

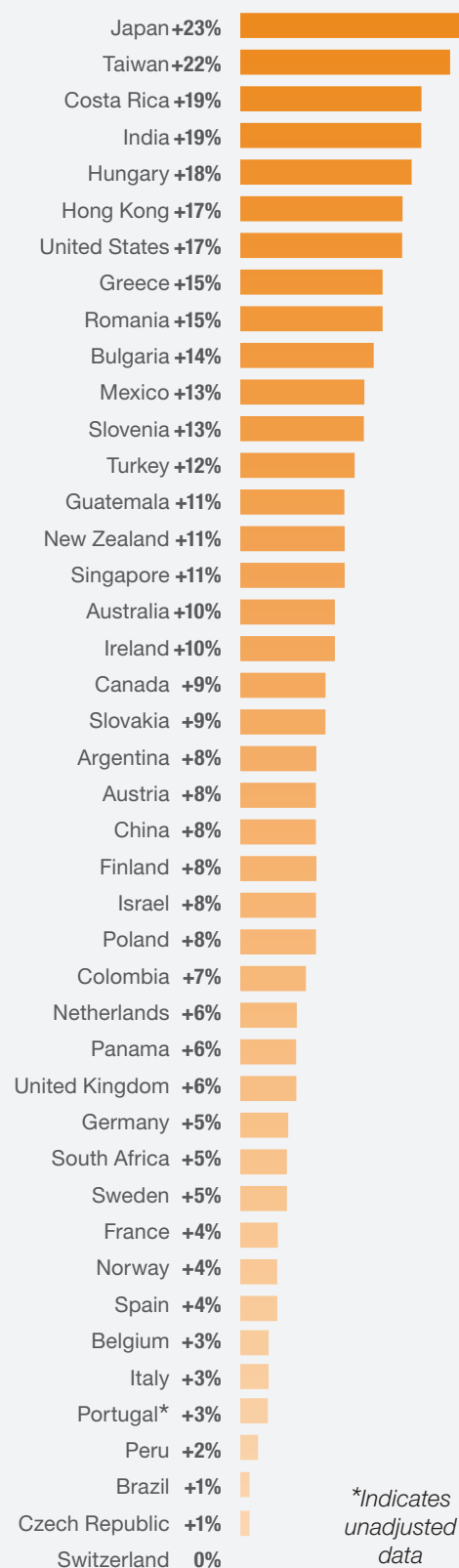
Q4 2017

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

WHERE are hiring plans strongest? are hiring plans weakest?

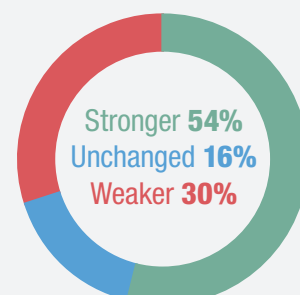
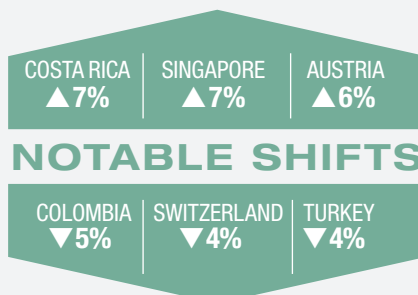
For the first time since Q2 2008 and the ensuing global recession, there are **NO NEGATIVE NET EMPLOYMENT OUTLOOKS** for Q4 2017 among the 43 countries and territories surveyed.

Net Employment Outlooks



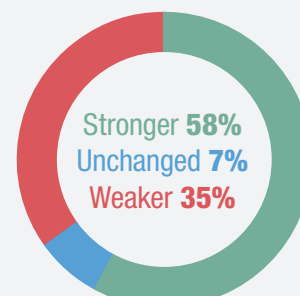
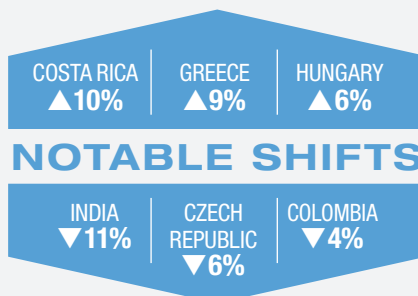
How are employer hiring plans changing?

QUARTER-OVER-QUARTER



Compared to 43 countries & territories surveyed for Q3 2017

YEAR-OVER-YEAR



Compared to 43 countries & territories surveyed for Q4 2016

Regional Spotlights

AMERICAS

- Staffing levels are forecast to grow in all 10 countries during Q4 2017.
- When compared with Q3, Outlooks improve in five countries, decline in two and are unchanged in three.
- In a year-over-year comparison, hiring plans strengthen in six countries and weaken in four.
- The strongest hiring plans for the region are reported in Costa Rica and the US. For the second consecutive quarter, employers in Brazil and Peru report the weakest hiring intentions.



EMEA

- Fourth-quarter payroll gains are expected in 24 of 25 countries. Only Swiss employers forecast a flat Q4 hiring pace.
- When compared with the previous quarter, hiring prospects improve in 13 of the 25 countries, decline in nine and are unchanged in three. When compared with Q4 2016, hiring plans strengthen in 15 countries, decline in eight and are unchanged in two.
- The strongest hiring intentions in the region are forecast by employers in Hungary, Greece and Romania, while the weakest Outlooks are reported in Switzerland and the Czech Republic.



ASIA PACIFIC

- Employers expect payrolls to grow in all eight Asia Pacific countries and territories during the coming quarter.
- When compared with the previous quarter, stronger hiring prospects are reported in five countries/territories, weaken in two and are unchanged only in Japan.
- Year-over-year, hiring intentions improve in four countries/territories, decline in three and remain unchanged only in Japan.
- The strongest hiring intentions for Q4 2017 are reported in Japan and Taiwan, while employers in China report the weakest.

