

Q1 / 2014

Manpower Employment Outlook Survey Poland



Manpower®



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Poland Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2014 was conducted by interviewing a representative sample of 756 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 2014 as compared to the current quarter?”*

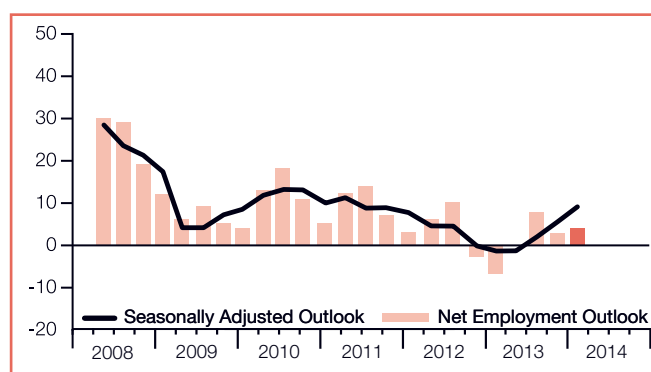
Polish employers report modest hiring intentions for 1Q 2014. With 13% of employers expecting to increase staffing levels, 9% anticipating a decrease and 72% forecasting no change, the Net Employment Outlook stands at +4%.

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 intentions remain relatively stable when compared with the previous quarter and improve by a considerably margin of 10 percentage points year-over-year.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +9%. Hiring prospects strengthen by 4 percentage points quarter-over-quarter and by 10 percentage points year-over-year.

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



No bar indicates Net Employment Outlook of zero.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q1 2014	13	9	72	6	4	9
Q4 2013	12	9	74	5	3	5
Q3 2013	16	9	72	3	7	2
Q2 2013	11	11	75	3	0	-1
Q1 2013	9	15	73	3	-6	-1

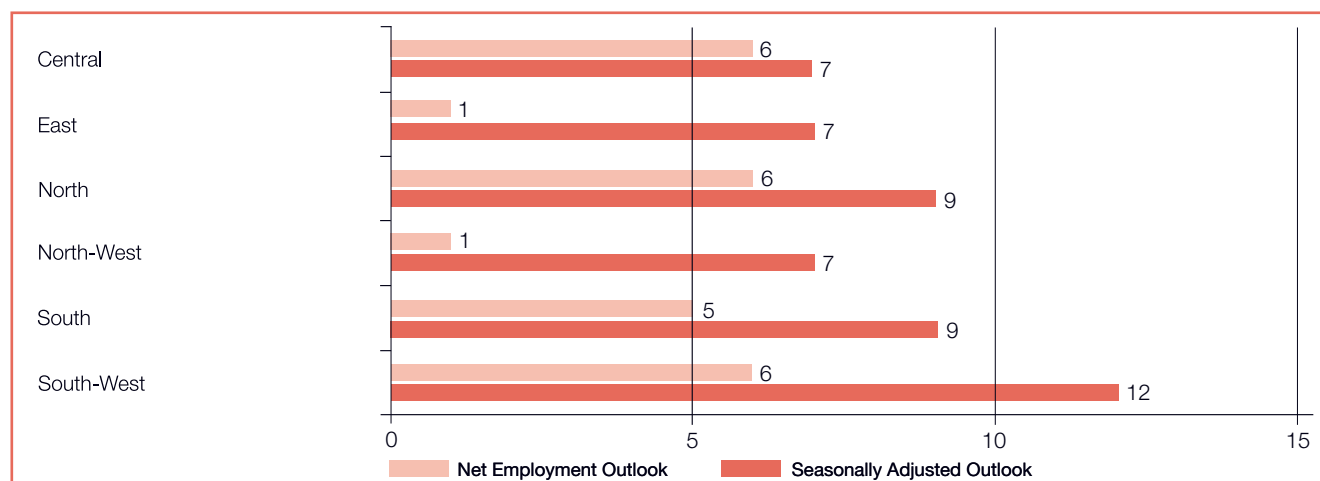
Regional Comparisons

Employers in all six regions expect to increase payrolls during the next three months. South-West employers report the strongest Net Employment Outlook of +12%, while Outlooks of +9% are reported in both the North and the South. Elsewhere, employers report Outlooks of +7% in the North-West, the East and Central Poland.

When compared with 4Q 2013, hiring prospects are stronger in five of the six regions. South-West employers report the most notable improvement of 9 percentage points. In the North-West, the Outlook increases by 6 percentage points and improvements of 4 percentage points are reported in both the South and the North. Meanwhile, employers in the East report no change in hiring plans.

Hiring intentions strengthen in all six regions year-over-year. Employers in the South report a considerable improvement of 17 percentage points while Outlooks are 11 percentage points stronger in both the North-West and the North. The Outlook for the South-West increases by 9 percentage points and Central Poland employers report a 7 percentage point improvement.

Based on unadjusted survey data, employers expect to increase staffing levels in all six regions during 1Q 2014, with the strongest hiring prospects in the South-West, the North and the Central region. Hiring intentions improve in four regions quarter-over-quarter and strengthen in all six regions when compared with 1Q 2013.

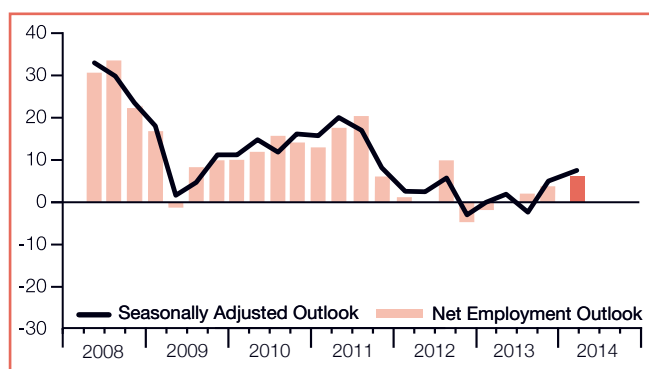


* Regions of Poland according to Eurostat: Central (łódzkie, mazowieckie), East (lubelskie, podkarpackie, świętokrzyskie, podlaskie), North (kujawsko-pomorskie, warmińsko-mazurskie, pomorskie), North-West (wielkopolskie, zachodniopomorskie, lubuskie), South (małopolskie, śląskie), South-West (dolnośląskie,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

Central +7%

Job seekers can expect the strongest labor market since 4Q 2011 according to employers who report a Net Employment Outlook of +7% for the coming quarter. Hiring plans improve by 2 percentage points quarter-over-quarter and by 7 percentage points year-over-year.

Based on unadjusted survey data, employers anticipate some opportunities to increase their workforce during the coming quarter. The Outlook is slightly stronger when compared with 4Q 2013 and also improves moderately year-over-year.

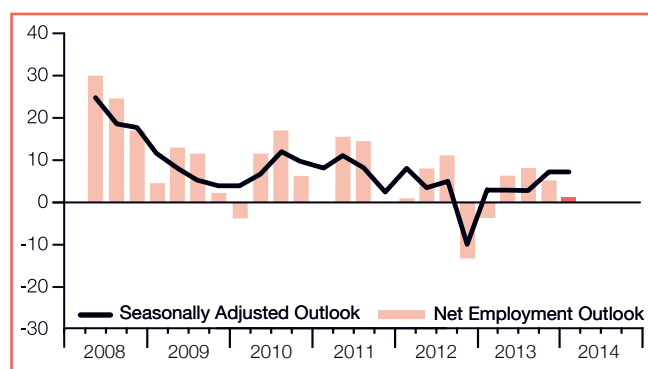


No bar indicates Net Employment Outlook of zero.

East +7%

With a Net Employment Outlook of +7% employers report cautiously optimistic hiring plans for 1Q 2014. The Outlook is unchanged when compared with the previous quarter and improves by 4 percentage points year-over-year.

Based on unadjusted survey data, employers forecast a quiet hiring pace in the January-March time frame following a slight quarter-over-quarter Outlook decline. Year-over-year, hiring plans are slightly stronger.

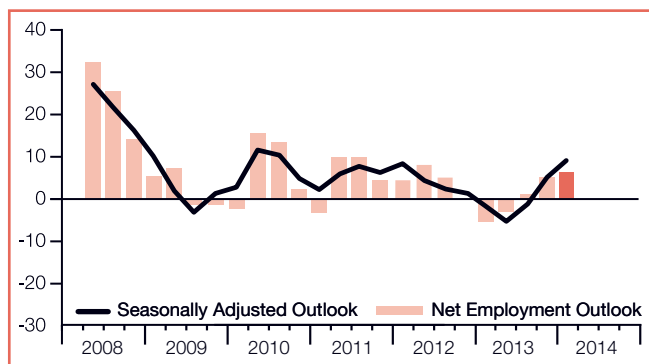


No bar indicates Net Employment Outlook of zero.

North +9%

The strongest labor market since 3Q 2010 is anticipated in the next three months with employers reporting a Net Employment Outlook of +9%. Hiring prospects improve by 4 percentage points quarter-over-quarter and are 11 percentage points stronger year-over-year.

Based on unadjusted survey data, employers anticipate some opportunities to grow payrolls in the coming quarter. Hiring plans remain relatively stable quarter-over-quarter and improve considerably year-over-year.

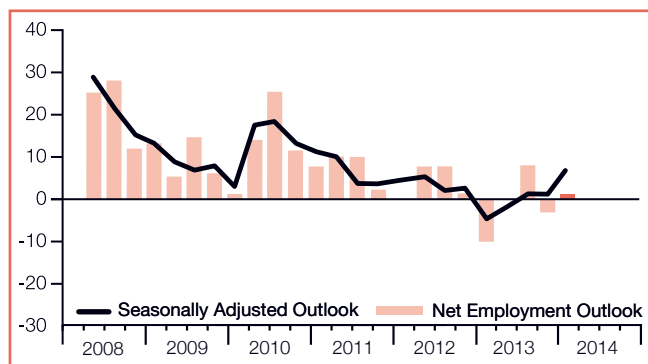


No bar indicates Net Employment Outlook of zero.

North-West +7%

Job seekers can expect to benefit from the strongest hiring activity since 2Q 2011 during the January-March period according to employers who report a Net Employment Outlook of +7%. Hiring intentions improve by 6 percentage points when compared with the previous quarter and are 11 percentage points stronger year-over-year.

Based on unadjusted survey data, employers anticipate a cautious hiring pace in the coming quarter. Hiring plans are slightly stronger quarter-over-quarter and improve considerably year-over-year.

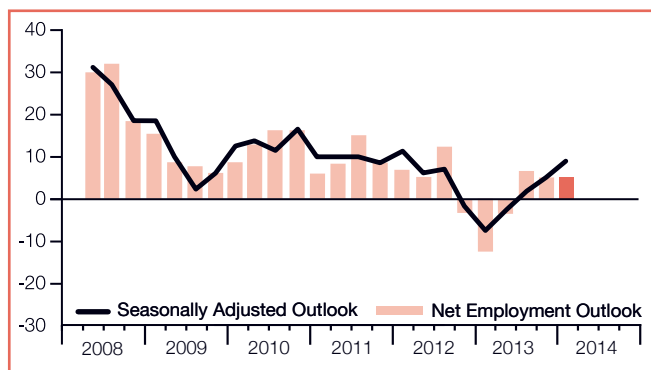


No bar indicates Net Employment Outlook of zero.

South +9%

Employers report cautiously optimistic hiring plans for 1Q 2014 with a Net Employment Outlook of +9%. When compared with 4Q 2013, the Outlook is 4 percentage points stronger and employers report a considerable increase of 17 percentage points year-over-year.

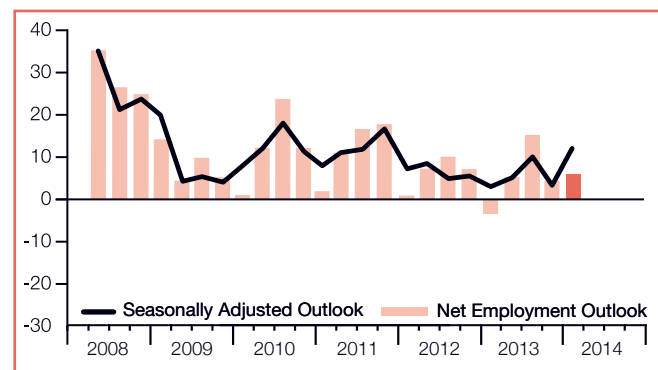
Based on unadjusted survey data, employers expect some payroll gains during the next three months. Hiring intentions are unchanged when compared with the previous quarter and are considerably stronger year-over-year.



South-West +12%

The strongest labor market since 4Q 2011 is anticipated in the January-March period with employers reporting a Net Employment Outlook of +12%. Hiring prospects are 9 percentage points stronger both quarter-over-quarter and year-over-year.

Based on unadjusted survey data, employers forecast some opportunities to increase payrolls during 1Q 2014. Hiring prospects are slightly stronger when compared with 4Q 2013 and improve considerably year-over-year.



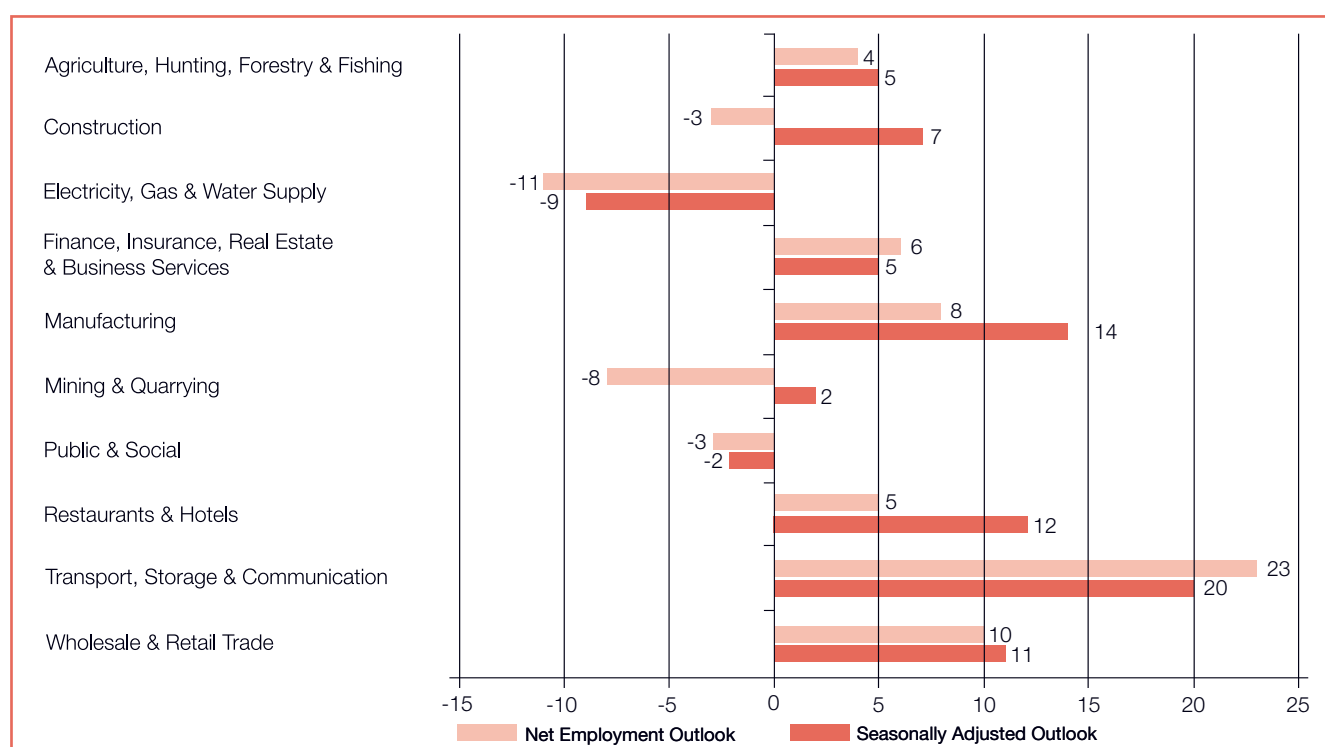
Sector Comparisons

Employers in eight of the 10 industry sectors expect to increase payrolls in 1Q 2014. The most optimistic forecast is reported in the Transport, Storage & Communication sector with a Net Employment Outlook of +20%. Steady job growth is anticipated in the Manufacturing sector with an Outlook of +14% and in the Restaurants & Hotels sector where the Outlook is +12%, while Wholesale & Retail Trade sector employers report an Outlook of +11%. However, a decline in staffing levels is forecast for two sectors, most notably the Electricity, Gas & Water Supply sector with an Outlook of -9%.

When compared with the previous quarter, hiring plans improve in six of the 10 industry sectors. The Outlook is 11 percentage points stronger in the Finance, Insurance, Real Estate & Business Services sector and an increase of 10 percentage points is reported in the Transport, Storage & Communication sector. Elsewhere, employers report improvements of 7 and 6 percentage points in the Restaurants & Hotels sector and the Manufacturing sector, respectively. Meanwhile, hiring prospects weaken in three sectors, including the Electricity, Gas & Water Supply sector with a decline of 15 percentage points and the Construction sector where the Outlook decreases by 7 percentage points.

Employers report stronger hiring plans in eight of the 10 industry sectors year-over-year. Manufacturing sector employers report the most notable improvement of 18 percentage points while increases of 16 and 13 percentage points are reported in the Transport, Storage & Communication sector and the Construction sector, respectively. Outlooks improve by 11 percentage points in the Mining & Quarrying sector and by 10 percentage points in the Restaurants & Hotels sector. However, employers in two sectors – the Public & Social sector and the Electricity, Gas & Water Supply sector – report weaker hiring plans with Outlooks declining by 6 and 5 percentage points, respectively.

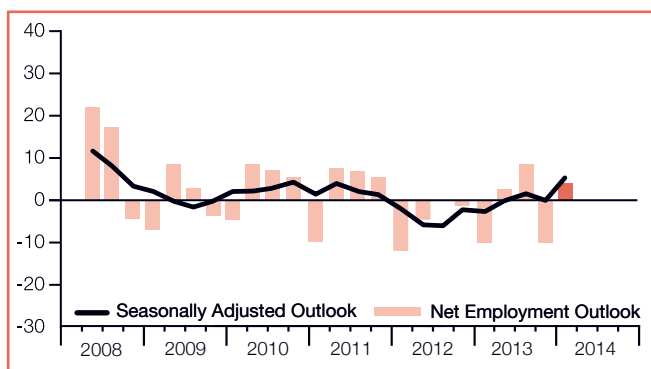
Based on unadjusted survey data, employers anticipate workforce gains in six of the 10 industry sectors during the upcoming quarter. The most optimistic hiring plans are reported in the Transport, Storage & Communication sector. Quarter-over-quarter, hiring prospects decline in six sectors but employers report an improvement in eight sectors when compared with 1Q 2013.



Agriculture, Hunting, Forestry & Fishing +5%

Job seekers can expect to benefit from the strongest labor market since 3Q 2008 in the next three months with employers reporting a Net Employment Outlook of +5%. Hiring intentions improve by 5 percentage points when compared with the previous quarter and by 8 percentage points year-over-year.

Based on unadjusted survey data, employers forecast some workforce gains in 1Q 2014. The Outlook is considerably stronger both quarter-over-quarter and year-over-year.

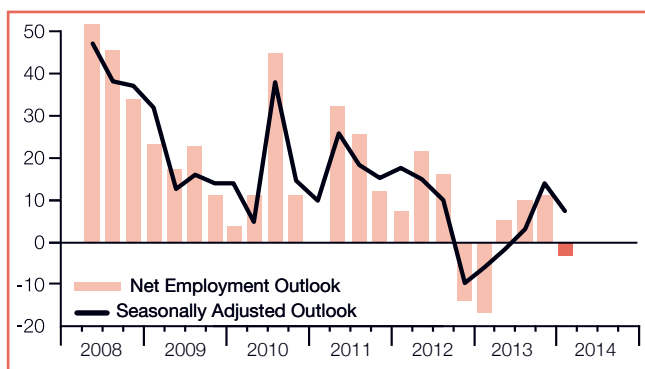


No bar indicates Net Employment Outlook of zero.

Construction +7%

With a Net Employment Outlook of +7% employers anticipate some opportunities to increase payrolls during the forthcoming quarter. However, hiring intentions are 7 percentage points weaker quarter-over-quarter. When compared with 1Q 2013, the Outlook improves by 13 percentage points.

Based on unadjusted survey data, employers forecast a dull hiring climate during the coming quarter. The Outlook is considerably weaker quarter-over-quarter but considerably stronger year-over-year.

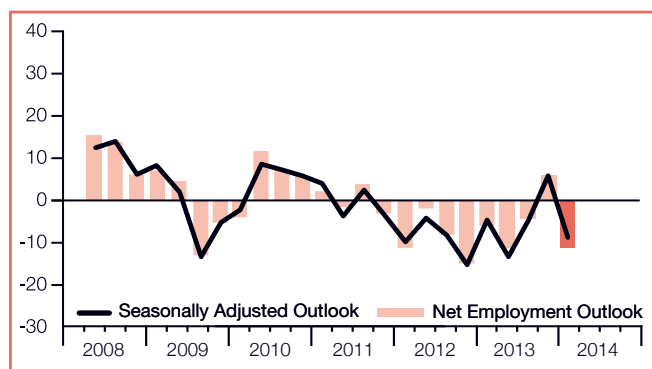


No bar indicates Net Employment Outlook of zero.

Electricity, Gas & Water -9%

Job seekers are likely to face a weak labor market in the January-March time frame according to employers who report a Net Employment Outlook of -9%. Hiring plans weakened by a considerable margin of 15 percentage points when compared with the previous quarter and decline by 5 percentage points year-over-year.

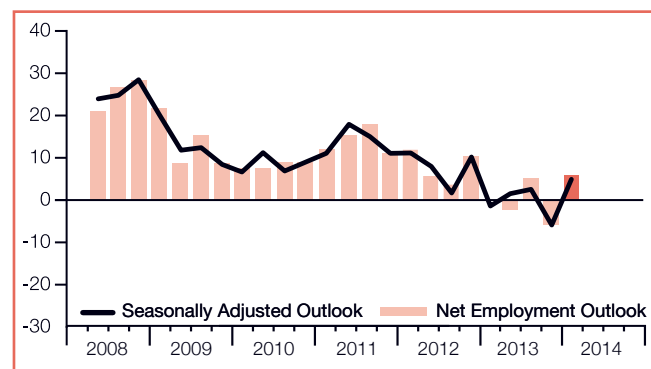
Based on unadjusted survey data, employers report gloomy hiring prospects for the next three months. The Outlook is considerably weaker quarter-over-quarter and also declines moderately when compared with 1Q 2013.



Finance, Insurance, Real Estate & Business Services +5%

Employers report encouraging signs for job seekers in the forthcoming quarter with a Net Employment Outlook of +5%. Hiring plans improve by 11 percentage points when compared with the previous quarter and are 6 percentage points stronger year-over-year.

Based on unadjusted survey data, employers expect some payroll gains in 1Q 2014. The Outlook is considerably stronger quarter-over-quarter and also improves moderately when compared with 1Q 2013.

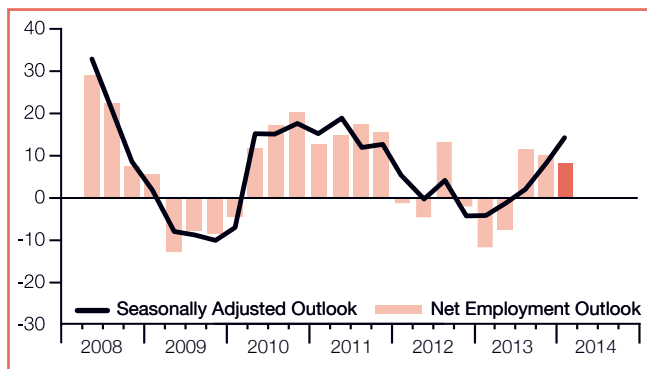


No bar indicates Net Employment Outlook of zero.

Manufacturing +14%

The strongest labor market since 2Q 2011 is anticipated in the January-March period with employers reporting a Net Employment Outlook of +14%. Hiring intentions improve both quarter-over-quarter and year-over-year, by 6 and 18 percentage points, respectively.

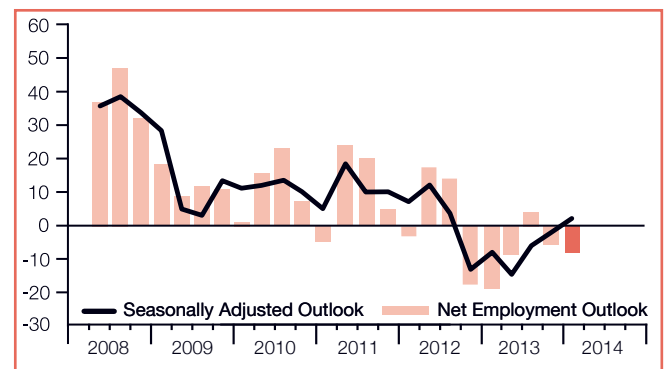
Based on unadjusted survey data, employers forecast a cautiously optimistic hiring pace in the coming quarter. While the Outlook is slightly weaker when compared with the previous quarter, employers report a considerable improvement year-over-year.



Mining & Quarrying +2%

Employers expect slow-paced payroll growth in 1Q 2014, reporting a Net Employment Outlook of +2%. The Outlook is the first positive forecast since 3Q 2012, and improves by 3 percentage points when compared with the previous quarter. Year-over-year, hiring plans are 11 percentage points stronger.

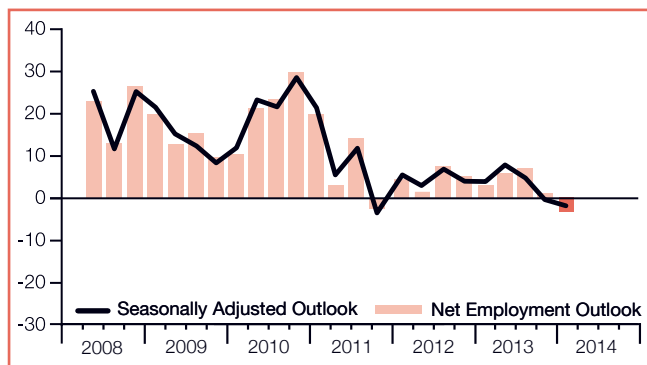
Based on unadjusted survey data, employers expect the labor market slump to continue in the coming quarter. The Outlook is slightly weaker quarter-over-quarter but considerably stronger year-over-year.



Public & Social -2%

Employers anticipate a decrease in staffing levels during 1Q 2014 with a Net Employment Outlook of -2% - the first negative forecast since 4Q 2011. Hiring intentions weaken by 2 percentage points quarter-over-quarter and by 6 percentage points year-over-year.

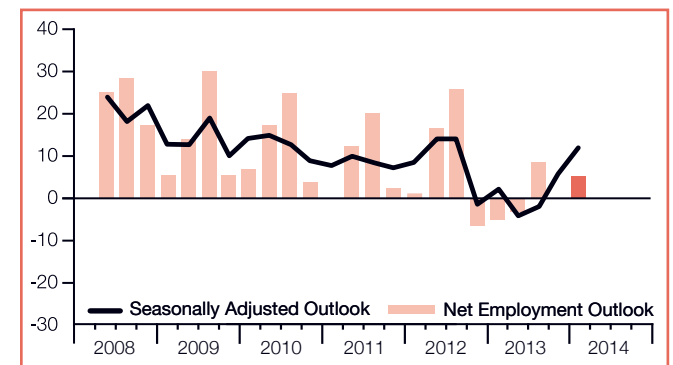
Based on unadjusted survey data, employers report disappointing hiring plans for the coming quarter. Hiring activity is slightly weaker quarter-over-quarter and declines moderately when compared with 1Q 2013.



Restaurants & Hotels +12%

Respectable payroll gains are expected in 1Q 2014 with employers forecasting a Net Employment Outlook of +12%. Hiring prospects strengthen by 7 percentage points when compared with the previous quarter and are 10 percentage points stronger year-over-year.

Based on unadjusted survey data, employers report encouraging signs for job seekers in the upcoming quarter. The Outlook is moderately stronger quarter-over-quarter and improves considerably year-over-year.

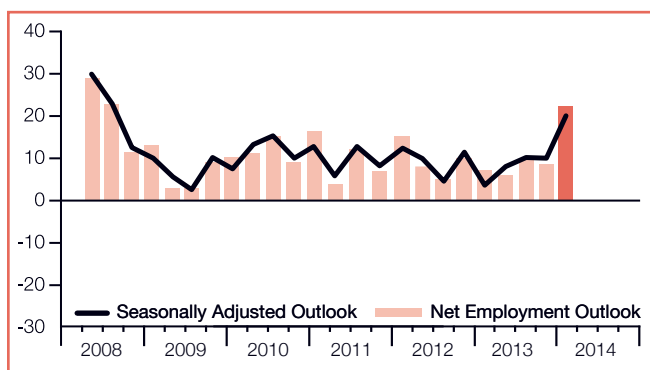


No bar indicates Net Employment Outlook of zero.

Transport, Storage & Communication +20%

Job seekers are likely to benefit from the strongest hiring environment since 3Q 2008 in the January-March time frame according to employers who report a Net Employment Outlook of +20%. Hiring plans improve by 10 and 16 percentage points, quarter-over-quarter and year-over-year, respectively.

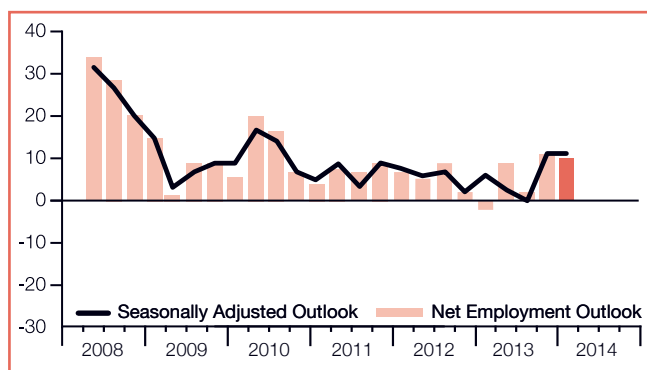
Based on unadjusted survey data, employers expect a healthy hiring pace in the next three months. Hiring intentions strengthen considerably both quarter-over-quarter and year-over-year.



Wholesale & Retail Trade +11%

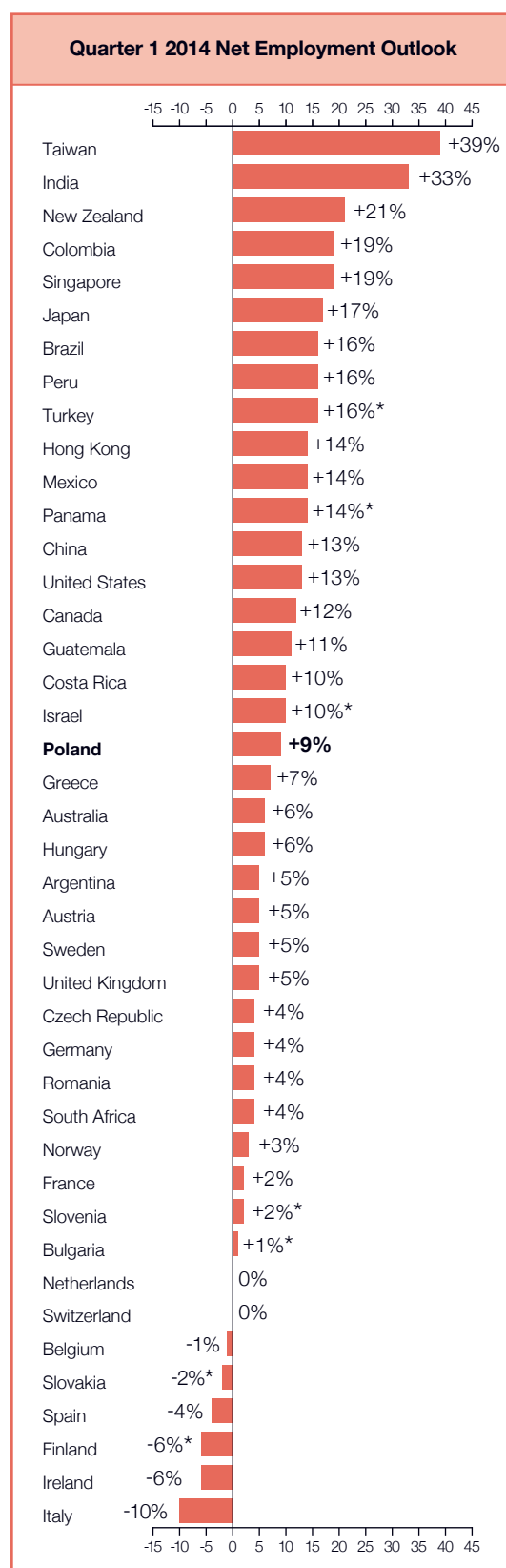
Employers anticipate steady payroll growth in 1Q 2014 reporting a Net Employment Outlook of +11% for the second consecutive quarter. Hiring plans are 5 percentage points stronger when compared with 1Q 2013.

Based on unadjusted survey data, employers report cautiously optimistic hiring plans for the coming quarter. Hiring intentions remain relatively stable quarter-over-quarter and improve considerably year-over-year.



Global Employment Outlook

	Quarter 1 2014	Qtr on Qtr Change Q1 2014 to Q4 2013	Yr on Yr Change Q1 2014 to Q1 2013
	%		
Americas			
Argentina	6 (5) ¹	0 (-2) ¹	-5 (-5) ¹
Brazil	10 (16) ¹	-3 (-3) ¹	-11 (-10) ¹
Canada	5 (12) ¹	-3 (2) ¹	-1 (-1) ¹
Colombia	17 (19) ¹	2 (6) ¹	2 (2) ¹
Costa Rica	15 (10) ¹	2 (-1) ¹	0 (-5) ¹
Guatemala	13 (11) ¹	-5 (-6) ¹	-4 (-4) ¹
Mexico	12 (14) ¹	-2 (-1) ¹	-6 (-6) ¹
Panama	14	-10	-4
Peru	15 (16) ¹	-2 (0) ¹	-1 (0) ¹
United States	10 (13) ¹	0 (0) ¹	1 (1) ¹
Asia Pacific			
Australia	7 (6) ¹	4 (2) ¹	0 (-2) ¹
China	12 (13) ¹	-2 (0) ¹	-2 (-2) ¹
Hong Kong	14 (14) ¹	-1 (0) ¹	2 (2) ¹
India	29 (33) ¹	-11 (-8) ¹	6 (6) ¹
Japan	12 (17) ¹	0 (1) ¹	6 (5) ¹
New Zealand	19 (21) ¹	1 (4) ¹	4 (4) ¹
Singapore	16 (19) ¹	-5 (-1) ¹	6 (7) ¹
Taiwan	32 (39) ¹	-5 (3) ¹	6 (5) ¹
EMEA**			
Austria	0 (5) ¹	-1 (4) ¹	1 (1) ¹
Belgium	-1 (-1) ¹	0 (0) ¹	-1 (-1) ¹
Bulgaria	1	-3	5
Czech Republic	0 (4) ¹	0 (4) ¹	8 (8) ¹
Finland	-6	0	-10
France	-1 (2) ¹	-1 (2) ¹	1 (3) ¹
Germany	2 (4) ¹	-1 (1) ¹	-3 (-3) ¹
Greece	1 (7) ¹	5 (6) ¹	17 (17) ¹
Hungary	3 (6) ¹	6 (9) ¹	5 (5) ¹
Ireland	-9 (-6) ¹	-5 (-2) ¹	-1 (-1) ¹
Israel	10	4	0
Italy	-12 (-10) ¹	5 (4) ¹	0 (0) ¹
Netherlands	-1 (0) ¹	1 (2) ¹	6 (8) ¹
Norway	2 (3) ¹	-2 (-1) ¹	-3 (-3) ¹
Poland	4 (9)¹	1 (4)¹	10 (10)¹
Romania	1 (4) ¹	1 (1) ¹	-2 (-6) ¹
Slovakia	-2	-3	6
Slovenia	2	2	11
South Africa	6 (4) ¹	1 (-1) ¹	5 (5) ¹
Spain	-6 (-4) ¹	1 (3) ¹	7 (7) ¹
Sweden	2 (5) ¹	1 (3) ¹	0 (0) ¹
Switzerland	0 (0) ¹	2 (3) ¹	-1 (-1) ¹
Turkey	16	-2	6
UK	3 (5) ¹	-4 (-1) ¹	-1 (-1) ¹



1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

* Indicates unadjusted data.

**EMEA – Europe, Middle East and Africa.

Each quarter ManpowerGroup conducts research to measure employment trends* in the world's major labor markets. To measure hiring expectations between January and March 2014, ManpowerGroup interviewed over 65,000 employers in 42 countries and territories. Despite continuing economic challenges and widespread uncertainty in the global labor market, the first-quarter research reveals that the majority of hiring managers will continue to add to their workforces by varying degrees during the first quarter of 2014. Payroll additions are expected to outpace payroll reductions in 34 of the 42 countries and territories.

Employers in Taiwan, India and New Zealand report the strongest first-quarter hiring plans globally. The weakest—and only negative—Net Employment Outlooks are reported in Italy, Ireland, Finland, Spain, Slovakia and Belgium. Hiring optimism strengthens from three months ago in 21 countries and territories, but weakens in 15. Outlooks are also stronger in 21 countries and territories in a year-over-year comparison, but decline in 17.

When global labor markets are viewed as a group, there is little evidence of an overriding trend among hiring managers. In a quarter-over-quarter comparison, employer hiring intentions in the G7 countries improve marginally or remain relatively stable, and employer forecasts elsewhere provide few indications of a noteworthy universal shift toward stronger or weaker labor market activity. Instead, the first-quarter research indicates that marketplace uncertainty continues to concern employers, many of whom report that they intend to add to their payrolls, but at rates far more modest than in the pre-recession years. Even employers in those labor markets that until very recently reported consistently impressive levels of hiring activity—such as in China, Brazil and Turkey—have now scaled back hiring plans to still positive but more modest levels.

Regionally, employers throughout Asia Pacific continue to report positive Net Employment Outlooks. Job seekers in Taiwan are likely to benefit from the most robust hiring pace in the region, with more than one in every three employers indicating they plan to add

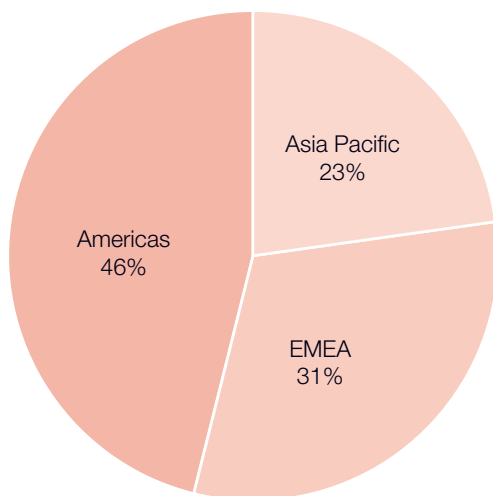
to their payrolls in the first quarter. First-quarter prospects are also bright for India's job seekers with a brisk hiring pace expected in most industry sectors and all regions. Japan's Outlook is the strongest reported since the second quarter of 2008 and follows more than four years of steadily improving forecasts. Hiring plans also remain positive in China, but the Outlook continues to rest at a position below the more optimistic forecasts of late 2010 and early 2011, and the steady erosion of employer confidence in China adds further evidence that the country's growth track may be leveling off. The Asia Pacific region's weakest forecast is reported in Australia despite moderate quarter-over-quarter improvements in both the Mining & Construction and Finance sectors.

Employer hiring intentions remain positive in all 10 countries ManpowerGroup surveys in the Americas. However, the first-quarter forecasts are mostly weaker in both quarter-over-quarter and year-over-year comparisons. Colombian employers expect the strongest hiring pace with three out of 10 employers expecting to grow first-quarter payrolls. A steady hiring pace is also expected in Brazil, but the country's Outlook has weakened by varying degrees for nine consecutive quarters and now stands at its weakest point since the Brazilian survey was launched in 2009. The U.S. Outlook remains upbeat and is relatively stable in both quarter-over-quarter and year-over-year comparisons.

In the EMEA region, hiring trends remain mixed with employers reporting positive hiring intentions in 16 of the 24 countries surveyed. Outlooks improve in 15 of 24 countries from three months ago but weaken in seven. In a year-over-year comparison, forecasts improve in 13 countries but weaken in eight. The region's strongest hiring plans are reported in Turkey and weakest in Italy where employers report negative hiring intentions for the 12th consecutive quarter. Conversely, opportunities for job seekers in Greece are expected to improve noticeably in the next three months as the Outlook climbs for the sixth consecutive quarter and employers report the strongest hiring intentions in over five years.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



For the Quarter 1 2014 research ManpowerGroup surveyed more than 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

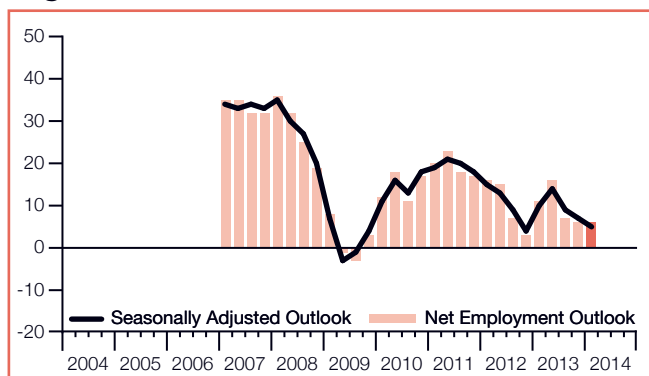
Nearly 30,000 employers from 10 countries throughout North, Central and South America were interviewed to measure hiring plans for Quarter 1 2014. Employers in each country report varying degrees of positive hiring intentions for the next three months with Net Employment Outlooks remaining relatively stable or improving in six of the 10 countries in comparison to Quarter 4 2013. However, in comparison to Quarter 1 2013, Outlooks decline or remain relatively stable in nine of the 10 countries.

Employer optimism is strongest in Colombia, Brazil and Peru and weakest in Argentina. Colombia's upbeat forecast is driven by a considerable uptick in demand for talent in the Mining sector, as well as active labor markets expected in the Orinoquia and Pacific regions. Peru's upbeat forecast is fueled in large part by expectations of a vigorous hiring pace in the Public Administration/Education sector as well as a surge in demand in the country's Services sector. The hiring pace in Brazil remains steady, with over one in every five employers expecting to add to their payrolls in the first three months of the year. However, the Outlook has now been in decline for nine consecutive quarters with forecasts in the majority of Brazil's industry sectors and regions at the weakest levels reported by employers since the survey started in Quarter 4 2009.

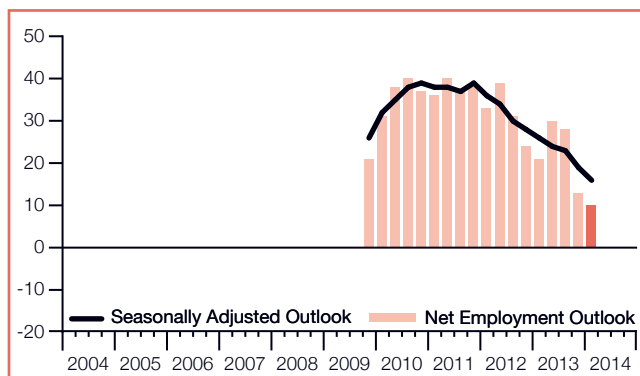
Elsewhere in the Americas, the Outlook in the United States remains upbeat, and the recent government shutdown seems to have had little effect on the first-quarter forecast. U.S. employers expect the hiring pace to remain relatively stable in comparison to the prior quarter and last year at this time; the national Outlook is buoyed by solid hiring plans in the Leisure & Hospitality sector where more than a quarter of the employers surveyed indicate they will add to their workforce. Opportunities for job seekers in the Wholesale & Retail Trade and the Professional & Business sectors are also expected to remain steady despite slight declines in comparison to forecasts in the prior quarter and prior year.

Positive hiring intentions are reported in each of Canada's industry sectors and regions, with Construction sector employers reporting the strongest forecast for the second consecutive quarter. Meanwhile, the Outlook in Mexico's Mining & Construction sector improves for the third consecutive quarter, boosted by growing demand for talent in the country's petroleum industry. However, while forecasts remain uniformly positive, the overall hiring pace in Mexico is expected to soften as Outlooks decline by varying degrees in all industry sectors and regions when compared to forecasts from Q1 2013.

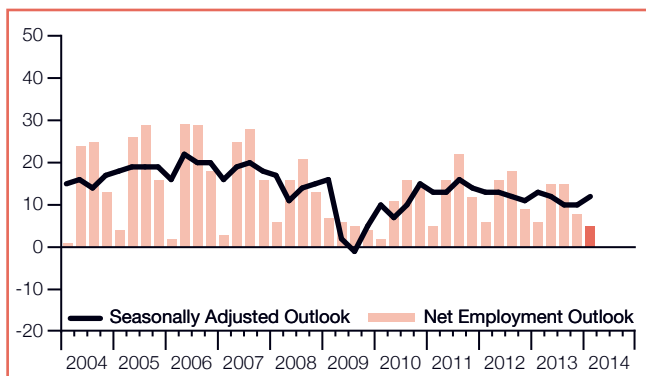
Argentina



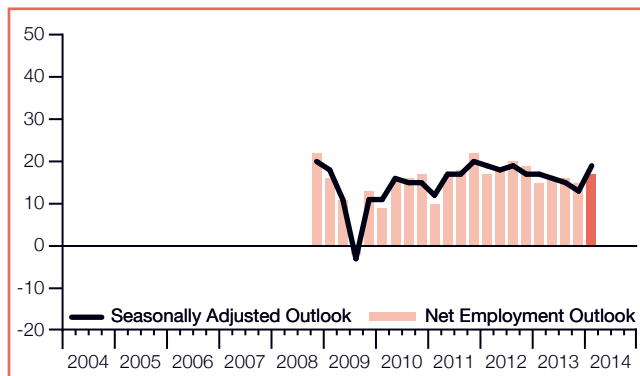
Brazil



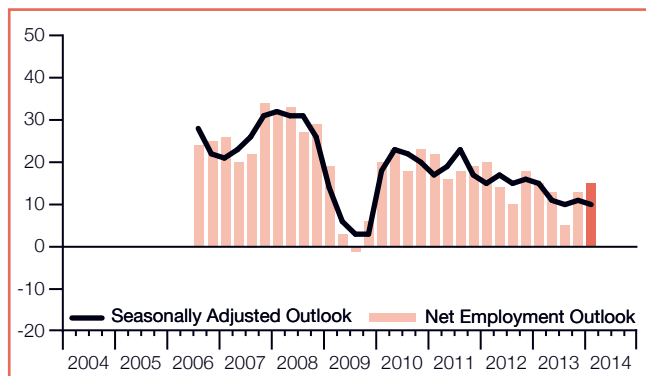
Canada



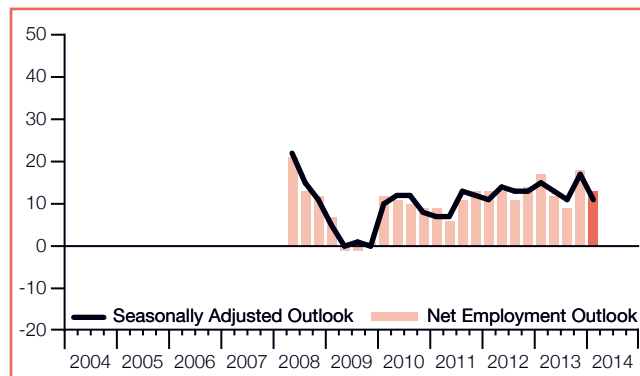
Colombia



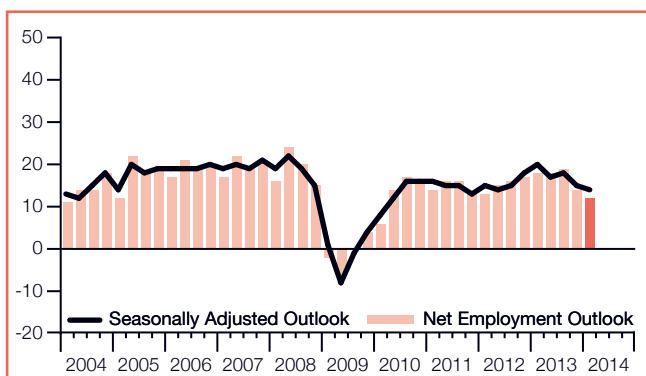
Costa Rica



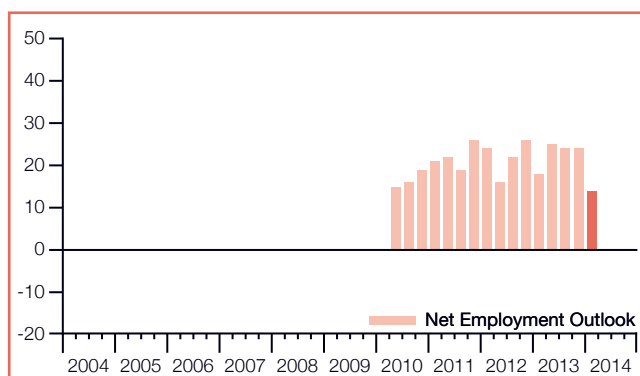
Guatemala



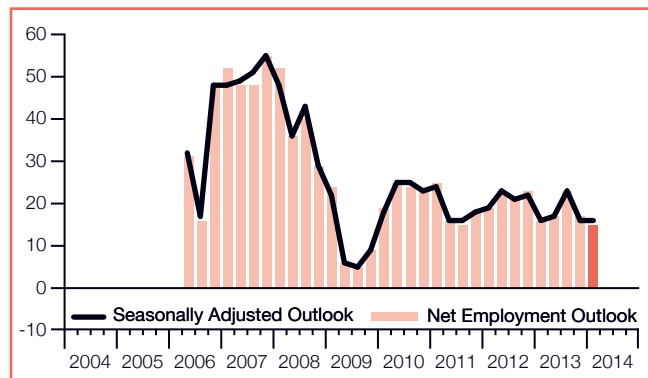
Mexico



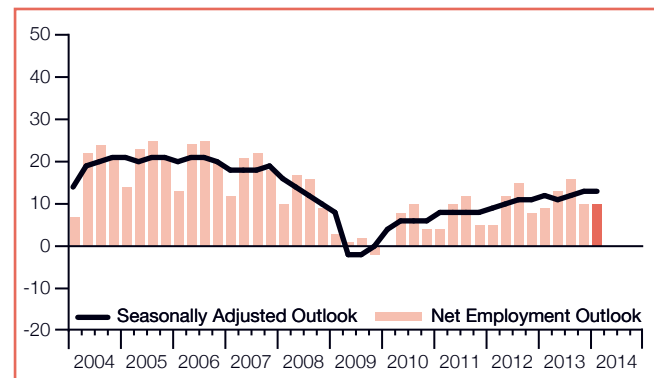
Panama



Peru



United States



International Comparisons – Asia Pacific

Interviews with over 15,000 employers have been conducted within the Asia Pacific region to measure anticipated hiring activity in Quarter 1 2014.

Job prospects remain positive across the region, with employers in Taiwan, India and New Zealand reporting the strongest hiring plans. Outlooks improve in four of the eight countries and territories in a quarter-over-quarter comparison, and in six of eight when compared year-over-year.

The Taiwanese Outlook is the most optimistic among the 42 countries and territories surveyed this quarter, and so far employer confidence in this export-driven economy appears unaffected by market uncertainty elsewhere. More than one in three employers plan to add to their payrolls in the next three months, with employers in the Transportation & Utilities and the Wholesale & Retail Trade sectors reporting their most optimistic hiring plans since the survey began in Taiwan in Q2 2005.

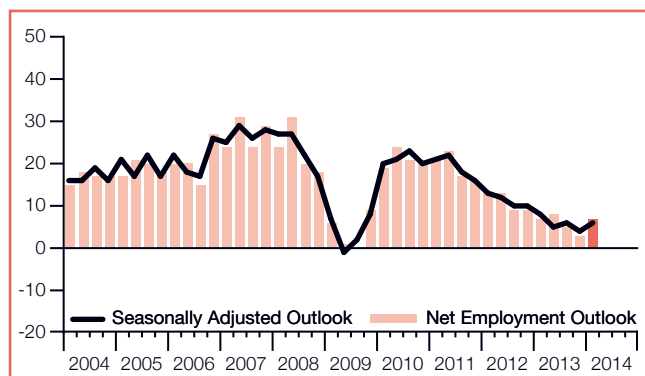
India's first-quarter hiring pace is expected to remain robust despite quarter-over-quarter declines in all seven of the country's industry sectors and in three of its four regions. Forecasts are strongest in the Wholesale & Retail Trade sector and the Mining & Construction sector where job seekers are expected to benefit from aggressive efforts to improve infrastructure throughout the country. The hiring pace is also expected to remain brisk in the Services sector where IT talent continues to be aggressively recruited by both national and multi-national firms.

Employer optimism in Japan continues to grow, and the country's job seekers will likely benefit from the strongest job forecast since the second quarter of 2008. Hiring plans in the country's Mining & Construction sector are also the strongest reported by employers since Japan's survey started in Q3 2003.

Elsewhere, hiring plans in China have remained steady for three consecutive quarters, but employer optimism is tempered by uncertainty in Europe—China's largest export market—as well as concerns that a lack of home-grown managerial talent will threaten continued growth opportunities. The forecast in Singapore strengthens moderately from year-ago levels, boosted in part by considerable Outlook improvements in the Transportation & Utilities sector as efforts continue to enhance Singapore's role as the region's central air cargo and maritime hub.

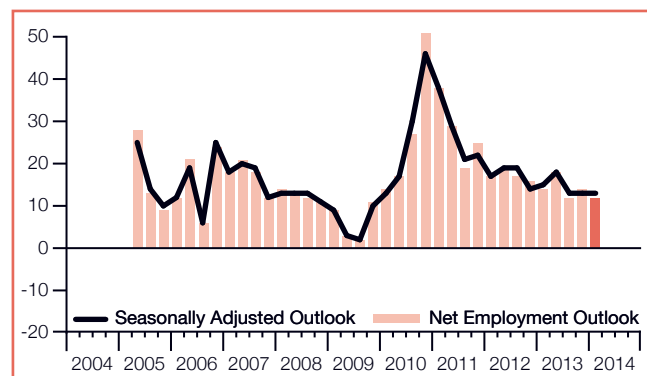
For the seventh consecutive quarter, employers in Australia report the region's weakest hiring plans. However, the forecast improves slightly in comparison to the prior quarter following a moderate gain in the Finance, Insurance & Real Estate and the Mining & Construction sectors amid signs that the country's Resources sector will gradually ramp up production.

Australia



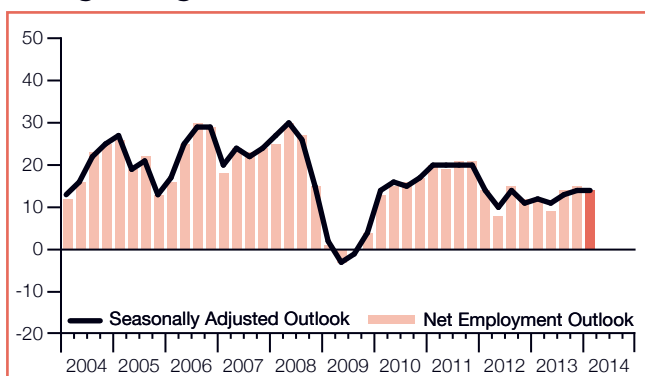
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China



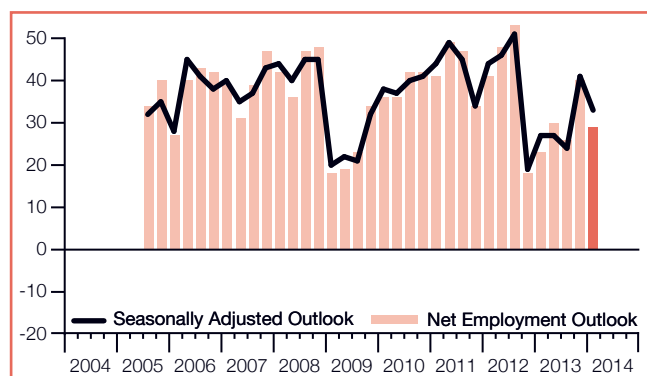
China joined the survey in Q2 2005.

Hong Kong



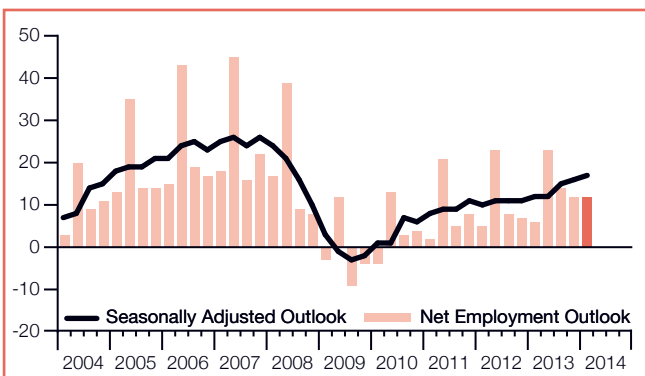
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India

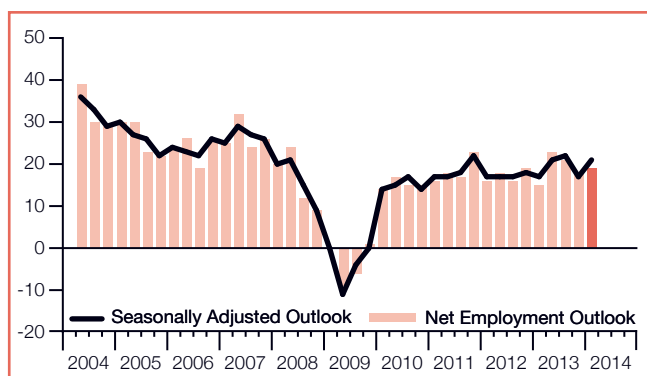


India joined the survey in Q3 2005.

Japan



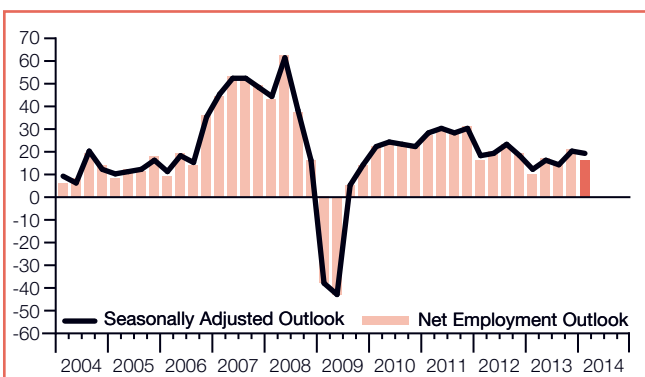
New Zealand



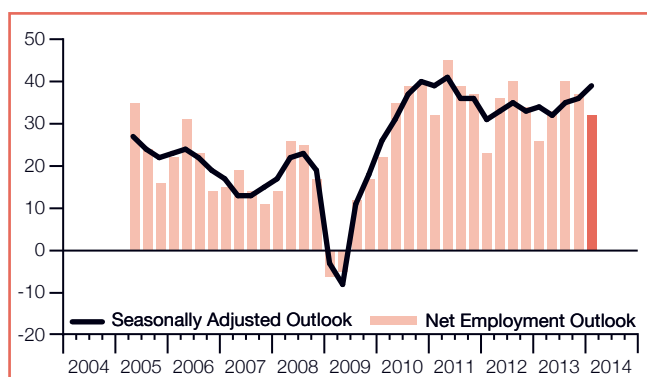
New Zealand joined the survey in Q2 2004.

No bar indicates Net Employment Outlook of zero.

Singapore



Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – EMEA

Over 20,000 employer interviews have been conducted across 24 countries in the Europe, Middle East and Africa (EMEA) region to measure anticipated hiring activity for Quarter 1 2014.

The region presents a mixed picture. Positive hiring activity is expected in 16 of 24 countries surveyed in the region, and employer hiring expectations are stronger from both three months ago and last year at this time in the majority of countries. However, GDP estimates throughout the Eurozone indicate that recovery continues at a painfully slow pace, and at a rate that will likely not be enough to significantly reduce unemployment—especially among youth where unemployment for those 25 and under remains over 24 percent.

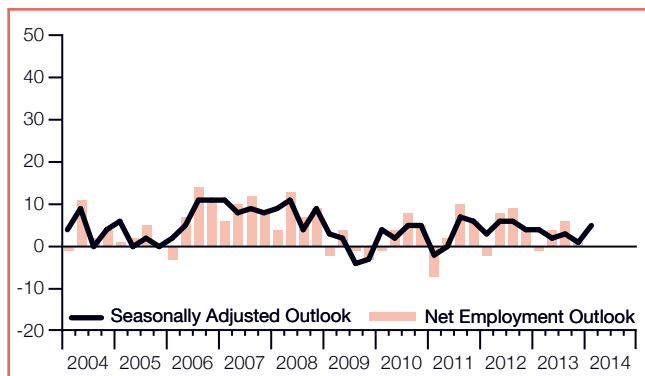
First-quarter hiring plans are strongest in Turkey, Israel and Poland. Turkey's Outlook is fueled by steep year-over-year improvements in the Pharmaceutical and Wholesale & Retail Trade sectors. Poland's Outlooks improve in most sectors and regions in both quarter-over-quarter and year-over-year comparisons, and Polish employers post their strongest overall forecast in more than two years. The EMEA region's weakest hiring intentions are reported by employers in Italy where employer hiring plans improve slightly from three months ago but remain negative and unchanged from year-ago levels.

The Outlook in Greece grows more promising. Following revisions to the Q4 2013 forecast, employer hiring plans are positive for the second consecutive quarter, and employers report the strongest Outlook since Q4 2008. Positive hiring intentions are reported in seven of the nine industry sectors and in both regions, and in a year-over-year comparison Outlooks improve by considerable margins in eight of nine sectors and in both regions.

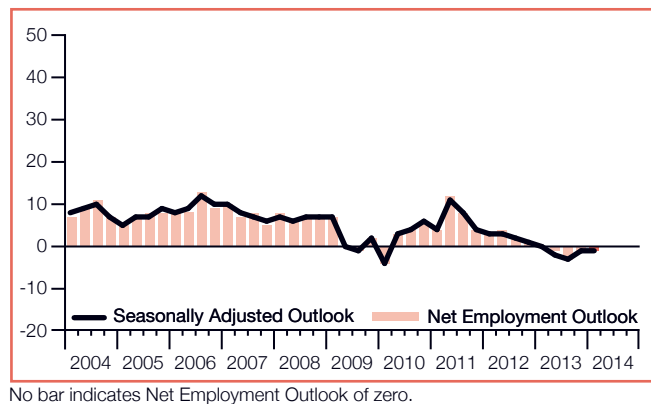
Employer hiring intentions in Germany remain cautiously optimistic. For the seventh consecutive quarter, employers in the Finance & Business Services sector report the strongest hiring plans, and opportunities for job seekers in the Transport, Storage & Communications sector are expected to grow considerably compared to three months ago. However, employers throughout Germany continue to express concern about ongoing talent shortages, and many are acknowledging the need to strengthen efforts to adopt more flexible recruiting strategies in order to secure talent with the necessary employability skills.

Meanwhile, hiring in France is expected to proceed at a positive but slow pace as employers continue to struggle with tax policies that they insist place a burden on meaningful job growth. Hiring intentions are strongest in the Finance & Business Services sector, while the Outlook in the Restaurants & Hotels sector sinks again and matches the weakest forecast since the survey began in Q3 2003.

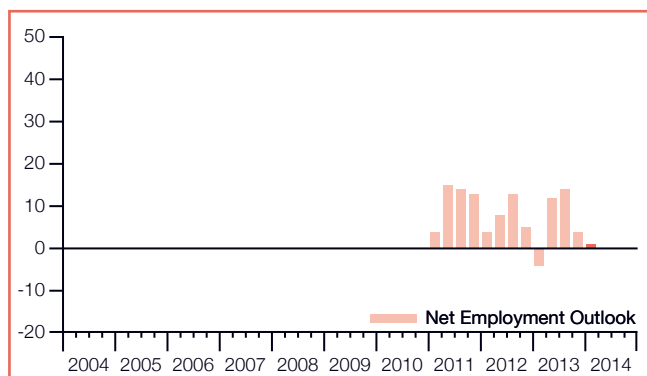
Austria



Belgium

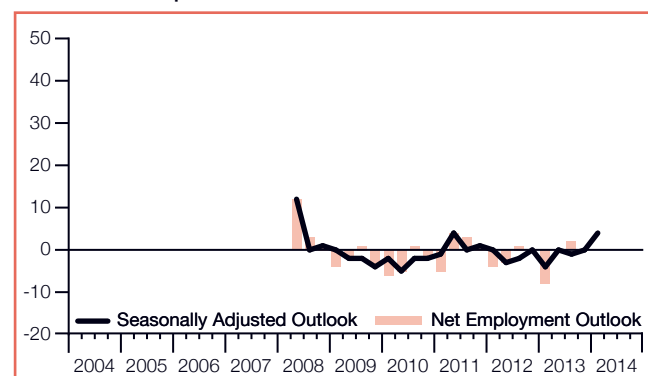


Bulgaria



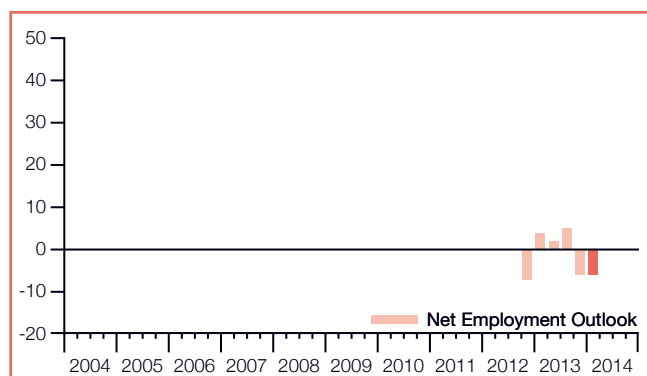
Bulgaria joined the survey in Q1 2011.

Czech Republic



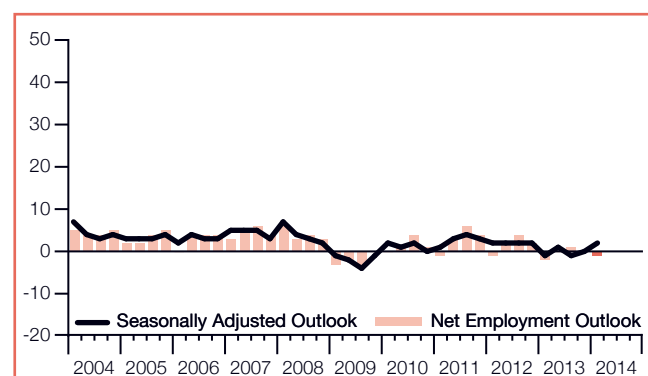
Czech Republic joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Finland



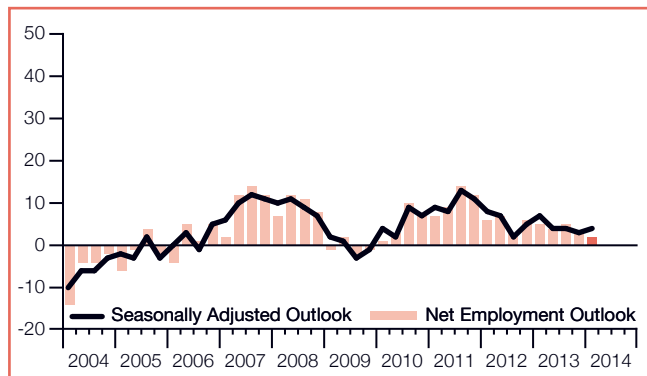
Finland joined the survey in Q4 2012.

France

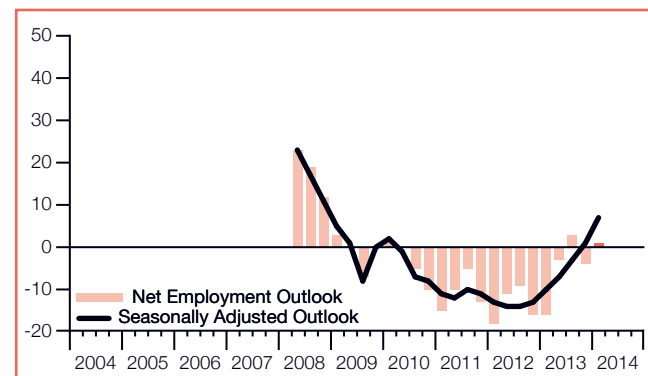


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Germany

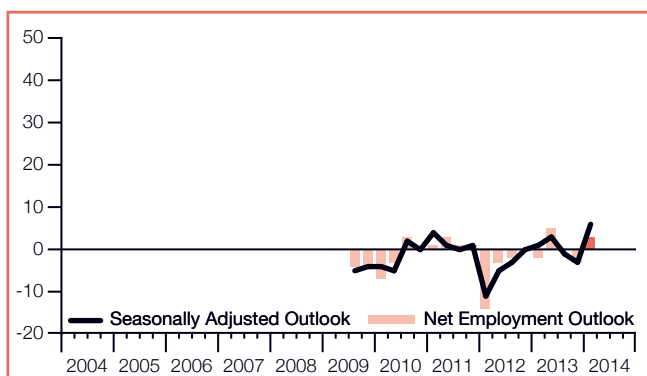


Greece



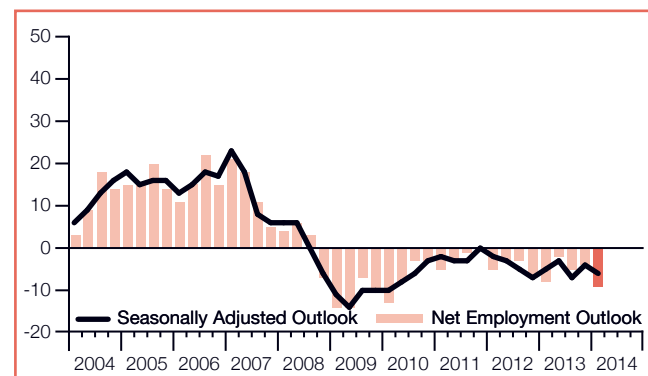
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Hungary



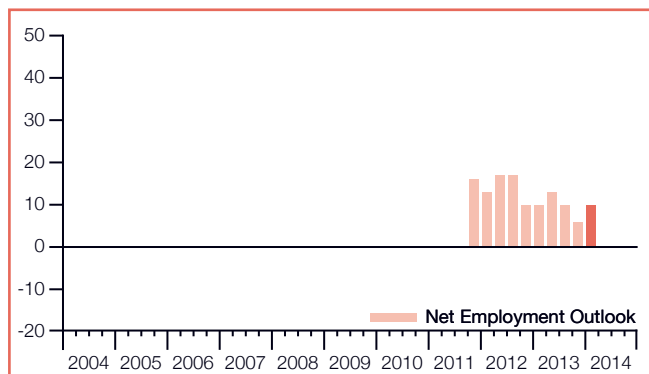
Hungary joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Ireland



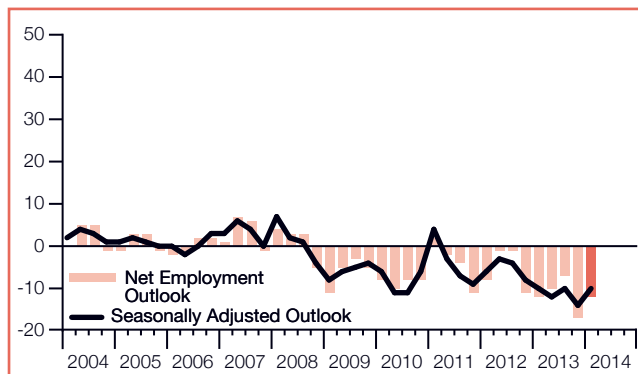
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Israel



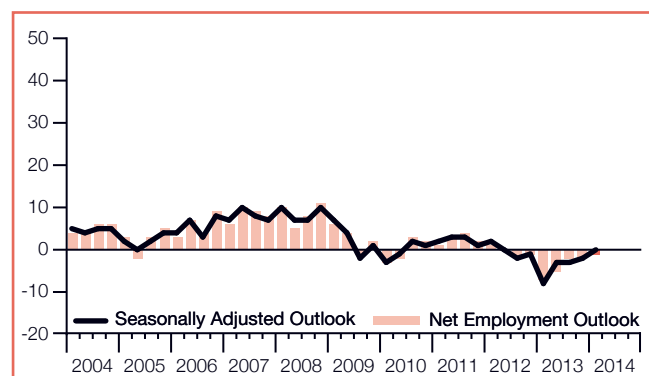
Israel joined the survey in Q4 2011.

Italy



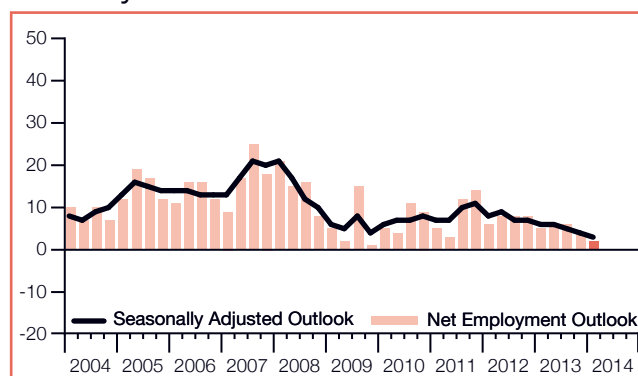
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Netherlands

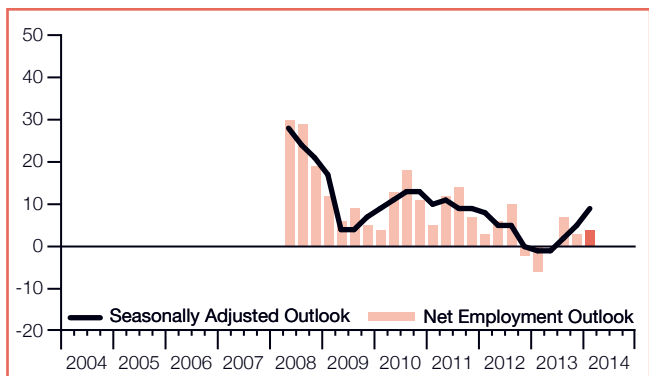


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Norway



Poland



Poland joined the survey in Q2 2008.

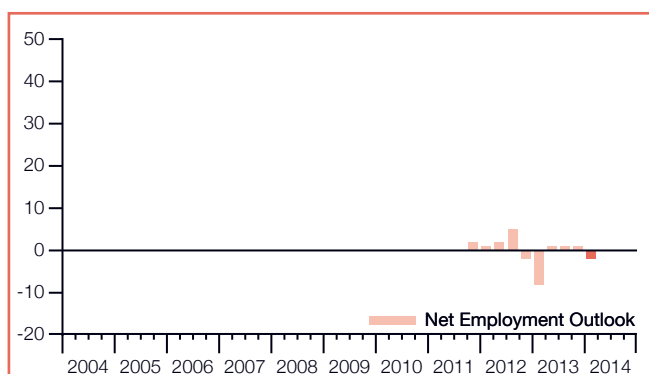
Romania



Romania joined the survey in Q2 2008.

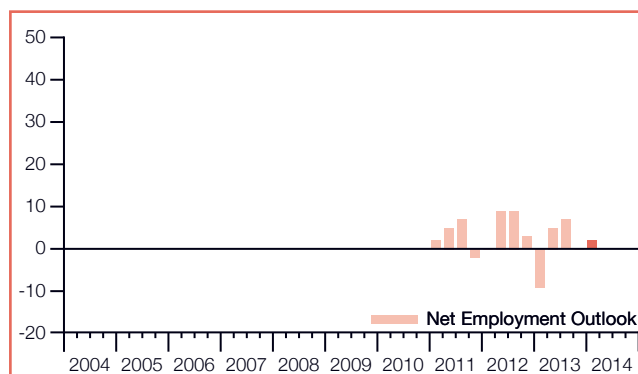
No bar indicates Net Employment Outlook of zero.

Slovakia



Slovakia joined the survey in Q4 2011.

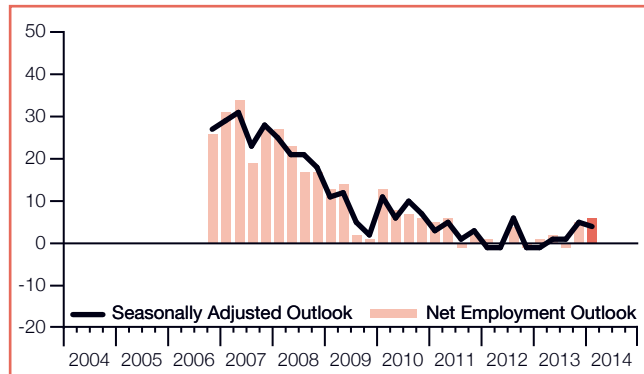
Slovenia



Slovenia joined the survey in Q1 2011.

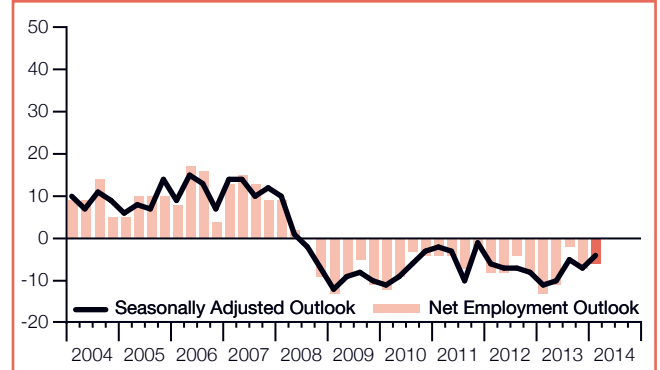
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South Africa



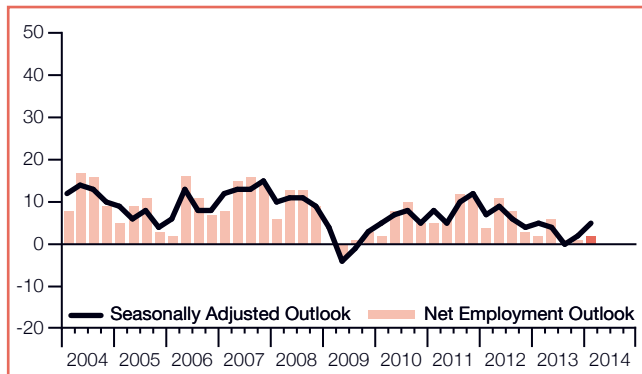
South Africa joined the survey in Q4 2006.
No bar indicates Net Employment Outlook of zero.

Spain



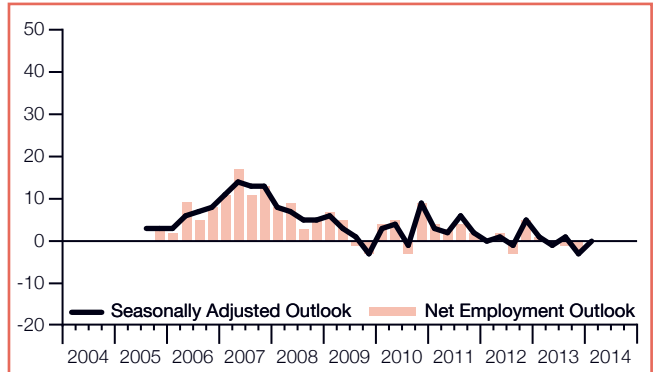
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Sweden



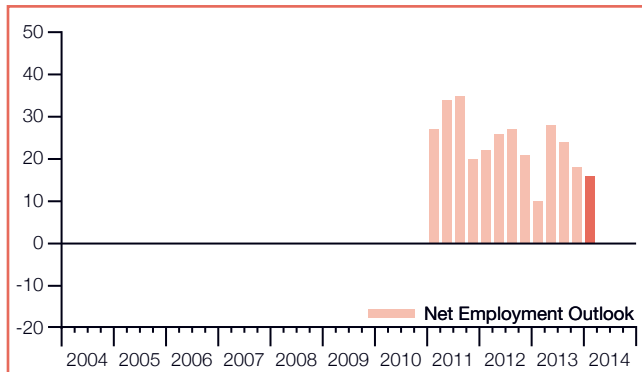
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Switzerland



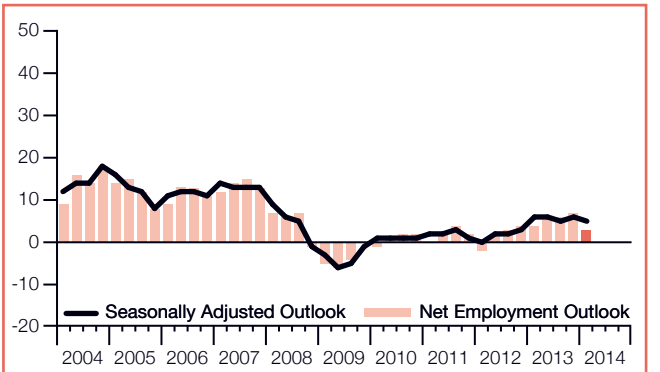
Switzerland joined the survey in Q3 2005.
No bar indicates Net Employment Outlook of zero.

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. ManpowerGroup's comprehensive forecast of employer hiring plans 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 and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 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 more than five decades the survey has derived all of its information from a single question.

Survey Question

For the 1Q 2014 research, all employers participating in the survey worldwide are asked the same question, *"How do you anticipate total employment at your location to change in the three months to the end of March 2014 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%. All employers participating in the survey worldwide were asked the same question between October 17th and 29th, 2013.

The Manpower Employment Outlook Survey for Poland is based on interviews with a representative sample of 756 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. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal Adjustment

Seasonal adjustments have been applied to the data for Argentina, Australia, Austria, Belgium, Brazil, 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** 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** Fourth generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** ManpowerGroup operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the fourth quarter. ManpowerGroup operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007** ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the fourth quarter.
- 2008** ManpowerGroup operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the fourth 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 fourth quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. 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. ManpowerGroup's operation in Finland joins the survey in the fourth quarter. Seasonal variations are also removed from Colombian data for the first time. ManpowerGroup's operation in Finland joins the survey in the fourth quarter, expanding the program to 42 countries and territories worldwide.
- 2013** ManpowerGroup Hungary operation begins reporting seasonally adjusted data in the third quarter and the Brazil operation begins reporting seasonally adjusted data in the fourth quarter.

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.