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## **Hiring intentions remain positive and Eastern Norway is booming**

ManpowerGroup Employment Outlook Survey 3Q 2019

**OSLO, NORWAY (11 of June 2019)** – Hiring intentions remain positive for 3Q19, with a slight quarter-on-quarter increase. These are the results of the *ManpowerGroup Employment Outlook Survey* for the third quarter of 2019, which records a national Net Employment Outlook of +7%.

This signals that more employers expect to increase staffing levels than not over the period. Among employers surveyed, 12% are planning to increase employment levels, 3% are planning to downsize and 84% are planning to retain the size of their staff.

“The outlook for the Norwegian labor market remains optimistic, with positive signals coming in from businesses all over the country. In Eastern Norway, employers anticipate the strongest hiring pace in more than seven years over the next three months,” says Maalfrid Brath, Managing Director for ManpowerGroup Norway.

### **Eastern Norway takes the lead**

Employers across all five regions expect to increase staffing levels during the forthcoming quarter. Eastern Norway reports a Net Employment Outlook of +16%, improving by 13 percentage points when compared to the previous quarter, and 6 percentage points year-over-year. In Northern Norway, employers report a Net Employment Outlook of +14%. Hiring plans improve both quarter-over-quarter and year-over-year, increasing by 13 and 6 percentage points, respectively.

“With so many companies looking to grow their workforce with both experienced staff and new talent, the labor market is growing very competitive. We work closely with companies across the country to acquire the right staff and implement upskilling programs, as employers need to apply a combination of talent strategies to reach their targets,” says Brath.

In Greater Oslo, a slow-paced increase in payrolls of +3% is anticipated. In Mid-Norway, the Outlook is at +4%, a decline of 7 percentage in comparison with the third quarter last year. Southern and Western Norway report modest workforce gains, with a Net Employment Outlook of +8% for the second consecutive quarter. However, this is a decline of 8 percentage points compared to the same period last year.



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### **Key sectors showing continued form**

Compared with the same quarter last year, hiring intentions strengthen in five of nine surveyed industry sectors. Steady workforce gains are anticipated in the Mining & Quarrying sector and the Finance sector, with Outlooks of +14% and +13%, respectively. Key sectors in the Norwegian economy, such as Construction (+12%) and Manufacturing (+11%), show continued optimism as Outlooks increase by 8 and 5 percentage points, respectively, compared to the same period last year.

“We see large industry sectors planning to increase payrolls in the upcoming quarter, yet unemployment rates are currently at such low levels that experts question the potential for further growth. This highlights the necessity for organizations to build skills and pursue alternative talent strategies,” says Brath.

Public & Social sector employers report a Net Employment Outlook of +4%, the most noteworthy decline by 8 percentage points compared to Q3 2018, followed by Electricity, Gas & Water, where the Outlook of +5% is a decrease of 7 percentage points compared with the same quarter of last year.

Employers in the Agriculture, Hunting, Forestry & Fishing sector reports the strongest hiring intentions with a Net Employment Outlook of +23%, its strongest anticipated growth in 12 years. Furthermore, the Transport, Storage & Communication sector is forecasting an Outlook of +5%, an increase of 11 percentage points compared to the last quarter.

### **Increase in payrolls across organization size**

Employers in all four organization size categories anticipate payroll gains in the upcoming quarter. Medium sized employers (with 50-249 employees) report the strongest hiring intentions with a Net Employment Outlook of +15%. Large employers (250+ employees) report an Outlook of +14%, a considerable improvement of 18 percentage points from the previous quarter. Small-size employers (10-49 employees) report an Outlook of +12%, while Micro employers (9 or less employees) report the most cautious Outlook of +5%.

*The ManpowerGroup Employment Outlook Survey for the third quarter 2019 was conducted by interviewing a representative sample of 750 employers in Norway. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2019 as compared to the current quarter?” 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.*

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