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ManpowerGroup Employment Outlook Survey Q2 2021: Polish job seekers can expect modest hiring opportunities in the next quarter

- *The moderate hiring pace is expected to continue in Poland during the April to June period, with employers reporting a seasonally adjusted Net Employment Outlook of +6%.*
- *Employers in six of Poland's seven industry sectors forecast an increase in payrolls during the upcoming quarter. For the third consecutive quarter, Poland's Construction sector employers anticipate the strongest sector hiring climate. The weakest – and only negative – forecast for the coming quarter is reported in the Restaurants & Hotels sector (-2%).*
- *Workforce gains are forecast for five of the six Polish regions in the April to June time frame. South-West employers report the strongest regional Outlook for the third consecutive quarter. The weakest regional labor market is anticipated in the South (0%).*
- *Only 2% of employers expect to return to pre-COVID-19 hiring levels within 12 months.*

Warsaw, Poland (9 March 2021) – Polish employers report cautious hiring plans for the second quarter of 2021. While 10% of employers expect to increase payrolls, 3% forecast a decrease, and 83% anticipate no change, resulting in a Net Employment Outlook of +7%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +6%. Hiring sentiment is relatively stable when compared with the prior quarter and is 3 percentage points weaker in comparison with this time one year ago.

Employers in three of the four organization size categories forecast an increase in staffing levels during the coming quarter. The strongest hiring activity is expected by Large employers (+14%), but Micro employers expect to trim payrolls (-2%).

When asked about ways of working over the next six to 12 months 30% of Polish employers will use a hybrid mix of remote and workplace, while none of them expect to allow workers to work remotely full-time. 15% of employers are optimistic about a return to pre-pandemic hiring levels by July. 4% of Polish employers say all employees must be vaccinated, while 22% of employers report it will be up to employees to decide.

For the third consecutive quarter, Poland's Construction sector employers with the strongest sector hiring climate

Workforce gains are anticipated in six of the seven industry sectors during the upcoming quarter. The strongest labor market is forecast by Construction sector employers with a Net Employment Outlook of +13%. Manufacturing sector employers also report respectable hiring intentions with an Outlook of +11%, while an Outlook of +8% is reported in the Wholesale & Retail Trade sector. Elsewhere, limited payroll growth is forecast for the Financial & Business Services sector where the Outlook is +3%, and for the Other Production and the Other Services sectors with Outlooks of +2% for both. However, Restaurants & Hotels sector employers expect to trim payrolls, reporting an Outlook of -2%.

When compared with the prior quarter, hiring intentions weaken in three of the seven industry sectors. The Construction sector employers report the most noteworthy decline of 5 percentage points, while Outlooks are 3 and 1 percentage points weaker in the Wholesale & Retail Trade sector and the Finance & Business Services sector, respectively. Restaurants & Hotels sector employers report the most noteworthy increase of 5 percentage points, while Outlooks in the Manufacturing, in the Other Production and Other Services sectors are stable.

Hiring plans improve in four of the seven industry sectors when compared with this time one year ago. The Outlook for the Construction sector is 9 percentage points stronger, while increases of 7 and 5 percentage points are reported in the Manufacturing sector and the Wholesale & Retail sector, respectively. However, Outlooks also weaken in three sectors, most notably by 3 percentage points in the Finance & Business Services sector.

Regionally, the strongest labor market is anticipated in the South-West

Employers in five of the six regions expect to add to payrolls during the April to June period. The strongest labor market is forecast in the South-West, with a respectable Net Employment Outlook of +10%. A fair hiring pace is expected in the East, where the Outlook is +9%, and the Outlook of +6% is reported in the North-West region. Elsewhere, employers in the South and the Central anticipate limited hiring activities, reporting Outlooks of +2% and 0%, respectively.

Hiring intentions strengthen in three of the six regions when compared with the previous quarter, most notably by 4 percentage points in the North and by 3 percentage points in the North-West. However, Outlooks also weaken in two regions. Employers in the South-West report a decline of 2 percentage points, while the Outlook is 1 percentage points weaker in the South.

In a year-over-year comparison, hiring prospects weaken in two of the six regions. Decreases of 3 percentage points are reported in the South, and of 2 percentage points in the Central. Meanwhile, the North and the North-West Outlooks are 7 and 6 percentage points stronger, respectively.

Poland

In 26 countries across Europe, the Middle East, and Africa (EMEA) region, ManpowerGroup surveyed more than 13,500 employers on their hiring plans for the second quarter of 2021. Workforce gains are expected in 18 of 26 region countries during the coming quarter, while employers in six countries expect to trim payrolls (with flat hiring plans reported in two). The strongest hiring prospects are reported by employers in Romania (+12%), Croatia (+12%), Turkey (+10%). The most limited hiring plans report companies in the United Kingdom (-5%), RPA (-5%), Italy (-2%), and Finland (-2%). When we analyze data for Poland's southern neighbors, employers in the Czech Republic forecast the Outlook of +8% and in Slovakia +3%.

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>. The next survey will be released June 8, 2021 and will report hiring expectations for Q3 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. For 2Q 2021, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 37,000 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

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.

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