



Press Release

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Manpower Employment Outlook Survey for Q3/2016: Encouraging signs for Austrian job seekers

Austrian employers report encouraging signs for job seekers in the upcoming quarter. With 9% of employers expecting to increase staffing levels, 3% anticipating a decrease and 88% forecasting no change. Once the data is seasonally adjusted¹, the resulting Net Employment Outlook is +4%. Hiring intentions are 3 percentage points stronger both quarter-over-quarter and year-over-year.

„Nearly one of every 10 Austrian employers told us they plan to increase their staffing levels in the July-September period. We expect the most encouraging signs for job seekers in Salzburg and Vorarlberg as well as in the Agriculture, Hunting, Forestry & Fishing sector and the Electricity, Gas & Water sector,“ explains **Erich Pichorner**, Managing Director of ManpowerGroup Austria. „Despite this optimistic outlook and a noticeable reflation, the number of unemployed people has increased again. It gets more and more difficult to find jobs for people with little education. That’s why ManpowerGroup Austria focuses on training and education on the job in order to strengthen the employability skills of those who depend on us to help them find work.“

The results of MEOS Q3/2016 in a nutshell:

- Job seekers can expect positive hiring opportunities in nine of 10 industry sectors and six of nine regions during 3Q 2016.
- When industry sectors are compared, the strongest labor market is expected in the Agriculture, Hunting, Forestry & Fishing sector. Standing at +12%, the Outlook improves by considerable margins of 10 and 9 percentage points from 2Q 2016 and 3Q 2015, respectively.
- Transport, Storage & Communication sector employers report the weakest of the 10 industry sector Outlooks (-3%).
- When the nine Austrian regions are compared, Salzburg employers anticipate the most notable boost to job levels in the coming quarter, reporting an Outlook of +9%. Hiring intentions in the region improve by 8 and 6 percentage points from 2Q 2016 and 3Q 2015, respectively.
- The weakest regional Outlooks of -3% are both reported in Burgenland und Kärnten.
- Employers in all four organization size categories forecast job gains in 3Q 2016. The strongest hiring plans are reported by Large employers (+16%).



Regional Comparisons: Strongest labor market prospects reported in Salzburg

Payrolls are forecast to grow in six of the nine regions during 3Q 2016. The strongest labor market is anticipated in Salzburg, where the Net Employment Outlook stands at +9%. Elsewhere, some hiring opportunities are expected in Vorarlberg, where the Outlook is +6%, and in both Niederösterreich and Steiermark, with Outlooks of +5%. However, muted hiring prospects are reported in three regions, with Outlooks standing at -3% in both Burgenland and Karnten, and at -2% in Tirol.

Quarter-over-quarter, hiring intentions are increasing noticeable in two regions, most notably in Salzburg with an increase of 8 percentage points. However, the Outlook for Tirol declines by a considerable margin of 13 percentage points. Elsewhere, hiring plans remain relatively stable or are unchanged.

When compared with 3Q 2015, Outlooks improve in six of the nine regions and weaken in three. Increases of 7 percentage points are reported by employers in both Steiermark and Vorarlberg.

Industry sector comparisons: Strongest hiring pace expected in the Agriculture, Hunting, Forestry & Fishing sector as well as in the Electricity, Gas & Water sector

Employers in nine of the 10 industry sectors expect to grow staffing levels during 3Q 2016. The strongest hiring pace is forecast in the Agriculture, Hunting, Forestry & Fishing sector, where the Net Employment Outlook stands at +12%. Elsewhere, Electricity, Gas & Water sector employers report a cautiously optimistic Outlook of +10%, while Outlooks of +7% and +5% are reported for the Mining & Quarrying sector and the Public & Social sector, respectively. However, Transport, Storage & Communication sector employers anticipate a decline in payrolls, reporting an Outlook of -3%.

When compared with the previous quarter, hiring prospects improve in four of the 10 industry sectors, most notably in the Restaurants & Hotels sector, where employers report an increase of 17 percentage points. Meanwhile, Outlooks weaken in four sectors.

Year-over-year, employers in seven of the 10 industry sectors report stronger hiring plans. However, hiring prospects decline in two sectors.

Organization-Size Comparisons: Increasing Payrolls in all organization size categories

Workforce gains are anticipated in all four organization size categories during 3Q 2016. Large employers report upbeat hiring intentions with a Net Employment Outlook of +16%. Elsewhere, Outlooks of +4% and +2% are reported by Micro- and Medium-size employers, respectively, while the Outlook for Small firms stands at +1%.

*[*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.]*



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Global Outlook: Employers report the most optimistic hiring intentions in India and Japan

The overview of global responses reveals staffing levels are expected to grow by varying levels in 40 of 43 countries and territories during the July-September time frame. However, a number of employers also indicate that overall payroll growth is likely to proceed at a more conservative pace than in the prior quarter or last year at this time. Significant upturns in overall employer confidence are few, and some declining trajectories reported previously—most notably in Brazil and China—continue unabated.

Third-quarter hiring confidence is strongest in India, Japan, Taiwan, Guatemala, Romania and the United States, while employers in Brazil, Italy and Switzerland report the weakest hiring plans.

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About the Manpower Employment Outlook Survey

The Manpower 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. The survey is based on interviews with nearly 59,000 employers across 43 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.

The Manpower Employment Outlook Survey for the third quarter 2016 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 2016 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) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup



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was named one of the World's Most Ethical Companies for the sixth 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 makes powering the world of work humanly possible: www.manpowergroup.com

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos. The next Manpower Employment Outlook Survey will be released on 13 September 2016 and will detail expected labor market activity for the fourth quarter of 2016.