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## **Dutch employers' hiring expectations remain cautiously optimistic**

### *Strong recovery in Finance & Business and Transport, Storage & Communications*

Diemen, 11 June 2019 – **Compared to Q2 2019, Dutch employment is expected to remain at the same level in the third quarter of 2019, according to the latest edition of the ManpowerGroup Employment Outlook Survey. The third quarter forecast now stands at +5%, the same as last quarter. In all nine labor sectors surveyed, employers expect to hire more employees. Compared to negative labor market expectations in Q2 2019, employers in Finance & Business services report a +8% increase in optimism for Q3 2019. Employers in Transport, Storage & Communications report the highest quarter-on-quarter increase at +10%. The survey was conducted among more than 750 Dutch employers, part of a panel of over 59,000 employers worldwide.**

“Dutch employers were cautiously optimistic in the first two quarters of 2019, and remain so for the upcoming quarter,” said Jeroen Zwinkels, Managing Director ManpowerGroup the Netherlands. “Dutch employers are getting accustomed to the new situation of labor shortages and are putting in extra effort in the training, re- and upskilling of staff, in many cases in cooperation with other parties, such as ManpowerGroup.”

#### **Strong recovery**

After reporting their first negative hiring expectations in five years in Q2 2019, employers in Finance & Business services are again optimistic about the future hiring of staff, from -2% in Q2 2019 to +6% for Q3 2019. Other sectors that report strong recoveries are Transport, Storage & Communications (from -1% to +9%) and Agriculture, Hunting, Forestry & Fishing (from -4% to +4%). Employers in Electricity, Gas & Water lead all sectors in optimism (+11%), with employers in Wholesale, Retail, Restaurants & Hotels reporting the least positive employment outlook (+2%).

Zwinkels adds, “After a period of uncertainty surrounding Brexit, employers in transportation are again daring to look ahead. With the rise of e-commerce, the need for staff in the transportation sector has grown considerably, despite current labor shortages. Therefore, employers are looking for alternate solutions to finding talent and are working with partners such as the Manpower Logistic Academy to train new or current employees on the skills needed to succeed in a logistics environment.”

#### **Finding the right candidate**

Dutch employers are having fewer difficulties in finding the right candidates for their vacancies<sup>1</sup>; from 73% having difficulties in Q2 2019 to 68% in Q3. The most notable decrease was seen in Transport, Storage & Communications, from 77% in Q2 2019 to 60% in Q3. One reason for this could be that 43% of the employers in this sector are

offering better terms of employment than last year. Additionally, 45% of them reported having increased budgets for training and education in the past year.

Zwinkels continues, "With our solutions and initiatives, we try to support the labor market as much as possible. A big part of the solution however lays in the hands of the employers and employees. Employers have to find the means to invest in the education of current and future staff, whereas employees have to put in the time and extra effort."

### **European forecast**

Employers in all European countries continue to report positive labor market forecasts, with Hungary (-2%), Italy (+1%) and Spain (+1%) being the least optimistic. Germany and France come in at +5% and Belgium stands at +3%. Despite current uncertainties regarding Brexit, the United Kingdom reports a healthy +4%. Employer optimism in the United States has grown to 21% for Q3 2019.

### **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 Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the tenth year, confirming our position as the most trusted brand in the industry. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com).

### **Notes to the editor, not for publication**

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### **<sup>1</sup>About the research**

Additional research was conducted by Panelwizard amongst 514 Dutch employers in the economic sectors of Financial & Business Services, Public Sector, Logistics & Communication and Industry & Production, commissioned by ManpowerGroup the Netherlands. When answering the questions, the respondents were given the choice between "agree" and "disagree".