

Under strict embargo until 00:01 GMT, 11 December 2018

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Slovenian employers report the most optimistic hiring plans in EMEA region for the second consecutive quarter

Slovenia's upbeat first-quarter Outlook fueled by strongest forecasts to date in Wholesale & Retail Trade sector and Mining & Quarrying, as well as an active labor market in the Construction and Manufacturing sector

This quarter's survey reveals:

- **Slovenian employers anticipate upbeat hiring activity during the first quarter of 2019 reporting a seasonally adjusted Net Employment Outlook of +19 %, which is the most optimistic hiring plans in EMEA region for the second consecutive quarter.**
- **The strongest labor market since the survey began eight years ago is anticipated in the Wholesale & Retail Trade sector (+21 %) and Mining & Quarrying (+16 %) in the January to March period.**
- **Employers report the strongest hiring intentions in two sectors with Outlooks of +26 %: the Construction sector and the Manufacturing sector.**
- **Employers in Central Slovenia continue to report the strongest hiring plans since the survey began eight years ago with an unchanged Outlook of +20 %.**
- **Payrolls are forecast to grow for all four organization size categories in the coming quarter.**

Ljubljana, 11 December 2018 – *According to the ManpowerGroup Employment Outlook Survey, released today by ManpowerGroup, Slovenian employers report upbeat hiring intentions for the January to March time frame as the confidence among Slovenian employers is strong on a regional as well as global level. Once the data is adjusted to allow for seasonal variation, the Net Employment Outlook for Slovenia stands at +19 % making it the strongest of the 26 countries surveyed in the EMEA region. Hiring prospects remain relatively stable in comparison with the previous quarter and are 6 percentage points stronger year-on-year. With Net Employment Outlooks of +26 %, the strongest labor markets are anticipated in both the Construction sector and the Manufacturing.*

“We expect a promising beginning of the year as Slovenia stands out from the 26 countries of the EMEA region with the highest Outlook in the region. The upbeat hiring activity during the first quarter of 2019 is fueled by growing staffing levels in all sectors and regions. Most noteworthy is the Construction sector which is 10 percentage points stronger compared with the same time frame last year,” highlights **Nebojša Biškup, Country Manager Manpower Slovenia**. “As the economy is growing, companies are making investments in resources and a majority of employers report an increasing need for workers. For this reason, we will have to focus on finding efficient solutions to tackle the lack of candidates that is visible in all sectors and regions in Slovenia,” concludes Biškup.

Employers in **all four regions** expect to add to payrolls during the forthcoming quarter. The strongest labor market is anticipated in Central Slovenia where employers continue to anticipate the strongest labor market since the survey began eight years ago, reporting a Net Employment Outlook of +20 % for the second consecutive quarter. Employers in the South East expect a steady hiring pace, reporting an Outlook of +14 %, while Outlooks of +12 % are reported in both the North East and South West regions. In comparison with the previous quarter, hiring plans decline by 2 percentage points in North East Slovenia, while remaining unchanged elsewhere.

Looking at the **industry-specific data**, the strongest labor markets are anticipated in both the Construction sector and the Manufacturing sector, with Net Employment Outlooks of +26 %, followed by Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communications (+23 %), both being stable in comparison with the final quarter of 2018. Meanwhile, employers in Wholesale & Retail Trade sector (+21 %) and in Mining & Quarrying sector (+16 %) reported the strongest labor markets since the survey began. Additionally, hiring plans strengthen in seven of the 10 industry sectors when compared with this time one year ago. Electricity, Gas & Water sector employers report the most noteworthy increase of 12 percentage points, while Outlooks are 11 and 10 percentage points stronger in the Finance, Insurance, Real Estate & Business Services sector and the Construction sector, respectively.

Workforce gains are forecast for **all four organization size categories** during the coming quarter. Large employers report robust hiring plans with a Net Employment Outlook of +32 %. Steady payroll gains are expected by Medium- and Small-size employers, reporting Outlooks of +17 % and +16 %, respectively, while the Outlook for Micro firms is +11 %. Quarter-over-quarter, large employers report an improvement of 6 percentage points, however, the Outlook for Medium employers is 6 percentage points weaker. Elsewhere, hiring prospects remain relatively stable for Micro- and Small-size employers. Year-over-year, outlooks improve by 4 percentage points in both the Micro- and Small-size categories, while Medium employers report an increase of 3 percentage points. Meanwhile, Large employers report relatively stable hiring intentions.

Global and EMEA results

To forecast labor market activity¹ in January-March 2019, over 60,000 employers across 44 countries and territories were interviewed by ManpowerGroup. The report reveals that payroll gains are expected in 43 of 44 countries and territories in the period up to the end of March.

First-quarter hiring confidence is strongest in **Japan, Taiwan, the U.S., Slovenia, Greece** and **Hong Kong**, while the weakest hiring intentions are reported in **Argentina, Switzerland, Italy, Panama** and **Spain**. Hiring intentions for the coming quarter are stronger in 16 of 44 countries and territories when compared with the prior quarter, weaken in 23 and are unchanged in five. In a comparison with this time one year ago, Outlooks improve in 21 countries and territories, decline in 20, and are unchanged in two².

Across the **Europe, Middle East & Africa (EMEA) region**, job gains are expected for all 26 countries in the survey during January-March time frame. In comparison to last quarter, employers in eight countries report stronger hiring prospects, but hiring plans weaken in 15. In a year-over-year comparison, forecasts strengthen in 12 countries but decline in 13. The

¹ Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

² Only 43 countries and territories eligible for year-over-year comparison; Croatia has no year-over-year data at this point.

strongest EMEA labor markets in the coming quarter are anticipated in **Slovenia** and **Greece**, while **Swiss** employers report the weakest hiring plans.

Employers in all eight **Asia Pacific** countries and territories expect to add to payrolls during the next three months. When compared with the previous quarter, forecasts strengthen in four countries and territories but weaken in two. In comparison with last year at this time, employers in five countries and territories report stronger hiring prospects, while weaker Outlooks are reported in two. The strongest hiring intentions across the region are reported by **Japanese** and **Taiwanese** employers, and the weakest Outlooks are reported in **China** and **Singapore**.

Payrolls are forecast to increase across nine of the 10 **Americas countries** included in the survey during the January-March period, although employers in one – **Argentina** – expect their workforce to decrease in size. In a quarter-over-quarter comparison, hiring prospects strengthen in four Americas countries and weaken in six. Year-over-year, Outlooks improve in four countries but decline in five. The most optimistic first quarter hiring plans are reported in the **U.S.** and **Mexico**, while **Argentinian** and **Panamanian** employers report the weakest country forecasts in the region.

--- The End ---

Full survey results for each of the 44 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 **12 March 2019** and will detail expected labor market activity for the second quarter of 2019.

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 55 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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people 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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth year, 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