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**Slovenian employers report modest hiring intentions for the October-December time frame while hiring prospects remain relatively stable year-over-year.
Manpower Employment Outlook Survey**

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +8%.**
- **In the next three months employers in eight of 10 industry sectors anticipate payroll gains.**
- **The strongest labor market is forecasted in the Manufacturing sector and the Transport, Storage & Communication sector.**

Ljubljana, 8 September 2015 – According to the Manpower Employment Outlook Survey released today by ManpowerGroup, Slovenian employers report reserved hiring intentions for the upcoming quarter. Of the 620 Slovenian employers who participated in the survey, 8% forecast an increase in staffing levels, 5% anticipate a decrease whereas 81% expect no change. Once the data is seasonally adjusted, the Net Employment Outlook stands at +8%. From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

In the October-December time frame hiring prospects remain relatively stable year-over-year. Employers in eight of 10 industry sectors anticipate payroll gains. In quarter-over-quarter comparison, hiring prospects improve in five and decrease in four of the 10 industry sectors. Similarly, compared with the last year's fourth-quarter forecasts, employers in five of the 10 industry sectors report stronger hiring intentions while weaker hiring paces are also forecasted in four industry sectors. The strongest hiring prospects are forecasted for Manufacturing sector while the weakest labor market is anticipated by the employers in Construction sector where employers also report the sharpest quarter-over-quarter and year-over-year decline. Forecasts also indicate growth of staffing levels in all four regions surveyed.

"Transport, Storage & Communication sector remains a good opportunity for Slovene job seekers while even more favorable job opportunities are anticipated in the Manufacturing sector," stated **Rudi Čebulj, Executive Director in ManpowerGroup Slovenia**. "We are glad to see that job opportunities in South East region, where we didn't observe a lot of optimism in the past, are the strongest since the survey began in 2011 even though the results still show cautiously optimistic increase."

Looking at the **industry-specific data**, payroll gains are anticipated in 8 of 10 industry sectors during the next three months. The strongest labor markets are forecasted in the **Manufacturing sector** and the **Transport, Storage & Communication sector**, where Net Employment Outlooks stand at +14% and +12%, respectively. In Manufacturing sector job seekers can expect the strongest hiring pace since the survey began in 1Q 2011. Here, hiring prospects improve by 4 percentage points when compared with the previous quarter and are 5 percentage points stronger year-over-year. However, in **Transport, Storage & Communication sector** hiring intentions are unchanged both quarter-over-quarter and year-over-year. **Finance, Insurance, Real Estate & Business Services sector** employers expect a steady hiring pace, reporting an

Outlook of +11%. Follows **Public & Social sector** with the Outlook of +9% which is the strongest since the survey began in 1Q 2011. Outlook improves by a considerable margin of 14 percentage points year-over-year which is also the most noticeable increase. When compared with 3Q 2015, the most noteworthy increases of 6 and 5 percentage points are reported in the **Electricity, Gas & Water Supply sector** (Outlook of +7%) and the Public & Social sector, respectively. Flat hiring activity is expected by **Agriculture, Hunting, Forestry & Fishing sector** where employers report an Outlook of 0%, which is 2 percentage points weaker when compared with the previous quarter and declines by 7 percentage points year-over-year. Meanwhile, employers in **Construction sector** report the weakest – and first negative – forecast since 2Q 2013 with a Net Employment Outlook of -2% for the next three months. Hiring intentions are 12 percentage points weaker quarter-over-quarter and decline by 7 percentage points year-over-year.

In terms of **regional hiring**, employers forecast payroll gains in all four regions. The strongest labor market is expected in the **South East**¹ where the Net Employment Outlook stands at +9%. Here, job seekers can also expect the strongest labor market since the survey began in 1Q 2011 as the Outlook improves by 4 and 3 percentage points quarter-over-quarter and year-over-year, respectively. Elsewhere, employers in both **Central**² and **North East**³ Slovenia report modest hiring pace with Outlooks of +7% while the employers in **South West**⁴ expect fair hiring climate with the Outlook of +5%. Hiring intentions improve by 4 percentage points in the North East when compared with the previous quarter. However, employers report Outlook declines of 6 and 3 percentage points in the South West and Central regions, respectively. Year-over-year, hiring prospects are slightly stronger in the North East with employers reporting a 4 percentage point increase. Meanwhile, the Outlook for Central Slovenia declines by 2 percentage points and the South West regional Outlook remains relatively stable year-over-year.

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). During the upcoming quarter, employers in all four organization-size categories expect to grow staffing levels. The most optimistic hiring plans with the Net Employment Outlook of +13% are anticipated by Large-size employers. Small employers report a cautiously optimistic Outlook of +9% while Medium- and Micro-size employers both report Outlooks of +6%. When compared with the previous quarter, hiring intentions strengthen in three of the four organization size categories; Medium (5 percentage points), Small and Large (4 and 3 percentage points respectively). However, Micro employers report a 3 percentage point decline. Year-over-year, hiring prospects improve by 5 and 3 percentage points for Large- and Small-size employers, respectively. Meanwhile, employers in the Micro- and Medium-size categories report relatively stable hiring plans.

Global and EMEA results

Employers in 36 of 42 countries and territories included in the survey intend to add to their payrolls by varying margins. Employers in India and Taiwan report the strongest hiring plans across the globe, while employer confidence in Japan is growing steadily with job seekers likely to benefit from the most optimistic forecast reported since 1Q 2008. Similarly, hiring intentions in the U.S. continue to improve, and the current Outlook is the strongest reported since 4Q 2007. On the other hand, employer optimism in Brazil continues to decrease. The fourth quarter forecast is the weakest among the countries and sinks to its least optimistic level since the survey was launched. Labor market activity is also slowing in China where employers forecast the weakest hiring environment in more than six years. The forecast remains negative in Italy, and turns negative again in Greece, France and Finland. In a quarter-over-quarter comparison forecasts improve in 15 countries and territories, decline in 20 and are unchanged in seven. When compared year-over-year, forecasts improve in 16 countries, decline in 21, and are unchanged in five.

¹ Spodnje-posavska and southeast Slovenia region.

² Osrednje-slovenska, Gorenjska, Zasavska region.

³ Pomurska, Podravska, Koroška, Savinjska region.

⁴ Notranjsko-kraška, Goriška, Obalno-kraška region

In the Europe, Middle East and Africa (EMEA) region employers in 19 of 24 countries intend to add to their payrolls during the October-December time frame. However, there are signs that employers continue to harbor some concerns about the euro crisis in Greece. Forecasts improve in only seven countries in comparison with the previous quarter and decline in twelve, with Outlooks in Finland, France and Greece slipping into negative territory. Year-over-year, employer confidence improves in 12 countries and declines in nine. For the third consecutive quarter, employers in Italy report the region's weakest forecast. The region's strongest hiring climate is reported in Romania, with solid job gains expected in the Manufacturing and Wholesale & Retail Trade sectors. Manufacturing is also key to the upbeat forecast in Turkey where nearly three of every 10 employers in the sector intend to add to their workforces through the end of the year. German employers continue to report encouraging signs for job seekers. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year despite a moderate decline in the Manufacturing sector, which is one of the country's key employment drivers.

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Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos.

The next Manpower Employment Outlook Survey will be released on 8 December 2015 and will detail expected labor market activity for the first quarter of 2016.

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

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.

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