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Manpower Employment Outlook Survey: Polish employers report encouraging signs for job seekers in the first-quarter

Employers in Poland report encouraging hiring intentions for the eleventh consecutive quarter. Employers in all 10 industry sectors and in all six regions are expecting to grow staffing levels by varying margins during the next three months. The strongest labor markets are expected in the Manufacturing, the Construction and the Wholesale & Retail Trade sectors. Opportunities for job seekers are expected to be the strongest since Q4 2011.

Warsaw, Poland, 8 December 2015 – Polish employers report fair hiring prospects for Quarter 1 2016 according to the Manpower Employment Outlook Survey released today by ManpowerGroup in Poland. The seasonally adjusted Net Employment Outlook stands at +9% - increasing by 2 percentage points quarter-over-quarter and 4 points year-over-year. Of the 752 Polish employers surveyed, 11 percent anticipate adding to their workforces in the coming quarter, 6 percent plan reductions and 79 percent expect no change.

„We finish this year with a very good situation at labor market and we can suppose 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 all of them we observed optimistic hiring plans. Heading into 2015, 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. The future situation looks encouraging and we expect that employer optimism will still grow stronger,”* adds **Iwona Janas**.

Employers in all 10 industry sectors¹ expect to increase staffing levels during the January-March period. The strongest labor markets are anticipated by employers in the Manufacturing sector and the Construction sector, where Net Employment Outlooks stand at +18% and +17%, respectively. Wholesale & Retail Trade sector employers forecast steady workforce gains with an Outlook of +15% while Public & Social sector employers report a cautiously optimistic Outlook of +10%. Elsewhere, Outlooks stand at +8% in the Agriculture, Hunting, Forestry & Fishing sector and +6% in the Transport, Storage & Communication sector. The weakest Outlook of +1% is reported by Mining & Quarrying sector employers.

“Many ManpowerGroup operations corroborate the recent Talent Shortage Survey and report that employers continue to be frustrated by their inability to source specific talents, including many skilled trades, IT specialists, engineers. This is the big issue for recent labor market and it shows no signs of going away. This is forcing employers to invest in employer branding and incentive

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.

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. In this situation contact with employment agency for candidates is a source of even greater number of different jobs,” comments **Iwona Janas**.

Quarter-over-quarter, employers in six of the 10 industry sectors report stronger hiring plans. A considerable increase of 16 percentage points is reported by Electricity, Gas & Water Supply sector employers while the Manufacturing sector Outlook is 8 percentage points stronger. Hiring prospects improve by 4 percentage points in both the Construction sector and the Wholesale & Retail Trade sector. Meanwhile, Outlooks weaken in four sectors, including the Transport, Storage & Communication sector, with a decrease of 7 percentage points, and the Agriculture, Hunting, Forestry & Fishing sector, where employers report a decline of 3 percentage points.

Year-over-year, hiring intentions strengthen in seven of the 10 industry sectors, most notably by 11 percentage points in the Agriculture, Hunting, Forestry & Fishing sector. The Outlook for the Public & Social sector improves by 9 percentage points while increases of 8 percentage points are reported in both the Construction sector and the Electricity, Gas & Water Supply sector. However, employers in the Transport, Storage & Communication sector report weaker hiring prospects with a decline of 3 percentage points.

Employers in all six regions² expect to grow staffing levels during the coming quarter. The strongest labor market is forecast by employers in the East (lubelskie, podkarpackie, świętokrzyskie, podlaskie) who report a Net Employment Outlook of +15%. South-West employers (dolnośląskie, opolskie) also anticipate steady payroll growth, reporting an Outlook of +13%, while the Outlook for the North-West (wielkopolskie, zachodniopomorskie, lubuskie) stands at +10%. Elsewhere, Outlooks of +7% are reported in the North (with kujawsko-pomorskie, warmińsko-mazurskie, pomorskie) and the South (małopolskie, śląskie), while employers in Central Poland (łódzkie, mazowieckie) report an Outlook of +6%.

When compared with the previous quarter, Outlooks improve in five of the six regions. The most noteworthy increase of 8 percentage points is reported in the East, while Outlooks are 4 percentage points stronger in two regions – the North and the South-West. Meanwhile, employers in the Central region report a decline of 4 percentage points.

Year-over-year, Outlooks also strengthen in five of the six regions, most notably by 11 percentage points in the East. Employers report a 6 percentage point increase in the South-West and Outlooks are 4 percentage points stronger in both the North and the North-West. However, hiring intentions are 2 percentage points weaker in the South.

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 +20%, while the Outlook for Medium-size firms stands at +12%. Elsewhere, Small- and Micro-size employers report Outlooks of +3%.

Global Forecast Mixed

According to the Manpower Employment Outlook Survey, first-quarter research, opportunities for job seekers across global labor markets are expected to remain mostly positive with few overall signs that hiring intentions are decisively trending in one direction or another. Across the globe, employers in 39 of the 42 countries and territories report positive first-quarter hiring plans. Overall, forecasts are mixed in comparison to the Quarter 4 2015 and Quarter 1 2015 surveys; hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weaken in 18, and are unchanged in five. First-quarter hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest—and only negative—forecasts are reported in Brazil, Finland and France.

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).

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

Results for all 42 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 42 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 over 58,000 employers in 42 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. With 45 branches in 27 cities 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 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 more than 65 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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