

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

Global Hiring Continues to Carry Momentum for Q2
IT & Technology Employers Globally Report Strongest Hiring Plans
as Infrastructure Becomes More Important Than Ever



EXECUTIVE SUMMARY

Strong hiring optimism continues into the second quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey of more than 41,000 employers across 40 countries and territories.

- **A strong global Net Employment Outlooks (NEO) of +29% is anticipated for Q2**, a considerable increase year-over-year yet moderate decrease quarter-over-quarter, +20% and -7%, respectively.
- **Demand for skilled workers continues around the world** by employers in 39 of 40 countries reporting positive NEOs.
- **The hiring recovery already underway continues to carry momentum into April – June**, with the North America region reporting the most optimism (+38%).
- **Employers from Brazil (+40%), Colombia (+38%), India (+38%) and Sweden (+38%)** report the strongest hiring climates.
- **While outlooks improve year-over-year in 36 countries, hiring sentiment weakens compared with Q1 2022** in Taiwan, Greece, Romania and Poland.
- **Digital roles continue to drive most demand:** IT & Technology reported the strongest outlook (+40%), followed by Banking (+31%) and Manufacturing (+31%). The weakest hiring intentions were found in Restaurants and Hotels (20%) and Other Industry (+21%).
- **Large organizations (250+ employees)** report bullish hiring intentions (+35%) to fully participate in the economic global recovery that's underway.

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Q2 EMPLOYMENT OUTLOOKS:

Hiring Recovery Already
Underway Carries Momentum
into Second Quarter of 2022

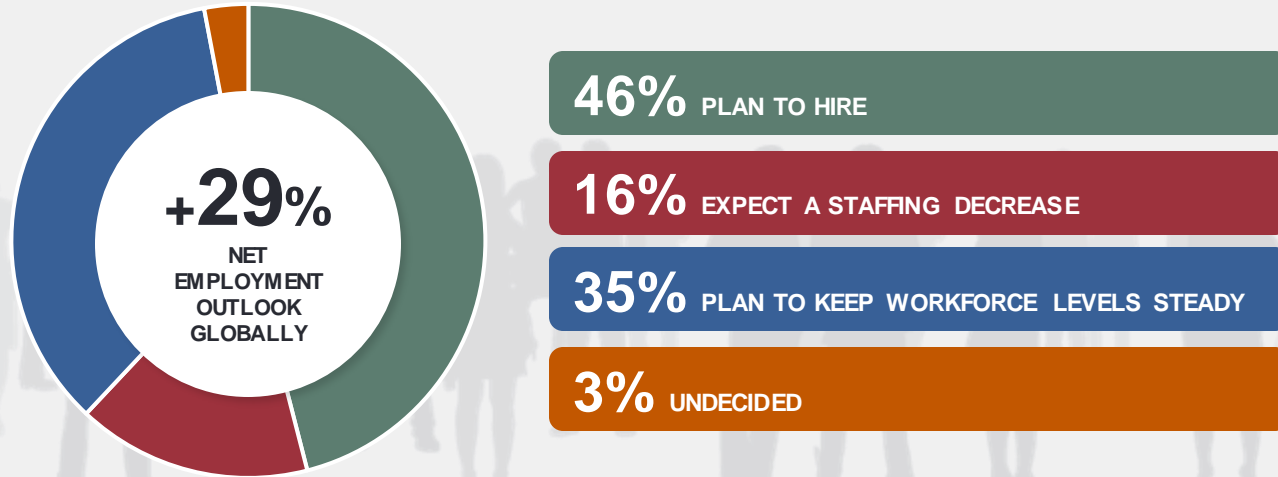


"Labor markets around the world are looking strong for Q2, with hiring outlooks back at pre pandemic levels in most countries."

- Jonas Prising, ManpowerGroup Chairman & CEO

Strong Employment Outlooks Anticipated for Q2

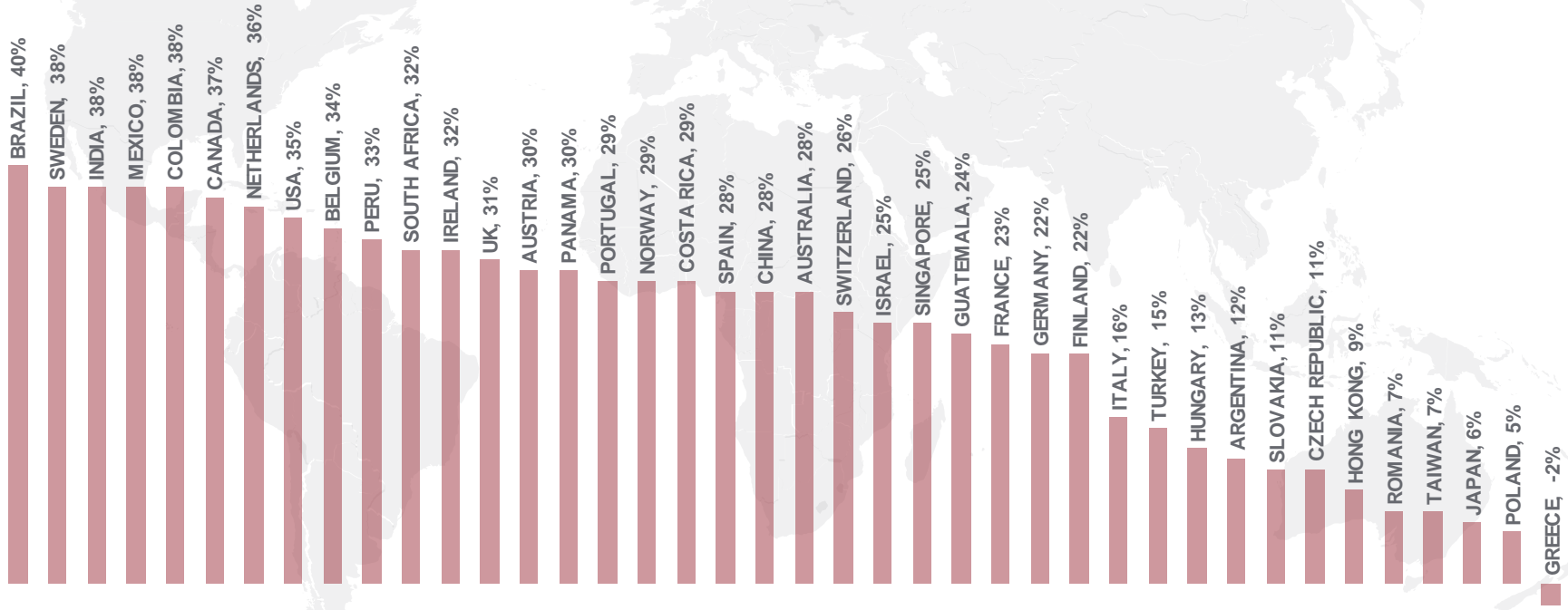
In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 41,000 employers, 6 of the 40 countries report higher intentions than the previous quarter. Employers around the world are still expecting to expecting to hire more workers in the second quarter of 2022, reporting a seasonally adjusted, **Net Employment Outlook of +29%**. Hiring intentions considerably increased year-over-year with moderate decrease quarter-over-quarter, +20% and -7%, respectively.



**Data was collected in January 2022, before the conflict in Ukraine.*

Demand For Skilled Workers Continues to Grow Around the World

When considering how staffing levels will change from April to June, employers in 39 of 40 countries report positive NEOs.

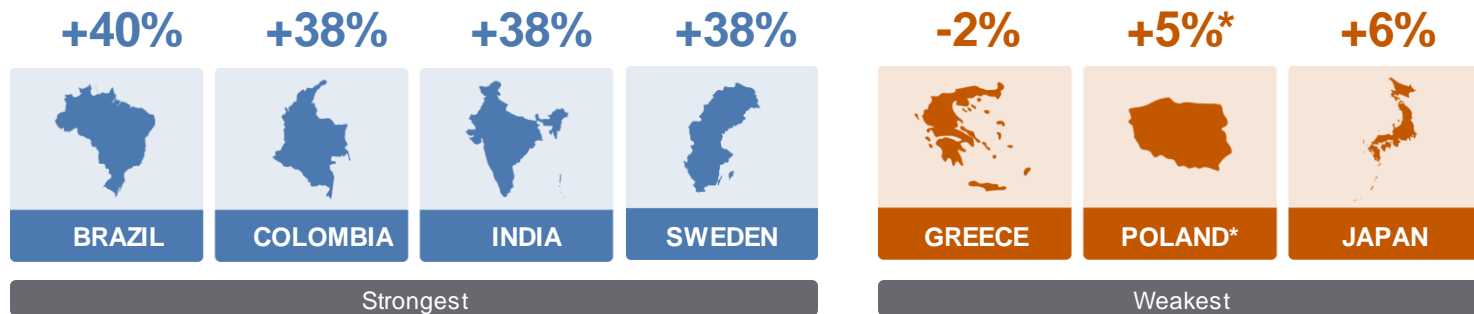


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The Great Hiring Bounceback Expected to Maintain Momentum in Q2

With strong outlooks across the regions, employers in North America (+38%) reported the most positive outlook followed by South and Central America (+35%), APAC (+28%) and EMEA (+22%).

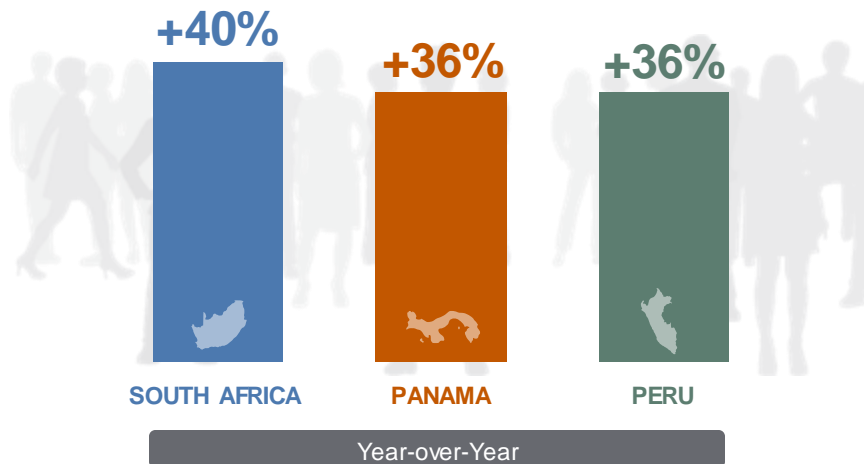
Countries With the Strongest & Weakest Hiring Prospects for Q2 2022:



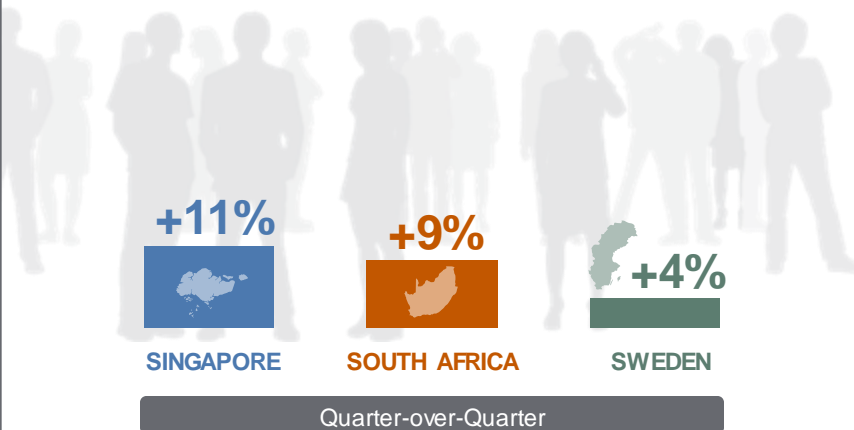
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Strong Outlooks Year-over-Year And Steady Quarter-over-Quarter

The strongest year-over-year improvements are reported in South Africa (+40%), Panama (+36%), and Peru (+36%).



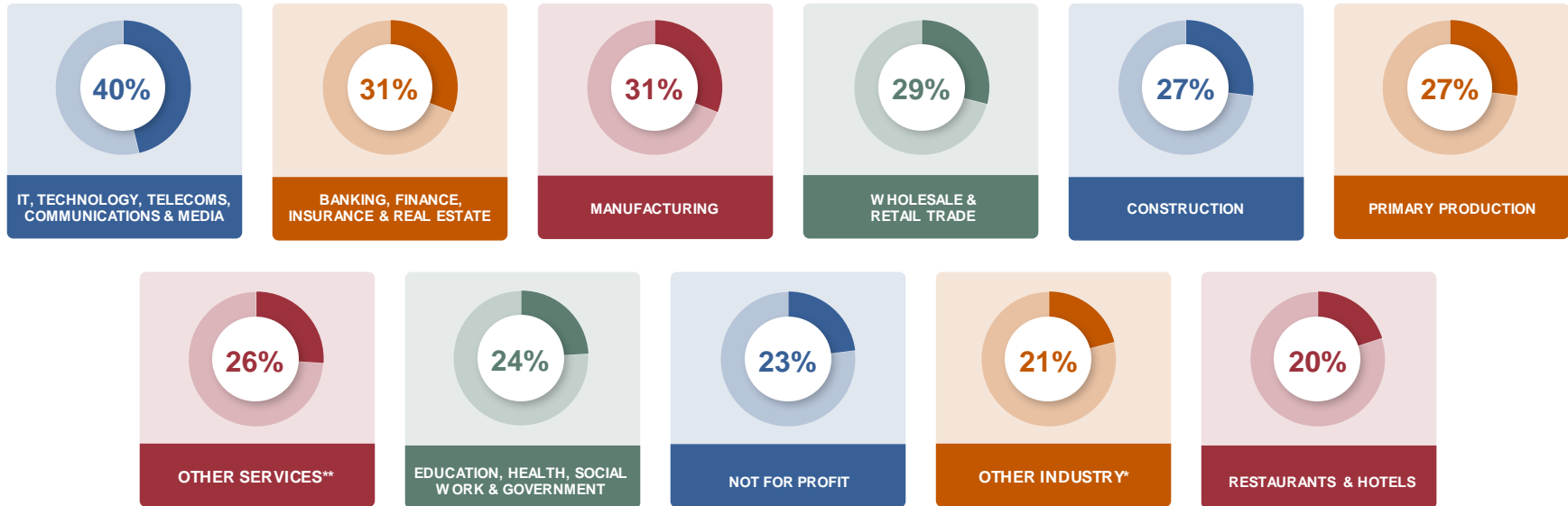
The strongest quarter-over-quarter improvements are reported in Singapore (+11%), South Africa (+9%), and Sweden (+4%).



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Employers Predict Strong Demand for Talent Across Key Sectors

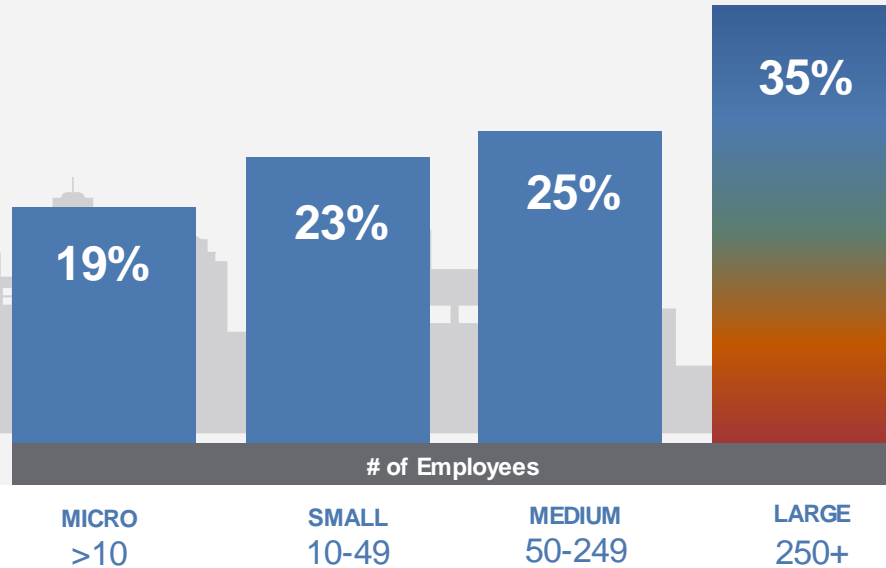
Digital roles continue to drive most demand globally: IT & Technology reported the strongest outlook (+40%), followed by Banking, Finance, Insurance and Real Estate (+31%) and Manufacturing (+31%).



*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.

Large Organizations Report Bullish Hiring Intentions, Leading the Charge in the Economic Global Recovery



Hiring Intentions in EMEA Improve in All Countries YoY For Third Consecutive Quarter

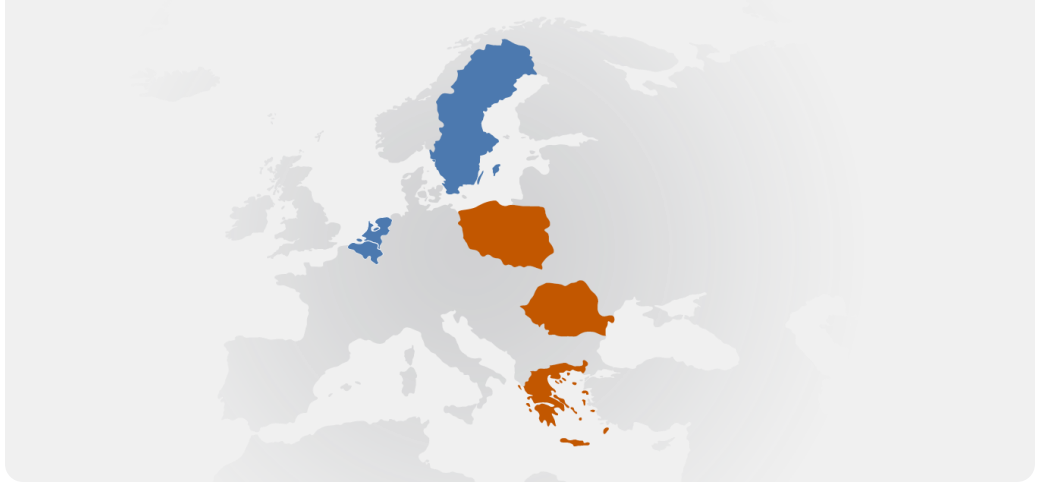
Compared with Q1, 2022 hiring intentions improve in 2 countries, decline in 17, while remaining unchanged in 1, Greece.

Employers in Sweden report the strongest outlook of 38%, up 4% since last quarter with strongest expectations in Mellansverige and most optimistic outlooks in the Not-for-Profit sector.

Organizations in France report an outlook of 23%, down 3% QoQ, with most optimistic hiring intentions in IT & Tech.

STRONGEST HIRING INTENTIONS:
Sweden (+38%), the Netherlands (+36%),
and Belgium (+34%)

WEAKEST HIRING INTENTIONS:
Greece (-2%), Poland (+5%)*,
and Romania (+7%)*



**Data was collected in January 2022, before the conflict in Ukraine.*

Brazilian Employers Report Strongest Intentions Globally

Workforce gains are forecast for all 10 countries in North, Central and South America. Outlooks improving in 2 quarter-over-quarter and all 10 compared to this time last year.

Brazilian employers report the most positive hiring intentions (+40%) amongst the 40 countries, with strongest expectations in Wholesale & Retail Trade (+58%).

U.S. employers anticipate strong spring hiring (+35%), especially in the IT, Tech and Media Industry (51%) and in the Western Region (42%) of the country.

STRONGEST HIRING INTENTIONS:

Brazil (+40%), Colombia (+38%)
and Mexico (+38%)

WEAKEST HIRING INTENTIONS:

Argentina (12%), Guatemala (+24%),
and Costa Rica (+29%)



Hiring Managers In All Seven Asia Pacific Countries Expecting Workforce Gains

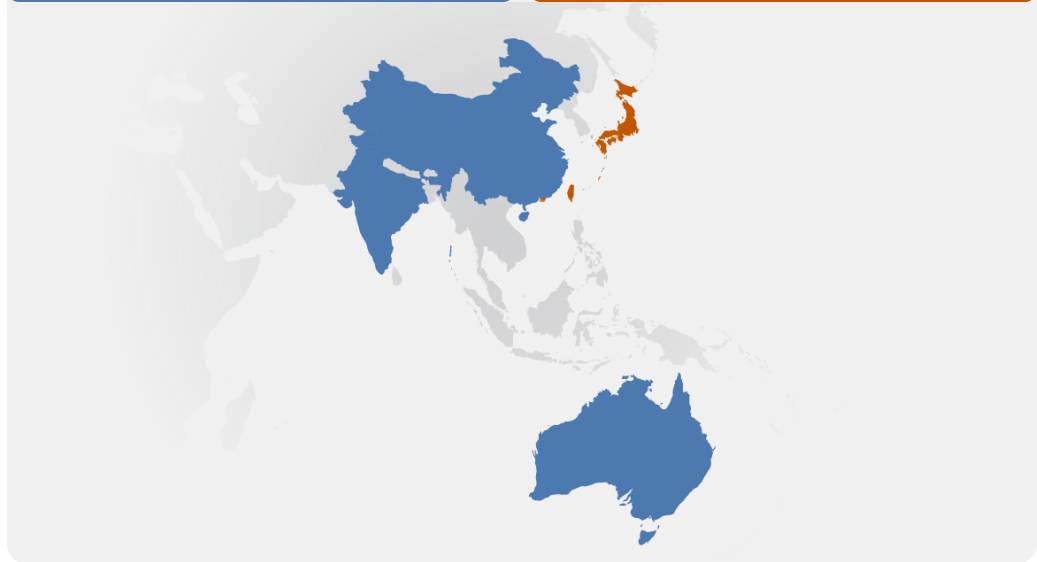
Hiring sentiment strengthens in 2 countries and territories quarter-over-quarter (China and Singapore), while weakening in 5.

The strongest regional hiring prospects are reported in India (+38), anticipating staffing climate gains for all sectors, especially IT, Tech and Media (+51%).

Australian employers report third strongest outlook (+28%) since the survey began 14 years ago, with most optimism to hire in the Notfor-profit industry (+40%).

STRONGEST HIRING INTENTIONS:
India (+38%), Australia (+28%) and China (+28%)

WEAKEST HIRING INTENTIONS:
Japan (+16%), Taiwan (+7%), and Hong Kong (+9%)



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 a document held by one of the women. The setting is a bright, modern office with a laptop, mugs, and papers on the table. A decorative graphic of blue and red curved lines is overlaid on the left side of the image.

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 more than 39,000 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 June 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 Q2 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.

**Data was collected in January 2022, before the conflict in Ukraine.*

EXPLORE THE DATA