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Press Release

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ManpowerGroup Employment Outlook Survey for Q1/2017: Austrian Employers report strongest Outlook since 3Q 2012

According to the latest ManpowerGroup Employment Outlook Survey, Austrian employers report conservative hiring intentions for the January-March time frame. With 8% of employers forecasting an increase in payrolls, 5% anticipating a decrease and 84% expecting no change.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7% and is the strongest reported since 3Q 2012. Hiring prospects improve by 4 percentage points when compared with the previous quarter and are 3 percentage points stronger year-over-year.

„Job seekers can expect the strongest labor market in more than four years during 1Q 2017. On the basis of regional comparison, employers in Vorarlberg, Salzburg and Tirol anticipate the strongest labor market. When the 10 industry sectors are compared, employer optimism is strongest in the Agriculture, Hunting, Forestry & Fishing sector as well as in the Manufacturing sector,“ explains Erich Pichorner, Managing Director ManpowerGroup Austria. „Especially for skilled trades, sales staff and clerks, finding a new job isn't expected to be very hard. Those employees are employers' most sought-after in Austria. This is also confirmed by the latest results of our Talent Shortage Survey. Furthermore, our clients are looking for accounting & finance staff, technicians and laborers,“ says Pichorner.

The results of MEOS Q1/2017 in a nutshell:

- Payroll gains are anticipated in six of 10 industry sectors and seven of nine regions during the next three months. Outlooks are trending stronger in five sectors and five regions when compared with the previous quarter. Meanwhile, when compared with 1Q 2016, hiring plans weaken in five sectors but improve in six regions.
- When the 10 industry sectors are compared, employer optimism is strongest in the Agriculture, Hunting, Forestry & Fishing sector where the Outlook of +18% is the strongest since 4Q 2008, improving by 10 and 14 percentage points from 4Q 2016 and 1Q 2016, respectively.
- The weakest sector Outlook of -7% is reported for the Mining & Quarrying sector.
- On the basis of regional comparison, Vorarlberg employers continue to anticipate the strongest labor market, reporting an upbeat Outlook of +17%. Hiring prospects are 3 percentage points weaker quarter-over-quarter but improve by 13 percentage points compared with the same period last year.



- The least optimistic regional hiring intentions are reported in Kärnten, where the gloomy Outlook of -15% matches the weakest since the survey started 13 years ago (last reported in Q2 2009).
- Staffing levels are forecast to grow in all four organization size categories during 1Q 2017. Large employers report the strongest hiring intentions with an Outlook of +21%.

Regional Comparisons: Employers in western Austria anticipate the strongest labor market

Employers in seven of the nine regions forecast job gains during 1Q 2017. The strongest hiring pace is anticipated in Vorarlberg, where the Net Employment Outlook stands at +17%, and Salzburg employers also expect a favorable hiring climate, reporting an Outlook of +15%. Tirol employers report cautiously optimistic hiring plans with an Outlook of +10%, while Outlooks of +6% and +5% are reported in Oberösterreich and Burgenland, respectively. However, staffing levels are forecast to decline in two regions, with employers in Kärnten reporting a gloomy Outlook of -15% and the Outlook for Steiermark standing at -4%.

When compared with the previous quarter, hiring prospects improve in five of the nine regions, most notably by 10 percentage points in Tirol. Meanwhile, hiring plans weaken in four regions, including Kärnten, where employers report a considerable decline of 13 percentage points.

Year-over-year, Outlooks strengthen in six of the nine regions. The most notable increases of 13 percentage points are reported in both Salzburg and Vorarlberg. However, Kärnten employers report a considerable decline of 16 percentage points and the Outlook for Steiermark is 8 percentage points weaker.

Industry sector comparisons: Employer optimism is strongest in the Agriculture, Hunting, Forestry & Fishing sector as well as in the Manufacturing sector

Payrolls are forecast to grow in six of the 10 industry sectors during 1Q 2017. The strongest labor market is anticipated in the Agriculture, Hunting, Forestry & Fishing sector, where employers report a Net Employment Outlook of +18%. Manufacturing sector employers also expect steady job gains, reporting an Outlook of +13%, and some workforce growth is anticipated in the Finance, Insurance, Real Estate & Business Services sector and the Construction sector, where Outlooks stand at +8% and +6%, respectively. Meanwhile, employers in two sectors forecast a decline in staffing levels. The weakest hiring pace is expected by Mining & Quarrying sector employers, reporting an Outlook of -7%, while the Outlook for the Restaurants & Hotels sector is -2%.

Quarter-over-quarter, hiring prospects strengthen in five of the 10 industry sectors, most notably by 12 percentage points in the Manufacturing sector. Elsewhere, employers report increases of 10 percentage points in both the Agriculture, Hunting, Forestry & Fishing sector. However, hiring plans also weaken in five sectors. The most noteworthy declines of 6 and 4 percentage points are reported for the Mining & Quarrying sector and the Transport, Storage & Communication sector, respectively.



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When compared with 1Q 2016, hiring intentions weaken in five of the 10 industry sectors, including a considerable decline of 14 percentage points reported for the Restaurants & Hotels sector. Meanwhile, employers in four sectors report stronger hiring prospects. Considerable improvements of 14 and 13 percentage points are reported for the Agriculture, Hunting, Forestry & Fishing sector and the Manufacturing sector, respectively, while the Construction sector Outlook is 9 percentage points stronger.

Organization-Size Comparisons: Staffing levels are expected to grow in all four organization size categories

Staffing levels are expected to grow in all four organization size categories during 1Q 2017. Large employers anticipate the strongest hiring activity, reporting a Net Employment Outlook of +21%. Elsewhere, Medium employers report a cautiously optimistic Outlook of +10% while Outlooks stand at +5% and +4% for Small- and Micro-size employers, respectively.

When compared with 4Q 2016, Large employers report an improvement of 6 percentage points. Meanwhile, Outlooks for Medium-, Small- and Micro-size employers remain relatively stable.

Year-over-year, Medium employers report an increase of 9 percentage points while the Outlook for Large firms is 8 percentage points stronger. Elsewhere, the Outlook for Micro employers improves by 3 percentage points while Small employers report relatively stable hiring plans.

*[*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: Increase in employment levels in 40 of the 43 countries and territories expected

Globally, employers anticipate an increase in employment levels in 40 of the 43 countries and territories during the first quarter of the new year. The survey reveals few signs that uncertainty associated with this past summer's Brexit vote or the recent U.S. election will result in any significant labor market volatility.

Employers report the strongest hiring prospects in Taiwan, India, Japan, Hungary and Slovenia, while the weakest hiring prospects are reported in Brazil, Switzerland, Italy and France.

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About the ManpowerGroup Employment Outlook Survey



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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 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 ManpowerGroup Employment Outlook Survey for the first quarter 2017 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 March 2017 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 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.