



Press Release

ManpowerGroup Employment Outlook Survey for Q4 2018:

- Israel's Net Employment Outlook stands at +7%
- Of the 750 employers that took part in the survey, 11% expect job gains, 4% predict a decrease in headcount, while 81% anticipate no change.
- A sector-by-sector analysis forecasts upbeat growth in the Construction, Restaurants and Hotels, and Logistics and Communication sectors
- Employers in all six geographies expect an increase in payrolls
- Employers in Micro businesses report uncertainty as to their hiring plans
- Globally, the employment forecast indicates a negative employment forecast for the quarter in Switzerland, Argentina, France and Italy

Employment Outlook in Israel:

The ManpowerGroup Employment Outlook Survey for Q4 2018 was conducted by interviewing a representative sample of 750 employers in Israel. Employers participating in the survey were asked *"How do you anticipate total employment in your organization to change in the three months (to the end of December 2018) as compared to the current quarter?"*

The Israeli employers report modest hiring plans for the October-December timeframe. 11% of employers in Israel expect job gains, 4% predict a decrease, while 81% anticipate no change. Following adjustment of the data to take into account seasonal variations, the Outlook stands at +8%. Hiring forecasts drop by 3 percentage points in a quarter-over-quarter comparison, but remain unchanged compared with this time one year ago.

- Throughout this report, we use the term "Net Employment Outlook". The "Net Employment Outlook" is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point onwards, all data in the commentary have been seasonally adjusted, unless stated otherwise.

	Net employment outlook*	Increase	Decrease	No change	Don't know
	%	%	%	%	%
Q4 2017	8+	12	5	79	4
Q1 2018	11+	14	5	77	6
Q2 2018	10+	14	4	80	2
Q3 2018	13+	16	3	78	3
Q4 2018	7%+	11	4	81	4

* Net Employment Outlook has been seasonally adjusted.

Sector forecast

Employers forecast payroll gains in all 10 industry sectors during the coming quarter. The strongest labor markets are forecast in three sectors, with a net employment outlook of +16%. These are: –Construction industry sector, restaurants and hotels sector, and the Logistics and Communication sector. Employers in the Public and Social Services sector report good recruitment prospects with an outlook of +10%, and outlooks of +9% and +8% have been reported in the Electricity, Gas & Water Supply sector and in the Finance, Insurance, Real Estate & Business Services, respectively. The weakest hiring intentions are reported in the Wholesale and Retail Trade sector with an outlook of only +3%.

In a quarter-over-quarter comparison, the outlook weakens in seven out of ten industry sectors. A considerable decrease of 22 percentage points is reported in the Mining & Quarrying sector, with a decrease of 7 and 5 percentage points is reported in the Wholesale and Retail Trade sector and in the Agriculture, Hunting, Forestry and Fishing sector, respectively. Employers in three sectors are reporting an uptick in hiring intentions, with a notably substantial increase of 12 percentage points in the Electricity, Gas & Water Supply sector and a 10 percentage points increase in the Transport, Logistics & Communication sector.

Year-over-year, hiring prospects are stronger in six out of ten industry sectors. Significant upticks of 13 percentage points were reported in the Restaurants & Hotels sector and the Transport, Logistics & Communication sector. In the Mining & Quarrying sector, the outlook improves by 5 percentage points, while in the Electricity, Gas and Water sector employers are reporting an increase of 4 percentage points. The outlook weakens in three sectors, where the most drastic decrease of 9 percentage points and 4 percentage points are in the Wholesale & Retail Trade sector and in the Finance, Insurance, Real Estate & Business Services sectors, respectively.

	Net Employment Outlook, Q4, 2018 *	Net Employment Outlook, Q3, 2018 *	Net Employment Outlook Q4 2017*
Agriculture	+5%	+10%	3%+
Construction	+16%	+15%	+14%
Electricity, Gas & Water Supply	+9%	-1%	+6%
Finance, Insurance, Real Estate & Business Services	+8%	+11%	+12%
Manufacturing	+7%	+12%	+7%
Public and Social Services	+10%	+13%	+7%
Restaurants & Hotels	+16%	+19%	+3%
Transport, Logistics & Communication	+16%	+4%	+5%
Wholesale & Retail Trade	3%+	11%+	11%+

* Net Employment Outlook has been seasonally adjusted.

Results by geographies:

Employers in all six geographies expect an increase in payrolls in the coming three months. The strongest job market is expected in the south, with a Net Employment Outlook of +11%. Moderate recruitment activities is expected in two geographies, with an outlook of +10% –in Haifa and in Tel Aviv, compared to the north, with an outlook of +9%. The weakest regional outlooks were reported in Jerusalem and the center - +7% and +5%, respectively.

Hiring prospects weaken in four of the six geographies when compared with the previous quarter. Jerusalem employers report the most significant decline of over 8 percentage points while the outlook for the center and Tel Aviv is 6 percentage points weaker. At the same time, the outlook for Haifa strengthens slightly by 4 percentage points.

In both the center and the south, the hiring plans improve by 3 percentage points year-over-year, but in Jerusalem a weakening of 4 percentage points is recorded. In Haifa, in the north and Tel Aviv there is no change in the outlook.



	Net Employment Outlook, Q4, 2018 *	Net Employment Outlook, Q3, 2018 *	Net Employment Outlook Q4 2017*
Jerusalem	7%+	+15%	10%+
The Center	5%+	+12%	3%+
Haifa	10%+	+7%	11%+
North	9%+	+10%	8%+
South	11%+	+9%	8%+
Tel Aviv	10%+	+15%	11%+

* Net Employment Outlook has been seasonally adjusted.

Organization-Size Comparisons

Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

An increase in headcounts is expected in three of the four organization size categories in the fourth quarter of 2018. Large employers report accelerated hiring intentions with a net employment outlook of +18%, while outlooks of +9% and +8% are reported by Small- and Medium-size employers, respectively. Employers in Micro businesses report uncertainty as to their hiring plans with an outlook of -1%.

Compared to the first quarter of 2018, hiring prospects weaken in all four organization size categories with the notable decrease of 7 percentage points among the micro businesses. Among the large and medium employers the outlook weakens by 3 percentage points, while small employers are reporting a decrease of 2 percentage points.

The improvement in the forecast for large-size employers is 11 percentage points year-over-year; among small organizations an increase of 2 percentage points is reported in the outlook. The medium employers report relative stability in their hiring plans, however the micro businesses are reporting a decrease of 7 percentage points.



	Net Employment Outlook, Q4, 2018 *	Net Employment Outlook, Q3, 2018 *	Net Employment Outlook Q4 2017*
Micro businesses (less than 10 employees)	1%-	+6%	6%+
Small businesses (10 to 49 employees)	9%+	+11%	7%+
Medium businesses (50 to 249 employees)	8%+	+9%	7%+
Large businesses (over 250 employees)	18%+	+20%	9%+

* Net Employment Outlook has been seasonally adjusted.

Global Employment Outlook:

ManpowerGroup personnel have interviewed over 59,000 employers in 44 countries and territories to form a forecast of the expected activity* in the job market in the fourth quarter of 2018. Employers participating in the survey were asked "How do you anticipate total employment at your location to change in the three months (to the end of December 2018) as compared to the current quarter?"

ManpowerGroup's fourth-quarter research reveals that some job gains are expected in 43 of 44 countries and territories during the October-December time frame. At the same time, there is virtually no evidence of a substantial uptick in the hiring activity. Generally speaking, there is very little change in the level of employer confidence over previous quarters, with most of them reporting stability. It seems they are content with a moderate level of hiring activity, this against a backdrop of the challenges related to the global network of trading partnerships and the continuing customs negotiations.

Hiring intentions for the fourth quarter strengthen in 22 of 44 countries and territories compared with the third quarter, they weaken in 14 and remain unchanged in eight. Compared to last year at this time, the outlook in 23 countries and territories, weakens in 13 and remains unchanged in seven.** The highest confidence level on recruitment was reported in Japan, Taiwan, the United States, Romania and Slovenia. Conversely, the lowest job prospects were recorded in Switzerland, Argentina, France and Italy.

Throughout EMEA, onboarding of new employees is expected in 25 of the 26 countries. Hiring plans improve in 11 countries quarter-over-quarter but weaken in nine. Compared with the previous year, an increased headcount is expected in 13 Countries, but a decrease is expected in seven. The most optimistic hiring intentions come from employers in Romania and Slovenia. Conversely, Swiss employers report the weakest hiring plans, as well as a negative forecast - the only in all 44 participating countries and territories.



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Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the October-December time frame. Quarter-over-quarter, outlooks improve in three countries and territories and decline in three. Year over year, the employers in four countries and territories are reporting an uptick in their hiring intentions, and weakening is reported in three others. Compared with Q4, employers in Japan report the strongest hiring intentions in the region, in fact the strongest hiring intentions worldwide. For the coming quarter, employers in China expect some job gains but report the region's weakest hiring plans.

For the coming quarter, employers in each one of the 10 countries participating in the survey in America expect growth of one kind or another in the headcount. The outlook improves in eight countries and declines in only two, when compared with the previous quarter. Year-over-year, hiring prospects are stronger in six countries and decline in three. Employers in the United States, Canada and Mexico report the most optimistic hiring intentions in the region for the fourth quarter, while Argentina and Panama anticipate the weakest employment prospects in the region.

The full results of the quarterly survey for all 44 participating countries and territories, as well as regional and global comparisons, are available at: www.manpowergroup.com/meos. Manpower's next Employment Outlook Survey will be published on December 11, 2018, and will report on anticipated job market activity in the first quarter of 2019.

*The interpretation is based on seasonally adjusted data in the relevant locations. There is no seasonal adjustment for the data in Croatia or Portugal.

** Year-over-year comparisons are currently possible only in 43 of the participating countries and territories; Croatia does not yet have data from consecutive years.

About the ManpowerGroup Employment Outlook Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease their payrolls during the next quarter. ManpowerGroup's comprehensive hiring intentions survey has been running for over 50 years. It reports the employers' forecasts and is considered one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The Manpower Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Basis: The survey is based on interviews with over 59,000 public and private employers across 44 countries and territories to assess anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and geographies to provide more detailed information.



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Focused: For more than five decades the survey has derived all of its information from a single question:

What changes do you expect in the overall employment percentages at your location in the coming months ahead of the Q4 2018 survey, all employers participating in the survey worldwide are asked the same question, “How do you anticipate total employment at your organization to change in the three months to the end of December 2018 as compared to the current quarter?”

Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

Net Employment Outlook

Throughout this report, we use the term “Net Employment Outlook”. This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. The net employment outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Finland. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2, 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), one of the largest workforce solutions companies in the world, assists organizations to change direction in the rapidly changing world of work - through sourcing, evaluation, development and management services of the talents which will facilitate their success. Every year we develop innovative solutions for hundreds of thousands of organizations, delivering skilled talent and helping millions of individuals across a broad spectrum of industry sectors and skillsets to find long-term meaningful employment. Our specialized family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – has been creating greater value for candidates and clients in 80 countries and territories worldwide for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth consecutive year and one of Fortune's Most Admired Companies for the sixteenth year, confirming our position



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