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# Press Release

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## Manpower Employment Outlook Survey for Q4/2015: Employers continue to report reserved hiring intentions

**Austrian employers expect a soft labor market for the October-December time frame. 6% of 751 interviewed employers forecast to increase staffing levels, 5% expect a decrease and 88% anticipate no change. For the third consecutive quarter the seasonally adjusted Net Employment Outlook is +1%.**

*„When compared with the previous quarter hiring prospects are unchanged, but decline by 4 percentage points year-over-year“, says Erich Pichorner, Managing Director ManpowerGroup Austria. „These figures come along with the slow-paced business growth. However, the Austrian GDP grew by 0,3% in the second quarter 2015 compared to the previous quarter. Though, the consumption increased only slightly. The forecast indicates a subdued labor market in the months ahead, and we should not expect a recovery in terms of the high unemployment rate during the fourth quarter of 2015.“*

### **Regional Comparisons: Strongest hiring plans again in Vorarlberg**

Employers in seven of the nine regions expect to increase payrolls during 4Q 2015. Vorarlberg employers report the strongest hiring plans with a Net Employment Outlook of +10%. As well as in the previous quarter, Austria's most westerly region offers the most job opportunities. Modest job gains are forecast in two regions with Outlooks of +4% – Burgenland and Salzburg. Meanwhile, employers in two regions anticipate a decline in staffing levels, including Kärnten with a pessimistic Outlook of -10%.



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Quarter-over-quarter, Outlooks strengthen in three of the nine regions, most notably by 5 and 4 percentage points in Vorarlberg and Oberösterreich, respectively. However, employers in three regions report weaker hiring prospects. When compared with 4Q 2014, hiring intentions weaken in four of the nine regions and improve in two.

**Industry sector comparisons: Most optimistic forecasts in the Finance, Insurance, Real Estate & Business Services sector, the Public & Social sector and the Construction sector**

Payrolls are forecast to grow in four of the 10 industry sectors, including the Finance, Insurance, Real Estate & Business Services sector where the Outlook stands at +6%. Modest job gains are also expected in the Public & Social sector and the Construction sector, where employers report Outlooks of +4% and +3%, respectively. However, employers in six sectors expect to reduce staffing levels during the October-December period. The weakest labor market is forecast in the Restaurants & Hotels sector with a Net Employment Outlook of -10%. Elsewhere, muted hiring activity is anticipated by employers in both the Mining & Quarrying sector and the Transport, Storage & Communication sector, with Outlooks standing at -5%.

Quarter-over-quarter, Outlooks improve in five of the 10 industry sectors. The most noteworthy increases of 8 and 4 percentage points are reported in the Finance, Insurance, Real Estate & Business Services sector and the Electricity, Gas & Water sector, respectively. Meanwhile, employers in five sectors report weaker hiring prospects.

When compared with 4Q 2014, hiring intentions weaken in nine of the 10 industry sectors. Only Construction sector employers report a year-over-year improvement of 5 percentage points.

**Organization-Size Comparisons: Steady workforce gains within large businesses**

Employers in Large-size organizations forecast respectable job growth in 4Q 2015, reporting a Net Employment Outlook of +12%. Elsewhere, cautious or flat hiring activity is reported in the other three size categories.



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When compared with the previous quarter, employers in both the Medium- and Small-size categories report weaker hiring intentions. Meanwhile, Micro- and Large-size employers report relatively stable hiring prospects. Year-over-year, hiring plans weaken in all four organization size categories, most notably by 10 percentage points for Small size employers.

*[\*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: Strongest outlooks across the globe in India and Taiwan**

Employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. However, evidence of definitive fourth-quarter workforce gains remains patchy amid signs that the pace of recovery following the recession continues to be slow and protracted. Many employers continue to exercise caution.

The strongest hiring plans across the globe are reported by employers in India and Taiwan. Conversely, employer optimism continues to dwindle in Brazil; the fourth-quarter forecast is the weakest among the 42 countries and territories participating in the survey. Meanwhile, the forecast remains negative in Italy, and turns negative again in Greece, France and Finland.

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### **About the Survey**

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling nearly 59,000 employers in 42 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter.

### **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day.



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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)

**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 at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next Manpower Employment Outlook Survey will be released on 8 December 2015 and will detail expected labor market activity for the first quarter of 2016.