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A SIGNIFICANTLY STRONG JOB MARKET IS EXPECTED IN SLOVAKIA FOR Q1 WHILE EMPLOYEE VACCINATION POLICY VARIES FROM COMPANY TO COMPANY

- In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey (NYSE: MAN), **21 %** of Slovak employers report to increase payrolls in Q1 2022.
- An increase in payrolls is expected in all Slovak industry sectors during the upcoming quarter, headed by the **Banking, Finance, Insurance and Real Estate sector (+44%)** and the **IT, Technology, Telecoms, Communications and Media** as well as the **Construction sectors (+35% for both)**.
- In all four regions, employers expect to grow payrolls, with the strongest hiring pace forecast for **Bratislava (+44%)**.
- Only 10% of Slovak employers plan to require proof of double vaccination and booster shot from their employees, while 28% have no plans to introduce a fixed policy on employee vaccination letting individuals to decide.
- For the next 3 months, Slovak employers report presence of their workforce, considering the nature of the role, as follows: majority of IT employees, Finance & Accounting and HR roles will work remotely all the time or combine remote work with work from home, while 55% of workforce from Production & Manufacturing sector will work from the workplace all the time.
- Globally, employers in **36 of the 40 countries and territories** report higher intentions than the previous quarter.

BRATISLAVA (December, 14, 2021) – According to the latest **ManpowerGroup (NYSE-MAN) Employment Outlook**, a total of 505 Slovak employers were asked, “*How do you anticipate total employment at your location to change in the three months to the end of March 2022 (January, February, March) as compared to the current quarter (October, November, December 2021)?*”

With 37% of employers expecting to increase payrolls, 18% forecasting a decrease and 40% anticipating no change, the resulting Net Employment Outlook (NEO) is +19%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +21%. Job seekers can expect the NEO to improve by 11-percentage points since the last quarter and 23-percentage points since the first quarter of 2021.



“Additional research concerning the vaccination policy in organizations shows that the attitudes of companies on this issue are diverse. Almost one third (29%) of Slovak employers plan to urge vaccination by highlighting its benefits and 9% will offer incentives (e.g. cash bonus) to encourage vaccination, in comparison with 16% of employers who will mandate double vaccination and require proof for all employees and 10% of those who plan to require proof of double vaccination plus booster shot.

Almost one third (28%) of employers have no plans to introduce a fixed policy on employee vaccination letting individuals to decide. A society-wide debate on the obligation to vaccinate against covid-19 is still open,” states Zuzana Rumiz, General Manager of ManpowerGroup Slovakia.

Q1 2022 SLOVAKIA KEY FINDINGS

A significantly strong job market is expected in Slovakia during the next quarter, with hiring managers reporting predictions for a Net Employment Outlook (NEO) of +21-percentage points.

SECTOR COMPARISONS & ROLES MOST IN DEMAND

Net Employment Outlook for Q1 2022		Change since Q4 2021	since Q1 2021
SLOVAKIA (n=505)	21	+11	+23
Banking, Finance, Insurance and Real Estate (n=34)	44	+32	+43
Construction (n=49)	35	+29	+42
Education, Health, Social Work and Government (n=80)	16	+7	+20
IT, Technology, Telecoms, Communications and Media (n=54)	35	NA	NA
Manufacturing (n=75)	8	-6	+15
Not for profit (n=10)	10	NA	NA
Primary Production (n=30)	5	+6	+9
Restaurants and Hotels (n=30)	14	+13	+41
Wholesale and Retail Trade (n=61)	14	-2	+6
Other Services (n=50)	22	NA	NA
Other Industry (n=32)	9	NA	NA

Note:

Primary Production includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

Other Services: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

- **For the next quarter hiring managers expect staffing climate improvements for all Slovakian sectors.** Compared to three months earlier, job hunters in Slovakia can expect the NEO to improve for 5 of 7* sectors and fall for 2 sectors. Employers expect the NEO to grow for all sectors* over last year.
- **Strongest and weakest sectors: The most competitive sector is Banking, Finance, Insurance and Real Estate with employers reporting a NEO of 44.** In this sector the



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NEO rises by 32-percentage points over the last quarter and organizations expect the outlook to improve by 43 points since the first quarter of 2021.

- Hiring decision makers are planning for a NEO of 5 in **Primary Production** during January to March 2022, **making it the sector with the weakest expected staffing environment**. Job seekers in this sector can look ahead to the NEO rising by 6-percentage points since the fourth quarter of 2021 and 9-percentage points since last year.

REGIONAL COMPARISONS

- In the first quarter of 2022 **staffing climate increases are forecast for all Slovakian regions**. Plans are for the staffing climate to improve for 3 of 4 regions since the previous quarter and to drop in only 1. Compared to twelve months ago, organizations plan for the NEO to grow for all regions.
- **Strongest and weakest regions:** the best performing region is Bratislava with organizations reporting a NEO of 44. Staffing environments are expected to rise by 32-percentage points in this region since employers were asked the fourth quarter of 2021 and to grow by 50 points since last year. The worst performing is the Western region with hiring decision makers reporting a NEO of 8. Since Q4 2021, job seekers in this region can plan for the NEO to drop by -4-percentage points but to grow 6 points since a year ago.

ORGANIZATION SIZE COMPARISONS

- In Q1 2022, **all organizations sizes look ahead to staffing environment gains in Slovakia**. Hiring managers expect the NEO to improve for all organization sizes compared to the fourth quarter of 2021 and compared to last year.
- First of the **best performing organizations are those with 10-49 employees** where organizations are expecting a NEO of 23.
- Hiring market plans grow by 9-percentage points in these organizations compared to three months ago and to grow by 25 points since last year.
- **Job seekers can expect a similar outlook in organizations with 250+ employees during the first quarter of 2022 (+23%)**. Job seekers in these organizations can expect the NEO to grow by 1-percentage points since the last quarter and by 24 points since Q1 2021.
- During the next quarter **organizations with less than 10 employees are the worst performing organizations** with hiring decision makers reporting a NEO of 5. Plans are for the hiring pace in these organizations to rise by 3-percentage points since Q4 2021 and by 11 points since Q1 2021.

GLOBAL HIRING PLANS REMAIN HIGH FOR Q1

Interviewing was carried out during the ongoing recovery from the COVID-19 pandemic. The survey findings for the January to March 2022 period are likely to reflect the impact of the ongoing economic disruption in some countries.



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- All countries and territories report a positive outlook for the first time since before the pandemic.
- In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey (NYSE: MAN) of 39,000 employers, 36 of the 40 countries report higher intentions than the previous quarter.
- Strongest hiring prospects are reported in Peru (+51%), India (+49%) and The Netherlands (+47%) and the weakest in Japan (+11%), Taiwan (+13) and Singapore (+14%).
- When compared to the same time last year, outlooks improve in 38 countries and territories but weaken in two; (Singapore down by 1 points and Taiwan 11).
- **Globally, 82% of employers are mandating and/or promoting vaccinations for their workforce. Only 15% admit to having no plans.**
- **Globally, employees in manufacturing roles in Manufacturing and Production sectors will most likely work from the workplace all the time (66%). Those in IT roles in IT and Telecomms sectors are most likely going to work remotely all the time (24%).**

KEY FINDINGS SUMMARY

- **Hiring sentiment weakens compared with Q4 in some markets:** Compared with the previous quarter, hiring sentiment declined in four countries (Taiwan -7%), the U.S (-5%), Japan (-4%) and France (-1%).
- **Strong outlooks across regions:** Employers in North America reported the most positive outlook (+41%), followed by South and Central Americas (+39%), APAC (+34%), and EMEA (+28%).
- **Digital roles most in demand:** IT, Technology, Telecoms, Communications and Media reported the strongest outlook (+50%), followed by Banking, Finance, Insurance and Real Estate (+43%) and Restaurants and Hotels (+40%). The weakest hiring intentions were found in Non-for-profit (+26%) and Primary Production (+29%).

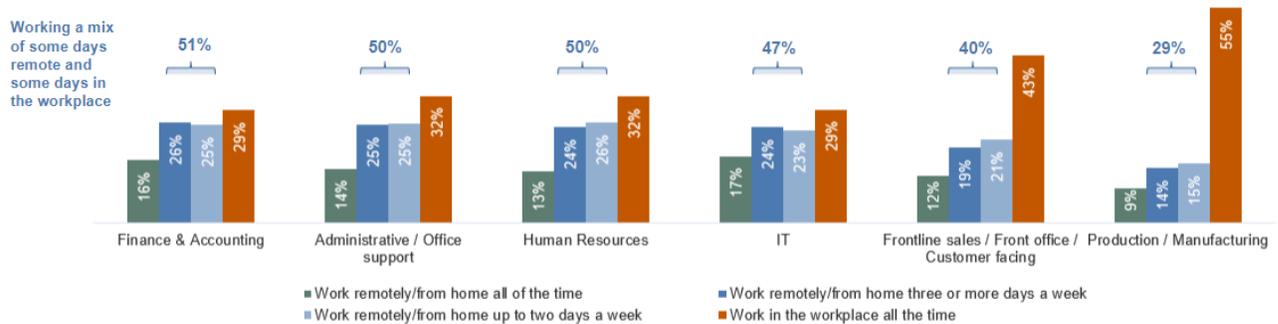
Vaccination data:

- Globally, 57% of employers (53% in EMEA) are mandating vaccines for some or all of their employees, while 33% of employers (38% in EMEA) are encouraging employees to get vaccines. Only 15% have no plans (20% in EMEA) .
- Primary and secondary industries like Agriculture and Construction are most likely to mandate vaccinations, but differences between sectors are small.
- Large companies are more likely to encourage employees to get vaccinated, rather than mandating, in some cases by offering incentives. Medium sized companies are most likely to mandate vaccinations. Small and micro companies are most likely to leave it up to the individual.
- Counterintuitively, employers expecting more remote working are also more likely to mandate vaccines.



Remote Work Data:

- Globally, employers are shifting to hybrid models where employees spend time working remotely and in the workplace.
- Depending on the function, organizations say between 51% (Finance roles) and 29% (production/manufacturing roles) will work a hybrid mix of working in the workplace and remotely.
- This is a big shift since Q2 2021, when 22% of organizations predicted most of their workforce would work this hybrid model, and 69% said most of their workforce would be in the office full time.
- Large and medium organizations are also most likely to allow this hybrid model.
- On average 14% of organizations expect employees to be remote all the time.
- Over three-quarters of employers still expect their workforce to be in the office at least some days a week, regardless of job role.
- Employers in Canada and the US are most likely to allow fully remote working.
- European employers are the least likely.
- By organization size, micro-organizations (less than 10 employees) are most likely to allow fully remote working.
- Close to half of customer facing and production roles are expected to be in the workplace all the time, compared to about a third of support roles.



Commenting on the findings, Zuzana Rumiz, General Manager of ManpowerGroup Slovakia said: "The results of the survey show that the recovery of the recruitment environment disrupted by the pandemic, which we have been observing for some time, will continue in the coming year. The demand for talent is record-breaking, but it exceeds supply, so companies need to be open to more flexibility",

EMEA REGION

Compared with Q4, 2020 hiring intentions improve in 22 countries and decline in one (France - 1%).



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- The strongest regional hiring plans are reported in Ireland (+47%), Portugal (+37%), and the Netherlands (+47%), while employers make the weakest forecasts in the Czech Republic (+14%), Greece (+16%) and Hungary (+19%).
- The UK boasts its most positive outlook since the survey began (+32%), with greatest job demand in London, where employers of 42%, improving 54 points year on year.
- France dropped 1 point on last quarter however was still up 26 points on this time last year.

To view complete results for the ManpowerGroup Employment Outlook Survey, visit:

<https://go.manpowergroup.com/meos>.

Slovak results are available at www.manpower.sk/prieskumy.

The next survey will be released on March 08, 2022, and will report hiring expectations for Q2, 2022. With MEOS beginning in 1962, this quarter's results marks 60th consecutive year of the survey.

ABOUT THE SURVEY

The Employment Outlook Survey – conducted in October 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone and data is now being collected online. Respondents are members of double opt-in online panels and are incentivized to complete the survey. In line with standard findings of online surveys, more people are now taking a position – selecting that their workforce will either increase or decrease vs. no change. Because the Net Employment Outlook is based only on the people saying increase or decrease, the result of this higher level of engagement means the methodology shift may contribute to a higher Outlook. With a sample of 1000 there is a margin of error of +/-3%. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

The survey data was collected in October 2021, before awareness of the Omicron variant.

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 substantially more value for candidates and clients across more than 75 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 2021 ManpowerGroup was



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named one of the World's Most Ethical Companies for the 12th year - all confirming our position as the brand of choice for in-demand talent.

ABOUT MANPOWERGROUP SLOVAKIA

In Slovakia, ManpowerGroup takes care of the personnel and payroll agenda for more than 2,000 assigned employees working for its clients every month. Thanks to its network of 6 ManpowerGroup workplaces, it finds 6,000 new employees for 500 clients a year. More information at www.manpower.sk

**Where quarter-on-quarter or year-on-year data is reported for sectors an asterisk (*) indicates previous data is unavailable due to updating the sectors.*

Note: All data, if not stated otherwise, are seasonally adjusted.