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Media contact:

Patrycja Miązek
PR Coordinator
+48 608 480 596
patrycja.miazek@pl.manpowergroup.com

ManpowerGroup Employment Outlook Survey Q3 2020: Job seekers in Poland can expect the weakest labor market in 12 years

- *Employers report the weakest employment prospects since survey began in 2008.*
- *Employers in all seven Polish industry sectors forecast a decrease in payrolls during the coming quarter, with the weakest Outlooks reported in two sectors – the Restaurants & Hotels sector and the Manufacturing sector.*
- *Employers in two regions – the East and the South-West – expect job gains during the upcoming quarter, but hiring prospects in the remaining four regions – Central Poland, the North, the North-West, and the South – are the weakest reported since the survey began.*
- *Only 25% of employers surveyed expect to be back to pre-COVID-19 staff levels within the next year.*

Warsaw, Poland, 9 June 2020 – Polish companies report the weakest labor market since the survey began 12 years ago during the next three months. With 6% of employers expecting to increase payrolls, 11% anticipating a decrease, and 72% forecasting no change, the resulting Net Employment Outlook (NEO) is -5%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at -6%. Hiring plans declined by 7 percentage points when compared with the previous quarter and by 16 percentage points in comparison with the same period last year.

Exceptionally, in the current edition of the survey, companies were also asked about how they assess the chances of returning to pre-pandemic employment. 25% of companies believe that this will happen during the next year, while 2% say that it will take more than a year. More than half of the companies forecast that they will never be able to return to the number of employees from before Covid-19.

The East and the South-West are green islands on the Polish map

Employers in two of the six regions expect to grow payrolls during the third quarter of 2020. East employers anticipate the strongest labor market, reporting a Net Employment Outlook of +6%. Employers in the South-West report modest hiring intentions with an Outlook of +5%. Meanwhile, hiring prospects are the most gloomy in the Central and in the South with Outlooks of -11% for both. The muted labor market is reported by employers in the North (-10%) and the North-West (-8%).

Hiring prospects weaken in five of the six regions when compared with the previous quarter. The most noteworthy decline of 13 percentage points is reported in the Central and in the South. However, East employers report a slight improvement of 1 percentage points. In a year-over-year comparison, hiring intentions decline in all six regions. The most considerable decrease of 23 percentage points is reported in the South, while the Outlook for the Central and the North-West is 19 percentage points weaker. Hiring plans slightly decline by 2 percentage points in the East.

Employers in all seven Polish industry sectors forecast a decrease in payrolls during the coming quarter. The weakest Outlook of -29% is reported in the Restaurants & Hotels sector, which is the most gloomy hiring intention for this sector since the survey began reported. Disappointing hiring prospects are reported in the Manufacturing sector with a Net Employment Outlook of -6%, and in three sectors – the Construction sector, the Other Production, and the Wholesale & Retail Trade sector, where Outlooks stand at -5%. Elsewhere, the Other Services and the Finance & Business Services employers report slumping hiring intentions with Outlooks of -1%.

Hiring plans weaken in all seven industry sectors when compared with the previous quarter. The most considerable decline of 28 percentage points is reported by Restaurants & Hotels sector employers. Outlooks are 10 percentage points weaker in the Manufacturing sector and 8 points in the Constructions sector. The moderate decrease by 4 percentage points was reported in the Other Production and by 5 percentage points in the Other Services sector. When compared with this time one year ago, in all seven sectors a decrease was noted at least by 10 percentage points. The most notable drop by 30 percentage points was reported in the Restaurants & Hotels sector. Disappointing decrease of 22 percentage points is reported also in the Manufacturing sector.

Retreat in company forecasts – a micro-size organization the most stable

Workforce gains are forecast in one of the four organization size categories in the next three months, with an Outlook of +1% in the Micro size category. Large and small employers report downbeat hiring prospects with a Net Employment Outlook of -6% and -7% respectively, while Medium companies report dim hiring plans with an Outlook of -12%.

In a quarter-over-quarter comparison, Micro employers remain relatively stable. However, Large companies report the most considerable decrease by 14 percentage points, while an Outlook declines by 11 and by 8 for Medium and Small companies. Large and Medium-size employers report considerably weaker Outlooks when compared with this time one year ago, declining by 30 and 23 percentage points, respectively. Elsewhere, Micro employers report stable hiring intentions.

Declines in forecasts from EMEA companies

More than 12,500 employers in the Europe, Middle East and Africa (EMEA) region were surveyed by ManpowerGroup on their hiring plans for the third quarter of 2020. Employers in 24 of 26 countries expect to reduce payrolls, while workforce gains are anticipated in two – Croatia (+9%) and Germany (+1%). The weakest hiring paces report employers in South Africa (-17%), in Slovakia (-15%) and Romania (+14%).

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. For 3Q 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 34,000 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 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 Talent 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 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 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.

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