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## Positive Outlook on the Slovak Labor Market Continues

### Communication Services on Top – Slovakia Among Global Leaders in Hiring

- **26 % of Slovak employers expect an increase in the number of employees**, 15 % expect a decrease and 55 % do not expect any change, while 4 % of employers were undecided on this topic.
- Based on these data, the net labour market index in Slovakia, adjusted for seasonal fluctuations, **is 12 % for the second quarter of 2025.**
- **The highest net labour market index is in western Slovakia 21 %.** The lowest in central and eastern Slovakia. In eastern Slovakia is the net labour index is 14 %.
- Firms in the **Communication Services (35%) and Transport, Logistics and Automotive (29 %)** sectors expect the most new jobs. The worst performing sector is Financials and Real Estate, where employees will be laid off (-14 %).
- Globally, employers **in India (43 %), the U.S. (34 %) and Mexico (33%) have the strongest hiring plans.** The weakest prospects are expected in Argentina (0 %), Romania (6 %), Greece (7 %).

Bratislava, 13 March 2025 - **The most competitive sector in Slovakia is Communication Services, with an employment outlook of 35 %, 38 percentage points higher than in Q1 2025 and 46 points up year-on-year.**

**The net labour market index in Slovakia, adjusted for seasonal fluctuations, is 12 %.** Compared to the previous quarter, this is a decrease of 2 percentage points, also representing a year-on-year decrease of 2 percentage point.

**The global net labour market index for the second quarter of 2025 is at 25 %, down 3 percentage points from a year ago and at the same level as the last quarter.**

*"Slovak employers are entering the second quarter with optimism, particularly in Communication services, where hiring plans are accelerating at a record pace. The sector anticipates a 35% increase in hiring plans, positioning Slovakia among the top countries in this industry. Companies are focusing on attracting specialists with digital skills and offering competitive conditions to maintain their market position. Despite regional disparities and challenges in certain sectors, data indicate that the Slovak labor market remains stable and continues to offer growth opportunities," stated Zuzana Rumiz, General Manager of ManpowerGroup Slovakia.*

## COMPARISON OF RECRUITMENT PLANS BY SECTOR

Employers in six out of nine sectors in Slovakia plan to increase employee numbers in the second quarter of 2025. **The highest number of new jobs (35 %) is expected to be created by companies in the Communication services sectors.** This represents a decrease of 38 percentage points compared to the previous quarter but a year-over-year significant increase of 46 percentage points.

**The second most prominent sector is Transport, logistics and automotive (29 %)**, which is 8 percentage-point decrease compared to the last quarter. The Healthcare and Life sciences sector ranks third (25 %), with a quarter-over-quarter increase of 14 percentage points.

While employers are planning to hire new staff in Q2, three sectors anticipate layoffs. The most significant decline compared to the previous quarter was recorded in the Energetic and Utilities sector (down 40 pp) and Financials and real estate (down 34 pp) sector.

## REGIONAL COMPARISON

Slovakian organizations in 3 of 4 regions expect increasing staffing levels in the next quarter, while 1 region is predicting a decrease. **The most competitive region in Slovakia is the Western Slovakia region with a NEO of 21.** This region is the only one to report growing employment expectations, rising by 16 points from last quarter and 3 points since Q2 2024. **In fact, this quarter is the highest NEO recorded in Western Slovakia since we started tracking in Q4 2011.**

Eastern Slovakia also has optimistic hiring plans (14 %). However, employment prospects have worsened in central Slovakia (3%). Bratislava recorded a significant decline compared to the previous quarter (- 24 p.p.) with a net employment index of -1 %.

## COMPARISON BY COMPANY SIZE

Employers in five out of six organizational size categories in Slovakia expect employment growth in Q2. **Large companies (1000- 4999 employees) have the most robust hiring plans, with a net employment index of 27 %**, representing a quarterly increase of 41 points and a year-over-year decrease of 3 points. This quarter-on-quarter recovery is notable, as Slovakia ranks second globally for its quarterly increase in these organizations.

## GLOBAL LABOUR MARKET DEVELOPMENTS

- **Global hiring outlooks remain unchanged at 25 %** quarter-over-quarter, with a slight increase of 3 % year-over.
- **Employers in India (43 %) have the strongest hiring plans**, followed by U.S. (34 %) and Mexico (33 %). The weakest outlooks are in Argentina (0 %), Romania (6 %) and Greece (7 %).

- Globally **the Information Technology sector has the strongest hiring prospects (35 %)**, followed by Finance & Real Estate (32 %) and Healthcare & Pharmaceuticals (28 %). The Energy & Utilities sector is the weakest performer (14 %).

*"Company expansion is the top reason of employment growth in the second quarter of 2025, with the highest demand for workers observed in the communication services, healthcare, automotive, and logistics sectors. At the same time, artificial intelligence is fundamentally reshaping recruitment—58% of organizations now leverage AI for hiring and talent development. However, one-third of employers believe that key competencies such as ethical decision-making, strategic thinking, and problem-solving will remain irreplaceable. AI is a powerful tool, but the human factor remains essential," stated Zuzana Rumiz, General Manager of ManpowerGroup Slovakia.*

## COMPANY EXPANSION AND TECH DRIVING Q2 HIRING

- **In the second quarter of 2025, the total workforce of a typical company is expected to increase by 11 employees.** The highest demand for workers is anticipated in Communication services, Healthcare and pharmaceuticals, Transport, logistics and the automotive sector.
- **Company expansion is the top reason of workforce growth in Q2 2025.** Other contributing factors include maintaining a competitive edge, seeking new perspectives and skills, and expanding into new areas, which necessitate the creation of new positions.
- Economic challenges negatively impacting hiring remain one of the leading causes of workforce reductions. A stable workforce level is attributed to the ability of existing employees to meet company objectives, with the market remaining steady and no major changes expected within the sector.
- **More than half of organizations (58%) utilize AI tools in hiring, onboarding, and talent training.** The most significant challenges organizations face when implementing AI include identifying relevant use cases (31%), concerns about data privacy and regulatory compliance (30%), high investment costs, and a lack of skills for effective AI utilization (28%).
- **One-third of employers believe that ethical judgment skills (32%) cannot be replaced or enhanced by AI.** Other skills considered difficult to substitute with AI include problem-solving (28%), strategic thinking (26%), and communication skills (26%).
- The majority of hiring managers (9 out of 10) accept the use of AI by candidates. The most widely accepted applications of AI include interview preparation (30%), researching information about a company (29%), and assisting with problem-solving or generating responses during a recruitment test (26%).

## ABOUT THE 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. Full results of the ManpowerGroup Employment Outlook survey are available at <https://go.manpowergroup.com/meos>. Detailed results for Slovakia can be found at [www.manpower.sk/magazin/tag/prieskumy](http://www.manpower.sk/magazin/tag/prieskumy).

In the context of the labour market survey, 531 Slovak employers were asked: “How do you expect the total number of employees in your company to change in the following quarter by the end of March compared to the current quarter?”

## 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 2023 ManpowerGroup was named one of the World's Most Ethical Companies for the 14th year – all confirming our position as the brand of choice for in-demand talent. [www.manpowergroup.com](http://www.manpowergroup.com)

## MANPOWERGROUP SLOVAKIA

In Slovakia, ManpowerGroup takes care of the HR and payroll agenda of more than 1,000 employees every month, who work for ManpowerGroup's clients. Thanks to its network of five offices, ManpowerGroup finds 6,000 new employees for 500 clients annually. For more information, visit [www.manpower.sk](http://www.manpower.sk)

*Unless otherwise stated, all data are seasonally adjusted. The formula with which the data is adjusted from seasonal fluctuations is improved from quarter to quarter, and with the new formula the data for the previous quarters are also recalculated, taking into account the more data available to us.*