



# ManpowerGroup Employment Outlook Survey

Data for Q4 2023

Q4 2023

ManpowerGroup  
Employment  
Outlook Survey

# Executive Summary

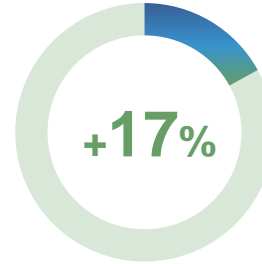


- The ManpowerGroup Employment Outlook Survey for the fourth quarter of 2023 was conducted by interviewing a representative sample of 510 employers in Poland.
- All survey participants were asked, “How do you anticipate total employment at your location to change in the three months, from the October to the end of December 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 1st and 31st of July 2023 in all markets. ManpowerGroup surveyed a total of 39,000 employers in 41 countries and territories.

# Executive Summary

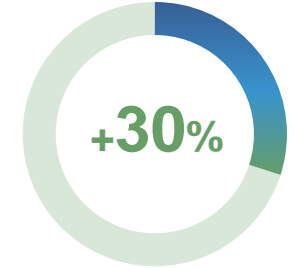


## Net Employment Outlook for Poland



Increased +5% vs. Q3 2023 and +17% YoY

## Global Net Employment Outlook



Increased +2% vs. Q3 2023 and +1% YoY

## Highest Hiring Demand in Poland



Financials & Real Estate



Energy & Utilities



Transport, Logistics & Automotive



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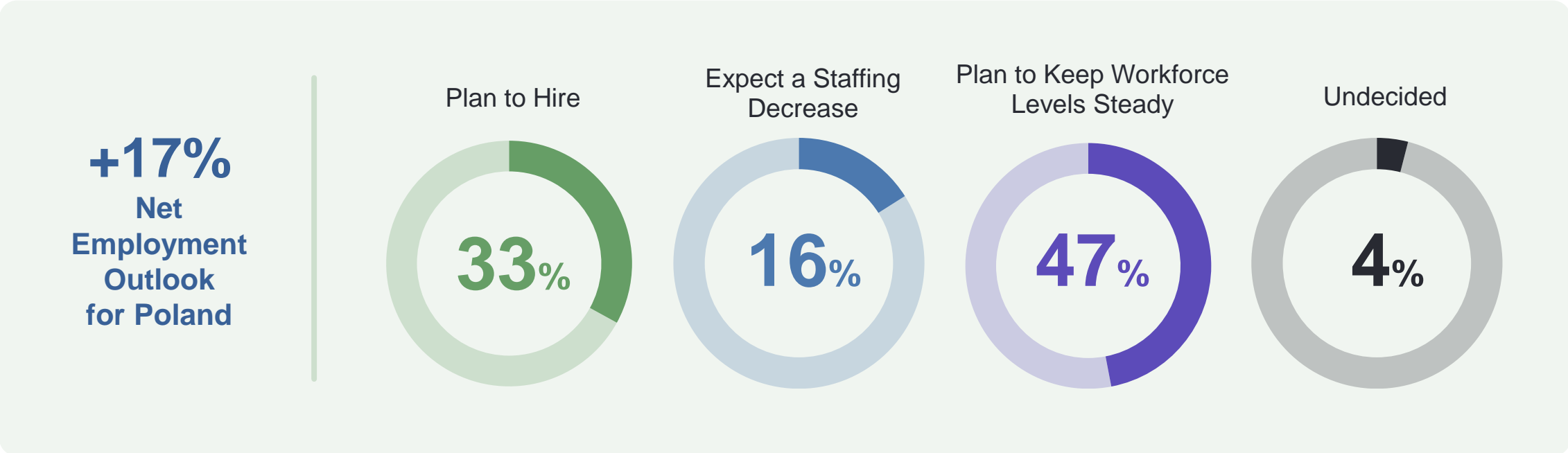
**About the  
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Outlook Survey**



# Q4 2023 Poland Employment Outlooks

# Poland Employment Outlook for Q4 2023

From October to the end of December 2023, 33% of Polish employers anticipate an optimistic increase in recruitment, 16% expect a decrease in employment. 47% 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 considerable increase and stands at +17%.



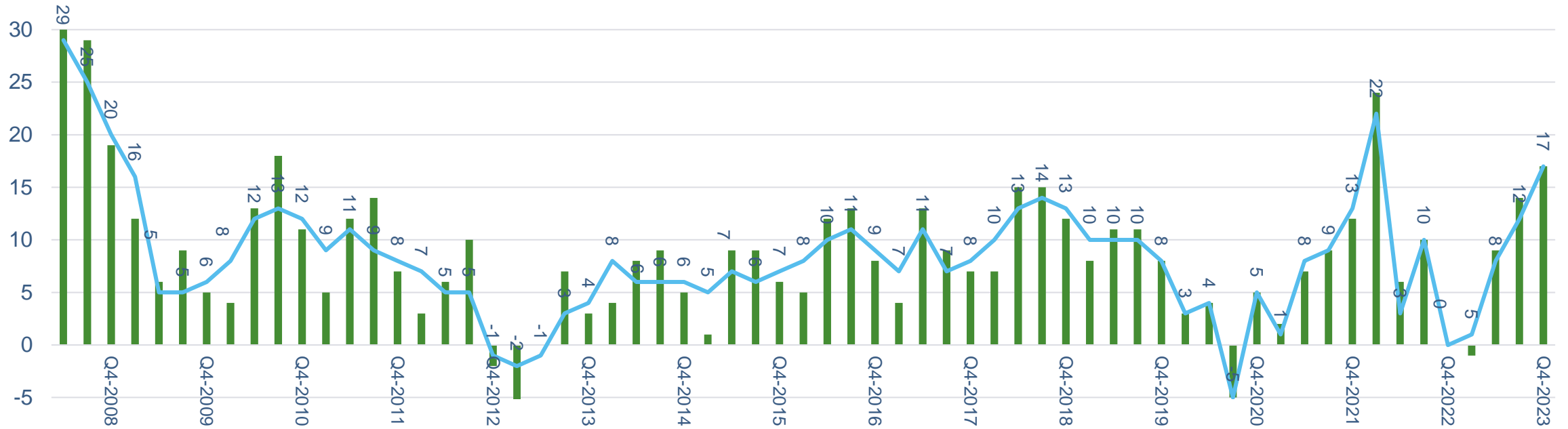
# Poland Employment Outlook for Q4 2023

The quarterly net employment plan is higher by 5 percentage points (from +12%) and higher by 17 percentage points compared to the previous year (from 0).



# Poland Employment Outlook for Q4 2023

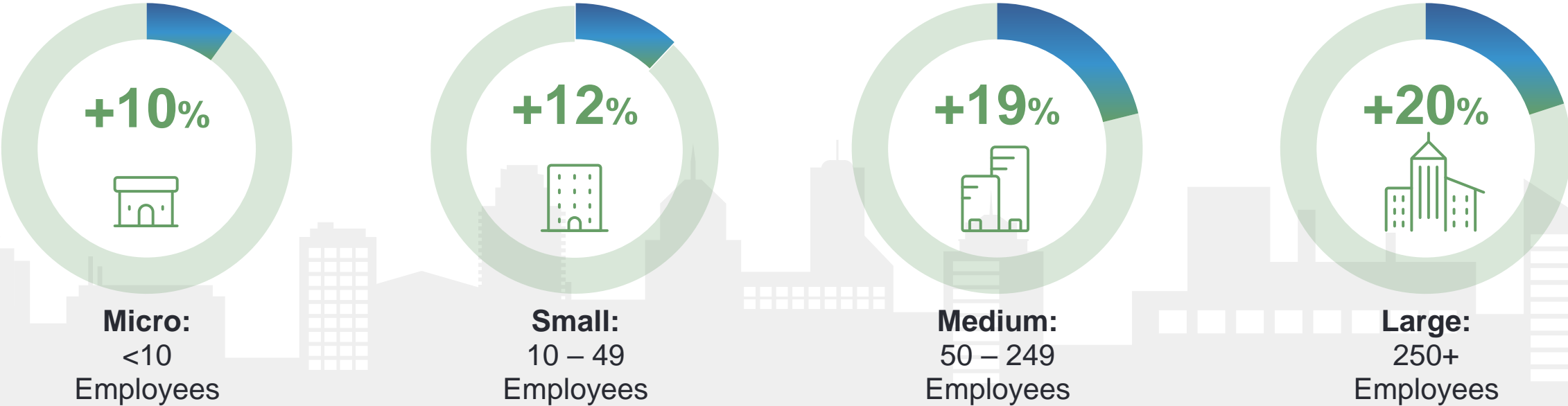
■ NET Employment Outlook    — Sesonally Adjusted Outlook





# Poland Employment Outlook for Q4 2023

In Q4 2023 all of the four organization size categories are expected to have positive employment plans. The biggest strengthening of the teams is declared by large-sized companies with a NEO of +20%. Medium organizations and small companies forecast moderate increase, pointing the plans at +19% and +12%. The lowest predicted, but still positive plans are declared by micro-organizations with a NEO forecast at +10%.



# Poland Employment Outlook for Q4 2023

In the Q4 2023, positive employment forecasts are declared by employers in all of 8 analyzed sectors.



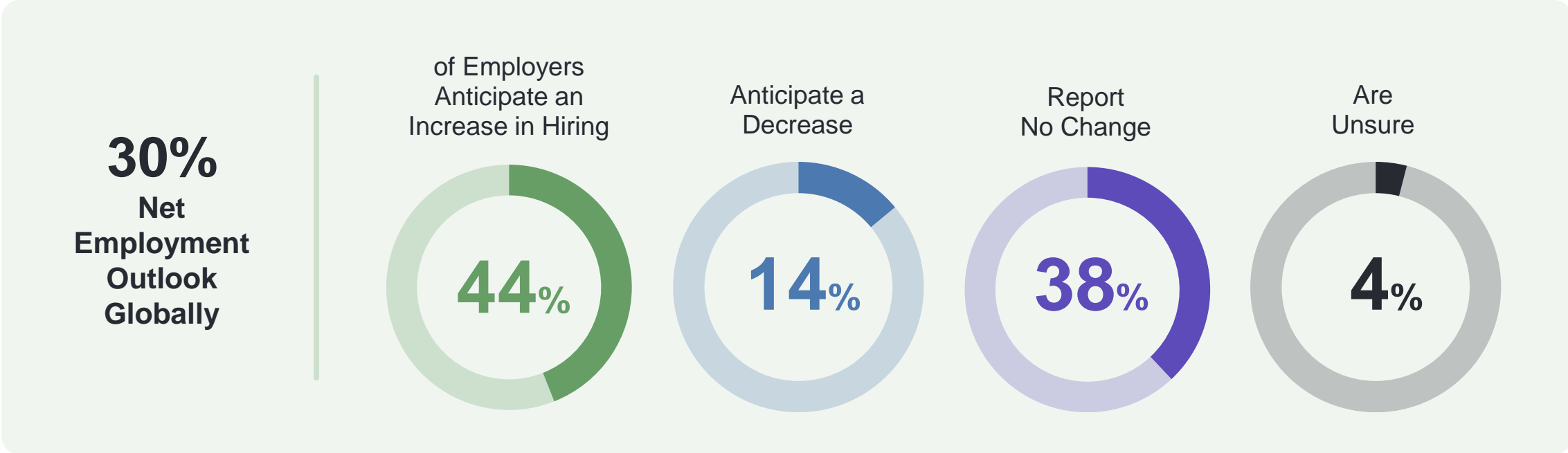


# Q4 2023 Global Employment Outlooks



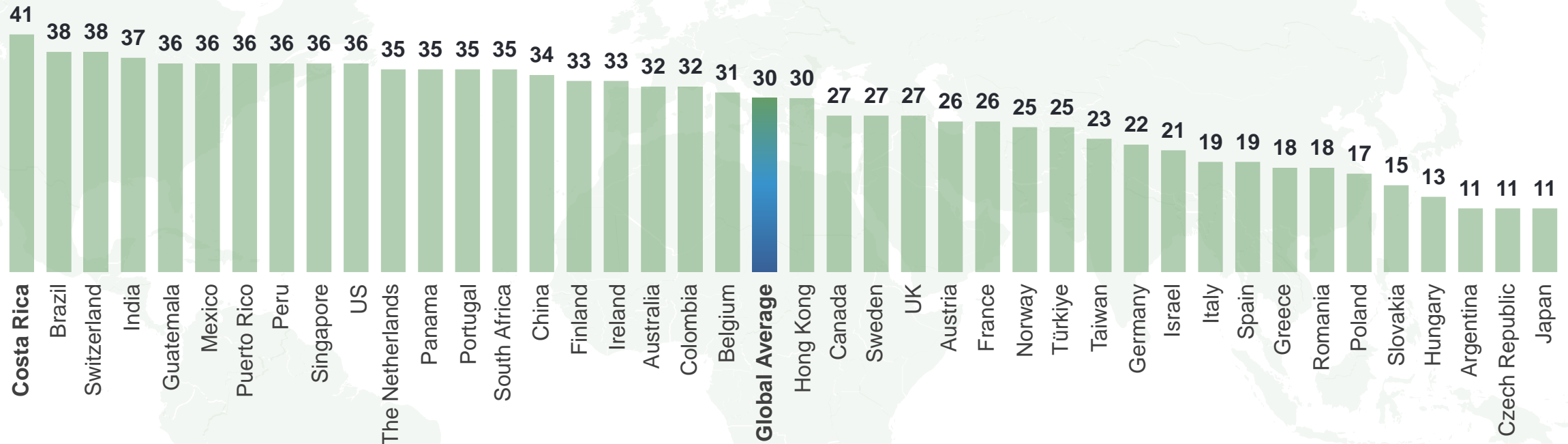
# Global Employment Outlook for Q4 2023

In the latest edition of the ManpowerGroup Employment Outlook Survey, employers around the world continue to anticipate a measured hiring pace in the final quarter of 2023 and report a seasonally adjusted, **Net Employment Outlook of +30%**.



# Hiring Expectations for October – December

Seasonally Adjusted, Net Employment Outlooks (%)



# Strongest & Weakest Fourth Quarter Outlooks

With stable outlooks across the regions, **employers in North America (+35%) reported the strongest hiring intentions**, followed by the Asia Pacific (+32%), South and Central Americas (+31%), and Europe, Middle East, and Africa (+25%).

## Strongest Hiring Prospects



Costa Rica  
**+41%**



Brazil  
**+38%**



Switzerland  
**+38%**

## Weakest Hiring Prospects



Argentina  
**+11%**



Czech Republic  
**+11%**



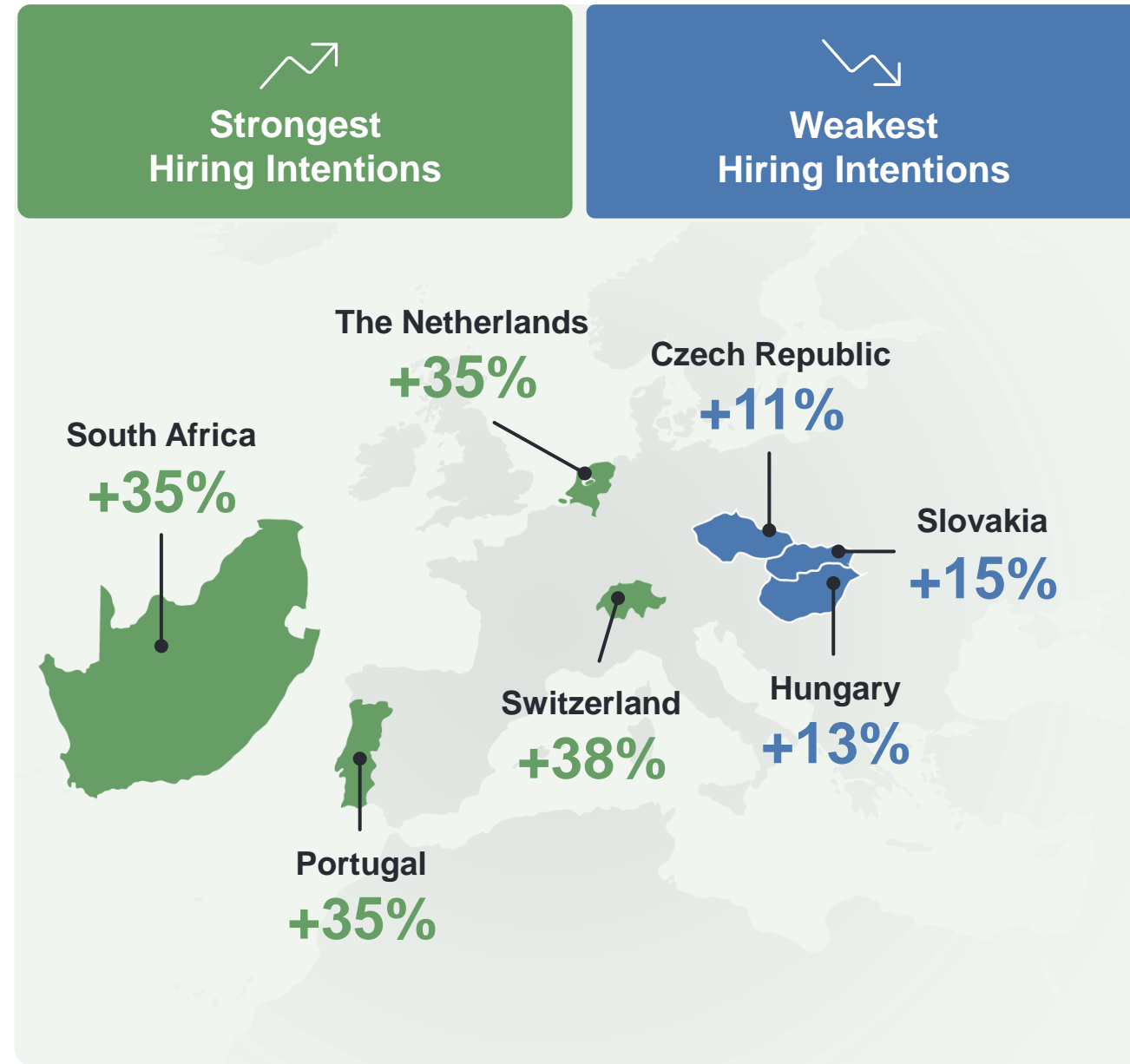
Japan  
**+11%**

# Hiring Outlooks Across Europe, the Middle East, & Africa (EMEA)

Hiring expectations remain the lowest, although steady, in the EMEA region (+25%), increasing +3% since last quarter and +5% since Q4 2022.

Outlooks vary across the region with employers most keen to hire in the Switzerland (+38%), The Netherlands (+35%), Portugal (+35%), and South Africa (+35%). Weakest Outlooks are in the Czech Republic (+11%), Hungary (+13%), and Slovakia (15%).

The strongest hiring intentions globally for the Communication Services (+66%) and the Transport, Logistics, and Automotive (62%) industries are both reported by employers in Switzerland; Industrials & Materials industry sector are reported by employers in the Netherlands (45%).



# Employer Expectations Across the Americas

Countries across North, Central and South America report positive employment outlooks for Q4, improving in 8 countries quarter-over-quarter and 5 compared to this time last year.

Employers across Puerto Rico (+36%), the U.S. (+36%), report +1% increases in their outlooks compared to last quarter and the same time last year, +4% and +3%, respectively. Hiring intentions in Canada (+27%) have softened both QoQ (-3%) and YoY (-4%).

Hiring managers in Costa Rica report the strongest intentions (+41%) both regionally and globally, regionally followed by Brazil (+38%). The lowest confidence is seen by employers in Argentina (+11%).

The strongest hiring intentions globally for the Consumer Goods & Services are reported by employers in Guatemala (+48%) and Health Care & Life Sciences in Costa Rica (68%).

  
**Strongest  
Hiring Intentions**

  
**Weakest  
Hiring Intentions**

**Costa Rica**  
**+41%**

**Brazil**  
**+38%**

**Argentina**  
**+11%**

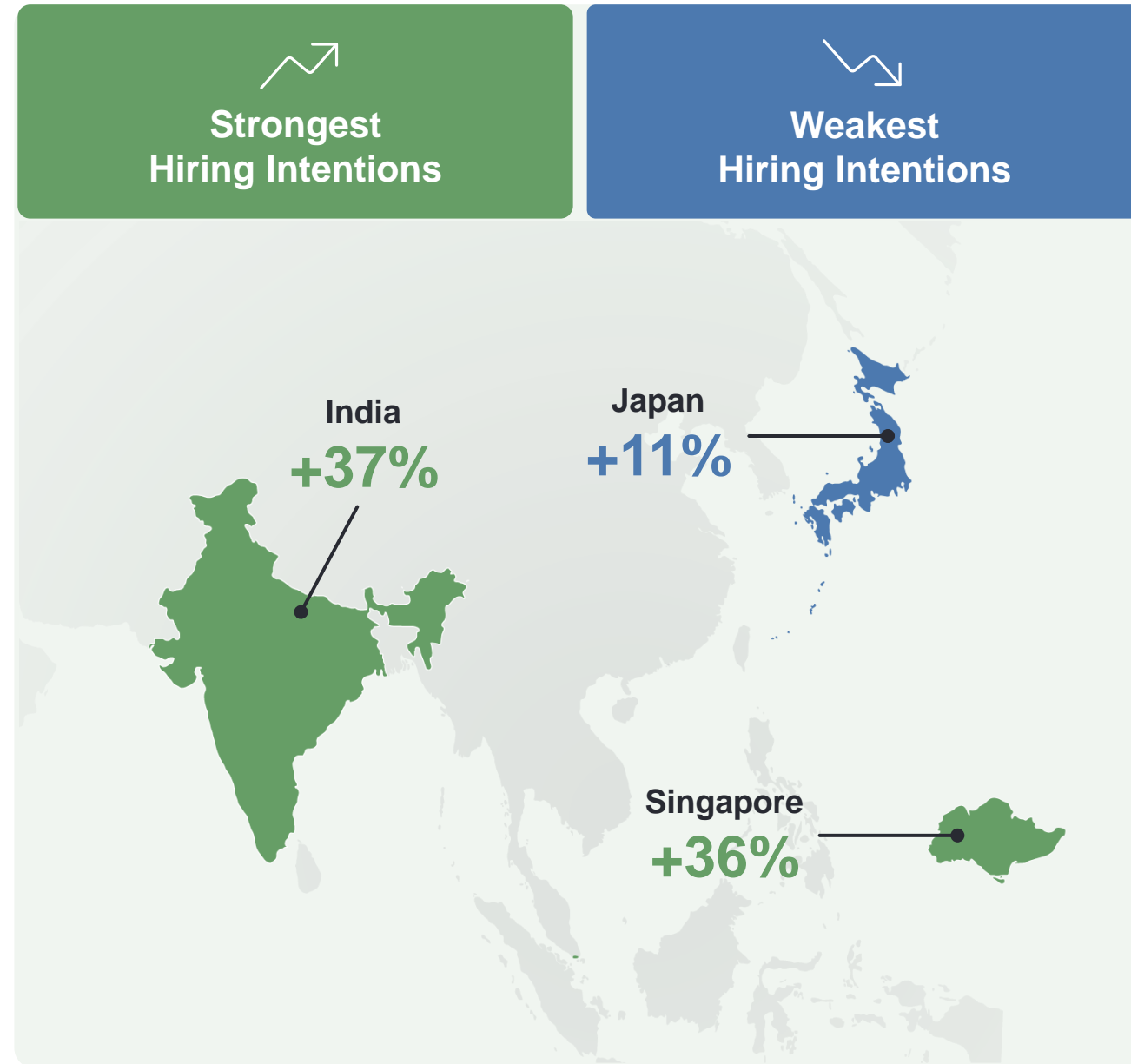


# Employment Outlooks Across the Asia Pacific

Hiring managers across the Asia Pacific region anticipate increasing headcount (+32%), improving when compared to the previous quarter (+1 percentage point) but weakening year-over-year (-8 percentage points).

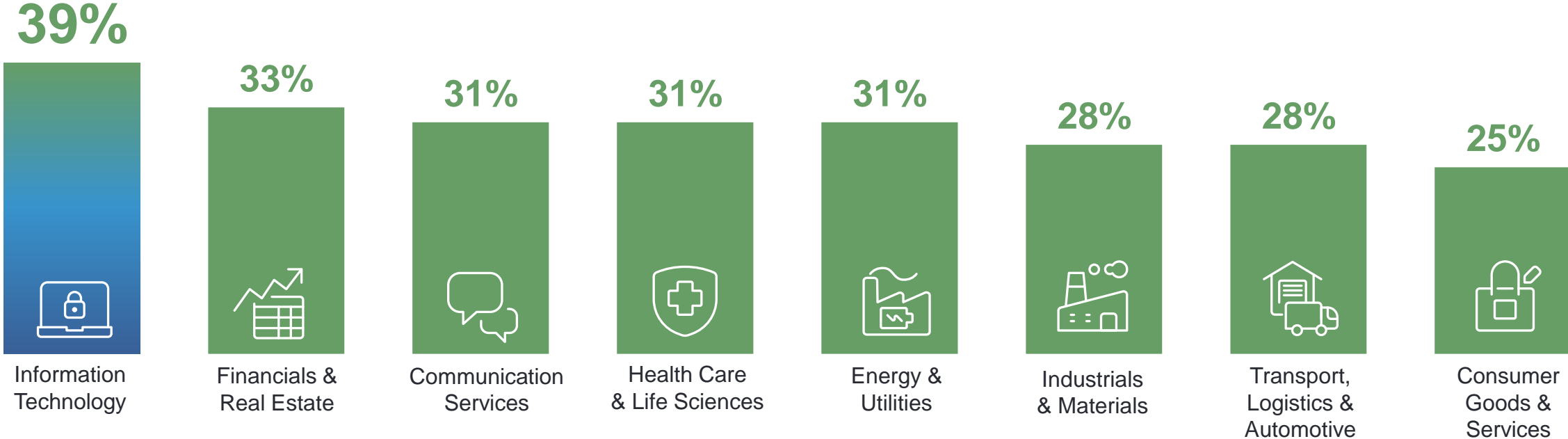
India (+37%) and Singapore (+36%) report the strongest outlooks in the region.

The most cautious Outlooks were reported by employers in Japan (+11%).

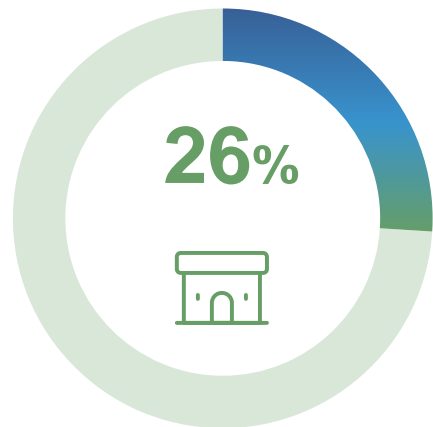


# Global Employment Outlook Across Key Sectors

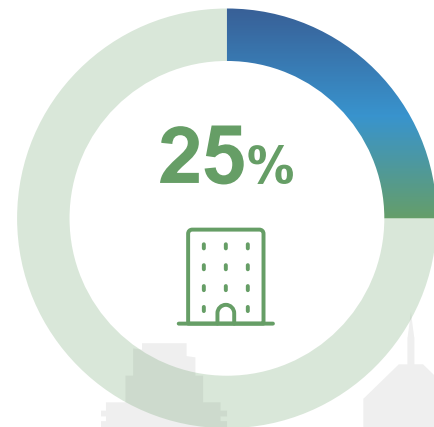
Digital roles continue to drive the most demand globally with businesses in the IT industry reporting the brightest outlook for the fourth consecutive quarter but weakening by -5% compared with Q4 2022.



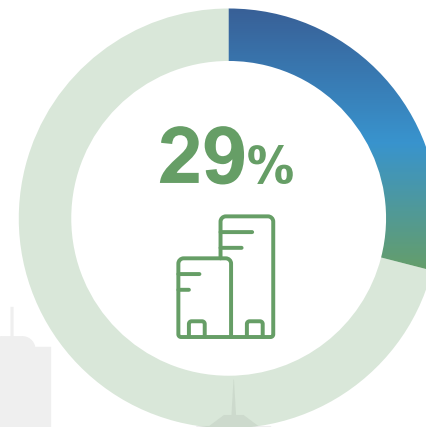
# Hiring Expectations by Company Size



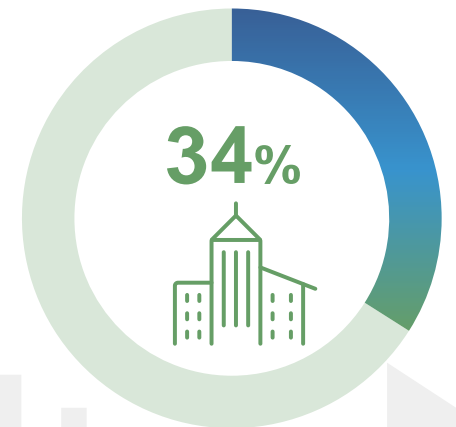
**Micro:**  
<10  
Employees



**Small:**  
10 - 49  
Employees



**Medium:**  
50 - 249  
Employees



**Large:**  
250+  
Employees



# 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 38,833 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 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 Q4 2023 report. Survey responses were collected in July 2023. 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.

## Forward-Looking Statements

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries, and industries, and economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements due to risks, uncertainties, and assumptions. These factors include those found in the Company's reports filed with the SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2022, which information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.

# ManpowerGroup Solutions Across the Entire HR Life Cycle



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