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Moderate hiring pace of Polish employers

Polish job seekers can expect a moderate hiring pace in the upcoming quarter, according to the ManpowerGroup Employment Outlook Survey, released today. Payrolls are forecast to grow in nine of 10 industry sectors and all six regions during the second quarter of 2019. The strongest of the 10 industry sector forecasts is reported by Manufacturing sector employers, and in a regional analysis, South-West employers report the strongest hiring prospects.

Warsaw, Poland, 11 February 2019 – ManpowerGroup today announced the results of its quarterly Employment Outlook survey for the second quarter 2019 that identifies conservative hiring intentions of Polish employers. While 14% of employers anticipate an increase in payrolls, 3% forecast a decrease and 80% expect no change, resulting in a Net Employment Outlook of +11%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +9%. Hiring intentions declined in comparison with both the previous quarter and this time one year ago.

Employers expect to increase payrolls in all six regions during the forthcoming quarter. The strongest labor markets are anticipated in the South-West with Net Employment Outlook of +12%. Elsewhere, employers also forecast steady job gains in the East, South and Central region with Outlooks of +10%. North-West employers report an Outlook of +7%, while the weakest regional forecast of +4% is reported in the North.

Hiring prospects are weaker in all six regions when compared with the previous quarter. South employers report a moderate decrease of 6 percentage points, while Outlooks are 5 percentage points weaker in the North. When compared with this time one year ago, hiring prospects also weaker in all six regions. North employers report a considerable decrease of 9 percentage points, while Outlooks are 5 percentage points weaker in the North-West.

Employers forecast payroll gains in 9 of 10 industry sectors during the next three months. Manufacturing sector employers report the strongest hiring prospects with a Net Employment Outlook of +22%, while the Outlook for the Transport, Storage & Communications sector stands at +14%. Elsewhere, job seekers can expect steady hiring activity in the Wholesale & Retail Trade sector and the Construction sector, where Outlooks stand at +12% and +11%, respectively. Mining & Quarrying and Public & Social sector employers forecast a conservative hiring pace, reporting Outlooks of +8%, while Outlooks of +6% is reported for Electricity, Gas & Water Supply sector. Meanwhile, the weakest hiring plans are reported by Finance & Business Services sector employers with an Outlook of +0%.

Hiring intentions decline in seven of the 10 industry sectors when compared with the previous quarter. The most notable decreases of 8 percentage points are reported in the Finance & Business Services sector. Elsewhere, Outlooks are 6 percentage points weaker in two sectors, the Transport, Storage & Communications sector and the Agriculture, Hunting, Forestry & Fishing sector. However, hiring prospects improve in three sectors, with increases of 3 percentage points for the Electricity, Gas & Water Supply sector and 1 percentage points for the Manufacturing sector and Wholesale & Retail Trade sector.

When compared with this time one year ago, employers in seven of the 10 industry sectors report declined hiring prospects. Restaurants & Hotel sector employers report the most noteworthy decrease of 15 percentage points, while the Outlook is 10 percentage points weaker in the Finance & Business Services sector. However, the Outlook improves in

two sectors, including the Wholesale & Retail Trade sector and the Public & Social, with slight increases of 4 and 1 percentage points, respectively.

Job gains are forecast in all four organization size categories during the second quarter of 2019. Large employers anticipate a solid hiring pace with a Net Employment Outlook of +25%. Elsewhere, Medium employers report an Outlook of +12%, while the Outlook stands at +0% and +3% for Micro- and Small-size employers, respectively.

The ManpowerGroup report is available free of charge to the public and can be downloaded from www.manpowergroup.pl. Results for all 44 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroup.com/meos>.

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Note to editors

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at http://manpowergroup.com/press/meos_landing.cfm. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at http://manpowergroup.com/press/meos_landing.cfm. The ManpowerGroup Employment Outlook Survey is available free of charge to the public. To receive email notification when the survey is available each quarter, please complete an online subscription form at: <http://www.manpowergroup.pl/pl/raporty-rynku-pracy.html>.

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 and now polling nearly 60,000 employers in 44 countries and territories (with 752 employers in Poland). The survey with Poland referring results can be found at www.manpowergroup.pl in "Labour Market Reports" section.

About ManpowerGroup in Poland

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in Poland since March 2001. ManpowerGroup in Poland provides unique value to clients and candidates through ManpowerGroup™ Solutions, Manpower® and Experis™. ManpowerGroup's portfolio in Poland covers permanent, temporary and contract recruitment; employee assessment and selection; outsourcing and workforce consulting; and career management and outplacement. More information is available at www.manpowergroup.pl.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the ninth year in 2018, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.

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