

**ManpowerGroup
Employment
Outlook Survey
UK**

**Q2
2018**



United Kingdom Employment Outlook

The ManpowerGroup Employment Outlook Survey for the second quarter 2018 was conducted by interviewing a representative sample of 2,102 employers in the UK.

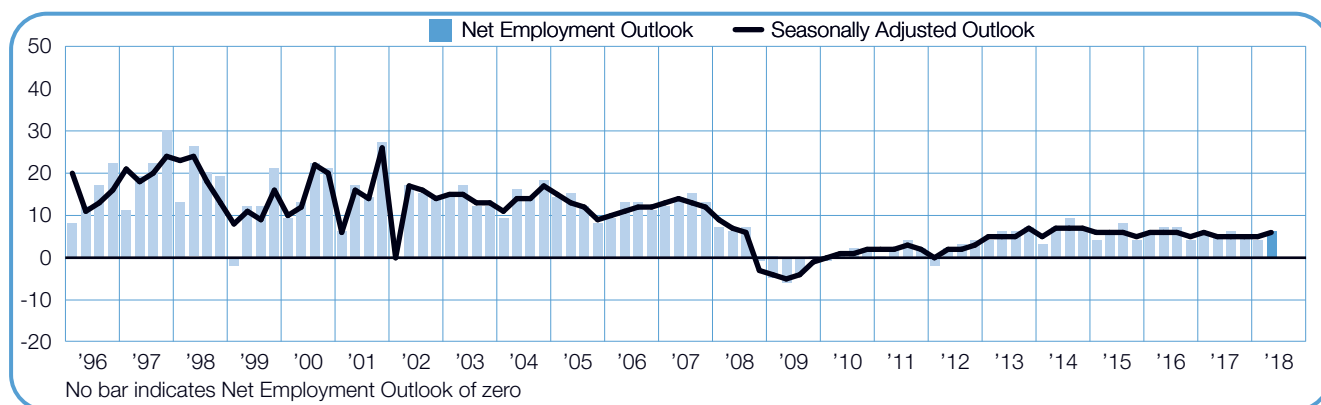
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?”

Contents

UK Employment Outlook	1
Organisation-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
Global Employment Outlook	15
International Comparisons – EMEA	
International Comparisons – Americas	
International Comparisons – Asia Pacific	
About the Survey	32
About ManpowerGroup®	33

UK Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Apr-June 2018	8	2	89	1	6	6
Jan-Mar 2018	7	3	88	2	4	5
Oct-Dec 2017	7	2	89	2	5	5
July-Sep 2017	8	2	90	0	6	5
Apr-June 2017	8	3	87	2	5	5



UK employers report fair hiring prospects for the second quarter of 2018. With 8% of employers forecasting an increase in staffing levels, 2% expecting a decrease and 89% anticipating no change, the Net Employment Outlook is +6%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +6%. Hiring intentions remain relatively stable both quarter-over-quarter and 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

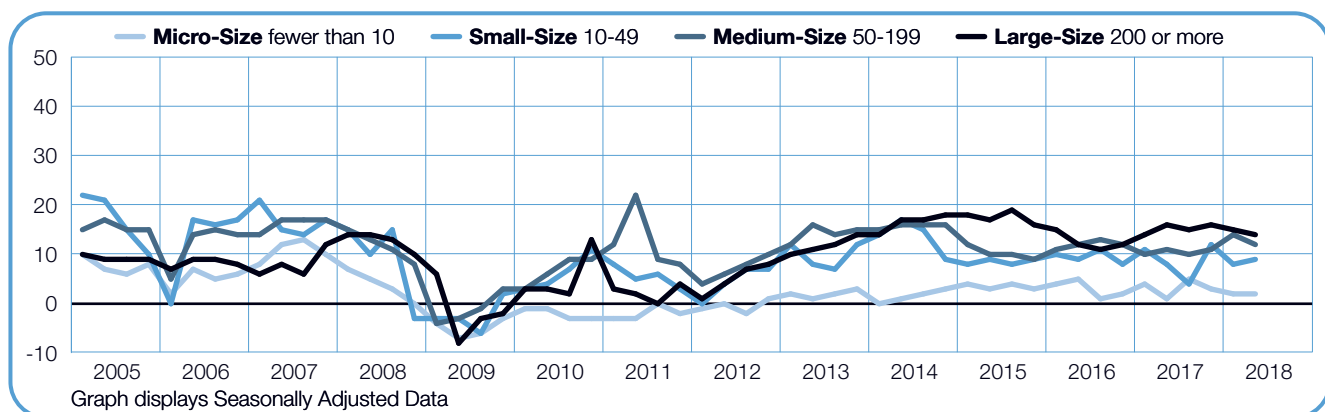
Participating employers are categorised into one of four organisation sizes: Micro businesses have fewer than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-199 employees; and Large businesses have 200 or more employees.

Staffing levels are forecast to increase in all four organisation size bands during the upcoming quarter. Large employers report the strongest hiring prospects with a Net Employment Outlook of +14%. Medium employers report respectable hiring plans with an Outlook of +12%, while Outlooks stand at +9% and +2% for Small- and Micro-size employers, respectively.

In comparison with the previous quarter, the Outlook for Medium firms declines by two percentage points. Elsewhere, Outlooks for Small- and Large-size employers remain relatively stable, and the Outlook for Micro employers is unchanged.

Year-over-year, Large employers report a slight decline of two percentage points, while Outlooks for Micro-, Small- and Medium-size employers remain relatively stable.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size fewer than 10	5	3	91	1	2	2
Small-Size 10-49	11	0	88	1	11	9
Medium-Size 50-199	14	2	82	2	12	12
Large-Size 200 or more	21	6	72	1	15	14



Regional Summary

Employers in all 12 regions expect staffing levels to increase during the coming quarter. The strongest labour market is forecast in the East, where the Net Employment Outlook stands at +10%. Moderate payroll gains are anticipated in both the East Midlands and the West Midlands, with Outlooks of +9%, while Outlooks stand at +8% and +7% in the South West and the North West, respectively. Meanwhile, the weakest hiring pace is forecast by Yorkshire & the Humber employers with an Outlook of +1%.

Hiring intentions weaken in seven of the 12 regions when compared with the previous quarter. Yorkshire & the Humber employers report the most notable decline of seven percentage points, while the Outlook for Wales decreases by three percentage points.

Elsewhere, hiring prospects strengthen in five regions, including noteworthy improvements of four percentage points in the North West, and three percentage points in the South West.

When compared with this time one year ago, hiring plans improve in nine of the 12 regions. Scottish employers report a moderate increase of six percentage points, while Outlooks are five and four percentage points stronger in the South West and the West Midlands, respectively. However, hiring prospects weaken by five percentage points in two regions – Yorkshire & the Humber and Northern Ireland.

	Increase Q2 2018	Decrease Q2 2018	Q2 2018	Q1 2018	Q2 2017	Qtr on Qtr Change Q1 2018 to Q2 2018	Yr on Yr Change Q2 2017 to Q2 2018
	%	%	%	%	%	%	%
East	11	1	10 (10) ¹	6 (8) ¹	9 (9) ¹	4 (2) ¹	1 (1) ¹
East Midlands	10	2	8 (9) ¹	9 (11) ¹	6 (7) ¹	-1 (-2) ¹	2 (2) ¹
London	5	3	2 (2) ¹	0 (0) ¹	1 (1) ¹	2 (2) ¹	1 (1) ¹
North East	7	0	7 (5) ¹	3 (7) ¹	5 (3) ¹	4 (-2) ¹	2 (2) ¹
North West	9	0	9 (7) ¹	1 (3) ¹	7 (5) ¹	8 (4) ¹	2 (2) ¹
Northern Ireland	5	2	3 (2) ¹	2 (4) ¹	7 (7) ¹	1 (-2) ¹	-4 (-5) ¹
Scotland	12	4	8 (4) ¹	2 (6) ¹	2 (-2) ¹	6 (-2) ¹	6 (6) ¹
South East	6	3	3 (4) ¹	3 (3) ¹	4 (4) ¹	0 (1) ¹	-1 (0) ¹
South West	13	3	10 (8) ¹	5 (5) ¹	5 (3) ¹	5 (3) ¹	5 (5) ¹
Wales	5	1	4 (4) ¹	5 (7) ¹	2 (2) ¹	-1 (-3) ¹	2 (2) ¹
West Midlands	11	0	11 (9) ¹	9 (11) ¹	7 (5) ¹	2 (-2) ¹	4 (4) ¹
Yorkshire & the Humber	1	0	1 (1) ¹	9 (8) ¹	7 (6) ¹	-8 (-7) ¹	-6 (-5) ¹

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

Sector Summary

Workforce gains are forecast for all nine industry sectors during Quarter 2 2018. A respectable increase in staffing levels is anticipated in both the Agriculture sector and the Utilities sector, with employers reporting Net Employment Outlooks of +11%. Elsewhere, modest hiring activity is expected in two sectors with Outlooks of +6% – the Finance & Business Services sector and the Hotels & Retail sector. The most cautious Outlooks of +1% are reported in the Construction sector and the Mining sector.

When compared with the previous quarter, hiring plans strengthen in four of the nine industry sectors, with the most noteworthy improvements of four and

three percentage points reported by Agriculture sector and Utilities sector employers, respectively. However, hiring prospects weaken in four sectors, including declines of eight and six percentage points in the Transport & Communications sector and the Construction sector, respectively.

Year-over-year, Outlooks improve in six of the nine industry sectors. Agriculture sector employers report an increase of 15 percentage points, and the Outlook in the Utilities sector is five percentage points stronger. Elsewhere, hiring prospects weaken in two sectors, including the Construction sector, with a decline of 12 percentage points.

	Increase Q2 2018	Decrease Q2 2018	Q2 2018	Q1 2018	Q2 2017	Qtr on Qtr Change Q1 2018 to Q2 2018	Yr on Yr Change Q2 2017 to Q2 2018
	%	%	%	%	%	%	%
Agriculture	14	0	14 (11) ¹	4 (7) ¹	-1 (-4) ¹	10 (4) ¹	15 (15) ¹
Community & Social	7	1	6 (5) ¹	4 (4) ¹	3 (2) ¹	2 (1) ¹	3 (3) ¹
Construction	4	2	2 (1) ¹	5 (7) ¹	14 (13) ¹	-3 (-6) ¹	-12 (-12) ¹
Finance & Business Services	5	0	5 (6) ¹	5 (6) ¹	5 (6) ¹	0 (0) ¹	0 (0) ¹
Hotels & Retail	11	3	8 (6) ¹	2 (4) ¹	5 (5) ¹	6 (2) ¹	3 (1) ¹
Manufacturing	9	4	5 (4) ¹	7 (7) ¹	7 (6) ¹	-2 (-3) ¹	-2 (-2) ¹
Mining	9	6	3 (1) ¹	1 (2) ¹	0 (-2) ¹	2 (-1) ¹	3 (3) ¹
Transport & Communications	8	4	4 (4) ¹	12 (12) ¹	1 (1) ¹	-8 (-8) ¹	3 (3) ¹
Utilities	14	2	12 (11) ¹	8 (8) ¹	7 (6) ¹	4 (3) ¹	5 (5) ¹

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

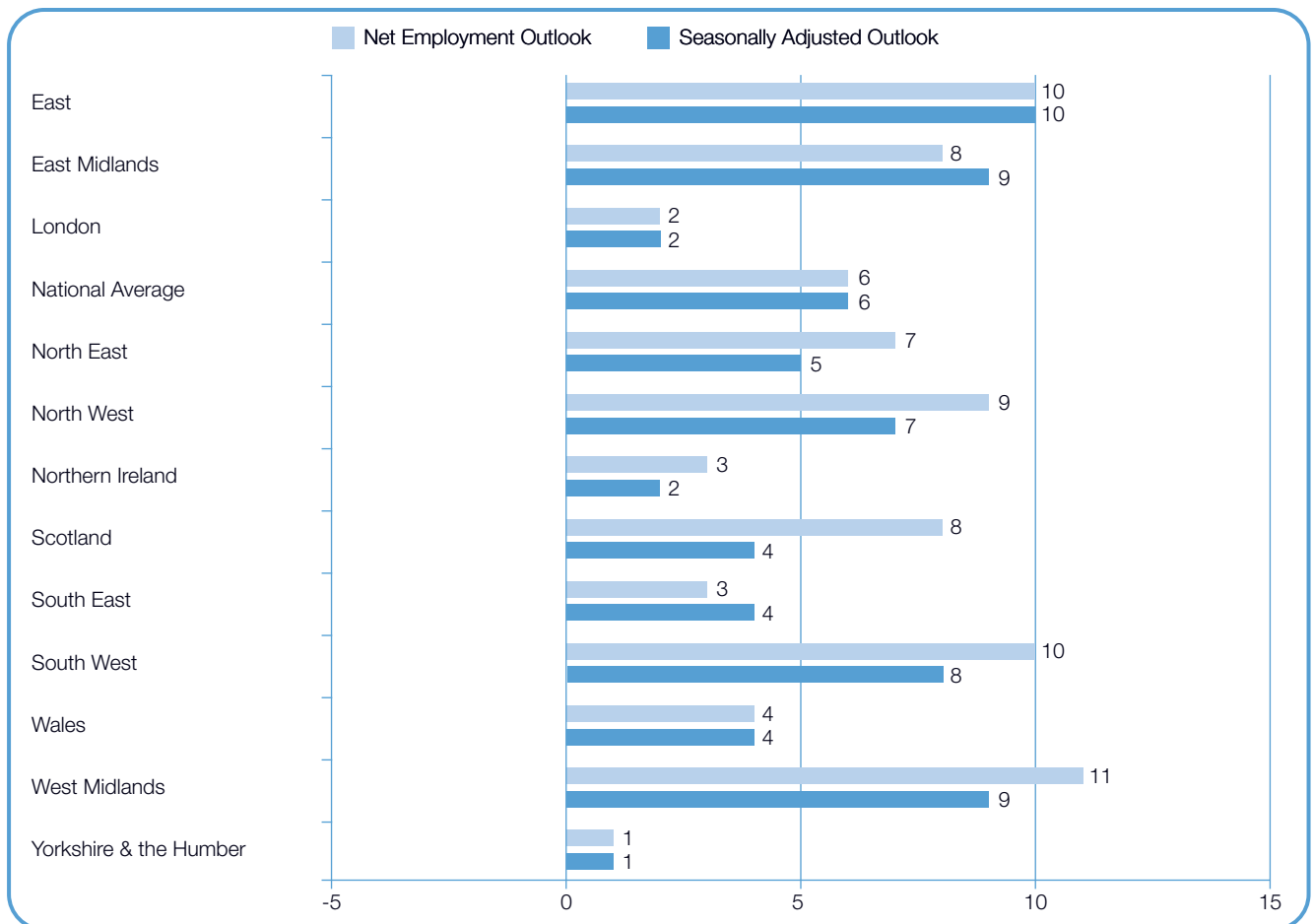
Regional Comparisons

Payroll gains are forecast for all 12 UK regions during the April-June period. Employers in the East anticipate the strongest labour market, reporting a Net Employment Outlook of +10%, while employers report Outlooks of +9% in two regions – the East Midlands and the West Midlands. Elsewhere, South West employers forecast moderate workforce gains with an Outlook of +8%, and the Outlook for the North West stands at +7%. North East employers expect some hiring opportunities, reporting an Outlook of +5%, and Outlooks of +4% are reported in three regions – the South East, Scotland and Wales. Meanwhile, Yorkshire & the Humber employers report the most cautious hiring plans with an Outlook of +1%.

When compared with the first quarter of 2018, hiring plans weaken in seven of the 12 regions, most notably by seven and three percentage points in Yorkshire &

the Humber and Wales, respectively. However, hiring prospects strengthen in five regions. The most noteworthy increases of four and three percentage points are reported in the North West and the South West, respectively.

Employers in nine of the 12 regions report stronger hiring intentions when compared with Quarter 2 2017. Increases of six and five percentage points are reported in Scotland and the South West, respectively, while the Outlook is four percentage points stronger in the West Midlands. Elsewhere, hiring prospects weaken in two regions, with declines of five percentage points reported in both Yorkshire & the Humber and Northern Ireland.



+10 (+10)%

East

Employers report cautiously optimistic hiring intentions for the second quarter of 2018 with a Net Employment Outlook of +10%. Hiring plans improve by two percentage points when compared with the previous quarter, and remain relatively stable in comparison with Quarter 2 2017.



+8 (+9)%

East Midlands

Job seekers can expect a moderate hiring pace in the April-June time frame, according to employers who report a Net Employment Outlook of +9%. The Outlook declines by two percentage points when compared with Quarter 1 2018, but is two percentage points stronger when compared with this time one year ago.



+2 (+2)%

London

A slight increase in staffing levels is anticipated during the coming quarter with employers reporting a Net Employment Outlook of +2%. Hiring plans improve by two percentage points quarter-over-quarter, while remaining relatively stable in comparison with the second quarter of 2017.



+7 (+5)%

North East

Some hiring opportunities are likely in the next three months, according to employers who report a Net Employment Outlook of +5%. The Outlook is two percentage points weaker when compared with the previous quarter, but improves by two percentage points when compared with this time one year ago.



+9 (+7)%

North West

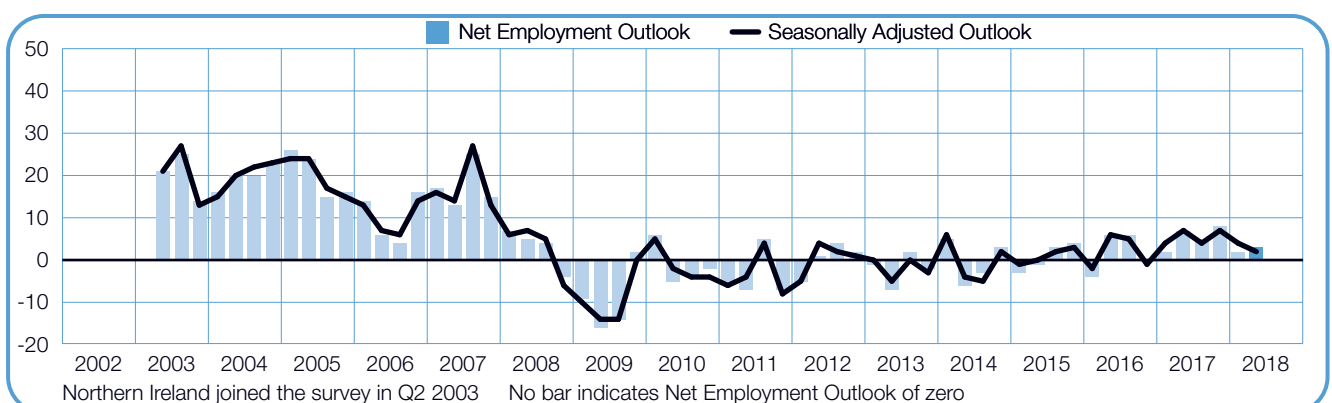
The strongest labour market in more than two years is expected during Quarter 2 2018. Employers report a Net Employment Outlook of +7%, improving by four and two percentage points quarter-over-quarter and year-over-year, respectively.



+3 (+2)%

Northern Ireland

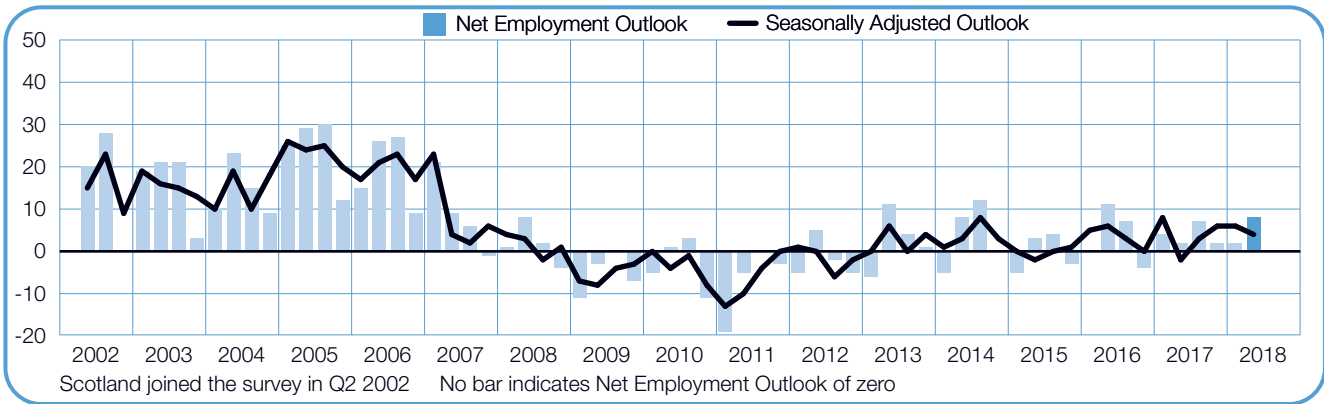
Slow-paced hiring activity is anticipated in the coming quarter, with employers reporting a Net Employment Outlook of +2%. Hiring prospects decline by two percentage points when compared with the previous quarter, and are five percentage points weaker in comparison with Quarter 2 2017.



+8 (+4)%

Scotland

Reporting a Net Employment Outlook of +4%, employers forecast a quiet labour market in the next three months. Hiring plans are two percentage points weaker quarter-over-quarter, but improve by six percentage points when compared with this time one year ago.



+3 (+4)%

South East

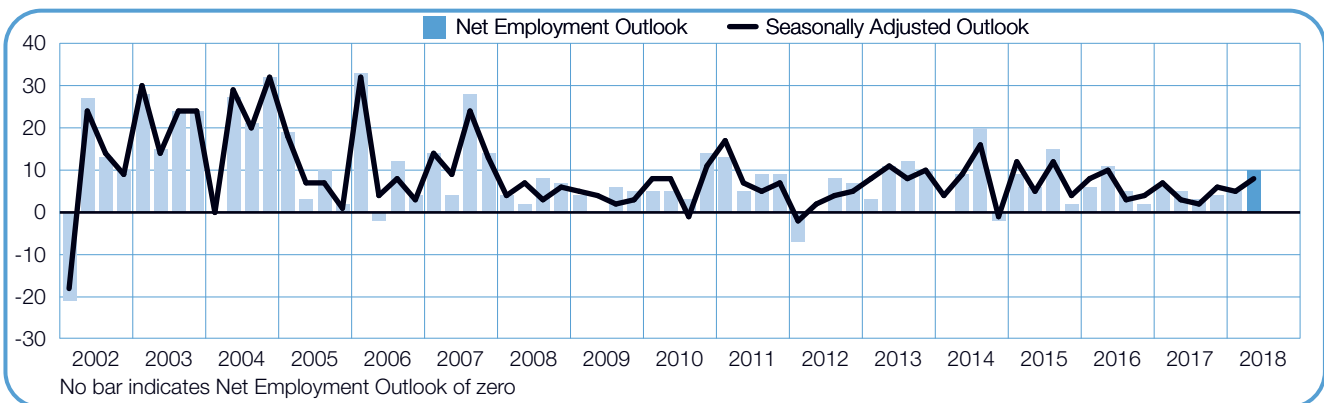
Employers forecast limited payroll gains during the second quarter of 2018, reporting a Net Employment Outlook of +4%. Hiring plans remain relatively stable when compared with the previous quarter, and are unchanged in comparison with Quarter 2 2017.



+10 (+8)%

South West

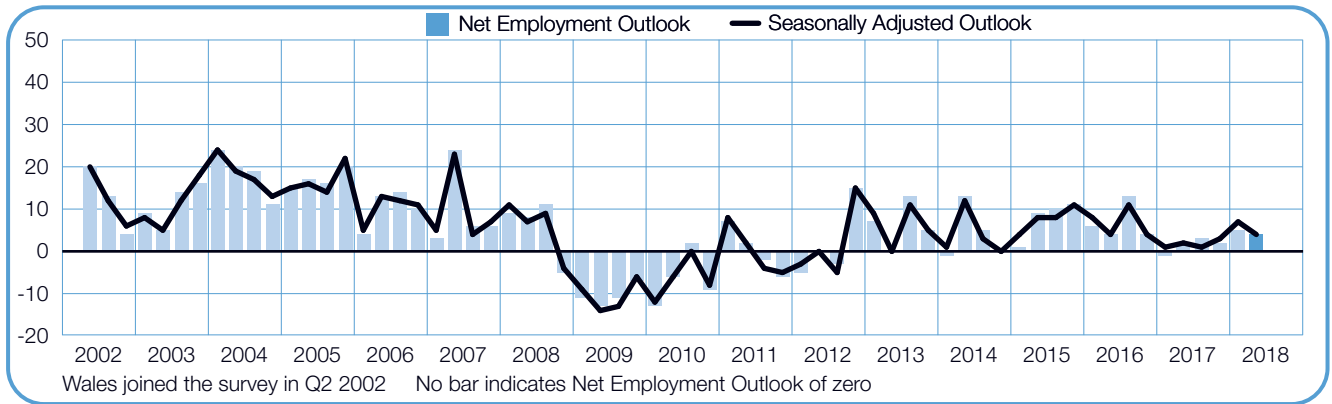
With a Net Employment Outlook of +8%, employers forecast the strongest hiring pace in two years during the forthcoming quarter. Hiring prospects are three percentage points stronger in comparison with Quarter 1 2018, and improve by five percentage points when compared with this time one year ago.



+4 (+4)%

Wales

Employers expect limited payroll gains in the April-June time frame, reporting a Net Employment Outlook of +4%. Hiring intentions decline by three percentage points when compared with the previous quarter, but improve by two percentage points year-over-year.



+11 (+9)%

West Midlands

Job seekers can expect a fair hiring climate in Quarter 2 2018, according to employers who report a Net Employment Outlook of +9%. The Outlook declines by two percentage points when compared with the previous quarter, but improves by four percentage points when compared with the second quarter of 2017.



+1 (+1)%

Yorkshire & the Humber

Employers report cautious hiring plans for the second quarter of 2018 with a Net Employment Outlook of +1%. Hiring intentions decline by seven and five percentage points quarter-over-quarter and year-over-year, respectively.



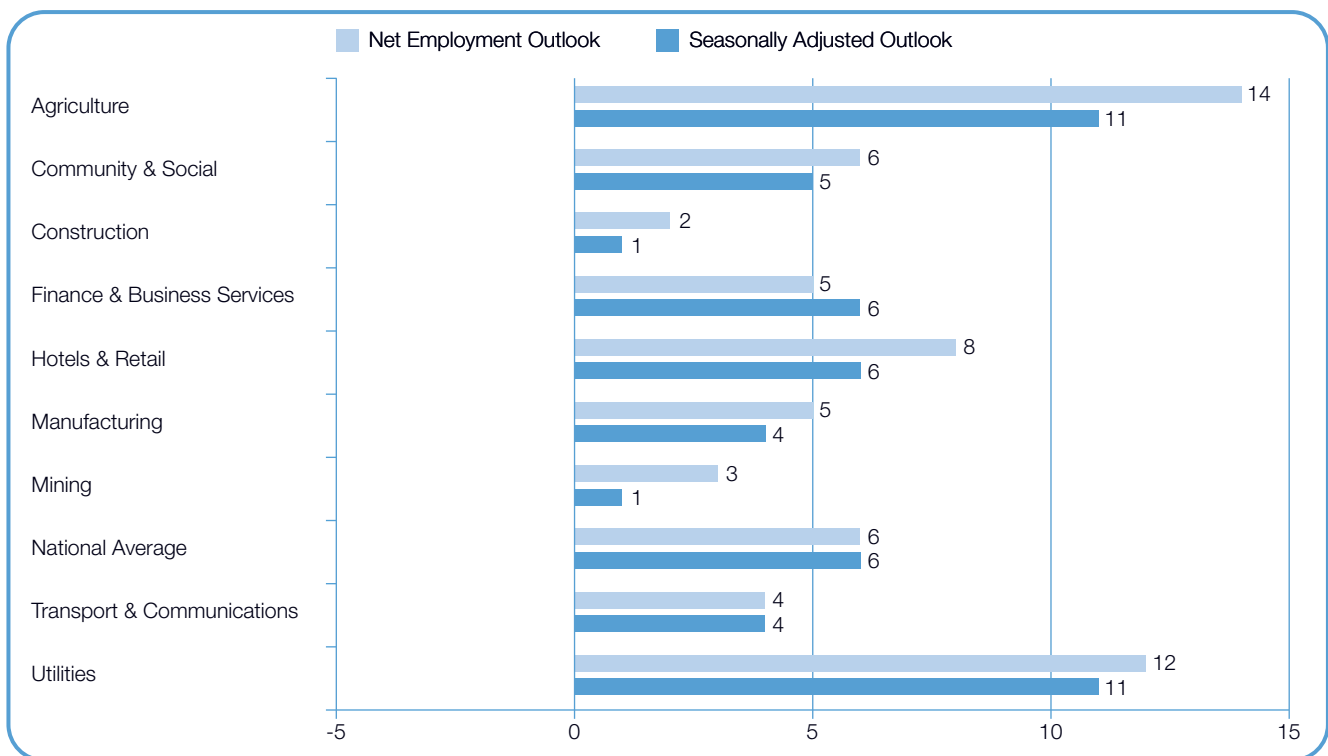
Sector Comparisons

Employers in all nine industry sectors expect to grow payrolls during the next three months, with the strongest hiring prospects reported in two sectors where Net Employment Outlooks stand at +11% – the Agriculture sector and the Utilities sector. Elsewhere, employers forecast some workforce gains in both the Finance & Business Services sector and the Hotels & Retail sector, with Outlooks of +6%, while the Outlook for the Community & Social sector is +5%. Meanwhile, employers report the most cautious hiring plans in two sectors with Outlooks of +1% – the Construction sector and the Mining sector.

Hiring prospects improve in four of the nine industry sectors when compared with the first quarter of 2018. Agriculture sector employers report an increase of four percentage points, while the Outlook for the Utilities

sector is three percentage points stronger. Elsewhere, Outlooks weakened in four sectors, most notably by eight percentage points for the Transport & Communications sector, and by six percentage points for the Construction sector.

In a comparison with this time one year ago, hiring plans strengthen in six of the nine industry sectors. A considerable increase of 15 percentage points is reported by Agriculture sector employers, while the Utilities sector Outlook is five percentage points stronger. Hiring prospects improve by three percentage points in three sectors – the Mining sector, the Community & Social sector and the Transport & Communications sector. However, Outlooks weakened in two sectors, most notably by a considerable margin of 12 percentage points in the Construction sector.



+14 (+11)%

Agriculture

The strongest labour market in four years is forecast for the second quarter of 2018. Employers report a Net Employment Outlook of +11%, improving by four percentage points when compared with the previous quarter, and by a considerable margin of 15 percentage points in comparison with Quarter 2 2017.



+6 (+5)%

Community & Social

A modest increase in staffing levels is anticipated during the second quarter of 2018, with employers reporting a Net Employment Outlook of +5%. Hiring intentions remain relatively stable quarter-over-quarter, and improve by three percentage points when compared with the second quarter of 2017.



+2 (+1)%

Construction

Job seekers can expect a subdued hiring pace in the coming quarter, according to employers who report a Net Employment Outlook of +1%. Hiring prospects weaken both quarter-over-quarter and year-over-year, declining by six and 12 percentage points, respectively.



+5 (+6)%

Finance & Business Services

The modest hiring pace is forecast to continue in the next three months. Employers report a Net Employment Outlook of +6% for the second consecutive quarter. When compared with Quarter 2 2017, hiring plans are also unchanged.

Employers in the Finance sub-sector anticipate slow-paced hiring activity in Quarter 2 2018, reporting a Net Employment Outlook of +3%. Hiring prospects decline by five percentage points when compared with the previous quarter, but remain relatively stable in comparison with this time one year ago.

Business Services sub-sector employers continue to report moderate hiring intentions, with a Net Employment Outlook of +6%. Hiring plans are unchanged both quarter-over-quarter and year-over-year.



+8 (+6)%

Hotels & Retail

Job seekers can expect a fair hiring pace in the April-June time frame, according to employers who report a Net Employment Outlook of +6%. Hiring plans improve by two percentage points in comparison with the first quarter of 2018, while remaining relatively stable year-over-year.

B2B sub-sector employers report uncertain hiring intentions for the upcoming quarter with a Net Employment Outlook of -2%. Hiring prospects decline by three percentage points when compared with the previous quarter, but remain relatively stable in comparison with Quarter 2 2017.

Employers continue to forecast a slight increase in staffing levels in the B2C sub-sector, where the Net Employment Outlook for Quarter 2 2018 stands at +4%. Hiring intentions for the sub-sector are unchanged both quarter-over-quarter and year-over-year.

Hotels & Restaurants sub-sector employers forecast steady payroll growth for the second quarter of 2017, reporting a Net Employment Outlook of +16%. The Outlook is seven percentage points stronger when compared with the previous quarter, and improves by 14 percentage points when compared with this time one year ago.



+5 (+4)%

Manufacturing

Limited payroll gains are expected in the April-June time frame, with employers reporting a Net Employment Outlook of +4%. Hiring prospects decline by three and two percentage points quarter-over-quarter and year-over-year, respectively.



+3 (+1)%

Mining

Employers report cautious hiring plans for the upcoming quarter with a Net Employment Outlook of +1%. The Outlook remains relatively stable when compared with the previous quarter, and is three percentage points stronger when compared with this time one year ago.



+4 (+4)%

Transport & Communications

Reporting a Net Employment Outlook of +4%, employers forecast limited hiring activity during the next three months. Hiring prospects decline by eight percentage points when compared with the previous quarter, but improve by three percentage points in comparison with this time one year ago.

Job seekers in the Transport sub-sector can expect a quiet labour market in the coming quarter, according to employers who report a Net Employment Outlook of +4%. Hiring intentions decline by eight percentage points quarter-over-quarter, but are four percentage points stronger when compared with the second quarter of 2017.

In the Telecomms sub-sector, employers anticipate limited hiring activity during the April-June period, reporting a Net Employment Outlook of +2%. When compared with the previous quarter, hiring plans are three percentage points weaker, but employers report an improvement of three percentage points when compared with this time one year ago.



+12 (+11)%

Utilities

With a Net Employment Outlook of +11%, employers report respectable hiring intentions for the coming quarter. The Outlook is three percentage points stronger when compared with the previous quarter, and increases by five percentage points when compared with this time one year ago.



Global Employment Outlook

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labour market activity* in Quarter 2 2018. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?”

Employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine.** Some upward momentum is detected in the year-over-year comparison with forecasts improving in 25 of 43 countries and territories, declining in 13, and remaining unchanged in five.

Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

Some noteworthy developments are observed in the second-quarter forecast. Employer confidence in Brazil has improved steadily for five consecutive quarters, and Brazil's cautiously optimistic second-quarter forecast indicates progress toward recovery following the negative Outlooks that prevailed through much of 2015 and all of 2016. Elsewhere, Finnish employers report their most optimistic forecast since launching the survey in 2012. And German employers report their strongest hiring plans in six years, as well as the strongest Manufacturing sector forecast since Quarter 4 2008.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are planned in 25 of 26 countries. Hiring plans improve in 13 countries quarter-over-quarter, weaken in eight and are unchanged in four. In a year-over-year comparison, job gains are expected to improve in 16 of the 25 countries where comparison data is available, decline in six and are unchanged in three. Based on seasonally adjusted data, employers

in Hungary report the most optimistic hiring plans in the EMEA region. Conversely, Italian employers report the second-quarter's weakest hiring plans, as well as the only negative forecast among all countries and territories participating in the survey.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts improve in only two countries and territories when compared with the first three months of the year, decline in three and are unchanged in three. Hiring plans improve in five countries and territories year-over-year, decline in two and are unchanged in one. Employers in Taiwan and Japan report the most optimistic regional hiring plans, while for the third consecutive quarter the region's weakest hiring intentions are reported by mainland Chinese employers.

Employers in each of the 10 countries surveyed in the Americas region expect varying levels of workforce gains in the upcoming quarter. Outlooks improve in two countries, decline in six and are unchanged in two in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in four countries, decline in five and are unchanged in one. Employers in the United States, Canada and Mexico report the region's most optimistic second-quarter hiring plans, while employers in Panama, Argentina and Colombia anticipate the weakest second-quarter payroll growth.

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be released on 12 June 2018 and will detail expected labour market activity for the third quarter of 2018.

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

** Croatia participates in the survey for the first time this quarter and has no quarter-over-quarter or year-over-year trend data at this point.

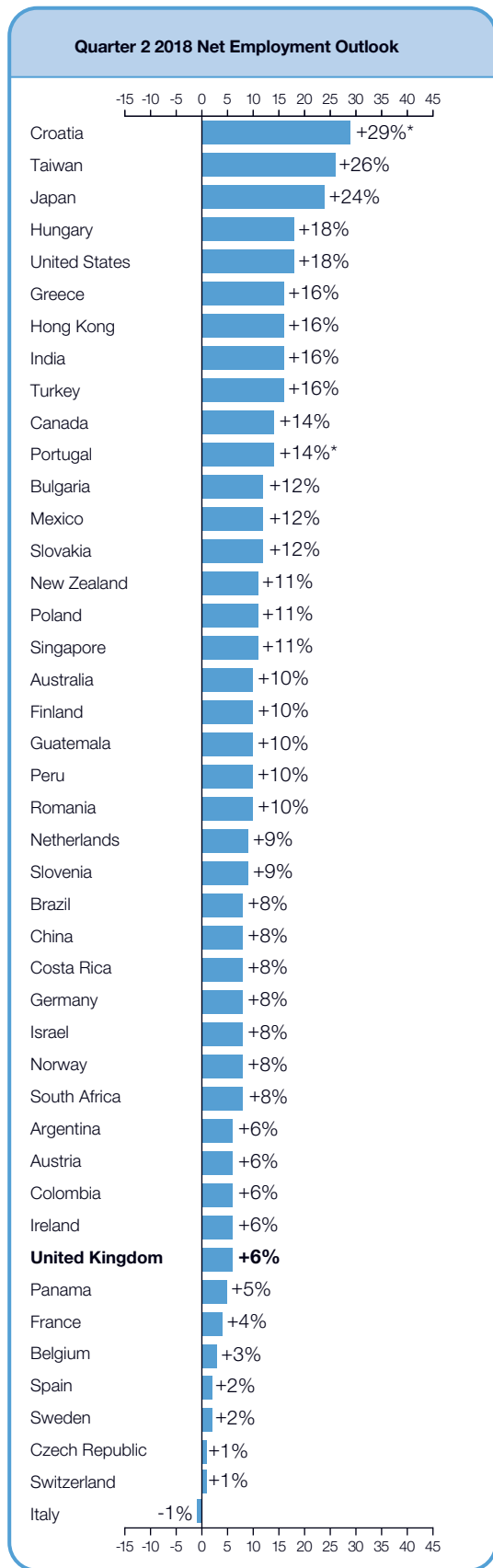
	Quarter 2 2018	Qtr on Qtr Change Q1 2018 to Q2 2018	Yr on Yr Change Q2 2017 to Q2 2018
	%		
Americas			
Argentina	7 (6) ¹	-2 (-1) ¹	1 (1) ¹
Brazil	10 (8) ¹	5 (2) ¹	10 (11) ¹
Canada	17 (14) ¹	9 (2) ¹	7 (7) ¹
Colombia	8 (6) ¹	3 (-2) ¹	-6 (-6) ¹
Costa Rica	10 (8) ¹	-10 (-9) ¹	-2 (-4) ¹
Guatemala	11 (10) ¹	0 (0) ¹	-3 (-3) ¹
Mexico	14 (12) ¹	4 (0) ¹	0 (0) ¹
Panama	6 (5) ¹	0 (-1) ¹	0 (-1) ¹
Peru	11 (10) ¹	0 (-2) ¹	-2 (-2) ¹
United States	20 (18) ¹	4 (-1) ¹	1 (1) ¹

Asia Pacific			
Australia	11 (10) ¹	-2 (-3) ¹	0 (0) ¹
China	8 (8) ¹	0 (0) ¹	4 (4) ¹
Hong Kong	16 (16) ¹	0 (0) ¹	2 (2) ¹
India	16 (16) ¹	-5 (-5) ¹	-2 (-2) ¹
Japan	30 (24) ¹	7 (0) ¹	0 (1) ¹
New Zealand	11 (11) ¹	-5 (-4) ¹	-3 (-3) ¹
Singapore	11 (11) ¹	2 (1) ¹	3 (3) ¹
Taiwan	27 (26) ¹	5 (1) ¹	3 (3) ¹

EMEA†			
Austria	8 (6) ¹	11 (6) ¹	1 (1) ¹
Belgium	4 (3) ¹	2 (0) ¹	3 (3) ¹
Bulgaria	15 (12) ¹	6 (0) ¹	-5 (-1) ¹
Croatia	29	-	-
Czech Republic	2 (1) ¹	-1 (-3) ¹	-4 (-5) ¹
Finland	16 (10) ¹	12 (2) ¹	7 (6) ¹
France	4 (4) ¹	3 (2) ¹	3 (2) ¹
Germany	10 (8) ¹	7 (2) ¹	4 (2) ¹
Greece	21 (16) ¹	14 (3) ¹	7 (7) ¹
Hungary	21 (18) ¹	10 (5) ¹	1 (1) ¹
Ireland	7 (6) ¹	4 (1) ¹	0 (0) ¹
Israel	10 (8) ¹	1 (-3) ¹	0 (0) ¹
Italy	1 (-1) ¹	2 (-1) ¹	1 (0) ¹
Netherlands	10 (9) ¹	6 (5) ¹	5 (5) ¹
Norway	9 (8) ¹	1 (0) ¹	2 (2) ¹
Poland	15 (11) ¹	8 (0) ¹	2 (1) ¹
Portugal	14	1	4
Romania	16 (10) ¹	6 (-5) ¹	-9 (-8) ¹
Slovakia	12 (12) ¹	3 (1) ¹	2 (2) ¹
Slovenia	15 (9) ¹	2 (-6) ¹	-12 (-12) ¹
South Africa	9 (8) ¹	2 (2) ¹	2 (2) ¹
Spain	4 (2) ¹	1 (-3) ¹	-3 (-3) ¹
Sweden	3 (2) ¹	-1 (-3) ¹	-1 (-1) ¹
Switzerland	4 (1) ¹	3 (-2) ¹	1 (1) ¹
Turkey	23 (16) ¹	17 (3) ¹	9 (5) ¹
UK	6 (6)¹	2 (1)¹	1 (1)¹

†EMEA – Europe, Middle East and Africa.

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.



* Indicates unadjusted data.

International Comparisons – EMEA

ManpowerGroup interviewed over 21,000 employers in 26 countries in the Europe, Middle East and Africa (EMEA) region.

Payroll gains are anticipated in all countries except Italy. The strongest second-quarter hiring plans, based on seasonally adjusted data*, are reported in Hungary. The Hungarian forecast is fuelled in part by robust projections in the Construction sector where nearly four of every 10 employers surveyed plan to hire in the second-quarter. The hiring pace in Greece and Turkey is expected to be similarly steady with employers in both countries reporting positive forecasts in all industry sectors and regions. In fact, hiring intentions in Greece are the strongest reported by employers there since Quarter 3 2008.

Additional highlights in the region include Germany where employers report their most optimistic hiring plans in six years along with the strongest Manufacturing sector forecast since 2008. Finland's employers report their strongest hiring intentions since joining the survey in 2012. Meanwhile, employer confidence in the Netherlands is the strongest reported since 2008.

In the UK job seekers are likely to benefit from payroll gains anticipated by employers in all sectors and regions. And in Austria, employer confidence improves to more cautiously optimistic levels following the country's more sluggish first-quarter forecast.

More modest job gains are forecast in France where the Outlook improves slightly from the prior quarter and last year at this time, with employers reporting positive hiring intentions in all but one industry sector. Belgium's hiring pace is expected to remain reserved despite employers in the Manufacturing and Transportation, Storage & Communication sectors

reporting their strongest hiring plans in six years. Swedish job seekers can continue to expect some opportunities in the coming quarter, although the overall Outlook is dragged down by the weakest forecasts yet reported in the Finance, Insurance, Real Estate & Business Services and Construction sectors.

Outlooks in Poland and Romania point to continued steady hiring during the April-June time frame, with much of the optimism driven by solid forecasts in the Manufacturing sector. In fact, approximately a third of Manufacturing sector employers surveyed in both countries said they planned to add to their payrolls in the next three months.

Some job gains are anticipated in Switzerland and the Czech Republic, but employer confidence in both countries remains subdued. And in Italy the forecast again turns negative despite employers in the Restaurant & Hotel sector reporting their strongest hiring plans since the launch of their survey 15 years ago.

On a more optimistic note, the first survey ever conducted in Croatia points to an active second-quarter hiring pace with a third of all surveyed employers expecting to add to payrolls in the months ahead.

Beyond Europe, Israel's Outlook softens from three months ago to more modest levels, with Construction sector employers expecting the busiest second-quarter hiring pace. South Africa's forecast strengthens slightly from both three months and last year at this time with employers in the Finance, Insurance, Real Estate & Business Services sector expecting the strongest hiring pace and reporting the strongest Outlook in the sector since Quarter 1 2010.

* Croatia participates in the ManpowerGroup Employment Outlook Survey for the first time this quarter and currently has no quarter-over-quarter and year-over-year trend data.

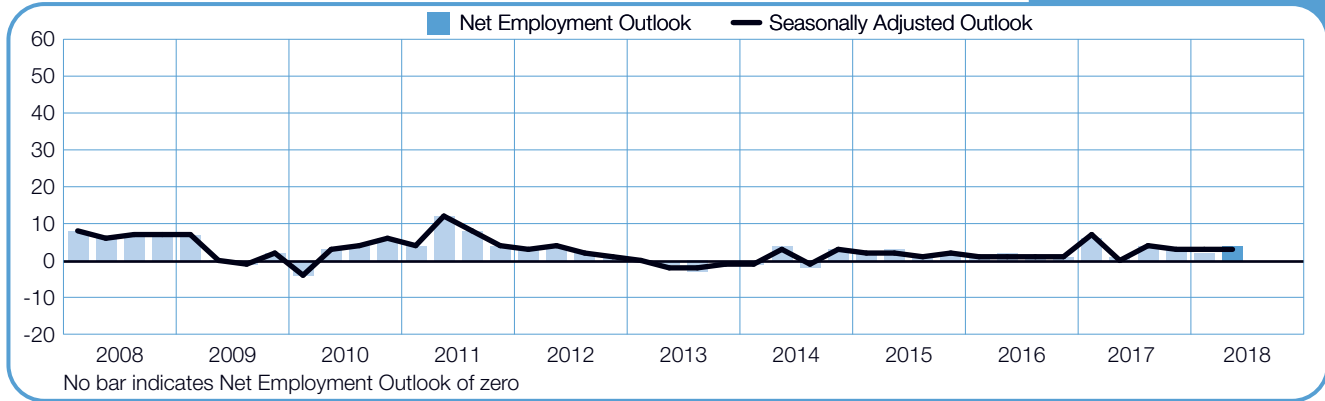
Austria

+8 (+6)%



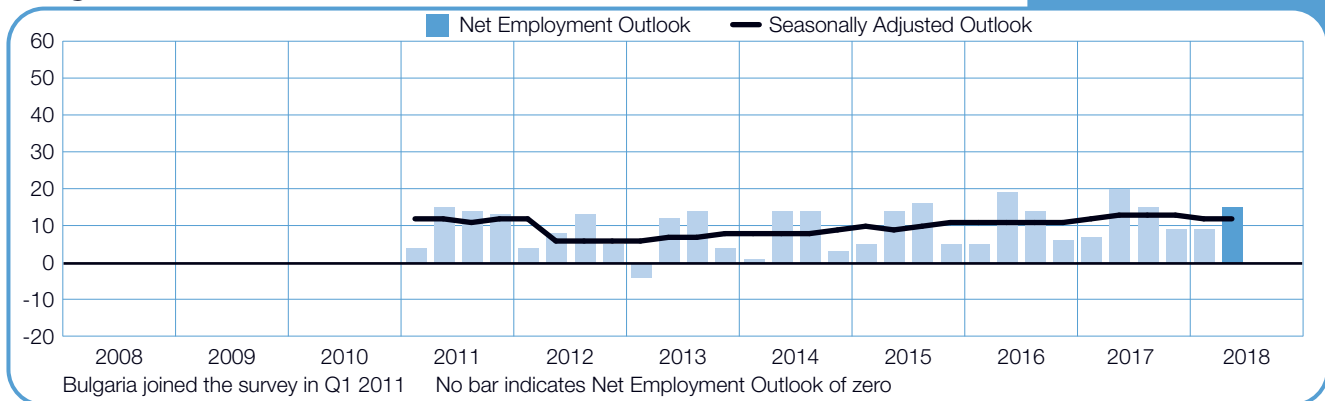
Belgium

+4 (+3)%



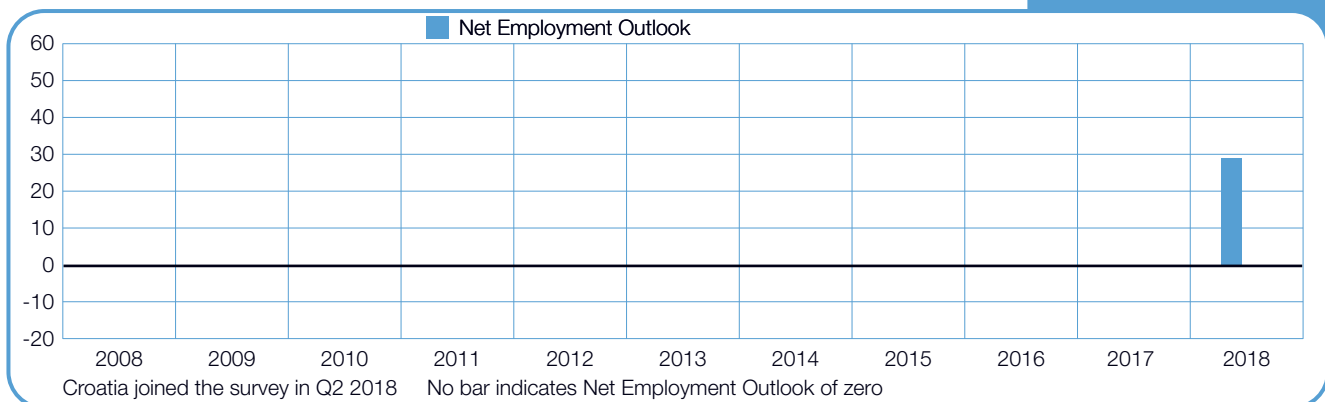
Bulgaria

+15 (+12)%



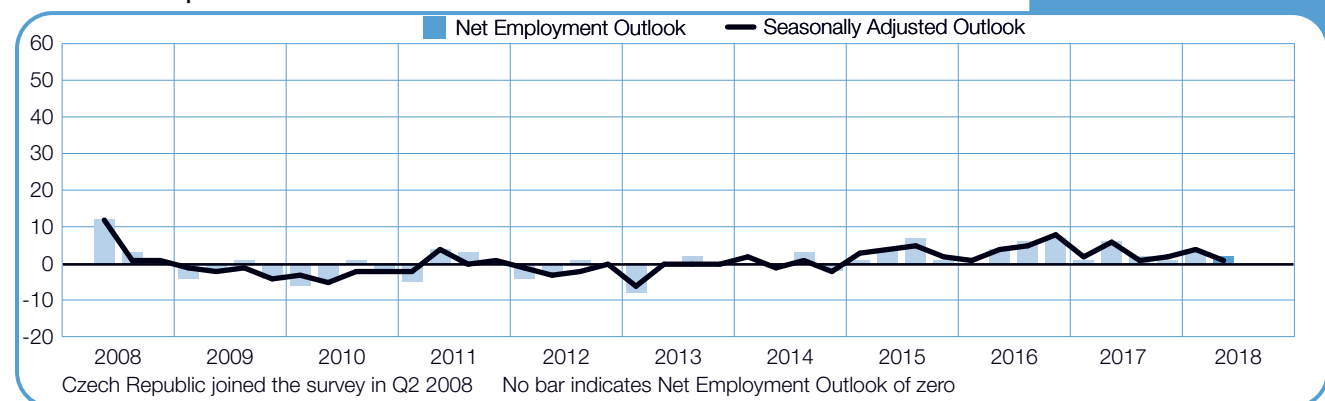
Croatia

+29%



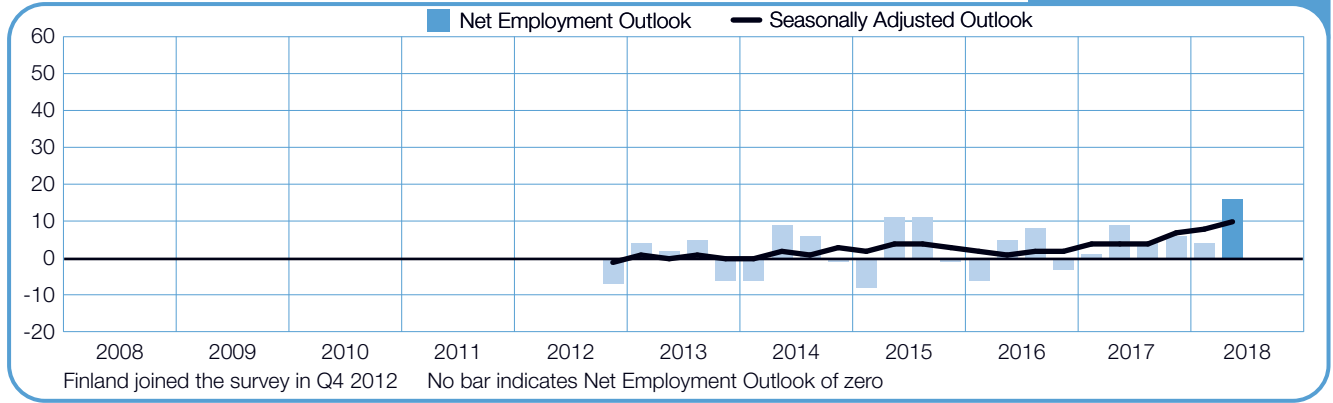
Czech Republic

+2 (+1)%



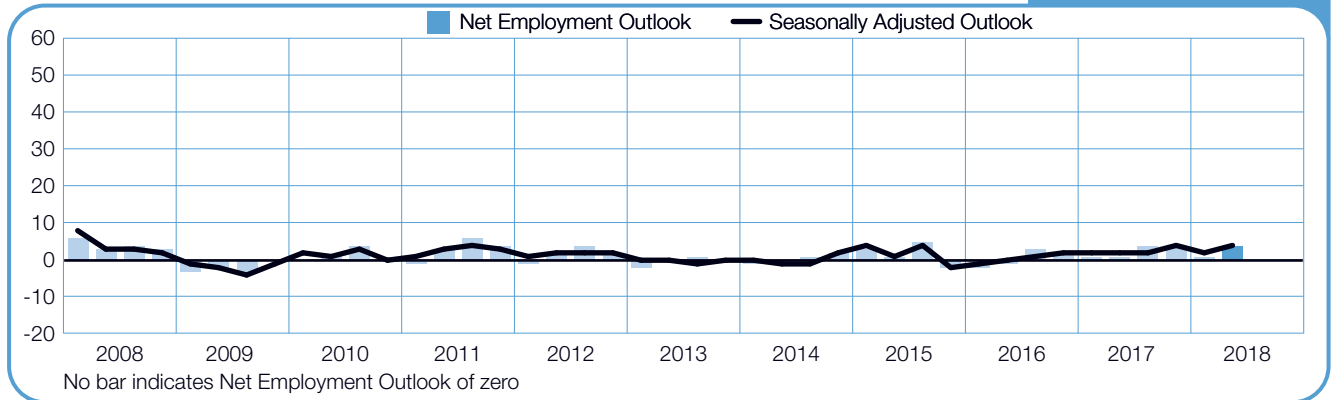
Finland

+16 (+10)%



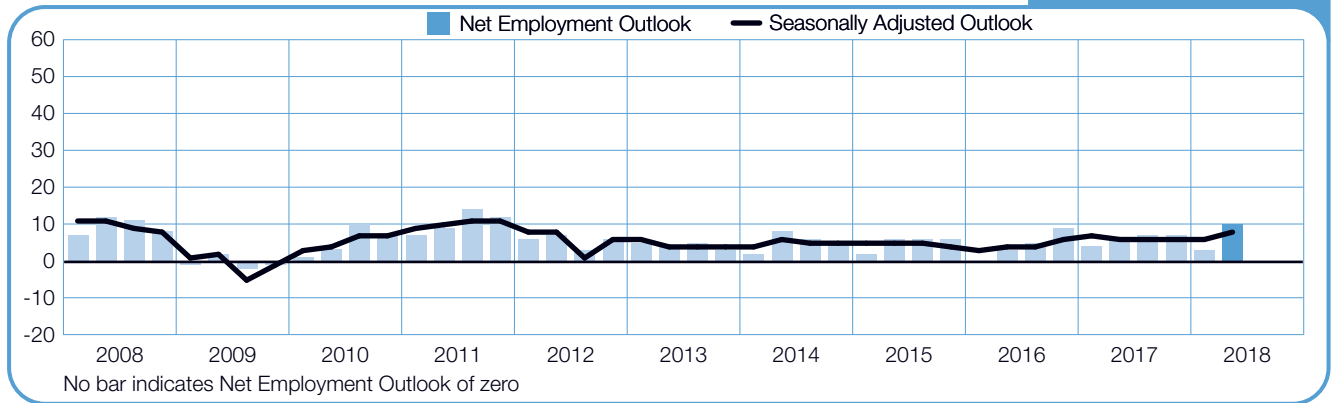
France

+4 (+4)%



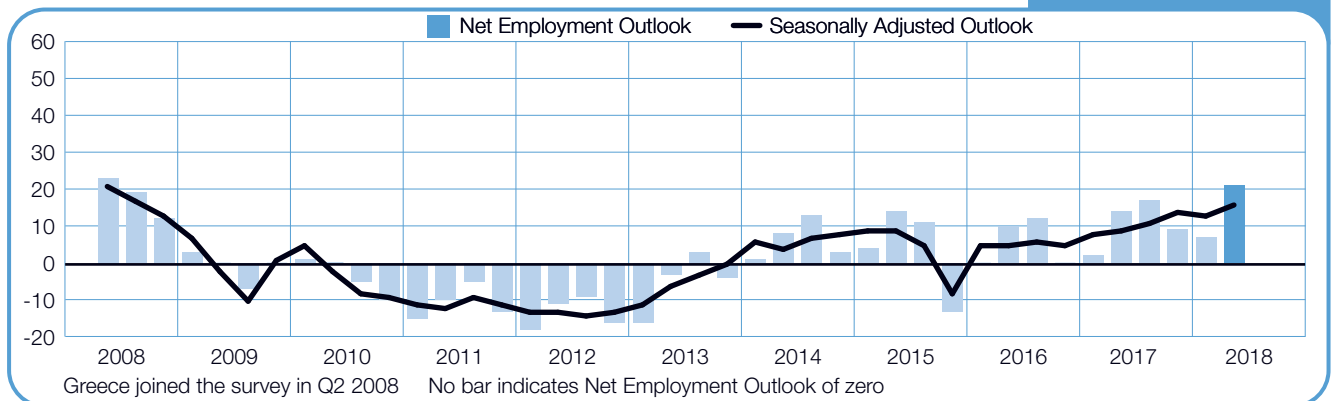
Germany

+10 (+8)%



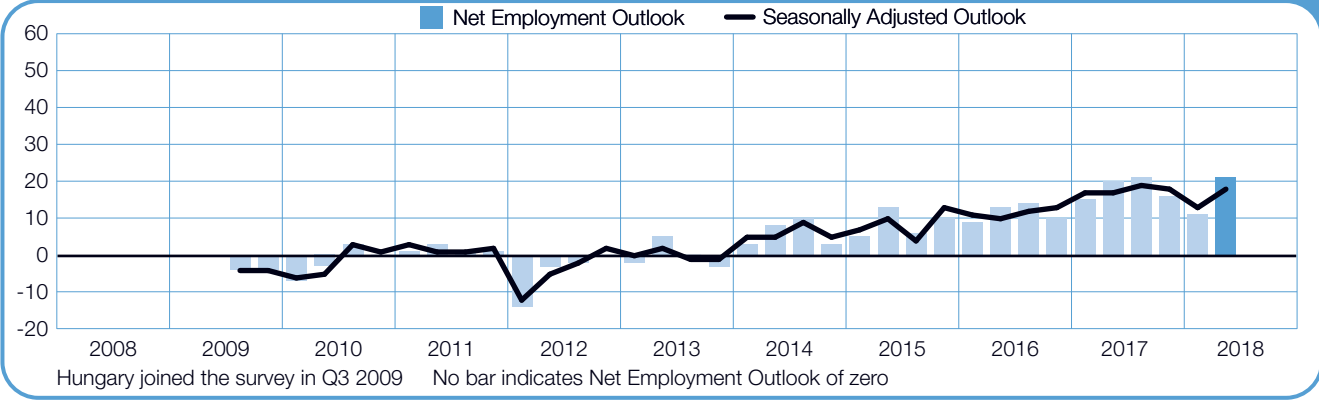
Greece

+21 (+16)%



Hungary

+21 (+18)%



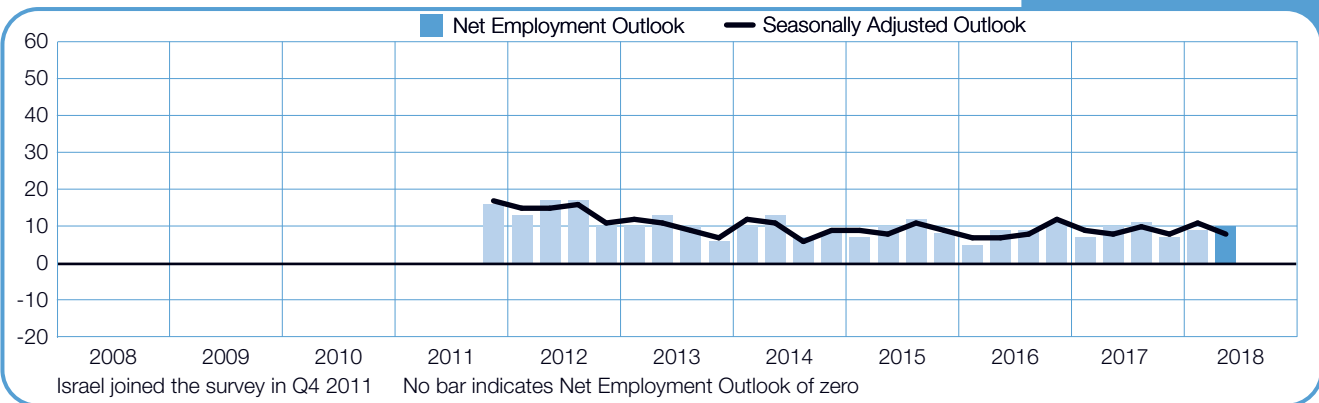
Ireland

+7 (+6)%



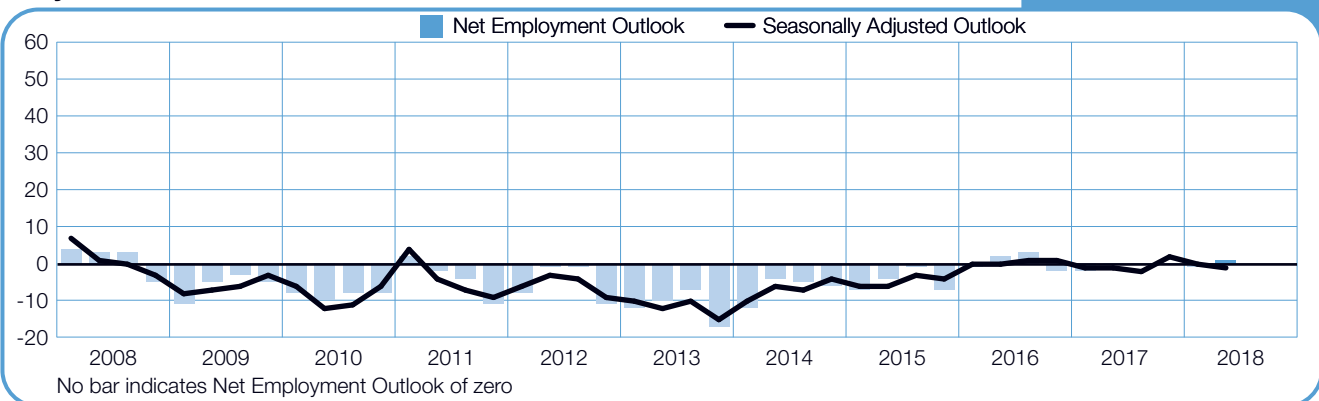
Israel

+10 (+8)%



Italy

+1 (-1)%



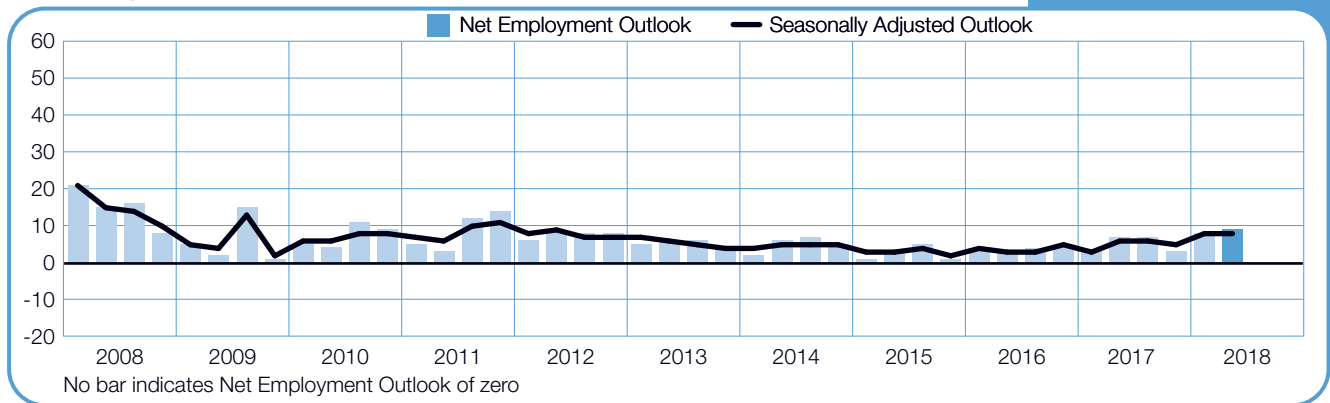
Netherlands

+10 (+9)%



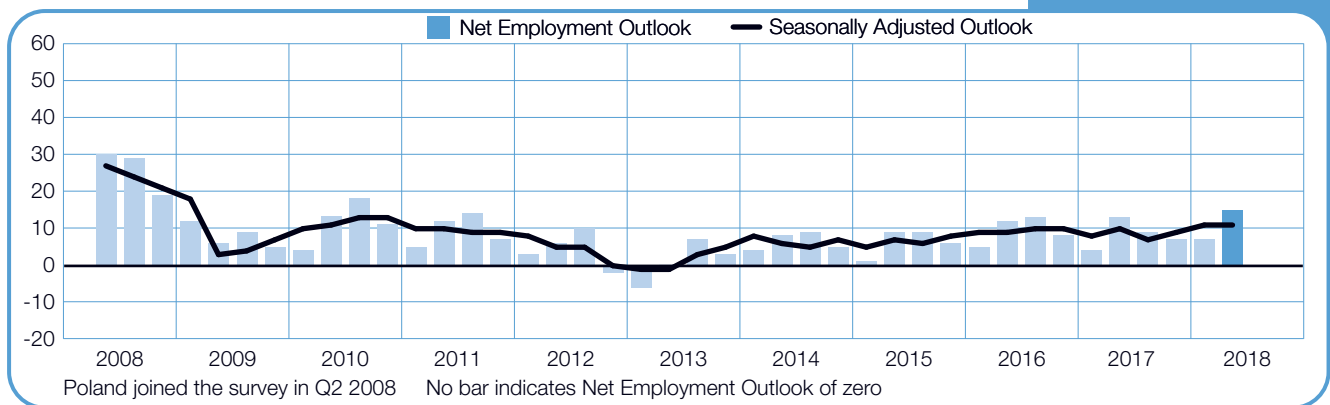
Norway

+9 (+8)%



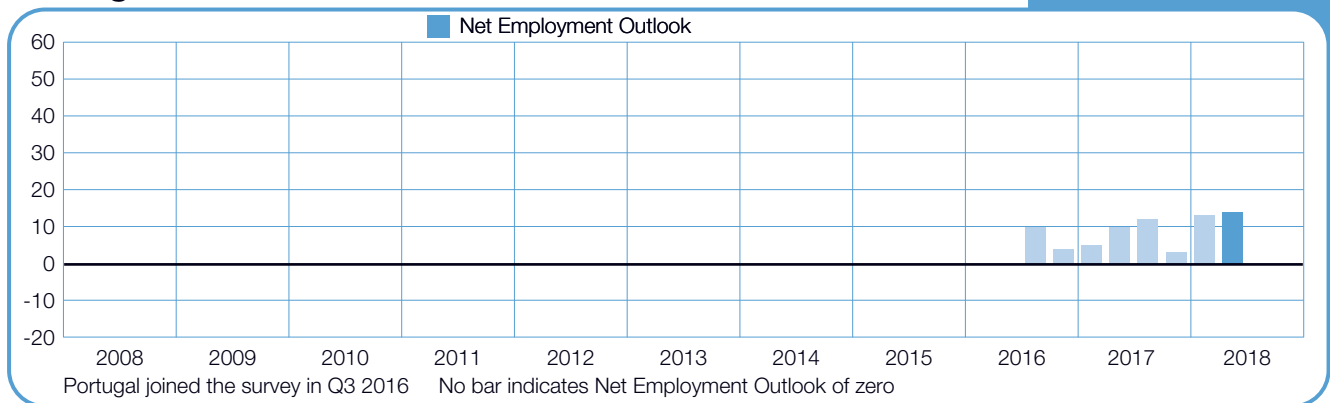
Poland

+15 (+11)%



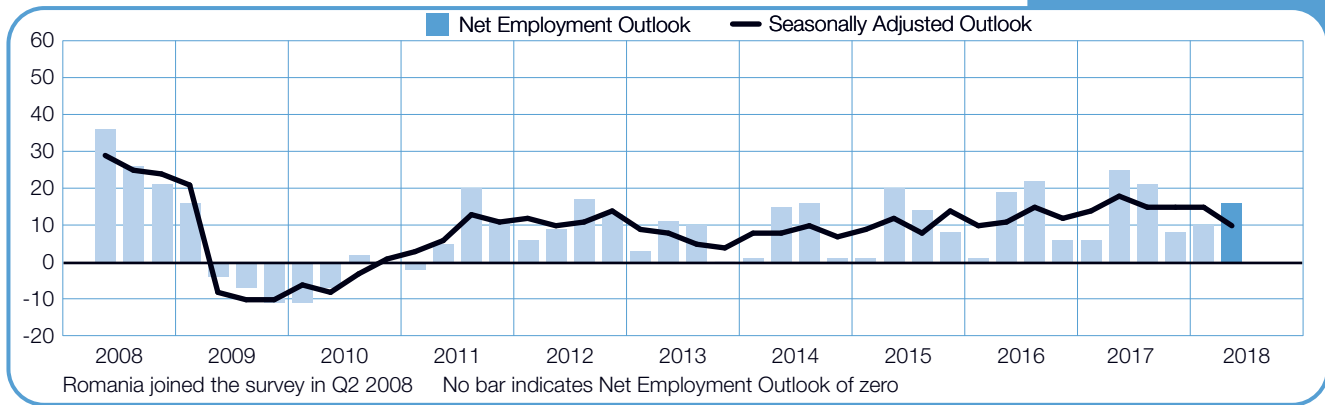
Portugal

+14%



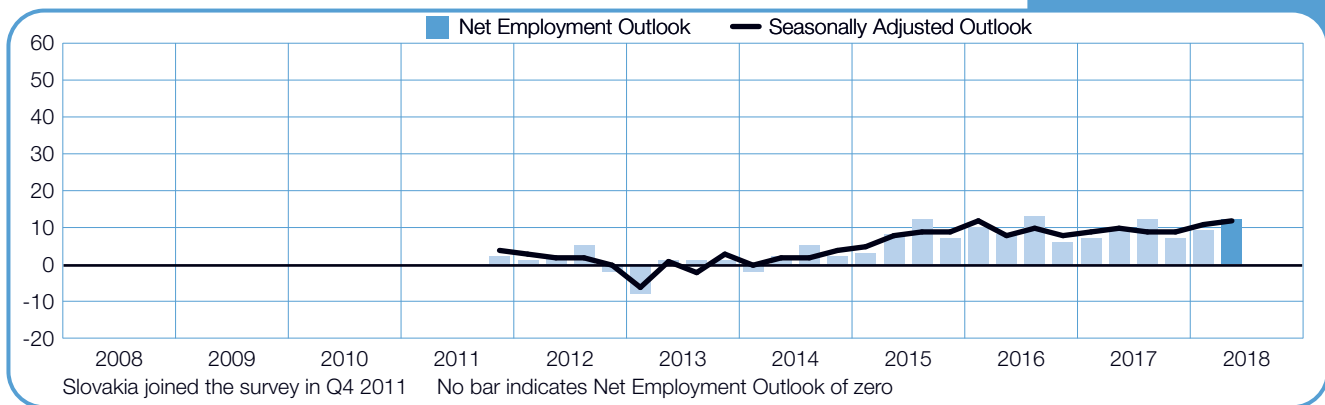
Romania

+16 (+10)%



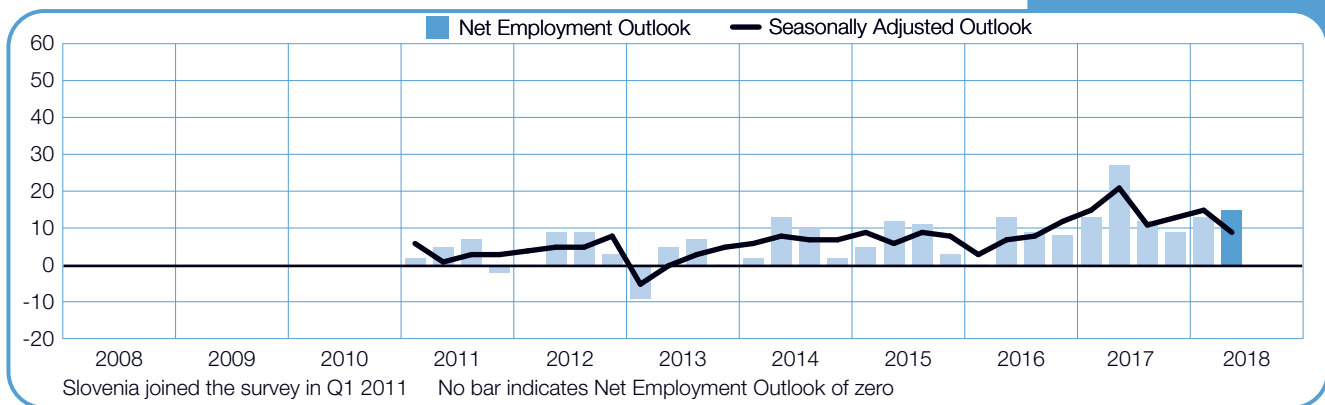
Slovakia

+12 (+12)%



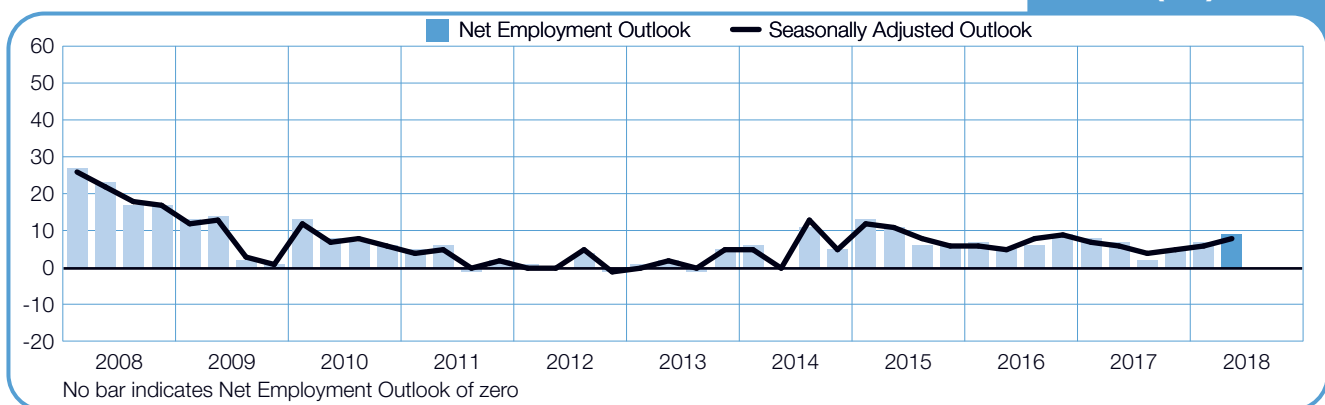
Slovenia

+15 (+9)%



South Africa

+9 (+8)%



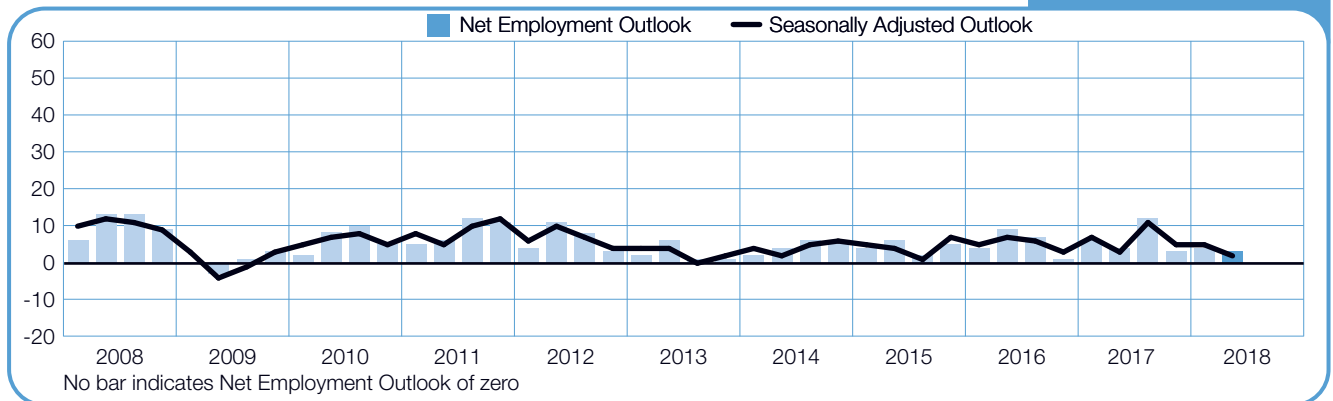
Spain

+4 (+2)%



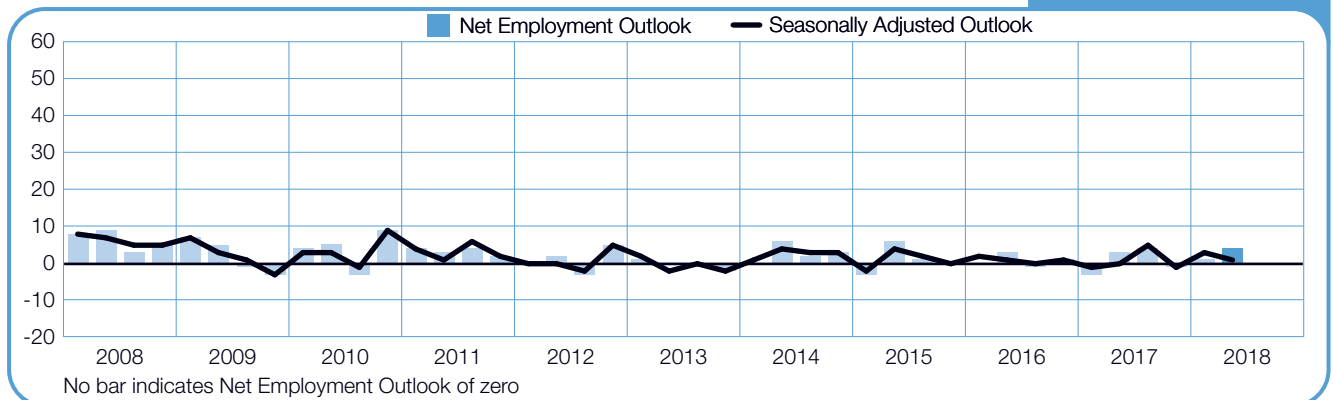
Sweden

+3 (+2)%



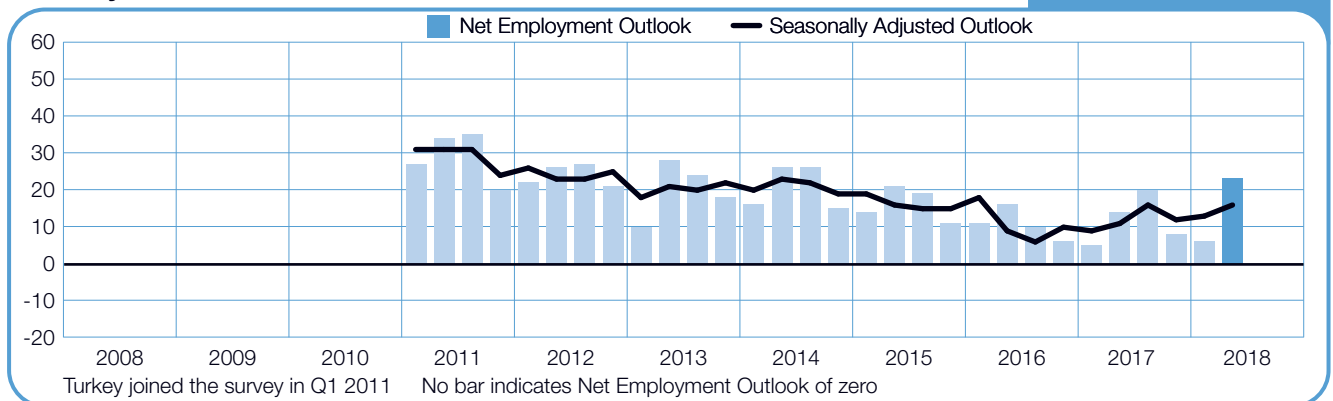
Switzerland

+4 (+1)%



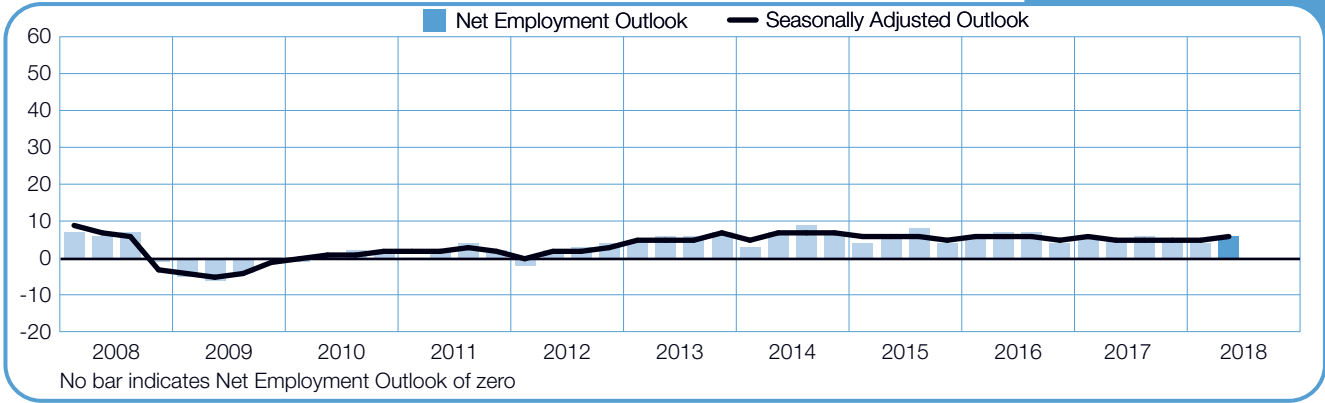
Turkey

+23 (+16)%



United Kingdom

+6 (+6)%



International Comparisons – Americas

Over 23,000 employers from 10 countries across North, Central and South America were interviewed to gain insight into expected second-quarter hiring activity. Employers report positive forecasts in each of the 10 countries. However, hiring intentions differ markedly across the region.

Employers in the United States report the region’s most optimistic second-quarter hiring plans, and the forecast is relatively stable in comparison to three months ago and last year at this time. Once again, job gains are expected in all industry sectors and regions, and the most active hiring pace is expected in the Leisure & Hospitality sector. Strong payroll growth is also forecast in the Professional & Business Services and Wholesale & Retail Trade sectors.

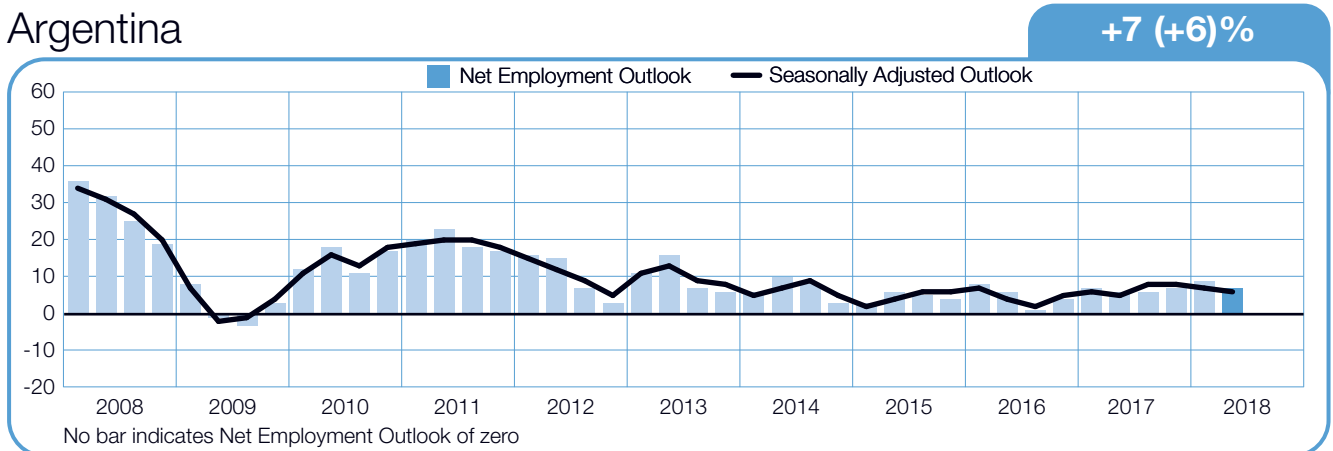
Opportunities for job seekers are also expected to grow in Canada where employer confidence is the strongest reported since Quarter 4 2011. Outlooks are positive across all industry sectors and regions, with one of every five employers surveyed planning to add to their workforces during the April-to-June quarter. Employers in the Public Administration sector and in Quebec report the strongest hiring plans.

Mexican employers continue to forecast steady job gains in the months ahead with staffing level increases projected in all industry sectors and regions. Employers in the Transport & Communication sector expect the strongest job gains, and the sector’s forecast is moderately stronger in both quarter-over-quarter and year-over-year comparisons.

More modest hiring intentions are reported across Central America. Opportunities for job seekers in Guatemala are expected to remain favourable, particularly in the Construction sector where employers report their strongest hiring plans since Quarter 3 2014. Meanwhile, Costa Rica’s Outlook weakens considerably from three months ago, but employers still anticipate some job gains across all industry sectors. The region’s most conservative Outlook is reported in Panama where hiring intentions remain positive across all sectors but are depressed by the weakest Transport & Communication forecast reported since the survey started in Quarter 2 2010.

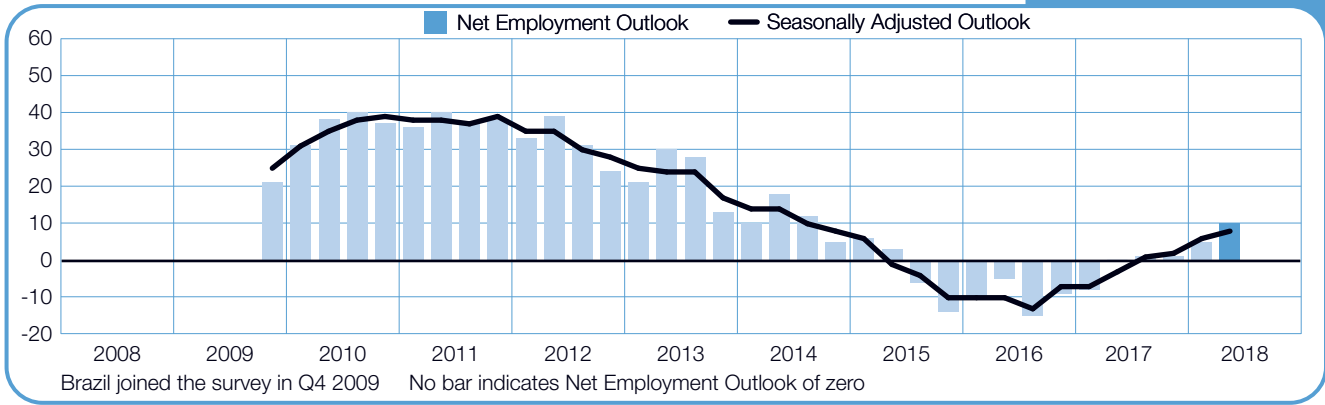
Outlooks are mixed in South America, but job seekers are still expected to find varying levels of opportunity in all countries. Employer confidence softens in Peru in comparison to the prior quarter and last year at this time, with the most second-quarter job gains expected in the Finance, Insurance & Real Estate sector. Colombia’s forecast also declines in both quarter-over-quarter and year-over-year comparisons, but employers continue to anticipate payroll gains, particularly in the Construction sector where nearly three of every 10 employers plan second-quarter hiring. Argentina’s forecast remains modest, but employers report positive hiring intentions in each of the nine industry sectors. Meanwhile, employer confidence in Brazil continues to gain traction; hiring plans have steadily improved for five consecutive quarters, and the forecast is now stronger than at any point since Quarter 4 2014.

Argentina



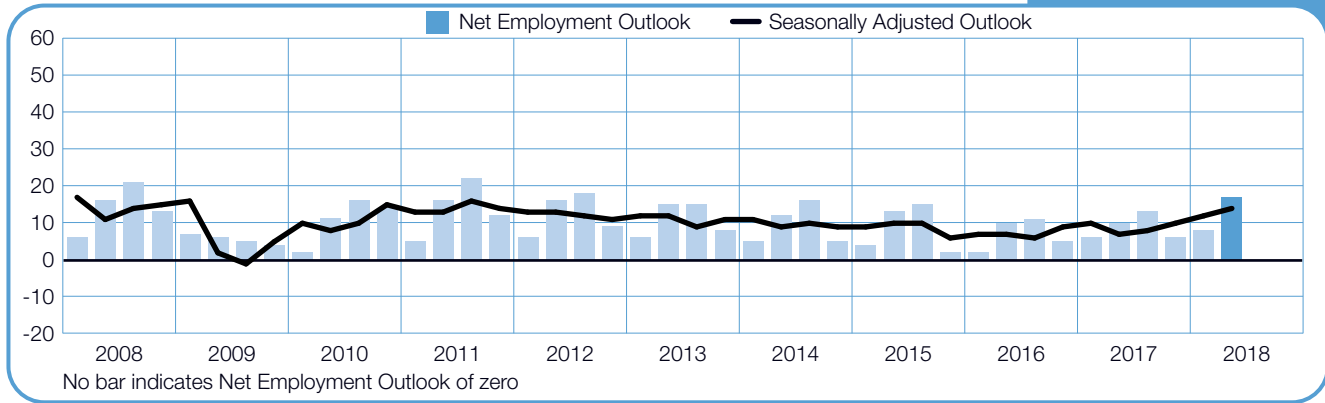
Brazil

+10 (+8)%



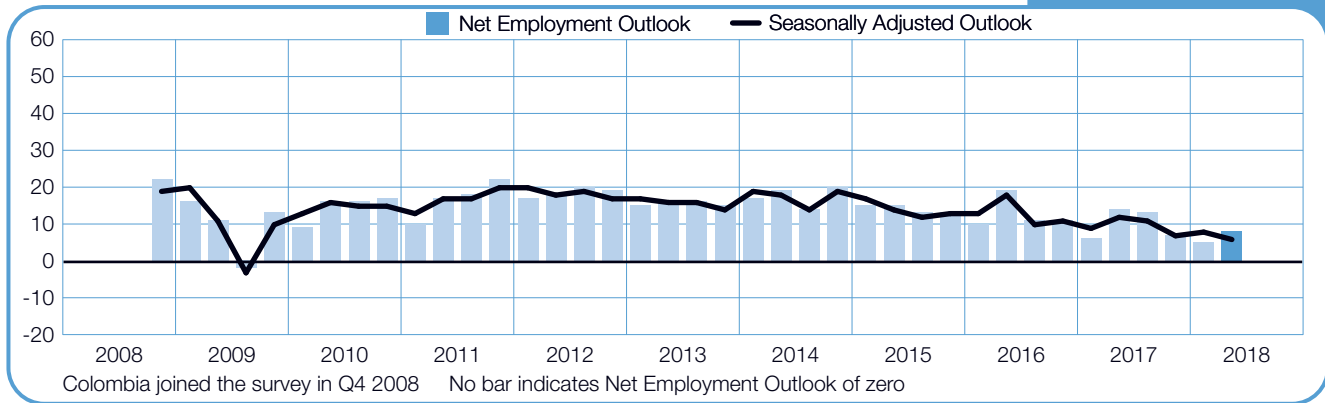
Canada

+17 (+14)%



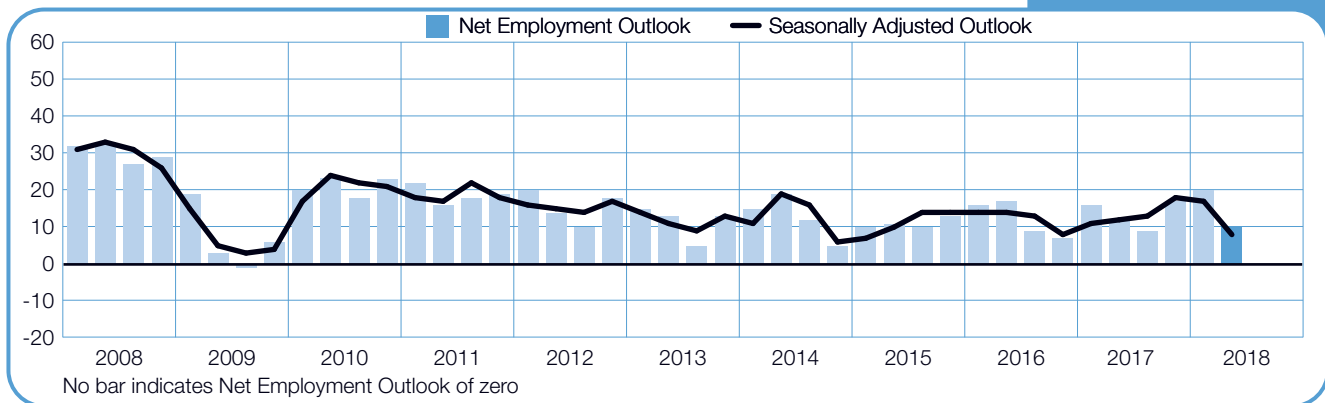
Colombia

+8 (+6)%



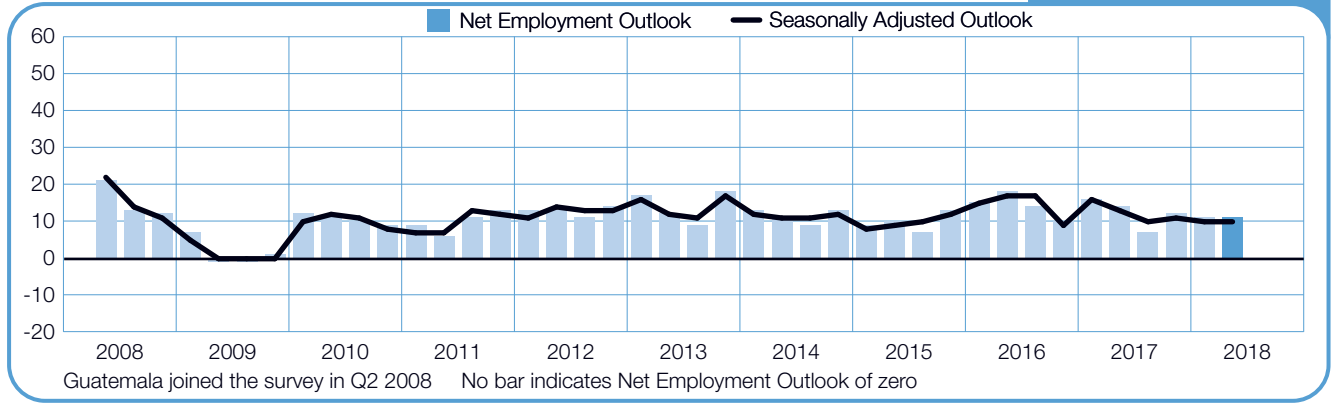
Costa Rica

+10 (+8)%



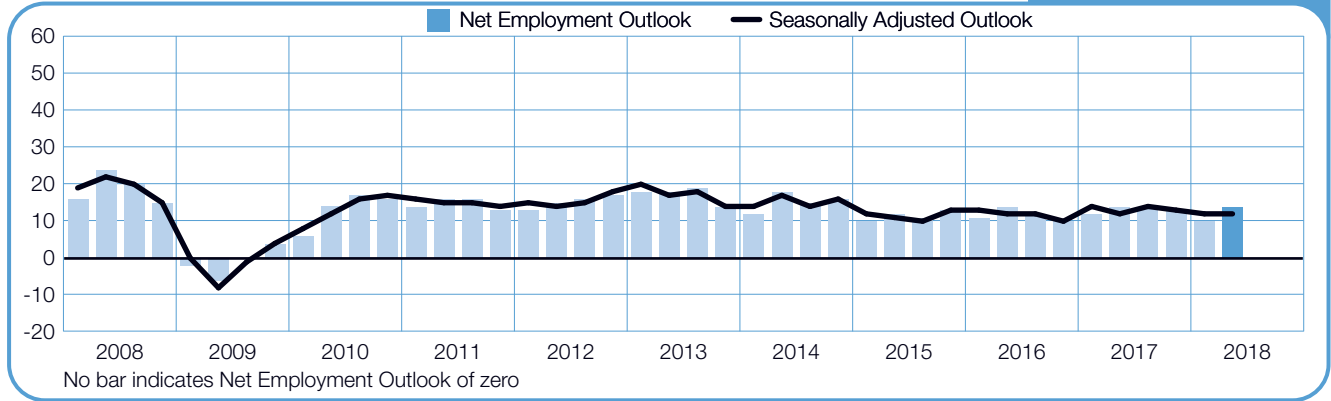
Guatemala

+11 (+10)%



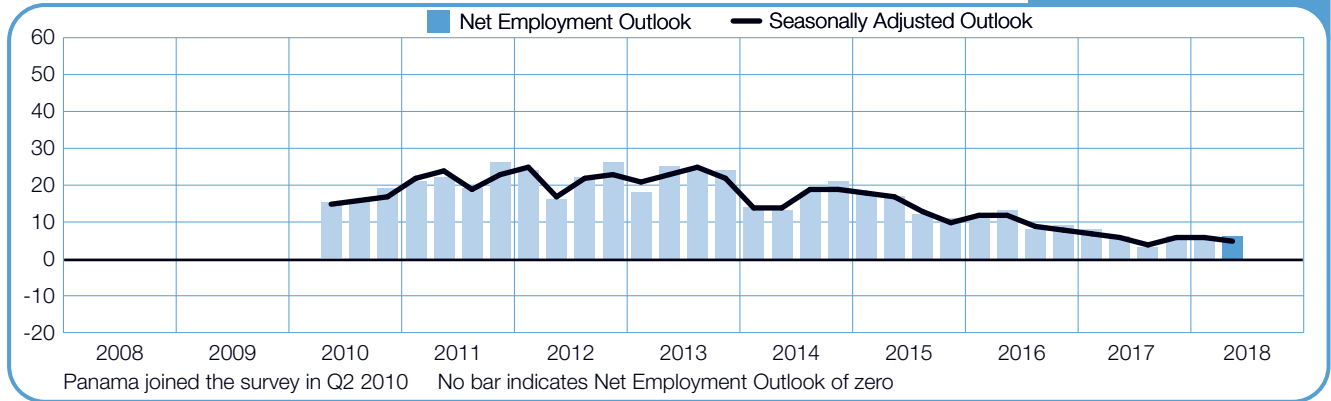
Mexico

+14 (+12)%



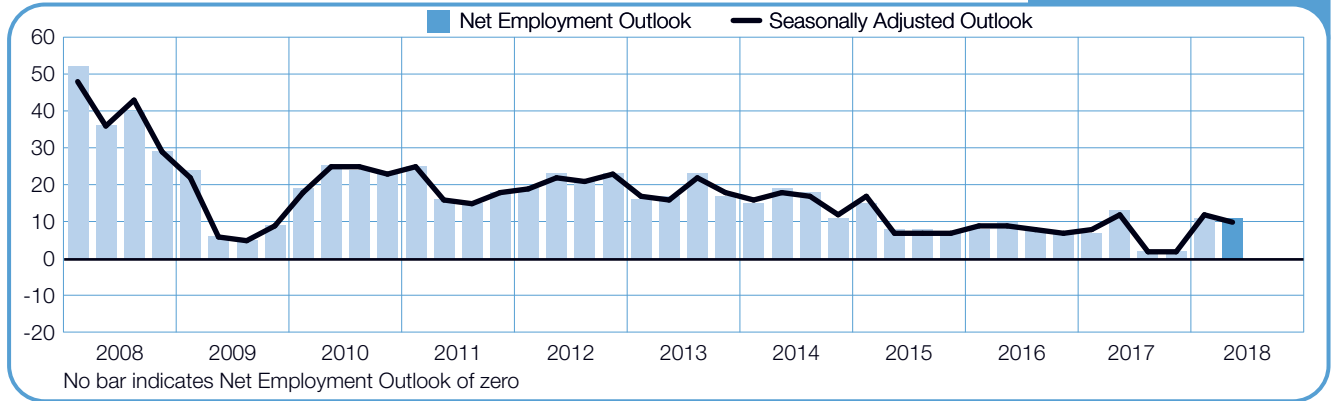
Panama

+6 (+5)%



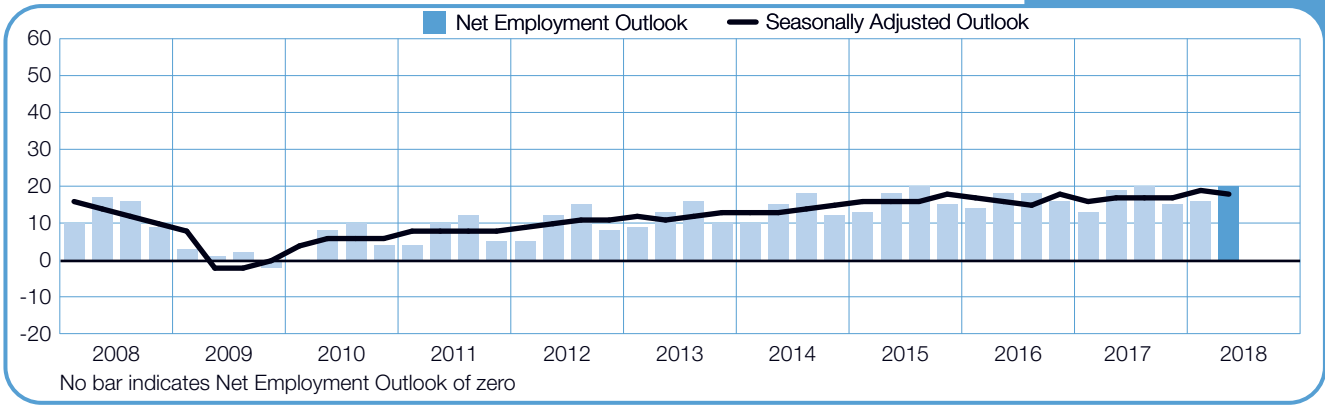
Peru

+11 (+10)%



United States of America

+20 (+18)%



International Comparisons – Asia Pacific

ManpowerGroup surveyed 14,500 employers 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. Employers in Taiwan and Japan report the strongest second-quarter hiring plans, while those in Australia and China report the weakest.

Activity in Taiwan’s labour market is expected to remain strong through the end of June. Forecasts indicate that opportunities for job seekers will remain solid in most industry sectors with the brightest job prospects reported in the Finance, Insurance & Real Estate sector. Overall, three of every 10 Taiwanese employers said they expect staffing levels to increase in the April-June quarter.

Confidence among Japan’s employers is similarly strong. Employers forecast payroll growth in each of Japan’s industry sectors and regions, with the most aggressive hiring efforts expected in the Mining & Construction sector. Job prospects are also bright in the Transportation & Utilities sectors where employers report their strongest hiring plans since Quarter 2 2008.

In Hong Kong the hiring climate is expected to remain favourable to job seekers. Outlooks are positive across all industry sectors, particularly in the Finance, Insurance & Real Estate sector where the forecast has improved steadily for four consecutive quarters and is the strongest reported since Quarter 4 2011.

Hiring plans in India weaken in comparison to both the prior quarter and last year at this time. However, the second-quarter survey reveals that, although the hiring pace will slow, few staff reductions are expected.

In fact, of the more than 4,600 employers surveyed in India, 0 percent expressed any expectations to reduce payrolls in the next three months.

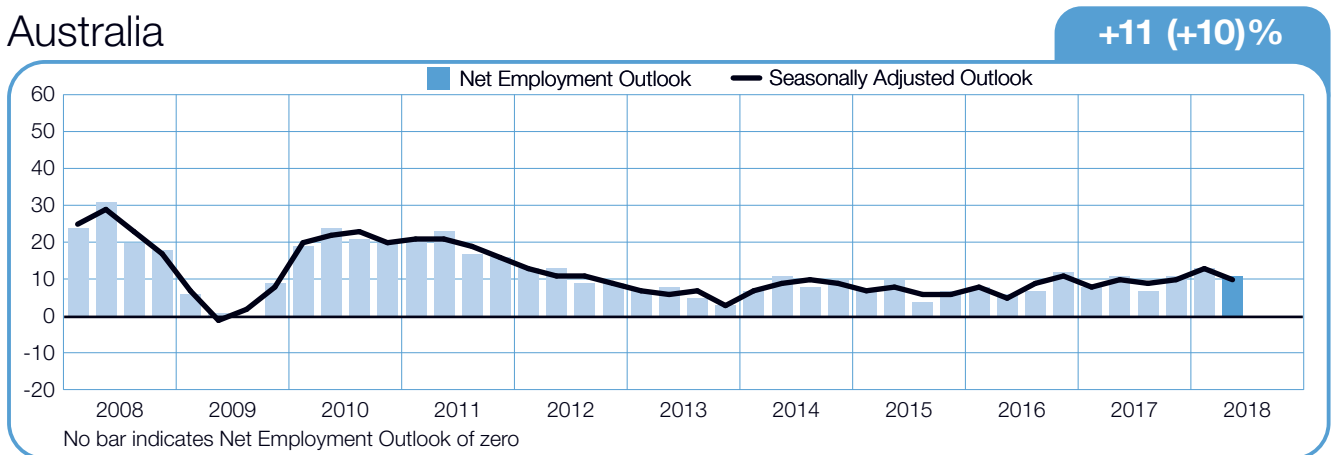
Australia’s forecast softens slightly in comparison to the prior quarter, which was incidentally the most optimistic forecast reported in this country since 2012. Employer confidence remains positive with job gains forecast across all seven industry sectors and in all but one region. Employers in the Services and Transportation & Utilities sectors report the strongest hiring intentions.

Employer confidence in New Zealand also weakens slightly in comparison to three months ago and last year at this time. Outlooks remain positive across all industry sectors and in all regions. However, hiring intentions decline sharply from three months ago in both the Finance, Insurance & Real Estate and Public Administration/Education sectors. The strongest second-quarter job prospects are reported in the country’s large organisations (250+ employees) where four of every 10 employers surveyed said they planned to add to payrolls over the next three months.

The hiring climate in Singapore is expected to remain favourable with positive forecasts reported in all industry sectors. Opportunities for job seekers are expected to be strongest in the Public Administration/Education and Finance, Insurance & Real Estate sectors.

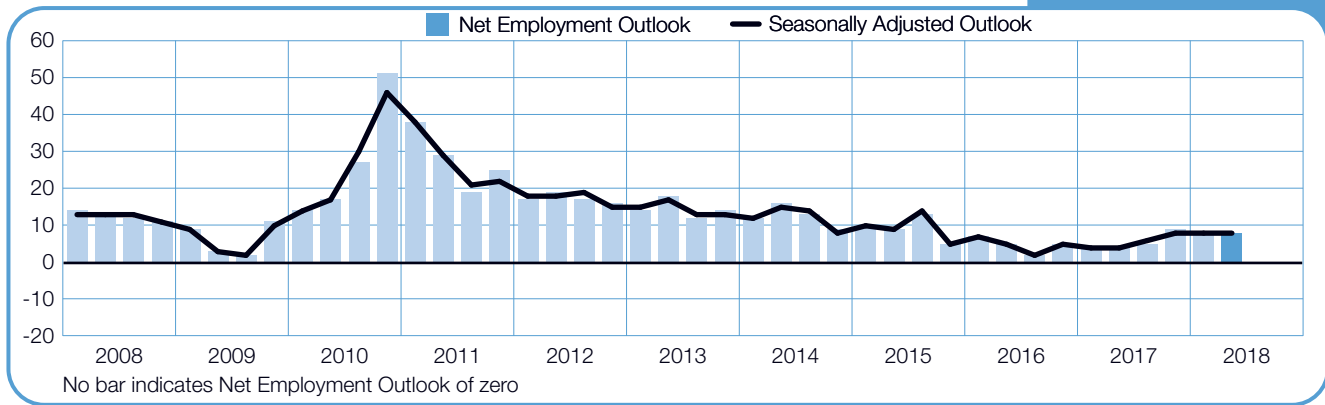
Chinese employers continue to anticipate modest job growth in the April-June quarter with the most hiring activity expected in the Finance, Insurance & Real Estate sector and in the Services sector where employers report the strongest forecast in nearly three years.

Australia



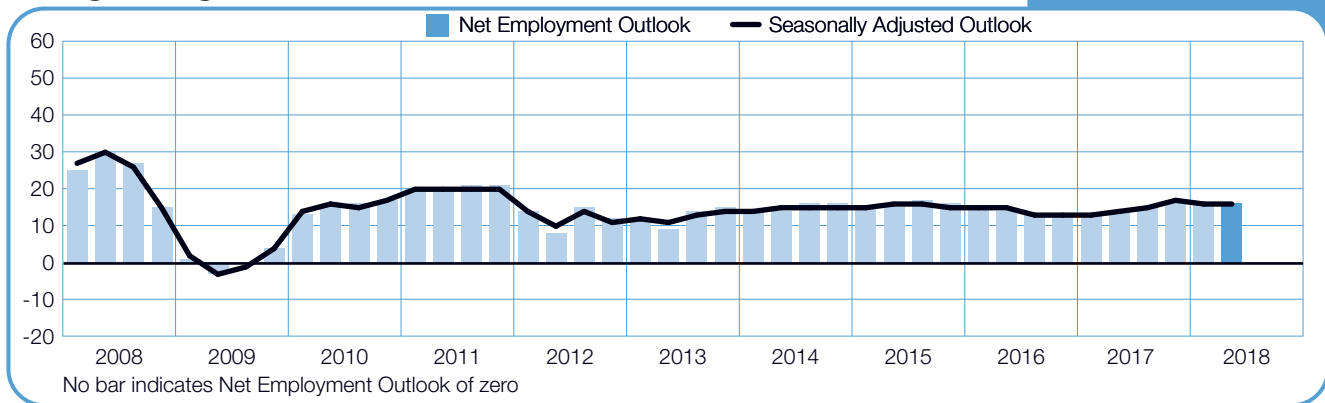
China

+8 (+8)%



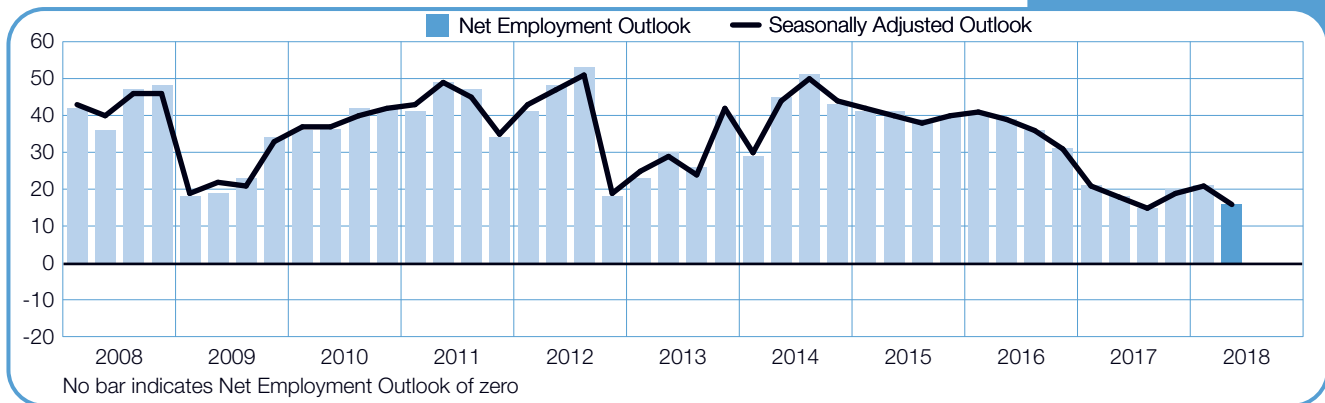
Hong Kong

+16 (+16)%



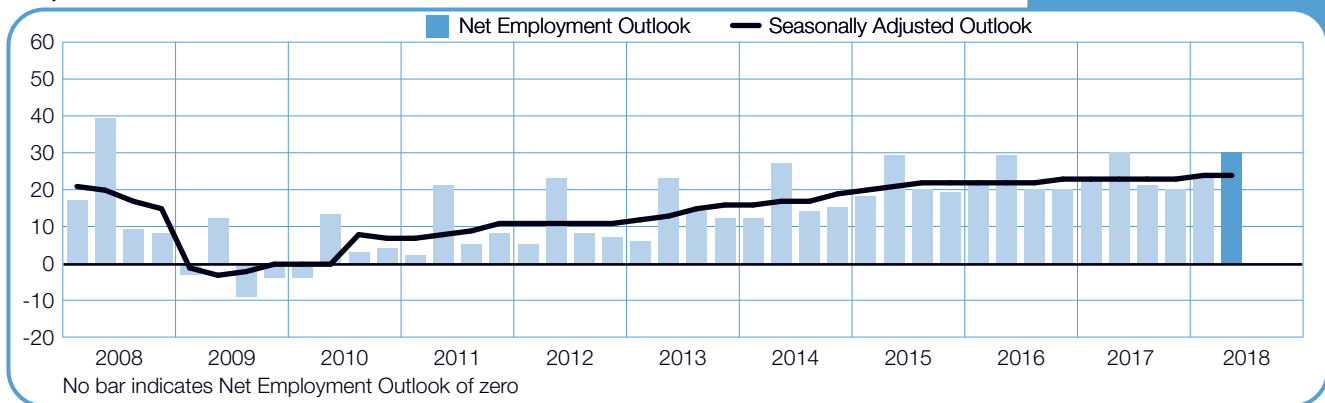
India

+16 (+16)%



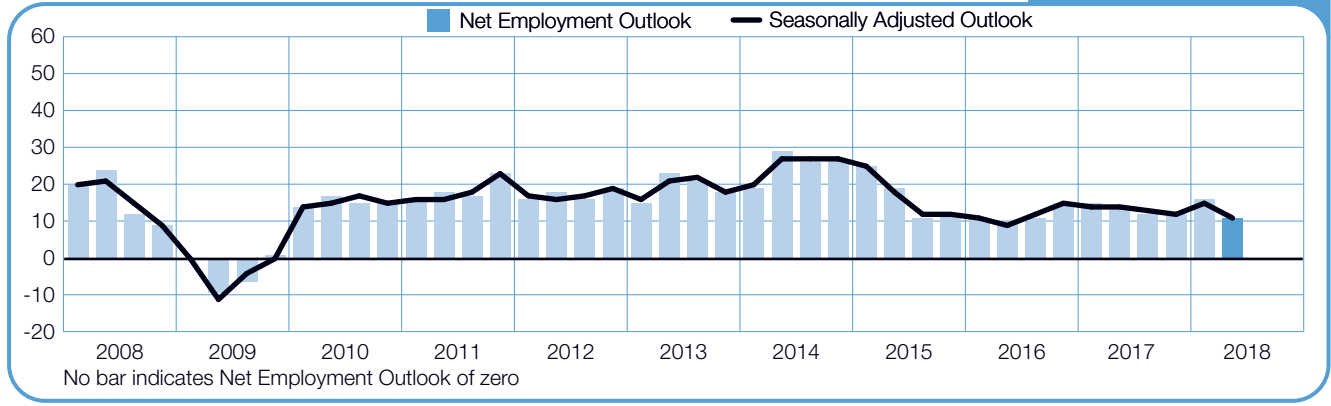
Japan

+30 (+24)%



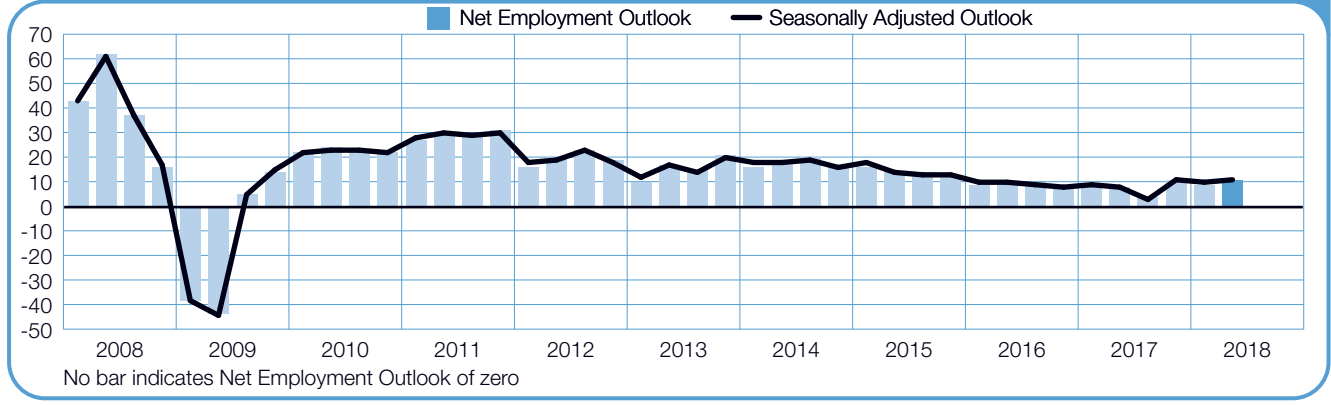
New Zealand

+11 (+11)%



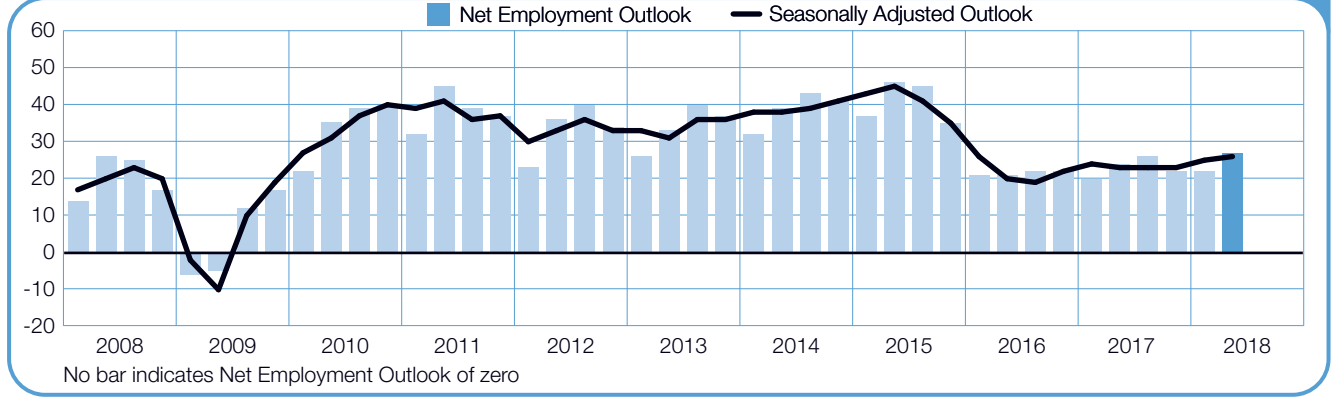
Singapore

+11 (+11)%



Taiwan

+27 (+26)%



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 55 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 over 59,000 public and private employers across 44 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 55 years the survey has derived all of its information from a single question:

For the Quarter 2 2018 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 June 2018 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 2,102 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 Croatia and Portugal. 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), the leading global workforce solutions company, helps organisations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World’s Most Ethical Companies for the eighth 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 is powering the future of work: www.manpowergroup.com.

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