



**STATISTIČNE INFORMACIJE
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**19 GRADBENIŠTVO
CONSTRUCTION**

Št. / No 11

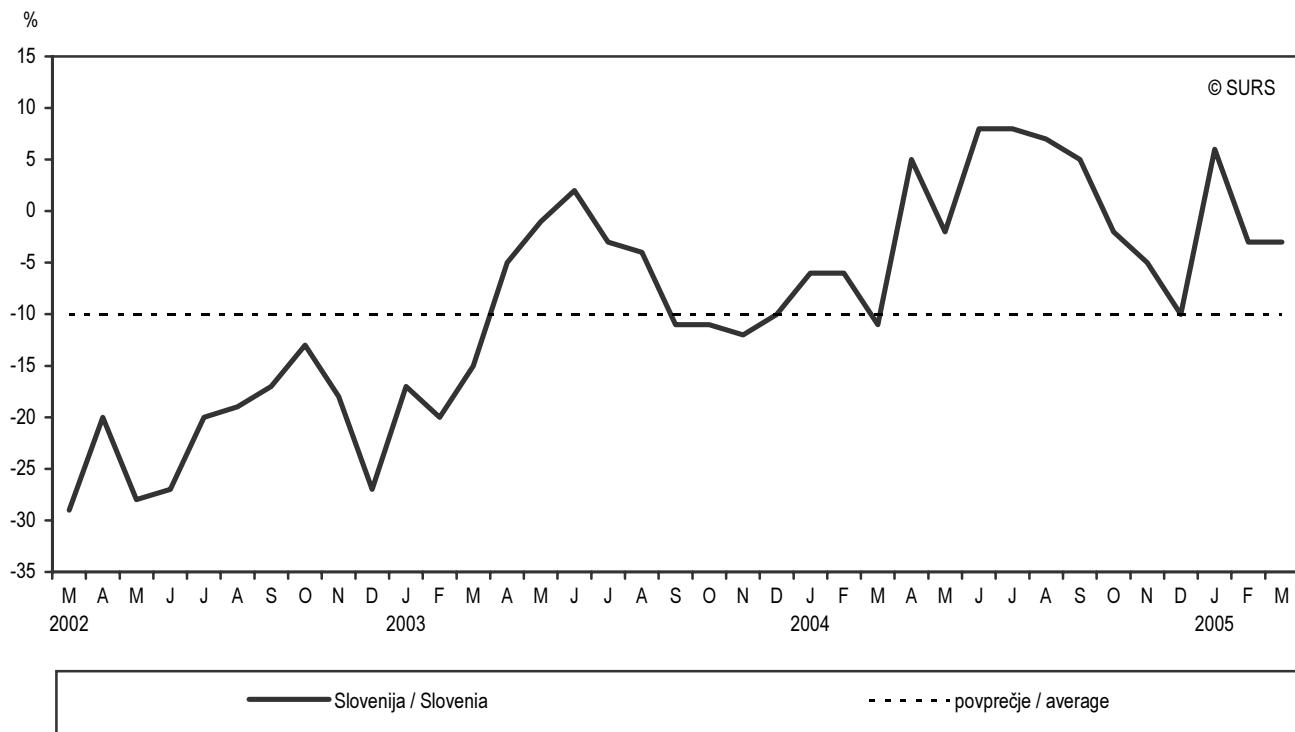
POSLOVNE TENDENCE V GRADBENIŠTVU, SLOVENIJA, MAREC 2005

BUSINESS TENDENCY IN CONSTRUCTION, SLOVENIA, MARCH 2005

- Kazalec zaupanja v gradbeništvu je bil marca 2005 enak kot pretekli mesec. Glede na isti mesec lani je bil višji za 8 odstotnih točk, hkrati pa za 2 odstotni točki pod lanskim povprečjem.
- Na gibanje kazalca zaupanja v tem mesecu je vplivalo znižanje sedanjih skupnih naročil in zvišanje pričakovanega zaposlovanja.
- Kazalci stanj so se v primerjavi s preteklim mesecem večinoma poslabšali, pričakovanja za naslednje tri mesece pa so ugodna.
- In March 2005 the confidence indicator in construction was the same as in the previous month. Compared to March 2004 it was up by 8 percentage points and 2 percentage points below last year's average.
- The evolution of the confidence indicator in this month was influenced by the fall of overall order books and the rise of expected employment.
- Observed indicators for appreciation of the situation deteriorated compared to the previous month, while the expectations for the next three months are favourable.

1. KAZALEC ZAUPANJA V GRADBENIŠTVU¹⁾ V SLOVENIJI, MAREC 2002 – MAREC 2005

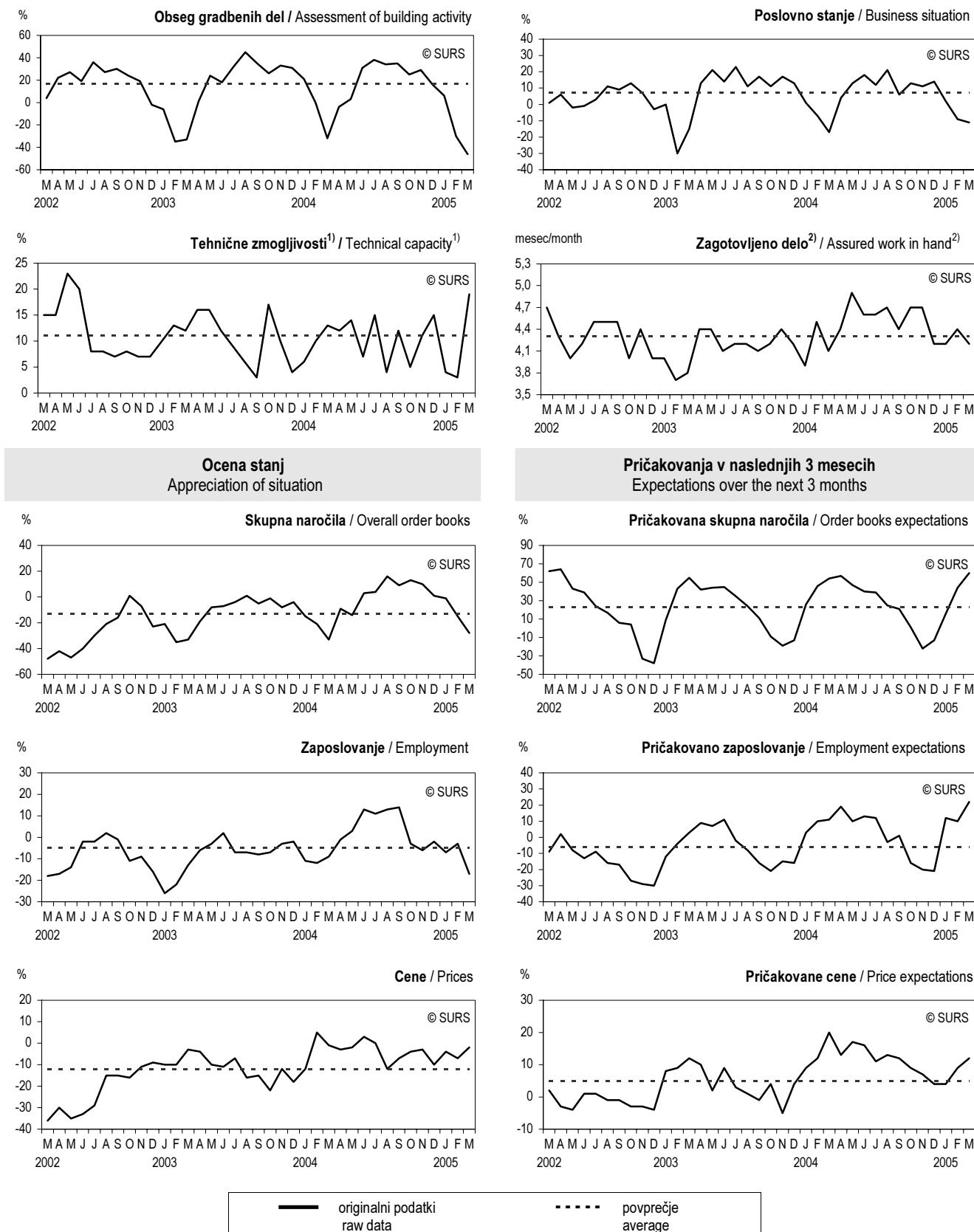
CONSTRUCTION CONFIDENCE INDICATOR¹⁾ IN SLOVENIA, MARCH 2002 – MARCH 2005



1) Kazalec zaupanja je povprečje odgovorov (ravnoteži) na vprašanji o sedanjih skupnih naročilih in pričakovanim zaposlovanju.
The confidence indicator is an average of responses (balances) to questions on overall order books assessments and employment expectations.

2. GIBANJE EKONOMSKIH KAZALCEV V GRADBENIŠTVU V SLOVENIJI, MAREC 2002-MAREC 2005

EVOLUTION OF ECONOMIC INDICATORS IN CONSTRUCTION IN SLOVENIA, MARCH 2002-MARCH 2005

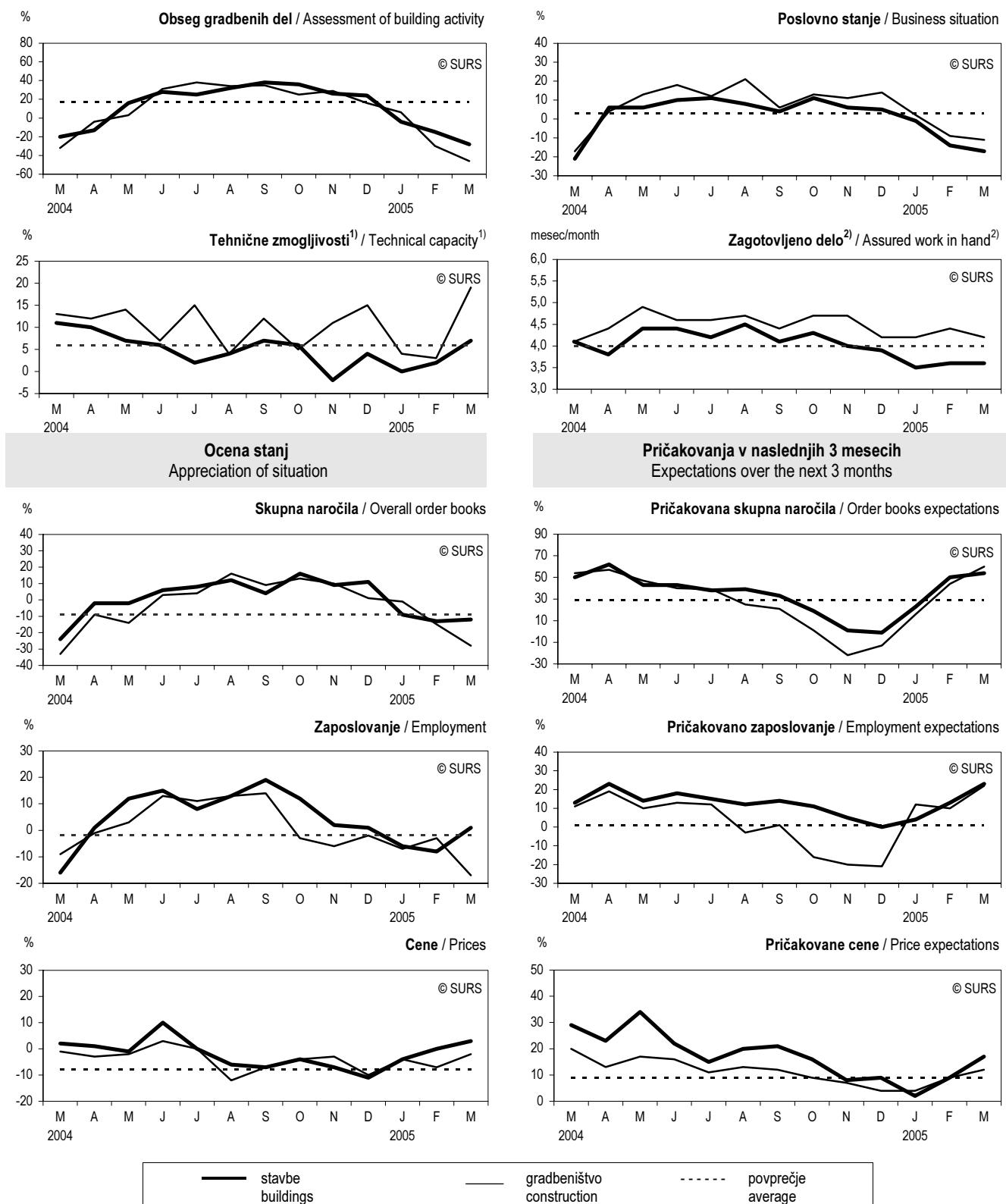


1) Količina in kakovost opreme glede na povpraševanje v naslednjih 12 mesecih. / Amount and quality of equipment regarding expected demand in the next 12 months.

2) Že začeto ali s pogodbami dogovorjeno delo v primeru normalnih delovnih ur. / With normal working hours, works in progress and contracts in hand.

3. GIBANJE EKONOMSKIH KAZALCEV GLEDE NA VRSTO GRADBENIH OBJEKTOV, SLOVENIJA, MAREC 2004-MAREC 2005 EVOLUTION OF ECONOMIC INDICATORS BY THE TYPE OF CONSTRUCTION, SLOVENIA, MARCH 2004-MARCH 2005

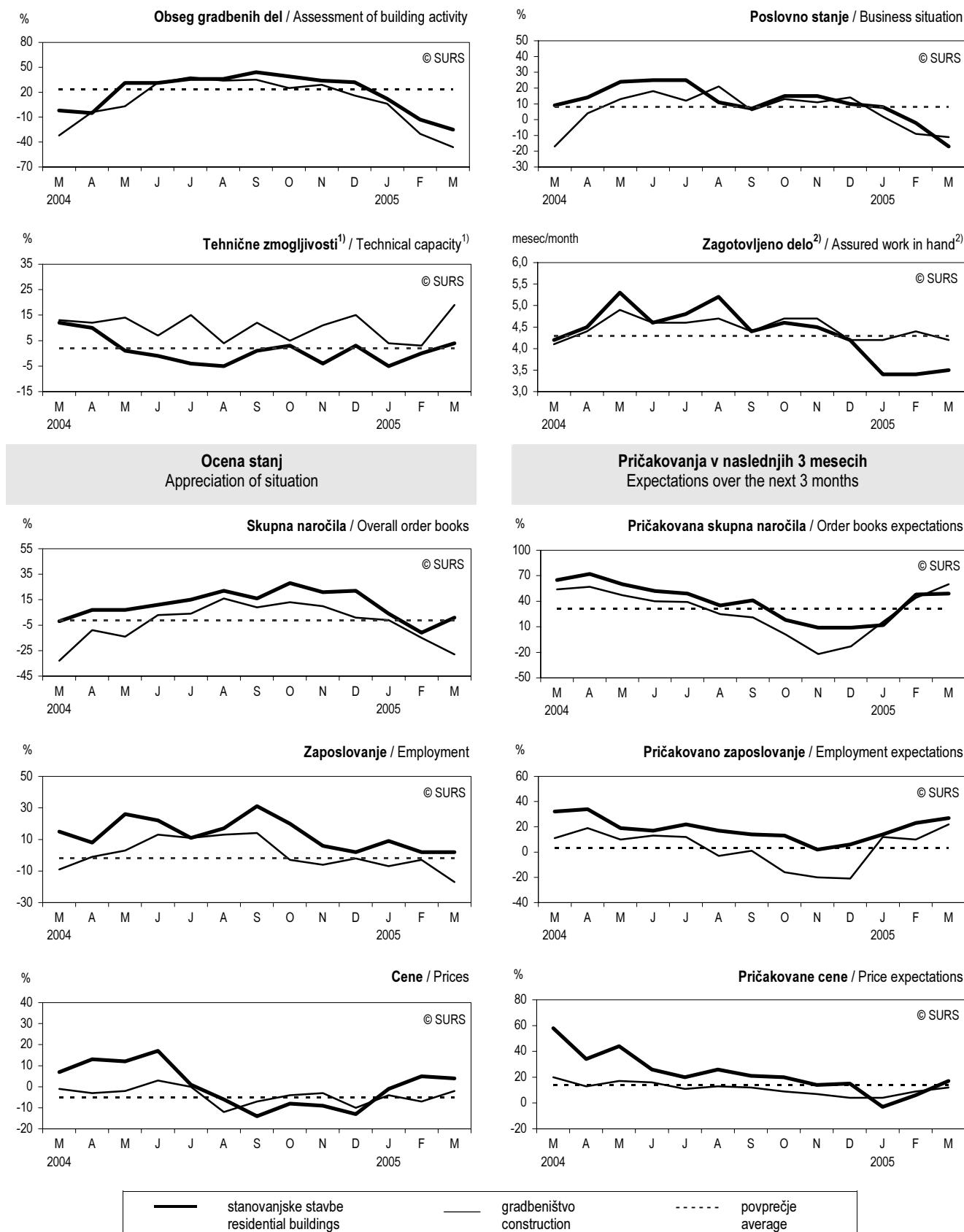
3.1 Gibanje ekonomskega kazalca za stavbe, Slovenija, marec 2004-marec 2005 Evolution of economic indicators for buildings, Slovenia, March 2004-March 2005



1) Količina in kakovost opreme glede na povpraševanje v naslednjih 12 mesecih. / Amount and quality of equipment regarding expected demand in the next 12 months.
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3.2 Gibanje ekonomskih kazalcev za stanovanjske stavbe, Slovenija, marec 2004-marec 2005

Evolution of economic indicators for residential buildings, Slovenia, March 2004-March 2005

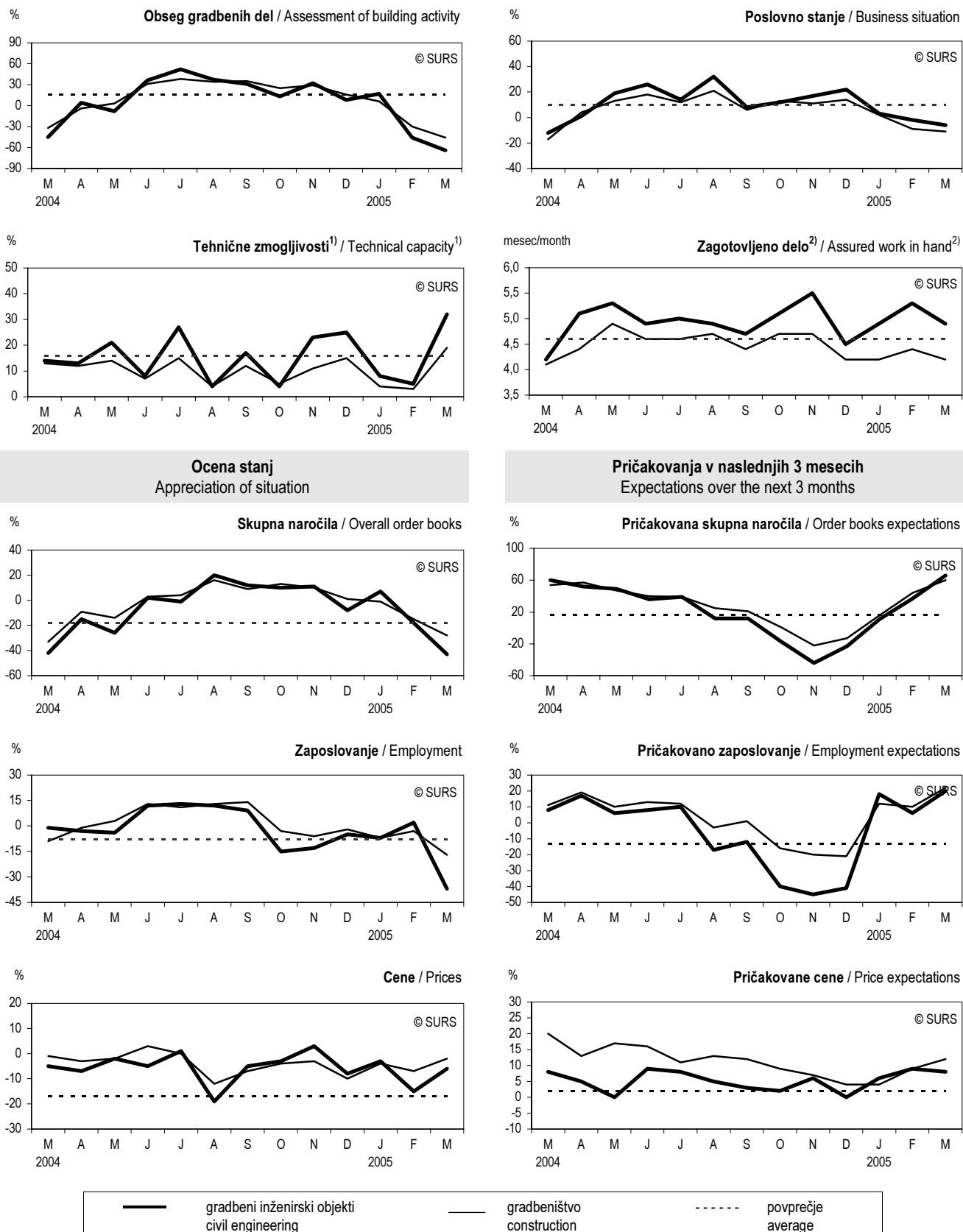


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3.3 Gibanje ekonomskih kazalcev za gradbene inženirske objekte, Slovenija, marec 2004-marec 2005

Evolution of economic indicators for civil engineering, March 2004-March 2005

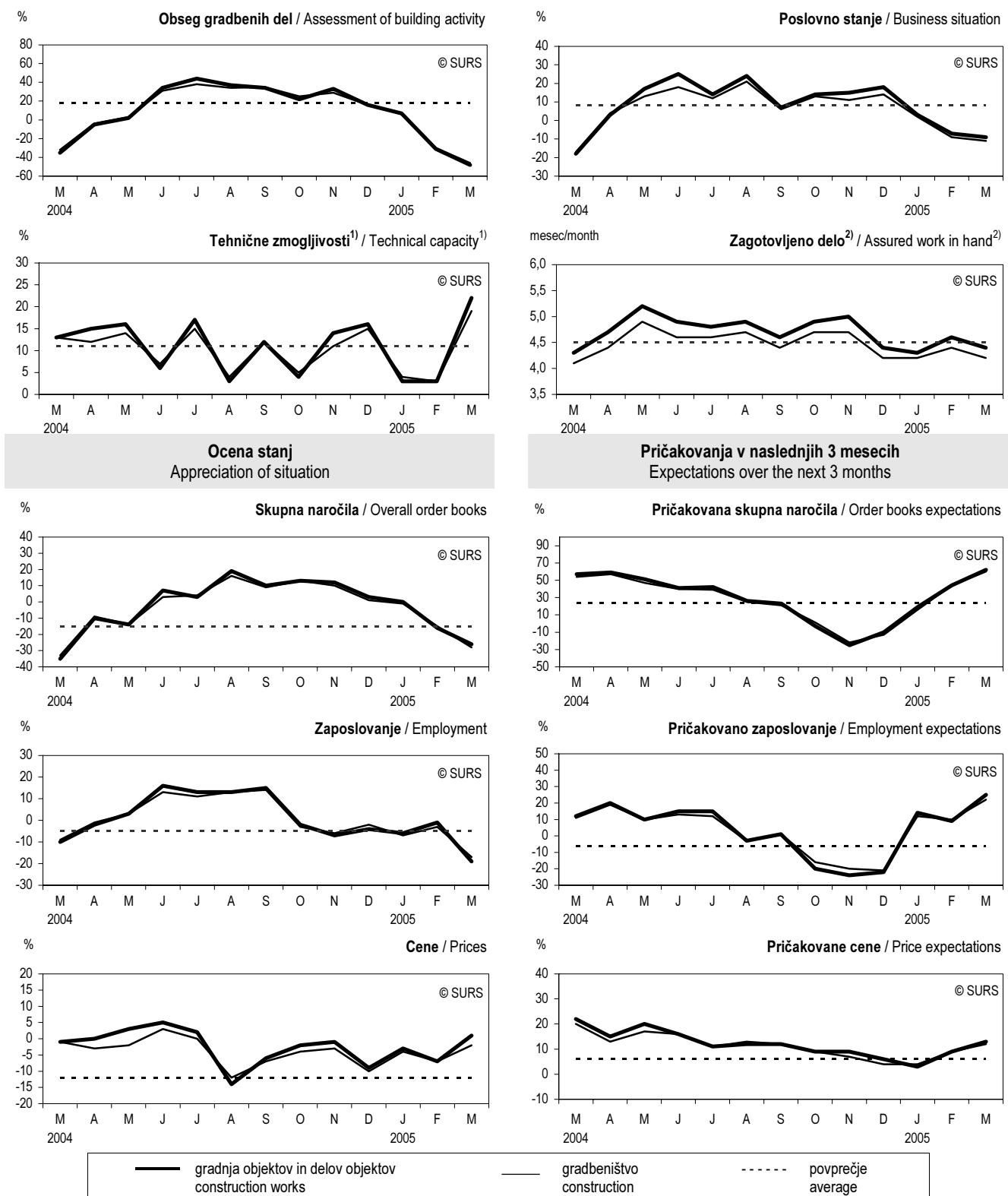


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4. GIBANJE EKONOMSKIH KAZALCEV V PODJETIJIH PO DEJAVNOSTIH, SLOVENIJA, MAREC 2004-MAREC 2005
EVOLUTION OF ECONOMIC INDICATORS IN ENTERPRISES BY ACTIVITY, SLOVENIA, MARCH 2004-MARCH 2005

4.1 Gibanje ekonomskega kazalcev v podjetjih z dejavnostjo: gradnja objektov in delov objektov, Slovenija, marec 2004-marec 2005
Evolution of economic indicators in enterprises engaged in construction works, Slovenia, March 2004-March 2005

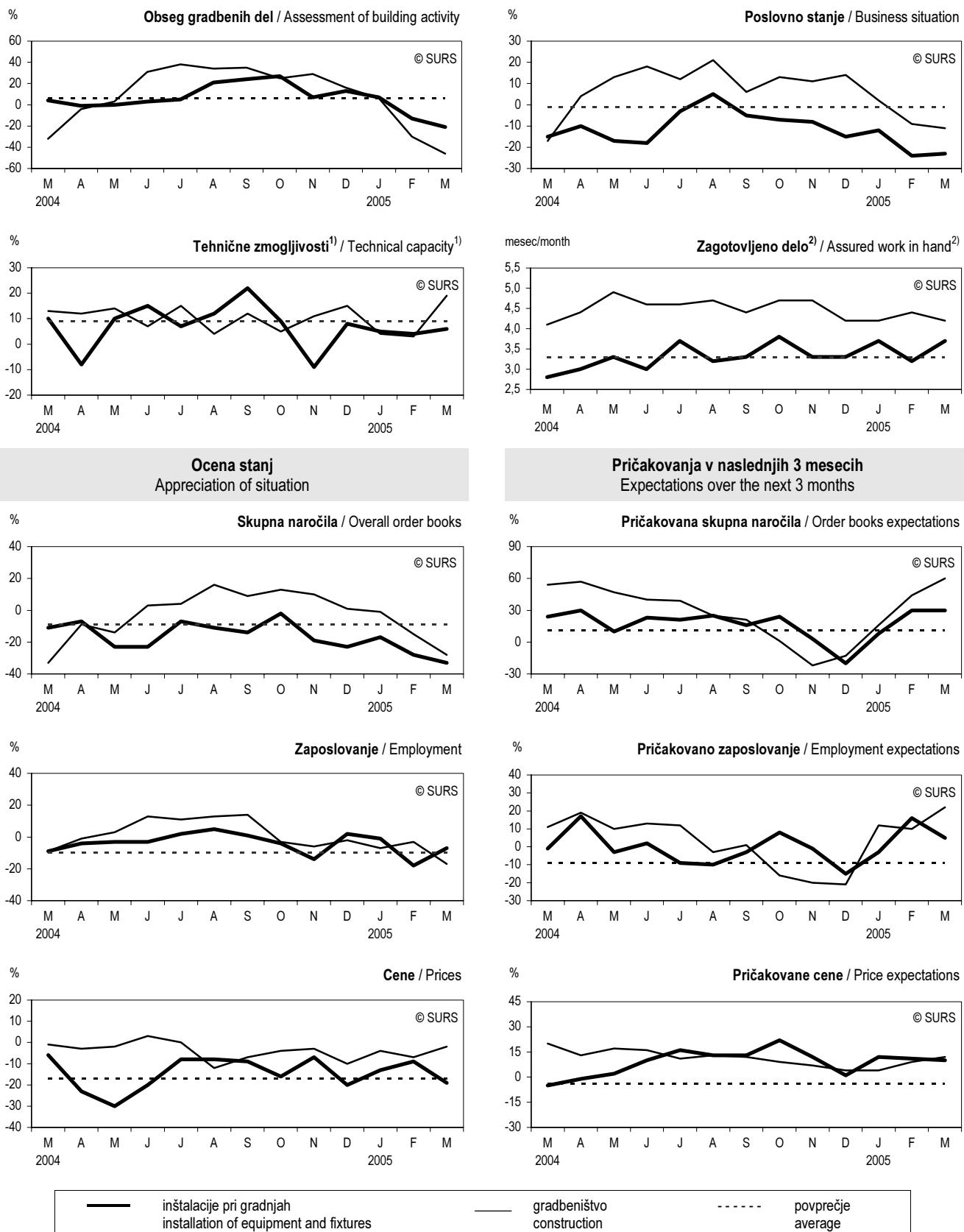


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4.2 Gibanje ekonomskih kazalcev v podjetjih z dejavnostjo: inštalacije pri gradnjah, Slovenija, marec 2004-marec 2005

Evolution of economic indicators in enterprises engaged in installation equipment and fixtures, Slovenia, March 2004-March 2005

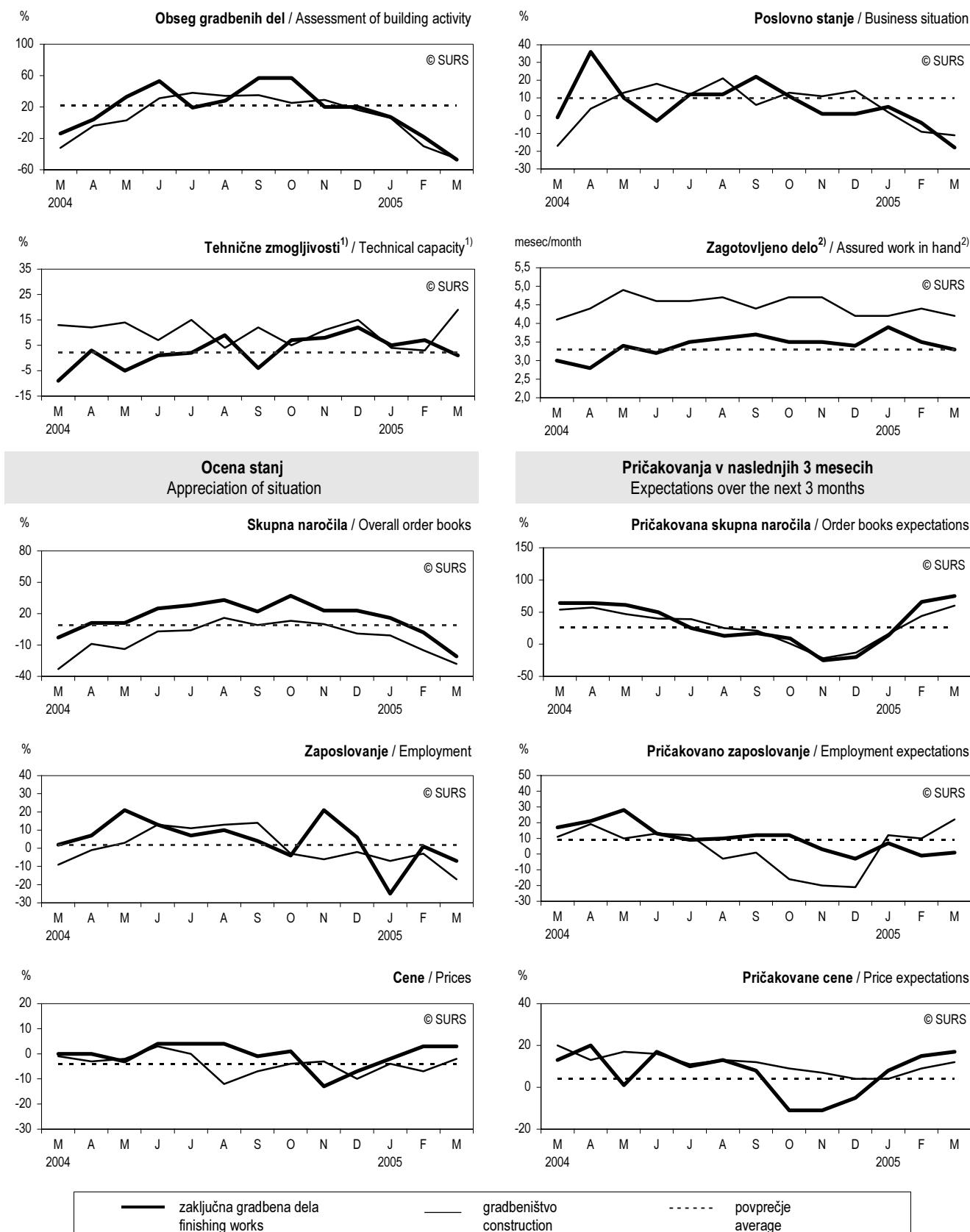


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4.3 Gibanje ekonomskih kazalcev v podjetjih z dejavnostjo: zaključna gradbena dela, Slovenija, marec 2004-marec 2005

Evolution of economic indicators in enterprises engaged in finishing works, Slovenia, March 2004-March 2005

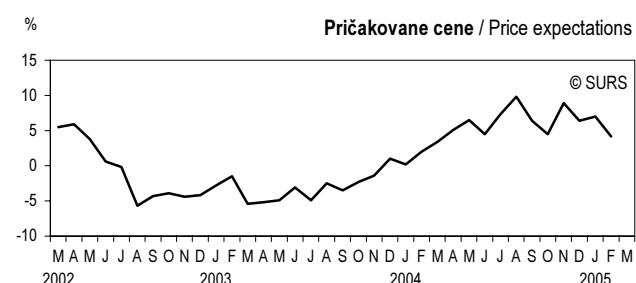
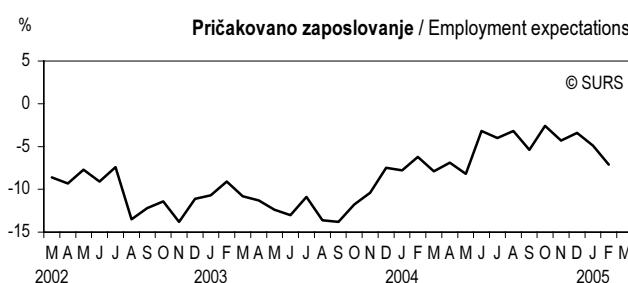
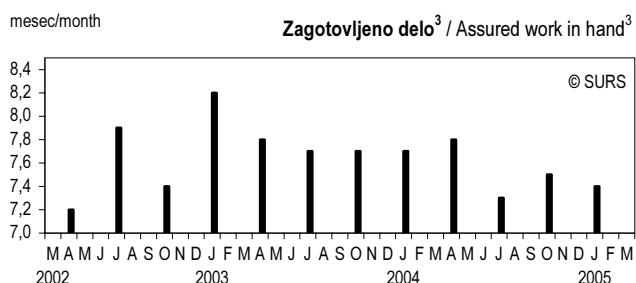
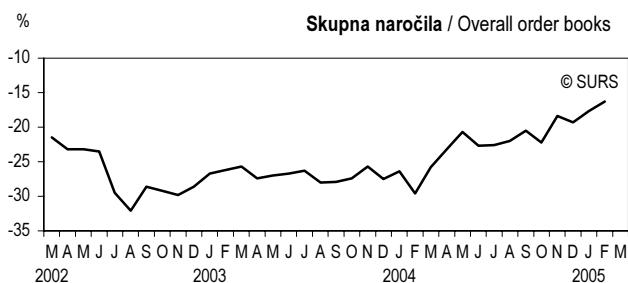
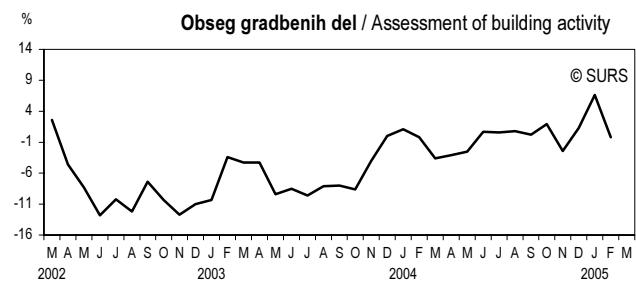
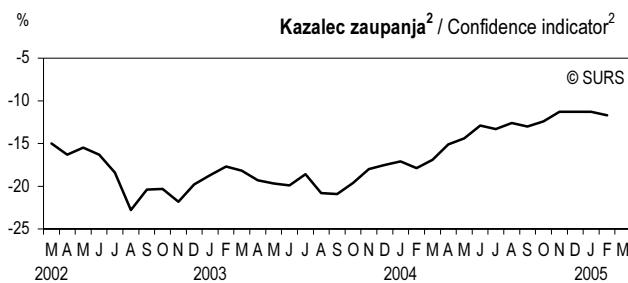


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5. GIBANJE EKONOMSKIH KAZALCEV V GRADBENIŠTVU V EU, MAREC 2002-MAREC 2005¹⁾

EVOLUTION OF ECONOMIC INDICATORS IN CONSTRUCTION IN THE EU, MARCH 2002-MARCH 2005¹⁾



1) Vir / Source: http://europa.eu.int/comm/economy_finance/indicators/businessandconsumersurveys_en.htm. Podatki o EU za zadnji mesec nam niso na voljo. Podatki so desezonirani. / Data for the EU for the last month are not available. Data are seasonally adjusted.

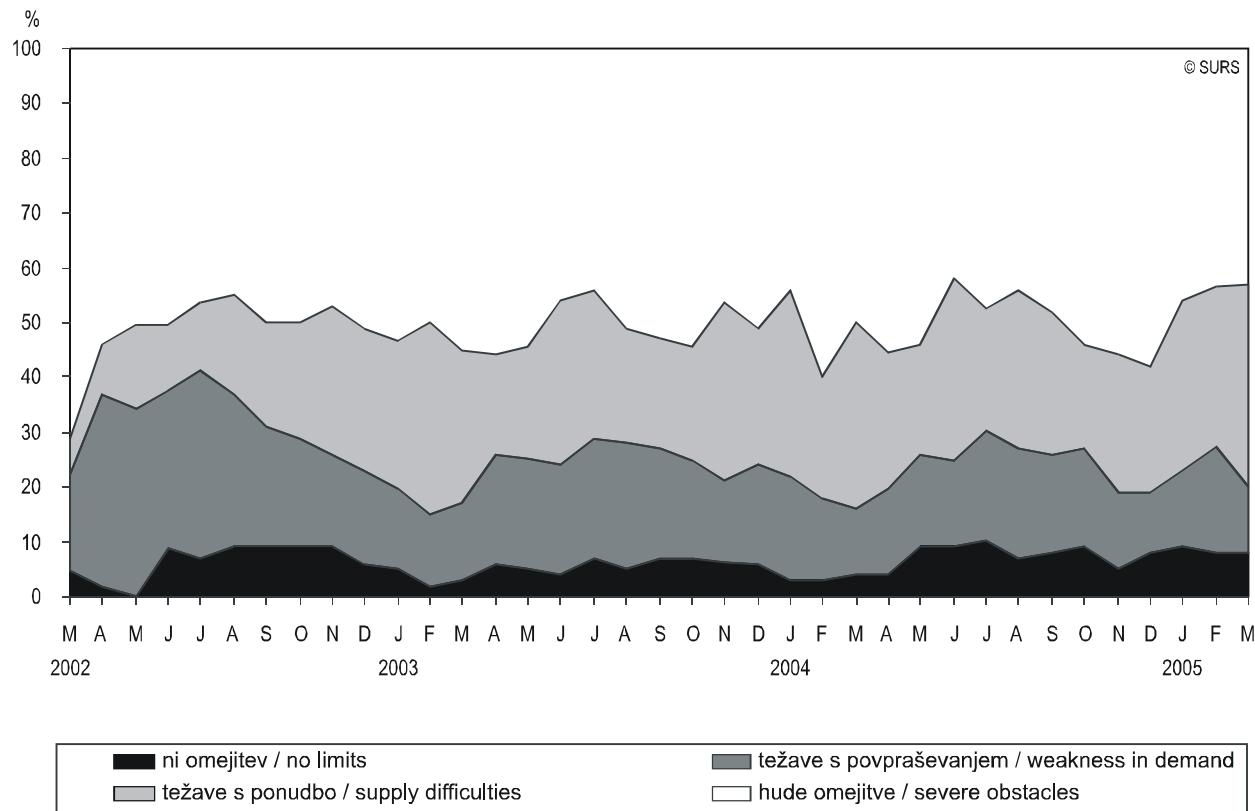
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The confidence indicator is an average of balances to questions on overall order books assessments and employment expectations.

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6. DEJAVNIKI, KI OMEJUJEJO GRADBENO DEJAVNOST V SLOVENIJI, MAREC 2002-MAREC 2005

FACTORS LIMITING BUILDING ACTIVITY IN SLOVENIA, MARCH 2002-MARCH 2005



Graf ponazarja delež zaposlenih v gradbeništvu, ki se soočajo z naslednjimi skupinami težav:

- Skupina "ni omejitev" zajema zaposlene, ki se ne soočajo z omejitvami.
- Skupina "težave s povpraševanjem" zajema zaposlene, ki imajo težave z nezadostnim povpraševanjem in konkurenco v dejavnosti.
- Skupina "težave s ponudbo" zajema zaposlene, ki imajo težave s slabimi vremenskimi pogoji, visokimi finančnimi stroški, visokimi stroški materiala in dela, težave pri pridobivanju kreditov. V to skupino sodijo tudi podjetja, ki imajo težave s pomanjkanjem usposobljenih delavcev, opreme in materialov.
- Skupina "hude omejitve" zajema zaposlene, ki imajo hkrati težave z dejavniki iz skupine "šibko povpraševanje" in z dejavniki iz skupine "težave s preskrbo".

The chart on production obstacles shows the share of employees who are facing the following groups of problems:

- Group "no limits" includes employees with no limits in building activity.
- Group "weakness in demand" includes employees who are facing insufficient demand and competition in own sector.
- Group "supply difficulties" includes employees who are facing bad weather conditions, high cost of finance, materials and/or labour, difficulties with access to bank credits, lack of equipment, and shortage of skilled labour and shortage of materials.
- Group "severe obstacles" includes employees who are facing at the same time problems from the group "weakness in demand" and those from the group "supply difficulties".

METODOLOŠKA POJASNILA

NAMEN STATISTIČNEGA RAZISKOVANJA

Namen kvalitativne Ankete o poslovnih tendencah v gradbeništvu (PA-GRAD/M) je mesečno pridobivanje informacij o trenutnih stanjih glavnih ekonomskih kazalcev ter ocenitev njihovega gibanja v naslednjih mesecih. Rezultati anket so osnova za izračun kazalca zaupanja v gradbeništvu.

Anketo o poslovnih tendencah v gradbeništvu izvajamo v Sloveniji od marca 2002 s poenot enim vprašalnikom, na podlagi poenotene metodologije in z enako periodiko, kot jo izvajajo v državah članicah Evropske unije že več desetletij. Zato so vsi podatki neposredno primerljivi.

ENOTE OPAZOVANJA

Opazujemo podjetja, ki so razvrščena v gradbeništvo, to je v oddelku Standardne klasifikacije dejavnosti (SKD) 45 in imajo 11 zaposlenih ali več, ter so bila izbrana na podlagi dveh merit in sicer:

- velikosti (število zaposlenih, skladno z zakonom o gospodarskih družbah) in
- razvrstitev podjetja po SKD-ju.

VIRI

Na vprašalnik odgovarjajo direktorji podjetij ali drugi vodilni delavci med 1. in 10. v mesecu.

ZAJETJE

V anketi sodeluje 400 izbranih gradbenih podjetij. V anketo smo zajeli vsa velika in srednjevelika podjetja in vsa mala podjetja z 11 zaposlenimi in več.

NAČIN ZBIRANJA PODATKOV

Anketo izvajamo mesečno po pošti.

UTEŽEVANJE ODGOVOROV

Odgovori so uteženi tako, da odražajo relativno pomembnost posameznega podjetja v vzorcu. Znotraj oddelkov SKD so odgovori uteženi s številom zaposlenih.

NEODGOVORI

Neodgovore vsak mesec obdelamo skladno s poenoteno metodologijo; delež neodgovorov se giblje med 5 in 10 % (povprečno 8 %).

DEFINICIJE

Grafikoni prikazujejo ravnotežja po posameznih vprašanjih. **Ravnotežje** je razlika med pozitivnimi in negativnimi odgovori, izražena v odstotkih. Ravnotežja prikazujejo gibanje opazovanih ekonomskih spremenljivk (stanj in pričakovanj), ne pa dejanskih velikosti ekonomskih

METHODOLOGICAL EXPLANATIONS

PURPOSE OF STATISTICAL SURVEY

The purpose of the qualitative Survey on Business Tendency in Construction (hereinafter: PA-GRAD/M) is to get monthly information about current situations of major economic indicators and to evaluate their movement in the following months. The results of the survey are the basis for evaluation of the construction confidence indicator.

We have been carrying out the Survey on Business Tendency in Construction in Slovenia since March 2002 with the harmonised questionnaire, methodology and periodicity, which have been used in EU Member States for several decades. Therefore, all data are directly comparable.

OBSERVATION UNITS

We are monitoring units that are registered in construction – division 45 of the Standard Classification of Activities (SCA) and have 11 or more employees. They were selected by two criteria:

- the size of the enterprise (the number of employees in accordance with the Companies Act)
- classification of the enterprise according to the SCA.

SOURCES

Persons responding to the monthly questionnaire are managers of enterprises or other executives. They respond between the 1st and the 10th in the month.

COVERAGE

Approximately 400 enterprises participate in the survey. We included all large and medium-sized enterprises and all small enterprises with 11 employees and more.

METHOD OF DATA COLLECTING

The survey is carried out monthly by mail.

WEIGHTS FOR RESPONSES

Responses to individual questions are weighted so that they reflect relative importance of individual enterprise in the panel. Inside divisions of Standard Classification of Activities (SCA) responses are weighted with the number of employees.

NON-RESPONSES

Non-responses are processed every month in accordance with the harmonised methodology and vary between 5 and 10% (8% on average).

DEFINITIONS

The charts show the balance by individual questions. The **balance** is the difference between positive and negative answers, expressed in percent. The balance shows the movement of observed economic variables (present situation and future expectations), and not the real size of economic

kazalcev.

Kazalec zaupanja je povprečje odgovorov (ravnotežij) na vprašanja o sedanjih skupnih naročilih in pričakovanemu zaposlovanju.

OBJAVLJANJE PODATKOV

Sodelujoči v anketi prejmejo informacijo o gradbeništvu kot celoti, o oddelku SKD, v katerega se po dejavnosti razvrščajo in glede na vrsto gradnje, vendar le, če so izpolnili vprašalnik za tekoči mesec.

Ostalim uporabnikom so dostopni podatki na ravni gradbeništva in njegovih skupin ter podatki glede na vrsto gradnje. Slednji so mesečno objavljeni v Statističnih informacijah – Poslovne tendence v gradbeništvu in v podatkovni bazi SI-STAT na naslovu <http://www.stat.si>.

VPRAŠANJA:

- Obseg gradbenih del v zadnjih 3 mesecih: večji, enak, manjši?
- Dejavniki, ki omejujejo gradbeno dejavnost: ni omejitev, nezadostno povpraševanje, slabí vremenski pogoji, visoki stroški materiala, visoki stroški dela, visoki finančni stroški, težave pri pridobivanju kreditov, pomanjkanje usposobljenih delavcev, pomanjkanje opreme, pomanjkanje materialov, velika konkurenca v dejavnosti, ostalo?
- Sedanja naročila v tujini: višja kot normalna, normalna, nižja kot normalna?
- Sedanja domača naročila: višja kot normalna, normalna, nižja kot normalna?
- Sedanja skupna naročila: višja kot normalna, normalna, nižja kot normalna?
- Pričakovana naročila v naslednjih 3 mesecih: zrasla, ostala nespremenjena, padla?
- Zaposlovanje v zadnjem mesecu: povečalo, ostalo enako, zmanjšalo?
- Pričakovano zaposlovanje v naslednjih 3 mesecih: povečalo, ostalo enako, zmanjšalo?
- Cene so se: zvišale, ostale enake, znižale?
- Pričakovane cene v naslednjih 3 mesecih: naraščale, ostale enake, padale?
- Tehnične zmogljivosti glede na povpraševanje v naslednjih 12 mesecih: več kot zadostne, zadostne, nezadostne?
- V primeru normalnih delovnih ur že začeto ali s pogodbami zagotovljeno dela za: mesecev?
- Poslovno stanje v primerjavi s preteklim mesecem: boljše, enako, slabše?
- Building activity over the past 3 months: increased, remained unchanged, decreased?
- Factors limiting building activity: none, insufficient demand, bad weather conditions, high cost of material, high cost of labour, high cost of capital, access to bank credit, shortage of skilled labour, shortage of equipment, shortage of material, competition in own sector, other?
- Assessment of foreign order books: above normal, normal, below normal?
- Assessment of domestic order books: above normal, normal, below normal?
- Assessment of overall order books: above normal, normal, below normal?
- Expected order books over the next 3 months: increase, remain unchanged, decrease?
- Assessment of employment: increased, remained unchanged, decreased?
- Employment expectations over the next 3 months: increase, remain unchanged, decrease?
- Assessment of prices: increased, remained unchanged, decreased?
- Expected prices over the next 3 months: increase, remain unchanged, decrease?
- Technical capacity regarding expected demand in the next 12 months: more than sufficient, sufficient, not sufficient?
- With normal working hours, the work in hand and work already contracted for months?
- Business situation compared to the previous month: better, the same, worse?

indicators.

Confidence indicator is defined as the arithmetic mean of the answers (balances) to the questions on order book assessments and employment expectations.

PUBLISHING

Persons participating in the survey get information for construction, division in which they are classified and for the type of construction. They get it only if they responded in the current month.

Other users can get data for construction and its groups, size of enterprises and type of construction. Data are published in the Rapid Reports – Business Tendency in Construction and in the database SI-STAT which is available on the <http://www.stat.si/eng>.

QUESTIONS:



KOMENTAR

Kazalec zaupanja v gradbeništvu je bil v marcu 2005 enak kot pretekli mesec, za 8 odstotnih točk je bil višji glede na isti mesec lani ter 2 odstotni točki pod lanskim povprečjem.

OBSEG GRADBENIH DEL

Ocena obsega gradbenih del se je v primerjavi s preteklim mesecem znižala za 16 odstotnih točk. V primerjavi z istim mesecem lani je bila nižja za 14 odstotnih točk in kar 62 odstotnih točk pod povprečjem lanskega leta.

POSLOVNO STANJE

Ocena poslovnega stanja se je v primerjavi s preteklim mesecem znižala za 2 odstotni točki. V primerjavi z istim mesecem lani je bila višja za 6 odstotnih točk in 18 odstotnih točk pod lanskim povprečjem.

TEHNIČNE ZMOGLJIVOSTI

Vrednost kazalca tehničnih zmogljivosti vključuje oceno količine in kakovosti opreme glede na povpraševanje v naslednjih 12 mesecih.

Kazalec se je v primerjavi s preteklim mesecem zvišal za 16 odstotnih točk. Glede na isti mesec lani je bil višji za 6 odstotnih točk in 9 odstotnih točk nad povprečjem lanskega leta.

ZAGOTOVLJENO DELO

Vrednost kazalca zagotovljenega dela vključuje oceno števila mesecev, za katere je delo zagotovljeno s pogodbami.

V marcu 2005 so imela podjetja s pogodbami zagotovljeno delo v povprečju za 4,2 meseca. Vrednost kazalca se je v primerjavi s preteklim mesecem znižala za 0,2 meseca. Glede na isti mesec lani je bila višja za 0,1 meseca in za 0,3 meseca pod povprečjem lanskega leta.

SKUPNA NAROČILA IN PRIČAKOVANA SKUPNA NAROČILA

Vrednost kazalca skupnih naročil se je v primerjavi s preteklim mesecem znižala za 13 odstotnih točk. Glede na isti mesec lani je bila višja za 5 odstotnih točk in za 25 odstotnih točk pod lanskim povprečjem.

Vrednost kazalca pričakovanih skupnih naročil za naslednje 3 mesece se je v primerjavi s preteklim mesecem zvišala za 16 odstotnih točk. Glede na isti mesec lani je bila višja za 6 odstotnih točk in 33 odstotnih točk nad lanskim povprečjem.

ZAPOSLOVANJE IN PRIČAKOVANO ZAPOSLOVANJE

Ocena zaposlovanja se je v primerjavi s preteklim mesecem znižala za 14 odstotnih točk. V primerjavi z istim mesecem lani je bila nižja za 8 odstotnih točk in 18 odstotnih točk pod povprečjem lanskega leta.

Ocena pričakovanega zaposlovanja se je v primerjavi s preteklim mesecem zvišala za 12 odstotnih točk. Glede na

COMMENT

In March 2005 the confidence indicator in construction was the same as in the previous month, it rose 8 percentage points compared to March 2004 and it was 2 percentage points below last year's average.

ASSESSMENT OF BUILDING ACTIVITY

The evaluation of the building activity fell by 16 percentage points compared to the previous month. Compared to March 2004 it was down by 14 percentage points and compared to last year's average by 62 percentage points.

BUSINESS SITUATION

The evaluation of the business situation fell by 2 percentage points compared to the previous month. Compared to March 2004 it was up by 6 percentage points while compared to last year's average it was down by 18 percentage points.

TECHNICAL CAPACITY

The value of the technical capacity indicator includes the evaluation of the quantity and quality of equipment regarding expected demand in the next 12 months.

Compared to the previous month the indicator rose by 16 percentage points. Compared to March 2004 it was up by 6 percentage points while compared to last year's average it was up by 9 percentage points.

ASSURED WORK

The value of the assured work indicator includes the evaluation of the number of months for which work is assured by contracts.

In March 2005, enterprises had work assured for 4.2 months on average. Compared to the previous month the indicator fell by 0.2 month. Compared to March 2004 it was up by 0.1 month and 0.3 month below last year's average.

OVERALL ORDERS AND EXPECTED ORDERS

The value of the overall orders indicator fell by 13 percentage points compared to the previous month. Compared to March 2004 it was up by 5 percentage points and down by 25 percentage points compared to last year's average.

The value of the expected orders for the next three months rose by 16 percentage points compared to the previous month. Compared to March 2004 it was up by 6 percentage points and compared to last year's average by 33 percentage points.

EMPLOYMENT AND EXPECTED EMPLOYMENT

The evaluation of the employment indicator fell by 14 percentage points compared to the previous month. Compared to March 2004 it was down by 8 percentage points and compared to last year's average by 18 percentage points.

The evaluation of expected employment rose by 12 percentage points compared to the previous month.

isti mesec lani je bila višja za 11 odstotnih točk in 20 odstotnih točk nad povprečjem lanskega leta.

CENE IN PRIČAKOVANE CENE

Vrednost kazalca cen se je v primerjavi s preteklim mesecem zvišala za 5 odstotnih točk. Glede na isti mesec lani je bila nižja za 1 odstotno točko in 2 odstotni točki nad lanskim povprečjem.

Cenovna pričakovanja za naslednje 3 mesece so se v primerjavi s preteklim mesecem zvišala za 3 odstotne točke. V primerjavi z istim mesecem lani so bila nižja za 8 odstotnih točk in enaka povprečju lanskega leta.

DEJAVNIKI, KI OMEJUJEJO GRADBENO DEJAVNOST

Med dejavniki, ki omejujejo gradbeno dejavnost so prevladovali dejavniki iz skupine hude omejitve. V tem mesecu se je z njimi spopadalo 43 % zaposlenih (oziroma 40 % podjetij).

Sledili so omejitveni dejavniki iz skupine težave s ponudbo. V tem mesecu se je z njimi srečevalo 37 % zaposlenih (oziroma 42 % podjetij).

Z dejavniki iz skupine šibko povpraševanje se je v tem mesecu srečalo 12 % zaposlenih (oziroma 11 % podjetij).

Le 8 % zaposlenih (oziroma 6 % podjetij) v tem mesecu ni imelo omejitev v proizvodnji.

Podrobnejši pregled omejitvenih dejavnikov v gradbeništvu pokaže, da je/so v marcu:¹

- 48 % zaposlenih (ali 44 % podjetij) omejevala velika konkurenca v dejavnosti;
- 45 % zaposlenih (ali 47 % podjetij) omejevali slabi vremenski pogoji;
- 37 % zaposlenih (ali 30 % podjetij) omejevalo pomanjkanje usposobljenih delavcev;
- 27 % zaposlenih (ali 29 % podjetij) omejevali visoki stroški dela;
- 21 % zaposlenih (ali 21 % podjetij) omejevali visoki stroški materiala;
- 21 % zaposlenih (ali 16 % podjetij) omejevalo nezadostno povpraševanje;
- 14 % zaposlenih (ali 18 % podjetij) omejevali visoki finančni stroški;
- 8 % zaposlenih (ali 6 % podjetij) ni imelo omejitev;
- 6 % zaposlenih (ali 10 % podjetij) omejevali drugi dejavniki;
- 5 % zaposlenih (ali 9 % podjetij) omejevale težave pri pridobivanju kreditov;

Compared to March 2004 it was up by 11 percentage points and compared to last year's average by 20 percentage points.

PRICES AND PRICE EXPECTATIONS

The value of the prices indicator rose by 5 percentage points compared to the previous month. Compared to March 2004 it slid by 1 percentage point while compared to last year's average it was up by 2 percentage points.

Price expectations for the next three months rose by 3 percentage points compared to the previous month. Compared to March 2004 they were down by 8 percentage points and the same as last year's average.

FACTORS LIMITING BUILDING ACTIVITY

Among factors limiting building activity, severe obstacles prevailed. In March 2005, 43% of employees (40% of enterprises) were faced with them.

The second most important obstacles were supply difficulties. In March 2005, 37% of employees (42% of enterprises) faced them.

The third most important obstacles were demand difficulties. In March 2005, 12% of employees (11% of enterprises) faced them.

Only 8% of employees (6% of enterprises) experienced no obstacles in March 2005.

A more detailed overview of factors limiting building activity shows that in March 2005:¹

- 48% of employees (or 44% of enterprises) were limited by competition in own sector;
- 45% of employees (or 47% of enterprises) were limited by bad weather conditions;
- 37% of employees (or 30% of enterprises) were limited by shortage of skilled labour;
- 27% of employees (or 29% of enterprises) were limited by high costs of labour;
- 21% of employees (or 21% of enterprises) were limited by high costs of material;
- 21% of employees (or 16% of enterprises) were limited by insufficient demand;
- 14% of employees (or 18% of enterprises) were limited by high costs of capital;
- 8% of employees (or 6% of enterprises) experienced no limits;
- 6% of employees (or 10% of enterprises) were limited by other factors;
- 5% of employees (or 9% of enterprises) were limited by access to bank credits;

¹ Podjetja lahko označijo več dejavnikov, ki omejujejo njihovo proizvodnjo, zato vsota odstotkov ni 100.

Enterprises can select several factors limiting their business, so the total is not 100%.

- 1 % zaposlenih (ali 1 % podjetij) omejevalo pomanjkanje opreme
- 0 % zaposlenih (ali 0 % podjetij) omejevalo pomanjkanje materialov.

Največja omejitve v gradbeništvu je velika konkurenca v dejavnosti, sledijo vremenski pogoji in pomanjkanje usposobljenih delavcev.

- 1% of employees (or 1% of enterprises) were limited by lack of equipment;
- 0% of employees (or 0% of enterprises) were limited by shortage of material.

The most important factor limiting building activity is competition in own sector, followed by weather conditions and shortage of skilled labour.

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