

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

1 in 2 Singapore Employers Report Plans to Hire
for Q4 2022



ManpowerGroup®

Executive Summary

- Used internationally as a bellwether of economic and labor market trends, the global Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire – now stands at +30%, down slightly (-3%) from Q3, yet 6% higher than this time last year.
- Organizations in the IT industry report the most optimistic Outlook (+42%); followed closely by Banking, Real Estate, and Insurance (+37%).

In Singapore:

- The Net Employment Outlook is +36%, ranking 10th out of 41 global markets.
- Employers in all 11 sectors report plans to hire, with Banking, Finance, Insurance and Real Estate employers reporting the strongest hiring intentions since Q1 2010.
- Across the 11 sectors, hiring sentiments strengthen in five, weaken in five and remained unchanged in one.
- Globally, Asia Pacific is the only region where employers report stronger hiring intentions from the last quarter.

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A man with short dark hair, wearing a light blue button-down shirt and a black and white striped apron, is leaning over a counter in a grocery store. He is looking at a computer monitor and has his hands on the keyboard. The background shows shelves stocked with various goods, including produce and packaged items, under bright indoor lighting.

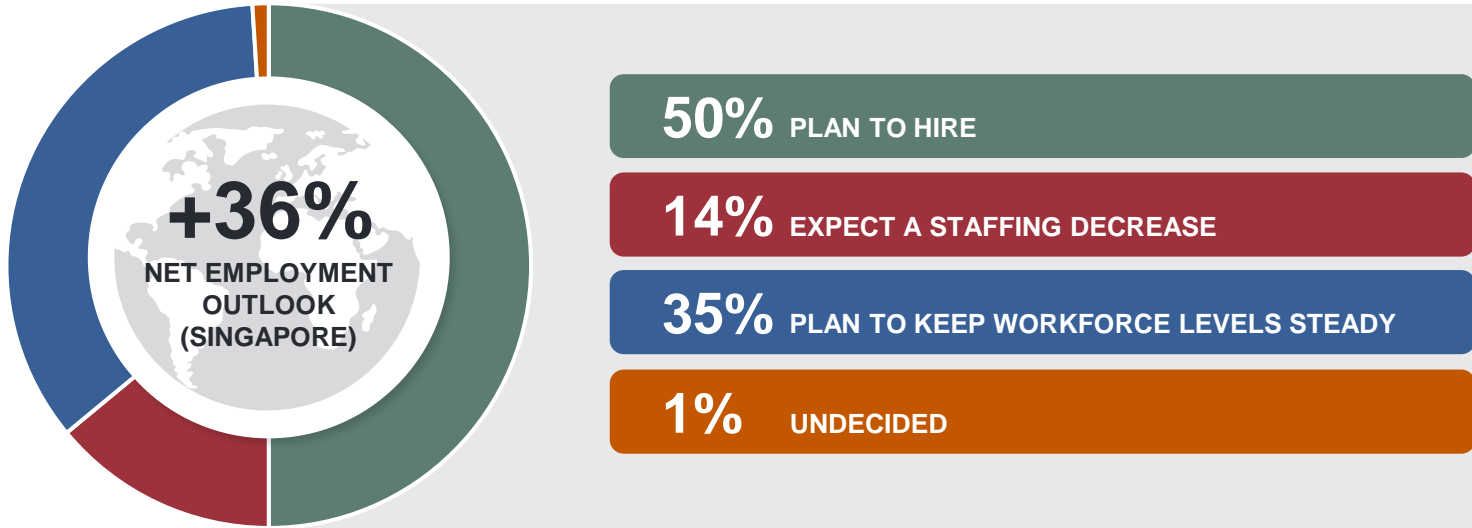
Q4 EMPLOYMENT OUTLOOKS (SINGAPORE)

"Hiring activity in Singapore is expected to remain brisk as employers continue to scale up their hiring to fill their backlog of vacancies. However, the shortage of skilled workers available and the tight labor market mean jobs are taking longer to fill."

- Linda Teo, Country Manager, ManpowerGroup Singapore

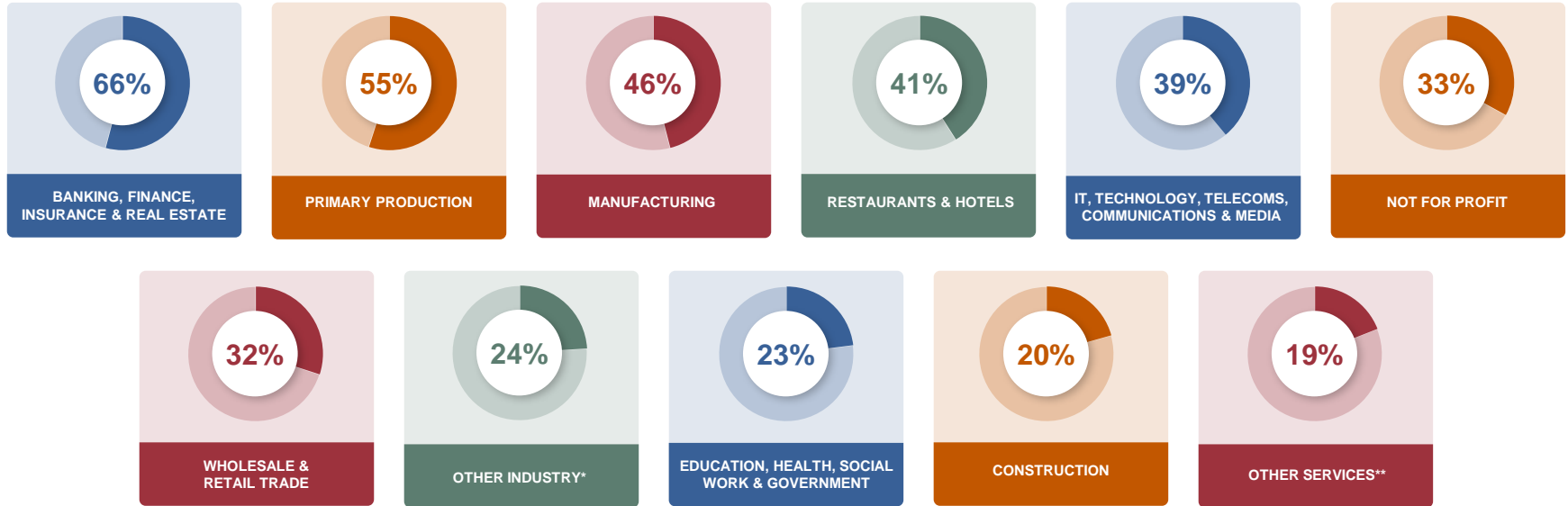
Singapore Employment Outlook for Q4 2022

A survey of 510 employers in Singapore on their hiring intentions for the fourth quarter of 2022 reveals that 50% of employers plan to increase their staffing numbers, 14% anticipate a decrease and 35% do not expect any changes to their headcount. **The resulting Net Employment Outlook after seasonal adjustment is +36%.** Hiring sentiments dip by 4 percentage points from the last quarter while strengthening by 38 percentage points from this time last year.



Employers Anticipate High Demand for Talent Across Key Sectors

Employers in all 11 sectors foresee positive headcount growth for the next three months. Job prospects are expected to be most abundant in Banking, Finance, Insurance and Real Estate(+66%), followed by Primary Production (+55%) and Manufacturing (+46%).

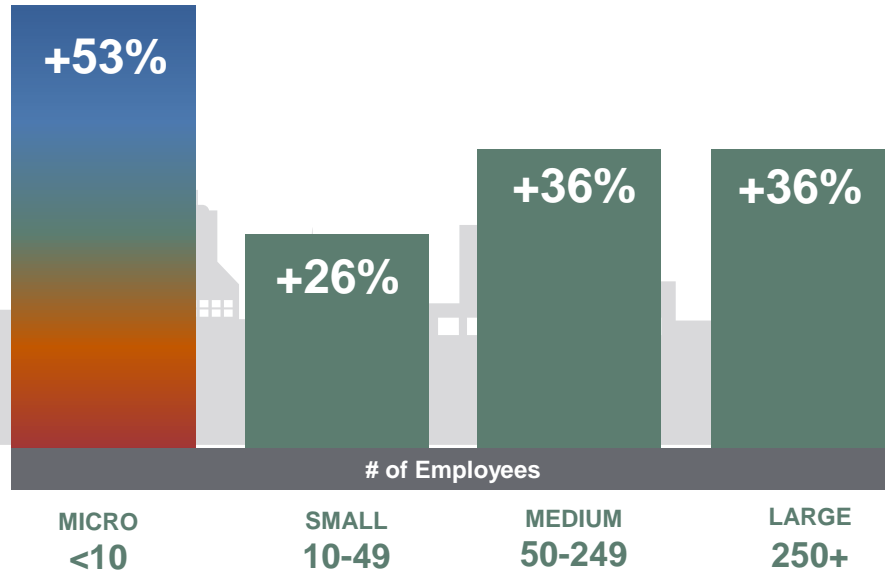


*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

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

Micro Organizations Report Strongest Hiring Intentions

Singaporean employers in organizations with less than 10 employees are the most optimistic, reporting a NEO of +53%. The hiring expectations for these micro-organizations have risen by 27 percentage points since last quarter. Meanwhile, employers in organizations with 50-249 employees have the largest increase in expectations since Q4 2021, with a change of 60 percentage points





Q4 EMPLOYMENT OUTLOOKS (GLOBAL):

Despite concerns of a recession, employers globally are poised to continue hiring much needed talent.

“Organizations continue to focus on attracting and retaining people as competition for employees remains fierce, even two years after the pandemic first began.”

- Jonas Prising, ManpowerGroup Chairman & CEO

Global Employment Outlook for Q4 2022

In the latest edition of the ManpowerGroup Employment Outlook Survey of more than 40,600 employers, 16 of the 41 countries and territories report higher intentions than the previous quarter. Employers around the world are still expecting to hire more workers in the fourth quarter of 2022, reporting a seasonally adjusted, **Net Employment Outlook of +30%**. Hiring intentions increase year-over-year by 6 percentage points yet decrease by 3 percentage points since last quarter.



45% PLAN TO HIRE

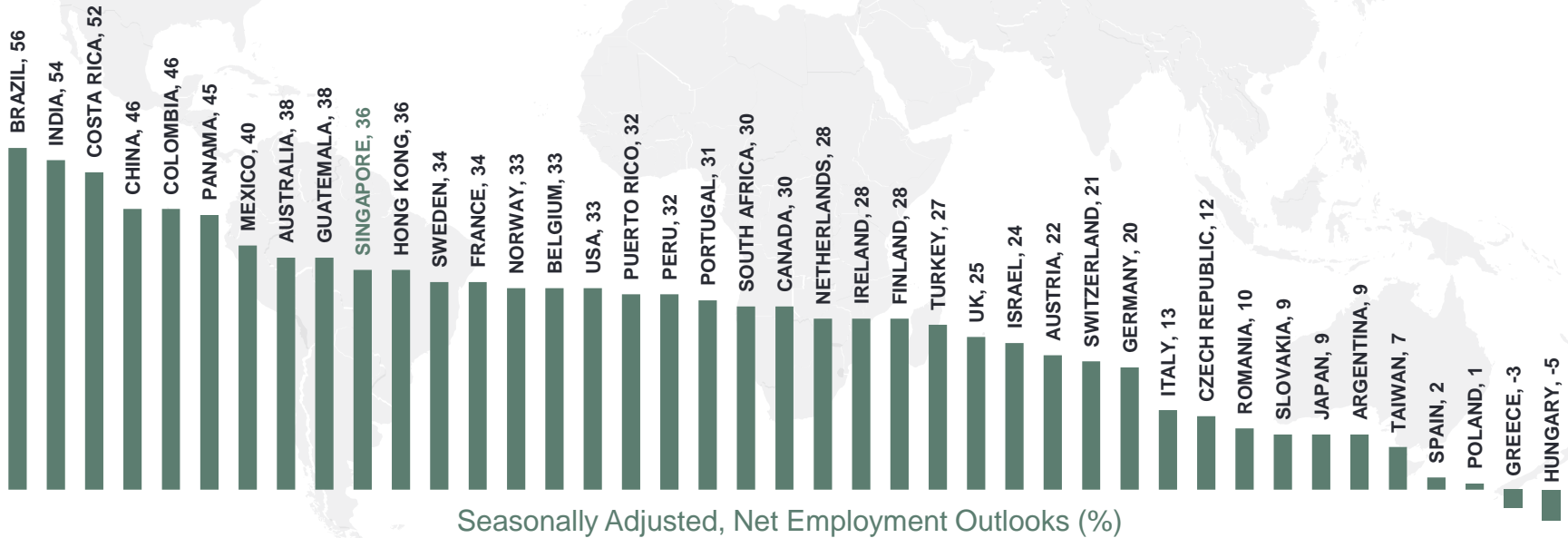
16% EXPECT A STAFFING DECREASE

36% PLAN TO KEEP WORKFORCE LEVELS STEADY

3% UNDECIDED

Employer Hiring Expectations for October - December

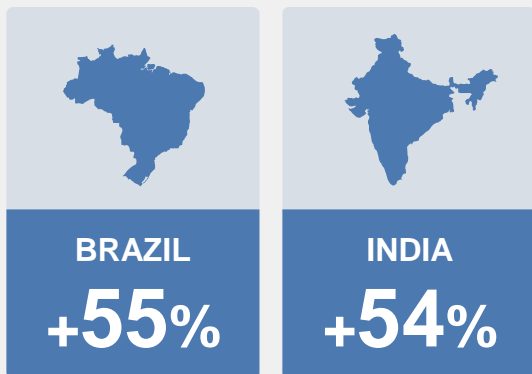
When considering how staffing levels will change during the fourth quarter, employers in **39 of 41** countries and territories anticipate a net positive hiring Outlook.



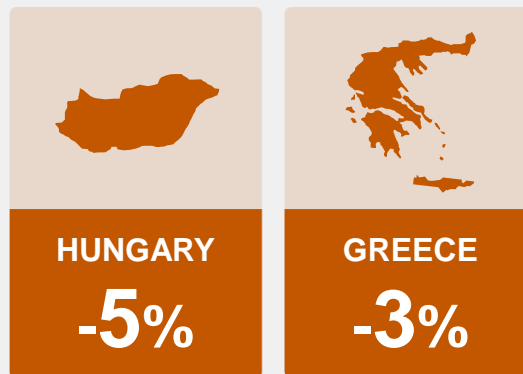
Moderate Hiring Expected in the Final Quarter of 2022

With stable 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 (+32%), and EMEA (+21%).

Strongest Hiring Prospects for Q4 2022:

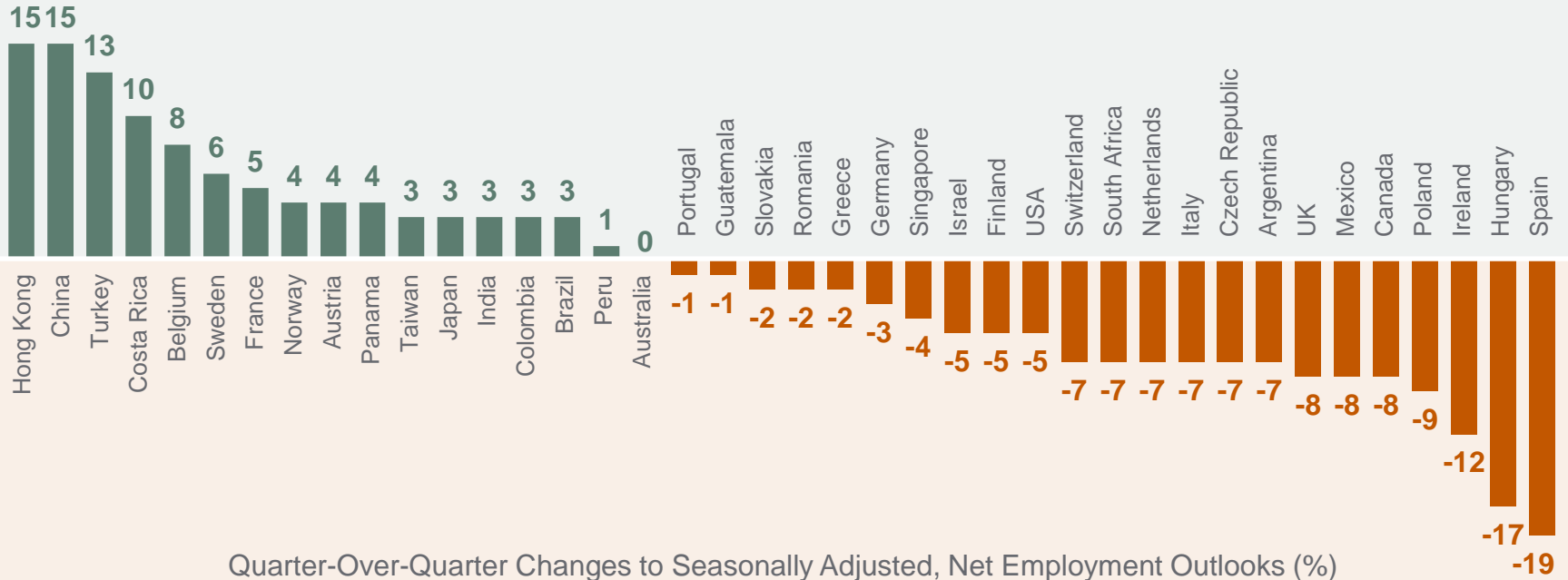


Weakest Hiring Prospects for Q4 2022:



Quarterly Changes As Employers Respond to Challenges

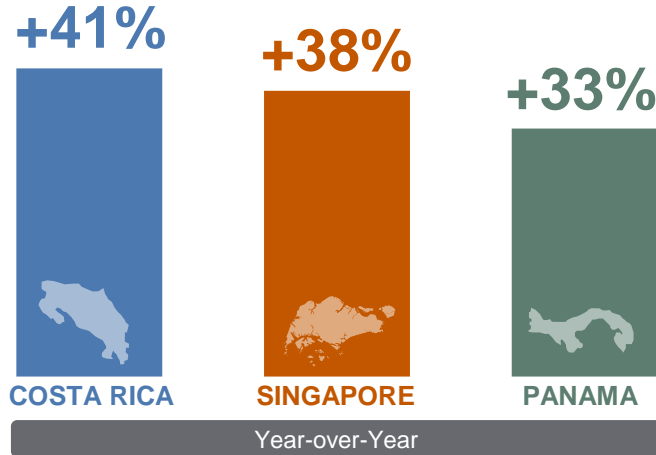
Findings also reveal uneven economic growth across markets as responses differ from the conflict in Ukraine, looming concerns over a possible recession, rising inflation, and higher costs of living.



Outlooks Year-over-Year & Quarter-over-Quarter

Hiring expectations improve in 23 countries and territories when compared to one year ago and in 16 since last quarter.

The greatest year-over-year improvements are reported in Costa Rica (+41%), Singapore (+38%), and Panama (+33%).

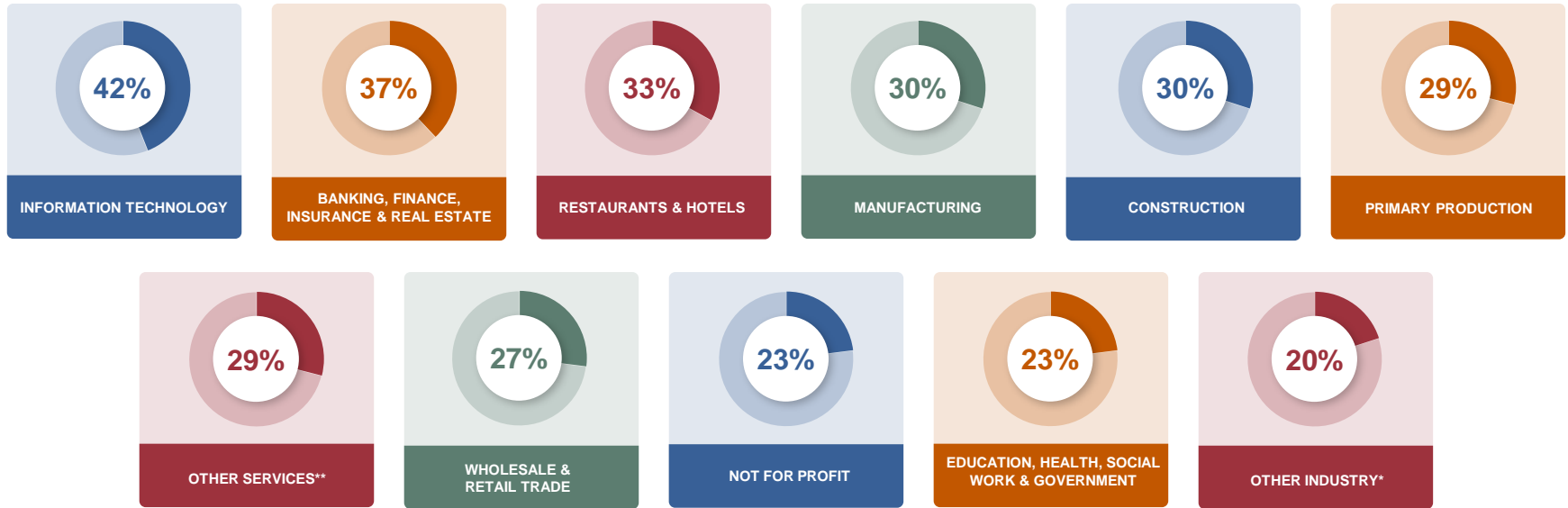


The most significant quarter-over-quarter improvements are reported in China (+15%), Hong Kong (+15%), and Turkey (+13%).



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%).

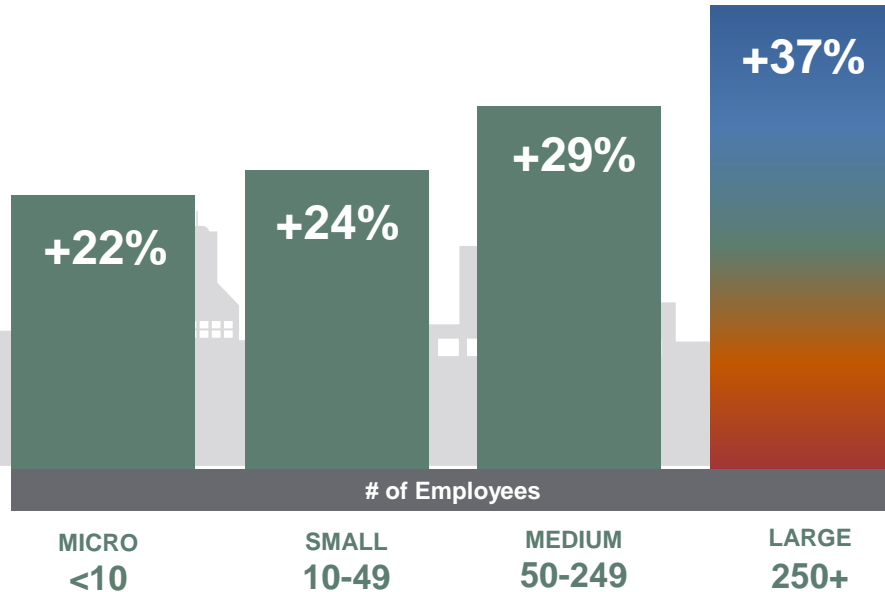


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**Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

Large Organizations 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.



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 by 15 percentage points since Q3.

STRONGEST HIRING INTENTIONS:

India (+54%), China (+46%) and Australia (+38%)

WEAKEST HIRING INTENTIONS:

Taiwan (+7%), Japan (+9%)



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 5 quarter-over-quarter and 7 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, declining by 8 and 5 percentage points 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%)



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

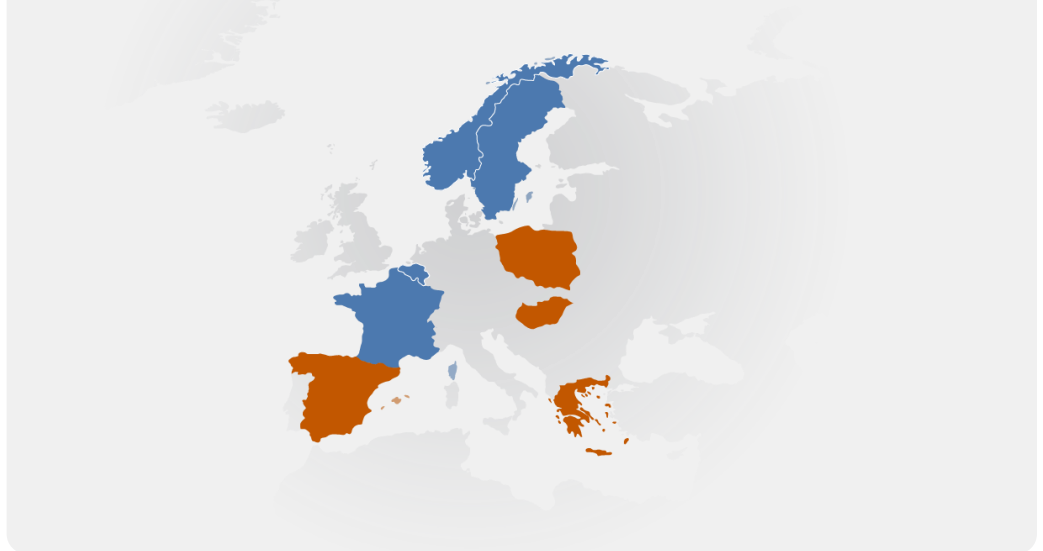
Intentions remain the same when compared with Q4 2021 while easing by 3 percentage points since last quarter.

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's Outlook dropped by 17 percentage points since last quarter, and now report an Outlook of -5%.

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

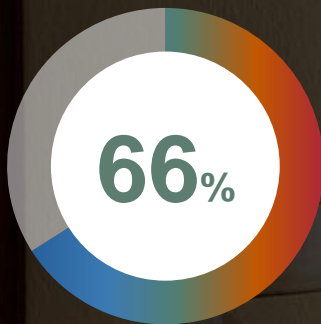
WEAKEST HIRING INTENTIONS:
Hungary (-5%), Greece (-3%),
Poland (+1%), and Spain (+2%)





HOW TODAY'S TRENDS ARE IMPACTING JOBS IN SINGAPORE:

Talent Shortages, Employer Expectations
& Top Soft Skills Needed By Industry



66% of Banking & Finance Employers expect a net increase to their staff in Q4 2022



71% of employers within the Banking & Finance industry report expectations to add to their staff during the fourth quarter, while 5% anticipate various decreases.

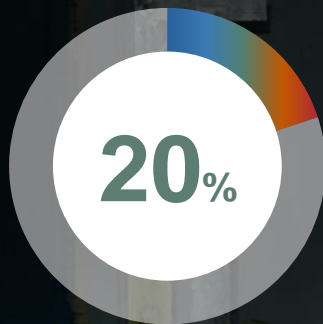
Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +66%**, strengthening by 44 percentage points year-over-year, yet slightly weakening by 10 percentage point quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **80% of employers report difficulty finding the hard and soft skills needed.**

TOP 5 SOFT SKILLS BANKING & FINANCE EMPLOYERS ARE SEEKING

- 1 CRITICAL THINKING & ANALYSIS**
- 2 RESILIENCE & ADAPTABILITY**
- 3 REASONING & PROBLEM-SOLVING**
- 4 LEADERSHIP & SOCIAL INFLUENCE**
- 5 CURIOSITY & ACTIVE LEARNING**

Source: ManpowerGroup 2022 Talent Shortage Survey



of Construction Employers expect a net increase to their staff in Q4 2022

41% of employers within the Construction industry report expectations to add to their staff during the fourth quarter, while 21% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +20%**, strengthening by 34 percentage points year-over-year, yet weakening 8 percentage points quarter-over-quarter.

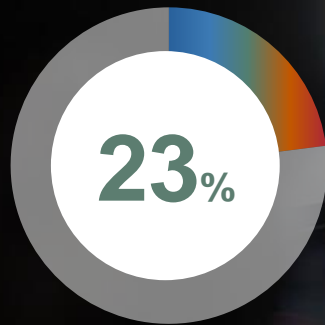
Despite moderate optimism to hire, the industry faces a talent shortage where **88% of employers report difficulty finding the hard and soft skills needed.**

TOP 5 SOFT SKILLS CONSTRUCTION EMPLOYERS ARE SEEKING

- 1 INITIATIVE TAKING** 
- 2 COLLABORATION & TEAMWORK** 
- 3 LEADERSHIP & SOCIAL INFLUENCE** 
- 4 CRITICAL THINKING & ANALYSIS** 
- 5 REASONING & PROBLEM-SOLVING** 

Source: ManpowerGroup 2022 Talent Shortage Survey

EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT



of Education,
Health, Social Work
& Government
Employers expect a
net increase to their
staff in Q4 2022



39% of employers within the Education, Health, Social Work & Government industry report expectations to add to their staff during the fourth quarter, while 16% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +23%**, strengthening by 39 percentage points year-over-year and 2 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **85% of employers report difficulty finding the hard and soft skills needed.**

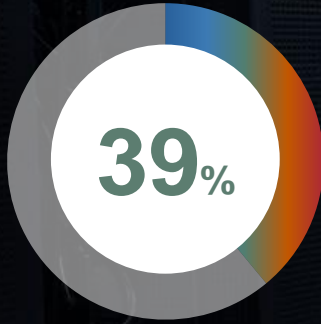
TOP 5 SOFT SKILLS EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT EMPLOYERS ARE SEEKING

- 1 CRITICAL THINKING & ANALYSIS
- 2 LEADERSHIP & SOCIAL INFLUENCE
- 3 REASONING & PROBLEM SOLVING
- 4 CREATIVITY & ORIGINALITY
- 5 RESILIENCE & ADAPTABILITY

Source: ManpowerGroup 2022 Talent Shortage Survey



IT & TECHNOLOGY



of Technology Employers expect a net increase to their staff in Q4 2022



54% of employers within the Technology industry report expectations to add to their staff during the fourth quarter, while 15% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +39%**, strengthening by 39 percentage points year-over-year and 1 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **79% of employers report difficulty finding the hard and soft skills needed.**

TOP 5

SOFT SKILLS
IT & TECHNOLOGY
EMPLOYERS
ARE SEEKING

- 1 CRITICAL THINKING & ANALYSIS
- 2 LEADERSHIP & SOCIAL INFLUENCE
- 3 REASONING & PROBLEM-SOLVING
- 4 CREATIVITY & ORIGINALITY
- 5 INITIATIVE TAKING



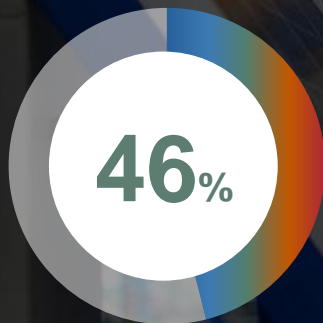




Source: ManpowerGroup 2022 Talent Shortage Survey



MANUFACTURING



of Manufacturing Employers expect a Net increase to their staff in Q4 2022



59% of employers within the Manufacturing industry report expectations to add to their staff during the fourth quarter, while 11% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +46%**, strengthening by 43 percentage points year-over-year and by 10 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **81% of employers report difficulty finding the hard and soft skills needed.**

TOP 5

SOFT SKILLS
MANUFACTURING
EMPLOYERS
ARE SEEKING

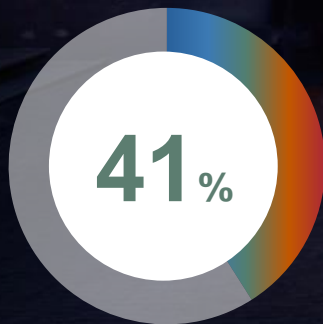
- 1 CRITICAL THINKING & ANALYSIS
- 2 CREATIVITY & ORIGINALITY
- 3 LEADERSHIP & SOCIAL INFLUENCE
- 4 RESILIENCE & ADAPTABILITY
- 5 REASONING & PROBLEM SOLVING







Source: ManpowerGroup 2022 Talent Shortage Survey



of Restaurant & Hotel Employers expect a net increase to their staff in Q4 2022



55% of employers within the Restaurant & Hotel industry report expectations to add to their staff during the fourth quarter, while 14% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +41%**, strengthening by 105 percentage points year-over-year while weakening by 5 percentage points since last quarter.

Despite strong optimism to hire, the industry faces a severe talent shortage where **97% of employers report difficulty finding the hard and soft skills needed.**

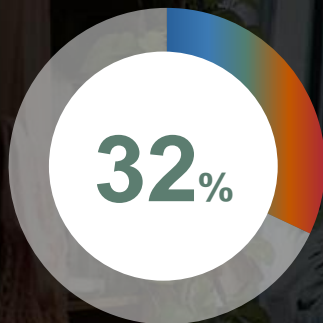
TOP 5 SOFT SKILLS RESTAURANT & HOTEL EMPLOYERS ARE SEEKING

- 1 CRITICAL THINKING & ANALYSIS** 
- 2 CREATIVITY & ORIGINALITY** 
- 3 RELIABILITY & SELF-DISCIPLINE** 
- 4 CURIOSITY & ACTIVE LEARNING** 
- 5 COLLABORATION & TEAMWORK** 

Source: ManpowerGroup 2022 Talent Shortage Survey



WHOLESALE & RETAIL TRADE



of Wholesale & Retail Trade Employers expect a net increase to their staff in Q4 2022



45% of employers within the Wholesale & Retail Trade industry report expectations to add to their staff during the fourth quarter, while 13% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +32%**, strengthening by 47 percentage points year-over-year and weakening 18 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **87% of employers report difficulty finding the hard and soft skills needed.**

TOP 5

SOFT SKILLS
WHOLESALE &
RETAIL TRADE
EMPLOYERS
ARE SEEKING

1
CRITICAL THINKING & ANALYSIS

2
CREATIVITY & ORIGINALITY

3
RESILIENCE & ADAPTABILITY

4
REASONING & PROBLEM-SOLVING

5
INITIATIVE TAKING

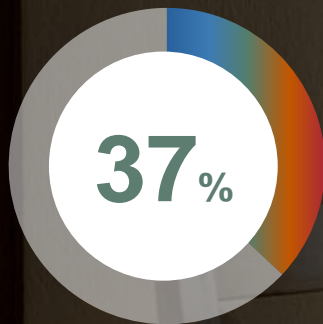
Source: ManpowerGroup 2022 Talent Shortage Survey



HOW TODAY'S TRENDS ARE IMPACTING JOBS GLOBALLY:

Talent Shortages, Employer Expectations
& Top Soft Skills Needed By Industry





of Banking & Finance Employers expect a net increase to their staff in Q4 2022



51% of employers within the Banking & Finance industry report expectations to add to their staff during the fourth quarter, while 14% anticipate various decreases.

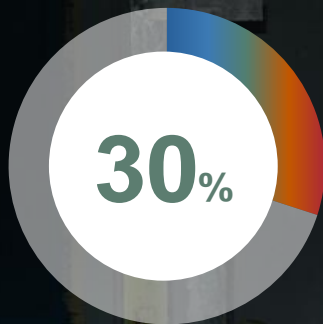
Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +37%**, strengthening by 10 percentage points year-over-year, yet slightly weakening by 1 percentage point quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **75% of employers report difficulty finding the hard and soft skills needed.**

TOP 5 SOFT SKILLS IN BANKING & FINANCE EMPLOYERS ARE SEEKING

- 1 RELIABILITY & SELF-DISCIPLINE**
- 2 CRITICAL THINKING & ANALYSIS**
- 3 RESILIENCE & ADAPTABILITY**
- 4 REASONING & PROBLEM-SOLVING**
- 5 CREATIVITY & ORIGINALITY**

Source: ManpowerGroup 2022 Talent Shortage Survey



of Construction Employers expect a net increase to their staff in Q4 2022



45% of employers within the Construction industry report expectations to add to their staff during the fourth quarter, while 16% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +30%**, strengthening by 6 percentage points year-over-year, yet weakening 3 percentage points quarter-over-quarter.

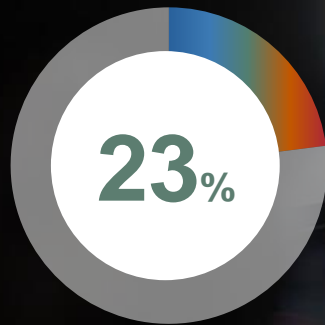
Despite strong optimism to hire, the industry faces a talent shortage where **72% of employers report difficulty finding the hard and soft skills needed.**

TOP 5 SOFT SKILLS CONSTRUCTION EMPLOYERS ARE SEEKING

- 1 RELIABILITY & SELF-DISCIPLINE** 
- 2 COLLABORATION & TEAMWORK** 
- 3 RESILIENCE & ADAPTABILITY** 
- 4 CREATIVITY & ORIGINALITY** 
- 5 REASONING & PROBLEM-SOLVING** 

Source: ManpowerGroup 2022 Talent Shortage Survey

EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT



of Education,
Health, Social Work
& Government
Employers expect a
net increase to their
staff in Q4 2022



40% of employers within the Education, Health, Social Work & Government industry report expectations to add to their staff during the fourth quarter, while 17% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +23%**, strengthening by 3 percentage points year-over-year, yet slightly weakening by 2 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **76% of employers report difficulty finding the hard and soft skills needed.**

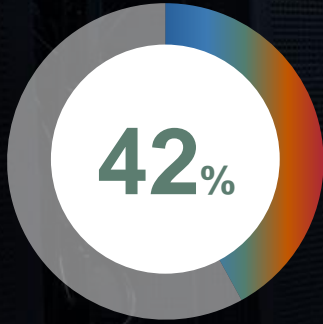
TOP 5 SOFT SKILLS EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT EMPLOYERS ARE SEEKING

- 1 RESILIENCE & ADAPTABILITY 
- 2 RELIABILITY & SELF-DISCIPLINE 
- 3 CRITICAL THINKING & ANALYSIS 
- 4 COLLABORATION & TEAMWORK 
- 5 REASONING & PROBLEM SOLVING 

Source: ManpowerGroup 2022 Talent Shortage Survey



IT & TECHNOLOGY



of Technology Employers expect a net increase to their staff in Q4 2022



55% of employers within the Technology industry report expectations to add to their staff during the fourth quarter, while 13% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +42%**, weakening by 9 percentage points year-over-year and 2 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **76% of employers report difficulty finding the hard and soft skills needed.**

TOP 5

SOFT SKILLS
IT & TECHNOLOGY
EMPLOYERS
ARE SEEKING

1
CRITICAL THINKING & ANALYSIS

2
LEADERSHIP & SOCIAL INFLUENCE

3
REASONING & PROBLEM-SOLVING

4
CREATIVITY & ORIGINALITY

5
INITIATIVE TAKING

Source: ManpowerGroup 2022 Talent Shortage Survey



MANUFACTURING



of Manufacturing Employers expect a Net increase to their staff in Q4 2022



47% of employers within the Manufacturing industry report expectations to add to their staff during the fourth quarter, while 17% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +30%**, strengthening by 7 percentage points year-over-year, yet weakening by 3 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **76% of employers report difficulty finding the hard and soft skills needed.**

TOP 5

SOFT SKILLS
MANUFACTURING
EMPLOYERS
ARE SEEKING

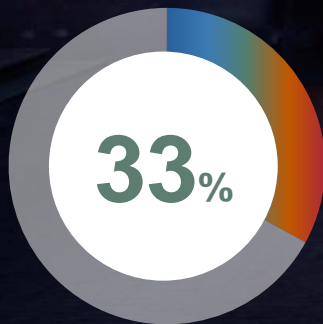
- 1** RELIABILITY & SELF-DISCIPLINE
- 2** CREATIVITY & ORIGINALITY
- 3** RESILIENCE & ADAPTABILITY
- 4** REASONING & PROBLEM-SOLVING
- 5** CRITICAL THINKING & ANALYSIS







Source: ManpowerGroup 2022 Talent Shortage Survey



of Restaurant & Hotel Employers expect a net increase to their staff in Q4 2022

43% of employers within the Restaurant & Hotel industry report expectations to add to their staff during the fourth quarter, while 18% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +33%**, strengthening by 11 percentage points year-over-year and 10 percentage points since last quarter.

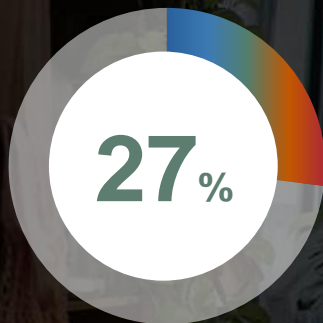
Despite strong optimism to hire, the industry faces a talent shortage where **74% of employers report difficulty finding the hard and soft skills needed.**



Source: ManpowerGroup 2022 Talent Shortage Survey



WHOLESALE & RETAIL TRADE



of Wholesale & Retail Trade Employers expect a net increase to their staff in Q4 2022



44% of employers within the Wholesale & Retail Trade industry report expectations to add to their staff during the fourth quarter, while 17% anticipate various decreases.

Once seasonally adjusted, this points to a **Net Employment Outlook (NEO) of +27%**, strengthening by 11 percentage points year-over-year and weakening 5 percentage points quarter-over-quarter.

Despite strong optimism to hire, the industry faces a talent shortage where **75% of employers report difficulty finding the hard and soft skills needed.**

TOP 5

SOFT SKILLS
WHOLESALE &
RETAIL TRADE
EMPLOYERS
ARE SEEKING

1
RELIABILITY & SELF-DISCIPLINE

2
RESILIENCE & ADAPTABILITY

3
REASONING & PROBLEM-SOLVING

4
COLLABORATION & TEAMWORK

5
CREATIVITY & ORIGINALITY

Source: ManpowerGroup 2022 Talent Shortage Survey



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 labor 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

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 documents. The woman on the left is wearing a light purple blazer. The woman in the middle is wearing a grey hijab and a white turtleneck. The woman on the right is wearing a white turtleneck. The man on the far right is wearing a grey cardigan over a white t-shirt. The table has several mugs, a laptop, and some papers. A decorative graphic of blue and red lines is overlaid on the left side of the image.

ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

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 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.

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