

Under strict embargo until 00:01 GMT, 8 December 2015

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**First-quarter hiring expected to dip in comparison to 2015, but Slovenian employers still anticipate some first-quarter opportunities for job seekers:
Manpower Employment Outlook Survey celebrates 5th Anniversary in Slovenia**

This quarter's survey reveals:

- **With seasonal variations removed from the data, the Outlook stands at +3%.**
- **In the next three months employers in eight of 10 industry sectors and three of four regions anticipate payroll gains.**
- **The strongest labor market is forecast in the Manufacturing sector and the Transport, Storage & Communication sector, South East and Central Slovenia and Large-sized organizations.**

Ljubljana, 8 December 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 a modest +3%. According to the survey, 7% of the employers say they will add to their payrolls and 7% expect a decrease, meanwhile 81% out of 626 Slovenian employers surveyed plan to leave their current workforce intact in the January-March period of 2016.

For the first quarter of 2016, overall opportunities for job seekers are expected to be positive although hiring is likely to proceed at an extremely conservative pace. Slovenia's Outlook is the weakest reported since 3Q 2013 and hiring prospects weaken both quarter-over-quarter and year-over-year, declining by four and five percentage points, respectively. Nevertheless employers in eight of 10 industry sectors anticipate payroll gains, but in quarter-over-quarter comparison hiring prospects improve in four and decrease in six of the 10 industry sectors. Similarly, compared with the first quarter 2015 forecasts, employers in three of the 10 industry sectors report stronger (or no change in) hiring intentions while weaker hiring paces are forecasted in seven industry sectors. The strongest hiring prospects remain in Manufacturing and the Transport, Storage & Communication sector while the weakest labor market prospects are again forecast for Construction sector, where employers report both quarter-over-quarter and year-over-year declines. Forecasts indicate growth of staffing levels in three of four regions surveyed, with Central, South East and South West regions remaining in stable positions, prospects however fall in Northeast region. Positive hiring intentions are indicated in all four company sizes.

"In a period of five years, since the first release of MEOS in Slovenia, caution is observed in the Slovenian employment forecasts. Highly cautious outlooks were forecast for 2011 and 2012, while 2013 followed with a strong decline in job prospects both sectoral (excluding the financial sector, which has already experienced a decline in the years before) and regional in all organizations irrespective of size. Between 2014 and 2015 the economy and job prospects revived, which was shown by the Net Employment Outlook ranging between +5% and +9%," stated **Rudi Čebulj, Executive Director in ManpowerGroup Slovenia**. "Again, in the first three months of the upcoming year cautiously optimistic hiring intentions are reported and similarly (with the exception of 2011 and last year's overall good hiring intentions throughout all quarters) Net Employment Outlooks in the first quarters are generally regarded as the weakest quarterly forecasts in Slovenia."

Employers in the Manufacturing and Transport, Storage & Communication sectors still expect an upbeat hiring pace

Looking at the **industry-specific data**, payroll gains are anticipated in eight of 10 industry sectors during the next three months. The strongest labor markets are forecast in the **Manufacturing sector** and the **Transport, Storage & Communication sector**, with the Net Employment Outlooks standing at +11% and +10%, respectively. In **Manufacturing sector** job seekers can expect the continuing trend of strong hiring pace with Net Employment Outlooks above +10%, which has begun in 1Q 2015. However hiring prospects dipped slightly by two percentage points when compared with the previous quarter and are three percentage points weaker year-over-year. In the **Transport, Storage & Communication sector** hiring intentions are unchanged quarter-over-quarter and despite a four percentage point decline year-over-year, this sector's employers forecast favorable hiring intentions with Net Employment Outlooks at or above +10% since 1Q 2014. **Electricity, Gas & Water Supply sector** employers expect a modest hiring pace, reporting an Outlook of +8%, followed by **Mining and Quarrying** with a +7% Net Employment Outlook, which is eight percentage points stronger than in 1Q 2015. However, **Construction sector** employers forecast a decline in payrolls through the first three months of the year, reporting an Outlook of -4%.

When compared to 4Q 2015, Outlooks decline in six of the 10 industry sectors. The most noteworthy decreases of six percentage points are reported both in the **Finance, Insurance, Real estate & Business services** (Outlook 1Q 2016 of +2%), which is on the weakest level since 2011, and **Wholesale & Retail Trade** (Outlook 1Q 2016 of 0%). These two sector reports are also among the weakest compared to 1Q 2015. Another considerable year-over-year decline of 15 percentage points is reported by employers in the **Construction sector**. Overall in the year-over-year comparison employers in seven of the 10 industry sectors report weaker hiring plans.

Regional hiring strong in all except North East region

In terms of **regional hiring**, employers forecast payroll gains in three of four regions. The strongest labor market is expected in the **South East**¹ and **Central**² **Slovenia** where the Net Employment Outlook stands at +7%, while the employers in **South West**³ expect fair hiring climate with the Outlook of +6%. Elsewhere, employers in **North East**⁴ Slovenia report the weakest and first negative forecast since 1Q 2013 with a Net Employment Outlook of -1%, reflecting uncertain hiring intentions. The Outlook in this region declines by nine percentage points both quarter-over-quarter and year-over-year.

Elsewhere, job seekers are likely to expect the continuing hiring trend on labor market, initially started in 4Q 2015 as employers in the Central region expect a hiring pace unchanged since the prior quarter. Meanwhile, South West employers report an improvement of 2 percentage points and South East region reports a decrease of 2 percentage points.

When compared to 1Q 2015, hiring plans weaken in all four regions. Besides the considerable decline of nine percentage points in the North East region, Outlook declines of five and four percentage points are reported in the Central and South West 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).

Payrolls are forecast to grow in all four organization size categories during 1Q 2016. The strongest hiring prospects are reported by Large employers with a Net Employment Outlook standing at +16%. Medium employers anticipate some job gains with an Outlook of +6%, while Outlooks stand at +3% and +1% for Small- and Micro-size employers, respectively.

When compared with the previous quarter, hiring intentions strengthen in Large-size companies by three percentage points, in Medium-sized the hiring levels remain unchanged. Elsewhere employers in Small and Micro size businesses report a decline of five and four percentage points,

¹ Spodnje-posavska and southeast Slovenian region.

² Osrednje-slovenska, Gorenjska, Zasavska region.

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

⁴ Pomurska, Podravska, Koroška, Savinjska region.

respectively. In light of very optimistic hiring intentions of Q1 2015 hiring intentions weaken in all four organization size categories. Large employers report a decline of seven percentage points, while Outlooks are six percentage points weaker for both Medium- and Small-size employers. Micro businesses report a decline of five percentage points.

Global and EMEA results

According to the first-quarter research from ManpowerGroup, **employers in 39 of 42 countries and territories intend to add to their payrolls** by varying degrees at the start of 2016. However, the survey reveals few trends that signal labor market momentum is building in one direction or another. Opportunities for job seekers are expected to **remain similar to those available in the final three months of 2015**, and results for the January-March time frame indicate that a small majority of employers are content to either retain current staff or grow payrolls at modest levels while they await more definitive signs in the marketplace.

Employers are encountering some headwinds. For instance, China's slowdown is evidently impacting labor market activity beyond its Asia Pacific neighbors. Depressed demand for raw materials is pushing mining and extraction sector forecasts down across the globe, including in Colombia, Peru and South Africa where sector forecasts are the least optimistic yet reported. What's more, many ManpowerGroup operations corroborate the recent **Talent Shortage Survey** and report that employers continue to be frustrated by their **inability to source specific talents—including IT, engineering and many skilled trades**.

Overall, forecasts are mixed in comparison to the Quarter 4 2015 and Quarter 1 2015 surveys; hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weaken in 18, and are unchanged in five. First-quarter **hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest—and only negative—forecasts are reported in Brazil, Finland and France.**

Workforce **gains are forecast in 22 of 24 countries** in the Europe, Middle East & Africa (**EMEA**) region. Hiring plans improve in 14 countries quarter-over-quarter and weaken in only seven. In a year-over-year comparison, Outlooks improve in 12 countries and decline in eight. Once again, **Turkish** job seekers will likely benefit from the strongest employer hiring plans in the EMEA region. Additionally, employers in **Slovakia** report their most optimistic hiring plans since their survey was launched in Quarter 4 2011, while employers in Italy report their first positive hiring expectations since Quarter 1 2011. Employers in **Finland and France** report the upcoming quarter's weakest EMEA forecasts.

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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 **8 March 2016** and will detail expected labor market activity for the second 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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