

**ManpowerGroup
Employment
Outlook
Hungary**

**Q4
2018**



ManpowerGroup™

Hungary Employment Outlook

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2018 was conducted by interviewing a representative sample of 750 employers in Hungary.

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 2018 as compared to the current quarter?”

Contents

| | |
|-----------------------------------|-----------|
| Hungary Employment Outlook | 2 |
| Regional Comparisons | 3 |
| Sector Comparisons | 8 |
| Organisation-Size Comparisons | 14 |
| About the Survey | 15 |
| About ManpowerGroup® | 16 |

Hungary Employment Outlook

| | Increase | Decrease | No change | Don't know | Net Employment Rate | Seasonally Adjusted |
|---------------|----------|----------|-----------|------------|---------------------|---------------------|
| | % | % | % | % | % | % |
| Oct-Dec 2018 | 21 | 5 | 72 | 2 | 16 | 18 |
| Jul-Sept 2018 | 24 | 3 | 73 | 0 | 21 | 19 |
| Apr-Jun 2018 | 23 | 2 | 73 | 2 | 21 | 18 |
| Jan-Mar 2018 | 15 | 4 | 78 | 3 | 11 | 13 |
| Oct-Dec 2017 | 21 | 5 | 72 | 2 | 16 | 19 |

Hungary

+18 (+15)%



Hungarian employers report respectable hiring intentions for the final quarter of 2018. With 19% of employers anticipating an increase in staffing levels, 4% expecting a decrease and 76% forecasting no change, the resulting Net Employment Outlook is +15%.

result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +18%. Hiring plans remain relatively stable in comparison with the previous quarter and the final quarter of 2017.

Throughout this report, we use the term “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

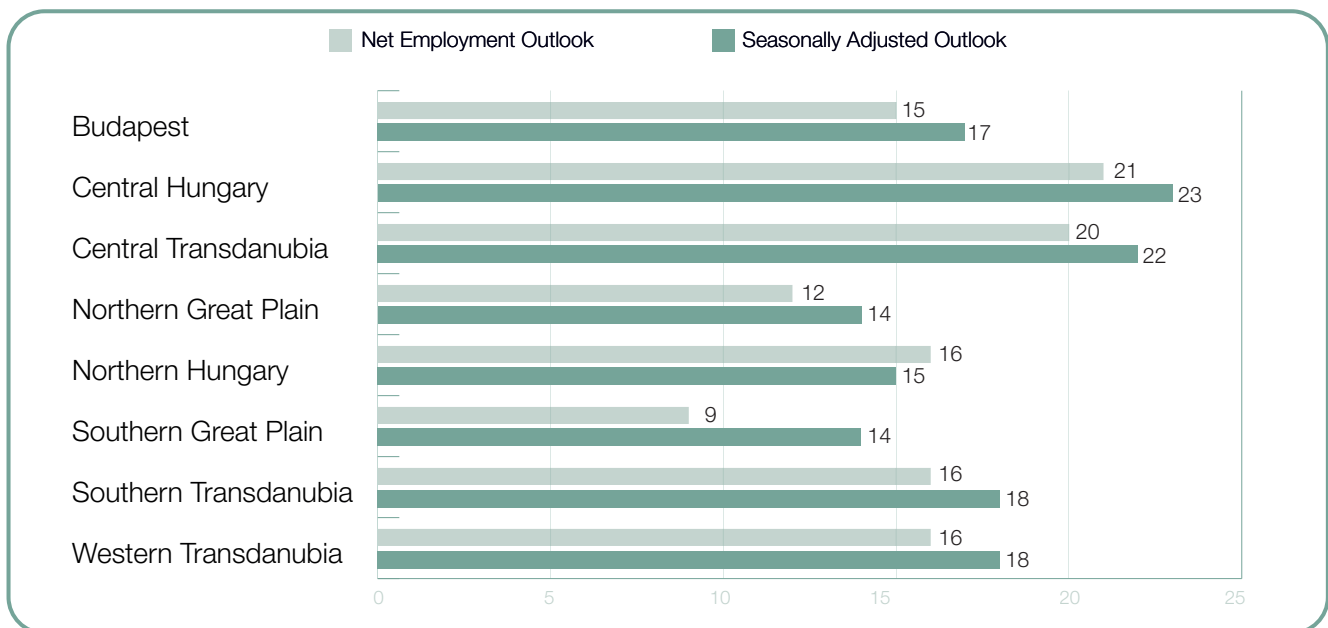
Regional Comparisons

Payrolls are forecast to increase in all eight regions during the October-December period. The strongest labor market is expected in Central Hungary, where employers report a Net Employment Outlook of +23%. Elsewhere, employers in Central Transdanubia report healthy hiring plans with an Outlook of +22%, while upbeat hiring prospects are reflected in Outlooks of +18% for both Southern Transdanubia and Western Transdanubia. Budapest employers expect a favorable hiring climate, reporting an Outlook of +17%, and the Outlook for Northern Hungary stands at +15%. The weakest hiring intentions are reported in both Northern Great Plain and Southern Great Plain, with Outlooks of +14%.

When compared with 3Q 2018, hiring plans weaken in four of the eight regions. Noteworthy decreases of 6

percentage points are reported in both Southern Great Plain and Southern Transdanubia, while the Northern Hungary Outlook is 5 percentage points weaker. However, employers in four regions report improved Outlooks, including both Central Hungary and Central Transdanubia with increases of 2 percentage points.

Hiring prospects strengthen in four of the eight regions when compared with this time one year ago, most notably by 7 and 2 percentage points in Central Hungary and Central Transdanubia, respectively. Meanwhile, Outlooks weaken in three regions, including Northern Great Plain, with a decline of 10 percentage points, and Budapest, where employers report a decrease of 4 percentage points.



+17 (+15%)

Budapest

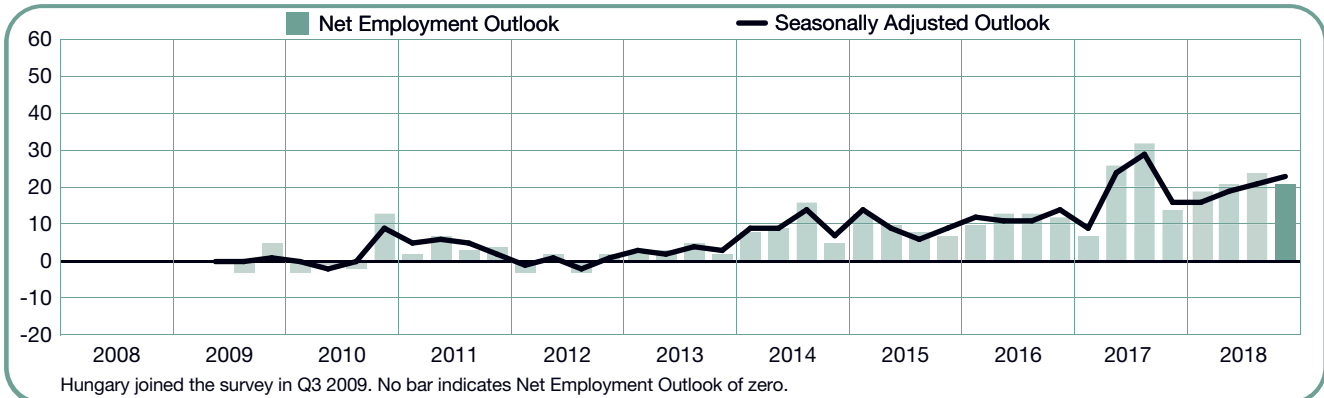
Job seekers can expect the steady hiring pace to continue in the upcoming quarter, according to employers who report a Net Employment Outlook of +17%. Hiring plans remain relatively stable in comparison with 3Q 2018, but are 4 percentage points weaker when compared with this time one year ago.



+23 (+21)%

Central Hungary

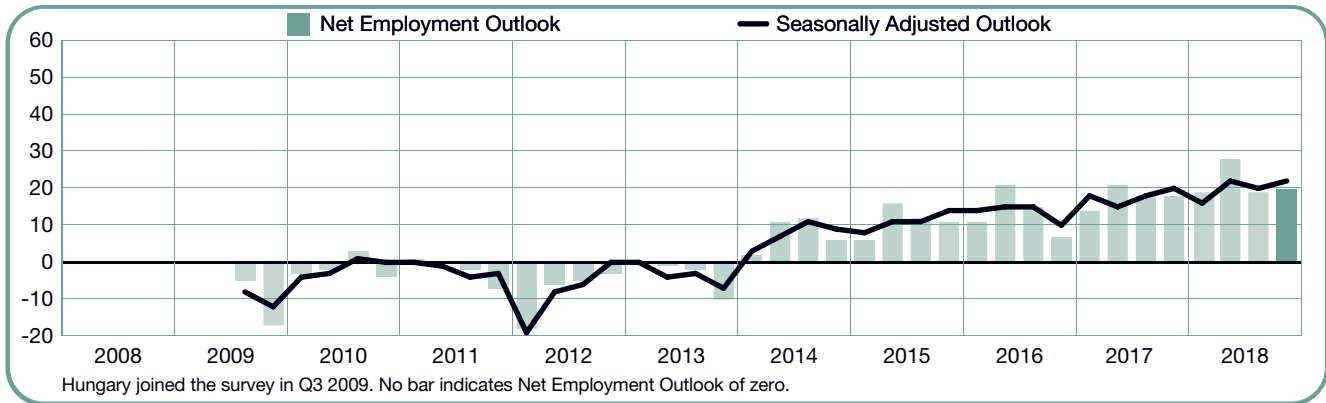
Solid workforce gains are anticipated for 4Q 2018, with employers reporting a Net Employment Outlook of +23%. Hiring intentions improve both quarter-over-quarter and year-over-year, increasing by 2 and 7 percentage points, respectively.



+22 (+20%)

Central Transdanubia

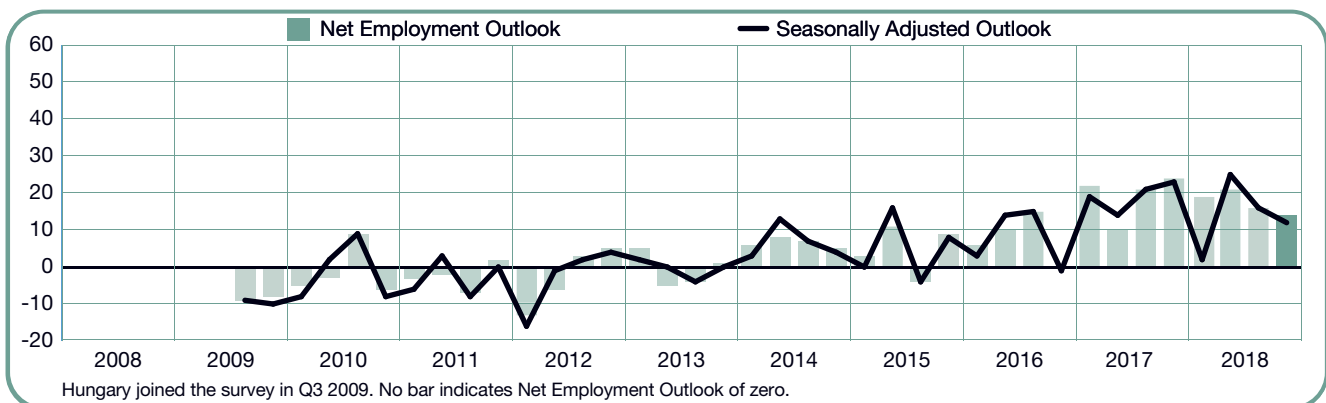
Reporting a Net Employment Outlook of +22%, employers match the strongest forecast for the region since the survey began more than nine years ago, last reported in 2Q 2018. The Outlook improves by 2 percentage points in comparison with both 3Q 2018 and 4Q 2017.



+14 (+12%)

Northern Great Plain

Employers expect a hopeful hiring climate in the October-December time frame, reporting a Net Employment Outlook of +14%. However, hiring plans decline by 2 percentage points when compared with the previous quarter, and are 10 percentage points weaker in comparison with 4Q 2017.



+15 (+16)%

Northern Hungary

Respectable payroll gains are anticipated in 4Q 2018, with employers reporting a Net Employment Outlook of +15%. While hiring prospects are 5 percentage points weaker quarter-over-quarter, employers report no change when compared with this time one year ago.



+14 (+9)%

Southern Great Plain

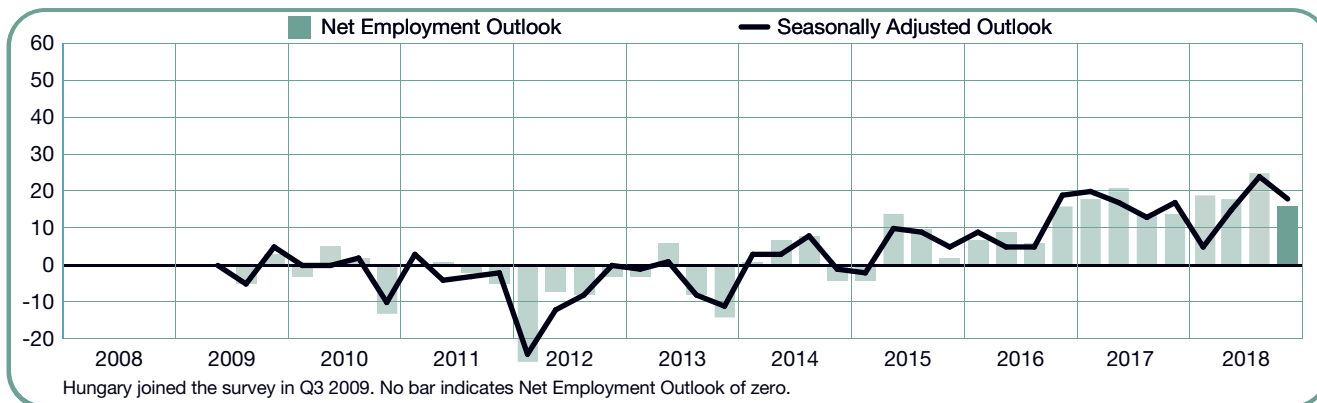
With a Net Employment Outlook of +14%, employers expect positive hiring activity during the forthcoming quarter. The Outlook declines by 6 percentage points in comparison with the third quarter of 2018, but remains relatively stable when compared with 4Q 2017.



+18 (+16)%

Southern Transdanubia

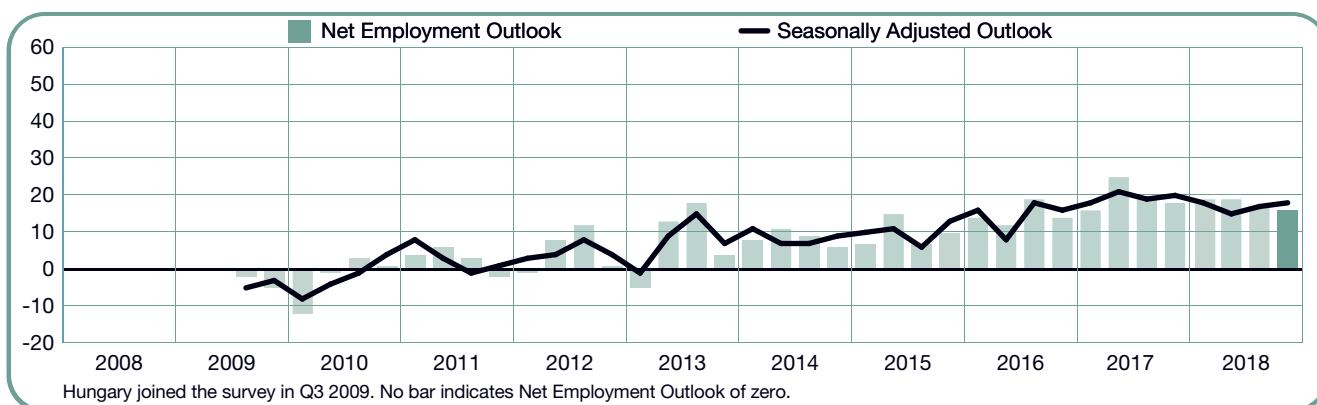
A favorable hiring climate is forecast for the final quarter of 2018, with employers reporting a Net Employment Outlook of +18%. However, hiring plans decline by 6 percentage points when compared with the previous quarter. Year-over-year, the Outlook remains relatively stable.



+18 (+16)%

Western Transdanubia

Job seekers can expect the upbeat hiring pace to continue in the October-December time frame, according to employers who report a Net Employment Outlook of +18%. Hiring intentions remain relatively stable quarter-over-quarter, but are 2 percentage points weaker when compared with this time one year ago.



Sector Comparisons

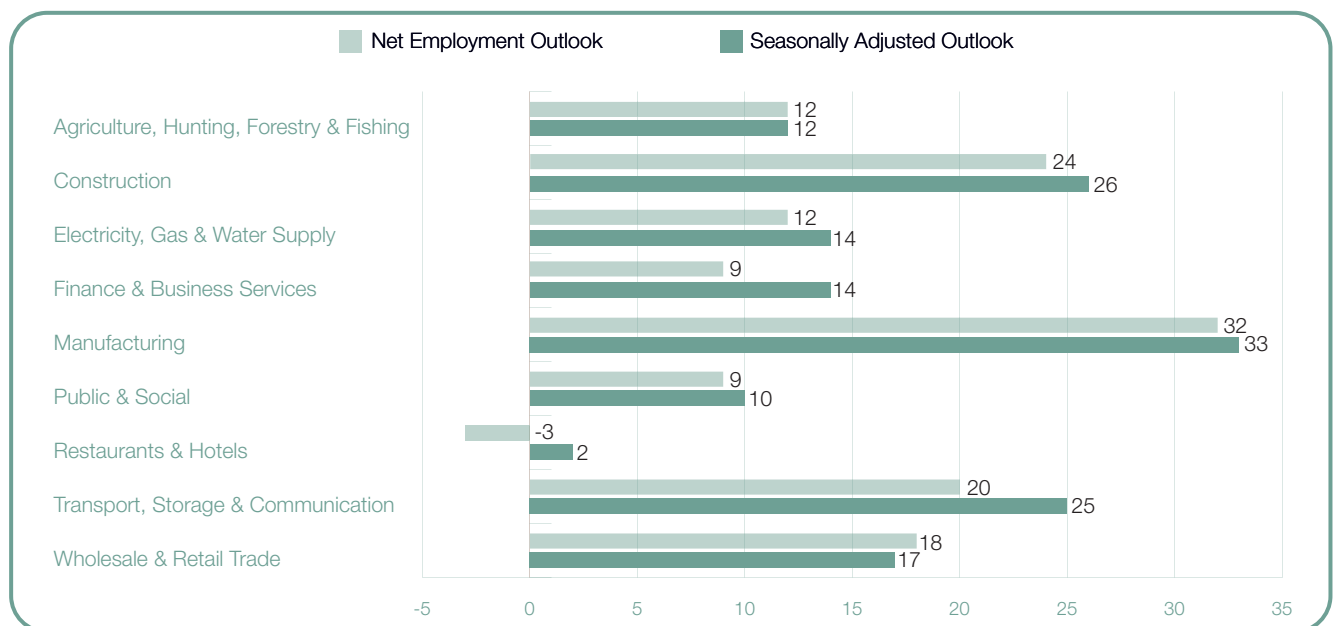
Employers in all nine industry sectors expect to grow staffing levels during the next three months.

Manufacturing sector employers report the strongest hiring intentions with a bright Net Employment Outlook of +33%. Elsewhere, employers forecast healthy payroll gains with Outlooks of +26% and +25% in the Construction sector and the Transport, Storage & Communication sector, respectively. Wholesale & Retail Trade sector employers anticipate a steady hiring pace, reporting an Outlook of +17%, and Outlooks of +14% are reported for both the Electricity, Gas & Water sector and the Finance, Insurance, Real Estate & Business Services sector. Meanwhile, Restaurants & Hotels sector employers report the weakest hiring plans with an Outlook of +2%.

Quarter-over-quarter, hiring prospects improve in four of the nine industry sectors, most notably by 4 and 3 percentage points in the Manufacturing sector and the Construction sector, respectively. However, employers in four sectors report weaker hiring intentions. The Outlook for the Restaurants & Hotels sector declines by a considerable margin of 10 percentage points, while Finance, Insurance, Real Estate & Business

Services sector employers report a decrease of 7 percentage points.

Hiring prospects strengthen in five of the nine industry sectors when compared with this time one year ago. Transport, Storage & Communication sector employers report an improvement of 5 percentage points, while Outlooks are 4 percentage points stronger in both the Agriculture, Hunting, Forestry & Fishing sector and the Electricity, Gas & Water sector. However, considerably weaker hiring intentions are reported by employers in two sectors, with Outlooks decreasing by 15 and 10 percentage points in the Restaurants & Hotels sector and the Finance, Insurance, Real Estate & Business Services sector, respectively.



+12 (+12)%

Agriculture, Hunting, Forestry & Fishing

The strongest labor market since the survey began more than nine years ago is anticipated in the coming quarter. Employers report a Net Employment Outlook of +12%, improving by 2 and 4 percentage points in comparison with 3Q 2018 and 4Q 2017, respectively.



+26 (+24)%

Construction

Job seekers can expect a healthy hiring pace in the October-December time frame, according to employers who report a Net Employment Outlook of +26%. The Outlook improves by 3 percentage points when compared with the previous quarter, and is unchanged in comparison with this time one year ago.



+14 (+12)%

Electricity, Gas & Water

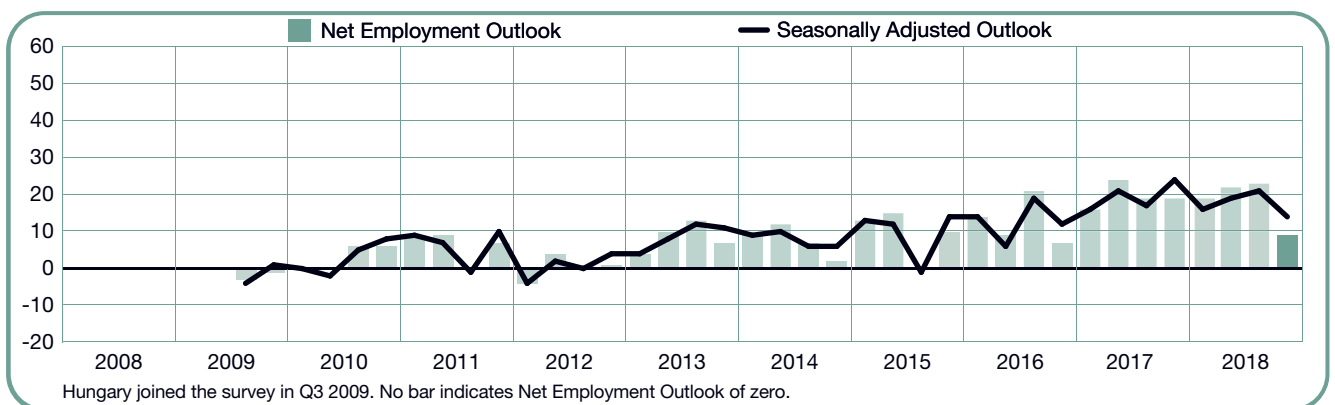
Employers report respectable hiring intentions for the next three months with a Net Employment Outlook of +14%. Hiring plans decline by 2 percentage points quarter-over-quarter, but improve by 4 percentage points when compared with the final quarter of 2017.



+14 (+9)%

Finance, Insurance, Real Estate & Business Services

Steady hiring activity is forecast for the final quarter of 2018, with employers reporting a Net Employment Outlook of +14%. However, the Outlook is the weakest in two years, declining by 7 and 10 percentage points quarter-over-quarter and year-over-year, respectively.



+33 (+32)%

Manufacturing

Reporting a robust Net Employment Outlook of +33% for 4Q 2018, employers anticipate the strongest hiring pace since the survey began more than nine years ago. Hiring prospects improve by 4 percentage points when compared with the previous quarter, and are 3 percentage points stronger in comparison with 4Q 2017.



+10 (+9)%

Public & Social

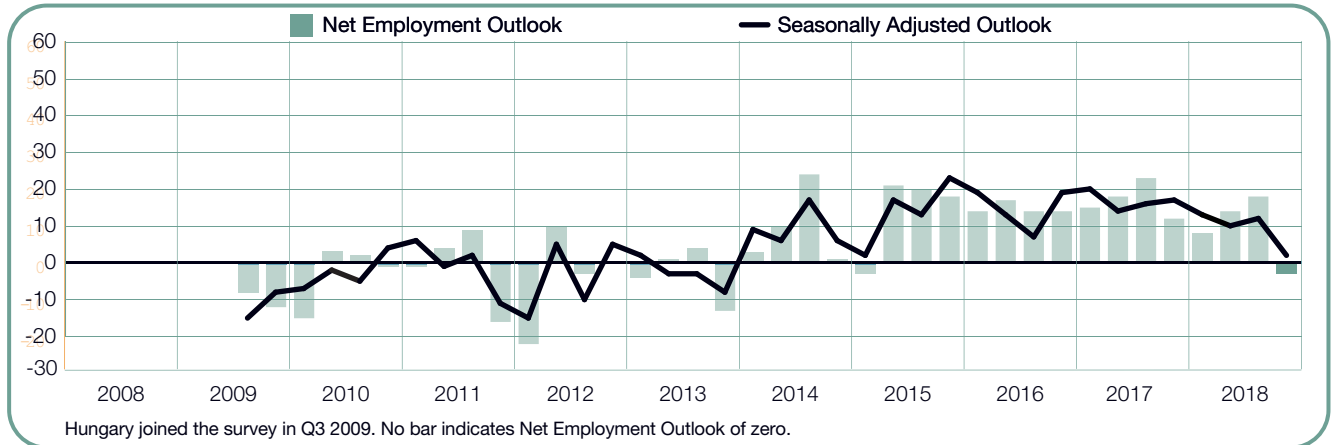
Employers continue to expect moderate hiring activity in the next three months, reporting a Net Employment Outlook of +10% for the second consecutive quarter. Hiring intentions are also unchanged when compared with this time one year ago.



+2 (-3)%

Restaurants & Hotels

The weakest labor market in more than three years is forecast for the final quarter of 2018. Employers report a Net Employment Outlook of +2%, declining by 10 and 15 percentage points in comparison with 3Q 2018 and 4Q 2017, respectively.



+25 (+20)%

Transport, Storage & Communication

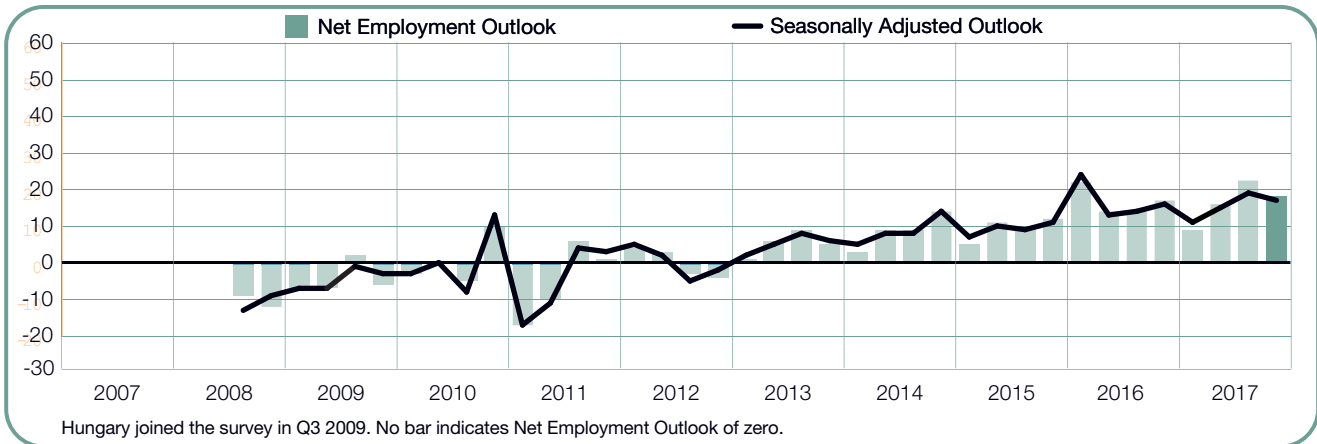
Job seekers can expect an active hiring pace in the forthcoming quarter, according to employers who report a Net Employment Outlook of +25%. Hiring intentions remain relatively stable when compared with the previous quarter, and improve by 5 percentage points in comparison with the final quarter of 2017.



+17 (+18)%

Wholesale & Retail Trade

Steady payroll gains are forecast for 4Q 2018, with employers reporting a Net Employment Outlook of +17%. Hiring prospects decline by 2 percentage points in comparison with 3Q 2018, but remain relatively stable when compared with this time one year ago.



Organization Size Comparisons

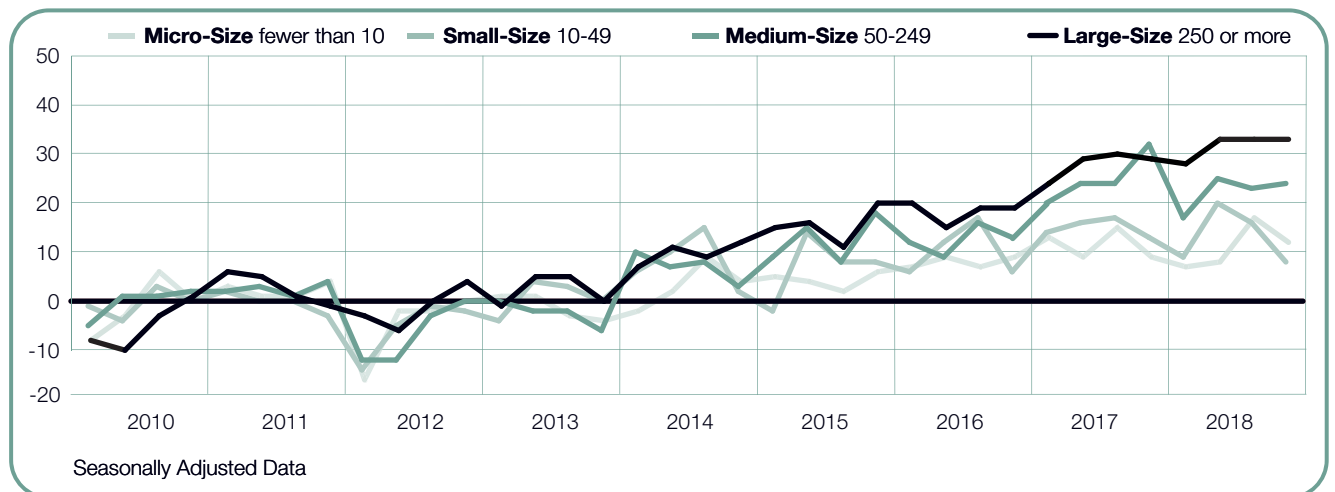
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers in all four organization size categories expect to grow staffing levels during the October-December time frame. Large employers report the most optimistic hiring plans with a Net Employment Outlook of +33%. Healthy payroll gains are expected by Medium employers, who report an Outlook of +24%, while Outlooks of +12% and +11% are reported by Micro- and Small-size employers, respectively.

When compared with the previous quarter, Micro employers report a decline of 5 percentage points, and the Outlook for Small firms is 2 percentage points weaker. Meanwhile, Medium employers report relatively stable hiring plans, while the Outlook for Large firms is unchanged.

Hiring intentions strengthen in both the Large- and Micro-size categories when compared with this time one year ago, increasing by 4 and 3 percentage points, respectively. However, Outlooks decline by 8 percentage points for Medium employers, and by 5 percentage points for Small employers.

| Company Size | Increase | Decrease | NoChange | Don't Know | Net Employment Outlook | Seasonally Adjusted |
|---------------------------------|----------|----------|----------|------------|------------------------|---------------------|
| | % | % | % | % | % | % |
| Micro-Size fewer than 10 | 12 | 2 | 86 | 0 | 10 | 12 |
| Small-Size 10-49 | 16 | 8 | 75 | 1 | 8 | 11 |
| Medium-Size 50-249 | 27 | 5 | 67 | 1 | 22 | 24 |
| Large-Size 250 or more | 33 | 1 | 66 | 0 | 32 | 33 |



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

Various factors underpin the success of the Manpower Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 60,000 public and private employers across 44 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.

Focused: For more than 55 years the survey has derived all of its information from a single question:

For the 3Q 2018 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of September 2018 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

Net Employment Outlook

Throughout this report, we use the term "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. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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

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