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## Media Release

### ManpowerGroup Employment Outlook Survey

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## ManpowerGroup Employment Outlook Survey: Job prospects remain stable at the beginning of new year according Italian employers

Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.

Restaurants & Hotels and Agriculture & Fishing sector employers report the most optimistic hiring intentions.

**Milan, December 13<sup>th</sup> 2016** – According to ManpowerGroup's latest Employment Outlook, published today, hiring activity will remain relatively stable throughout the first three months of the new year. From January to March, 3% of employers anticipating an increase in staffing levels, 5% forecasting a decrease and 90% expecting no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at 0%. Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.

*"While the official unemployment rate has crept up recently and economic conditions remain challenging, our survey reveals a transition in the labour markets, with weaker employment conditions in Mining & Quarrying offset by more positive conditions in industries such as Restaurants & Hotels " **Stefano Scabbio, President Mediterranean and Eastern Europe** says. "Employers should keep on changing and transforming their working models, as to be competitive on the market. As a consequence of these fast changes, we expect an increase in demand for specialised and new skillsets that can support future growth. The need for a global approach to talent acquisition and the ability to access quality local talent has become a key success criterion. Employers realise that they need to invest in managing global talent pools to create a real and sustainable competitive advantage".*

### Regional comparisons

Employers in two of the four regions forecast some payroll gains in 1Q 2017, with Net Employment Outlooks of +3% and +1% reported in the North West and the North East, respectively. However, staffing levels are expected to decline in Middle Italy, where the Outlook stands at -3%, and in the South/Islands, with an Outlook of -4%. Quarter-over-quarter, hiring intentions are 3 percentage points weaker in both Middle Italy and the South/Islands. However, employers in the North West report a slight improvement of 2 percentage points while the Outlook for the North East remains relatively stable.

### Sector comparisons

Staffing levels are expected to decline in six of the 10 industry sectors during 1Q 2017. Employers in the Mining & Quarrying sector report the weakest Net Employment Outlook of -15%, while labor markets are forecast to struggle in both the Public & Social sector and the Transport, Storage & Communication sector, with Outlooks of -6%. Meanwhile, employers in three sectors expect to grow payrolls, with the strongest hiring prospects reported for the Restaurants & Hotels sector,



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where the Outlook stands at +8%. Job gains are also anticipated in the Agriculture, Hunting, Forestry & Fishing sector and the Wholesale & Retail Trade sector, with Outlooks of +5% and +4%, respectively.

## Organization-Size comparisons

Employers in all four organization size categories expect to grow staffing levels during the next three months. Large employers (250 or more employees) report cautiously optimistic hiring plans for the upcoming quarter with a Net Employment Outlook of +10%, while some job gains are also anticipated by Small (10-49 employees) employers who report an Outlook of +2%. Meanwhile, Medium (50-249 employees) employers report flat hiring prospects with an Outlook of 0% and Micro (less than 10 employees), employers expect a decline in staffing levels, reporting an Outlook of -2%. When compared with the previous quarter, hiring plans are 3 percentage points weaker for Micro employers and decline by 2 percentage points in the Large-size employer category. Elsewhere, Small employers report no change while the Outlook for Medium employers remains relatively stable.

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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](http://www.manpowergroup.com)

### 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. La proposta di soluzioni di ManpowerGroup in Italia viene offerta attraverso ManpowerGroup™ Solutions, Manpower®, Experis™, FuturSkill e Right Management®.

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