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ManpowerGroup Employment Outlook Survey: **German employers' hiring plans remain stable in the second quarter**

- **Employment Outlook at previous year's level after setback in previous quarters**
- **Employers from Frankfurt and the Ruhr Valley region have greatest staff needs**
- **Finance sector to hire more staff**

Frankfurt, 10 March 2020 – After hiring plans fell from quarter to quarter for a whole year, they are now on the way back up once more. The seasonally adjusted Net Employment Outlook Survey* for the second quarter of 2020 is at about the same level as last year, at +13 percent. A year ago, the quarterly result was similar at +14 percent. In the first quarter of 2020, there was a decline of two percentage points to +9 percent, yet the result has now risen by four percentage points. These are the results of the latest ManpowerGroup Employment Outlook Survey, for which 1,001 employers in Germany were surveyed.

+++ You can find the results of the study in a compact format as infographics in this link: <https://bit.ly/1p9QDys> +++

18 percent of employers plan to hire new staff in the second quarter of 2020. This figure stood at just nine percent in the previous quarter, while it was also 18 percent one year ago. 76 percent of employers expect no changes in staff levels from April to June, and as few as three percent plan to cut jobs. “The search for skilled workers is a key issue for companies in Germany,” says Angela Olsen, CEO of ManpowerGroup Germany. “We have seen that the large and medium-sized enterprises, in particular, plan to recruit more heavily in the second quarter.”

Good job prospects for finance experts

A look at the various industries shows that especially the banks, insurance companies and service providers are now much more upbeat. After a bleak outlook for the first quarter of 2020, the seasonally adjusted Employment Outlook now stands at +23 percent. This represents an increase of 13 percentage points compared to the previous quarter. The industrial sector is also recovering after decreases over four quarters. Compared to the first quarter of 2020, the Employment Outlook has risen by five percentage points to +8 percent, but still remains ten percentage points behind the previous year's level. “In the light of continuing challenging political and economic conditions, we hope that the positive trend displayed by our Employment Outlook is confirmed,” says Olsen, reflecting on international trade conflicts, Brexit and Covid-19 and its potential effects to the labour market. “As our

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Employment Outlook for Germany shows, employers from the finance sector as well as chemicals and pharmaceuticals manufacturers are optimistic and want to hire more staff. In these cases, we also see a greater demand from employers in search of skilled workers.”

Cooks, waiters and hotel staff in demand

Restaurants and hotels continue to offer good opportunities to job seekers. Even in the previous quarters, the gastronomy and hotel sectors bucked the trend and ramped up their search for staff. Compared to the previous quarter, the seasonally adjusted Employment Outlook has increased by four percentage points to +12 percent.

Regions: Turnaround after downward trend

Frankfurt am Main, the Ruhr Valley and the Bavarian capital Munich reported the strongest growth in the regions. However, these areas were also in greatest decline. The positive Employment Outlook can be seen most clearly in Germany’s banking center Frankfurt am Main, where the Outlook has increased by 16 percentage points to +17 percent compared to the previous quarter. In comparison to the previous year, the rise represents seven percentage points. The Ruhr Valley has recorded +16 percent after a plus of 12 percentage points compared to the previous quarter. Munich-based employers also plan to hire more staff: the Employment Outlook there has reached +15 percent after an increase of nine percentage points.

Global Employment Outlook

Globally, employers’ hiring plans remain largely positive with employers in 42 out of 43 countries and territories expecting to increase their workforces in the second quarter of 2020.

In a quarter-over-quarter comparison, employers report stronger hiring prospects in 23 of the 43 countries and territories, but hiring sentiment weakens in 11 (with no change reported in nine). The strongest hiring prospects are reported in Croatia, Greece, Japan and Taiwan. The weakest Net Employment Outlooks are reported in Panama, Hong Kong, Poland and South Africa.

Payrolls are forecast to increase in all 26 EMEA countries during the upcoming quarter. When compared with the previous quarter, hiring prospects improve in 15 countries but weaken in seven. In a year-over-year comparison, hiring sentiment strengthens in nine countries, but weakens in 12. The strongest EMEA labor markets for the coming quarter are anticipated in Croatia and Greece, while the weakest hiring activity is expected by Polish and South African employers.

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You can find more detailed results from the ManpowerGroup Employment Outlook Survey for all participating countries including infographics here: <https://www.manpowergroup.de/neuigkeiten/studien-und-research/arbeitsmarktbarometer/>

Background information

The ManpowerGroup Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling more than 60,000 employers in 44 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the Monthly Monitor. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

The survey was concluded between January 6 and January 28 before the global escalation of Covid-19.

You can find more information about the Manpower Employment Outlook Survey at <https://www.manpowergroup.de/neuigkeiten/studien-und-research/arbeitsmarktbarometer/>.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across 80 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

More information is available at <http://www.manpowergroup.de>.

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* The 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. The comprehensive forecast of employer hiring plans is one of the most trusted surveys of employment activity in the world.

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