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## Slovak employers report stable, optimistic hiring plans for 1Q 2019

*Strongest hiring opportunities expected in the Manufacturing sector and Finance, Insurance, Real Estate & Business Services sector*

### ManpowerGroup Employment Outlook Survey: Quarter 1 2019

**Bratislava, 11<sup>th</sup> December** – Slovakian employers report stable, optimistic hiring intentions for the coming quarter. Considerable hiring opportunities in the Manufacturing sector and Finance, Insurance, Real Estate & Business Services sector have offset a steep quarter-over-quarter decline within the Transport, Storage & Communications sector.

These are the key findings from the *ManpowerGroup Employment Outlook Survey* for the upcoming quarter, which reports a national Net Employment Outlook (NEO)<sup>1</sup> of +10% for Slovakia. This signals that more employers expect to increase staffing levels than not in the first three months of 2019. Hiring intentions remain relatively stable in comparison with both the previous quarter and this time one year ago. The survey collects data from over 60,000 employers in 44 countries, including 750 in Slovakia.

*“Unemployment in the Slovak Republic continues to decline close to 5 %. This is very good news for people looking for a job, but companies increasingly complain that they cannot find enough suitable candidates. In-demand profiles are emphasizing not only specialized skills in IT, engineering or skill trades, but companies also report a lack of candidates for non-qualified jobs in manufacturing and logistics. According to the ManpowerGroup Employment Outlook Survey for the first quarter of 2019, employers in 21 % of large companies plan to increase the number of vacancies. Especially we are seeing the most inquiries from our clients in automotive sector and logistics,”* said Zuzana Rumiz, Managing Director of ManpowerGroup Slovakia.

### Industry sector comparisons

Employers in nine of the 10 industry sectors expect to grow payrolls during the next three months. Manufacturing sector employers report the strongest hiring intentions with a Net Employment Outlook of +21%. Elsewhere, Finance, Insurance, Real Estate & Business Services sector employers forecast steady job gains with an Outlook of +14%, while Outlooks stand at +11% and +10% in the Transport, Storage & Communications sector and the Wholesale & Retail Trade sector, respectively. Meanwhile, Restaurants & Hotels sector employers anticipate a flat labor market, reporting an Outlook of 0%.

Quarter-over-quarter, Transport, Storage & Communications sector employers report a considerable decline of 15 percentage points. However, Public & Social sector employers report a slight improvement of 2 percentage points.

Year-over-year, construction sector employers report the most notable decline of 11 percentage points, while Outlook is 9 percentage points weaker for the Public & Social

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<sup>1</sup> The Net Employment Outlook is calculated by subtracting the percentage of employers anticipating a decrease in hiring activity from the percentage of employers anticipating an increase in employment. Seasonal adjustment is then applied to the data.

sector. Elsewhere, hiring intentions strengthen in two sectors, increasing by 6 and 4 percentage points in the Mining & Quarrying sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively.

### **Regional comparisons**

Workforce gains are forecast for all four regions during the January to March period. Employers in both Bratislava and Western Slovakia expect positive hiring activity, reporting Net Employment Outlooks of +12%. Elsewhere, employers in the Eastern region anticipate some hiring opportunities, reporting an Outlook of +8%, while the Outlook for Central Slovakia stands at +5%.

When compared with the previous quarter, the Outlooks remain relatively stable or unchanged. Hiring prospects decline by 5 and 4 percentage points for Central Slovakia and Bratislava, respectively, when compared with this time one year ago.

### **Organization-Size Comparisons**

Large employers report healthy hiring plans with a Net Employment Outlook of +21%, and steady job gains are anticipated by Medium employers with an Outlook of +14%. Meanwhile, employers in the Small- and Micro-size categories both report modest hiring plans, reflected in Outlooks of +5%.

In a comparison with 4Q 2018, Large employers report a considerable decline of 10 percentage points quarter-over-quarter and of 14 percentage points year-over-year.

### **Global overview**

First-quarter hiring confidence is strongest in Japan (27%), Taiwan (21%), the U.S. (20%), Slovenia (19%), Greece (18%) and Hong Kong (18%), while employers report the weakest hiring intentions in Argentina (-4%), Switzerland (2%), Italy (3%), Panama (3%) and Spain (3%).

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### **About ManpowerGroup**

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### **About ManpowerGroup Slovakia**

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