

Q4  
2022

# MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

Data for Q4 2022



ManpowerGroup®

# EXECUTIVE SUMMARY

- The ManpowerGroup Employment Outlook Survey for the fourth quarter of 2022 was conducted by interviewing a representative sample of 509 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 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 July 1st and July 31th, 2022 in all markets. ManpowerGroup surveyed a total of 40,600 employers in 41 countries and territories.

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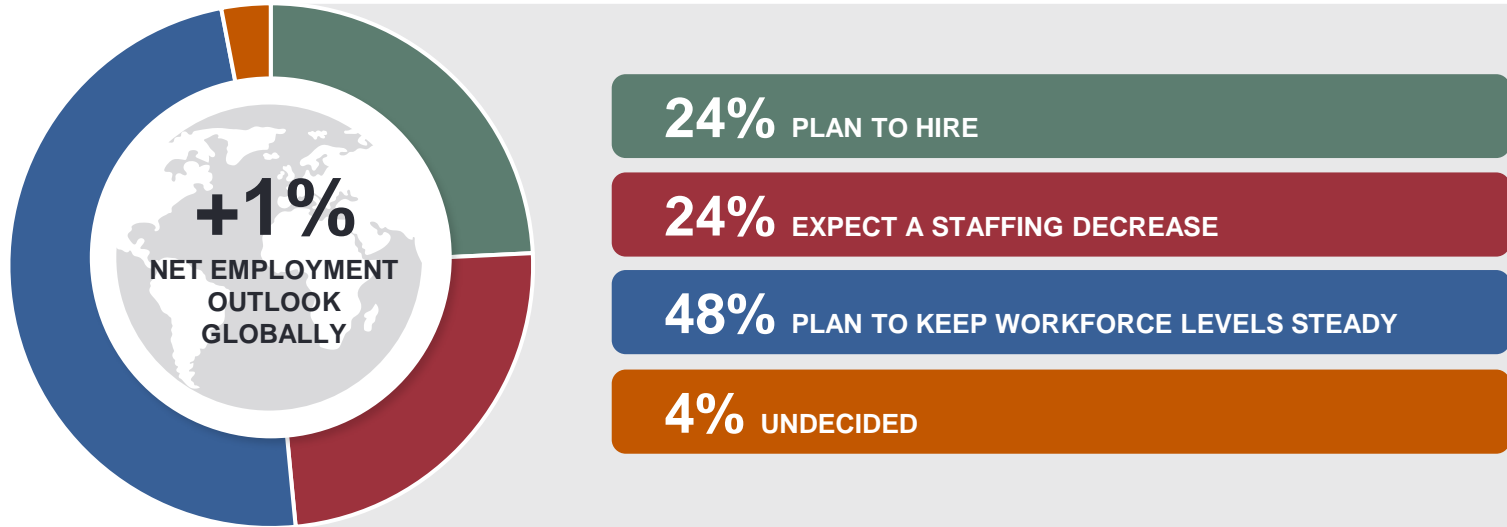


# Q4 2022 - POLAND EMPLOYMENT OUTLOOK



# Poland Employment Outlook Q4 2022

Polish employers report hiring prospects for the October to December period. With 24% of employers anticipating an optimistic increase in recruitment, the same number (24%) expecting a gloomy decrease in employment, and 48% plan no change, the Net Employment Outlook is -9%. Once the data is adjusted the seasonal variation, the Outlook is relatively stable and stands at +1%.



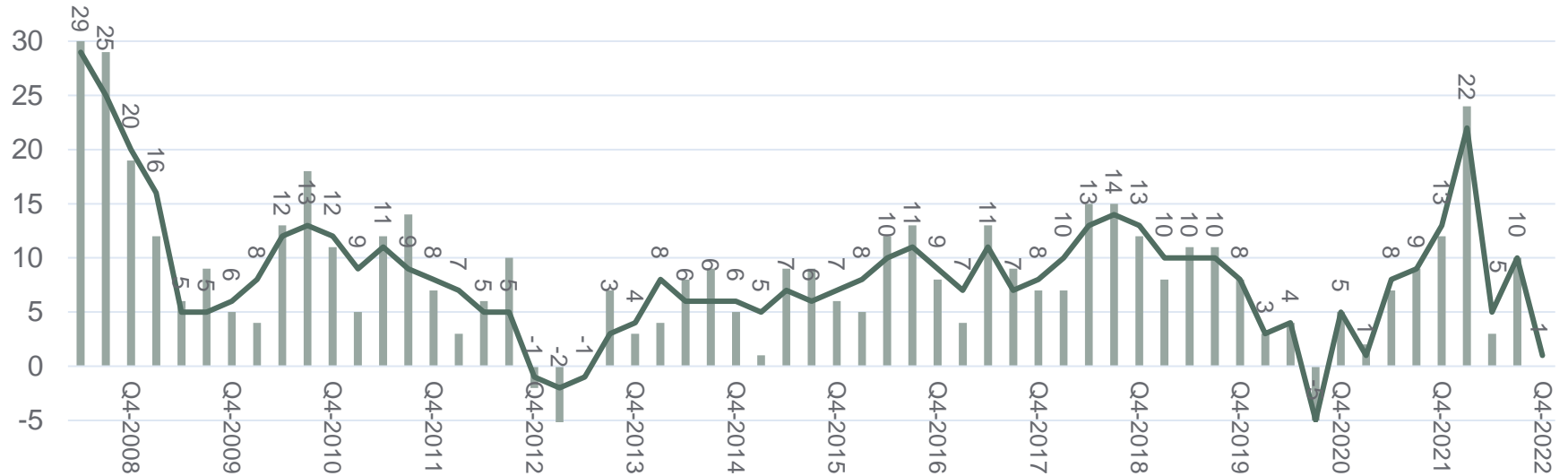
# Poland Employment Outlook Q4 2022

The quarterly net employment plans is lower by 9 percentage points (from +10%), while compared to the result recorded in the same quarter of the previous year, it decreased by 12 percentage points (from +13%).



# Poland Employment Outlook

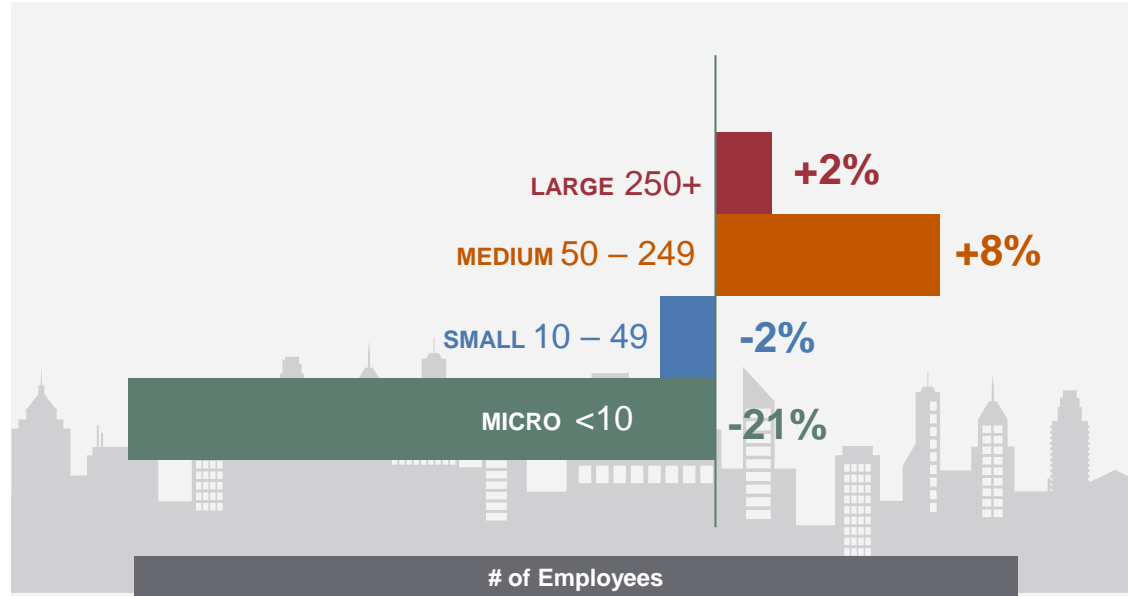
■ Net Employment Outlook    — Seasonally Adjusted Outlook



# Poland Employment Outlook by company size category

In Q4 of 2022, two of the four organization size categories are expected to have positive employment plans.

The expansion of teams is declared by medium-sized companies with a NEO of +8% and large organizations plan a mild employment of +2%. Small organizations forecast job cuts, pointing the plans at -2% level. The largest redundancies of employees are predicted by micro-organizations with a NEO forecast at -21%.



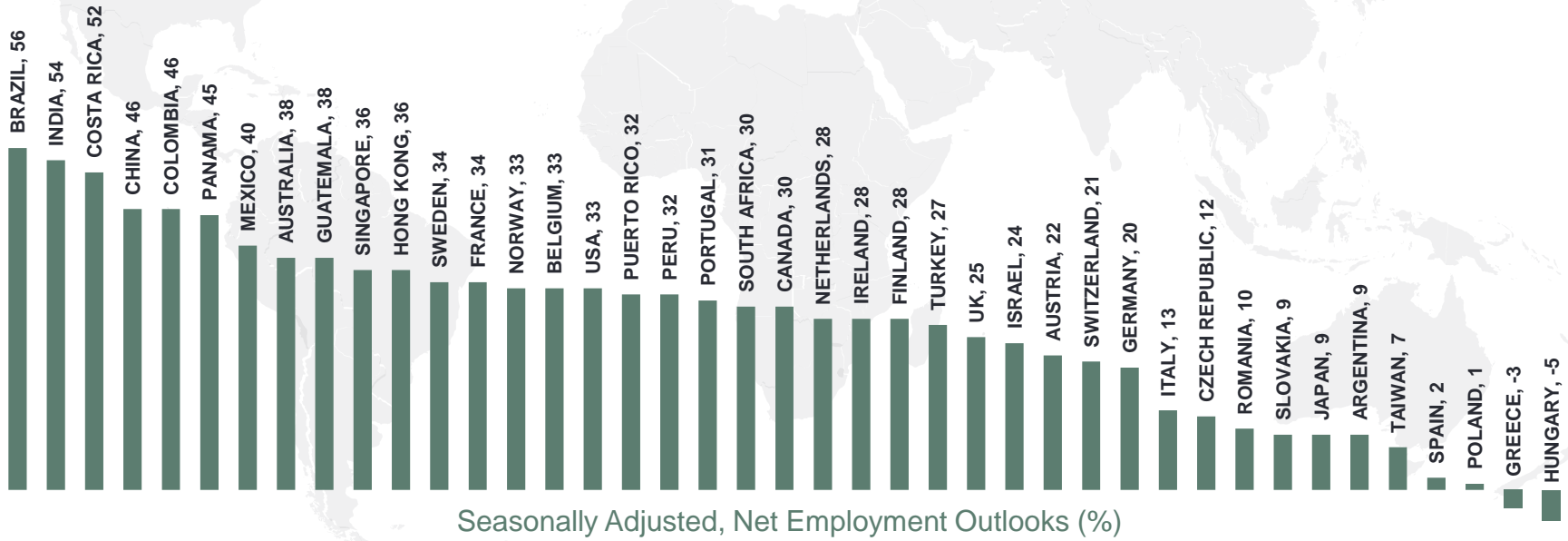




# GLOBAL EMPLOYMENT OUTLOOK Q4 2022

# Employer Hiring Expectations for October - December

When considering how staffing levels will change during the fourth quarter, employers in **39 of 41** countries and territories anticipate a net positive hiring Outlook.



# Employers in Europe, Middle East, and Africa Report Confidence Softening in Their Outlook

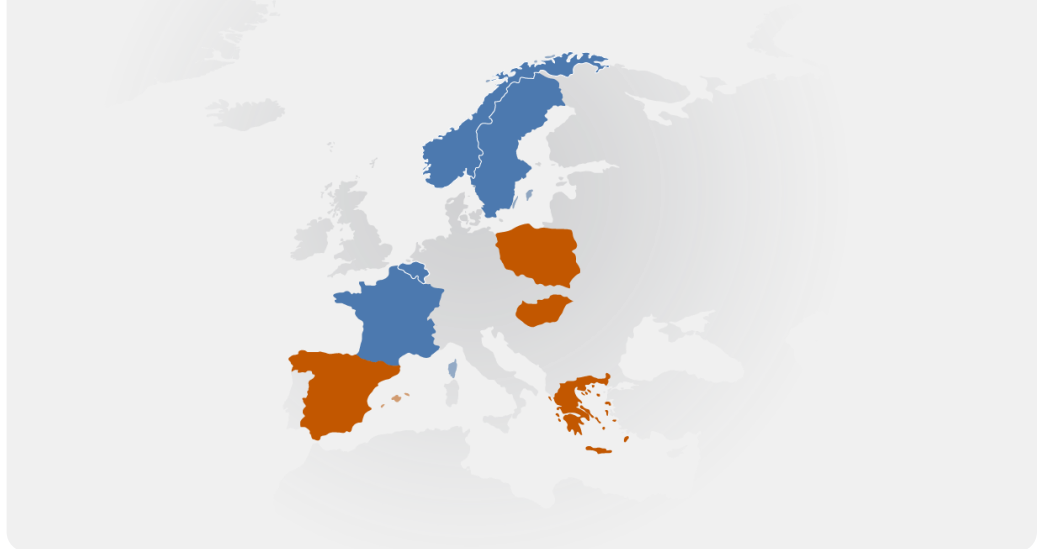
**Intentions remain the same when compared with Q4 2021 while easing -3% since last quarter.**

Outlooks vary across the region with employers most keen to hire in Sweden (+34%), France (+34%), Norway (+33%), and Belgium (+33%), and the most cautious in Hungary (-5%), Greece (-3%), and Poland (+1%).

Countries closest to Ukraine are taking a frugal approach in hiring intentions; for example, Hungary dropped 17% since last quarter, and now report an Outlook of -5%.

**STRONGEST HIRING INTENTIONS:**  
Sweden (+34%), France (+34%),  
Norway (+33%), and Belgium (+33%)

**WEAKEST HIRING INTENTIONS:**  
Hungary (-5%), Greece (-3%),  
Poland (+1%), and Spain (+2%)



# Employers Across the Americas Remain Optimistic in Final Quarter

All 11 countries and territories in North, Central and South America report positive employment outlooks for Q4, improving in 9 quarter-over-quarter and 10 compared to this time last year.

In Central and South America, hiring managers in Brazil report bullish intentions (+56%), followed by Costa Rica (+52%), and Colombia (+46%); Lower confidence is seen in Argentina (+9%) and Peru (+32%)

In North America, employers in Canada (+30%) and the U.S. (+33%) report moderate decreases in their Outlooks compared to last quarter, -8% and -5%, respectively, while Puerto Rico reports an overall Outlook of +32%

**STRONGEST HIRING INTENTIONS:**  
Brazil (+56%), Costa Rica (+52%) and  
Colombia (+46%)

**WEAKEST HIRING INTENTIONS:**  
Argentina (+9%), Canada (+30%),  
and Puerto Rico (+32%)



# Hiring Managers Across the Asia Pacific Anticipate the Most Vigorous Regional Outlook

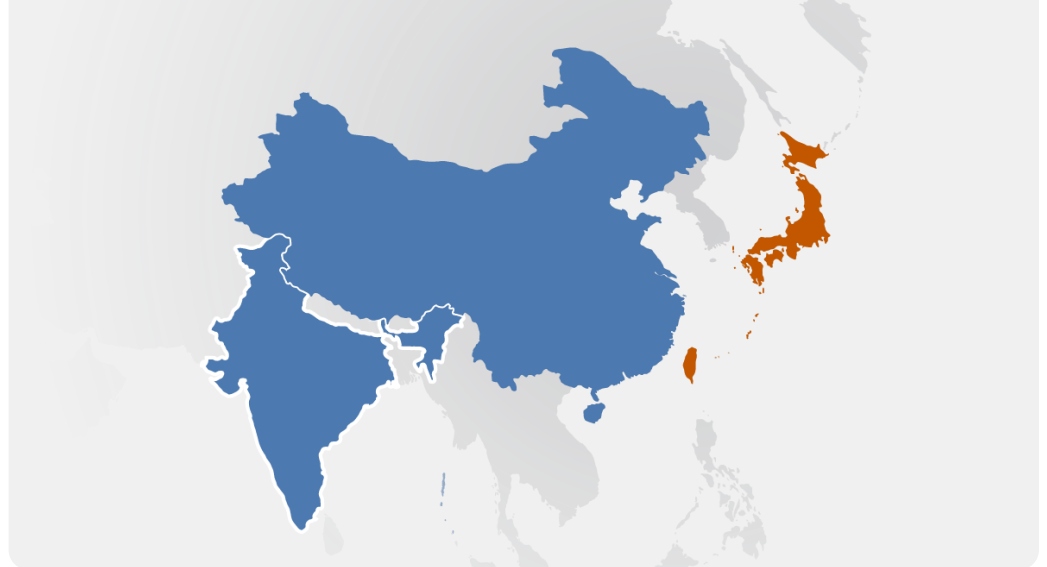
**India (+54%), China (+46%), and Australia (+38%) report the strongest Outlooks.**

APAC is the only region where hiring intentions improve from last quarter (+6 points) and show a 20-point increase from Q4 2021.

China and Hong Kong continue to bounce back from COVID-19 lockdowns prevalent last quarter, both growing 15% since Q3.

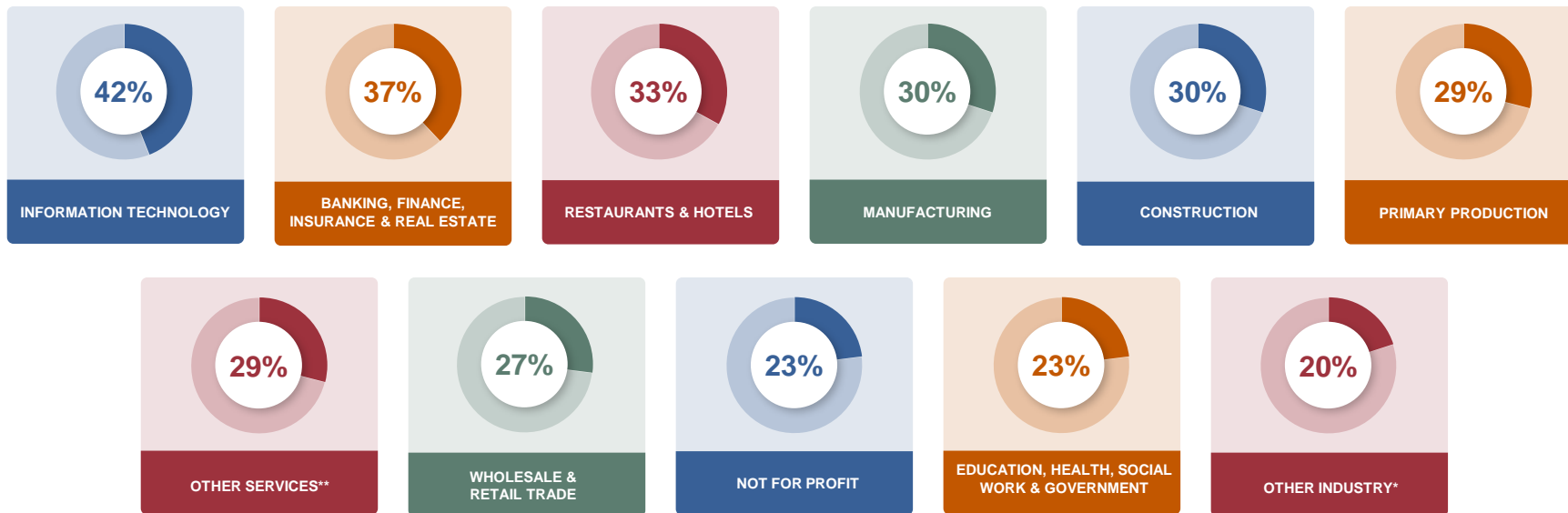
**STRONGEST HIRING INTENTIONS:**  
India (+54%) and China (+46%)

**WEAKEST HIRING INTENTIONS:**  
Taiwan (+7%) and Japan (+9%)



# Employers Anticipate High Demand for Talent Across Key Sectors

**Digital roles continue to drive most demand globally:** Organizations in the IT industry report the most optimistic Outlook (+42%), followed closely by Banking, Finance, Insurance and Real Estate (+37%).



\*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.



**ABOUT THE  
MANPOWERGROUP  
EMPLOYMENT  
OUTLOOK SURVEY**

# About the ManpowerGroup Employment Outlook Survey

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 nearly 40,700 public and private employers across 41 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 December 2022 as compared to the current quarter?"

## Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 41 markets for the Q4 2022 report.

Responses prior to Q1 2022 were contacted via telephone and are now collected in a double opt-in online panels where members 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 and territories to allow international comparisons.



# New ways of getting work done will continue to emerge, ManpowerGroup is here



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