

ManpowerGroup Employment Outlook Survey Poland

A ManpowerGroup Research Report

Q1 2020



ManpowerGroup™

Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the first quarter 2020 was conducted by interviewing a representative sample of 750 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 March 2020 as compared to the current quarter?”*.

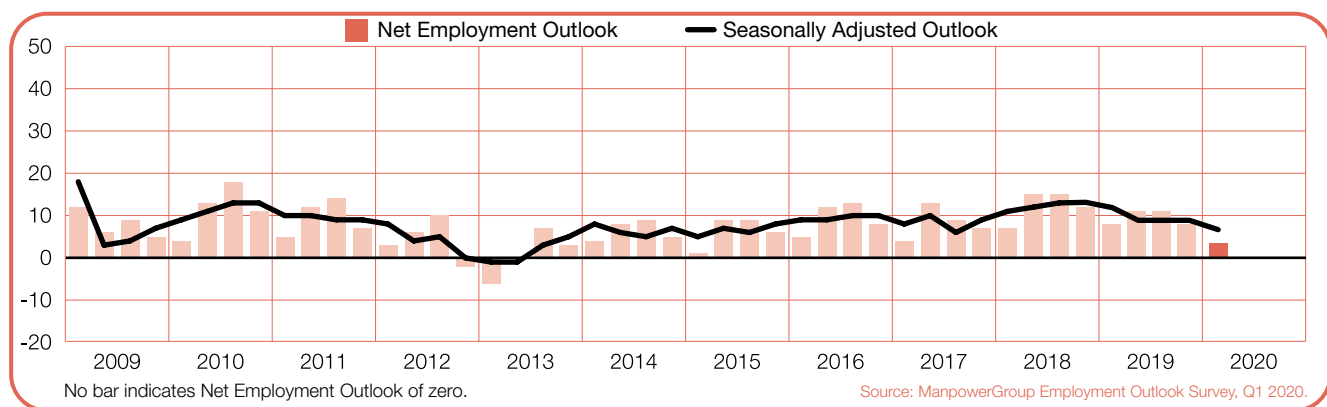
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Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q1 2020	6	3	86	5	+3	+7
Q4 2019	13	5	81	1	+8	+9
Q3 2019	14	3	81	2	+11	+9
Q2 2019	14	3	80	3	+11	+9
Q1 2019	13	5	79	3	+8	+12

Source: ManpowerGroup Employment Outlook Survey, Q1 2020.



Source: ManpowerGroup Employment Outlook Survey, Q1 2020.

Polish employers report limited hiring prospects for the first quarter of 2020. With 6% of employers anticipating an increase in payrolls, 3% forecasting a decrease and 86% expecting no change, the Net Employment Outlook is +3%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7%. Hiring sentiment weakens by 2 percentage points in comparison with the previous quarter and declines by 5 percentage points when compared 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.

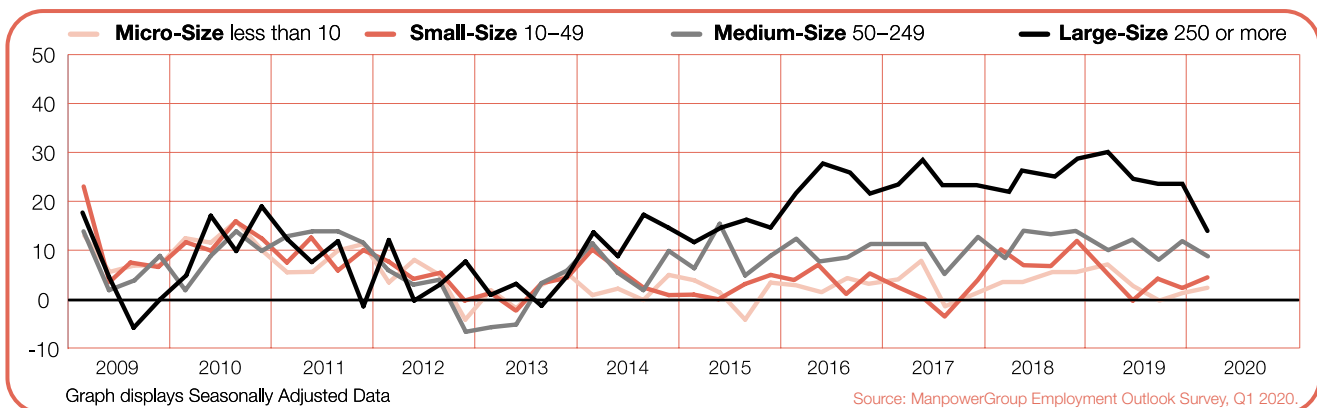
Workforce gains are forecast for all four organization size categories in the next three months. The strongest labor market is anticipated by Large employers who report a Net Employment Outlook of +14%. Medium employers report moderate hiring intentions with an Outlook of +9%, while Outlooks of +4% and +2% are reported by Small- and Micro-size employers, respectively.

In a comparison with the previous quarter, Outlooks decline by 9 and 3 percentage points for Large- and Medium-size employers, respectively. However, Small firms report a slight improvement of 2 percentage points and the Outlook for Micro employers remains relatively stable.

Large employers report a considerable decrease of 17 percentage points when compared with this time one year ago, and Outlooks are 3 and 2 percentage points weaker in the Micro- and Medium-size categories, respectively. Meanwhile, Small firms report no year-over-year change.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Micro-Size less than 10	4	3	90	3	1	2
Small-Size 10-49	3	2	89	6	1	4
Medium-Size 50-249	6	3	85	6	3	9
Large-Size 250 or more	12	3	77	8	9	14

Source: ManpowerGroup Employment Outlook Survey, Q1 2020.

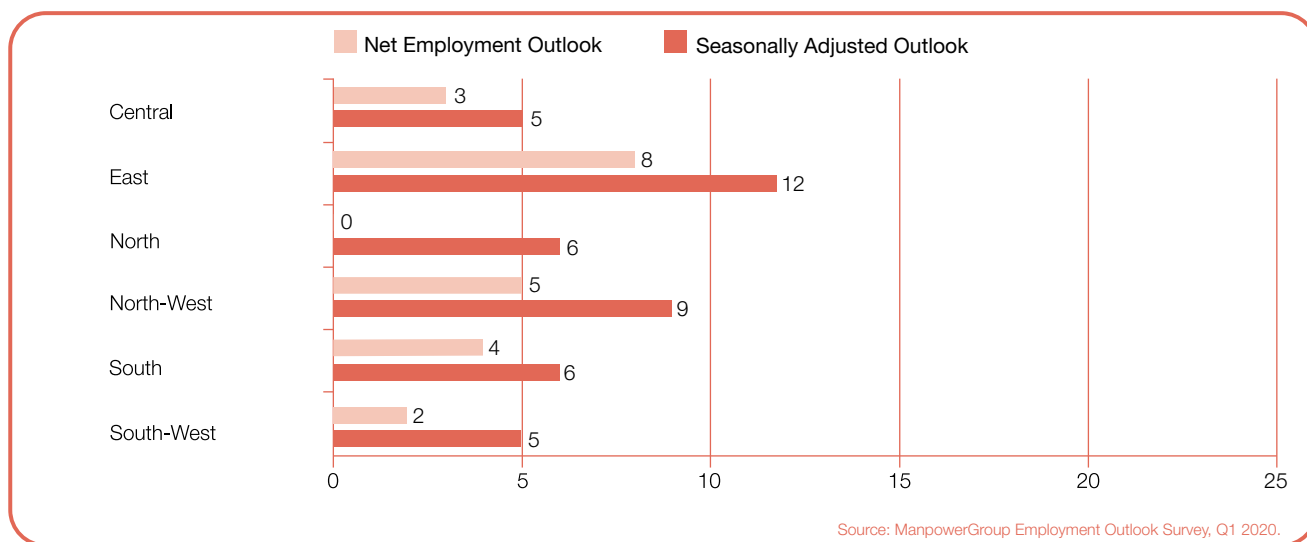


Regional Comparisons

Employers forecast an increase in payrolls for all six regions during the next three months. The strongest labor market is anticipated by employers in the East, where the Net Employment Outlook stands at +12%. North-West employers report fair hiring prospects with an Outlook of +9%, while Outlooks of +6% are reported in both the North and the South. The weakest hiring pace is anticipated in two regions with Outlooks of +5% – Central and the South-West.

Employers in four of the six regions report weaker hiring prospects when compared with this time one year ago. Considerable declines of 11 and 9 percentage points are reported in the South-West and the South, respectively, while the Outlook for Central Poland decreases by 6 percentage points. Elsewhere, hiring plans are unchanged in the East and remain relatively stable in the North-West.

In a quarter-over-quarter comparison, hiring intentions strengthen in three regions, most notably by 3 percentage points in both the East and the North. Meanwhile, employers in three regions report weaker hiring plans, including a considerable decrease of 11 percentage points in the South-West and a decline of 7 percentage points in the South.

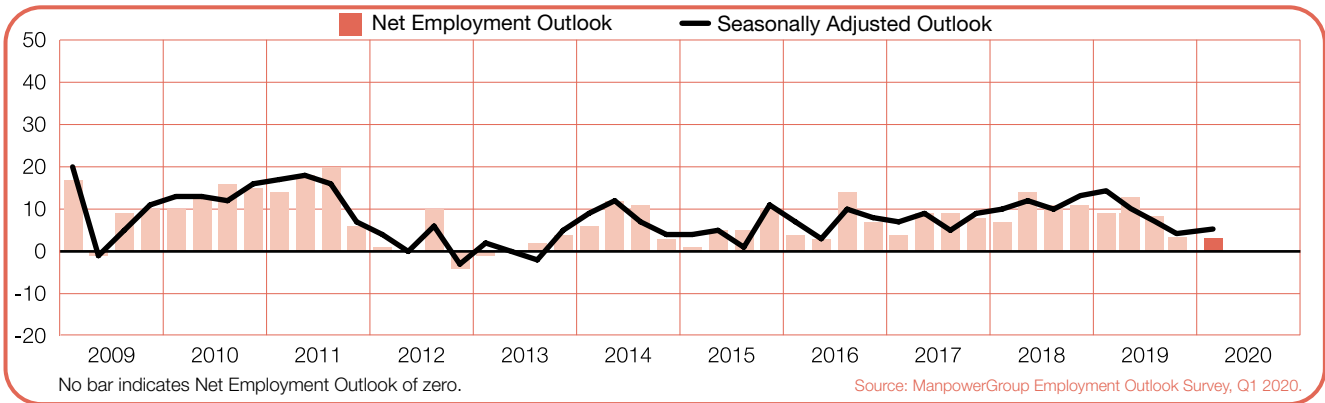


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

+5%

Central

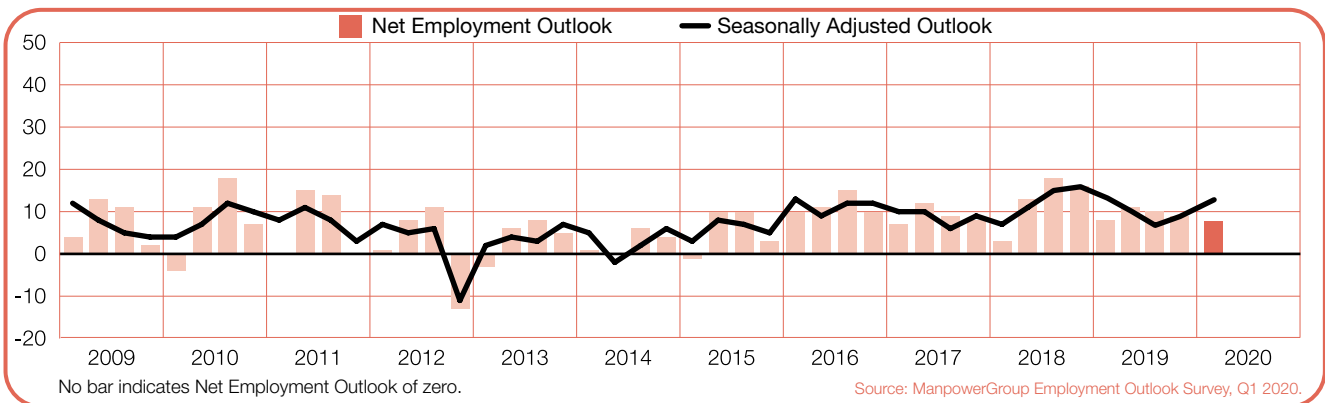
Job seekers can expect some hiring opportunities in the first quarter of 2020, according to employers who report a Net Employment Outlook of +5%. Hiring intentions remain relatively stable quarter-over-quarter, but decline by 6 percentage points in comparison with the same period last year.



+12%

East

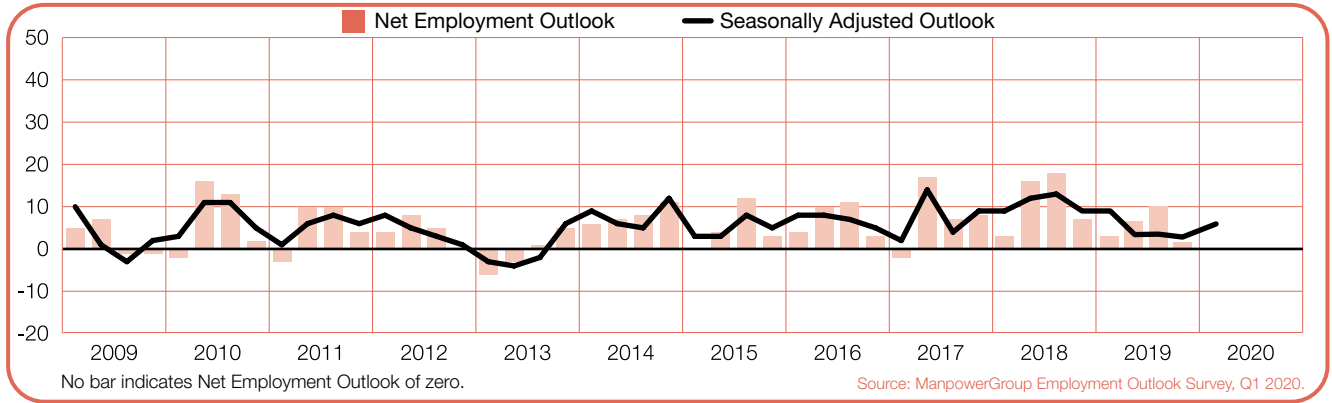
A steady hiring pace is anticipated for the January to March time frame, with employers reporting a Net Employment Outlook of +12%. The Outlook is 3 percentage points stronger when compared with the previous quarter, while employers report no change year-over-year.



+6%

North

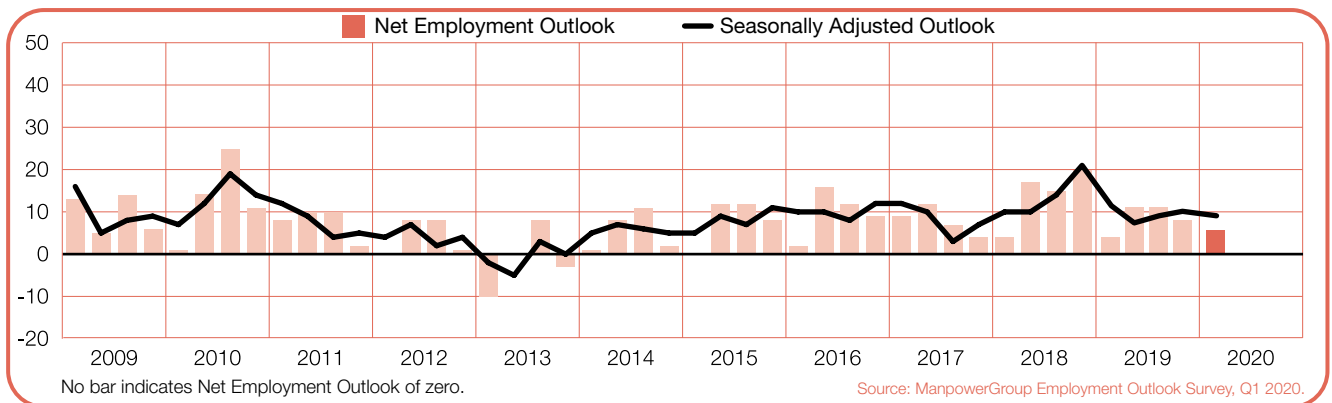
Reporting a Net Employment Outlook of +6%, employers anticipate a mild hiring climate during the next three months. Hiring prospects are 3 percentage points stronger in comparison with 4Q 2019, but decline by 3 percentage points when compared with this time one year ago.



+9%

North-West

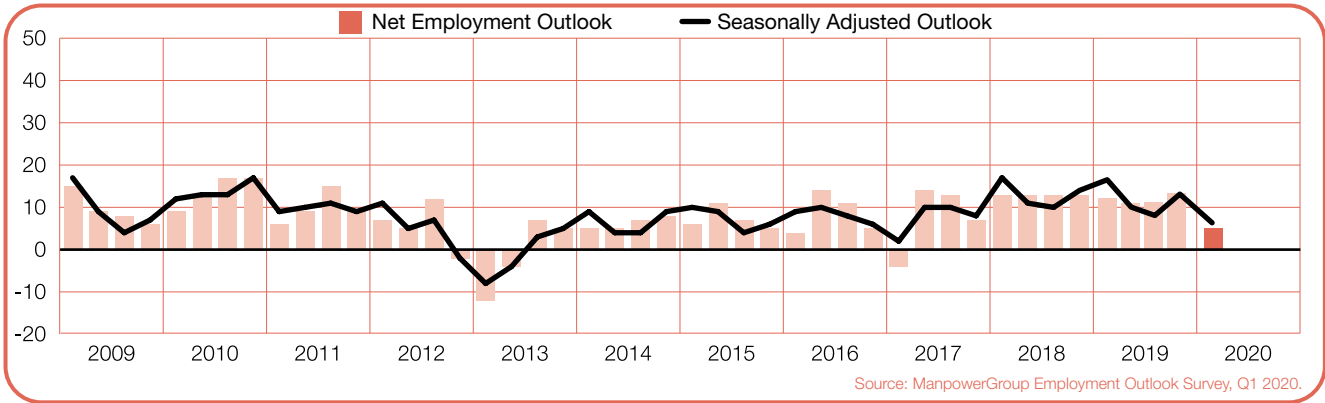
The fair hiring pace is forecast to continue in the coming quarter, with employers reporting a Net Employment Outlook of +9%. Hiring plans remain relatively stable in comparison with both the prior quarter and the same period last year.



+6%

South

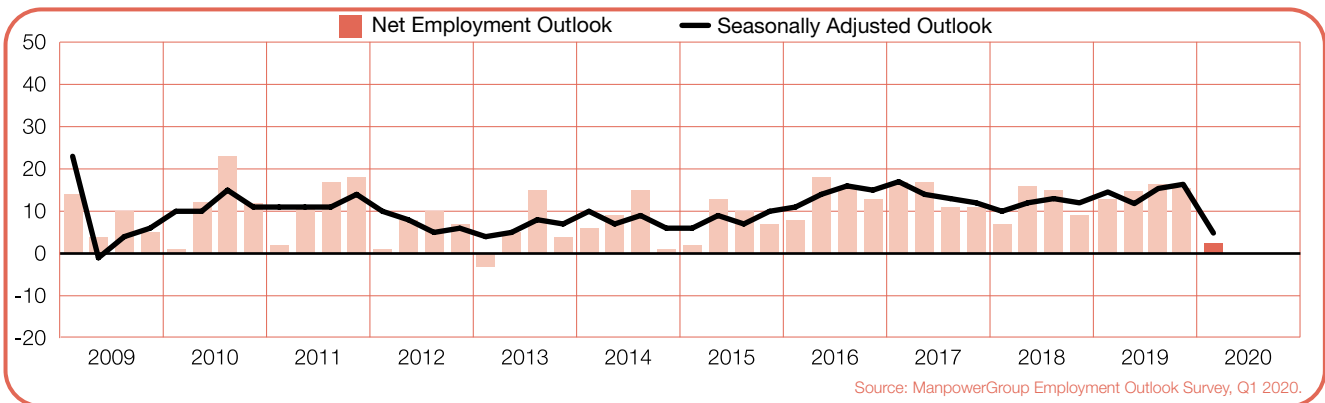
The weakest labor market in three years is anticipated during 1Q 2020. Employers report a Net Employment Outlook of +6%, declining by 7 percentage points quarter-over-quarter and by 9 percentage points in comparison with last year at this time.



+5%

South-West

Employers expect the weakest hiring pace in five years during the upcoming quarter, reporting a Net Employment Outlook of +5%. Hiring prospects decline by a considerable margin of 11 percentage points both quarter-over-quarter and year-over-year.



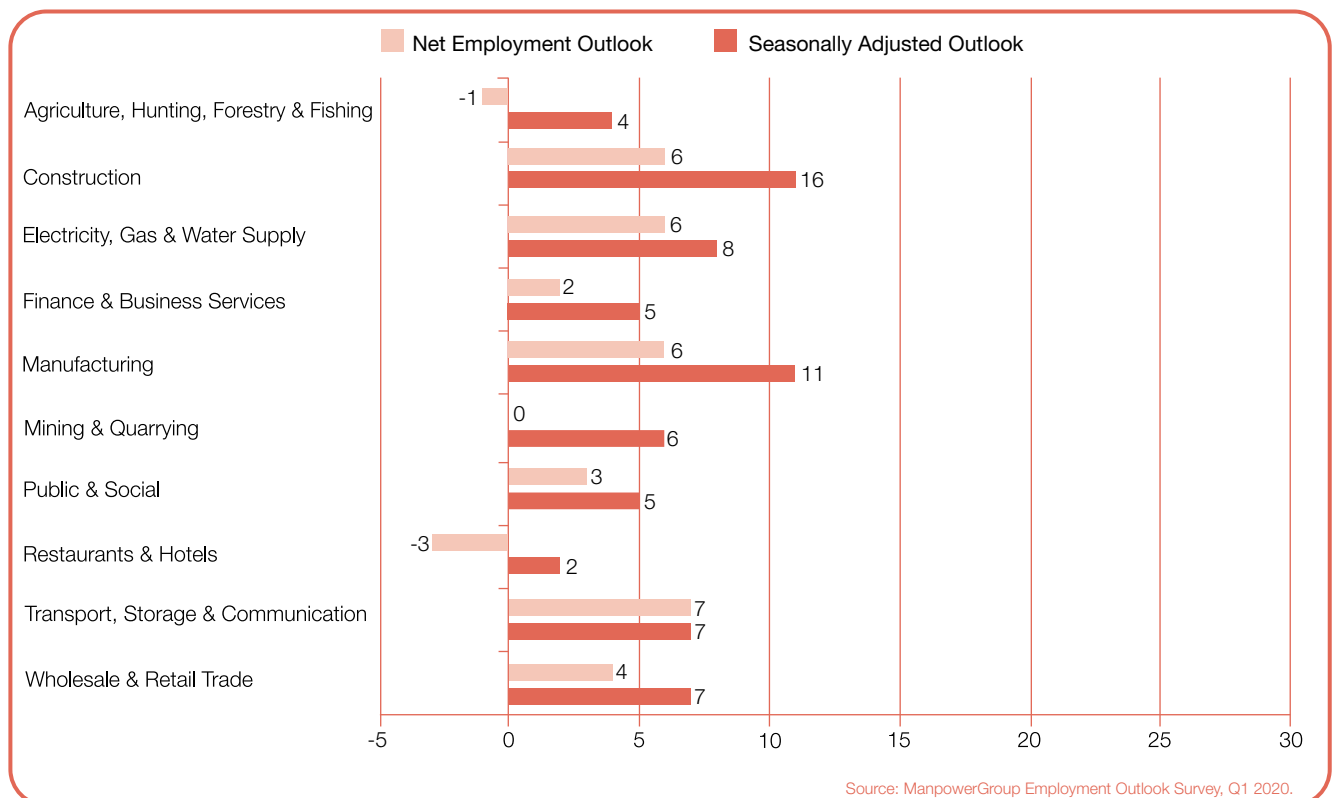
Sector Comparisons

Payroll gains are expected in all 10 industry sectors during the upcoming quarter. The strongest hiring intentions are reported by Construction sector employers with a Net Employment Outlook of +16%. Elsewhere, Manufacturing sector employers also anticipate a steady hiring pace, reporting an Outlook of +11%, while the Electricity, Gas & Water sector Outlook stands at +8%. A modest increase in staffing levels is forecast for two sectors with Outlooks of +7% – the Transport, Storage & Communications sector and the Wholesale & Retail Trade sector and the Mining & Quarrying sector Outlook is +6%. Meanwhile, Restaurants & Hotels sector employers report the weakest hiring sentiment with an Outlook of +2%.

When compared with the prior quarter, employers in seven of the 10 industry sectors report weaker hiring prospects. The most notable decline of 5 percentage points is reported in the Mining & Quarrying sector, while Outlooks are 4 percentage points weaker in both the Electricity, Gas & Water sector and the Manufacturing sector. Elsewhere,

hiring intentions are 3 percentage points stronger in the Construction sector, and improve by 2 percentage points in both the Agriculture, Hunting, Forestry & Fishing sector and the Finance, Insurance, Real Estate & Business Services sector.

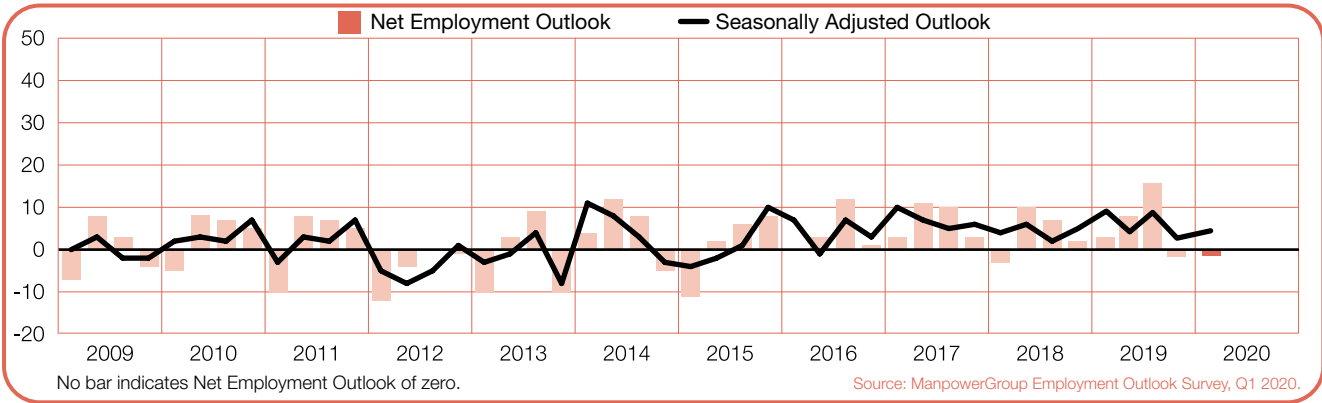
Employers in eight of the 10 industry sectors report weaker hiring plans when compared with this time one year ago. Considerable declines of 11 and 10 percentage points are reported for the Transport, Storage & Communications sector and the Manufacturing sector, respectively. Mining & Quarrying sector employers report a decrease of 8 percentage points and the Wholesale & Retail Trade sector Outlook is 6 percentage points weaker. However, hiring intentions improve by 6 percentage points for the Electricity, Gas & Water sector and remain relatively stable in the Construction sector.



+4%

Agriculture, Hunting, Forestry & Fishing

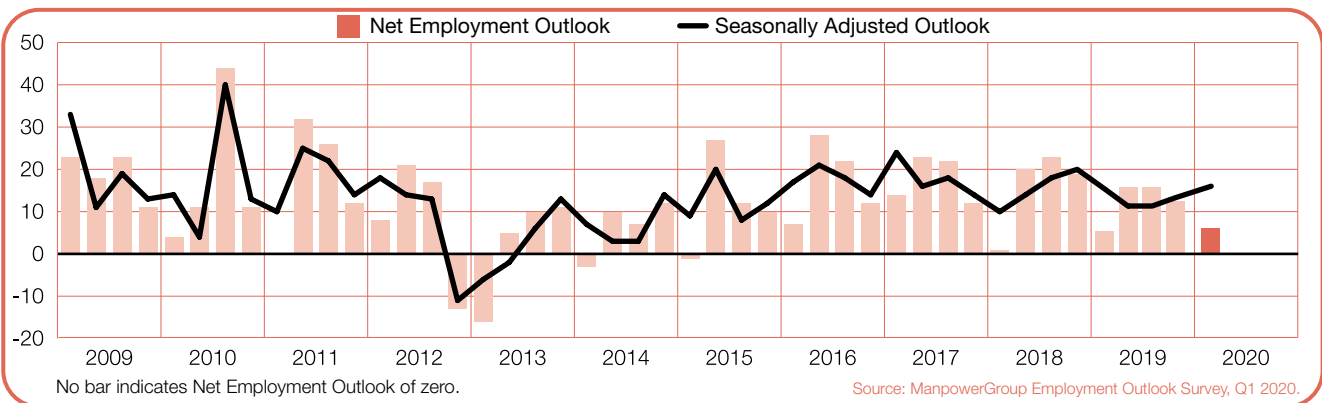
With a Net Employment Outlook of +4%, employers anticipate limited hiring activity in the upcoming quarter. While the Outlook is 2 percentage points stronger quarter-over-quarter, employers report a decline of 4 percentage points in comparison with 1Q 2019.



+16%

Construction

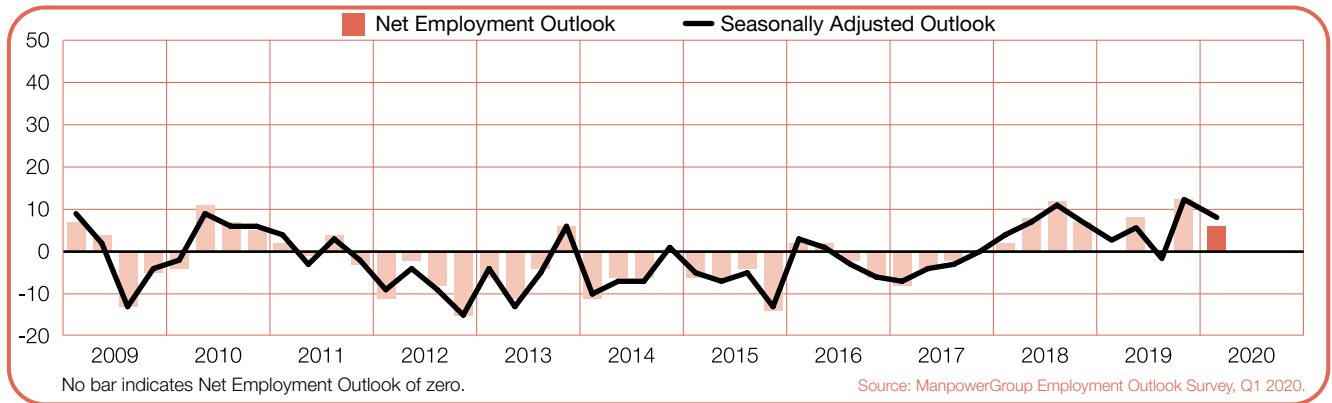
Job seekers can expect a positive hiring pace in the first quarter of 2020, according to employers who report a Net Employment Outlook of +16%. Hiring plans improve by 3 percentage points when compared with the previous quarter and remain relatively stable in a comparison with the same period last year.



+8%

Electricity, Gas & Water Supply

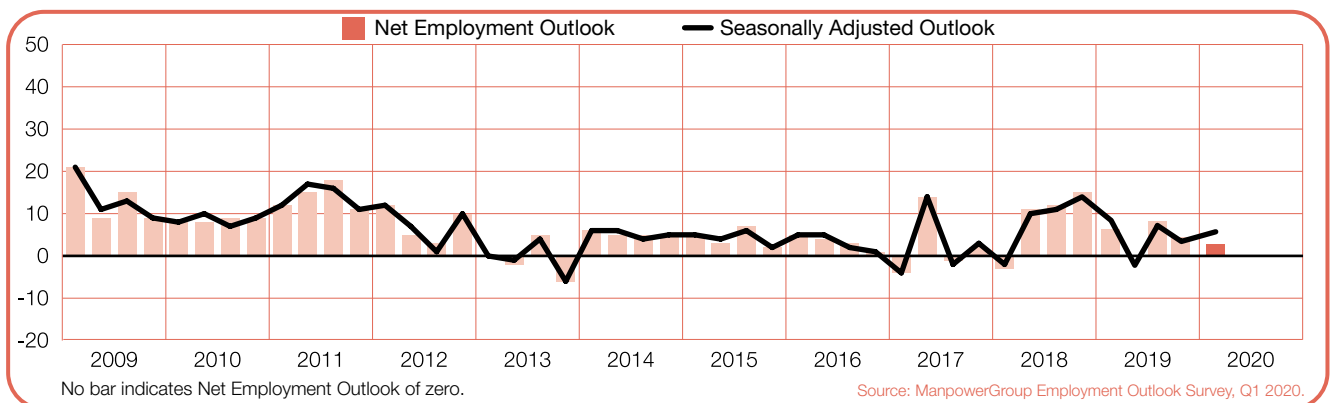
Employers anticipate a mild hiring climate in the January to March time frame, reporting a Net Employment Outlook of +8%. Hiring prospects decline by 4 percentage points in comparison with the prior quarter, but improve by 6 percentage points when compared with this time one year ago.



+5%

Finance & Business Services

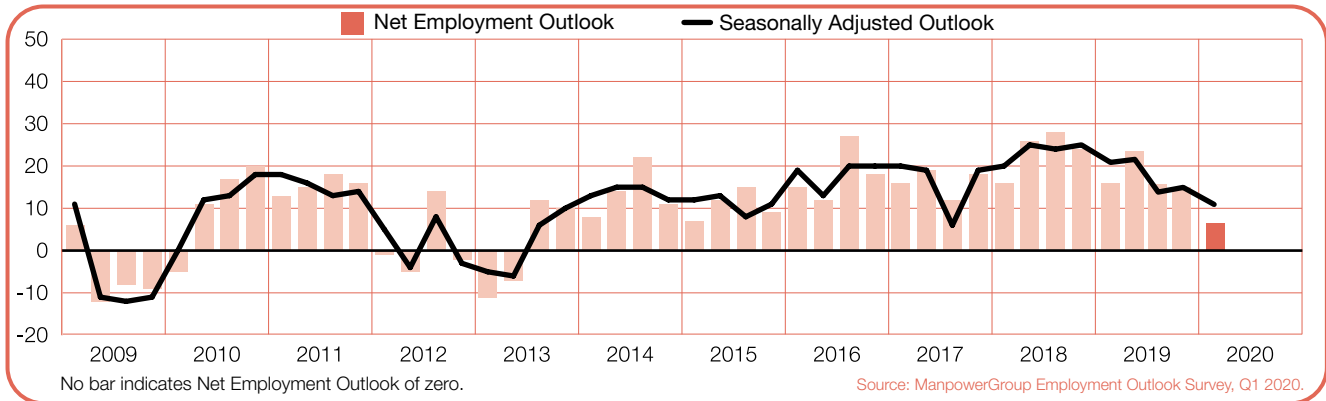
A modest increase in payrolls is likely in the forthcoming quarter, according to employers who report a Net Employment Outlook of +5%. Hiring intentions are 2 percentage points stronger when compared with the previous quarter, but decrease by 4 percentage points in comparison with last year at this time.



+11%

Manufacturing

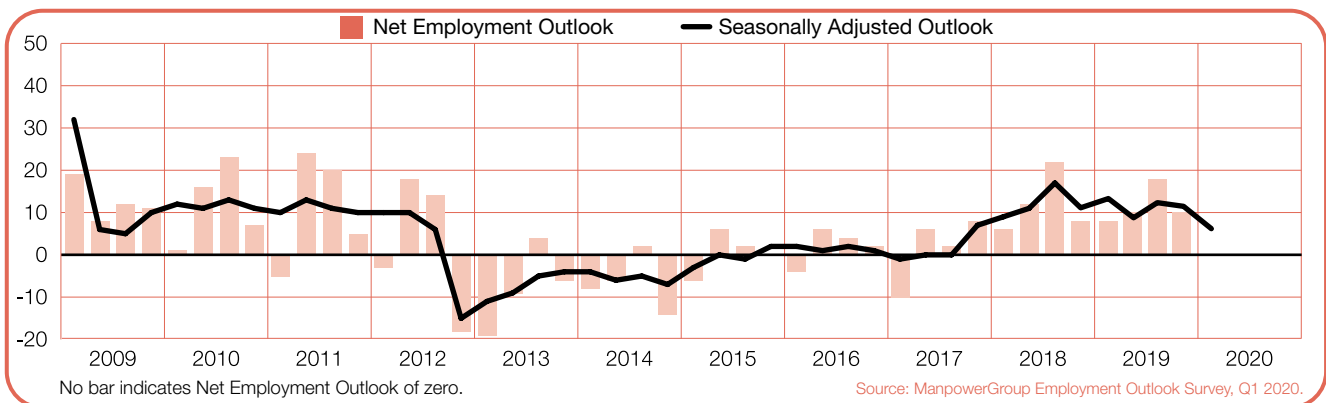
Employers forecast respectable job gains in the coming quarter, reporting a Net Employment Outlook of +11%. However, the Outlook is the weakest reported in two years, decreasing by 4 and 10 percentage points quarter-over-quarter and year-over-year, respectively.



+6%

Mining & Quarrying

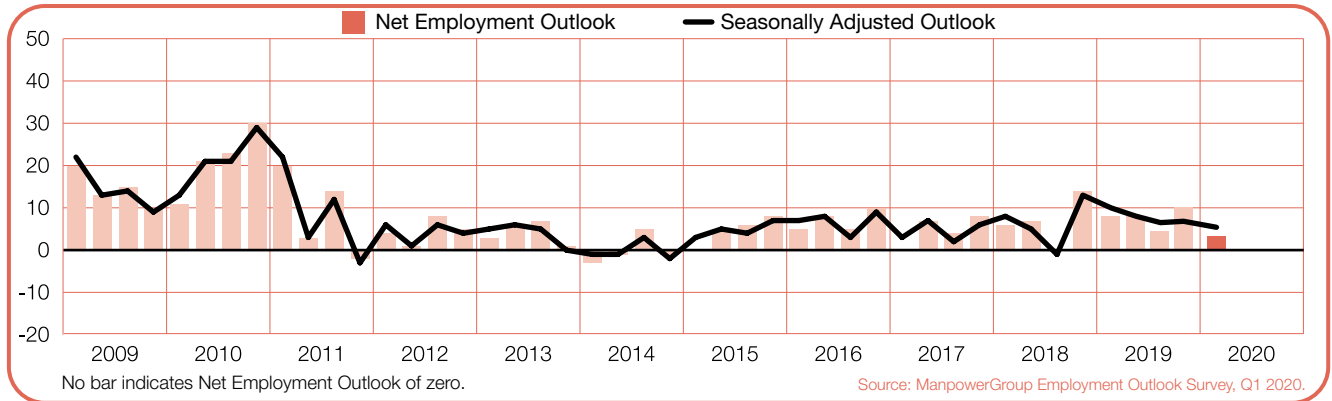
The weakest labor market in two years is anticipated in the January to March period. Employers report a Net Employment Outlook of +6%, declining by 5 percentage points in comparison with 4Q 2019 and by 8 percentage points when compared with this time one year ago.



+5%

Public & Social

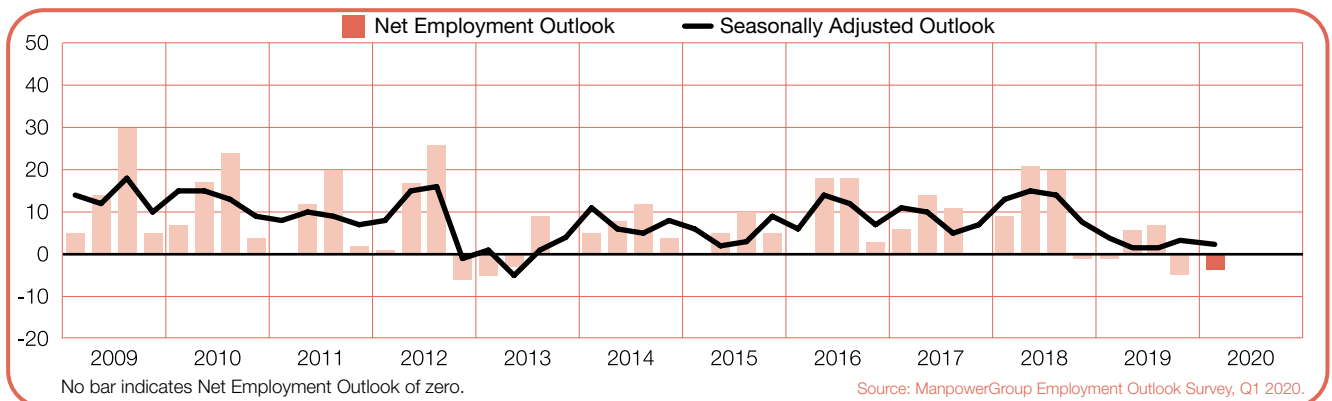
Job seekers can expect a conservative hiring pace in the coming quarter, according to employers who report a Net Employment Outlook of +5%. Hiring plans are 2 percentage points weaker in comparison with the previous quarter and decline by 5 percentage points when compared with the same period last year.



+2%

Restaurants & Hotels

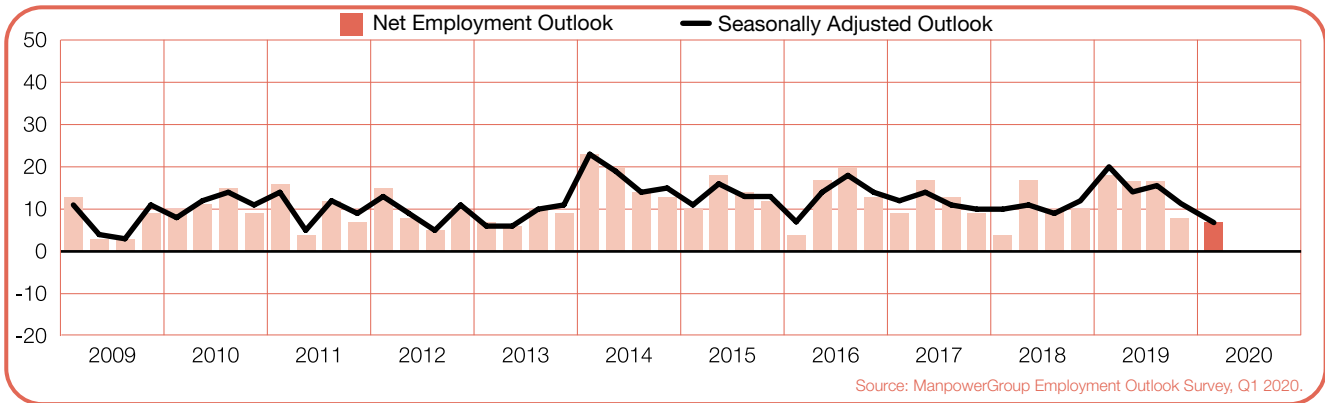
Limited payroll gains are forecast for the January to March time frame, with employers reporting a Net Employment Outlook of +2%. Hiring intentions remain relatively stable in comparison with both the prior quarter and this time one year ago.



+7%

Transport, Storage & Communication

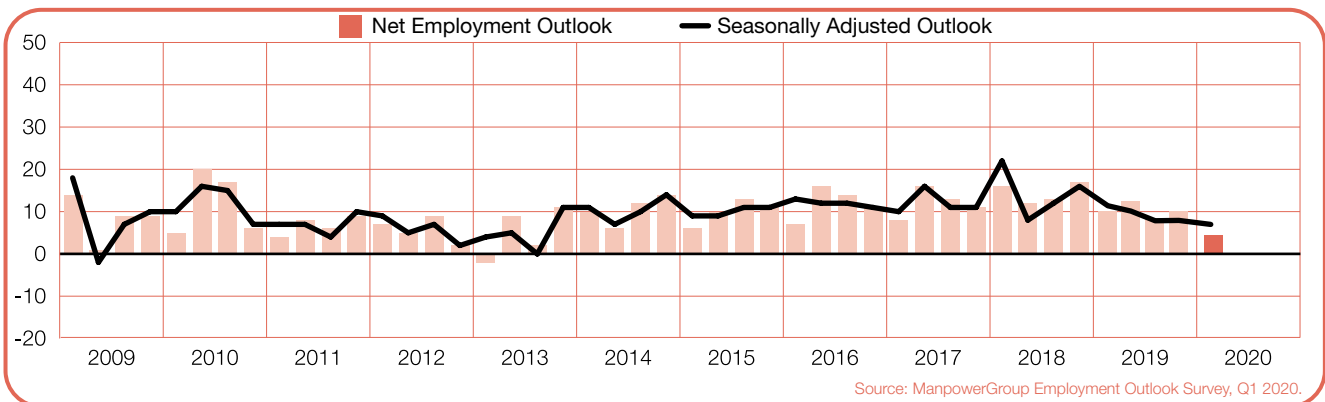
The weakest hiring climate in more than six years is forecast for the coming quarter. The Net Employment Outlook of +7% decreases by 3 percentage points quarter-over-quarter and by 11 percentage points when compared with the first quarter of 2019.



+7%

Wholesale & Retail Trade

Employers anticipate the weakest labor market in more than five years during the next three months, reporting a Net Employment Outlook of +7%. Hiring sentiment remains relatively stable when compared with the previous quarter, but is 6 percentage points weaker year-over-year.

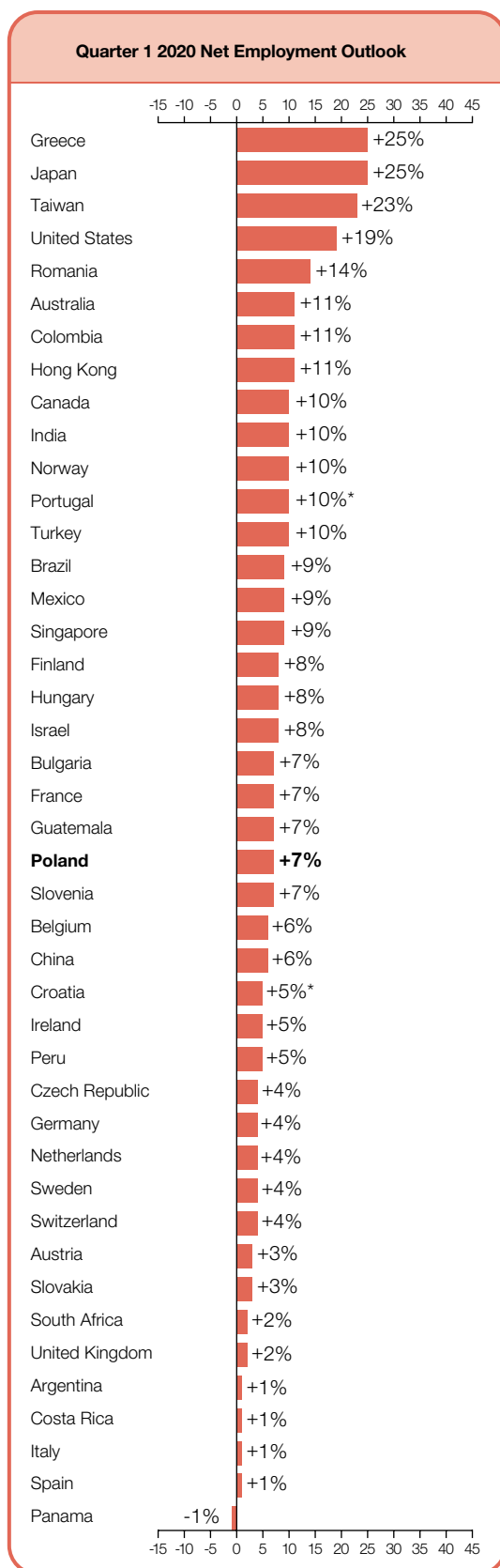


Global Employment Outlook

	Quarter 1 2020	Qtr on Qtr Change Q1 2020 to Q4 2019	Yr on Yr Change Q1 2020 to Q1 2019
	%		
Americas			
Argentina	1 (1) ¹	-1 (-1) ¹	4 (5) ¹
Brazil	9 (9) ¹	1 (-1) ¹	2 (2) ¹
Canada	6 (10) ¹	-3 (-2) ¹	-2 (-2) ¹
Colombia	10 (11) ¹	1 (2) ¹	3 (2) ¹
Costa Rica	3 (1) ¹	1 (-1) ¹	-3 (-3) ¹
Guatemala	7 (7) ¹	-3 (-1) ¹	-3 (-3) ¹
Mexico	8 (9) ¹	0 (1) ¹	-4 (-4) ¹
Panama	0 (-1) ¹	-5 (-5) ¹	-4 (-4) ¹
Peru	5 (5) ¹	-2 (-4) ¹	-2 (-2) ¹
United States	17 (19) ¹	0 (-1) ¹	-1 (-1) ¹

Asia-Pacific			
Australia	12 (11) ¹	0 (0) ¹	-2 (-2) ¹
China	7 (6) ¹	3 (2) ¹	-3 (-3) ¹
Hong Kong	11 (11) ¹	-3 (-3) ¹	-7 (-7) ¹
India	10 (10) ¹	-10 (-10) ¹	-2 (-2) ¹
Japan	24 (25) ¹	1 (-1) ¹	-2 (-2) ¹
Singapore	8 (9) ¹	3 (5) ¹	-1 (-1) ¹
Taiwan	21 (23) ¹	1 (1) ¹	3 (2) ¹

EMEA**			
Austria	-1 (3) ¹	-5 (-2) ¹	-3 (-2) ¹
Belgium	5 (6) ¹	-1 (0) ¹	0 (0) ¹
Bulgaria	4 (7) ¹	-2 (0) ¹	0 (0) ¹
Croatia	5	-2	-9
Czech Republic	2 (4) ¹	0 (2) ¹	0 (0) ¹
Finland	3 (8) ¹	2 (4) ¹	4 (4) ¹
France	6 (7) ¹	0 (1) ¹	3 (3) ¹
Germany	0 (4) ¹	-8 (-2) ¹	-5 (-5) ¹
Greece	19 (25) ¹	7 (7) ¹	7 (7) ¹
Hungary	4 (8) ¹	-2 (1) ¹	-8 (-7) ¹
Ireland	2 (5) ¹	-4 (-1) ¹	-3 (-3) ¹
Israel	6 (8) ¹	1 (2) ¹	1 (1) ¹
Italy	0 (1) ¹	-3 (-3) ¹	-2 (-2) ¹
Netherlands	3 (4) ¹	-2 (-1) ¹	0 (0) ¹
Norway	9 (10) ¹	0 (0) ¹	5 (5) ¹
Poland	3 (7)¹	-5 (-2)¹	-5 (-5)¹
Portugal	10	0	1
Romania	11 (14) ¹	8 (4) ¹	1 (0) ¹
Slovakia	0 (3) ¹	-3 (-2) ¹	-8 (-7) ¹
Slovenia	6 (7) ¹	-10 (-8) ¹	-13 (-13) ¹
South Africa	2 (2) ¹	-2 (-1) ¹	-3 (-3) ¹
Spain	1 (1) ¹	2 (1) ¹	-1 (-2) ¹
Sweden	2 (4) ¹	-7 (-5) ¹	-3 (-3) ¹
Switzerland	2 (4) ¹	0 (1) ¹	2 (2) ¹
Turkey	5 (10) ¹	3 (4) ¹	9 (9) ¹
UK	1 (2) ¹	-4 (-3) ¹	-5 (-5) 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 58,000 employers in 43 countries and territories to forecast labor market activity* in the first quarter of 2020. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?”

In the ManpowerGroup research for the first quarter of 2020, employers in 42 of 43 countries and territories surveyed expect to grow payrolls in the period up to the end of March 2020.

When compared with the previous quarter, hiring plans strengthen in 15 of the 43 countries and territories, while employers in 23 report weaker hiring prospects, with no change reported in five. In a comparison with last year at this time, employers in 12 countries and territories report stronger hiring sentiments, while hiring intentions weaken in 26 and are unchanged in five. The strongest labor markets are anticipated in Greece, Japan, Taiwan, the U.S. and Romania, while the weakest hiring activity is expected in Panama, Argentina, Costa Rica, Italy and Spain.

Payroll gains are anticipated in all 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the first quarter of 2020. In a comparison with the final quarter of 2019, hiring plans strengthen in 10 countries, but weaken in 12. When compared with this time one year ago, Outlooks improve in eight countries, but decline in 13. Employers in Greece and Romania anticipate the strongest hiring pace during the next three months, while the weakest labor markets are forecast in Italy and Spain.

Employers in all seven Asia Pacific countries and territories expect to increase headcounts during the upcoming quarter. When compared with the prior quarter, hiring plans strengthen in three countries and territories, but weaken in three. In a comparison with the same period last year, hiring prospects weaken in six countries and territories, while improving in one. The strongest hiring sentiment in the region is reported by employers in Japan and Taiwan, while the most cautious Outlook is reported in China.

In the Americas, employers in nine of the 10 countries surveyed expect to increase payrolls during the next three months, while Panama employers report uncertain hiring plans and the only negative forecast globally. In a comparison with the final quarter of 2019, hiring intentions improve in two Americas countries, but decline in eight. When compared with this time one year ago, employers in three countries report stronger hiring prospects, while Outlooks weaken in seven. The region’s strongest labor markets are anticipated in the U.S. and Colombia, while the weakest hiring sentiment is reported in Panama.

Full survey results for each of the 43 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 10 March 2020 and will detail expected labor market activity for the second quarter of 2020.

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

International Comparisons – Americas

For the first quarter of 2020, more than 23,000 employers in North, Central and South America were interviewed for the ManpowerGroup survey. Employers in nine of the 10 Americas countries expect to add to payrolls during the next three months.

Employers in the United States anticipate the strongest hiring pace in the Americas region for the ninth consecutive quarter. Hiring intentions remain relatively stable in comparison with both the prior quarter and the same period last year, and employers expect workforce gains in all 13 industry sectors in the January to March period. In the strongest U.S. sector labor market, Leisure & Hospitality, employers report a three-year high in their forecast. Solid hiring plans in two of the four U.S. regions are also fueling the positive national Outlook, with employers in the Midwest and the South reporting their strongest forecasts in 19 and 13 years, respectively.

In Canada, employers report fair hiring prospects for the coming quarter, although hiring prospects dip slightly both quarter-over-quarter and year-over-year. Payroll gains are expected in nine of 10 industry sectors during the coming quarter, with the strongest Outlook in 14 years for the Manufacturing Non-Durables sector and a five-year peak in the Education sector.

Mexican hiring sentiment has stabilized following a dip in the previous quarter, with employers expecting moderate job gains during the next three months, although expectations remain weaker than for the same period last year. The strongest hiring plans are reported for the Agriculture & Fishing and Services sectors, but hiring opportunities in the Transport & Communication sector are the weakest reported in 10 years.

Employers in Central America report mixed hiring prospects for the coming quarter. Guatemalan employers expect the modest hiring pace to continue, with job gains forecast for five of six industry sectors and four of five regions. However, employers in Costa Rica report their weakest Outlook since the survey

began in 2006. While payrolls are expected to grow in four of six industry sectors during 1Q 2020, employers expect to trim payrolls in the Construction and Transport & Communication sectors.

The weakest of the 10 Americas labor markets is anticipated in Panama, where employers report the most subdued hiring plans since the survey began 10 years ago, fueled in part by weak hiring prospects for the Manufacture and Commerce sectors.

Brazilian employers continue to report fair hiring prospects, driven by positive hiring intentions for the Agriculture, Fishing & Mining sector, and for the Services sector where employers report a five-year high. Hiring prospects in all Brazilian regions have now recovered from the 2015/2016 recession, including Rio de Janeiro State, where the Outlook for the coming quarter is the strongest in five years.

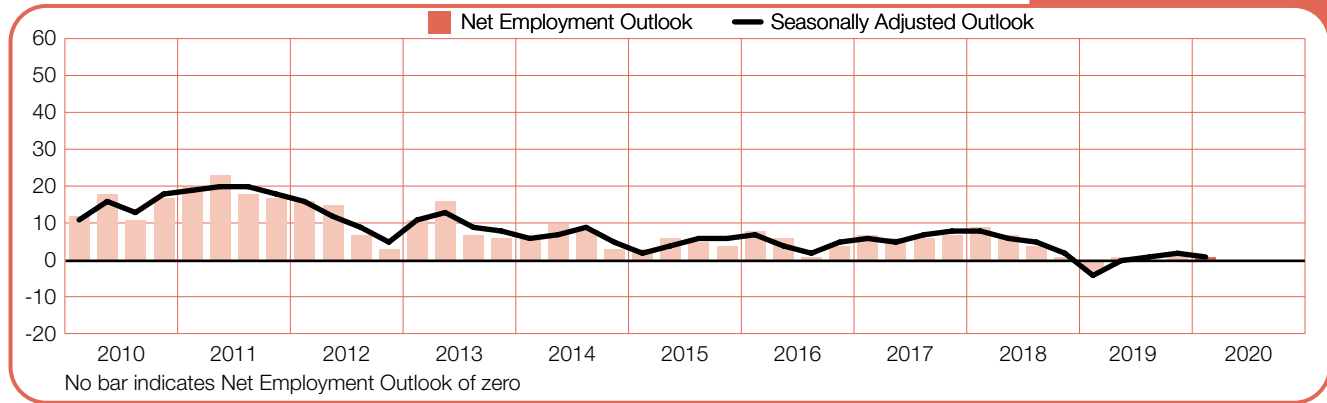
Argentine employers continue to report a cautious hiring sentiment following last year's economic uncertainty, with workforce gains anticipated in five of nine sectors and three of six regions in the next three months. Employers in the Construction sector are in part driving the labor market, reporting their strongest hiring plans in two years.

In Colombia, employers anticipate a steady hiring pace in 1Q 2020, reporting slightly stronger hiring expectations both quarter-over-quarter and year-over-year. The improvement in hiring prospects is fueled in part by the strongest Finance, Insurance & Real Estate sector Outlook in five years.

While payroll gains are expected in seven of nine of Peru's industry sectors during the coming quarter, hiring plans are slightly weaker for the country as a whole in comparison with both the prior quarter and last year at this time. Transportation & Utilities employers expect the strongest workforce growth in the next three months, but the Agriculture & Fishing Outlook is the weakest since the survey began in 2006.

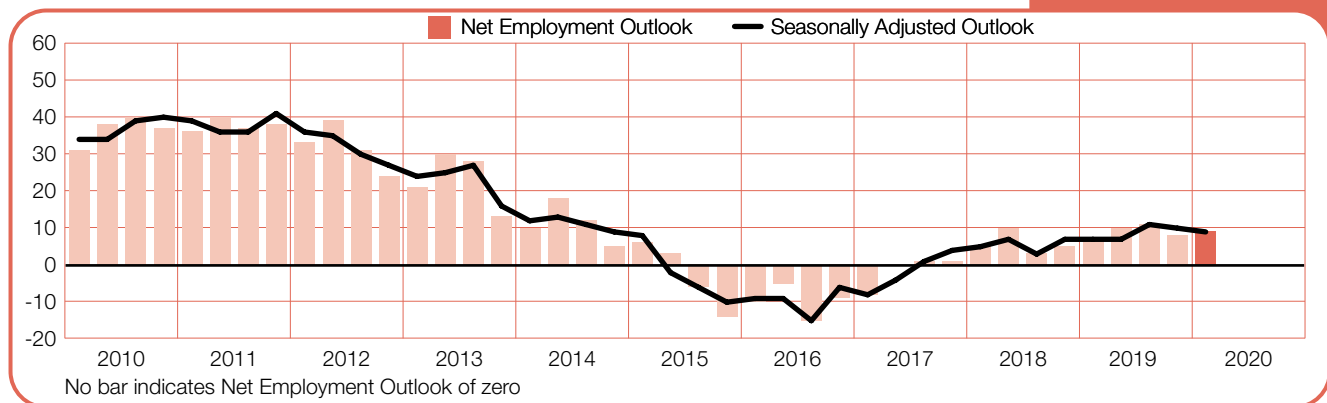
Argentina

+1 (+1)%



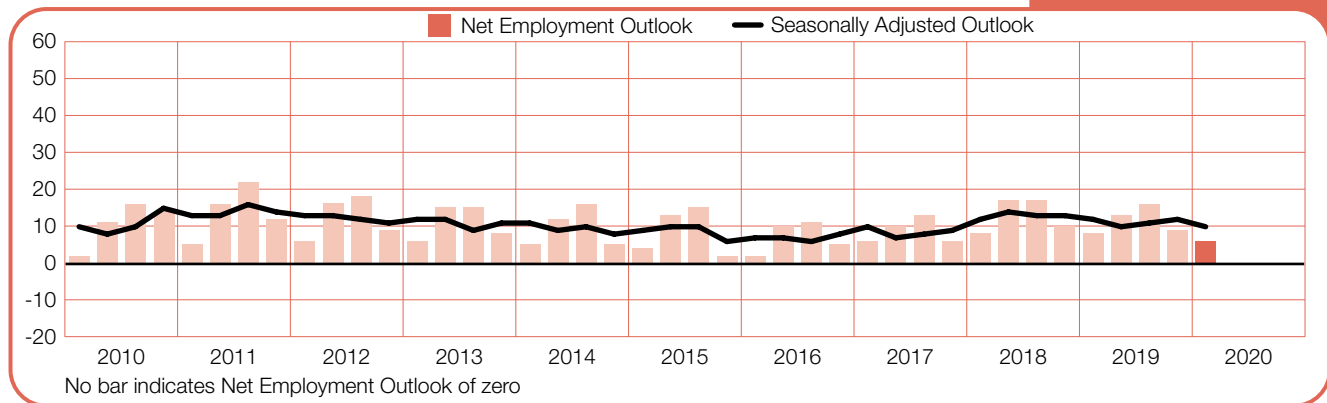
Brazil

+9 (+9)%



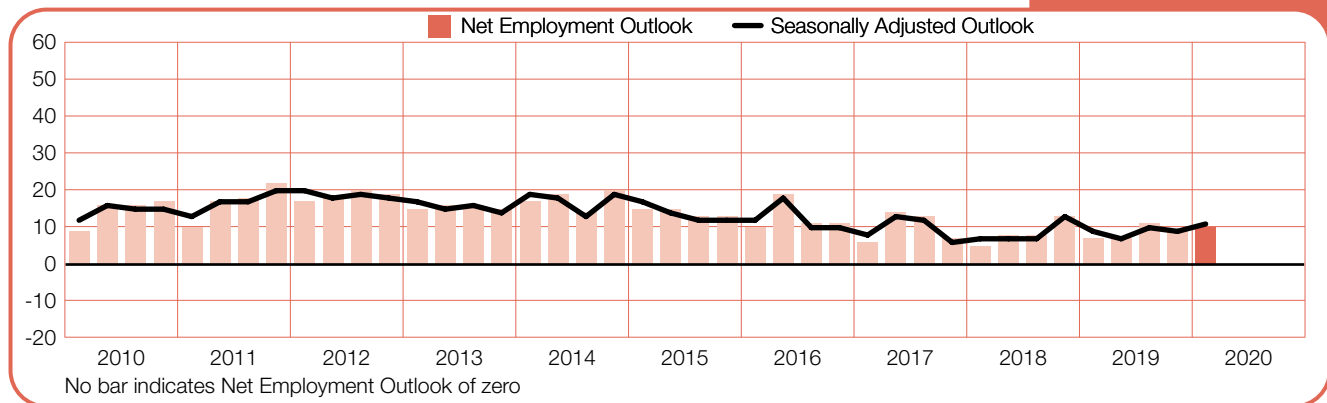
Canada

+6 (+10)%



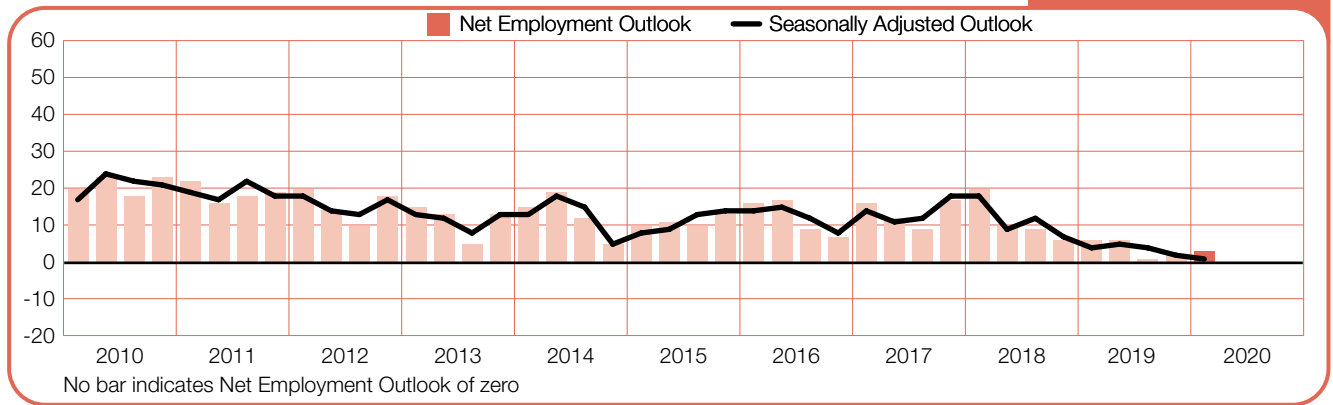
Colombia

+10 (+11)%



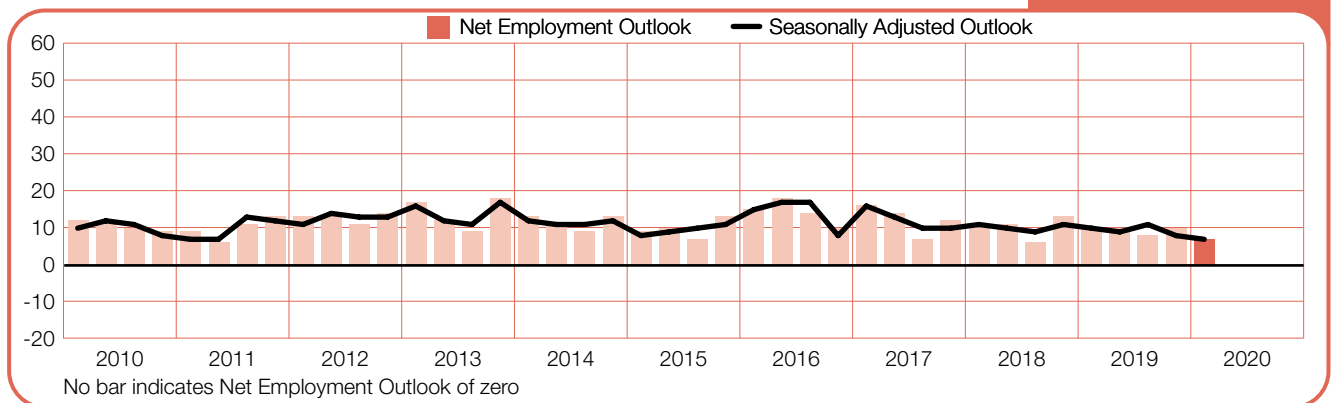
Costa Rica

+3 (+1)%



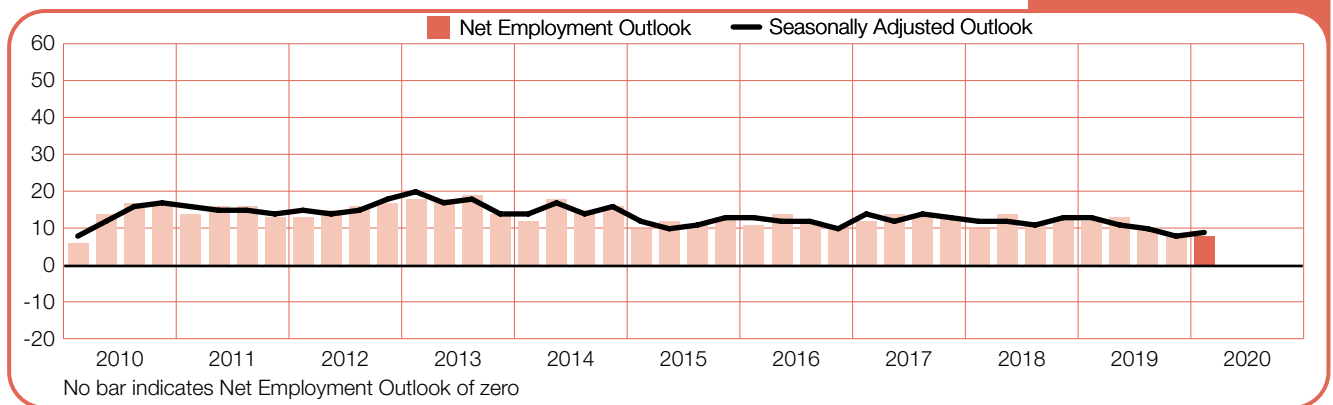
Guatemala

+7 (+7)%



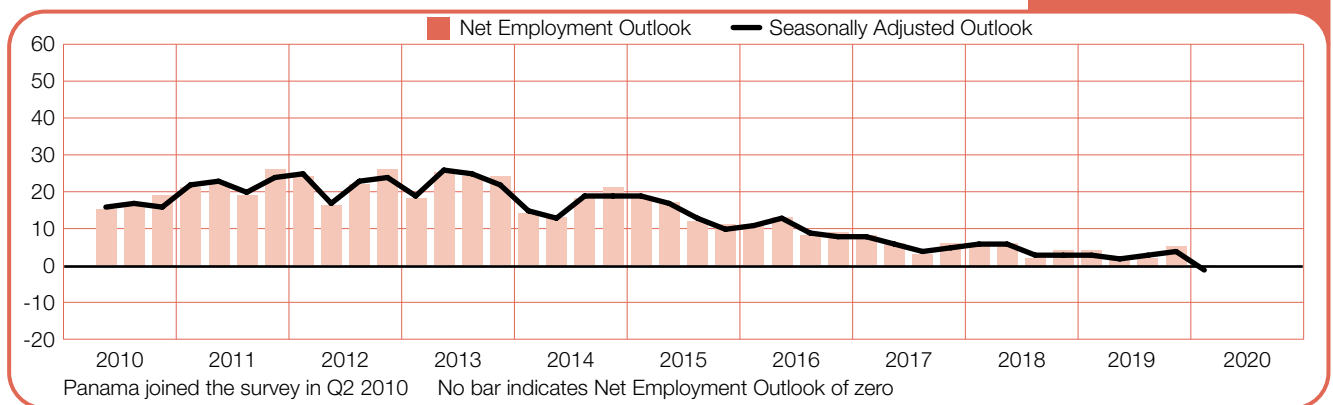
Mexico

+8 (+9)%



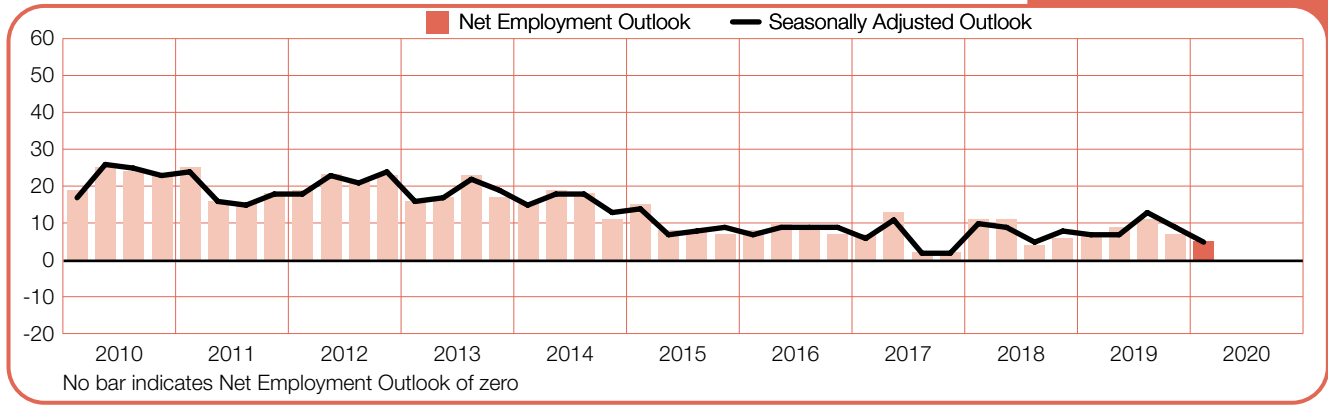
Panama

0 (-1)%



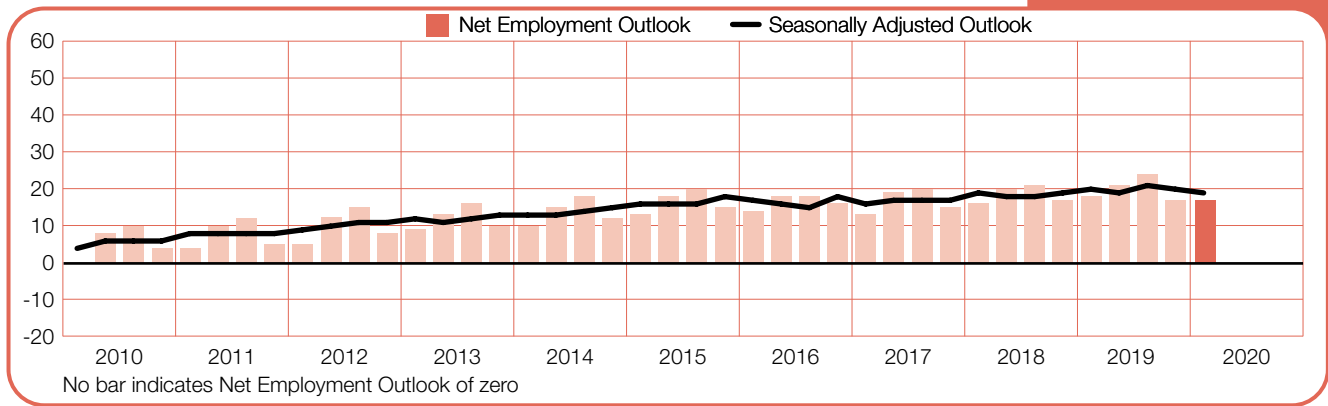
Peru

+5 (+5)%



United States of America

+17 (+19)%



International Comparisons – Asia–Pacific

In the ManpowerGroup survey for the first quarter of 2020, more than 14,000 employers across seven Asia Pacific countries and territories were interviewed, and employers in all seven anticipate payroll gains during the next three months.

For the seventh consecutive quarter, the strongest Asia Pacific labor market is anticipated in Japan, despite a slight decline in hiring sentiment when compared with this time last year. Hiring prospects continue to be driven by a brisk hiring pace in the Mining & Construction sector and strong demand in the Services sector, and employers in Japan's Finance, Insurance & Real Estate sector report their strongest hiring intentions in more than 12 years.

In China, employers report moderate hiring prospects for the January to March period, reflecting a slight improvement in comparison with the final quarter of 2019. However, hiring sentiment remains at a weaker level than reported this time one year ago. Services sector employers report an uptick in hiring activity, and Transportation & Utilities sector employers anticipate the strongest hiring pace in the coming quarter. However, the flat Outlook reported by Mining & Construction sector employers is the weakest in 10 years.

Employers in India report the weakest hiring prospects since the survey began 14 years ago. Hiring sentiment dips in all seven sectors when compared with the prior quarter, and is also weaker in the majority of sectors when compared with this time one year ago. However, despite this cooling labor market, Indian employers continue to forecast payroll growth, most notably in the Services sector.

According to employers in Hong Kong, hiring prospects have slipped to a six-year low. Outlooks weaken in four of six industry sectors when compared with the previous quarter, although Mining & Construction sector employers report an uptick in hiring activity.

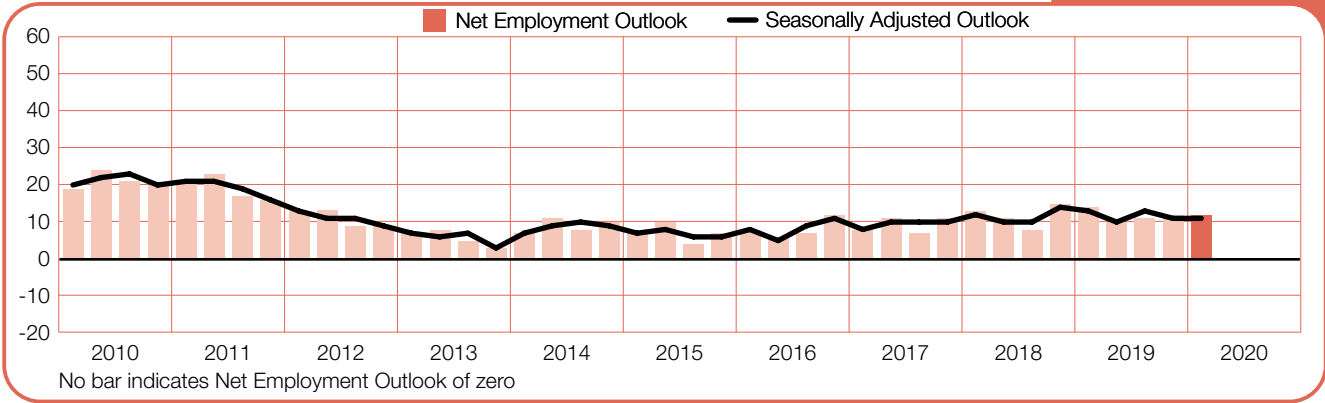
Singapore employers report cautiously optimistic hiring intentions for the coming quarter, reflecting a moderate improvement on the two-year low reported in 4Q 2019. Public Administration & Education sector employers continue to expect the strongest sector hiring pace, while the Finance, Insurance & Real Estate Outlook climbs considerably when compared with the prior quarter.

In Taiwan, employers forecast an active labor market during the next three months, fueled by robust hiring plans in both the Services and Mining & Construction sectors.

The favorable hiring climate is forecast to continue in Australia during the first quarter of 2020, with employers reporting no quarter-over-quarter change, although the Outlook dips slightly in comparison with last year at this time. However, hiring prospects for Australia's Finance, Insurance & Real Estate sectors slip to the weakest level reported since the survey began in 2003.

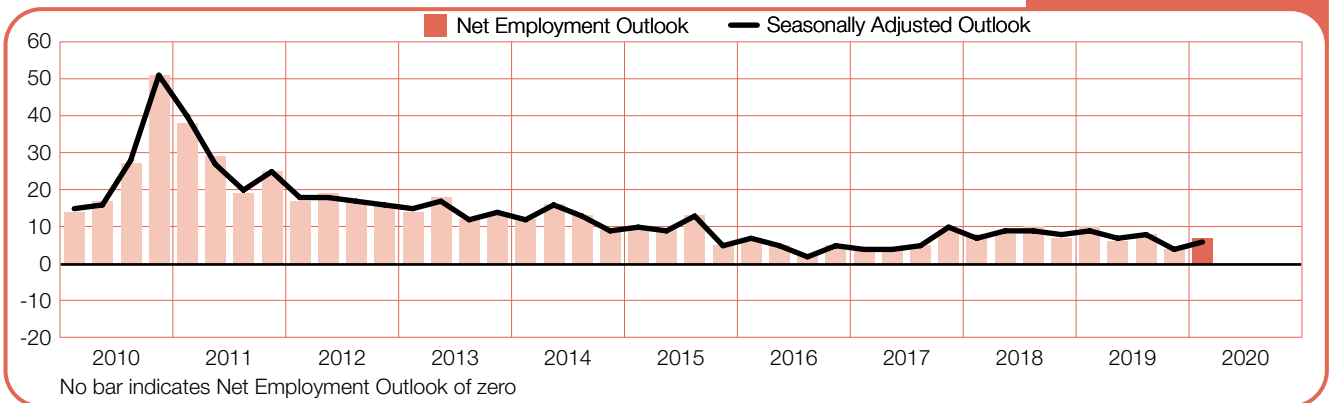
Australia

+12 (+11)%



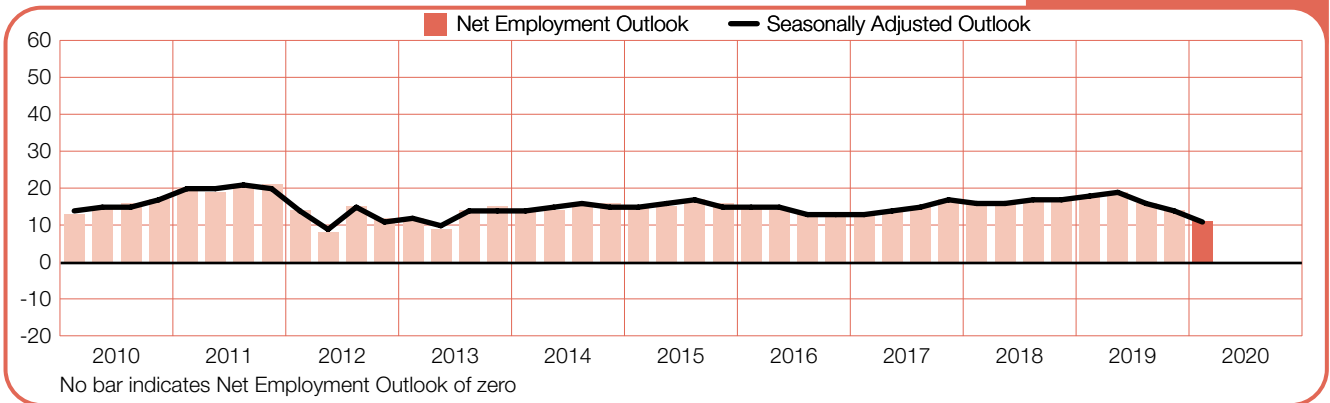
China

+7 (+6)%



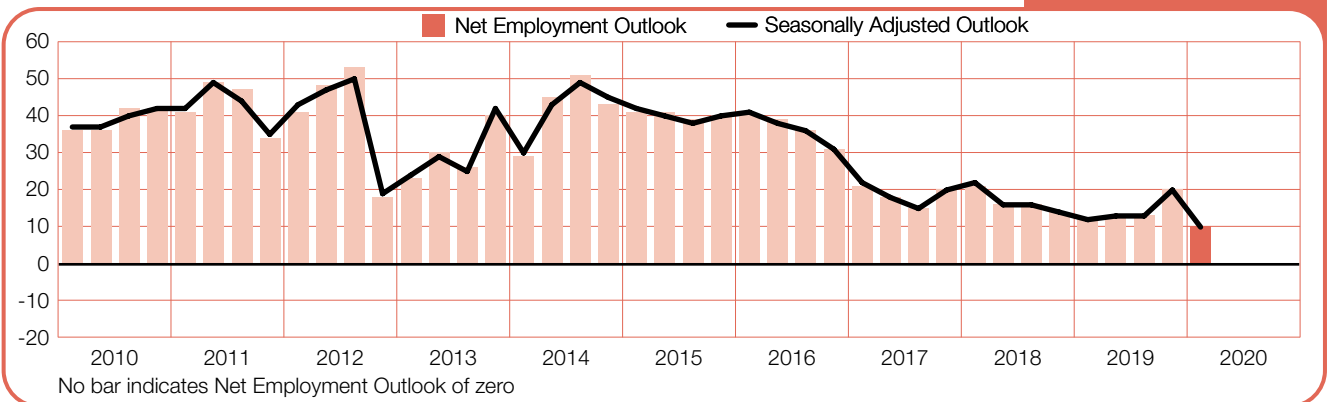
Hong Kong

+11 (+11)%



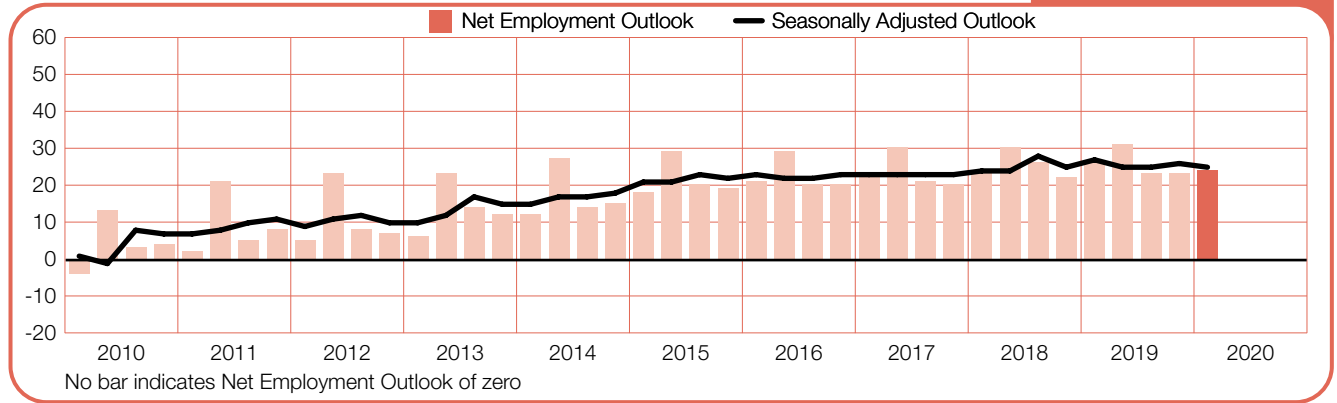
India

+10 (+10)%



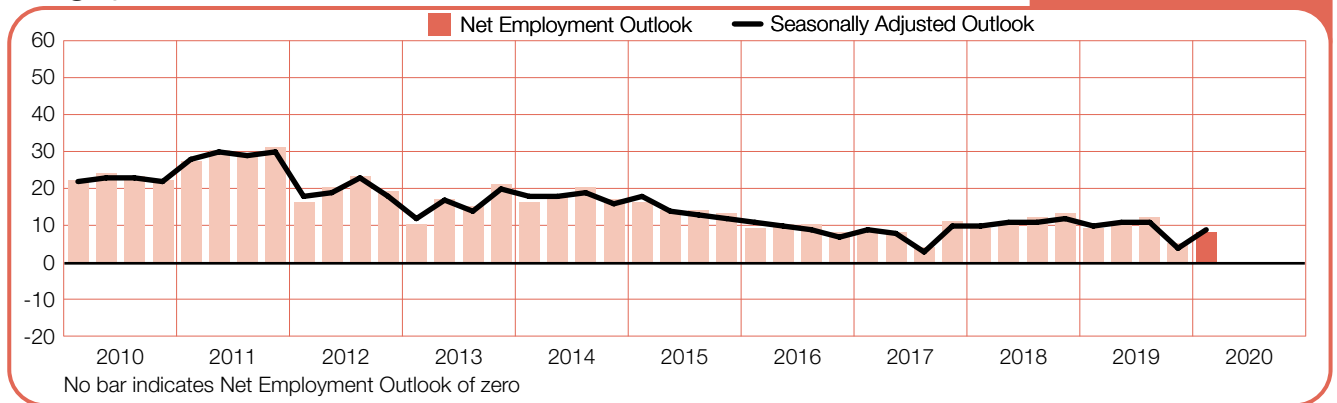
Japan

+24 (+25)%



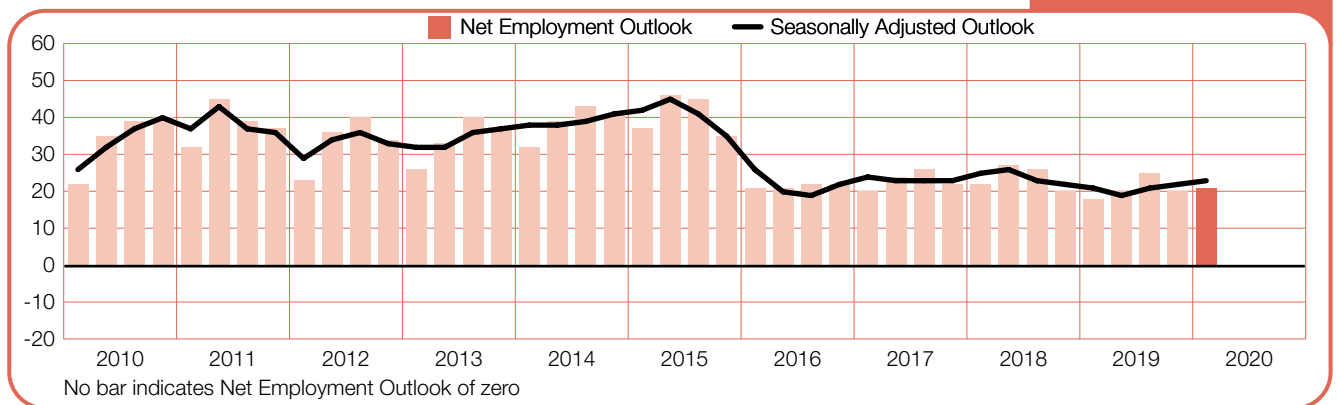
Singapore

+8 (+9)%



Taiwan

+21 (+23)%



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

In the Europe, Middle East and Africa (EMEA) region more than 21,000 employers were surveyed by ManpowerGroup for the first quarter of 2020. Employers in all 26 countries across the region expect to grow payrolls during the next three months.

Employers in Europe's four largest economies report variable hiring expectations for the forthcoming quarter. In France, employers report the strongest hiring sentiment in 12 years, expecting to grow payrolls in nine of 10 sectors, most particularly the Restaurants & Hotels sector, where hiring plans are the strongest since the survey began 16 years ago. By contrast, the weakest labor market in three years is forecast for Germany in the upcoming quarter. German Manufacturing sector employers report their weakest hiring plans in more than three years, while Outlooks are the weakest in 10 and 6 years for the Finance, Insurance, Real Estate & Business Services and Transport, Storage & Communications sectors, respectively.

Overshadowed by Brexit uncertainty, the weakest labor market in seven years is anticipated by UK employers, with hiring sentiment softening in seven of nine industry sectors both quarter-over-quarter and year-over-year, although hiring plans remain stronger than the national Outlook in both the Mining and Manufacturing sectors. In Italy, employers report subdued hiring plans for the coming quarter, declining slightly in comparison with both the previous quarter and last year at this time. The weak Outlook is in part driven by regional differences – South/Islands employers report their weakest forecast in more than five years, while hiring plans are the strongest in nine years for the North West.

Elsewhere in Western Europe, Dutch employers continue to anticipate slow-paced workforce gains, with expectations remaining relatively stable quarter-over-quarter and unchanged in comparison with this time last year. In Belgium, employers continue to report a conservative hiring pace, with an unchanged Outlook in comparison with the previous quarter and this time one year ago. Belgium's Construction sector employers anticipate the strongest labor market, strengthening considerably in comparison with the prior quarter.

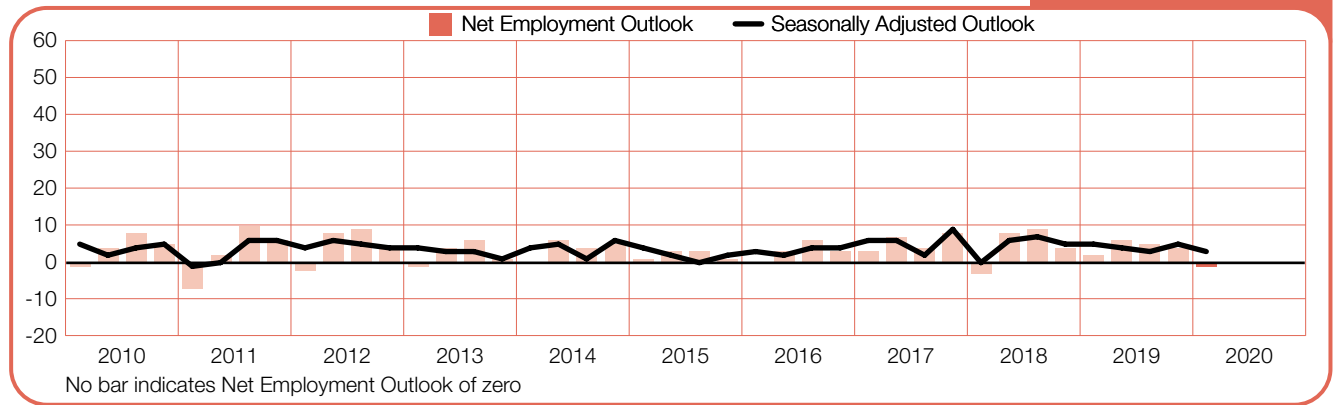
Nordic region employers report mixed hiring prospects for the upcoming quarter. In Norway, employers continue to report cautiously optimistic hiring plans, unchanged in comparison with 4Q 2019 and moderately stronger year-over-year. Positive hiring sentiment is fueled by the strongest Manufacturing sector Outlook in eight years and upbeat hiring intentions in the Mining & Quarrying sector. Meanwhile, Swedish employers report soft hiring prospects for the next three months, weakening in comparison with the previous quarter and last year at this time. Finance, Insurance, Real Estate & Business Services sector report the strongest of Sweden's sector Outlooks.

In Eastern Europe, Polish employers expect the moderate hiring pace to continue in the next three months, although the Outlook is the weakest in two years. Hiring prospects weaken in seven of 10 industry sectors when compared with the previous quarter and decline in eight when compared with this time one year ago, while Construction sector employers report an uptick in the hiring pace. After cooling off slightly in the final quarter of 2019, hiring prospects for Romania strengthen for the coming quarter, most notably with healthy hiring plans for the Finance, Insurance, Real Estate & Business Services and Construction sectors.

In Greece, employers report their strongest hiring intentions since the survey began in 2008. The Greek Outlook for 1Q 2020 is the strongest in the EMEA region, fueled in part by robust hiring intentions in the Wholesale & Retail Trade sector.

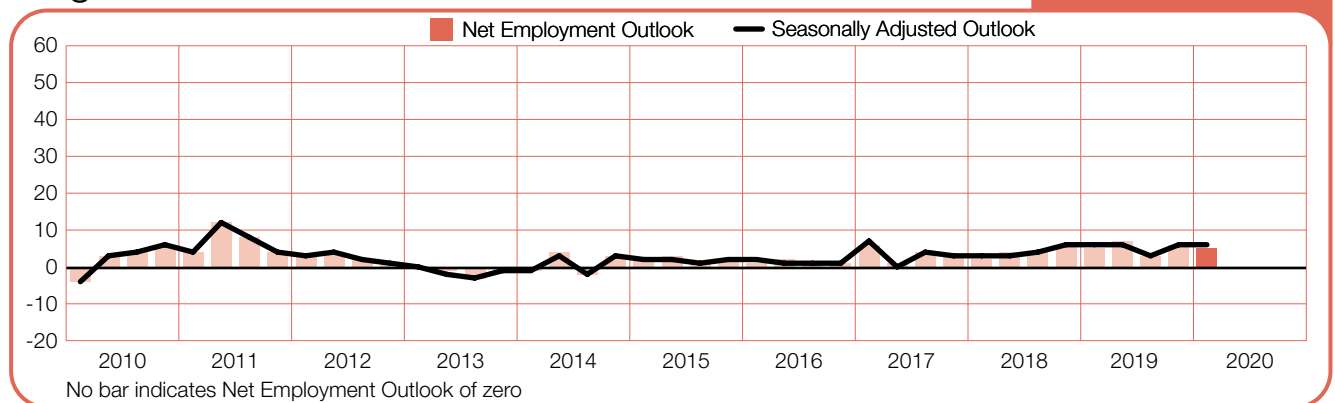
Austria

-1 (+3)%



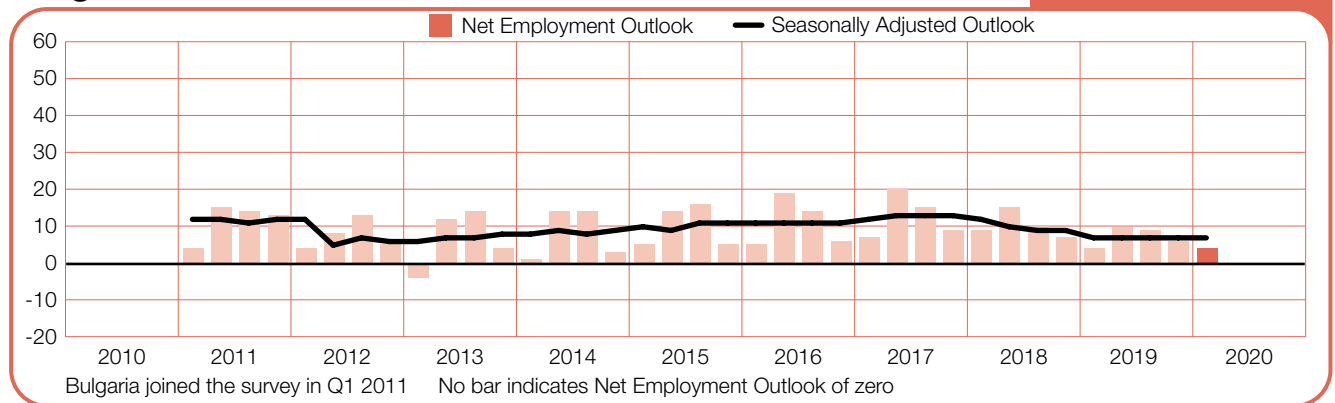
Belgium

+5 (+6)%



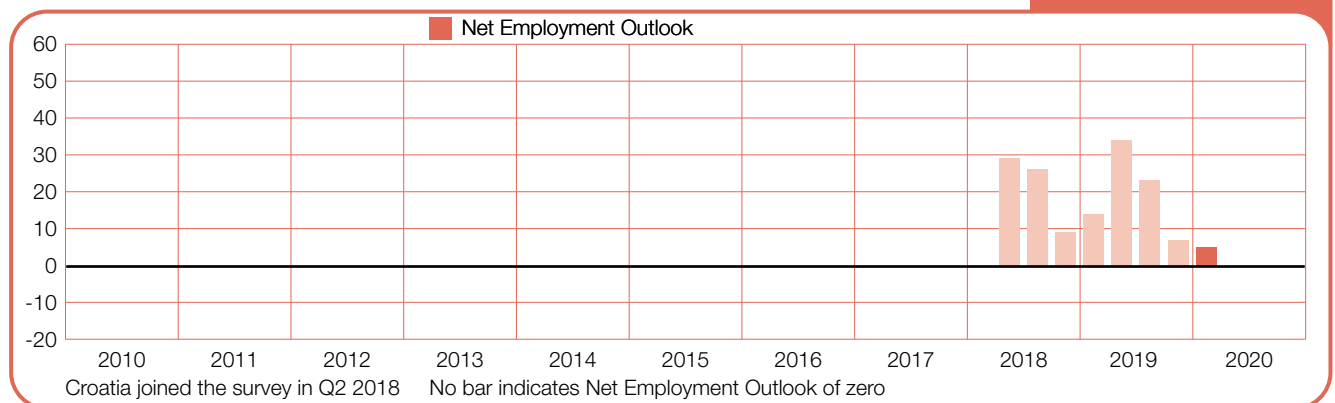
Bulgaria

+4 (+7)%



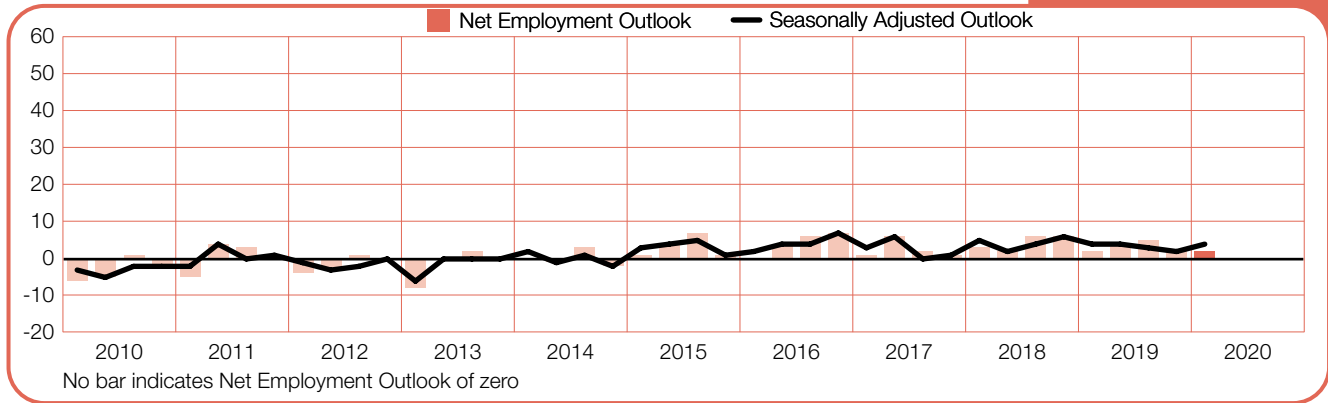
Croatia

+5%



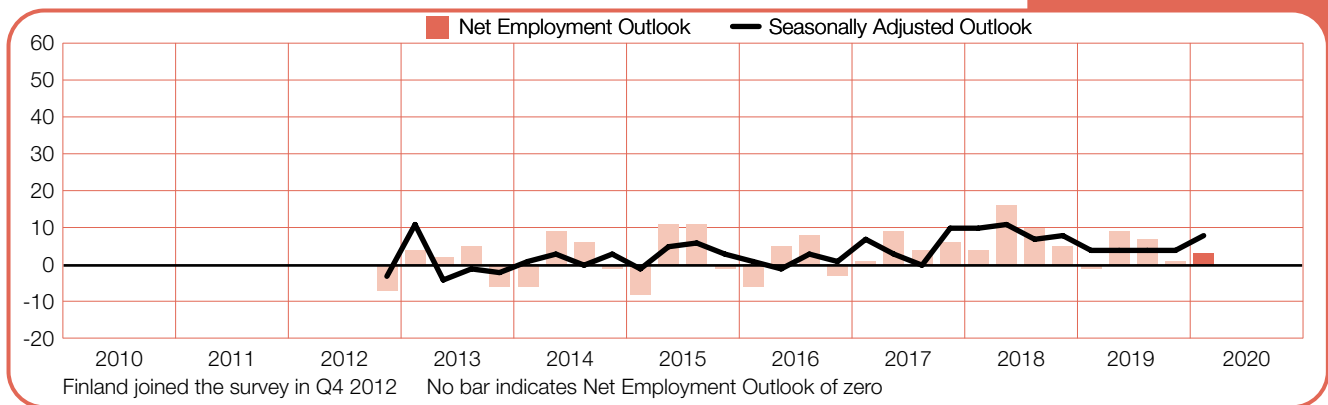
Czech Republic

+2 (+4)%



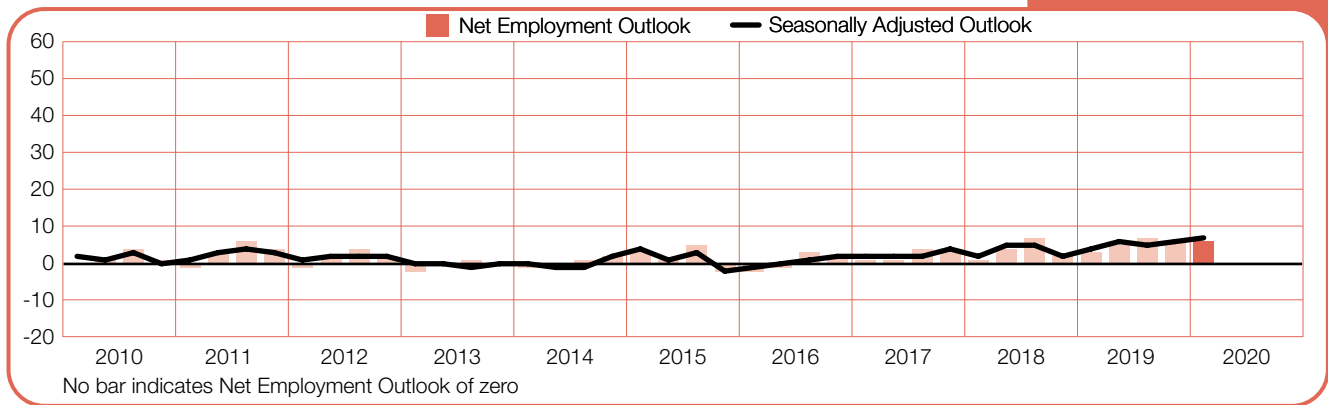
Finland

+3 (+8)%



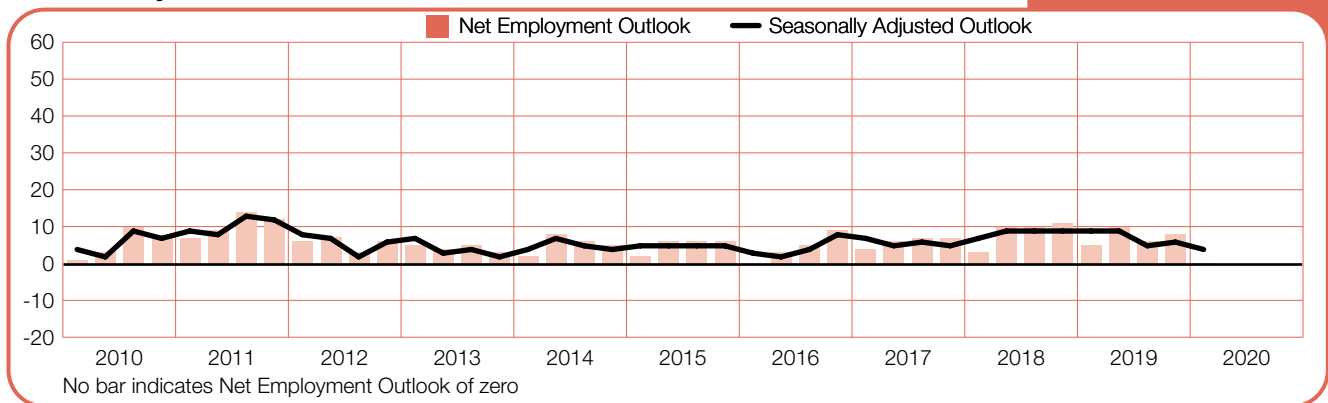
France

+6 (+7)%



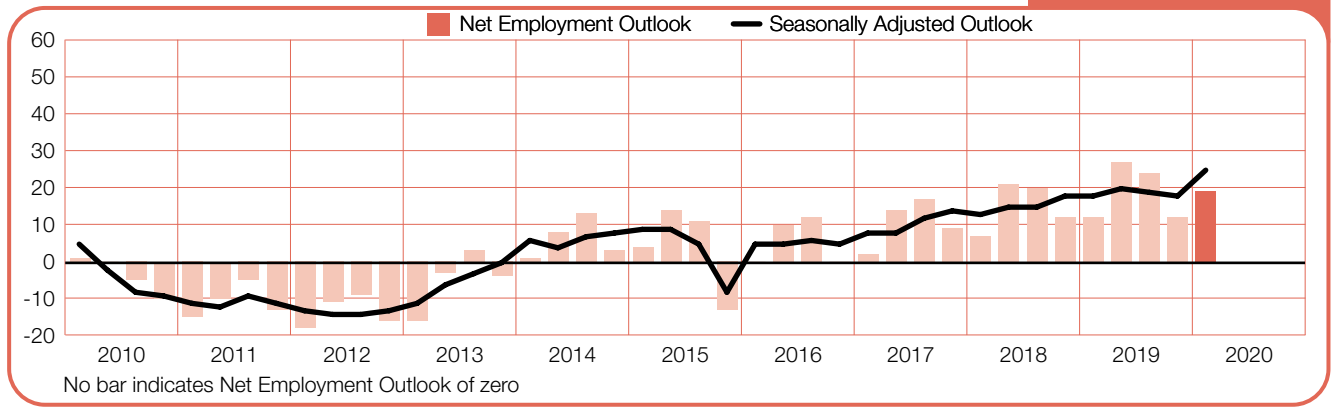
Germany

0 (+4)%



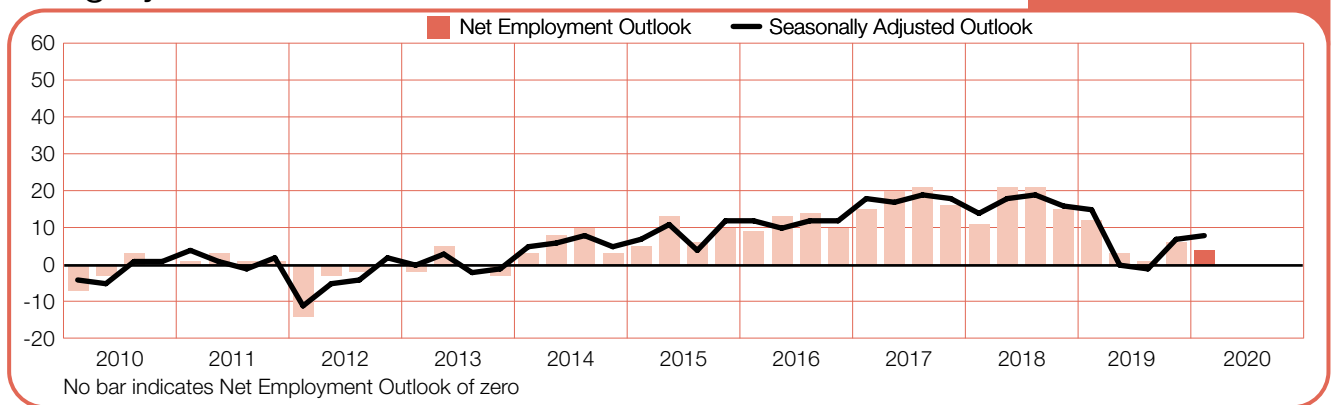
Greece

+19 (+25)%



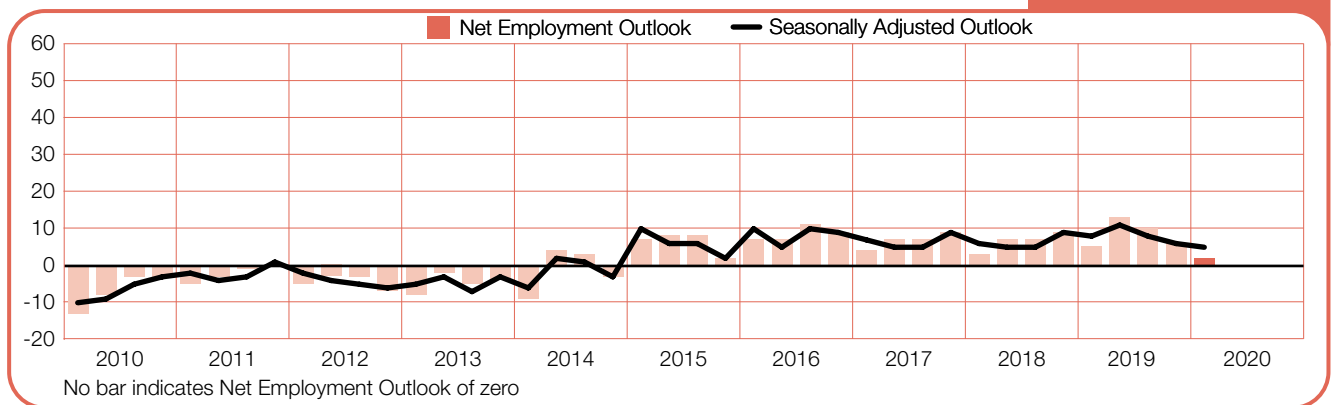
Hungary

+4 (+8)%



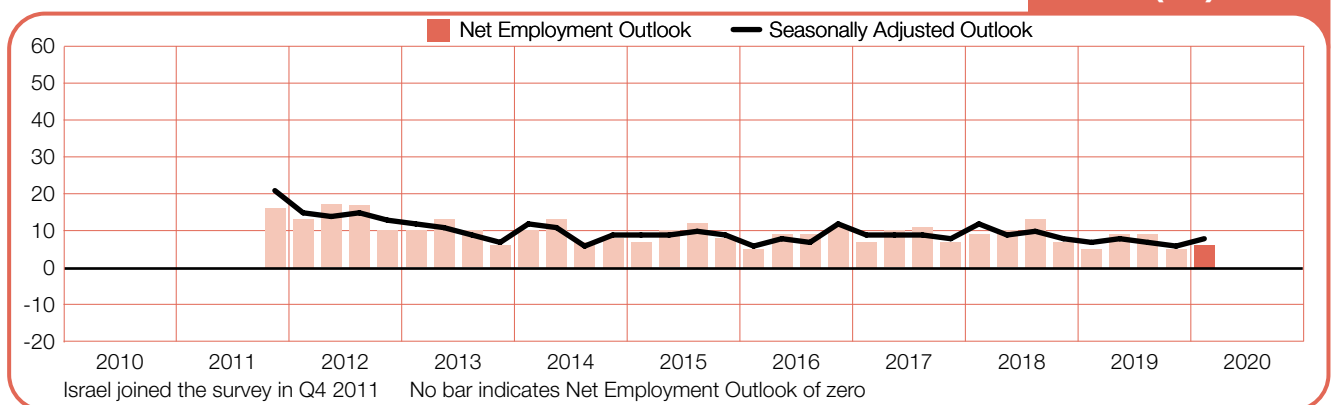
Ireland

+2 (+5)%



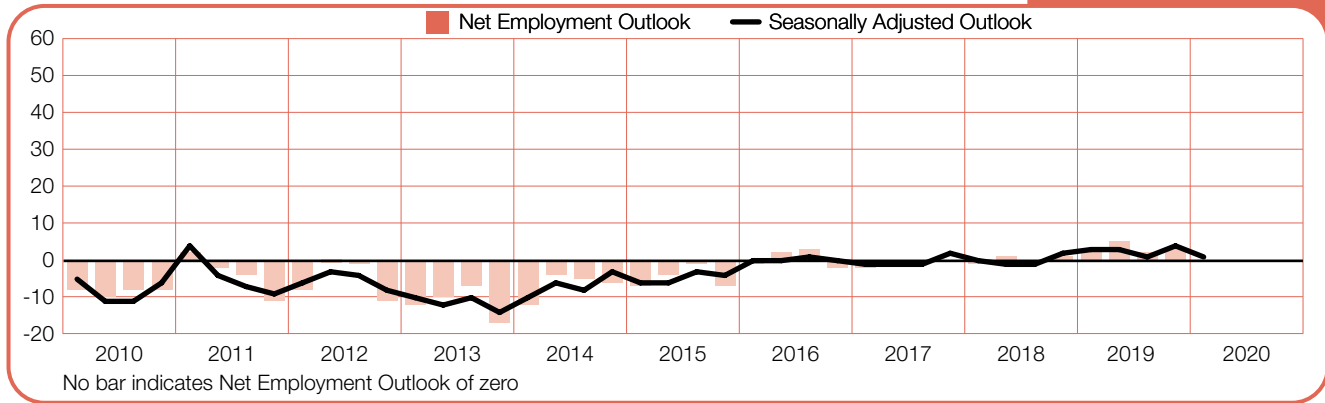
Israel

+6 (+8)%



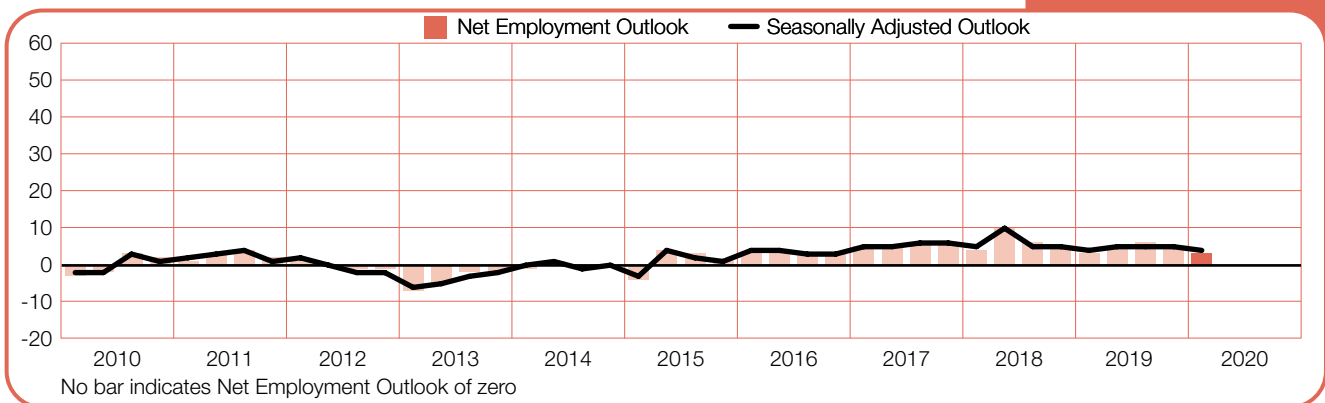
Italy

0 (+1)%



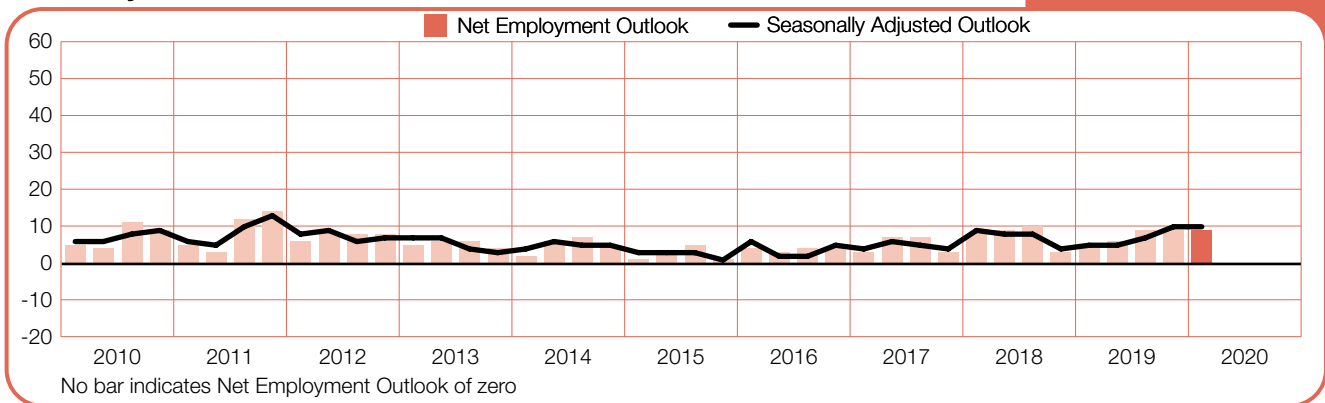
Netherlands

+3 (+4)%



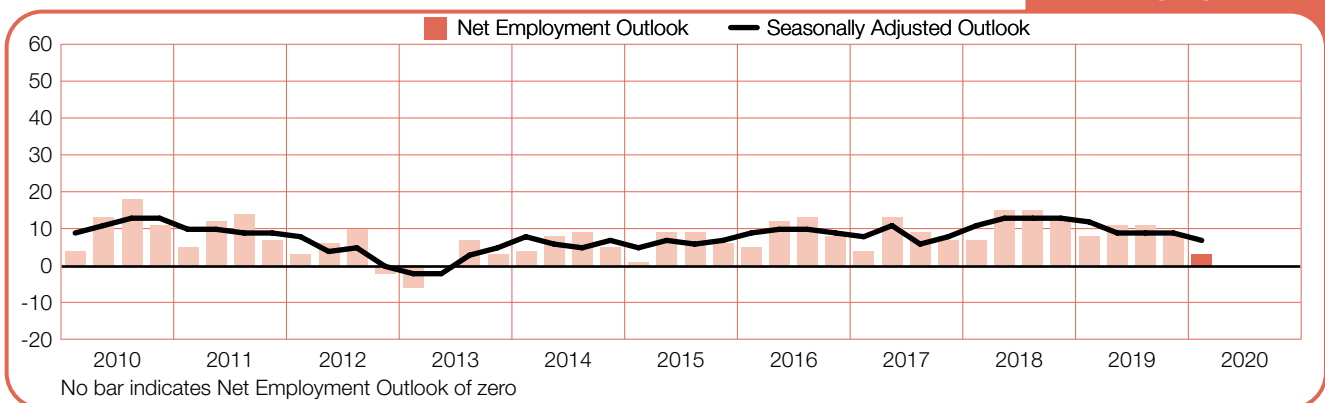
Norway

+9 (+10)%



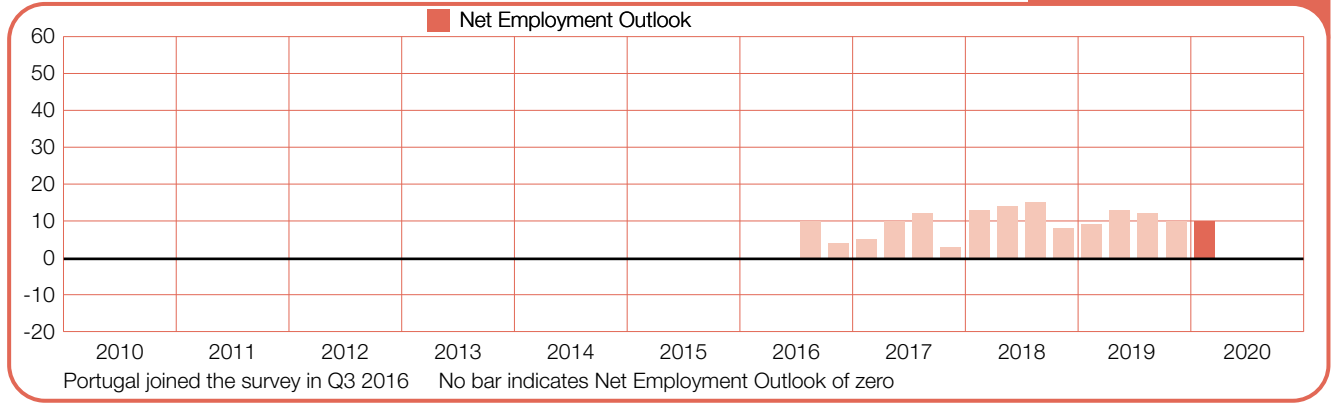
Poland

+3 (+7)%



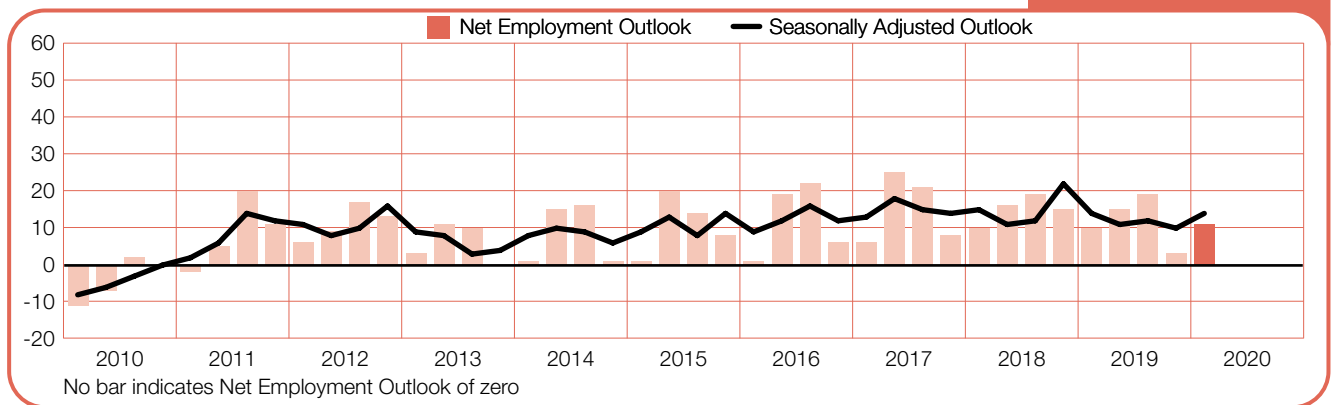
Portugal

+10%



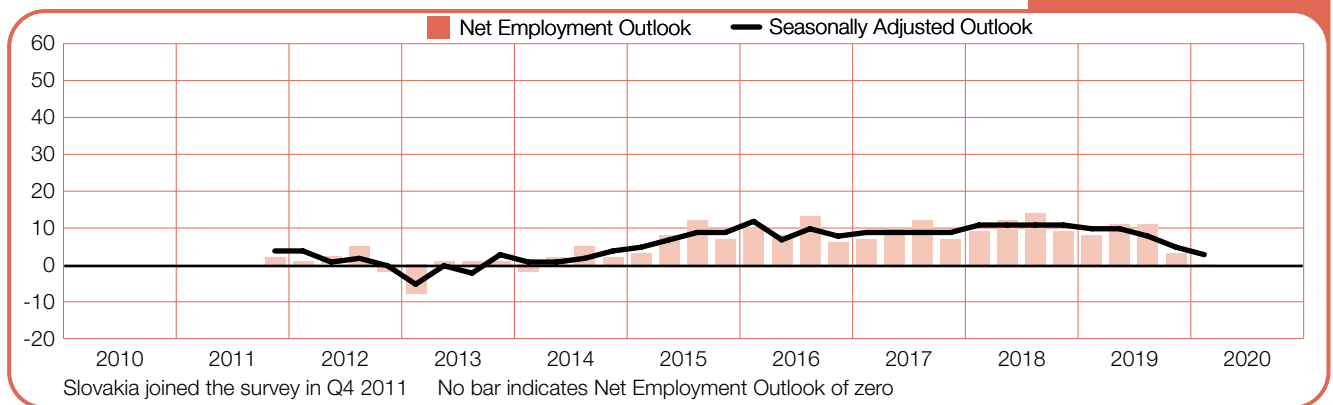
Romania

+11 (+14)%



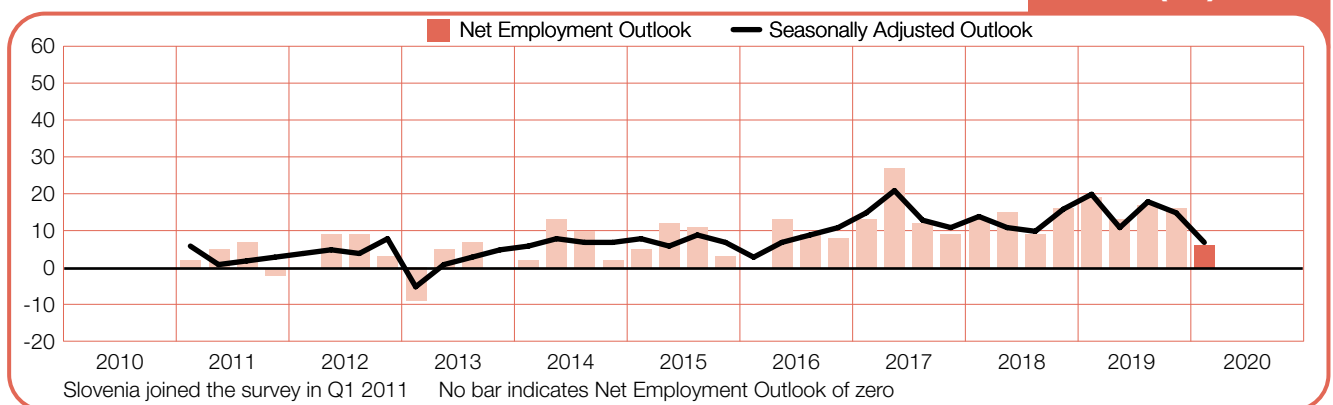
Slovakia

0 (+3)%



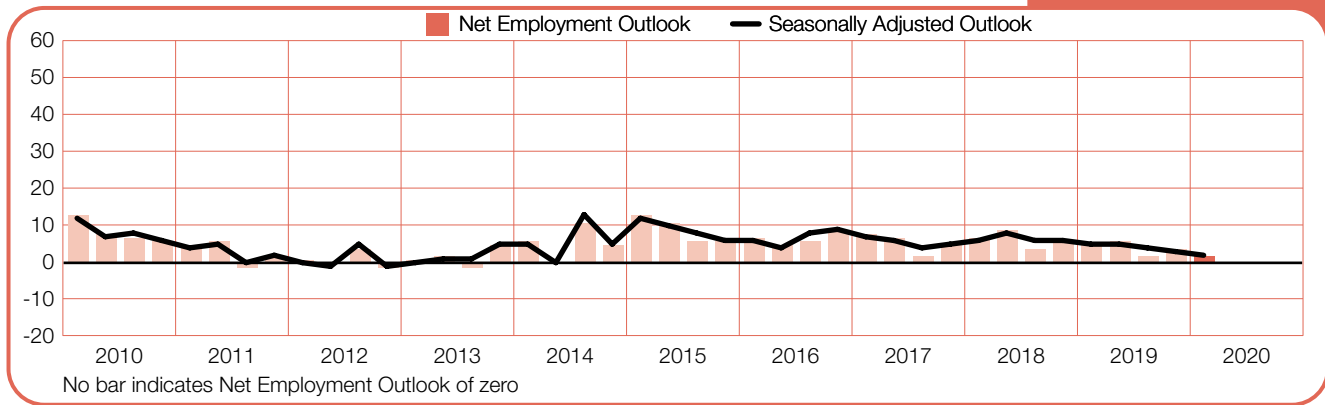
Slovenia

+6 (+7)%



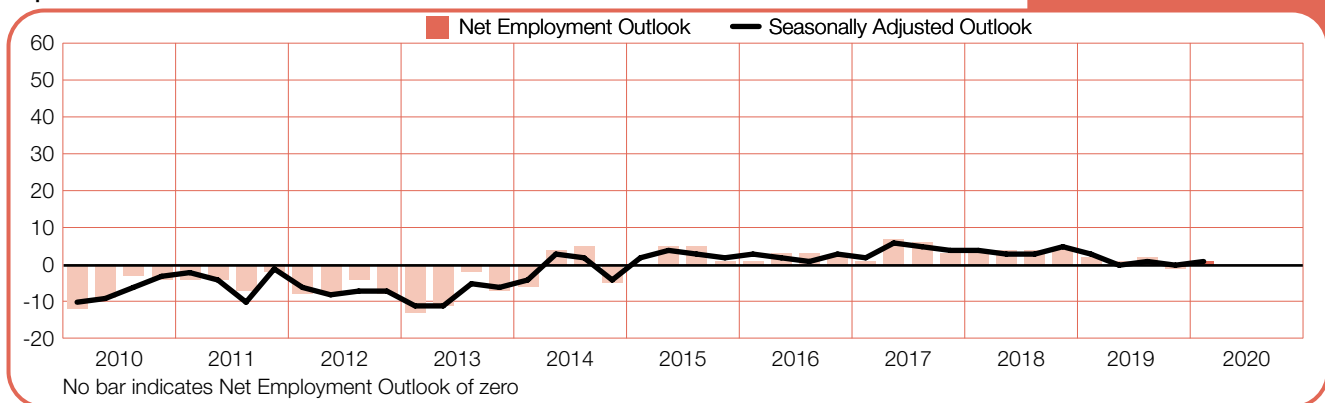
South Africa

+2 (+2)%



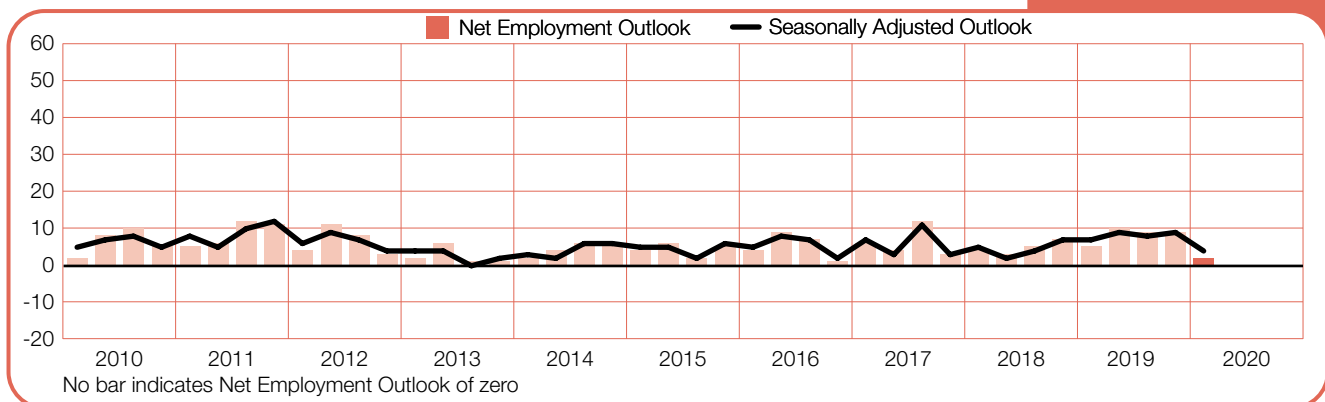
Spain

+1 (+1)%



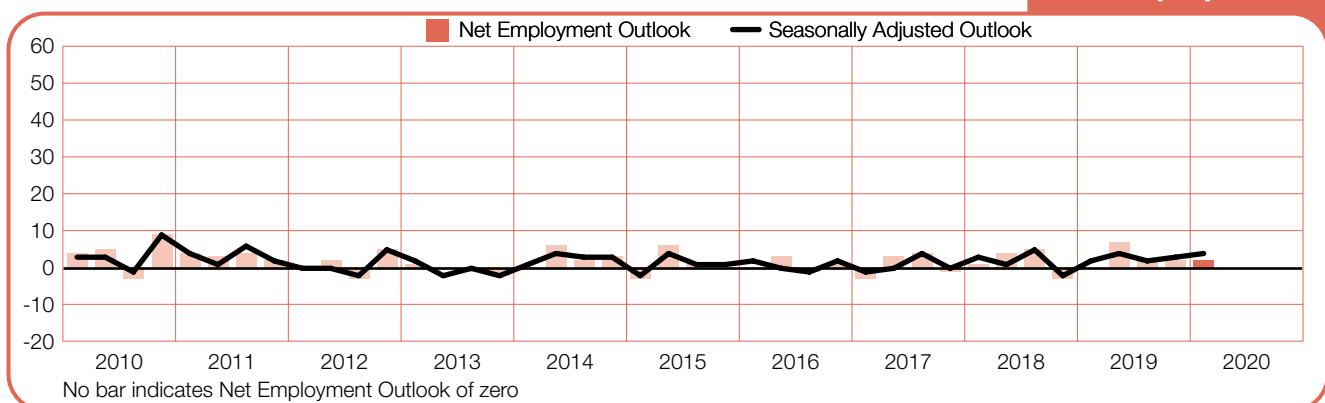
Sweden

+2 (+4)%



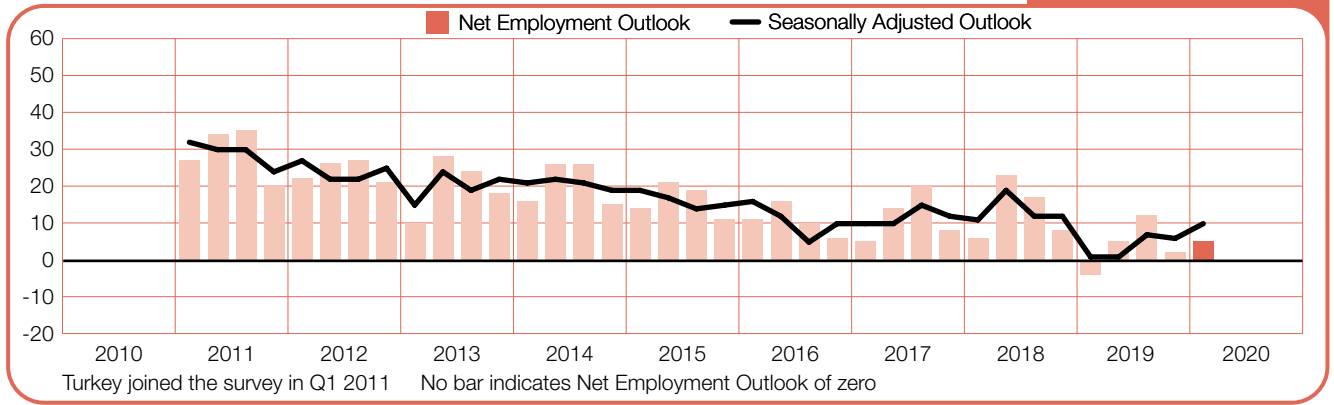
Switzerland

+2 (+4)%



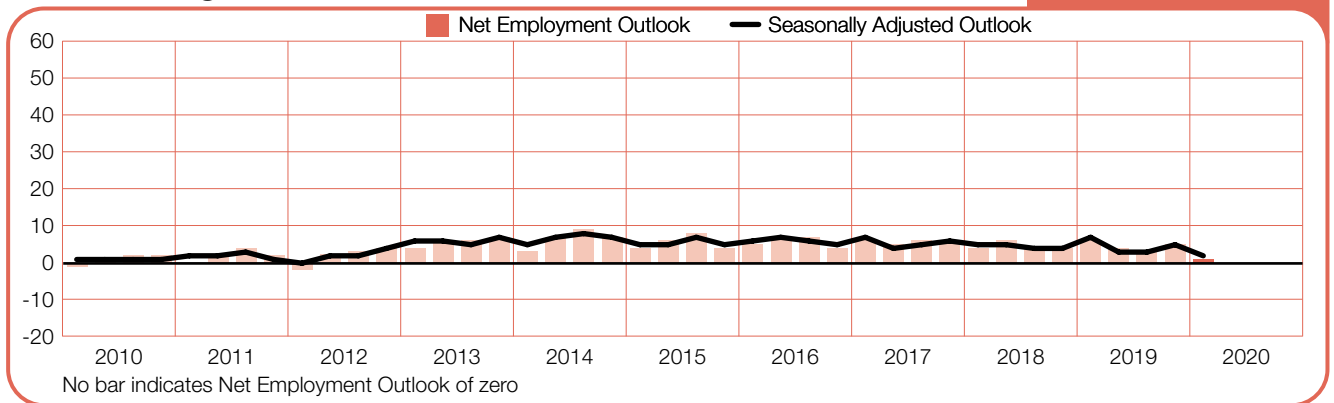
Turkey

+5 (+10)%



United Kingdom

+1 (+2)%



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 ManpowerGroup 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 58,000 public and private employers across 43 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 1Q 2020 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 March 2020 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 almost all national, regional and global data is not greater than +/- 4.0%.

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 Croatia and Portugal. 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 over 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.

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