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ManpowerGroup Employment Outlook Survey: Poland's fourth-quarter forecast is strongest reported in more than nine years

Polish employers are expecting the hiring pace to remain modest through the end of the October-December time frame. This marks the 22nd consecutive quarter of positive forecasts for Poland's labor market, and the Outlook is the strongest reported in more than nine years. Employers in all six regions and in all 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 and Construction sectors and in the North-Western Poland.

Warsaw, Poland, 11 September 2018 – The ManpowerGroup Employment Outlook Survey for the fourth quarter 2018 released today by ManpowerGroup in Poland identifies respectable hiring intentions of Polish employers. Of the 760 Polish employers surveyed this quarter, 17% of employers forecast an increase in staffing levels, 5% expect a decrease and 77% anticipate no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +14%, and is the strongest reported in more than nine years. Hiring intentions remain relatively stable when compared with the previous quarter, and improve by 5 percentage points in comparison with the fourth quarter of 2017.

Payroll gains are forecast for all 10 industry sectors during the October-December period. Manufacturing sector employers report the strongest hiring plans with a Net Employment Outlook of +25%. Elsewhere, steady workforce gains are anticipated in the Construction sector with Outlook of +21%. Favorable hiring prospects are also reported in the Wholesale & Retail Trade sector (+16%), the Finance & Business Services sector (+15%) and in the Public & Social sector (+13%). Meanwhile, the weakest hiring intentions are reported in the Agriculture, Hunting, Forestry & Fishing sector with the Outlook standing at +5%.

“The employment forecast for the upcoming three months is a preview of good prospects for jobseekers. Candidates interested in working in the manufacturing and the construction sectors can count on a particularly favorable situation – comments **Iwona Janas, Country Manager ManpowerGroup in Poland**. “Such optimistic employment forecasts bring challenges related to filling new employees with jobs. There are more than half of employers in Poland with difficulties in finding employees with qualifications. Taking into account the data on the employment forecast, the largest challenges await large companies, where nearly every third of them plans to expand their teams,” adds **Iwona Janas**.

When compared with the previous quarter, employers in seven of the 10 industry sectors report stronger hiring intentions. The most considerable increase of 14 percentage points is reported for the Public & Social sector. The most noteworthy decline by 8 percentage points in the Mining & Quarrying sector.

Hiring prospects also improve in seven of the 10 industry sectors when compared with this time one year ago. Considerable increase of 13 percentage points is reported for the Finance & Business Services sector. Elsewhere, hiring plans weaken in one sector including decrease of 1 percentage points for the Agriculture, Hunting, Forestry & Fishing sector.

Employers forecast an increase in staffing levels in all six regions during the next three months. The strongest hiring prospects are reported in the North-West, where the Net Employment Outlook is +21%. Steady workforce gains are also anticipated in the East with +17% hiring intentions and in the South and the South-West while Outlooks stand at +14% and +12% respectively. Meanwhile, the weakest hiring plans are reported in the North, with Outlook of +9%.

In comparison with the previous quarter, hiring intentions strengthen in four of the six regions, most notably by 7 percentage points in the North-West. However, hiring plans decline by 4 percentage points in Northern Poland, and are 1 percentage points weaker in the South-West.

Outlooks improve in four of the six regions when compared with this time one year ago. A considerable increase of 15 percentage points is reported in the North-West, while employers report an improvement of 8 percentage points in the East. Elsewhere, hiring prospects are 6 percentage points stronger in the South, and improve by 3 percentage points in the Central. Meanwhile, employers in the North and in the South-West report a decline of -1% percentage points.

Employers anticipate job gains in all four organization size categories during the coming quarter. The strongest labor market is forecast by Large employers with a healthy Net Employment Outlook of +29%. Medium employers expect steady payroll gains, reporting an Outlook of +14%, and Outlooks of +12% and +6% are reported by Small- and Micro-size employers, respectively.

ManpowerGroup interviewed nearly 60,000 employers across 44 countries and territories to forecast labor market activity in 4Q 2018. The fourth-quarter research reveals that job gains are expected in 43 of 44 countries and territories during the October-December time frame. Fourth-quarter hiring confidence is strongest in Japan (+26%), Taiwan (+21%), the U.S. (+19%), Romania (+19%) and Slovenia (+19%), while the weakest hiring prospects are reported in Switzerland (-2%), Argentina (+2%), France (+2%) and Italy (+2%). When compared to the prior quarter's results, forecasts improve in 22 countries and territories, decline in 14 and remain unchanged in eight. A more favorable pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 23 countries, decline in 13 and remain unchanged in seven.*

* Only 43 countries and territories eligible for year-over-year comparison; Croatia has no year-over-year data at this point.

The ManpowerGroup report is available free of charge to the public and can be downloaded from www.manpowergroup.pl. Results for all 44 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 44 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 ManpowerGroup 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-ryнку-pracy.html>.

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 44 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. 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 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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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: www.manpowergroup.com.

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