

# Q4 2015

## Manpower Employment Outlook Survey Global Hiring Expectations

Where will hiring be strongest? Where will it be weakest?

## Net Employment Outlooks

### Regional Spotlight

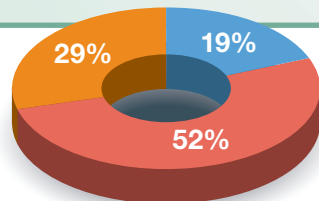
**1 Opportunities grow dimmer for job seekers in Brazil, while forecast in U.S. is strongest in eight years**  
Outlooks decline sharply in all industry sectors and regions in Brazil when compared to last year at this time, and the country's fourth-quarter forecast is the weakest across the globe. Meanwhile, employer confidence continues to grow in the U.S., with employers in Mexico and Colombia also anticipating a steady year-end hiring pace.

**2 Job prospects remain mostly positive in the Europe, Middle East & Africa region, but again turn negative in Greece**  
Employers in Romania and Turkey expect the region's strongest hiring pace, while Hungarian employers report their most optimistic forecast since their survey was launched in 2009. However, forecasts again turn negative in Greece, France and Finland, and remain negative in Italy for the 19th consecutive quarter.

**3 India's hiring pace expected to remain vigorous, while China's continues to slow**  
Outlooks remain positive throughout the Asia Pacific region with the strongest forecasts reported by employers in India and Taiwan. Outlooks are also positive in each of China's industry sectors and regions despite the overall forecast dipping to its weakest level in more than six years.

India	+41%
Taiwan	+36%
Japan	+23%
United States	+18%
Romania	+16%
Hong Kong	+15%
Turkey	+15%
Colombia	+14%
Mexico	+13%
Costa Rica	+12%
New Zealand	+12%
Singapore	+12%
Guatemala	+11%
Hungary	+11%
Bulgaria	+10%
Israel	+10%
Panama	+8%
Slovakia	+8%
Slovenia	+8%
Australia	+7%
Peru	+7%
Poland	+7%
South Africa	+7%
Argentina	+6%
Canada	+6%
Germany	+6%
China	+5%
Sweden	+5%
Ireland	+4%
United Kingdom	+4%
Spain	+3%
Belgium	+2%
Norway	+2%
Austria	+1%
Czech Republic	+1%
Netherlands	+1%
Switzerland	0%
Finland*	-1%
France	-2%
Greece	-2%
Italy	-4%
Brazil	-10%

### SHIFTS IN HIRING PLANS QUARTER-OVER-QUARTER



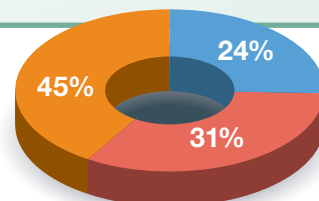
#### Notable Shifts

Hungary	▲ 6%
Romania	▲ 4%
Sweden	▲ 3%
China	▼ 8%
France	▼ 6%
Greece	▼ 5%

Stronger **19%**  
Relatively Stable **52%**  
Weaker **29%**

Compared to 42 countries & territories surveyed for Q3 2015

### SHIFTS IN HIRING PLANS YEAR-OVER-YEAR



#### Notable Shifts

Romania	▲ 8%
Japan	▲ 4%
United States	▲ 3%
Brazil	▼ 19%
New Zealand	▼ 15%
Greece	▼ 11%

Stronger **24%**  
Relatively Stable **31%**  
Weaker **45%**

Compared to 42 countries & territories surveyed for Q4 2014