

EMPLOYMENT OUTLOOK SURVEY

Q4 / 2020

What do the percentages mean?

The % of employers anticipating an increase in hiring
- the % of employers expecting to decrease hiring
= The Net Employment Outlook

-6%

**THE NATIONAL
NET EMPLOYMENT
OUTLOOK**

365*

**CROATIAN EMPLOYERS REPORT
MUTED HIRING PLANS FOR THE FINAL QUARTER OF 2020**

10%
EMPLOYERS
FORECASTING AN
INCREASE IN PAYROLLS

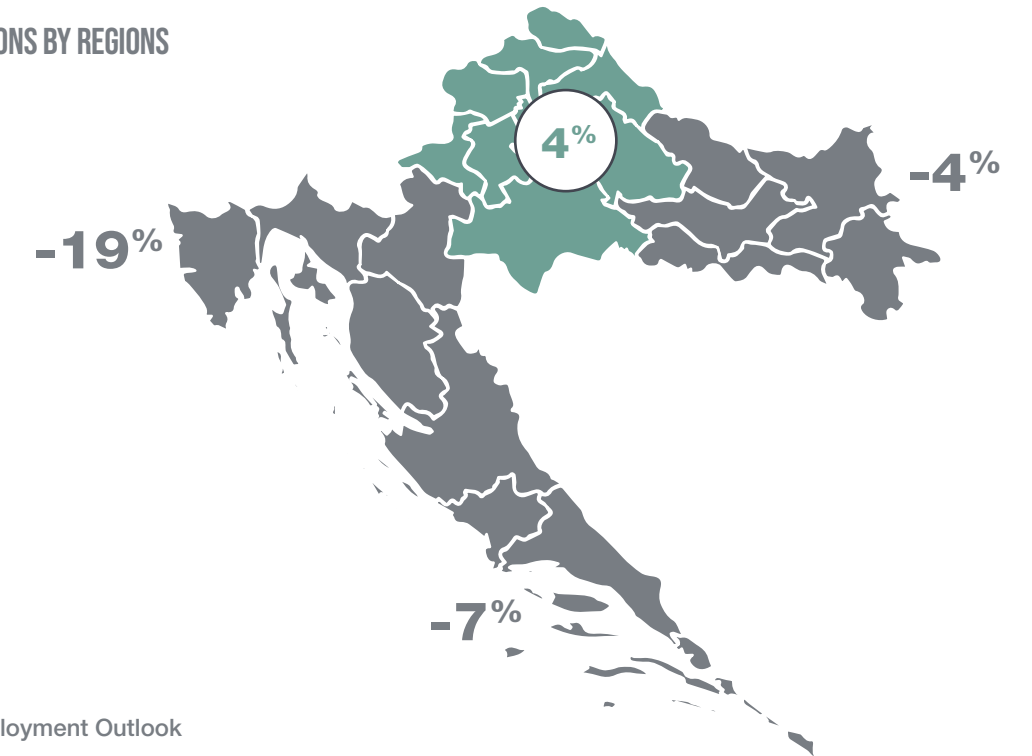
16%
ANTICIPATING
A DECREASE
IN PAYROLLS

70%
EXPECTING
NO CHANGE
IN PAYROLLS

4%
ARE UNSURE
REGARDING HIRING
PLANS

* For 4Q 2020, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is significantly lower than normal in some countries.

HIRING INTENTIONS BY REGIONS Q4 / 2020



% The Net Employment Outlook

HIRING INTENTIONS BY SECTORS



Construction

Finance & Business services



Other Production



Manufacturing

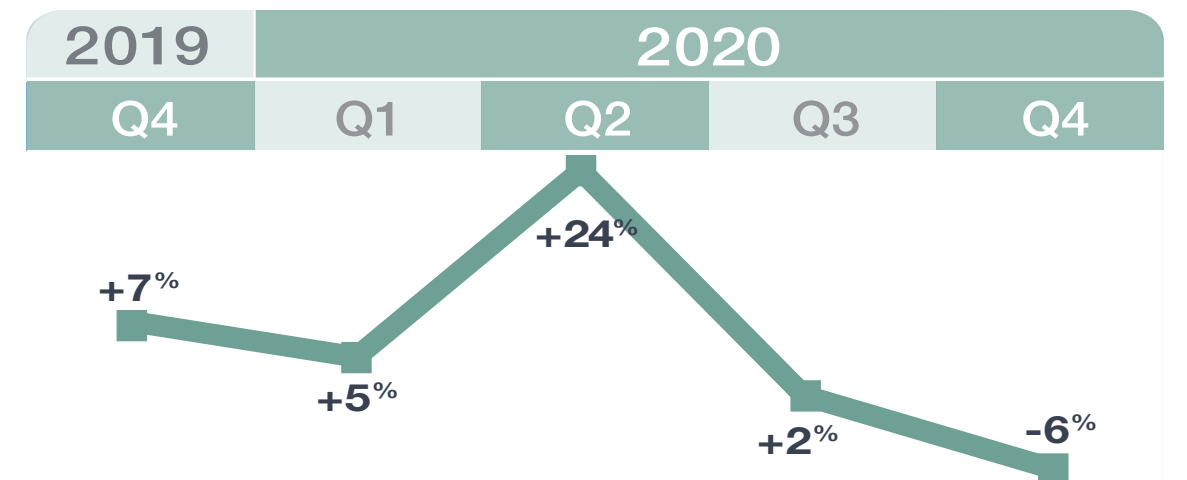
Other Services



Restaurants & Hotels

Wholesale & Retail Trade

NET EMPLOYMENT OUTLOOK: LAST 5 QUARTERS



% The Net Employment Outlook