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# Press Release

UNDER EMBARGO UNTIL 00.01 GMT 13. June 2017

## **Moderate hiring pace expected in the Norwegian labor market: ManpowerGroup Employment Outlook Survey 3Q 2017**

**Employer optimism in the Norwegian labor market is still modest as it was last quarter. For the second consecutive quarter payroll is expected to grow in all five regions, according to ManpowerGroup’s quarterly survey of employer hiring plans. “The outlook improves slightly in comparison to last year at this time. However we are not out of the woods just yet,” says CEO in ManpowerGroup Maalfrid Brath.**

According to the ManpowerGroup Employment Outlook Survey released today, Norwegian employers are reporting a seasonally adjusted Net Employment Outlook of +6% for 3Q 2017. Compared with 3Q 2016, hiring prospects have strengthened in four sectors and three regions.

When compared with the previous quarter, hiring prospects weakens in five sectors and four regions. While national forecasts indicate a positive trend increase, net employment Outlooks vary greatly both across industries and regions, and from quarter to quarter.

“Although key economic indicators indicate that the Norwegian economy is looking healthier, and employer hiring plans improve slightly from last year at this time, employment forecasts vary within regions and sectors and indicate that from a labor market point of view that uncertainty remains and we are not out of the woods just yet,” says Brath.

Two key sectors contributes heavily to the positive outlook, with employers in manufacturing and finance, insurance, real estate & business services both reporting double-digit employment outlooks, and with year-over-year growth at 19 and 11 percentage points, respectively.

“The expected hiring pace in the manufacturing sector is now picking up at a similar speed as what we saw in 2011, after the financial crisis. Another testament to the sector’s ability to scale its capacity depending on market conditions,” says Maalfrid Brath, CEO in ManpowerGroup.

### **Mid-Norway takes top spot**

The most optimistic regional Outlook stands at +16% in the Mid-Norway region, an increase of 20 percentage points year-over-year. Seasonally adjusted employment Outlooks from employers in Mid-Norway for 3Q 2017 exceed the national average by 10 percentage points, the largest margin reported by any region since 2013.



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“One in five employers in Mid-Norway plan to increase staff during the July-September period, which is double the national average. This complements other reports we receive from the region, confirming that they are picking up pace,” says CEO in ManpowerGroup, Maalfrid Brath.

Meanwhile, employers in Eastern Norway and Greater Oslo report the weakest regional forecasts. Both report a seasonally adjusted net employment outlook of +1%, their Outlooks declining -6 and -3 percentage points respectively quarter-over-quarter.

The labor market in Greater Oslo is heading for a standstill, says Brath, with 94% of employers expecting no change in payrolls the coming quarter, compared with 87% expecting no change in 3Q 2016. Activity in Eastern Norway has also dampened over the past year, with 86% of employers expecting no change in payrolls in 3Q 2017 compared with 73% in 3Q 2016.

#### **Mining & Quarrying heading towards rock bottom**

Across the nine sectors surveyed, Mining & Quarrying sector employers anticipate the weakest sector labor market. With a net employment outlook of -4% for 3Q 2017, the sector continues its downward sloping trend with a year-over-year decrease of -6 percentage points. A sustained low oil price remains a key factor, with further messages of downsizing in the sector expected in the coming months.

Two sectors, Construction and Agriculture, Hunting, Forestry & Fishing, report positive Outlooks above their long-run trends, with +10% and +9% respectively. While employers in the Wholesale, Retail, Restaurants & Hotels sector also forecast staff increases with an Outlook of +6%.

Perhaps the most disappointing Outlook, Transport, Storage & Communication employers forecast a seasonally adjusted outlook of -1% in the coming quarter, a decrease of -7 percentage points quarter-over-quarter and -9 percentage points year-over-year.

#### **Large- and Small-size employers lead the way**

An uptick in staffing levels are expected across all four organization size categories for 3Q 2017. Large- and Small-size employers expect the strongest payroll gains, reporting Outlooks of +8%. Micro-size employers report the most cautious hiring plans, with Outlooks of +5%.

– The biggest corporations have been picking up pace over the past quarters. Their Outlook for 3Q 2017 is now at levels we have not seen since the oil price shock of 2014. This is positive news for the entire labor market, says Brath.

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