



ManpowerGroup™

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ManpowerGroup Employment Outlook Survey Q1 2021: Polish employers with slight hiring sentiments

- *The fair hiring climate is forecast to continue in the coming quarter, with Polish employers reporting a Net Employment Outlook of +5%, unchanged quarter-over-quarter and remaining relatively stable year-over-year.*
- *Job gains are expected in six of seven industry sectors, and labor markets are forecast to be particularly strong in the Construction sector (+18%) and the Manufacturing sector (+11%). However, Restaurants & Hotels sector (-7%) employers report muted hiring prospects.*
- *The strongest regional hiring pace is anticipated in the South-West, with an Outlook of +12%, the weakest in the North and the South with +1% for both.*
- *Only 3% of employers expect to return to pre-COVID-19 hiring levels within 12 months.*

Warsaw, Poland (8 December 2020) – Polish employers report moderate hiring plans for the coming quarter. With 6% of employers anticipating an increase in payrolls, 4% expecting a decrease and 86% forecasting no change, the resulting Net Employment Outlook is +2%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +5%. Hiring plans remain unchanged when compared with the previous quarter, but are 1 percentage points weaker in a comparison with this time one year ago.

With job gains expected in three of the four organization size categories, Large employers anticipate the strongest labor market (+11%). Meanwhile, Micro firms anticipate the weakest hiring pace in the coming quarter with an Outlook -4%.

- The employment increases planned by the companies are a good omen for the labor market and the Polish economy. Industrial production will expand its teams, where from the beginning of June we have been observing the effects of economic recovery. The construction sector has handled the pandemic well and will grow its teams in the future. Likewise, retail and wholesale trade, when also recruits e-commerce. The good news is also the increase in the percentage of companies that do not plan personnel changes and this can be treated as a certain stabilization on the market. Organizations are also becoming more aware of their plans for the near future. This is confirmed by the low percentage of enterprises that do not know their employment forecasts for the next quarter – says Iwona Janas, general director at ManpowerGroup in Poland.

The South-West region with the greatest need for new workers

Employers anticipate workforce gains in all six regions during the next three months. The strongest hiring prospects are reported in the South-West, where the Net Employment Outlook is +12%. Elsewhere, Outlook of +7% is reported in the East. The most cautious hiring plans are reflected in Outlooks of +3% for the Central and the North-West, and for the North and the South with Outlooks of +1%.

Hiring sentiment strengthens in three of the six regions when compared with the fourth quarter of 2020. A slight increase of 4 percentage points is reported in the South-West, while Outlook is 3 percentage points stronger in the East. The most significant declines of 6 and 5 percentage points are reported in the North and the South, but employers in the Central report a decline of 3 percentage points.

In a comparison with this time one year ago, Outlooks weaken in five of the six regions, most notably by 4 percentage points in the East and the South. Decreases of 3 percentage points are reported in the Central and the North. However, hiring plans improve by 9 percentage points in the South-West.

The Construction and The Wholesale & Retail Trade sector with the most respectable outlooks

Employers expect to increase payrolls in six of the seven industry sectors during the coming quarter. The strongest labor market is anticipated in the Construction sector where the Net Employment Outlook is +18%. Manufacturing sector employers forecast steady job gains, reporting an Outlook of +11%, while Outlooks of +9% is reported for the Wholesale & Retail Trade sector. Elsewhere, limited hiring activity is anticipated in the Other Services sector, where the Outlook stands at +2%, while Outlook of +1% is reported in the Other Production. However, Restaurants & Hotels sector employers report muted hiring prospects with an Outlook of -7%.

Hiring prospects strengthen in two of the seven industry sectors when compared with the previous quarter. With slight increases of 5 percentage points in the Manufacturing, and 1 percentage points in the Other Services. Elsewhere, hiring prospects decrease in four of the seven sectors, most notably in the Restaurants & Hotels when the Outlook is 9 percentage points weaker. Outlooks are 3 and 2 percentage points weaker in the Wholesale & Retail Trade sector and the Constructions sector respectively.

In a comparison with this time one year ago, hiring prospects weaken in four of the seven industry sectors. The most noteworthy decrease of 9 percentage points is reported in the Restaurants & Hotels, while the Outlook for the Other Production sector is 4 percentage points weaker. Meanwhile, hiring prospects strengthen in three sectors, most notably by 6 percentage points in the Construction sector and by 4 percentage points in the Wholesale & Retail Trade sector.

Poland is the seventh strongest labor markets in the EMEA region

ManpowerGroup surveyed more than 13,500 employers in Europe, Middle East and Africa (EMEA) region on their hiring intentions for the first quarter of 2021. Workforce gains are anticipated in 19 of the 26 EMEA countries during the next three months, while employers expect to trim payrolls in five and flat labor markets are expected in the remaining two. The strongest hiring prospects in the EMEA region are reported by employers in Greece (+9%), Germany (+8%), Turkey (+8%), Sweden (+7%) and Ireland (+7%). The most limited hiring intentions report companies in United Kingdom (-6%) and Switzerland (-4%). Analyzing the data for Poland's southern neighbors, employers in the Czech Republic forecast the Outlook of +1% and in Slovakia -1%.

The ManpowerGroup report is available free of charge to the public and can be downloaded from www.manpowergroup.pl. Results for all 43 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroup.com/meos>.

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About the Survey

The global leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the world's most extensive, forward-looking employment survey, commencing in 1962. For 1Q 2021, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 37,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. The survey with Poland referring results can be found at www.manpowergroup.pl in the "Labour Market Reports" section.

ABOUT MANPOWERGROUP

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and

Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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