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**Press Release  
Zagreb 13 March 2018**

## **Croatian employers forecast active second-quarter hiring pace**

**Croatia's first ManpowerGroup Employment Outlook Survey indicates strongest opportunities for job seekers likely to be in Restaurants & Hotels and Construction industry sectors.**

- **Overall Net Employment Outlook at +29%.**
- **Overall, a third of the 620 employers surveyed plan to add to their workforce in next three months**
- **Employers in the West region report strongest hiring intentions for the April-June time frame**

**Zagreb, 13 March 2018** —According to Croatia's first ManpowerGroup Employment Outlook Survey, job seekers are likely to benefit from a strong hiring environment in the next three months. Of the 620 Croatian employers who participated in the initial survey, 33 percent told us they plan to add to their workforces in the April - June time frame, while only 4 percent told us they plan to reduce payrolls. Based on this calculation, Croatia's Net Employment Outlook\* stands at a solid +29%.

"We're excited to launch the ManpowerGroup Employment Outlook Survey in Croatia," said Nebojša Biškup, CEO, Manpower Croatia. "For over 55 years, and across 44 countries and territories, the survey has been considered one of the most trusted forecasts of employment activity in the world. And today's launch of the survey in Croatia provides us with the opportunity to share this insight for the first time with clients and candidates throughout our country.

"The survey is conducted once every three months, and as time goes on the survey will allow us to track employer confidence patterns in Croatia as well as across eight major industry sectors and four regions," added Nebojša Biškup.

"The second-quarter survey reveals that employers are generally very optimistic regarding job gains in the next quarter. Much of the employer confidence revealed in the survey may be based on hiring that routinely takes place as we approach the busy summer months. These are hiring gains that we expect to see as we approach the tourist season. But we should be aware that there is no guarantee that gains like these will be sustained later in the year," concluded Nebojša Biškup.

The survey reveals that employers in the Restaurants & Hotels sector (+48%) report the strongest second-quarter hiring plans with nearly half of those polled telling us they plan to add to their payrolls over the next three months. A vigorous hiring pace is also expected in the Construction sector (+46%). The weakest second-quarter hiring plans are reported in the Transport, Storage & Communications sector,

even though the sector's Outlook of +21% indicates opportunities for job seekers are expected to remain solid for the next three months.

Positive hiring intentions are reported across all four regions with the strongest third-quarter hiring plans reported by employers in the West (+40%), while employers in the Central (+25%) region expect more modest—but still strong—job growth.

"Central Croatia has seen growth of economic activity and exports for quite some time, and employment growth will be significantly influenced by the active employment policy measures, which are most rapidly implemented in that region," explains Nebojša Biškup.

The overview of global responses indicates that most employers expect varying levels of payroll growth over the next three months. The research reveals staffing levels are expected to grow in 43 of 44 countries and territories during the April-June time frame. In the European Union, the most optimistic employment forecasts are for Hungary, which is the result of robust projections of the development of the construction sector. Employers in Germany are also optimistic, the most in the last six years, and the forecasts for the German manufacturing sector in the second quarter of this year are the highest since 2008. Similarly, the Finnish and the employers in Netherlands have shown the strongest intention in making new jobs thus far. In the UK, job seekers will likely benefit from a rise in salaries that employers predict for all sectors and regions of the UK. In Austria, employers' confidence has risen to the level of cautious optimism, which is the result of some grim employment forecasts in the first quarter of this year. Modest employment forecasts have been recorded in France - they are only slightly better than last quarter of this year and the same period last year. Belgium is cautious about the increase in the number of new jobs. Similar situation is in Sweden, where the forecast is in decline, due to the weakest projections of employment in finance, insurance, real estate, business services and the construction sector. Forecasts for Poland and Romania indicate a good, continuous employment rate. Much of that optimism was generated by solid forecasts in the manufacturing sector. It is anticipated that some new jobs will emerge in Switzerland and the Czech Republic, but the confidence of employers in both countries remains low. Employment forecasts in Italy are negative, although employers in hospitality industry and tourism have announced their most optimistic employment plans in the last fifteen years.

Second-quarter hiring plans strengthen in 17 of 43 countries\* and territories when compared with the first three months of the year, are unchanged in nine, and weaken in 17. Outlooks improve in 25 countries and territories when compared with Quarter 2 2017, are unchanged in five, and decline in 13. In addition to Croatia's healthy Outlook, second-quarter hiring confidence is strongest in Taiwan, Japan, Hungary and the United States, while employers in Italy, Switzerland and the Czech Republic report the weakest hiring plans.

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next Manpower Employment Outlook Survey will be released on 12 June 2018 and will detail expected labor market activity for the third quarter of 2018.

*\* Because this is Croatia's first survey, it is not counted among the countries with data available for comparison.*

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**About the ManpowerGroup Employment Outlook Survey**

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

**Unique:** It is unparalleled in its size, scope, longevity and area of focus.

**Projective:** 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 over 59,000 public and private employers across 44 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 55 years the survey has derived all of its information from a single question:

For the 2Q 2018 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?"

**Methodology**

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

**Net Employment Outlook**

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

## 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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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 is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)

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