



ManpowerGroup

EMBARGOED UNTIL MARCH 10, 2020, AT 12.01AM

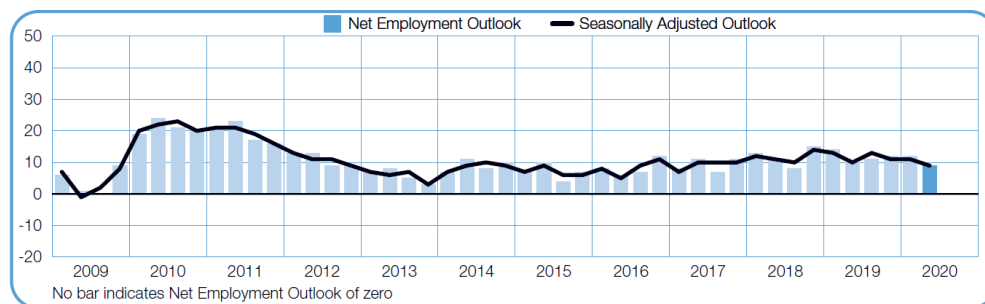
Australian employers expect a conservative hiring pace in Q2 2020, according to the ManpowerGroup Employment Outlook Survey

- *While anticipating moderate workforce gains in the coming quarter, Australian employers expect the weakest hiring pace in three years*
- *Payroll growth is forecast in all seven industry sectors, most notably the Services sector*
- *Queensland and Western Australia employers report the strongest regional hiring prospects*

CITY (MARCH 10, 2020) – Australian employers anticipate a conservative hiring pace in the April to June period, according to the ManpowerGroup Employment Outlook Survey. Australia’s seasonally adjusted Net Employment Outlook stands at +9%, declining by 2 percentage points when compared with the past quarter – as a result, hiring plans are the weakest reported in three years. In comparison with this time last year, hiring sentiment remains relatively stable.

“While 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 organisations are still struggling to find people with the right skills”, said Richard Fischer, ManpowerGroup Australia & New Zealand Managing Director. “Our research found 41% of Australian employers struggle to find the talent they need, an increase on the last few years. As the pace of technological disruption, digitisation and automation continues to accelerate, most employers both globally and locally are increasing or maintaining, not reducing their headcount”.

Net Employment Outlook (Australia)



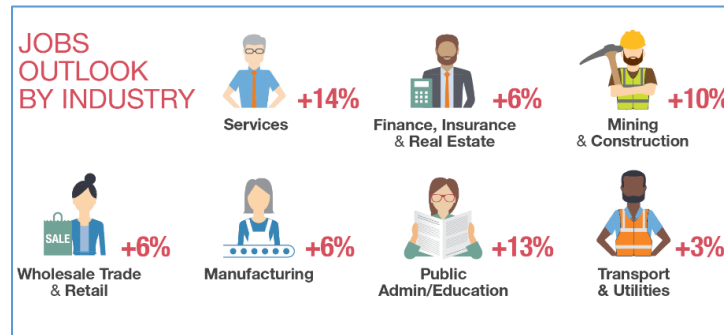
Hiring Plans by Industry Sector

Employers in all seven Australian industry sectors expect to add to payrolls in the upcoming quarter, despite weaker hiring prospects in five of the seven sectors when compared with both the previous quarter and this time one year ago. Services sector employers report the strongest hiring intentions for the second quarter of 2020 with an Outlook of +14%, declining by 2 percentage points quarter-over-quarter, but remaining relatively stable in comparison with last year at this time. In the Public Administration & Education sector employers anticipate steady workforce gains with an Outlook of +13%. Hiring prospects in the sector remain relatively stable in comparison with 1Q 2020, but are 3 percentage points weaker when compared with last year at this time. Mining & Construction sector

employers forecast a moderate hiring pace with an Outlook of +10% - hiring sentiment in the sector declines by 3 percentage points quarter over quarter, but remains relatively stable year-over-year.

Australia's Transportation & Utilities sector employers report their weakest hiring sentiment in more than 10 years with an Outlook of +3%, decreasing by 8 and 6 percentage points from 1Q 2020 and 2Q 2019, respectively.

Net Employment Outlook - Industry comparison (YOY – Q219 to Q220)



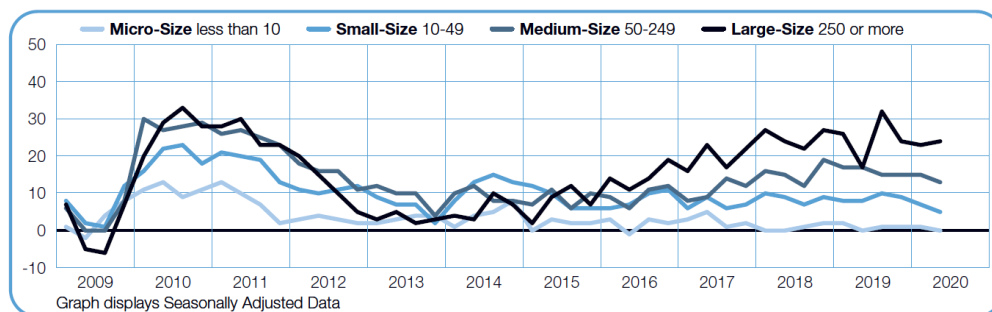
Hiring Plans by Region

Employers in all eight Australian regions expect to increase payrolls during the coming quarter. Hiring plans dip in six regions when compared with the previous quarter, while climbing in two. In a comparison with last year at this time, hiring plans weaken in six regions while improving in one. The strongest regional labour markets are anticipated in Queensland and Western Australia with Outlooks of +11%. In Queensland, hiring plans improve by 2 percentage points when compared with the previous quarter, while remaining relatively stable year-over-year. Western Australia employers report a decline of 9 percentage points quarter-over-quarter, but no change when compared with this time one year ago. Northern Territory employers report the weakest regional Outlook of +1%, remaining relatively stable quarter-over-quarter, but decreasing by 3 percentage points year-over-year.

Hiring Plans by Company Size

Payrolls are forecast to grow in three of Australia's four organization size categories during the upcoming quarter. Large employers (more than 250 employees) report active hiring plans with a Net Employment Outlook of +24%. Elsewhere, Outlooks stand at +13% for Medium-size firms (50 – 249 employees) and at +5% for Small employers (10 - 49 employees). However, Micro employers with fewer than 10 employees anticipate flat hiring activity, reporting an Outlook of 0%.

Net Employment Outlook (Organisation size)



Global Employment Outlook

Globally, employers in 42 of the 43 countries and territories surveyed expect to grow payrolls in the April to June time frame, including all seven Asia Pacific countries and territories. Outlooks improve in two countries and territories in the region when compared with the prior quarter, but decline in three. In a comparison with this time one year ago, hiring intentions improve in one country/territory but weaken in five. The strongest Asia Pacific labor markets are forecast by employers in Japan and Taiwan, while the weakest hiring pace is expected in Hong Kong.

To view complete results for the ManpowerGroup Employment Outlook Survey, visit www.manpowergroup.com.au/meos. The next survey will be released March 10, 2020 and will report hiring expectations for Q2 2020.

**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.*

#

About the Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the most extensive forward-looking survey of its kind, unparalleled in its size, scope, longevity and area of focus. The Survey has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. The ManpowerGroup Employment Outlook Survey is based on interviews with over 58,000 public and private employers in 43 countries and is considered a highly respected economic indicator.

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 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.

www.manpowergroup.com.au