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## **ManpowerGroup Employment Outlook Survey 1Q 2019: Growing Signs that the Hiring Mood May Be Impacted by Trade War.**

*Taipei, Taiwan (11 December, 2018)*

According to the ManpowerGroup Employment Outlook Survey (MEOS) released today, 1,019 Taiwanese employers report steady hiring intentions for the first quarter of 2019, with 22% of employers forecasting an increase in payrolls, 4% anticipating a decrease and 72% expecting no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +21%. Hiring intentions are unchanged when compared with the previous quarter, but decline by 4 percentage points in comparison with this time one year ago.

“Employers expect to grow staffing levels in all seven industry sectors during the next three months, however, the potential trade war between the United States and China appears to be undermining employer confidence in the business sector, and a lot of employers expect to see their downward trend and freeze headcount gradually. This can be observed, for instance, manufacturing and finance are the two most important sectors in Taiwan, but hiring intentions decrease considerably by 12 and 16 percentage points, respectively, when compared with this time one year ago. We should pay close attention to the development of trade battle,” said Allen Ng, the Experis General Manager of ManpowerGroup Taiwan.

The strongest hiring pace in Taiwan’s seven sector labor markets is anticipated by Transportation & Utilities sector employers. Standing at +27%, the Outlook improves by 5 and 6 percentage points from 4Q 2018 and 1Q 2018, respectively, and is the strongest reported in three years. “As in the past, due to the upcoming Chinese New Year holidays, employers are reporting stronger hiring plans for more passenger car drivers or delivery drivers in highway bus services, logistics and delivery services during the period.” mentioned Allen.

Employers in the Mining & Construction sector also forecast solid workforce gains in the first quarter of 2019, reporting a Net Employment Outlook of +23%. Hiring prospects improve by 4 percentage points in comparison with the prior quarter and are 8 percentage points stronger when compared with this time one year ago. “Some companies have planned to shift their manufacturing operations back to Taiwan, a move that’s said to be paying off now as the world’s two largest economies slap tariffs on one

another. Several foundation works are underway and drive the demand for workers.” indicated Allen.

Healthy workforce gains are also forecast for the Services sector with Outlooks of +22%. However, hiring plans decline by 3 percentage points when compared with the previous quarter and are 9 percentage points weaker in comparison with the first quarter of 2018.

Job seekers in Manufacturing can expect a healthy hiring pace in the January to March time frame, according to employers who report a Net Employment Outlook of +21%. However, the Outlook is the weakest reported in more than two years, declining by 2 and 12 percentage points quarter-over-quarter and year-over-year, respectively. “Many Taiwanese companies use China as the manufacturing base for their machine tools and electronic components, which are then exported to the U.S.” added Allen. “The trade battle is certainly going to impact them and undermines the hiring mood, especially in electronic components and machine tools sectors.”

Finance, Insurance & Real Estate employers report the weakest labor market in more than nine years during the upcoming quarter with a net Employment Outlook of +18%, declining by 3 percentage points when compared with the previous quarter and by 16 percentage points in comparison with 1Q 2018. “There are two uncertain factors that could affect the hiring mood in Finance, Insurance & Real Estate sector, including trade war and monetary policies of the world's major economies. Employers tend to freeze some vacant posts in order to prevent the recession.” indicated Allen.

The Wholesale & Retail sector’s net employment outlook stands at +18%. Hiring prospects improve by 3 percentage points when compared with the previous quarter, but are 3 percentage points weaker in comparison with 1Q 2018. Restaurants & Hotels sector\* employers report the weakest sector Outlook of +14%, declining by 8 and 4 percentage points from 4Q 2018 and 1Q 2018, respectively.

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](http://www.manpowergroup.com/meos).

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#### **About the Survey**

The global leader in innovative workforce solutions, ManpowerGroup™ releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 59,000 employers in 44 countries and territories. The survey has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the 'Monthly Monitor'. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

#### **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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth 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](http://www.manpowergroup.com)