



Publication prohibited until Tuesday March 12, 2019, at 00.01 GMT

Press Release

ManpowerGroup Global Employment Outlook for the Second Quarter of 2019:

Stable Hiring Activity Forecast in Israel for Q2 2019

The ManpowerGroup Employment Outlook Survey for Q2 2019 was conducted by interviewing a representative sample of 750 employers in Israel. The participants in the survey were asked “*How do you anticipate overall employment in your geography to change in the three months (to the end of June 2019) as compared to the current quarter?*”

Employers in Israel report upbeat signs for job seekers in the coming quarter. 12% of employers in Israel expect an increase in headcounts, 3% predict a decrease, while 82% anticipate no change, therefore the net employment outlook is +9%.

Following adjustment of the data to take into account seasonal variations, the Outlook stands at +8%, where the hiring intentions remain relatively stable both in comparison with the previous quarter and year-over-year.

Throughout this report, we use the term “Net Employment Outlook”. The “Net Employment Outlook” is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point onwards, all data in the commentary have been seasonally adjusted, unless stated otherwise.

Employment Forecast for the Fourth Quarter of 2018 - Israel

	Net Employment Outlook*	Increase	Decrease	No Change	Don't know
	%	%	%	%	%
Q2 2018	9+	14	4	80	2
Q3 2018	10+	16	3	78	3
Q4 2018	8+	11	4	81	4



ManpowerGroup™

Q1 2019	7+	11	6	80	3
Q2 2019	8+	12	3	82	3

* Net Employment Outlook has been seasonally adjusted

Sectorial Employment Outlook

Employers in all ten industry sectors anticipate job gains in the coming quarter. The strongest hiring intentions were reported in two sectors, with a net employment outlook of +11% in the manufacturing sector and in the restaurants and hotels sector. A mild uptick in workforce is expected in three sectors with an outlook of +9% in the construction sector, in the electricity, gas and water sector and in the finance, insurance, real estate & business services sector and the wholesale & retail trade sector has an outlook of +8%. At the same time, the weakest hiring intentions, reflecting outlooks of +3% and +4% respectively, have been reported in the mining and quarrying sector and in the Public and Social Services sector.

When compared with the previous quarter, hiring intentions strengthen in five of the 10 industry sectors. Employers in the construction sector report a substantial improvement of 9 percentage points while in the agriculture, hunting, forestry and fishing sector the outlook strengthens by 4 percentage points. As opposed to these, the outlook weakens in four sectors, where especially noteworthy is the 8 percentage points decrease in the Mining and Quarrying sector, and the 6 percentage points decrease in the Public and Social Services sector.

Hiring forecasts weaken considerably by 12 percentage points in the agriculture, hunting, forestry and fishing sector and in the mining and quarrying sector year-over-year. The outlook also weakens by 5 percentage points in the construction sector, and by 4 percentage points in the public and social services sector. In the rest of the regions, hiring intentions remain relatively steady or remain unchanged.

	Employment Outlook Net, Q2, 2019*	Net Employment Outlook, Q1, 2019 *	Net Employment Outlook, Q2, 2018 *
AGRICULTURE	+6%	+2%	+18%
CONSTRUCTION	+9%	0%	+14%
ELECTRICITY, GAS & WATER SUPPLY	+9%	+10%	+8%



ManpowerGroup™

FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+9%	+7%	+9%
MANUFACTURING	+11%	+10%	+10%
MINING & QUARRYING	+3%	+11%	+15%
PUBLIC & SOCIAL SERVICES	+4%	+10%	+8%
RESTAURANTS & HOTELS	+11%	+10%	+12%
TRANSPORT, LOGISTICS & COMMUNICATION	+5%	+8%	+6%
WHOLESALE & RETAIL TRADE	+8%	+8%	+7%

* Net Employment Outlook has been seasonally adjusted.

Employment Outlook by Geography

The employers expect increases in headcounts in all six geographies during Q2 2019. The strongest labor market is expected in Jerusalem, with a Net Employment Outlook of +14%. The employers in Tel Aviv also report steady hiring intentions with an outlook of +12%, while in the center the outlook is +9%. Conversely, a moderate increase in headcount is expected in two geographies with an outlook of +7% in the north and south, whereas the outlook for Haifa stands at +6%.

Compared to the first quarter of 2019, hiring intentions improve in four of the six regions; in particular, by 7 percentage points in Tel Aviv, and by 3 percentage points in the center. Conversely, employers in the North report a decline of 3 percentage points.

Year-over-year, hiring intentions are weaker in four of the six geographies. Employers in the South report a decline of 4 percentage points, while the outlook weakens by 3 and 2 percentage points in Jerusalem and the north respectively. At the same time, employers in the center report an improvement of 4 percentage points.



	Employment Outlook Net, Q2, 2019*	Employment Outlook Net, Q1, 2019*	Net Employment Outlook, Q2, 2018 *
Jerusalem	14%	13%+	17%+
The Center	9%	6%+	5%+
Haifa	6%	5%+	7%+
North	7%	10%+	9%+
South	7%	7%+	11%+
Tel Aviv	12%	5%+	11%+

* Net Employment Outlook has been seasonally adjusted.

Employment Outlook by Organization Size

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.

For the coming quarter, employers in all four organization size categories expect job gains. The large employers report stable hiring intentions with a Net Employment Outlook of +16%. As opposed to these, an outlook for a mild uptick in headcounts was reported by employers in medium organizations, with an outlook of +10%, while small and micro organizations report an outlook of +6% and +3%, respectively.

An improvement of 2 percentage points was recorded in hiring intentions for micro businesses compared with the previous quarter, however a decrease 3 percentage points in the small employer category was recorded, year-over-year. Meanwhile, medium organizations report relatively stable hiring outlooks whereas the outlook among large employers has remained unchanged.

The decrease in the forecast for small-size employers is 5 percentage points year-over-year, while micro businesses and large report an improvement by 2 percentage points. At the same time, employers in medium organizations report an improvement of 2 percentage points.



	Employment Outlook Net, Q2, 2019*	Employment Outlook Net, Q1, 2019*	Net Employment Outlook, Q2, 2018 *
Micro businesses (less than 10 employees)	3%+	+1%	5%+
Small businesses (10 to 49 employees)	6%+	9%+	11%+
Medium businesses (50 to 249 employees)	10%+	9%+	8%+
Large businesses (over 250 employees)	16%+	16%+	18%+

* Net Employment Outlook has been seasonally adjusted.

Global Employment Outlook:

ManpowerGroup interviewed over 59,000 employers in 44 countries and territories to forecast labor market activity* in April-June 2019. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2019 as compared to the current quarter?”

The ManpowerGroup research for the second quarter of 2019 reveals employers expect to add to payrolls in 40 of 44 countries and territories in the period up to the end of June.

Employers in 15 of 44 countries and territories surveyed report stronger hiring plans when compared with the prior quarter, while weaker hiring intentions are reported in 18 and no change is expected in 11. When compared with the second quarter of 2018, Outlooks improve in 13 countries and territories, but decline in 27 and are unchanged in four. The most positive hiring sentiment is reported in Croatia, Japan, Greece, the U.S., Hong Kong and Taiwan, while the weakest labor markets are expected in Argentina, Hungary, Spain and Turkey.

An increase in payrolls is forecast for 23 of 26 Europe, Middle East & Africa (EMEA) region countries during the second quarter, while flat hiring activity is forecast for three. Hiring intentions improve in 10 countries when compared with the previous quarter, but decline in eight. In comparison with this time one year ago, employers report stronger hiring plans in 10 countries, but Outlooks weaken in 15. Croatian and Greek employers report the strongest hiring prospects for the coming quarter, while the weakest labor markets are forecast for Hungary, Spain and Turkey.

Workforce gains are expected in all eight Asia Pacific countries and territories surveyed during the second quarter of 2019. Employers in two countries and territories report stronger hiring intentions when compared with the previous quarter, but Outlooks decline in four. When compared with the same period last year, hiring sentiment also strengthens in two countries and territories but weakens in four. The strongest hiring activity is forecast in Japan and Hong Kong, while Chinese employers anticipate the most cautious hiring climate.

Employers in nine of the 10 Americas countries surveyed expect to add to payrolls in the next three months, with a flat labor market forecast in one country. In a comparison with the prior quarter, hiring prospects improve in three countries, while declining in six. When compared with this time one year ago, hiring plans strengthen in one country, but weaken in eight. The most optimistic hiring intentions are reported in the U.S. and Mexico, while Argentinian and Panamanian employers report the weakest Outlooks.

Full survey results for each of the 44 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos. The next ManpowerGroup Employment Outlook Survey will be released on 11 June 2019 and will detail expected labor market activity for the third quarter of 2019.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.



ManpowerGroup™

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup 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. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 59,000 public and private employers across 44 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.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the 2Q 2019 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2019 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 4.1%.

Net Employment Outlook

Throughout this report, we use the term "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. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Finland. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years.. In 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the ninth year in 2018, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com