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**Slovenian employers report one of the strongest Outlooks worldwide:
ManpowerGroup Employment Outlook Survey reports respectable hiring plans for the
beginning of 2017 with the strongest Outlook since survey began in 2011**

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +17%.**
- **In the first three months of 2017 employers in all 10 industry sectors, all four regions and three of four company sizes anticipate payroll gains.**
- **Four industry sectors report the strongest Outlooks since the survey began six years ago: Manufacturing, Construction, Restaurants & Hotels and Public & Social sectors.**
- **Wholesale & Retail Trade sector forecast matches prior strongest forecast**
- **All four regions and all but small-sized organizations report the strongest forecast since country's survey began.**

Ljubljana, 13 December 2016 – According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, Slovenian employers reveal respectable hiring plans for the upcoming quarter. The Net Employment Outlook, once the data is seasonally adjusted, stands at +17% and is the strongest reported since the survey began in 1Q 2011. The upbeat first-quarter forecast follows the prior quarter's survey results that to that point were the most optimistic reported by Slovenian employers. According to the survey, 16% of employers are anticipating an increase in staffing levels, 3% forecasting a decrease and 79% of the 622 Slovenian employers expecting no change in the January-March period of 2017.

Hiring prospects improve by 5 percentage points when compared with the previous quarter and are 13 percentage points stronger year-over-year. Employers in all 10 industry sectors expect workforce gains during the upcoming quarter. Hiring intentions are the strongest since the survey began in 1Q 2011 for four sectors: Manufacturing, Construction, Restaurants & Hotels and Public & Social sectors. The strongest Outlooks since the survey began six years ago are also reported in all four regions and in three out of four organization sizes.

"Overall, employer hiring plans remain hopeful in the Slovenian labour market when entering 2017. But many employer efforts to hire may be frustrated by talent gaps as the supply of candidates with the necessary skills remains in short supply. Still, if employers can find qualified job seekers, chances are good that they will find a job since employer hiring plans are the strongest we have yet seen in terms of the overall national, regional, sectoral and company-sized outlooks. This year's signs of revival were confirmed and confidence is striving from the labour market therefore we expect a major improvement and high activity in Slovenian labour market in the upcoming year. Furthermore, Slovenia's Outlook is among the strongest across the globe," stated **Robert Vovk, Director in Manpower Slovenia.**

Manufacturing, Construction, Restaurants & Hotels, Public & Social sector forecasts the strongest ever reported

Looking at the **industry-specific data**, employers in all 10 industry sectors expect workforce gains during the upcoming quarter. Hiring intentions in four sectors are the strongest since the

survey began in 1Q 2011, most notably with healthy Net Employment Outlooks of +24% reported for both the Construction sector and the Manufacturing sector, while employers anticipate upbeat hiring activity in the Public & Social sector and the Wholesale & Retail Trade sector, where Outlooks stand at +17% and +16%, respectively. Elsewhere, steady job gains are forecast by employers in both the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector, with Outlooks of +13%. Meanwhile, Agriculture, Hunting, Forestry & Fishing sector employers report the most cautious sector Outlook of +7%.

Hiring plans improve in nine of the 10 industry sectors **quarter-over-quarter**. The most notable increases of 7 percentage points are reported in both the Finance, Insurance, Real Estate & Business Services sector and the Public & Social sector. Hiring prospects are 6 percentage points stronger in the Construction sector and in the Electricity, Gas & Water Supply sector, while Outlooks increase by 5 percentage points in both the Agriculture, Hunting, Forestry & Fishing sector and the Mining & Quarrying sector. However, hiring intentions remain relatively stable in the Transport, Storage & Communication sector.

When compared with 1Q 2016, Outlooks strengthen in all 10 industry sectors. A sharp increase of 29 percentage points is reported by Construction sector employers, while considerable improvements of 16 and 14 percentage points are reported for the Wholesale & Retail Trade sector and the Manufacturing sector, respectively. Public & Social sector employers report an increase of 12 percentage points while the Outlook for the Finance, Insurance, Real Estate & Business Services sector is 9 percentage points stronger. Meanwhile, moderate improvements of 3 percentage points are reported for the Electricity, Gas & Water Supply sector and the Transport, Storage & Communication sector.

Employers in all regions with the strongest hiring intentions since the survey launch

In terms of **regional hiring** employers in all four regions forecast favorable payroll gains in the January-March time frame, reporting the strongest Net Employment Outlooks since the survey started six years ago. Employers in Central¹ Slovenia report an upbeat Outlook of +19%, while the Outlook in the South West² stands at +18%. Elsewhere, employers in both the South East³ and the North East⁴ anticipate a steady hiring pace, reporting Outlooks of +14% and +13%, respectively.

When **compared with the previous quarter**, hiring intentions strengthen in all four regions. South West employers report the most noteworthy improvement of 8 percentage points, while the Outlook for Central Slovenia is 5 percentage points stronger. Outlooks increase by 3 percentage points in both the North East and the South East. Hiring prospects also improve in all four regions when **compared with 1Q 2016**. Considerable increases of 13 percentage points are reported by employers in both Central and South West Slovenia. Elsewhere, the Outlook for the North East is 10 percentage points stronger and South East employers report an improvement of 8 percentage points.

Positive prospects in all organization sizes with three outlooks the strongest ever reported

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).

Payroll gains are forecast in all four organization size categories during the coming quarter, most notably by Large employers who report a robust Net Employment Outlook of +32%. Medium employers anticipate healthy job gains with an Outlook of +21%, while Outlooks stand at +15% and +8% for Small- and Micro-size employers respectively.

When compared with the previous quarter, hiring intentions improve in all four organization size categories. The Outlook for Medium employers is 8 percentage points stronger, while

¹ Osrednje-slovenska, Gorenjska, Zasavska region.

² Notranjsko-kraška, Goriška, Obalno-kraška region.

³ Spodnje-posavska and southeast Slovenian region.

⁴ Pomurska, Podravska, Koroška, Savinjska region.

increases of 5 percentage points are reported by employers in both Small- and Large-size firms. Micro employers report an improvement of 3 percentage points.

Year-over-year, considerable increases of 17 percentage points are reported in both the Large- and Medium-size employer categories. Elsewhere, the Outlook for Small employers improves by 14 percentage points and Micro employers report an increase of 7 percentage points.

Global and EMEA results

Nearly **59,000 employers across 43 countries and territories were surveyed to forecast labor market activity in Quarter 1 2017**. The research indicates job seekers across the globe will likely find some opportunities through the first three months of 2017. Hiring activity is expected to continue in the majority of the world's labor markets and most outlooks remain relatively stable or improve from three months ago and last year at this time. Altogether, **employers in 40 of 43 countries and territories intend to add to their payrolls by varying degrees** at the start of 2017, and the survey reveals few signs that uncertainty associated with the Brexit vote or the U.S. election will result in any significant labor market volatility. Instead, employers appear content to keep a watchful eye on marketplace conditions and adjust workforce levels according to their business needs.

First-quarter **hiring confidence is strongest in Taiwan, India, Japan, Hungary and Slovenia**. The **weakest forecasts are reported in Brazil, Switzerland and Italy**. Overall, forecasts are mixed in comparison to the Quarter 4 2016 and Quarter 1 2016 surveys. Hiring plans improve in 19 of 43 countries and territories when compared quarter-over-quarter, decline in 17, and are unchanged in seven. Outlooks strengthen in 20 countries and territories year-over-year, weaken in 18, and are unchanged in four.

In the **Americas region, job gains are expected in nine of the 10 countries** surveyed. Hiring confidence strengthens in four countries, declines in four, and is unchanged in two when compared to the final three months of 2016. Year-over-year, hiring prospects improve in four countries but weaken in the remaining six. The strongest first-quarter hiring plans are reported in both Guatemala and the United States, while employers in Brazil expect payrolls to shrink for the eighth consecutive quarter and report the weakest hiring plans across the region as well as across the globe.

Employers expect staffing levels to **increase by varying degrees in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region**. When compared quarter-over-quarter, hiring plans improve in 12 countries, weaken in 10 and are unchanged in three. In a year-over-year comparison, outlooks improve in 15 countries, decline in seven and are unchanged in two. The region's **most optimistic first-quarter hiring plans are reported in Hungary and Slovenia** with employers in both countries expecting the strongest labor market activity since the surveys were launched in their respective countries. Conversely, the **weakest employer sentiment is reported in Switzerland** where the outlook slips into negative territory for the first time in two years and **in Italy** where labor market activity is expected to be flat in the first three months of the year.

Employers **in all eight Asia Pacific countries and territories expect workforce gains** in the January-March time frame. When first-quarter forecasts are compared with the final three months of 2016, hiring plans strengthen in three countries/territories, weaken in three and are unchanged in two. In a year-over-year comparison hiring is expected to accelerate only in New Zealand, slow in five other countries/territories and remain unchanged in two. **Taiwanese employers expect the strongest hiring pace** in the region as well as across the globe. Meanwhile, **Chinese employers report the region's most cautious hiring plans**.

--- 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 Manpower Employment Outlook Survey will be released on 14 March 2017 and will detail expected labor market activity for the second quarter of 2017.

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

** Portugal joined the survey in Quarter 3 2016 and has no year-over-year trend data to compare at this point.

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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