

Press Release

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ManpowerGroup Employment Outlook Survey Q2/2020: Austrian employers anticipate a conservative hiring pace in the next three months

- The strongest hiring plans are reported by employers in the Construction sector and the Finance & Business Services sector
- Salzburg, Steiermark and Vorarlberg report the strongest hiring activity in 2Q 2020
- Globally, employers in 42 of the 43 countries and territories surveyed expect to grow, including all EMEA countries

Vienna, 10 March 2020: According to the latest ManpowerGroup Employment Outlook Survey, Austrian employers forecast a fair hiring pace in the next three months, reporting a seasonally adjusted Net Employment Outlook (NEO) of +8%. Hiring plans remain relatively stable when compared with the previous quarter, but decline by 4 percentage points year-over-year.

For the Survey, a total of 751 Austrian employers were asked, *“How do you anticipate total employment at your location to change in the second quarter of 2020 as compared to the current quarter?”* In response, 14% of employers expecting to increase payrolls, 4% anticipating a decrease and 81% forecasting no change. After accounting for seasonal variation, this produces a NEO of +8%.

Sector Comparisons

Job gains are expected in all seven industry sectors during the coming quarter. In a comparison with 1Q 2020, hiring plans dip in five sectors, while increasing in two. When compared with last year at this time, Outlooks weaken in six of the seven sectors, remaining unchanged in one.

Construction sector employers report the strongest of the seven industry sector forecasts with a respectable Outlook of +14%. However, hiring prospects in the sector decline by 2 and 4 percentage points from 1Q 2020 and 2Q 2019, respectively.

Hiring intentions in the Finance & Business Services sector (+12%) are stronger than the national Outlook for Austria as a whole, despite dipping by 2 and 3 percentage points quarter-over-quarter and year-over-year, respectively.

“Based on what we're seeing from employers and the current labor market, we foresee an upward trend in the financial sector”, comments Christoph Trauttenberg, new Managing Director of ManpowerGroup Austria. “The survey results confirm our current search orders.

We are looking for many additional talents with a wide range of expertise for an above-average number of companies in this sector".

Restaurants & Hotels sector employers also report an Outlook of +2%, decreasing by 8 percentage points when compared with the previous quarter and by 4 percentage points year-over-year.

Hiring plans improve in eight of the nine regions

In a regional comparison, workforce gains are forecast for eight of nine Austrian regions during the second quarter of 2020, although Burgenland employers expect to trim payrolls. Hiring prospects weaken in five regions quarter-over-quarter and decline in six regions when compared with this time one year ago.

Salzburg employers anticipate the strongest regional labor market in the coming quarter, reporting an Outlook of +14%, increasing by four and five percentage points from 1Q 2020 and 2Q 2019, respectively. Respectable job gains are also forecast in two regions with Outlooks of +13% – Steiermark and Vorarlberg – while the Outlook for Tirol is +10%.

The most cautious of the nine regional forecasts is reported in Burgenland, where the Outlook (-5%) dips to its weakest level in more than two years, decreasing by 10 percentage points quarter-over-quarter and by 14 percentage points year-over-year.

Organization Size Comparisons

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.

Employers expect to increase staffing levels in three of the four organization size categories during the next three months. The strongest hiring pace is expected by Large employers (+19%), while the weakest labor market is anticipated by Micro employers (0%).

Global comparison

Employers in 42 of the 43 countries and territories surveyed expect to grow payrolls in the April to June time frame, including all 26 Europe, Middle East, Africa (EMEA) countries. Workforce gains are expected in all 26 EMEA region countries surveyed during the second quarter of 2020. When compared with the prior quarter, hiring prospects strengthen in 15 countries, but weaken in seven. In a comparison with the second quarter of 2019, outlooks improve in nine countries, but decline in 12. Employers in Croatia and Greece expect the strongest labor markets during the forthcoming quarter, while the weakest hiring sentiment is reported in Poland and South Africa.

“It is too early to predict the potential impact of Covid-19 on global hiring, the reality today is that unemployment remains low in many markets and organizations globally are still struggling to find people with the right skills”, said Jonas Prising, ManpowerGroup Chairman & CEO.

Global Outlook

A total of 58.373 employers were surveyed by ManpowerGroup in 43 countries and territories, to measure employer hiring intentions for the April to June 2020 period. Based on seasonally adjusted analysis*, employers in 42 of the 43 countries and territories surveyed expect to increase payrolls during the April to June time frame.

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.

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

*Data is not seasonally adjusted for Croatia and Portugal

You can find more detailed results from the Manpower Employment Outlook Survey for all participating countries including infographics here: <https://www.manpowergroup.com/meos>

You can find more detailed results for Austria including infographics here:

<https://www.manpower.at/studien-research>

<https://www.experis.at/studien-research>

The next Manpower Employment Outlook Survey will be released on 9 June 2020 to report hiring expectations for the third quarter of 2020.

About the survey

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.



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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.

ManpowerGroup Austria

In Austria, ManpowerGroup operates under the brand names of Manpower and Experis. ManpowerGroup offers candidates and companies a broad spectrum of innovative workforce solutions, including short-term positions, project-related jobs and direct placements. Manpower has specialized in the fields of administrative, commercial, technical and industrial jobs, as well as events, the hotel trade and gastronomy. The area of expertise for Experis includes finance, IT, engineering, sales and marketing and executive search. Details are available at www.manpowergroup.at, www.manpower.at and www.experis.at.

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.