



Press Release

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ManpowerGroup Employment Outlook Survey for Q4/2017: Strongest hiring intentions in 6 years in Austria

According to the latest ManpowerGroup Employment Outlook, Austrian employers report encouraging signs for job seekers in the forthcoming quarter. Of the 750 employers interviewed, 12% forecast an increase in staffing levels, 4% anticipate a decrease and 83% expect no change.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring prospects improve by 6 percentage points when compared with the previous quarter and are 5 percentage points stronger when compared with 4Q 2016. The Outlook is strongest reported since 2011.

„In the third quarter of 2017 employers showed a rather modest net employment prospect of + 2%, which makes the current employment outlook of + 8% even more pleasing for the Austrian market. According to our current study, there are particularly positive forecasts for Styria and Vienna. In Styria, the strongest labor market is expected since the beginning of the survey 14 years ago. Job seekers in Vienna will benefit from the strongest recruitment opportunities for more than five years," explains Erich Pichorner, Managing Director of ManpowerGroup Austria. "Qualified employees in the Restaurant & Hotel sector, Finance, Insurance, Real Estate & Business Services sector as well as in Transport, Storage & Communication sector are currently among the sought-after candidates in Austria," says Pichorner.

The results of MEOS Q4/2017 in a nutshell:

- Austrian employers anticipate some payroll gains in the last quarter of 2017, reporting a seasonally adjusted Net Employment Outlook of +8%. Hiring intentions increase by 6 percentage points when compared with the previous quarter and are 5 percentage points stronger year-over-year.
- Payroll gains are forecast in eight of the nine regions during 4Q 2017. The strongest labor market is anticipated in Steiermark, where employers report an optimistic Net Employment Outlook of +23%.
- The ranking amongst the 9 regions is led by Styria and Vienna with an employment outlook of + 23% and + 15%.
 - In Styria the strongest labor market since the survey started more than 14 years ago is expected in the fourth quarter of 2017. Employers report a healthy net



- employment outlook of + 23%, improving by 19 percentage points quarter-over-quarter and by 33 percentage points when compared with this time one year ago.
- Jobseekers in Vienna will benefit from the strongest recruitment opportunities in more than five years in the last quarter of 2017. Employers report a hopeful Net Employment Outlook of + 15%. The outlook improves by 13 percentage points compared to quarter-over-quarter and has increased by 6 percentage points compared to the previous year.
 - The weakest result for the last quarter comes from Burgenland, where employers report a second consecutive negative Net Employment Outlook. Although the outlook rises by + 3% quarter-over-quarter, it drops by -7% compared to the previous year.
 - Staffing levels are expected to grow in nine of 10 industry sectors and eight of nine regions during the next three months. The strongest hiring prospects are reported in the Restaurants & Hotels sector with a Net Employment Outlook of + 12%. Elsewhere, employers in two sectors – the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector – forecast respectable payroll gains with Outlooks of +11%.
 - For the last fourth quarter 2017 the strongest labor market in more than five years has been forecasted for the Public & Social sector. Employers report a Net Employment Outlook of + 8%, improving by 8 percentage points quarter-over-quarter and by 6 percentage points compared to the last quarter 2016.
 - In the transport and telecommunications sector, job seekers can expect the strongest labor market in more than four years with employers reporting a Net Employment Outlook of + 11%. Compared to the third quarter of 2017, the outlook has risen by 17 percentage points and increased by 7 percentage points compared to the last quarter of 2016.
 - Job gains are anticipated in all four organization size categories during 4Q 2017 with Large employers reporting the strongest Outlook of +24%. The most cautious Outlook of 65% is reported by Micro employers.

Regional Comparisons: Strongest labor markets in reported in Steiermark and Vienna

Employers in eight of the nine regions forecast an increase in staffing levels during 4Q 2017. The strongest labor markets are anticipated in Wien and Steiermark, where Net Employment Outlooks stand at +15% and +23%. Employers in Tirol also expect a steady hiring pace, reporting an Outlook of +10%, while the Outlook for Oberösterreich and Vorarlberg are +9%. However, employers in Burgenland report uncertain hiring intentions with an Outlook of -3%.

Quarter-over-quarter, hiring prospects strengthen in six of the nine regions. A steep increase of 19 percentage points is reported in Steiermark, while Outlooks are 13 and 8 percentage points stronger in Wien and Tirol, respectively. The Net Employment Outlook for Vorarlberg is 6 percentage points. Meanwhile, hiring intentions weaken in Kärnten. Employers report a considerable decline of 6 percentage points.

Employers in five of the nine regions report stronger hiring plans when compared with 4Q 2016. The most noteworthy and steep improvement of 33 percentage points is reported in



Steiermark, while the Outlook for Tirol is 11 percentage points stronger. Oberosterreich employers report a considerable improvement of 10 percentage points and the Outlook for Vienna increases by 6 percentage points. However, hiring prospects weaken in three regions, most notably by 12 percentage points in Voralberg. Elsewhere, declines of 7 and 5 percentage points are reported in Burgenland and Salzburg, respectively.

Industry sector comparisons: Employers in 9 of 10 industry sectors anticipate an increase in staffing levels during 4Q 2017

Employers in nine of the 10 industry sectors expect to increase staffing levels during 4Q 2017. The strongest labor market is anticipated in the Restaurant & Hotels sector where the Net Employment Outlook is +12%. Elsewhere, employers in two sectors – the Finance, Insurance, Real Estate & Business Services sector and the Transport, Storage & Communication sector – forecast respectable payroll gains with Outlooks of +11%. Cautiously optimistic Outlooks of +9% are reported in both the Electricity, Gas & Water sector and the Manufacturing sector, while Outlooks of +8% are reported for both the Public & Social sector and the Wholesale & Retail Trade sector. However, Construction sector employers anticipate a flat labor market, reporting an Outlook of 0%.

Hiring prospects strengthen in six of the 10 industry sectors when compared with the previous quarter. Transport, Storage & Communication sector employers report the most notable improvement of 17 percentage points, while Outlooks are 13 and 12 percentage points stronger in the Mining & Quarrying sector and the Restaurants & Hotels sector, respectively. Noteworthy improvements are also reported in the Manufacturing sector, with an increase of 9 percentage points, and in the Public & Social sector, where the Outlook is 8 percentage points stronger. Meanwhile, Finance, Insurance, Real Estate & Business Services sector employers report no change and Outlooks remain relatively stable in three sectors – the Agriculture, Hunting, Forestry & Fishing sector, the Construction sector and the Wholesale & Retail Trade sector

When compared with 2Q 2016, employers in eight of the 10 industry sectors report stronger hiring intentions. The Outlook for the Restaurants & Hotels sector improves by 20 percentage points, while increases of 13 percentage points is reported in the Electricity, Gas & Water sector. Manufacturing sector employers report an improvement of 8 percentage points and the Outlook for the Transport, Storage & Communication sector increases by 7 percentage points. Meanwhile, hiring prospects weaken in two sectors, most notably by 8 and 4 percentage points in the Construction sector and by 4 percentage points in the Agriculture, Hunting, Forestry & Fishing sector.

Organization-Size Comparisons: Large employers expect strongest labor market with an solid Net Employment Outlook of +24%

Staffing levels are expected to increase in all four organization size categories during 2Q 2017. The strongest labor market is anticipated by Large employers who report a solid Net



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Employment Outlook of +24%. Elsewhere, Outlooks for Medium employers stand at +16%, while Outlooks for Small- and Micro-size employers stand at +11% and +6%.

Small employers report a 7 percentage point improvement when compared with the previous quarter, while the Outlook for Micro firms is 6 percentage points stronger. Large- and Medium-size employers also report improved Outlooks, increasing by 4 and 3 percentage points, respectively.

Year-over-year, Large employers report a considerable improvement of 19 percentage points and Outlooks are 8 and 7 percentage points stronger for Medium- and Small-size employers, respectively. Meanwhile, Micro employers report improved Outlooks by 3 percentage points.

*[*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: Employers in 42 of 43 countries report positive hiring activities for Q4 2017

Globally, employers expect an increase in employment levels in 42 of the 43 countries and territories during the Oktober-December period. The strongest hiring prospects are reported in Japan, Taiwan, Costa Rica, India and Hungary. The weakest hiring prospects are reported in Brazil, Czech Republic and Switzerland.

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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 50 years and is one of the most trusted surveys of employment activity in the world.

The survey is based on interviews with over 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 ManpowerGroup Employment Outlook Survey for the second quarter 2017 in Austria was conducted by interviewing a representative sample of 752 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 December 2017 as compared to the current quarter?"

Net Employment Outlook



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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 nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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

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.