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## Press Release

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### ManpowerGroup Employment Outlook Survey Q3/2018: Confidence among Austrian employers is still on the upswing

Austria's employers are cautiously optimistic about opportunities for job seekers in the third-quarter of 2018. According to the latest ManpowerGroup Employment Outlook, which surveyed around 750 employers in Austria, a seasonally adjusted Net Employment Outlook of +7% is reported for the third quarter of 2018 anticipating a positive period of job gains over the next three months.

Hiring intentions improve by 5 percentage points when compared with this time one year ago, and remain relatively stable when compared with the previous quarter.

"Austrian employers continue to anticipate some opportunities for job seekers over the next three months, and the Outlook does improve notably from last year at this time," explains Erich Pichorner, Managing Director ManpowerGroup Austria. "Particularly pleasing forecasts for the third quarter are available for Kärnten, Oberösterreich and Vorarlberg. In Kärnten, employers report an Outlook of +19%. As in the previous quarter, employers in 9 of the 10 surveyed industry sectors included in the survey reported positive recruitment intentions. Qualified employees are increasingly in demand, particularly in the Manufacturing sector as well as in the Wholesale & Retail Trade sector," says Pichorner. - "The strongest labor market in more than nine years is anticipated in the upcoming quarter in the Manufacturing sector (+14%) and job seekers in the Wholesale & Retail Trade sector can expect to benefit from the strongest labor market in more than six years during the next three months, with employers reporting a Net Employment Outlook of +9%."

#### **The results of MEOS Q3/2018 in a nutshell:**

- Austrian employers expect a positive hiring market in the forthcoming quarter with a seasonally adjusted Net Employment Outlook of +7%. Hiring intentions improve by 5 percentage points when compared with this time one year ago, and remain relatively stable when compared with the previous quarter.
- Employers in seven of the nine regions expect to increase staffing levels during the coming quarter. The strongest hiring prospects are again reported in Kärnten, where the Net Employment Outlook stands at +19%.
- Elsewhere, Oberösterreich employers report cautiously optimistic hiring intentions with an Outlook of +14%, while Outlooks of +11% are reported in Vorarlberg.



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- Employers in Steiermark report uncertain hiring plans with an outlook of -1%. In Burgenland a flat hiring activity is anticipated with an Outlooks of 0%.
- Staffing levels are forecast to increase in nine of the 10 industry sectors during the upcoming quarter. Employers in the Manufacturing sector report the strongest hiring intentions with a Net Employment Outlook of +14%, while Outlooks stand at +9% and +8% in the Wholesale & Retail Trade sector and the Electricity, Gas & Water sector, respectively.
- However, Restaurants & Hotels sector employers forecast struggling hiring activity with an Outlook of -7%. Hiring intentions decline by 7 percentage points when compared with both 2Q 2018 and 3Q 2017.
- Employers expect to increase staffing levels in all four organization size categories during the coming quarter. Large employers report active hiring plans with a Net Employment Outlook of +33%, while the Outlook for Micro-size is +4%, respectively.

### **Regional Comparisons: Strongest labor markets in Kärnten, uptrend in Oberösterreich and Vorarlberg**

Employers in seven of the nine regions expect to increase staffing levels during the coming quarter. The strongest hiring prospects are reported in Karnten, where the Net Employment Outlook stands at +19%. Elsewhere, Oberosterreich employers report cautiously optimistic hiring intentions with an Outlook of +14%, while Outlooks of +11% are reported in Voralberg. Employers in Tyrol forecast a moderate hiring pace, reporting an Outlook of +7%. Meanwhile, Steiermark employers report uncertain hiring plans with an Outlook of -1% and a flat hiring pace is expected in Burgenland, where the Outlook is 0%.

When compared with 2Q 2018, hiring plans improve in three of the nine regions. An increase of 4 percentage points is reported in Oberösterreich, while considerably weaker Outlooks are reported in five of the nine regions. Niederosterreich employers report the most notable decrease of 5 percentage points, while Outlooks are 4 and 3 percentage points weaker in Vienna and Steiermark, respectively.

Employers in eight of the nine regions report improved hiring intentions when compared with this time one year ago. Karnten employers report a considerable increase of 14 percentage points, and the Outlook for Vorarlberg and Burgenland are 8 and 7 percentage points stronger. The Oberosterreich Outlook improves by 5 percentage points, and increases of 3 percentage points are reported for Niederosterreich, Salzburg and Tirol. However, Steiermark employers report a decline of 2 percentage points.

### **Industry sector comparisons: Best job prospects in the Manufacturing sector**

Staffing levels are forecast to increase in nine of the 10 industry sectors during the upcoming quarter. Employers in the Manufacturing sector report the strongest hiring intentions with a Net Employment Outlook of +14%, while Outlooks stand at +11% and +9% in the Mining & Quarrying sector and the Wholesale & Retail Trade sector, respectively. Elsewhere, Electricity, Gas & Water sector employers anticipate moderate job gains with an Outlook of



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+8%, while the Finance, Insurance, Real Estate & Business Services sector Outlook stands at +7%. However, Restaurants & Hotels sector employers forecast a struggling hiring activity with an Outlook of -7%.

Hiring prospects strengthen in five of the 10 industry sectors when compared with the previous quarter. The most notable increases of 9 and 8 percentage points are reported in the Mining & Quarrying sector and the Wholesale & Retail Trade sector, respectively. Meanwhile, hiring plans weaken in five sectors, with employers reporting a decrease of 7 percentage points in the Restaurants & Hotels sector, and a decline of 6 percentage points in both the Construction sector and the Public & Social sector.

When compared with this time one year ago, Outlooks improve in eight of the 10 industry sectors, most notably by 21 percentage points in the Mining & Quarrying sector, while Manufacturing sector employers report a considerable improvement of 15 percentage points. Slight increases are reported in three sectors – the Transport, Storage & Communication sector (+10%), the Construction sector (+4%) and the Electricity, Gas & Water sector (+4%). However, hiring prospects weaken by 7 percentage points in the Restaurants & Hotels sector and by 4 percentage points in the Finance, Insurance, Real Estate & Business Services sector.

### **Organization-Size Comparisons: in all four organization size categories expect increasing staffing levels**

Employers expect to increase staffing levels in all four organization size categories during the coming quarter. Large employers report active hiring plans with a Net Employment Outlook of +33%, while the Outlook for Medium employers is +14%. Elsewhere, Small- and Micro-size employers report moderate Outlooks of +11% and +4%, respectively.

When compared with the previous quarter, hiring plans improve by 4 percentage points in both the Small- and Large-size categories, but Micro employers report a decline of 2 percentage points. Elsewhere, the Outlook for Medium employers is unchanged.

Large employers report an improvement of 12 percentage points when compared with this time one year ago, while Outlooks are 7 and 4 percentage points stronger for When compared with the previous quarter, hiring plans improve by 4 percentage points in both the Small- and Large-size categories, but Micro employers report a decline of 2 percentage points. Elsewhere, the Outlook for Medium employers is unchanged.

In the Medium employer category, hiring intentions remain relatively stable.

*[\*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: Employer confidence remains mostly resilient across the globe**



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Third-quarter results indicate that, despite an uncertain geopolitical outlook, employer confidence remains mostly resilient across the globe. Payrolls are expected to grow by varying degrees in all countries and territories with the exception of Italy where the Outlook is negative for the second consecutive quarter. A clear majority of employers polled indicate they will maintain or add to their workforces, and only a fraction plan to reduce payrolls. Examples of notable optimism include Finland where the Outlook is the strongest reported since the country started the survey nearly six years ago, and in China where employers report their most optimistic hiring plans in three years. Conversely, the forecast in Panama is the weakest reported since the survey was launched in 2010. And New Zealand's forecast is the least optimistic reported since 2009.

When compared to the prior quarter's results, forecasts improve in 19 countries and territories, decline in 18 and remain unchanged in seven. A more favorable pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 24 countries, decline in only 12 and remain unchanged in seven.\*\* Globally, the strongest third-quarter hiring plans are reported in Japan, Croatia, Taiwan, Hungary and the United States. The weakest forecasts are reported in Italy, Panama and Spain.

In the Europe, Middle East & Africa (EMEA) region workforce gains are forecast in 25 of 26 countries. Hiring plans improve in 12 countries quarter-over-quarter, weaken in 10 and are unchanged in four. In a year-over-year comparison, Outlooks improve in 13 countries, decline in six and are unchanged in six. Croatian employers report the region's strongest third-quarter hiring plans, and also share with Japan the strongest hiring intentions worldwide. Italian employers report the region's weakest Outlook and, as noted above, the only negative hiring intentions among the 44 countries and territories surveyed.

\*\* Croatia joined the survey in the prior quarter and has no year-over-year comparison data.

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#### **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 55 years and is one of the most trusted surveys of employment activity in the world.

The survey is based on interviews with nearly 60.000 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.



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The ManpowerGroup Employment Outlook Survey for the third quarter 2018 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 September 2018 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), 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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth consecutive year and one of Fortune's Most Admired Companies, 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](http://www.manpowergroup.com)

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](http://www.manpowergroup.com/meos).