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Press Release

UNDER EMBARGO UNTIL 00.01 GMT 13. September 2016

Manpower Employment Outlook Survey for Q4/2016: Austrian employers again report modest hiring intentions

Austrian employers again report modest hiring intentions for the October-December time frame. Of the 751 employers surveyed, 8% expect to increase staffing levels, 5% anticipate a decrease and 87% forecast no change.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +3%. Hiring prospects remain relatively stable when compared with the previous quarter and improve by 2 percentage points year-over-year.

„We expect the modest increase in staffing levels to continue in 4Q/2016. Employers in Vorarlberg and Vienna report the strongest labor market“, explains Erich Pichorner, Managing Director of ManpowerGroup Austria. „However, there’s one odd thing in the Austrian labor market: We have a lot of job offers in Austria while on the other hand, the number of unemployed is continually rising. ManpowerGroup Austria could place 700 people into new jobs on a daily basis. Reasons for not filling these job vacancies are a lack of language skills and too little experience. Additionally, in some regions the talent shortage remains a persistent issue.“

The results of MEOS Q4/2016 in a nutshell:

- Employers in six of 10 industry sectors and six of nine regions expect to increase payrolls during the October-December time frame. When compared with the prior quarter, Outlooks weaken in six sectors but improve in five regions.
- With an Outlook of +7%, Agriculture, Hunting, Forestry & Fishing sector employers report the strongest of the 10 Austrian industry sector Outlooks for the next three months.
- The weakest hiring pace is forecast for the Restaurants & Hotels sector where employers report a sluggish Outlook of -6%.
- Regionally, the strongest labor market is predicted by employers in Vorarlberg (+20%), while Steiermark employers expect the weakest regional labor market (-10%).
- Staffing levels are expected to increase in all four organization size categories during the upcoming quarter, most notably in the Large-size category, with an Outlook of +11%.

Regional Comparisons: Strongest labor markets in Vorarlberg and Vienna

Payrolls are expected to grow in six of the nine regions during 4Q 2016. The strongest hiring pace is forecast by employers in Vorarlberg who report a Net Employment Outlook of +20%.



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Elsewhere, Viennese employers report a cautiously optimistic Outlook of +9%. However, employers in three regions anticipate a decline in staffing levels, most notably in Steiermark, where the Outlook is -10%.

When compared with the previous quarter, hiring intentions improve in five of the nine regions. Vorarlberg employers report the most noteworthy increase of 12 percentage points. Meanwhile, hiring prospects weaken in four regions, including Steiermark, where the Outlook declines by 15 percentage points.

Year-over-year, employers in six of the nine regions report stronger hiring plans. A considerable improvement of 18 percentage points is reported in Vorarlberg. However, employers in three regions report weaker hiring prospects, most notably in Steiermark, where the Outlook declines by 11 percentage points.

Industry sector comparisons: Most notably increase in staffing level in the Agriculture, Hunting, Forestry & Fishing sector expected

Employers in six of the 10 industry sectors anticipate an increase in payrolls during 4Q 2016. The strongest labor market is forecast by employers in the Agriculture, Hunting, Forestry & Fishing sector, who report a Net Employment Outlook of +7%. Elsewhere, some job gains are expected in two sectors with Outlooks of +5% – the Construction sector and the Finance, Insurance, Real Estate & Business Services sector. However, employers in three sectors anticipate a decline in staffing levels, including Restaurants & Hotels sector and the Electricity, Gas & Water sector, with Outlooks of -6% and -4%, respectively.

Quarter-over-quarter, hiring plans weaken in six of the 10 industry sectors. Employers in the Electricity, Gas & Water sector report the most notably decline of 14 percentage points, while the Outlook for the Restaurants & Hotels sector is 11 percentage points weaker. Elsewhere, hiring intentions strengthen in four sectors, most notably by 7 percentage points in the Transport, Storage & Communication sector.

When compared with 4Q 2015, Outlooks improve in six of the 10 industry sectors. Hiring prospects are 10 percentage points stronger in the Transport, Storage & Communication sector. Meanwhile, hiring intentions weaken in four sectors, most notably by 6 percentage points in the Electricity, Gas & Water sector.

Organization-Size Comparisons: Staffing levels are expected to increase in all four organization size categories

Staffing levels are expected to increase in all four organization size categories during 4Q 2016. Large employers report respectable hiring intentions with a Net Employment Outlook of +11%, while the Outlook for Medium employers stands at +9%. Elsewhere, Micro- and Small-size employers report Outlooks of +3%.

*[*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:



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Globally, employers expect payrolls to increase in 42 of the 43 countries and territories during the October-December period. The strongest hiring prospects are anticipated in India, Japan, Taiwan, the US and New Zealand, while the weakest hiring prospects are reported in Brazil, Belgium, Finland, Italy and Switzerland. When compared with the third quarter of 2016, Net Employment Outlooks strengthen in 23 of the 43 countries and territories.

In the EMEA-Region, employers in all 25 countries expect staffing levels to increase during the upcoming quarter. The strongest EMEA labor markets are forecast by employers in Ireland and Israel, while the weakest Outlooks are reported in Belgium, Finland, Italy and Switzerland.

Press Contact

Mag. (FH) Renate Kaiser
Manager Marketing & Public Relations
T: 43-1-516 76-2011
E: renate.kaiser@manpowergroup.at

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.

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 nearly 59,000 employers across 43 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 fourth quarter 2016 in Austria was conducted by interviewing a representative sample of 751 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 December 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 nearly 70 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 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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



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Full survey results for each of the 43 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 13 December 2016 and will detail expected labor market activity for the first quarter of 2017.