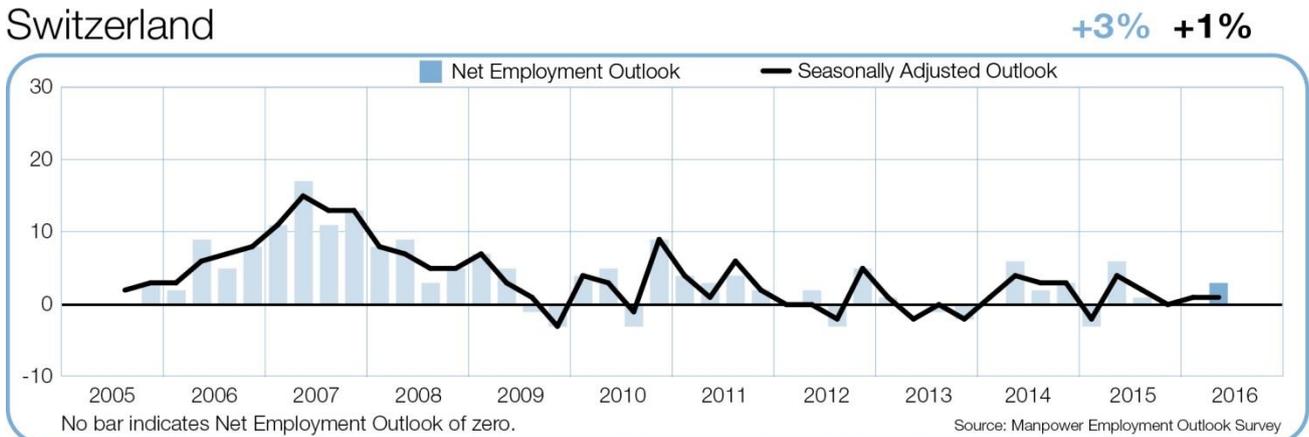


## Swiss employment market remains relatively stable

- The seasonally adjusted Net Employment Outlook stands at +1% in Q2 2016, unchanged quarter-over-quarter but down 3 percentage points year-over-year
- The hiring forecast at large businesses is negative for the first time since Q2 2008, falling significantly from its level this time last year
- Employers in the Construction sector have recorded a negative result after four successive positive quarters as well as the sharpest year-over-year drop
- Employers in most regions are reporting a marginally positive outlook
- Among the 42 countries and territories surveyed between January 13 and 26, 2016, Switzerland's Net Employment Outlook matches those of Austria, Belgium, and Spain in Q2 2016

Geneva and Zurich, March 8, 2015 – According to the results of the Manpower Employment Outlook Survey, almost nine in ten employers are not planning any change in their staffing levels between April and June 2016. “The relative stability of their hiring forecasts is undoubtedly a sign of how reluctant businesses are to invest. The rising Swiss franc and the sluggishness of the global economic recovery are still the main things unsettling employers,” says Patrick Maier, General Manager of Manpower Suisse.

### Switzerland



### Comparison by industry sector

Employers in four of the ten sectors interviewed are expecting to increase their staffing levels during Q2 2016. Those in the Transport and Storage and Communication sector (+6%) are reporting the highest Net Employment Outlook and the fastest quarter-over-quarter growth (16 percentage points). By contrast, employers in the Restaurants and Hotels sector (-8%) are anticipating the bleakest hiring prospects. Construction sector employers (-3%) have recorded their first negative result since Q1 2015 as well as the sharpest drop year-over-year (22 percentage points). Although employers in the Wholesale and Retail Trade sector (-1%) have suffered a negative result for the third quarter in a row, they have also seen the largest increase year-over-year (13 percentage points). Meanwhile, employers in the sectors of Manufacturing (0%) and Agriculture, Hunting, Forestry and Fishing (-5%) are reporting the largest drop quarter-over-quarter (6 percentage points).

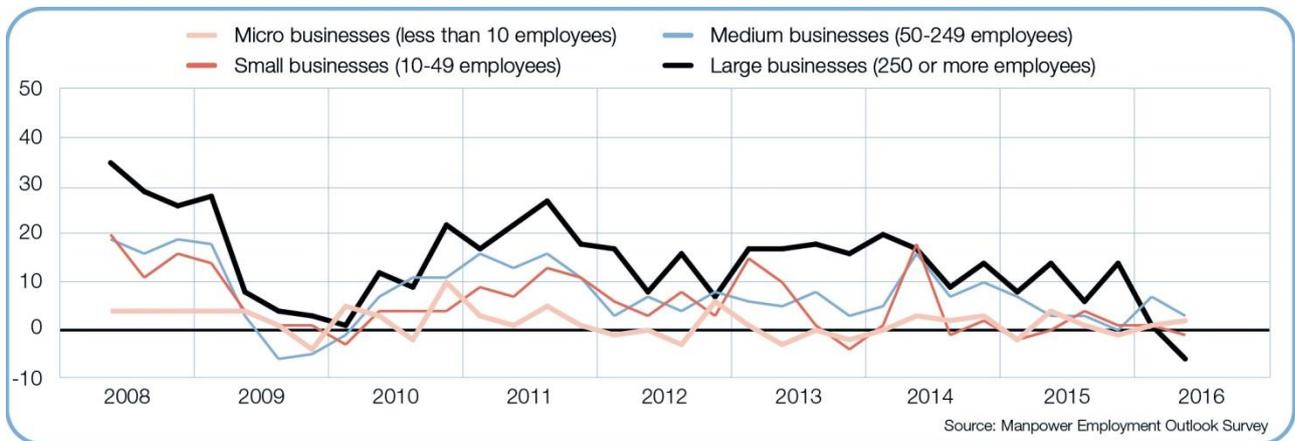


### Comparison by region

Of the seven regions polled, employers in five are reporting positive recruitment prospects for April to June 2016. The outlook is rosier for employers in Eastern Switzerland (+7%), who have also enjoyed the largest rise quarter-over-quarter (8 percentage points). By contrast, those in Ticino (-4%) are the most pessimistic, despite enjoying the most substantial increase year-over-year (5 percentage points). At the same time, their counterparts in Central Switzerland (+1%) are reporting the sharpest falls both quarter-over-quarter (5 percentage points) and year-over-year (18 percentage points).

### Comparison by organization size

Of the four organization categories polled, large businesses (-6%) have a negative outlook for Q2 2016, the first time this has happened since Q2 2008. They are also reporting the most significant drops both quarter-over-quarter (7 percentage points) and year-over-year (20 percentage points). Medium businesses (+3%) continue to report the strongest Net Employment Outlook.



### Outlook in the neighboring countries

Although the Net Employment Outlook amongst employers in Germany (+2%) remains positive, it has declined slightly quarter-over-quarter and year-over-year. French employers (-1%) are still the most pessimistic in the EMEA region, while forecasts in Italy (0%) remain relatively stable.

The complete results (plus reports and graphs) for the 42 countries and territories, including Switzerland, can be downloaded from the Research Center of the website [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). You can compare and analyze the data with the help of the interactive Manpower Employment Outlook Survey Explorer tool: <http://www.manpowergroupsolutions.com/DataExplorer/>

Announcement of results for Q3 2016: Tuesday June 14, 2016.

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## SWISS RESULTS

According to the results of the Manpower Employment Outlook Survey in Switzerland for the period from April to June 2016 (**based on 752 employers interviewed between January 13 and 26, 2016**), 5% are expecting to increase their staffing levels, 2% are anticipating a reduction, 89% are not planning any changes and 4% do not yet know. **Adjusted to reflect seasonal variations, the Net Employment Outlook stands at +1%**, unchanged quarter-over-quarter the result decreases by 3 percentage points year-over-year.

The complete Swiss results can be downloaded at [www.manpower.ch/barometre](http://www.manpower.ch/barometre).

## NOTE TO EDITORS

### Note on the Net Employment Outlook

The Net Employment Outlook for Switzerland is +1 % (seasonally adjusted data) for the second quarter of 2016. The Outlook figure is calculated by taking the percentage of employers anticipating an increase in total employment in their company and subtracting from this the percentage of employers that expect to see a decrease in hiring activity over the next quarter. The result of this calculation is a net figure for the employment outlook, which may be either positive or negative. This net figure is then adjusted for seasonal variation.

### Note on the adjustment of data to take account of seasonal variations

Adjustment for seasonal variations is applied to 41 countries and territories. Data are adjusted using a statistical method in order to cancel out the effect of fluctuations during certain periods of the year, such as holidays or changes of season. When the data have been adjusted to take account of these fluctuations, the results are more stable and more representative of long-term trends on the labor market. In Q2 2008, the survey adopted the TRAMOS-SEATS model of seasonal data adjustment. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally. Switzerland used seasonally adjusted results for the first time in Q3 2008.

### 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. It is the most extensive forward-looking survey of its kind, unparalleled in its size, scope, longevity and area of focus. The survey was launched fifty years ago in the United States and is one of the most trusted surveys of employment activity in the world. The Manpower Employment Outlook Survey is based on interviews with nearly 59,000 public and private employers worldwide, and is seen as a highly respected economic indicator. All those interviewed answer the same question, four times a year: **"How do you expect the total employment figure to change in your company over the coming quarter as compared with the current quarter?"**

### About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for nearly 70 years. As workforce experts, we connect more than 600,000 men and women 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).

**Manpower Suisse** offers its customers more than 55 years of experience in the recruitment, selection and placement of permanent and temporary staff, as well as in HR solutions. Its network of 60 subsidiaries active in all linguistic regions, 20,000 temporary staff, 1,500 permanent placements and over 5,000 clients –including small, medium and large companies– in all sectors of industry make Manpower one of Switzerland's leading providers of workforce management solutions. More detailed information is available at [www.manpower.ch](http://www.manpower.ch).