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EMBARGOED UNTIL TUESDAY, SEPTEMBER 12, 2017 AT 00.01 GMT

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## Manpower Employment Outlook Survey: Polish employers continue to 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 18th consecutive quarter of positive forecasts for Poland's labor market. The results are mostly 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, Construction sectors and the Transport, Storage & Communication sectors.*

**Warsaw, Poland, 12 September 2017** – Polish employers report hopeful hiring intentions for Quarter 4 2017 according to the Manpower Employment Outlook Survey released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +8% - remained relatively stable when compared with the previous quarter and a detriment of 1 percentage points year-over-year. The positive forecast for our country has now been reported for 18 consecutive quarters. Of the 750 Polish employers surveyed, 12 percent anticipate adding to their workforces in the coming quarter, 5 percent plan reductions and 78 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.*

Staffing levels are expected to increase in nine of the 10 industry sectors during the next three months. The strongest labor market is forecast for the Manufacturing sector, where the Net Employment Outlook stands at +19%. Elsewhere, Construction sector employers anticipate steady job gains with an Outlook of +14%, while respectable hiring plans are reflected in Outlooks of +11% in both the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector. Public & Social sector employers expect modest payroll growth, reporting an Outlook of +7%, while Outlooks stand at +6% in both the Agriculture, Hunting, Forestry & Fishing sector and the Restaurants & Hotels sector. However, employers in the Electricity, Gas & Water Supply sector forecast flat hiring activity with an Outlook of 0%.

When compared with the previous quarter, hiring intentions are stronger in seven of the 10 industry sectors. Manufacturing sector employers report a considerable improvement of 13 percentage points, while the Outlook is 5 percentage points stronger in the Finance, Insurance, Real Estate &

Business Services sector. Employers in both the Electricity, Gas & Water Supply sector and the Mining & Quarrying sector report slight increases of 3 percentage points. Meanwhile, Construction sector employers report a decline of 3 percentage points. Elsewhere, employers report relatively stable hiring intentions or no change.

Hiring prospects strengthen in four of the 10 industry sectors when compared with this time one year ago. The most noteworthy increase of 6 percentage points is reported in the Electricity, Gas & Water Supply sector, while improvements of 3 and 2 percentage points are reported for the Mining & Quarrying sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively. However, Outlooks weaken in two sectors. Transport, Storage & Communication sector employers report a decline of 4 percentage points, while a decrease of 3 percentage points is reported in the Restaurants & Hotels sector.

Employers in all six regions anticipate payroll gains during 4Q 2017. The strongest hiring prospects are reported in the South-West, where the Net Employment Outlook stands at +14%. Elsewhere, employers in three regions – Central, the East and the North – report encouraging signs for job seekers with Outlooks of +9%. Employers in the South forecast some hiring opportunities with an Outlook of +8%, while the Outlook for the North-West is +6%.

When compared with the third quarter of 2017, employers in the North report a noteworthy improvement of 6 percentage points. Elsewhere, the Outlook for Central Poland is 4 percentage points stronger, while increases of 2 percentage points are reported in both the East and the North-West. Meanwhile, hiring prospects remain relatively stable in both the South and the South-West. Year-over-year, hiring intentions weaken in three of the six regions. North-West employers report a decline of 5 percentage points, while the Outlook for the East decreases by 3 percentage points. However, Outlooks improve in three regions including the North and the South, where employers report increases of 5 and 2 percentage points, respectively.

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 +23%, while Outlooks stand at +12% in the Medium-size categories, at +4% in the Small, and at +1% 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. Outlooks improve in 23 countries and territories when compared with Quarter 4 2016, are unchanged in seven, and decline in 13.\* Fourth-quarter hiring confidence is strongest in Japan (23%), Taiwan (+22%), Costa Rica (+19%) and India (+19%), while employers in Switzerland (0%), Brazil and Czech Republic (+1% for both) report the weakest hiring plans.

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 43 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroup.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](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-rynk-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](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), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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 is powering the future of work:

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