



ManpowerGroup Employment Outlook Survey

Data for Q2 2023

Q2 2023

ManpowerGroup
Employment
Outlook Survey

Executive Summary

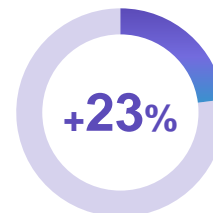


- The ManpowerGroup Employment Outlook Survey for the second quarter of 2023 was conducted by interviewing a representative sample of 510 employers in Poland.
- All survey participants were asked, “How do you anticipate total employment at your location to change in the three months, from the April to the end of June 2023 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 2nd and 31st January 2023 in all markets. ManpowerGroup surveyed a total of 39,000 employers in 41 countries and territories.

Executive Summary

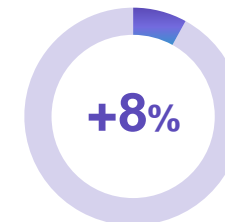


Net Global
Employment
Outlook



— Unchanged vs Q1 2023
but down 6 p.p. YoY.

Net Poland
Employment
Outlook



↗ Increase by 7 p.p.
compared to Q1
2023 and 5 p.p. YoY.

Highest Hiring Demand in Poland



Energy
& Utilities



Communication
Services



Transport,
Logistics
& Automotive



Q2 2023 Poland Employment Outlooks

Poland Employment Outlook for Q2 2023

From the April to June 2023 28% of Polish employers anticipating an optimistic increase in recruitment, 19% expecting a decrease in employment. 49% plan no change, only 4% percent of organizations do not know their recruitment plans for this quarter. **Once the data is adjusted the seasonal variation, the Outlook is moderate increase and stands at +8%.**

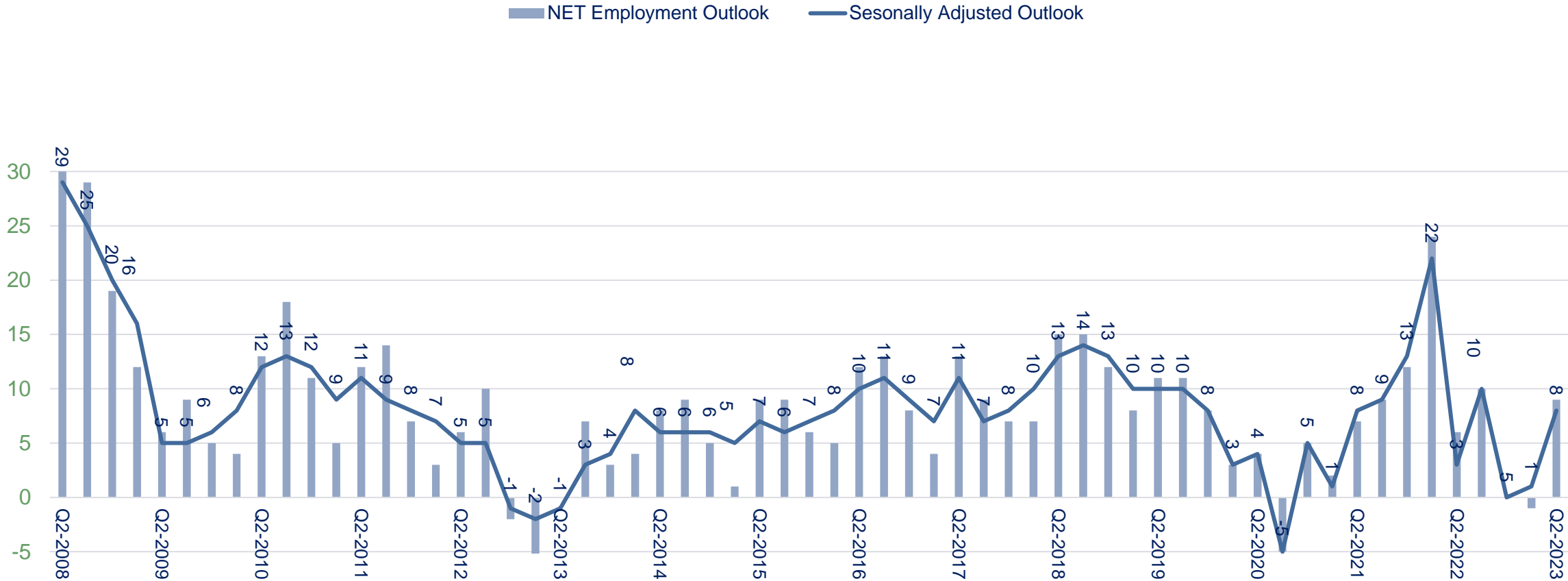


Poland Employment Outlook for Q2 2023

The quarterly net employment plans is higher by 7 percentage points (from +1%). Compared to the previous year, outlook increased by 5 percentage points (from +3%).

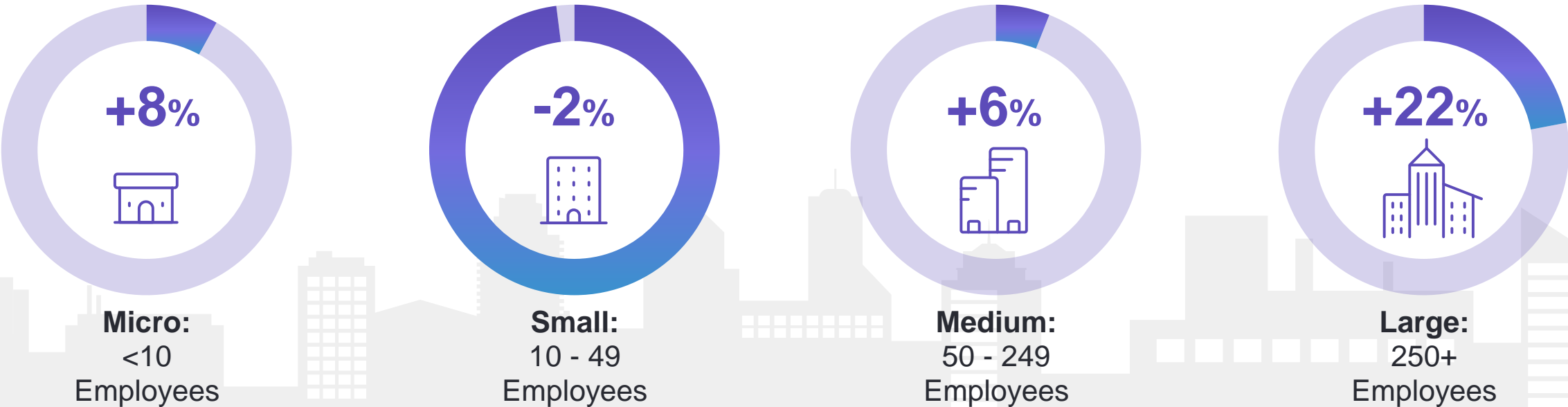


Poland Employment Outlook for Q2 2023



Poland Employment Outlook for Q2 2023

In Q2 2023 three of the four organization size categories is expected to have positive employment plans. The biggest strengthening of the teams is declared by large-sized companies with a NEO of +22%. Medium organizations and micro companies forecast moderate increase, pointing the plans at +6% and +8%. The redundancies of employees are predicted by small-organizations with a NEO forecast at -2%.

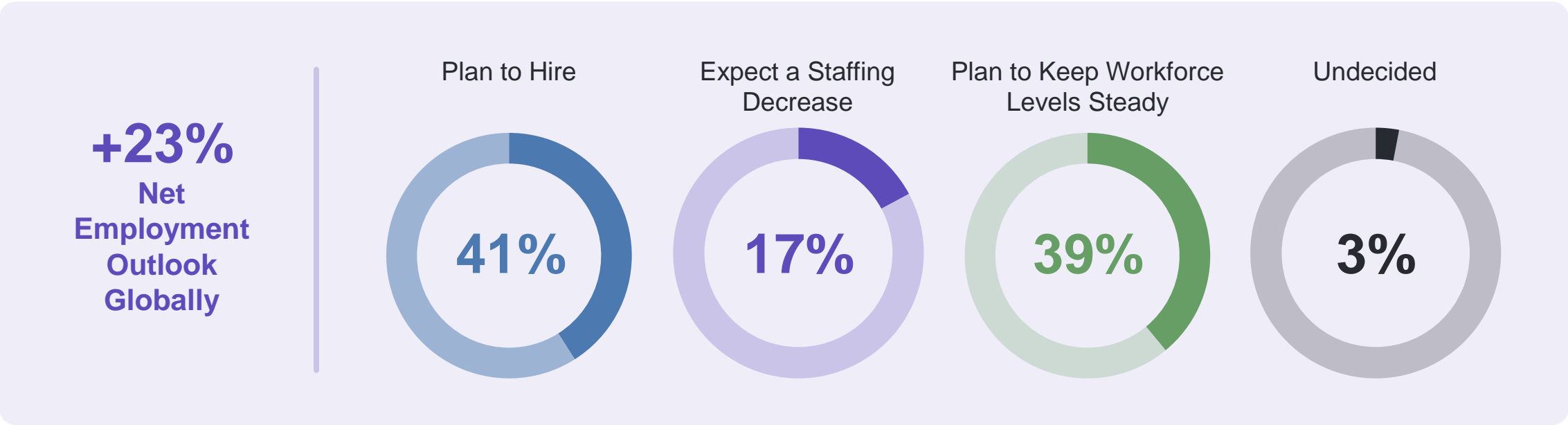




Q2 2023 Global Employment Outlooks

Global Employment Outlook for Q2 2023

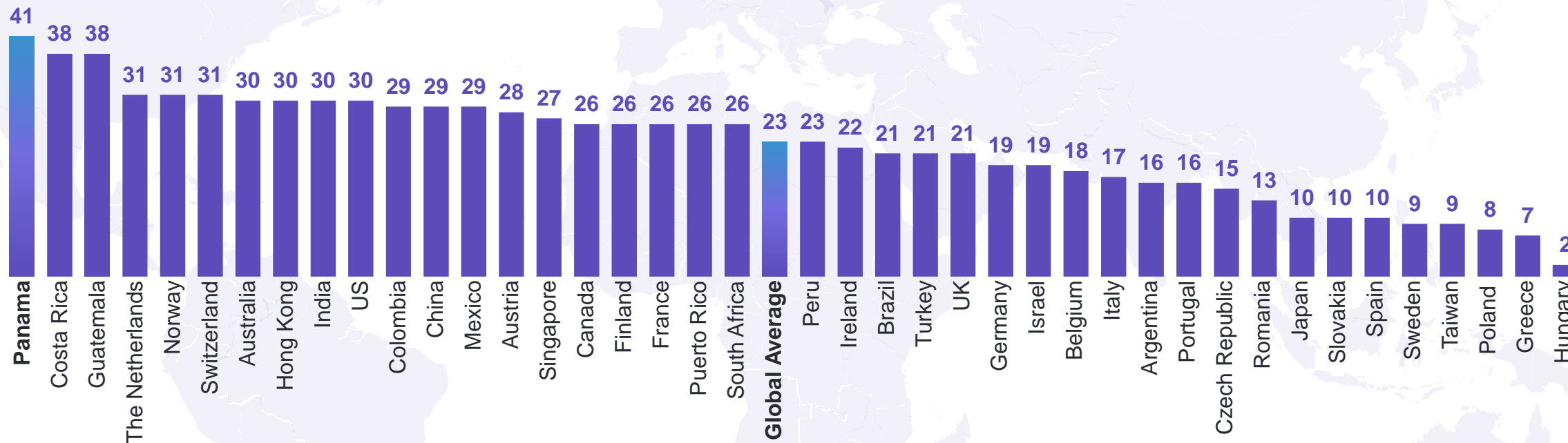
In the latest edition of the ManpowerGroup Employment Outlook Survey of nearly 39,000 employers, 22 of the 41 countries report higher intentions than the previous quarter. Employers around the world continue to anticipate hiring more workers in the second quarter of 2023, reporting a seasonally adjusted, **Net Employment Outlook of +23%**. Hiring intentions remain unchanged quarter-over-quarter and soften by -6 percentage points when compared to this time last year.



Hiring Expectations for April - June

When considering how staffing levels will change during the second quarter, **employers in all 41 countries anticipate a net positive hiring Outlook.**

Seasonally Adjusted, Net Employment Outlooks (%)



Optimistic Hiring Expected in the Second Quarter of 2023

With stable outlooks across the regions, **employers in North America (+30%) reported the strongest hiring intentions**, followed by South and Central America (+27%), Asia Pacific (+27%), and EMEA (+18%).



Strongest Hiring Prospects



Panama

+41%



Costa Rica

+38%



Guatemala

+38%



Weakest Hiring Prospects



Poland

+8%



Greece

+7%



Hungary

+2%

Employers in Europe, Middle East & Africa Report Consistent Outlooks

Hiring expectations remain the lowest, although steady, in the EMEA region (+18%), unchanged since Q1 and slightly weaker since Q2 2022 (-4 points).

Hungary reports the weakest NEO (2%), although improving from last quarter (+10 points), perhaps as winter temperatures were not as severe as expected. Indeed, stable European expectations follow the slight easing of inflation while the region's dependency on Russian oil and gas reduced in favor of alternative energy providers. For instance, the resource-rich Norway has seen record-high oil and gas profits, allowing the Norwegian economy to boom.

Strongest hiring intentions globally for the Transport, Logistics & Automotive industry are found in Norway (47%), and for Consumer Goods & Services in Switzerland (+36%).

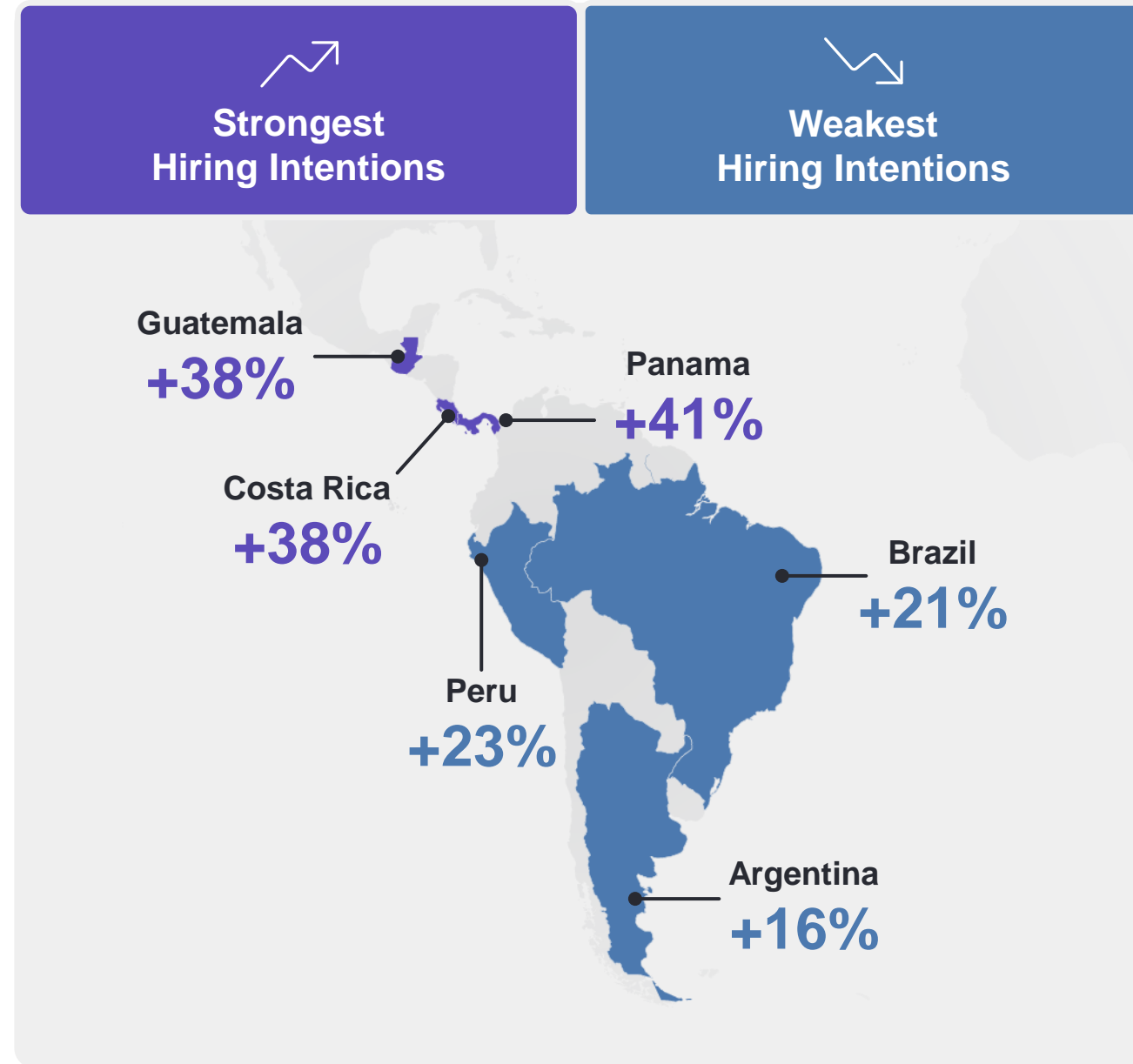


Hiring Managers Across the Americas Report Continued Confidence

All 11 countries and territories in North, Central and South America report positive employment outlooks for Q2, improving in 7 quarter-over-quarter and 4 compared to this time last year.

Employers in the U.S. (+30%) report a moderate increase (+1 percentage point) in their Outlooks compared to last quarter. In contrast, employers in Canada (26%) report a decrease (-6 percentage points) and in Puerto Rico (+26%) Outlooks remain unchanged.

Hiring managers in Panama (+41%) report strongest intentions both regionally and globally, regionally followed by Costa Rica (+38%), and Guatemala (+38%). The lowest confidence is seen in Argentina (+16%).



Employers Across the Asia Pacific Reveal Optimistic Hiring Intentions

Hiring managers across the region anticipate strong (+27%) hiring intentions, improving when compared to the previous quarter (+2 points) but weakening slightly year-over-year (-1 point).

The only region reporting an increase in hiring intentions from Q1, perhaps due to the reopening of trade and travel in mainland China, with its economy beginning to recover.

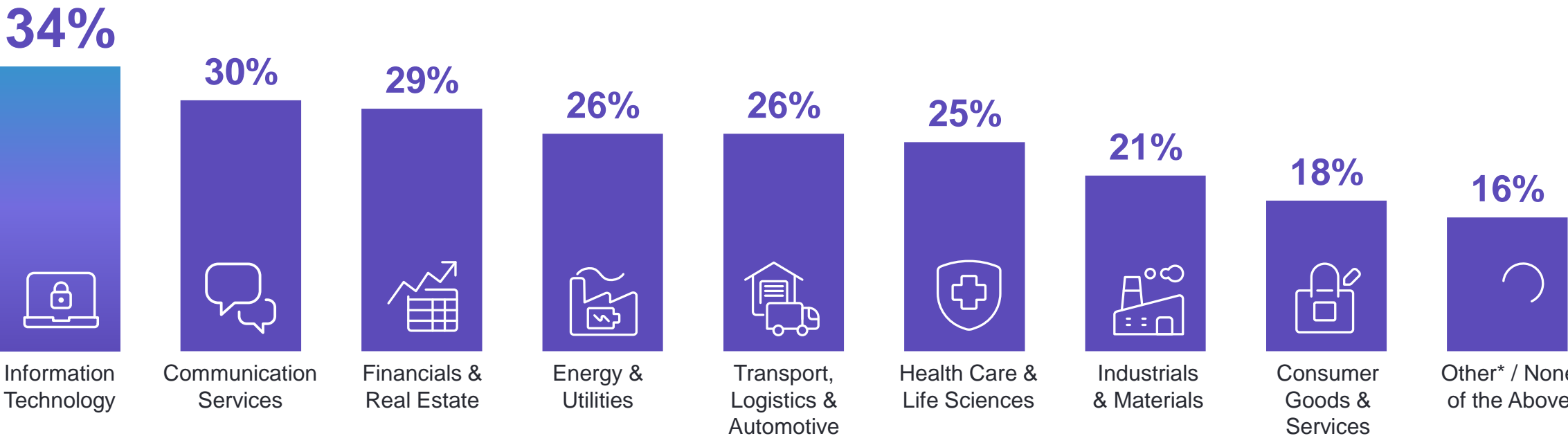
This has affected the rest of the region with rebounding consumer demand and travel.

Strongest hiring intentions globally for the Communications Services sector are found in Hong Kong (81%) and Information Technology in Australia (56%).



High Demand Anticipated for Talent Across Key Sectors

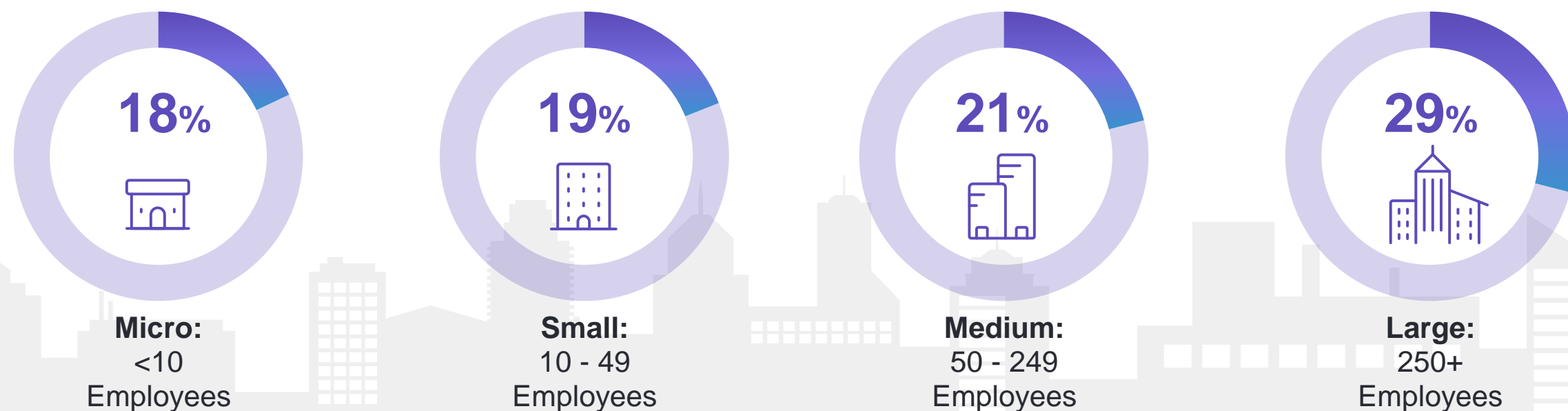
Digital roles continue to drive most demand globally: Organizations in the IT industry continue to report the most optimistic Outlook, followed by Communication Services, and Financials & Real Estate.



*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

Micro Organizations Most Cautious to Hire in Q2

As the Great Reshuffle continues across geographies, nearly one-third of large businesses report plans to hire for open roles.





About the ManpowerGroup Employment Outlook Survey



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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 39,000 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 June 2023 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 Q2 2023 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.

[Explore the Data](#)

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& Analytics**



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Management**



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Management**



**Career
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Attraction**



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