

**Manpower  
Employment  
Outlook Survey  
UK**

**Q3  
2016**



ManpowerGroup™

# United Kingdom Employment Outlook

The Manpower Employment Outlook Survey for the third quarter 2016 was conducted by interviewing a representative sample of 2,110 employers in the UK.

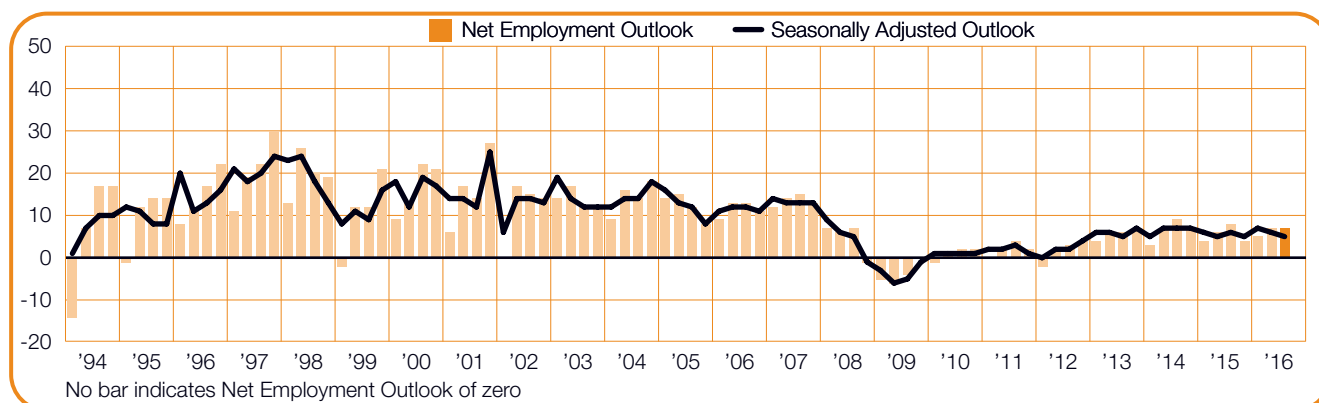
All survey participants were asked: “How do you anticipate total employment at your location to change in the three months to the end of September 2016 as compared to the current quarter?”

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# UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>July-Sep 2016</b>	<b>10</b>	<b>3</b>	<b>86</b>	<b>1</b>	<b>7</b>	<b>5</b>
Apr-June 2016	9	2	88	1	7	6
Jan-Mar 2016	8	3	86	3	5	7
Oct-Dec 2015	7	3	88	2	4	5
July-Sep 2015	10	2	86	2	8	6



UK employers report fair hiring prospects for the July-September time frame. With 10% of employers anticipating an increase in staffing levels, 3% forecasting a decrease and 86% expecting no change, the resulting Net Employment Outlook is +7%.

When the data is adjusted to allow for seasonal variation, the outlook stands at +5%. This score shows hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.

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 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.

# Organisation-Size Comparisons

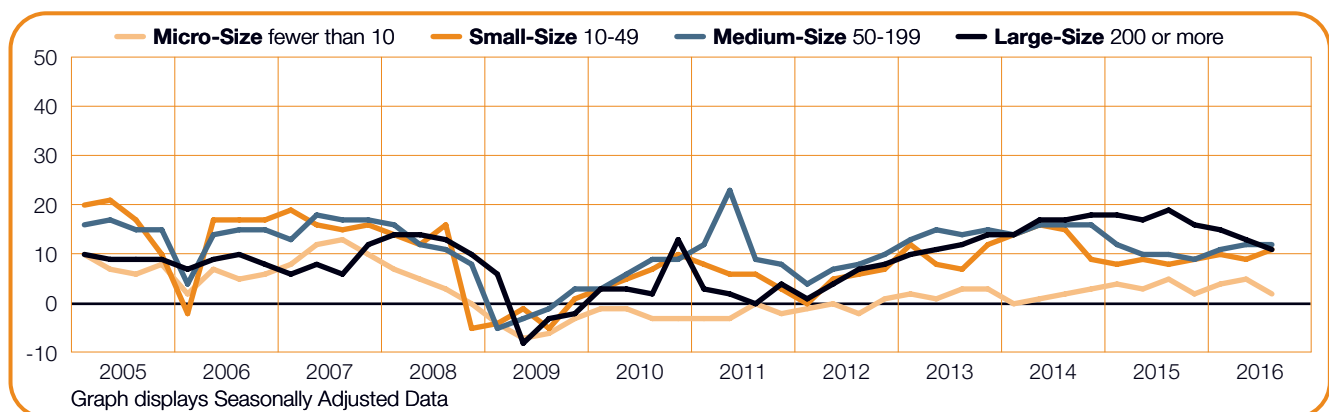
Participating employers are categorised into one of four organisation sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Staffing levels are expected to increase in all four organisation size categories during the upcoming quarter. The strongest hiring pace is forecast by Medium employers with a Net Employment Outlook of +12%, while outlooks stand at +11% for Small- and Large-size employers. Meanwhile, Micro employers report the most cautious outlook of +2%.

Quarter-over-quarter, hiring intentions are three and two percentage points weaker for Micro- and Large-size employers, respectively, but Small employers report an improvement of two percentage points. Elsewhere, the outlook reported by Medium employers is unchanged.

When compared with Quarter 3 2015, hiring prospects are eight percentage points weaker for Large employers and decline by three percentage points in the Micro-size category. However, outlooks improve by three and two percentage points for Small- and Medium-size employers, respectively.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> fewer than 10	6	3	90	1	3	2
<b>Small-Size</b> 10-49	16	3	79	2	13	11
<b>Medium-Size</b> 50-199	19	5	75	1	14	12
<b>Large-Size</b> 200 or more	18	8	67	7	10	11



# Regional Summary

Employers in all 12 regions expect to grow staffing levels during the upcoming quarter. The strongest labour markets are forecast in the West Midlands and Wales, where Net Employment Outlooks stand at +11%. North East employers report optimistic hiring plans with an outlook of +10%, while outlooks of +9% are reported in both the East and the East Midlands. Meanwhile, the weakest hiring intentions are reported in two regions with outlooks of +1% – the South West and Yorkshire & the Humber.

When compared with the previous quarter, hiring intentions weaken in six of the 12 regions, most notably by 10 percentage points in the South West. Elsewhere, the Yorkshire & the Humber outlook

declines by five percentage points and employers report a decrease of three percentage points in Scotland. Meanwhile, outlooks improve in five regions. Welsh employers report an increase of seven percentage points while the North East outlook is four percentage points stronger.

Year-over-year, hiring plans improve in six of the 12 regions. West Midlands employers report the most noteworthy increase of seven percentage points, while outlooks are three percentage points stronger in Northern Ireland, Scotland and Wales. However, hiring prospects weaken in five regions, most notably by 10 percentage points in the South West.

	Increase Q3 2016	Decrease Q3 2016	Q3 2016	Q2 2016	Q3 2015	Qtr on Qtr Change Q2 2016 to Q3 2016	Yr on Yr Change Q3 2015 to Q3 2016
	%	%	%	%	%	%	%
East	12	4	8 (9) <sup>1</sup>	7 (9) <sup>1</sup>	11 (8) <sup>1</sup>	1 (0) <sup>1</sup>	-3 (1) <sup>1</sup>
East Midlands	15	1	14 (9) <sup>1</sup>	4 (8) <sup>1</sup>	11 (9) <sup>1</sup>	10 (1) <sup>1</sup>	3 (0) <sup>1</sup>
London	10	4	6 (7) <sup>1</sup>	9 (9) <sup>1</sup>	9 (9) <sup>1</sup>	-3 (-2) <sup>1</sup>	-3 (-2) <sup>1</sup>
North East	12	3	9 (10) <sup>1</sup>	7 (6) <sup>1</sup>	9 (9) <sup>1</sup>	2 (4) <sup>1</sup>	0 (1) <sup>1</sup>
North West	8	3	5 (5) <sup>1</sup>	2 (2) <sup>1</sup>	7 (7) <sup>1</sup>	3 (3) <sup>1</sup>	-2 (-2) <sup>1</sup>
Northern Ireland	7	1	6 (5) <sup>1</sup>	6 (7) <sup>1</sup>	3 (2) <sup>1</sup>	0 (-2) <sup>1</sup>	3 (3) <sup>1</sup>
Scotland	9	2	7 (3) <sup>1</sup>	11 (6) <sup>1</sup>	4 (0) <sup>1</sup>	-4 (-3) <sup>1</sup>	3 (3) <sup>1</sup>
South East	10	6	4 (3) <sup>1</sup>	5 (4) <sup>1</sup>	7 (5) <sup>1</sup>	-1 (-1) <sup>1</sup>	-3 (-2) <sup>1</sup>
South West	7	2	5 (1) <sup>1</sup>	11 (11) <sup>1</sup>	15 (11) <sup>1</sup>	-6 (-10) <sup>1</sup>	-10 (-10) <sup>1</sup>
Wales	17	4	13 (11) <sup>1</sup>	4 (4) <sup>1</sup>	10 (8) <sup>1</sup>	9 (7) <sup>1</sup>	3 (3) <sup>1</sup>
West Midlands	14	1	13 (11) <sup>1</sup>	11 (9) <sup>1</sup>	6 (4) <sup>1</sup>	2 (2) <sup>1</sup>	7 (7) <sup>1</sup>
Yorkshire & the Humber	2	4	-2 (1) <sup>1</sup>	8 (6) <sup>1</sup>	0 (3) <sup>1</sup>	-10 (-5) <sup>1</sup>	-2 (-2) <sup>1</sup>

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

# Sector Summary

Payrolls are forecast to increase in seven of the nine industry sectors during the July-September time frame. Construction sector employers report the strongest hiring intentions with a Net Employment Outlook of +10%, while outlooks of +9% are reported in both the Utilities sector and the Finance & Business Services sector. Modest job gains are anticipated in the Transport & Communications sector, with an outlook of +7%, and in the Manufacturing sector, where the outlook is +6%. However, staffing levels are expected to decline in two sectors with outlooks of -2% – the Agriculture sector and the Mining sector.

Quarter-over-quarter, hiring prospects improve in four of the nine industry sectors, including the Construction sector and the Utilities sector, with increases of four

percentage points. However, outlooks decline in three sectors, most notably by four percentage points in the Hotels & Retail sector.

Year-over-year, employers report weaker hiring prospects in four of the nine industry sectors. Considerable decreases of 11 and nine percentage points are reported for the Mining sector and the Agriculture sector, respectively. Meanwhile, stronger hiring plans are reported in four sectors, including the Utilities sector where the outlook improves by five percentage points. Outlooks are four percentage points stronger in both the Construction sector and the Transport & Communications sector.

	Increase Q3 2016	Decrease Q3 2016	Q3 2016	Q2 2016	Q3 2015	Qtr on Qtr Change Q2 2016 to Q3 2016	Yr on Yr Change Q3 2015 to Q3 2016
	%	%	%	%	%	%	%
Agriculture	10	9	1 (-2) <sup>1</sup>	1 (-2) <sup>1</sup>	10 (7) <sup>1</sup>	0 (0) <sup>1</sup>	-9 (-9) <sup>1</sup>
Community & Social	6	2	4 (5) <sup>1</sup>	10 (7) <sup>1</sup>	9 (6) <sup>1</sup>	-6 (-2) <sup>1</sup>	-5 (-1) <sup>1</sup>
Construction	14	2	12 (10) <sup>1</sup>	6 (6) <sup>1</sup>	7 (6) <sup>1</sup>	6 (4) <sup>1</sup>	5 (4) <sup>1</sup>
Finance & Business Services	13	2	11 (9) <sup>1</sup>	7 (8) <sup>1</sup>	8 (6) <sup>1</sup>	4 (1) <sup>1</sup>	3 (3) <sup>1</sup>
Hotels & Retail	8	4	4 (3) <sup>1</sup>	8 (7) <sup>1</sup>	7 (5) <sup>1</sup>	-4 (-4) <sup>1</sup>	-3 (-2) <sup>1</sup>
Manufacturing	11	4	7 (6) <sup>1</sup>	7 (6) <sup>1</sup>	7 (6) <sup>1</sup>	0 (0) <sup>1</sup>	0 (0) <sup>1</sup>
Mining	4	6	-2 (-2) <sup>1</sup>	2 (-1) <sup>1</sup>	10 (9) <sup>1</sup>	-4 (-1) <sup>1</sup>	-12 (-11) <sup>1</sup>
Transport & Communications	13	5	8 (7) <sup>1</sup>	5 (6) <sup>1</sup>	0 (3) <sup>1</sup>	3 (1) <sup>1</sup>	8 (4) <sup>1</sup>
Utilities	13	4	9 (9) <sup>1</sup>	6 (5) <sup>1</sup>	3 (4) <sup>1</sup>	3 (4) <sup>1</sup>	6 (5) <sup>1</sup>

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

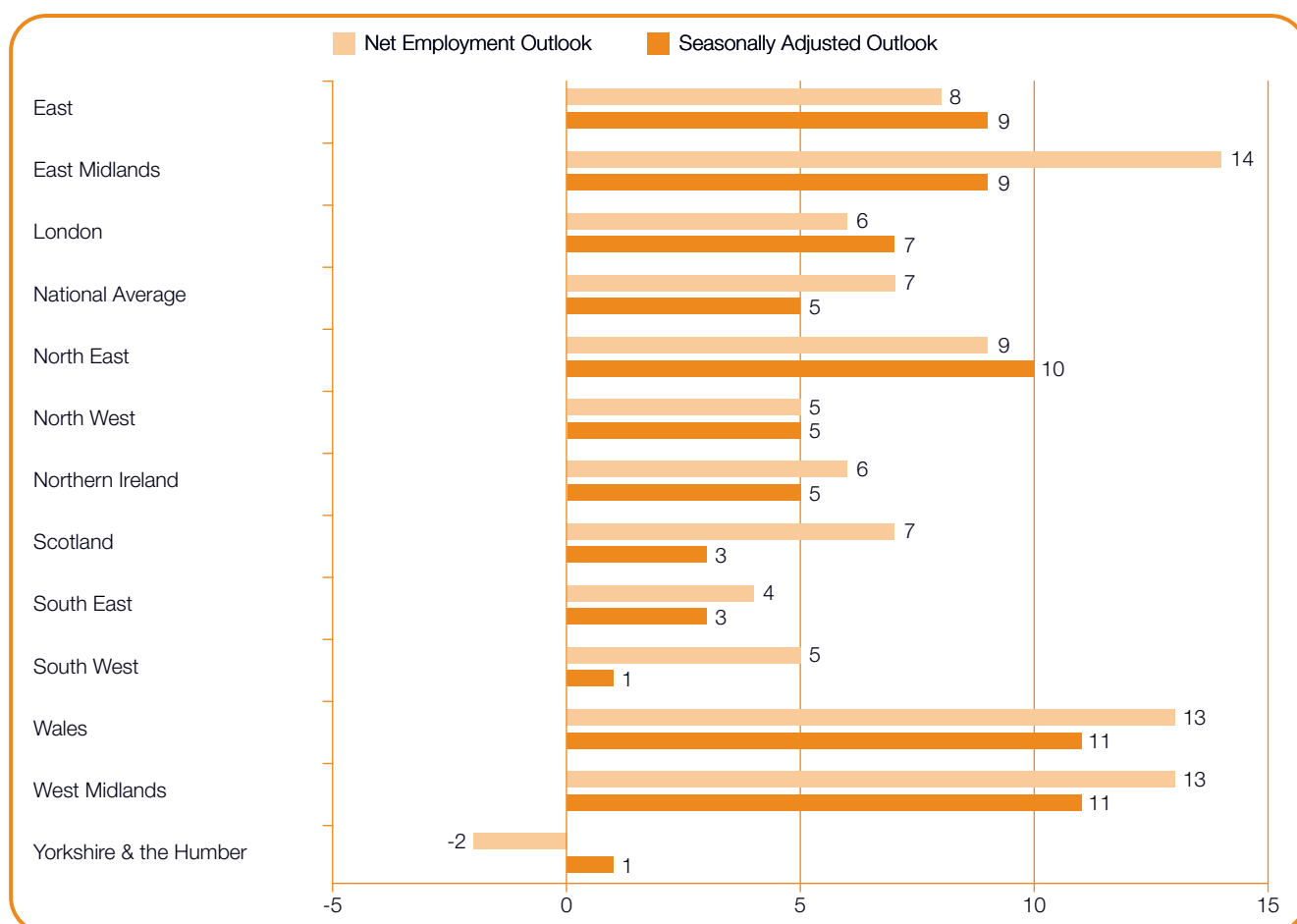
# Regional Comparisons

Payrolls are forecast to grow in all 12 regions during Quarter 3 2016. Employers report the strongest hiring plans in the West Midlands and Wales, where Net Employment Outlooks of +11% reflect respectable hiring prospects. North East employers report optimistic hiring intentions with an outlook of +10%, while outlooks of +9% are reported in both the East and the East Midlands. London employers anticipate some job gains, reporting an outlook of +7%, while outlooks of +5% are reported in both the North West and Northern Ireland. The weakest hiring plans are reported in the South West and Yorkshire & the Humber, with outlooks of +1%.

When compared with Quarter 2 2016, hiring prospects decline in six of the 12 regions, most notably by 10 percentage points in the South West.

Yorkshire & the Humber employers report a decrease of five percentage points while the outlook for Scotland is three percentage points weaker. Meanwhile, hiring prospects strengthen in five regions, with the most noteworthy increases of seven and four percentage points reported in Wales and the North East, respectively.

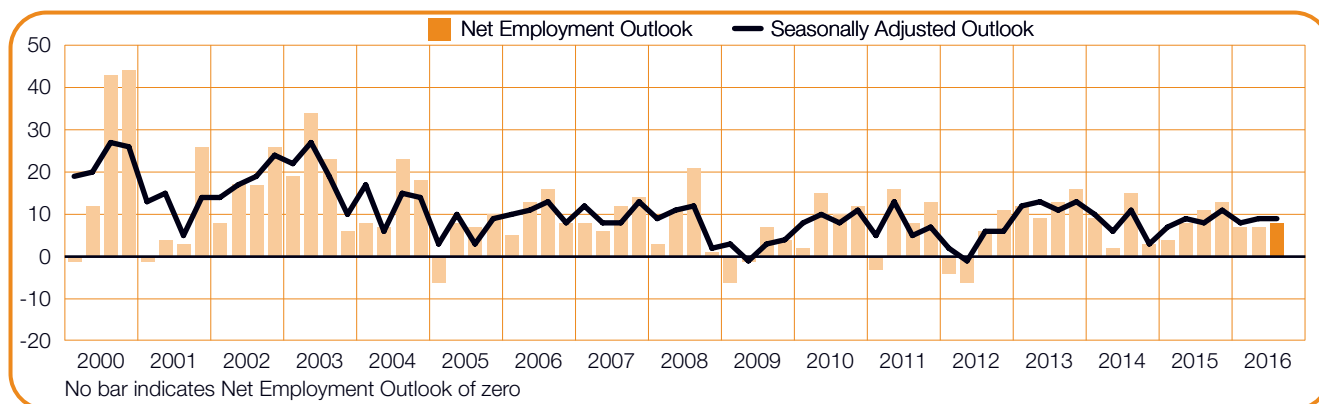
Year-over-year, hiring intentions improve in six of the 12 regions. West Midlands employers report the most noteworthy increase of seven percentage points, while outlooks are three percentage points stronger in Northern Ireland, Scotland and Wales. Elsewhere, hiring prospects decline in five regions, including the South West, where employers report a considerable decrease of 10 percentage points.



**+8 (+9)%**

## East

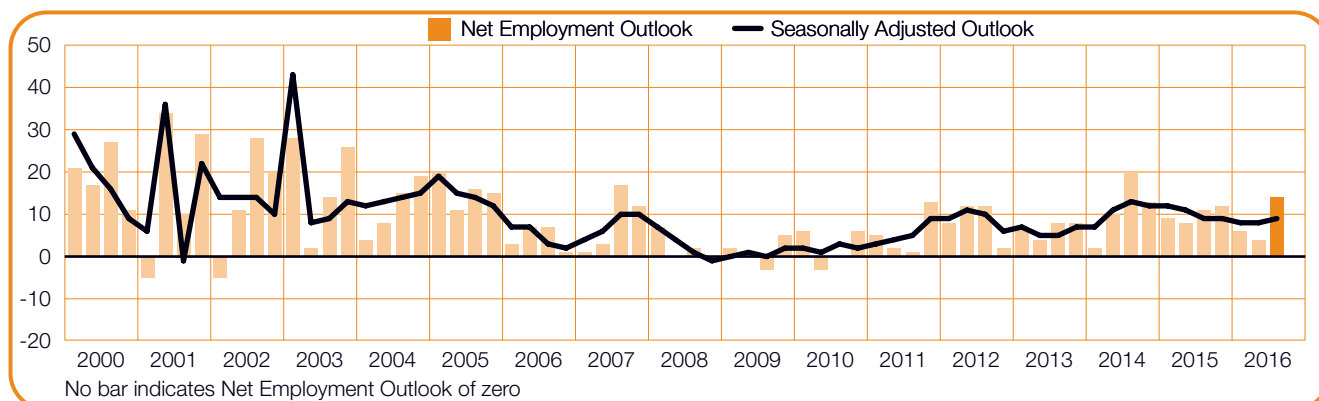
Job seekers can expect the cautiously optimistic hiring pace to continue in the next three months, with employers reporting a Net Employment Outlook of +9% for the second consecutive quarter. Hiring intentions remain relatively stable when compared with Quarter 3 2015.



**+14 (+9)%**

## East Midlands

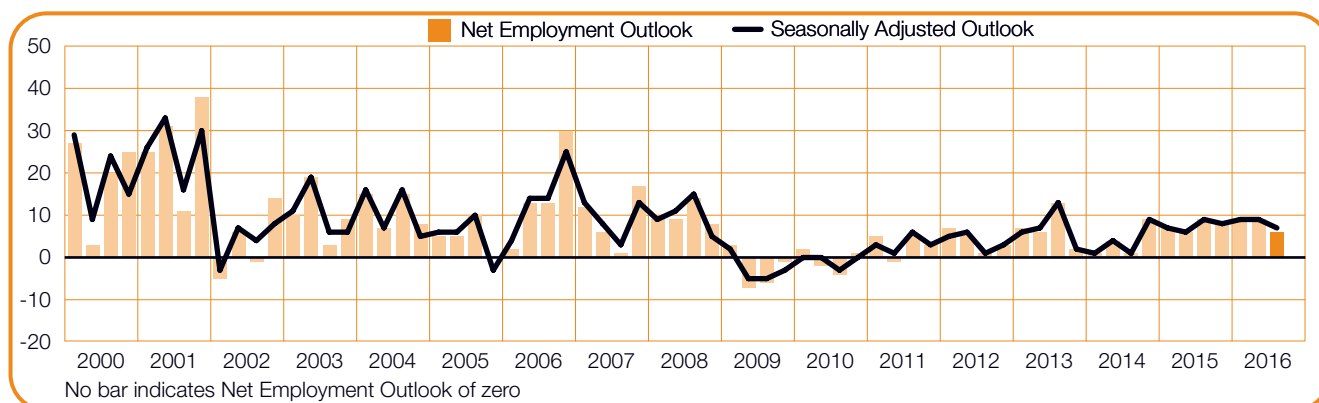
With a Net Employment Outlook of +9%, employers forecast some hiring opportunities during the July-September period. Hiring plans remain relatively stable quarter-over-quarter and are unchanged year-over-year.



**+6 (+7)%**

## London

Employers anticipate moderate hiring activity in Quarter 3 2016, reporting a Net Employment Outlook of +7%. However, hiring intentions decline by two percentage points both quarter-over-quarter and year-over-year.

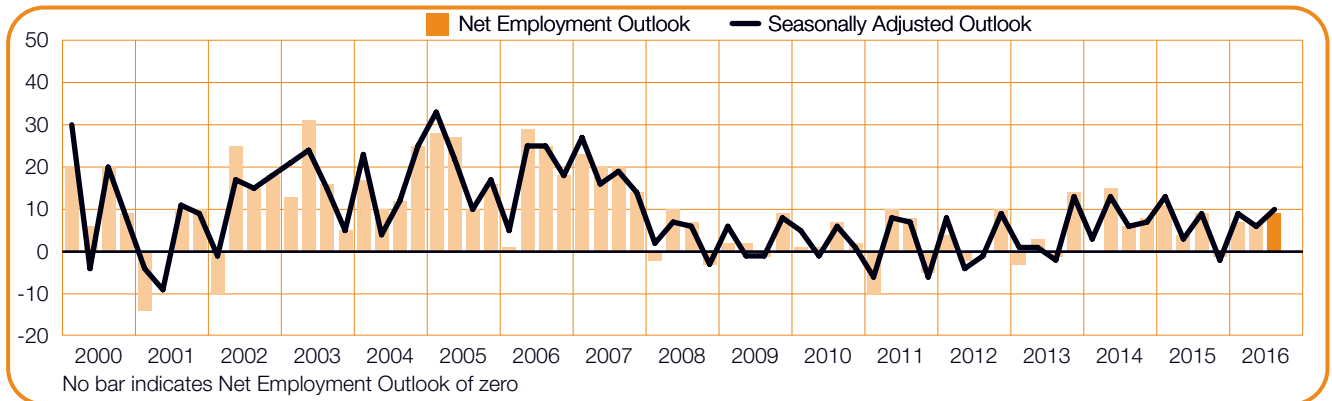




**+9 (+10)%**

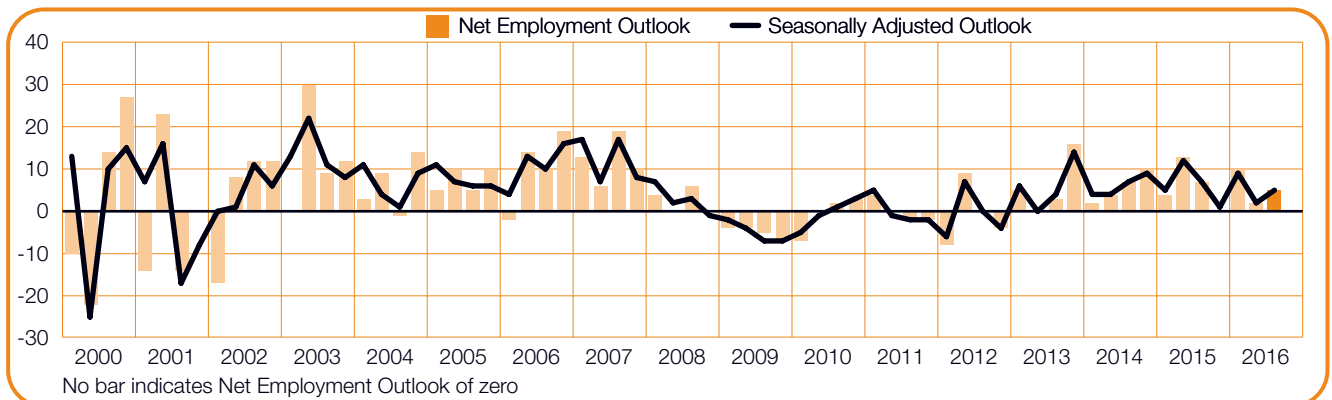
## North East

A fair hiring climate is forecast for the coming quarter, with employers reporting a Net Employment Outlook of +10%. Hiring plans improve by four percentage points when compared with the previous quarter while remaining relatively stable year-over-year.

**+5 (+5)%**

## North West

Employers report encouraging signs for job seekers in the next three months, with a Net Employment Outlook of +5%. Hiring prospects are three percentage points stronger when compared with Quarter 2 2016, but decline by two percentage points year-over-year.

**+6 (+5)%**

## Northern Ireland

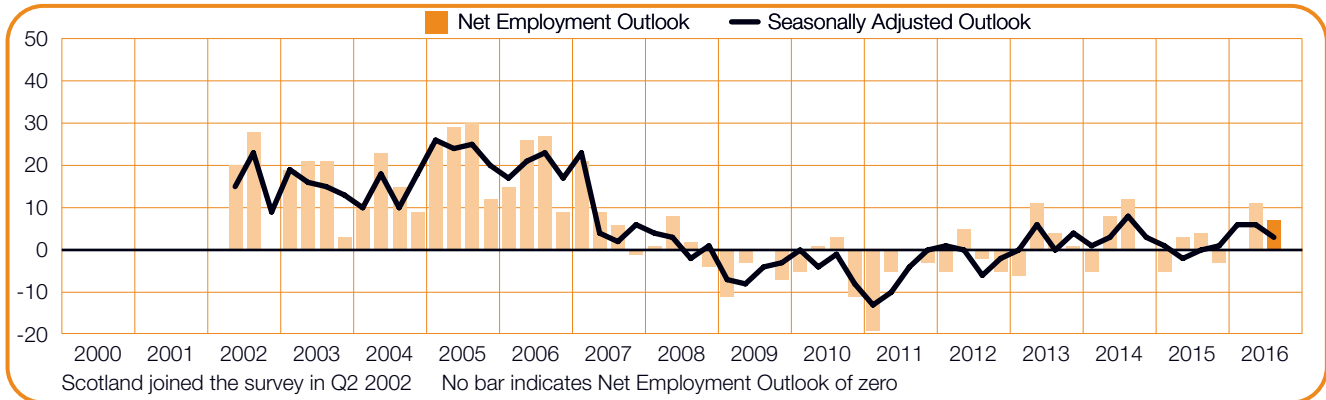
With a Net Employment Outlook of +5%, employers anticipate modest workforce gains in the July-September time frame. While the outlook is two percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of three percentage points.



**+7 (+3)%**

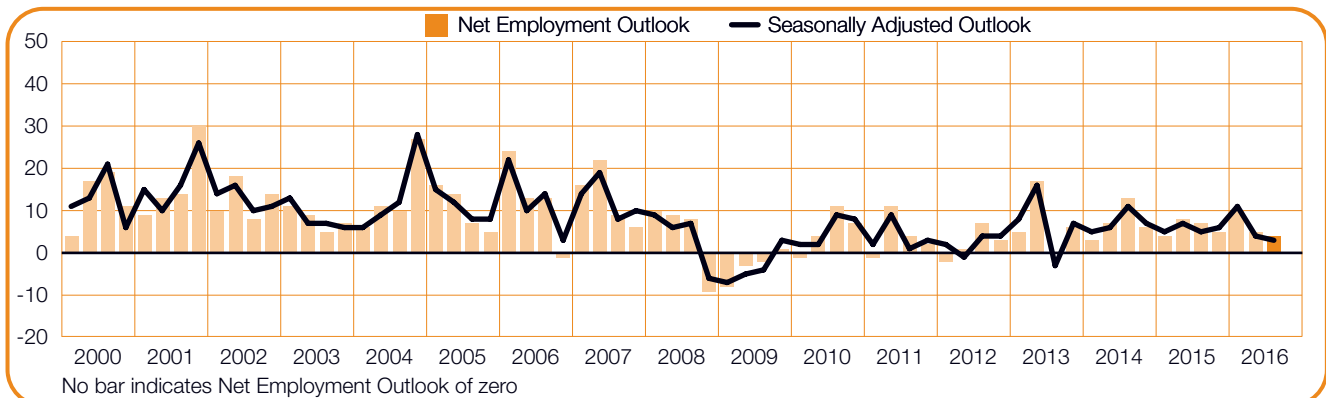
## Scotland

Slow-paced job gains are expected in the upcoming quarter with employers reporting a Net Employment Outlook of +3%. Hiring intentions are three percentage points weaker quarter-over-quarter but improve by three percentage points when compared with Quarter 3 2015.

**+4 (+3)%**

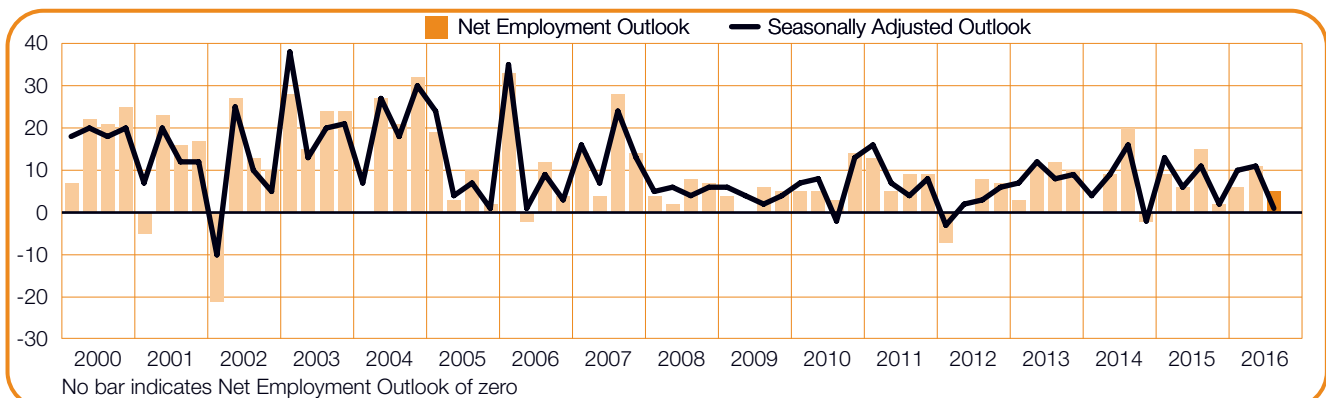
## South East

The weakest labour market since Quarter 3 2013 is anticipated in the forthcoming quarter, with employers reporting a Net Employment Outlook of +3%. The outlook remains relatively stable quarter-over-quarter but declines by two percentage points year-over-year.

**+5 (+1)%**

## South West

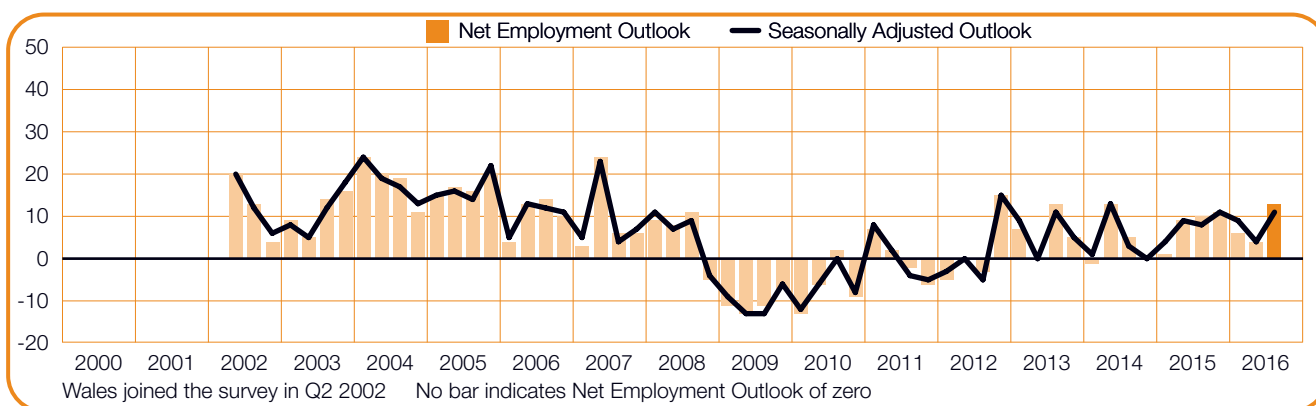
Job seekers can expect a slower hiring pace in Quarter 3 2016, according to employers who report a Net Employment Outlook of +1%. Hiring intentions decline by a considerable margin of 10 percentage points both quarter-over-quarter and year-over-year.



**+13 (+11)%**

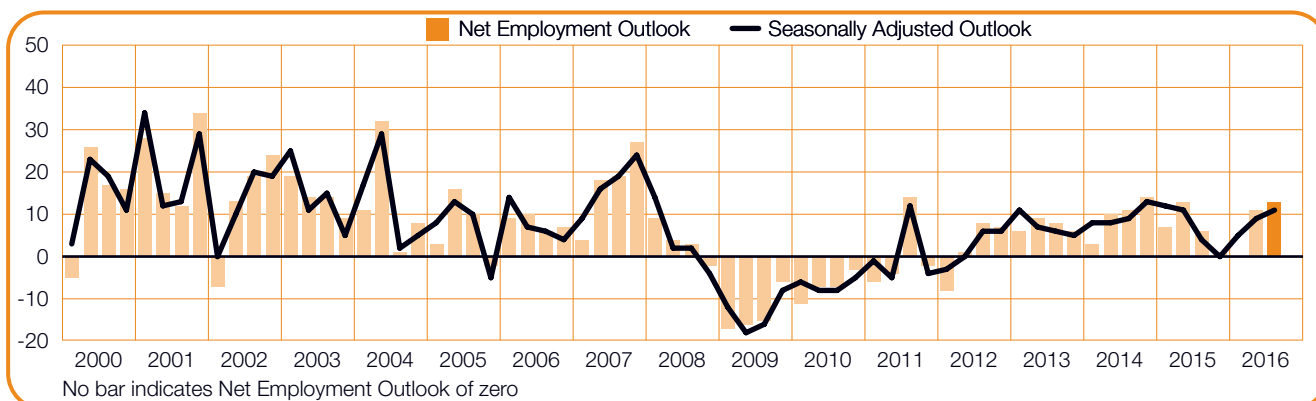
## Wales

Respectable payroll growth is forecast for Quarter 3 2016 with employers reporting a Net Employment Outlook of +11%. Hiring prospects strengthen both quarter-over-quarter and year-over-year, improving by seven and three percentage points, respectively.

**+13 (+11)%**

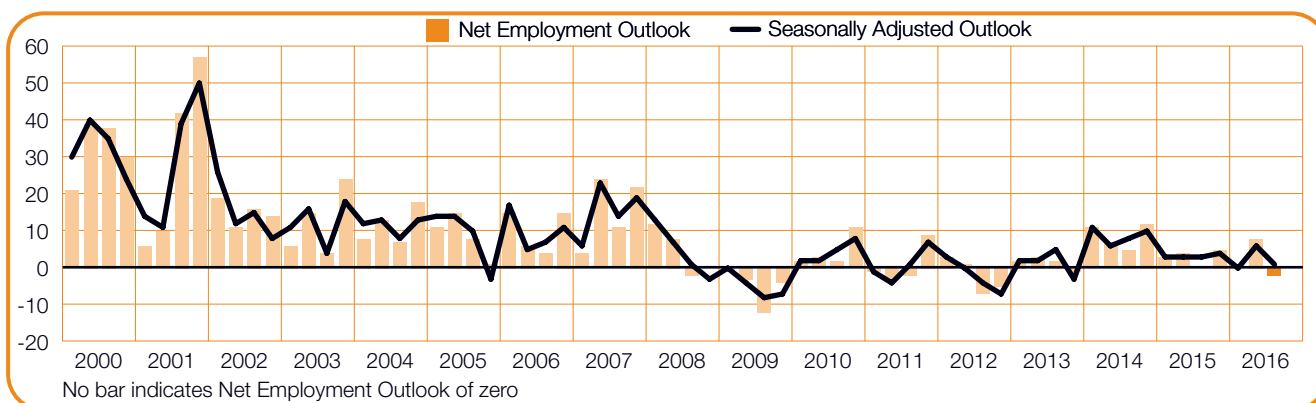
## West Midlands

Reporting a Net Employment Outlook of +11%, employers forecast steady payroll gains in the July-September time frame. Hiring prospects are two percentage points stronger when compared with the previous quarter and improve by seven percentage points year-over-year.

**-2 (+1)%**

## Yorkshire & the Humber

Limited hiring activity is expected in the coming quarter with employers reporting a Net Employment Outlook of +1%. Hiring plans decline by five and two percentage points quarter-over-quarter and year-over-year, respectively.



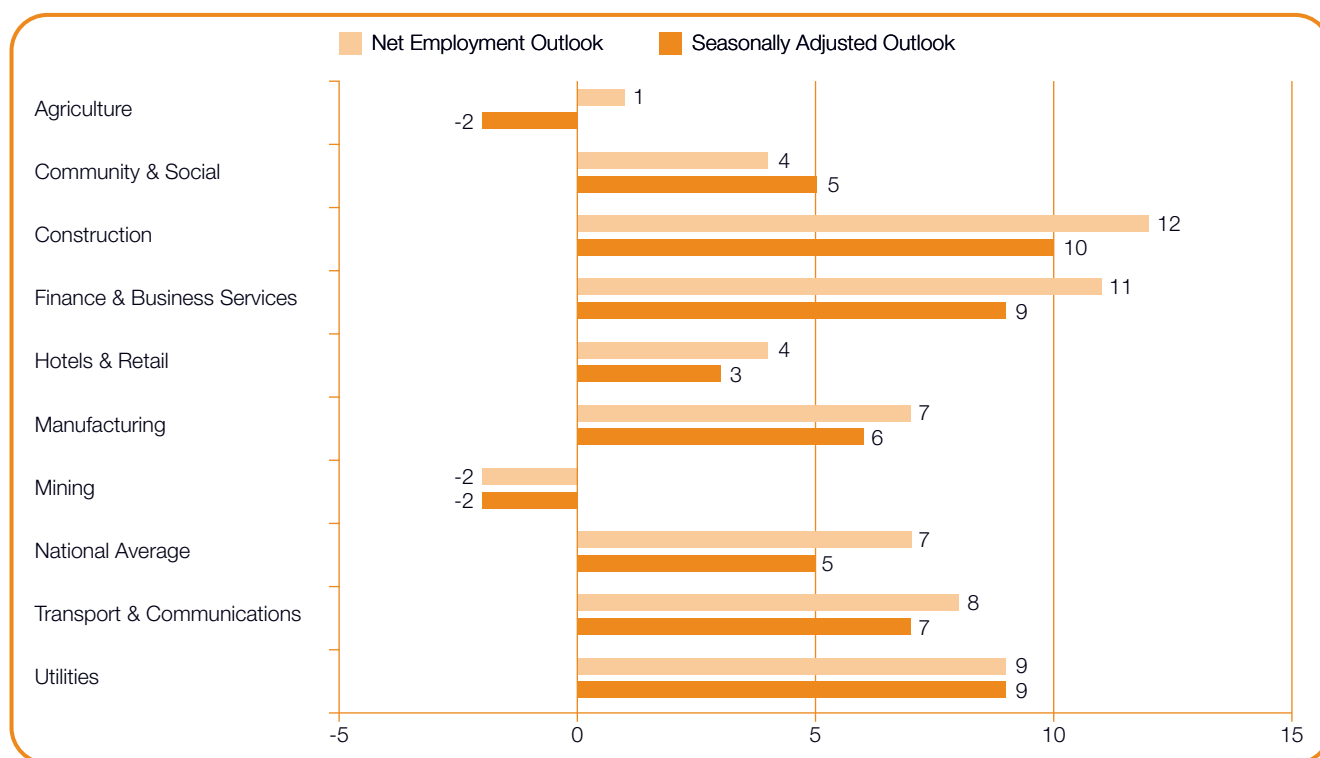
# Sector Comparisons

Staffing levels are expected to grow in seven of the nine industry sectors during the coming quarter. The strongest labour market is forecast in the Construction sector, where the Net Employment Outlook stands at +10%. Elsewhere, cautiously optimistic outlooks of +9% are reported for both the Utilities sector and the Finance & Business Services sector. Moderate hiring activity is anticipated in the Transport & Communications sector, with an outlook of +7%, and in the Manufacturing sector, where the outlook stands at +6%. However, payrolls are expected to decline in two sectors with outlooks of -2% – the Mining sector and the Agriculture sector.

Quarter-over-quarter, hiring intentions improve in four of the nine industry sectors, most notably by four percentage points in both the Construction sector

and the Utilities sector. Meanwhile, outlooks weaken in three sectors, including the Hotels & Retail sector and the Community & Social sector, where employers report declines of four and two percentage points, respectively.

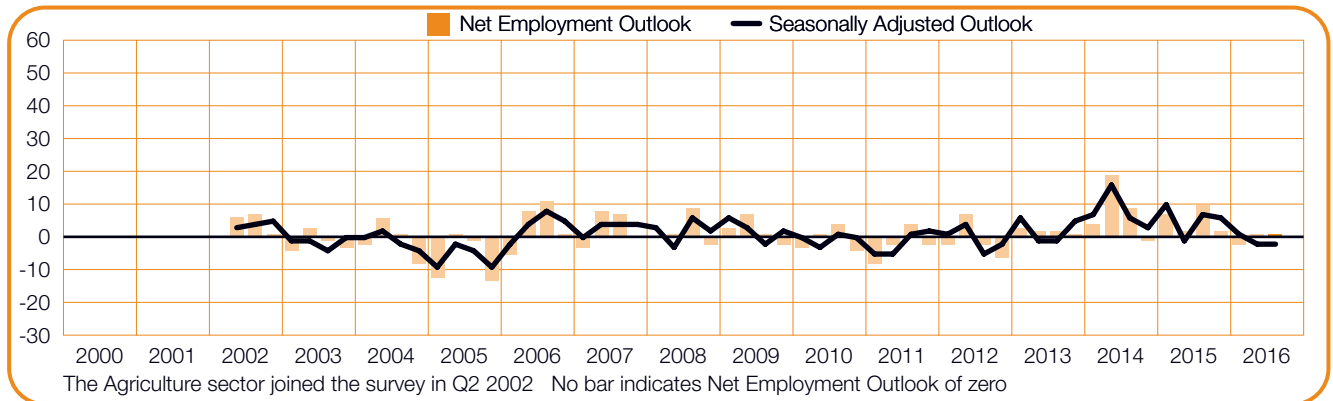
When compared with Quarter 3 2015, employers report stronger hiring prospects in four of the nine industry sectors. The Utilities sector outlook improves by five percentage points, while increases of four percentage points are reported in both the Construction sector and the Transport & Communications sector. However, hiring plans also weaken in four sectors, declining most notably by 11 and nine percentage points in the Mining sector and the Agriculture sector, respectively.



**+1 (-2)%**

## Agriculture

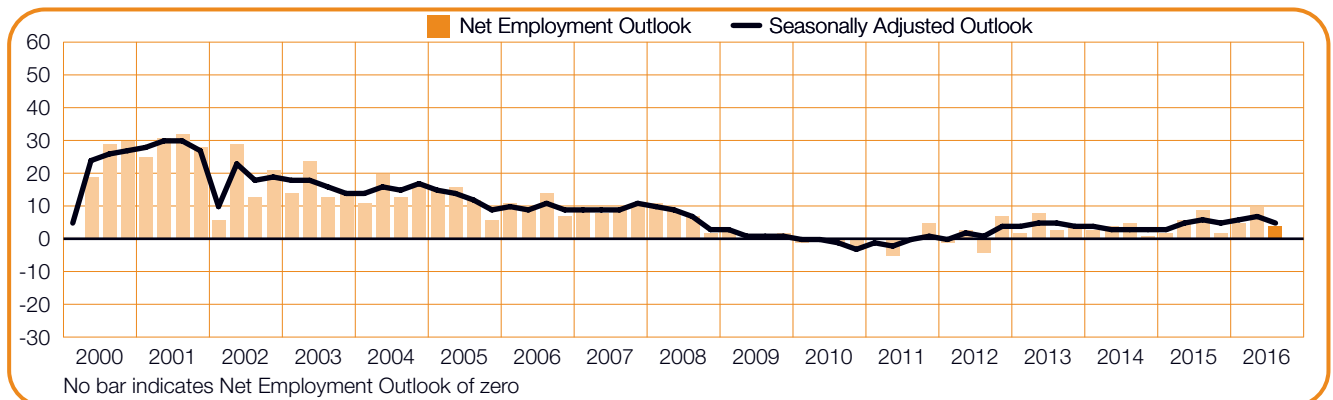
Job seekers can expect the subdued hiring pace to continue in Quarter 3 2016, according to employers who report a Net Employment Outlook of -2% for the second consecutive quarter. Hiring prospects decline by a considerable margin of nine percentage points year-over-year.



**+4 (+5)%**

## Community & Social

A modest hiring pace is expected in the coming quarter with employers reporting a Net Employment Outlook of +5%. The outlook is two percentage points weaker when compared with the previous quarter but remains relatively stable year-over-year.



**+12 (+10)%**

## Construction

Employers report cautiously optimistic hiring intentions for the July-September time frame with a Net Employment Outlook of +10%. Hiring prospects are four percentage points stronger both quarter-over-quarter and year-over-year.



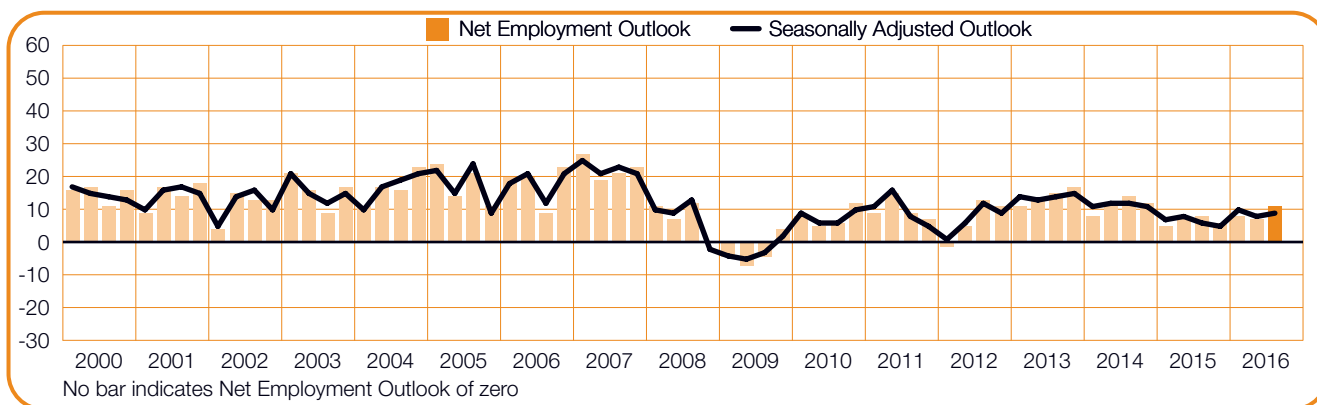
**+11 (+9)%**

## Finance & Business Services

Reporting a Net Employment Outlook of +9% for the coming quarter, employers anticipate a moderate increase in staffing levels. The outlook remains relatively stable quarter-over-quarter and is three percentage points stronger when compared with Quarter 3 2015.

In the Finance sub-sector employers report encouraging signs for job seekers with a Net Employment Outlook of +8% for the next three months. Hiring intentions are two percentage points stronger when compared with the previous quarter but decline by four percentage points year-over-year.

Business Services sub-sector employers report cautiously optimistic hiring plans for the July-September time frame with a Net Employment Outlook of +10%, improving by two and four percentage points quarter-over-quarter and year-over-year, respectively.



**+4 (+3)%**

## Hotels & Retail

The weakest labour market since Quarter 1 2014 is forecast for the next three months, with employers reporting a Net Employment Outlook of +3%. The outlook declines by four and two percentage points quarter-over-quarter and year-over-year, respectively.

B2B sub-sector employers expect slow-paced hiring activity in Quarter 3 2016, reporting a Net Employment Outlook of +2%. Hiring intentions remain relatively stable quarter-over-quarter but decline by five percentage points year-over-year.

In the B2C sub-sector, employers anticipate a quiet labour market with a Net Employment Outlook of +1%. Hiring prospects decline by seven and two percentage points quarter-over-quarter and year-over-year, respectively.

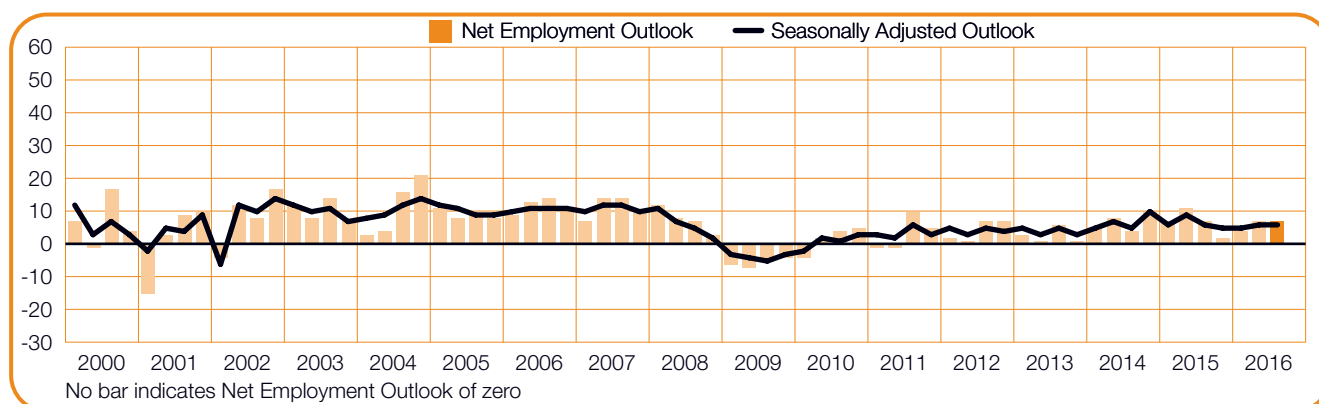
Hotels & Restaurants sub-sector employers report the weakest hiring intentions since Quarter 1 2014 with a Net Employment Outlook of +4% for the coming quarter. The outlook is five percentage points weaker when compared with the previous quarter and declines by 10 percentage points year-over-year.



**+7 (+6)%**

## Manufacturing

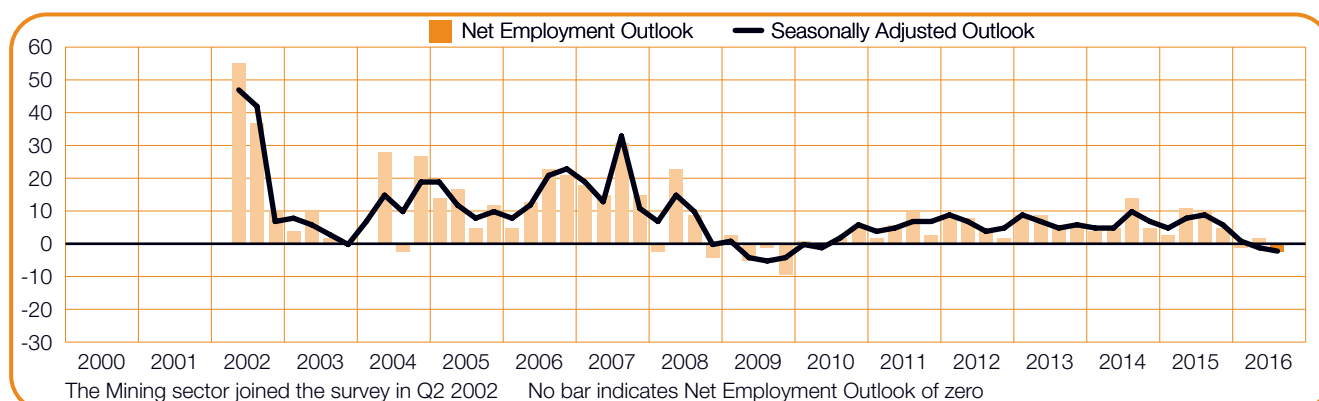
Some payroll gains are likely in the next three months with employers reporting a Net Employment Outlook of +6%. Hiring prospects are unchanged both quarter-over-quarter and year-over-year.



**-2 (-2)%**

## Mining

Employers forecast the weakest hiring activity in over six years during the July-September period, reporting a Net Employment Outlook of -2%. Hiring plans remain relatively stable quarter-over-quarter but decline by 11 percentage points year-over-year.



**+8 (+7)%**

## Transport & Communications

Job seekers can expect a mild hiring climate in Quarter 3 2016, according to employers who report a Net Employment Outlook of +7%. Hiring prospects remain relatively stable quarter-over-quarter and improve by four percentage points year-over-year.

The strongest labour market since Quarter 2 2013 is anticipated by Transport sub-sector employers who report a Net Employment Outlook of +13% for the July-September time frame. The outlook is considerably stronger both quarter-over-quarter and year-over-year, improving by 10 and 16 percentage points, respectively.

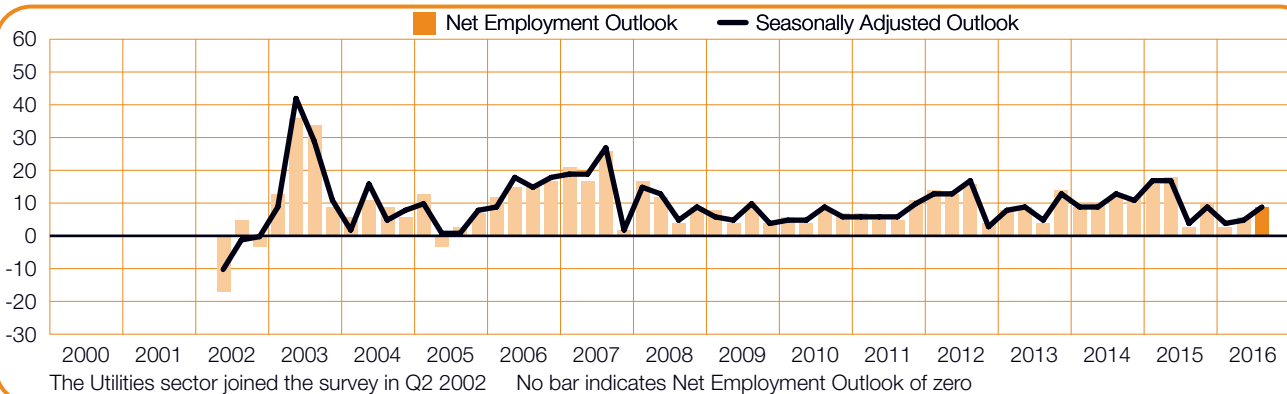
Job seekers in the Telecoms sub-sector can expect the weakest labour market since the analysis was first carried out in Quarter 1 2005, according to employers who report a struggling Net Employment Outlook of -5% for the coming quarter. Hiring plans decline by 11 percentage points quarter-over-quarter and are 16 percentage points weaker year-over-year.



**+9 (+9)%**

## Utilities

A fair hiring climate is forecast for the next three months with employers reporting a Net Employment Outlook of +9%. Hiring intentions are four percentage points stronger when compared with the previous quarter and improve by five percentage points year-over-year.



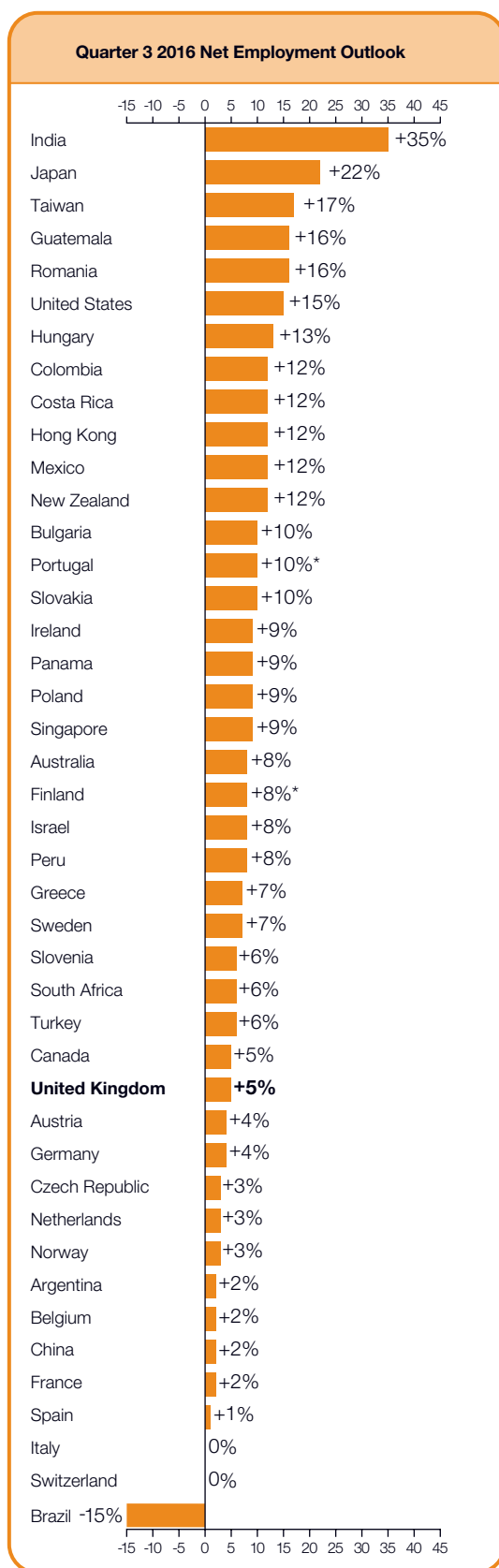


# Global Employment Outlook

	Quarter 3 2016	Qtr on Qtr Change Q2 2016 to Q3 2016	Yr on Yr Change Q3 2015 to Q3 2016
	%		
<b>Americas</b>			
Argentina	1 (2) <sup>1</sup>	-5 (-1) <sup>1</sup>	-4 (-4) <sup>1</sup>
Brazil	-15 (-15) <sup>1</sup>	-10 (-4) <sup>1</sup>	-9 (-9) <sup>1</sup>
Canada	11 (5) <sup>1</sup>	1 (-1) <sup>1</sup>	-4 (-4) <sup>1</sup>
Colombia	11 (12) <sup>1</sup>	-8 (-6) <sup>1</sup>	-2 (-2) <sup>1</sup>
Costa Rica	9 (12) <sup>1</sup>	-8 (-2) <sup>1</sup>	-1 (-1) <sup>1</sup>
Guatemala	14 (16) <sup>1</sup>	-4 (-2) <sup>1</sup>	7 (7) <sup>1</sup>
Mexico	12 (12) <sup>1</sup>	-2 (0) <sup>1</sup>	1 (1) <sup>1</sup>
Panama	8 (9) <sup>1</sup>	-5 (-5) <sup>1</sup>	-4 (-4) <sup>1</sup>
Peru	8 (8) <sup>1</sup>	-2 (-1) <sup>1</sup>	0 (0) <sup>1</sup>
United States	18 (15) <sup>1</sup>	0 (-1) <sup>1</sup>	-2 (-1) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	7 (8) <sup>1</sup>	1 (3) <sup>1</sup>	3 (3) <sup>1</sup>
China	2 (2) <sup>1</sup>	-3 (-2) <sup>1</sup>	-11 (-12) <sup>1</sup>
Hong Kong	13 (12) <sup>1</sup>	-1 (-3) <sup>1</sup>	-4 (-4) <sup>1</sup>
India	36 (35) <sup>1</sup>	-3 (-3) <sup>1</sup>	-3 (-3) <sup>1</sup>
Japan	20 (22) <sup>1</sup>	-9 (0) <sup>1</sup>	0 (0) <sup>1</sup>
New Zealand	11 (12) <sup>1</sup>	1 (3) <sup>1</sup>	0 (0) <sup>1</sup>
Singapore	10 (9) <sup>1</sup>	0 (-1) <sup>1</sup>	-4 (-4) <sup>1</sup>
Taiwan	22 (17) <sup>1</sup>	1 (-3) <sup>1</sup>	-23 (-23) <sup>1</sup>

<b>EMEA<sup>†</sup></b>			
Austria	6 (4) <sup>1</sup>	3 (3) <sup>1</sup>	3 (3) <sup>1</sup>
Belgium	1 (2) <sup>1</sup>	-1 (1) <sup>1</sup>	0 (0) <sup>1</sup>
Bulgaria	14 (10) <sup>1</sup>	-5 (-2) <sup>1</sup>	-2 (-1) <sup>1</sup>
Czech Republic	6 (3) <sup>1</sup>	2 (1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Finland	8	3	-3
France	3 (2) <sup>1</sup>	4 (3) <sup>1</sup>	-2 (-1) <sup>1</sup>
Germany	5 (4) <sup>1</sup>	2 (2) <sup>1</sup>	-1 (-1) <sup>1</sup>
Greece	12 (7) <sup>1</sup>	2 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Hungary	14 (13) <sup>1</sup>	1 (3) <sup>1</sup>	8 (8) <sup>1</sup>
Ireland	11 (9) <sup>1</sup>	4 (4) <sup>1</sup>	3 (3) <sup>1</sup>
Israel	9 (8) <sup>1</sup>	0 (1) <sup>1</sup>	-3 (-3) <sup>1</sup>
Italy	3 (0) <sup>1</sup>	1 (0) <sup>1</sup>	4 (4) <sup>1</sup>
Netherlands	3 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>	0 (1) <sup>1</sup>
Norway	4 (3) <sup>1</sup>	1 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Poland	13 (9) <sup>1</sup>	1 (-1) <sup>1</sup>	4 (4) <sup>1</sup>
Portugal	10	-	-
Romania	22 (16) <sup>1</sup>	3 (3) <sup>1</sup>	8 (8) <sup>1</sup>
Slovakia	13 (10) <sup>1</sup>	5 (2) <sup>1</sup>	1 (1) <sup>1</sup>
Slovenia	9 (6) <sup>1</sup>	-4 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
South Africa	6 (6) <sup>1</sup>	1 (0) <sup>1</sup>	0 (0) <sup>1</sup>
Spain	3 (1) <sup>1</sup>	0 (0) <sup>1</sup>	-2 (-1) <sup>1</sup>
Sweden	7 (7) <sup>1</sup>	-2 (0) <sup>1</sup>	5 (5) <sup>1</sup>
Switzerland	-1 (0) <sup>1</sup>	-4 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
Turkey	10 (6) <sup>1</sup>	-6 (-5) <sup>1</sup>	-9 (-9) <sup>1</sup>
<b>UK</b>	<b>7 (5)<sup>1</sup></b>	<b>0 (-1)<sup>1</sup></b>	<b>-1 (-1)<sup>1</sup></b>



<sup>†</sup> EMEA – Europe, Middle East and Africa.

\* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

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## The Manpower Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labour market activity\* in Quarter 3 2016. All participants were asked: "How do you anticipate total employment at your location to change in the three months to the end of September 2016 as compared to the current quarter?"

The overview of global responses indicates that most employers expect varying levels of payroll growth over the next three months. The research reveals staffing levels are expected to grow in 40 of 43 countries and territories during the July-September time frame. However, a number of employers also indicate that overall payroll growth is likely to proceed at a more conservative pace than in the prior quarter or last year at this time. Significant upturns in overall employer confidence are few, and some declining trajectories reported previously – most notably in Brazil and China – continue unabated. Third-quarter hiring plans strengthen in 14 of 42 countries\*\* and territories when compared with the April-June time frame, are unchanged in seven, and weaken in 21. Outlooks improve in 13 countries and territories when compared with Quarter 3 2015, are unchanged in five, and decline in 24. Third-quarter hiring confidence is strongest in India, Japan, Taiwan, Guatemala, Romania and the United States, while employers in Brazil, Italy and Switzerland report the weakest hiring plans.

Throughout the Americas region, third-quarter workforce gains are expected in nine of 10 countries. However, Net Employment Outlooks decline in nine countries in comparison to the April-June period and are unchanged in one. Similarly, forecasts weaken in seven countries in comparison to Quarter 3 2015, strengthen in two, and remain unchanged in one. Employers in Guatemala and the United States report the region's most optimistic third-quarter hiring plans. The only negative forecast – in the Americas region as well as across the globe – is reported by employers in Brazil.

Employers in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region expect to grow staffing levels over the next three months. In a quarter-over-quarter comparison, forecasts improve in 12 countries but weaken in seven. When compared year-over-year, job prospects are expected to improve in 10 countries and decline in 12. Romanian employers report the region's strongest third-quarter hiring plans, while the weakest outlooks are reported in Italy and Switzerland. For the first time in eight years, there are no negative national forecasts reported among countries in the EMEA region. The third-quarter survey also includes Portugal for the first time, bringing the total of countries and territories participating in the Manpower Employment Outlook Survey to 43.

Job gains are expected in all eight countries and territories surveyed in the Asia Pacific region. However, hiring prospects weaken in five countries and territories in comparison to Quarter 2 2016, improve in two and are unchanged in one. Similarly, third-quarter forecasts weaken in five countries and territories when compared year-over-year, improve in only one and are unchanged in two. For the fourth consecutive quarter, employers in India report the most optimistic regional and global hiring plans. For the fourth consecutive quarter, employers in China report the region's weakest forecast.

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](http://www.manpowergroup.com/meos)

The next Manpower Employment Outlook Survey will be released on 13 September 2016 and will detail expected labour market activity for the fourth quarter of 2016.

\* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Finland or Portugal.

\*\* Portugal joined the survey in Quarter 3 2016 and has no trend data to compare at this point.

# International Comparisons – EMEA

ManpowerGroup interviewed more than 20,000 employers in 25 countries in the Europe, Middle East and Africa (EMEA) region. Outlooks are mostly positive with employers in 23 of 25 countries planning to add to their payrolls in the third quarter and those in the remaining two expecting a flat labour market. This report also includes the first survey conducted in Portugal.

Forecasts are mixed across the region with employer hiring plans improving from three months ago in 12 of the 24 countries where comparison data is available\* and declining in seven. The year-over-year comparison reveals more cautious hiring sentiment, with stronger outlooks reported in only 10 countries and weaker outlooks in 12. The strongest third-quarter forecasts are reported in Romania and Hungary, while the weakest are reported in Italy and Switzerland.

Romania's outlook has climbed for two consecutive quarters and is now stronger than at any point since Quarter 4 2008. Prospects are buoyed by the country's most optimistic Manufacturing sector forecast since the survey started in Quarter 2 2008, with more than four of every 10 employers surveyed telling us they plan to add to their workforces in the July-September time frame. Similar hiring confidence is reported by Construction sector employers who report the sector's strongest forecast since Quarter 1 2012.

Prospects are also upbeat in Hungary where the outlook is the most optimistic since the survey started in Quarter 3 2009. Confidence among Hungary's employers is underpinned by the strongest forecasts reported to date in the Finance & Business Services and the

Community & Social sectors, as well as a Manufacturing sector outlook that matches the strongest forecast first reported in Quarter 3 2014.

Despite employer concerns associated with the UK's 23 June EU referendum, job seekers in the UK can expect some opportunities in the next three months. Outlooks remain positive in most industry sectors and all regions, with the most optimistic forecasts reported in the Construction, Finance & Business Services and Utilities sectors.

Modest third-quarter hiring activity is also expected in Germany, where the forecast improves marginally from three months ago and remains relatively stable from last year at this time. Hiring plans are positive in seven of nine industry sectors, including the Finance, Insurance, Real Estate & Business Services sector where, for the fifth consecutive quarter, employers report the strongest forecast. Employer confidence in France appears to be growing slightly, and the outlook turns positive following three consecutive quarters of negative forecasts. Still, some employers may be delaying any hiring decisions as they await any resolution associated with the French government's labour reform bill.

Meanwhile, employer sentiment in Turkey continues to lose momentum, and while the outlook remains positive it dips to its least optimistic level since the survey started in Quarter 1 2011. Elsewhere across the region, hiring intentions remain mostly positive but modest, with the exception of Italy and Switzerland where employers anticipate a flat hiring environment in the months ahead.

\* Portugal joined the survey in Quarter 3 2016 and has no trend data to compare at this point.

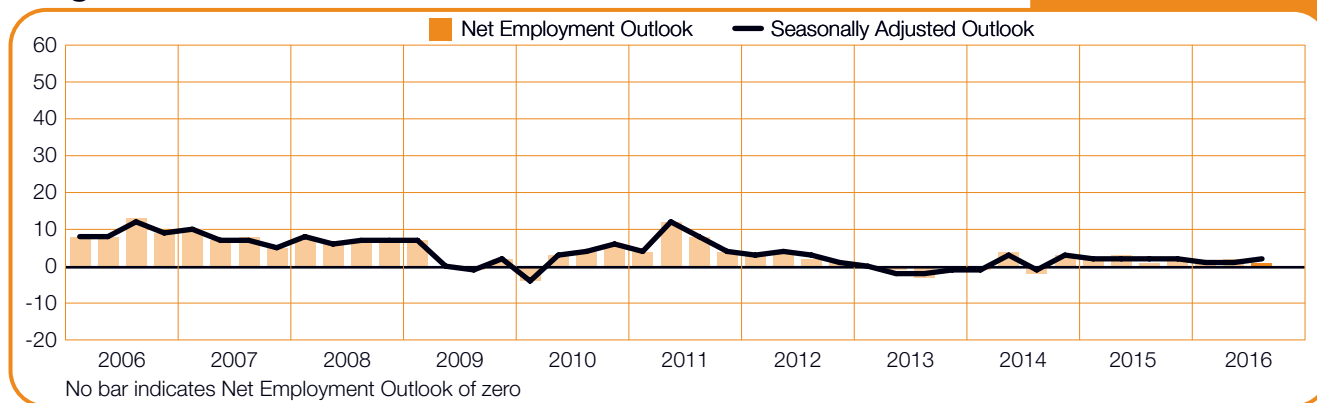
## Austria

**+6 (+4)%**



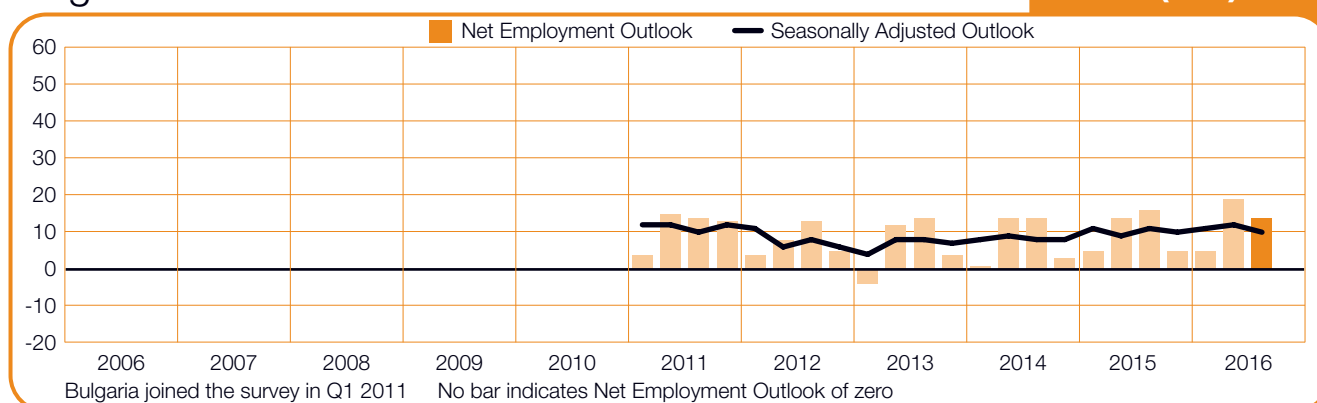
## Belgium

**+1 (+2)%**



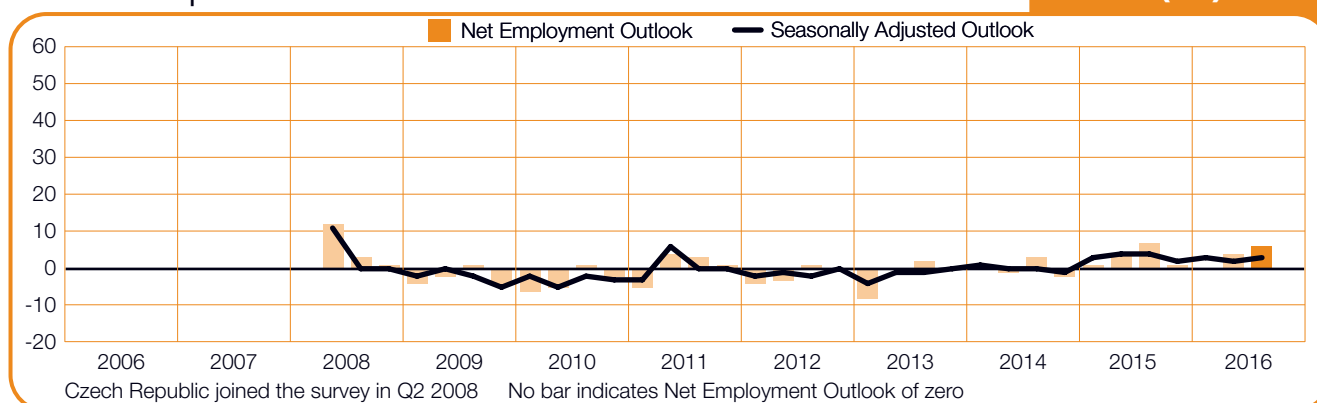
## Bulgaria

**+14 (+10)%**



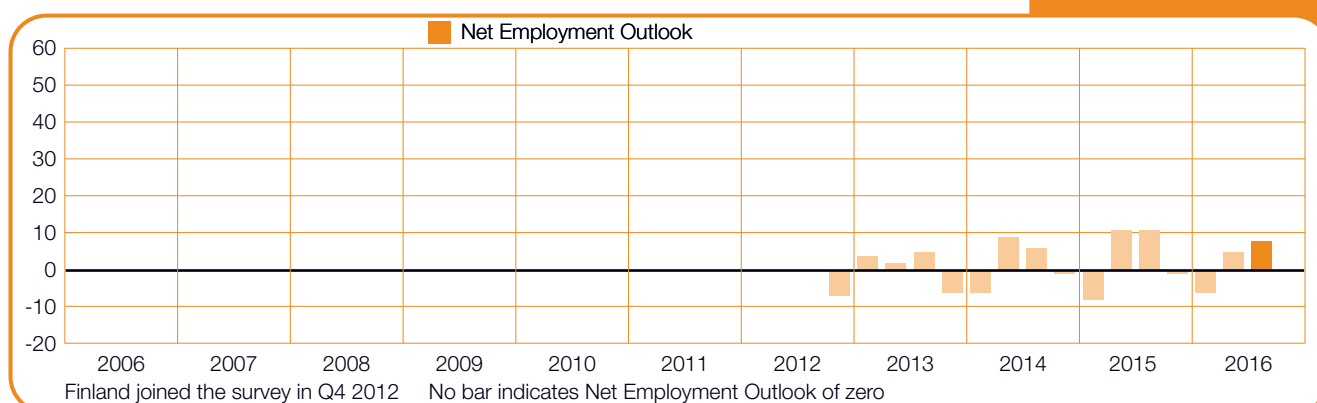
## Czech Republic

**+6 (+3)%**



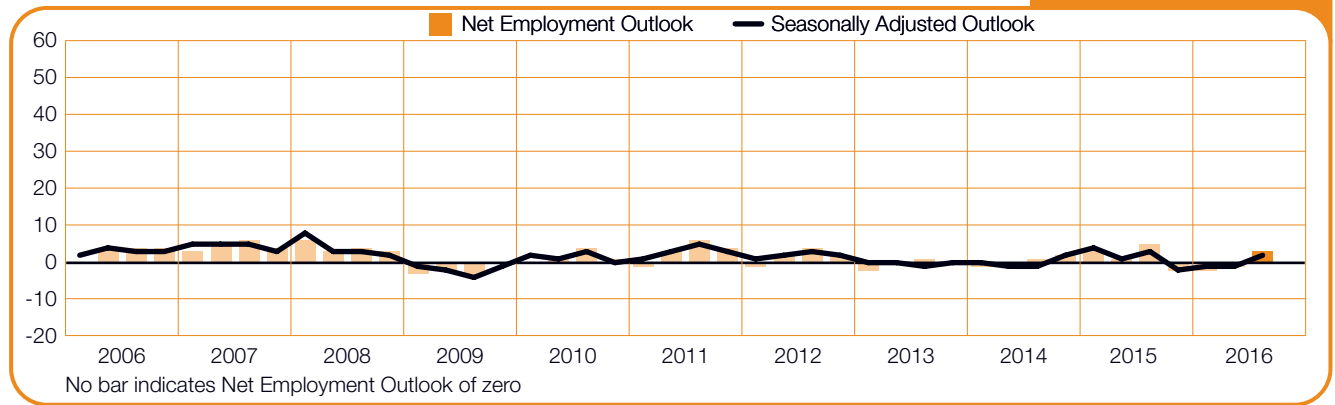
## Finland

**+8%**



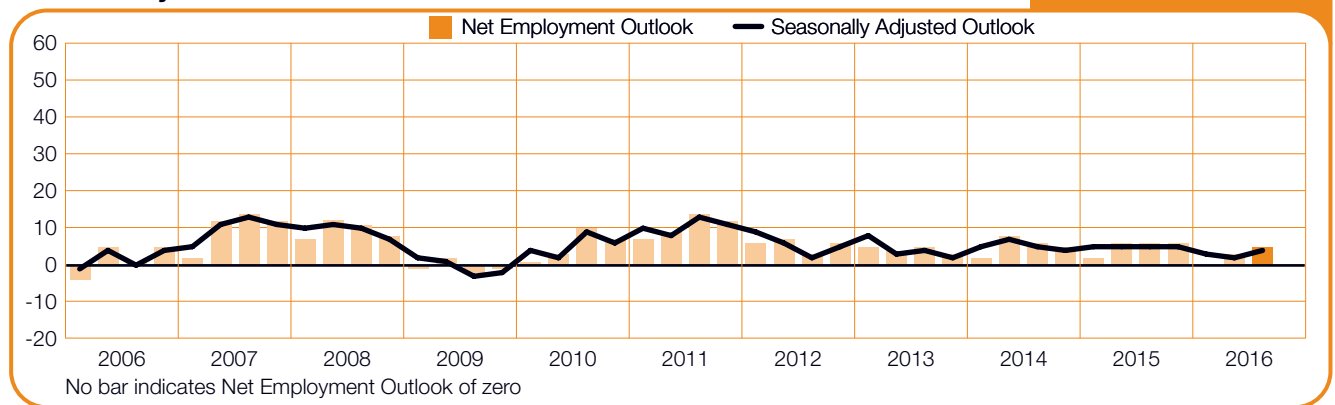
## France

**+3 (+2)%**



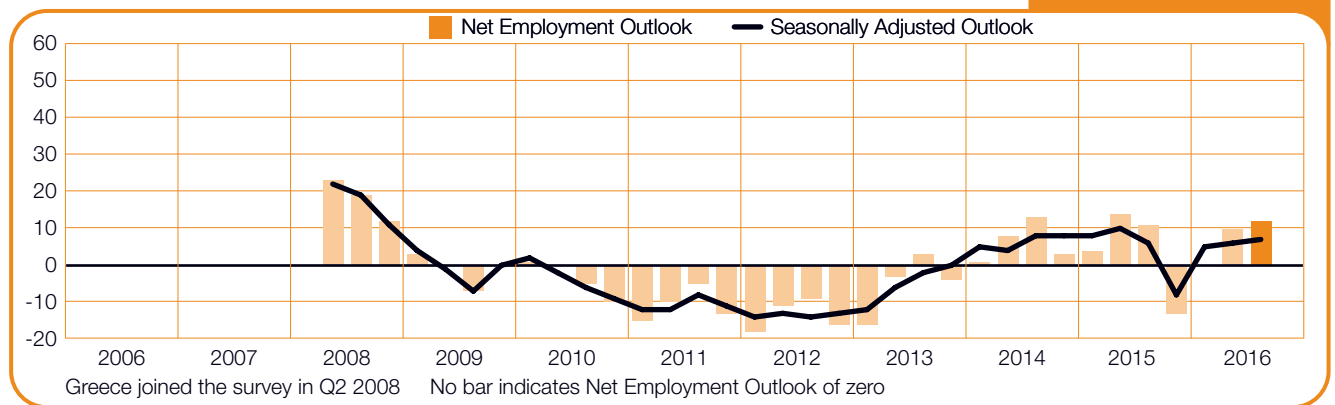
## Germany

**+5 (+4)%**



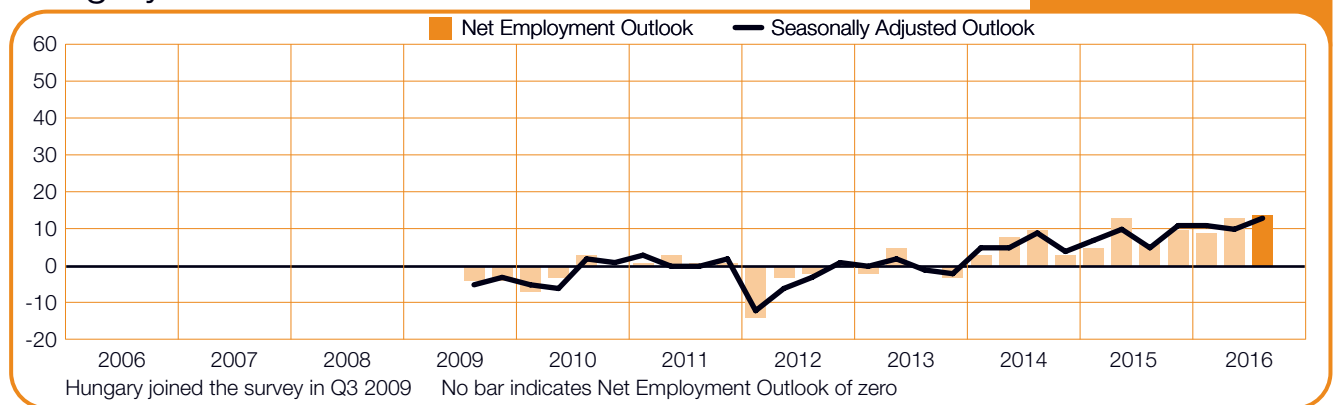
## Greece

**+12 (+7)%**



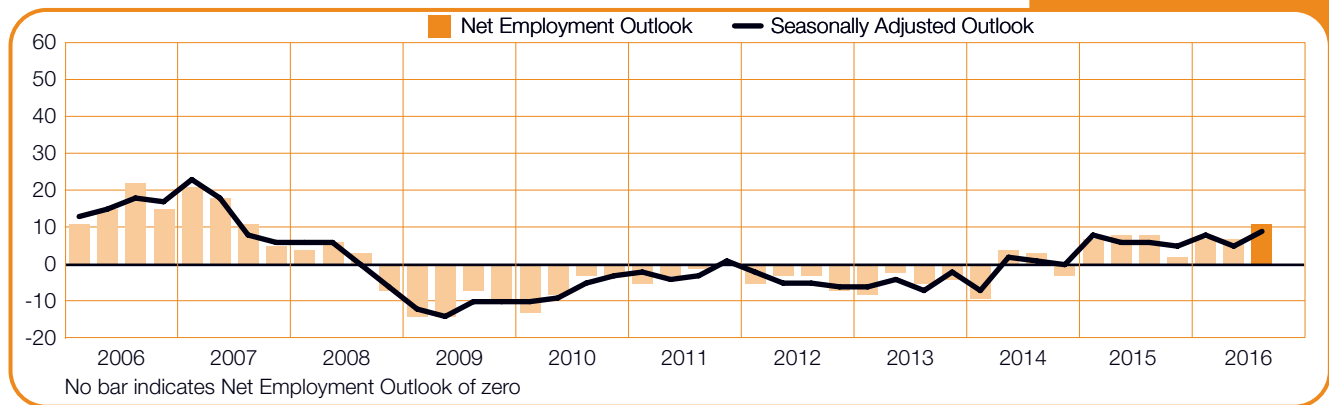
## Hungary

**+14 (+13)%**



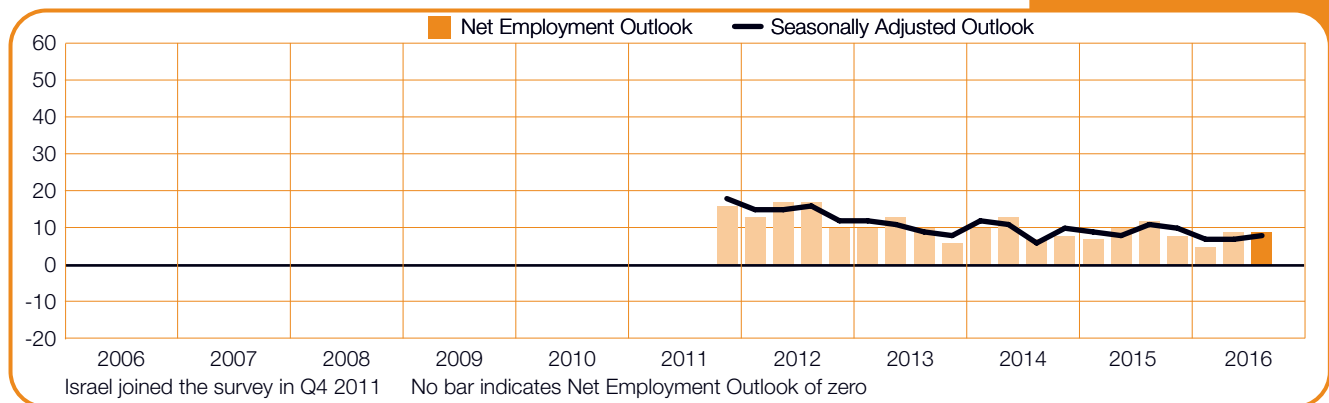
## Ireland

**+11 (+9)%**



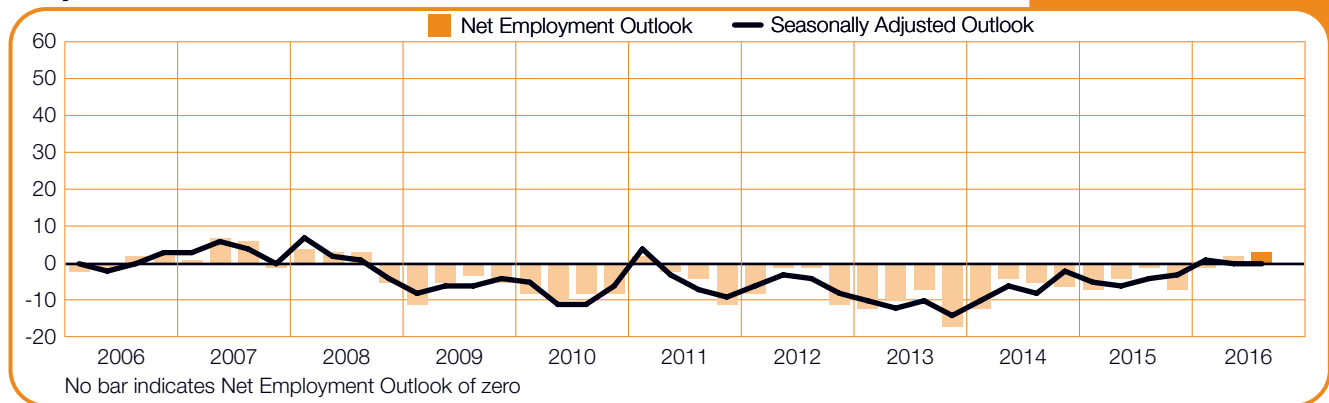
## Israel

**+9 (+8)%**



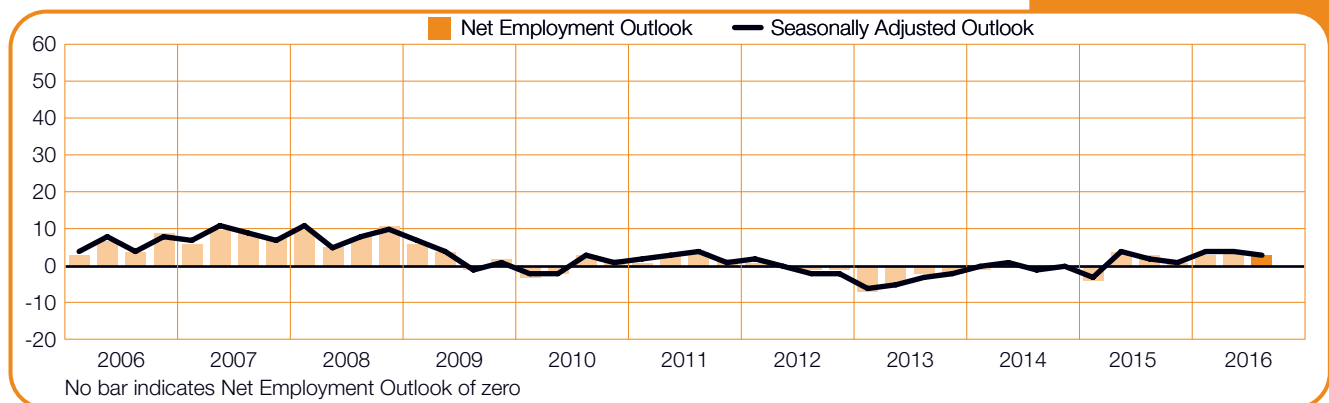
## Italy

**+3 (0)%**



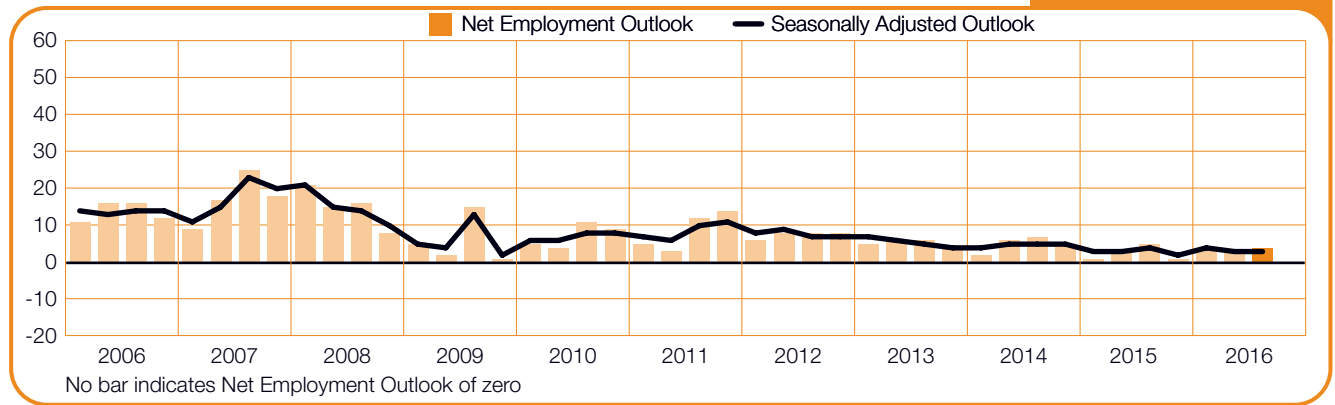
## Netherlands

**+3 (+3)%**



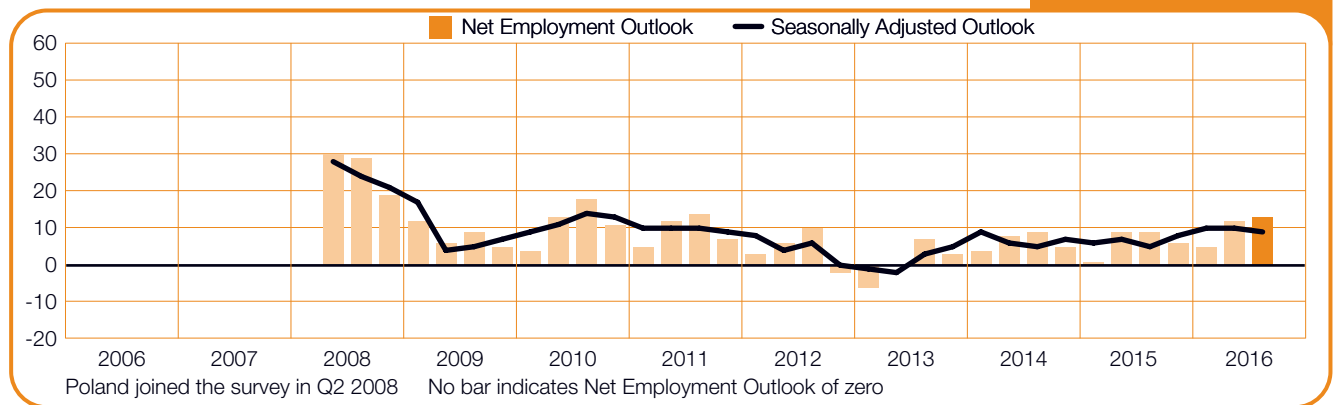
## Norway

**+4 (+3)%**



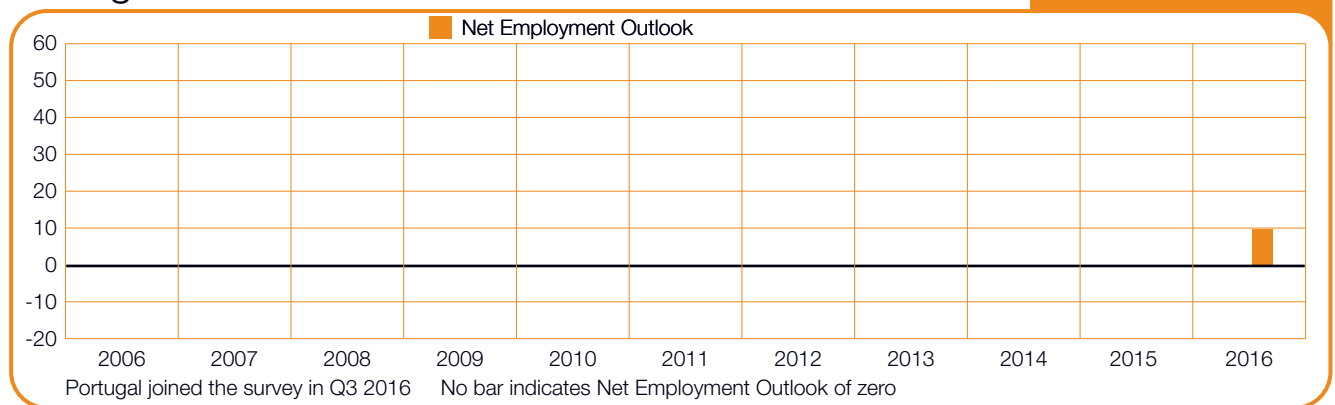
## Poland

**+13 (+9)%**



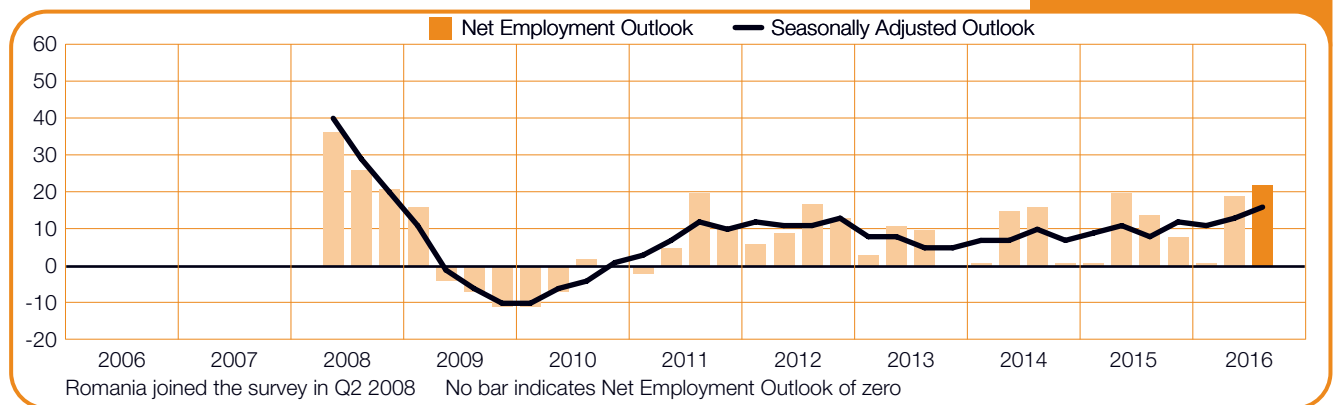
## Portugal

**+10%**



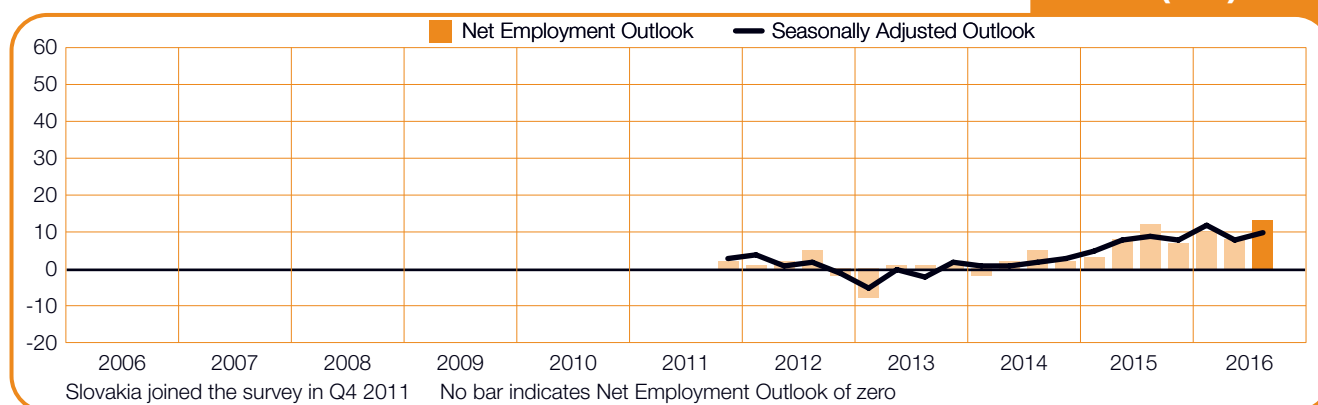
## Romania

**+22 (+16)%**



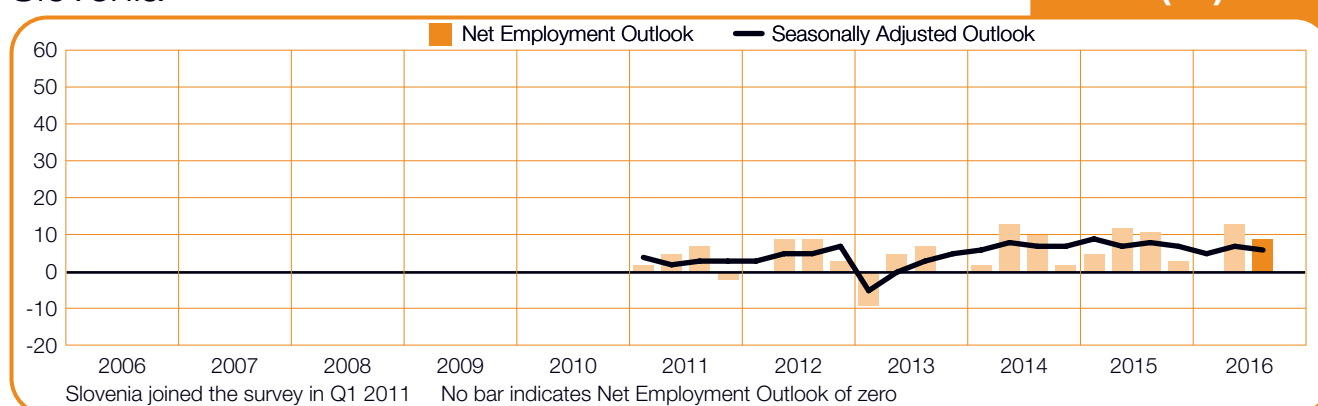
## Slovakia

**+13 (+10)%**



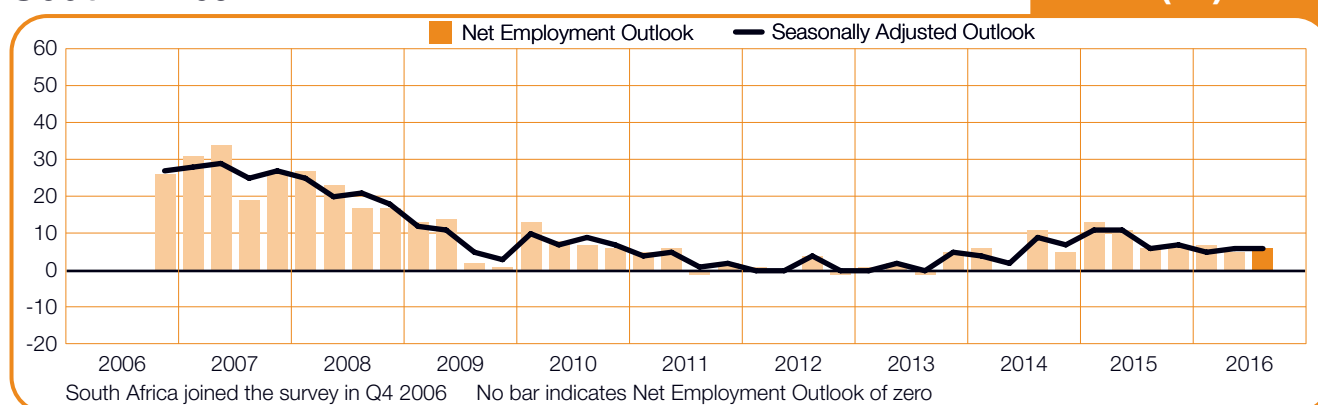
## Slovenia

**+9 (+6)%**



## South Africa

**+6 (+6)%**



## Spain

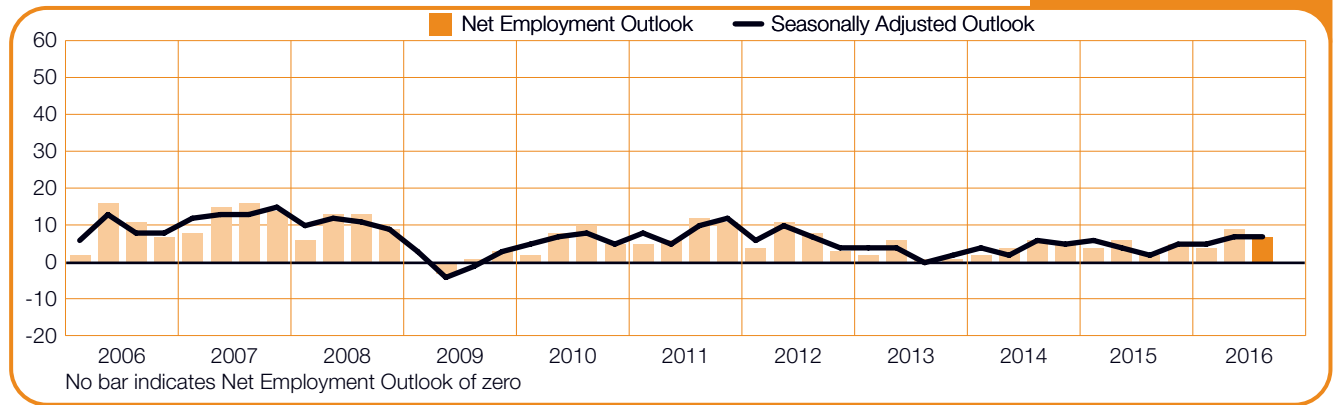
**+3 (+1)%**





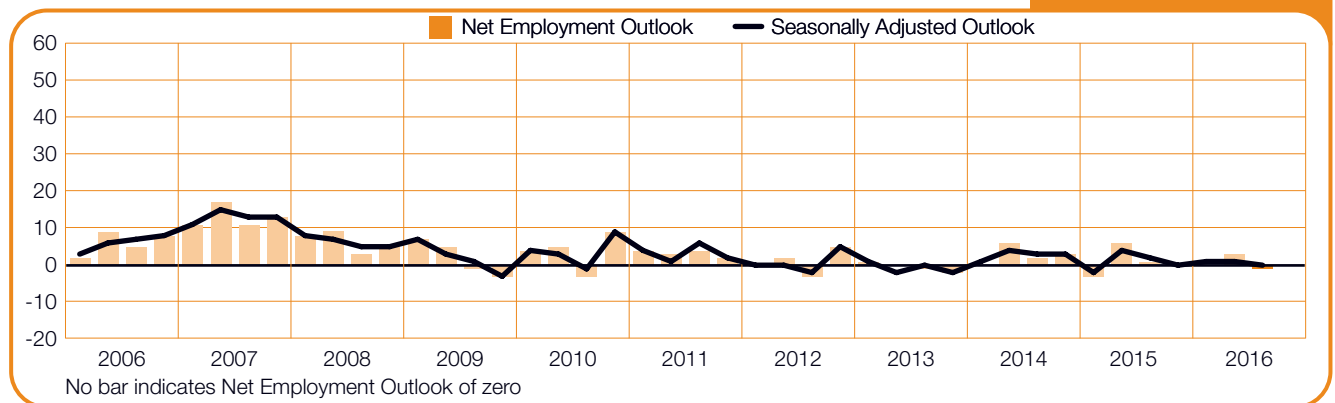
## Sweden

**+7 (+7)%**



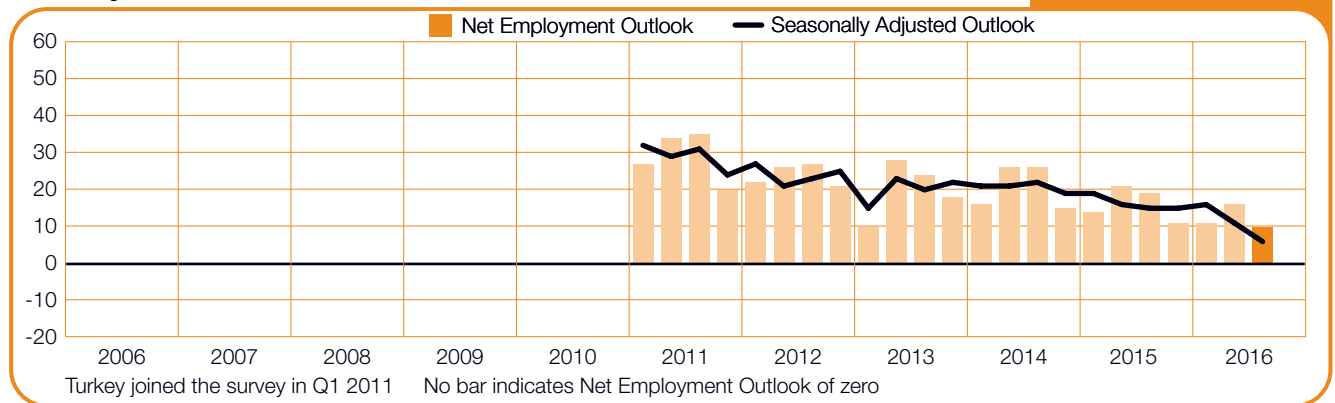
## Switzerland

**-1 (0)%**



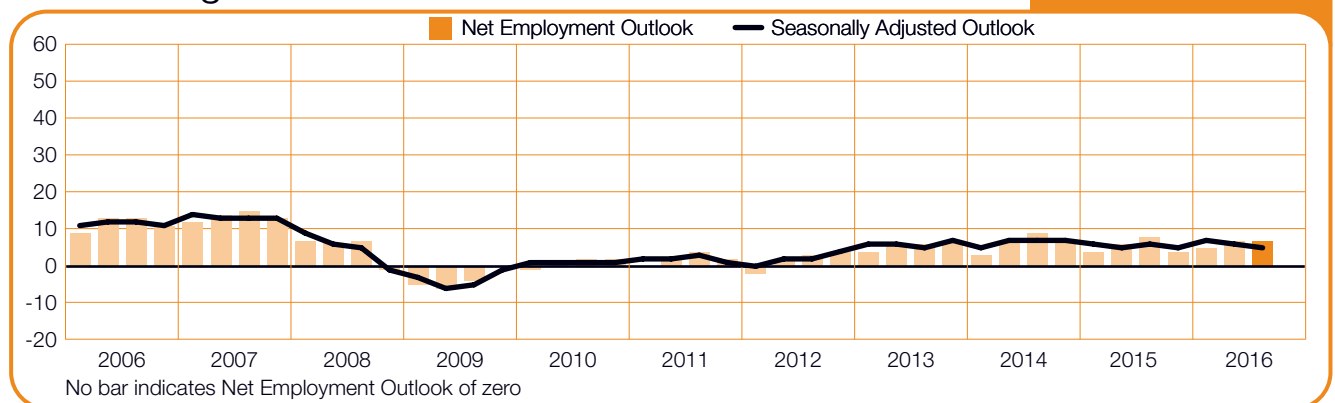
## Turkey

**+10 (+6)%**



## United Kingdom

**+7 (+5)%**



# International Comparisons – Americas

More than 23,000 employers from 10 countries across North, Central and South America shared their hiring plans for the July-September time frame. Payrolls are expected to increase by varying degrees in all countries except Brazil where employers report negative hiring intentions for the sixth consecutive quarter. However, employer forecasts elsewhere across the region are also generally lower, declining in nine countries in comparison to the prior quarter's forecast and dipping in seven when compared to Quarter 3 2015.

Employers in Guatemala and the United States report the most optimistic third-quarter hiring plans. Guatemala's outlook is fuelled in part by considerable year-over-year gains forecast by employers in the Construction, Services and Agriculture sectors. Meanwhile, opportunities for job seekers in the U.S. are expected to remain favourable, and the forecast is relatively stable in comparison to both three months ago and last year at this time. The most active hiring pace is expected in the Leisure & Hospitality sector, where more than a third of the employers expect to add to payrolls in the next three months. Employers in the Wholesale & Retail Trade sector are similarly optimistic with more than a quarter saying they intend to hire from July through September.

A comparable trend is reported in Canada where employers anticipate some job gains in all industry sectors except Mining. However, the ongoing slump in energy prices and exports appears to be pressuring the labour market overall, as outlooks decline from year-ago levels in the majority of industry sectors and all four regions, and the country's forecast dips to its least optimistic level in nearly seven years.

Mexico's hiring pace is expected to remain steady in the months ahead as hiring plans improve by varying degrees in all industry sectors and regions. The strongest hiring intentions are reported in the Transport & Communications and Commerce sectors.

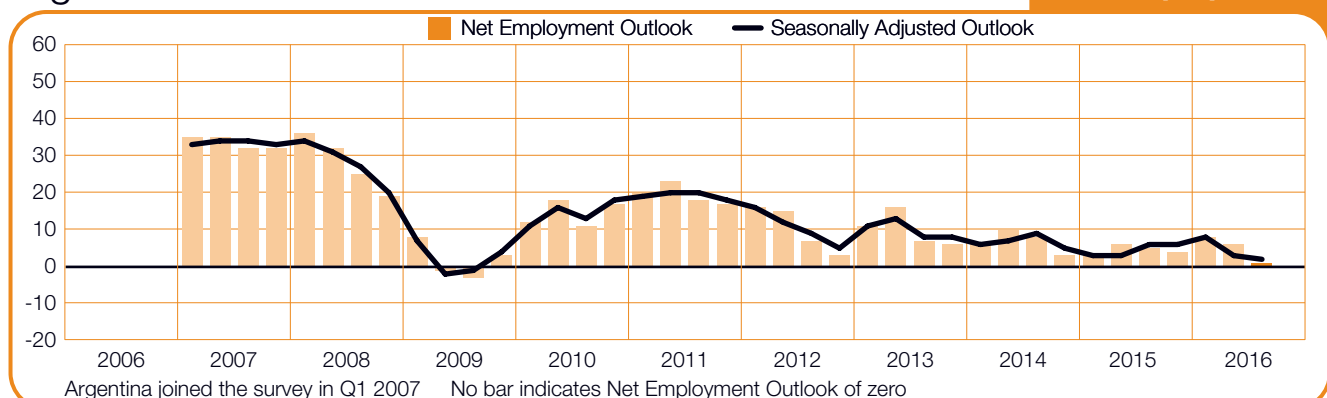
Staffing levels are also expected to grow in all industry sectors in Costa Rica and Panama. However, employers in both countries anticipate slower growth in most sectors in quarter-over-quarter and year-over-year comparisons. In fact, Panama's third-quarter outlook matches its least optimistic forecast, first reported in Quarter 4 2015.

Outlooks in South America remain mixed. Colombia's hiring pace is expected to remain steady despite slowing down from both three months ago and last year at this time. Modest payroll gains are also expected in Peru, boosted by upbeat forecasts in both the Public Administration/Education and the Manufacturing sectors. Argentinian employers anticipate some overall job gains despite the forecast dipping to its least optimistic level in seven years.

Meanwhile, Brazil's labour market slump is expected to deepen in the upcoming quarter with employers reporting the only negative forecast among the 43 countries and territories participating in the survey. Brazil's Net Employment Outlook continues the steady decline that started in Quarter 4 2011, and employer confidence dips again to the least optimistic level since Brazil's survey was launched in Quarter 4 2009.

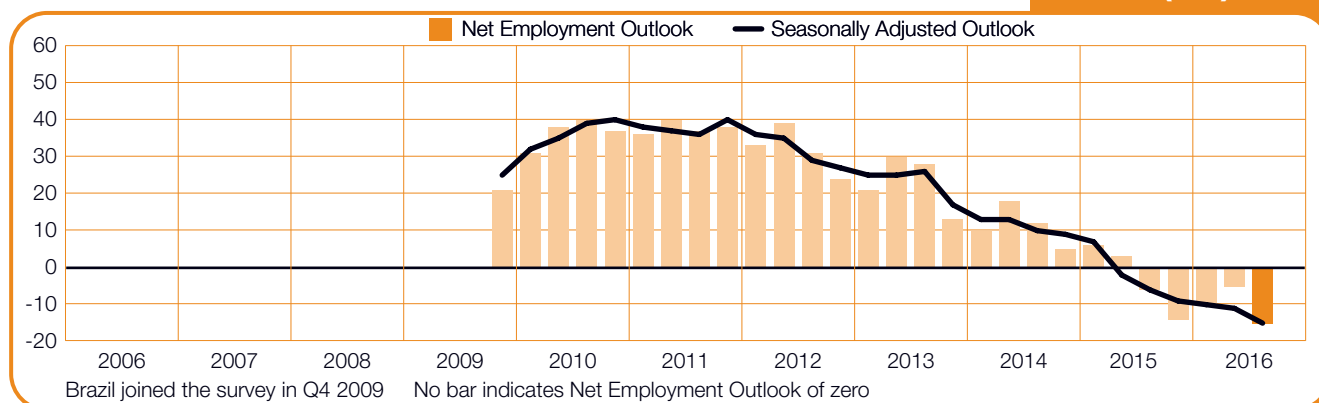
## Argentina

+1 (+2)%



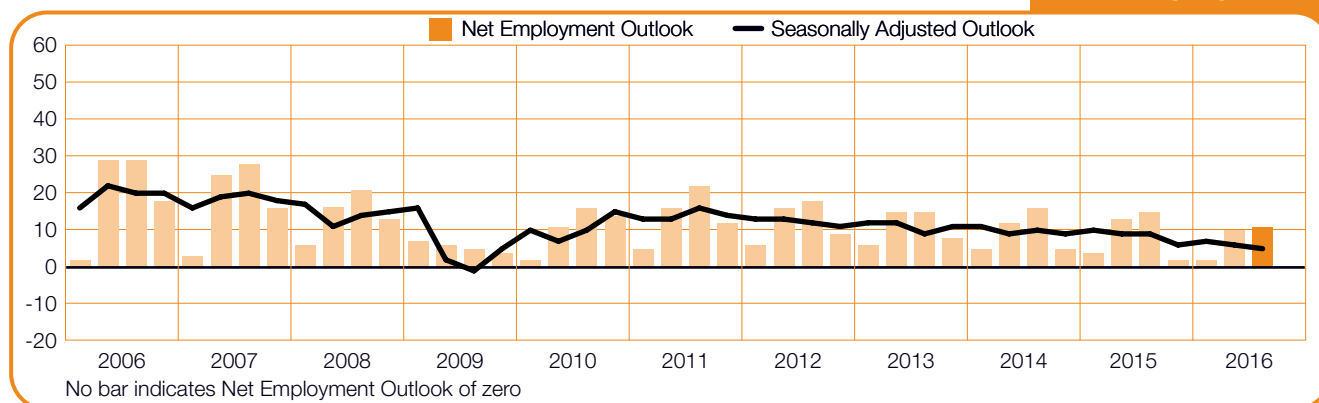
## Brazil

-15 (-15)%



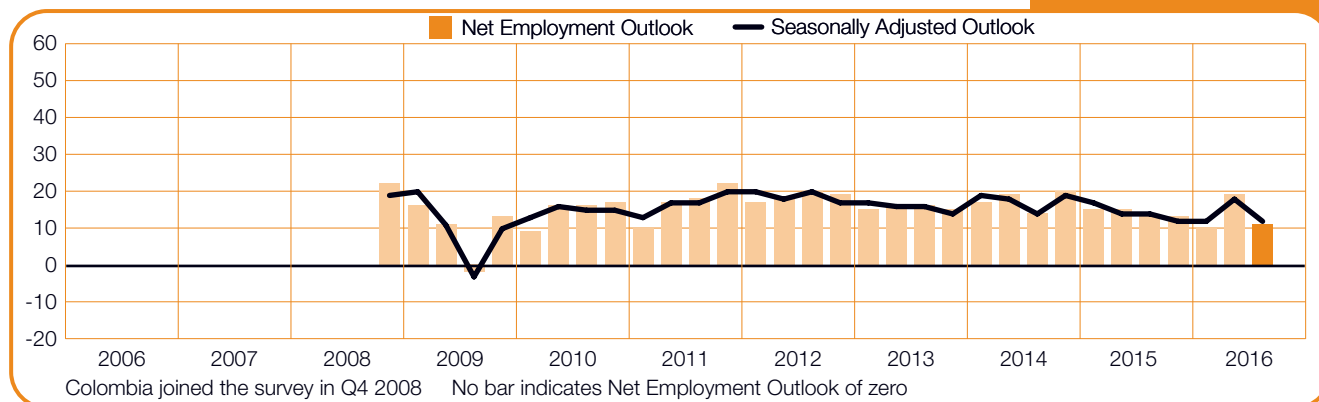
## Canada

+11 (+5)%



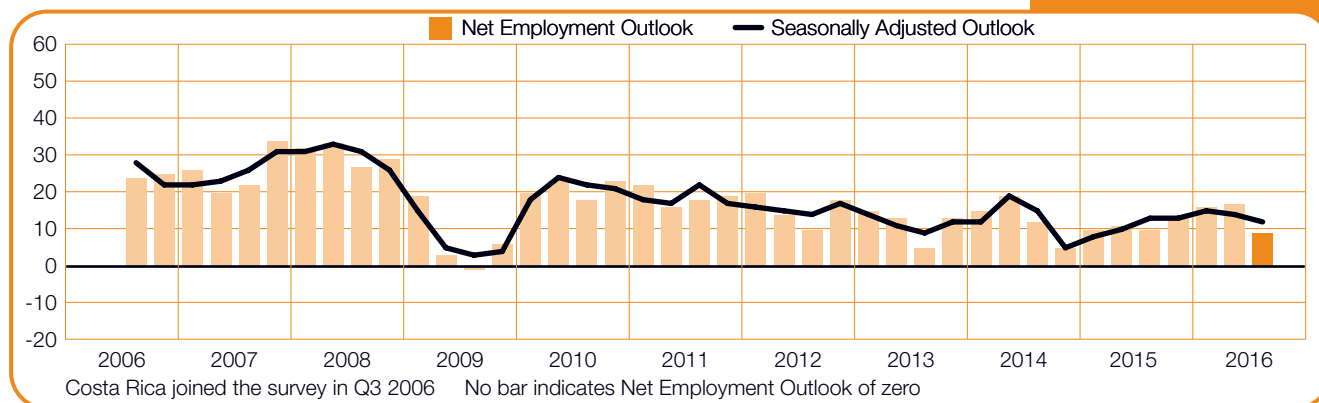
## Colombia

+11 (+12)%



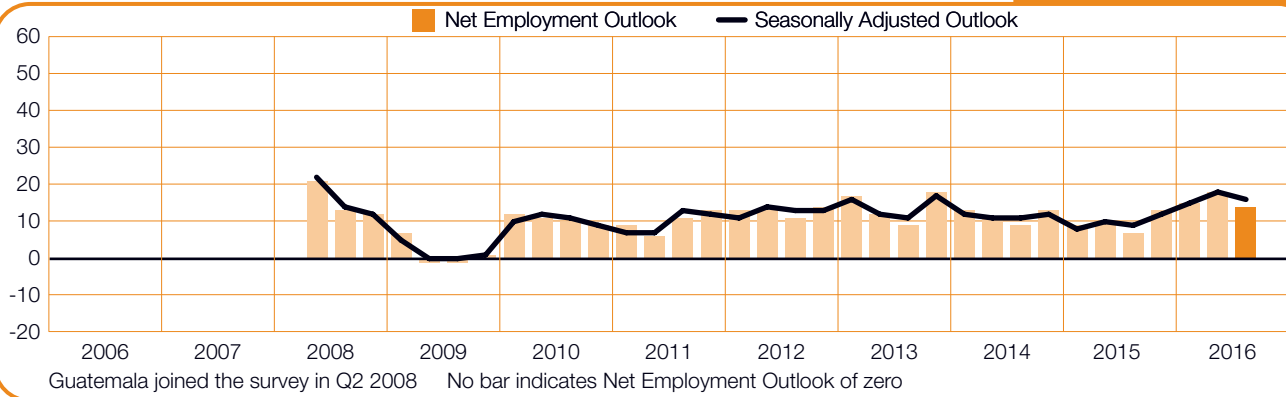
## Costa Rica

+9 (+12)%



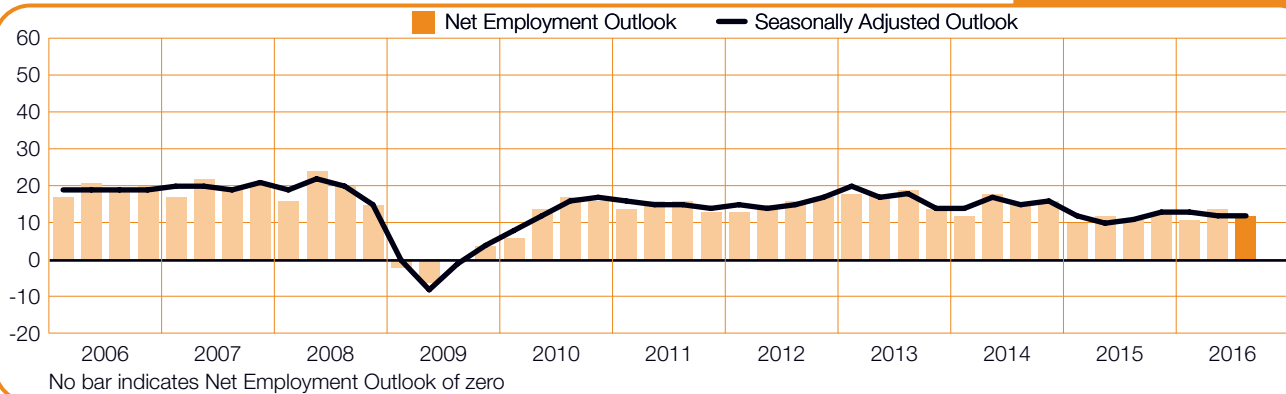
## Guatemala

**+14 (+16)%**



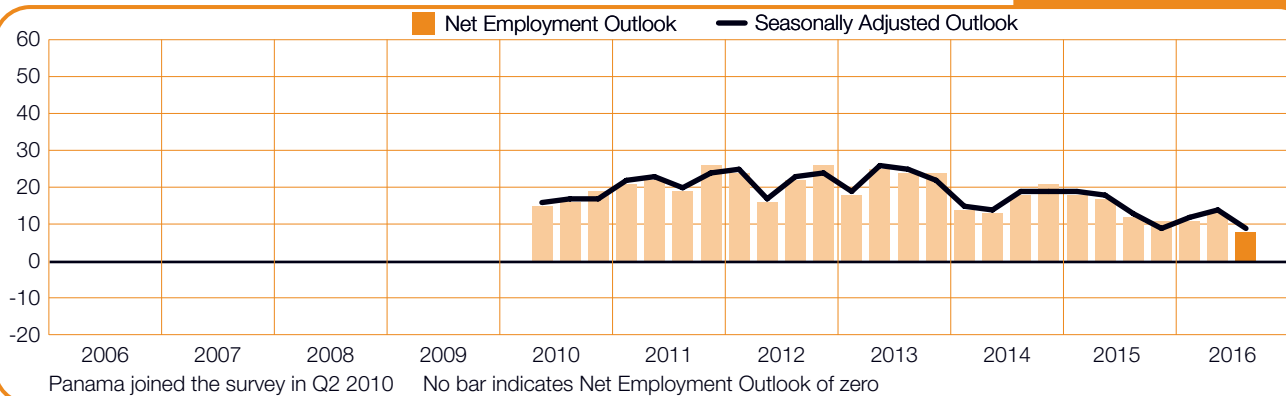
## Mexico

**+12 (+12)%**



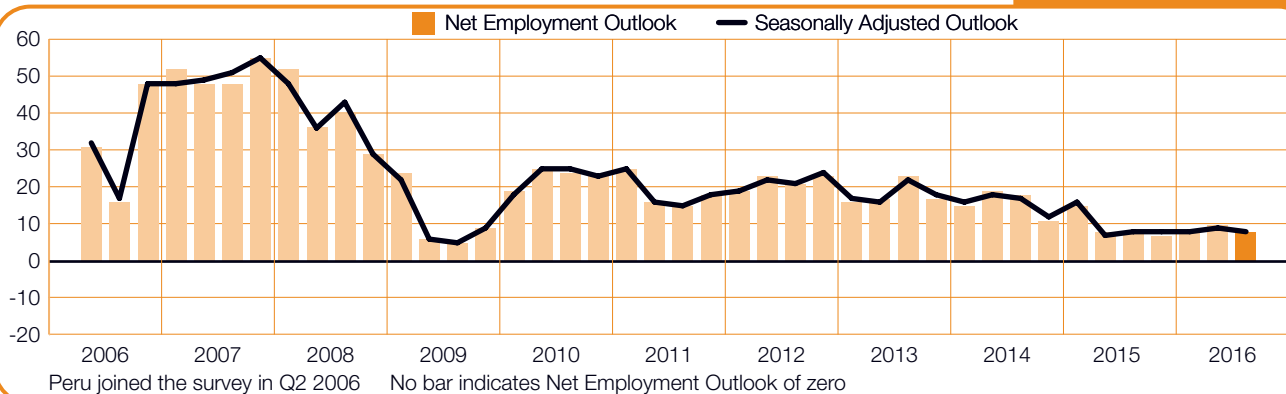
## Panama

**+8 (+9)%**



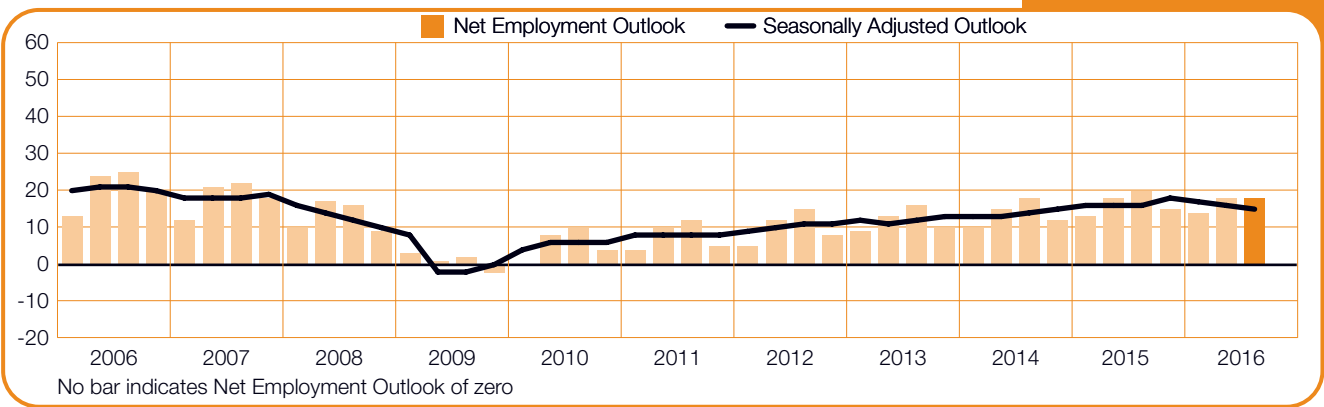
## Peru

**+8 (+8)%**



# United States of America

+18 (+15)%



# International Comparisons – Asia Pacific

The survey of nearly 15,000 employers in the Asia Pacific region indicates there will be some payroll growth in each of the eight countries and territories. However, outlooks dip by varying margins in five of the eight both quarter-over-quarter and year-over-year. This slowing momentum is especially true in China where the forecast remains positive but matches the country's weakest outlook which was first reported in Quarter 3 2009. Employers in India and Japan report the strongest third-quarter hiring plans, while those in China and Australia report the weakest.

Employers in India continue to report the most optimistic hiring intentions among the 43 countries and territories in the survey. Hiring prospects decline slightly in both quarter-over-quarter and year-over-year comparisons. However, opportunities are expected to remain abundant with more than a third of employers indicating they will add to payrolls in the July-September time frame. Job seekers can expect the most opportunities in the Services and the Transportation & Utilities sectors.

Japanese employers continue to search for talent in an increasingly tight labour pool, and this pursuit is expected to keep Japan's labour market active. Potential opportunities for job seekers remain strong in most industry sectors and regions, with nearly a quarter of the employers expecting payroll growth over the next three months.

Conversely, China's hiring plans weaken in all industry sectors and all regions in both quarter-over-quarter and year-over-year comparisons. Finance, Insurance & Real

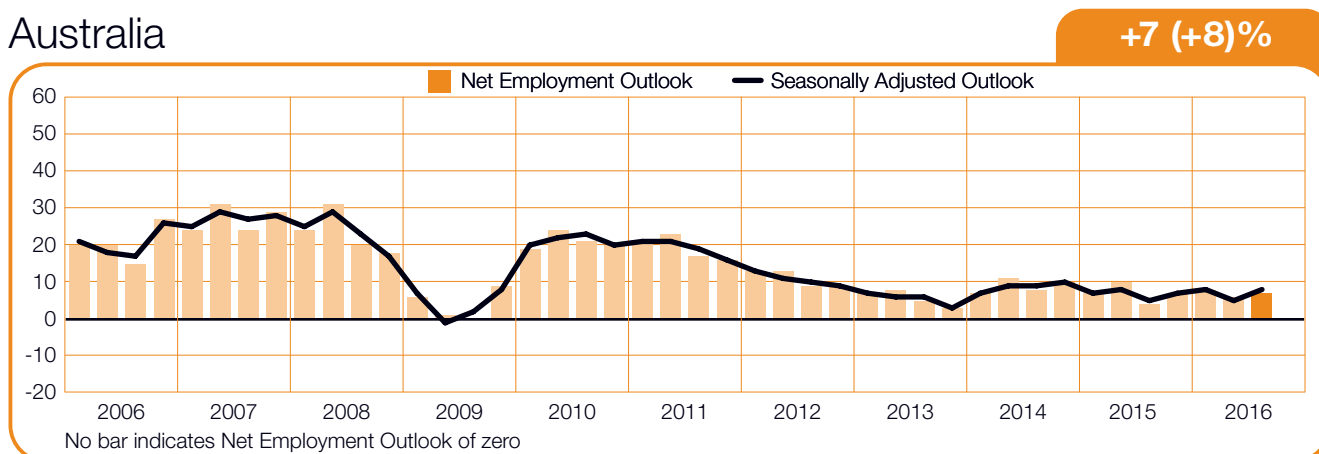
Estate sector employers report the most notable decline, with the sector's outlook sinking to negative levels for the first time since Quarter 3 2006. However, the survey also reveals a high level of uncertainty among employers with more than half responding with "Don't Know" in regard to their third-quarter plans.

China's downturn may be rattling employer confidence in Taiwan, one of its key trading partners. Taiwan's forecast has declined for five consecutive quarters and is now weaker than at any point since Quarter 3 2009. However, more than one of every four employers tells us they expect payrolls to grow in the next three months, and only Indian and Japanese employers report stronger third-quarter hiring plans among all participating countries and territories than Taiwan.

Outlooks in Hong Kong dip slightly in both quarter-over-quarter and year-over-year comparisons, yet the hiring pace is expected to remain steady with positive forecasts reported in all industry sectors. Meanwhile, Singapore's forecast sinks to its weakest level since Quarter 3 2009. Yet, the forecast remains uniformly positive and only one percent of employers say they intend to reduce payrolls in the next three months.

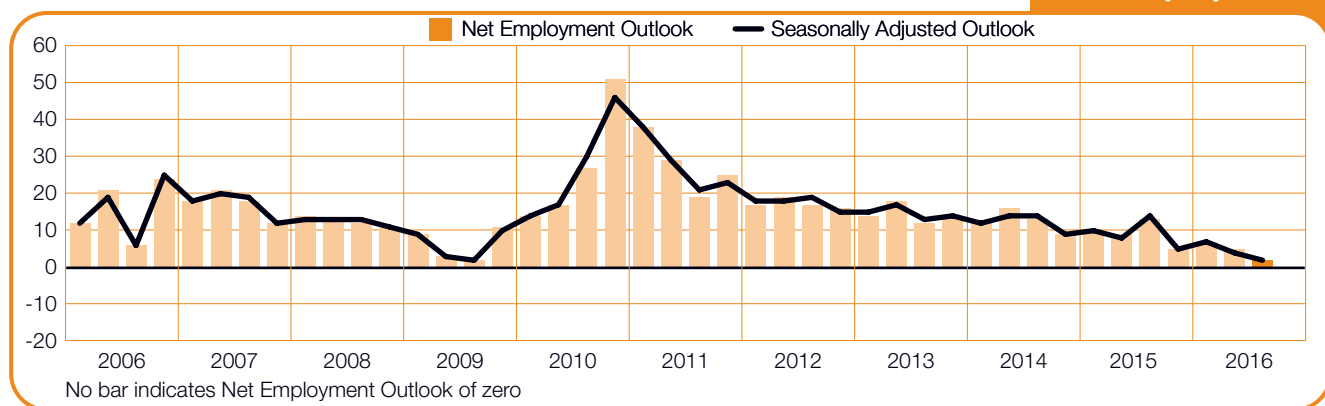
Opportunities for job seekers in Australia and New Zealand improve slightly from three months ago, with Australian employers reporting positive hiring intentions in all industry sectors and all but two regions. Employer hiring intentions in New Zealand are positive in all regions and all sectors except Finance, Insurance & Real Estate where the forecast turns negative and drops to its weakest level since Quarter 1 2012.

## Australia



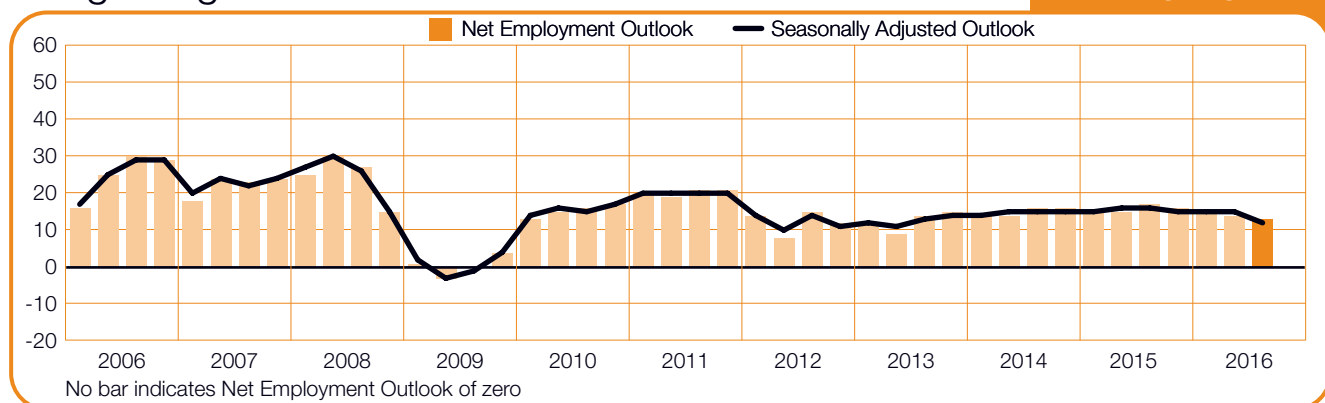
## China

+2 (+2)%



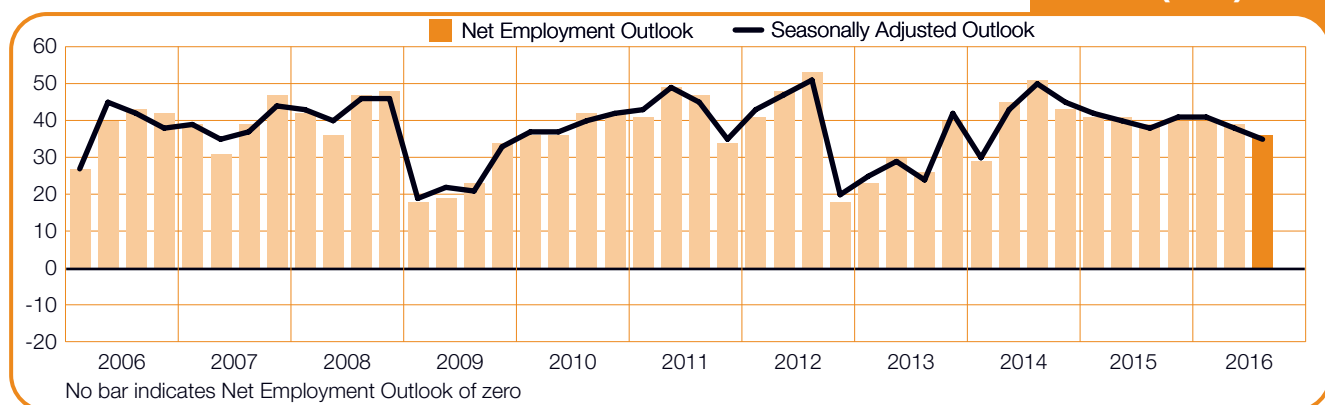
## Hong Kong

+13 (+12)%



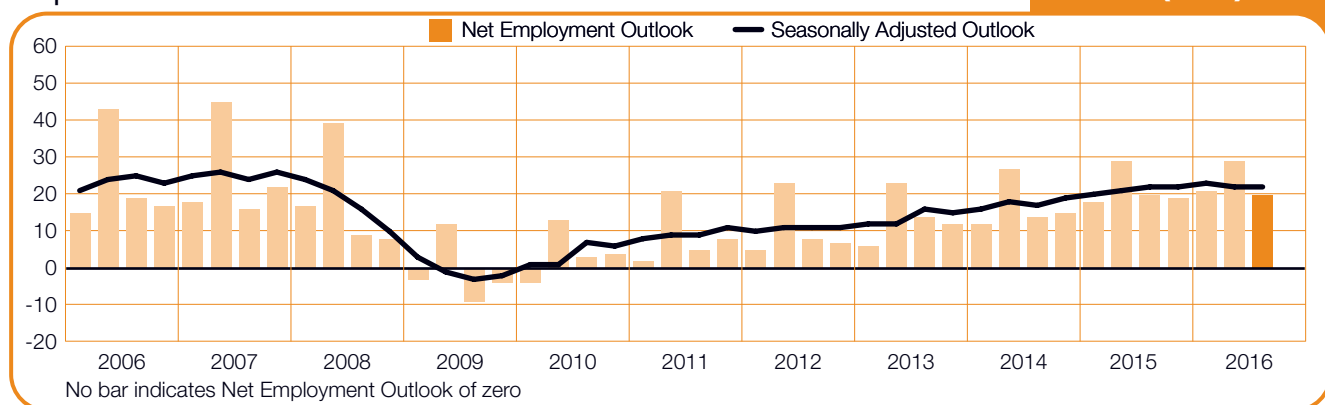
## India

+36 (+35)%



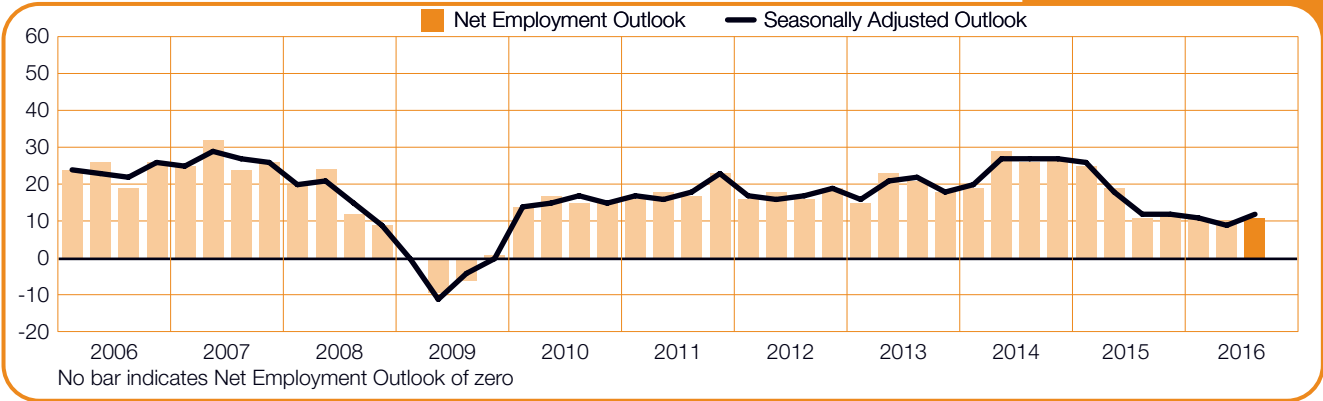
## Japan

+20 (+22)%



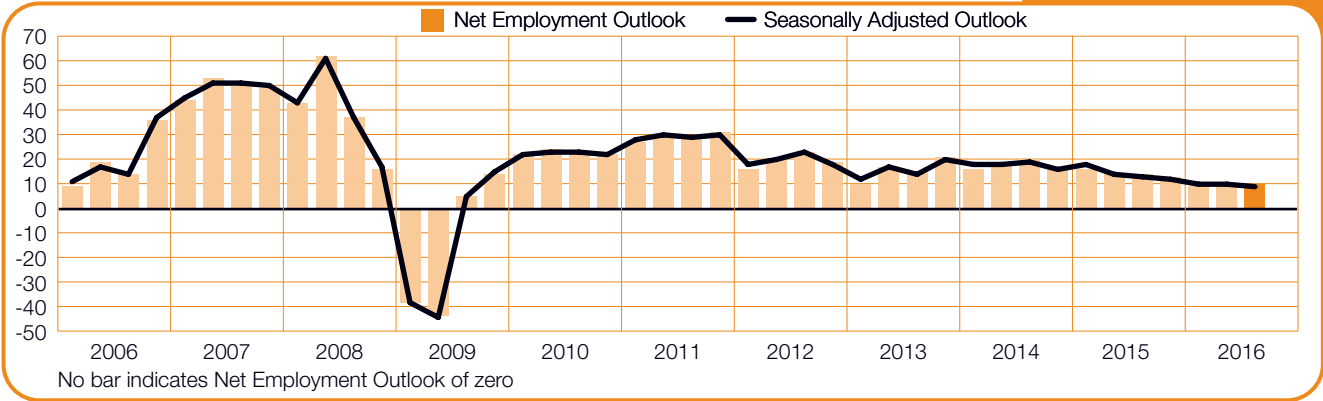
New Zealand

+11 (+12)%



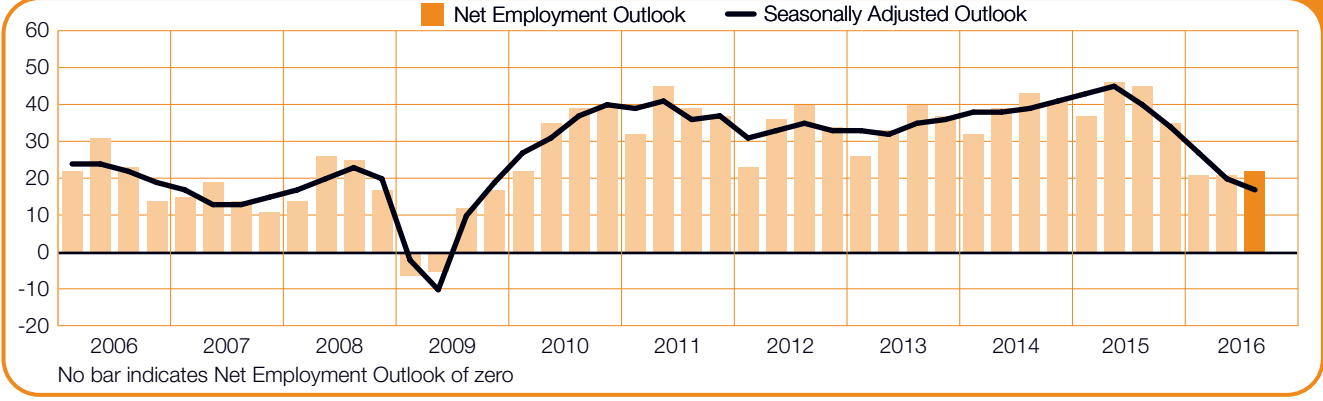
Singapore

+10 (+9)%



Taiwan

+22 (+17)%





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# About the Survey

The Manpower 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. 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 Manpower 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 nearly 59,000 public and private 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.

**Focused:** For more than five decades the survey has derived all of its information from a single question.

For the Quarter 3 2016 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 2016 as compared to the current quarter?"

## Methodology

The Manpower 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%.

In the UK, the national survey includes 2,110 employers. With this number of interviews, the margin of error for the UK survey is +/- 2.1%.

## 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 Finland 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.

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# 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](http://www.manpowergroup.com).

## About Manpower UK

Manpower is the global leader in contingent and permanent recruitment workforce solutions. It is part of ManpowerGroup, the world's workforce expert, which creates and delivers high-impact solutions that enable clients to achieve their business goals and enhance their competitiveness.

With a network of offices in cities across the country, Manpower has provided organisations in the UK with a continuum of staffing solutions from the incidental to the strategic for nearly 60 years, working with businesses such as BT, IBM, Royal Mail and Xerox to help them win.

In the Human Age, where talent has replaced access to capital as the key competitive differentiator, Manpower UK leverages its trusted brand to develop a deep talent pool, providing clients with access to the people they need, fast.

Manpower UK creates powerful connections between organisations and the talent they need to enhance their competitiveness and unleash their workforce potential. By creating these powerful connections, we help everybody achieve more than they imagined, and power the world of work.

For more information, see [manpower.co.uk](http://manpower.co.uk)



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