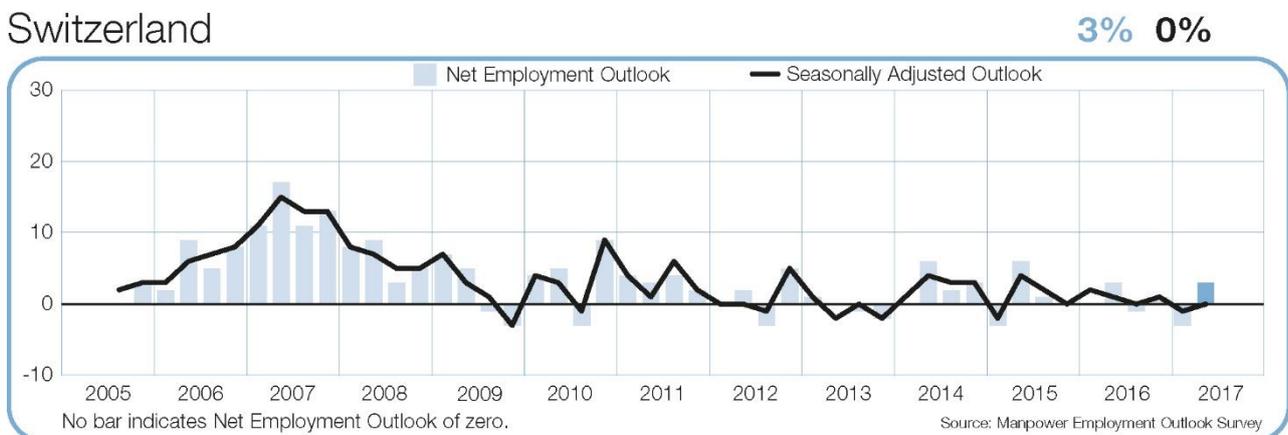


Hiring prospects in Switzerland: significant variations between sectors and regions noted in second-quarter Manpower forecast

- The seasonally adjusted Net Employment Outlook stands at 0 % in Q2 2017, remaining relatively stable in both quarter-over-quarter and year-over-year comparisons.
- Employers in Eastern Switzerland report the most optimistic hiring intentions for the next quarter and the strongest increase quarter-over-quarter.
- Among sectors, employers in the Mining & Quarrying are the most confident, reporting their most upbeat forecast for the past ten years.

Geneva and Zurich, March 14, 2017 – The hiring prospects reported in Switzerland for Q2 2017 are indicating a very slight increase quarter-over-quarter. “Employers in this country appear to have regained some optimism, with 7 % of the 751 we polled expecting to add to payroll in the next quarter,” says Leif Agnéus, General Manager at Manpower Switzerland. “Even though the Net Employment Outlook stands at 0%, employers in most sectors are reporting stronger hiring intentions quarter-over-quarter and year-over-year, including Manufacturing and Finance, Insurance, Real Estate and Business Services. Broadly positive economic forecasts in Switzerland and the Eurozone look set to boost recruitment.”

Switzerland



Mining and Quarrying sector enjoying favorable prospects

Employers in five of the ten sectors interviewed are anticipating increased staffing levels during Q2 2017. Those in the Mining and Quarrying sector (+12 %) are reporting the most optimistic second-quarter Net Employment Outlook as well as their strongest result since Q4 2007. This positive result also goes hand in hand with the most significant rises both quarter-over-quarter (20 percentage points) and year-over-year (18 percentage points). By contrast, employers in the Agriculture, Hunting, Forestry and Fishing sector (-14 %) appear to be anticipating a gloomy three months ahead for job seekers, reporting both the weakest prospects and the largest declines quarter-over-quarter (11 percentage points) and year-over-year (13 percentage points). The forecast among employers in the Wholesale and Retail Trade sector (-8 %) is also negative and is down significantly on both the previous quarter and the same period last year. The Manufacturing sector forecast (+3 %), however, is regaining some strength following four



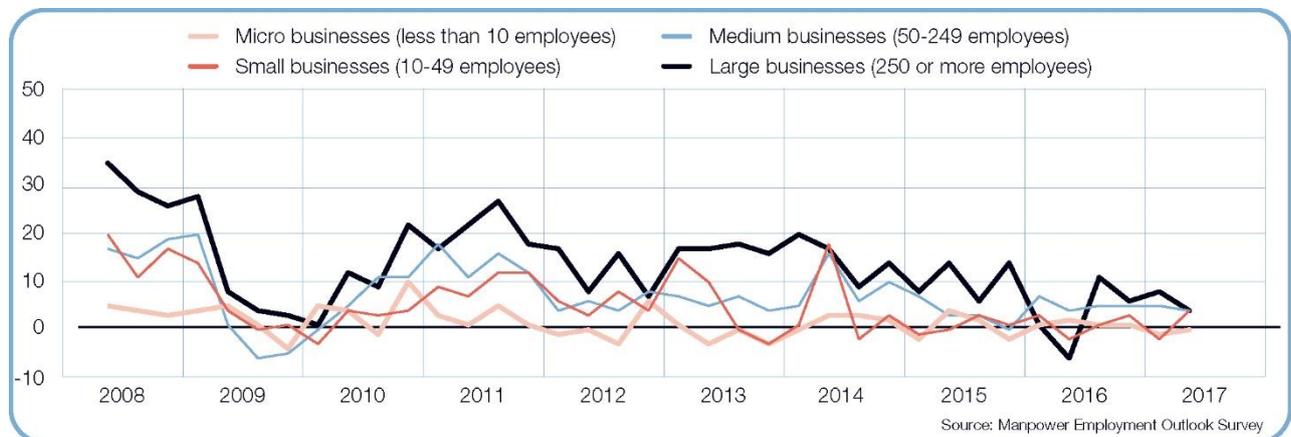
consecutive quarters of flatlining. The Finance, Insurance, Real Estate and Business Services sector forecast (+9 %) rebounds moderately from both the prior quarter and last year at this time.

Upturn in Eastern Switzerland

Of the seven regions included in the survey, employers in three are reporting positive recruitment prospects for April to June 2017, while those in four anticipate flat or slumping hiring environments. Those in Eastern Switzerland (+8 %) are the most confident, reporting the most significant increase quarter-over-quarter (6 percentage points). Employers in Ticino (+2 %) are once again enjoying positive hiring prospects following five bleak quarters, reporting the strongest increase year-over-year (6 percentage points). At the other end of the scale, their counterparts in Central Switzerland (-9 %) are the most downbeat, reporting a negative forecast for the fourth quarter in a row and the largest declines both quarter-over-quarter (4 percentage points) and year-over-year (10 percentage points). This is now the sixth consecutive quarter in which employers in the Zurich region have reported positive prospects (+4 %).

Business confidence returns

Of the four organization categories polled, small, medium-size and large employers all share an equally encouraging outlook (+4 %) for the next quarter, while micro employers anticipate flat hiring activity (0 %). Small businesses are reporting the strongest increase quarter-over-quarter (6 percentage points). Although large companies are indicating the largest decline (4 percentage points) compared with the last quarter, they are also recording the most significant increase year-over-year (10 percentage points). The sharpest drop year-over-year is among the micro employers (2 percentage points).



Hiring intentions largely positive in neighboring countries

Among Switzerland's neighbors, employers in Germany (+7 %) continue to enjoy the most encouraging hiring prospects for Q2 2017. Their counterparts in France (+2 %) are reporting the same result for the fourth quarter in a row, while those in Italy (-2 %) are just behind those in Switzerland.

The complete results (plus reports and graphs) for the 43 countries and territories, including Switzerland, can be downloaded from the Research Center of the <http://www.manpowergroup.com/meos> analyze the data with the help of the interactive Manpower Employment Outlook Survey Explorer tool: <http://www.manpowergroupsolutions.com/DataExplorer/>.



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Announcement of results for Q3 2017: Tuesday June 13, 2017.

PRESS CONTACT

Romain Hofer
Head of Corporate Communications
Tel.: +41 58 307 22 71
E-mail: media@manpower.ch
Twitter: https://twitter.com/Manpower_CH

SWISS RESULTS

According to the results of the Manpower Employment Outlook Survey in Switzerland for the period from April to June 2017 based on **751 employers interviewed between January 18 and 31, 2017**, 7 % are expecting to increase their staffing levels, 4 % are anticipating a reduction, 87 % are not planning any changes and 2 % do not yet know. **Adjusted to reflect seasonal variations, the Net Employment Outlook stands at 0 %**, an increase of 1 percentage point both quarter-over-quarter and year-over-year.

The complete Swiss results can be downloaded at www.manpower.ch/barometre.

NOTE TO EDITORS

Note on the Net Employment Outlook

The Net Employment Outlook for Switzerland is 0 % (seasonally adjusted data) for the first quarter of 2017. 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 42 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 more than 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) is 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.

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 55 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.