

Under strict embargo until September 10, 2019 00.01 GMT

Press Release

**ManpowerGroup Employment Outlook Survey Q4 2019:
Israel Employers Forecast Mild Hiring Pace for Next Three Months**

Tel-Aviv, 11 June 2019 – According to the latest ManpowerGroup Employment Outlook Survey, Israeli employers report a mild hiring pace for the last quarter of 2019. Of the employers surveyed, 12% expect an increase in payrolls, 7% predict a decrease, while 80% anticipate no change. The resulting Net Employment Outlook once adjusted for seasonal variations is +6%, relatively stable when compared with the previous quarter. However, the Outlook weakens by 2 percentage points year-over-year, resulting in a forecast which matches the weakest reported since the survey began in Israel eight years ago.

The ManpowerGroup Employment Outlook Survey for Q4 2019 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 2019) as compared to the current quarter?”

	Net Employment Outlook*	Increase	Decrease	No Change	Don't know
	%	%	%	%	%
Quarter 4 2018	8+	11	4	81	4
Quarter 1 2019	7+	11	6	80	3
Quarter 2 2019	8+	12	3	82	3
Quarter 3 2019	7+	11	2	84	3
Quarter 4 2019	+6	12	7	80	1

* Net Employment Outlook has been seasonally adjusted

Net Employment Outlook by Sector

Employers in nine out of ten industry sectors anticipate job gains in the coming three months. The strongest labor market is in the Manufacturing sector, with employers reporting a Net Employment Outlook of +13%. Mild onboarding of employees is expected in the Restaurant and Hotel sector with an Outlook of +9% and in two other sectors - Construction and Mining & Quarrying, where an Outlooks of +8% are reported. Employers in the Finance, Insurance, Real Estate & Business Services sector forecast a report modest growth with an Outlook of +7%, while the Outlook in the Wholesale & Retail Trade sector stands at +6%. The weakest Job market is expected in the Public & Social Services sector, where employers report an Outlooks of 0%, the weakest since the survey began in 2011.

When compared with the previous quarter, hiring intentions weaken in five of the 10 industry sectors. A considerable decrease of 14 and 11 percentage points has been reported in the Agriculture, Hunting, Forestry & Fishing sector and in the Public & Social Services sector, respectively. Similarly, Electricity, Gas and Water sector employers expect a decrease of 6 percentage points compared to Q3 2019. At the same time, the Outlook improves in four sectors, especially a noteworthy improvement of 6 percentage points in the Manufacturing sector.

Compared to the last quarter of 2018, a weakening in hiring intentions is reported in five of the ten industry sectors. Employers in the Transport, Logistics & Communication sector are reporting a noticeable drop of 12 percentage points whereas in the Electricity, Gas & Water Supply sector and the Public & Social Services sector a 10-percentage point drop is expected. At the same time, hiring plans strengthen in three sectors, including the Manufacturing sector, where employers are reporting an uptick of 8 percentage points and in the Wholesale & Retail Trade sector, with an improvement of 3 percentage points.

	Net Employment Outlook Q4, 2019*	Net Employment Outlook, Q3, 2019 *	Net Employment Outlook, Q4, 2018 *
AGRICULTURE	+4%	+18%	+5%
CONSTRUCTION	+8%	+12%	+16%
ELECTRICITY, GAS & WATER SUPPLY	+1%	+9%	+9%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+7%	+8%	+8%
MANUFACTURING	+13%	+6%	+7%
Public & Social Services	0%	+11%	+10%
RESTAURANTS & HOTELS	+9%	+6%	+16%
TRANSPORT, LOGISTICS & COMMUNICATION	+4%	+4%	+16%
WHOLESALE & RETAIL TRADE	+6%	+6%	3%+

* Net Employment Outlook has been seasonally adjusted.

Employment Outlook by Geography

In five of the six regions employers expect workforce gains in the coming quarter. The strongest labor market is expected in the South, where employers are reporting a Net Employment Outlook of +9%. Employers in the Center and North alike are reporting an Outlook of +8%. In Tel Aviv and in Haifa hiring intentions are more modest, with Net Employment Outlooks of +7% and +6%, respectively. On the other hand, in Jerusalem, employers forecast a flat labor market.

In Jerusalem, a considerable decrease of 12 percentage points quarter-over-quarter is expected, compared with a 4-percentage point uptick in the South. Elsewhere, hiring intentions remain relatively steady or unchanged.

Year over year, the Net Employment Outlook in Jerusalem decreases by 9 percentage points and in Tel Aviv and Haifa a decrease is expected of 4 and 2 percentage points, respectively. At the same time, an increase of 2 percentage points in hiring prospects is expected in the Center.

	Net Employment Outlook Q4, 2019*	Net Employment Outlook, Q3, 2019*	Net Employment Outlook, Q4, 2018*
Jerusalem	0%	+12%	7%+
The Center	8%+	+8%	5%+
Haifa	6%+	+9%	7%+
North	8%+	+10%	9%+
South	9%+	+6%	11%+
Tel Aviv	7%+	+9%	10%+

* Net Employment Outlook has been seasonally adjusted.

Employment Outlooks by 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.

For the coming quarter, employers in three of the four organization size categories expect workforce gains. The strongest hiring intentions were reported by the large employers, with a Net Employment Outlook of +12%, and employers from medium-sized businesses report an Outlook of +11%. Slow recruitment is expected in small-sized businesses, where the Outlook stands at only +3%, the lowest since the survey began in 2011. Among micro businesses, a slightly uncertain hiring climate is expected with employers reporting an Outlook of -1%.

Employers in the Small-size businesses category are reporting a 7 percentage points decrease in hiring intentions when compared with the previous quarter, however among Large employers a decrease of only 4 percentage points is expected. In micro businesses, employers are reporting relative stability in hiring intentions whereas the outlook among the medium-sized businesses strengthens by 2 percentage points.

Year-over-year, a weakening of 7 percentage points has been noted in recruitment Outlooks among large employers. In micro businesses, employers are reporting relative stability in hiring intentions whereas the Outlook among the medium-sized businesses strengthens by 4 percentage points.

	Net Employment Outlook Q4, 2019*	Net Employment Outlook, Q3, 2019 *	Net Employment Outlook, Q4, 2018 *
Micro businesses (less than 10 employees)	-1%	+1%	1%-
Small businesses (10 to 49 employees)	+3%	+10%	9%+
Medium size businesses (50 to 249 employees)	+11%	+8%	8%+
Large businesses (over 250 employees)	+12%	+15%	18%+

* Net Employment Outlook has been seasonally adjusted.

Global Employment Outlook

The ManpowerGroup survey of over 59,000 employers globally for the fourth quarter of 2019 indicates that employers expect an increase in payrolls in 43 of 44 countries and territories surveyed until the end of December 2019. In one country, employers forecast no change in hiring intentions. The strongest hiring prospects were reported in Japan, Taiwan, U.S., India and Greece; the weakest recruitment activity is expected in Spain, Czech Republic, Argentina, Costa Rica and Switzerland.

When compared with the previous quarter, employers in 15 of 44 countries and territories are reporting a strengthening in recruitment outlooks, whereas 23 countries and territories report a decrease in hiring intentions. In six countries and territories, no change is expected. Furthermore, when compared with the last quarter of 2018, the hiring plans improve in 15 countries and territories, decrease in 23 and remain stable in six.

The employers in 25 out of the 26 participating countries in EMEA expect job gains in the coming three months; only in Spain do employers expect a flat labor market. Hiring plans improve in 10 countries quarter-over-quarter but weaken in 12. Year over year, the outlook improves in eight countries but decreases in 14. The most optimistic hiring intentions ahead of the next quarter were reported in Greece and Slovenia, while in Spain, the Czech Republic and Switzerland, employers are reporting the most modest hiring intentions.

Workforce gains are expected in the last quarter of 2019 in all eight countries and territories in the Asia Pacific region. When compared with the previous quarter, an increase is expected in employment opportunities in three countries and territories – but weakening is expected in four. In comparison with the last quarter of 2018, employers in two countries and territories are reporting an upturn in their hiring intentions but a decrease in four. The strongest labor markets in the coming quarter are expected in Japan and Taiwan while in China and in Singapore, employers forecast the hiring pace to be the weakest.

In the last quarter of 2019, hiring is expected in all 10 countries participating in the survey in the Americas. When compared with the previous quarter, the outlooks improve in two countries but weaken in seven. Year-over-year, hiring plans are stronger in five countries and decline in five. In the U.S. and Canada employers expect the most robust recruitment activity in the coming quarter whereas the weakest labor markets are expected in Argentina and Costa Rica.

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. The next ManpowerGroup Employment Outlook Survey will be published on December 10, 2019 and will report on the anticipated labor market activity in the first quarter of 2020.

**The interpretation is based on data which has been seasonally adjusted to the extent possible. There is no seasonal adjustment for the data in Croatia or Portugal.*

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About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup 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 ongoing for over 55 years; it reports the employers' forecasts and is considered one of the most reliable surveys in the world in the field of employment activities. 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.

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.

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

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology according to the highest standards in market research. The survey has been designed in a manner representative of the economy of each country. The margin of error for all national, regional and global data is not greater than $\pm 4.0\%$.

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 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), 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 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and for over 17 years it has been one of Fortune's Most Admired Companies, confirming our position as the most trusted and highly esteemed brand in the sector. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com