

**ManpowerGroup
Employment
Outlook Survey
UK**

**Q1
2018**



ManpowerGroup®

United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the first quarter 2018 was conducted by interviewing a representative sample of 2,102 employers in the UK.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2018 as compared to the current quarter?”

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UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Jan-Mar 2018	7	3	88	2	4	4
Oct-Dec 2017	7	2	89	2	5	5
July-Sep 2017	8	2	90	0	6	5
Apr-June 2017	8	3	87	2	5	5
Jan-Mar 2017	9	3	87	1	6	6



UK employers report reserved hiring intentions for the first quarter of 2018. While 7% of employers expect staffing levels to increase, 3% forecast a decrease and 88% expect no change, resulting in a Net Employment Outlook of +4%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +4%. Hiring prospects remain relatively stable when compared with the previous quarter, but decline by 2 percentage points when compared with this time one year ago.

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.

Organisation-Size Comparisons

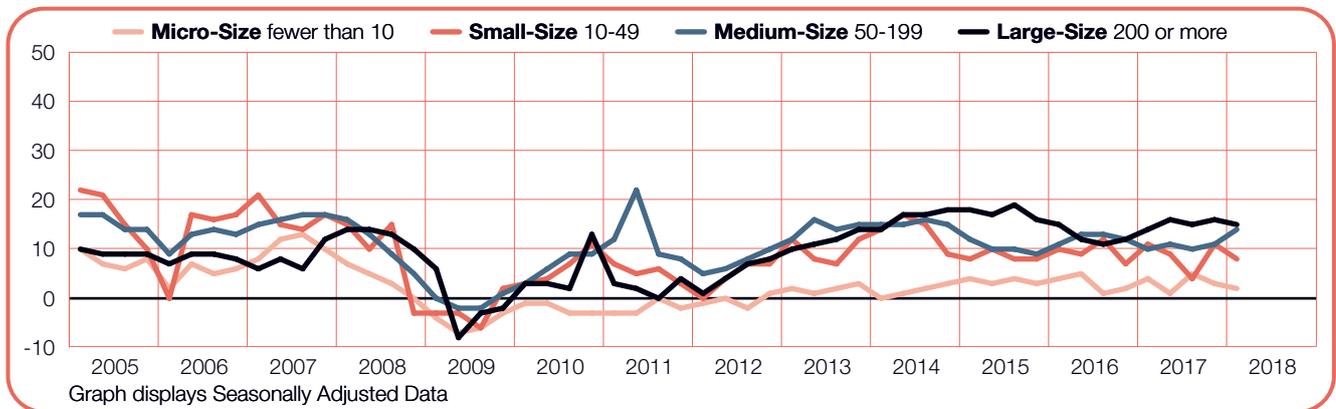
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Employers expect to increase staffing levels in all four organisation size categories during Quarter 1 2018. The strongest labour markets are forecast by Large- and Medium-size employers, reporting Net Employment Outlooks of +15% and +14%, respectively. Elsewhere, Small employers report an Outlook of +8%, while Micro employers anticipate cautious hiring activity with an Outlook of +2%.

Medium employers report a slight improvement of three percentage points when compared with the previous quarter, but the Outlook for Small employers declines by three percentage points. Meanwhile, Large- and Micro-size employers report relatively stable hiring prospects.

When compared with Quarter 1 2017, hiring plans weaken for Small- and Micro-size employers, declining by three and two percentage points, respectively. However, Medium employers report an improvement of four percentage points, while the Outlook for Large employers remains relatively stable.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size fewer than 10	4	3	91	2	1	2
Small-Size 10-49	9	2	85	4	7	8
Medium-Size 50-199	22	5	72	1	17	14
Large-Size 200 or more	21	7	69	3	14	15



Regional Summary

Employers in 11 of the 12 regions expect to grow staffing levels during the January-March time frame. The strongest labour markets are anticipated in the West Midlands and the East Midlands, where employers report Net Employment Outlooks of +12% and +11%, respectively. Moderate hiring activity is forecast in both the East and Yorkshire & the Humber, with Outlooks of +8%, while Welsh employers expect some payroll gains, reporting an Outlook of +7%. However, London employers anticipate a flat labour market with an Outlook of 0%.

When compared with Quarter 4 2017, hiring plans weaken in seven of the 12 regions. South East employers report the most noteworthy decline of seven percentage points, while Outlooks are three

percentage points weaker in the East, London and Northern Ireland. Meanwhile, employers in five regions report stronger hiring intentions. The Outlook for the East Midlands is six percentage points stronger, while West Midlands employers report an improvement of five percentage points.

Hiring intentions decline in six of the 12 regions when compared with the first quarter of 2017. London employers report the most notable decrease of nine percentage points, while declines of four percentage points are reported in both the East and the South East. Elsewhere, hiring plans strengthen in three regions. Welsh employers report an improvement of six percentage points, and Outlooks are five percentage points stronger in both the East Midlands and the West Midlands.

	Increase Q1 2018	Decrease Q1 2018	Q1 2018	Q4 2017	Q1 2017	Qtr on Qtr Change Q4 2017 to Q1 2018	Yr on Yr Change Q1 2017 to Q1 2018
	%	%	%	%	%	%	%
East	7	1	6 (8) ¹	13 (11) ¹	10 (12) ¹	-7 (-3) ¹	-4 (-4) ¹
East Midlands	12	3	9 (11) ¹	7 (5) ¹	4 (6) ¹	2 (6) ¹	5 (5) ¹
London	4	4	0 (0) ¹	3 (3) ¹	9 (9) ¹	-3 (-3) ¹	-9 (-9) ¹
North East	6	3	3 (6) ¹	2 (2) ¹	6 (9) ¹	1 (4) ¹	-3 (-3) ¹
North West	5	4	1 (3) ¹	6 (5) ¹	2 (3) ¹	-5 (-2) ¹	-1 (0) ¹
Northern Ireland	7	5	2 (4) ¹	8 (7) ¹	2 (4) ¹	-6 (-3) ¹	0 (0) ¹
Scotland	3	1	2 (5) ¹	2 (6) ¹	4 (8) ¹	0 (-1) ¹	-2 (-3) ¹
South East	10	7	3 (3) ¹	9 (10) ¹	6 (7) ¹	-6 (-7) ¹	-3 (-4) ¹
South West	5	0	5 (5) ¹	4 (6) ¹	6 (6) ¹	1 (-1) ¹	-1 (-1) ¹
Wales	10	5	5 (7) ¹	2 (3) ¹	-1 (1) ¹	3 (4) ¹	6 (6) ¹
West Midlands	9	0	9 (12) ¹	5 (7) ¹	4 (7) ¹	4 (5) ¹	5 (5) ¹
Yorkshire & the Humber	9	0	9 (8) ¹	6 (7) ¹	9 (8) ¹	3 (1) ¹	0 (0) ¹

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

Sector Summary

Workforce gains are forecast for all nine industry sectors during the next three months. The strongest Net Employment Outlook of +12% is reported in the Transport & Communications sector. Some hiring opportunities are expected in the Construction sector and the Manufacturing sector, with Outlooks of +8%, while Utilities sector employers anticipate a fair hiring climate with an Outlook of +7%. Mining sector employers report the weakest hiring prospects with an Outlook of +2%.

In comparison with the final quarter of 2017, hiring plans strengthen in four of the nine industry sectors. Transport & Communications sector employers report

a considerable improvement of 10 percentage points, while Outlooks are six and four percentage points stronger in the Mining sector and the Agriculture sector, respectively. Meanwhile, hiring prospects decline in three sectors, most notably by four percentage points in the Construction sector.

Hiring intentions improve in five of the nine industry sectors when compared with this time one year ago, most notably in the Transport & Communications sector Outlook, with an increase of 14 percentage points. However, Outlooks weaken in four sectors, including the Utilities sector where employers report a decline of five percentage points.

	Increase Q1 2018	Decrease Q1 2018	Q1 2018	Q4 2017	Q1 2017	Qtr on Qtr Change Q4 2017 to Q1 2018	Yr on Yr Change Q1 2017 to Q1 2018
	%	%	%	%	%	%	%
Agriculture	9	5	4 (6) ¹	-1 (2) ¹	2 (4) ¹	5 (4) ¹	2 (2) ¹
Community & Social	6	2	4 (5) ¹	1 (3) ¹	5 (4) ¹	3 (2) ¹	-1 (1) ¹
Construction	6	1	5 (8) ¹	10 (12) ¹	8 (11) ¹	-5 (-4) ¹	-3 (-3) ¹
Finance & Business Services	8	3	5 (6) ¹	9 (9) ¹	6 (7) ¹	-4 (-3) ¹	-1 (-1) ¹
Hotels & Retail	5	3	2 (4) ¹	4 (4) ¹	5 (6) ¹	-2 (0) ¹	-3 (-2) ¹
Manufacturing	9	2	7 (8) ¹	7 (9) ¹	5 (6) ¹	0 (-1) ¹	2 (2) ¹
Mining	8	7	1 (2) ¹	-5 (-4) ¹	0 (1) ¹	6 (6) ¹	1 (1) ¹
Transport & Communications	13	1	12 (12) ¹	0 (2) ¹	-2 (-2) ¹	12 (10) ¹	14 (14) ¹
Utilities	12	4	8 (7) ¹	7 (7) ¹	13 (12) ¹	1 (0) ¹	-5 (-5) ¹

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

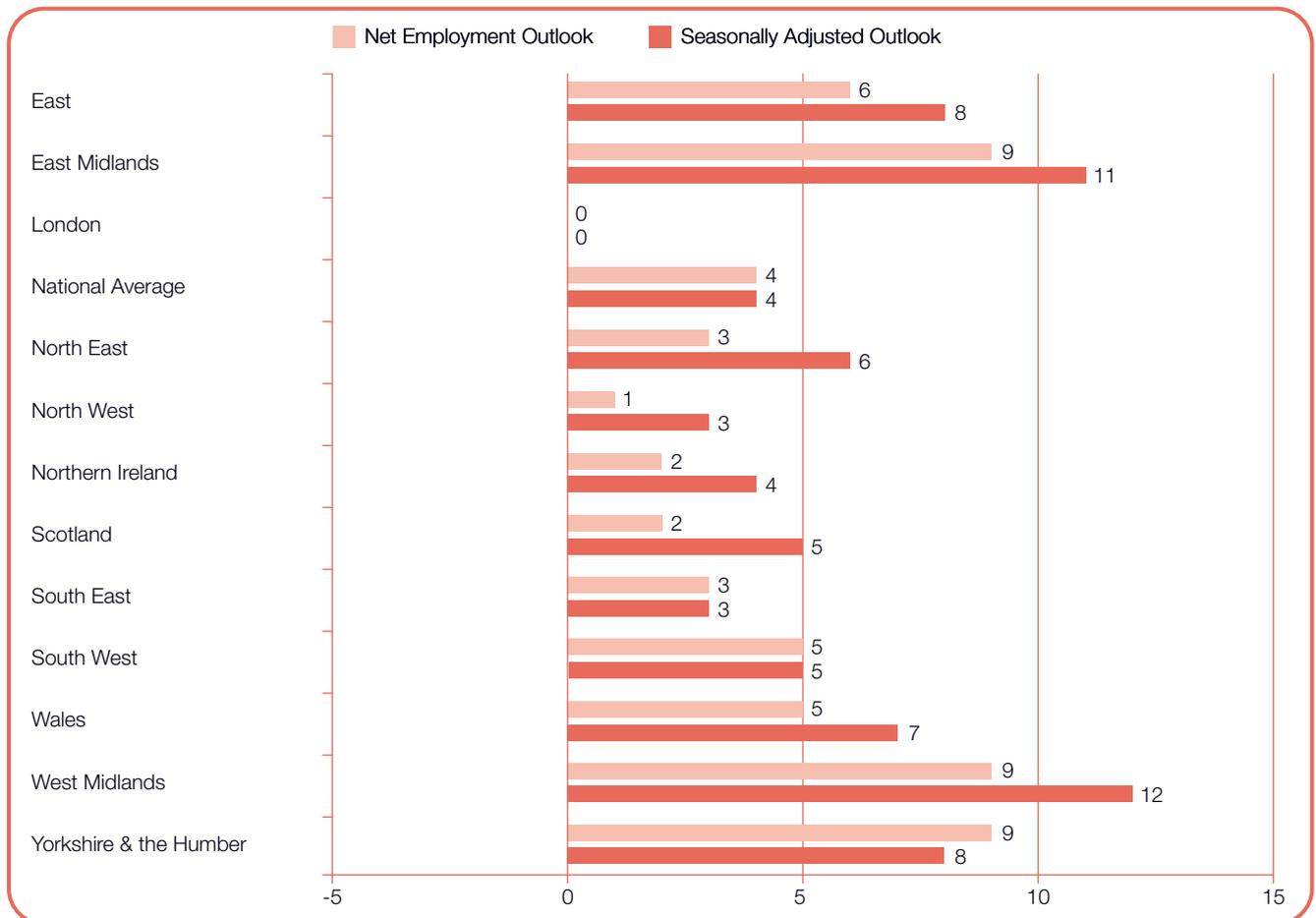
Regional Comparisons

Payrolls are expected to increase in 11 of the 12 regions during the first quarter of 2018. Employers report the strongest hiring prospects in the West Midlands, where the Net Employment Outlook stands at +12%. East Midlands employers also anticipate respectable workforce gains with an Outlook of +11%, while employers in two regions – the East and Yorkshire & the Humber – report Outlooks of +8%. Modest hiring activity is expected in Wales and the North East, with Outlooks of +7% and +6%, respectively, while Outlooks of +5% are reported in both the South West and Scotland. Meanwhile, London employers report the weakest hiring plans with an Outlook of 0%.

Hiring prospects weaken in seven of the 12 regions when compared with the final quarter of 2017. The South East Outlook declines by seven percentage points, while employers report decreases of three

percentage points in the East, London and Northern Ireland. However, employers in five regions report stronger hiring prospects, most notably in the East Midlands, where the Outlook increases by six percentage points. West Midlands employers report an improvement of five percentage points, and Outlooks are four percentage points stronger in both the North East and Wales.

When compared with this time one year ago, hiring intentions decline in six of the 12 regions. The most noteworthy decrease of nine percentage points is reported in London. Elsewhere, Outlooks are four percentage points weaker in the East and the South East, while declines of three percentage points are reported for the North East and Scotland. However, hiring prospects strengthen in three regions, with an increase of six percentage points in Wales, and improvements of five percentage points in both the East Midlands and the West Midlands.



+6 (+8)%

East

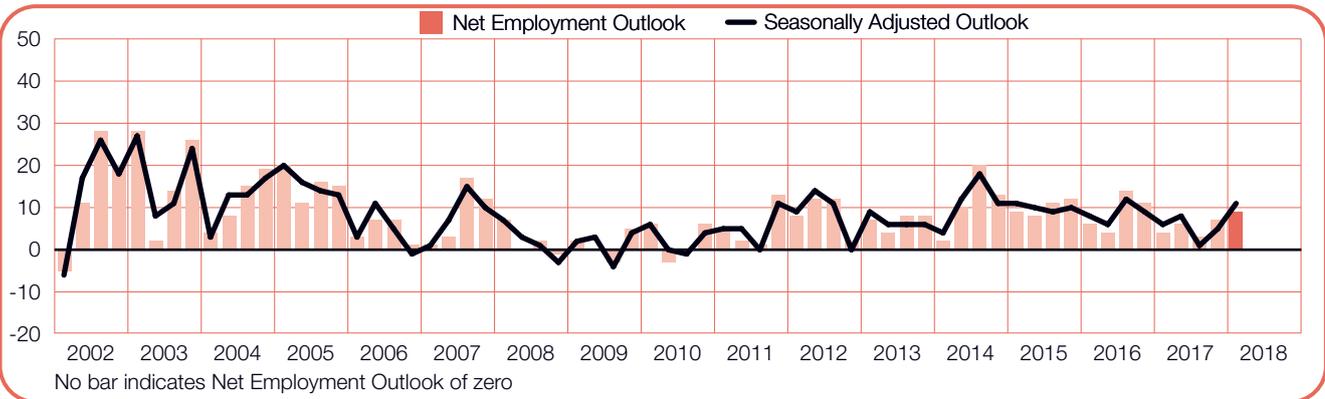
Employers anticipate some payroll gains in the first quarter of 2018, reporting a Net Employment Outlook of +8%. However, hiring intentions decline by three and four percentage points quarter-over-quarter and year-over-year, respectively.



+9 (+11)%

East Midlands

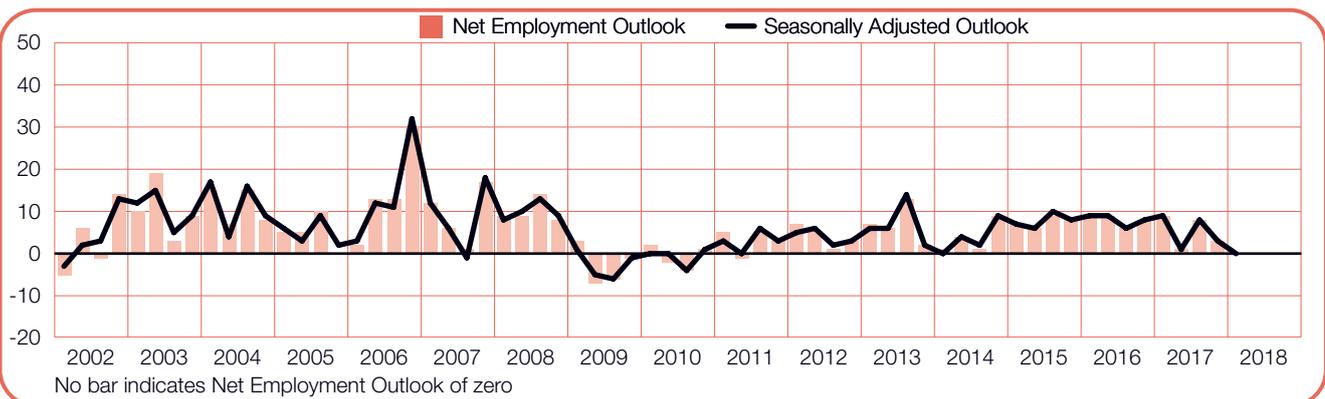
Job seekers can expect a steady hiring pace in the next three months, according to employers who report a Net Employment Outlook of +11%. Hiring plans improve by six percentage points when compared with the previous quarter, and are five percentage points stronger when compared with this time one year ago.



0 (0)%

London

The weakest labour market in four years is forecast for Quarter 1 2018. Employers report flat hiring prospects, with a Net Employment Outlook of 0%, declining by three and nine percentage points quarter-over-quarter and year-over-year, respectively.



+3 (+6)%

North East

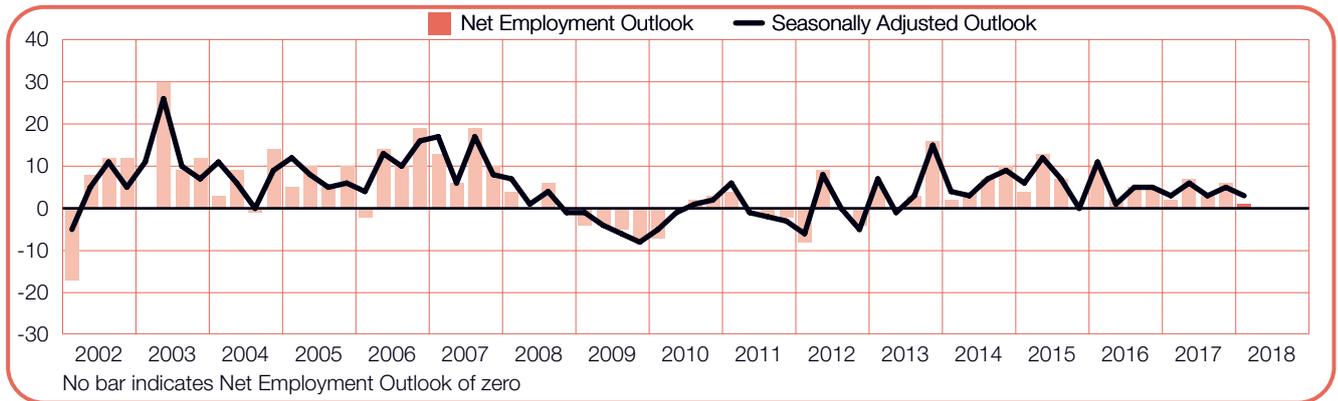
Reporting a Net Employment Outlook of +6%, employers anticipate a fair hiring climate in the next three months. Hiring plans improve by four percentage points when compared with the previous quarter, but decline by three percentage points when compared with Quarter 1 2017.



+1 (+3)%

North West

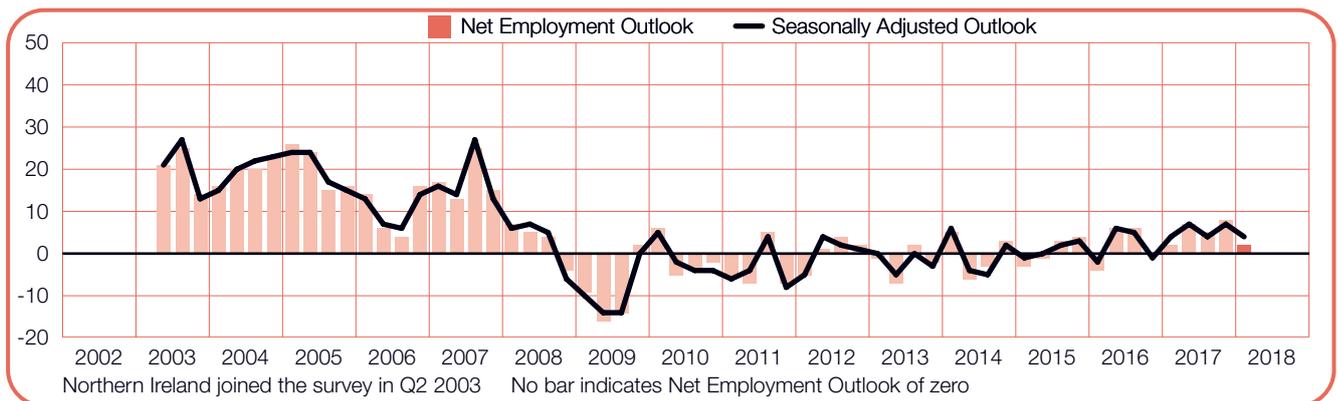
Employers expect limited payroll gains in the January-March time frame, reporting a Net Employment Outlook of +3%. Hiring intentions are two percentage points weaker in comparison with Quarter 4 2017, but are unchanged when compared with this time one year ago.



+2 (+4)%

Northern Ireland

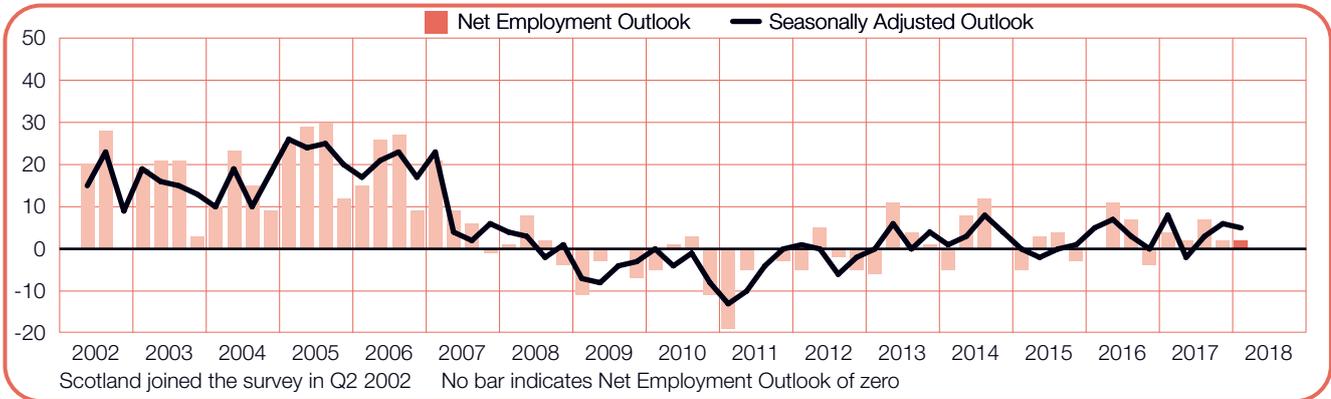
Job seekers can expect limited hiring opportunities in the January-March period, according to employers who report a Net Employment Outlook of +4%. Hiring prospects decline by three percentage points when compared with Quarter 4 2017, but are unchanged in comparison with this time one year ago.



+2 (+5)%

Scotland

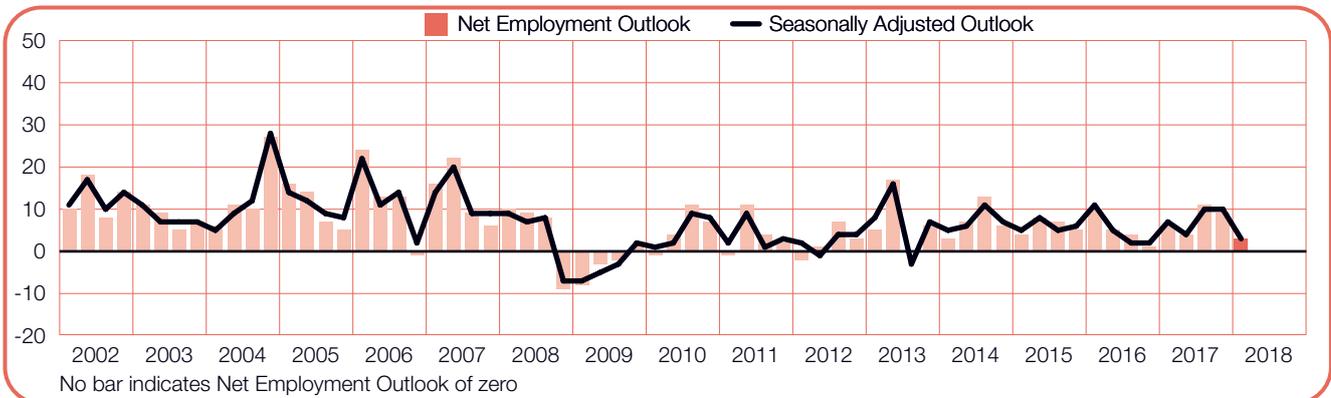
A mild hiring climate is forecast for the next three months, with employers reporting a Net Employment Outlook of +5%. Hiring intentions remain relatively stable when compared with the previous quarter, but decline by three percentage points when compared with the first quarter of 2017.



+3 (+3)%

South East

A quiet labour market is anticipated in the forthcoming quarter, with employers reporting a Net Employment Outlook of +3%. Hiring prospects decline by seven percentage points when compared with the previous quarter, and are four percentage points weaker when compared with Quarter 1 2017.



+5 (+5)%

South West

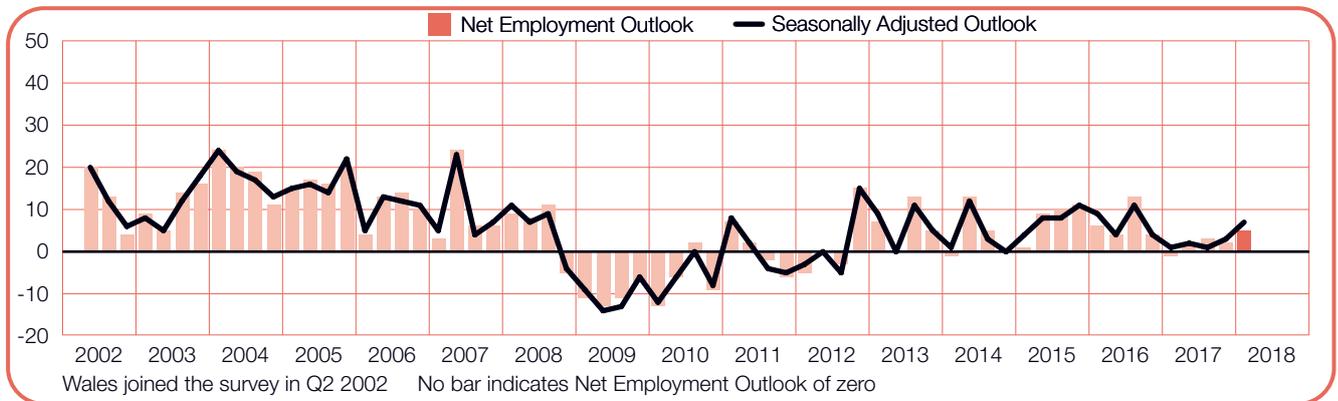
A slight increase in staffing levels is likely in the first quarter of 2018, according to employers who report a Net Employment Outlook of +5%. The Outlook remains relatively stable both quarter-over-quarter and year-over-year.



+5 (+7)%

Wales

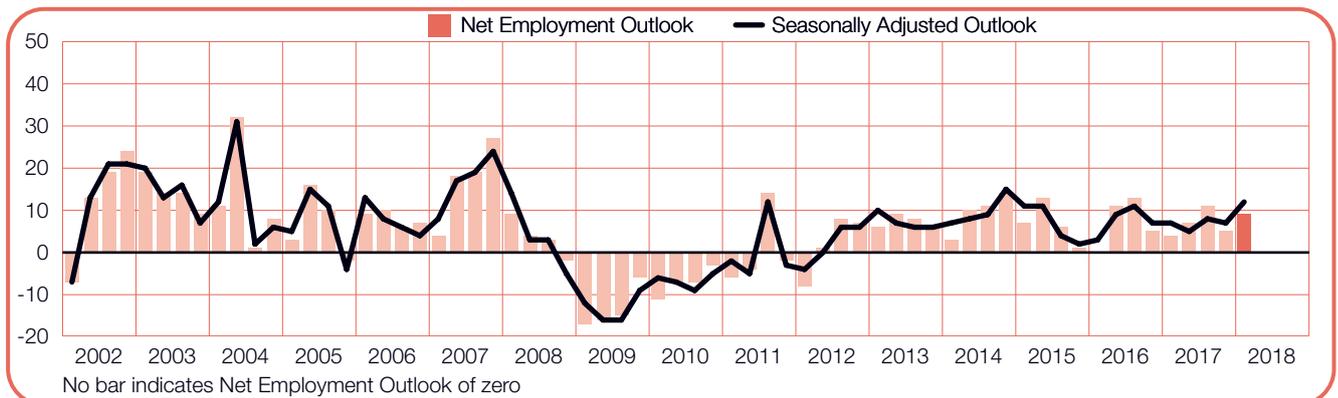
Employers expect modest payroll gains in Quarter 1 2018, reporting a Net Employment Outlook of +7%. The Outlook improves both quarter-over-quarter and year-over-year, increasing by four and six percentage points, respectively.



+9 (+12)%

West Midlands

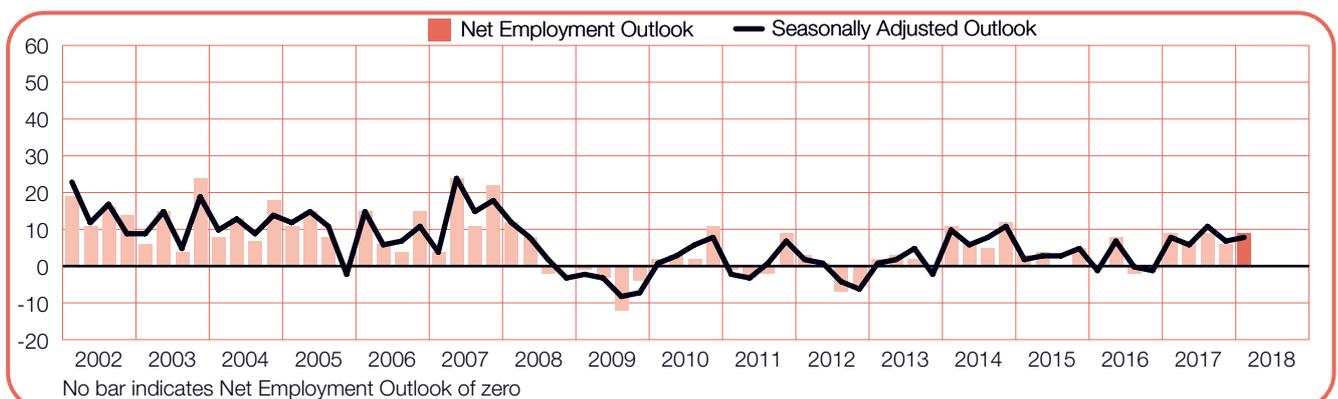
The strongest labour market in more than three years is forecast for the coming quarter, with employers reporting a Net Employment Outlook of +12%. Hiring plans improve by five percentage points both quarter-over-quarter and year-over-year.



+9 (+8)%

Yorkshire & the Humber

A moderate hiring pace is anticipated in Quarter 1 2018, with employers reporting a Net Employment Outlook of +8%. Hiring intentions remain relatively stable when compared with the previous quarter, and are unchanged when compared with the first quarter of 2017.



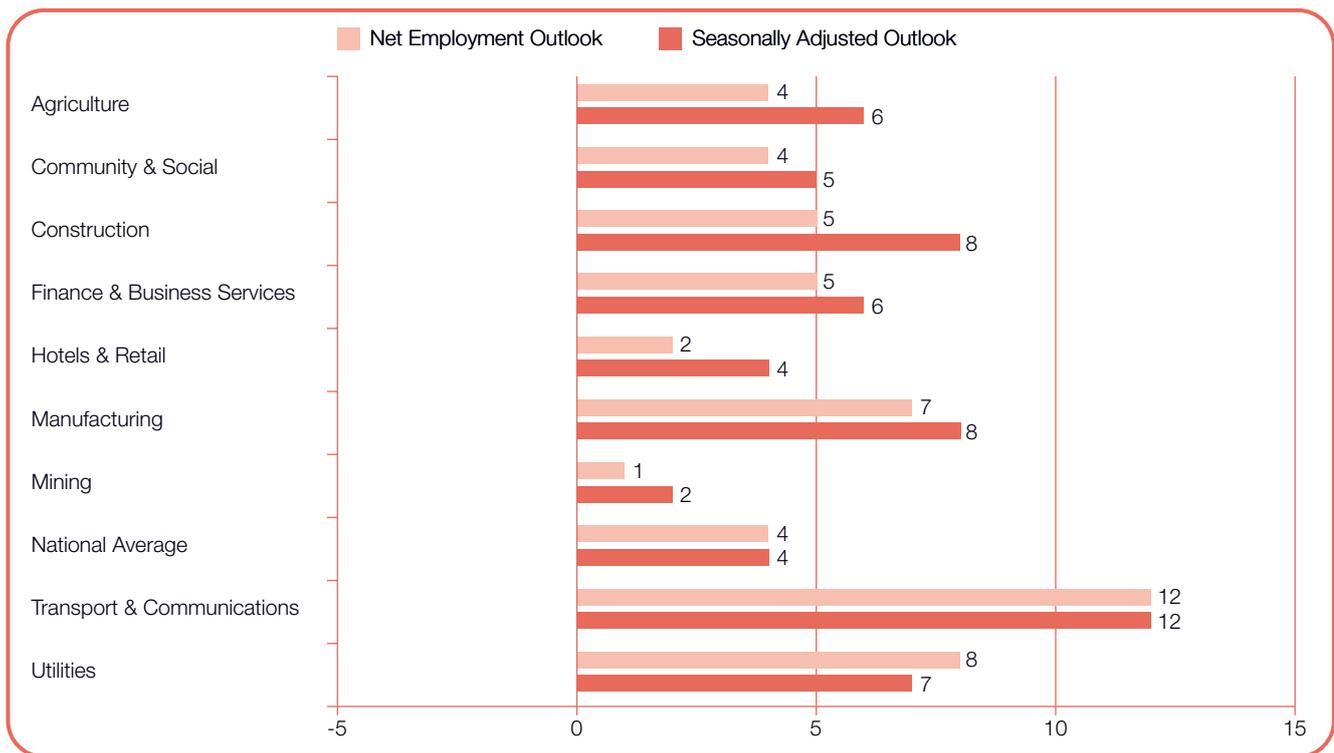
Sector Comparisons

Employers in all nine industry sectors anticipate an increase in staffing levels during the upcoming quarter. Transport & Communications sector employers forecast the strongest labour market, reporting a Net Employment Outlook of +12%. Elsewhere, employers expect a moderate hiring pace in two sectors with Outlooks of +8% – the Construction sector and the Manufacturing sector. Utilities sector employers also expect some payroll gains, reporting an Outlook of +7%, while Outlooks of +6% are reported in both the Agriculture sector and the Finance & Business Services sector. Meanwhile, Mining sector employers report the most cautious Outlook of +2%.

When compared with the previous quarter, hiring prospects improve in four of the nine industry sectors, most notably by 10 percentage points in the Transport & Communications sector. Mining sector employers

report an increase of six percentage points, while the Agriculture sector Outlook is four percentage points stronger. Elsewhere, Outlooks weaken in three sectors, including the Construction sector and the Finance & Business Services sector, with declines of four and three percentage points, respectively.

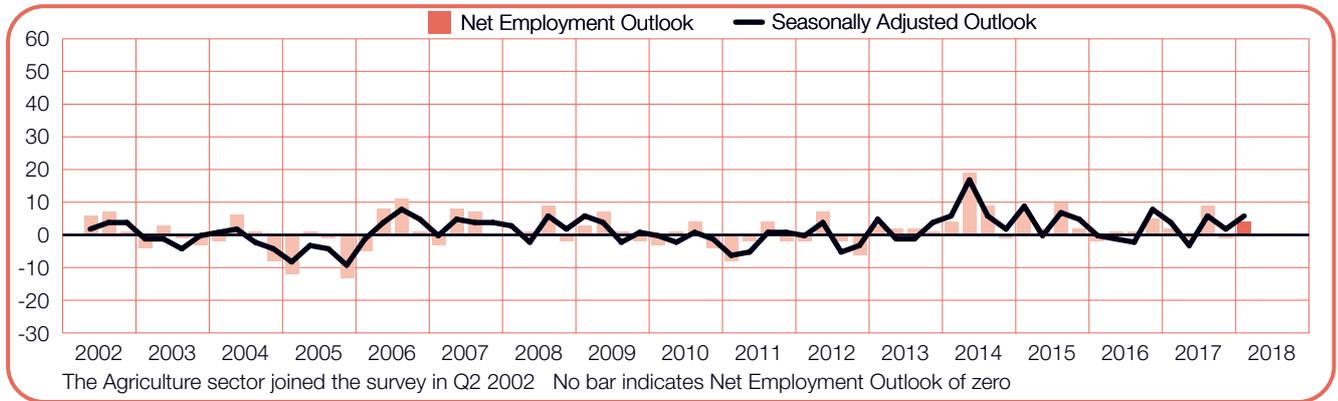
In a comparison with the first quarter of 2017, employers in five of the nine industry sectors report stronger hiring plans. The Outlook for the Transport & Communications sector is 14 percentage points stronger, while slight increases of two percentage points are reported in both the Agriculture sector and the Manufacturing sector. However, Outlooks decline in four sectors, most notably by five and three percentage points in the Utilities sector and the Construction sector, respectively.



+4 (+6)%

Agriculture

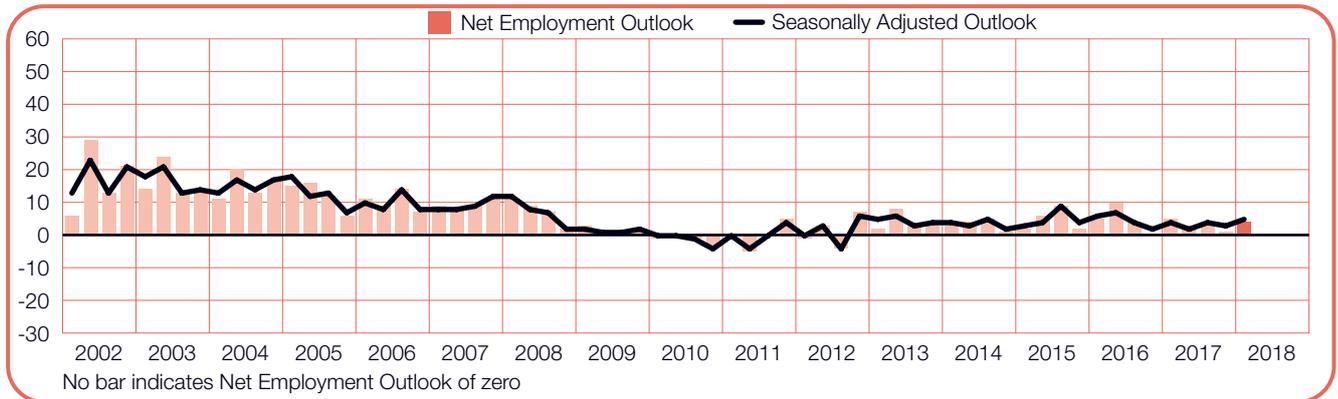
With a Net Employment Outlook of +6%, employers forecast modest payroll gains during the January-March period. Hiring prospects improve by four and two percentage points quarter-over-quarter and year-over-year, respectively.



+4 (+5)%

Community & Social

Employers report encouraging signs for job seekers in the forthcoming quarter, with a Net Employment Outlook of +5%. Hiring intentions are two percentage points stronger in comparison with Quarter 4 2017, and remain relatively stable when compared with this time one year ago.



+5 (+8)%

Construction

Job seekers can expect some hiring opportunities in the next three months, according to employers who report a Net Employment Outlook of +8%. However, the Outlook declines by four percentage points when compared with the previous quarter, and is three percentage points weaker when compared with this time one year ago.



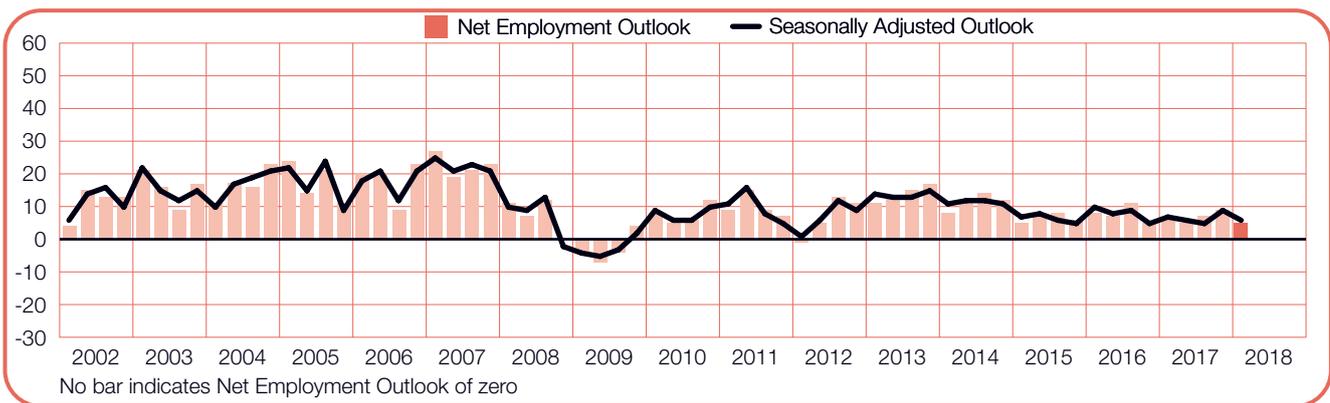
+5 (+6)%

Finance & Business Services

Employers report conservative hiring intentions for the upcoming quarter, with a Net Employment Outlook of +6%. Hiring prospects decline by three percentage points when compared with the previous quarter, and remain relatively stable in comparison with the first quarter of 2017.

Finance sub-sector employers report cautiously optimistic hiring plans for Quarter 1 2018 with a Net Employment Outlook of +9%. Hiring intentions remain relatively stable quarter-over-quarter, and are 12 percentage points stronger when compared with Quarter 1 2017.

In the Business Services sub-sector, employers forecast some payroll gains, reporting a Net Employment Outlook of +6%. However, the Outlook declines by two percentage points both quarter-over-quarter and year-over-year.



+2 (+4)%

Hotels & Retail

With a Net Employment Outlook of +4%, employers expect the soft hiring pace to continue in the first quarter of 2018. The Outlook is unchanged when compared with the previous quarter, but declines by two percentage points when compared with Quarter 1 2017.

A quiet labour market is anticipated by B2B sub-sector employers, who report a Net Employment Outlook of +2% for the coming quarter. Hiring prospects remain relatively stable quarter-over-quarter, but are three percentage points weaker when compared with this time one year ago.

B2C sub-sector employers expect limited hiring activity in Quarter 1 2018, reporting a Net Employment Outlook of +4%. Hiring intentions remain relatively stable when compared with the previous quarter, and are unchanged year-over-year.

In the Hotels & Restaurants sub-sector, employers continue to forecast a moderate hiring pace, reporting a Net Employment Outlook of +7% for the second consecutive quarter. However, hiring plans are seven percentage points weaker when compared with the first quarter of 2017.



+7 (+8)%

Manufacturing

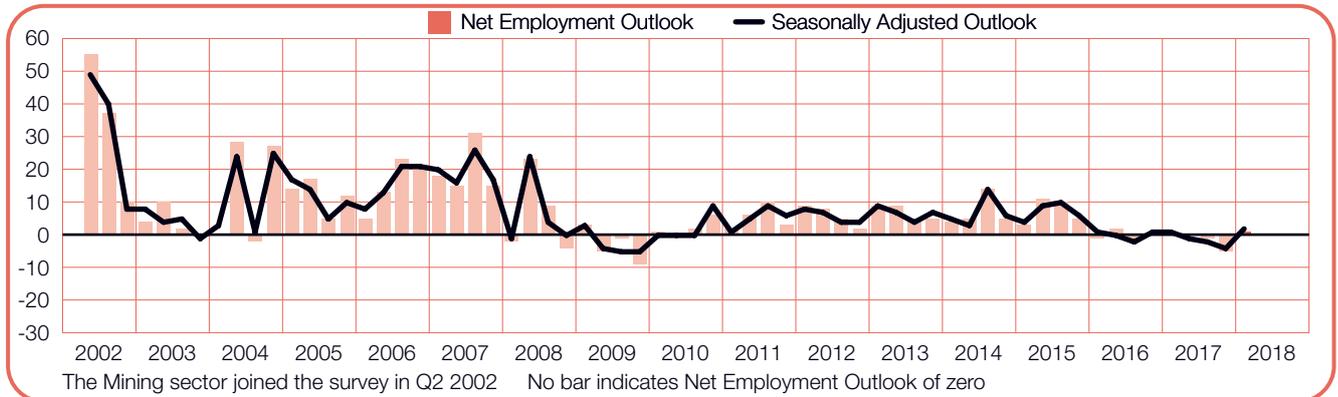
Job seekers can expect a moderate hiring pace in the January-March time frame, according to employers who report a Net Employment Outlook of +8%. Hiring plans remain relatively stable when compared with Quarter 4 2017, and are two percentage points stronger when compared with this time one year ago.



+1 (+2)%

Mining

With a Net Employment Outlook of +2%, employers anticipate a quiet labour market in Quarter 1 2018. The Outlook improves by six percentage points when compared with the previous quarter, and remains relatively stable when compared with Quarter 1 2017.



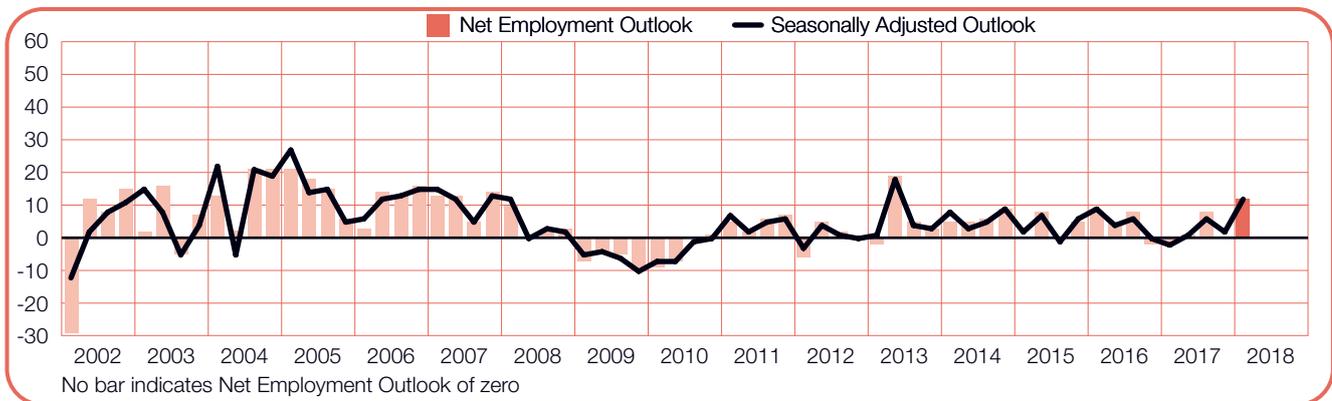
+12 (+12)%

Transport & Communications

The strongest labour market in more than four years is forecast for the next three months, with employers reporting a respectable Net Employment Outlook of +12%. Hiring plans improve considerably both quarter-over-quarter and year-over-year, increasing by 10 and 14 percentage points, respectively.

Transport sub-sector employers also report the strongest hiring intentions for more than four years, with a favourable Net Employment Outlook of +12% for the upcoming quarter. Hiring prospects improve by nine percentage points when compared with the previous quarter, and are 14 percentage points stronger when compared with this time one year ago.

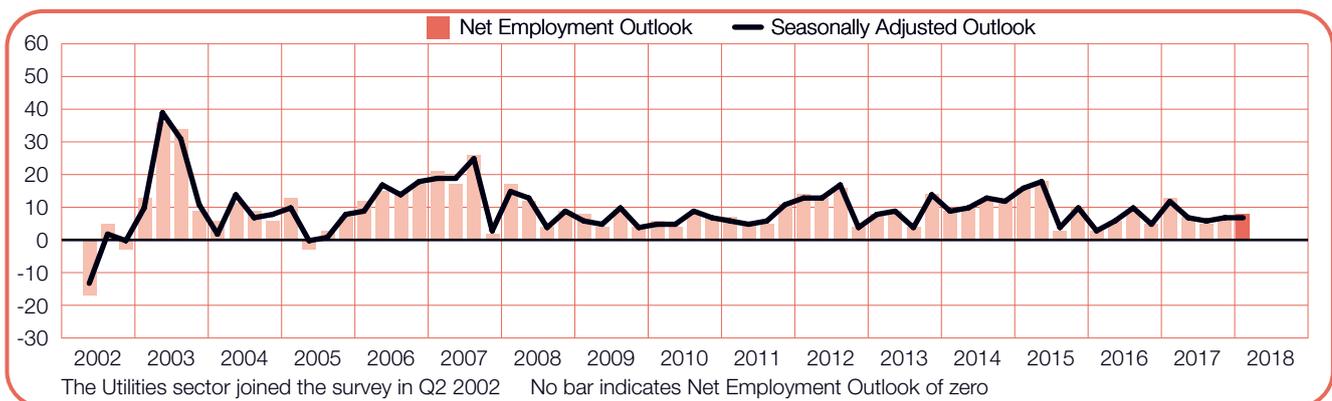
In the Telecomms sub-sector, employers forecast some payroll gains for the January-March time frame. The Net Employment Outlook stands at +4%, improving by five percentage points quarter-over-quarter and by seven percentage points when compared with Quarter 1 2017.



+8 (+7)%

Utilities

The fair hiring climate is expected to continue in Quarter 1 2018, with employers reporting a Net Employment Outlook of +7% for the second consecutive quarter. However, hiring plans are five percentage points weaker when compared with Quarter 1 2017.

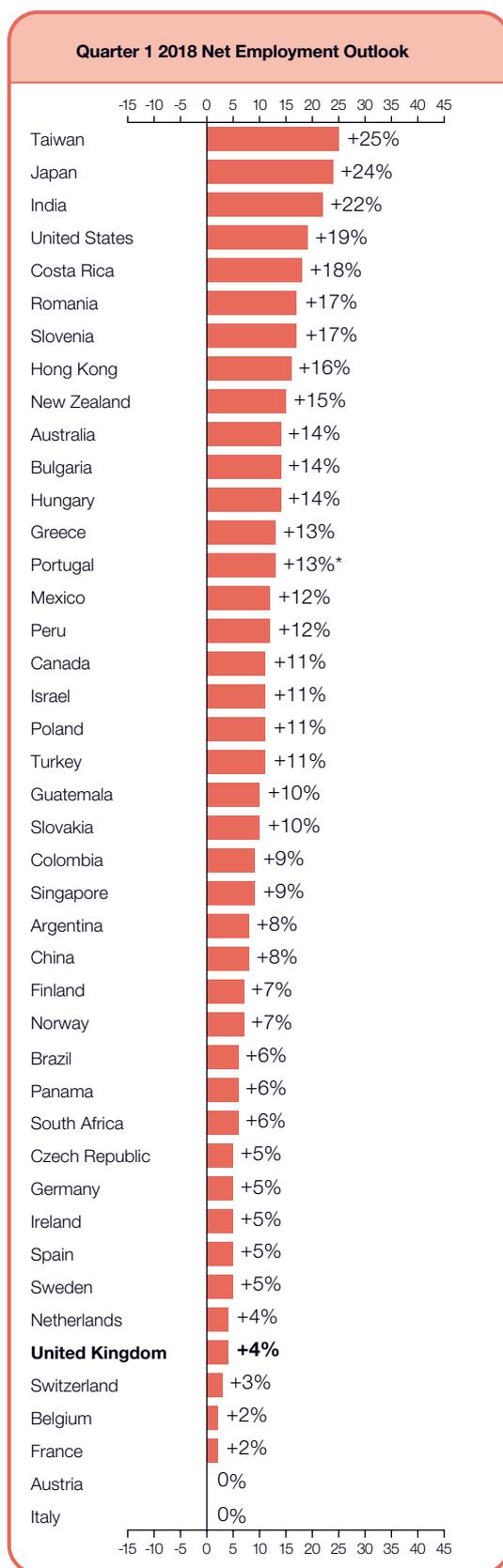


Global Employment Outlook

	Quarter 1 2018	Qtr on Qtr Change Q4 2017 to Q1 2018	Yr on Yr Change Q1 2017 to Q1 2018
	%		
Americas			
Argentina	9 (8) ¹	2 (0) ¹	2 (2) ¹
Brazil	5 (6) ¹	4 (4) ¹	13 (13) ¹
Canada	8 (11) ¹	2 (1) ¹	2 (1) ¹
Colombia	5 (9) ¹	-2 (2) ¹	-1 (0) ¹
Costa Rica	20 (18) ¹	3 (-1) ¹	4 (7) ¹
Guatemala	11 (10) ¹	-1 (-1) ¹	-5 (-5) ¹
Mexico	10 (12) ¹	-3 (-1) ¹	-2 (-2) ¹
Panama	6 (6) ¹	0 (0) ¹	-2 (-2) ¹
Peru	11 (12) ¹	9 (10) ¹	4 (4) ¹
United States	16 (19) ¹	1 (2) ¹	3 (3) ¹

Asia Pacific			
Australia	13 (14) ¹	2 (4) ¹	5 (5) ¹
China	8 (8) ¹	-1 (0) ¹	4 (4) ¹
Hong Kong	16 (16) ¹	-1 (-1) ¹	3 (3) ¹
India	21 (22) ¹	1 (2) ¹	0 (0) ¹
Japan	23 (24) ¹	3 (1) ¹	1 (1) ¹
New Zealand	16 (15) ¹	4 (3) ¹	1 (1) ¹
Singapore	9 (9) ¹	-2 (-2) ¹	1 (0) ¹
Taiwan	22 (25) ¹	0 (2) ¹	2 (1) ¹

EMEA†			
Austria	-3 (0) ¹	-11 (-8) ¹	-6 (-6) ¹
Belgium	2 (2) ¹	-1 (-1) ¹	-4 (-4) ¹
Bulgaria	9 (14) ¹	0 (0) ¹	2 (2) ¹
Czech Republic	3 (5) ¹	2 (3) ¹	2 (2) ¹
Finland	4 (7) ¹	-2 (0) ¹	3 (3) ¹
France	1 (2) ¹	-3 (-2) ¹	0 (0) ¹
Germany	3 (5) ¹	-4 (0) ¹	-1 (-1) ¹
Greece	7 (13) ¹	-2 (-2) ¹	5 (5) ¹
Hungary	11 (14) ¹	-5 (-4) ¹	-4 (-3) ¹
Ireland	3 (5) ¹	-6 (-5) ¹	-1 (-1) ¹
Israel	9 (11) ¹	2 (3) ¹	2 (2) ¹
Italy	-1 (0) ¹	-1 (-3) ¹	1 (1) ¹
Netherlands	4 (4) ¹	-2 (-2) ¹	-1 (-1) ¹
Norway	8 (7) ¹	5 (2) ¹	5 (3) ¹
Poland	7 (11) ¹	0 (2) ¹	3 (3) ¹
Portugal	13	10	8
Romania	10 (17) ¹	2 (1) ¹	4 (3) ¹
Slovakia	9 (10) ¹	2 (1) ¹	2 (2) ¹
Slovenia	13 (17) ¹	4 (3) ¹	0 (0) ¹
South Africa	7 (6) ¹	2 (1) ¹	-1 (0) ¹
Spain	3 (5) ¹	0 (0) ¹	2 (2) ¹
Sweden	4 (5) ¹	1 (0) ¹	-2 (-2) ¹
Switzerland	1 (3) ¹	2 (4) ¹	4 (4) ¹
Turkey	6 (11) ¹	-2 (-1) ¹	1 (1) ¹
UK	4 (4)¹	-1 (-1)¹	-2 (-2)¹



†EMEA – Europe, Middle East and Africa.

* Indicates unadjusted data.

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.

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

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labour market activity* in Quarter 1 2018. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of March 2018 as compared to the current quarter?"

According to the survey, workforce gains of varying margins are forecast by employers in 41 of 43 countries and territories during the January-March time frame. And for the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories. Additionally, employers in a number of countries, including Australia, Japan, Norway, Poland, Romania and the United States, report their strongest hiring plans in five years or more. There are also signs that the volatility recently observed in some countries – most notably in Brazil, China and India – is declining.

Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

Workforce gains are forecast in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region through the first three months of 2018. Hiring plans improve in 10 countries quarter-over-quarter, weaken in 10, and are unchanged in five. In a year-over-year comparison Outlooks improve in 14 countries, decline in eight and are unchanged in three. Job seekers in Romania and Slovenia may benefit from the strongest EMEA region first-quarter hiring plans, while the weakest forecasts are reported in Austria and Italy, with employers in both countries predicting a flat hiring pace through the first three months of the year.

Payrolls are expected to increase in all eight Asia Pacific countries and territories, and Outlooks are trending generally stronger. The forecast improves by varying margins in five countries and territories in comparison to the fourth-quarter results, weakens in only two and is unchanged in one. In a year-over-year comparison hiring plans strengthen in six and are unchanged in the remaining two. Employers in Taiwan report the most optimistic forecast in the region, as well as across the globe. The region's weakest forecasts are reported by employers in China and Singapore.

Positive Outlooks are reported in all 10 countries surveyed in the Americas. Hiring confidence strengthens in five countries, dips in three and is unchanged in two when compared to the last three months of 2017. In the year-over-year comparison hiring activity is expected to pick up in six countries, decline in three and remain unchanged in one. Employers in the United States and Costa Rica report the strongest first-quarter hiring plans while those in Brazil and Panama report the weakest.

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be released on 13 March 2018 and will detail expected labour market activity for the second quarter of 2018.

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

International Comparisons – EMEA

More than 20,000 employers in 25 countries in the Europe, Middle East and Africa (EMEA) region were interviewed for the Quarter 1 2018 survey. Employers in 23 of 25 countries plan to add to their payrolls during the January-March time frame. Outlooks are mixed across the EMEA region with few signs of any prominent region-wide trends.

In both Romania and Slovenia, payrolls are expected to grow by varying degrees in all industry sectors and in all regions. The brightest job prospects in both countries are reported in the Manufacturing sector. Hungary’s job seekers can also expect to find the most opportunities in the Manufacturing sector through the first three months of 2018.

Employers in the UK continue to expect modest payroll growth in all industry sectors and most regions. However, ongoing concerns over Brexit may be straining employer confidence and the overall forecast dips to its weakest level since Quarter 4 2012.

France’s Outlook also remains modest but softens in comparison to three months ago. Employers forecast some payroll gains in most industry sectors and regions. However, the overall Outlook is dragged down somewhat by a steep year-over-year decline in the Transport, Storage & Communications sector.

German employers start the new year by continuing to report modest hiring intentions. However, Outlooks soften by varying degrees in most industry sectors in both quarter-over-quarter and year-over-year comparisons. As in France, employer confidence

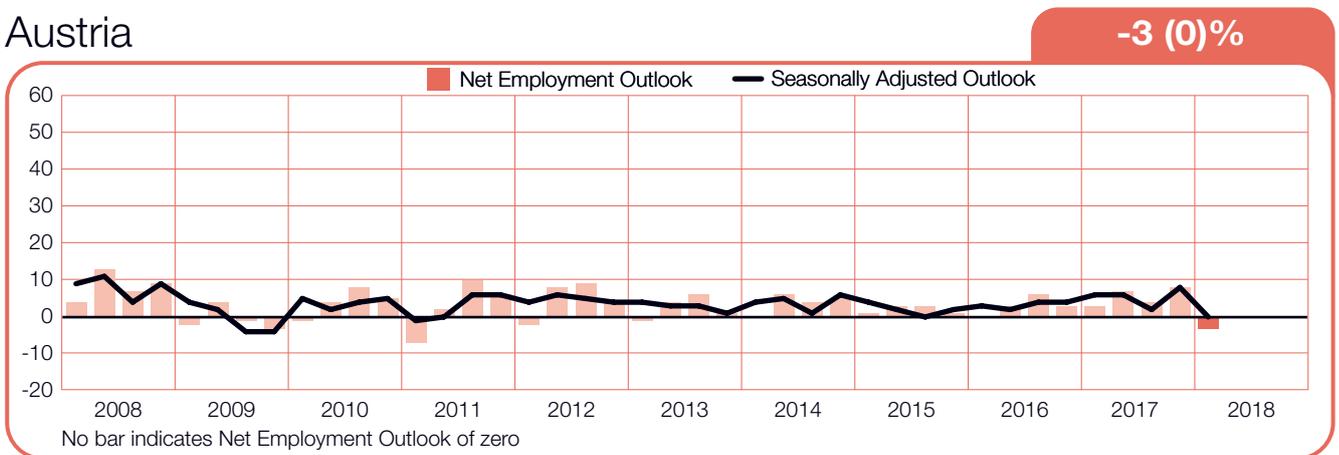
in the Transport, Storage & Communications sector continues to lag with the sector’s forecast dipping to its weakest level in more than four years.

The Outlook in Finland is unchanged from the prior quarter and remains the most optimistic forecast reported by Finnish employers to date; hiring plans in the Finance, Insurance, Real Estate & Business Services and the Public & Social sectors are also the strongest reported since the country’s survey launched. Norwegian employers anticipate a similarly encouraging hiring environment with quarter-over-quarter and year-over-year gains reported in the majority of industry sectors. The Swedish Outlook remains modest despite considerable gains in the Restaurant & Hotel sector in comparison to both the prior quarter and last year at this time.

Elsewhere across EMEA, hiring activity is expected to be more reserved. Dutch employers forecast some payroll growth, but the Outlook softens in comparison to the last three months of 2017 and last year at this time. Similarly, the Swiss Outlook remains subdued but bounces back slightly from negative forecasts reported in the prior quarter and the first quarter of 2017. Hiring activity is expected to be similar in Belgium where the first-quarter forecast anticipates some job growth but at a slightly slower pace than in Quarter 4 2017 and Quarter 1 2017.

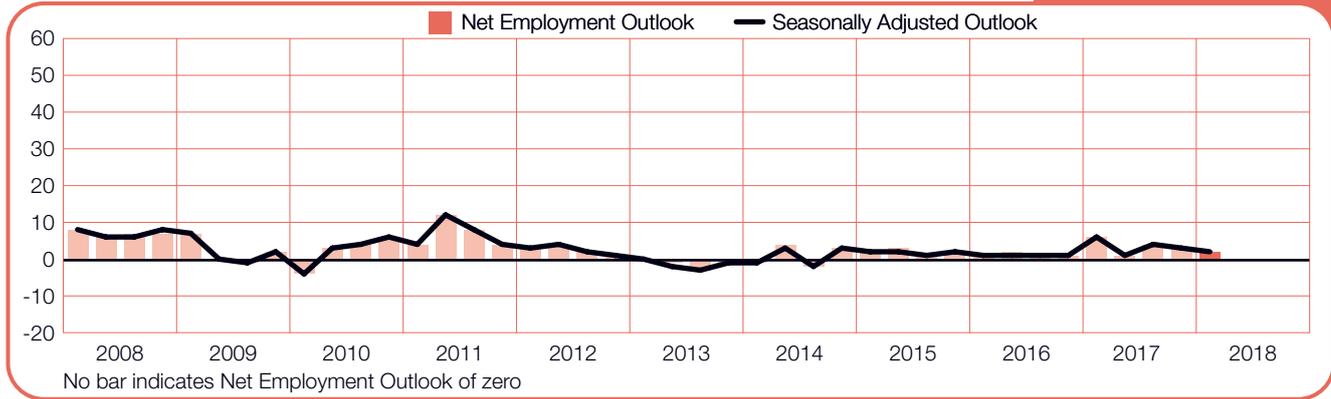
As noted above, the weakest EMEA forecasts – as well as across the globe – are reported in Austria and Italy where employers are expecting the labour market to remain flat through the first three months of the year.

Austria



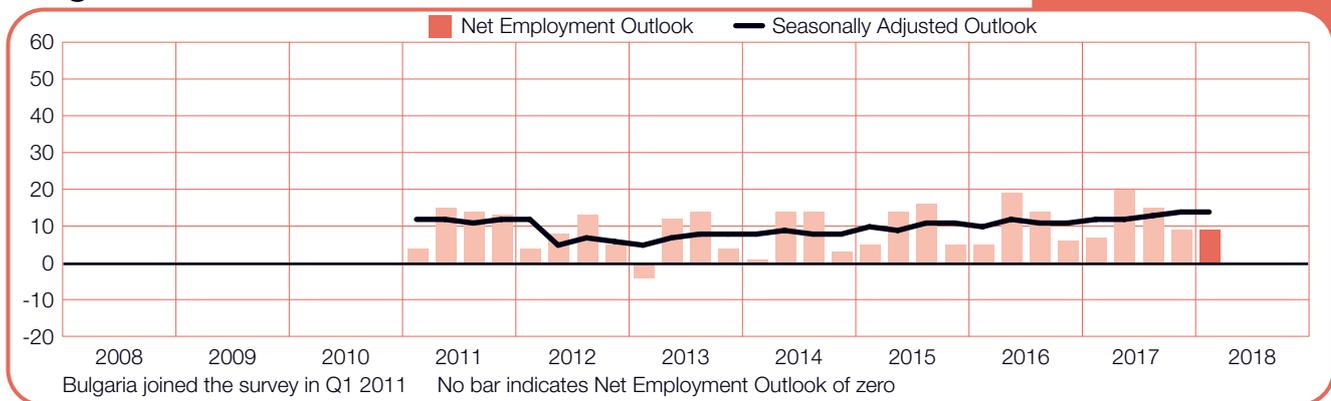
Belgium

+2 (+2)%



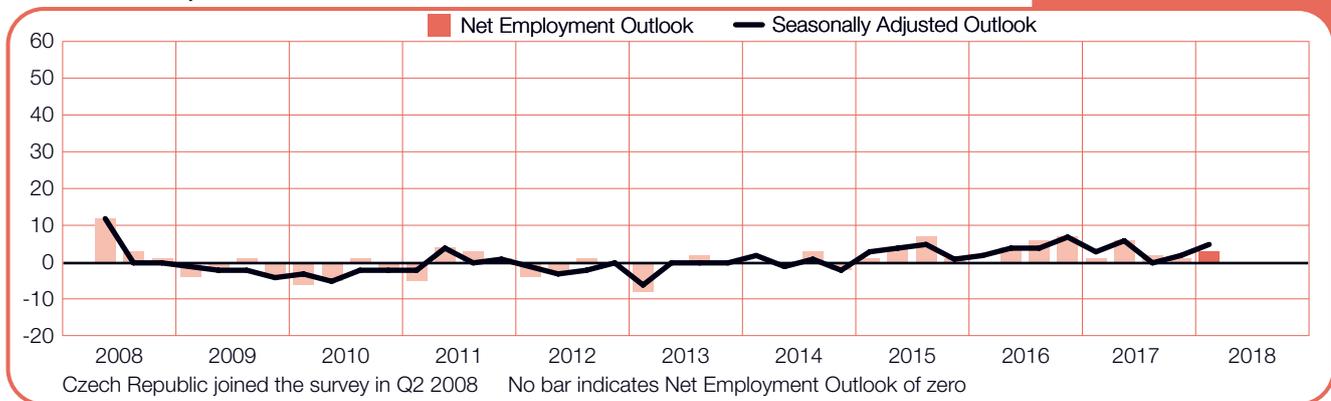
Bulgaria

+9 (+14)%



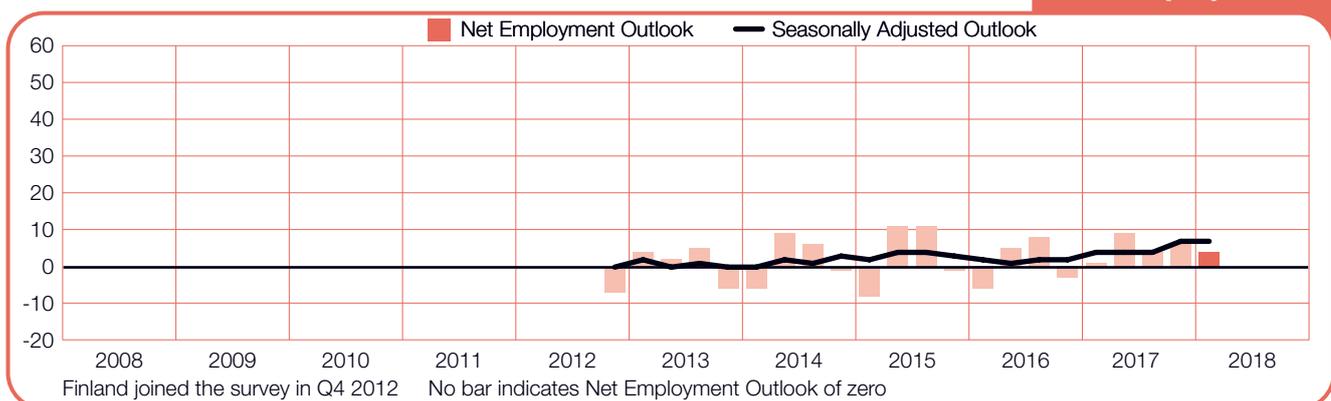
Czech Republic

+3 (+5)%



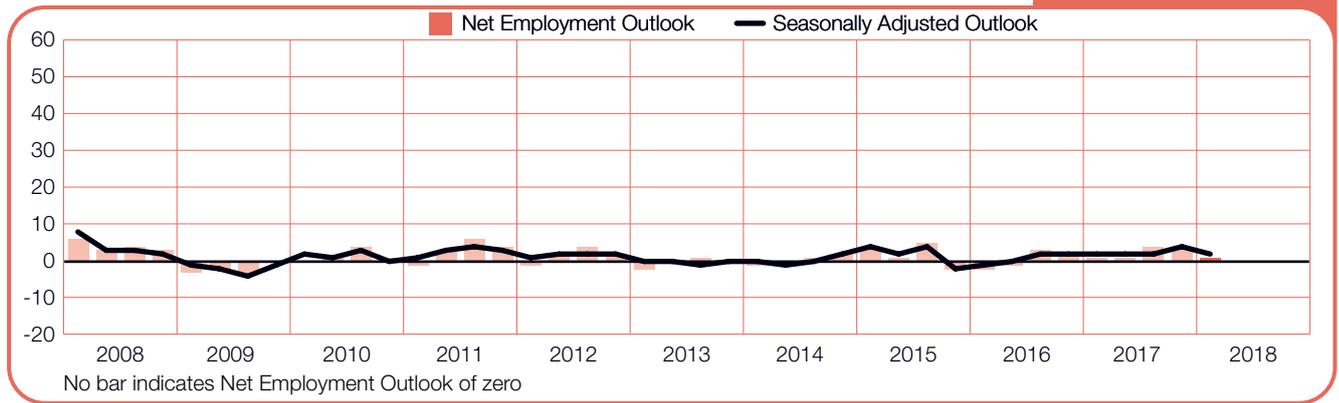
Finland

+4 (+7)%



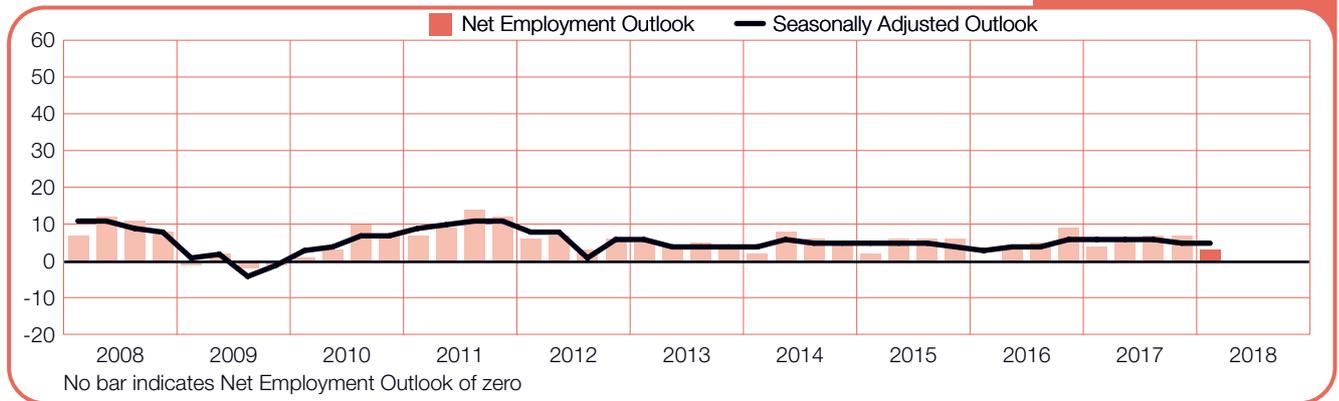
France

+1 (+2)%



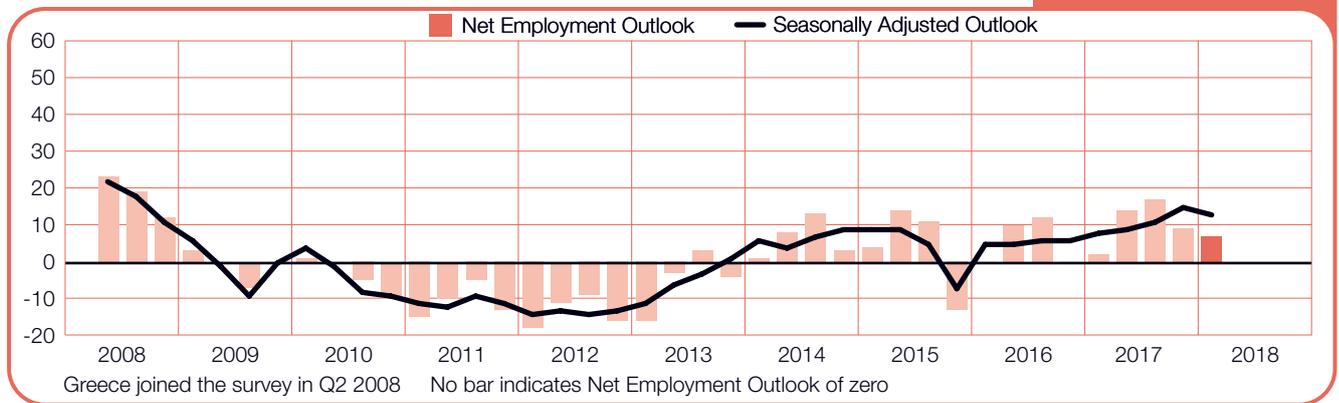
Germany

+3 (+5)%



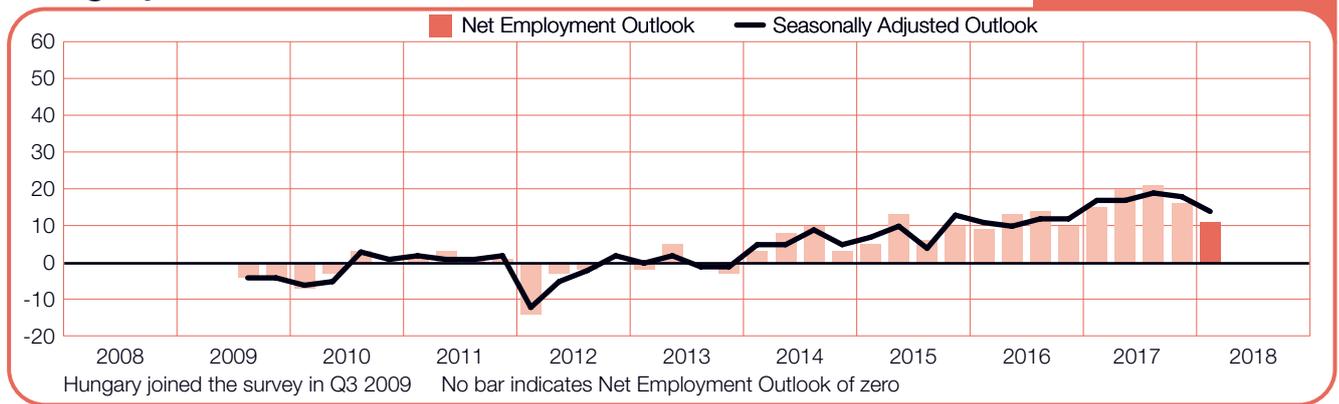
Greece

+7 (+13)%



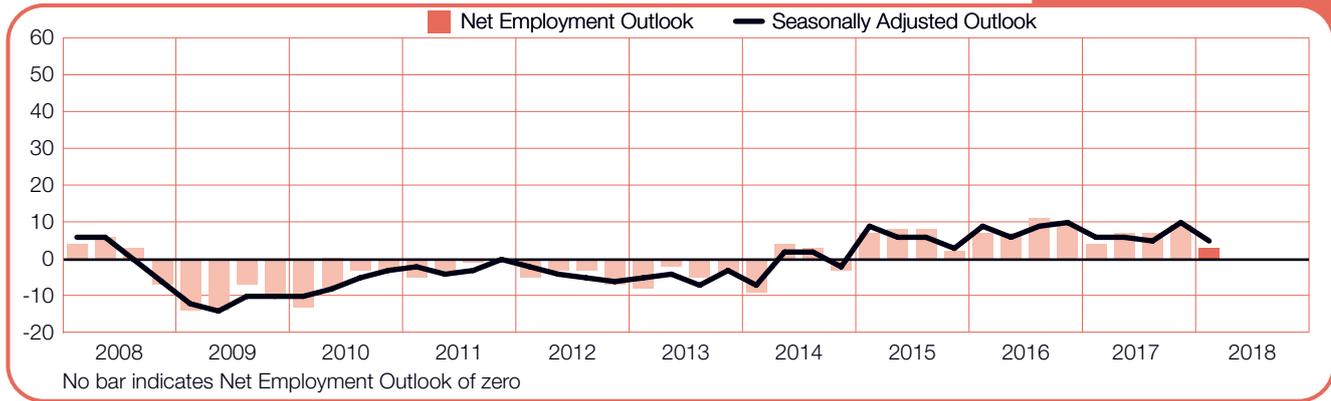
Hungary

+11 (+14)%



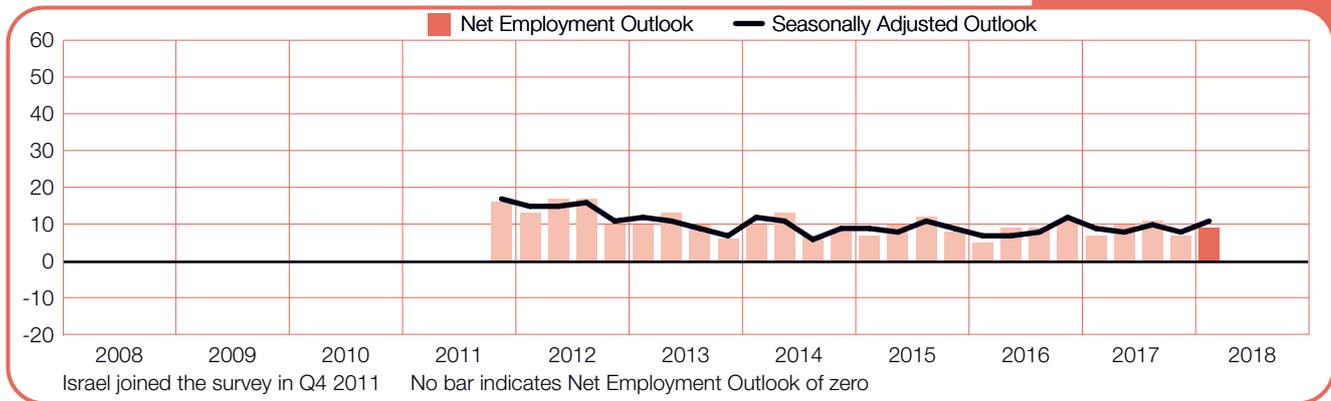
Ireland

+3 (+5)%



Israel

+9 (+11)%



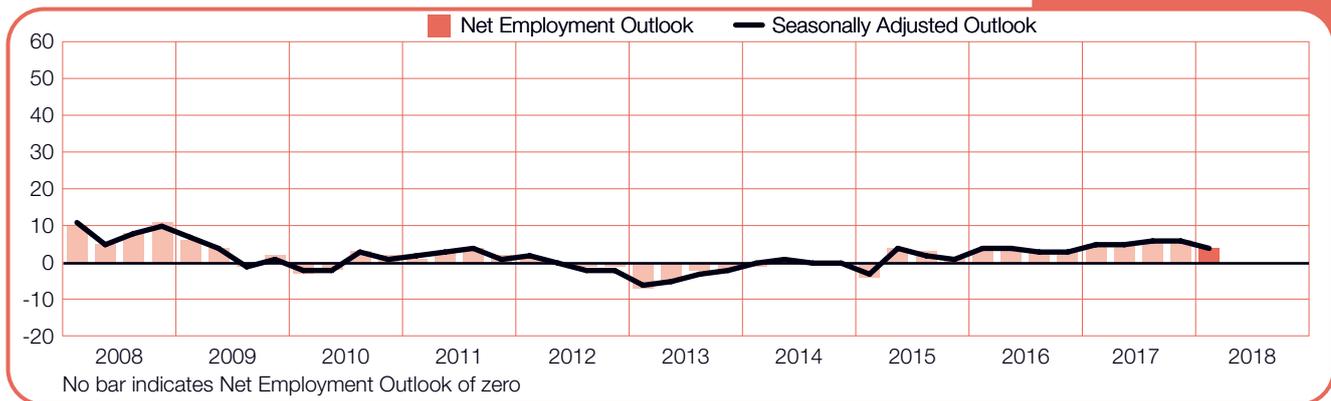
Italy

-1 (0)%



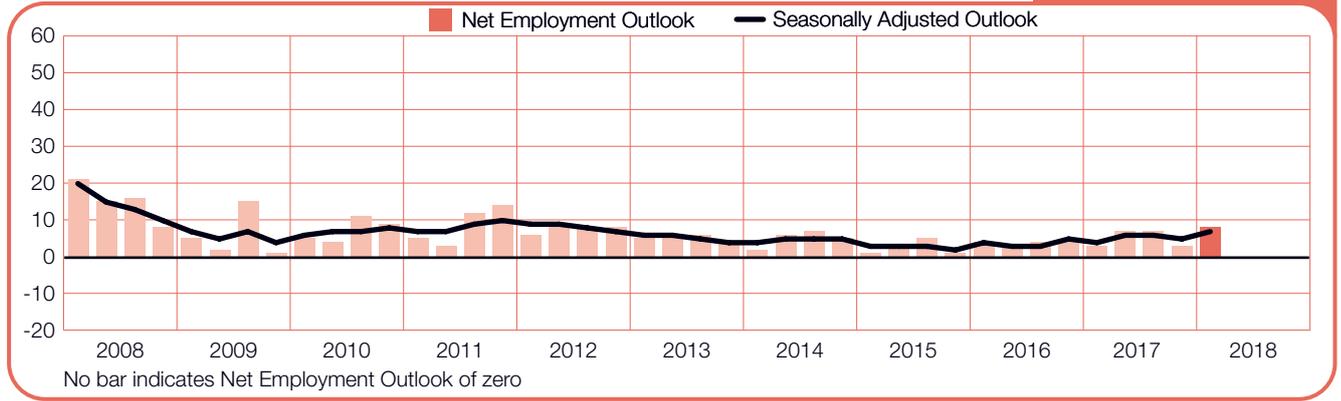
Netherlands

+4 (+4)%



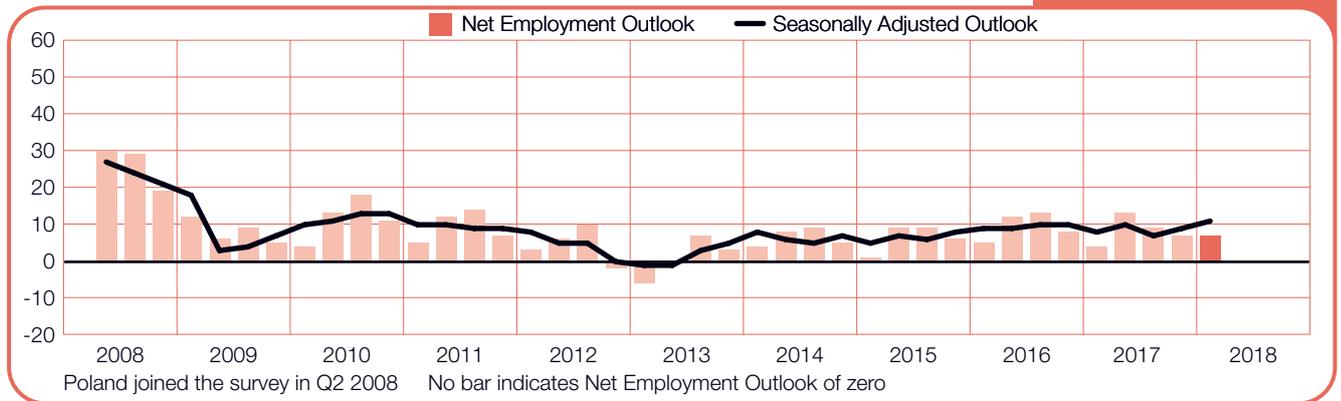
Norway

+8 (+7)%



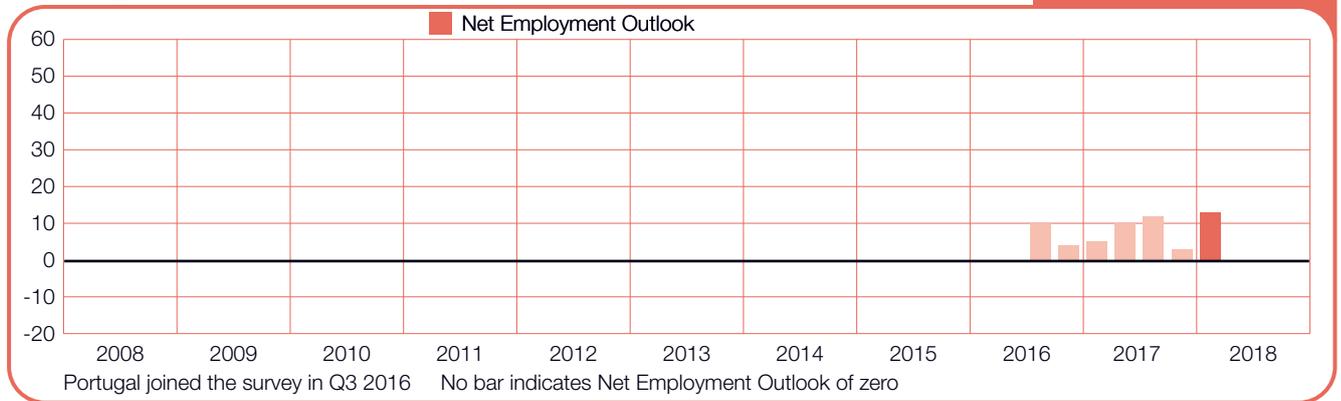
Poland

+7 (+11)%



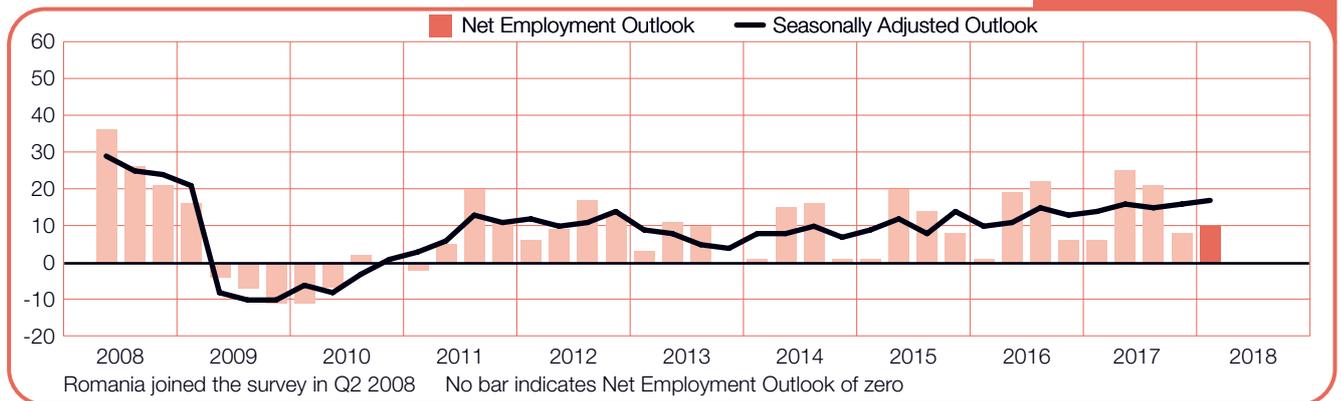
Portugal

+13%



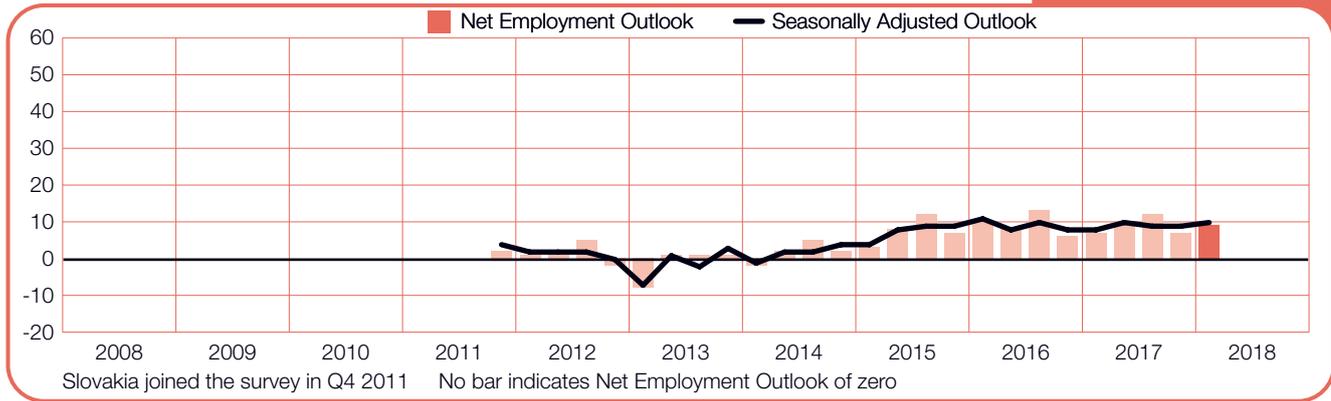
Romania

+10 (+17)%



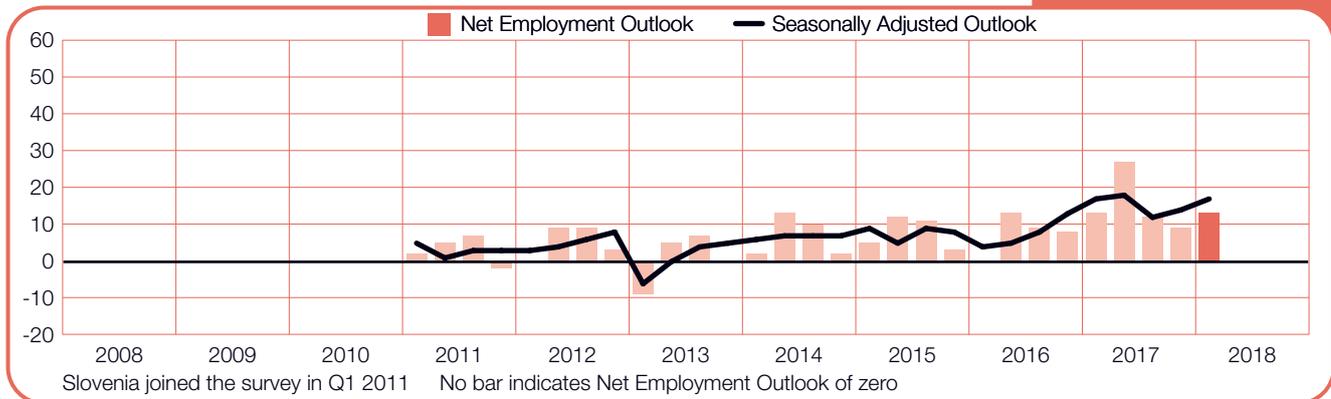
Slovakia

+9 (+10)%



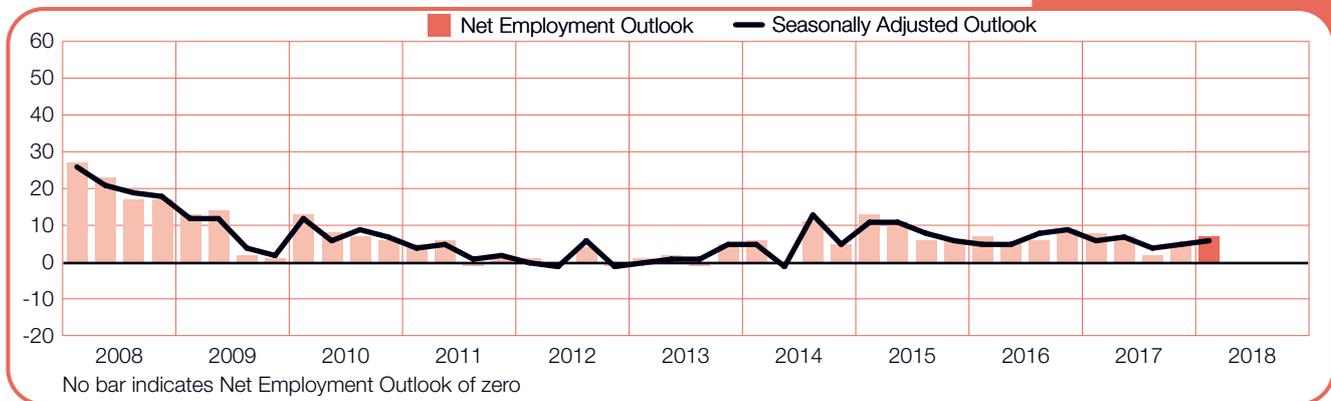
Slovenia

+13 (+17)%



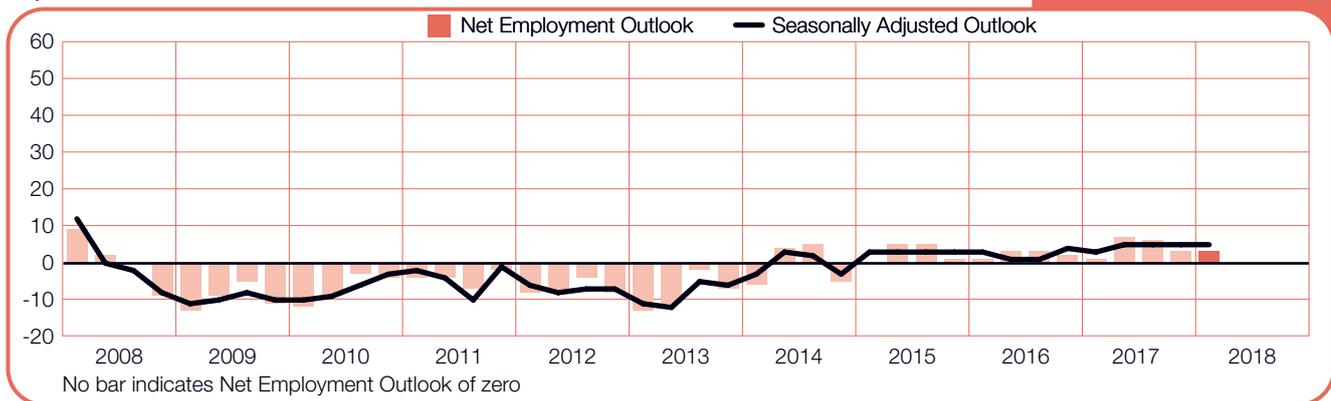
South Africa

+7 (+6)%



Spain

+3 (+5)%



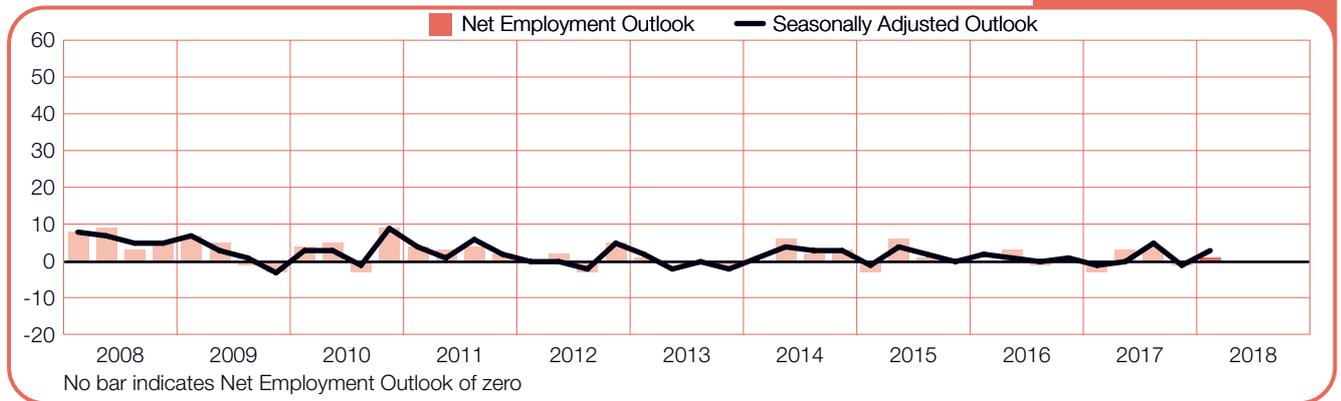
Sweden

+4 (+5)%



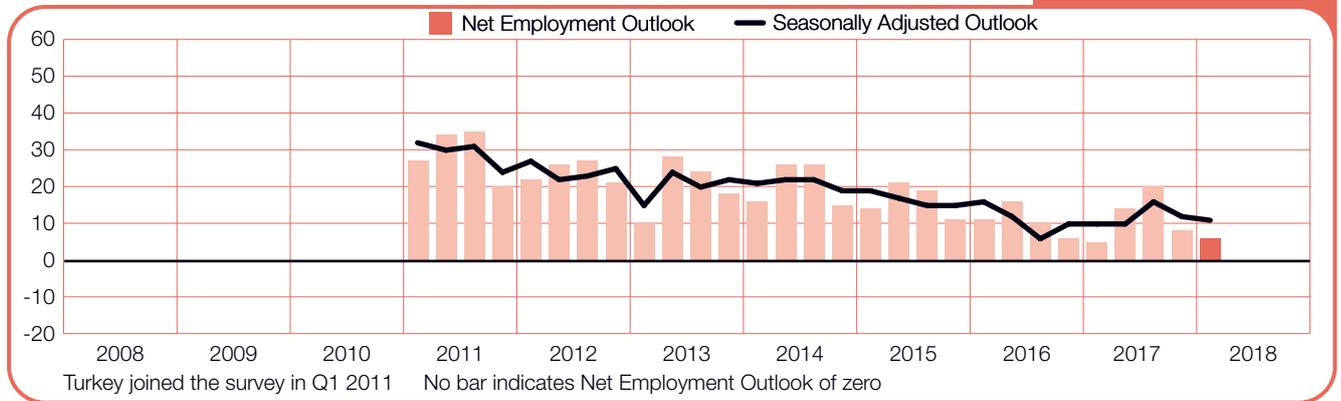
Switzerland

+1 (+3)%



Turkey

+6 (+11)%



United Kingdom

+4 (+4)%



International Comparisons – Americas

Over 23,000 employers from 10 countries throughout North, Central and South America were interviewed for the Quarter 1 2018 survey. Employers in each country intend to add to their payrolls by varying degrees through the first three months of the year.

U.S. employers report the region’s most upbeat forecast, with more than one in every five surveyed saying they intend to add to their payrolls in the January-March time frame. The forecast is the strongest reported since Quarter 4 2007 with employers in all industry sectors and in all regions anticipating first-quarter job gains, with the strongest hiring activity expected in the Leisure & Hospitality and Transportation & Utilities sectors.

Employers in Costa Rica also forecast a steady first-quarter hiring pace. Opportunities for job seekers are expected in all industry sectors and regions with the strongest employer confidence reported in the Manufacturing and Services sectors.

The hiring climate in Mexico remains favourable and, despite uncertainties associated with ongoing NAFTA negotiations, forecasts are positive in all industry sectors and regions with the strongest Outlooks reported by employers in the Manufacturing and Transport & Communications sectors.

Hiring confidence among Peru’s employers has rebounded considerably following two consecutive quarters of more subdued forecasts. Outlooks are uniformly positive and improve in most industry sectors in both quarter-over-quarter and year-over-year forecasts.

Meanwhile, Canada’s Outlook improves for the third consecutive quarter and hiring intentions are the most optimistic reported since Quarter 4 2013. Highlights of the first-quarter forecast include the strongest hiring plans reported in the Transportation & Public Utilities sector since 1989, and the strongest forecast reported in the Finance, Insurance & Real Estate sector in nearly 12 years.

Elsewhere, Outlooks are more modest. Employers in Guatemala forecast some opportunities for job seekers, but the Outlook is softer in both quarter-over-quarter and year-over-year comparisons. Employers in the Commerce and the Construction sectors expect the most first-quarter payroll growth.

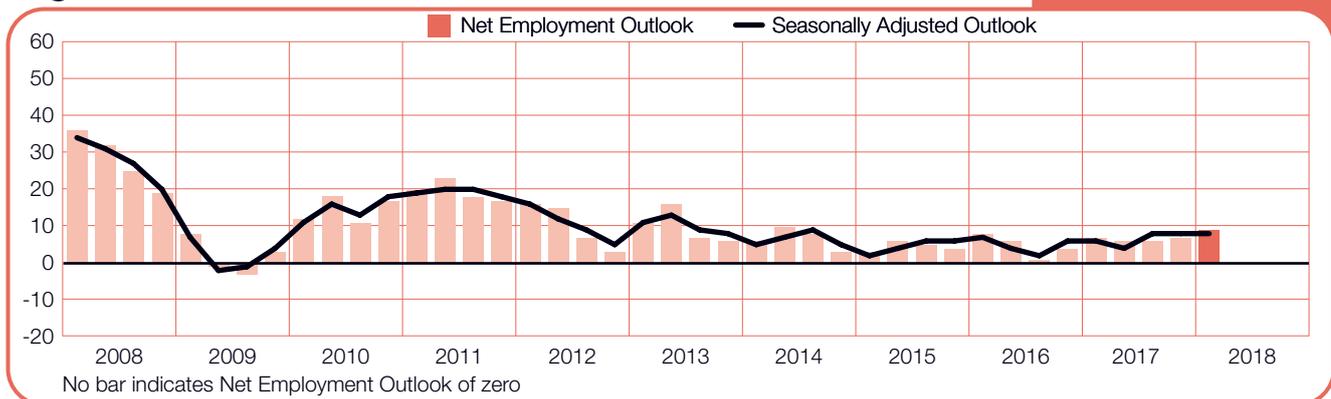
Colombian employers anticipate a mild hiring climate in the first three months of the year, with staffing levels expected to increase in eight of nine industry sectors and four of five regions. Construction sector employers report the most confident hiring projections.

Following Argentina’s mid-term elections, employer confidence remains cautiously optimistic. The Outlook is boosted in part by favourable reports in the Construction and the Finance, Insurance & Real Estate sectors where first-quarter forecasts improve considerably from year-ago levels.

Employers in Brazil and Panama report the least optimistic forecasts in the region. However, Brazil’s forecast has improved for four consecutive quarters; employer hiring intentions remain modest, but are the strongest reported in three years. Panama’s forecast is similarly modest and held in check by the weakest hiring plans reported by Construction sector employers since the survey started in 2010.

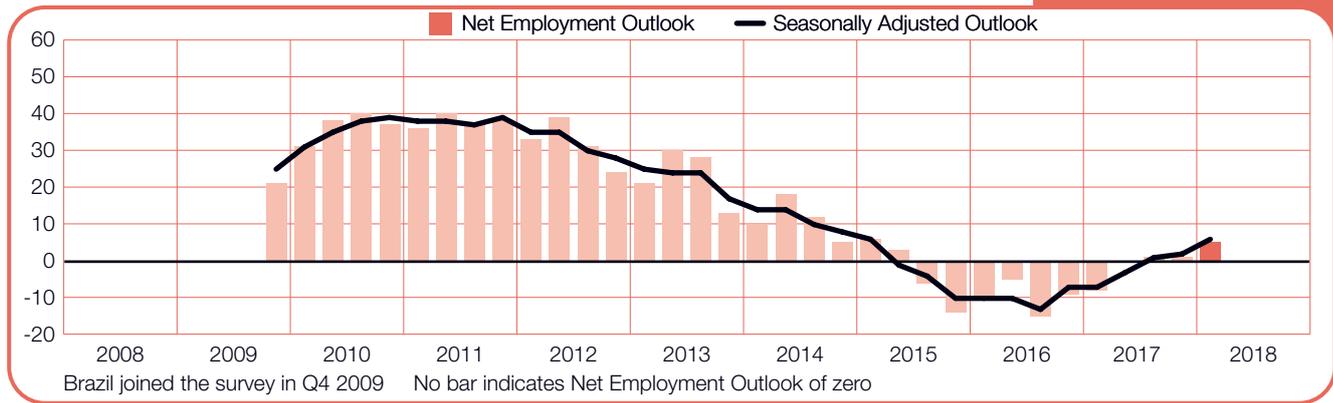
Argentina

+9 (+8)%



Brazil

+5 (+6)%



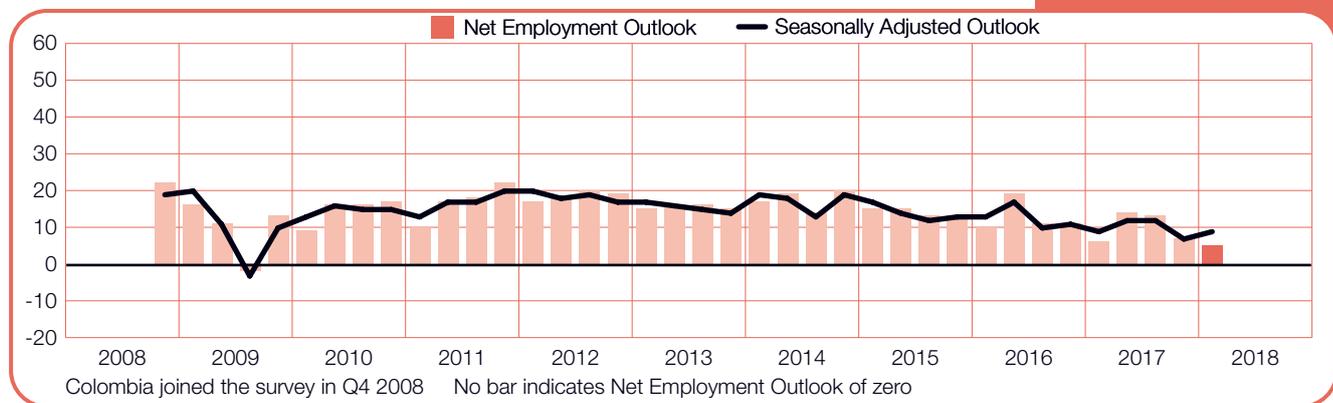
Canada

+8 (+11)%



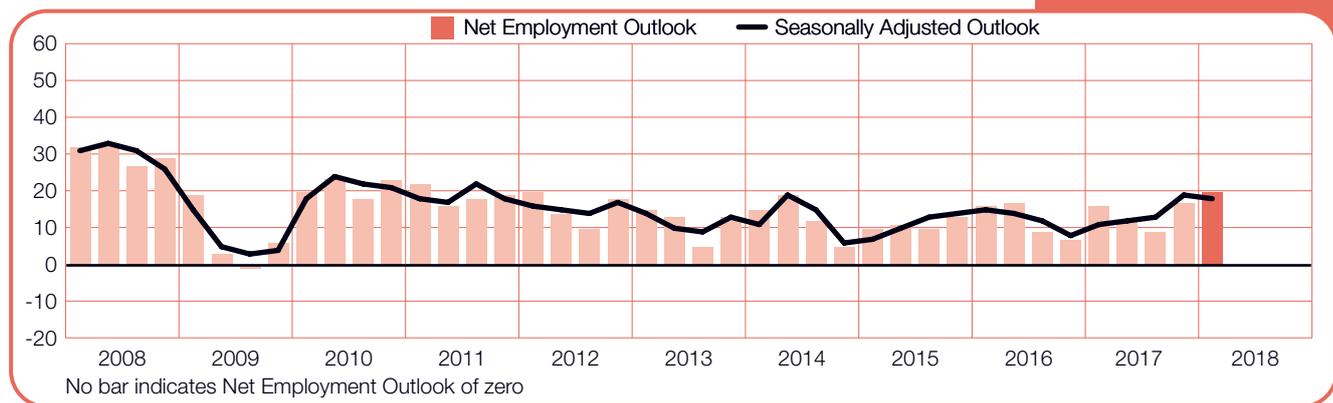
Colombia

+5 (+9)%



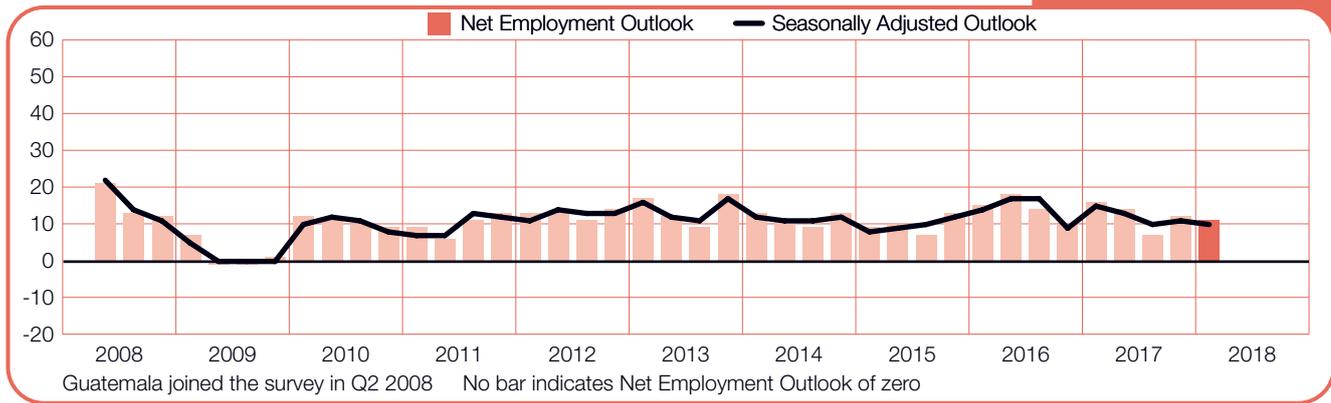
Costa Rica

+20 (+18)%



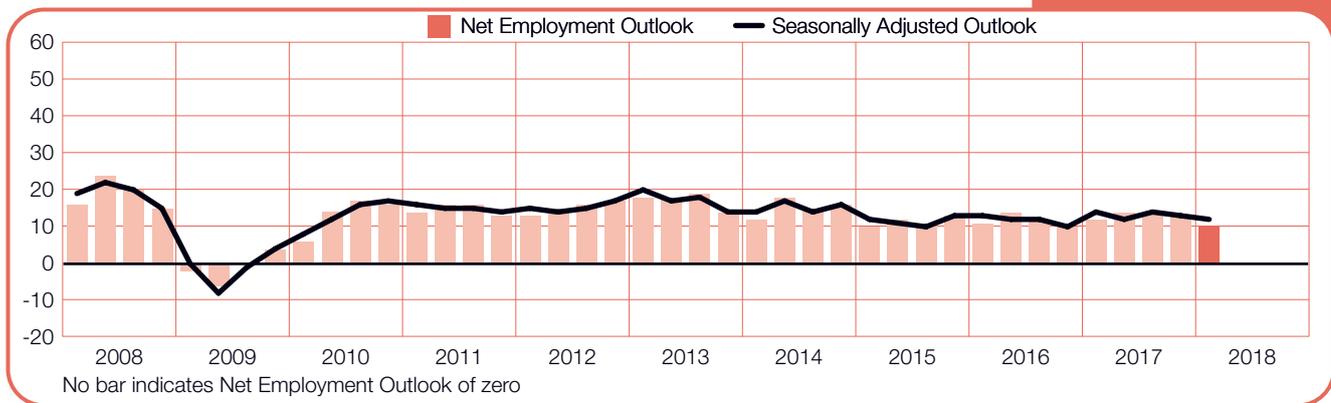
Guatemala

+11 (+10)%



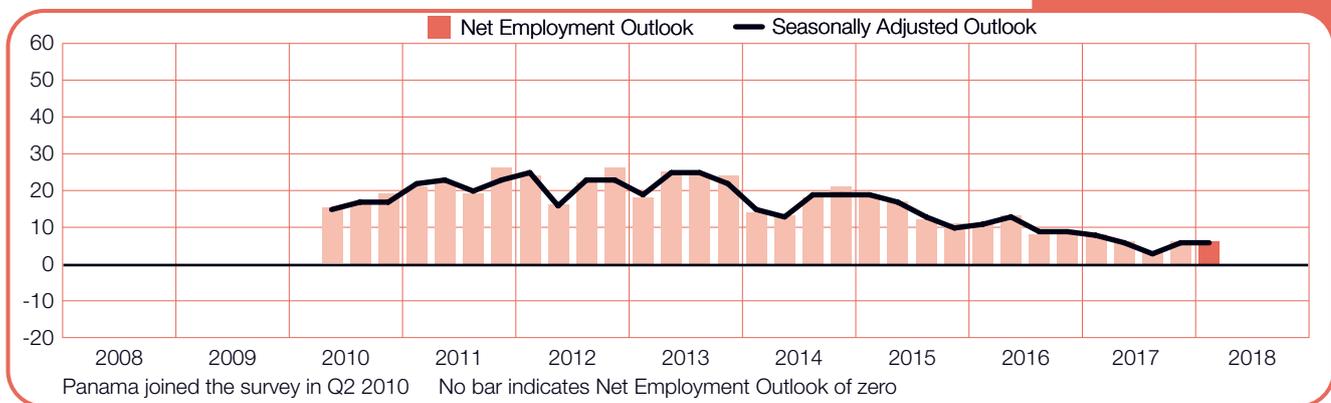
Mexico

+10 (+12)%



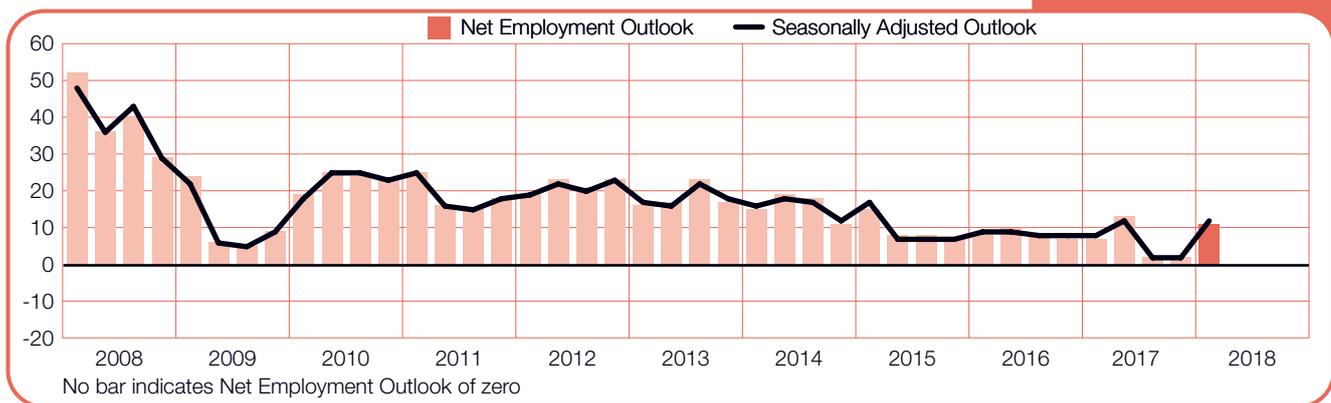
Panama

+6 (+6)%



Peru

+11 (+12)%



United States of America

+16 (+19)%



International Comparisons – Asia Pacific

Nearly 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 in the next three months.

Employers in Taiwan report the most optimistic forecast among the 43 countries and territories that participate in the survey. Taiwan's Outlook is the strongest reported in two years with more than a quarter of the surveyed employers saying they plan to add to their payrolls through the first three months of 2018. Job prospects are brightest in the Finance, Insurance & Real Estate sector, as well as in the Manufacturing sector where the forecast is the strongest reported in more than two years.

Hiring confidence in Japan remains solid with employers reporting the most optimistic forecast since Quarter 4 2007. Outlooks are positive in each industry sector and region, with the most hiring activity expected in the Transportation & Utilities and the Mining & Construction sectors.

Hiring intentions in India improve for the second consecutive quarter following the country's weakest historical Outlook from Quarter 3 2017. Opportunities for job seekers are expected in all seven industry sectors and across each of the four regions with the strongest labour market activity forecast in the Services sector and in India's North region.

Buoyed by improving Outlooks in most industry sectors and across most regions, Australia's first-quarter forecast is the strongest reported

by employers in more than six years. Particularly noteworthy are solid job gains forecast in the Mining & Construction sector where employer hiring intentions have climbed steadily to the strongest level reported since Quarter 3 2011.

In China, employer confidence remains cautiously optimistic with positive Outlooks reported in each industry sector and region. Outlooks in all industry sectors and all but one region improve by varying margins in year-over-year comparisons, and indicate that hiring activity may be gaining some sustained momentum.

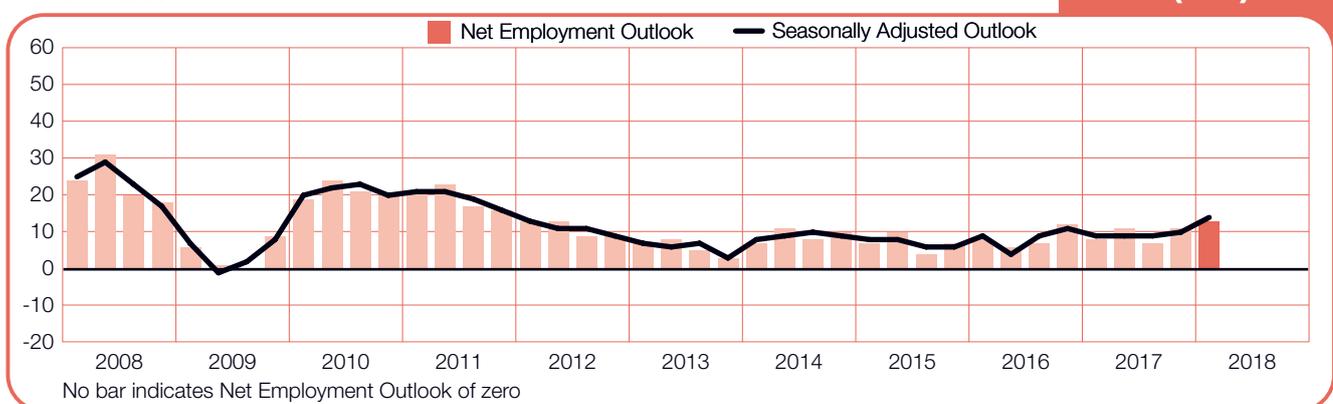
New Zealand's hiring pace is expected to remain steady through the first three months of the year. Outlooks are positive in all industry sectors and across all regions. Finance, Insurance & Real Estate sector employers report the most optimistic hiring intentions as well as their strongest forecast in nearly three years.

A steady first-quarter hiring pace is expected in Hong Kong with positive Outlooks reported in all industry sectors. Employer confidence is strongest in the Services and Finance, Insurance & Real Estate sectors, and further buoyed by the strongest Outlook reported in the Wholesale & Retail Trade sector in more than four years.

Singapore's forecast softens slightly in comparison to the prior quarter, but employers there remain cautiously optimistic. Employers in the Public Administration/Education and Finance, Insurance & Real Estate sectors report the most optimistic first-quarter hiring projections.

Australia

+13 (+14)%



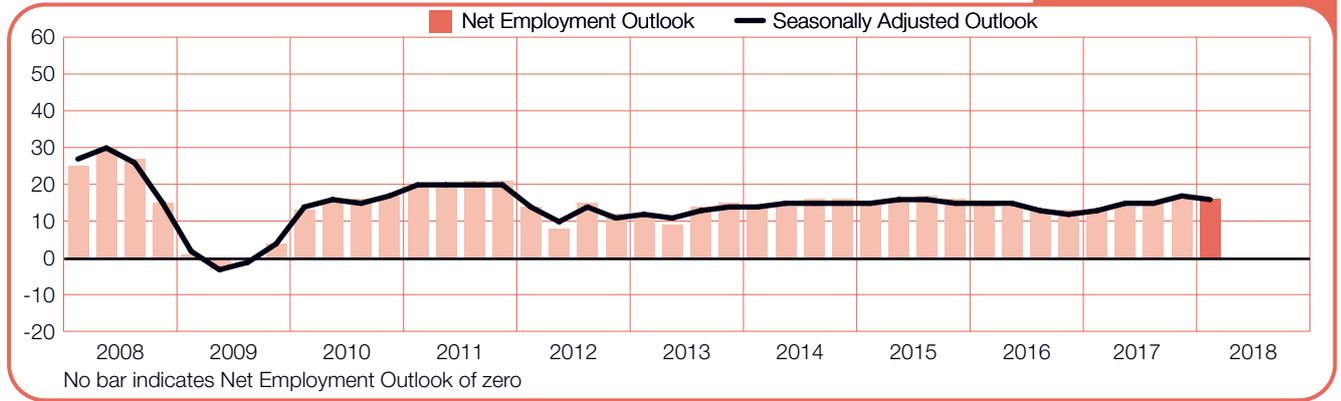
China

+8 (+8)%



Hong Kong

+16 (+16)%



India

+21 (+22)%



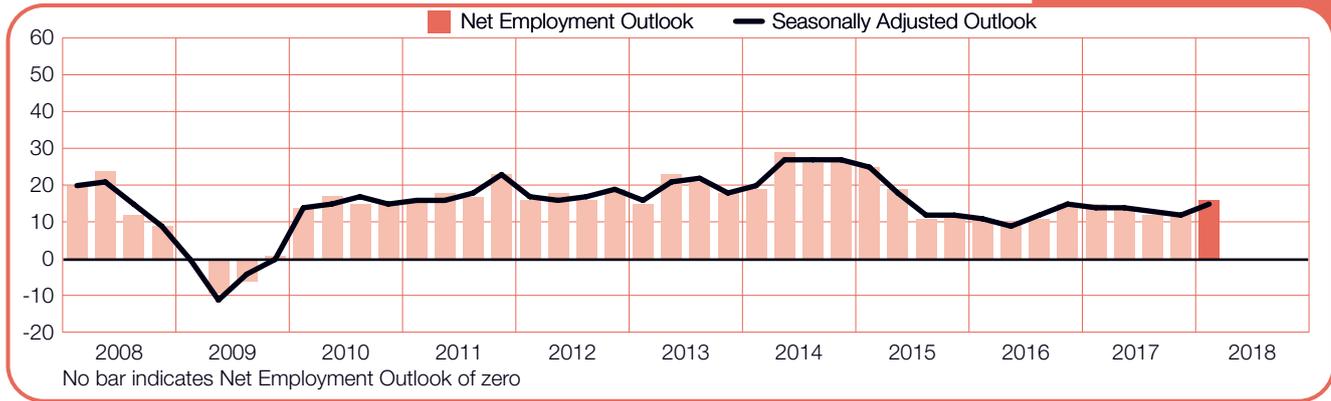
Japan

+23 (+24)%



New Zealand

+16 (+15)%



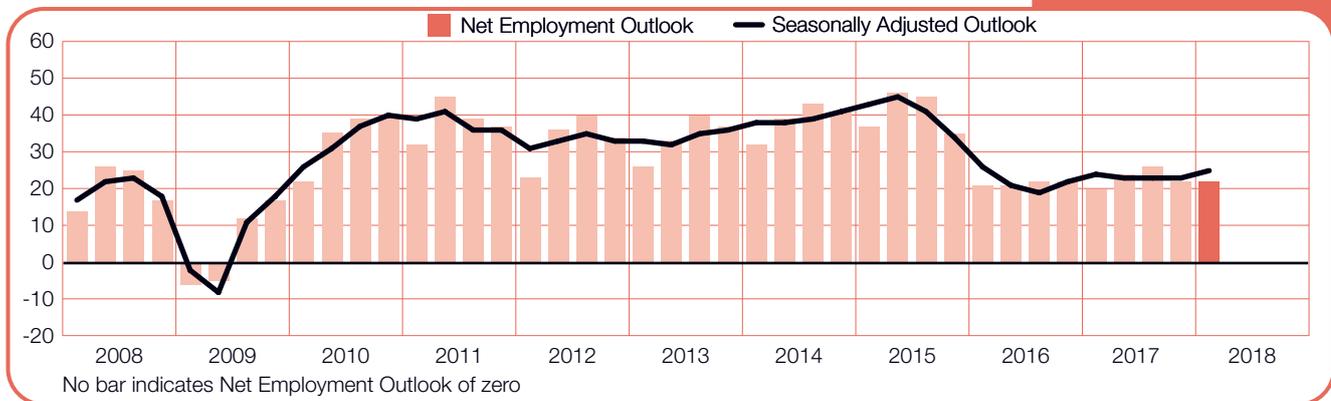
Singapore

+9 (+9)%



Taiwan

+22 (+25)%



About the Survey

The ManpowerGroup 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 ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup 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 nearly 59,000 public and private employers across 43 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 55 years the survey has derived all of its information from a single question:

For the Quarter 1 2018 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 March 2018 as compared to the current quarter?"

Methodology

The ManpowerGroup 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%.

In the UK, the national survey includes 2,102 employers. With this number of interviews, the margin of error for the UK survey is +/- 2.1%.

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 Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data 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), the leading global workforce solutions company, helps organisations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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 is powering the future of work: www.manpowergroup.com.

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