

***Under strict embargo until 00:01 GMT March 12<sup>th</sup>, 2019***

## **ManpowerGroup Employment Outlook Survey Finds Bulgarian Employers Anticipate a Moderate Hiring Climate for the Second Quarter of 2019**

**Bulgaria, March 12<sup>th</sup>, 2019** – Bulgarian employers expect a fair hiring pace in the April-June timeframe with employers in the Manufacturing sector reporting the strongest job prospects according to the latest ManpowerGroup Employment Outlook survey. With seasonal variations removed from the Net Employment Outlook<sup>1</sup> of 8% remains unchanged when compared with the previous quarter and represents a three percentage points decrease in comparison with this time one year ago.

The survey of 622 employers from five regions in Bulgaria reveals that 14 percent plan to increase their staffing levels during the second quarter of 2019, while four percent expect cutbacks. Of the employers surveyed, 77 percent anticipate their current staffing levels to remain the same, and five percent are unsure about their hiring intentions for the quarter.

*“Overall employment levels remain little changed across Bulgaria, so job seekers can expect the hiring pace to remain steady in the following months. We are noticing that gains in some areas are being offset by declines in others. In addition, most of the jobs will be generated by large companies with 17 percent of the employers we interviewed in large organizations telling us they plan to add to their payrolls in the second quarter,”* said Aleksandar Hangimana, managing director, ManpowerGroup Balkans. *“The critical demand for skilled candidates, though, will continue to challenge employers. This will force them to keep upskilling their employees, as well as cultivate communities of talent outside their organizations including part-time, freelance and temporary workers to complement their existing workforce.”*

Employers in seven of the 10 industry sectors included in the survey expect to increase staffing levels in the second quarter of 2019. The Manufacturing and Finance, Insurance, Real Estate & Business Services sectors anticipate the strongest labor markets with employers reporting Net Employment Outlooks of +15% and +14%, respectively. Construction sector employers also expect workforce gains with an Outlook of +10%, while the Outlook for the Transport, Storage & Communications sector is +9%. However, employers in three sectors plan to trim payrolls, most notably in the Mining & Quarrying sector where the Outlook stands at -4%.

Hiring prospects weaken in six of the 10 industry sectors when compared with the previous quarter. Considerable decreases of 9 percentage points are reported in both the Agriculture, Hunting, Forestry & Fishing and the Construction sectors. Wholesale & Retail Trade sector employers report a decline of 8 percentage points, while the Mining & Quarrying sector Outlook is 6 percentage points weaker. Meanwhile, hiring plans strengthen in two sectors, increasing by 5 and 4 percentage points in the Manufacturing and the Transport, Storage & Communications sectors, respectively.

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<sup>1</sup> 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.

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<b>MANPOWERGROUP NET EMPLOYMENT OUTLOOK</b>	<b>Q2_18</b>	<b>Q1_19</b>	<b>Q2_19</b>
<b>NATIONAL TOTAL: BULGARIA</b>	<b>+11%</b>	<b>+8%</b>	<b>+8%</b>
<b>AGRICULTURE, HUNTING, FORESTRY &amp; FISHING</b>	+14%	+7%	-2%
<b>CONSTRUCTION</b>	+20%	+19%	+10%
<b>ELECTRICITY, GAS &amp; WATER SUPPLY</b>	+4%	+6%	+6%
<b>FINANCE, INSURANCE, REAL ESTATE &amp; BUSINESS SERVICES</b>	+11%	+14%	+14%
<b>MANUFACTURING</b>	+15%	+10%	+15%
<b>MINING &amp; QUARRYING</b>	+8%	+2%	-4%
<b>PUBLIC &amp; SOCIAL</b>	+5%	+1%	-2%
<b>RESTAURANTS &amp; HOTELS</b>	+5%	+3%	+2%
<b>TRANSPORT, STORAGE &amp; COMMUNICATION</b>	+11%	+5%	+9%
<b>WHOLESALE &amp; RETAIL TRADE</b>	+11%	+13%	+5%

All five regions expect workforce gains during the forthcoming quarter. The strongest labor markets are forecast for Varna and Burgas with Net Employment Outlooks of +8% and +7%, respectively. Modest payroll gains are anticipated in Rousse and Sofia, where Outlooks stand at +5%, while the Plovdiv labor market is expected to be subdued with an Outlook of +1%. When compared with the previous quarter, hiring prospects weaken considerably in Plovdiv by 11 percentage points. The Sofia Outlook registers a decrease of 4 percentage points, but hiring plans remain relatively stable in both Burgas and Varna. Rousse employers report no quarter-over-quarter change.

<b>MANPOWERGROUP NET EMPLOYMENT OUTLOOK</b>	<b>Q2_18</b>	<b>Q1_19</b>	<b>Q2_19</b>
<b>NATIONAL TOTAL: BULGARIA</b>	<b>+11%</b>	<b>+8%</b>	<b>+8%</b>
<b>BURGAS</b>	+9%	+6%	+7%
<b>PLOVDIV</b>	+8%	+12%	+1%
<b>ROUSSE</b>	+12%	+5%	+5%
<b>SOFIA</b>	+10%	+9%	+5%
<b>VARNA</b>	+13%	+9%	+8%

Large businesses continue to share the most robust employment expectations with a Net Employment Outlook of +17%, while medium employers report a considerable decline of 10 percentage points when compared with the previous quarter, and Outlooks also weaken for Micro- and Small-size employers, decreasing by 7 and 4 percentage points, respectively.

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**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 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the ninth year in 2018, 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)

**About ManpowerGroup Bulgaria**

ManpowerGroup Bulgaria is part of ManpowerGroup® and one of the leaders on the Bulgarian market in contingent and permanent recruitment solutions, staff assessment, RPO and career consulting. With branches in Sofia, Plovdiv, Burgas and Varna, ManpowerGroup Bulgaria has provided organisations in the country with a continuum of staffing solutions for twelve years now, working with businesses from all industry sectors. In the Human Age, where talent has replaced access to capital as the key competitive differentiator, ManpowerGroup Bulgaria leverages its trusted brand to develop a rich talent pool, providing clients with access to the people they need, fast. By creating powerful connections between organisations and talents, we help everybody achieve more than they imagined, and power the world of work: [www.manpower.bg](http://www.manpower.bg)

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