

**ManpowerGroup  
Employment  
Outlook Survey  
Canada**

**Q2  
2017**



ManpowerGroup®

# Canadian Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2017 was conducted by interviewing a representative sample of 1,945 employers in Canada.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?”

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# Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>2nd Quarter 2017</b>	<b>13</b>	<b>3</b>	<b>82</b>	<b>2</b>	<b>10</b>	<b>7</b>
1st Quarter 2017	12	6	79	3	6	10
4th Quarter 2016	14	9	76	1	5	9
3rd Quarter 2016	16	5	78	1	11	6
2nd Quarter 2016	15	5	78	2	10	7



Canadian employers report cautiously optimistic hiring intentions for the second quarter of 2017. While 13% of employers forecast an increase in staffing levels, 3% anticipate a decrease and 82% expect no change, resulting in a Net Employment Outlook of +10%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7%. Hiring prospects decline by 3 percentage points quarter-over-quarter but are unchanged 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.*

# Organization-Size Comparisons

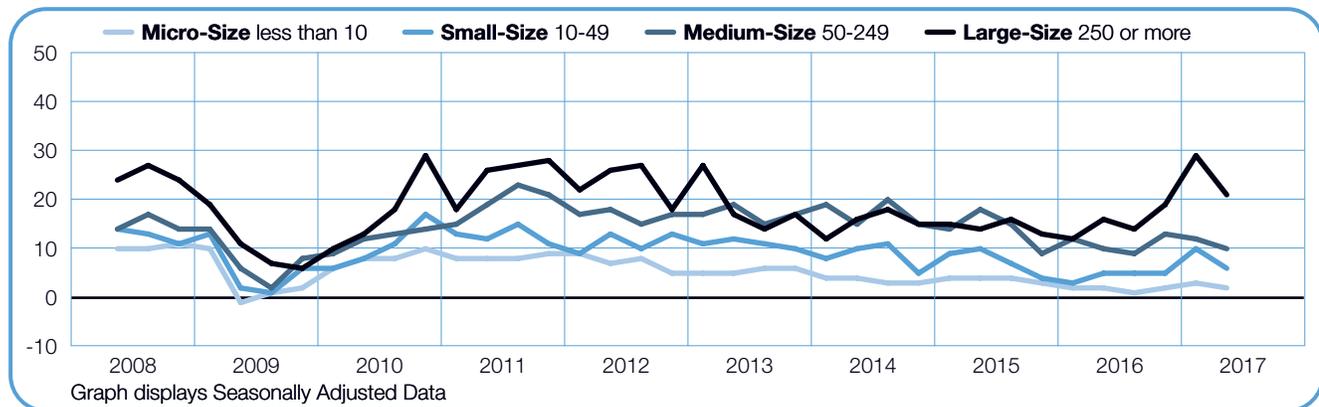
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Payrolls are expected to increase in all four organization size categories during the upcoming quarter. Large employers report the most optimistic hiring plans with a Net Employment Outlook of +21%, while Outlooks stand at +10% and +6% for Medium- and Small-size employers, respectively. Elsewhere, Micro employers report the most cautious Outlook of +2%.

When compared with the previous quarter, Outlooks decline by 8 and 4 percentage points for Large- and Small-size employers, respectively, while Medium employers report a decrease of 2 percentage points. Meanwhile, the Outlook for Micro firms remains relatively stable.

Year-over-year, hiring prospects are 5 percentage points stronger for Large employers. Meanwhile, Small employers report relatively stable hiring plans and Outlooks are unchanged for Micro- and Medium-size firms.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	7	3	89	1	4	2
<b>Small-Size</b> 10-49	12	3	83	2	9	6
<b>Medium-Size</b> 50-249	16	5	78	1	11	10
<b>Large-Size</b> 250 or more	25	1	71	3	24	21



# Regional Comparisons

+6 (+3)%

## Atlantic Canada

Reporting a Net Employment Outlook for Quarter 2 2017 of +3%, employers match the weakest forecast since the regional analysis was first carried out in Quarter 1 2004, last reported in Quarter 3 2016. Hiring intentions decline by 5 percentage points when compared with the previous quarter and are 6 percentage points weaker year-over-year.

Employers in five of the 10 industry sectors expect to grow staffing levels during Quarter 2 2017. The strongest labour market is anticipated by Public Administration sector employers who report an Outlook of +12%. Elsewhere, modest hiring opportunities are expected in the Manufacturing – Durables sector, with an Outlook of +9%, and in the Wholesale & Retail Trade sector where employers report an Outlook of +8%. Services sector employers expect some payroll gains with an Outlook of +7%, although this is the weakest forecast reported in six years. Meanwhile, employers in five sectors report negative hiring prospects, most notably in the Manufacturing – Non-Durables sector with a struggling Outlook of -9%. Mining sector employers report the weakest hiring plans in seven years with an Outlook of -4%, and the Outlook for the Transportation & Public Utilities sector also stands at -4%.

When compared with Quarter 1 2017, hiring intentions weaken in eight of the 10 industry sectors. Steep declines of 34 and 32 percentage points are reported in the Construction sector and the Manufacturing – Durables sector, respectively, while Manufacturing – Non-Durables sector employers report a decrease of 21 percentage points. The Transportation & Public Utilities sector Outlook declines by 12 percentage points, while Mining sector employers report a decrease of 8 percentage points. However, hiring prospects improve in two sectors, most notably by 12 percentage points in the Public Administration sector.

Year-over-year, Outlooks decline in six of the 10 industry sectors. Manufacturing – Non-Durables sector employers report a sharp decrease of 25 percentage points, while the Outlook for the Transportation & Public Utilities sector is 23 percentage points weaker. Elsewhere, hiring prospects decline by 11 and 7 percentage points for the Education sector and the Services sector, respectively. Meanwhile, hiring plans improve in four sectors, including the Manufacturing – Durables sector and the Construction sector, where employers report increases of 7 and 6 percentage points, respectively.

Payrolls are forecast to grow in five of the seven areas during the next three months. The strongest hiring pace is forecast by Charlottetown employers who report an Outlook of +11%, while Halifax employers report cautiously optimistic hiring intentions with an Outlook of +10%. However, staffing levels are expected to decline in Moncton and St. John's, where Outlooks stand at -7% and -6%, respectively.

When compared with the previous quarter, hiring prospects weaken in six of the seven areas. Moncton employers report the most noteworthy decline of 15 percentage points, while Outlooks are 10 and 8 percentage points weaker in St. John's and Cape Breton Area, respectively. Meanwhile, Halifax employers report no quarter-over-quarter change.

When compared with the second quarter of 2016, hiring intentions weaken in five areas, most notably by 19 percentage points in Moncton. St. John's employers report a decline of 10 percentage points and the Outlook for Charlottetown is 9 percentage points weaker. Elsewhere, hiring prospects improve in two areas, including Saint John, with an increase of 10 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>All Industries</b>	<b>10</b>	<b>4</b>	<b>85</b>	<b>1</b>	<b>6</b>	<b>3</b>
Construction	11	5	84	0	6	-3
Education	0	6	94	0	-6	-3
Finance, Insurance & Real Estate	7	13	80	0	-6	1
Manufacturing – Durables	14	7	71	8	7	9
Manufacturing – Non-Durables	0	0	100	0	0	-9
Mining	10	10	80	0	0	-4
Public Administration	9	0	91	0	9	12
Services	12	0	86	2	12	7
Transportation & Public Utilities	6	13	81	0	-7	-4
Wholesale & Retail Trade	17	0	83	0	17	8

**+13 (+9)%**

## Ontario

Job seekers can expect the moderate hiring pace to continue in the next three months, according to employers who report a Net Employment Outlook of +9%. The Outlook is unchanged quarter-over-quarter and improves by 2 percentage points when compared with the second quarter of 2016.

Payroll gains are anticipated in all 10 industry sectors during the April-June period. The strongest labour market is forecast for the Public Administration sector, where employers report an Outlook of +13%. Manufacturing – Durables sector employers also anticipate a steady hiring pace, reporting an Outlook of +12%, while Outlooks of +10% are reported in two sectors – the Construction sector and the Wholesale & Retail Trade sector. Elsewhere, Finance, Insurance & Real Estate sector employers expect some payroll gains with an Outlook of +8% while the Outlook for the Services sector stands at +7%.

When compared with the previous quarter, employers in five of the 10 industry sectors report weaker hiring prospects. The most notable decline of 10 percentage points is reported by Manufacturing – Non-Durables sector employers, while Outlooks are 7 and 5 percentage points weaker in the Finance, Insurance & Real Estate sector and the Public Administration sector, respectively. Meanwhile, employers report improved hiring plans in three sectors, most notably the Construction sector with an increase of 6 percentage points.

Year-over-year, employers in five of the 10 industry sectors report stronger hiring intentions. The most noteworthy increases of 7 and 6 percentage points are reported in the Manufacturing – Durables sector and the Construction sector, respectively. Mining sector employers report an improvement of 5 percentage points while the Outlook for the Wholesale & Retail Trade sector is 3 percentage points stronger. However, Outlooks also weaken in five sectors, most notably by 6 percentage points in the Finance, Insurance & Real Estate sector and by 4 percentage points in the Transportation & Public Utilities sector.

Employers in 23 of the 24 areas forecast an increase in staffing levels during Quarter 2 2017. The most optimistic Outlook of +20% is reported in Brampton. Elsewhere, Kitchener/Cambridge Area employers report an upbeat Outlook of +18%, while the Outlook for Cornwall stands at +16%. Steady job gains are also expected in Burlington/Oakville and Ottawa, where employers report Outlooks of +13%. Meanwhile, Fort Erie employers anticipate an uncertain hiring climate with an Outlook of -1% and Brantford employers expect a cautious hiring pace, reporting an Outlook of +2%.

Hiring prospects decline in 15 areas when compared with Quarter 1 2017, with the most noteworthy decrease of 11 percentage points reported by Brantford employers. Elsewhere, Outlooks are 9 percentage points weaker in Fort Erie, Mississauga and Welland/Port Colborne. However, employers in seven areas report improved hiring plans. Belleville employers report a considerable increase of 14 percentage points and the Outlook for Cornwall improves by 9 percentage points.

Outlooks improve in 11 areas when compared with the second quarter of 2016. Welland/Port Colborne employers report a sharp increase of 24 percentage points, while Outlooks are 18 and 17 percentage points stronger in Mississauga and Northumberland County, respectively. However, hiring plans weaken in 12 areas, most notably by 11 percentage points in Fort Erie. Hiring prospects decline by 9 percentage points in Brantford, while employers report decreases of 7 percentage points in Kingston and Thunder Bay.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>All Industries</b>	<b>15</b>	<b>2</b>	<b>81</b>	<b>2</b>	<b>13</b>	<b>9</b>
Construction	24	2	73	1	22	10
Education	8	2	89	1	6	6
Finance, Insurance & Real Estate	10	1	85	4	9	8
Manufacturing – Durables	17	3	78	2	14	12
Manufacturing – Non-Durables	13	6	78	3	7	6
Mining	18	5	75	2	13	6
Public Administration	22	0	76	2	22	13
Services	11	2	85	2	9	7
Transportation & Public Utilities	10	3	85	2	7	6
Wholesale & Retail Trade	19	1	79	1	18	10

**+7 (+4)%**

## Quebec

A slight increase in staffing levels is expected in the April-June time frame, with employers reporting a Net Employment Outlook of +4%. However, hiring intentions are 5 and 4 percentage points weaker quarter-over-quarter and year-over-year, respectively.

Employers in six of the 10 industry sectors forecast an increase in staffing levels during Quarter 2 2017. Active labour markets are anticipated in two sectors with Outlooks standing at +23% and +21% – the Public Administration sector and the Manufacturing – Durables sector, respectively. Finance, Insurance & Real Estate sector employers expect some hiring opportunities, reporting an Outlook of +8%, while Outlooks of +7% and +5% are reported for the Wholesale & Retail Trade sector and the Transportation & Public Utilities sector, respectively. Meanwhile, employers report uncertain hiring prospects in three sectors, including the Construction sector where the Outlook is -2%.

Quarter-over-quarter, hiring plans weaken in six of the 10 industry sectors. Education sector employers report the most noteworthy decline of 13 percentage points while the Outlook for the Construction sector is 11 percentage points weaker. Hiring intentions decline by 8 percentage points in both the Mining sector and the Services sector, while employers report a decrease of 7 percentage points in the Manufacturing – Non-Durables sector. Elsewhere, Outlooks improve in two sectors, with employers reporting increases of 10 and 3 percentage points for the Manufacturing – Durables sector and the Finance, Insurance & Real Estate sector, respectively.

Hiring prospects also decline in six of the 10 industry sectors when compared with this time one year ago. A sharp decrease of 21 percentage points is reported in the Construction sector while Outlooks are 13 and 12 percentage points weaker in the Mining sector and the Manufacturing – Non-Durables sector, respectively. Education sector employers also report considerably weaker hiring plans, with a decline of 10 percentage points. However, hiring intentions improve in four sectors. Steep increases of 22 and 21 percentage points are reported in the Public Administration sector and the Manufacturing – Durables sector, respectively, while the Outlook for the Finance, Insurance & Real Estate sector is 7 percentage points stronger.

Seasonally adjusted data is available for four of the five areas in Quebec, but figures for Laval (\*) are not seasonally adjusted.

Employers in four of the five areas forecast job gains in Quarter 2 2017. The strongest hiring pace is expected in Cantons de L'Est (formerly Sherbrooke), where the Outlook stands at +8%. Elsewhere, Outlooks of +7% are reported in both Laval\* and Montreal. However, Monteregie (formerly Granby) employers report flat hiring prospects with an Outlook of 0%.

Hiring prospects weaken in three areas when compared with the previous quarter, most notably declining by 7 percentage points in Montreal and by 6 percentage points in Quebec City. Meanwhile, employers in Laval\* report a considerable improvement of 14 percentage points and in Cantons de L'Est (formerly Sherbrooke) hiring plans are relatively stable.

Year-over-year, hiring intentions weaken in four regions. Quebec City employers report a decline of 9 percentage points while the Outlook for Monteregie (formerly Granby) is 7 percentage points weaker. Elsewhere, Cantons de L'Est (formerly Sherbrooke) and Montreal employers report relatively stable hiring intentions.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>All Industries</b>	<b>9</b>	<b>2</b>	<b>86</b>	<b>3</b>	<b>7</b>	<b>4</b>
Construction	7	0	93	0	7	-2
Education	0	0	95	5	0	0
Finance, Insurance & Real Estate	17	0	75	8	17	8
Manufacturing – Durables	21	0	79	0	21	21
Manufacturing – Non-Durables	7	7	83	3	0	-1
Mining	8	0	83	9	8	-1
Public Administration	22	0	78	0	22	23
Services	11	7	80	2	4	1
Transportation & Public Utilities	0	0	100	0	0	5
Wholesale & Retail Trade	8	0	92	0	8	7

**+11 (+9)%**

## Western Canada

Employers continue to report cautiously optimistic hiring plans with a Net Employment Outlook of +9% for the forthcoming quarter. Hiring intentions are unchanged when compared with the previous quarter and improve by 4 percentage points year-over-year.

Staffing levels are forecast to grow in all 10 industry sectors during Quarter 2 2017. Education sector employers report the strongest hiring prospects with an Outlook of +19%. Elsewhere, steady payroll gains are forecast for the Public Administration sector, with an Outlook of +15%, and the Manufacturing – Durables sector, where the Outlook stands at +12%. Respectable job gains are anticipated in two sectors with Outlooks of +11% – the Mining sector and the Services sector – while employers in the Finance, Insurance & Real Estate sector report an Outlook of +10%. Meanwhile, Manufacturing – Non-Durables sector employers report the most cautious hiring intentions with an Outlook of +4%.

Hiring plans strengthen in five of the 10 industry sectors when compared with Quarter 1 2017. The most noteworthy increase of 6 percentage points is reported in the Mining sector, while Outlooks are 5 percentage points stronger in both the Construction sector and the Manufacturing – Durables sector. Elsewhere, hiring prospects weaken in four sectors, including the Transportation & Public Utilities sector, where employers report a decline of 6 percentage points.

Employers report stronger hiring prospects in six of the 10 industry sectors when compared with the second quarter of 2016. A sharp increase of 22 percentage points is reported in the Mining sector, while the Outlook for the Manufacturing – Durables sector improves by 13 percentage points. Outlooks are also considerably stronger in both the Construction sector and the Education sector, with increases of 11 percentage points. However, hiring intentions weaken in three sectors. Finance, Insurance & Real Estate sector employers report a considerable decline of 10 percentage points while the Outlook for the Transportation & Public Utilities sector decreases by 6 percentage points.

Payrolls are expected to increase in 10 of the 11 areas during the April-June period. Richmond-Delta employers report the strongest hiring prospects with an Outlook of +16%, while the Outlook stands at +15% in Vancouver. Elsewhere, steady hiring activity is forecast for Red Deer and Saskatoon, with Outlooks of +14% and +13%, respectively. However, Regina employers forecast a slight decline in staffing levels with an Outlook of -2%.

Quarter-over-quarter, employers in six areas report weaker hiring prospects. Victoria & Capital Regional District employers report the most notable decline of 10 percentage points, while Outlooks are 9 and 8 percentage points weaker in Regina and Burnaby-Coquitlam, respectively. Meanwhile, hiring plans improve in four areas, including Surrey and Edmonton, where Outlooks increase by 4 and 3 percentage points, respectively.

Hiring intentions improve in seven areas when compared with this time one year ago. Red Deer employers report a sharp improvement of 24 percentage points while Outlooks are 11 percentage points stronger in both Calgary and Vancouver. However, hiring prospects weaken in four areas, including Regina with a steep decline of 23 percentage points, and Surrey, where employers report a decrease of 7 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>All Industries</b>	<b>15</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>11</b>	<b>9</b>
Construction	17	6	77	0	11	8
Education	18	3	79	0	15	19
Finance, Insurance & Real Estate	17	6	77	0	11	10
Manufacturing – Durables	16	3	81	0	13	12
Manufacturing – Non-Durables	11	5	82	2	6	4
Mining	18	14	68	0	4	11
Public Administration	21	3	76	0	18	15
Services	15	1	83	1	14	11
Transportation & Public Utilities	11	0	87	2	11	9
Wholesale & Retail Trade	10	2	87	1	8	9

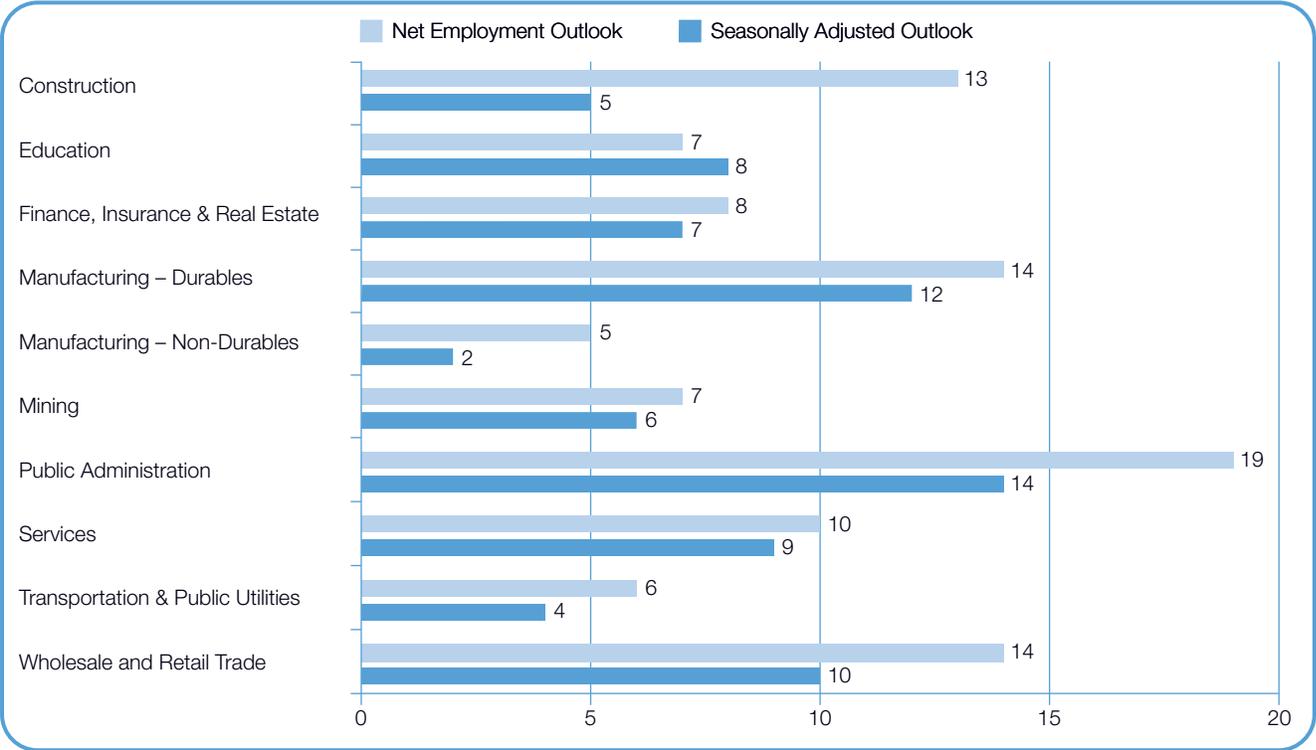
# Sector Comparisons

Employers forecast payroll gains in all 10 industry sectors during the upcoming quarter. The strongest hiring pace is anticipated in the Public Administration sector where the Net Employment Outlook stands at +14%. Elsewhere, Manufacturing – Durables sector employers report respectable hiring plans with an Outlook of +12%, while Outlooks stand at +10% and +9% in the Wholesale & Retail Trade sector and the Services sector, respectively. Education sector employers expect some hiring opportunities, reporting an Outlook of +8%, while the Outlook for the Finance, Insurance & Real Estate sector stands at +7%. Meanwhile, the weakest Outlook of +2% is reported by Manufacturing – Non-Durables sector employers.

Quarter-over-quarter, hiring intentions weaken in six of the 10 industry sectors. Manufacturing – Non-Durables sector employers report the most noteworthy decline of 11 percentage points, while Outlooks are 7 and 6

percentage points weaker in the Transportation & Public Utilities sector and the Public Administration sector, respectively. However, employers in two sectors report stronger hiring prospects, most notably with an increase of 3 percentage points in the Mining sector.

Employers in six of the 10 industry sectors report stronger hiring plans when compared with Quarter 2 2016. Manufacturing – Durables sector employers report a considerable increase of 11 percentage points, while Outlooks are 9 and 5 percentage points stronger in the Mining sector and the Wholesale & Retail Trade sector, respectively. Elsewhere, hiring prospects decline in three sectors. Decreases of 7 percentage points are reported in both the Finance, Insurance & Real Estate sector and the Transportation & Public Utilities sector, while the Outlook for the Manufacturing – Non-Durables sector is 5 percentage points weaker.



**+13 (+5)%**

## Construction

Employers continue to expect a moderate hiring pace, reporting a Net Employment Outlook of +5% for the upcoming quarter. Hiring intentions are unchanged when compared with the previous quarter and remain relatively stable year-over-year.



**+7 (+8)%**

## Education

Job seekers can expect some hiring opportunities in the second quarter of 2017, according to employers who report a Net Employment Outlook of +8%. While the Outlook is 2 percentage points weaker quarter-over-quarter, employers report an improvement of 2 percentage points when compared with Quarter 2 2016.



**+8 (+7)%**

## Finance, Insurance & Real Estate

Reporting a Net Employment Outlook of +7%, employers forecast a mild hiring climate in Quarter 2 2017. However, hiring prospects decline by 5 percentage points when compared with the previous quarter and are 7 percentage points weaker year-over-year.



**+14 (+12)%**

## Manufacturing – Durable Goods

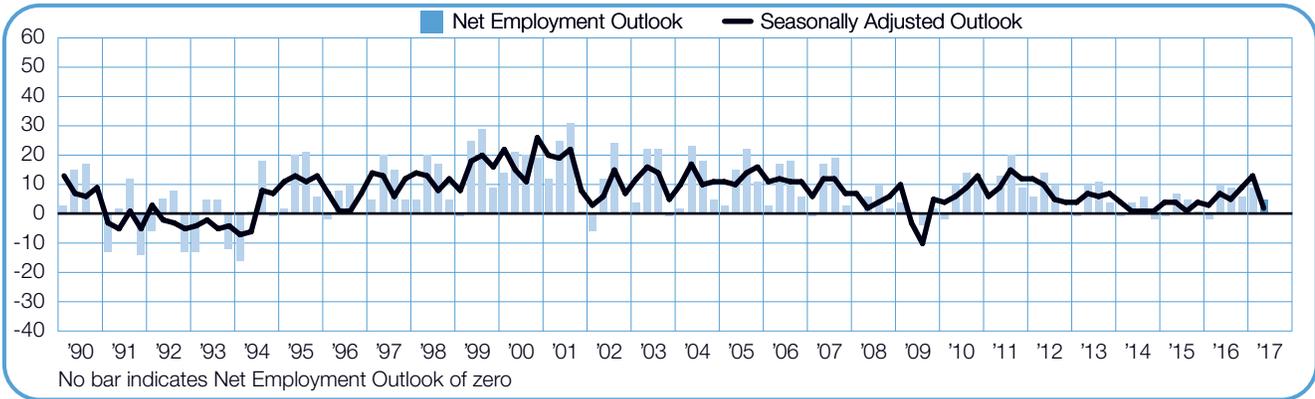
Respectable payroll gains are anticipated in the next three months. Employers report a Net Employment Outlook of +12%, declining by 4 percentage points quarter-over-quarter but improving by 11 percentage points when compared with this time one year ago.



**+5 (+2)%**

## Manufacturing – Non-Durable Goods

Slow-paced hiring activity is likely in the April-June time frame, according to employers who report a Net Employment Outlook of +2%. However, hiring intentions decline by a considerable margin of 11 percentage points when compared with the previous quarter and are 5 percentage points weaker year-over-year.



**+7 (+6)%**

## Mining

The strongest hiring climate in two years is expected during the forthcoming quarter, with employers reporting a Net Employment Outlook of +6%. Hiring prospects improve by 3 and 9 percentage points quarter-over-quarter and year-over-year, respectively.



**+19 (+14)%**

## Public Administration

Job seekers can expect a steady hiring pace in Quarter 2 2017, according to employers who report a Net Employment Outlook of +14%. However, hiring plans are 6 percentage points weaker when compared with Quarter 1 2017. Year-over-year, the Outlook is unchanged.



**+10 (+9)%**

## Services

Employers continue to report cautiously optimistic hiring intentions for the next three months with a Net Employment Outlook of +9%. Hiring prospects are unchanged when compared with the previous quarter and remain relatively stable when compared with Quarter 2 2016.



**+6 (+4)%**

## Transportation & Public Utilities

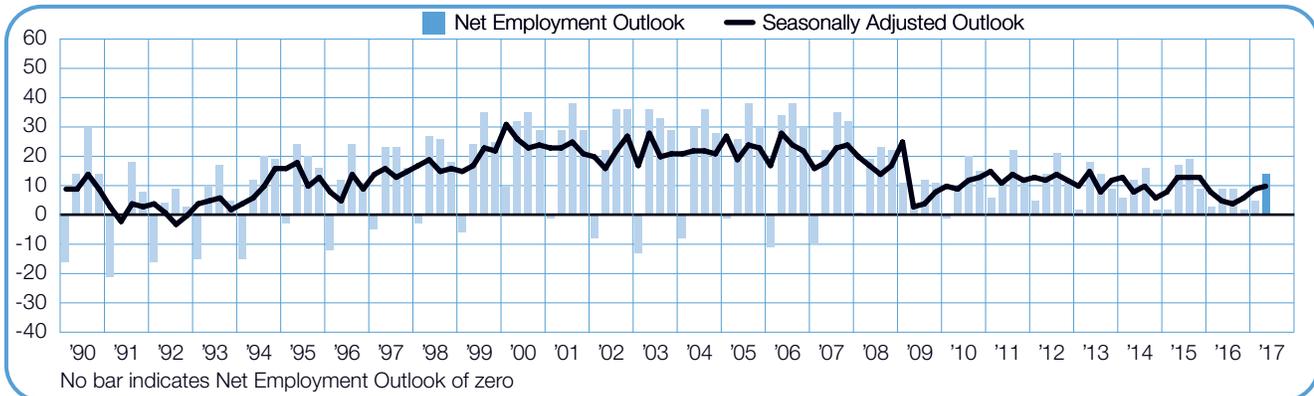
The weakest labour market in seven years is forecast for the coming quarter. Employers report a Net Employment Outlook of +4%, declining by 7 percentage points both quarter-over-quarter and year-over-year.



**+14 (+10)%**

## Wholesale & Retail Trade

Some hiring opportunities are anticipated in the April-June time frame with employers reporting a Net Employment Outlook of +10%. Hiring intentions remain relatively stable quarter-over-quarter and improve by 5 percentage points year-over-year.

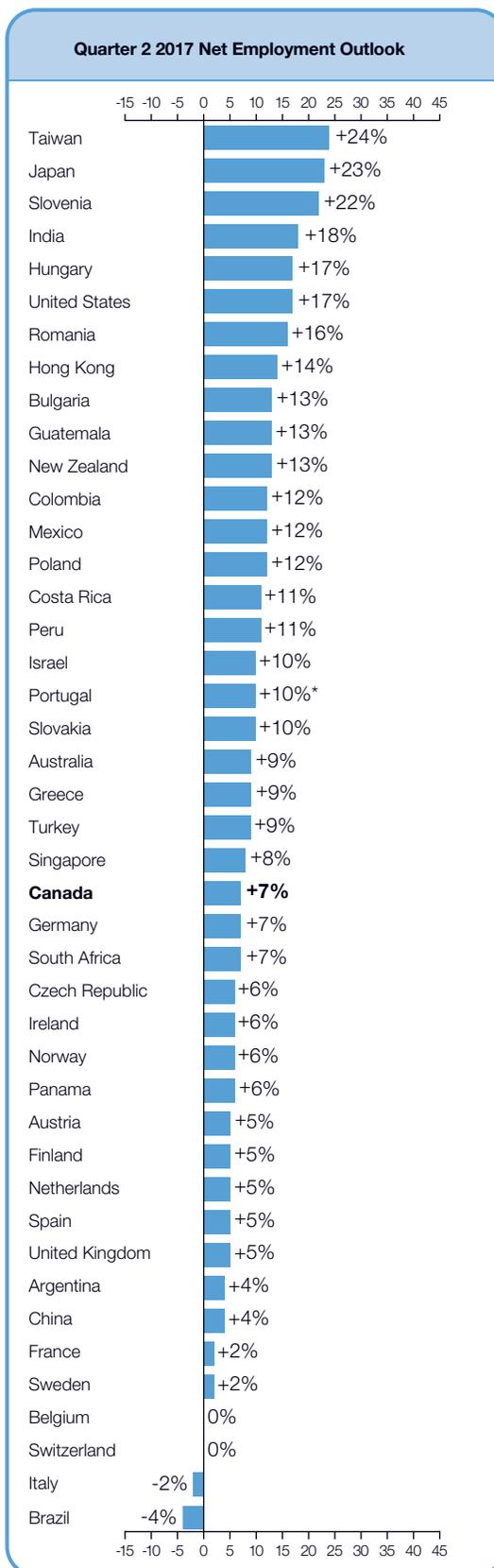


# Global Employment Outlook

	Quarter 2 2017	Qtr on Qtr Change Q1 2017 to Q2 2017	Yr on Yr Change Q2 2016 to Q2 2017
	%		
<b>Americas</b>			
Argentina	6 (4) <sup>1</sup>	-1 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
Brazil	0 (-4) <sup>1</sup>	8 (4) <sup>1</sup>	5 (6) <sup>1</sup>
<b>Canada</b>	<b>10 (7)<sup>1</sup></b>	<b>4 (-3)<sup>1</sup></b>	<b>0 (0)<sup>1</sup></b>
Colombia	14 (12) <sup>1</sup>	8 (3) <sup>1</sup>	-5 (-5) <sup>1</sup>
Costa Rica	12 (11) <sup>1</sup>	-4 (-1) <sup>1</sup>	-5 (-2) <sup>1</sup>
Guatemala	14 (13) <sup>1</sup>	-2 (-3) <sup>1</sup>	-4 (-4) <sup>1</sup>
Mexico	14 (12) <sup>1</sup>	2 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
Panama	6 (6) <sup>1</sup>	-2 (-1) <sup>1</sup>	-7 (-4) <sup>1</sup>
Peru	13 (11) <sup>1</sup>	6 (3) <sup>1</sup>	3 (2) <sup>1</sup>
United States	19 (17) <sup>1</sup>	6 (1) <sup>1</sup>	1 (1) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	11 (9) <sup>1</sup>	3 (0) <sup>1</sup>	5 (5) <sup>1</sup>
China	4 (4) <sup>1</sup>	0 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Hong Kong	14 (14) <sup>1</sup>	1 (1) <sup>1</sup>	0 (-1) <sup>1</sup>
India	18 (18) <sup>1</sup>	-3 (-5) <sup>1</sup>	-21 (-20) <sup>1</sup>
Japan	30 (23) <sup>1</sup>	8 (0) <sup>1</sup>	1 (1) <sup>1</sup>
New Zealand	14 (13) <sup>1</sup>	-1 (-2) <sup>1</sup>	4 (4) <sup>1</sup>
Singapore	8 (8) <sup>1</sup>	0 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
Taiwan	24 (24) <sup>1</sup>	4 (0) <sup>1</sup>	3 (3) <sup>1</sup>

<b>EMEA<sup>†</sup></b>			
Austria	7 (5) <sup>1</sup>	4 (-2) <sup>1</sup>	4 (4) <sup>1</sup>
Belgium	1 (0) <sup>1</sup>	-5 (-6) <sup>1</sup>	-1 (-1) <sup>1</sup>
Bulgaria	20 (13) <sup>1</sup>	13 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Czech Republic	6 (6) <sup>1</sup>	5 (4) <sup>1</sup>	2 (4) <sup>1</sup>
Finland	9 (5) <sup>1</sup>	8 (0) <sup>1</sup>	4 (4) <sup>1</sup>
France	1 (2) <sup>1</sup>	0 (0) <sup>1</sup>	2 (3) <sup>1</sup>
Germany	6 (7) <sup>1</sup>	2 (1) <sup>1</sup>	3 (3) <sup>1</sup>
Greece	14 (9) <sup>1</sup>	12 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Hungary	20 (17) <sup>1</sup>	5 (0) <sup>1</sup>	7 (7) <sup>1</sup>
Ireland	7 (6) <sup>1</sup>	3 (1) <sup>1</sup>	0 (1) <sup>1</sup>
Israel	10 (10) <sup>1</sup>	3 (0) <sup>1</sup>	1 (2) <sup>1</sup>
Italy	0 (-2) <sup>1</sup>	2 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
Netherlands	5 (5) <sup>1</sup>	0 (0) <sup>1</sup>	1 (1) <sup>1</sup>
Norway	7 (6) <sup>1</sup>	4 (2) <sup>1</sup>	4 (3) <sup>1</sup>
Poland	13 (12) <sup>1</sup>	9 (4) <sup>1</sup>	1 (1) <sup>1</sup>
Portugal	10	5	-
Romania	25 (16) <sup>1</sup>	19 (0) <sup>1</sup>	6 (5) <sup>1</sup>
Slovakia	10 (10) <sup>1</sup>	3 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Slovenia	27 (22) <sup>1</sup>	14 (4) <sup>1</sup>	14 (14) <sup>1</sup>
South Africa	7 (7) <sup>1</sup>	-1 (0) <sup>1</sup>	2 (2) <sup>1</sup>
Spain	7 (5) <sup>1</sup>	6 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Sweden	4 (2) <sup>1</sup>	-2 (-5) <sup>1</sup>	-5 (-5) <sup>1</sup>
Switzerland	3 (0) <sup>1</sup>	6 (1) <sup>1</sup>	0 (-1) <sup>1</sup>
Turkey	14 (9) <sup>1</sup>	9 (-1) <sup>1</sup>	-2 (-2) <sup>1</sup>
UK	5 (5) <sup>1</sup>	-1 (-2) <sup>1</sup>	-2 (-2) <sup>1</sup>



<sup>†</sup>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.

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

ManpowerGroup interviewed over 58,000 employers across 43 countries and territories to forecast labour market activity in Quarter 2 2017. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2017 as compared to the current quarter?"

ManpowerGroup's second-quarter research reveals that employers in 39 of 43 countries and territories intend to add to their payrolls by varying degrees in the April-June time frame.\* Overall, opportunities for job seekers are expected to remain similar to those available in the first three months of 2017, with employers in most countries and territories signaling that they are content to either maintain current staffing levels or engage in modest levels of payroll growth while they monitor ongoing developments in the marketplace.

Hiring plans improve in 17 of 43 countries and territories when compared quarter-over-quarter, decline in 15, and are unchanged in 11. The year-over-year trend reveals a more pronounced uptick with Outlooks strengthening in 25 countries and territories, weakening in 14, and remaining unchanged in three.\*\* Second-quarter hiring confidence is strongest in Taiwan, Japan, Slovenia and India. The weakest forecasts are reported in Brazil, Italy, Belgium and Switzerland.

Staffing levels are expected to grow in 22 of 25 countries in the Europe, Middle East & Africa (EMEA) region. Outlooks improve in 12 countries quarter-over-quarter, weaken in six and are unchanged in seven. In a year-over-year comparison, Outlooks improve in 18 countries and decline in only six. Job seekers in Slovenia, Hungary and Romania stand to benefit from the strongest employer hiring plans in the EMEA region. Additionally, employers in Slovenia, as well as their counterparts in Bulgaria, report their most optimistic hiring plans since their surveys were launched. The weakest forecasts are reported in Italy, Belgium and Switzerland.

Payrolls are expected to increase in all eight Asia Pacific countries and territories. When compared to the prior quarter, Net Employment Outlooks decline in three countries and territories, are unchanged in four, and improve in only one. In a year-over-year comparison the hiring pace is expected to improve by varying margins in four countries and territories and decline in the remaining four. For the second consecutive quarter, employers in Taiwan report the most optimistic forecast in the region – as well as across the globe – while for the fourth consecutive quarter employers in China report the region's weakest forecast.

Positive Outlooks are reported in nine of the 10 countries surveyed in the Americas. Hiring confidence strengthens in four countries and declines in six when compared to the first three months of 2017. Year-over-year, hiring prospects improve in three countries, weaken in four and are unchanged in three. For the third consecutive quarter employers in the United States report the strongest hiring plans in the Americas, and for the ninth consecutive quarter employers in Brazil 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](http://www.manpowergroup.com/meos)

The next ManpowerGroup Employment Outlook Survey will be released on 13 June 2017 and will detail expected labour market activity for the third quarter of 2017.

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

\*\* Portugal launched the survey in Quarter 3 2016 and has no year-over-year trend data to compare at this point.

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# International Comparisons – Americas

Over 23,000 employers from 10 countries throughout North, Central and South America were interviewed for the Quarter 2 2017 survey. Payrolls are expected to grow in all countries except Brazil.

U.S. hiring plans remain upbeat. The forecast is relatively stable when compared to the prior quarter and last year at this time with more than one of every five employers expecting to add to their payrolls over the next three months. Job prospects are again strongest in the Leisure & Hospitality sector, with employers in the Transportation & Utilities and the Wholesale & Retail Trade sectors also expecting active second-quarter labour markets.

A similarly steady hiring pace is expected in Mexico with employers planning workforce gains in all industry sectors and regions. The most opportunities for job seekers are expected in the Manufacturing sector where nearly a quarter of all employers surveyed said they plan to add to their payrolls in the April-June time frame.

Employers in each of Canada's industry sectors and regions anticipate some degree of second-quarter payroll growth, but the overall hiring pace is expected to soften from three months ago. The strongest hiring plans are reported by Public Administration sector employers, with similarly upbeat forecasts reported in the Manufacturing-Durables and Wholesale & Retail Trade sectors.

Payroll gains are expected in Guatemala, Costa Rica and Panama. However, the hiring pace in each country is expected to slow down when compared to last year's second-quarter results. Guatemalan employers report the most favorable second-quarter hiring plans with the strongest job growth expected in the Transport

& Communications sector. Costa Rican job seekers will likely find the most opportunities in the Manufacturing sector where employers forecast steady hiring. Meanwhile, Panama's Outlook is the weakest reported since Panama launched the survey in Quarter 2 2010. Forecasts in Panama's Manufacturing and Services sectors are also the weakest reported since the survey launched.

Peruvian employers anticipate steady payroll gains over the next three months with staffing levels projected to increase in each of the country's industry sectors and regions. The most optimistic forecasts are reported in the Construction and Agricultural sectors.

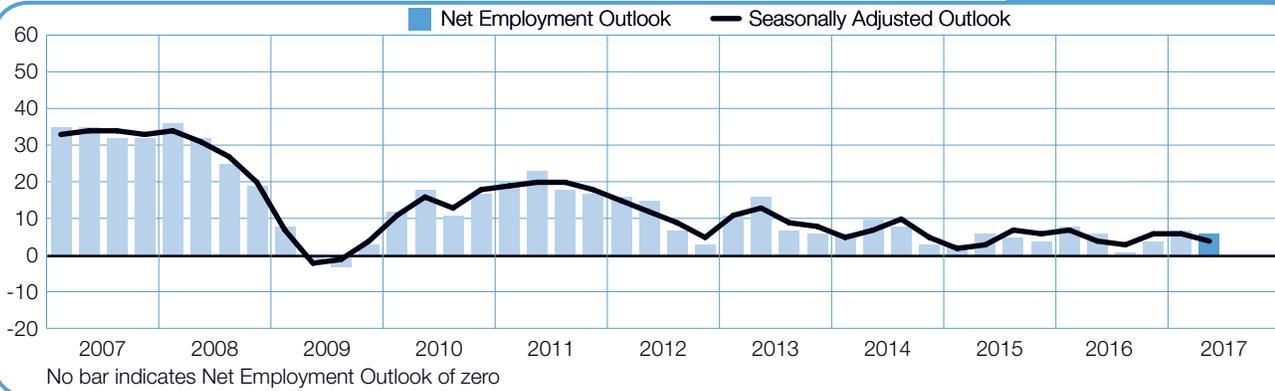
Prospects for Colombia's job seekers are expected to strengthen slightly from three months ago, and forecasts improve by varying margins in most industry sectors and regions. Construction sector employers anticipate the most robust hiring activity with approximately a third of those surveyed planning to add to their payrolls in the April-June time frame.

Argentine employers continue to anticipate modest payroll gains in the second quarter across all industry sectors despite the uncertainty associated with ongoing high inflation and its impact on consumer purchasing power. The most favorable job prospects are reported in the Finance, Insurance & Real Estate sector.

Despite expectations of continuing weakness in Brazil's labour market, the overall Outlook – as well as forecasts in most of its industry sectors and regions – improves slightly when compared to Quarter 1 2017 and by a moderate margin when compared to last year at this time.

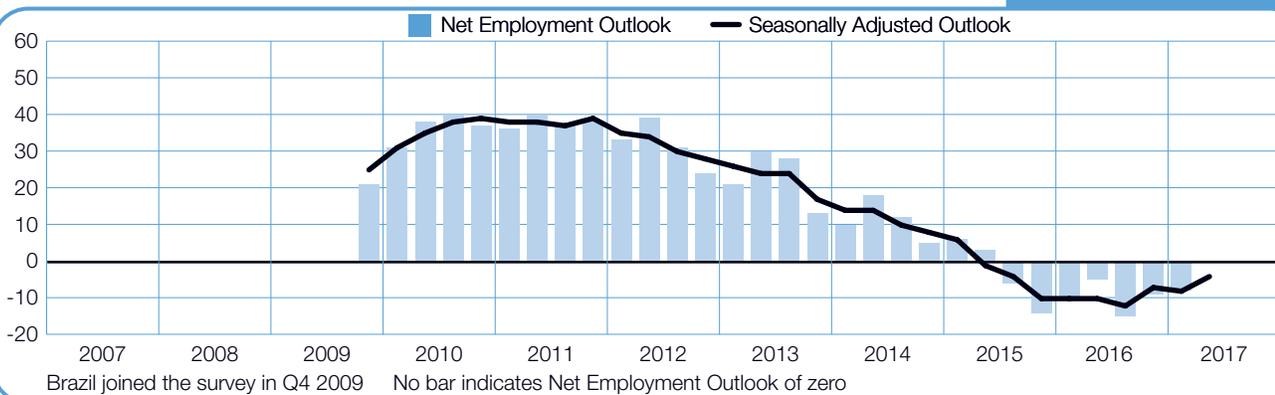
# Argentina

**+6 (+4)%**



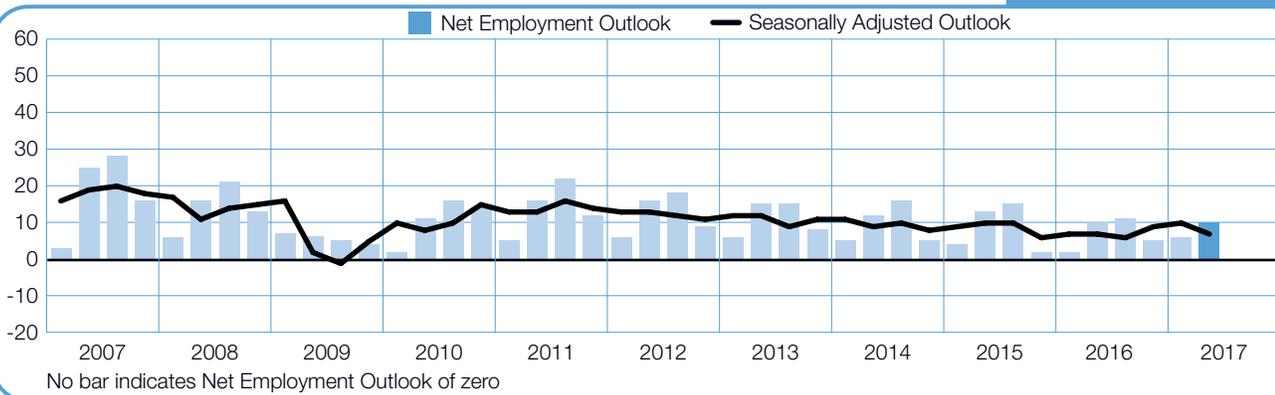
# Brazil

**0 (-4)%**



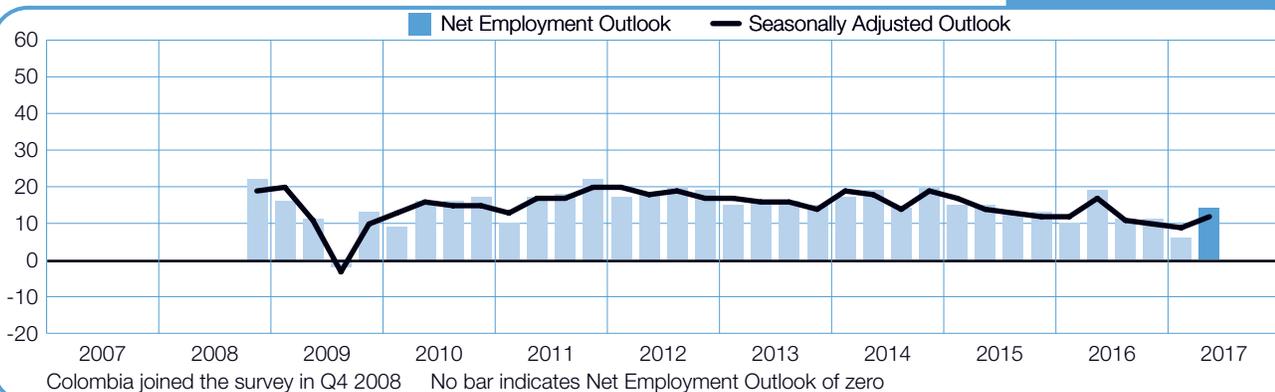
# Canada

**+10 (+7)%**



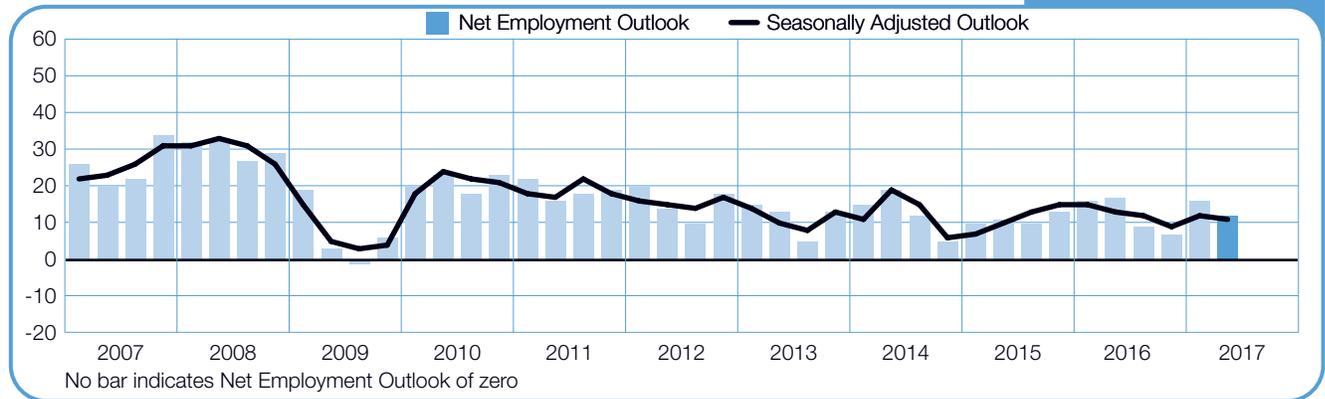
# Colombia

**+14 (+12)%**



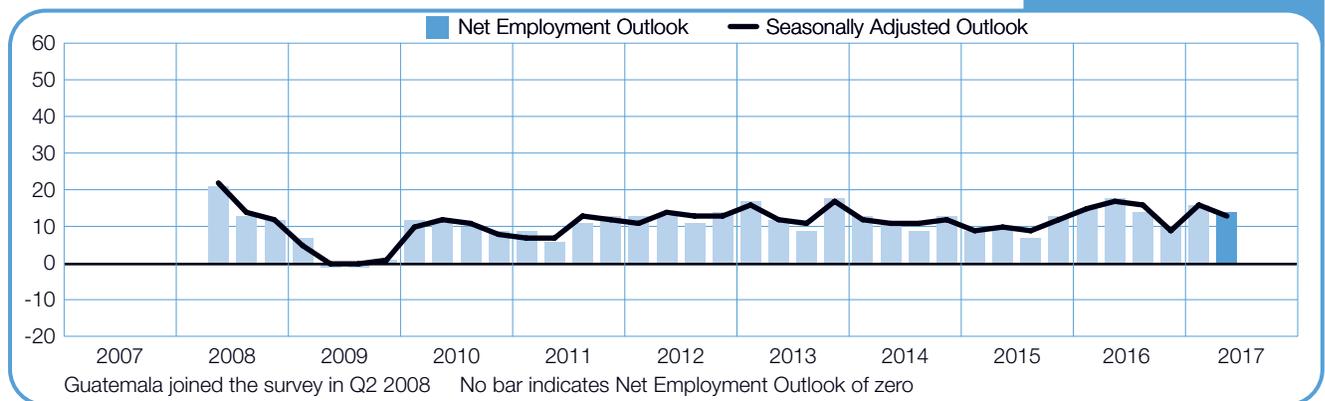
## Costa Rica

**+12 (+11)%**



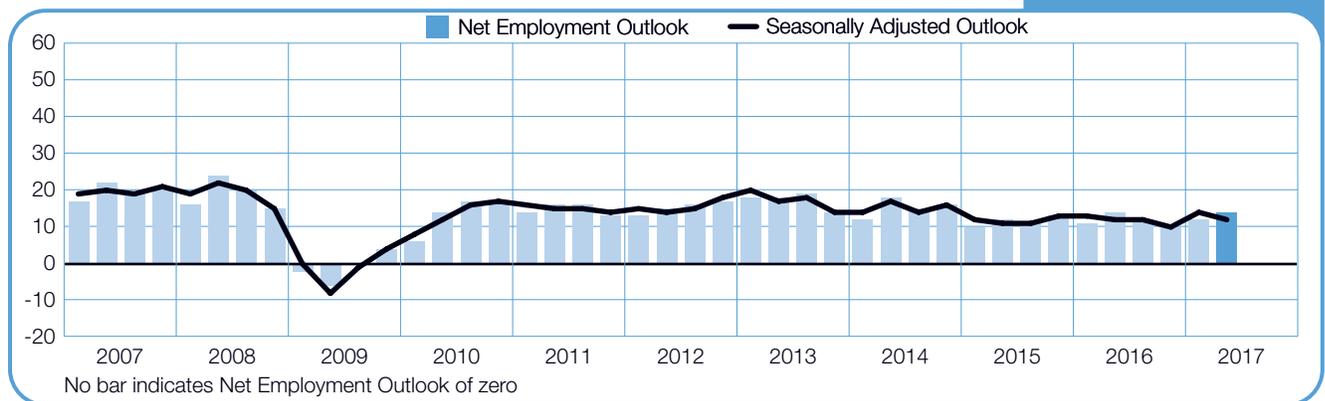
## Guatemala

**+14 (+13)%**



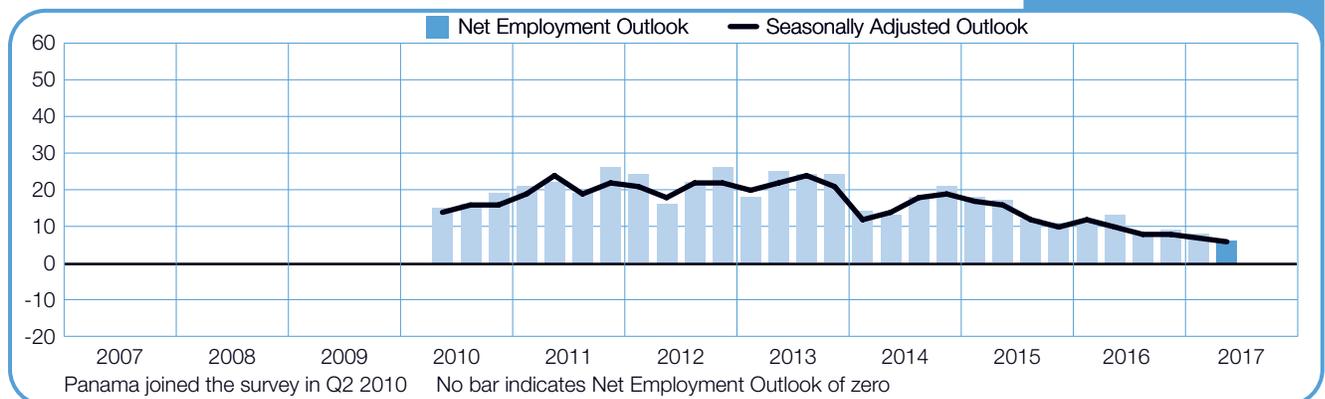
## Mexico

**+14 (+12)%**



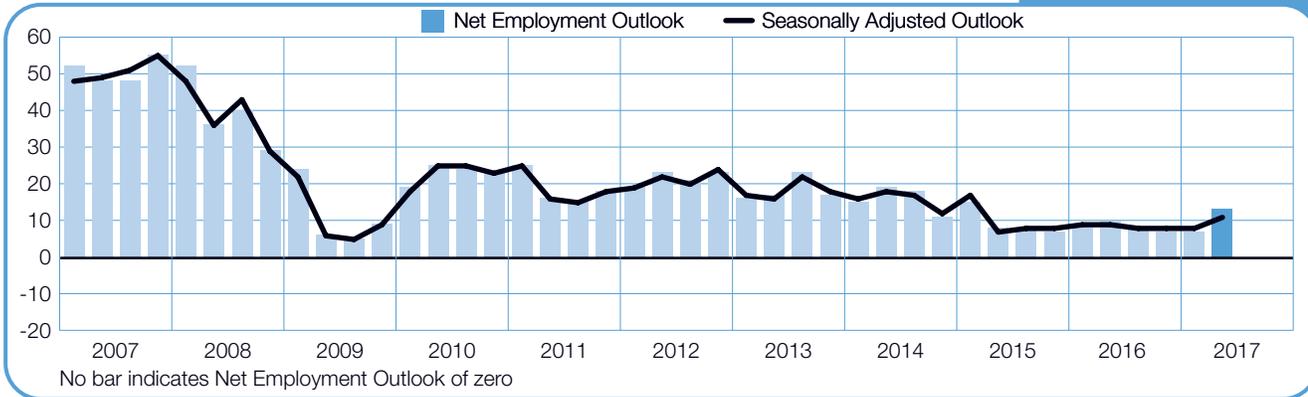
## Panama

**+6 (+6)%**



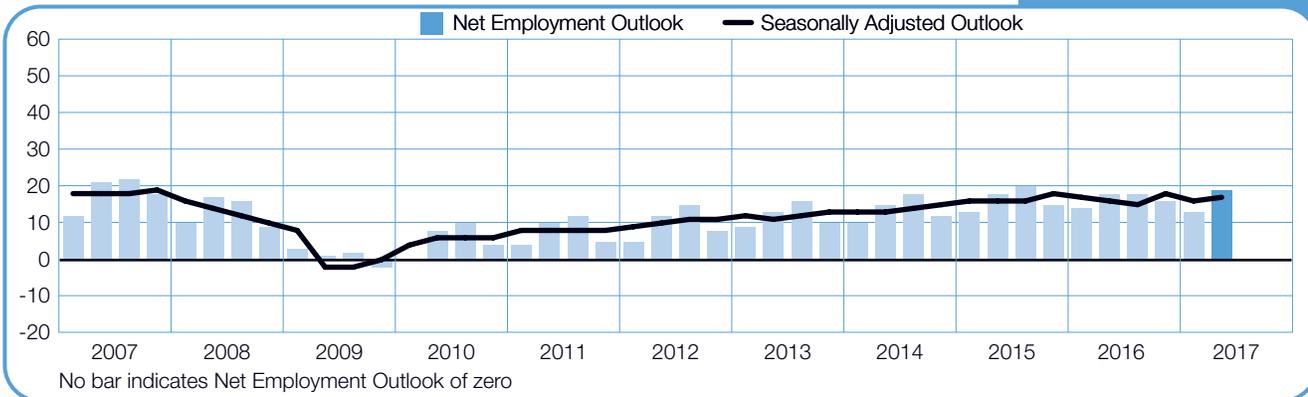
# Peru

**+13 (+11)%**



# United States of America

**+19 (+17)%**



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# International Comparisons – Asia Pacific

Over 14,000 employers were interviewed in eight countries and territories in the Asia Pacific region. Employers in each intend to add to their workforces over the next three months. However the hiring pace is expected to vary widely across the region.

For the second consecutive quarter, employer confidence in Taiwan is the strongest in the region as well as across all of the countries and territories participating in the survey worldwide. Nearly three of every 10 employers surveyed said they plan to add to their payrolls in the April-June period with the most robust hiring pace expected in the Finance, Insurance & Real Estate sector.

Japanese employers continue to anticipate a solid hiring environment over the next three months. Job prospects are expected to be bright in the Transportation & Utilities sector where the forecast is the strongest reported since Quarter 2 2008. Similarly, employers in the Wholesale & Retail Trade sector report their most optimistic hiring plans in 10 years.

In India, hiring expectations have declined steadily for five consecutive quarters, and India's Outlook dips to its least optimistic level since the survey began in Quarter 3 2005. Additionally, second-quarter forecasts in four of India's seven industry sectors are the weakest reported to date.

Mixed signals are evident in Australia's latest forecast. The overall Outlook is unchanged from the prior quarter, but hiring expectations in two key sectors are on opposite trajectories. The Finance, Insurance & Real

Estate sector Outlook dips to its weakest level since Quarter 3 2009. In contrast, hiring projections in the Mining & Construction sector continue to rebound with employers reporting their strongest hiring plans since Quarter 4 2012.

Outlooks remain uniformly positive in New Zealand. The most active hiring pace is expected in the Mining & Construction sector. In contrast, some opportunities for job seekers are expected in the Transportation & Utilities sector, but the forecast drops sharply in comparison to the prior quarter as employers may have satisfied their workforce needs following the strong first-quarter forecast.

Elsewhere across the region, employers in Hong Kong anticipate a steady second-quarter hiring pace and the Outlook remains relatively stable in comparison to the prior quarter and last year at this time. Similarly, employers in Singapore expect some payroll gains over the next three months despite the second consecutive quarter of negative forecasts reported in the Wholesale & Retail Trade sector.

The Outlook in China remains cautiously optimistic with modest levels of workforce growth expected in all industry sectors and regions. However, China's ongoing transition to a services-oriented economy may be contributing to a growing level of uncertainty among its employers, and nearly two thirds of the employers surveyed were unsure how their payrolls may change over the next three months.

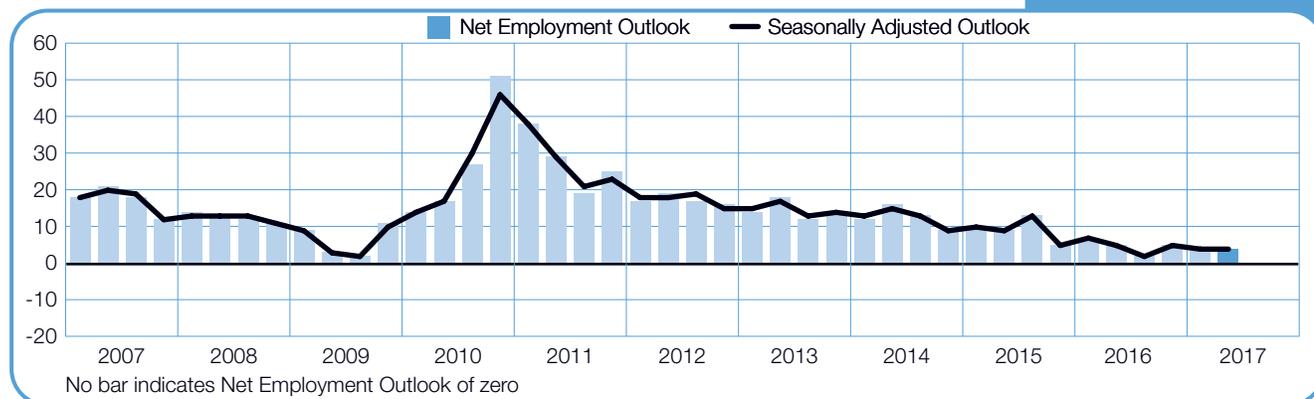
## Australia

+11 (+9)%



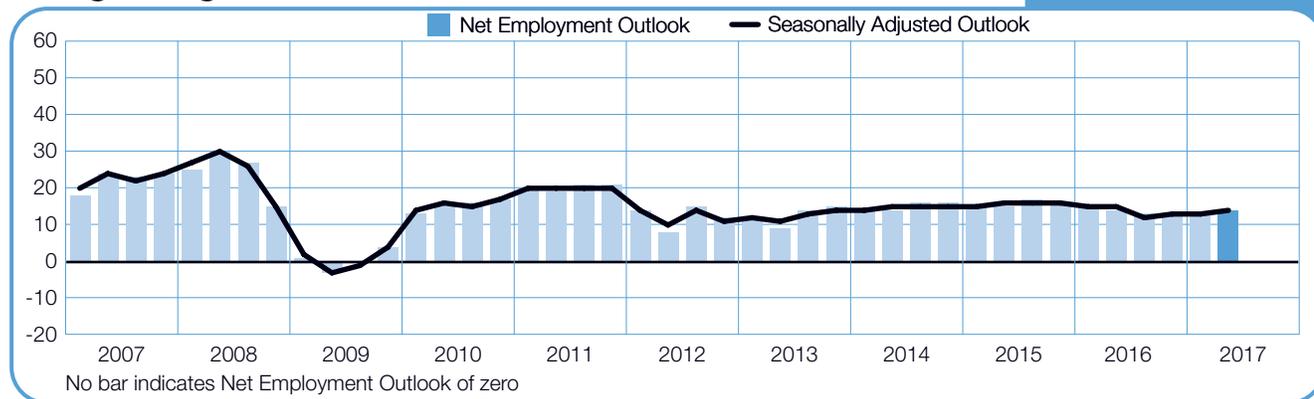
## China

+4 (+4)%



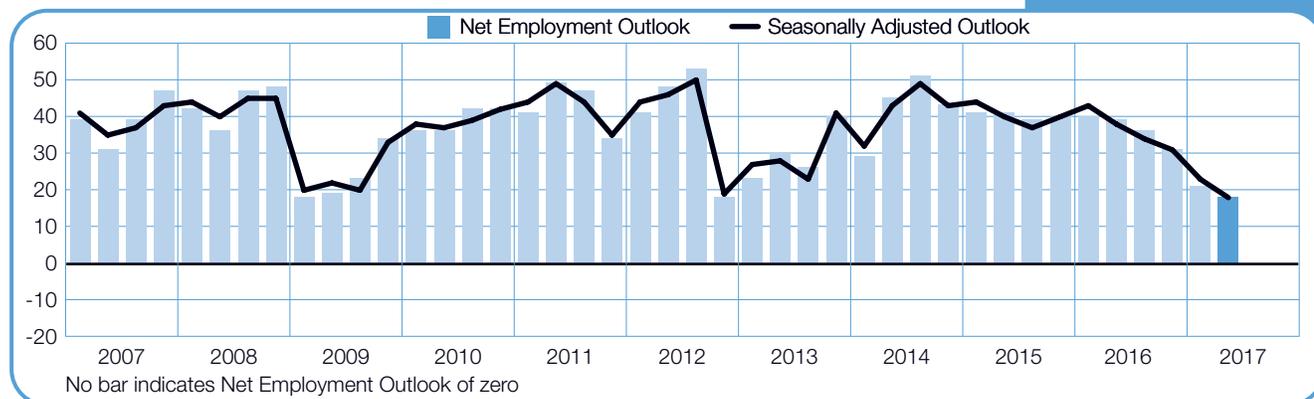
## Hong Kong

+14 (+14)%



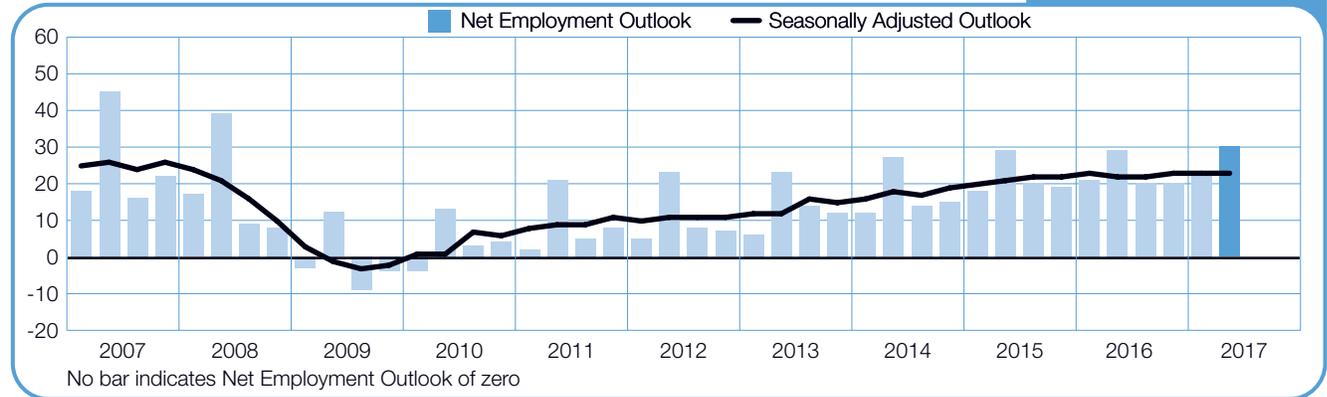
## India

+18 (+18)%



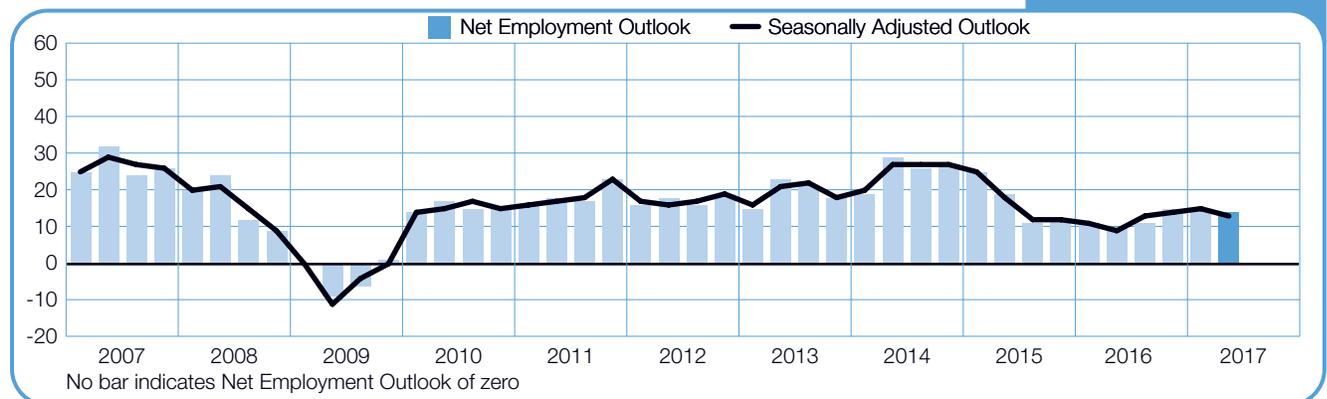
## Japan

**+30 (+23)%**



## New Zealand

**+14 (+13)%**



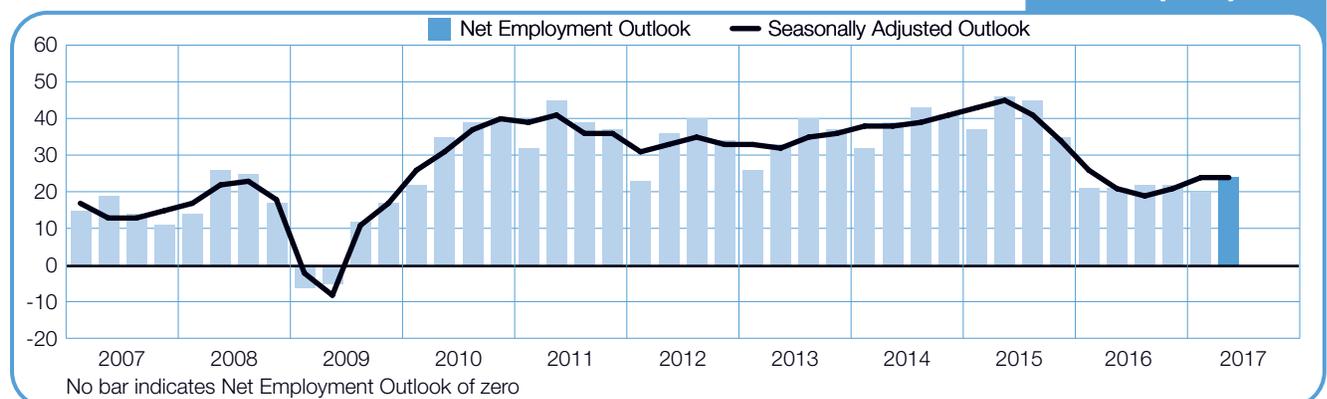
## Singapore

**+8 (+8)%**



## Taiwan

**+24 (+24)%**



# International Comparisons – EMEA

Opportunities for job seekers are mixed across the region based on interviews with nearly 21,000 employers in 25 countries. The research reveals that employers in 22 of 25 countries plan to add to their payrolls by varying degrees during the April-June time frame.

Most of the region’s second-quarter forecasts remain modest, but there are some signs that employer confidence may gradually be gaining traction with Outlooks improving in 18 of 24 countries\* when compared to last year at this time.

For instance, hiring activity throughout much of Eastern Europe is expected to pick up noticeably in the next three months, particularly in Slovenia and Bulgaria where employers report their most optimistic forecasts since their respective surveys were launched. Upbeat second-quarter forecasts are also reported in Hungary, Romania, Poland and Slovakia. Job seekers in the Czech Republic are also likely to benefit from a moderate uptick in labour market activity, especially in the Construction and the Transport, Storage & Communications sectors where employers report the most optimistic forecasts since the survey was launched in Quarter 2 2008.

Elsewhere, Germany’s labour market appears to be gaining momentum and the current forecast, buoyed by upbeat hiring projections in the Construction and Finance sectors, is the most optimistic reported since Quarter 2 2012. Similarly, job prospects in Spain are the strongest reported since Quarter 1 2008, while Norway’s forecast is the most optimistic in four years.

Dutch employers continue to report cautiously optimistic hiring plans with the most job growth expected in the Finance & Business Services sector. The Dutch Outlook is among the strongest reported since Quarter 1 2009.

Austrian employers anticipate some payroll gains in the months ahead. Most hiring activity is expected in the Manufacturing sector, but employers anticipate staffing levels will also grow in nine of 10 industry sectors and eight of nine regions.

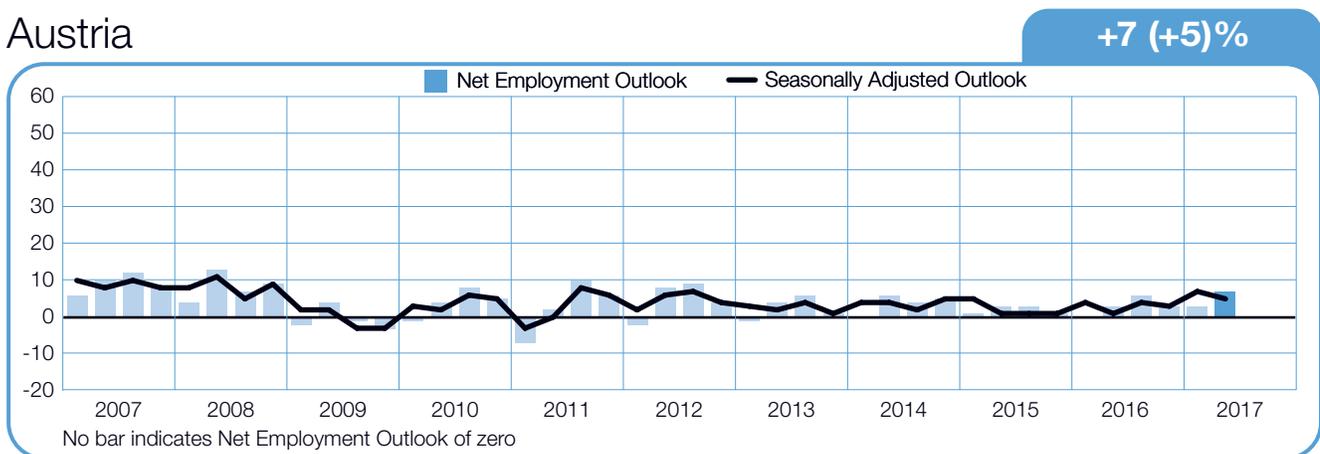
Cautiously optimistic hiring plans are also reported by employers in Israel, buoyed by the strongest Outlook in the Agricultural sector since the country joined the survey in Quarter 4 2011. The near-term forecast in Greece, South Africa and Finland also points to the likelihood of modest payroll growth.

A more challenging environment is expected to await job seekers elsewhere. UK employers anticipate some payroll gains in the next three months, but Outlooks in most industry sectors and regions soften in both quarter-over-quarter and year-over-year comparisons. Hiring expectations in Sweden also remain cautiously optimistic, but dip moderately in both quarter-over-quarter and year-over-year comparisons.

Opportunities may be even more limited for job seekers in France where, despite Construction sector employers reporting the strongest forecast in nearly 11 years, only modest job growth is projected in the months ahead. Hiring activity is expected to remain flat in Switzerland, as well as in Belgium where employers appear satisfied to maintain their current payrolls following the first quarter’s modest hiring gains. Meanwhile Italian employers appear even more reluctant to hire as the Outlook remains downbeat for the second consecutive quarter and is the only negative forecast reported among the 25 countries in the EMEA region.

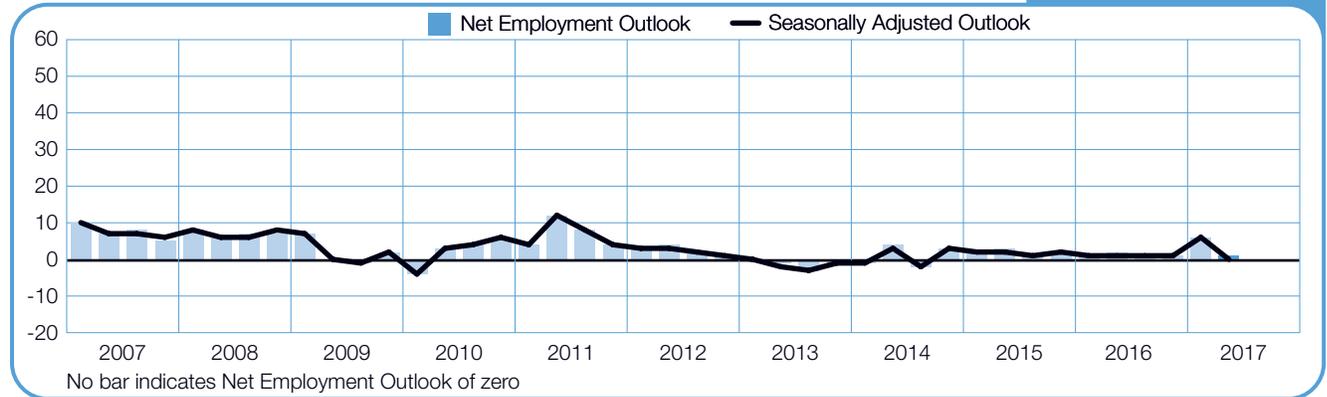
\* Portugal launched the survey in Quarter 3 2016 and has no year-over-year trend data to compare at this point.

## Austria



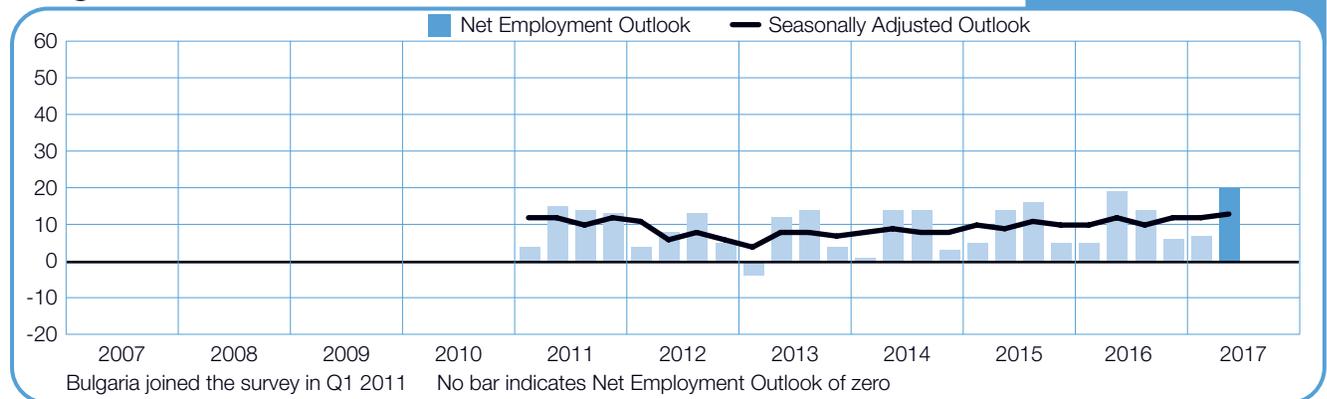
## Belgium

**+1 (0)%**



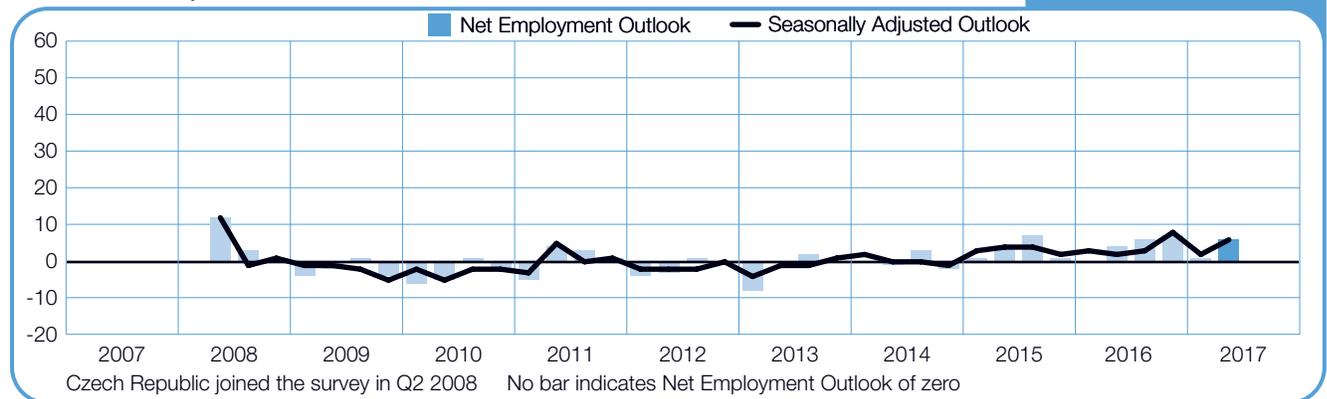
## Bulgaria

**+20 (+13)%**



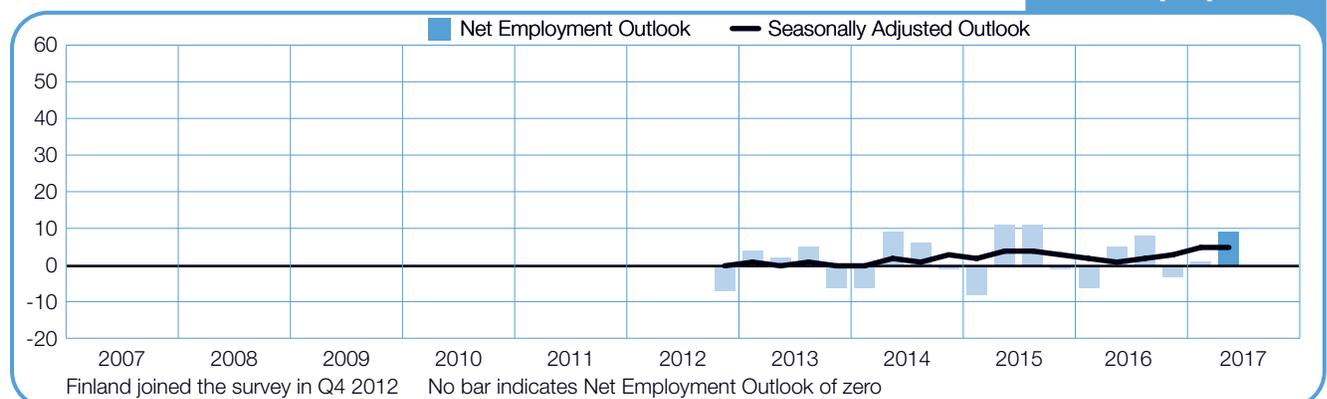
## Czech Republic

**+6 (+6)%**



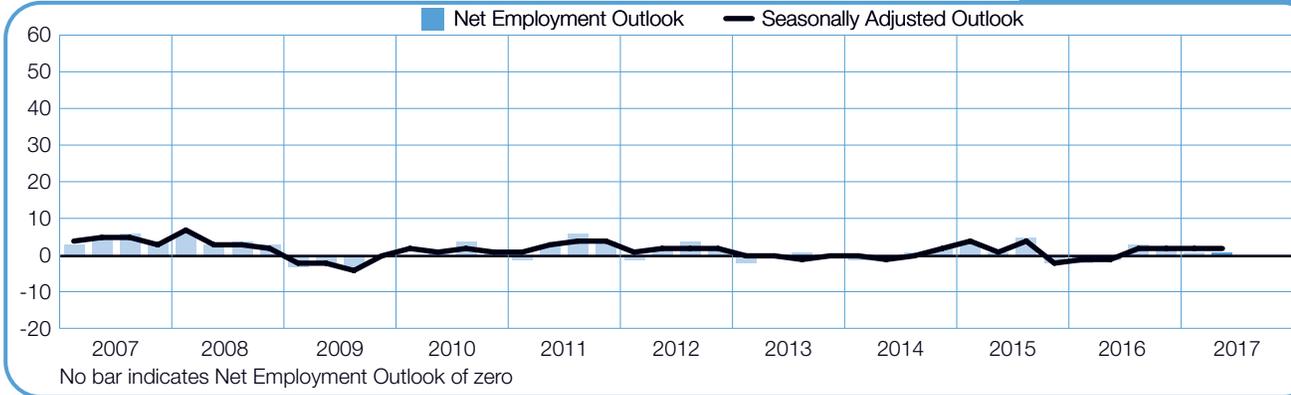
## Finland

**+9 (+5)%**



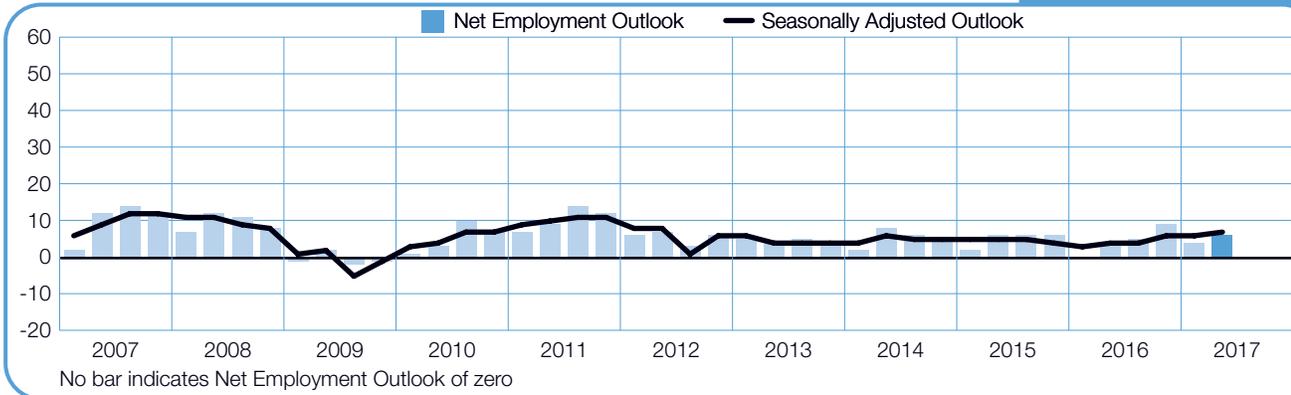
## France

**+1 (+2)%**



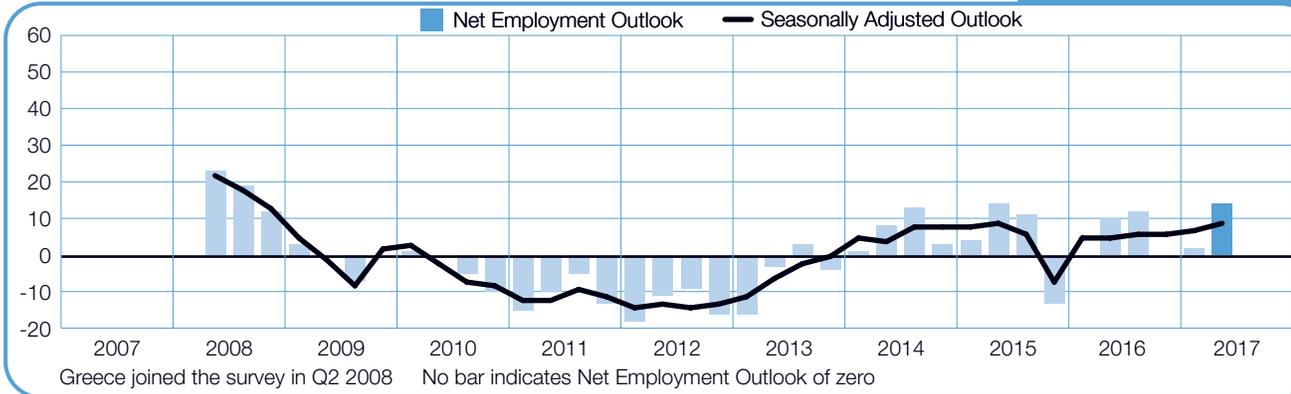
## Germany

**+6 (+7)%**



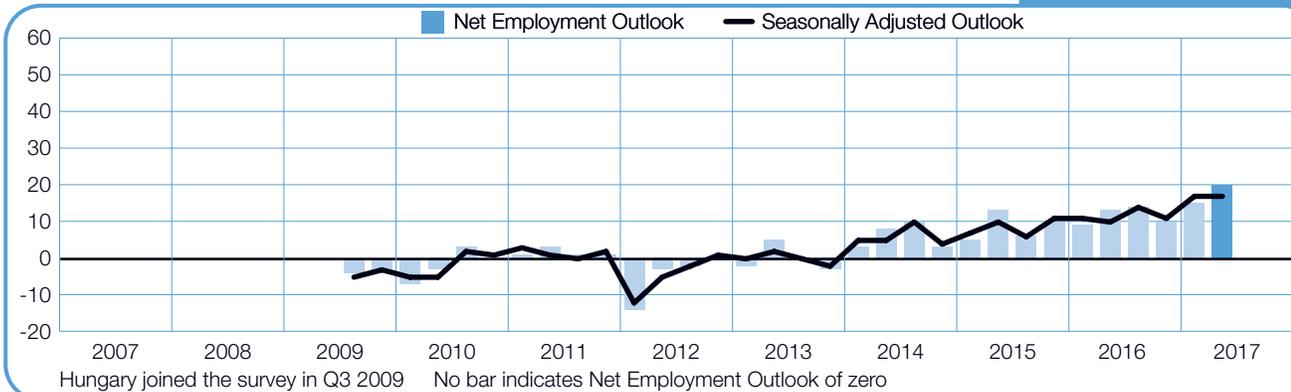
## Greece

**+14 (+9)%**



## Hungary

**+20 (+17)%**



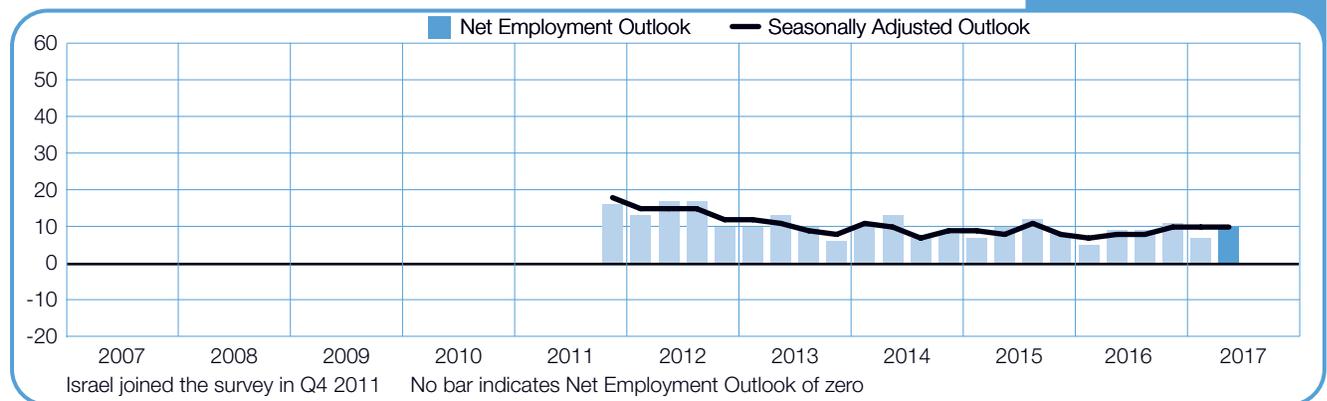
## Ireland

**+7 (+6)%**



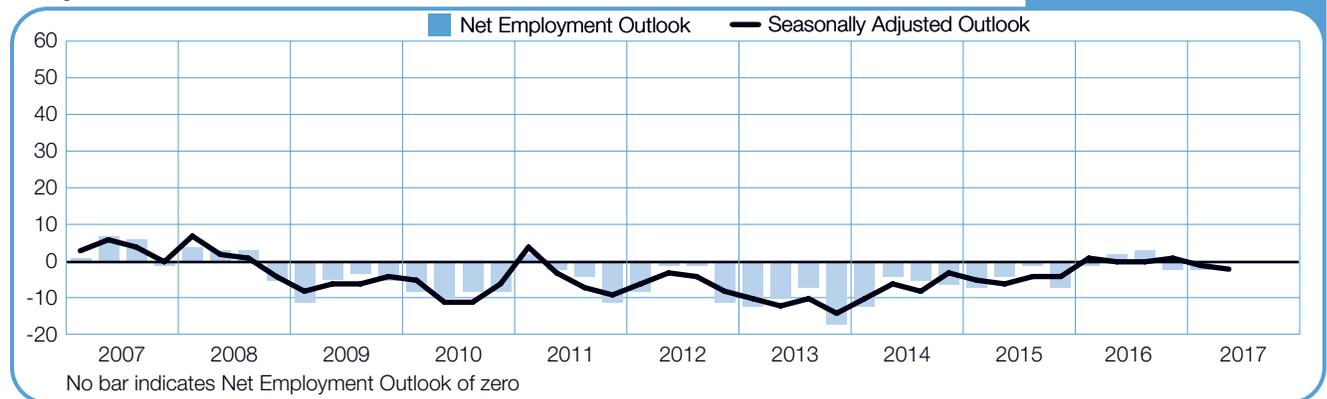
## Israel

**+10 (+10)%**



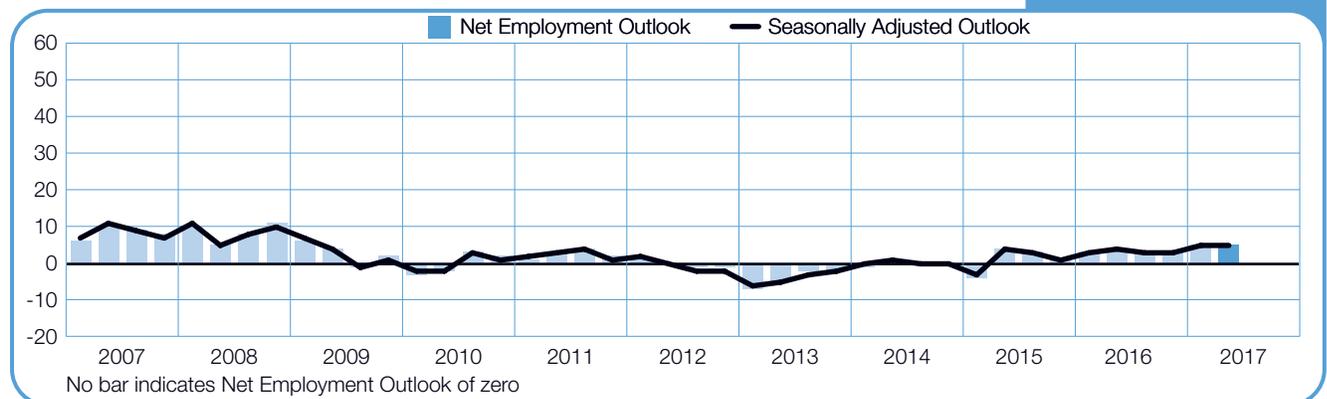
## Italy

**0 (-2)%**



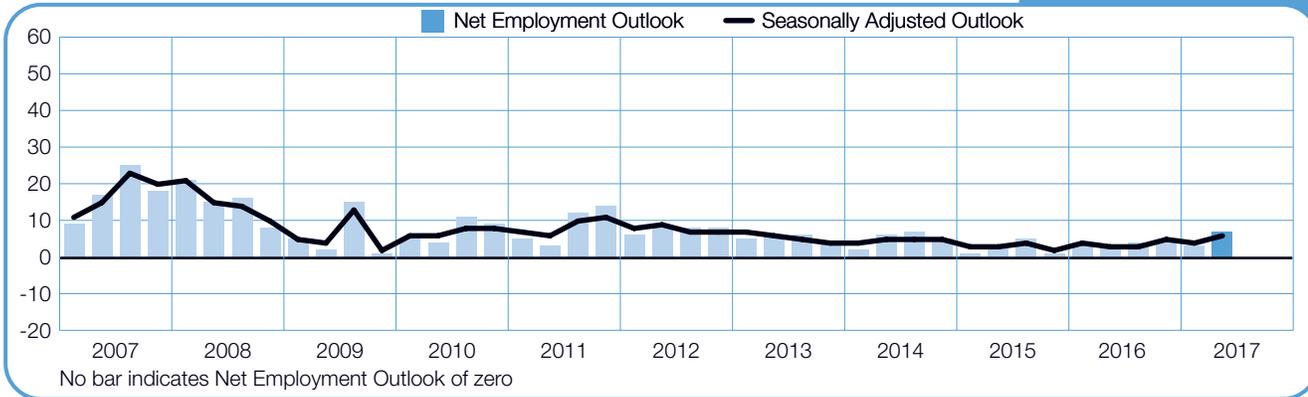
## Netherlands

**+5 (+5)%**



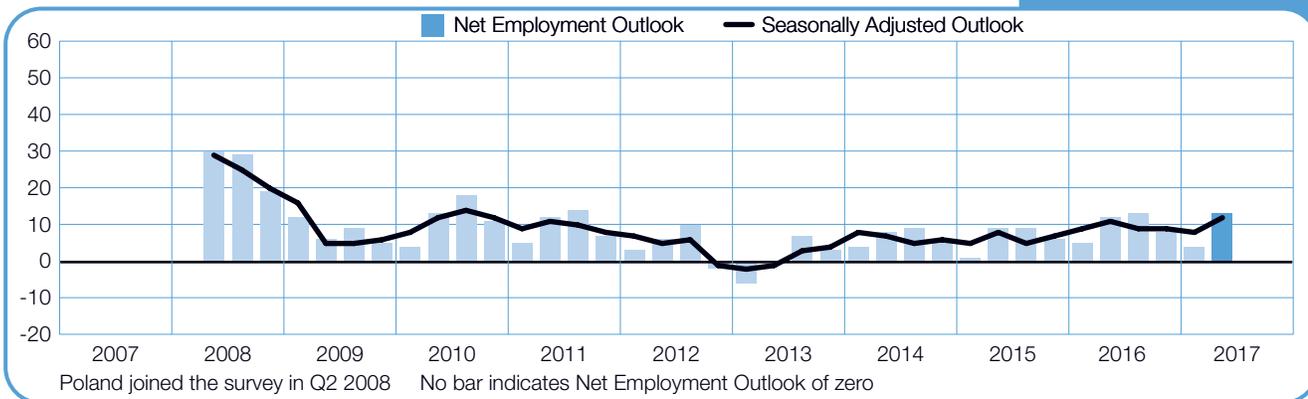
## Norway

**+7 (+6)%**



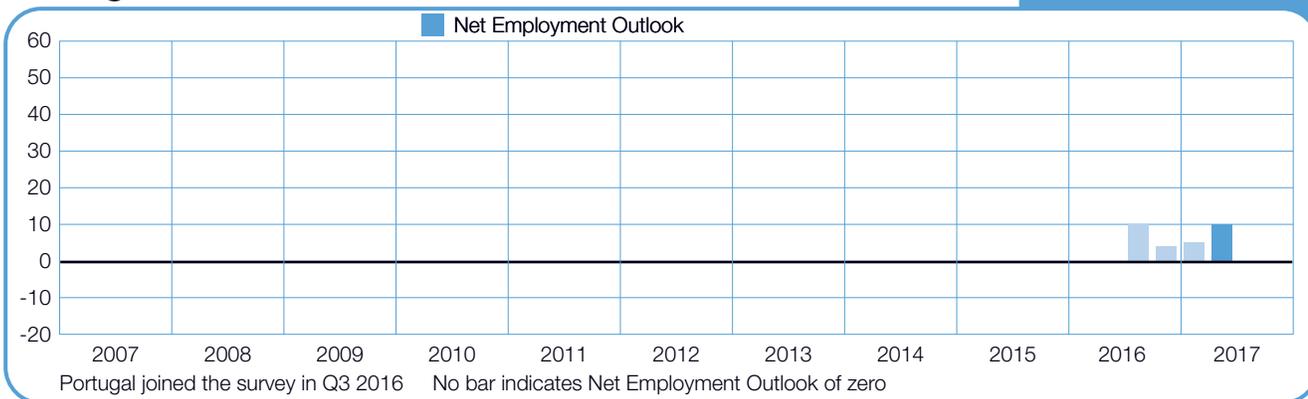
## Poland

**+13 (+12)%**



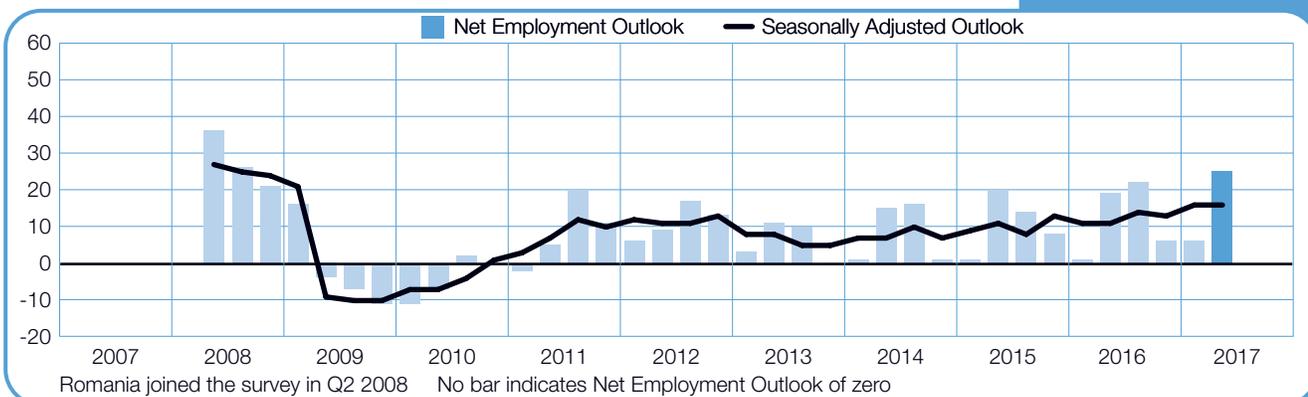
## Portugal

**+10%**



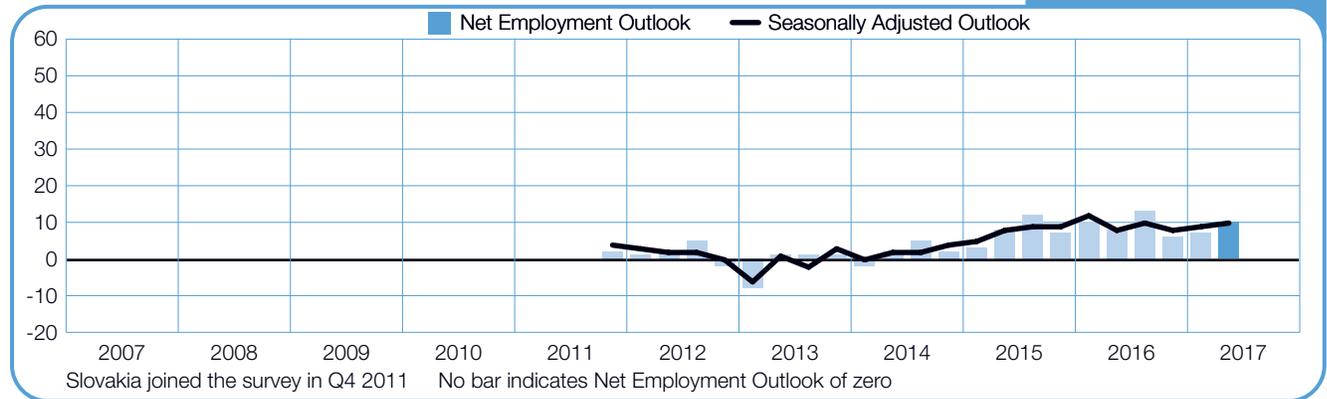
## Romania

**+25 (+16)%**



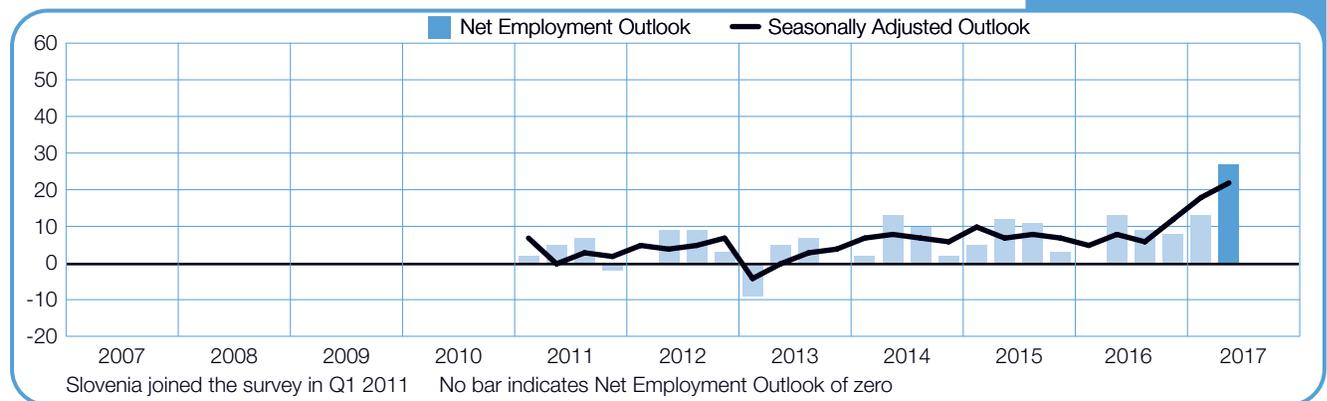
## Slovakia

**+10 (+10)%**



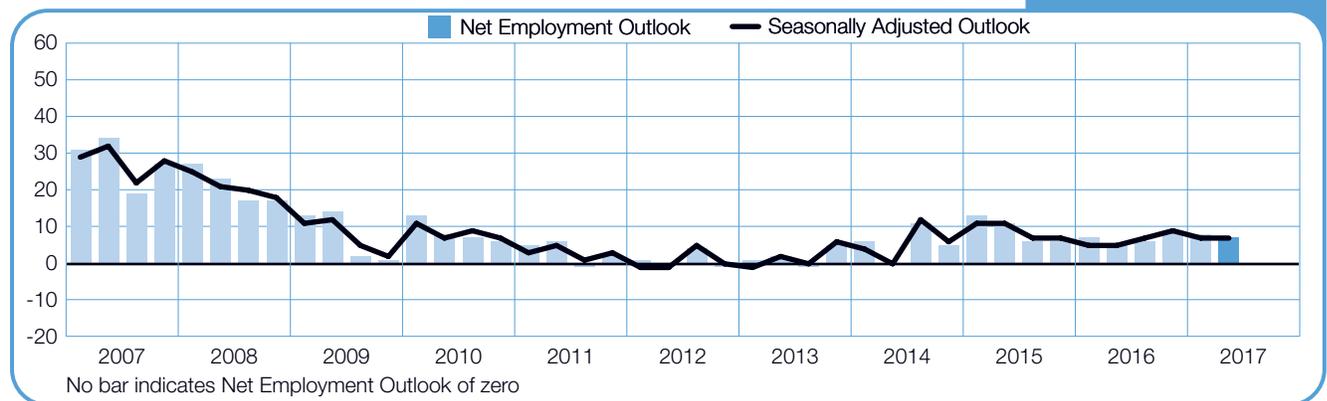
## Slovenia

**+27 (+22)%**



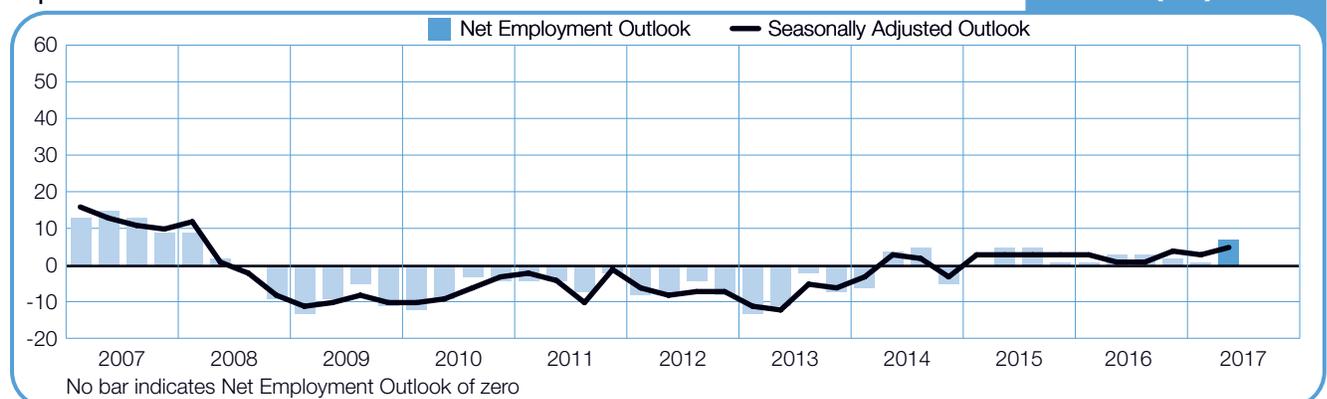
## South Africa

**+7 (+7)%**



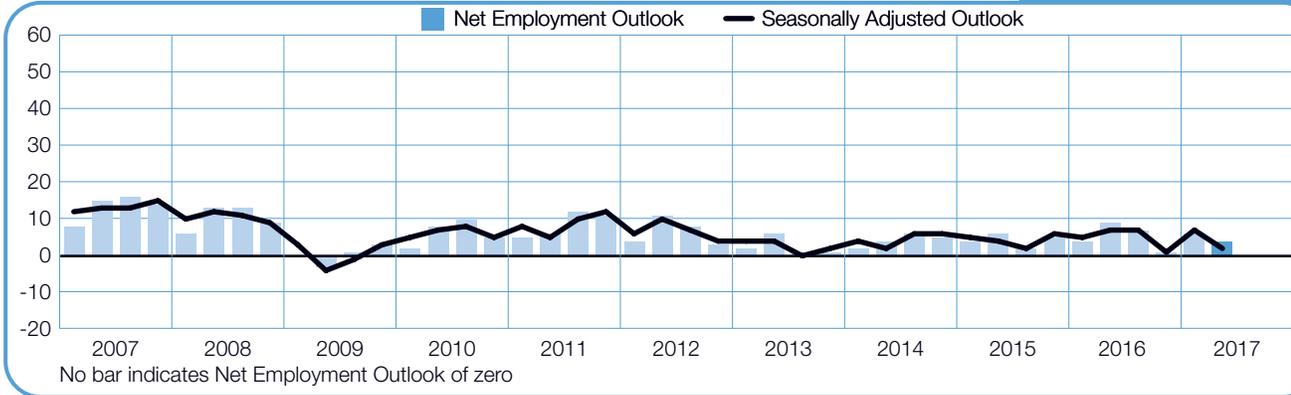
## Spain

**+7 (+5)%**



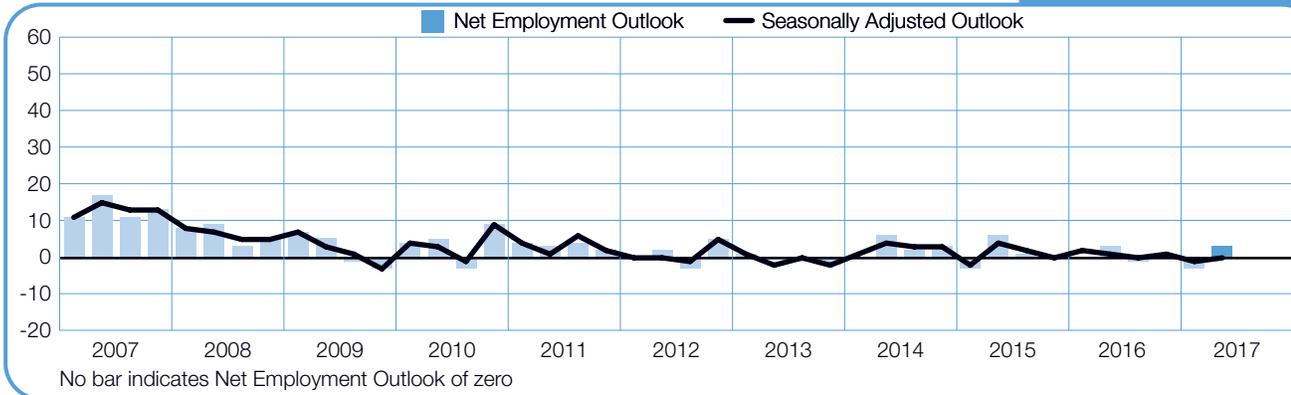
## Sweden

+4 (+2)%



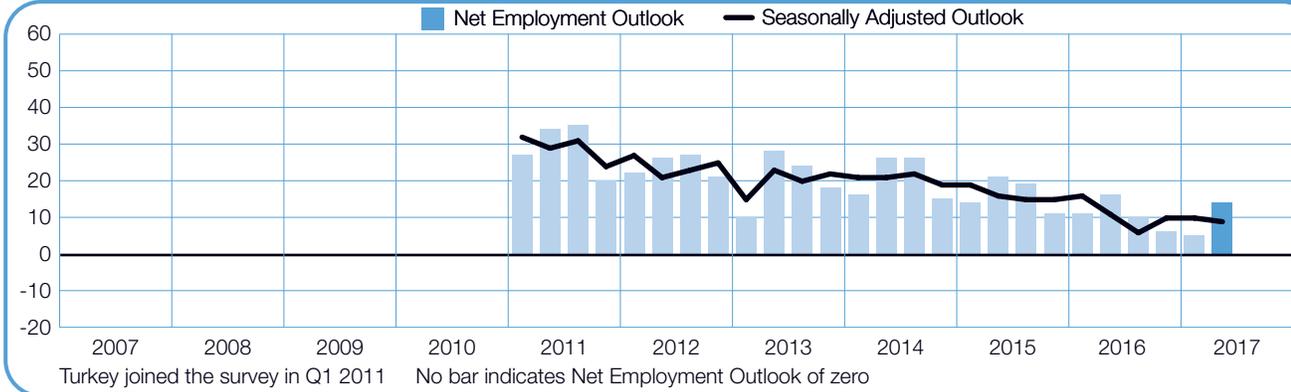
## Switzerland

+3 (0)%



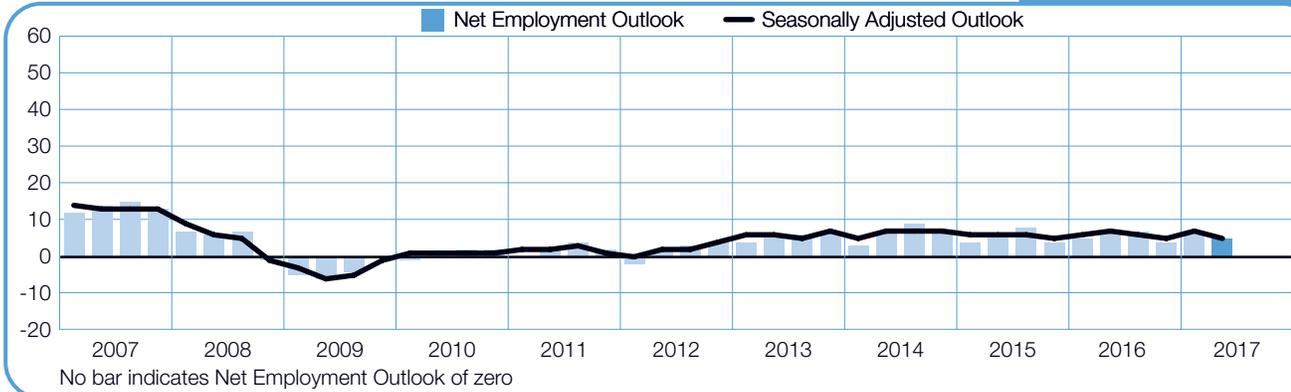
## Turkey

+14 (+9)%



## United Kingdom

+5 (+5)%



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# About the ManpowerGroup Employment Outlook 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 over 58,000 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 five decades the survey has derived all of its information from a single question:

For the Quarter 2 2017 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 June 2017 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%.

The margin of error for the Canadian survey is +/- 2.2%.

## 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.

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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).

## About ManpowerGroup Canada

With nearly 30 offices strategically located across the country, ManpowerGroup Canada's staffing services include administrative, industrial, skilled trades and contact centre personnel as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Experis brand. More information can be found on the following websites, [manpower.ca](http://manpower.ca) and [experis.ca](http://experis.ca)

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Tel: 416 225 4455  
[www.manpower.ca](http://www.manpower.ca)