

Q3/2013

Manpower
Employment
Outlook Survey
Poland



Manpower®

3/13 Q3

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Poland Employment Outlook

The Manpower Employment Outlook Survey for the third quarter 2013 was conducted by interviewing a representative sample of 751 employers in Poland. All survey participants were asked, *“How do you anticipate total employment at your location to change in the three months to the end of September 2013 as compared to the current quarter?”*

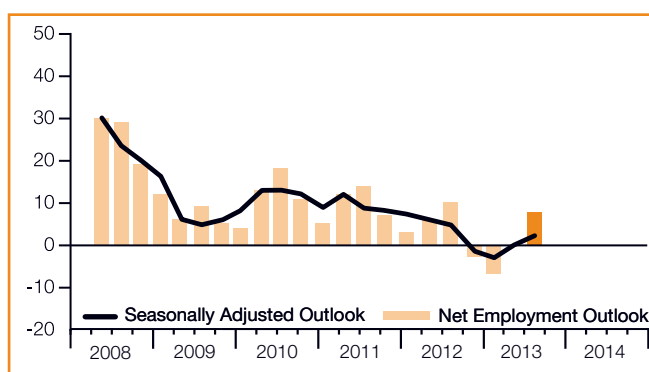
Polish employers report cautiously optimistic hiring intentions for 3Q 2013. While 16% of employers expect to increase payrolls, 9% anticipate a decrease and 72% forecast no change, resulting in a Net Employment Outlook of +7%.

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.

Quarter-over-quarter, hiring prospects are 7 percentage points stronger, but the Outlook declines by 3 percentage points when compared with 3Q 2012.

Once the data is adjusted to account for seasonal variation, the Outlook stands at +2%. Hiring prospects are 2 percentage points stronger quarter-over-quarter but 3 percentage points weaker year-over-year.

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



Brak słupka wskazuje prognozę netto zatrudnienia na poziomie 0.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q3 2013	16	9	72	3	7	2
Q2 2013	11	11	75	3	0	0
Q1 2013	9	15	73	3	-6	-2
Q4 2012	12	14	69	5	-2	-1
Q3 2012	17	7	70	6	10	5

Regional Comparisons

Employers in two of the six regions expect to increase staffing levels during 3Q 2013. The strongest Net Employment Outlook of +5% is reported in the South-West, while slow-paced job gains are forecast in the North-West, where the Outlook stands at +2%. Elsewhere, employers expect to trim payrolls in three regions.

The Outlook for Central Poland is -3%, while subdued hiring plans are reflected in Outlooks of -2% in both the East and the North.

Quarter-over-quarter, employers report stronger hiring prospects in three of the six regions. The Outlook for the North improves by 4 percentage points and increases of 3 percentage points are reported in both the North-West and the South. However, hiring plans weaken in two regions, most notably by 5 percentage points in Central Poland.

When compared with 3Q 2012, Outlooks decline in five of the six regions. Employers in Central Poland and the South report the most noteworthy Outlook declines of 8 and 6 percentage points, respectively. Elsewhere, slight decreases of 4 percentage points are reported in both the East and the North. Meanwhile, the Outlook for the North-West is unchanged.

Based on unadjusted survey data, employers forecast payroll gains in all six regions during the next three months, with the strongest labor market expected in the South-West. Hiring intentions strengthen in all six regions quarter-over-quarter, but weaken in four regions year-over-year.

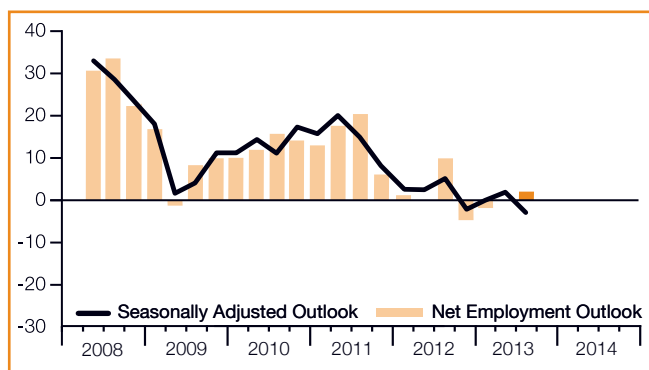


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

Central -3%

The coming quarter will likely present job seekers with the weakest hiring climate since the survey began in 2Q 2008, according to employers who report a Net Employment Outlook of -3%. Hiring prospects decline by 5 percentage points quarter-over-quarter and by 8 percentage points year-over-year.

Based on unadjusted survey data, employers expect slow-paced job gains in the next three months. Quarter-over-quarter, the Outlook is slightly stronger, but hiring plans decline moderately when compared with 3Q 2012.

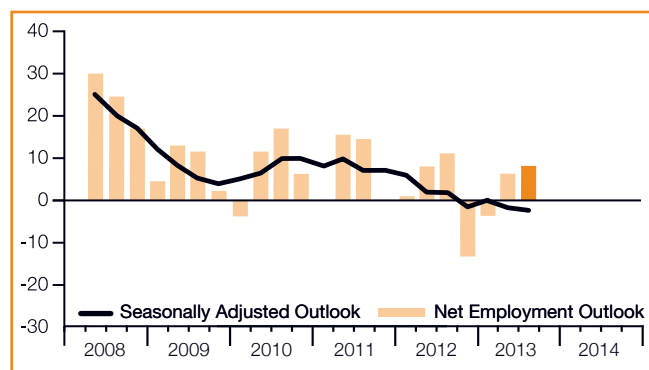


No bar indicates Net Employment Outlook of zero.

East -2%

The subdued hiring climate is expected to continue in the July-September period, with employers reporting a Net Employment Outlook of -2%, which is the weakest forecast since the survey began in 2Q 2008. Hiring prospects remain relatively stable quarter-over-quarter but decline by 4 percentage points year-over-year.

Based on unadjusted survey data, employers report encouraging signs for job seekers in the coming quarter. The Outlook is slightly stronger when compared with the previous quarter but slightly weaker year-over-year.

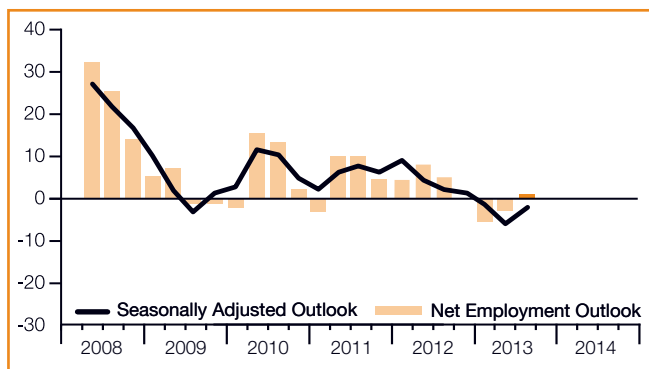


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North -2%

Employers anticipate payroll cuts for the third consecutive quarter, reporting a Net Employment Outlook of -2% for 3Q 2013. While hiring plans are 4 percentage points stronger quarter-over-quarter, the Outlook declines by 4 percentage points year-over-year.

Based on unadjusted survey data, employers forecast a soft labor market in the coming quarter. The Outlook is slightly stronger quarter-over-quarter but slightly weaker year-over-year.

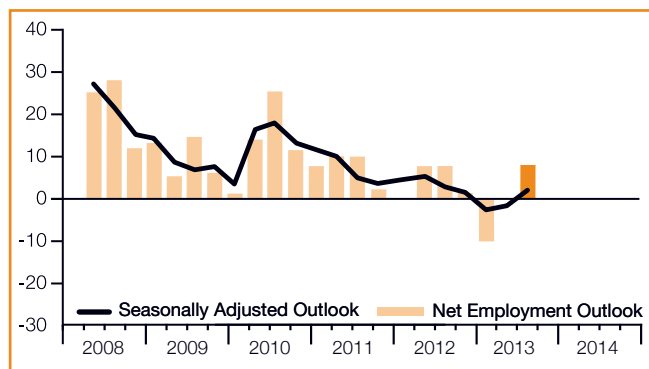


No bar indicates Net Employment Outlook of zero.

North-West +2%

With a Net Employment Outlook of +2%, employers anticipate slow-paced hiring activity in the next three months. Quarter-over-quarter, the Outlook improves by 3 percentage points and hiring plans are unchanged year-over-year.

Based on unadjusted survey data, employers report cautiously optimistic hiring intentions for the coming quarter. The Outlook is moderately stronger quarter-over-quarter and unchanged year-over-year.

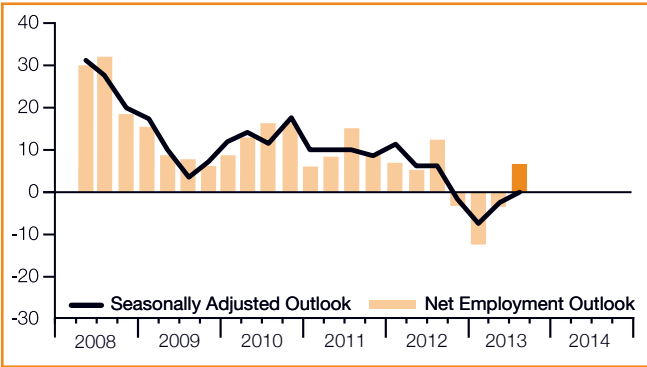


No bar indicates Net Employment Outlook of zero.

South 0%

A flat labor market is anticipated in the July-September time frame, with employers reporting a Net Employment Outlook of 0%. The Outlook is 3 percentage points stronger quarter-over-quarter but 6 percentage points weaker year-over-year.

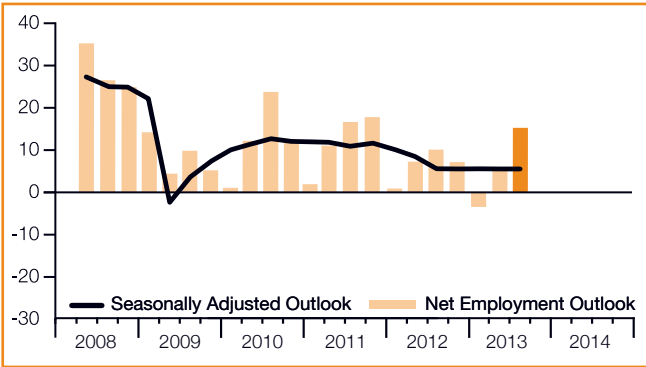
Based on unadjusted survey data, employers report encouraging signs for job seekers in 3Q 2013. The Outlook is considerably stronger quarter-over-quarter but moderately weaker year-over-year.



South-West +5%

The fair hiring climate is expected to continue through the next three months, with employers reporting a Net Employment Outlook of +5% for the fourth consecutive quarter. Year-over-year, hiring plans remain relatively stable.

Based on unadjusted survey data, employers forecast an upbeat hiring pace in the upcoming quarter. The Outlook is considerably stronger quarter-over-quarter and also improves moderately year-over-year.



Sector Comparisons

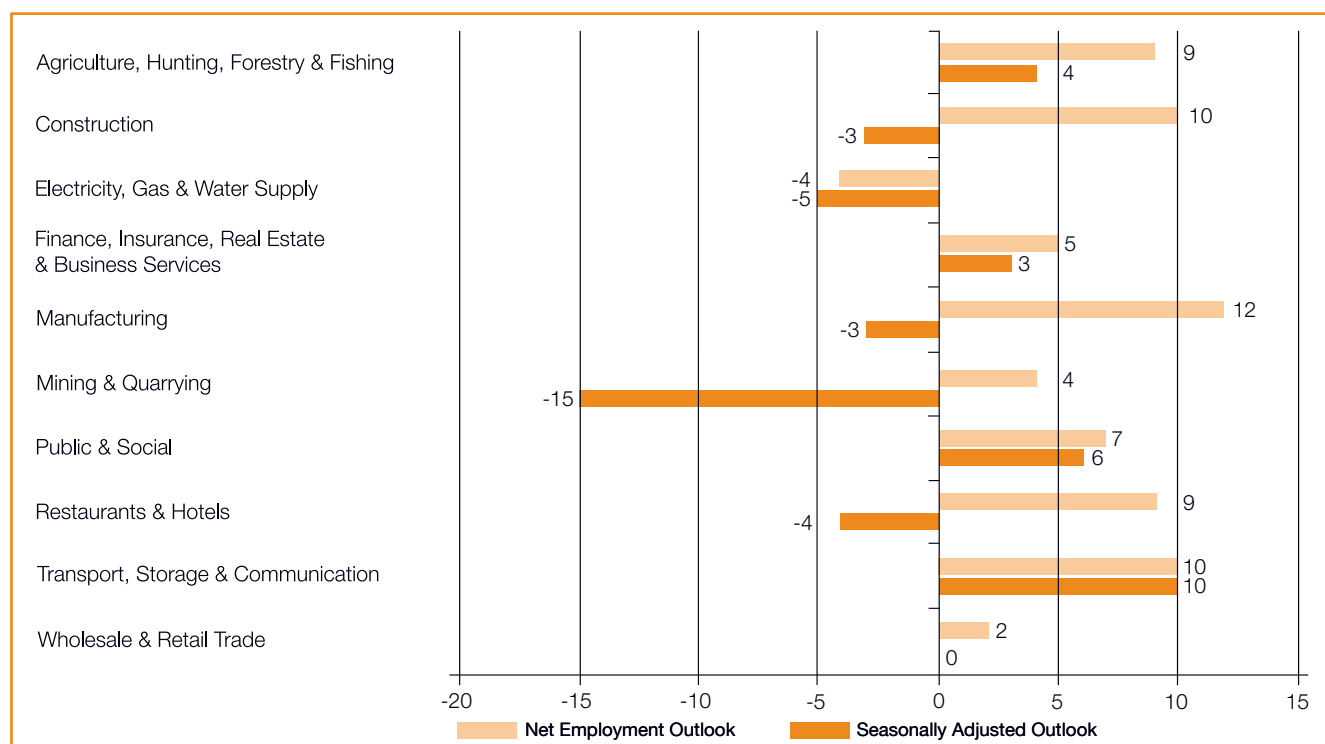
Employers expect staffing levels to increase in four of the 10 industry sectors during 3Q 2013. Transport, Storage & Communication sector employers report the most optimistic hiring plans with a Net Employment Outlook of +10%. Some payroll gains are also forecast in the Public & Social sector, with an Outlook of +6%, and in the Agriculture, Hunting, Forestry & Fishing sector, where the Outlook is +4%. Meanwhile, employers in five sectors forecast workforce reductions. Mining & Quarrying sector employers report the weakest hiring plans with an Outlook of -15%, while employers in the Electricity, Gas & Water Supply sector and the Restaurants & Hotels sector report Outlooks of -5% and -4%, respectively.

Quarter-over-quarter, employers report stronger hiring prospects in six of the 10 industry sectors. The Outlook for the Electricity, Gas & Water Supply sector improves by 8 percentage points, while an increase of 3 percentage points is reported by Agriculture, Hunting, Forestry & Fishing sector employers. Outlooks improve by 2 percentage points in three sectors – the Finance, Insurance, Real Estate & Business Services sector, the Restaurants & Hotels sector and the Transport, Storage & Communication sector,

Storage & Communication sector. Elsewhere, hiring intentions weaken in four sectors, including the Wholesale & Retail Trade sector and the Public & Social sector, where Outlooks decline by 2 percentage points.

Year-over-year, hiring plans weaken in six of the 10 industry sectors, including the Restaurants & Hotels sector and the Mining & Quarrying sector where Outlooks decline by 17 and 16 percentage points, respectively. The Construction sector Outlook decreases by 9 percentage points, while Wholesale & Retail Trade sector employers report a 7 percentage point decline. However, employers in four sectors report stronger hiring prospects. The most noteworthy improvements of 8 and 5 percentage points are reported in the Agriculture, Hunting, Forestry & Fishing sector and the Transport, Storage & Communication sector, respectively.

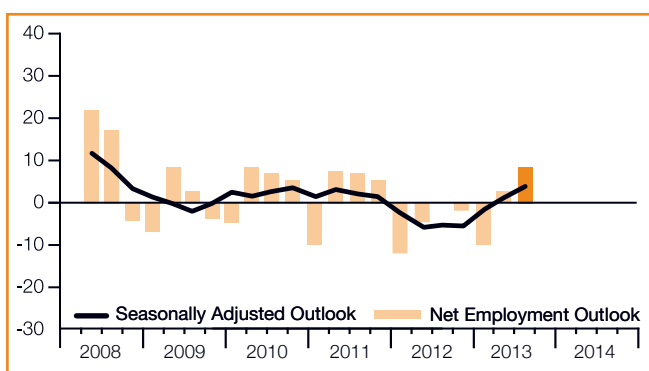
Based on unadjusted survey data, employers expect to increase staffing levels in nine of the 10 industry sectors during 3Q 2013, most notably in the Manufacturing sector, the Construction sector and the Transport, Storage & Communication sector. Quarter-over-quarter, Outlooks improve in nine sectors, but hiring intentions weaken in six sectors year-over-year.



Agriculture, Hunting, Forestry & Fishing 4%

With a Net Employment Outlook of +4% for the coming quarter, employers report the most optimistic hiring intentions since 2Q 2011. The Outlook improves by 3 percentage points quarter-over-quarter and by 8 percentage points year-over-year.

Based on unadjusted survey data, employers forecast a cautiously optimistic hiring pace in 3Q 2013. The Outlook is moderately stronger quarter-over-quarter and improves considerably year-over-year.

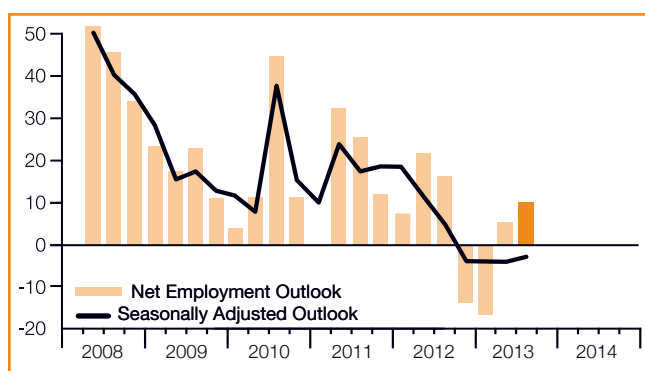


No bar indicates Net Employment Outlook of zero.

Construction -3%

Employers expect the downbeat hiring pace to continue through the July-September time frame, reporting a Net Employment Outlook of -3%. The Outlook remains relatively stable quarter-over-quarter and has now been negative for four consecutive quarters. Year-over-year, hiring prospects decline by 9 percentage points.

Based on unadjusted survey data, employers report encouraging signs for job seekers in 3Q 2013. Hiring plans are moderately stronger quarter-over-quarter but moderately weaker year-over-year.

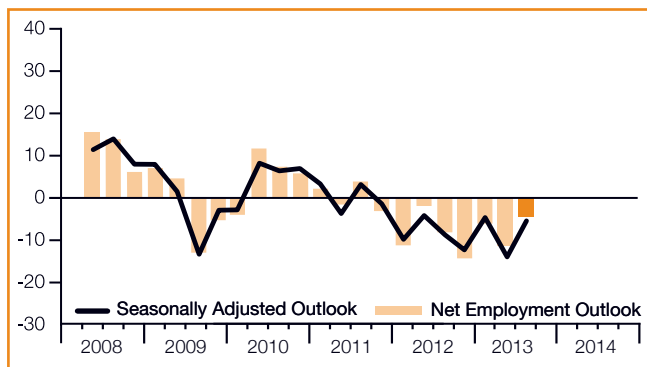


No bar indicates Net Employment Outlook of zero.

Electricity, Gas & Water -5%

Job seekers are likely to face a further quarter of payroll cuts during 3Q 2013, according to employers who report a Net Employment Outlook of -5%. The Outlook has now been negative every quarter for the past two years. However, hiring prospects strengthen by 8 percentage points quarter-over-quarter and by 4 percentage points year-over-year.

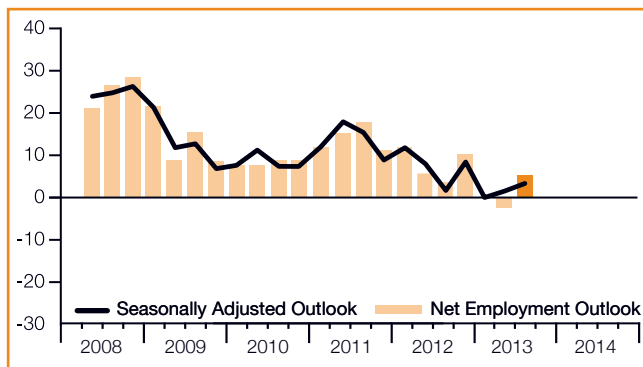
Based on unadjusted survey data, employers report muted hiring plans for the next three months, despite a moderate quarter-over-quarter Outlook improvement. Year-over-year, hiring prospects are slightly stronger.



Finance, Insurance, Real Estate & Business Services +3%

Some payroll gains are expected in 3Q 2013, according to employers who report a Net Employment Outlook of +3%. Hiring plans improve by 2 percentage points both quarter-over-quarter and year-over-year.

Based on unadjusted survey data, employers report encouraging signs for job seekers in the forthcoming quarter. The Outlook is moderately stronger quarter-over-quarter and also improves slightly when compared with 3Q 2012.

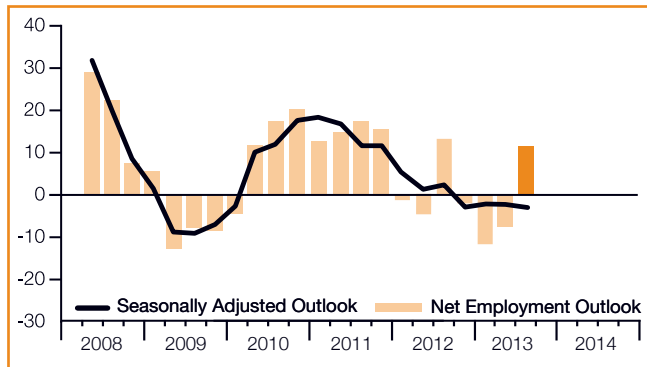


No bar indicates Net Employment Outlook of zero.

Manufacturing -3%

The uncertainty in the labor market is expected to continue during 3Q 2013, with employers reporting a Net Employment Outlook of -3% -- the fourth consecutive negative forecast. The Outlook remains relatively stable quarter-over-quarter and declines by 5 percentage points year-over-year.

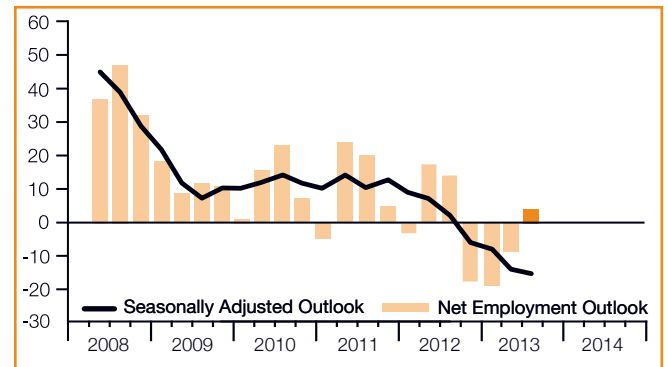
Based on unadjusted survey data, employers anticipate a favorable hiring climate in the next three months. The Outlook is considerably stronger quarter-over-quarter but slightly weaker year-over-year.



Mining & Quarrying -15%

With a Net Employment Outlook for the next three months of -15%, employers forecast the weakest hiring climate since the survey began in 2Q 2008. The Outlook remains relatively stable quarter-over-quarter but declines by 16 percentage points year-over-year.

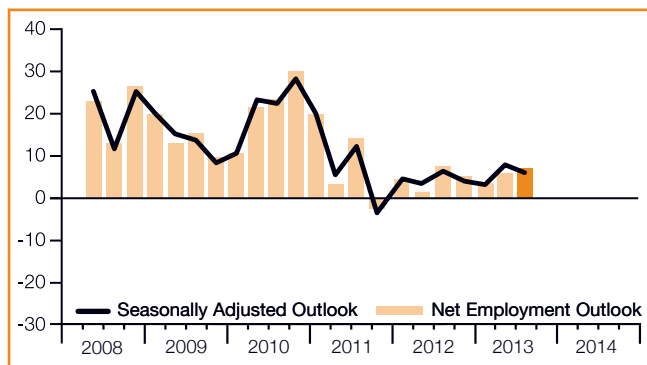
Based on unadjusted survey data, employers expect a modest increase in staffing levels during 3Q 2013. Hiring prospects are considerably stronger when compared with the previous quarter but decline considerably year-over-year.



Public & Social +6%

Some payroll gains are anticipated in 3Q 2013, with employers reporting a Net Employment Outlook of +6%. The Outlook declines by 2 percentage points quarter-over-quarter, while hiring prospects remain relatively stable year-over-year.

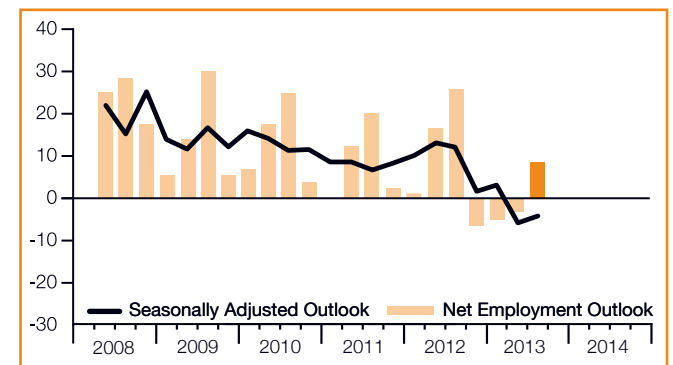
Based on unadjusted survey data, employers report encouraging signs for job seekers in the coming quarter. Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.



Restaurants & Hotels -4%

Employers expect the sluggish hiring pace to continue in 3Q 2013, anticipating a second consecutive quarter of job cuts with a Net Employment Outlook of -4%. While the Outlook is 2 percentage points stronger quarter-over-quarter, hiring plans weaken by 17 percentage points year-over-year.

Based on unadjusted survey data, employers report cautiously optimistic hiring prospects for the upcoming quarter. The Outlook is considerably stronger quarter-over-quarter but considerably weaker year-over-year.

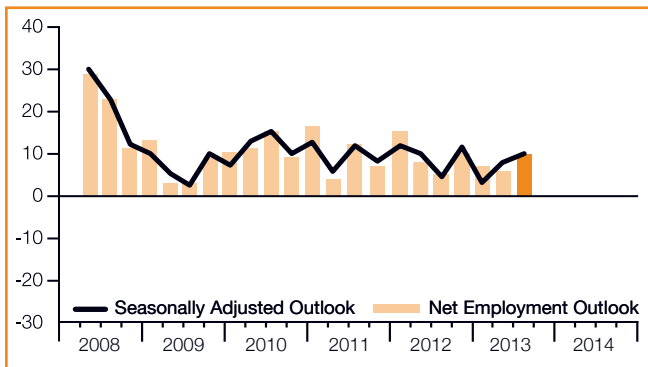


No bar indicates Net Employment Outlook of zero.

Transport, Storage & Communication +10%

Job seekers can expect to benefit from a fair hiring pace in 3Q 2013, according to employers who report a Net Employment Outlook of +10%. Quarter-over-quarter, hiring plans improve by 2 percentage points and the Outlook is 5 percentage points stronger year-over-year.

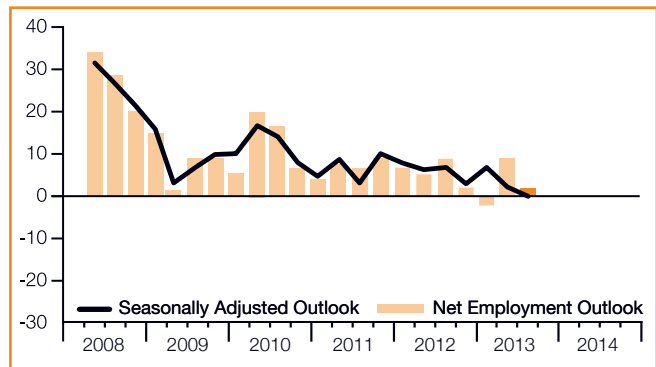
Based on unadjusted survey data, employers report encouraging signs for job seekers in the coming quarter. The Outlook is slightly stronger quarter-over-quarter and improves moderately when compared with 3Q 2012.



Wholesale & Retail Trade 0%

Flat hiring activity is expected in 3Q 2013, as employers report the weakest hiring intentions since the survey began in 2Q 2008, with a Net Employment Outlook of 0%. Hiring prospects decline by 2 percentage points quarter-over-quarter and by 7 percentage points year-over-year.

Based on unadjusted survey data, employers expect a slight increase in payrolls during the next three months, but the Outlook is moderately weaker both quarter-over-quarter and year-over-year.



Global Employment Outlook

	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 3 2012	Quarter 2 2013	Quarter 3 2013	Q2 2013 to Q3 2013	Q3 2012 to Q3 2013
	%	%	%		
Americas					
Argentina	7 (9) ¹	16 (13) ¹	7 (9) ¹	-9 (-4) ¹	0 (0) ¹
Brazil	31	30	28	-2	-3
Canada	18 (12) ¹	15 (12) ¹	15 (9) ¹	0 (-3) ¹	-3 (-3) ¹
Colombia	20 (19) ¹	16 (16) ¹	16 (15) ¹	0 (-1) ¹	-4 (-4) ¹
Costa Rica	10 (14) ¹	13 (11) ¹	5 (9) ¹	-8 (-2) ¹	-5 (-5) ¹
Guatemala	11 (13) ¹	12 (13) ¹	9 (11) ¹	-3 (-2) ¹	-2 (-2) ¹
Mexico	16 (16) ¹	18 (18) ¹	19 (19) ¹	1 (1) ¹	3 (3) ¹
Panama	22	25	24	-1	2
Peru	21 (22) ¹	17 (20) ¹	23 (24) ¹	6 (4) ¹	2 (2) ¹
United States	15 (11) ¹	13 (11) ¹	16 (12) ¹	3 (1) ¹	1 (1) ¹

Asia Pacific					
Australia	9 (10) ¹	8 (4) ¹	5 (6) ¹	-3 (2) ¹	-4 (-4) ¹
China	17 (19) ¹	18 (17) ¹	12 (13) ¹	-6 (-4) ¹	-5 (-6) ¹
Hong Kong	15 (14) ¹	9 (11) ¹	14 (13) ¹	5 (2) ¹	-1 (-1) ¹
India	53 (46) ¹	30 (24) ¹	26 (18) ¹	-4 (-6) ¹	-27 (-28) ¹
Japan	8 (11) ¹	23 (12) ¹	14 (15) ¹	-9 (3) ¹	6 (4) ¹
New Zealand	16 (17) ¹	23 (20) ¹	21 (22) ¹	-2 (2) ¹	5 (5) ¹
Singapore	23 (22) ¹	17 (16) ¹	15 (14) ¹	-2 (-2) ¹	-8 (-8) ¹
Taiwan	40 (36) ¹	33 (32) ¹	40 (35) ¹	7 (3) ¹	0 (-1) ¹

EMEA*					
Austria	9 (6) ¹	4 (2) ¹	6 (3) ¹	2 (1) ¹	-3 (-3) ¹
Belgium	2 (2) ¹	-1 (-2) ¹	-3 (-3) ¹	-2 (-1) ¹	-5 (-5) ¹
Bulgaria	13	12	14	2	1
Czech Republic	1 (-2) ¹	0 (0) ¹	2 (-1) ¹	2 (-1) ¹	1 (1) ¹
Finland	-	2	5	3	-
France	4 (2) ¹	0 (1) ¹	1 (-1) ¹	1 (-2) ¹	-3 (-3) ¹
Germany	3 (2) ¹	4 (4) ¹	5 (4) ¹	1 (0) ¹	2 (2) ¹
Greece	-9 (-14) ¹	-3 (-6) ¹	3 (-3) ¹	6 (3) ¹	12 (11) ¹
Hungary	-2 (-2) ¹	5 (2) ¹	0 (0) ¹	-5 (-2) ¹	2 (2) ¹
Ireland	-3 (-5) ¹	-2 (-3) ¹	-5 (-7) ¹	-3 (-4) ¹	-2 (-2) ¹
Israel	17	13	10	-3	-7
Italy	-1 (-4) ¹	-10 (-11) ¹	-7 (-10) ¹	3 (1) ¹	-6 (-6) ¹
Netherlands	-1 (-2) ¹	-5 (-3) ¹	-2 (-3) ¹	3 (0) ¹	-1 (-1) ¹
Norway	8 (7) ¹	6 (6) ¹	6 (6) ¹	0 (0) ¹	-2 (-1) ¹
Poland	10 (5)¹	0 (0)¹	7 (2)¹	7 (2)¹	-3 (-3)¹
Romania	17 (11) ¹	11 (9) ¹	10 (7) ¹	-1 (-2) ¹	-7 (-4) ¹
Slovakia	5	1	1	0	-4
Slovenia	9	5	7	2	-2
South Africa	4 (5) ¹	2 (1) ¹	-1 (0) ¹	-3 (-1) ¹	-5 (-5) ¹
Spain	-4 (-7) ¹	-11 (-10) ¹	-2 (-5) ¹	9 (5) ¹	2 (2) ¹
Sweden	8 (6) ¹	6 (4) ¹	1 (-1) ¹	-5 (-5) ¹	-7 (-7) ¹
Switzerland	-3 (0) ¹	0 (-2) ¹	-1 (2) ¹	-1 (4) ¹	2 (2) ¹
Turkey	27	28	24	-4	-3
UK	3 (2) ¹	6 (6) ¹	6 (5) ¹	0 (-1) ¹	3 (3) 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 16 quarters worth of data is required.

ManpowerGroup interviewed nearly 66,000 hiring managers across 42 countries and territories to measure employer hiring expectations.

The Manpower Employment Outlook Survey is a quarterly index of employer hiring confidence. All employers are asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2013 as compared to the current quarter?”

Job seekers in most of the 42 countries and territories surveyed can expect to benefit from varying degrees of positive third-quarter hiring activity with employers in 31 countries and territories planning to boost payrolls. Yet the third-quarter research provides little evidence that global hiring plans are improving by any notable degree. Instead, uncertainty continues to drag down employer confidence and the research indicates that third-quarter hiring activity will slow further from last year at this time in most countries and territories. Net Employment Outlooks improve or remain relatively stable in only 19 countries and territories in a year-over-year analysis.

Worldwide, hiring expectations are strongest in Taiwan, Brazil, Panama, Peru and Turkey. The weakest opportunities for job seekers are expected in Italy, Ireland and Spain.

Employer uncertainty is clearly evident in the Europe, Middle East and Africa (EMEA) region. Survey results are mixed and indicate that many employers continue to struggle against economic headwinds. Although hiring expectations are positive in 13 of 24 countries, employers report negative hiring intentions in nine countries. This pessimism now includes France where—as the country slips into recession—the Net Employment Outlook turns negative for the first time since 4Q 2009.

Even the region’s more upbeat forecasts, reported by employers in Turkey and Israel, are tempered by declining employer confidence across most industry sectors in both quarter-over-quarter and year-over-year

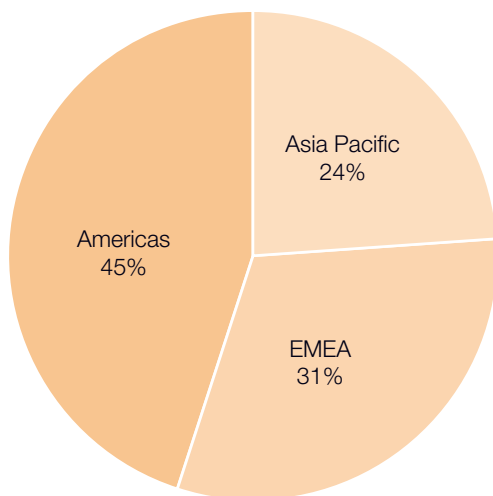
comparisons. And in the euro zone’s normally resilient Finance & Business Services sector, Outlooks decline from the previous quarter and last year at this time in most major markets—including Belgium, France, Germany and the Netherlands. On a more encouraging note, although the Greek Outlook remains negative, it is the strongest forecast reported in over three years. When compared to 3Q 2012, Outlooks improve by considerable margins in all Greek regions and in most industry sectors.

Uncertainty is also evident in the Asia Pacific region. Hiring plans remain positive, but Outlooks weaken year-over-year by varying degrees in six of the eight countries and territories. The decline is most evident in India where the Outlook remains positive but is the weakest forecast since India joined the survey eight years ago. Hiring plans are also weaker in China where the forecast stands at its weakest level since 1Q 2010. Meanwhile, the hiring pace is expected to remain brisk in Taiwan fueled by bullish prospects in the Services industry sector. New Zealand’s Outlook continues to improve steadily and now matches the country’s strongest employer forecast since before the global recession.

Employers from all 10 countries in the Americas report positive third-quarter hiring plans, including Brazilian employers who report the region’s most active hiring pace. When compared with the previous quarter, job prospects improve in three countries but weaken in seven. Year-over-year, the Net Employment Outlook is stronger in four countries but weaker in five. Confidence among Mexican employers continues to grow—driven by solid forecasts in the Manufacturing sector—and the country’s Outlook is the strongest reported since 3Q 2008. The U.S. labor market remains upbeat, driven in large part by surprising strength in the Construction sector where more than one in four employers indicate they will add to their payrolls in the next three months. In Canada, employers see some opportunities for job gains, but the country’s overall Outlook is the least optimistic in more than three years.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 3 2013 Manpower Employment Outlook Survey involved surveying nearly 66,000 human resources directors and senior hiring managers from public and private organizations worldwide. 45% of respondents come from 10 countries in the Americas; 24% from eight countries and territories across Asia Pacific; and 31% from 24 countries in EMEA.

International Comparisons – Americas

ManpowerGroup surveyed nearly 30,000 employers from 10 countries in North, Central and South America to gauge expected hiring activity in the July-September time frame of 2013.

Employers in each country expect to add to their workforces in the July-September time frame. However, Outlooks weaken by varying degrees in seven countries quarter-over-quarter and in five countries year-over-year. Job prospects are strongest in Brazil, Panama and Peru, and weakest in Argentina, Canada and Costa Rica.

Brazil's hiring pace is expected to remain strong in the next three months despite quarter-over-quarter and year-over-year slowdowns reported in most of the country's industry sectors and regions. Prospects for job seekers in Brazil's Construction sector tumble sharply from the April-June time frame, but employers who plan to add staff still outnumber those who intend to trim payrolls by a 7-to-2 margin. In a year-over-year comparison, only employers in the Wholesale & Retail Trade sector plan to increase payrolls.

Confidence among Mexico's employers continues to grow and the country's Outlook is the strongest reported since before the global recession.

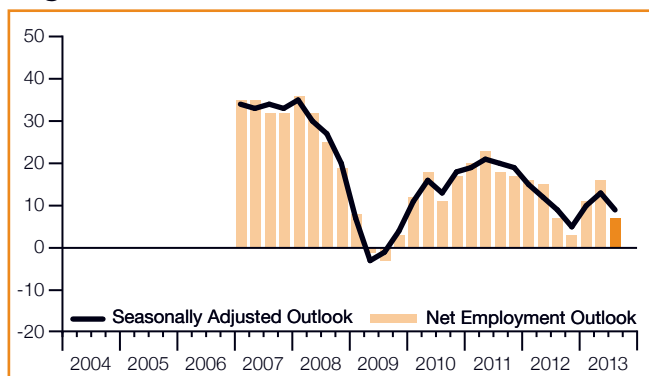
The Manufacturing sector forecast is stronger than in any period since Mexico's survey began more than 10 years ago, driven in large part by continuing investment in assembly facilities by Japanese

automakers. Employers in Mexico's Construction sector are also anticipating a hiring surge in the third quarter fueled by continuing investment in plant and commercial construction projects.

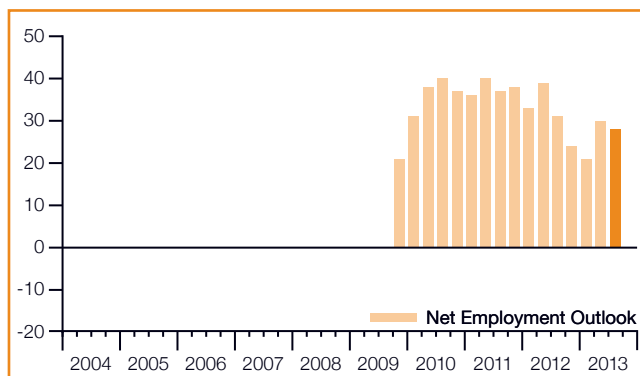
Work on Panama's canal reconstruction project is winding down, but the country's hiring pace remains strong, buoyed by bright job prospects in the Manufacturing sector. However, skills gaps continue to frustrate employers as the shortage of the right employability skills is driving up wages—particularly in the Services and the Construction sector. In Peru, meanwhile, the hiring pace is expected to remain active. Demand is particularly strong in the country's Finance sector where nearly four out of 10 employers say they intend to add staff in the coming quarter.

The Outlook in the United States remains upbeat. Opportunities for job seekers in the Construction sector are expected to surge in the July-September time frame with employers reporting their strongest hiring intentions since before the global recession. Similarly, the overall percentage of U.S. employers expecting to hire in the third quarter is greater than at any point since before 2009. In Canada, however, hiring plans are weaker than at any point since 2Q 2010. Despite expected growth in the country's Transportation & Utilities, Education and Public Administration sectors, Outlooks are mostly softer compared to the previous quarter.

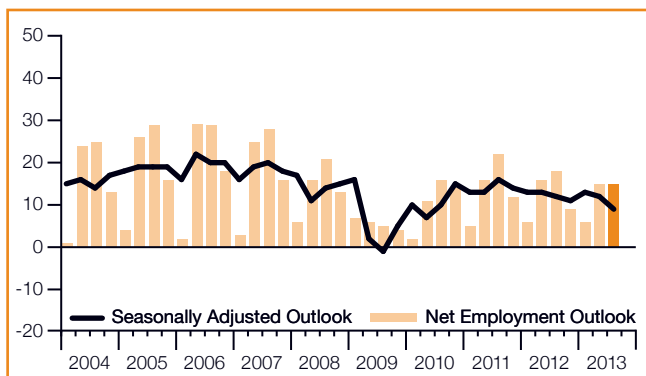
Argentina



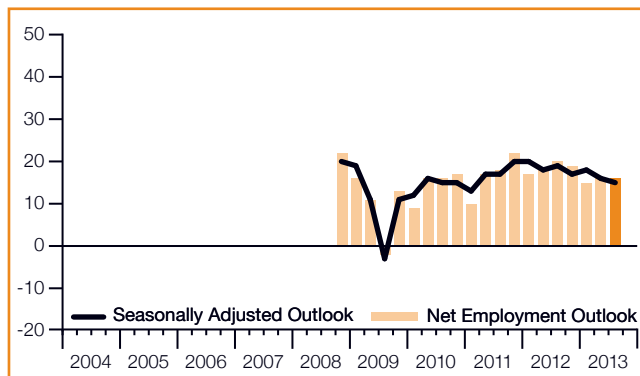
Brazil



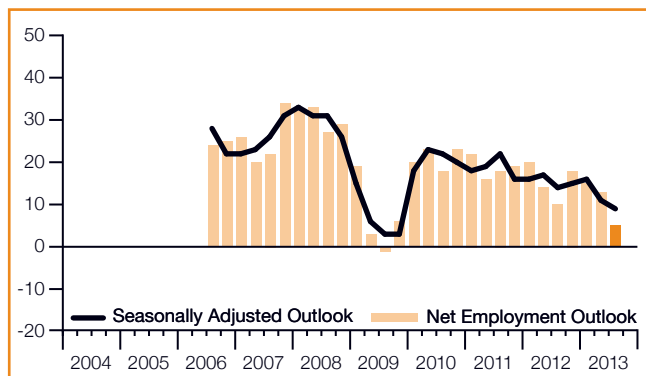
Canada



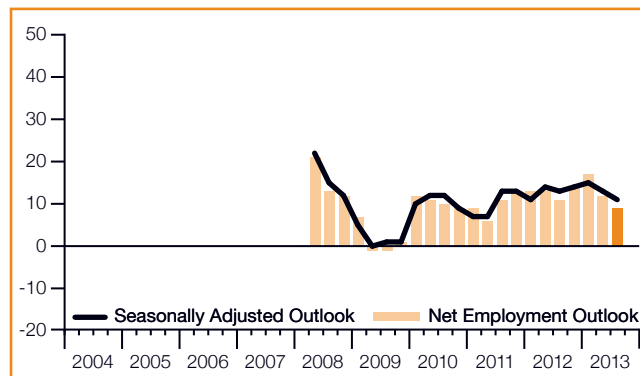
Colombia



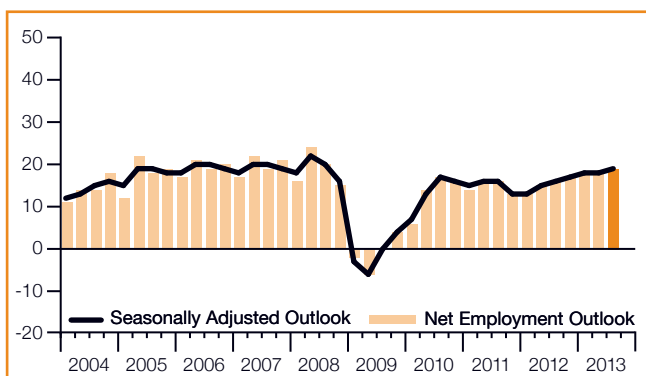
Costa Rica



Guatemala

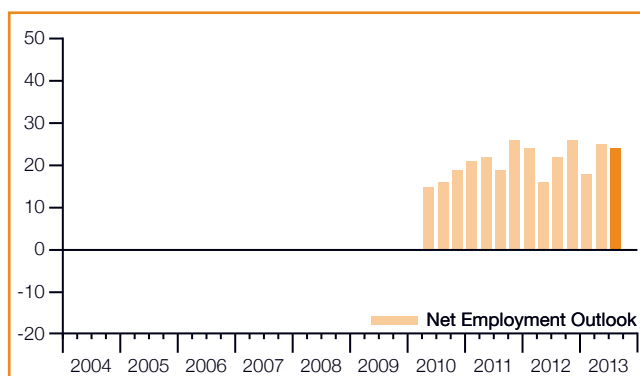


Mexico

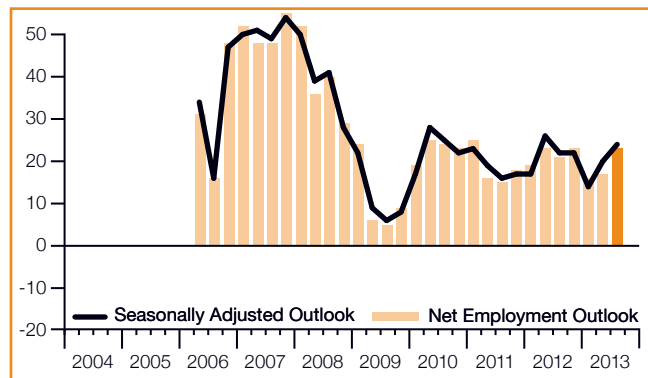


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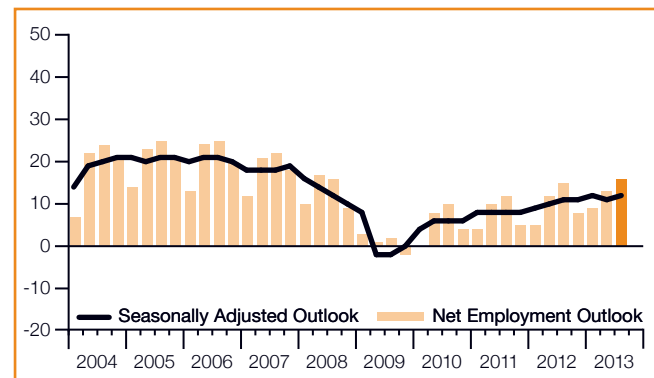
Panama



Peru



United States



International Comparisons – Asia Pacific

Nearly 16,000 Asia Pacific employers were interviewed to measure third-quarter hiring intentions. Positive forecasts are reported throughout the region and hiring plans are strongest in Taiwan, New Zealand and India. For the fifth consecutive quarter employers in Australia report the region's weakest hiring plans.

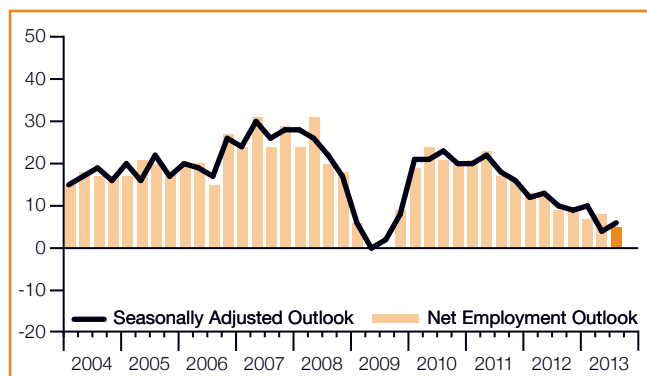
Hiring plans are stronger from three months ago in most of the region's surveyed countries and territories, but decline in six of the eight countries and territories in a year-over-year comparison. Notably, employers in two of the region's largest economies—China and India—continue to scale back their hiring plans. The downturn is most pronounced in India; despite a stronger forecast than 34 of the 42 participating countries and territories, India's Net Employment Outlook drops to its weakest level since the survey began in 3Q 2005. The forecast certainly reflects weaker employer demand. However, the weaker demand is not accompanied by a corresponding anticipated decline in payrolls. In fact, 0% of the Indian employers surveyed intend to reduce their workforces in the coming three months. ManpowerGroup India notes that some of the downturn in employer hiring plans is attributable to the ongoing contraction of the country's once-burgeoning BPO industry. Additionally, while more than a quarter of the employers surveyed indicate they will add staff in the next three months, suitable employability skills are difficult to find; employers indicate they are reluctant to hire recent graduates of India's business and engineering schools as most of them lack hard and soft skills that companies deem necessary for employment.

China's Net Employment Outlook slips to its weakest level since 1Q 2010 as employer hiring plans decline in all industry sectors and regions in both quarter-over-quarter and year-over-year comparisons. Much of the weakness stems from considerable declines in China's Finance and Construction sectors.

Meanwhile, Taiwan's employers report the most optimistic global hiring intentions. Taiwan's forecast remains robust with Outlooks improving in all industry sectors from the prior quarter—particularly in the Services sector where employers expect a vigorous third-quarter hiring pace. Manufacturing sector employers also anticipate a bright third-quarter hiring climate despite a decline in exports attributed to weaker demand from the European market and increasing competition from Japan's manufacturers.

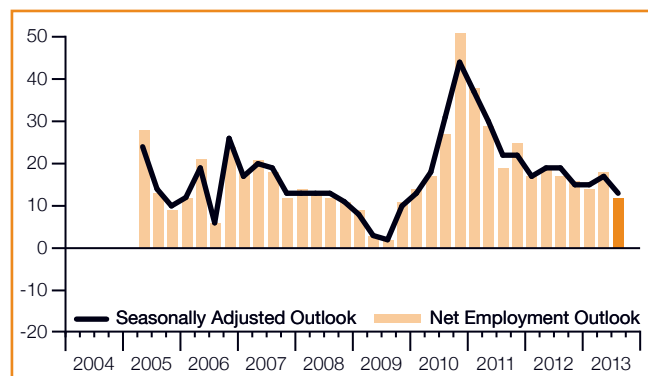
Japan's Outlook continues to grow at a steady pace, and is now the strongest forecast reported since 3Q 2008. Outlooks improve in most industry sectors and regions as employers appear to be encouraged by government attempts to stem deflation. Rising exports due to a weaker yen also appear to be benefitting manufacturers of automotive and IT equipment.

Australia



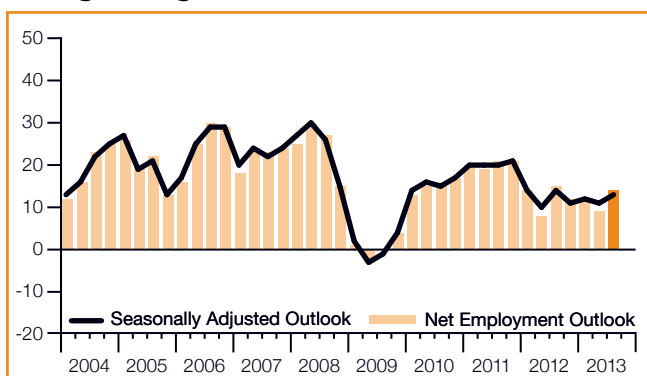
No bar indicates Net Employment Outlook of zero.

China



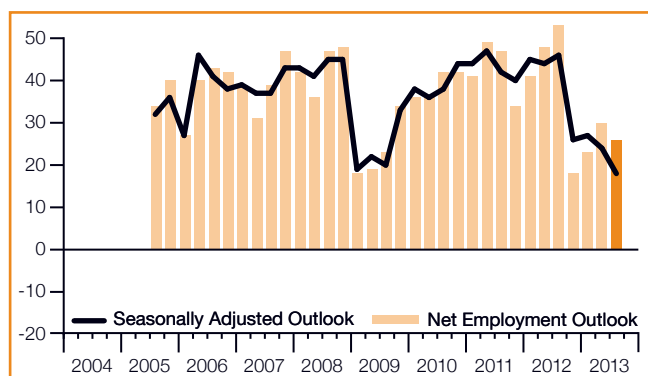
China joined the survey in Q2 2005.

Hong Kong



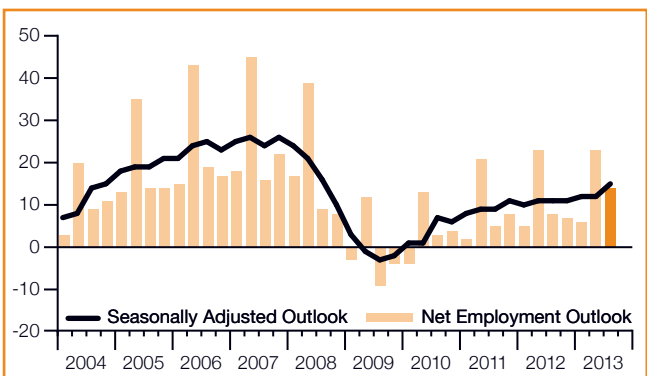
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India

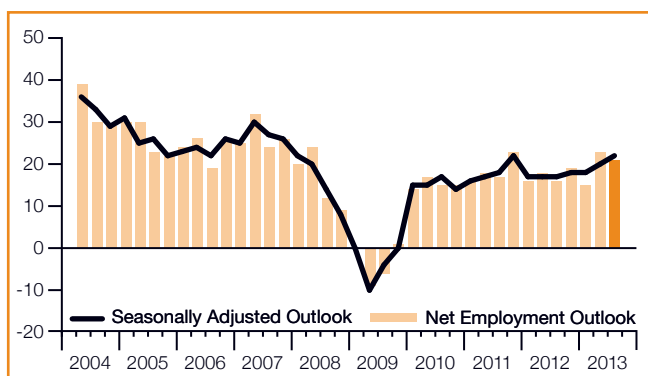


India joined the survey in Q3 2005.

Japan

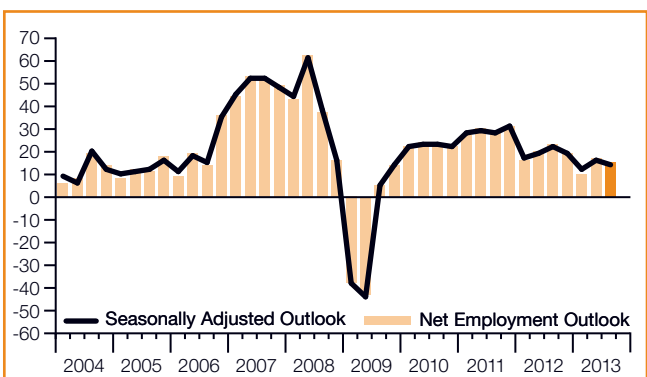


New Zealand

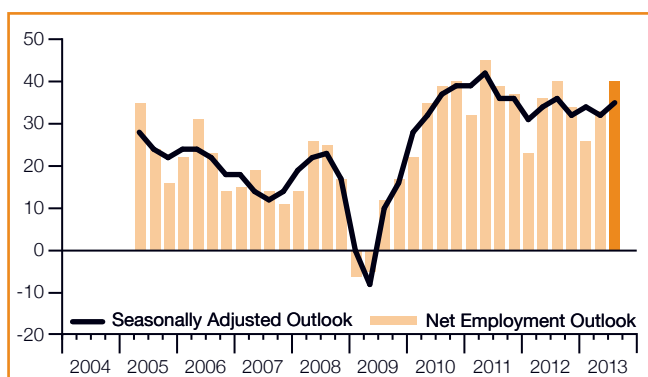


New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – EMEA

More than 20,000 employers across 24 countries in the Europe, Middle East and Africa (EMEA) region were interviewed to gauge anticipated hiring activity in the July-September time period. Employers in 13 EMEA countries forecast job gains during the coming quarter. Yet hiring plans improve in only nine countries when compared with the previous quarter and weaken in 11. Year-over-year, the Net Employment Outlook is stronger in eight countries but weaker in 15. Job prospects are expected to be strongest in Turkey, Bulgaria and Israel and weakest in Italy, Ireland and Spain.

As uncertainties in the region continue to mount, there are few signs that hiring momentum will build anytime soon. France has slipped into recession and the euro zone economy has now contracted for six consecutive quarters. As a result, hiring plans throughout the region are mixed. Turkey's Outlook is the region's strongest, but it declines moderately both quarter-over-quarter and year-over-year. Labor demand is expected to be strongest in the Utilities and Wholesale & Retail Trade sectors.

German employers seem satisfied to adopt a wait-and-see attitude until the region's business climate is more clearly defined. The country's Outlook climbs slightly when compared to last year at this time and is unchanged from the prior quarter's results. As in the five previous quarters, the most optimistic employers are in the Finance, Insurance, Real Estate & Business

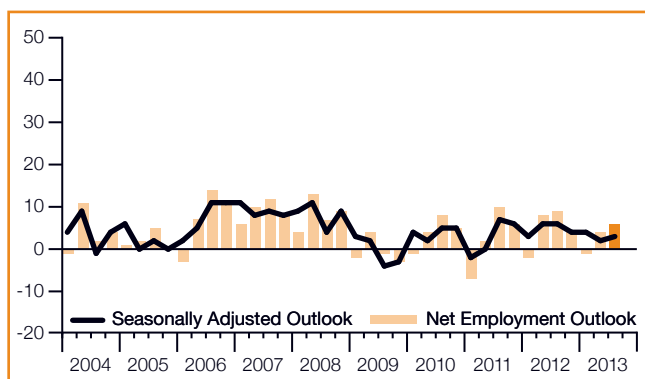
Services sector, but the Outlook sinks to its least optimistic level in more than three years following moderate declines both quarter-over-quarter and year-over-year.

In the United Kingdom, employers remain cautiously optimistic. Staffing levels are expected to climb in seven of nine industry sectors and in 10 of 12 regions during the next three months. Finance & Business Services employers report their most optimistic Outlook in more than two years, and employers in London report their strongest hiring plans since 3Q 2008.

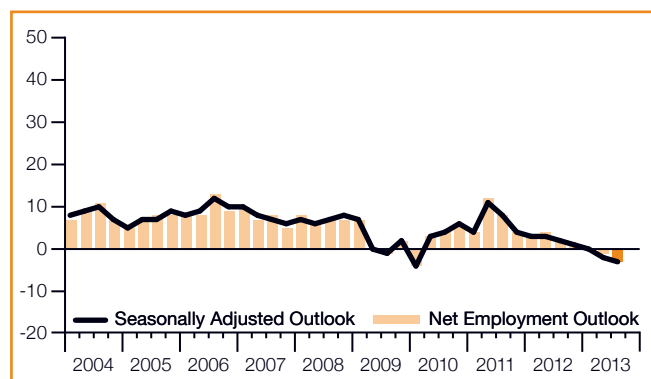
Employer confidence also appears to be growing in Greece where the Outlook remains negative but has now improved for four consecutive quarters. Additionally, positive hiring intentions are now reported in five of nine Greek industry sectors.

Elsewhere in the region, particularly in Europe, forecasts are less promising. Sweden's employers report their weakest—and first negative—forecast since 3Q 2009, and employers in Stockholm as well as three Swedish industry sectors report their weakest hiring plans since the survey began in 3Q 2003. The Outlook in Belgium also continues to soften and is now at its weakest level since 1Q 2010 following nine quarters of gradual decline.

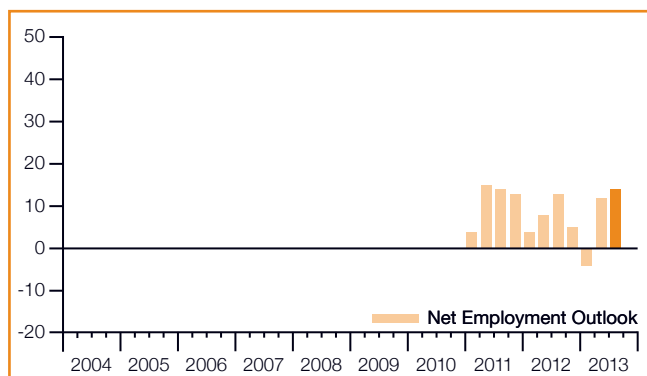
Austria



Belgium

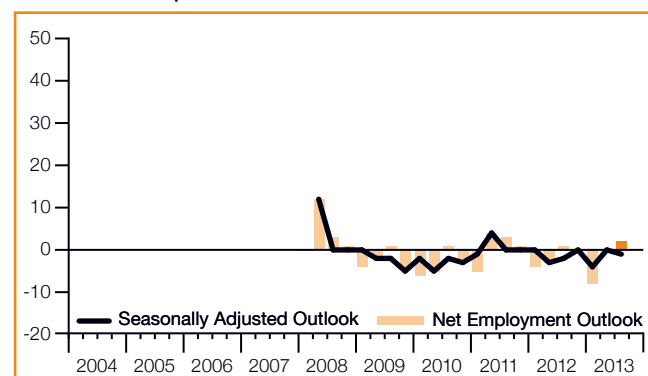


Bulgaria



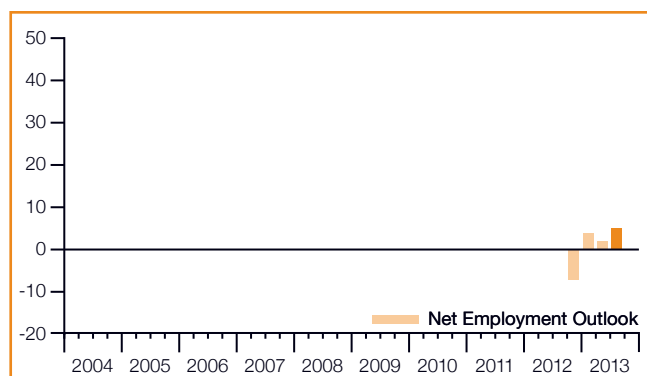
Bulgaria joined the survey in Q1 2011.

Czech Republic



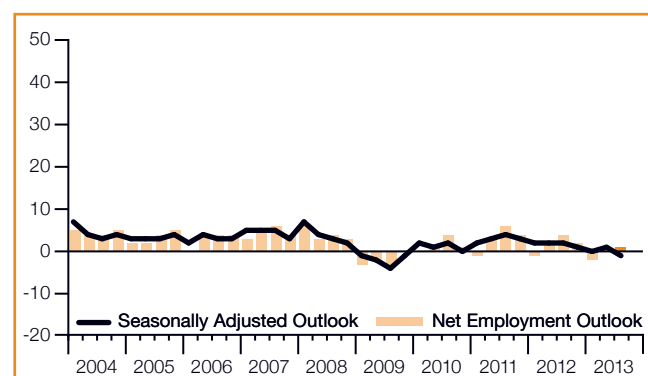
Czech Republic joined the survey in Q2 2008.
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Finland



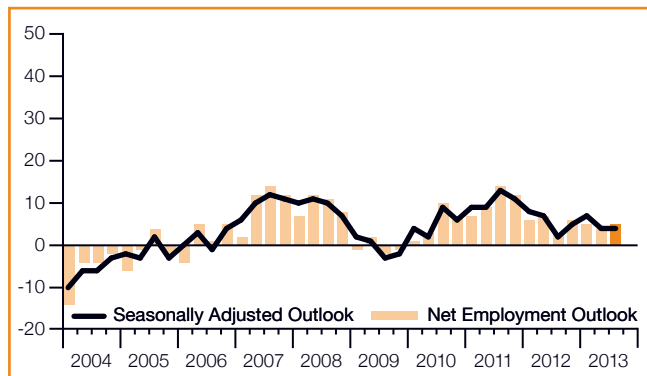
Finland joined the survey in Q4 2012.

France

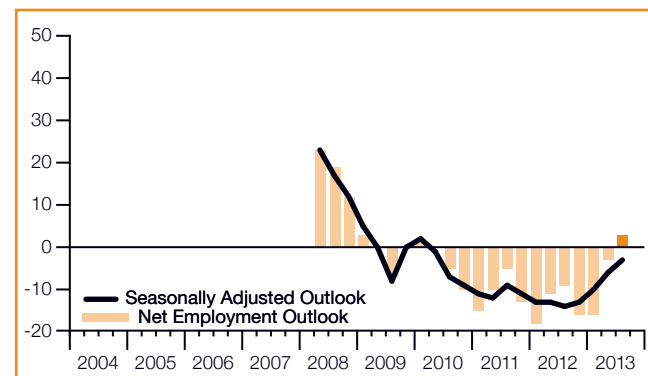


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Germany

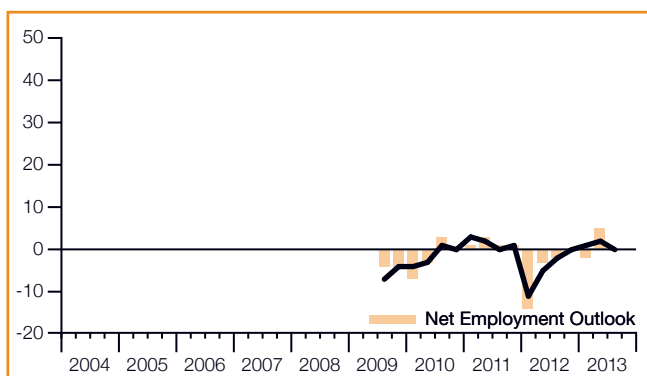


Greece



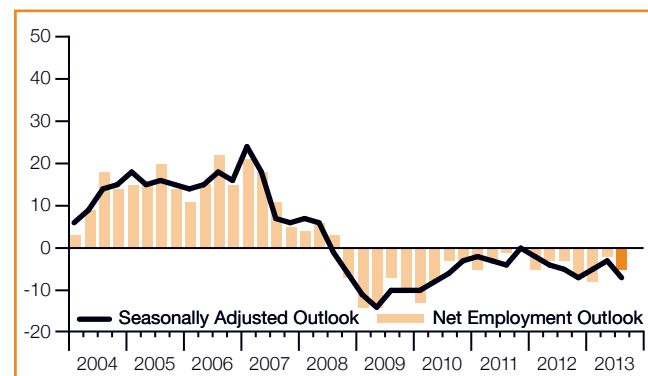
Greece joined the survey in Q2 2008.
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Hungary



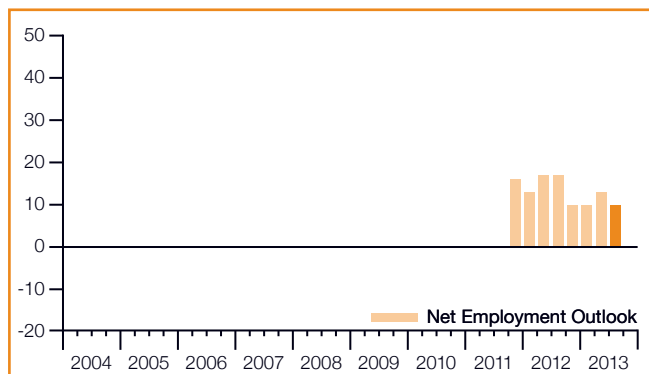
Hungary joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Ireland

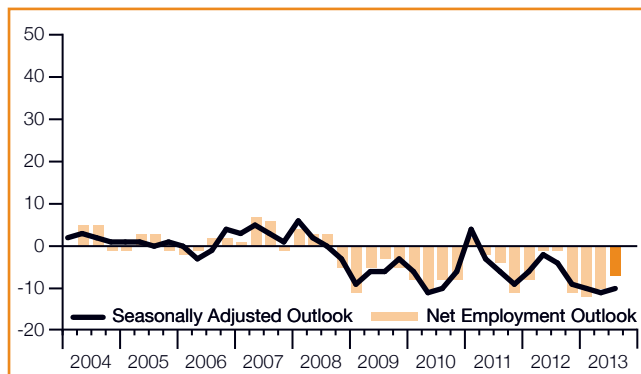


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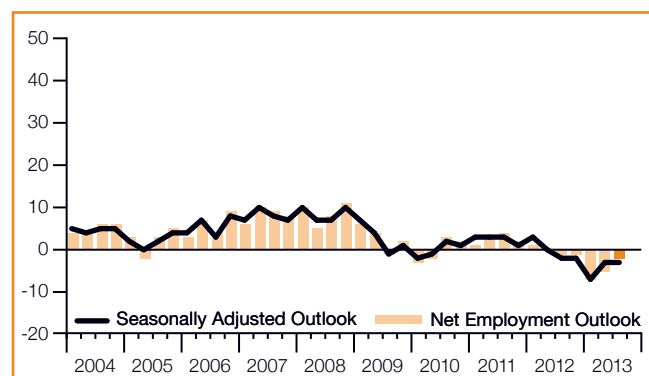
Israel



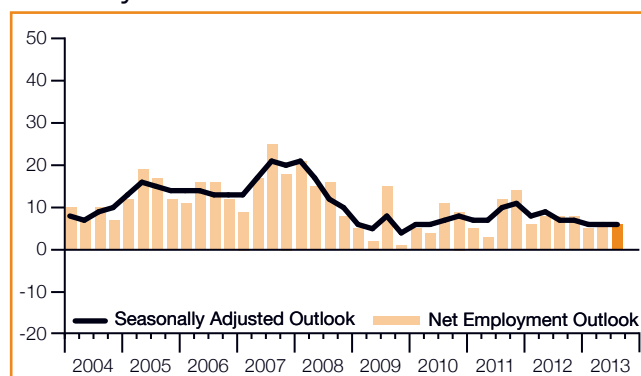
Italy



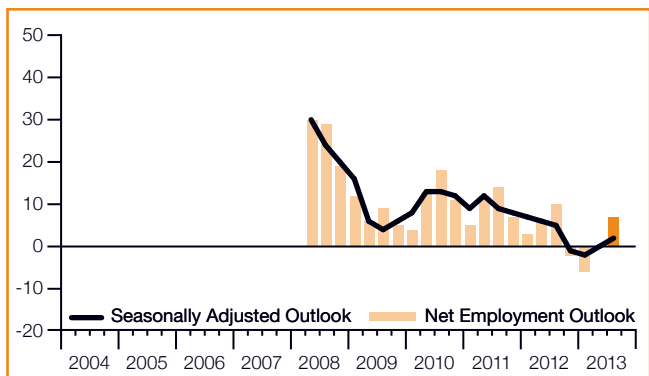
Netherlands



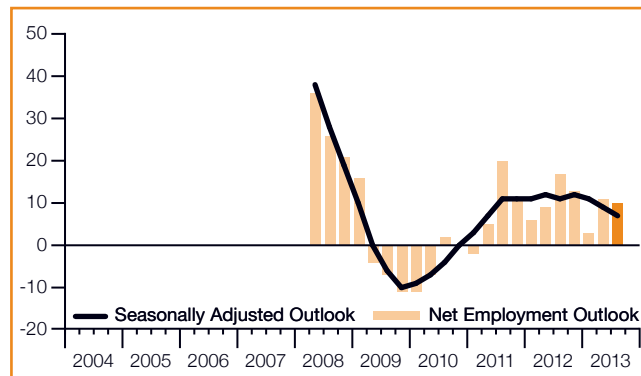
Norway



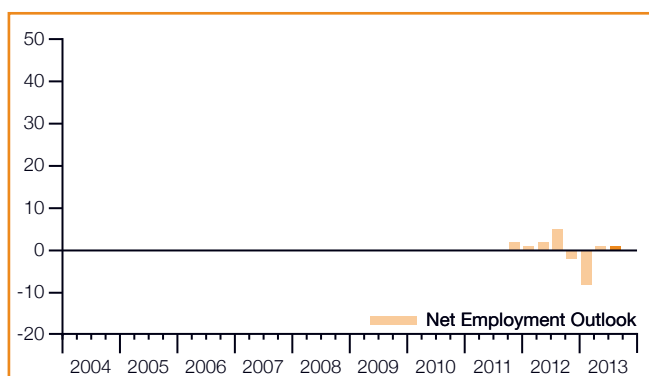
Poland



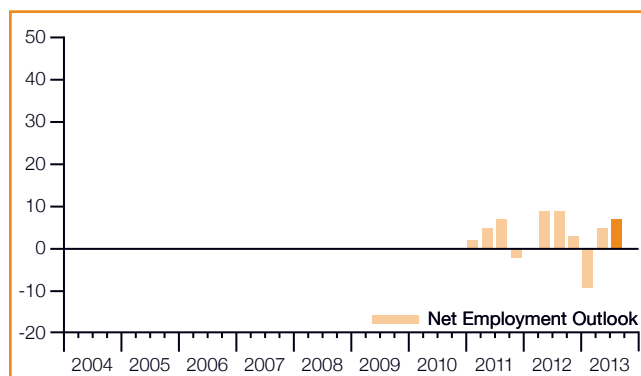
Romania



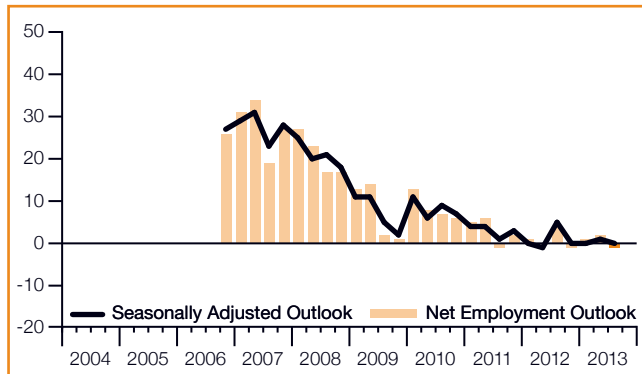
Slovakia



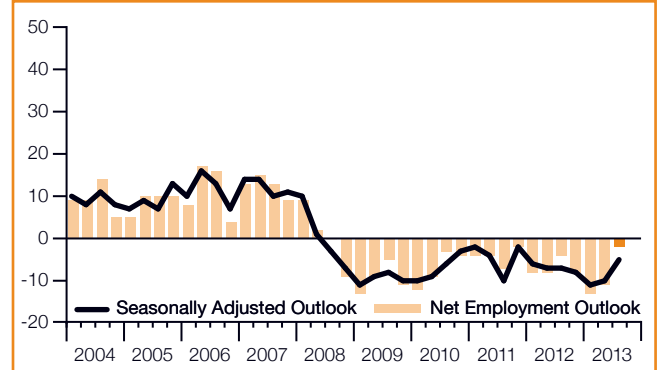
Slovenia



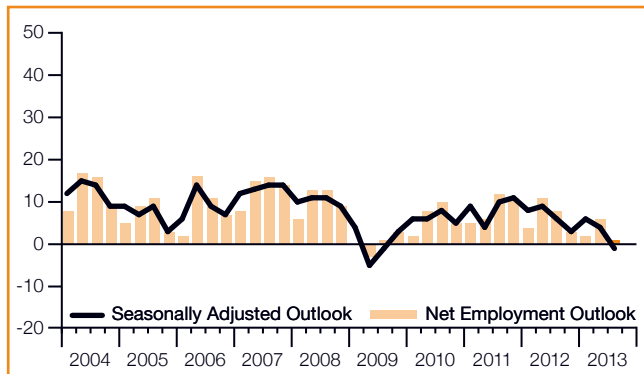
South Africa



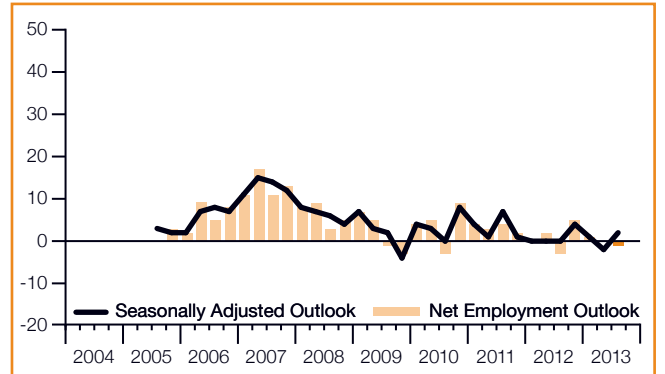
Spain



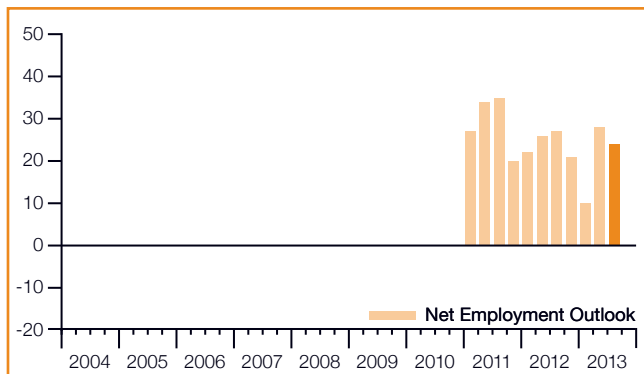
Sweden



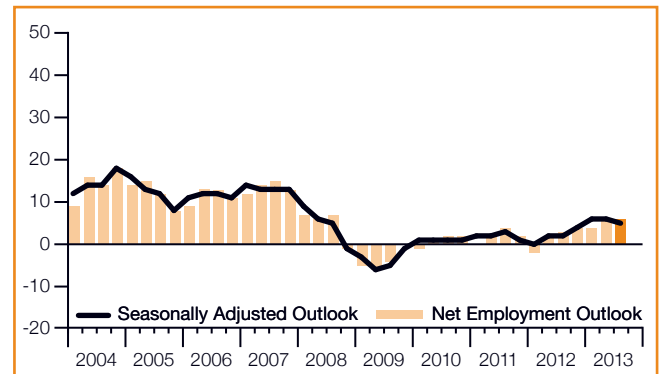
Switzerland



Turkey



UK



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 ManpowerGroup's customer base.

Robust: The survey is based on interviews with nearly 66,000 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 September 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 30th April 2013.

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, Hungary, 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** Third 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 third 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. 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 third 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** Beginning in the third quarter, ManpowerGroup Hungary begins reporting seasonally adjusted data.

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 40 branches in 25 cities across the nation, ManpowerGroup in Poland provides unique value to clients and candidates through ManpowerGroup™ Solutions, Manpower® and Experis™. ManpowerGroup's portfolio in Poland covers temporary work, permanent and contract recruitment; employee assessment and selection; outsourcing and workforce consulting; career management and outplacement. More information is available at www.manpowergroup.pl.

About ManpowerGroup™

ManpowerGroup™ (NYSE: MAN) is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves. Specializing in solutions that help organizations achieve business agility and workforce flexibility, ManpowerGroup leverages its 65 years of world of work expertise to create the work models, design the people practices and access the talent sources its clients need for the future. From staffing, recruitment, workforce consulting, outsourcing and career management to assessment, training and development, ManpowerGroup delivers the talent to drive the innovation and productivity of organizations in a world where talentism is the dominant economic system. Every day, ManpowerGroup connects more than 630,000 people to work and builds their experience and employability through its relationships with 400,000 clients across 80 countries and territories. ManpowerGroup's suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. ManpowerGroup was named one of the World's Most Ethical Companies for the third consecutive year in 2013, confirming our position as the most trusted brand in the industry. More information is available at: www.manpowergroup.com.