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Positive hiring intentions for the final quarter of 2017 revealed by ManpowerGroup Employment Outlook Survey

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +13%, which is 2 percentage points stronger when compared with the previous quarter and remain relatively stable when compared with the final quarter of 2016.**
- **Employments are forecasted to grow in all four Slovenian regions, as well as in all 10 industry sectors and all four company sizes during 4Q 2017.**
- **The strongest labor market is anticipated in the Manufacturing sector, where the Net Employment Outlook stands at +23%.**
- **For the first time since Quarter 2 2008 and the ensuing global recession there are no negative Net Employment Outlooks in any of the 43 countries and territories surveyed.**

Ljubljana, 12 September 2017 – According to the ManpowerGroup Employment Outlook Survey released today by ManpowerGroup, Slovenian employers continue to report upbeat hiring intentions for the final quarter of 2017. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +13%. Hiring prospects are 2 percentage points stronger when compared with the previous quarter and remain relatively stable when compared with the final quarter of 2016. According to the survey, 11% of employers expect to increase staffing levels, 2% anticipate a decrease and 81% of 620 Slovenian employers forecast no change. Employers in all 10 industry sectors, all four regions and all four organization sizes anticipate payroll gains during 4Q 2017.

"Slovenian employers have reported a positive hiring environment throughout the year 2017, indicating continuing confidence in the stability of the labor market. The hiring intentions for the upcoming quarter are even stronger compared to Q3, offering fresh opportunities for job seekers, especially in the Manufacturing sector. And what is even more interesting, for the first time since 2008 and after the global recession there are no negative forecasts in any of the surveyed countries and territories. The optimistic climate is therefore spreading around the globe and it will be paramount for organizations to understand the future trends and adapt the ways they attract and retain the world's top talents. However, the gap between candidates' expectations and employers' requirements remains substantial, causing discrepancies on the local labor market," 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 4Q 2017. The strongest labor market is anticipated in the Manufacturing sector, where the Net Employment Outlook stands at +23%. Elsewhere, employers in the Construction sector and the Finance, Insurance, Real Estate & Business Services sector report upbeat hiring prospects with Outlooks of +17% and +16%, respectively. Steady payroll gains are also anticipated in the Transport, Storage & Communication sector, where the Outlook is +14%, and in the Restaurants & Hotels sector, with an Outlook of +13%. Agriculture, Hunting, Forestry &

Fishing sector employers expect a favorable hiring climate, reporting an Outlook of +11%, while some job gains are forecast for the Wholesale & Retail Trade sector with an Outlook of +10%. Meanwhile, the most cautious hiring prospects are reported by Electricity, Gas & Water Supply sector employers with an Outlook of +7%.

Quarter-over-quarter, hiring prospects improve in seven of the 10 industry sectors. The most noteworthy increases of 6 and 5 percentage points are reported in the Manufacturing sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively, while the Outlook for the Public & Social sector is 3 percentage points stronger. However, Outlooks weaken in three sectors, including the Transport, Storage & Communication sector with a decline of 3 percentage points.

When **compared with the final quarter of 2016**, hiring intentions strengthen in six of the 10 industry sectors. Agriculture, Hunting, Forestry & Fishing sector employers report the most notable increase of 11 percentage points, while the Outlook for the Finance, Insurance, Real Estate & Business Services sector is 5 percentage points stronger. Elsewhere, Outlooks improve by 3 percentage points in both the Mining & Quarrying sector and the Restaurants & Hotels sector. However, hiring plans weaken in four sectors, with the most noteworthy decline of 4 percentage points reported by Wholesale & Retail Trade sector employers.

Payrolls are forecast to grow in all four regions during 4Q 2017

In terms of **regional hiring payroll gains** are anticipated by employers in **all four regions** during the forthcoming quarter. The strongest labor market is forecast by South East employers who report a Net Employment Outlook of +14%. South West employers also anticipate a steady increase in staffing levels, reporting an Outlook of +12%, while Outlooks stand at +11% and +10% in the North East and Central regions, respectively.

When **compared with the previous quarter**, Outlooks improve by 4 and 2 percentage points in the South East and the South West, respectively. Elsewhere, hiring prospects remain relatively stable in the North East and are unchanged in Central Slovenia.

South East employers report an improvement of 5 percentage points when **compared with this time one year ago**, but the Outlook for the Central region declines by 4 percentage points. Meanwhile, employers in both the North East and the South West report relatively stable hiring plans.

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).

Employment levels are expected to **increase in all four organization size categories** during 4Q 2017. Large employers report the strongest hiring prospects with a bright Net Employment Outlook of +32%. Elsewhere, favorable Outlooks of +16% and +12% are reported by Medium- and Small-size employers, respectively, while the Outlook for Micro firms stands at +6%.

When **compared with the third quarter of 2017**, Large employers report a considerable improvement of 9 percentage points, while Outlooks for both Medium- and Micro-size employers are 2 percentage points stronger. Meanwhile, the Outlook for Small employers is unchanged.

Year-over-year, hiring plans improve by 3 percentage points for Large employers and the Outlook for Medium firms is 2 percentage points stronger. Elsewhere, hiring intentions remain relatively stable in both the Micro- and Small-size employer categories.

Global and EMEA results

Over **59,000 employers in the 43 countries and territories surveyed by ManpowerGroup** were interviewed to measure employer hiring intentions for the final quarter of 2017.

Fourth-quarter forecasts are **mostly positive** with employers in **42 of 43 countries and territories expecting workforces to grow** by varying margins over the next three months. Only employers in Switzerland forecast a flat fourth-quarter hiring pace. As a result, **for the first time since Quarter 2 2008 and the ensuing global recession there are no negative Net Employment Outlooks in any of the 43 countries and territories surveyed.**

Across the **25 countries** in the **Europe, Middle East and Africa (EMEA) region**, employers expect some job **growth in 24 countries, with only Swiss employers expecting a flat hiring environment.** Hiring intentions strengthen in 13 countries when compared with the third quarter, weaken in nine, and are unchanged in three. In the year-over-year comparison employers in 15 countries report stronger forecasts, those in eight expect the hiring pace to slow, while forecasts in two countries remain unchanged. For the **second consecutive quarter employers in Hungary** report the **EMEA region's strongest forecast.** **Swiss** employers report the weakest fourth-quarter hiring plans.

Payroll growth is forecast in each of the eight Asia Pacific countries and territories, with hiring prospects improving from three months ago in five, declining in two and remaining unchanged in one. When compared to Quarter 4 2016, forecasts strengthen in four countries and territories, decline in three and are unchanged in one. Similarly as in the previous quarter, employers in **Japan and Taiwan** report the **strongest job prospects** while the **weakest forecast is reported in China.**

Employers in all 10 countries in the Americas expect to grow staffing levels by varying degrees in Quarter 4 2017. Hiring prospects improve in five countries when compared to Quarter 3 2017, weaken in two and are unchanged in three. In a year-over-year comparison, employers hiring confidence improves in six countries, but weakens in four. **Employers in Costa Rica and the United States report the strongest fourth-quarter hiring plans.** The **weakest hiring climate is expected in Brazil;** employers there report subdued, but positive, hiring plans for the second consecutive quarter following more than two years of negative forecasts.

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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 12 December 2017 and will detail expected labor market activity for the first 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