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EMBARGO UNTIL TUESDAY, DECEMBER 11, 2018 AT 00.01 GMT

**Media contact:**

Patrycja Miązek  
Senior PR Specialist  
+48 608 480 596

[patrycja.miazek@pl.manpowergroup.com](mailto:patrycja.miazek@pl.manpowergroup.com)

## The Polish labor market is stable: job gains expected in all industry sectors and all regions

*Employers across Poland plan to add staff in the next three months with a Net Employment Outlook of +12%, according to released today ManpowerGroup Employment Outlook Survey. Various levels of hiring gains are anticipated in all 10 industry sectors and all 6 regions during the January-March time frame. The strongest opportunities for job seekers are expected in Manufacturing and in Southern Poland.*

**Warsaw, Poland, 11 December 2018** – ManpowerGroup today announced the results of its quarterly Employment Outlook survey for the first quarter 2018 that identifies steady hiring intentions of Polish employers. Employers report a seasonally adjusted Net Employment Outlook of +12%. Hiring plans remain relatively stable both quarter-over-quarter and year-over-year. The Outlook is based on responses from 756 employers in Poland with 13% of employers anticipating an increase in payrolls, 5% forecasting a decrease and 79% expecting no change.

– The hiring plans of Polish employers are stable, with 13 percent of those interviewed planning to hire and nearly eight of every 10 expecting to make no changes to their current workforce. However, the coming months will bring many challenges for employers. Entrepreneurs across Poland plan to expand their teams to varying degrees. However, the implementation of these plans will be difficult to achieve due to the shortage of employees. Lack of talents is a problem with the continuity of Polish companies and, consequently, even a decline in GDP – says **Iwona Janas, Country Manager in Poland**. – The challenge is not only to recruit employees, but also to keep them in the company. Polish employers employing temporary workers will additionally face legal changes that limit up to 18 months of employment with one employer-user. The Polish labor market also faces the risks associated with the departure of Ukrainian employees from Poland. This may occur as a result of the relaxation of the migration law in Germany, which will facilitate the inflow of workers from outside the European Union, including Ukraine, to this country – adds **Iwona Janas**.

Employers expect to increase staffing levels in all 10 industry sectors during the forthcoming quarter. The Manufacturing sector employers report the strongest hiring prospects with a healthy Net Employment Outlook of +21%. Elsewhere, the Transport, Storage & Communication sector employers forecast solid job gains, reporting an Outlook of +20%. While steady hiring activity is anticipated with Outlooks of +15% and +14% in the Construction sector and the Mining & Quarrying sector, respectively. Meanwhile, the weakest hiring plans are reported in the Electricity, Gas & Water supply sector (+2%) and in the Restaurants & Hotels sector (+5%).

When compared with the last quarter of 2018, hiring intentions improve in three of the 10 industry sectors. The Transport, Storage & Communication sector employers report the most noteworthy increase of 8 percentage points. However, hiring plans weaken in seven sectors, most notably by 5 percentage points in the Construction sector and in the Electricity, Gas & Water supply sector. Outlooks also strengthen in six of the 10 industry sectors when compared with this time one year ago. A considerable increase of 13 percentage points is reported in the Transport, Storage & Communication sector.

However, Outlooks decline in three sectors, including the Wholesale & Retail Trade sector and the Restaurants & Hotels sector, with considerable decreases of 10 and 9 percentage points, respectively.

Job gains are anticipated in all six regions during 1Q 2019. Southern employers report the strongest hiring intentions with a favorable Net Employment Outlook of +16%. Elsewhere, employers expect steady workforce gains in the South-West, where the Outlook is +15%, while Outlooks stand at +13% and +12% in the East and the North-West, respectively. However, the weakest regional forecast of +9% is reported in the North.

In comparison with the previous quarter, hiring prospects weaken in three of the six regions, most notably by 9 percentage points in the North-West. Elsewhere, Outlooks increase in two sectors, by 3 percentage points in the South-West and by 2 percentage points in the South. Hiring intentions improve in three of the six regions when compared with this time one year ago. South-West employers report a moderate increase of 6 percentage points, while the Outlook for the South reported slight decrease of 1 percentage points.

Staffing levels are expected to increase in all four organization size categories during the coming quarter. Robust payroll gains are expected by Large employers who report a Net Employment Outlook of +31%. Elsewhere, encouraging Outlooks of +10% and +7% are reported by Medium- and Micro-size employers, respectively, while the Outlook for Medium firms stands at +6%. When compared with the fourth quarter of 2018, hiring intentions improve by 2 percentage points for Large employers, and by 1 percentage points for Micro-size employers. Meanwhile, the Small- and Medium-size employers reported weaken Outlooks.

### **The strongest outlook reported in Japan**

ManpowerGroup interviewed nearly 60,000 employers across 44 countries and territories to forecast labor market activity in 1Q 2019. The first-quarter research reveals that job gains are expected in 43 of 44 countries and territories during the January-March time frame. Hiring intentions for the coming quarter are stronger in 16 of 44 countries and territories when compared with the prior quarter, weaken in 23 and are unchanged in five. The strongest Net Employment Outlooks are reported by employers in Japan (+27%), Taiwan (+21%) and United States (+20%), while employers in Argentina (-4%) and Switzerland (+2%) report the weakest hiring plans.

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 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](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](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-rynku-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](http://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](http://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](http://www.manpowergroup.com).

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