

ManpowerGroup Employment Outlook Survey **Poland**

A ManpowerGroup Research Report

Q2 2018



ManpowerGroup™

Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the second quarter 2018 was conducted by interviewing a representative sample of 752 employers in Poland.

All survey participants were asked, *“How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?”*

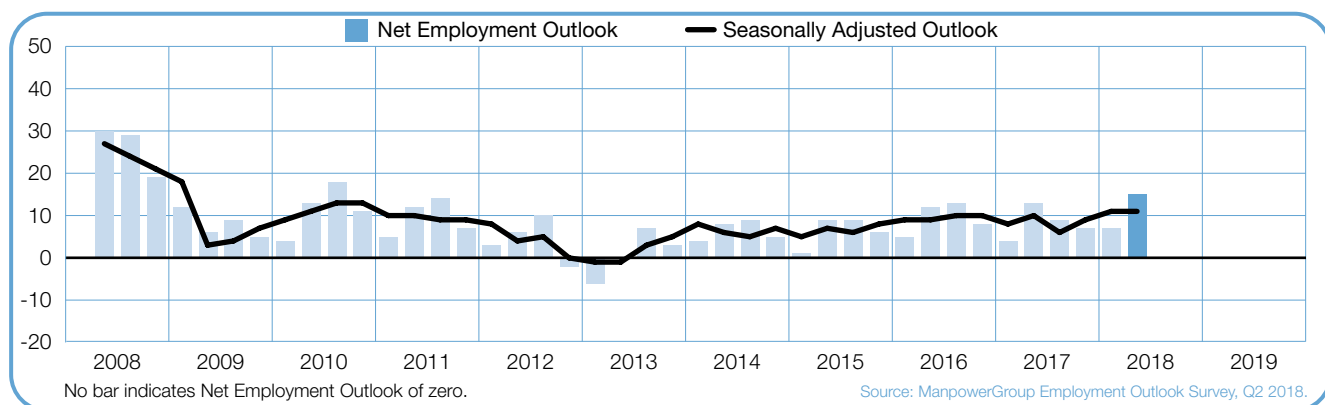
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Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q2 2018	18	3	76	3	+15	+11
Q1 2018	14	7	77	2	+7	+11
Q4 2017	12	5	78	5	+7	+9
Q3 2017	14	5	74	7	+9	+6
Q2 2017	18	5	73	4	+13	+10

Source: ManpowerGroup Employment Outlook Survey, Q2 2018.



Polish employers report hopeful hiring intentions for the April-June time frame. With 18% of employers forecasting an increase in staffing levels, 3% anticipating a decrease and 76% expecting no change, the resulting Net Employment Outlook is +15%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +11%. Hiring intentions are unchanged when compared with the previous quarter, and remain relatively stable in comparison with 2Q 2017.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization-Size Comparisons

Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

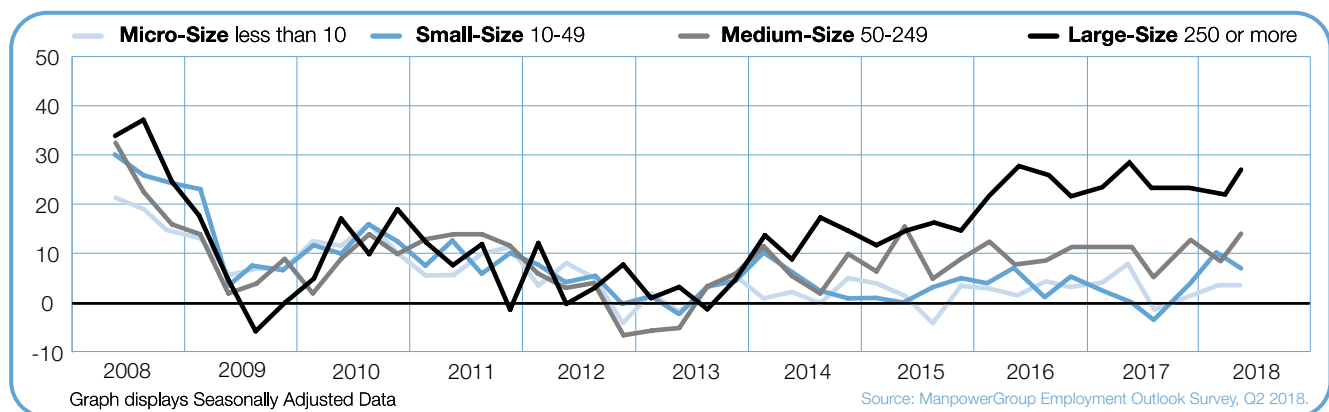
Job gains are anticipated in all four organization size categories during the coming quarter. Large employers forecast a healthy increase in staffing levels with a Net Employment Outlook of +27%. Elsewhere, Medium employers expect steady payroll gains, reporting an Outlook of +14%, while Outlooks stand at +7% and +3% for Small- and Micro-size firms, respectively.

In comparison with 1Q 2018, Large- and Medium-size employers both report increases of 5 percentage points, while Micro employers report no change. However, the Outlook for Small employers declines by 3 percentage points.

Small employers report an improvement of 7 percentage points when compared with this time one year ago, and the Outlook for Medium employers is 3 percentage points stronger. Elsewhere, Large employers report no change, but Micro employers report a decline of 4 percentage points.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Micro-Size less than 10	7	2	91	0	5	3
Small-Size 10-49	15	5	79	1	10	7
Medium-Size 50-249	20	3	74	3	17	14
Large-Size 250 or more	35	5	56	4	30	27

Source: ManpowerGroup Employment Outlook Survey, Q2 2018.

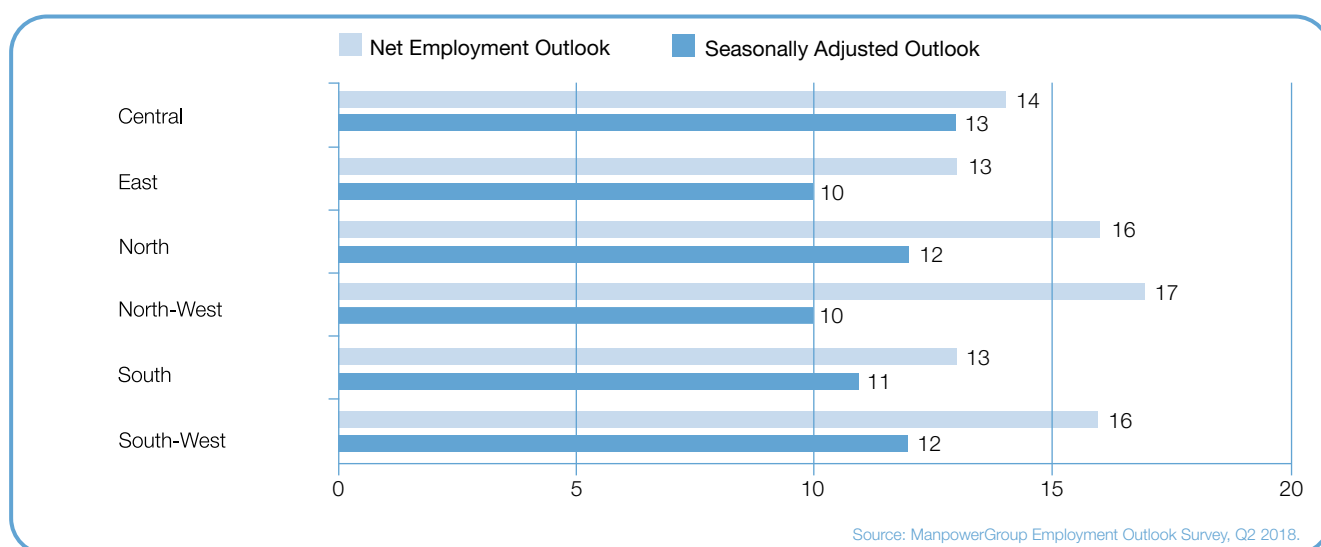


Regional Comparisons

Workforce gains are anticipated in all six regions during the next three months. The strongest labor market is expected in the Central region, where the Net Employment Outlook stands at +13%. Elsewhere, steady payroll growth is forecast for the North and the South-West, with Outlooks of +12%, while the Outlook for the South is +11%. In both the East and the North-West, employers report cautiously optimistic hiring plans with Outlooks of +10%.

When compared with the first quarter of 2018, hiring prospects improve by 3 percentage points in three of the six regions – Central, the East and the North – while employers in the South-West report a slight increase of 2 percentage points. However, employers in the South report a decline of 6 percentage points, while there is no change in the Outlook for the North-West.

Employers in Central Poland report a moderate improvement of 5 percentage points when compared with this time one year ago, but the Outlook for the North declines by 2 percentage points. Elsewhere, hiring plans are unchanged in the East, and remain relatively stable in the North-West, the South and the South-West.

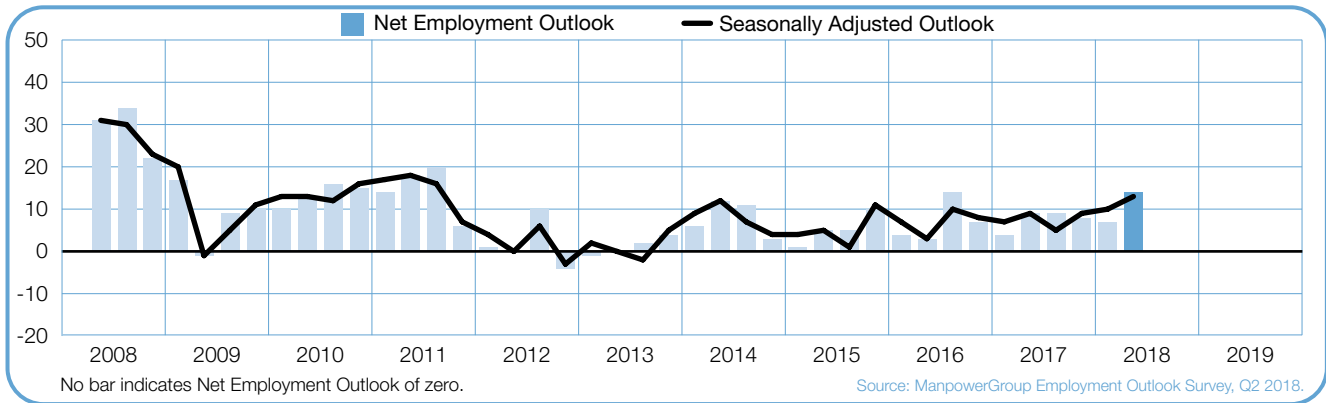


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie, opolskie).

+13%

Central

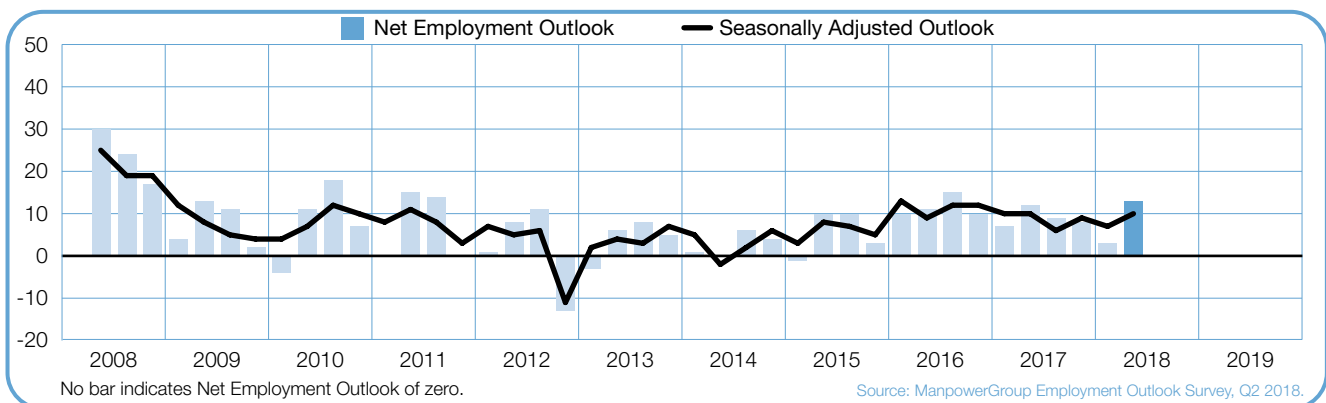
The strongest labor market in more than six years is forecast for the April-June period, with employers reporting a Net Employment Outlook of +13%. Hiring plans are 3 percentage points stronger when compared with the previous quarter, and improve by 5 percentage points in comparison with the second quarter of 2017.



+10%

East

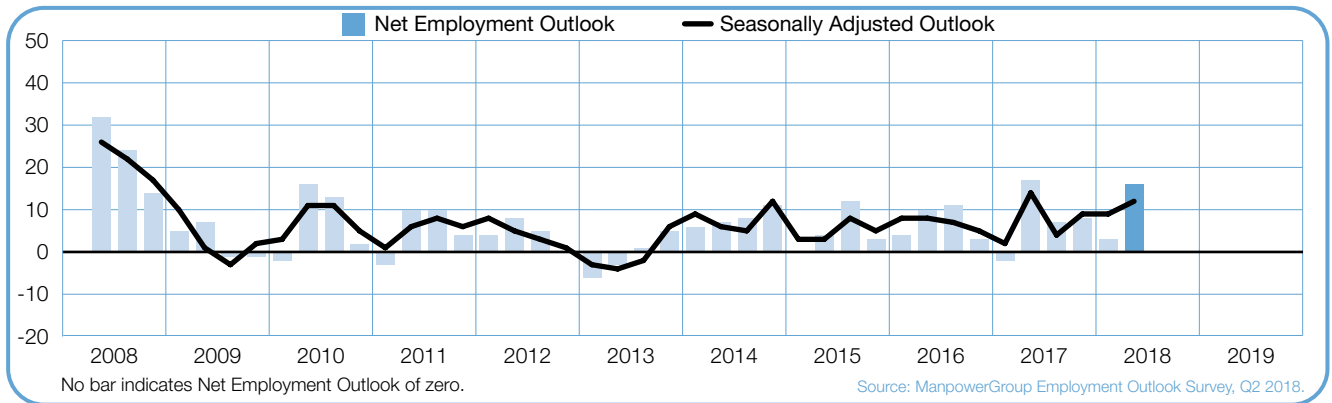
With a Net Employment Outlook of +10%, employers anticipate a fair hiring climate in the next three months. Hiring intentions are 3 percentage points stronger in comparison with 1Q 2018, and are unchanged when compared with this time one year ago.



+12%

North

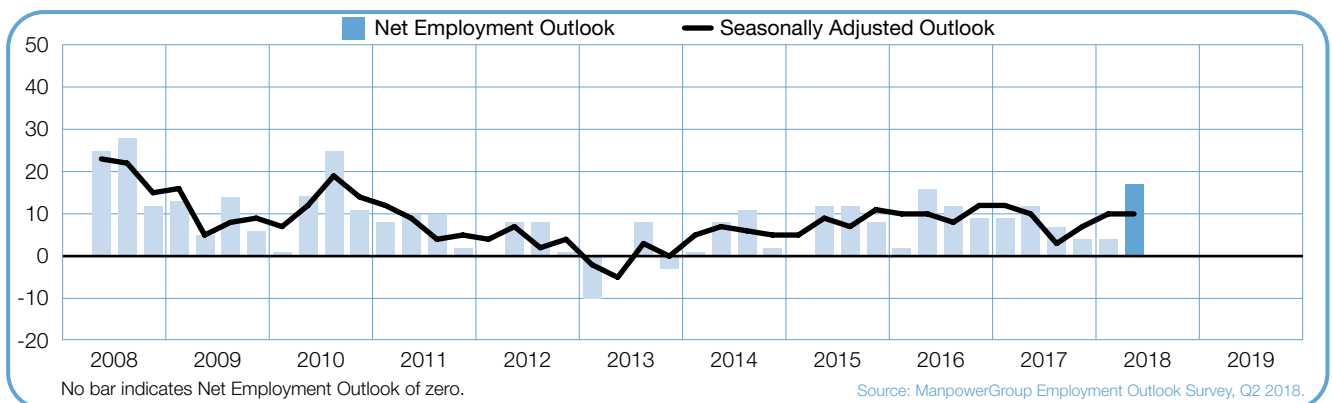
Job seekers can expect respectable hiring opportunities in the second quarter of 2018, according to employers who report a Net Employment Outlook of +12%. The Outlook is 3 percentage points stronger when compared with the previous quarter, but declines by 2 percentage points when compared with 2Q 2017.



+10%

North-West

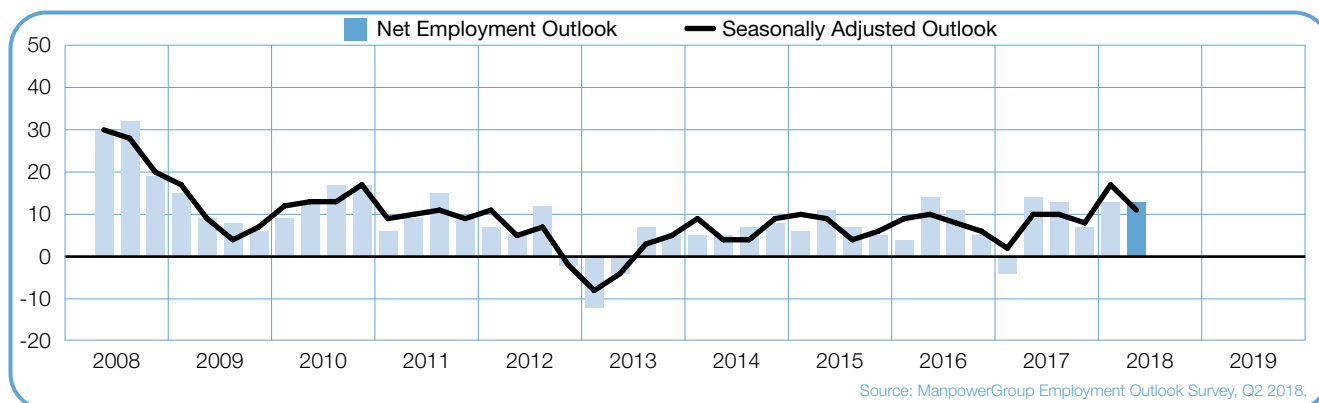
The cautiously optimistic hiring pace is forecast to continue in 2Q 2018, with employers reporting a Net Employment Outlook of +10% for the second consecutive quarter. When compared with this time one year ago, hiring intentions remain relatively stable.



+11%

South

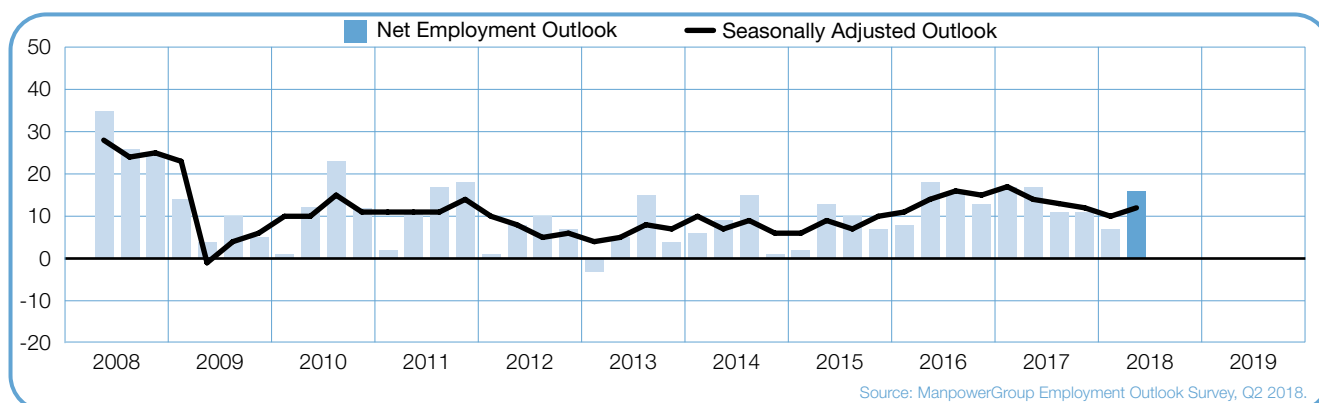
A steady increase in staffing levels is expected during the coming quarter, with employers reporting a Net Employment Outlook of +11%. However, hiring prospects decline by 6 percentage points when compared with the previous quarter. Year-over-year, hiring plans remain relatively stable.



+12%

South-West

Employers anticipate positive hiring activity during the next three months, reporting a Net Employment Outlook of +12%. Hiring intentions are 2 percentage points stronger quarter-over-quarter, and remain relatively stable when compared with this time one year ago.



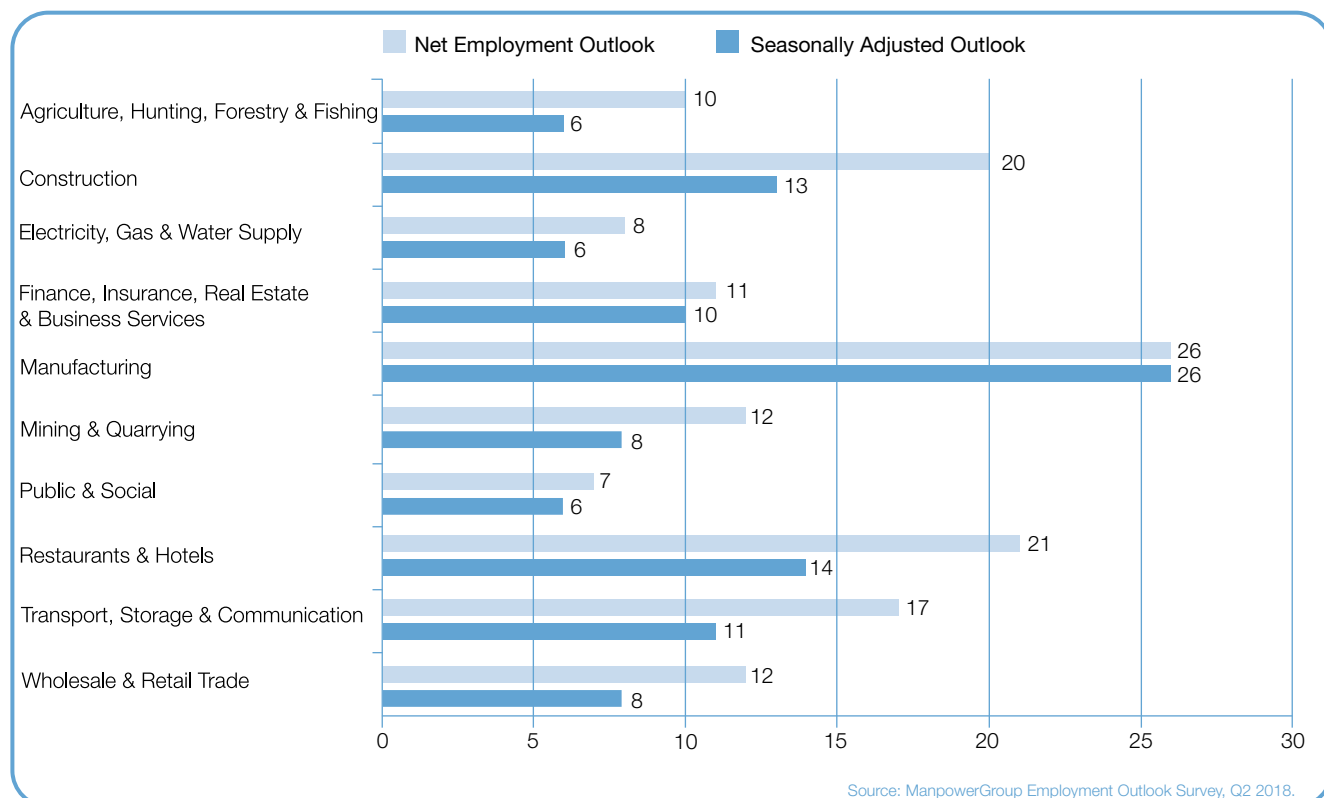
Sector Comparisons

Payroll gains are anticipated in all 10 industry sectors during the April-June period. Employers report the strongest hiring prospects in the Manufacturing sector, with a healthy Net Employment Outlook of +26%. Elsewhere, steady workforce gains are expected in the Restaurants & Hotels sector and the Construction sector, with Outlooks of +14% and +13%, respectively. Transport, Storage & Communication sector employers forecast respectable job gains with an Outlook of +11%, while the Outlook for the Finance, Insurance, Real Estate & Business Services sector stands at +10%. Meanwhile the most cautious Outlooks of +6% are reported in three sectors – the Agriculture, Hunting, Forestry & Fishing sector, the Electricity, Gas & Water sector and the Public & Social sector.

In a comparison with the first quarter of 2018, Outlooks strengthen in seven of the 10 industry sectors. Finance, Insurance, Real Estate & Business Services sector employers report the most notable improvement of 12 percentage points, while increases of 6 and 3 percentage points are reported for the Manufacturing sector and the Construction sector,

respectively. However, hiring prospects weaken in three sectors, including the Wholesale & Retail Trade sector with a considerable decline of 14 percentage points.

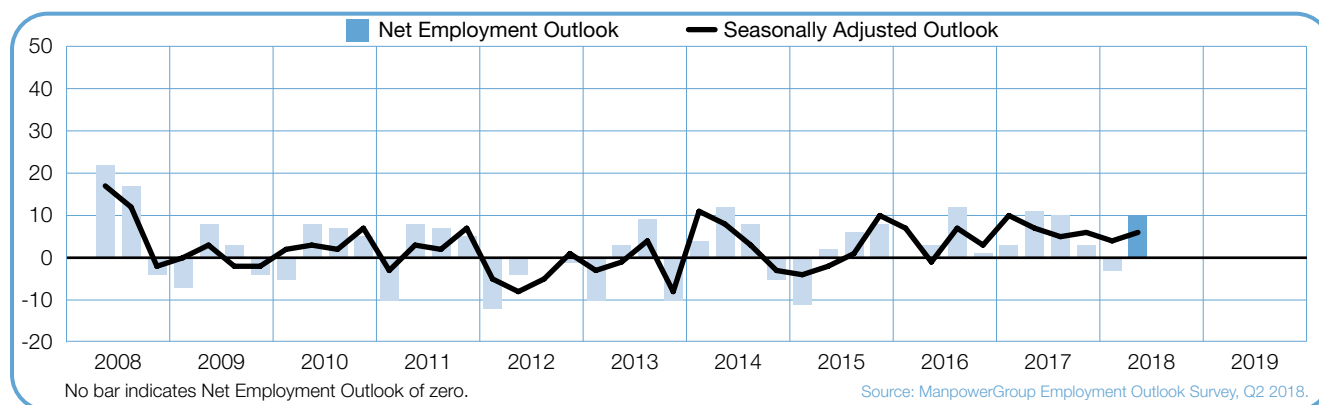
Hiring plans weaken in five of the 10 industry sectors when compared with the second quarter of 2017. Wholesale & Retail Trade sector employers report a decline of 9 percentage points, and the Outlook for the Transport, Storage & Communication sector decreases by 4 percentage points. Meanwhile, Outlooks improve in four sectors. Electricity, Gas & Water sector employers report a considerable increase of 12 percentage points. Elsewhere, the Outlook for the Manufacturing sector is 7 percentage points stronger, and increases of 6 percentage points are reported in both the Mining & Quarrying sector and the Restaurants & Hotels sector.



+6%

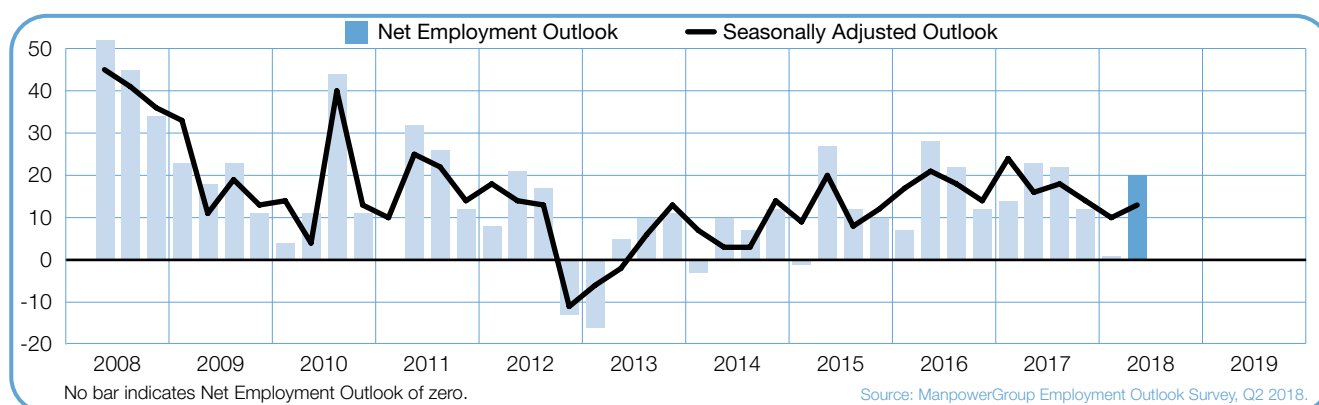
Agriculture, Hunting, Forestry & Fishing

Employers report encouraging signs for job seekers in the upcoming quarter with a Net Employment Outlook of +6%. Hiring plans are 2 percentage points stronger when compared with the previous quarter, and remain relatively stable in comparison with 2Q 2017.

**+13%**

Construction

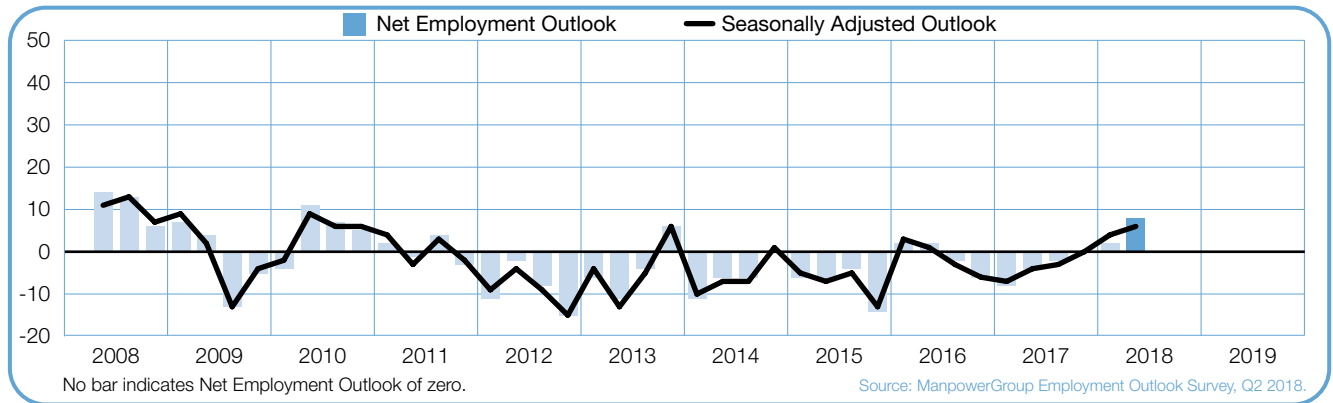
Respectable payroll gains are anticipated in 2Q 2018, with employers reporting a Net Employment Outlook of +13%. Hiring intentions improve by 3 percentage points in comparison with the first quarter of 2018, but decline by 3 percentage points when compared with this time one year ago.



+6%

Electricity, Gas & Water

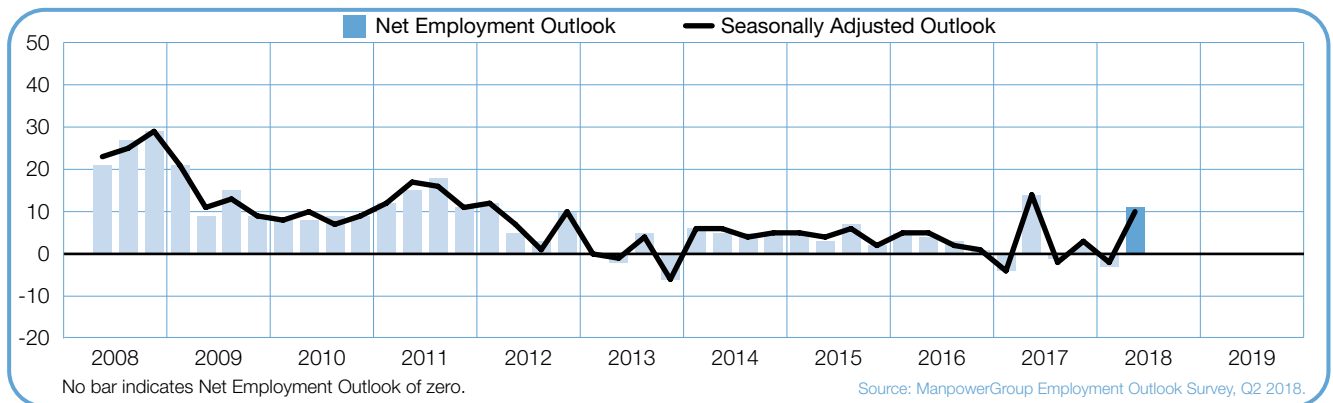
The strongest labor market in more than four years is expected in the April-June time frame. Employers report a Net Employment Outlook of +6%, improving by 2 and 12 percentage points quarter-over-quarter and year-over-year, respectively.



+10%

Finance, Insurance, Real Estate & Business Services

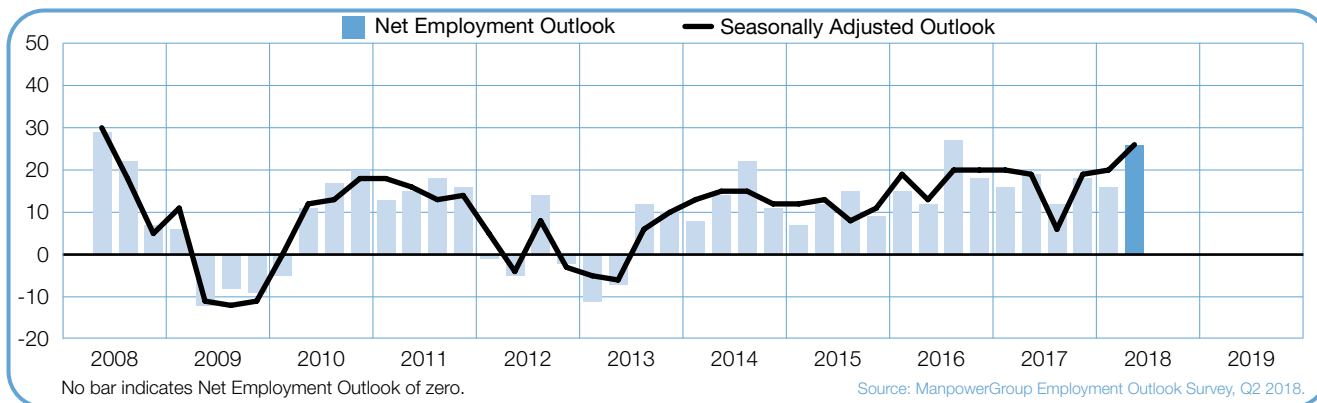
Job seekers can expect a cautiously optimistic hiring climate in the next three months, according to employers who report a Net Employment Outlook of +10%. The Outlook improves by a considerable margin of 12 percentage points when compared with the previous quarter, but is 3 percentage points weaker in comparison with 2Q 2017.



+26%

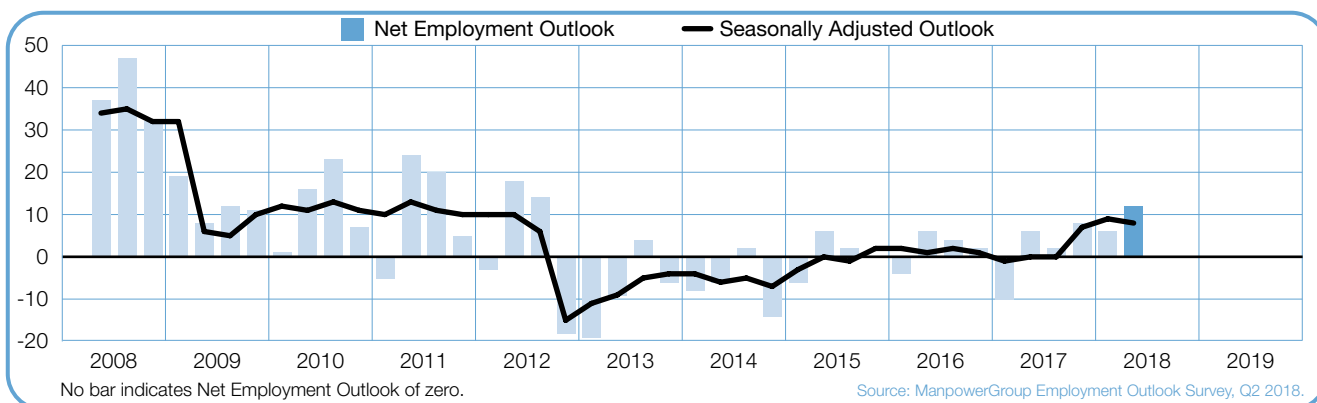
Manufacturing

Employers expect the strongest hiring pace in 10 years during the second quarter of 2018. The Net Employment Outlook stands at +26%, improving by 6 percentage points quarter-over-quarter, and by 7 percentage points when compared with this time one year ago.

**+8%**

Mining & Quarrying

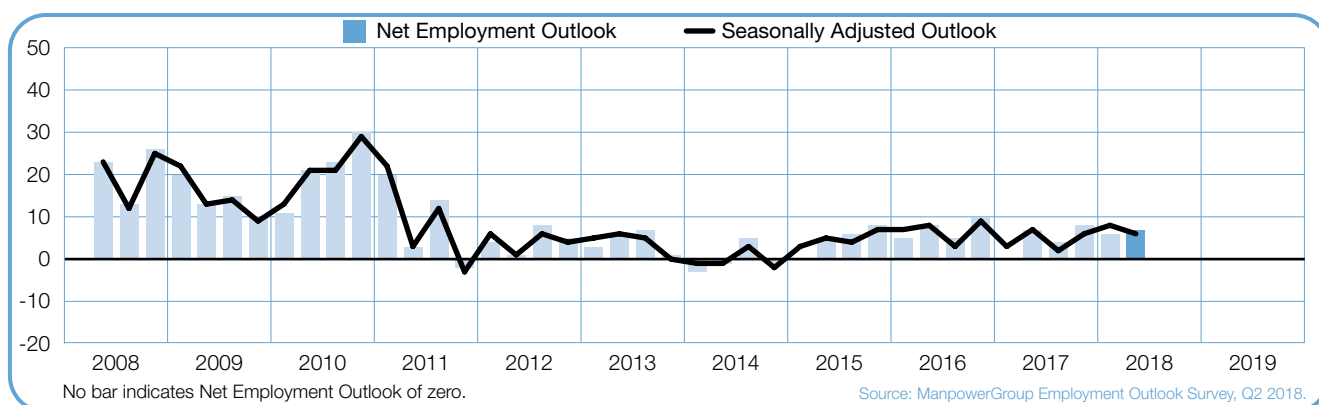
With a Net Employment Outlook of +8%, employers anticipate some payroll gains during the upcoming quarter. The Outlook remains relatively stable when compared with the previous quarter, and is 6 percentage points stronger when compared with the second quarter of 2017.



+6%

Public & Social

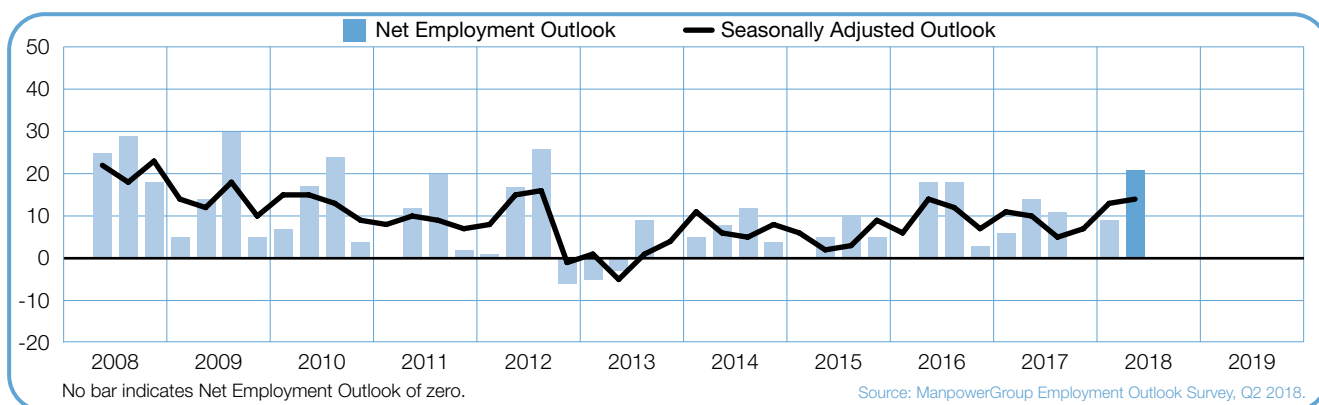
Job seekers can expect modest hiring prospects in 2Q 2018, according to employers who report a Net Employment Outlook of +6%. Hiring plans decline by 2 percentage points in comparison with the first quarter of 2018, and are unchanged when compared with this time one year ago.



+14%

Restaurants & Hotels

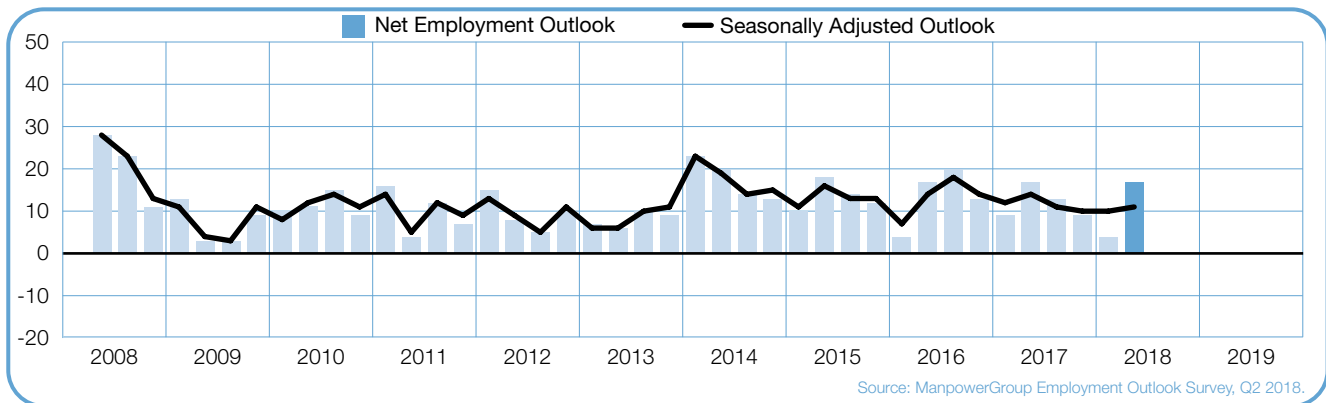
The strongest labor market in more than five years is forecast for the April-June time frame. Employers report a Net Employment Outlook of +14%, remaining relatively stable when compared with the previous quarter, and improving by 6 percentage points in a comparison with 2Q 2017.



+11%

Transport, Storage & Communication

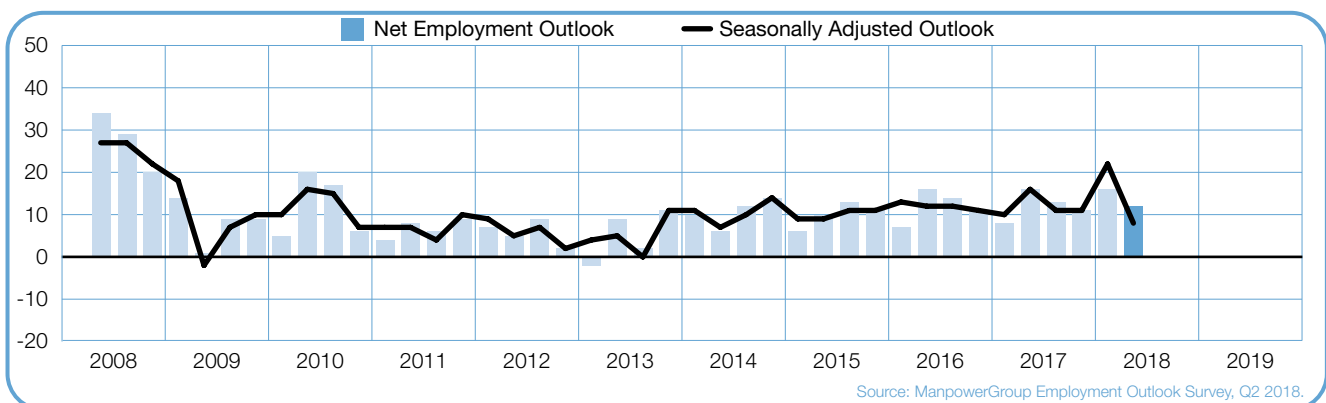
Steady payroll gains are expected to continue in the second quarter of 2018, with employers reporting a Net Employment Outlook of +11%. The Outlook remains relatively stable in comparison with 1Q 2018, but is 4 percentage points weaker when compared with this time one year ago.



+8%

Wholesale & Retail Trade

The weakest labor market in four years is anticipated during the next three months, with employers reporting a Net Employment Outlook of +8%. Hiring prospects decline by 14 and 9 percentage points quarter-over-quarter and year-over-year, respectively.

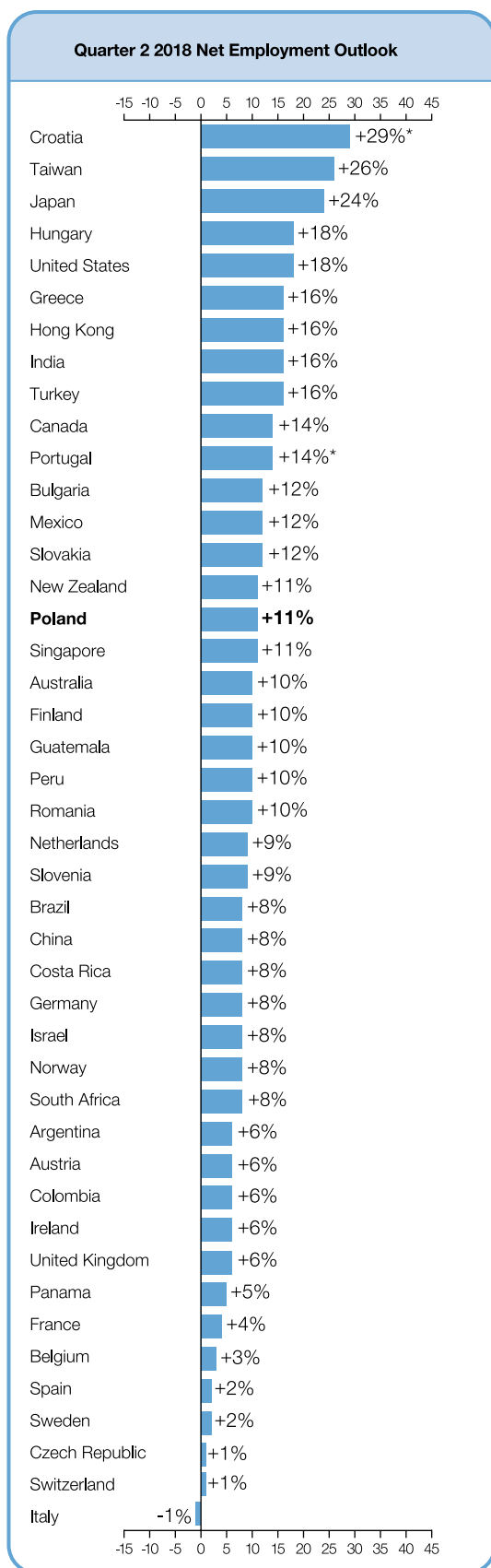


Global Employment Outlook

	Quarter 2 2018	Qtr on Qtr Change Q2 2018 to Q1 2018	Yr on Yr Change Q2 2018 to Q2 2017
	%		
Americas			
Argentina	7 (6) ¹	-2 (-1) ¹	1 (1) ¹
Brazil	10 (8) ¹	5 (2) ¹	10 (11) ¹
Canada	17 (14) ¹	9 (2) ¹	7 (7) ¹
Colombia	8 (6) ¹	3 (-2) ¹	-6 (-6) ¹
Costa Rica	10 (8) ¹	-10 (-9) ¹	-2 (-4) ¹
Guatemala	11 (10) ¹	0 (0) ¹	-3 (-3) ¹
Mexico	14 (12) ¹	4 (0) ¹	0 (0) ¹
Panama	6 (5) ¹	0 (-1) ¹	0 (-1) ¹
Peru	11 (10) ¹	0 (-2) ¹	-2 (-2) ¹
United States	20 (18) ¹	4 (-1) ¹	1 (1) ¹

Asia Pacific			
Australia	11 (10) ¹	-2 (-3) ¹	0 (0) ¹
China	8 (8) ¹	0 (0) ¹	4 (4) ¹
Hong Kong	16 (16) ¹	0 (0) ¹	2 (2) ¹
India	16 (16) ¹	-5 (-5) ¹	-2 (-2) ¹
Japan	30 (24) ¹	7 (0) ¹	0 (1) ¹
New Zealand	11 (11) ¹	-5 (-4) ¹	-3 (-3) ¹
Singapore	11 (11) ¹	2 (1) ¹	3 (3) ¹
Taiwan	27 (26) ¹	5 (1) ¹	3 (3) ¹

EMEA**			
Austria	8 (6) ¹	11 (6) ¹	1 (1) ¹
Belgium	4 (3) ¹	2 (0) ¹	3 (3) ¹
Bulgaria	15 (12) ¹	6 (0) ¹	-5 (-1) ¹
Croatia	29	-	-
Czech Republic	2 (1) ¹	-1 (-3) ¹	-4 (-5) ¹
Finland	16 (10) ¹	12 (2) ¹	7 (6) ¹
France	4 (4) ¹	3 (2) ¹	3 (2) ¹
Germany	10 (8) ¹	7 (2) ¹	4 (2) ¹
Greece	21 (16) ¹	14 (3) ¹	7 (7) ¹
Hungary	21 (18) ¹	10 (5) ¹	1 (1) ¹
Ireland	7 (6) ¹	4 (1) ¹	0 (0) ¹
Israel	10 (8) ¹	1 (-3) ¹	0 (0) ¹
Italy	1 (-1) ¹	2 (-1) ¹	1 (0) ¹
Netherlands	10 (9) ¹	6 (5) ¹	5 (5) ¹
Norway	9 (8) ¹	1 (0) ¹	2 (2) ¹
Poland	15 (11)¹	8 (0)¹	2 (1)¹
Portugal	14	1	4
Romania	16 (10) ¹	6 (-5) ¹	-9 (-8) ¹
Slovakia	12 (12) ¹	3 (1) ¹	2 (2) ¹
Slovenia	15 (9) ¹	2 (-6) ¹	-12 (-12) ¹
South Africa	9 (8) ¹	2 (2) ¹	2 (2) ¹
Spain	4 (2) ¹	1 (-3) ¹	-3 (-3) ¹
Sweden	3 (2) ¹	-1 (-3) ¹	-1 (-1) ¹
Switzerland	4 (1) ¹	3 (-2) ¹	1 (1) ¹
Turkey	23 (16) ¹	17 (3) ¹	9 (5) ¹
UK	6 (6) ¹	2 (1) ¹	1 (1) ¹



1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

* Indicates unadjusted data.

**EMEA – Europe, Middle East and Africa.

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labor market activity* in Quarter 2 2018. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?”

Employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine.** Some upward momentum is detected in the year-over-year comparison with forecasts improving in 25 of 43 countries and territories, declining in 13, and remaining unchanged in five.

Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

Some noteworthy developments are observed in the second-quarter forecast. Employer confidence in Brazil has improved steadily for five consecutive quarters, and Brazil’s cautiously optimistic second-quarter forecast indicates progress toward recovery following the negative Outlooks that prevailed through much of 2015 and all of 2016. Elsewhere, Finnish employers report their most optimistic forecast since launching the survey in 2012. And German employers report their strongest hiring plans in six years, as well as the strongest Manufacturing sector forecast since Quarter 4 2008.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are planned in 25 of 26 countries. Hiring plans improve in 13 countries quarter-over-quarter, weaken in eight and are unchanged in four. In a year-over-year comparison, job gains are expected to improve in 16 of the 25 countries where comparison data is available, decline

in six and are unchanged in three. Based on seasonally adjusted data, employers in Hungary report the most optimistic hiring plans in the EMEA region. Conversely, Italian employers report the second-quarter’s weakest hiring plans, as well as the only negative forecast among all countries and territories participating in the survey.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts improve in only two countries and territories when compared with the first three months of the year, decline in three and are unchanged in three. Hiring plans improve in five countries and territories year-over-year, decline in two and are unchanged in one. Employers in Taiwan and Japan report the most optimistic regional hiring plans, while for the third consecutive quarter the region’s weakest hiring intentions are reported by mainland Chinese employers.

Employers in each of the 10 countries surveyed in the Americas region expect varying levels of workforce gains in the upcoming quarter. Outlooks improve in two countries, decline in six and are unchanged in two in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in four countries, decline in five and are unchanged in one. Employers in the United States, Canada and Mexico report the region’s most optimistic second-quarter hiring plans, while employers in Panama, Argentina and Colombia anticipate the weakest second-quarter payroll growth.

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 at www.manpowergroup.com/meos. The next ManpowerGroup Employment Outlook Survey will be released on 12 June 2018 and will detail expected labor market activity for the third quarter of 2018.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

** Croatia participates in the survey for the first time this quarter and has no quarter-over-quarter or year-over-year trend data at this point.

International Comparisons – Americas

Over 23,000 employers from 10 countries across North, Central and South America were interviewed to gain insight into expected second-quarter hiring activity. Employers report positive forecasts in each of the 10 countries. However, hiring intentions differ markedly across the region.

Employers in the United States report the region's most optimistic second-quarter hiring plans, and the forecast is relatively stable in comparison to three months ago and last year at this time. Once again, job gains are expected in all industry sectors and regions, and the most active hiring pace is expected in the Leisure & Hospitality sector. Strong payroll growth is also forecast in the Professional & Business Services and Wholesale & Retail Trade sectors.

Opportunities for job seekers are also expected to grow in Canada where employer confidence is the strongest reported since Quarter 4 2011. Outlooks are positive across all industry sectors and regions, with one of every five employers surveyed planning to add to their workforces during the April-to-June quarter. Employers in the Public Administration sector and in Quebec report the strongest hiring plans.

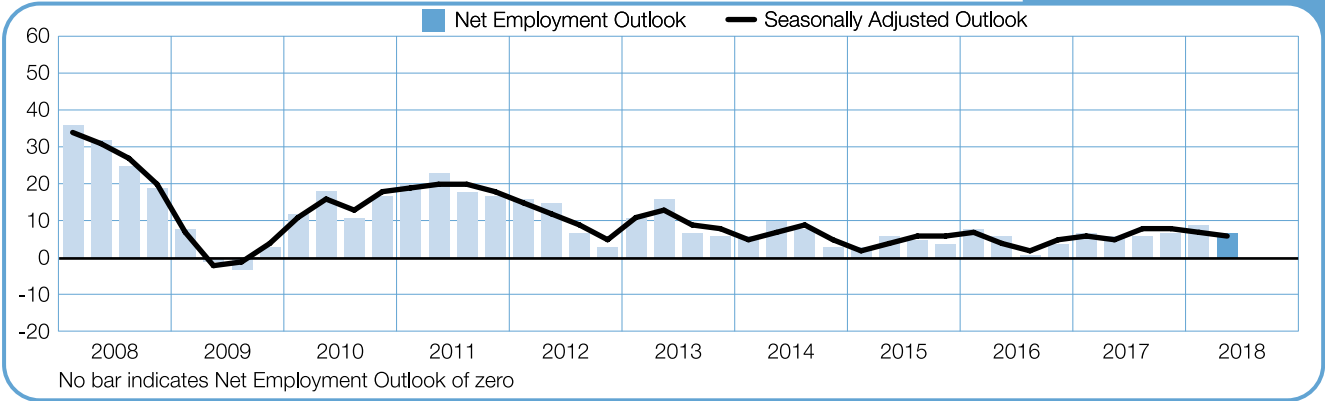
Mexican employers continue to forecast steady job gains in the months ahead with staffing level increases projected in all industry sectors and regions. Employers in the Transport & Communication sector expect the strongest job gains, and the sector's forecast is moderately stronger in both quarter-over-quarter and year-over-year comparisons.

More modest hiring intentions are reported across Central America. Opportunities for job seekers in Guatemala are expected to remain favorable, particularly in the Construction sector where employers report their strongest hiring plans since Quarter 3 2014. Meanwhile, Costa Rica's Outlook weakens considerably from three months ago, but employers still anticipate some job gains across all industry sectors. The region's most conservative Outlook is reported in Panama where hiring intentions remain positive across all sectors but are depressed by the weakest Transport & Communication forecast reported since the survey started in Quarter 2 2010.

Outlooks are mixed in South America, but job seekers are still expected to find varying levels of opportunity in all countries. Employer confidence softens in Peru in comparison to the prior quarter and last year at this time, with the most second-quarter job gains expected in the Finance, Insurance & Real Estate sector. Colombia's forecast also declines in both quarter-over-quarter and year-over-year comparisons, but employers continue to anticipate payroll gains, particularly in the Construction sector where nearly three of every 10 employers plan second-quarter hiring. Argentina's forecast remains modest, but employers report positive hiring intentions in each of the nine industry sectors. Meanwhile, employer confidence in Brazil continues to gain traction; hiring plans have steadily improved for five consecutive quarters, and the forecast is now stronger than at any point since Quarter 4 2014.

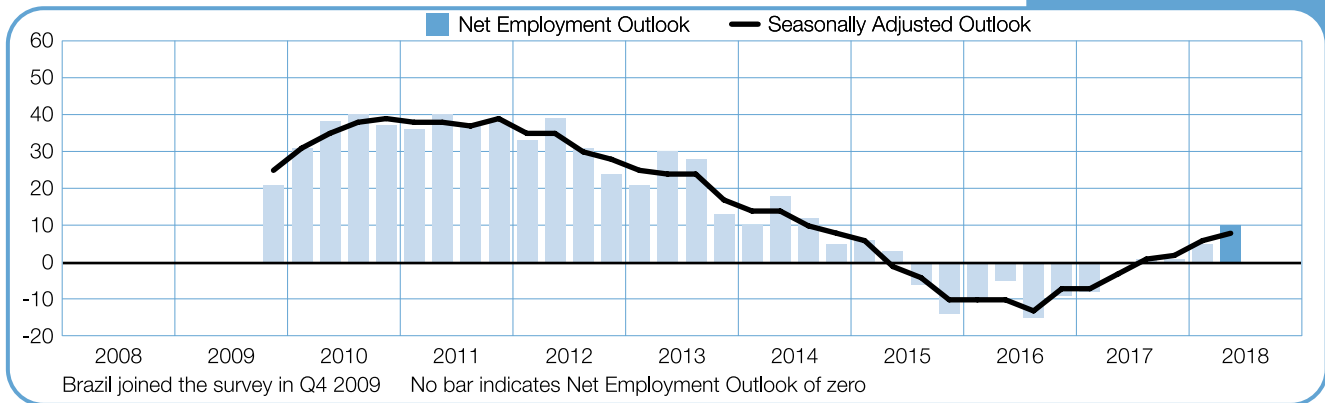
Argentina

+7 (+6)%



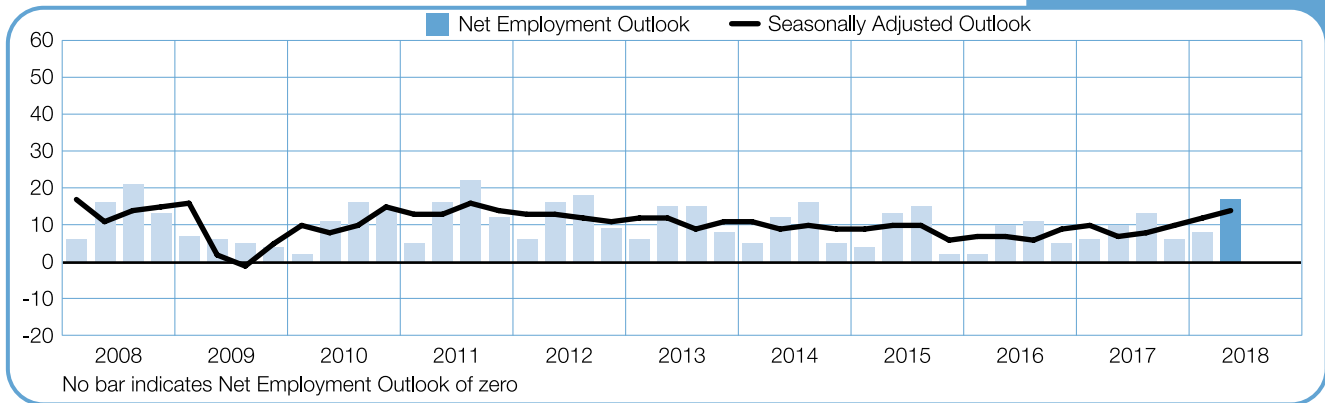
Brazil

+10 (+8)%



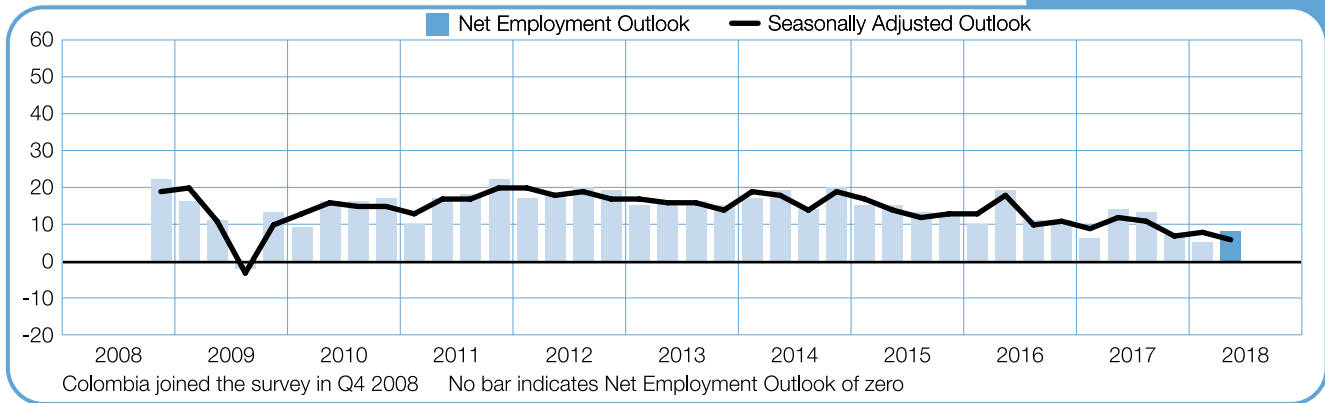
Canada

+17 (+14)%



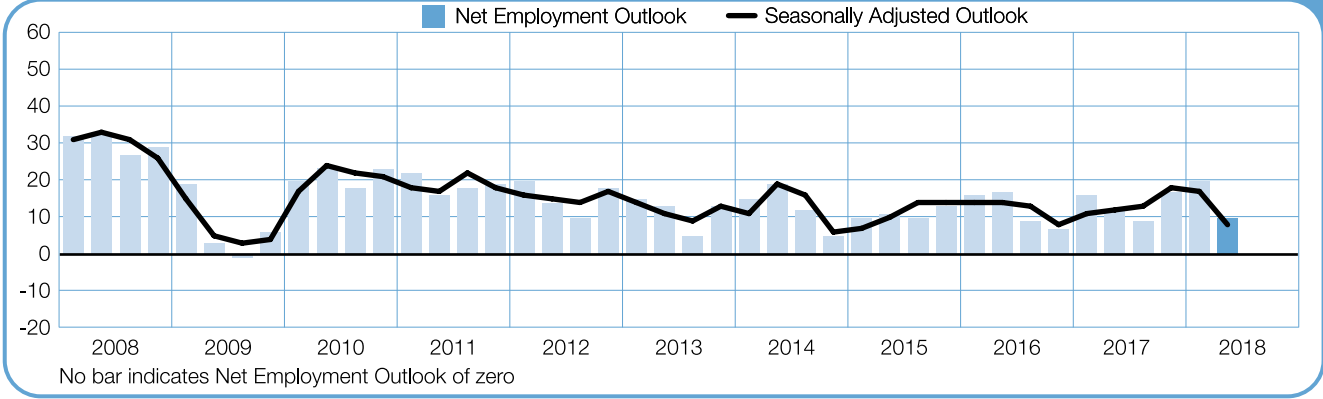
Colombia

+8 (+6)%



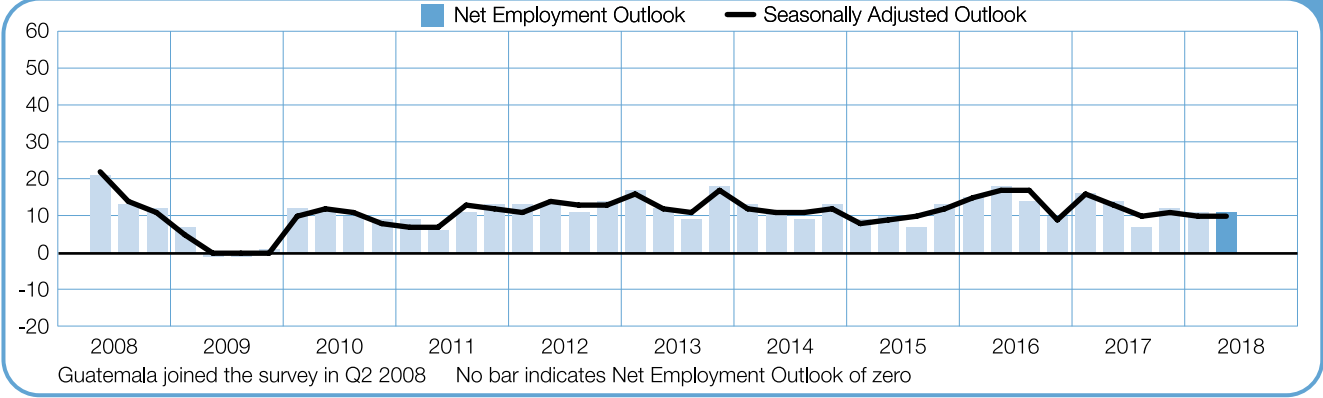
Costa Rica

+10 (+8)%



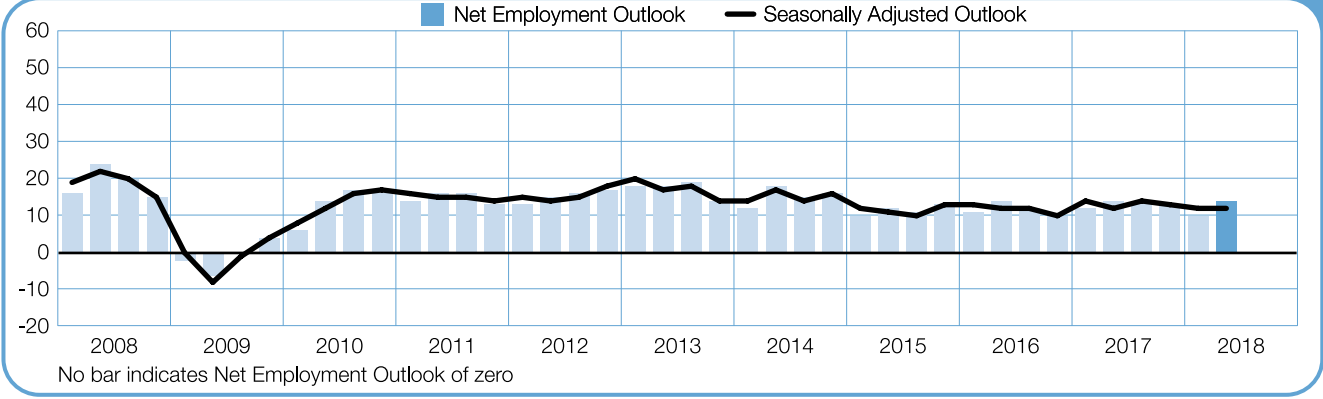
Guatemala

+11 (+10)%



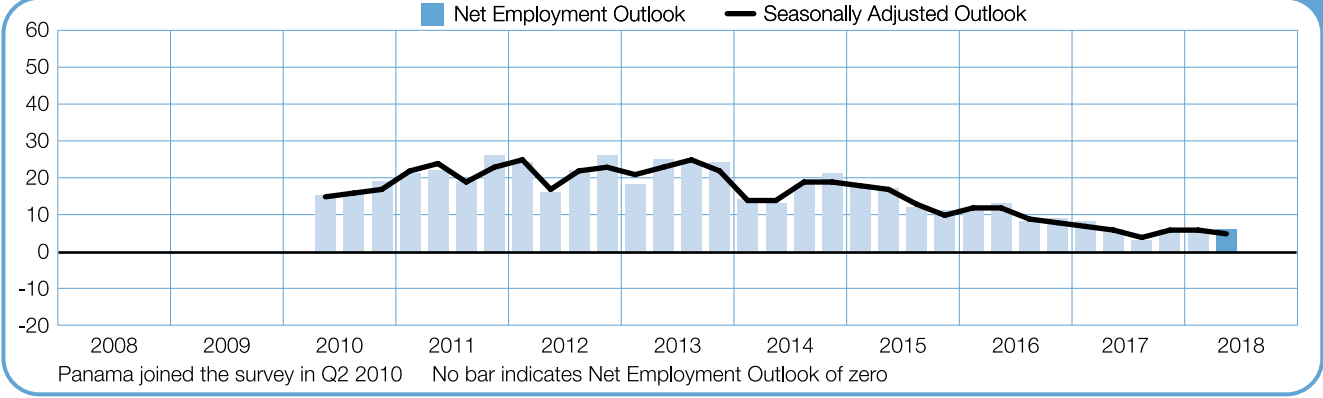
Mexico

+14 (+12)%



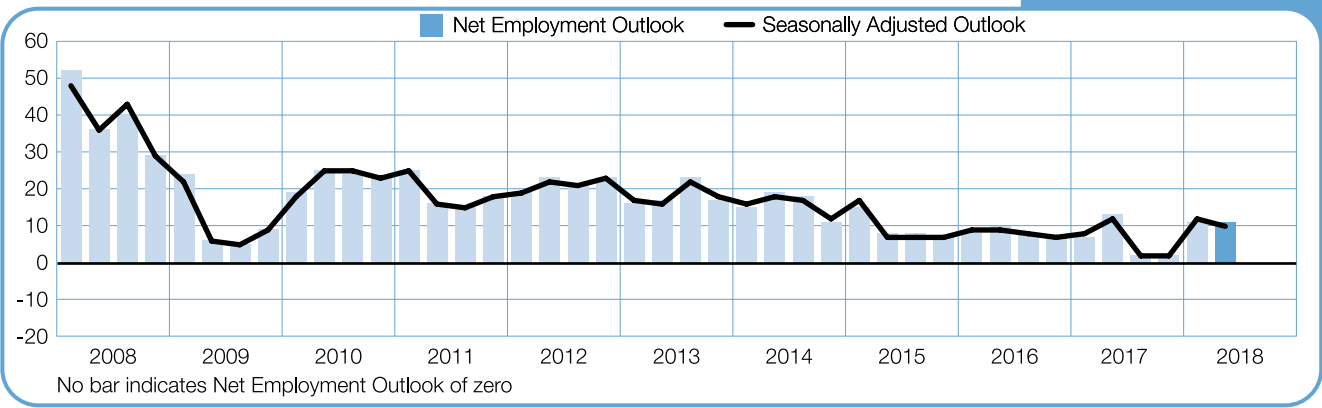
Panama

+6 (+5)%



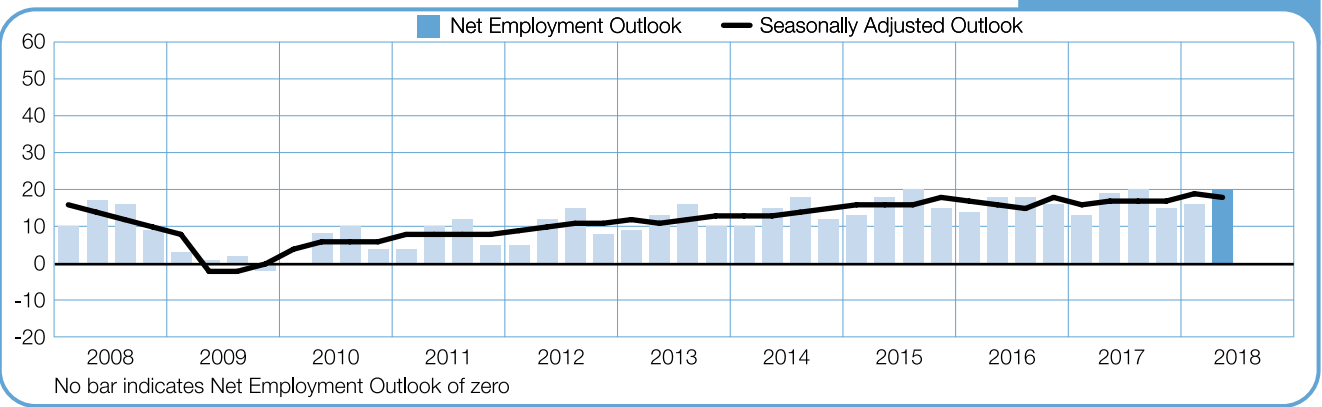
Peru

+11 (+10)%



United States of America

+20 (+18)%



International Comparisons – Asia Pacific

ManpowerGroup surveyed 14,500 employers in the Asia Pacific region. Employers in each of the eight countries and territories intend to add to their workforces over the next three months. Employers in Taiwan and Japan report the strongest second-quarter hiring plans, while those in Australia and China report the weakest.

Activity in Taiwan's labor market is expected to remain strong through the end of June. Forecasts indicate that opportunities for job seekers will remain solid in most industry sectors with the brightest job prospects reported in the Finance, Insurance & Real Estate sector. Overall, three of every 10 Taiwanese employers said they expect staffing levels to increase in the April-June quarter.

Confidence among Japan's employers is similarly strong. Employers forecast payroll growth in each of Japan's industry sectors and regions, with the most aggressive hiring efforts expected in the Mining & Construction sector. Job prospects are also bright in the Transportation & Utilities sectors where employers report their strongest hiring plans since Quarter 2 2008.

In Hong Kong the hiring climate is expected to remain favorable to job seekers. Outlooks are positive across all industry sectors, particularly in the Finance, Insurance & Real Estate sector where the forecast has improved steadily for four consecutive quarters and is the strongest reported since Quarter 4 2011.

Hiring plans in India weaken in comparison to both the prior quarter and last year at this time. However, the second-quarter survey reveals that, although the hiring pace will slow, few staff reductions are expected. In fact, of the more than 4,600 employers surveyed in India, 0 percent expressed any expectations to reduce payrolls in the next three months.

Australia's forecast softens slightly in comparison to the prior quarter, which was incidentally the most optimistic forecast reported in this country since 2012. Employer confidence remains positive with job gains forecast across all seven industry sectors and in all but one region. Employers in the Services and Transportation & Utilities sectors report the strongest hiring intentions.

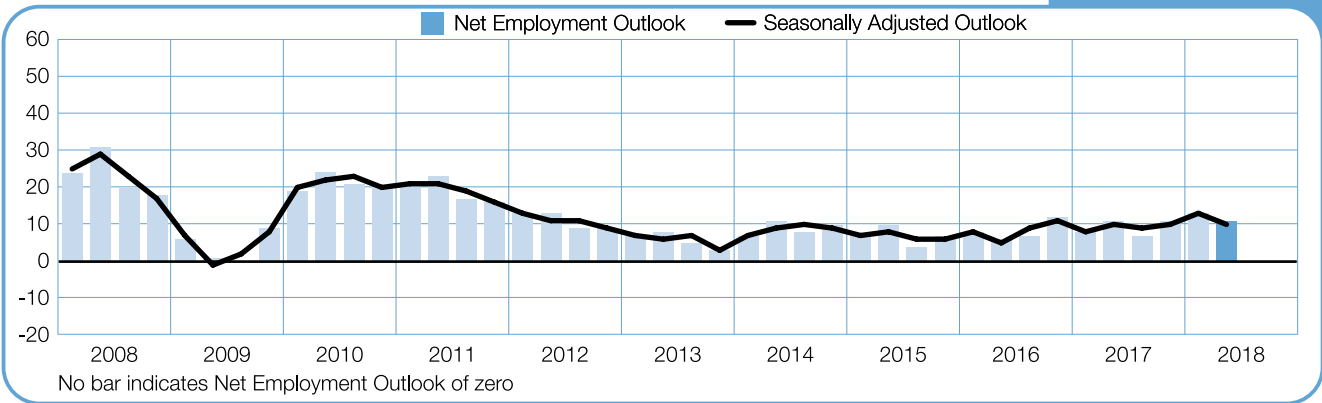
Employer confidence in New Zealand also weakens slightly in comparison to three months ago and last year at this time. Outlooks remain positive across all industry sectors and in all regions. However, hiring intentions decline sharply from three months ago in both the Finance, Insurance & Real Estate and Public Administration/Education sectors. The strongest second-quarter job prospects are reported in the country's large organizations (250+ employees) where four of every 10 employers surveyed said they planned to add to payrolls over the next three months.

The hiring climate in Singapore is expected to remain favorable with positive forecasts reported in all industry sectors. Opportunities for job seekers are expected to be strongest in the Public Administration/Education and Finance, Insurance & Real Estate sectors.

Chinese employers continue to anticipate modest job growth in the April-June quarter with the most hiring activity expected in the Finance, Insurance & Real Estate sector and in the Services sector where employers report the strongest forecast in nearly three years.

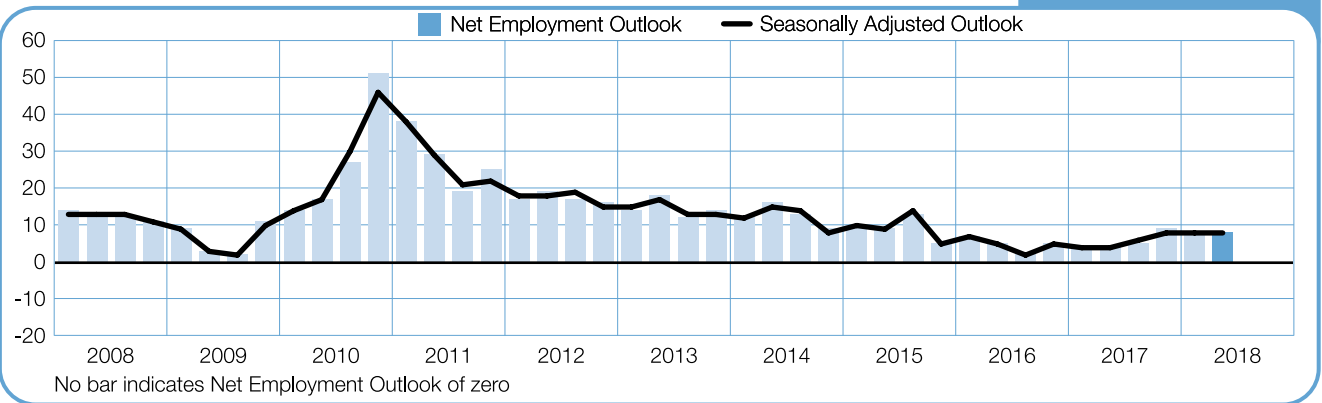
Australia

+11 (+10)%



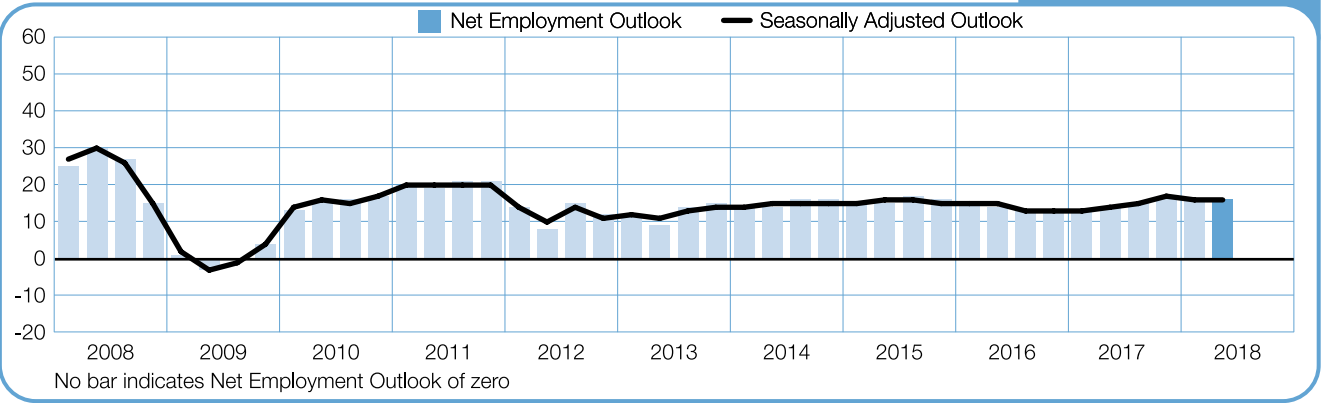
China

+8 (+8)%



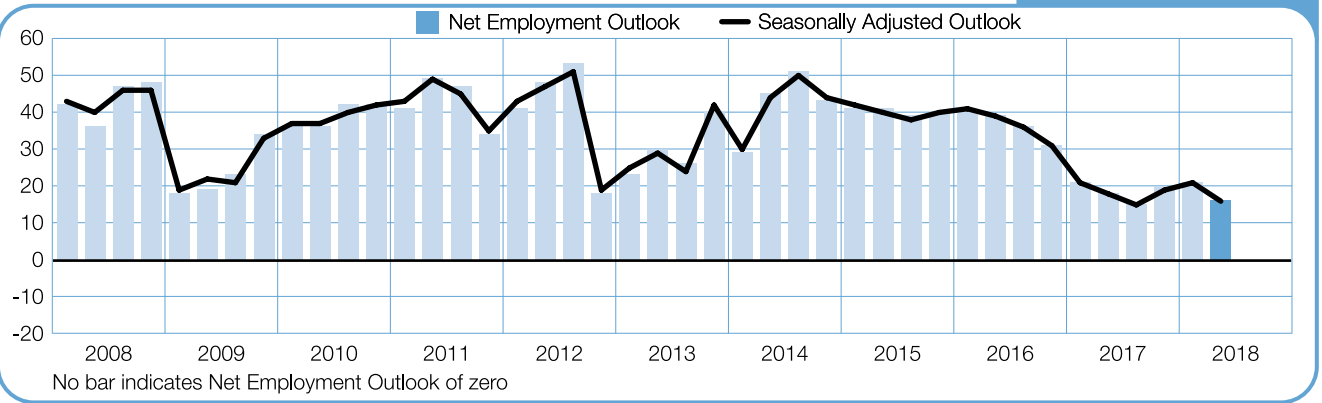
Hong Kong

+16 (+16)%



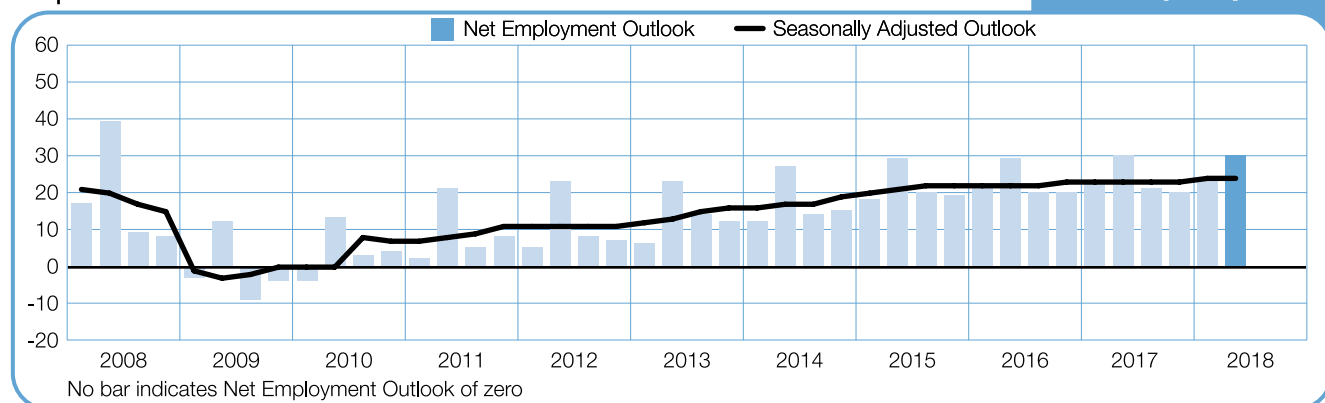
India

+16 (+16)%



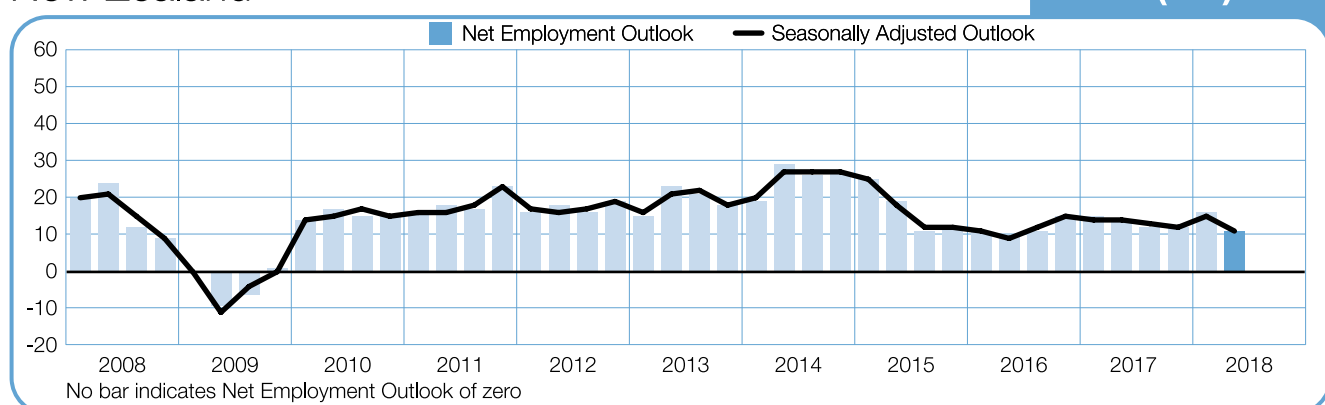
Japan

+30 (+24)%



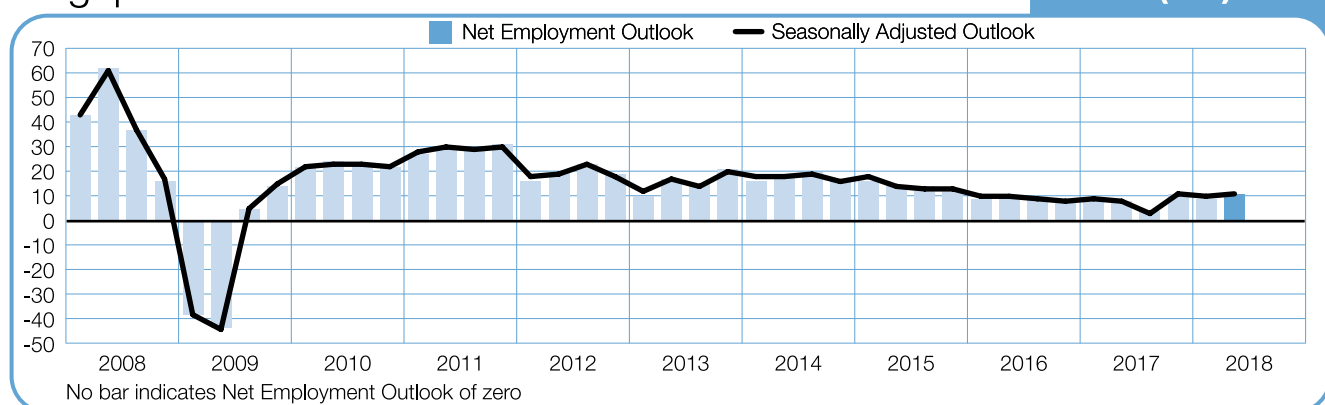
New Zealand

+11 (+11)%



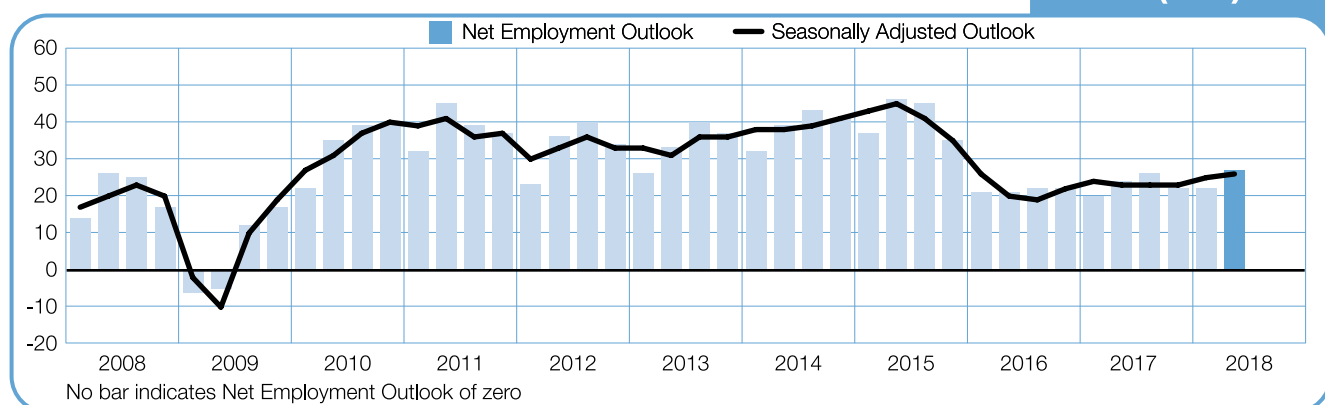
Singapore

+11 (+11)%



Taiwan

+27 (+26)%



International Comparisons – EMEA

ManpowerGroup interviewed over 21,000 employers in 26 countries in the Europe, Middle East and Africa (EMEA) region.

Payroll gains are anticipated in all countries except Italy. The strongest second-quarter hiring plans, based on seasonally adjusted data, are reported in Hungary. The Hungarian forecast is fueled in part by robust projections in the Construction sector where nearly four of every 10 employers surveyed plan to hire in the second-quarter. The hiring pace in Greece and Turkey is expected to be similarly steady with employers in both countries reporting positive forecasts in all industry sectors and regions. In fact, hiring intentions in Greece are the strongest reported by employers there since Quarter 3 2008.

Additional highlights in the region include Germany where employers report their most optimistic hiring plans in six years along with the strongest Manufacturing sector forecast since 2008. Finland's employers report their strongest hiring intentions since joining the survey in 2012. Meanwhile, employer confidence in the Netherlands is the strongest reported since 2008.

In the UK job seekers are likely to benefit from payroll gains anticipated by employers in all sectors and regions. And in Austria, employer confidence improves to more cautiously optimistic levels following the country's more sluggish first-quarter forecast.

More modest job gains are forecast in France where the Outlook improves slightly from the prior quarter and last year at this time, with employers reporting positive hiring intentions in all but one industry sector. Belgium's hiring pace is expected to remain reserved despite employers in the Manufacturing and Transportation Storage & Communications sectors reporting their strongest hiring plans in six years. Swedish job seekers can continue to expect some opportunities in the coming quarter, although the overall Outlook is dragged down by the weakest forecasts yet reported in the Finance, Insurance, Real Estate & Business Services and Construction sectors.

Outlooks in Poland and Romania point to continued steady hiring during the April-June time frame, with much of the optimism driven by solid forecasts in the Manufacturing sector. In fact, approximately a third of Manufacturing sector employers surveyed in both countries said they planned to add to their payrolls in the next three months.

Some job gains are anticipated in Switzerland and the Czech Republic, but employer confidence in both countries remains subdued. And in Italy the forecast again turns negative despite employers in the Restaurant & Hotel sector reporting their strongest hiring plans since the launch of their survey 15 years ago.

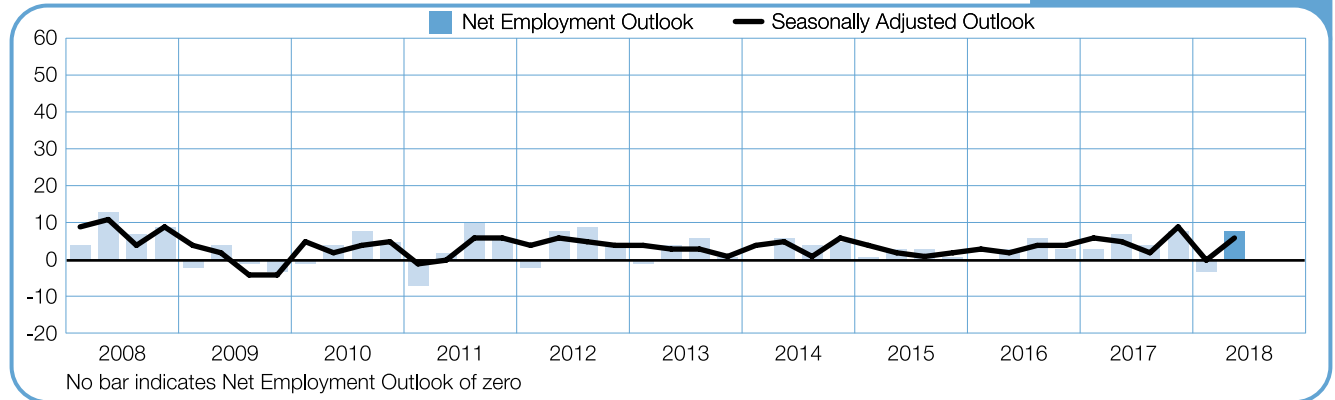
On a more optimistic note, the first survey ever conducted in Croatia points to an active second-quarter hiring pace with a third of all surveyed employers expecting to add to payrolls in the months ahead.

Beyond Europe, Israel's Outlook softens from three months ago to more modest levels, with Construction sector employers expecting the busiest second-quarter hiring pace. South Africa's forecast strengthens slightly from both three months and last year at this time with employers in the Finance, Insurance, Real Estate & Business Services sector expecting the strongest hiring pace and reporting the strongest Outlook in the sector since Quarter 1 2010.

* Croatia participates in the ManpowerGroup employment Outlook Survey for the first time this quarter and currently has no quarter-over-quarter and year-over-year trend data.

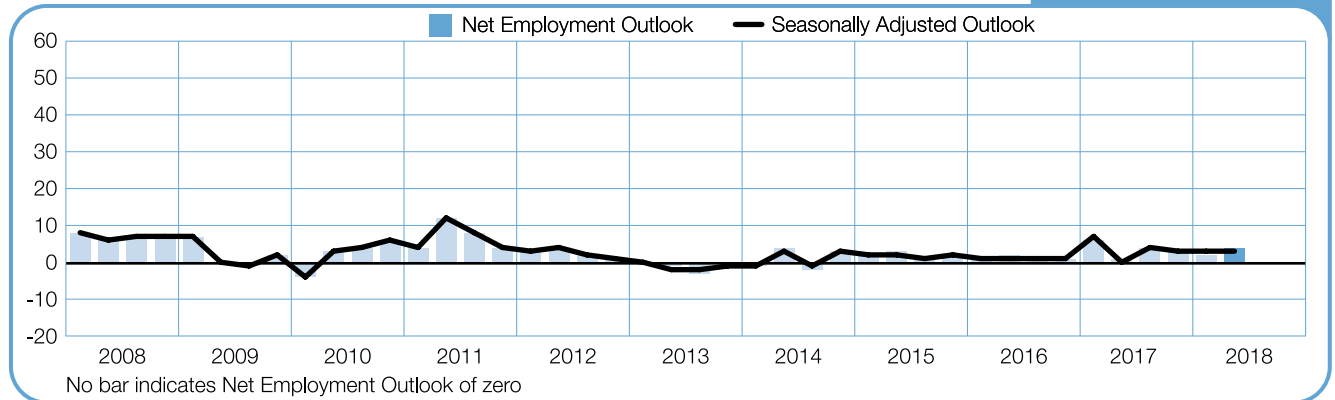
Austria

+8 (+6)%



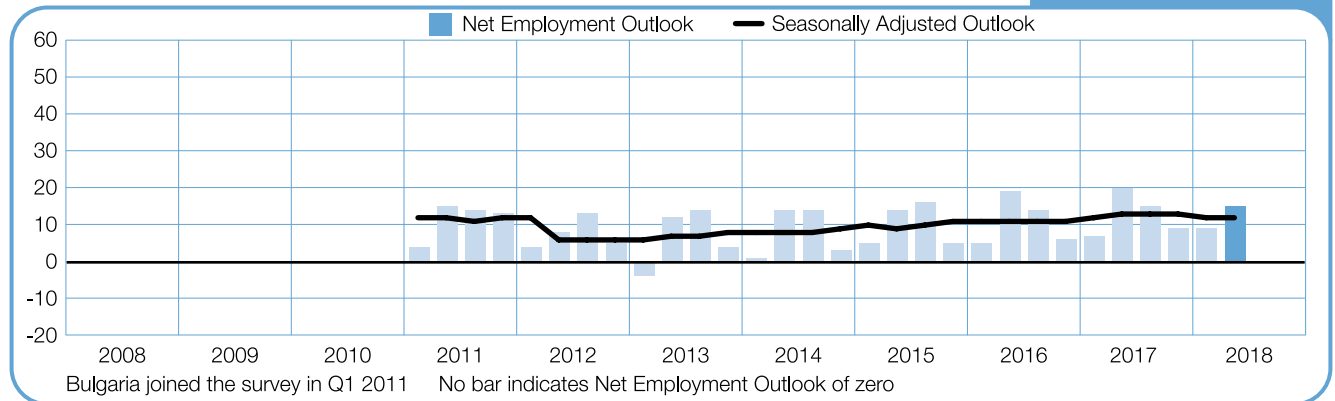
Belgium

+4 (+3)%



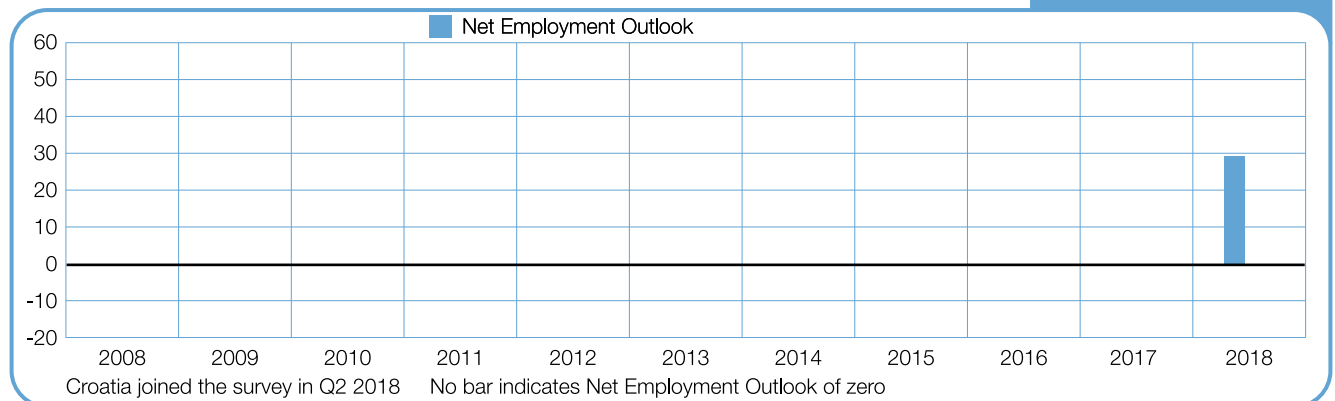
Bulgaria

+15 (+12)%



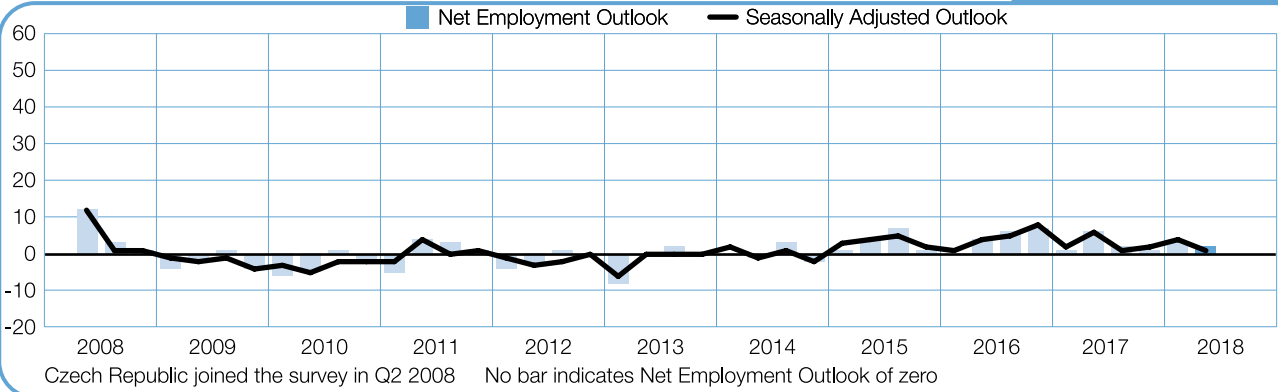
Croatia

+29%



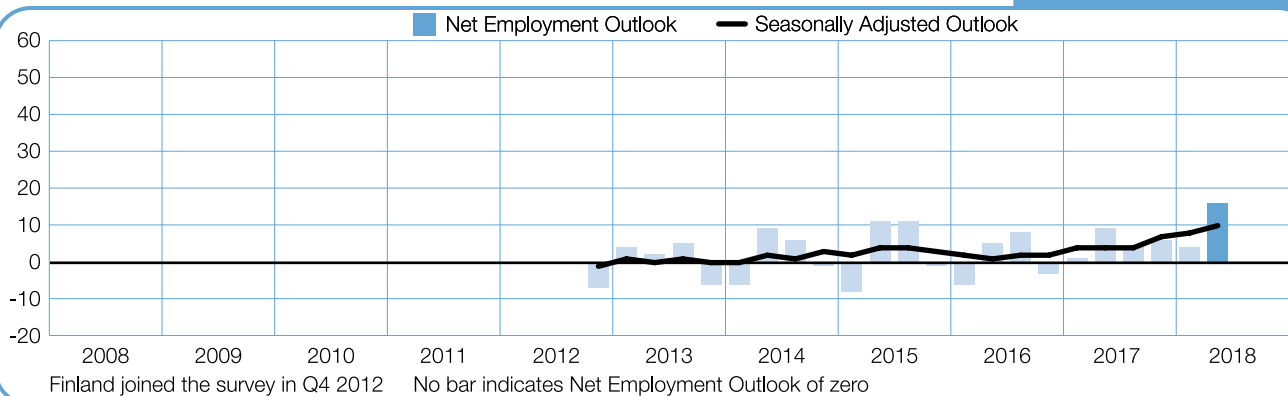
Czech Republic

+2 (+1)%



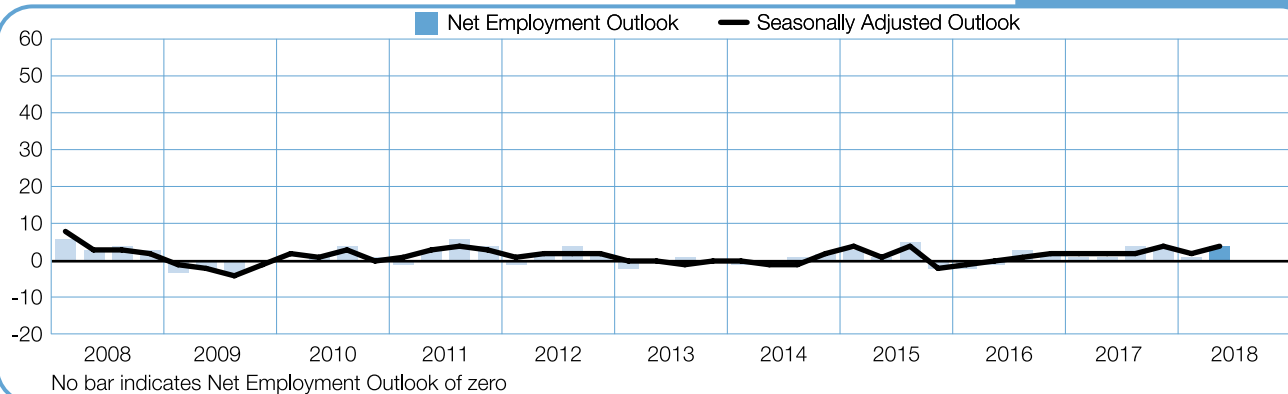
Finland

+16 (+10)%



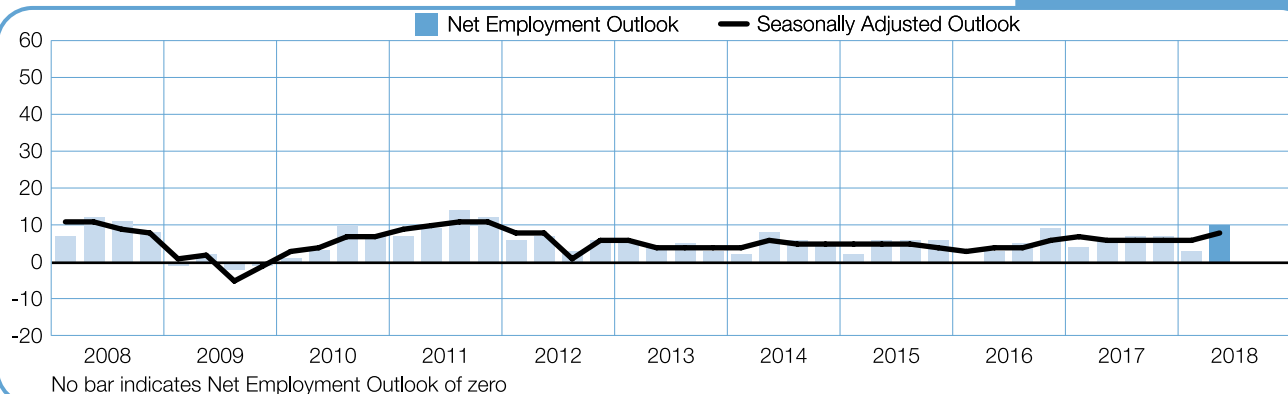
France

+4 (+4)%



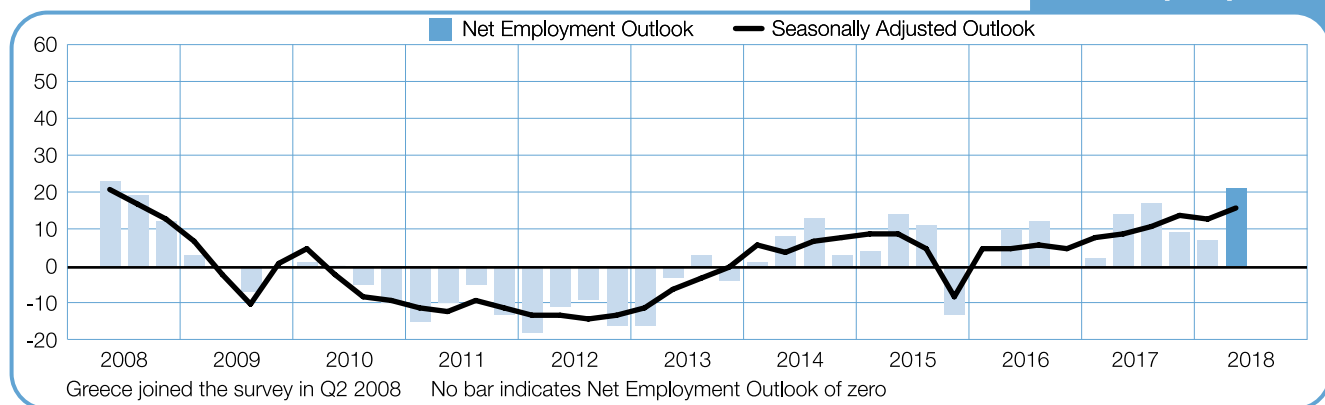
Germany

+10 (+8)%



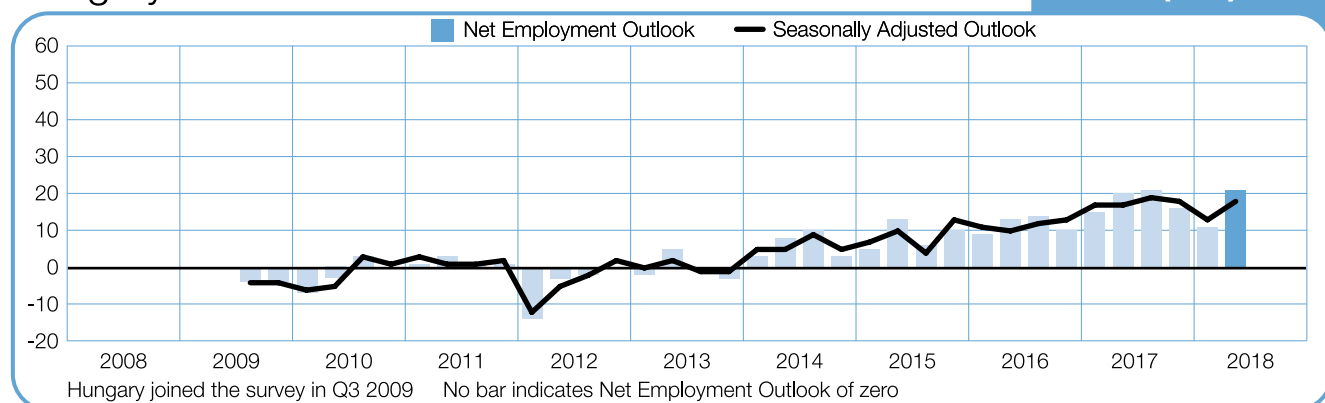
Greece

+21 (+16)%



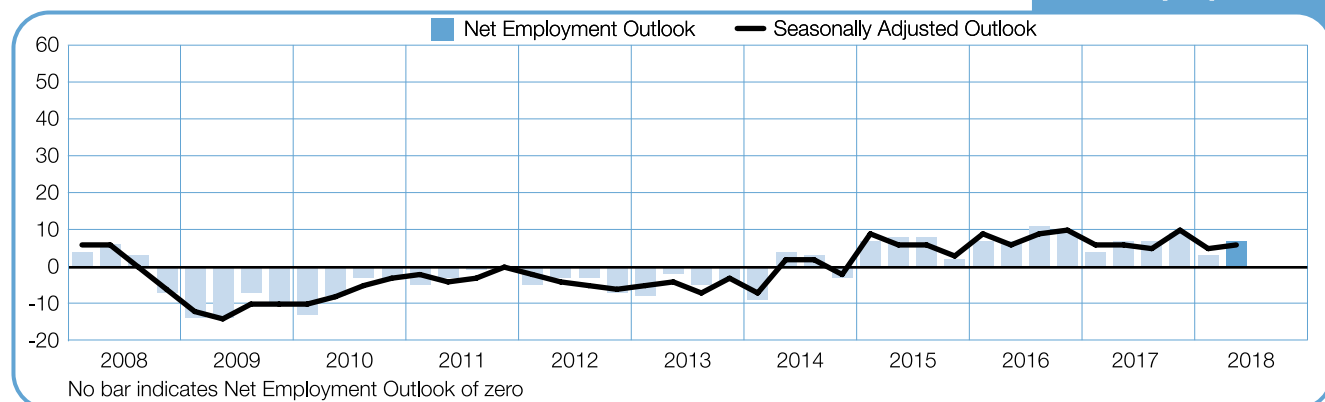
Hungary

+21 (+18)%



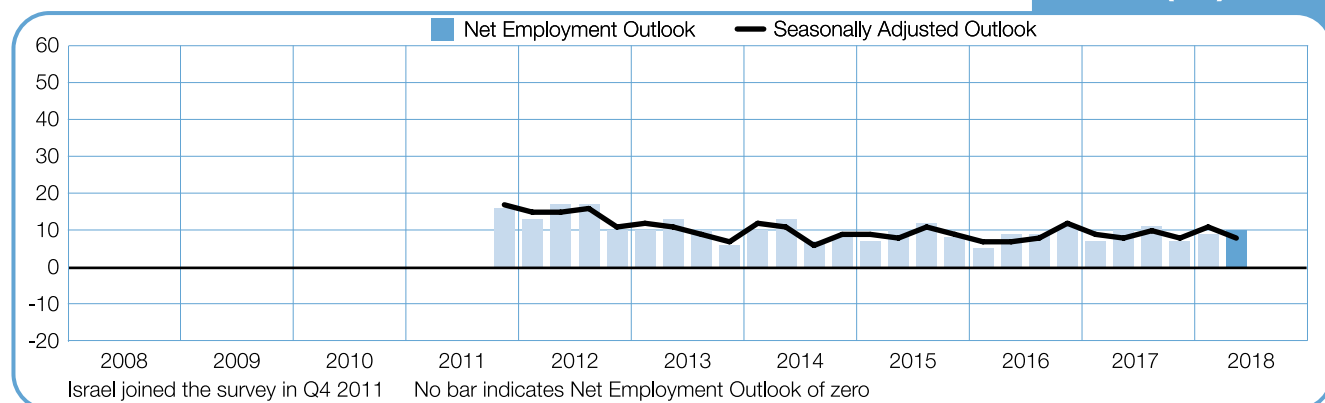
Ireland

+7 (+6)%



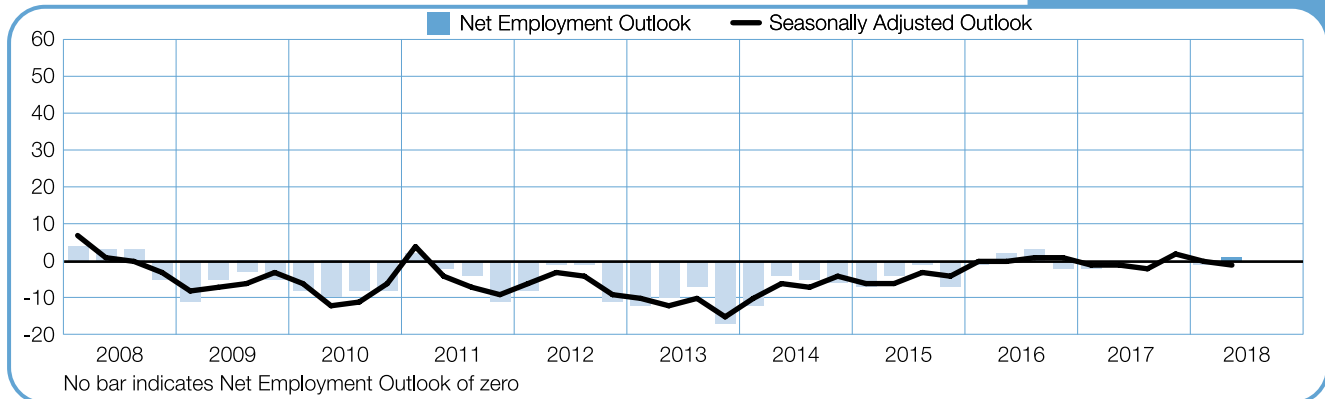
Israel

+10 (+8)%



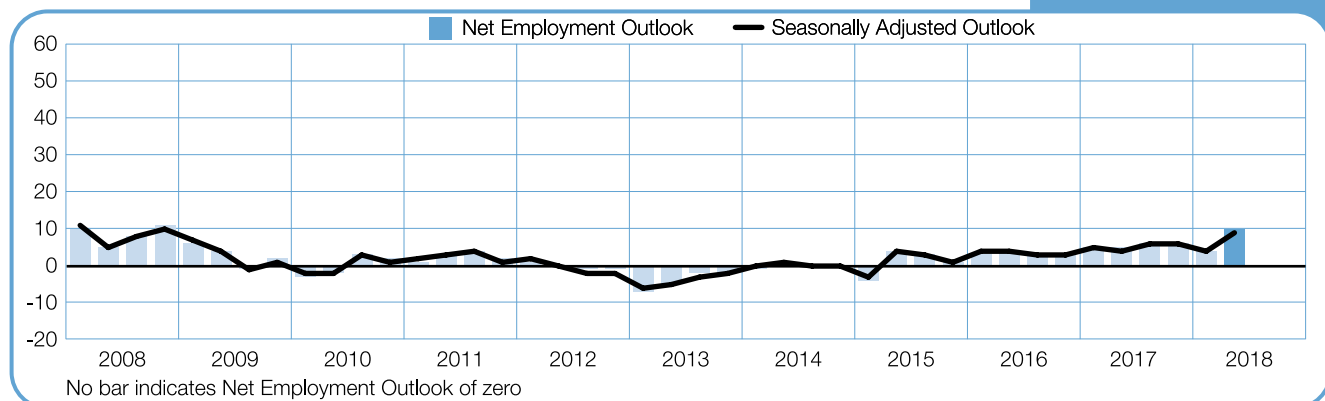
Italy

+1 (-1)%



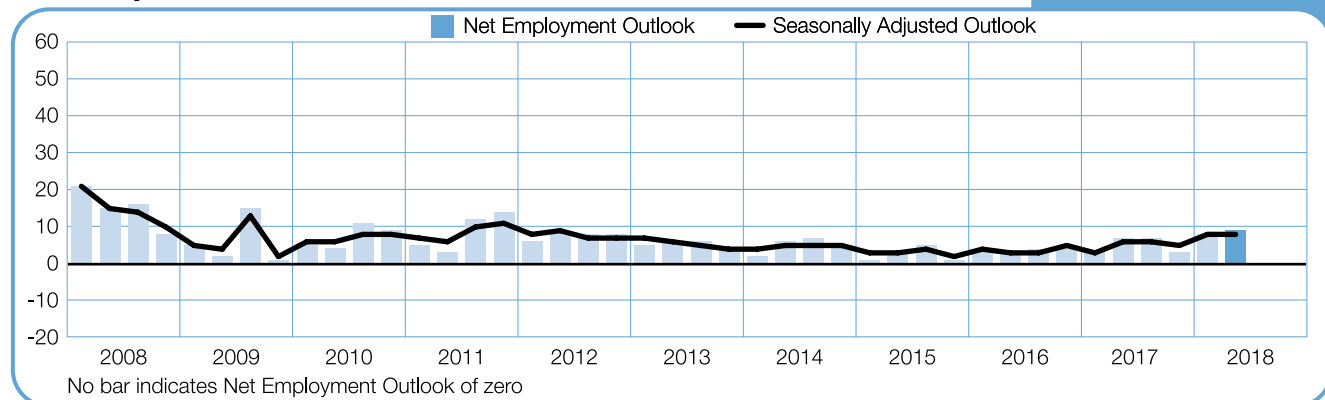
Netherlands

+10 (+9)%



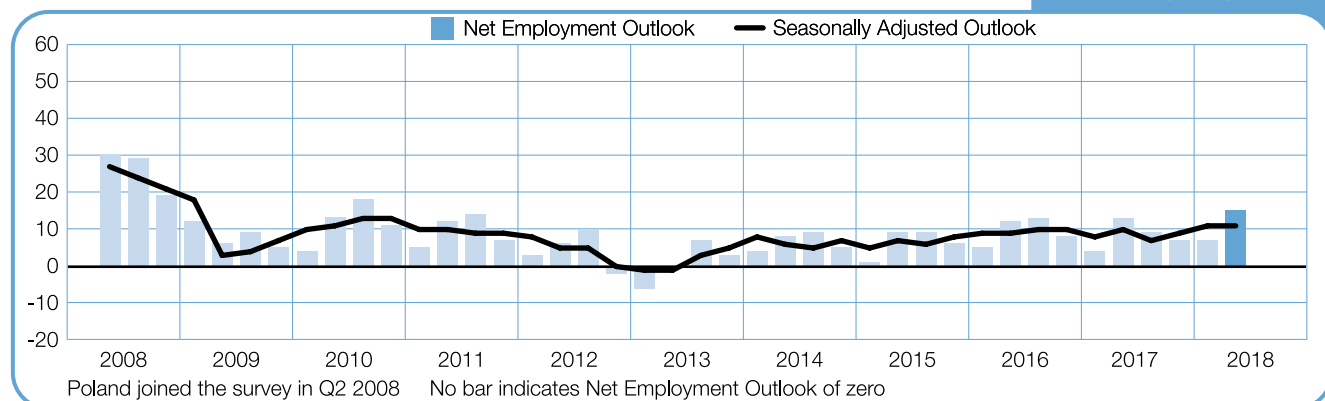
Norway

+9 (+8)%



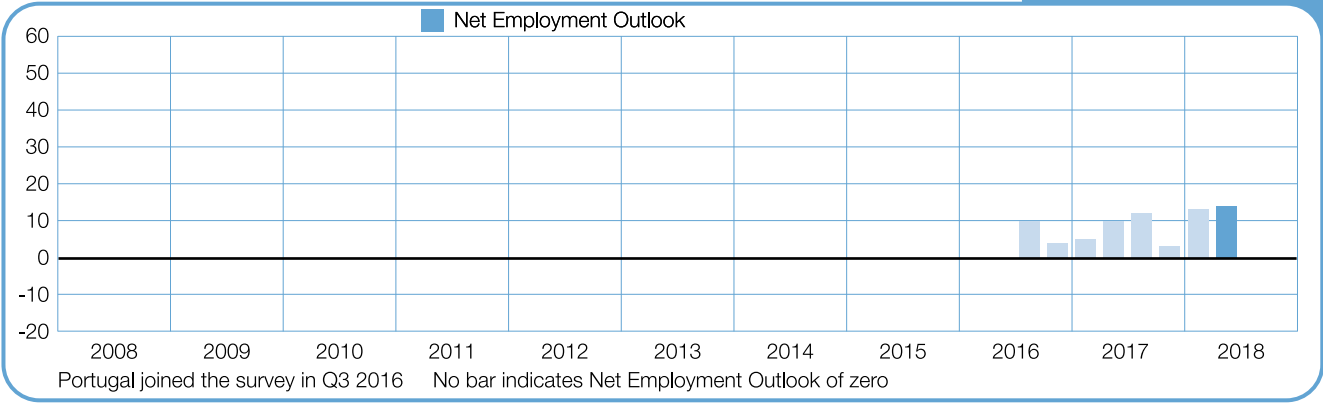
Poland

+15 (+11)%



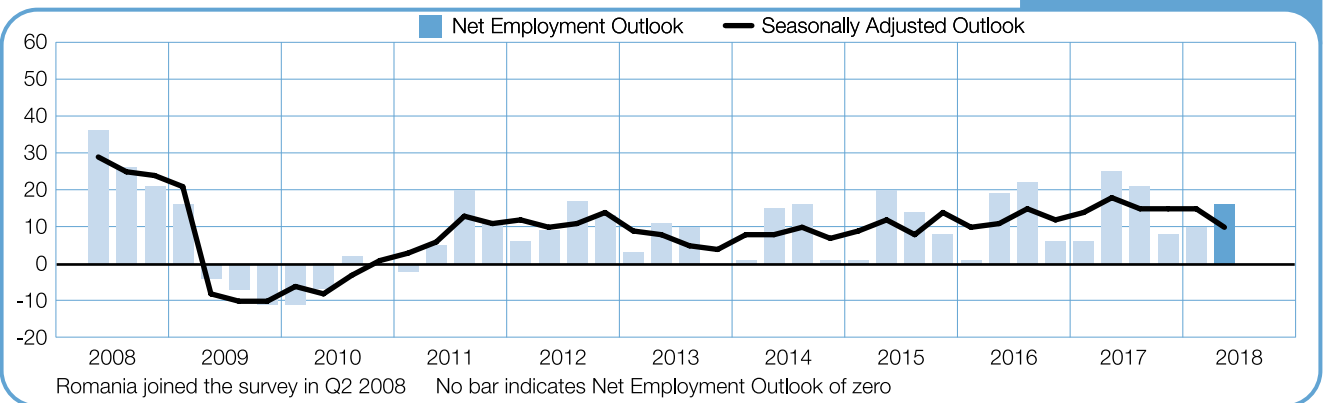
Portugal

+14%



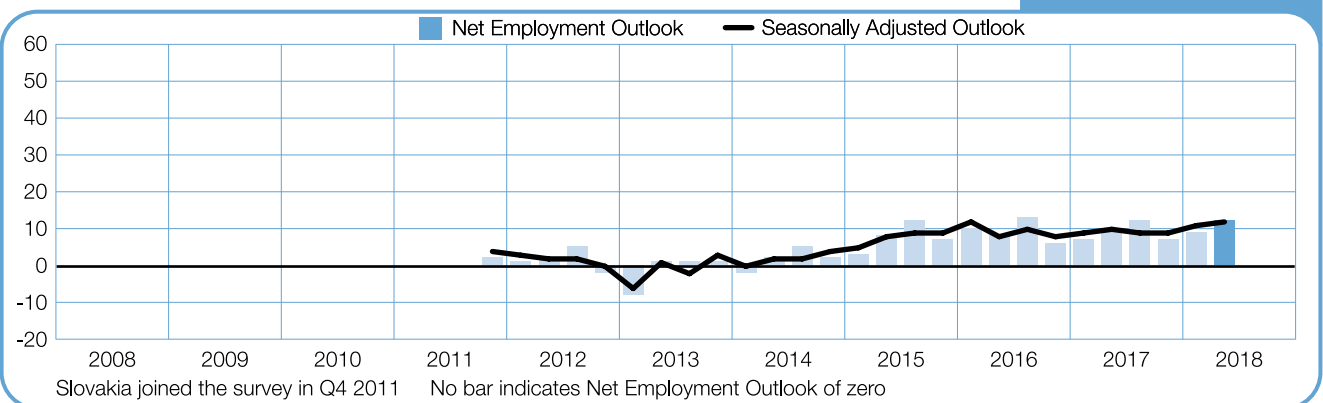
Romania

+16 (+10)%



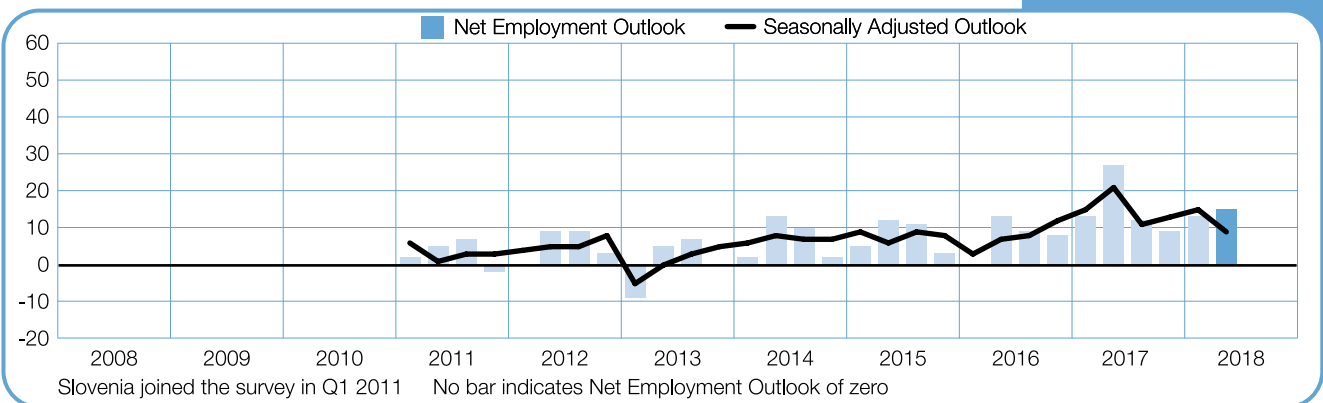
Slovakia

+12 (+12)%



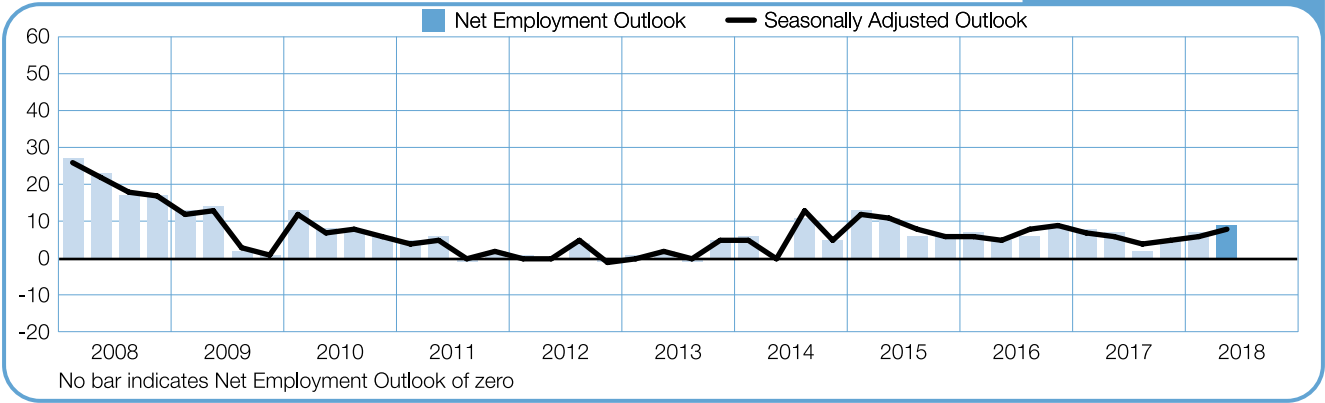
Slovenia

+15 (+9)%



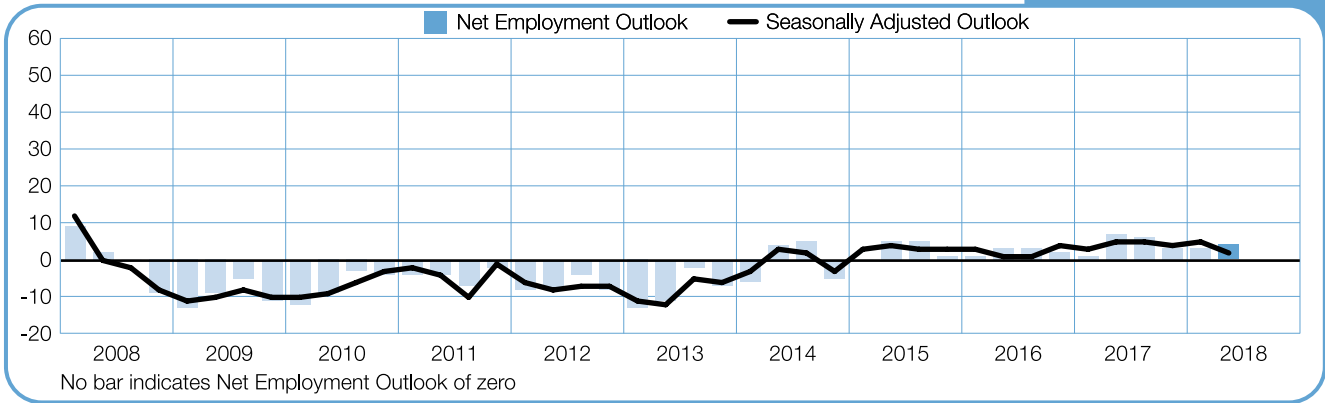
South Africa

+9 (+8)%



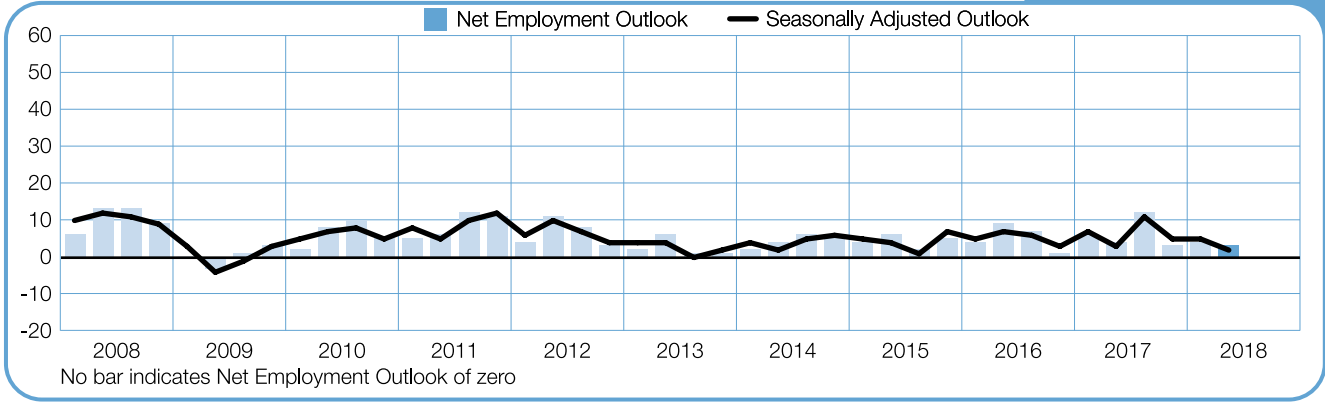
Spain

+4 (+2)%



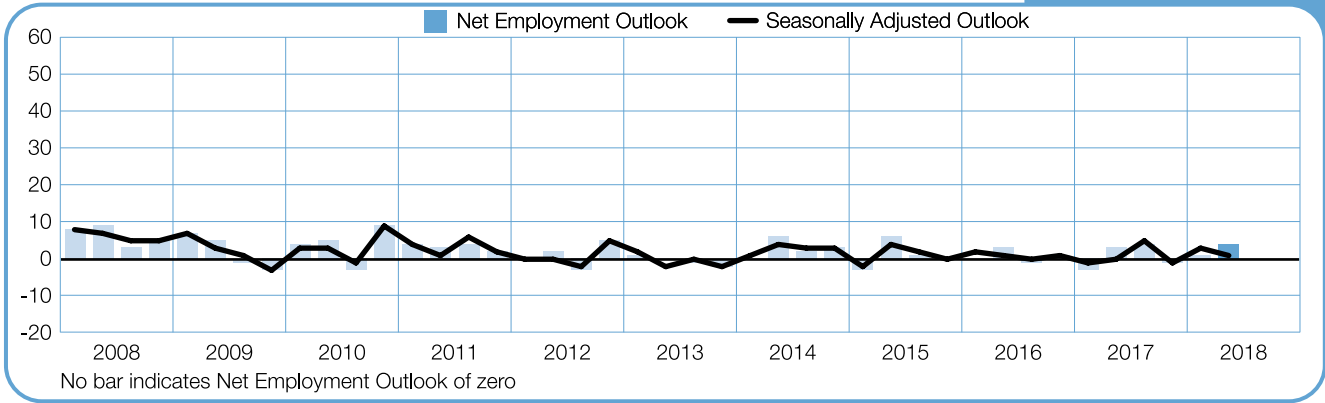
Sweden

+3 (+2)%



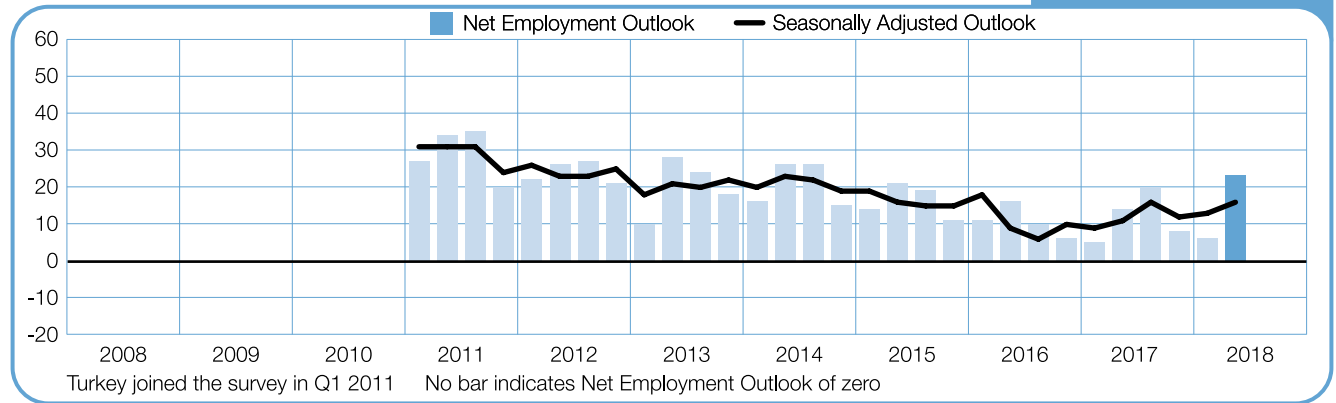
Switzerland

+4 (+1)%



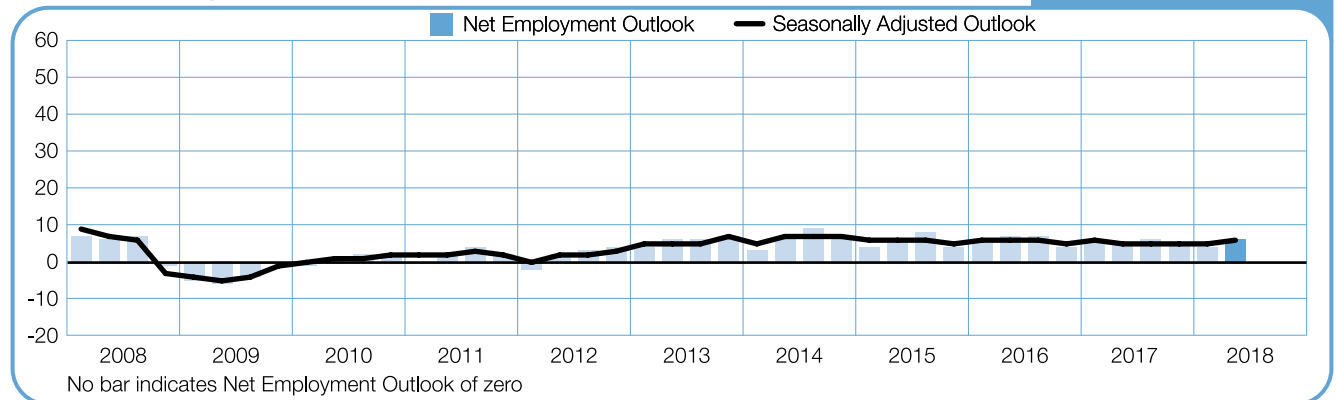
Turkey

+23 (+16)%



United Kingdom

+6 (+6)%



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 59,000 public and private employers across 44 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than 55 years the survey has derived all of its information from a single question: For the 2Q 2018 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

The Manpower Employment Outlook Survey for Poland is based on interviews with a representative sample of 752 employers. The margin of sampling error is +/- 3.6%. The regional division of Poland, used for the survey purposes, is defined as by Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie, opolskie).

Net Employment Outlook

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal Adjustment

Seasonal adjustments have been applied to the data for all participating countries except Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** ManpowerGroup's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward looking research format as the United States survey and is the first of its kind in Europe.
- 1976** Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002** ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003** Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** ManpowerGroup operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the fourth quarter. ManpowerGroup operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007** ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the fourth quarter.
- 2008** ManpowerGroup operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009** ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010** ManpowerGroup's Panama operation launches the Manpower Employment Outlook Survey in the second quarter. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the third quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and In the fourth quarter for South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012** Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally adjusted data. In the fourth quarter seasonal variations are also removed from Colombian data for the first time. ManpowerGroup's operation in Finland joins the survey in the fourth quarter, expanding the program to 42 countries and territories worldwide.
- 2013** ManpowerGroup Hungary operation begins reporting seasonally adjusted data in the third quarter and the Brazil operation begins reporting seasonally adjusted data in the fourth quarter.
- 2014** Survey data for Bulgaria, Panama, Slovenia and Turkey are seasonally adjusted for the first time.

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.

ManpowerGroup™ in Poland

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in Poland since March 2001. With nearly 70 branches in 44 cities across the nation, ManpowerGroup in Poland provides unique value to clients and candidates through ManpowerGroup™ Solutions, Manpower® and Experis™. ManpowerGroup's portfolio in Poland covers temporary work, permanent and contract recruitment; employee assessment and selection; outsourcing and workforce consulting; career management and outplacement.

More information is available at www.manpowergroup.pl.

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