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Slovenian employers, alongside their Romanian counterparts, report the strongest EMEA hiring plans for 1Q 2018.

ManpowerGroup Employment Outlook Survey revealed that positive hiring intentions in Slovenia will continue in 1Q 2018

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +17%, which is 3 percentage points stronger when compared with the previous quarter and remains unchanged with this time one year ago.**
- **Slovenia and Romania report the strongest hiring plans in the EMEA region.**
- **The brightest job prospects are reported in the Manufacturing sector. Employers expect a brisk hiring pace in the forthcoming quarter, reporting a Net Employment Outlook of +31%.**
- **Employers in the Transport, Storage & Communications (+19%) and the Wholesale and Retail Trade (+15%) sectors report their strongest Outlooks since the survey launched in 2011.**
- **For the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories worldwide.**

Ljubljana, 12 December 2017 – *According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, Slovenian employers continue to report hopeful hiring intentions for the first quarter of 2018. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +17%. Hiring intentions are 3 percentage points stronger when compared with the previous quarter and are unchanged when compared with this time one year ago.*

According to the survey, 15% of employers expect to increase staffing levels, 2% forecast a decrease and 79% of 621 Slovenian employers anticipate no change. From a regional perspective Slovenian hiring expectations are noteworthy. Alongside with Romania, Slovenian employers report the strongest EMEA hiring plans for 1Q 2018. Employers in only six other countries, among the 43 that participate in the quarterly survey worldwide report stronger first-quarter Outlooks than the Slovenian forecast.

The brightest job prospects remain in the Manufacturing sector. Employers expect a brisk hiring pace in the forthcoming quarter, reporting a Net Employment Outlook of +31%. Elsewhere, upbeat hiring prospects are reported in the Restaurants & Hotels sector and the Transport, Storage & Communication sector, as well as the Construction sector. Forecasts indicate growth of staffing levels in all of four regions and all four organization sizes as well.

"The Slovenian Net Employment Outlook for the upcoming quarter confirms that employers continue to have confidence in the local labor market. The hiring intentions for the first quarter of 2018 are the strongest for this 1Q since 2011, when we presented the ManpowerGroup Employment Outlook Survey for the first time. This optimistic climate can be felt regionally as well, since Slovenian employers, alongside those in Romania, reported the strongest EMEA

hiring plans for 1Q 2018. It is also worth noting that employers in the Transport, Storage and Communications sector, as well as those in the Wholesale and Retail Trade sector, report their strongest hiring plans since Slovenia's survey was launched. Local job seekers may surely benefit from the strongest EMEA region first-quarter hiring plans and this positive hiring vibe," stated **Nebojša Biškup**, **Country Manager ManpowerGroup 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 1Q 2018. The strongest labor market is expected in the Manufacturing sector, where employers report a prosperous Net Employment Outlook of +31%. Elsewhere, upbeat hiring prospects are reported for two sectors with Outlooks of +19% – the Restaurants & Hotels sector and the Transport, Storage & Communication sector – while Construction sector employers report hopeful hiring plans with an Outlook of +17%. Steady payroll gains are also anticipated in the Wholesale & Retail Trade sector, where the Outlook is +15%, and in the Finance, Insurance, Real Estate & Business Services sector, with an Outlook of +13%. Meanwhile, the most cautious hiring intentions are reported in the Agriculture, Hunting, Forestry & Fishing sector and the Electricity, Gas & Water Supply sector, with Outlooks of +7%.

Quarter-over-quarter, hiring prospects improve in eight of the 10 industry sectors, most notably by 7 percentage points in the Manufacturing sector. Increases of 4 percentage points are reported by employers in both the Restaurants & Hotels sector and the Transport, Storage & Communication sector, while the Outlook for the Wholesale & Retail Trade sector is 3 percentage points stronger. However, employers in the Agriculture, Hunting, Forestry & Fishing sector report a slight decline of 3 percentage points.

When **compared with the first quarter of 2017**, hiring plans improve in five of the 10 industry sectors. Manufacturing sector employers report the most noteworthy increase of 7 percentage points, while Outlooks are 6 and 5 percentage points stronger in the Transport, Storage & Communication sector and the Restaurants & Hotels sector, respectively. Meanwhile, hiring intentions weaken in five sectors. Moderate declines of 7 percentage points are reported in both the Construction sector and the Finance, Insurance, Real Estate & Business Services sector, while the Outlook decreases by 4 percentage points in the Electricity, Gas & Water Supply sector.

Payrolls are forecast to grow in all four regions during 1Q 2018

In terms of **regional hiring payroll gains** are anticipated by employers in **all four regions** during the forthcoming quarter. Employers in Central Slovenia report the strongest hiring prospects with a Net Employment Outlook of +19%. Elsewhere, steady job gains are expected in both the North East and the South East, with Outlooks of +16% and +15%, respectively, while the Outlook for the South West stands at +12%.

Quarter-over-quarter, employers in two of the four regions report stronger hiring plans. The Outlook for the Central region increases by 8 percentage points, while North East employers report an improvement of 5 percentage points. Meanwhile, hiring prospects remain relatively stable in the South West and are unchanged in the South East.

When **compared with the first quarter of 2017**, employers in South East and Central Slovenia report slightly stronger hiring intentions, with improvements of 3 and 2 percentage points, respectively. However, the Outlook for the South West declines by 4 percentage points.

Employment levels are expected to increase in all four organization size categories

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).

Payrolls are expected to **increase in all four organization size categories** during the upcoming quarter. Robust workforce gains are expected by Large employers, who report a Net Employment Outlook of +39%. Elsewhere, Outlooks of +16% and +15% are reported by Medium- and Small-size employers, respectively, while the Outlook for Micro employers stands at +8%.

When **compared with the final quarter of 2017**, Large employers report an improvement of 7 percentage points, while Outlooks are 4 and 3 percentage points stronger for Medium- and Small-size employers, respectively. Meanwhile, Micro employers report relatively stable hiring intentions.

Year-over-year, Large employers report a considerable improvement of 10 percentage points, but the Outlook for Medium firms declines by 6 percentage points. Hiring prospects in both the Micro- and Small-size categories are unchanged.

Global and EMEA results

Nearly 59,000 employers in the 43 countries and territories surveyed by ManpowerGroup were interviewed to forecast labor market activity in the first quarter of 2018. According to the survey, workforce gains of varying margins are forecast by employers in 41 of 43 countries and territories during the January-March time frame. **And for the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories.** Additionally, employers in a number of countries, including Australia, Japan, Norway, Poland, Romania and the United States, report their strongest hiring plans in five years or more. There are also signs that the volatility recently observed in some countries—most notably in Brazil, China and India—is declining.

Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

Across the **25 countries** in the **Europe, Middle East and Africa (EMEA) region**, employers in 23 of 25 countries plan to add to their payrolls during the January-March time frame. Outlooks are mixed across the EMEA region with few signs of any prominent region-wide trends. Hiring plans improve in 10 countries quarter-over-quarter, weaken in 10, and are unchanged in five. In a year-over-year comparison, Outlooks improve in 14 countries, decline in eight and are unchanged in three. Job seekers in **Romania** and **Slovenia** may benefit from the strongest EMEA region first-quarter hiring plans, while the weakest forecasts are reported in **Austria** and **Italy**, with employers in both countries predicting a flat hiring pace through the first three months of the year.

In both **Romania and Slovenia**, payrolls are expected to grow by varying degrees in all industry sectors and in all regions. The brightest job prospects in both countries are reported in the Manufacturing sector. **Hungary's** job seekers can also expect to find the most opportunities in the Manufacturing sector through the first three months of 2018.

Payrolls are expected to increase in **all eight Asia Pacific countries and territories**, and Outlooks are trending generally stronger. The forecast improves by varying margins in five countries and territories in comparison to the fourth-quarter results, weakens in only two and is unchanged in one. In a year-over-year comparison hiring plans strengthen in six and are unchanged in the remaining two. Employers in **Taiwan** report the most optimistic forecast in the region, as well as across the globe. The region's weakest forecasts are reported by employers in **China** and **Singapore**.

Positive Outlooks are reported in all **10 countries** surveyed **in the Americas**. Hiring confidence strengthens in five countries, dips in three and is unchanged in two when compared to the last three months of 2017. In the year-over-year comparison, hiring activity is expected to pick up in

six countries, declines in three and remains unchanged in one. Employers in the **United States** and **Costa Rica** report the strongest first-quarter hiring plans while those in **Brazil** and **Panama** report the weakest.

--- 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/meos

The next ManpowerGroup Employment Outlook Survey will be released on **13 March 2018** and will detail expected labor market activity for the second quarter of 2018.

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

About the Manpower 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.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, 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