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Media Release

Manpower Employment Outlook Survey

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Manpower Employment Outlook Survey: Italy's hiring activity expected to be limited in third quarter

Hiring intentions are unchanged quarter-over-quarter and improve by 4 percentage points when compared year-over-year. Energy and Finance sector employers report the most optimistic hiring intentions.

Milan, June 14th 2016 - According to Manpower's latest Employment Outlook, published today, the number of job opportunities are expected to remain quite limited in Italy during the next quarter. Of the 1,000 employers surveyed at the end of April, only 6% of employers expect to increase staffing levels by the end of September while 3% forecast a decrease. 89% anticipate no change. After seasonal adjustment, the Net Employment Outlook stands at 0%. Hiring intentions are unchanged quarter-over-quarter but improve by 4 percentage points when compared with 3Q 2015.

"The Q3 results are aligned with a number of recent economic forecasts across Italy that demonstrates a stable business confidence across all major industries and geographies for the next months. According our clients employment of executives profiles (ie. >10+ years of working experience) is projected to decrease. On the other hand we are registering an increase in demand of profiles featuring 3 to 5 years of working experience, especially when talking about Engineering and IT sector positions." **Stefano Scabbio, President Mediterranean and Eastern Europe** say. *"Moreover, with cost pressure and increased business competitiveness, the importance of attracting the right talent has increased and companies are looking for candidates who can have an immediate impact within the organization. The future of work lies in empowering millennial talent. To remain innovative, impactful, and financially competitive, companies will have to go outside their corporate comfort zone to design roles for a purpose-driven millennial workforce."*

Regional comparisons

Payroll gains are anticipated in three of the four regions during the next three months. North East employers forecast slow-paced hiring activity with a Net Employment Outlook of +2%, while Outlooks stand at +1% in both the North West and Middle Italy. However, South/Islands employers expect a decline in staffing levels, reporting an Outlook of -5%.

When compared with the previous quarter, employers in two of the four regions report stronger hiring prospects, with Outlooks improving by 2 percentage points in both Middle Italy and the North West. In the North East, employers anticipate a relatively stable hiring pace, but the Outlook for the South/Islands is moderately weaker, declining by 7 percentage points.



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Year-over-year, hiring prospects improve in three of the four regions, most notably by 8 percentage points in the North West. Outlooks are 4 and 3 percentage points stronger in Middle Italy and South/Islands, respectively, while remaining relatively stable in the North East.

Sector comparisons

Employers in four of the 10 industry sectors anticipate payroll gains in the July-September time frame. The strongest labor markets are expected in the Electricity, Gas & Water sector and the Finance, Insurance, Real Estate & Business Services sector, where Net Employment Outlooks stand at +6% and +5%, respectively, while slow-paced workforce growth is forecast for the Wholesale & Retail Trade sector, where the Outlook is +2%. Meanwhile, payrolls are expected to decline in four sectors, most notably the Construction sector and the Restaurants & Hotels sector, where employers report Outlooks of -8%.

Quarter-over-quarter, hiring intentions improve in four of the 10 industry sectors. Electricity, Gas & Water sector employers report the most noteworthy increase of 5 percentage points, while Outlooks are 4 and 3 percentage points stronger in the Manufacturing sector and the Finance, Insurance, Real Estate & Business Services sector, respectively.

Organization-Size comparisons

Employers in the Large (250 or more employees) and Small-size (10-49 employees) employer categories anticipate payroll gains in the next three months, reporting Net Employment Outlooks of +7% and +5%, respectively. Meanwhile, staffing levels are expected to decline for Medium employers (50-249 employees), who report an Outlook of -4%, and in the Micro employer size category (less than 10 employees), where the Outlook is -3%.

When compared with 2Q 2015, hiring prospects weaken in three of the four organization size categories, most notably by 5 percentage points for Medium employers. Micro employers report a decrease of 3 percentage points, while the Outlook for Large employers is 2 percentage points weaker. However, Small employers report an improvement of 2 percentage points.

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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



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ManpowerGroup Italia

Presente in Italia dal 1994, la realtà nazionale di ManpowerGroup - multinazionale leader mondiale nelle innovative workforce solutions - realizza e offre soluzioni strategiche per la gestione delle risorse umane: ricerca, selezione e valutazione di personale per tutte le posizioni professionali; somministrazione di lavoro a tempo determinato; pianificazione e realizzazione di progetti di formazione; consulenza per l'organizzazione aziendale; career management; servizi di outsourcing; consulenza HR. Unendo efficacemente la sua profonda conoscenza del potenziale umano e delle esigenze dei propri clienti, ManpowerGroup crea valore per imprese e individui affiancandoli nel raggiungimento dei propri obiettivi di business e di carriera. Attraverso una rete di oltre 230 uffici su tutto il territorio nazionale, impiega 1.500 persone e offre inoltre soluzioni mirate per i settori Information Technology, Finance, Engineering, Sales&Marketing.

Nel 2015 ManpowerGroup Italia ha garantito occupazione a oltre 80mila persone stipulando più di 200mila contratti con 13mila aziende clienti. Per il sesto anno consecutivo ManpowerGroup è stata inclusa nella classifica "World's Most Ethical Companies" (2016) elaborata da Ethisphere, organizzazione internazionale specializzata nella creazione, nello sviluppo e nella condivisione di best practice a livello di etica aziendale, governance, misure anti-corrruzione e sostenibilità. Il Gruppo Manpower è stato inoltre, Official HR Premium Partner di EXPO Milano 2015.

La proposta di soluzioni di ManpowerGroup in Italia viene offerta attraverso ManpowerGroup™ Solutions, Manpower®, Experis™, FuturSkill e Right Management®.

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