

# ManpowerGroup Employment Outlook Survey Poland

A ManpowerGroup Research Report

# Q4 2021



ManpowerGroup™

# Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2021 was conducted by interviewing a representative sample of 754 employers in Poland.

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

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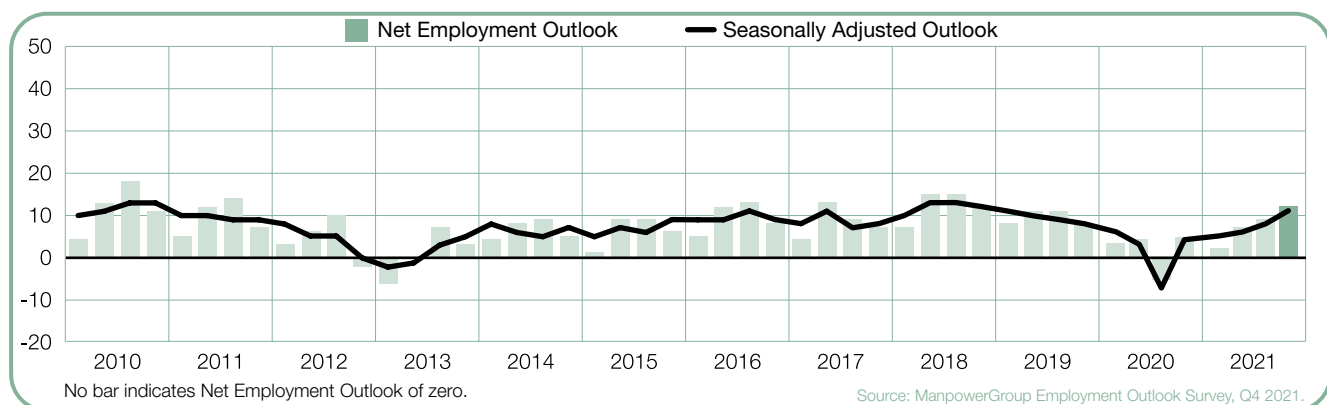
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# Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
<b>Q4 2021</b>	<b>17</b>	<b>5</b>	<b>74</b>	<b>4</b>	<b>+12</b>	<b>+11</b>
Q3 2021	11	2	84	3	+9	+8
Q2 2021	10	3	83	4	+7	+6
Q1 2021	6	4	86	4	+2	+5
Q4 2020	9	4	83	4	+5	+4

Source: ManpowerGroup Employment Outlook Survey, Q4 2021.



Source: ManpowerGroup Employment Outlook Survey, Q4 2021.

Polish employers report respectable hiring intentions for the October to December period. With 17% of employers expecting to increase payrolls, 5% forecasting a decrease and 74% anticipating no change, the resulting Net Employment Outlook is +12%.

**Once the data is adjusted to allow for seasonal variation, the Outlook stands at +11%.** Hiring prospects are the strongest reported in two years, improving by 3 percentage points when compared with the previous quarter and by 7 percentage points in comparison with the same period last year.

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

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

# Organization Size Comparisons

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

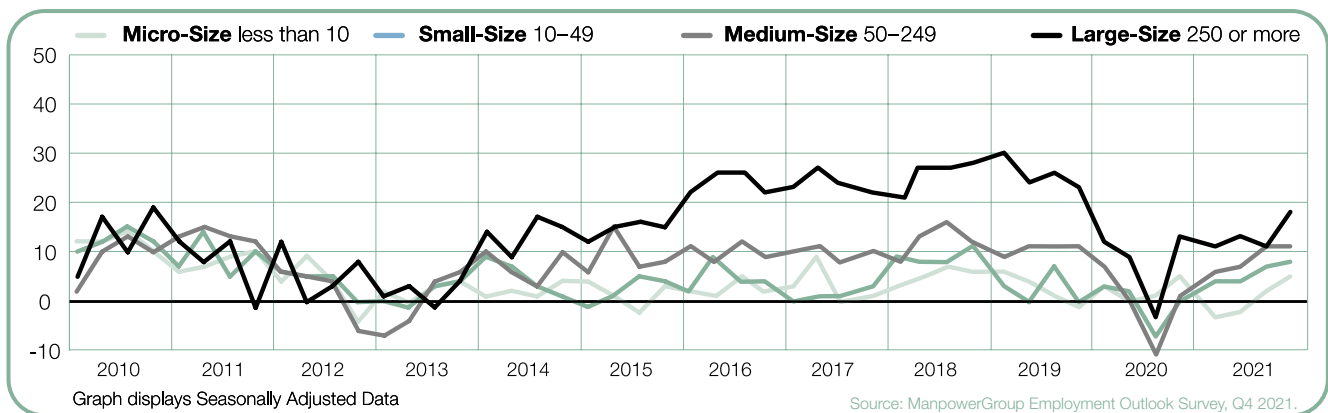
An increase in payrolls is expected for all four organization size categories during the fourth quarter of 2021. Large employers forecast the strongest hiring activity with a Net Employment Outlook of +18%. Elsewhere, Outlooks of +11% and +10% are reported by Medium- and Small-size employers, respectively, while the Outlook for Micro firms stands at +5%.

When compared with the third quarter of 2021, Large employers report an improvement of 7 percentage points, and Outlooks are 3 percentage points stronger in both the Small- and Micro-size categories. Meanwhile, Medium employers report no change.

Considerably stronger hiring prospects are reported by Small- and Medium-size employers when compared with this time one year ago, with Outlooks increasing by 10 percentage points. Large employers report an improvement of 5 percentage points, but the Outlook for Micro firms is unchanged.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	13	6	79	2	+7	+5
<b>Small-Size</b> 10–49	20	9	68	3	+11	+10
<b>Medium-Size</b> 50–249	14	2	78	6	+12	+11
<b>Large-Size</b> 250 or more	21	3	70	6	+18	+18

Source: ManpowerGroup Employment Outlook Survey, Q4 2021.

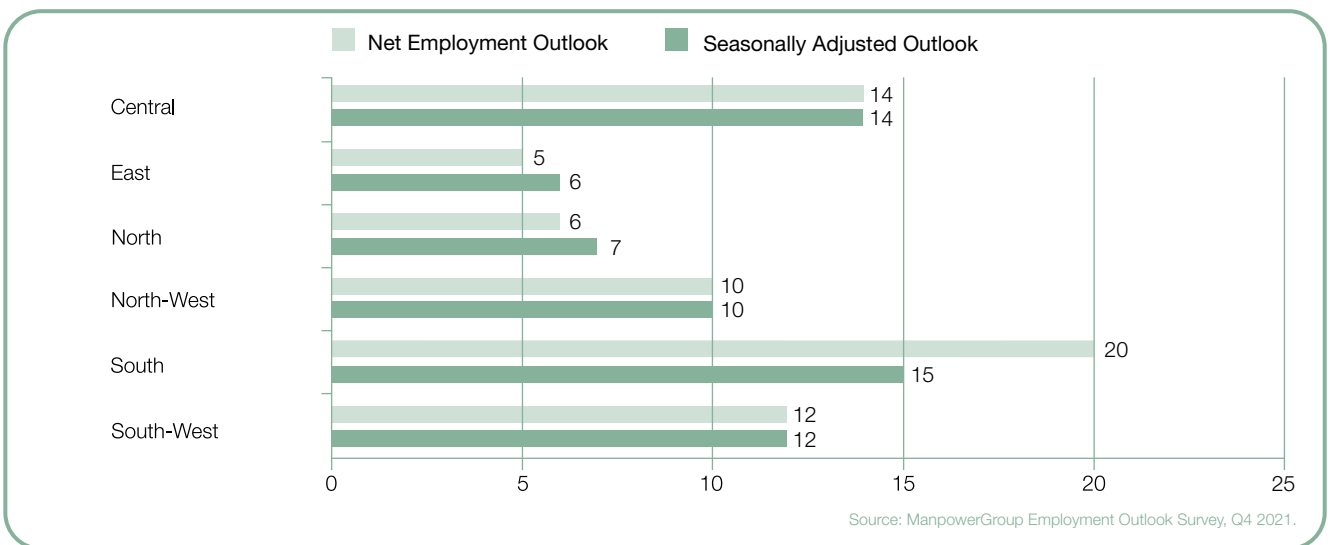


# Regional Comparisons

Workforce gains are anticipated in all six regions during the final quarter of 2021. Employers in the South expect the strongest labor market, reporting a Net Employment Outlook of +15%, while the Outlook for Central Poland stands at +14%. South-West employers forecast a steady hiring pace, reporting an Outlook of +12%, and Outlooks of +10% and +7% are reported in the North-West and the North, respectively. The weakest hiring activity is anticipated in the East, where the Outlook is +6%.

Hiring sentiment strengthens in three of the six regions when compared with the previous quarter. In the South, hiring plans improve by 11 percentage points, while increases of 9 and 3 percentage points are reported in the Central and North regions, respectively. However, the Outlook for the North-West declines by 2 percentage points.

In a comparison with the fourth quarter of 2020, hiring plans strengthen in five of the six regions, most notably by 11 percentage points in the South and by 9 percentage points in the Central region. North-West employers report an increase of 7 percentage points, and the Outlook for the South-West is 4 percentage points stronger. Meanwhile, hiring intentions are unchanged in the North.

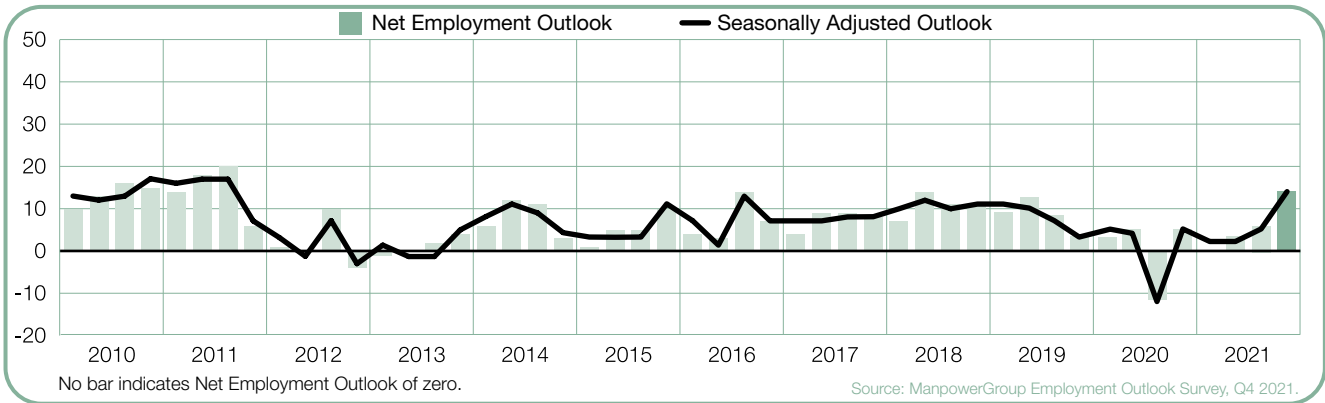


\* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie, opolskie).

+14%

## Central

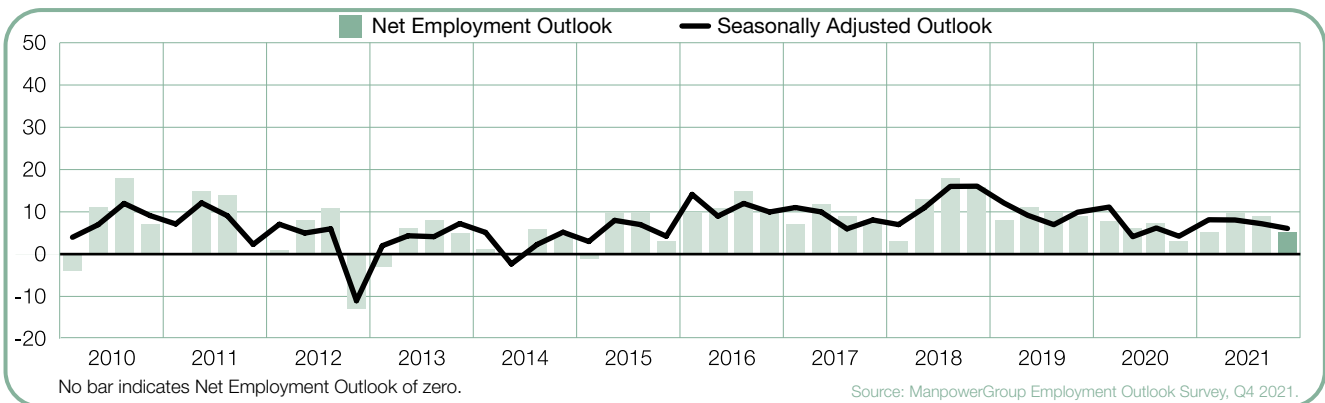
The strongest labor market in 10 years is expected during the fourth quarter of 2021. Employers report a Net Employment Outlook of +14%, improving by 9 percentage points in comparison with both the prior quarter and last year at this time.



+6%

## East

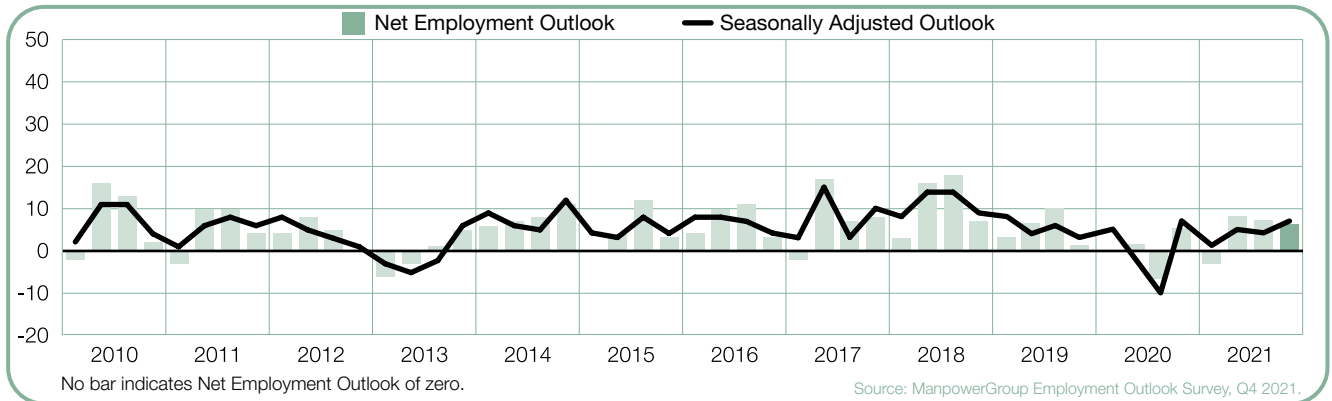
Job seekers can expect modest hiring opportunities in the upcoming quarter, according to employers who report a Net Employment Outlook of +6%. Hiring plans remain relatively stable when compared with the previous quarter and improve by 2 percentage points year-over-year.



+7%

## North

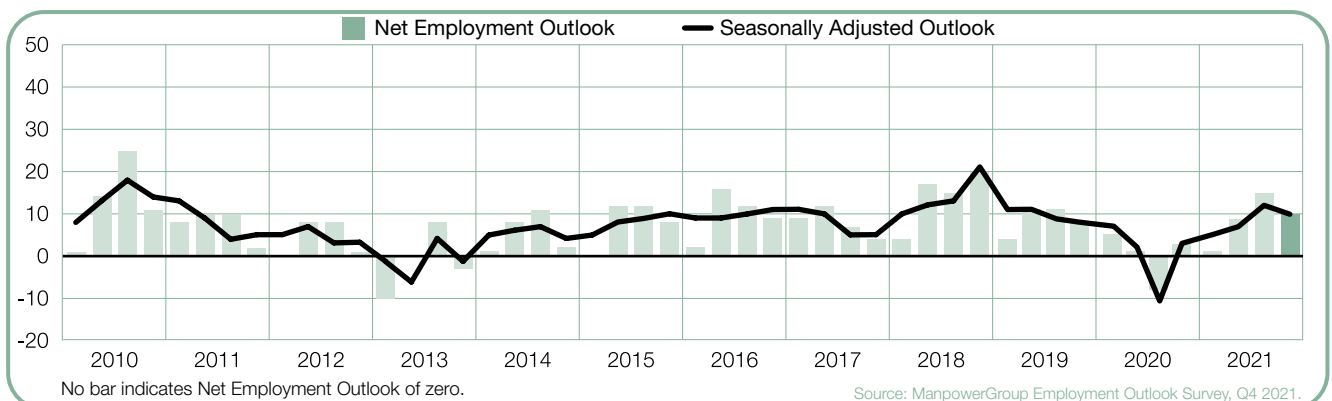
With a Net Employment Outlook of +7%, employers forecast some payroll gains during the next three months. The Outlook improves by 3 percentage points quarter-over-quarter, while remaining unchanged in comparison with 4Q 2020.



+10%

## North-West

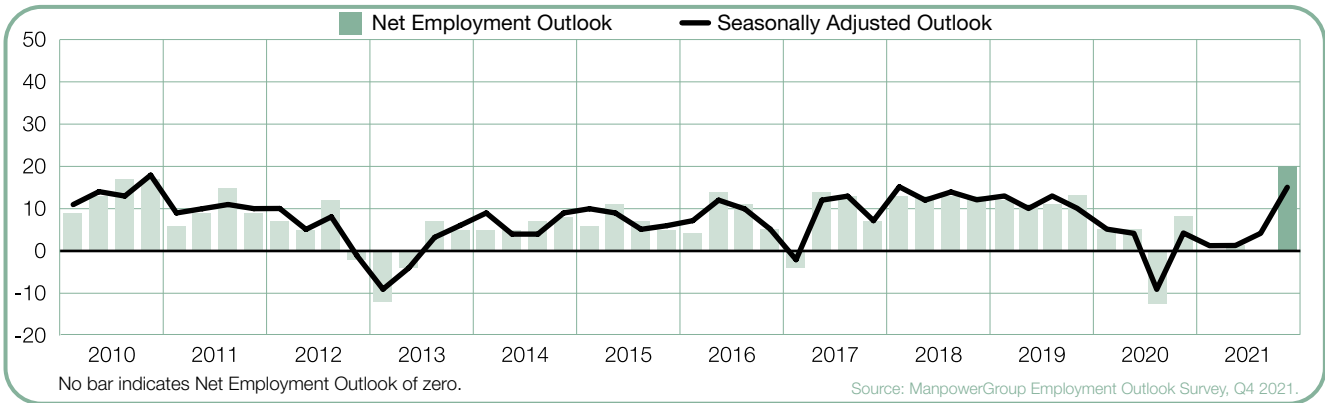
A fair hiring climate is anticipated for the October to December period, with employers reporting a Net Employment Outlook of +10%. While hiring prospects are 2 percentage points weaker in comparison with 3Q 2021, employers report an improvement of 7 percentage points when compared with this time one year ago.



+15%

## South

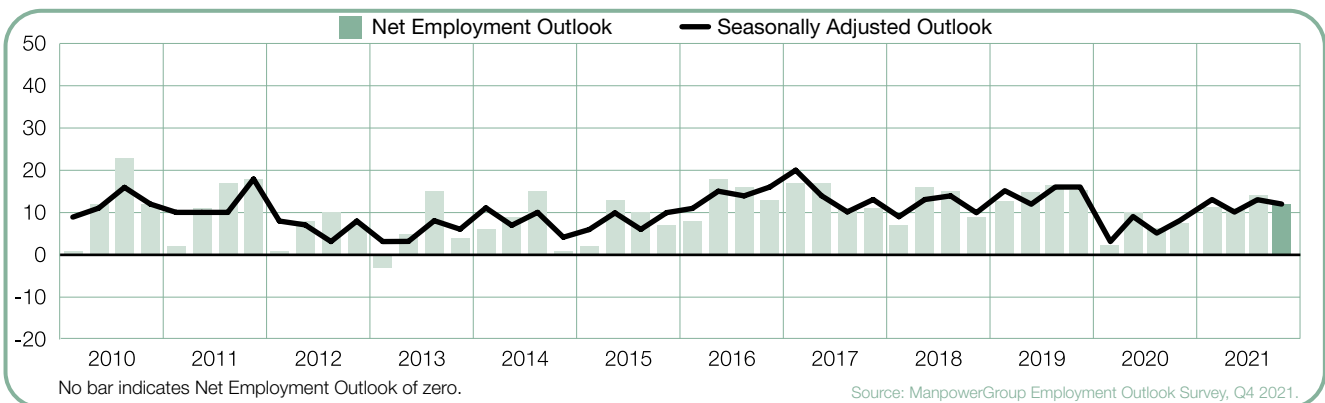
Employers expect the strongest hiring pace in more than three years during the forthcoming quarter with a Net Employment Outlook standing at +15%. Hiring prospects improve by 11 percentage points both quarter-over-quarter and year-over-year.



+12%

## South-West

Reporting a Net Employment Outlook of +12%, employers anticipate respectable job gains in the final quarter of 2021. Hiring sentiment remains relatively stable when compared with the previous quarter and is 4 percentage points stronger in comparison with the same period last year.





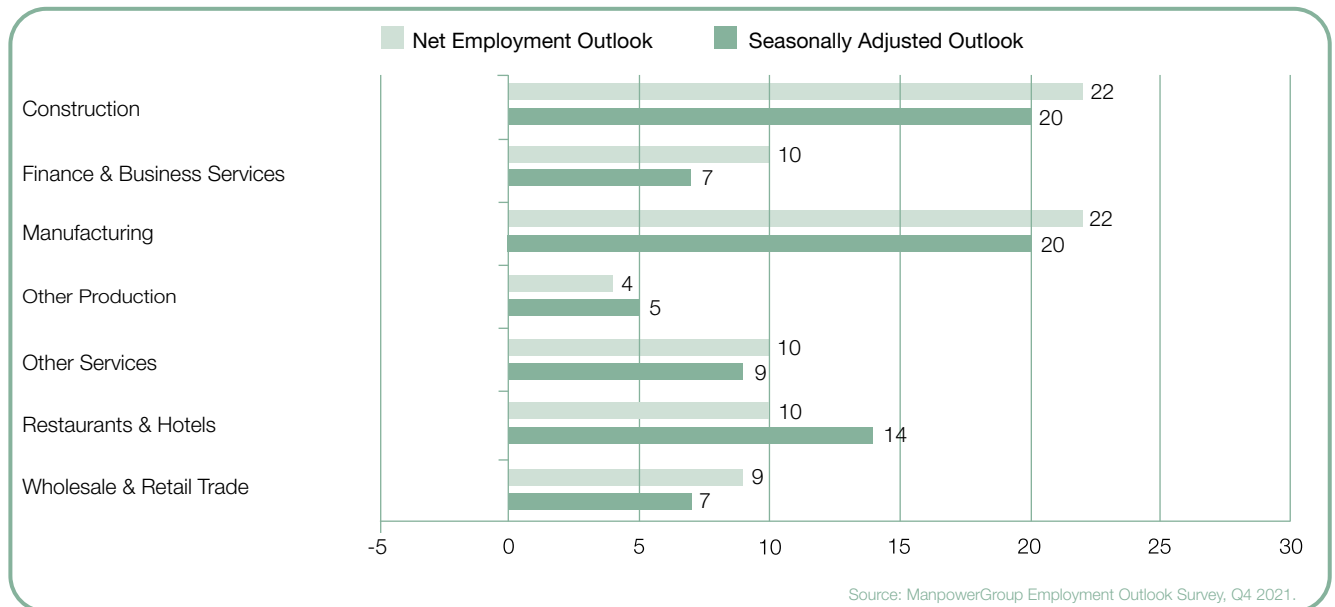
# Sector Comparisons

Employers in all seven industry sectors expect to add to payrolls during the coming quarter, most notably in two sectors with upbeat Net Employment Outlooks of +20% – the Construction sector and the Manufacturing sector. Elsewhere, a steady hiring pace is forecast for the Restaurants & Hotels sector with an Outlook of +14%, while the Other Services sector Outlook stands at +9%. Conservative hiring plans are reflected in Outlooks of +7% for the Finance & Business Services sector and the Wholesale & Retail Trade sector, while the Other Production sector Outlook is +5%.

Hiring prospects strengthen in six of the seven industry sectors when compared with the third quarter of 2021. The most noteworthy increase of 7 percentage points is reported in the Finance & Business Services sector, while Manufacturing sector employers report an improvement of 6 percentage points. Outlooks are 3 percentage points stronger in two sectors – the Construction

sector and the Restaurants & Hotels sector, and the Other Services sector Outlook improves by 2 percentage points. Meanwhile, Wholesale & Retail Trade sector employers report no change.

In a comparison with the same period last year, Outlooks also strengthen in six of the seven industry sectors, most notably by 15 and 14 percentage points in the Manufacturing sector and the Restaurants & Hotels sector, respectively. Other Services sector employers report an improvement of 8 percentage points, while an increase of 4 percentage points is reported for the Other Production sector. However, a decline of 7 percentage points is reported in the Wholesale & Retail Trade sector.



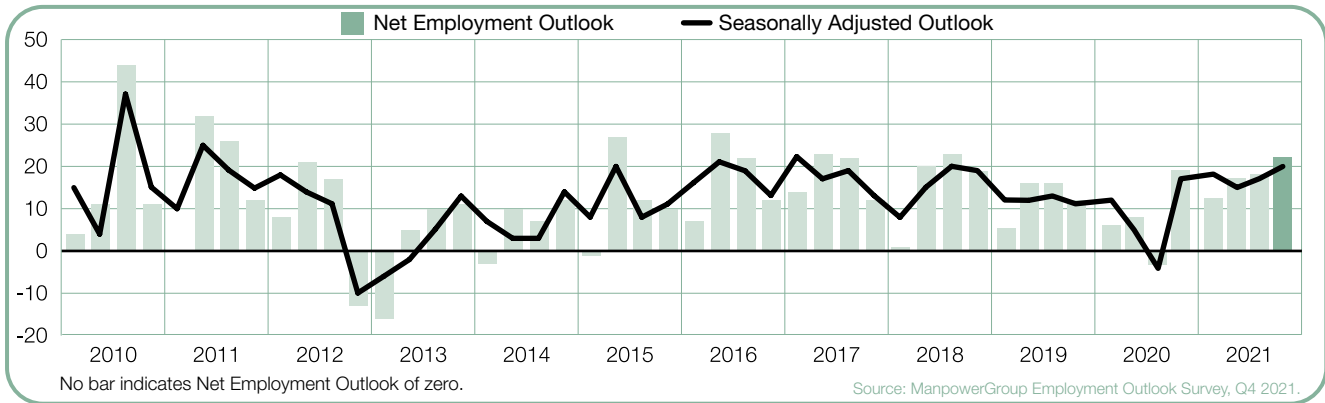
<sup>1</sup> Other Services – from the second quarter of 2020 in the report the name will present cumulative data on sectors: Social & Public and Transport, Storage & Communications. Data on these sectors have also been aggregated for archival data.

<sup>2</sup> Other Production – from the second quarter of 2020 in the report the name will present cumulative data on sectors: Mining & Quarrying, Electricity, Gas & Water Supply and Agriculture, Hunting, Forestry & Fishing. Data on these sectors have also been aggregated for archival data.

+20%

## Construction

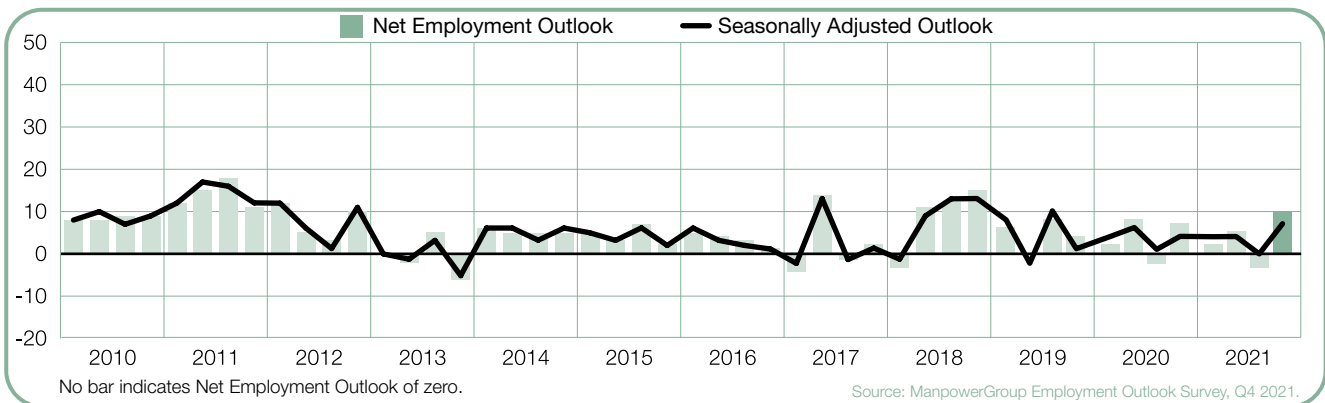
The strongest labor market in three years is anticipated during the next three months. Employers report a Net Employment Outlook of +20%, improving by 3 percentage points when compared with both the prior quarter and last year at this time.



+7%

## Finance & Business Services

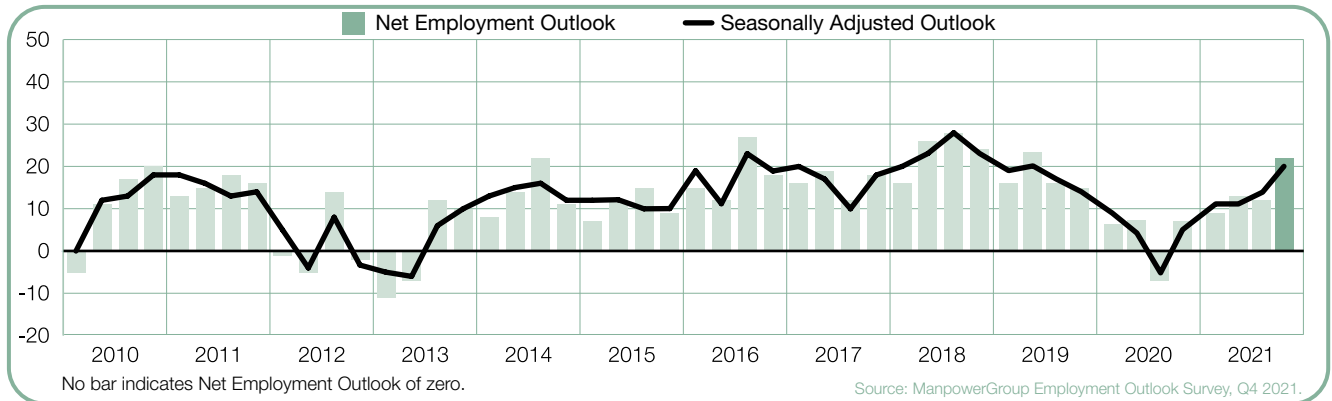
Employers anticipate the strongest hiring activity in two years during the upcoming quarter. The Net Employment Outlook stands at +7%, improving by 7 percentage points when compared with the previous quarter and by 3 percentage points in comparison with last year at this time.



+20%

## Manufacturing

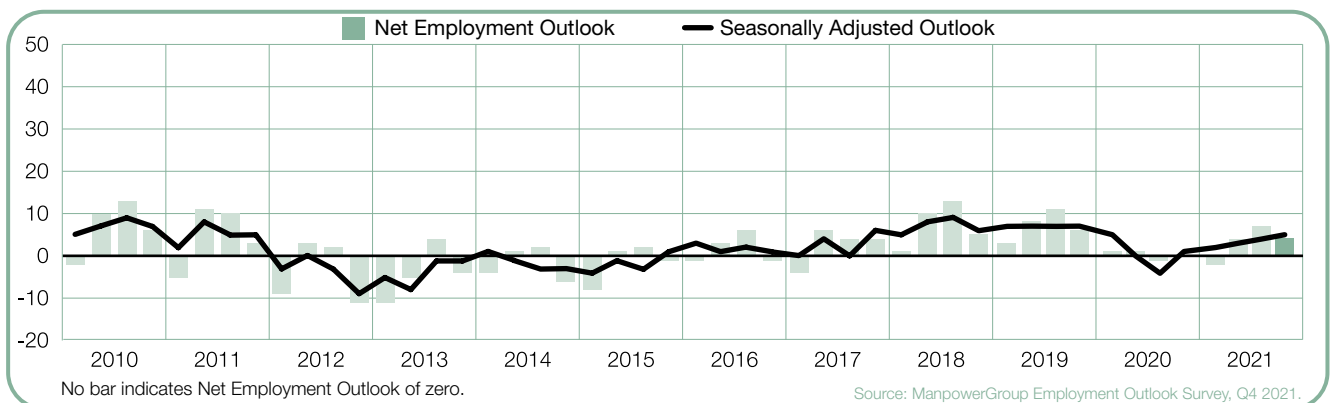
Job seekers can expect an upbeat hiring pace in the October to December period, according to employers who report a Net Employment Outlook of +20%. The Outlook is the strongest reported in two years, strengthening by 6 percentage points quarter-over-quarter and by 15 percentage points when compared with this time one year ago.



+5%

## Other Production

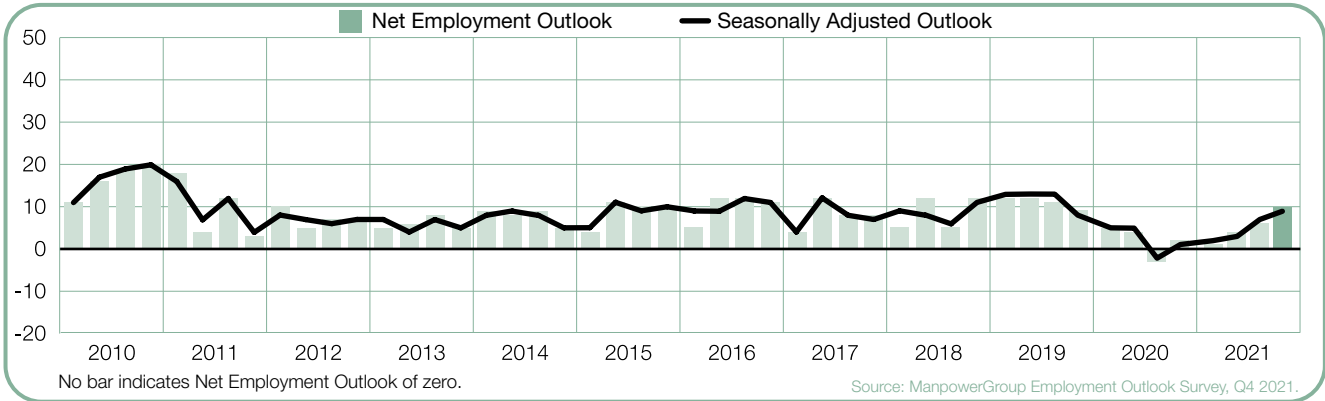
A modest increase in payrolls is forecast for the final quarter of 2021, with employers reporting a Net Employment Outlook of +5%. Hiring intentions remain relatively stable when compared with the previous quarter and are 4 percentage points stronger in comparison with the fourth quarter of 2020.



+9%

## Other Services

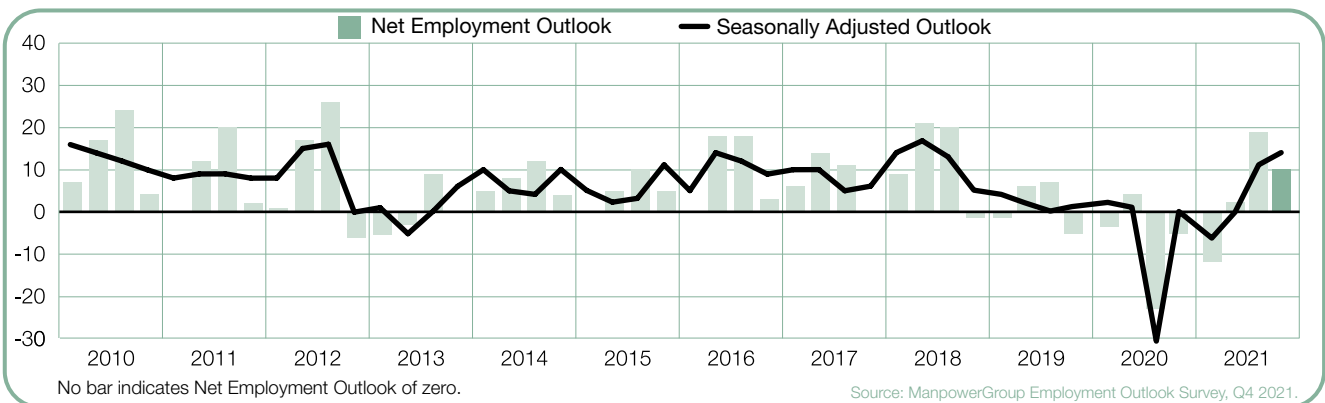
With a Net Employment Outlook of +9%, employers report encouraging signs for job seekers in the coming quarter. Hiring intentions are the strongest reported in two years, improving by 2 percentage points quarter-over-quarter and by 8 percentage points when compared with this time one year ago.



+14%

## Restaurants & Hotels

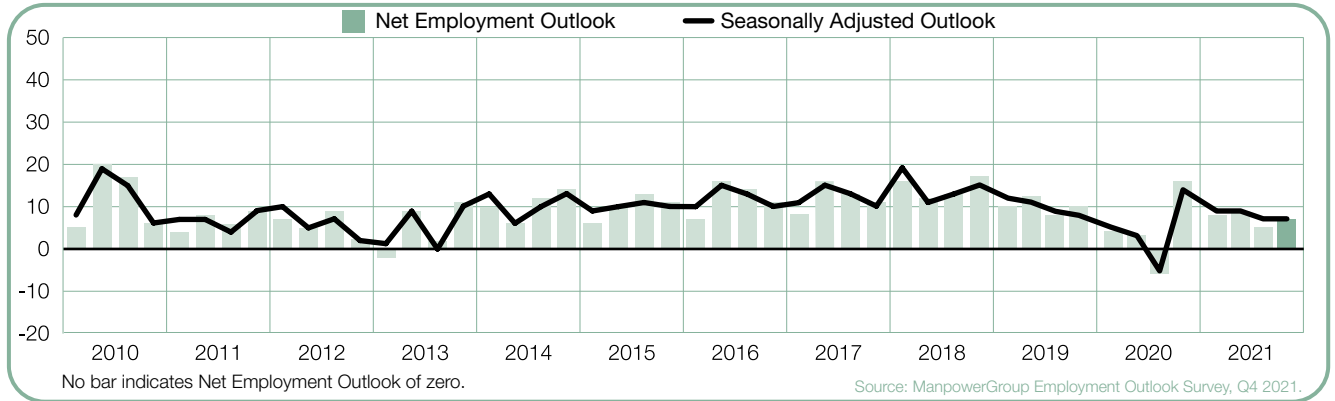
The strongest labor market in three years is forecast for the fourth quarter of 2021, with employers reporting a Net Employment Outlook of +14%. Hiring prospects are 3 percentage points stronger in comparison with the prior quarter and improve by 14 percentage points year-over-year.



+7%

## Wholesale & Retail Trade

The mild hiring climate is forecast to continue in the next three months, with employers reporting a Net Employment Outlook of +7% for the second consecutive quarter. However, hiring plans weaken by 7 percentage points in a comparison with the same period last year.

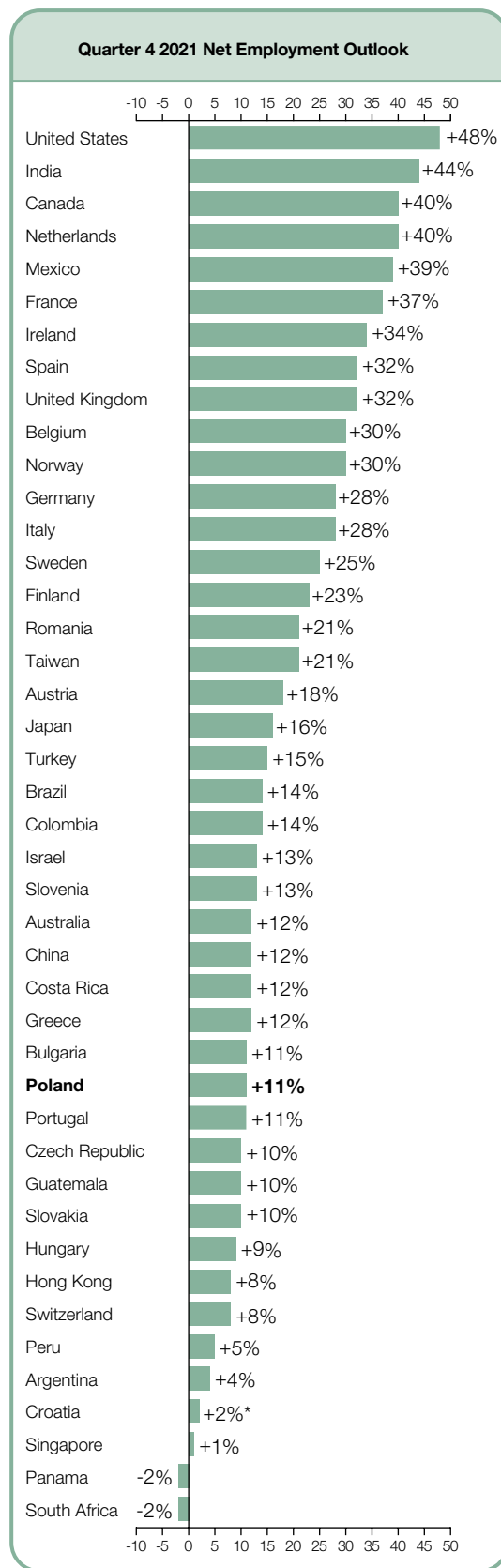


# Global Employment Outlook

	Quarter 4 2021	Qtr on Qtr Change Q3 2021 to Q4 2021	Yr on Yr Change Q4 2020 to Q4 2021
	%		
<b>Americas</b>			
Argentina	4 (4) <sup>1</sup>	5 (3) <sup>1</sup>	7 (7) <sup>1</sup>
Brazil	12 (14) <sup>1</sup>	5 (6) <sup>1</sup>	18 (18) <sup>1</sup>
Canada	39 (40) <sup>1</sup>	26 (31) <sup>1</sup>	36 (35) <sup>1</sup>
Colombia	15 (14) <sup>1</sup>	9 (8) <sup>1</sup>	25 (25) <sup>1</sup>
Costa Rica	10 (12) <sup>1</sup>	2 (3) <sup>1</sup>	26 (26) <sup>1</sup>
Guatemala	11 (10) <sup>1</sup>	2 (0) <sup>1</sup>	16 (16) <sup>1</sup>
Mexico	38 (39) <sup>1</sup>	28 (30) <sup>1</sup>	38 (38) <sup>1</sup>
Panama	1 (-2) <sup>1</sup>	1 (-2) <sup>1</sup>	19 (19) <sup>1</sup>
Peru	4 (5) <sup>1</sup>	2 (2) <sup>1</sup>	5 (5) <sup>1</sup>
United States	46 (48) <sup>1</sup>	17 (23) <sup>1</sup>	34 (34) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	12 (12) <sup>1</sup>	-4 (-4) <sup>1</sup>	10 (10) <sup>1</sup>
China	10 (12) <sup>1</sup>	-6 (-2) <sup>1</sup>	6 (7) <sup>1</sup>
Hong Kong	8 (8) <sup>1</sup>	7 (7) <sup>1</sup>	10 (10) <sup>1</sup>
India	44 (44) <sup>1</sup>	39 (37) <sup>1</sup>	40 (40) <sup>1</sup>
Japan	16 (16) <sup>1</sup>	5 (5) <sup>1</sup>	11 (10) <sup>1</sup>
Singapore	-2 (1) <sup>1</sup>	-18 (-13) <sup>1</sup>	1 (1) <sup>1</sup>
Taiwan	20 (21) <sup>1</sup>	-7 (-2) <sup>1</sup>	2 (2) <sup>1</sup>

<b>EMEA**</b>			
Austria	18 (18) <sup>1</sup>	4 (7) <sup>1</sup>	21 (21) <sup>1</sup>
Belgium	30 (30) <sup>1</sup>	16 (16) <sup>1</sup>	30 (29) <sup>1</sup>
Bulgaria	9 (11) <sup>1</sup>	-9 (-1) <sup>1</sup>	11 (11) <sup>1</sup>
Croatia	2	-12	8
Czech Republic	10 (10) <sup>1</sup>	3 (5) <sup>1</sup>	9 (9) <sup>1</sup>
Finland	21 (23) <sup>1</sup>	8 (11) <sup>1</sup>	28 (26) <sup>1</sup>
France	35 (37) <sup>1</sup>	23 (28) <sup>1</sup>	33 (33) <sup>1</sup>
Germany	29 (28) <sup>1</sup>	17 (18) <sup>1</sup>	26 (26) <sup>1</sup>
Greece	5 (12) <sup>1</sup>	-17 (-2) <sup>1</sup>	5 (5) <sup>1</sup>
Hungary	10 (9) <sup>1</sup>	2 (1) <sup>1</sup>	8 (7) <sup>1</sup>
Ireland	32 (34) <sup>1</sup>	14 (19) <sup>1</sup>	36 (36) <sup>1</sup>
Israel	11 (13) <sup>1</sup>	-4 (1) <sup>1</sup>	13 (13) <sup>1</sup>
Italy	25 (28) <sup>1</sup>	16 (21) <sup>1</sup>	29 (29) <sup>1</sup>
Netherlands	39 (40) <sup>1</sup>	29 (31) <sup>1</sup>	41 (41) <sup>1</sup>
Norway	29 (30) <sup>1</sup>	14 (18) <sup>1</sup>	31 (30) <sup>1</sup>
<b>Poland</b>	<b>12 (11)<sup>1</sup></b>	<b>3 (3)<sup>1</sup></b>	<b>7 (7)<sup>1</sup></b>
Portugal	8 (11) <sup>1</sup>	0 (5) <sup>1</sup>	6 (6) <sup>1</sup>
Romania	17 (21) <sup>1</sup>	-2 (7) <sup>1</sup>	22 (21) <sup>1</sup>
Slovakia	9 (10) <sup>1</sup>	-2 (2) <sup>1</sup>	10 (10) <sup>1</sup>
Slovenia	14 (13) <sup>1</sup>	1 (-2) <sup>1</sup>	14 (14) <sup>1</sup>
South Africa	-3 (-2) <sup>1</sup>	-3 (-3) <sup>1</sup>	9 (10) <sup>1</sup>
Spain	31 (32) <sup>1</sup>	24 (28) <sup>1</sup>	36 (36) <sup>1</sup>
Sweden	21 (25) <sup>1</sup>	4 (13) <sup>1</sup>	25 (25) <sup>1</sup>
Switzerland	6 (8) <sup>1</sup>	-4 (0) <sup>1</sup>	6 (6) <sup>1</sup>
Turkey	15 (15) <sup>1</sup>	4 (4) <sup>1</sup>	8 (8) <sup>1</sup>
UK	32 (32) <sup>1</sup>	20 (20) <sup>1</sup>	39 (39) <sup>1</sup>



1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

\* Indicates unadjusted data.

\*\*EMEA – Europe, Middle East and Africa.

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ManpowerGroup interviewed almost 45,000 employers in 43 countries and territories on hiring intentions\* for the fourth quarter of 2021. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2021 as compared to the current quarter?”.

An increase in payrolls is expected by employers in 41 of the 43 countries and territories surveyed by ManpowerGroup for the coming quarter, while employers in two anticipate a reduction in staffing levels.

When compared with the previous quarter, employers report stronger hiring prospects in 31 of the 43 countries and territories, while hiring sentiment weakens in 10 countries and territories and is unchanged in two. In a comparison with the fourth quarter of 2020 – when the COVID-19 pandemic was in full swing across much of the globe – employers in all 43 countries and territories anticipate stronger labor markets. The strongest hiring intentions for the October to December time frame are reported in the United States, India, Canada, the Netherlands, Mexico and France. Meanwhile, employers in Panama, South Africa, Singapore, Croatia and Argentina anticipate the weakest hiring activity in the coming quarter.

Workforce gains are expected in 25 of the 26 Europe, Middle East & Africa (EMEA) region countries during the next three months. The exception is South Africa, where employers forecast a subdued labor market. In a comparison with the prior quarter, hiring sentiment strengthens in 20 EMEA countries, while weakening in five, and hiring prospects improve in all 26 of the region’s countries when compared with this time one year ago. Hiring activity is expected to be strongest in the Netherlands, France, Ireland, Spain and the UK, while EMEA’s weakest labor markets are forecast in South Africa, Croatia, Switzerland and Hungary.

Payrolls are expected to grow in all seven Asia Pacific countries and territories during the upcoming quarter. Employers in the region report mixed signals in comparison with the previous quarter, with Outlooks strengthening in three countries and territories but declining in four. However, hiring prospects strengthen in all seven countries and territories when compared with the corresponding period in 2020. The strongest hiring intentions in the region are reported in India and Taiwan, while employers in Singapore and Hong Kong report the weakest Outlooks.

Employers in nine of the 10 Americas countries surveyed expect to add to payrolls in the fourth quarter of 2021, while staffing levels are expected to dip in the remaining country – Panama. Quarter-over-quarter, employers in eight of the 10 countries report stronger hiring plans, and hiring sentiment strengthens in all 10 countries when compared with this time one year ago. U.S. employers anticipate the strongest hiring climate in the coming quarter – in both the Americas region and across the whole global survey – and robust hiring plans are reported in Canada and Mexico. Meanwhile, the weakest labor markets in the region are anticipated in Panama and Argentina.

Full survey results for each of the 43 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next ManpowerGroup Employment Outlook Survey will be released on 14 December 2021 and will detail expected labor market activity for the first quarter of 2022.

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

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# International Comparisons – Americas

In the ManpowerGroup Employment Outlook Survey for the final quarter of 2021, more than 12,600 employers were interviewed across 10 countries in North, Central and South America about hiring plans for the upcoming quarter. Employers in nine of the 10 Americas countries anticipate job gains in the next three months, although a dip in payrolls is anticipated in one country.

As in the third quarter of 2021, employers in the U.S. report the strongest hiring sentiment of all 43 countries and territories for the October to December period. With almost six in ten U.S. employers surveyed expecting to add to payrolls, the U.S. Outlook is the strongest since the survey began four decades ago. The booming labor market will likely be driven in part by vigorous hiring activity in the Information, Financial Activities, Transportation & Utilities and Construction sectors, and record-breaking levels of hiring are forecast for all four U.S. regions.

Hiring sentiment in Canada is also the strongest since the survey began, in 1978, with employers anticipating hiring activity across all industry sectors and regions. Bullish labor markets are forecast in the Manufacturing – Durables and Construction sectors, and dynamic hiring activity is expected in both the Finance, Insurance & Real Estate and Manufacturing – Non-Durables sectors.

In Mexico, employers forecast a prosperous hiring pace for the upcoming quarter – the strongest since the survey was first carried out in 2002. Workforce gains are expected across all seven regions, with notably bullish hiring plans in the North West and the North, while Outlooks reflect booming hiring plans in two Mexican industry sectors – Manufacturing and Construction.

Employers in the three Central American countries surveyed report contrasting expectations for the fourth quarter of 2021. Hiring prospects in Costa Rica improve for the fourth consecutive quarter, and now stand at their strongest in more than three years, reflecting upbeat hiring sentiment in the Transport & Communication and Services sectors. Meanwhile, hiring sentiment in Guatemala holds steady, with moderate job growth forecast for the second consecutive quarter, buoyed in part

by the strongest Manufacturing sector Outlook in four years. However, the labor market in Panama is likely to struggle, with employers anticipating a dip in payrolls for the upcoming quarter, despite encouraging signs for job seekers in the country's Construction sector.

Brazilian employers anticipate their strongest labor market since 2013 in the forthcoming quarter, fueled in part by the strongest Wholesale & Retail Trade sector Outlook in eight years and the strongest Services sector forecast since 2015. Labor markets have also strengthened in Brazil's Agriculture, Fishing & Mining, Manufacturing and Construction sectors when compared with both the third quarter of 2021 and the same period one year ago.

Hiring sentiment in Colombia is the strongest reported in five years, with payrolls expected to grow across all nine industry sectors during the October to December period. Colombia's Manufacturing sector employers report their most optimistic hiring intentions since the survey began in 2008, and solid job gains are forecast for the Construction sector, where the Outlook is the strongest in five years.

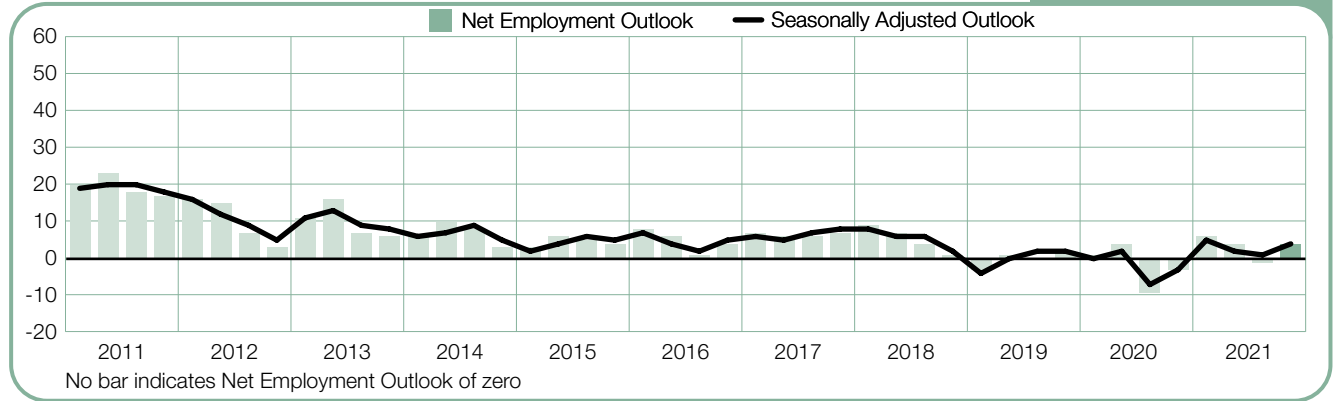
In Peru, employers report a slight uptick in hiring prospects when compared with the prior quarter. Overall, modest payroll growth is expected in the next three months, with payrolls expected to climb in seven of nine industry sectors. However, hiring intentions in both the Construction and Services sectors remain subdued, with employers in both sectors expecting to trim payrolls.

Argentine employers expect slow-paced payroll gains during the coming quarter, with hiring plans strengthening across six of nine industry sectors in comparison with the prior quarter. Hiring sentiment is strongest in the Agriculture & Fishing and Construction sectors, but labor markets are expected to remain subdued in both the Services and Finance, Insurance & Real Estate sectors.



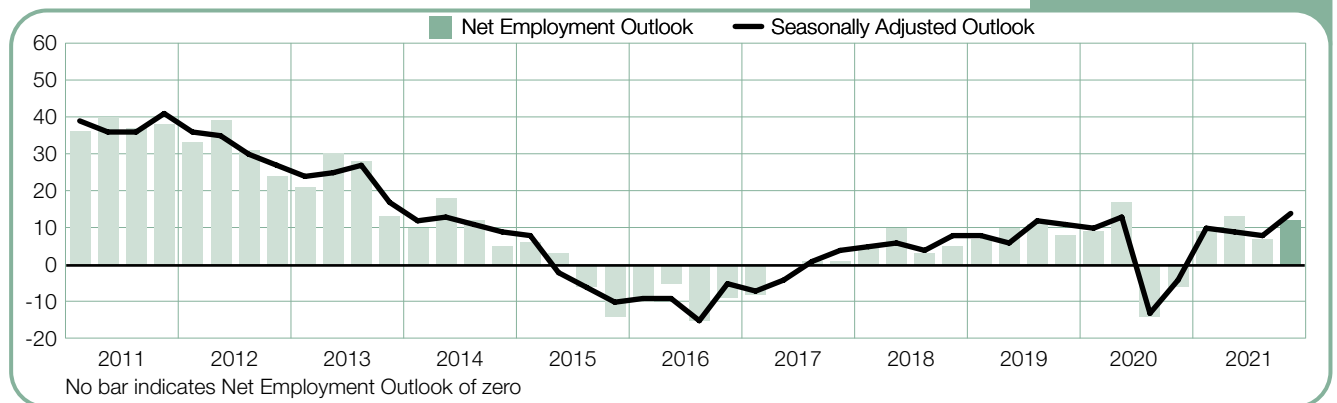
# Argentina

+4 (+4)%



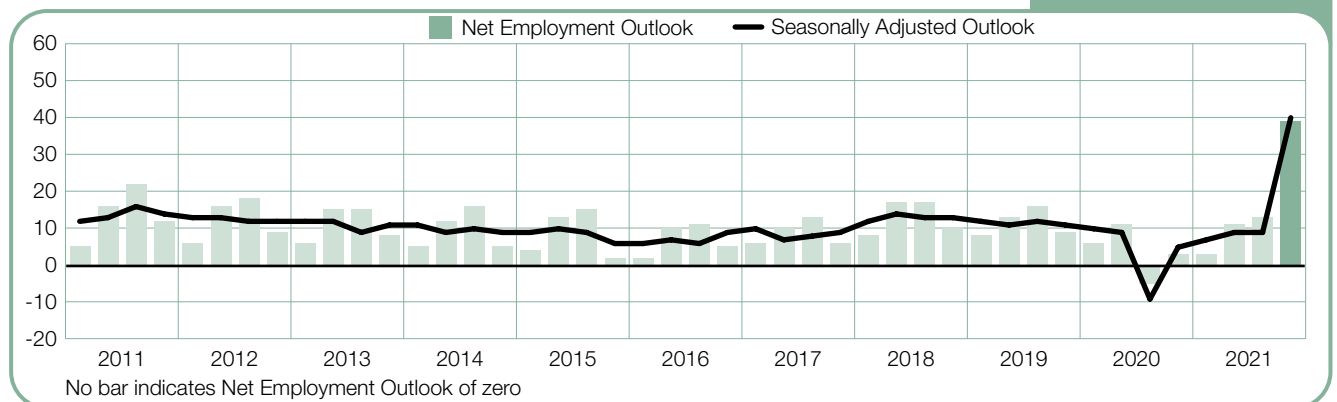
# Brazil

+12 (+14)%



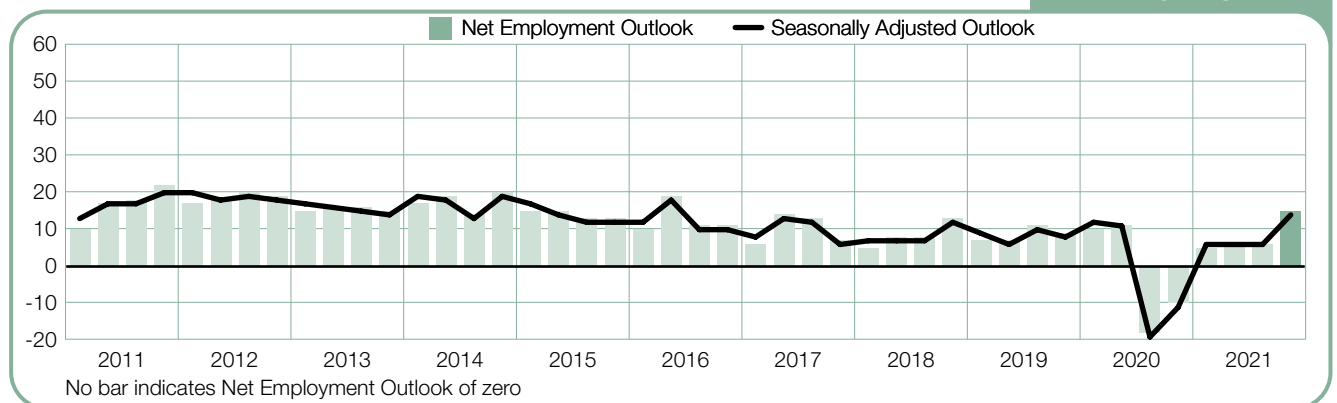
# Canada

+39 (+40)%



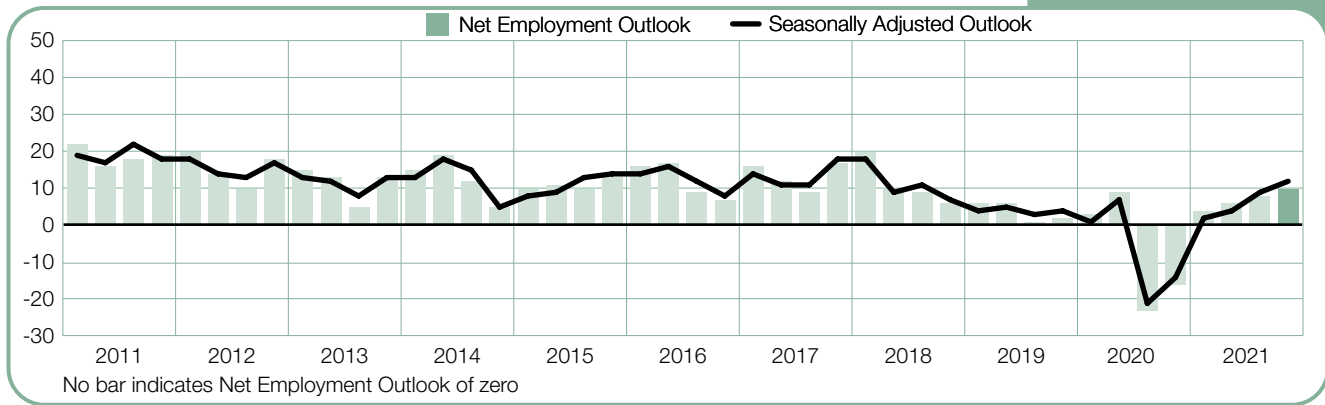
# Colombia

+15 (+14)%



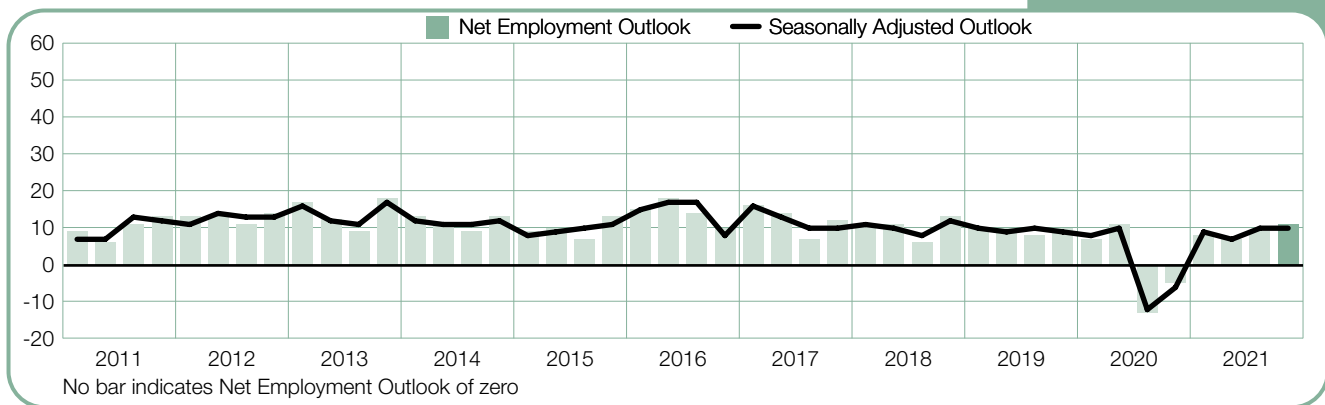
## Costa Rica

+10 (+12)%



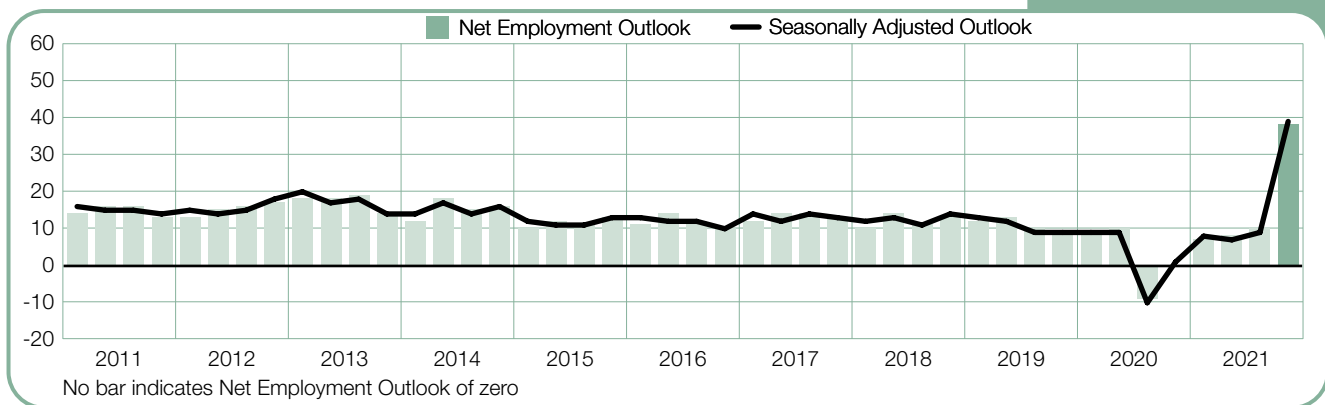
## Guatemala

+11 (+10)%



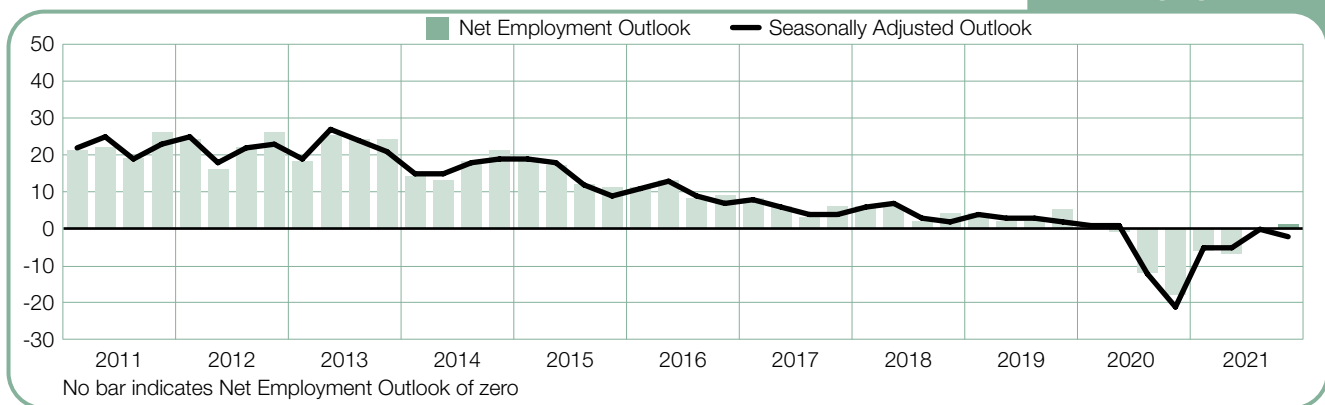
## Mexico

+38 (+39)%



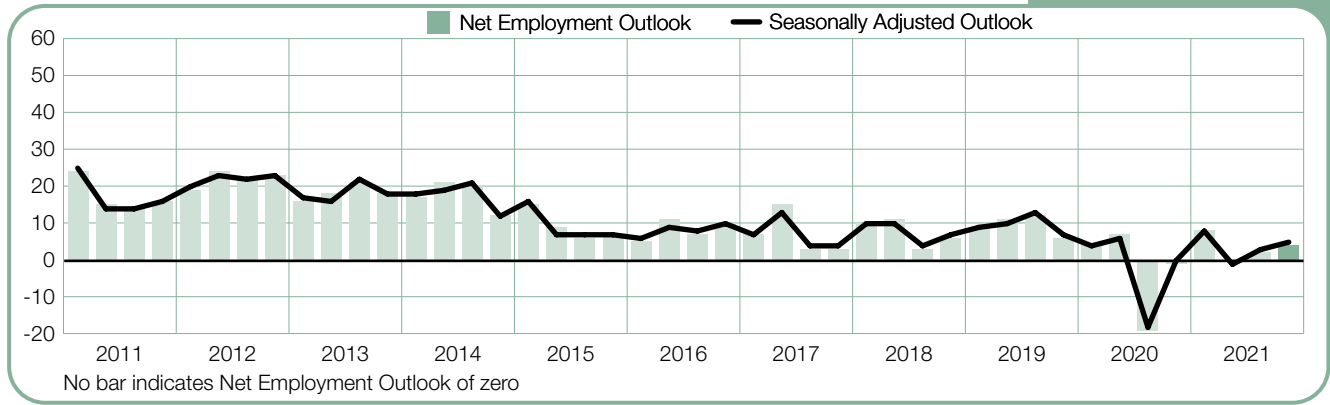
## Panama

+1 (-2)%



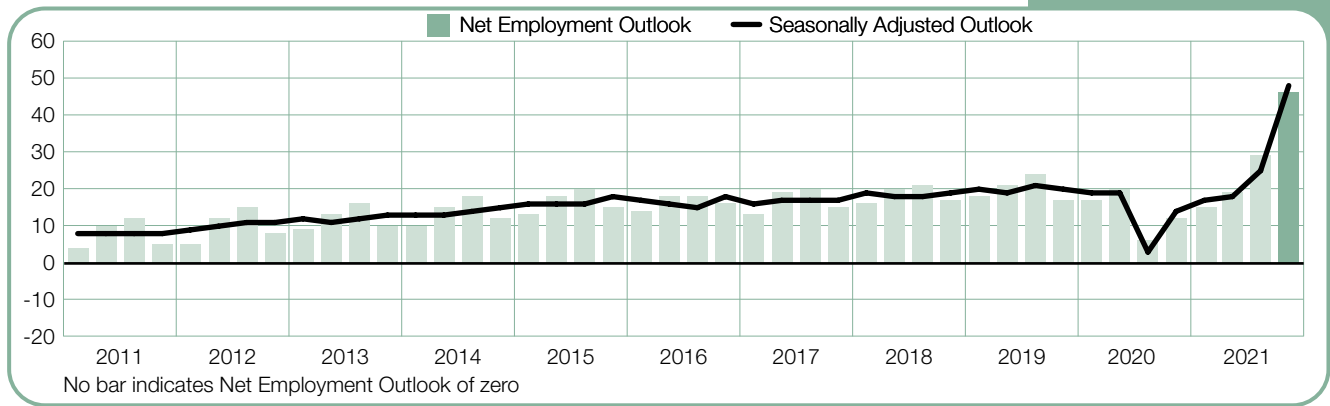
# Peru

+4 (+5)%



# United States of America

+46 (+48)%



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# International Comparisons

## – Asia–Pacific

ManpowerGroup interviewed more than 11,500 employers in seven Asia Pacific countries and territories on hiring prospects for the fourth quarter of 2021. Payrolls are forecast to grow in all seven countries and territories during the coming quarter, although hiring plans have weakened in four when compared with the July to September period.

For the final quarter of 2021, India's employers report a return of bullish hiring sentiment not seen in the survey since 2014, with sharp improvements in comparison to the prior quarter and last year at this time. The most dynamic hiring activity is anticipated in the Services, Manufacturing and Finance, Insurance & Real Estate sectors while steep year-over-year increases are reported in all seven sectors.

Employers in Japan also expect a measure of recovery in the labor market, reporting their strongest hiring sentiment since before the COVID-19 outbreak in March 2020. Job gains are expected in all seven Japanese industry sectors, with the strongest hiring activity anticipated in the Finance, Insurance & Real Estate, Mining & Construction and Services sectors.

In the region's largest labor market, Chinese employers expect the steady hiring pace to continue during the fourth quarter of 2021. While the overall Outlook for China's labor market is slightly weaker when compared with the previous quarter, hiring plans remain stronger than this time one year ago in all nine regions. Employers in the Services and Manufacturing sectors anticipate an upbeat hiring pace reporting the strongest hiring activity across the seven sectors during the next three months.

Hong Kong employers report their strongest hiring intentions since the start of 2020, anticipating a fair hiring climate in the forthcoming quarter. The Outlook is moderately stronger quarter-over-quarter and improves considerably when compared with this time one year ago, in part fueled by an upbeat hiring pace in the Finance, Insurance & Real Estate and encouraging signs in the Services sector labor markets.

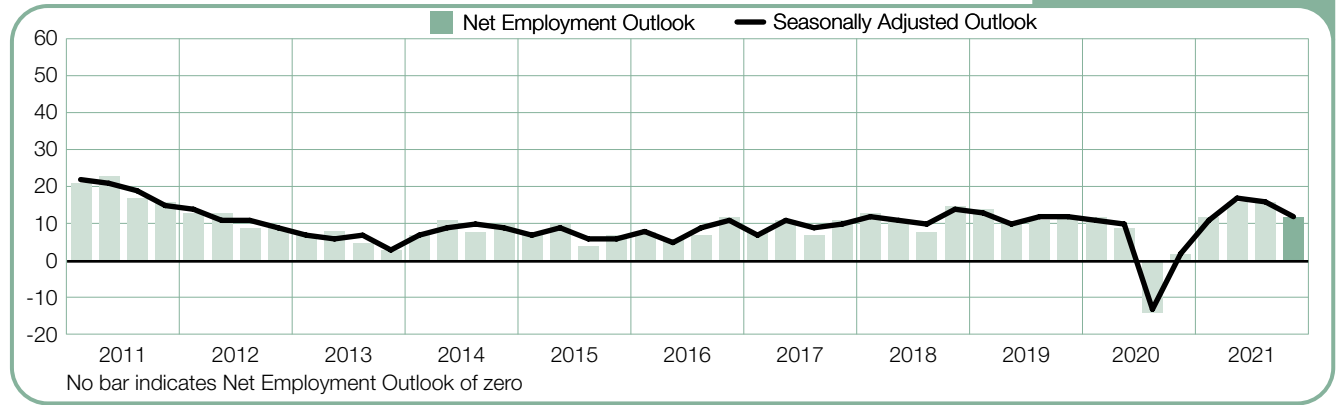
The Taiwanese labor market is forecast to maintain healthy levels of hiring during the next three months – particularly in the Manufacturing and Mining & Construction sectors – although hiring prospects have weakened in six of seven industry sectors quarter-over-quarter, and also dip in five sectors when compared with this time one year ago.

Meanwhile, a more uncertain hiring pace is anticipated in Singapore, with employers reporting weaker hiring plans across all seven industry sectors in comparison with the prior quarter. While Finance, Insurance & Real Estate sector employers expect the healthy hiring pace to hold steady, employers in five sectors expect to trim headcount during the next three months, including a particularly gloomy Outlook for the Services sector.

Australian employers also report weaker hiring sentiment in comparison with the third quarter of 2021, although workforce gains are still expected in all seven industry sectors, most notably the Mining & Construction, Services and Transportation & Utilities sectors. Payroll growth is also expected in all eight Australian regions, including Northern Territory, where hiring plans are the strongest in 10 years.

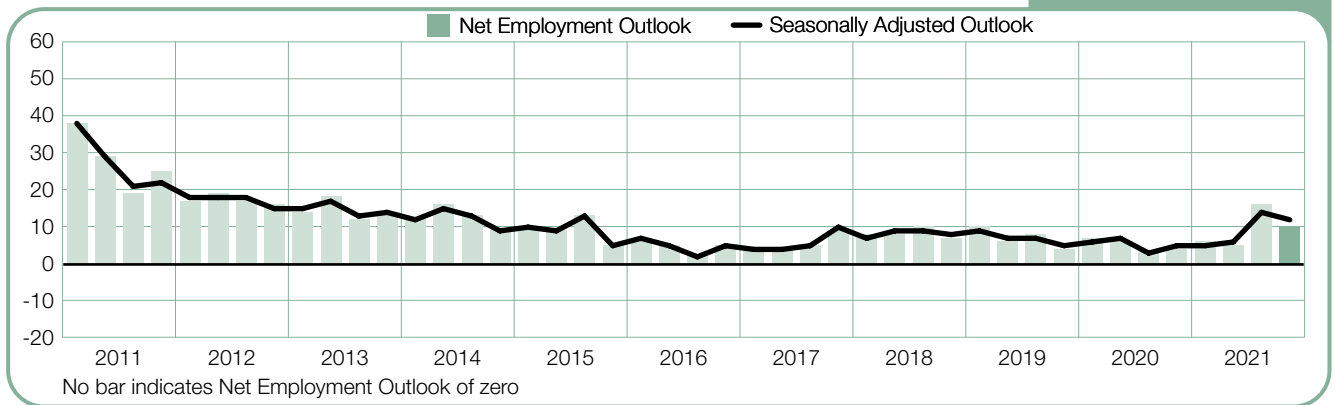
## Australia

**+12 (+12)%**



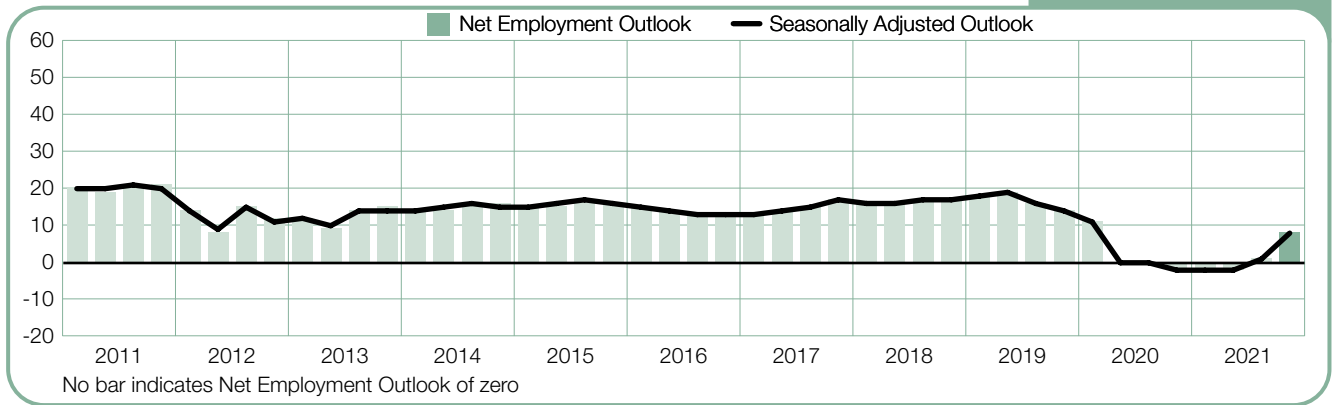
## China

**+10 (+12)%**



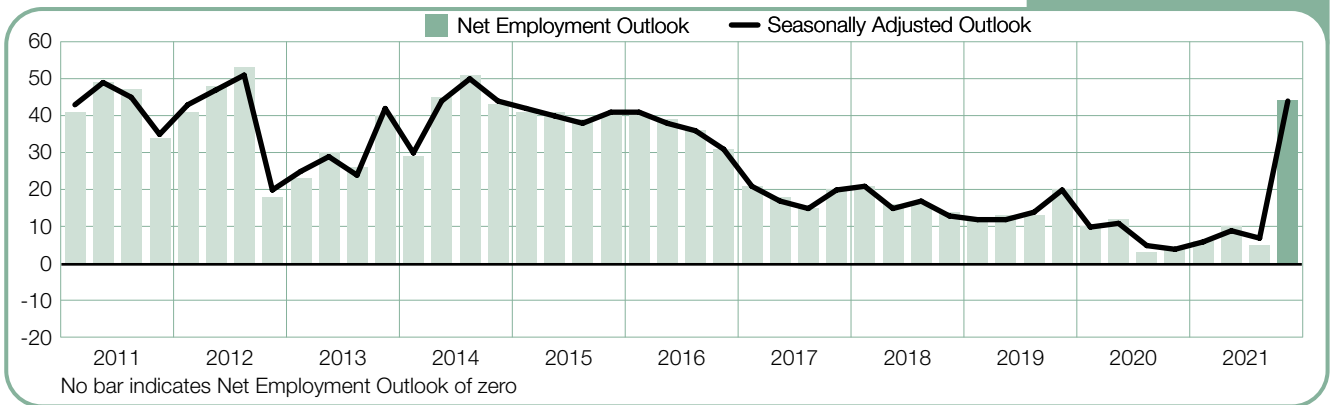
## Hong Kong

**+8 (+8)%**



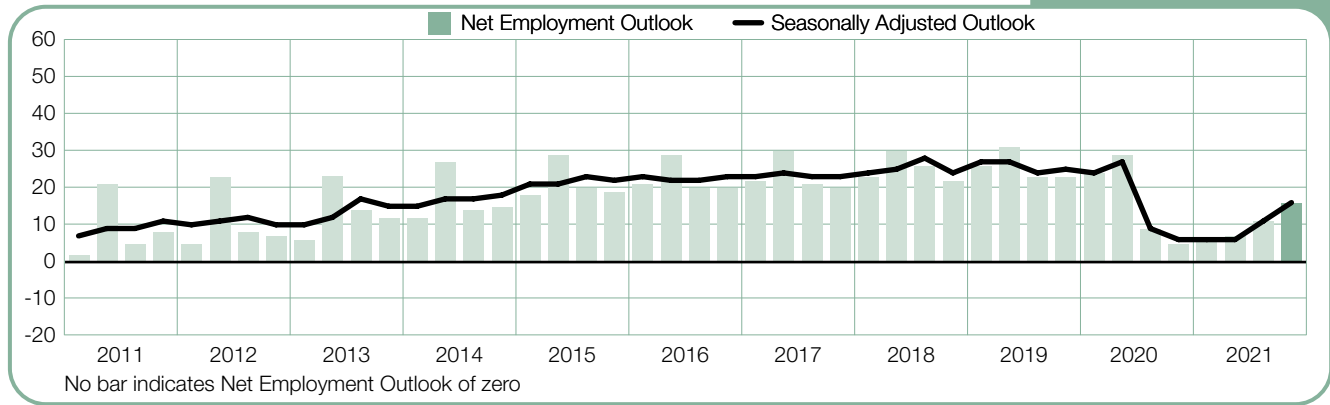
## India

**+44 (+44)%**



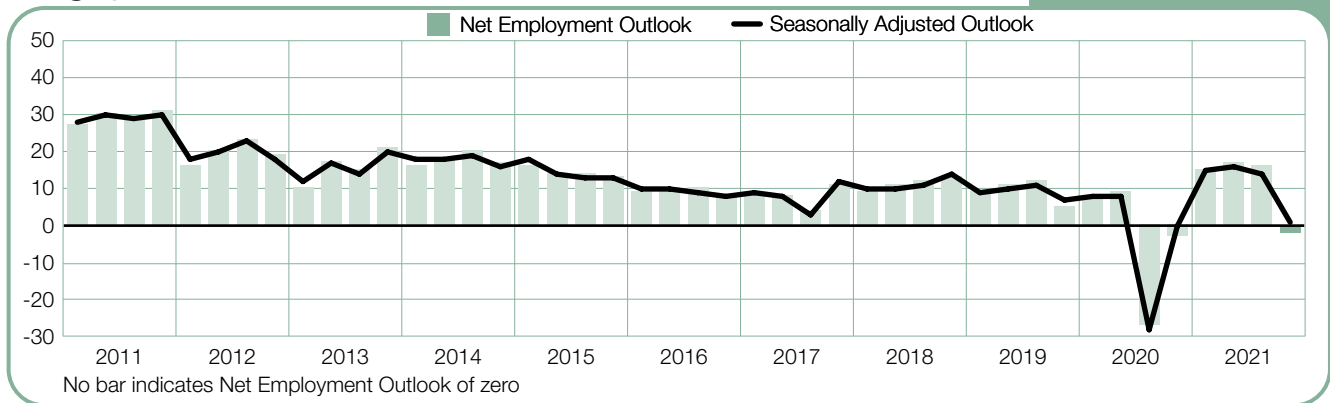
# Japan

**+16 (+16)%**



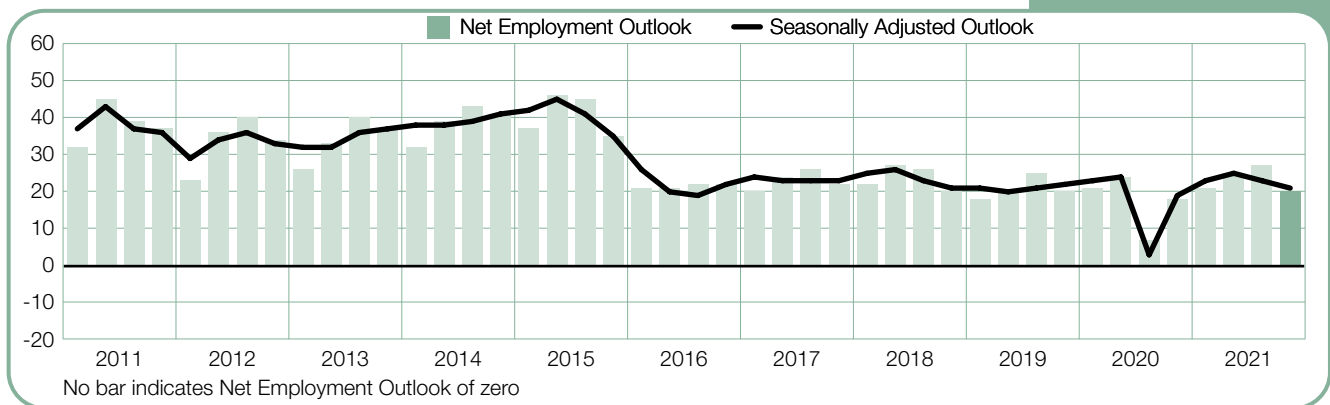
# Singapore

**-2 (+1)%**



# Taiwan

**+20 (+21)%**



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# International Comparisons – EMEA (Europe, Middle East, Africa)

Across 26 countries in the Europe, Middle East and Africa (EMEA) region, ManpowerGroup interviewed more than 20,700 employers for the survey of hiring prospects for the fourth quarter of 2021. An increase in payrolls is expected for 25 EMEA countries during the next three months, while a dip in staffing levels is forecast in one country. In 12 of the 26 countries, employers report their strongest national forecasts since the analysis was begun, including in Belgium, France, Germany, Italy, the Netherlands, Spain and the UK.

Across the largest Eurozone economies, hiring intentions have recovered strongly following the COVID-19 pandemic, most notably in France, where the job gains forecast for all seven industry sectors and all five regions are the strongest since the survey began in 2003. French employers expect the strongest hiring activity in the Manufacturing and Other Production sectors. In Germany, employers expect an active labor market during the next three months, driven in part by bullish hiring plans for the Restaurants & Hotels sector and by bright hiring prospects in the Manufacturing and Wholesale & Retail Trade sectors. In five of the seven sectors and four of the eight regions, the forecasts are the strongest since the survey began in 2003.

Italian employers expect solid payroll growth, reporting the strongest Outlooks since the survey began in 2003 across all seven industry sectors and all four regions during the final quarter of 2021. Hiring sentiment is strongest in the Restaurants & Hotels, Finance & Business Services and Manufacturing sectors. Meanwhile, the forecast for Spain in the coming quarter reflects robust hiring plans. Employers in Spain's Restaurants & Hotels, Construction and Manufacturing sectors all report booming labor markets and their strongest hiring plans since the survey began 18 years ago.

Elsewhere in the region, UK employers also expect a record-breaking hiring climate, reporting their strongest forecast since analysis began more than 13 years ago. Bullish hiring plans are reported among UK employers in the Finance & Business Services, Utilities and Transport & Communications sectors, with the strongest regional labor markets expected in London and the East Midlands.

Employers in the Netherlands anticipate the strongest hiring pace in the whole EMEA region during the upcoming quarter, in part fueled by bullish hiring sentiment in the Other Production, Other Services and Finance & Business Services sectors. Meanwhile, Belgian employers report healthy hiring prospects, with workforce gains expected in all six industry sectors analyzed, headed by robust hiring plans in the Finance & Business Services and Wholesale & Retail Trade sectors.

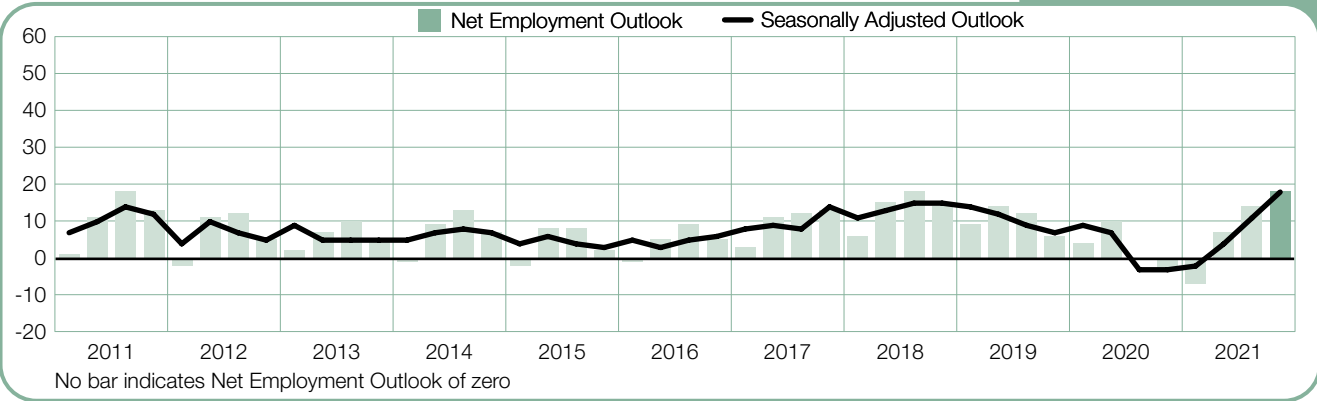
In Norway, employers anticipate an active labor market with job gains in all seven industry sectors, most notably with dynamic hiring activity forecast for the Other Production and Construction sectors. Swedish employers also expect workforce growth across all seven industry sectors, including the Restaurants & Hotels sector where employers anticipate a vigorous hiring pace.

In Poland, employers report respectable hiring intentions for the next three months. Improving both quarter-over-quarter and year-over-year, the Polish Outlook is the strongest in more than two years, reflecting positive hiring plans in all seven industry sectors. The strongest Polish labor markets are anticipated in the Construction and Manufacturing sectors.

Unlike the rest of the EMEA region, South African employers expect to trim payrolls in the October to December period. While Manufacturing sector employers expect modest payroll gains during the coming quarter, employers report negative Outlooks in five of the six remaining sectors. The weakest sector labor market is anticipated in the Construction sector.

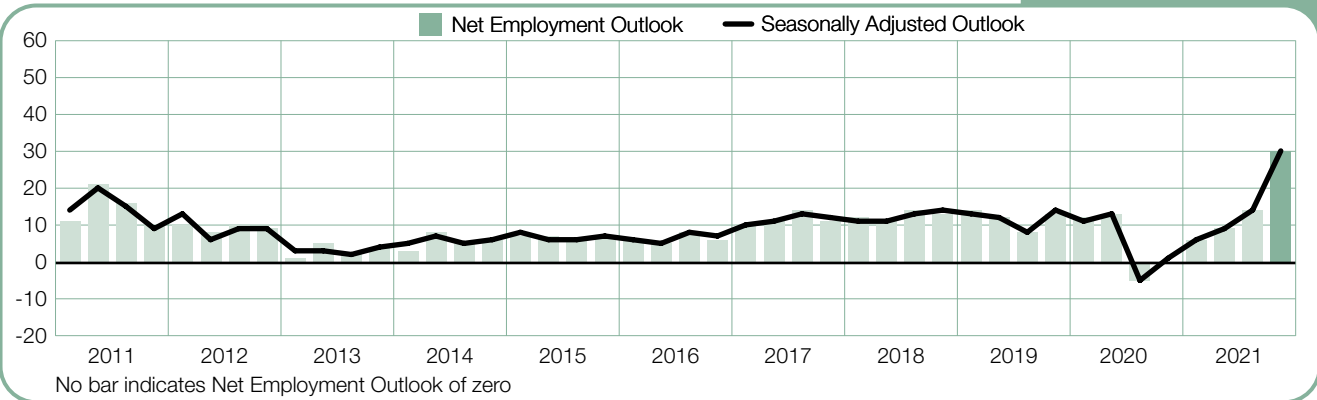
## Austria

+18 (+18)%



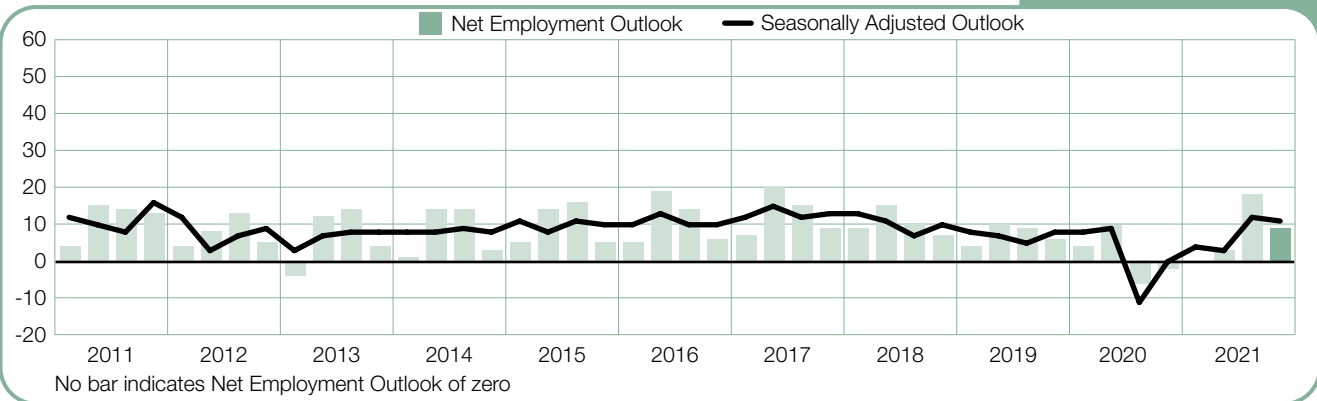
## Belgium

+30 (+30)%



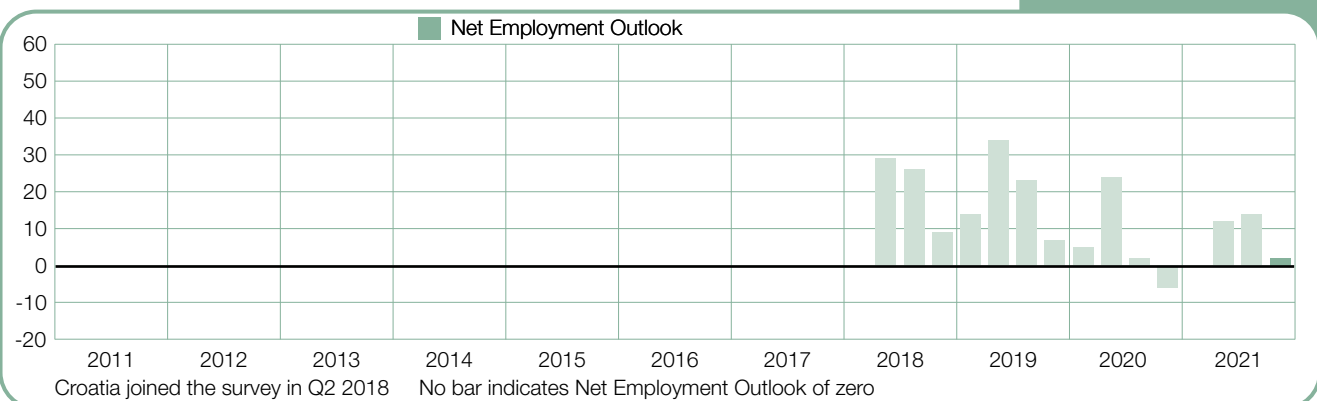
## Bulgaria

+9 (+11)%



## Croatia

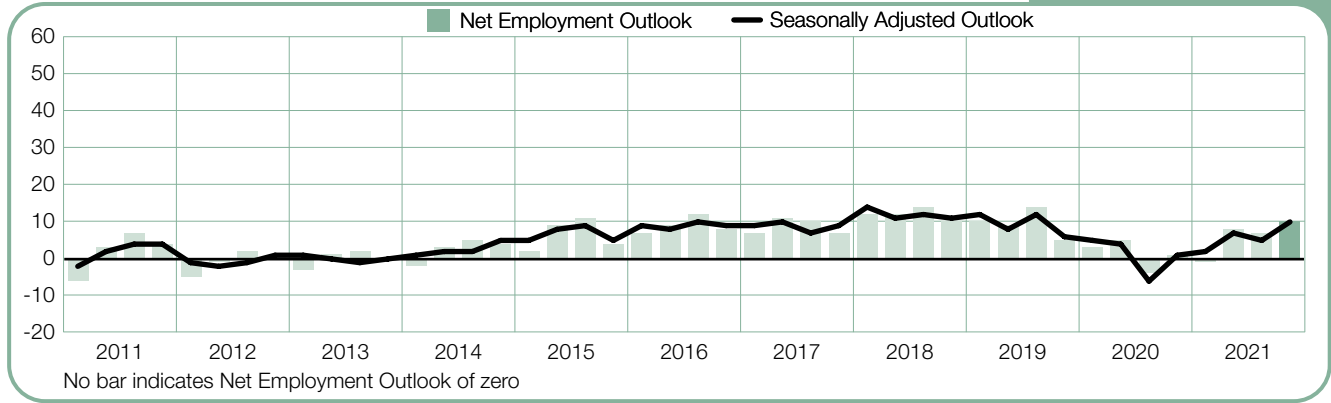
+2%





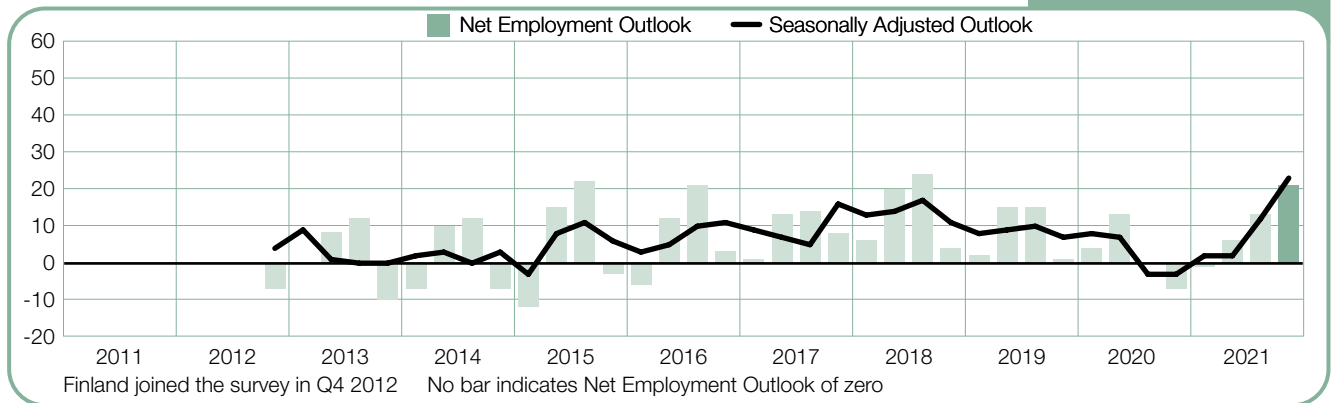
# Czech Republic

**+10 (+10)%**



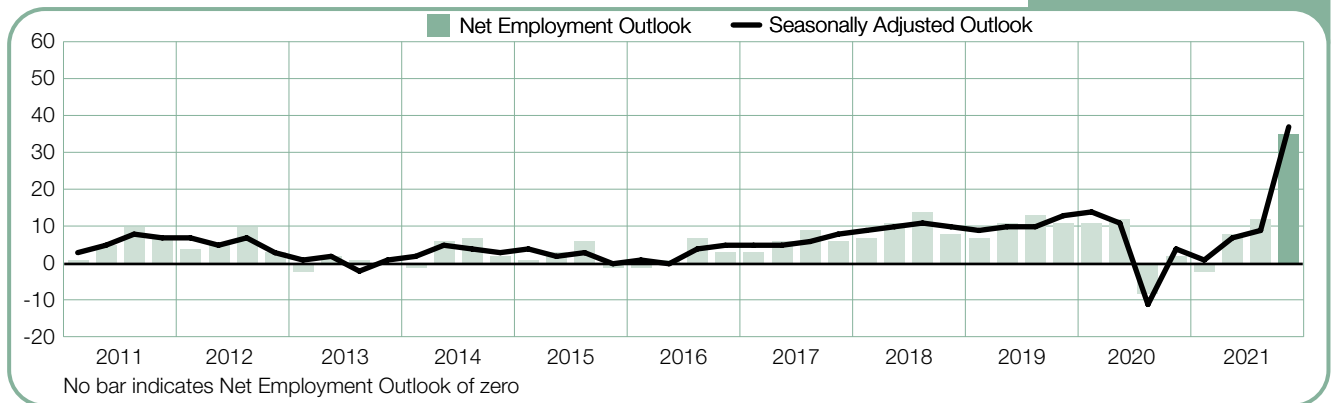
# Finland

**+21 (+23)%**



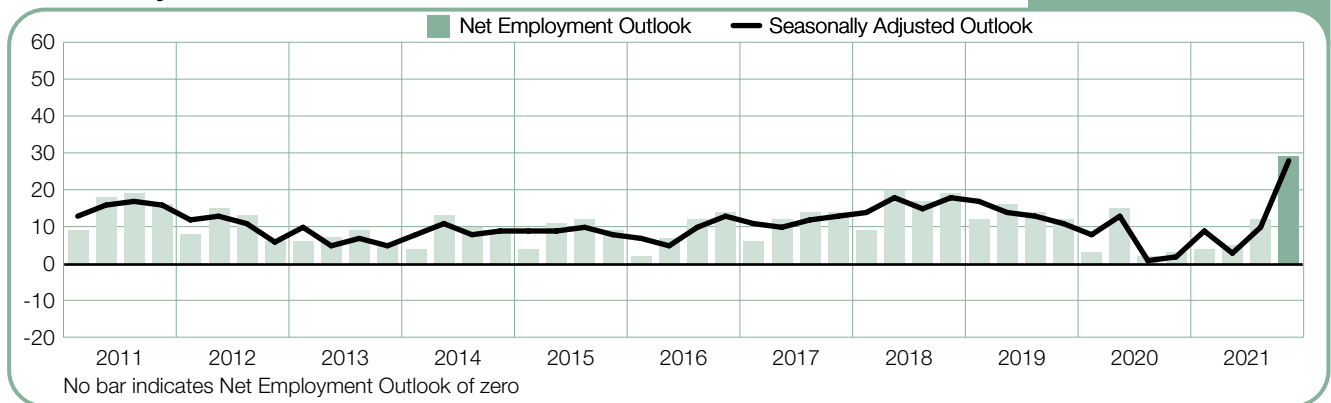
# France

**+35 (+37)%**



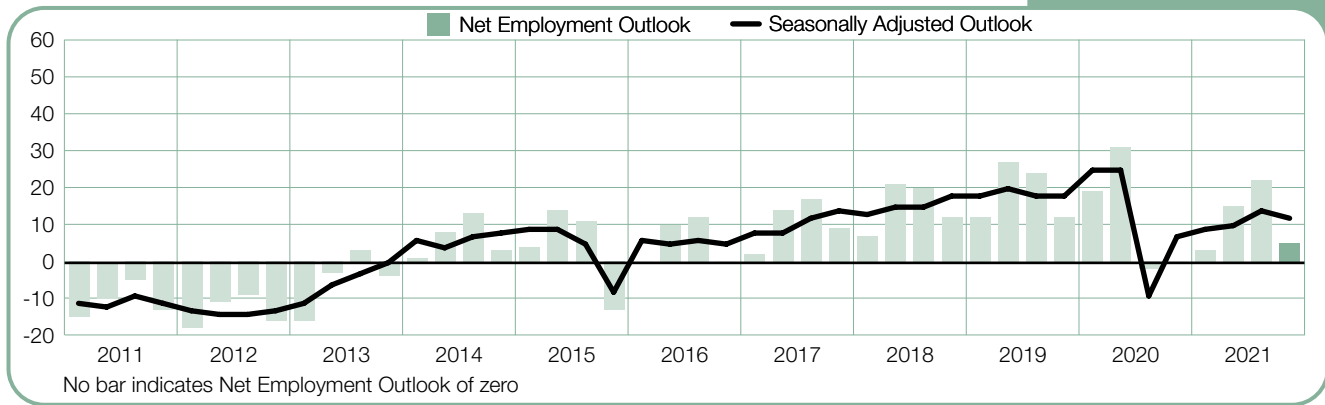
# Germany

**+29 (+28)%**



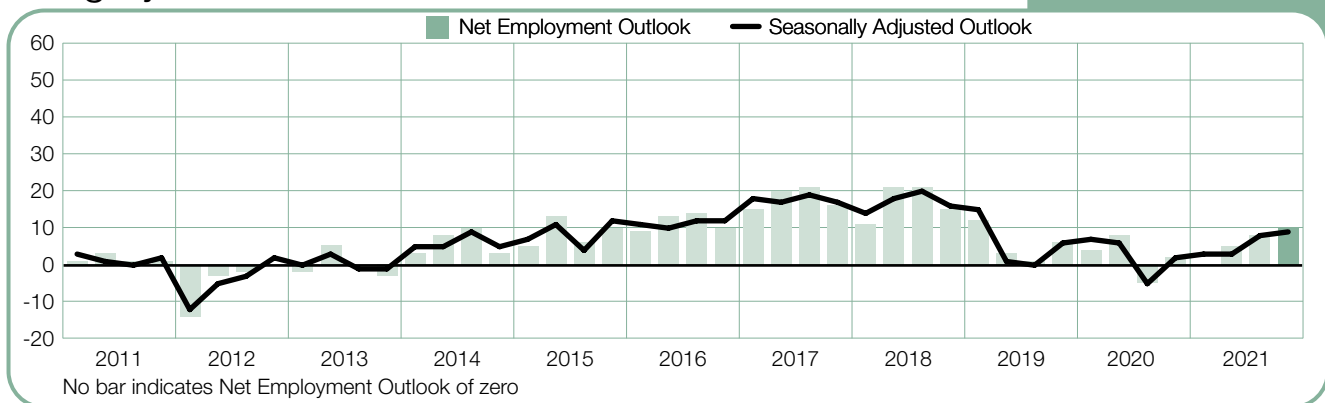
## Greece

+5 (+12)%



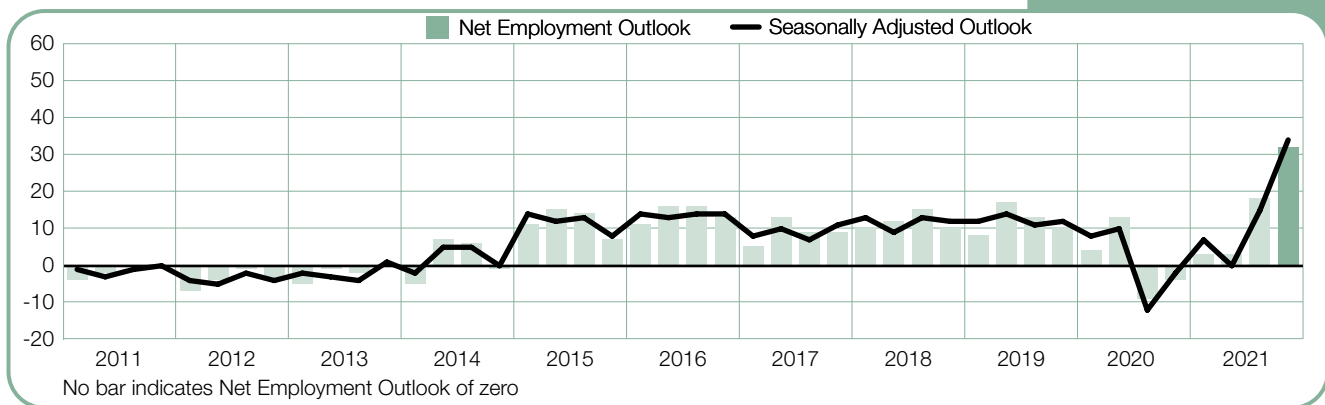
## Hungary

+10 (+9)%



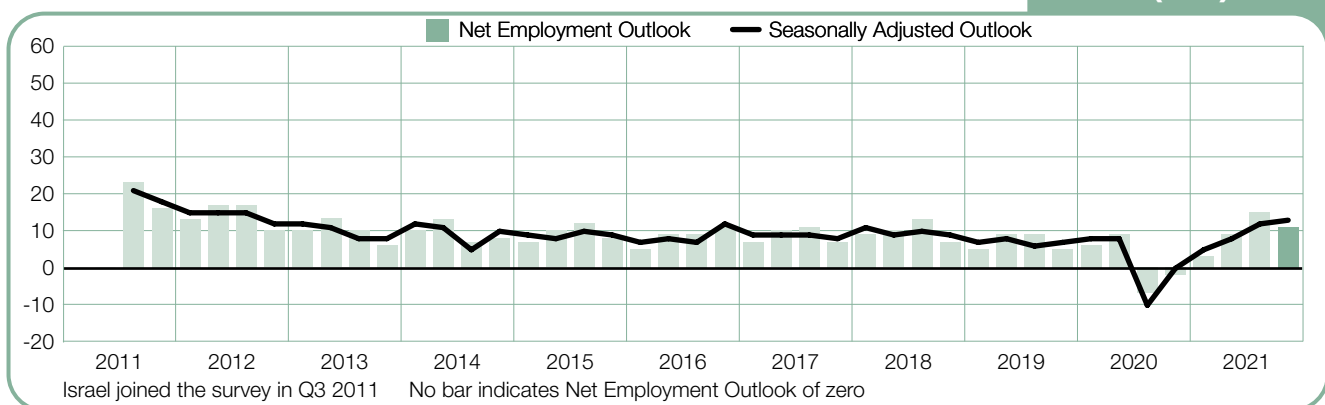
## Ireland

+32 (+34)%



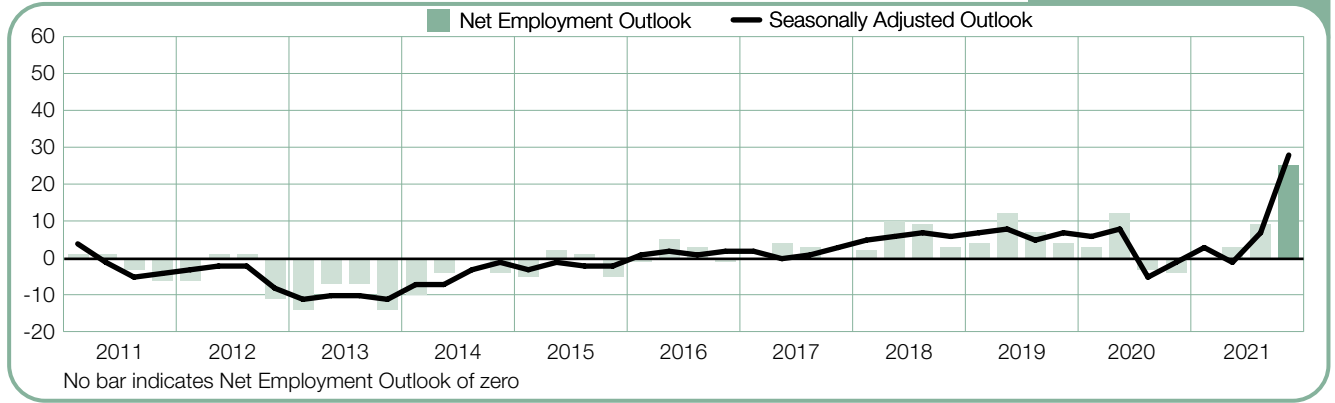
## Israel

+11 (+13)%



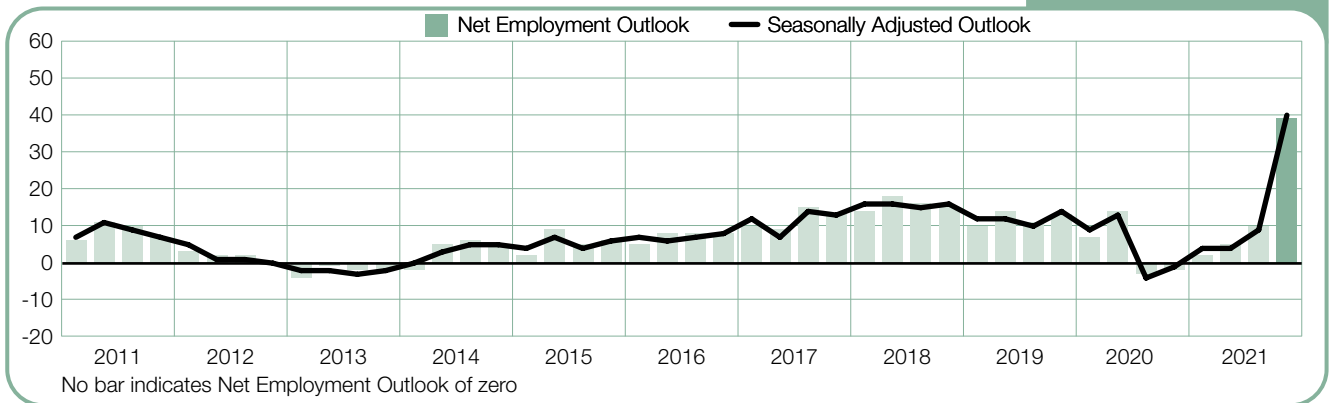
## Italy

+25 (+28)%



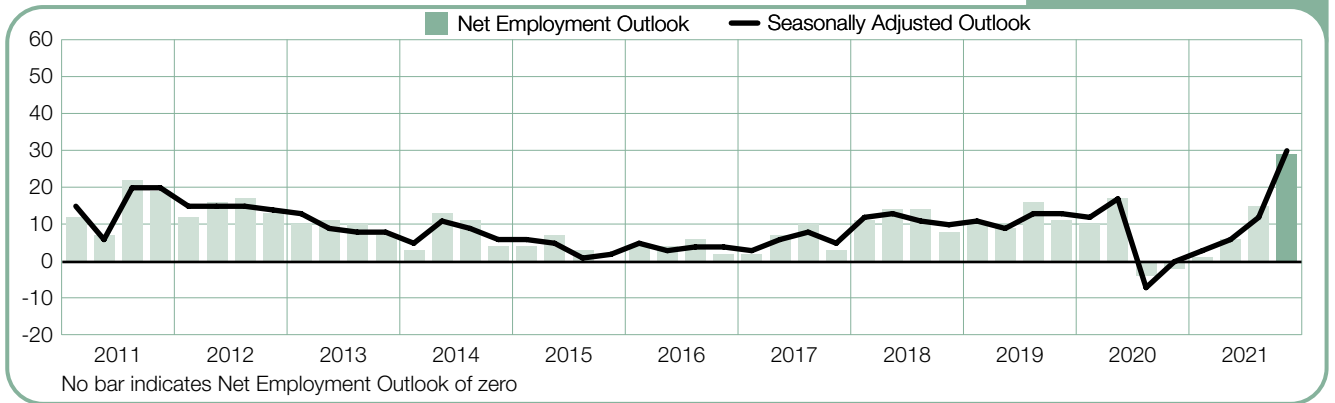
## Netherlands

+39 (+40)%



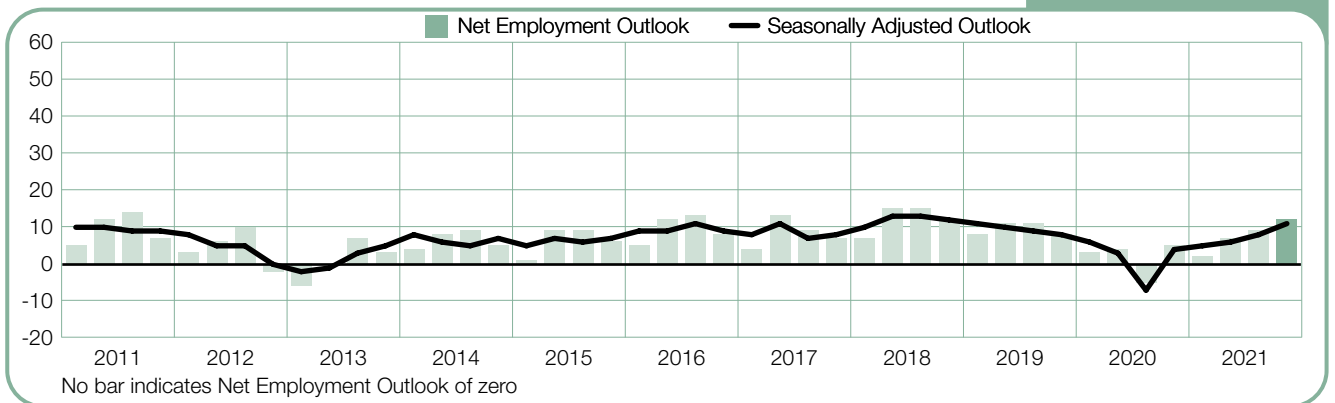
## Norway

+29 (+30)%



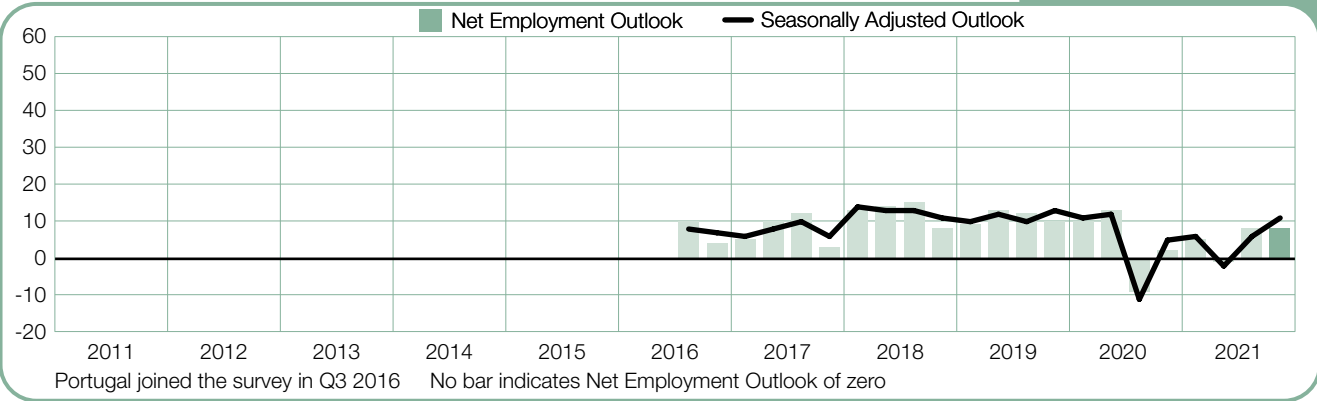
## Poland

+12 (+11)%



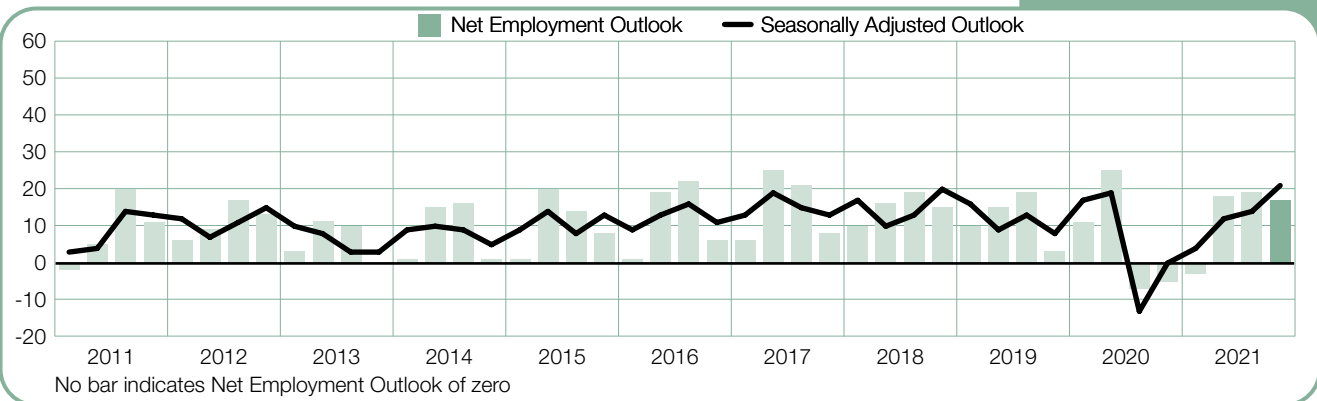
## Portugal

**+8 (+11)%**



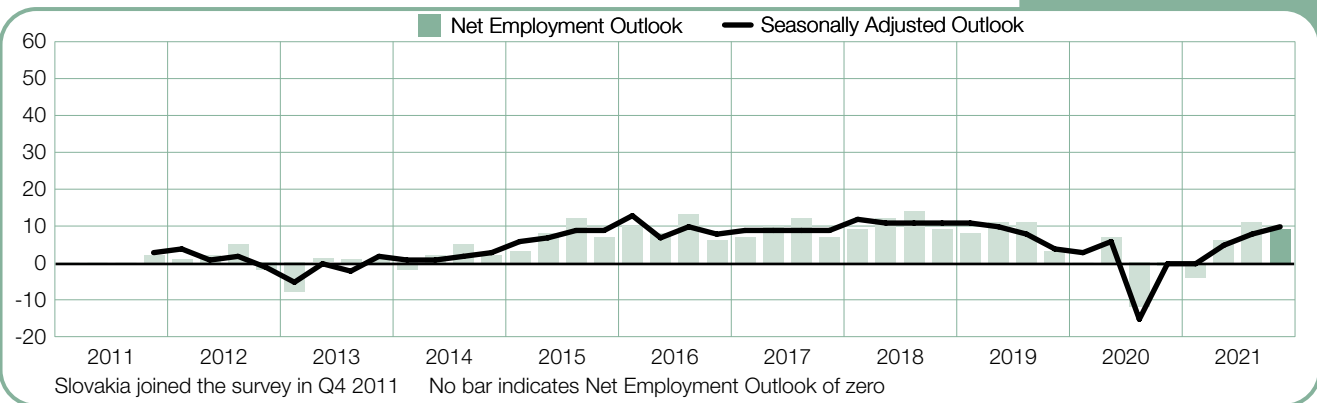
## Romania

**+17 (+21)%**



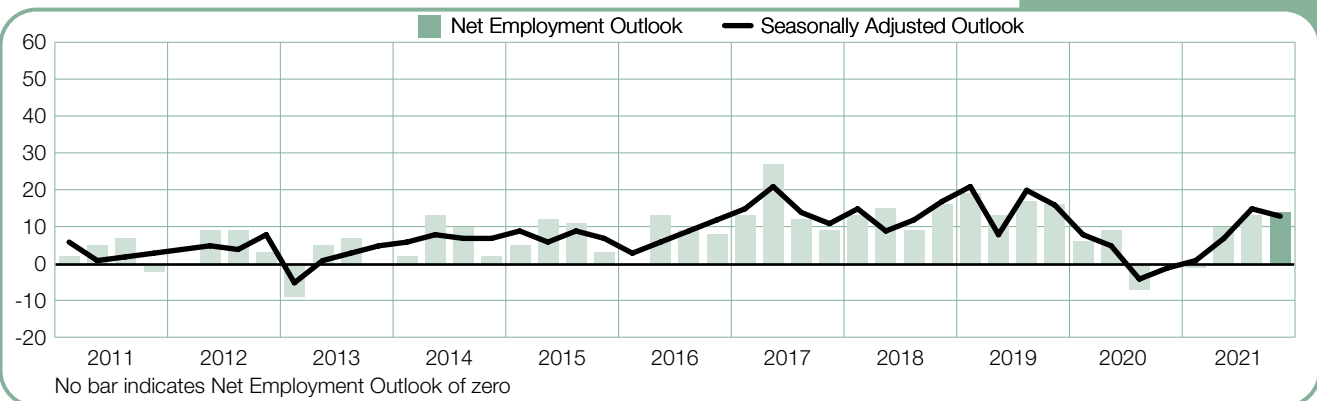
## Slovakia

**+9 (+10)%**



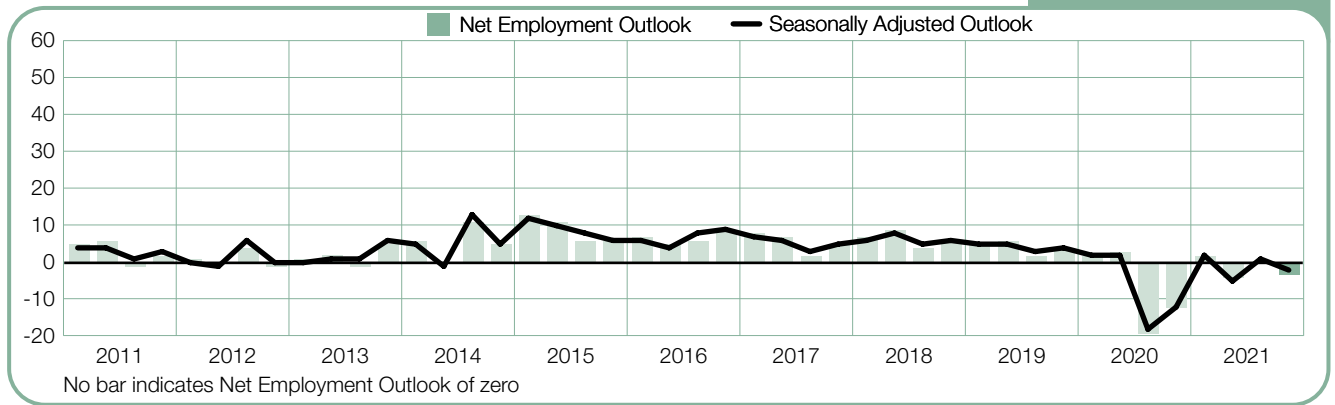
## Slovenia

**+14 (+13)%**



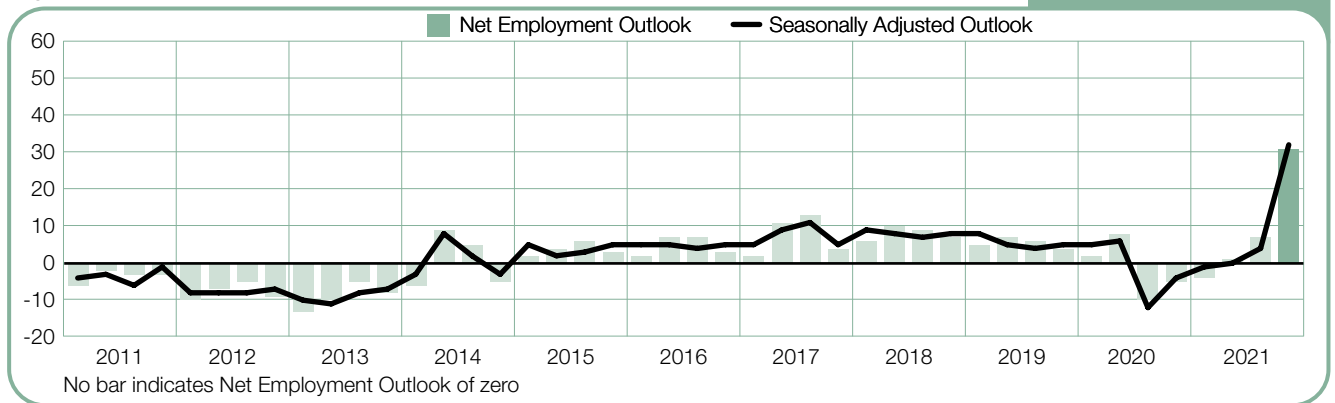
## South Africa

-3 (-2)%



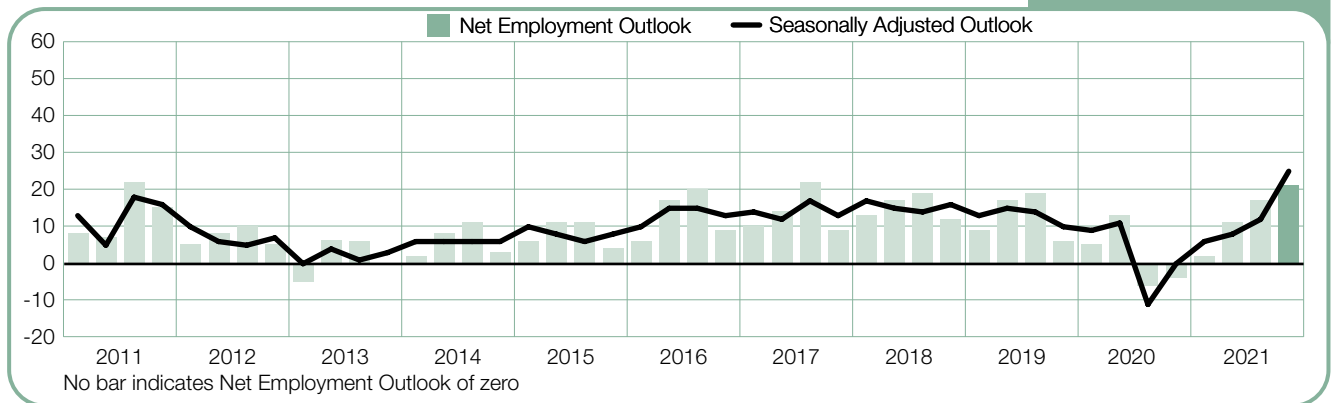
## Spain

+31 (+32)%



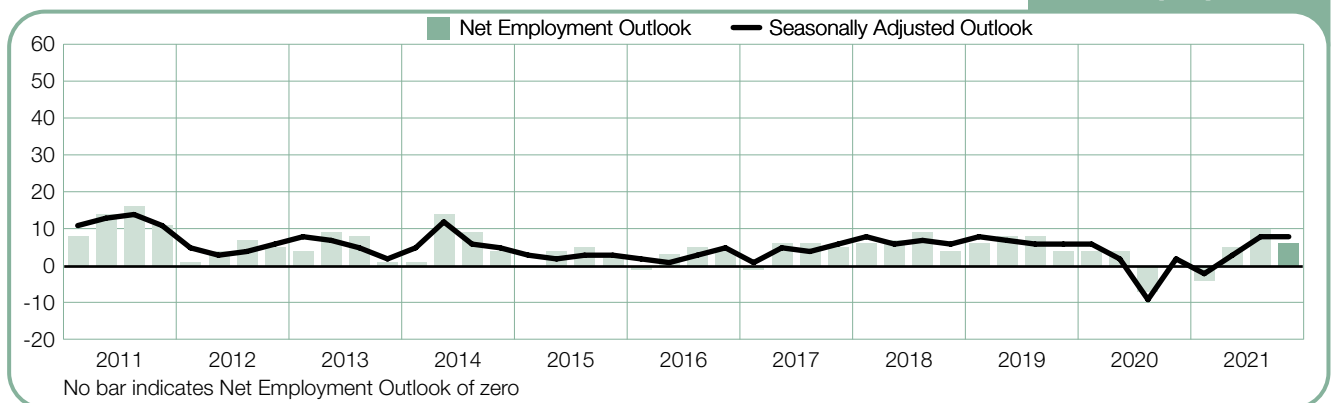
## Sweden

+21 (+25)%



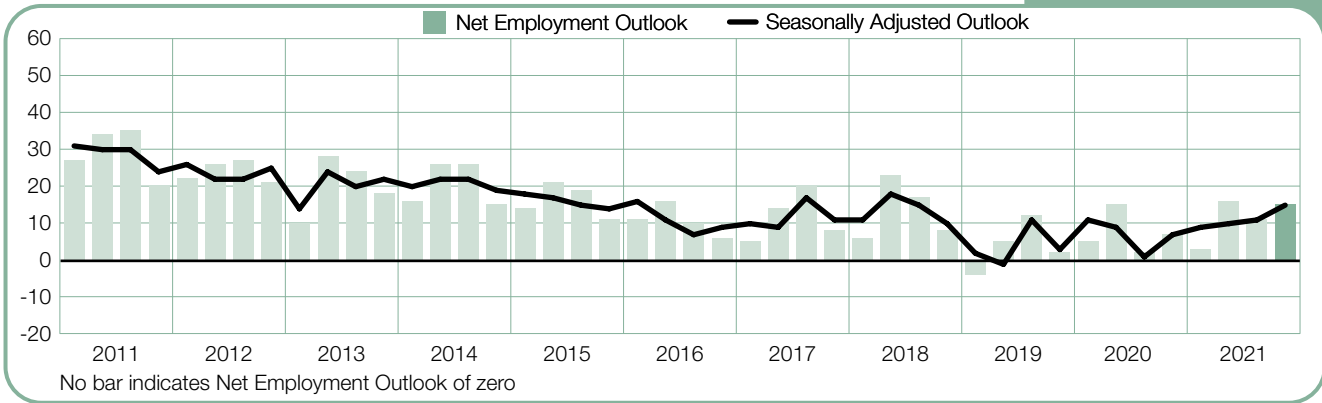
## Switzerland

+6 (+8)%



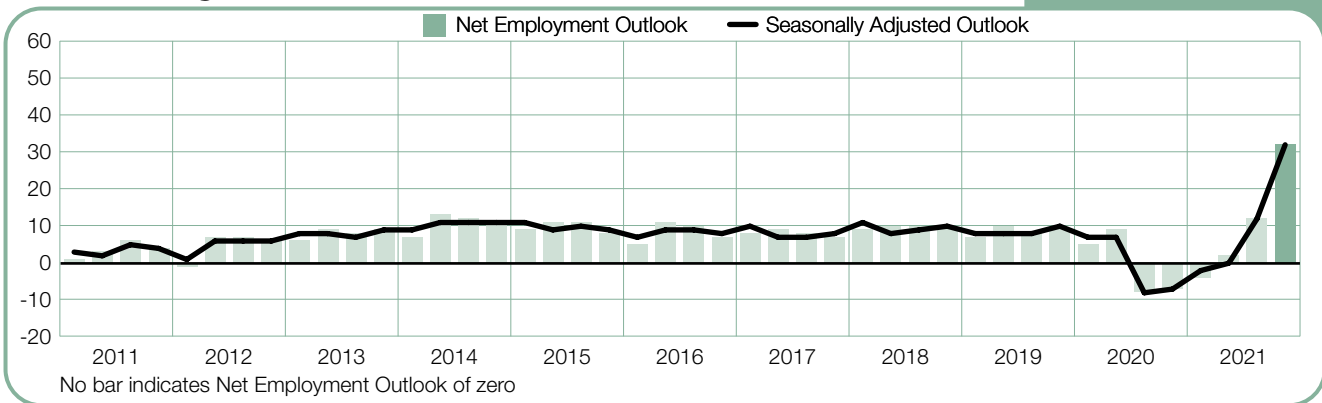
# Turkey

+15 (+15)%



# United Kingdom

+32 (+32)%



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# About the ManpowerGroup Employment Outlook Survey

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

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

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

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

**Robust:** The survey is based on interviews with almost 45,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

**Focused:** For the Q4 2021 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of December 2021 as compared to the current quarter?"

## Methodology

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

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## Net Employment Outlook

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

## Seasonal Adjustment

Seasonal adjustments have been applied to the data for all participating countries except Croatia. ManpowerGroup intends to add seasonal adjustments to the data for Croatia in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.



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## History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** ManpowerGroup's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward looking research format as the United States survey and is the first of its kind in Europe.
- 1976** Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002** ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003** Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** ManpowerGroup operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the fourth quarter. ManpowerGroup operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007** ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the fourth quarter.
- 2008** ManpowerGroup operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009** ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010** ManpowerGroup's Panama operation launches the Manpower Employment Outlook Survey in the second quarter. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the third quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and in the fourth quarter for South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012** Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally adjusted data. In the fourth quarter seasonal variations are also removed from Colombian data for the first time. ManpowerGroup's operation in Finland joins the survey in the fourth quarter, expanding the program to 42 countries and territories worldwide.
- 2013** ManpowerGroup Hungary operation begins reporting seasonally adjusted data in the third quarter and the Brazil operation begins reporting seasonally adjusted data in the fourth quarter.
- 2014** Survey data for Bulgaria, Panama, Slovenia and Turkey are seasonally adjusted for the first time.
- 2018** ManpowerGroup operations in Croatia launch the ManpowerGroup Employment Outlook Survey.

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# About ManpowerGroup

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

See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com).

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## ManpowerGroup™ in Poland

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in Poland since March 2001. With nearly 70 branches in 44 cities across the nation, ManpowerGroup in Poland provides unique value to clients and candidates through Talent Solutions, Manpower® and Experis™. ManpowerGroup's portfolio in Poland covers temporary work, permanent and contract recruitment; employee assessment and selection; outsourcing and workforce consulting; career management and outplacement.

More information is available at [www.manpowergroup.pl](http://www.manpowergroup.pl).

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[www.manpowergroup.pl](http://www.manpowergroup.pl)

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