

2025 Q1

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# ManpowerGroup Employment Outlook Survey

# Content



**Q1 Employment  
Outlook**



**Talent Shortage**



**Demand for  
Specialists**



**About the survey**





# Q1 Employment Outlooks

# What is the NET Employment Outlook (NEO)?

531 employers in the Slovak Republic were asked the question:

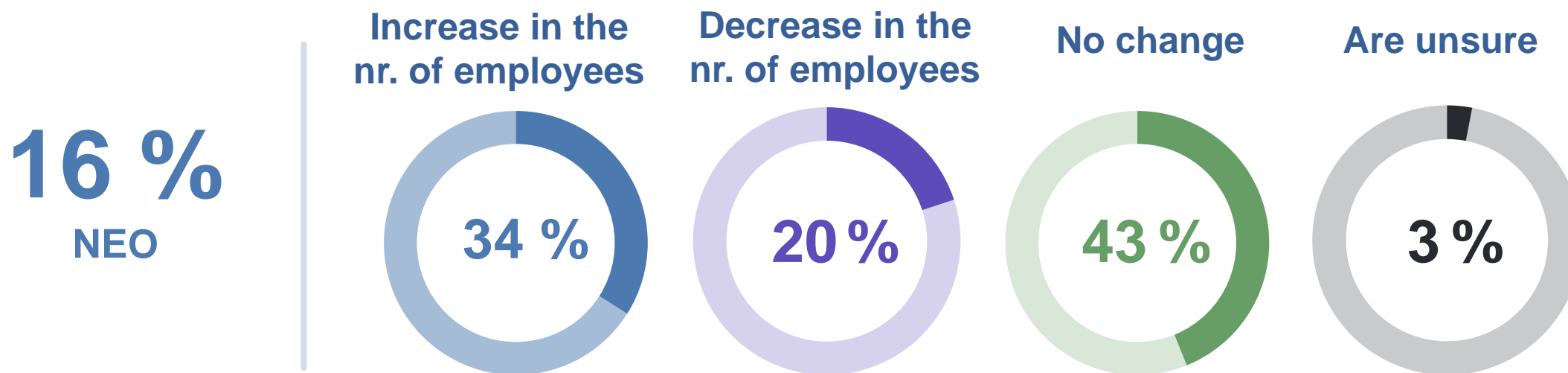
*“How do you expect the total number of employees in your company to change in the next 3 months (January, February, March) compared to the current quarter (October, November, December)?”*



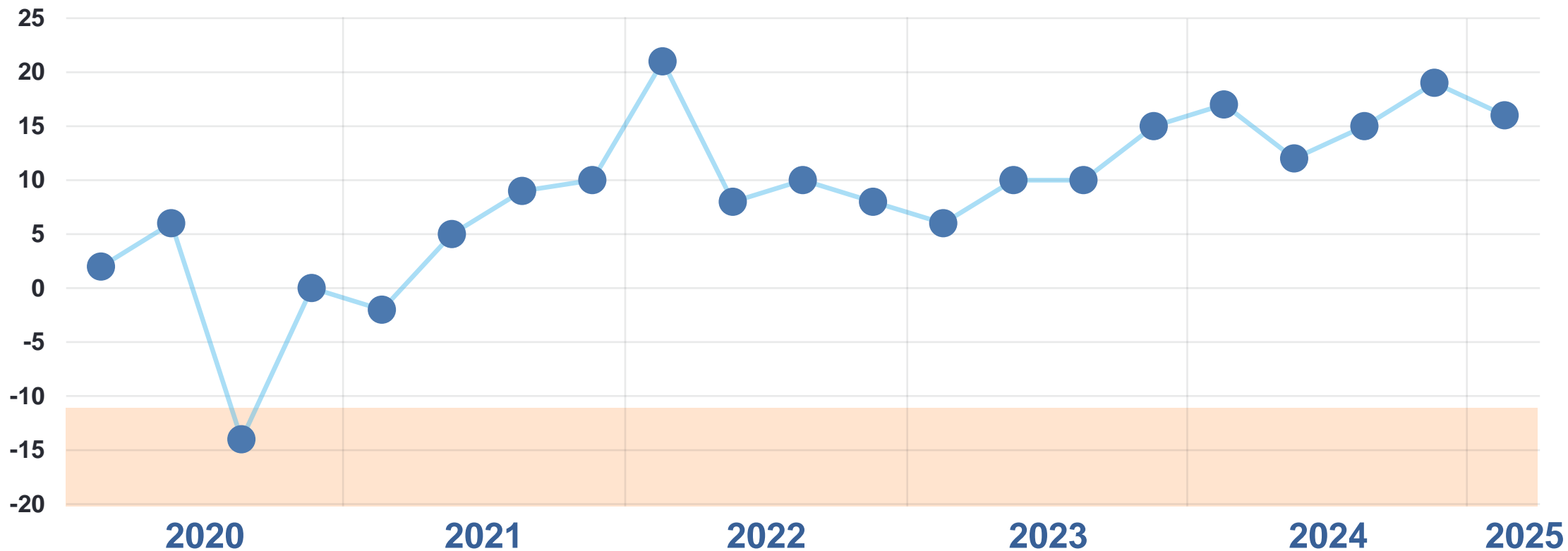
# Net Employment Outlook in Slovakia for Q1 2025

Based on the data, the Net Employment Outlook in Slovakia, adjusted for seasonal fluctuations, is **16%**. Compared to the previous quarter, this is an decrease of 3 percentage point, a year-on-year decrease of 1 percentage point.

## Employer hiring expectations for January – March

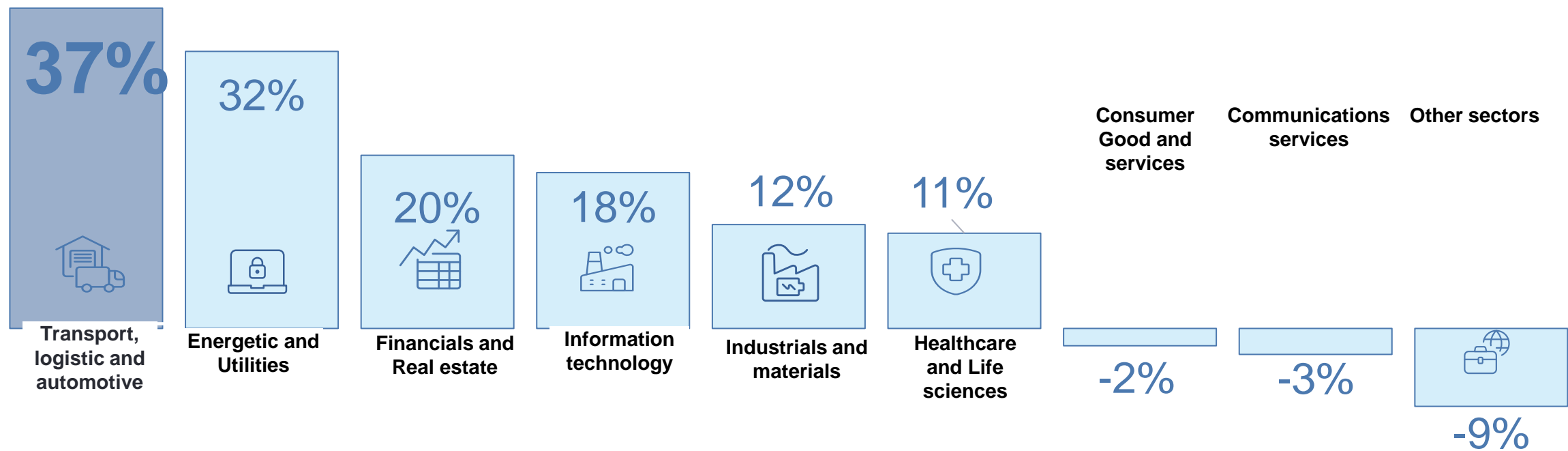


# NEO in Slovakia - Changes Over Time

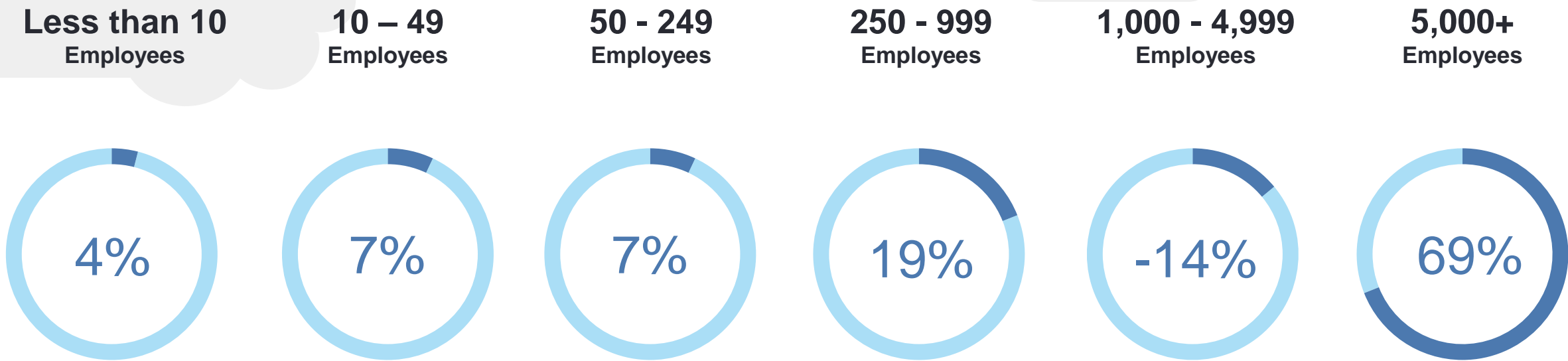


# Employment Outlooks across Key Industry Sectors

In the first quarter, companies in **the transport, logistics and automotive sector** plan the most recruitments in Slovakia, where employment outlook is + **37%**. This is an increase of 10 % year-over-year. The second strongest sector is Energy and Utilities (32 %), + 18 % year-over-year. The Finance and Real estate sector (20%), with a year-over-year increase of 7%, ranked third. The sector with the largest increase in hiring expectations is the Communication services, which grew by 26% compared to the previous quarter.



# Hiring Expectations by Company Size



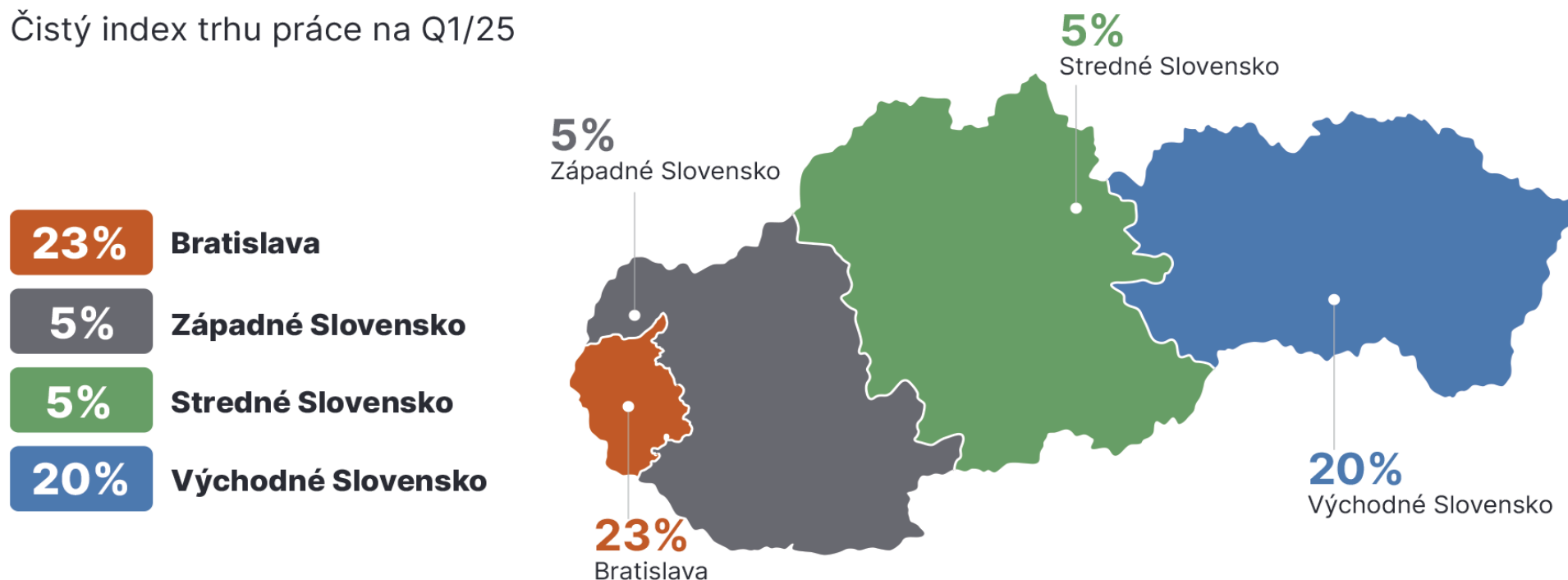


# Hiring Expectations by Regions

Slovak employers across all four regions anticipate an increase in hiring in the next quarter. The most significant growth in expectations is reported in the Bratislava region, where the Net Employment Outlook stands at +23%, a 7% improvement compared to the previous quarter.

## Plány nábora v regiónoch Slovenska

Čistý index trhu práce na Q1/25



# Hiring Expectations for January – March by Country

Seasonally Adjusted,  
Net Employment  
Outlooks (NEO)



40%

Strongest NEO



25% Global

Average NEO



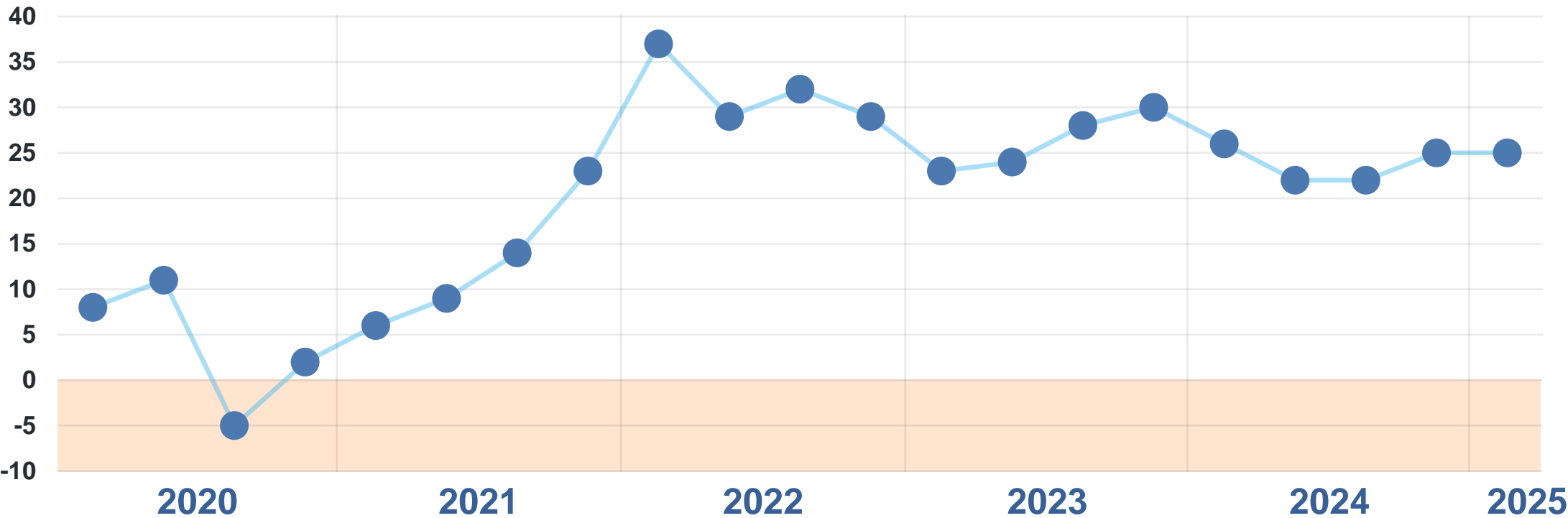
-1% Argentina

Weakest NEO

India	40%	Singapore	25%	Japan	15%
U.S.	34%	Germany	24%	Poland	15%
Mexico	32%	Ireland	24%	Czech Republic	14%
Costa Rica	31%	Finland	22%	Hungary	14%
South Africa	31%	France	21%	Greece	12%
China	29%	Colombia	20%	Puerto Rico	12%
The Netherlands	29%	Peru	20%	<u>Türkiye</u>	12%
Switzerland	29%	Portugal	20%	Australia	11%
Belgium	28%	Italy	19%	Austria	10%
U.K.	28%	Panama	19%	Romania	10%
Brazil	27%	Spain	17%	Chile	10%
Norway	27%	Sweden	17%	Israel	8%
Canada	26%	Taiwan	17%	Hong Kong	6%
Guatemala	25%	Slovakia	16%	Argentina	-1%

# Global Outlooks - Changes Over Time

**Global Outlooks have remained unchanged since the previous quarter** and weakened slightly when compared to the same time last year, dropping 1 percentage point.



# Strongest and Weakest First Quarter Outlooks

With stable outlooks across the regions, **employers in North America (32%) region reported the strongest hiring intentions**, followed by the Asia Pacific (27%), South and Central Americas (23%), and Europe, Middle East, and Africa (19%).

## ↗ Najsilnejšie



India

40%



USA

34%



MEXIKO

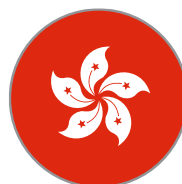
32%

## ↘ Najslabšie



Argentína

-1%



Hong Kong

6%



Izrael

8%

# Year-Over-Year Changes by Country



Seasonally Adjusted,  
Net Employment  
Outlook Changes  
Since Q1 2024



**+6%** Czech Republic  
Most Strengthened Outlook



**-1%** Global  
Global Average Outlook



**-23%** Hong Kong  
Most Weakened Outlook

Czech Republic	+6%	Greece	-1%	Belgium	-5%
Italy	+6%	<b>Global Average</b>	<b>-1%</b>	Brazil	-5%
Japan	+5%	Slovakia	-1%	Romania	-5%
Hungary	+4%	U.S.	-1%	Finland	-6%
Norway	+4%	Mexico	-2%	Panama	-6%
India	+3%	Poland	-2%	<u>Türkiye</u>	-6%
Ireland	+3%	Spain	-2%	Guatemala	-7%
South Africa	+3%	Taiwan	-2%	The Netherlands	-8%
France	+2%	China	-4%	Portugal	-8%
Canada	+1%	Costa Rica	-4%	Colombia	-11%
Israel	+1%	Peru	-4%	Austria	-16%
U.K.	+1%	Singapore	-4%	Australia	-17%
Argentina	+0%	Sweden	-4%	Puerto Rico	-21%
Germany	-1%	Switzerland	-4%	<b>Hong Kong</b>	<b>-23%</b>

# Most Significant Outlook Improvements for Q1

Global hiring outlooks remain unchanged at 25% quarter-over-quarter, with a slight decline of -1% year-over-year.

## ↗ Quarter-Over-Quarter Improvements



Czech Republic  
**+3%**



India  
**+3%**



Japan  
**+3%**



Sweden  
**+3%**

## ↗ Year-Over-Year Improvements



Czech Republic  
**+6%**



Italy  
**+6%**



Japan  
**+5%**



Hungary  
**+4%**



Norway  
**+4%**





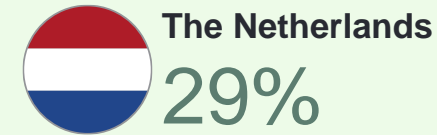
# Employment Outlooks Across Europe, the Middle East, and Africa

Hiring expectations remain the lowest in Europe, the Middle East, and Africa (19%), and has weakened by 2 percentage points since Q4 2024 and 1 percentage point year-over-year.

Outlooks vary across the region with employers most keen to hire in South Africa (31%).

Employers in Belgium reported the strongest global outlook for the Financials & Real Estate industry (53%, tied with China), followed by Consumer Goods and Services in the Netherlands (47%), Communication Services in Germany (45%), Energy and Utilities in Belgium (44%), and Industrials and Materials in Norway (41%).

## ↗ Strongest Hiring Intentions



## ↘ Weakest Hiring Intentions





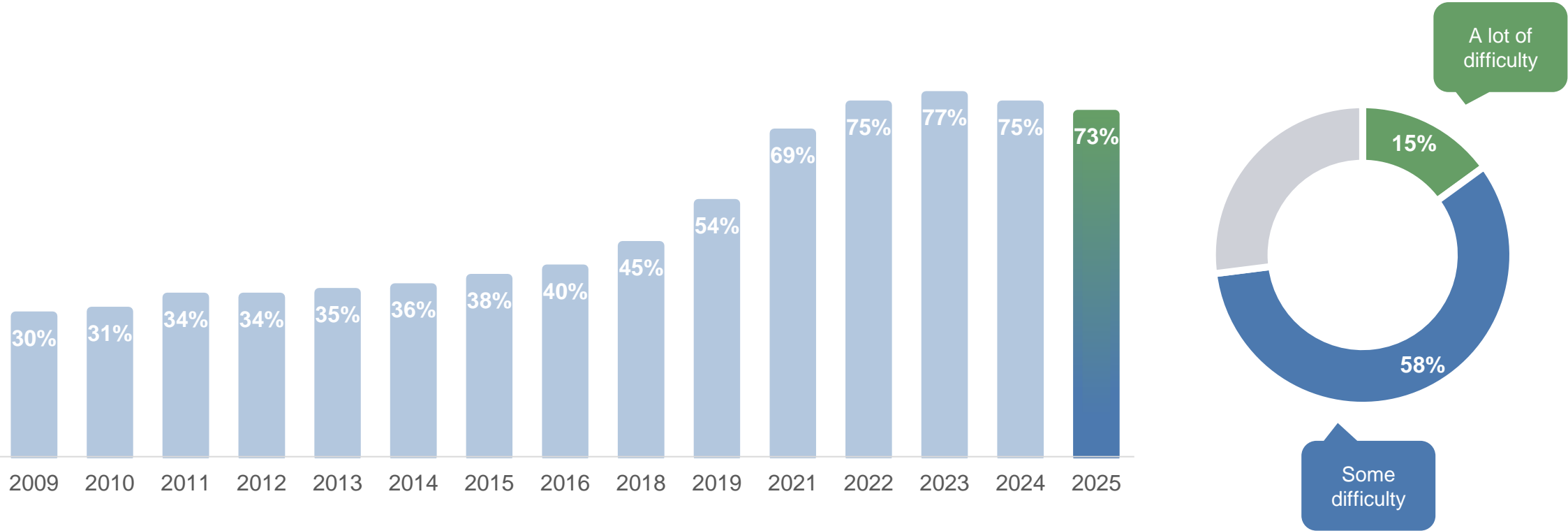
# Talent Shortage



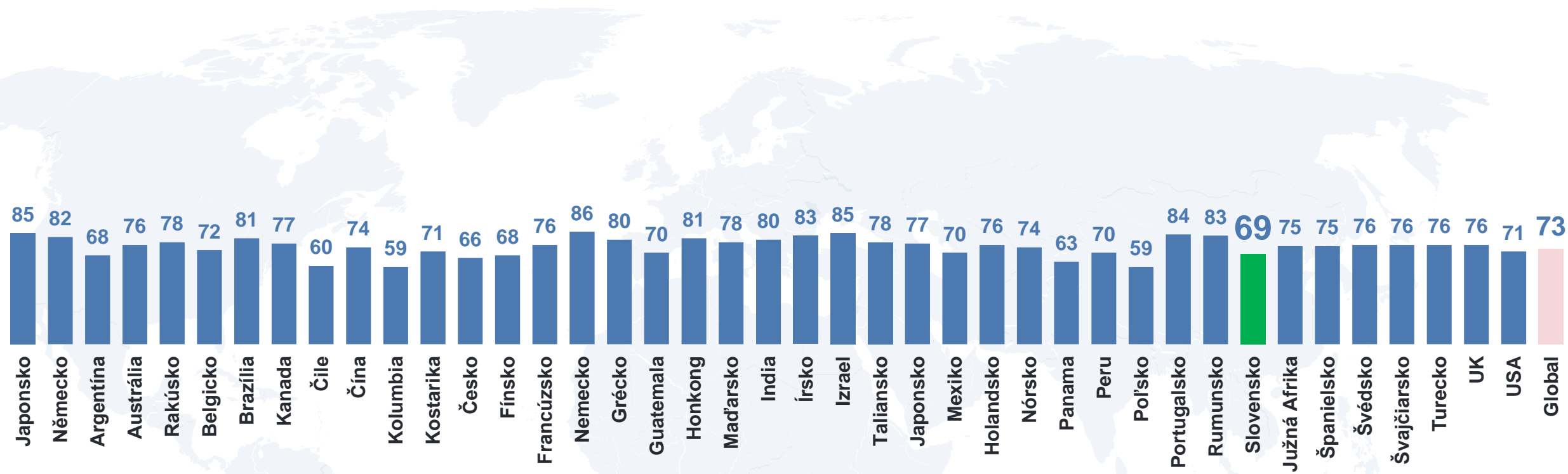
# Going into 2025, the talent shortage eases slightly

## 73% of organizations have trouble filling jobs due to lack of skilled talent

Currently, how much difficulty are you having filling jobs due to lack of skilled talent?

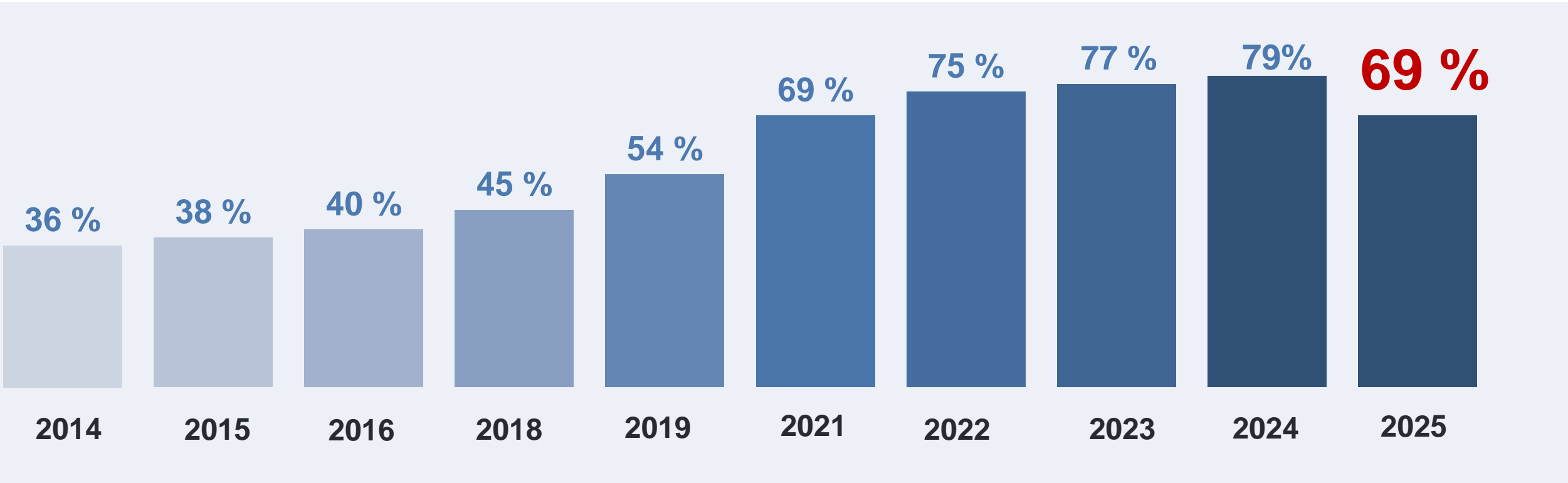


# Global Talent Shortage by Countries

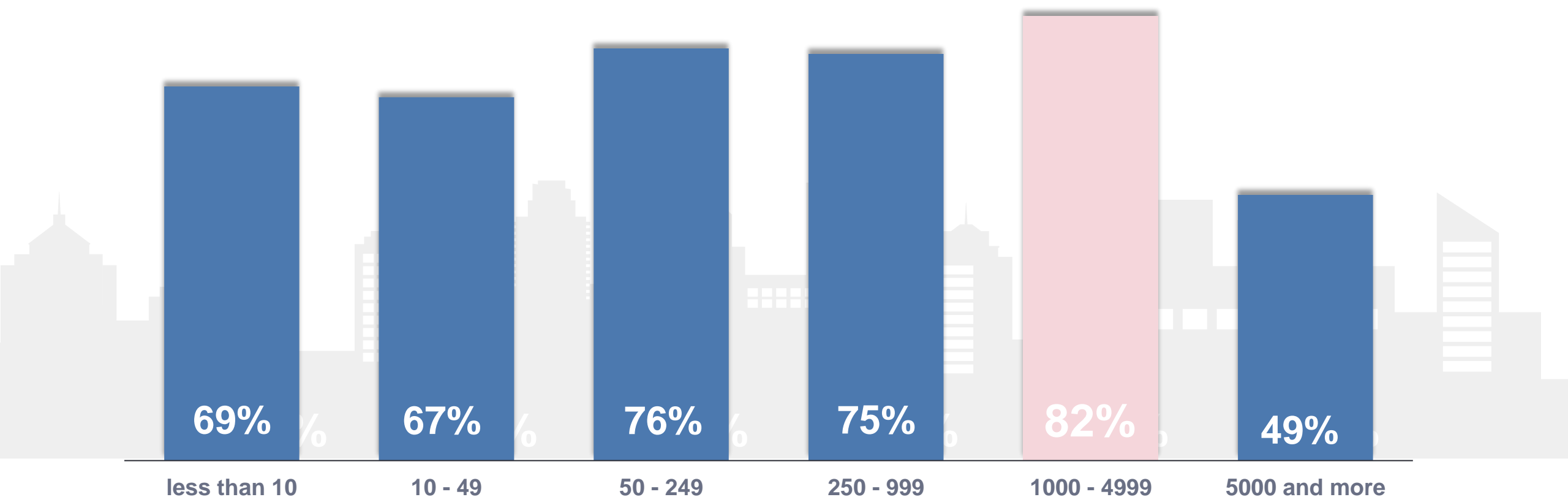


# Talent Shortage in Slovakia over the years

**69% of Slovak employers** surveyed by ManpowerGroup reported difficulties in finding employees with the necessary skills, with nearly a quarter facing significant challenges.



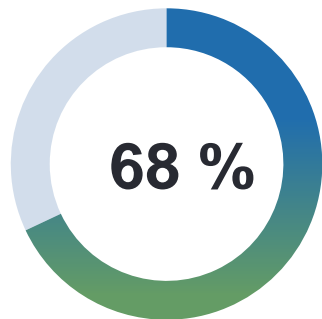
# Talent Shortage in Slovakia by Company Size



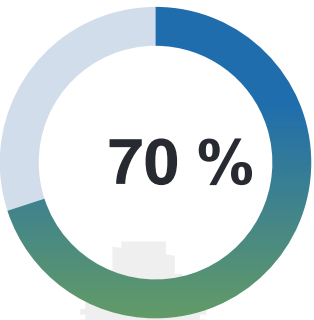


# Talent Shortage in Slovakia by Sectors

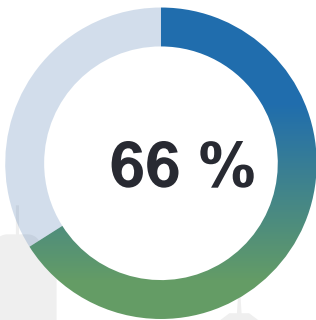
Consumer Goods  
& Services



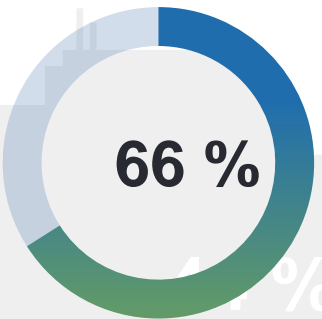
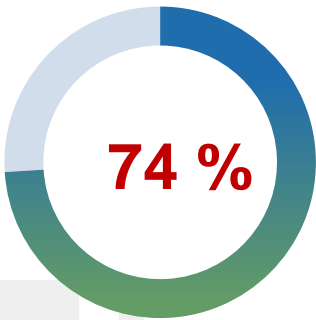
Industrials and  
Materials



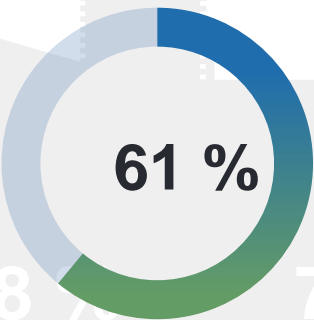
Transport and  
Logistics&Automotive



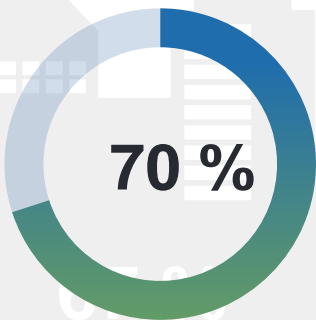
Information  
Technology



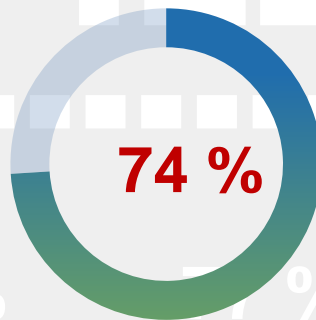
Energy and  
Utilities



Health Care&Life  
Science



Communication  
Services



Financials&Real  
Estate

# Top 5 skills Employers report the most difficulty finding



**1** Manufacturing/Production skills



**2** IT/Data skills



**3** Engineering skills



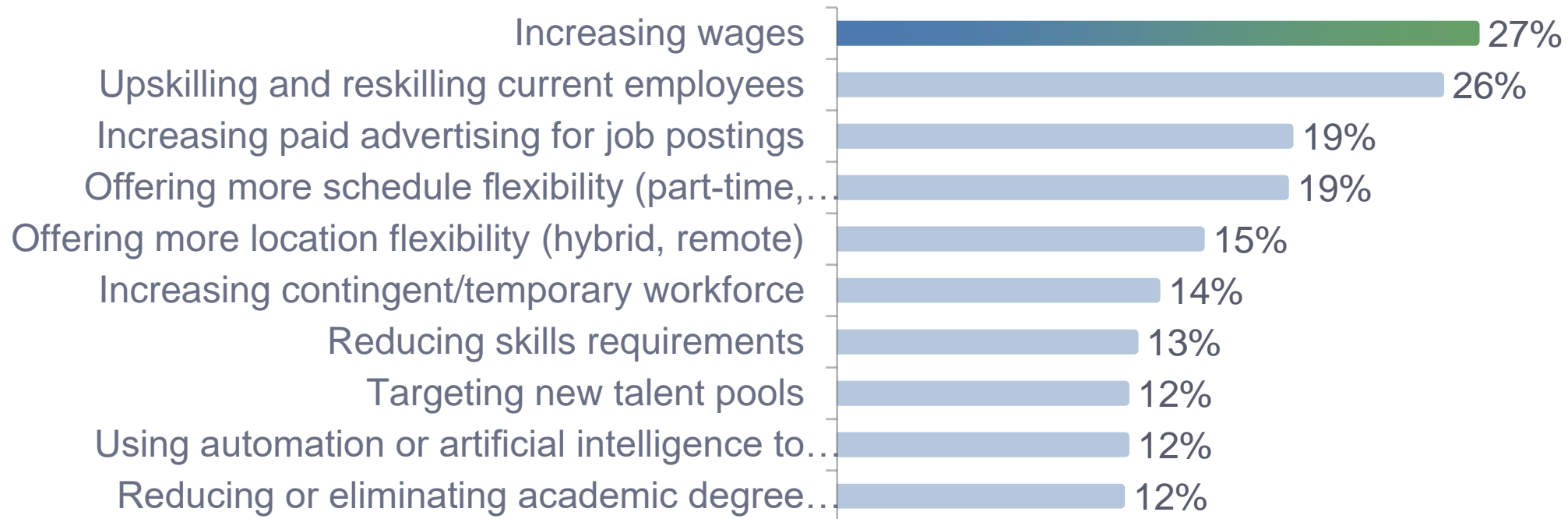
**4** Operations/Logistics skills



**5** Sales/Marketing skills

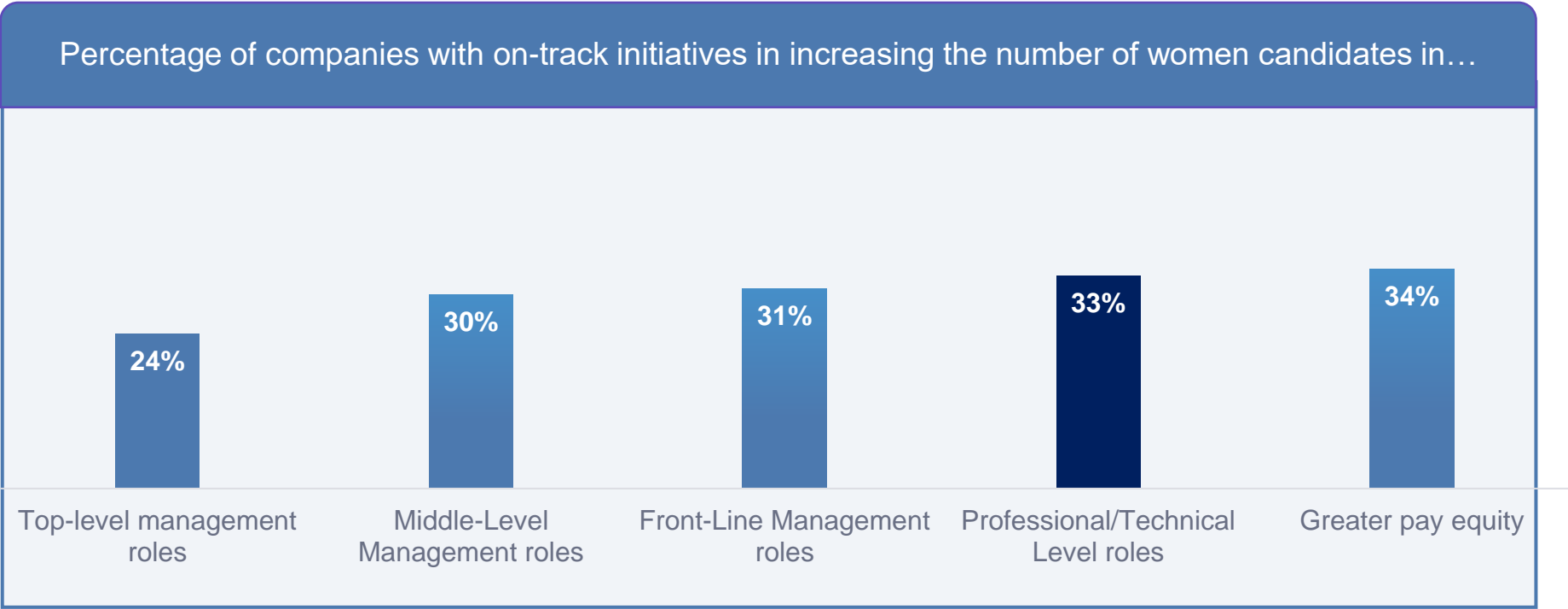


# What actions is your organization taking to overcome talent shortages ?



# Initiatives for increasing women in top-level management

Considering the Diversity, Equity, Inclusion and Belonging (DEIB) initiatives that your organization has set, how would you rate your organization’s progress towards implementing those initiatives?



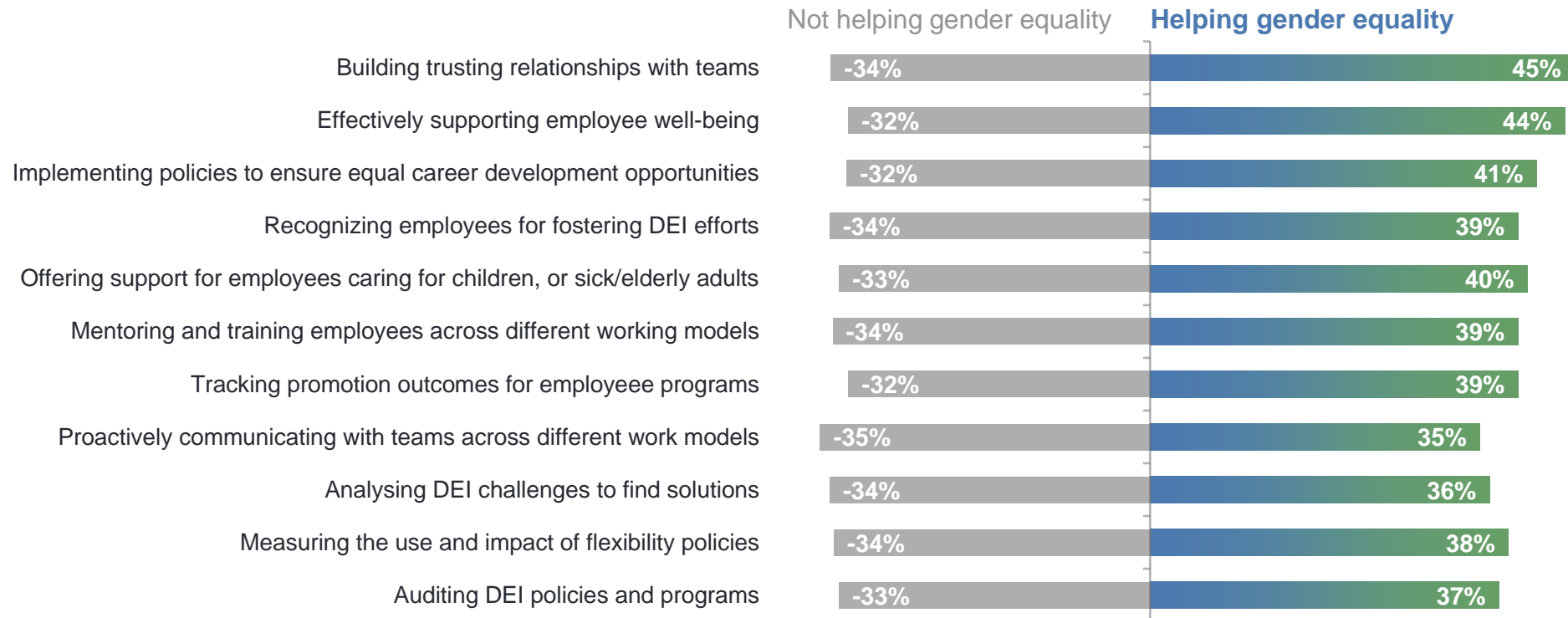
# More companies are on track with their pay equity initiatives

Nearly 3 in 5 organizations (59%) are on track with their equal pay initiatives, with the greatest progress seen in very large companies with 1,000-4,999 employees.



# Building trust and supporting employee well-being are the top helpful strategies in equitable recruitment and retention

Please identify the structures and benefits currently in place in your organization that help support the recruitment and retention of all genders more equitably.





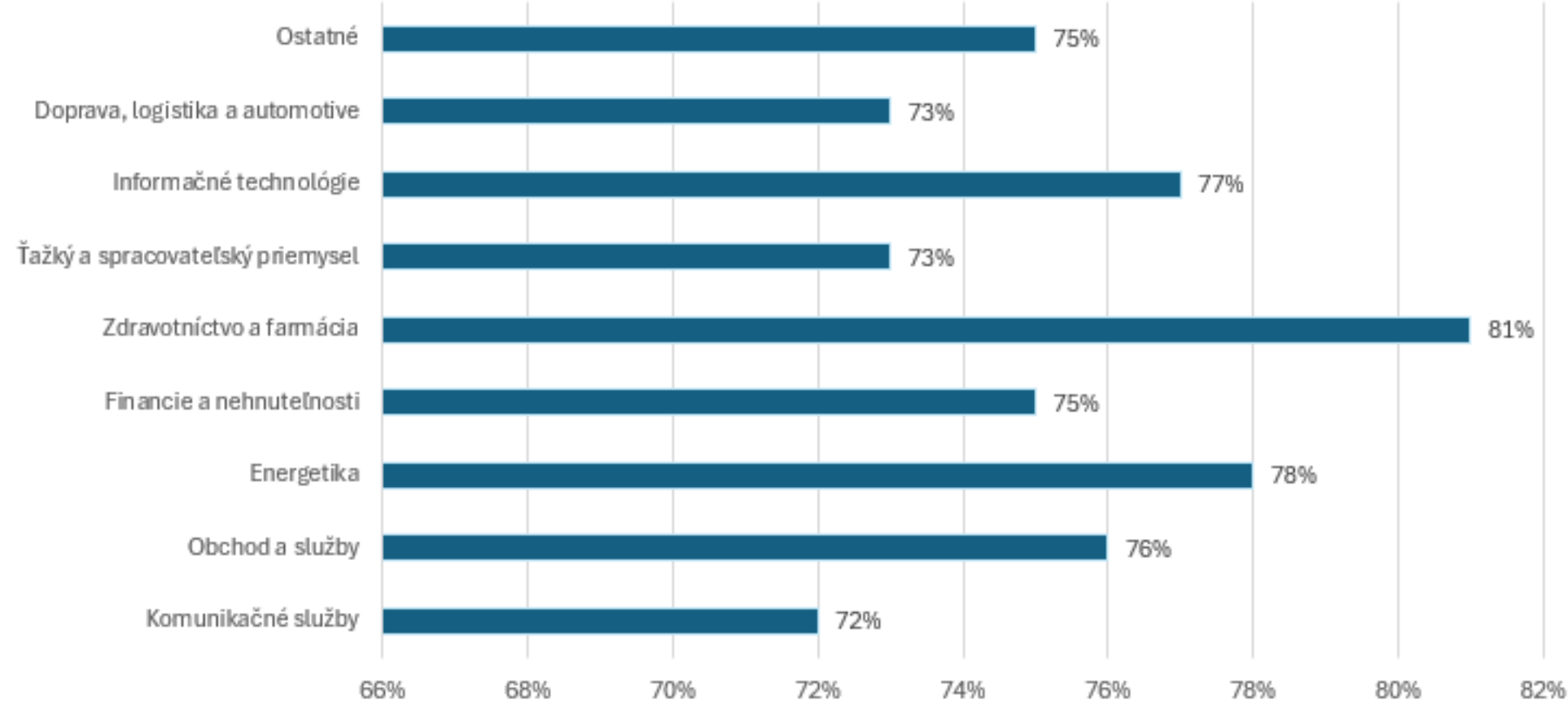


**How is the demand  
for specialists  
evolving?**



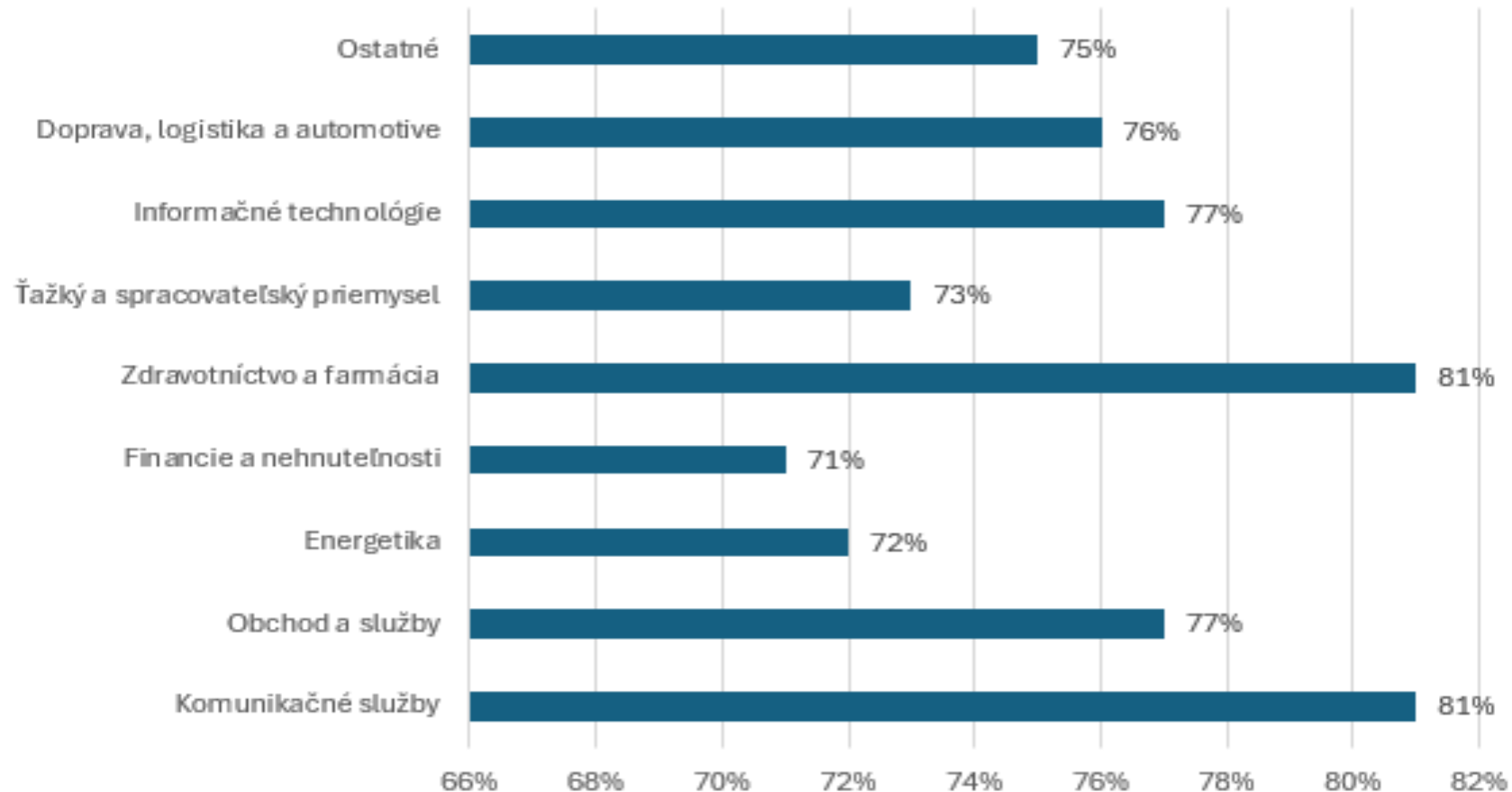
# Global Talent Shortage

74% of employers worldwide have difficulty filling engineering positions.



# Global Talent Shortage

**76 % of employers worldwide have difficulty filling Business Professionals positions.**



# Talent Shortage in Slovakia in „Engineering a Business Professionals“ positions

**71 %** of employers have difficulty filling **Engineering positions** and **86% Business Professionals positions**.



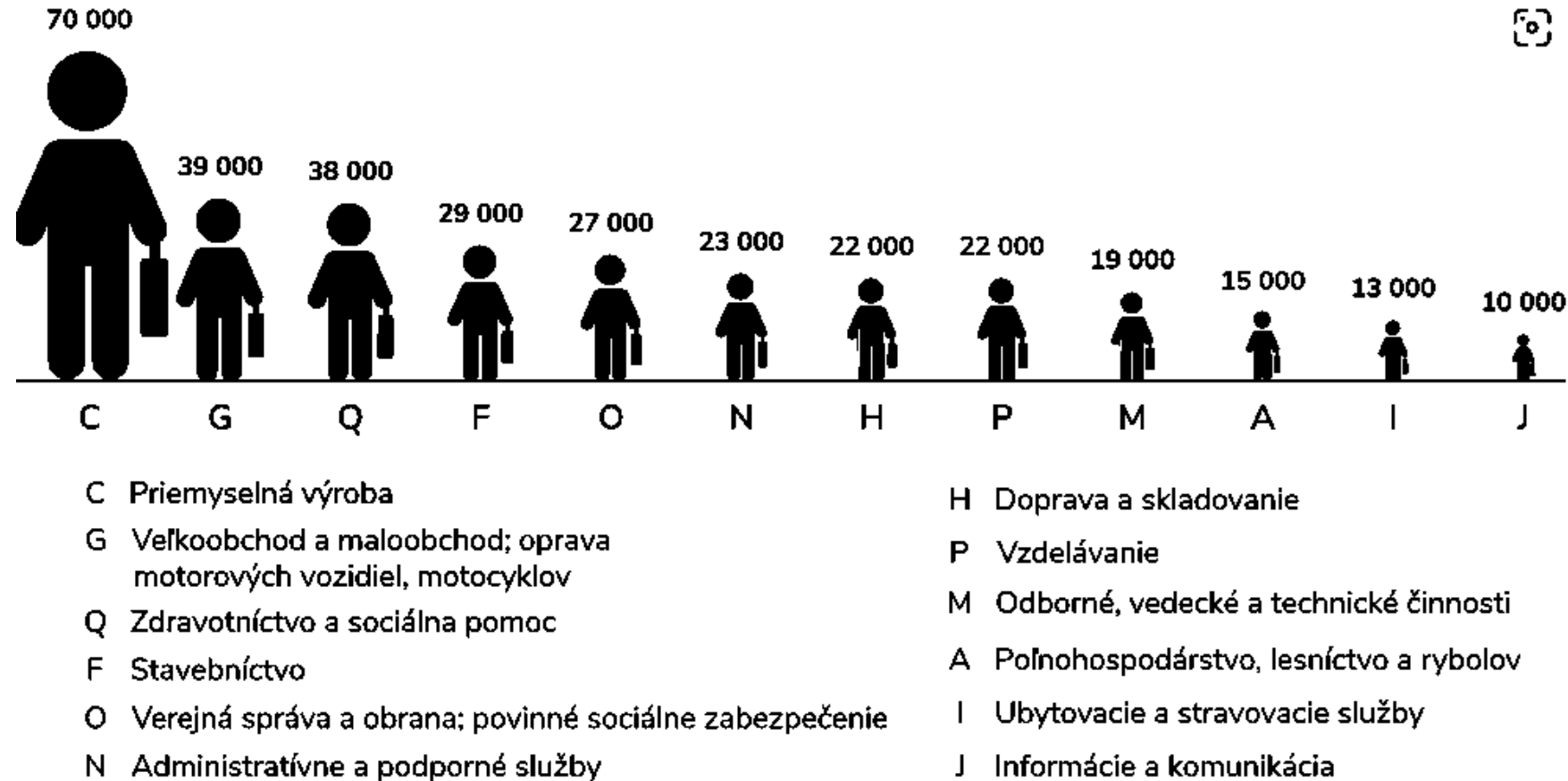
Zdroj: Národný projekt Prognózy vývoja na trhu práce v SR II

# Additional labor force needs by 2025 in the Slovak Republic by main classes

In the period 2020-2025, almost a fifth of the labor market needs will be created by the demand for specialists. Another 15% of the total labor market needs will be for workers in services and trade, where the additional labor force need by 2025 will be at the level of 60 thousand people. On the other hand, the smallest demand will be for workers in agriculture, fishing and forestry.

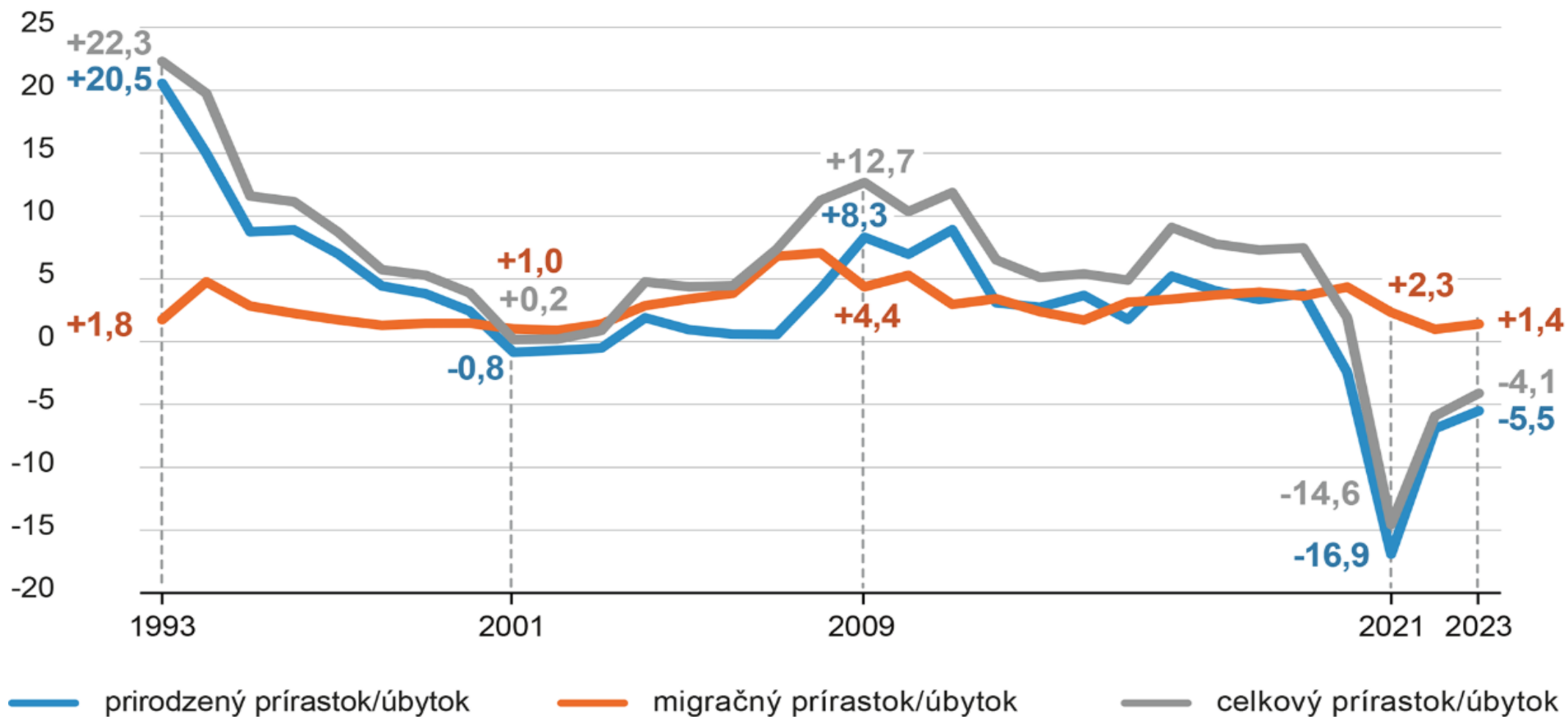


# Forecast of the total additional labor force need in the period 2020-2025 in the Slovak Republic in the sectors of the economy





# Demographic development in Slovakia



# Manpower specializations

- White collar business
- Specialization and expertise of our consultants
- Higher quality and emphasis on priority positions



## **Business Professional Specializácie:**

- Sales & Marketing professionals
- HR & Legal professionals
- Administrative Professionals

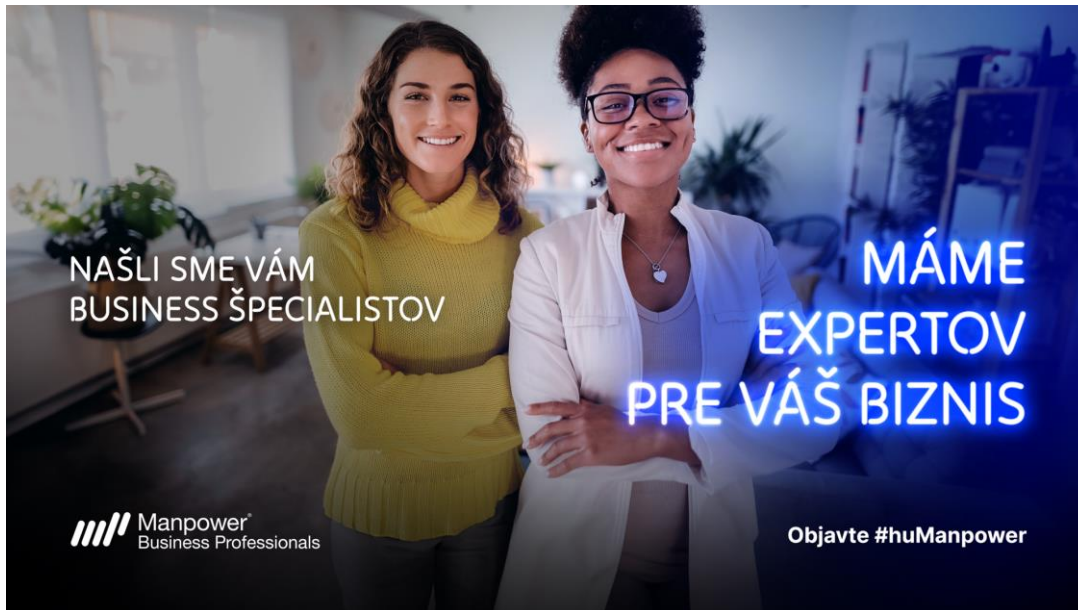


## **Engineering Specializácie:**

- Mechanical Engineering
- Automation Engineering
- Quality Engineering
- R&D Engineering

# Manpower specializations

We are number 1 in specialized recruitment!







EXPERTI  
TVORIA  
ODBORNOST'

Naši recruiteri  
hľadajú váš talent.  
**Objavte #huManpower!**





## About the Survey





# About Survey

**The ManpowerGroup Employment Outlook Survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator.** The Net Employment Outlook is derived from the percentage of employers anticipating an increase in hiring activity and subtracting from it the percentage of employers expecting a decrease. Running since 1962, various factors underpin its success:

**Unique:** It is unparalleled in its size, scope, longevity, and area of focus. The 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 40,340 public and private employers across 42 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 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 December 2024 as compared to the current quarter?"

**Survey Methodology:** The methodology used to collect NEO data has been digitized in 42 markets for the Q4 2024 report. Survey responses were collected from July 1-31, 2024. Both the question asked and the respondent profile remain unchanged. The size of the organization and sector are standardized across all countries and territories to allow international comparisons.

## Forward-Looking Statements:

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, economic uncertainty and the use and impact of AI. Actual events or results may differ materially from those contained in the forward-looking statements, due to risks, uncertainties and assumptions. These factors include those found in the Company's reports filed with the U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2023, whose information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.



# requently asked questions

## **What does Net Employment Outlook mean?**

The Net Employment Outlook (NEO) is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers that expect to see a decrease in employment at their location in the next quarter. A positive NEO figure means that, on balance, more employers expect to add to their headcount in the following three months than those who intend to reduce staff.

## **What does Seasonal Adjustment mean? Why is it used in the ManpowerGroup Employment Outlook Survey?**

Seasonal adjustment is a statistical process that allows the Survey data to be presented without the impact of hiring fluctuations that normally occur through the course of the year – typically due to various external factors, such as changes in weather, traditional production cycles, and public holidays. Seasonal adjustment has the effect of flattening peaks and smoothing troughs in the data to better illustrate underlying employment trends and provide a more accurate representation of the Survey results.

## **How are companies selected for the Survey?**

Employers are selected based on the types of companies and organizations they represent. We want to ensure that our panel is representative of each participating country's national labor market, so each country's panel is built in proportion to that country's overall distribution of industry sectors and organization sizes.

## **Who do you interview in each company?**

The person we select to interview will be someone with a good overview of staffing levels and hiring intentions within their organization. Normally, this will be the head of human resources (HR) or an HR manager. In smaller organizations, however, that person may be a general manager or even the CEO.

# ManpowerGroup Solutions Across the Entire HR Life Cycle

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Management**



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Resourcing**



**Career  
Management**



**Top Talent  
Attraction**



**Strategic Workforce**



**Workforce Consulting  
and Analytics**



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# Thank you

