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ManpowerGroup Employment Outlook Survey: Polish employers report modest hiring plans for the coming quarter.

Job seekers can expect some hiring opportunities in the July-September time frame. This marks the 17th consecutive quarter of positive forecasts for Poland's labor market. However, this is the weakest forecast reported by employers in two years. Employers in seven of 10 industry sectors and all six regions report varying degrees of positive hiring plans during this time. The strongest labor markets are expected in the Construction sector and the weakest in the Electricity, Gas & Water Supply sector.

Warsaw, Poland, 13 June 2017 – Polish employers anticipate some opportunities for job seekers in Quarter 3 2017 according to the “ManpowerGroup Employment Outlook Survey” released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +6%. When compared with 2Q 2017, the Outlook is 4 percentage points weaker, and is also 4 percentage points weaker when compared with 3Q 2017. Poland's forecast has now been positive for 17 consecutive quarters, but is the weakest reported by employers in two years. Of the 750 Polish employers surveyed, 14 percent anticipate adding to their workforces in the coming quarter, 5 percent plan reductions and 74 percent expect no change.

“The labor market is directed by seasonality and after the optimistic holidays, we can expect some reduction in seasonally related job offers,” said **Iwona Janas, Country Manager ManpowerGroup in Poland**. *“It will be caused by the fall in seasonal jobs after the summer. But that doesn't affect the overall picture of the labor market, where in most of the sectors we see continuing demand for employees. The current situation can be called cautiously optimistic and also after an expected slowdown we can await a positive climate in the autumn,”* adds **Iwona Janas**.

Employers in seven of the 10 industry sectors¹ expect to increase staffing levels during the July-September period. The strongest labor market is anticipated by Construction sector employers, reporting a Net Employment Outlook of +18%. Steady job growth is expected in both the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector, with Outlooks of +11%, while the Outlook for the Manufacturing sector stands at +6%. Meanwhile, staffing levels are expected to decline in two sectors, with employers in the Electricity, Gas & Water Supply sector and the Finance, Insurance, Real Estate & Business Services sector reporting Outlooks of -3% and -2%, 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.

When compared with the previous quarter, hiring intentions weaken in seven of the 10 industry sectors. Considerable declines of 16 and 13 percentage points are reported by employers in the Finance, Insurance, Real Estate & Business Services sector and the Manufacturing sector, respectively. Elsewhere, Outlooks are 5 percentage points weaker in three sectors – the Public & Social sector, the Restaurants & Hotels sector and the Wholesale & Retail Trade sector. However, hiring plans strengthen in two sectors, including the Construction sector where employers report an increase of 2 percentage points.

Hiring prospects weaken in eight of the 10 industry sectors when compared with this time one year ago. Manufacturing sector employers report the most noteworthy decrease of 14 percentage points. Outlooks decline by 7 percentage points in both the Restaurants & Hotels sector and the Transport, Storage & Communication sector, while the Outlook for the Finance, Insurance, Real Estate & Business Services sector is 4 percentage points weaker. Meanwhile, employers in both the Construction sector and the Electricity, Gas & Water Supply sector report no year-over-year change in hiring plans.

Employers in all six regions² expect to grow staffing levels during the coming quarter. South-West (dolnośląskie, opolskie) employers report the strongest hiring prospects with a Net Employment Outlook of +13%. Employers in the South (małopolskie, śląskie) anticipate a fair hiring climate, reporting an Outlook of +10%, while Outlooks stand at +6% and +5% in the East (lubelskie, podkarpackie, świętokrzyskie, podlaskie) and Central (łódzkie, mazowieckie) regions, respectively. The most cautious hiring plans are reported by employers in the North-West (wielkopolskie, zachodniopomorskie, lubuskie), with an Outlook of +3%, and in the North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), where the Outlook is +4%.

Employers in five of the six regions report weaker hiring intentions when compared with 2Q 2017. The most notable decrease of 10 percentage points is reported in the North, while the Outlook for the North-West declines by 7 percentage points. Elsewhere, Outlooks are 4 percentage points weaker in both Central Poland and the East. However, employers in the South report no quarter-over-quarter change.

Year-over-year, hiring prospects also weaken in five of the six regions, most notably by 6 percentage points in the East. Employers in the Central and North-West regions report declines of 5 percentage points, while Outlooks are 3 percentage points weaker in both the North and the South-West. However, the Outlook for the South improves by 2 percentage points.

Employers in two of the four organization size categories expect to increase staffing levels during the coming quarter. Large employers report healthy hiring intentions with a Net Employment Outlook of +23%, while modest payroll gains are expected by Medium employers, reporting an Outlook of +5%. However, Small employers forecast a slight decline in payrolls with an Outlook of -3%, while an uncertain Outlook of -1% is reported by Micro employers.

Global Forecast Mixed

ManpowerGroup's third-quarter research reveals that job gains are expected in 41 of 43 countries and territories during the July-September time frame. Hiring plans improve in 17 of 43 countries and territories when compared quarter-over-quarter, decline in 16, and are unchanged in 10. However, a more confident pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 26 countries, decline in only 15 and remain unchanged in two.* Globally, the strongest third-quarter hiring plans are reported in Japan, Taiwan, Hungary and the United States. The weakest forecasts are reported in Italy, the Czech Republic and Finland.

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/>.

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.

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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 750 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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