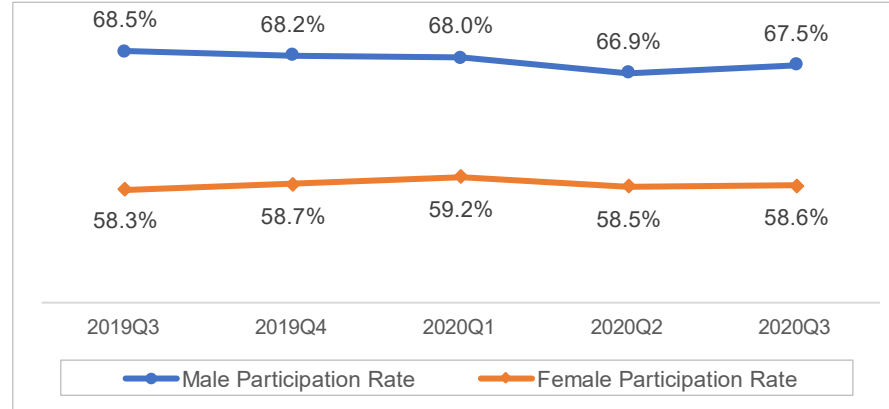


Covid-19 Restriction Update (End of February 2021)

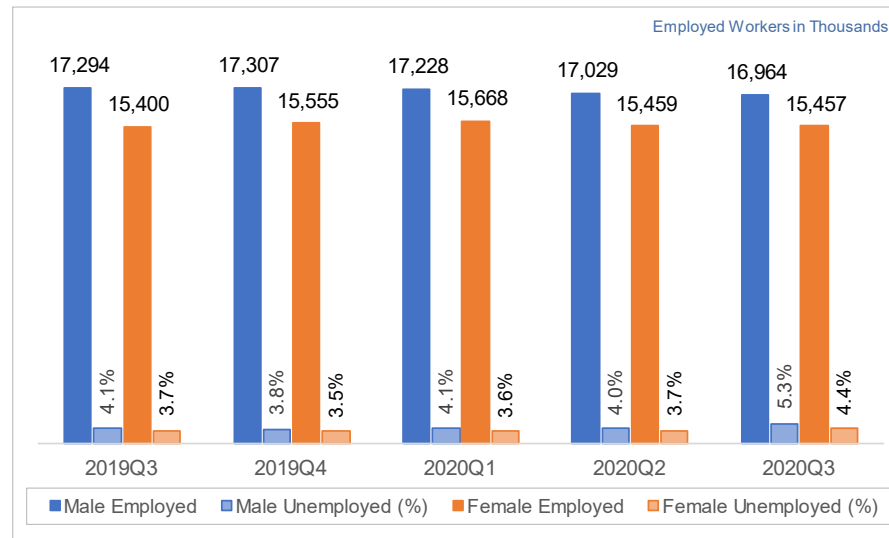
- More than 122K Covid-19 deaths.
- Only UK residents and citizens can enter the UK from banned countries. A negative Covid-19 test and mandatory quarantine is required.
- Some restrictions from 3rd lockdown to be eased in March when schools reopen. Non-essential shops are closed. Stay at home order is in place.
- 4.7 million workers were on furlough during January 2021.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

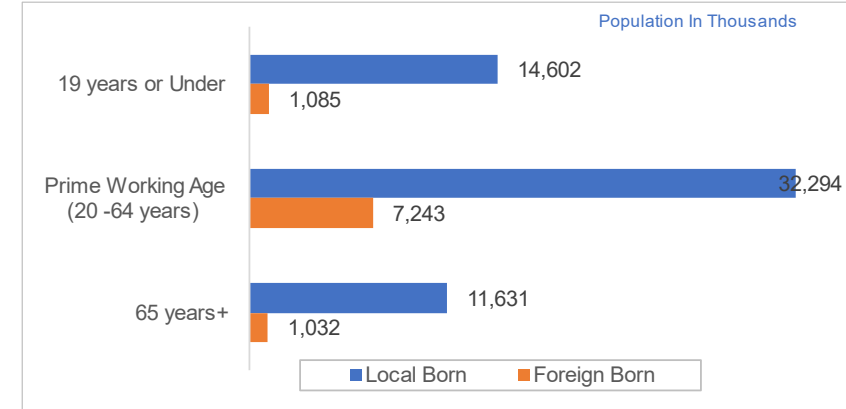


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 13.8% of the population is foreign born. Almost 5 million people from the UK have emigrated.
- Although the UK does not keep immigration figures, it has been estimated that the EU born population decreased by approximately 340K and the non-EU born migrant population fell by 551K in the year to Q3 2020.
- Uncertainty over Brexit has been a catalyst for many EU departures and with Covid-19, many non-EU born migrants have no recourse to public funds.
- London population is declining. ~ 700K have left London since the start of the pandemic

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.theguardian.com/uk-news/2021/feb/25/covid-furlough-workers-uk-hospitality>
- <https://migrationobservatory.ox.ac.uk/resources/commentaries/where-did-all-the-migrants-go-migration-data-during-the-pandemic>
- <https://www.fn.london.com/articles/up-to-7000-financial-services-jobs-lost-since-brex-it-bank-of-england-governor-says-20210106/>
- <https://www.theguardian.com/uk-news/2021/feb/25/>
- <https://www.newsanyway.com/2021/02/25/what-londons-falling-population-means-for-the-housing-price/>



National Workforce Trends: ASIA PACIFIC

Australia

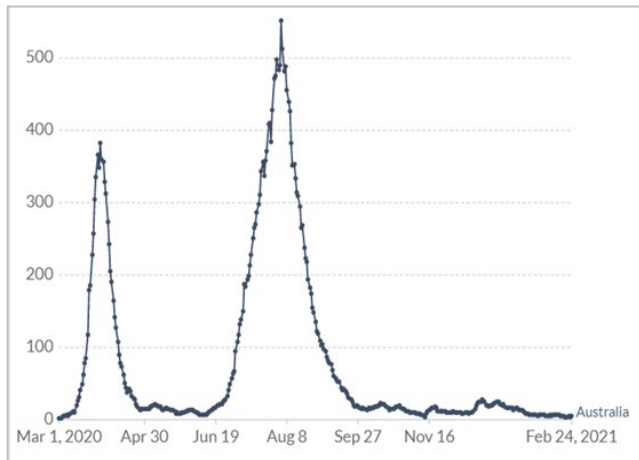
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	13,823
Unemployed Workers (000s)	885
Unemployment Rate	6.4%
Youth Unemployment Rate	13.9%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

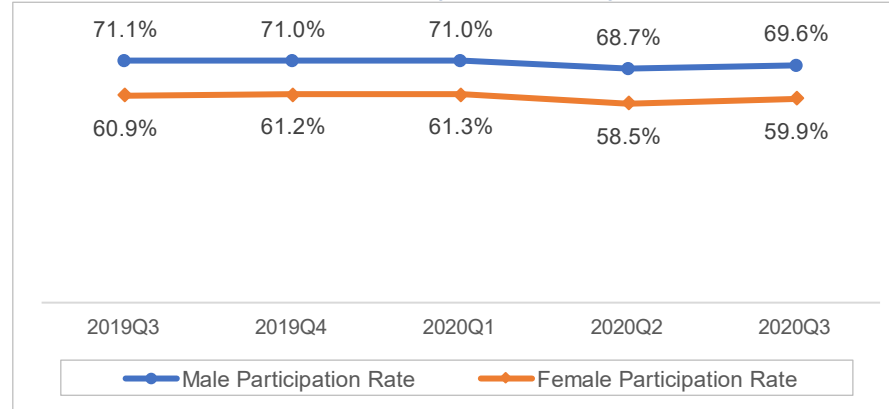


Covid-19 Restriction Update (End of February 2021)

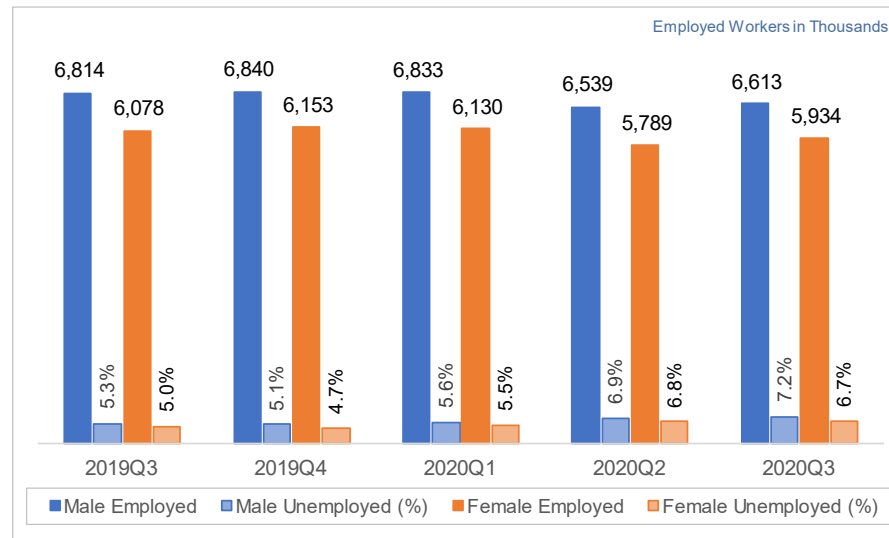
- 909 Covid-19 deaths.
- Borders are closed to all non-residents and Australian citizens with a few limited exceptions. Any traveller entering Australia must quarantine for a period of 14 days.
- Local lockdowns are being implemented based on any outbreaks.
- Schools, shops and services are open.
- Some restriction of travel between states.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

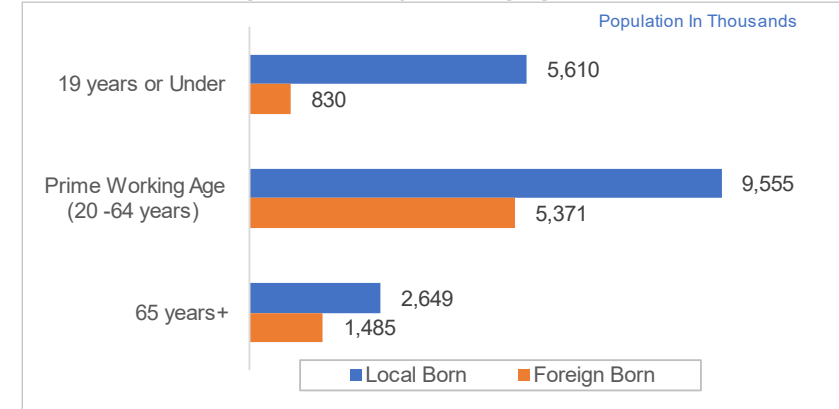


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Over 30% of the population is foreign born. Nearly 600K Australians have emigrated.
- The 2016 census shows that Sydney and Melbourne had foreign-born populations of 45% and 41% respectively.
- A lack of migration due to Covid-19 will mean that Australia's population growth will be the lowest since 1916, although partially offset as over 400K Australians have returned since March 2020.
- The unemployment gap between foreign born and native born populations was 0.3 percentage points in 2019.
- Some states have waived requirements for Medicare to diagnose and treat foreigners with Covid-19.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57/>
<https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>

China

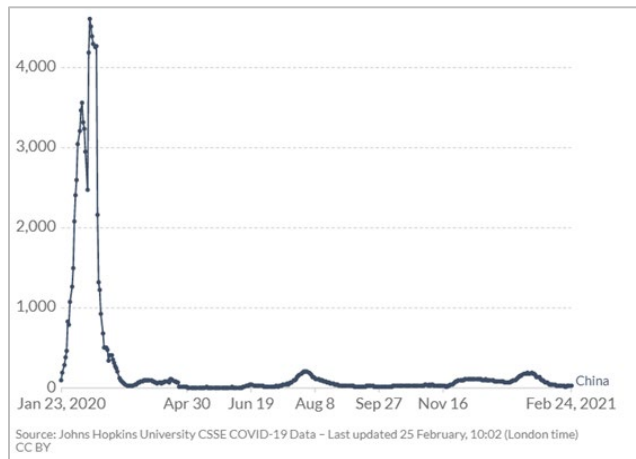
Workforce

Latest Labor Force Statistics

Total Workforce (000s) 2019	774,710
Unemployed Workers (000s)	40,285
Unemployment Rate	5.2%
Youth Unemployment Rate	11.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

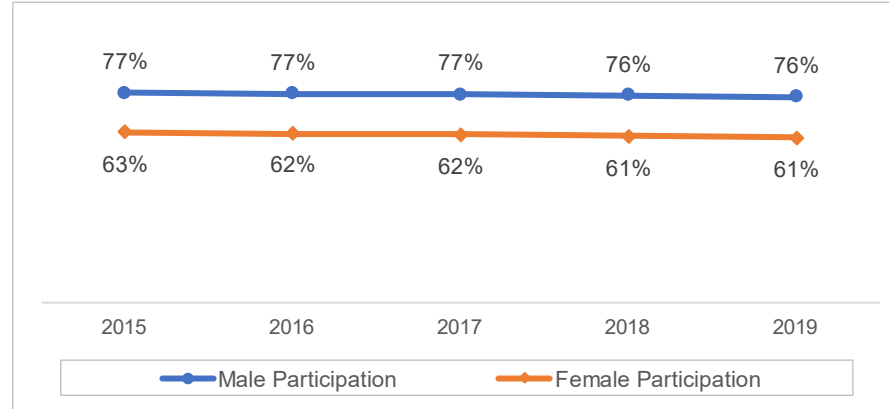


Covid-19 Restriction Update (End of February 2021)

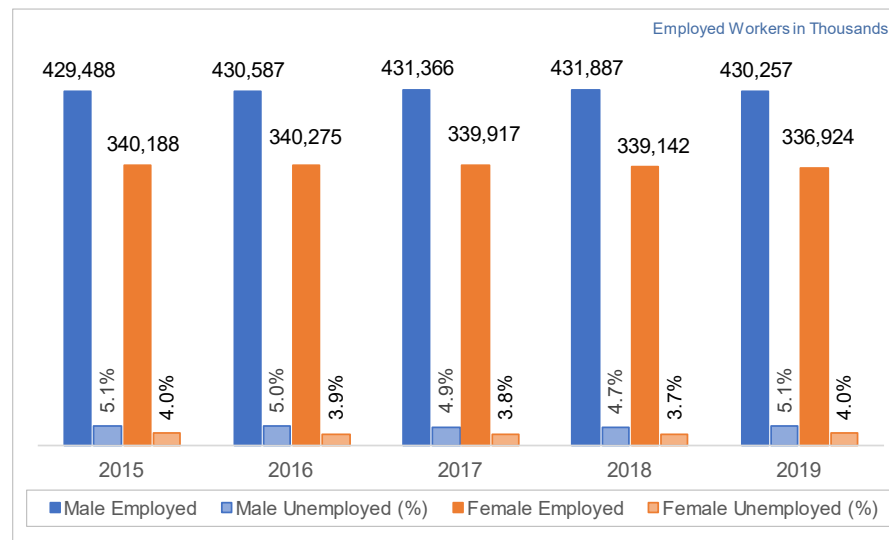
- More than 4,600 Covid-19 deaths.
- Borders are closed for all but essential travel and arrivals are required to provide a negative test result and quarantine.
- Schools, shops and services are generally open although it varies on a regional basis depending on outbreaks.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

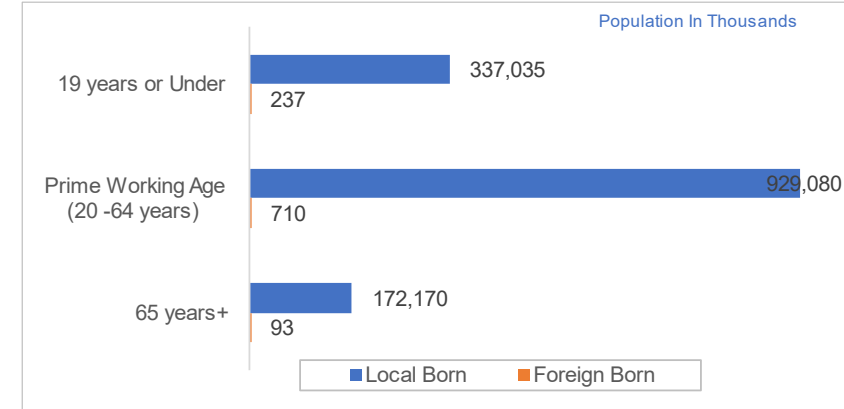


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 0.1% of the population is foreign born. 71% of the migrants are male.
- Over 10 million Chinese have emigrated.
- 59% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
http://www.stats.gov.cn/english/Statisticaldata/nsdp/201508/t20150819_1232260.html

Hong Kong

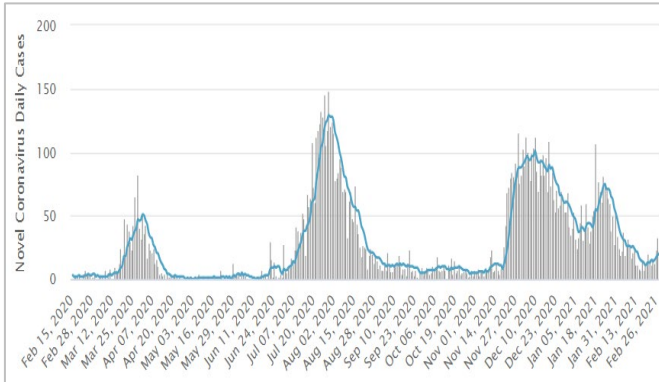
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	3,893
Unemployed Workers (000s)	273
Unemployment Rate	7.0%
Youth Unemployment Rate	10.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

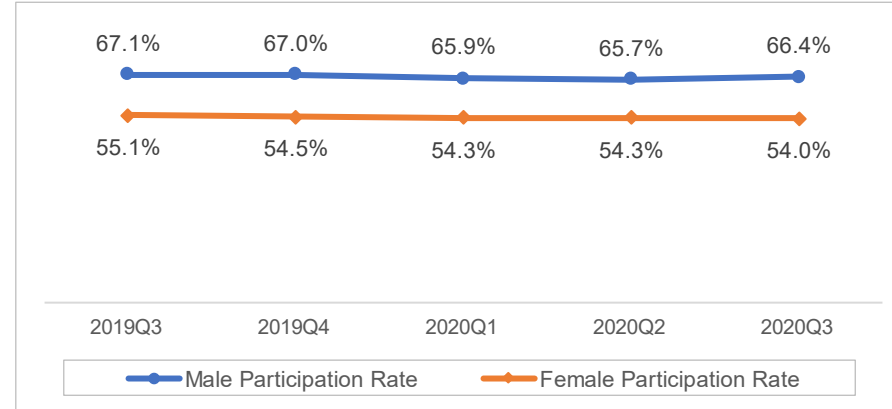


Covid-19 Restriction Update (End of February 2021)

- 200 Covid-19 deaths.
- Borders are closed to all with the exception of residents from China, Macau and Taiwan and some exceptions. Tests and quarantine are required.
- Non-essential shops are open.
- Most schools are closed with students learning on-line.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender



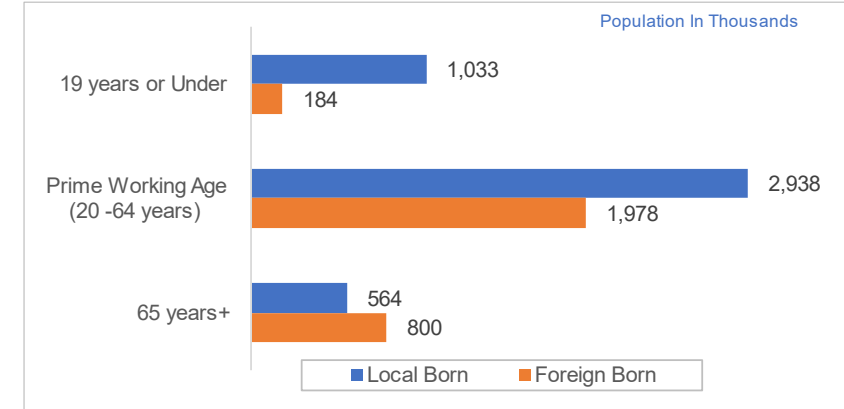
Labor Force Employed and Unemployed by Gender



Almost 55% of the population is female.

Migration

Migrant Stock by Working Age (June 2020)



Migration

- 40% of Hong Kong's population is foreign born. 1 million people from Hong Kong have emigrated.
- Hong Kong's population decreased by more than 46,000 during 2020 driven by both civil unrest and Covid-19.
 - Taiwan has issued 10,000 residence permits to people from Hong Kong.
 - The UK has offered visas to 5 million people from Hong Kong. The UK Home Office expects that 300,000 will emigrate.
 - In the first half of 2020, professional job visas issued decreased by more than 60%.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.theguardian.com/world/2021/feb/25/number-of-hong-kong-residents-moving-to-taiwan-nearly-doubles-in-2020>
- <https://www.theguardian.com/world/2021/feb/01/hong-kong-migration-agents-report-rush-inquiries-uk-visas>
- <https://www.statistics.gov.hk/>
- <https://www.forbes.com/sites/oliverwilliams/2020/08/28/expat-broke-and-remote-why-foreign-workers-are-coming-home/?sh=4afd5a26319f>

India

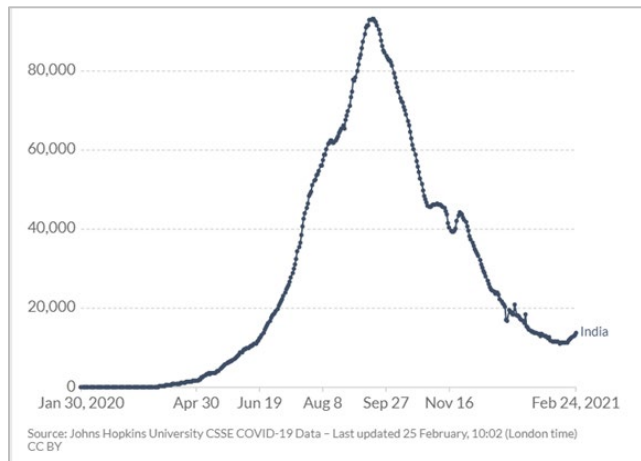
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	427,058
Unemployed Workers (000s)	27,759
Unemployment Rate	6.5%
Youth Unemployment Rate	25.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

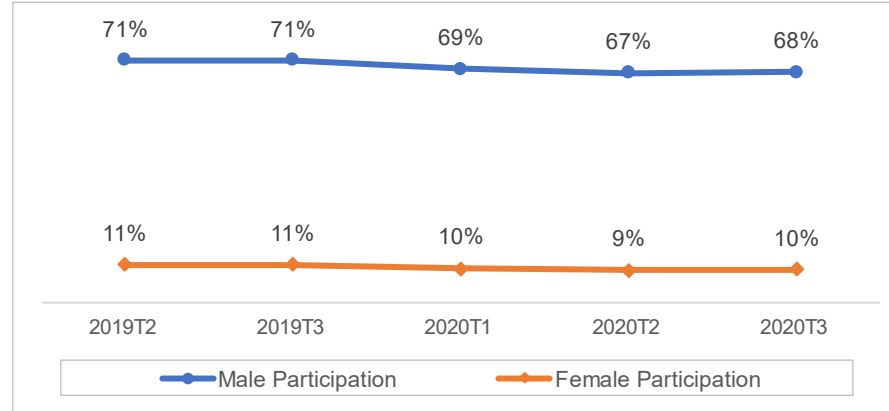


Covid-19 Restriction Update (End of February 2021)

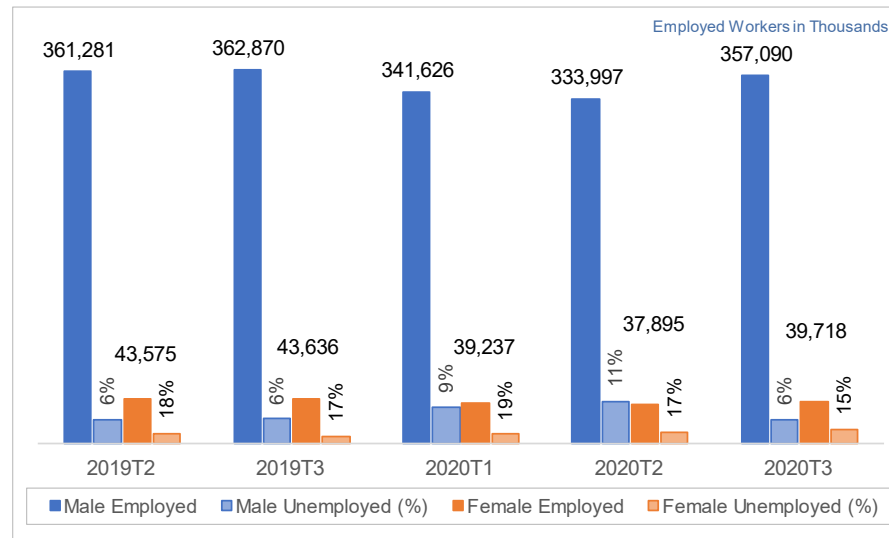
- More than 157K Covid-19 deaths.
- With some exceptions, Indian borders are closed. Any arrivals need a negative Covid-19 test and may need to quarantine.
- Non-essential shops are closed in high risk areas and a night time curfew is in place.
- Schools are gradually starting to re-open although it varies by location and year level.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

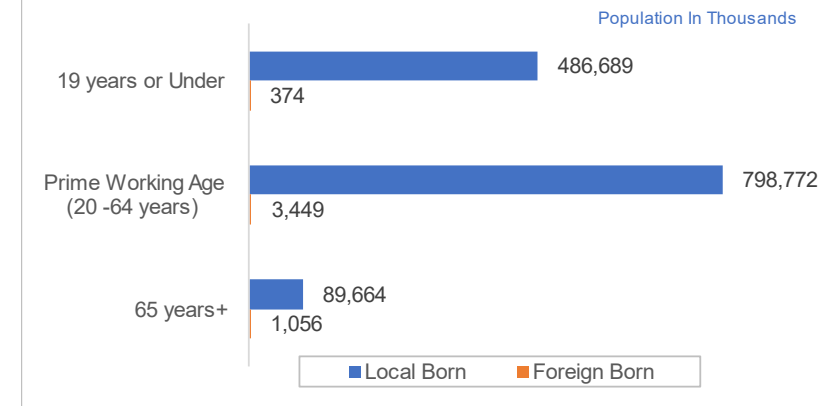


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- Less than 1% of the population is foreign born. Almost 18 million Indians have emigrated.
- Over 4.2 million international migrants returned to India since the beginning of the pandemic. The state of Kerala in particular has been impacted with over 400K migrants returning.
- 7.5 million domestic migrants also returned to their home villages. The Supreme Court in India has ruled that the Government must ensure the wellbeing of the 100 million migrant workers.
- 34% of the population lives in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://migrationdataportal.org/themes/migration-data-relevant-covid-19-pandemic>
- <https://news.un.org/en/story/2020/06/1065662>
- https://www.iom.int/sites/default/files/documents/covid-19_analytical_snapshot_48_-_internal_movements_0.pdf
- <https://unemploymentinindia.cmie.com/>
- https://www.knomad.org/sites/default/files/2020-11/Migration%20to%26%20Development_Brief%203.pdf

Indonesia

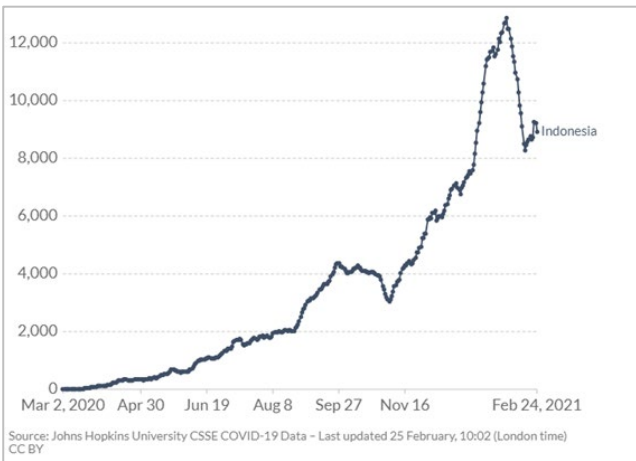
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q3 '20	138,222
Unemployed Workers (000s)	9,772
Unemployment Rate	7.1%
Youth Unemployment Rate	11.8%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

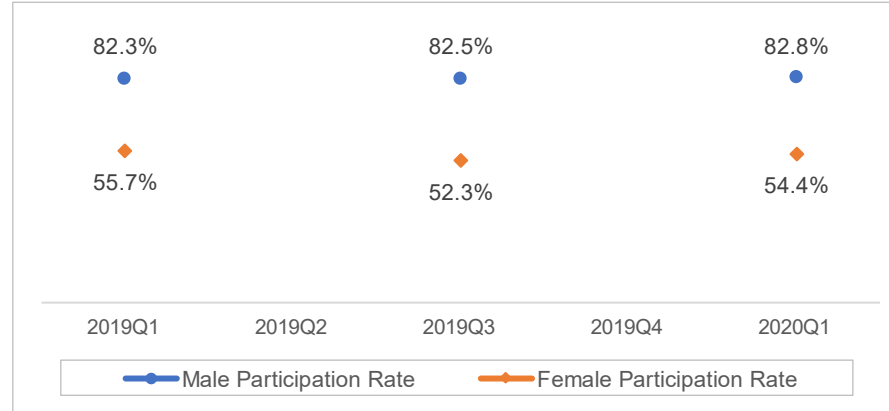


Covid-19 Restriction Update (End of February 2021)

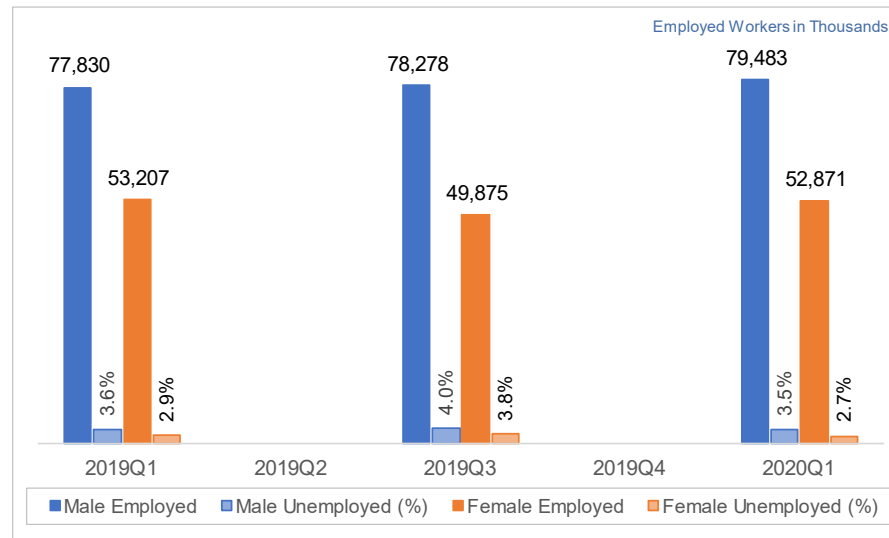
- More than 36K Covid-19 deaths.
- Borders are closed. Any arrivals must take a Covid-19 test and quarantine.
- Schools, shops and services are open subject to restrictions.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

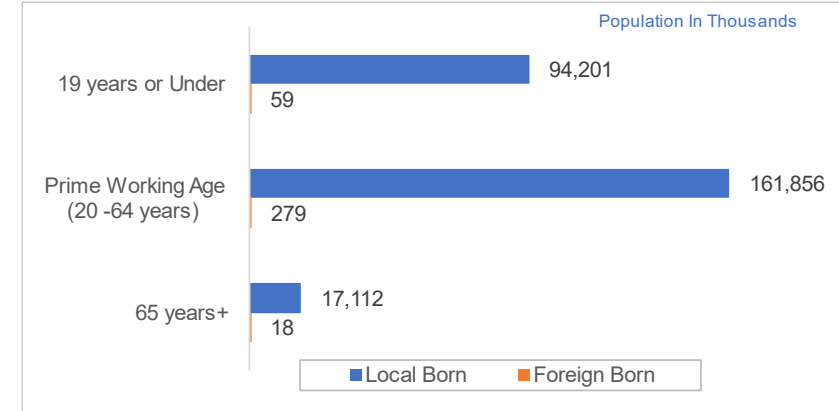


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 0.1% of the population is foreign born. More than 4.6 million Indonesians have emigrated.
- Since the outbreak of Covid-19, more than 123K migrant workers returned to Indonesia through official channels.
- 55% of the population lives in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- https://crisisresponse.iom.int/sites/default/files/appeal/documents/iom_indonesia_covid-19_response_plan.pdf
- <https://www.bi.go.id/id/statistik/sdds/Default.aspx>

Japan

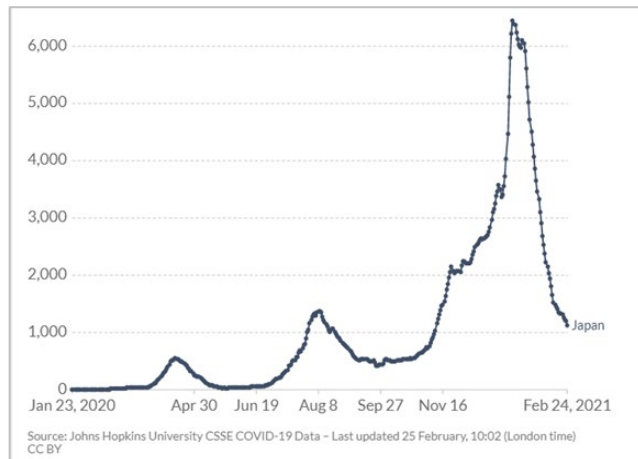
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	68,600
Unemployed Workers (000s)	1,989
Unemployment Rate	2.9%
Youth Unemployment Rate	4.8%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

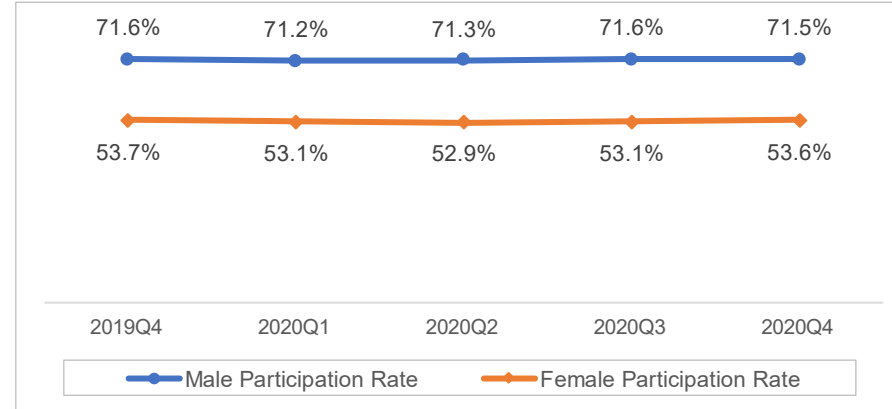


Covid-19 Restriction Update (End of February 2021)

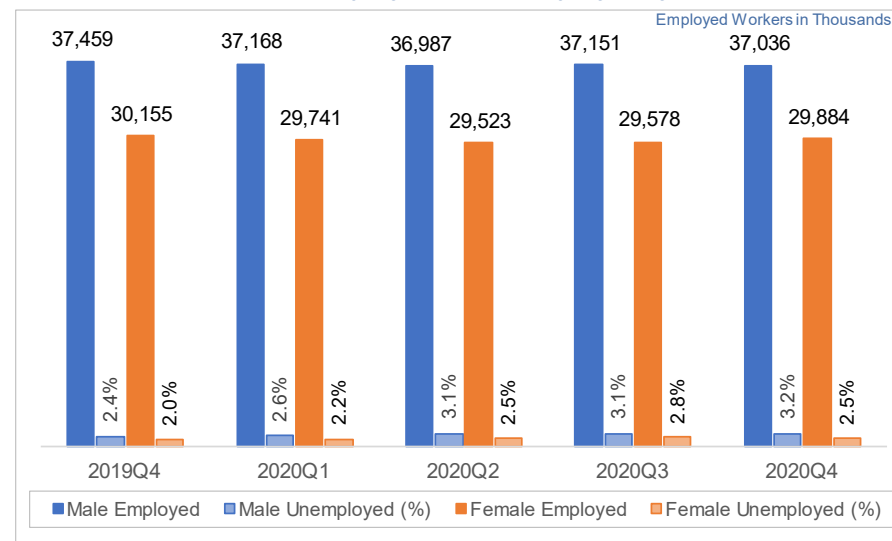
- More than 7,800 Covid-19 deaths.
- Borders are closed from most countries and a negative test and quarantine is required.
- Schools, shops and services are open but people are encouraged to work from home if possible.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

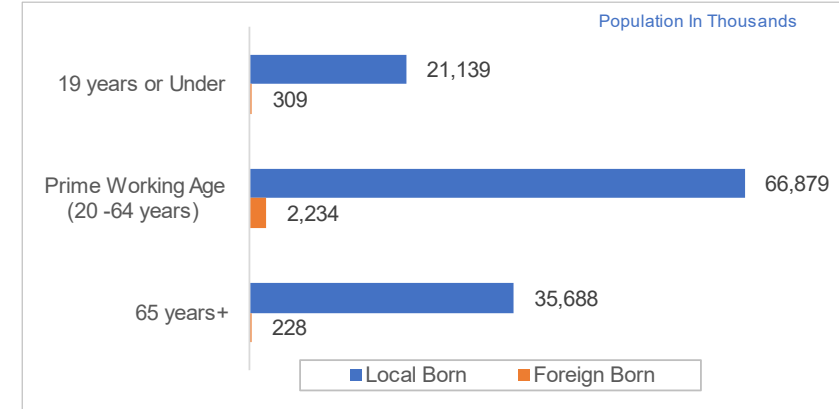


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 2.2% of the population is foreign born. Over 800K Japanese have emigrated.
- 92% of the population live in urban areas.
- In the second half of 2020, there was a net outflow of people from Tokyo.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://english.kyodonews.net/news/2021/01/053626bf3000-population-influx-into-tokyo-area-decelerates-in-pandemic-hit-2020.html>
<http://www.stat.go.jp/english/data/roudou/Ingindex.html>

Macau

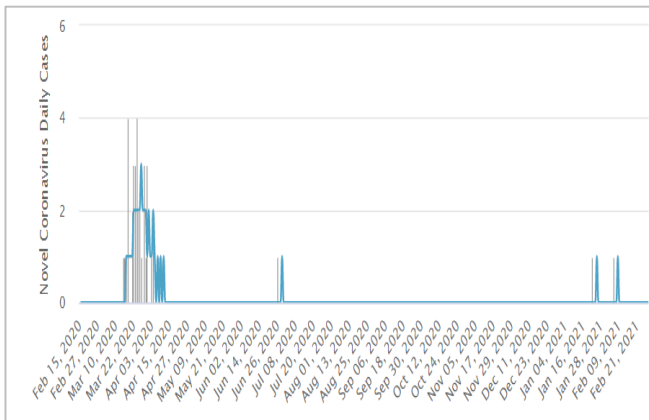
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	389
Unemployed Workers (000s)	11
Unemployment Rate	2.7%
Youth Unemployment Rate	5.6%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

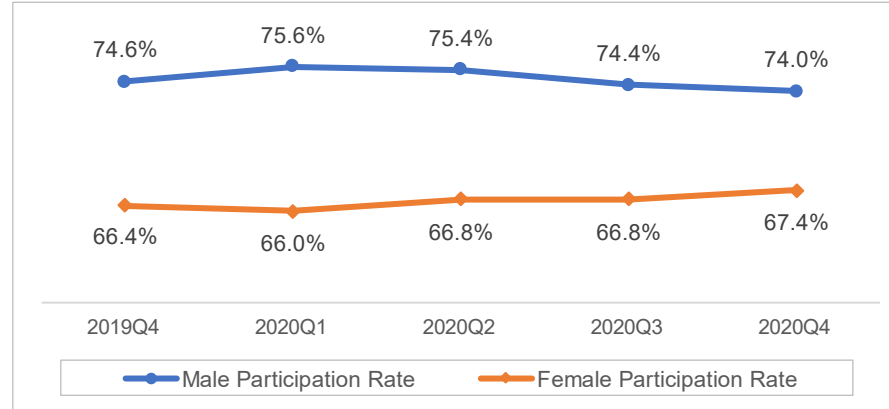


Covid-19 Restriction Update (End of February 2021)

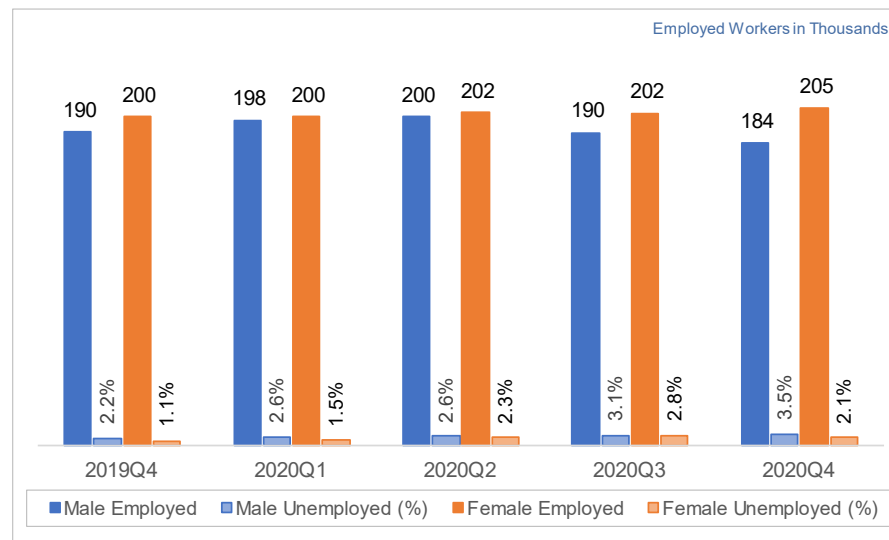
- No Covid-19 deaths have been recorded.
- Borders are closed to all with the exception of residents from China, Hong Kong and Taiwan and some exceptions. Tests and quarantine are required.
- Non-essential shops are open.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

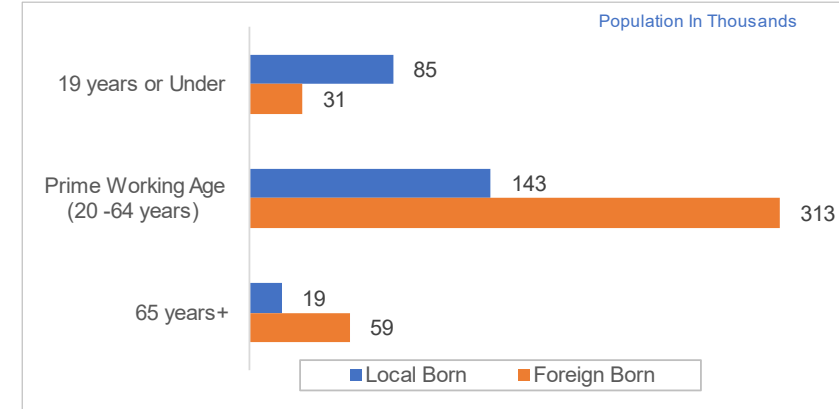


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 62.1% of the population is foreign born.
- During 2020, there was an 85% year on year decline in the number of tourists that visited Macau.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.ggrasia.com/gaming-linked-macau-crime-down-79-pct-in-2020-police/>
- <https://www.dsal.gov.mo/>

Malaysia

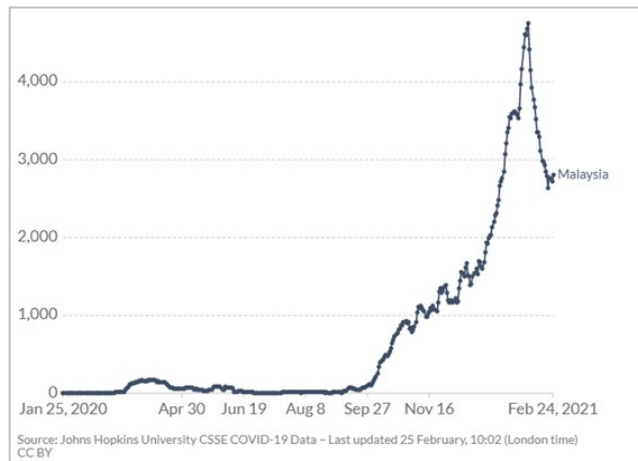
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	15,993
Unemployed Workers (000s)	768
Unemployment Rate	4.8%
Youth Unemployment Rate	12.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

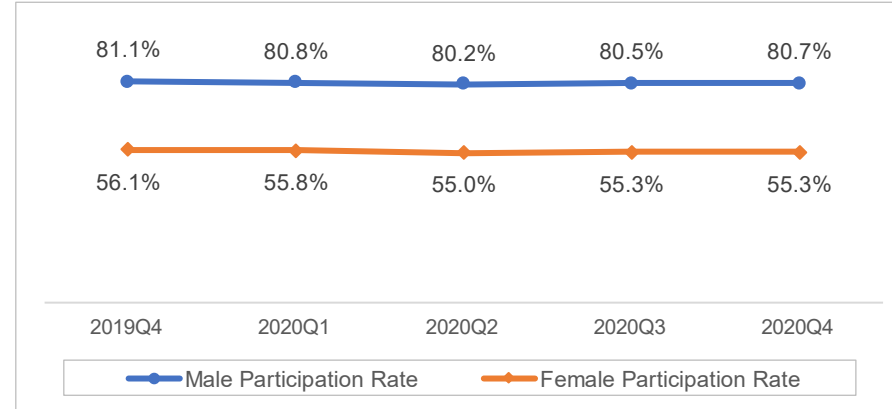


Covid-19 Restriction Update (End of February 2021)

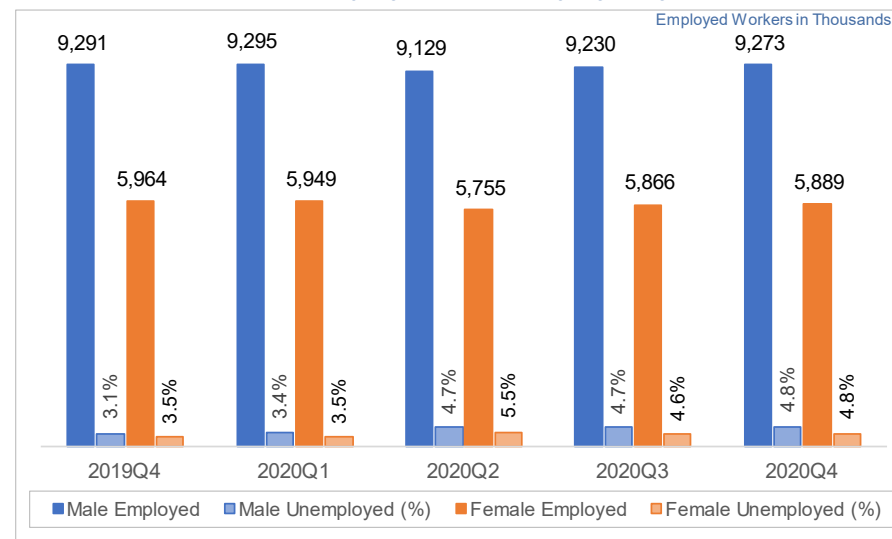
- More than 1,100 Covid-19 deaths.
- Borders are closed to all non-Malaysian residents with very few exceptions. Arrivals require a negative test and quarantine.
- Non-essential businesses in high risk areas are closed. Travel between districts is banned.
- Depending on risk area, younger students returned to school on March 1 with older students due to return in April.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

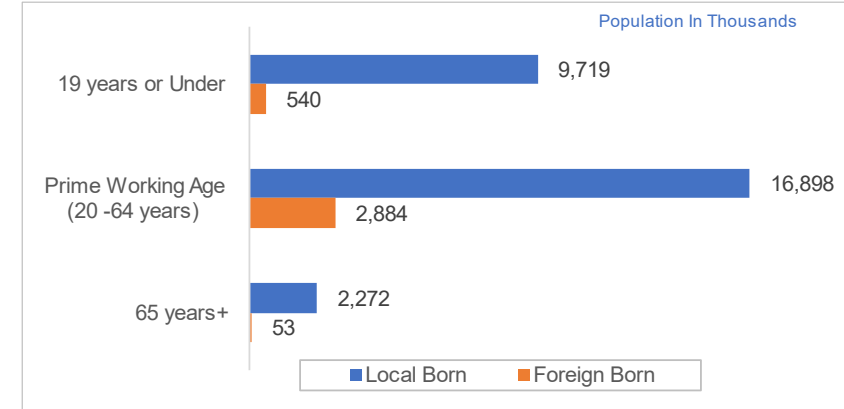


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 10.7% of the population is foreign born. 62% of migrants are male.
- 1.9 million Malaysians have emigrated.
- In response to high rates of Covid-19 infections in migrant workers, an emergency ordinance has been implemented to oblige employers to provide adequate lodgings that meet the minimum standard for worker accommodation.
- Malaysia is will offer the vaccine to all foreigners irrespective of documentation. Malaysia is also enabling non-documented migrants to work in labor intensive industries including the palm oil sector which usually hires foreign workers.
- 76% of the population live in urban areas.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://newss.statistics.gov.my/>
<https://www.reuters.com/article/us-malaysia-migrants-trfn-idUSKBN27W1KE>
<https://www.reuters.com/article/malaysia-labor-idUSL1N2K00UA>

New Zealand

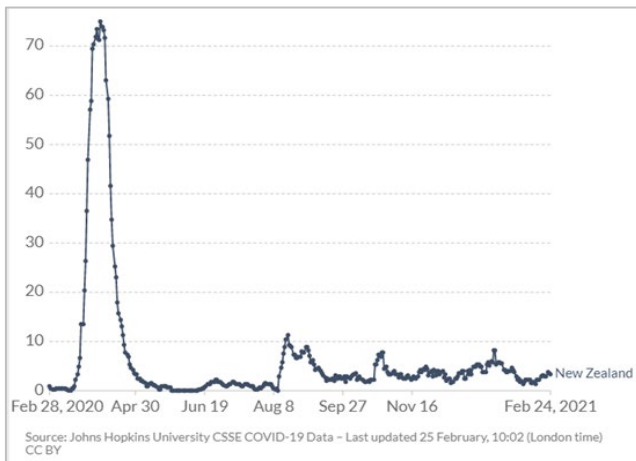
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Q4 '20	2,888
Unemployed Workers (000s)	141
Unemployment Rate	4.9%
Youth Unemployment Rate	13.7%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

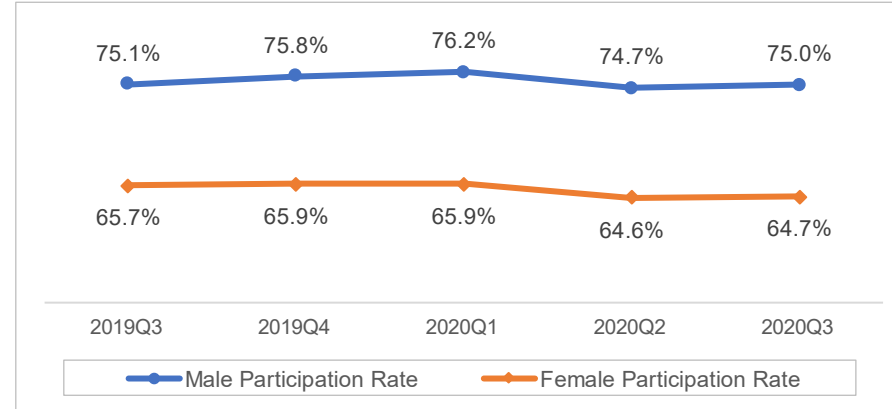


Covid-19 Restriction Update (End of February 2021)

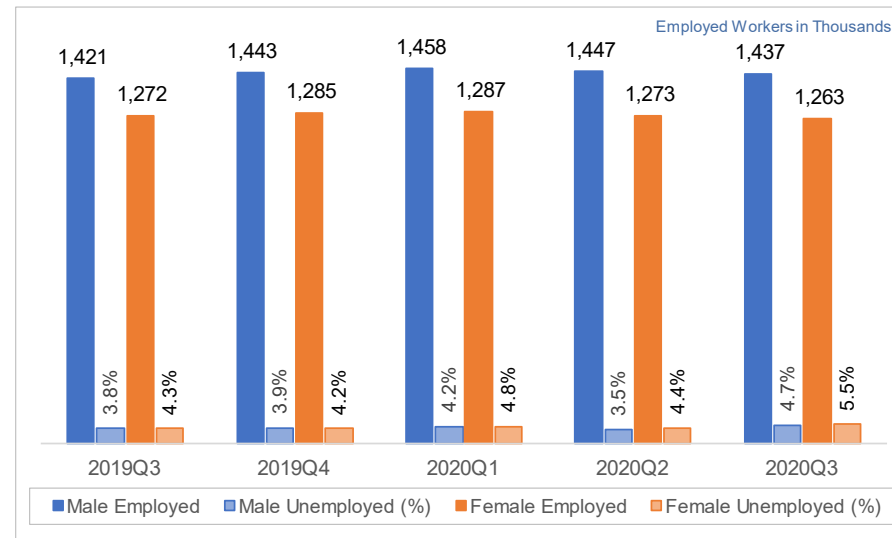
- 26 Covid-19 deaths.
- Borders are closed for non-New Zealand citizens and residents. A negative Covid-19 test and quarantine is mandatory.
- When cases are detected, strict lockdowns are implemented at a regional level including schools being closed.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

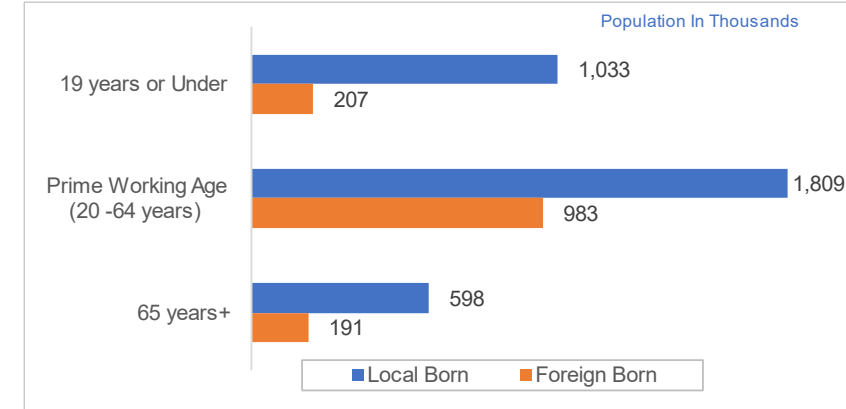


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 28.7% of the population are foreign born.
- Before the pandemic, over a million New Zealanders lived abroad. To September 2020, over 50K expats had returned – many of them highly skilled. This is driving up house prices.
- 39% of the population of Auckland is foreign born.
- 87% of the population live in urban areas.
- In 2019, the unemployment rate for foreign born workers was 1.0 percentage point lower compared with local born workers.
- New Zealand has allowed temporary foreign workers in essential roles to increase their work hours and change jobs.
- Legal migrants have been included in support measures for the Covid-19 Wage Subsidy.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.bbc.com/worklife/article/20200827-new-zealands-brain-gain-boost>
- <https://www.odi.org/migrant-key-workers-covid-19/>
- <http://infoshare.stats.govt.nz/infoshare/ViewTable.aspx?pxID=3611de51-9891-4376-840d-7a2754e11733>

Philippines

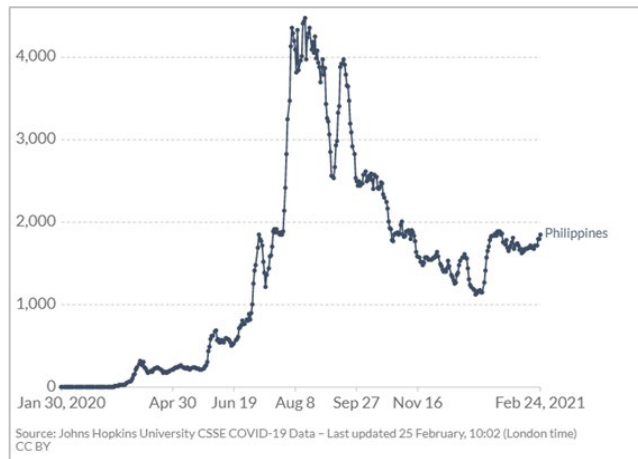
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Oct '20	43,600
Unemployed Workers (000s)	3,793
Unemployment Rate	8.7%
Youth Unemployment Rate	21.8%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

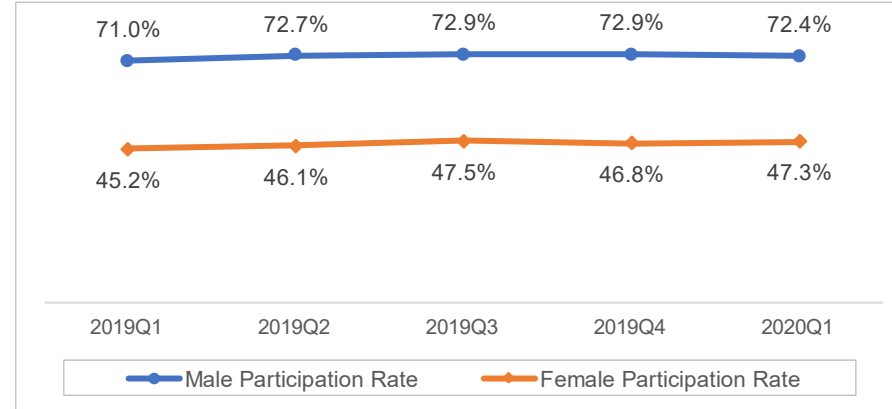


Covid-19 Restriction Update (End of February 2021)

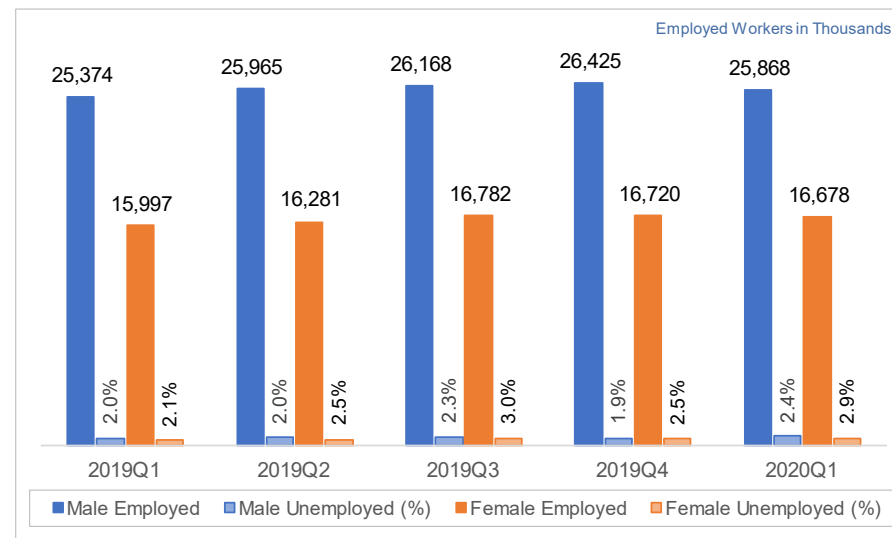
- More than 12K Covid-19 deaths.
- Borders are closed to non citizens and residents. A negative test result and quarantine is required for arrivals.
- Non-essential shops are closed in high risk areas and restrictions are in place in lower risk areas.
- Schools are closed.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

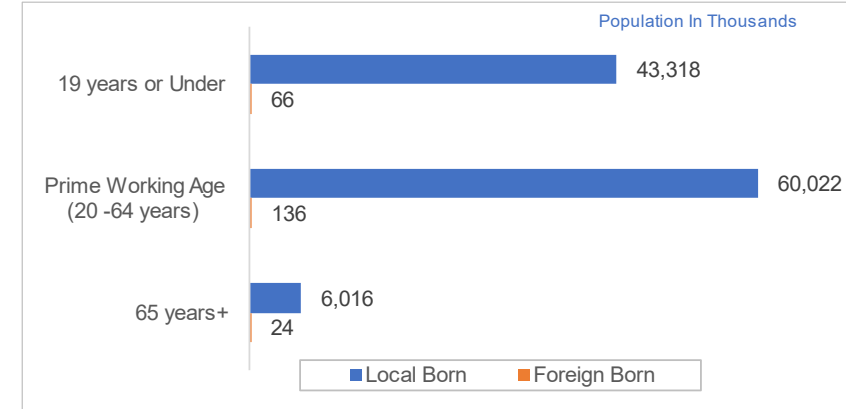


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 0.2% of the population is foreign born. Over 6 million Filipinos have emigrated.
- As at October 2020, more than 230K Overseas Filipino workers (approximately 10% of the total) had returned home. Cash remittances fell by USD 840 million between March and June 2020.
- 47% of the population live in urban areas.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://www.opendemocracy.net/en/pandemic-border/returning-heroes-filipino-migrant-workers-met-with-a-devastated-economy/>
- <https://psa.gov.ph/content/employment-situation-october-2020>

Singapore

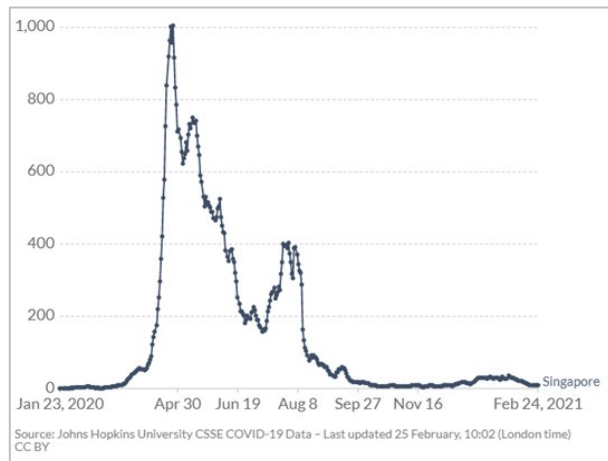
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec' 20	3,717
Unemployed Workers (000s)	119
Unemployment Rate	3.2%
Youth Unemployment Rate	11.5%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

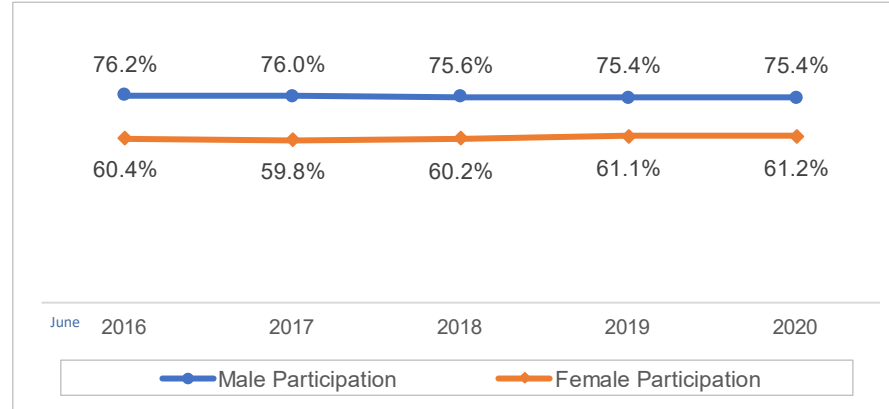


Covid-19 Restriction Update (End of February 2021)

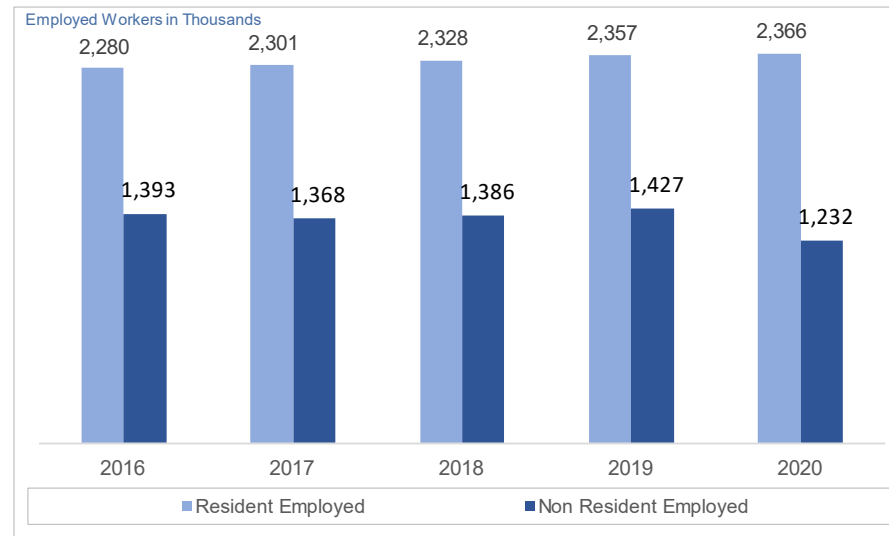
- 29 Covid-19 deaths.
- Singapore's borders are closed with a few limited exceptions in place. If travel is permitted, a negative test and quarantine is required. Arrivals from the UK and South Africa are banned.
- Non-essential shops are open with social distancing measures.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender - Resident Population

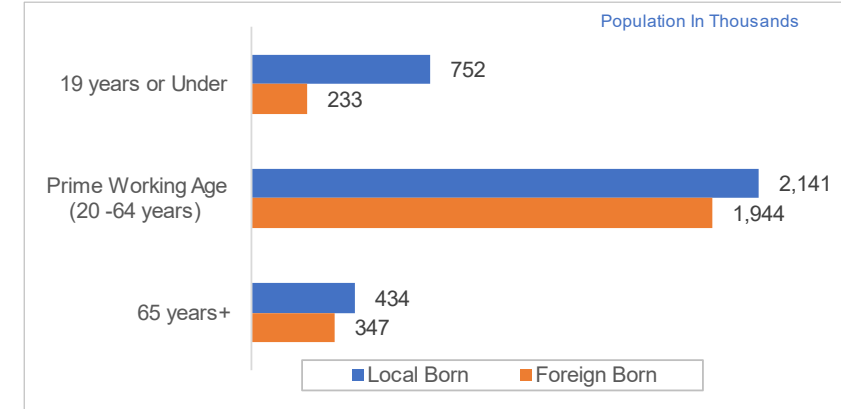


Labor Force Employed By Residence Status



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 43.1% of the population is foreign born. Almost 350K Singaporeans have emigrated.
- 90% of Covid-19 infections in the first wave in Singapore were among low-income migrant workers. Singapore has moved workers into better accommodation and will work to improve living conditions in the future. 300K laborers are mainly from Bangladesh, India and China.
- 195K non residents lost their jobs during 2020.

Key Sources:

<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.forbes.com/sites/oliverwilliams/2020/08/28/expat-broke-and-remote-why-foreign-workers-are-coming-home/?sh=4afd5a26319f>
<https://www.reuters.com/article/us-health-coronavirus-singapore-trfn/singapore-calls-for-mindset-change-as-migrant-workers-are-rehoused-idUSKBN23H1EO>
<https://stats.mom.gov.sg/>

South Korea

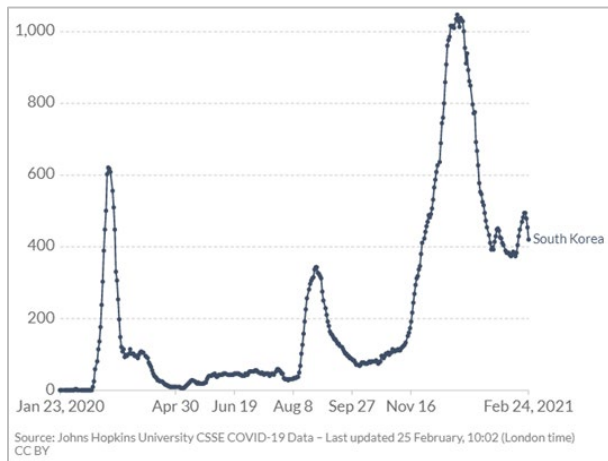
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Jan '20	27,388
Unemployed Workers (000s)	1,479
Unemployment Rate	5.4%
Youth Unemployment Rate	9.3%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

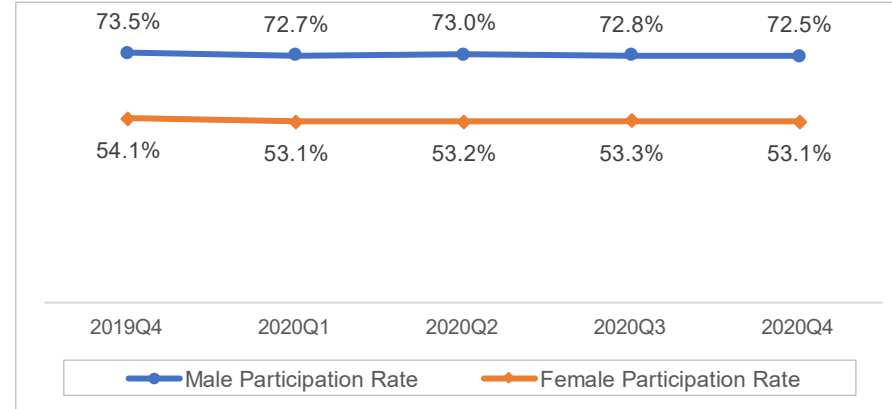


Covid-19 Restriction Update (End of February 2021)

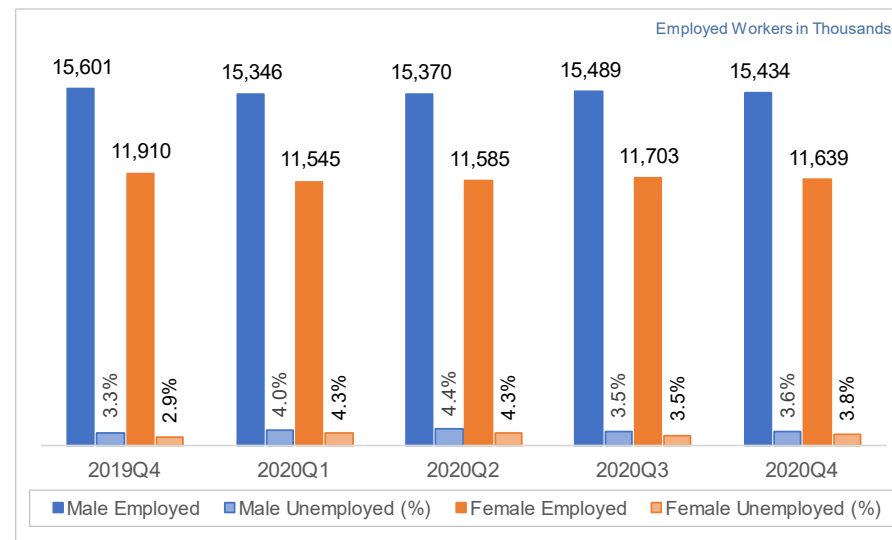
- More than 1,600 Covid-19 deaths.
- Borders are open but flights from the UK have been suspended. Mandatory testing and quarantine in place.
- Non-essential shops are open. Night time curfew in place.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

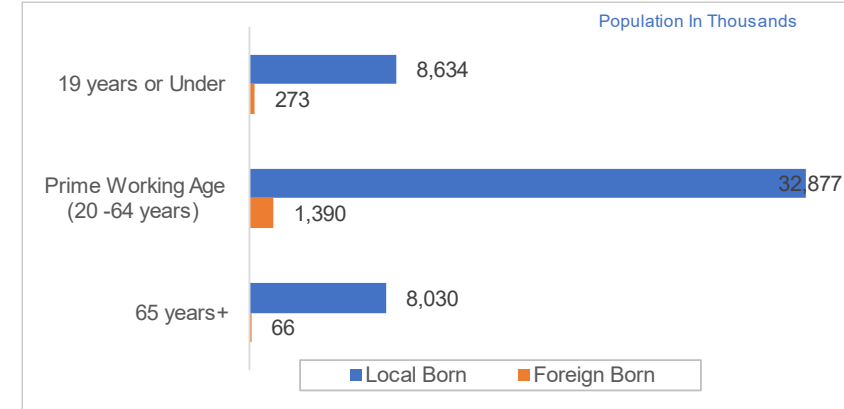


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 3.4% of the population is foreign born. 54% of the migrants are male.
- Over 2.2 million South Koreans have emigrated.
- 82% of the population live in urban areas.
- Government has suspended the requirement for medical authorities to report irregular migrants to the immigration office.
- South Korea's Ministry of the Interior and Safety reported that the population of South Korea has decreased for the first time. South Korea will need more migrant workers in the future particularly for low skilled work.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <http://www.oecd.org/coronavirus/policy-responses/managing-international-migration-under-covid-19-6e914d57/>
- <https://foreignpolicy.com/2021/01/28/south-korea-migrant-workers/>
- https://kosis.kr/statHtml/statHtml.do?orgId=101&tblId=DT_1DA7001S&conn_path=I2&language=en

Taiwan

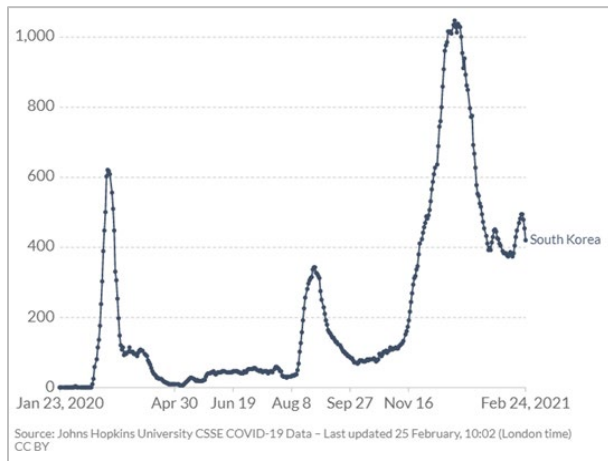
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	11,967
Unemployed Workers (000s)	450
Unemployment Rate	3.8%
Youth Unemployment Rate	12.4%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

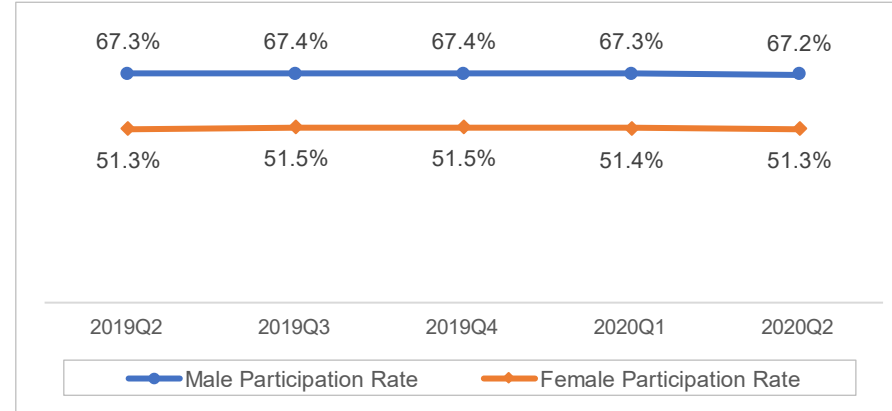


Covid-19 Restriction Update (End of February 2021)

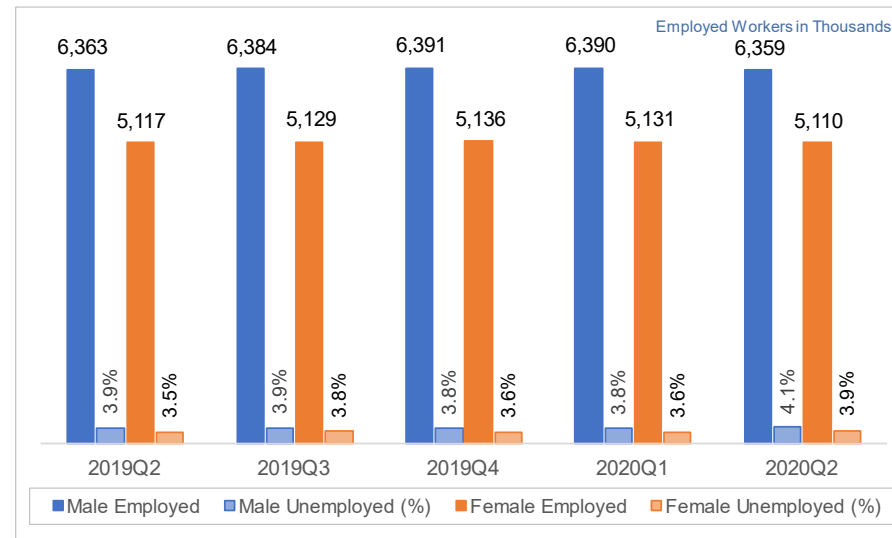
- 9 Covid-19 deaths.
- Borders are closed with some very limited exceptions. Covid-19 tests and quarantine are required for arrivals.
- Non-essential shops are open.
- Most schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender



Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)

- According to the Statistical Yearbook, Taiwan had 972,043 immigrants living in the country during 2019.

Migration

- Immigrants account for approximately 4% of the population. More than 90% of foreign born residents in Taiwan are from South East Asia (including Indonesia, Philippines and Vietnam)
- Approximately 960K Taiwanese have emigrated.
- Taiwan issued over 10,000 residence permits to people from Hong Kong during 2020 which was double the number from 2019.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://eng.stat.gov.tw/>
- <https://www.theguardian.com/world/2021/feb/25/number-of-hong-kong-residents-moving-to-taiwan-nearly-doubles-in-2020>
- <https://thediplomat.com/2019/01/how-taiwanese-think-about-immigration/#:~:text=According%20to%20the%20Ministry%20of,%2C%20Vietnam%2C%20and%20the%20Philippines.>

Thailand

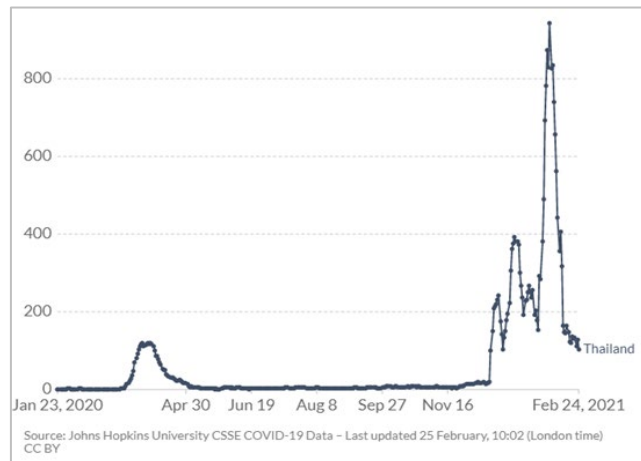
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Dec '20	39,451
Unemployed Workers (000s)	592
Unemployment Rate	1.5%
Youth Unemployment Rate	8.0%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

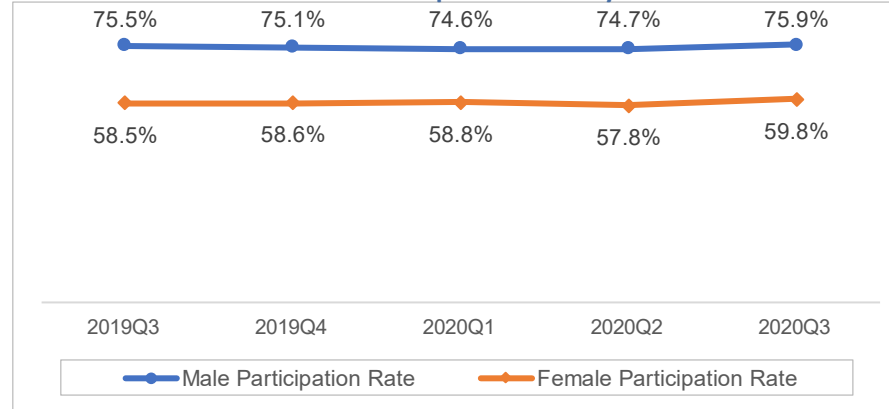


Covid-19 Restriction Update (End of February 2021)

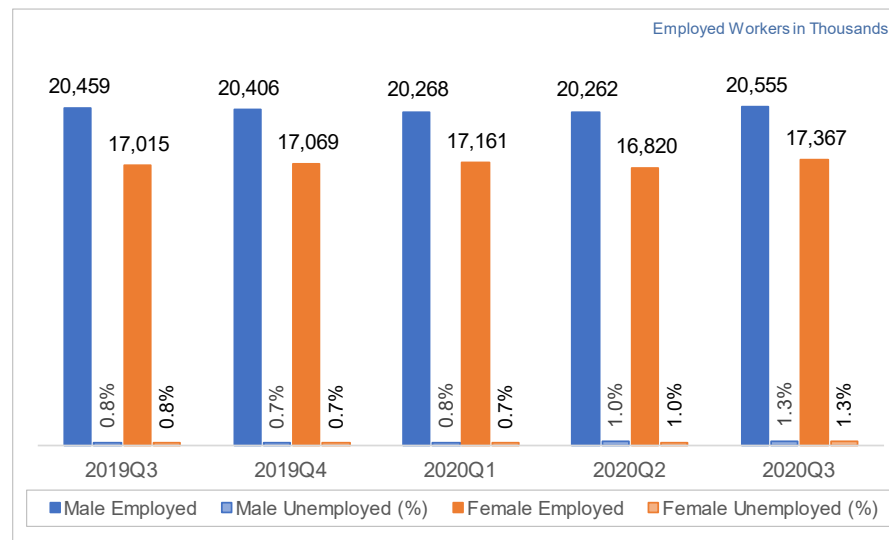
- 83 Covid-19 deaths.
- Borders are open but all arrivals must have a negative Covid-19 test and quarantine.
- Non-essential shops are open.
- Schools are open.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

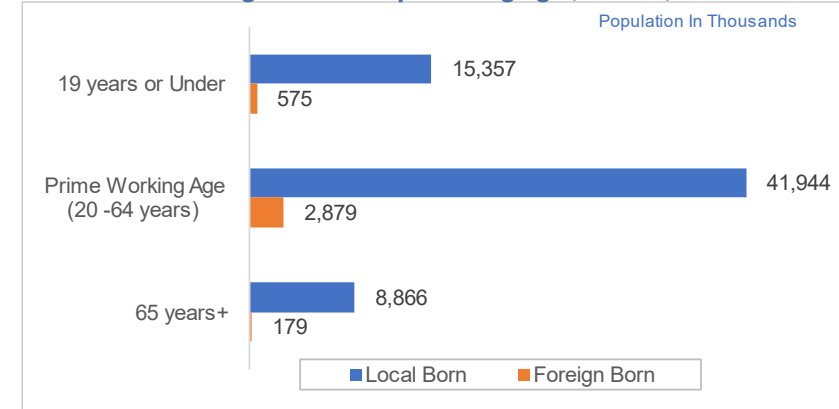


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 5.2% of the population is foreign born. 1.1 million Thais have emigrated.
- Approximately half of the population lives in urban areas.
- Thailand is considering changing its Smart Visa to enable digital nomads and remote workers.
- Samut Sakhon has an estimated 400K migrant workers (many from Myanmar) private sector companies have provided assistance by providing food and drink during lockdown.

Key Sources:

- <https://www.ilo.org/>
- <https://data.worldbank.org/>
- <https://migrationdataportal.org/>
- <https://www.un.org/development/desa/pd/>
- <https://vivoclinic.com/>
- <https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
- <https://dispatcheseurope.com/new-digital-nomad-visas-more-countries-see-restless-internationals-as-key-to-prosperity/>
- <https://news.trust.org/item/20210114090038-gbukp/>
- <http://statbbi.nso.go.th/staticreport/page/sector/en/02.aspx>

Vietnam

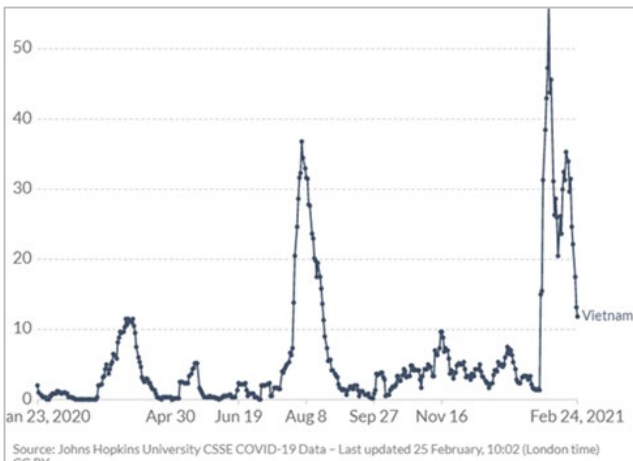
Workforce

Latest Labor Force Statistics

Total Workforce (000s) Sept '20	54,400
Unemployed Workers (000s)	1,289
Unemployment Rate	2.4%
Youth Unemployment Rate	7.8%

Covid-19 Update and Restrictions

Covid-19 – Daily Confirmed Cases (7 Day Average)

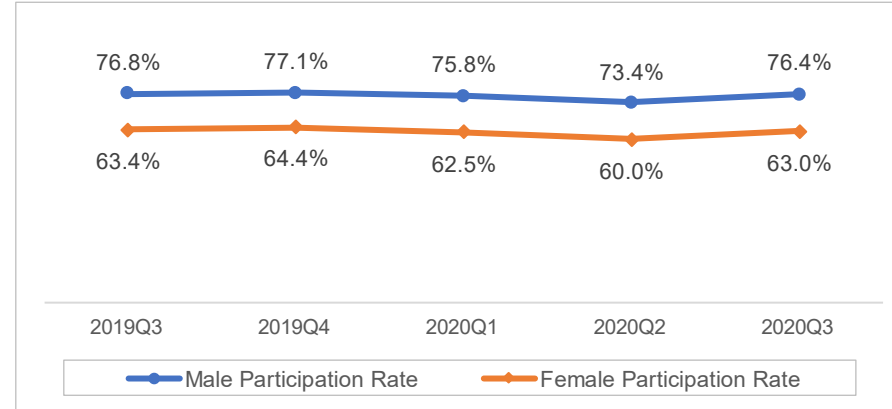


Covid-19 Restriction Update (End of February 2021)

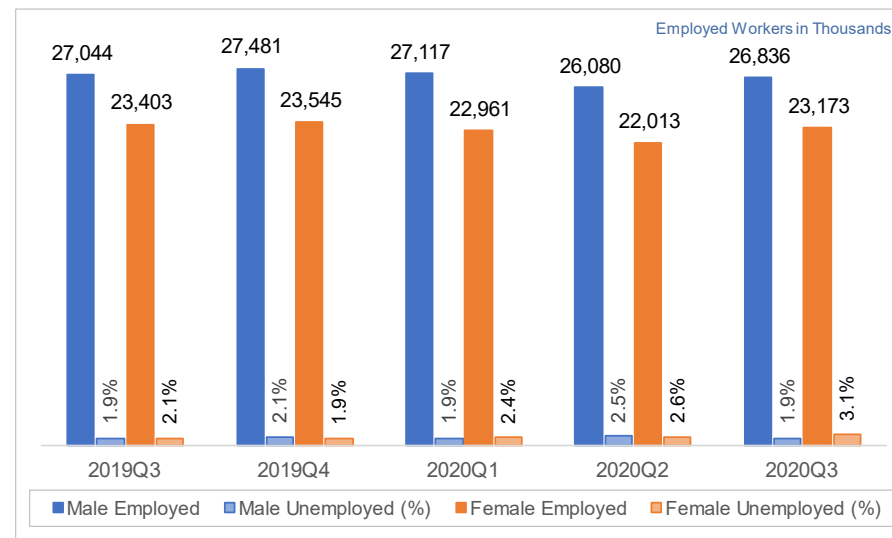
- 35 Covid-19 deaths.
- Borders are closed and any arrivals must quarantine.
- Most non-essential shops and businesses are open.
- Schools are open but may close on a regional basis to restrict infection outbreaks.

Impact of Covid-19 on Labor Force Over Time

Labor Force Participation Rates by Gender

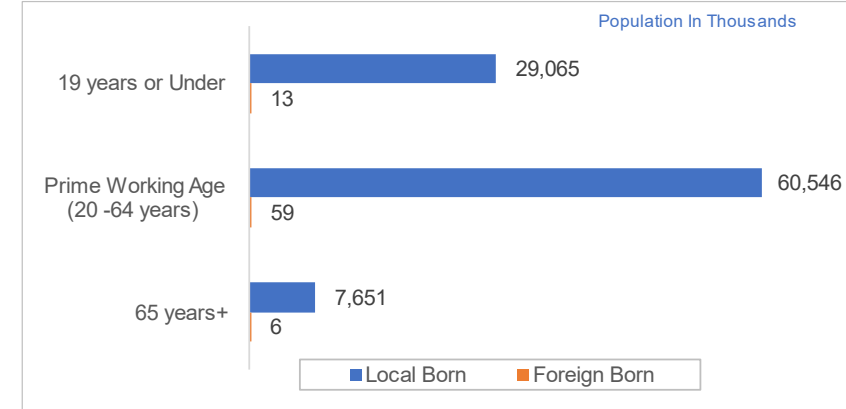


Labor Force Employed and Unemployed by Gender



Migration

Migrant Stock by Working Age (June 2020)



Migration

- 0.1% of the population is foreign born. 58% of the migrants are male.
- 3.4 million Vietnamese have emigrated.

Key Sources:
<https://www.ilo.org/>
<https://data.worldbank.org/>
<https://migrationdataportal.org/>
<https://www.un.org/development/desa/pd/>
<https://vivoclinic.com/>
<https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html>
<https://www.vietnam-briefing.com/news/vietnam-business-operations-and-the-coronavirus-updates.html/>
<https://www.gso.gov.vn/en/data-and-statistics/2020/10/infographic-labor-force-and-employment-september-and-9-months-2020/>