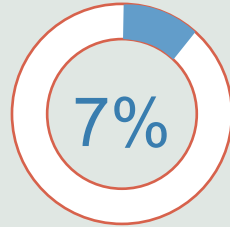


Hiring pace expected to be slower than last quarter and last year

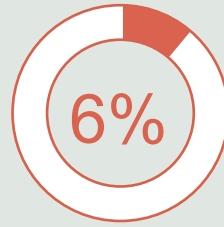
4th Quarter 2018

4,224

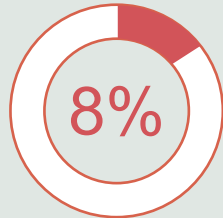
CHINA EMPLOYERS SHARED THEIR HIRING PLANS FOR Q4 2018



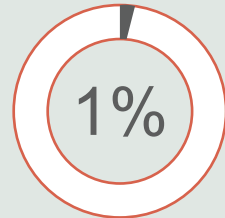
NET EMPLOYMENT OUTLOOK



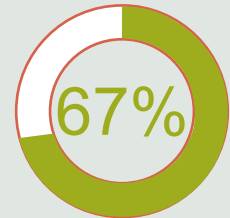
SEASONALLY ADJUSTED



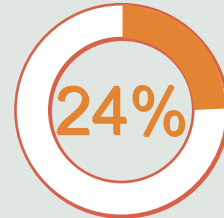
PLAN TO HIRE



EXPECT TO LET STAFF GO



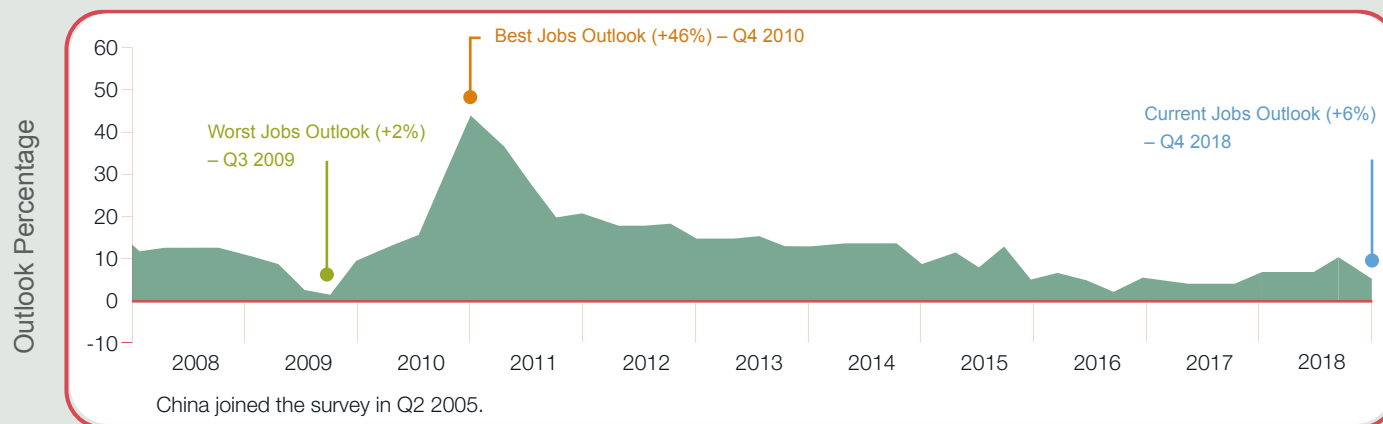
PLAN TO KEEP WORKFORCE LEVELS STEADY



ARE UNSURE ABOUT HIRING PLANS

Chinese employers report conservative hiring intentions

All data is seasonally adjusted



Sector Comparisons

SECTOR(SA)	Qtr on Qtr Change Q3 18 to Q4 18	Yr on Yr Change Q4 17 to Q4 18
Finance, Insurance & Real Estate +7%	↘ 3%	↘ 6%
Manufacturing +7%	↘ 4%	↗ 1%
Mining & Construction +6%	→ 0%	→ 0%
Services +7%	↘ 6%	↘ 1%
Transportation & Utilities +7%	↘ 4%	↘ 7%
Wholesale & Retail Trade +7%	↘ 4%	↘ 1%

Regional Comparisons

Regional(SA)	Qtr on Qtr Change Q2 18 to Q3 18	Yr on Yr Change Q3 17 to Q3 18
NORTH(+7%)	↘ 3%	↘ 2%
BEIJING(+7%)	↘ 5%	↘ 4%
SOUTH(+8%)	↘ 3%	↘ 1%
GUANGZHOU(+7%)	↘ 4%	↘ 1%
SHENZHEN(+8%)	↘ 3%	↗ 1%
EAST(+7%)	↘ 3%	↘ 1%
SHANGHAI(+8%)	↘ 1%	↗ 2%
CENTRAL&WEST(+7%)	↘ 3%	↘ 1%
CHENGDU(+6%)	↘ 2%	↘ 1%

Organisation-Size Comparisons

