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**Slovenian employers report the strongest Outlook since the survey began in 2011:  
Manpower Employment Outlook Survey reports favorable hiring prospects for the  
October-December time frame**

**This quarter's survey reveals:**

- **With seasonal variations removed from the data, the Outlook stands at +11%.**
- **In the next three months employers in all but one of 10 industry sectors, all four regions and all 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 sector.**
- **The strongest labor market forecast is in Central region and Large-sized organizations, where employers report the strongest forecast since country's survey began.**

**Ljubljana, 13 September 2016** – *According to the Manpower Employment Outlook Survey released today by ManpowerGroup, Slovenian employers report a favorable hiring climate for the upcoming quarter. The Net Employment Outlook, once the data is seasonally adjusted, stands at +11% and is the strongest reported since the survey began in 1Q 2011. According to the survey, 14% of employers are expected to increase staffing levels, 6% forecasting a decrease and 77% of the 620 Slovenian employers surveyed plan to leave their current workforce intact in the October-December period of 2016.*

*Hiring prospects improve by 5 percentage points both quarter-over-quarter and year-over-year. Job seekers in all but one of 10 industry sectors and in all four regions can expect positive hiring opportunities in the upcoming quarter. Manufacturing sector employers are anticipating the strongest labor market, reporting a Net Employment Outlook of +21%, the most optimistic forecast since the survey was launched at the start of 2011. The strongest Outlooks since the survey began six years ago are also reported in Construction, Restaurants & Hotels and Public & Social sector, in Southeast region and Large size companies.*

*"Overall, more than seven out of 10 employers indicate their intentions to leave their current workforce intact, so stability is again forecasted, but this quarter sees slightly lower "no change" numbers in favour of increasing the staffing levels as compared to this and previous years. Regional, company-sized and most sectoral outlooks are fairly positive and we see employers are reporting their most optimistic Outlooks since the survey started in four sectoral, one regional and one company-sized forecasts. This is an excellent sign of revival, confidence and improvement of Slovenian labour market," stated **Rudi Čebulj, Executive Director in ManpowerGroup Slovenia.***

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

Looking at the **industry-specific data**, payroll gains are anticipated in all but one of 10 industry sectors with four reporting the strongest Outlooks since the survey began six years ago. Employers in the Manufacturing sector report the strongest hiring plans with a solid Net

Employment Outlook of +21%. Job seekers in the Construction sector can expect an upbeat hiring pace, with the Outlook standing at +18%, while respectable job gains are forecast in two sectors with Outlooks of +14% – the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector. Public & Social sector employers report cautiously optimistic hiring intentions with an Outlook of +10%, while the Outlook for the Restaurants & Hotels sector is +8%. Meanwhile, employers in the Agriculture, Hunting, Forestry & Fishing sector expect a flat labor market, reporting an Outlook of 0%.

**Quarter-over-quarter**, Outlooks strengthen in eight of the 10 industry sectors, most notably by 16 percentage points in the Construction sector. Increases of 8 and 7 percentage points are reported for the Wholesale & Retail Trade sector and the Public & Social sector, respectively, while the Manufacturing sector Outlook improves by 5 percentage points. However, Finance, Insurance, Real Estate & Business Services sector employers report a slight decline of 3 percentage points and is the only decline in quarter-over-quarter comparison.

**When compared with 4Q 2015**, hiring prospects improve in six of the 10 industry sectors. A sharp increase of 22 percentage points is reported in the Construction sector. Elsewhere, Outlooks are 9 percentage points stronger in both the Manufacturing sector and the Wholesale & Retail Trade sector, while an increase of 5 percentage points is reported by Transport, Storage & Communication sector employers. However, weaker hiring intentions are reported in four sectors, including the Finance, Insurance, Real Estate & Business Services sector and the Electricity, Gas & Water Supply sector, where Outlooks decline by 5 and 4 percentage points, respectively.

***Employers in all regions with strong hiring intentions with South East reporting the strongest Outlook since the survey launch***

In terms of **regional hiring**, payroll gains are anticipated in all four regions during 4Q 2016. The strongest labor market is forecast in the Central<sup>1</sup> region, where the Net Employment Outlook stands at +13%. In the South East<sup>2</sup>, employers report respectable hiring intentions with an Outlook of +11%, the strongest ever reported since the survey launch, while employers in both the North East<sup>3</sup> and the South West<sup>4</sup> report cautiously optimistic hiring intentions with Outlooks of +9%.

**Quarter-over-quarter** hiring prospects improve in all four regions. The Outlook for Central Slovenia is 7 percentage points stronger, while employers in the North East report an increase of 5 percentage points. Elsewhere, hiring plans are 4 percentage points stronger in both the South East and the South West. And more, **year-over-year**, hiring outlooks also improve in all regions. Outlooks improve by 6 and 5 percentage points in the Central region and the South West, respectively. South East employers report an increase of 3 percentage points while the Outlook for the North East is 2 percentage points stronger.

***Positive prospects in all organization sizes with Large sized companies' Outlook 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).

**Workforce gains are anticipated in all four organization size categories** in the upcoming quarter. Large employers report healthy hiring intentions with a Net Employment Outlook of +27%, which is the strongest reported since the survey launch, while the Outlook for Medium employers is +11%. Elsewhere, employers expect some payroll gains with Outlooks of +7% and +5% in the Small- and Micro-size categories, respectively.

**Quarter-over-quarter**, employers in Large sized companies report a considerable improvement of 12 percentage points, while Outlooks are 6 and 4 percentage points stronger for Medium- and

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<sup>1</sup> Osrednje-slovenska, Gorenjska, Zasavska region.

<sup>2</sup> Spodnje-posavska and southeast Slovenian region.

<sup>3</sup> Pomurska, Podravska, Koroška, Savinjska region.

<sup>4</sup> Notranjsko-kraška, Goriška, Obalno-kraška region.

Small-size employers, respectively. Meanwhile, Micro employers report relatively stable hiring plans.

**When compared with 4Q 2015**, the Outlook for Large employers is 15 percentage points stronger, while Medium employers report an increase of 6 percentage points. Elsewhere, the Outlook for Small firms remains relatively stable while Micro employers report no change.

## **Global and EMEA results**

Nearly **59,000 employers across 43 countries and territories were surveyed to forecast labor market activity in Quarter 4 2016**. Staffing levels are **expected to grow by varying degrees in 42 of 43 countries and territories** through the end of the year. Only employers in Brazil expect payrolls to decline in the October-December time frame. Uncertainty associated with the slowdown of the global economy, the Brexit referendum and continued financial market volatility appears to have had little impact on employer hiring confidence. Slightly more than half of the forecasts strengthen by varying margins when compared to results reported three months ago, with hiring plans improving in 23 of 43 countries and territories, remaining unchanged in nine, and declining in 11. Outlooks improve in 21 countries and territories when compared with Quarter 4 2015, are unchanged in six, and decline in 15. **Hiring confidence is strongest in India, Japan, Taiwan and the United States**, while employers in **Brazil, Belgium, Finland, Italy and Switzerland report the weakest hiring plans**.

In the **Americas region**, fourth-quarter **workforce gains are expected in nine of 10 countries**. However, employer confidence is mixed when compared to prior reports with forecasts improving by varying margins in five countries in comparison to the July-September period, declining in three and remaining unchanged in two. When compared to Quarter 4 2015, forecasts weaken in five countries, strengthen in two, and are unchanged in three. Employers in the United States, Colombia and Mexico report the region's most optimistic fourth-quarter hiring plans, while opportunities for job seekers are expected to be weakest in Brazil.

Employers in **all 25 countries in the Europe, Middle East & Africa (EMEA) region expect some level of staffing level growth** over the next three months. In a quarter-over-quarter comparison, forecasts improve in 12 countries, weaken in six and are unchanged in seven. When compared year-over-year, job prospects are expected to improve in 16 countries, decline in six and remain unchanged in two. Employers in Ireland and Israel report the region's strongest fourth-quarter hiring plans, while the weakest outlooks are reported in Belgium, Finland, Italy and Switzerland. As was the case in the third-quarter report, employers in each of the EMEA region's 25 countries expect varying degrees of positive hiring activity.

**Job gains** are expected in **all eight countries and territories surveyed in the Asia Pacific region**. Hiring plans improve in six countries & territories in comparison to Quarter 3 2016 and decline in only two. However, fourth-quarter forecasts weaken in four countries and territories when compared year-over-year, improve in three and are unchanged in one. For the fifth consecutive quarter, employers in India report the most optimistic regional and global hiring plans. China's forecast improves slightly from three months ago, but employers here again report the region's weakest fourth-quarter 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](http://www.manpowergroup.com/press/meos). The next Manpower Employment Outlook Survey will be released on 13 December 2016 and will detail expected labor market activity for the first quarter of 2017.

\* Finland's data is seasonally adjusted for the first time in the Quarter 4 2016 report. Data for Portugal is not seasonally adjusted, but will be once 17 quarters of Portuguese data are accumulated. 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**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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 makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com)