



ManpowerGroup™

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## **Polish employers expect some payroll gains during the coming quarter, but talent shortages escalate**

- *Polish employers expect some payroll gains during the coming quarter, reporting a Net Employment Outlook of +7%.*
- *Payrolls are expected to grow in six of Poland's seven industry sectors during 3Q 2021, most notably in the Construction sector (+15%), the Manufacturing sector (+13%), and the Restaurants & Hotels sector (+10%).*
- *With an increase in payrolls forecast for five of six Polish regions, the strongest hiring pace is expected in the South-West (+13%).*
- *European employers report the highest talent shortage globally (74%), with a big impact being felt in Poland (81%).*

**Warsaw, Poland (8 June 2021)** – Polish employers report encouraging signs for job seekers in the coming quarter. With 11% of employers expecting to increase payrolls, 2% forecasting a decrease, and 84% anticipating no change, the resulting Net Employment Outlook is +9%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7%. Hiring plans remain relatively stable in comparison with the second quarter of 2021 and are 14 percentage points stronger when compared with this time one year ago.

Some job gains are anticipated in all of the four organization size categories during the upcoming quarter. The strongest hiring pace is expected by Medium employers who report a Net Employment Outlook of +11%, while Outlooks of +10% and +6% are reported by Large- and Small-size employers, respectively.

### **Payrolls are expected to grow in six of Poland's seven industry sectors**

Employers in six of the seven industry sectors expect to grow payrolls during the forthcoming quarter. The strongest labor market is anticipated by Construction sector employers with a Net Employment Outlook of +15%. Manufacturing sector employers also forecast a steady hiring pace, reporting an Outlook of +13%, while the Restaurants & Hotels Outlook stands at +10%. Limited job gains are expected in the Other production, with an Outlook of +4%. However, Finance & Business Services sector employers expect to trim payrolls, reporting an Outlook of -1%.

In a comparison with the prior quarter, Finance & Business Services sector employers report a decline of 4 percentage points. Meanwhile, hiring sentiment improves by 11 percentage points in the Restaurants & Hotels sector. Elsewhere, hiring prospects remain relatively stable or are unchanged.

Employers in six of the seven industry sectors report stronger hiring intentions when compared with this time one year ago. Restaurants & Hotels sector Outlook increases by a considerable margin of 41 percentage points, while improvements of 20 points are reported both in the Construction and the Manufacturing sector. However, hiring plans weaken in one sector, by 1 percentage point in the Finance & Business Services sector.

### **Regionally, the strongest hiring pace is expected in the South-West**

Workforce gains are forecast in five of the six regions during the third quarter of 2021. The strongest hiring pace is expected in the South-West, where the Net Employment Outlook is +13%. In the North-West employers report a hopeful optimistic Outlook of +12%, and conservative payroll gains are anticipated in the East with an Outlook of +7%. Elsewhere, employers in the South forecast a flat labor market, reporting an Outlook of 0%.

In a comparison with the prior quarter, employers in the North-West and the South-West report slightly stronger hiring plans, increasing by 4 and 3 percentage points, respectively. However, East, North, and South employers report a decline of 1 percentage point.

Hiring prospects improve in all the six regions when compared with this time one year ago. The most notable increases of 23 and 17 percentage points are reported in the North-West and the Central, respectively, while the Outlook for the North is 14 percentage points stronger.

## Poland

An increase in payrolls is forecast for all 26 Europe, Middle East, and Africa (EMEA) region countries during the third quarter of 2021. The strongest regional hiring plans are reported in Greece (+15%), Ireland (15%), Croatia (+14%). Meanwhile, hiring prospects are weakest in South Africa (+1%), the Czech Republic (+4%), and Spain (+4%). In a quarter-over-quarter comparison, hiring plans strengthen in 22 countries, while weakening in two. Hiring sentiment strengthens in all 26 countries when compared with this time one year ago.

The ManpowerGroup report is available free of charge to the public and can be downloaded from [www.manpowergroup.pl](http://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>. The next survey will be released on September 7, 2021, and will report hiring expectations for Q4 2021.

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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. The survey is based on interviews with over 45,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. The survey with Poland referring results can be found at [www.manpowergroup.pl](http://www.manpowergroup.pl) in the "Labour Market Reports" section.

## 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 substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality, and Disability, and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the thirteenth year - all confirming our position as the brand of choice for in-demand talent.

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