

**Manpower
Employment
Outlook Survey
UK**

**Q1
2016**



ManpowerGroup™

United Kingdom Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2016 was conducted by interviewing a representative sample of 2,102 employers in the UK.

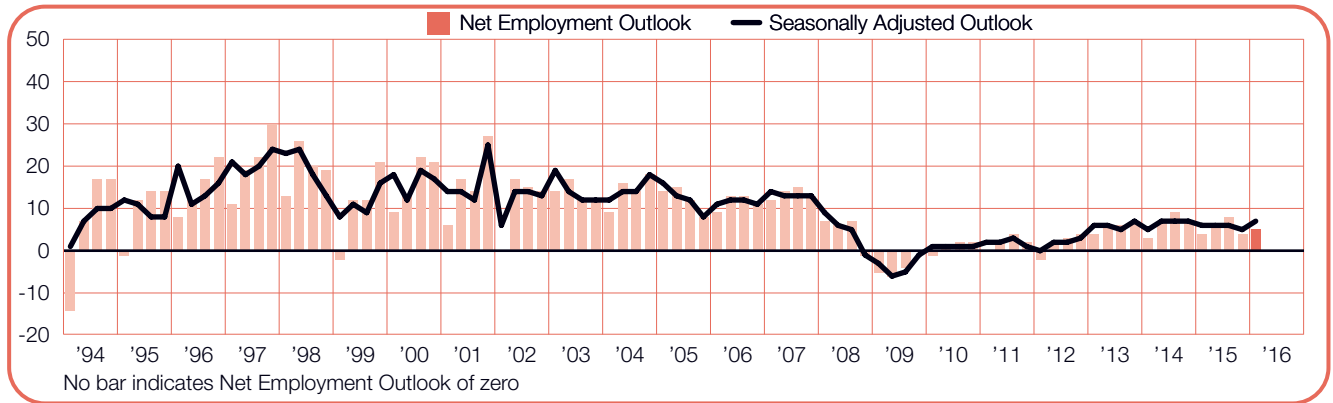
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2016 as compared to the current quarter?”

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UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Jan-Mar 2016	8	3	86	3	5	7
Oct-Dec 2015	7	3	88	2	4	5
July-Sep 2015	10	2	86	2	8	6
Apr-June 2015	8	2	88	2	6	6
Jan-Mar 2015	9	5	84	2	4	6



UK employers report modest hiring intentions for the January-March time frame. While 8% of employers forecast an increase in staffing levels, 3% anticipate a decrease and 86% expect no change, resulting in a Net Employment Outlook of +5%.

Once the data is adjusted to allow for seasonal variation, the outlook stands at +7%. Hiring prospects are two percentage points stronger when compared with the previous quarter and remain relatively stable year-over-year.

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

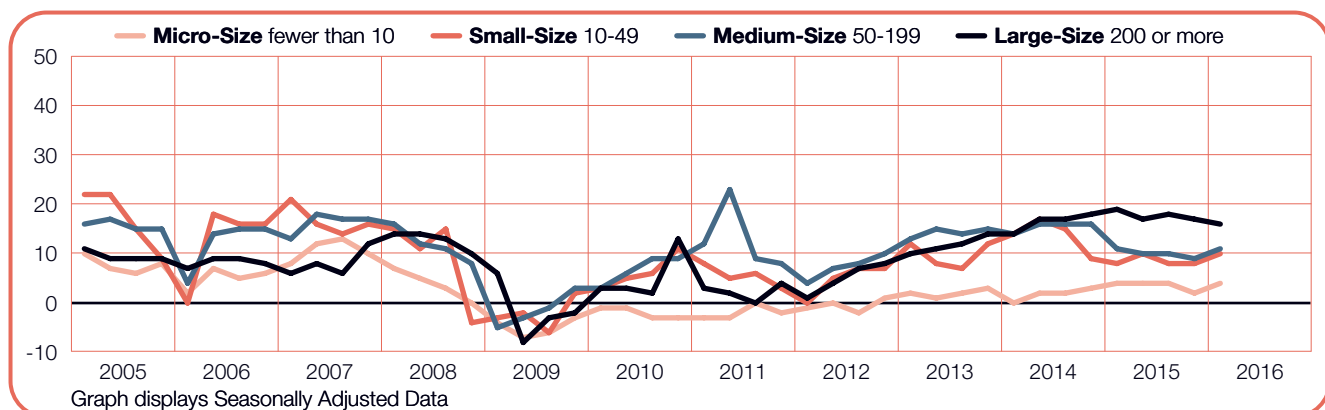
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Payrolls are forecast to grow in all four organisation-size categories during Quarter 1 2016. Large employers anticipate the strongest labour market with a Net Employment Outlook of +16%. Elsewhere, outlooks stand at +11% and +10% in the Medium- and Small-size categories, respectively, while Micro employers report modest hiring plans with an outlook of +4%.

When compared with the previous quarter, hiring prospects are two percentage points stronger for Micro-, Small- and Medium-size employers, while Large employers report relatively stable hiring plans.

Year-over-year, the outlook for Large firms declines by three percentage points, while Small employers report an improvement of two percentage points. Elsewhere, employers report no change.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size fewer than 10	5	2	91	2	3	4
Small-Size 10-49	12	4	81	3	8	10
Medium-Size 50-199	14	6	73	7	8	11
Large-Size 200 or more	24	9	61	6	15	16



Regional Summary

Employers in 11 of the 12 regions expect to increase staffing levels during the forthcoming quarter. The strongest labour market is forecast in the South East with a Net Employment Outlook of +12%. Respectable payroll gains are also anticipated in the North West, where the outlook stands at +11%. Elsewhere, cautiously optimistic hiring intentions are evident in five regions with outlooks of +9% – the East, London, the North East, the South West and Wales. However, employers in Northern Ireland expect a decline in staffing levels, reporting an outlook of -2%.

Quarter-over-quarter, hiring prospects strengthen in eight of the 12 regions. Considerable increases of 11 percentage points are reported in both the North East and the North West. South West employers report an improvement of seven percentage points while

the outlook for the West Midlands is six percentage points stronger. Outlooks improve by five percentage points in both the South East and Scotland.

Meanwhile, hiring plans weaken in four regions, most notably by three percentage points in the East and Northern Ireland.

When compared with Quarter 1 2015, outlooks improve in seven of the 12 regions. The most noteworthy increases of six percentage points are reported in the North West and the South East, while the outlook for Wales is five percentage points stronger. Elsewhere, hiring intentions weaken in four regions. A decline of five percentage points is reported in the West Midlands while outlooks are four percentage points weaker in the East Midlands, the North East and the South West.

	Increase Q1 2016	Decrease Q1 2016	Q1 2016	Q4 2015	Q1 2015	Qtr on Qtr Change Q4 2015 to Q1 2016	Yr on Yr Change Q1 2015 to Q1 2016
	%	%	%	%	%	%	%
East	10	3	7 (9) ¹	13 (12) ¹	4 (7) ¹	-6 (-3) ¹	3 (2) ¹
East Midlands	10	4	6 (8) ¹	12 (9) ¹	9 (12) ¹	-6 (-1) ¹	-3 (-4) ¹
London	10	1	9 (9) ¹	8 (8) ¹	7 (7) ¹	1 (1) ¹	2 (2) ¹
North East	11	4	7 (9) ¹	-1 (-2) ¹	11 (13) ¹	8 (11) ¹	-4 (-4) ¹
North West	10	0	10 (11) ¹	0 (0) ¹	4 (5) ¹	10 (11) ¹	6 (6) ¹
Northern Ireland	2	6	-4 (-2) ¹	4 (1) ¹	-3 (-2) ¹	-8 (-3) ¹	-1 (0) ¹
Scotland	4	4	0 (5) ¹	-3 (0) ¹	-5 (1) ¹	3 (5) ¹	5 (4) ¹
South East	14	4	10 (12) ¹	5 (7) ¹	4 (6) ¹	5 (5) ¹	6 (6) ¹
South West	7	1	6 (9) ¹	2 (2) ¹	9 (13) ¹	4 (7) ¹	-3 (-4) ¹
Wales	11	5	6 (9) ¹	11 (11) ¹	1 (4) ¹	-5 (-2) ¹	5 (5) ¹
West Midlands	4	4	0 (6) ¹	1 (0) ¹	7 (11) ¹	-1 (6) ¹	-7 (-5) ¹
Yorkshire & the Humber	4	4	0 (4) ¹	5 (3) ¹	3 (2) ¹	-5 (1) ¹	-3 (2) ¹

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

Sector Summary

Payrolls are forecast to grow in eight of the nine industry sectors during the upcoming quarter. Finance & Business Services sector employers report the strongest hiring plans with a Net Employment Outlook of +10% while a cautiously optimistic outlook of +9% is reported in the Transport & Communications sector. Employers in three sectors anticipate some hiring opportunities with outlooks of +5% – the Manufacturing sector, the Community & Social sector and the Hotels & Retail sector. Meanwhile, Construction sector employers expect an uncertain hiring climate, reporting an outlook of -2%.

When compared with the previous quarter, hiring plans weaken in four of the nine industry sectors. Declines of six percentage points are reported in

both the Construction sector and the Utilities sector, while outlooks are five percentage points weaker in both the Agriculture sector and the Mining sector. However, hiring intentions strengthen by five and four percentage points in the Finance & Business Services sector and the Transport & Communications sector, respectively.

Year-over-year, outlooks weaken in five of the nine industry sectors. The most noteworthy declines of 13 and 12 percentage points are reported in the Utilities sector and the Construction sector, respectively, while employers report a decrease of nine percentage points in the Agriculture sector. Elsewhere, hiring prospects improve in four sectors, most notably by four percentage points in the Transport & Communications sector.

	Increase Q1 2016	Decrease Q1 2016	Q1 2016	Q4 2015	Q1 2015	Qtr on Qtr Change Q4 2015 to Q1 2016	Yr on Yr Change Q1 2015 to Q1 2016
	%	%	%	%	%	%	%
Agriculture	6	8	-2 (1) ¹	2 (6) ¹	7 (10) ¹	-4 (-5) ¹	-9 (-9) ¹
Community & Social	7	2	5 (5) ¹	2 (5) ¹	2 (3) ¹	3 (0) ¹	3 (2) ¹
Construction	2	5	-3 (-2) ¹	3 (4) ¹	11 (10) ¹	-6 (-6) ¹	-14 (-12) ¹
Finance & Business Services	11	3	8 (10) ¹	6 (5) ¹	5 (8) ¹	2 (5) ¹	3 (2) ¹
Hotels & Retail	7	4	3 (5) ¹	5 (5) ¹	2 (4) ¹	-2 (0) ¹	1 (1) ¹
Manufacturing	7	3	4 (5) ¹	2 (5) ¹	7 (6) ¹	2 (0) ¹	-3 (-1) ¹
Mining	5	6	-1 (2) ¹	5 (7) ¹	3 (5) ¹	-6 (-5) ¹	-4 (-3) ¹
Transport & Communications	12	4	8 (9) ¹	5 (5) ¹	0 (5) ¹	3 (4) ¹	8 (4) ¹
Utilities	8	5	3 (3) ¹	10 (9) ¹	16 (16) ¹	-7 (-6) ¹	-13 (-13) ¹

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

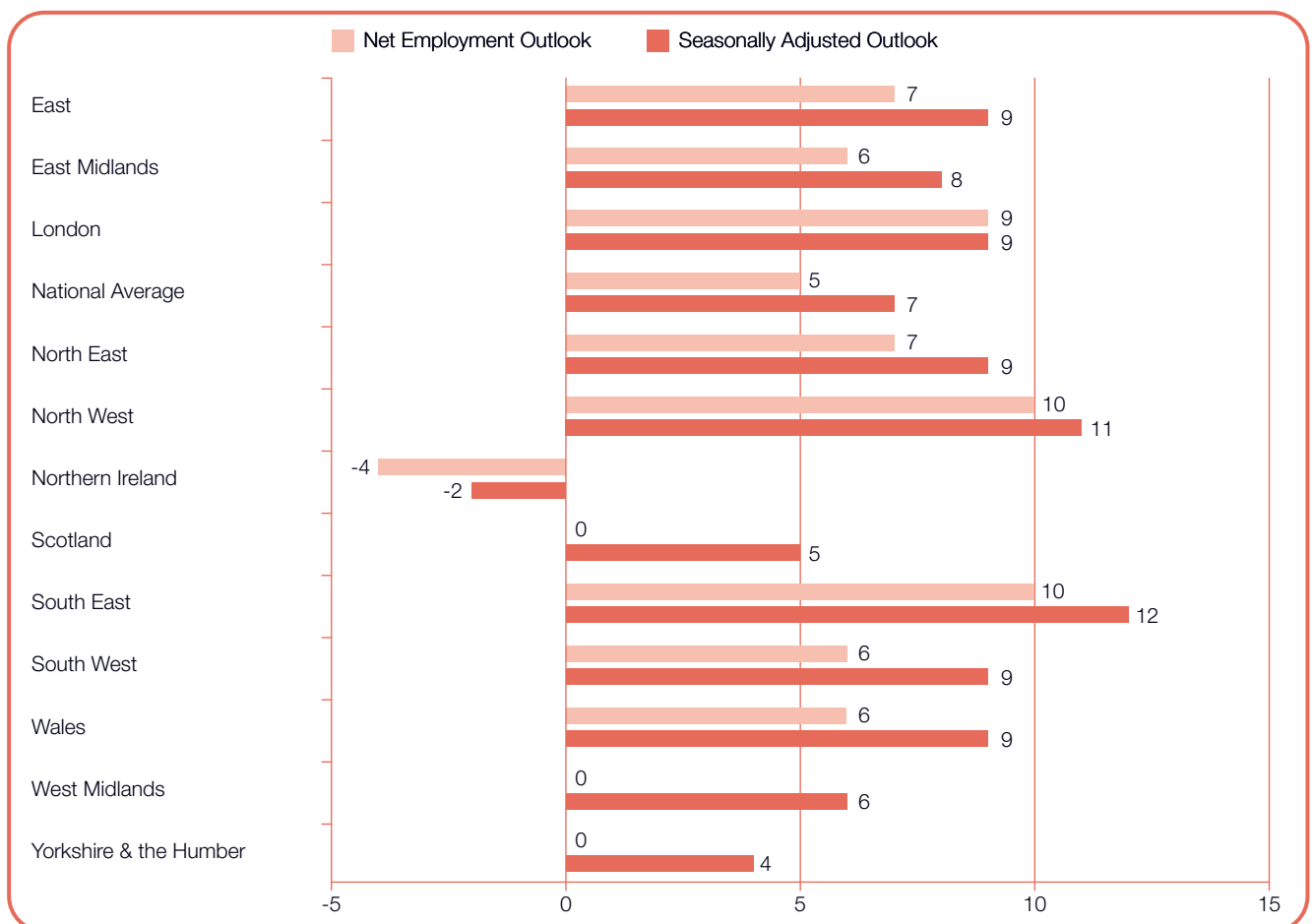
Regional Comparisons

Job seekers can expect an increase in employment levels in 11 of the 12 regions during the January-March period, according to employers. South East employers report the strongest hiring prospects with a Net Employment Outlook of +12%, while the outlook for the North West is +11%. Employers in five regions report cautiously optimistic outlooks of +9% – the East, London, the North East, the South West and Wales – while the outlook for the East Midlands stands at +8%. However, Northern Ireland employers forecast an uncertain hiring pace, reporting an outlook of -2%.

Outlooks improve in eight of the 12 regions when compared with the previous quarter. The most notable increases of 11 percentage points are reported in the North East and the North West. South West employers report an improvement of seven

percentage points while the outlook is six percentage points stronger in the West Midlands. In both the South East and Scotland, employers report increases of five percentage points. Meanwhile, hiring intentions weaken in four regions, most notably by three percentage points in both the East and Northern Ireland.

Year-over-year, employers report improved hiring plans in seven of the 12 regions. Outlooks are six percentage points stronger in both the North West and the South East, and Welsh employers report an increase of five percentage points. However, hiring prospects weaken in four regions. The outlook for the West Midlands declines by five percentage points while outlooks are four percentage points weaker in the East Midlands, the North East and the South West.



+7 (+9)%

East

Job seekers can expect a fair hiring climate in Quarter 1 2016, according to employers who report a Net Employment Outlook of +9%. While hiring prospects are three percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of two percentage points.



+6 (+8)%

East Midlands

Some payroll gains are anticipated in the January-March time frame, with employers reporting a Net Employment Outlook of +8%. When compared with Quarter 4 2015, the outlook remains relatively stable, but employers report a decline of four percentage points year-over-year.



+9 (+9)%

London

Employers report cautiously optimistic hiring intentions for the coming quarter with a Net Employment Outlook of +9%. Hiring plans remain relatively stable quarter-over-quarter and improve by two percentage points year-over-year.



+7 (+9)%

North East

Reporting a Net Employment Outlook of +9%, employers anticipate some hiring opportunities during the next three months. Hiring prospects improve by a considerable margin of 11 percentage points when compared with the previous quarter but decline by four percentage points year-over-year.



+10 (+11)%

North West

A steady hiring pace is forecast for Quarter 1 2016 with employers reporting a Net Employment Outlook of +11%. Hiring plans are 11 percentage points stronger when compared with Quarter 4 2015 and improve by six percentage points year-over-year.



-4 (-2)%

Northern Ireland

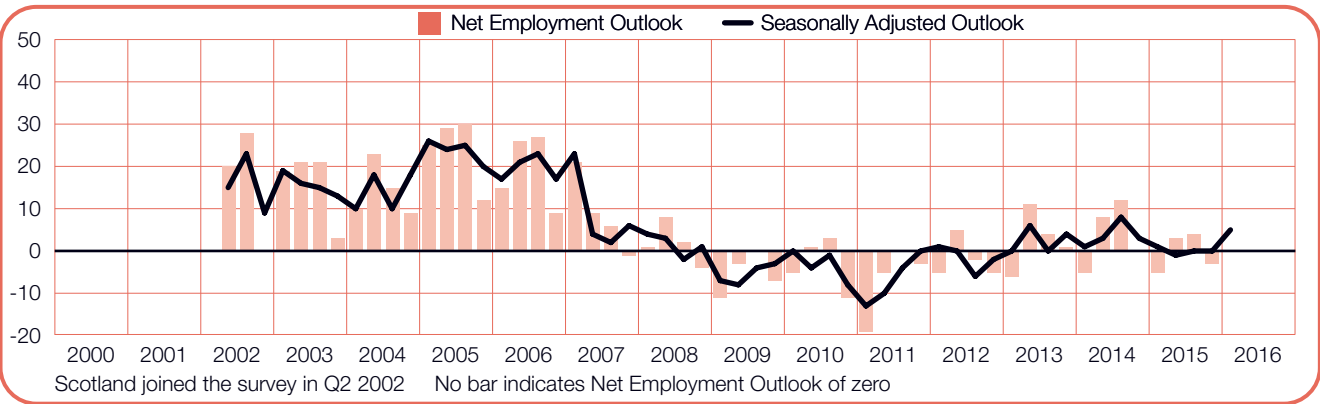
Job seekers can expect an uncertain hiring pace in Quarter 1 2016, according to employers who report a Net Employment Outlook of -2%. The outlook is three percentage points weaker when compared with the previous quarter but remains unchanged year-over-year.



0 (+5)%

Scotland

Modest workforce gains are forecast for the January-March period, with employers reporting a Net Employment Outlook of +5%. Hiring intentions improve both quarter-over-quarter and year-over-year, increasing by five and four percentage points, respectively.



+10 (+12)%

South East

Job seekers can expect the strongest hiring pace since Quarter 2 2013 during the next three months, according to employers who report a Net Employment Outlook of +12%. Hiring intentions are five and six percentage points stronger quarter-over-quarter and year-over-year, respectively.



+6 (+9)%

South West

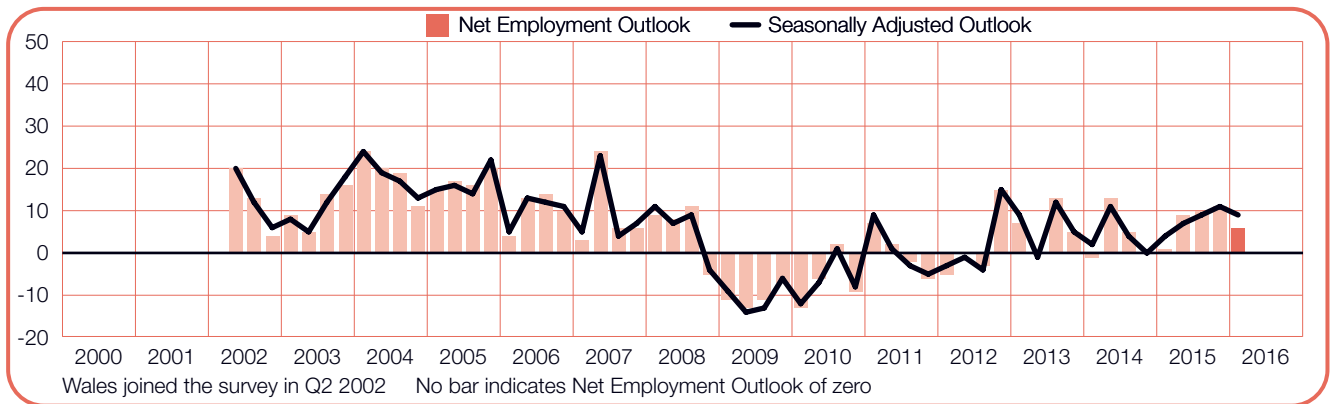
Employers report encouraging signs for job seekers in the forthcoming quarter with a Net Employment Outlook of +9%. Hiring intentions improve by seven percentage points when compared with the previous quarter but are four percentage points weaker year-over-year.



+6 (+9)%

Wales

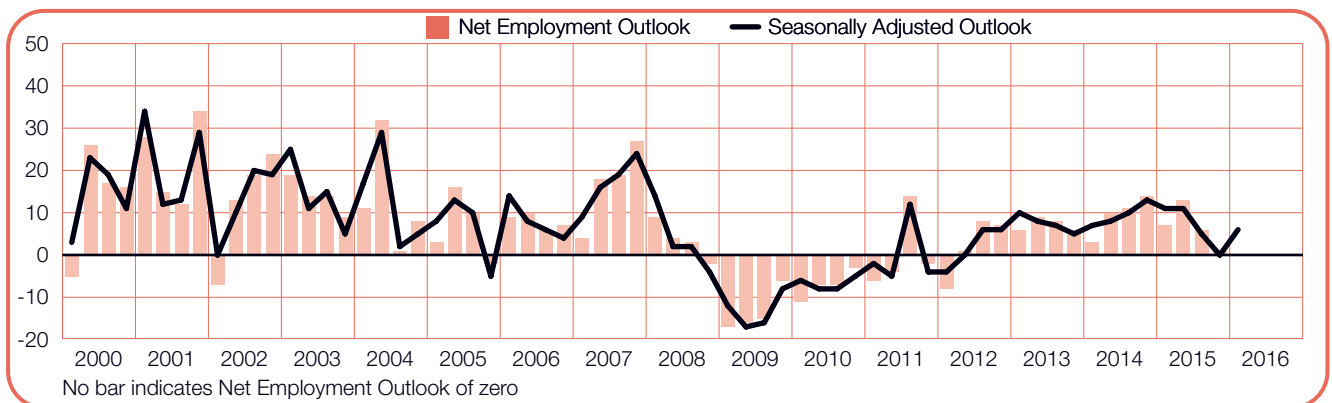
Employers report cautiously optimistic hiring plans for the upcoming quarter with a Net Employment Outlook of +9%. While the outlook is two percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of five percentage points.



0 (+6)%

West Midlands

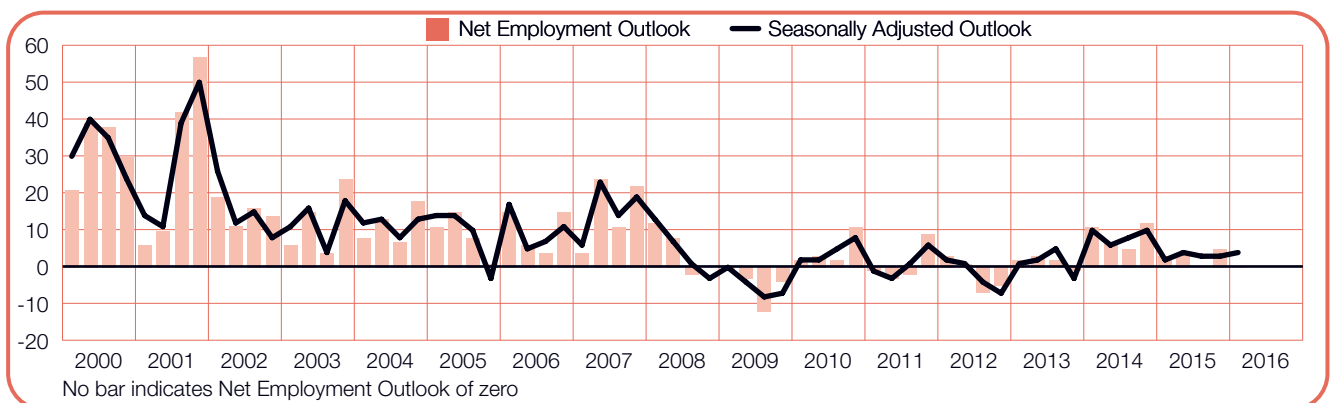
Modest payroll growth is anticipated in the January-March time frame, with employers reporting a Net Employment Outlook of +6%. The outlook is six percentage points stronger quarter-over-quarter but declines by five percentage points year-over-year.



0 (+4)%

Yorkshire & the Humber

With a Net Employment Outlook of +4%, employers forecast a mild hiring climate in the upcoming quarter. Hiring intentions remain relatively stable quarter-over-quarter and are two percentage points stronger year-over-year.



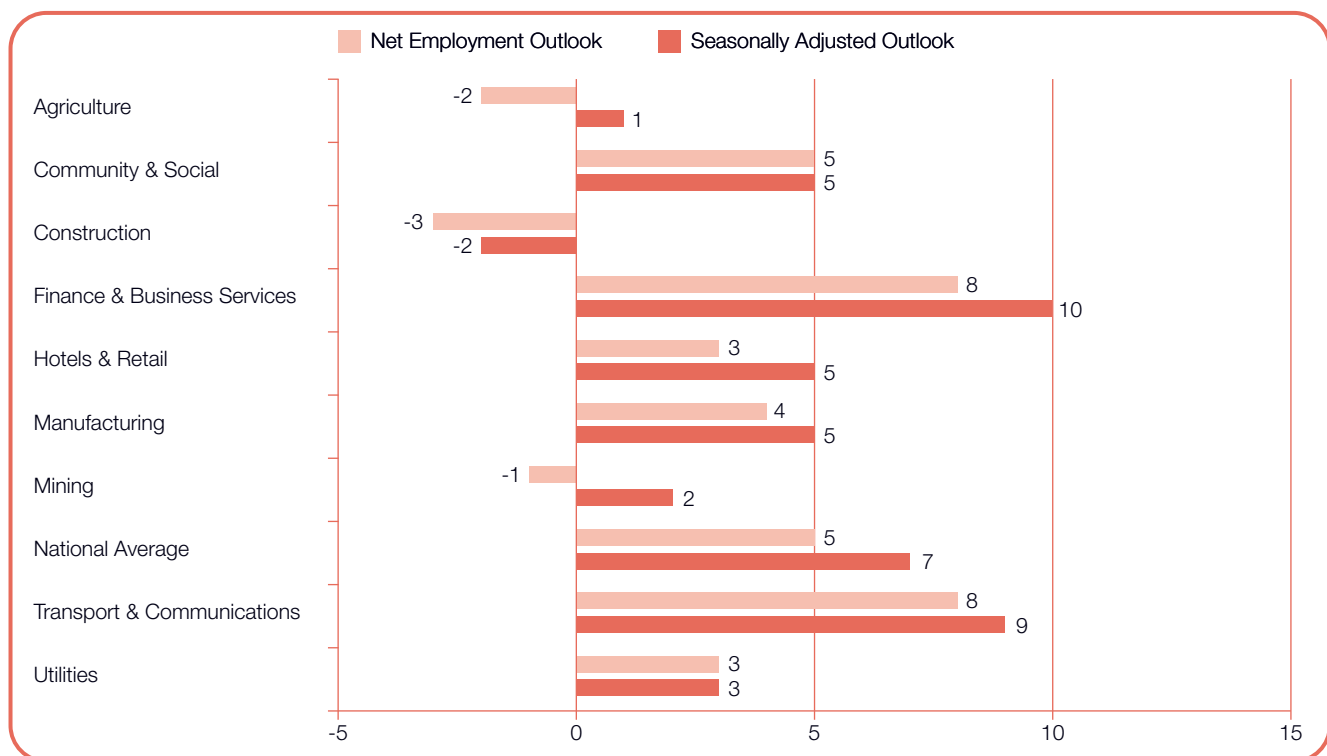
Sector Comparisons

Employers in eight of the nine industry sectors expect to increase staffing levels during Quarter 1 2016. The strongest labour market is expected in the Finance & Business Services sector where the Net Employment Outlook stands at +10%. Elsewhere, Transport & Communications sector employers report cautiously optimistic hiring plans with an outlook of +9%, while outlooks stand at +5% in three sectors – the Manufacturing sector, the Community & Social sector and the Hotels & Retail sector. However, Construction sector employers forecast a decline in staffing levels with an outlook of -2%.

Quarter-over-quarter, employers report weaker hiring prospects in four of the nine industry sectors. Decreases of six percentage points are reported in both the Construction sector and the Utilities sector,

while employers in both the Agriculture sector and the Mining sector report declines of five percentage points. Meanwhile, the outlook for the Finance & Business Services sector is five percentage points stronger and Transport & Communications sector employers report an increase of four percentage points.

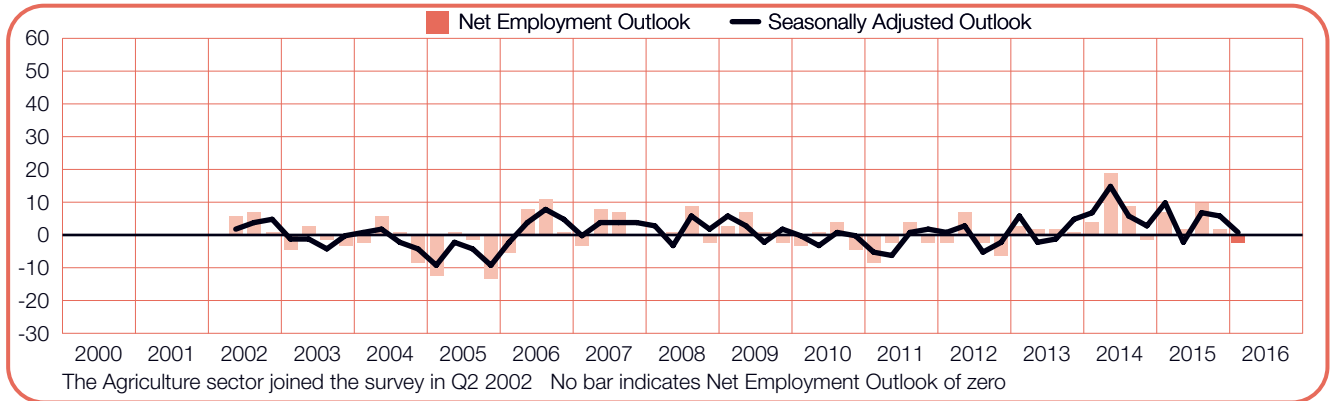
When compared with Quarter 1 2015, outlooks weakened in five of the nine industry sectors. Considerable declines of 13 and 12 percentage points are reported for the Utilities sector and the Construction sector, respectively. Elsewhere, Agriculture sector employers report a decrease of nine percentage points and the Mining sector outlook is three percentage points weaker. However, hiring prospects strengthen in four sectors, most notably by four percentage points in the Transport & Communications sector.



-2 (+1)%

Agriculture

Job seekers can expect a quiet labour market in the forthcoming quarter, according to employers who report a Net Employment Outlook of +1%. However, hiring intentions weaken both quarter-over-quarter and year-over-year, declining by five and nine percentage points, respectively.



+5 (+5)%

Community & Social

Some payroll gains are anticipated during the January-March period, with employers reporting a Net Employment Outlook of +5%. Hiring plans are unchanged when compared with the previous quarter and improve by two percentage points year-over-year.



-3 (-2)%

Construction

With a Net Employment Outlook for Quarter 1 2016 of -2%, employers report the weakest – and first negative – hiring plans since Quarter 1 2014. Hiring prospects are six percentage points weaker when compared with the previous quarter and decline by 12 percentage points year-over-year.



+8 (+10)%

Finance & Business Services

Employers report cautiously optimistic hiring intentions for the coming quarter with a Net Employment Outlook of +10%. Hiring prospects are five percentage points stronger when compared with the previous quarter and improve by two percentage points year-over-year.

Finance sub-sector employers anticipate the strongest hiring activity since Quarter 4 2013, reporting a Net Employment Outlook of +13% for the next three months. Hiring prospects strengthen both quarter-over-quarter and year-over-year, improving by 14 and eight percentage points, respectively.

In the Business Services sub-sector, job seekers can expect a cautiously optimistic hiring climate during Quarter 1 2016, with employers reporting a Net Employment Outlook of +10%. Hiring intentions are five percentage points stronger when compared with the previous quarter and improve by two percentage points year-over-year.



+3 (+5)%

Hotels & Retail

Reporting a Net Employment Outlook of +5%, employers expect some hiring opportunities for job seekers in the next three months. Hiring prospects are unchanged quarter-over-quarter and remain relatively stable year-over-year.

Employers in the B2B sub-sector forecast flat hiring activity in Quarter 1 2016, reporting a Net Employment Outlook of 0%. Hiring intentions weaken by two percentage points quarter-over-quarter and decline by seven percentage points year-over-year.

B2C sub-sector employers report encouraging signs for job seekers in the forthcoming quarter with a Net Employment Outlook of +6%. The outlook is five percentage points stronger both quarter-over-quarter and year-over-year.

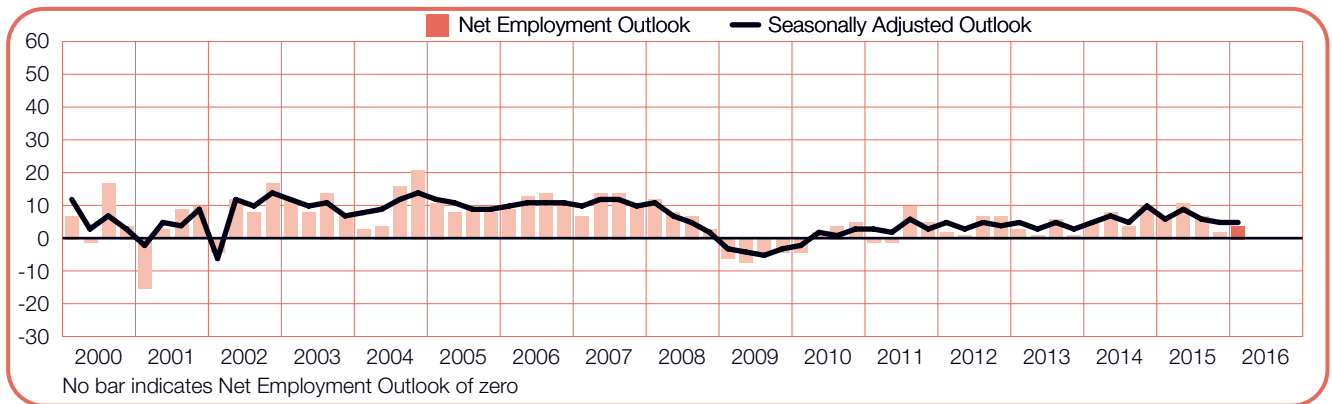
With a Net Employment Outlook of +11%, employers anticipate a fair hiring pace in the Hotels & Restaurants sub-sector during the next three months. While the outlook is four percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of two percentage points.



+4 (+5)%

Manufacturing

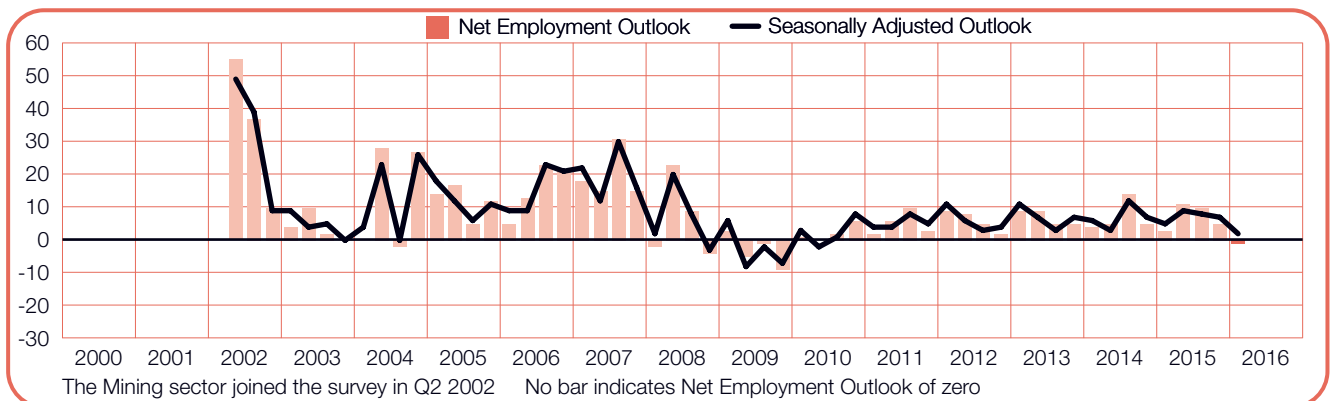
The mild hiring pace is set to continue in the next three months, according to employers who report a Net Employment Outlook of +5% for the second consecutive quarter. Year-over-year, hiring plans remain relatively stable.



-1 (+2)%

Mining

Job seekers can expect the weakest hiring pace since Quarter 3 2010, with employers reporting a Net Employment Outlook of +2% for the upcoming quarter. Hiring intentions decline by five and three percentage points quarter-over-quarter and year-over-year, respectively.



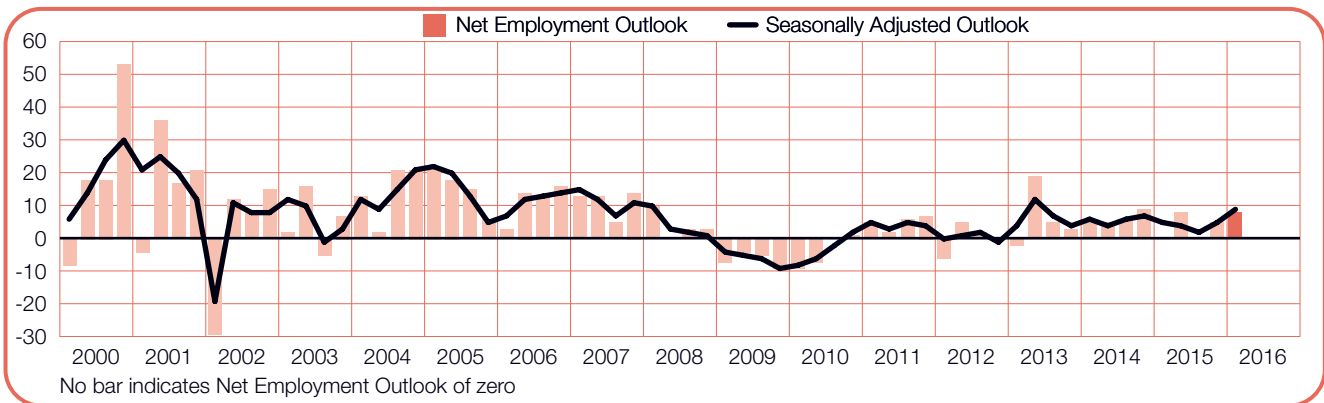
+8 (+9)%

Transport & Communications

The strongest labour market since Quarter 2 2013 is forecast for the coming quarter, with employers reporting a Net Employment Outlook of +9%. The outlook improves by four percentage points both quarter-over-quarter and year-over-year.

Employers report encouraging signs for job seekers in the Transport sub-sector, reporting a Net Employment Outlook of +8% for the January-March time frame. The outlook improves by three and seven percentage points quarter-over-quarter and year-over-year, respectively.

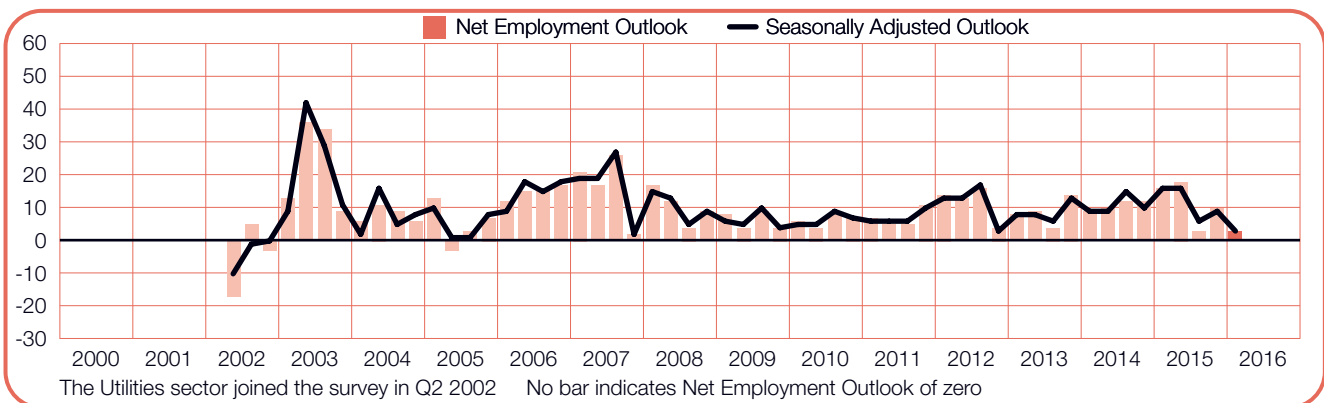
Telecomms sub-sector employers anticipate the strongest hiring pace since Quarter 2 2013, reporting a hopeful Net Employment Outlook of +16% for the upcoming quarter. Hiring prospects are considerably stronger both quarter-over-quarter and year-over-year, improving by 11 and 13 percentage points, respectively.



+3 (+3)%

Utilities

Modest payroll gains are anticipated in the January-March time frame with employers reporting a Net Employment Outlook of +3%. However, the outlook is the weakest reported since Quarter 4 2012, declining by six and 13 percentage points quarter-over-quarter and year-over-year, respectively.

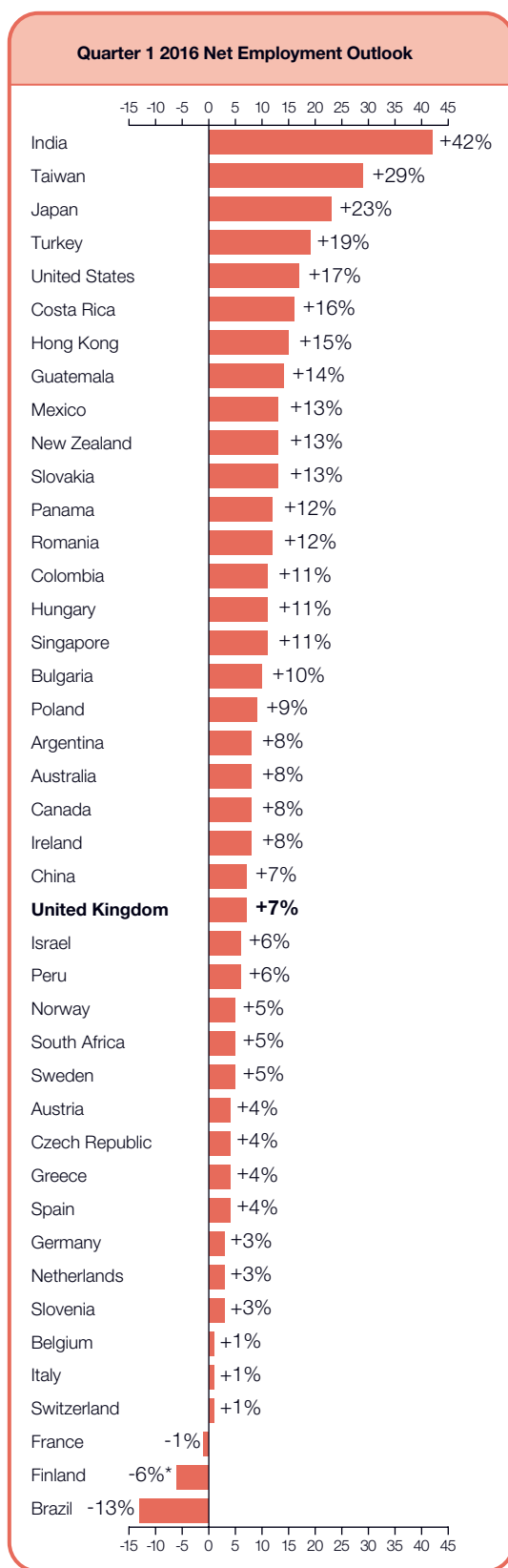


Global Employment Outlook

	Quarter 1 2016	Qtr on Qtr Change Q4 2015 to Q1 2016	Yr on Yr Change Q1 2015 to Q1 2016
	%		
Americas			
Argentina	8 (8) ¹	4 (2) ¹	5 (5) ¹
Brazil	-10 (-13) ¹	4 (-4) ¹	-16 (-18) ¹
Canada	2 (8) ¹	0 (2) ¹	-2 (-2) ¹
Colombia	10 (11) ¹	-3 (-1) ¹	-5 (-5) ¹
Costa Rica	16 (16) ¹	3 (3) ¹	6 (8) ¹
Guatemala	15 (14) ¹	2 (3) ¹	6 (6) ¹
Mexico	11 (13) ¹	-2 (0) ¹	1 (1) ¹
Panama	11 (12) ¹	0 (3) ¹	-7 (-7) ¹
Peru	8 (6) ¹	1 (-4) ¹	-7 (-7) ¹
United States	14 (17) ¹	-1 (-1) ¹	1 (1) ¹

Asia Pacific			
Australia	8 (8) ¹	1 (1) ¹	1 (1) ¹
China	7 (7) ¹	2 (2) ¹	-3 (-4) ¹
Hong Kong	15 (15) ¹	-1 (0) ¹	0 (0) ¹
India	40 (42) ¹	0 (1) ¹	-1 (-1) ¹
Japan	21 (23) ¹	2 (0) ¹	3 (3) ¹
New Zealand	11 (13) ¹	-1 (1) ¹	-14 (-14) ¹
Singapore	9 (11) ¹	-4 (-1) ¹	-7 (-7) ¹
Taiwan	21 (29) ¹	-14 (-6) ¹	-16 (-15) ¹

EMEA†			
Austria	0 (4) ¹	-1 (3) ¹	-1 (-1) ¹
Belgium	1 (1) ¹	-1 (-1) ¹	-1 (-1) ¹
Bulgaria	5 (10) ¹	0 (0) ¹	0 (0) ¹
Czech Republic	0 (4) ¹	-1 (2) ¹	-1 (1) ¹
Finland	-6	-5	2
France	-2 (-1) ¹	0 (1) ¹	-5 (-5) ¹
Germany	0 (3) ¹	-6 (-2) ¹	-2 (-2) ¹
Greece	0 (4) ¹	13 (11) ¹	-4 (-4) ¹
Hungary	9 (11) ¹	-1 (0) ¹	4 (4) ¹
Ireland	7 (8) ¹	5 (3) ¹	0 (0) ¹
Israel	5 (6) ¹	-3 (-3) ¹	-2 (-2) ¹
Italy	-1 (1) ¹	6 (4) ¹	6 (6) ¹
Netherlands	3 (3) ¹	2 (2) ¹	7 (6) ¹
Norway	4 (5) ¹	3 (3) ¹	3 (2) ¹
Poland	5 (9) ¹	-1 (2) ¹	4 (4) ¹
Romania	1 (12) ¹	-7 (-1) ¹	0 (2) ¹
Slovakia	10 (13) ¹	3 (5) ¹	7 (7) ¹
Slovenia	0 (3) ¹	-3 (-4) ¹	-5 (-5) ¹
South Africa	7 (5) ¹	1 (-2) ¹	-6 (-6) ¹
Spain	1 (4) ¹	0 (1) ¹	1 (1) ¹
Sweden	4 (5) ¹	-1 (0) ¹	0 (0) ¹
Switzerland	0 (1) ¹	0 (1) ¹	3 (3) ¹
Turkey	11 (19) ¹	0 (4) ¹	-3 (0) ¹
UK	5 (7)¹	1 (2)¹	1 (1)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 Manpower Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed over 58,000 employers across 42 countries and territories to forecast labour market activity* in Quarter 1 2016. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of March 2016 as compared to the current quarter?"

According to the first-quarter research from ManpowerGroup, employers in 39 of 42 countries and territories intend to add to their payrolls by varying degrees at the start of 2016. However, the survey reveals few trends that signal labour market momentum is building in one direction or another. Opportunities for job seekers are expected to remain similar to those available in the final three months of 2015, and results for the January-March time frame indicate that a small majority of employers are content to either retain current staff or grow payrolls at modest levels while they await more definitive signs in the marketplace.

Employers are encountering some headwinds. For instance, China's slowdown is evidently impacting labour market activity beyond its Asia Pacific neighbours. Depressed demand for raw materials is pushing mining and extraction sector forecasts down across the globe, including in Colombia, Peru and South Africa where sector forecasts are the least optimistic yet reported. What's more, many ManpowerGroup operations corroborate the recent Talent Shortage Survey and report that employers continue to be frustrated by their inability to source specific talents – including IT, engineering and many skilled trades.

Overall, forecasts are mixed in comparison to the Quarter 4 2015 and Quarter 1 2015 surveys; hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weaken in 18, and are unchanged in five. First-quarter hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest – and only negative – forecasts are reported in Brazil, Finland and France.

Workforce gains are forecast in 22 of 24 countries in the Europe, Middle East & Africa (EMEA) region. Hiring plans improve in 14 countries quarter-over-quarter and

weaken in only seven. In a year-over-year comparison, outlooks improve in 12 countries and decline in eight. Once again, Turkish job seekers will likely benefit from the strongest employer hiring plans in the EMEA region. Additionally, employers in Slovakia report their most optimistic hiring plans since their survey was launched in Quarter 4 2011, while employers in Italy report their first positive hiring expectations since Quarter 1 2011. Employers in Finland and France report the upcoming quarter's weakest EMEA forecasts.

Payrolls are expected to increase in all eight Asia Pacific countries and territories. When compared to the prior quarter, Net Employment Outlooks improve in four countries and territories and decline in two. However, employer forecasts are trending weaker in a year-over-year comparison with the hiring pace expected to slow by varying margins in five countries and territories and strengthen in only two. For the second consecutive quarter, employers in India report the most optimistic forecast across the globe, while the region's weakest forecast is reported by employers in China.

Positive outlooks are reported in nine of the 10 countries surveyed in the Americas. Hiring confidence strengthens in five countries and declines in four when compared to the final three months of 2015. Year-over-year, employers in five countries report improved hiring prospects, while those in the remaining five report weaker forecasts. For the third consecutive quarter employers in the United States report the strongest hiring plans in the Americas, and for the fourth consecutive quarter employers in Brazil report the weakest.

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next Manpower Employment Outlook Survey will be released on 8 March 2016 and will detail expected labour market activity for the second quarter of 2016.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted in Finland.

International Comparisons – EMEA

This survey includes interviews with nearly 20,000 employers in 24 countries in the Europe, Middle East and Africa (EMEA) region. Employers in 22 of 24 countries plan to add to their payrolls during the January-March time frame, with forecasts improving in 14 countries in a quarter-over-quarter comparison and declining in seven. Outlooks improve in 12 countries year-over-year and decline in eight. The region's strongest first-quarter forecasts are reported in Turkey, Slovakia and Romania. The weakest forecasts are reported by Finnish and French employers.

Once again the strongest forecast is reported by employers in Turkey where outlooks are positive in all industry sectors and in all regions. One of every five employers surveyed intend to add to their workforce in the first three months of the year, with the strongest hiring plans reported by employers in the Finance, Insurance, Real Estate & Business Services sector.

Similarly upbeat hiring plans are reported by Slovakian employers where the forecast is the most optimistic since the country launched the survey in Quarter 4 2011. For the seventh consecutive quarter, opportunities for job seekers are expected to be strongest in the Manufacturing sector where the country's automotive production subsector continues to boost demand for talent.

Hungary's first-quarter forecast is unchanged from the prior quarter and remains at its most optimistic level since the survey started there in Quarter 3 2009. The hiring pace is also expected to remain steady in Romania driven, in part, by the strongest Wholesale & Retail Trade sector forecast since Quarter 4 2012.

Meanwhile, workforce gains in Italy are expected to be modest, with the forecast inching into positive territory for the first time in five years. Prospects are strongest in the Wholesale & Retail Trade sector where employers report the most optimistic hiring plans since Quarter 2 2008. Employer hiring plans in Greece also rebound into positive territory following a fourth-quarter downturn that was likely triggered by the bail out referendum.

Employer hiring confidence in the United Kingdom remains cautiously optimistic with the most favourable first-quarter hiring environment anticipated in the Finance & Business Services sector. Growing talent demand is also evident in the Transport, Storage & Communications sector where employers report their strongest first-quarter forecast since 2008.

Germany's outlook weakens slightly in comparison to the prior three months and last year at this time. For the third consecutive quarter employers in the Finance & Business Services sector anticipate the most positive hiring climate. Job prospects also improve slightly in the Manufacturing sector where increasing confidence among employers in chemical and pharmaceutical production is counteracting an expected hiring downturn in machinery and equipment manufacturing.

Job seekers throughout much of the rest of the region can expect some opportunities through the first three months of the year. Only those in France and Finland are expected to endure shrinking payrolls.

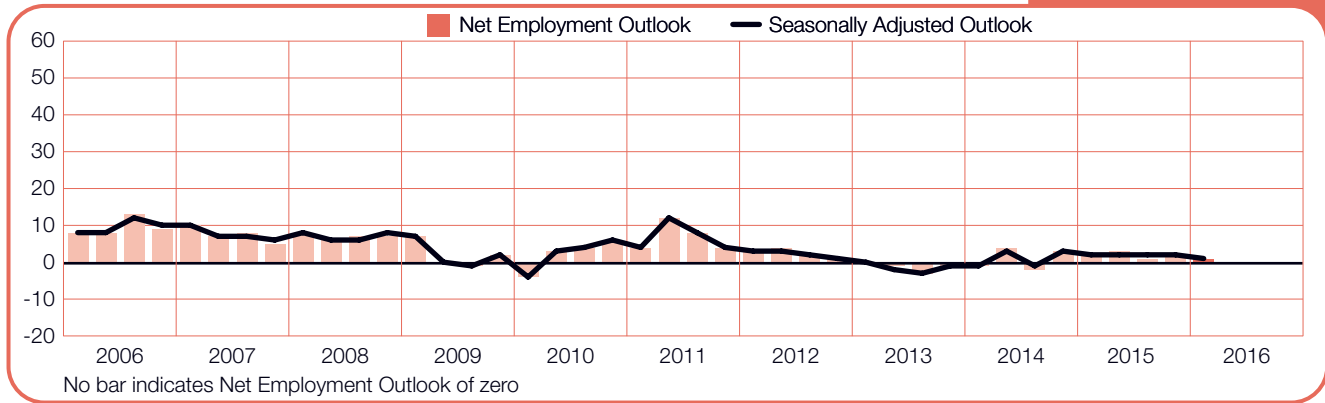
Austria

0 (+4)%



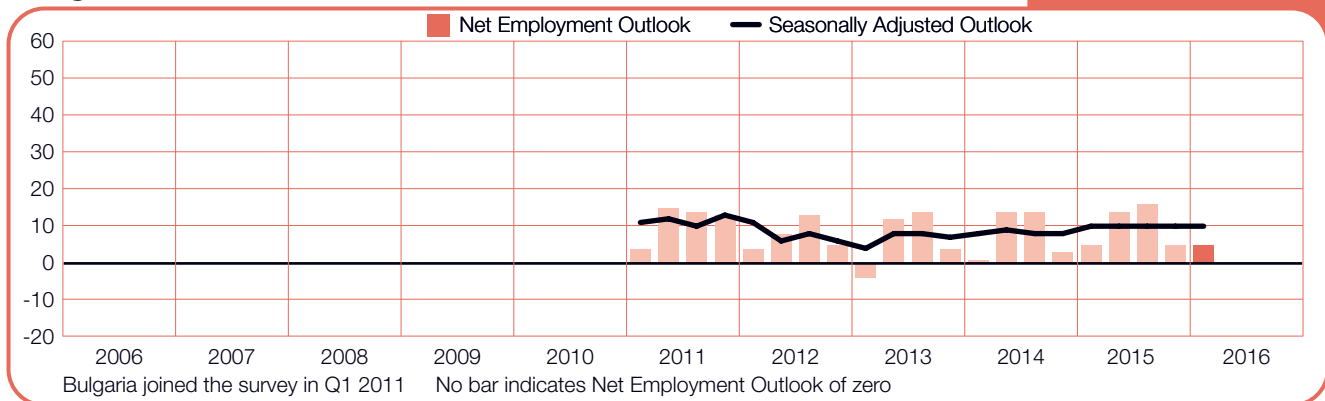
Belgium

+1 (+1)%



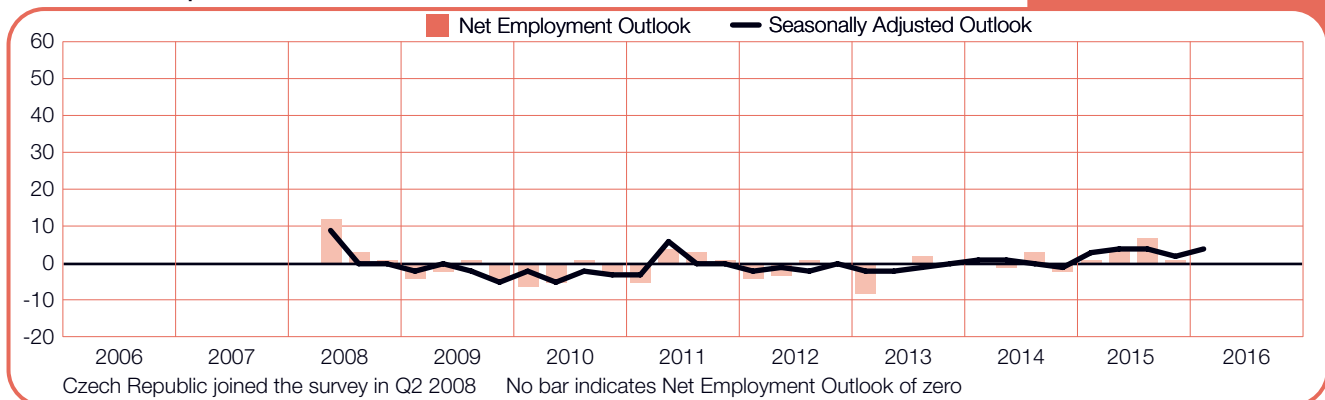
Bulgaria

+5 (+10)%



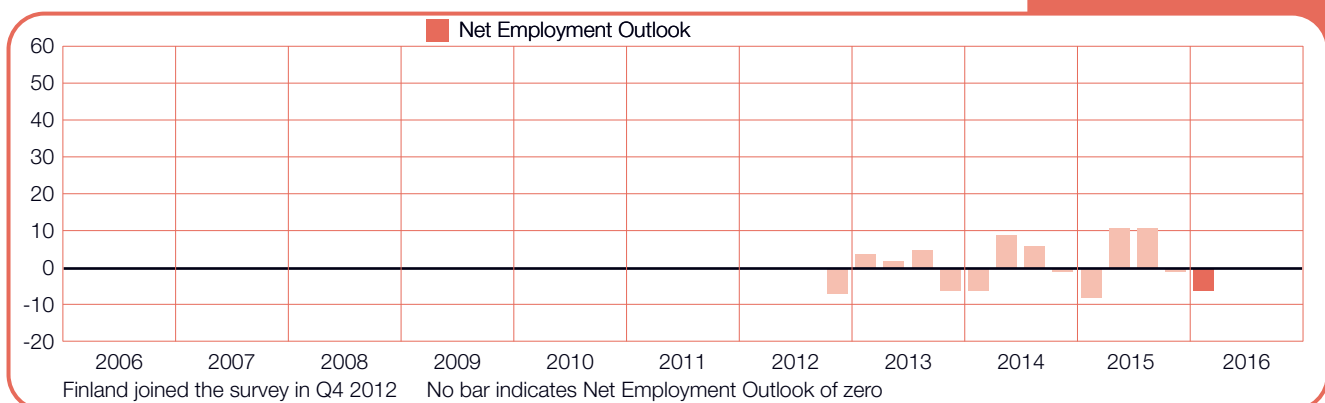
Czech Republic

0 (+4)%



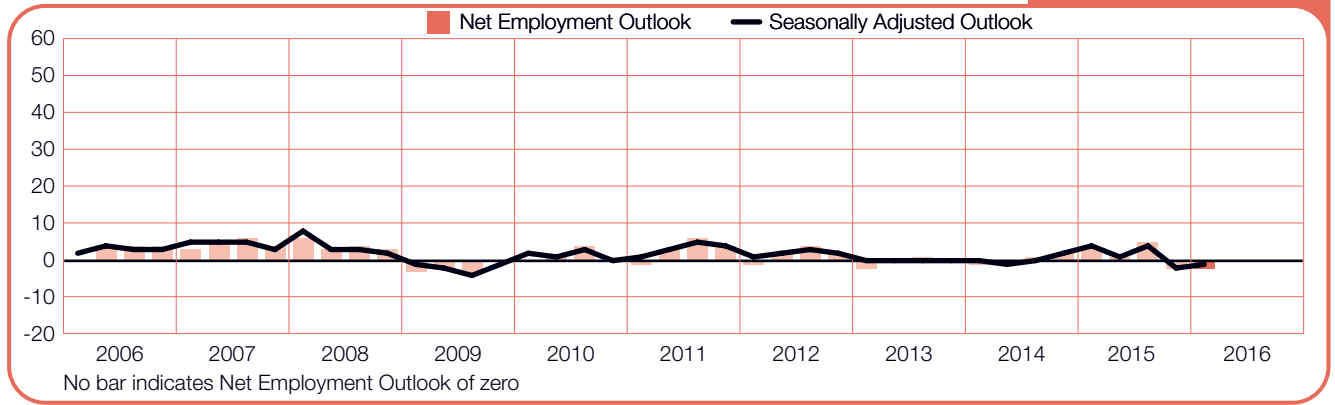
Finland

-6%



France

-2 (-1)%



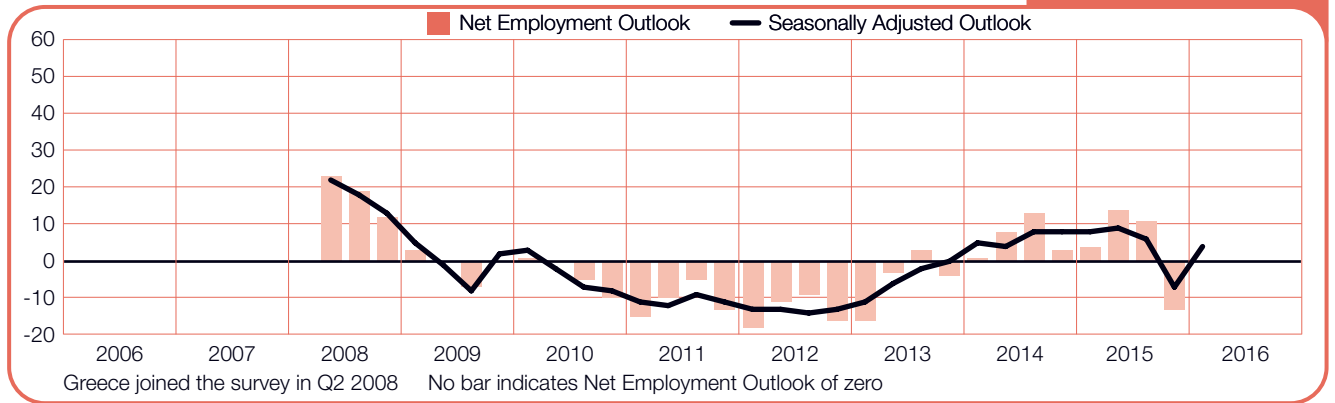
Germany

0 (+3)%



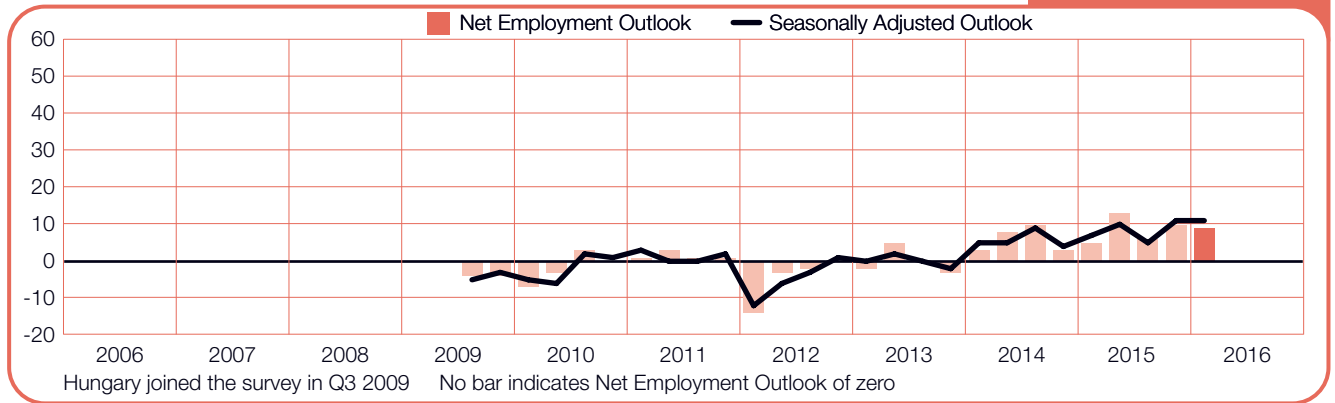
Greece

0 (+4)%



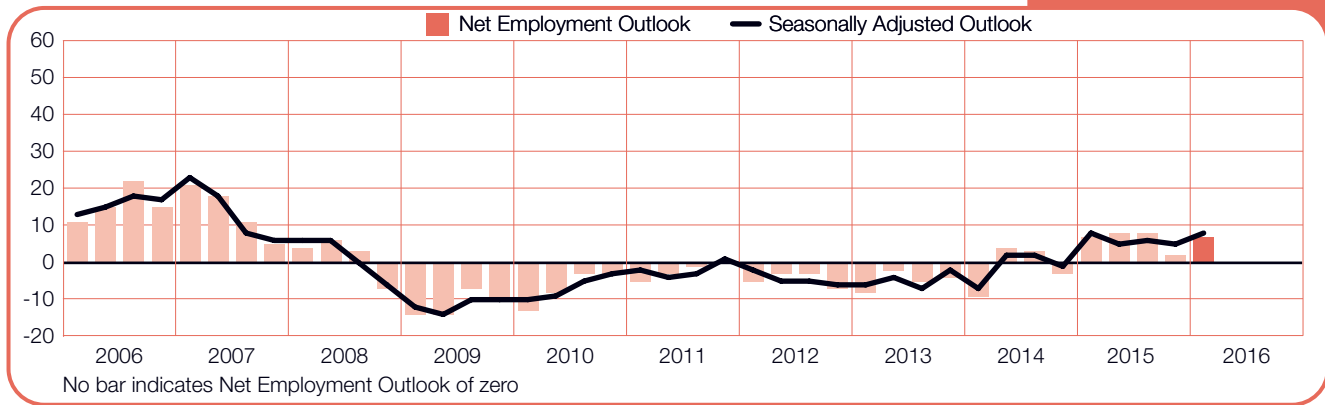
Hungary

+9 (+11)%



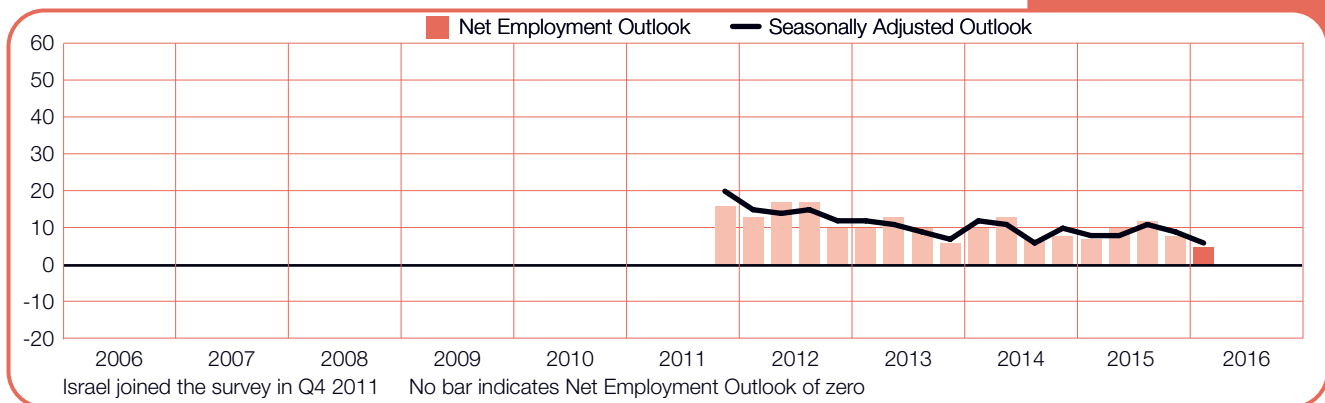
Ireland

+7 (+8)%



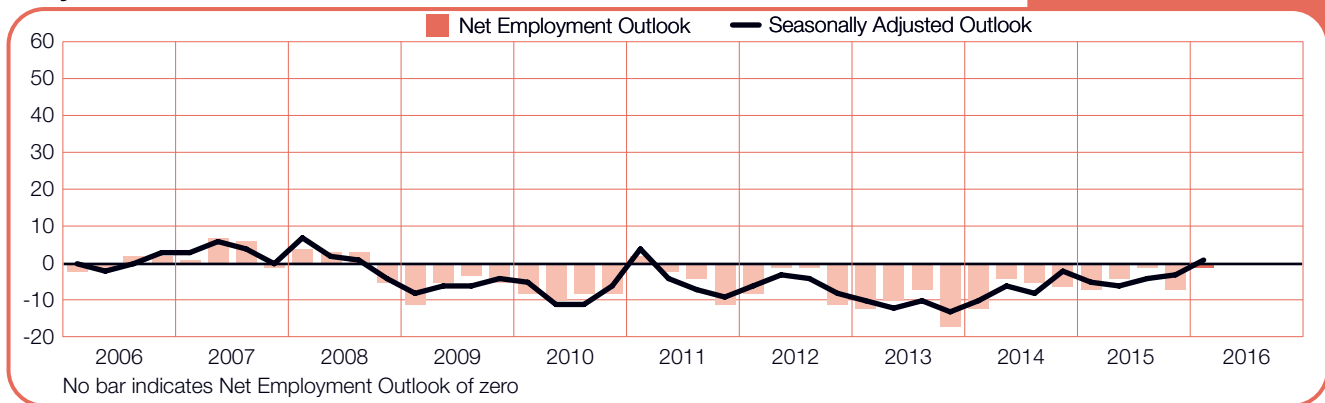
Israel

+5 (+6)%



Italy

-1 (+1)%



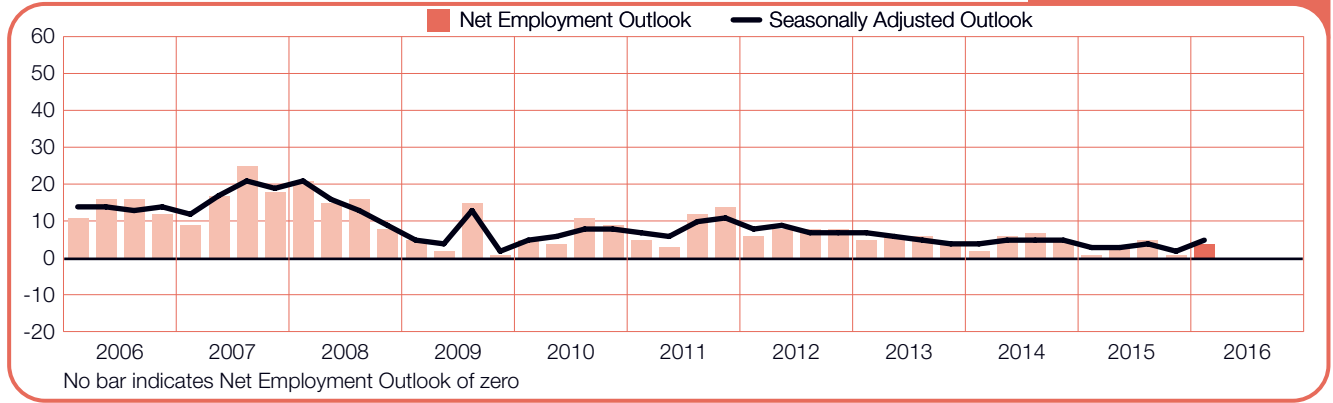
Netherlands

+3 (+3)%



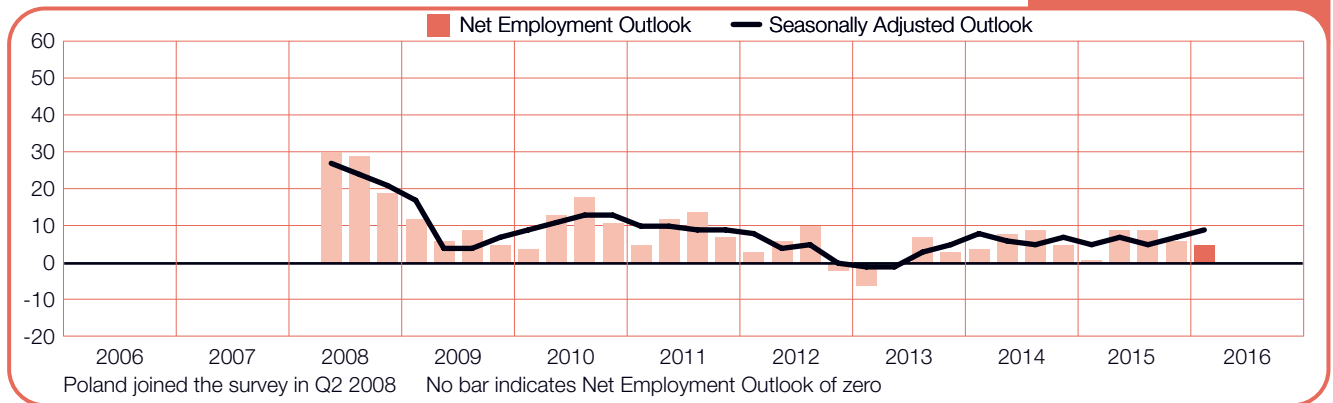
Norway

+4 (+5)%



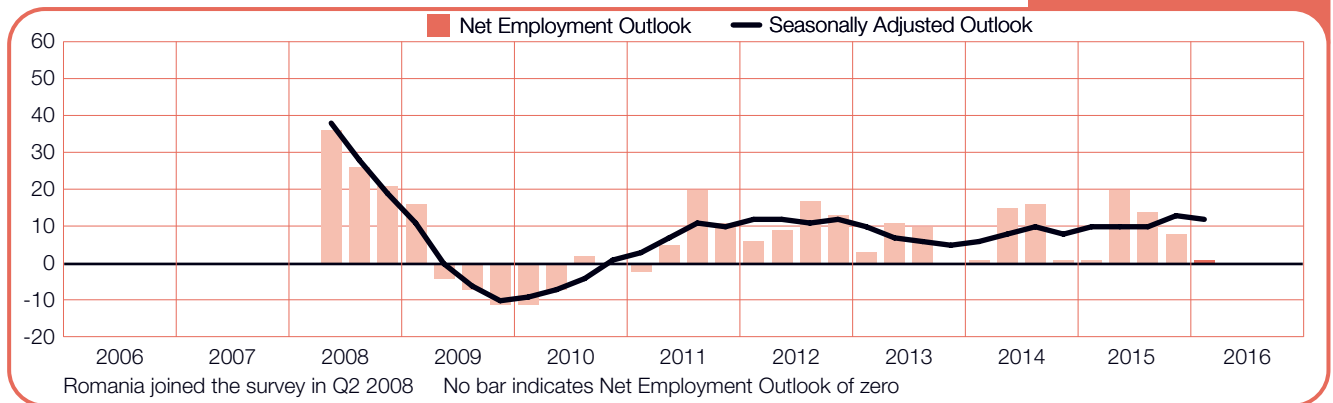
Poland

+5 (+9)%



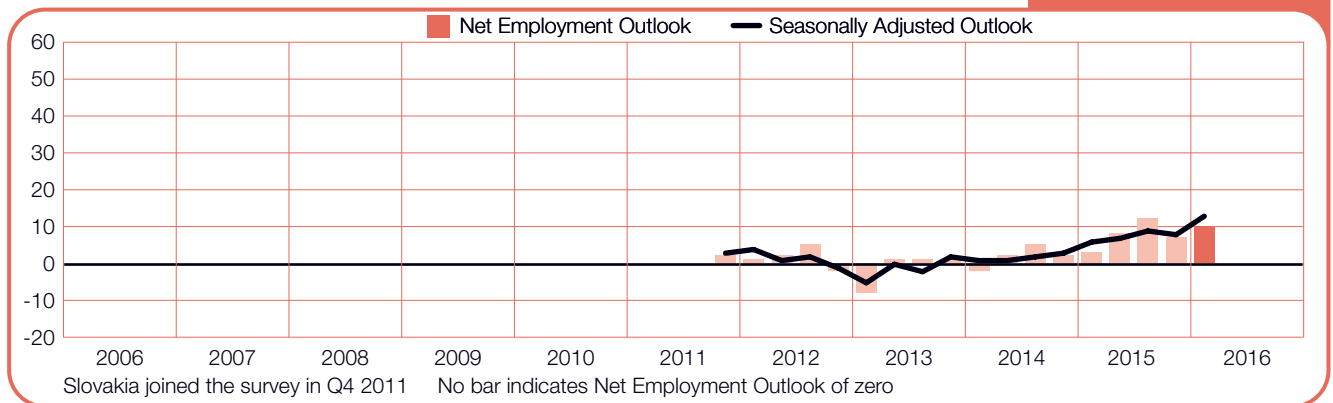
Romania

+1 (+12)%



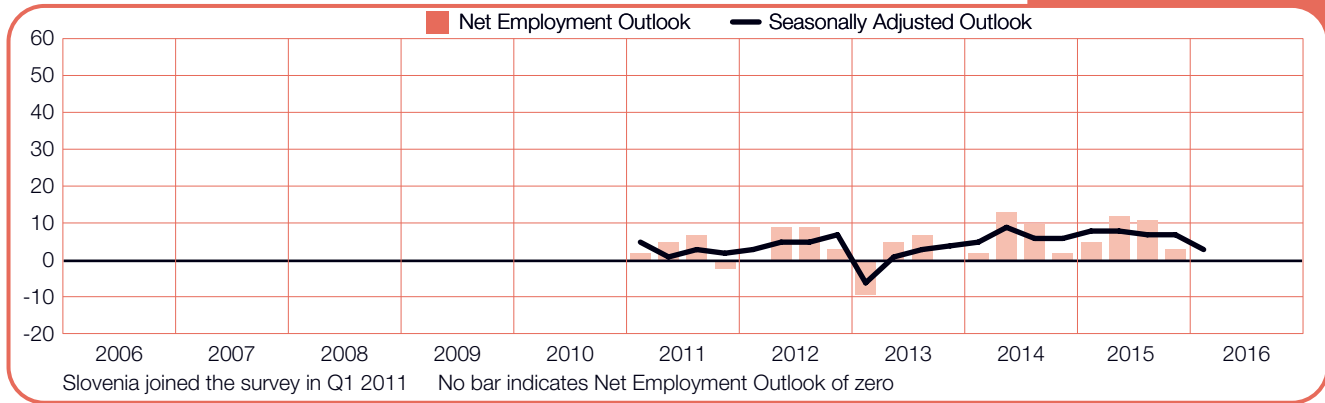
Slovakia

+10 (+13)%



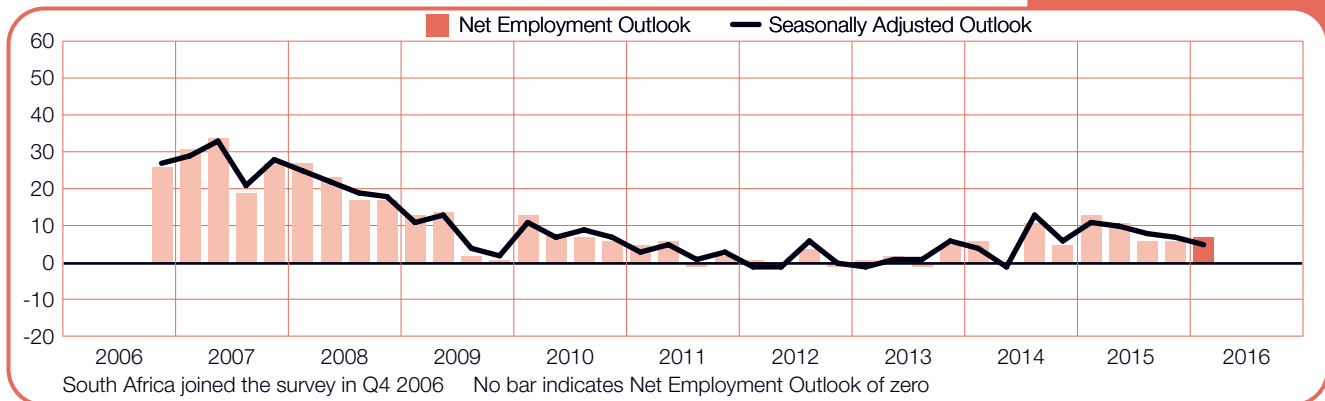
Slovenia

0 (+3)%



South Africa

+7 (+5)%



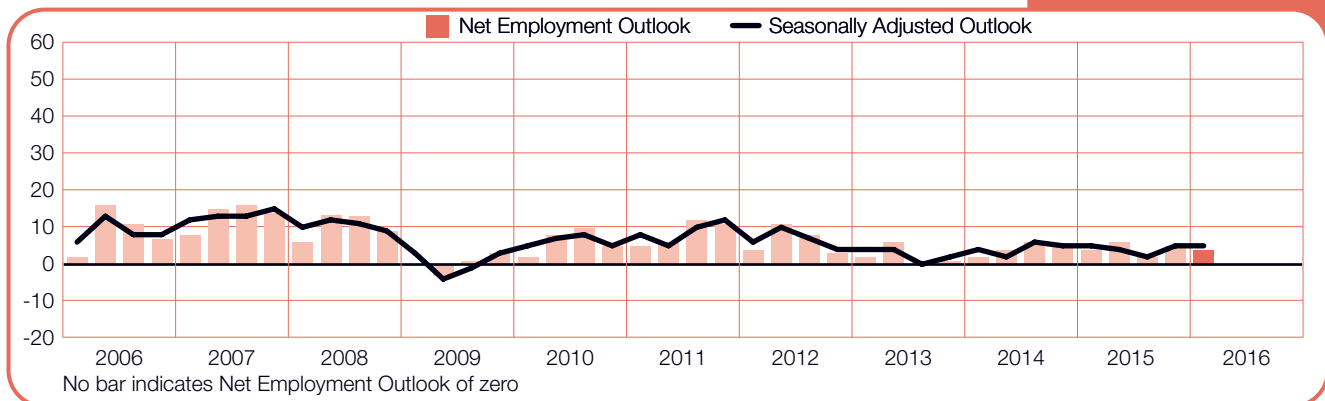
Spain

+1 (+4)%



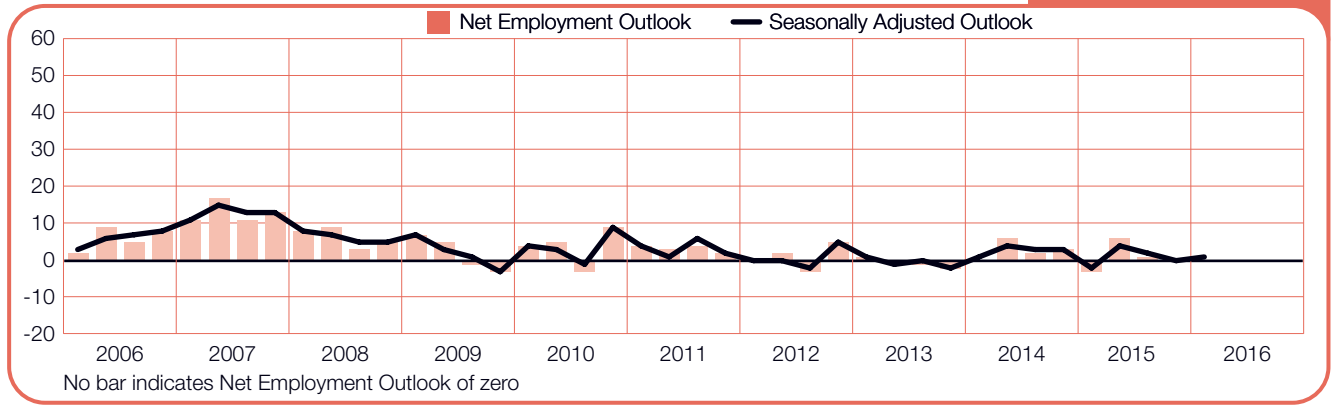
Sweden

+4 (+5)%



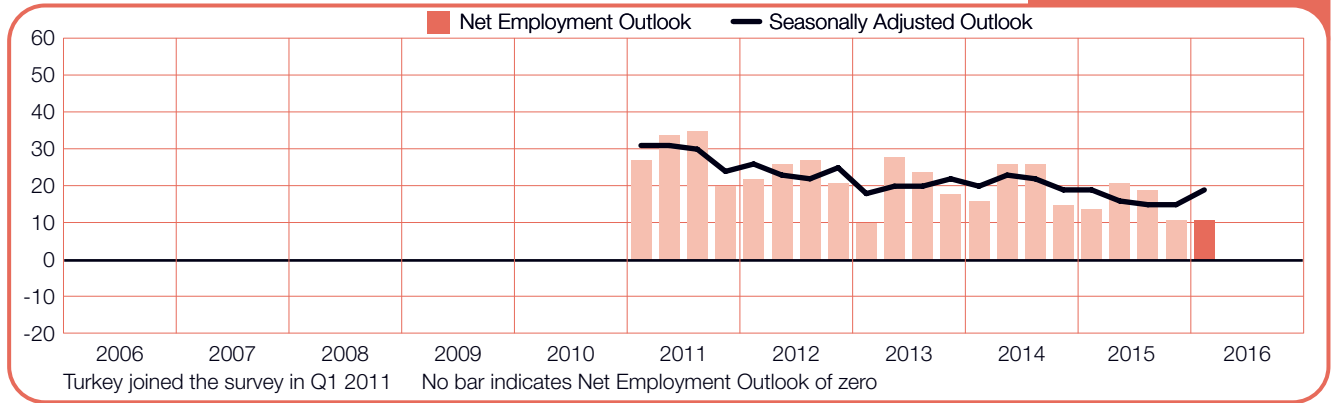
Switzerland

0 (+1)%



Turkey

+11 (+19)%



United Kingdom

+5 (+7)%



International Comparisons – Americas

Over 23,000 employers from 10 countries throughout North, Central and South America were interviewed for the Quarter 1 2016 survey. Payrolls are expected to grow in all countries except Brazil where for the third consecutive quarter employers report negative hiring intentions. The region's forecasts are mixed when compared to prior reports, with outlooks improving in five countries in both quarter-over-quarter and year-over-year comparisons.

Employers in the U.S. report the most optimistic hiring plans with one of every five employers expecting to add to their payrolls in the first three months of 2016. Employer optimism is strongest in the Leisure & Hospitality sector where one-third of employers intend to add to their workforces in the next three months. Active labour markets are also expected in the Transportation & Utilities and the Wholesale & Retail Trade sectors.

Costa Rican employers are similarly optimistic. Employers in the Construction sector expect the most active first-quarter hiring pace, with favourable hiring prospects also reported in the remaining five sectors.

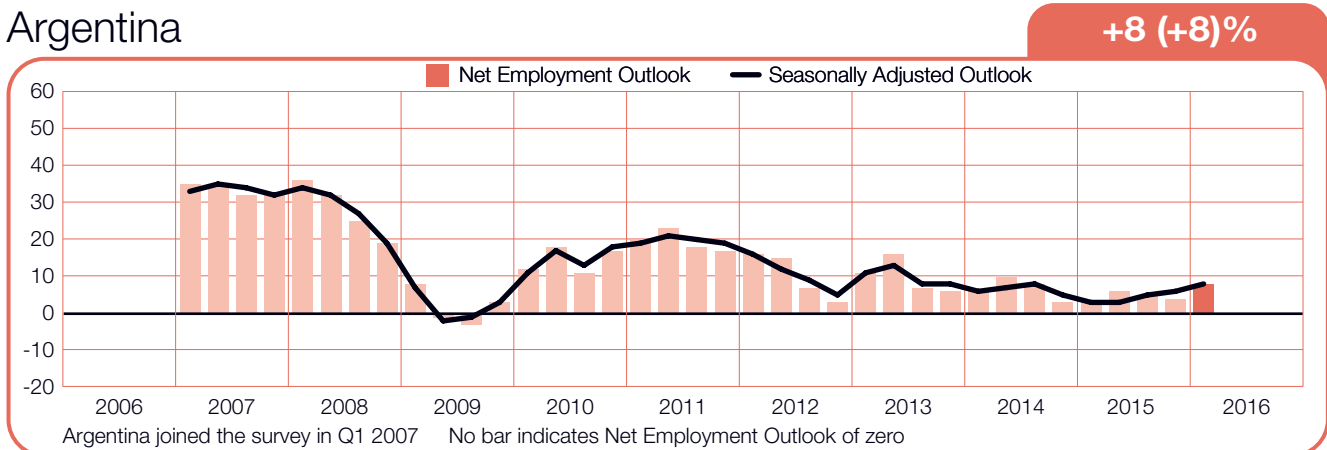
Employer optimism in Mexico remains upbeat. Workforce gains are anticipated in each of the seven industry sectors. The strongest hiring plans are reported by employers in the Transport & Communications and Services sectors. A similar hiring pace is also expected in the Manufacturing sector where nearly one in five employers intends to add staff.

With the exception of the Mining sector where employers report negative hiring plans for the second consecutive quarter, Canada's first-quarter forecasts are positive. Employer optimism is strongest in the Transportation & Utilities sector. Hiring in the Construction and the Manufacturing-Durables sectors is also expected to be steady, with forecasts in both sectors improving moderately from three months ago.

Peru's employers expect modest workforce gains in the first three months of the year, but hiring pace is expected to slow to its weakest level since Quarter 3 2009. Employer confidence is weakened, in part, by the least optimistic Construction and Mining sector forecasts since the survey initiated separate sector reporting in early 2013. A similar story unfolds further north where Colombia's forecast, despite positive hiring plans reported in all but one industry sector, dips to its least optimistic level since Quarter 4 2009. Meanwhile, Argentina's employers anticipate a modest uptick in hiring activity driven by considerable year-over-year gains in both the Construction and Wholesale & Retail Trade sector forecasts.

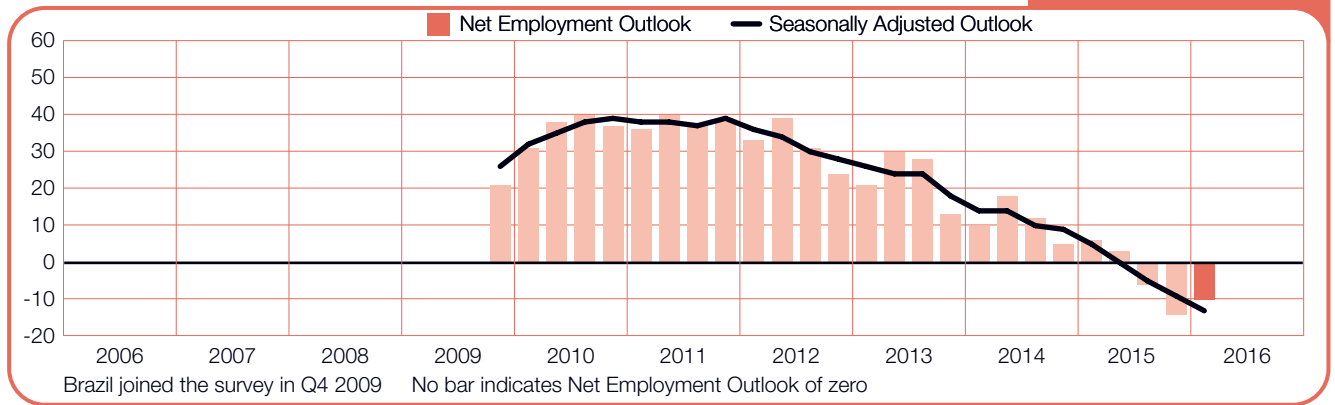
The gloomiest hiring climate is in Brazil where opportunities for job seekers remain dim as the country's forecast continues the steady decline that started in Quarter 4 2011; the first-quarter survey results are the weakest reported since the survey started in Quarter 4 2009. Additionally, Brazil's forecast is the least optimistic of the 42 countries and territories participating in the survey. Outlooks are negative in all five regions and in six of eight industry sectors, with positive forecasts reported in only the Finance, Insurance & Real Estate sector and the Public Administration/Education sector.

Argentina



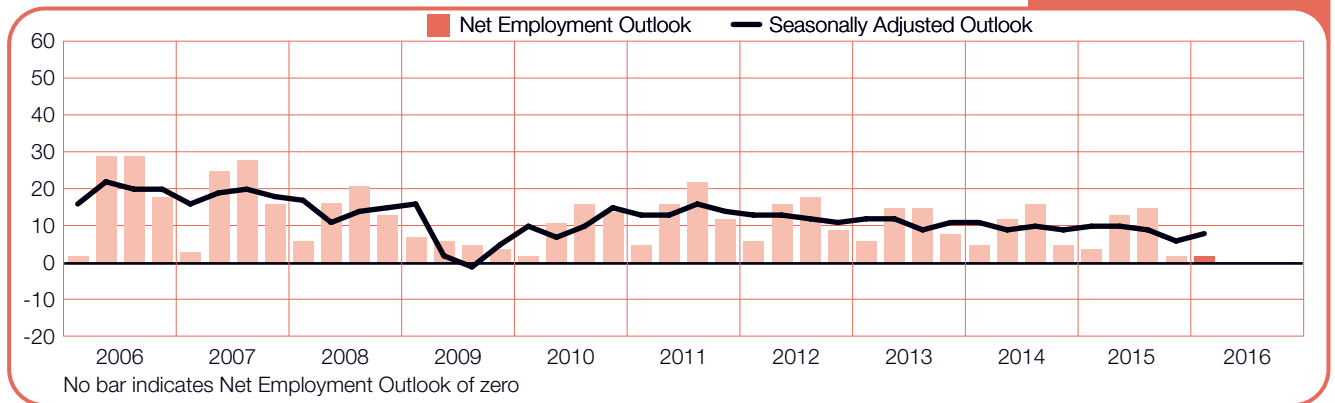
Brazil

-10 (-13)%



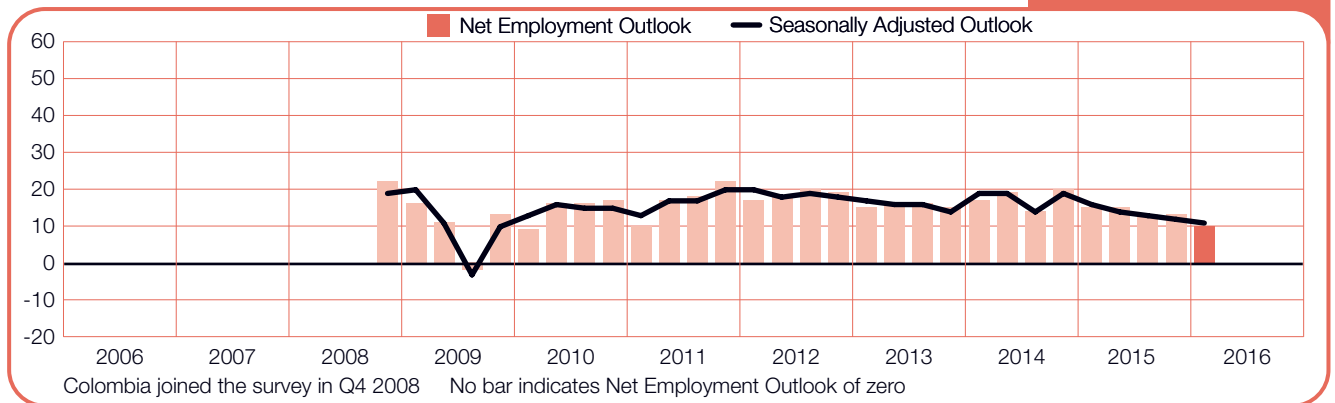
Canada

+2 (+8)%



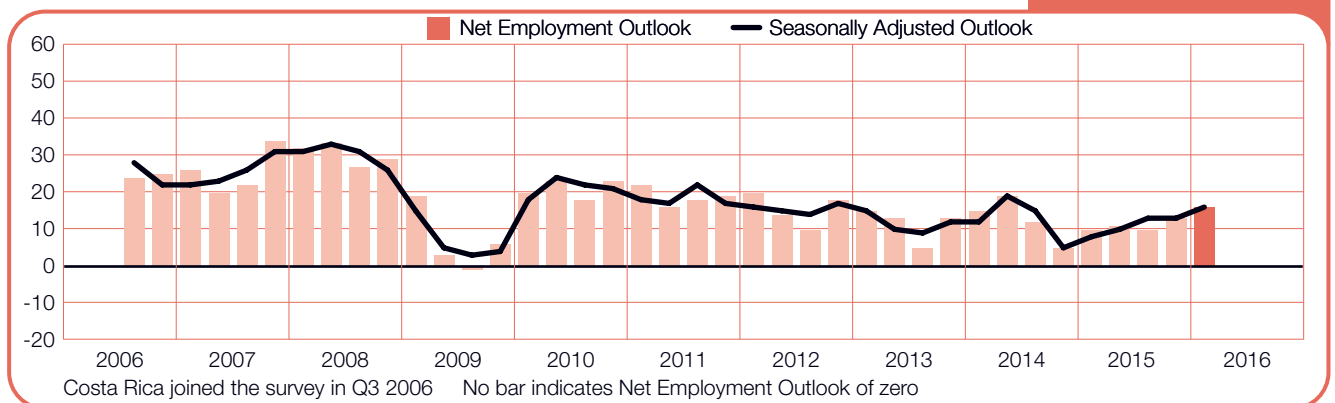
Colombia

+10 (+11)%



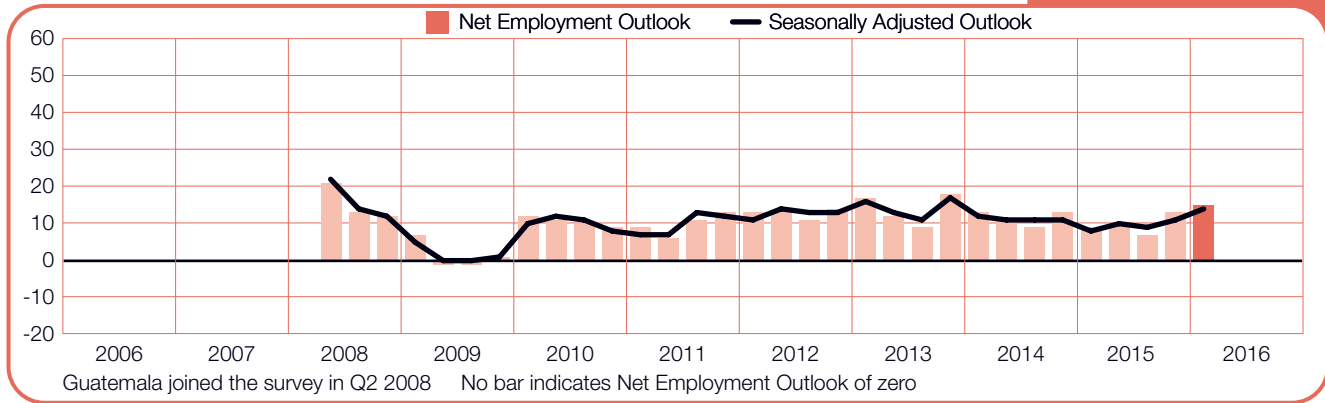
Costa Rica

+16 (+16)%



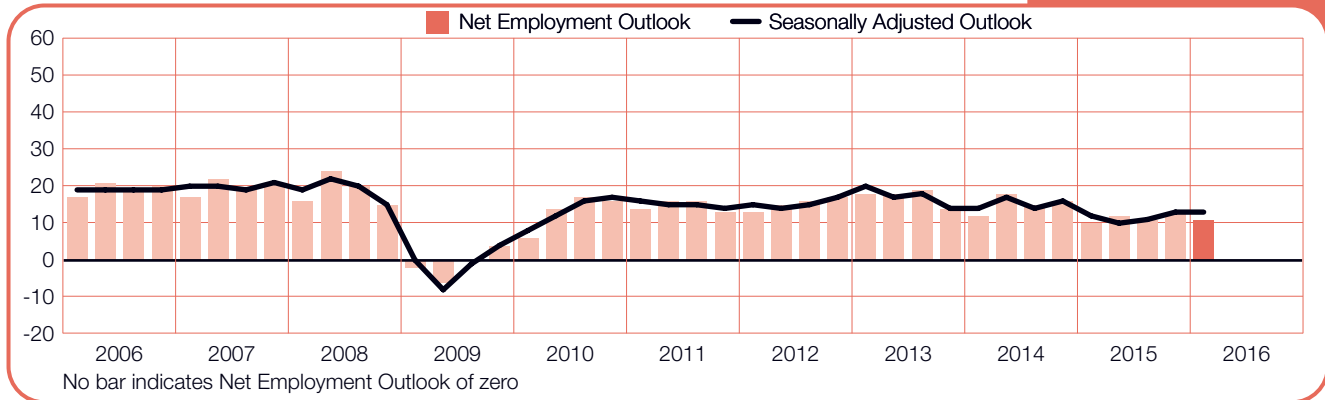
Guatemala

+15 (+14)%



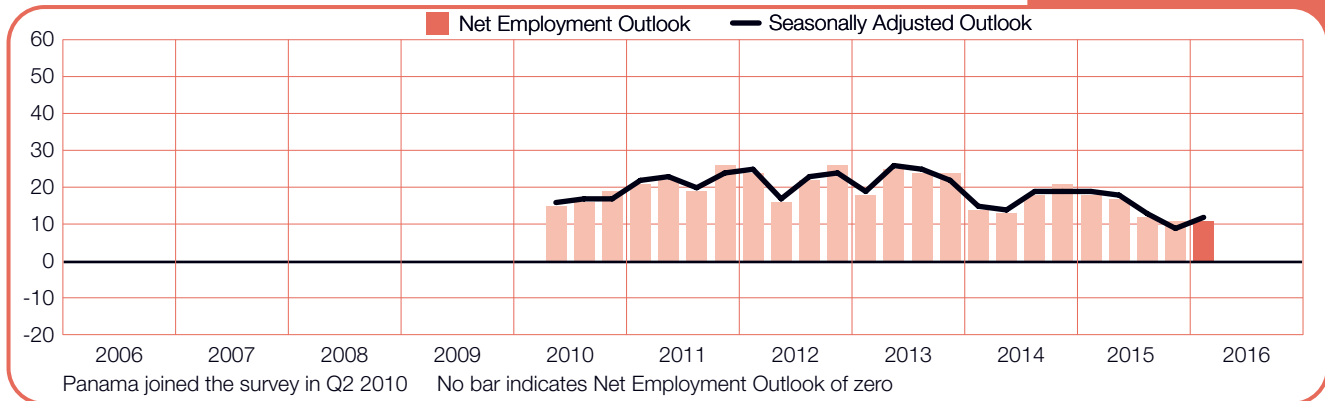
Mexico

+11 (+13)%



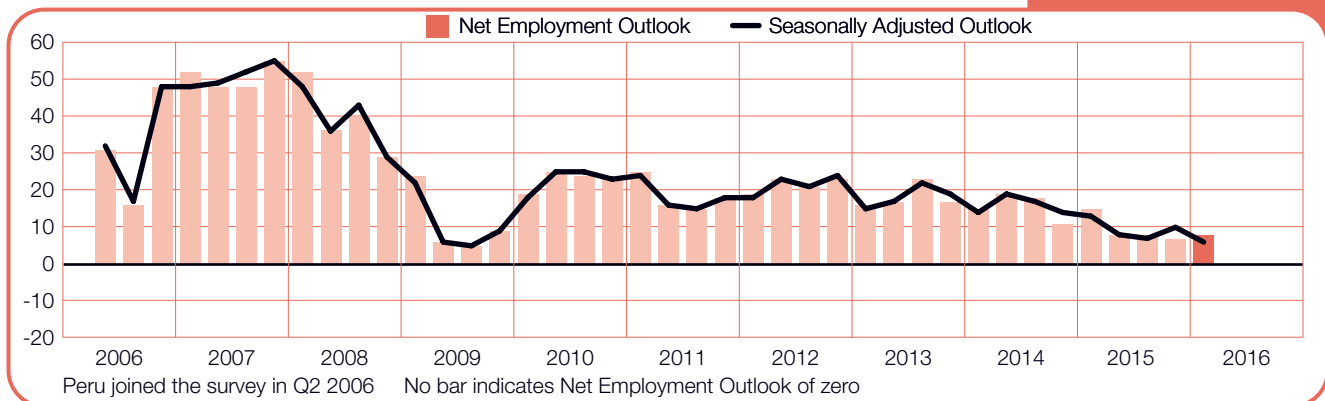
Panama

+11 (+12)%



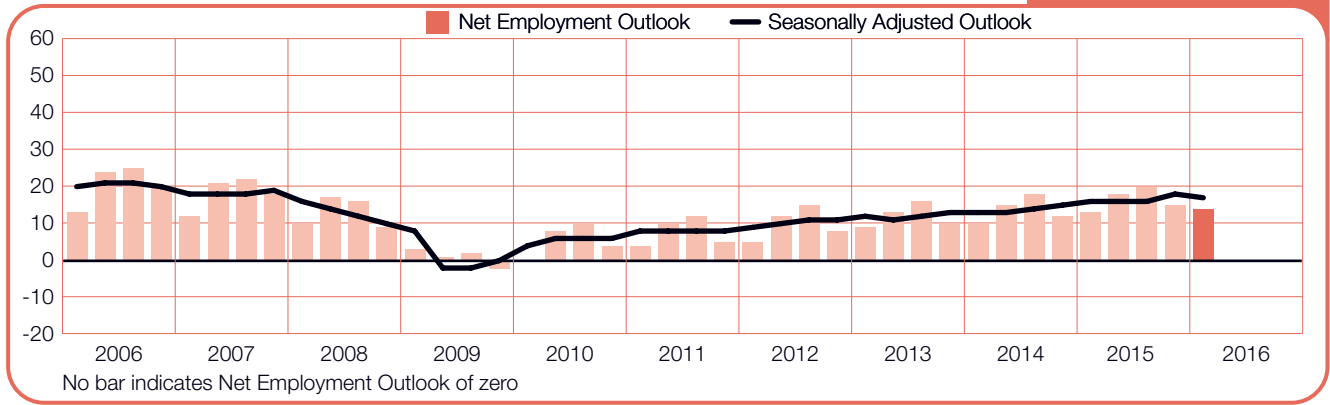
Peru

+8 (+6)%



United States of America

+14 (+17)%



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 over the next three months. The hiring pace is expected to strengthen in comparison to the prior quarter in four countries and territories, weaken in two and remain unchanged in two. When compared to Quarter 1 2015, forecasts strengthen in two, weaken in five and are unchanged in one. Employers in India and Taiwan report the strongest first-quarter hiring plans, while those in Australia and China report the weakest.

For the second consecutive quarter, employer confidence in India is stronger than in any of the other 41 countries and territories participating in the survey. More than four in 10 employers expect to add to their payrolls in the first three months of the year, and the hiring pace is expected to be vigorous in each of India's seven industry sectors.

Taiwan's hiring pace slows for the third consecutive quarter, and employer optimism dips to its least optimistic level since Quarter 1 2010. Its key Manufacturing sector outlook also dips to its weakest level in six years as employers seek to align hiring plans to declining global demand in general, and weaker China demand in particular. However, overall hiring plans are solid, and Taiwan's forecast remains one of the most optimistic across the globe.

Opportunities for job seekers in Japan are expected to remain solid, particularly in the Mining & Construction sector where the first-quarter forecast matches the most optimistic outlook reported since the survey was launched.

Employers in China remain cautiously optimistic and expect some first-quarter payroll growth in all industry sectors and regions. Among the six industry sectors, the most favourable hiring environment is expected in the Services sector. However, a longer-term downward trend is evident with weaker job growth anticipated in each industry sector and region when compared year-over-year.

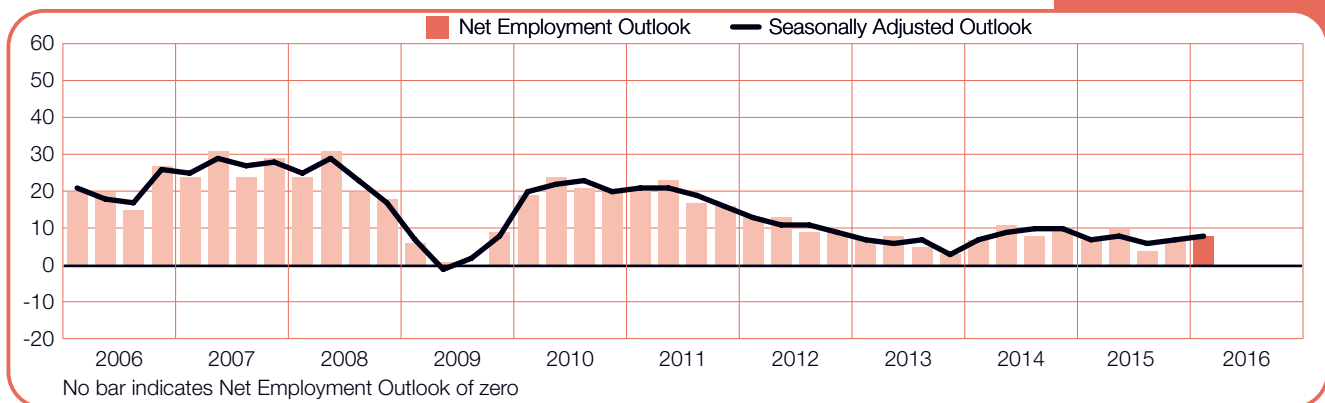
The ongoing slowdown in Australia's mining activity is exerting a ripple effect across many sectors and regions. However, there are signs that the country's transition to non-mining sectors of the economy is maintaining traction with positive forecasts in all sectors and regions, and steady job gains expected in the Finance, Insurance & Real Estate and the Services sectors.

Outlooks are uniformly positive in New Zealand. The labour markets in the Mining & Construction and the Finance, Insurance & Real Estate sectors remain the most active, driven by ongoing residential construction boom. However, the forecast for the first three months of 2016 is considerably weaker than at this time last year as employer hiring plans decline by varying degrees in each of the industry sectors and regions.

Elsewhere, employer confidence in Hong Kong is unchanged from the prior quarter and last year at this time. In Singapore the forecast is relatively stable when compared to Quarter 4 2015, but declines in comparison to the first three months of 2015, with weaker hiring plans reported in six of seven industry sectors.

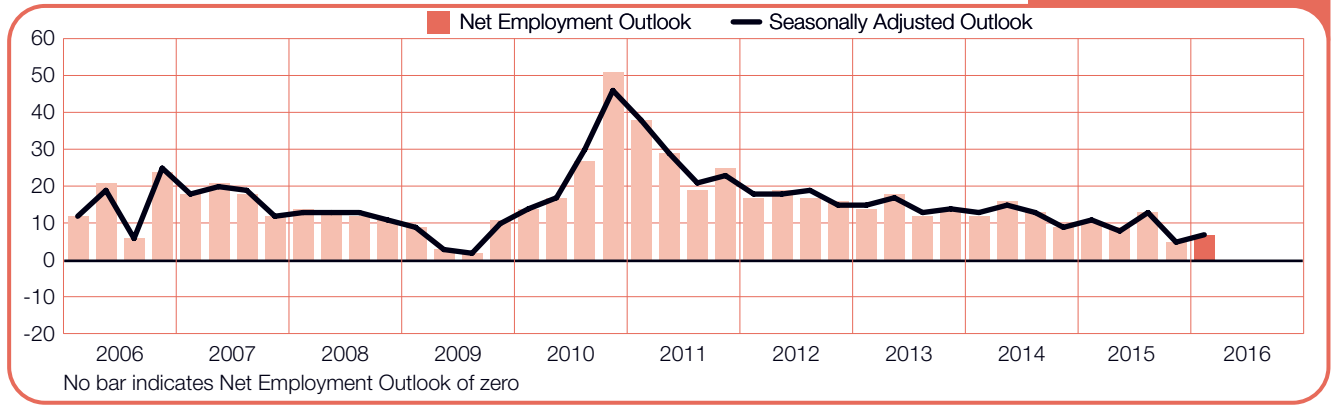
Australia

+8 (+8)%



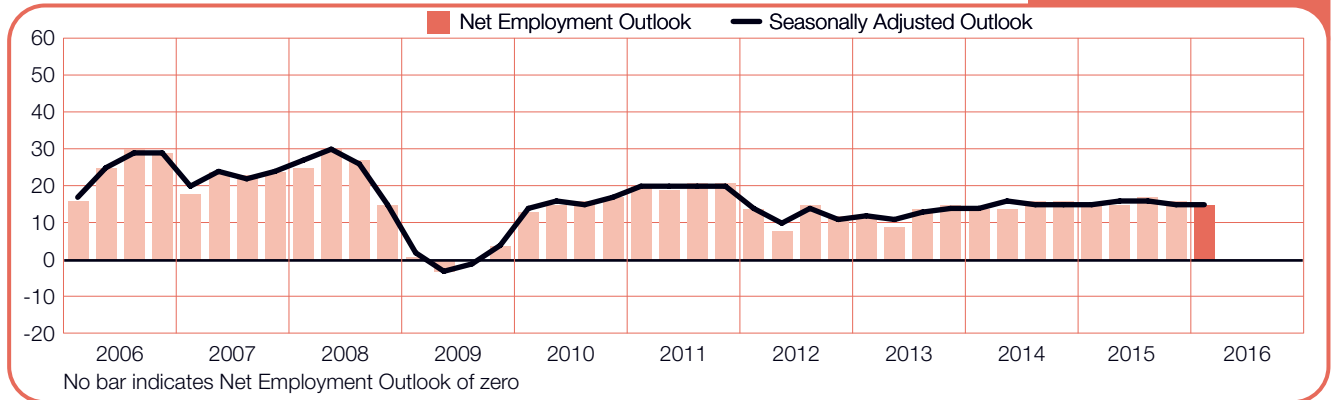
China

+7 (+7)%



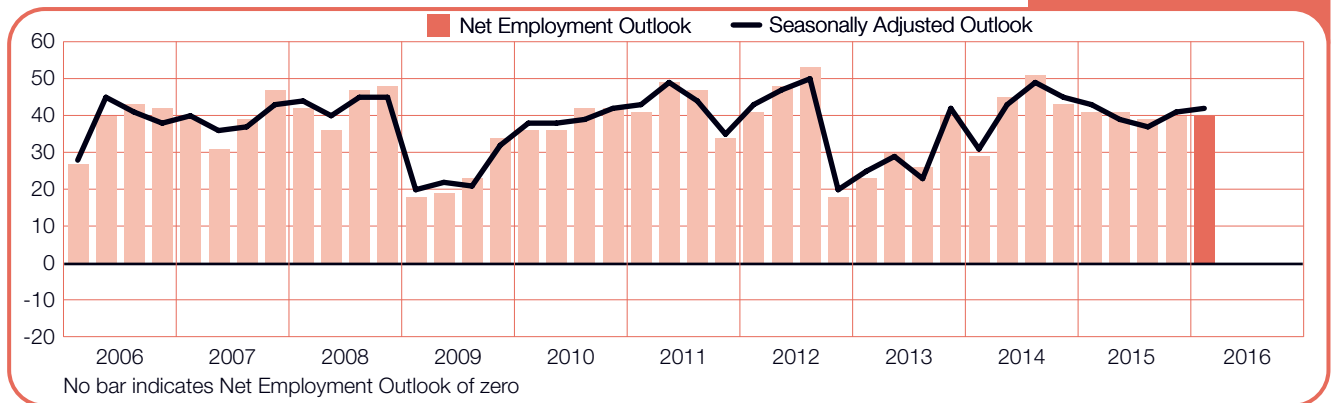
Hong Kong

+15 (+15)%



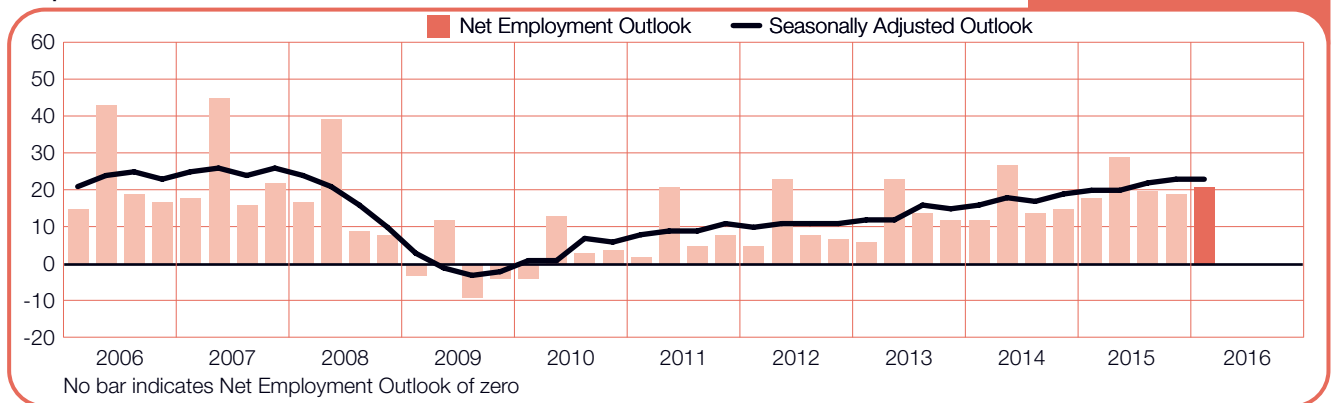
India

+40 (+42)%



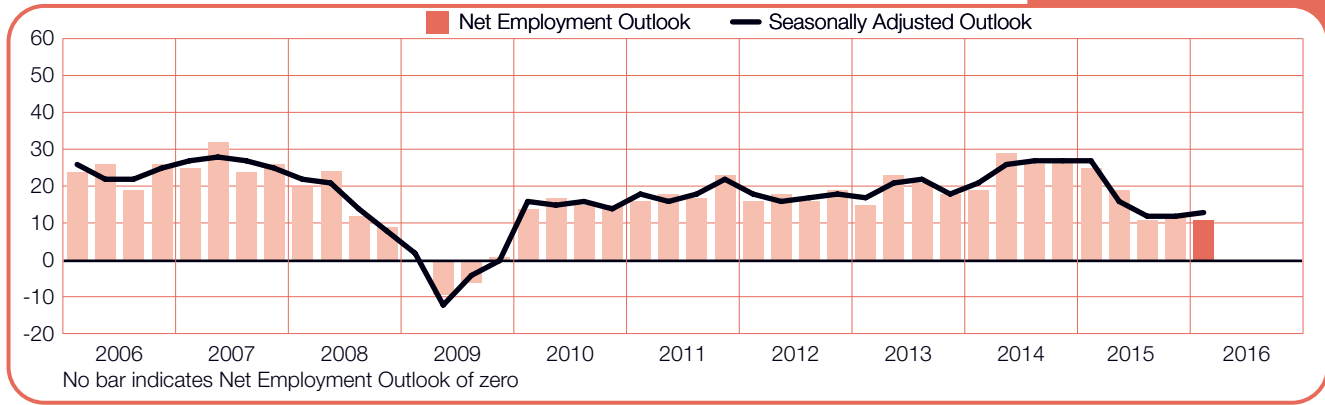
Japan

+21 (+23)%



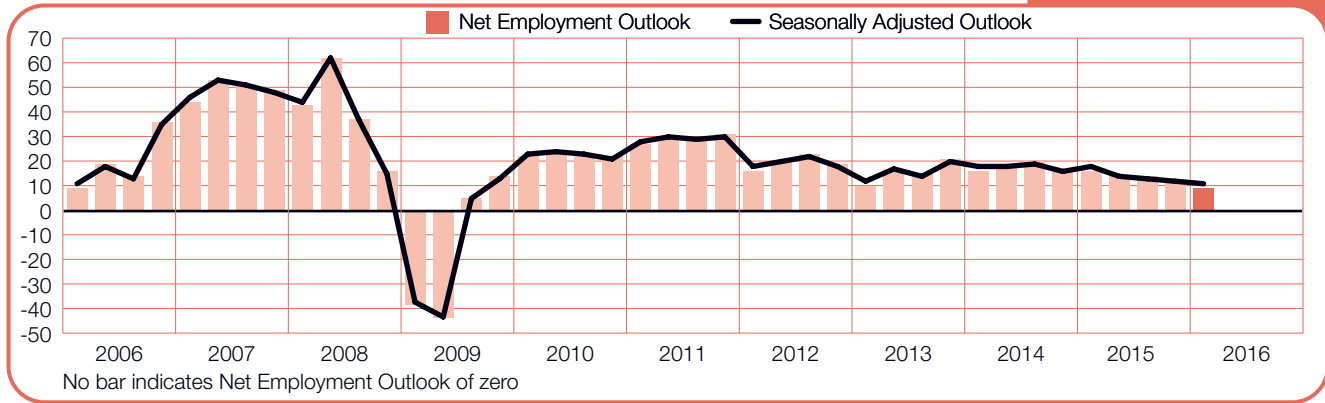
New Zealand

+11 (+13)%



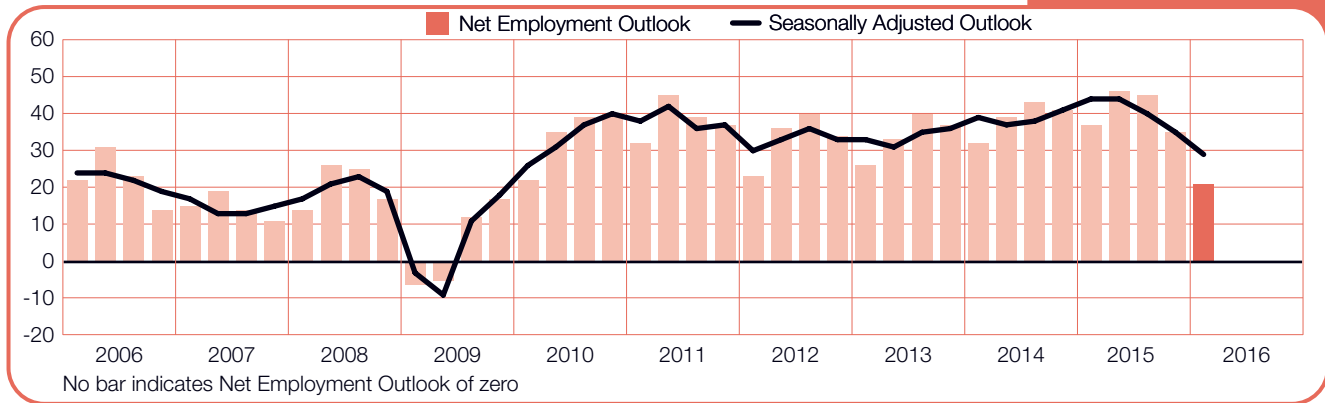
Singapore

+9 (+11)%



Taiwan

+21 (+29)%



About the Survey

The Manpower 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 Manpower Employment Outlook Survey:

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

Projective: The Manpower 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 42 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 1 2016 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 2016 as compared to the current quarter?"

Methodology

The Manpower 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 Finland. ManpowerGroup intends to add seasonal adjustments to the data for other countries 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) has been the world's workforce expert, creating innovative workforce solutions for more than 65 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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

About Manpower UK

Manpower is the global leader in contingent and permanent recruitment workforce solutions. It is part of ManpowerGroup, the world's workforce expert, which creates and delivers high-impact solutions that enable clients to achieve their business goals and enhance their competitiveness.

With a network of offices in cities across the country, Manpower has provided organisations in the UK with a continuum of staffing solutions from the incidental to the strategic for nearly 60 years, working with businesses such as BT, IBM, Royal Mail and Xerox to help them win.

In the Human Age, where talent has replaced access to capital as the key competitive differentiator, Manpower UK leverages its trusted brand to develop a deep talent pool, providing clients with access to the people they need, fast.

Manpower UK creates powerful connections between organisations and the talent they need to enhance their competitiveness and unleash their workforce potential. By creating these powerful connections, we help everybody achieve more than they imagined, and power the world of work.

For more information, see manpower.co.uk

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