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Media Release

Manpower Employment Outlook Survey

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Manpower Employment Outlook Survey: Hiring pace in Italy expected to remain stable

For the upcoming quarter hiring intentions are stable quarter-over-quarter and 6 percentage points stronger year-over-year. Wholesale & Retail Trade sector employers report the most optimistic hiring intentions.

Milan, March 8th 2016 – There are signs of stabilization around the corner on the Italian labor market; at least according to Manpower's latest Employment Outlook, published today. Of the 1.000 employers surveyed at the end of January, 6% expect to increase staffing levels by the end of June, while 4% anticipate a decrease. 87% expect no change. After seasonal adjustment, the Net Employment Outlook stands at 0%, stable for the second consecutive quarter and 6 percentage points stronger year-over-year.

"A 6 percentage point improvement year-over-year indicates employer confidence is stronger than it has been for most of the past five years, even if we're facing important changes in labour market. However, ManpowerGroup's research still suggests the hiring pace will remain somewhat subdued in the next three months. Fewer employers tell us they will be trimming payrolls, but that is not yet translating into a notable increase in the percentage of employers who tell us they intend to add to their workforces. In the near future, unskilled workers will likely be affected by the job lack (opportunities reduction) as automation will increase and many production activities will be replaced by robot". **Stefano Scabbio, President Mediterranean and Eastern Europe** says "By the way, we're seeing signs elsewhere that new jobs and professional figures are expected to grow, mainly in more specialised areas such as computing, maths, architecture, and engineering. Upcoming editions of the Manpower Employment Outlook Survey may provide evidence of a more definitive improvement in employer confidence, and companies should continually find new ways to up skill their workforce, as for instance on digital skills to make sure they are prepared for the upturn. New core skills such as critical thinking, emotional reasoning and "active listening" and learning agility will be in higher demand. We are not only observing the transformation of the workforce during The Fourth Industrial Revolution, we are actively participating in it, with ManpowerGroup's Human Age Institute Foundation, for instance".

Regional comparisons

Employers in two of the four regions – the North East and the South/Islands – forecast a slight increase in staffing levels during the April-June period, reporting Net Employment Outlooks of +2%. However, employers report uncertain hiring plans in both Middle Italy and the North West, where Outlooks stand at -1%.

Quarter-over-quarter, hiring prospects weaken in three of the four regions. Middle Italy employers report a decline of 4 percentage points while Outlooks are 2 percentage points weaker in both the



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North East and the North West. Meanwhile, South/Islands employers report a quarter-over-quarter improvement of 8 percentage points.

When compared with 2Q 2015, hiring intentions strengthen in all four regions. The most noteworthy increase of 10 percentage points is reported in the South/Islands. Elsewhere, Outlooks are 8 and 7 percentage points stronger in the North West and Middle Italy, respectively, while employers in the North East report an improvement of 2 percentage points.

Sector comparisons

Payrolls are forecast to grow in four of the 10 industry sectors during the coming quarter. The strongest labor markets are anticipated in the Wholesale & Retail Trade sector and the Restaurants & Hotels sector, where employers report Net Employment Outlooks of +8% and +7%, respectively.

Modest workforce gains are also expected by Agriculture, Hunting, Forestry & Fishing sector employers, who report an Outlook of +4%. However, staffing levels are forecast to decline in four sectors. The weakest hiring prospects are reported in the Construction sector and the Mining & Quarrying sector, where Outlooks stand at -5%, while employers in both the Manufacturing sector and the Transport, Storage & Communication sector report Outlooks of -4%.

Organization-Size comparisons

Workforce gains are anticipated in three of the four organization size categories during the coming quarter. The strongest hiring pace is forecast by Large employers (250 or more employees) with a Net Employment Outlook of +9%, while Outlooks stand at +3% and +2% in the Medium (50-249 employees)- and Small-size (10-49 employees) categories, respectively. However, Micro employers (less than 10 employees) report an uncertain Outlook of -1%.

Quarter-over-quarter, Large employers report an improvement of 3 percentage points, but the Outlook for Medium firms is 3 percentage points weaker. Elsewhere, Micro employers report relatively stable hiring plans and the Outlook for Small employers is unchanged.

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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.

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