

Q2 2016

Manpower Employment Outlook Survey

GLOBAL HIRING EXPECTATIONS

WHERE WILL HIRING BE STRONGEST? WHERE WILL IT BE WEAKEST?

U.S. hiring pace expected to remain steady, while confidence climbs in Guatemala and dips once again in Brazil. Outlooks are positive in nine of 10 countries surveyed in the Americas. **Brazil** is again the exception with negative forecasts reported in all regions and in all but one industry sector. Hiring is expected to remain steady in the **U.S.**, fueled by bright prospects in the Leisure & Hospitality sector. And in **Colombia** and **Guatemala**, approximately one in every four employers intends to add staff in the second quarter.

Bulgarian employers report their strongest hiring plans since joining survey, but opportunities for French job seekers remain subdued. Employers in 22 of 24 EMEA countries expect some second-quarter payroll growth with the strongest forecasts reported in **Bulgaria, Turkey and Hungary**, while **French** employers report the region's only negative forecast. Elsewhere in EMEA, the second-quarter hiring pace is expected to be modest, including the **UK** where positive hiring plans are reported in all regions and in seven of nine industry sectors.

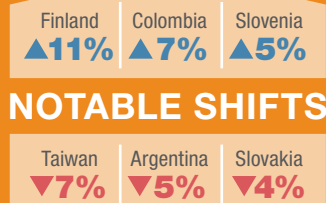
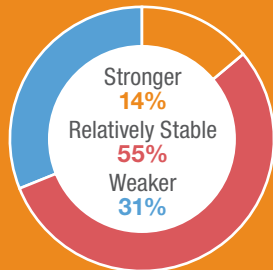
Asia Pacific forecasts are strongest in India and Japan, while employers grow more cautious in Australia and China. Once again employers in India expect the most active labor market across the globe, while opportunities for job seekers in **Japan** are also expected to remain strong. **Taiwanese** employers are scaling back hiring plans for the fourth consecutive quarter, but steady job gains are still expected. In **China** and **Australia**, employer confidence remains restrained with the hiring pace expected to slow in both countries from both the prior quarter and last year at this time.

Regional Spotlights

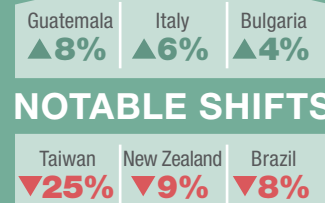
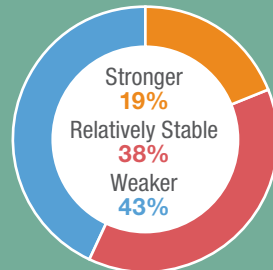


SHIFTS IN HIRING PLANS QUARTER-OVER-QUARTER

SHIFTS IN HIRING PLANS YEAR-OVER-YEAR

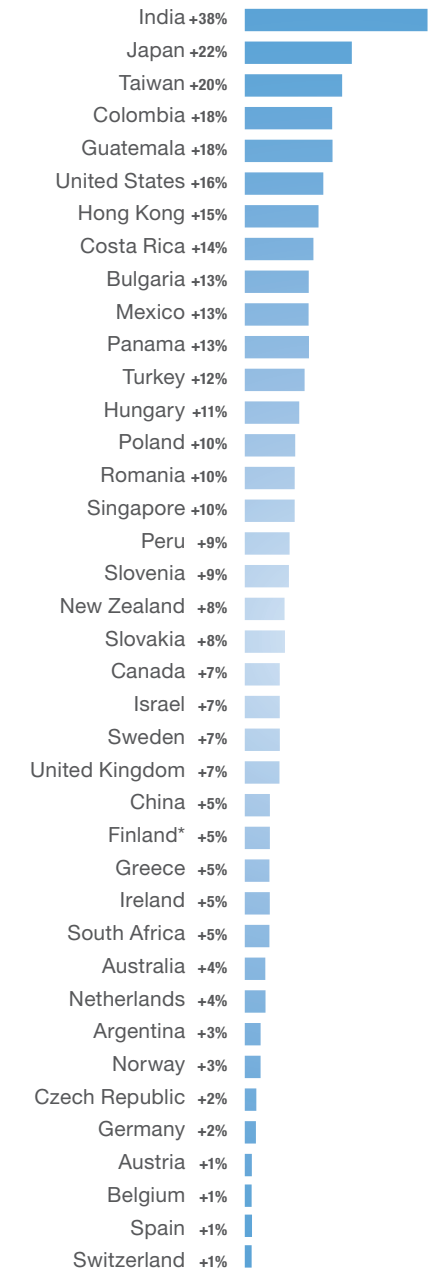


Compared to 42 countries & territories surveyed for Q1 2016



Compared to 42 countries & territories surveyed for Q2 2015

Net Employment Outlooks:



0% Italy
-1% France
-10% Brazil

*Indicates unadjusted data