



UNDER EMBARGO UNTIL 00:01 GMT DECEMBER 8th, 2015

SLOVAK EMPLOYERS REPORT UPBEAT HIRING INTENTIONS IN 1Q 2016

Bratislava, 8th December – Manpower Slovakia today releases results of the Manpower Employment Outlook Survey for the first quarter of 2016.

Slovakian employers report cautiously optimistic hiring plans for the January-March time frame. With 14% of employers forecasting an increase in staffing levels, 4% anticipating a decrease and 78% expecting no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +13%, and is the strongest since the survey began in 4Q 2011. Hiring intentions strengthen both quarter-over-quarter and year-over-year, improving by 5 and 7 percentage points, respectively.

“Unemployment in Slovakia continues to decline and this is very good news for people looking for a job, but companies increasingly complain that they can not find enough suitable candidates. No longer apply, they can not only find enough specialists. There are also thousands of unfilled vacancies in manufacturing, warehousing and call centers in Slovakia. According to the Manpower Employment Outlook Survey for the first quarter of 2016 more than every fifth large company with over 250 employees plan to increase the number of vacancies. Especially we are seeing the most inquiries from our clients in automotive sector, electrical engineering and logistics,” said Jaroslava Rezlerová, Managing Director of Manpower Slovakia.

Industry sector comparisons

Employers in eight of the 10 industry sectors expect to grow staffing levels during 1Q 2016, with employers in six sectors matching or exceeding their strongest forecasts since the survey began in 4Q 2011. Manufacturing sector employers report solid hiring plans with a Net Employment Outlook of +27% and an upbeat hiring pace is anticipated in the Transport, Storage & Communication sector where the Outlook stands at +18%. Meanwhile, Restaurants & Hotels sector employers expect staffing levels to decline, reporting an Outlook of -4%, while a flat hiring pace is forecast for the Agriculture, Hunting, Forestry & Fishing sector where the Outlook is 0%. Quarter-over-quarter, hiring intentions strengthen in nine of the 10 industry sectors, most notably by 7 percentage points in both the Electricity, Gas & Water Supply sector and the Wholesale & Retail Trade sector. Year-over-year, Outlooks also improve in nine of the 10 industry sectors. The most noteworthy increase of 15 percentage points is reported by Manufacturing sector employers.

Regional comparisons

Employers in all four regions expect to grow payrolls during the next three months, and all four anticipate their strongest labor markets since the survey began in 4Q 2011. Hiring prospects are most optimistic in both Bratislava and Western Slovakia, where the Outlooks stand at +15%. Respectable job gains are also anticipated in Eastern Slovakia(+14%), while employers in the Central region report encouraging signs for job seekers with an Outlook of +7%. When compared with the previous quarter, employers in all four regions report stronger Outlooks, the most notably improvement by 6 percentage points is reported by employers in both Central and Eastern Slovakia. Year-over-year, hiring prospects improve in all four



regions, most notably by a considerable margin of 10 percentage points in both Bratislava and the Eastern region.

Organization-Size Comparisons

Payrolls are expected to grow in all four organization size categories during the next three months. Large employers with over 250 employees report the most optimistic hiring plans with an Outlook of +27%, while the Outlook for Medium firms with 50-249 employees stands at +11%. Elsewhere, modest job growth is forecast by Small-size employers with 10-49 employees (+6%) and Micro-size employers with less than 10 employees (+5%). Quarter-over-quarter, hiring intentions strengthen in three of the four organization size categories. Small employers report an increase of 4 percentage points while Large employers report relatively stable hiring prospects. Year-over-year, Outlooks improve in all four organization size categories, most notably in large firms with an increase of 9 percentage points.

Global overview

Elsewhere, job seekers should see varying degrees of positive hiring activity across 39 of 42 countries and territories in the next three month. Hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weaken in 18, and are unchanged in five. First-quarter hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest—and only negative—forecasts are reported in Brazil, Finland and France.

The next Manpower Employment Outlook Survey reporting on results for the second quarter of 2016 will be published on 8th March 2016.

ManpowerGroup has also released its Manpower Employment Outlook Survey Explorer tool, a new interactive way to examine and compare its data. The tool can be viewed at <http://www.manpowergroupsolutions.com/DataExplorer/>

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Note to Editors:

Commentary is based on seasonally adjusted data where available. 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 in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

About the Survey

The global leader in innovative workforce solutions, ManpowerGroup releases the Manpower Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 58,000 employers in 42 countries and territories. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation



Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the Monthly Monitor. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

The Manpower Employment Outlook Survey is currently available for 42 countries and territories: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Panama, Peru, Poland, Romania, Singapore, Slovakia, Spain, South Africa, Sweden, Switzerland, Taiwan, Turkey, the United Kingdom and the United States. The survey began in the United States and Canada in 1962. Slovakia launched the Manpower Employment Outlook Survey in the fourth quarter of 2011.

Slovakia is one of 42 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 1 2016 was conducted by interviewing a representative sample of 752 employers in the Slovak Republic and asking the same question: "How do you anticipate total employment at your location to change in the three months to the end of March 2016 as compared to the current quarter?"

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 people 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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.

About Manpower Slovakia

Through a network of six offices, we provide staff for around 500 clients. With employment opportunities in the public and private sector, on both a permanent and temporary basis, we make it easy for people to find employment and for companies to find staff with the skills they need. Solutions include permanent and temporary positions, holiday, maternity or sick coverage, through to large workforce transformation and outsourcing contracts.

More information available on www.manpower.sk.