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ManpowerGroup Employment Outlook Survey Q2 2020: Polish employers expect the weakest labor market in seven years

- *Employers in Poland forecast the weakest hiring pace in seven years during the coming quarter.*
- *Companies in five of seven industry sectors forecast job gains in 2Q 2020, most notably the Finance & Business Services sector.*
- *Employers in four of six regions report some hiring pace, with the strongest regional forecast for South-West.*

Warsaw, Poland, 10 March 2020 – Polish employers report limited hiring prospects for the second quarter of 2020¹. 6% of employers anticipate an increase in payrolls, 2% forecast a decrease and 88% expect no change, reporting a seasonally adjusted Net Employment Outlook (NEO) of +2%. Hiring sentiment has weakened by 4 percentage points in comparison with the first quarter and declined by 7 percentage points when compared with this time one year ago. In comparison with the previous quarter of 2020, Outlooks decreased in six of seven sectors and hiring prospects declined in five of six regions.

Weaker recruitment forecasts for Polish companies across all regions

Employers forecast an increase in payrolls in four of the six regions during the next three months. The strongest labor market is anticipated by employers in the South-West, where the NEO stands at +8%. Employers in the East reported mild hiring prospects with an Outlook of +5%, while an Outlook of +4% is reported in the South. The weakest hiring pace is anticipated in two regions with the North and the North-West having reported Outlooks of -1% and 0% respectively. In a quarter-over-quarter comparison, hiring intentions only strengthen in the South-West, reporting an increase of 3 percentage points. Employers in five regions reported weaker hiring plans, including a decrease of 7 percentage points in the North-West. Employers in all six regions report weaker hiring prospects when compared with this time one year ago. Considerable declines of 10 and 7 percentage points are reported in the North-West and in the Central region, respectively.

The Finance & Business Services the strongest among sectors

Payroll gains are expected in five of seven industry sectors during the upcoming quarter. The strongest hiring intentions are reported by Finance & Business Services sector employers with a NEO of +6%. Elsewhere, Manufacturing sector employers anticipate a slight increase in hiring pace, reporting an Outlook of +5%. A mild increase in staffing levels is forecast for Other services (+4%) and the Construction sector and the Wholesale & Retail Trade sector both reported Outlooks of +3%. Meanwhile, the Restaurants & Hotels sector employers reported the weakest hiring sentiment with an Outlook of -1%. When compared with the prior quarter, employers in six of seven industry sectors reported weaker hiring prospects. The most notable decline of 12 percentage points is reported in the Construction sector, while Outlooks are 5 percentage points weaker in both the Other production and the Manufacturing sectors. Employers in six of seven sectors reported weaker hiring plans when compared with this time one year ago. A considerable decline of 16 percentage points is reported by the Manufacturing sector.

¹ The survey was conducted between January 6 and January 28 before the global escalation of Covid-19.

The Wholesale & Retail Trade sector and the Other services sector both reported decreases of 9 percentage points. However, hiring intentions improved by 8 percentage points for the Finance & Business Services sector.

Large companies the most optimistic

Workforce gains are forecast for two of the four organization size categories in the next three months. The strongest labor market is anticipated by Large employers who report a NEO of +10%. Small employers reported moderate hiring intentions with an Outlook of +3%, while Outlooks of 0% are reported by Medium and Micro-size employers. When compared with the last quarter Outlooks weakened in all four categories, decreasing by 8 percentage points for Medium size employers. When compared with this time one year ago Large and Medium employers reported a significant decrease of 15 and 12 percentage points respectively. However, Small firms reported slight workforce gains with an strengthening Outlook of 3 percentage points.

Poland is the weakest labor market in the EMEA region

In Europe, the Middle East and Africa (EMEA) region more than 21,000 employers were surveyed by ManpowerGroup for the second quarter of 2020. Employers in all 26 countries across the region expect to grow payrolls during the next three months. The strongest Outlooks are reported by companies in Greece (+24%) and Romania (+20%). The weakest hiring paces report employers in South Africa (+2%), in Poland (+2%) and Switzerland (+3%). Analyzing data for markets neighboring Poland, in Germany employers report a steady forecast of +13%, in the Czech Republic and in Slovakia Outlooks stand at +5% in both.

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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About the Survey

The global leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup 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 60,000 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 the "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), 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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the tenth year, confirming our position as the most trusted brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.

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