

**Manpower  
Employment  
Outlook Survey  
Australia**

**Q1  
2016**



# Australian Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2016 was conducted by interviewing a representative sample of 1,503 employers in Australia.

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

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# Australian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Jan-Mar 2016</b>	<b>15</b>	<b>7</b>	<b>76</b>	<b>2</b>	<b>8</b>	<b>8</b>
Oct-Dec 2015	13	6	80	1	7	7
July-Sep 2015	12	8	76	4	4	6
Apr-June 2015	21	11	67	1	10	8
Jan-Mar 2015	19	12	68	1	7	7



Australian employers report cautiously optimistic hiring intentions for the upcoming quarter. With 15% of employers forecasting an increase in staffing levels, 7% anticipating a decrease and 76% expecting no change, the resulting Net Employment Outlook is +8%.

Once the data is adjusted to allow for seasonal variation, the outlook also stands at +8%. Hiring prospects 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

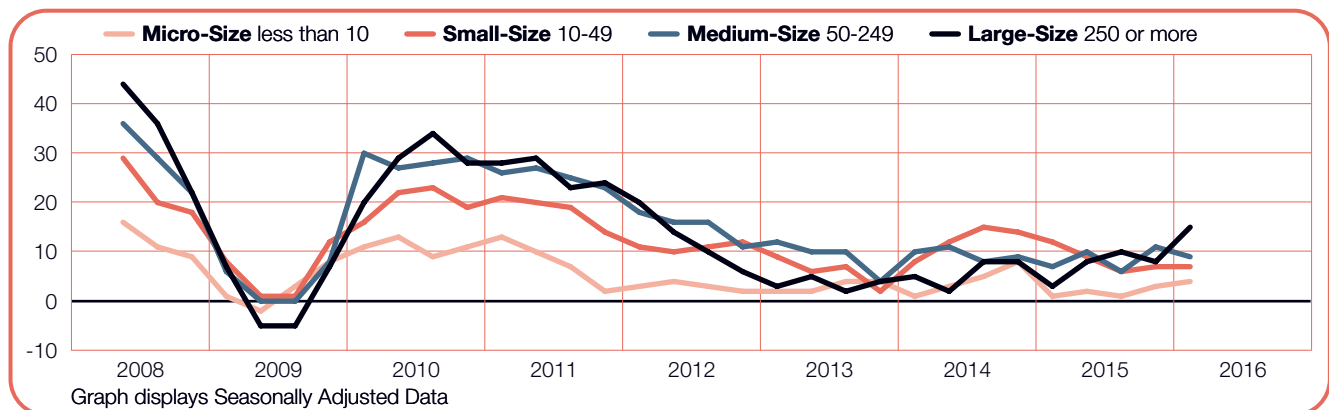
Participating employers are categorised into one of four organisation sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers anticipate workforce gains in all four organisation size categories during the next three months. Large employers report the strongest hiring prospects with a Net Employment Outlook of +15%. Elsewhere, outlooks of +9% and +7% are reported by Medium- and Small-size employers, respectively, while the outlook for Micro firms stands at +4%.

Quarter-over-quarter, Large employers report an improvement of seven percentage points, but the outlook for Medium employers is two percentage points weaker. Micro employers report relatively stable hiring plans and the outlook for Small firms is unchanged.

Year-over-year, hiring intentions strengthen in three of the four organisation size categories. The most noteworthy increase of 12 percentage points is reported by Large employers, while outlooks are three and two percentage points stronger for Micro- and Medium-size employers, respectively. However, Small employers report a decline of five percentage points.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	7	4	87	2	3	4
<b>Small-Size</b> 10-49	14	7	78	1	7	7
<b>Medium-Size</b> 50-249	17	8	73	2	9	9
<b>Large-Size</b> 250 or more	24	10	63	3	14	15



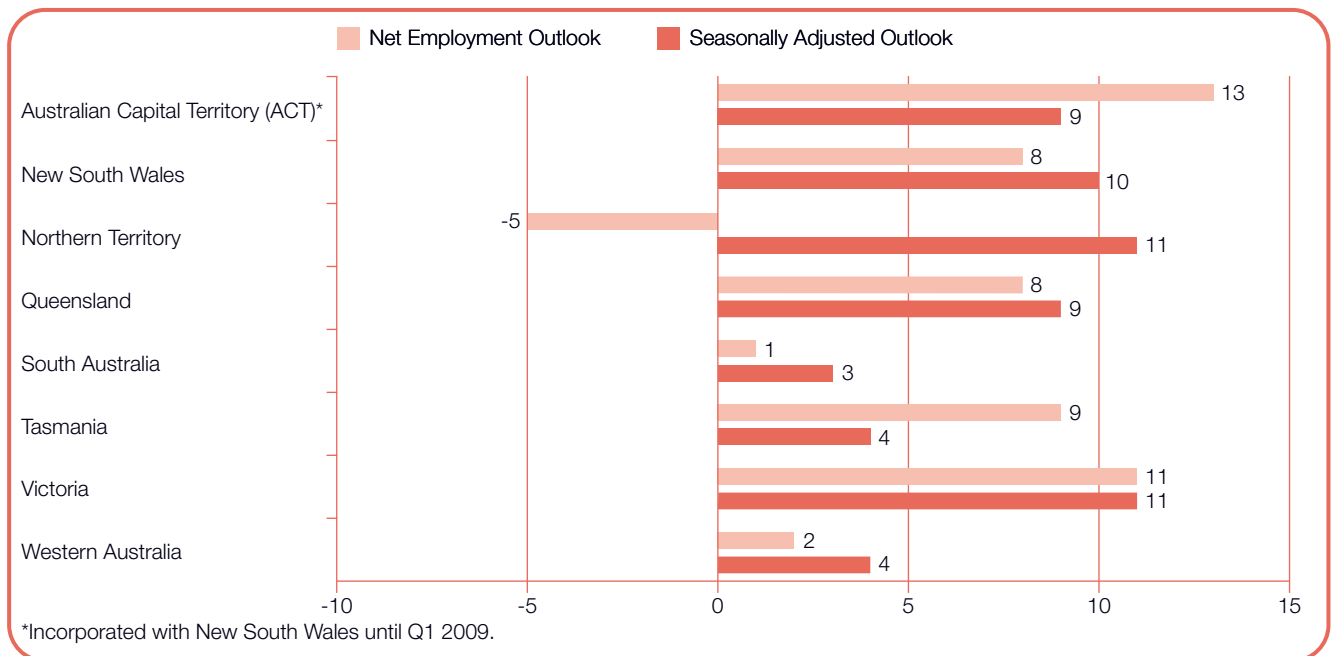
# Regional Comparisons

Payrolls are expected to increase in all eight regions during the January-March period. Employers in both Victoria and the Northern Territory anticipate steady job gains, reporting Net Employment Outlooks of +11%. Elsewhere, the outlook for New South Wales stands at +10% while outlooks of +9% are reported in both Queensland and Australian Capital Territory (ACT). Meanwhile, South Australia employers report the weakest hiring plans with an outlook of +3%.

When compared with the previous quarter, hiring intentions strengthen in four of the eight regions, most notably by 12 percentage points in Northern Territory.

Elsewhere, outlooks are three and two percentage points stronger in Western Australia and Victoria, respectively. However, hiring prospects weaken in two regions, including Tasmania where employers report a decline of five percentage points.

Year-over-year, outlooks improve in four of the eight regions. ACT employers report an increase of 10 percentage points while outlooks are six and four percentage points stronger in Victoria and South Australia, respectively. Meanwhile, hiring plans weaken in four regions, most notably by seven percentage points in Tasmania and by four percentage points Queensland.



**+13 (+9)%**

## Australian Capital Territory (ACT)

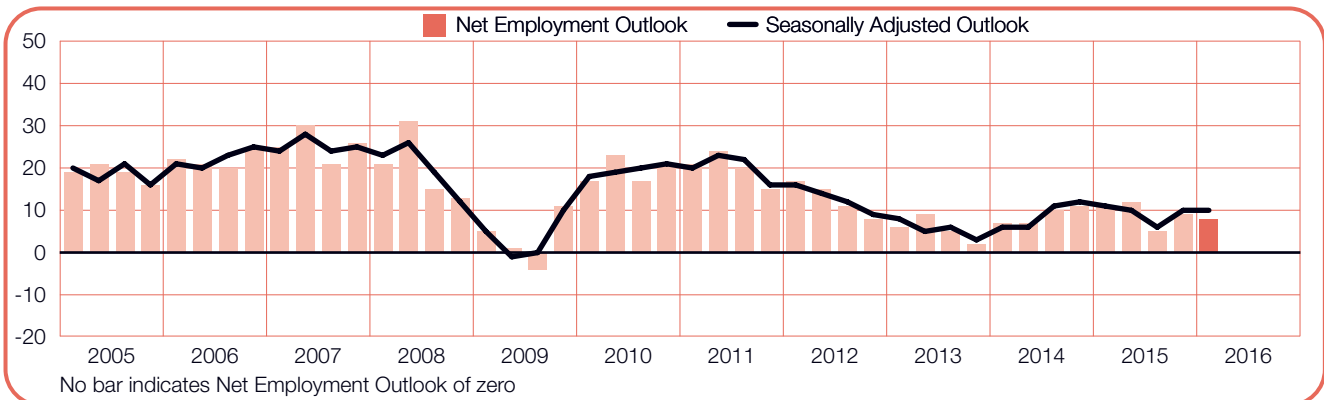
Job seekers can expect a fair hiring climate in the next three months, according to employers who report a Net Employment Outlook of +9%. Hiring prospects are two percentage points weaker when compared with the previous quarter but improve by 10 percentage points year-over-year.



**+8 (+10)%**

## New South Wales

For the second consecutive quarter, employers report cautiously optimistic hiring plans with a Net Employment Outlook of +10%. Hiring intentions also remain relatively stable when compared with Quarter 1 2015.



**-5 (+11)%**

## Northern Territory

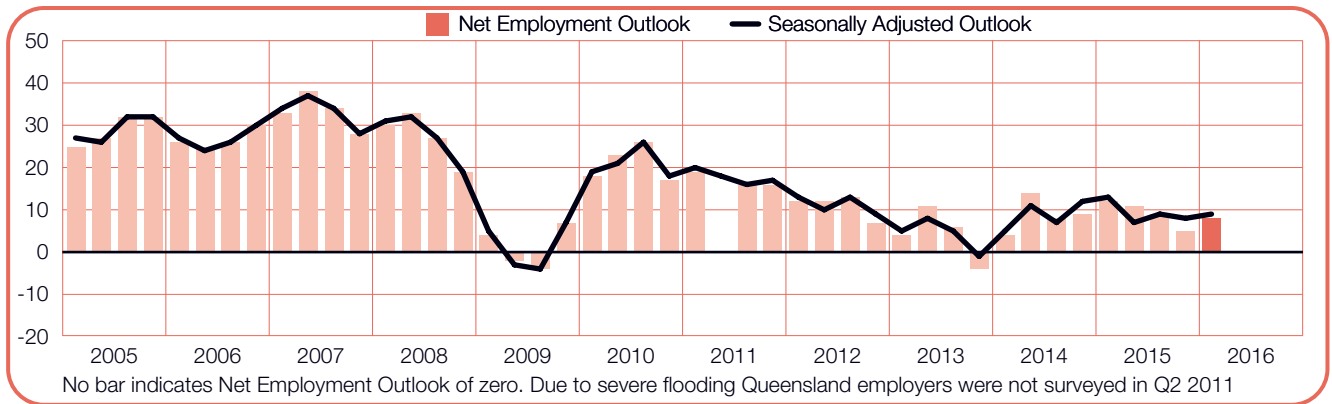
Respectable workforce growth is anticipated in the next three months with employers reporting a Net Employment Outlook of +11%. Hiring prospects are 12 percentage points stronger when compared with the previous quarter but decline by two percentage points year-over-year.



**+8 (+9)%**

## Queensland

Reporting a Net Employment Outlook of +9%, employers forecast a fair hiring climate for the January-March time frame. Hiring intentions remain relatively stable quarter-over-quarter but decline by four percentage points year-over-year.



**+1 (+3)%**

## South Australia

Job seekers can expect the modest hiring pace to continue in the upcoming quarter, according to employers who report a Net Employment Outlook of +3% for the third consecutive quarter. When compared with Quarter 1 2015, hiring prospects improve by four percentage points.



**+9 (+4)%**

## Tasmania

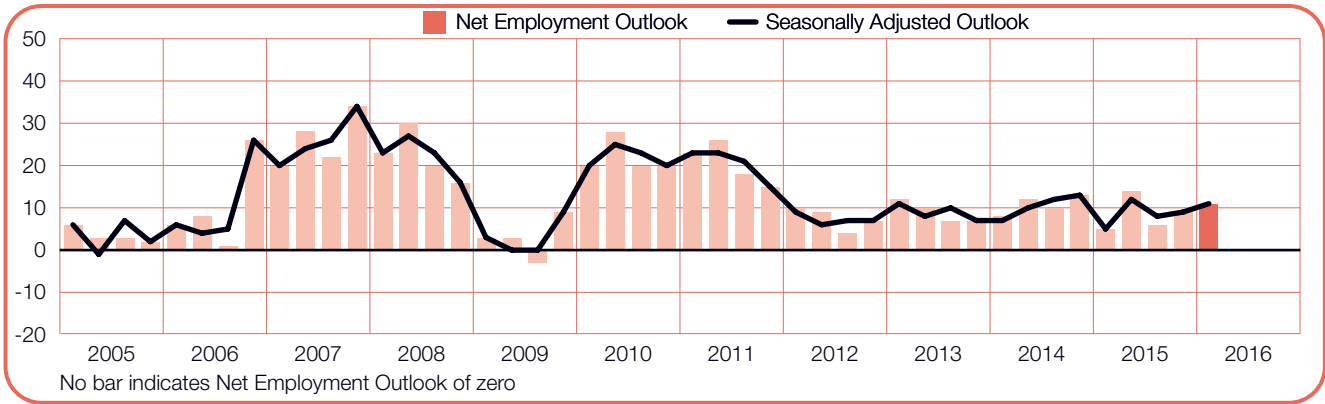
Some payroll gains are anticipated in Quarter 1 2016 with employers reporting a Net Employment Outlook of +4%. However, the outlook declines by five and seven percentage points quarter-over-quarter and year-over-year, respectively.



**+11 (+11)%**

## Victoria

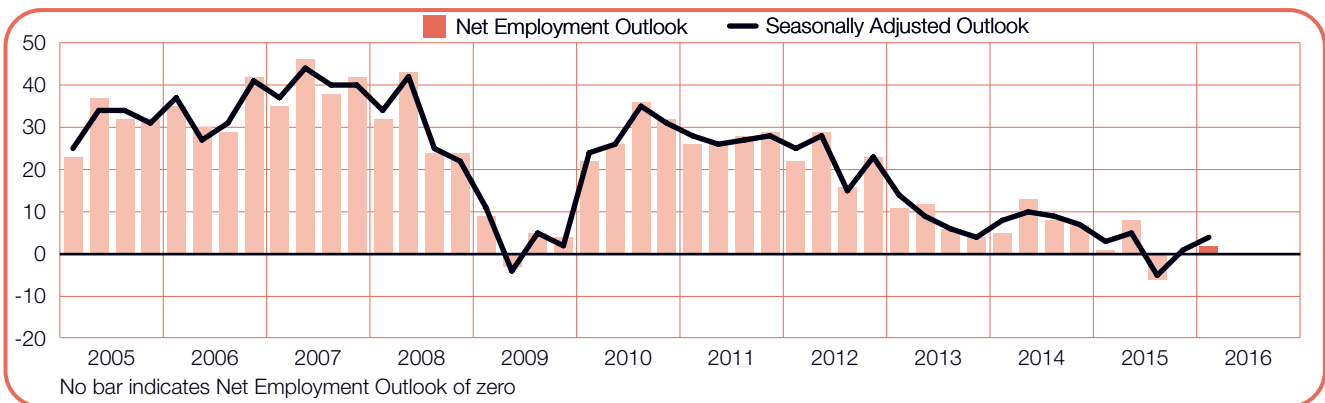
Employers expect a steady hiring pace in the forthcoming quarter, reporting a Net Employment Outlook of +11%. Hiring intentions improve by two percentage points when compared with the previous quarter and are six percentage points stronger year-over-year.



**+2 (+4)%**

## Western Australia

Employers forecast some hiring opportunities in the January-March time frame, reporting a Net Employment Outlook of +4%. The outlook improves by three percentage points quarter-over-quarter while remaining relatively stable year-over-year.





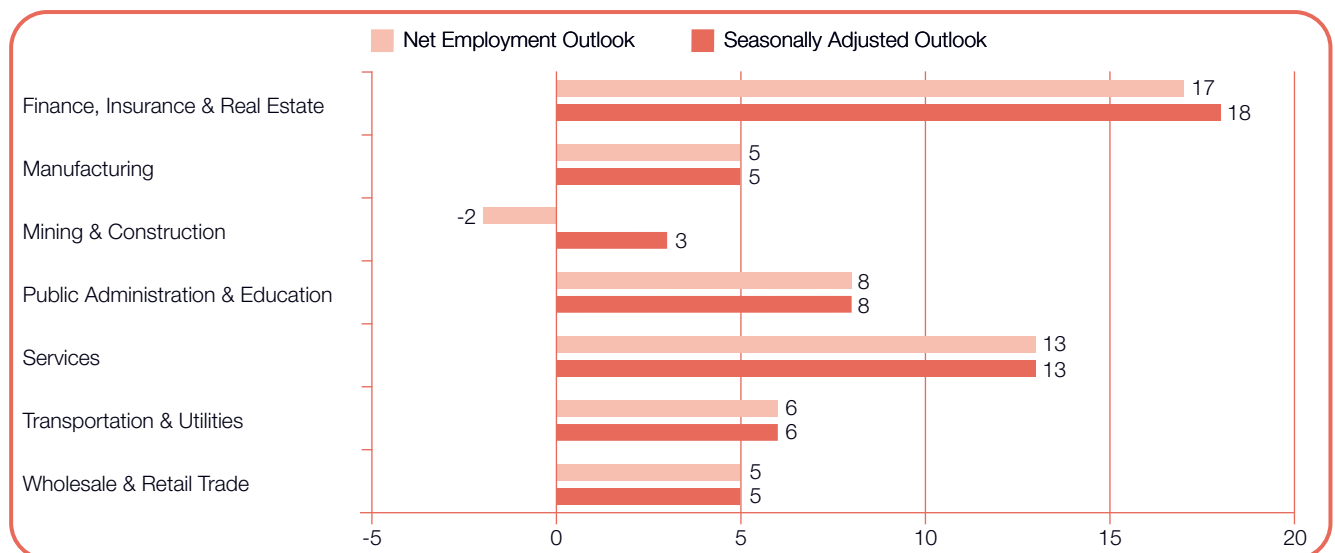
# Sector Comparisons

Employers in all seven industry sectors forecast payroll gains during Quarter 1 2016. The strongest labour market is anticipated by Finance, Insurance & Real Estate sector employers who report a Net Employment Outlook of +18%. Services sector employers expect steady job gains, reporting an outlook of +13%, while the outlook for the Public Administration & Education sector stands at +8%. Modest hiring activity is forecast for the Transportation & Utilities sector where employers report an outlook of +6%. Meanwhile, the weakest outlook of +3% is reported in the Mining & Construction sector.

When compared with the previous quarter, hiring prospects weaken in three of the seven industry sectors, most notably declining by two percentage points in both the Finance, Insurance & Real Estate

sector and the Wholesale Trade & Retail Trade sector. However, outlooks strengthen in two sectors, with increases of six and two percentage points reported by employers in the Public Administration & Education sector and the Mining & Construction sector, respectively.

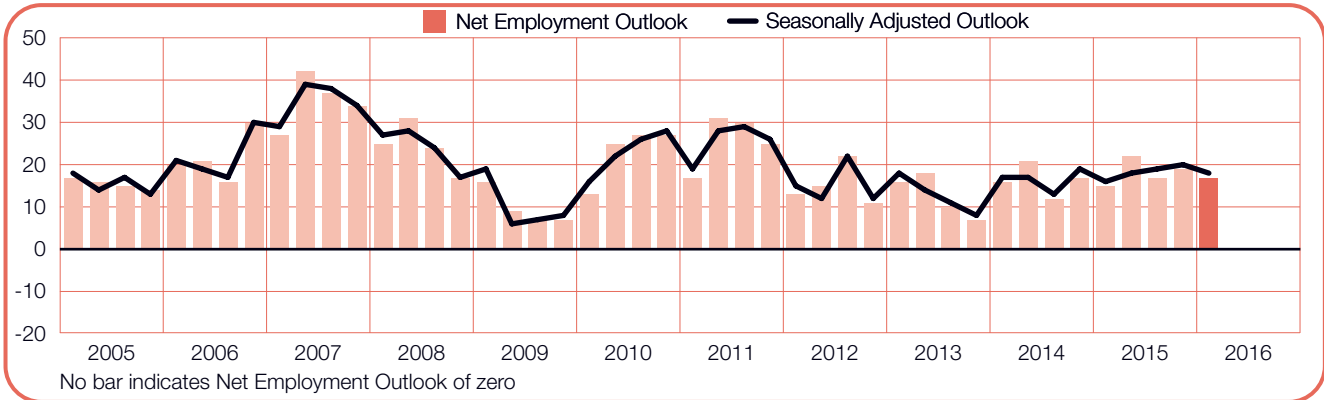
Year-over-year, employers in three of the seven industry sectors report improved hiring intentions. The outlook for the Services sector is four percentage points stronger while an increase of three percentage points is reported by Manufacturing sector employers. Meanwhile, hiring plans weaken in three sectors, with decreases of two percentage points reported in both the Mining & Construction sector and the Transportation & Utilities sector.



**+17 (+18)%**

## Finance, Insurance & Real Estate

The favourable hiring climate is forecast to continue during the January-March period, with employers reporting a Net Employment Outlook of +18%. Hiring plans are two percentage points weaker quarter-over-quarter but improve by two percentage points year-over-year.



**+5 (+5)%**

## Manufacturing

Some workforce gains are anticipated in Quarter 1 2016 with employers reporting a Net Employment Outlook of +5%. Hiring intentions are unchanged when compared with the previous quarter and improve by three percentage points year-over-year.



**-2 (+3)%**

## Mining & Construction

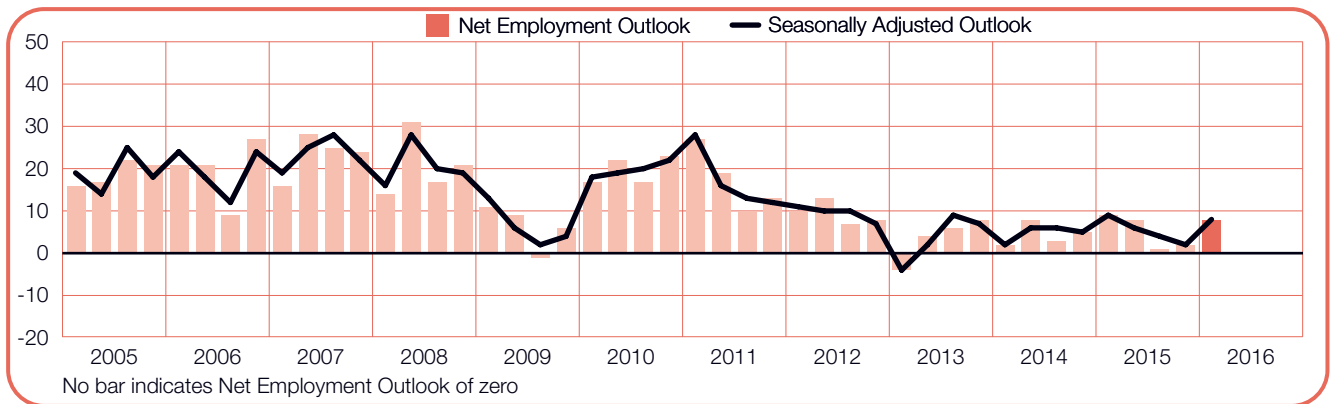
Job seekers can expect modest hiring activity during the upcoming quarter, according to employers who report a Net Employment Outlook of +3%. The outlook improves by two percentage points quarter-over-quarter but is two percentage points weaker year-over-year.



**+8 (+8)%**

## Public Administration & Education

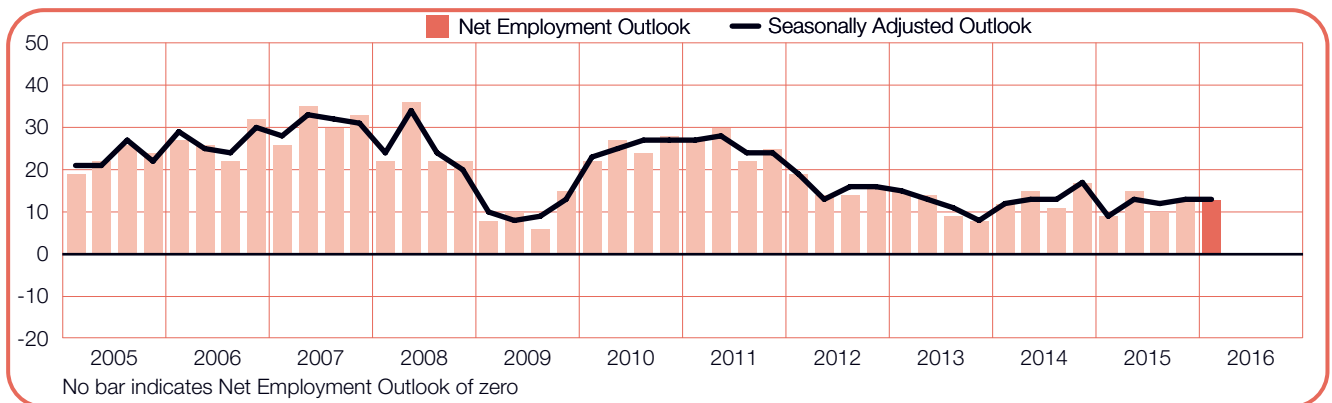
Reporting a Net Employment Outlook of +8%, employers anticipate a cautiously optimistic hiring pace during the next three months. Hiring prospects are six percentage points stronger when compared with Quarter 4 2015 and remain relatively stable year-over-year.



**+13 (+13)%**

## Services

Employers expect steady payroll growth to continue in Quarter 1 2016, reporting a Net Employment Outlook of +13% for the second consecutive quarter. Hiring intentions improve by four percentage points when compared with Quarter 1 2015.



**+6 (+6)%**

## Transportation & Utilities

Job seekers can expect a fair hiring climate in the January-March time frame, according to employers who report a Net Employment Outlook of +6%. The outlook remains relatively stable when compared with the previous quarter but declines by two percentage points year-over-year.



**+5 (+5)%**

## Wholesale & Retail Trade

A conservative hiring pace is forecast for the next three months with employers reporting a Net Employment Outlook of +5%. Hiring prospects are two percentage points weaker quarter-over-quarter while remaining unchanged year-over-year.

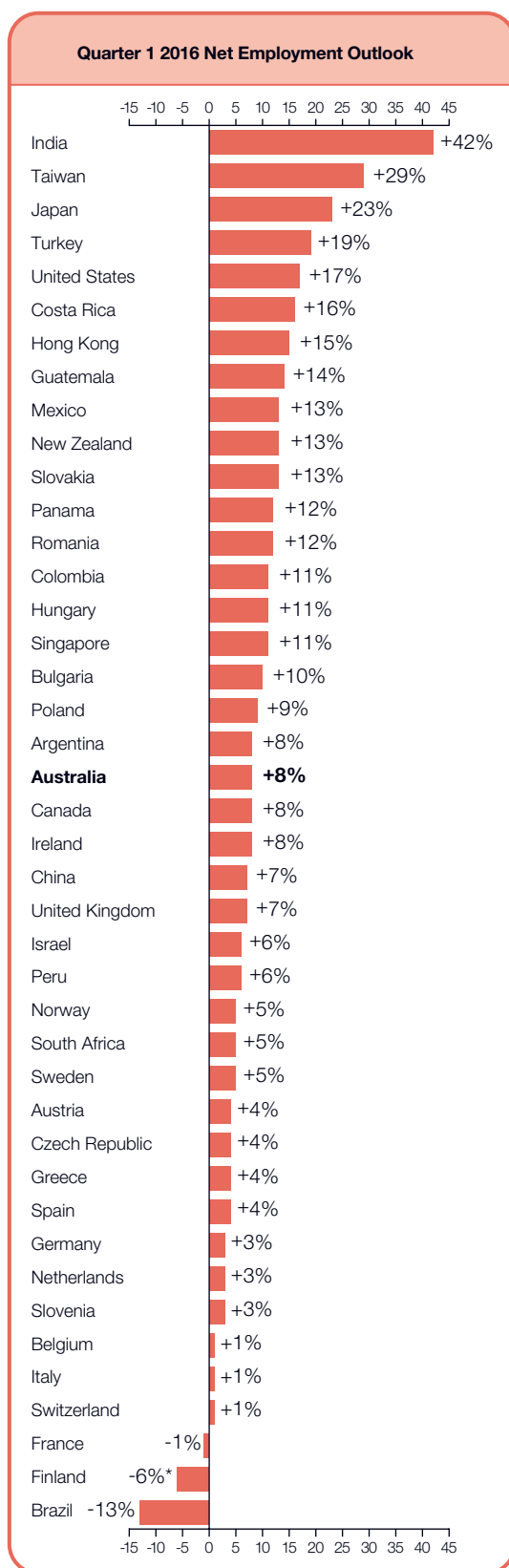


# Global Employment Outlook

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

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

<b>EMEA†</b>			
Austria	0 (4) <sup>1</sup>	-1 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>
Belgium	1 (1) <sup>1</sup>	-1 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Bulgaria	5 (10) <sup>1</sup>	0 (0) <sup>1</sup>	0 (0) <sup>1</sup>
Czech Republic	0 (4) <sup>1</sup>	-1 (2) <sup>1</sup>	-1 (1) <sup>1</sup>
Finland	-6	-5	2
France	-2 (-1) <sup>1</sup>	0 (1) <sup>1</sup>	-5 (-5) <sup>1</sup>
Germany	0 (3) <sup>1</sup>	-6 (-2) <sup>1</sup>	-2 (-2) <sup>1</sup>
Greece	0 (4) <sup>1</sup>	13 (11) <sup>1</sup>	-4 (-4) <sup>1</sup>
Hungary	9 (11) <sup>1</sup>	-1 (0) <sup>1</sup>	4 (4) <sup>1</sup>
Ireland	7 (8) <sup>1</sup>	5 (3) <sup>1</sup>	0 (0) <sup>1</sup>
Israel	5 (6) <sup>1</sup>	-3 (-3) <sup>1</sup>	-2 (-2) <sup>1</sup>
Italy	-1 (1) <sup>1</sup>	6 (4) <sup>1</sup>	6 (6) <sup>1</sup>
Netherlands	3 (3) <sup>1</sup>	2 (2) <sup>1</sup>	7 (6) <sup>1</sup>
Norway	4 (5) <sup>1</sup>	3 (3) <sup>1</sup>	3 (2) <sup>1</sup>
Poland	5 (9) <sup>1</sup>	-1 (2) <sup>1</sup>	4 (4) <sup>1</sup>
Romania	1 (12) <sup>1</sup>	-7 (-1) <sup>1</sup>	0 (2) <sup>1</sup>
Slovakia	10 (13) <sup>1</sup>	3 (5) <sup>1</sup>	7 (7) <sup>1</sup>
Slovenia	0 (3) <sup>1</sup>	-3 (-4) <sup>1</sup>	-5 (-5) <sup>1</sup>
South Africa	7 (5) <sup>1</sup>	1 (-2) <sup>1</sup>	-6 (-6) <sup>1</sup>
Spain	1 (4) <sup>1</sup>	0 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Sweden	4 (5) <sup>1</sup>	-1 (0) <sup>1</sup>	0 (0) <sup>1</sup>
Switzerland	0 (1) <sup>1</sup>	0 (1) <sup>1</sup>	3 (3) <sup>1</sup>
Turkey	11 (19) <sup>1</sup>	0 (4) <sup>1</sup>	-3 (0) <sup>1</sup>
UK	5 (7) <sup>1</sup>	1 (2) <sup>1</sup>	1 (1) <sup>1</sup>



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

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

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

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

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

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

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

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

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

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

[www.manpowergroup.com/meos](http://www.manpowergroup.com/meos)

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

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

# International Comparisons – Asia Pacific

Nearly 15,000 employers were interviewed in the Asia Pacific region. Employers in each of the eight countries and territories intend to add to their workforces over the next three months. The hiring pace is expected to strengthen in comparison to the prior quarter in four countries and territories, weaken in two and remain unchanged in two. When compared to Quarter 1 2015, forecasts strengthen in two, weaken in five and are unchanged in one. Employers in India and Taiwan report the strongest first-quarter hiring plans, while those in Australia and China report the weakest.

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

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

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

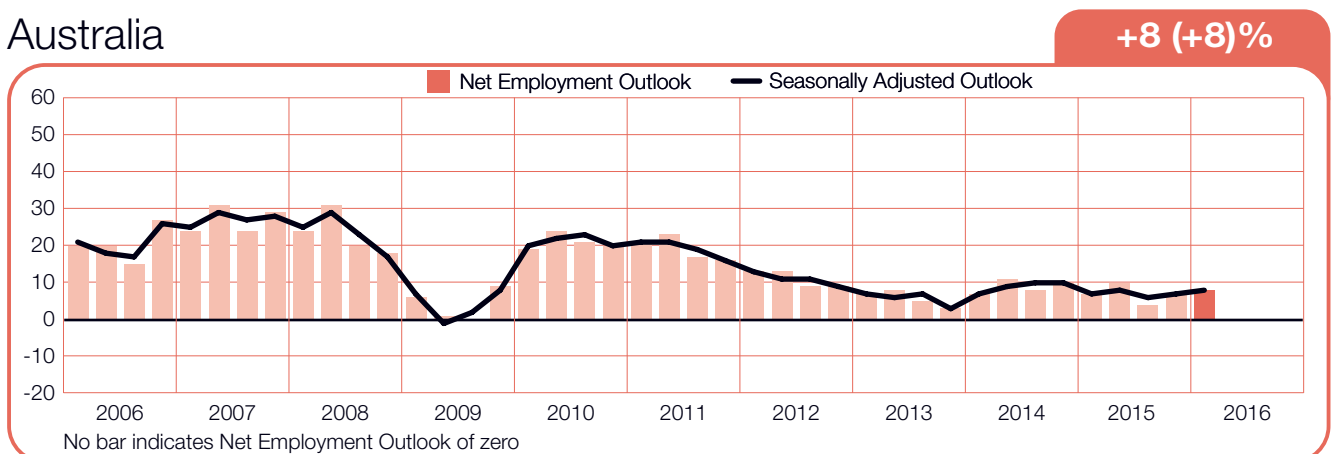
Employers in China remain cautiously optimistic and expect some first-quarter payroll growth in all industry sectors and regions. Among the six industry sectors, the most favourable hiring environment is expected in the Services sector. However, a longer-term downward trend is evident with weaker job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

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

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

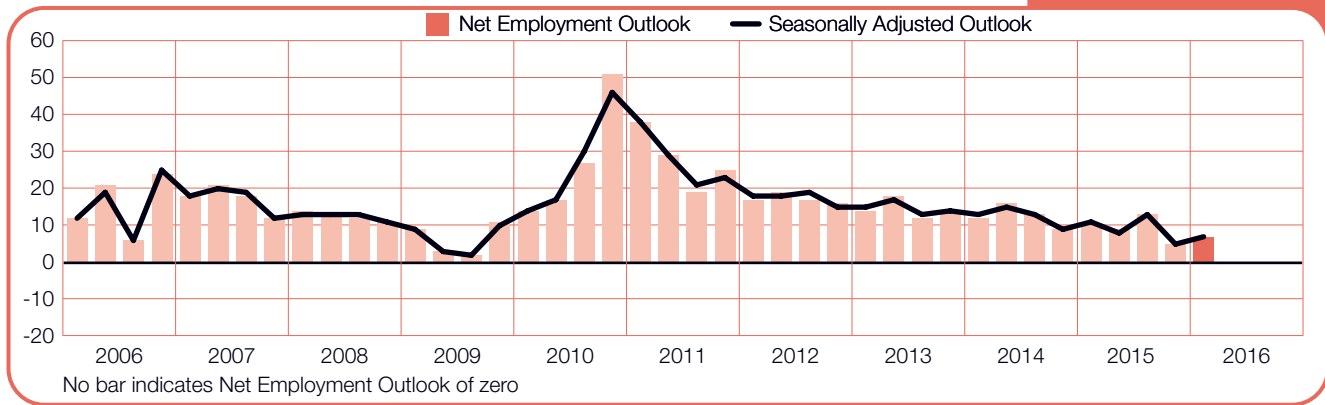
Elsewhere, employer confidence in Hong Kong is unchanged from the prior quarter and last year at this time. In Singapore the forecast is relatively stable when compared to Quarter 4 2015, but declines in comparison to the first three months of 2015, with weaker hiring plans reported in six of seven industry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

## Australia



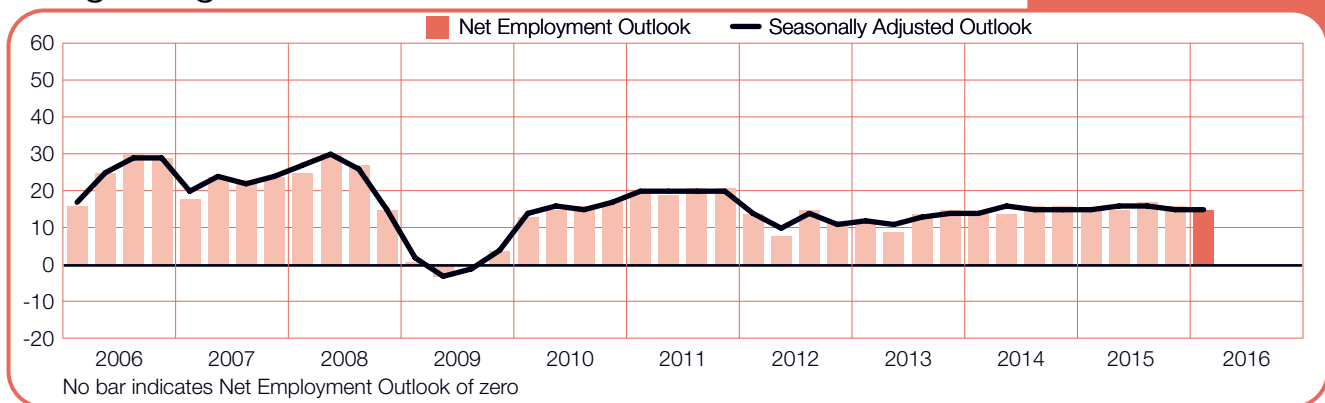
## China

**+7 (+7)%**



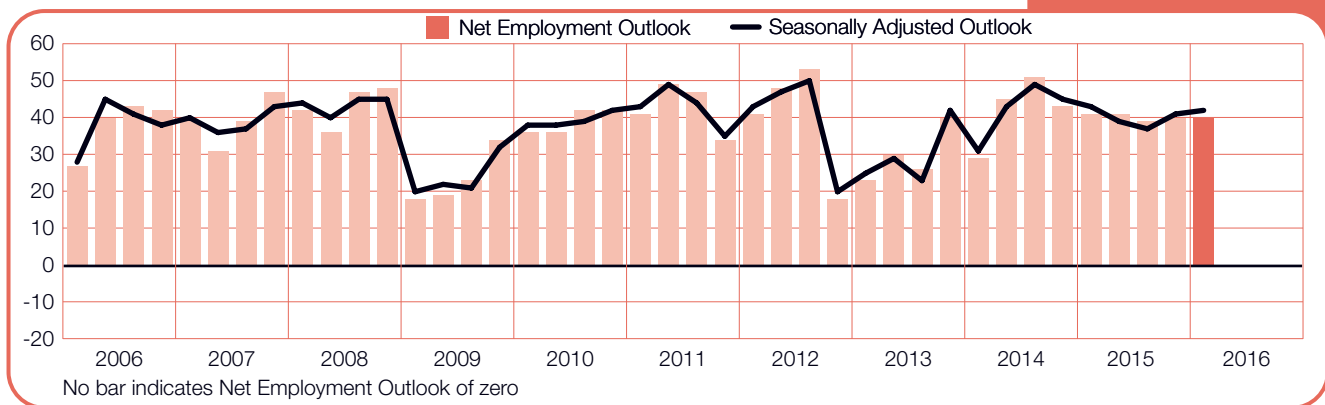
## Hong Kong

**+15 (+15)%**



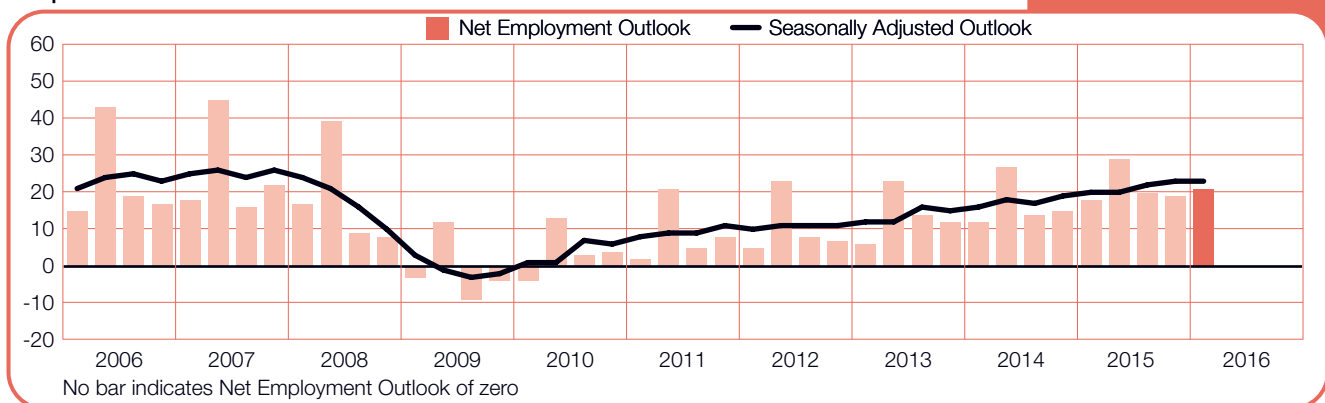
## India

**+40 (+42)%**



## Japan

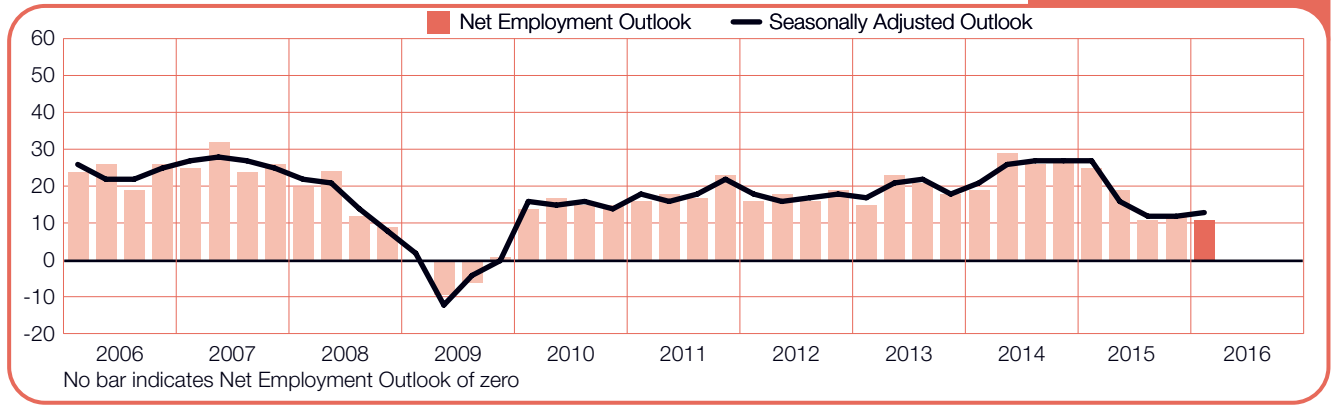
**+21 (+23)%**





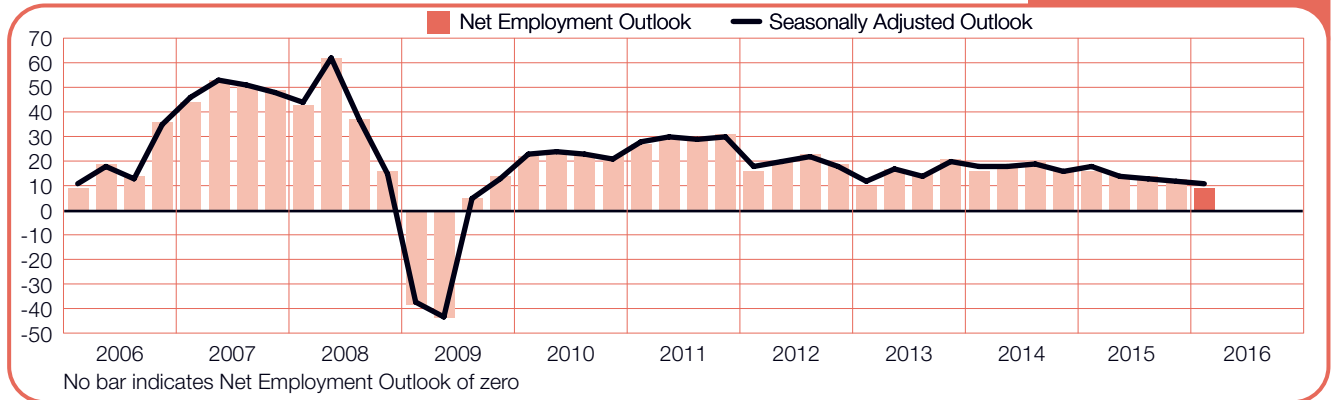
## New Zealand

**+11 (+13)%**



## Singapore

**+9 (+11)%**



## Taiwan

**+21 (+29)%**



# International Comparisons – Americas

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

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

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

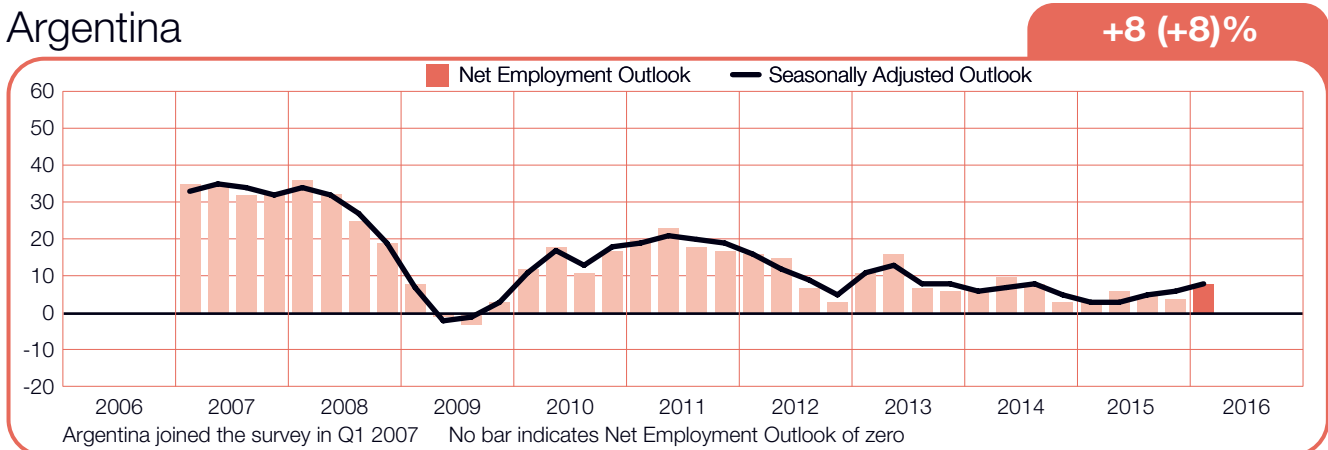
Employer optimism in Mexico remains upbeat. Workforce gains are anticipated in each of the seven industry sectors. The strongest hiring plans are reported by employers in the Transport & Communications and Services sectors. A similar hiring pace is also expected in the Manufacturing sector where nearly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

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

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

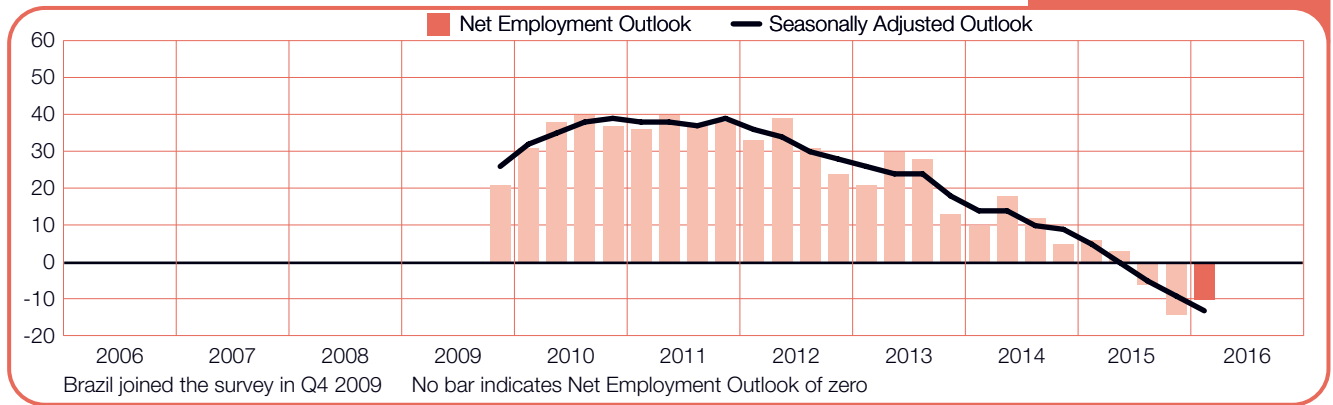
The gloomiest hiring climate is in Brazil where opportunities for job seekers remain dim as the country's forecast continues the steady decline that started in Quarter 4 2011; the first-quarter survey results are the weakest reported since the survey started in Quarter 4 2009. Additionally, Brazil's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

## Argentina



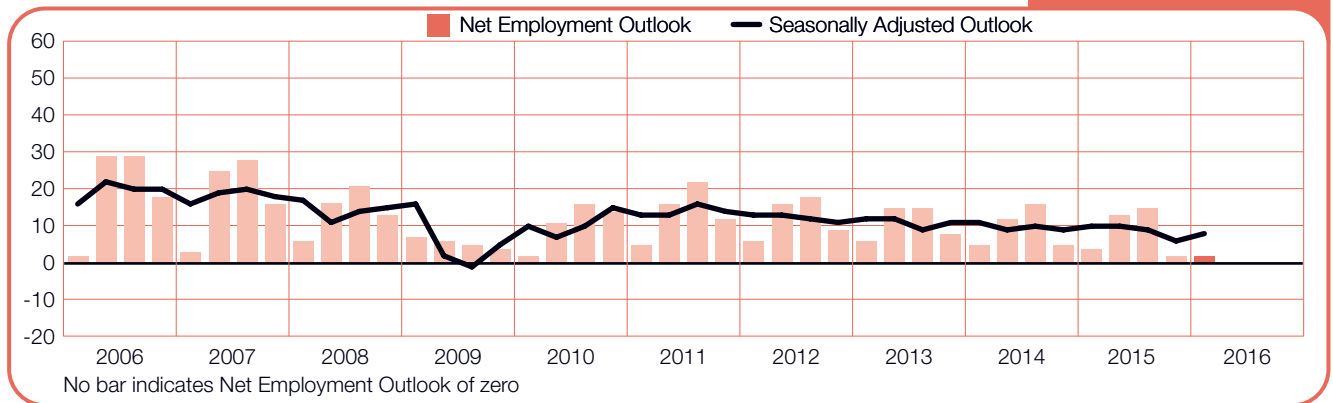
## Brazil

**-10 (-13)%**



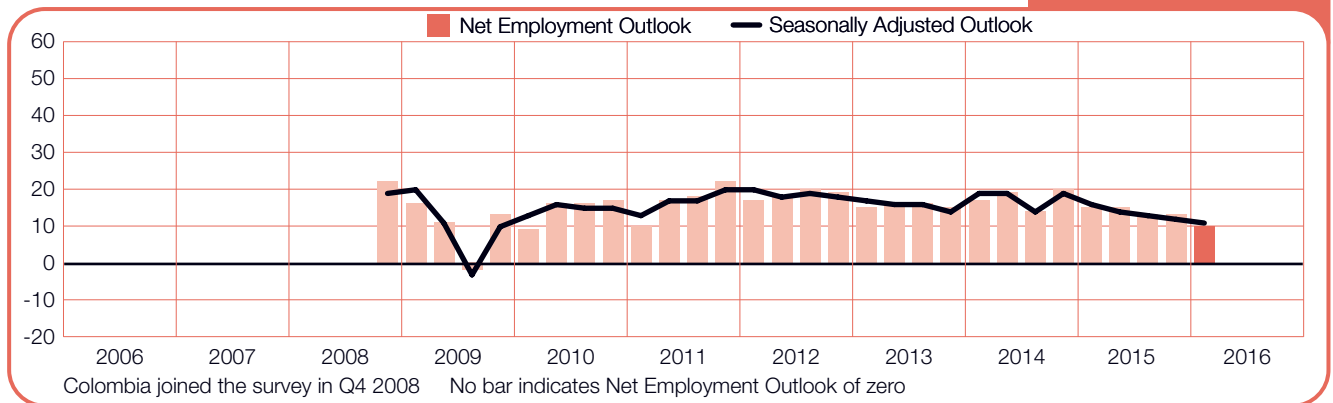
## Canada

**+2 (+8)%**



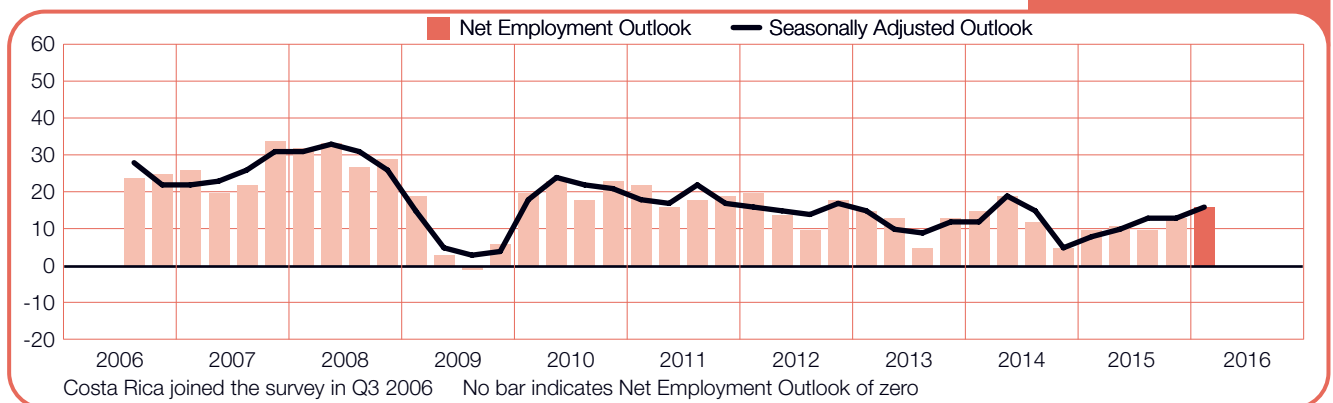
## Colombia

**+10 (+11)%**



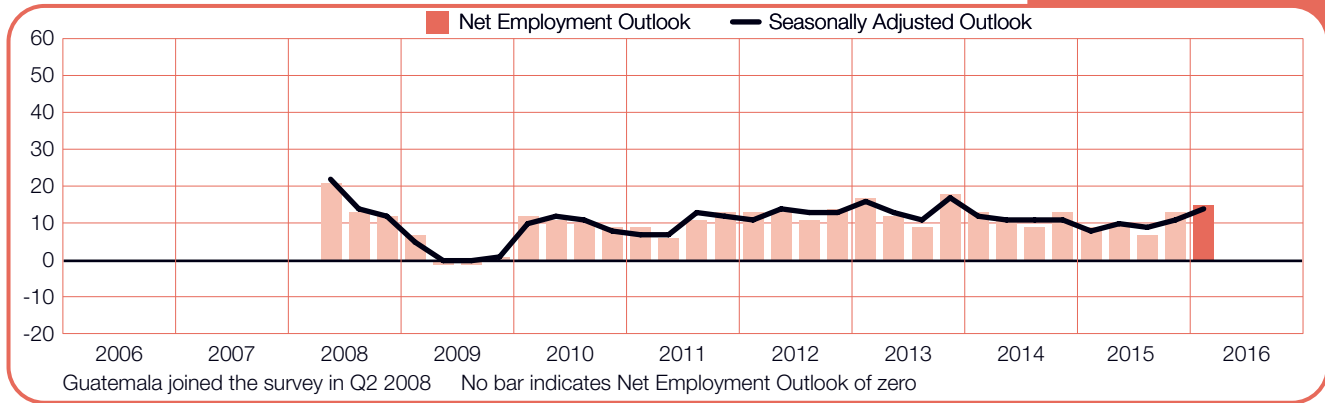
## Costa Rica

**+16 (+16)%**



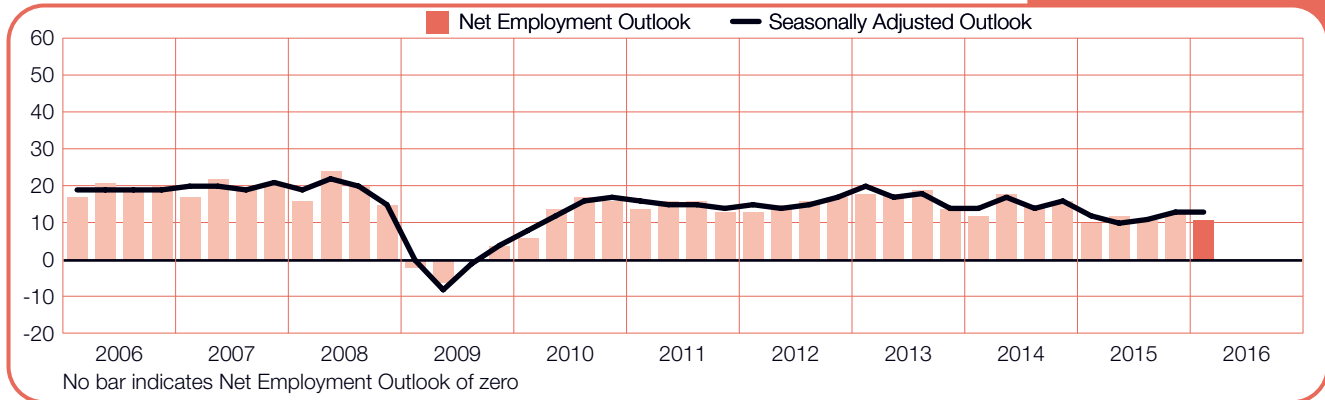
## Guatemala

**+15 (+14)%**



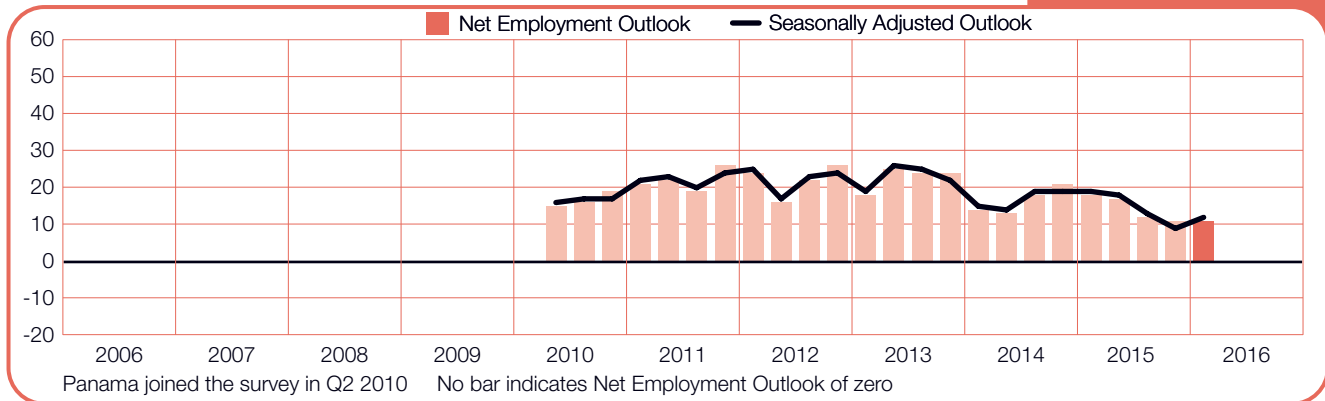
## Mexico

**+11 (+13)%**



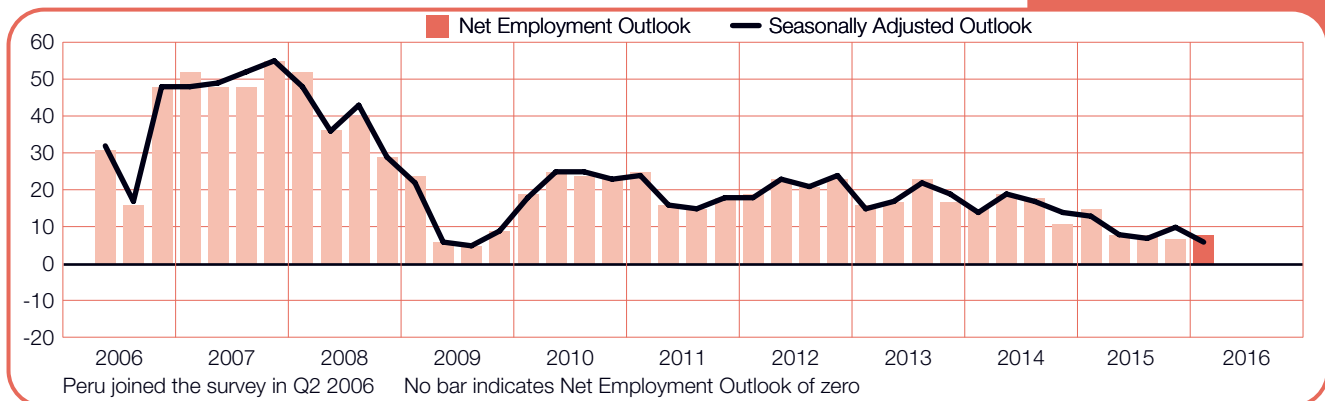
## Panama

**+11 (+12)%**



## Peru

**+8 (+6)%**



# United States of America

**+14 (+17)%**



# International Comparisons – EMEA

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

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

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

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

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

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

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

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

## Austria

0 (+4)%



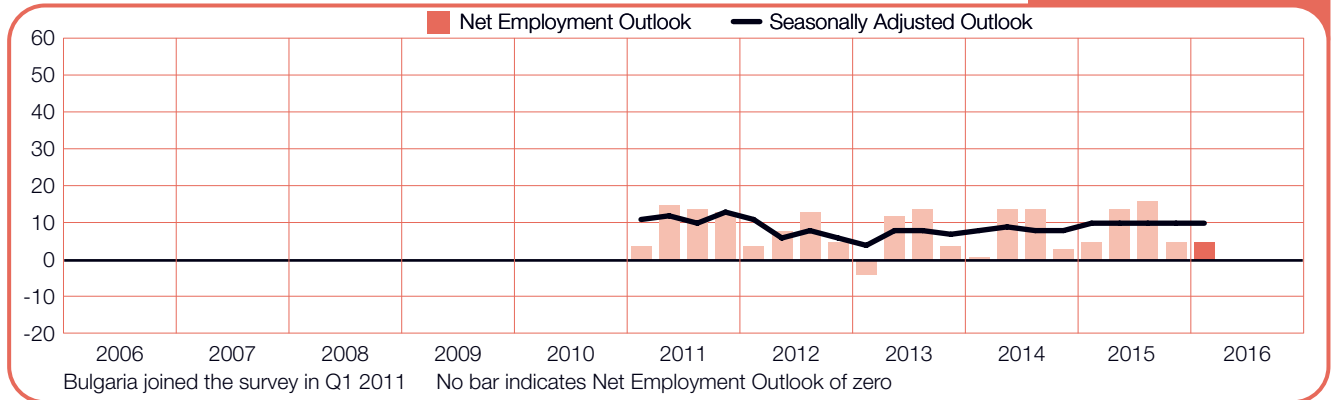
## Belgium

+1 (+1)%



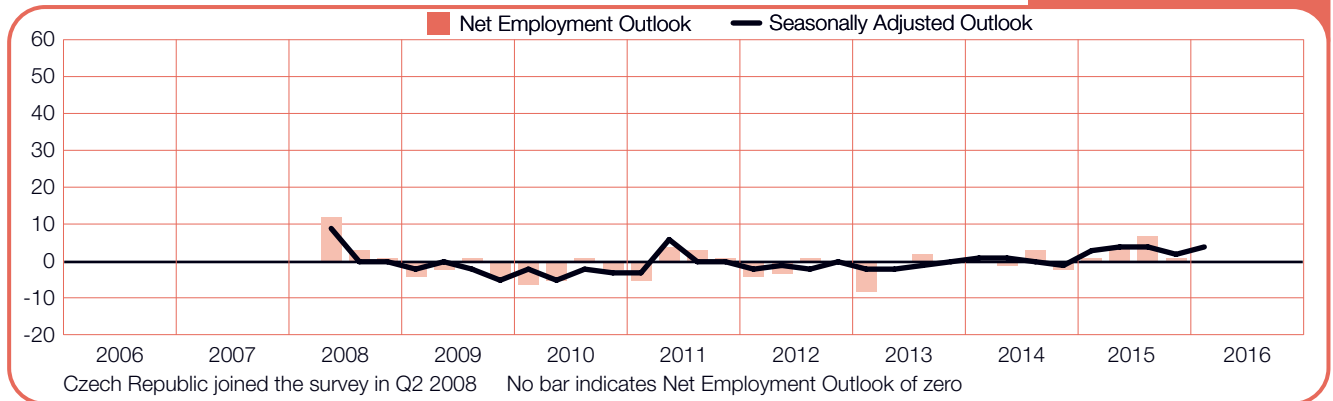
## Bulgaria

+5 (+10)%



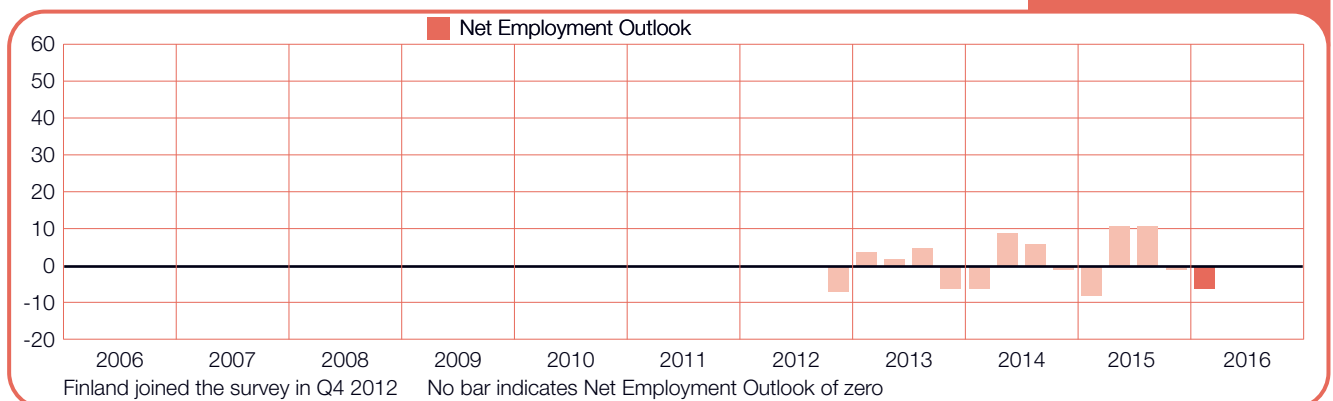
## Czech Republic

0 (+4)%



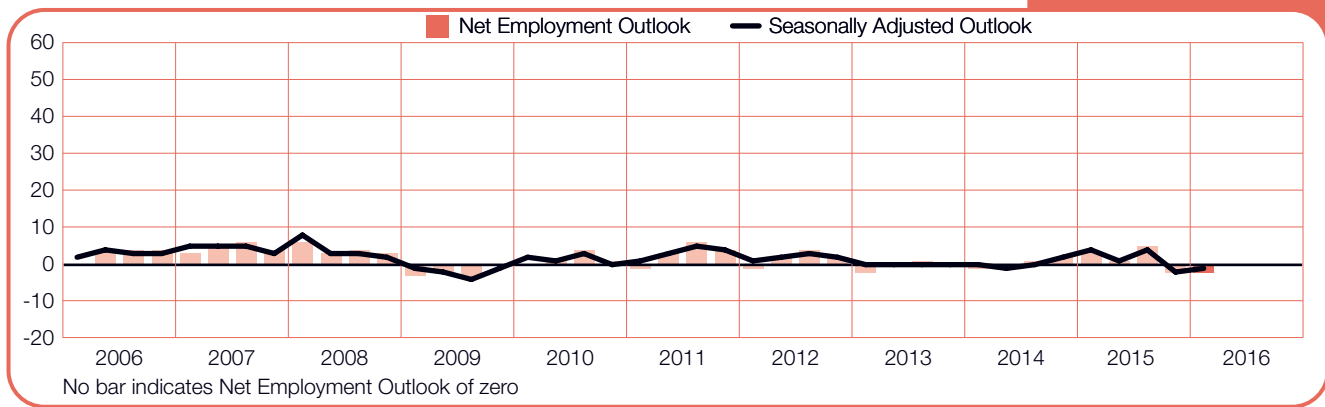
## Finland

-6%



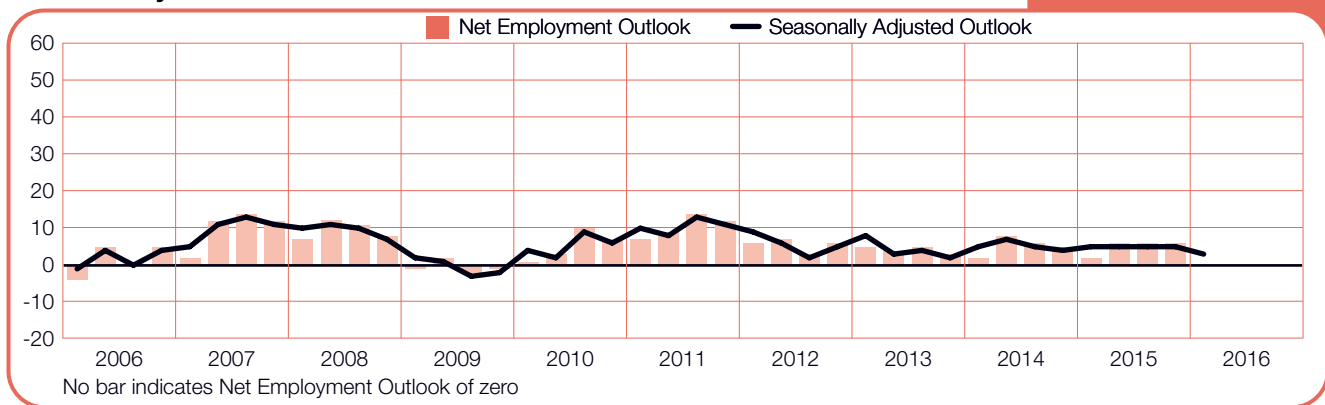
## France

-2 (-1)%



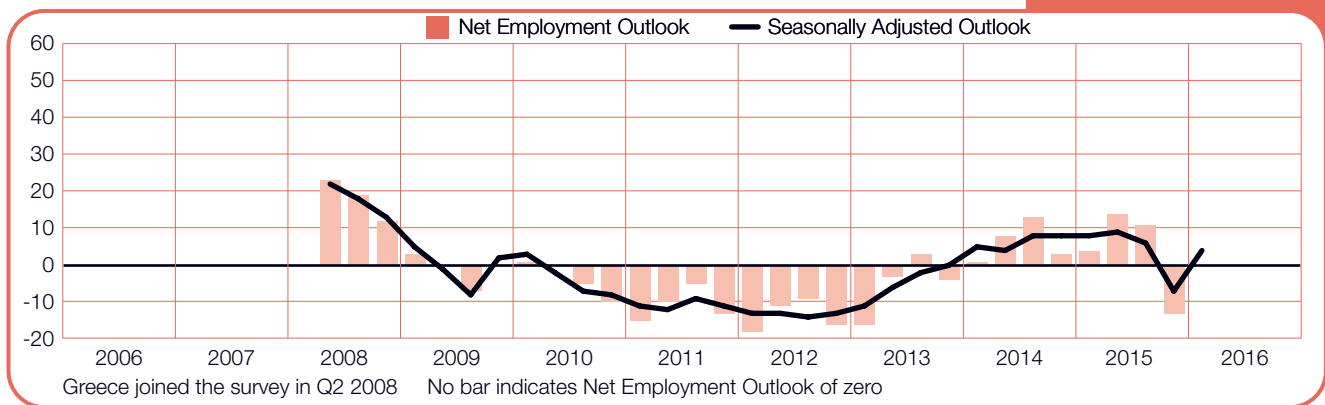
## Germany

0 (+3)%



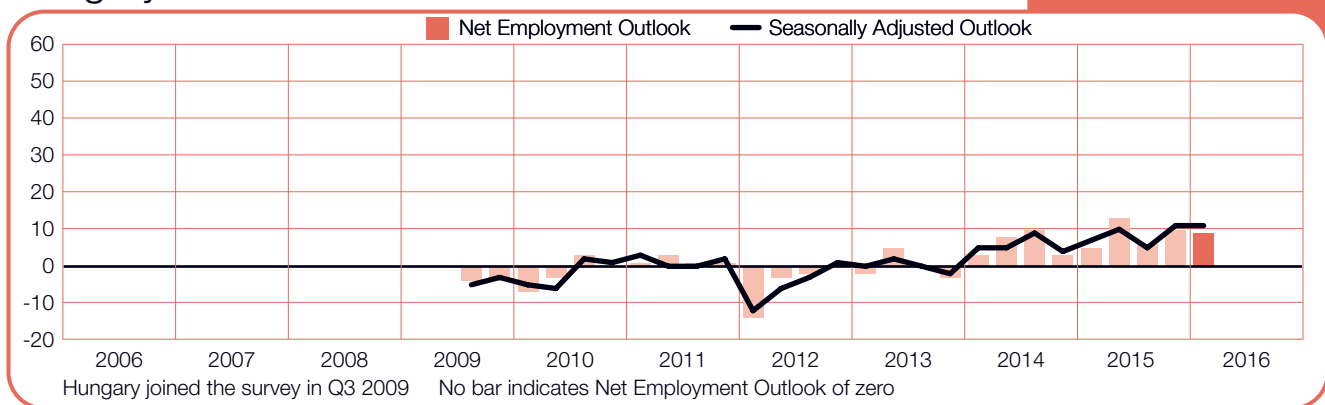
## Greece

0 (+4)%



## Hungary

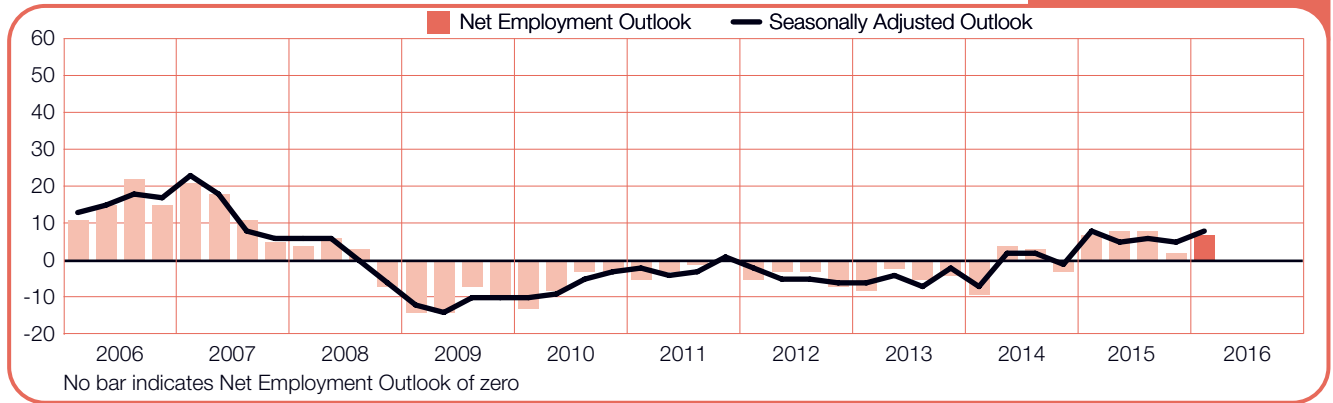
+9 (+11)%





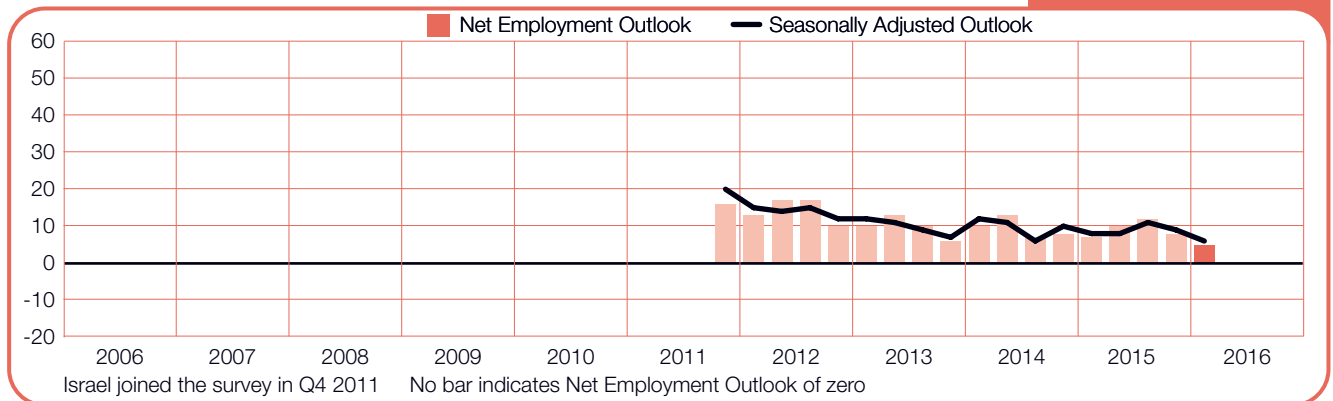
## Ireland

+7 (+8)%



## Israel

+5 (+6)%



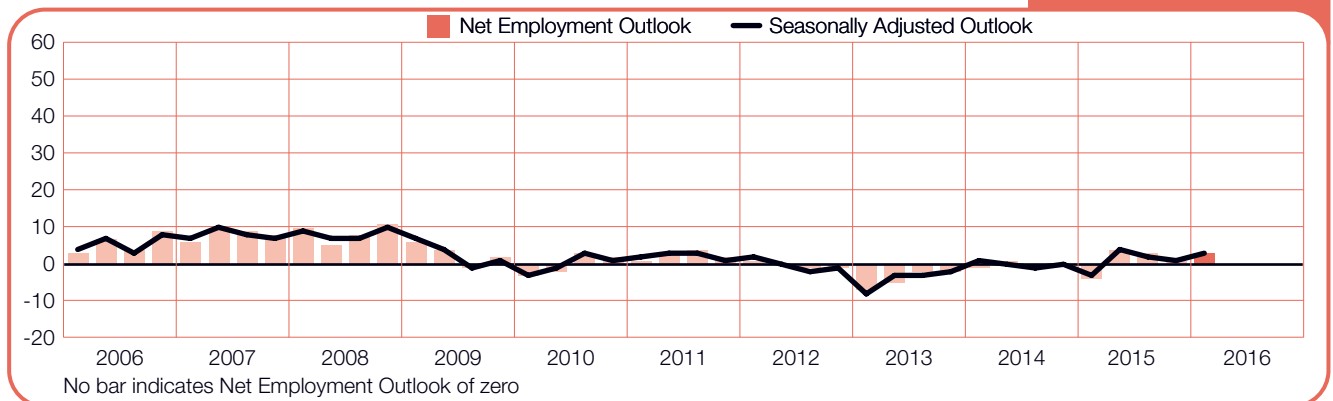
## Italy

-1 (+1)%



## Netherlands

+3 (+3)%



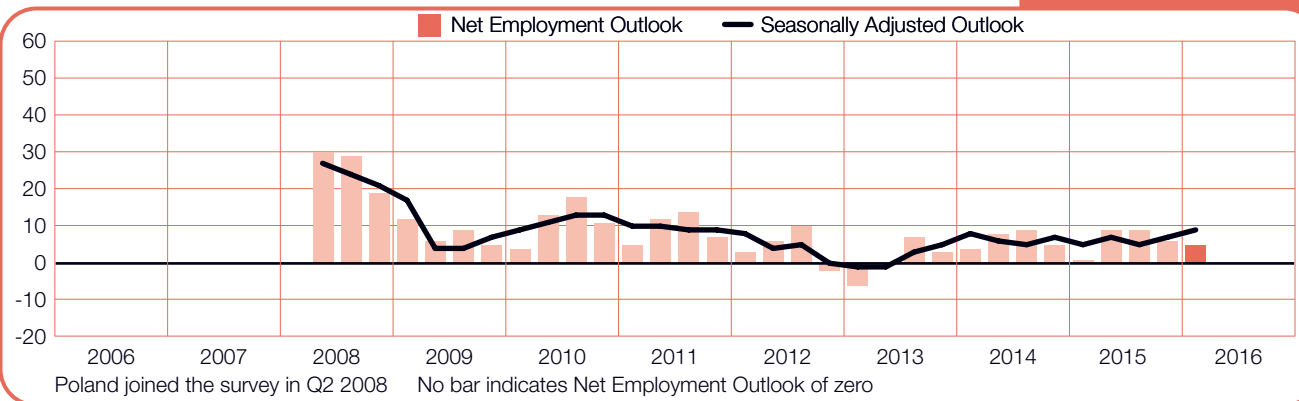
## Norway

+4 (+5)%



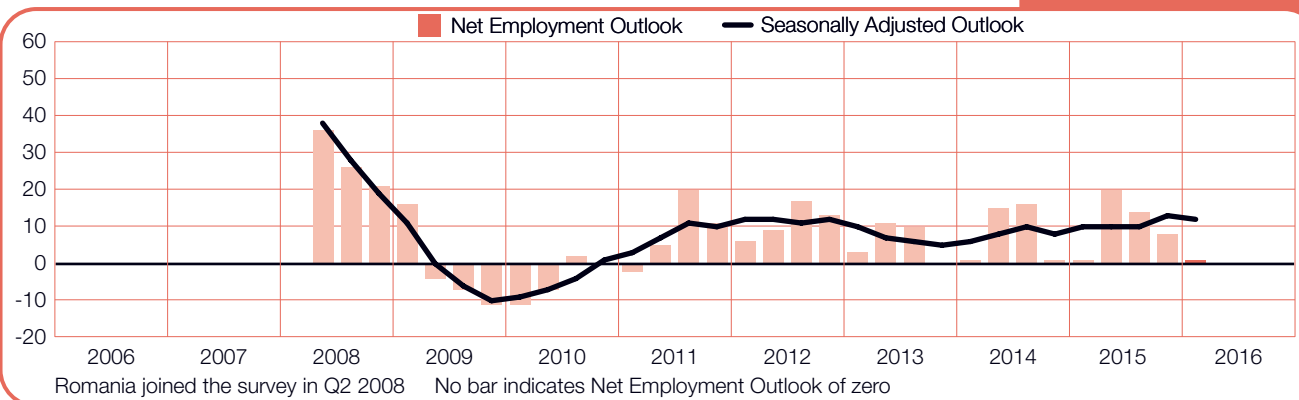
## Poland

+5 (+9)%



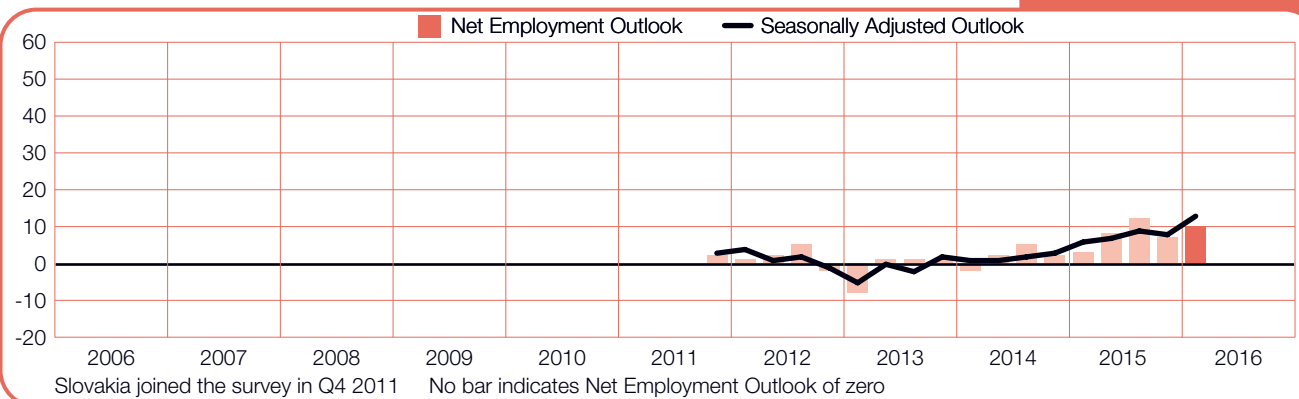
## Romania

+1 (+12)%



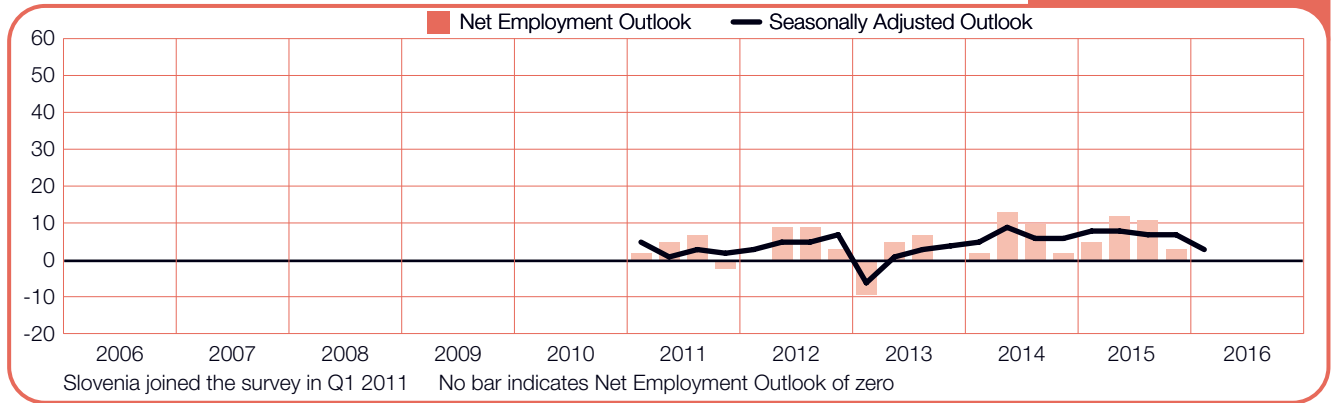
## Slovakia

+10 (+13)%



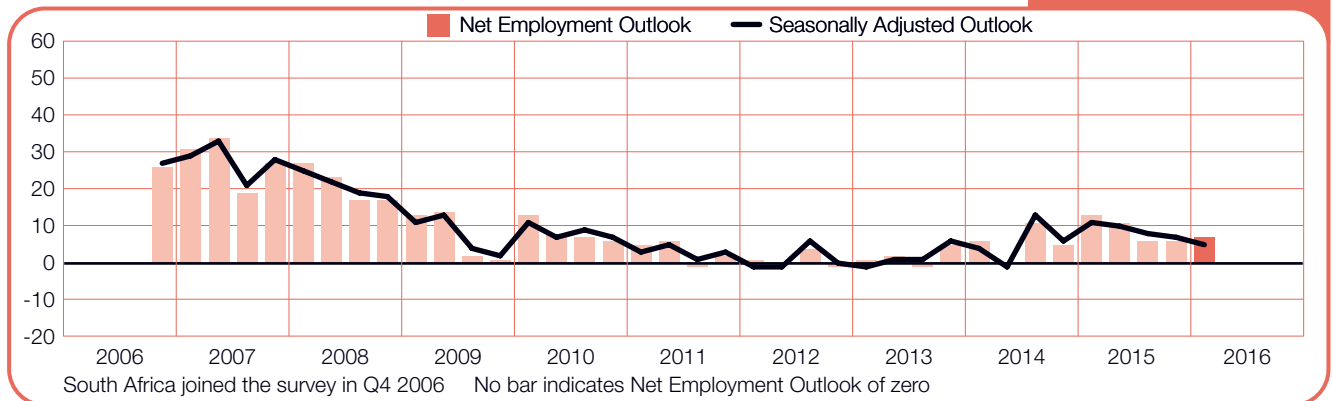
## Slovenia

0 (+3)%



## South Africa

+7 (+5)%



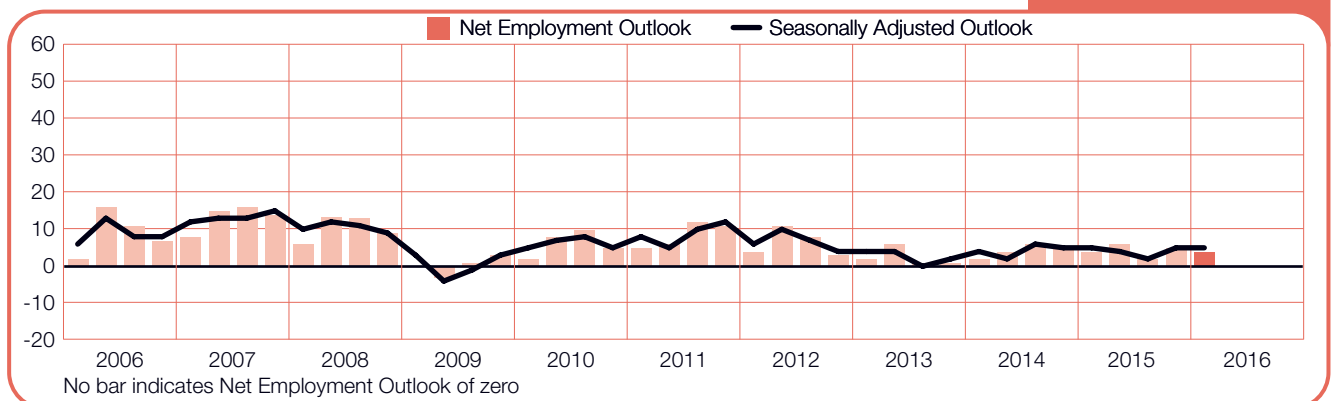
## Spain

+1 (+4)%



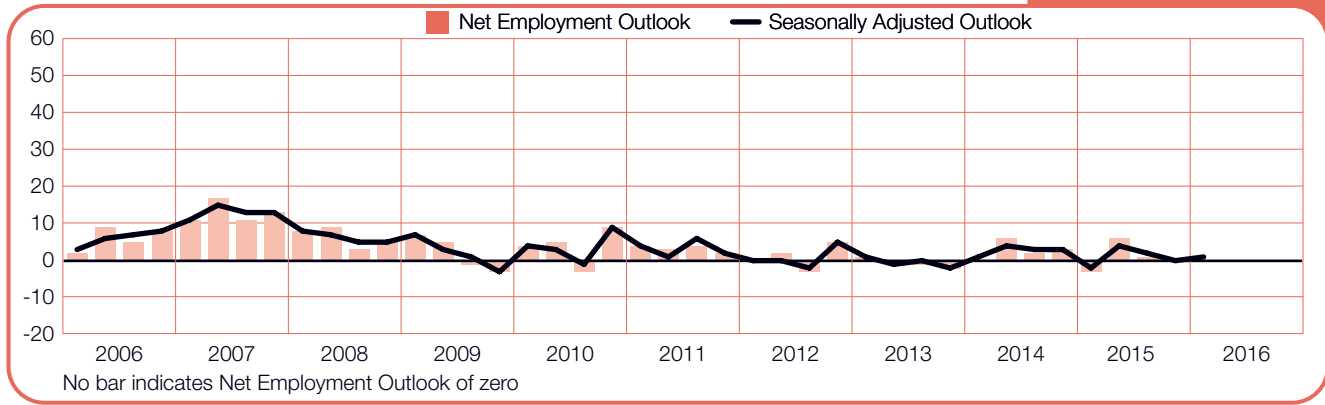
## Sweden

+4 (+5)%



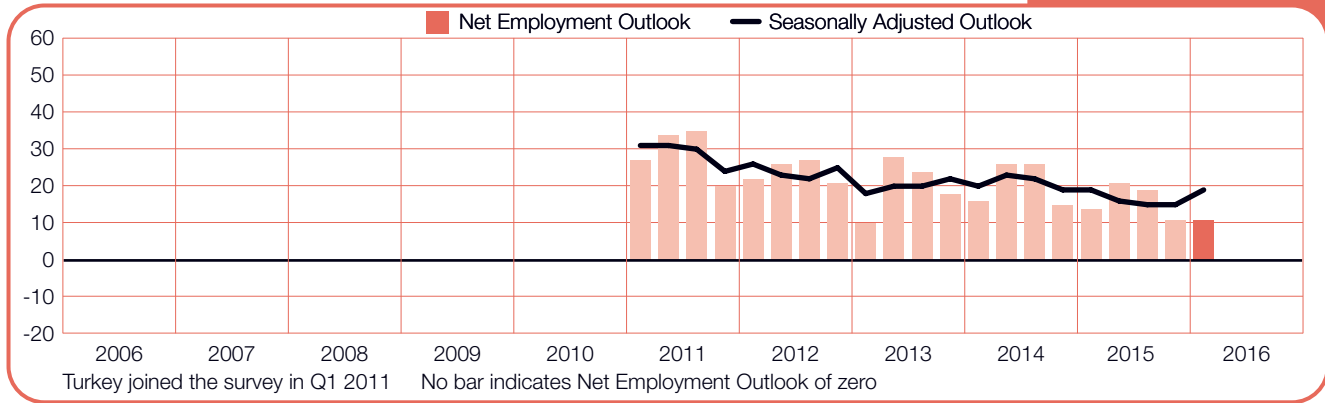
## Switzerland

0 (+1)%



## Turkey

+11 (+19)%



## United Kingdom

+5 (+7)%



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# About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

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

**Projective:** The Manpower Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

**Independent:** The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

**Robust:** The survey is based on interviews with over 58,000 public and private employers across 42 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

**Focused:** For more than five decades the survey has derived all of its information from a single question:

For the Quarter 1 2016 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of March 2016 as compared to the current quarter?"

## Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

In Australia, the national survey is conducted by external surveyors and includes 1,503 employers. With this number of interviews, the margin of error for the Australian Survey is +/- 2.5%.

## Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Finland. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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# About ManpowerGroup™

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com)

## About ManpowerGroup Australia

ManpowerGroup established its first offices in Australia in 1965. The company operates under the brand names of Manpower, ManpowerGroup Solutions, Experis and Right Management.

For more information please visit:

[www.manpowergroup.com.au](http://www.manpowergroup.com.au)

[www.manpower.com.au](http://www.manpower.com.au)

[www.experis.com.au](http://www.experis.com.au)

Manpower Services (Australia) Pty Ltd,  
Level 22, Darling Park, Tower 2,  
201 Sussex Street,  
Sydney NSW 2000  
Tel: 132 502  
[www.manpowergroup.com.au](http://www.manpowergroup.com.au)