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ManpowerGroup™

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Manpower Employment Outlook Survey: Polish employers report modest hiring intentions for the coming quarter.

Employers in Poland are expecting the hiring pace to remain modest through the end of the October-December time frame. This marks the 14th consecutive quarter of positive forecasts for Poland's labor market. The results are positive with employers in all six regions and in 9 of the 10 industry sectors expecting to grow staffing levels by varying margins during the next three months. The strongest labor markets are expected in the Manufacturing, the Transport, Storage & Communication and the Construction sectors.

Warsaw, Poland, 13 September 2016 – Polish employers anticipate some opportunities for job seekers in Quarter 4 2016 according to the Manpower Employment Outlook Survey released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +9% - remained relatively stable when compared with the previous quarter and improved 2 percentage points year-over-year. The positive forecast for our country has now been reported for 14 consecutive quarters. Of the 752 Polish employers surveyed, 15 percent anticipate adding to their workforces in the coming quarter, 7 percent plan reductions and 75 percent expect no change.

*„From the perspective of job seekers, the labor market situation clearly improves,” said **Iwona Janas**, Country Manager ManpowerGroup in Poland. “After the holidays, we can expect some reduction in seasonally related job offers, but that doesn't affect the overall picture of the labor market. The current situation can be called cautiously optimistic. What is important, this is a trend which is expected to strengthen. The pace of job creation appears to remain good. However it may be awhile before the labor market heats up to the point where rising employment levels result in a corresponding rise in wages. The future situation looks encouraging and we expect that employer optimism will still grow stronger,” adds **Iwona Janas**.*

Employers in in nine of the 10 industry sectors¹ expect to increase staffing levels during the October-December period. The strongest labor market is anticipated by Manufacturing sector where nearly one of every four employers are intending to add to payrolls through the last quarter of the year with a Net Employment Outlook of +19%. Steady payroll gains are also expected in the Transport, Storage & Communication sector and the Construction sector, with Outlooks of +15% and +13%, respectively. Elsewhere, employers report cautiously optimistic hiring plans in both the Public & Social sector and the Wholesale & Retail Trade sector with Outlooks of +10%. However, Electricity, Gas & Water Supply sector employers forecast 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.

“The demand for employees with specialized skill sets is growing. This applies both to the workers and professionals. Employers stand in front of a growing talent shortage. The talent shortage shows no signs of going away, and this is forcing employers to invest in employer branding and incentive systems, as well as increasing reliance on employment agencies to help find the talent they need. In the present situation working with an experienced employment agency is an invaluable support for employers, both by providing talents and consulting, which they can use to navigate through the challenges ahead,” comments **Iwona Janas** from ManpowerGroup in Poland.

When compared with the previous quarter, employers report weaker hiring intentions in seven of the 10 industry sectors. The most noteworthy decline of 6 percentage points is reported in the Construction sector, while Outlooks are 4 percentage points weaker in both the Restaurants & Hotels sector and the Transport, Storage & Communication sector. Meanwhile, hiring prospects improve in two sectors, increasing by 6 percentage points in the Public & Social sector and by 3 percentage points in the Mining & Quarrying sector.

Year-over-year, hiring plans improve in six of the 10 industry sectors, most notably by 9 percentage points in the Manufacturing sector and by 8 percentage points in the Electricity, Gas & Water Supply sector. However, Outlooks weaken in three sectors, including the Agriculture, Hunting, Forestry & Fishing sector, where employers report a decline of 7 percentage points.

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%. Payroll gains are anticipated respectable in both the East (lubelskie, podkarpackie, świętokrzyskie, podlaskie) and the North-West (wielkopolskie, zachodniopomorskie, lubuskie), where Outlooks stand at +12% and +11%, respectively. Elsewhere, some hiring opportunities are forecast by Central Poland employers (łódzkie, mazowieckie), with an Outlook of +8%, while Outlooks of +6% and +5% are reported in the South (małopolskie, śląskie) and the North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), respectively.

Quarter-over-quarter, employers report weaker hiring intentions in three of the six regions, with Outlooks declining by 2 percentage points in the North, the South and Central Poland. Meanwhile, the Outlook for the North-West is 4 percentage points stronger while South-West employers report an increase of 2 percentage points.

Year-over-year, hiring prospects improve in four of the six regions. South-West employers report the most noteworthy increase of 6 percentage points while the Outlook for the East is 5 percentage points stronger. However, employers in the Central region report a decline of 3 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 +21%, while Outlooks stand at +11% in the Medium-size categories, at +6% in the Small, and at +2% in the Micro-size.

Global Forecast Mixed

ManpowerGroup's fourth-quarter research reveals that job gains are expected in 42 of 43 countries and territories during the October-December time frame. Fourth-quarter hiring plans strengthen in 23 of 43 countries and territories when compared with the July-September time frame, are unchanged in nine, and weaken in 11. Outlooks improve in 21 countries and territories when compared with Quarter 4 2015, are unchanged in six, and decline in 15.* Fourth-quarter hiring confidence is strongest in India (+32%), Japan (+23%), Taiwan (+21%) and the United States (+18%), while employers in Brazil (-7%), Belgium, Finland, Switzerland and in Italy (+1% for all) report the weakest hiring plans.

The ManpowerGroup report is available free of charge to the public and can be downloaded from www.manpowergroup.pl.

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.

Results for all 43 countries can be viewed in the new interactive Manpower 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 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 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.