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SLOVAK EMPLOYERS REPORT STABLE, CAUTIOUSLY OPTIMISTIC HIRING INTENTIONS IN 4Q 2015

Bratislava, 8th September – Manpower Slovakia today releases results of the Manpower Employment Outlook Survey for the fourth quarter of 2015.

Slovakian employers report encouraging signs for job seekers in 4Q 2015. With 14% of employers expecting to increase staffing levels, 7% forecasting a decrease and 79% anticipating no change, the resulting Net Employment Outlook is +7%. Following the accumulation of 17 quarters of labor market data, Slovakia's forecast is seasonally adjusted for the first time. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring prospects remain relatively stable when compared with the previous quarter and improve by 5 percentage points year-over-year.

“Actually, on the labour market we can see a real euphoria and exceptional recovery that can bring to mind the situation before financial crisis in 2006 - 2008. The labour market has changed a lot in the last few months in favor of job seekers. Demand significantly exceeds supply, in the big cities and industrial areas companies report critical lack of workers. The main driving force of this recovery is the automotive sector, as they provide positions in their own factory or positions of their subcontractors. However, the talent supply—those with the right talent to get the job done—is in short supply. The tight talent supply is forcing employers to try and use new HR strategies. They modify reward systems and benefits, organize manufacturing in different way, and frequently have used part-times and flexible forms of employment and have pursued recruitment in distant regions, even abroad. On the other hand in some regions there is still high unemployment. To overcome this imbalance will be the big challenge for state, companies and individuals,” said Jaroslava Rezlerová, Managing Director of Manpower Slovakia.

Industry sector comparisons

Employers in five of the 10 industry sectors expect to grow staffing levels during 4Q 2015. The strongest labor market is anticipated in the Manufacturing sector, where employers report a solid Outlook of +25%. Steady hiring activity is expected in both the Transport, Storage & Communication sector and the Finance, Insurance, Real Estate & Business Services sector, where Outlooks stand at +12% and +11%, respectively. Meanwhile, payrolls are forecast to decline in four sectors, most notably the Restaurants & Hotels sector, with an Outlook of -4%. When compared with the previous quarter, employers in seven of the 10 industry sectors report weaker hiring intentions. The most notable decline of 5 percentage points is reported by employers in the Public & Social sector. However, improvements are reported in three sectors, including an increase of 4 percentage points in the Manufacturing sector. Year-over-year, hiring prospects improve in six of the 10 industry sectors. The most noteworthy increase of 15 percentage points is reported by Manufacturing sector employers.

Regional comparisons

Workforce gains are forecast in all four regions for the next three months. The strongest labor markets are expected in Western Slovakia and Bratislava, where Outlooks stand at +13% and +12%, respectively. Employers in Eastern Slovakia anticipate a fair hiring climate with an Outlook of +6% while cautious hiring prospects are reported in the Central region



with an Outlook of +1%. When compared with 3Q 2015, Bratislava employers report a 4 percentage point improvement in the Outlook. However, hiring prospects are 3 percentage points weaker in the Eastern region. Year-over-year, hiring plans improve in three of the four regions, most notably by 9 percentage points in both Bratislava and the Western region.

Organization-Size Comparisons

Employers in three of the four organization size categories forecast an increase in staffing levels during 4Q 2015. The most active labor market with an Outlook of +30% is expected in the Large-size organizations with over 250 employees. Medium employers with 50-249 employees expect cautious hiring activity (+3%), small employers with 10-49 employees anticipate a flat hiring pace with an Outlook of 0%. For the Micro-size categories (less than 10 employees) the Outlook stands at +2%. Quarter-over-quarter, hiring intentions weaken in both the Small- and Medium-size employer categories. However, Large employers report an improvement of 6 percentage points. Year-over-year, the Outlook for Large firms improves by a considerable margin of 15 percentage points. However, the Outlook for Medium employers declines by 2 percentage points.

Global overview

Elsewhere, job seekers should see varying degrees of positive hiring activity across 36 of 42 countries and territories in the next three months. Hiring plans improve in 15 of 42 countries and territories when compared with 3Q 2015, but decline in 20. Outlooks strengthen in 16 countries and territories year-over-year but weaken in 21. The most optimistic Net Employment Outlooks are reported in India, Taiwan, Japan, the US and Romania while the weakest and only negative hiring intentions are reported in Brazil, Italy, France, Greece and Finland.

The next Manpower Employment Outlook Survey reporting on results for the first quarter of 2016 will be published on 8th December 2015.

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.manpowergroup.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 nearly 59,000 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 4 2015 was conducted by interviewing a representative sample of 750 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 December 2015 as compared to the current quarter?"

About ManpowerGroup™

ManpowerGroup® (NYSE: MAN) is 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.