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**Press Release
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Croatian employers report optimistic hiring plans for the third quarter of 2018

Payrolls are expected to increase in all four regions and all eight industry sectors during the coming quarter. The strongest hiring pace is forecast for the West region and for the Restaurants & Hotels sector

- **Overall Net Employment Outlook at +26%.**
- **Of the 628 employers surveyed, nearly 3 of every 10 plan to add to their workforce in next three months**
- **When compared with the second quarter of 2018, Croatian employers report an Outlook decline of 3 percentage points.**

Zagreb, 12 June 2018 —According to Croatia’s second ManpowerGroup Employment Outlook Survey, job seekers are likely to benefit from a strong hiring environment in the next three months. Of the 628 Croatian employers who participated in the survey, 29 percent anticipate an increase in staffing levels, only 3% forecast a decrease and 66% expect no change - the resulting Net Employment Outlook stands at +26%. When compared with the second quarter of 2018, Croatian employers report an Outlook decline of 3 percentage points.

“Payrolls are expected to increase in all four regions and all eight industry sectors during the coming quarter. The strongest hiring pace is forecast for the West region and for the Restaurants & Hotels sector”, said Nebojša Biškup, CEO, Manpower Croatia. “Much of the employer confidence is based on hiring that routinely takes place at busy summer months during tourist season. Also, Construction sector employers report bright hiring prospects and healthy hiring plans are reported in the Croatian Manufacturing sector, which makes me particularly excited.”

Global Employment Outlook

The overview of global responses indicates that, despite an uncertain geopolitical outlook, employer confidence remains mostly resilient across the globe. Payrolls are expected to grow by varying degrees in all countries and territories with the exception of Italy where the Outlook is negative for the second consecutive quarter. A clear majority of employers polled indicate they will maintain or add to their workforces, and only a fraction plan to reduce payrolls. Examples of notable optimism include Finland where the Outlook is the strongest reported since the country started the survey nearly six years ago, and in China where employers report their most optimistic hiring plans in three years. Conversely, the forecast in Panama is the weakest reported since the survey was launched in 2010. And New Zealand’s forecast is the least optimistic reported since 2009. When compared to the prior quarter’s results, forecasts for the next quarter improve in 19 countries and territories, decline in 18 and remain unchanged in seven. A more favorable pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 24 countries, decline in only 12 and remain unchanged in seven. Globally, the

strongest third-quarter hiring plans are reported in Japan, Croatia, Taiwan, Hungary and the United States. The weakest forecasts are reported in Italy, Panama and Spain.

EMEA and EU Employment Outlook

In the Europe, Middle East & Africa (EMEA) region more than 21,000 employers surveyed, those in 25 of 26 countries plan to add to their payrolls by varying degrees during the July-September quarter. As already mentioned, Italian employers report the third quarter's only negative hiring plans despite expected job gains reported among employers in Medium and Large organizations. In the European Union, Employers in Hungary also anticipate an upbeat third-quarter hiring pace, with the strongest forecasts reported in the Manufacturing and the Transport, Storage & Communications sectors. Portuguese employers report their strongest Outlook since their survey launched two years ago with nearly one of every five employers surveyed planning to add to their workforces in the next three months. Forecasts are similarly upbeat in both Greece and Turkey.

Elsewhere in the European Union, third-quarter results are mixed. German employers anticipate a fair hiring climate, especially in the Construction sector where expected job growth is the strongest reported since the survey launched in 2003. France's Outlook also remains cautiously optimistic with employers in the Construction and Manufacturing sectors expecting the most opportunities for job seekers. More modest hiring plans are reported in the United Kingdom with the overall Outlook likely impacted by weakness in the Finance & Business Services sector where the forecast turns negative for the first time since Quarter 3 2009. The Netherlands forecast softens from three months ago, but some job growth is expected in all but one industry sector. Swiss employers report their most optimistic hiring plans in nearly six years buoyed by upbeat forecasts in the Construction and Manufacturing sectors. Expected payroll gains are more modest in Belgium, as well as Spain where Restaurants & Hotels sector employers again expect the steadiest job gains.

Employer confidence in the Scandinavia is also mixed. Finland's Outlook is now the strongest forecast since joining the survey in 2012. Job seekers in Norway are also expected to benefit from the strongest Outlook reported in more than six years. Sweden's Outlook is decidedly more reserved despite forecasts of considerable quarter-over-quarter payroll gains in both the Construction and Finance & Business Services sectors. Solid hiring plans in the Manufacturing sector are reinforcing favorable Outlooks in both Poland and Romania. Expected steady gains in the Manufacturing sector are also buoying cautiously optimistic forecasts in both Bulgaria and Austria. Slovak employers continue to anticipate steady payroll gains in the months ahead, while those in the Czech Republic expect more limited workforce growth.

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. The next ManpowerGroup Employment Outlook Survey will be released on 11 September and will forecast labor market activity for the fourth quarter of 2018.

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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 50 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 nearly 60,000 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 3Q 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 September 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 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 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®, 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 ninth year and one of Fortune's Most Admired Companies for the sixteenth year, 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

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