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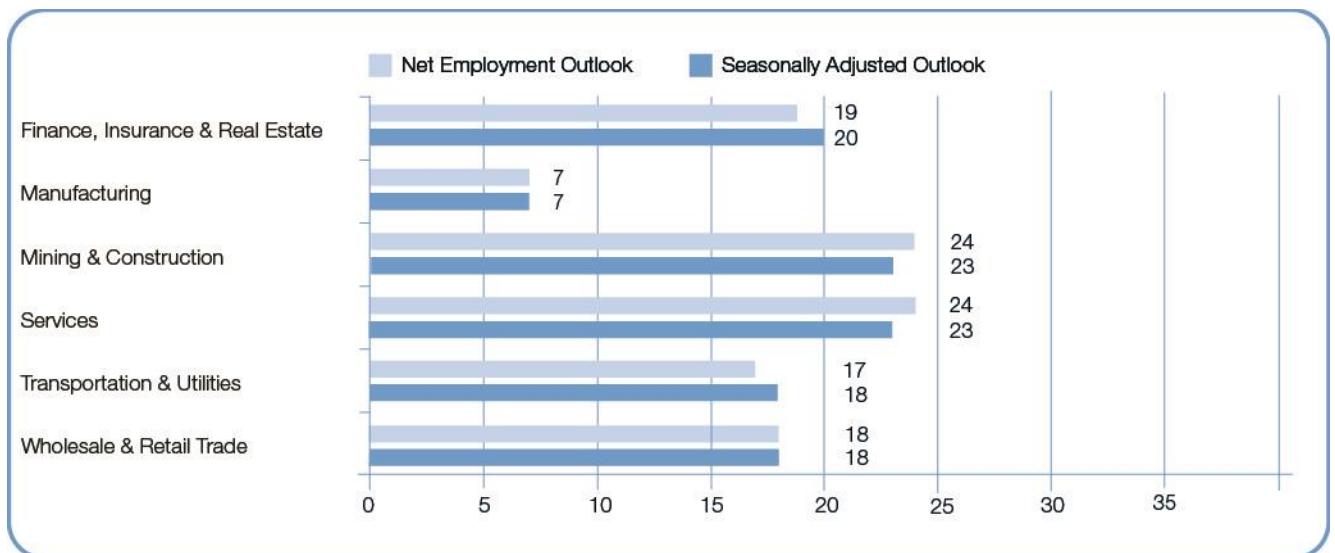
**Hong Kong Employers Report Upbeat 2nd-Quarter Hiring Plan  
Strongest labor market is forecast in the Mining & Construction sector and Services sector**

HONG KONG (Mar 12, 2019) – Second quarter results for the 2019 ManpowerGroup Employment Outlook Survey (MEOS) released today indicates that Hong Kong employers report upbeat hiring intentions for the April-June time frame.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +19% and is the strongest reported in over seven years. Hiring plans remain relatively stable when compared with the previous quarter and are 3 percentage points stronger in comparison with this time one year ago.

Of the 565 employers surveyed, 22% forecast an increase in payrolls, 3% anticipate a decrease and 72% expect no payroll changes.

Employers expect to add to payrolls in all six industry sectors during the next three months. The strongest labor markets are anticipated in the Mining & Construction sector and the Services sector, with Net Employment Outlooks of +23%. Elsewhere, Finance, Insurance & Real Estate sector employers forecast positive job gains with an Outlook of +20%, while Outlooks stand at +18% for both the Transportation & Utilities sector and the Wholesale & Retail Trade sector. Meanwhile, the weakest hiring pace is expected in the Manufacturing sector, where employers report an Outlook of 7%.



<sup>1</sup> A "Net Employment Outlook" is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite.



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Employers in the Services sector expect the healthy hiring pace to continue in the second quarter of 2019, reporting a Net Employment Outlook of +23%. Hiring plans remain relatively stable when compared with the previous quarter and are unchanged in comparison with the second quarter of 2018.

“The demand on information technology talents keeps growing, especially in the Fintech sector, with positions such as Cloud computing, Data Scientist, Project Manager, Blockchain Engineer, Cloud Architect, Cyber Security, and Apps developers the most wanted,” said Lancy Chui, Senior Vice President at ManpowerGroup Greater China region.

“ManpowerGroup’s 2018 talent shortage survey revealed that IT personnel continue to rank as the second hard to fill this year, as recent developments in online technologies across industries, together with new business models, continuously increase demand in hiring.” She continued.

“Apart from offering higher salary, various corporate provided employee engagement offerings, such as home office, family leave, and study leave are used to retain the existing staff and to attract new talent when facing competition in the workforce market.”

“Overall, service industries are all facing the issue of being understaffed, with the demand in recruiting staff for both frontline and back-end operations further boosting hiring intentions among the employers in the Service sector,” she continued.

The strongest labor market in three years is forecast in the Mining & Construction sector for the next three months. Employers report a Net Employment Outlook of +23%, remaining relatively stable in comparison with 1Q 2019 and improving by 4 percentage points when compared with this time one year ago.

“The schedule of public housing units and other on-going infrastructure projects continuously create a stable demand for the workforce in the construction sector. We are delighted to see new workers joining the construction sector. This is definitely an important factor to retain a stable but positive hiring pace in this sector,” said Ms. Chui.

Job seekers can expect an upbeat hiring pace in the forthcoming quarter, according to Finance, Insurance & Real Estate employers who report a Net Employment Outlook of +20%. Hiring prospects remain relatively stable when compared with the previous quarter but decline by 3 percentage points in comparison with 2Q 2018.

“With the latest regulatory changes in the banking and financial services industry, different banking and financial corporations are planning to expand their market risk operations.” She said



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“However, the instability of the external environment coupled with concerns about the local economic outlook are expected to impact the overall property market. Both investors and buyers will remain cautious, with the performance of different types of properties, including residential, office and even the retail spaces, will continue to be subdued. We anticipate the hiring intention of the real estate industry will be conservative in the coming quarter.” She explained.

Job seekers in Wholesale & Retail Trade sector can expect a favorable hiring climate in the forthcoming quarter, according to employers who report a Net Employment Outlook of +18%. Hiring prospects are unchanged when compared with the previous quarter and improve by 2 percentage points in comparison with 2Q 2018.

“The Chinese New Year has boosted up retail sales in the last quarter. However, the retail industry anticipates that retail sales may slow down in the coming quarter under the influence of 2 major factors, the trade war between the U.S. & China as well as the depreciation of the renminbi. These will affect the desire of Mainland shoppers to visit Hong Kong. However, the employers are still confident that both the Hong Kong-Zhuhai-Macao Bridge and Hong Kong West Kowloon Station of High-Speed Rail will benefit Hong Kong's retail industry in the long run,” said Ms. Chui.

Steady workforce gains are anticipated in the April-June period, with employers in Transportation & Utilities sector reporting a Net Employment Outlook of +18%. The Outlook is 2 percentage points stronger quarter-over-quarter and remains unchanged when compared with this time one year ago.

“The number of passenger traffic grew steadily in the travel peak season last quarter. The demand in cargo freight delivery is also blooming significantly. These have driven the demand for both frontline staff and backend supportive positions in the aviation industry,” Ms. Chui said.

With a Net Employment Outlook for the April-June time frame of +7%, employers in the Manufacturing sector expect the moderate hiring pace to continue, now in its sixth year. Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.

“The rise of the PMI index to 48.2 in January, the continuous decline in China's domestic demand and the decrease in the local manufacturing commodities have all contributed to steady, conservative hiring intentions in the second quarter,” she explained.

Hong Kong is one of 44 countries and territories that take part in the ManpowerGroup Employment Outlook Survey. In the Asia Pacific region, employers in Japan report the strongest hiring intention in the coming 2<sup>nd</sup> quarter, while the weakest hiring intention is reported in China.



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The next ManpowerGroup Employment Outlook Survey will be released on Jun 11, 2019 and will detail expected labor market activity for the third quarter of 2019. A complimentary copy of the ManpowerGroup Employment Outlook Survey is available to the public through their local ManpowerGroup representative in participating countries. To receive e-mail notification about the forthcoming quarter hiring expectations from Hong Kong employers, interested individuals are invited to contact us via email at [marketing@manpower.com.hk](mailto:marketing@manpower.com.hk).

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 in the ManpowerGroup Press Room at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos).

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Manpower Hong Kong has over 50 years of experience locally and provides employers a range of services and solutions for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outsourcing and consulting. Manpower helps both companies and individuals navigate the ever-changing world of work, helping employers and candidates to make sense of the forces shaping tomorrow's workplace. In Hong Kong, the ManpowerGroup suite of solutions is offered through ManpowerGroup® Solutions, Manpower®, Experis® and Right Management®.

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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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 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 ninth year in 2018, 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)