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Press Release

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Manpower Employment Outlook Survey for Q1/2016: Modest hiring opportunities expected

According to the latest Manpower Employment Outlook Survey, Austrian job seekers can expect modest hiring opportunities during the first quarter 2016. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +4%.

„We are happy to see, that hiring prospects are 3 percentage points stronger quarter-over-quarter while remaining relatively stable year-over-year“, says Erich Pichorner, Managing Director ManpowerGroup Austria. „However, I don’t expect the Austrian labour market to recover in the medium and long term. The economic expansion is supposed to be moderate. At the same time we face a growing labour supply nationally and especially internationally. That’s why we anticipate a further increase of the unemployment rate.“

Austria Employment Outlook

5% of 753 interviewed Austrian employers forecast an increase in staffing levels, 5% anticipate a decrease and 88% expect no change. Payroll gains are forecast in seven of 10 industry sectors and eight of nine regions during 1Q 2016. When compared with 4Q 2015, Outlooks improve in six sectors and four regions. Referring to the organizations’ size, job seekers can expect positive hiring activity in three of the four organization size categories during 1Q 2016, according to employers who report the strongest hiring plans for large firms.

Regional Comparisons: Tirol employers expect strongest hiring pace during Q1/2015

Employers in eight of the nine regions forecast some degree of payroll growth during 1Q 2016. The strongest hiring prospects are reported in Tirol, where the Net Employment Outlook stands at +7%, improving by 5 percentage points on the previous quarter but 9



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percentage points weaker year-over-year. Modest job gains are also anticipated in three regions where employers report Outlooks of +3% – Niederösterreich, Salzburg and Vienna. Elsewhere, employers report subdued hiring intentions for the coming quarter.

When compared with the previous quarter, Outlooks strengthen in four of the nine regions. A considerable improvement of 11 percentage points is reported in Kärnten. However, employers in four regions report weaker hiring plans. The most noteworthy decline of 8 percentage points is reported in Vorarlberg.

Year-over-year, hiring intentions weaken in seven of the nine regions and strengthen in two regions.

Industry sector comparisons: The strongest sector Outlook is reported in the Restaurants & Hotels sector, the weakest in the Construction sector

Payrolls are forecast to grow in seven of the 10 industry sectors during 1Q 2016. Employers in the Restaurants & Hotels sector anticipate the strongest labor market, reporting a Net Employment Outlook of +12%, improving by 22 and 18 percentage points from 4Q 2015 and 1Q 2015, respectively. Elsewhere, Finance, Insurance, Real Estate & Business Services sector employers report encouraging signs for job seekers with an Outlook of +9%. However, employers in two sectors expect a decline in staffing levels, with Outlooks of -4% and -2% reported in the Construction sector and the Manufacturing sector, respectively.

When compared with the previous quarter, hiring prospects strengthen in six of the 10 industry sectors and weaken in two sectors, most notably by 6 percentage points in the Construction sector.

Year-over-year, employers report weaker hiring intentions in six of the 10 industry sectors and stronger hiring intentions in three. In addition to the considerable improvement reported by Restaurants & Hotels sector employers, the Electricity, Gas & Water sector Outlook is 9 percentage points stronger while employers in the Finance, Insurance, Real Estate & Business Services sector report an increase of 5 percentage points.



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Organization-Size Comparisons: Once again, the strongest labor market is forecast by large employers

Workforce gains are expected in three of the four organization size categories during the coming quarter. The strongest labor market is forecast by Large employers who report a Net Employment Outlook of +15%. Elsewhere, Outlooks of +6% and +2% are reported by Small and Micro employers, respectively. However, Medium employers report flat hiring intentions with an Outlook of 0%.

*[*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.]*

Global Outlook: Best hiring opportunities in India, Taiwan and Japan

Employers in 39 of 42 countries and territories intend to add to their payrolls by varying degrees at the start of 2016. Opportunities for job seekers are expected to remain similar to those available in the final three months of 2015. First-quarter hiring confidence is strongest in India, Taiwan and Japan. The weakest – and only negative – forecasts are reported in Brazil, Finland and France.

Generally we see that employers are encountering some headwinds. For instance, China's slowdown is evidently impacting labor market activity beyond its Asia Pacific neighbors. Depressed demand for raw materials is pushing mining and extraction sector forecasts down across the globe, including in Colombia, Peru and South Africa where sector forecasts are the least optimistic yet reported. What's more, many ManpowerGroup operations corroborate the recent Talent Shortage Survey and report that employers continue to be frustrated by their inability to source specific talents—including IT, engineering and many skilled trades.

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About the Manpower Employment Outlook Survey

The Manpower 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.



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ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. The survey is based on interviews with over 58,000 public and private employers across 42 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.

The Manpower Employment Outlook Survey for the first quarter 2016 in Austria was conducted by interviewing a representative sample of 753 Austrian employers. All survey participants were asked, *"How do you anticipate total employment at your location to change in the three months to the end of March 2016 as compared to the current quarter?"*

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.

Note to Editors

Commentary is based on seasonally adjusted data where available.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos. The next Manpower Employment Outlook Survey will be released on 8 March 2016 and will detail expected labor market activity for the second quarter of 2016.