

**ManpowerGroup
Employment
Outlook Survey
Hungary**

**Q4
2019**



ManpowerGroup®

Hungary Employment Outlook

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2019 was conducted by interviewing a representative sample of 752 employers in Hungary.

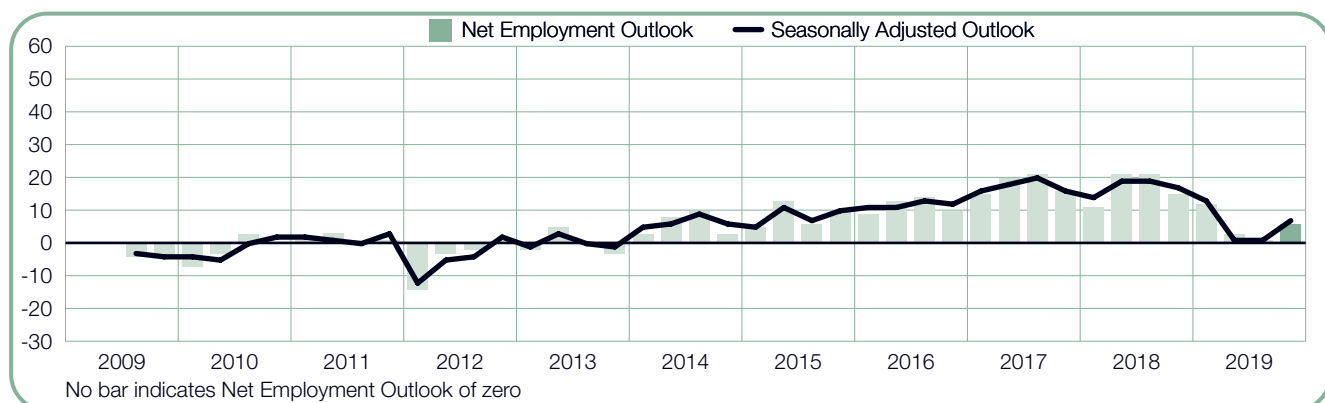
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?”

Contents

Hungary Employment Outlook	1
Organization-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
About the Survey	11
About ManpowerGroup®	12

Hungarian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Oct-Dec 2019	9	3	86	2	6	7
July-Sep 2019	1	0	98	1	1	1
Apr-June 2019	4	1	95	0	3	1
Jan-Mar 2019	15	3	81	1	12	13
Oct-Dec 2018	19	4	76	1	15	17



Hungarian employers report conservative hiring intentions for the October to December period. While 9% of employers expect to increase payrolls, 3% forecast a decrease and 86% anticipate no change, resulting in a Net Employment Outlook of +6%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7%. Hiring prospects improve by 6 percentage points when compared with the previous quarter, but decline by 10 percentage points in comparison with this time one year ago.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization-Size Comparisons

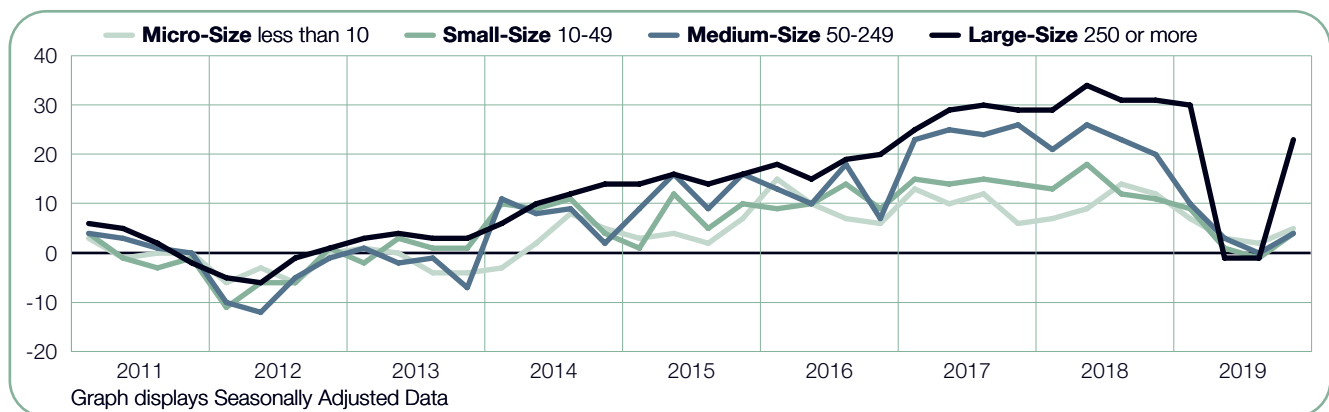
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Workforce gains are anticipated in all four organization size categories during the next three months. Large employers report the strongest hiring intentions with a healthy Net Employment Outlook of +23%. Elsewhere, Micro firms forecast modest job gains with an Outlook of +5%, while Outlooks stand at +4% for both Small- and Medium-size employers.

When compared with Quarter 3 2019, hiring prospects improve by a steep margin of 24 percentage points for Large employers. Small employers report an increase of 5 percentage points and Outlooks are 4 and 3 percentage points stronger in the Medium- and Micro-size categories, respectively.

In a year-over-year comparison, Outlooks weaken in all four organization size categories. Medium employers report a considerable decline of 16 percentage points and the Outlook for Large employers decreases by 8 percentage points. Elsewhere, Micro- and Small-size employers both report declines of 7 percentage points.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	4	1	93	2	3	5
Small-Size 10-49	6	3	86	5	3	4
Medium-Size 50-249	12	5	81	2	7	4
Large-Size 250 or more	21	2	74	3	19	23



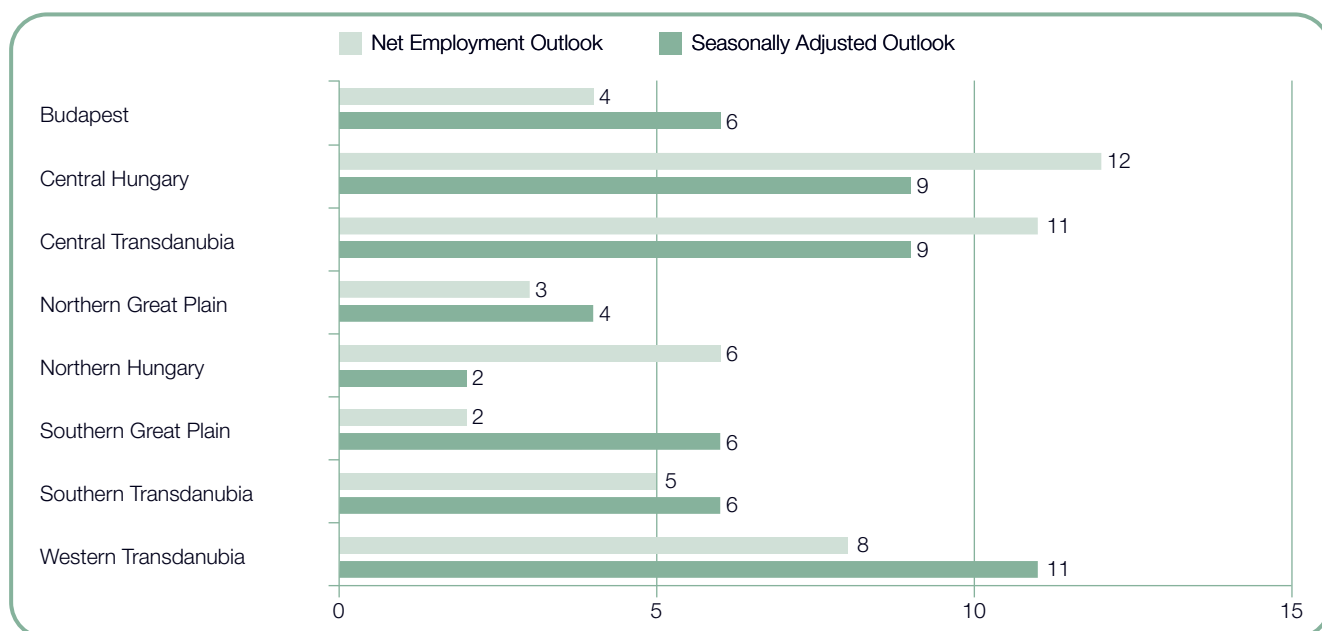
Regional Comparisons

Employers in all eight regions expect to add to payrolls during the next three months. The strongest hiring prospects are reported in Western Transdanubia, where the Net Employment Outlook is +11%. Cautiously optimistic forecasts of +9% are reported in both Central Hungary and Central Transdanubia, while Outlooks of +6% are reported in Budapest, Southern Great Plain and Southern Transdanubia. The weakest regional labor market is expected in Northern Hungary where the Outlook stands at +2%.

Hiring intentions strengthen in all eight regions when compared with the previous quarter. Western Transdanubia employers report a considerable increase of 9 percentage points, and the Budapest Outlook

improves by 8 percentage points. In both Central Transdanubia and Southern Great Plain hiring plans are 7 percentage points stronger, while Northern Hungary employers report an increase of 6 percentage points.

When compared with this time one year ago, employers in all eight regions report weaker hiring prospects. The most noteworthy decreases of 15 and 12 percentage points are reported in Central Hungary and Southern Transdanubia, respectively, and Outlooks are 11 percentage points weaker in both Budapest and Northern Hungary. In two regions – Central Transdanubia and Northern Great Plain – employers report declines of 10 percentage points.



+4 (+6)%

Budapest

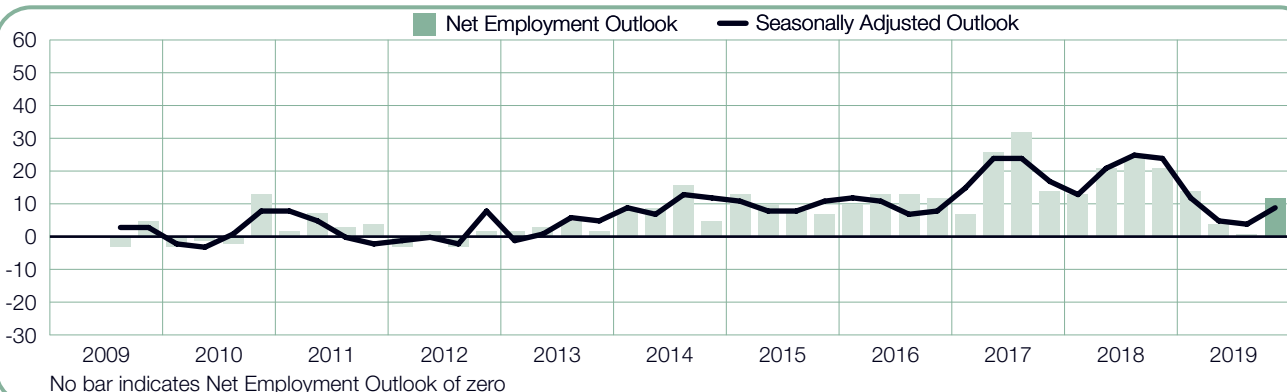
Employers anticipate a modest increase in payrolls during the upcoming quarter, reporting a Net Employment Outlook of +6%. Hiring plans improve by 8 percentage points when compared with the previous quarter, but are 11 percentage points weaker in comparison with the final quarter of 2018.



+12 (+9)%

Central Hungary

Job seekers can expect some hiring opportunities in the final quarter of 2019, according to employers who report a Net Employment Outlook of +9%. The Outlook improves by 5 percentage points quarter-over-quarter, but declines by 15 percentage points when compared with this time one year ago.



+11 (+9)%

Central Transdanubia

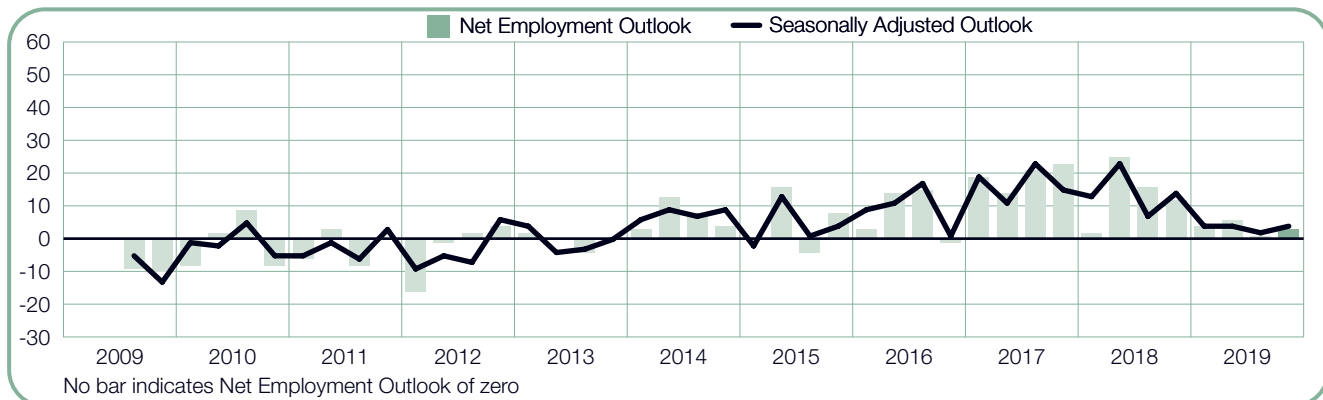
Reporting a Net Employment Outlook of +9%, employers report encouraging signs for job seekers during the next three months, following an improvement of 7 percentage points when compared with the previous quarter. In comparison with Quarter 4 2018, the Outlook decreases by 10 percentage points.



+3 (+4)%

Northern Great Plain

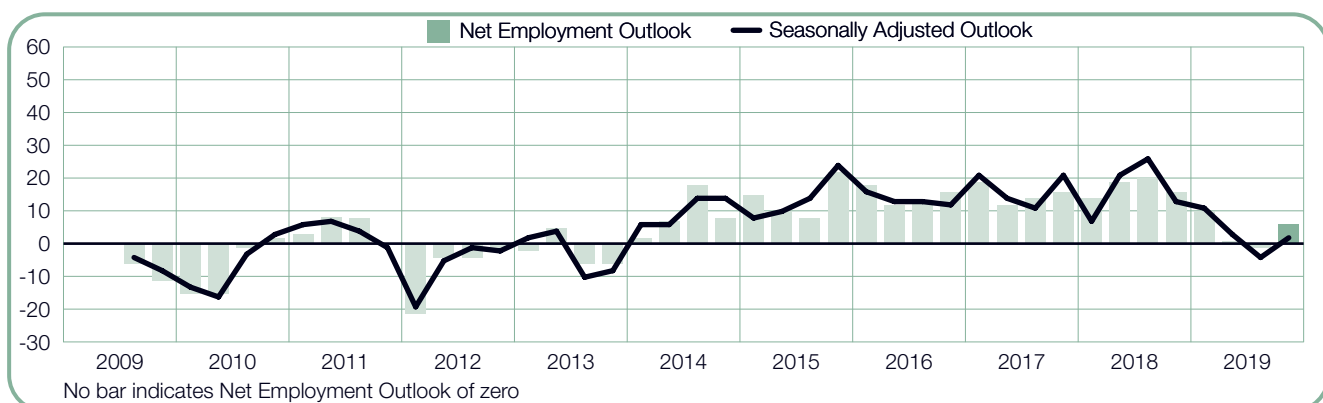
Slow-paced hiring activity is likely during the October to December period, according to employers who report a Net Employment Outlook of +4%. The Outlook increases by 2 percentage points in comparison with Quarter 3 2019, but declines by a considerable margin of 10 percentage points year-over-year.



+6 (+2)%

Northern Hungary

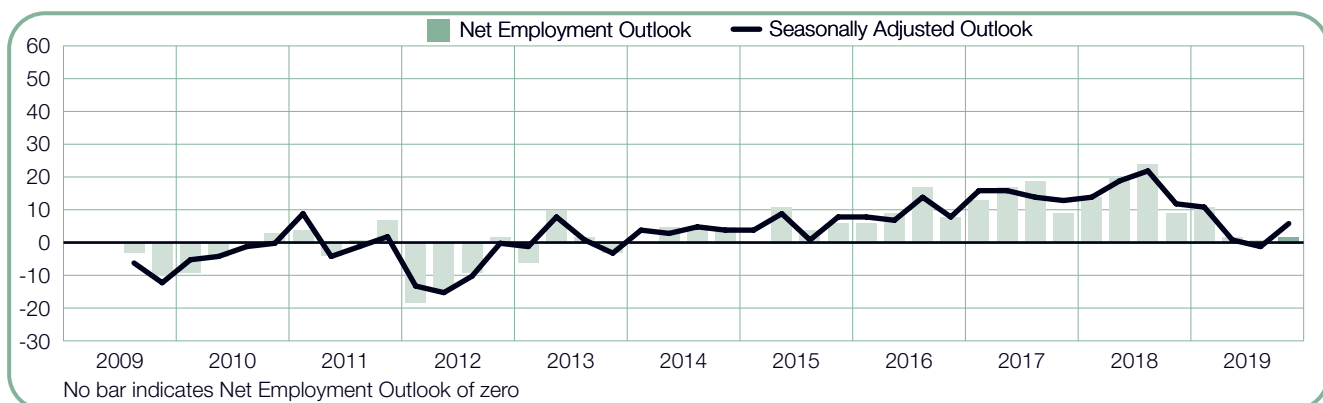
Job seekers can expect a quiet labor market in the coming quarter, according to employers who report a Net Employment Outlook of +2%. Hiring intentions are 6 percentage points stronger quarter-over-quarter, but decline by 11 percentage points when compared with this time one year ago.



+2 (+6)%

Southern Great Plain

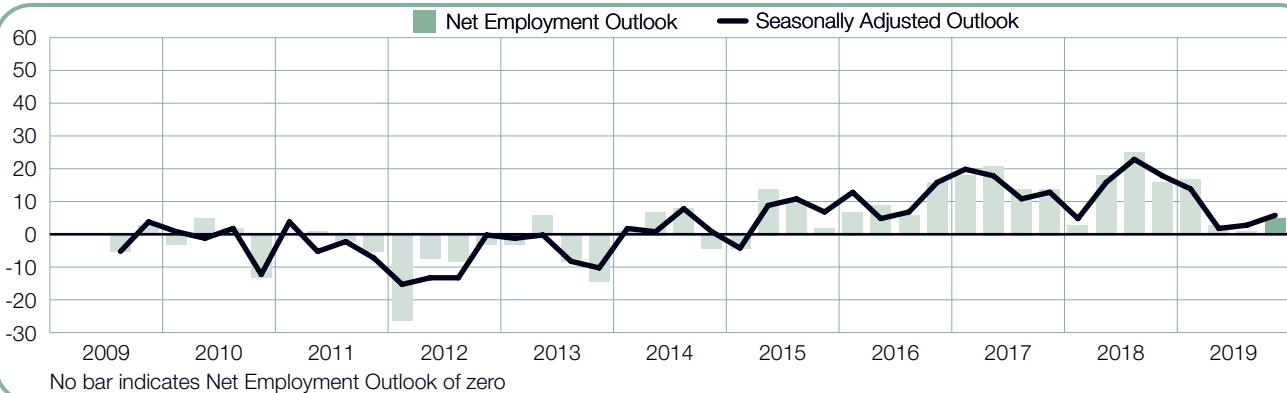
Employers expect modest payroll gains in the final quarter of 2019. The Net Employment Outlook stands at +6%, improving by 7 percentage points when compared with the previous quarter. However, hiring prospects are 6 percentage points weaker in comparison with the final quarter of 2018.



+5 (+6)%

Southern Transdanubia

A mild hiring climate is forecast for the next three months, with employers reporting a Net Employment Outlook of +6%. The Outlook improves by 3 percentage points quarter-over-quarter, but is 12 percentage points weaker in comparison with this time one year ago.



+8 (+11)%

Western Transdanubia

With a Net Employment Outlook of +11%, employers anticipate steady job gains in Quarter 4 2019. Hiring plans are considerably stronger when compared with the previous quarter, improving by 9 percentage points. However, the Outlook declines by 3 percentage points in comparison with Quarter 4 2018.



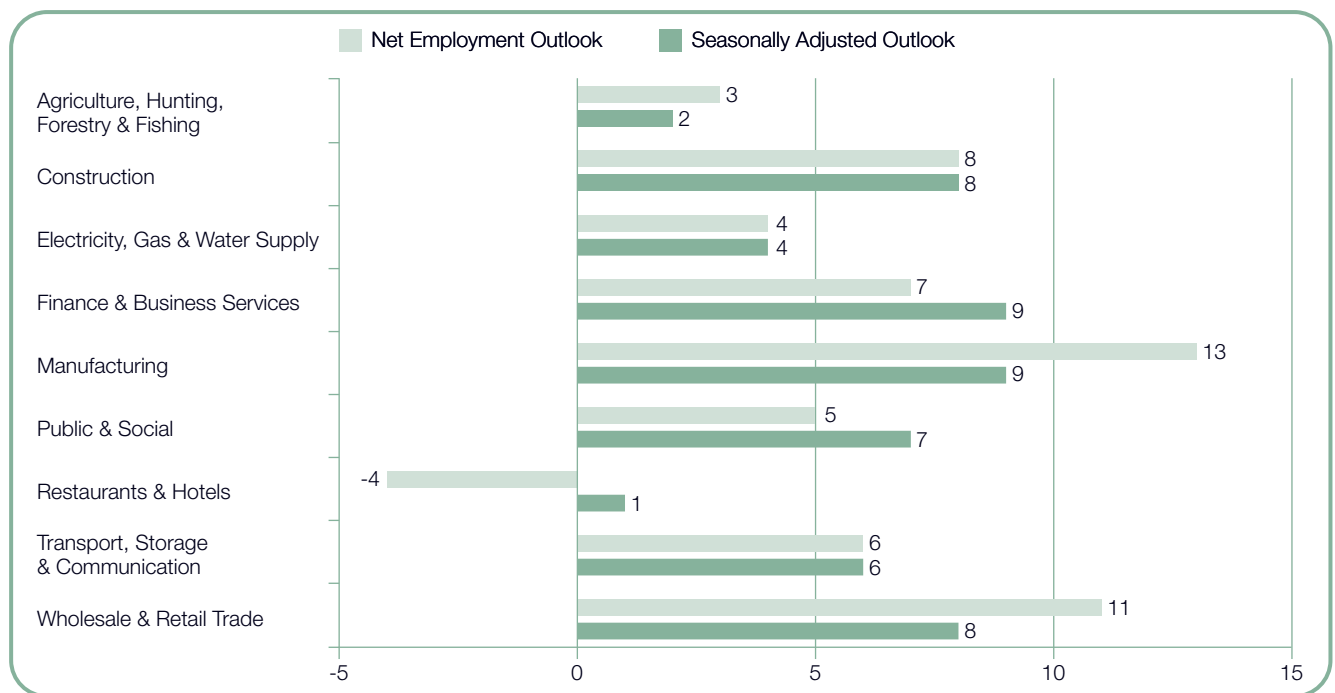
Sector Comparisons

Workforce gains are anticipated in all nine industry sectors during the forthcoming quarter. The strongest hiring activity is forecast for two sectors with Net Employment Outlooks of +9% – the Finance, Insurance, Real Estate & Business Services sector and the Manufacturing sector. Wholesale & Retail Trade sector employers expect a fair hiring pace, reporting an Outlook of +8%, while Outlooks of +7% and +6% are reported in the Public & Social sector and the Transport, Storage & Communications sector, respectively. Elsewhere, the weakest labor market is expected in the Restaurants & Hotels sector, where the Outlook is +1%.

Hiring intentions strengthen in all nine industry sectors when compared with the previous quarter. The most noteworthy increase of 8 percentage points is reported by Manufacturing sector employers, while Public & Social sector employers report an

improvement of 7 percentage points. Finance, Insurance, Real Estate & Business Services sector employers report an increase of 6 percentage points, and Outlooks are 5 percentage points stronger in both the Construction sector and the Transport, Storage & Communications sector.

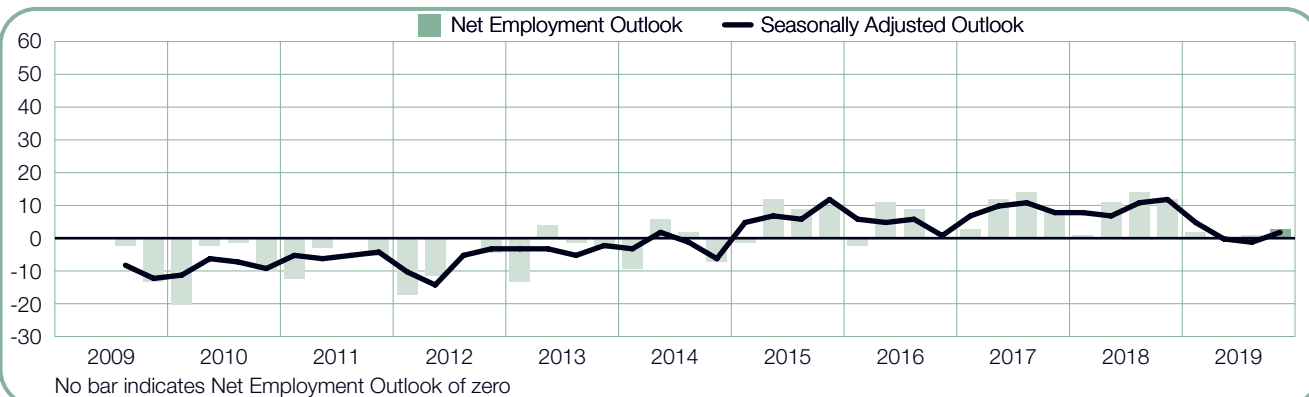
In a comparison with the final quarter of 2018, hiring prospects weaken in eight of the nine industry sectors, most notably by a steep margin of 22 percentage points in the Manufacturing sector. Considerable declines of 18 percentage points are reported in two sectors – the Construction sector and the Transport, Storage & Communications sector – while Outlooks are 11 and 10 percentage points weaker in the Wholesale & Retail Trade sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively. However, Public & Social sector employers report no year-over-year change.



+3 (+2)%

Agriculture, Hunting, Forestry & Fishing

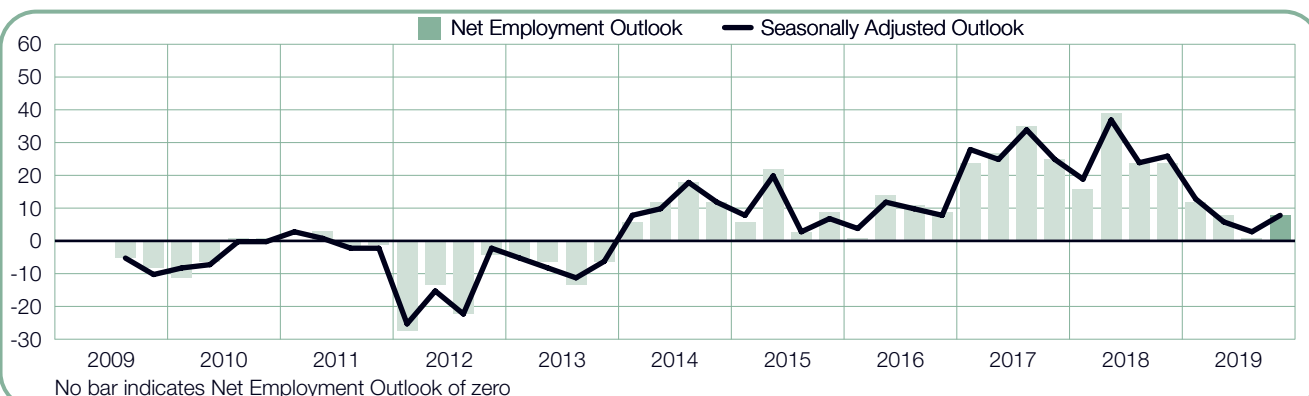
Limited hiring activity is likely in the final quarter of 2019, according to employers who report a Net Employment Outlook of +2%. While hiring plans improve by 3 percentage points quarter-over-quarter, employers report a considerable decline of 10 percentage points when compared with this time one year ago.



+8 (+8)%

Construction

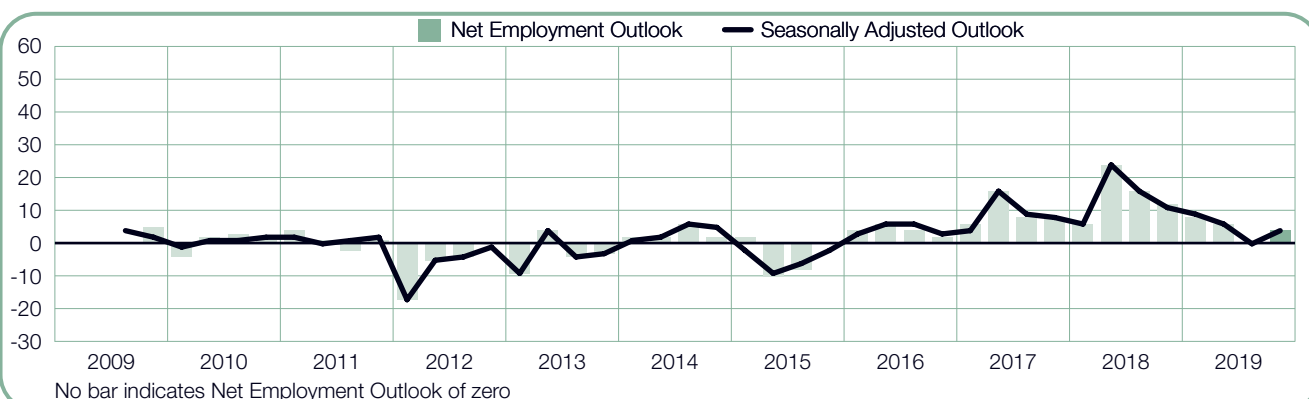
Employers report encouraging signs for job seekers in the upcoming quarter with a Net Employment Outlook of +8%, improving by 5 percentage points when compared with Quarter 3 2019. However, the Outlook declines by a considerable margin of 18 percentage points year-over-year.



+4 (+4)%

Electricity, Gas & Water

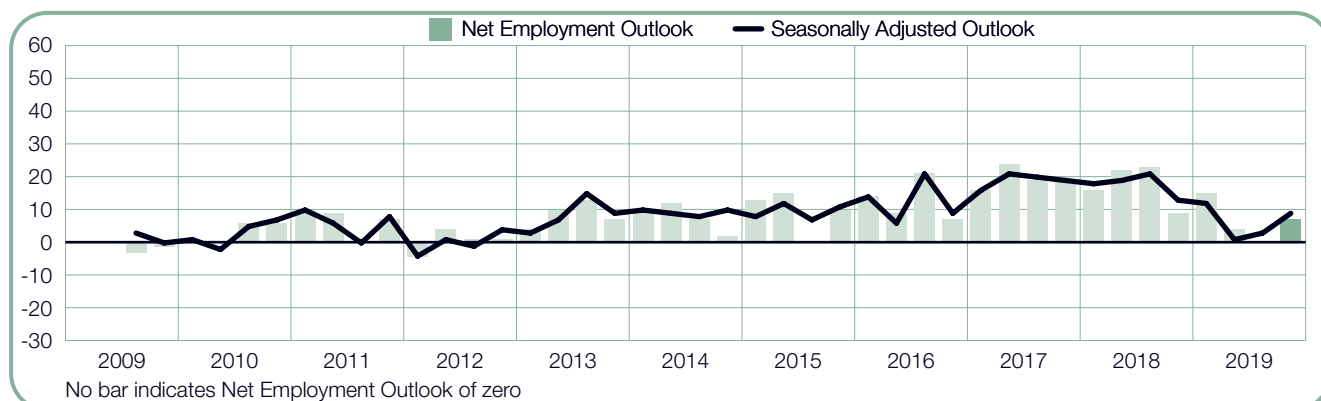
A slight increase in payrolls is anticipated during the next three months, with employers reporting a Net Employment Outlook of +4%. Hiring intentions are 4 percentage points stronger when compared with the previous quarter, but decline by 7 percentage points in comparison with Quarter 4 2018.



+7 (+9)%

Finance, Insurance, Real Estate & Business Services

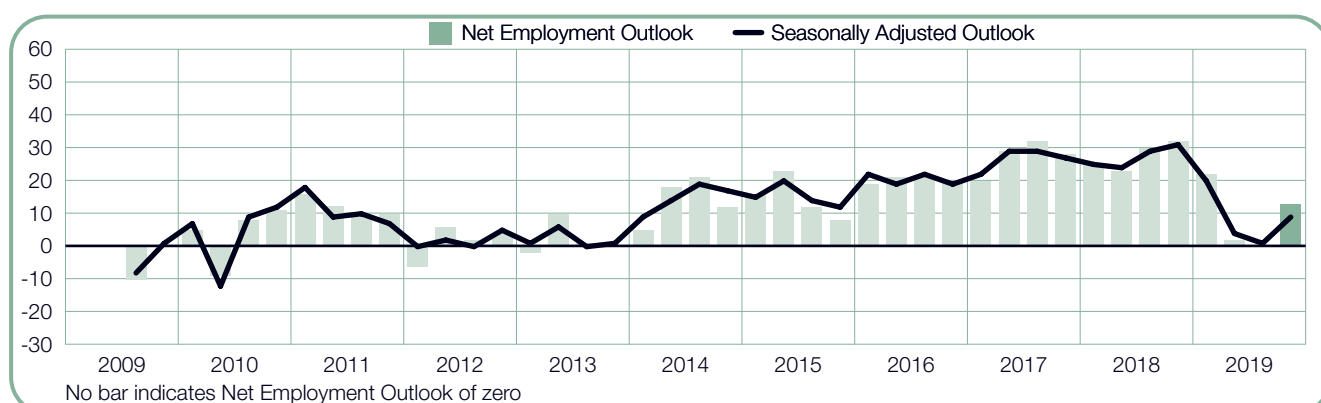
Job seekers can expect a fair hiring climate in the forthcoming quarter, according to employers who report a Net Employment Outlook of +9%. Hiring prospects are 6 percentage points stronger quarter-over-quarter, but decline by 4 percentage points when compared with this time one year ago.



+13 (+9)%

Manufacturing

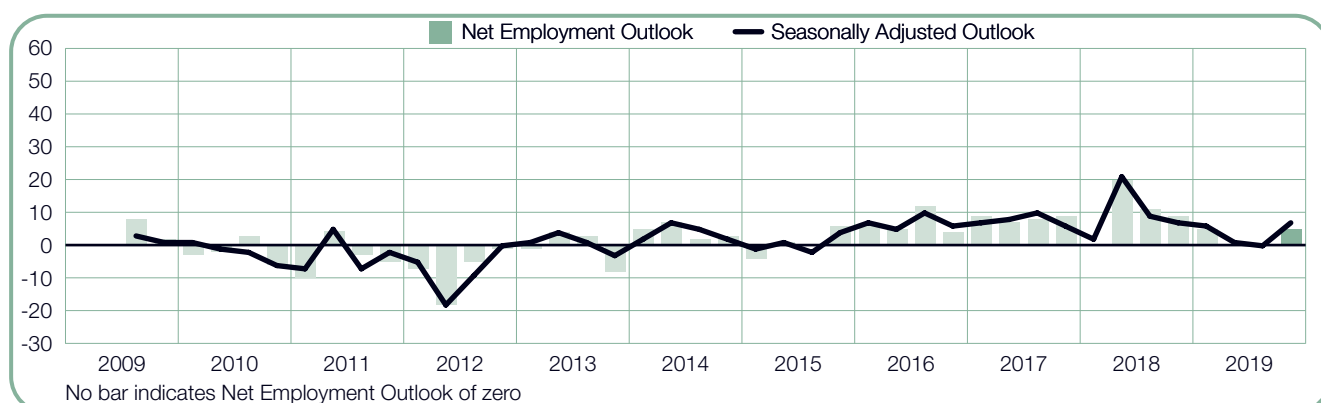
Reporting a Net Employment Outlook of +9%, employers anticipate moderate payroll gains in Quarter 4 2019. Hiring plans are 8 percentage points stronger when compared with the previous quarter, but decline by a steep margin of 22 percentage points in comparison with Quarter 4 2018.



+5 (+7)%

Public & Social

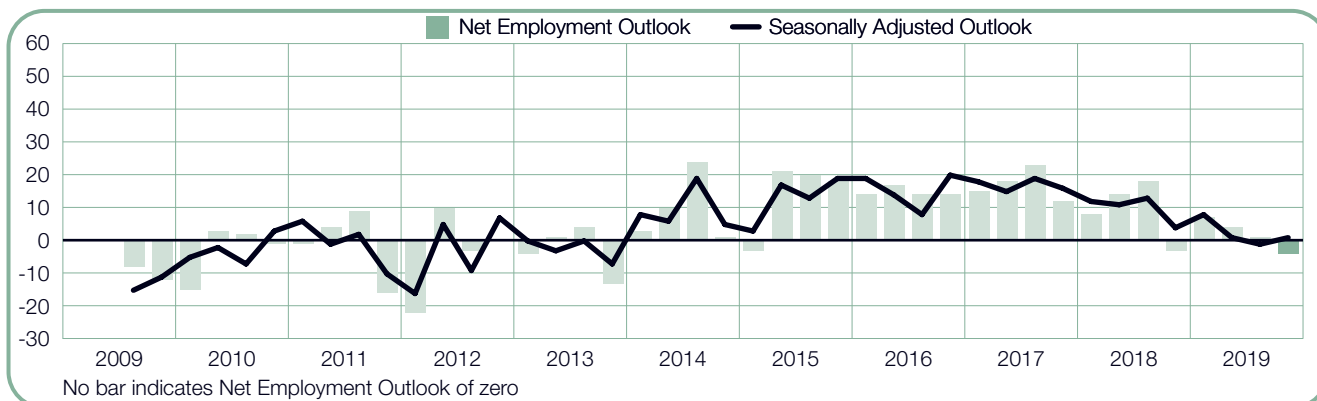
Employers expect some workforce growth during the next three months, reporting a Net Employment Outlook of +7%. The Outlook improves by 7 percentage points quarter-over-quarter and is unchanged when compared with this time one year ago.



-4 (+1)%

Restaurants & Hotels

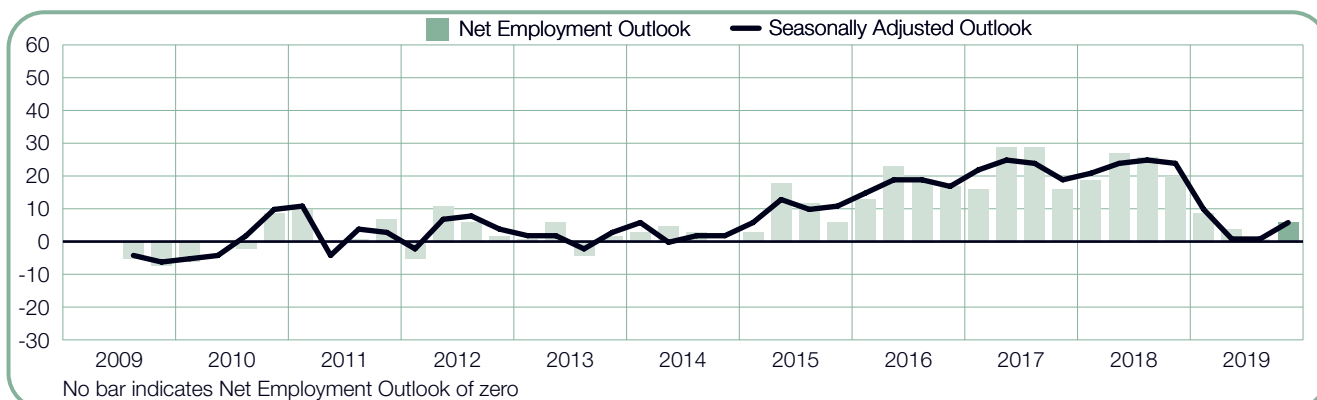
With a Net Employment Outlook of +1%, employers anticipate a soft labor market in the October to December period. Hiring prospects are 2 percentage points stronger when compared with the previous quarter, but decline by 3 percentage points in comparison with the final quarter of 2018.



+6 (+6)%

Transport, Storage & Communication

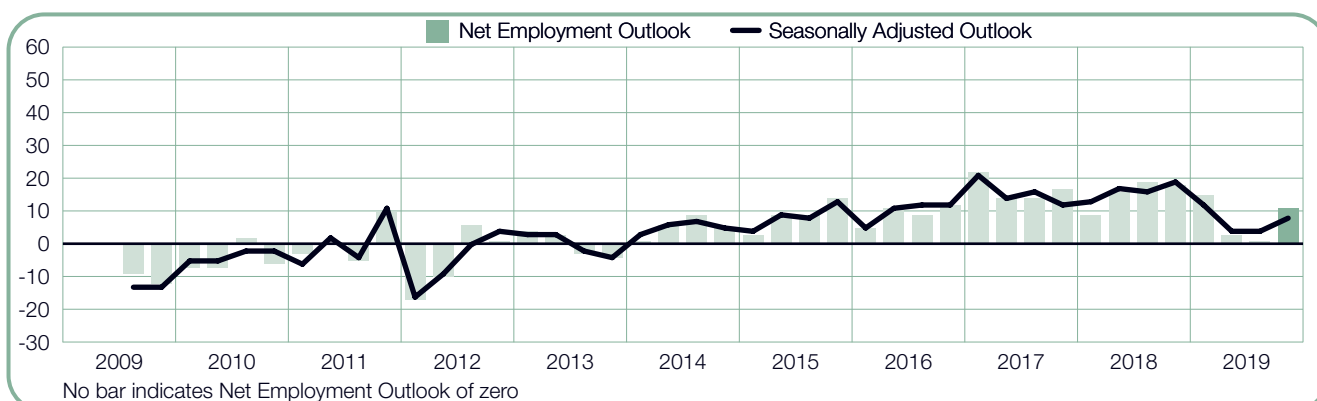
A conservative hiring pace is forecast for the final quarter of 2019. Employers report a Net Employment Outlook of +6%, improving by 5 percentage points quarter-over-quarter. However, hiring plans decline by a considerable margin of 18 percentage points year-over-year.



+11 (+8)%

Wholesale & Retail Trade

Employers report encouraging signs for the coming quarter with a Net Employment Outlook of +8%, improving by 4 percentage points when compared with the previous quarter. However, hiring intentions decline by 11 percentage points when compared with this time one year ago.



About the ManpowerGroup Employment Outlook Survey

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. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

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

Projective: The ManpowerGroup 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.

Robust: The survey is based on interviews with over 59,000 public and private 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.

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

For the Quarter 4 2019 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?"

Methodology

The ManpowerGroup 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 +/- 4.0%.

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. 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 Croatia and Portugal. 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), 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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people 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 over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, 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

ManpowerGroup Hungary
76.Váci Road Budapest 1133
Tel: +36 1 411 1590
Fax: +36 1 411 1585
www.manpowergroup.hu