



ManpowerGroup™

Press Release

UNDER EMBARGO UNTIL 00.01 GMT 11 September 2018

ManpowerGroup Employment Outlook Survey Q4/2018: Austrian employers expect hiring pace to slow

Austrian employers report cautiously optimistic hiring plans for the final quarter of 2018 according to the ManpowerGroup Employment Outlook Survey released today. However, the survey of 750 Austrian employers indicates hiring is expected to proceed at a modest pace in the last three months of the year, but slow down in comparison to the prior quarter and last year at this time. While 10% of employers expect to increase staffing levels, 6% forecast a decrease and 83% expect no change, the Net Employment Outlook dips to +5% once seasonal adjustments are applied to the data.

"Overall, we're seeing employer hiring intentions dipping across most regions and industry sectors, but the survey results indicate we will see continued hiring activity in most industry sectors and in all regions except Burgenland," explains Erich Pichorner, Managing Director of ManpowerGroup Austria. "One of the fourth-quarter highlights is in the Manufacturing sector forecast; for the second quarter in a row employers report an Outlook of +14% and the forecast remains the sector's strongest report in 10 years. Additionally, employers in the Construction sector report sizable improvements in comparison to three months ago and last year at this time," added Pichorner.

The results of MEOS Q4/2018 in a nutshell:

- Austrian employers expect a slightly slower hiring market in the forthcoming quarter with a seasonally adjusted Net Employment Outlook of +5%. Hiring intentions weaken by 4 percentage points when compared with this time one year ago, and decline by 2 percentage points when compared with the previous quarter.
- Employers in eight of the nine regions expect to increase staffing levels during the coming quarter. The strongest hiring prospects are again reported in Salzburg, where the Net Employment Outlook stands at +12%.
- Elsewhere, employers in Vienna report cautiously optimistic hiring intentions with an Outlook of +9%, while Outlooks of +7% are reported in Vorarlberg.
- Employers in Niederösterreich and Oberösterreich anticipate some hiring opportunities with an outlook of +6%. In Burgenland, hardly any hiring activities are expected with a forecast of -4%.
- Staffing levels are forecast to increase in seven of the 10 industry sectors during the upcoming quarter. Employers in the Manufacturing sector report the strongest hiring intentions with a Net Employment Outlook of +14%.



- Elsewhere, Construction sector employers report a cautiously optimistic Outlook of +9%, while modest payroll growth is expected in two sectors with Outlooks of +6% – the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector.
- However, Agriculture, Hunting, Forestry & Fishing sector employers expect staffing levels to decline, reporting a struggling Outlook of -7%.
- Employers expect to increase staffing levels in all four organization size categories during the coming quarter. Large employers report active hiring plans with a Net Employment Outlook of +38%, while the Outlook for Micro-size is +2%, respectively.

Regional Comparisons: Strongest labor markets in Kärnten, uptrend in Vienna and Vorarlberg

Payrolls are forecast to grow in eight of the nine regions during the October-December time frame. The strongest labor market is anticipated in Salzburg, where the Net Employment Outlook stands at +12%. Viennese employers forecast moderate hiring activity, reporting an Outlook of +9%, while the Outlook for Vorarlberg stands at +7%. Employers in both Niederösterreich and Oberösterreich anticipate some hiring opportunities, reporting Outlooks of +6%, while a modest Outlook of +4% is reported in Steiermark. However, Burgenland employers expect staffing levels to decline, reporting an Outlook of -4%.

When compared with the third quarter of 2018, hiring prospects weaken in five of the nine regions. Karnten employers report a considerable decrease of 18 percentage points. Elsewhere, the Oberösterreich Outlook declines by 8 percentage points, and employers in both Burgenland and Tirol report decreases of 4 percentage points. Meanwhile, employers in four regions report stronger hiring intentions, most notably with increases of 6 and 5 percentage points in Vienna and Salzburg, respectively.

Employers in eight of the nine regions report weaker hiring plans when compared with 4Q 2017, most notably in Steiermark where employers report a considerable decrease of 17 percentage points. Outlooks decline by 7 percentage points in both Tirol and Vorarlberg, while Viennese employers report a decrease of 6 percentage points. However, the Outlook for Salzburg is considerably stronger, improving by 13 percentage points.

Industry sector comparisons: Best job prospects in the Manufacturing sector

Workforce gains are forecast for seven of the 10 industry sectors in the final quarter of 2018. Manufacturing sector employers report the strongest hiring prospects with a Net Employment Outlook of +14%. Elsewhere, Construction sector employers report a cautiously optimistic Outlook of +9%, while modest payroll growth is expected in two sectors with Outlooks of +6% – the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector. However, Agriculture, Hunting, Forestry & Fishing sector employers expect staffing levels to decline, reporting a struggling Outlook of -7%, while flat hiring activity is forecast for two sectors with Outlooks of 0% – the Electricity, Gas & Water sector and the Restaurants & Hotels sector.



ManpowerGroup™

When compared with 3Q 2018, hiring prospects weaken in six of the 10 industry sectors. Agriculture, Hunting, Forestry & Fishing sector employers report the most noteworthy decline of 13 percentage points, and Electricity, Gas & Water sector employers also report considerably weaker hiring plans with a decrease of 10 percentage points. Elsewhere, Outlooks are 8 and 7 percentage points weaker in the Wholesale & Retail Trade sector and the Mining & Quarrying sector, respectively. Meanwhile, hiring intentions strengthen in three sectors, including the Construction sector, with an increase of 8 percentage points, and the Restaurants & Hotels sector, where employers report an improvement of 7 percentage points.

Outlooks weaken in seven of the 10 industry sectors when compared with this time one year ago. The most notable declines of 14 and 11 percentage points are reported in the Agriculture, Hunting, Forestry & Fishing sector and the Restaurants & Hotels sector, respectively. Electricity, Gas & Water sector employers report a decrease of 9 percentage points, while the Outlook for the Public & Social sector is 7 percentage points weaker. However, hiring plans improve in two sectors with increases of 13 and 6 percentage points reported for the Construction sector and the Manufacturing sector, respectively.

Organization-Size Comparisons: in all four organization size categories expect increasing staffing levels

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.

Staffing levels are forecast to increase in all four organization size categories during the coming quarter. Large employers report prosperous hiring plans with a Net Employment Outlook of +38%, while Medium employers report an upbeat Outlook of +19%. Elsewhere, the Outlook for Small firms stands at +10%, while Micro employers report an Outlook of +2%.

In comparison with the previous quarter, hiring intentions improve by 4 percentage points in both the Medium- and Large-size categories. However, Outlooks for Small- and Micro-size employers are 2 percentage points weaker.

Large employers report a considerable improvement of 15 percentage points when compared with this time one year ago, and the Outlook for Medium employers is also stronger, increasing by 4 percentage points. Meanwhile, Small employers report no change, but the Outlook for Micro employers declines by 6 percentage points.

*[*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.]*

Global Outlook: Employer confidence remains mostly resilient across the globe



ManpowerGroup™

A total of 59,351 employers in the 44 countries and territories were surveyed by ManpowerGroup to measure employer hiring intentions for the final quarter of 2018.

Based on a seasonally adjusted survey analysis*, employers expect staffing levels to increase in 43 of the 44 countries and territories during the coming quarter.

The strongest Net Employment Outlooks are reported by employers in Japan, Taiwan, the U.S., Romania and Slovenia. The weakest hiring intentions are reported by employers in Switzerland, Argentina, France and Italy.

In a comparison with the third quarter of 2018, hiring prospects improve in 22 of the 44 countries and territories, while weaker hiring plans are reported in 14 (with Outlooks unchanged in eight). When compared with this time one year ago, hiring intentions strengthen in 23 of the 43 countries and territories with available data**, but weaken in 13 (and are unchanged in seven).

Staffing levels are expected to increase in all 10 Americas countries during the final quarter of 2018. When compared with 3Q 2018, hiring intentions improve in eight countries, but decline in two. Hiring plans improve in six countries when compared with last year at this time, but decline in three. As in the previous quarter, the strongest labor market in the region is anticipated by U.S. employers, while the weakest hiring plans are reported in Argentina.

Payrolls are forecast to grow in all eight Asia Pacific countries and territories during the October-December period. When compared with the previous quarter, Outlooks improve in three countries and territories but also decline in three. In a comparison with 4Q 2017, employers report stronger hiring prospects in four countries and territories, but hiring plans weaken in three. Japanese employers continue to anticipate the strongest hiring pace in the region – and are also the most optimistic globally for the final quarter of 2018. Meanwhile, the weakest hiring plans in the region are reported in China.

Workforce gains are expected in 25 of the 26 countries in the EMEA region during the fourth quarter of 2018, while employers in one country expect to trim payrolls. When compared with the third quarter of 2018, hiring prospects strengthen in 11 EMEA countries but weaken in nine. In a comparison with this time one year ago, Outlooks strengthen in 13 countries, while weakening in seven. The strongest hiring plans for the region as a whole are reported in both Romania and Slovenia, while the weakest and only negative labor market is anticipated in Switzerland.

* Data is not seasonally adjusted for Croatia and Portugal

** Croatia is new to the survey and has no year-over-year trend data at this point

Press Contact

Mag. (FH) Renate Kaiser
Manager Marketing & Public Relations
T: 43-1-516 76-2011
E: rena.kaiser@manpowergroup.at

About the ManpowerGroup Employment Outlook Survey



ManpowerGroup™

The ManpowerGroup 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 55 years and is one of the most trusted surveys of employment activity in the world.

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

The ManpowerGroup Employment Outlook Survey for the third quarter 2018 in Austria was conducted by interviewing a representative sample of 750 Austrian employers. All survey participants 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?"*

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.

Note to Editors

Commentary is based on seasonally adjusted data where available.

About ManpowerGroup

ManpowerGroup (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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 is powering the future of work: www.manpowergroup.com

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos.