

# Employers Globally Continue to Anticipate Measured Hiring

Q4 2023

ManpowerGroup  
Employment  
Outlook Survey



Employers report a global Net Employment Outlook of +30% for the fourth quarter



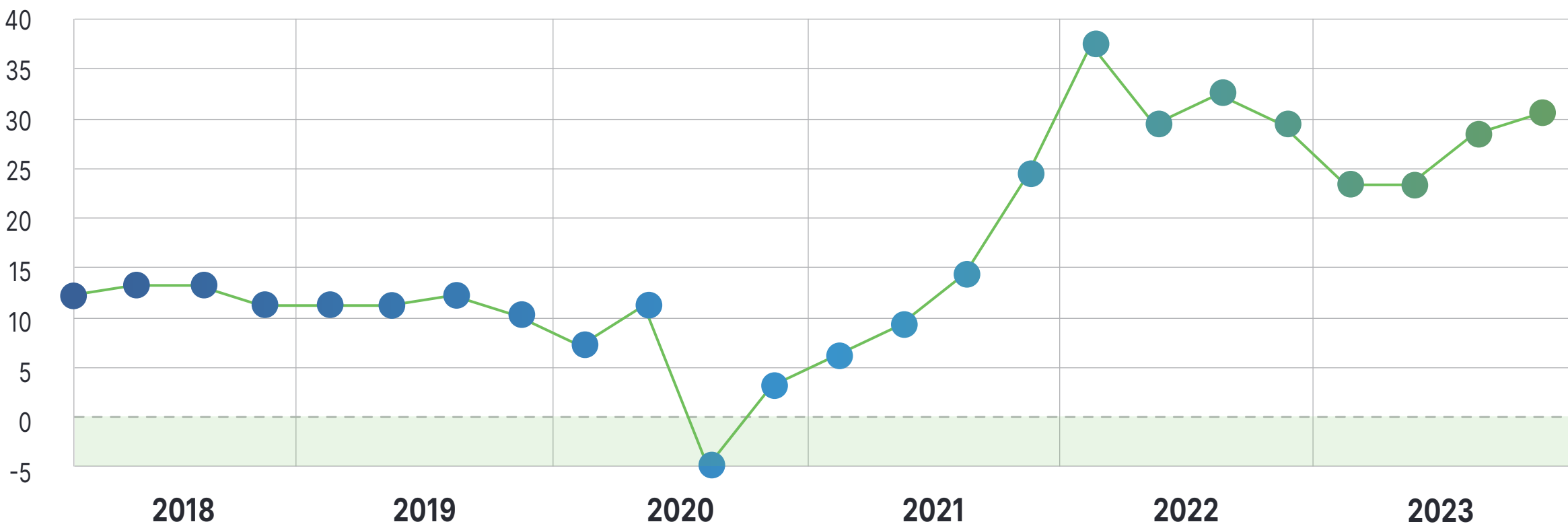
IT employers reported the highest Outlook for the fourth consecutive quarter but anticipated hiring is down 5% versus 2022



Global talent shortages are at an all-time high: 77% of employers report difficulty hiring open roles<sup>1</sup>

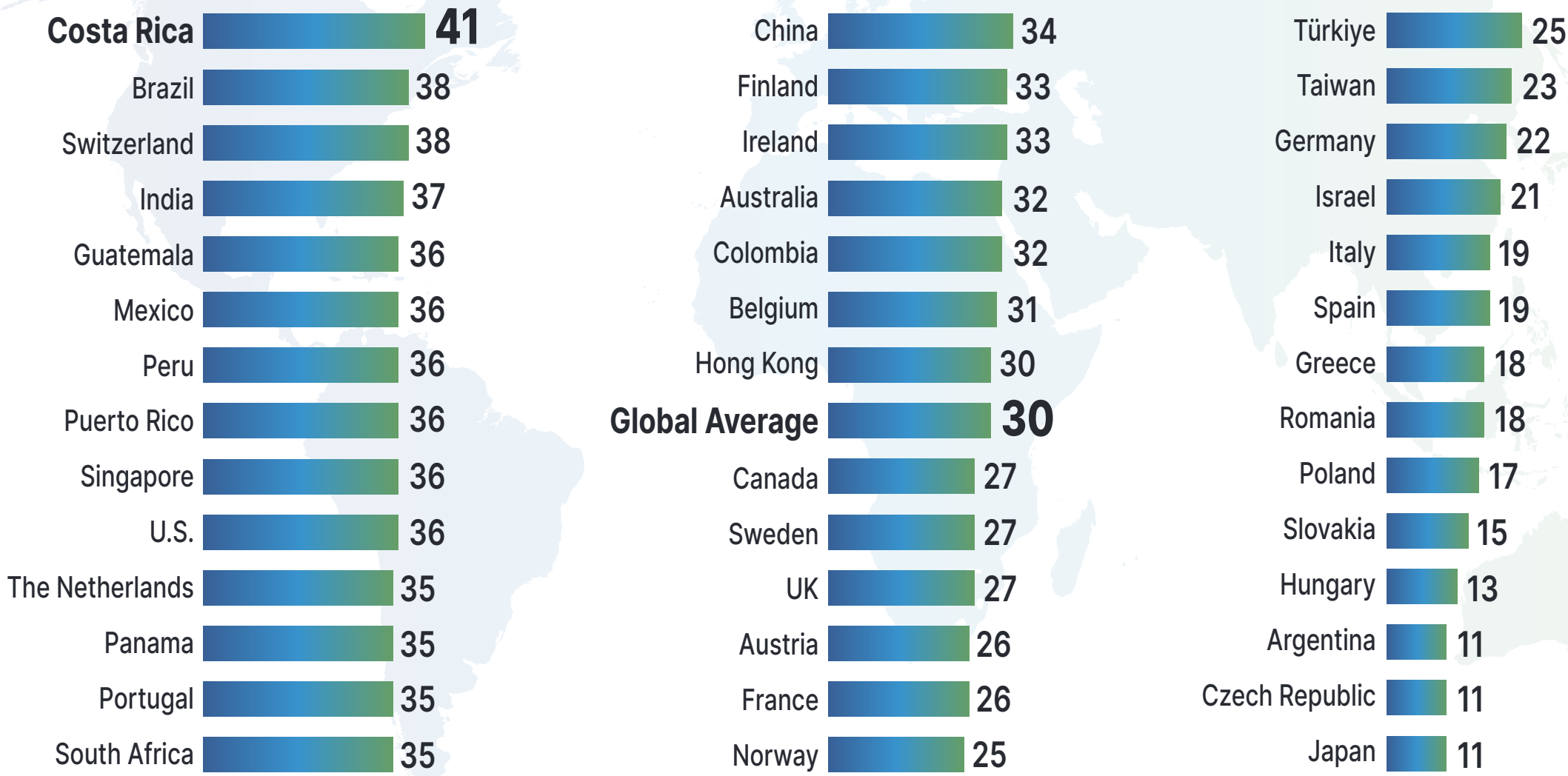
## Global Net Employment Outlook

Used internationally as a bellwether of economic and labor market trends, the 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%**.



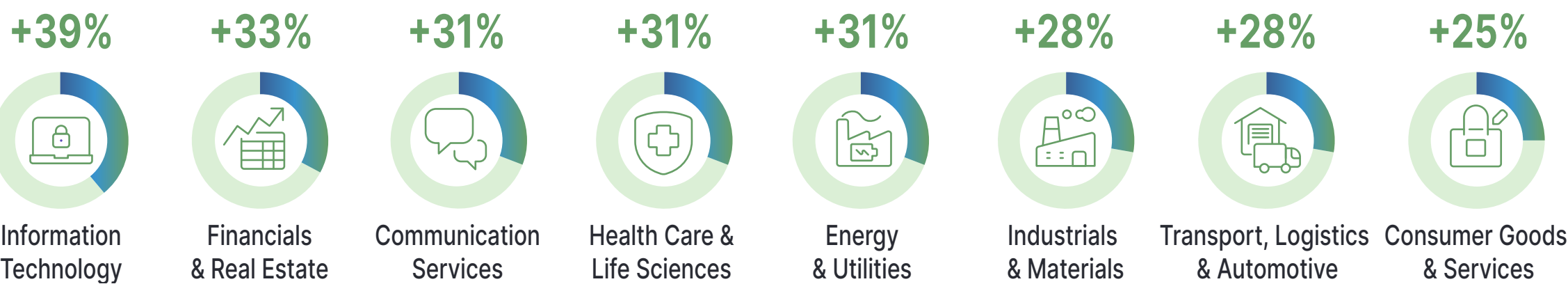
## Hiring Expectations for October – December

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



## Strongest & Weakest Outlooks by Sector

Organizations in the **IT sector (+39%)** report the strongest outlook, followed by Financials & Real Estate (+33%).



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ManpowerGroup interviewed 38,833 employers in 41 countries on hiring intentions for the fourth quarter of 2023 (fielded July 2023). <sup>1</sup> ManpowerGroup Talent Shortage Survey (fielded Jan. 2023)