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**For Immediate Release**

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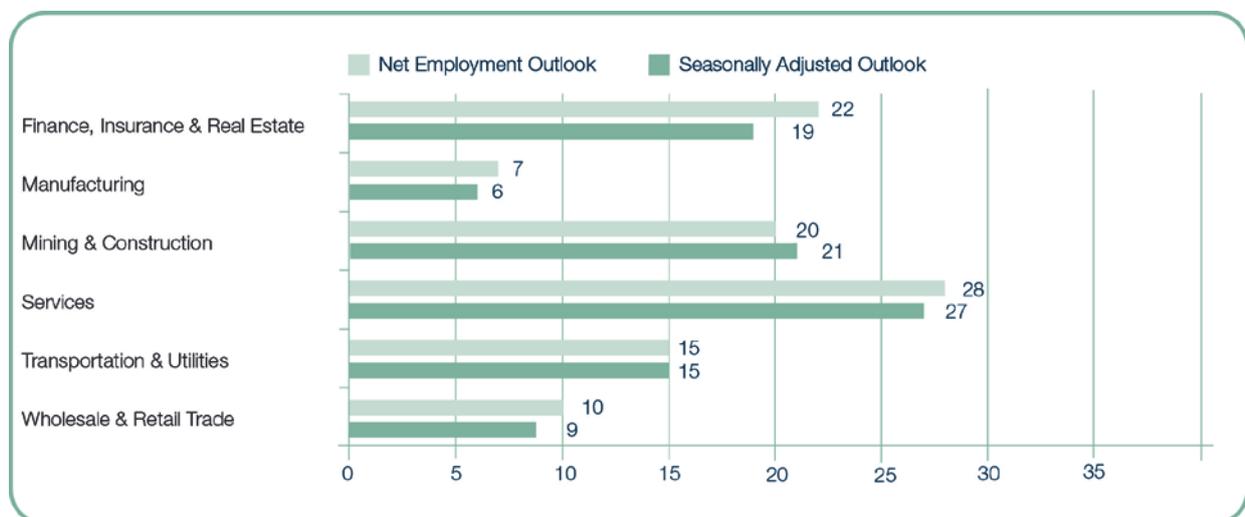
**Hong Kong Employers Report Upbeat 4th-Quarter Hiring Plan**  
 Strongest labor market is forecast in the Services sector

HONG KONG (Sept 8<sup>th</sup>, 2015) – The fourth quarter results of the 2015 Manpower Employment Outlook Survey (MEOS) released today indicates that for the next three months Hong Kong employers continue to report positive hiring plans.

After removing seasonal variations from the survey data, Hong Kong’s Net Employment Outlook<sup>1</sup> stands at +15%; Hiring intentions remain relatively stable when compared with the previous quarter and are unchanged year-on-year.

19 percent of 785 employers surveyed forecasted an increase in staffing levels in 4<sup>th</sup> Quarter 2015, while only 3 percent predicted decreases. 75 percent of overall employers surveyed anticipated no changes to their current employment rosters in Q4 2015.

Employers anticipate payroll gains in all six industry sectors during the next three months. The strongest Net Employment Outlook of +27% is reported in the Services sector and an active labor market is also expected by Mining & Construction sector employers who report an Outlook of +21%. Employers report stronger hiring plans in three of the six sectors year-on-year. Services sector employers report the most noteworthy improvement of 4 percentage points, while hiring prospects decline in two sectors, including the Wholesale & Retail Trade sector where employers report a decrease of 3 percentage points.



<sup>1</sup> A “Net Employment Outlook” is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite.



For the next three months, the strongest labor market since Q4 2008 is forecast in the **Services** sector, where employers report a solid Net Employment Outlook of +27%, improving by 2 and 4 percentage points quarter-on-quarter and year-on-year, respectively.

“Talent in information technology (IT) continues to remain in demand to support the hiring activity in the Service sector,” reports Ms Lancy Chui, Vice President, ManpowerGroup Greater China Region. “Most leading data center companies plan expansion into Hong Kong, indicating positive prospects in the development of technology locally. Moreover, the extensive implementation of big data requires security services to protect customer data and, as such, a wide-range of professionals across cloud technology and information security are in demand, particularly at junior- and mid-levels,” said Ms Chui.

“In professional services, sales-driven professionals are also in demand. We are seeing employers focus on hiring accounting and audit talent to serve clients. After the financial crisis, the need for risk and compliance services continues to grow and which stimulates the hiring intent of employers in the Services sector,” said Ms. Chui.

Healthy payroll gains are forecast for Q4 2015 in the **Mining & Construction** sector with employers reporting a Net Employment Outlook of +21%. Hiring intentions remain relatively stable both quarter-on-quarter and year-on-year.

“Local infrastructure development continues to kindle the hiring plans of employers in Mining & Construction sector,” Ms Chui said. “Construction workers are needed in this sector to support an average of over 20,000 proposed housing starts ever year. Couple this with urban renewal projects and hiring is further accelerated in this sector to complete construction projects.”

Employers in the **Finance, Insurance & Real Estate** sector continue to report favorable hiring goals with a Net Employment Outlook of +19% for the upcoming quarter. The Outlook is unchanged when compared with Q3 2015 and remains relatively stable quarter-on-quarter.

“Fluctuations in the local economy are impacting property markets, and real estate employers in this sector have taken a wait-and-see approach,” said Ms Chui. “Although we are still seeing workforce expansion in property agencies, manpower growth has become steady compared with the past few months,” she explained.

“Benefits from stock connections with China, also continues to fuel hiring of security analysts and trading professionals to prepare the next wave of stock exchange links,” she added.



Reporting a Net Employment Outlook of +15%, employers in **Transportation & Utilities** sector anticipate steady job gains in the coming quarter. The Outlook is 2 percentage points stronger when compared with the previous quarter and remains relatively stable year-on-year.

“Despite travel alerts raised in certain counties, an upbeat hiring pace in Transportation & Utilities sector remains for the coming quarter, said Ms Chui. “The development of cargo flights and inbound ferry services stimulated employers to increase staff levels. Also, vigorous growth of outbound travelers has accelerated the hiring rate in this sector. We are seeing aviation companies hire over 2,000 new staff to support their local operations,” she added.

Employers in **Wholesale & Retail Trade** sector report cautious, yet optimistic hiring intentions for Q4 2015 with a Net Employment Outlook of +9%. However, the Outlook is the weakest reported since Q3 2010 and hiring plans have declined by 3 percentage points both quarter-on-quarter and year-on-year.

“A 10-30% sales drop in the retail industry has slowed hiring amongst employers in this sector, where overall growth of in inbound tourism has decreased and is impacting Hong Kong’s retail industry. Together with high rentals, a notable drop in hiring was found in this sector,” said Ms Chui.

Job seekers can expect modest hiring activity during the October-December period with employers in the **Manufacturing** sector reporting a Net Employment Outlook of +6%. Hiring projections remain relatively stable quarter-on-quarter and are unchanged year-on-year.

“Although production lines have been moving to China from Hong Kong, employers are still looking for talent to support research and development to enhance the production process and, as such, a positive hiring index is reflected in this sector,” she commented.

Hong Kong is one of 42 countries and territories that take part in the Manpower Employment Outlook Survey. In the Asia Pacific region, strongest opportunities for job seekers are reported by employers in India, Taiwan and Japan, while those in China and Australia report the weakest.

Globally, employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. Overall, employer optimism is mixed in comparison to the Quarter 3 2015 and Quarter 4 2014 research. Forecasts improve in a quarter-over-quarter comparison in 15 countries and territories, decline in 20 and are unchanged in seven. When compared with year-on-year statistics, forecasts improve in 16 countries, decline in 21, and are unchanged in five. The most optimistic Net Employment Outlooks are reported India and Taiwan. The weakest reported in Brazil.



The next Manpower Employment Outlook Survey reporting employer hiring intentions for the First quarter of 2016 will be released on the Dec 8<sup>th</sup> 2015. A complimentary copy of the Manpower Employment Outlook Survey is available to the public through their local Manpower representative in participating countries. To receive e-mail notification about the forthcoming quarter hiring expectations from Hong Kong employers, interested individuals are invited to contact us via email at [marketing@manpower.com.hk](mailto:marketing@manpower.com.hk).

Results for all 42 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroupsolutions.com/DataExplorer>.

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#### **About the Survey**

The global leader in innovative workforce solutions, ManpowerGroup releases the Manpower Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling nearly 59,000 employers in 42 countries and territories. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

#### **Note to Editors**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

#### **About ManpowerGroup Hong Kong**

ManpowerGroup Hong Kong was established in 1964 as a franchise operation. In April 1997, Manpower Inc. (renamed to ManpowerGroup™ in March 2011) achieved wholly owned subsidiary status of the Hong Kong operation and the franchise was purchased outright. With over 40 years of experience locally, ManpowerGroup Hong Kong provides employers a range of services and solutions for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outsourcing and consulting. ManpowerGroup helps both companies and individuals navigate the ever-changing world of work, helping employers and candidates to make sense of the forces shaping tomorrow's workplace. In Hong Kong, the ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™, and Right Management®. More information on ManpowerGroup Hong Kong is available at [www.manpower.com.hk](http://www.manpower.com.hk).

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#### **About ManpowerGroup™**

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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](http://www.manpowergroup.com).