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## **Slovenian employers report one of the most optimistic hiring forecasts in the EMEA region**

*Slovenia's upbeat fourth-quarter Outlook fueled by the strongest forecasts in the Mining & Quarrying and Public & Social sectors since the ManpowerGroup Employment Outlook Survey began in the country nine years ago*

- **Reporting a seasonally adjusted Net Employment Outlook of +17%, Slovenian employers report favorable hiring intentions for the final quarter of 2019.**
- **The strongest labor market is anticipated in the Manufacturing sector, where the Net Employment Outlook stands at +22%.**
- **The strongest regional labor market is forecast in the North East, where the Net Employment Outlook stands at +18% for a second consecutive quarter and is the strongest labor market since the survey began nine years ago.**
- **While Medium-size firms report the strongest hiring intentions (+27%), small-size firms also forecast upbeat hiring plans (21%), the highest Outlook for this category since the survey began nine years ago.**
- **The strongest hiring intentions in the EMEA region for the coming quarter are reported in Greece (+18%), immediately followed by Slovenia (+17%).**

**Ljubljana, 10th September 2019** – The results of the ManpowerGroup Employment Outlook Survey reveal that Slovenian employers expect favorable hiring plans for the October–December 2019 period. The Net Employment Outlook stands at +17% making it one of the most optimistic forecasts in the EMEA region. However, hiring plans decline by 2 percentage points when compared with the previous quarter, but are unchanged in comparison with this time one year ago.

*"The positive hiring pace is expected to continue for the rest of 2019, with employers reporting one of the most optimistic forecasts in the entire EMEA region, led by the strongest forecasts since the survey began in the Mining & Quarrying and Public & Social sector,"* highlights **Aleksandar Hangimana, Country Manager Manpower Slovenia**. *"Still, we need to be aware that many vacancies are not being fulfilled in a timely manner, mainly due to the gap between employers' requirements and employees' expectations. The reasons behind this are often skills or wage discrepancies as well as the demographic shifts around us. These changes are significantly affecting our labor market, emphasizing the importance of new skill sets as well as lifelong learning programs and improvement in the education system,"* concludes **Hangimana**.

Looking at the **industry-specific data**, the strongest labor market is anticipated in the Manufacturing sector, where the Net Employment Outlook of +22% reflects healthy hiring prospects. Construction sector employers also expect solid job gains, reporting an Outlook of

+21%, while Outlooks of +20% and +19% are reported in the Mining & Quarrying sector and the Public & Social sector, respectively. Both sectors are also reporting the strongest labor market since the survey began nine years ago.

Meanwhile, the weakest Outlooks of +13% are reported in the Agriculture, Hunting, Forestry & Fishing sector and the Restaurants & Hotels sector. In a comparison with the previous quarter, Outlooks strengthen in five of 10 industry sectors with the most notable increase of 7 percentage points in the Public & Social sector. On the other hand, weaker hiring prospects are reported in five of the 10 industry sectors when compared with this time one year ago.

Workforce gains are anticipated in **all four regions** during the upcoming quarter. The strongest labor market is forecast in the North East, where the Net Employment Outlook stands at +18% for a second consecutive quarter and it remains the strongest labor market since the survey began nine years ago. Steady payroll gains are also anticipated in the South West and Central regions, with Outlooks of +17% and +16%, respectively, while South East employers report an Outlook of +11%.

In comparison with the third quarter of 2019, South East employers report a notable decline of 7 percentage points, but the South West Outlook is 2 percentage points stronger. South East employers report a considerable decline of 9 percentage points when compared with this time one year ago and a slight decrease of 2 percentage points is reported in Central Slovenia. However, hiring prospects improve by 3 and 2 percentage points year-over-year in the North East and the South West, respectively.

Payrolls are expected to increase in **all four organization size categories** during the next three months. Medium employers report the strongest hiring plans with a healthy Net Employment Outlook of +27%. Active labor markets are also expected by Small- and Large-size firms with Outlooks of +21%, while the Outlook for Micro employers stands at +9%. The strongest labor market since the survey began nine years ago is anticipated in Small-size firms.

## Global and EMEA results

To forecast labor market actively<sup>1</sup> in October – December 2019, over 59,000 employers in 44 countries and territories were interviewed by ManpowerGroup. The report reveals that that payroll gains are expected in 43 of 44 countries and territories in the period up to the end of December 2019, with employers in one country forecasting no change to hiring intentions.

The strongest hiring prospects are reported in **Japan, Taiwan, the U.S., India and Greece**, followed by **Slovenia**, while the weakest hiring activity is expected in **Spain, the Czech Republic, Argentina, Costa Rica and Switzerland**. In a comparison with the previous quarter, employers in 15 of 44 countries and territories report stronger hiring intentions, while employers in 23 expect a weaker hiring pace, with no reported change in six. When compared with the fourth quarter of 2018, hiring plans also strengthen in 15 countries and territories, decline in 23 and are unchanged in six.

Employers expect to add to payrolls in 25 of 26 **Europe, Middle East & Africa (EMEA)** region countries surveyed during the coming quarter, while employers in Spain expect a flat labor market. In a comparison with the previous quarter, hiring plans strengthen in 10 countries but weaken in 12. When compared with last year at this time, Outlooks improve in eight countries,

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

but decline in 14. The strongest hiring intentions for the coming quarter are reported in Greece and Slovenia, while employers in Spain, the Czech Republic and Switzerland report the weakest hiring sentiment.

Workforce gains are expected in all eight **Asia Pacific** countries and territories during the October to December 2019 period. When compared with the previous quarter, hiring opportunities strengthen in three countries and territories, but weaken in four. In a comparison with the final quarter of 2018, employers report stronger hiring plans in two countries and territories, but hiring prospects decline in four. The region's strongest labor markets in the next three months are expected in Japan and Taiwan, while employers in China and Singapore anticipate the weakest hiring pace.

Payroll gains are anticipated in all 10 **Americas** countries surveyed during the final quarter of 2019. When compared with the prior quarter, Outlooks improve in two Americas countries, but decrease in seven. In a comparison with this time one year ago, hiring intentions strengthen in five countries but weaken in five. Employers in the U.S. and Canada expect the strongest hiring activity during the forthcoming quarter, while the region's weakest labor markets are expected in Argentina and Costa Rica.

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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](http://www.manpowergroup.com/meos). The next ManpowerGroup Employment Outlook Survey will be released on **10 December 2019** and will detail expected labor market activity for the first quarter of 2020.

#### **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 over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth 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](http://www.manpowergroup.com)