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**Slovenian employers optimistic about hiring prospects in the Q2 2016:
Manpower Employment Outlook Survey predicts outlook of +9%, matching the strongest
outlooks measured since the survey launch**

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +9%.**
- **In the next three months employers in all of 10 industry sectors and all of four regions anticipate payroll gains.**
- **The strongest labor market forecast is in the Electricity, Gas & Water sector, Central Slovenia and Large-sized organizations.**

Ljubljana, 8 March 2015 – 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 +9%. According to the survey, 15% of the employers say they will add to their payrolls and 2% expect a decrease, meanwhile 76 % of the 620 Slovenian employers surveyed plan to leave their current workforce intact in the April-June period of 2016.

Slovenian employers report optimistic hiring plans for the April-June time frame and the Net Employment Outlook of +9% matches the strongest outlooks reported so far. Similar reports of +9% were measured only twice (in Q2 2014 and in Q1 2015) since Slovenia's survey was launched at the start of 2011. Hiring prospects are five percentage points stronger quarter-over-quarter, while remaining relatively stable year-over-year. Job seekers in all 10 industry sectors and all four regions can expect positive hiring opportunities in the upcoming quarter. Outlooks improve in seven sectors, with Electricity, Gas & Water sector employers forecast the strongest labor market sector in 2Q 2016 with a Net Employment Outlook of +12%, meanwhile the weakest hiring prospects are reported in two sectors with Outlooks of +3%: The Public & Social sector and Wholesale & Retail Trade sector. Forecasts indicate growth of staffing levels in all four regions surveyed, improving outlooks in three regions when compared with 1Q 2016. Year-over-year, Outlooks decline in two regions. Positive hiring intentions are indicated in all four company sizes.

"This period employment forecasts are again cautiously optimistic. We are pleased that employer confidence has again matched the strongest levels measured since the survey launch. Overall, only 2 percent of the employers interviewed indicate they plan to trim payrolls during the April-June time frame. So the forecast is a promising one for those looking for employment and those who are already employer. Sectoral, regional and company-sized outlooks are all positive and this is another sign of employment market revival. Hopefully in the next quarter we can see opportunities for job seekers grow even stronger," stated **Rudi Čebulj, Executive Director in ManpowerGroup Slovenia.**

Manufacturing forecast slipping, while labor demand in Electricity, Gas & Water sector expected to grow

Looking at the **industry-specific data**, payroll gains are anticipated in all 10 industry sectors during the next three months. **Electricity, Gas & Water sector** employers forecast the strongest sector labor market in 2Q 2016 with a Net Employment Outlook of +12%, improving by three and

10 percentage points from 1Q 2016 and 2Q 2015, respectively. It is also the strongest outlook reported for this sector since the Q1 2014 peak. Steady payroll gains are also forecast for two sectors with Outlooks of +11% – the **Finance, Insurance, Real Estate & Business Services sector** and the **Transport, Storage & Communication sector**. Elsewhere, **Mining & Quarrying sector** employers report encouraging signs for job seekers with an Outlook of +8% while Outlooks stand at +7% in the **Construction sector**, respectively. The **Manufacturing sector** with its outlook of 6% is on the low level this year, high outlooks were measured in 2015, all above +10%, respectively. Meanwhile, the weakest sector Outlook of +3% is reported by both **Public & Social sector** and **Wholesale & Retail Trade sector** employers.

Quarter-over-quarter, hiring plans strengthen in seven of the 10 industry sectors, most notably by 11 percentage points in the Construction sector. Finance, Insurance, Real Estate & Business Services sector employers report an increase of seven percentage points and the Electricity, Gas & Water Supply sector Outlook is three percentage points stronger. However, Outlooks weaken by three percentage points in both the Manufacturing sector and the Public & Social sector.

When compared with 2Q 2015, employers in four of the 10 industry sectors report improved hiring prospects. The most noteworthy increase of 10 percentage points is reported in the Electricity, Gas & Water Supply sector, while Outlooks are six and four percentage points stronger in the Finance, Insurance, Real Estate & Business Services sector and the Mining & Quarrying sector, respectively. Meanwhile, hiring plans weaken in three sectors. Wholesale & Retail Trade sector employers report the most notable decline of 11 percentage points, and a decrease of five percentage points is reported for the Manufacturing sector.

Employers in all regions with strong hiring intentions

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

The strongest labor market is forecast for **Central¹ Slovenia**, where the Net Employment Outlook stands at +9%. A moderate hiring pace is anticipated in both the **South East²** and the **South West³**, with Outlooks of +7%, while employers in the **North East⁴ Slovenia** report an Outlook of +6%.

Quarter-over-quarter, slight improvements of three and two percentage points are reported by employers in the North East and Central regions, respectively. Meanwhile, the Outlook for the South West remains relatively stable and South East employers report no change. When compared with 2Q 2015, hiring prospects weaken by four percentage points in the South West and decline by two percentage points in Central Slovenia. However, the Outlook for the North East is five percentage points stronger and South East employers report no year-over-year change.

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).

Payrolls are expected to grow in all four organization size categories in 2Q 2016. The strongest labor market is expected by Large employers who report a Net Employment Outlook of +13%. Elsewhere, the Outlook stands at +9% for Medium employers while Small- and Micro-size employers report Outlooks of +7% and +5%, respectively.

When compared with the previous quarter, hiring plans improve by four percentage points in both the Micro- and Small-size employer categories, while Medium employers report an increase of three percentage points. However, Large employers report a decline of three percentage points. Year-over-year, hiring intentions remain relatively stable for Small- and Medium-size employers, while Micro- and Large-size employers report no change.

¹ Osrednje-slovenska, Gorenjska, Zasavska region.

² Spodnje-posavska and southeast Slovenian region.

³ Notranjsko-kraška, Goriška, Obalno-kraška region.

⁴ Pomurska, Podravska, Koroška, Savinjska region.

Global and EMEA results

Overall, 58,561 employers in the 42 countries and territories surveyed by ManpowerGroup were interviewed to measure employer hiring intentions for the second quarter of 2016. Based on seasonally adjusted survey data*, employers expect **payrolls to increase in 39 of the 42 countries** and territories during the coming quarter, unchanged when compared with 1Q 2016. The most optimistic Net Employment Outlooks are reported in India, Japan, Taiwan, Colombia and Guatemala, while the weakest hiring prospects are reported in Brazil, France, and Italy. Hiring plans strengthen in eight of 42 countries and territories when compared with the previous quarter, but weaken in 22. Outlooks improve in 12 countries and territories when compared with 2Q 2015 but decline in 23.

Employers in **nine of 10 Americas countries expect workforce gains** in the coming quarter. When compared with the previous quarter, the Net Employment Outlook improves in three countries but declines in four. Year-over-year, hiring prospects are stronger in five countries but weaker in three. Employers in Colombia, Guatemala and the U.S. report the most optimistic hiring prospects in the region, while the weakest and only negative labor market is forecast in Brazil.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during 2Q 2016. However, Net Employment Outlooks weaken in seven countries/territories when compared with the previous quarter. Year-over-year, hiring plans strengthen in one country/territory but decline in seven. The most optimistic regional and global hiring plans are again reported in India for the third consecutive quarter, while the weakest hiring pace in the regions is forecast by Australian employers.

Staffing levels are expected to **increase in 22 of the 24 EMEA countries** during 2Q 2016, while employers in one country forecast a decline. Hiring intentions improve in five countries when compared with the previous quarter, but decline in 11. Employers in six countries report stronger Outlooks year-over-year, but hiring plans weaken in 13 countries. For the first time, the most optimistic regional hiring intentions are reported in Bulgaria, ending Turkey's five year dominance, while French employers anticipate the weakest and only negative labor market in the region.

--- The End ---

Full survey results for each of the 42 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 14 June 2016 and will detail expected labor market activity for the third 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

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