

ManpowerGroup Employment Outlook Survey Poland

A ManpowerGroup Research Report

Q2 2019



ManpowerGroup™

Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the second quarter 2019 was conducted by interviewing a representative sample of 751 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 2019 as compared to the current quarter?”*.

Contents

Poland Employment Outlook **1**

Organization-Size Comparisons

Regional Comparisons

Sector Comparisons

Global Employment Outlook **13**

International Comparisons – Americas

International Comparisons – Asia-Pacific

International Comparisons – EMEA

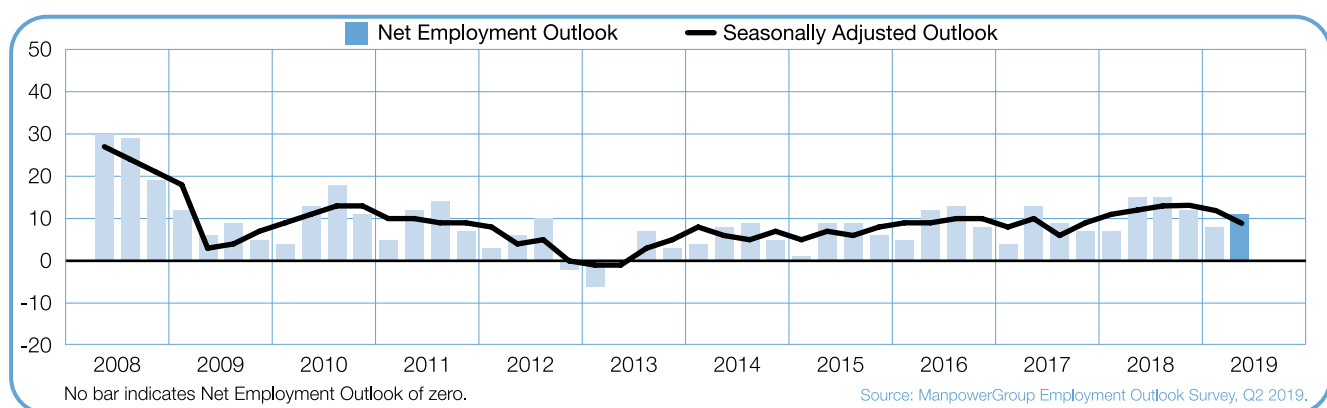
About the Survey **18**

About ManpowerGroup™ **21**

Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q2 2019	14	3	80	3	+11	+9
Q1 2019	13	5	79	3	+8	+12
Q4 2018	17	5	77	1	+12	+13
Q3 2018	18	3	77	2	+15	+13
Q2 2018	18	3	76	3	+15	+12

Source: ManpowerGroup Employment Outlook Survey, Q2 2019.



Polish employers report respectable hiring prospects for the second quarter of 2019. While 14% of employers anticipate an increase in payrolls, 3% forecast a decrease and 80% expect no change, resulting in a Net Employment Outlook of +11%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +9%. Hiring intentions are 3 percentage points weaker when compared with the previous quarter, and also decline by 3 percentage points in comparison with this time one year ago.

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.

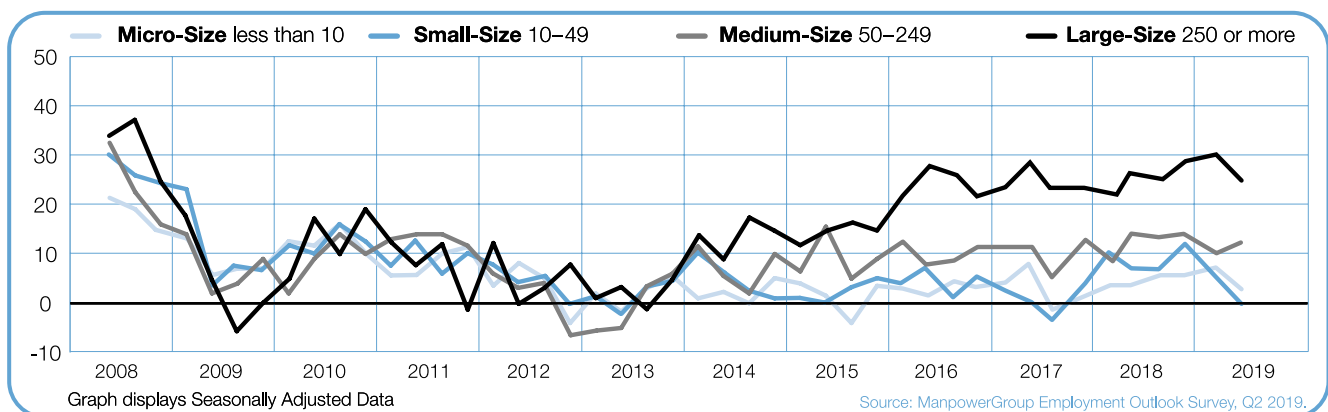
Workforce gains are anticipated in three of the four organization size categories during the upcoming quarter. Large employers forecast healthy hiring activity with a Net Employment Outlook of +25%. Elsewhere, steady payroll gains are expected by Medium employers with an Outlook of +12% while Micro employers report an Outlook of +3%. However, Small employers forecast a flat labor market with an Outlook of 0%.

In comparison with the previous quarter, Large- and Small-size employers report decreases of 5 percentage points, while the Outlook for Micro firms declines by 4 percentage points. However, Medium employers report an improvement of 2 percentage points.

Small employers report a decline of 8 percentage points when compared with this time one year ago, and Outlooks are 3 and 2 percentage points weaker for Large- and Medium-size employers, respectively. Meanwhile, the Outlook for Micro employers remains relatively stable.

Organization-Size	Increase %	Decrease %	No Change %	Don't Know %	Net Employment Outlook %	Seasonally Adjusted Outlook %
Micro-Size less than 10	6	2	89	3	4	3
Small-Size 10–49	6	5	85	4	1	0
Medium-Size 50–249	16	1	79	4	15	12
Large-Size 250 or more	29	2	62	7	27	25

Source: ManpowerGroup Employment Outlook Survey, Q2 2019.

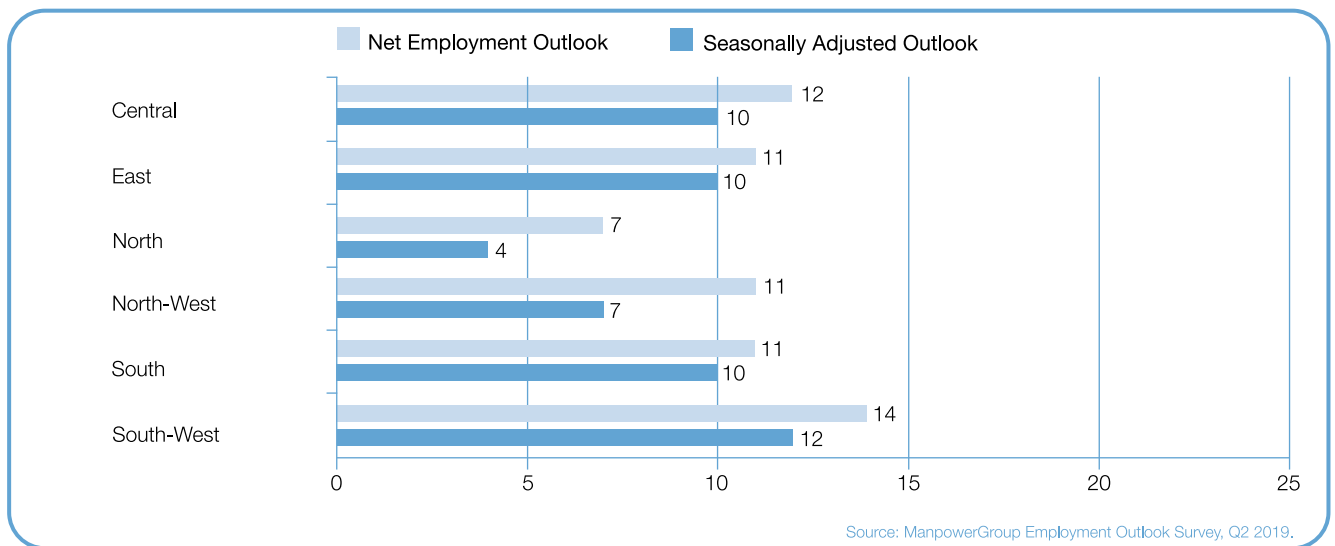


Regional Comparisons

Employers in all six regions anticipate job gains in the forthcoming quarter. The strongest labor market is forecast for the South-West where the Net Employment Outlook is +12%. Elsewhere, fair hiring prospects are reported in three regions with Outlooks of +10% – Central Poland, the East and the South. North-West employers anticipate some hiring activity, reporting an Outlook of +7%, while the weakest labor market is expected in the North where the Outlook stands at +4%.

Hiring prospects also decline in all six regions when compared with this time one year ago. The most notable decreases of 9 and 5 percentage points are reported in the North and the North-West, respectively, while Outlooks are 2 percentage points weaker in the Central region, the East and the South.

When compared with the previous quarter, hiring intentions weaken in all six regions. The most noteworthy decrease of 6 percentage points is reported in the South, while the Outlook in the North declines by 5 percentage points. Elsewhere, hiring plans are 4 percentage points weaker in two regions – Central Poland and the North-West – while decreases of 3 and 2 percentage points are reported in the East and the South-West, respectively.

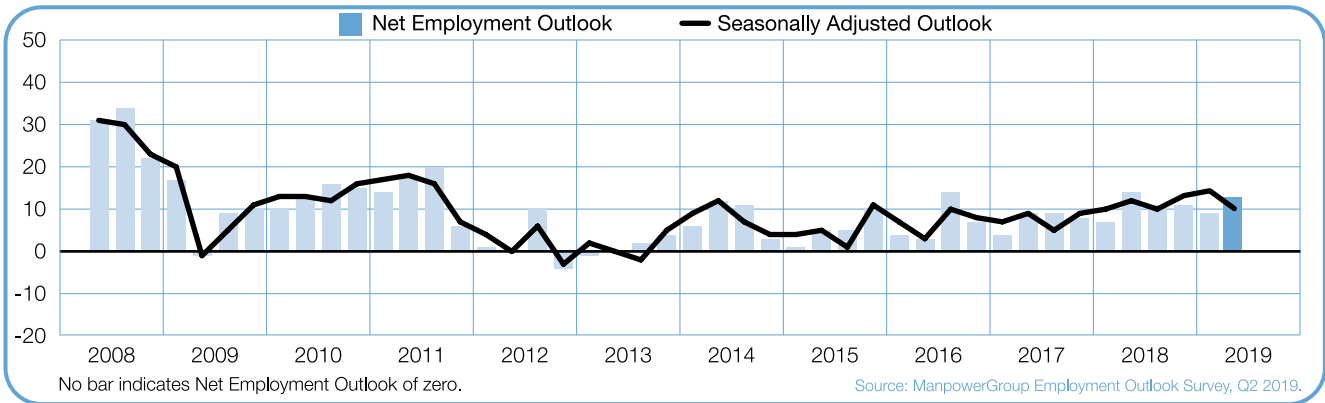


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

+10%

Central

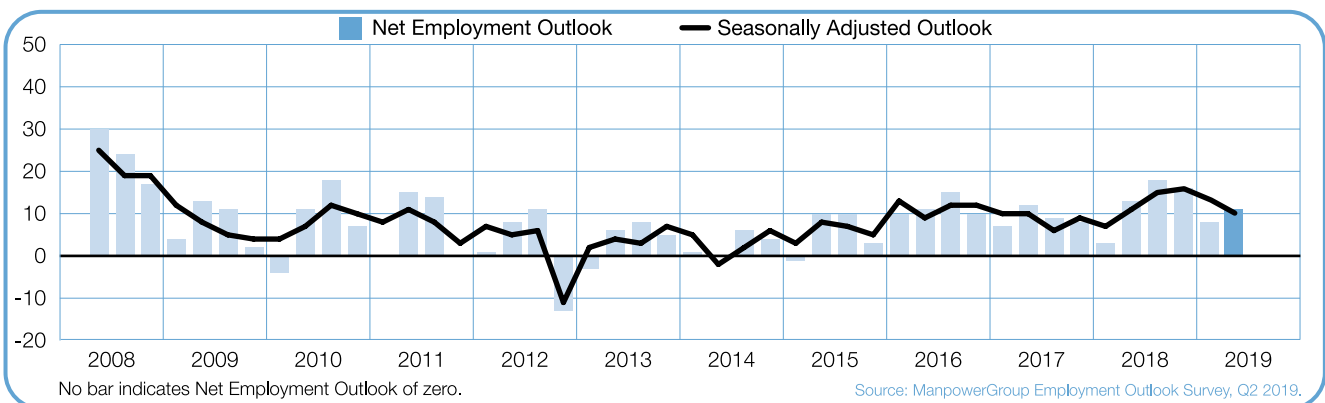
Employers forecast a moderate hiring pace during the next three months, reporting a Net Employment Outlook of +10%. Hiring prospects decline both quarter-over-quarter and year-over-year, decreasing by 4 and 2 percentage points, respectively.



+10%

East

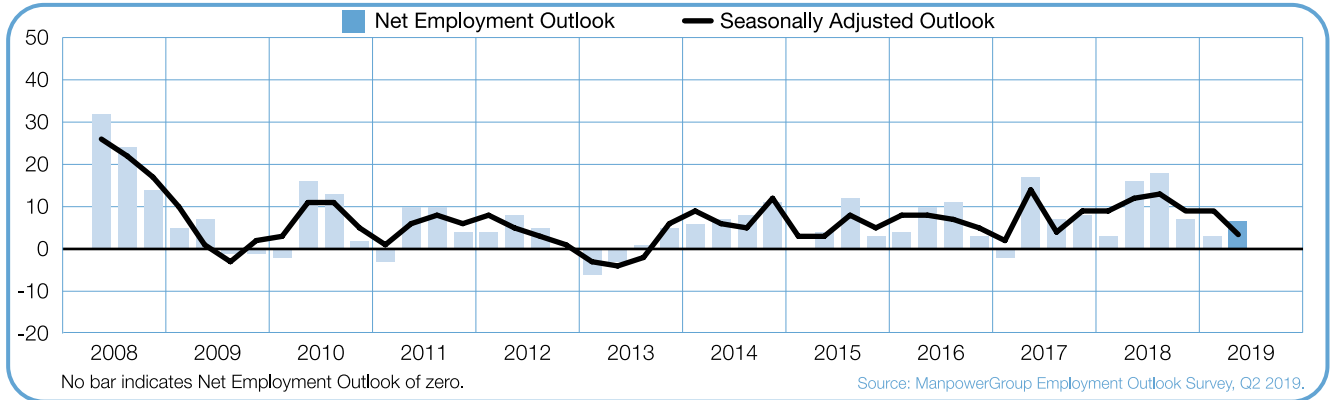
With a Net Employment Outlook of +10%, employers anticipate some payroll gains in the second quarter of 2019. However, hiring plans are 3 percentage points weaker when compared with the previous quarter and decline by 2 percentage points in comparison with 2Q 2018.



+4%

North

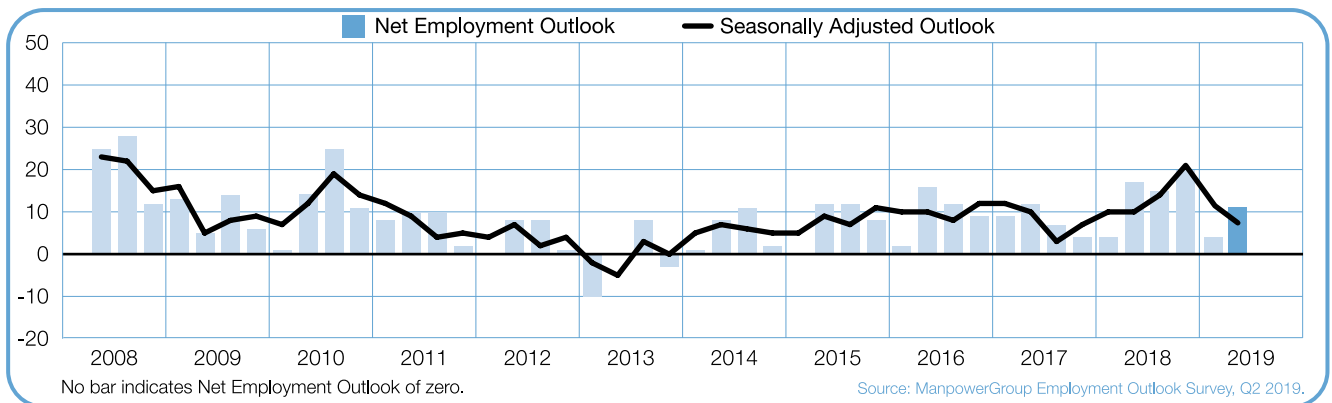
Job seekers can expect a subdued labor market in the April–June time frame, according to employers who report a Net Employment Outlook of +4%. Hiring intentions decline by 5 percentage points in comparison with 1Q 2019 and are 9 percentage points weaker when compared with this time one year ago.



+7%

North-West

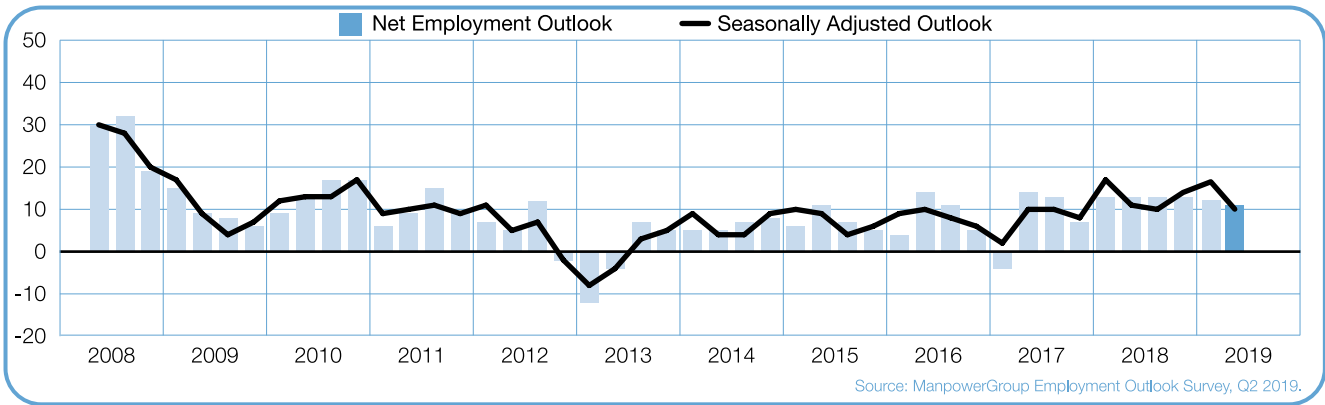
Modest workforce growth is forecast for the upcoming quarter, with employers reporting a Net Employment Outlook of +7%. However, the Outlook declines by 4 and 5 percentage points quarter-over-quarter and year-over-year, respectively.



+10%

South

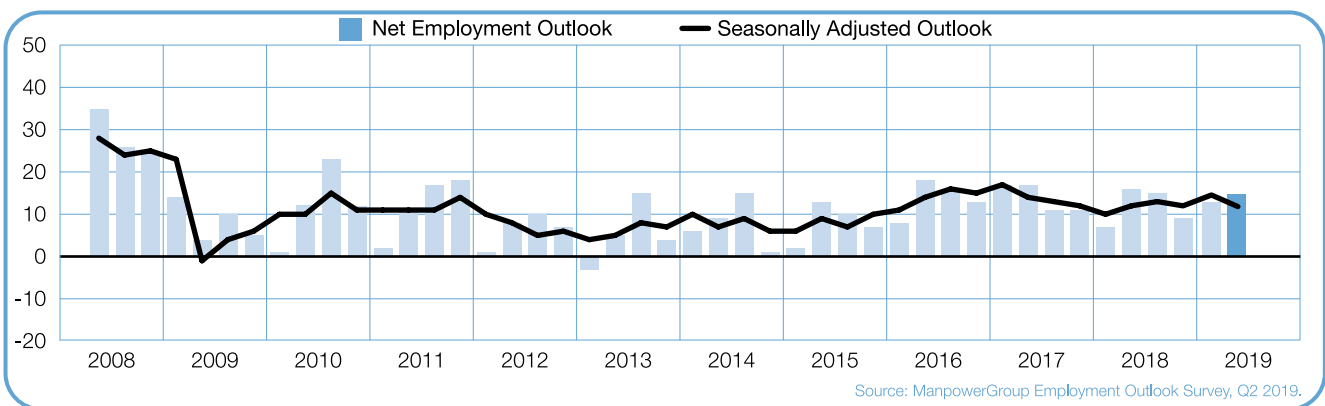
A fair hiring climate is anticipated in the next three months, with employers reporting a Net Employment Outlook of +10%. However, hiring plans decline by 6 percentage points when compared with the previous quarter and are 2 percentage points weaker in comparison with the second quarter of 2018.



+12%

South-West

Employers expect respectable payroll growth during the April-June period, reporting a Net Employment Outlook of +12%. The Outlook is 2 percentage points weaker quarter-over-quarter, but remains relatively stable in comparison with this time one year ago.



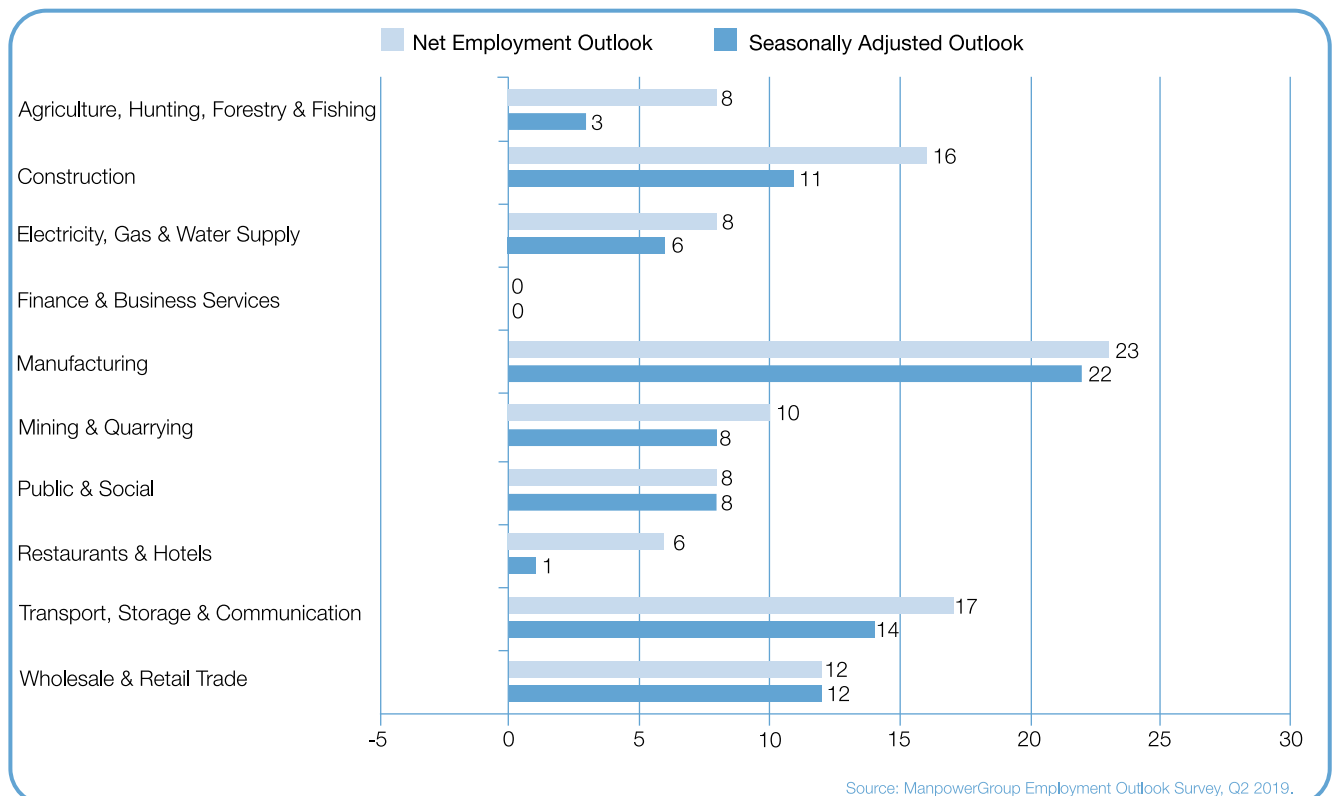
Sector Comparisons

Employers in nine of the 10 industry sectors expect to add to payrolls in the coming quarter. Manufacturing sector employers report the strongest hiring prospects with a healthy Net Employment Outlook of +22%. Elsewhere, Transport, Storage & Communications sector employers forecast steady job gains with an Outlook of +14%, and Outlooks stand at +12% and +11% for the Wholesale & Retail Trade sector and the Construction sector, respectively. Agriculture, Hunting, Forestry & Fishing sector employers report a cautious Outlook of +3% while the Restaurants & Hotels sector Outlook of +1% reflects subdued hiring plans. Meanwhile, Finance & Business Services sector employers anticipate a flat labor market, reporting an Outlook of 0%.

Hiring prospects weaken in seven of the 10 industry sectors when compared with the first quarter of 2019. The most noteworthy decrease of 8 percentage points is reported in the Finance & Business Services sector. Elsewhere, Outlooks decline by 6 percentage points in both the Agriculture, Hunting, Forestry & Fishing sector and the Transport, Storage & Communications sector, while Mining & Quarrying sector employers

report a decrease of 5 percentage points. However, hiring intentions strengthen by 3 percentage points in the Electricity, Gas & Water sector.

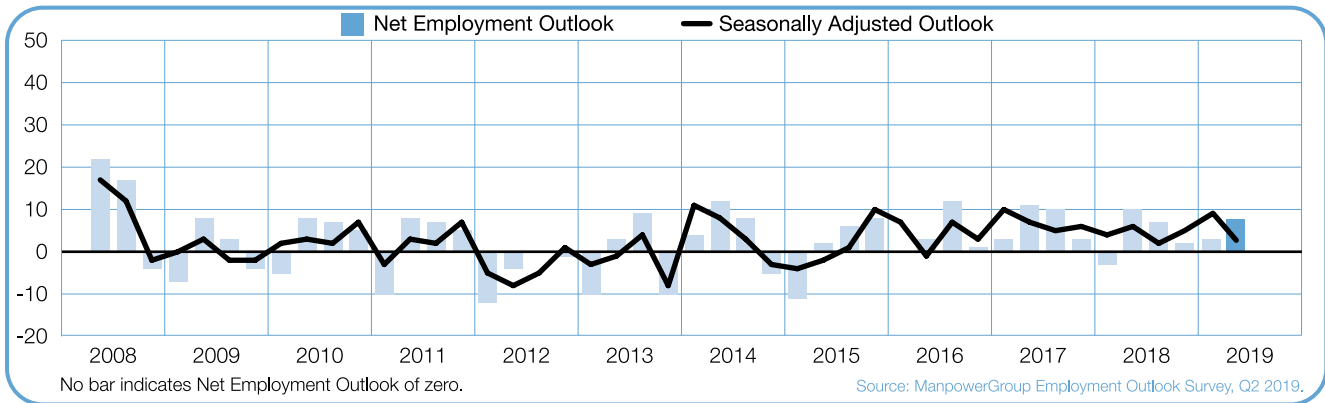
When compared with this time one year ago, Outlooks also decline in seven of the 10 industry sectors. Restaurants & Hotels sector employers report considerably weaker hiring prospects, decreasing by 15 percentage points, while the Finance & Business Services sector Outlook declines by 10 percentage points. Slight decreases of 3 percentage points are reported for two sectors – the Construction sector and the Manufacturing sector. Meanwhile, Wholesale & Retail Trade sector employers report an improvement of 4 percentage points.



+3%

Agriculture, Hunting, Forestry & Fishing

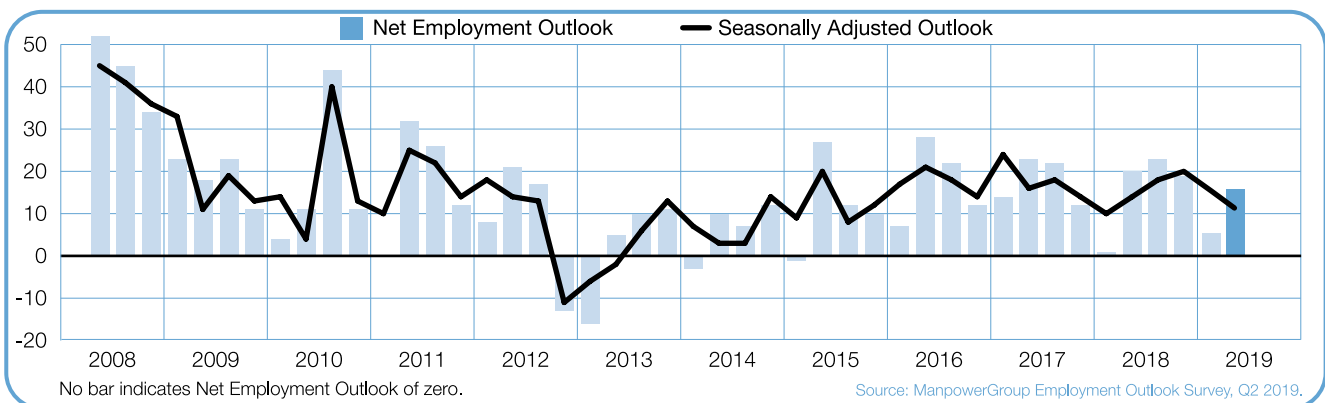
With a Net Employment Outlook of +3%, employers anticipate limited hiring activity in the coming quarter. Hiring plans are 6 percentage points weaker quarter-over-quarter, and decline by 2 percentage points when compared with this time one year ago.



+11%

Construction

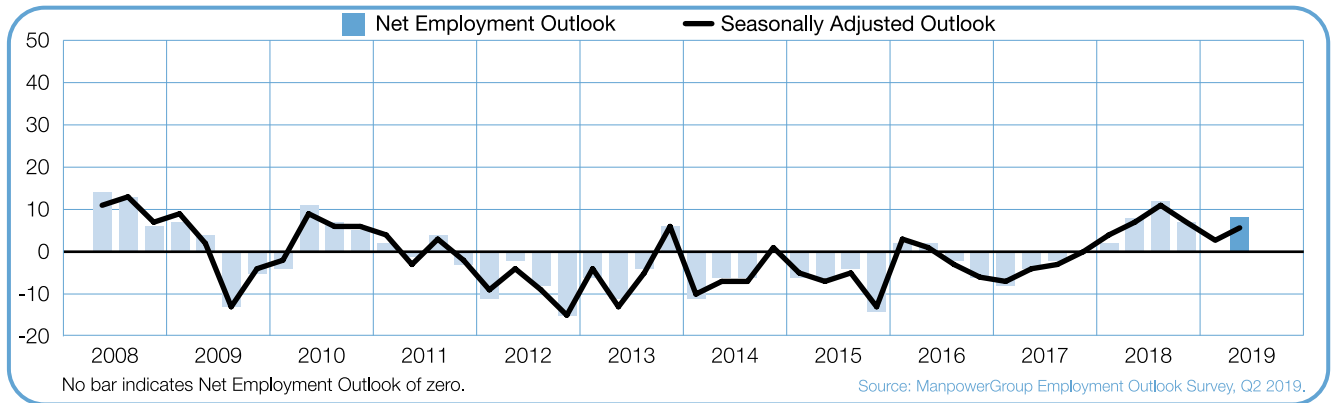
Job seekers can expect a favorable hiring climate in the next three months, according to employers who report a Net Employment Outlook of +11%. However, hiring intentions decline by 4 percentage points when compared with the previous quarter, and are 3 percentage points weaker in comparison with 2Q 2018.



+6%

Electricity, Gas & Water Supply

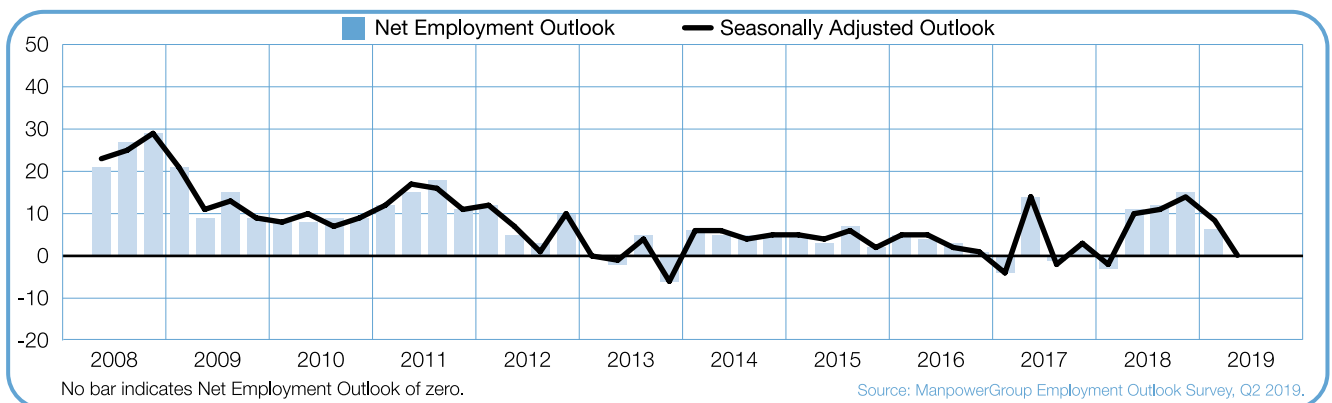
A slight increase in payrolls is likely in the second quarter of 2019, according to employers who report a Net Employment Outlook of +6%. The Outlook improves by 3 percentage points quarter-over-quarter, and remains relatively stable in comparison with the second quarter of 2018.



0%

Finance & Business Services

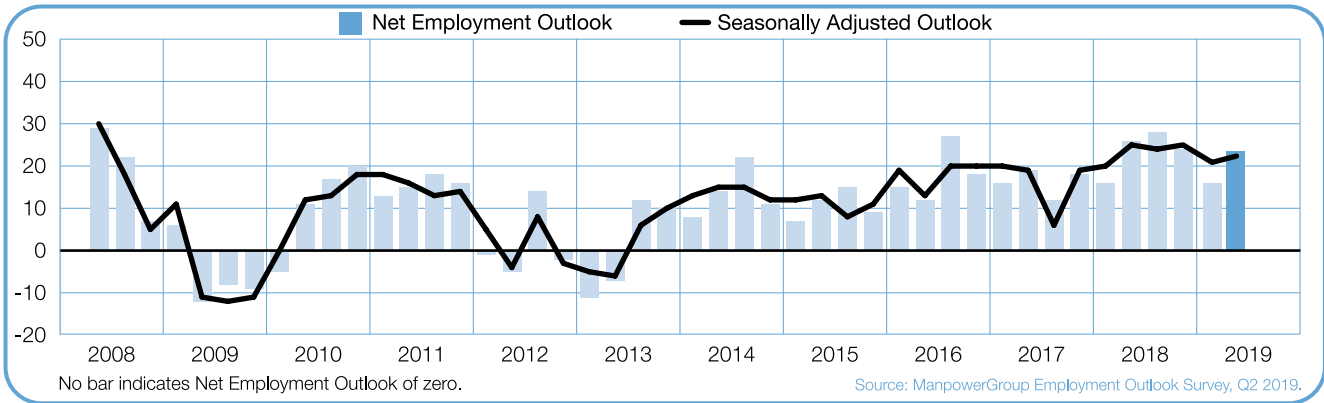
Employers forecast a flat labor market for the April-June time frame with a Net Employment Outlook of 0%. Hiring prospects decline by 8 percentage points when compared with the previous quarter and by 10 percentage points year-over-year.



+22%

Manufacturing

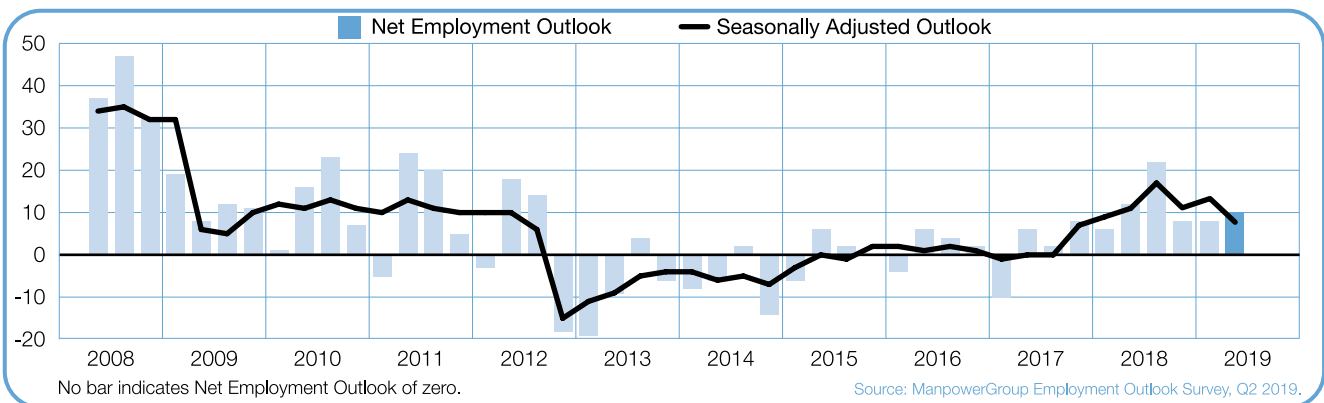
The active labor market is forecast to continue in the next three months, with employers reporting a Net Employment Outlook of +22%. Hiring intentions remain relatively stable in comparison with 1Q 2019, but decline by 3 percentage points when compared with this time one year ago.



+8%

Mining & Quarrying

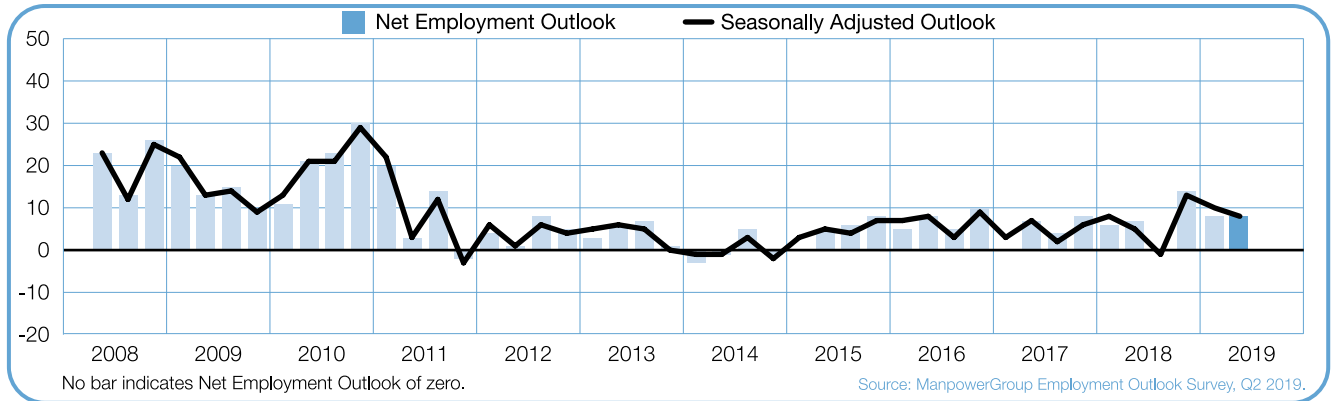
Job seekers can expect a conservative hiring pace in the forthcoming quarter, according to employers who report a Net Employment Outlook of +8%. However, the Outlook is 5 percentage points weaker in comparison with the previous quarter and declines by 2 percentage points when compared with 2Q 2018.



+8%

Public & Social

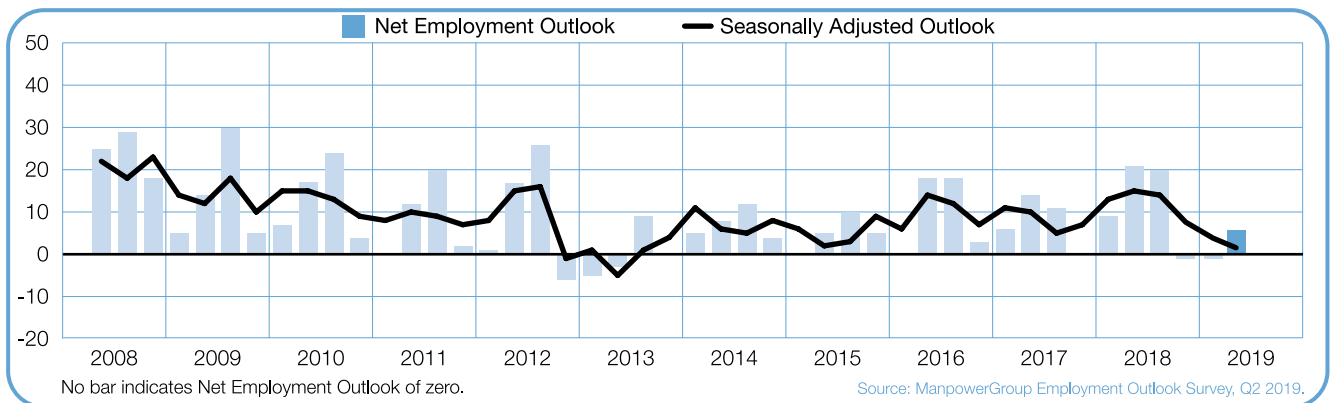
Reporting a Net Employment Outlook of +8%, employers forecast some payroll gains in the April–June period. Hiring plans decline by 2 percentage points quarter-over-quarter, but remain relatively stable when compared with this time one year ago.



+1%

Restaurants & Hotels

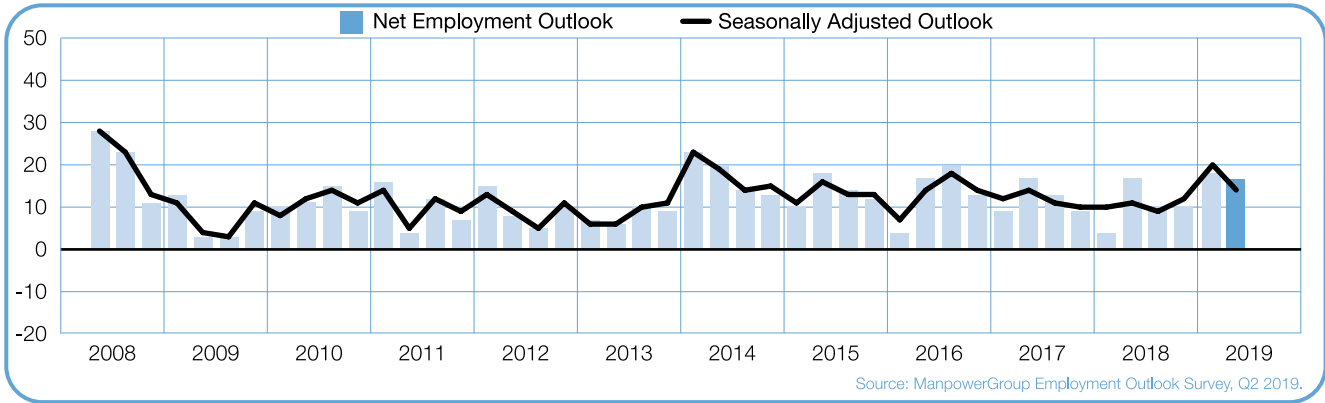
The weakest labor market in more than five years is anticipated in 2Q 2019. Employers report an uncertain Net Employment Outlook of +1%, declining by 3 percentage points when compared with the previous quarter and by 15 percentage points in comparison with the second quarter of 2018.



+14%

Transport, Storage & Communication

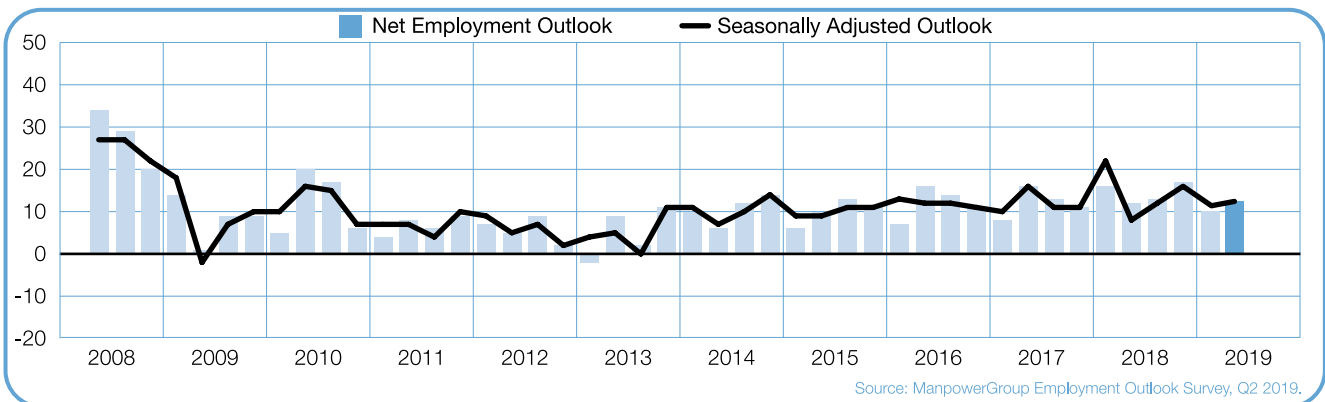
Job seekers can expect a steady hiring pace in the next three months, according to employers who report a Net Employment Outlook of +14%. Hiring prospects decline by 6 percentage points in comparison with 1Q 2019, but are unchanged year-over-year.



+12%

Wholesale & Retail Trade

Respectable payroll growth is forecast for the April–June time frame. Employers report a Net Employment Outlook of +12%, remaining relatively stable when compared with the previous quarter and improving by 4 percentage points in comparison with 2Q 2018.

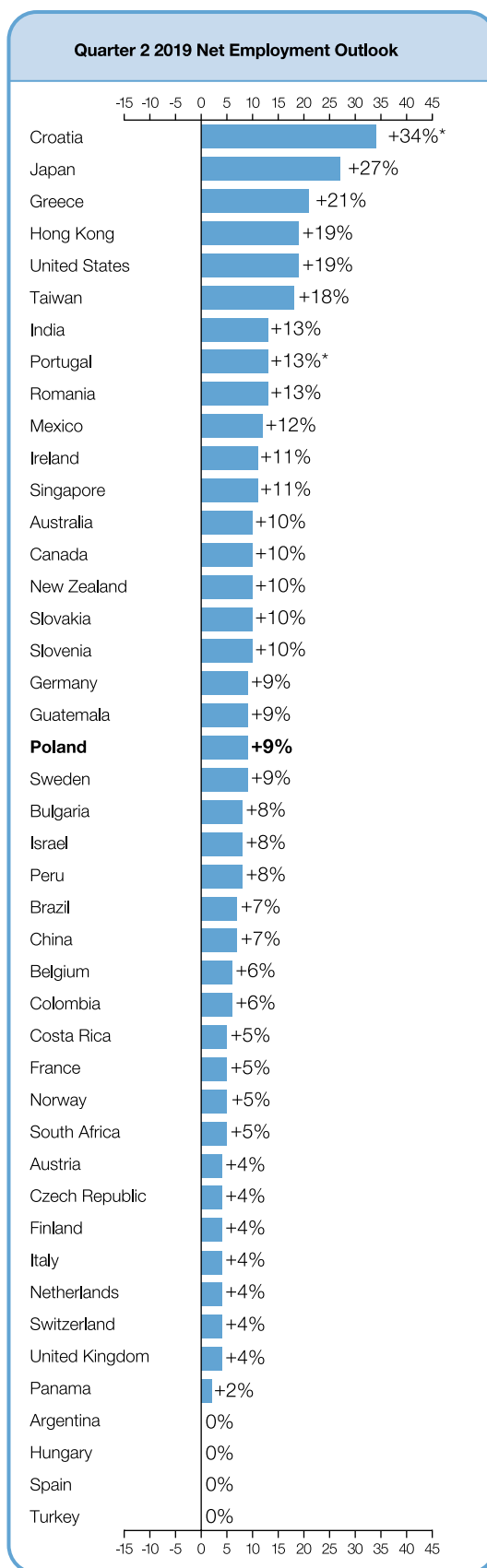


Global Employment Outlook

	Quarter 2 2019	Qtr on Qtr Change Q2 2019 to Q1 2019	Yr on Yr Change Q2 2019 to Q2 2018
	%		
Americas			
Argentina	1 (0) ¹	4 (4) ¹	-6 (-6) ¹
Brazil	10 (7) ¹	3 (0) ¹	0 (0) ¹
Canada	13 (10) ¹	5 (-2) ¹	-4 (-4) ¹
Colombia	7 (6) ¹	0 (-3) ¹	-1 (-1) ¹
Costa Rica	6 (5) ¹	0 (2) ¹	-4 (-4) ¹
Guatemala	10 (9) ¹	0 (-1) ¹	-1 (-1) ¹
Mexico	13 (12) ¹	1 (-2) ¹	-1 (-1) ¹
Panama	2 (2) ¹	-2 (-1) ¹	-4 (-3) ¹
Peru	9 (8) ¹	2 (1) ¹	-2 (-2) ¹
United States	21 (19) ¹	3 (-1) ¹	1 (1) ¹

Asia-Pacific			
Australia	10 (10) ¹	-4 (-3) ¹	-1 (0) ¹
China	6 (7) ¹	-4 (-2) ¹	-2 (-2) ¹
Hong Kong	19 (19) ¹	1 (1) ¹	3 (3) ¹
India	13 (13) ¹	1 (0) ¹	-3 (-3) ¹
Japan	31 (27) ¹	5 (0) ¹	1 (2) ¹
New Zealand	9 (10) ¹	-8 (-5) ¹	-2 (-2) ¹
Singapore	11 (11) ¹	2 (1) ¹	0 (0) ¹
Taiwan	20 (18) ¹	2 (-2) ¹	-7 (-7) ¹

EMEA**			
Austria	6 (4) ¹	4 (-1) ¹	-2 (-2) ¹
Belgium	7 (6) ¹	2 (0) ¹	3 (3) ¹
Bulgaria	10 (8) ¹	6 (0) ¹	-5 (-3) ¹
Croatia	34	20	5
Czech Republic	4 (4) ¹	2 (0) ¹	2 (2) ¹
Finland	9 (4) ¹	10 (0) ¹	-7 (-7) ¹
France	5 (5) ¹	2 (0) ¹	1 (1) ¹
Germany	10 (9) ¹	5 (1) ¹	0 (0) ¹
Greece	27 (21) ¹	15 (3) ¹	6 (6) ¹
Hungary	3 (0) ¹	-9 (-15) ¹	-18 (-18) ¹
Ireland	13 (11) ¹	8 (3) ¹	6 (6) ¹
Israel	9 (8) ¹	4 (1) ¹	-1 (-1) ¹
Italy	5 (4) ¹	3 (1) ¹	4 (4) ¹
Netherlands	5 (4) ¹	2 (0) ¹	-5 (-5) ¹
Norway	6 (5) ¹	2 (0) ¹	-3 (-3) ¹
Poland	11 (9)¹	3 (-3)¹	-4 (-3)¹
Portugal	13	4	-1
Romania	15 (13) ¹	5 (-2) ¹	-1 (1) ¹
Slovakia	11 (10) ¹	3 (0) ¹	-1 (-1) ¹
Slovenia	13 (10) ¹	-6 (-7) ¹	-2 (-1) ¹
South Africa	6 (5) ¹	1 (1) ¹	-3 (-3) ¹
Spain	1 (0) ¹	-1 (-3) ¹	-3 (-3) ¹
Sweden	10 (9) ¹	5 (3) ¹	7 (7) ¹
Switzerland	7 (4) ¹	7 (2) ¹	3 (3) ¹
Turkey	5 (0) ¹	9 (-2) ¹	-18 (-18) ¹
UK	4 (4) ¹	-2 (-1) ¹	-2 (-2) 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 in 44 countries and territories to forecast labor market activity* in April–June 2019. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2019 as compared to the current quarter?”.

The ManpowerGroup research for the second quarter of 2019 reveals employers expect to add to payrolls in 40 of 44 countries and territories in the period up to the end of June.

Employers in 15 of 44 countries and territories surveyed report stronger hiring plans when compared with the prior quarter, while weaker hiring intentions are reported in 18 and no change is expected in 11. When compared with the second quarter of 2018, Outlooks improve in 13 countries and territories, but decline in 27 and are unchanged in four. The most positive hiring sentiment is reported in Croatia, Japan, Greece, the U.S., Hong Kong and Taiwan, while the weakest labor markets are expected in Argentina, Hungary, Spain and Turkey.

An increase in payrolls is forecast for 23 of 26 Europe, Middle East & Africa (EMEA) region countries during the second quarter, while flat hiring activity is forecast for three. Hiring intentions improve in 10 countries when compared with the previous quarter, but decline in eight. In comparison with this time one year ago, employers report stronger hiring plans in 10 countries, but Outlooks weaken in 15. Croatian and Greek employers report the strongest hiring prospects for the coming quarter, while the weakest labor markets are forecast for Hungary, Spain and Turkey.

Workforce gains are expected in all eight Asia-Pacific countries and territories surveyed during the second quarter of 2019. Employers in two countries and territories report stronger hiring intentions when compared with the previous quarter, but Outlooks decline in four. When compared with the same period last year, hiring sentiment also strengthens in two countries and territories but weakens in four. The strongest hiring activity is forecast in Japan and Hong Kong, while Chinese employers anticipate the most cautious hiring climate.

Employers in nine of the 10 Americas countries surveyed expect to add to payrolls in the next three months, with a flat labor market forecast in one country. In a comparison with the prior quarter, hiring prospects improve in three countries, while declining in six. When compared with this time one year ago, hiring plans strengthen in one country, but weaken in eight. The most optimistic hiring intentions are reported in the U.S. and Mexico, while Argentinian and Panamanian employers report the weakest Outlooks.

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 11 June 2019 and will detail expected labor market activity for the third quarter of 2019.

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

International Comparisons – Americas

More than 23,000 employers across North, Central and South America were interviewed in ManpowerGroup's survey for the second quarter of 2019. Workforce gains are anticipated in nine of the 10 countries during the next three months, but employers in Argentina expect a flat labor market.

For the sixth consecutive quarter, United States employers report the strongest hiring intentions in the region. U.S. hiring sentiment remains relatively stable in comparison with both the previous quarter and this time one year ago, with the healthiest hiring activity expected in the Leisure & Hospitality and Transportation & Utilities sectors. Similarly buoyant labor markets are forecast for the Wholesale & Retail Trade and Professional & Business Services sectors.

Moderate payroll gains are expected in Canada during the upcoming quarter, but hiring plans are slightly weaker in comparison with the first quarter of 2019 and last year at this time. Transportation & Public Utilities sector employers anticipate the strongest job gains.

In Mexico, employers report slightly weaker hiring prospects in comparison with the prior quarter, but hiring sentiment remains relatively stable year-over-year. Manufacture sector employers anticipate the strongest hiring pace, and the Outlook for the Agriculture & Fishing sector is the strongest in more than four years.

Employers in Central America report mixed hiring expectations. In Panama, limited job gains are expected, with employers reporting the most cautious hiring plans since the survey began nine years ago. Labor markets in the Agriculture, Fishing, Mining & Extraction and Manufacture sectors are expected to struggle, and Services sector employers report their weakest forecast since the survey began.

Costa Rican employers forecast modest second-quarter job gains, recovering slightly on the previous quarter, but still below the level reported at this time in 2018. The improvement is fueled by steady hiring prospects in the Transport & Communication sector, but hiring prospects continue to be subdued in the Commerce sector, where the Outlook is the weakest in more than nine years.

Employers continue to forecast moderate hiring activity in Guatemala, in line with the previous quarter. Upbeat hiring activity in the Transport & Communication sector is expected to drive the labor market, although Commerce sector hiring is expected to dip to its weakest level in more than nine years.

In South America, Argentinian employers report a moderate recovery on the previous quarter's negative Outlook, forecasting a flat labor market in the next three months. Hiring plans have recovered most notably in the Construction and Transportation & Utilities sectors, but the Wholesale & Retail Trade sector labor market continues to struggle, now at its weakest level since the survey began 12 years ago in this market.

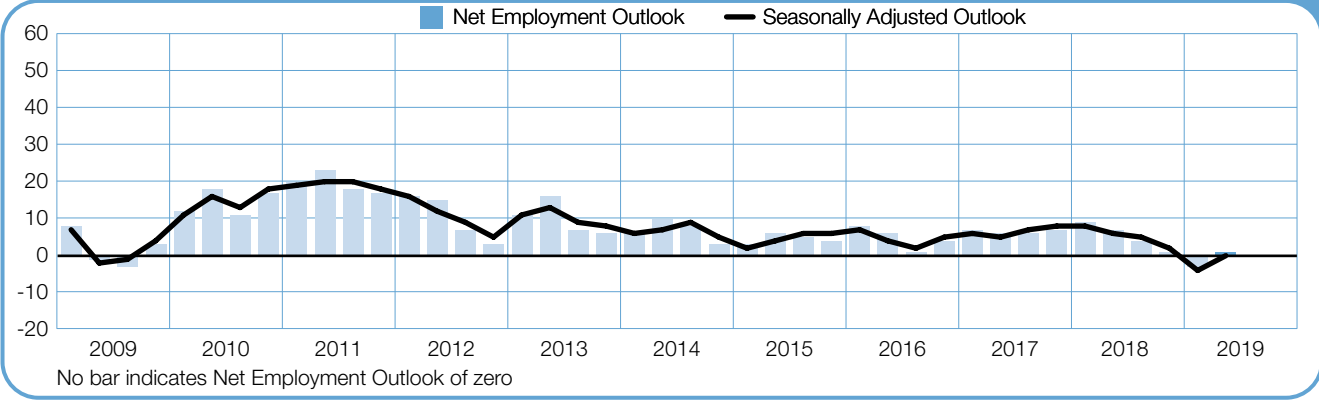
Brazilian employers expect to maintain labor market momentum in the next three months, reporting an unchanged Outlook for the third consecutive quarter. Hiring intentions for the Finance, Insurance & Real Estate and Wholesale & Retail Trade sector reach their strongest point since before the country's recent economic recession.

Hiring prospects remain relatively stable in Peru when compared with the first quarter of 2019. The labor market is buoyed in part by a strong Outlook in the Public Administration & Education sector.

Hiring sentiment slips slightly in Colombia in comparison with the previous quarter, driven by weakening hiring prospects in the Construction, Mining, Finance, Insurance & Real Estate and Wholesale & Retail Trade sectors.

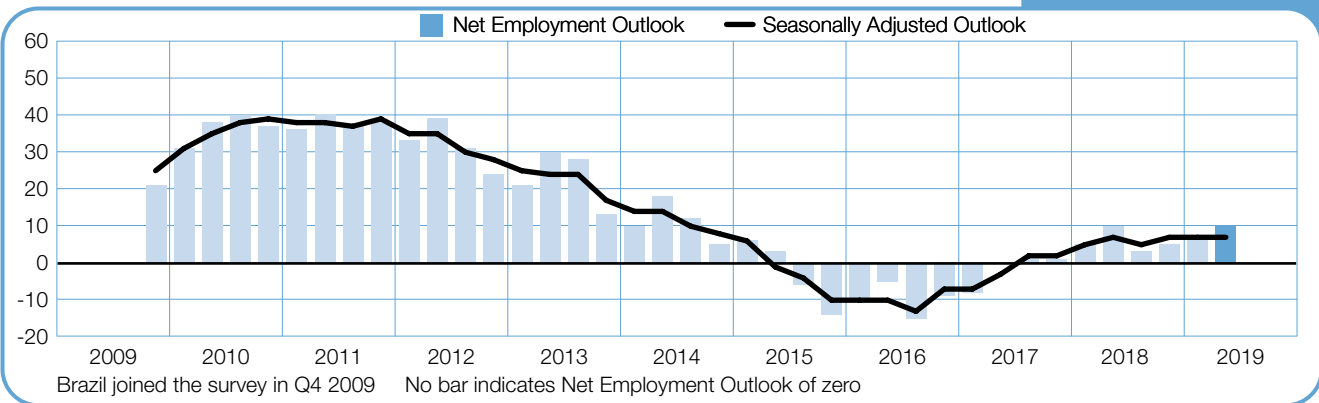
Argentina

+1 (0)%



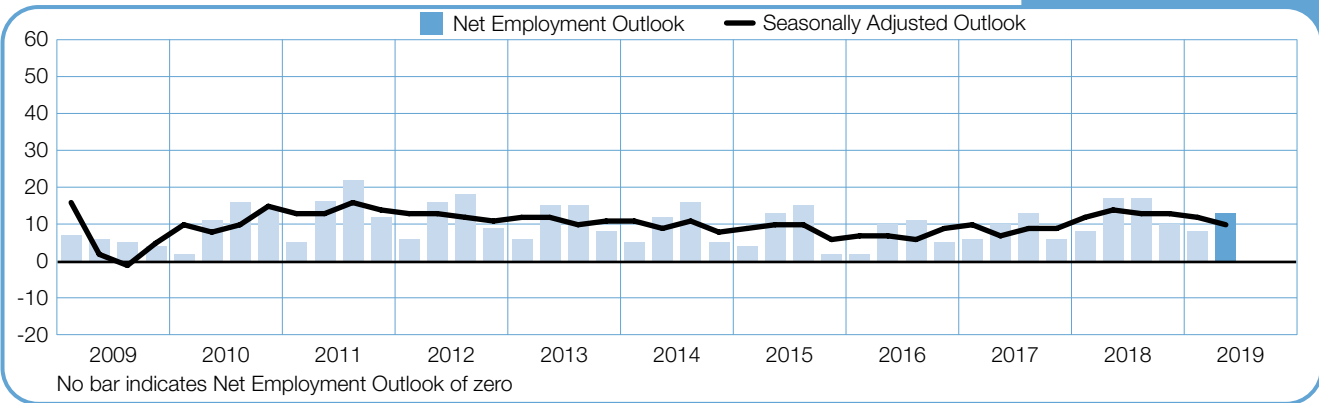
Brazil

+10 (+7)%



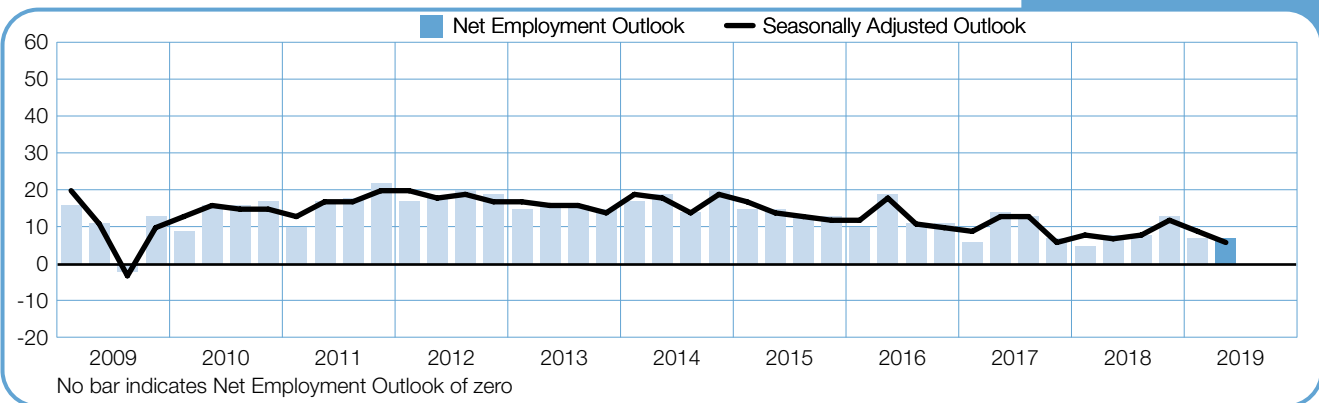
Canada

+13 (+10)%



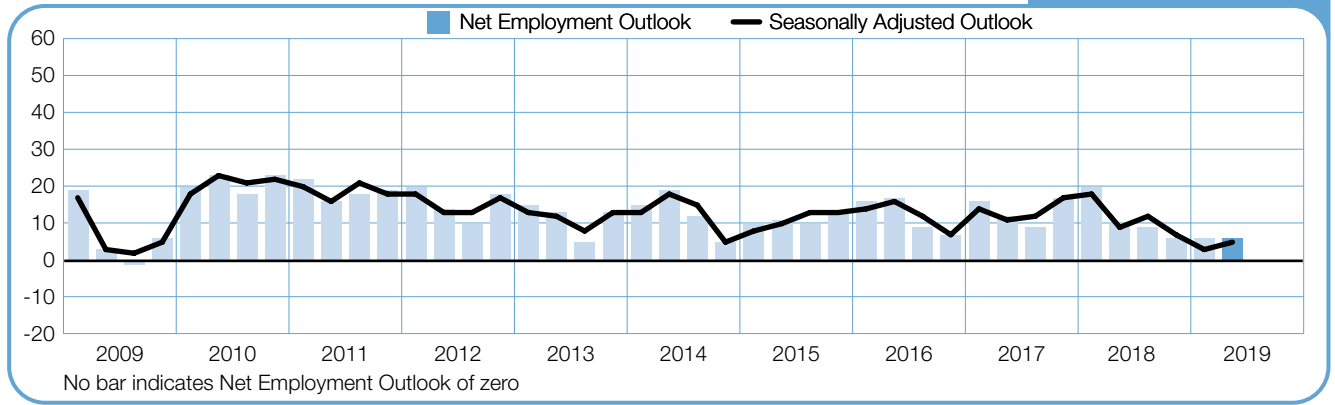
Colombia

+7 (+6)%



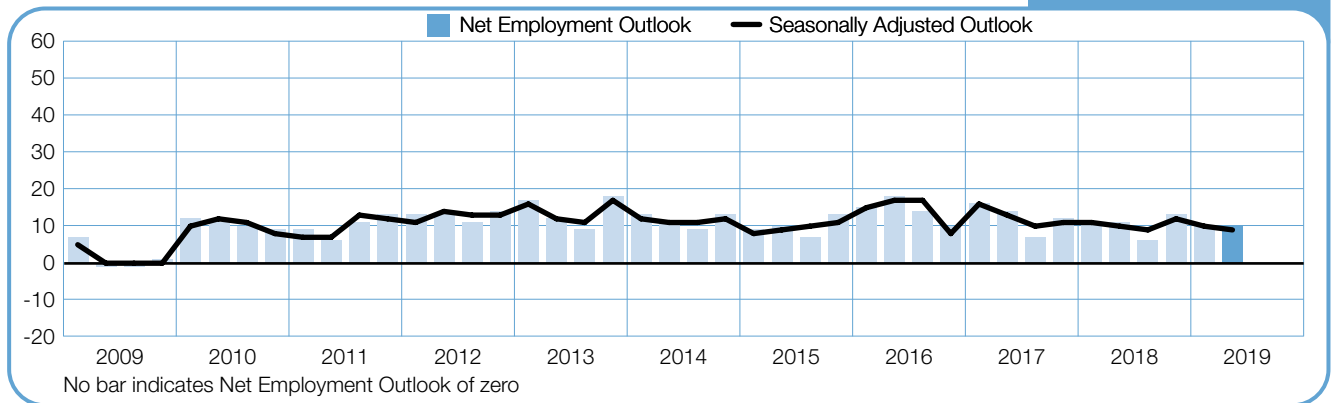
Costa Rica

+6 (+5)%



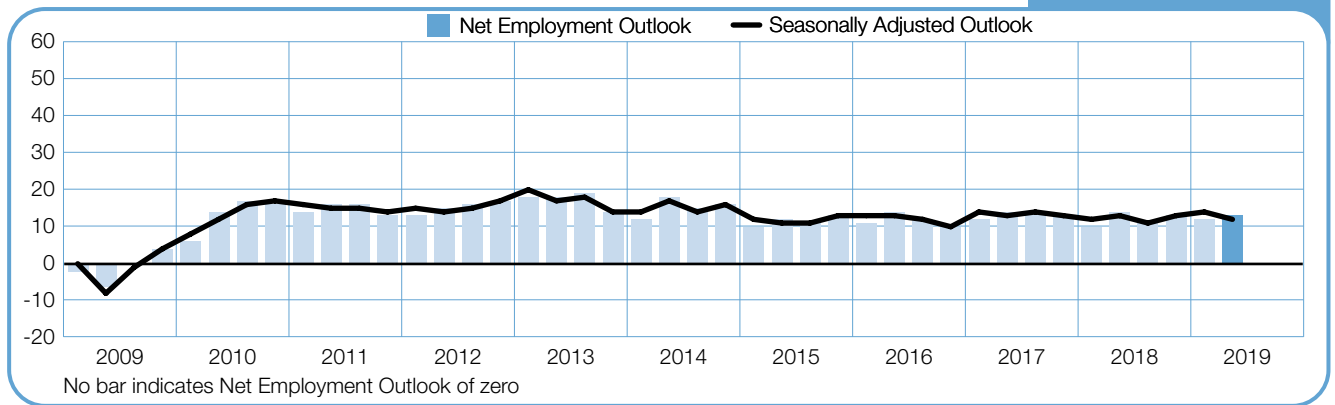
Guatemala

+10 (+9)%



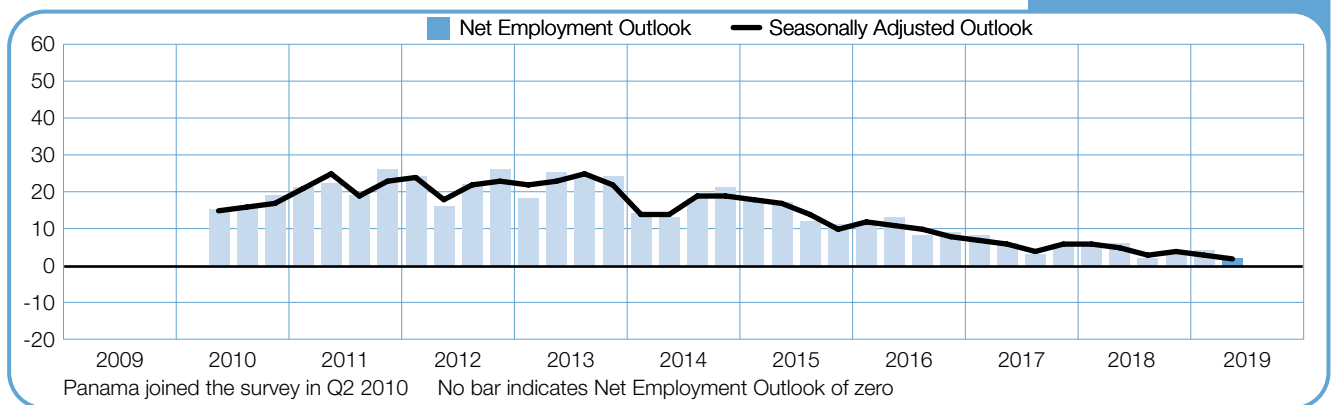
Mexico

+13 (+12)%



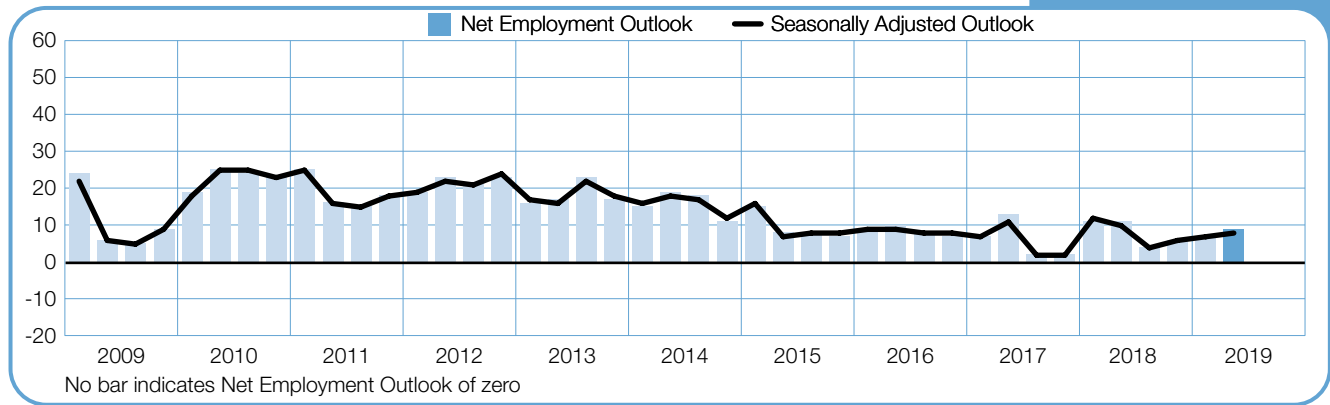
Panama

+2 (+2)%



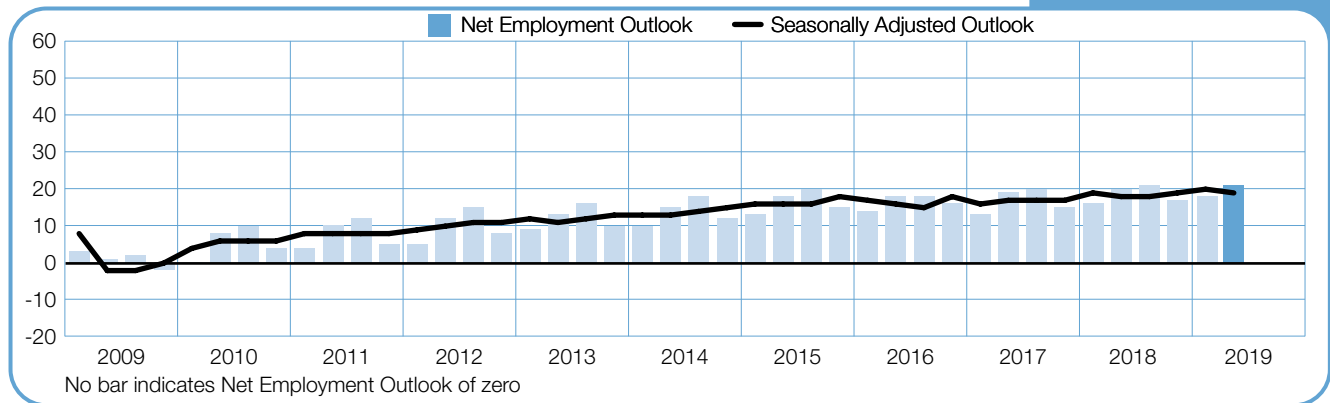
Peru

+9 (+8)%



United States of America

+21 (+19)%



International Comparisons – Asia-Pacific

The survey of hiring prospects for the April–June 2019 period includes almost 15,000 interviews with Asia Pacific employers. Payroll gains are expected to a varying extent in all eight countries and territories during the next three months.

For the fourth consecutive quarter Japanese employers report the strongest hiring plans across the Asia-Pacific region. Healthy workforce gains are expected to continue at a similar level to the previous quarter, driven in part by employer confidence in the Mining & Construction sector which is at its strongest since the survey began 16 years ago.

Hong Kong employers report the strongest hiring intentions in seven years for the second quarter of 2019, with active labor markets expected in the Mining & Construction and Services sectors.

Meanwhile, Taiwanese employers report the weakest hiring pace in the last nine years during 2Q 2019. The decline in hiring sentiment is fueled by decreasing confidence in the Manufacturing, Mining & Construction, Transportation & Utilities and Wholesale & Retail Trade sectors when compared with the prior quarter and with this time one year ago.

With a slight decline in hiring confidence quarter-over-quarter and year-over-year, Chinese employers report modest hiring plans for the second quarter of 2019. Hiring intentions weaken in five of the six Chinese industry sectors, most notably the Transportation & Utilities, Finance, Insurance & Real Estate and Manufacturing sectors.

Indian employers report unchanged hiring prospects for the upcoming quarter, anticipating a positive hiring pace across all seven industry sectors and all four regions.

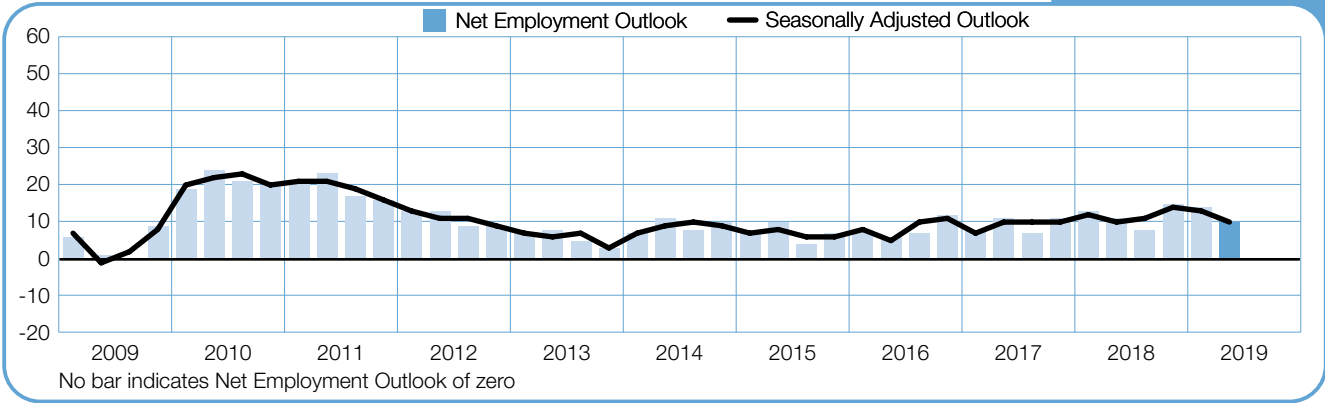
Singapore job seekers can expect a favorable hiring climate in the next three months, according to employers who report relative stability in the labor market. The steady hiring pace is driven in part by upbeat hiring prospects for the Services sector, now at a three-year peak.

Moderate payroll growth is forecast for Australia in the second quarter of 2019 despite a slight decline in hiring sentiment when compared with the prior quarter. Outlooks weaken in five of seven industry sectors in comparison with the first quarter of 2019, but hiring plans hold steady in the Public Administration & Education sector where the Outlook is the strongest in eight years.

Employers in New Zealand report slightly weaker hiring prospects during the April–June period in comparison with the prior quarter and this time last year. Hiring plans weaken in six of the seven industry sectors, most notably the Public Administration & Education and Mining & Construction sectors.

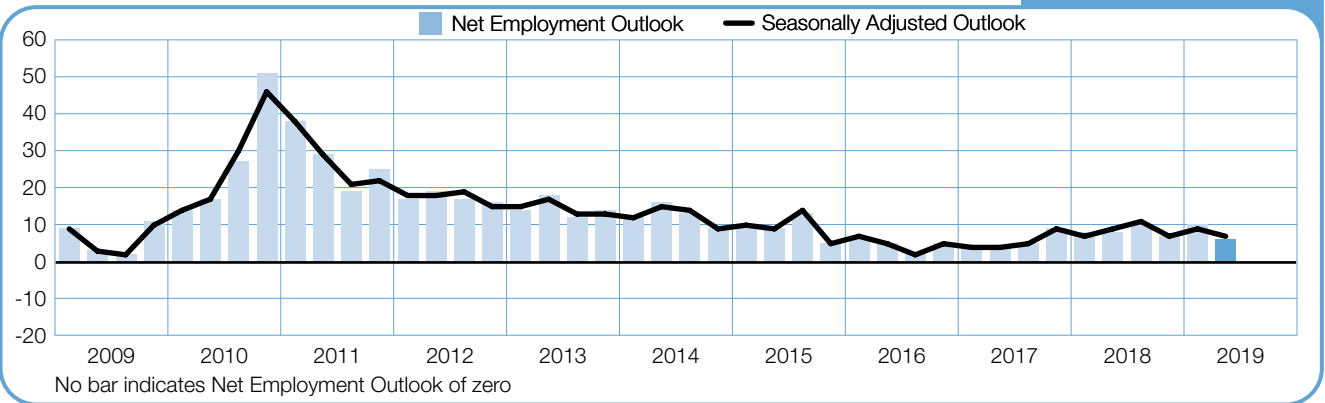
Australia

+10 (+10)%



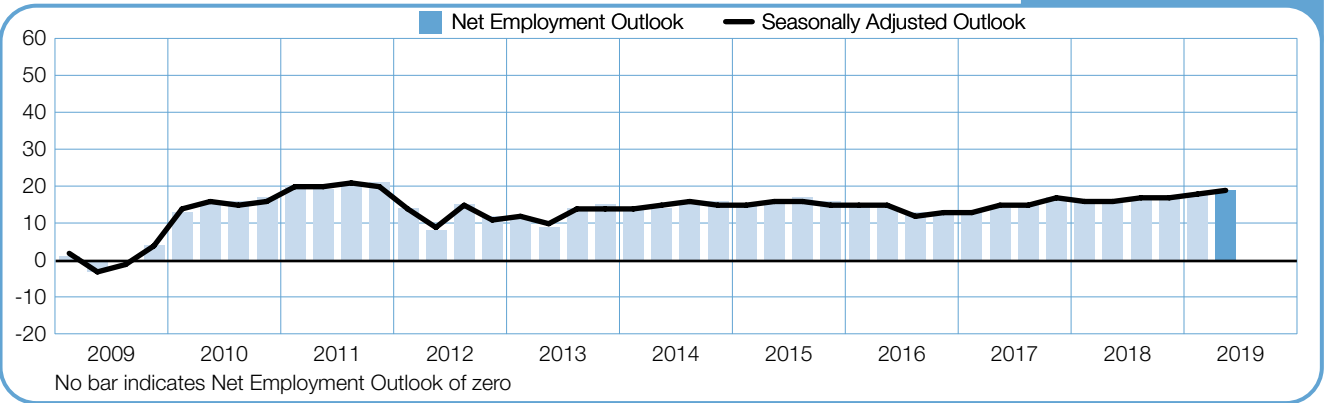
China

+6 (+7)%



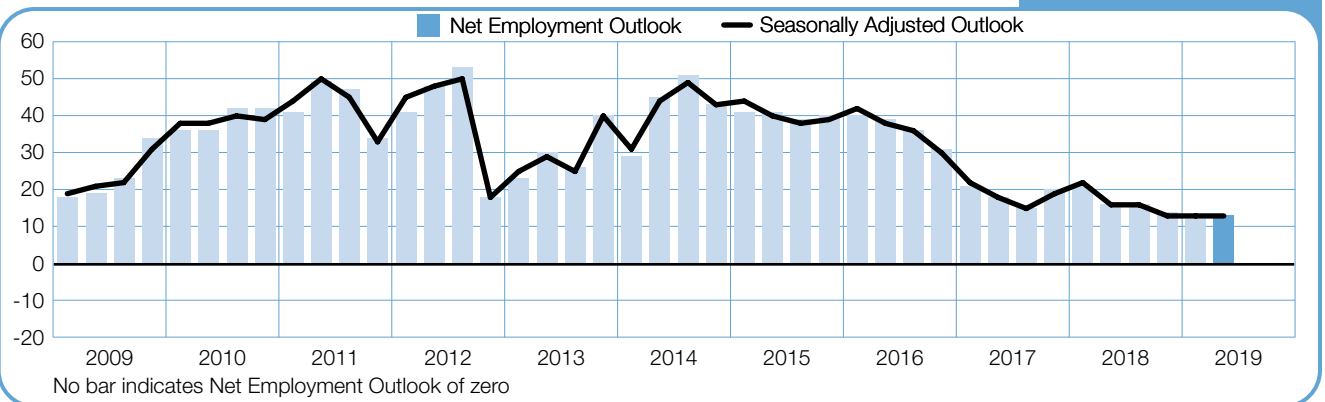
Hong Kong

+19 (+19)%



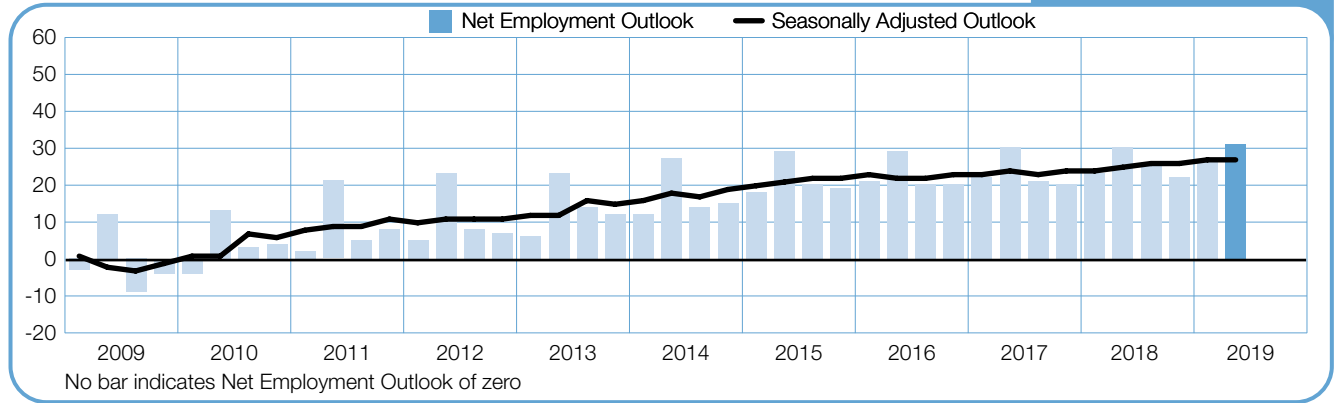
India

+13 (+13)%



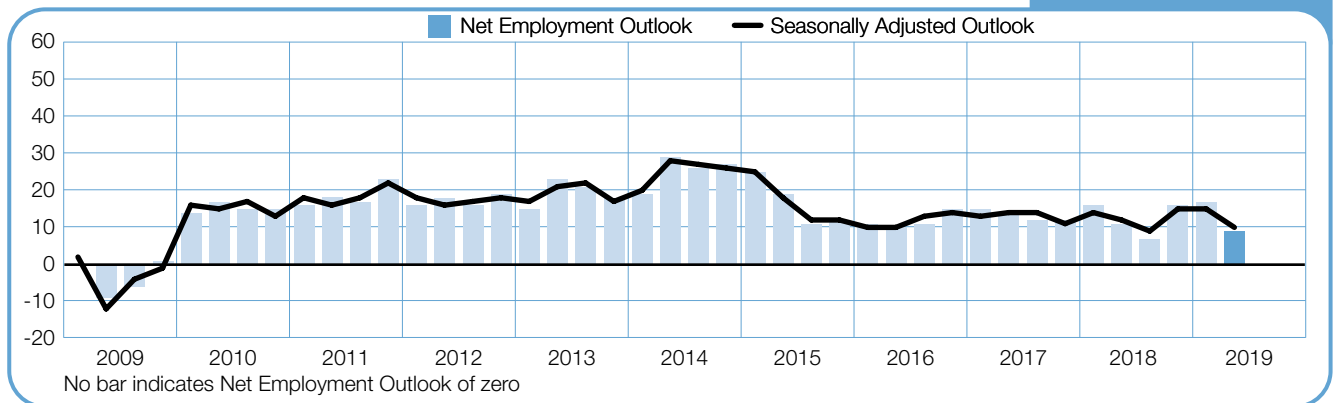
Japan

+31 (+27)%



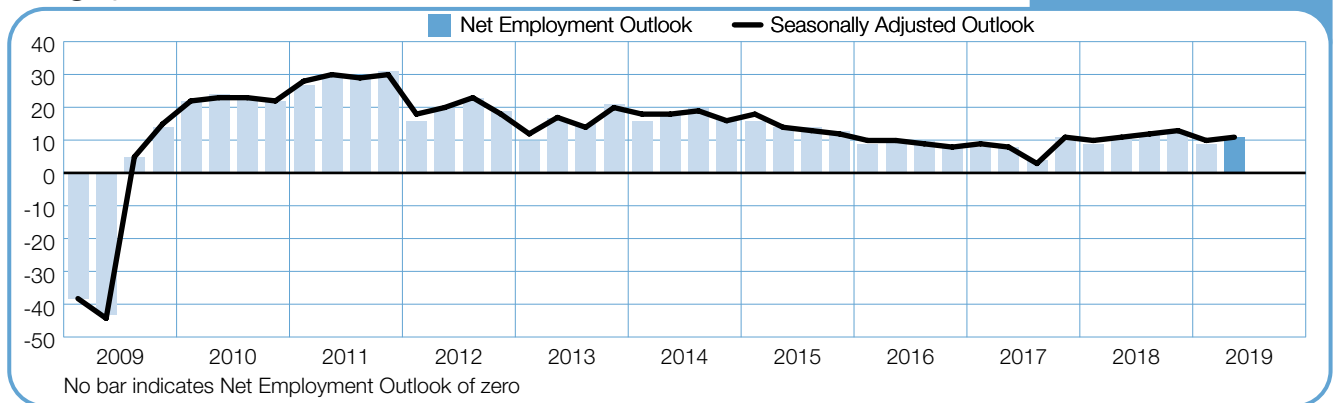
New Zealand

+9 (+10)%



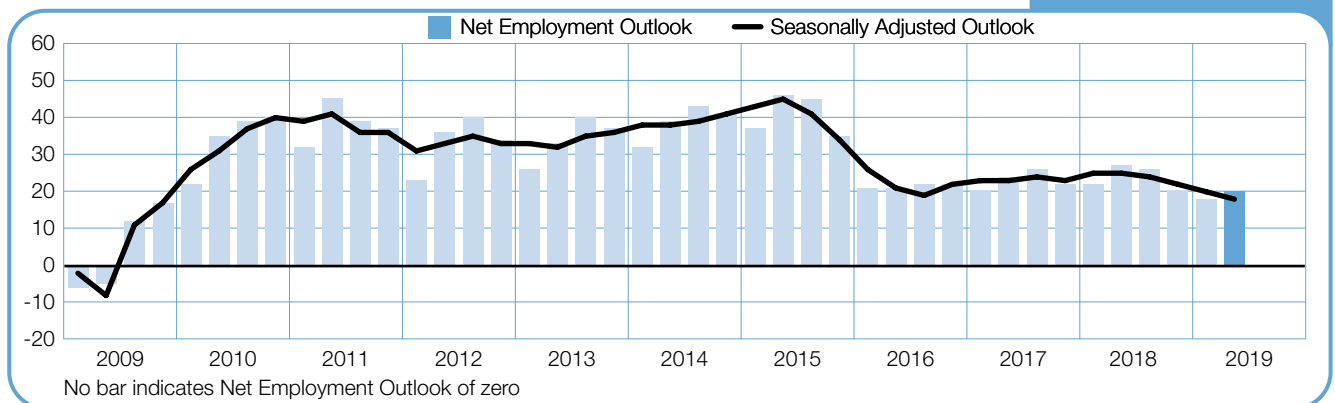
Singapore

+11 (+11)%



Taiwan

+20 (+18)%



International Comparisons – EMEA (Europe, Middle East, Africa)

ManpowerGroup surveyed more than 21,000 employers across 26 countries in the Europe, Middle East and Africa (EMEA) region for the second quarter of 2019. Workforce gains are anticipated in 23 of the 26 countries, while flat hiring prospects are reported in Hungary, Spain and Turkey. The most optimistic hiring sentiment is reported in Croatia, Greece, Portugal and Romania.

Employers in all four of Europe's largest economies expect to add to payrolls in the coming quarter. German employers report the group's most confident Outlook, buoyed in part by favorable hiring plans for the Transport, Storage & Communications and Manufacturing sectors. In France, employers continue to expect a conservative hiring pace. A steep decline in hiring prospects for the French Transport, Storage & Communications sector this quarter is partly offset by stronger hiring confidence in the Manufacturing and Restaurants & Hotels sectors. Italian employers report optimistic hiring plans, with strong hiring sentiment in the Manufacturing sector and a recovery in the Mining & Quarrying sector. UK employers continue to expect modest job gains, fueled in part by hopeful hiring plans in the Construction and Utilities sectors. However, employer confidence in the UK's Transport & Communication sector is the weakest in nine years.

Elsewhere in Western Europe employers report mixed hiring prospects for the upcoming quarter. The Swiss Outlook continues to improve, driven in part by strong hiring plans for the Manufacturing and Transport, Storage & Communications sectors. In Ireland, employers report their strongest forecast in 12 years, reflecting healthy prospects for the Public & Social sector and notable improvements in the Mining & Quarrying and Transport, Storage & Communication sectors. Employers in both Belgium and the Netherlands report no overall change when compared with the previous quarter. However, Spanish employers report the least optimistic hiring plans in four years, fueled by weak expectations in the Restaurants & Hotels and Public & Social sectors.

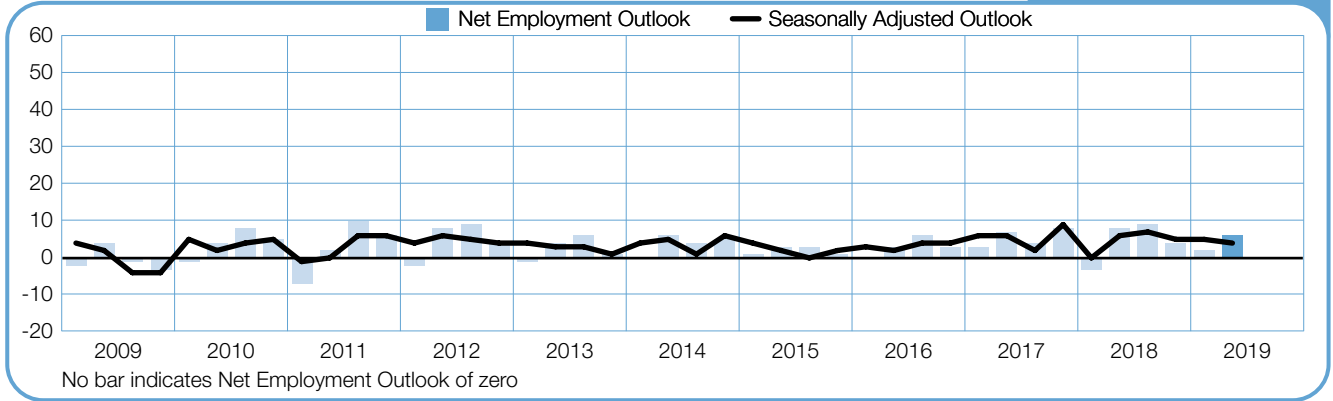
In some Eastern European countries, the strong hiring intentions reported in recent years have stalled for the second quarter of 2019. Hungarian employers report the weakest hiring prospects in five years, declining across eight of the nine industry sectors from the prior quarter, most notably in the Manufacturing sector. The Slovenian Outlook is the weakest in more than two years, also driven by a decline in hiring prospects across a range of different sectors, with the sharpest dip in the Construction sector. Polish employers also report weaker hiring intentions with Outlooks slipping in seven industry sectors. However, the strongest of EMEA's 26 second-quarter labor markets is forecast in Croatia.

In the Nordic countries, the strongest hiring plans are reported in Sweden, where hiring sentiment improves both quarter-over-quarter and year-over-year. Employers in Sweden's Construction and Transport, Storage & Communication sectors both report their strongest hiring plans in a number of years. Meanwhile, hiring prospects are unchanged in both Norway and Finland when compared with the prior quarter.

Mixed economic fortunes continue to be reflected in varying Outlooks for Eastern Mediterranean countries. The Greek economic recovery continues, with employers reporting their strongest overall hiring sentiment in 11 years. Across four Greek industry sectors Outlooks are the strongest since the survey began – Construction, Electricity, Gas & Water, Transport, Storage & Communication and Wholesale & Retail Trade. Meanwhile, Turkish employers report the weakest hiring intentions since the survey started in 2011, driven by notably weak hiring prospects in the Construction and Wholesale & Retail Trade sectors.

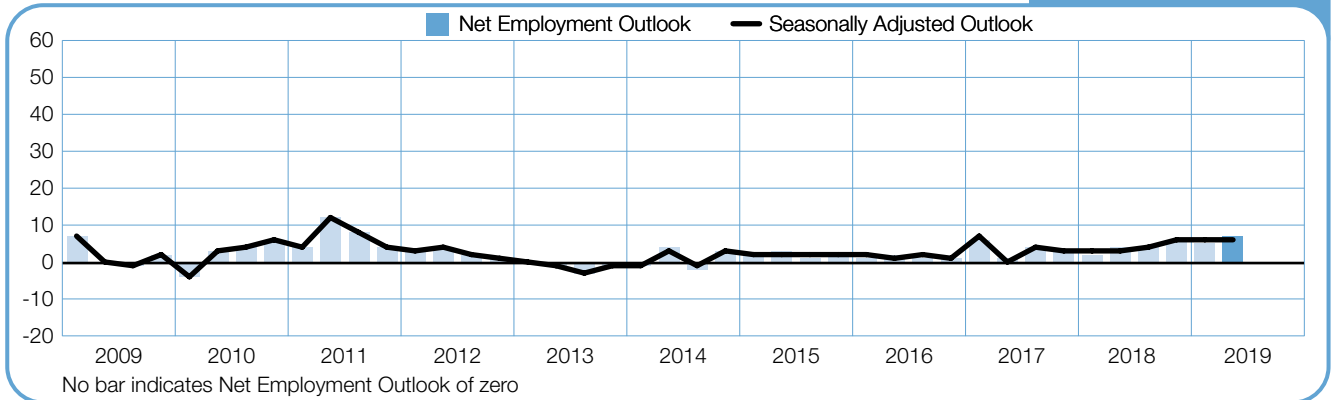
Austria

+6 (+4)%



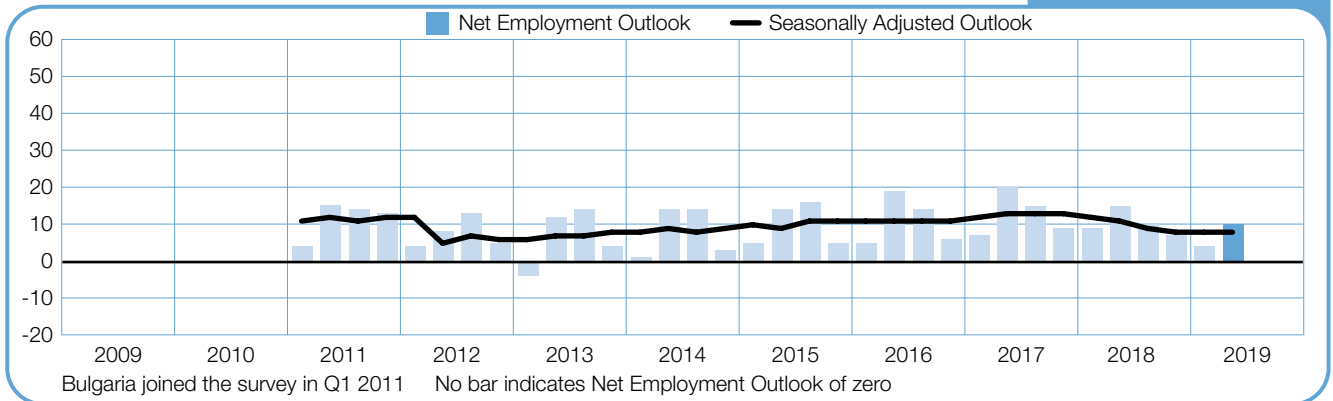
Belgium

+7 (+6)%



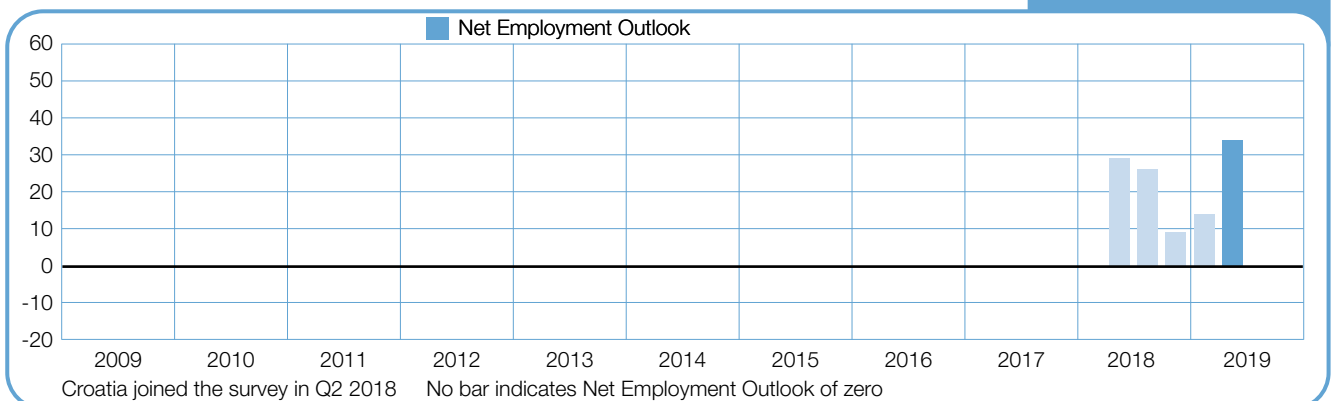
Bulgaria

+10 (+8)%



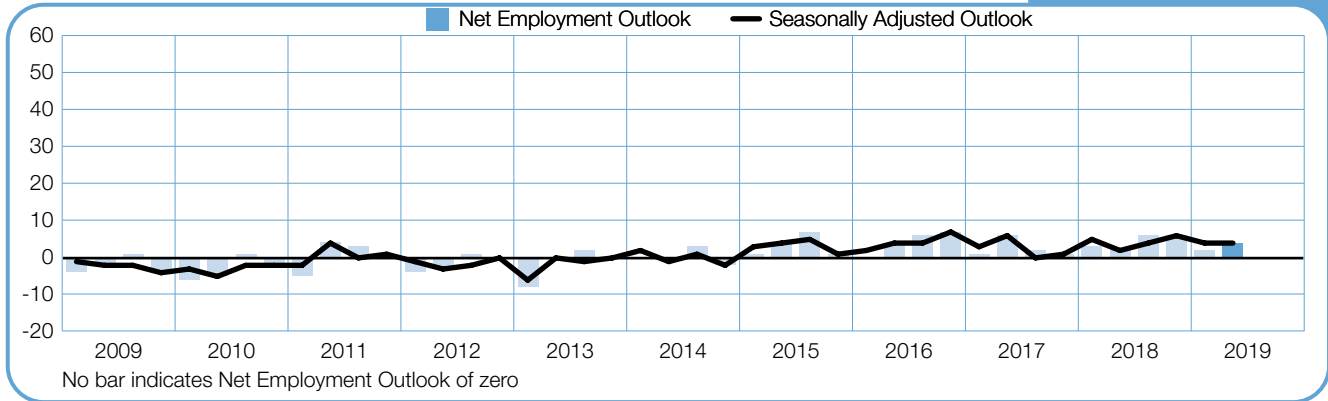
Croatia

+34%



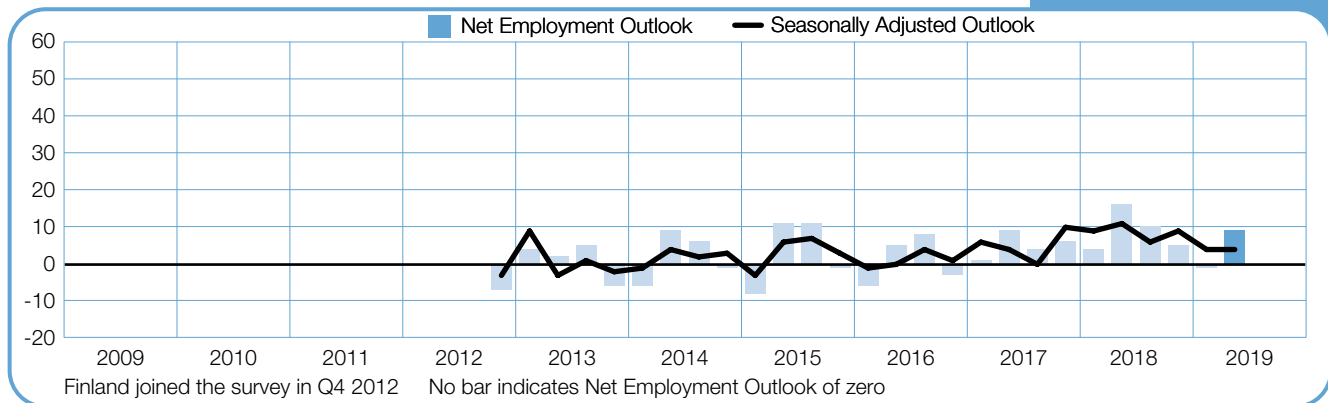
Czech Republic

+4 (+4)%



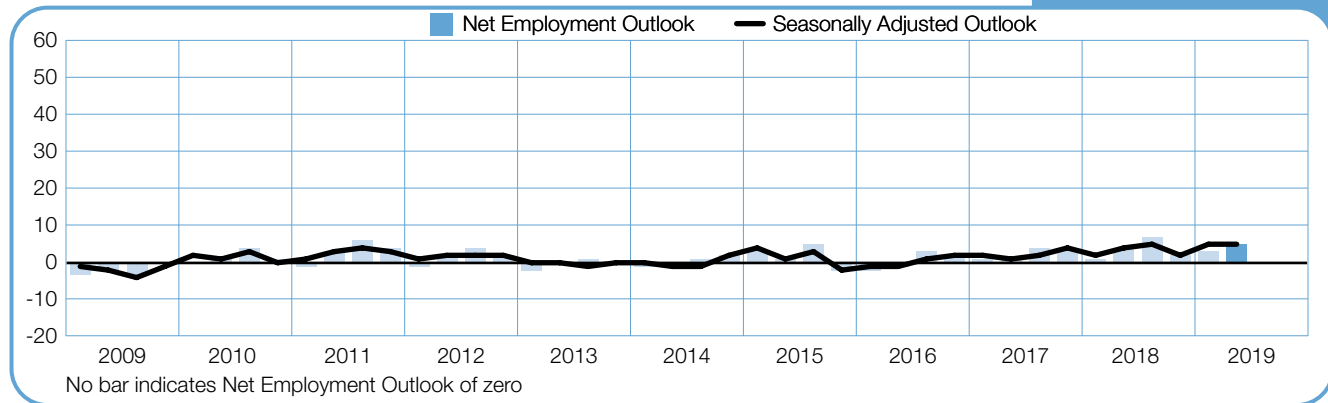
Finland

+9 (+4)%



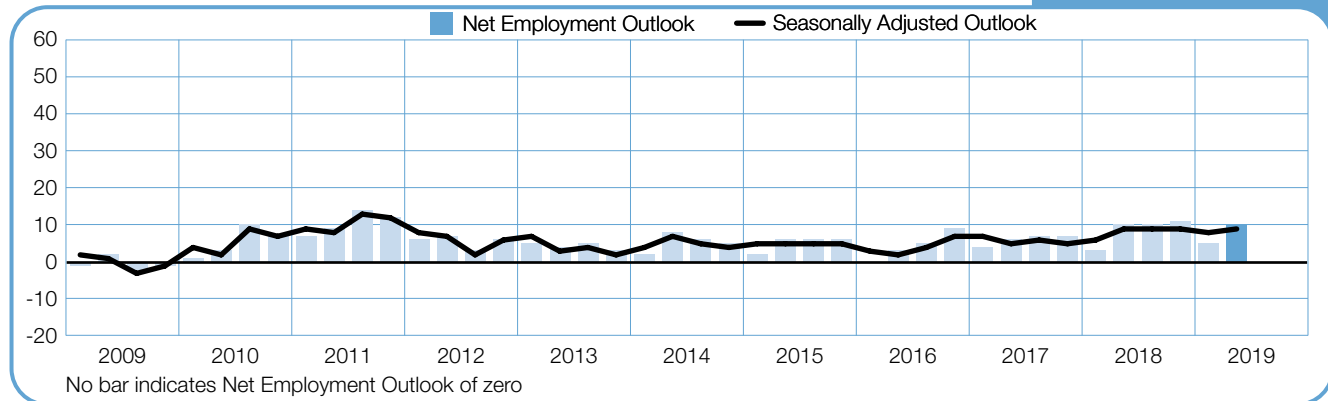
France

+5 (+5)%



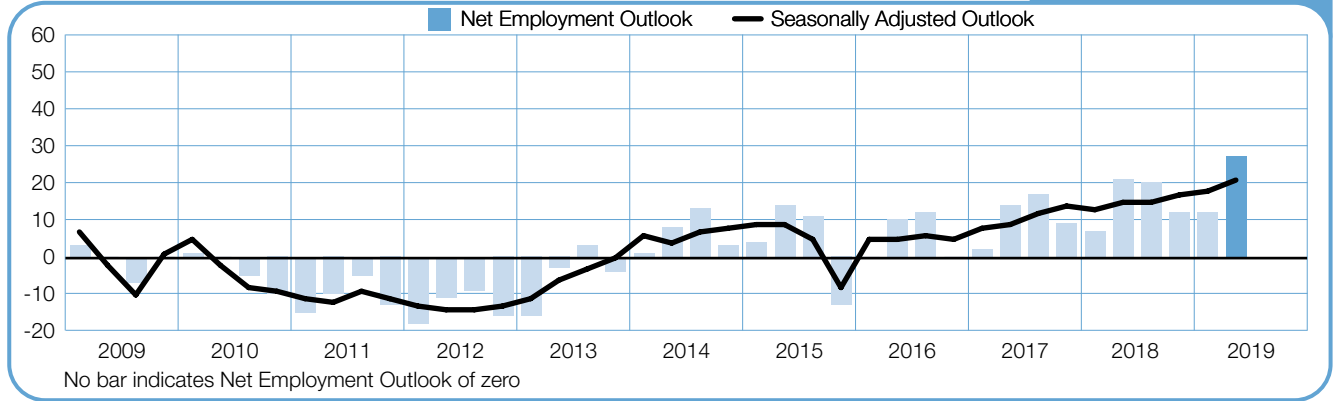
Germany

+10 (+9)%



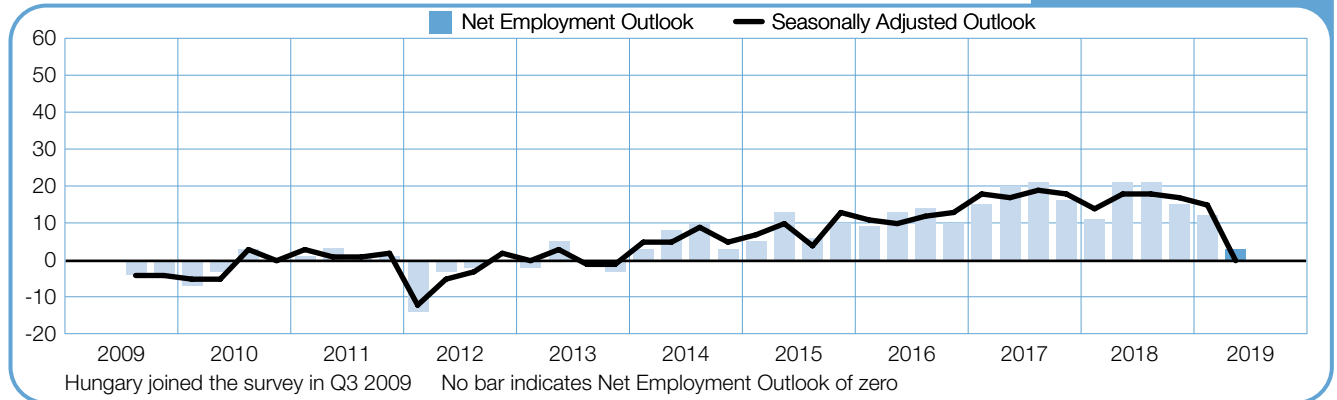
Greece

+27 (+21)%



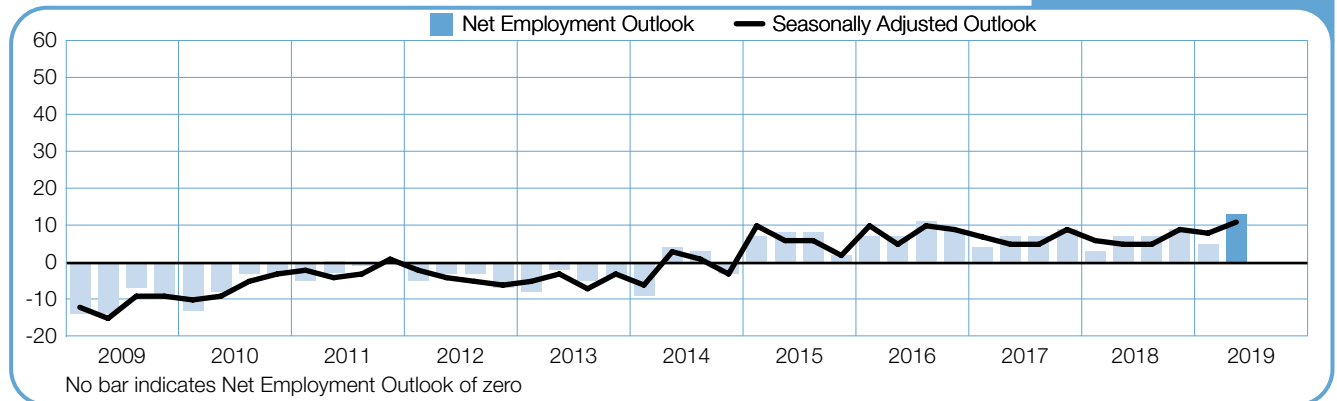
Hungary

+3 (0)%



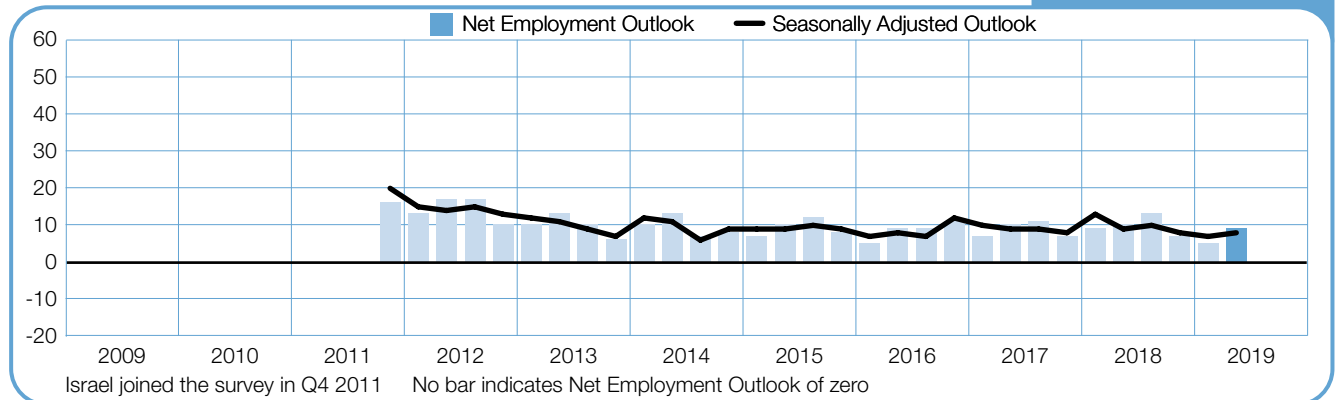
Ireland

+13 (+11)%



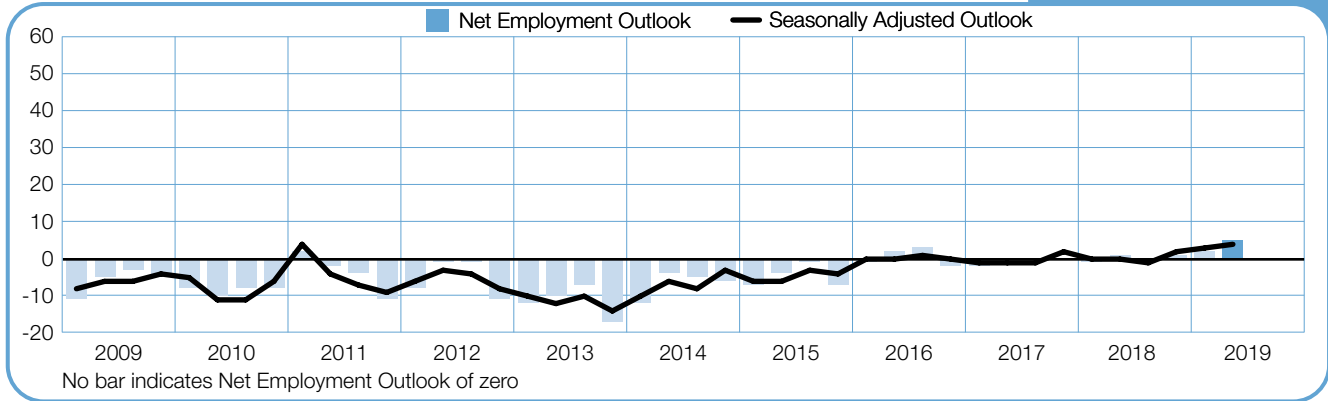
Israel

+9 (+8)%



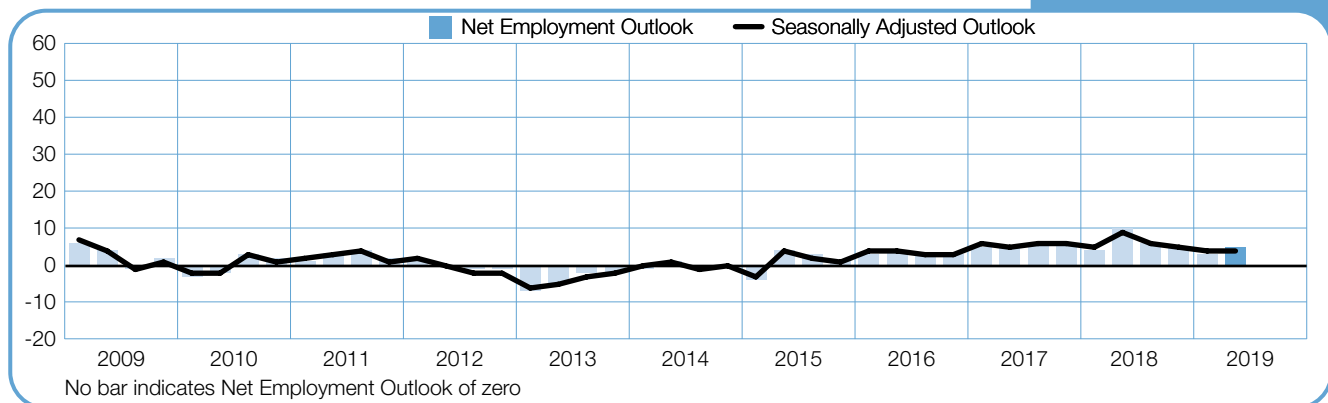
Italy

+5 (+4)%



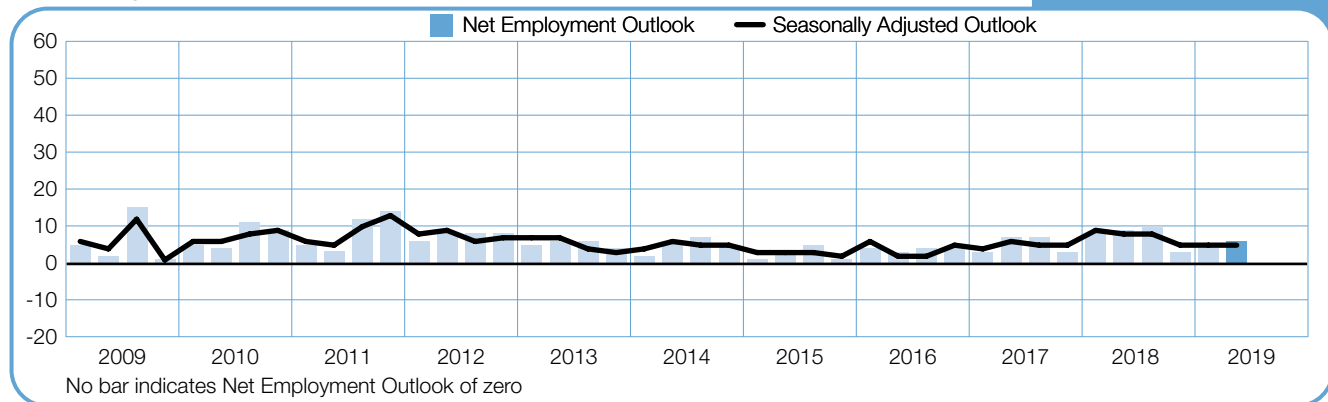
Netherlands

+5 (+4)%



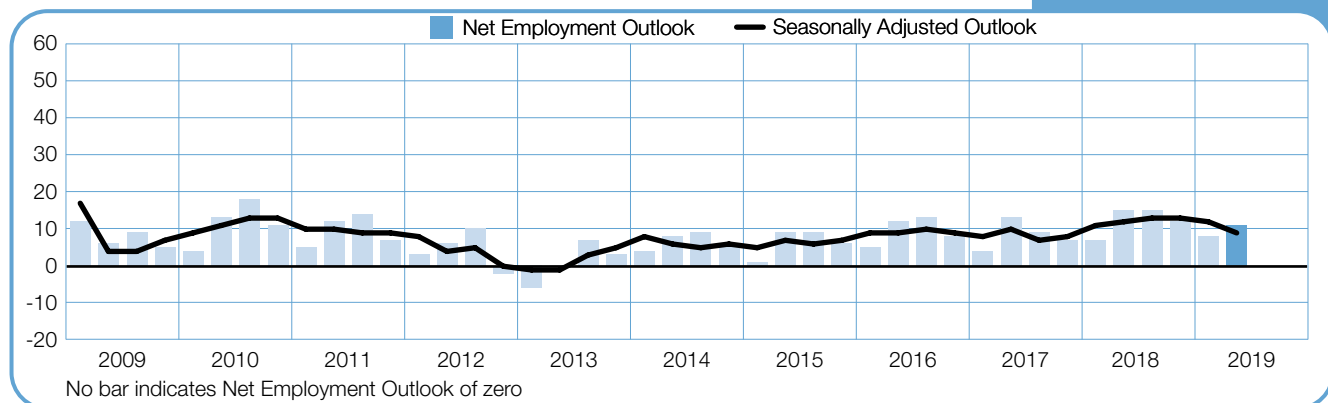
Norway

+6 (+5)%



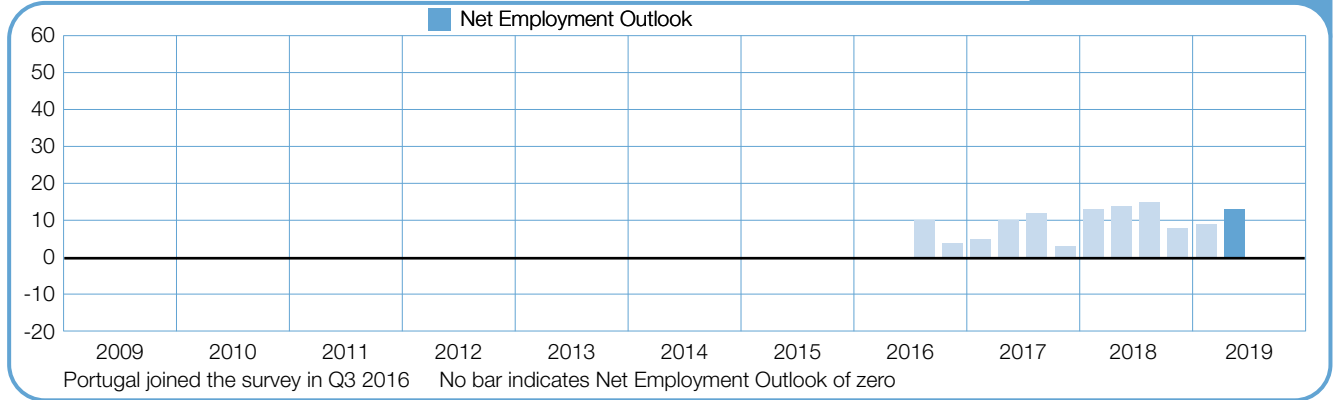
Poland

+11 (+9)%



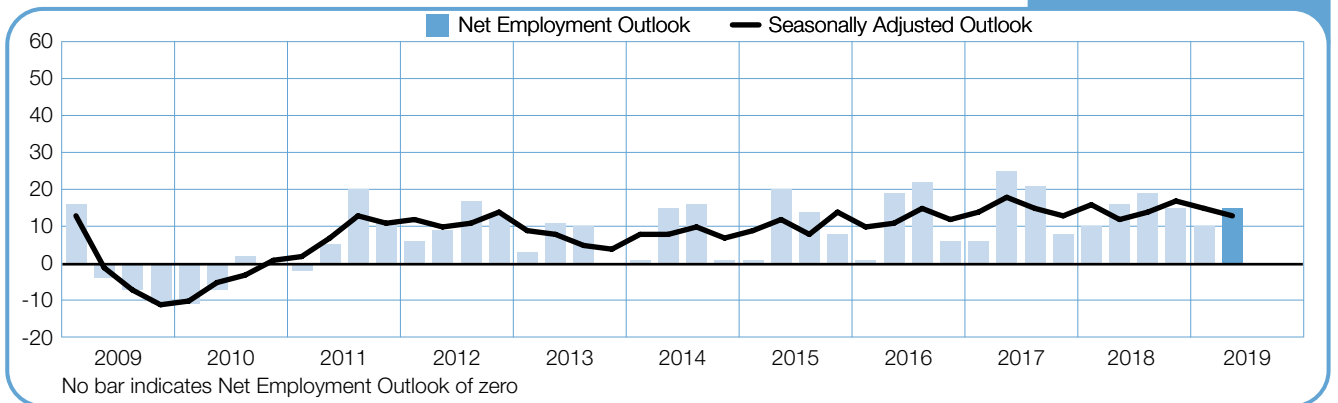
Portugal

+13%



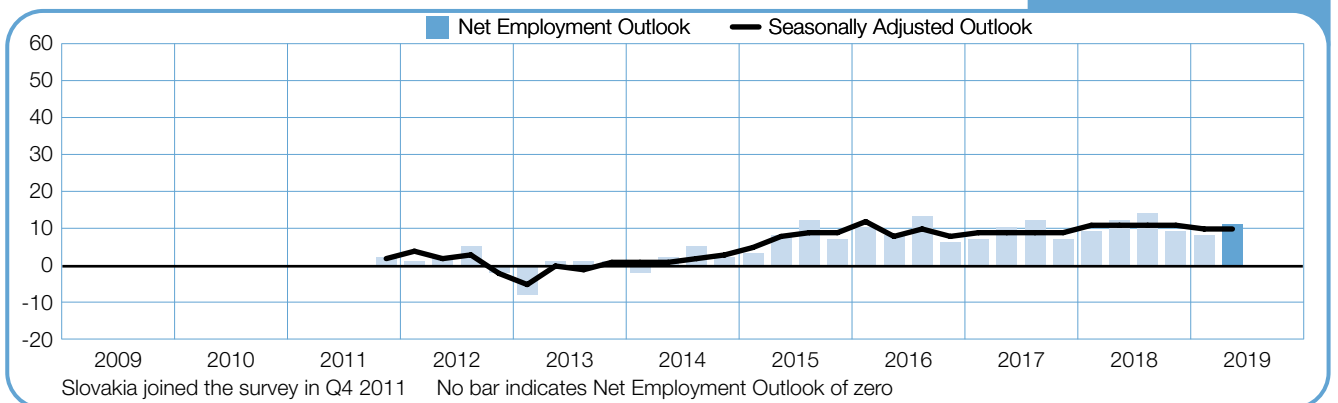
Romania

+15 (+13)%



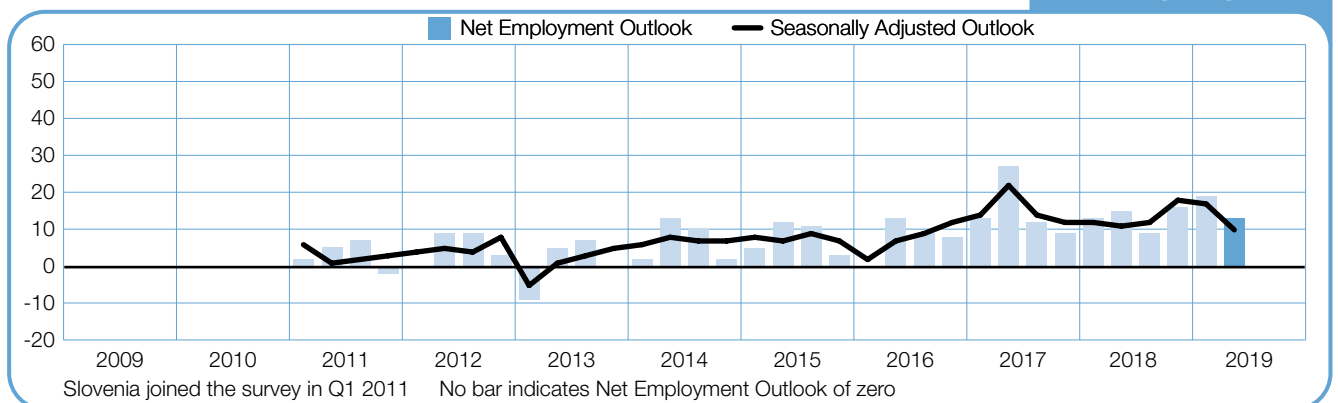
Slovakia

+11 (+10)%



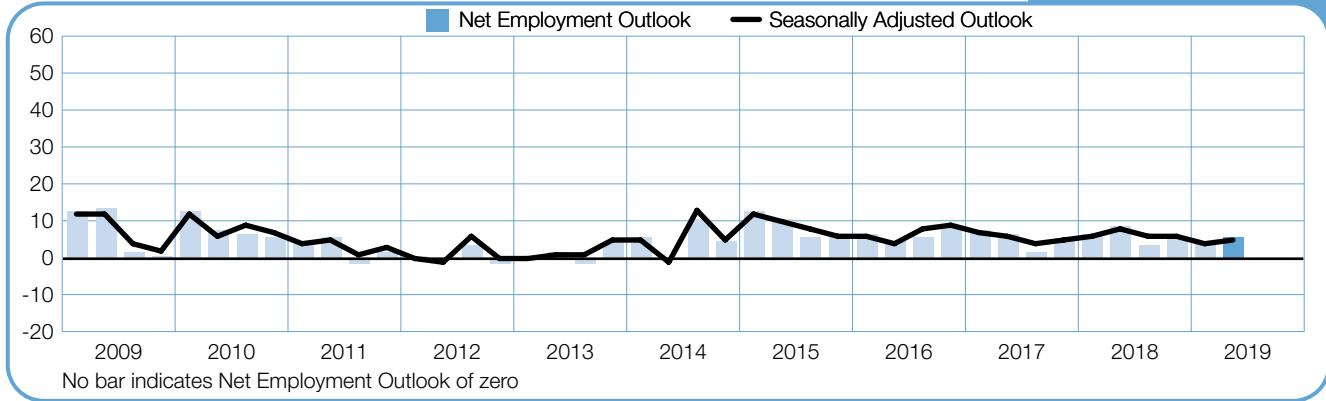
Slovenia

+13 (+10)%



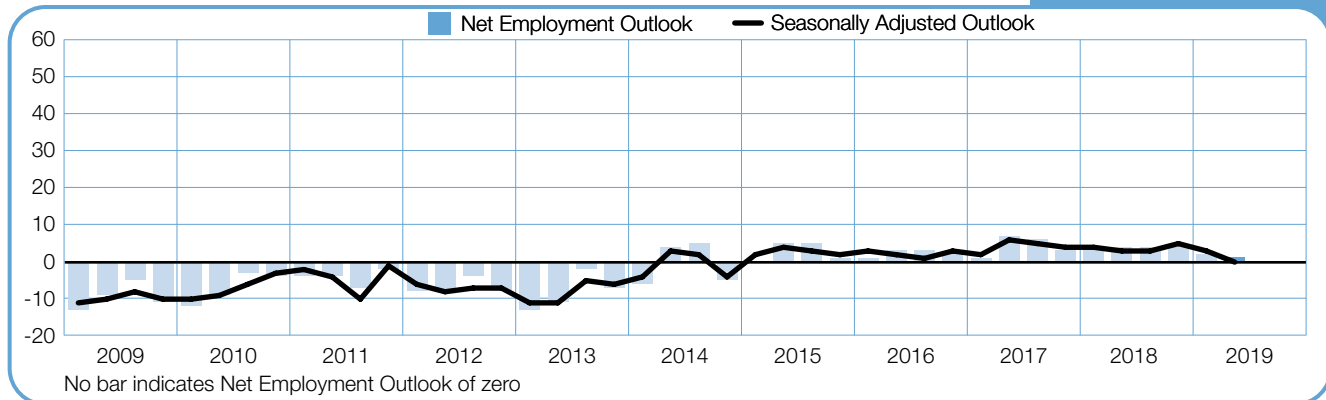
South Africa

+6 (+5)%



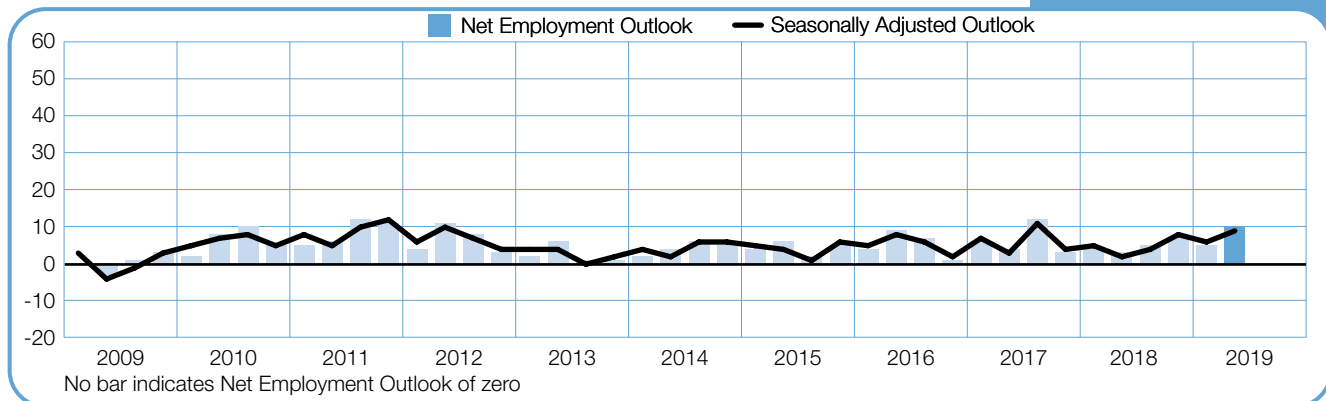
Spain

+1 (0)%



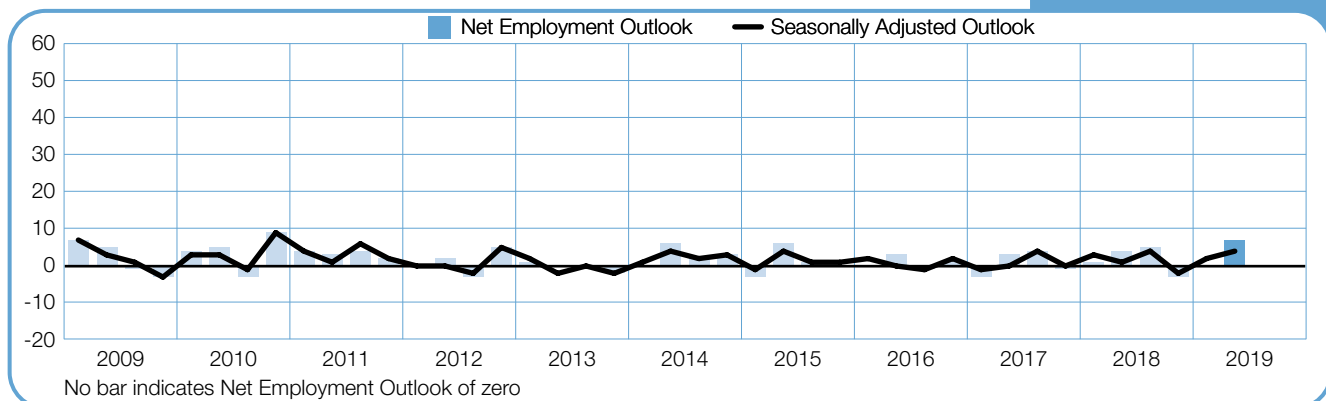
Sweden

+10 (+9)%



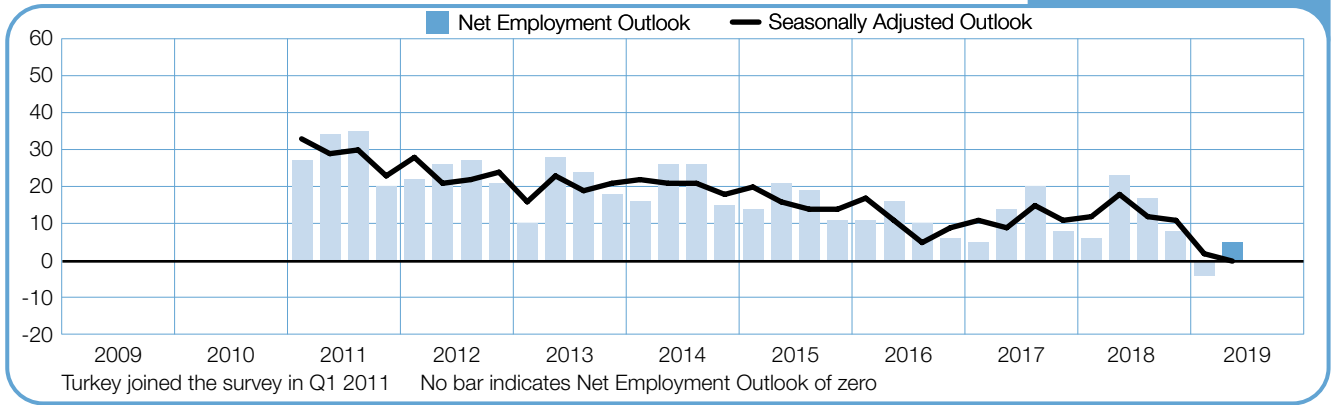
Switzerland

+7 (+4)%



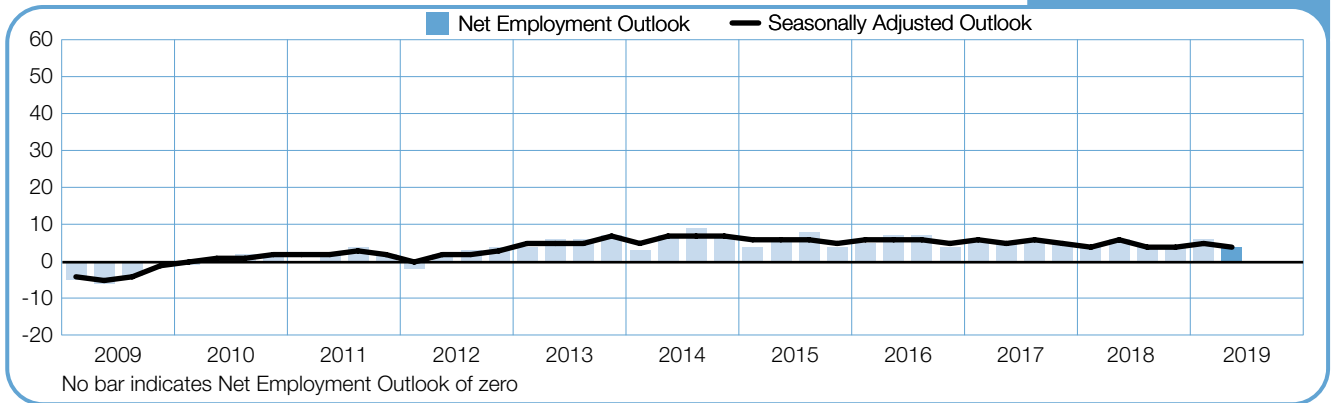
Turkey

+5 (0)%



United Kingdom

+4 (+4)%



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 60,000 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 the 2Q 2019 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 2019 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%.

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 and Croatia. ManpowerGroup intends to add seasonal adjustments to the data for other countries 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.
- 2018** ManpowerGroup operations in Croatia launch the ManpowerGroup Employment Outlook Survey.

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®, 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 2019, ManpowerGroup was named one of the World’s Most Ethical Companies for the tenth year and one of Fortune’s Most Admired Companies for the seventeenth year, 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.

ManpowerGroup, ul. Prosta 68, 00-838 Warszawa
Tel.: (+48) 22 50 40 715, manpowergroup@pl.manpowergroup.com
www.manpowergroup.pl

© 2018, ManpowerGroup. All rights reserved.



ManpowerGroup™