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**Singapore's Employment Outlook Continues to Strengthen: ManpowerGroup  
Employment Outlook Survey Q4 2018**

- *Net Employment Outlook in Singapore strengthens for the third consecutive quarter, at +13%*
- *Employers in the Public Administration & Education sector report strongest hiring Outlook, increasing by 23 percentage points from the previous quarter*
- *Positive workforce gains expected across labor markets in the Asia Pacific region, with Japanese employers forecasting strongest hiring intentions*

SINGAPORE (11 September 2018) – Local labor market is expected to finish on a high note this year as employers in Singapore continue to report stronger hiring intentions for the fourth-quarter, according to latest ManpowerGroup Employment Outlook Survey.

This marks three consecutive quarters of strengthening hiring outlooks for Singapore, with Net Employment Outlook reported to be +13% after accounting for seasonal variation – with employers reporting the most optimistic forecast since 2015. Out of 620 employers surveyed, 16% intend to add to their headcount, only 3% expect to decrease and 75% anticipate no change.

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 to see a decrease in employment at their location in the next quarter.

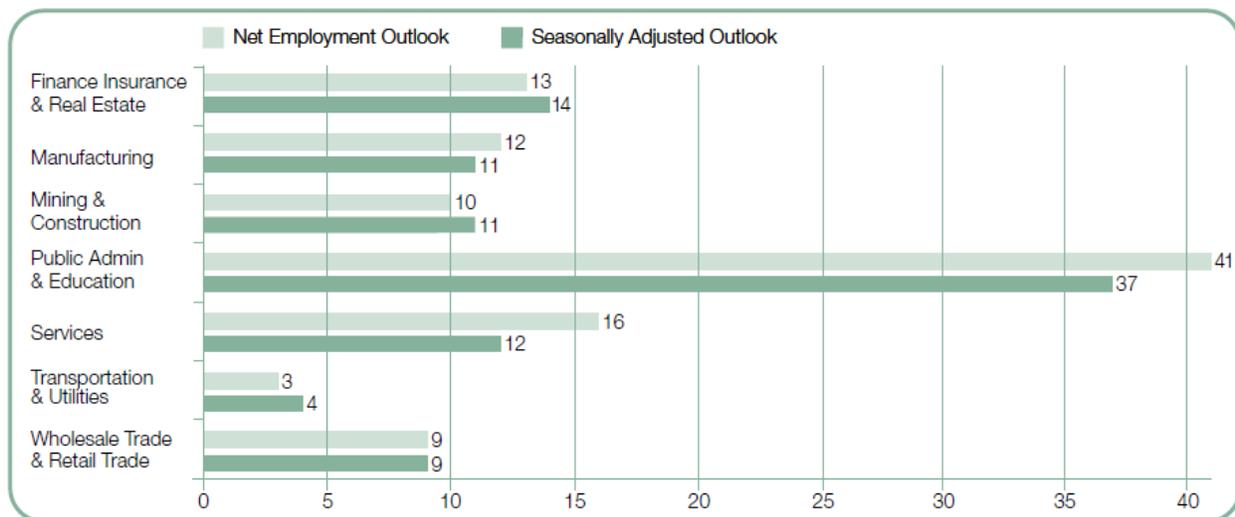
On the continued strong hiring forecast, Ms Linda Teo, Country Manager of ManpowerGroup Singapore comments, “More companies are recruiting specialists in IT and other digital-functions as they undergo digital transformation. Furthermore, with Singapore’s economic growth projected to remain on track, employers across all sectors remain optimistic about business prospects and their expansion plans.”



Staffing levels are expected to rise across the seven industry sectors in the fourth-quarter, with employers in the Public Administration & Education sector reporting a hiring Outlook of +37% -- a sharp increase of 23 percentage points from the previous quarter.

“Companies are increasingly recognizing the need to build their base of talents to counter manpower constraints and talent shortages. As more work becomes automated, organizations need to reskill and upskill their workforce to work with the new digital tools, and we believe efforts like these are contributing to the boost in hiring activity in the Public Administration & Education sector,” comments Ms Teo on the spike in hiring intention.

Steady workforce growth is expected in the Finance Insurance & Real Estate sector and the Services sector, with reported Outlooks of +14% and +12% respectively, while Outlooks of +11% are reported by both the Manufacturing sector and Mining & Construction sector. Elsewhere, expect a slow hiring pace in the Wholesale Trade & Retail Trade sector (+9%) and Transportation & Utilities sector (+4%).



Compared with the previous quarter, employer confidence has dipped in three sectors, with employers in the Finance, Insurance & Real Estate sector reporting a considerable decrease of 11 percentage points. In a year-on-year comparison, hiring Outlooks strengthened in five of the seven sectors, with a substantial increase of 16 and 12 percentage points reported for the Public Administration & Education sector and the Mining & Construction sector respectively.

“The strong labor market forecast for the next three months is good news for job seekers, but only if they have the relevant skill sets and experience as ManpowerGroup’s recent Talent Shortage Survey revealed that 56% of employers in Singapore are struggling to find candidates with right skills to fill jobs,” says Ms Teo. “Job seekers who are not hearing back from interviewers should invest some time to pick up the latest in-demand skills to boost their chances of securing a job,” she adds.



In the Asia Pacific region, staffing levels are expected to grow in all eight countries & territories, but to varying levels. Employers in Japan reports the strongest hiring intentions (+26%), followed by employers in Taiwan (+21%), Hong Kong (+17%) and New Zealand (+15%). Steady hiring activity is expected in Australia and India, both with Outlooks of +13%. The weakest labor market is anticipated in China at +6% despite positive hiring plans across industry sectors. When compared to the prior quarter, Outlooks improve in three countries and territories and decline in three others.

<b>Asia Pacific</b>			
Australia	15 (13) <sup>1</sup>	7 (2) <sup>1</sup>	4 (3) <sup>1</sup>
China	7 (6) <sup>1</sup>	-3 (-4) <sup>1</sup>	-2 (-2) <sup>1</sup>
Hong Kong	17 (17) <sup>1</sup>	0 (0) <sup>1</sup>	0 (0) <sup>1</sup>
India	14 (13) <sup>1</sup>	-2 (-3) <sup>1</sup>	-6 (-7) <sup>1</sup>
Japan	22 (26) <sup>1</sup>	-4 (0) <sup>1</sup>	2 (2) <sup>1</sup>
New Zealand	16 (15) <sup>1</sup>	9 (6) <sup>1</sup>	4 (4) <sup>1</sup>
Singapore	13 (13) <sup>1</sup>	1 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Taiwan	20 (21) <sup>1</sup>	-6 (-2) <sup>1</sup>	-2 (-2) <sup>1</sup>

For full survey results, plus regional and global comparisons charts, please visit [www.manpowergroup.com.sg/meos](http://www.manpowergroup.com.sg/meos)

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**Notes to Editors**

Net Employment Outlook: This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter.

The next ManpowerGroup Employment Outlook Survey will be released on 11 December and will forecast labor market activity for the first quarter of 2019. The ManpowerGroup Employment Outlook Survey is available free of charge to the public through their local Manpower representative in participating countries. To receive an e-mail notification when the survey is available each quarter, please complete an online subscription form at: <http://investor.manpower.com/alerts.cfm>

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### **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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth year, 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)