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**Slovenian forecast remains among the strongest in EMEA region:
ManpowerGroup Employment Outlook Survey for third quarter reveals positive hiring
plans in all sectors and regions**

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +12%.**
- **In Q3 of 2017 employers in all 10 industry sectors, all four regions and all four company sizes anticipate payroll gains.**
- **Transport, Storage & Communication employers report the strongest Outlook since the survey began six years ago.**

Ljubljana, 14 March 2017 – According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, Slovenian employers report respectable hiring intentions for the July – September time frame. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +12%. Hiring prospects are 5 percentage points weaker when compared with the previous quarter but improve by 5 percentage points year-over-year. According to the survey, 13% of employers expect to increase staffing levels, 1% forecast a decrease and 83% of 621 Slovenian employers anticipate no change. Employers in all 10 industry sectors, all four regions and all four organization sizes anticipate varying degrees of payroll gains during 3Q 2017.

"Employers confidence appears to have softened a bit in comparison to the two previous quarters, but the third-quarter results indicate opportunities for job seekers remain upbeat. The hiring intentions are uniformly positive across all industry sectors, regions and organization-size categories and a steady hiring pace is expected to continue in the upcoming quarter in Slovenia. However, the emergence of technology, new business models and more agile ways of working make it essential for employers to closely monitor future trends when planning and building workforces for the future," stated Robert Vovk, Director of Manpower Slovenia.

Employers in all 10 industry sectors forecast positive hiring plans

Looking at the **industry-specific data**, employers in **all 10 industry sectors anticipate payroll gains** during 3Q 2017. The strongest labor markets are forecasted in three sectors with Net Employment Outlooks standing at +18% – the Construction sector, the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector, where the strongest labor market since the survey began in 1Q 2011 is anticipated in the upcoming quarter. Manufacturing sector employers report favorable hiring plans with an Outlook of +16%, while respectable job gains are forecasted in the Restaurants & Hotels sector, where the Outlook is +11%. Elsewhere, employers report fair hiring prospects with Outlooks of +9% in both the Electricity, Gas & Water Supply sector and the Wholesale & Retail Trade sector. Meanwhile, the most cautious forecasts are reported in the Agriculture, Hunting, Forestry & Fishing sector and the Public & Social sector, with Outlooks of +6%.

Quarter-over-quarter, hiring prospects weaken in eight of the 10 industry sectors. The most noteworthy decline of 23 percentage points is reported by Restaurants & Hotels sector employers, while the Outlook for the Manufacturing sector is 16 percentage points weaker. Construction sector employers report a decrease of 10 percentage points while the Mining &

Quarrying sector Outlook declines by 7 percentage points. However, hiring prospects are unchanged in the Agriculture, Hunting, Forestry & Fishing sector and remain relatively stable in the Transport, Storage & Communication sector.

When **compared with the third quarter of 2016**, Outlooks strengthen in nine of the 10 industry sectors. Employers in the Construction sector report an improvement of 14 percentage points, while Outlooks are 7 percentage points stronger in both the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector. Elsewhere, increases of 4 percentage points are reported in both the Agriculture, Hunting, Forestry & Fishing sector and the Electricity, Gas & Water Supply sector. Meanwhile, Manufacturing sector employers report relatively stable hiring prospects.

Employers in all regions report a modest hiring pace

In terms of **regional hiring payroll gains** are anticipated by employers in **all four regions** during the forthcoming quarter. Employers in the Central region report the strongest hiring prospects with a Net Employment Outlook of +11%, while Outlooks of +10% are reported in both the North East and the South West. Meanwhile, the Outlook for the South East stands at +8%.

Hiring plans weaken in all four regions when **compared to the previous quarter**. A sharp decline of 25 percentage points is reported in the South East, while the Outlook for the South West is 9 percentage points weaker. Elsewhere, decreases of 8 and 7 percentage points are reported in the North East and Central Slovenia, respectively.

Hiring prospects improve in three of the four regions when **compared with this time one year ago**. North East employers report an increase of 5 percentage points, while Outlooks are 4 and 3 percentage points stronger in the Central and South West regions, respectively. Meanwhile, South East employers report relatively stable hiring prospects.

Positive prospects in all organization sizes with all outlooks reporting payroll gains

Participating employers are categorized into one of four **organization sizes**: **Micro** (less than 10 employees), **Small** (10-49 employees), **Medium** (50-249) and **Large** Businesses (250 or more).

Staffing levels are expected to **grow in all four organization size** categories during the third quarter of 2017. Large employers report active hiring intentions with a Net Employment Outlook of +23%, while steady hiring plans are reflected in Outlooks of +15% and +13% reported by Medium- and Small-size employers, respectively. Meanwhile, Micro employers report an Outlook of +4%.

Hiring prospects weaken in all four organization size categories when **compared with the previous quarter**. The Outlook for Large employers declines by 20 percentage points, while decreases of 7 percentage points are reported in both the Micro- and Medium-size categories. Elsewhere, Small employers report a decline of 4 percentage points.

Small employers report a considerable improvement of 9 percentage points when compared **year-over-year**, and Outlooks are 5 percentage points stronger for Medium- and Large-size employers. Meanwhile, Micro employers report relatively stable hiring plans.

Global and EMEA results

Nearly **59,000 employers across 43 countries and territories were surveyed to forecast labor market activity in third quarter 2017**. ManpowerGroup's third-quarter research reveals that **payrolls will grow by varying degrees in 41 of 43 countries and territories in July – September time frame**. An overview of the global results indicates employer confidence is similar to that reported in the second quarter with the majority of respondents content to either

retain current staff or grow payrolls marginally as they await more definitive signals from the marketplace.

In the **Europe, Middle East & Africa (EMEA) region** workforce **gains are forecasted in 23 of 25 countries**. Hiring plans improve in nine countries quarter-over-quarter, weaken in 10 and are unchanged in six. In a year-over-year comparison, Outlooks improve in 15 countries and decline in 10. **Hungarian** job seekers can expect the **region's strongest third-quarter hiring plans**. Additionally, the outlook in **Turkey** rebounds with more than one in every four employers planning to add to their payrolls in the next three months. **Italian** employers report the **region's weakest outlook** as well as the **only negative** hiring intentions among the 43 countries and territories surveyed.

Payrolls are expected to **grow in all eight Asia Pacific countries and territories**. Net Employment Outlooks improve in only two countries and territories when compared to the prior quarter, decline in three and are unchanged in three. In a year-over-year comparison the hiring pace is expected to improve in five countries and territories, decline in two and remain unchanged in one. Employers in **Japan and Taiwan** report the **most optimistic forecasts**, both regionally and globally. The region's **weakest forecasts** are reported by employers in **China and Singapore**.

Positive Outlooks are reported in each of the 10 countries surveyed in the **Americas**. Hiring confidence strengthens in six countries, dips in three and is unchanged in one when compared to the April-June quarter. Similarly, the year-over-year comparison reveals employers in six countries report improved hiring prospects, while hiring plans weaken in three and are unchanged in one. For the fourth consecutive quarter employers in the **United States report the strongest hiring plans** in the Americas, while opportunities for job seekers are expected to be **weakest in Brazil, Peru and Panama**.

--- The End ---

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/press/meos. The next ManpowerGroup Employment Outlook Survey will be released on 12 September 2017 and will detail expected labor market activity for the fourth quarter of 2017.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Portugal.

About the Manpower Employment Outlook Survey

The Manpower 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.

About ManpowerGroup

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