

# ManpowerGroup Employment Outlook Survey Poland

A Manpower Research Report

# Q1 2017



ManpowerGroup™

# Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the first 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 March 2017 as compared to the current quarter?”*

## Contents

---

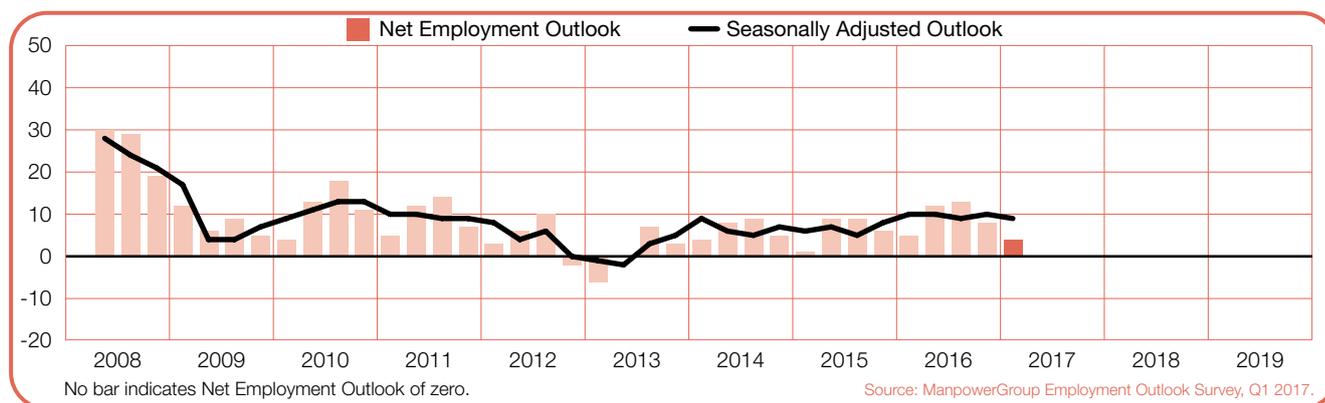
<b>Poland Employment Outlook</b>	<b>1</b>
Organization-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
<b>Global Employment Outlook</b>	<b>13</b>
International Comparisons – Americas	
International Comparisons – Asia Pacific	
International Comparisons – EMEA	
<b>About the Survey</b>	<b>29</b>
<b>About ManpowerGroup™</b>	<b>32</b>

---

# Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
<b>Q1 2017</b>	<b>12</b>	<b>8</b>	<b>73</b>	<b>7</b>	<b>+4</b>	<b>+9</b>
Q4 2016	15	7	75	3	+8	+10
Q3 2016	18	5	70	7	+13	+9
Q2 2016	18	6	70	6	+12	+10
Q1 2016	11	6	79	4	+5	+10

Source: ManpowerGroup Employment Outlook Survey, Q1 2017.



Polish employers report conservative hiring plans for 1Q 2017. While 12% of employers anticipate an increase in staffing levels, 8% forecast a decrease and 73% expect no change, resulting in a Net Employment Outlook of +4%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +9%. Hiring prospects remain relatively stable both quarter-over-quarter and 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.

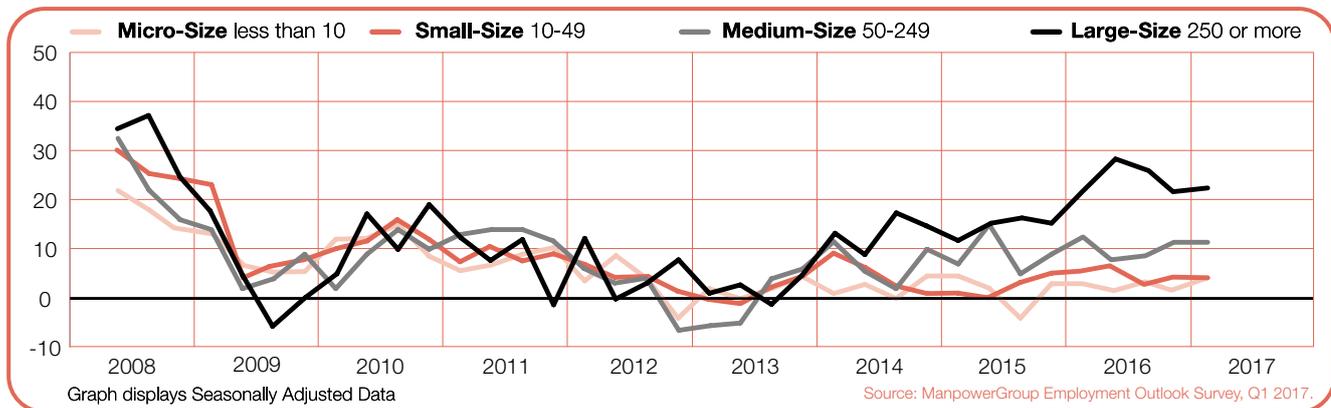
Payroll gains are forecast for all four organization size categories in the next three months. The strongest hiring intentions are reported by Large employers with a Net Employment Outlook of +22%. Medium employers anticipate a steady hiring pace with an Outlook of +11% while Outlooks stand at +4% for Small- and Micro-size employers.

Micro employers report a slight quarter-over-quarter improvement of 2 percentage points, while Large employers report relatively stable hiring plans. Outlooks for Small- and Medium-size employers are unchanged when compared with 4Q 2016.

Year-over-year, hiring prospects remain relatively stable in all four organization size categories.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	6	5	86	3	1	4
<b>Small-Size</b> 10-49	7	11	72	10	-4	4
<b>Medium-Size</b> 50-249	12	6	73	9	6	11
<b>Large-Size</b> 250 or more	27	8	56	9	19	22

Source: ManpowerGroup Employment Outlook Survey, Q1 2017.

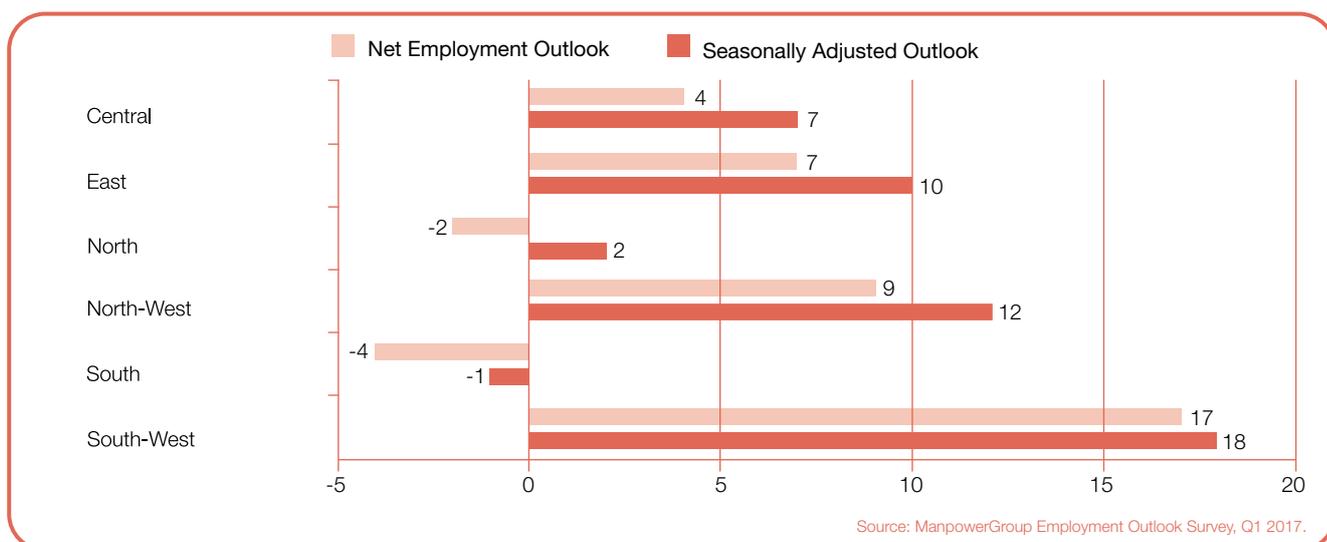


# Regional Comparisons

Workforce gains are anticipated in five of the six regions during the January-March period. The strongest labor market is forecast in the South-West, where the Net Employment Outlook stands at +18%. North-West employers also expect steady job gains, reporting an Outlook of +12%, while Outlooks of +10% and +7% are reported in the East and Central regions, respectively. However, employers forecast an uncertain hiring climate in the South with an Outlook of -1%.

Year-over-year, hiring plans weaken in three of the six regions. Employers in the South report a decline of 8 percentage points while Outlooks are 6 and 3 percentage points weaker in the North and the East, respectively. However, hiring intentions improve by 7 percentage points in the South-West and are 2 percentage points stronger in the North-West.

When compared with 4Q 2016, employers report a decline of 6 percentage points in the South, while Outlooks are 2 percentage points weaker in both the East and the North. Elsewhere, hiring intentions remain relatively stable in Central and South-West Poland, while North-West employers report no change.

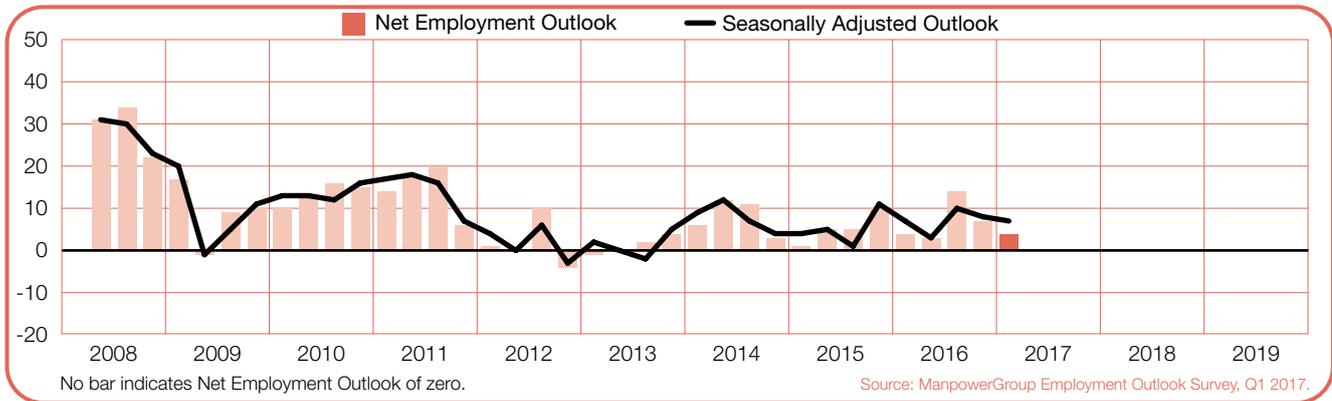


\* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

+7%

## Central

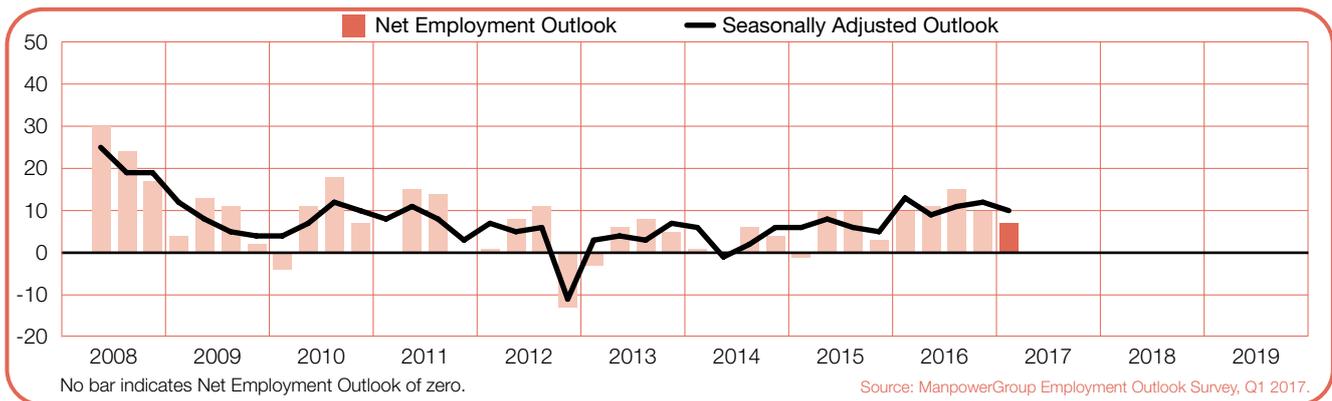
Job seekers can expect a moderate hiring pace in the first quarter of 2017, according to employers who report a Net Employment Outlook of +7%. Hiring plans remain relatively stable when compared with the previous quarter and are unchanged year-over-year.



+10%

## East

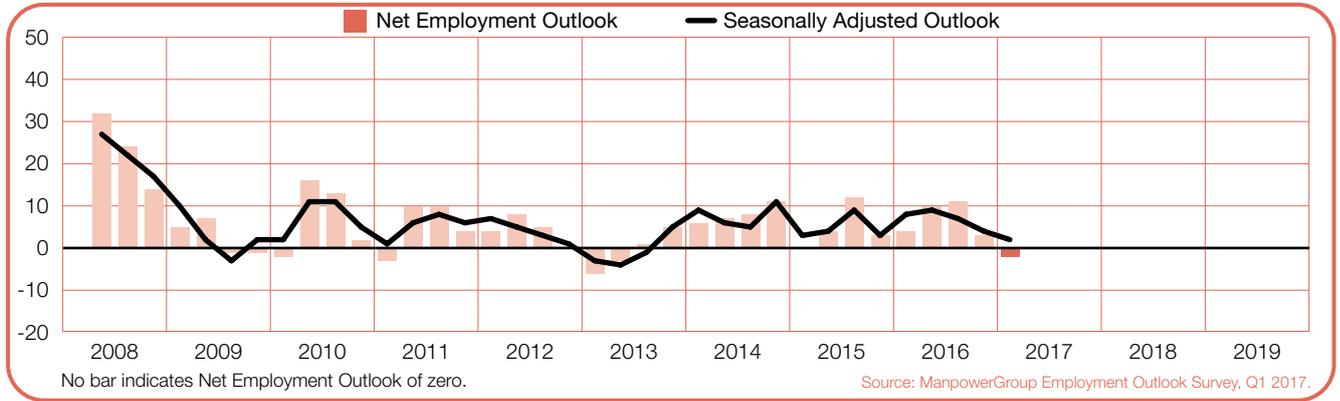
Employers report cautiously optimistic hiring intentions for the coming quarter with a Net Employment Outlook of +10%. However, hiring prospects decline by 2 and 3 percentage points quarter-over-quarter and year-over-year, respectively.



+2%

## North

The weakest labor market since 3Q 2013 is anticipated for the next three months, with employers reporting a Net Employment Outlook of +2%. The Outlook declines both quarter-over-quarter and year-over-year, decreasing by 2 and 6 percentage points, respectively.



+12%

## North-West

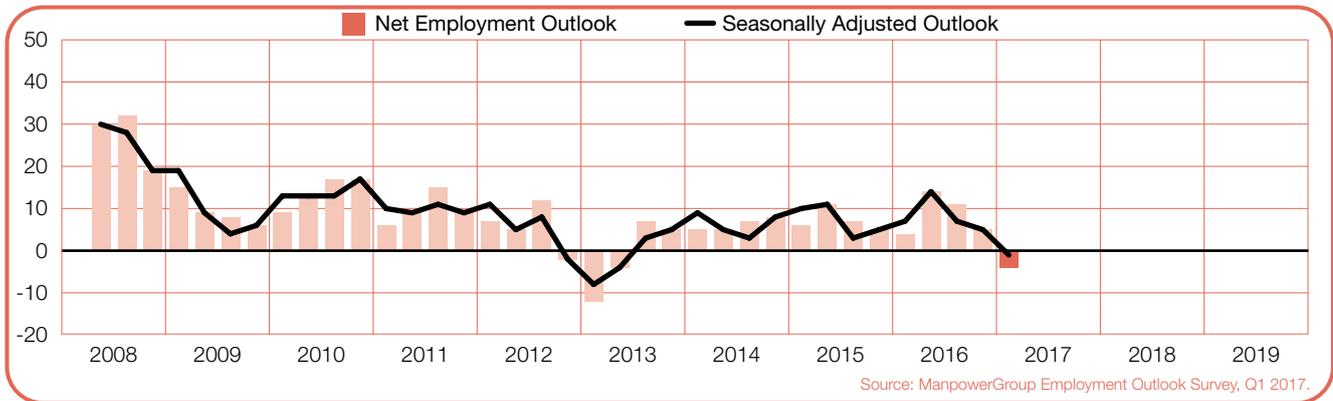
The steady hiring pace is forecast to continue in the January-March period with employers reporting a Net Employment Outlook of +12% for the second consecutive quarter. Hiring intentions are 2 percentage points stronger when compared with 1Q 2016.



-1%

## South

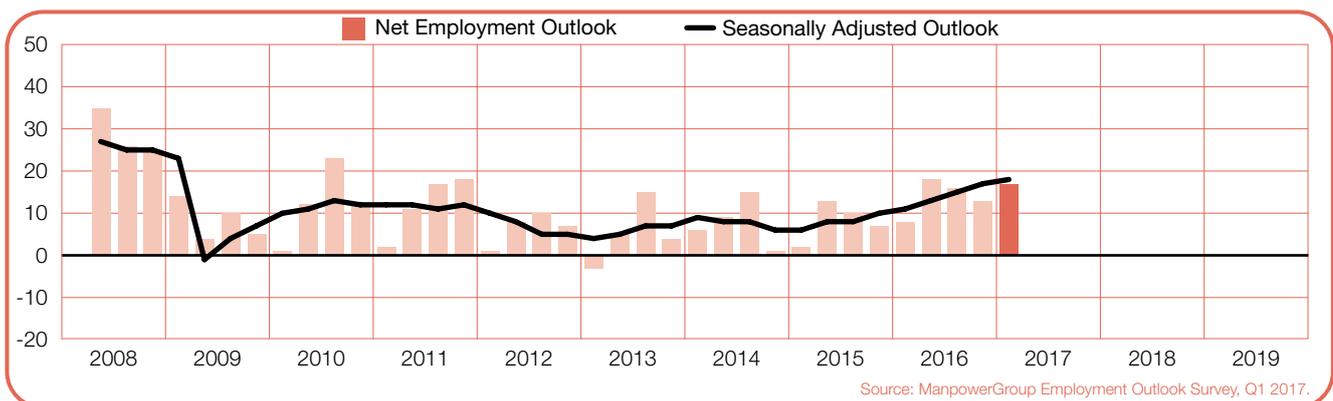
With a Net Employment Outlook for 1Q 2017 of -1%, employers anticipate the weakest – and first negative – labor market since 2Q 2013. The Outlook is 6 percentage points weaker when compared with the previous quarter and declines by 8 percentage points year-over-year.



+18%

## South-West

Job seekers can expect the strongest hiring pace in eight years in the upcoming quarter, according to employers who report a Net Employment Outlook of +18%, following six consecutive quarters of gradual improvement. Hiring prospects remain relatively stable quarter-over-quarter and are 7 percentage points stronger when compared with 1Q 2016.



# Sector Comparisons

Payroll gains are anticipated in six of the 10 industry sectors during the January-March period. Construction sector employers report the strongest hiring prospects with a healthy Net Employment Outlook of +24%. Elsewhere, an upbeat hiring pace is forecast for the Manufacturing sector with an Outlook of +20%, while Outlooks stand at +12% in both the Restaurants & Hotels sector and the Transport, Storage & Communication sector. Employers report cautiously optimistic hiring plans in the Agriculture, Hunting, Forestry & Fishing sector, with an Outlook of +10%, and in the Wholesale & Retail Trade sector, where the Outlook is +9%. However, employers in three sectors expect staffing levels to decline, including the Electricity, Gas & Water Supply sector and the Finance, Insurance, Real Estate & Business Services sector, with Outlooks of -7% and -4%, respectively.

Quarter-over-quarter, hiring prospects weaken in six of the 10 industry sectors, most notably by 11 and 5 percentage points in the Public & Social sector and the Finance, Insurance, Real Estate & Business Services sector, respectively. Meanwhile, Outlooks improve in four sectors. Construction sector employers report an increase of 9 percentage points while the Outlook for the Agriculture, Hunting, Forestry & Fishing sector is 6 percentage points stronger.

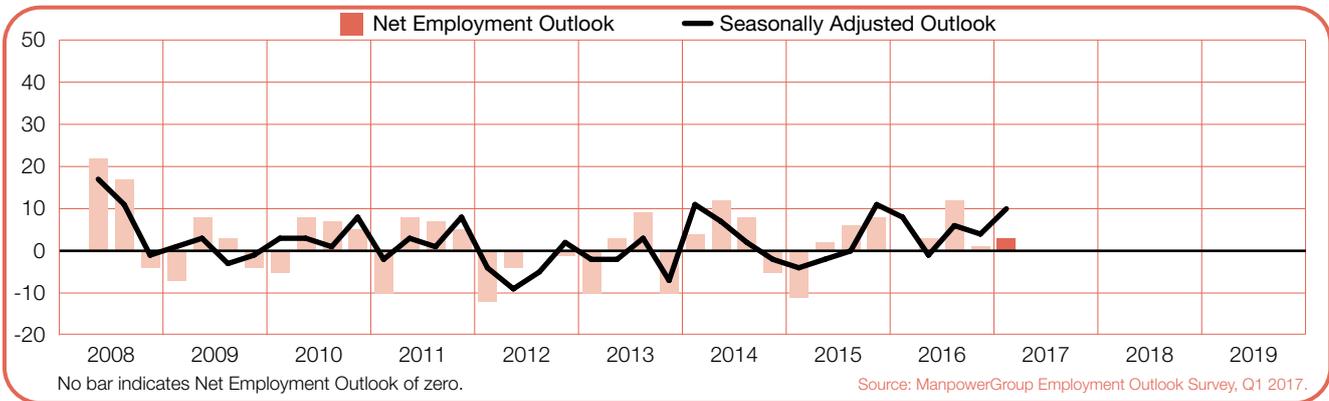
When compared with 1Q 2016, hiring intentions strengthen in five of the 10 industry sectors. Increases of 7 and 6 percentage points are reported for the Construction sector and the Restaurants & Hotels sector, respectively, while the Outlook for the Transport, Storage & Communication sector is 5 percentage points stronger. However, hiring prospects weaken in five sectors, most notably by 10 percentage points in the Electricity, Gas & Water Supply sector and the Public & Social sector. Elsewhere, Finance, Insurance, Real Estate & Business Services sector employers report a decline of 9 percentage points and the Outlook for the Wholesale & Retail Trade sector is 5 percentage points weaker.



+10%

## Agriculture, Hunting, Forestry & Fishing

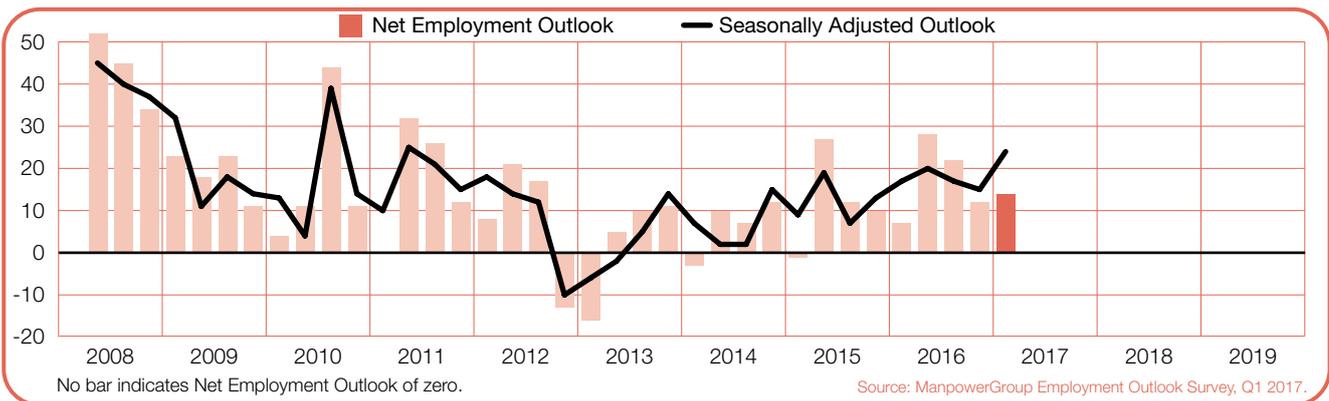
With a Net Employment Outlook of +10%, employers forecast a cautiously optimistic hiring climate in the coming quarter. Hiring plans are 6 percentage points stronger when compared with the previous quarter and improve by 2 percentage points year-over-year.



+24%

## Construction

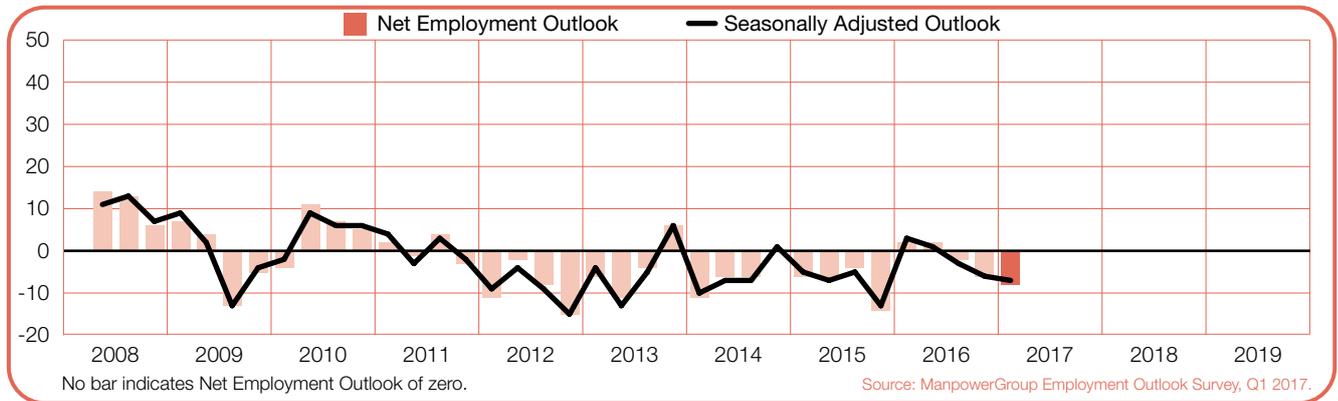
Job seekers can expect the strongest labor market since 2Q 2011 in the January-March time frame, according to employers who report a Net Employment Outlook of +24%. Hiring intentions improve by 9 percentage points quarter-over-quarter and are 7 percentage points stronger when compared with 1Q 2016.



-7%

## Electricity, Gas & Water

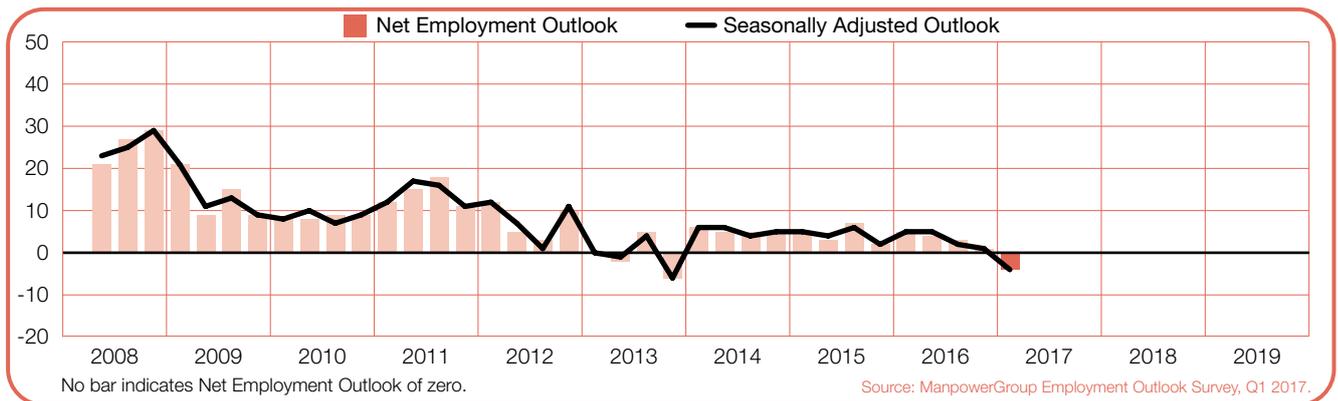
The hiring pace will likely continue to struggle in 1Q 2017, according to employers who report a sluggish Net Employment Outlook of -7%. Hiring prospects remain relatively stable when compared with 4Q 2016 and decline by 10 percentage points year-over-year.



-4%

## Finance, Insurance, Real Estate & Business Services

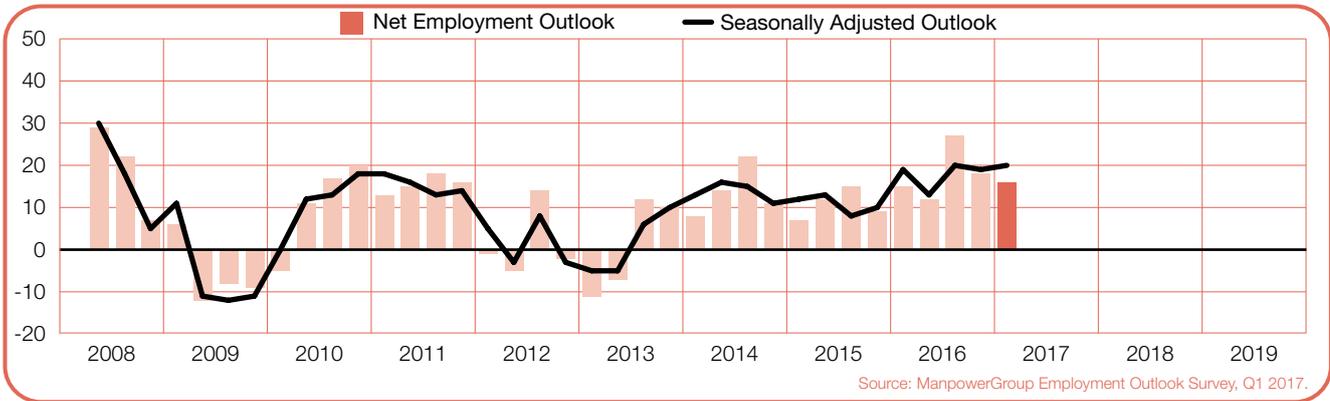
Employers anticipate the weakest – and first negative – labor market in three years, reporting a Net Employment Outlook of -4% for the upcoming quarter. The Outlook declines by 5 percentage points when compared with the previous quarter and is 9 percentage points weaker year-over-year.



+20%

## Manufacturing

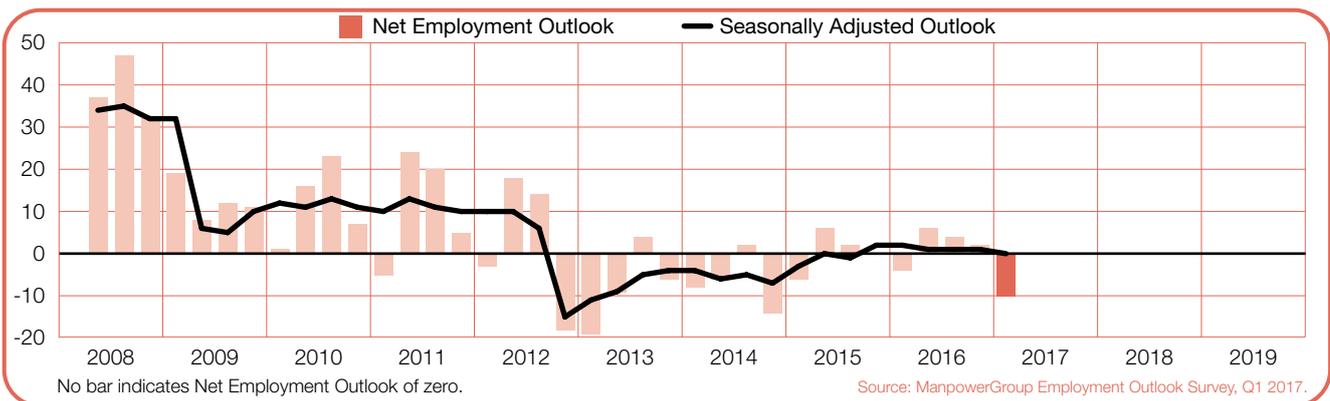
Reporting a Net Employment Outlook of +20%, employers forecast an upbeat hiring pace in the first quarter of 2017. Hiring plans remain relatively stable both quarter-over-quarter and year-over-year.



0%

## Mining & Quarrying

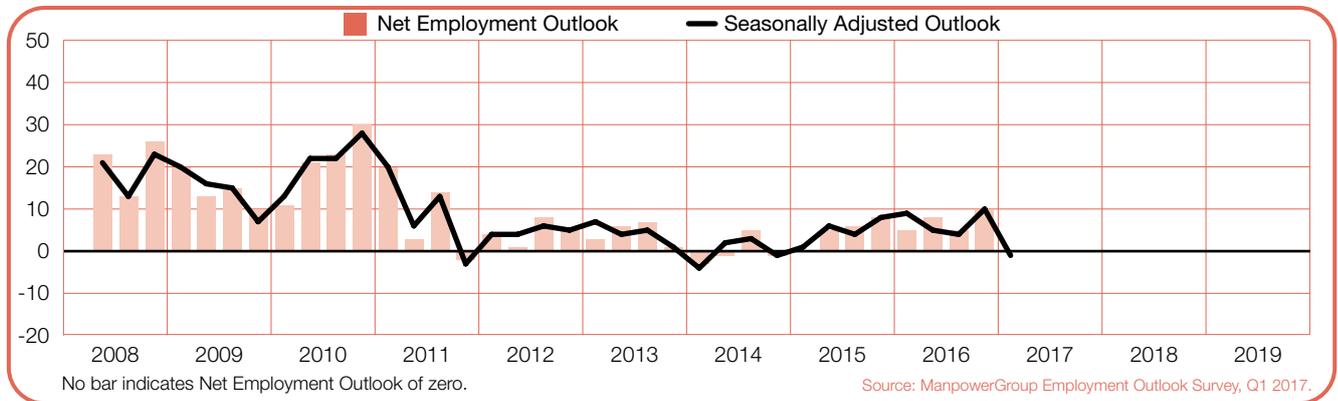
Flat hiring activity is expected in 1Q 2017, with employers reporting a Net Employment Outlook of 0%. Hiring intentions remain relatively stable when compared with the previous quarter but decline by 2 percentage points year-over-year.



-1%

## Public & Social

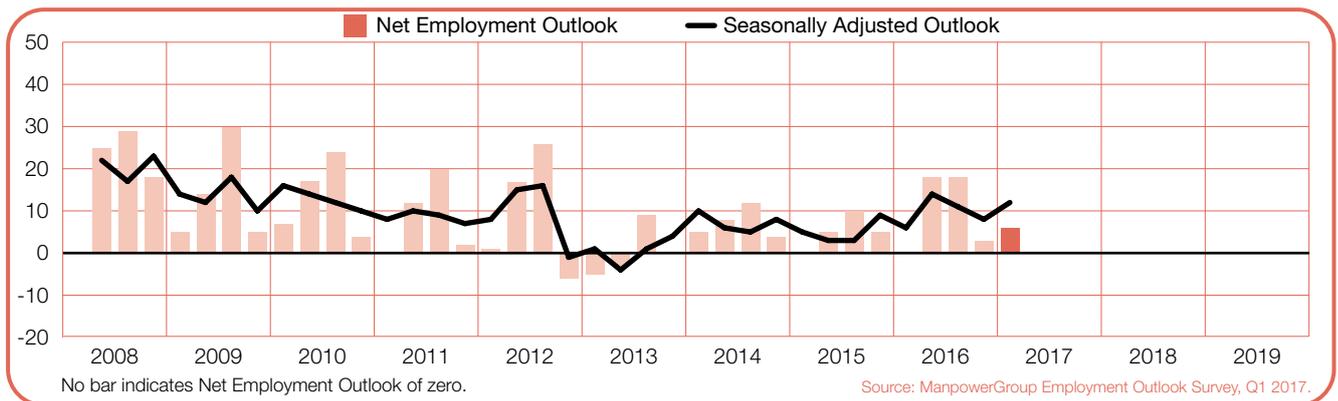
Job seekers can expect an uncertain hiring climate in the next three months, according to employers who report a Net Employment Outlook of -1%. The Outlook is the weakest – and first negative – forecast in two years, declining by 11 and 10 percentage points quarter-over-quarter and year-over-year, respectively.



+12%

## Restaurants & Hotels

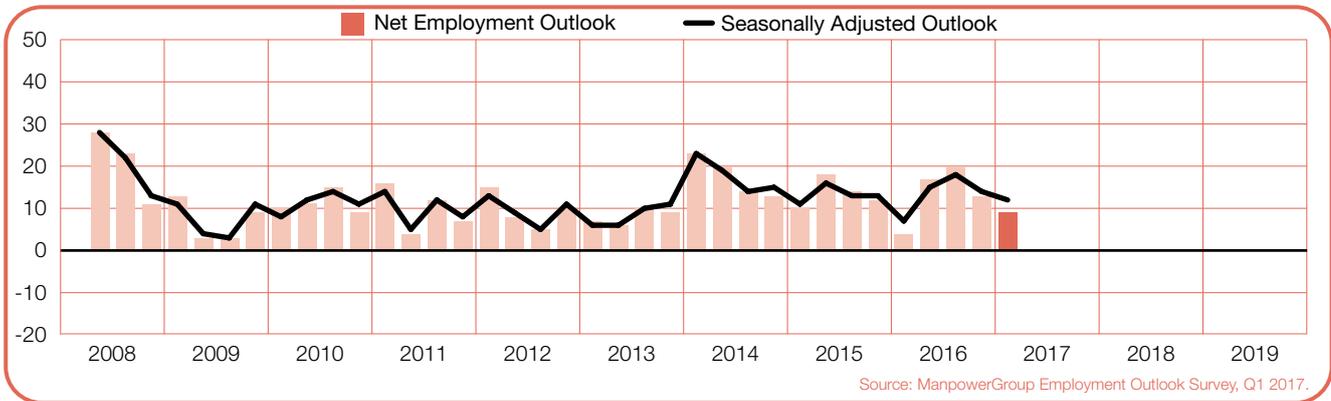
A hopeful labor market is expected in the forthcoming quarter, with employers reporting a respectable Net Employment Outlook of +12%. Hiring plans improve by 4 percentage points when compared with the previous quarter and are 6 percentage points stronger year-over-year.



+12%

## Transport, Storage & Communication

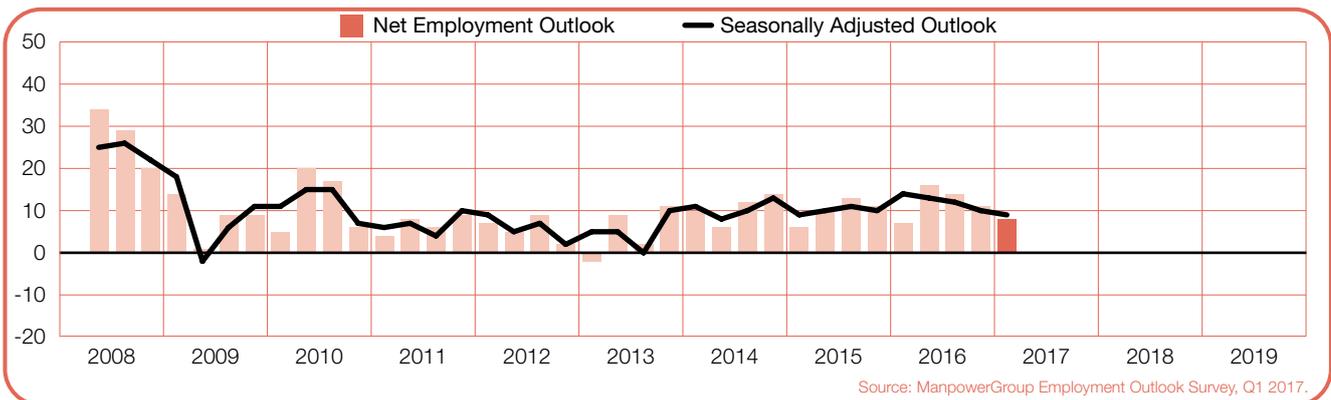
With a Net Employment Outlook of +12%, employers anticipate steady payroll gains during the January-March period. While hiring intentions are 2 percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of 5 percentage points.



+9%

## Wholesale & Retail Trade

Employers report cautiously optimistic hiring plans for the coming quarter with a Net Employment Outlook of +9%. The Outlook remains relatively stable quarter-over-quarter but declines by 5 percentage points year-over-year.

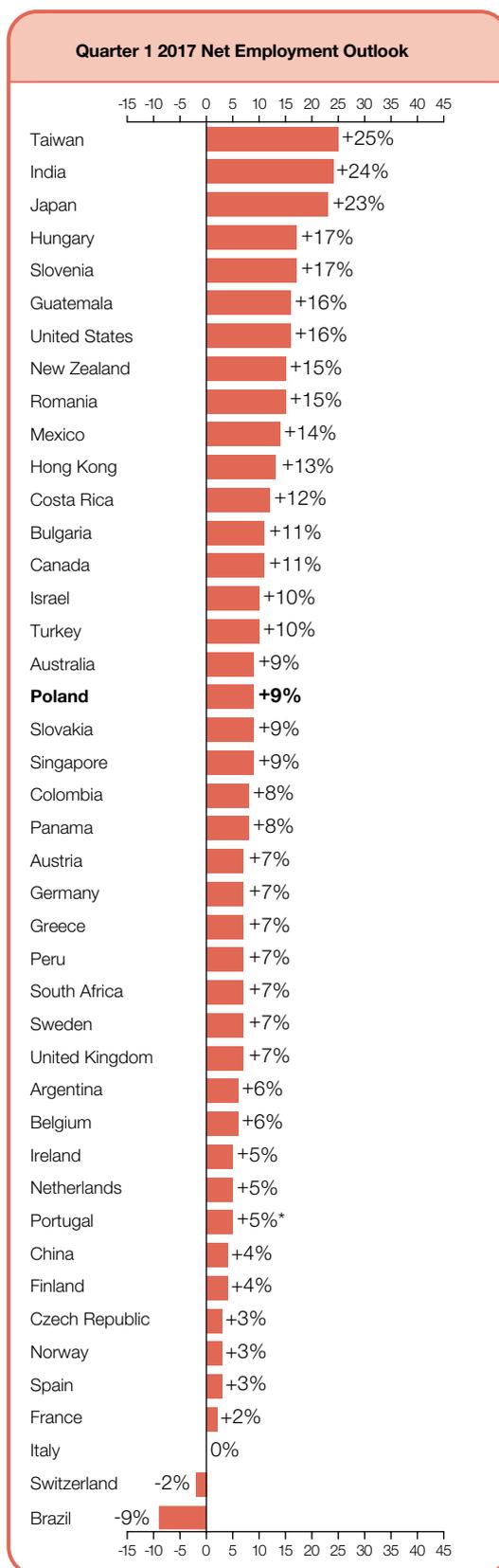


# Global Employment Outlook

	Quarter 1 2017	Qtr on Qtr Change Q4 2016 to Q1 2017	Yr on Yr Change Q1 2016 to Q1 2017
	%		
<b>Americas</b>			
Argentina	7 (6) <sup>1</sup>	3 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Brazil	-8 (-9) <sup>1</sup>	1 (-1) <sup>1</sup>	2 (2) <sup>1</sup>
Canada	6 (11) <sup>1</sup>	1 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Colombia	6 (8) <sup>1</sup>	-5 (-2) <sup>1</sup>	-4 (-4) <sup>1</sup>
Costa Rica	16 (12) <sup>1</sup>	9 (3) <sup>1</sup>	0 (-3) <sup>1</sup>
Guatemala	16 (16) <sup>1</sup>	6 (7) <sup>1</sup>	1 (1) <sup>1</sup>
Mexico	12 (14) <sup>1</sup>	2 (4) <sup>1</sup>	1 (1) <sup>1</sup>
Panama	8 (8) <sup>1</sup>	-1 (0) <sup>1</sup>	-3 (-5) <sup>1</sup>
Peru	7 (7) <sup>1</sup>	0 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
United States	13 (16) <sup>1</sup>	-3 (-2) <sup>1</sup>	-1 (-1) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	8 (9) <sup>1</sup>	-4 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
China	4 (4) <sup>1</sup>	-1 (-1) <sup>1</sup>	-3 (-3) <sup>1</sup>
Hong Kong	13 (13) <sup>1</sup>	0 (1) <sup>1</sup>	-2 (-2) <sup>1</sup>
India	21 (24) <sup>1</sup>	-10 (-7) <sup>1</sup>	-19 (-19) <sup>1</sup>
Japan	22 (23) <sup>1</sup>	2 (0) <sup>1</sup>	1 (0) <sup>1</sup>
New Zealand	15 (15) <sup>1</sup>	0 (0) <sup>1</sup>	4 (4) <sup>1</sup>
Singapore	8 (9) <sup>1</sup>	0 (1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Taiwan	20 (25) <sup>1</sup>	-2 (4) <sup>1</sup>	-1 (-2) <sup>1</sup>

<b>EMEA**</b>			
Austria	3 (7) <sup>1</sup>	0 (4) <sup>1</sup>	3 (3) <sup>1</sup>
Belgium	6 (6) <sup>1</sup>	5 (5) <sup>1</sup>	5 (5) <sup>1</sup>
Bulgaria	7 (11) <sup>1</sup>	1 (0) <sup>1</sup>	2 (0) <sup>1</sup>
Czech Republic	1 (3) <sup>1</sup>	-6 (-4) <sup>1</sup>	1 (1) <sup>1</sup>
Finland	1 (4) <sup>1</sup>	4 (2) <sup>1</sup>	7 (2) <sup>1</sup>
France	1 (2) <sup>1</sup>	-1 (0) <sup>1</sup>	3 (3) <sup>1</sup>
Germany	4 (7) <sup>1</sup>	-5 (-1) <sup>1</sup>	4 (4) <sup>1</sup>
Greece	2 (7) <sup>1</sup>	2 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Hungary	15 (17) <sup>1</sup>	5 (5) <sup>1</sup>	6 (6) <sup>1</sup>
Ireland	4 (5) <sup>1</sup>	-5 (-6) <sup>1</sup>	-3 (-3) <sup>1</sup>
Israel	7 (10) <sup>1</sup>	-4 (-1) <sup>1</sup>	2 (2) <sup>1</sup>
Italy	-2 (0) <sup>1</sup>	0 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Netherlands	5 (5) <sup>1</sup>	2 (2) <sup>1</sup>	2 (2) <sup>1</sup>
Norway	3 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
<b>Poland</b>	<b>4 (9)<sup>1</sup></b>	<b>-4 (-1)<sup>1</sup></b>	<b>-1 (-1)<sup>1</sup></b>
Portugal	5	1	-
Romania	6 (15) <sup>1</sup>	0 (3) <sup>1</sup>	5 (5) <sup>1</sup>
Slovakia	7 (9) <sup>1</sup>	1 (1) <sup>1</sup>	-3 (-3) <sup>1</sup>
Slovenia	13 (17) <sup>1</sup>	5 (5) <sup>1</sup>	13 (13) <sup>1</sup>
South Africa	8 (7) <sup>1</sup>	-1 (-1) <sup>1</sup>	1 (2) <sup>1</sup>
Spain	1 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>	0 (0) <sup>1</sup>
Sweden	6 (7) <sup>1</sup>	5 (5) <sup>1</sup>	2 (2) <sup>1</sup>
Switzerland	-3 (-2) <sup>1</sup>	-4 (-3) <sup>1</sup>	-3 (-3) <sup>1</sup>
Turkey	5 (10) <sup>1</sup>	-1 (0) <sup>1</sup>	-6 (-6) <sup>1</sup>
UK	6 (7) <sup>1</sup>	2 (2) <sup>1</sup>	1 (1) <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.

---

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labor market activity\* in Quarter 1 2017. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2017 as compared to the current quarter?”

The research from ManpowerGroup indicates job seekers across the globe will likely find some opportunities through the first three months of 2017. Hiring activity is expected to continue in the majority of the world’s labor markets and most outlooks remain relatively stable or improve from three months ago and last year at this time. Altogether, employers in 40 of 43 countries and territories intend to add to their payrolls by varying degrees at the start of 2017, and the survey reveals few signs that uncertainty associated with the Brexit vote or the U.S. election will result in any significant labor market volatility. Instead, employers appear content to keep a watchful eye on marketplace conditions and adjust workforce levels according to their business needs.

Overall, forecasts are mixed in comparison to the Quarter 4 2016 and Quarter 1 2016 surveys. Hiring plans improve in 19 of 43 countries and territories when compared quarter-over-quarter, decline in 17, and are unchanged in seven. Outlooks strengthen in 20 countries and territories year-over-year, weaken in 18, and are unchanged in four. First-quarter hiring confidence is strongest in Taiwan, India, Japan, Hungary and Slovenia. The weakest forecasts are reported in Brazil, Switzerland and Italy.

Job gains are expected in nine of the 10 countries surveyed in the Americas. Hiring confidence strengthens in four countries, declines in four, and is unchanged in two when compared to the final three months of 2016. Year-over-year, hiring prospects improve in four countries but weaken in the remaining six. The strongest first-quarter hiring plans are

reported in both Guatemala and the United States, while employers in Brazil expect payrolls to shrink for the eighth consecutive quarter and report the weakest hiring plans across the region as well as across the globe.

Employers expect staffing levels to increase by varying degrees in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region. When compared quarter-over-quarter, hiring plans improve in 12 countries, weaken in 10 and are unchanged in three. In a year-over-year comparison, outlooks improve in 15 countries, decline in seven and are unchanged in two.\*\* The region’s most optimistic first-quarter hiring plans are reported in Hungary and Slovenia with employers in both countries expecting the strongest labor market activity since the surveys were launched in their respective countries. Conversely, the weakest employer sentiment is reported in Switzerland where the outlook slips into negative territory for the first time in two years and in Italy where labor market activity is expected to be flat in the first three months of the year.

Employers in all eight Asia Pacific countries and territories expect workforce gains in the January-March time frame. When first-quarter forecasts are compared with the final three months of 2016, hiring plans strengthen in three countries/territories, weaken in three and are unchanged in two. In a year-over-year comparison hiring is expected to accelerate only in New Zealand, slow in five other countries/territories and remain unchanged in two. Taiwanese employers expect the strongest hiring pace in the region as well as across the globe. Meanwhile, Chinese employers report the region’s most cautious hiring plans.

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/meos](http://www.manpowergroup.com/meos). The next ManpowerGroup Employment Outlook Survey will be released on 14 March 2017 and will detail expected labor market activity for the second quarter of 2017.

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

\*\* Portugal joined the survey in Quarter 3 2016 and has no year-over-year trend data to compare at this point.

---

# International Comparisons – Americas

ManpowerGroup interviewed over 23,000 employers from 10 countries throughout North, Central and South America for the Quarter 1 2017 survey. First-quarter payrolls are expected to grow in all countries except Brazil.

The region's most optimistic hiring plans are reported in Guatemala and the U.S. with approximately one of every five employers in both countries expecting to add to their payrolls in the January-March time frame. Employer confidence in the U.S. is strongest in the Leisure & Hospitality sector with upbeat forecasts also reported in the Wholesale & Retail Trade and Transportation & Utilities sectors. In Guatemala one of every four employers surveyed in the Manufacturing sector plans to hire, boosting that sector's forecast to its most optimistic level since early 2010.

Opportunities for Canadian job seekers are expected to be the strongest in three years. Public Administration sector employers report the first quarter's most active hiring plans and the forecast climbs to its most optimistic level since Quarter 4 2008. Increasingly favorable forecasts are also reported in both the Durable and Non-Durable Manufacturing sectors as the weak Canadian dollar is expected to boost U.S. demand for manufactured output.

In Mexico, employer confidence remains upbeat with workforce gains expected in all industry sectors and regions. The strongest hiring intentions are reported in both the Transport & Communications sector and the Manufacturing sector where anticipated job gains are boosted in large part by automotive industry hiring plans.

Meanwhile, the hiring pace in Costa Rica is expected to remain steady through the first three months of the year with upbeat forecasts reported in most industry sectors and regions. Outlooks are also positive across Panama's industry sectors, but hiring is expected to be moderately slower in comparison to year-ago levels.

Colombia's employers anticipate some opportunities for job seekers in the next three months. However, the outlook dips for the third consecutive quarter to its least optimistic level since Quarter 3 2009, weighed down by the weakest Services sector forecast reported since the survey was launched in Quarter 4 2008 and the gloomiest Mining sector forecast since this sector began reporting separately in 2013.

Hiring plans are uniformly positive across Peru's industry sectors and regions. However, despite sharp year-over-year gains in the Construction and Mining sectors, overall hiring activity is expected to be little changed when compared to the prior quarter and last year at this time.

High inflation continues to temper employer confidence in Argentina. But the overall forecast remains cautiously optimistic with payrolls expected to grow in most industry sectors and regions. The Agriculture sector forecast is the strongest in more than five years following four consecutive quarters of growth and expectations of a record grain harvest.

Once again Brazilian employers report the weakest hiring plans across the region, as well as across the globe, and the forecast remains mired in negative territory for the eighth consecutive quarter. Prospects for job seekers in the Construction sector remain dim, and the Services sector forecast grows more negative following steep quarter-over-quarter and year-over-year declines.

---

*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.*

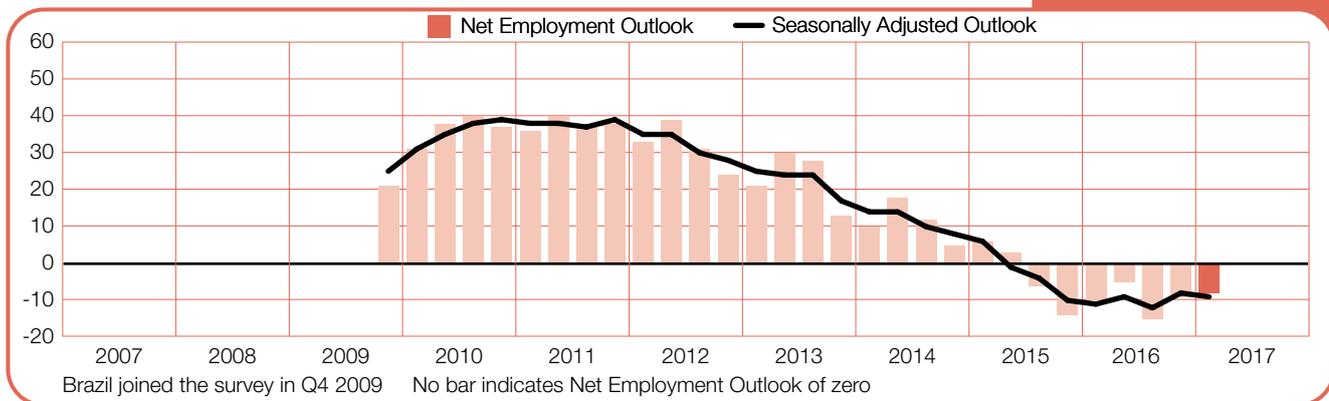
## Argentina

**+7 (+6)%**



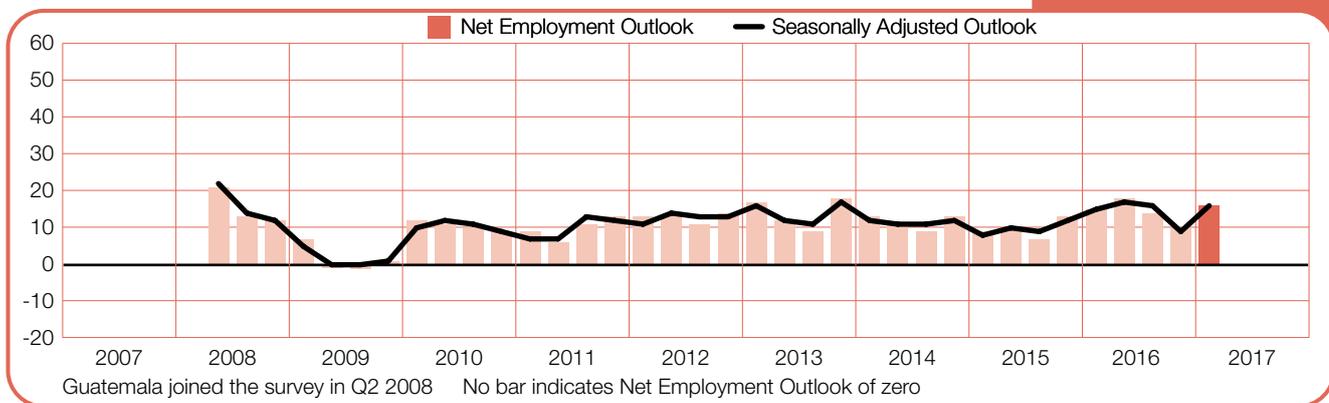
## Brazil

**-8 (-9)%**



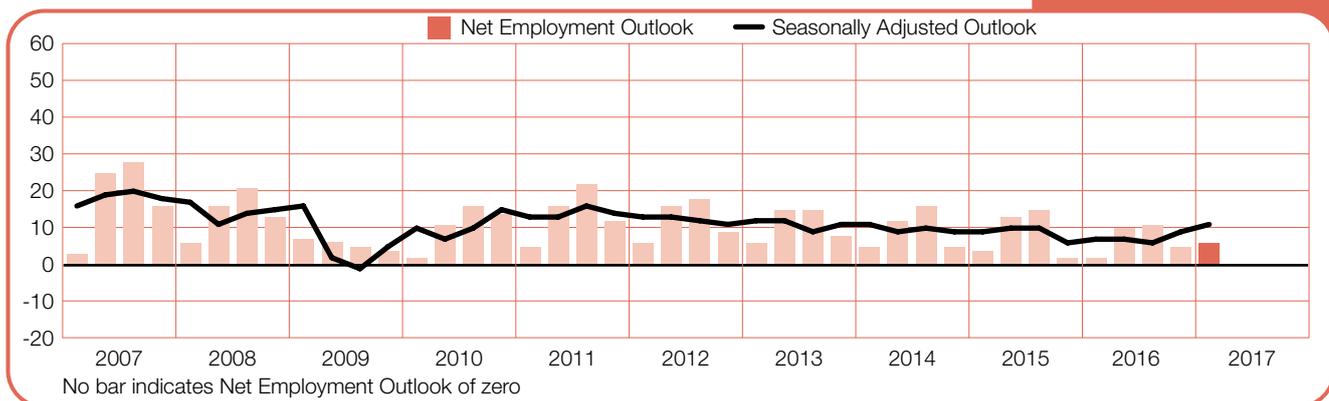
## Guatemala

**+16 (+16)%**



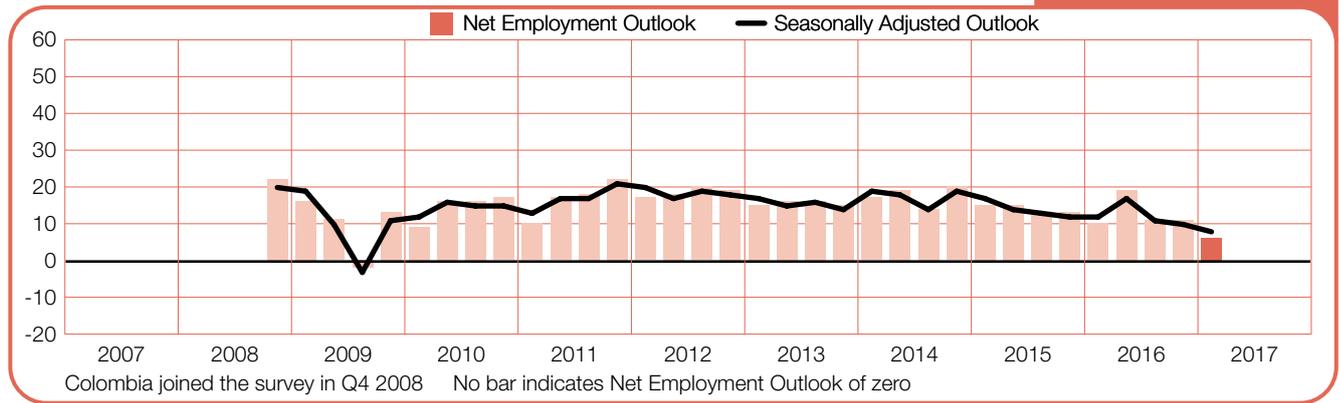
## Canada

**+6 (+11)%**



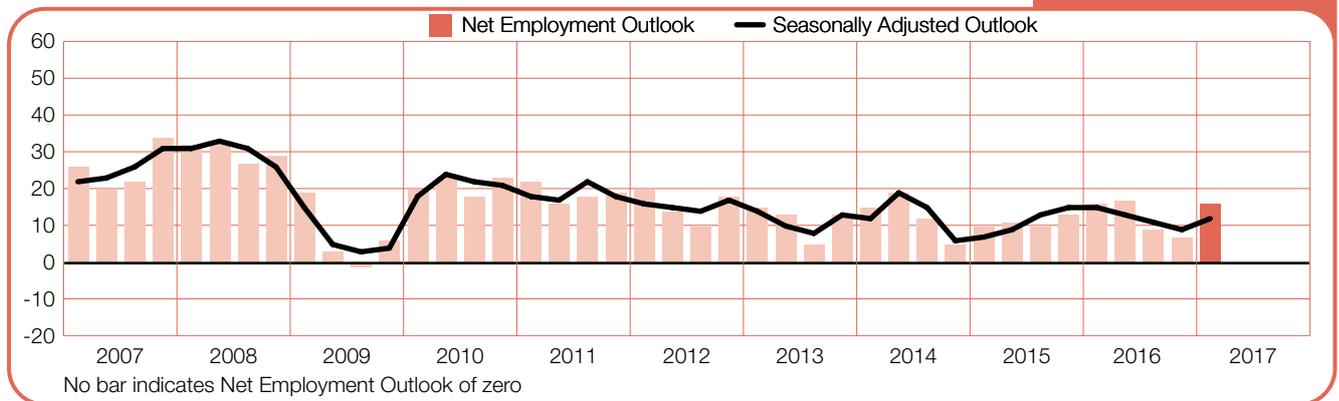
## Colombia

**+6 (+8)%**



## Costa Rica

**+16 (+12)%**



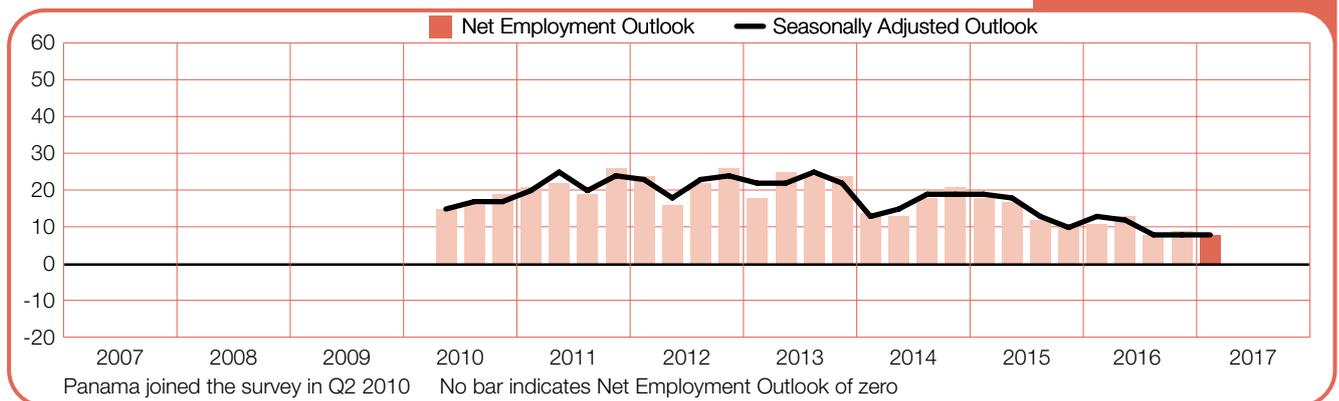
## Mexico

**+12 (+14)%**



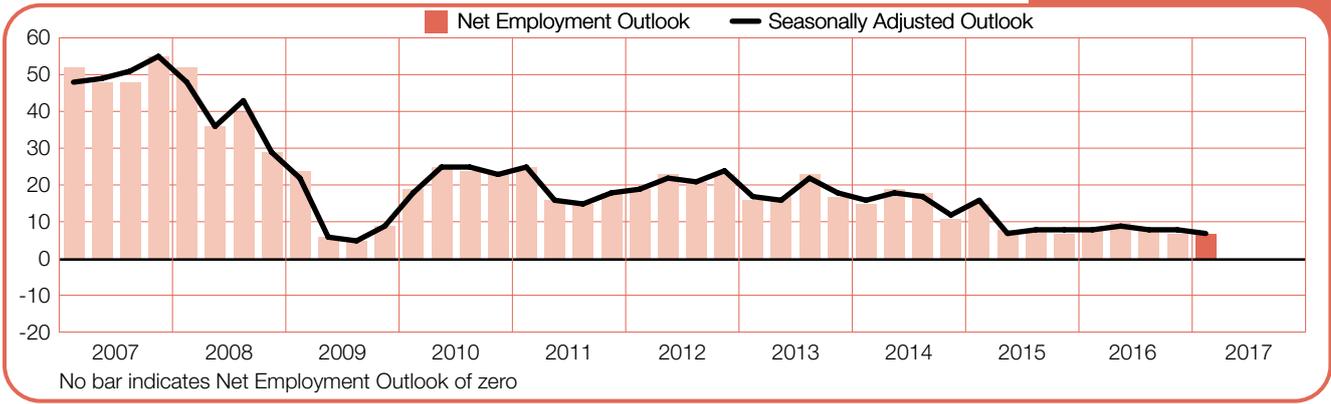
## Panama

**+8 (+8)%**



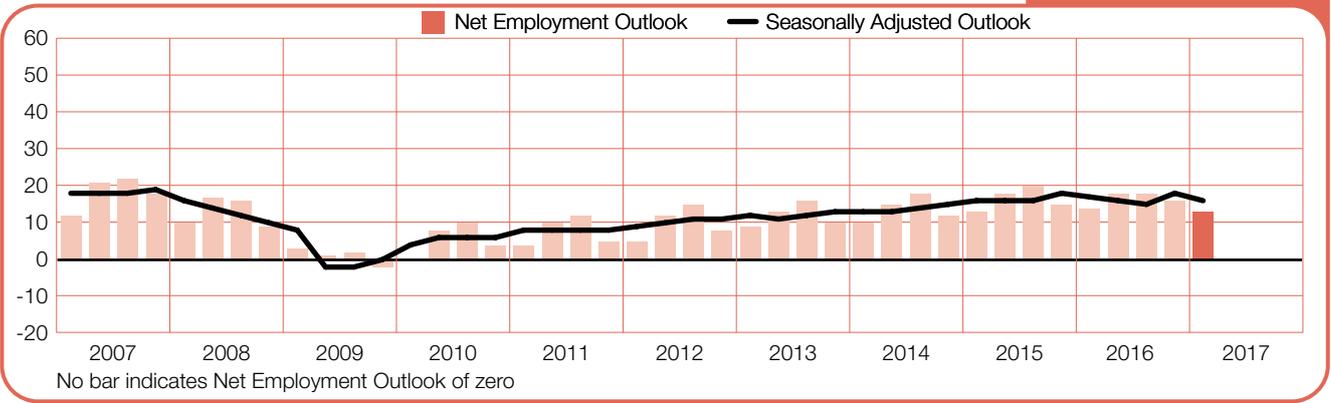
# Peru

**+7 (+7)%**



# United States of America

**+13 (+16)%**



---

# International Comparisons – Asia Pacific

Nearly 15,000 employers were interviewed in the Asia Pacific region. Employers in each of the eight countries and territories intend to add to their workforces through the first three months of the year, although hiring expectations vary widely.

Taiwan's employers report the region's strongest first-quarter hiring intentions as well as the most optimistic outlook among the survey's 43 participating countries and territories. Buoyed by expectations of continued export growth and improving private consumption figures, one of every four Taiwanese employers expect to add to their workforces in the January-March time frame.

India's hiring pace is expected to slow for the fourth consecutive quarter, and employer optimism dips to its least optimistic level since Quarter 3 2013. However, more than one in five Indian employers tell us they intend to add to their payrolls through the next three months. As a result, India's hiring pace is expected to be stronger than all countries and territories participating in the survey except Taiwan. Employers predict solid levels of job growth in each of India's seven industry sectors, with particular emphasis on knowledge workers across virtually every industry sector.

Opportunities for job seekers in Japan remain strong, and a quarter of all employers anticipate adding to their payrolls in the January-March time frame. However, securing the talent they need continues to prove an elusive goal for most employers in Japan. As ManpowerGroup's recent Talent Shortage Survey reveals, employers remain challenged by a shrinking pool of available talent and few prospects that a solution to the shortage will be found soon.

Employers in China remain cautiously optimistic with some payroll growth forecast in all industry sectors and regions. However, nearly two thirds of survey respondents replied with "Don't Know" when asked to share their hiring plans for the January-March time frame. This uncertainty may signal an expanding effort to maintain workforce flexibility and adjust payrolls as needed as the country continues its transition to a more services-oriented economy.

Australia's efforts to emphasize non-mining sectors of the economy appear to be maintaining traction. Employers across all sectors and regions expect varying degrees of payroll gains, with the most opportunities for job seekers expected in the Services and Finance, Insurance & Real Estate sectors.

Employer hiring plans are also uniformly positive in New Zealand. The forecast indicates that the most active labor markets will be in the Transportation & Utilities and Mining & Construction sectors.

Elsewhere, the hiring climate in Hong Kong is expected to remain favorable despite an overall slowdown in retail and tourism activity. Services sector employers report the first quarter's strongest outlook, with steady hiring also expected in the Mining & Construction sector where a quarter of the employers surveyed say they intend to add to payrolls in the January-March period.

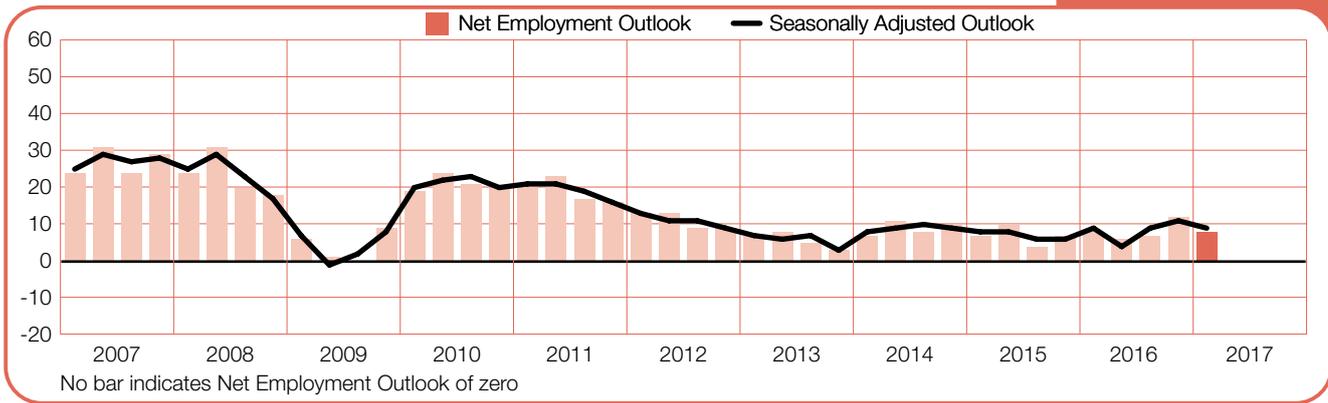
Employers in most of Singapore's industry sectors expect varying degrees of job growth. The exception is the Wholesale & Retail Trade sector where the outlook has gradually declined for four consecutive quarters and employers report their first negative forecast since the 2009 recession.

---

*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.*

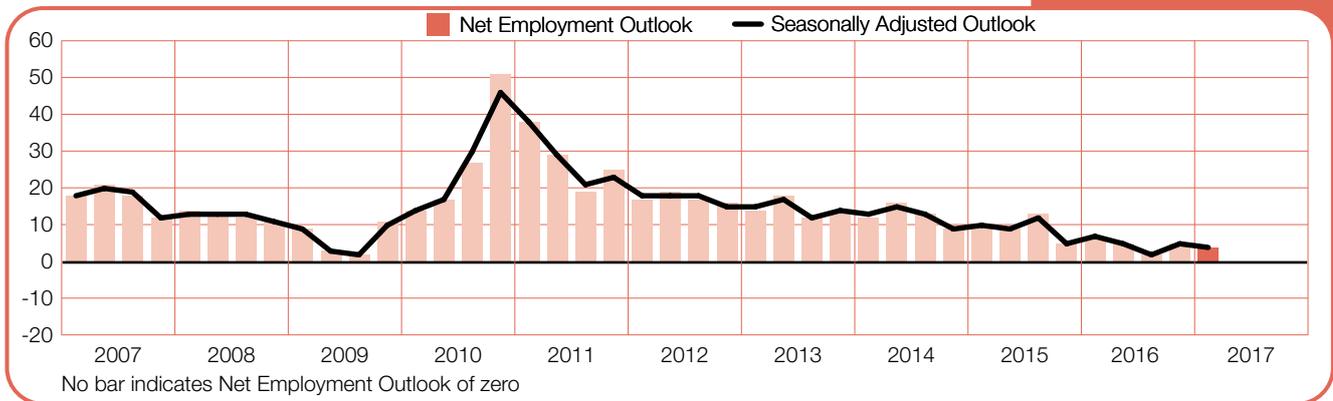
## Australia

**+8 (+9)%**



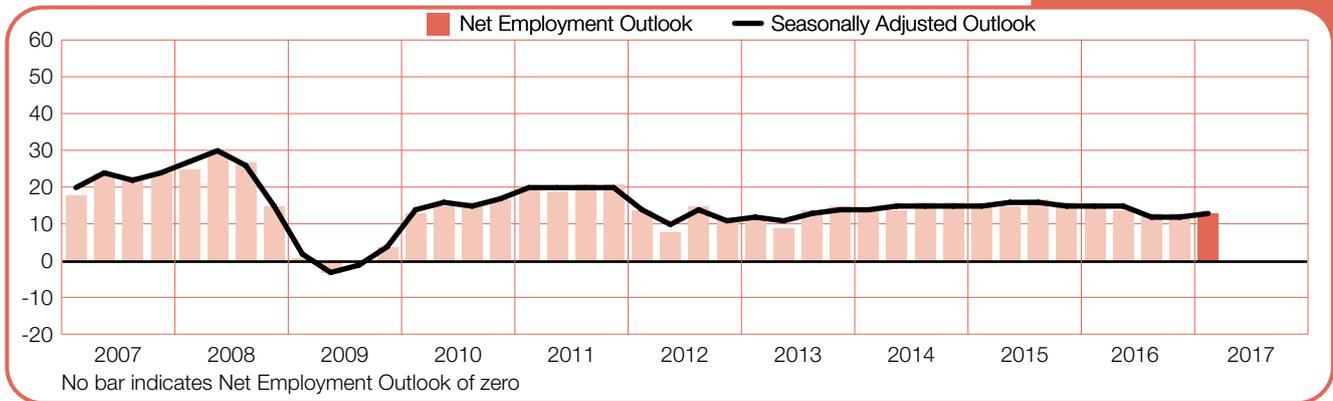
## China

**+4 (+4)%**



## Hong Kong

**+13 (+13)%**



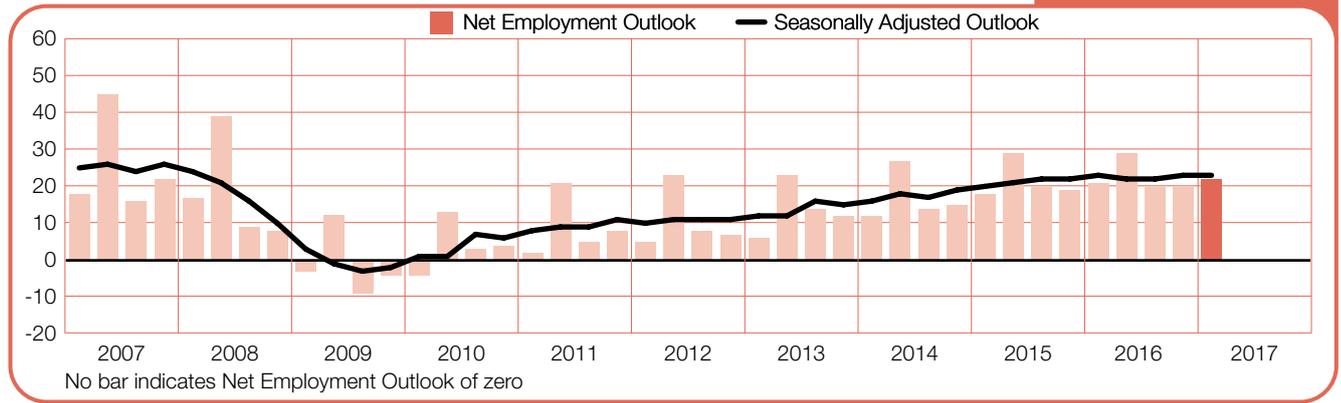
## India

**+21 (+24)%**



## Japan

**+22 (+23)%**



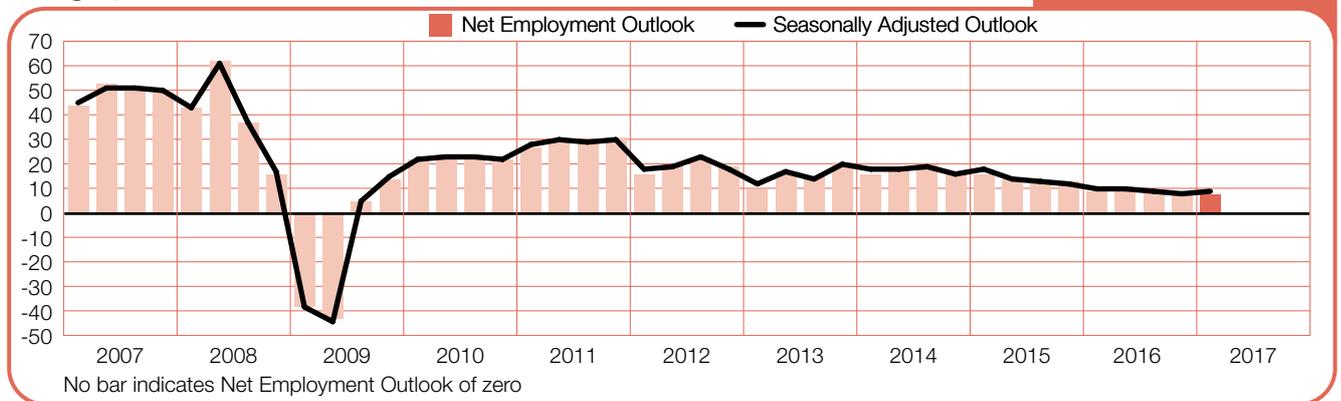
## New Zealand

**+15 (+15)%**



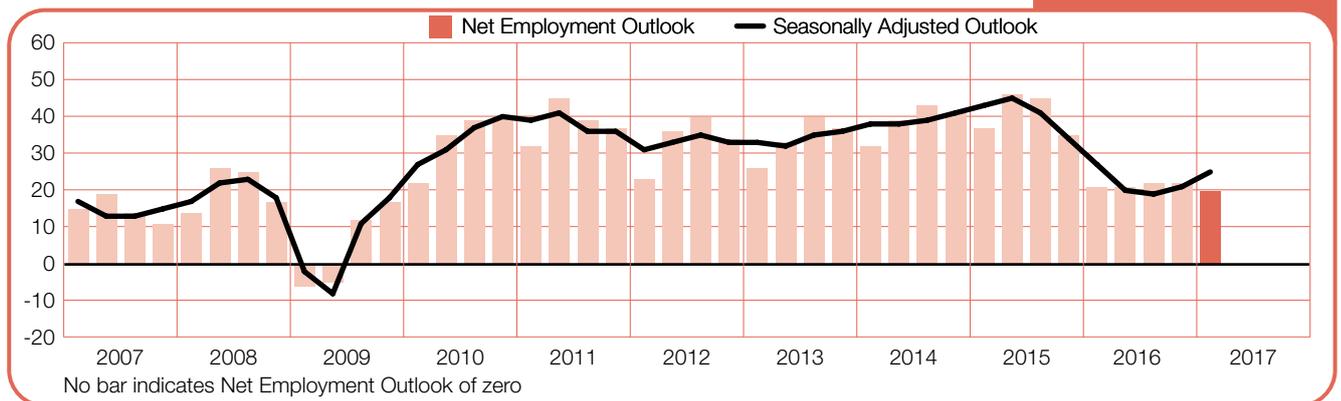
## Singapore

**+8 (+9)%**



## Taiwan

**+20 (+25)%**



---

# International Comparisons – EMEA

ManpowerGroup interviewed nearly 21,000 employers in 25 countries in the Europe, Middle East and Africa (EMEA) region. Some level of job growth is expected in all of the countries during the January-March time frame except in Italy and Switzerland.

Employers in Hungary and Slovenia report the strongest first-quarter forecasts, and hiring intentions in both countries are the most optimistic reported since their respective surveys were launched. Hungary's upbeat outlook is fueled by unprecedented optimism in both the Construction and Wholesale & Retail Trade sectors. Similarly, Slovenia's forecast is underpinned by the most optimistic forecasts reported to date in five of the country's 10 industry sectors, with the Construction and Wholesale & Retail Trade sector outlooks also included among the five.

Job seekers will likely find similarly favorable first-quarter hiring opportunities in both Romania and Bulgaria. Romania's outlook is the strongest since Quarter 4 2008, with most hiring activity expected in the Manufacturing and Wholesale & Retail Trade sectors where approximately three of every 10 employers say they intend to add to their payrolls. Bulgaria's forecast is highlighted by the strongest outlooks reported in the Finance, Insurance & Real Estate, Manufacturing, and Wholesale & Retail Trade sectors since the survey began.

Noteworthy advances in employer confidence are also evident in Belgium with the strongest forecast reported since Quarter 3 2011. The outlook is buoyed, in large part, by the most optimistic hiring intentions reported in more than five years in the Finance & Business Services sector.

Similarly, Austrian forecasts in both the Manufacturing and Agriculture sectors are the strongest since Quarter 4 2008, and help boost the country's overall outlook to a level last reported in Quarter 3 2012.

Employer confidence is trending in the opposite direction in Ireland. The outlook grows more

conservative as forecasts soften in most industry sectors and regions in both quarter-over-quarter and year-over-year comparisons.

Elsewhere, workforce gains are expected to be modest. Employers in the United Kingdom remain resilient following the Brexit referendum, with hiring plans actually improving slightly from the prior quarter and remaining relatively stable when compared to last year at this time.

Some level of payroll growth is expected across all industry sectors in Germany, with the most opportunities expected in the Finance & Business Services sector. The survey indicates the hiring pace in France will be more subdued, but job growth is anticipated in most industry sectors, particularly in the Transport, Storage & Communications sector where the outlook climbs considerably from both the prior quarter and last year at this time.

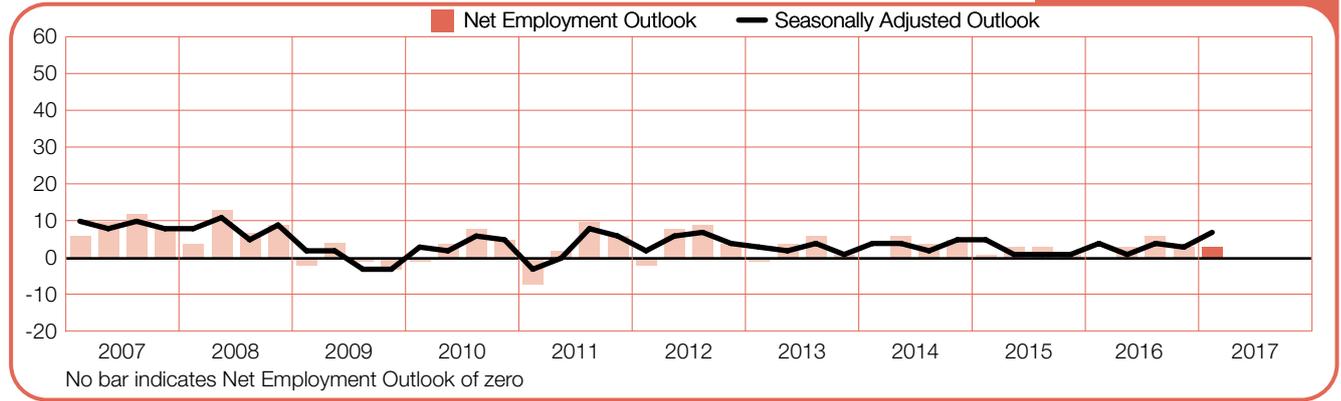
Employer hiring confidence is decidedly more muted in Italy and Switzerland. Italy's outlook is relatively stable in comparison to the prior quarter and last year at this time, but hiring intentions are negative in six of 10 industry sectors and two of four regions. The Swiss forecast drifts again into negative territory for the first time in two years, dipping slightly in both quarter-over-quarter and year-over-year comparisons.

---

*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.*

## Austria

**+3 (+7)%**



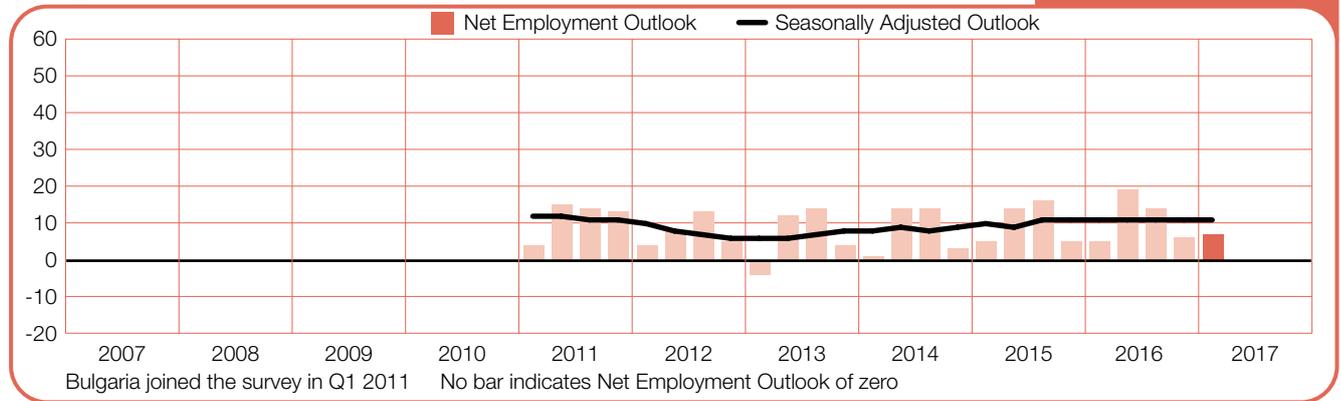
## Belgium

**+6 (+6)%**



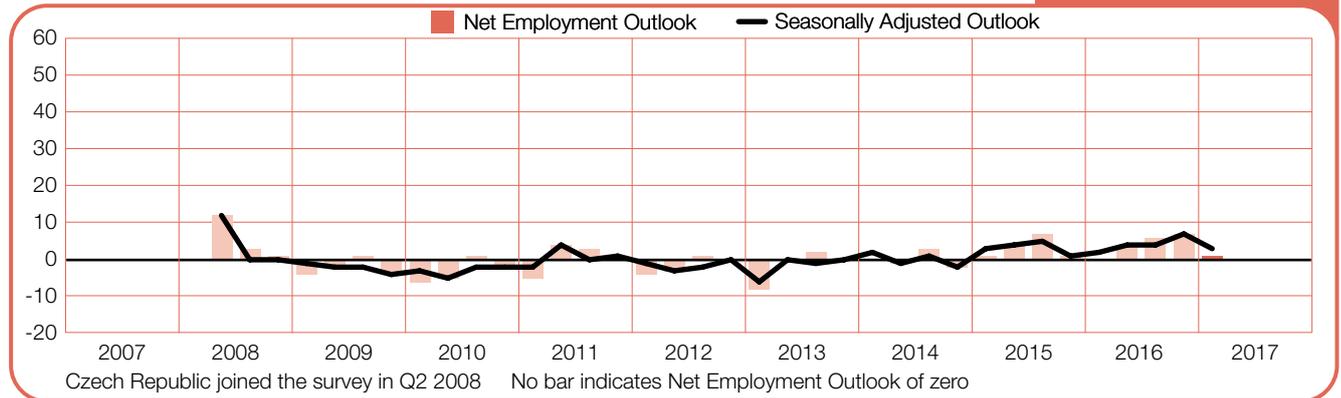
## Bulgaria

**+7 (+11)%**



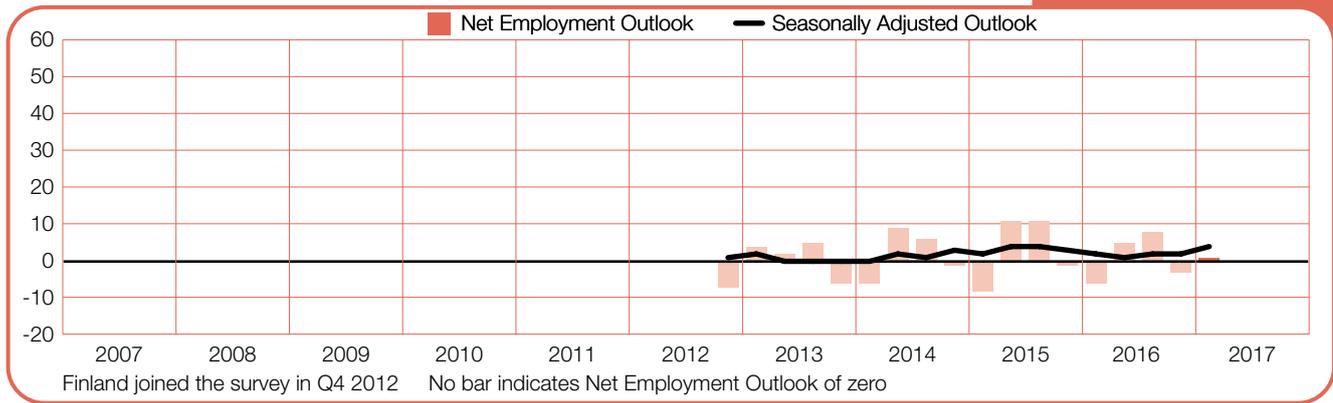
## Czech Republic

**+1 (+3)%**



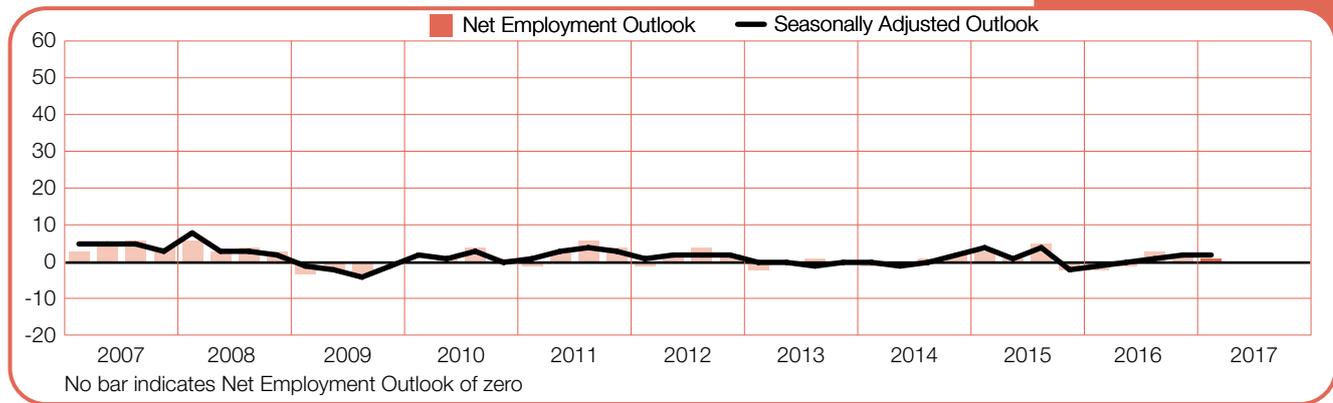
## Finland

+1 (+4)%



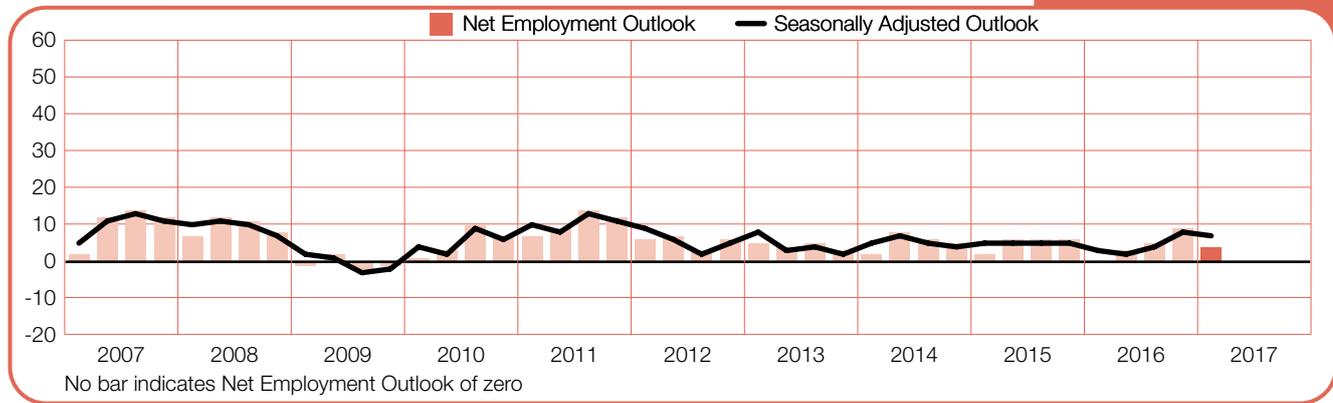
## France

+1 (+2)%



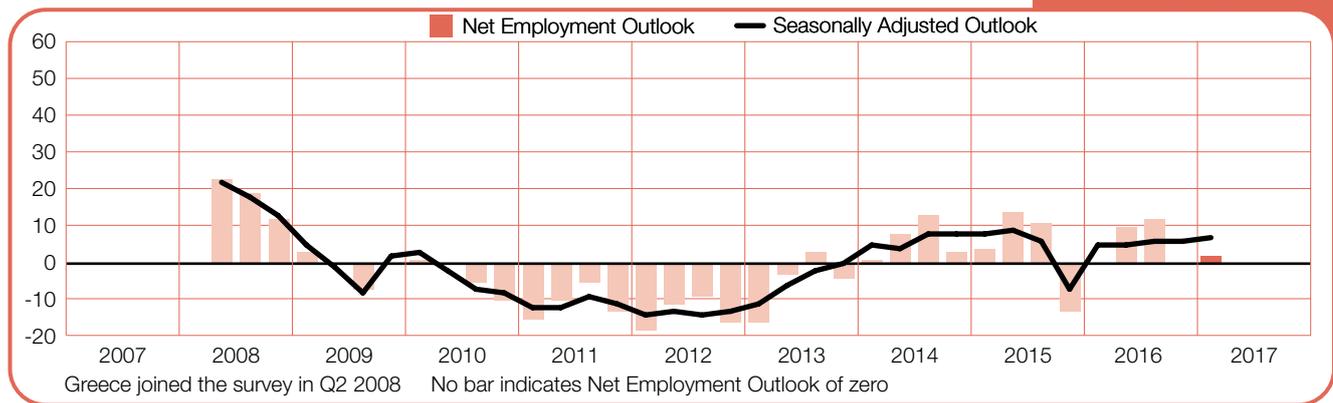
## Germany

+4 (+7)%



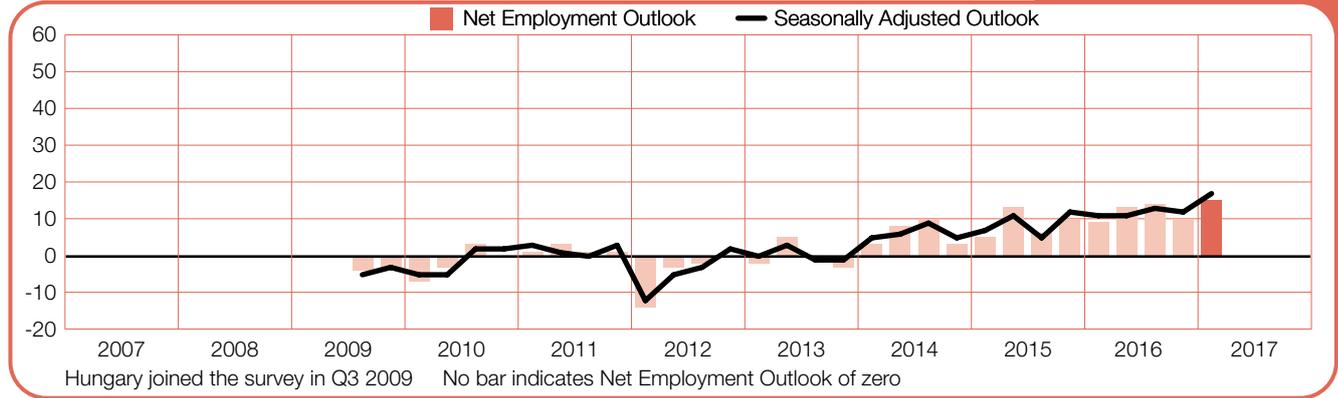
## Greece

+2 (+7)%



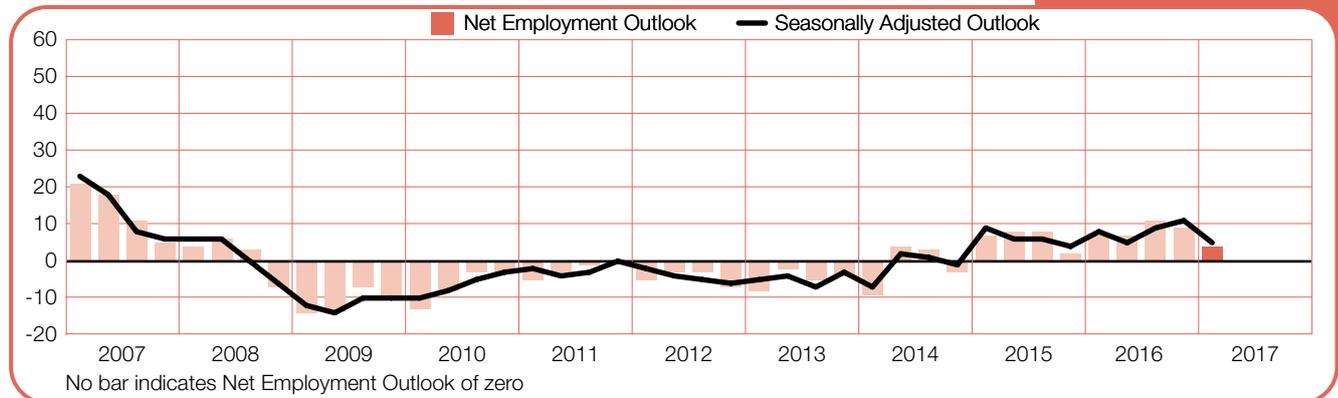
# Hungary

**+15 (+17)%**



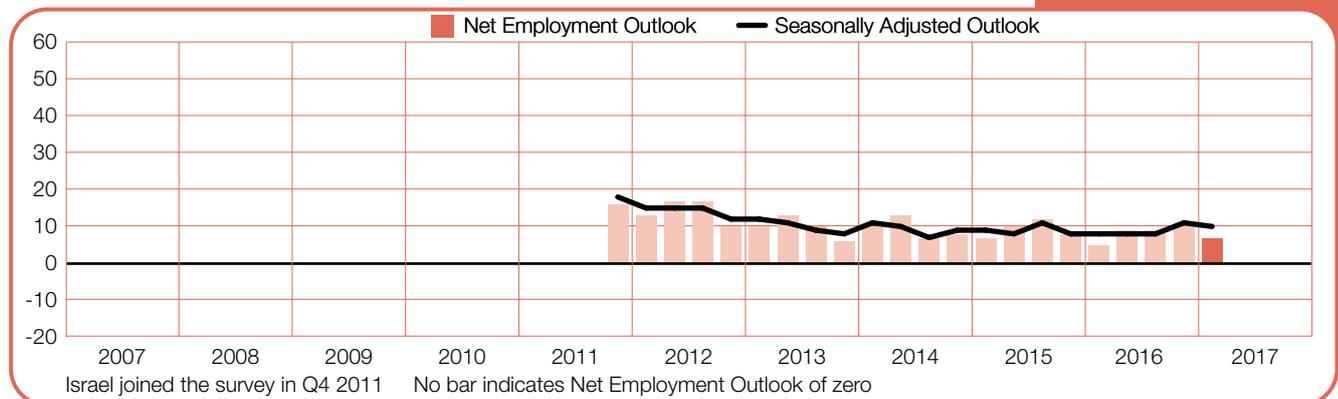
# Ireland

**+4 (+5)%**



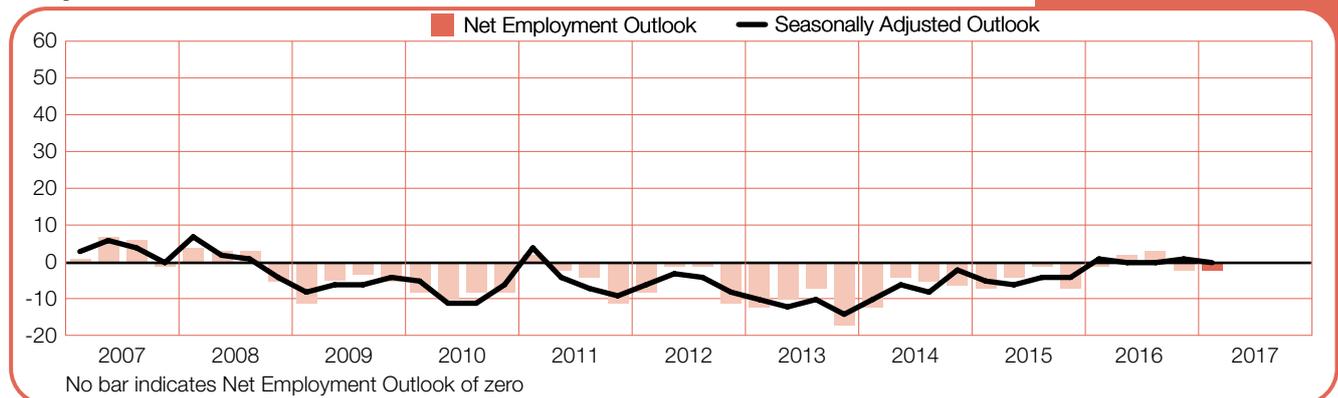
# Israel

**+7 (+10)%**



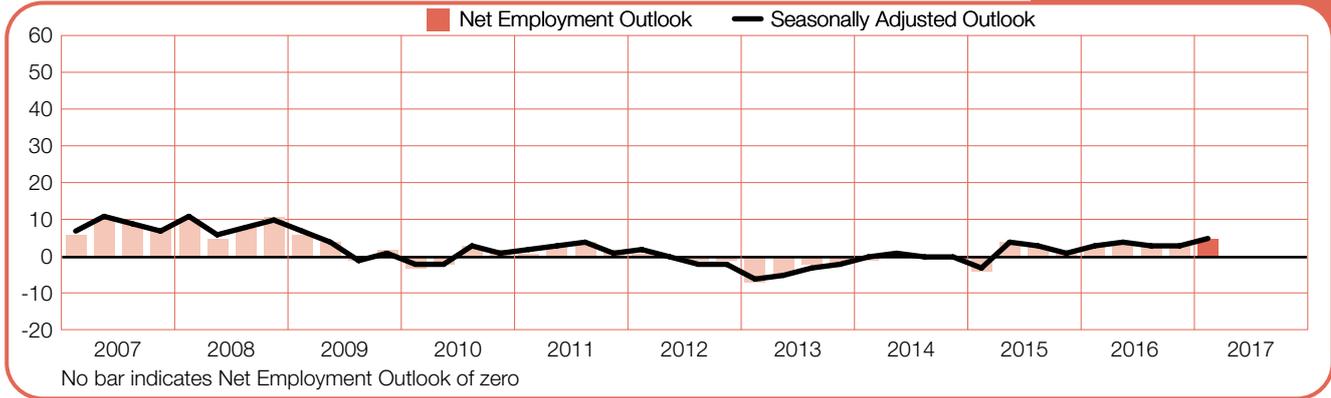
# Italy

**-2 (0)%**



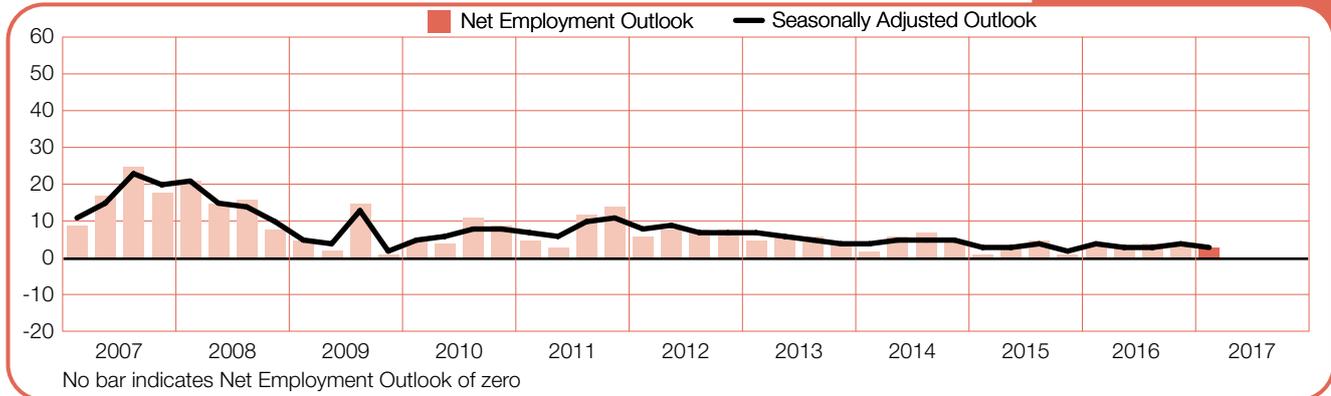
## Netherlands

+5 (+5)%



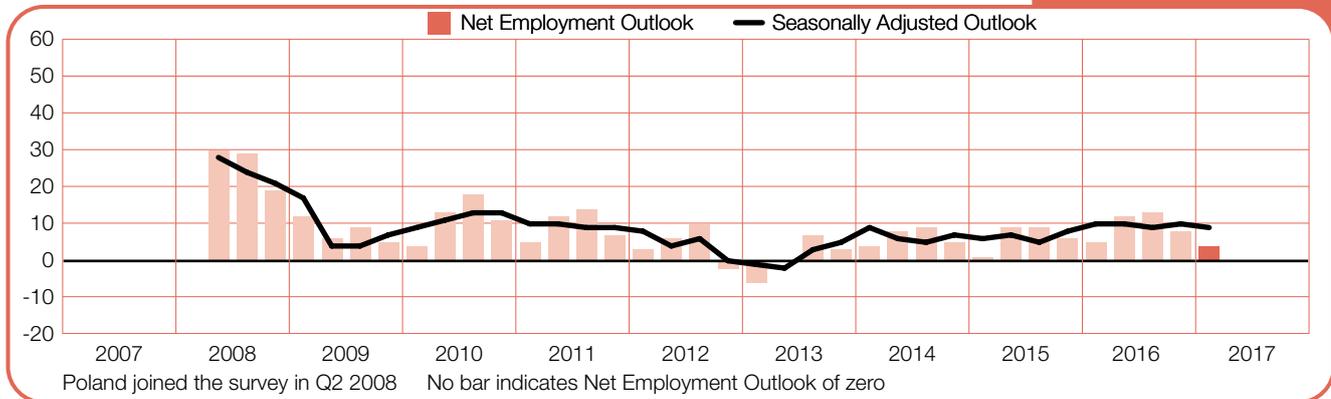
## Norway

+3 (+3)%



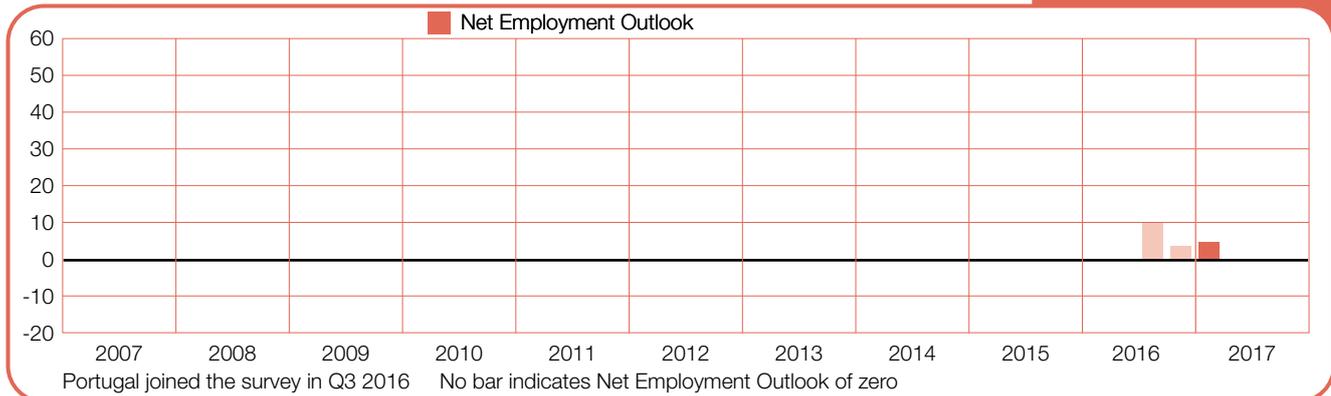
## Poland

+4 (+9)%



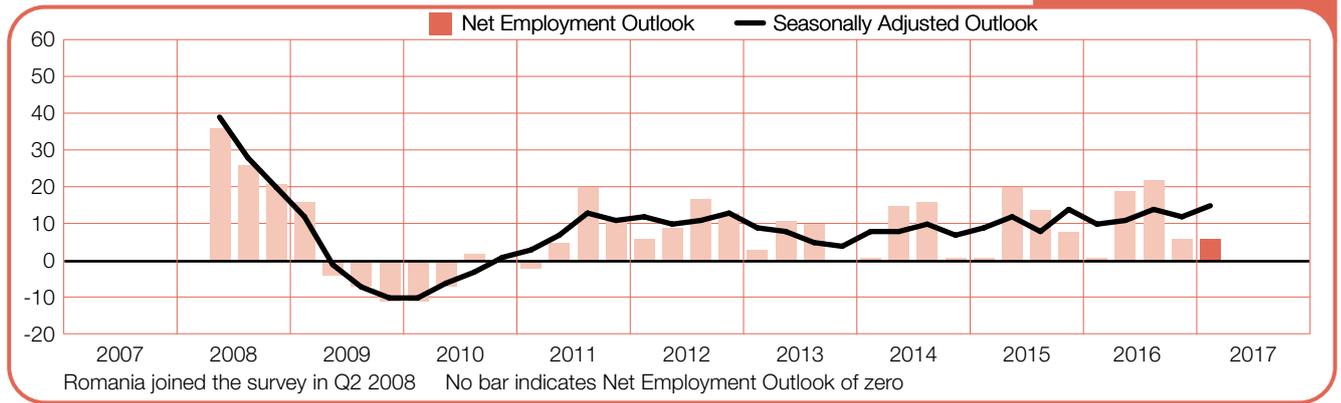
## Portugal

+5%



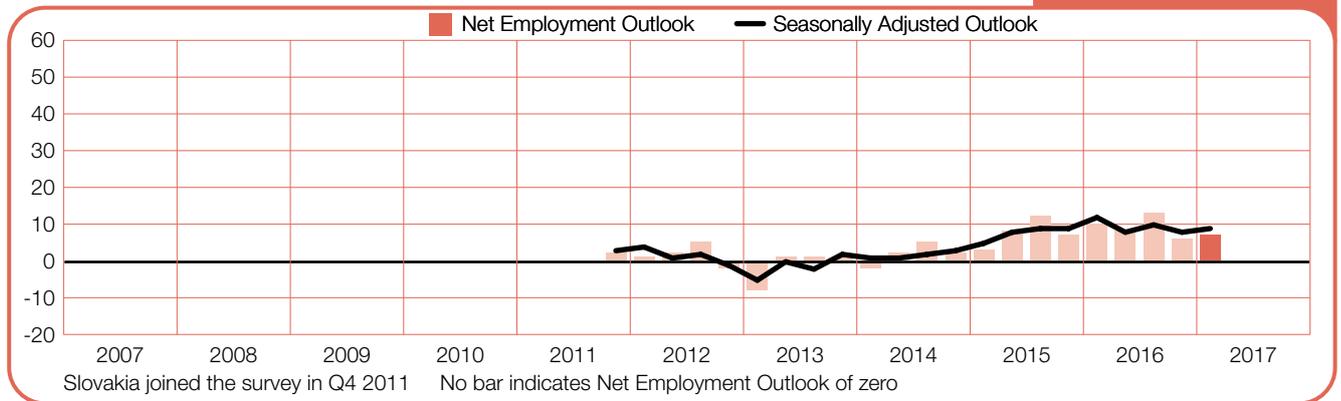
## Romania

**+6 (+15)%**



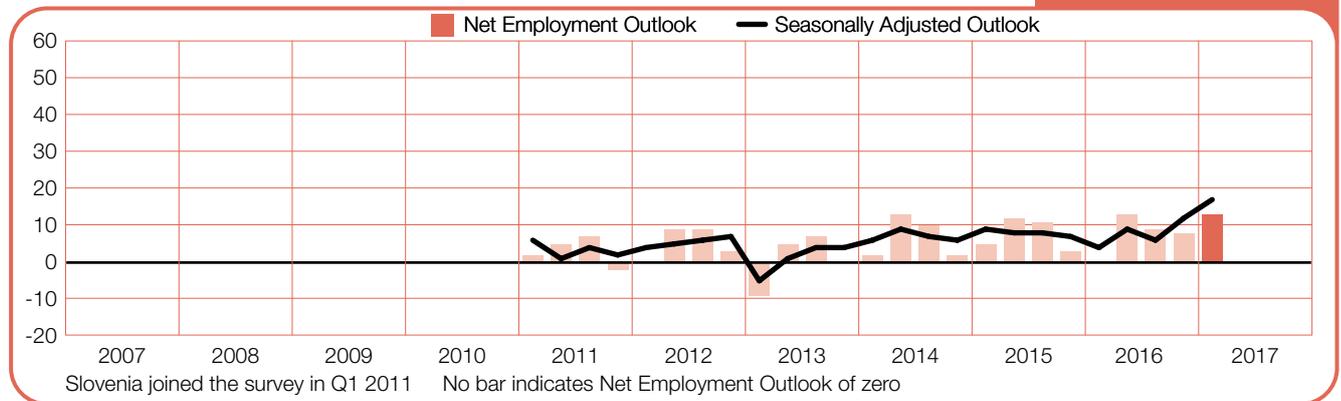
## Slovakia

**+7 (+9)%**



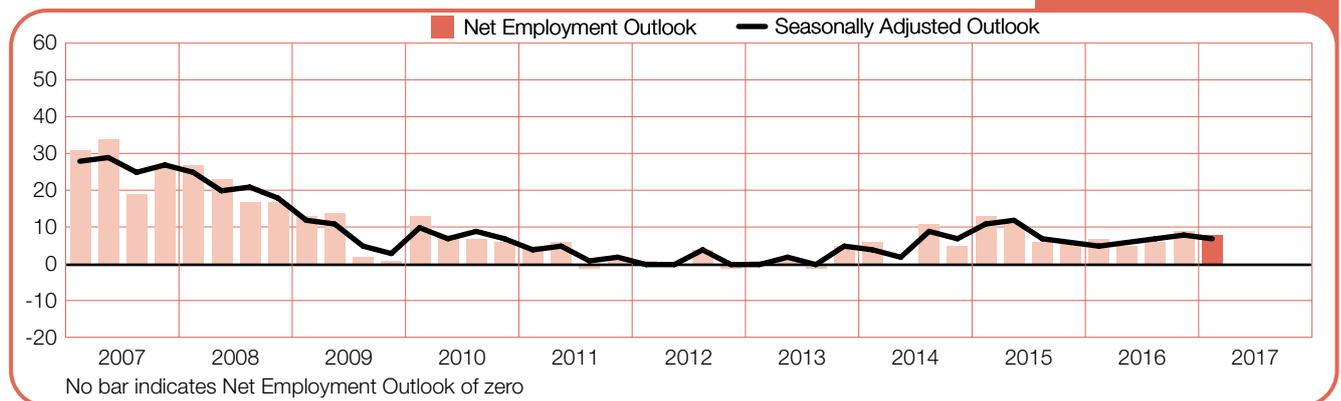
## Slovenia

**+13 (+17)%**



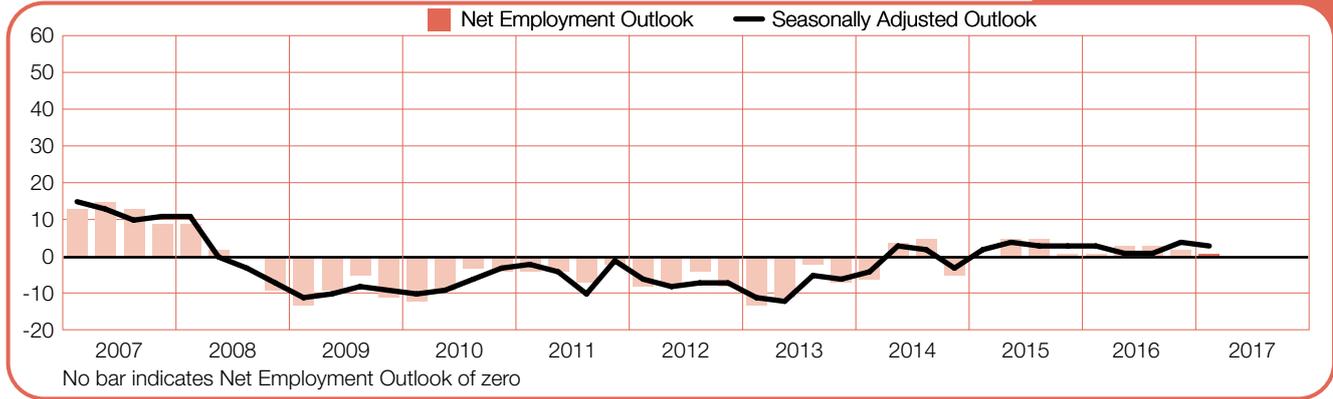
## South Africa

**+8 (+7)%**



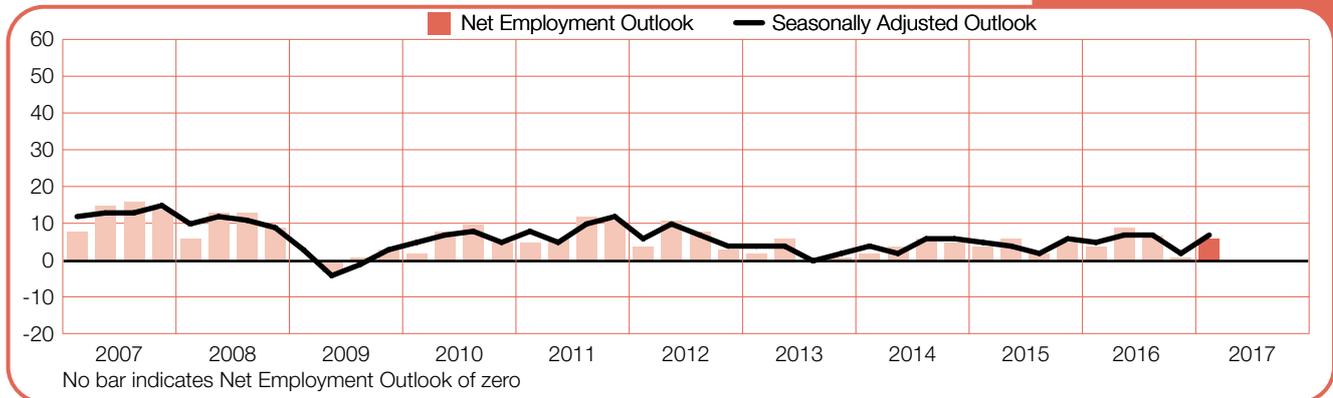
## Spain

**+1 (+3)%**



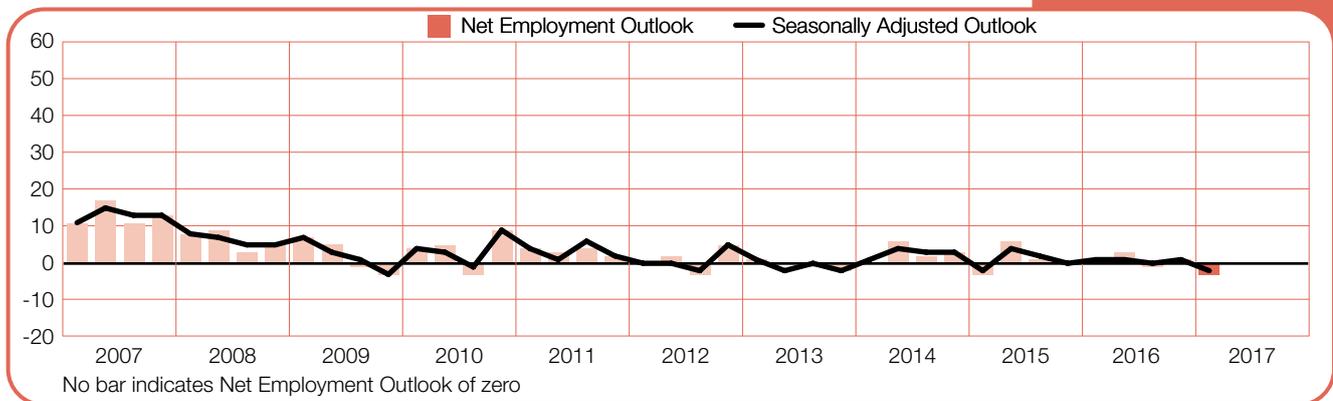
## Sweden

**+6 (+7)%**



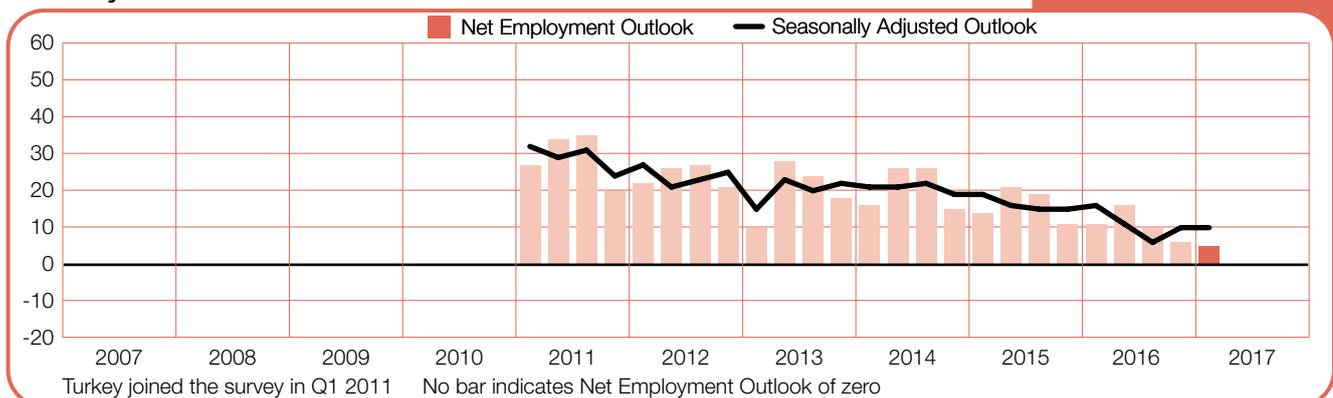
## Switzerland

**-3 (-2)%**



## Turkey

**+5 (+10)%**



# United Kingdom

+6 (+7)%



---

# 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 nearly 59,000 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 1Q 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 March 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 October 19th and November 1st, 2016.

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.

---

## 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.

---

# 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](http://www.manpowergroup.com).

---

## 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).

ManpowerGroup, ul. Prosta 68, 00-838 Warszawa  
Tel.: (+48) 22 50 40 715, [manpowergroup@pl.manpowergroup.com](mailto:manpowergroup@pl.manpowergroup.com)  
[www.manpowergroup.pl](http://www.manpowergroup.pl)

© 2016, ManpowerGroup. All rights reserved.



ManpowerGroup™