

POLAND MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

ManpowerGroup research
for Q1 2022



EXECUTIVE SUMMARY

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 39,000 employers, all countries and territories report a positive outlook for the first time since before the pandemic.

A swiftly increasing staffing climate is being planned by hiring decision makers in Poland in the next quarter, with a Net Employment Outlook (NEO) of +25%. Compared to three months earlier, Polish job hunters can plan for the NEO to rise by 12 percentage points and 22 points compared to a year ago.

The ManpowerGroup Employment Outlook Survey for the first quarter 2022 was conducted by interviewing a representative sample of 505 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 2022 as compared to the current quarter?”

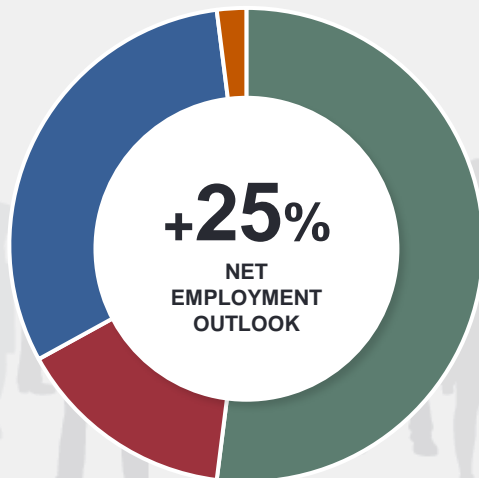
Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

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Poland Employment Outlook

Polish employers report strong hiring intentions for the January to March period. With 43% of employers expecting to increase payrolls, 19% forecasting a decrease, and 36% anticipating no change. Once the data is adjusted to allow for seasonal variation, the Net Employment Outlook stands at +25%.



43% PLAN TO HIRE

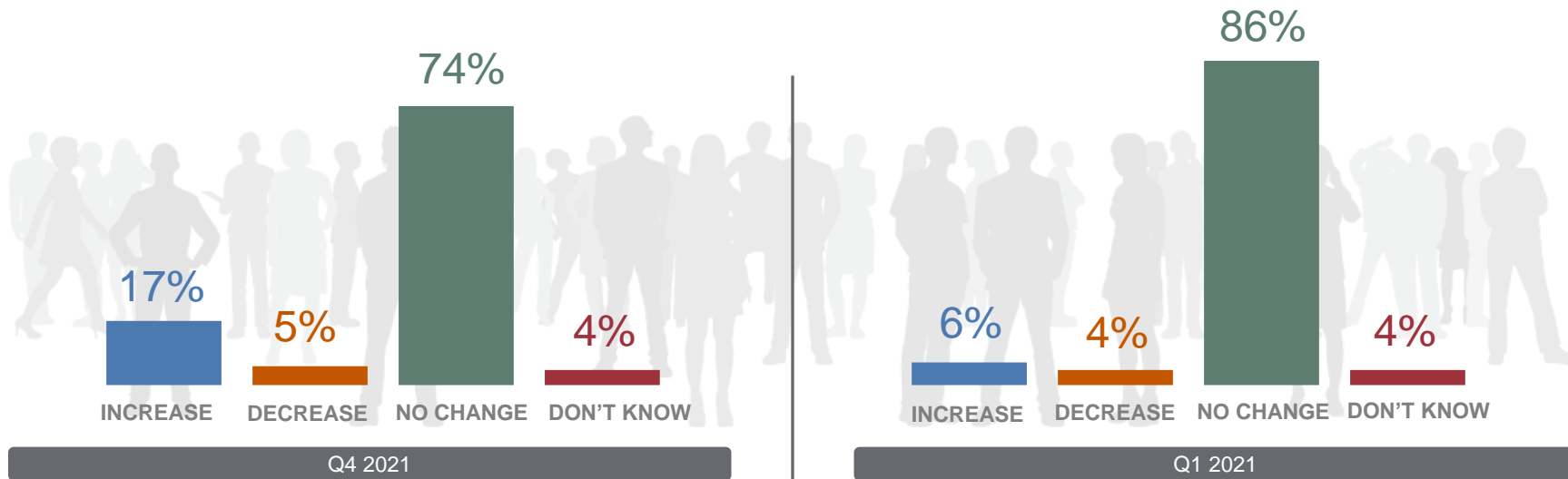
19% EXPECT TO LAY OFF WORKERS

36% PLAN TO KEEP WORKFORCE LEVELS STEADY

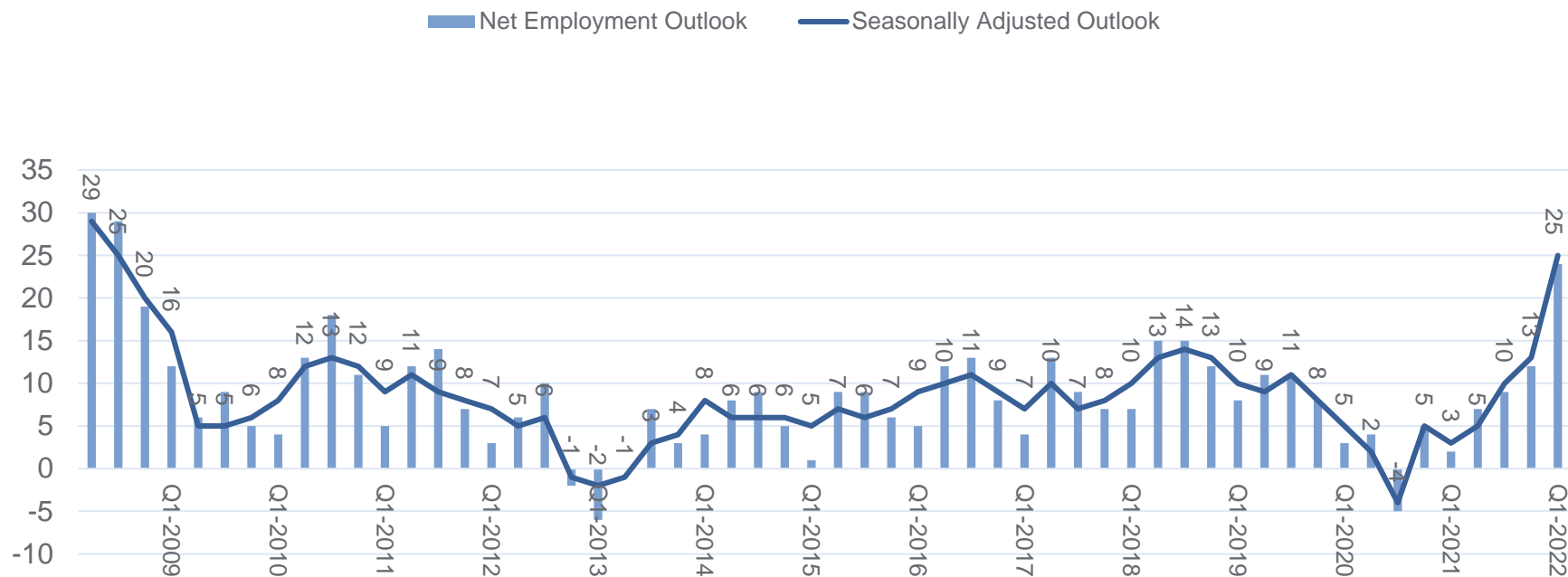
2% UNDECIDED

Poland Employment Outlook

Compared to three months earlier, Polish job hunters can plan for the NEO to rise by 12 percentage points and 22 points compared to a year ago.



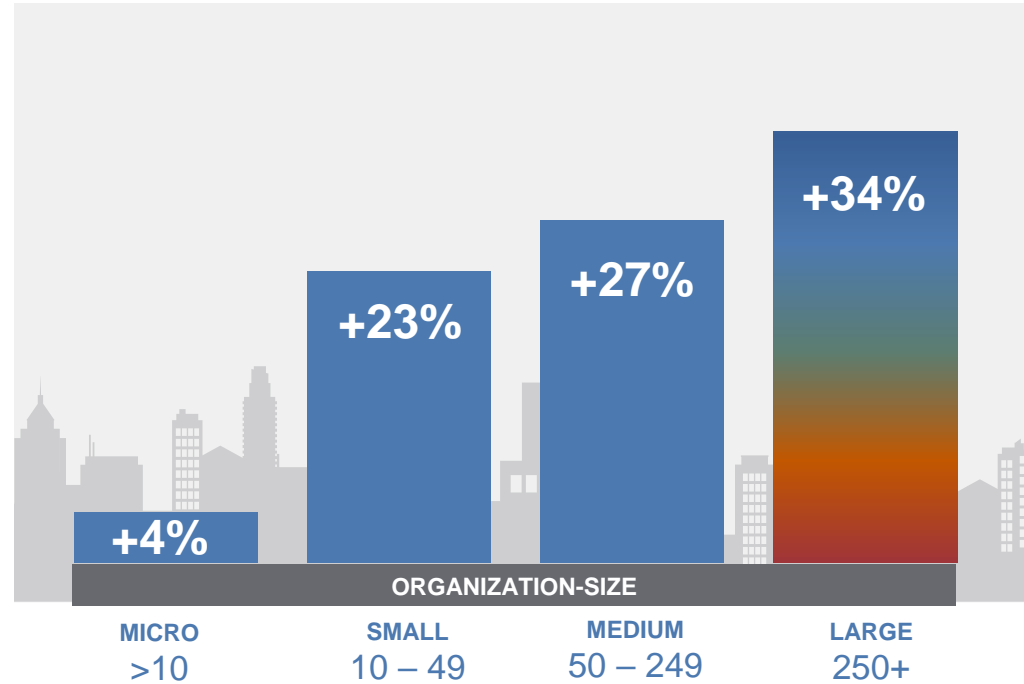
Poland Employment Outlook



Organization Size Comparisons

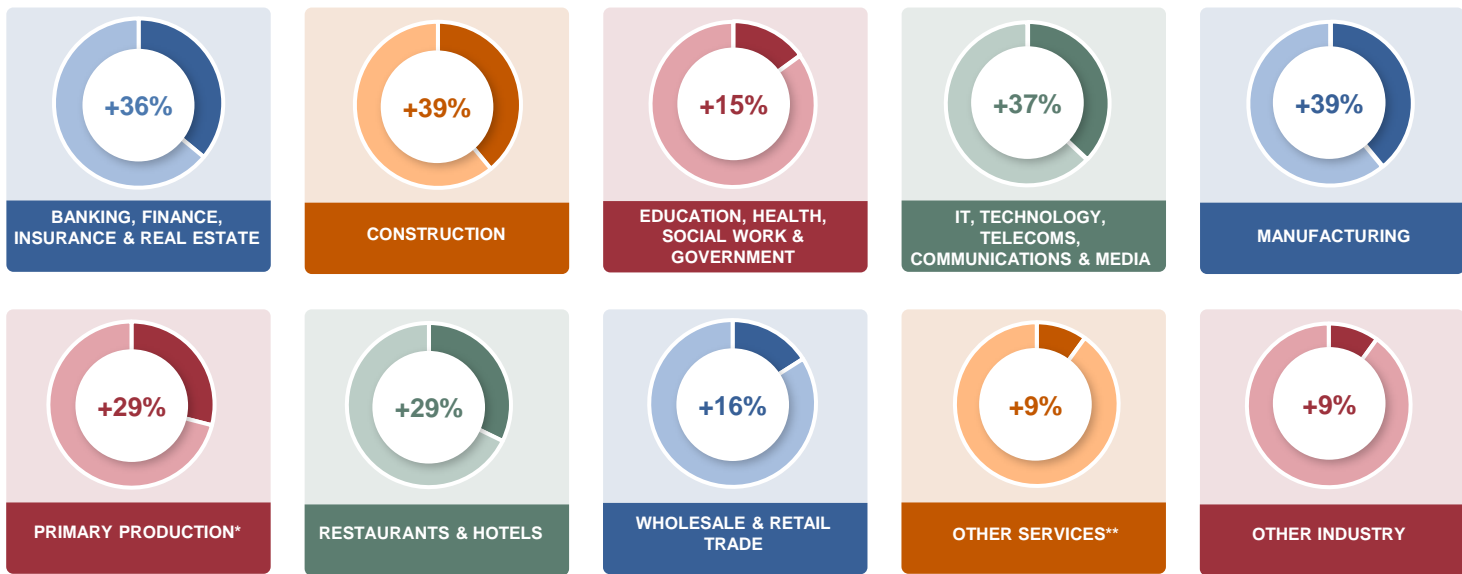
An increase in payrolls is expected for all four organization size categories during the first quarter of 2022.

Large employers forecast the strongest hiring activity with a Net Employment Outlook of +34%. Elsewhere, Outlooks of +27% and +23% are reported by Medium- and Small-size employers, respectively, while the Outlook for Micro firms stands at +4%.



Sector Comparisons

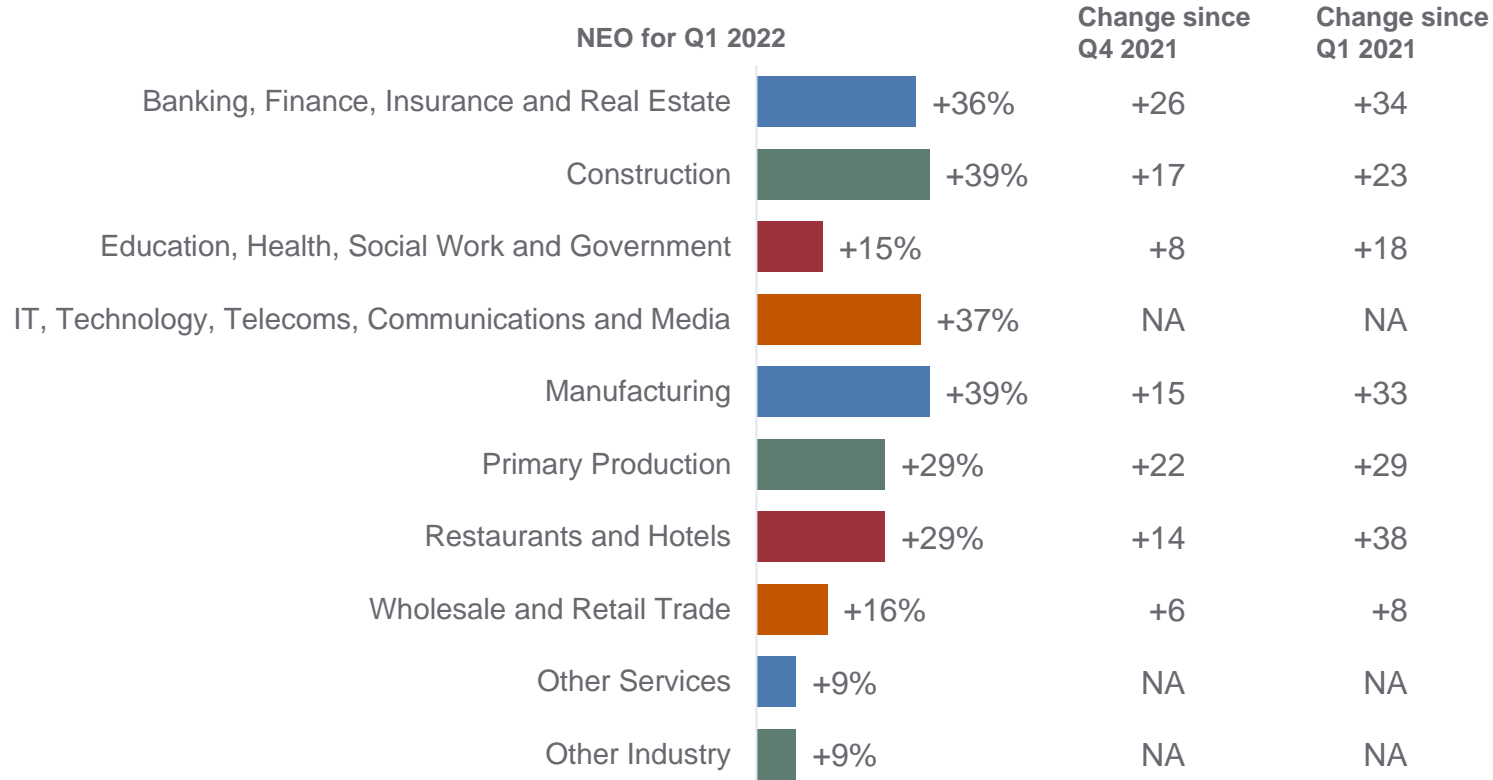
Employers in all ten industry sectors expect to add to payrolls during the coming quarter. With a NEO of +39%, hiring managers in both the Construction and the Manufacturing sector expect especially strong staffing environments. The weakest sectors are Other Services and Other Industry with a NEO of +9%.



*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

**Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

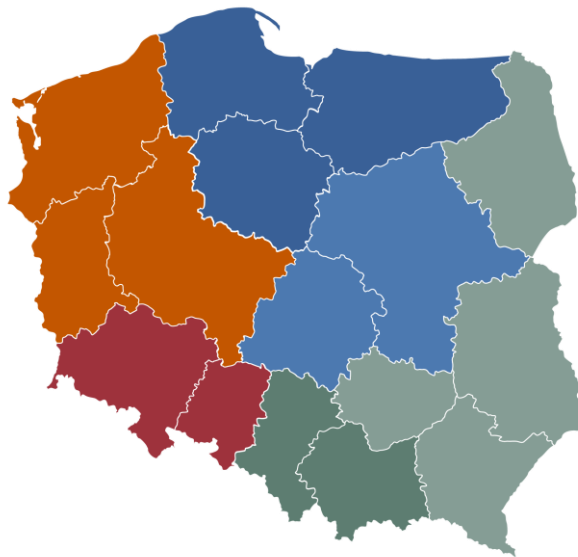
Sector Comparisons



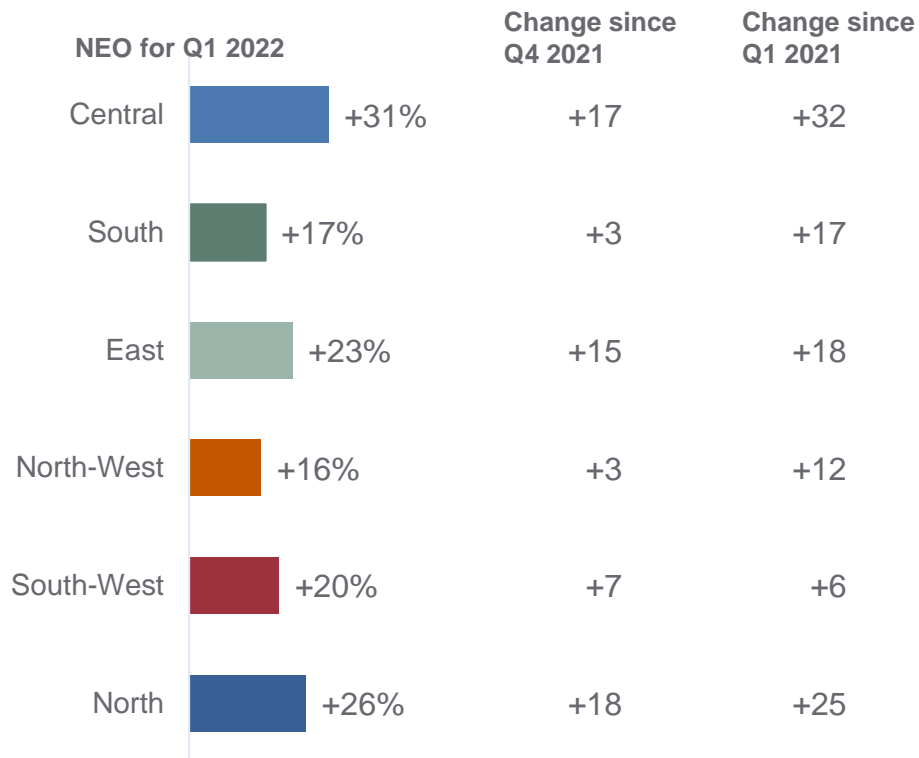
Regional Comparisons

For all Polish regions, for the first quarter of 2022, organizations plan for hiring pace increases. Polish workers can plan for the NEO to grow in all regions over the previous quarter and to improve in all regions since hiring decision makers were asked last year.

Central +31%
South +17%
East +23%
North-West +16%
South-West +20%
North +26%



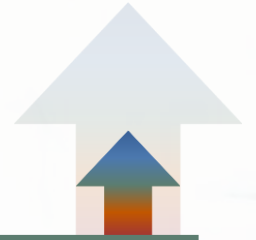
Regional Comparisons





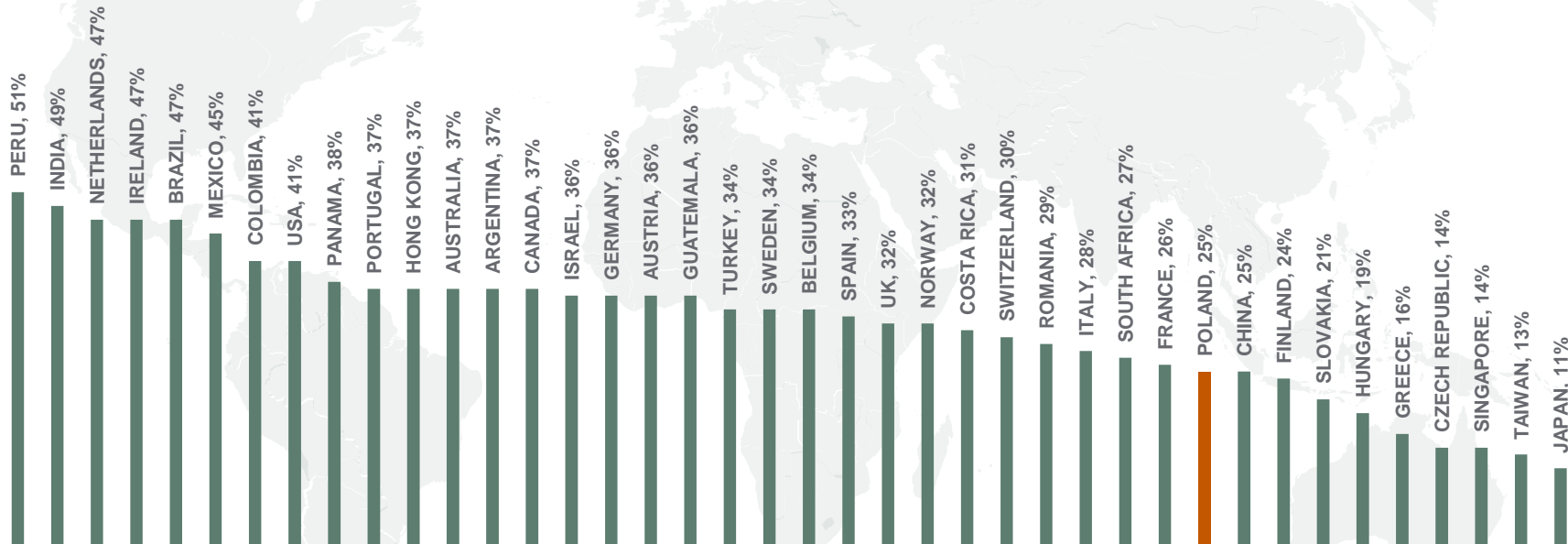
Q1 EMPLOYMENT OUTLOOKS:

For the first time since before the pandemic, all 40 countries report positive employment Outlooks.



All Countries Report a Positive Outlook for the First Time Since Before the Pandemic

With strong Outlooks across the regions, employers in North America (+41) reported the most positive Outlook followed by South and Central America (+41%), APAC (+34%) and EMEA (+28%).



Hiring intentions in EMEA Improve in All Countries YoY For Second Consecutive Quarter

Compared with Q4, 2020 hiring intentions improve in 22 countries and decline in one (France, -1%).

Across 23 countries in the Europe, Middle East and Africa (EMEA) region, ManpowerGroup interviewed more than 16,000 employers for the survey of hiring prospects for the first quarter of 2022.

STRONGEST HIRING INTENTIONS:
Netherlands (+47%), Ireland (+47%) and Portugal (+37%)

WEAKEST HIRING INTENTIONS:
Czech Republic (+14%), Greece (+16%) and Hungary (+19%)



Central & South American Employers Especially Optimistic

Hiring intentions improve in 9 countries when compared to both Q4 2020 and this time last year, weakening in one (U.S., -5%).

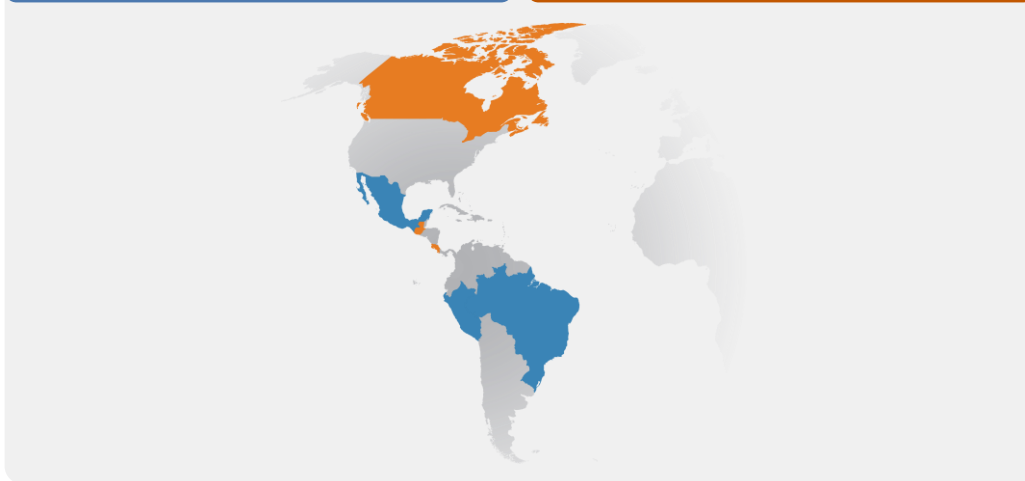
ManpowerGroup interviewed more than 13,000 employers in 10 countries in North, Central and South America on hiring prospects for the first quarter of 2022.

STRONGEST HIRING INTENTIONS:

Peru (+51%), Brazil, (+47%)
and Mexico (+45)

WEAKEST HIRING INTENTIONS:

Costa Rica (31%), Guatemala (+36%)
and Canada (+37%)



Majority of Asia-Pacific Employers More Optimistic to Hire

Hiring sentiment strengthens in 5 countries and territories QoQ while weakening in two; Singapore and Taiwan.

In the ManpowerGroup Employment Outlook Survey for the first quarter of 2022, almost 10,000 employers were interviewed across 7 Asia-Pacific countries and territories about hiring plans for the upcoming quarter.

STRONGEST HIRING INTENTIONS:

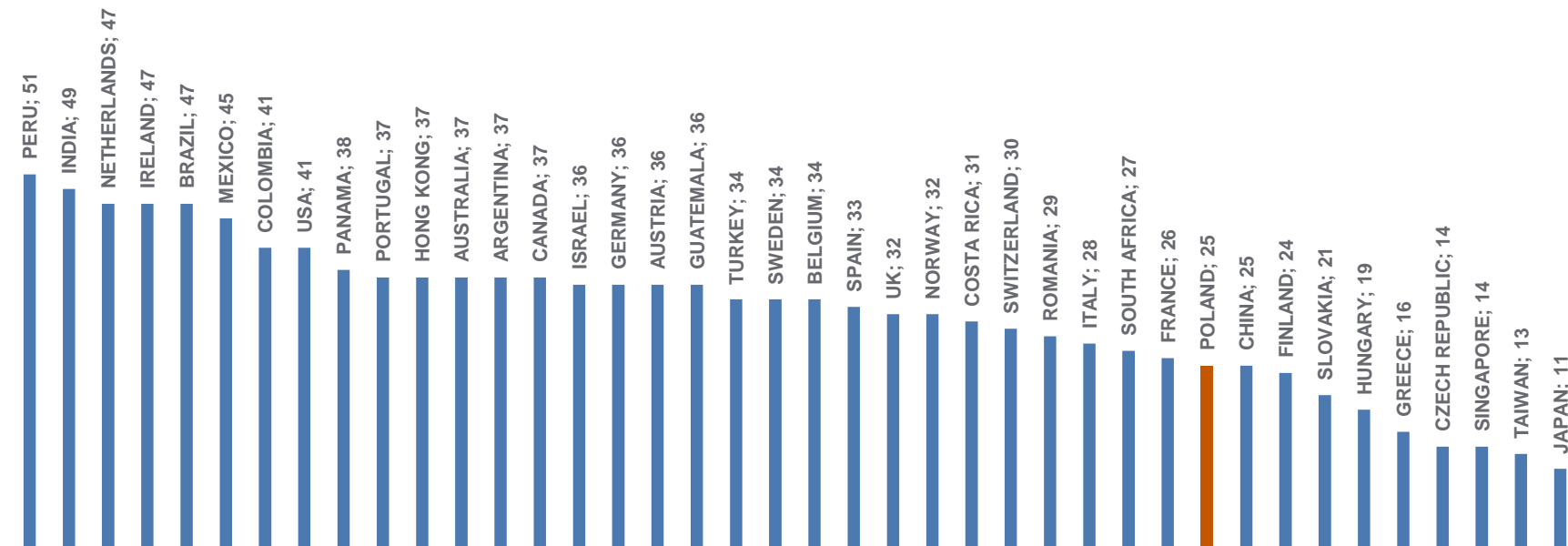
India (+49%), Hong Kong, (+37%)
and Australia (+37%)

WEAKEST HIRING INTENTIONS:

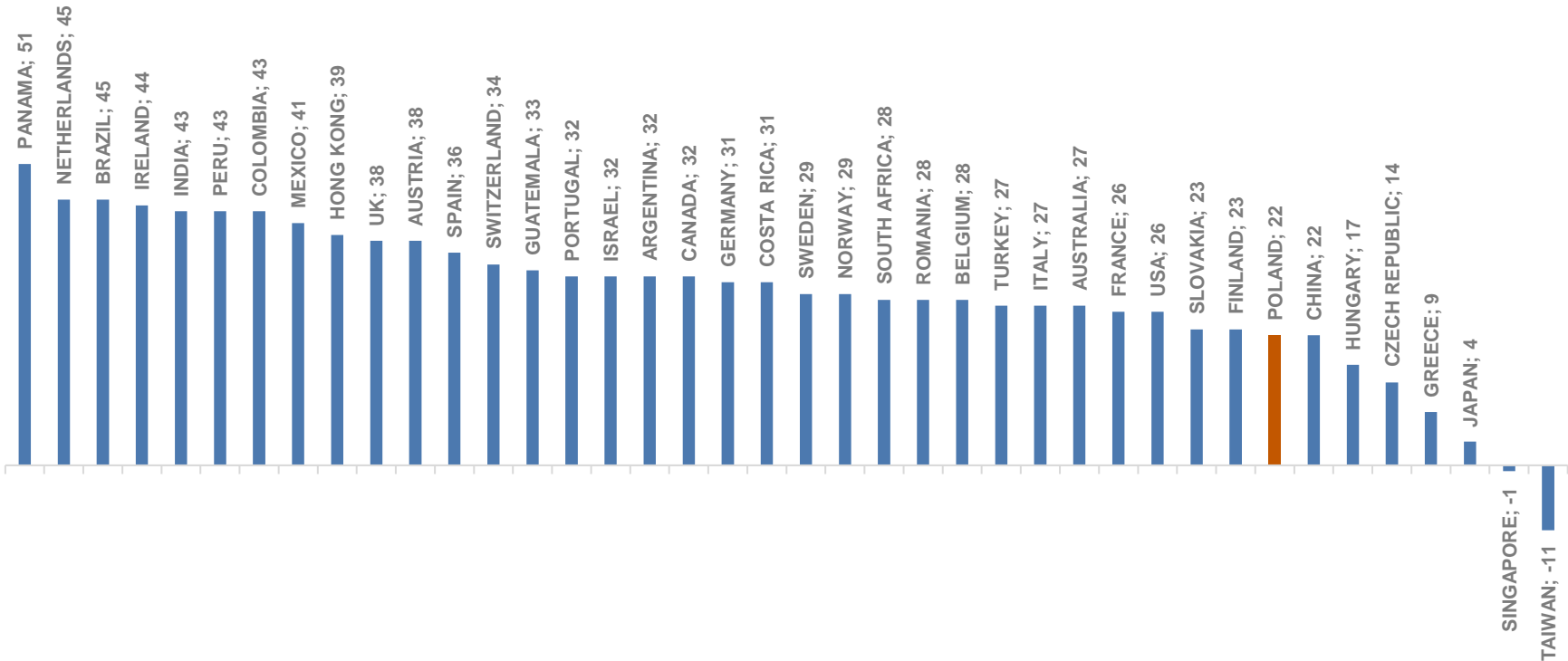
Japan (+11%), Taiwan (+13%),
and Singapore (+14%)



Countries' QOQ Confidence Change



Countries' YOY Confidence Change





ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in October 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

Unique

It is unparalleled in its size, scope, longevity and area of focus. 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 more than 39,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused

For more than five decades the survey has derived all of its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

Notes to Editors

* The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone and data is now being collected online. Respondents are members of double opt-in online panels and are incentivized to complete the survey. In line with standard findings of online surveys, more people are now taking a position – selecting that their workforce will either increase or decrease vs. no change. Because the Net Employment Outlook is based only on the people saying increase or decrease, the result of this higher level of engagement means the methodology shift may contribute to a higher Outlook. With a sample of 1000 there is a margin of error of +/-3%. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

** The survey data was collected in October 2021, before awareness of the Omicron variant.

EXPLORE THE DATA