

**Manpower
Employment
Outlook Survey
Canada**

**Q2
2016**



ManpowerGroup™

Canadian Employment Outlook

The Manpower Employment Outlook Survey for the second quarter 2016 was conducted by interviewing a representative sample of over 1,900 employers in Canada.

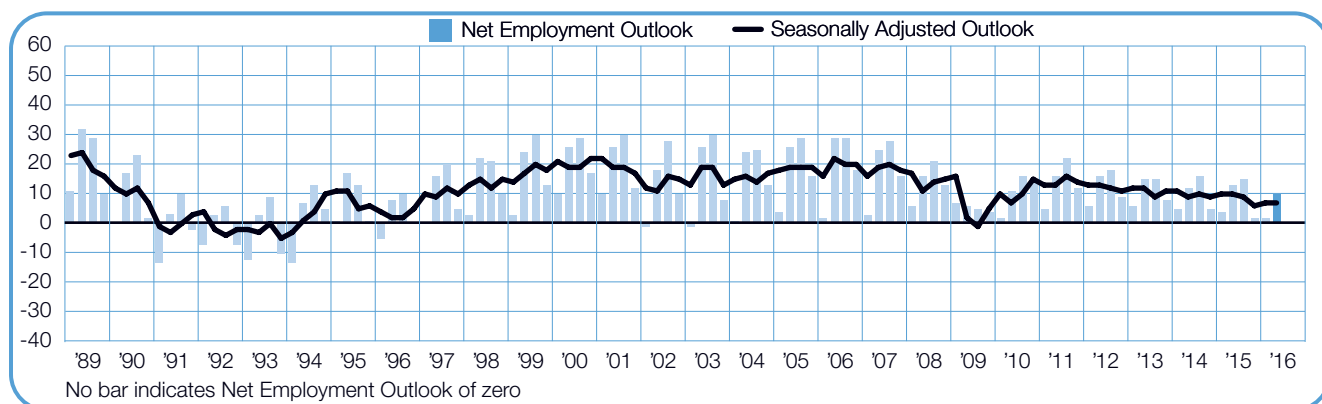
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2016 as compared to the current quarter?”

Contents

Canadian Employment Outlook	1
Organization-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
Global Employment Outlook	13
International Comparisons – Americas	
International Comparisons – Asia Pacific	
International Comparisons – EMEA	
About the Survey	29
About ManpowerGroup	30

Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
2nd Quarter 2016	15	5	78	2	10	7
1st Quarter 2016	9	7	81	3	2	7
4th Quarter 2015	11	9	77	3	2	6
3rd Quarter 2015	20	5	74	1	15	9
2nd Quarter 2015	18	5	75	2	13	10



Canadian employers report cautiously optimistic hiring plans for the April-June time frame. With 15% of employers expecting to increase staffing levels, 5% anticipating a decrease and 78% forecasting no change, the resulting Net Employment Outlook is +10%.

Once the data is adjusted to allow for seasonal variation, the outlook stands at +7%. Hiring prospects are unchanged when compared with the previous quarter but decline by 3 percentage points 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.

Organization-Size Comparisons

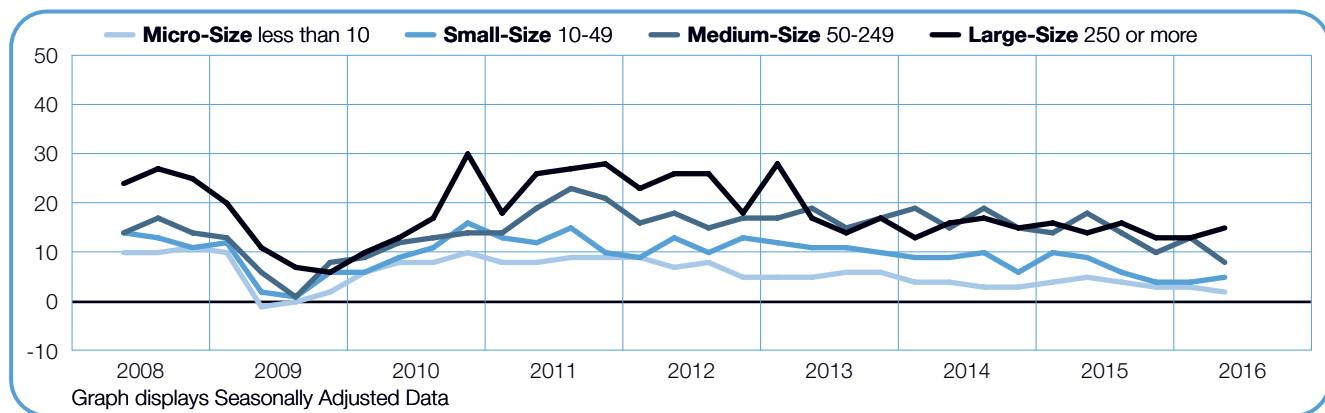
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Staffing levels are expected to grow in all four organization size categories during the next three months. Large employers anticipate the strongest hiring pace with a Net Employment Outlook of +15%. Elsewhere, outlooks stand at +8% and +5% in the Medium- and Small-size categories, respectively, while Micro employers report limited hiring plans with an outlook of +2%.

Quarter-over-quarter, Medium employers report a decline of 5 percentage points, but the outlook for Large employers is 2 percentage points stronger. Hiring intentions remain relatively stable for Micro- and Small-size employers.

When compared with Quarter 2 2015, hiring prospects decline by 10 percentage points for Medium employers, while decreases of 4 and 3 percentage points are reported in the Small- and Micro-size categories, respectively. Meanwhile, Large employers report relatively stable hiring intentions.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	8	4	87	1	4	2
Small-Size 10-49	14	6	78	2	8	5
Medium-Size 50-249	20	8	70	2	12	8
Large-Size 250 or more	22	4	71	3	18	15



Regional Comparisons

+12 (+9)%

Atlantic Canada

Reporting a Net Employment Outlook of +9%, employers anticipate a cautiously optimistic hiring pace in the coming quarter. Hiring intentions remain relatively stable quarter-over-quarter but decline by 5 percentage points when compared with Quarter 2 2015.

Employers forecast an increase in staffing levels in seven of the 10 industry sectors during Quarter 2 2016. The strongest Net Employment Outlook of +16% is reported in the Transportation & Public Utilities sector. Elsewhere, steady payroll gains are expected in the Services sector and the Manufacturing – Non-Durables sector, with outlooks of +14% and +13%, respectively, and in the Wholesale & Retail Trade sector, where employers report an outlook of +11%. Meanwhile, Mining sector employers report the weakest forecast since Quarter 1 2012 with an outlook of +1%, while a decline in staffing levels is anticipated in two sectors. Construction sector employers forecast a sluggish labour market with an outlook of -7%, while the outlook for the Manufacturing – Durables sector is -2%.

When compared with Quarter 1 2016, hiring prospects weaken in six of the 10 industry sectors. Sharp declines of 29 and 27 percentage points are reported for the Manufacturing – Durables sector and the Finance, Insurance & Real Estate sector, respectively. In the Construction sector, the outlook decreases by 11 percentage points, while Mining sector employers report a decline of 4 percentage points. However, outlooks improve in four sectors, most notably by 10 and 8 percentage points in the Education sector and the Manufacturing – Non-Durables sector, respectively.

Year-over-year, employers report weaker hiring plans in eight of the 10 industry sectors. The most notable decline of 20 percentage points is reported in the Finance, Insurance & Real Estate sector, while outlooks are 14 percentage points weaker in both the Manufacturing – Durables sector and the Mining sector. The Construction sector outlook decreases by 13 percentage points, while declines of 6 percentage points are reported in both the Services sector and the Wholesale & Retail Trade sector. However, hiring intentions strengthen considerably in both the Manufacturing – Non-Durables sector and the Education sector, improving by 17 and 11 percentage points, respectively.

Staffing levels are expected to increase in six of the seven areas during Quarter 2 2016. Charlottetown employers report the most optimistic hiring intentions with an outlook of +20%. Elsewhere, outlooks stand at +11% in Moncton and +9% in Halifax. Meanwhile, Saint John employers forecast a slight decline in payrolls with an outlook of -2%.

Quarter-over-quarter, hiring intentions weaken in five areas. Considerable decreases of 13 and 11 percentage points are reported in Moncton and St. John's, respectively, while outlooks are 7 percentage points weaker in both Saint John and Cape Breton Area. However, Charlottetown employers report a considerable improvement of 18 percentage points, and the Fredericton outlook is 3 percentage points stronger.

Year-over-year, hiring prospects also weaken in five of the seven areas. Cape Breton Area employers report the most noteworthy decrease of 16 percentage points. Outlooks are 13 percentage points weaker in both Halifax and St. John's, while Fredericton employers report a decline of 10 percentage points. Elsewhere, hiring plans strengthen in two areas, including Moncton, with an improvement of 6 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	18	6	74	2	12	9
Construction	7	7	86	0	0	-7
Education	5	0	95	0	5	5
Finance, Insurance & Real Estate	14	14	71	1	0	0
Manufacturing – Durables	9	9	82	0	0	-2
Manufacturing – Non-Durables	25	0	75	0	25	13
Mining	19	13	68	0	6	1
Public Administration	15	8	77	0	7	9
Services	22	2	71	5	20	14
Transportation & Public Utilities	29	12	59	0	17	16
Wholesale & Retail Trade	22	6	69	3	16	11

+10 (+7)%

Ontario

Employers continue to anticipate some hiring opportunities for the next three months, reporting a Net Employment Outlook of +7% for the second consecutive quarter. When compared with Quarter 2 2015, hiring intentions decline by 2 percentage points.

Payrolls are likely to grow in all 10 industry sectors during the April-June period, according to employers in the region. The strongest hiring intentions are reported in the Public Administration sector and the Finance, Insurance & Real Estate sector, with outlooks of +14% and +13%, respectively. Transportation & Public Utilities sector employers report a respectable outlook of +12%, although this is the weakest forecast for the sector since Quarter 4 2010. Elsewhere, Wholesale & Retail Trade sector employers report moderate hiring plans with an outlook of +8%, while outlooks of +7% are reported in three sectors – the Construction sector, the Education sector and the Services sector.

When compared with the previous quarter, hiring intentions weaken in six of the 10 industry sectors. The most noteworthy declines of 5 and 4 percentage points are reported by employers in the Construction sector and the Manufacturing – Durables sector, respectively. Meanwhile, outlooks strengthen in four sectors, including the Finance, Insurance & Real Estate sector with an increase of 7 percentage points. Hiring plans improve by 3 percentage points in both the Education sector and the Mining sector.

Year-over-year, hiring prospects weaken in eight of the 10 industry sectors. Manufacturing – Durables sector employers report the most noteworthy decline of 11 percentage points, while the Construction sector outlook decreases by 6 percentage points. Hiring intentions are 5 percentage points weaker in the Mining sector and decline by 3 percentage points for the Wholesale & Retail Trade sector. Elsewhere, the outlook for the Public Administration sector improves by 16 percentage points.

Employment levels are expected to increase in 16 of the 24 areas during the coming quarter. The strongest hiring prospects are reported in Belleville, where the outlook is +17%. Respectable payroll gains are also forecast in Kitchener/Cambridge Area and Thunder Bay, with outlooks of +16%, and in Barrie and London, where outlooks stand at +14%. Kingston and York Region employers report outlooks of +13%, while the outlook stands at +12% in Fort Erie. However, staffing levels are expected to decline in five areas, most notably with an outlook of -12% in Mississauga. Outlooks of -7% are reported in both Northumberland County and St. Catharines.

When compared with Quarter 1 2016, hiring plans strengthen in nine areas, most notably by 11 percentage points in Fort Erie. Increases of 10 and 9 percentage points are reported for York Region and Barrie, respectively. However, hiring prospects weaken in 13 areas, including Mississauga, where employers report a sharp decline of 39 percentage points. St. Catharines employers report a decrease of 16 percentage points, while outlooks decline by 8 percentage points in both Kitchener/Cambridge Area and Northumberland County.

Year-over-year, outlooks improve in eight areas. York Region employers report a considerable improvement of 13 percentage points, while outlooks are 7 and 6 percentage points stronger in Toronto and Barrie, respectively. Meanwhile, hiring prospects weaken in 15 areas. Declines of 20 percentage points are reported in Mississauga, Niagara Falls and Northumberland County, while decreases of 17 and 15 percentage points are reported for St. Catharines and Hamilton, respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	15	5	79	1	10	7
Construction	16	2	80	2	14	7
Education	9	3	81	7	6	7
Finance, Insurance & Real Estate	19	3	76	2	16	13
Manufacturing – Durables	12	5	83	0	7	3
Manufacturing – Non-Durables	11	6	83	0	5	3
Mining	15	8	73	4	7	3
Public Administration	30	7	60	3	23	14
Services	13	2	83	2	11	7
Transportation & Public Utilities	18	6	76	0	12	12
Wholesale & Retail Trade	18	6	75	1	12	8

+11 (+6)%

Quebec

The modest hiring pace is forecast to continue in the April-June time frame. Employers report a Net Employment Outlook of +6%, remaining relatively stable when compared with the previous quarter but declining by 4 percentage points year-over-year.

Staffing levels are expected to grow in nine of the 10 industry sectors during the next three months. The strongest hiring pace is forecast by Construction sector employers, who report an outlook of +16%, while the outlook for the Mining sector stands at +15% and is the strongest reported since Quarter 4 2012. Steady job gains are anticipated in two sectors with outlooks of +11% – the Transportation & Public Utilities sector and the Manufacturing – Non-Durables sector, where hiring plans are the strongest since Quarter 1 2013. Elsewhere, Education sector employers report cautiously optimistic hiring plans with an outlook of +10%, and Services sector employers expect some payroll gains, reporting an outlook of +5%. Meanwhile, Finance, Insurance & Real Estate sector forecast a flat labour market with an outlook of 0%.

Quarter-over-quarter, hiring prospects improve in six of the 10 industry sectors. A sharp increase of 34 percentage points is reported in the Mining sector, while Education sector employers report an improvement of 16 percentage points. The Wholesale & Retail Trade sector outlook is 7 percentage points stronger and Manufacturing – Non-Durables sector employers report an improvement of 6 percentage points. However, hiring plans weaken in four sectors, most notably declining by 10 and 9 percentage points in the Services sector and the Manufacturing – Durables sector, respectively.

When compared with Quarter 2 2015, outlooks weaken in seven of the 10 industry sectors. Sharp declines of 26 and 22 percentage points are reported for the Finance, Insurance & Real Estate sector and the Manufacturing – Durables sector, respectively. Hiring intentions are 14 percentage points weaker in both the Education sector and the Public Administration sector, while Wholesale & Retail Trade sector employers report a decline of 5 percentage points. Meanwhile, hiring plans strengthen in three sectors, most notably by 17 percentage points in the Mining sector.

Seasonally adjusted data is available for four of the five areas in Quebec, but figures for Laval (*) are not seasonally adjusted.

Payrolls are expected to grow in all five areas during Quarter 2 2016. Quebec City employers report the strongest hiring plans with an outlook of +12%. Elsewhere, employers in both Laval* and Cantons de L'Est (formerly Sherbrooke) report encouraging signs for job seekers, with outlooks of +10% and +8%, respectively. Meanwhile the weakest outlook of +4% is reported in Montreal.

Quarter-over-quarter, hiring intentions strengthen in three areas, most notably by 20 percentage points in Laval*. Elsewhere, outlooks are 6 and 5 percentage points stronger in Quebec City and Monteregie (formerly Granby), respectively, while hiring plans remain relatively stable in both Montreal and Cantons de L'Est.

Year-over-year, considerable declines of 15 and 13 percentage points are reported in Quebec City and Monteregie, respectively. However, outlooks improve by 3 percentage points in Laval* and by 2 percentage points in Cantons de L'Est.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	14	3	81	2	11	6
Construction	28	0	67	5	28	16
Education	10	0	86	4	10	10
Finance, Insurance & Real Estate	20	10	70	0	10	0
Manufacturing – Durables	5	5	86	4	0	4
Manufacturing – Non-Durables	18	0	80	2	18	11
Mining	21	0	79	0	21	15
Public Administration	7	7	86	0	0	1
Services	14	6	77	3	8	5
Transportation & Public Utilities	13	6	81	0	7	11
Wholesale & Retail Trade	7	2	88	3	5	4

+6 (+6)%

Western Canada

With a Net Employment Outlook of +6%, employers expect the mild hiring climate to continue in Quarter 2 2016. Hiring intentions are unchanged when compared with the previous quarter but decline by 4 percentage points year-over-year.

Staffing levels are expected to increase in seven of the 10 industry sectors during the coming quarter. Finance, Insurance & Real Estate sector employers report the strongest hiring intentions with an outlook of +20%, while steady job gains are also anticipated in the Public Administration sector and the Transportation & Public Utilities sector, where outlooks stand at +15% and +13%, respectively. Cautiously optimistic outlooks of +8% are reported in the Education sector and the Services sector while Manufacturing – Non-Durables sector employers report an outlook of +6%. The Wholesale & Retail Trade sector outlook also stands at +6%, but is the weakest reported since Quarter 4 2009. Meanwhile, a decline in staffing levels is anticipated in two sectors. Mining sector employers report gloomy hiring prospects with an outlook of -11%, while Construction sector employers report the weakest – and first negative – outlook since the analysis was first carried out in Quarter 1 2004, standing at -3%.

Hiring prospects improve in six of the 10 industry sectors when compared with Quarter 1 2016. The most noteworthy increase of 12 percentage points is reported in the Finance, Insurance & Real Estate sector, while Transportation & Public Utilities sector employers report an improvement of 4 percentage points. However, outlooks weaken in three sectors, most notably by 12 and 7 percentage points in the Construction sector and the Wholesale & Retail Trade sector, respectively.

Year-over-year, weaker hiring plans are reported in seven of the 10 industry sectors. A considerable decline of 20 percentage points is reported in the Construction sector. Elsewhere, the Wholesale & Retail Trade sector outlook is 10 percentage points weaker and Manufacturing – Durables sector employers report a decrease of 5 percentage points. Meanwhile, hiring prospects improve in three sectors, including the Manufacturing – Non-Durables sector where employers report an increase of 3 percentage points.

Employers in eight of the 11 areas expect to increase staffing levels during Quarter 2 2016. The strongest hiring pace is forecast in Richmond-Delta, with an outlook of +23%, and upbeat hiring prospects are also reported in Regina and Surrey, where outlooks stand at +20%. Victoria & Capital Regional District employers forecast a steady hiring pace with an outlook of +14%, and outlooks of +11% are reported in both Burnaby-Coquitlam and Saskatoon. However, payrolls are expected to decrease in three areas, most notably Red Deer and Calgary, with outlooks of -10% and -7%, respectively.

When compared with Quarter 1 2016, hiring intentions strengthen in six areas. The Richmond-Delta outlook improves by 24 percentage points, and Regina employers report an increase of 12 percentage points. However, hiring plans weaken in five areas, most notably by 12 and 8 percentage points in Red Deer and Calgary, respectively.

Year-over-year, outlooks weaken in seven areas. Red Deer employers report a decline of 12 percentage points while outlooks are 10 and 8 percentage points weaker in Calgary and Vancouver, respectively. Meanwhile, hiring plans strengthen in three areas, most notably by 12 percentage points in both Victoria & Capital Regional District and Regina.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	13	7	77	3	6	6
Construction	19	17	64	0	2	-3
Education	6	2	88	4	4	8
Finance, Insurance & Real Estate	21	0	76	3	21	20
Manufacturing – Durables	5	5	89	1	0	0
Manufacturing – Non-Durables	11	3	84	2	8	6
Mining	5	23	68	4	-18	-11
Public Administration	26	2	71	1	24	15
Services	13	3	80	4	10	8
Transportation & Public Utilities	20	3	77	0	17	13
Wholesale & Retail Trade	11	7	76	6	4	6

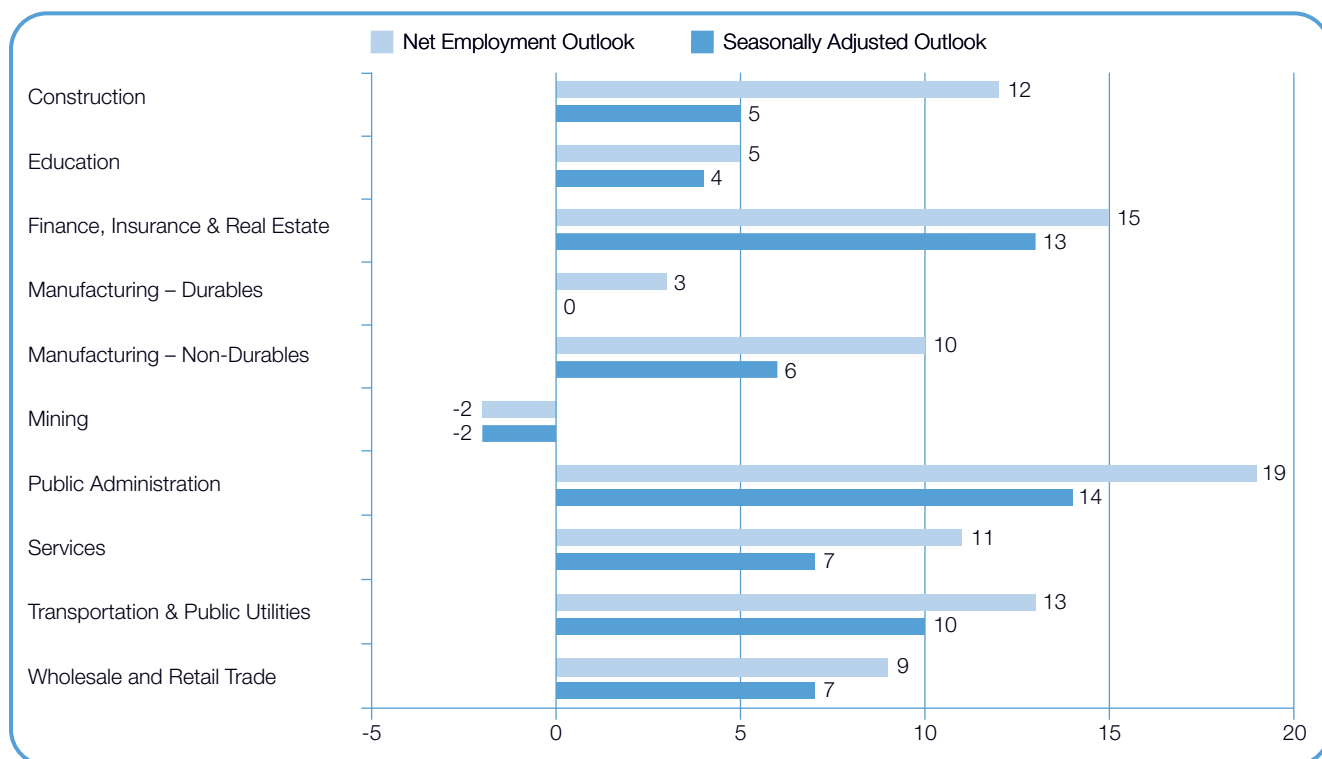
Sector Comparisons

Employers in eight of the 10 industry sectors expect to increase staffing levels during the coming quarter. The strongest hiring plans are reported in the Public Administration sector and the Finance, Insurance & Real Estate sector, where Net Employment Outlooks stand at +14% and +13%, respectively. Transportation & Public Utilities sector employers forecast a cautiously optimistic hiring climate, reporting an outlook of +10%, while outlooks stand at +7% in both the Services sector and the Wholesale & Retail Trade sector. Meanwhile, Manufacturing – Durables sector employers anticipate a flat labour market, reporting an outlook of 0%, and a slight decline in staffing levels is expected by Mining sector employers, with an outlook of -2%.

When compared with the previous quarter, hiring prospects improve in five of the 10 industry sectors. Mining sector employers report an increase of 7 percentage points while the outlook for the Finance,

Insurance & Real Estate sector is 6 percentage points stronger. Elsewhere, outlooks weaken in five sectors, most notably by 11 and 5 percentage points in the Manufacturing – Durables sector and the Construction sector, respectively.

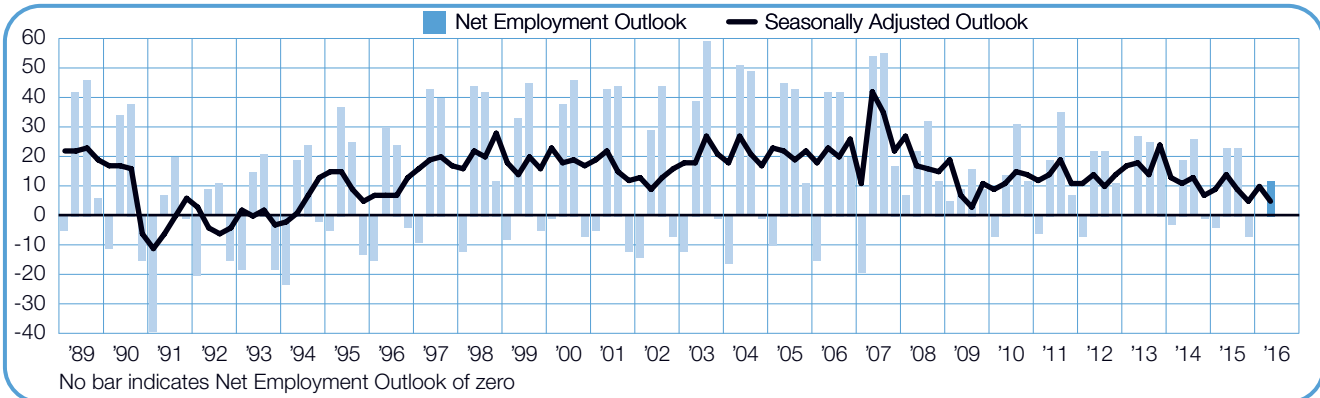
Year-over-year, hiring prospects decline in eight of the 10 industry sectors. A considerable decrease of 12 percentage points is reported in the Manufacturing – Durables sector. Construction sector employers report a decline of 9 percentage points and the outlook for the Wholesale & Retail Trade sector is 7 percentage points weaker. Hiring plans decline by 5 percentage points in both the Finance, Insurance & Real Estate sector and the Transportation & Public Utilities sector. However, outlooks are 7 and 3 percentage points stronger in the Public Administration sector and the Manufacturing – Non-Durables sector, respectively.



+12 (+5)%

Construction

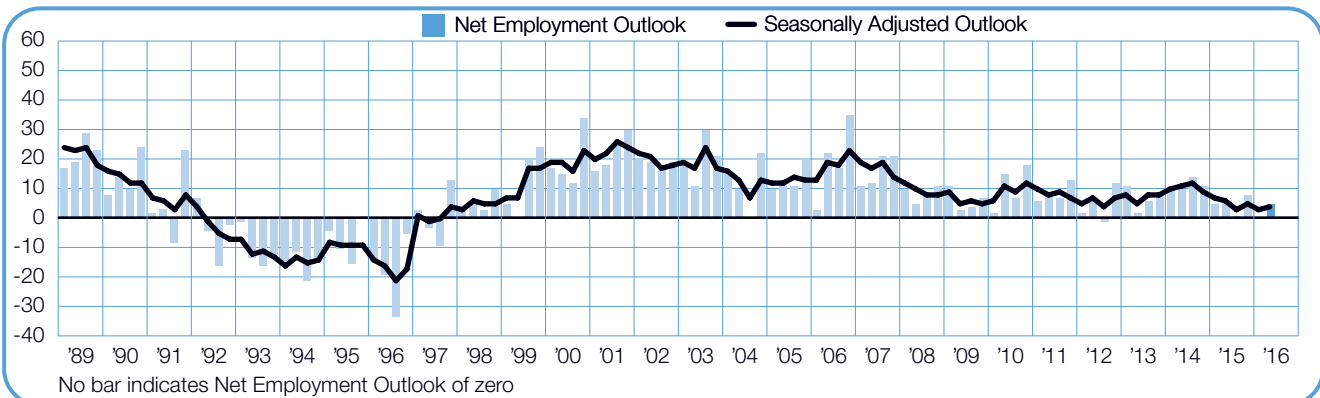
Job seekers can expect a moderate hiring pace in the April-June time frame, according to employers who report a Net Employment Outlook of +5%. Hiring prospects decline by 5 percentage points when compared with the previous quarter and are 9 percentage points weaker year-over-year.



+5 (+4)%

Education

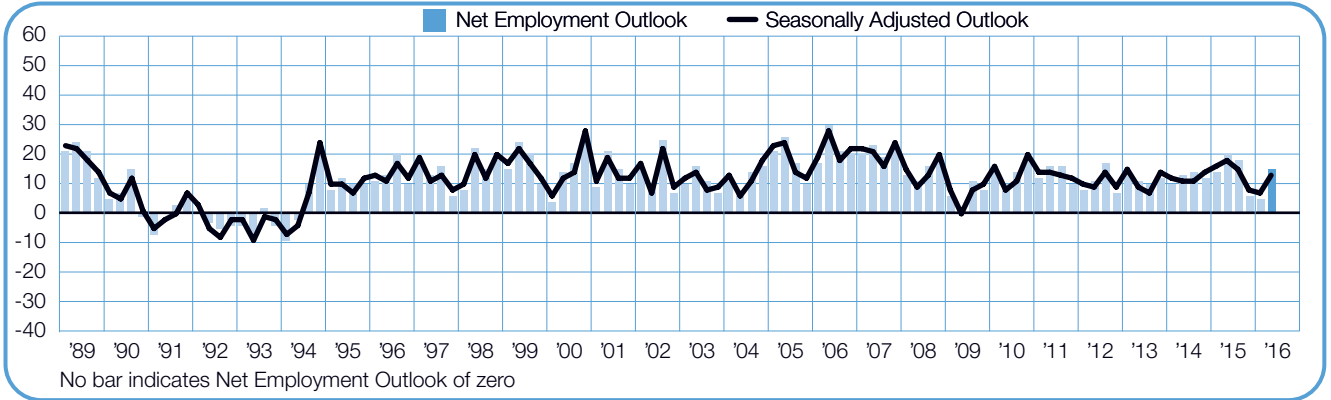
With a Net Employment Outlook of +4%, employers anticipate some job gains in the coming quarter. Hiring intentions remain relatively stable quarter-over-quarter but decline by 2 percentage points year-over-year.



+15 (+13)%

Finance, Insurance & Real Estate

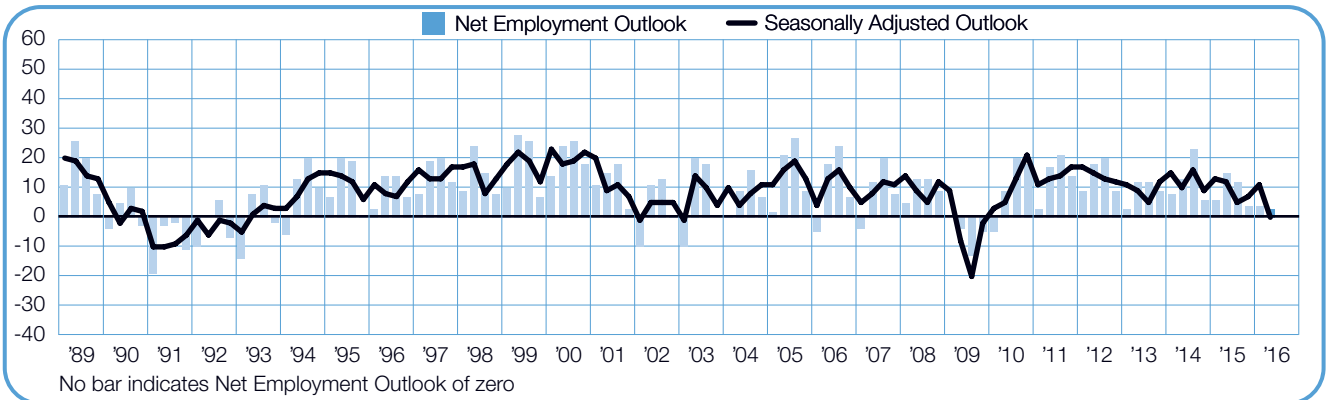
A steady hiring pace is expected in Quarter 2 2016, with employers reporting a Net Employment Outlook of +13%. Hiring plans are 6 percentage points stronger when compared with Quarter 1 2016 but decline by 5 percentage points year-over-year.



+3 (0)%

Manufacturing – Durable Goods

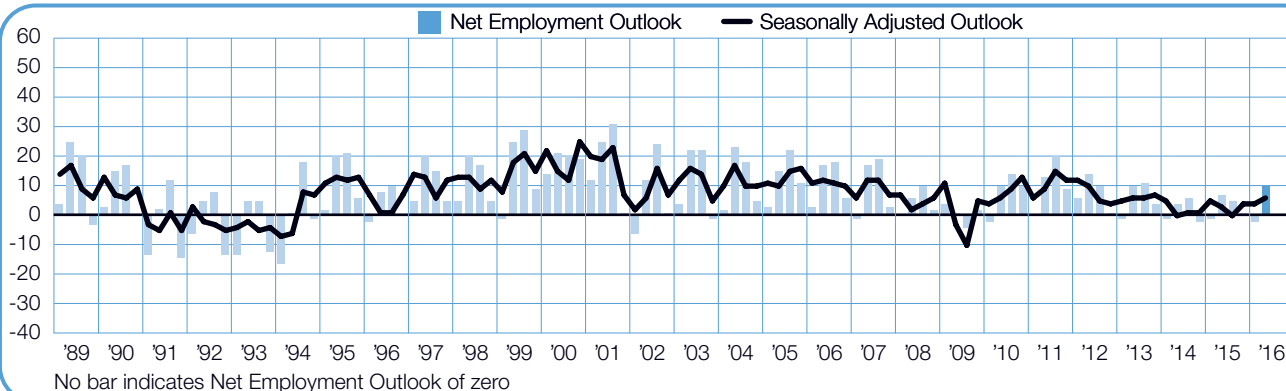
Employers forecast the weakest labour market since Quarter 4 2009 in the coming quarter, reporting a Net Employment Outlook of 0%. The outlook declines by 11 and 12 percentage points quarter-over-quarter and year-over-year, respectively.



+10 (+6)%

Manufacturing – Non-Durable Goods

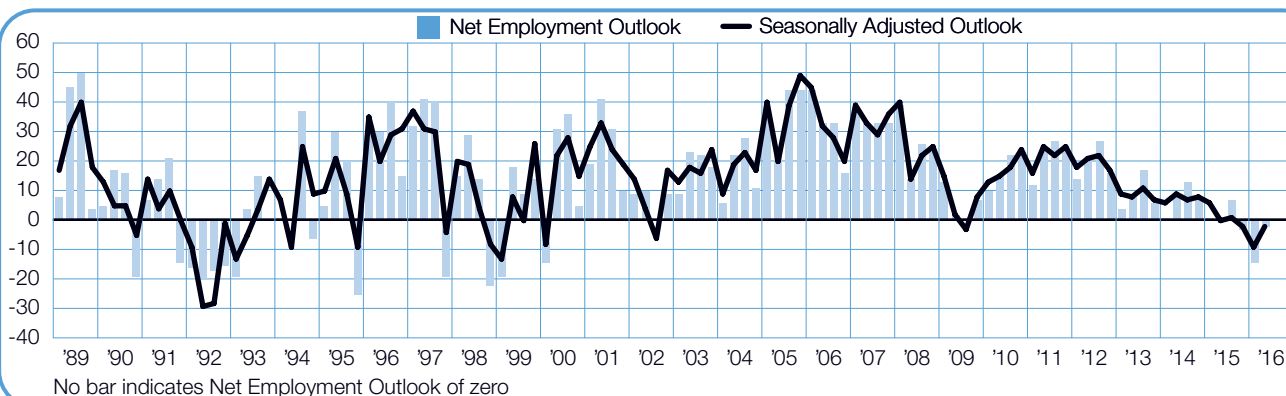
Job seekers can expect to benefit from the strongest hiring pace since Quarter 4 2013 in the next three months. Employers report a Net Employment Outlook of +6%, improving by 2 percentage points quarter-over-quarter and by 3 percentage points year-over-year.



-2 (-2)%

Mining

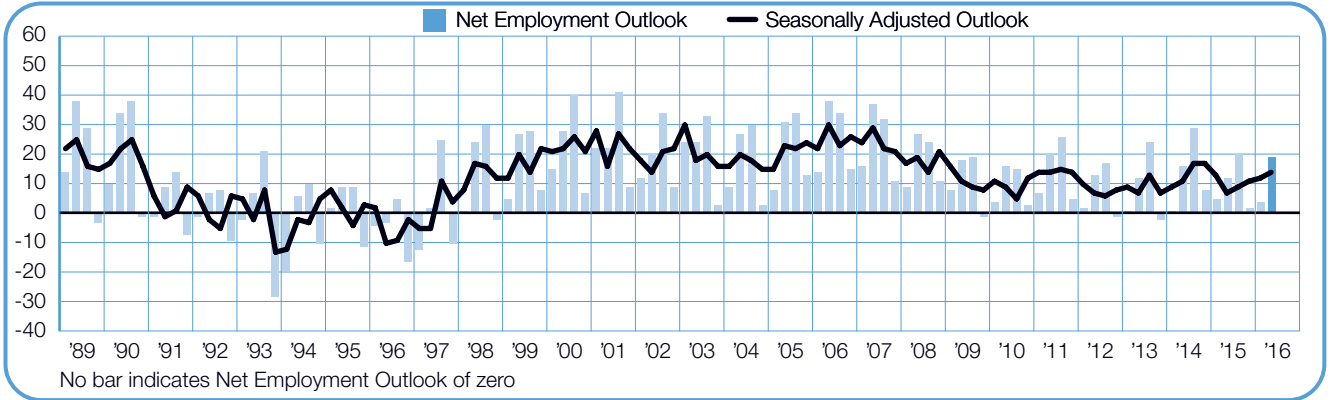
The labour market slump is expected to continue in Quarter 2 2016, with employers reporting a third successive negative Net Employment Outlook, standing at -2% for the coming quarter. However, hiring plans are 7 percentage points stronger when compared with the previous quarter. Year-over-year, the outlook declines by 2 percentage points.



+19 (+14)%

Public Administration

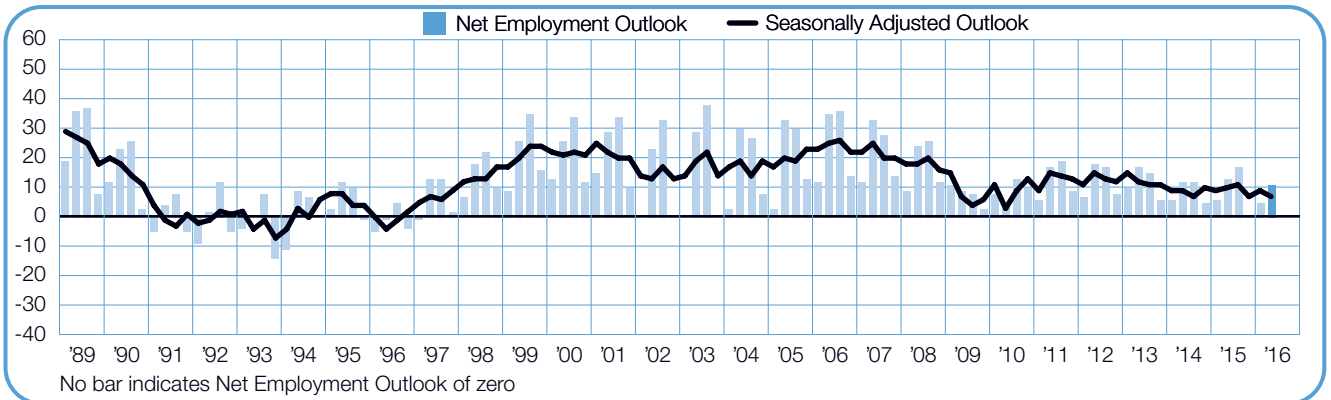
Respectable payroll gains are anticipated in the coming quarter, with employers reporting a Net Employment Outlook of +14%. Hiring intentions improve by 2 percentage points quarter-over-quarter and are 7 percentage points stronger year-over-year.



+11 (+7)%

Services

Job seekers can expect a mild hiring climate in the April-June time frame, according to employers who report a Net Employment Outlook of +7%. Hiring prospects decline by 2 percentage points quarter-over-quarter and are 3 percentage points weaker year-over-year.



+13 (+10)%

Transportation & Public Utilities

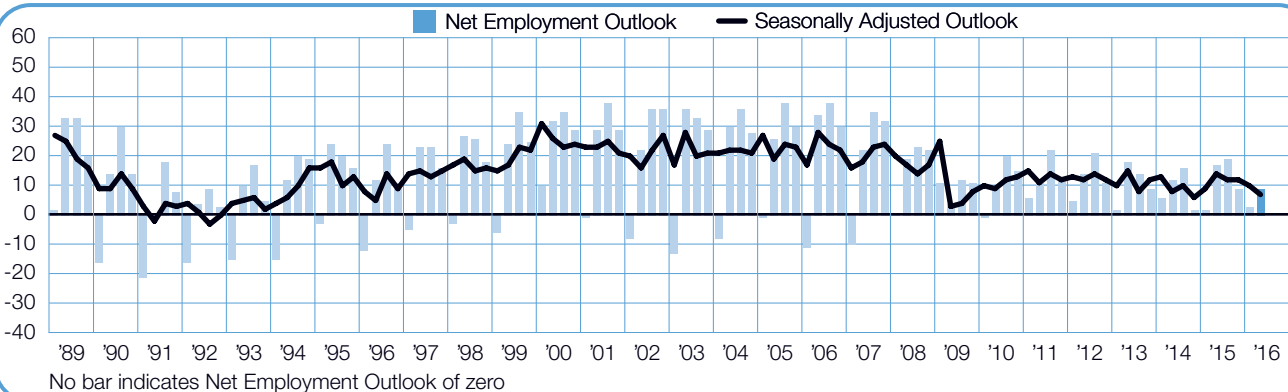
Employers forecast a cautiously optimistic hiring pace in Quarter 2 2016, reporting a Net Employment Outlook of +10%. However, the outlook is the weakest since Quarter 1 2014, declining by 4 and 5 percentage points quarter-over-quarter and year-over-year, respectively.



+9 (+7)%

Wholesale & Retail Trade

With a Net Employment Outlook of +7%, employers anticipate some hiring opportunities in the upcoming quarter. However, hiring intentions are 3 percentage points weaker when compared with the previous quarter and decline by 7 percentage points year-over-year.



Global Employment Outlook

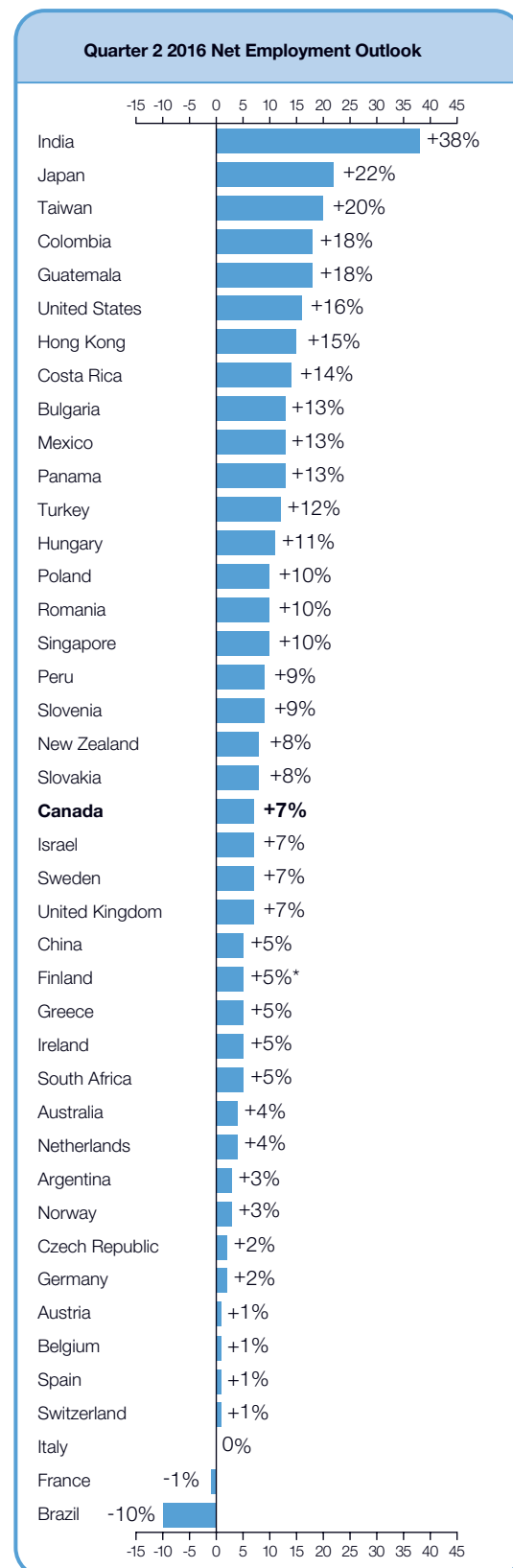
	Quarter 2 2016	Qtr on Qtr Change Q1 2016 to Q2 2016	Yr on Yr Change Q2 2015 to Q2 2016
	%		
Americas			
Argentina	6 (3) ¹	-2 (-5) ¹	0 (0) ¹
Brazil	-5 (-10) ¹	5 (-2) ¹	-8 (-8) ¹
Canada	10 (7)¹	8 (0)¹	-3 (-3)¹
Colombia	19 (18) ¹	9 (7) ¹	4 (3) ¹
Costa Rica	17 (14) ¹	1 (-2) ¹	6 (4) ¹
Guatemala	18 (18) ¹	3 (3) ¹	8 (8) ¹
Mexico	14 (13) ¹	3 (0) ¹	2 (2) ¹
Panama	13 (13) ¹	2 (1) ¹	-4 (-4) ¹
Peru	10 (9) ¹	2 (0) ¹	2 (1) ¹
United States	18 (16) ¹	4 (-1) ¹	0 (0) ¹

Asia Pacific			
Australia	6 (4) ¹	-2 (-4) ¹	-4 (-4) ¹
China	5 (5) ¹	-2 (-2) ¹	-4 (-4) ¹
Hong Kong	14 (15) ¹	-1 (0) ¹	-1 (-1) ¹
India	39 (38) ¹	-1 (-3) ¹	-2 (-2) ¹
Japan	29 (22) ¹	8 (-1) ¹	0 (1) ¹
New Zealand	10 (8) ¹	-1 (-3) ¹	-9 (-9) ¹
Singapore	10 (10) ¹	1 (-1) ¹	-4 (-4) ¹
Taiwan	21 (20) ¹	0 (-7) ¹	-25 (-25) ¹

EMEA[†]			
Austria	3 (1) ¹	3 (-3) ¹	0 (0) ¹
Belgium	2 (1) ¹	1 (0) ¹	-1 (-1) ¹
Bulgaria	19 (13) ¹	14 (2) ¹	5 (4) ¹
Czech Republic	4 (2) ¹	4 (-1) ¹	0 (-2) ¹
Finland	5	11	-6
France	-1 (-1) ¹	1 (0) ¹	-2 (-2) ¹
Germany	3 (2) ¹	3 (-1) ¹	-3 (-3) ¹
Greece	10 (5) ¹	10 (0) ¹	-4 (-4) ¹
Hungary	13 (11) ¹	4 (-1) ¹	0 (0) ¹
Ireland	7 (5) ¹	0 (-3) ¹	-1 (-1) ¹
Israel	9 (7) ¹	4 (1) ¹	-1 (-1) ¹
Italy	2 (0) ¹	3 (-1) ¹	6 (6) ¹
Netherlands	4 (4) ¹	1 (0) ¹	0 (0) ¹
Norway	3 (3) ¹	-1 (-1) ¹	0 (0) ¹
Poland	12 (10) ¹	7 (0) ¹	3 (3) ¹
Romania	19 (10) ¹	18 (-1) ¹	-1 (-1) ¹
Slovakia	8 (8) ¹	-2 (-4) ¹	0 (0) ¹
Slovenia	13 (9) ¹	13 (5) ¹	1 (1) ¹
South Africa	5 (5) ¹	-2 (0) ¹	-6 (-6) ¹
Spain	3 (1) ¹	2 (-2) ¹	-2 (-3) ¹
Sweden	9 (7) ¹	5 (2) ¹	3 (3) ¹
Switzerland	3 (1) ¹	3 (0) ¹	-3 (-3) ¹
Turkey	16 (12) ¹	5 (-3) ¹	-5 (-5) ¹
UK	7 (7) ¹	2 (0) ¹	1 (1) ¹

[†]EMEA – Europe, Middle East and Africa.

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.



* Indicates unadjusted data.

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

ManpowerGroup interviewed over 58,000 employers across 42 countries and territories to forecast labour market activity* in Quarter 2 2016. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2016 as compared to the current quarter?"

ManpowerGroup's second-quarter research reveals that job gains are expected in 39 of 42 countries and territories during the April-June time frame. However, despite little indication of labour market contraction, hiring intentions in most countries and territories continue to remain modest. In fact, some key labour markets, such as Germany, France and Italy, are clearly struggling to gain traction amid the current economic uncertainty. Faced with the slowdown in China and ongoing turmoil in commodity markets, most employers across the globe appear to be taking the measured approach of adding staff only when needed.

Despite some anticipated job gains, actual job growth is expected to slow by varying degrees with employers in a slim majority of countries and territories scaling back their hiring plans in both quarter-over-quarter and year-over-year comparisons. Hiring plans strengthen in only eight of 42 countries and territories when compared with the first three months of 2016 and weaken in 22. Outlooks improve in 12 countries and territories when compared with Quarter 2 2015 but decline in 23. Second-quarter hiring confidence is strongest in India, Japan, Taiwan, Colombia and Guatemala, while the weakest hiring prospects are reported in Brazil, France and Italy.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are forecast in 22 of 24 countries. Hiring plans improve in five countries quarter-over-quarter but weaken in 11. In a year-over-year comparison, job gains are expected to improve in six countries and decline in 13. For the first time in the EMEA region, employers in Bulgaria report the most optimistic hiring intentions. Conversely, French employers report the weakest hiring plans, as well as the only negative forecast in EMEA.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts weaken in seven countries and territories when compared with the first three months of the year. Similarly, hiring plans decline by varying margins in seven countries and territories in a year-over-year comparison and strengthen only in Japan. For the third consecutive quarter, employers in India report the most optimistic regional and global hiring plans, while the region's weakest hiring intentions are reported by Australian employers.

Employers in nine of 10 countries in the Americas region expect some workforce gains in the upcoming quarter. Outlooks improve in three countries and decline in four in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in five countries and decline in only three. Employers in Colombia, Guatemala and the United States report the region's most optimistic second-quarter hiring plans, while for the fifth consecutive quarter employers in Brazil report an overall decline in payrolls as well as the weakest hiring plans in the region and across the globe.

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next Manpower Employment Outlook Survey will be released on 14 June 2016 and will detail expected labour market activity for the third quarter of 2016.

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

International Comparisons – Americas

The Quarter 2 2016 survey is based on interviews with over 23,000 employers from 10 countries across North, Central and South America. Among the 10 countries, only employers in Brazil expect payrolls to decline during the April-June time frame. Forecasts improve in three countries when compared to first-quarter results, are unchanged in three countries, and slip by varying degrees in four. In a year-over-year comparison, employer hiring intentions improve in five countries, are unchanged in two and decline in three.

Employers in Colombia and Guatemala report the region's most optimistic second-quarter hiring plans, with forecasts in both countries improving from three months ago and last year at this time. The Colombian forecast is partly fueled by growing confidence in the Construction sector where employers project the brightest opportunities for job seekers since the sector was first separately analyzed in Quarter 1 2013. A similarly favourable hiring environment is expected in Guatemala where nearly one of every four employers report that they intend to hire in the next three months, boosting that country's forecast to its most optimistic level since the survey began here in Quarter 2 2008.

The U.S. forecast also remains upbeat with employers in all 13 industry sectors and four geographic regions expecting payrolls to grow by varying degrees during the next three months. As they have for the past three years, employers in the Leisure & Hospitality industry sector report the strongest hiring intentions with nearly four of every 10 employers intending to add to payrolls in the second quarter.

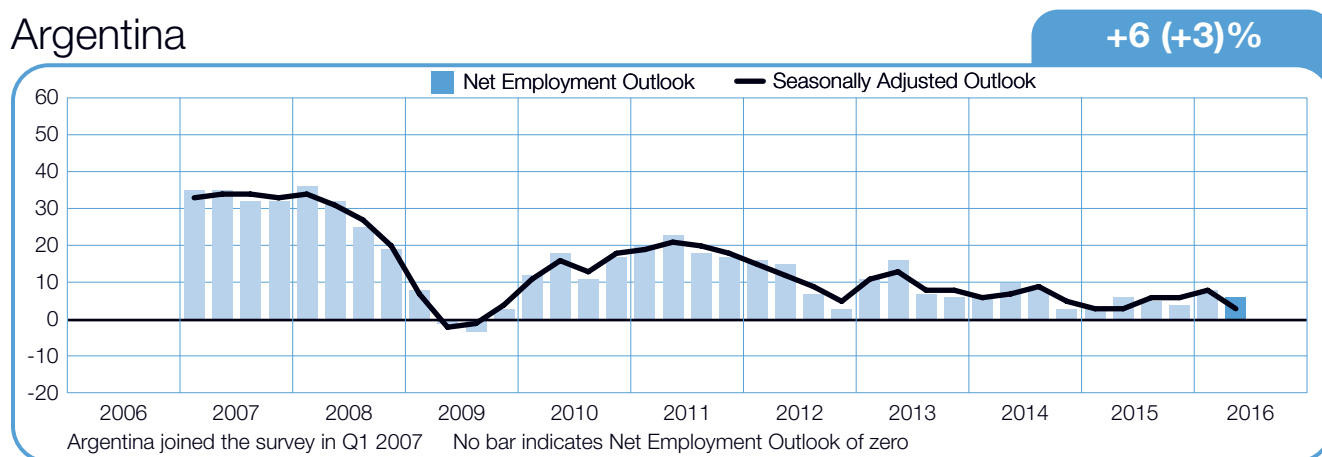
Employer confidence in Mexico remains positive with workforce gains expected in all industry sectors and regions. The strongest hiring plans are reported by employers in the Manufacturing and the Transport & Communications sectors where approximately one in every five employers expects job gains in the second quarter. Even employers in the Mining & Extraction sector remain cautiously optimistic despite ongoing price pressures in oil and commodities.

Canada's Net Employment Outlook is unchanged from three months ago and slightly weaker than last year at this time. However, the forecast for the country's Manufacturing-Durables sector declines considerably in both quarter-over-quarter and year-over-year comparisons as expected manufacturing gains associated with the weaker Canadian dollar have evidently not yet materialized.

Elsewhere, the hiring pace is expected to remain steady in Costa Rica and Panama, while modest job gains are expected in both Peru and Argentina.

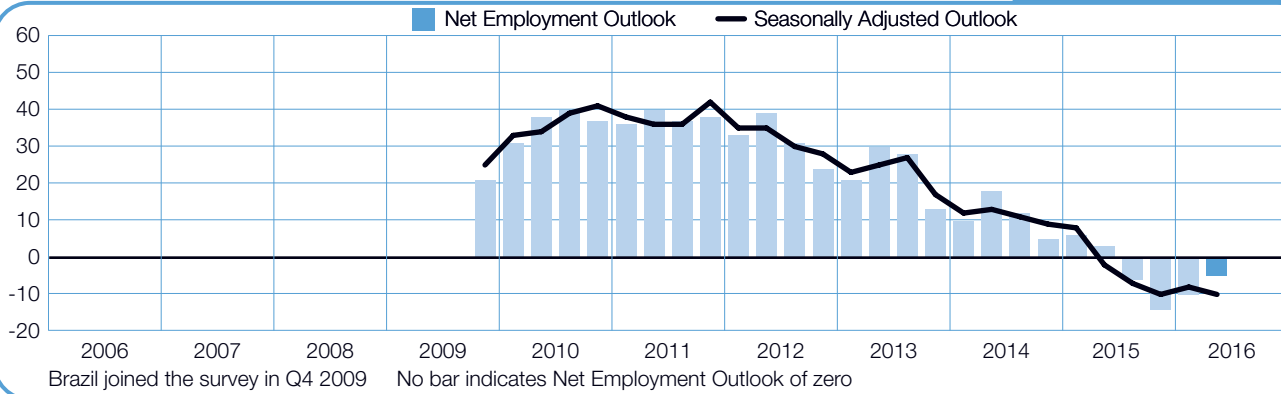
The least optimistic hiring plans – in the Americas as well as across the globe – are reported in Brazil where opportunities for job seekers continue to dwindle. Brazil's Net Employment Outlook continues the steady decline that started in Quarter 4 2011. As a result, employer confidence dips again to the least optimistic level since the survey was launched in Quarter 4 2009.

Argentina



Brazil

-5 (-10)%



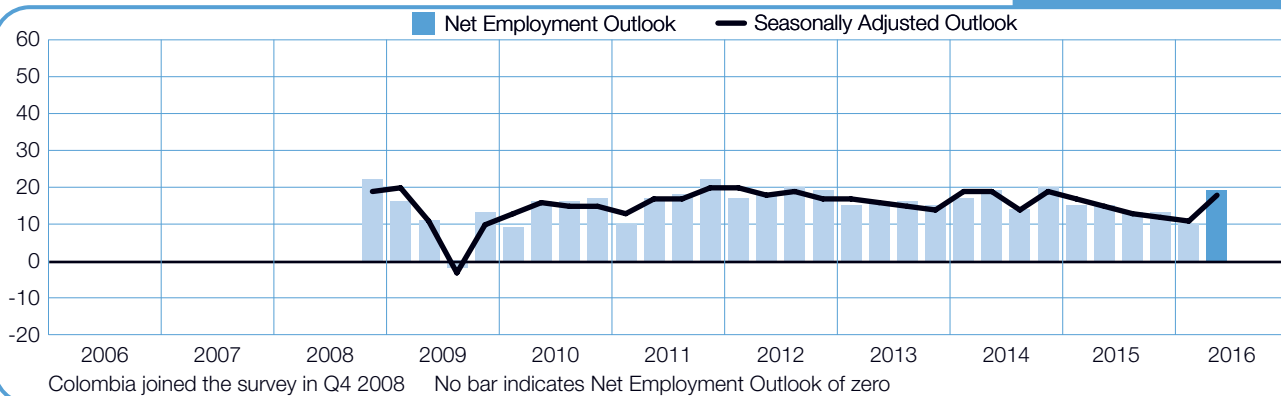
Canada

+10 (+7)%



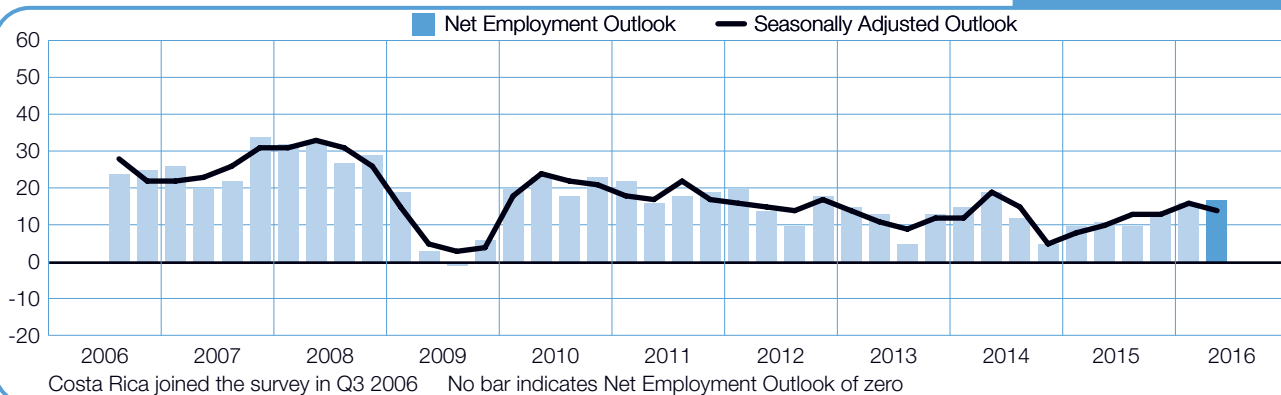
Colombia

+19 (+18)%



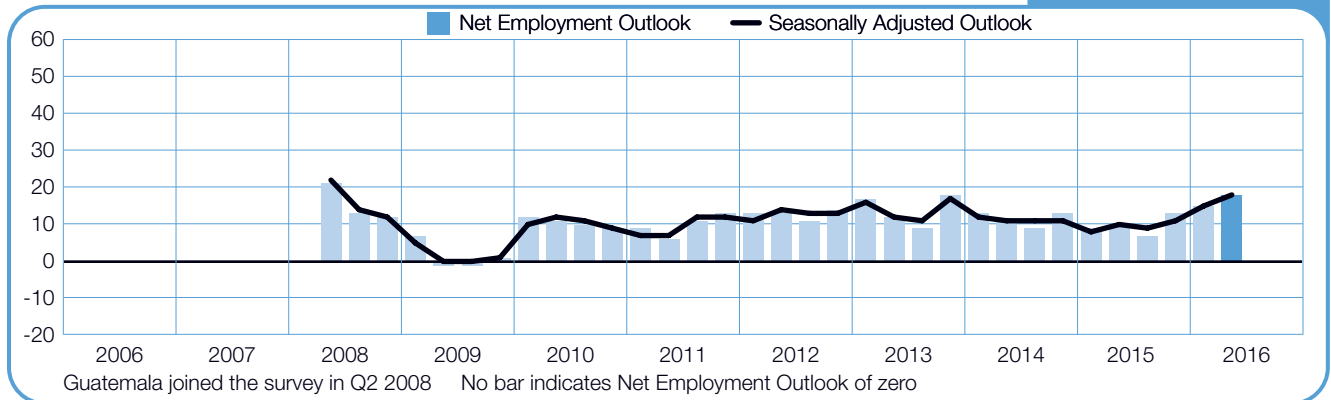
Costa Rica

+17 (+14)%



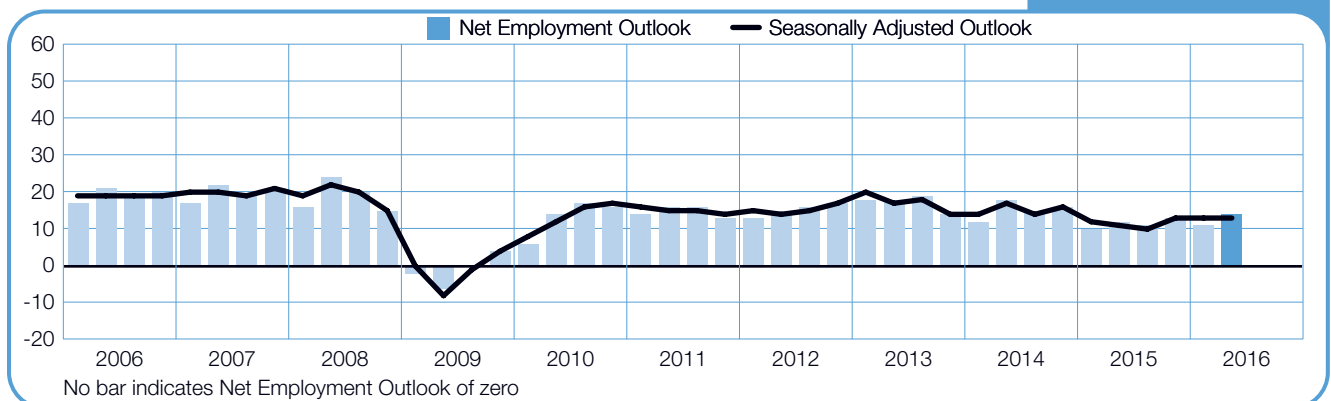
Guatemala

+18 (+18)%



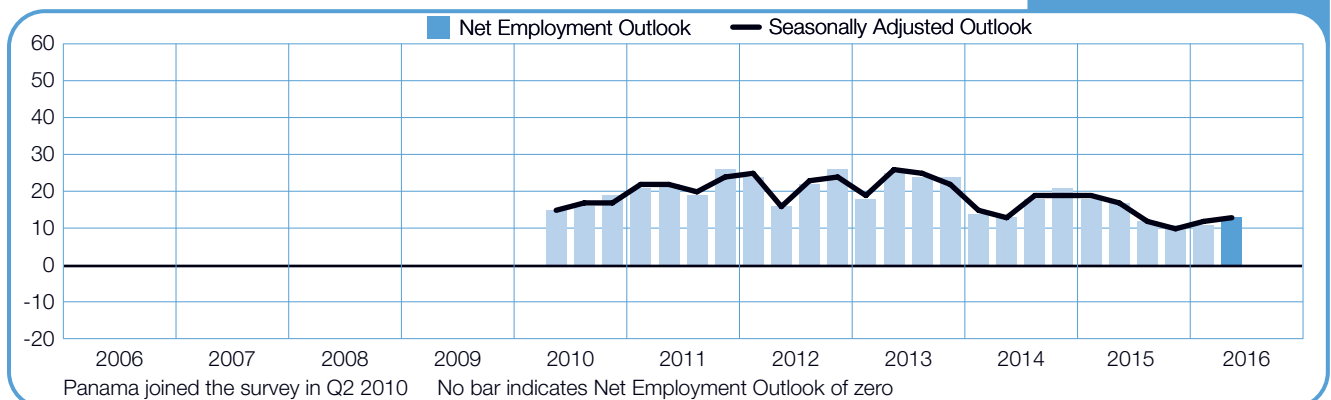
Mexico

+14 (+13)%



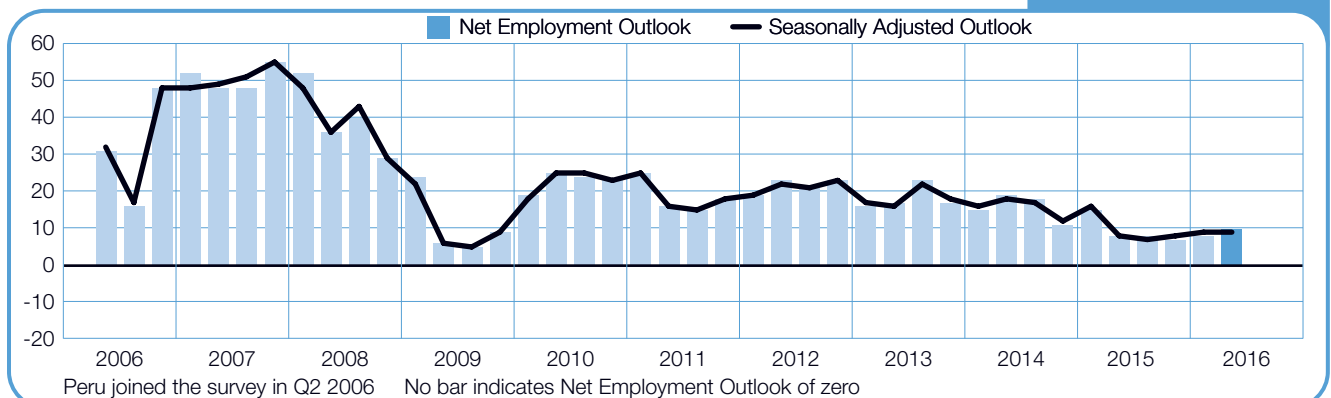
Panama

+13 (+13)%



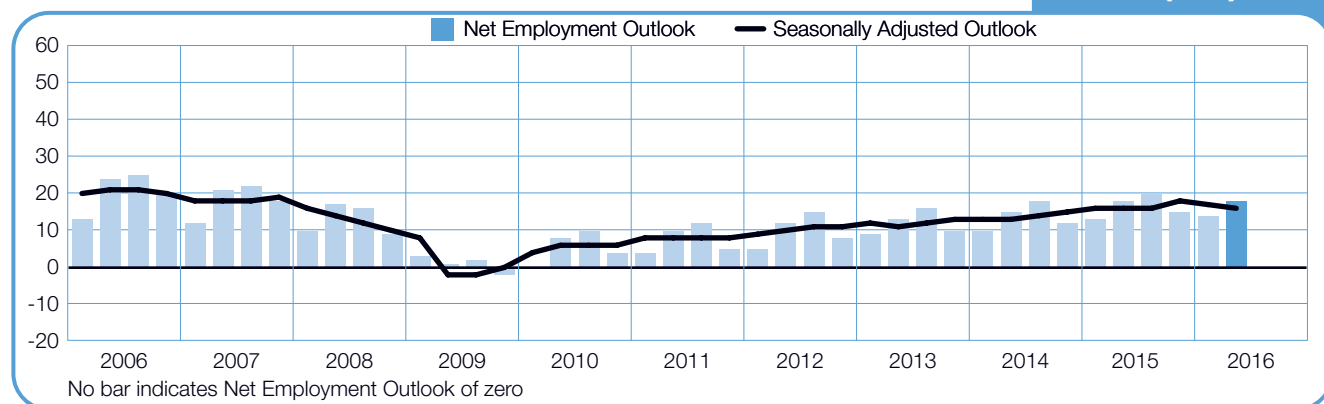
Peru

+10 (+9)%



United States of America

+18 (+16)%



International Comparisons – Asia Pacific

Over 15,000 employers were interviewed in the Asia Pacific region. Employers in each of the eight countries and territories intend to add to their workforces over the next three months. However, the hiring pace is expected to slow in most countries and territories in comparisons to both the prior quarter and last year at this time. Hiring intentions weaken from three months ago in seven countries and territories, and remain unchanged in one. Similarly, when compared to Quarter 2 2015, forecasts weaken in seven and improve in only one. Employers in India and Japan report the strongest second-quarter hiring plans, while those in Australia and China report the weakest.

For the third consecutive quarter, employer confidence in India is stronger than in any of the other 41 countries and territories participating in the survey. Nearly half of employers surveyed expect to add to their payrolls during the April-June time frame, and opportunities for job seekers are expected to be bright in most Indian industry sectors and regions.

Activity in Japan's labour market is expected to remain strong through the end of June. Forecasts indicate that opportunities for job seekers in Japan will remain solid in most industry sectors and regions, as nearly a third of the country's employers indicate they have jobs to fill. However, efforts to fill positions continue to be hampered by the challenge of a rapidly shrinking workforce.

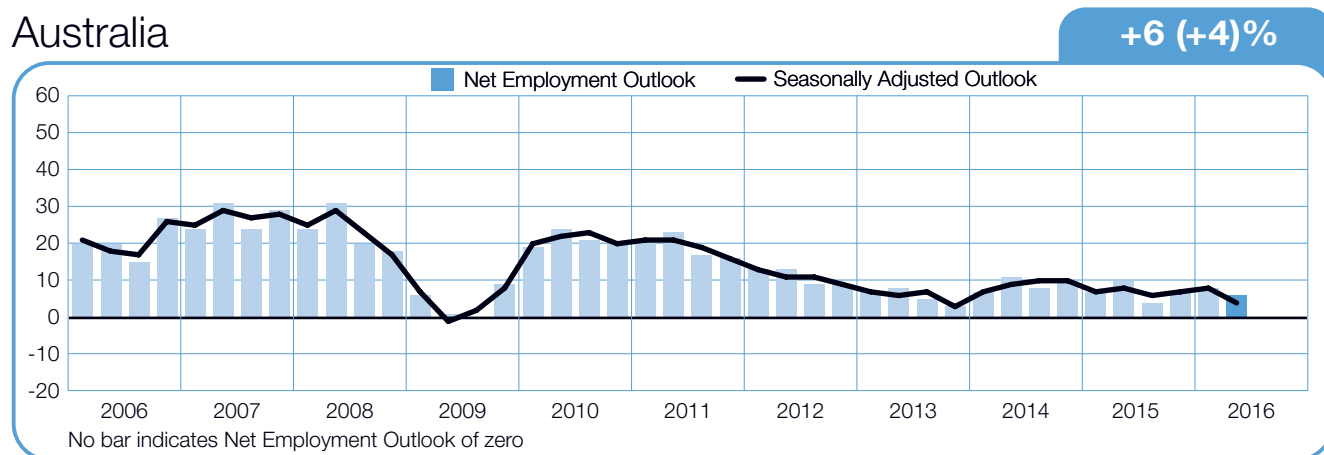
Confidence among Taiwan's employers is expected to be similarly strong. However, the survey indicates the hiring pace will slow for the fourth consecutive quarter. A growing dependence on China in this export-driven market may be discouraging employers from hiring at levels similar to the last several years, and the forecast dips to its least optimistic level since Quarter 4 2009.

Hong Kong's hiring climate continues to be favourable and job growth has remained relatively stable for eight consecutive quarters, buoyed by a consistently strong Services sector forecast.

Meanwhile, hiring plans in China weaken in comparison to both the prior quarter and Quarter 2 2015. Outlooks are positive in all industry sectors and regions, but are among the weakest reported in the history of the survey. In addition to subdued job growth projections, uncertainty is evidently on the increase as nearly half of the employers surveyed indicate they simply don't know what their second-quarter hiring plans will be.

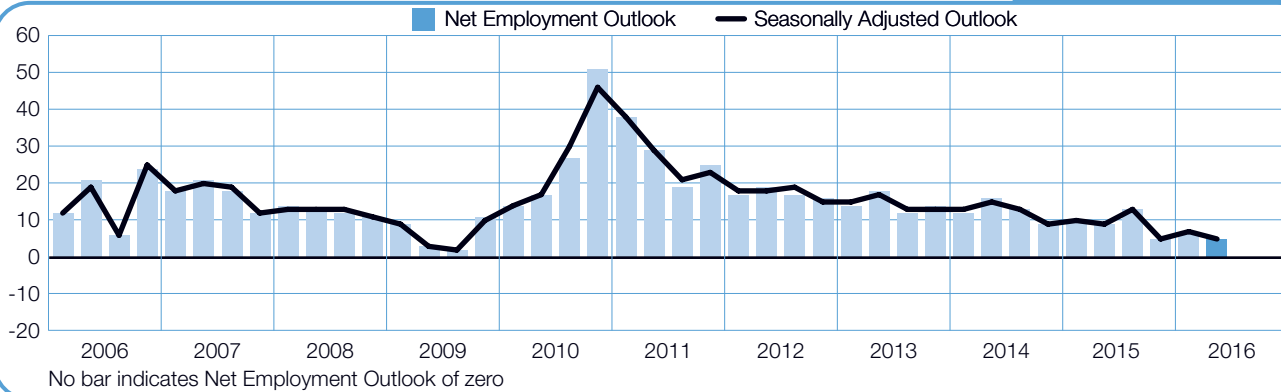
A general slowdown is evident across much of the rest of the region. Outlooks decline by varying margins in quarter-over-quarter and year-over-year comparisons in Australia, New Zealand and Singapore. Australia's Net Employment Outlook is the weakest in two and a half years. In New Zealand job growth is expected to be weaker than at any point since Quarter 4 2009, while the forecast in Singapore drops to its least optimistic level since Quarter 3 2009.

Australia



China

+5 (+5)%



Hong Kong

+14 (+15)%



India

+39 (+38)%



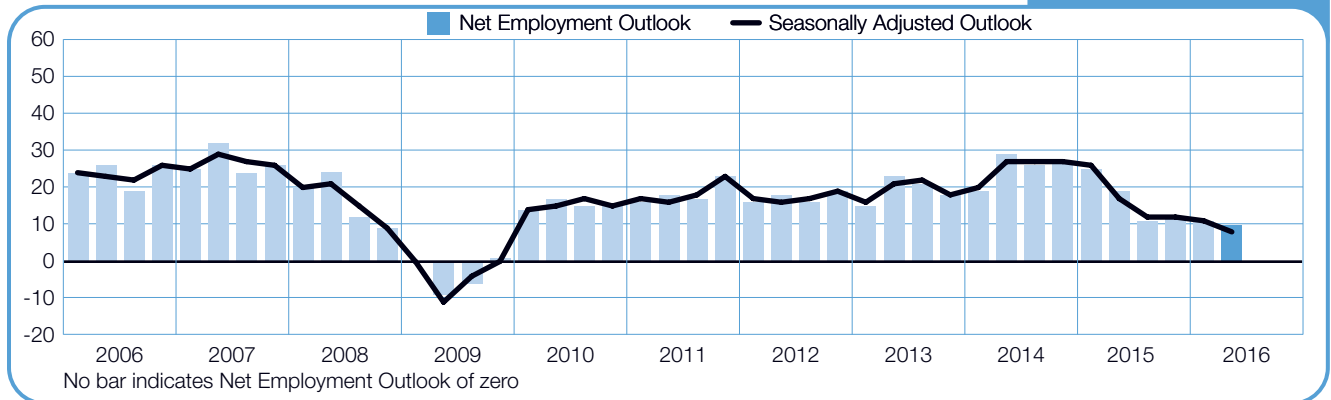
Japan

+29 (+22)%



New Zealand

+10 (+8)%



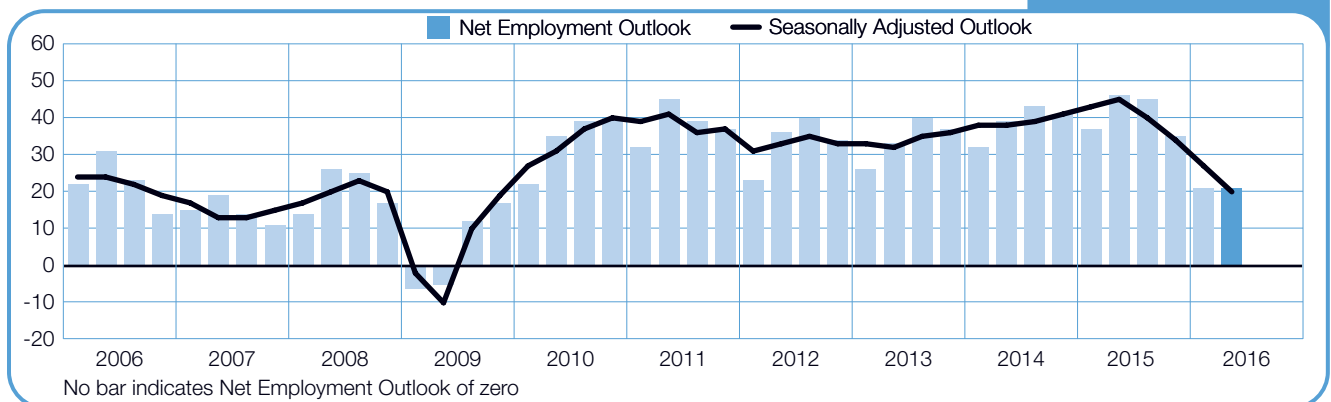
Singapore

+10 (+10)%



Taiwan

+21 (+20)%



International Comparisons – EMEA

ManpowerGroup interviewed nearly 20,000 employers in 24 countries in the Europe, Middle East and Africa (EMEA) region. Outlooks are mostly positive with employers in 22 of 24 countries planning to add to their payrolls in the second quarter. However, in the EMEA region as elsewhere across the globe, forecasts indicate that the hiring pace will be marginally weaker in comparison to the January-March time frame and the second quarter of last year. Employers report weaker hiring intentions in a quarter-over-quarter comparison in 11 countries with forecasts improving in only five. Outlooks decline in 13 countries year-over-year and improve in only six. The region's strongest second-quarter forecast is reported in Bulgaria, while the weakest forecasts are reported by French and Italian employers.

Hiring intentions in Bulgaria climb to the most optimistic level reported by employers since joining the survey at the start of 2011, fueled in part by strong hiring plans in the Manufacturing sector and an upbeat forecast in the Construction sector. The hiring pace in Turkey is expected to be similarly steady. Positive forecasts are reported in all industry sectors and regions, but Turkey's Net Employment Outlook dips to its least optimistic level since the survey was launched there in Quarter 1 2011 and hiring intentions decline in eight of 11 industry sectors both quarter-over-quarter and year-over-year.

Employer confidence is considerably weaker in France. The Net Employment Outlook remains in negative territory for the third consecutive quarter,

resistant to an encouraging second-quarter surge in the Construction sector where employer confidence improves to its strongest level since Quarter 1 2007. Similarly, the forecast in Italy signals only limited opportunities for job seekers with some gains anticipated by employers in the Wholesale & Retail Trade and Restaurant & Hotel sectors. However, the Net Employment Outlook is relatively stable when compared with the first-quarter results which marked Italy's first positive forecast in nearly five years.

Elsewhere across the region, prospects are more positive. A favourable hiring climate is expected to welcome job seekers during the April-June time frame in Hungary, Poland and Romania. Outlooks remain cautiously optimistic in Slovenia, Slovakia, Israel and Sweden. Positive, but more modest, hiring intentions are reported in most other countries in the EMEA. This includes the UK, where the expected impact from the implementation of the National Living Wage guidelines has yet to materialize and is, as of yet, having little effect on employer hiring plans. The UK forecast indicates job seekers will have some opportunities in the months ahead, with positive hiring intentions reported by employers in all regions and in seven of nine industry sectors.

Meanwhile, talent demand remains restrained in Germany. The Net Employment Outlook continues to be positive but dips to its least optimistic level since Quarter 4 2013 as forecasts decline from year-ago levels in all industry sectors and all but one of eight regions.

Austria

+3 (+1)%



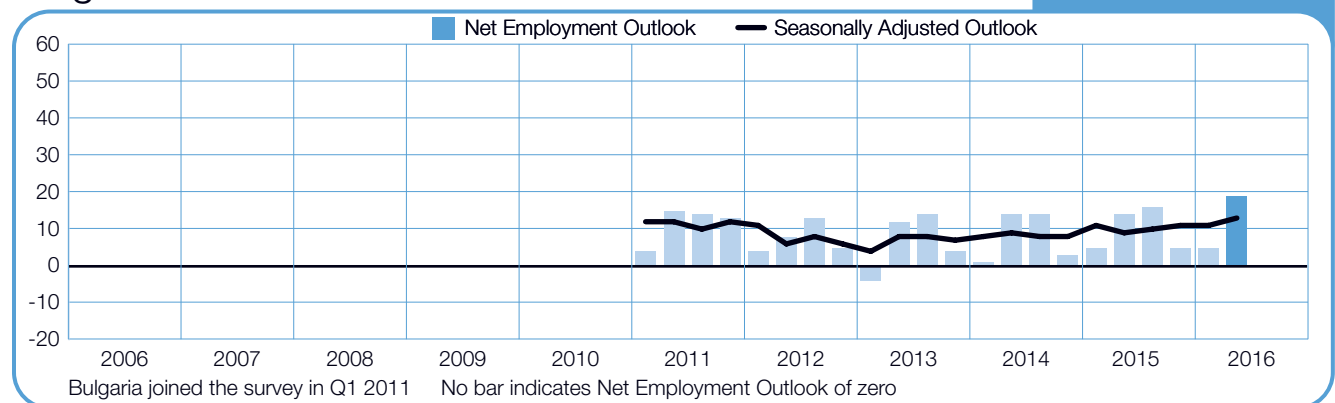
Belgium

+2 (+1)%



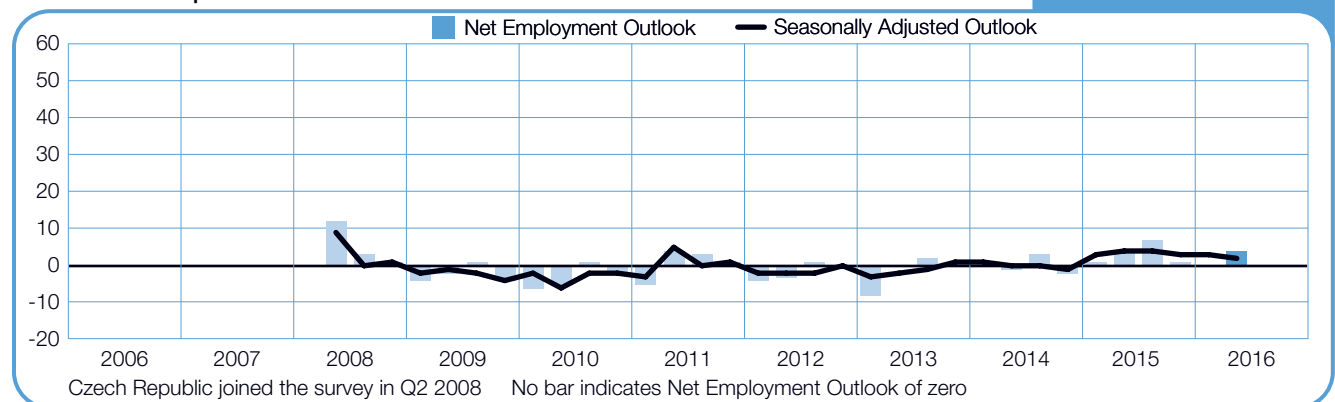
Bulgaria

+19 (+13)%



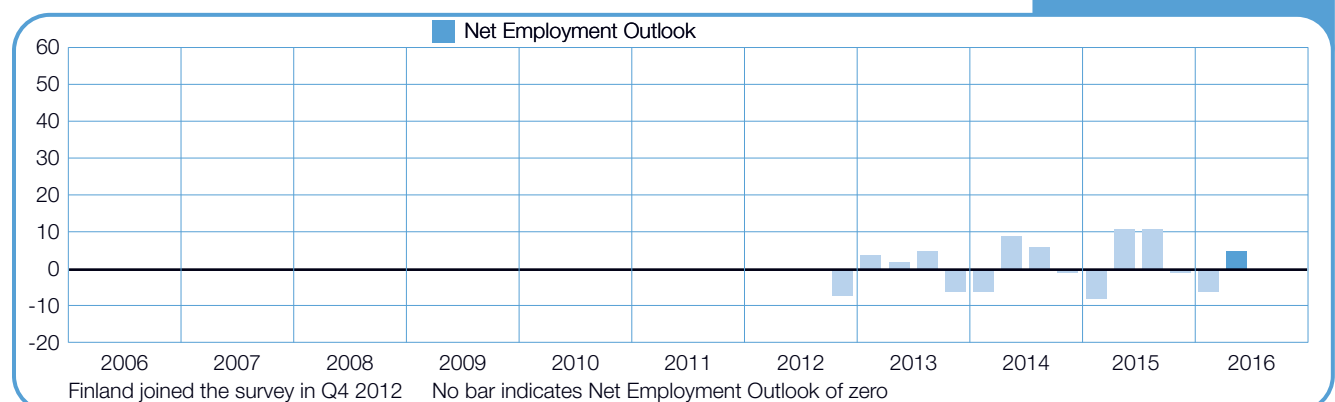
Czech Republic

+4 (+2)%



Finland

+5%



France

-1 (-1)%



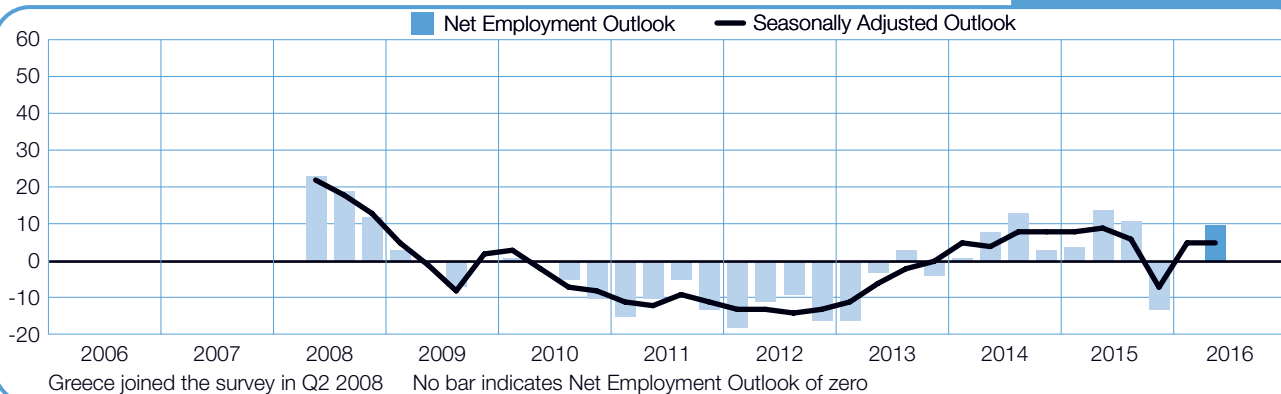
Germany

+3 (+2)%



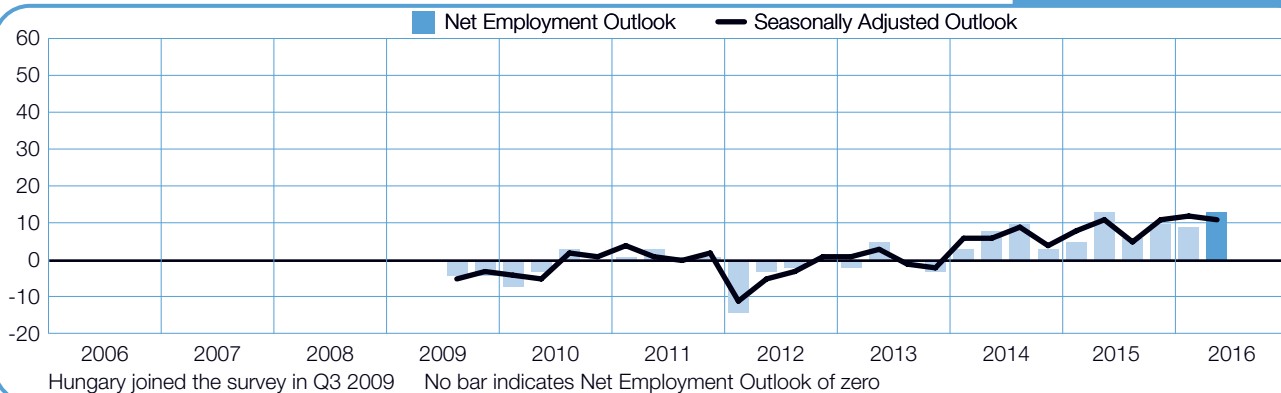
Greece

+10 (+5)%



Hungary

+13 (+11)%



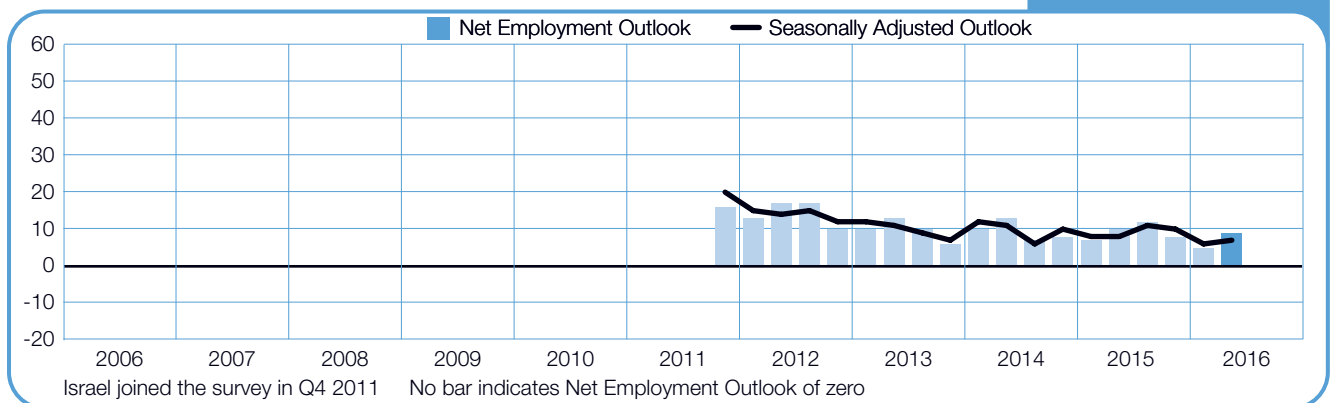
Ireland

+7 (+5)%



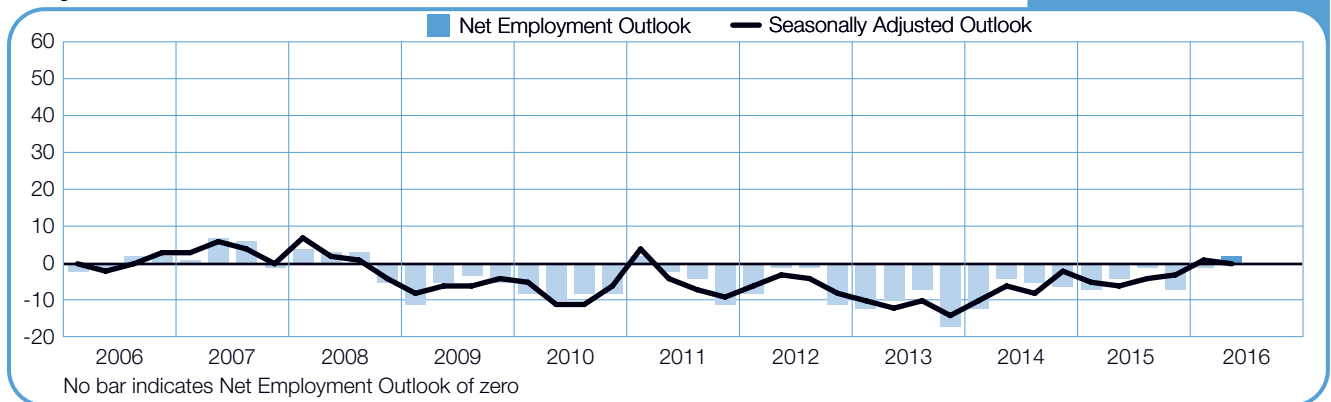
Israel

+9 (+7)%



Italy

+2 (0)%



Netherlands

+4 (+4)%



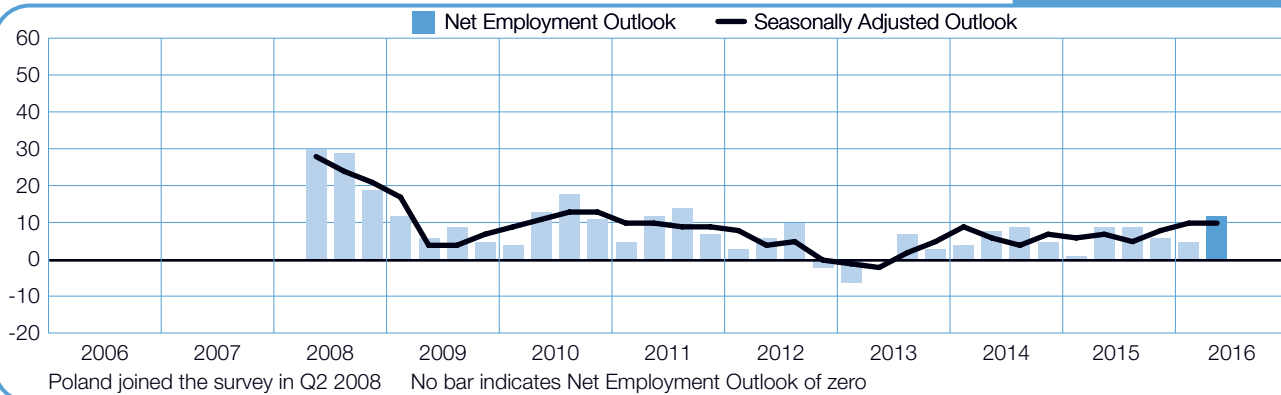
Norway

+3 (+3)%



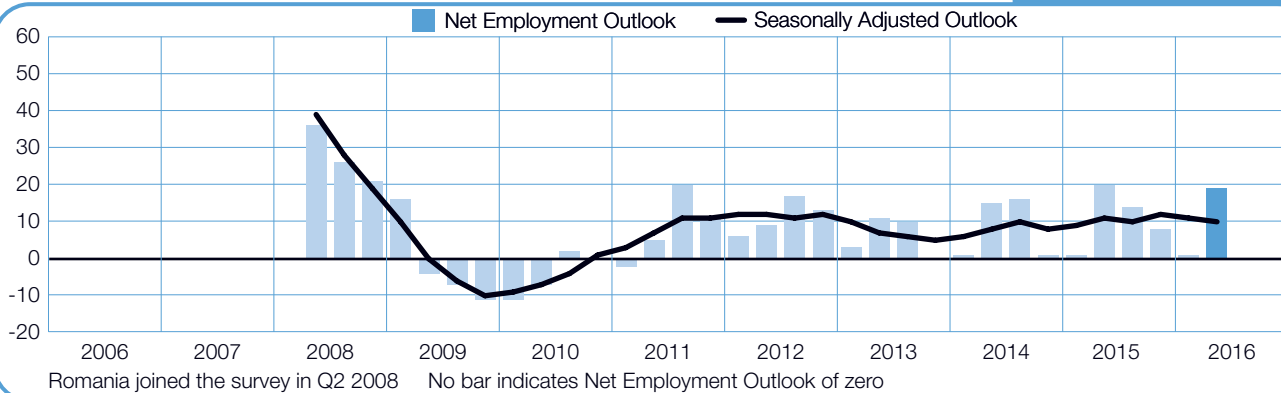
Poland

+12 (+10)%



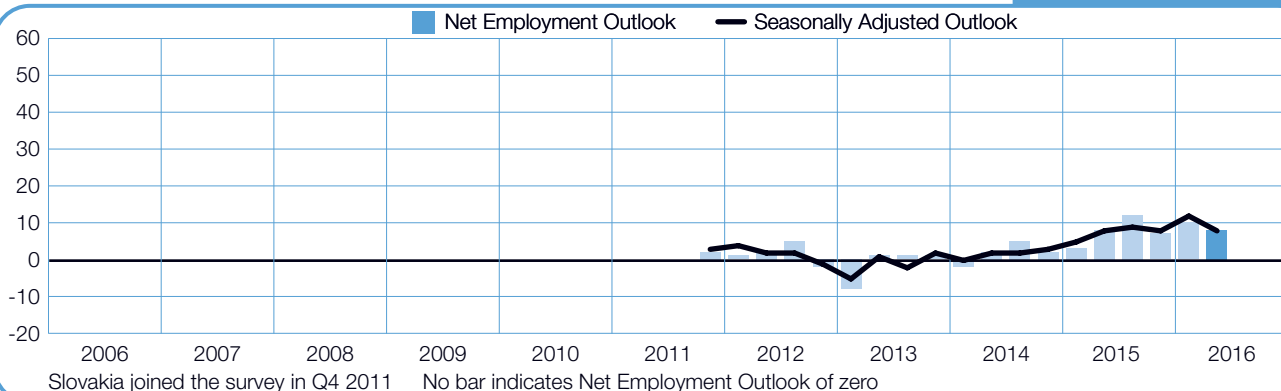
Romania

+19 (+10)%



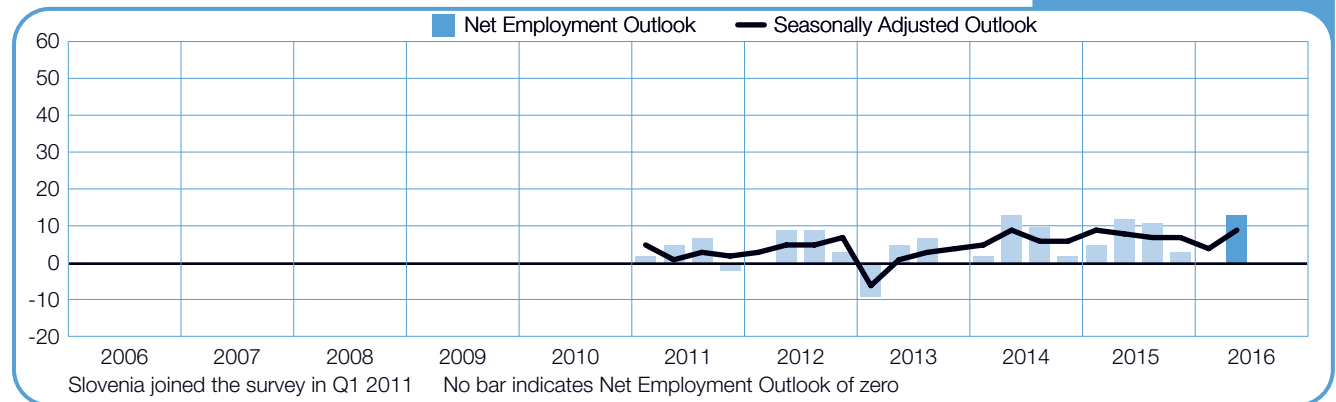
Slovakia

+8 (+8)%



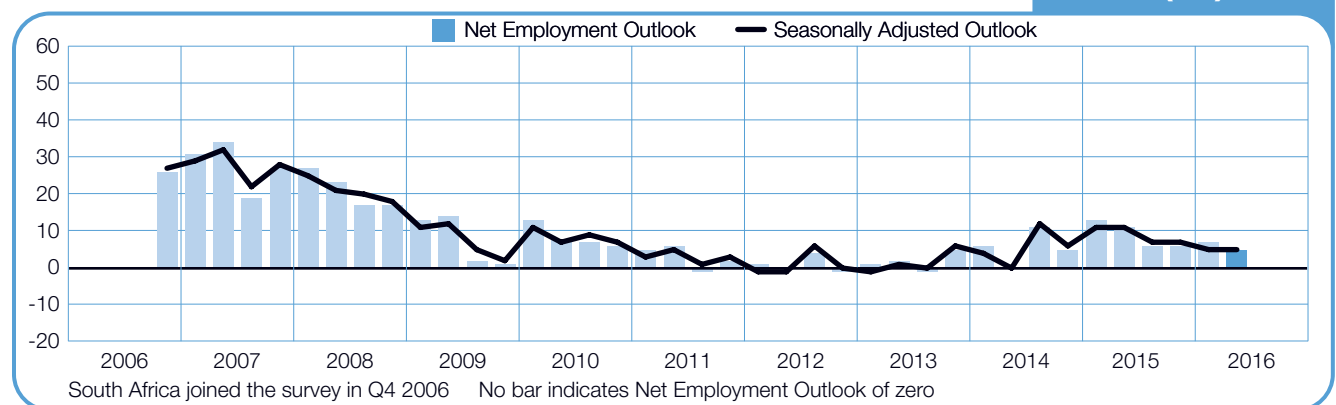
Slovenia

+13 (+9)%



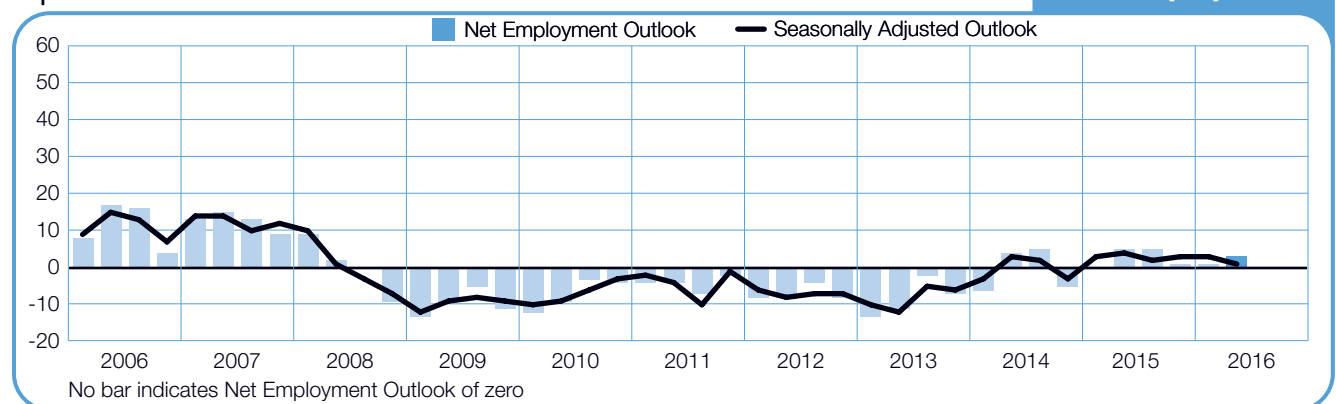
South Africa

+5 (+5)%



Spain

+3 (+1)%



Sweden

+9 (+7)%



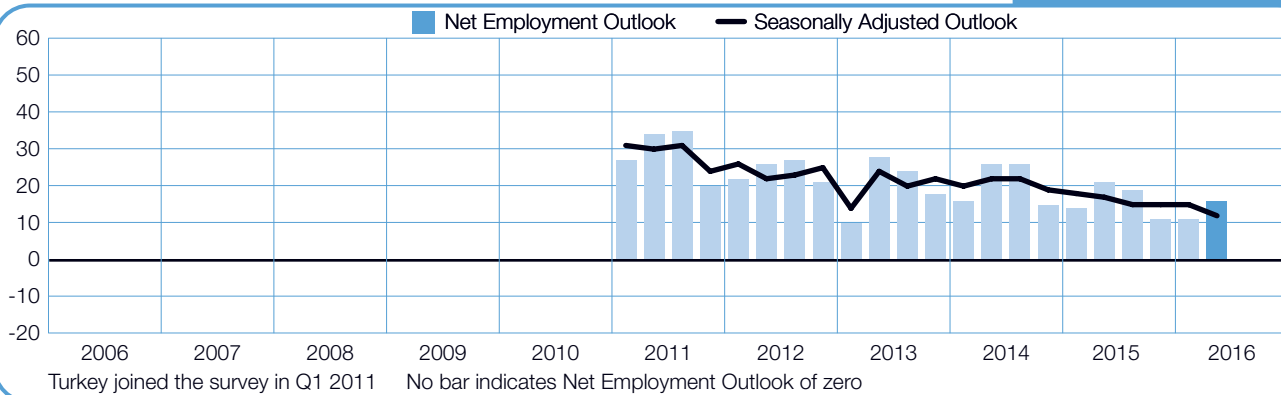
Switzerland

+3 (+1)%



Turkey

+16 (+12)%



United Kingdom

+7 (+7)%



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 over 58,000 public and private employers across 42 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 2 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 June 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%.

The margin of error for the Canadian survey is +/- 2.2%.

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. 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) 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 Canada

With nearly 30 offices strategically located across the country, Manpower Canada's staffing services include administrative, industrial, skilled trades and contact centre personnel as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Experis brand. More information can be found on the following websites, manpower.ca and experis.ca

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