

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

The fight for talent begins a new chapter as workers resist calls to return to the office.



Executive Summary

Strong hiring optimism continues but cools slightly into the fourth quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey of more than 40,000 employers across 40 countries and territories.

In the UK, +25% of employers plan to add to their workforce – down by eight percentage-points on Q3, and by six percentage-points year-on-year.

Restaurants and Hotels, Primary Production and Construction sectors have increased their Outlook this quarter: Primary Production

Banking and Finance reported the strongest Outlook this quarter (+40%), followed by IT, Tech, Telecoms, Communications and Media (+34%), Primary Production (+33%). Notably, the Outlook for Restaurants and Hotels and Primary Production are two of three that have gained on last quarter, joined by Construction (+28) with all other sectors declining on last quarter. Despite the decline, all sectors remain strong.

Employers in Northern Ireland are the most optimistic this quarter with hiring confidence jumping 18 percentage points year-on-year, to +32%. Hiring in London (+28%) and the South East (+17%) has the biggest decline this quarter, with London down -13 percentage points and the South East down -21 percentage-points on last quarter. Scotland (+26) has gained +2 percentage-points since last quarter, while Wales (+17) has declined -10 percentage-points.

Large organisations (250+ employees) report the strongest hiring intentions (+27%) followed by small (10-49 employees) and medium (50-249 employees) organisations at +25%, as they begin to slow hiring from last quarter's aggressive hiring, but hiring remains strong compared to pre-pandemic norms.

TABLE OF CONTENTS

Q4 EMPLOYMENT OUTLOOK.....	04
HOW TODAY'S TRENDS ARE IMPACTING JOBS.....	15
WORKFORCE TRENDS & CHALLENGES.....	23
ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY.....	26





Q4 EMPLOYMENT OUTLOOKS:

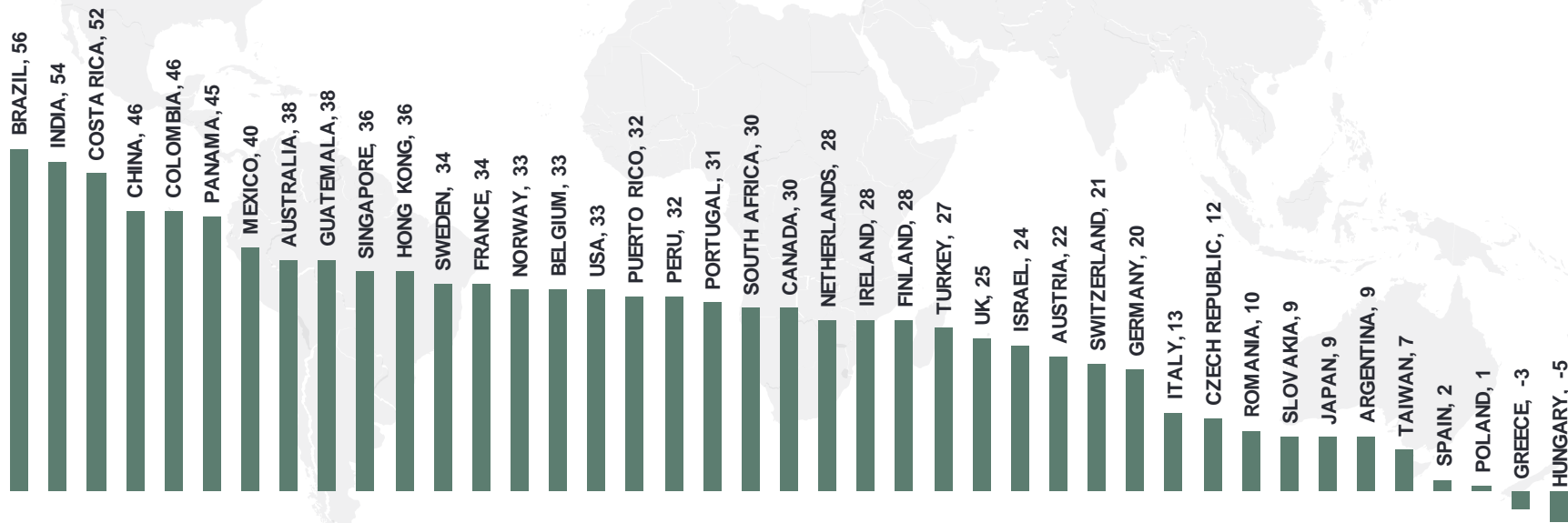
Employers Welcome Hiring Cool Down
From October Through December

UK employers roll back plans to increase headcounts but hiring intentions remain strong in the fourth quarter of 2022.

- Chris Gray, Director, ManpowerGroup

Employer Hiring Expectations for October - December

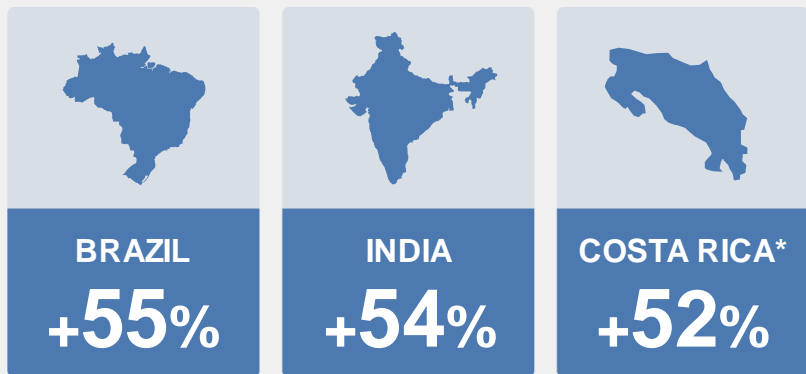
When considering how staffing levels will change during the fourth quarter, employers in **39 of 41** countries and territories anticipate a net positive hiring Outlook.



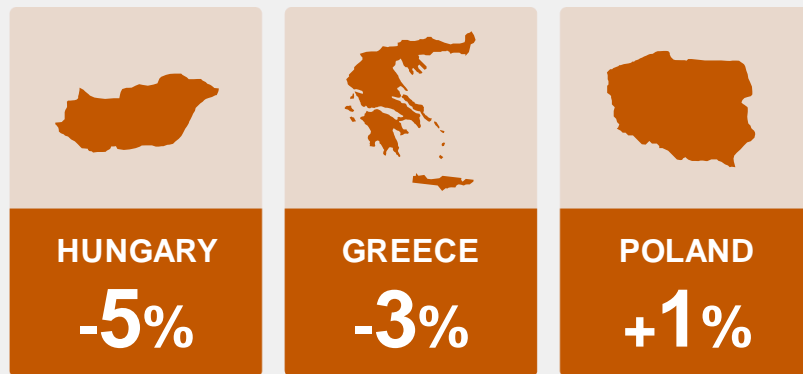
Moderate Hiring Expected in the Final Quarter of 2022

With strong outlooks across the regions, employers in the Asia-Pacific (+40%) reported the strongest need to hire, followed by South and Central America (+39%), North America (+30%), and EMEA (+21%).

Strongest Hiring Prospects for Q4 2022:

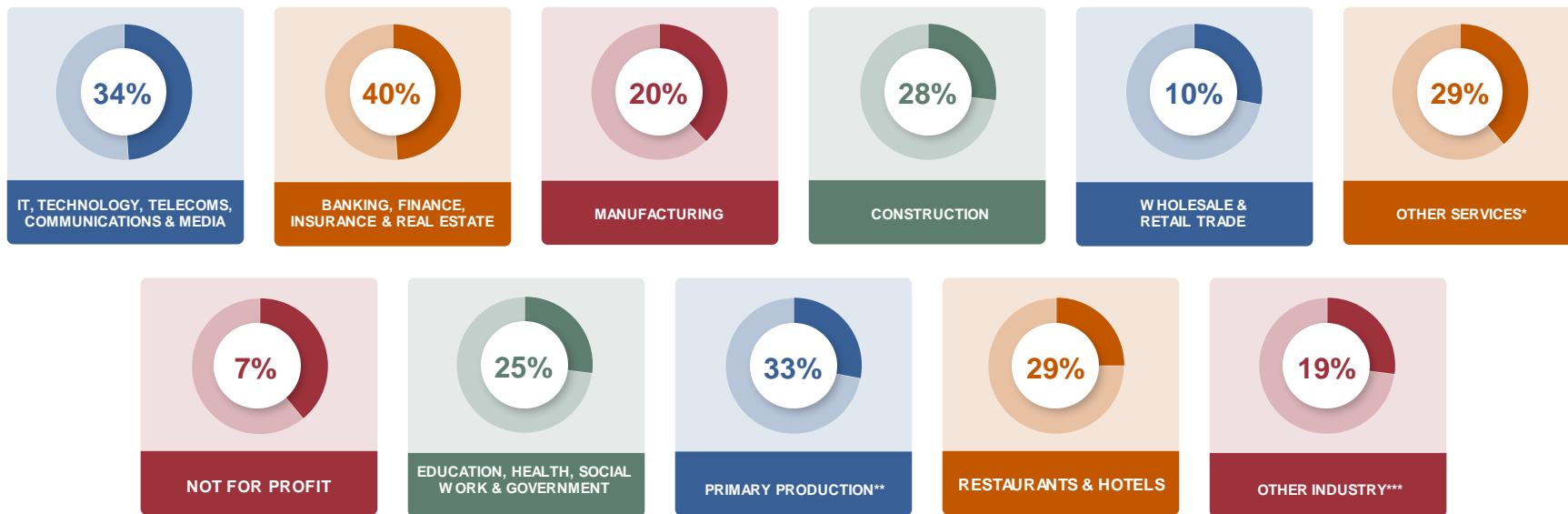


Weakest Hiring Prospects for Q4 2022:



Employers Anticipate Strong Demand for Talent Across Key Sectors

Digital roles and those in finance and business drive demand in the UK: IT & Technology reported the strongest outlook (+34%), along with Banking, Finance, Insurance and Real Estate (+40%), Primary Production (+33%), Restaurants and Hotels (+29%) and Other Services (+29%).



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

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

***Other; Prefer not to say

Growth Expected Across All UK Regions

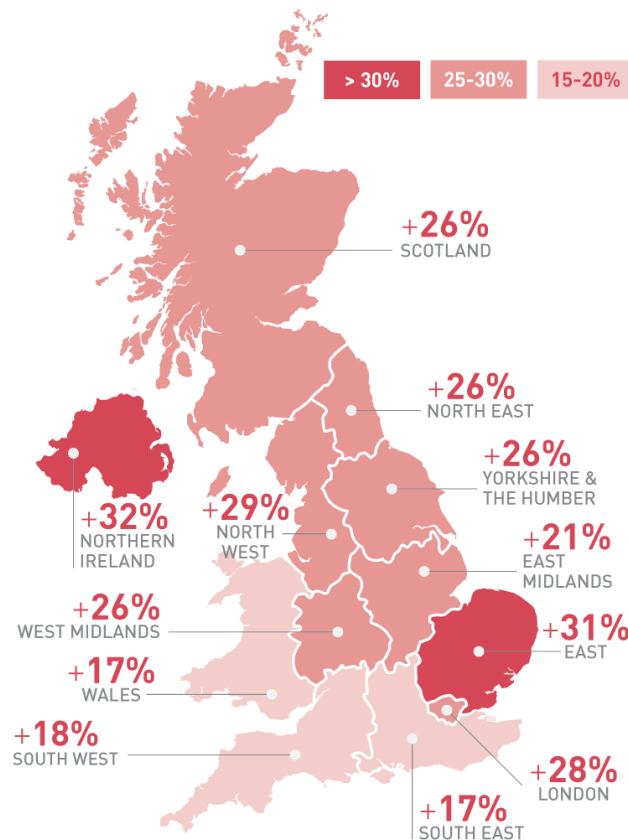
Northern Ireland leads the home nations and all regions this quarter, with an Outlook of +32%, a decrease of -4 percentage-points on last quarter.

London (+28) and the South East (+17) report the weakest Outlook of any regions, with a decrease of -13 and -21 percentage points compared to Q3.

Outlook in the East of England (+31) continues to climb with an increase of +3 percentage points on last quarter.

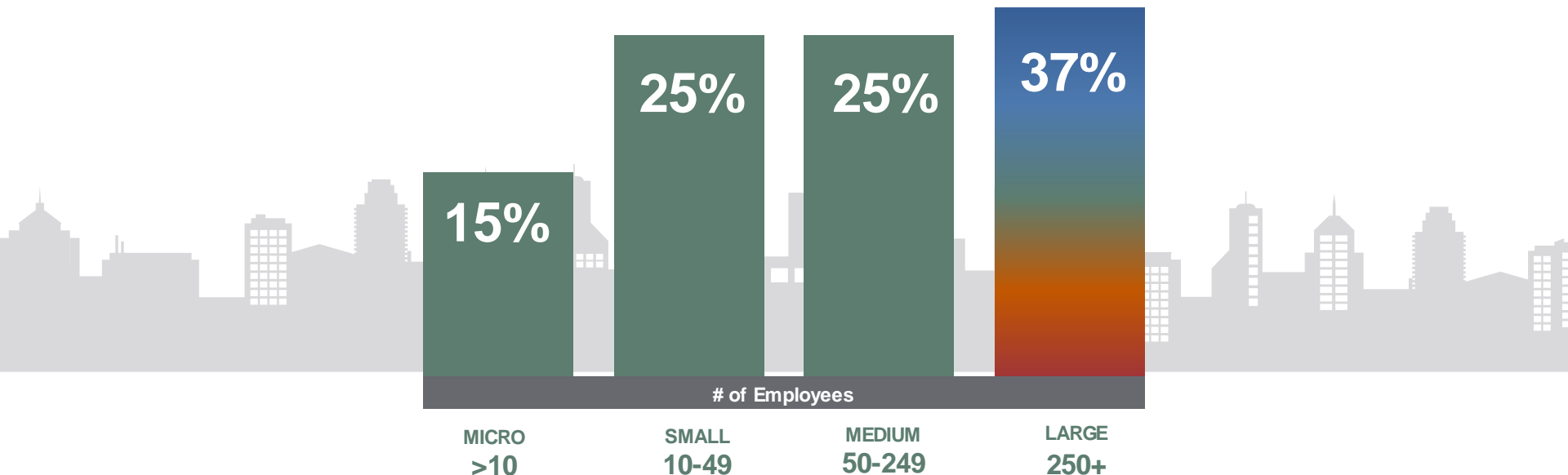
Scotland (+26) has gained +2 percentage-points since last quarter, while Wales (+17) has dropped -10 percentage-points.

EMPLOYMENT OUTLOOK FOR JOBS BY REGION IN Q4 2022



Large Organisations Continue to Report Strongest Hiring Intentions

More people have been returning to work and changing jobs than we have seen for quite some time, resulting in more of a mass reshuffle than a mass resignation and leaving companies disproportionately impacted.



Europe, Middle East, and Africa Employers Report Softening Confidence

Hiring intentions improve in 6 countries when compared to the previous quarter and in 11 since one year ago.

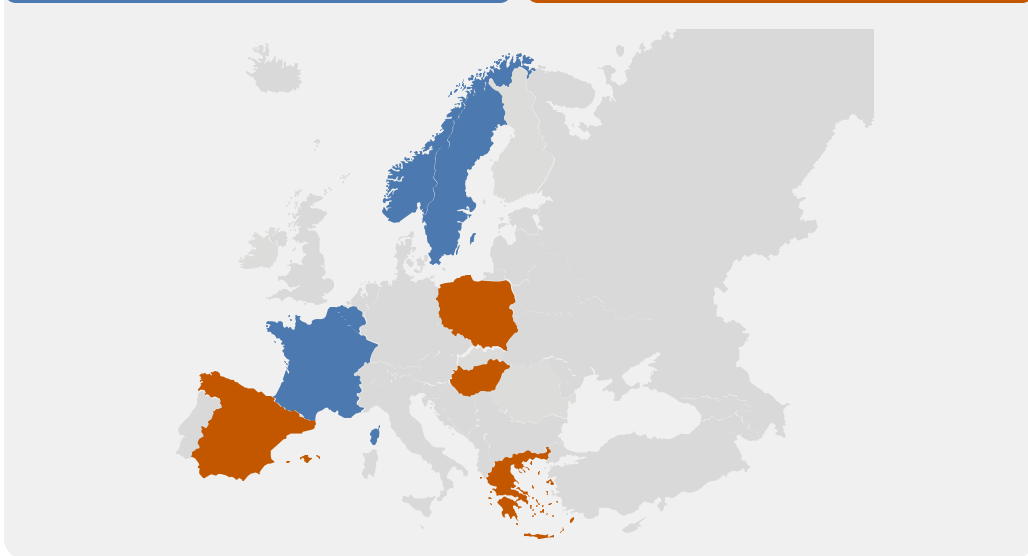
The strongest hiring intentions are in Sweden (+34%), France (+34%), Norway (+33%), and Belgium (+33%).

The most cautious markets are Hungary (-5%), Greece (-3%), Poland (+1%) and Spain (+2%).

Countries closest to Ukraine experience a decrease in hiring intentions; for example, Hungary dropped 17 points since last quarter, and now report an employment outlook of -5%

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

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





WORKFORCE TRENDS & CHALLENGES

The Trends Driving Transformation are Not New, but Newly Urgent

This recovery is unlike any we have ever seen – demand for skills is at record highs in many markets and unemployment levels remain high while workforce participation stagnates. Uneven economic growth continues with some markets recovering while others lag from soaring inflation and high cost of living.

3 in 4

companies globally
report talent
shortages – the
highest in 16 years.

ManpowerGroup 2022
Talent Shortage Survey

5 million jobs

may be displaced by a shift in the division
of labour between humans and machines,
more than offset by **97 million new roles**
anticipated to emerge.

WEF: 2021 Future of Jobs Report

39% of employees
said they're concerned
about not getting sufficient
technology training from
their employers to help
keep skills up to date.

PWC 2022 Global Workforce Hopes
and Fears Survey



“ As we emerge from the pandemic, this is our collective opportunity to act with urgency, to scale bold, disruptive ideas and collaborations across business, government and education. And now is the time to reshape a better, brighter future for workers – one that is more skilled, more diverse, and more wellbeing-orientated than we could ever have imagined. ”

– Jonas Prising, Chairman & CEO



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 40,600 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 digitised 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 incentivised to complete the survey.

The question asked and the respondent profile remains unchanged. Size of organisation and sector are standardised across all countries to allow international comparisons.

New ways of getting work done will continue to emerge, ManpowerGroup is here with solutions across the entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



Talent Resourcing



Career Management



Career Transition



Top Talent Attraction



ManpowerGroup®



Manpower®



Experis®
ManpowerGroup



Talent
Solutions
ManpowerGroup

Visit www.manpowergroup.com to learn more