

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

Data for Q3 2022



EXECUTIVE SUMMARY

- The ManpowerGroup Employment Outlook Survey for the third quarter of 2022 was conducted by interviewing a representative sample of 522 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 September 2022 compared to the current quarter?”.
- 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.
- The fieldwork was completed between April 1st and April 29th, 2022 in all markets. ManpowerGroup surveyed a total of 40,353 employers in 40 countries and territories.

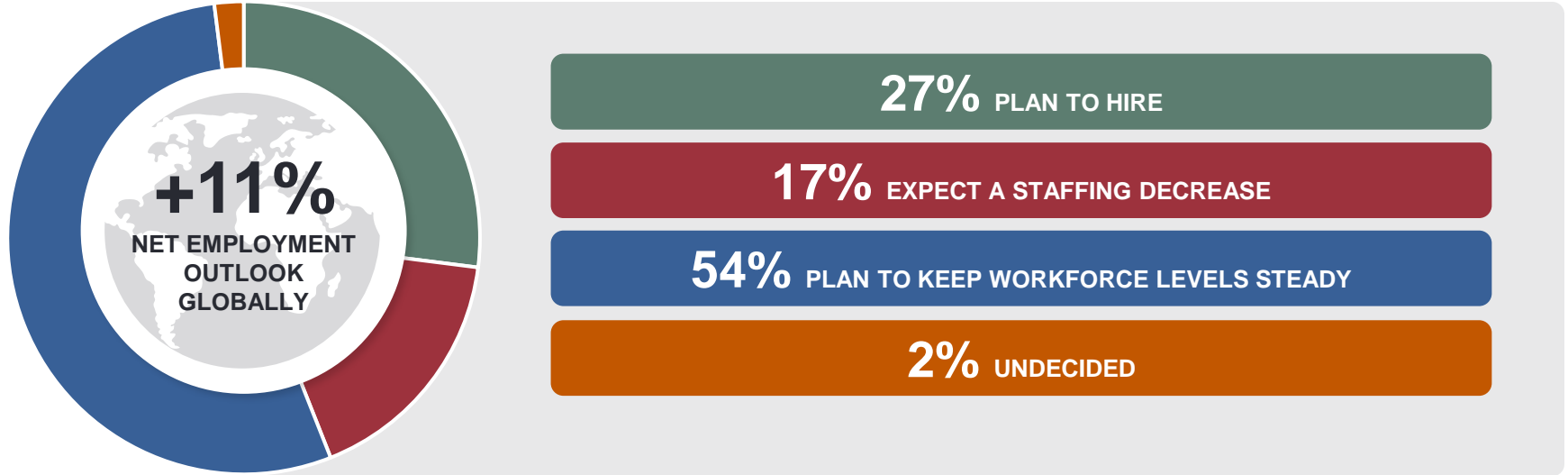
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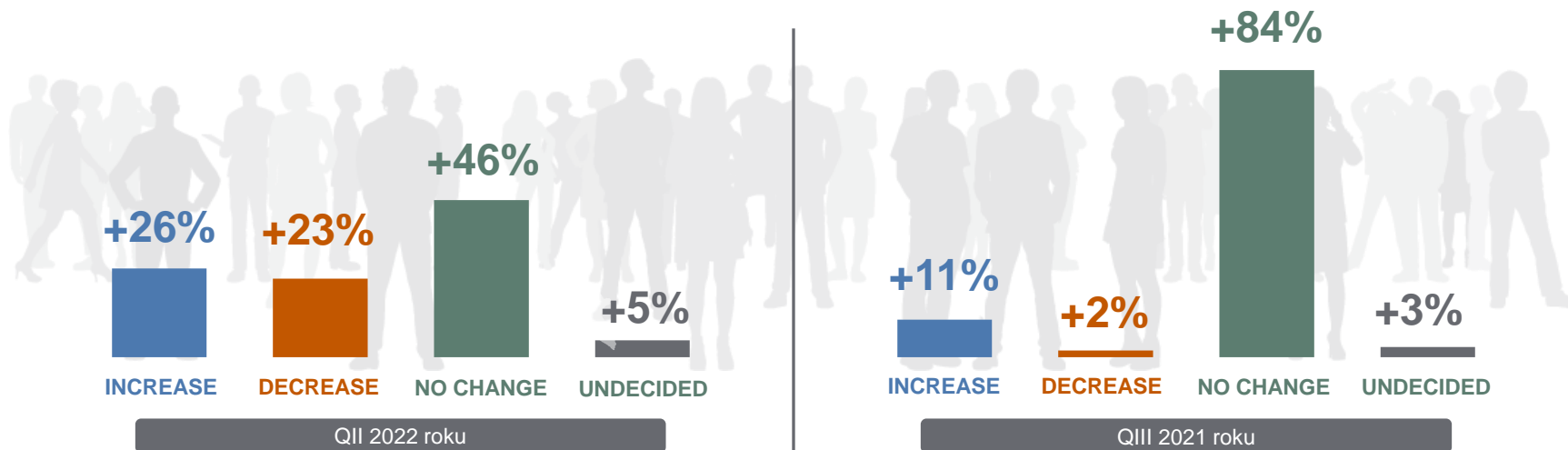
Poland Employment Outlook Q3 2021

Polish employers report considerable hiring prospects for the June to September period. With 27% of employers anticipating an increase in payrolls, 17% expecting a decrease, and 54% forecasting no change, the Net Employment Outlook is +10%. Once the data is adjusted to allow for seasonal variation, the **Outlook stands at +11%**.

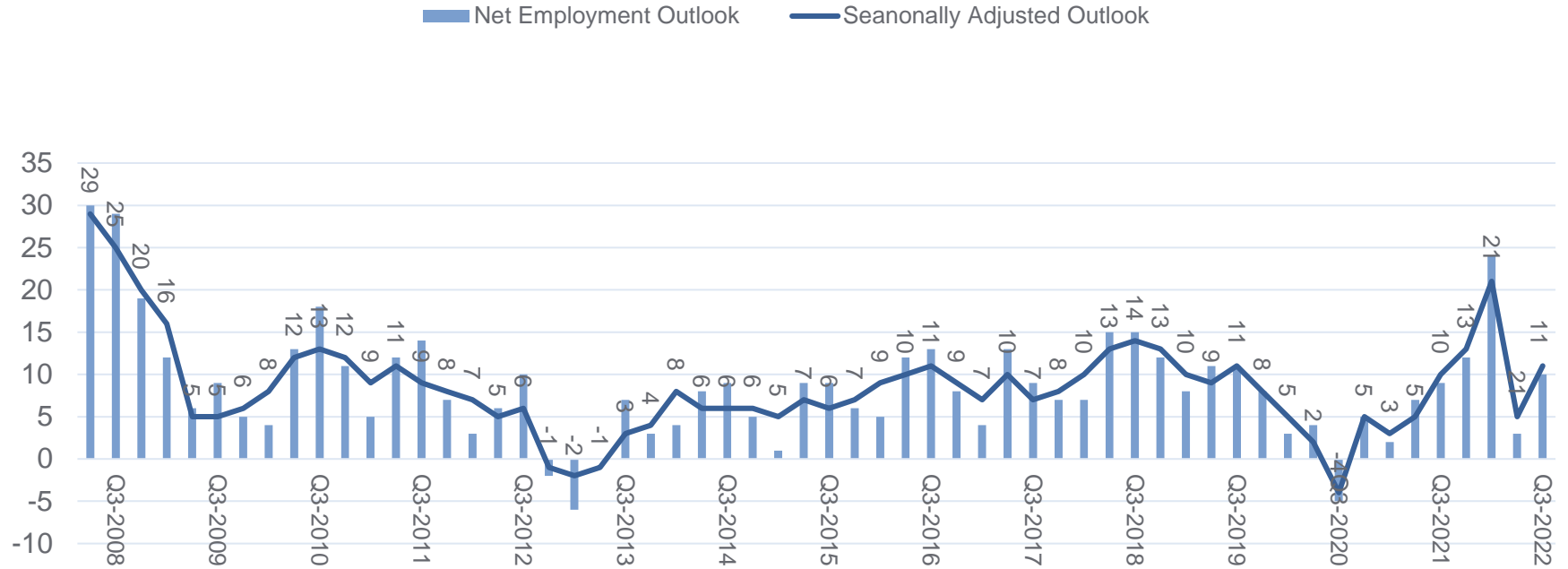


Poland Employment Outlook Q3 2021

In a comparison with the previous quarter, hiring plans improve by 5 percentage points while hiring intentions are 1 percentage point stronger when compared with this time one year ago.

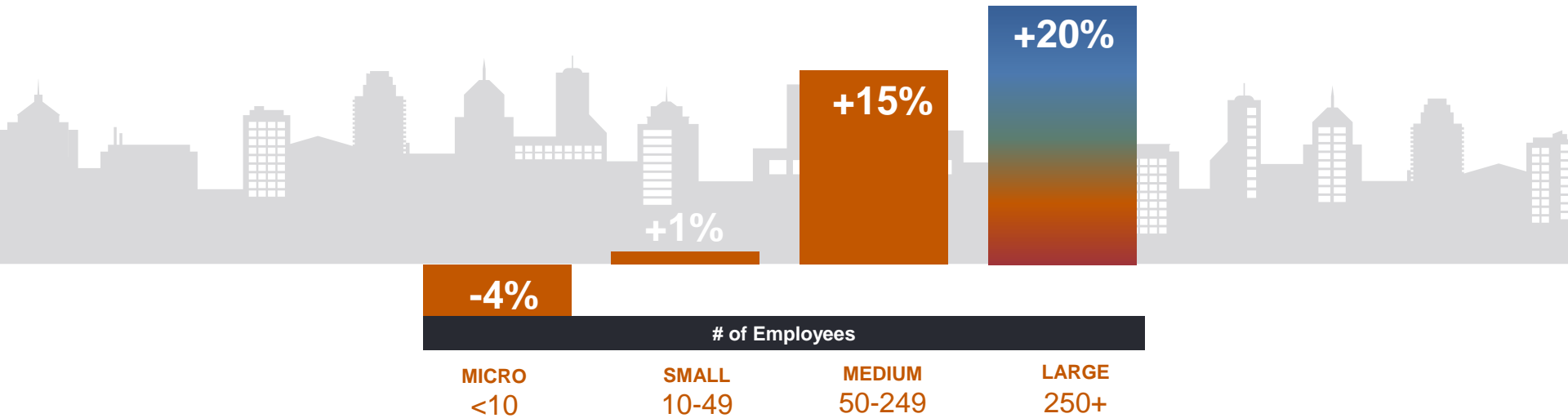


Poland Employment Outlook



Large Organizations Report Strongest Hiring Intentions

Job gains are expected in three of four organization size categories during the upcoming quarter. Large employers report solid hiring plans with a Net Employment Outlook of +20%, while respectable hiring intentions are reflected in the Outlook of +15% reported by Medium employers. Meanwhile, Small-size employers forecast limited hiring activity, reporting an Outlook of +1%. A decrease of 4 percentage points is reported by Micro-size companies.



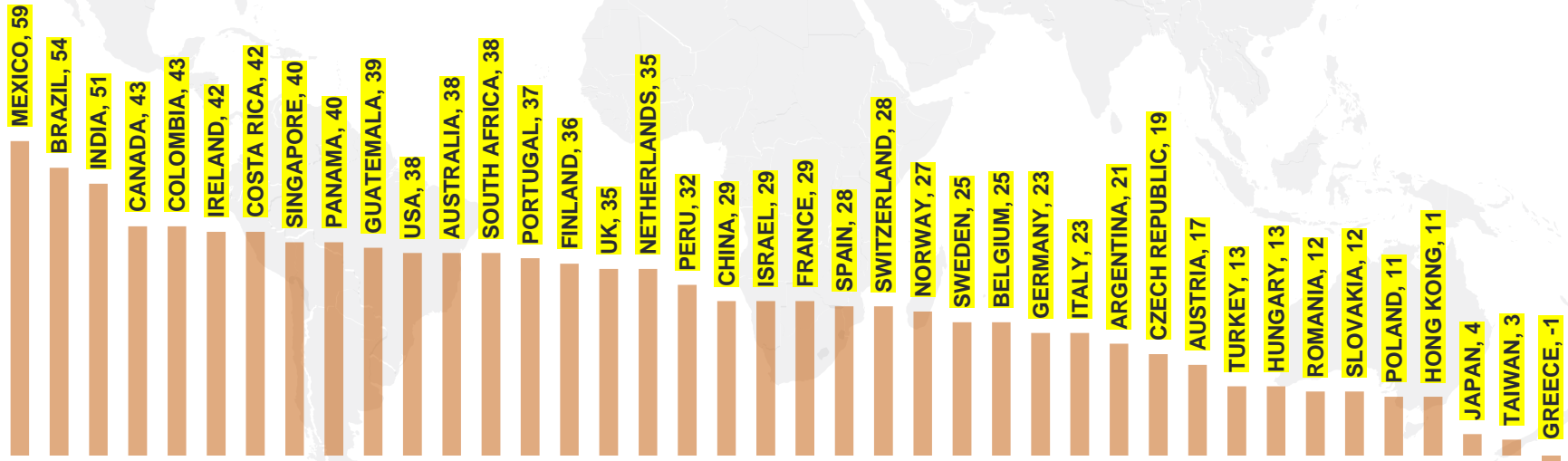


GLOBAL EMPLOYMENT OUTLOOK Q3



Employer Hiring Expectations for July - September

When considering how staffing levels will change from July to September, employers in **39 of 40** countries report positive Net Employment Outlooks (NEOs).



EMEA Employers Report Positive Hiring Intentions in 22 of 23 Markets

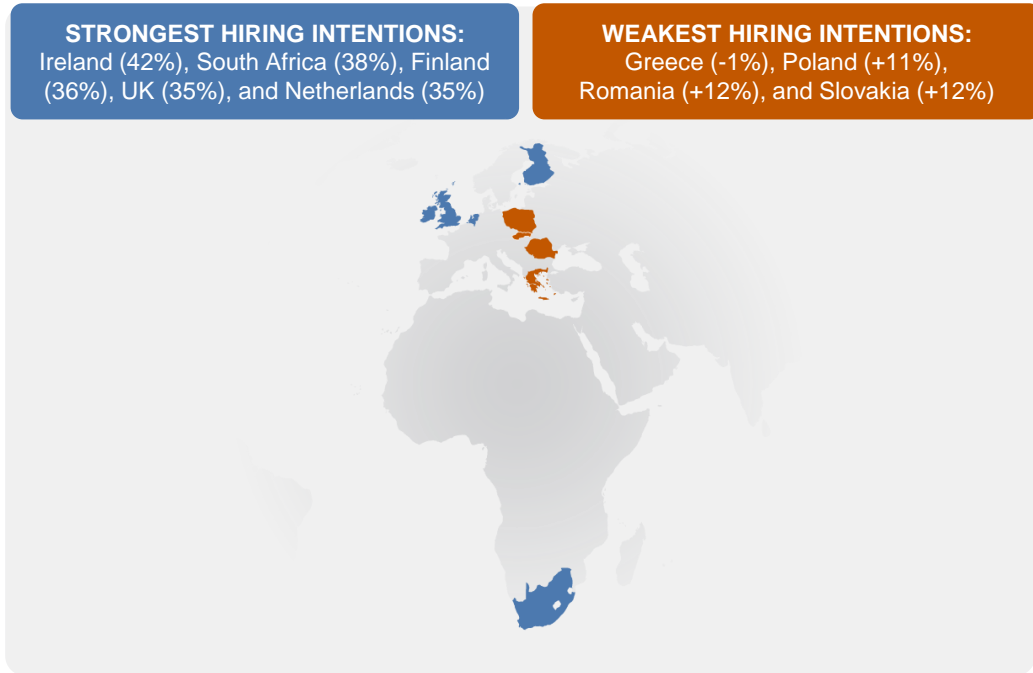
Hiring intentions improve in 21 countries when compared with Q3 2021 and improve in 15 when compared to Q2 2022.

The strongest hiring intentions are in Ireland (+42%), South Africa (+38%), and Portugal (+37%), and the weakest in Greece (-1%), Poland (+11%), and both Romania and Slovakia (+12%).

In five U.K. industry sectors, employers report an increase in hiring intentions, and similarly, in nine of France's industry sectors, employers report an increase.

STRONGEST HIRING INTENTIONS:
Ireland (42%), South Africa (38%), Finland (36%), UK (35%), and Netherlands (35%)

WEAKEST HIRING INTENTIONS:
Greece (-1%), Poland (+11%), Romania (+12%), and Slovakia (+12%)



Strongest Outlooks Globally Among the America's

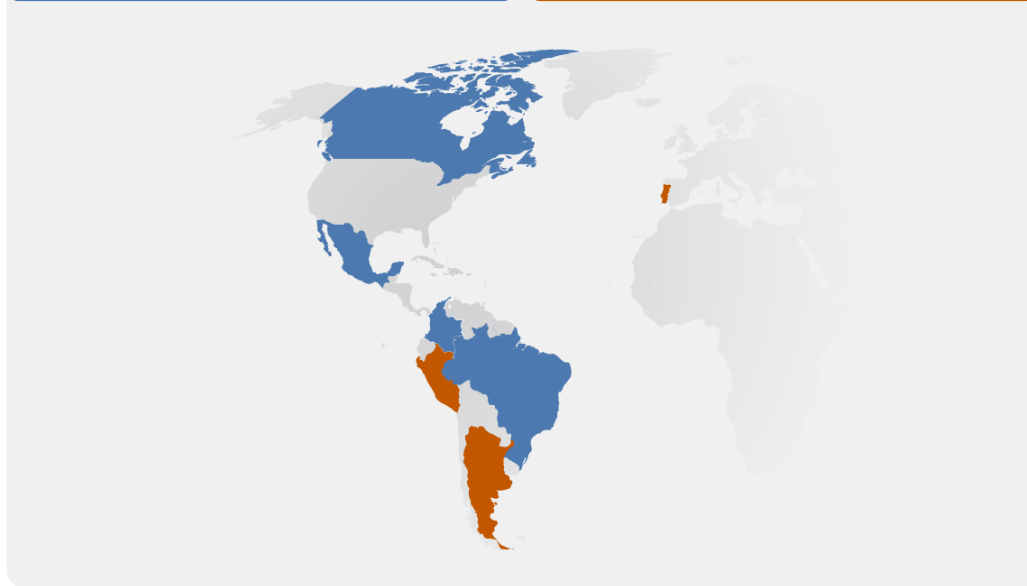
All 10 countries in North, Central and South America report a positive employment outlook for Q3, improving in 9 quarter-over-quarter and all 10 compared to this time last year.

Strong outlooks continue in Brazil where employers report the second most positive hiring intentions (+54%) amongst the 40 countries, up 14% since the previous quarter where they reported the highest outlook globally.

In the U.S., employers in IT & Tech, (+59%), and Banking & Finance (+45%) report the strongest outlooks.

STRONGEST HIRING INTENTIONS:
Mexico (+59%), Brazil (+54%), Canada (+43%) and Colombia (+43%)

WEAKEST HIRING INTENTIONS:
Argentina (21%), Peru (+32%), and Portugal (+37%)



APAC Employers Report Strong Optimism Despite Lockdowns Throughout Region

Hiring sentiment strengthens in 4 countries and territories quarter-over-quarter while weakening in 3.

The strongest regional hiring prospects are reported in India (+51%) for the second consecutive quarter, up 13% since Q2.

Hong Kong (+11%) reports increased hiring intentions, improving 8% compared to Q2 2022, and 10% on the previous year.

China expects hiring intentions to decrease in 8 sectors, with Banking & Finance Estate (+4%) reporting the only increase.

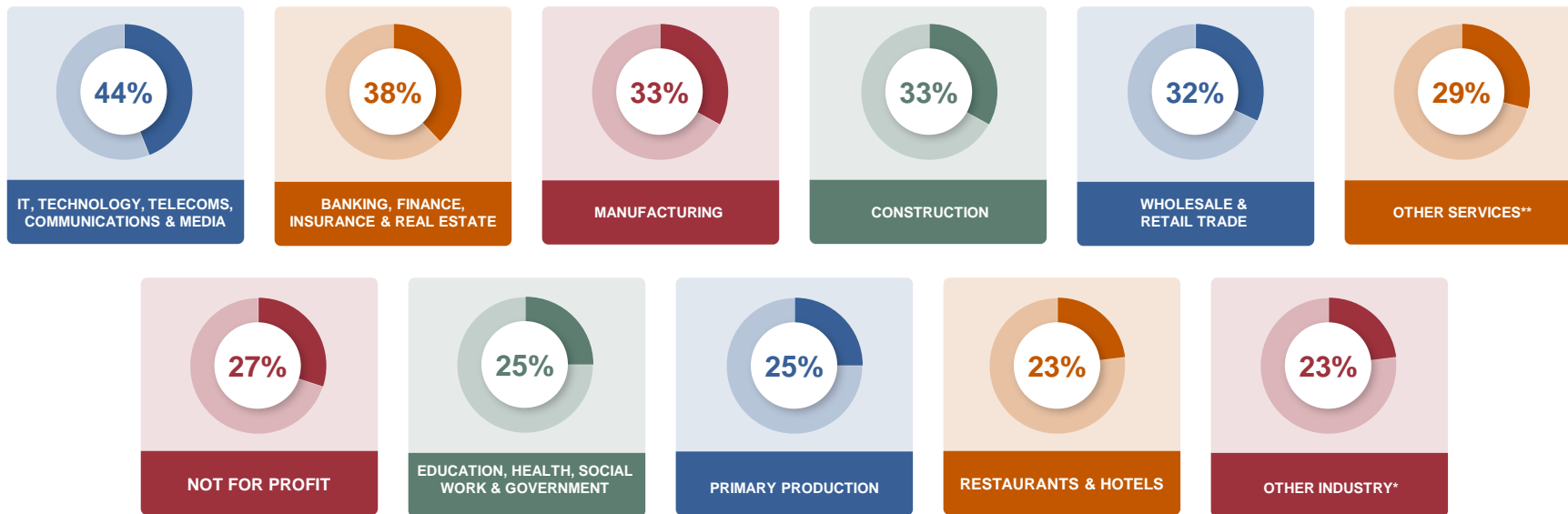
STRONGEST HIRING INTENTIONS:
India (+51%), Singapore (+40%) and
Australia (+38%)

WEAKEST HIRING INTENTIONS:
Taiwan (+3%), Japan (+4%),
and Hong Kong (+11%)



Employers Anticipate Strong Demand for Talent Across Key Sectors

Digital roles continue to drive most demand globally: IT & Technology reported the strongest outlook (+44%), followed by Banking, Finance, Insurance and Real Estate (+38%), Construction (+33%) and Manufacturing (+33%).



*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

**Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

A group of four diverse professionals (three women and one man) are seated around a wooden table in a meeting. They are smiling and looking at documents and laptops. The woman on the far left is a Black woman with dark curly hair, wearing a light purple blazer. The woman next to her is a woman wearing a grey hijab and a grey top. The woman next to her is an Asian woman with long dark hair, wearing a white ribbed turtleneck. The man on the far right is a Black man with short hair, wearing a grey cardigan over a white t-shirt. The table has several items on it, including a white mug, a grey mug, a glass of water, a laptop, and some papers. The background is a blurred office setting with a bookshelf and a plant.

**ABOUT THE
MANPOWERGROUP
EMPLOYMENT
OUTLOOK SURVEY**

About the ManpowerGroup Employment Outlook Survey

[EXPLORE THE DATA](#)

The ManpowerGroup Employment Outlook Survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

Unique

It is unparalleled in its size, scope, longevity and area of focus. 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 more than 40,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused

For more than six decades the survey has derived all of its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of September 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q3 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

ManpowerGroup Solutions Across the Entire HR Life Cycle



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