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ManpowerGroup Employment Outlook Survey: Polish employers report hopeful hiring intentions for the coming quarter.

Job seekers can expect some hiring opportunities in the April-June time frame. This marks the 16th consecutive quarter of positive forecasts for Poland's labor market. Employers in eight 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 Manufacturing, Wholesale & Retail Trade sector and the Construction sector.

Warsaw, Poland, 14 March 2017 – Polish employers anticipate some opportunities for job seekers in Quarter 2 2017 according to the “ManpowerGroup Employment Outlook Survey” released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +12%. When compared with 1Q 2017, the Outlook is 4 percentage points stronger, while employers report relatively stable hiring prospects year-over-year. Poland's forecast has now been positive for 16 consecutive quarters, and is the strongest forecast reported by employers in more than six years. Of the 752 Polish employers surveyed, 18 percent anticipate adding to their workforces in the coming quarter, 5 percent plan reductions and 73 percent expect no change.

*“The second-quarter forecast mirrors the developments that we in ManpowerGroup are observing in Poland's labor market,” said **Iwona Janas**, Country Manager ManpowerGroup in Poland. “Employer confidence appears stronger than at any point since the end of 2010—particularly in the manufacturing sector where nearly three of every 10 employers surveyed said they planned to add to their payrolls in the next three months. However, we're also seeing signs that the talent shortage is likely to frustrate many employers who would like to hire. Employers must continue make sure their workforce has the talent required to keep pace with the Skills Revolution taking place here as well as elsewhere across the globe,” adds **Iwona Janas**.*

Employers in in eight of the 10 industry sectors¹ expect to increase staffing levels during the April-June period. The strongest hiring prospects are reported in the Manufacturing sector, with a Net Employment Outlook of +20%. Elsewhere, employers expect favorable hiring activity in the Wholesale & Retail Trade sector and the Construction sector, where Outlooks stand at +17% and +15%, respectively, while employers in both the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector report Outlooks of +14%. Employers in the Restaurants & Hotels sector and the Agriculture, Hunting, Forestry & Fishing sector report cautiously optimistic hiring plans with Outlooks of +10% and +9%, respectively. However, Electricity, Gas & Water Supply sector employers anticipate a decline in staffing levels, reporting an Outlook of -4%.

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.

Quarter-over-quarter, hiring intentions strengthen in six of the 10 industry sectors, most notably by 18 percentage points in the Finance, Insurance, Real Estate & Business Services sector. Wholesale & Retail Trade sector employers report an improvement of 7 percentage points while the Outlook for the Public & Social sector is 4 percentage points stronger. Meanwhile, Outlooks weaken in three sectors, including the Construction sector where employers report a considerable decline of 9 percentage points.

Year-over-year, hiring intentions weaken in five of the 10 industry sectors. Decreases of 5 percentage points are reported in the Construction sector and the Electricity, Gas & Water Supply sector, while the Outlook for the Restaurants & Hotels sector is 4 percentage points weaker. Elsewhere, hiring plans improve in four sectors. Finance, Insurance, Real Estate & Business Services sector employers report the most noteworthy increase of 10 percentage points while Outlooks are 8 and 7 percentage points stronger in the Agriculture, Hunting, Forestry & Fishing sector and the Manufacturing sector, respectively.

Employers in all 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 +16%. Steady job gains are also forecast in the North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), with an Outlook of +14%, and in the North-West (wielkopolskie, zachodniopomorskie, lubuskie), where employers report an Outlook of +12%. Employers in the East (lubelskie, podkarpackie, świętokrzyskie, podlaskie) report favorable hiring intentions with an Outlook of +11%, while cautiously optimistic hiring plans are evident in both the Central (łódzkie, mazowieckie) and South (małopolskie, śląskie) regions with Outlooks standing at +10%.

When compared with the previous quarter, hiring prospects improve in three of the six regions. Employers in the North report the most noteworthy increase of 11 percentage points, while Outlooks are 8 and 4 percentage points stronger in the South and Central regions, respectively. Elsewhere, hiring plans remain relatively stable in both the North-West and the South-West, while employers in the East report no change.

Year-over-year, hiring intentions are 6 percentage points stronger in the Central region and the North, while the Outlook in the South-West improves by 2 percentage points. Meanwhile, employers in the East and the North-West report relatively stable hiring plans and the Outlook for the South is unchanged.

Employers in all 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 +29%, while Outlooks stand at +11% and +8% for Medium- and Micro-size employers, respectively. Meanwhile, Small 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 43 countries and territories during the April-June time frame. Hiring plans improve in 17 of 43 countries and territories when compared quarter-over-quarter, decline in 15, and are unchanged in 11. The year-over-year trend reveals a more pronounced uptick with Outlooks strengthening in 25 countries and territories, weakening in 14, and remaining unchanged in three.* Second-quarter hiring confidence is strongest in Taiwan, Japan, Slovenia and India. The weakest forecasts are reported in Brazil, Italy, Belgium and Switzerland.

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 over 58,000 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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