

Q1/2013

Manpower Employment Outlook Survey Poland

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OUTLOOK SURVEY


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Poland Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2013 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 2013 as compared to the current quarter?”*

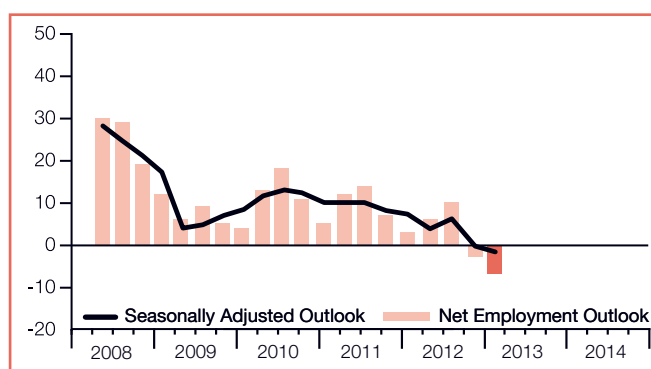
Polish employers expect the labor market to struggle in Quarter 1 2013. With 9% of employers anticipating an increase in staffing levels, 15% forecasting a decrease and 73% predicting no change, the Net Employment Outlook stands at -6%.

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.

Hiring prospects weaken by 4 percentage points when compared with the previous quarter. Year-over-year, employers report an Outlook decline of 9 percentage points.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at a disappointing -1%, effectively becoming the first negative Polish national forecast after seasonal adjustment revised last quarter’s Net Employment Outlook to 0%. The Outlook remains relatively stable quarter-over-quarter but declines by 9 percentage points year-over-year.

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



	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q1 2013	9	15	73	3	-6	-1
Q4 2012	12	14	69	5	-2	0
Q3 2012	17	7	70	6	10	6
Q2 2012	16	10	69	5	6	4
Q1 2012	14	11	71	4	3	8

Regional Comparisons

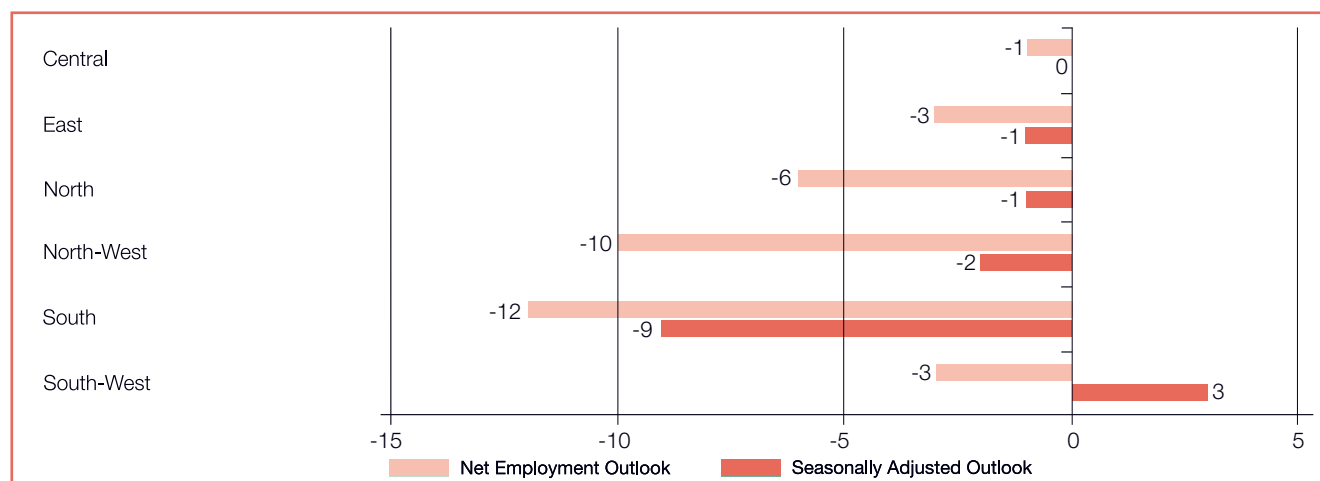
Employers in four of the six regions anticipate negative headcount growth during Quarter 1 2013. The weakest hiring prospects are reported in the South where the Net Employment Outlook stands at -9%. Elsewhere, employers report uncertain hiring plans in the North-West, where the Outlook is -2%, and in both the East and the North, with Outlooks of -1%. Meanwhile, South-West employers forecast some payroll gains with an Outlook of +3%.

Quarter-over-quarter, hiring intentions weaken in four of the six regions. The Outlook for the South declines by 7 percentage points, and employers in both the North and the North-West report declines of 4 percentage points.

Meanwhile, the Outlook for Central Poland improves by 3 percentage points.

When compared with Quarter 1 2012, the Outlook weakens in all six regions. Employers in the South report the most noteworthy decline of 19 percentage points, while the Outlook for the North is 10 percentage points weaker. Outlooks decline by 7 percentage points in both the East and the North-West.

Based on unadjusted survey data, employers in all six regions expect negative headcount growth during the next three months. The weakest hiring prospects are reported in the South and the North-West. Employers report declining Outlooks in four regions quarter-over-quarter and all six regions year-over-year.

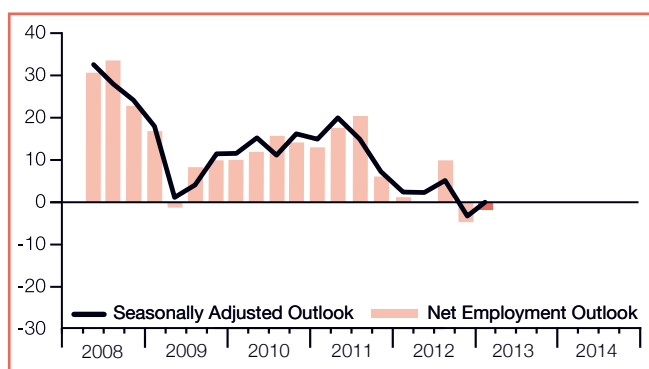


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

Central 0%

Employers anticipate a flat labor market in the January-March time frame, reporting a Net Employment Outlook of 0%. When compared with the previous quarter, the Outlook is 3 percentage points stronger, but hiring plans are 2 percentage points weaker year-over-year.

Based on unadjusted survey data, employers report uncertain hiring prospects for the coming quarter. The Outlook is slightly stronger quarter-over-quarter but slightly weaker year-over-year.

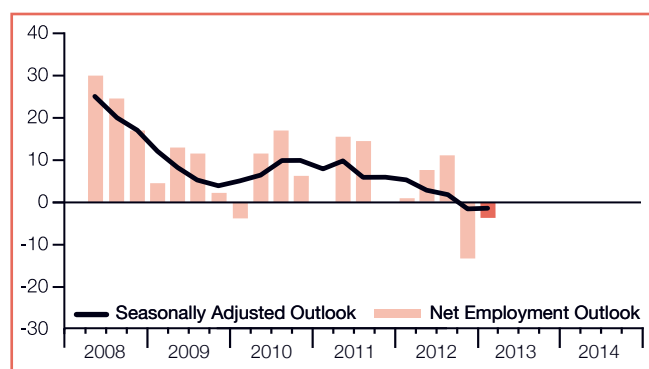


No bar indicates Net Employment Outlook of zero.

East -1%

For the second consecutive quarter, employers in the East report subdued hiring intentions with a Net Employment Outlook for Quarter 1 2013 of -1%. Year-over-year, the Outlook declines by 7 percentage points.

Based on unadjusted survey data, employers report disappointing hiring prospects for the next three months. The Outlook is considerably stronger when compared with the previous quarter, but is slightly weaker year-over-year.

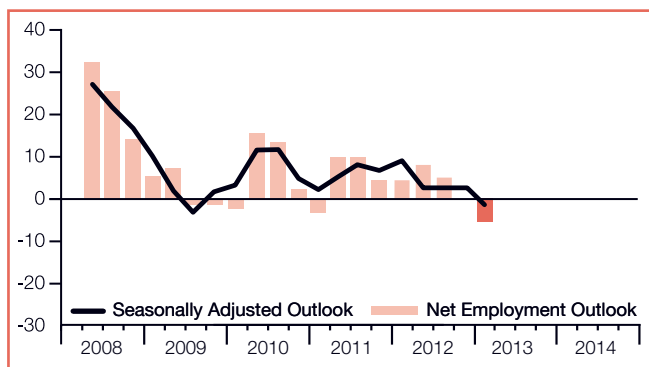


No bar indicates Net Employment Outlook of zero.

North -1%

Job seekers are likely to face the weakest hiring climate since Quarter 3 2009, according to employers who report a Net Employment Outlook of -1% for the coming quarter. Hiring prospects weaken both quarter-over-quarter and year-over-year, with the Outlook declining by 4 and 10 percentage points, respectively.

Based on unadjusted survey data, a struggling labor market is forecast for Quarter 1 2013. Quarter-over-quarter, employers report a moderate Outlook decline, and hiring plans are considerably weaker year-over-year.

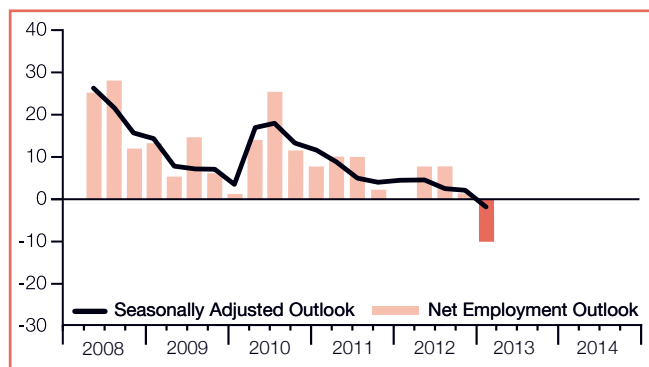


No bar indicates Net Employment Outlook of zero.

North-West -2%

With a Net Employment Outlook of -2% for the coming quarter, North-West employers report the weakest – and first negative – hiring prospects since the survey began in Quarter 2 2008. Hiring plans decline by 4 percentage points quarter-over-quarter and 7 percentage points year-over-year.

Based on unadjusted survey data, employers anticipate a struggling labor market in Quarter 1 2013. The Outlook is considerably weaker both quarter-over-quarter and year-over-year.

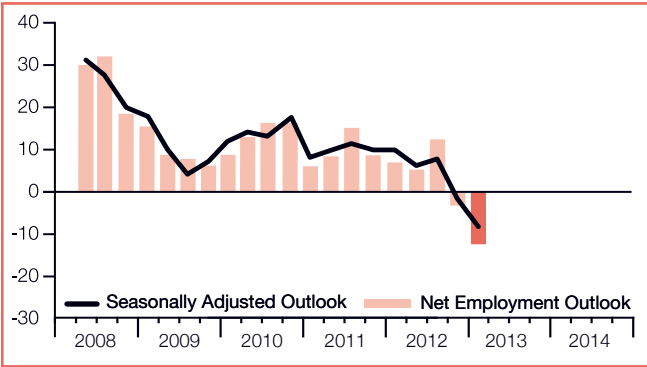


No bar indicates Net Employment Outlook of zero.

South -9%

Employers report pessimistic hiring plans for the January-March time frame with a Net Employment Outlook of -9%. This is the weakest Outlook since the survey began in Quarter 2 2008, following a quarter-over-quarter decline of 7 percentage points. Year-over-year, the Outlook is 19 percentage points weaker.

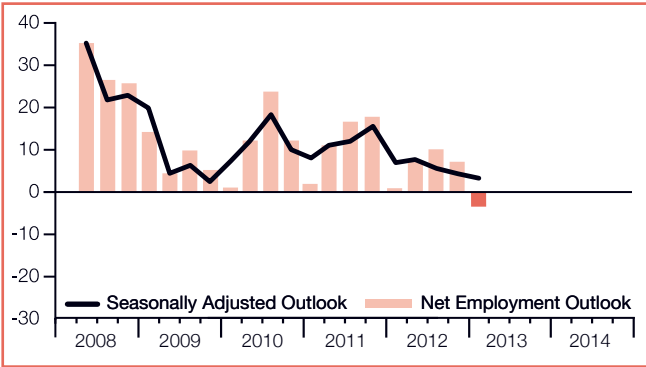
Based on unadjusted survey data, employers forecast a dim hiring climate in the upcoming quarter. Hiring plans weaken considerably both quarter-over-quarter and year-over-year.



South-West +3%

Some payroll gains are expected in Quarter 1 2013, with employers reporting a Net Employment Outlook of +3%. However, matches the weakest forecast since the survey began in Quarter 2 2008, last reported in 4Q 2009. The Outlook declines by 2 percentage points quarter-over-quarter and 4 percentage points year-over-year.

Based on unadjusted survey data, employers anticipate a muted hiring pace in the forthcoming quarter. The Outlook declines considerably quarter-over-quarter and is slightly weaker year-over-year.



Sector Comparisons

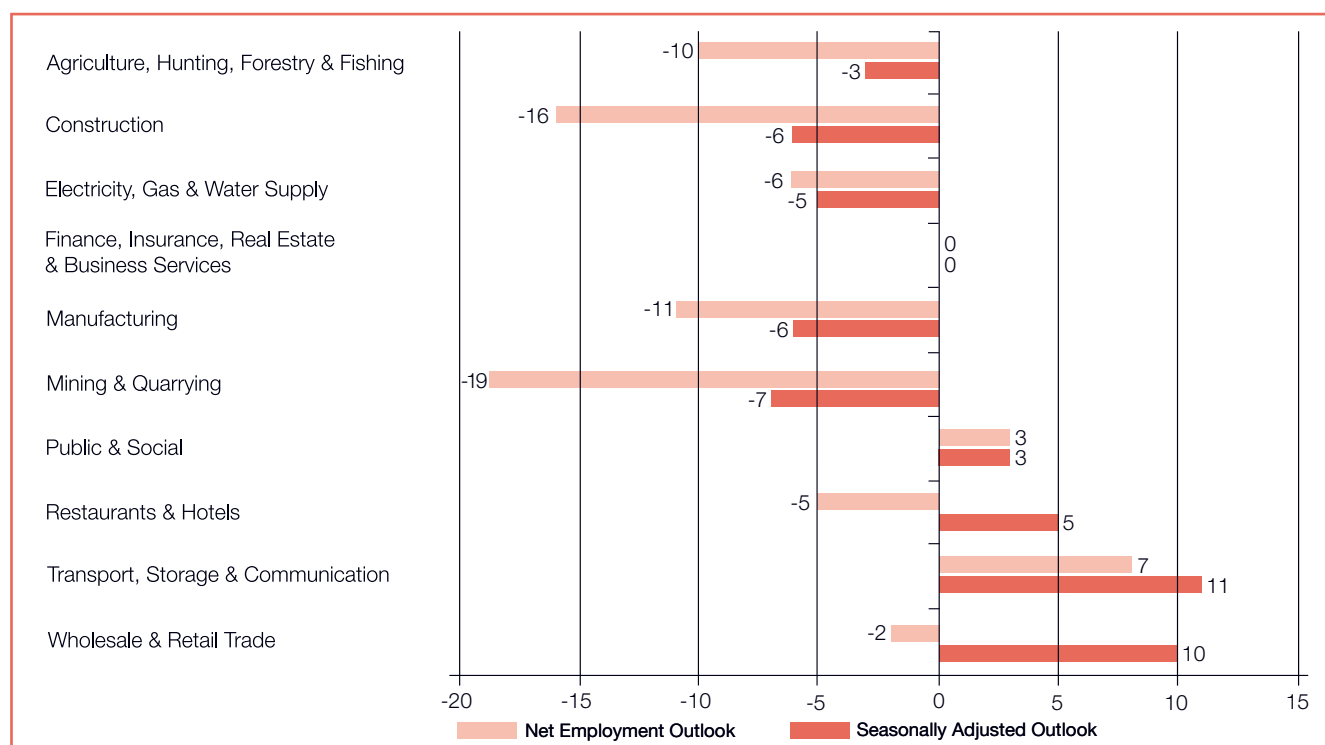
Employers in five of the 10 industry sectors anticipate negative headcount growth during the next three months. The weakest labor market is expected by Mining & Quarrying sector employers, who report a Net Employment Outlook of -7%. In both the Construction sector and the Manufacturing sector, Outlooks stand at -6%, while the Outlook for the Electricity, Gas & Water Supply sector is -5%. Meanwhile, payroll gains are forecast in four sectors. A steady hiring pace is anticipated by Transport, Storage & Communication sector employers with an Outlook of +11%, and Wholesale & Retail Trade sector employers report cautiously optimistic hiring plans with an Outlook of +10%.

Quarter-over-quarter, hiring plans weaken in six of the 10 industry sectors. The most notable decline of 8 percentage points is reported in the Finance, Insurance, Real Estate & Business Services sector, while the Construction sector Outlook weakens by 4 percentage points. Elsewhere, hiring intentions strengthen in four sectors. The Electricity, Gas & Water

Supply sector Outlook improves by 8 percentage points, and employers in the Wholesale & Retail Trade sector report a 7 percentage point increase.

When compared with Quarter 1 2012, hiring prospects weaken in eight of the 10 industry sectors. A steep decline of 24 percentage points is reported in the Construction sector, while Mining & Quarrying sector employers report a 17 percentage point decrease. Outlooks weaken by 12 and 10 percentage points in the Finance, Insurance, Real Estate & Business Services sector and the Manufacturing sector, respectively. Elsewhere, employers report stronger hiring intentions in two sectors, most notably the Electricity, Gas & Water Supply sector, where the Outlook improves by 5 percentage points.

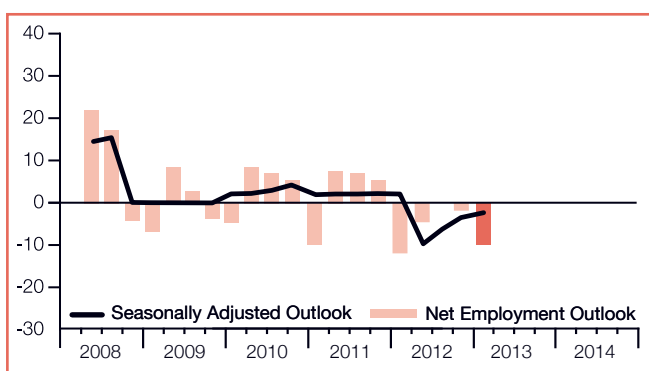
Based on unadjusted survey data, employers anticipate negative headcount growth in seven of the 10 industry sectors during the upcoming quarter. The weakest hiring prospects are reported in the Mining & Quarrying sector and the Construction sector. Hiring plans weaken in eight of the 10 sectors both quarter-over-quarter and year-over-year.



Agriculture, Hunting, Forestry & Fishing -3%

With a Net Employment Outlook of -3%, employers report subdued hiring intentions for the coming quarter. The Outlook remains relatively stable both quarter-over-quarter and year-over-year.

Based on unadjusted survey data, employers forecast a struggling labor market in Quarter 1 2013. The Outlook is considerably weaker quarter-over-quarter but slightly stronger year-over-year.

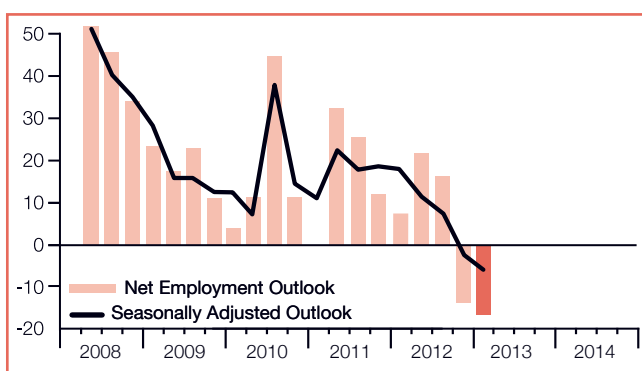


No bar indicates Net Employment Outlook of zero.

Construction -6%

Job seekers are likely to face the weakest hiring climate since the survey began in Quarter 2 2008, according to employers who report a Net Employment Outlook of -6% for the January-March period. The Outlook weakens by 4 percentage points when compared with the previous quarter. Year-over-year, employers report a steep decline of 24 percentage points.

Based on unadjusted survey data, employers forecast a gloomy labor market in the coming quarter. Hiring prospects are slightly weaker quarter-over-quarter and decline sharply year-over-year.

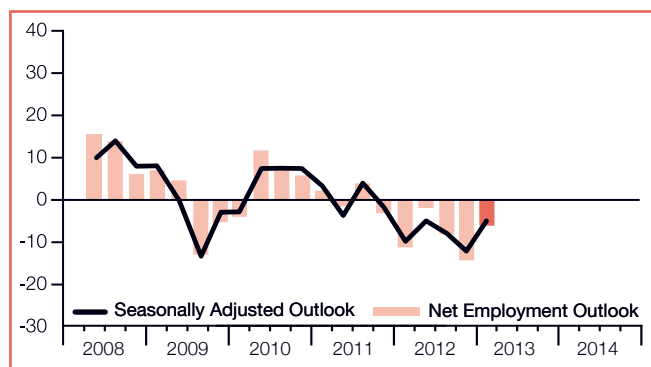


No bar indicates Net Employment Outlook of zero.

Electricity, Gas & Water -5%

Employers report downbeat hiring plans for Quarter 1 2013 with a Net Employment Outlook of -5%, and the Outlook has now been negative for six consecutive quarters. However, employers report stronger hiring prospects both quarter-over-quarter and year-over-year, with Outlook increases of 8 and 5 percentage points, respectively.

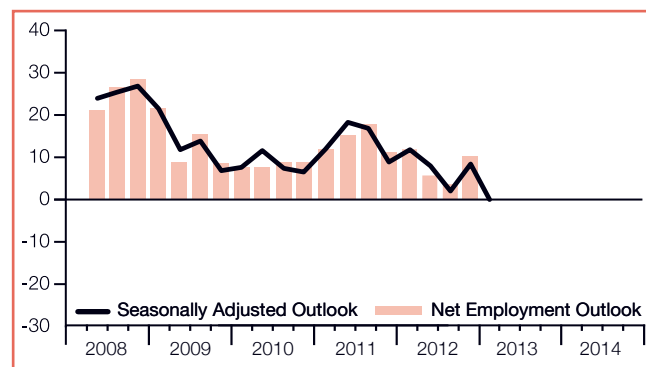
Based on unadjusted survey data, employers expect a sluggish hiring pace in the next three months. However, the Outlook is considerably stronger quarter-over-quarter and improves moderately year-over-year.



Finance, Insurance, Real Estate & Business Services 0%

With a Net Employment Outlook for Quarter 1 2013 of 0%, employers forecast the weakest hiring environment since the survey began in Quarter 2 2008. Quarter-over-quarter, the Outlook declines by 8 percentage points, while year-over-year, employers report a 12 percentage point decrease.

Based on unadjusted survey data, employers expect a flat labor market in the next three months. Hiring plans weaken considerably both quarter-over-quarter and year-over-year.

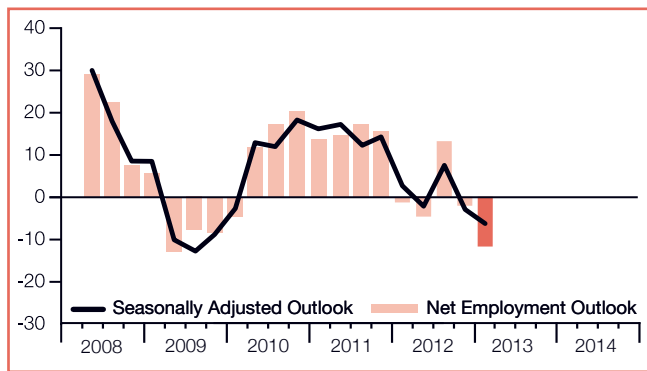


No bar indicates Net Employment Outlook of zero.

Manufacturing -6%

Employers report the weakest hiring intentions since 4Q 2009 with a Net Employment Outlook of -6% for the upcoming quarter. When compared with the previous quarter, the Outlook declines by 3 percentage points, while year-over-year the Outlook is 10 percentage points weaker.

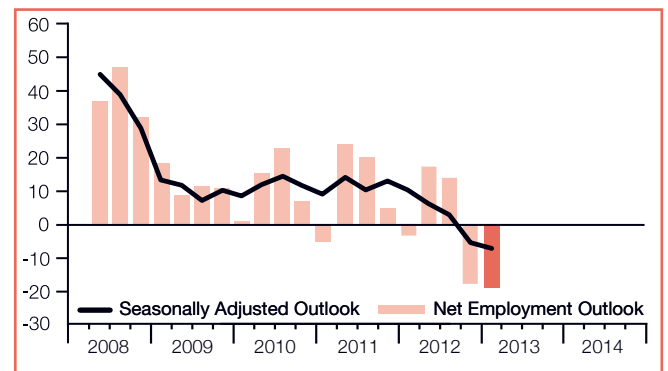
Based on unadjusted survey data, employers anticipate a gloomy hiring climate in Quarter 1 2013. Considerable Outlook declines are evident both quarter-over-quarter and year-over-year.



Mining & Quarrying -7%

Job seekers are likely to face the weakest labor market since the survey began in Quarter 2 2008, according to employers who report a Net Employment Outlook of -7% for the January-March time frame. When compared with Quarter 4 2012, the Outlook declines by 2 percentage points. Year-over-year, hiring plans are 17 percentage points weaker.

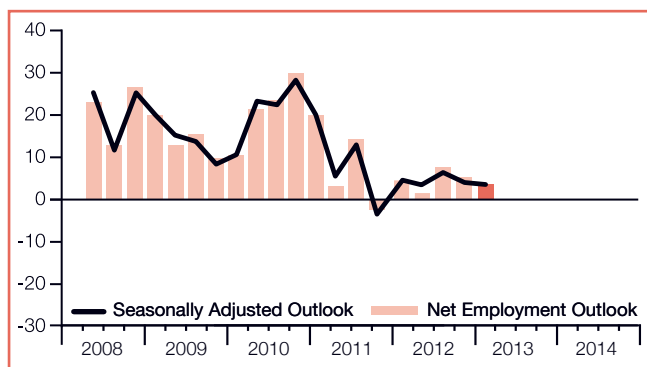
Based on unadjusted survey data, employers report dim hiring prospects for the next three months. While the Outlook remains relatively stable quarter-over-quarter, it is considerably weaker year-over-year.



Public & Social +3%

Modest headcount gains are anticipated in Quarter 1 2013, according to employers who report a Net Employment Outlook of +3%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

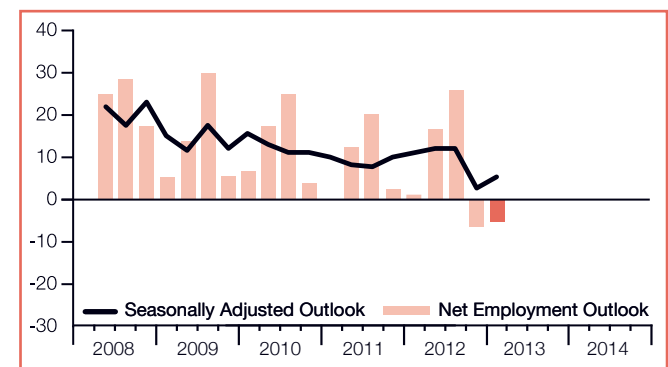
Based on unadjusted survey data, employers expect some job growth in the next three months. The Outlook is slightly weaker quarter-over-quarter but remains relatively stable year-over-year.



Restaurants & Hotels +5%

Employers report encouraging signs for job seekers in the January-March time frame with a Net Employment Outlook of +5%. Hiring prospects strengthen by 2 percentage points quarter-over-quarter, but the Outlook is 6 percentage points weaker year-over-year.

Based on unadjusted survey data, employers expect a downbeat hiring pace in the coming quarter. The Outlook remains relatively stable quarter-over-quarter but declines moderately year-over-year.

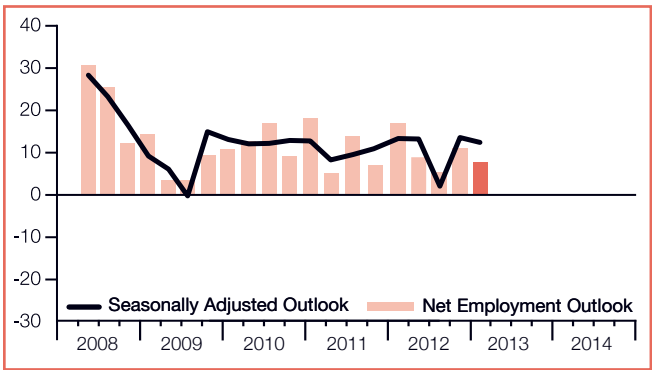


No bar indicates Net Employment Outlook of zero.

Transport, Storage & Communication
+11%

Steady hiring activity is forecast for the next three months, with employers reporting a Net Employment Outlook of +11%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

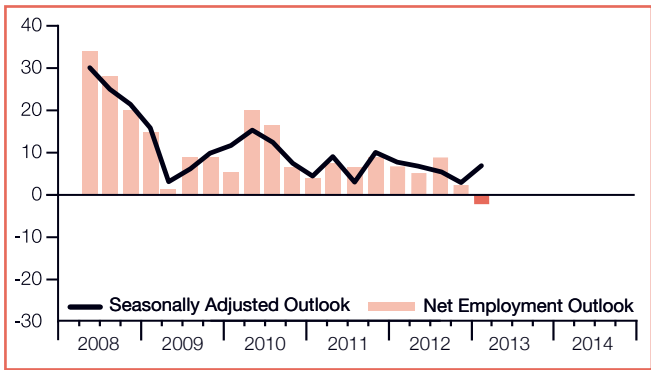
Based on unadjusted survey data, employers report some opportunities to grow payrolls in Quarter 1 2013. However, the Outlook is slightly weaker quarter-over-quarter and declines moderately when compared with Quarter 1 2012.



Wholesale & Retail Trade +10%

With a Net Employment Outlook of +10%, employers report cautiously optimistic hiring plans for the upcoming quarter. The Outlook strengthens by 7 percentage points quarter-over-quarter and by 2 percentage points year-over-year.

Based on unadjusted survey data, employers anticipate a soft labor market in the next three months. The Outlook declines slightly when compared with the previous quarter and is considerably weaker year-over-year.



Global Employment Outlook

	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 1 2012	Quarter 4 2012	Quarter 1 2013	Q1 2013 to Q4 2012	Q1 2013 to Q1 2012
	%	%	%		
Americas					
Argentina	16 (14) ¹	3 (4) ¹	11 (9) ¹	8 (5) ¹	-5 (-5) ¹
Brazil	33	24	21	-3	-12
Canada	6 (14) ¹	9 (11) ¹	6 (13) ¹	-3 (2) ¹	0 (-1) ¹
Colombia	17 (20) ¹	19 (18) ¹	15 (18) ¹	-4 (0) ¹	-2 (-2) ¹
Costa Rica	20 (17) ¹	18 (16) ¹	15 (12) ¹	-3 (-4) ¹	-5 (-5) ¹
Guatemala	13 (12) ¹	14 (14) ¹	17 (16) ¹	3 (2) ¹	4 (4) ¹
Mexico	13 (14) ¹	17 (18) ¹	18 (20) ¹	1 (2) ¹	5 (6) ¹
Panama	24	26	18	-8	-6
Peru	19 (16) ¹	23 (22) ¹	16 (13) ¹	-7 (-9) ¹	-3 (-3) ¹
United States	5 (9) ¹	8 (11) ¹	9 (12) ¹	1 (1) ¹	4 (3) ¹

Asia Pacific					
Australia	13 (14) ¹	9 (8) ¹	7 (8) ¹	-2 (0) ¹	-6 (-6) ¹
China	17 (17) ¹	16 (14) ¹	14 (14) ¹	-2 (0) ¹	-3 (-3) ¹
Hong Kong	14 (14) ¹	12 (12) ¹	12 (12) ¹	0 (0) ¹	-2 (-2) ¹
India	41 (45) ¹	18 (27) ¹	23 (27) ¹	5 (0) ¹	-18 (-18) ¹
Japan	5 (10) ¹	7 (11) ¹	6 (11) ¹	-1 (0) ¹	1 (1) ¹
New Zealand	16 (16) ¹	19 (18) ¹	15 (16) ¹	-4 (-2) ¹	-1 (0) ¹
Singapore	16 (16) ¹	19 (19) ¹	10 (11) ¹	-9 (-8) ¹	-6 (-5) ¹
Taiwan	23 (32) ¹	34 (34) ¹	26 (35) ¹	-8 (1) ¹	3 (3) ¹

EMEA*					
Austria	-2 (3) ¹	4 (4) ¹	-1 (4) ¹	-5 (0) ¹	1 (1) ¹
Belgium	3 (4) ¹	1 (1) ¹	0 (1) ¹	-1 (0) ¹	-3 (-3) ¹
Bulgaria	4	5	-4	-9	-8
Czech Republic	-4 (-1) ¹	0 (-3) ¹	-8 (-4) ¹	-8 (-1) ¹	-4 (-3) ¹
Finland	-	-7	4	11	-
France	-1 (2) ¹	2 (1) ¹	-2 (-1) ¹	-4 (-2) ¹	-1 (-3) ¹
Germany	6 (7) ¹	6 (5) ¹	5 (5) ¹	-1 (0) ¹	-1 (-2) ¹
Greece	-18 (-13) ¹	-16 (-13) ¹	-16 (-11) ¹	0 (2) ¹	2 (2) ¹
Hungary	-14	0	-2	-2	12
Ireland	-5 (-3) ¹	-7 (-7) ¹	-8 (-6) ¹	-1 (1) ¹	-3 (-3) ¹
Israel	13	10	10	0	-3
Italy	-8 (-7) ¹	-11 (-9) ¹	-12 (-11) ¹	-1 (-2) ¹	-4 (-4) ¹
Netherlands	1 (3) ¹	-1 (-2) ¹	-7 (-8) ¹	-6 (-6) ¹	-8 (-11) ¹
Norway	6 (8) ¹	8 (7) ¹	5 (6) ¹	-3 (-1) ¹	-1 (-2) ¹
Poland	3 (8)¹	-2 (0)¹	-6 (-1)¹	-4 (-1)¹	-9 (-9)¹
Romania	6 (12) ¹	13 (10) ¹	3 (7) ¹	-10 (-3) ¹	-3 (-5) ¹
Slovakia	1	-2	-8	-6	-9
Slovenia	0	3	-9	-12	-9
South Africa	1 (-1) ¹	-1 (0) ¹	1 (-1) ¹	2 (-1) ¹	0 (0) ¹
Spain	-8 (-6) ¹	-8 (-8) ¹	-13 (-11) ¹	-5 (-3) ¹	-5 (-5) ¹
Sweden	4 (8) ¹	3 (3) ¹	2 (6) ¹	-1 (3) ¹	-2 (-2) ¹
Switzerland	0 (0) ¹	5 (4) ¹	1 (1) ¹	-4 (-3) ¹	1 (1) ¹
Turkey	22	21	10	-11	-12
UK	-2 (0) ¹	4 (3) ¹	4 (6) ¹	0 (3) ¹	6 (6) ¹

*EMEA – Europe, Middle East and Africa.

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.

ManpowerGroup interviewed over 65,000 hiring managers across 42 countries and territories to measure employer hiring expectations between January and March 2013.

The Manpower Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence. For the first-quarter research, all participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of March 2013 as compared to the current quarter?"

The research reveals that most employers in the global labor market expect varying degrees of positive hiring activity during the first three months of the year. However, uncertainty in the global marketplace is causing employers to hesitate with investments, including investments in talent. Employers in the majority of labor markets surveyed indicate they are less confident about adding staff: those in 29 of 42 countries and territories report weaker forecasts compared to this time last year, and hiring plans decline in 21 countries and territories from three months ago. A year-over-year analysis reveals Net Employment Outlooks improve or remain relatively stable in only 13 countries and territories.

Worldwide, hiring expectations are strongest in Taiwan, India, Brazil and Mexico. Conversely, opportunities for job seekers are expected to be weakest in Greece, Italy, Spain, Slovakia, Slovenia and the Netherlands where Dutch employers report their weakest hiring plans since the survey started in that country nearly 10 years ago.

The research reveals that employers will likely ring in the new year by continuing to downshift hiring by various degrees as uncertainties in global labor markets continue to mount. Weaker hiring sentiment is most evident across the Europe, Middle East and Africa (EMEA) region where employers in 13 of 24 countries report negative Net Employment Outlooks for the first quarter compared to eight countries in the Q4 2012 survey. However, there are some signs of optimism; the German labor market shows signs of resilience and hiring plans remain cautiously optimistic, similar to the prior quarter's forecast. And following the United Kingdom's recent emergence from recession, hiring managers there report their strongest Net Employment Outlook in four years.

A measure of uncertainty also extends to mainland China where employers continue to report the weakest hiring plans in three years and in India where employer hiring intentions remain positive but sink by a considerable margin in comparison to last year at this time. In the United States, job prospects continue to trend slightly stronger and employers indicate they will hire at the same steady pace seen over the past six months.

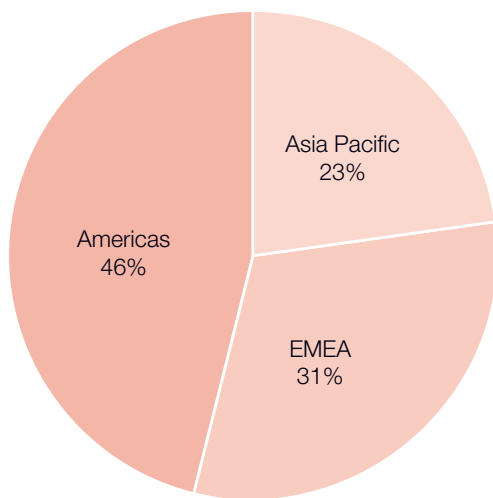
Employers from all 10 countries in the Americas report positive first-quarter hiring plans. Job prospects are strongest in Brazil and Mexico and weakest in Argentina, although the Argentinian Outlook improves moderately quarter-over-quarter and reverses a six consecutive quarter slide in employer hiring confidence.

Hiring expectations remain positive in each of the eight Asia Pacific countries and territories surveyed. The Outlooks are, for the most part, unchanged from three months ago, but forecasts weaken in five out of eight countries and territories from year-ago levels. Expected demand for talent in the region is strongest in Taiwan and India and weakest in Australia.

Across the Europe, Middle East and Africa (EMEA) region, hiring expectations are positive in 11 of 24 countries with Net Employment Outlooks improving or remaining relatively stable from three months ago in 13 markets. On the other hand, in a year-over-year comparison, the hiring pace is expected to weaken in three quarters of the countries surveyed. Opportunities for job seekers in the region are expected to be strongest in Israel, Turkey and Romania, and weakest in Greece, Italy and Spain. Unfortunately, the number of labor markets where employers anticipate more layoffs than hires climbs from eight in Quarter 4 2012 to 13 in Quarter 1 2013.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 1 2013 Manpower Employment Outlook Survey involved surveying over 65,000 human resources directors and senior hiring managers from public and private organizations worldwide. 46% of respondents come from 10 countries in the Americas; 23% from eight countries and territories across Asia Pacific; and 31% from 24 countries in EMEA.

International Comparisons – Americas

Nearly 30,000 employers from 10 countries in North, Central and South America participated in the research to measure expected hiring activity in the first three months of 2013.

Employers in all countries report positive first-quarter hiring expectations. While hiring plans improve or remain relatively stable in six of 10 countries quarter-over-quarter, a year-over-year analysis reveals weaker employer hiring sentiment in seven countries. Job prospects are strongest in Brazil, Mexico, Colombia and Panama. Opportunities for job seekers are expected to be weakest in Argentina, but employers there are moderately more confident than they were three months ago, with notable quarter-over-quarter improvements noted in the Finance, Insurance & Real Estate, the Manufacturing and the Wholesale & Retail Trade sectors.

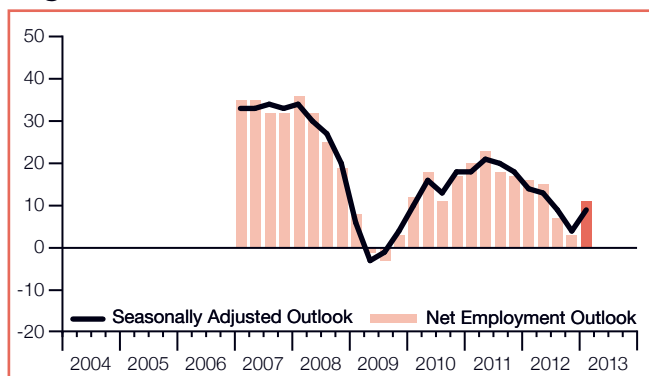
While first-quarter results for the U.S. are among the least optimistic in the region, the forecast indicates job seekers will likely benefit from the strongest hiring pace seen since the recession. While still well below pre-recession levels, hiring is expected to remain steady with most sector forecasts trending stronger in year-over-year comparisons. U.S. employers expect the most opportunities in the Wholesale & Retail Trade sector where one in four say they will hire in the January-March time frame.

In Mexico, meanwhile, job prospects are the strongest in nearly five years. In fact, demand in the Services sector is the strongest since the second quarter of 2008, and hiring is expected to continue at an active pace in Mexico City and the surrounding metropolitan area. Furthermore, employer hiring sentiment in the metropolitan area surrounding Mexico City is the strongest since the survey began ten years ago. Only time will tell what impact recently enacted labor law reforms—including the lifting of the ban on part-time employment—will have on job creation.

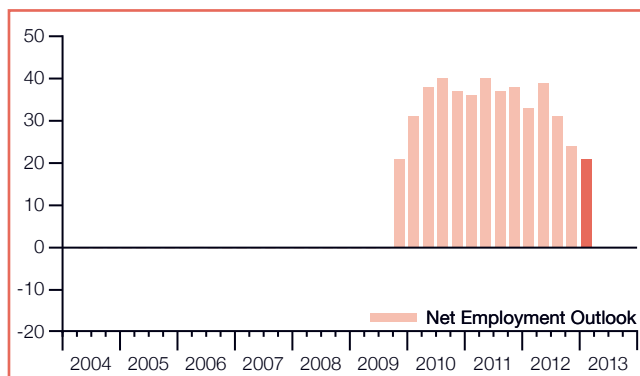
Employers in Brazil expect hiring to continue at a strong pace in the next three months. However, employer hiring plans have clearly been scaled back from the robust levels reported through much of the last three years. The country's Net Employment Outlook continues a decline of three consecutive quarters and now matches the country's weakest jobs forecast, first reported in the fourth quarter of 2009. Net Employment Outlooks drop by varying margins in seven of eight industry sectors and in all five regions year-over-year.

Boosted by healthy demand in the Transportation & Utilities sector, the Outlook in Canada remains upbeat. Net Employment Outlooks improve or remain stable in nine of 10 Canadian industry sectors quarter-over-quarter. And ongoing oil field development continues to fuel the steady hiring pace in the West region.

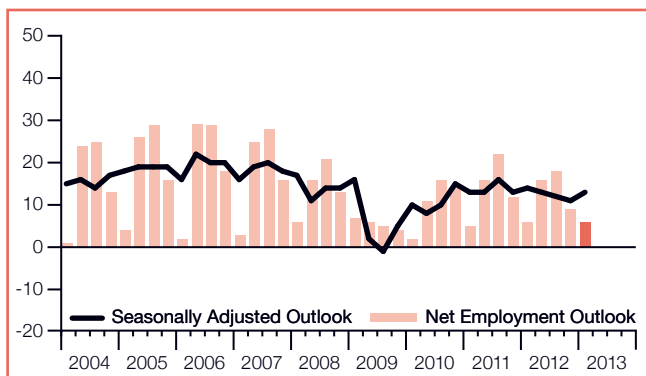
Argentina



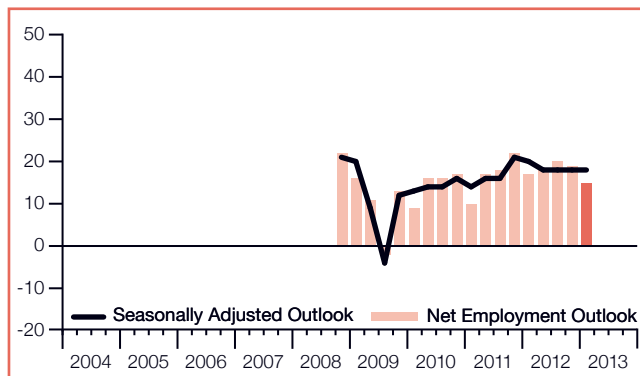
Brazil



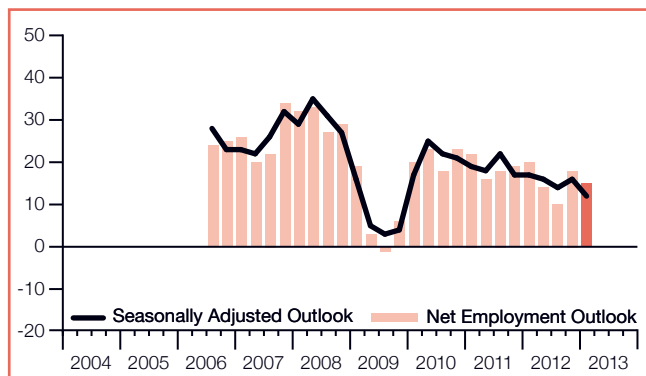
Canada



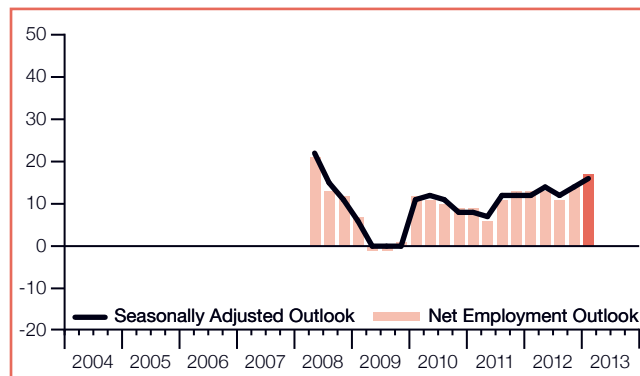
Colombia



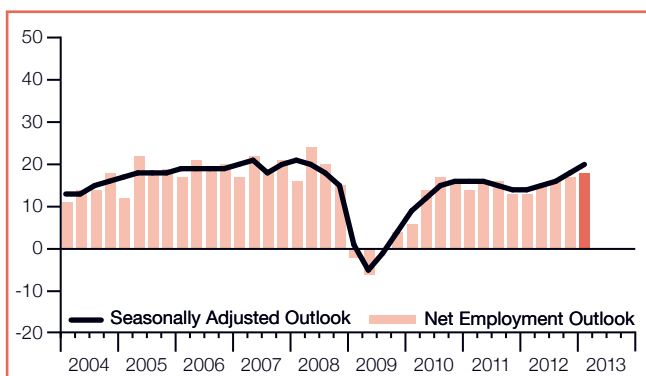
Costa Rica



Guatemala

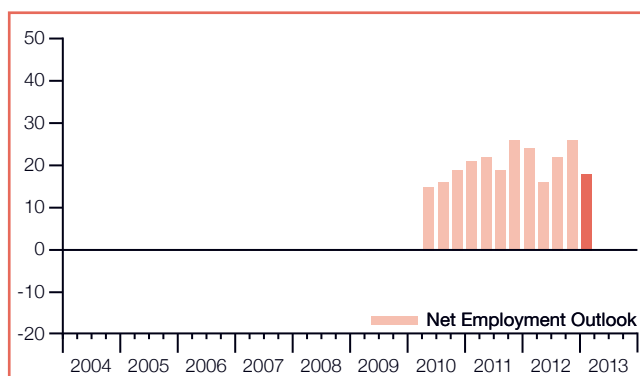


Mexico

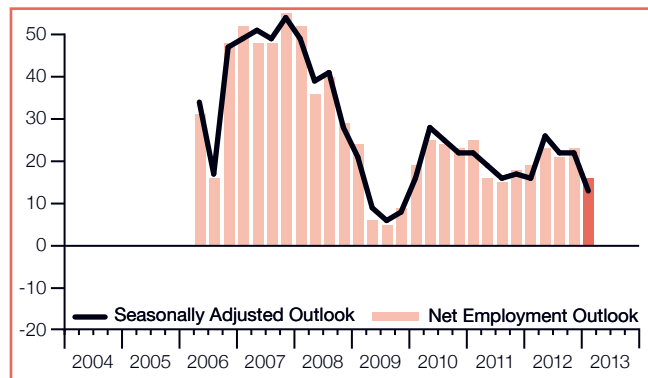


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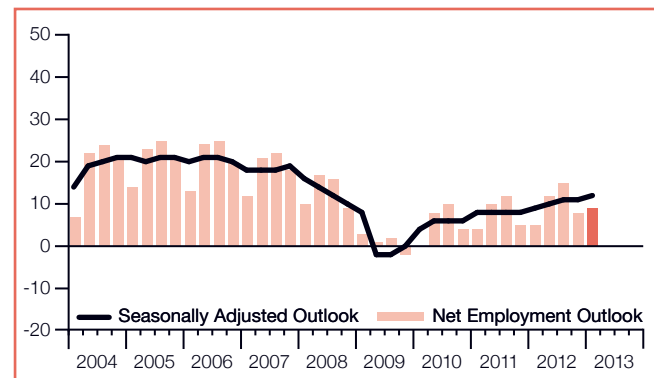
Panama



Peru



United States



International Comparisons – Asia Pacific

To measure hiring expectations in the Asia Pacific region during the January-March time frame, ManpowerGroup interviewed nearly 15,500 employers. Positive forecasts are reported throughout the region and hiring plans are strongest in Taiwan, India and New Zealand. Conversely, employers in Australia report the region's weakest hiring intentions for the third consecutive quarter.

Job prospects are expected to remain largely unchanged from three months ago in the majority of countries and territories surveyed. However, there are indications that a mood of general uncertainty continues to prevail among employers as forecasts weaken in five of eight countries and territories compared to last year at this time.

Taiwan's employers expect their robust hiring pace to continue, once again led by strong job prospects in the Services sector. Region-wide, hiring expectations among employers in the Finance/Insurance/Real Estate sector appear to be rebounding from the fourth quarter of 2012, as Outlooks improve or remain stable across all countries and territories.

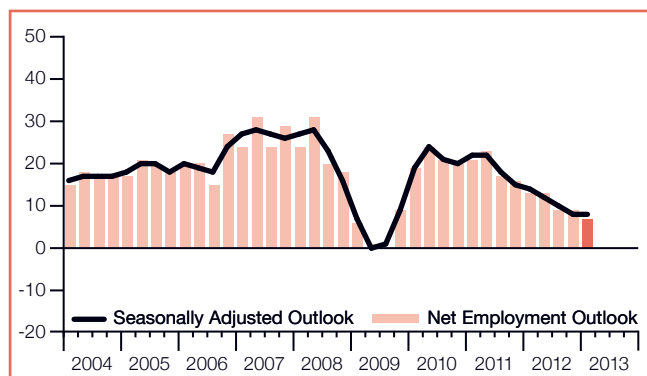
Following the prior quarter's steep decline, employer hiring plans in India are expected to remain relatively stable but are considerably weaker than last year at this time. Employers there have scaled back hiring plans and job seekers will likely encounter a noticeably less active labor market in the months ahead. In fact, Outlooks decline considerably in a year-over-year comparison in all of India's industry sectors and regions.

A mood of uncertainty is evident among employers elsewhere, as well. In China, employers continue to report their weakest hiring plans in three years with nearly two out of five employers reporting that they don't know if they will or will not hire in the months ahead. And Australia's Outlook struggles to gain traction, continuing the steady decline that began in the third quarter of 2011. Australia's once booming resource sector is slowing down in some areas due to lower commodity prices and weaker demand from Asia. However, Oil and Gas projects continue to grow, increasing employment opportunities at all stages of development. Demand for key roles, such as skilled technical trades and engineers, will also remain high as many mineral extraction operations move from the establishment and construction phase to the production phase.

steady demand for talent in the Mining & Construction and Services sector, and nurses and other

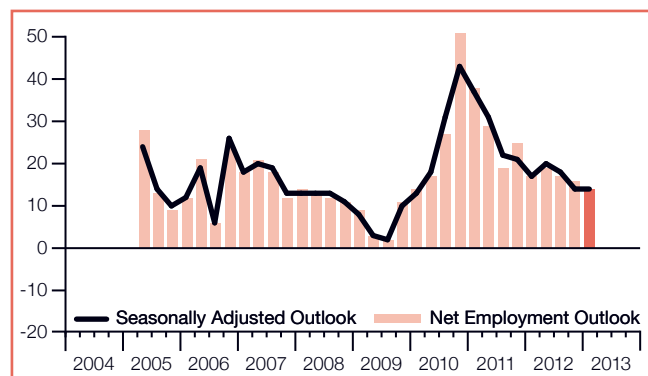
Opportunities for job seekers in Japan continue to be positive. Employer optimism is buoyed by continued caregivers continue to be sought after throughout Japan's healthcare industry.

Australia



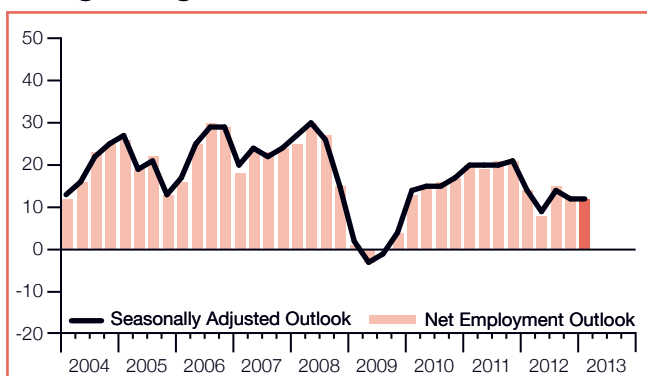
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China



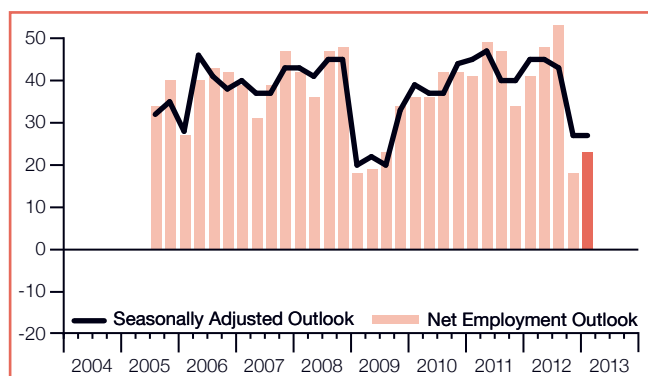
China joined the survey in Q2 2005.

Hong Kong



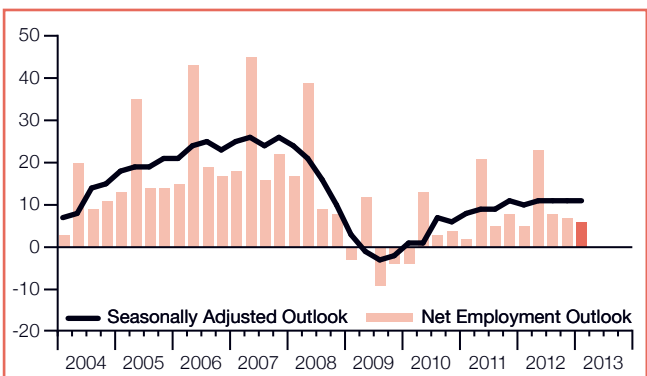
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India

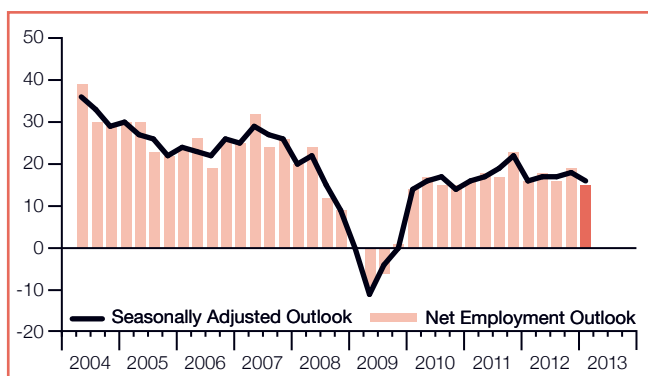


India joined the survey in Q3 2005.

Japan



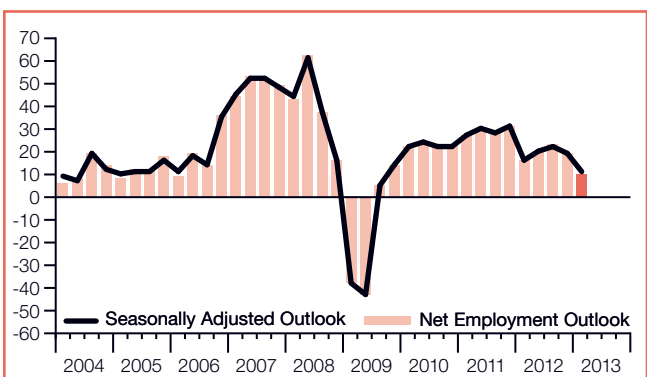
New Zealand



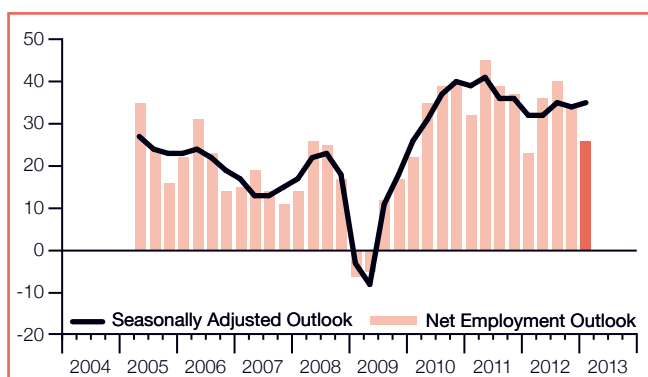
New Zealand joined the survey in Q2 2004.

No bar indicates Net Employment Outlook of zero.

Singapore



Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – EMEA

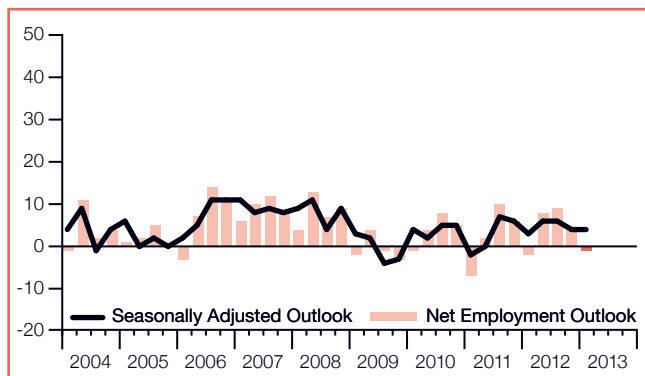
ManpowerGroup interviewed more than 20,000 employers across 24 countries in the Europe, Middle East and Africa (EMEA) region to gauge anticipated hiring activity in the first three months of 2013. Hiring plans are positive in 11 of 24 countries with Outlooks improving or remaining relatively stable from three months ago in 13 labor markets. On the other hand, a year-over-year analysis reveals the hiring pace is expected to weaken in three-quarters of the countries surveyed. Job prospects in the region are expected to be strongest in Israel, Turkey and Romania and weakest in Greece, Italy and Spain.

Despite a general downturn prompted by ongoing uncertainty in the region, there are pockets of optimism. Employers in the United Kingdom report the strongest Outlook in more than four years, helped in part by considerable year-over-year gains in the Finance & Business Services sector. Furthermore, job seekers in Germany should continue to see some opportunities, and the country's cautiously optimistic Outlook is fueled by favorable forecasts in the Finance & Business Services and the Wholesale, Retail, Restaurants & Hotels sector.

Employers in Turkey and Israel report the region's most optimistic hiring intentions. Israel's positive labor market forecast is supported by strong anticipated hiring activity in the Transportation, Storage & Communication sector, while demand for labor in Turkey is strongest in the Electricity, Gas and Water sector. However, despite reporting more aggressive hiring plans in comparison to other employers in the region, Outlooks in both countries are notably weaker in year-over-year comparisons, and employers in both labor markets report their least optimistic hiring intentions since the surveys were started in their respective countries.

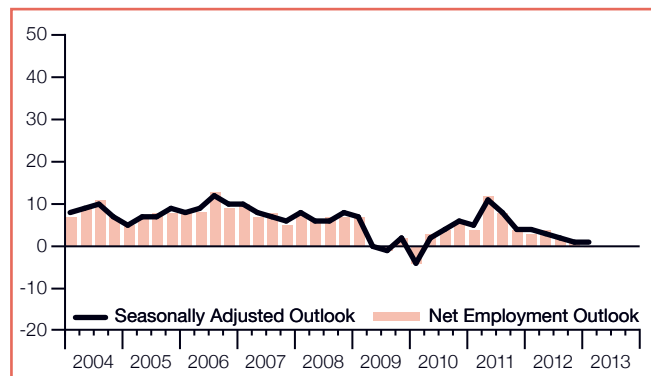
Overall, the region's research results reflect a decidedly less confident employer base. Eastern European data reveals a definite pattern of weaker hiring trends – Outlooks fall from three months ago in each of the countries surveyed, with Polish employers reporting their first-ever negative forecast. And the eurozone's return to recession will likely challenge employers to find ways to respond to uncertain demand for their products and services, and this may necessitate recalibrating their workforce to accommodate the challenges ahead.

Austria



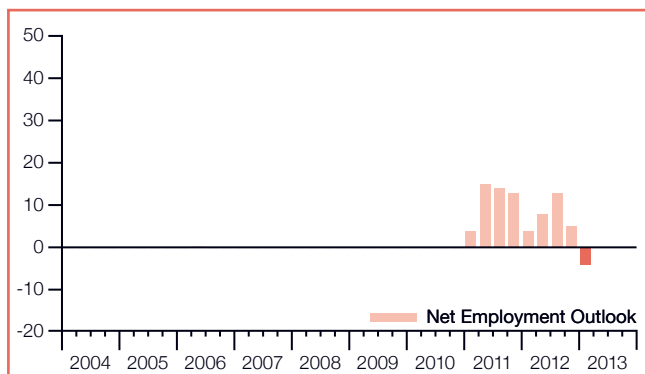
No bar indicates Net Employment Outlook of zero.

Belgium



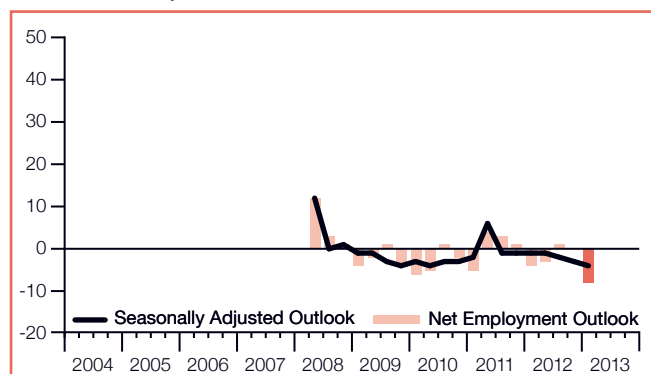
No bar indicates Net Employment Outlook of zero.

Bulgaria



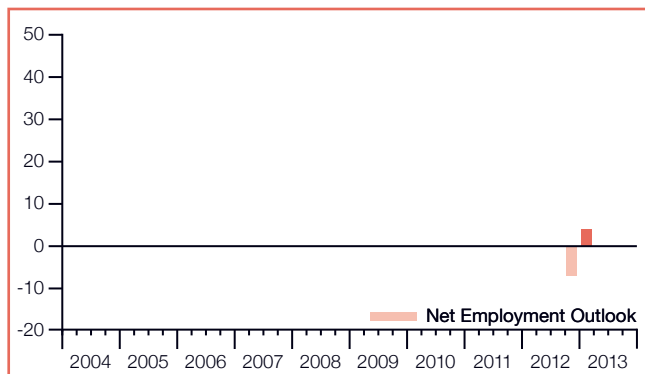
Bulgaria joined the survey in Q1 2011.

Czech Republic



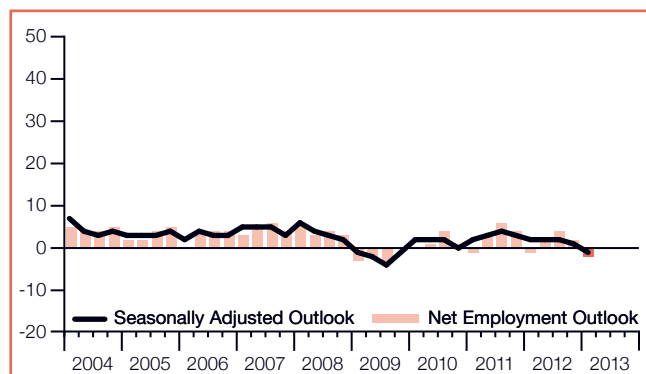
Czech Republic joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Finland



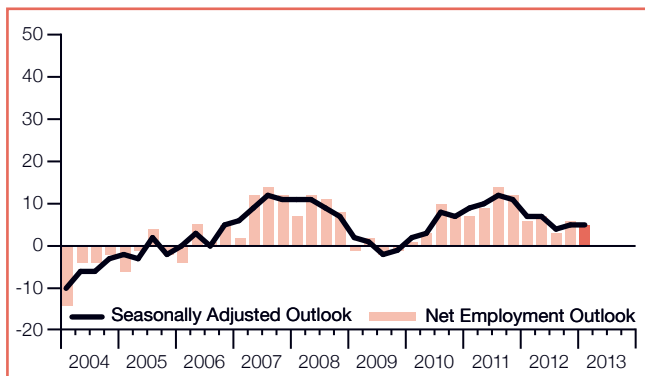
Finland joined the survey in Q4 2012.

France



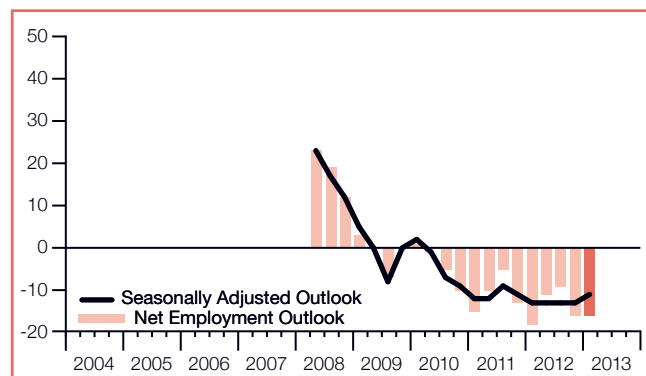
No bar indicates Net Employment Outlook of zero.

Germany



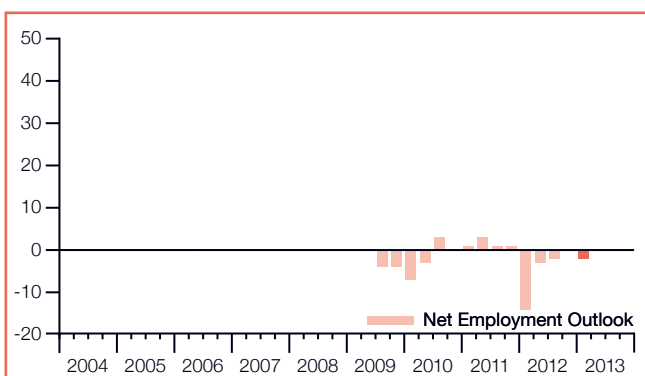
Germany joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Greece



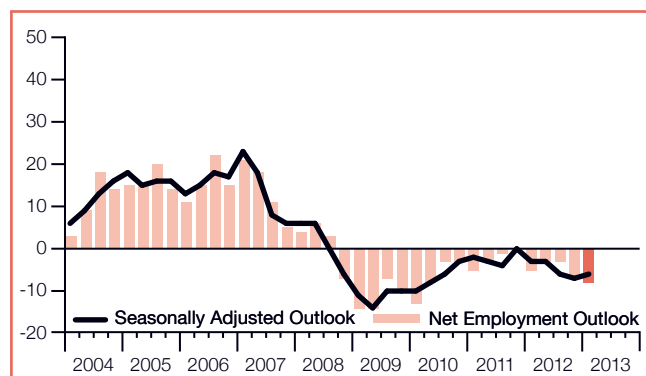
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Hungary



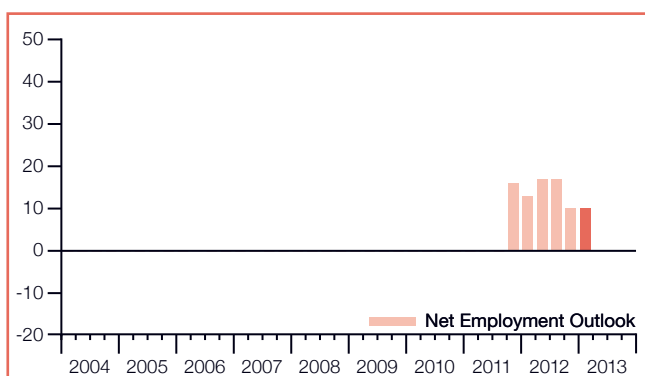
Hungary joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Ireland



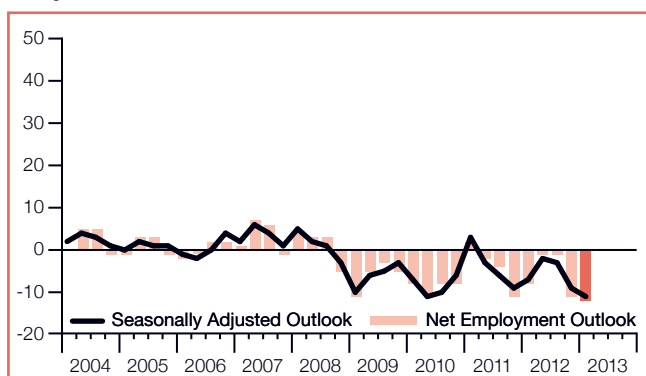
Ireland joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Israel



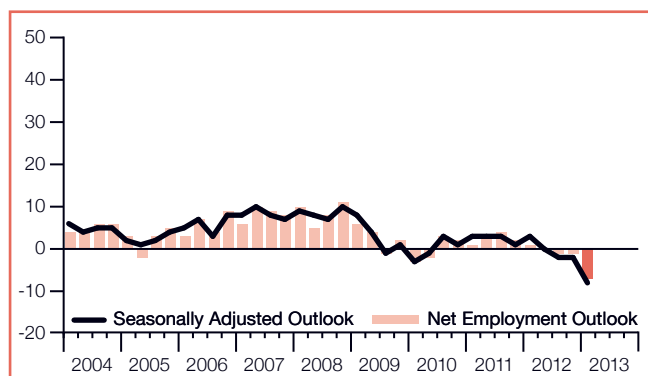
Israel joined the survey in Q4 2011.

Italy



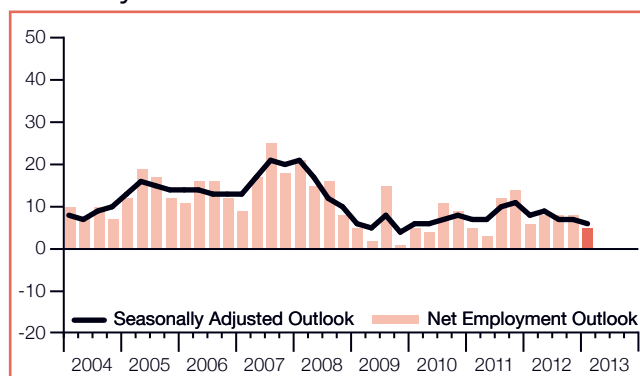
Italy joined the survey in Q4 2011.
No bar indicates Net Employment Outlook of zero.

Netherlands

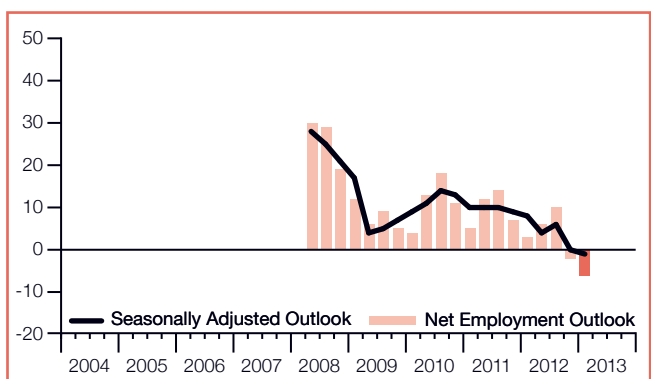


No bar indicates Net Employment Outlook of zero.

Norway

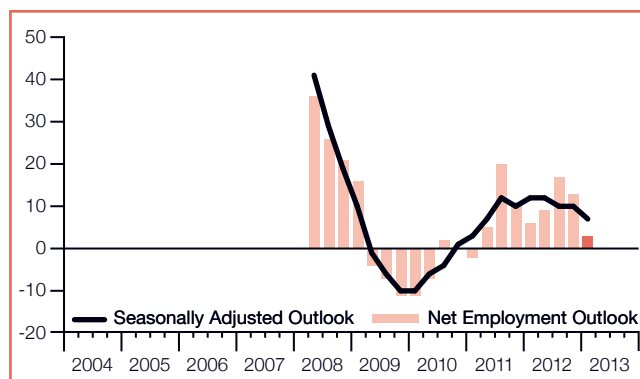


Poland



Poland joined the survey in Q2 2008.

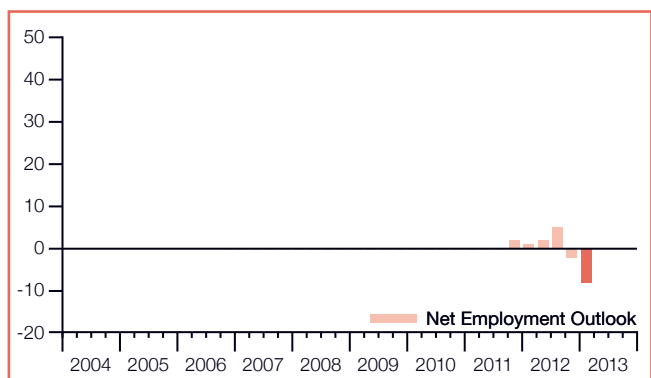
Romania



Romania joined the survey in Q2 2008.

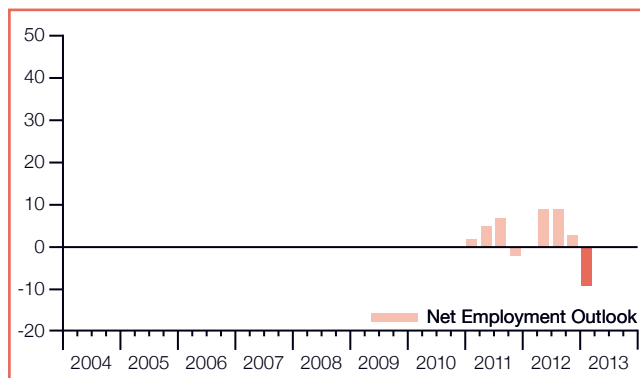
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Slovakia



Slovakia joined the survey in Q4 2011.

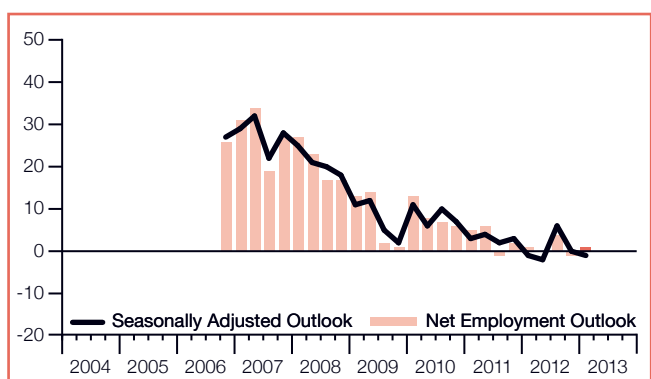
Slovenia



Slovenia joined the survey in Q1 2011.

No bar indicates Net Employment Outlook of zero.

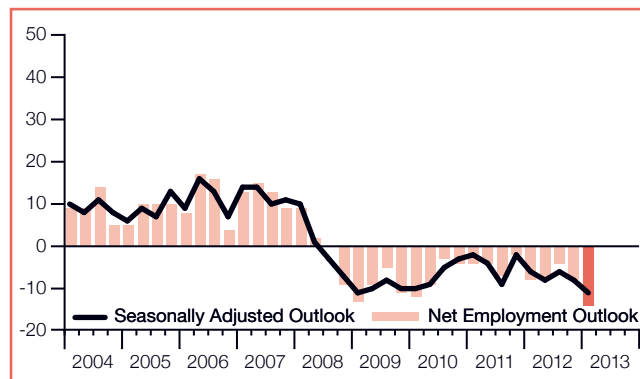
South Africa



South Africa joined the survey in Q4 2006.

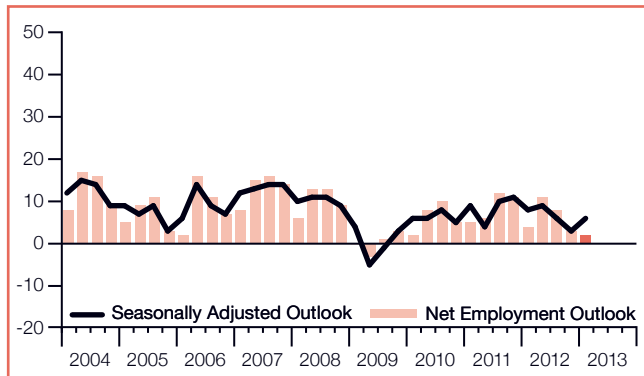
No bar indicates Net Employment Outlook of zero.

Spain



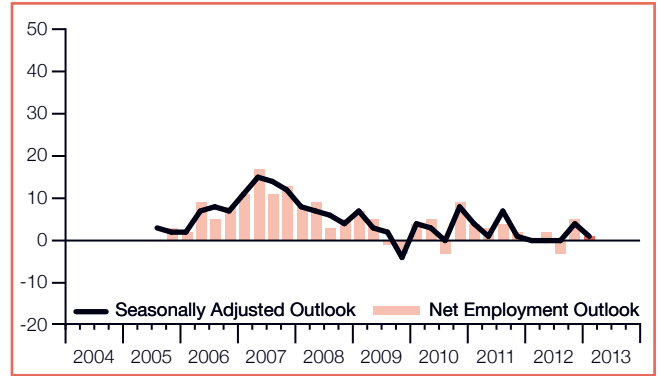
No bar indicates Net Employment Outlook of zero.

Sweden



No bar indicates Net Employment Outlook of zero.

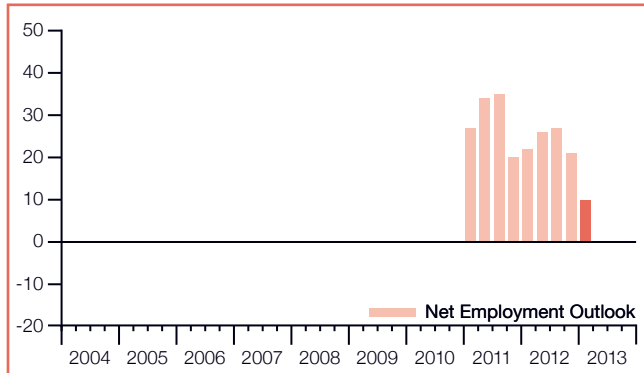
Switzerland



Switzerland joined the survey in Q3 2005.

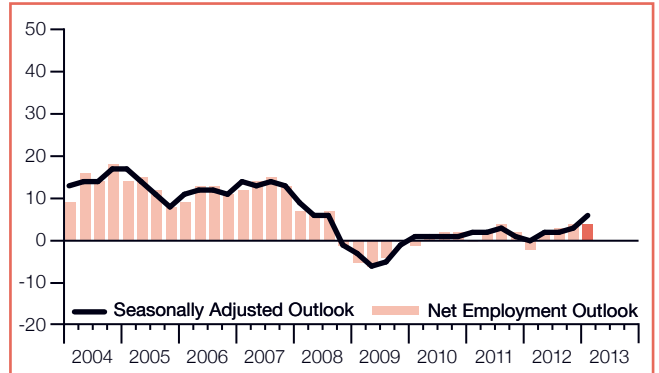
No bar indicates Net Employment Outlook of zero.

Turkey



Turkey joined the survey in Q1 2011.

UK



No bar indicates Net Employment Outlook of zero.

About the Manpower Employment Outlook Survey

The Manpower 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. The survey has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

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

Projective: The Manpower 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 in which it is conducted. The survey participants are not derived from Manpower's customer base.

Robust: The survey is based on interviews with over 65,000 public and private employers across 42 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 five decades the survey has derived all of its information from a single question.

Survey Question

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 2013 as compared to the current quarter?"

Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The research team for the 42 countries and territories where the survey is currently conducted includes ManpowerGroup's internal research team and Infocorp Ltd. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%. The survey for all 42 countries was conducted between 18th and 31st October 2012.

The Manpower Employment Outlook Survey for Poland is based on interviews with a representative sample of 750 employers. The margin of sampling error is +/- 3.6%. The regional division of Poland, used for the survey purposes, is defined as by Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie, opolskie).

Net Employment Outlook

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

Seasonal Adjustment

Seasonal adjustments have been applied to the data for Argentina, Australia, Austria, Belgium, Canada, Colombia, Costa Rica, China, the Czech Republic, France, Germany, Greece, Guatemala, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Poland, Romania, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, the United Kingdom and the United States to provide additional insight into the survey data. These adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time. 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 third quarter. Manpower 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 first 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 first 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 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.

About ManpowerGroup™ in Poland

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in Poland since march 2001. With 45 branches in 28 cities across the nation, ManpowerGroup Poland provides unique value to clients and candidates through ManpowerGroup™ Solutions, Manpower® and Experis™. ManpowerGroup Poland portfolio covers permanent, temporary and contract recruitment; employee assessment and selection; outsourcing, workforce consulting and outplacement. More information on www.manpowergroup.pl.

About ManpowerGroup™

ManpowerGroup™ (NYSE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organizations and individuals we serve achieve more than they imagined — because their success leads to our success. And by creating these powerful connections, we create power that drives organizations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how ManpowerGroup can help you win in the Human Age at www.manpowergroup.com.

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