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**Slovenian employers report cautiously optimistic hiring prospects in Q3 2016:  
Manpower Employment Outlook Survey indicates that hiring is expected to continue, but  
at a more modest pace than in the second quarter or last year at this time**

**This quarter's survey reveals:**

- With seasonal variations removed from the data, the Outlook stands at +6%.
- 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.
- The strongest labor market forecast is in the Manufacturing sector, Southeast region and Large-sized organizations.

**Ljubljana, 14 June 2016** – According to the Manpower Employment Outlook Survey released today by ManpowerGroup, Slovenian employers report cautiously optimistic hiring intentions for the upcoming quarter. The Net Employment Outlook, once the data is seasonally adjusted, stands at +6%. According to the survey, 12% of employers are expected to increase staffing levels, 3% forecast a decrease and 82% of the 623 Slovenian employers surveyed plan to leave their current workforce intact in the July-September period of 2016.

Hiring intentions reported by Slovenian employers remain relatively stable when compared with the previous quarter but decline by 2 percentage points 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 +15%, the most optimistic forecast since the survey was launched at the start of 2011. Meanwhile, Agriculture, Hunting, Forestry & Fishing sector employers forecast flat hiring activity, reporting an Outlook of 0%. Forecasts indicate growth of staffing levels in all four regions surveyed, as well as in all four company sizes.

"Overall, more than eight out of 10 employers indicate their intentions to leave their current workforce intact, so stability is again forecasted as seen throughout this and previous years. Regional, company-sized and most sectoral outlooks are positive and this is a great sign of consistent confidence on the part of Slovenia's employers, with more than one out of 10 of them telling us they plan to add to their payrolls in the next three months," stated **Rudi Čebulj, Executive Director in ManpowerGroup Slovenia.**

**Manufacturing sector forecast is the strongest ever reported, while labor demand in  
Electricity, Gas & Water sector expected to dip compared to previous quarter**

Looking at the **industry-specific data**, payroll gains are anticipated in all but one of 10 industry sectors during the next three months. The **Manufacturing sector** employers anticipate the strongest labor market, reporting a Net Employment Outlook of +15%, which is the most optimistic reported since the survey launch in 2011. Elsewhere, cautiously optimistic Outlooks of +10% are reported in both the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector, while the Restaurants & Hotels sector Outlook stands at +6%. Meanwhile, Agriculture, Hunting, Forestry & Fishing sector employers forecast flat hiring activity, reporting an Outlook of 0%.

**Quarter-over-quarter**, hiring intentions weaken in six of the 10 industry sectors. The most noteworthy declines of 10 and 6 percentage points are reported by employers in the Electricity, Gas & Water Supply sector and the Construction sector, respectively, while decreases of 3 percentage points are reported in both the Agriculture, Hunting, Forestry & Fishing sector and the Mining & Quarrying sector. However, Outlooks improve in two sectors, including the Manufacturing sector, where employers report a considerable increase of 9 percentage points.

**When compared with 3Q 2015**, employers in seven of the 10 industry sectors report weaker hiring plans. Considerable declines of 9 percentage points are reported in both the Construction sector and the Wholesale & Retail Trade sector, while Mining & Quarrying sector employers report a decrease of 7 percentage points. Elsewhere, Outlooks improve in three sectors. Manufacturing sector employers report an increase of 6 percentage points, while the Outlook for the Restaurants & Hotels sector is 3 percentage points stronger.

### ***Employers in all regions with strong hiring intentions***

In terms of **regional hiring**, employers forecast payroll gains all four regions.

The strongest hiring prospects are reported in the South East<sup>1</sup>, where the Net Employment Outlook is +7%, and in Central<sup>2</sup> Slovenia, with an Outlook of +6%. In both North East<sup>3</sup> and South West<sup>4</sup> Slovenia, employers anticipate some job gains, reporting Outlooks of +4%.

**Quarter-over-quarter**, hiring prospects decline by 3 percentage points in the South West, and by 2 percentage points in both the North East and Central regions. Meanwhile, South East employers report no change. **When compared with 3Q 2015**, employers in both the North East and the South East report slightly stronger hiring intentions, with improvements of 2 percentage points. However, Outlooks are 7 and 5 percentage points weaker in the South West and Central regions, respectively.

### ***Positive prospects in all organization sizes***

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** during the coming quarter. The strongest labor market is expected by Large employers who report a Net Employment Outlook of +14%. Some job gains are expected in the Medium-size category, with an Outlook of +4%, while Outlooks stand at +3% and +2% for Micro- and Small-size employers, respectively.

**Quarter-over-quarter**, hiring prospects are 4 percentage points weaker for Medium- and Small-size employers, while Micro employers report a decline of 2 percentage points. Meanwhile, the Outlook for Large employers remains relatively stable. **Year-over-year**, Outlooks improve by 4 and 3 percentage points for Large- and Medium-size employers, respectively. However, Small employers report a decline of 5 percentage points and the Micro employer Outlook is 4 percentage points weaker.

## **Global and EMEA results**

A total of **58,903 employers in 43 countries and territories** surveyed by ManpowerGroup were interviewed to measure employer hiring intentions for the third quarter of 2016. Portugal joins the survey for the first time this Quarter. Based on seasonally adjusted survey data, employers expect to **grow staffing levels in 40 of the 43 countries** and territories during the July-September period. Overall, a number of employers also indicate that overall payroll growth is likely to proceed at a more conservative pace than in the prior quarter or last year at this time. Employers report **the most optimistic hiring intentions in India, Japan, Taiwan, Guatemala, Romania and the US**, while the **weakest hiring prospects are reported in Brazil, Italy and**

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<sup>1</sup> Spodnje-posavska and southeast Slovenian region.

<sup>2</sup> Osrednje-slovenska, Gorenjska, Zasavska region.

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

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

**Switzerland.** Quarter-over-quarter, hiring intentions strengthen in 14 of the 42 countries and territories, meanwhile, Outlooks decline in 21 countries and territories compared with the previous quarter and are unchanged in seven. When compared with 3Q 2015, Outlooks improve in 13 countries and territories but decline in 24 while remain unchanged in five.

Payrolls are expected to **increase in nine of the 10 Americas** countries during 3Q 2016. Quarter-over-quarter, the Net Employment Outlook weakens in nine countries and is unchanged in the tenth. When compared with 3Q 2015, hiring prospects improve in two countries but weaken in seven. Employers in Guatemala and the US report the most optimistic hiring prospects in the region, while the weakest and only negative hiring activity is expected in Brazil.

Employers forecast **job gains in all eight Asia Pacific** countries and territories during the next three months. However, hiring prospects weaken in five countries/territories when compared with 2Q 2016. Year-over-year, Outlooks also decline in five countries/territories. Indian employers report the strongest regional and global hiring intentions for the fourth consecutive quarter, while the weakest regional labor market is expected in China.

An **increase in staffing levels is anticipated in 23 of the 25 countries in the EMEA region** during 3Q 2016, while employers in two countries forecast flat hiring activity. When compared with the previous quarter, Outlooks improve in 12 of the 24 countries, but decline in seven. When compared with 3Q 2015, hiring prospects strengthen in 10 countries but decline in 12. Romanian employers report the strongest hiring intentions, while the weakest Outlooks are reported in Italy and Switzerland. **For the first quarter in eight years no EMEA country is reporting a negative Outlook.**

--- 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 September 2016 and will detail expected labor market activity for the fourth quarter of 2016.

\* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Finland.

#### **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)