

# ManpowerGroup Employment Outlook Survey Poland

A ManpowerGroup Research Report

# Q2 2017



ManpowerGroup™

# Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the second quarter 2017 was conducted by interviewing a representative sample of 752 employers in Poland.

All survey participants were asked, *“How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?”*

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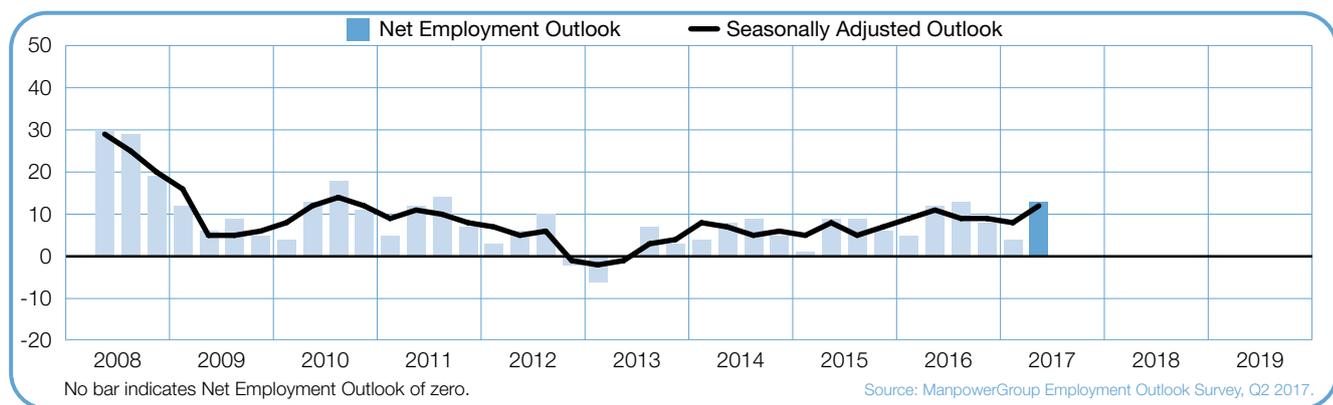
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# Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
<b>Q2 2017</b>	<b>18</b>	<b>5</b>	<b>73</b>	<b>4</b>	<b>+13</b>	<b>+12</b>
Q1 2017	12	8	73	7	+4	+8
Q4 2016	15	7	75	3	+8	+9
Q3 2016	18	5	70	7	+13	+9
Q2 2016	18	6	70	6	+12	+11

Source: ManpowerGroup Employment Outlook Survey, Q2 2017.



Polish employers report hopeful hiring intentions for the April-June time frame. With 18% of employers expecting to increase staffing levels, 5% forecasting a decrease and 73% anticipating no change, the resulting Net Employment Outlook is +13%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +12% and is the strongest in more than six years. When compared with 1Q 2017, the Outlook is 4 percentage points stronger, while employers report relatively stable hiring prospects year-over-year.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

# Organization-Size Comparisons

Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

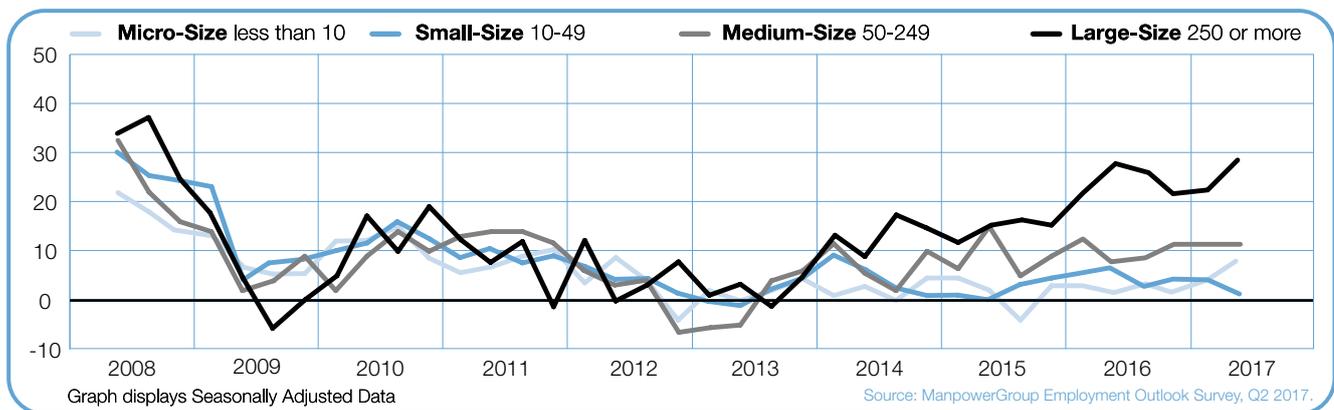
Job gains are forecast in all four organization size categories during 2Q 2017. Large employers report healthy hiring intentions with a Net Employment Outlook of +29%, while Outlooks stand at +11% and +8% for Medium- and Micro-size employers, respectively. Meanwhile, Small employers report cautious hiring plans with an Outlook of +1%.

When compared with 1Q 2017, hiring intentions improve by 5 and 4 percentage points for Large- and Micro-size employers, respectively, while Outlooks for Medium- and Small-size employers are unchanged.

Micro employers report an improvement of 7 percentage points when compared with 2Q 2016, while Outlooks are 3 and 2 percentage points stronger for Medium- and Large-size firms, respectively. However, the Outlook for Small employers declines by 8 percentage points.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	11	2	85	2	9	8
<b>Small-Size</b> 10-49	10	7	80	3	3	1
<b>Medium-Size</b> 50-249	20	6	69	5	14	11
<b>Large-Size</b> 250 or more	34	4	55	7	30	29

Source: ManpowerGroup Employment Outlook Survey, Q2 2017.

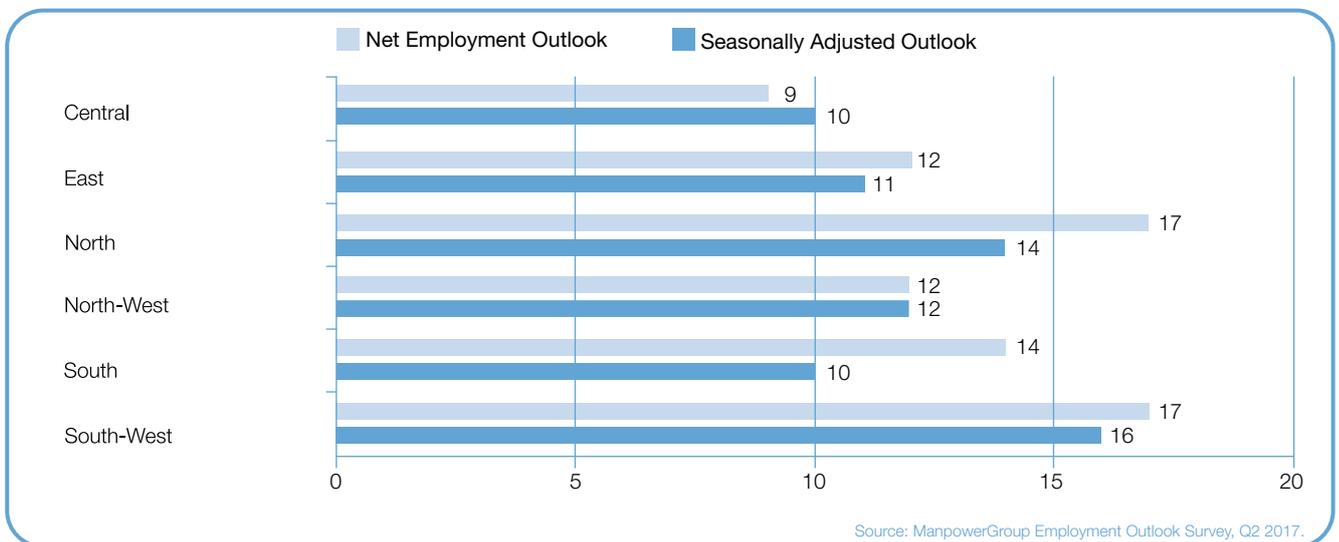


# Regional Comparisons

Employers in all six regions expect staffing levels to increase during 2Q 2017. The strongest labor market is anticipated in the South-West, where the Net Employment Outlook stands at +16%. Steady job gains are also forecast in the North, with an Outlook of +14%, and in the North-West, where employers report an Outlook of +12%. Employers in the East report favorable hiring intentions with an Outlook of +11%, while cautiously optimistic hiring plans are evident in both the Central and South regions with Outlooks standing at +10%.

Hiring intentions are 6 percentage points stronger in the Central region and the North when compared with the second quarter of 2016, 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.

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.

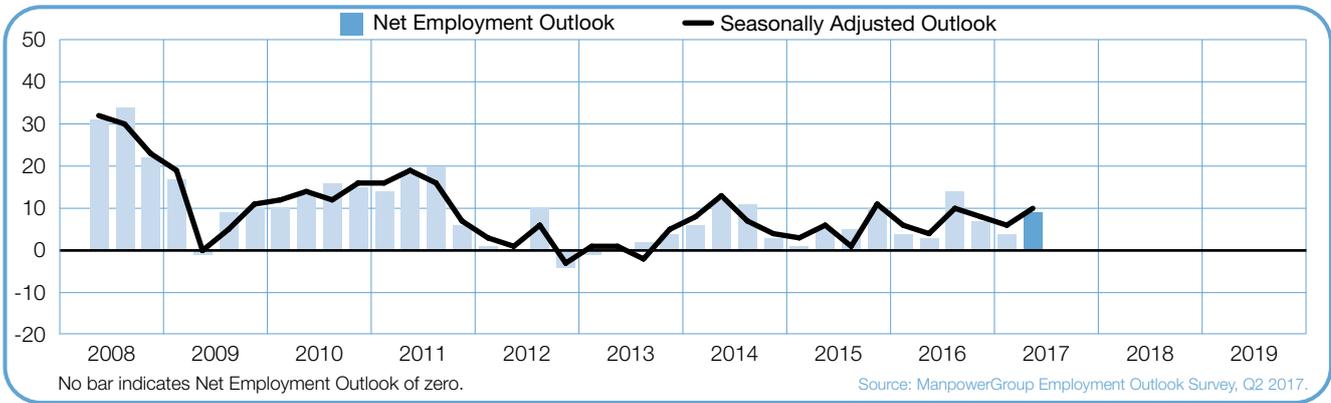


\* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie, opolskie).

+10%

## Central

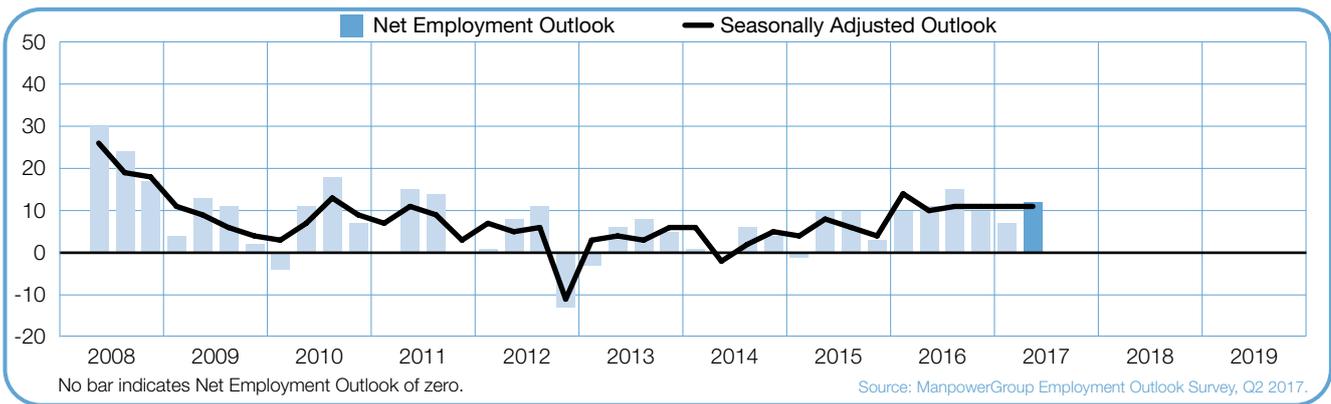
Employers report cautiously optimistic hiring intentions for the April-June time frame with a Net Employment Outlook of +10%. The Outlook is 4 percentage points stronger quarter-over-quarter and improves by 6 percentage points year-over-year.



+11%

## East

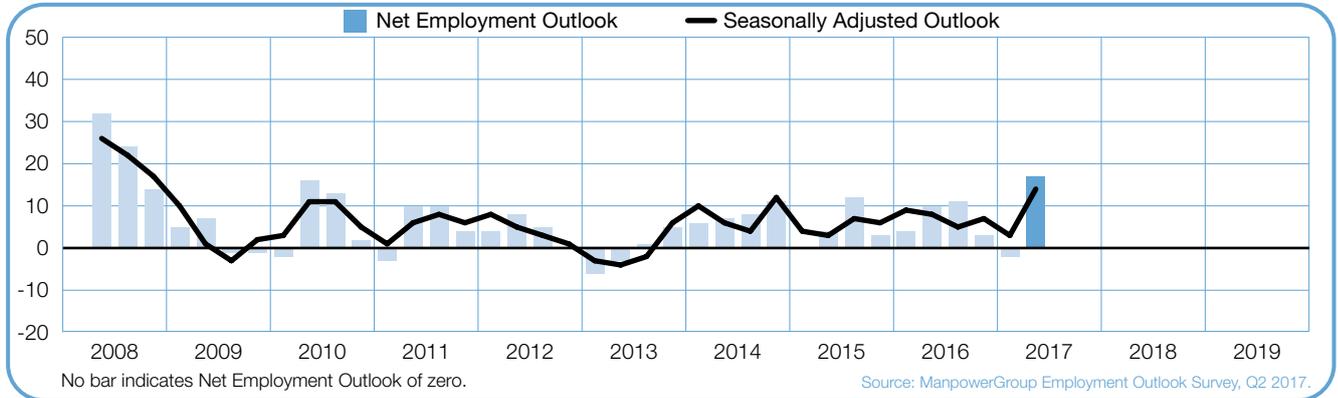
The respectable hiring pace is expected to continue in the upcoming quarter, with employers reporting a Net Employment Outlook of +11% for the fourth consecutive quarter. When compared with this time one year ago, the Outlook remains relatively stable.



+14%

## North

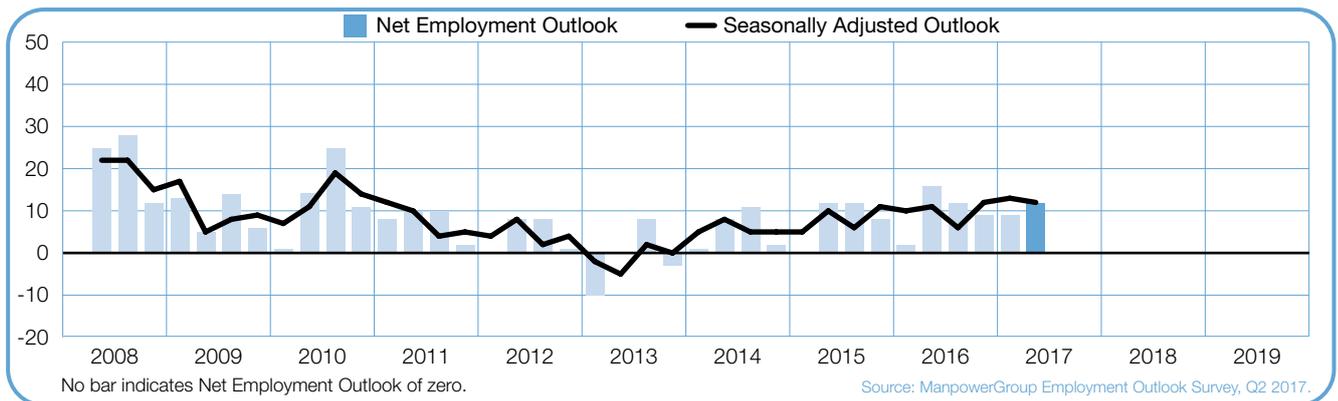
The strongest labor market in more than eight years is expected during the next three months. Employers report a Net Employment Outlook of +14%, improving by 11 and 6 percentage points quarter-over-quarter and year-over-year, respectively.



+12%

## North-West

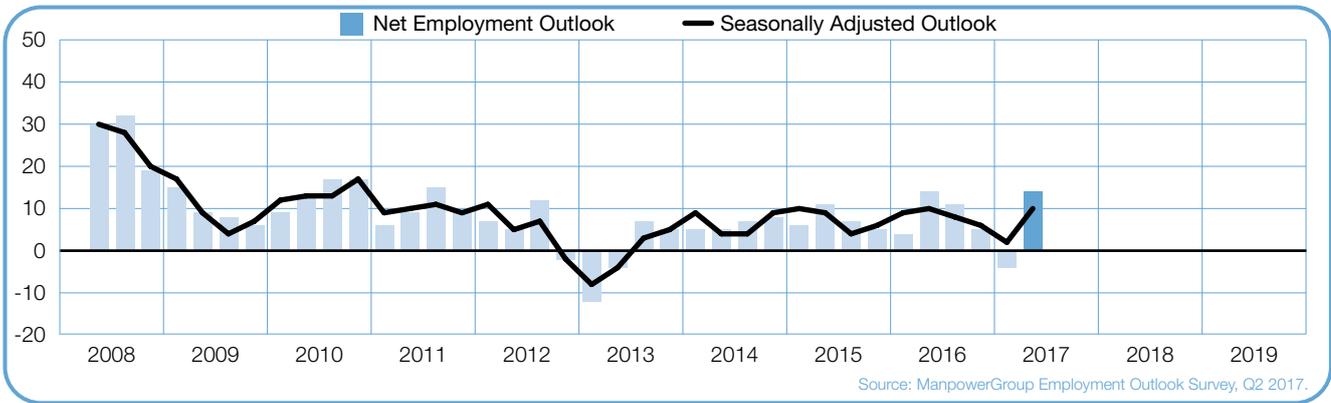
With a Net Employment Outlook of +12%, employers anticipate a favorable hiring climate in the forthcoming quarter. Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.



+10%

## South

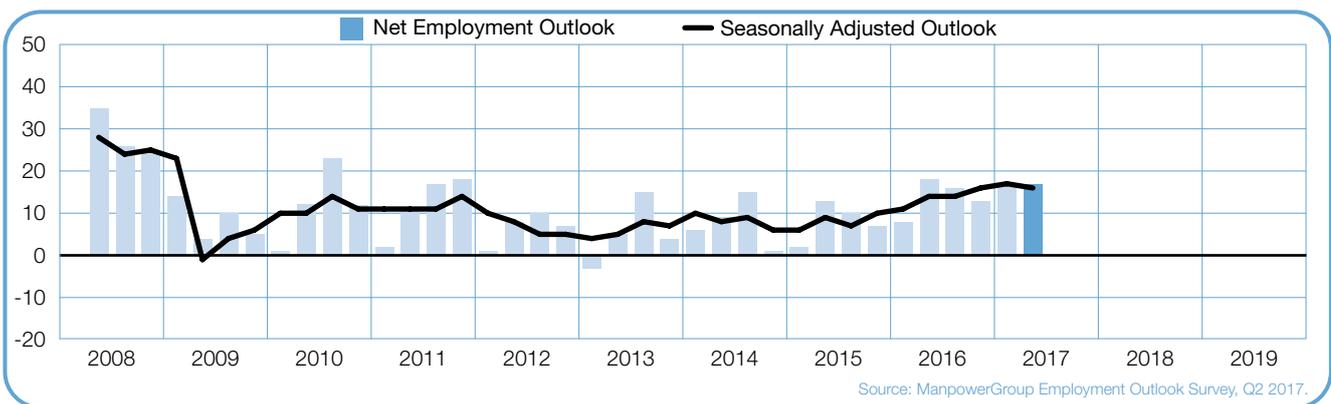
Job seekers can expect some hiring opportunities in the second quarter of 2017, according to employers who report a Net Employment Outlook of +10%. The Outlook is 8 percentage points stronger quarter-over-quarter but is unchanged when compared with 2Q 2016.



+16%

## South-West

The upbeat hiring pace is forecast to continue in the April-June period with employers reporting a Net Employment Outlook of +16%. Hiring plans remain relatively stable when compared with the previous quarter and improve by 2 percentage points year-over-year.

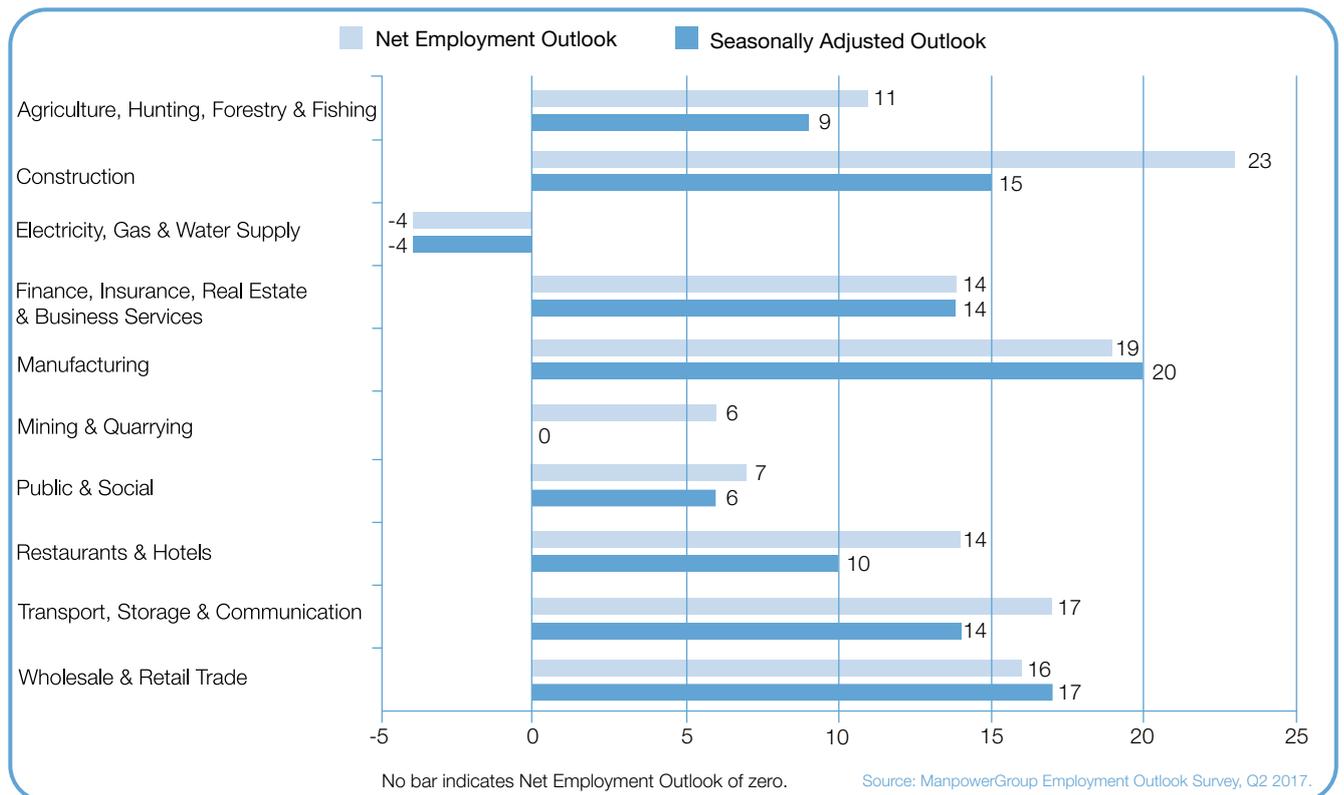


# Sector Comparisons

Payrolls are forecast to grow in eight of the 10 industry sectors during the coming quarter. 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%.

Hiring prospects weaken in five of the 10 industry sectors when compared with the second quarter of 2016. 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.

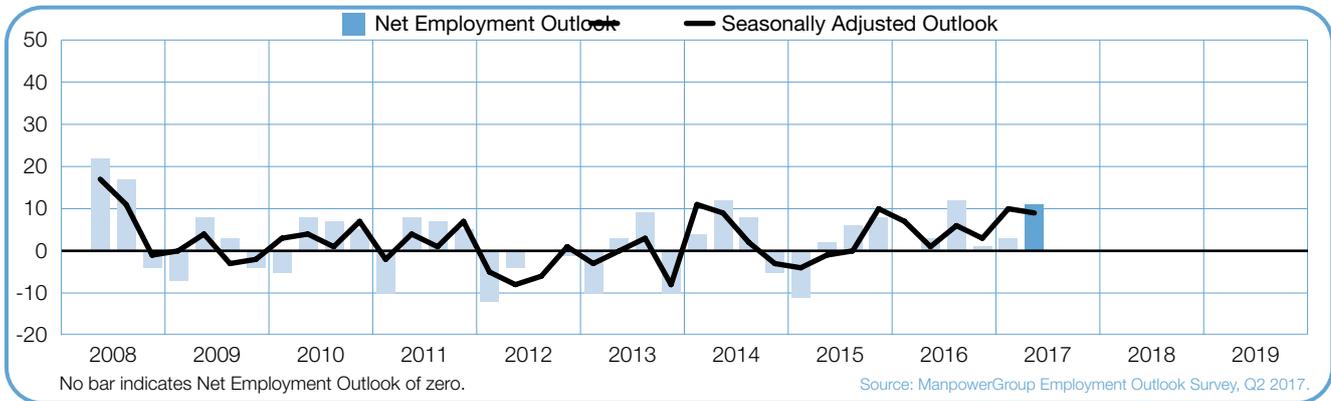
Quarter-over-quarter, hiring intentions strengthen in six of the 10 industry sectors, most notably by 18 percentage points in the Finance, Insurance, Real Estate & Business Services sector. Wholesale & Retail Trade sector employers report an improvement of 7 percentage points while the Outlook for the 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.



+9%

## Agriculture, Hunting, Forestry & Fishing

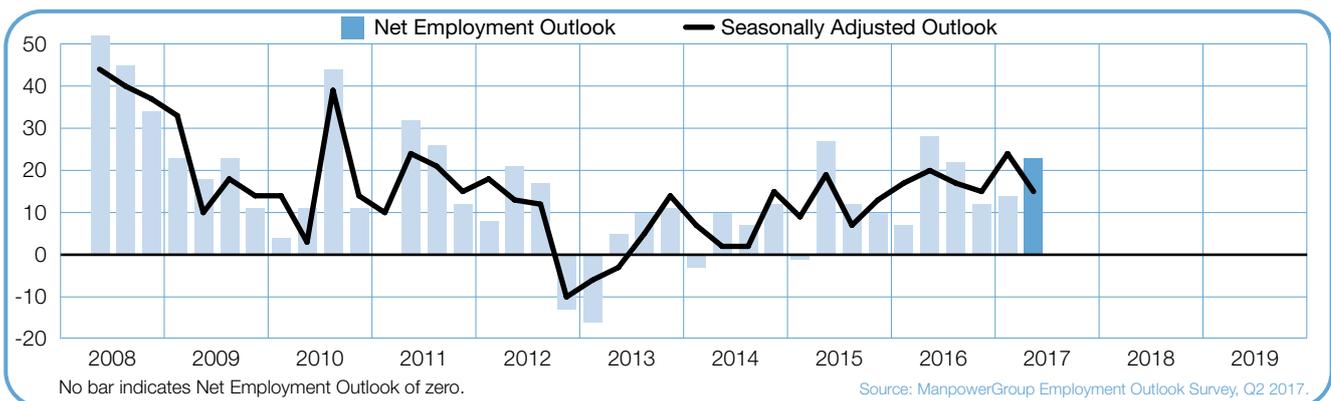
Job seekers can expect some hiring opportunities in the second quarter of 2017, according to employers who report a Net Employment Outlook of +9%. Hiring intentions remain relatively stable when compared with the previous quarter and improve by 8 percentage points year-over-year.



+15%

## Construction

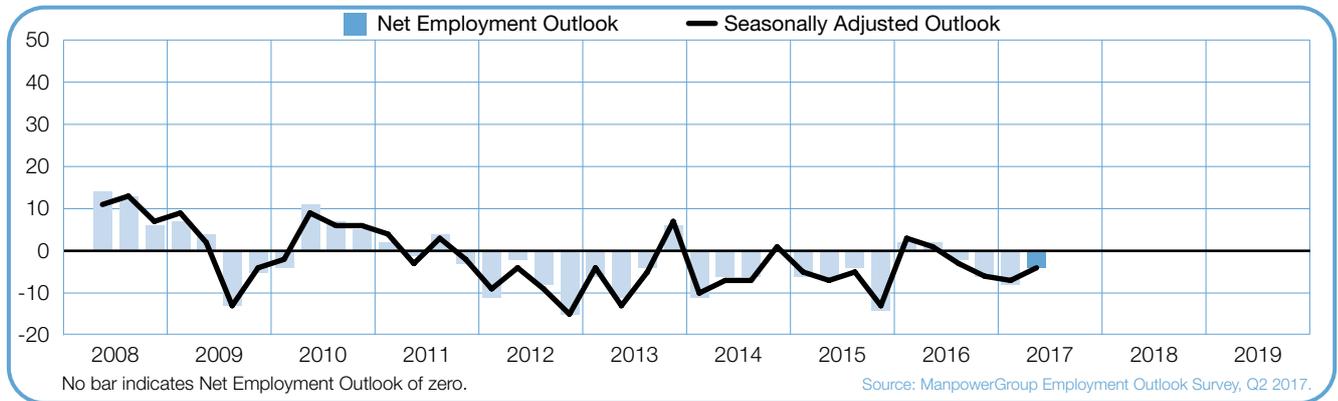
Reporting a Net Employment Outlook of +15%, employers anticipate a steady hiring pace in the April-June time frame. However, hiring intentions weakened by 9 percentage points quarter-over-quarter and decline by 5 percentage points when compared with this time a year ago.



-4%

## Electricity, Gas & Water

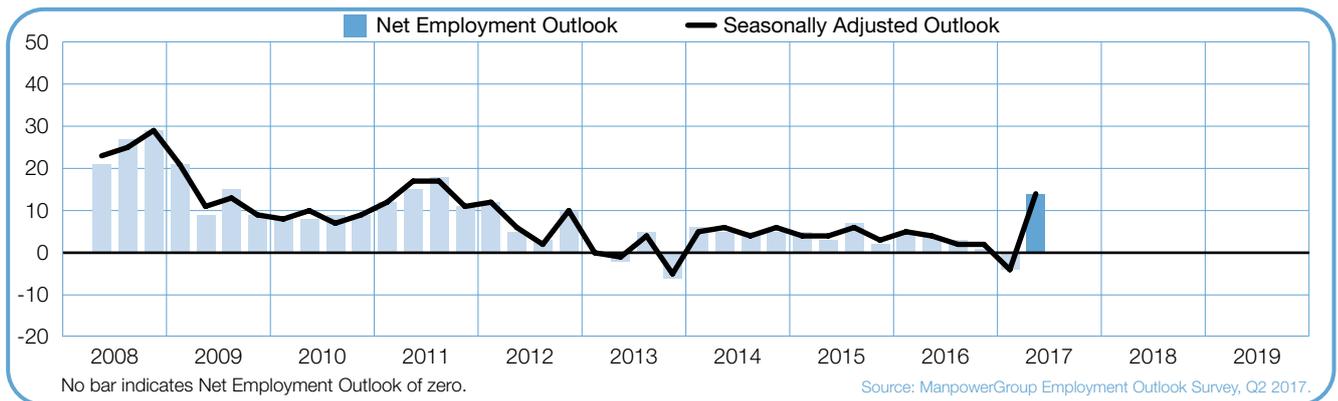
Employers expect the labor market slump to continue in the coming quarter, reporting a Net Employment Outlook of -4%. The Outlook is the fourth consecutive negative forecast, but improves by 3 percentage points when compared with 1Q 2017. Year-over-year, hiring prospects decline by 5 percentage points.



+14%

## Finance, Insurance, Real Estate & Business Services

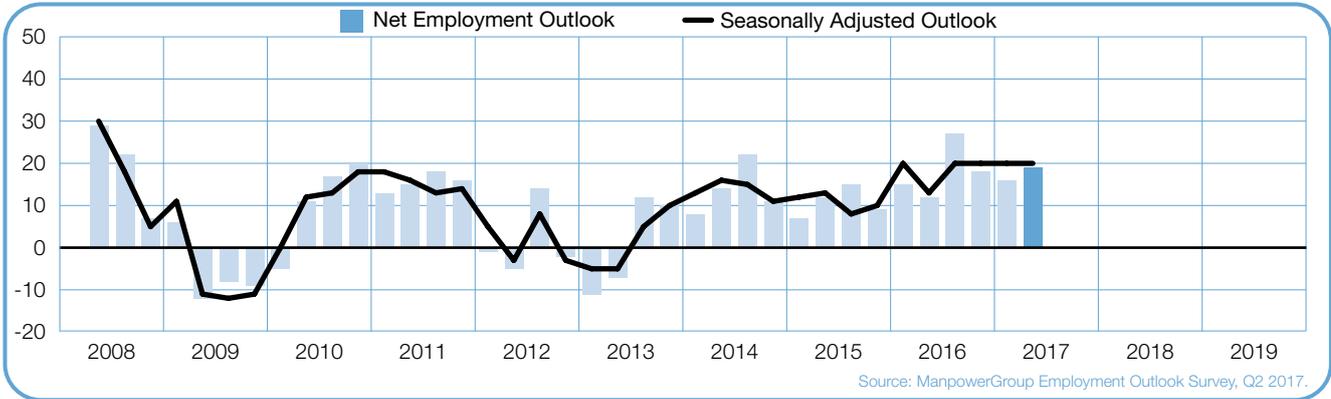
The strongest labor market in six years is anticipated during the next three months. Employers report a steady Net Employment Outlook of +14%, improving by 18 and 10 percentage points quarter-over-quarter and year-over-year, respectively.



+20%

## Manufacturing

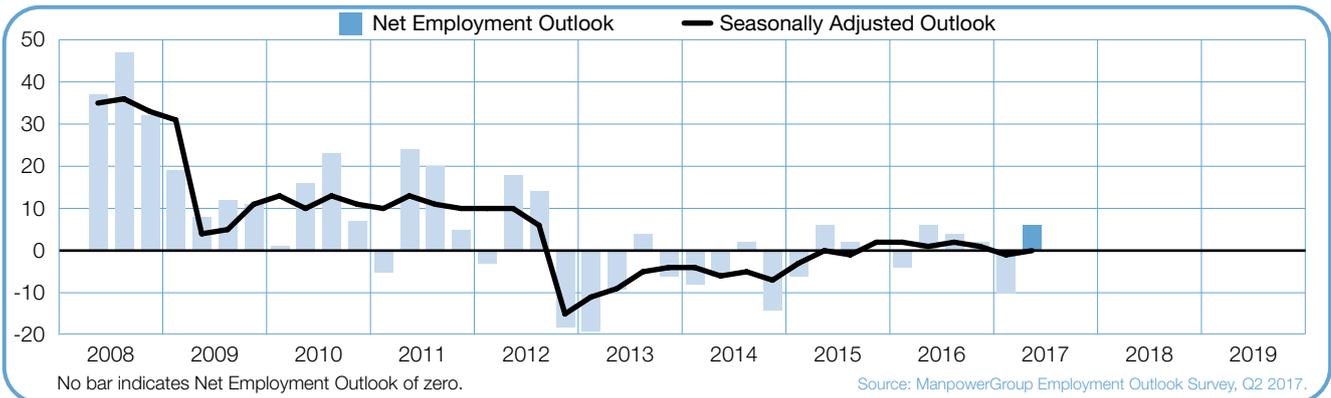
The upbeat hiring pace is likely to continue in the second quarter of 2017, according to employers who report a Net Employment Outlook of +20% for the fourth consecutive quarter. When compared with 2Q 2016, the Outlook is 7 percentage points stronger.



0%

## Mining & Quarrying

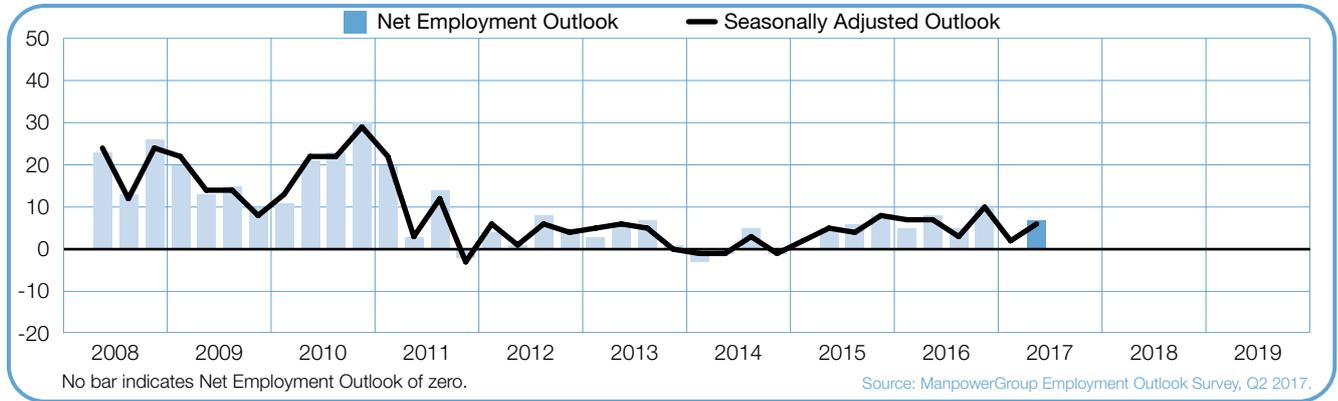
Employers expect the subdued labor market to continue in the April-June period, reporting a flat Net Employment Outlook of 0%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.



+6%

## Public & Social

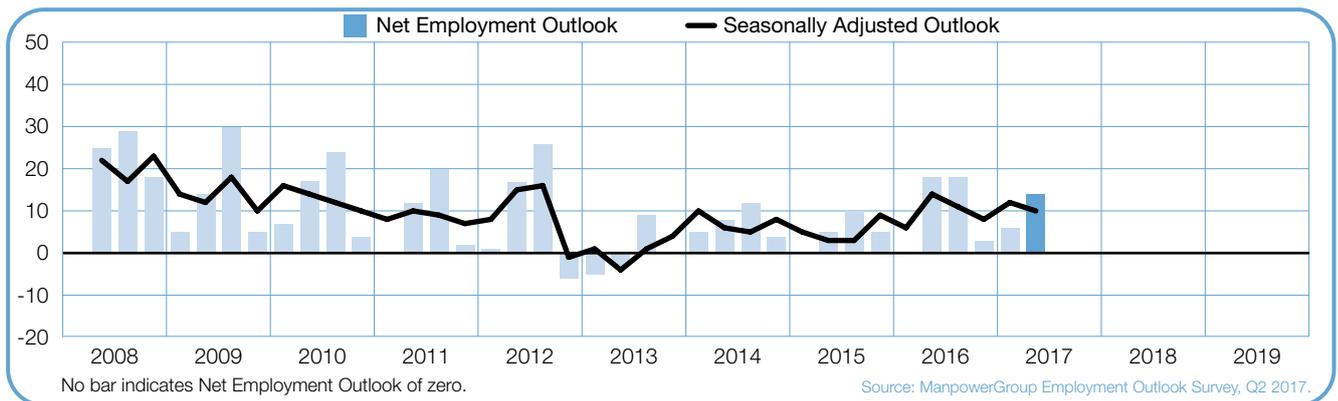
With a Net Employment Outlook of +6%, employers forecast some hiring opportunities during the coming quarter. Hiring intentions improve by 4 percentage points when compared with the previous quarter while remaining relatively stable year-over-year.



+10%

## Restaurants & Hotels

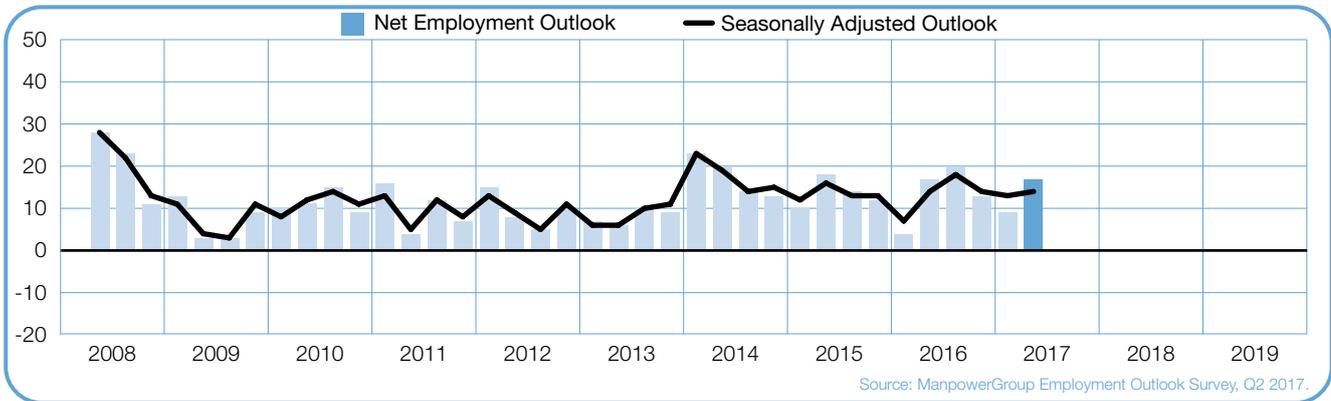
A fair hiring climate is expected in the next three months with employers reporting a Net Employment Outlook of +10%. However, hiring prospects are 2 percentage points weaker quarter-over-quarter and decline by 4 percentage points when compared with 2Q 2016.



+14%

## Transport, Storage & Communication

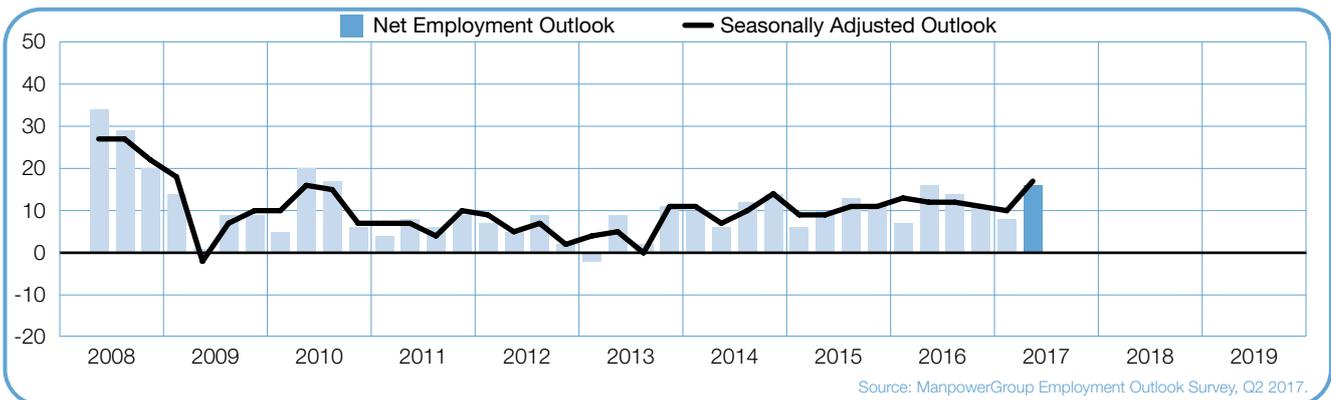
The steady hiring pace is forecast to continue during the April-June period with employers reporting a Net Employment Outlook of +14%. Hiring plans are relatively stable when compared with the previous quarter and are unchanged year-over-year.



+17%

## Wholesale & Retail Trade

The strongest labor market in eight years is anticipated during 2Q 2017. Employers report a favorable Net Employment Outlook of +17%, improving both quarter-over-quarter and year-over-year, by 7 and 5 percentage points, respectively.

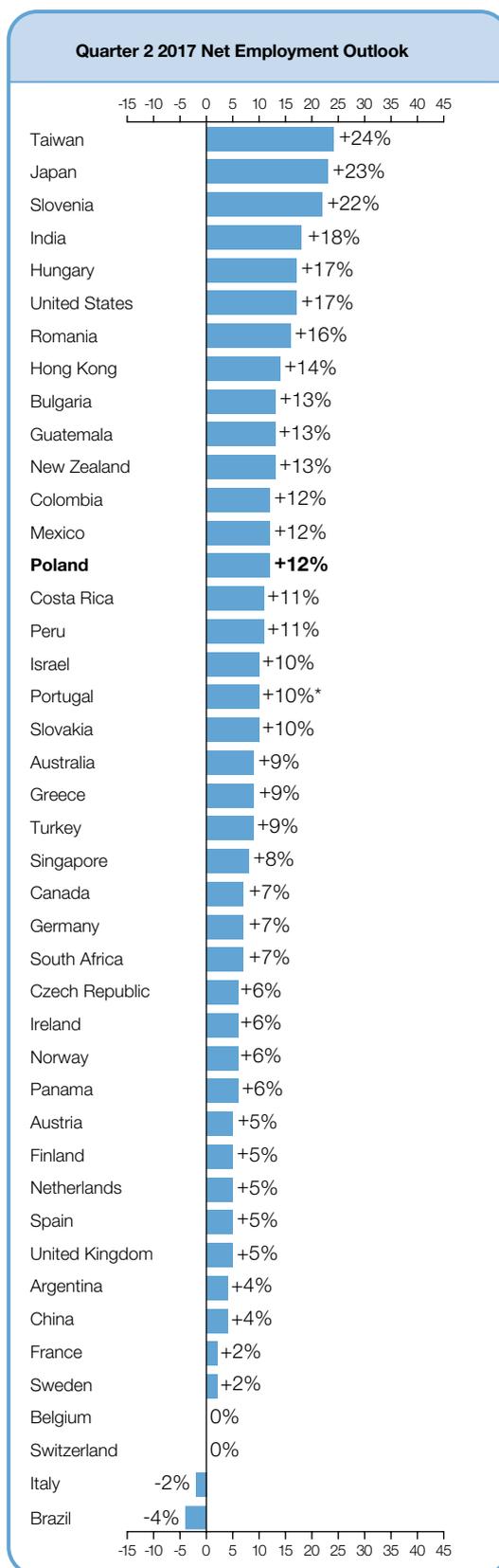


# Global Employment Outlook

	Quarter 2 2017	Qtr on Qtr Change Q1 2017 to Q2 2017	Yr on Yr Change Q2 2016 to Q2 2017
	%		
<b>Americas</b>			
Argentina	6 (4) <sup>1</sup>	-1 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
Brazil	0 (-4) <sup>1</sup>	8 (4) <sup>1</sup>	5 (6) <sup>1</sup>
Canada	10 (7) <sup>1</sup>	4 (-3) <sup>1</sup>	0 (0) <sup>1</sup>
Colombia	14 (12) <sup>1</sup>	8 (3) <sup>1</sup>	-5 (-5) <sup>1</sup>
Costa Rica	12 (11) <sup>1</sup>	-4 (-1) <sup>1</sup>	-5 (-2) <sup>1</sup>
Guatemala	14 (13) <sup>1</sup>	-2 (-3) <sup>1</sup>	-4 (-4) <sup>1</sup>
Mexico	14 (12) <sup>1</sup>	2 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
Panama	6 (6) <sup>1</sup>	-2 (-1) <sup>1</sup>	-7 (-4) <sup>1</sup>
Peru	13 (11) <sup>1</sup>	6 (3) <sup>1</sup>	3 (2) <sup>1</sup>
United States	19 (17) <sup>1</sup>	6 (1) <sup>1</sup>	1 (1) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	11 (9) <sup>1</sup>	3 (0) <sup>1</sup>	5 (5) <sup>1</sup>
China	4 (4) <sup>1</sup>	0 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Hong Kong	14 (14) <sup>1</sup>	1 (1) <sup>1</sup>	0 (-1) <sup>1</sup>
India	18 (18) <sup>1</sup>	-3 (-5) <sup>1</sup>	-21 (-20) <sup>1</sup>
Japan	30 (23) <sup>1</sup>	8 (0) <sup>1</sup>	1 (1) <sup>1</sup>
New Zealand	14 (13) <sup>1</sup>	-1 (-2) <sup>1</sup>	4 (4) <sup>1</sup>
Singapore	8 (8) <sup>1</sup>	0 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
Taiwan	24 (24) <sup>1</sup>	4 (0) <sup>1</sup>	3 (3) <sup>1</sup>

<b>EMEA**</b>			
Austria	7 (5) <sup>1</sup>	4 (-2) <sup>1</sup>	4 (4) <sup>1</sup>
Belgium	1 (0) <sup>1</sup>	-5 (-6) <sup>1</sup>	-1 (-1) <sup>1</sup>
Bulgaria	20 (13) <sup>1</sup>	13 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Czech Republic	6 (6) <sup>1</sup>	5 (4) <sup>1</sup>	2 (4) <sup>1</sup>
Finland	9 (5) <sup>1</sup>	8 (0) <sup>1</sup>	4 (4) <sup>1</sup>
France	1 (2) <sup>1</sup>	0 (0) <sup>1</sup>	2 (3) <sup>1</sup>
Germany	6 (7) <sup>1</sup>	2 (1) <sup>1</sup>	3 (3) <sup>1</sup>
Greece	14 (9) <sup>1</sup>	12 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Hungary	20 (17) <sup>1</sup>	5 (0) <sup>1</sup>	7 (7) <sup>1</sup>
Ireland	7 (6) <sup>1</sup>	3 (1) <sup>1</sup>	0 (1) <sup>1</sup>
Israel	10 (10) <sup>1</sup>	3 (0) <sup>1</sup>	1 (2) <sup>1</sup>
Italy	0 (-2) <sup>1</sup>	2 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
Netherlands	5 (5) <sup>1</sup>	0 (0) <sup>1</sup>	1 (1) <sup>1</sup>
Norway	7 (6) <sup>1</sup>	4 (2) <sup>1</sup>	4 (3) <sup>1</sup>
<b>Poland</b>	<b>13 (12)<sup>1</sup></b>	<b>9 (4)<sup>1</sup></b>	<b>1 (1)<sup>1</sup></b>
Portugal	10	5	-
Romania	25 (16) <sup>1</sup>	19 (0) <sup>1</sup>	6 (5) <sup>1</sup>
Slovakia	10 (10) <sup>1</sup>	3 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Slovenia	27 (22) <sup>1</sup>	14 (4) <sup>1</sup>	14 (14) <sup>1</sup>
South Africa	7 (7) <sup>1</sup>	-1 (0) <sup>1</sup>	2 (2) <sup>1</sup>
Spain	7 (5) <sup>1</sup>	6 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Sweden	4 (2) <sup>1</sup>	-2 (-5) <sup>1</sup>	-5 (-5) <sup>1</sup>
Switzerland	3 (0) <sup>1</sup>	6 (1) <sup>1</sup>	0 (-1) <sup>1</sup>
Turkey	14 (9) <sup>1</sup>	9 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
UK	5 (5) <sup>1</sup>	-1 (-2) <sup>1</sup>	-2 (-2) <sup>1</sup>



1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

\* Indicates unadjusted data.

\*\*EMEA – Europe, Middle East and Africa.

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ManpowerGroup interviewed over 58,000 employers across 43 countries and territories to forecast labor market activity in Quarter 2 2017. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?”

ManpowerGroup’s second-quarter research reveals that employers in 39 of 43 countries and territories intend to add to their payrolls by varying degrees in the April-June time frame.\* Overall, opportunities for job seekers are expected to remain similar to those available in the first three months of 2017, with employers in most countries and territories signaling that they are content to either maintain current staffing levels or engage in modest levels of payroll growth while they monitor ongoing developments in the marketplace.

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.

Staffing levels are expected to grow in 22 of 25 countries in the Europe, Middle East & Africa (EMEA) region. Outlooks improve in 12 countries quarter-over-quarter, weaken in six and are unchanged in seven. In a year-over-year comparison, Outlooks improve in 18 countries and decline in only six. Job seekers in Slovenia, Hungary and Romania stand to benefit from the strongest employer hiring plans in the EMEA region. Additionally, employers in Slovenia, as well as their counterparts in Bulgaria, report their most optimistic hiring plans since their surveys were launched. The weakest forecasts are reported in Italy, Belgium and Switzerland.

Payrolls are expected to increase in all eight Asia Pacific countries and territories. When compared to the prior quarter, Net Employment Outlooks decline in three countries and territories, are unchanged in four, and improve in only one. In a year-over-year comparison the hiring pace is expected to improve by varying margins in four countries and territories and decline in the remaining four. For the second consecutive quarter, employers in Taiwan report the most optimistic forecast in the region—as well as across the globe—while for the fourth consecutive quarter employers in China report the region’s weakest forecast.

Positive Outlooks are reported in nine of the 10 countries surveyed in the Americas. Hiring confidence strengthens in four countries and declines in six when compared to the first three months of 2017. Year-over-year, hiring prospects improve in three countries, weaken in four and are unchanged in three. For the third consecutive quarter employers in the United States report the strongest hiring plans in the Americas, and for the ninth consecutive quarter employers in Brazil report the weakest.

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 at [www.manpowergroup.com/press/meos](http://www.manpowergroup.com/press/meos). The next ManpowerGroup Employment Outlook Survey will be released on 13 June 2017 and will detail expected labor market activity for the third quarter of 2017.

\* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Portugal.

\*\* Portugal launched the survey in Q3 2016 and has no year-over-year trend data to compare at this point.

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# International Comparisons – Americas

Over 23,000 employers from 10 countries throughout North, Central and South America were interviewed for the Quarter 2 2017 survey. Payrolls are expected to grow in all countries except Brazil.

U.S. hiring plans remain upbeat. The forecast is relatively stable when compared to the prior quarter and last year at this time with more than one of every five employers expecting to add to their payrolls over the next three months. Job prospects are again strongest in the Leisure & Hospitality sector, with employers in the Transportation & Utilities and the Wholesale & Retail Trade sectors also expecting active second-quarter labor markets.

A similarly steady hiring pace is expected in Mexico with employers planning workforce gains in all industry sectors and regions. The most opportunities for job seekers are expected in the Manufacturing sector where nearly a quarter of all employers surveyed said they plan to add to their payrolls in the April-June time frame.

Employers in each of Canada's industry sectors and regions anticipate some degree of second-quarter payroll growth, but the overall hiring pace is expected to soften from three months ago. The strongest hiring plans are reported by Public Administration sector employers, with similarly upbeat forecasts reported in the Manufacturing-Durables and Wholesale & Retail Trade sectors.

Payroll gains are expected in Guatemala, Costa Rica and Panama. However, the hiring pace in each country is expected to slow down when compared to last year's second-quarter results. Guatemalan employers report the most favorable second-quarter hiring plans with the strongest job growth expected in the Transport & Communications sector. Costa Rican job seekers will likely find the most opportunities in the Manufacturing sector where employers forecast steady hiring. Meanwhile, Panama's Outlook is the weakest reported since Panama launched the survey in Quarter 2 2010. Forecasts in Panama's Manufacturing and Services sectors are also the weakest reported since the survey launched.

Peruvian employers anticipate steady payroll gains over the next three months with staffing levels projected to increase in each of the country's industry sectors and regions. The most optimistic forecasts are reported in the Construction and Agricultural sectors.

Prospects for Colombia's job seekers are expected to strengthen slightly from three months ago, and forecasts improve by varying margins in most industry sectors and regions. Construction sector employers anticipate the most robust hiring activity with approximately a third of those surveyed planning to add to their payrolls in the April-June time frame.

Argentine employers continue to anticipate modest payroll gains in the second quarter across all industry sectors despite the uncertainty associated with ongoing high inflation and its impact on consumer purchasing power. The most favorable job prospects are reported in the Finance, Insurance & Real Estate sector.

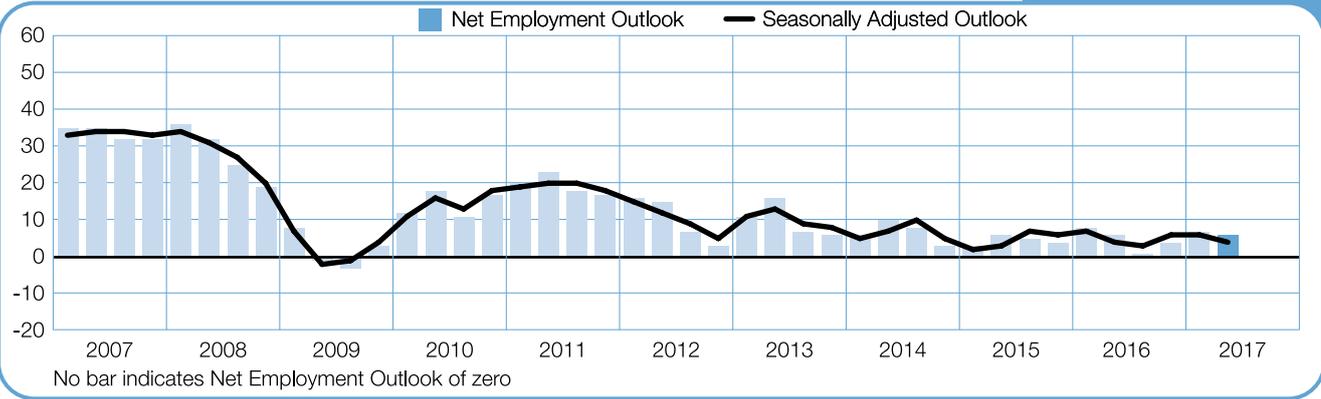
Despite expectations of continuing weakness in Brazil's labor market, the overall Outlook—as well as forecasts in most of its industry sectors and regions—improves slightly when compared to Quarter 1 2017 and by a moderate margin when compared to last year at this time.

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*In this part of the report, where charts for countries take into account seasonal variations in employment, data are presented in two versions. The values in parentheses show Net Employment Outlook after application seasonal adjustment, which refer the comments in this report. The data outside parentheses don't take into account the seasonal adjustment.*

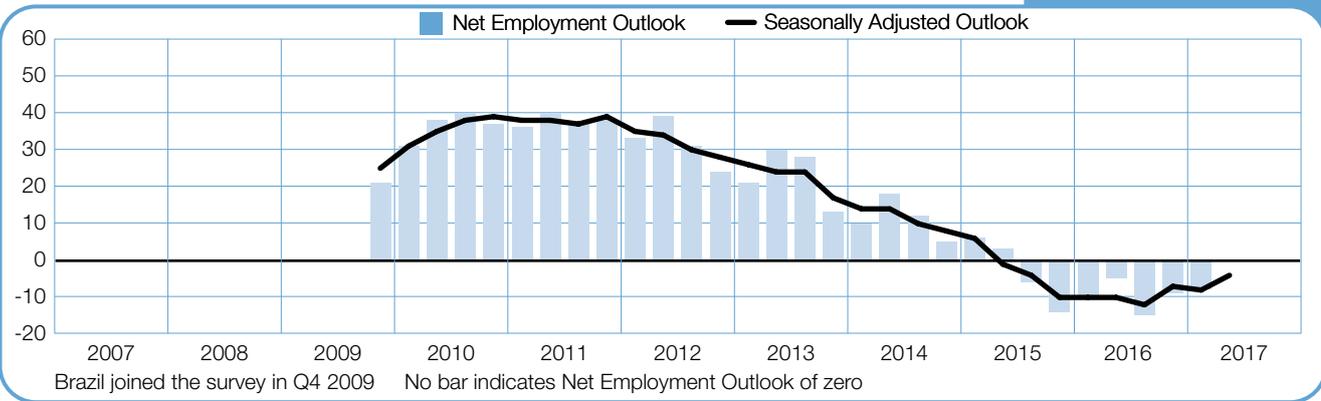
# Argentina

**+6 (+4)%**



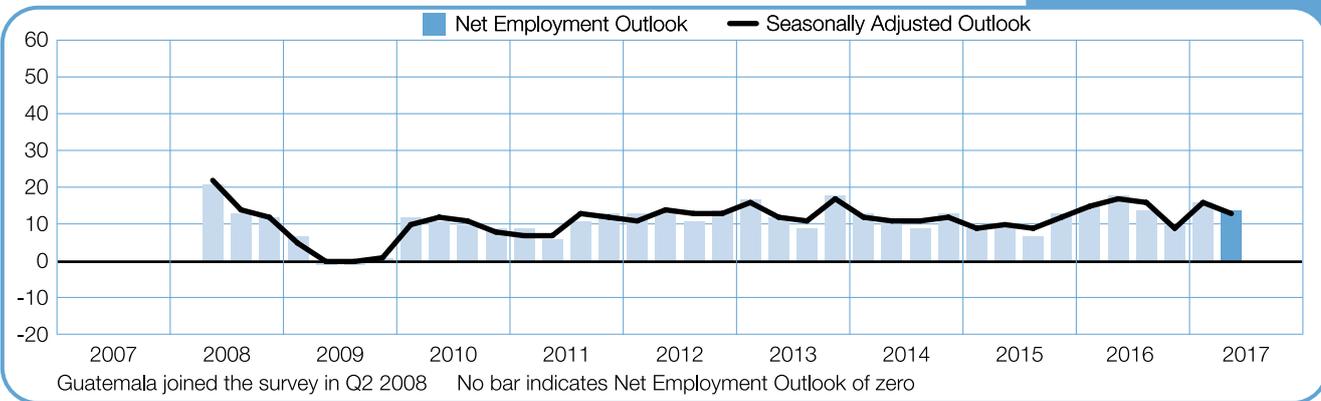
# Brazil

**0 (-4)%**



# Guatemala

**+14 (+13)%**



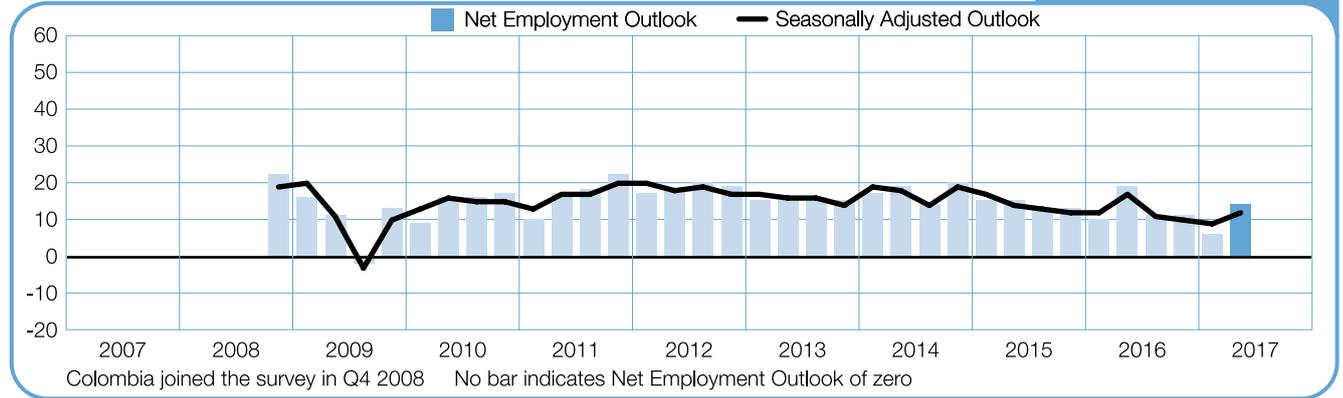
# Canada

**+10 (+7)%**



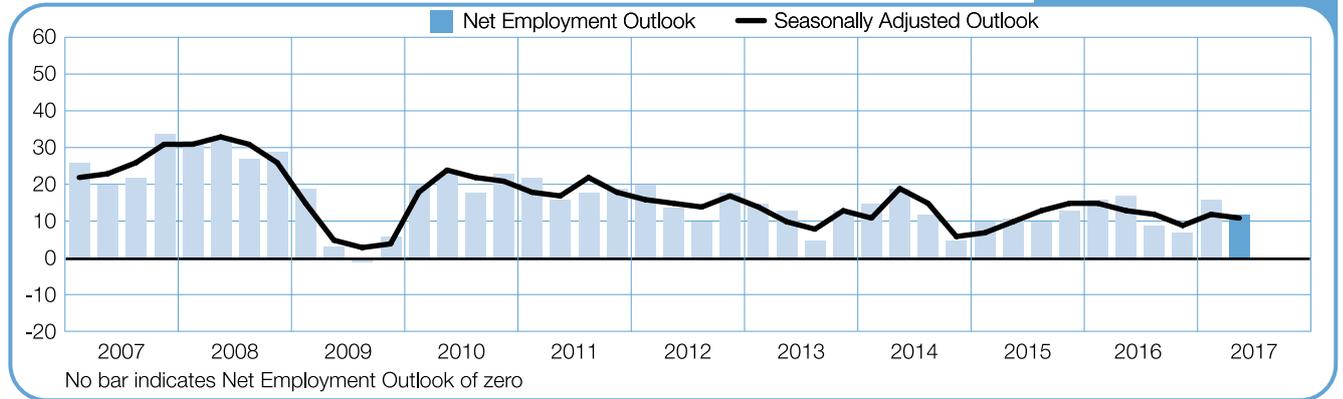
## Colombia

**+14 (+12)%**



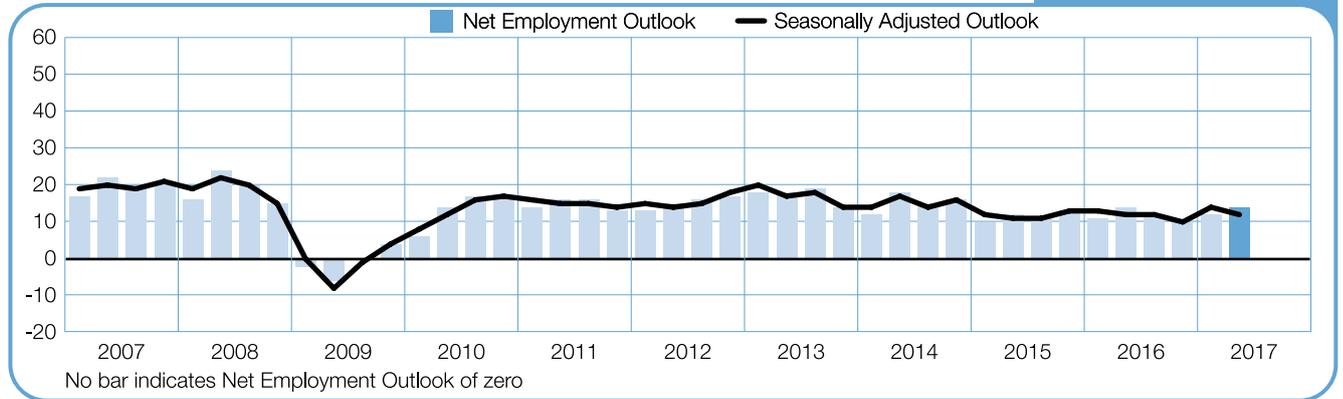
## Costa Rica

**+12 (+11)%**



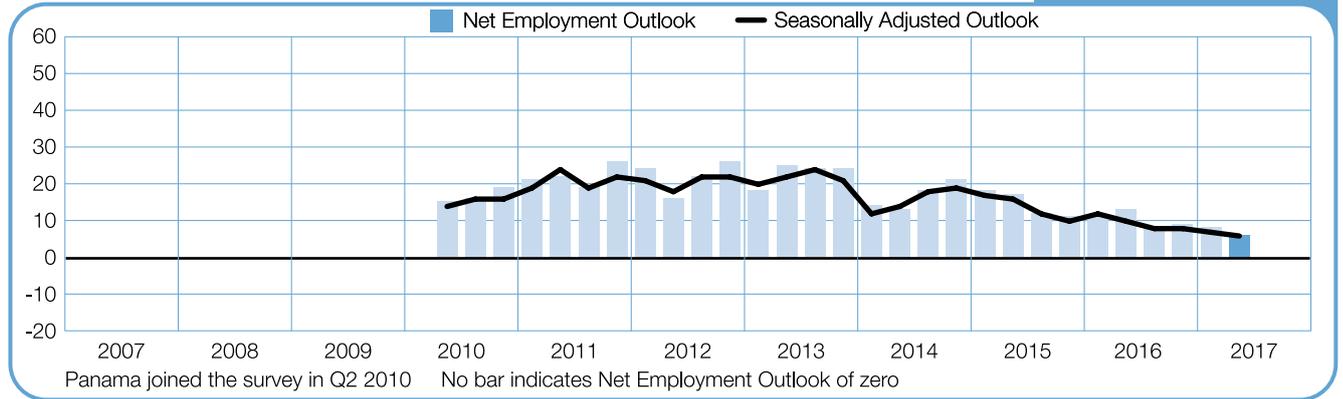
## Mexico

**+14 (+12)%**



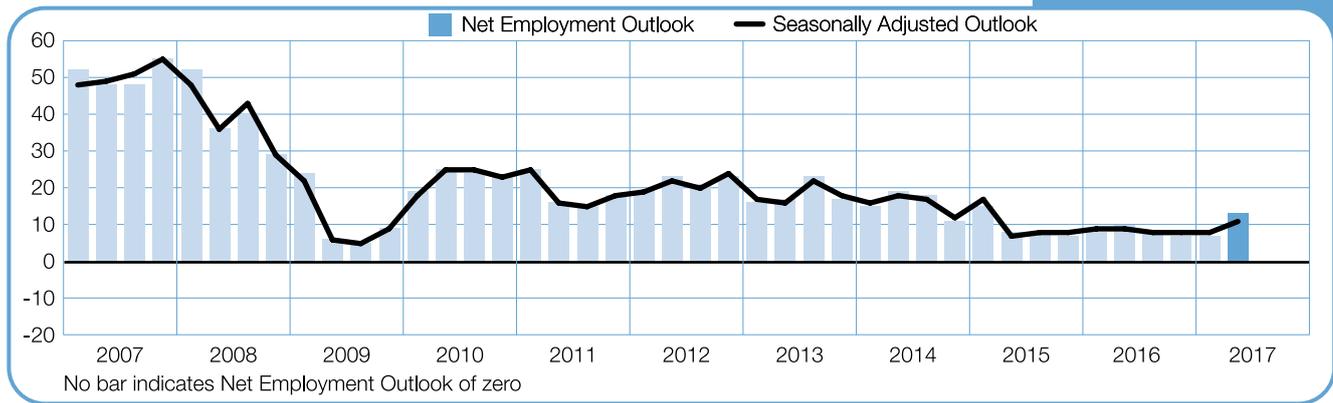
## Panama

**+6 (+6)%**



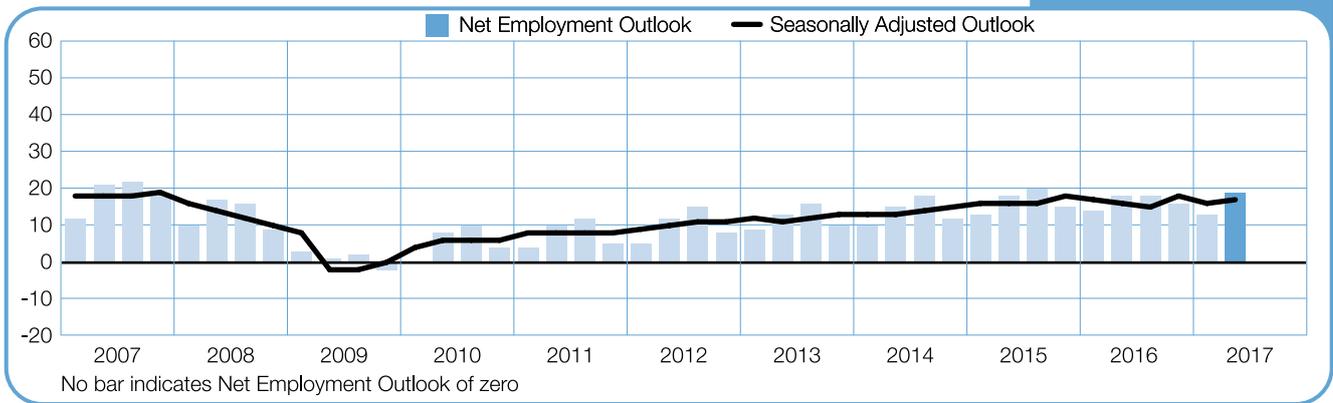
## Peru

**+13 (+11)%**



## United States of America

**+19 (+17)%**



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# International Comparisons – Asia Pacific

Over 14,000 employers were interviewed in eight countries and territories in the Asia Pacific region. Employers in each intend to add to their workforces over the next three months. However the hiring pace is expected to vary widely across the region.

For the second consecutive quarter, employer confidence in Taiwan is the strongest in the region as well as across all of the countries and territories participating in the survey worldwide. Nearly three of every 10 employers surveyed said they plan to add to their payrolls in the April-June period with the most robust hiring pace expected in the Finance, Insurance & Real Estate sector.

Japanese employers continue to anticipate a solid hiring environment over the next three months. Job prospects are expected to be bright in the Transportation & Utilities sector where the forecast is the strongest reported since Quarter 2 2008. Similarly, employers in the Wholesale & Retail Trade sector report their most optimistic hiring plans in 10 years.

In India, hiring expectations have declined steadily for five consecutive quarters, and India's Outlook dips to its least optimistic level since the survey began in Quarter 3 2005. Additionally, second-quarter forecasts in four of India's seven industry sectors are the weakest reported to date.

Mixed signals are evident in Australia's latest forecast. The overall Outlook is unchanged from the prior quarter, but hiring expectations in two key sectors are on opposite trajectories. The Finance, Insurance & Real Estate sector Outlook dips to its weakest level since Quarter 3 2009. In contrast, hiring projections in the Mining & Construction sector continue to rebound with employers reporting their strongest hiring plans since Quarter 4 2012.

Outlooks remain uniformly positive in New Zealand. The most active hiring pace is expected in the Mining & Construction sector. In contrast, some opportunities for job seekers are expected in the Transportation & Utilities sector, but the forecast drops sharply in comparison to the prior quarter as employers may have satisfied their workforce needs following the strong first-quarter forecast.

Elsewhere across the region, employers in Hong Kong anticipate a steady second-quarter hiring pace and the Outlook remains relatively stable in comparison to the prior quarter and last year at this time. Similarly, employers in Singapore expect some payroll gains over the next three months despite the second consecutive quarter of negative forecasts reported in the Wholesale & Retail Trade sector.

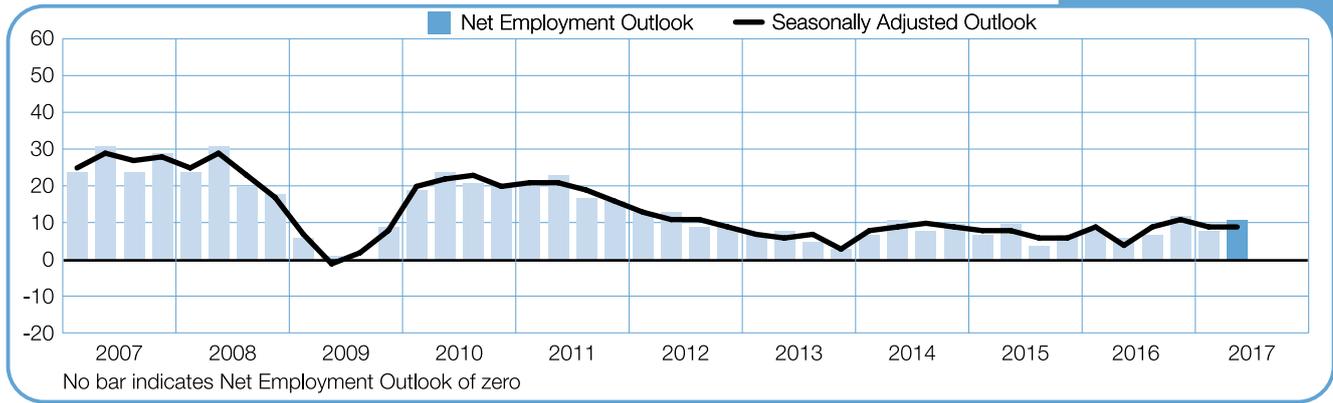
The Outlook in China remains cautiously optimistic with modest levels of workforce growth expected in all industry sectors and regions. However, China's ongoing transition to a services-oriented economy may be contributing to a growing level of uncertainty among its employers, and nearly two thirds of the employers surveyed were unsure how their payrolls may change over the next three months.

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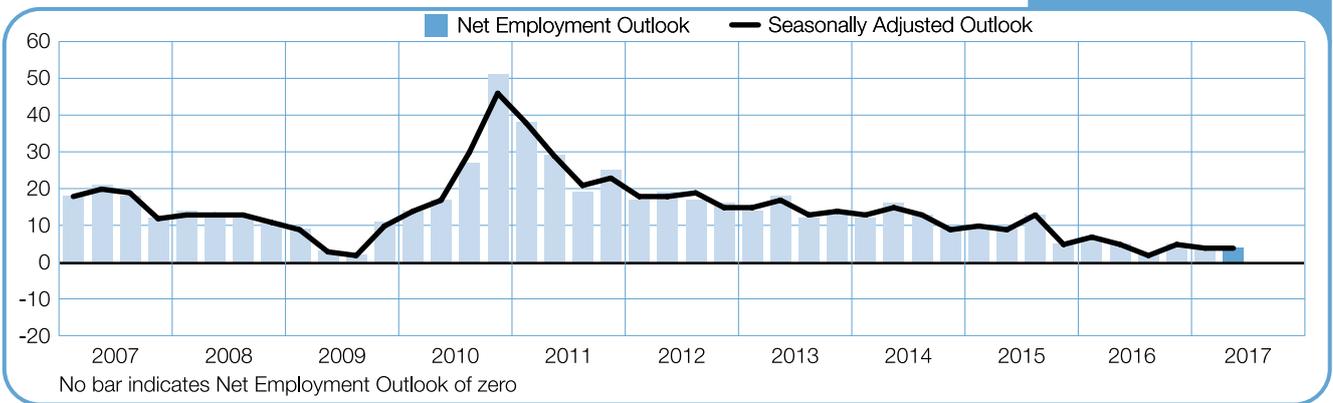
## Australia

**+11 (+9)%**



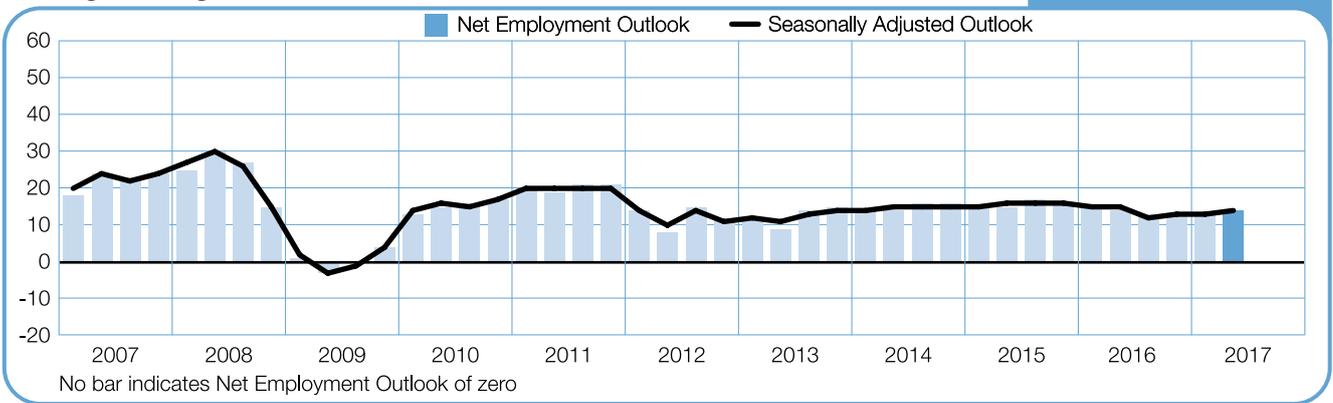
## China

**+4 (+4)%**



## Hong Kong

**+14 (+14)%**



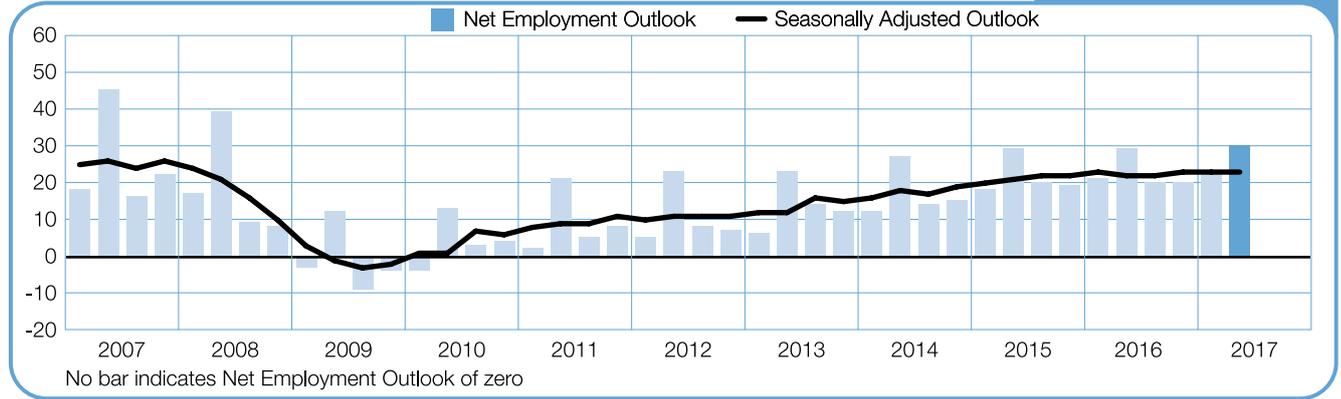
## India

**+18 (+18)%**



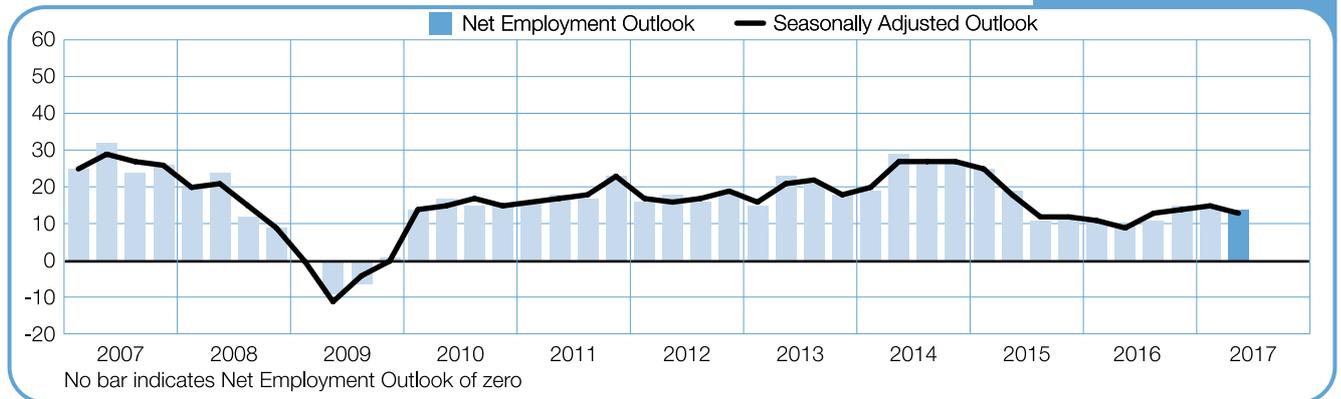
## Japan

**+30 (+23)%**



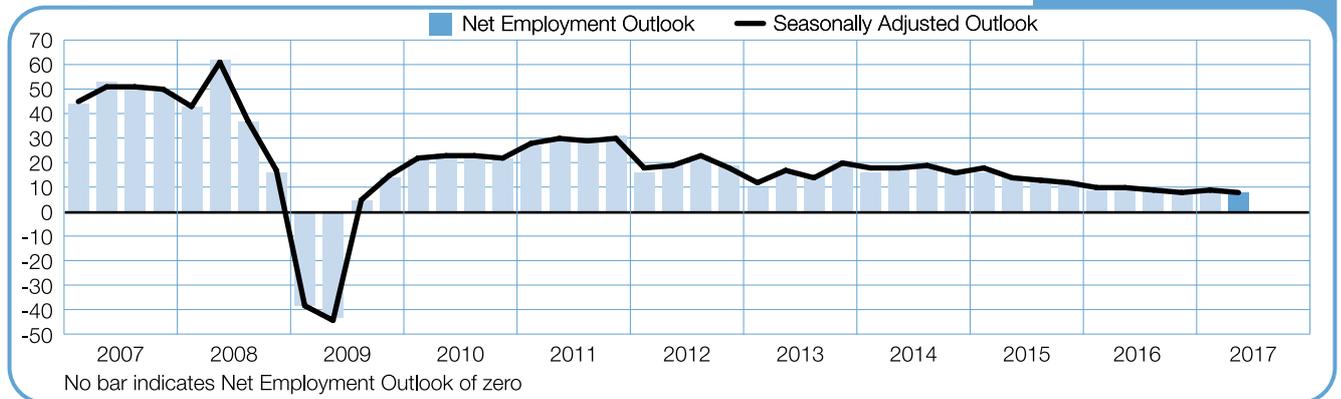
## New Zealand

**+14 (+13)%**



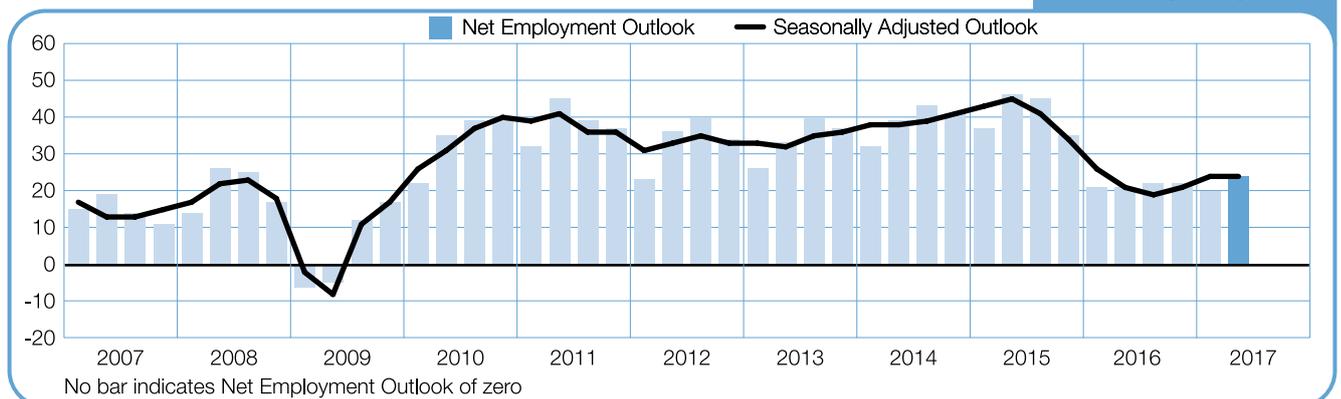
## Singapore

**+8 (+8)%**



## Taiwan

**+24 (+24)%**



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# International Comparisons – EMEA

Opportunities for job seekers are mixed across the region based on interviews with nearly 21,000 employers in 25 countries. The research reveals that employers in 22 of 25 countries plan to add to their payrolls by varying degrees during the April-June time frame.

Most of the region's second-quarter forecasts remain modest, but there are some signs that employer confidence may gradually be gaining traction with Outlooks improving in 18 of 24 countries\* when compared to last year at this time.

For instance, hiring activity throughout much of Eastern Europe is expected to pick up noticeably in the next three months, particularly in Slovenia and Bulgaria where employers report their most optimistic forecasts since their respective surveys were launched. Upbeat second-quarter forecasts are also reported in Hungary, Romania, Poland and Slovakia. Job seekers in the Czech Republic are also likely to benefit from a moderate uptick in labor market activity, especially in the Construction and the Transport, Storage & Communications sectors where employers report the most optimistic forecasts since the survey was launched in Quarter 2 2008.

Elsewhere, Germany's labor market appears to be gaining momentum and the current forecast, buoyed by upbeat hiring projections in the Construction and Finance sectors, is the most optimistic reported since Quarter 2 2012. Similarly, job prospects in Spain are the strongest reported since Quarter 1 2008, while Norway's forecast is the most optimistic in four years.

Dutch employers continue to report cautiously optimistic hiring plans with the most job growth expected in the Finance & Business Services sector. The Dutch Outlook is among the strongest reported since Quarter 1 2009.

Austrian employers anticipate some payroll gains in the months ahead. Most hiring activity is expected in the Manufacturing sector, but employers anticipate staffing levels will also grow in nine of 10 industry sectors and eight of nine regions.

Cautiously optimistic hiring plans are also reported by employers in Israel, buoyed by the strongest Outlook in the Agricultural sector since the country joined the survey in Quarter 4 2011. The near-term forecast in Greece, South Africa and Finland also points to the likelihood of modest payroll growth.

A more challenging environment is expected to await job seekers elsewhere. UK employers anticipate some payroll gains in the next three months, but Outlooks in most industry sectors and regions soften in both quarter-over-quarter and year-over-year comparisons. Hiring expectations in Sweden also remain cautiously optimistic, but dip moderately in both quarter-over-quarter and year-over-year comparisons.

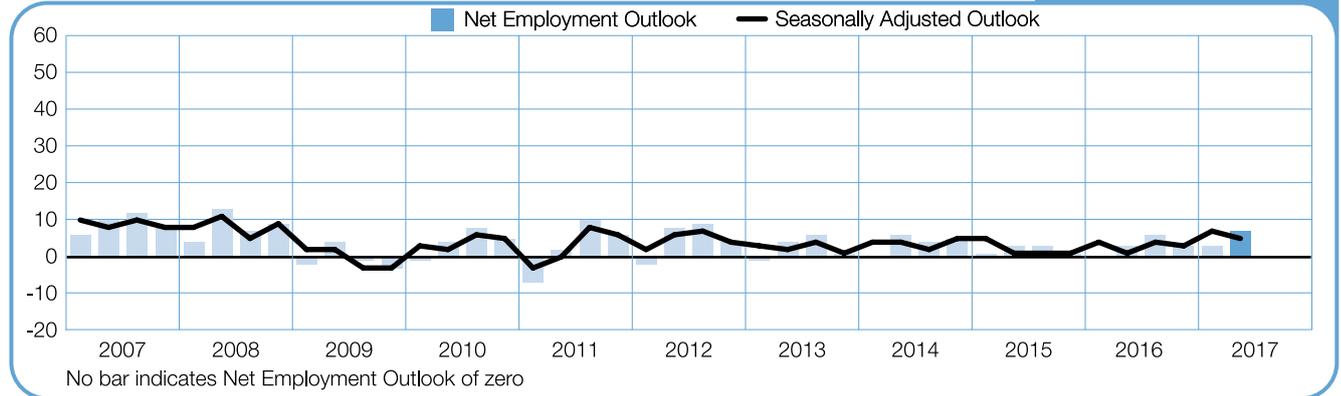
Opportunities may be even more limited for job seekers in France where, despite Construction sector employers reporting the strongest forecast in nearly 11 years, only modest job growth is projected in the months ahead. Hiring activity is expected to remain flat in Switzerland, as well as in Belgium where employers appear satisfied to maintain their current payrolls following the first quarter's modest hiring gains. Meanwhile Italian employers appear even more reluctant to hire as the Outlook remains downbeat for the second consecutive quarter and is the only negative forecast reported among the 25 countries in the EMEA region.

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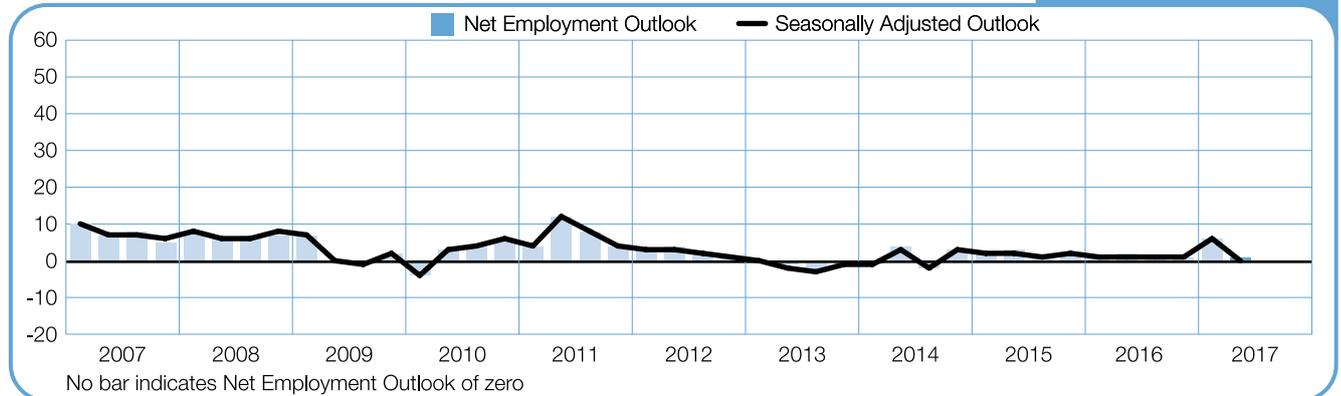
## Austria

+7 (+5)%



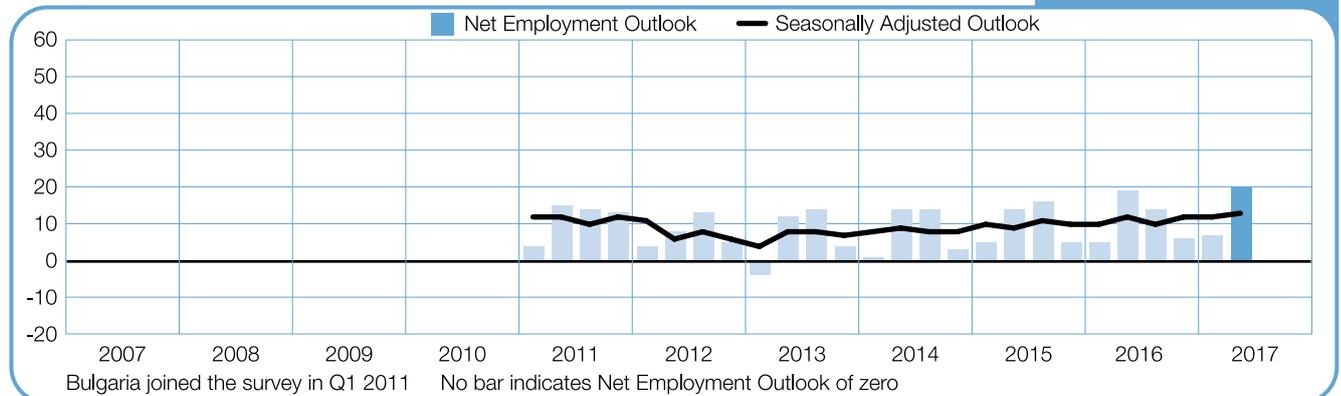
## Belgium

+1 (0)%



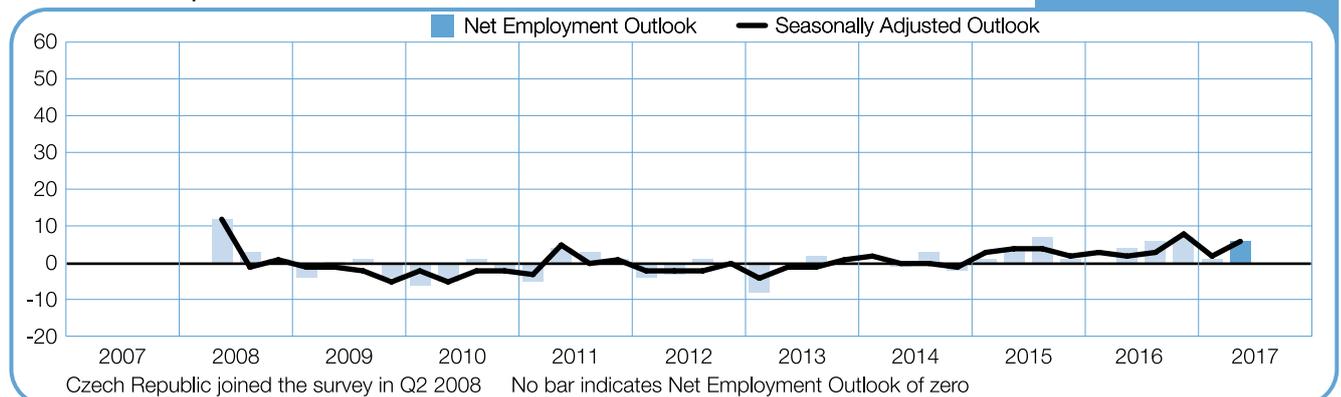
## Bulgaria

+20 (+13)%



## Czech Republic

+6 (+6)%



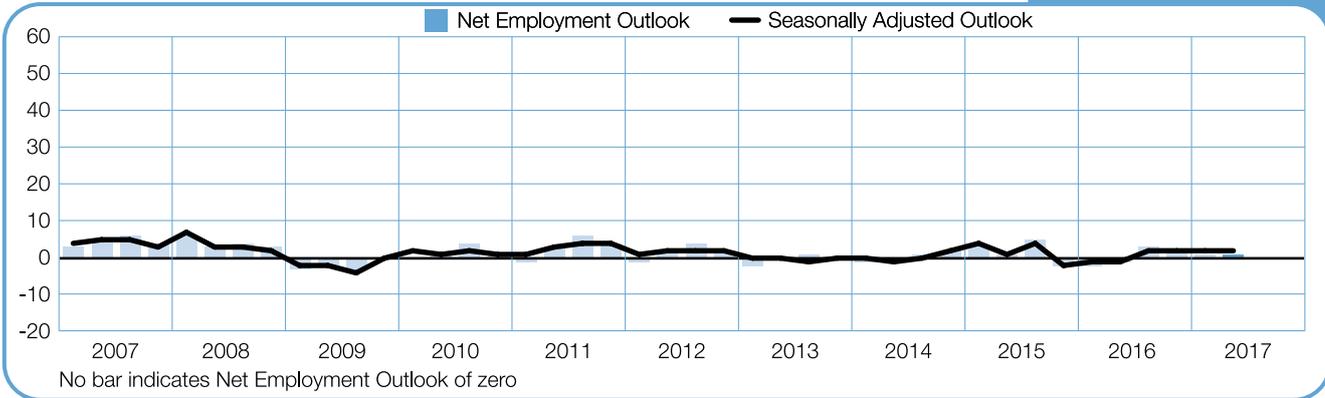
## Finland

**+9 (+5)%**



## France

**+1 (+2)%**



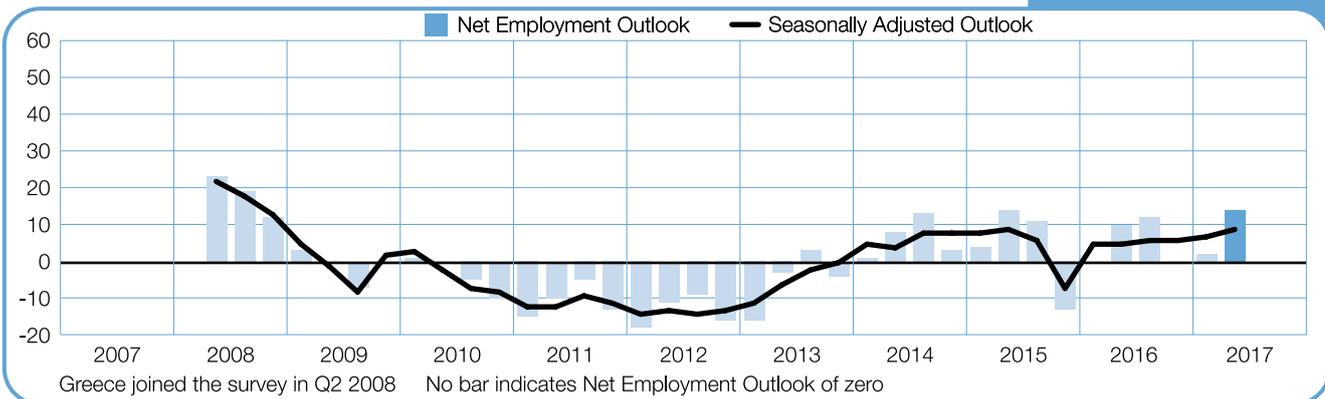
## Germany

**+6 (+7)%**



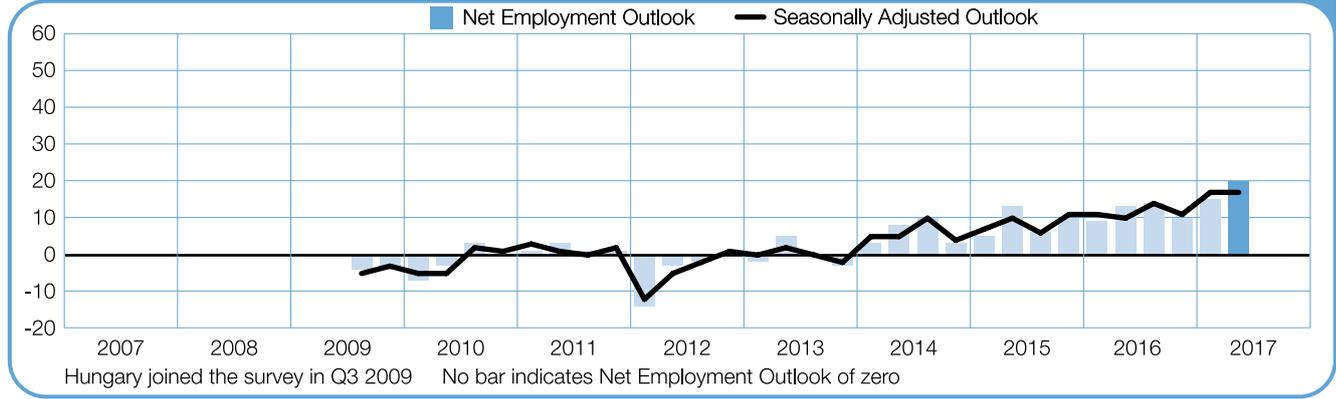
## Greece

**+14 (+9)%**



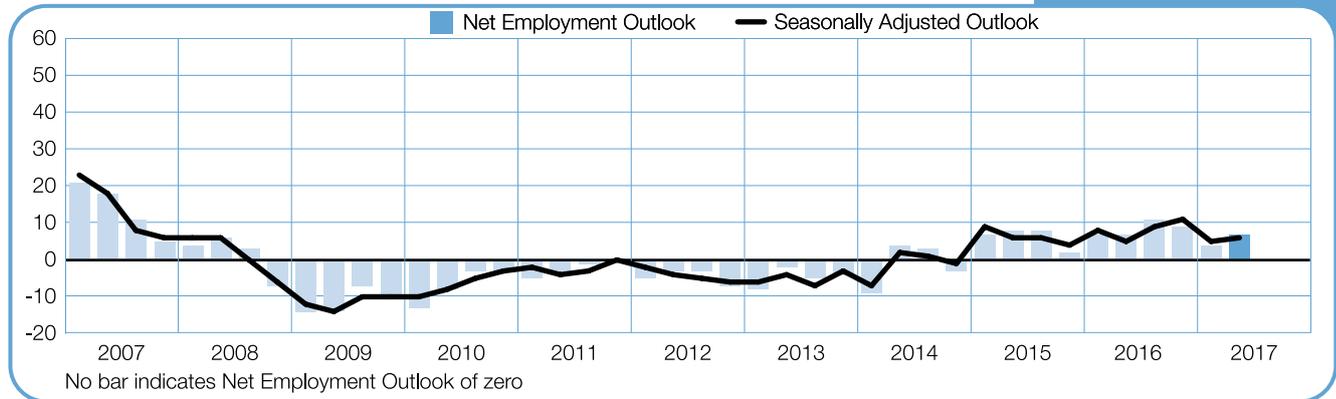
# Hungary

**+20 (+17)%**



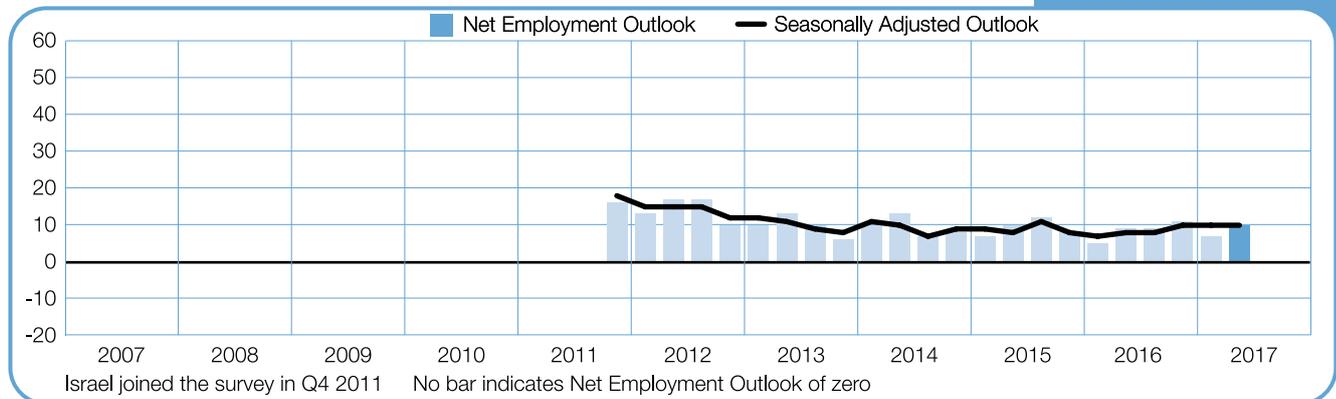
# Ireland

**+7 (+6)%**



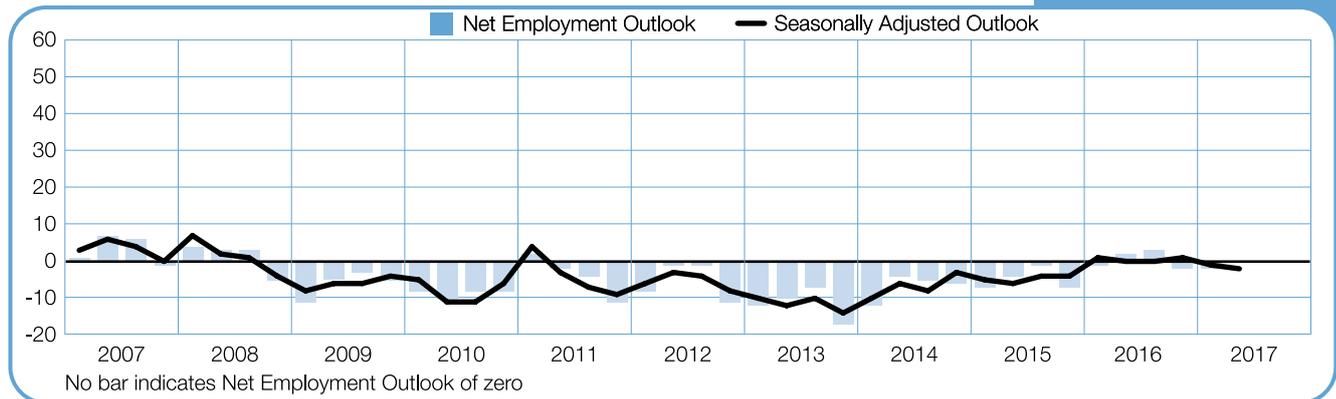
# Israel

**+10 (+10)%**



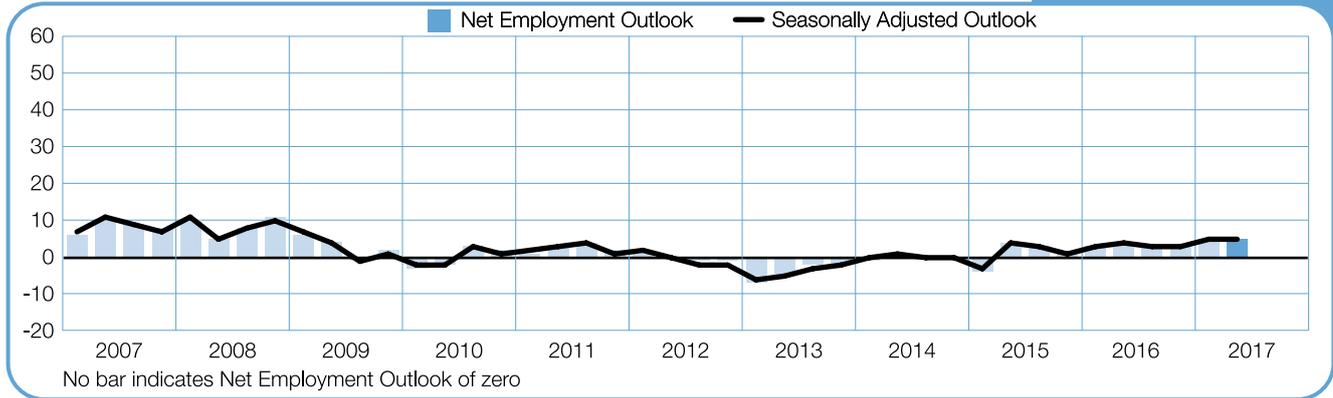
# Italy

**0 (-2)%**



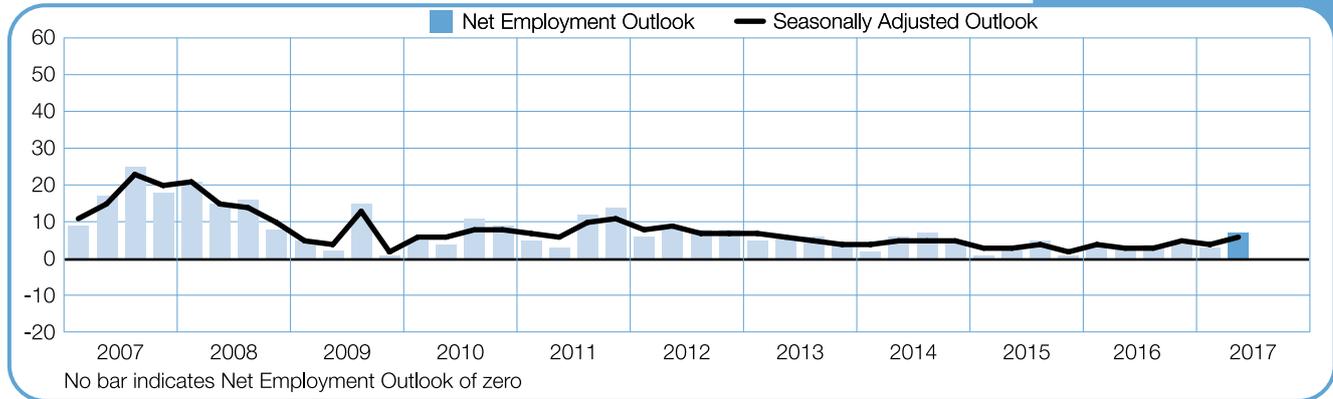
## Netherlands

+5 (+5)%



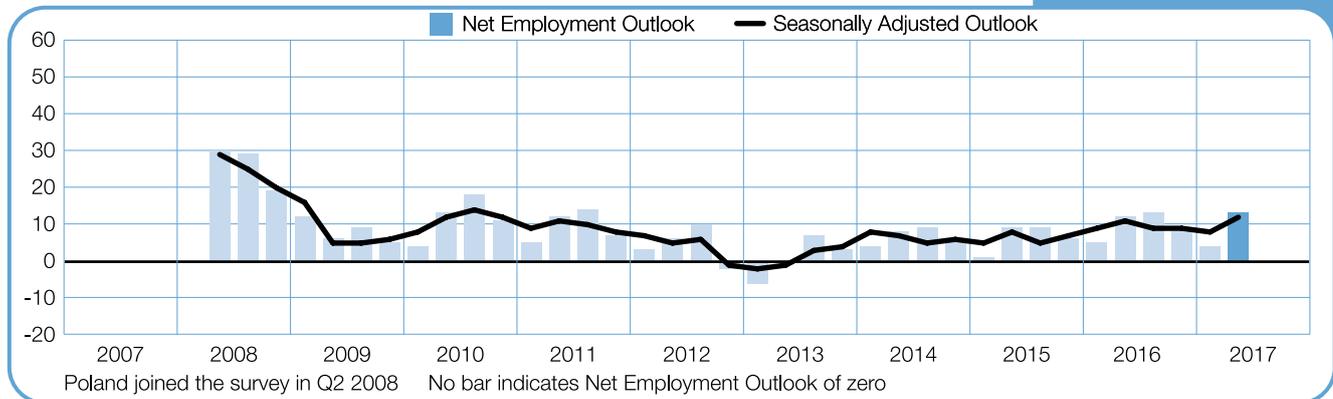
## Norway

+7 (+6)%



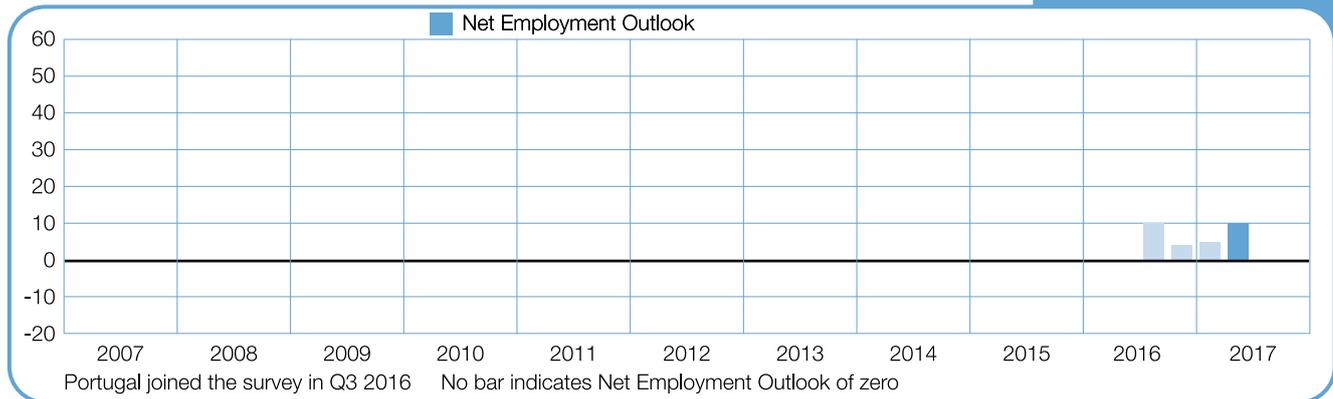
## Poland

+13 (+12)%



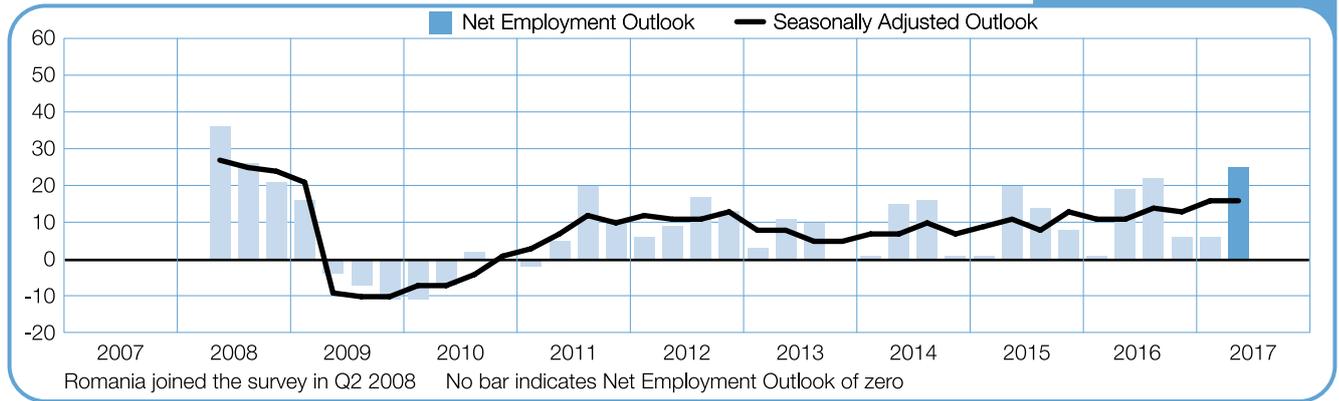
## Portugal

+10%



## Romania

**+25 (+16)%**



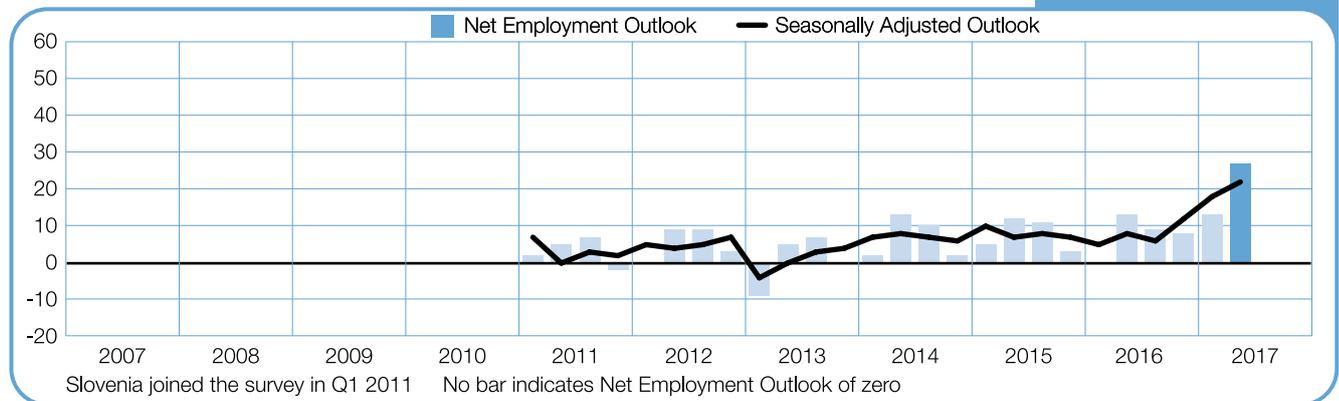
## Slovakia

**+10 (+10)%**



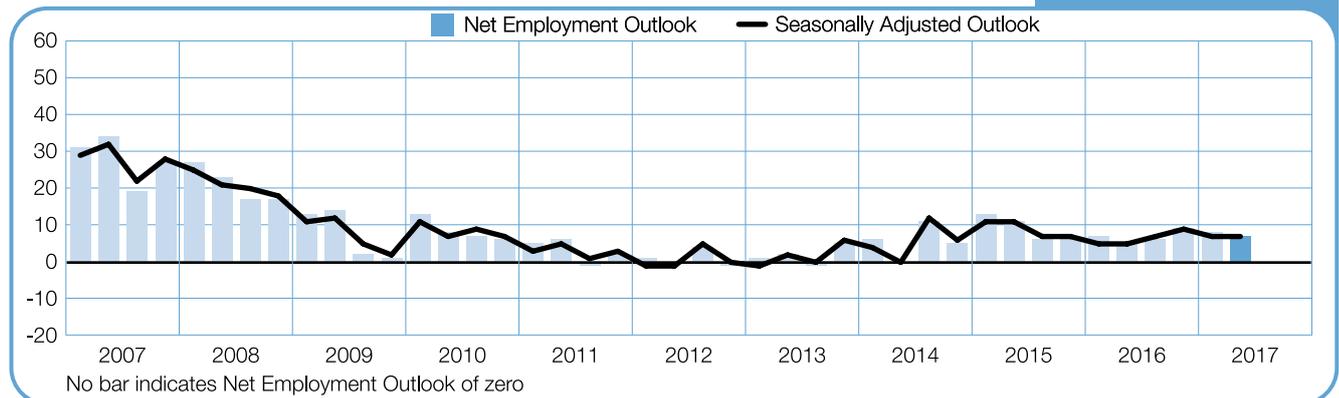
## Slovenia

**+27 (+22)%**



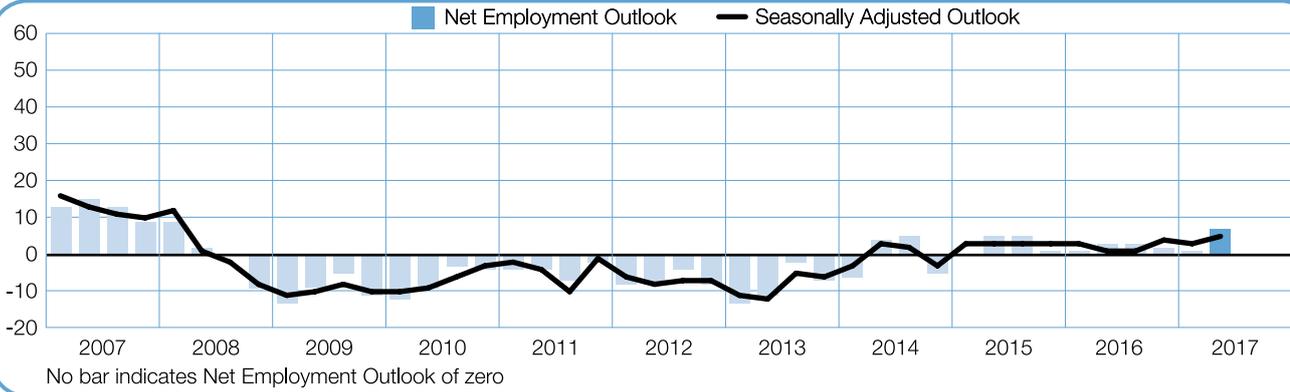
## South Africa

**+7 (+7)%**



## Spain

**+7 (+5)%**



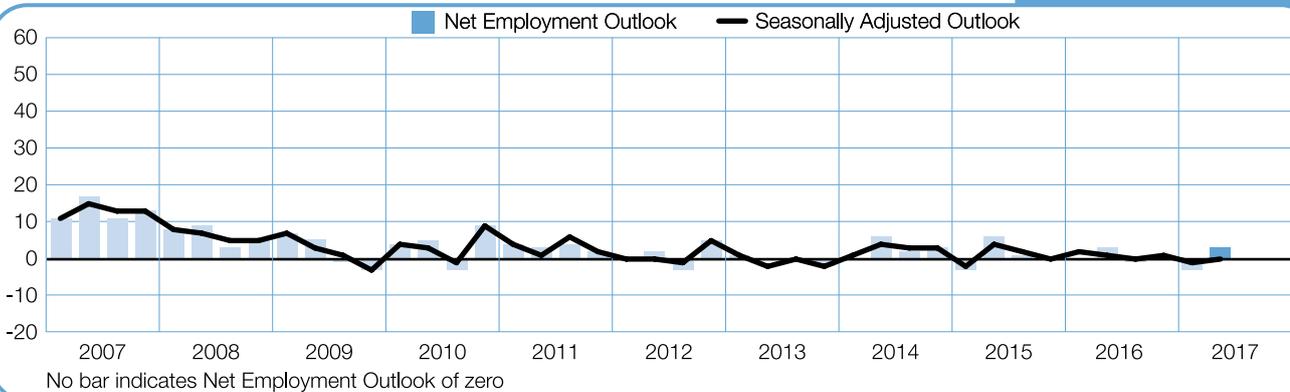
## Sweden

**+4 (+2)%**



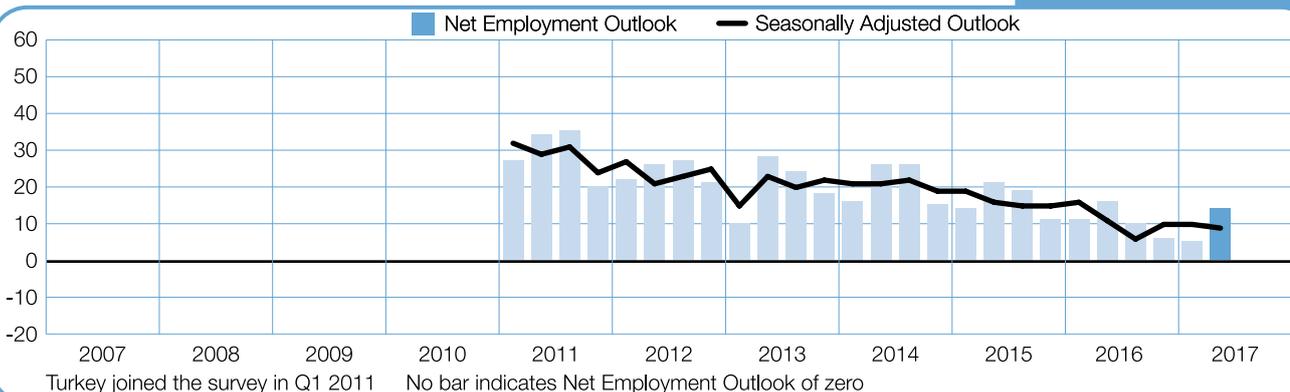
## Switzerland

**+3 (0)%**



## Turkey

**+14 (+9)%**



# United Kingdom

+5 (+5)%



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# About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

**Unique:** It is unparalleled in its size, scope, longevity and area of focus.

**Projective:** The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

**Independent:** The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

**Robust:** The survey is based on interviews with over 58,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

**Focused:** For the 2Q 2017 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?"

## Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%. All employers participating in the survey worldwide were asked the same question between 18th and 31st of January, 2017.

The Manpower Employment Outlook Survey for Poland is based on interviews with a representative sample of 752 employers. The margin of sampling error is +/- 3.6%. The regional division of Poland, used for the survey purposes, is defined as 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).

## Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

## Seasonal Adjustment

Seasonal adjustments have been applied to the data for all participating countries except Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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## History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** ManpowerGroup's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward looking research format as the United States survey and is the first of its kind in Europe.
- 1976** Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002** ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003** Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** ManpowerGroup operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the fourth quarter. ManpowerGroup operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007** ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the fourth quarter.
- 2008** ManpowerGroup operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009** ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010** ManpowerGroup's Panama operation launches the Manpower Employment Outlook Survey in the second quarter. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the third quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and In the fourth quarter for South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012** Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally adjusted data. In the fourth quarter seasonal variations are also removed from Colombian data for the first time. ManpowerGroup's operation in Finland joins the survey in the fourth quarter, expanding the program to 42 countries and territories worldwide.
- 2013** ManpowerGroup Hungary operation begins reporting seasonally adjusted data in the third quarter and the Brazil operation begins reporting seasonally adjusted data in the fourth quarter.
- 2014** Survey data for Bulgaria, Panama, Slovenia and Turkey are seasonally adjusted for the first time.

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See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com).

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## ManpowerGroup™ in Poland

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in Poland since March 2001. With nearly 70 branches in 44 across the nation, ManpowerGroup in Poland provides unique value to clients and candidates through ManpowerGroup™ Solutions, Manpower® and Experis™. ManpowerGroup's portfolio in Poland covers temporary work, permanent and contract recruitment; employee assessment and selection; outsourcing and workforce consulting; career management and outplacement.

More information is available at [www.manpowergroup.pl](http://www.manpowergroup.pl).

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[www.manpowergroup.pl](http://www.manpowergroup.pl)

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