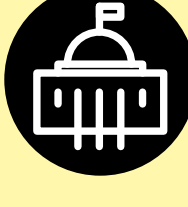


EMPLOYMENT
OUTLOOK SURVEY UK

NEW YEAR, NEW JOB! UK EMPLOYMENT
MARKET SET TO REBOUND IN Q1



UK NET
EMPLOYMENT
OUTLOOK

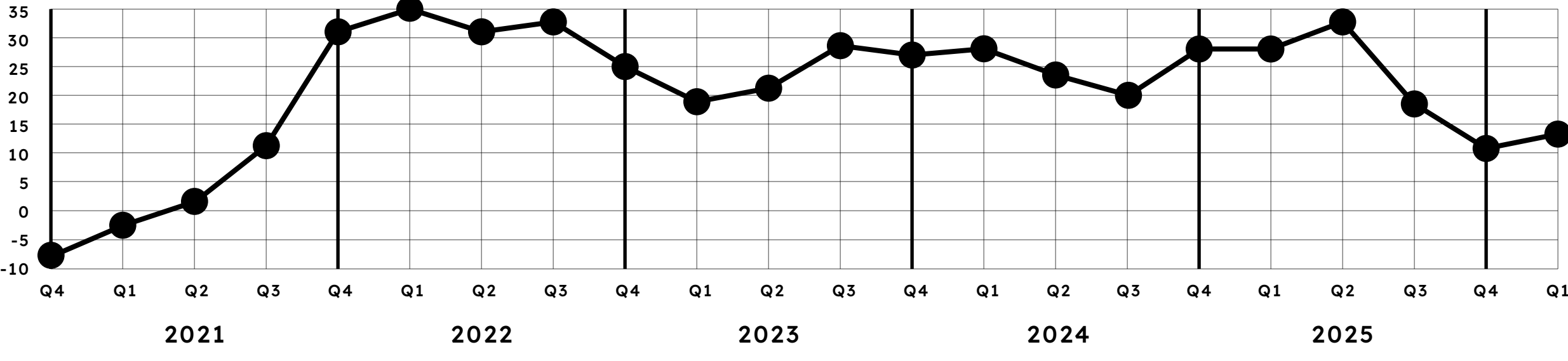


HIRING
ESTIMATES
BY SECTOR



WHAT SENIORITY
LEVELS DO EMPLOYERS
EXPECT TO HIRE?

UK NET EMPLOYMENT OUTLOOK **+13%**



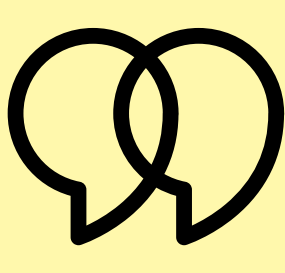
The Net Employment Outlook is derived by taking the percentage of employers anticipating an increased headcount in the next quarter, and subtracting the percentage that expect a decrease. A positive figure means that, on balance, more employers expect to add to their headcount than expect to reduce staff.



Michael Stull
Managing Director,
ManpowerGroup UK

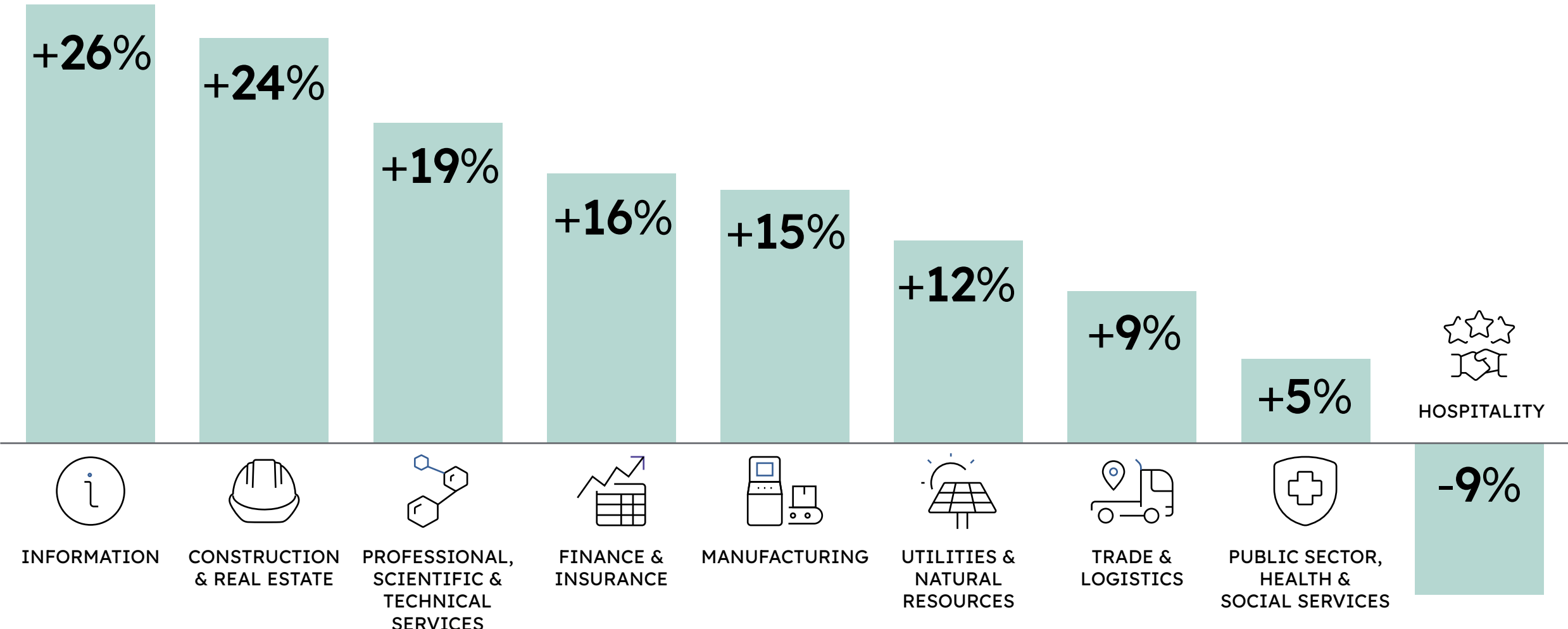
As hiring intentions begin to stabilise, we are seeing the next phase of workforce evolution take shape. Lateral is the new linear, with employers increasingly prioritising skills and experience over traditional career progression.

This shift is accelerating the move towards skills-based hiring. As we've seen hiring freezes and the increase in temp-to-perm contracts as workarounds, we've also seen our clients looking to hold on to their very best talent, and given the stagnation of wages they've focused their offering on training, sideways growth opportunities and expanding existing projects with pre-approved budgets. HR managers have been working hard through this downturn.



INFORMATION LEADS ON SECTOR PERFORMANCE WHILE HOSPITALITY
SEES SHARP YEAR-ON-YEAR DROP

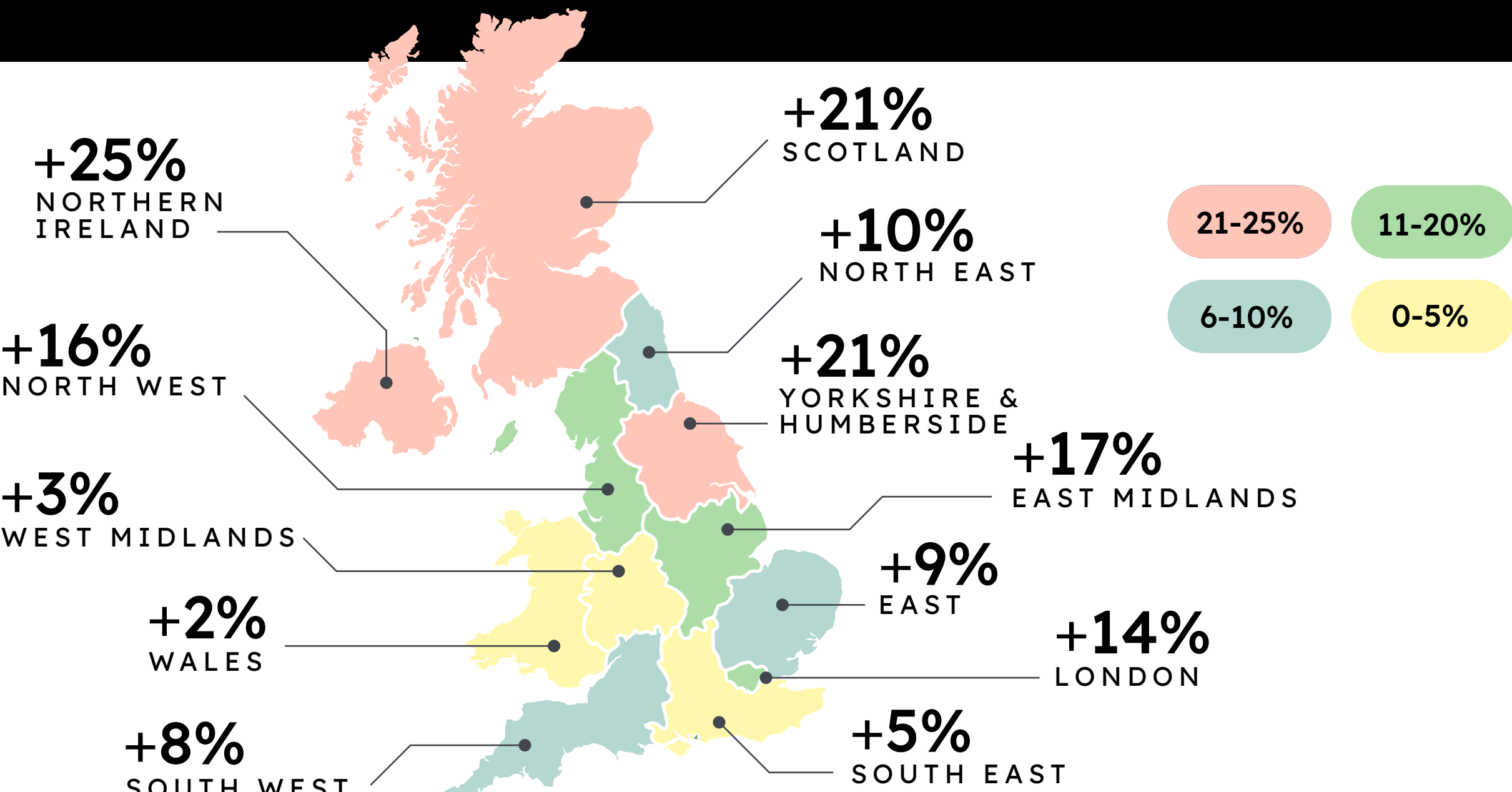
Q1 2026 Net Employment Outlook by Sector



ManpowerGroup now reports data across nine updated sectors to better reflect today's global economy: Construction & Real Estate; Finance & Insurance; Hospitality; Information; Manufacturing; Professional, Scientific & Technical Services; Public Sector, Health & Social Services; and Trade & Logistics. Historical data has been reclassified for consistency. National and regional results remain unchanged.

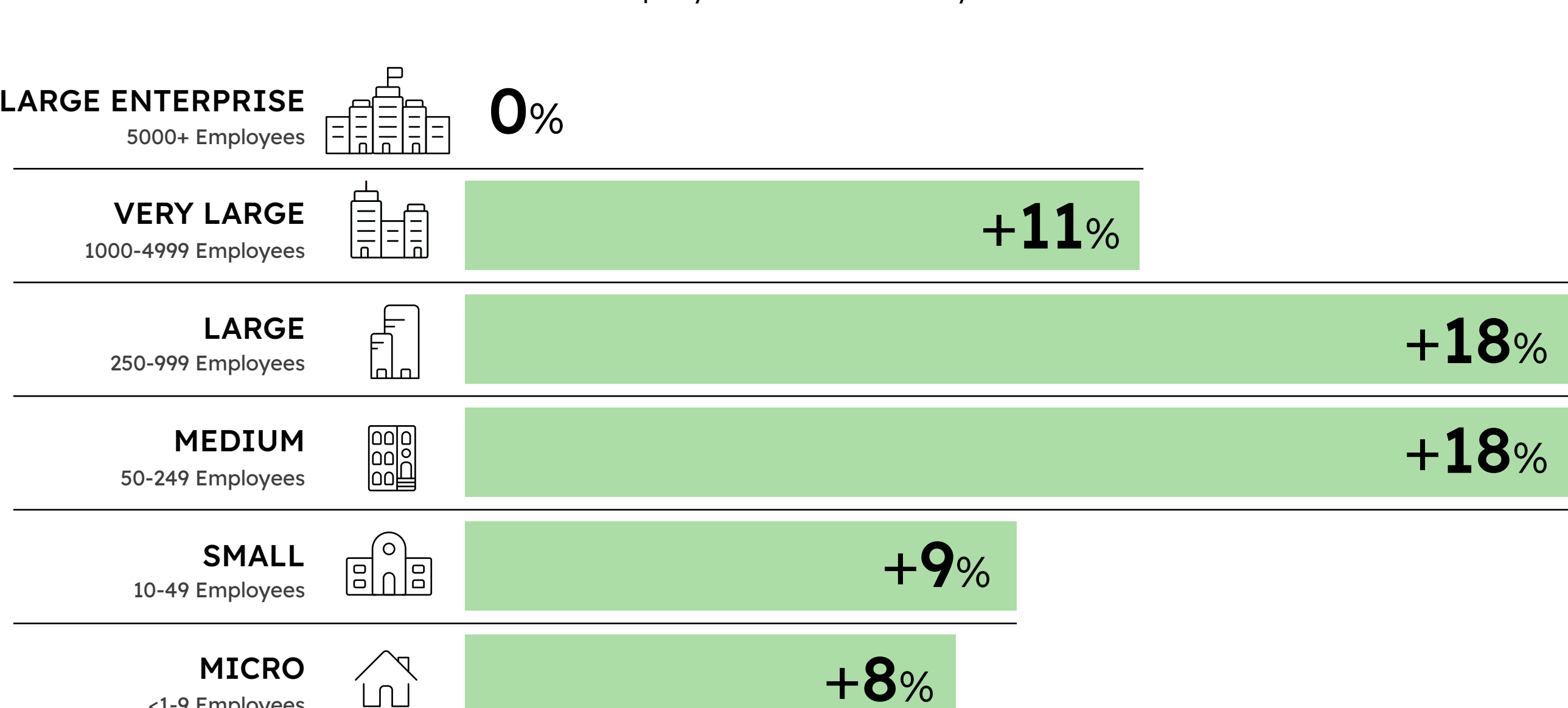
HIRING ESTIMATES RISE ACROSS REGIONS, WITH LARGEST QUARTERLY
GAINS IN EAST, YORKSHIRE & HUMBERSIDE AND EAST MIDLANDS

Q1 2026 Net Employment Outlook by Region

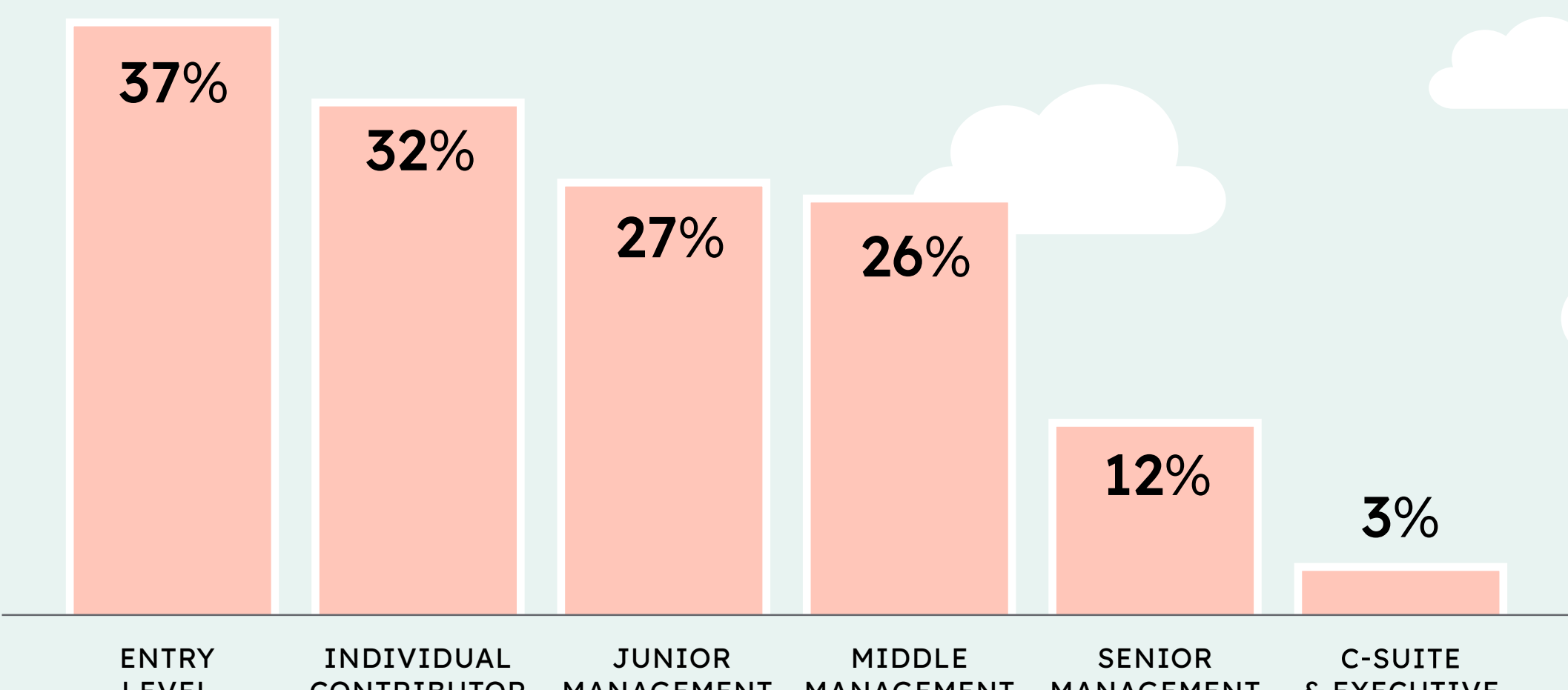


LARGE ENTERPRISE SEES THE STEEPEST YEAR-ON-YEAR DECLINE
IN HIRING CONFIDENCE

Q1 2026 Net Employment Outlook by Business Size



WHO WILL EMPLOYERS BE HIRING FOR IN Q1?



Questions were multiple choice. Employers may indicate more than one seniority.

FIND THE TALENT AND SOLUTIONS YOU NEED

To discuss the MEOS results or explore how ManpowerGroup can help you find the talent and solutions needed to propel your organisation forward:

CONTACT US TODAY >