



ManpowerGroup™

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**Australian employers hedging as local market remains volatile; the prevalence of contract roles continues to grow**

*Manpower Employment Outlook Survey Q1 2016*

**AUSTRALIA (8 December 2015):** According to the most recent Manpower Employment Outlook Survey released today, Australian employers' hiring intentions remain modest heading into the new year; with many looking to hedge risk with contract and temporary roles. The survey of more than 1,500 local employers found that while few (7%) intend to decrease their workforce in the coming quarter, the majority (76%) won't be making any changes, while 15% are looking to increase their headcount.

The resulting national Net Employment Outlook (NEO)<sup>1</sup> of +8% is up one percentage point from both last quarter and the same time last year.

Lincoln Crawley, Managing Director, ManpowerGroup Australia and New Zealand said despite the recent positivity suggested by the falling unemployment rate Australian employers are remaining level-headed.

"The local job market has responded well to the change in leadership, but it would seem the October unemployment figures are more optimistic than realistic. Recent economic commentary has been disproportionately optimistic following the release. We know the drop in the unemployment rate was largely unexpected which leads to questions around the integrity of the data and rationale used for Australia's economic indicators. If we, as a nation, are to place such weight in these figures, we should ensure the data collection and reporting is robust and accurate.

"The national hiring sentiment has remained positive throughout 2015 and this confidence looks set to continue into the new year, but nonetheless, the first-quarter forecast remains modest, as it has for three consecutive years. Employers remain positive for the short-term, we are seeing many look to contract roles to ensure they are agile enough to respond to changes in the market, demonstrating a consistent level of cautiousness," Mr Crawley said.

The survey reveals bright spots across the country with considerable uptick of employer hiring sentiment in the Northern Territory of twelve percentage points quarter-on-quarter to a NEO of +11%. Similarly, employers in Victoria and New South Wales reported NEOs of +11%, up two percentage points and stable quarter-on-quarter, respectively.

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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.

“Much of the anticipated hiring activity in the Northern Territory is project based, as is the case with New South Wales and Victoria. Recent investment in infrastructure projects has created hiring activity as projects kick off,” Mr Crawley said.

Queensland and Western Australia continue to adjust to the resources downturn with employers in both regions reporting an increase in hiring intentions, up one and three percentage points quarter-on-quarter, respectively.

“While we know Queensland is thriving due to a diversified economy, Western Australia is still seeing candidates exit the market, and salaries return to normality. This means employers are looking to fill roles as skilled employees move on, while readjustment following mining inflation is giving them more room to move.”

Only employers in Tasmania and the Australian Capital Territory report an overall decrease in hiring intentions, down five and two percentage points, respectively, to record NEOs of +4% in Tasmania and +9% in the ACT. South Australia remains stable quarter-on-quarter with employers recording an Outlook of +3%.

For job seekers the strongest opportunities are expected in Finance, Insurance & Real Estate, Services and Public Administration. Despite the real estate downturn, finance and insurance continue to anticipate a favourable hiring environment with employers in the sector reporting an NEO of +18%, down just two percentage points quarter-on-quarter. Hiring intentions for employers in the Services sector remain unchanged quarter-on-quarter at +13%, while Public Administration has seen a boost following the change in leadership, up six percentage points quarter-on-quarter.

Larger employers show signs of increased positivity heading into 2016, with nearly a quarter (24%) looking to increase their headcount, and just one in ten reporting they intend to decrease their workforce; the resulting NEO of +14% is up seven percentage points quarter-on-quarter. Smaller businesses, while all recording positive hiring intentions, are more subdued. Micro employers recorded the weakest NEO of +4%, while small and medium employers reported NEOs of +7% and +9%, respectively.

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

	Q1 2016	Quarter-on-Quarter Change	Year-on-Year Change	Table 2. Net Employment Outlook Comparison
<b>NATIONAL</b>	<b>+8%</b>	<b>+1%</b>	<b>+1%</b>	
<b>SA</b>	+3%	+/-0%	+4%	
<b>QLD</b>	+9%	+1%	-4%	
<b>TAS</b>	+4%	-5%	-7%	
<b>VIC</b>	+11%	+2%	+6%	
<b>NT</b>	+11%	+12%	-2%	
<b>WA</b>	+4%	+3%	+1%	
<b>NSW</b>	+10%	+/-0%	-1%	
<b>ACT</b>	+9%	-2%	+10%	

## by Sector

	Q1 2016	Quarter-on-Quarter Change	Year-on-Year Change
Finance, Insurance & Real Estate	+18%	-2%	+2%
Manufacturing	+5%	+/-0%	+3%
Mining & Construction	+3%	+2%	-2%
Public Administration	+8%	+6%	-1%
Services	+13%	+/-0%	+4%
Transportation & Utilities	+6%	-1%	-2%
Wholesale Trade & Retail Trade	+5%	-2%	+/-0%

Table 3. Net Employment Outlook Comparison

## by Organisation size

	Q1 2016	Quarter-on-Quarter Change	Year-on-Year Change
Micro (<10)	+4%	+1%	+3%
Small (10-49)	+7%	+0%	-5%
Medium (50-249)	+9%	-2%	+2%
Large (>250)	+15%	+7%	+12%

Table 4. APAC Q1 2016 results

Country	Q1 2016	Quarter-on Quarter change	Year-on-Year change
AUSTRALIA	+8%	+1%	+1%
CHINA	+7%	+2%	-4%
HONG KONG	+15%	+/-0%	+/-0%
INDIA	+42%	+1%	-1%
JAPAN	+23%	+/-0%	+3%
NEW ZEALAND	+13%	+1%	-14%
SINGAPORE	+11%	-1%	-7%
TAIWAN	+29%	-6%	-15%

## About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves. Specializing in solutions that help organizations achieve business agility and workforce flexibility, ManpowerGroup leverages its 65 years of world of work expertise to create the work models, design the people practices and access the talent sources its clients need for the future. From staffing, recruitment, workforce consulting, outsourcing and career management to assessment, training and development, ManpowerGroup delivers the talent to drive the innovation and productivity of organizations in a world where talentism is the dominant economic system. Every day,

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