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ManpowerGroup Employment Outlook Survey: employers in Poland report their most optimistic hiring intentions since 2010

Polish employers report optimistic hiring intentions for the coming quarter with +11% Net Employment Outlook in January-March frame time. This marks the 19th consecutive quarter of positive forecasts for Poland's labor market and the strongest optimism since 2010. The results are positive with employers in all 6 regions and 9 of the 10 industry sectors expecting to grow staffing levels by varying margins during the next three months. The strongest labor markets are in Wholesale & Retail Trade, Manufacturing and the Restaurants & Hotels.

Warsaw, Poland, 12 December 2017 – Polish employers report optimistic hiring intentions for Quarter 1 2018 according to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +11% increasing by 2 percentage points quarter-over-quarter and remaining relatively stable year-over-year. Of the 750 Polish employers surveyed, 14 percent anticipate adding to their workforces in the coming quarter, 7 percent plan reductions and 77 percent expect no change.

„We finish this year with a very good situation at labor market and the first-quarter survey results indicate that the start of a new one will be even better,” said Iwona Janas, Country Manager ManpowerGroup in Poland. “Forecasts for different sectors are mixed but in most of them we observed optimistic hiring plans. Heading into 2018, 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 promising. 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 Wholesale & Retail Trade sector, where the Net Employment Outlook stands at +22% and Manufacturing sector where employers anticipate steady job gains with an Outlook of +19%. Respectable hiring plans are reflected in Outlooks of +14% in Restaurants & Hotels sector. Elsewhere, Mining & Quarrying sector employers expect cautiously optimistic Outlook with +11% while Construction reporting +10% and Public & Social sectors employers expect modest payroll growth with +9%. However, employers in the Agriculture, Hunting, Forestry & Fishing sector and Electricity, Gas & Water Supply sector forecast +4% and +2% Outlook respectively. The weakest Outlook of -2% is reported by Finance & Business Services.

When compared with the previous quarter, hiring intentions are stronger in five of the 10 industry sectors. Wholesale & Retail Trade sector employers report a considerable improvement of 11 percentage points, while the Outlook is 7 percentage points stronger in the Restaurants & Hotels sector. Employers in the Mining & Quarrying report slight increase of 4 percentage points in the

Public & Social sector 3 percentage points of increase. Meanwhile, Finance & Business Services sector employers report a decline of 5 percentage points and 4 percentage points decline in Construction sector. Elsewhere, employers report relatively stable hiring intentions or no change.

Hiring prospects strengthen in six of the 10 industry sectors when compared with this time one year ago. The most noteworthy increases of 15 percentage points is reported in Mining & Quarrying and 14 percentage points in the Wholesale & Retail Trade, while improvements of 9 and 5 percentage points are reported for the Electricity, Gas & Water Supply sector and Public & Social sector, respectively. However Outlooks weaken in three sectors – Construction (-13 percentage points), Agriculture, Hunting, Forestry & Fishing (-6 percentage points) and in the Transport Storage & Communication sector (-5 percentage points).

Employers in all six regions expect to grow staffing levels during the coming quarter. The strongest labor market is forecast by employers in the South, who report a Net Employment Outlook of +17%. South-West and North-West employers also anticipate steady payroll growth, reporting an Outlook of +10%, while the Outlook for the Central Poland stands at +9%. Elsewhere, Outlook of +8% is reported in the North and +7% in the East.

When compared with the previous quarter, Outlooks improve in two of the six regions – in the South (+9 percentage points) and North-West (+3 percentage points). Meanwhile, employers in the East and South-West report a decline of 2 percentage points and 1 percentage point in the North.

Year-over-year, Outlooks strengthen in three of the six regions, most notably by 17 percentage points in the South. Employers report a 5 percentage points increase in the North and Outlooks are 3 percentage points stronger in Central. However, hiring intentions are 9 percentage points weaker in the South-West, 3 percentage points weaker in the South and 1 percentage points in the North-West.

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 Small, +9% in the Medium-size and at +3% in the Micro-size.

Global Forecast Mixed

ManpowerGroup's first-quarter research reveals that job gains are expected in 41 of 43 countries and territories during the January-March time frame. And for the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories. Additionally, employers in a number of countries, including Australia, Japan, Norway, Poland, Romania and the United States, report their strongest hiring plans in five years or more. First-quarter hiring confidence is strongest in Taiwan (+25%), Japan (+24%) and India (+22%), while employers in Italy, Austria (0% for both) and France (+2%) report the weakest hiring plans

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 Manpower Employment Outlook Survey Explorer tool at <http://manpowergroup.com/meos>

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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/meos>. 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/meos>. The Manpower Employment Outlook Survey is available free of charge to the public .

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 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®, Experis™ and Proservia. 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 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 makes powering the world of work humanly possible: www.manpowergroup.com.