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## Manpower Employment Outlook Survey: Polish employers report encouraging signs for job seekers in the second-quarter

*Employers in Poland are expecting the hiring pace to remain steady through the end of the April-June time frame. This marks the 12<sup>th</sup> consecutive quarter of positive forecasts for Poland's labor market. The results are uniformly positive with employers in all 10 industry sectors and in all six regions expecting to grow staffing levels by varying margins during the next three months. The strongest labor markets are expected in the Construction, the Restaurant & Hotels, and the Manufacturing sectors. Opportunities for job seekers are expected to remain the strongest since Q2 2011.*

**Warsaw, Poland, 8 March 2016** – Polish employers report respectable hiring intentions for Quarter 2 2016 according to the Manpower Employment Outlook Survey released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +10% - unchanged when compared with the previous quarter and an improvement of 3 percentage points year-over-year. Of the 750 Polish employers surveyed, 18 percent anticipate adding to their workforces in the coming quarter, 6 percent plan reductions and 70 percent expect no change.

*„According to our forecasts, job seekers can expect the hiring pace to remain steady in the following months,” said **Iwona Janas, Country Manager ManpowerGroup in Poland.***

*“Additionally, the Polish economy is growing and this growth is energizing the labor market. This is good news for people who want to change jobs and for people entering the market. The survey indicates that most of the jobs will be generated by large companies, with nearly one of every three employers interviewed in large organizations telling us they plan to add to their payrolls in the second quarter. But the survey also reveals that employers in small businesses plan to increase their teams. The demand for skilled candidates is likely to ensure that the talent shortage will continue to challenge employers. This may force employers to continue investing in employer branding and incentive systems, as well as increase their reliance on employment agencies to help find the talent they need,” adds **Iwona Janas.***

Employers in all 10 industry sectors<sup>1</sup> expect to increase staffing levels during the April-June period. Construction sector employers report the strongest hiring prospects with a Net Employment Outlook of +20%. Elsewhere, steady payroll gains are forecast for the Restaurants & Hotels sector and the Manufacturing sector, where Outlooks stand at +14% and +13%, respectively. Transport, Storage & Communication sector employers report respectable hiring plans with an Outlook of +12%, while the Outlook for the Wholesale & Retail Trade sector is +11%. Meanwhile, the most cautious hiring prospects are reported in two sectors with outlooks of +1% – the Agriculture, Hunting, Forestry & Fishing sector and the Mining & Quarrying sector.

<sup>1</sup> 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.

When compared with the previous quarter, employers report weaker Outlooks in five of the 10 industry sectors. The most noteworthy decreases of 6 and 5 percentage points are reported in the Agriculture, Hunting, Forestry & Fishing sector and the Manufacturing sector, respectively, while employers in the Public & Social sector report a decline of 4 percentage points. However, hiring intentions strengthen in four sectors, most notably by 7 and 5 percentage points in the Restaurants & Hotels sector and the Transport, Storage & Communication sector, respectively.

Year-over-year, hiring prospects improve in seven of the 10 industry sectors. A considerable increase of 11 percentage points is reported for the Restaurants & Hotels sector, while the Outlook for the Electricity, Gas & Water Supply sector is 9 percentage points stronger. Meanwhile, hiring intentions weaken in two sectors, most notably by 6 percentage points in the Transport, Storage & Communication sector.

Employers in all six regions<sup>2</sup> expect to grow staffing levels during the coming quarter. Employers in both the South (małopolskie, śląskie) and the South-West (dolnośląskie, opolskie) report the strongest hiring plans with Net Employment Outlooks of +14%. The Outlook for the North-West (wielkopolskie, zachodniopomorskie, lubuskie) stands at +13% while employers in the North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie) report cautiously optimistic hiring intentions with an Outlook of +10%. Elsewhere, Outlooks of +9% and +4% are reported in the East (lubelskie, podkarpackie, świętokrzyskie, podlaskie) and Central (łódzkie, mazowieckie) regions, respectively.

Quarter-over-quarter, employers report stronger Outlooks in four of the six regions. The most noteworthy increases of 7 and 5 percentage points are reported in the South and the North-West, respectively. However, Outlooks weaken in two regions, including the East, where employers report a decline of 3 percentage points.

Year-over-year, hiring intentions strengthen in five of the six regions. The Outlook for the North is 6 percentage points stronger, while employers in the South-West report an improvement of 5 percentage points. Elsewhere, Outlooks increase by 4 and 3 percentage points in the North-West and the South, respectively. Meanwhile, Central Poland employers report slightly weaker hiring prospects with a decline of 2 percentage points.

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 +29%, while Outlooks stand at +10% and +8% in the Small- and Medium-size categories, respectively. Meanwhile, Micro employers report cautious hiring plans with an Outlook of +1%.

## Global Forecast Mixed

ManpowerGroup's second-quarter research reveals that job gains are expected in 39 of 42 countries and territories during the April-June time frame. Despite little indication of labor market contraction, hiring intentions in most countries and territories continue to remain modest. Despite some anticipated job gains, actual job growth is expected to slow by varying degrees with employers in a slim majority of countries and territories scaling back their hiring plans in both quarter-over-quarter and year-over-year comparisons. Hiring plans strengthen in only eight of 42 countries and territories when compared with the first three months of 2016 and weaken in 22. Outlooks improve in 12 countries and territories when compared with Quarter 2 2015 but decline in 23. Second-quarter hiring confidence is strongest in India, Japan, Taiwan, Colombia and Guatemala, while the weakest hiring prospects are reported in Brazil, France and Italy.

The ManpowerGroup report is available free of charge to the public and can be downloaded from [www.manpowergroup.pl](http://www.manpowergroup.pl).

Results for all 42 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroupsolutions.com/DataExplorer/>.

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<sup>2</sup> 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).

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### **Note to Editors**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 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](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](http://manpowergroup.com/press/meos_landing.cfm). The Manpower 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 Manpower 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 over 58,000 employers in 42 countries and territories (with 750 employers in Poland). The survey with Poland referring results can be found at [www.manpowergroup.pl](http://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](http://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](http://www.manpowergroup.com)