

**UNDER STRICT EMBARGO: NOT FOR PUBLICATION BEFORE 00:01 GMT TUESDAY 9 JUNE 2020**

**Bulgarian Employers with Downbeat Hiring Intentions for the Third Quarter of 2020  
According to ManpowerGroup Employment Outlook Survey;  
Considerable Payroll Decrease Expected in All Sectors and Regions.**

- *Bulgarian employment outlook for the coming quarter falls to -7% - the least optimistic since 2011;*
  - *The forecast drops by 13 percentage points when compared with the previous quarter;*
- *The steepest decline is reported in the Restaurants & Hotels sector and the Other Services sector;*
- *More than one fourth of employers expect hiring to return to pre-Covid-19 levels within the next three months.*

**Sofia, Bulgaria, June 9<sup>th</sup>, 2020** –Bulgarian employers anticipate a struggling labour market during the July to September period according to ManpowerGroup Employment Outlook Survey released today. The survey which was carried out during the exceptional circumstances of the COVID-19 outbreak reveals that 9% of employers in the country expect to increase payrolls, 15% forecast a decrease and 67% anticipate no change in staffing levels. Once the data is adjusted to allow for seasonal variation, the Outlook stands at -7% and is the weakest reported since the survey began more than nine years ago. Yet 22% of employers expect to be back to pre-COVID-19 hiring levels within the next three months with those in the Other Production sector being most optimistic (27%).

Hiring intentions in all five regions are the weakest reported since the survey began in 2011. The most sluggish labor market is anticipated in Burgas where employers report a Net Employment Outlook of -20%. Muted hiring activity is expected in both Rousse and Varna with Outlooks of -8%, while the Outlooks for Plovdiv and Sofia stand at -4% and -2%, respectively. Compared to the previous quarter, hiring intentions weaken in all five regions with Burgas employers reporting a steep decline of 28 percentage points, while considerable decreases of 19 and 13 percentage points are reported in Varna and Plovdiv, respectively. When compared with this time one year ago, noteworthy declines of 26 and 20 percentage points are reported for the Burgas and Varna regions, respectively. Hiring prospects also weaken by 11 percentage points in Sofia and by 10 percentage points in both Plovdiv and Rousse.

<b>MANPOWERGROUP NET EMPLOYMENT OUTLOOK</b>	<b>Q3_19</b>	<b>Q2_20</b>	<b>Q3_20</b>
<b>NATIONAL TOTAL: BULGARIA</b>	<b>+8%</b>	<b>+6%</b>	<b>-7%</b>
<b>BURGAS</b>	<b>+6%</b>	<b>+8%</b>	<b>-20%</b>
<b>PLOVDIV</b>	<b>+6%</b>	<b>+9%</b>	<b>-4%</b>
<b>ROUSSE</b>	<b>+2%</b>	<b>+1%</b>	<b>-8%</b>
<b>SOFIA</b>	<b>+9%</b>	<b>+1%</b>	<b>-2%</b>
<b>VARNA</b>	<b>+12%</b>	<b>+11%</b>	<b>-8%</b>

Staffing levels are expected to decrease in all seven industries included in the survey, and once again, hiring prospects are the weakest reported since the survey began. Employers in the Finance & Business Services sector and the Manufacturing sector anticipate a slight increase in payrolls during the coming quarter reporting Net Employment Outlooks of +3%. Meanwhile, employers in the remaining five sectors expect to trim payrolls, most notably in the Restaurants & Hotels sector and the Other Services sector, where Outlooks stand at -16% and -13%, respectively. When compared with the previous quarter, hiring intentions weaken in all seven industry sectors. Considerable decreases of 18 percentage points are reported in both the Construction sector and the Other Services sector, while Outlooks are 14 and 12 percentage points weaker in the Other Production sector and the Restaurants & Hotels sector, respectively.

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<b>MANPOWERGROUP NET EMPLOYMENT OUTLOOK</b>	<b>Q3_19</b>	<b>Q2_20</b>	<b>Q3_20</b>
<b>NATIONAL TOTAL: BULGARIA</b>	<b>+8%</b>	<b>+6%</b>	<b>-7%</b>
<b>CONSTRUCTION</b>	<b>+12%</b>	<b>+10%</b>	<b>-8%</b>
<b>FINANCE, INSURANCE, REAL ESTATE &amp; BUSINESS SERVICES</b>	<b>+16%</b>	<b>+7%</b>	<b>+3%</b>
<b>MANUFACTURING</b>	<b>+11%</b>	<b>+6%</b>	<b>+3%</b>
<b>OTHER PRODUCTION (Mining &amp; Quarrying; Agriculture, Hunting, Forestry &amp; Fishing; Electricity, Gas &amp; Water)</b>	<b>+5%</b>	<b>+5%</b>	<b>-9%</b>
<b>OTHER SERVICES (Public &amp; Social; Transport, Storage &amp; Communication)</b>	<b>+8%</b>	<b>+5%</b>	<b>-13%</b>
<b>RESTAURANTS &amp; HOTELS</b>	<b>+3%</b>	<b>-4%</b>	<b>-16%</b>
<b>WHOLESALE &amp; RETAIL TRADE</b>	<b>+5%</b>	<b>+8%</b>	<b>-2%</b>

In addition, employers in all four organization size categories expect to trim payrolls in the July to September period. The weakest hiring pace is anticipated by Medium employers, reporting a Net Employment Outlook of -15%. Outlooks stand at -6% in both the Small- and Large-size categories, while Micro firms report an Outlook of -5%. In comparison with the previous quarter, Large employers report a sharp decline of 25 percentage points, and the Outlook for Medium employers decreases by 21 percentage points. Outlooks are 11 and 3 percentage points weaker for Small- and Micro-size employers, respectively.

Elsewhere across the globe the ManpowerGroup research for the third quarter of 2020 reveals that employers in 35 of the 43 countries and territories surveyed expect to reduce payrolls in the period up to the end of September 2020, while payroll gains are expected in seven countries (Japan, India, China, Taiwan, United States, Croatia and Germany) and a flat labor market is anticipated in Hong Kong. Employers in three of the four largest European economies anticipate a dip in payrolls during the upcoming quarter. The gloomiest hiring prospects are reported in the UK, with employers expecting the weakest labor market since the survey began in 1992. In France, employers also anticipate their weakest hiring pace since the survey started in 2003, particularly in the Restaurants & Hotels sector, and the outlook for Italy is the weakest in six years, in part fueled by subdued hiring intentions in the Restaurants & Hotels and Finance & Business Services sectors.

<b>Europe, Middle East and Africa</b>	<b>2Q2020%</b>	<b>3Q2020%</b>
<b>AUSTRIA</b>	7	-3
<b>BELGIUM</b>	13	-5
<b>BULGARIA</b>	6	-7
<b>CROATIA</b>	24*	2*
<b>CZECH REPUBLIC</b>	5	-8
<b>FINLAND</b>	6	-6
<b>FRANCE</b>	11	-11
<b>GERMANY</b>	12	1
<b>GREECE</b>	24	-7
<b>HUNGARY</b>	5	-5
<b>IRELAND</b>	10	-11
<b>ISRAEL</b>	8	-9
<b>ITALY</b>	8	-5
<b>NETHERLANDS</b>	12	-4

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<b>NORWAY</b>	16	-7
<b>POLAND</b>	1	-6
<b>PORTUGAL</b>	13*	-9*
<b>ROMANIA</b>	20	-14
<b>SLOVAKIA</b>	6	-15
<b>SLOVENIA</b>	4	-1
<b>SPAIN</b>	6	-12
<b>SWEDEN</b>	10	-12
<b>SWITZERLAND</b>	2	-8
<b>TURKEY</b>	10	-2
<b>UK</b>	5	-12
<b>SOUTH AFRICA</b>	2	-17

You can find detailed results from the ManpowerGroup Employment Outlook Survey for all participating countries at [www.manpowergroup.com/workforce-insights/data-driven-workforce-insights/manpowergroup-employment-outlook-survey-results](http://www.manpowergroup.com/workforce-insights/data-driven-workforce-insights/manpowergroup-employment-outlook-survey-results).

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#### **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across 80 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

#### **About ManpowerGroup Bulgaria**

ManpowerGroup Bulgaria is part of ManpowerGroup® and one of the leaders on the Bulgarian market in contingent and permanent recruitment solutions, staff assessment, RPO and career consulting. With branches in Sofia, Plovdiv, Burgas and Varna, ManpowerGroup Bulgaria has been providing organisations in the country with a continuum of staffing solutions for 12 years now, working with businesses from all industry sectors and giving them access to the people they need, fast. In 2019 ManpowerGroup Bulgaria was distinguished with Automotive Cluster Bulgaria special award *Recruitment Company with the Biggest Contribution to the Industry*. Find more information about ManpowerGroup Bulgaria at [www.manpower.bg](http://www.manpower.bg).

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