

ManpowerGroup Employment Outlook Survey **Poland**

A ManpowerGroup Research Report

Q1 2021



ManpowerGroup™

Poland ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey for the first quarter 2021 was conducted by interviewing a representative sample of 509 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 2021 as compared to the current quarter?”*.

Contents

Poland Employment Outlook 1

Organization-Size Comparisons

Regional Comparisons

Sector Comparisons

Global Employment Outlook 12

International Comparisons – Americas

International Comparisons – Asia-Pacific

International Comparisons – EMEA

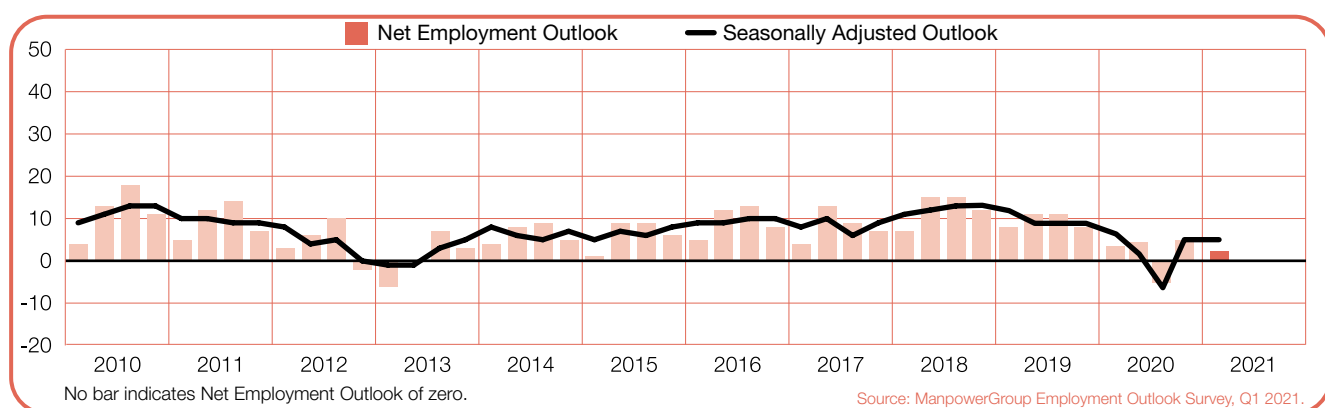
About the Survey 29

About ManpowerGroup™ 32

Poland Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q1 2021	6	4	86	4	+2	+5
Q4 2020	9	4	83	4	+5	+5
Q3 2020	6	11	72	11	-5	-7
Q2 2020	6	2	88	4	+4	+1
Q1 2020	6	3	86	5	+3	+6

Source: ManpowerGroup Employment Outlook Survey, Q1 2021.



Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the first quarter of 2021 are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

Polish employers report cautious hiring plans for the first quarter of 2021. While 6% of employers expect to increase payrolls, 4% forecast a decrease and 86% anticipate no change, resulting in a Net Employment Outlook of +2%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +5%. Hiring sentiment is unchanged in comparison with the prior quarter and remains relatively stable 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.

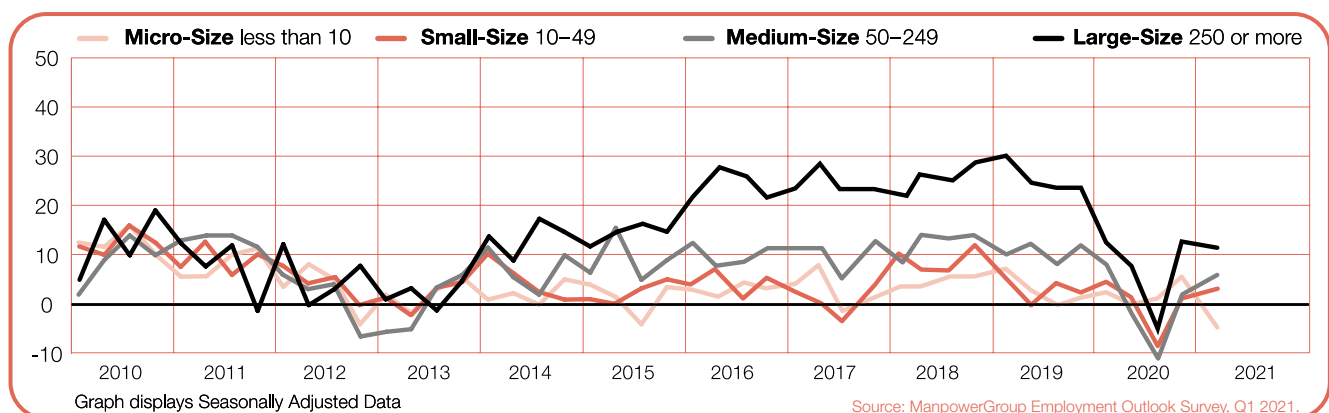
Employers in three of the four organization size categories expect to increase payrolls during the forthcoming quarter. The strongest labor market is forecast by Large employers with a Net Employment Outlook of +11%, while Outlooks stand at +6% and +3% for Medium- and Small-size employers, respectively. However, Micro employers expect to trim payrolls, reporting an Outlook of -4%.

Hiring sentiment improves for Medium- and Small-size employers when compared with the previous quarter, increasing by 4 and 2 percentage points, respectively. However, Micro employers report a considerable decline of 10 percentage points, while the Outlook for Large firms is 3 percentage points weaker.

In a year-over-year comparison, hiring prospects decline by 6 percentage points for Micro employers, while the Outlook for Large employers decreases by 2 percentage points. Elsewhere, Medium employers report relatively stable hiring plans and the Outlook for Small firms is unchanged.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Micro-Size less than 10	1	6	89	4	-5	-4
Small-Size 10–49	6	4	85	5	+2	+3
Medium-Size 50–249	5	2	90	3	+3	+6
Large-Size 250 or more	13	5	78	4	+8	+11

Source: ManpowerGroup Employment Outlook Survey, Q1 2021.

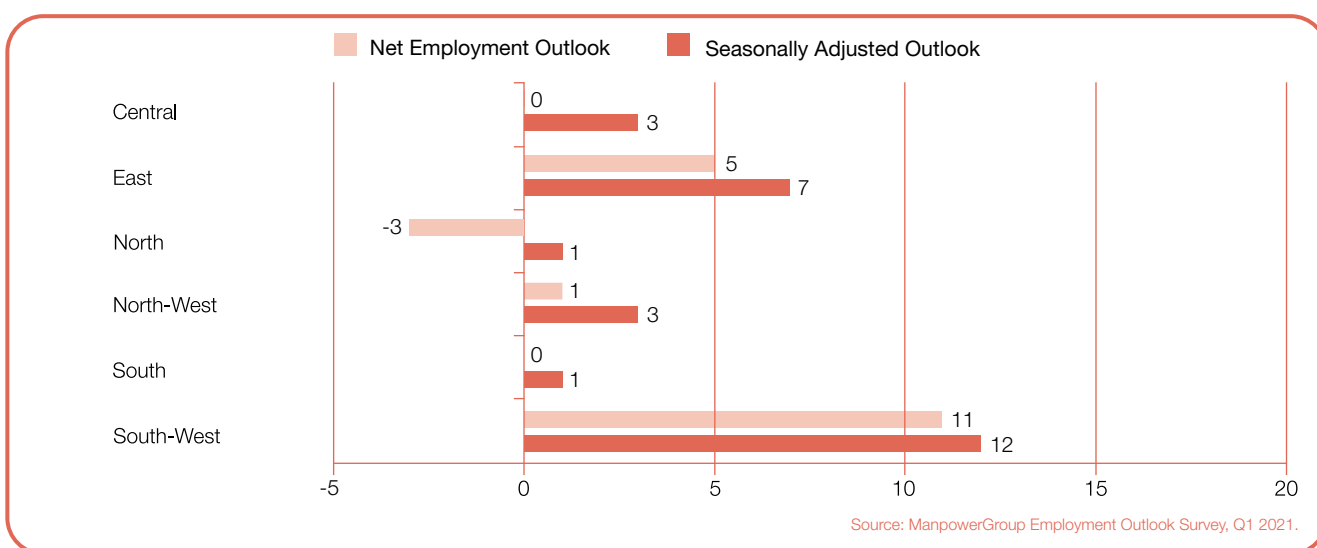


Regional Comparisons

Employers in all six regions expect to add to payrolls during the January to March period. The strongest labor market is forecast in the South-West, with a respectable Net Employment Outlook of +12%. A fair hiring pace is expected in the East, where the Outlook is +7%, and Outlooks of +3% are reported in both the Central and North-West regions. Elsewhere, employers in the North and the South anticipate limited hiring activity, reporting Outlooks of +1%.

Hiring intentions strengthen in three of the six regions when compared with the previous quarter, most notably by 4 percentage points in the South-West and by 3 percentage points in the East. However, Outlooks also weaken in three regions. Employers in the North report a decline of 6 percentage points, while Outlooks are 5 and 3 percentage points weaker in the South and Central regions, respectively.

In a year-over-year comparison, hiring prospects weaken in five of the six regions. Decreases of 4 percentage points are reported in the East and the South, while employers in both the Central and North regions report declines of 3 percentage points. Meanwhile, the South-West Outlook is 9 percentage points stronger.

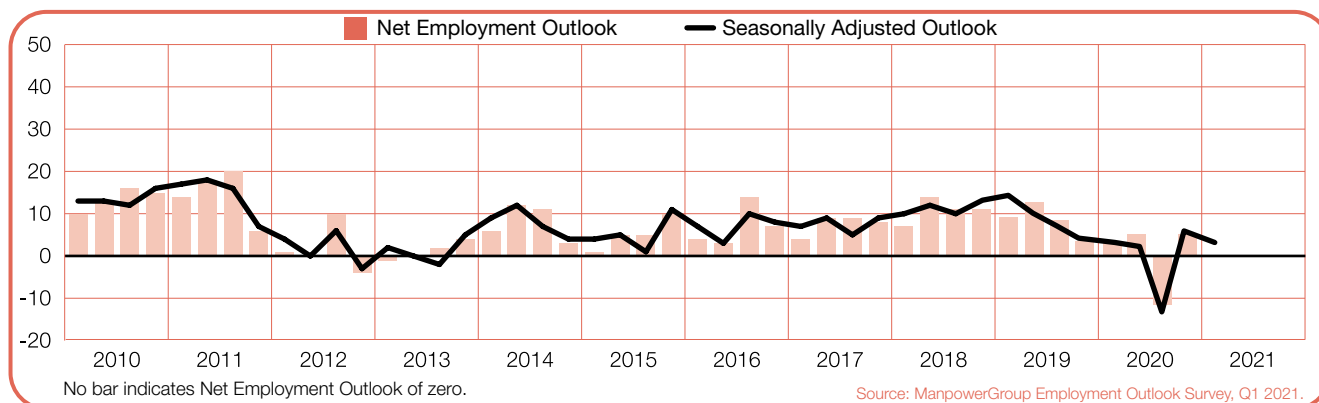


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

+3%

Central

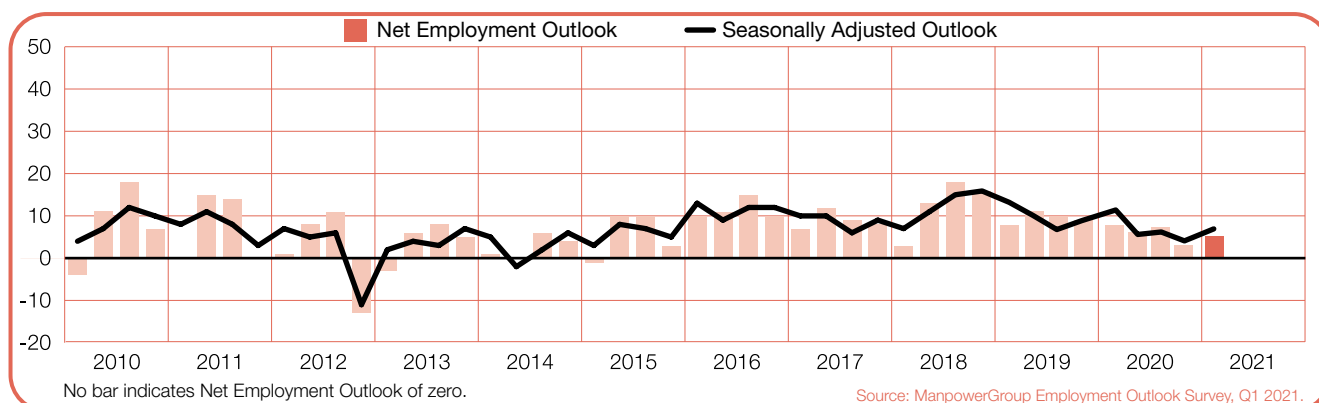
Job seekers can expect slow-paced hiring activity during the first quarter of 2021, according to employers who report a Net Employment Outlook of +3%. However, hiring plans weaken by 3 percentage points both quarter-over-quarter and year-over-year.



+7%

East

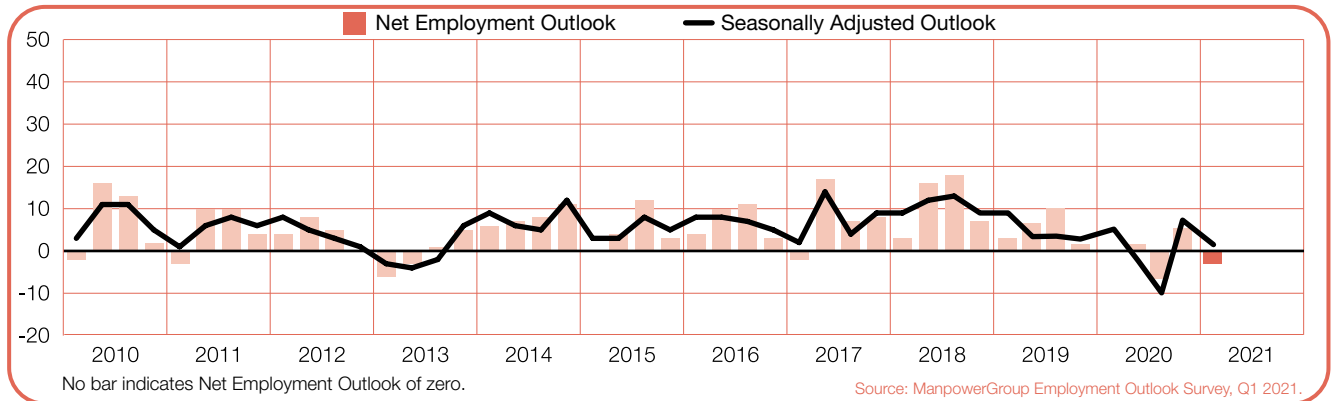
With a Net Employment Outlook of +7%, employers report encouraging signs for job seekers in the upcoming quarter. The Outlook is 3 percentage points stronger in comparison with the prior quarter, but decreases by 4 percentage points when compared with this time one year ago.



+1%

North

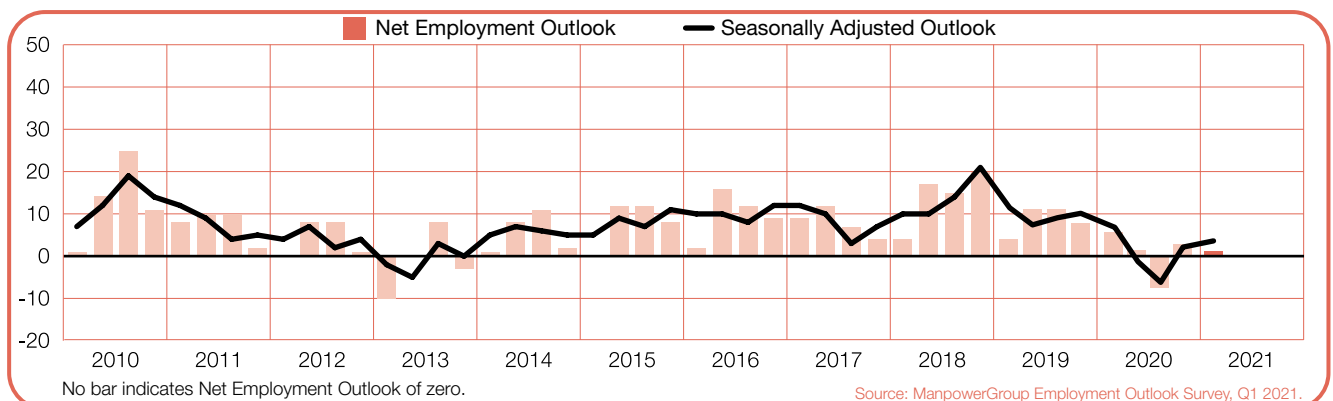
Employers anticipate a soft labor market in the January to March period, reporting a Net Employment Outlook of +1%. Hiring prospects decline by 6 percentage points when compared with the previous quarter and by 3 percentage points in comparison with last year at this time.



+3%

North-West

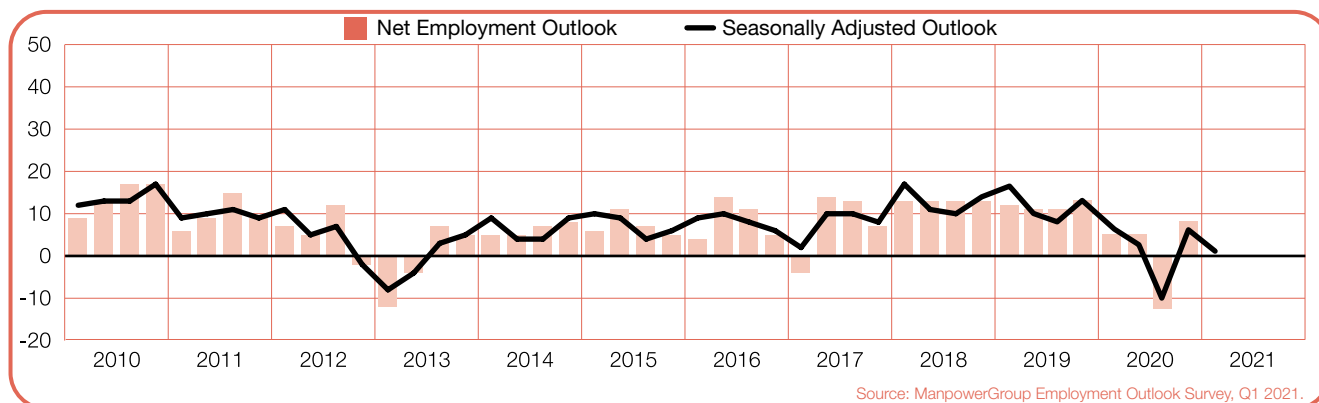
Limited payroll gains are expected during the next three months, with employers reporting a Net Employment Outlook of +3%. Hiring sentiment remains relatively stable in comparison with 4Q 2020, but decreases by 2 percentage points year-over-year.



+1%

South

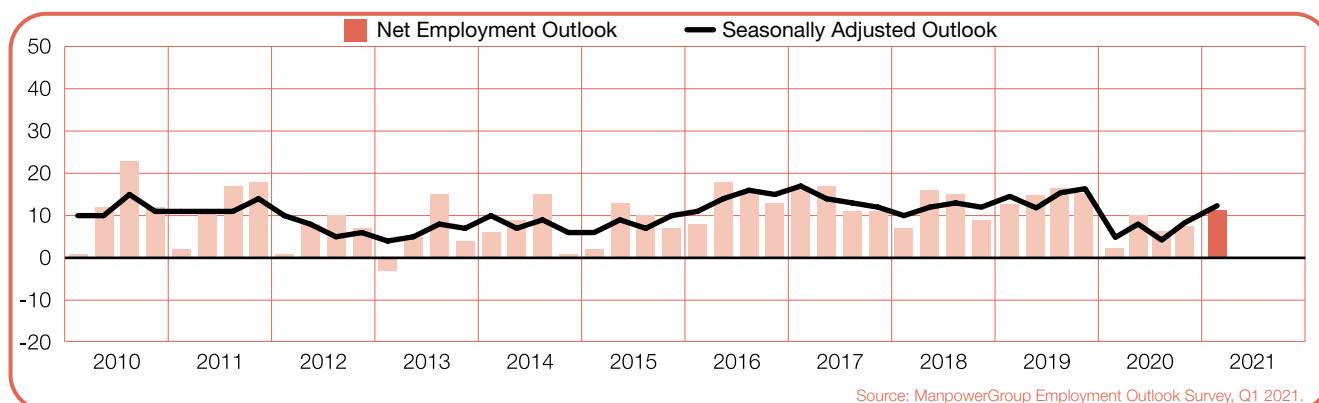
Reporting a Net Employment Outlook of +1%, employers forecast a quiet labor market in the coming quarter. Hiring plans weaken by 5 percentage points quarter-over-quarter and by 4 percentage points when compared with this time one year ago.



+12%

South-West

Job seekers can expect to benefit from a steady hiring pace during the January to March period, according to employers who report a Net Employment Outlook of +12%. Hiring intentions are 4 percentage points stronger in comparison with the prior quarter and improve by 9 percentage points when compared with the same period in 2020.



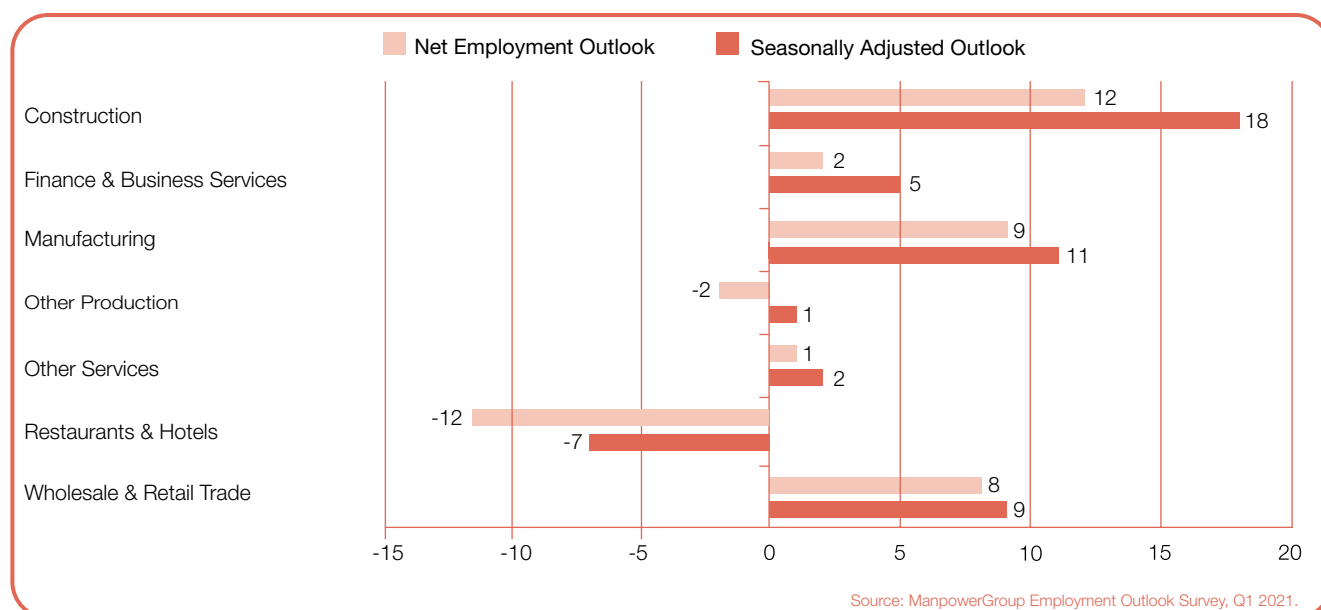
Sector Comparisons

Workforce gains are anticipated in six of the seven industry sectors during the upcoming quarter. The strongest labor market is forecast by Construction sector employers with a Net Employment Outlook of +18%. Manufacturing sector employers also report respectable hiring intentions with an Outlook of +11%, while Outlooks of +9% and +5% are reported in the Wholesale & Retail Trade sector and the Finance & Business Services sector, respectively. Elsewhere, limited payroll growth is forecast for the Other Services¹ sector where the Outlook is +2%, and for the Other Production² sector with an Outlook of +1%. However, Restaurants & Hotels sector employers expect to trim payrolls, reporting an Outlook of -7%.

When compared with the prior quarter, hiring intentions weaken in four of the seven industry sectors. Restaurants & Hotels sector employers report the most noteworthy decline of 9 percentage points,

while Outlooks are 3 and 2 percentage points weaker in the Wholesale & Retail Trade sector and the Construction sector, respectively. Meanwhile, Outlooks strengthen in two sectors, including an increase of 5 percentage points for the Manufacturing sector.

Hiring plans improve in three of the seven industry sectors when compared with this time one year ago. The Outlook for the Construction sector is 6 percentage points stronger, while increases of 4 and 2 percentage points are reported in the Wholesale & Retail sector and the Manufacturing sector, respectively. However, Outlooks also weaken in three sectors, most notably by 9 percentage points in the Restaurants & Hotels sector and by 4 percentage points in the Other Production sector.



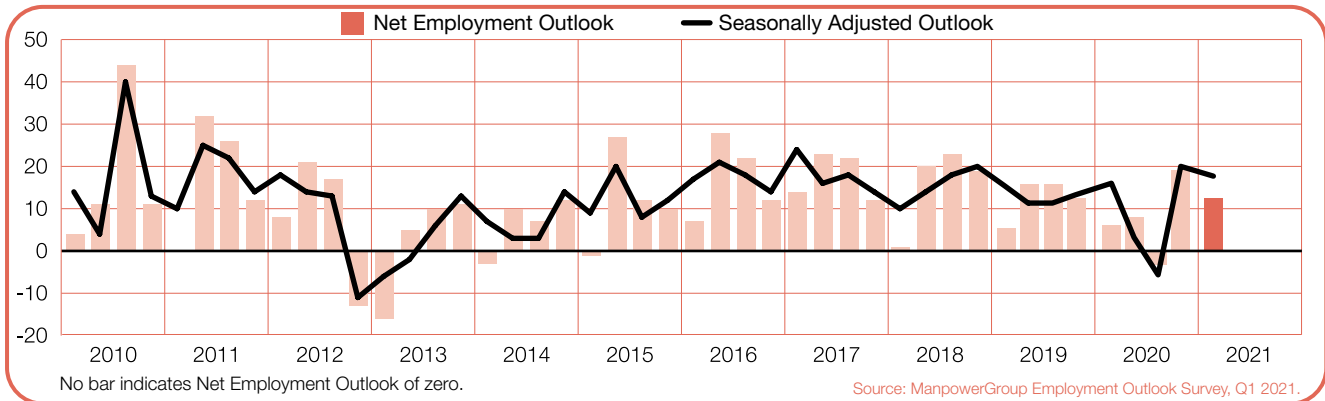
¹ Other Services – from the second quarter of 2020 in the report the name will present cumulative data on sectors: Social & Public and Transport, Storage & Communications. Data on these sectors have also been aggregated for archival data.

² Other Production – from the second quarter of 2020 in the report the name will present cumulative data on sectors: Mining & Quarrying, Electricity, Gas & Water Supply and Agriculture, Hunting, Forestry & Fishing. Data on these sectors have also been aggregated for archival data.

+18%

Construction

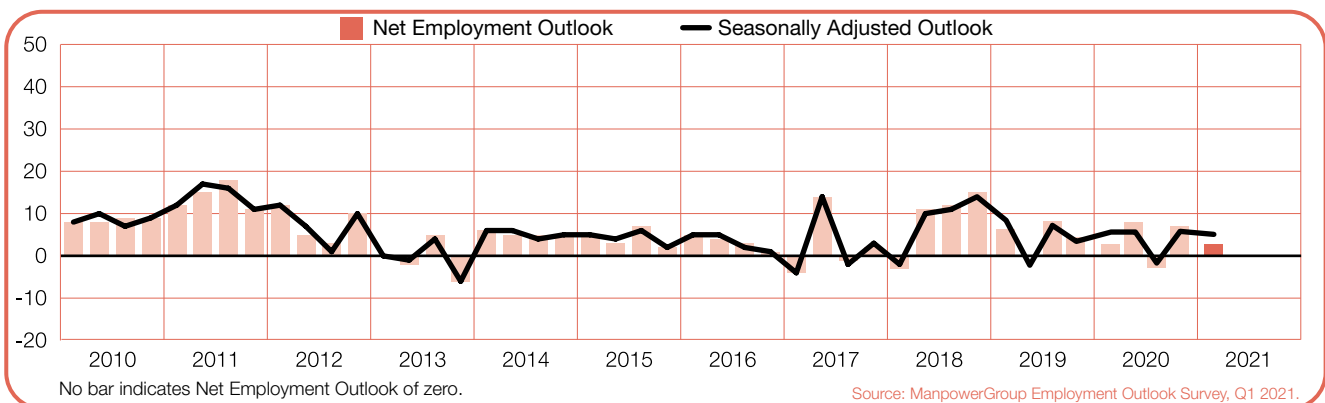
Employers report positive hiring plans for the first quarter of 2021 with a Net Employment Outlook of +18%. Hiring intentions decline by 2 percentage points in comparison with the prior quarter, but improve by 6 percentage points year-over-year.



+5%

Finance & Business Services

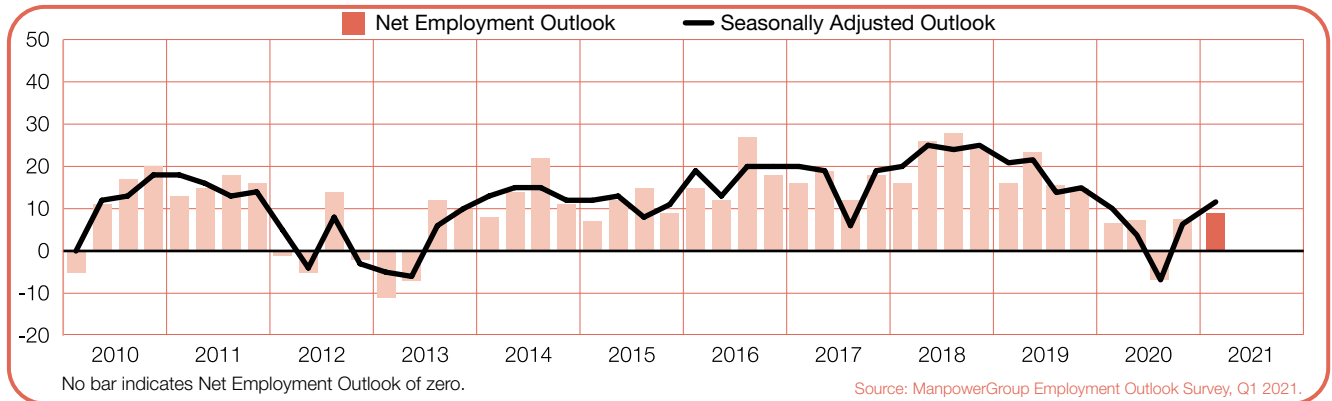
With a Net Employment Outlook of +5%, employers forecast modest hiring activity during the coming quarter. Hiring prospects remain relatively stable quarter-over-quarter and are unchanged in comparison with last year at this time.



+11%

Manufacturing

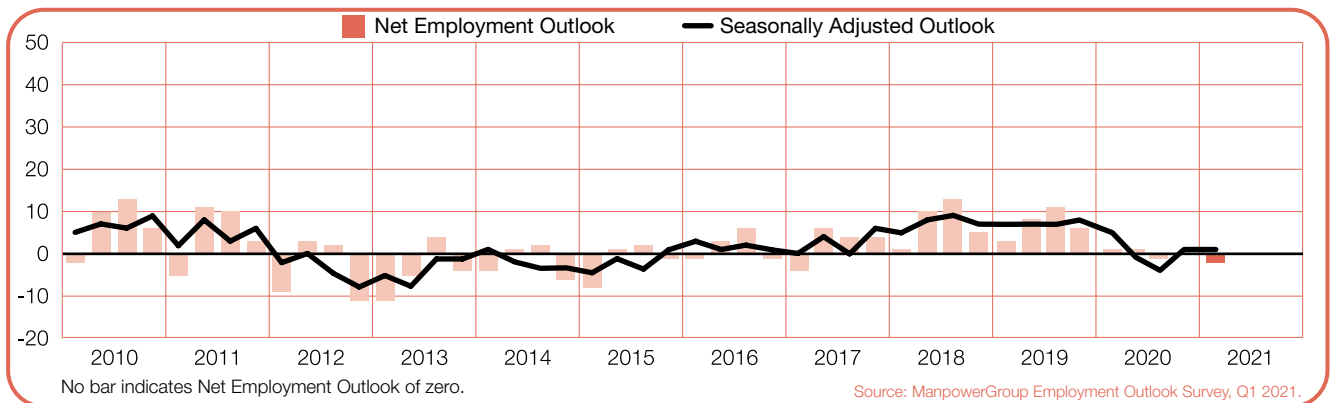
Job seekers can expect a steady hiring pace in the next three months, according to employers who report a Net Employment Outlook of +11%. Hiring prospects are 5 percentage points stronger when compared with the previous quarter and improve by 2 percentage points in comparison with last year at this time.



+1%

Other Production

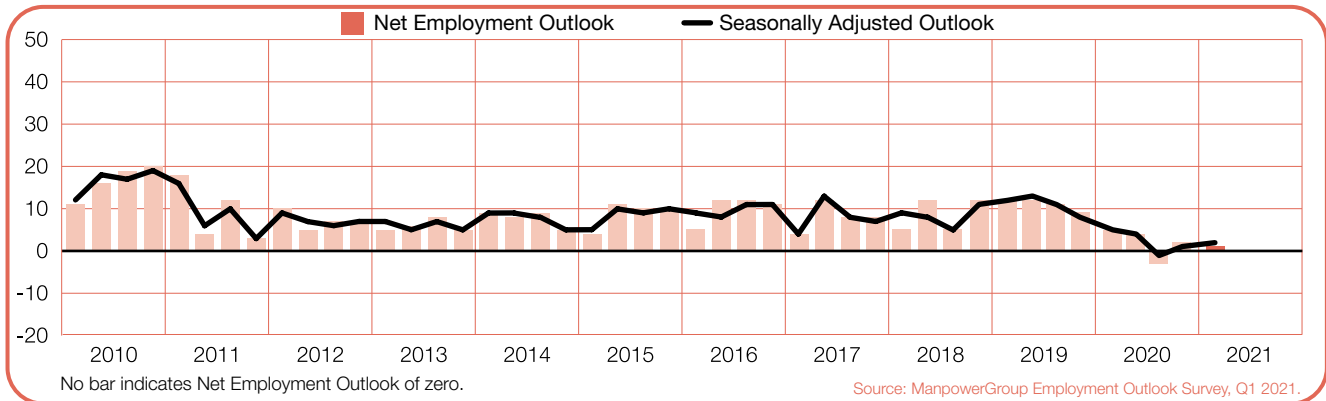
With a Net Employment Outlook of +1%, employers expect the soft labor market to continue during the January to March period. The Outlook is unchanged quarter-over-quarter, but declines by 4 percentage points when compared with this time one year ago.



+2%

Other Services

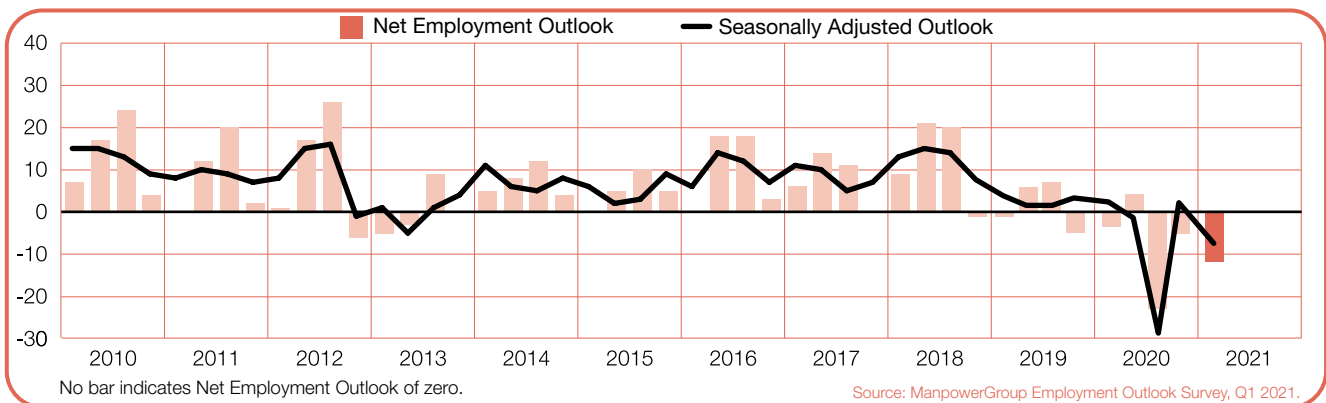
Limited job gains are anticipated during the January to March period, with employers reporting a Net Employment Outlook of +2%. Hiring plans remain relatively stable when compared with the previous quarter, but decline by 3 percentage points year-over-year.



-7%

Restaurants & Hotels

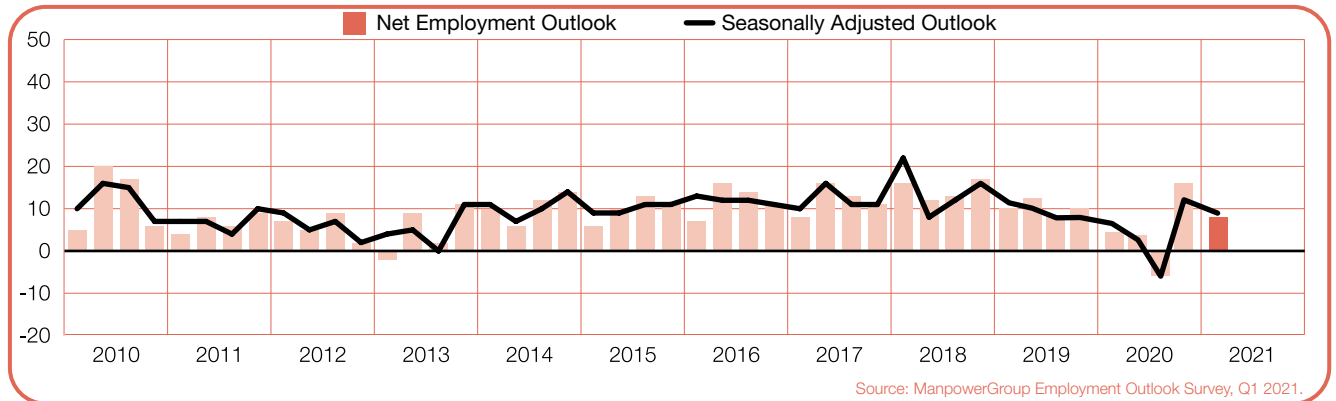
Employers expect a slump in hiring activity during the next three months, reporting a Net Employment Outlook of -7%. Hiring sentiment declines by 9 percentage points in comparison with both the prior quarter and this time one year ago.



+9%

Wholesale & Retail Trade

Job seekers can expect a fair hiring climate in the first quarter of 2021, according to employers who report a Net Employment Outlook of +9%. The Outlook declines by 3 percentage points quarter-over-quarter, but is 4 percentage points stronger in comparison with the first quarter of 2020.



Global Employment Outlook

	Quarter 1 2020	Qtr on Qtr Change Q4 2020 to Q1 2021	Yr on Yr Change Q1 2020 to Q1 2021
	%		
Americas			
Argentina	6 (5) ¹	9 (7) ¹	5 (5) ¹
Brazil	9 (10) ¹	15 (13) ¹	0 (0) ¹
Canada	3 (7) ¹	0 (1) ¹	-3 (-3) ¹
Colombia	5 (6) ¹	15 (14) ¹	-5 (-5) ¹
Costa Rica	4 (2) ¹	20 (16) ¹	1 (1) ¹
Guatemala	8 (9) ¹	13 (15) ¹	1 (1) ¹
Mexico	7 (8) ¹	7 (7) ¹	-1 (-1) ¹
Panama	-6 (-7) ¹	12 (13) ¹	-6 (-6) ¹
Peru	8 (8) ¹	9 (8) ¹	4 (4) ¹
United States	15 (17) ¹	3 (3) ¹	-2 (-2) ¹

Asia Pacific			
Australia	12 (10) ¹	10 (9) ¹	0 (0) ¹
China	6 (5) ¹	2 (0) ¹	-1 (-1) ¹
Hong Kong	-2 (-2) ¹	0 (0) ¹	-13 (-13) ¹
India	6 (5) ¹	2 (2) ¹	-4 (-4) ¹
Japan	6 (6) ¹	1 (-3) ¹	-18 (-18) ¹
Singapore	15 (15) ¹	18 (17) ¹	7 (7) ¹
Taiwan	21 (23) ¹	3 (2) ¹	0 (0) ¹

EMEA**			
Austria	-7 (-2) ¹	-4 (0) ¹	-11 (-11) ¹
Belgium	6 (6) ¹	6 (5) ¹	-6 (-6) ¹
Bulgaria	0 (4) ¹	2 (4) ¹	-4 (-4) ¹
Croatia	0	6	-5
Czech Republic	-1 (1) ¹	-2 (-2) ¹	-4 (-4) ¹
Finland	-1 (3) ¹	6 (2) ¹	-5 (-6) ¹
France	-2 (0) ¹	-4 (-4) ¹	-13 (-13) ¹
Germany	4 (8) ¹	1 (5) ¹	1 (1) ¹
Greece	3 (9) ¹	3 (2) ¹	-16 (-16) ¹
Hungary	0 (3) ¹	-2 (0) ¹	-4 (-4) ¹
Ireland	3 (7) ¹	7 (9) ¹	-1 (-1) ¹
Israel	3 (4) ¹	5 (4) ¹	-3 (-3) ¹
Italy	0 (3) ¹	4 (3) ¹	-3 (-3) ¹
Netherlands	2 (4) ¹	4 (6) ¹	-5 (-5) ¹
Norway	1 (2) ¹	3 (2) ¹	-9 (-9) ¹
Poland	2 (5)¹	-3 (0)¹	-1 (-1)¹
Portugal	5	3	-5
Romania	-3 (3) ¹	2 (2) ¹	-14 (-14) ¹
Slovakia	-4 (-1) ¹	-3 (-2) ¹	-4 (-4) ¹
Slovenia	-1 (1) ¹	-1 (2) ¹	-7 (-7) ¹
South Africa	2 (2) ¹	14 (14) ¹	0 (0) ¹
Spain	-4 (-1) ¹	1 (3) ¹	-6 (-6) ¹
Sweden	2 (7) ¹	6 (7) ¹	-3 (-2) ¹
Switzerland	-4 (-4) ¹	-4 (-5) ¹	-8 (-9) ¹
Turkey	3 (8) ¹	-4 (-2) ¹	-2 (-3) ¹
UK	-6 (-6) ¹	2 (2) ¹	-7 (-7) 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 37,500 employers in 43 countries and territories on hiring prospects* in the first quarter of 2021. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2021 as compared to the current quarter?”. Interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak. The survey findings for the January to March 2021 time frame reflect the impact of the global health emergency, and the ongoing economic restrictions in many countries.

In 34 of the 43 countries and territories surveyed by ManpowerGroup employers expect to add to payrolls during the first quarter of 2021. Employers expect to trim payrolls in seven countries and territories during the coming quarter, while flat labor markets are forecast in two.

Hiring sentiment strengthens in 32 countries and territories when compared with the previous quarter, while declining in six and remaining unchanged in five. In a comparison with this time one year ago, employers in 33 countries and territories report weaker hiring intentions, while Outlooks strengthen in six and are unchanged in four. During the next three months, employers anticipate the strongest hiring activity in Taiwan, the U.S., Singapore, Australia and Brazil. The weakest labor markets are expected in Panama, the UK, Switzerland, Austria and Hong Kong.

Employers expect to add to payrolls in 19 of the 26 Europe, Middle East & Africa (EMEA) region countries during the upcoming quarter, while a decline in payrolls is anticipated in five and flat hiring activity in two. Hiring prospects improve in 18 EMEA countries in comparison with the prior quarter, but weaken in 24 countries when compared with last year at this time. The strongest hiring plans for the next three months are reported in Greece, Germany and Turkey, while employers in the UK, Switzerland and Austria anticipate the weakest labor markets.

Workforce gains are expected in six of the seven Asia Pacific countries and territories during the first quarter of 2021, with a decrease in payrolls anticipated in one. When compared with the previous quarter, hiring plans improve in four countries and territories, while weakening in one. In a year-over-year comparison, Outlooks decline in four countries and territories, but strengthen in one. Taiwanese employers anticipate the strongest regional labor market followed by Singapore and Australia. Meanwhile, Hong Kong employers report the weakest forecast in the region, expecting to trim payrolls.

Positive hiring activity is expected in nine of the 10 Americas countries during the January to March period, while payrolls are expected to decrease in one. In a quarter-over-quarter comparison, hiring sentiment strengthens in all 10 Americas countries, while Outlooks strengthen in four countries but weaken in five when compared with last year at this time. Employers in the U.S. and Brazil anticipate the strongest hiring activity during the coming quarter, but employers expect to trim payrolls 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 9 March 2021 and will detail expected labor market activity for the second quarter of 2021.

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

International Comparisons – Americas

ManpowerGroup interviewed more than 14,600 employers in 10 countries across North, Central and South America on hiring prospects for the first quarter of 2021. Hiring sentiment strengthens in all 10 Americas countries when compared with the prior quarter, reflecting a level of recovery from the difficulties experienced during the COVID-19 global health emergency. As a consequence, employers in nine Americas countries expect an uptick in payrolls during the next three months.

The strongest labor market in the region is anticipated in the United States, as has been the case now for 13 consecutive quarters. Employers in all 12 U.S. industry sectors expect to add to payrolls during the first quarter of 2021, with hiring sentiment strengthening in 11 of the 12 sectors when compared with the fourth quarter of 2020. The strongest hiring plans are forecast in the Leisure & Hospitality sector while the Wholesale & Retail Trade sector also continues to improve as the pace of hiring in both sectors returns to near pre-COVID-19 levels. Elsewhere, Manufacturing – Non-Durables sector employers anticipate the strongest hiring opportunities in two years.

Canadian employers expect the hiring activity to hold steady in the forthcoming quarter, reporting moderate hiring plans for second consecutive quarter. The hiring pace in the Services sector returns to a similar level seen one year ago at this time before the COVID-19 outbreak, while Mining sector employers continue to report uncertain hiring prospects with a third consecutive negative Outlook.

During the next three months, the Mexican labor market is expected to trend stronger, building on progress reported in the previous quarter. Employers report stronger hiring plans in all seven industry sectors and all seven regions when compared with the prior quarter, driven in part by considerable improvements in the Services sector and moderate increases in the Commerce, Construction and Manufacturing sectors.

In two of the three Central American countries surveyed, employers report considerably stronger hiring sentiment when compared with the third and fourth quarters of 2020. In Guatemala,

employers report cautiously optimistic hiring plans for the coming quarter, fueled in part by hopeful hiring prospects for the Commerce and Transport & Communication sectors. While Costa Rican employers expect a soft hiring pace in the next three months, hiring plans are considerably stronger quarter-over-quarter, improving in all six industry sectors and five of six regions. Hiring prospects are muted in Panama, where employers expect to trim payrolls in all five sectors again for the third consecutive quarter.

In South America, employers in all four countries surveyed report a recovery in hiring prospects following the disruption of the COVID-19 pandemic. The strongest hiring sentiment is reported in Brazil, where Wholesale & Retail Trade sector employers report the strongest hiring plans in more than six years, and steady payroll gains are expected in the Finance, Insurance & Real Estate and Manufacturing sectors while the Agriculture, Fishing & Mining sector continues the steady improvement seen last quarter.

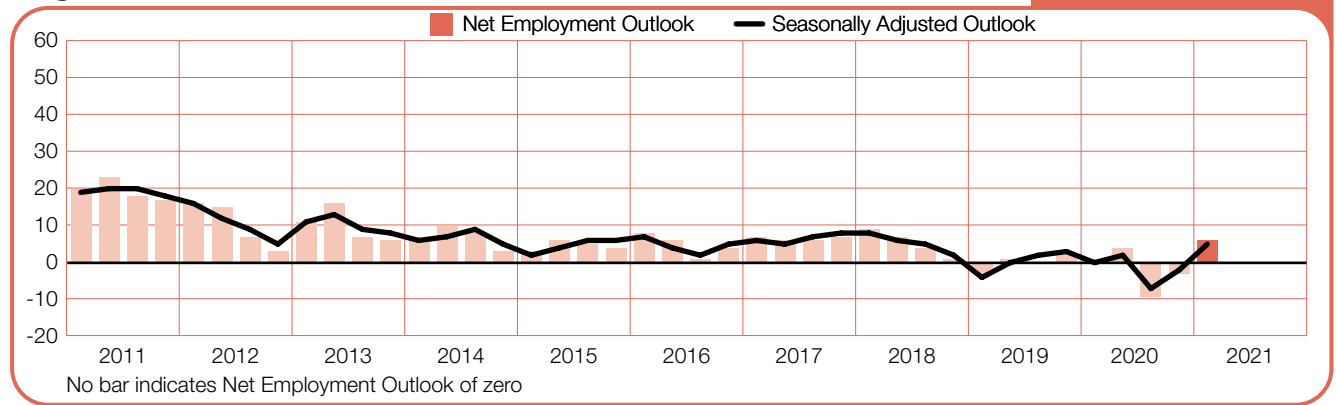
Employers in Argentina anticipate the strongest labor market in more than two years during the next three months. Job gains are forecast for six of nine industry sectors, including in the Manufacturing sector where the Outlook is the strongest in three years, while employers in the Services sector continue to report a negative forecast for the third consecutive quarter.

Peruvian employers report encouraging signs for job seekers in the coming quarter, anticipating workforce gains in seven of nine industry sectors. Hiring sentiment in the Mining sector is the strongest in six years with a sharp uptick reported from the prior quarter and last year at this time.

Following two consecutive negative quarters, Colombian employers expect modest job gains in the next three months, with Outlooks trending stronger in eight of nine industry sectors and all five regions when compared with the prior quarter.

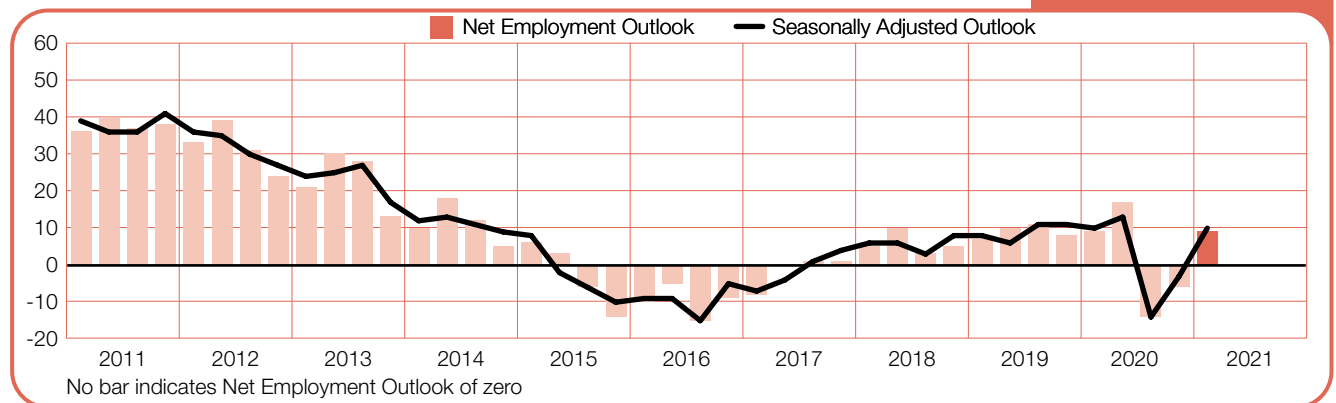
Argentina

+6 (+5)%



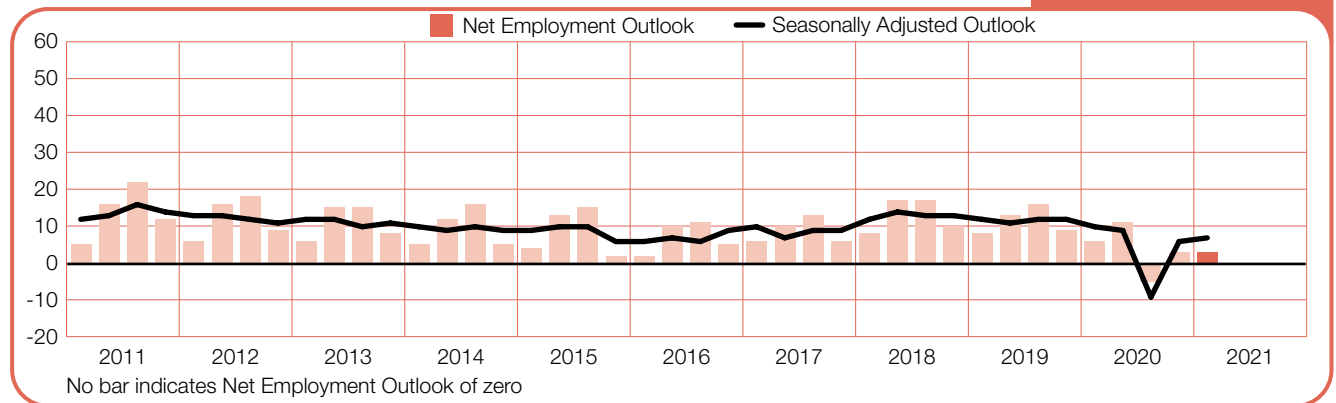
Brazil

+9 (+10)%



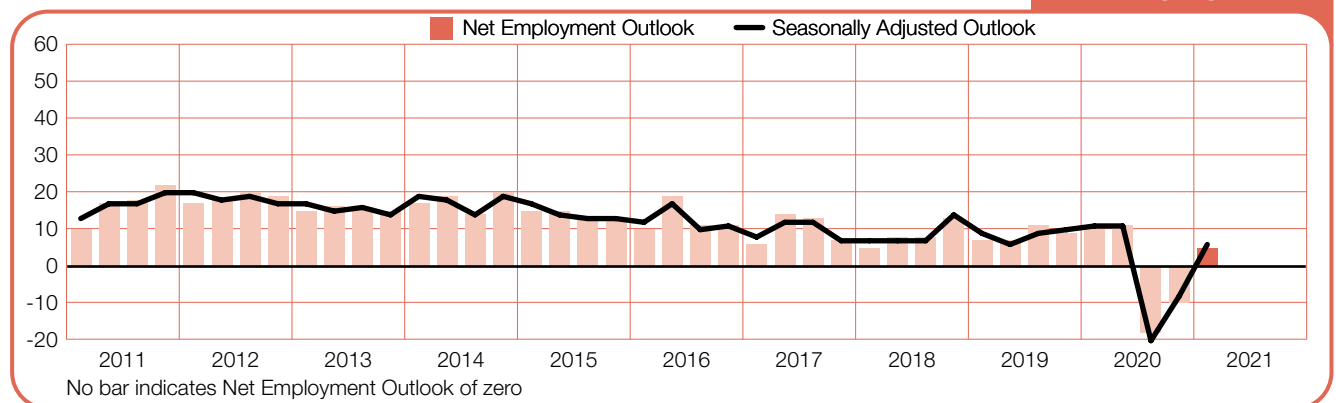
Canada

+3 (+7)%



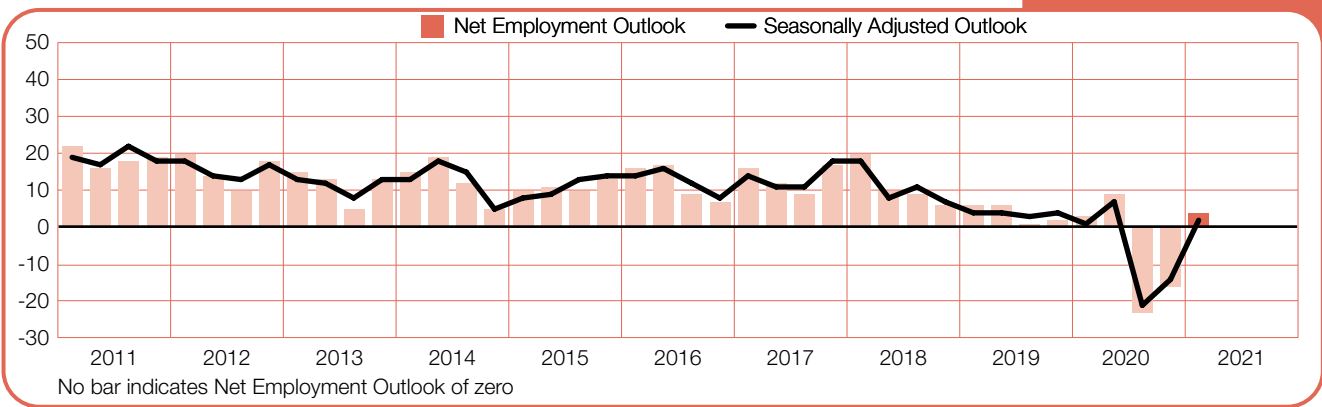
Colombia

+5 (+6)%



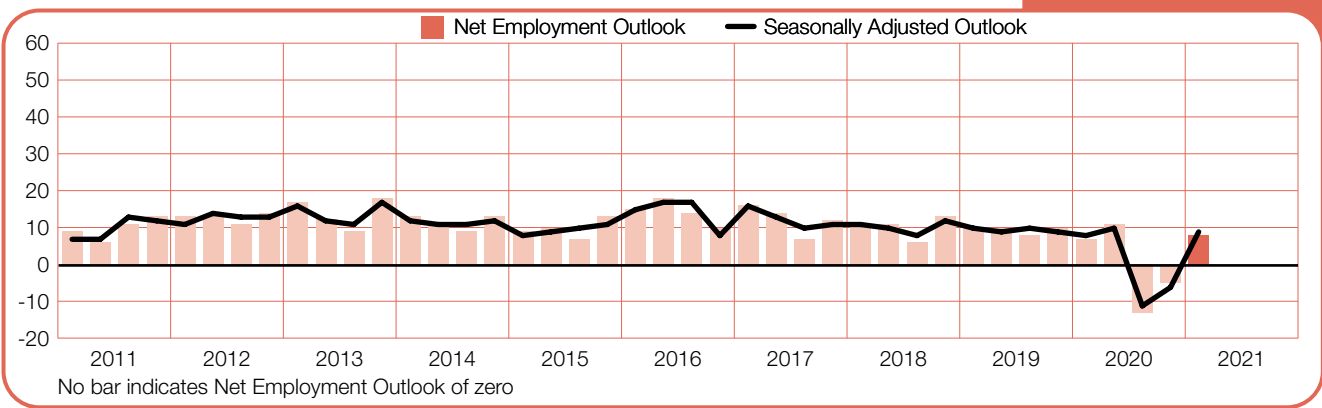
Costa Rica

+4 (+2)%



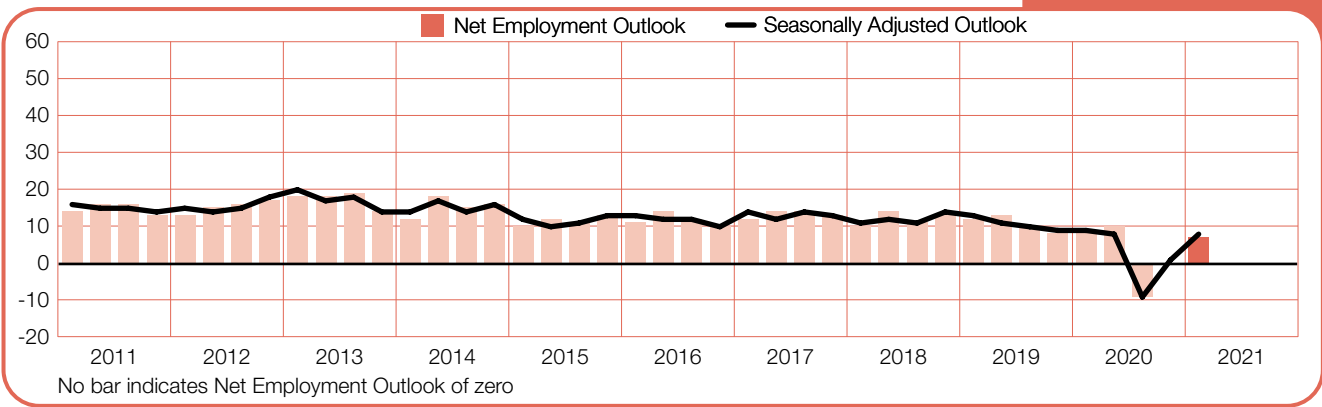
Guatemala

+8 (+9)%



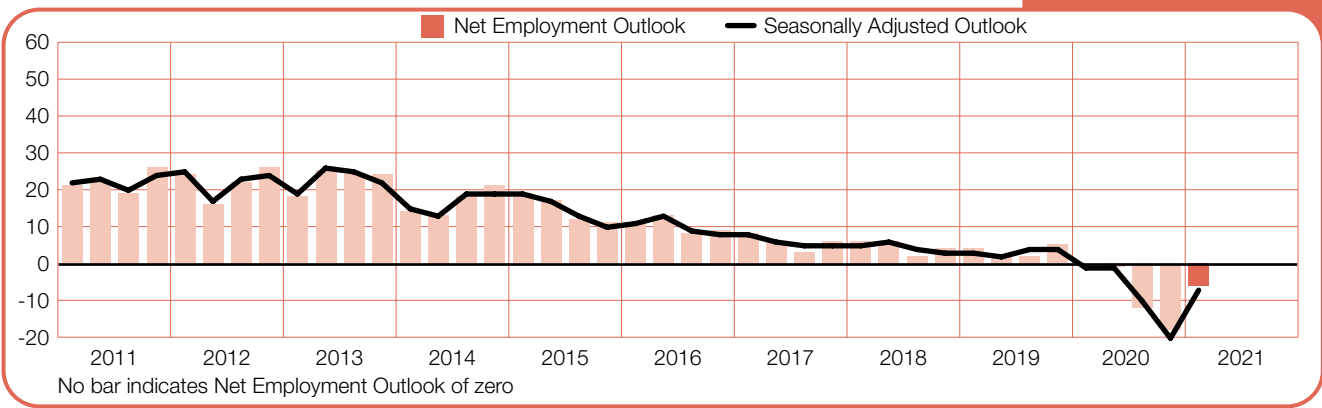
Mexico

+7 (+8)%



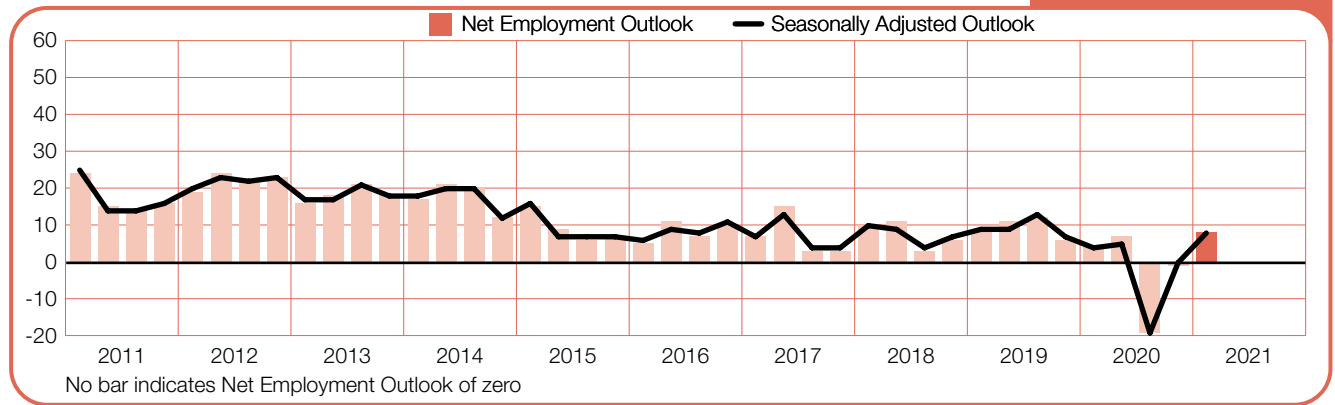
Panama

-6 (-7)%



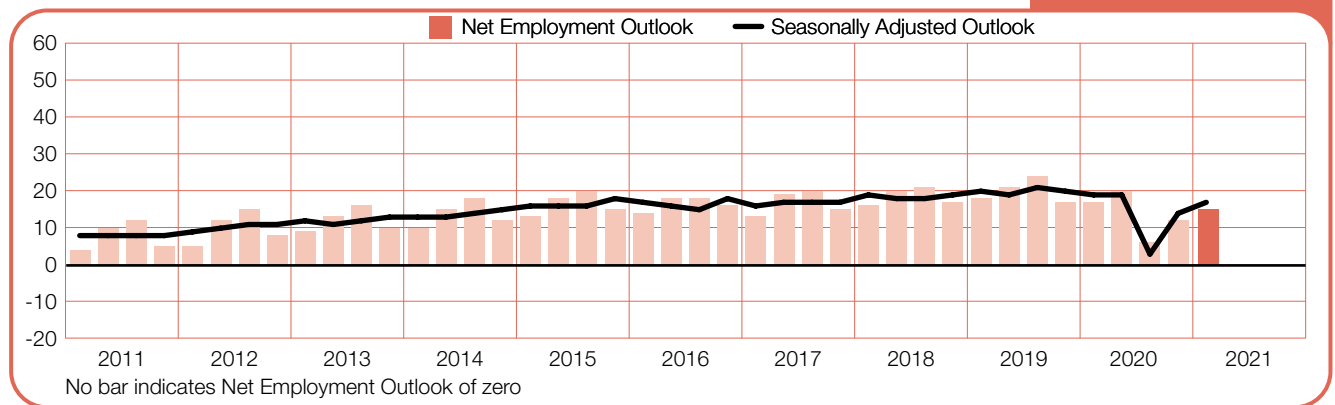
Peru

+8 (+8)%



United States of America

+15 (+17)%



International Comparisons

– Asia-Pacific

More than 9,500 employers in seven Asia Pacific countries and territories were interviewed for the ManpowerGroup survey on hiring intentions in the first quarter of 2021. Employers in six of the seven countries and territories anticipate an increase in payrolls during the coming quarter.

In the region's largest labor market, Chinese employers continue to report fair hiring prospects. Hiring sentiment in China is unchanged when compared with the previous quarter and remains relatively stable year-over-year. Payroll growth is anticipated in all six Chinese industry sectors, with the Manufacturing sector continuing to report hiring plans at the level reported before the global COVID-19 outbreak.

The strongest regional and global labor market is forecast in Taiwan, where employers continue to expect solid payroll gains in the upcoming quarter, fueled in part by robust hiring intentions in the Construction sector and strong hiring plans in the Manufacturing, Finance, Insurance & Real Estate and Services sectors.

Following two quarters of workforce reductions, Singaporean employers report a considerable recovery, anticipating the strongest hiring pace in six years during the next three months. Services sector employers report considerable upticks in hiring sentiment both quarter-over-quarter and year-over-year, reporting the strongest forecast in three years.

Hiring prospects have also recovered in Australia, where the Outlook for the next three months matches the forecast reported this time one year ago, reflecting a considerable quarter-over-quarter improvement. The recovery in hiring prospects is reported across all seven industry sectors and seven of eight regions.

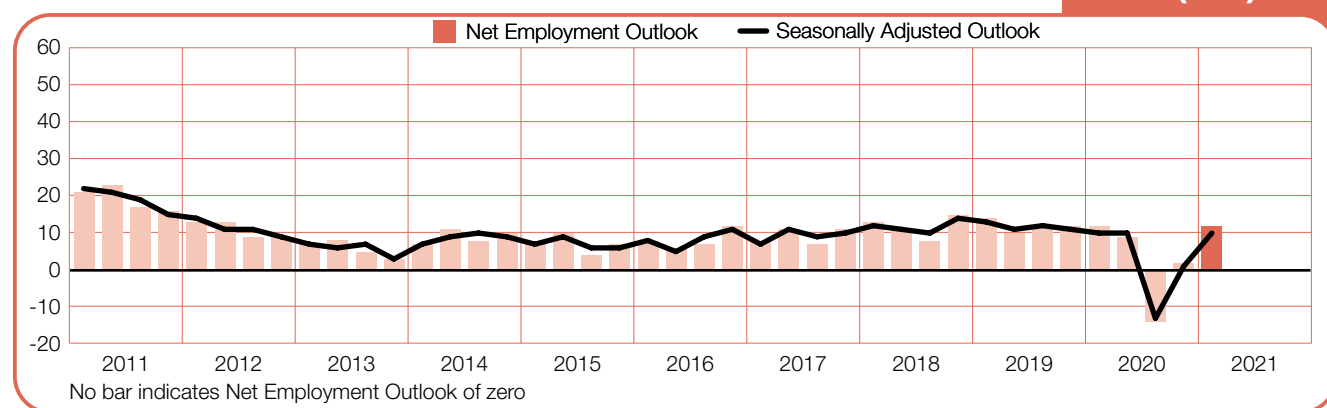
In India, hiring intentions continue to reflect caution, with the Outlook for the coming quarter weaker than reported at this time last year. However, employers report a slight quarter-over-quarter improvement, with Outlooks strengthening in five of seven sectors including the Services and Manufacturing sectors.

Meanwhile, Japanese employers report increasingly cautious hiring sentiment. Japan's Outlook has declined in five consecutive quarters and is now the weakest reported in more than 10 years, although some payroll gains are still anticipated in six of seven industry sectors during 1Q 2021. Hiring prospects in all seven industry sectors are weaker in comparison with this time one year ago, most notably the Wholesale & Retail Trade sector where employers expect to trim payrolls in the coming quarter.

Hong Kong employers continue to anticipate an uncertain labor market, reporting a negative Outlook for the second consecutive quarter. Employers in the Services sector expect a limited increase in payrolls during the next three months, but payrolls are forecast to decline in both the Finance, Insurance & Real Estate and Wholesale & Retail Trade sectors.

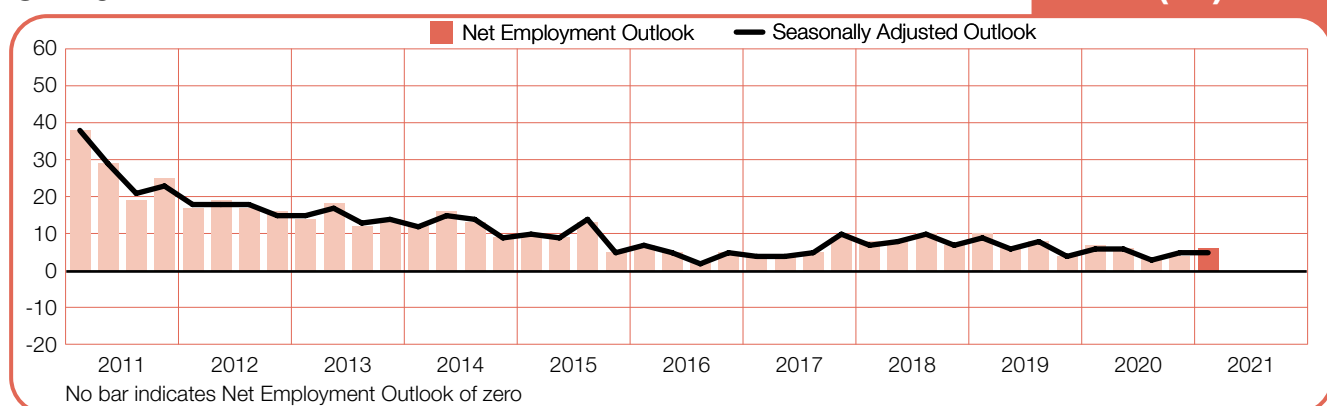
Australia

+12 (+10)%



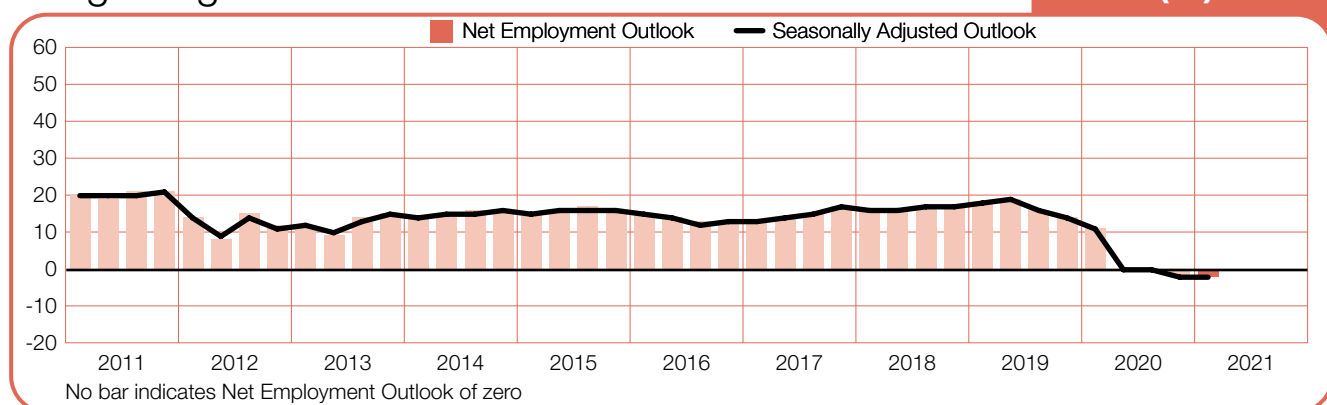
China

+6 (+5)%



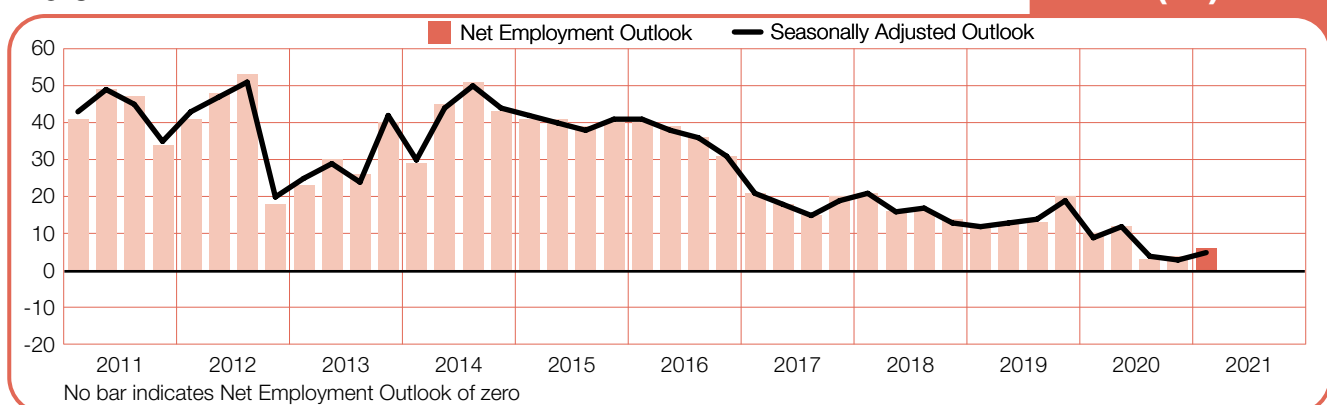
Hong Kong

-2 (-2)%



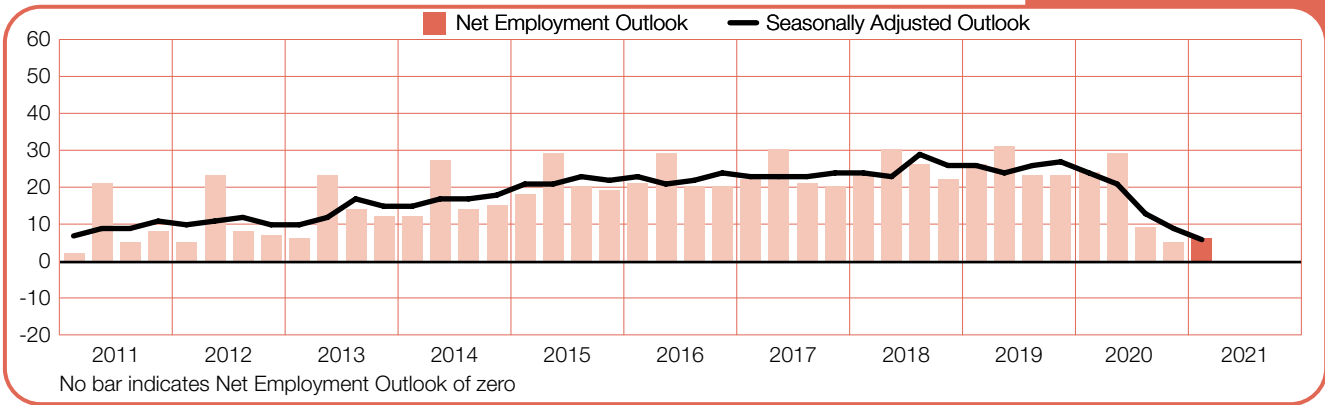
India

+6 (+5)%



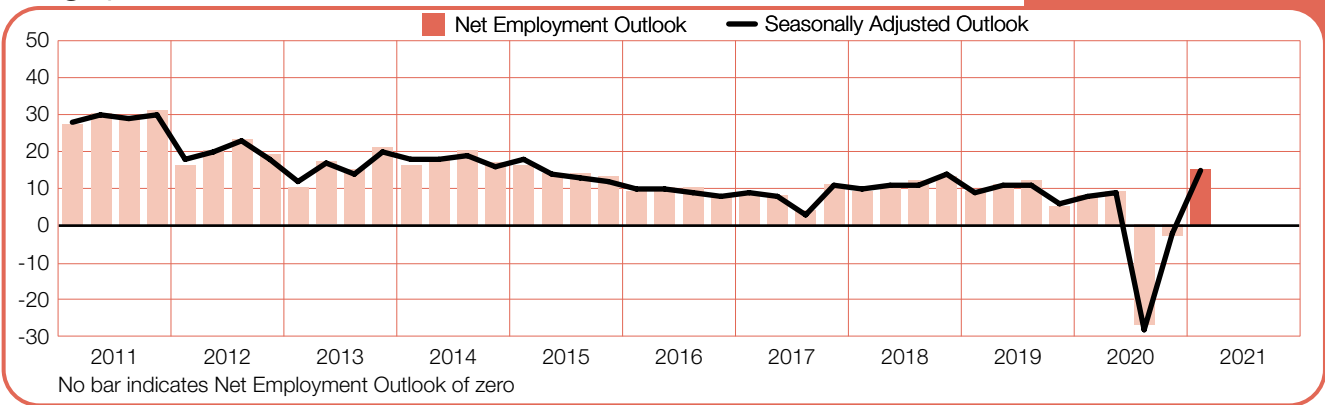
Japan

+6 (+6)%



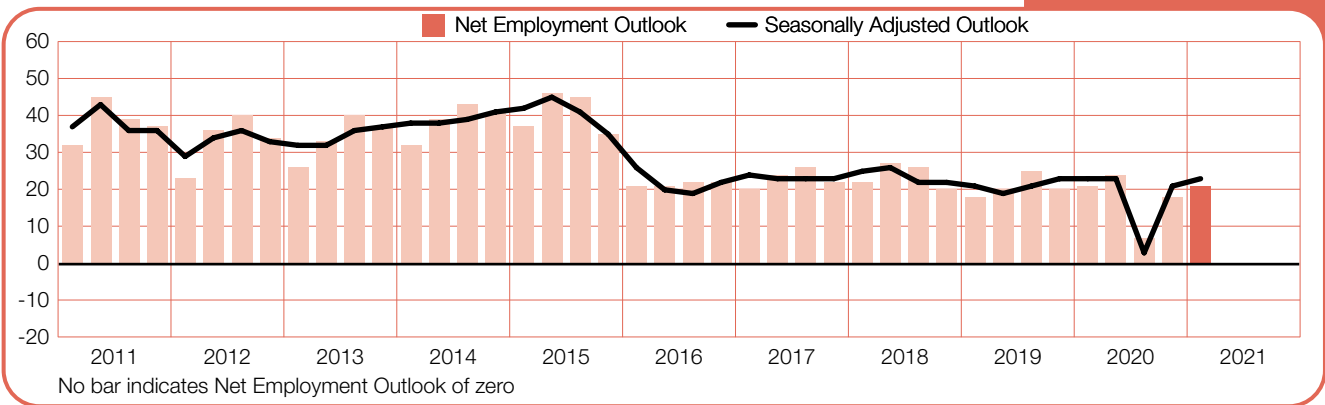
Singapore

+15 (+15)%



Taiwan

+21 (+23)%



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

In 26 countries across the Europe, Middle East and Africa (EMEA) region, ManpowerGroup surveyed more than 13,500 employers on their hiring plans for the first quarter of 2021. Payrolls are expected to increase in 19 of the 26 EMEA countries during the coming quarter, while employers in five countries anticipate a decrease (with flat hiring activity expected in two).

In two of the three largest Eurozone economies, employers anticipate stronger hiring activity during the next three months when compared with the previous quarter. With one of the strongest forecasts in EMEA, German employers report cautiously optimistic hiring plans with job gains anticipated in six of seven industry sectors, including the Finance & Business Services, Manufacturing and Wholesale & Retail Trade sectors, while the slump in the Restaurants & Hotels sector is expected to continue. Meanwhile, Italian employers expect a modest hiring pace in the coming quarter, reflecting stronger hiring plans in five of seven industry sectors when compared with the prior quarter although employers in the Restaurants & Hotels sector expect to continue to trim payrolls.

Employers in France report a slight quarter-over-quarter decline in hiring sentiment and hiring prospects remain considerably weaker in all but one of the seven industry sectors when compared with this time one year ago. However, some workforce gains are forecast for the Construction and Other Production sectors but employers in the Restaurants & Hotels sector continue to anticipate payroll reductions while the forecast in Paris continues to struggle.

UK employers continue to report sluggish hiring prospects with a third consecutive negative forecast. Employers in seven of nine UK sectors expect to trim payrolls in the next three months, with a gloomy labor market expected in the Hotels & Retail sector and weak forecasts in the Manufacturing and Construction sectors. Employers in London anticipate the weakest hiring pace since the survey began in 1992 following five consecutive negative forecasts.

In Spain, employers continue to report subdued hiring plans, with none of the seven industry sector Outlooks pointing to positive payroll gains during the forthcoming quarter. Hiring prospects are gloomy in the Restaurants

& Hotels sector, while Finance & Business Services sector employers report the weakest hiring intentions in seven years.

Hiring intentions show signs of improving in the Netherlands and Belgium when compared with the previous quarter. Dutch employers report a moderately stronger Outlook, driven in part by considerable improvements in the Construction and the Finance & Business Services sectors. The Belgian Outlook is also moderately stronger in comparison with the prior quarter, with the strongest labor markets expected in the Other Services and Construction sectors. However, hiring plans in the Restaurants & Hotels sector remain gloomy in both countries.

In the Nordic countries, Swedish employers anticipate a fair hiring climate during 1Q 2021, with hiring intentions trending stronger in six of seven industry sectors in comparison with the previous quarter. In Norway, workforce gains are expected in five of seven industry sectors, although hiring plans remain notably weaker in comparison with this time one year ago, reflecting muted hiring sentiment in Greater Oslo which matches the weakest since the survey began in 2003.

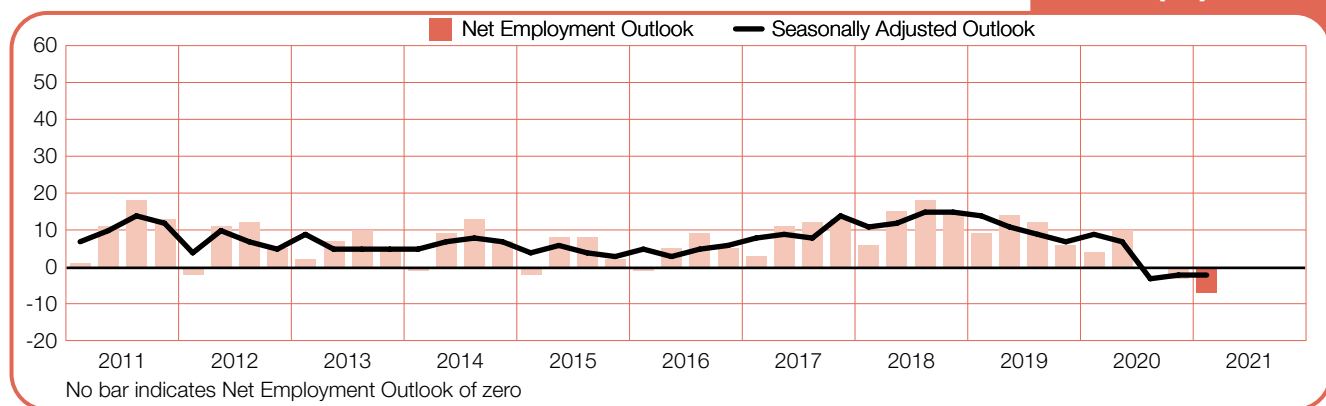
Poland's employers expect the mild hiring climate to continue in the first quarter of 2021, in line with both the previous quarter and the first quarter of 2020. The Polish labor market is buoyed in part by upbeat hiring prospects for the Construction and Manufacturing sectors.

As in the previous quarter, employers in both Greece and Turkey report some of the strongest hiring sentiment in the EMEA region. The Greek Outlook for the coming quarter is the strongest of all 26 EMEA countries, fueled in part by positive hiring plans for the Manufacturing and Construction sectors. Hiring prospects in Turkey weaken slightly when compared with the previous quarter, but remain strong in the Manufacturing sector.

Elsewhere in EMEA, hiring prospects recover in South Africa following two consecutive gloomy forecasts. Employers in all seven South African industry sectors report upticks when compared with the prior quarter. Meanwhile, employers in Switzerland forecast a dull hiring climate in the next three months, driven in part by bleak hiring plans for the Restaurants & Hotels sector.

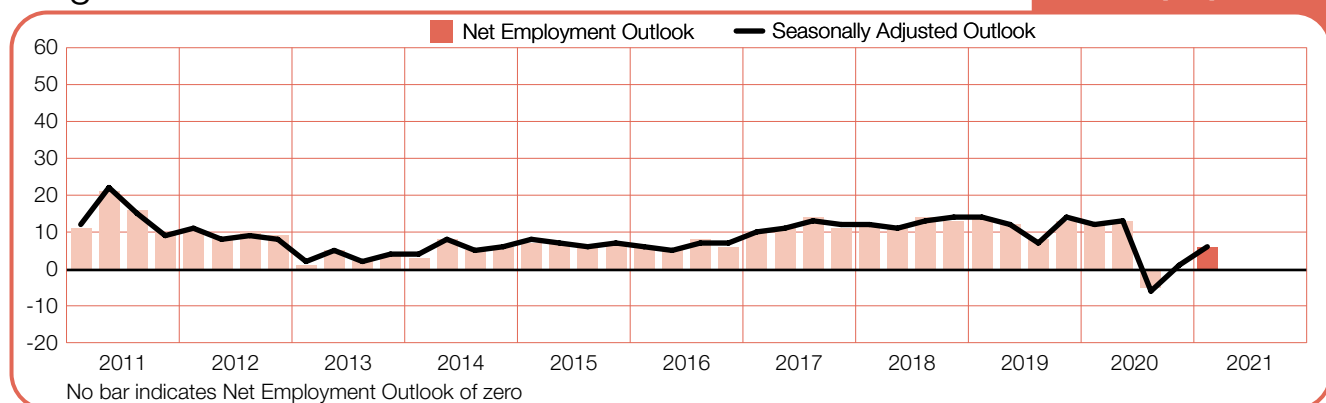
Austria

-7 (-2)%



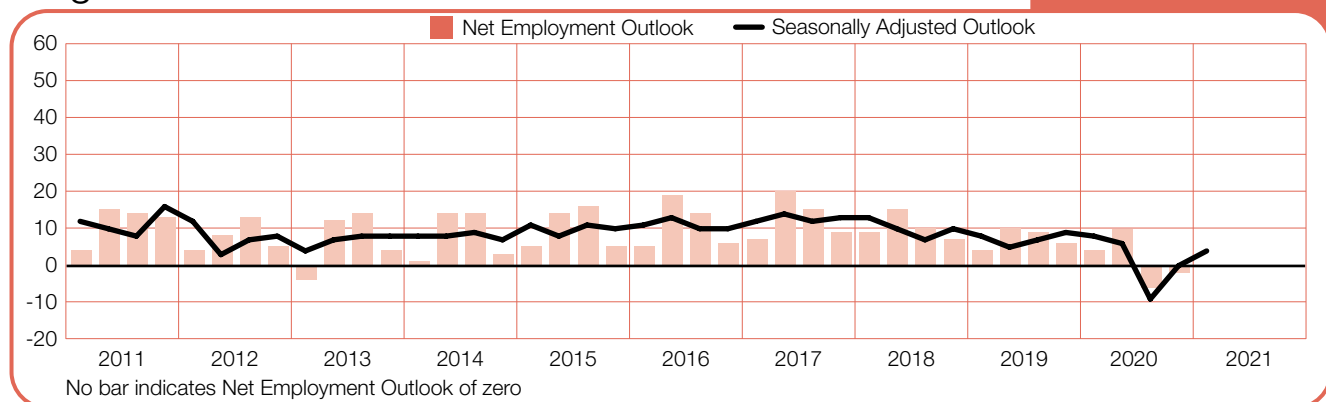
Belgium

+6 (+6)%



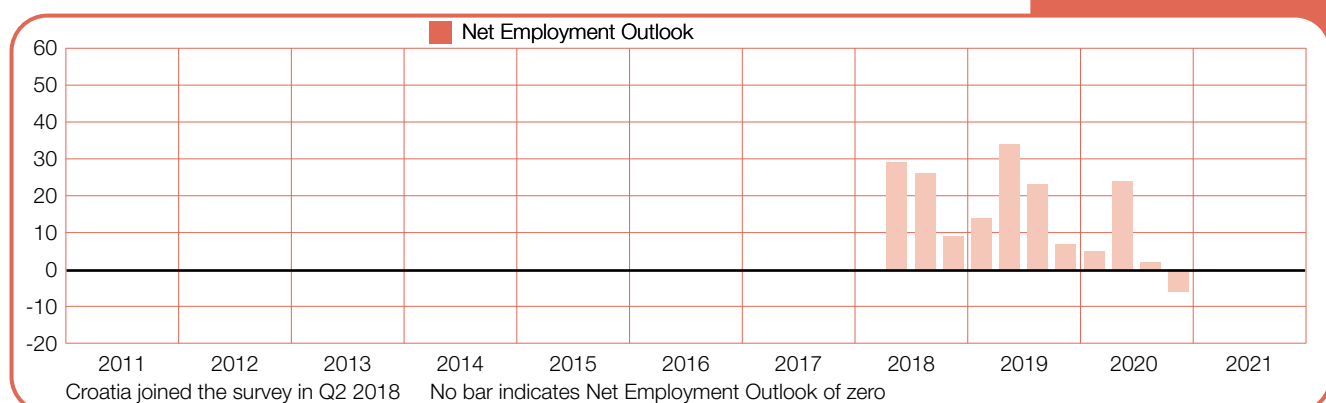
Bulgaria

0 (+4)%



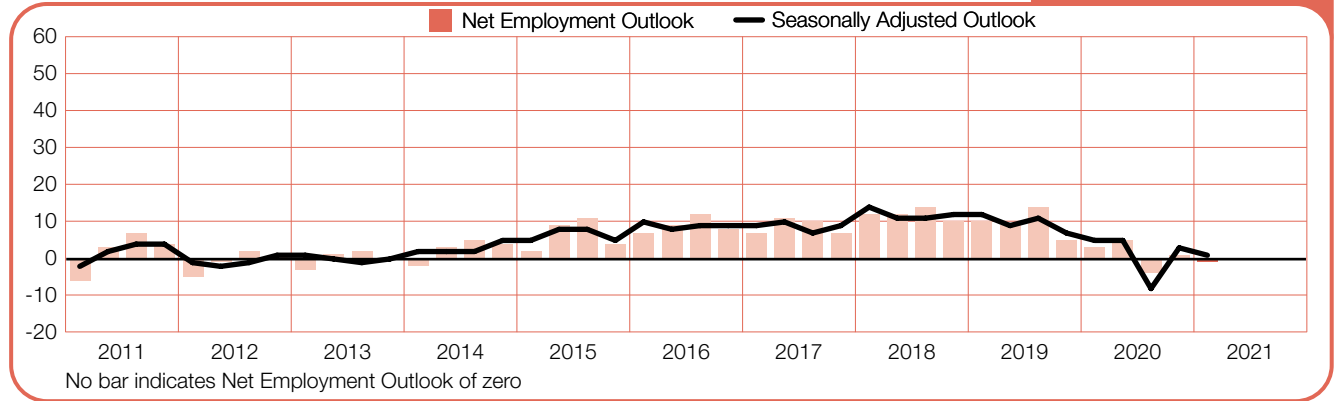
Croatia

0%



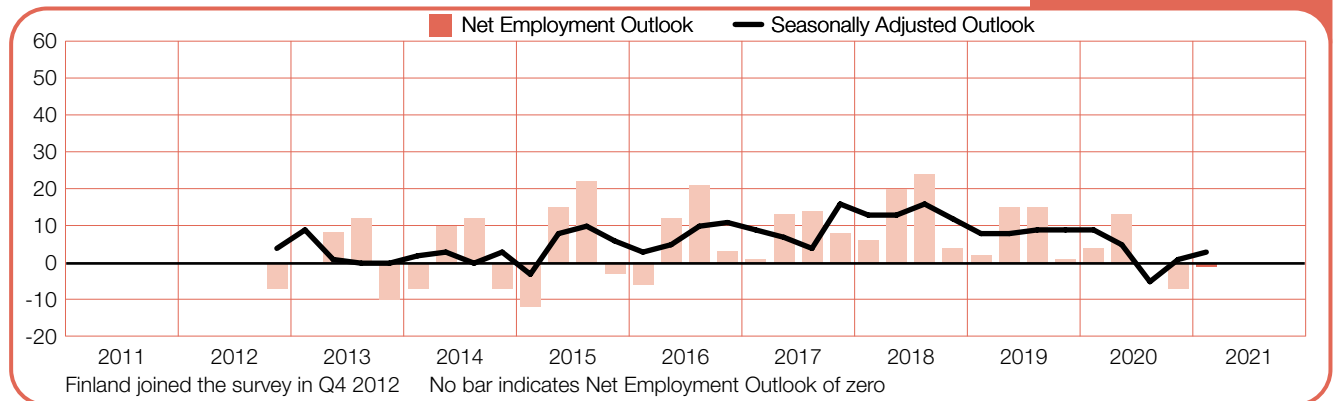
Czech Republic

-1 (+1)%



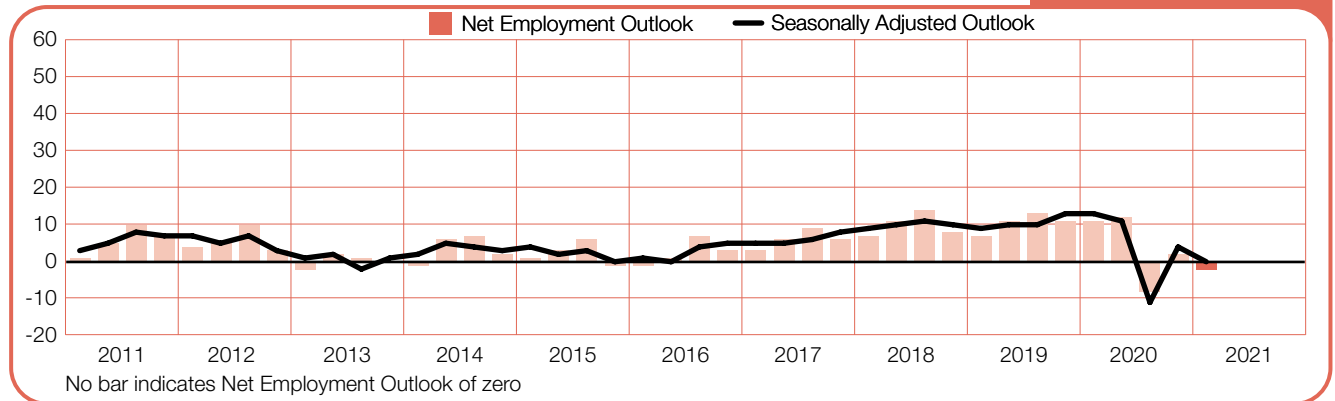
Finland

-1 (+3)%



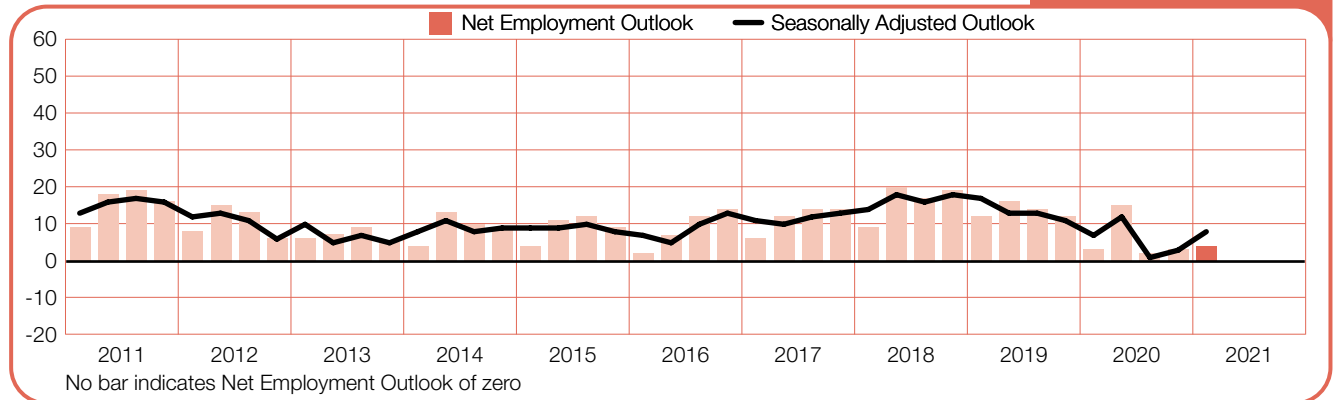
France

-2 (0)%



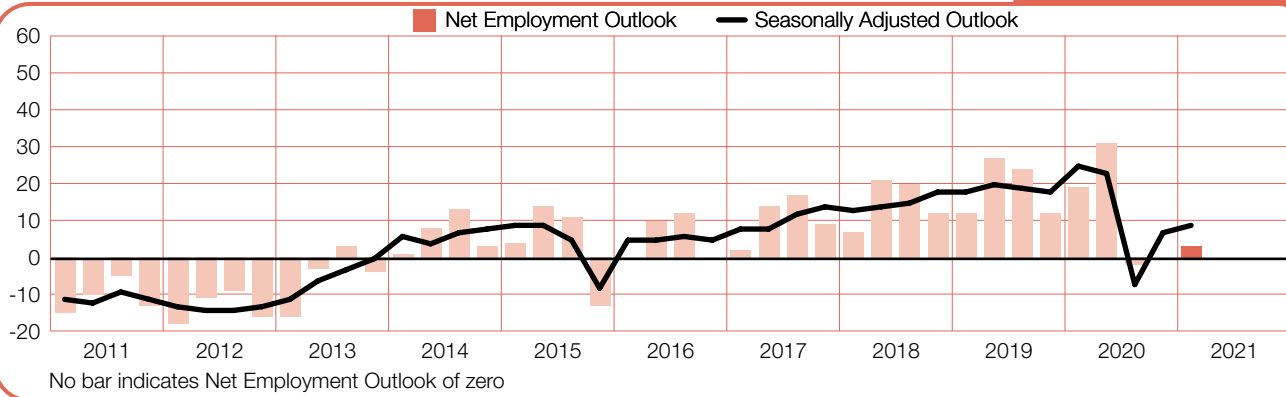
Germany

+4 (+8)%



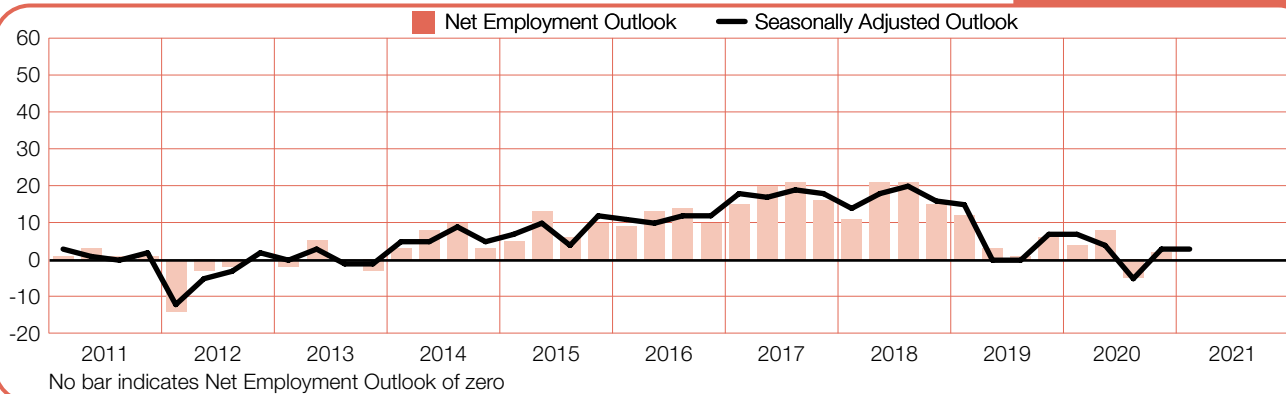
Greece

+3 (+9)%



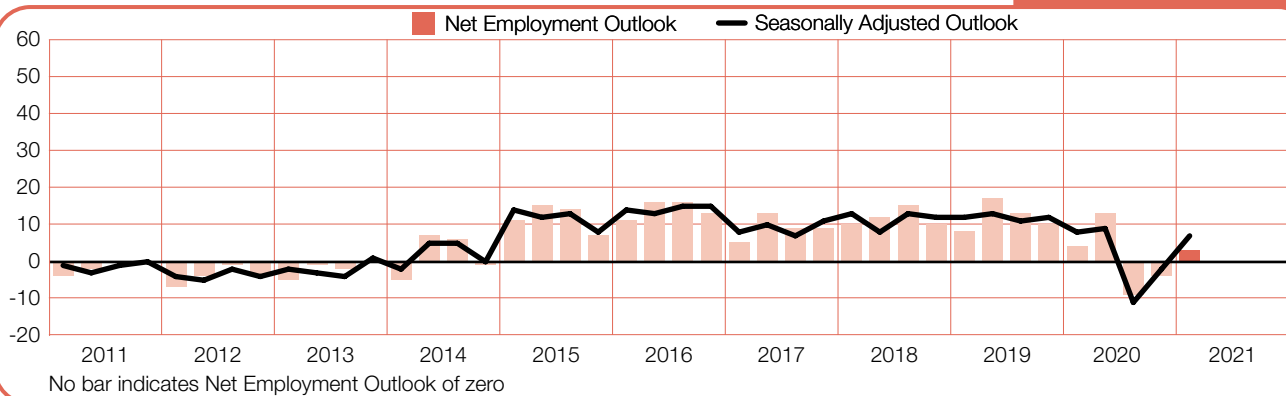
Hungary

0 (+3)%



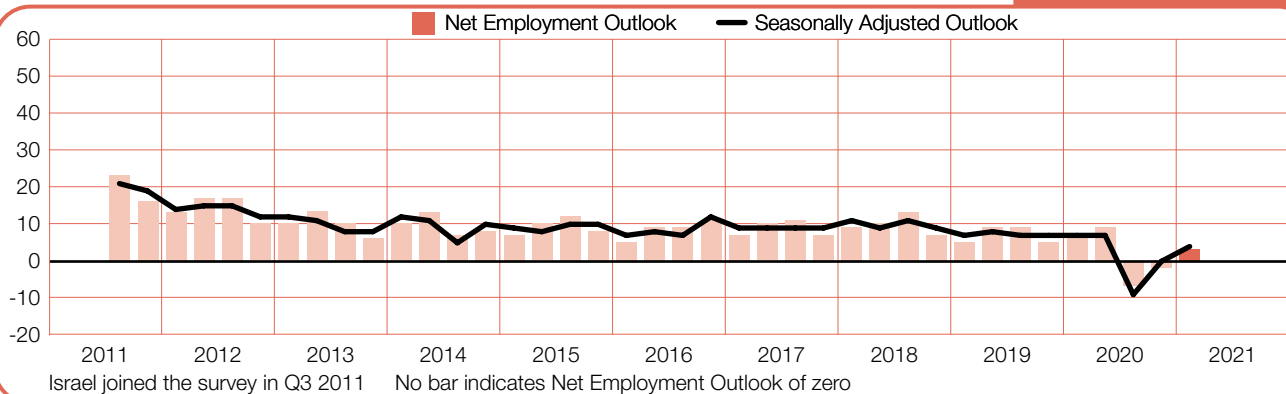
Ireland

+3 (+7)%



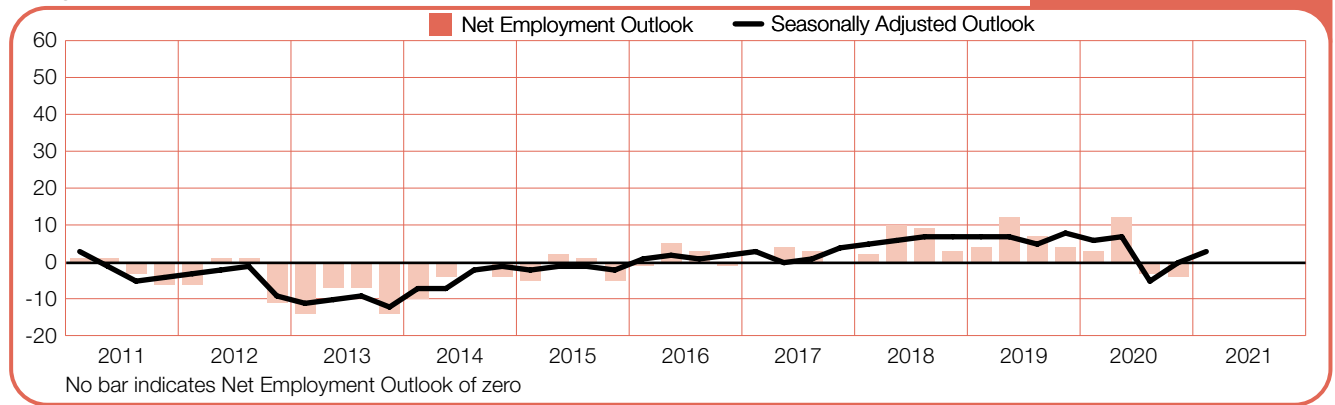
Israel

+3 (+4)%



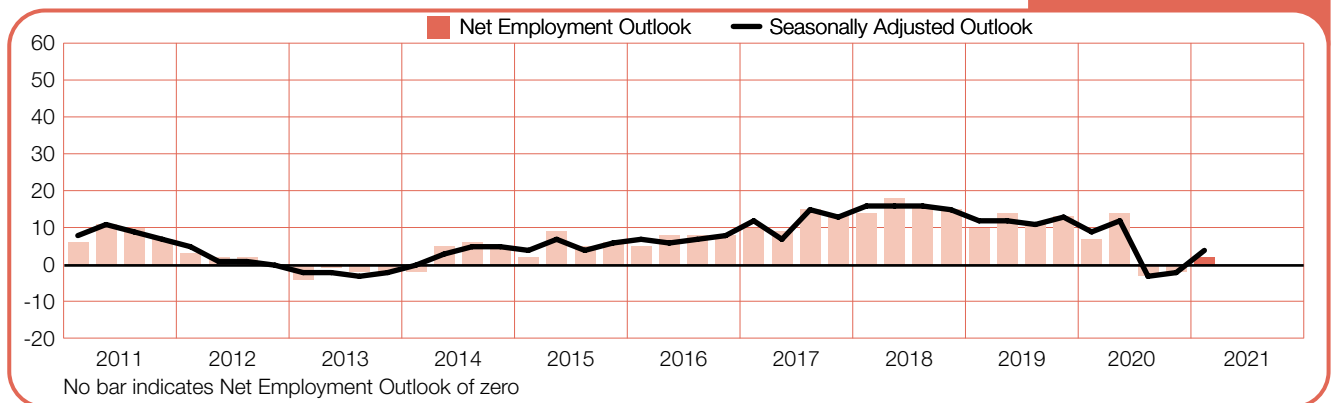
Italy

0 (+3)%



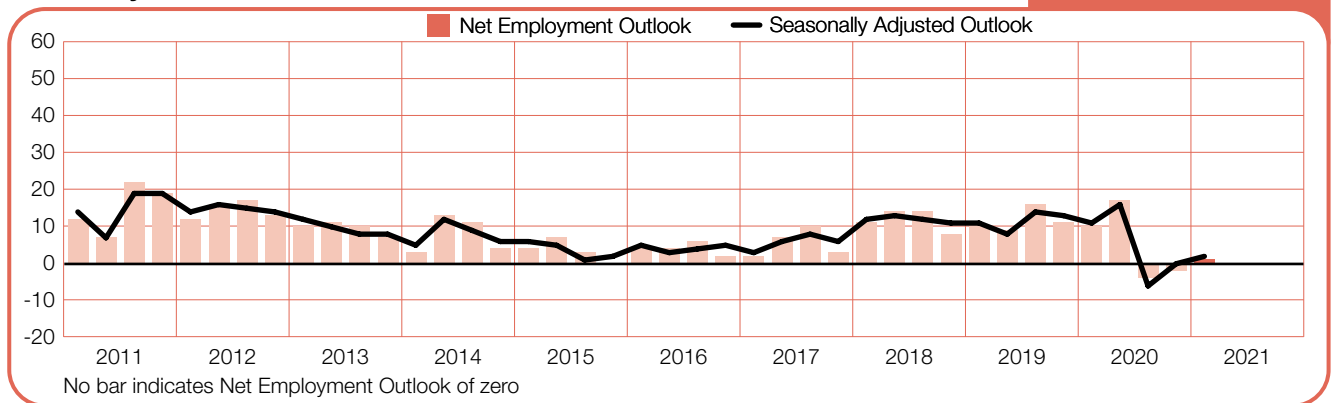
Netherlands

+2 (+4)%



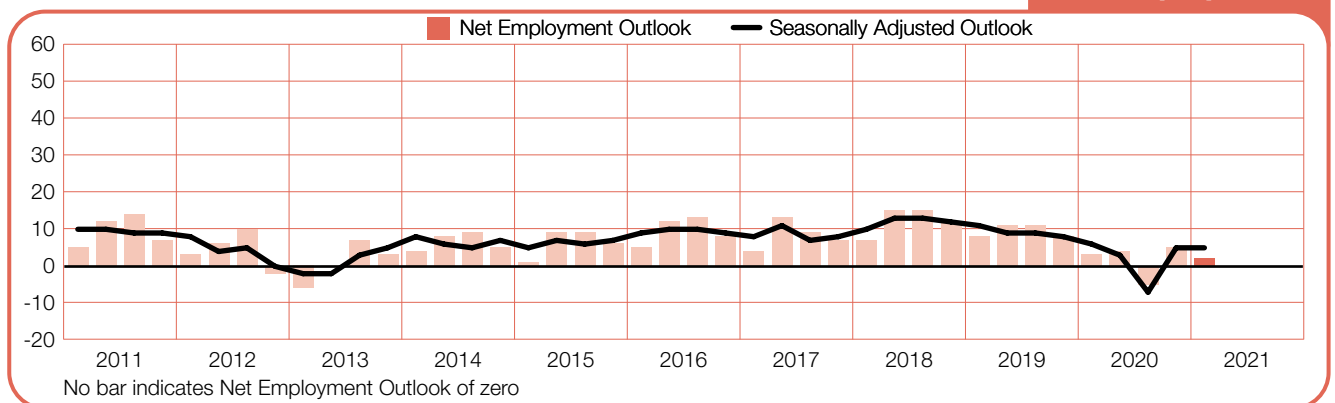
Norway

+1 (+2)%



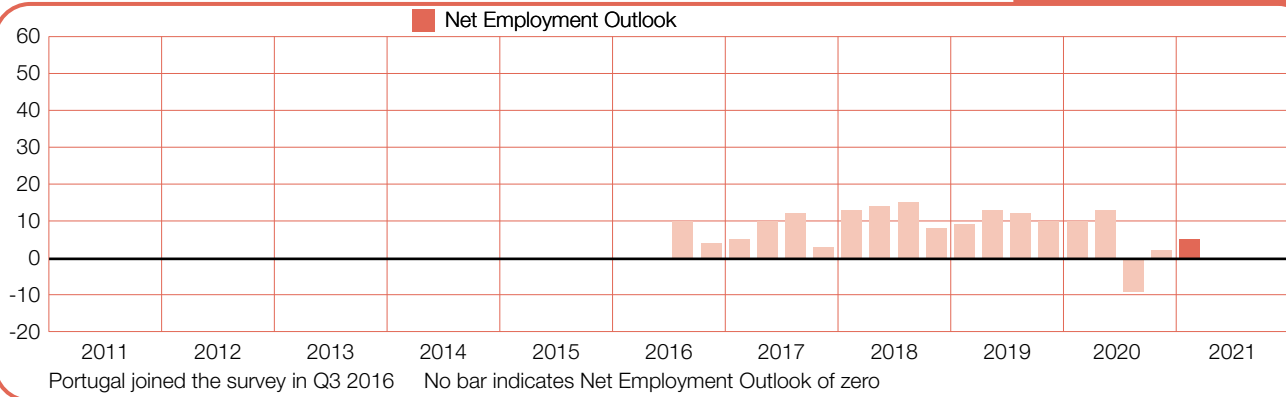
Poland

+2 (+5)%



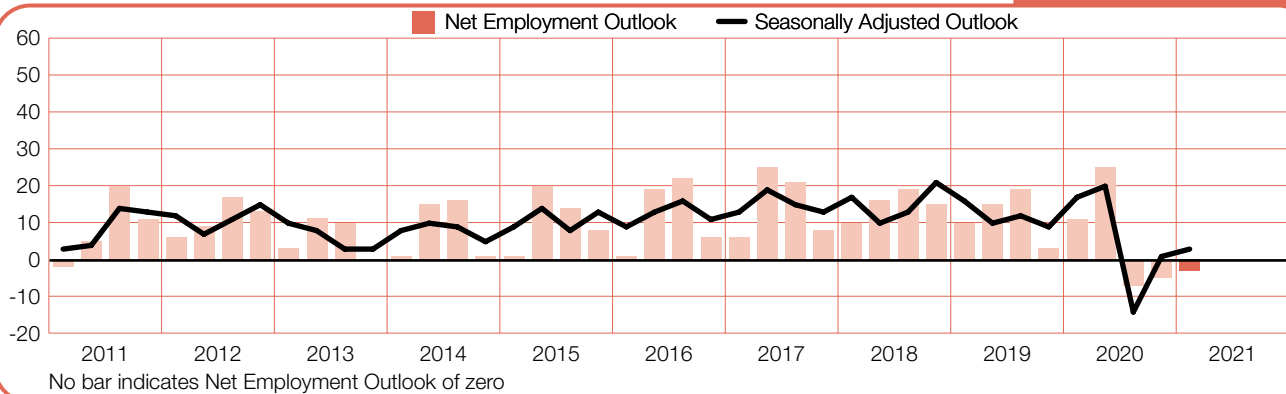
Portugal

+5%



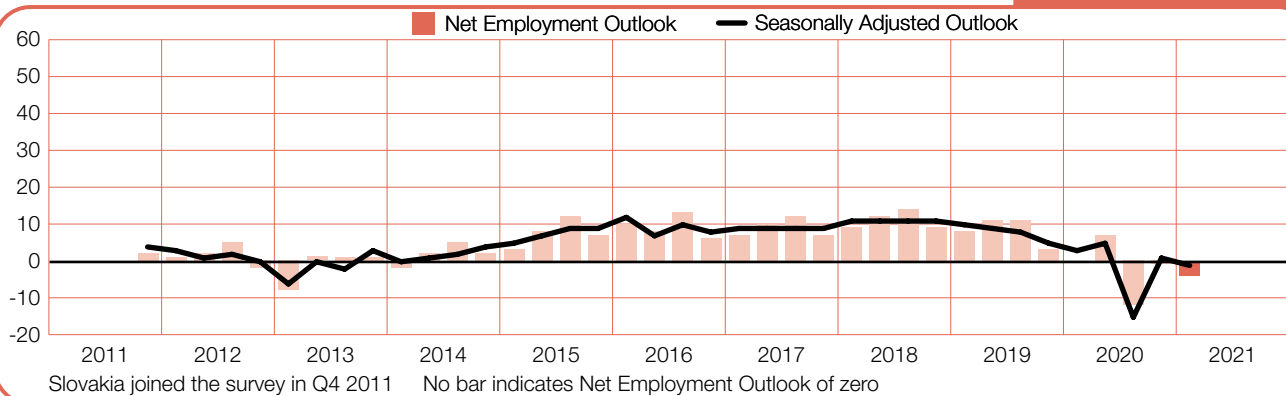
Romania

-3 (+3)%



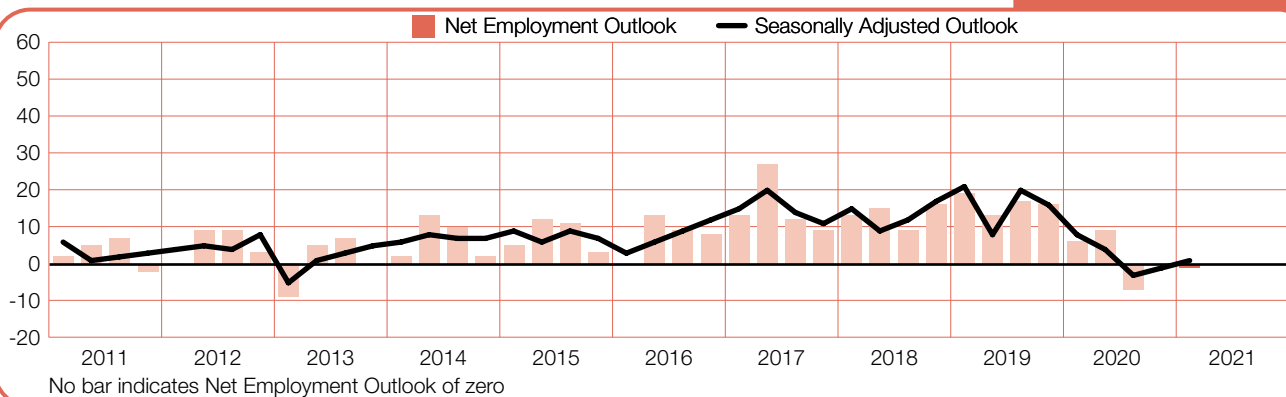
Slovakia

-4 (-1)%



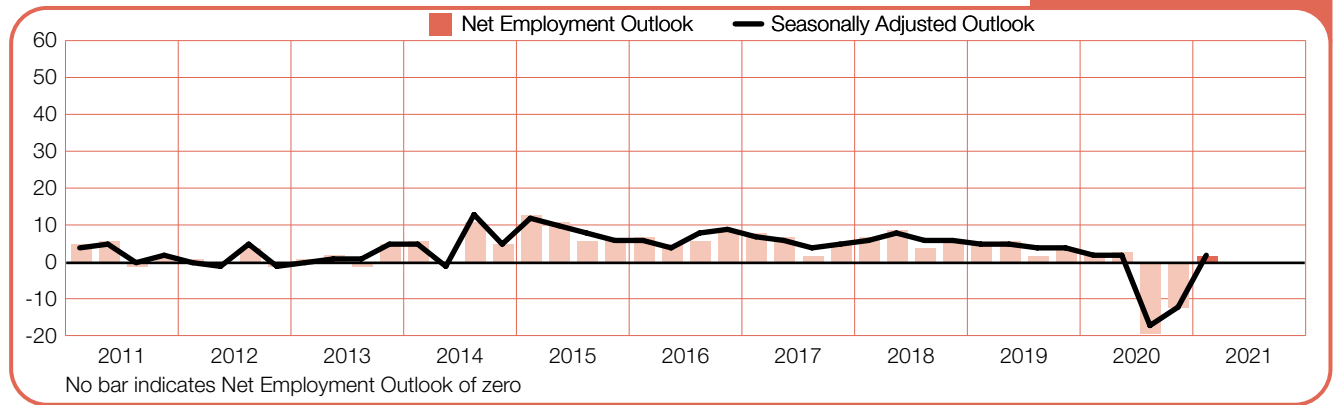
Slovenia

-1 (+1)%



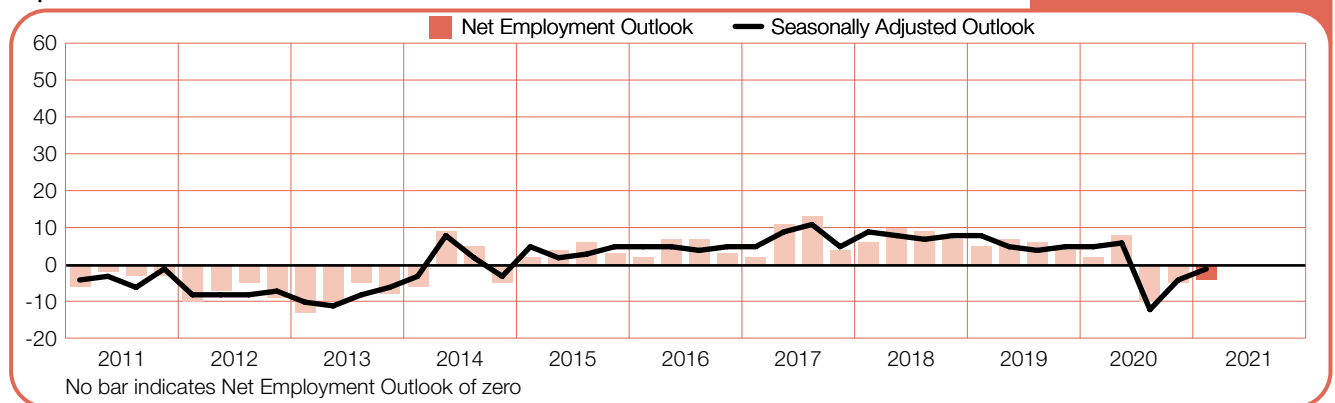
South Africa

+2 (+2)%



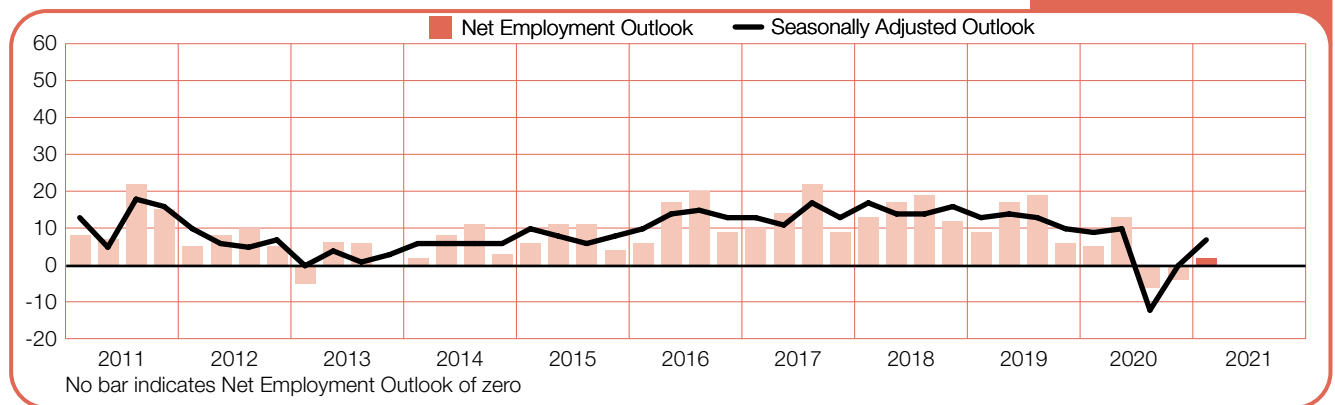
Spain

-4 (-1)%



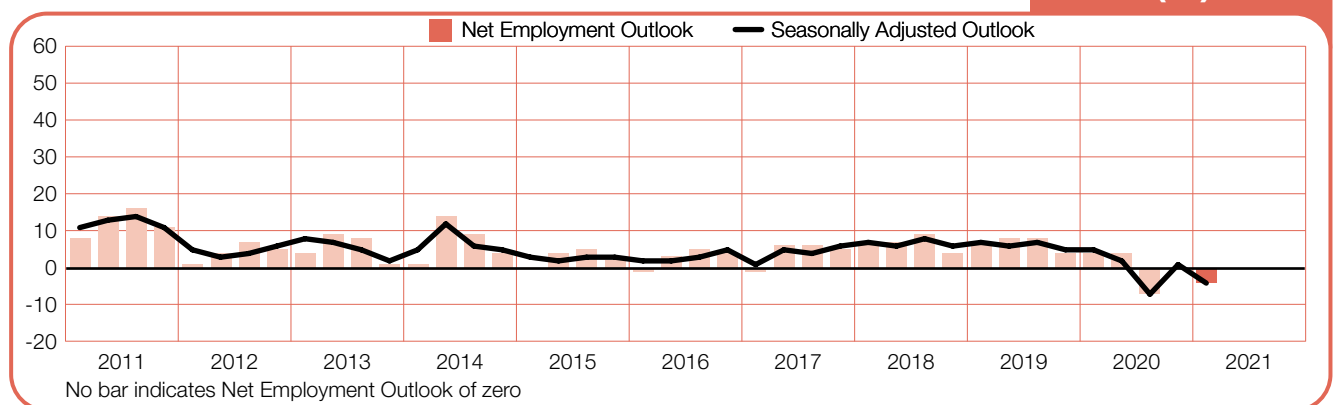
Sweden

+2 (+7)%



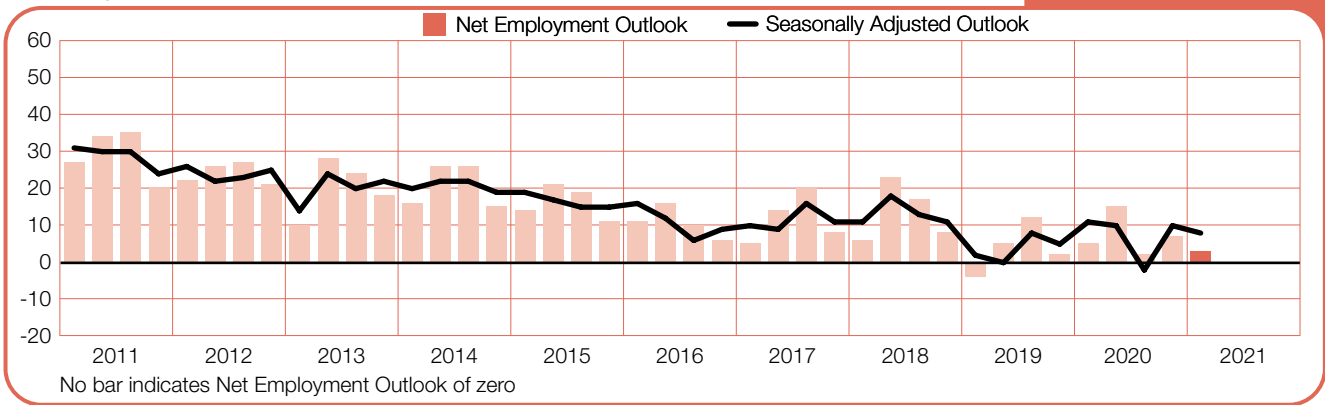
Switzerland

-4 (-4)%



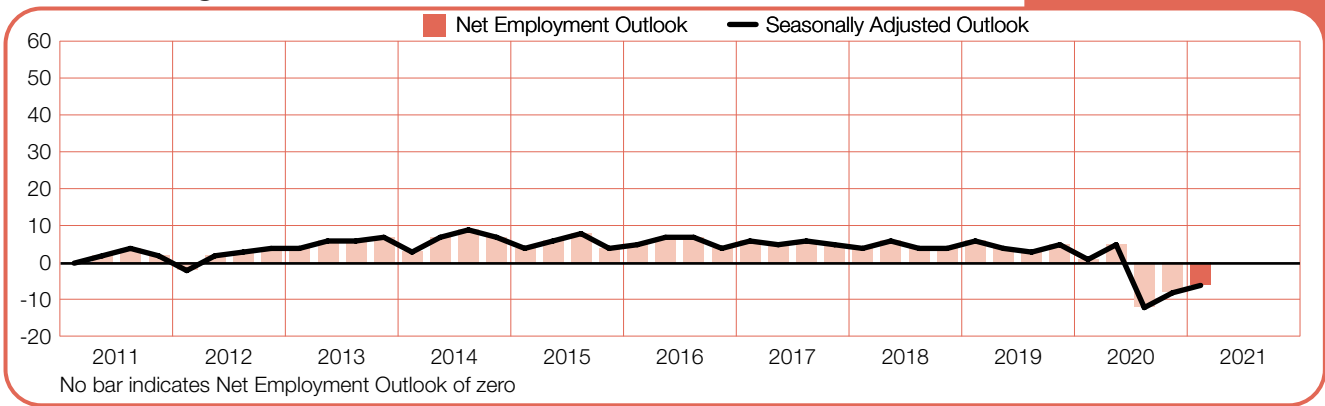
Turkey

+3 (+8)%



United Kingdom

-6 (-6)%



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the 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: For 1Q 2021, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is significantly lower than normal in some countries. The survey is based on interviews with over 37,500 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 2021 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 2021 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 +/- 5,5%.

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 and Talent Solutions – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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 Talent 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

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