

Q3/2014

Manpower Employment Outlook Survey Poland

A Manpower Research Report

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Poland Employment Outlook

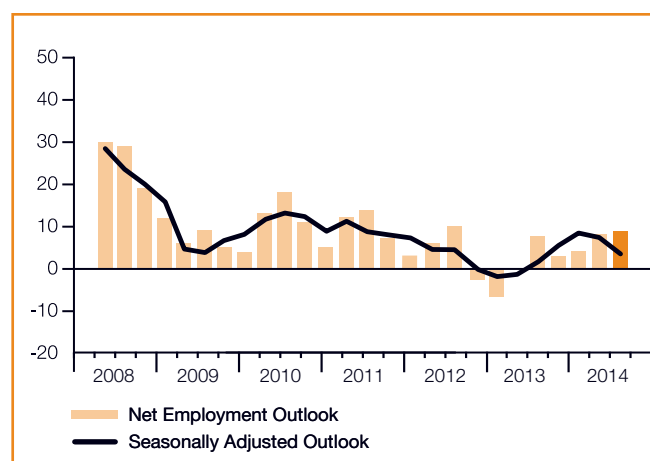
The Manpower Employment Outlook Survey for the third quarter 2014 was conducted by interviewing a representative sample of 752 employers in Poland. All survey participants were asked, *“How do you anticipate total employment at your location to change in the three months to the end of September 2014 as compared to the current quarter?”*

Polish employers report cautiously optimistic hiring intentions for the July-September time frame. While 15% of employers expect to increase payrolls, 6% forecast a decrease and 75% anticipate no change, resulting in a Net Employment Outlook of +9%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +4%. Hiring intentions weakened by 3 percentage points quarter-over-quarter but are 2 percentage points stronger year-over-year.

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

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



No bar indicates Net Employment Outlook of zero.

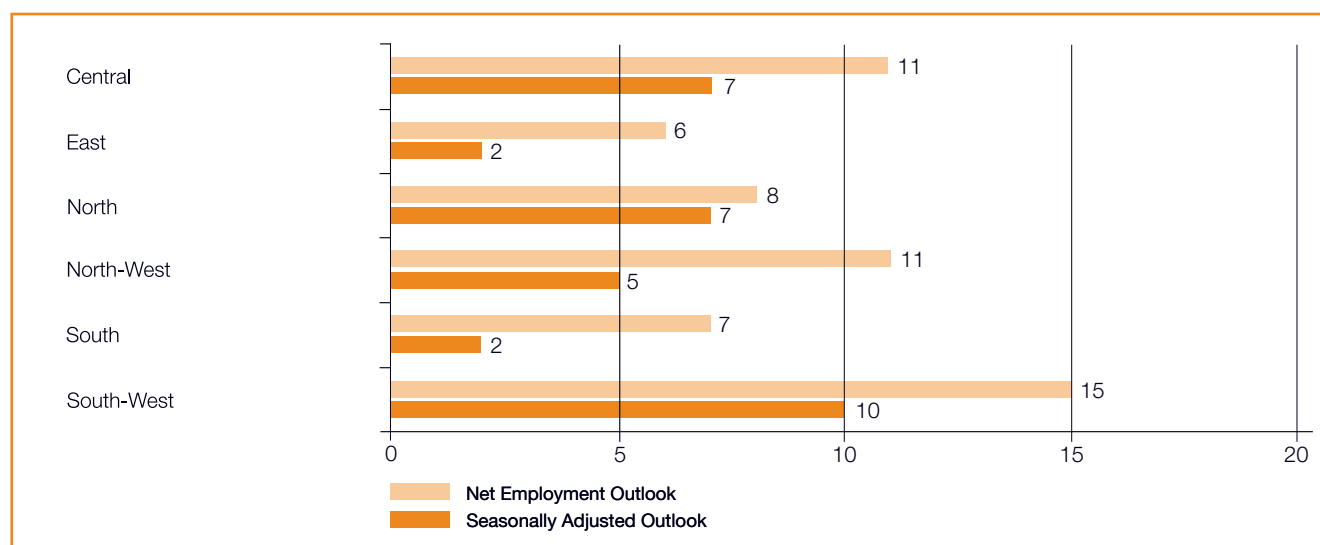
	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Q1 2014	15	6	75	4	9	4
Q2 2014	15	7	75	3	8	7
Q3 2014	13	9	72	6	4	8
Q4 2013	12	9	74	5	3	5
Q1 2013	16	9	72	3	7	2

Regional Comparisons

Employers in all six regions expect to grow payrolls during 3Q 2014. The most optimistic hiring plans are reported in the South-West where the Net Employment Outlook stands at +10%. Encouraging signs are evident for job seekers in both Central and North Poland where Outlooks stand at +7%, and the Outlook for the North West is +5%. Slow-paced job gains are anticipated in both the East and the South where Outlooks stand at +2%.

Hiring intentions weaken in three of the six industry sectors when compared with 2Q 2014. Central employers report a decline of 6 percentage points while Outlooks decline by 4 and 2 percentage points in the South and the North-West, respectively. Elsewhere, the Outlook for the South-West remains relatively stable and employers report no change in both the East and the North.

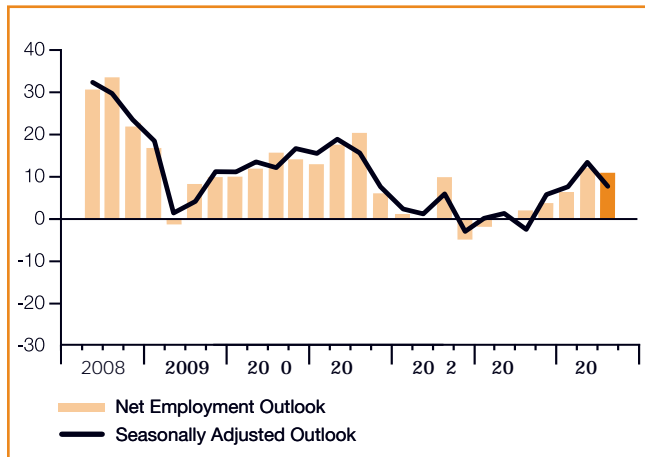
Year-over-year, employers report improved hiring prospects in three of the six regions. The most noteworthy increase of 9 percentage points is reported in the Central region while Outlooks are 7 and 3 percentage points stronger in the North and the North-West, respectively. Meanwhile, the Outlook for the East remains relatively stable and employers report no change in both the South and the South-West.



* 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%

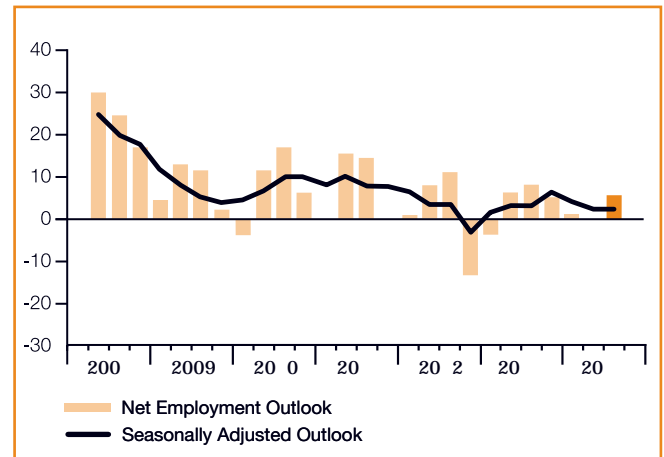
Reporting a Net Employment Outlook of +7%, employers anticipate some hiring opportunities during the coming quarter. While the Outlook is 6 percentage points weaker quarter-over-quarter, employers report a 9 percentage point improvement year-over-year.



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East +2%

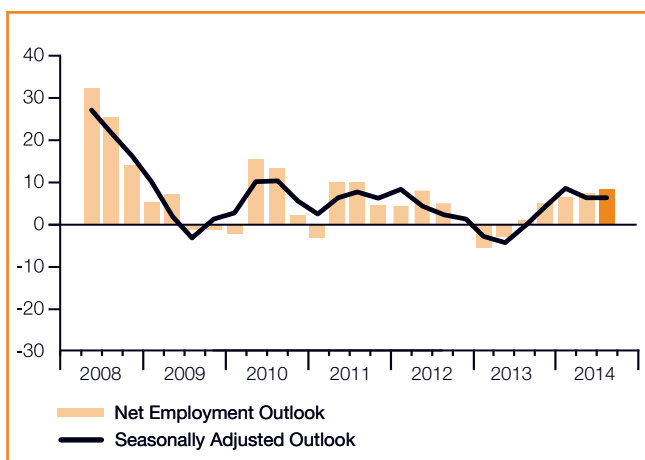
Slow-paced hiring activity is anticipated in 3Q 2014 with employers reporting a Net Employment Outlook of +2%. The Outlook is unchanged when compared with the previous quarter and remains relatively stable year-over-year.



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North +7%

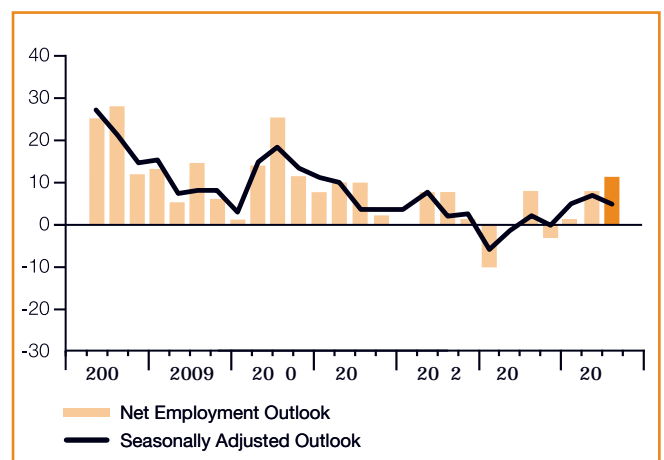
For the second consecutive quarter employers report cautiously optimistic hiring plans with a Net Employment Outlook of +7%. When compared with 3Q 2013, the Outlook is 7 percentage points stronger.



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North-West +5%

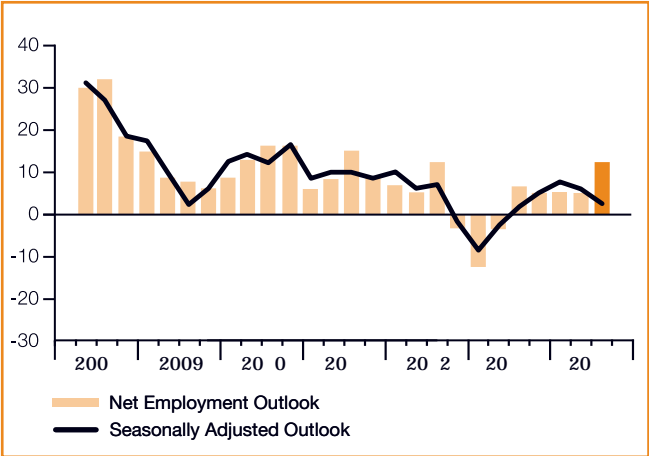
Some payroll gains are expected in the next three months with employers reporting a Net Employment Outlook of +5%. Hiring intentions weaken by 2 percentage points when compared with the previous quarter but are 3 percentage points stronger year-over-year.



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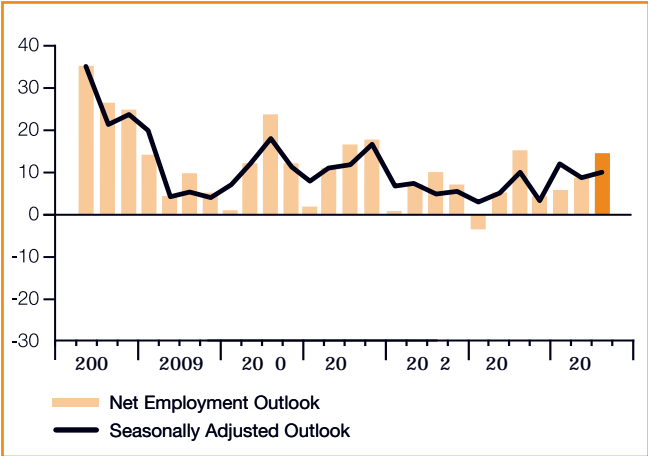
South +2%

Job seekers can expect a cautious hiring pace in the July-September period, according to employers who report a Net Employment Outlook of +2%. Hiring plans are 4 percentage points weaker quarter-over-quarter but remain unchanged when compared with 3Q 2013.



South-West +10%

Employers report encouraging signs for job seekers in the upcoming quarter with a Net Employment Outlook of +10%. Hiring prospects remain relatively stable when compared with the previous quarter and are unchanged year-over-year.



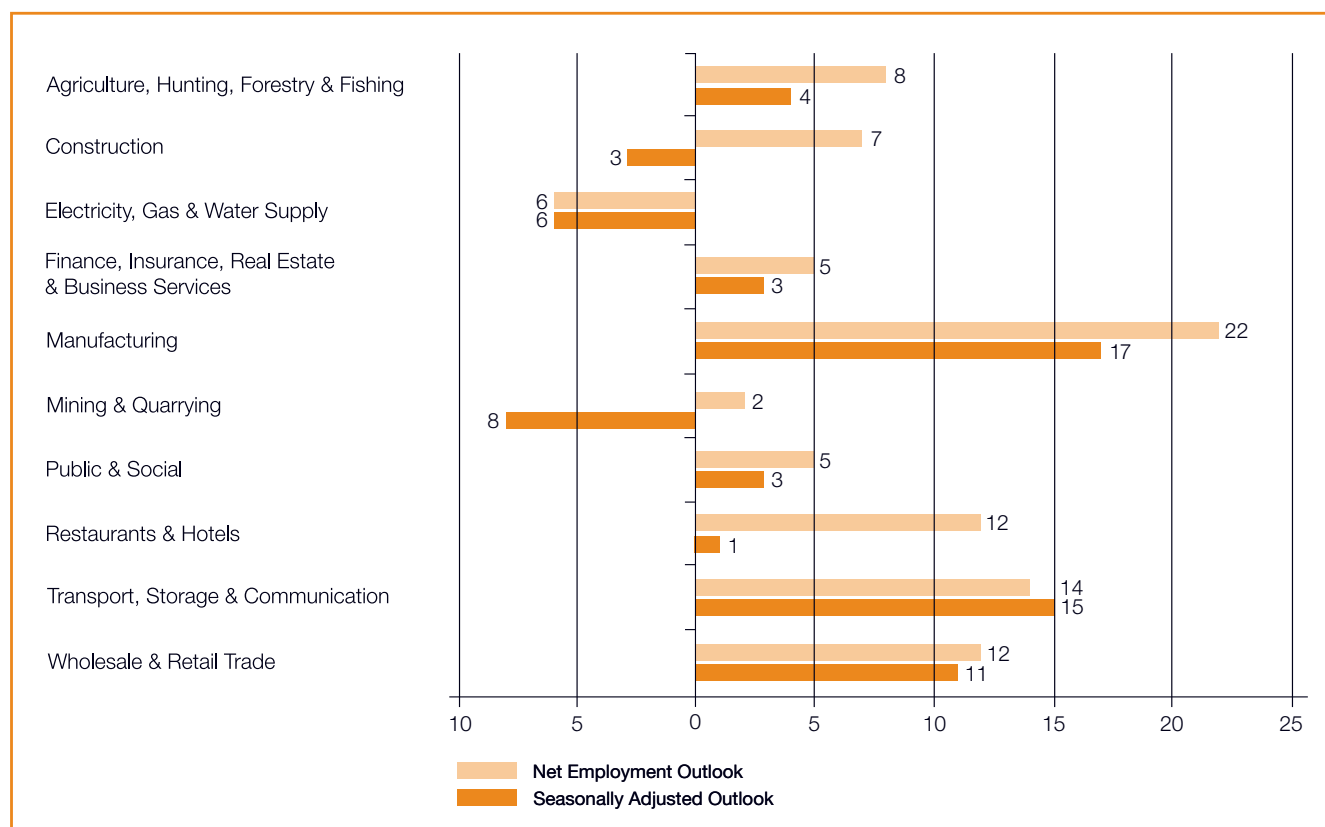
Sector Comparisons

Employers in seven of the 10 industry sectors expect to increase staffing levels during 3Q 2014. The most optimistic hiring intentions are reported in the Manufacturing sector where the Net Employment Outlook stands at +17%. Steady hiring activity is also forecast for the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector, with Outlooks of +15% and +11%, respectively. Some payroll gains are expected in the Agriculture, Hunting, Forestry & Fishing sector with an Outlook of +4% and in both the Finance, Insurance, Real Estate & Business Services sector and the Public & Social sector where employers report Outlooks of +3%. Meanwhile, payrolls are expected to decline in three sectors. The Mining & Quarrying sector Outlook stands at -8% while employers in the Electricity, Gas & Water Supply sector and the Construction sector report Outlooks of -6% and -3%, respectively.

When compared with the previous quarter, employers in five of the 10 industry sectors report weaker hiring prospects. The most noteworthy decline of 8 percentage points is reported in the Construction

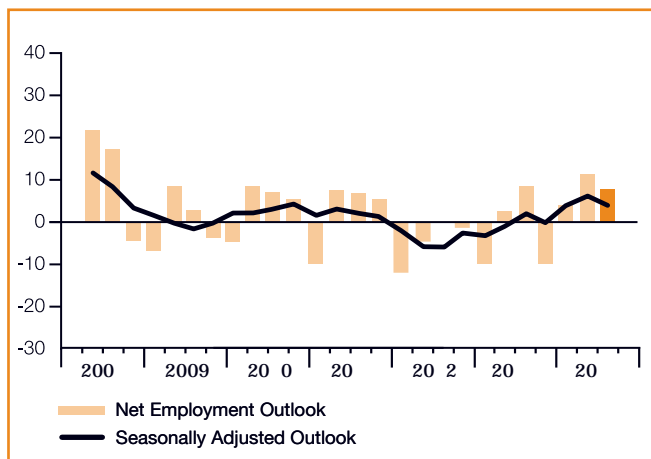
sector while Outlooks are 6 and 5 percentage points weaker in the Transport, Storage & Communication sector and the Restaurants & Hotels sector, respectively. However, stronger Outlooks are reported in four sectors, including the Wholesale & Retail Trade sector where employers report an improvement of 3 percentage points.

Employers in five of the 10 industry sectors report improved hiring plans when compared with 3Q 2013. The Manufacturing sector Outlook is 11 percentage points stronger and employers in the Wholesale & Retail Trade sector report an increase of 10 percentage points. Outlooks improve by 4 percentage points in both the Restaurants & Hotels sector and the Transport, Storage & Communication sector. Elsewhere, hiring prospects weaken in four sectors, most notably by 3 percentage points in the Construction sector.



Agriculture, Hunting, Forestry & Fishing +4%

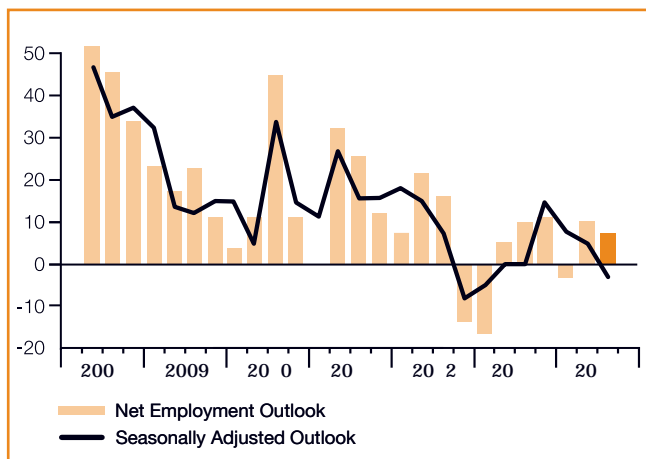
Job seekers can expect some hiring opportunities in the coming quarter with employers reporting a Net Employment Outlook of +4%. Hiring intentions remain relatively stable when compared with the previous quarter and improve by 2 percentage points year-over-year.



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Construction -3%

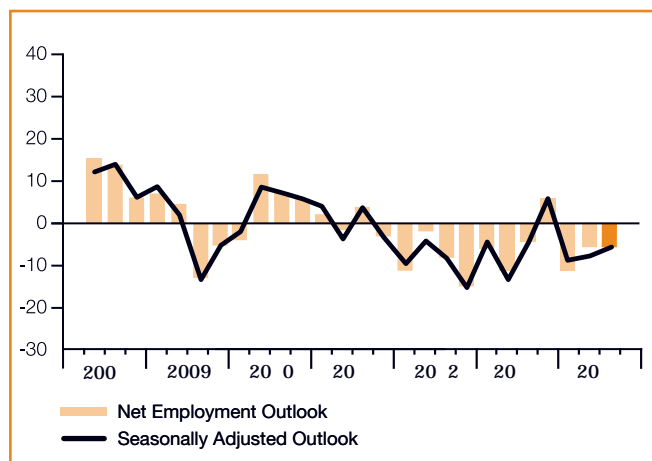
Employers anticipate a muted hiring pace in the July -September period, reporting a Net Employment Outlook of -3%. The Outlook weakens both quarter-over-quarter and year-over-year, declining by 8 and 3 percentage points, respectively.



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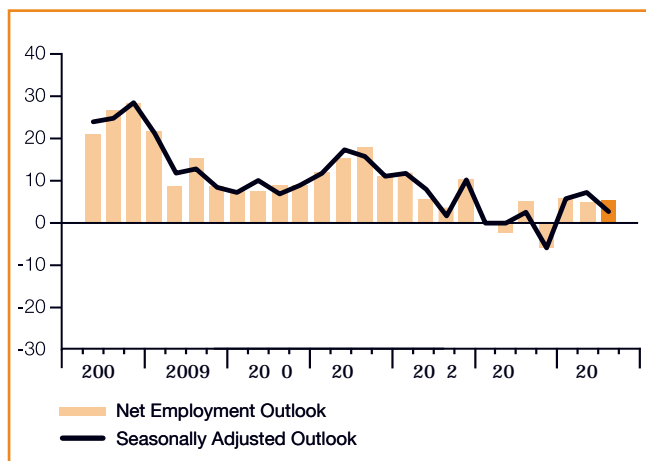
Electricity, Gas & Water -6%

Sluggish hiring activity is expected to continue in 3Q 2014 with employers reporting a Net Employment Outlook of -6%. The Outlook has only been positive once in the past three years. While hiring intentions are 2 percentage points stronger quarter-over-quarter, employers report a 2 percentage point decline year-over-year.



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

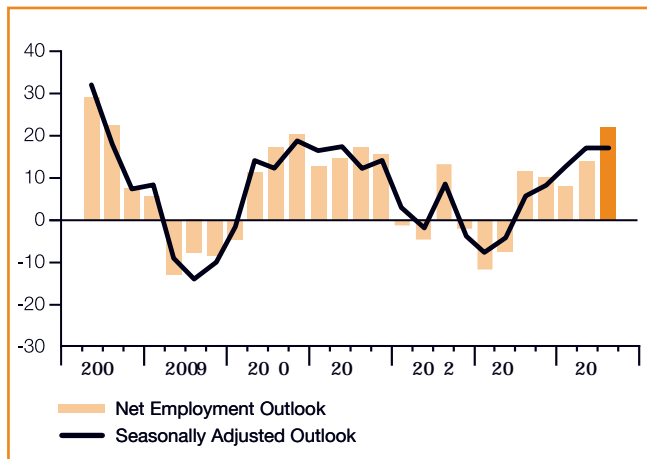
With a Net Employment Outlook of +3% employers expect some job gains in the coming quarter. However, hiring prospects are 4 percentage points weaker when compared with the previous quarter. Year-over-year, the Outlook is unchanged.



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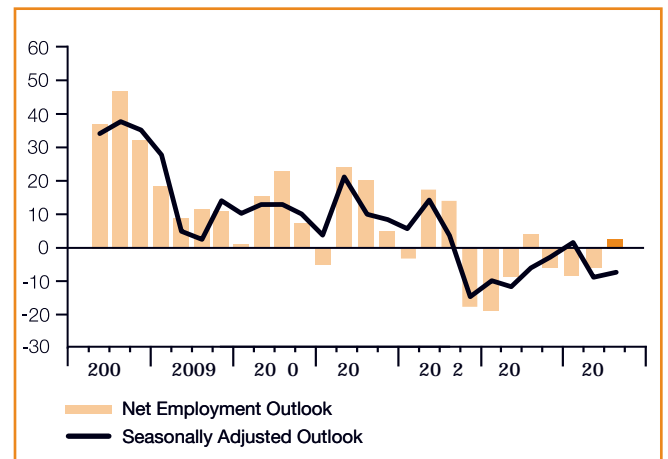
Manufacturing +17%

Employers continue to forecast an upbeat hiring pace, reporting a Net Employment Outlook of +17% for the second consecutive quarter. When compared with 3Q 2013, hiring intentions improve by a considerable margin of 11 percentage points.



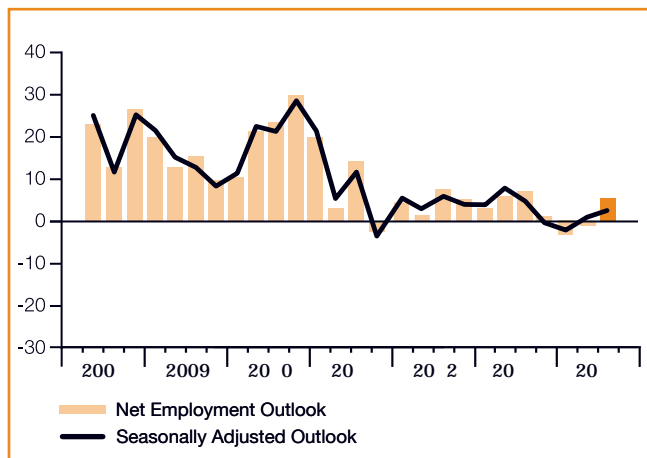
Mining & Quarrying -8%

Job seekers can expect the labor market to continue to struggle during the next three months with employers reporting a Net Employment Outlook of -8%. The Outlook has now only been positive once in the past two years. Hiring intentions remain relatively stable when compared with the previous quarter but decline by 2 percentage points year-over-year.



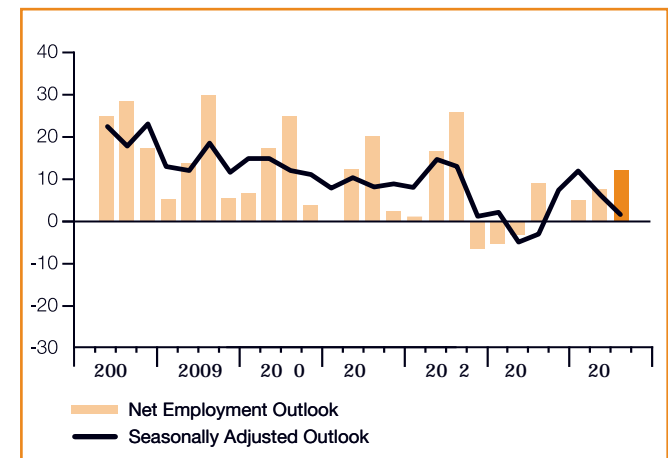
Public & Social +3%

Slow-paced payroll growth is expected in the upcoming quarter with employers reporting a Net Employment Outlook of +3%. The Outlook improves by 2 percentage points quarter-over-quarter but is 2 percentage points weaker year-over-year.



Restaurants & Hotels +1%

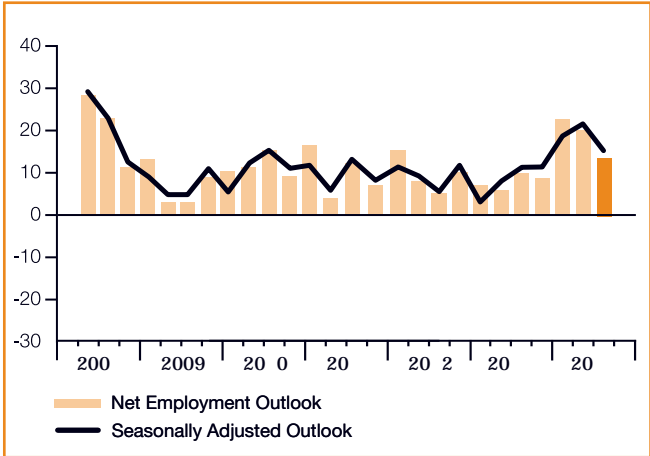
With a Net Employment Outlook of +1% employers report cautious hiring prospects for 3Q 2014. Hiring intentions weaken by 5 percentage points when compared with the previous quarter but are 4 percentage points stronger year-over-year.



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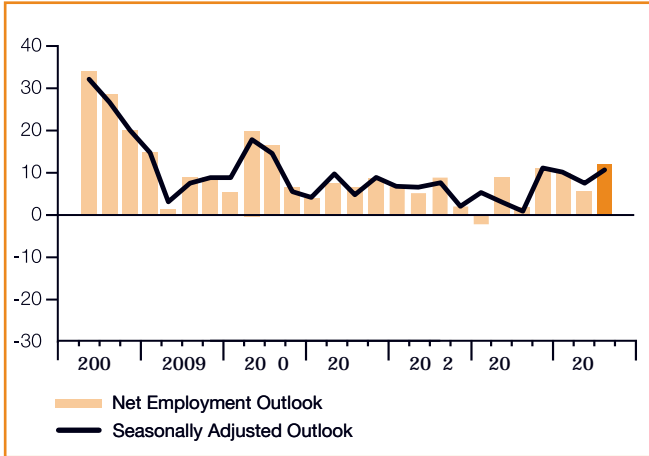
Transport, Storage & Communication
+15%

Job seekers can expect to benefit from a favorable hiring climate in the forthcoming quarter, according to employers who report a Net Employment Outlook of +15%. While the Outlook is 6 percentage points weaker when compared with the previous quarter, employers report a 4 percentage point increase year-over-year.



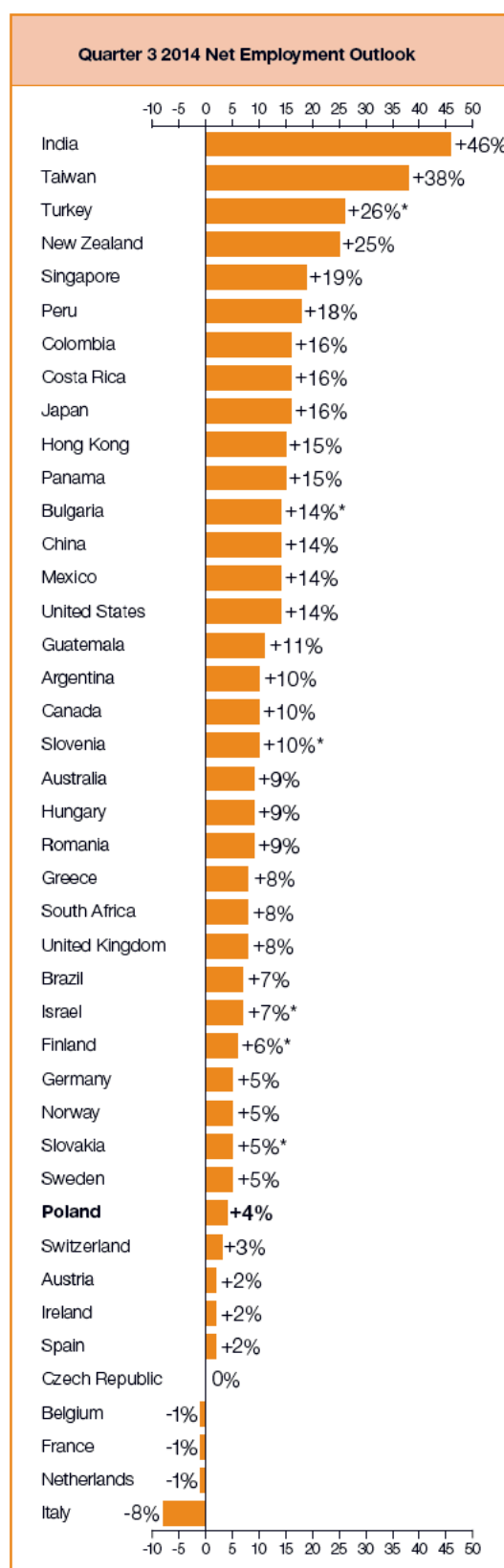
Wholesale & Retail Trade +11%

A respectable hiring pace is anticipated in the July-September time frame with employers reporting a Net Employment Outlook of +11%. Hiring prospects improve by 3 percentage points quarter-over-quarter and are 10 percentage points stronger year-over-year.



Global Employment Outlook

	Quarter 3 2014	Qtr on Qtr Change Q3 2014 to Q2 2014	Yr on Yr Change Q3 2014 to Q3 2013
	%		
Americas			
Argentina	8 (10) ¹	-2 (3) ¹	1 (1) ¹
Brazil	12 (7) ¹	-6 (-5) ¹	-16 (-15) ¹
Canada	16 (10) ¹	4 (1) ¹	1 (1) ¹
Colombia	14 (16) ¹	-5 (-1) ¹	-2 (0) ¹
Costa Rica	12 (16) ¹	-7 (-6) ¹	7 (7) ¹
Guatemala	9 (11) ¹	-2 (-1) ¹	0 (0) ¹
Mexico	15 (14) ¹	-3 (-3) ¹	-4 (-4) ¹
Panama	18 (15) ¹	5 (-1) ¹	-6 (-7) ¹
Peru	18 (18) ¹	-1 (-1) ¹	-5 (-5) ¹
United States	18 (14) ¹	3 (1) ¹	2 (2) ¹
Asia Pacific			
Australia	8 (9) ¹	-3 (-1) ¹	3 (3) ¹
China	13 (14) ¹	-3 (-1) ¹	1 (1) ¹
Hong Kong	16 (15) ¹	2 (-1) ¹	2 (2) ¹
India	51 (46) ¹	6 (4) ¹	25 (25) ¹
Japan	14 (16) ¹	-13 (-1) ¹	0 (1) ¹
New Zealand	26 (25) ¹	-3 (-1) ¹	5 (4) ¹
Singapore	20 (19) ¹	2 (1) ¹	5 (5) ¹
Taiwan	43 (38) ¹	4 (0) ¹	3 (3) ¹
EMEA**			
Austria	4 (2) ¹	-2 (-1) ¹	-2 (-2) ¹
Belgium	-2 (-1) ¹	-6 (-3) ¹	1 (1) ¹
Bulgaria	14	0	0
Czech Republic	3 (0) ¹	4 (0) ¹	1 (1) ¹
Finland	6	-3	1
France	1 (-1) ¹	2 (0) ¹	0 (0) ¹
Germany	6 (5) ¹	-2 (-2) ¹	1 (1) ¹
Greece	13 (8) ¹	5 (3) ¹	10 (10) ¹
Hungary	10 (9) ¹	2 (3) ¹	10 (10) ¹
Ireland	3 (2) ¹	-1 (0) ¹	8 (9) ¹
Israel	7	-6	-3
Italy	-5 (-8) ¹	-1 (-2) ¹	2 (2) ¹
Netherlands	0 (-1) ¹	-1 (-2) ¹	2 (2) ¹
Norway	7 (5) ¹	1 (-1) ¹	1 (1) ¹
Poland	9 (4)¹	1 (-3)¹	2 (2)¹
Romania	16 (9) ¹	1 (0) ¹	6 (3) ¹
Slovakia	5	3	4
Slovenia	10	-3	3
South Africa	11 (8) ¹	11 (4) ¹	12 (7) ¹
Spain	5 (2) ¹	1 (-1) ¹	7 (8) ¹
Sweden	6 (5) ¹	2 (3) ¹	5 (5) ¹
Switzerland	2 (3) ¹	-4 (-2) ¹	3 (3) ¹
Turkey	26	0	2
UK	9 (8) ¹	2 (1) ¹	3 (3) 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.

The Manpower Employment Outlook Survey for the third quarter of 2014 is based on interviews with over 65,000 employers in 42 countries and territories. The quarterly research conducted by ManpowerGroup measures employer hiring plans* in the world's major labor markets. Employers were asked "How do you anticipate total employment at your location to change in the three months to the end of September 2014 as compared to the current quarter?" **

According to the third-quarter research, opportunities for job seekers across global labor markets are expected to remain mostly positive with few overall signs that hiring intentions are decisively trending in one direction or another. Staffing levels are expected to increase in 37 of the 42 countries and territories, compared with 38 of 42 in the second quarter. The strongest hiring plans across the globe are reported by employers in India, Taiwan, Turkey, New Zealand and Singapore. The weakest—and only negative—third-quarter forecasts are reported by employers in Italy, Belgium, France and the Netherlands.

Overall, the forecasts are generally softer across the globe when compared to Q2 2014, but mostly stronger in year-over-year comparisons. Outlooks strengthen in only 11 of 42 countries and territories when compared quarter-over-quarter and weaken in 24. When compared to Q3 2013, hiring intentions strengthen in 32 countries and territories and decline in only six. Meanwhile, Outlooks in each of the G7 countries improve slightly or remain relatively stable in comparison with last year at this time.

Employers in each of the 10 countries surveyed in the Americas region forecast staffing level increases in the July-September time frame. When compared with the previous quarter, hiring plans improve in three countries but decline in seven. Year-over-year, the Net Employment Outlook is stronger in four countries, weaker in four and unchanged in two. Employers in Peru report the region's most optimistic third-quarter hiring prospects. And for the first time since the survey started in Brazil in Quarter 4 2009, employers there report the least optimistic Outlook in the Americas.

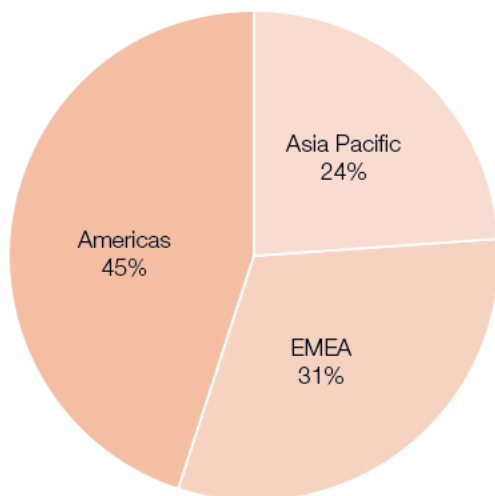
Payroll growth is expected in all eight Asia Pacific countries and territories during the next three months. Weaker Net Employment Outlooks are reported in five countries and territories when compared with the previous quarter, with employers in two countries reporting stronger hiring prospects. When compared to last year at this time, hiring plans improve in all eight countries and territories. The strongest labor market is expected in India, while for the ninth consecutive quarter the region's weakest job opportunities are expected in Australia.

Employers in 19 of 24 countries in the Europe, Middle East & Africa (EMEA) region forecast job gains in the next three months. Hiring prospects improve in six countries quarter-over-quarter, but decline in 12. The Outlook is stronger in 20 countries when compared year-over-year, declines in two and is unchanged in two. Employers in Turkey report the most optimistic hiring intentions in the region. And for the fifth consecutive quarter, the region's weakest Outlook is reported by employers in Italy.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Bulgaria, Finland, Israel, Slovakia, Slovenia and Turkey.

** Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at http://manpowergroup.com/press/meos_landing.cfm. Examine and compare the latest survey data for all 42 countries and territories with the Manpower Employment Outlook Survey Explorer. The Explorer makes it easy to navigate current hiring trends and historical labor market data. Visit <http://www.manpowergroupsolutions.com/DataExplorer/>. The next Manpower Employment Outlook Survey will be released on 9 September 2014 to report hiring expectations for the fourth quarter of 2014.

Survey Respondents by Region



For the Quarter 3 2014 research ManpowerGroup surveyed more than 65,000 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 interviewed nearly 30,000 employers from 10 countries throughout North, Central and South America to measure anticipated hiring activity for Quarter 3 2014. Positive hiring plans are reported by employers in each country. However, the overall trend is mixed with Outlooks declining by varying margins from Quarter 2 2014 in seven countries and improving in only three. The year-over-year comparison is more evenly mixed with Outlooks improving by varying degrees in four countries, declining in four and remaining unchanged in two.

Opportunities for job seekers are expected to be strongest in Peru where more than one of every four employers surveyed plans to add to their payrolls in the July-September time frame. Additionally, ManpowerGroup's 2014 Talent Shortage Survey indicates that more than two out of three Peruvian employers are encountering difficulties in their search for suitable employees, with particular shortages noted among skilled trades workers and technicians. Opportunities for job seekers are expected to be especially bright in the Mining sector where the ongoing recovery of international mineral prices continues to boost employer confidence. Employers in Peru's Finance, Insurance & Real Estate sector are also anticipating strong hiring activity in the next three months.

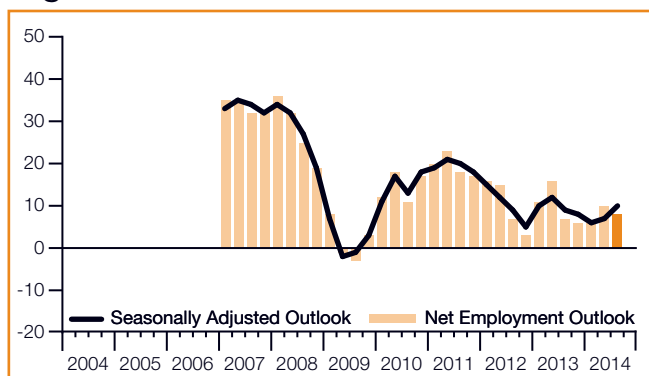
A less optimistic trend is evident in Brazil where the Outlook has now declined steadily for 11 consecutive quarters. Hiring plans remain positive in most industry sectors and all regions. However, for the first time the

country's employers report the Americas region's weakest hiring intentions. They are also reporting the country's weakest overall Net Employment Outlook since the survey was launched in Brazil in Quarter 4 2009. An active hiring pace is still expected in the Services sector where more than one in three employers say they intend to add staff in the July-September time frame. But the Brazilian survey results are broadly weaker and the forecasts in most sectors and regions decline by considerable margins in year-over-year comparisons. The downturn is most pronounced in the Manufacturing and Agricultural sectors where employers report their first negative forecasts since the survey's inception.

The Outlook remains upbeat in the United States and employer optimism is now the strongest in more than six years. Employers in the Leisure & Hospitality sector expect the most active hiring pace, while opportunities for job seekers may also pick up slightly in the Education & Health Services sector and the Professional & Business Services sector. Meanwhile, the hiring pace in Mexico is expected to lag with Outlooks declining in most sectors and regions in both quarter-over-quarter and year-over-year comparisons.

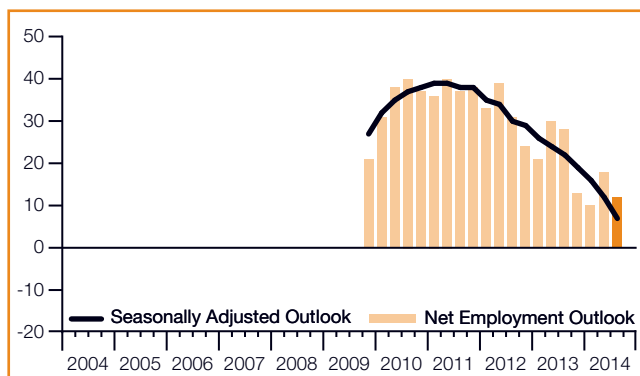
Canada's Outlook remains upbeat fueled in part by moderate quarter-over-quarter gains in the Manufacturing-Durables, Transportation & Utilities and Public Administration sectors. A stronger hiring pace is also expected in Argentina as employer forecasts in both the Finance, Insurance & Real Estate and the Manufacturing sectors climb sharply from three months ago.

Argentina



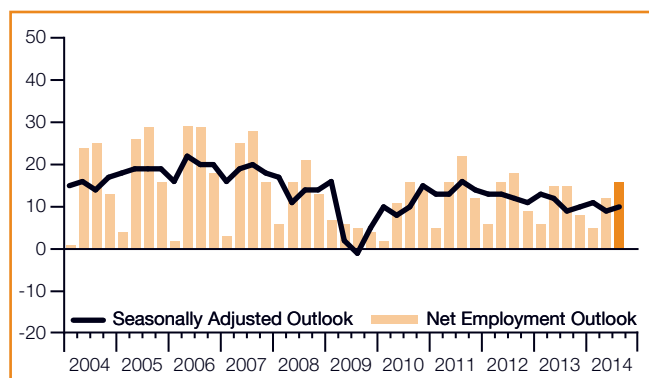
Argentina joined the survey in Q1 2007.

Brazil

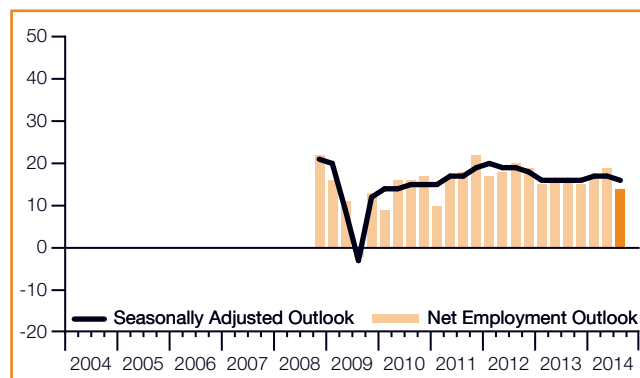


Brazil joined the survey in Q4 2009.

Canada

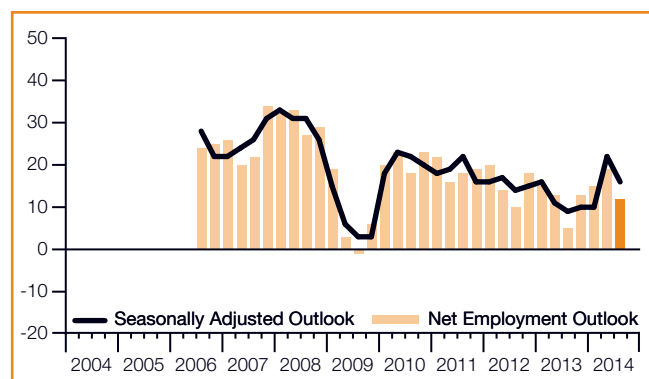


Colombia



Colombia joined the survey in Q4 2008.

Costa Rica



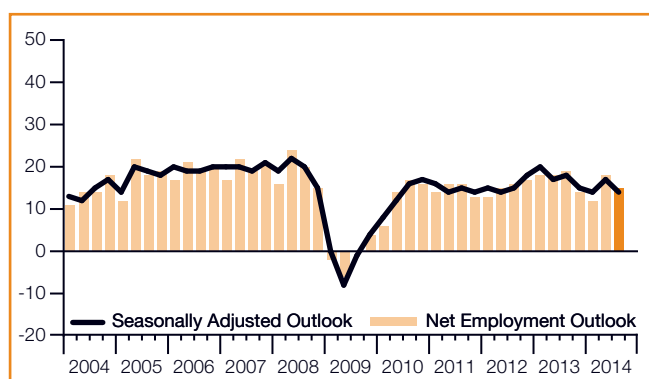
Costa Rica joined the survey in Q3 2006.

Guatemala



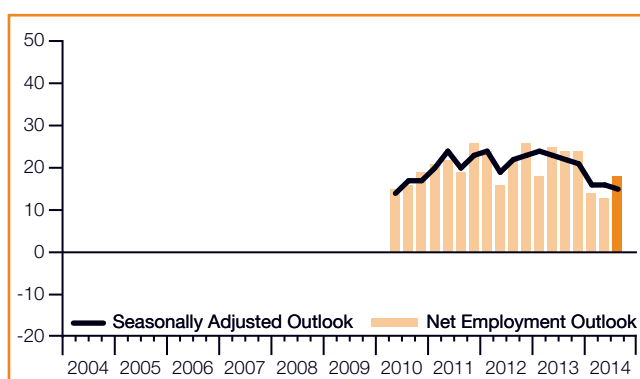
Guatemala joined the survey in Q2 2008.

Mexico



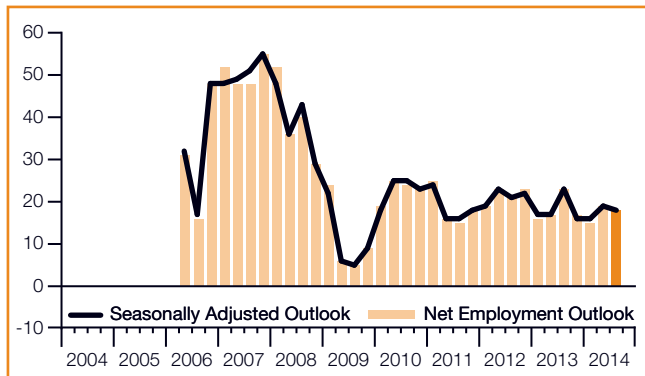
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Panama

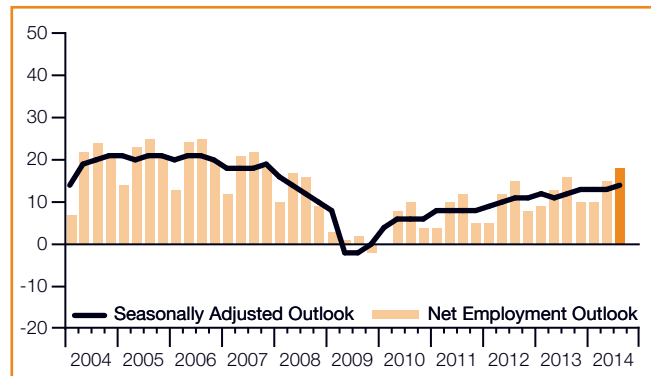


Panama joined the survey in Q2 2010.

Peru



United States



International Comparisons – Asia Pacific

ManpowerGroup interviewed over 15,500 employers throughout the Asia Pacific region to measure hiring plans in Quarter 3 2014.

Job prospects remain positive across the region, with employers in India, Taiwan and New Zealand once again reporting the strongest hiring plans. Outlooks weaken by varying degrees in five of the eight countries and territories in a quarter-over-quarter comparison, but strengthen in all countries and territories when compared year-over-year.

As they did three months ago, employers in India report the most optimistic forecast among all 42 countries and territories participating in the survey. More than half of Indian employers surveyed plan to add to their workforces in the July-September time frame, and hiring intentions climb sharply in all industry sectors and in most regions compared to last year at this time. Competition for talent remains intense among BFSI, FMCG and IT/ITes employers, and continuing expansion of manufacturing activity is expected to further boost demand for engineers.

A similarly robust hiring pace is expected in Taiwan. Nearly one in two employers expect to add to their workforce in the next three months, with employers in the Finance, Insurance & Real Estate sector reporting their strongest forecast since Taiwan launched the survey in Quarter 2 2005. New Zealand's Finance, Insurance & Real Estate sector is also expected to provide more opportunities for job seekers with employers reporting the strongest forecast since the survey was launched in Quarter 2 2004.

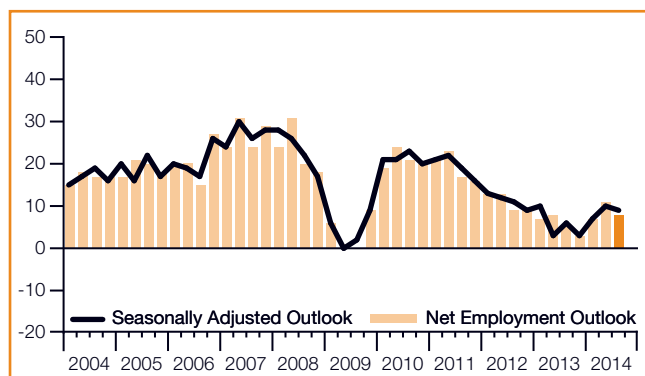
Meanwhile, the forecast in China remains little changed from the prior quarter and last year at this time.

The hiring pace is expected to remain steady with positive forecasts reported in all industry sectors and regions. However, current trends appear directionless amid continuing signs of weaker domestic demand and ongoing uncertainty associated with the country's shift from the traditional growth engines of export and investment to a service- and consumption-driven market.

The Outlook in Japan remains upbeat and relatively stable in comparison to both the previous quarter and twelve months ago. Employers report positive forecasts in all industry sectors and regions, particularly in the Mining & Construction sector where employer confidence climbs for the third consecutive quarter to its strongest level since the Japanese survey started in Quarter 3 2003. And according to ManpowerGroup's 2014 Talent Shortage Survey, skills gaps remain widespread throughout the country where more than eight in 10 Japanese employers—the highest proportion across the globe—report that a lack of candidates with suitable employability skills makes it difficult to fill certain positions.

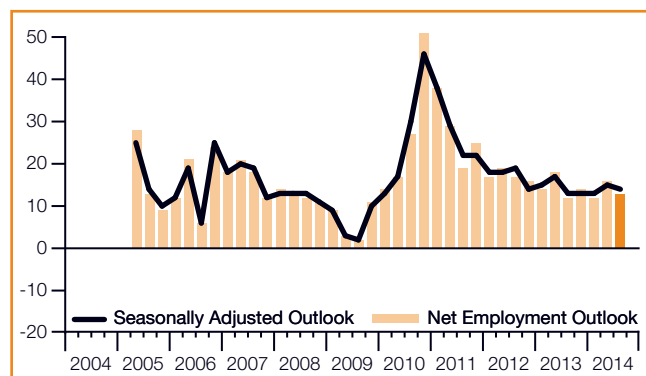
Elsewhere in the region, Outlooks remain positive. Employer confidence remains relatively stable from three months ago in both Hong Kong and Singapore. And although the region's weakest hiring pace is expected in Australia, hiring plans improve slightly from year-ago levels with job seekers expected to benefit from continuing favorable forecasts in the Services, the Finance, Insurance & Real Estate and the Wholesale & Retail Trade sectors.

Australia



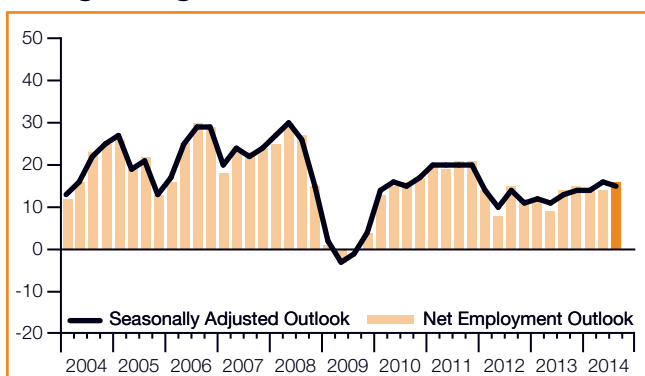
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China



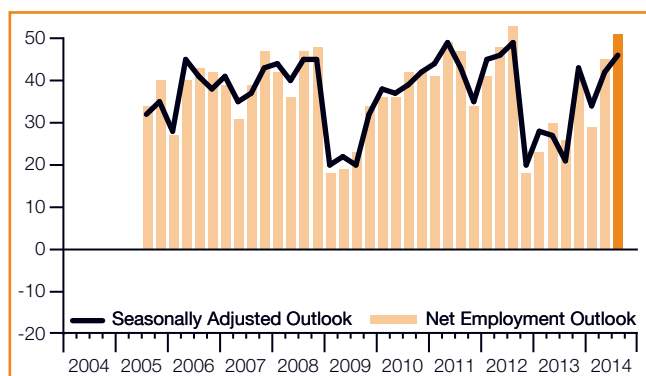
China joined the survey in Q2 2005.

Hong Kong



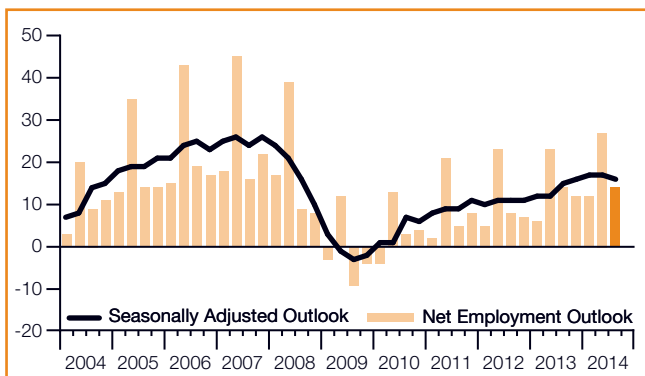
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India

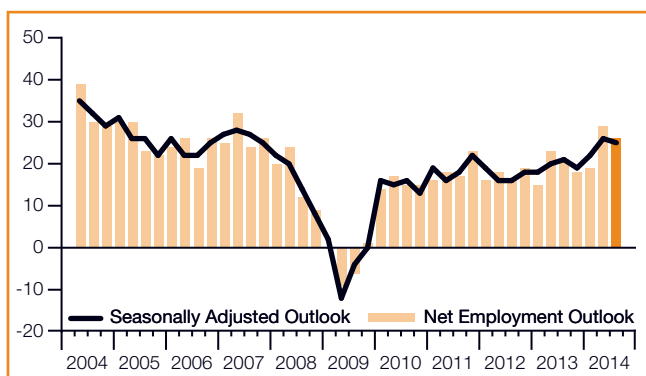


India joined the survey in Q3 2005.

Japan

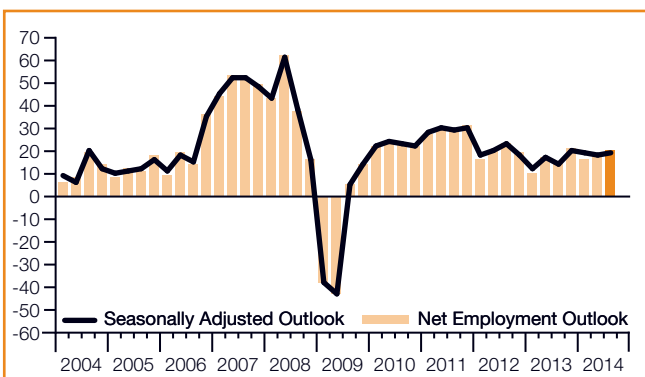


New Zealand

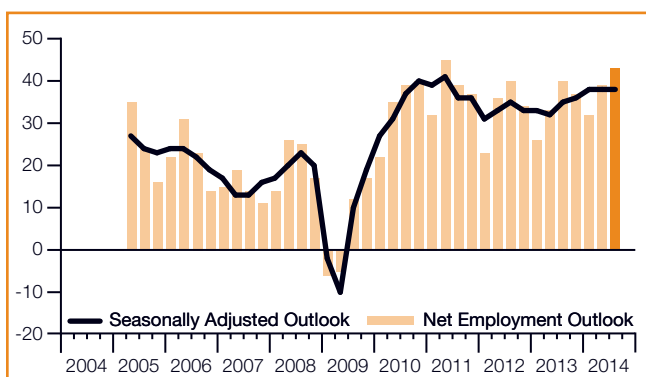


New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – EMEA

Over 20,000 employers in 24 countries in the Europe, Middle East and Africa (EMEA) region were surveyed to measure anticipated hiring activity for Quarter 3 2014.

Third-quarter survey results are mixed. Positive Outlooks are reported in 19 of 24 countries, compared to 21 of 24 in the April-June time frame. Outlooks improve in only six countries in a quarter-over-quarter comparison, but improve in 20 countries year-over-year. Hiring plans also remain positive in Greece, Ireland and Spain, continuing a pattern that suggests employer confidence is stabilizing in the wake of a prolonged period of pessimistic, post-recession forecasts. However, weak hiring plans continue to challenge job seekers in Italy, while the forecasts in both Belgium and the Netherlands turn slightly negative once again.

Third-quarter hiring plans are strongest in Turkey, Bulgaria and Slovenia. The weakest—and only negative—forecasts are reported by employers in Italy, Belgium, France and the Netherlands.

Turkey's Outlook is unchanged in comparison to the second-quarter report, and the hiring pace is expected to remain active with one out of three employers surveyed planning to add to their payrolls during the third quarter. Considerable year-over-year improvements in the Manufacturing, Restaurants & Hotels, Construction and Pharmaceuticals industry sectors are further boosting the country's solid forecast, with Pharmaceutical sector employers reporting their strongest hiring plans since Turkey launched the survey in Quarter 1 2011.

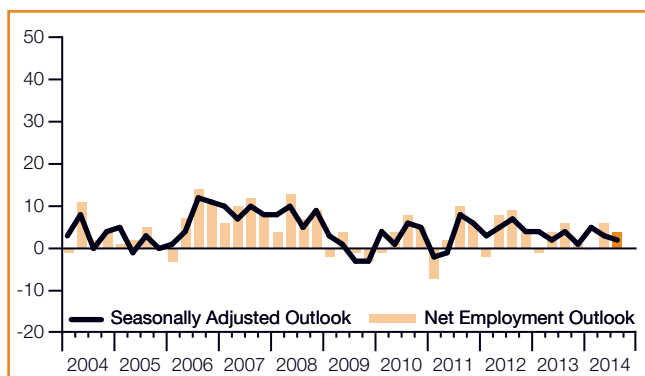
Job seekers in the United Kingdom are likely to benefit from the country's strongest forecast since Quarter 1 2008. Workforce gains are forecast in eight of nine industry sectors and in 11 of 12 regions for the upcoming quarter, with upbeat forecasts reported in both the Finance & Business Services and the Mining & Quarrying sectors.

French employers anticipate subdued third-quarter labor market activity. Nine out of 10 employers indicate they will make no changes to their current payrolls in the months ahead. However, prospects for additional employment opportunities appear weak as employer hiring intentions remain negative for the second consecutive quarter.

Similarly, the labor market in Germany is expected to be relatively quiet in the July-September time frame. Nearly nine out of 10 employers intend to keep their current staffing levels unchanged, with the strongest opportunities for job seekers expected in the Finance & Business Services sector as well as the Construction sector where the Outlook has climbed steadily for four consecutive quarters.

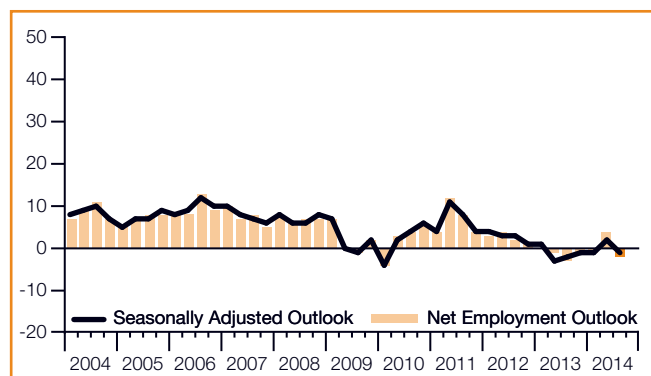
Elsewhere in the region, Eastern European Outlooks are mostly positive, highlighted by opportunities in the Construction sector in Hungary and the Manufacturing sector in Romania. In the Scandinavian region, hiring plans in Sweden are expected to strengthen moderately both quarter-over-quarter and year-over-year. Meanwhile, employers in South Africa report their strongest forecast in four years with gains registered in all industry sectors in comparison to both the prior quarter and last year at this time.

Austria



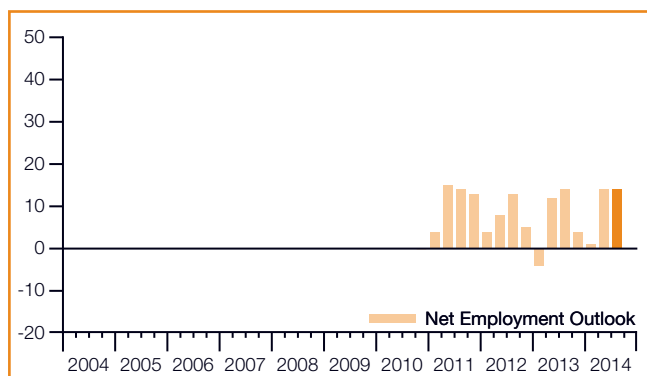
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Belgium



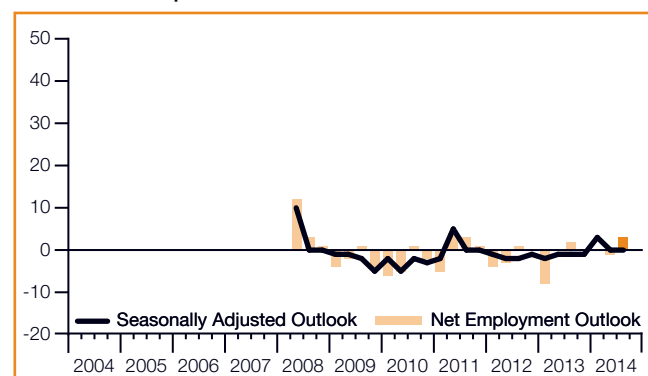
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Bulgaria



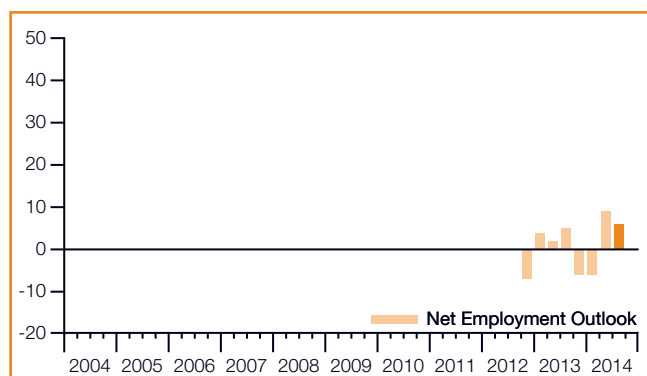
Bulgaria joined the survey in Q1 2011.

Czech Republic



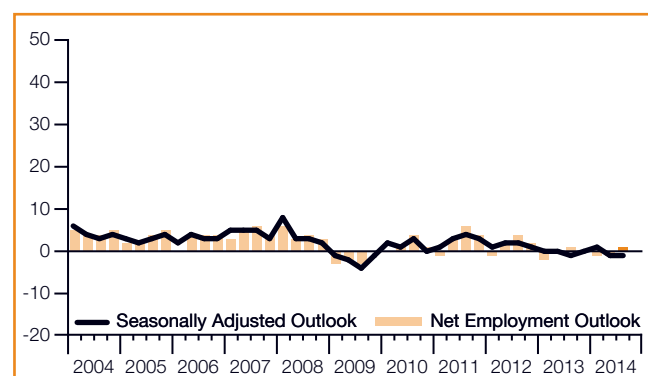
Czech Republic joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Finland



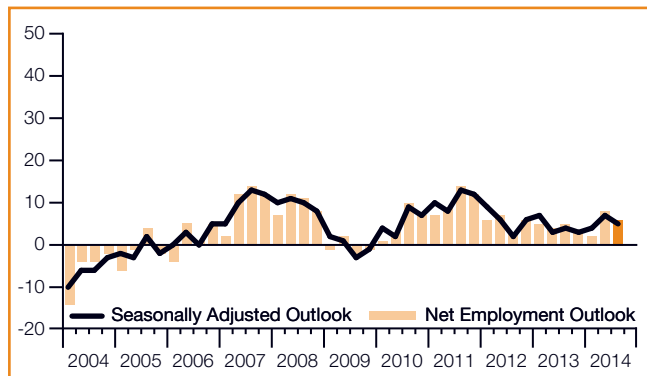
Finland joined the survey in Q4 2012.

France

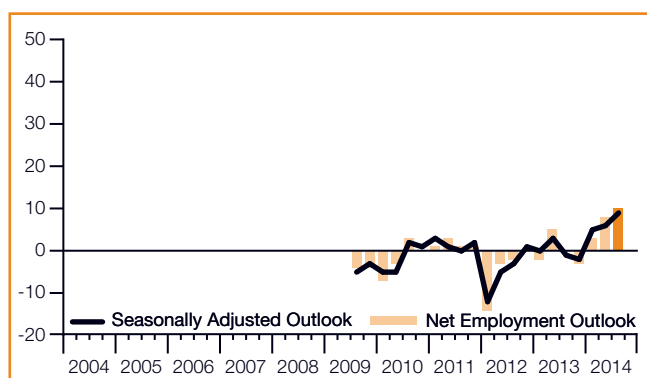


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Germany

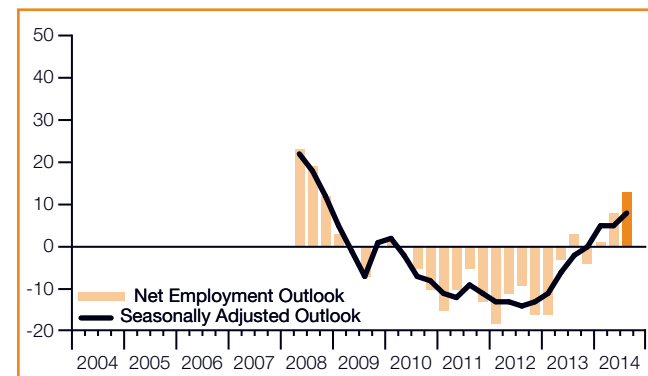


Hungary



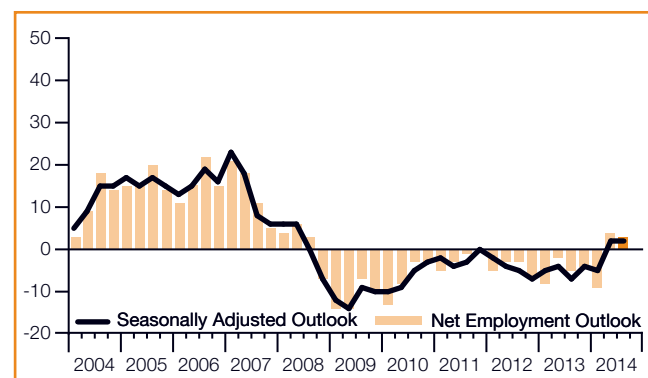
Hungary joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Greece



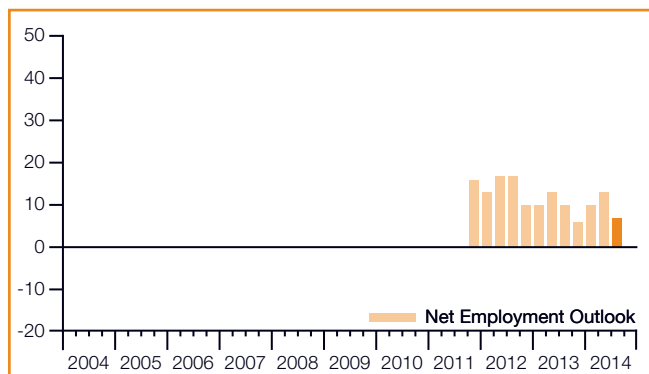
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Ireland

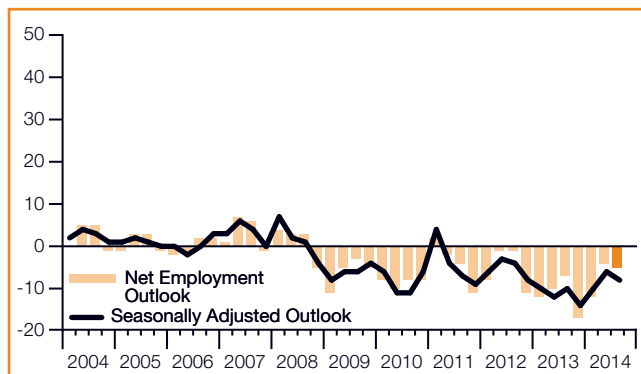


No bar indicates Net Employment Outlook of zero.

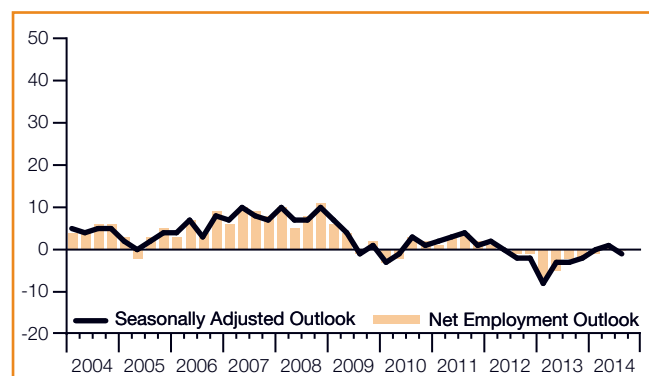
Israel



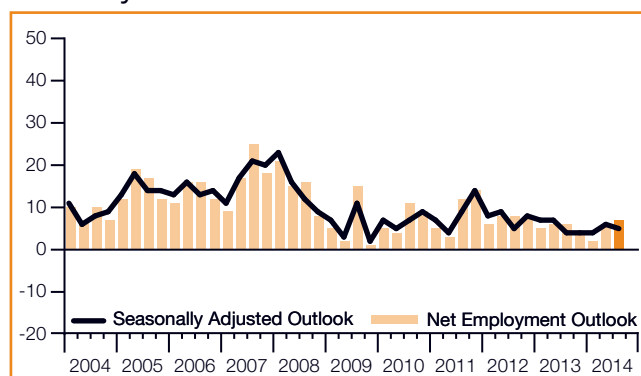
Italy



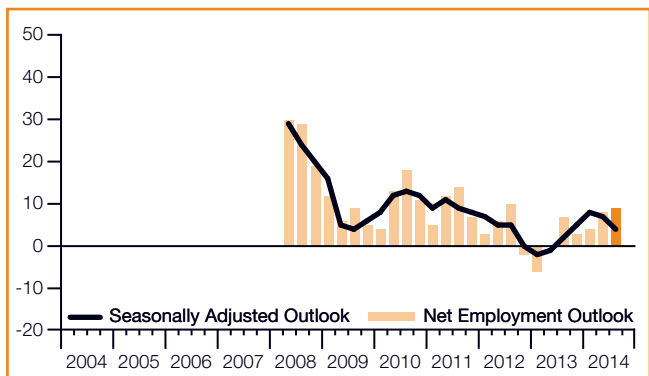
Netherlands



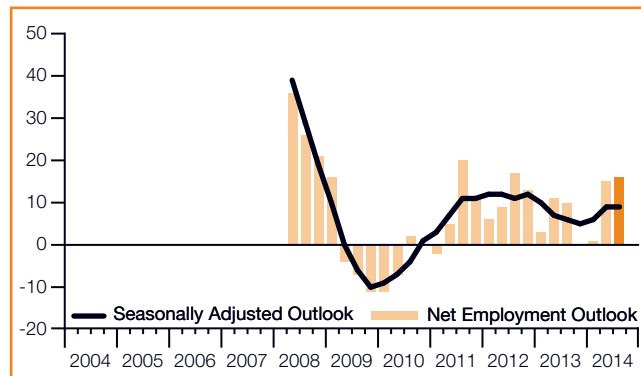
Norway



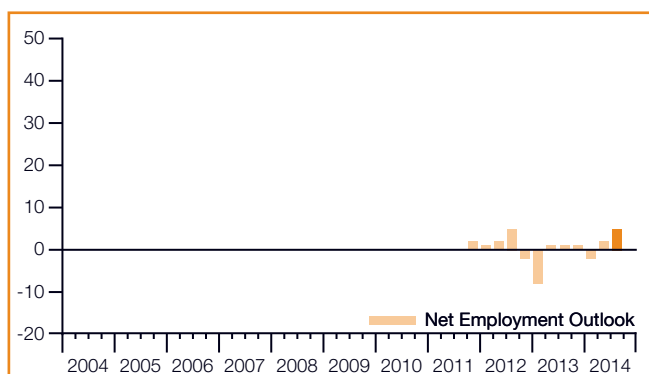
Poland



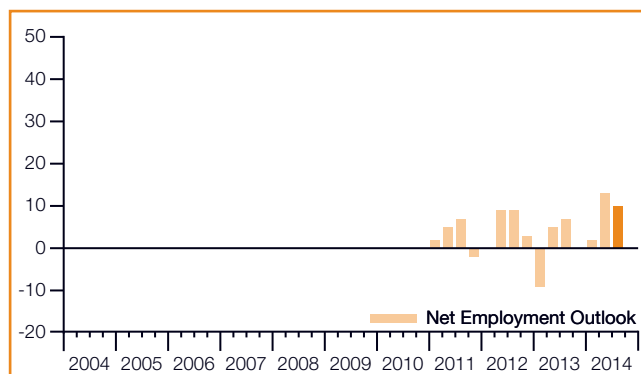
Romania



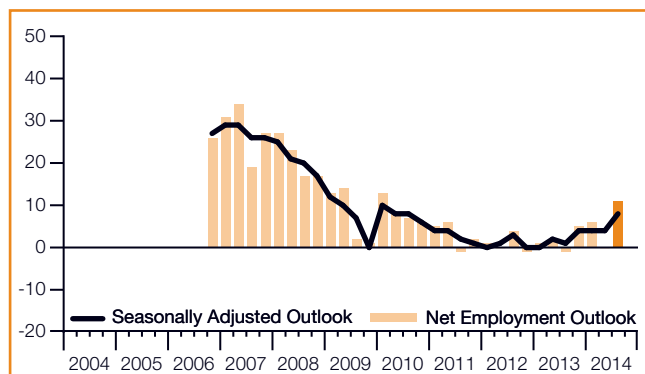
Slovakia



Slovenia

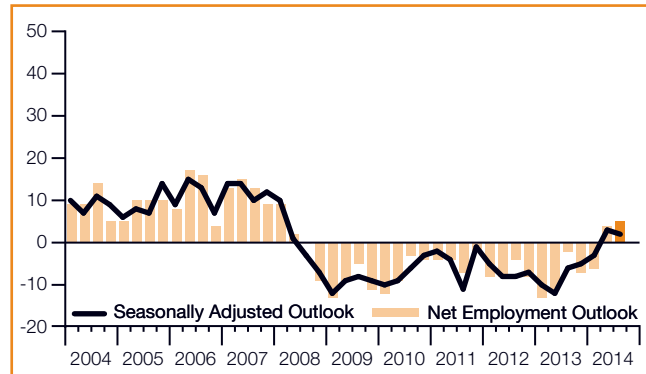


South Africa



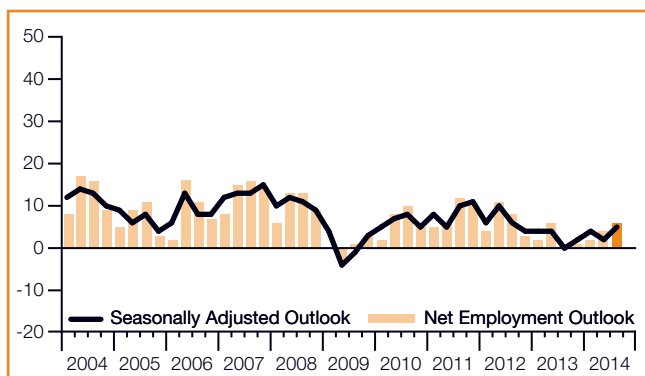
South Africa joined the survey in Q4 2006.
No bar indicates Net Employment Outlook of zero.

Spain



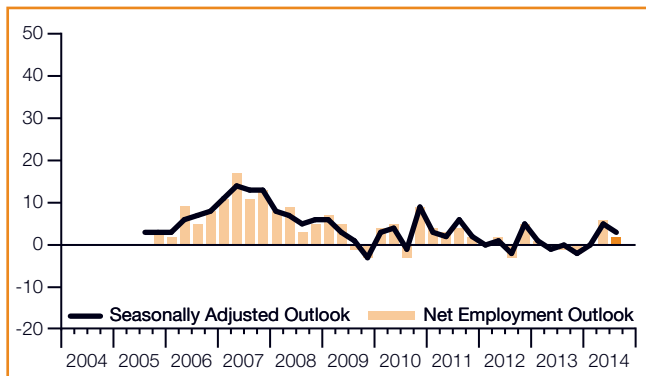
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Sweden



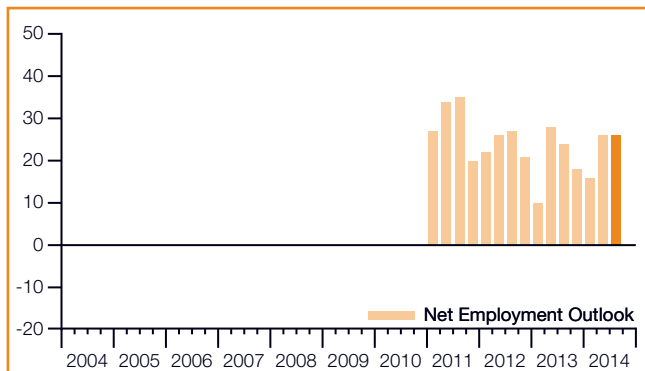
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Switzerland



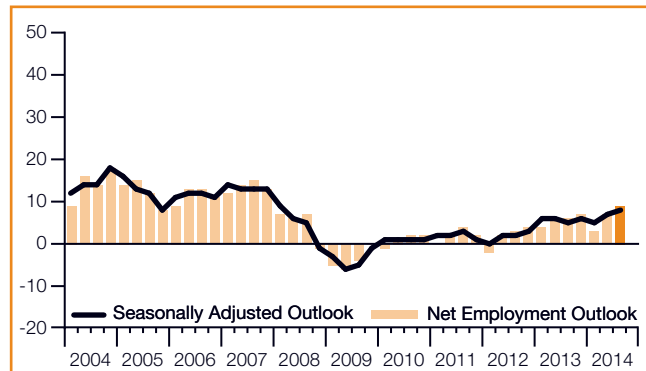
Switzerland joined the survey in Q3 2005.
No bar indicates Net Employment Outlook of zero.

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 3Q 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 the end of September 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 April 17th and 29th, 2014.

The Manpower Employment Outlook Survey for Poland is based on interviews with a representative sample of 752 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, Panama, Peru, Poland, Romania, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, the United Kingdom and the United States to provide additional insight into the survey data. These adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** ManpowerGroup's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward looking research format as the United States survey and is the first of its kind in Europe.
- 1976** Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002** ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003** Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** ManpowerGroup operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the fourth quarter. ManpowerGroup operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007** ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the fourth quarter.
- 2008** ManpowerGroup operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009** ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010** ManpowerGroup's Panama operation launches the Manpower Employment Outlook Survey in the second quarter. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the third quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and In the fourth quarter for South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012** Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally adjusted data. In the fourth quarter seasonal variations are also removed from Colombian data for the first time. ManpowerGroup's operation in Finland joins the survey in the fourth quarter, expanding the program to 42 countries and territories worldwide.
- 2013** ManpowerGroup Hungary operation begins reporting seasonally adjusted data in the third quarter and the Brazil operation begins reporting seasonally adjusted data in the fourth quarter.
- 2014** Survey data for Panama is seasonally adjusted for the first time in the second 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) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2014, ManpowerGroup was named one of the World's Most Ethical Companies for the fourth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry.

See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.