



Press Release

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Manpower Employment Outlook Survey for Q2/2016: Austrian employers report subdued hiring prospects

Austrian employers report conservative hiring prospects for the April-June time frame. With 8% of employers forecasting an increase in staffing levels, 5% anticipating a decrease and 86% expecting no change, the Net Employment Outlook is +3%.

Once the data is adjusted to allow for seasonal variation¹, the Outlook stands at +1%. Hiring intentions are 3 percentage points weaker when compared with the previous quarter. Year-over-year, the Outlook is unchanged.

„With improving dynamics in private consumption due to the latest income tax reform, a promising outlook for exports and stronger investment activity, Austria’s GDP is expected to grow in 2016“, says **Erich Pichorner**, Managing Director of ManpowerGroup Austria. „On the Austrian labor market, we see that the number of jobs is rising. However, the number of unemployed people is increasing too. Especially for people over the age of 50 and immigrants it is hard to find a job. However, the latest survey indicates that hiring confidence among Austrian employers remains subdued, and the second-quarter results reveal few signs that the labor market will change substantially during the April-June time frame.“

The results of MEOS Q2/2016 in a nutshell:

(From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.)

- Staffing levels are forecast to grow in seven of 10 industry sectors and five of nine regions during the next three months.
- The most optimistic of the 10 industry sector Outlooks stands at +10% in the Electricity, Gas & Water sector. The weakest sector Outlook is reported in the Restaurants & Hotels sector (-10%).
- When Austria’s nine regions are compared, Tirol employers report the strongest hiring plans, with an Outlook of +11%. The weakest regional Outlook of -4% is reported in Burgenland.
- Payrolls are expected to grow in three of the four organization size categories during 2Q 2016, with the strongest hiring pace forecast by Large employers and some job

¹ Seasonal adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time.



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gains predicted by Small- and Medium-size employers. Meanwhile, Micro employers expect a flat labor market.

Regional Comparisons: Strongest labor market prospects reported in Tirol and Vorarlberg

Employers in five of the nine regions expect to increase staffing levels during the next three months. The strongest labor market is anticipated in Tirol, where the Net Employment Outlook stands at +11%. Elsewhere, Vorarlberg employers report an Outlook of +8%. However, employers in four regions expect payrolls to decline in the coming quarter, most notably in Burgenland and Kärnten, where Outlooks stand at -4% and -3%, respectively.

Quarter-over-quarter, employers in four of the nine regions report weaker Outlooks. In Burgenland, the Outlook declines most notably by 5 percentage points. Meanwhile, hiring intentions improve in three regions. The Outlook for Vorarlberg is 9 percentage points stronger, while a 4 percentage point increase is reported in Tirol.

When compared with 2Q 2015, employers report stronger hiring plans in five of the nine regions. However, Outlooks decline in four regions.

Industry sector comparisons: The Electricity, Gas & Water sector is expected to benefit from the strongest labor market

Employers anticipate an increase in payrolls in seven of the 10 industry sectors during 2Q 2016. The Electricity, Gas & Water sector is expected to benefit from the strongest labor market, with employers reporting a Net Employment Outlook of +10%. Elsewhere, Mining & Quarrying sector employers report a cautiously optimistic Outlook of +9%. However, staffing levels are expected to decline in two sectors, including the Restaurants & Hotels sector, where employers report an outlook of -10%.

When compared with the previous quarter, Outlooks improve in five of the 10 industry sectors. The most noteworthy increases of 8 and 7 percentage points are reported in the Mining & Quarrying sector and the Electricity, Gas & Water sector, respectively. Meanwhile, hiring intentions weaken in five sectors, including the Restaurants & Hotels sector with a considerable decline of 20 percentage points.

Year-over-year, employers report stronger hiring prospects in five of the 10 industry sectors. However, hiring intentions also weaken in five sectors

Organization-Size Comparisons: Increasing Payrolls in three of four organization size categories

Payrolls are forecast to increase in three of the four organization size categories during the coming quarter. Large employers report the strongest hiring prospects with a Net Employment Outlook of +11%, while Outlooks stand at +5% and +2% for Medium- and Small-size employers, respectively. Meanwhile, Micro employers expect a flat labor market, reporting an Outlook of 0%.



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*[*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: Job gains are expected in 39 of 42 countries

ManpowerGroup's second-quarter research reveals that job gains are expected in 39 of 42 countries and territories during the April-June time frame. Second-quarter hiring confidence is strongest in India, Japan, Taiwan, Colombia and Guatemala, while the weakest hiring prospects are reported in Brazil, France and Italy. Hiring plans strengthen in only eight of 42 countries and territories when compared with the first three months of 2016 and weaken in 22. Outlooks improve in 12 countries and territories when compared with Quarter 2 2015 but decline in 23.

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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 over 58,000 public and private employers across 42 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 second quarter 2016 in Austria was conducted by interviewing a representative sample of 750 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 June 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



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Full survey results for each of the 42 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 14 June 2016 and will detail expected labor market activity for the third quarter of 2016.