



ManpowerGroup®

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**NEW ZEALAND EMPLOYERS REPORT CONSISTENT HIRING INTENTIONS  
FOR NEW YEAR**

*ManpowerGroup Employment Outlook Survey Q1 2017*

**NEW ZEALAND (13 DECEMBER 2016):** The latest ManpowerGroup Employment Outlook Survey, released today, has found that nationally, New Zealand employers remain cautious around hiring heading into the first quarter of 2017.

The survey of more than 650 local businesses found 17 per cent of employers are poised to increase their headcount in the January to March timeframe, two per cent will decrease hiring, and the majority (77%) indicate they would make no change to their current workforce.

The resulting national Net Employment Outlook (NEO)<sup>1</sup> of +15% indicates no change from quarter four 2016 but a modest increase of four percentage points year-on-year.

Richard Fischer, Managing Director, ManpowerGroup Australia and New Zealand, said New Zealand employers' hiring intentions are overall steady, with pockets of growth evident in specific industry sectors. He also noted that the recent earthquake would likely have an impact on businesses in the affected area and would have a knock-on effect from a rebuild perspective. The impacts resulting from the quakes will likely be seen in the new year from the perspective of hiring intentions.

"As businesses look towards the new year, we are seeing relatively positive hiring intentions, despite uncertainty in some sectors and regions. Interestingly, Mining and Construction which had seen a very positive final quarter in 2016, dropped by seven percentage points heading into Q1 2017. While construction projects are still underway, particularly among residential, we are seeing a slowdown as a result of project completions," Mr Fischer said.

Employers in most industry sectors are expecting steady or slight increases in hiring next quarter. The Transportation & Utilities sector boasts the strongest outlook, with employers reporting a strong NEO of +25%, up 14 percentage points from last quarter and increased by a further 14 percentage points year-on-year. Hiring intentions remain favourable in Mining & Construction for Q1 2017, with employers reporting a NEO of +20% despite a decrease of seven percent quarter-on-quarter and one per cent increase year-on-year.

Elsewhere, employers in the Services sector reported the weakest NEO of +12%, down two percentage points from last quarter and down two percentage points year-on-year, followed by Public Administration, with a slightly improved NEO of +13%, up three percentage points from last quarter and two points year on year.

"The construction sector continues to look strong despite a drop in employment intentions from last quarter. While there is a demand for skilled trades and construction workers, we are also facing a skills shortage in this area and that is driving wage inflation in the market. In other areas, hospitality and tourism companies are experiencing a very busy summer season but are also struggling to find enough staff," Mr Fischer said.

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<sup>1</sup> The Net Employment Outlook is calculated by subtracting the percentage of employers anticipating a decrease in hiring activity from the percentage of employers anticipating an increase in employment. Seasonal adjustment is then applied to the data.

Employers in large organisations have the strongest hiring outlook for the new year, with 29 per cent planning to increase headcount, resulting in a NEO of +24%. Hiring intentions for micro and small businesses are less optimistic, with NEOs of +11% and +13% respectively. This represents a quarter on quarter decrease of four per cent for small businesses; no change for micros; a year-on-year drop of two per cent for small businesses and increase of six per cent for micros.

"The strong intentions for medium and large employers are consistent with the trend for hiring to spike after new year. At the same time, the significant year-on-year increase suggests that overall employers are weathering macro-economic challenges well.

"Increased automation and digitisation will continue to affect businesses and candidates across many industry sectors, as new and emerging technologies replace the need for staff, and hence put downward pressure on hiring intentions," Mr Fischer said.

Regionally, employers in Auckland reported the strongest outlook, with an increase of three percentage points over the quarter, to a NEO of +19%, followed by employers in Wellington, who reported a NEO of +14%, an increase of three points over the quarter. In comparison, hiring intentions for Christchurch saw a slight decrease of two percentage points, resulting in a NEO of +11%.

**Tag: @ManpowerGroupAU @ManpowerAU #MEOS #Employment**

**Table 1. Net Employment Outlook Comparison by Region**

	Q1 2017	Quarter-on-Quarter Change	Year-on-Year Change
<b>NATIONAL</b>	+15%	- (-/+0%)	↑ (+4%)
<b>AUCKLAND</b>	+19%	↑ (+3%)	↑ (+9%)
<b>CHRISTCHURCH</b>	+11%	↓ (-2%)	↓ (-7%)
<b>WELLINGTON</b>	+14%	↑ (+3%)	↑ (+4%)

**Table 2. Net Employment Outlook Comparison by Sector**

	Q1 2017	Quarter-on-Quarter Change	Year-on-Year Change
<b>Finance, Insurance &amp; Real Estate</b>	+14%	- (-/+0%)	↓ (-4%)
<b>Manufacturing</b>	+17%	↑ (+4%)	↑ (+9%)
<b>Mining &amp; Construction</b>	+20%	↓ (-7%)	↑ (+1%)
<b>Public Administration</b>	+13%	↑ (+3%)	↑ (+2%)
<b>Services</b>	+12%	↓ (-2%)	↓ (-2%)
<b>Transportation &amp; Utilities</b>	+25%	↑ (+14%)	↑ (+14%)
<b>Wholesale Trade &amp; Retail Trade</b>	+14%	↓ (-3%)	↑ (+7%)

**Table 3. Net Employment Outlook Comparison by Organisation size**

	Q1 2017	Quarter-on-Quarter Change	Year-on-Year Change
<b>Micro (&lt;10)</b>	+11%	- (-/+0%)	↑ (+6%)
<b>Small (10-49)</b>	+13%	↓ (-4%)	↓ (-2%)
<b>Medium (50-249)</b>	+24%	↑ (+1%)	↑ (+5%)
<b>Large (&gt;250)</b>	+26%	↑ (+24%)	↑ (+13%)

**Table 4. APAC Q1 2017 results**

Country	Q1 2017	Quarter-on-Quarter change	Year-on-Year change
AUSTRALIA	+9%	↓ (-2%)	- (-/+0%)
CHINA	+4%	↓ (-1%)	↓ (-3%)
HONG KONG	+13%	↑ (+1%)	↓ (-2%)
INDIA	+24%	↓ (-7%)	↓ (-19%)
JAPAN	+23%	- (-/+0%)	- (-/+0%)
NEW ZEALAND	<b>+15%</b>	- (-/+0%)	+4%
SINGAPORE	+9%	↑ (+1%)	↓ (-1%)
TAIWAN	+25%	↑ (+4%)	↓ (-2%)

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