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Media Release

Manpower Employment Outlook Survey
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Manpower Employment Outlook Survey: New Year hiring plans indicate progress toward recovery in Italian job market

With a seasonally adjusted Net Employment Outlook of +1%, Italian employers anticipate the first positive hiring climate in five years for the next three months.

Milan, December 8th 2015 – Results for the first quarter 2016 MEOS-Manpower Employment Outlook Survey released today by ManpowerGroup suggest a positive start to the new year for the Italian Labor Market. With a seasonally adjusted Net Employment Outlook of +1%, Italian employers anticipate the first positive hiring climate in five years for the January-March 2016 time frame. Employers also report improvements of 4 and 6 percentage points from 4Q 2015 and 1Q 2015, respectively. Wholesale & Retail Trade sector and Finance, Insurance, Real Estate & Business Services sector employers forecast the strongest of the 10 sector labor markets with an Outlook of +4% and +2%, respectively. Regionally, Middle Italy employers forecast the strongest hiring pace, reporting an Outlook of +4% – the most optimistic hiring projection in the region since 1Q 2011.

“Italian’s economic recovery is on track and the Italian Job Market is expected to move in the right direction” **Stefano Scabbio, President, Mediterranean and Eastern Europe** says: *“Over recent months, we have seen improvements in a number of indicators of employment conditions and our research finally shows that, after many years of downsizing, Italian firms appear ready to increase investment and hiring plans. Now, to stay ahead of the competition, organisations need to establish a clear understanding of the skills and other attributes needed in the market. The anticipated recovery remains fragile, and it is important to avoid mistakes, find the right people and continually manage a talent pipeline”.*

Regional comparisons

Middle Italy employers report encouraging signs for job seekers in the coming quarter with a Net Employment Outlook of +4%, while soft labor markets are forecast in both the North West and the North East, with Outlooks standing at +1% and 0%, respectively. However, South/Islands employers continue to anticipate a decline in staffing levels, reporting an Outlook of -6%.

When compared with the previous quarter, hiring intentions strengthen in three of the four regions, most notably by 9 and 5 percentage points in Middle Italy and the North West, respectively. Meanwhile, the Outlook reported by South/Islands employers declines by 2 percentage points.

Sector comparisons

Employers in six of the 10 industry sectors forecast a decline in staffing levels during 1Q 2016. The weakest activity is expected in two sectors with Net Employment Outlooks of -4% – the Agriculture,



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Hunting, Forestry & Fishing sector and the Transport, Storage & Communication sector. Elsewhere, the Outlook for the Manufacturing sector stands at -3%, while Mining & Quarrying sector employers report an Outlook of -2%. Meanwhile, employers in two sectors report positive hiring prospects for the coming quarter. The Outlook for the Wholesale & Retail Trade sector stands at +4% while Finance, Insurance, Real Estate & Business Services sector employers report an Outlook of +2%.

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 grow in three of the four organization size categories during 1Q 2016, most notably for Medium- and Large-size employers who report Net Employment Outlooks of +5%. The Outlook for Small firms stands at +1% but Micro employers anticipate flat hiring activity with an Outlook of 0%.

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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 men and women 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 2014, ManpowerGroup was named one of the World's Most Ethical Companies for the fourth 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

ManpowerGroup Italia

Presente in Italia dal 1994, la realtà nazionale di ManpowerGroup - multinazionale leader mondiale nelle innovative workforce solutions - realizza e offre soluzioni strategiche per la gestione delle risorse umane: ricerca, selezione e valutazione di personale per tutte le posizioni professionali; somministrazione di lavoro a tempo determinato; pianificazione e realizzazione di progetti di formazione; consulenza per l'organizzazione aziendale; career management; servizi di outsourcing; consulenza HR. Unendo efficacemente la sua profonda conoscenza del potenziale umano e delle esigenze dei propri clienti, ManpowerGroup crea valore per imprese e individui affiancandoli nel raggiungimento dei propri obiettivi di business e di carriera. Attraverso una rete di oltre 250 uffici su tutto il territorio nazionale, impiega 1.500 persone e offre inoltre soluzioni mirate per i settori Information Technology, Finance, Engineering, Sales&Marketing. Per il quarto anno consecutivo ManpowerGroup è stata inclusa nella classifica "World's Most Ethical Companies" (2014) elaborata da Ethisphere, organizzazione internazionale specializzata nella creazione, nello sviluppo e nella condivisione di best practice a livello di etica aziendale, governance, misure anti-corruzione e sostenibilità. ManpowerGroup è stata inoltre, Official HR Premium Partner di EXPO Milano 2015.

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

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