

**ManpowerGroup  
Employment  
Outlook Survey  
UK**

**Q1  
2017**



ManpowerGroup®

# United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the first quarter 2017 was conducted by interviewing a representative sample of 2,104 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 2017 as compared to the current quarter?”

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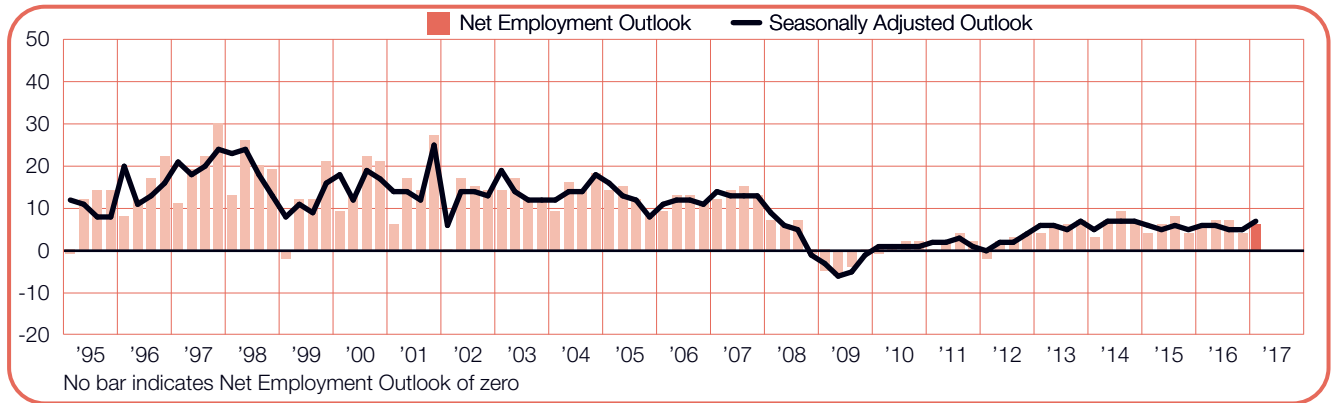
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# UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Jan-Mar 2017</b>	<b>9</b>	<b>3</b>	<b>87</b>	<b>1</b>	<b>6</b>	<b>7</b>
Oct-Dec 2016	8	4	87	1	4	5
July-Sep 2016	10	3	86	1	7	5
Apr-June 2016	9	2	88	1	7	6
Jan-Mar 2016	8	3	86	3	5	6



UK employers report some opportunities for job seekers in the upcoming quarter. While 9% of employers forecast an increase in staffing levels, 3% anticipate a decrease and 87% expect no change, resulting in a Net Employment Outlook of +6%.

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, while remaining 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

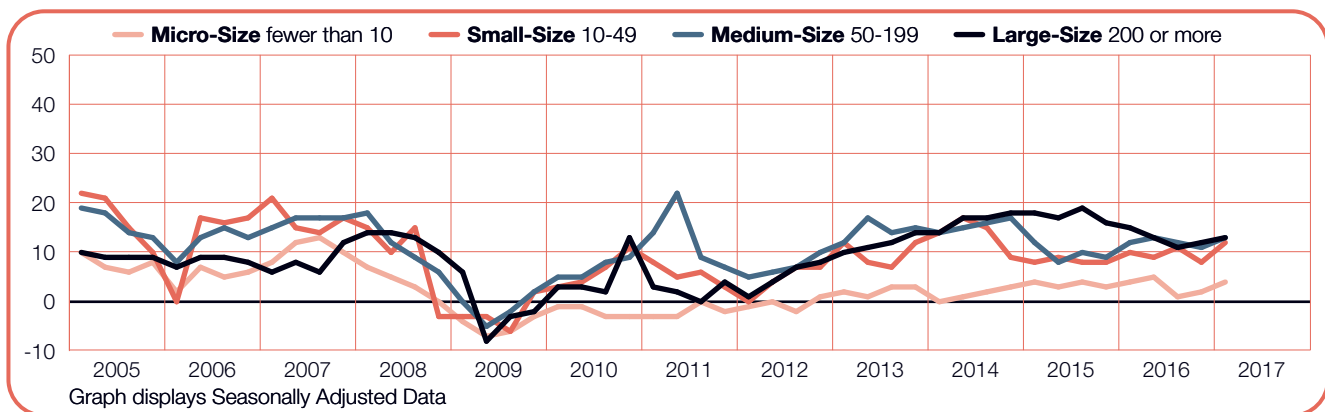
Participating employers are categorised into one of four organisation sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Payrolls are forecast to grow in all four organisation size categories during Quarter 1 2017. The strongest hiring activity is anticipated by Large- and Medium-size employers, who report Net Employment Outlooks of +13%. Small employers expect a steady increase in employment levels, reporting an outlook of +12%, while the outlook for Micro employers stands at +4%.

Quarter-over-quarter, Small employers report an improvement of four percentage points, while outlooks are two percentage points stronger in both the Micro- and Medium-size categories. Meanwhile, Large employers report relatively stable hiring plans.

When compared with Quarter 1 2016, Small employers report a slight improvement of two percentage points but the outlook for Large firms is two percentage points weaker. Micro employers report no change and Medium employers report relatively stable hiring plans.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> fewer than 10	6	3	90	1	3	4
<b>Small-Size</b> 10-49	13	3	83	1	10	12
<b>Medium-Size</b> 50-199	12	5	80	3	7	13
<b>Large-Size</b> 200 or more	24	9	62	5	15	13



# Regional Summary

Employers in all 12 regions forecast an increase in payrolls during Quarter 1 2017. The strongest hiring prospects are reported in the East, with a Net Employment Outlook of +10%. Elsewhere, London employers anticipate a cautiously optimistic hiring pace, reporting an outlook of +9%, while outlooks stand at +8% in the East Midlands, the South West, the West Midlands, Yorkshire & the Humber and Scotland. Meanwhile, the most cautious hiring prospects are reported in Wales and the North West, with outlooks of +2% and +3%, respectively.

When compared with the previous quarter, hiring intentions strengthen in nine of the 12 regions. Yorkshire & the Humber employers report the most noteworthy improvement of nine percentage points, while outlooks are seven and five percentage points

stronger in Scotland and Northern Ireland, respectively. However, outlooks weaken in two regions, with declines of two percentage points reported in both the North West and Wales.

Year-over-year, hiring prospects improve in five of the 12 regions. The most notable increase of nine percentage points is reported in Yorkshire & the Humber. Elsewhere, the outlook for Northern Ireland is six percentage points stronger while increases of four and three percentage points are reported in the West Midlands and Scotland, respectively. However, hiring plans also weaken in five regions, including the North West with a decline of eight percentage points. Hiring intentions decline by seven percentage points in Wales and are five percentage points weaker in the South East.

	Increase Q1 2017	Decrease Q1 2017	Q1 2017	Q4 2016	Q1 2016	Qtr on Qtr Change Q4 2016 to Q1 2017	Yr on Yr Change Q1 2016 to Q1 2017
	%	%	%	%	%	%	%
East	11	1	10 (10) <sup>1</sup>	6 (7) <sup>1</sup>	7 (8) <sup>1</sup>	4 (3) <sup>1</sup>	3 (2) <sup>1</sup>
East Midlands	6	2	4 (8) <sup>1</sup>	11 (8) <sup>1</sup>	6 (9) <sup>1</sup>	-7 (0) <sup>1</sup>	-2 (-1) <sup>1</sup>
London	10	1	9 (9) <sup>1</sup>	8 (8) <sup>1</sup>	9 (9) <sup>1</sup>	1 (1) <sup>1</sup>	0 (0) <sup>1</sup>
North East	8	2	6 (7) <sup>1</sup>	5 (5) <sup>1</sup>	7 (8) <sup>1</sup>	1 (2) <sup>1</sup>	-1 (-1) <sup>1</sup>
North West	7	5	2 (3) <sup>1</sup>	5 (5) <sup>1</sup>	10 (11) <sup>1</sup>	-3 (-2) <sup>1</sup>	-8 (-8) <sup>1</sup>
Northern Ireland	4	2	2 (4) <sup>1</sup>	0 (-1) <sup>1</sup>	-4 (-2) <sup>1</sup>	2 (5) <sup>1</sup>	6 (6) <sup>1</sup>
Scotland	7	3	4 (8) <sup>1</sup>	-4 (1) <sup>1</sup>	0 (5) <sup>1</sup>	8 (7) <sup>1</sup>	4 (3) <sup>1</sup>
South East	11	5	6 (5) <sup>1</sup>	1 (3) <sup>1</sup>	10 (10) <sup>1</sup>	5 (2) <sup>1</sup>	-4 (-5) <sup>1</sup>
South West	7	1	6 (8) <sup>1</sup>	2 (4) <sup>1</sup>	6 (8) <sup>1</sup>	4 (4) <sup>1</sup>	0 (0) <sup>1</sup>
Wales	7	8	-1 (2) <sup>1</sup>	4 (4) <sup>1</sup>	6 (9) <sup>1</sup>	-5 (-2) <sup>1</sup>	-7 (-7) <sup>1</sup>
West Midlands	14	10	4 (8) <sup>1</sup>	5 (5) <sup>1</sup>	0 (4) <sup>1</sup>	-1 (3) <sup>1</sup>	4 (4) <sup>1</sup>
Yorkshire & the Humber	13	4	9 (8) <sup>1</sup>	-1 (-1) <sup>1</sup>	0 (-1) <sup>1</sup>	10 (9) <sup>1</sup>	9 (9) <sup>1</sup>

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

# Sector Summary

Staffing levels are expected to increase in eight of the nine industry sectors during the forthcoming quarter. Utilities sector employers anticipate the strongest labour market, reporting a Net Employment Outlook of +13%, while Construction sector employers report cautiously optimistic hiring intentions with an outlook of +9%. Modest payroll gains are forecast for two sectors with outlooks of +7% – the Finance & Business Services sector and the Hotels & Retail sector – and also in the Manufacturing sector where the outlook stands at +6%. Meanwhile, Transport & Communications sector employers expect an uncertain hiring climate, reporting an outlook of -1%.

Quarter-over-quarter, hiring prospects strengthen in seven of the nine industry sectors. The most noteworthy improvements of seven and five

percentage points are reported in the Utilities sector and the Construction sector, respectively. However, hiring plans weaken in two sectors, with outlooks declining by four and two percentage points in the Agriculture sector and the Transport & Communications sector, respectively.

Year-over-year, outlooks improve in six of the nine industry sectors. Considerably stronger hiring intentions are reported in both the Construction sector and the Utilities sector, with increases of 10 percentage points, while Agriculture sector employers report an improvement of four percentage points. Elsewhere, hiring intentions decline in three sectors, including the Transport & Communications sector where employers report a considerable decrease of nine percentage points.

	Increase Q1 2017	Decrease Q1 2017	Q1 2017	Q4 2016	Q1 2016	Qtr on Qtr Change Q4 2016 to Q1 2017	Yr on Yr Change Q1 2016 to Q1 2017
	%	%	%	%	%	%	%
Agriculture	7	5	2 (3) <sup>1</sup>	5 (7) <sup>1</sup>	-2 (-1) <sup>1</sup>	-3 (-4) <sup>1</sup>	4 (4) <sup>1</sup>
Community & Social	9	4	5 (4) <sup>1</sup>	0 (2) <sup>1</sup>	5 (7) <sup>1</sup>	5 (2) <sup>1</sup>	0 (-3) <sup>1</sup>
Construction	8	0	8 (9) <sup>1</sup>	2 (4) <sup>1</sup>	-3 (-1) <sup>1</sup>	6 (5) <sup>1</sup>	11 (10) <sup>1</sup>
Finance & Business Services	10	4	6 (7) <sup>1</sup>	5 (5) <sup>1</sup>	8 (10) <sup>1</sup>	1 (2) <sup>1</sup>	-2 (-3) <sup>1</sup>
Hotels & Retail	8	3	5 (7) <sup>1</sup>	6 (6) <sup>1</sup>	3 (5) <sup>1</sup>	-1 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Manufacturing	9	4	5 (6) <sup>1</sup>	2 (5) <sup>1</sup>	4 (5) <sup>1</sup>	3 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Mining	4	4	0 (2) <sup>1</sup>	0 (1) <sup>1</sup>	-1 (1) <sup>1</sup>	0 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Transport & Communications	5	7	-2 (-1) <sup>1</sup>	-2 (1) <sup>1</sup>	8 (8) <sup>1</sup>	0 (-2) <sup>1</sup>	-10 (-9) <sup>1</sup>
Utilities	15	2	13 (13) <sup>1</sup>	5 (6) <sup>1</sup>	3 (3) <sup>1</sup>	8 (7) <sup>1</sup>	10 (10) <sup>1</sup>

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

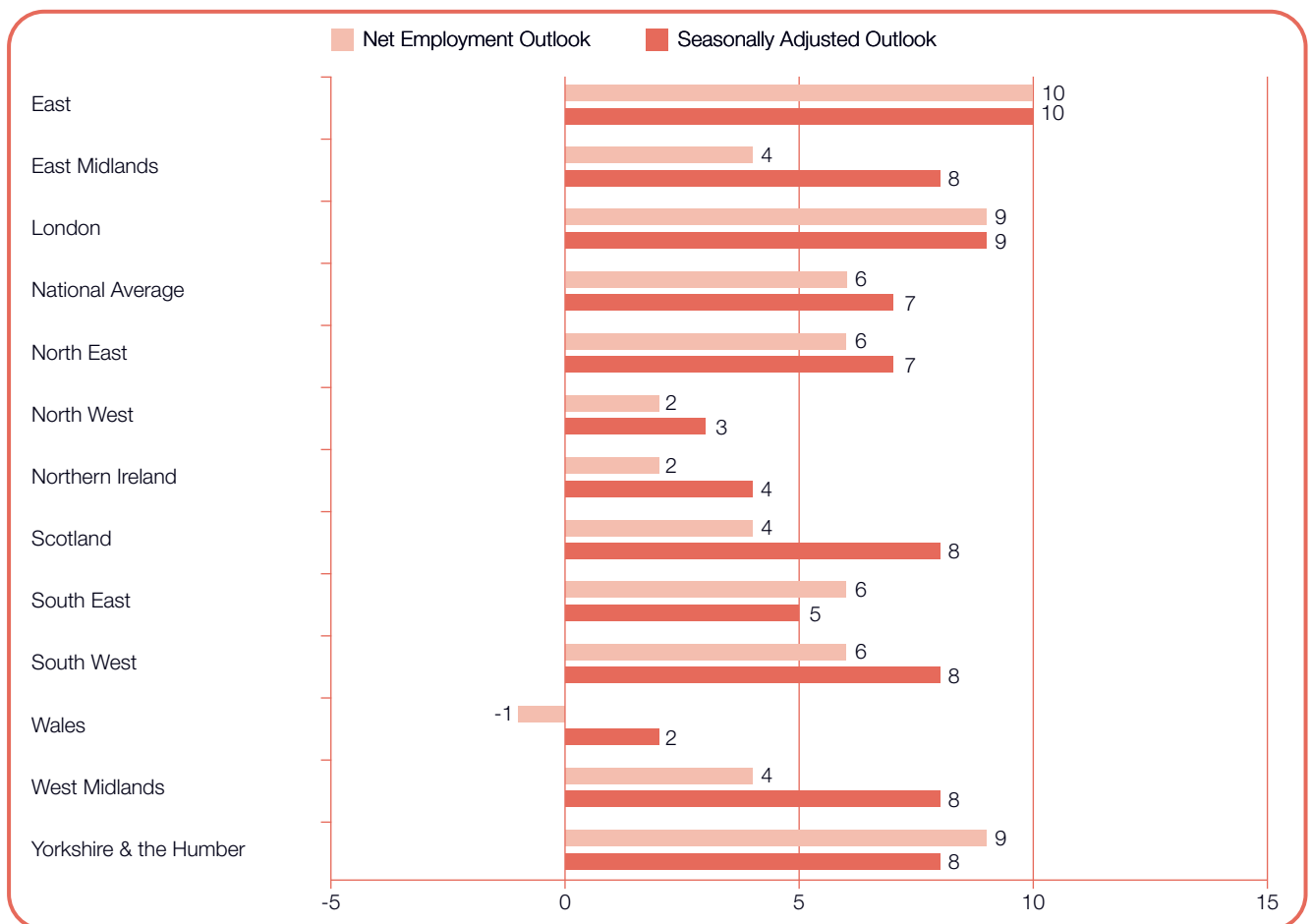
# Regional Comparisons

Job seekers in all 12 regions can expect positive hiring activity during the upcoming quarter, according to UK employers. The strongest labour market is anticipated in the East, where the Net Employment Outlook stands at +10%, while London employers anticipate a fair hiring climate, reporting an outlook of +9%. Elsewhere, outlooks of +8% are reported in the East Midlands, the South West, the West Midlands, Yorkshire & the Humber and Scotland, while the outlook for the North East stands at +7%. The most cautious hiring prospects are reported in Wales, where the outlook is +2%, while employers report modest hiring plans in both the North West and Northern Ireland, with outlooks of +3% and +4%, respectively.

When compared with Quarter 4 2016, hiring intentions strengthen in nine of the 12 regions. Yorkshire & the Humber employers report the most notable increase of nine percentage points, while outlooks are seven

and five percentage points stronger in Scotland and Northern Ireland, respectively. South West employers report an increase of four percentage points and outlooks are three percentage points stronger in both the West Midlands and the East. However, hiring plans are two percentage points weaker in the North West and Wales.

Year-over-year, outlooks improve in five of the 12 regions, including Yorkshire & the Humber, where employers report an increase of nine percentage points. The outlook for Northern Ireland is six percentage points stronger, while increases of four and three percentage points are reported in the West Midlands and Scotland, respectively. However, hiring prospects also weaken in five regions, most notably by eight percentage points in the North West. Elsewhere, hiring intentions decline by seven and five percentage points in Wales and the South East, respectively.



**+10 (+10)%**

## East

Job seekers can expect an optimistic hiring climate in the upcoming quarter, according to employers who report a Net Employment Outlook of +10%. Hiring intentions improve by three and two percentage points quarter-over-quarter and year-over-year, respectively.



**+4 (+8)%**

## East Midlands

Reporting a Net Employment Outlook of +8%, employers expect the moderate hiring pace to continue in Quarter 1 2017. Hiring intentions are unchanged when compared with the previous quarter and remain relatively stable year-over-year.



**+9 (+9)%**

## London

Employers continue to report cautiously optimistic hiring plans with a Net Employment Outlook of +9% for the January-March period. The outlook remains relatively stable quarter-over-quarter and is unchanged when compared with Quarter 1 2016.





**+6 (+7)%**

## North East

Some hiring opportunities are forecast for the next three months with employers reporting a Net Employment Outlook of +7%. Hiring prospects improve by two percentage points quarter-over-quarter and remain relatively stable year-over-year.



**+2 (+3)%**

## North West

Reporting a Net Employment Outlook of +3%, employers anticipate slow-paced hiring activity in Quarter 1 2017. Hiring plans are two percentage points weaker when compared with the previous quarter and decline by eight percentage points year-over-year.



**+2 (+4)%**

## Northern Ireland

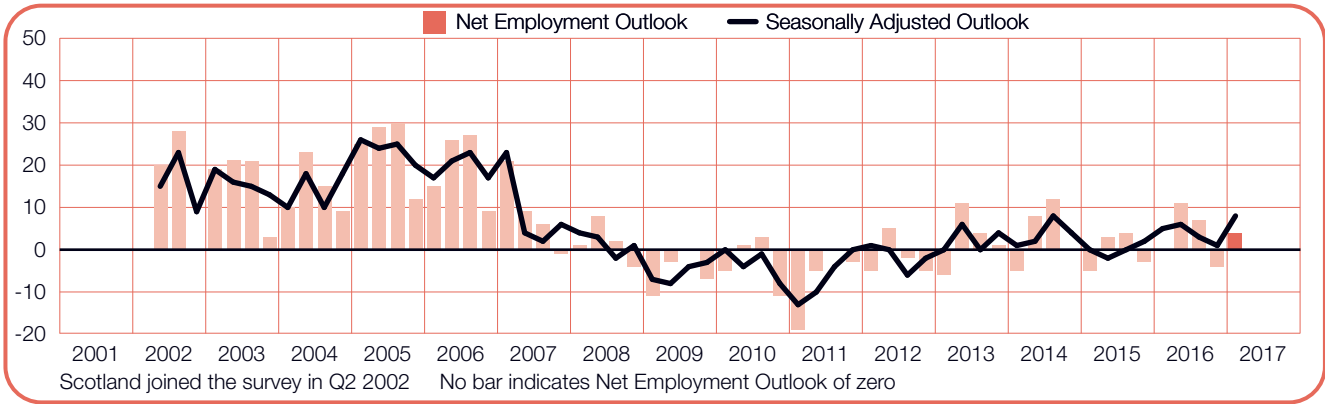
Some payroll gains are expected during the next three months. Employers report a Net Employment Outlook of +4%, improving by five and six percentage points quarter-over-quarter and year-over-year, respectively.



**+4 (+8)%**

## Scotland

Employers report the strongest hiring prospects since Quarter 3 2014 with a Net Employment Outlook of +8% for the January-March period. Hiring plans are seven percentage points stronger quarter-over-quarter and increase by three percentage points year-over-year.



**+6 (+5)%**

## South East

Employers report encouraging signs for job seekers in the upcoming quarter with a Net Employment Outlook of +5%. Hiring prospects improve by two percentage points quarter-over-quarter but are five percentage points weaker year-over-year.



**+6 (+8)%**

## South West

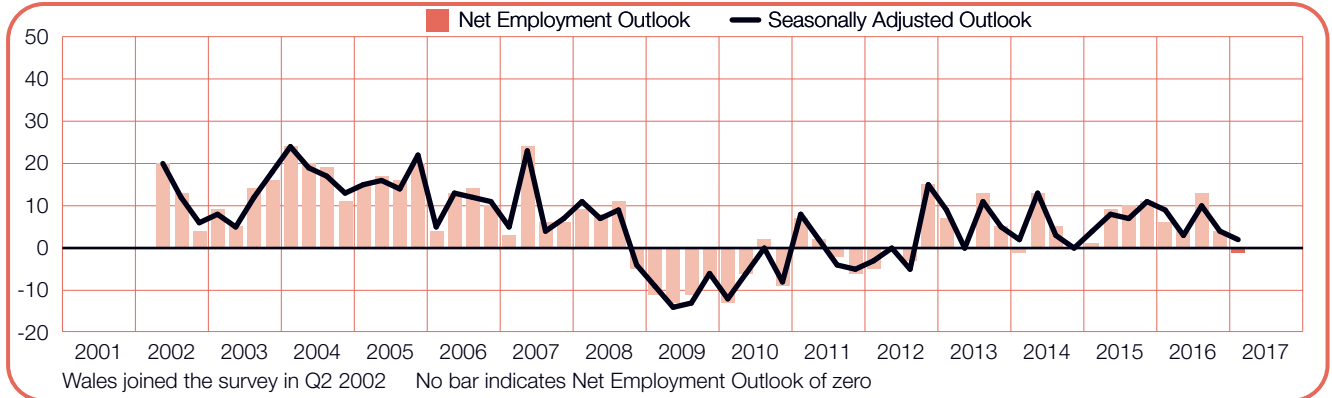
Job seekers can expect a fair hiring climate in the first quarter of 2017, according to employers who report a Net Employment Outlook of +8%. Hiring intentions are four percentage points stronger when compared with the previous quarter and are unchanged when compared with Quarter 1 2016.



**-1 (+2)%**

## Wales

With a Net Employment Outlook of +2%, Welsh employers forecast a slight increase in staffing levels during Quarter 1 2017. However, hiring prospects decline by two and seven percentage points quarter-over-quarter and year-over-year, respectively, and the outlook is the weakest reported since Quarter 4 2014.



**+4 (+8)%**

## West Midlands

A moderate hiring pace is anticipated in the January-March time frame, with employers reporting a Net Employment Outlook of +8%. Hiring prospects improve both quarter-over-quarter and year-over-year, increasing by three and four percentage points, respectively.



**+9 (+8)%**

## Yorkshire & the Humber

With a Net Employment Outlook of +8%, employers forecast the strongest labour market in two years in the forthcoming quarter. The outlook increases by a considerable margin of nine percentage points both quarter-over-quarter and year-over-year.

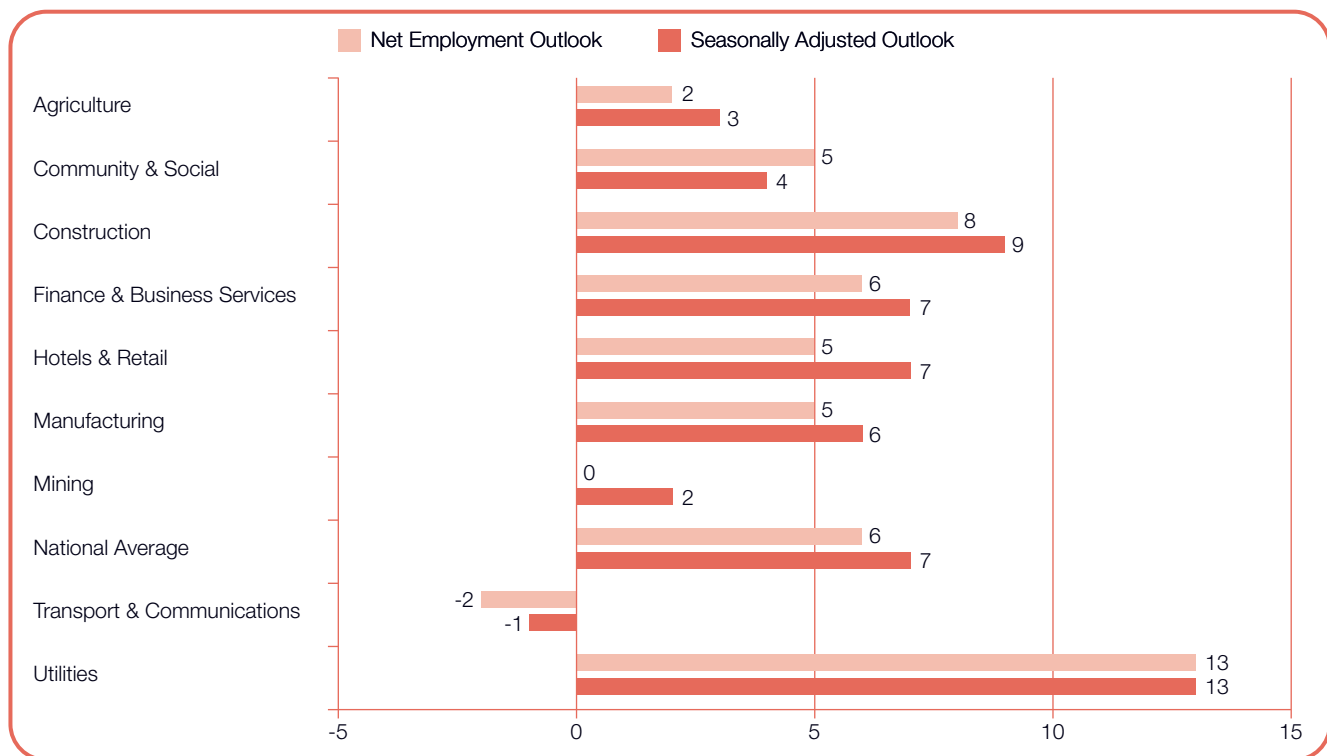


# Sector Comparisons

Employers in eight of the nine industry sectors anticipate an increase in staffing levels during Quarter 1 2017. The strongest labour market is forecast in the Utilities sector, where employers report a Net Employment Outlook of +13%, while Construction sector employers report a cautiously optimistic outlook of +9%. Modest payroll gains are expected in two sectors with outlooks of +7% – the Finance & Business Services sector and the Hotels & Retail sector – while Manufacturing sector employers report an outlook of +6%. Elsewhere, some job growth is forecast by employers in the Community & Social sector and the Agriculture sector, with outlooks of +4% and +3%, respectively. However, Transport & Communications sector employers anticipate a subdued hiring pace with an outlook of -1%.

Quarter-over-quarter, hiring prospects improve in seven of the nine industry sectors. The most notable increases of seven and five percentage points are reported in the Utilities sector and the Construction sector, respectively. Meanwhile, hiring intentions weaken in two sectors, with outlooks declining by four percentage points for the Agriculture sector and by two percentage points for the Transport & Communications sector.

When compared with Quarter 1 2016, outlooks improve in six of the nine industry sectors. Considerable increases of 10 percentage points are reported in both the Construction sector and the Utilities sector, while the outlook for the Agriculture sector is four percentage points stronger. However, hiring plans weaken in three sectors, most notably by nine percentage points in the Transport & Communications sector.



**+2 (+3)%**

## Agriculture

Job seekers can expect some hiring opportunities in the next three months, according to employers who report a Net Employment Outlook of +3%. While the outlook is four percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of four percentage points.



**+5 (+4)%**

## Community & Social

With a Net Employment Outlook of +4%, employers anticipate a mild hiring climate in the January-March period. Hiring plans improve by two percentage points when compared with Quarter 4 2016 but are three percentage points weaker year-over-year.



**+8 (+9)%**

## Construction

Employers report cautiously optimistic hiring plans for the January-March time frame with a Net Employment Outlook of +9%. Hiring intentions improve by five percentage points when compared with the previous quarter and are 10 percentage points stronger year-over-year.



**+6 (+7)%**

## Finance & Business Services

A fair hiring climate is forecast for the coming quarter with employers reporting a Net Employment Outlook of +7%. Hiring plans improve by two percentage points when compared with the previous quarter but are three percentage points weaker year-over-year.

Finance sub-sector employers anticipate the weakest labour market since Quarter 3 2014, reporting a Net Employment Outlook of -3% for the next three months. Hiring prospects remain relatively stable when compared with the previous quarter but decline by a considerable margin of 17 percentage points year-over-year.

In the Business Services sub-sector, employers report cautiously optimistic hiring plans. The Net Employment Outlook of +9% is four percentage points stronger quarter-over-quarter and remains relatively stable when compared with Quarter 1 2016.



**+5 (+7)%**

## Hotels & Retail

Employers report encouraging signs for job seekers in the next three months. The Net Employment Outlook of +7% remains relatively stable when compared with the previous quarter and is two percentage points stronger year-over-year.

B2B sub-sector employers anticipate some hiring opportunities in the January-March time frame, reporting a Net Employment Outlook of +6%. The outlook improves by four and seven percentage points quarter-over-quarter and year-over-year, respectively.

In the B2C sub-sector, job seekers can expect a modest hiring pace, according to employers who report a Net Employment Outlook of +4% for Quarter 1 2017. However, hiring prospects decline by four percentage points quarter-over-quarter and are two percentage points weaker year-over-year.

Hotels & Restaurants sub-sector employers forecast steady payroll gains during the first quarter of 2017, reporting a Net Employment Outlook of +13%. The outlook strengthens both quarter-over-quarter and year-over-year, increasing by nine and three percentage points, respectively.



**+5 (+6)%**

## Manufacturing

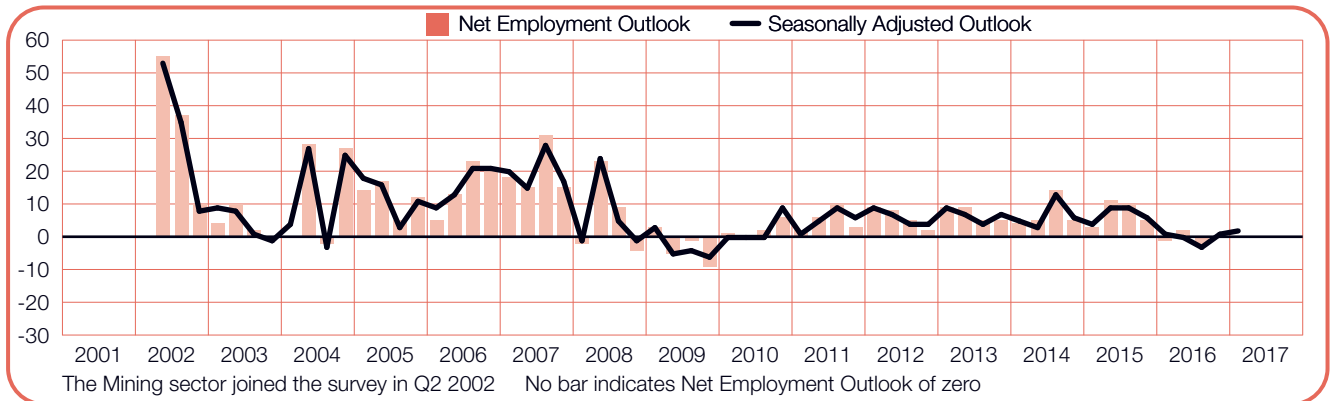
Job seekers can expect a moderate hiring pace in Quarter 1 2017, according to employers who report a Net Employment Outlook of +6%. Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.



**0 (+2)%**

## Mining

Employers anticipate a quiet labour market in the forthcoming quarter, reporting a Net Employment Outlook of +2%. The outlook remains relatively stable both quarter-over-quarter and year-over-year.



**-2 (-1)%**

## Transport & Communications

Job seekers can expect to face the weakest – and first negative – labour market since Quarter 4 2012 in the coming quarter, according to employers who report a Net Employment Outlook of -1%. Hiring prospects are two percentage points weaker quarter-over-quarter and decline by nine percentage points when compared with Quarter 1 2016.

In the Transport sub-sector employers expect the subdued hiring climate to continue in the upcoming quarter, reporting a Net Employment Outlook of -1%. The outlook is unchanged when compared with the previous quarter but declines by nine percentage points year-over-year.

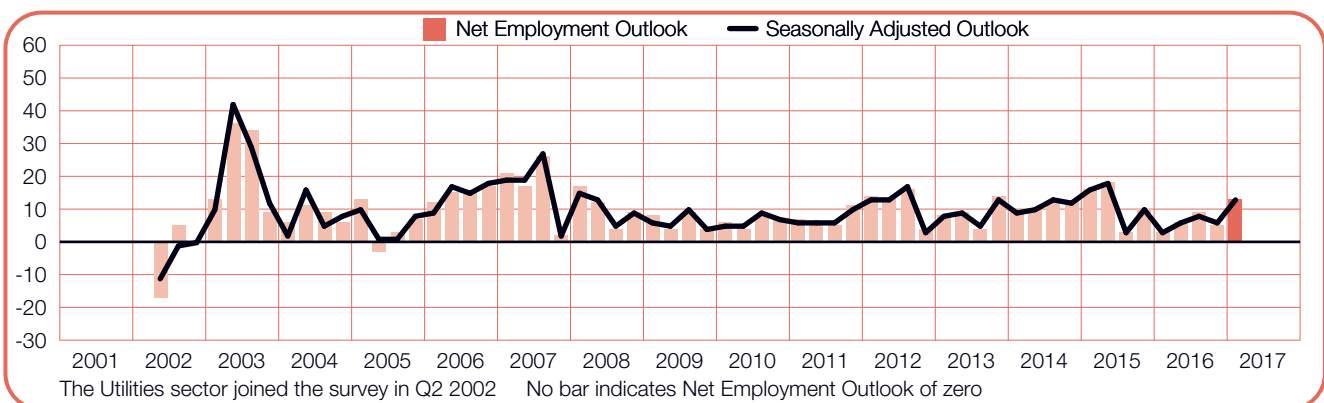
Employers in the Telecoms sub-sector anticipate subdued hiring activity in Quarter 1 2017, reporting a third consecutive negative Net Employment Outlook, standing at -2%. While remaining relatively stable quarter-over-quarter, hiring plans decline by 17 percentage points year-over-year.



**+13 (+13)%**

## Utilities

Reporting a Net Employment Outlook of +13%, employers anticipate a steady hiring pace in the first quarter of 2017. Hiring prospects improve by seven percentage points quarter-over-quarter and are considerably stronger year-over-year, increasing by 10 percentage points.



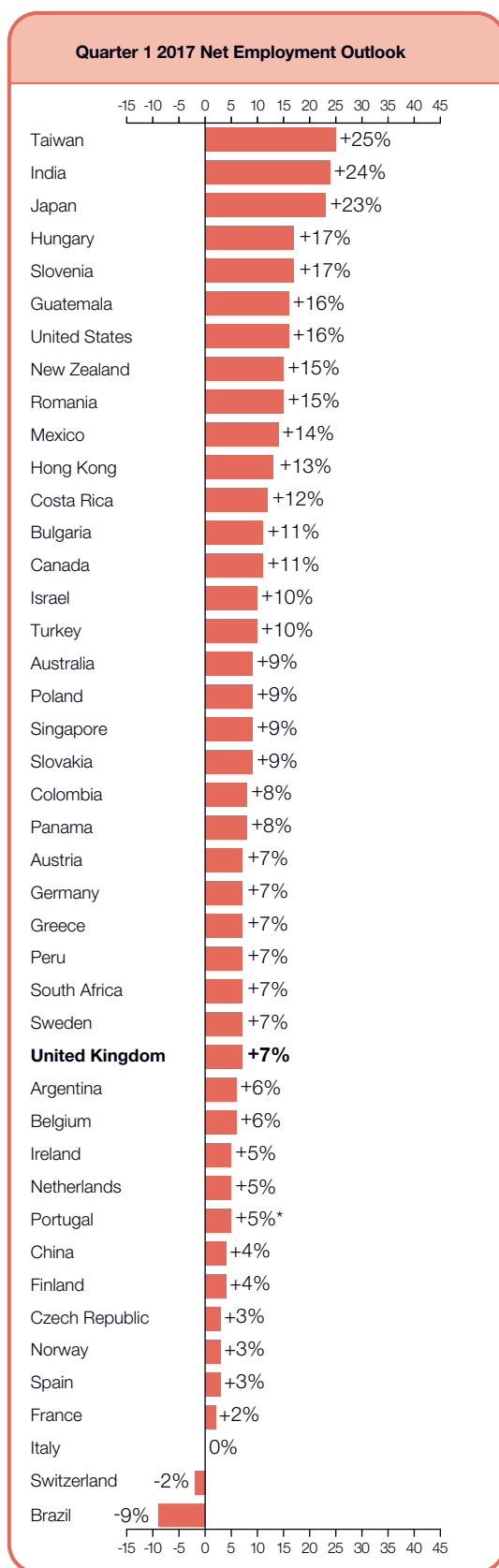


# Global Employment Outlook

	Quarter 1 2017	Qtr on Qtr Change Q4 2016 to Q1 2017	Yr on Yr Change Q1 2016 to Q1 2017
	%		
<b>Americas</b>			
Argentina	7 (6) <sup>1</sup>	3 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Brazil	-8 (-9) <sup>1</sup>	1 (-1) <sup>1</sup>	2 (2) <sup>1</sup>
Canada	6 (11) <sup>1</sup>	1 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Colombia	6 (8) <sup>1</sup>	-5 (-2) <sup>1</sup>	-4 (-4) <sup>1</sup>
Costa Rica	16 (12) <sup>1</sup>	9 (3) <sup>1</sup>	0 (-3) <sup>1</sup>
Guatemala	16 (16) <sup>1</sup>	6 (7) <sup>1</sup>	1 (1) <sup>1</sup>
Mexico	12 (14) <sup>1</sup>	2 (4) <sup>1</sup>	1 (1) <sup>1</sup>
Panama	8 (8) <sup>1</sup>	-1 (0) <sup>1</sup>	-3 (-5) <sup>1</sup>
Peru	7 (7) <sup>1</sup>	0 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
United States	13 (16) <sup>1</sup>	-3 (-2) <sup>1</sup>	-1 (-1) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	8 (9) <sup>1</sup>	-4 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
China	4 (4) <sup>1</sup>	-1 (-1) <sup>1</sup>	-3 (-3) <sup>1</sup>
Hong Kong	13 (13) <sup>1</sup>	0 (1) <sup>1</sup>	-2 (-2) <sup>1</sup>
India	21 (24) <sup>1</sup>	-10 (-7) <sup>1</sup>	-19 (-19) <sup>1</sup>
Japan	22 (23) <sup>1</sup>	2 (0) <sup>1</sup>	1 (0) <sup>1</sup>
New Zealand	15 (15) <sup>1</sup>	0 (0) <sup>1</sup>	4 (4) <sup>1</sup>
Singapore	8 (9) <sup>1</sup>	0 (1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Taiwan	20 (25) <sup>1</sup>	-2 (4) <sup>1</sup>	-1 (-2) <sup>1</sup>

<b>EMEA†</b>			
Austria	3 (7) <sup>1</sup>	0 (4) <sup>1</sup>	3 (3) <sup>1</sup>
Belgium	6 (6) <sup>1</sup>	5 (5) <sup>1</sup>	5 (5) <sup>1</sup>
Bulgaria	7 (11) <sup>1</sup>	1 (0) <sup>1</sup>	2 (0) <sup>1</sup>
Czech Republic	1 (3) <sup>1</sup>	-6 (-4) <sup>1</sup>	1 (1) <sup>1</sup>
Finland	1 (4) <sup>1</sup>	4 (2) <sup>1</sup>	7 (2) <sup>1</sup>
France	1 (2) <sup>1</sup>	-1 (0) <sup>1</sup>	3 (3) <sup>1</sup>
Germany	4 (7) <sup>1</sup>	-5 (-1) <sup>1</sup>	4 (4) <sup>1</sup>
Greece	2 (7) <sup>1</sup>	2 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Hungary	15 (17) <sup>1</sup>	5 (5) <sup>1</sup>	6 (6) <sup>1</sup>
Ireland	4 (5) <sup>1</sup>	-5 (-6) <sup>1</sup>	-3 (-3) <sup>1</sup>
Israel	7 (10) <sup>1</sup>	-4 (-1) <sup>1</sup>	2 (2) <sup>1</sup>
Italy	-2 (0) <sup>1</sup>	0 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Netherlands	5 (5) <sup>1</sup>	2 (2) <sup>1</sup>	2 (2) <sup>1</sup>
Norway	3 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Poland	4 (9) <sup>1</sup>	-4 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Portugal	5	1	-
Romania	6 (15) <sup>1</sup>	0 (3) <sup>1</sup>	5 (5) <sup>1</sup>
Slovakia	7 (9) <sup>1</sup>	1 (1) <sup>1</sup>	-3 (-3) <sup>1</sup>
Slovenia	13 (17) <sup>1</sup>	5 (5) <sup>1</sup>	13 (13) <sup>1</sup>
South Africa	8 (7) <sup>1</sup>	-1 (-1) <sup>1</sup>	1 (2) <sup>1</sup>
Spain	1 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>	0 (0) <sup>1</sup>
Sweden	6 (7) <sup>1</sup>	5 (5) <sup>1</sup>	2 (2) <sup>1</sup>
Switzerland	-3 (-2) <sup>1</sup>	-4 (-3) <sup>1</sup>	-3 (-3) <sup>1</sup>
Turkey	5 (10) <sup>1</sup>	-1 (0) <sup>1</sup>	-6 (-6) <sup>1</sup>
<b>UK</b>	<b>6 (7)<sup>1</sup></b>	<b>2 (2)<sup>1</sup></b>	<b>1 (1)<sup>1</sup></b>



†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 ManpowerGroup Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labour market activity\* in Quarter 1 2017. All participants were asked: "How do you anticipate total employment at your location to change in the three months to the end of March 2017 as compared to the current quarter?"

The research from ManpowerGroup indicates job seekers across the globe will likely find some opportunities through the first three months of 2017. Hiring activity is expected to continue in the majority of the world's labour markets. Most outlooks remain relatively stable or have improved since last quarter and this time last year. Altogether, employers in 40 of 43 countries and territories intend to add to their payrolls by varying degrees at the start of 2017. The survey reveals few signs that uncertainty associated with the Brexit vote or the U.S. election will result in any significant labour market volatility. Instead, employers appear content to keep a watchful eye on marketplace conditions and adjust workforce levels according to their business needs.

Overall, forecasts are mixed in comparison to the Quarter 4 2016 and Quarter 1 2016 surveys. Hiring plans improve in 19 of 43 countries and territories when compared quarter-over-quarter, decline in 17, and are unchanged in seven. Outlooks strengthen in 20 countries and territories year-over-year, weaken in 18, and are unchanged in four. First-quarter hiring confidence is strongest in Taiwan, India, Japan, Hungary and Slovenia. The weakest forecasts are reported in Brazil, Switzerland and Italy.

Job gains are expected in nine of the 10 countries surveyed in the Americas. Hiring confidence strengthens in four countries, declines in four, and is unchanged in two when compared to the final three months of 2016. Year-over-year, hiring prospects improve in four countries but weaken in the remaining six. The strongest first-quarter hiring plans are reported in both Guatemala and the United States, while employers in Brazil expect payrolls to shrink for the eighth consecutive quarter and report the weakest hiring plans across the region as well as across the globe.

Employers expect staffing levels to increase by varying degrees in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region. When compared quarter-over-quarter, hiring plans improve in 12 countries, weaken in 10 and are unchanged in three. In a year-over-year comparison, outlooks improve in 15 countries, decline in seven and are unchanged in two.\*\* The region's most optimistic first-quarter hiring plans are reported in Hungary and Slovenia with employers in both countries expecting the strongest labour market activity since the surveys were launched in their respective countries. Conversely, the weakest employer sentiment is reported in Switzerland, where the outlook slips into negative territory for the first time in two years and in Italy, where labour market activity is expected to be flat in the first three months of the year.

Employers in all eight Asia Pacific countries and territories expect workforce gains in the January-March time frame. When first-quarter forecasts are compared with the final three months of 2016, hiring plans strengthen in three countries/territories, weaken in three and are unchanged in two. In a year-over-year comparison, hiring is expected to accelerate only in New Zealand, slowdown in five other countries/territories and remain unchanged in two. Taiwanese employers expect the strongest hiring pace in the region as well as across the globe. Meanwhile, Chinese employers report the region's most cautious hiring plans.

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 14 March 2017 and will detail expected labour market activity for the second quarter of 2017.

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

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

# International Comparisons – EMEA

ManpowerGroup interviewed nearly 21,000 employers in 25 countries in the Europe, Middle East and Africa (EMEA) region. Some level of job growth is expected in all of the countries during the January-March time frame except in Italy and Switzerland.

Employers in Hungary and Slovenia report the strongest first-quarter forecasts, and hiring intentions in both countries are the most optimistic reported since their respective surveys were launched. Hungary's upbeat outlook is fuelled by unprecedented optimism in both the Construction and Wholesale & Retail Trade sectors. Similarly, Slovenia's forecast is underpinned by the most optimistic forecasts reported to date in five of the country's 10 industry sectors, with the Construction and Wholesale & Retail Trade sector outlooks also included among the five.

Job seekers will likely find similarly favourable first-quarter hiring opportunities in both Romania and Bulgaria. Romania's outlook is the strongest since Quarter 4 2008, with most hiring activity expected in the Manufacturing and Wholesale & Retail Trade sectors where approximately three of every 10 employers say they intend to add to their payrolls. Bulgaria's forecast is highlighted by the strongest outlooks reported in the Finance, Insurance & Real Estate, Manufacturing, and Wholesale & Retail Trade sectors since the survey began.

Noteworthy advances in employer confidence are also evident in Belgium with the strongest forecast reported since Quarter 3 2011. The outlook is buoyed, in large part, by the most optimistic hiring intentions reported in more than five years in the Finance & Business Services sector.

Similarly, Austrian forecasts in both the Manufacturing and Agriculture sectors are the strongest since Quarter 4 2008, and help boost the country's overall outlook to a level last reported in Quarter 3 2012.

Employer confidence is trending in the opposite direction in Ireland. The outlook grows more conservative as forecasts soften in most industry sectors and regions in both quarter-over-quarter and year-over-year comparisons.

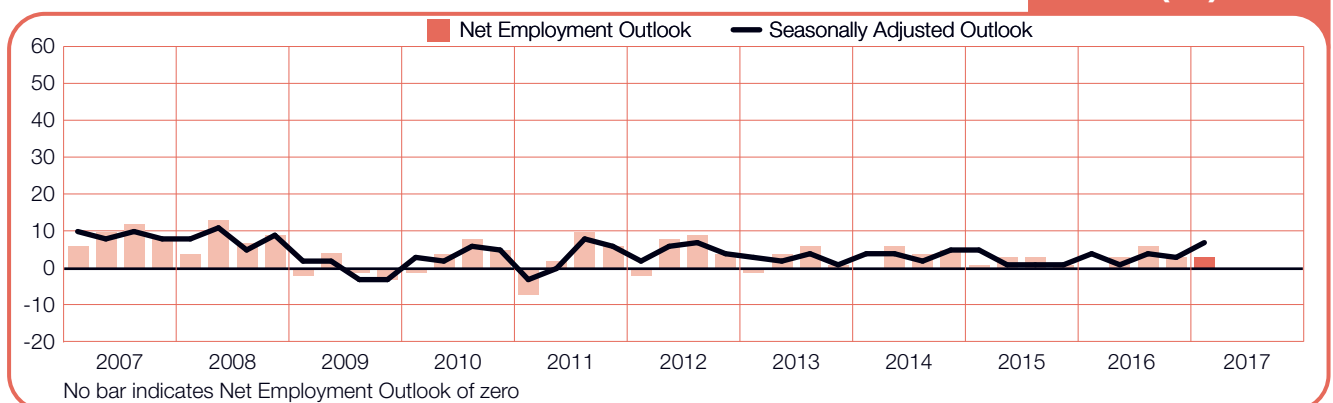
Elsewhere, workforce gains are expected to be modest. Employers in the United Kingdom remain resilient following the Brexit referendum, with hiring plans actually improving slightly from the prior quarter and remaining relatively stable when compared to last year at this time.

Some level of payroll growth is expected across all industry sectors in Germany, with the most opportunities expected in the Finance & Business Services sector. The survey indicates the hiring pace in France will be more subdued, but job growth is anticipated in most industry sectors, particularly in the Transport, Storage & Communications sector where the outlook climbs considerably from both the prior quarter and last year at this time.

Employer hiring confidence is decidedly more muted in Italy and Switzerland. Italy's outlook is relatively stable in comparison to the prior quarter and last year at this time, but hiring intentions are negative in six of 10 industry sectors and two of four regions. The Swiss forecast drifts again into negative territory for the first time in two years, dipping slightly in both quarter-over-quarter and year-over-year comparisons.

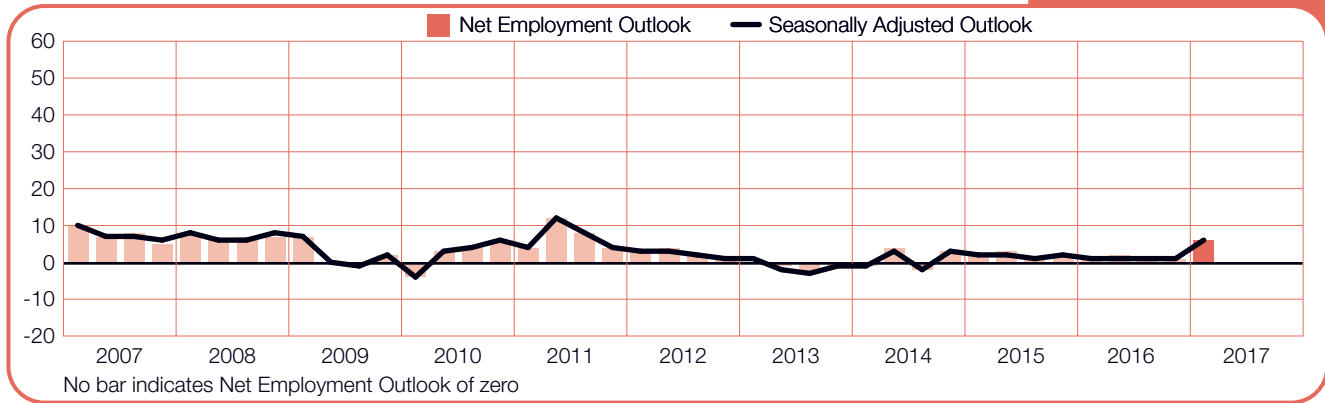
## Austria

**+3 (+7)%**



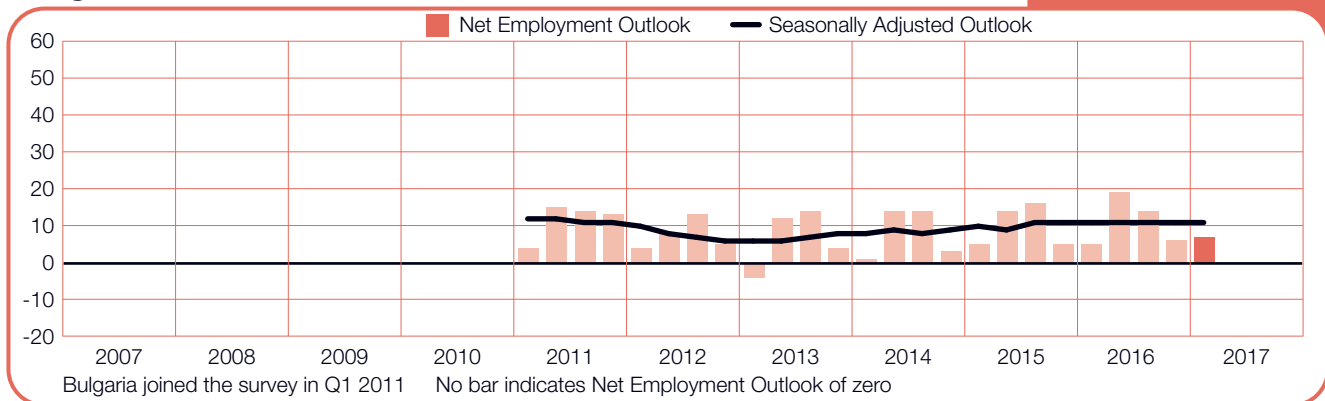
## Belgium

+6 (+6)%



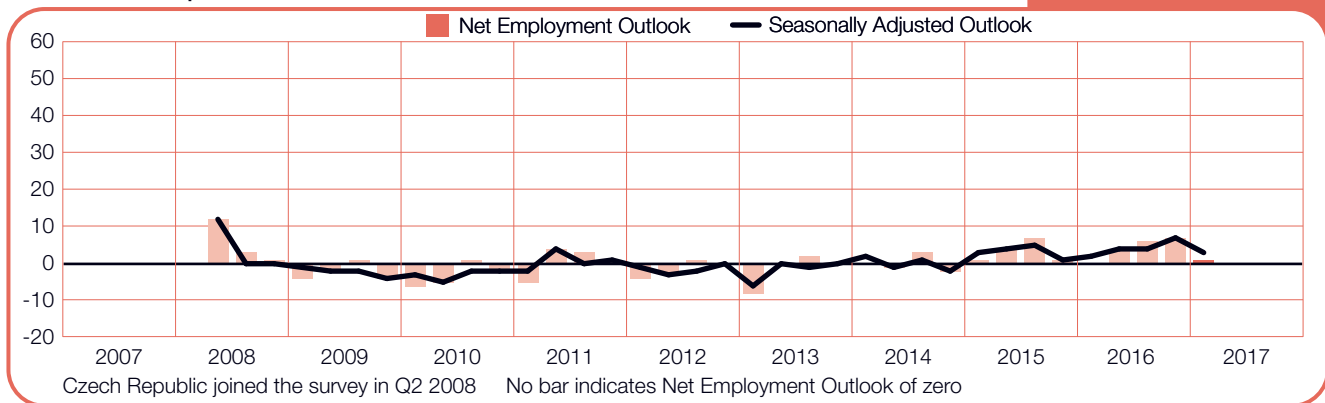
## Bulgaria

+7 (+11)%



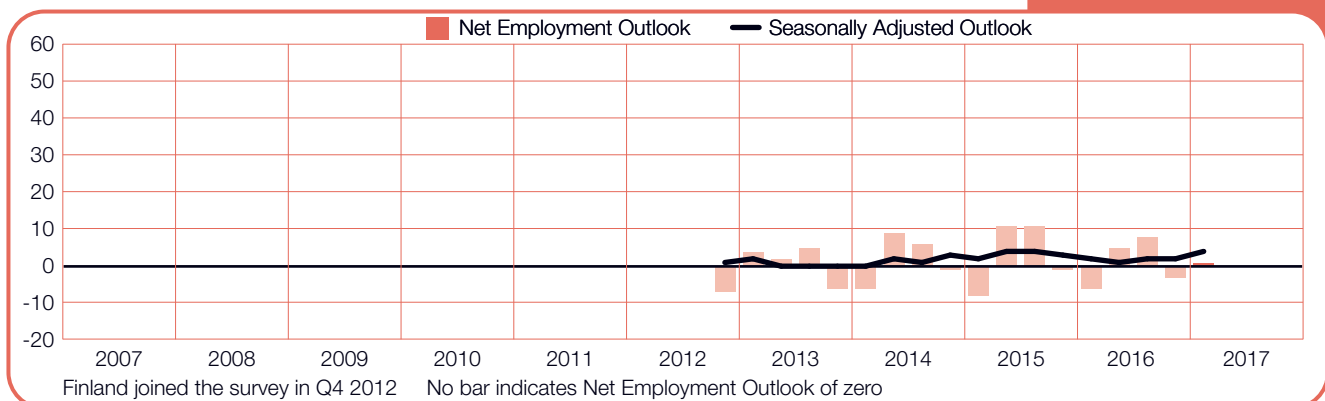
## Czech Republic

+1 (+3)%



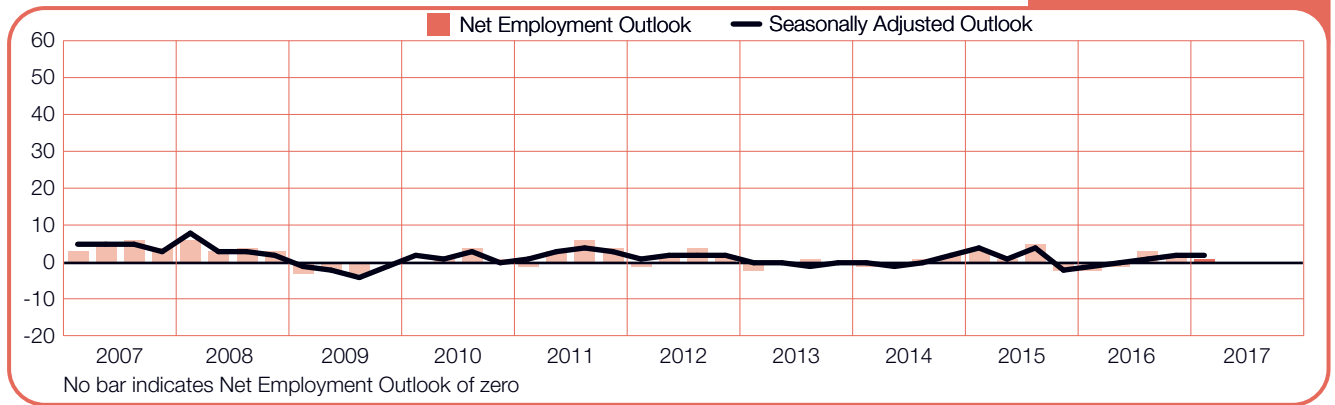
## Finland

+1 (+4)%



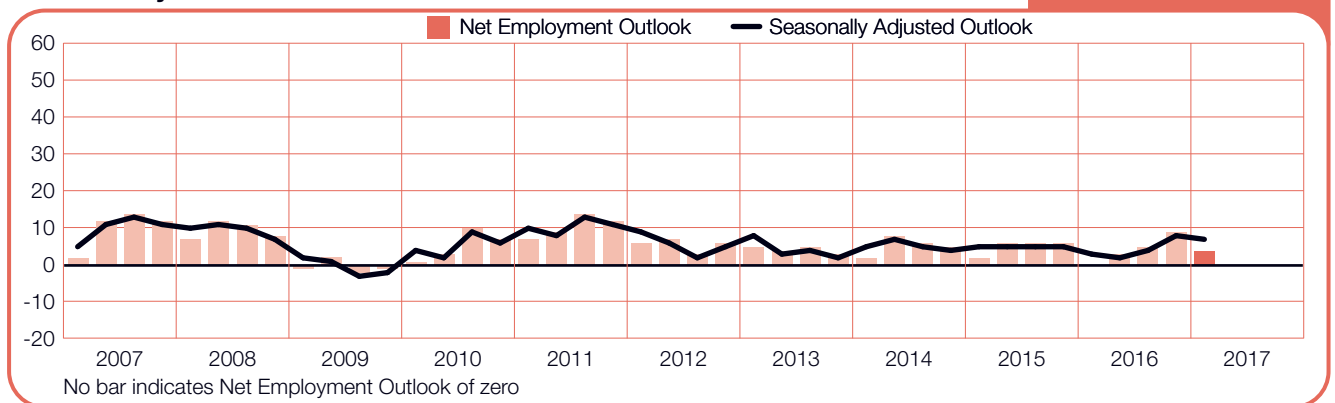
## France

+1 (+2)%



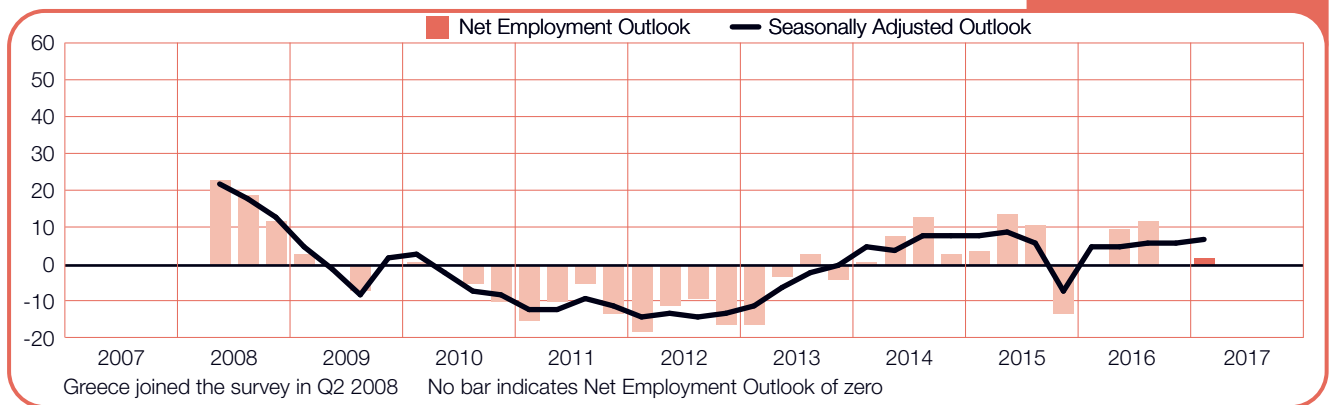
## Germany

+4 (+7)%



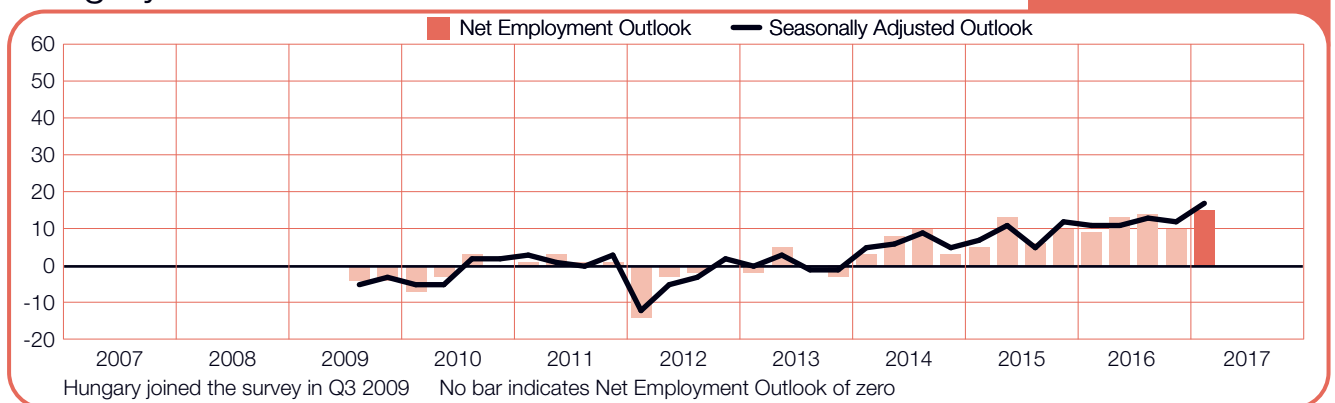
## Greece

+2 (+7)%



## Hungary

+15 (+17)%



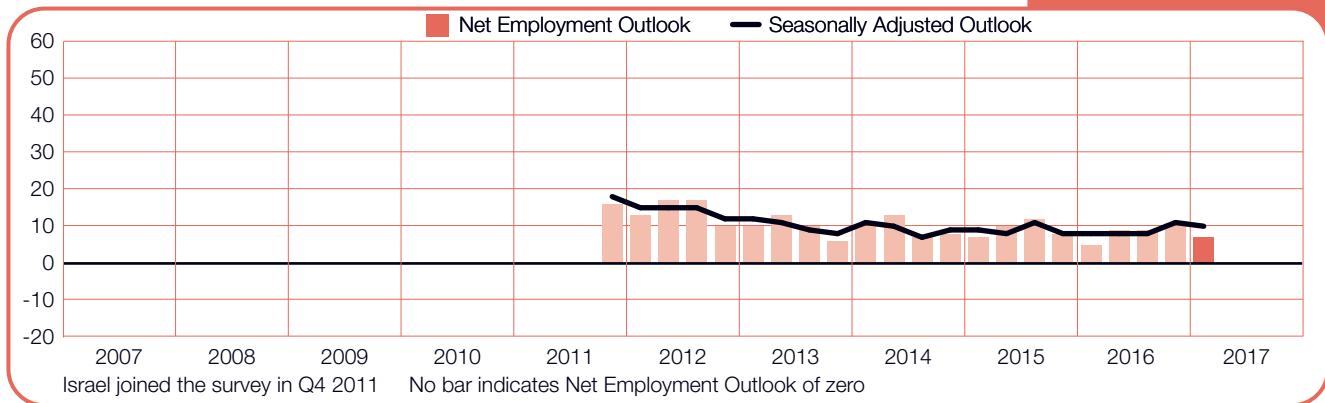
## Ireland

+4 (+5)%



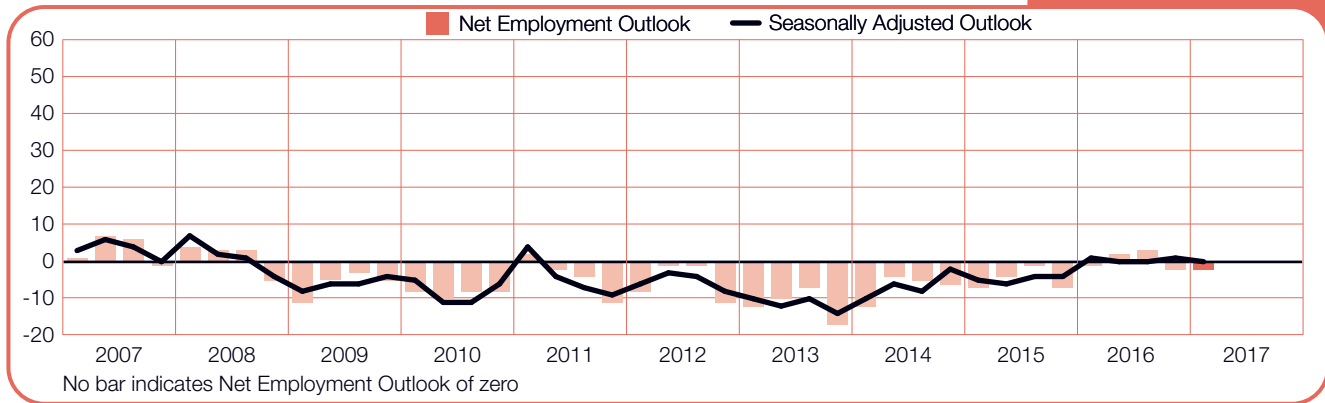
## Israel

+7 (+10)%



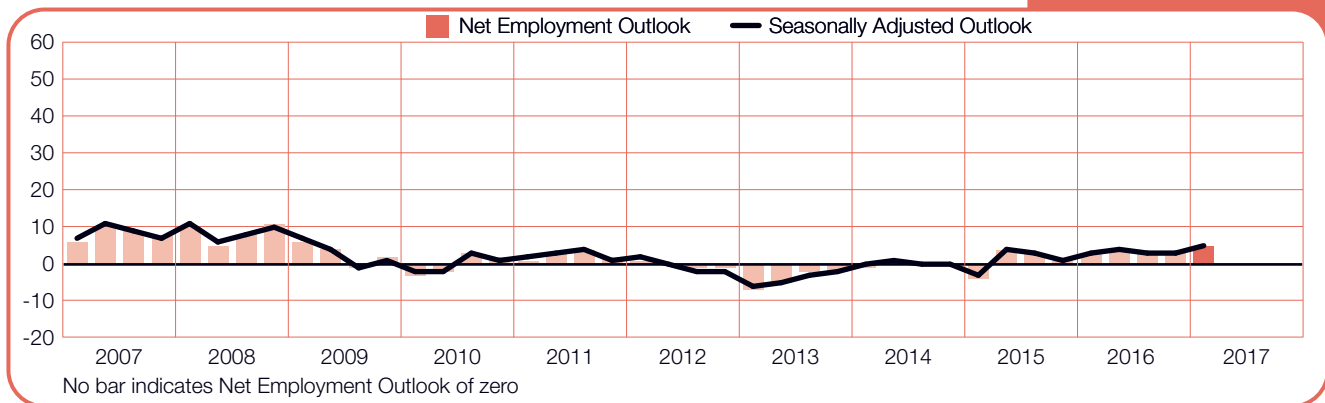
## Italy

-2 (0)%



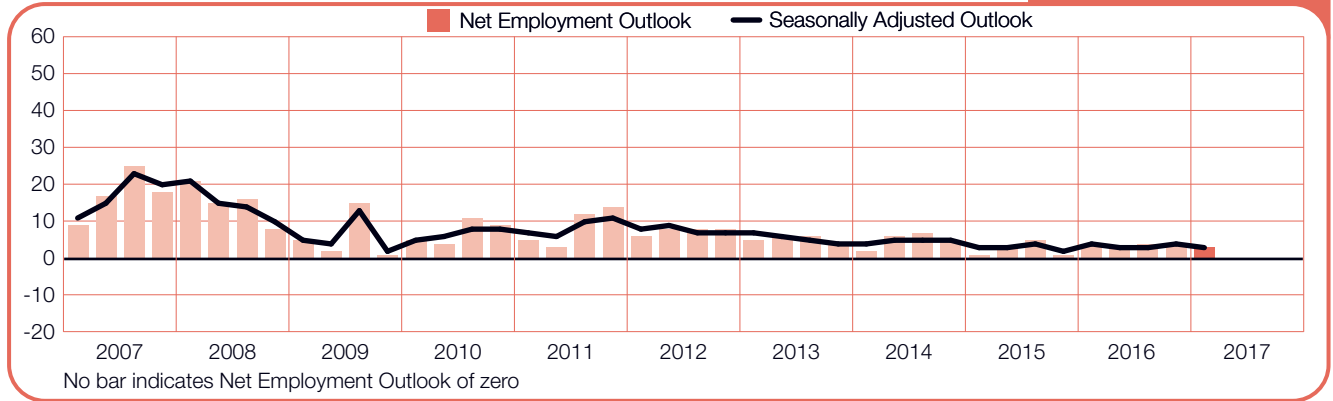
## Netherlands

+5 (+5)%



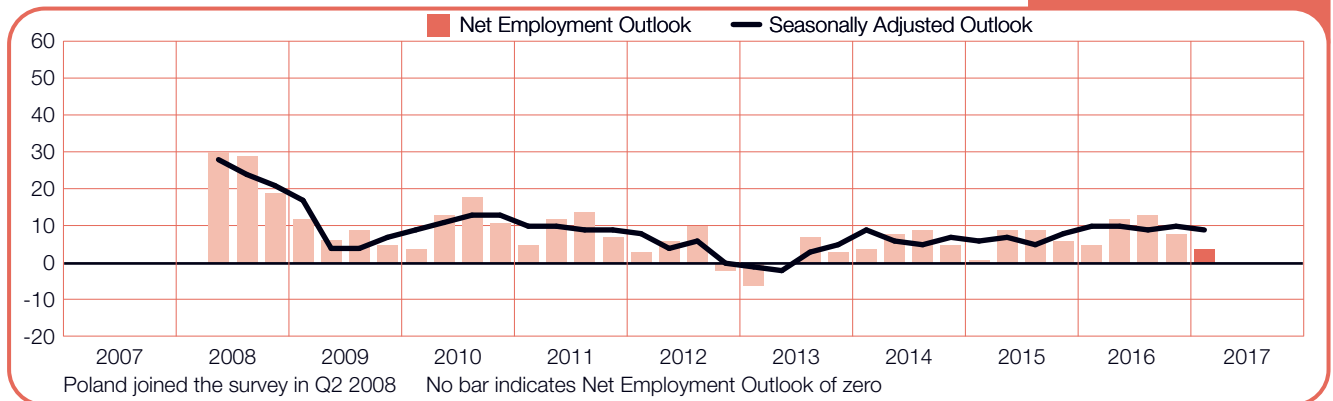
## Norway

+3 (+3)%



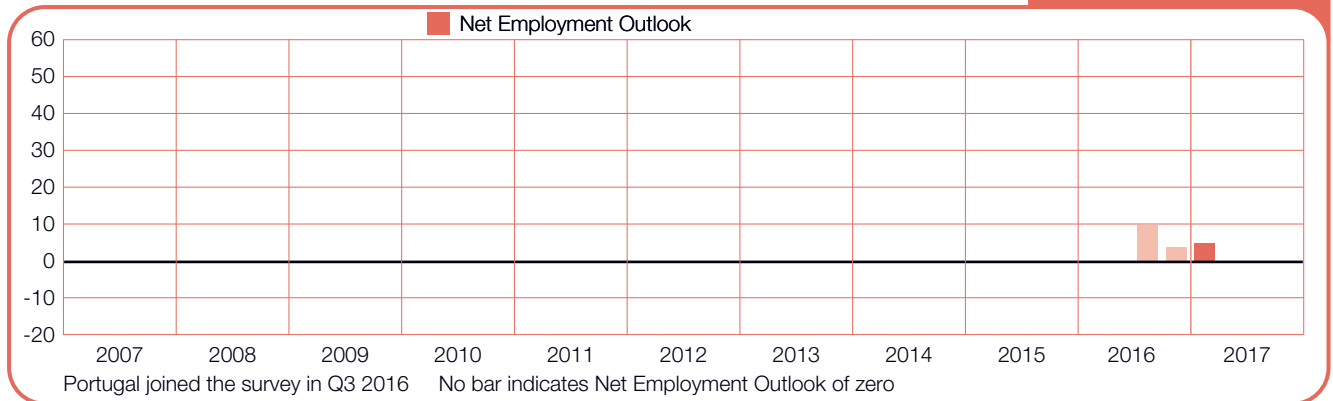
## Poland

+4 (+9)%



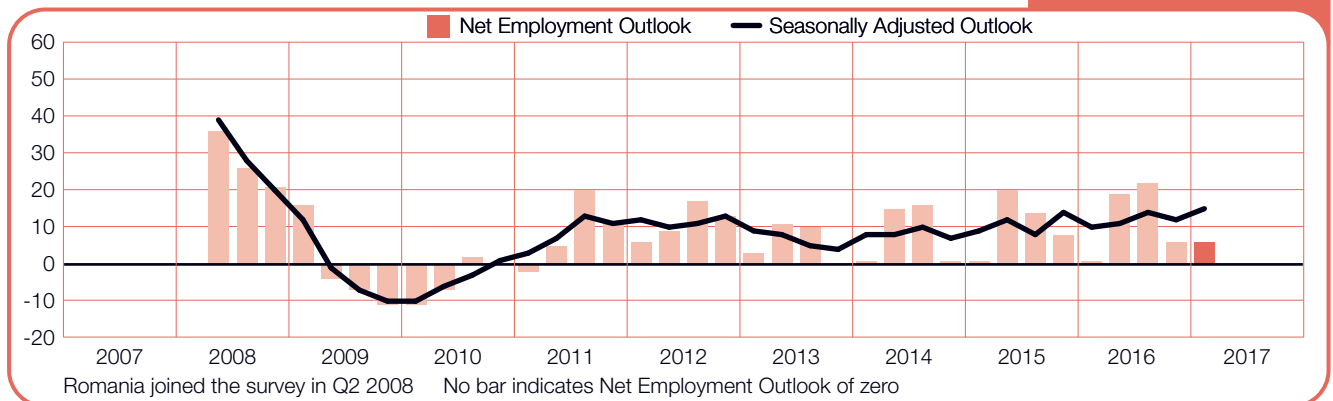
## Portugal

+5%



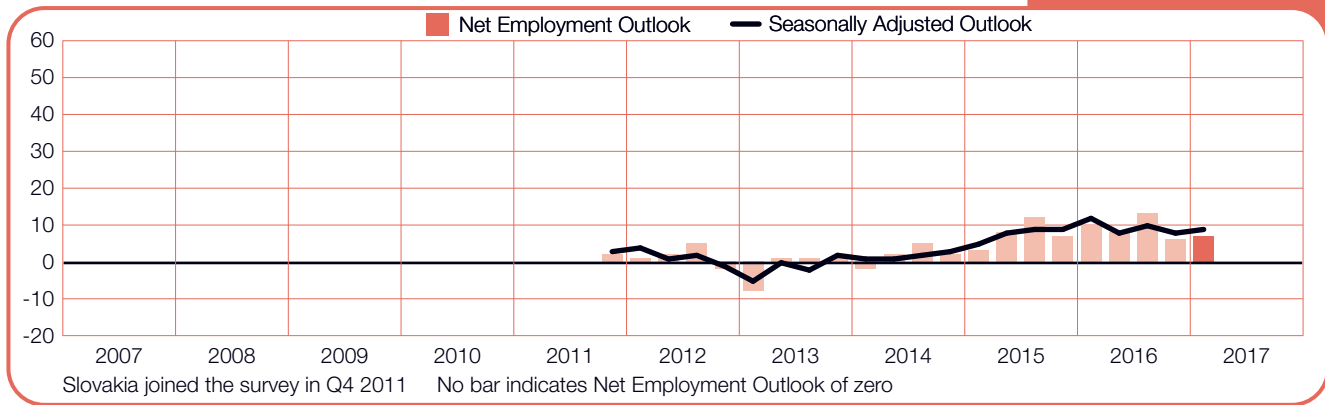
## Romania

+6 (+15)%



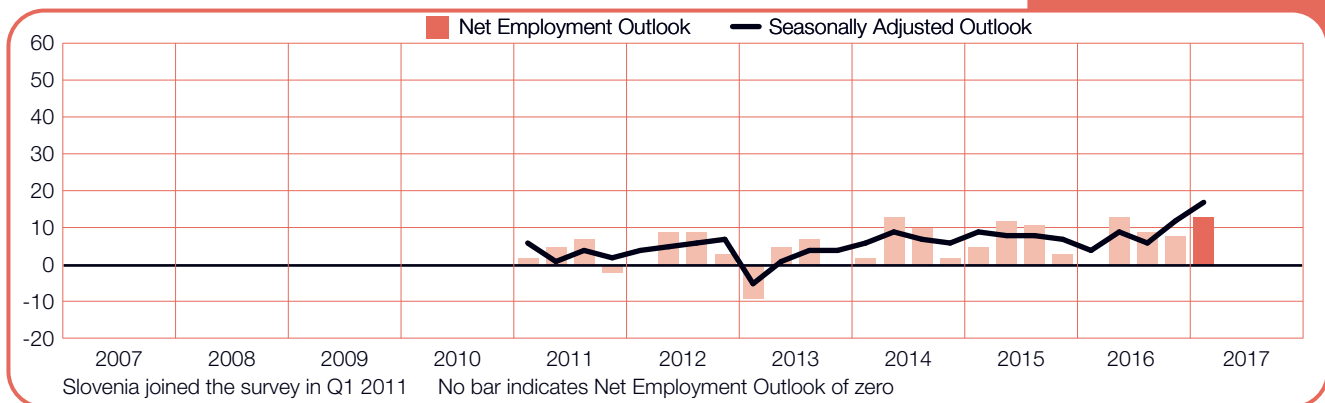
## Slovakia

**+7 (+9)%**



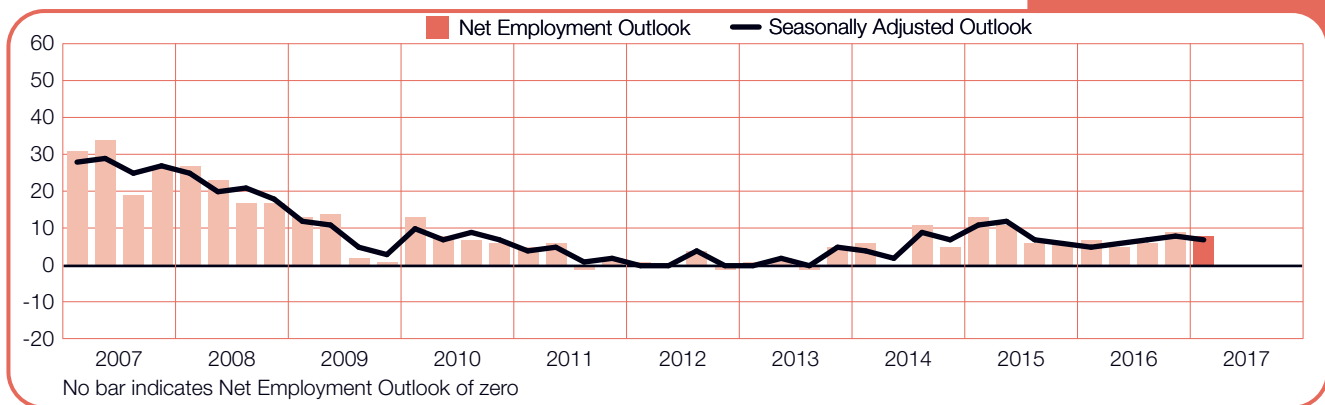
## Slovenia

**+13 (+17)%**



## South Africa

**+8 (+7)%**



## Spain

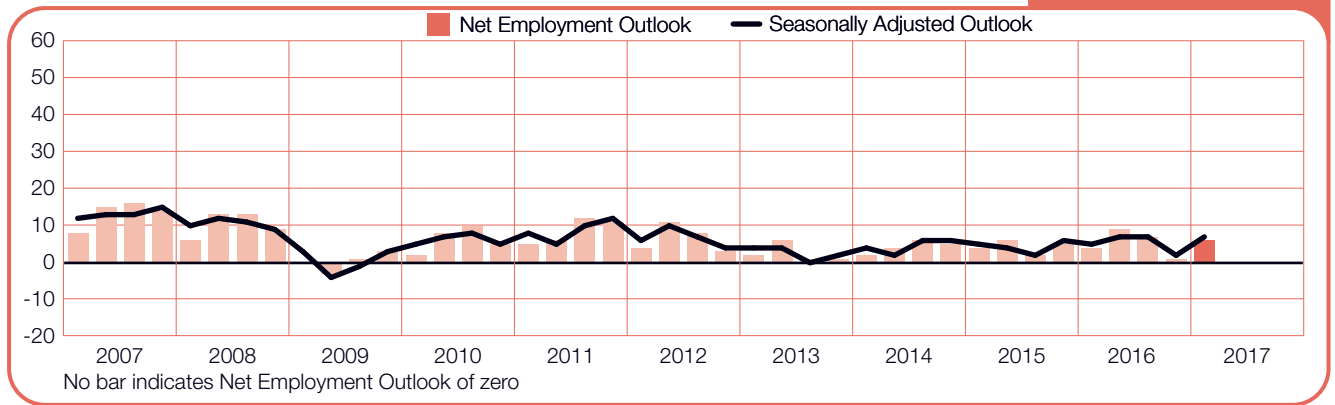
**+1 (+3)%**





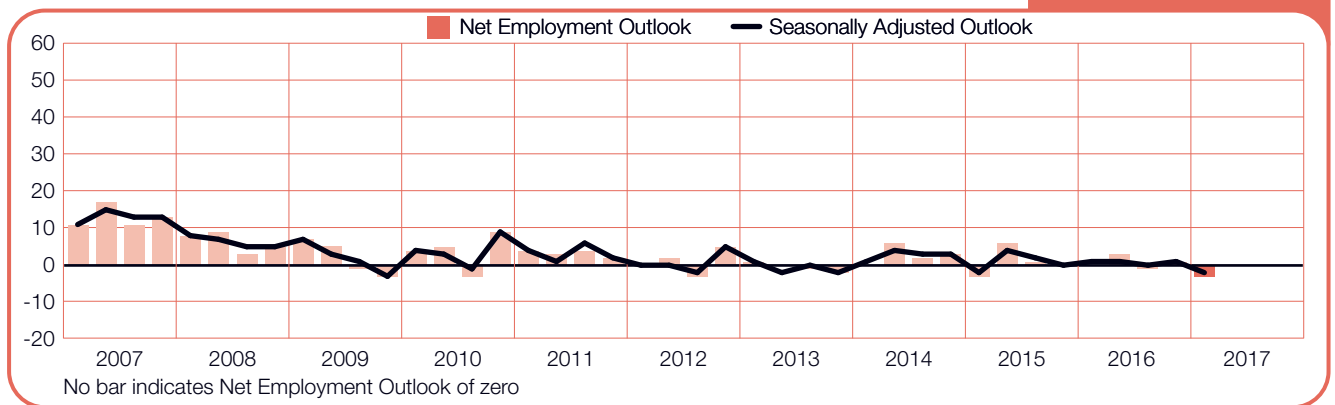
## Sweden

**+6 (+7)%**



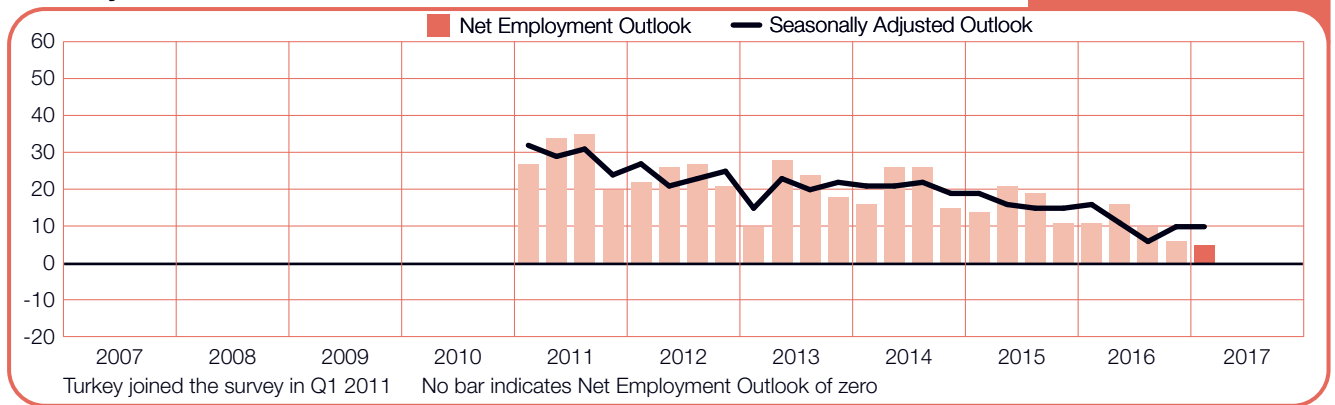
## Switzerland

**-3 (-2)%**



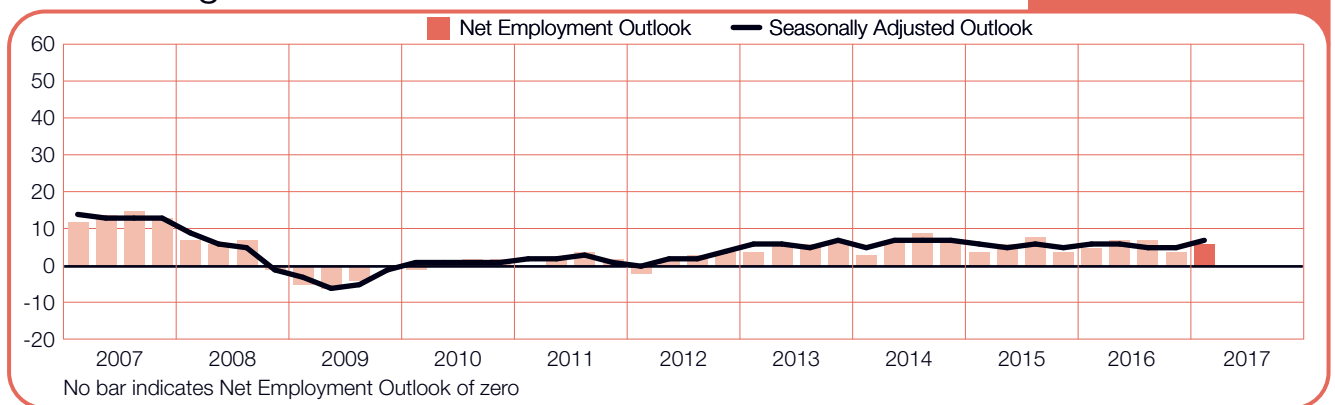
## Turkey

**+5 (+10)%**



## United Kingdom

**+6 (+7)%**



# International Comparisons – Americas

ManpowerGroup interviewed over 23,000 employers from 10 countries throughout North, Central and South America for the Quarter 1 2017 survey. First-quarter payrolls are expected to grow in all countries except Brazil.

The region's most optimistic hiring plans are reported in Guatemala and the U.S. with approximately one of every five employers in both countries expecting to add to their payrolls in the January-March time frame. Employer confidence in the U.S. is strongest in the Leisure & Hospitality sector with upbeat forecasts also reported in the Wholesale & Retail Trade and Transportation & Utilities sectors. In Guatemala one of every four employers surveyed in the Manufacturing sector plans to hire, boosting that sector's forecast to its most optimistic level since early 2010.

Opportunities for Canadian job seekers are expected to be the strongest in three years. Public Administration sector employers report the first quarter's most active hiring plans and the forecast climbs to its most optimistic level since Quarter 4 2008. Increasingly favourable forecasts are also reported in both the Durable and Non-Durable Manufacturing sectors, as the weak Canadian dollar is expected to boost U.S. demand for manufactured output.

In Mexico, employer confidence remains upbeat with workforce gains expected in all industry sectors and regions. The strongest hiring intentions are reported in both the Transport & Communications sector and the Manufacturing sector, where anticipated job gains are boosted in large part by automotive industry hiring plans.

Meanwhile, the hiring pace in Costa Rica is expected to remain steady through the first three months of the

year with upbeat forecasts reported in most industry sectors and regions. Outlooks are also positive across Panama's industry sectors, but hiring is expected to be moderately slower in comparison to year-ago levels.

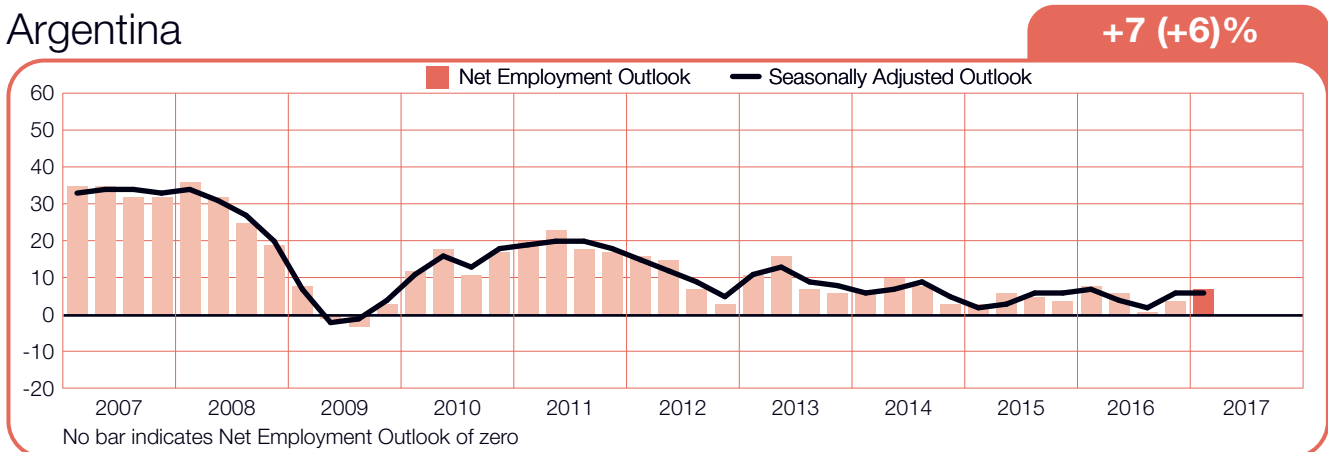
Colombia's employers anticipate some opportunities for job seekers in the next three months. However, the outlook dips for the third consecutive quarter to its least optimistic level since Quarter 3 2009, weighed down by the weakest Services sector forecast reported since the survey was launched in Quarter 4 2008 and the gloomiest Mining sector forecast since this sector began reporting separately in 2013.

Hiring plans are uniformly positive across Peru's industry sectors and regions. However, despite sharp year-over-year gains in the Construction and Mining sectors, overall hiring activity is expected to be little changed when compared to the prior quarter and last year at this time.

High inflation continues to temper employer confidence in Argentina. But the overall forecast remains cautiously optimistic with payrolls expected to grow in most industry sectors and regions. The Agriculture sector forecast is the strongest in more than five years following four consecutive quarters of growth and expectations of a record grain harvest.

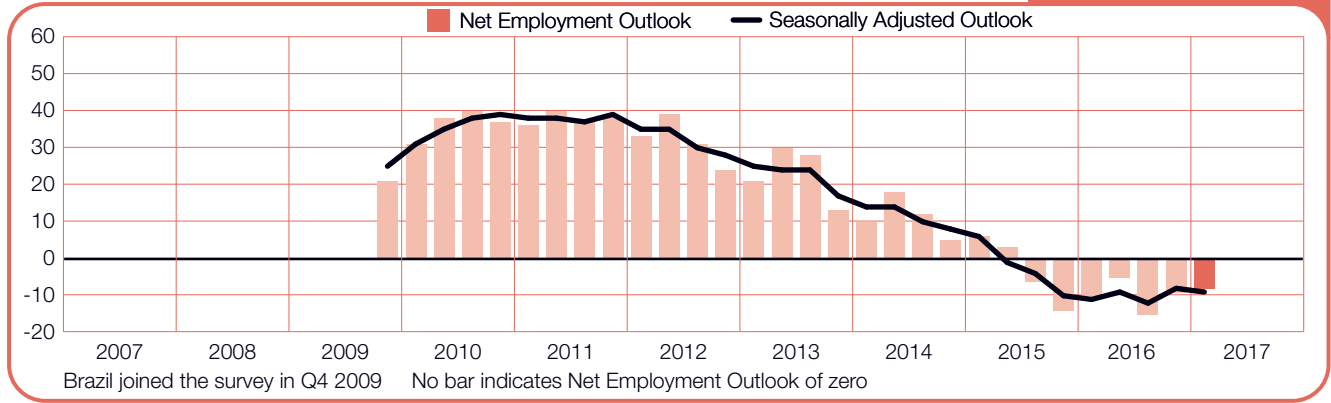
Once again Brazilian employers report the weakest hiring plans across the region, as well as across the globe, and the forecast remains mired in negative territory for the eighth consecutive quarter. Prospects for job seekers in the Construction sector remain dim, and the Services sector forecast grows more negative following steep quarter-over-quarter and year-over-year declines.

## Argentina



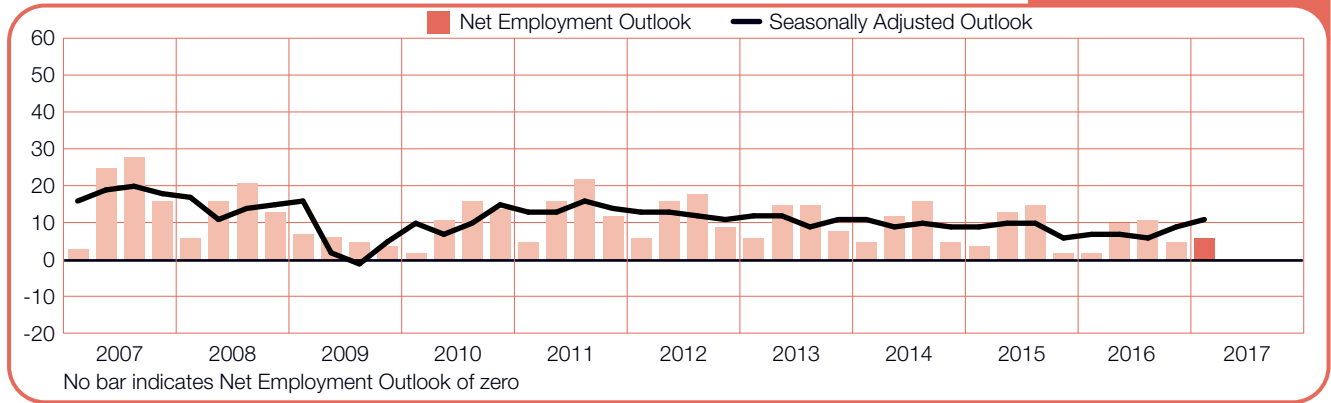
# Brazil

**-8 (-9)%**



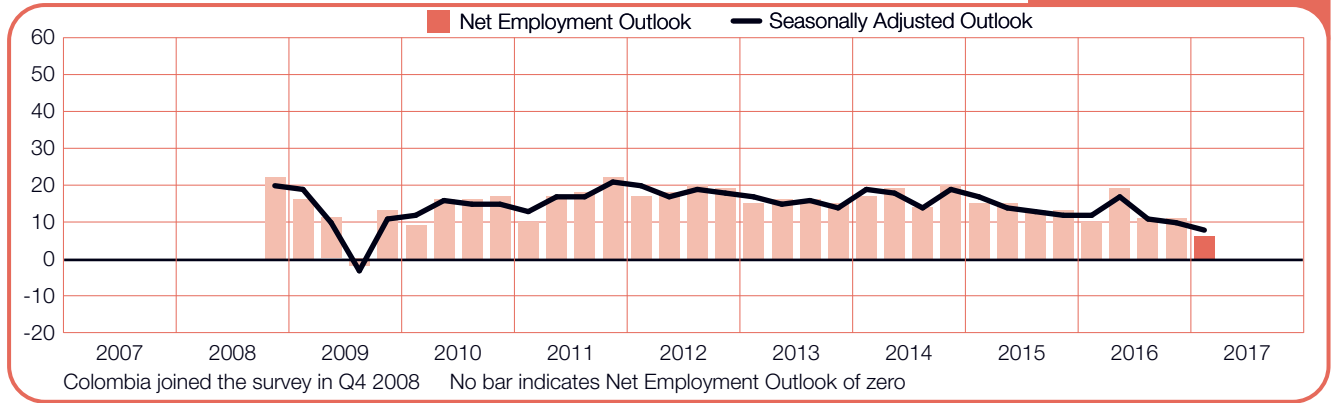
# Canada

**+6 (+11)%**



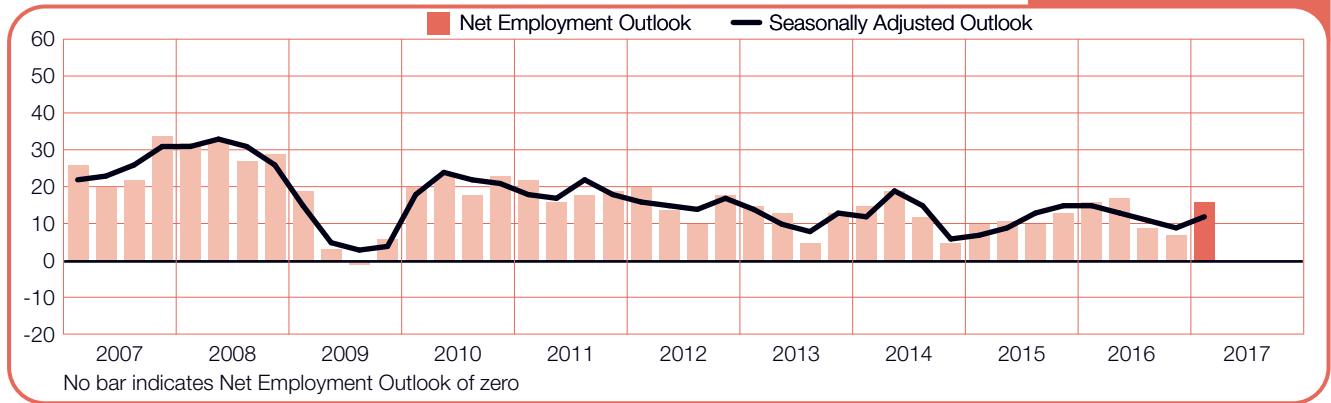
# Colombia

**+6 (+8)%**



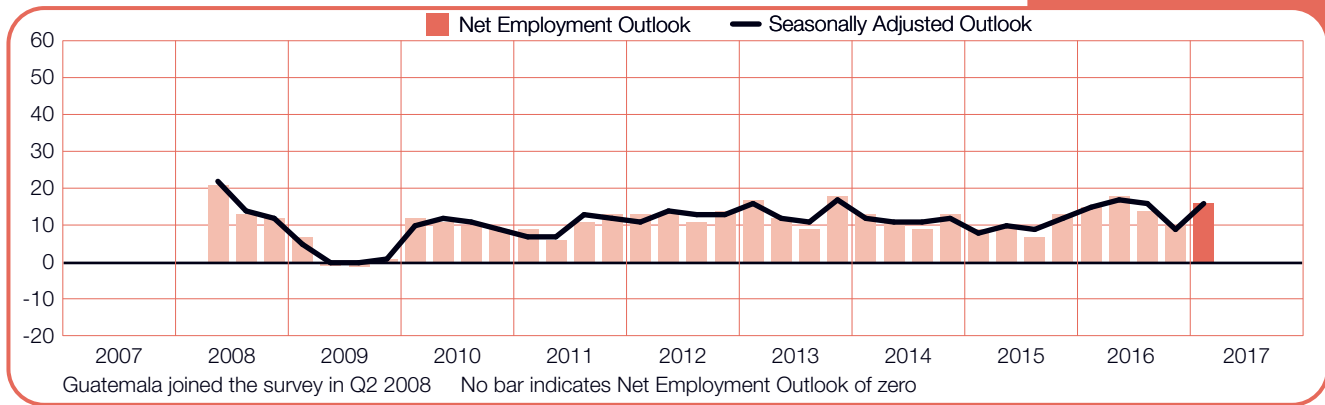
# Costa Rica

**+16 (+12)%**



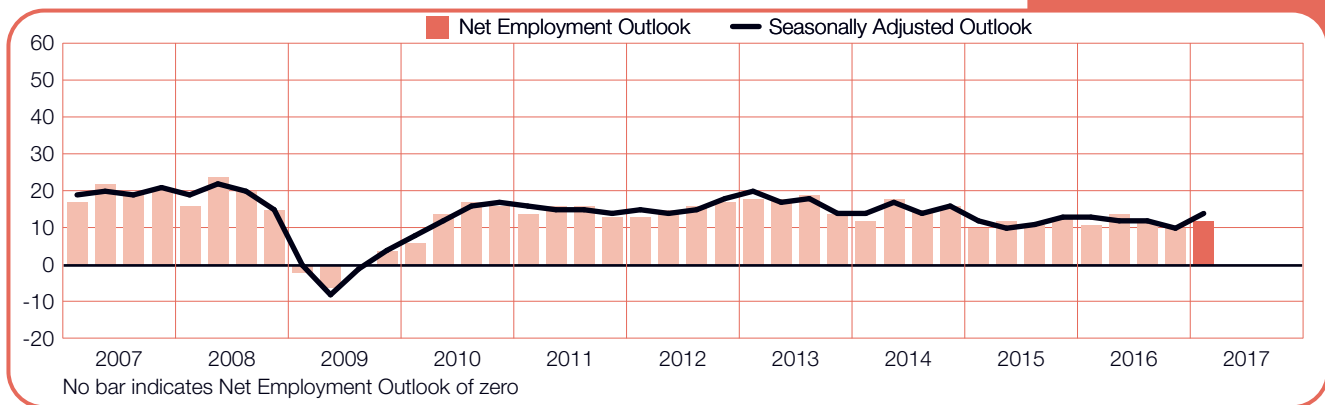
## Guatemala

**+16 (+16)%**



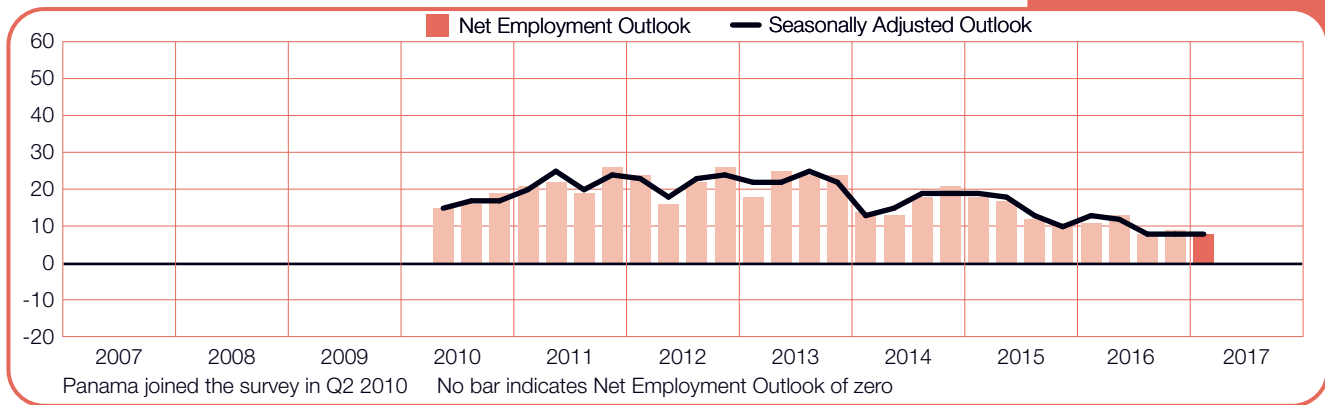
## Mexico

**+12 (+14)%**



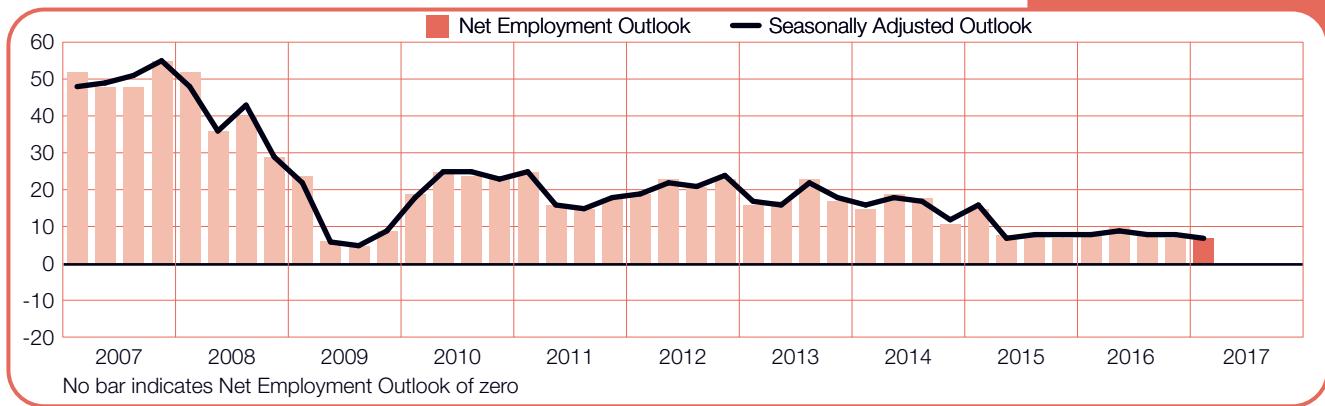
## Panama

**+8 (+8)%**



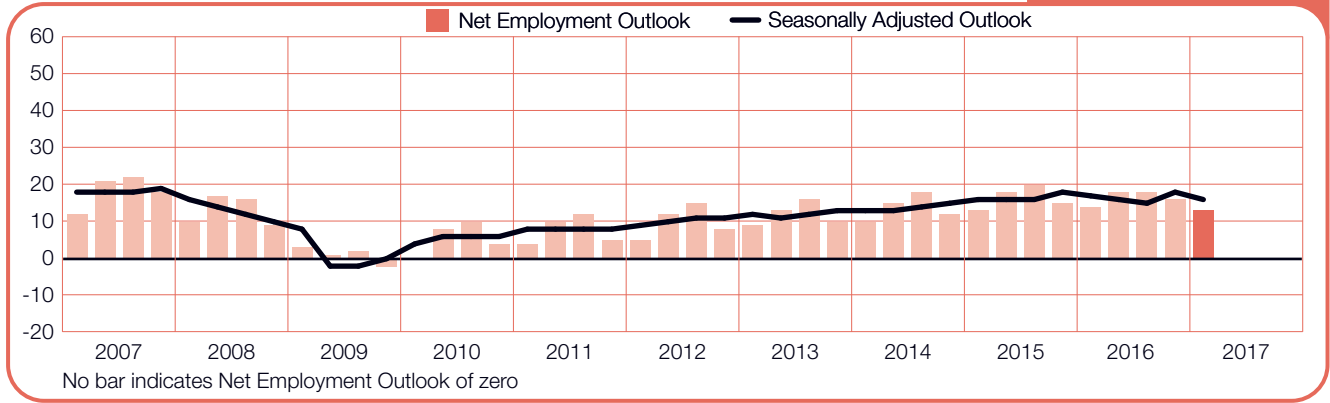
## Peru

**+7 (+7)%**



# United States of America

**+13 (+16)%**



# 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 through the first three months of the year, although hiring expectations vary widely.

Taiwan’s employers report the region’s strongest first-quarter hiring intentions as well as the most optimistic outlook among the survey’s 43 participating countries and territories. Buoyed by expectations of continued export growth and improving private consumption figures, one of every four Taiwanese employers expect to add to their workforces in the January-March time frame.

India’s hiring pace is expected to slow for the fourth consecutive quarter, and employer optimism dips to its least optimistic level since Quarter 3 2013. However, more than one in five Indian employers tell us they intend to add to their payrolls through the next three months. As a result, India’s hiring pace is expected to be stronger than all countries and territories participating in the survey except Taiwan. Employers predict solid levels of job growth in each of India’s seven industry sectors, with particular emphasis on knowledgeable workers across virtually every industry sector.

Opportunities for job seekers in Japan remain strong, and a quarter of all employers anticipate adding to their payrolls in the January-March time frame. However, securing the talent they need continues to prove an elusive goal for most employers in Japan. As ManpowerGroup’s recent Talent Shortage Survey reveals, employers remain challenged by a shrinking pool of available talent and few prospects that a solution to the shortage will be found soon.

Employers in China remain cautiously optimistic with some payroll growth forecast in all industry sectors and regions. However, nearly two thirds of survey respondents replied with “Don’t Know” when asked to share their hiring plans for the January-March time frame. This uncertainty may signal an expanding effort to maintain workforce flexibility and adjust payrolls as needed as the country continues its transition to a more services-oriented economy.

Australia’s efforts to emphasise non-mining sectors of the economy appear to be maintaining traction. Employers across all sectors and regions expect varying degrees of payroll gains, with the most opportunities for job seekers expected in the Services and Finance, Insurance & Real Estate sectors.

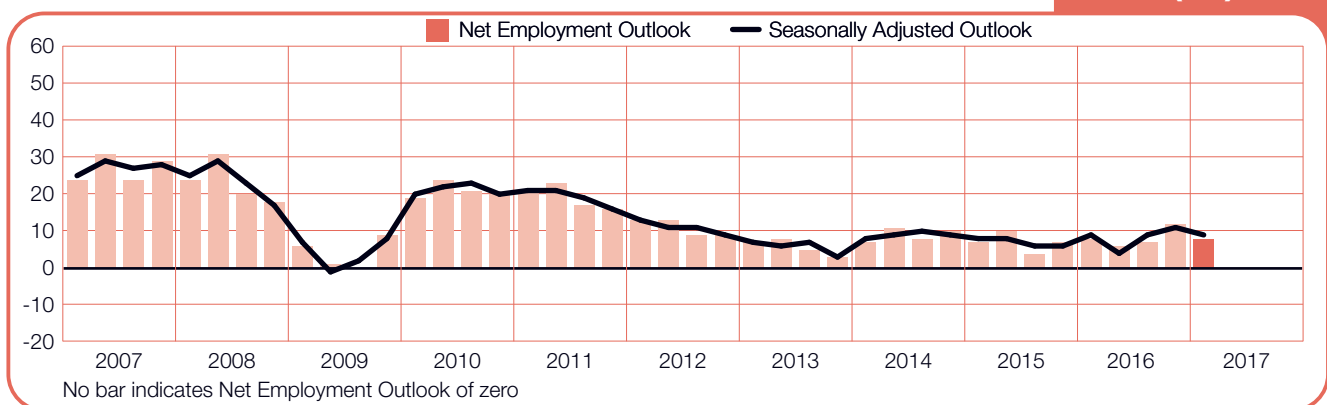
Employer hiring plans are also uniformly positive in New Zealand. The forecast indicates that the most active labour markets will be in the Transportation & Utilities and Mining & Construction sectors.

Elsewhere, the hiring climate in Hong Kong is expected to remain favourable despite an overall slowdown in retail and tourism activity. Services sector employers report the first quarter’s strongest outlook, with steady hiring also expected in the Mining & Construction sector, where a quarter of the employers surveyed say they intend to add to payrolls in the January-March period.

Employers in most of Singapore’s industry sectors expect varying degrees of job growth. The exception is the Wholesale & Retail Trade sector, where the outlook has gradually declined for four consecutive quarters and employers report their first negative forecast since the 2009 recession.

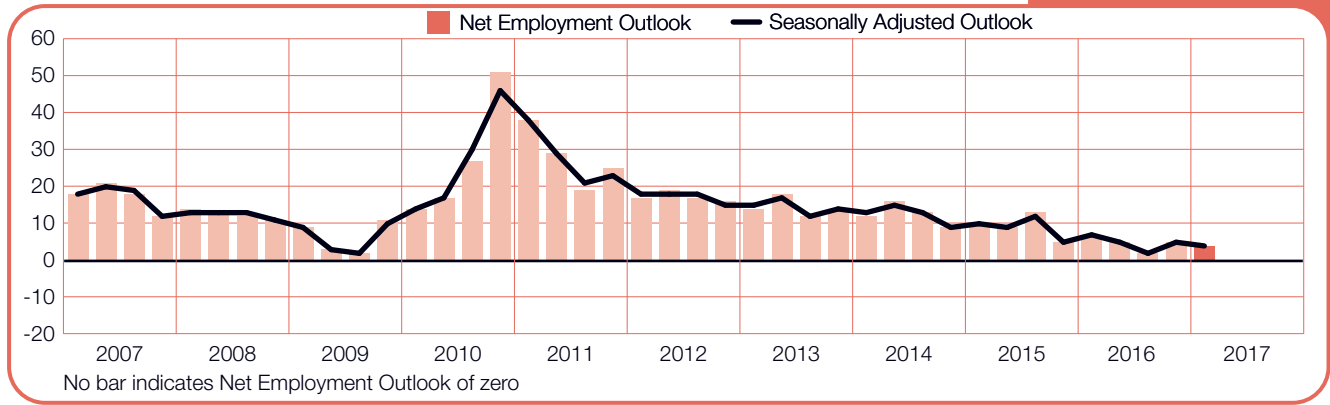
## Australia

**+8 (+9)%**



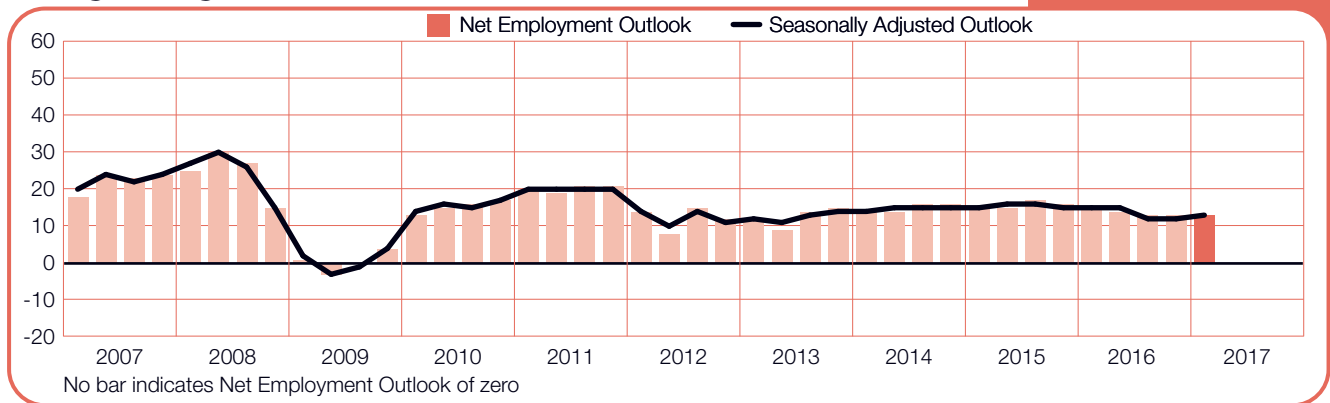
# China

**+4 (+4)%**



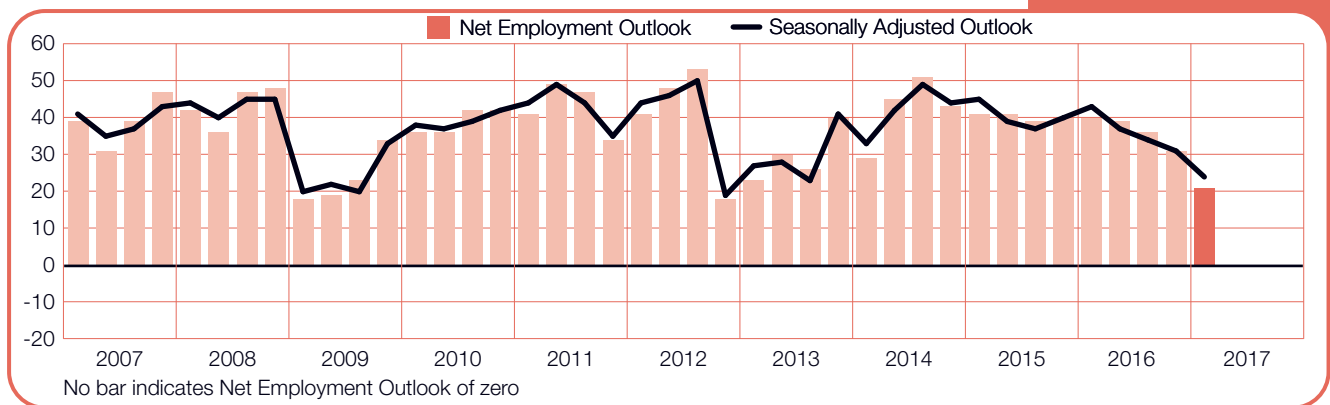
# Hong Kong

**+13 (+13)%**



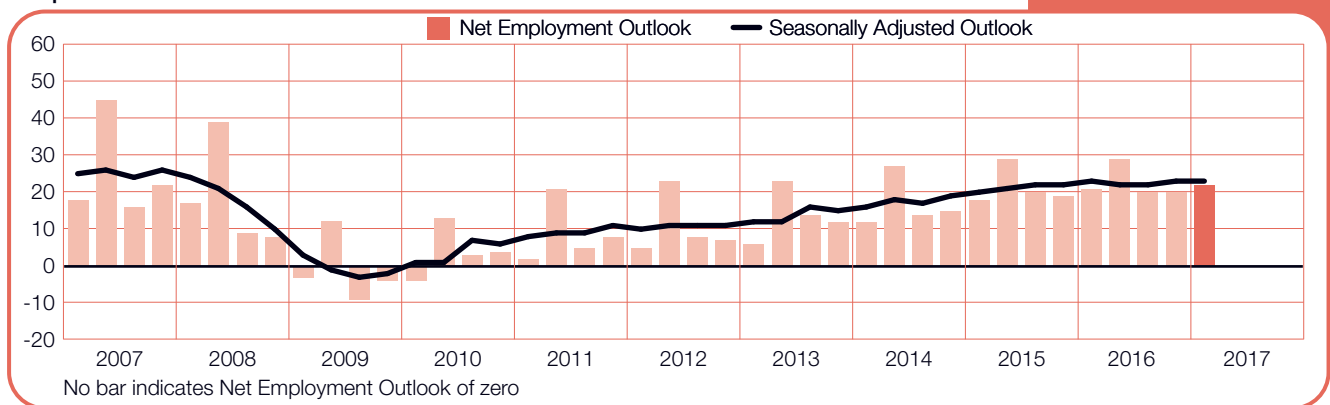
# India

**+21 (+24)%**



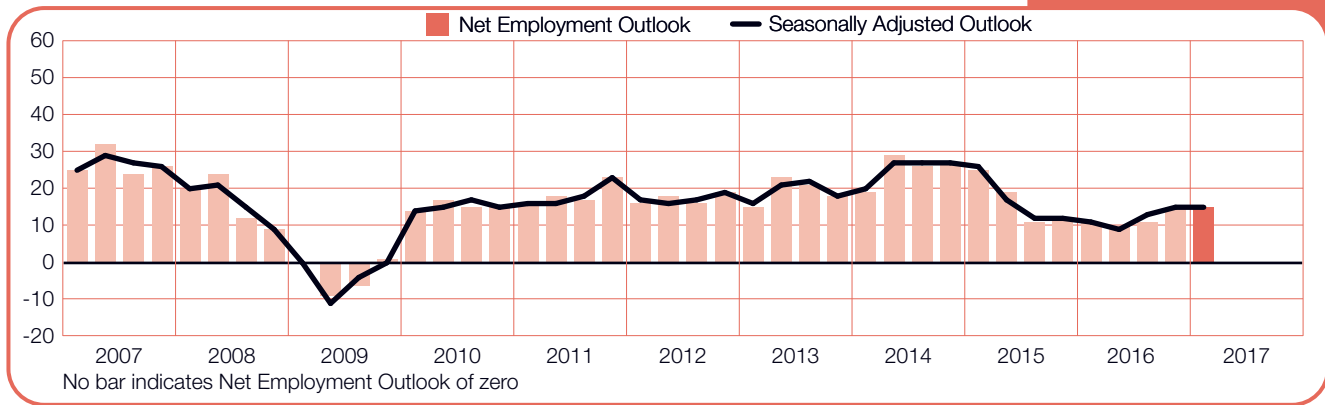
# Japan

**+22 (+23)%**



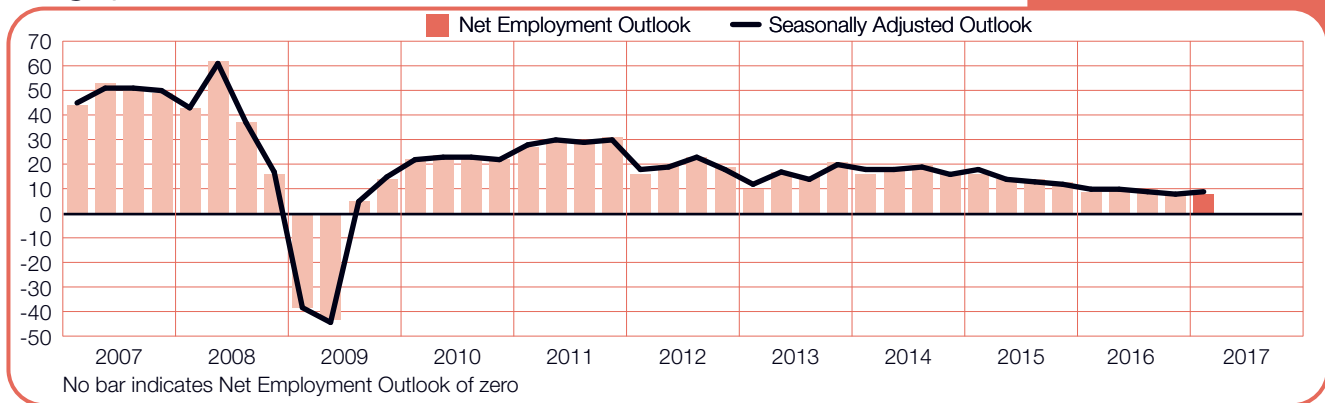
## New Zealand

**+15 (+15)%**



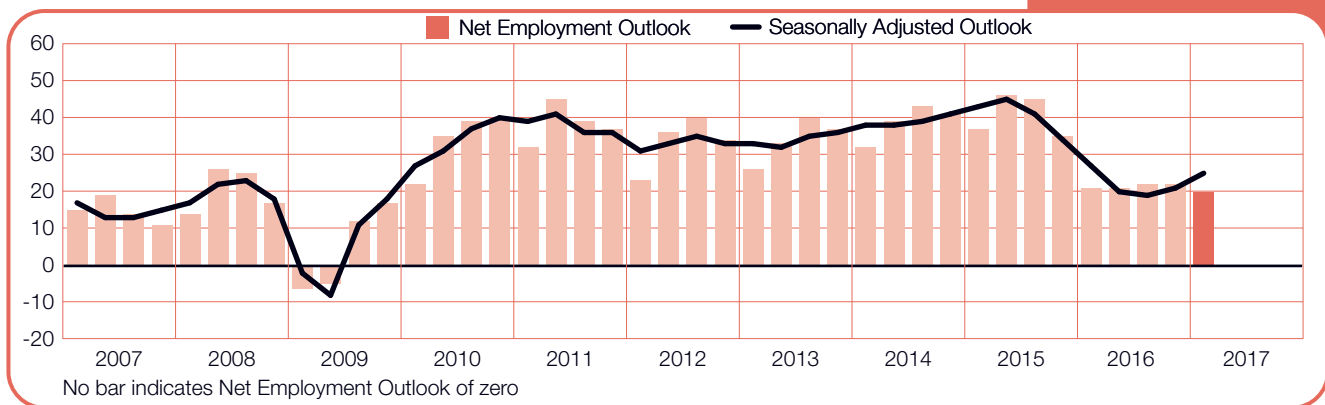
## Singapore

**+8 (+9)%**



## Taiwan

**+20 (+25)%**





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# About the 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 nearly 59,000 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 1 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 March 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%.

In the UK, the national survey includes 2,104 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 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 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](http://manpower.co.uk)

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[manpowergroup.co.uk](http://manpowergroup.co.uk)

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