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ManpowerGroup Employment Outlook Survey: Polish employers report conservative hiring plans for the start of the 2017 year.

Job seekers can expect some hiring opportunities in the January-March time frame. This marks the 15th consecutive quarter of positive forecasts for Poland's labor market. Employers in six of 10 industry sectors and five of six regions report varying degrees of positive hiring plans during this time. The strongest labor markets are expected in the Construction sector, where the Outlook is the strongest for six years, and in the Manufacture sector. Electricity, Gas & Water Supply sector employers report the weakest sector Outlook.

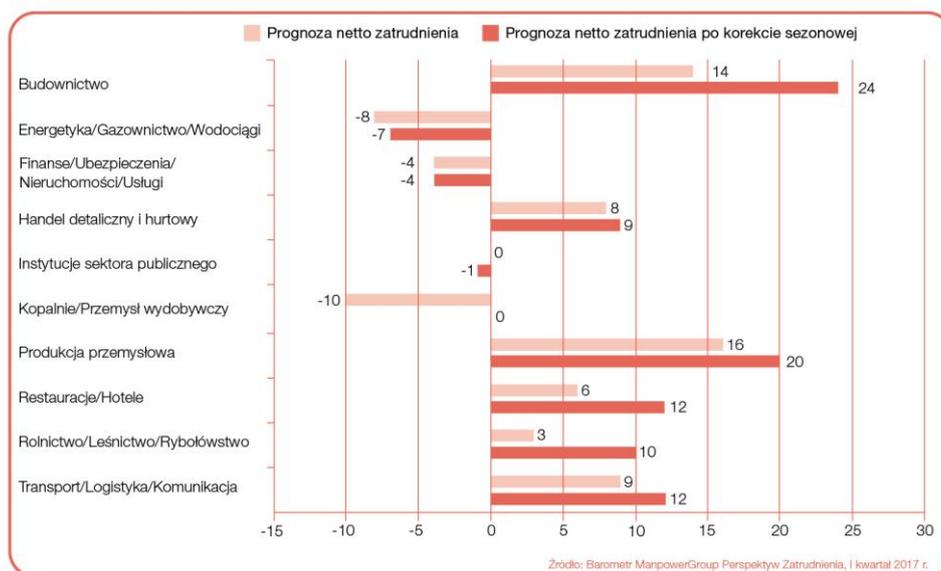
Warsaw, Poland, 13 December 2016 – Polish employers anticipate some opportunities for job seekers in Quarter 1 2017 according to the “ManpowerGroup Employment Outlook Survey” released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +9% - remained relatively stable in both a quarter-over-quarter and year-over-year comparison. Poland's forecast has now been positive for 15 consecutive quarters. Of the 752 Polish employers surveyed, 12 percent anticipate adding to their workforces in the coming quarter, 8 percent plan reductions and 73 percent expect no change.

*„Over the past few quarters, employers in Poland are moderately optimistic about the plans for enlarging their teams,” said **Iwona Janas**, Country Manager ManpowerGroup in Poland. “Also now, despite a temporary economic slowdown, in most of sectors we observe sustained demand for employees. After the arrival of the new year we can expect a slowdown in some of the industries, but it will be caused by the seasonal slowdown at the market after the Christmas period. The future situation looks encouraging and we expect that employer optimism will still grow stronger,” adds **Iwona Janas**.*

Employers in six of the 10 industry sectors¹ expect to increase staffing levels during the January-March period. Construction sector employers report the strongest hiring prospects with a healthy Net Employment Outlook of +24%. Elsewhere, an upbeat hiring pace is forecast for the Manufacturing sector with an Outlook of +20%, while Outlooks stand at +12% in both the Restaurants & Hotels sector and the Transport, Storage & Communication sector. Employers report cautiously optimistic hiring plans in the Agriculture, Hunting, Forestry & Fishing sector, with an Outlook of +10%, and in the Wholesale & Retail Trade sector, where the Outlook is +9%. However, employers in three sectors expect staffing levels to decline, including the Electricity, Gas & Water Supply sector and the Finance, Insurance, Real Estate & Business Services sector, with Outlooks of -7% and -4%, respectively.

¹ Sectors included in the survey: Agriculture, Hunting, Forestry & Fishing; Construction; Electricity, Gas & Water Supply; Finance & Business Services; Manufacturing; Mining & Quarrying; Public & Social; Restaurants & Hotels; Transport, Storage & Communication; and Wholesale & Retail Trade.

“For the past several quarters we’ve been observing a stable and favourable situation at the labour market. The trend is that there are more and more new job positions appearing in the market, the wages are getting higher and non-wage benefit systems are expanding. This has strongly influenced employees who are more and more open to change their jobs. Employees notice that often the easiest way to receive the salary upgrade is to change their job position. The trend results in the longer time to find suitable candidates and the increase in rotation rate of employees. This is the moment that many businesses recognize a strong need to introduce substantial changes in their HR policy in order to meet their employees’ needs and expectations,” comments **Iwona Janas** from ManpowerGroup in Poland



When compared with the previous quarter, employers report weaker hiring intentions in six of the 10 industry sectors, most notably by 11 and 5 percentage points in the Public & Social sector and the Finance, Insurance, Real Estate & Business Services sector, respectively. Meanwhile, Outlooks improve in four sectors. Construction sector employers report an increase of 9 percentage points while the Outlook for the Agriculture, Hunting, Forestry & Fishing sector is 6 percentage points stronger.

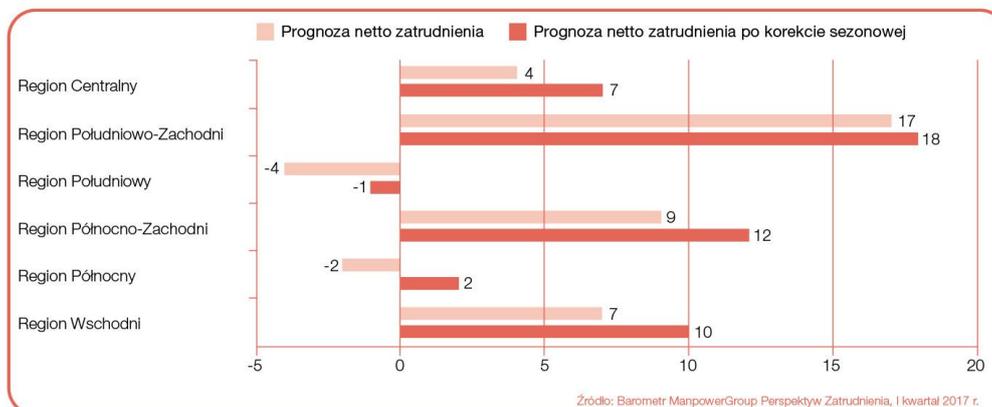
Year-over-year, hiring intentions strengthen in five of the 10 industry sectors. Increases of 7 and 6 percentage points are reported for the Construction sector and the Restaurants & Hotels sector, respectively, while the Outlook for the Transport, Storage & Communication sector is 5 percentage points stronger. However, hiring prospects weaken in five sectors, most notably by 10 percentage points in the Electricity, Gas & Water Supply sector and the Public & Social sector. Elsewhere, Finance, Insurance, Real Estate & Business Services sector employers report a decline of 9 percentage points and the Outlook for the Wholesale & Retail Trade sector is 5 percentage points weaker.

Employers in five of the six regions² expect to grow staffing levels during the coming quarter, with the strongest labor market anticipated in the South-West (dolnośląskie, opolskie), where the Net Employment Outlook stands at +18%. North-West (wielkopolskie, zachodniopomorskie, lubuskie) employers also expect steady job gains, reporting an Outlook of +12%, while Outlooks of +10% and +7% are reported in the East (lubelskie, podkarpackie, świętokrzyskie, podlaskie) and Central regions (łódzkie, mazowieckie), respectively. However, employers forecast an uncertain hiring climate in the South (małopolskie, śląskie) with an Outlook of -1%.

Quarter-over-quarter, employers report a decline of 6 percentage points in the South, while Outlooks are 2 percentage points weaker in both the East and the North. Elsewhere, hiring intentions remain relatively stable in Central and South-West Poland, while North-West employers report no change.

² Regions included are those distinguished by Eurostat: Central (Łódzkie, Mazowieckie); East (Lubelskie, Podkarpackie, Świętokrzyskie, Podlaskie); North (Kujawsko-Pomorskie, Warmińsko-Mazurskie, Pomorskie); North-West (Wielkopolskie, Zachodniopomorskie, Lubuskie); South (Małopolskie, Śląskie); South-West (Dolnośląskie, Opolskie).

* Portugal joined the survey during the 3Q 2016 survey cycle and has no year-over-year data to report at this time.



Year-over-year, hiring plans weaken in three of the six regions. Employers in the South report a decline of 8 percentage points while Outlooks are 6 and 3 percentage points weaker in the North and the East, respectively. However, hiring intentions improve by 7 percentage points in the South-West and are 2 percentage points stronger in the North-West.

Employers in all four organization size categories expect to increase staffing levels during the coming quarter. The strongest hiring prospects are reported by Large employers with a Net Employment Outlook of +22%, while Outlooks stand at +11% in the Medium-size categories, at +4% in the Small, and also at +4% in the Micro-size.

Global Forecast Mixed

ManpowerGroup's first-quarter research reveals that job gains are expected in 40 of 43 countries and territories during the January-march time frame. First-quarter hiring plans strengthen in 19 of 43 countries and territories when compared with the October-December time frame, are unchanged in seven, and weaken in 17. Outlooks improve in 20 countries and territories when compared with Quarter 1 2016, are unchanged in four, and decline in 18.* first-quarter hiring confidence is strongest in Taiwan (+25%), India (+24%), Japan (+23%), Hungary (+17%) and Slovenia (+17%), while employers in Brazil (-9%), Switzerland (-2%) and Italy (0%) report the weakest hiring plans.

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 ManpowerGroup Employment Outlook Survey Explorer tool at <http://manpowergroupsolutions.com/DataExplorer/>.

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Note to Editors

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 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 59,000 employers in 43 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) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.

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