

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**A STABLE ENCOURAGING JOB MARKET IS
EXPECTED IN SLOVAKIA FOR Q2 2022**

11 % of Slovak employers report to increase payrolls in Q2 2022



ManpowerGroup®



EXECUTIVE SUMMARY

Strong hiring optimism continues into the second quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey of more than 41,000 employers across 40 countries and territories.

- **A strong global Net Employment Outlooks (NEO) of +29% is anticipated for Q2**, a considerable increase year-over-year yet moderate decrease quarter-over-quarter, +20% and -7%, respectively.
- **Demand for skilled workers continues around the world** by employers in 39 of 40 countries reporting positive NEOs.
- **The hiring recovery already underway continues to carry momentum into April – June**, with the North America region reporting the most optimism (+38%).
- **Employers from Brazil (+40%), Sweden (+38%), India (+38%) and Mexico (+38%)** report the strongest hiring climates.
- **While outlooks improve year-over-year in 36 countries, hiring sentiment weakens compared with Q1 2022** in Taiwan, Greece, Romania and Poland.
- **Digital roles continue to drive most demand:** IT & Technology reported the strongest outlook (+40%), followed by Banking (+31%) and Manufacturing (+31%). The weakest hiring intentions were found in Restaurants and Hotels (20%) and Other Industry (+21%).
- **Large organizations (250+ employees)** report bullish hiring intentions (+35%) to fully participate in the economic global recovery that's underway.

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Q2 EMPLOYMENT OUTLOOKS:

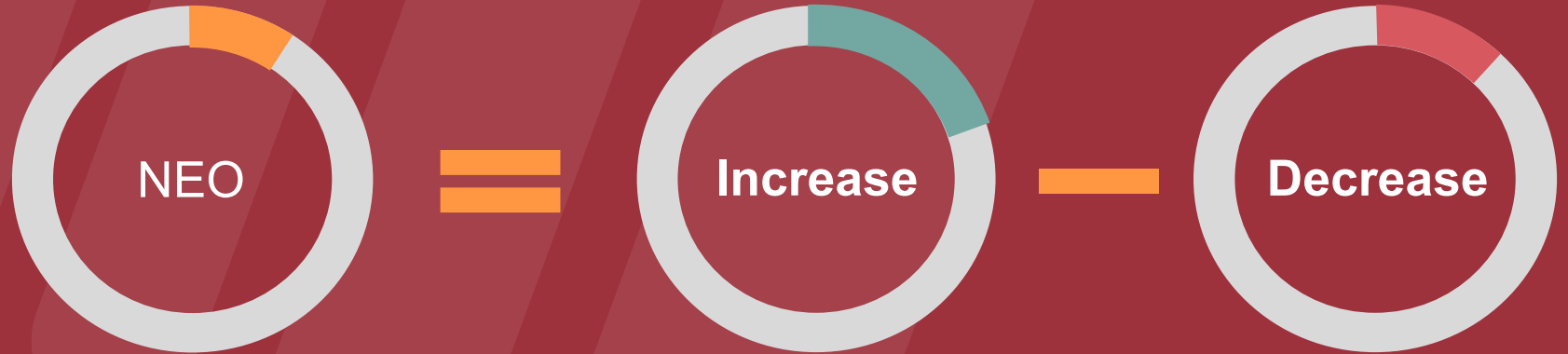
Hiring Recovery Already
Underway Carries Momentum
into Second Quarter of 2022



“The post-pandemic hiring recovery that has been underway for some time will continue to carry momentum into 2022 with employers predicting strong demand for talent across key sectors.”

- Jonas Prising, ManpowerGroup Chairman & CEO

Net Employment Outlook (NEO)



Strong Employment Outlooks Anticipated for Q2

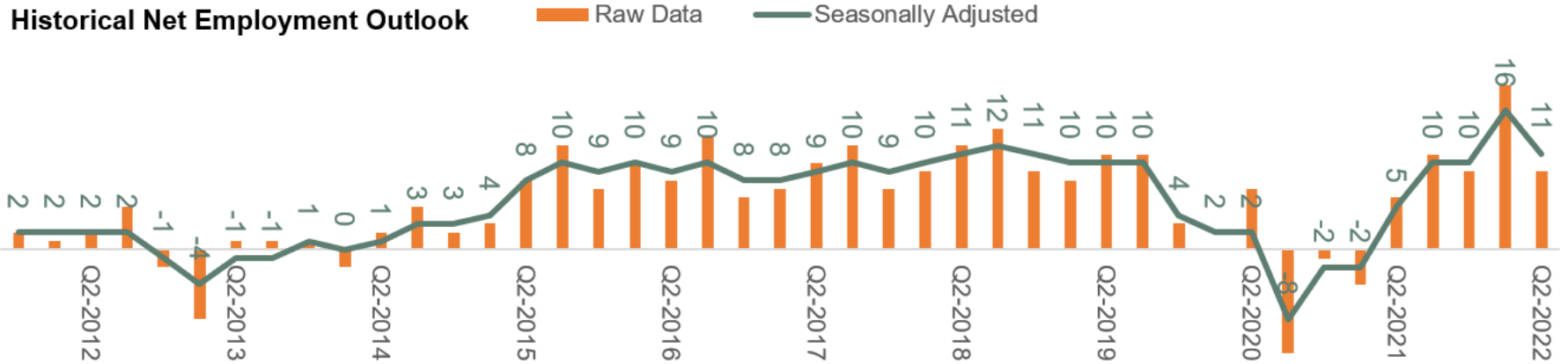
A total of **513** Slovak employers were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2022 as compared to the current quarter 2022 (January, February, March)?” With 32% of employers expecting to increase payrolls, 23% forecasting a decrease and 37% anticipating no change, the resulting Net Employment Outlook (NEO) is **+9%**.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at **+11%**. Job seekers can expect the NEO to worsen by -5 percentage points compared with Q1 2022 and grow by +6 points when compared with this quarter last year.



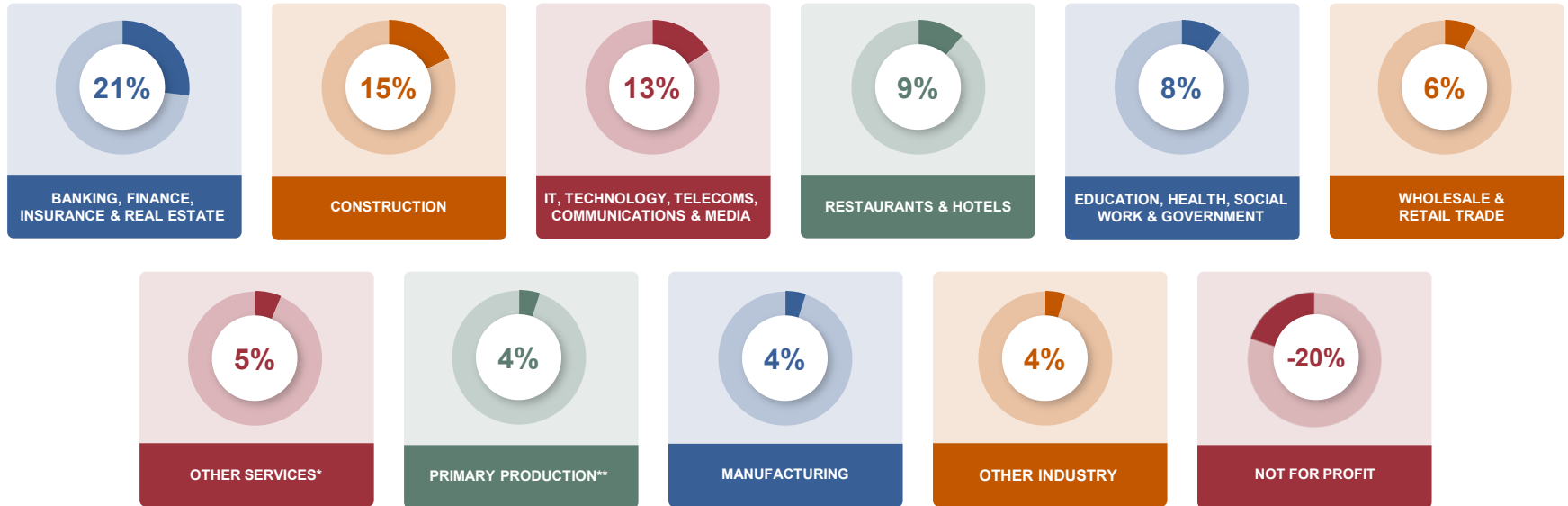
*Data was collected in January 2022, before the conflict in Ukraine.

Historical Net Employment Outlook in Slovakia since 4Q 2011



Sector Comparisons: Staffing climate gains are expected for 10 of 11 Slovakian sectors

Which roles are most in demand? Reporting a NEO of +21, organizations in the **Banking, Finance, Insurance and Real Estate** sector expect the top performing hiring environment during 2Q 2022, followed by **Construction** (+ 15%) and **IT, Technology, Telecommunications, Communications and Media** (+ 13%) sectors.



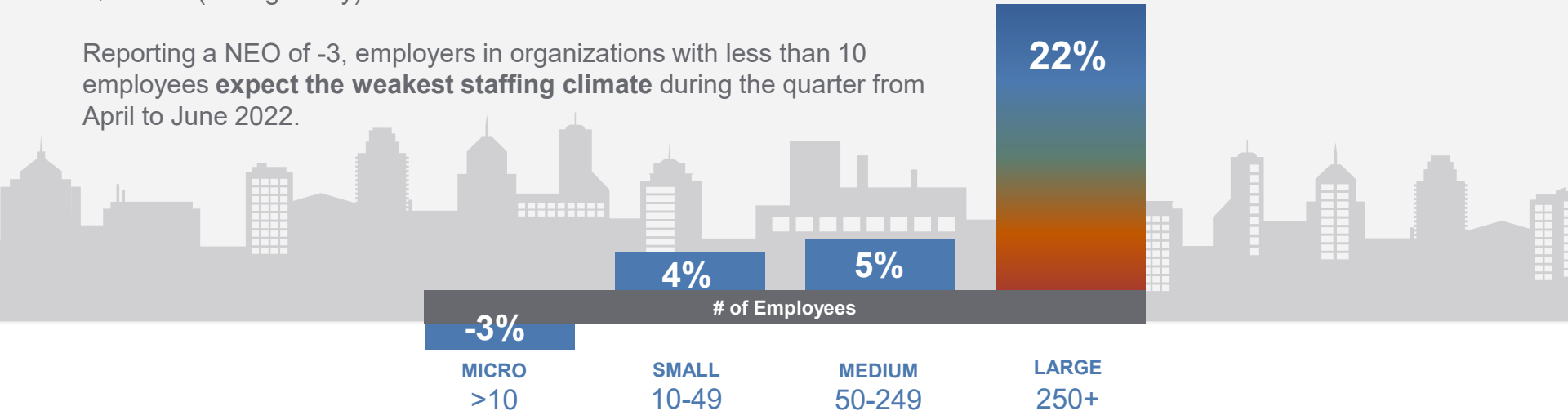
*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

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

Organization Size Comparisons: Large Organizations Report Optimistic Hiring Intentions, Leading the Charge in the Economic Global Recovery

With a NEO of **+22**, Slovakian employers in organizations with 250+ employees **expect the strongest staffing environment**. Compared to the first quarter of 2022, these organization size's job hunters can anticipate the NEO to decline by -1 percentage point and grow by +12 points compared to Q2 2021. (35% globally)

Reporting a NEO of -3, employers in organizations with less than 10 employees **expect the weakest staffing climate** during the quarter from April to June 2022.



Regional Comparisons: Improvements Are Expected in the Staffing Environment for 3 of 4 Slovakian Regions

Strongest and weakest regions: The best-performing region is **Bratislava**, with employers reporting a Net Outlook of +22. Since being asked in the previous quarter, employers in this region plan for the NEO to worsen by -22 percentage points. Forecasts also grow by 15 points compared to the second quarter of 2021.

Reporting a NEO of -1, hiring managers in **Central** expect the least competitive hiring environment during the next quarter. In this region hiring managers anticipate plans to worsen by -8 points quarter-on-quarter and decline -3 points compared with this quarter last year.



Demand For Skilled Workers Continues to Grow Around the World

When considering how staffing levels will change from April to June, employers in 39 of 40 countries report positive NEOs.

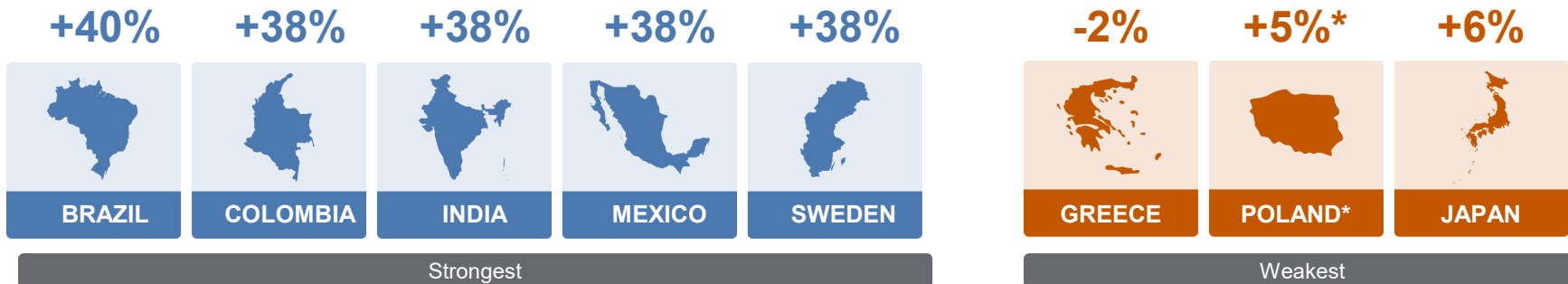


*Data was collected in January 2022, before the conflict in Ukraine.

Employers in Latin America Report Some of the Most Optimistic Hiring Plans

With strong outlooks across the regions, employers in North America (+38%) reported the most positive outlook followed by South and Central America (+35%), APAC (+28%) and EMEA (+22%).

Countries With the Strongest & Weakest Hiring Prospects for Q2 2022:



**Data was collected in January 2022, before the conflict in Ukraine.*

Hiring Intentions in EMEA Improve in All Countries YoY For Third Consecutive Quarter

Employers report positive hiring intentions in 22 of 23 countries during the next three months. The only negative outlook is reported by employers in Greece.

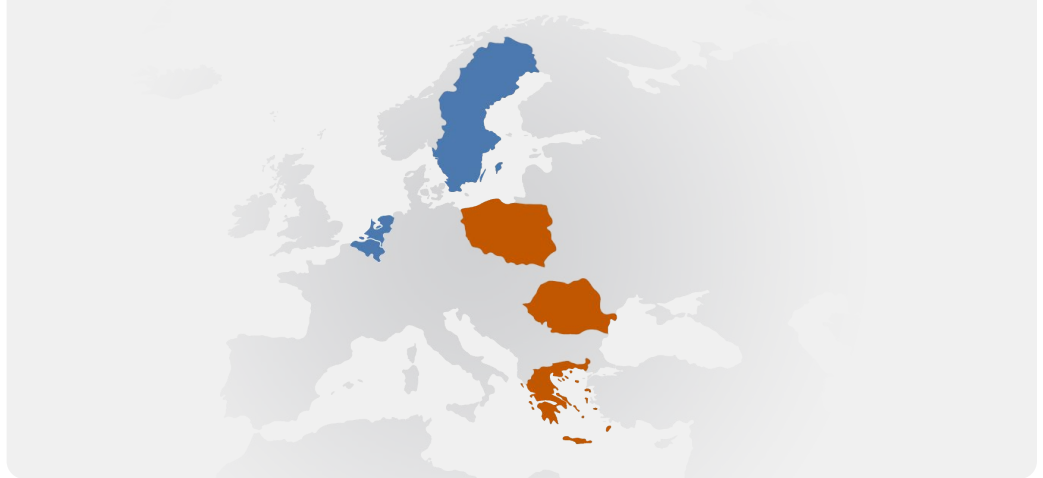
Year-over-year hiring sentiment improves in 20 and declines in only 3 countries, Greece, Poland, and Romania.

In France and Germany, Paris (+25%) and Munich (+33%) report some of the most optimistic City outlooks in the region, driven by employers in IT and Finance.

**Data was collected in January 2022, before the conflict in Ukraine.*

STRONGEST HIRING INTENTIONS:
Sweden (+38%), the Netherlands (+36%),
and Belgium (+34%)

WEAKEST HIRING INTENTIONS:
Greece (-2%), Poland (+5%)*,
and Romania (+7%)*





WOMEN / DIVERSITY AT WORK:

81% of Slovak employers are actively involved in these topics, 88% of them have set at least one goal



The Most Common Goals of Slovak Companies To Improve the Status of Women at Work

PROGRESS IN REACHING THE TARGETS

	AHEAD OF PLAN	ON TRACK	VARIABLE	BEHIND PLAN	I DON'T KNOW
Greater pay equity	15%	41%	21%	19%	3%
Women in management positions	16%	53%	16%	12%	4%
Women from diverse backgrounds and experiences in senior leadership positions	10%	36%	23%	29%	3%
Women in traditionally male dominated positions	19%	31%	15%	28%	8%
Women in senior leadership positions	21%	47%	8%	22%	1%
Employees from diverse backgrounds and experiences in senior leadership positions	15%	43%	20%	18%	4%


Pay equity, more women in management / leadership positions, increasing number of women in traditionally male dominated positions

Most Slovak Employers Consider Mentoring/Coaching, Flexibility or Networking To Be the Best Way to Achieve These Goals


PROGRAMS/INITIATIVES TO ACHIEVE THESE GOALS

Most Slovak employers have set a time horizon of 1-2 years in achieving the goals of improving the status of women at work / applying the principles of diversity in the workplace, and satisfaction with their fulfillment prevails.

In most companies, a responsible person takes care of their observance.



21%	MENTORING / COACHING
21%	PROMOTING FLEXIBLE WORKING POLICIES
21%	PEER CIRCLES / EVER COACHING/ NETWORKING
19%	INTRODUCING FLEXIBLE WORKING POLICIES
18%	PARTNERING WITH UNIVERSITIES / EDUCATION
15%	INCLUDING IN LEADERSHIP KPIS
14%	INTERNAL LEADERSHIP DEVELOPMENT PROGRAM
14%	EXTERNAL LEADERSHIP DEVELOPMENT PROGRAM
12%	INTERNAL SPONSORSHIP
11%	CREATING AN INCLUSIVE ORGANIZATION CULTURE
10%	EXTERNAL SPONSORSHIP
6%	OTHER PROGRAMS AND INITIATIVES
4%	NONE OF THE ABOVE



What Women Want (At Work)?

The latest survey [What Women Want \(at Work\)](#) reveals that **autonomy, flexibility, career progression, and feeling motivated / passionate** about the work they do matters most!



FLEXIBILITY FIRST:

Flexible start and finish times are the most attractive working arrangement for women (men want that too, yet they are equally focused on where they work – hybrid).



SHAPING THE NEW HYBRID:

Just **8%** of women (and men) want to work fully remotely, **7%** of women (and 10% of men) want to work fully in the workplace, while **85%** want autonomy to choose what works best for them.



PTO AND MENTAL HEALTH

MATTERS: One in four women (and men) want the ability to take more mental health days. It is a top workplace flexibility factor.



THE POWER OF PEOPLE: 82% of

women want to work with people they get along with and trust and **80%** of women want a supportive managers vs. **77%** and **71%** men respectively.



**ABOUT THE
MANPOWERGROUP
EMPLOYMENT
OUTLOOK SURVEY**

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey 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. Running since 1962, various factors underpin the success of the Survey:

Unique

It is unparalleled in its size, scope, longevity and area of focus. The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent

The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust

The survey is based on interviews with more than 39,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused

For more than six decades the survey has derived all of its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of June 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q2 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

**Data was collected in January 2022, before the conflict in Ukraine.*

About ManpowerGroup Slovakia



4 branches: Bratislava, Nitra,
Žilina, Poprad



110 internal employees



2.000+ associates



600 clients



APAS

ASOCIÁCIA PERSONÁLNYCH AGENTÚR SLOVENSKA

- ManpowerGroup Slovakia is one of APAS founding members (2003)
- The President of APAS: **Zuzana Rumiz**, General Manager of ManpowerGroup Slovakia (since 2020)



- The winner of **Largest in Business** rankings (2020, 2021)

Find out more at www.manpower.sk

A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



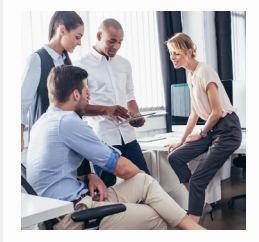
Cultivate communities of talent outside the organization



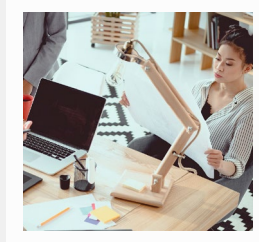
Help people move on or move up to new roles within the organization

Explore the [Workforce Resource Hub](#) for the latest workforce trends and insights.

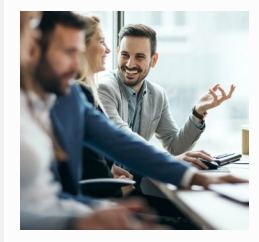
ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



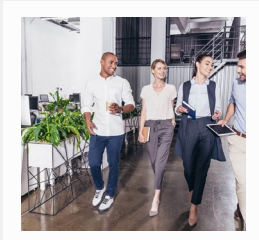
Workforce Consulting & Analytics



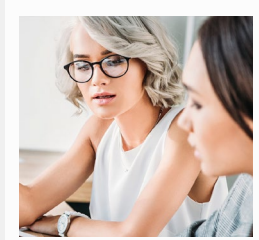
Workforce Management



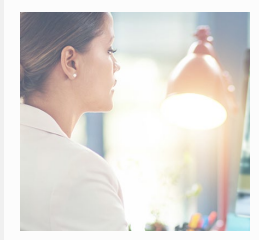
Talent Resourcing



Career Management



Career Transition



Attracting Top Talent



EMPLOYMENT OUTLOOK

Thank you for your attention

The next survey for 3Q 2022 will be released in May/June 2022.

Explore the data:

manpower.sk/prieskumy
manpowergroup.com/meos