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PRESS RELEASE Under embargo until 14 June 2016 (00.01 GMT)

**Contact: Kiwa Tamura
+81-3-6860-6037
kouhou@manpowergroup.jp**

**Manpower Employment Outlook Survey Q3 2016 Results Announced:
*Japanese employers report solid hiring plans for the third quarter 2016***

Yokohama-City, Kanagawa, Japan (14 June 2016) - ManpowerGroup Co., Ltd. (Masahiro Ikeda, Representative Executive Officer, and President), today announced the results of the Manpower Employment Outlook Survey conducted to measure employer hiring intentions for the July-September period of 2016. Japanese employers continue to report strong hiring plans for the coming quarter, with 23% of employers expecting to increase staffing levels, 3% anticipating a decrease and 51% forecasting no change. Once the data is adjusted to allow for seasonal variation, the Outlook is +22%, and is unchanged both quarter-over-quarter and year-over-year.

Employers anticipate workforce gains in all three regions during 3Q 2016. The strongest labor market is forecast in Tokyo, where employers report a Net Employment Outlook of +24%. Nagoya employers anticipate an active hiring pace with an Outlook of +21%, while employers in Osaka report a hopeful Outlook of +20%. Quarter-over-quarter, hiring plans remain relatively stable in both Nagoya and Osaka, while Tokyo employers report no change. Year-over-year, hiring prospects are unchanged in both Osaka and Tokyo, while Nagoya employers report a relatively stable Outlook.

Nagoya: Job seekers can expect a healthy hiring pace in the forthcoming quarter, according to employers who report a Net Employment Outlook of +21%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

Osaka: With a Net Employment Outlook of +20%, employers forecast a favorable hiring climate for the upcoming quarter. Hiring intentions remain relatively stable when compared with the previous quarter and are unchanged year-over-year.

Tokyo: Solid workforce gains are expected to continue in the next three months, according to employers who report a Net Employment Outlook of +24% for the second consecutive quarter. Hiring plans are also unchanged when compared with 3Q 2015.

**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.*

Employers in all seven industry sectors expect to increase staffing levels during the July-September period. As in every quarter for the past three years, Mining & Construction sector employers report the strongest hiring intentions, with a Net Employment Outlook this quarter of +32%. Elsewhere, active labor markets are anticipated in the Services sector, with an Outlook of +25%, and in both the Transportation & Utilities sector and the Wholesale Trade & Retail Trade sector, where Outlooks stand at +24%. Meanwhile, Public Administration & Education sector employers report the weakest of the seven sector forecasts, as they have for every quarter for more than six years, with an Outlook of +8% this quarter.

Finance, Insurance & Real Estate sector: Employers anticipate solid payroll gains in 3Q 2016, reporting a Net Employment Outlook of +21%. Hiring intentions are unchanged when compared with the previous quarter but decline by 4 percentage points year-over-year.

Manufacturing sector: The upbeat hiring pace is forecast to continue in the next three months, with employers reporting a Net Employment Outlook of +20% for the second consecutive quarter. Year-over-year, the Outlook declines by 3 percentage points.

Mining & Construction sector: Reporting a Net Employment Outlook of +32%, employers anticipate robust job gains in the forthcoming quarter. Hiring plans are 4 percentage points stronger when compared with the previous quarter while remaining relatively stable year-over-year.

Public Administration & Education sector: Job seekers can expect the moderate hiring pace to continue in the July-September time frame, with employers reporting a Net Employment Outlook of +8% for the second consecutive quarter. Hiring intentions are 3 percentage points stronger year-over-year.

Services sector: Healthy hiring activity is forecast for the next three months, with employers reporting a Net Employment Outlook of +25%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

Transportation & Utilities sector: Employers report optimistic hiring plans for the coming quarter with a Net Employment Outlook of +24%. Hiring intentions remain relatively stable when compared with the previous quarter but decline by 2 percentage points year-over-year.

Wholesale Trade & Retail Trade sector: With a Net Employment Outlook for 3Q 2016 of +24%, employers forecast the strongest hiring pace in almost nine years. Hiring prospects remain relatively stable quarter-over-quarter and improve by 4 percentage points when compared with 3Q 2015.

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- Survey Period: 13 April 2016 – 27 April 2016
- Survey Target: HR Directors in 7 sectors in Tokyo, Osaka, and Nagoya
1) Finance, Insurance & Real Estate, 2) Manufacturing, 3) Mining & Construction, 4) Public Administration & Education (including government offices and schools), 5) Services (including information processing, software, entertainment), 6) Transportation & Utilities, 7) Wholesale Trade & Retail Trade
- Survey Questionnaire: “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 (including contract and temporary)?”
- Method: Collected by a.) telephone contacts and b) e-mail questionnaires
- No. of valid replies: 1,076 employers all over Japan (nearly 59,000 employers in 43 countries and territories worldwide)

Global Employment Outlook:

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.

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

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 43 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

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Note to Editors:

Commentary is based on seasonally adjusted data where available. 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 in the ManpowerGroup [Thought Leadership](#) section of the ManpowerGroup Web site. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/meos>.

The Manpower Employment Outlook Survey is available free of charge to the public through local Manpower representatives in participating countries. To receive email notification when the survey is available each quarter, please complete an online subscription form at:

<http://www.manpowergroup.com/wps/wcm/connect/manpowergroup-en/home/investors/>.

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.

About ManpowerGroup Co., Ltd.

ManpowerGroup Co., Ltd. was established in 1966 as a wholly owned Japanese subsidiary of ManpowerGroup. As the first temporary work services company in the country, ManpowerGroup has built foundation of the temporary work services and has been providing high-quality services. We now have 484,300 temporary staff. More information on ManpowerGroup Co., Ltd. can be found at the company's Web site, www.manpowergroup.jp