

**ManpowerGroup  
Employment  
Outlook Survey  
Finland**

**Q3  
2017**



ManpowerGroup®

# Finland Employment Outlook

The ManpowerGroup Employment Outlook Survey for the third quarter 2017 was conducted by interviewing a representative sample of 625 employers in Finland.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2017 as compared to the current quarter?”

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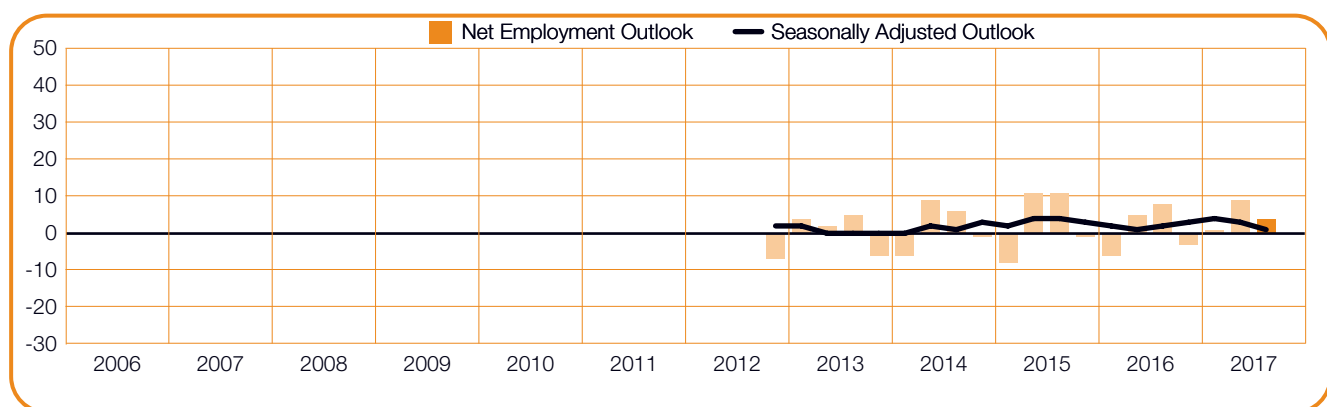
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# Finland Employment Outlook

Finnish employers report modest hiring intentions for the third quarter of 2017. With 7% of employers expecting to increase staffing levels, 3% anticipating a decrease and 88% forecasting no change, the resulting Net Employment Outlook is +4%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +1%. Hiring prospects are 2 percentage points weaker when compared with the previous quarter while remaining relatively stable year-over-year.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>3rd Quarter 2017</b>	<b>7</b>	<b>3</b>	<b>88</b>	<b>2</b>	<b>+4</b>	<b>+1</b>
2nd Quarter 2017	11	2	87	0	+9	+3
1st Quarter 2017	8	7	84	1	+1	+4
4th Quarter 2016	14	17	67	2	-3	+3
3rd Quarter 2016	13	5	81	1	+8	+2



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.*

# Organization-Size Comparisons

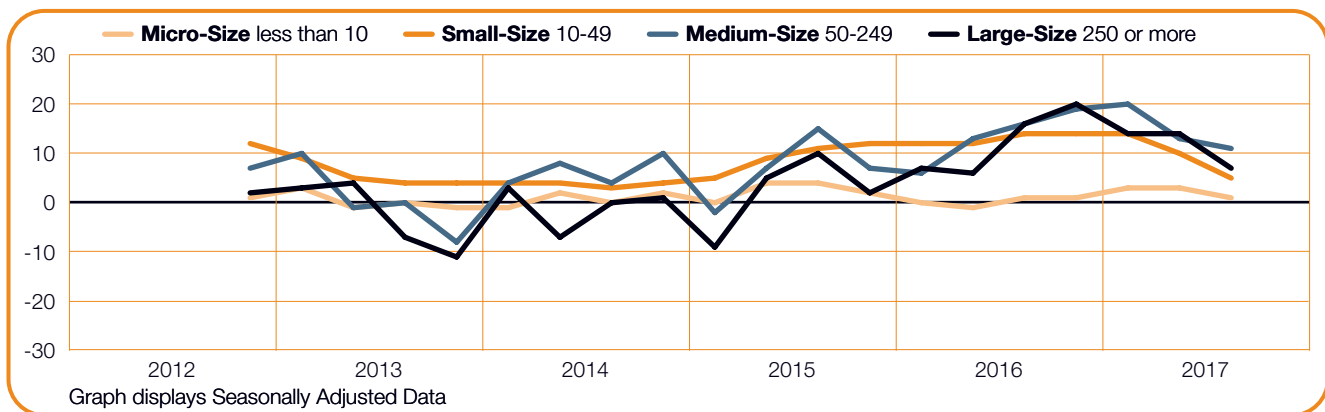
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Payroll gains are anticipated in all four organization size categories during the July-September period. Medium employers report the strongest hiring intentions with a Net Employment Outlook of +11%, while Outlooks stand at +7% and +5% for Large- and Small-size employers, respectively. Meanwhile, Micro employers report cautious hiring prospects with an Outlook of +1%.

Quarter-over-quarter, hiring intentions weaken in all four organization size categories, most notably by 7 percentage points for Large employers and by 5 percentage points for Small employers. Elsewhere, Outlooks are 2 percentage points weaker in both the Medium- and Micro-size employer categories.

Large- and Small-size employers report considerable declines of 9 percentage points when compared with this time one year ago, while the Outlook for Medium employers is 5 percentage points weaker. However, Micro employers report no year-over-year change.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	7	3	88	2	4	1
<b>Small-Size</b> 10-49	14	1	84	1	13	5
<b>Medium-Size</b> 50-249	21	1	78	0	20	11
<b>Large-Size</b> 250 or more	23	4	71	2	19	7



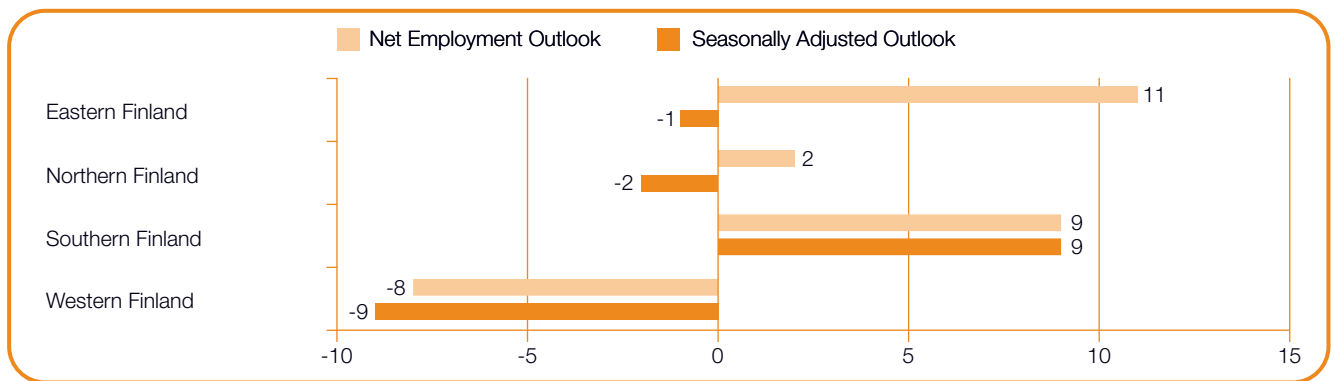
# Regional Comparisons

Employers in Southern Finland forecast a fair hiring climate in Quarter 3 2017, reporting a Net Employment Outlook of +9%. However, a struggling labor market is anticipated in Western Finland, where the Outlook is -9%. Elsewhere, employers report uncertain hiring prospects with Outlooks of -2% and -1% in Northern Finland and Eastern Finland, respectively.

When compared with Quarter 2 2017, hiring plans weaken in three of the four regions. Western Finland employers report a considerable decline of 12 percentage points, while Outlooks are 3 and 2 percentage points weaker in Eastern Finland and

Southern Finland, respectively. Meanwhile, Northern Finland employers report a considerable improvement of 13 percentage points.

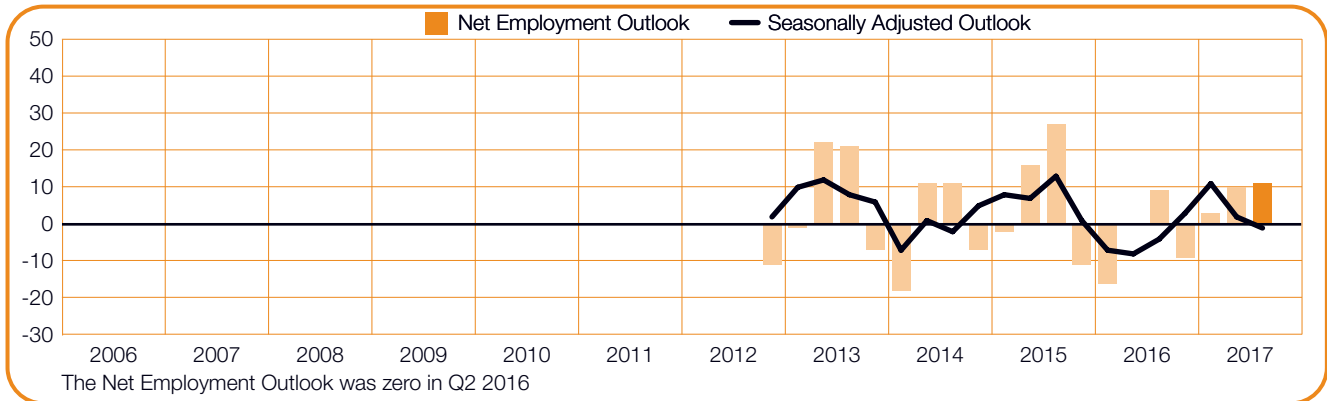
Year-over-year, hiring intentions are 8 percentage points stronger in Northern Finland, and improve by 3 percentage points in Eastern Finland. However, Western Finland employers report a considerable decline of 17 percentage points, while the Outlook for Southern Finland is 7 percentage points weaker.



**+11 (-1)%**

## Eastern Finland

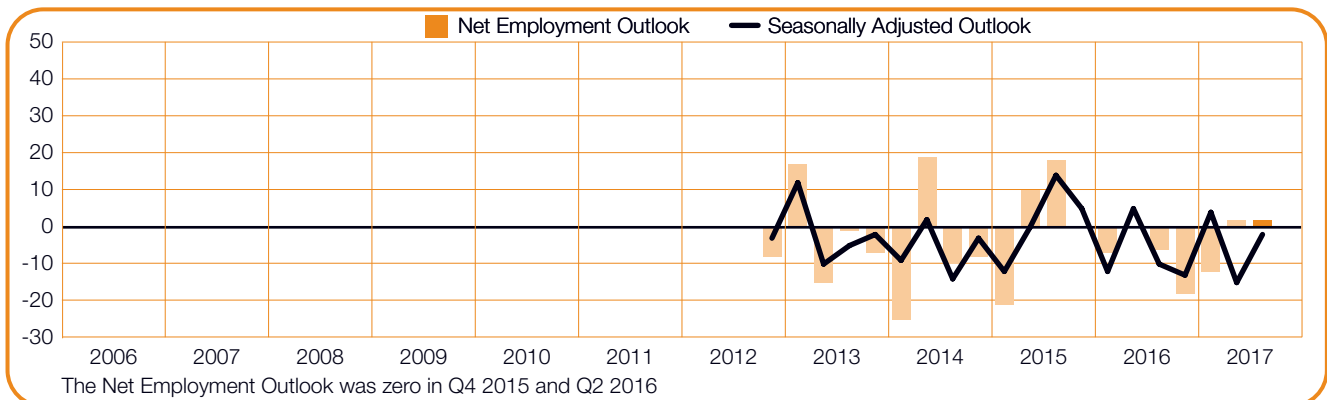
Job seekers can expect a subdued labor market in Quarter 3 2017, according to employers who report a Net Employment Outlook of -1%. Hiring prospects decline by 3 percentage points when compared with the previous quarter but are 3 percentage points stronger when compared with Quarter 3 2016.



**+2 (-2)%**

## Northern Finland

With a Net Employment Outlook of -2%, employers anticipate an uncertain hiring pace in the forthcoming quarter. However, hiring prospects improve by 13 percentage points when compared with the previous quarter and are 8 percentage points stronger when compared with the third quarter of 2016.



**+9 (+9)%**

## Southern Finland

Employers anticipate a moderate hiring pace in the July-September time frame, reporting a Net Employment Outlook of +9%. However, hiring intentions decline by 2 and 7 percentage points quarter-over-quarter and year-over-year, respectively.



**-8 (-9)%**

## Western Finland

The weakest hiring climate in more than two years is forecast for the next three months, with employers reporting a sluggish Net Employment Outlook of -9%. The Outlook is 12 percentage points weaker when compared with Quarter 2 2017 and declines by 17 percentage points when compared with this time one year ago.



# Sector Comparisons

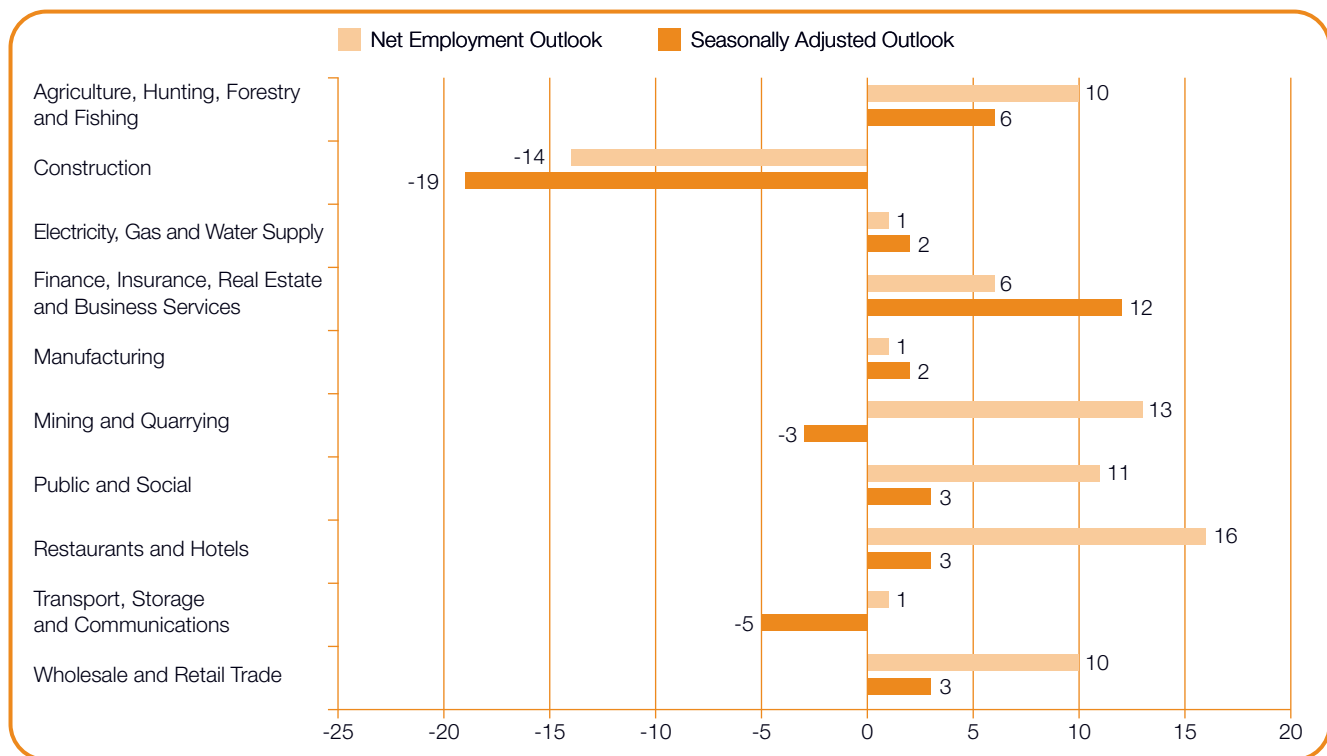
Employers in seven of the 10 industry sectors expect to grow payrolls during the next three months.

Finance, Insurance, Real Estate & Business Services sector employers report the strongest hiring plans with a respectable Net Employment Outlook of +12%, while employers in the Agriculture, Hunting, Forestry & Fishing sector anticipate a fair hiring pace, reporting an Outlook of +6%. Elsewhere, modest job gains are forecast in three sectors with Outlooks of +3% – the Public & Social sector, the Restaurants & Hotels sector and the Wholesale & Retail Trade sector. However, employers in three sectors expect staffing levels to decline. Construction sector employers report gloomy hiring prospects with an Outlook of -19%, while Outlooks stand at -5% and -3% in the Transport, Storage & Communication sector and the Mining & Quarrying sector, respectively.

Hiring intentions weaken in seven of the 10 industry sectors when compared with Quarter 2 2017. The most noteworthy decline of 7 percentage points is reported in the Restaurants & Hotels sector, while Outlooks are 3 percentage points weaker in both the Electricity,

Gas & Water Supply sector and the Transport, Storage & Communication sector. Meanwhile, hiring plans strengthen in three sectors, including the Agriculture, Hunting, Forestry & Fishing sector and the Mining & Quarrying sector, where employers report improvements of 3 percentage points.

When compared with the third quarter of 2016, Outlooks weaken in six of the 10 industry sectors. Considerable declines of 13 and 11 percentage points are reported in the Manufacturing sector and the Construction sector, respectively. Elsewhere, Electricity, Gas & Water Supply sector employers report a decrease of 8 percentage points, while the Outlook for the Public & Social sector declines by 7 percentage points. However, hiring prospects improve in four sectors, including the Agriculture, Hunting, Forestry & Fishing sector where employers report a considerable increase of 12 percentage points. The Outlook for the Restaurants & Hotels sector is 6 percentage points stronger while Finance, Insurance, Real Estate & Business Services sector employers report an improvement of 4 percentage points.

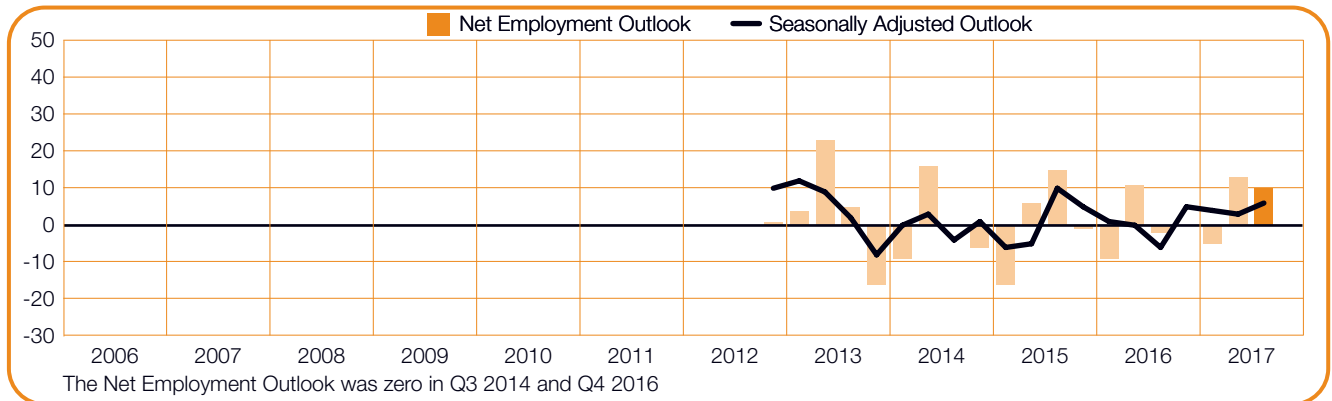




**+10 (+6)%**

## Agriculture, Hunting, Forestry and Fishing

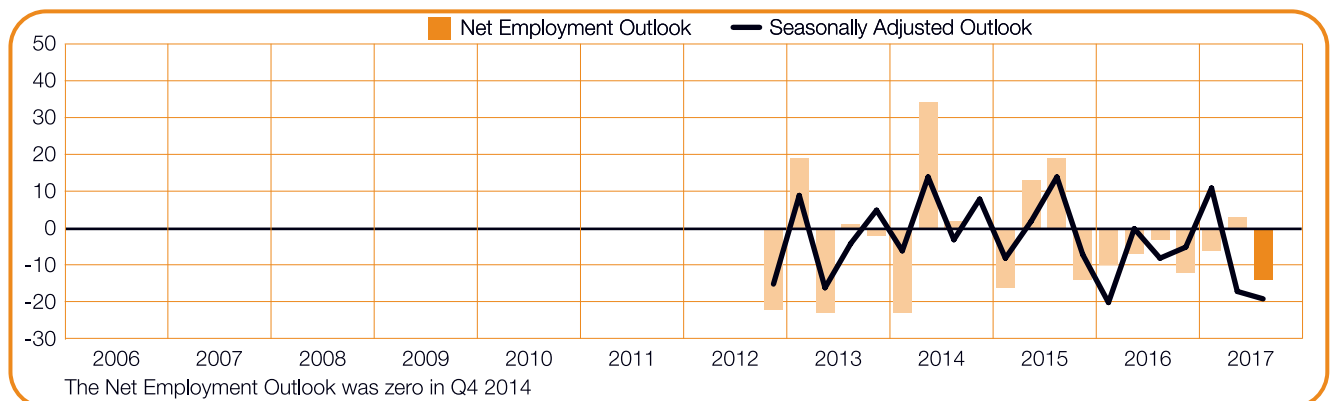
The strongest hiring pace in two years is anticipated during Quarter 3 2017. Employers report a Net Employment Outlook of +6%, improving by 3 percentage points when compared with the previous quarter and by 12 percentage points when compared with this time one year ago.



**-14 (-19)%**

## Construction

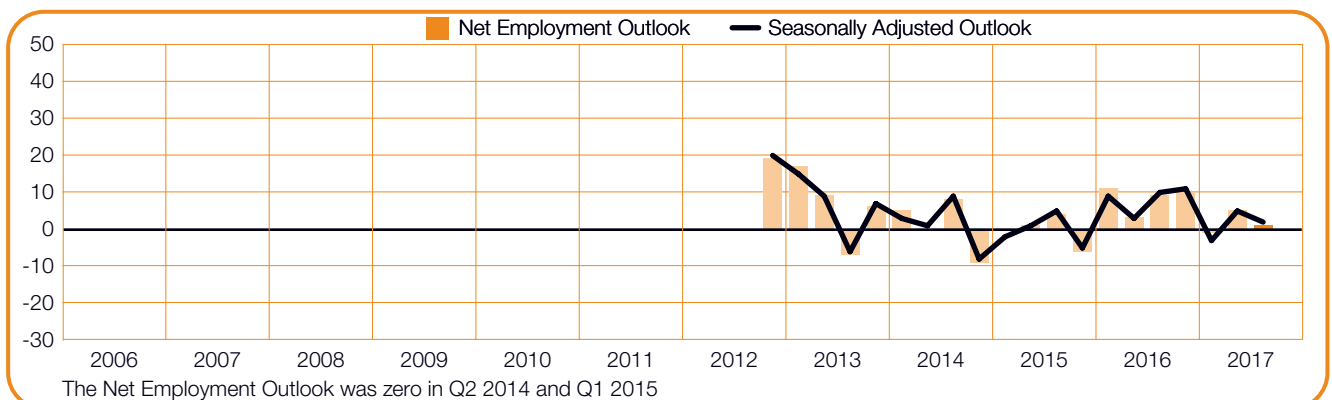
Job prospects are expected to lag in the upcoming quarter, according to employers who report a Net Employment Outlook of -19%. Hiring plans are 2 percentage points weaker quarter-over-quarter and decline by 11 percentage points when compared with the third quarter of 2016.



**+1 (+2)%**

## Electricity, Gas and Water Supply

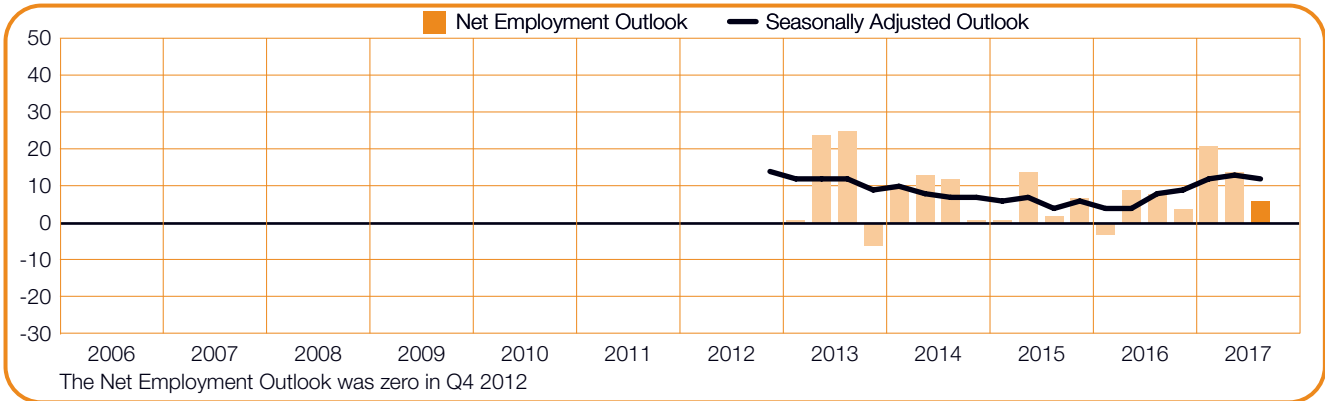
Employers forecast slow-paced hiring activity for the next three months, reporting a Net Employment Outlook of +2%. However, hiring intentions are 3 percentage points weaker when compared with Quarter 2 2017 and decline by 8 percentage points year-over-year.



**+6 (+12)%**

## Finance, Insurance, Real Estate and Business Services

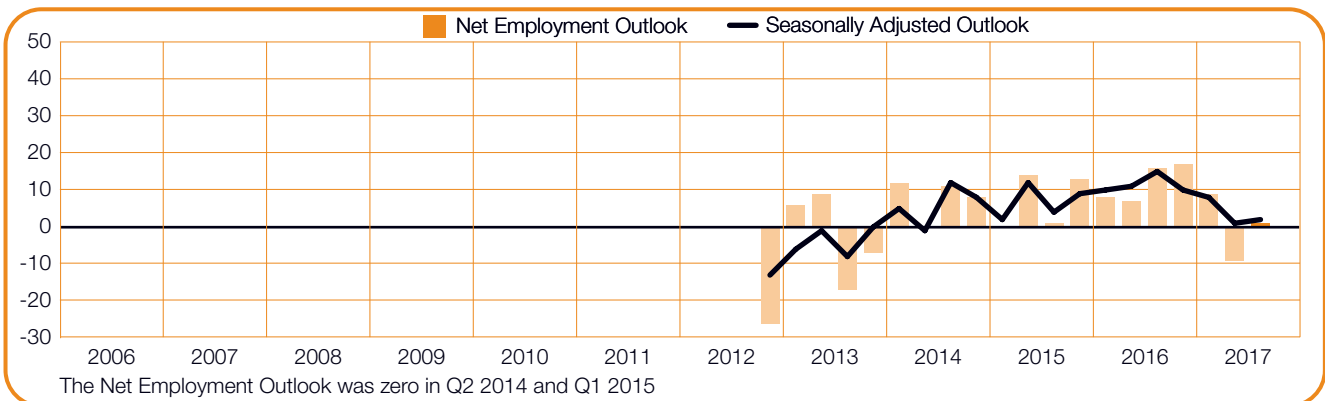
Steady payroll gains are anticipated in the July-September time frame, with employers reporting a Net Employment Outlook of +12%. Hiring prospects remain relatively stable when compared with the previous quarter and improve by 4 percentage points when compared with Quarter 3 2016.



**+1 (+2)%**

## Manufacturing

A quiet labor market is expected in the coming quarter with employers reporting a Net Employment Outlook of +2%. The Outlook remains relatively stable quarter-over-quarter but declines by a considerable margin of 13 percentage points when compared with this time one year ago.



**+13 (-3)%**

## Mining and Quarrying

Employers expect the labor market slump to continue in the third quarter of 2017. The Net Employment Outlook stands at -3% and has only been positive once in the past two years. Hiring plans strengthen by 3 percentage points when compared with the previous quarter but are 5 percentage points weaker year-over-year.



**+11 (+3)%**

## Public and Social

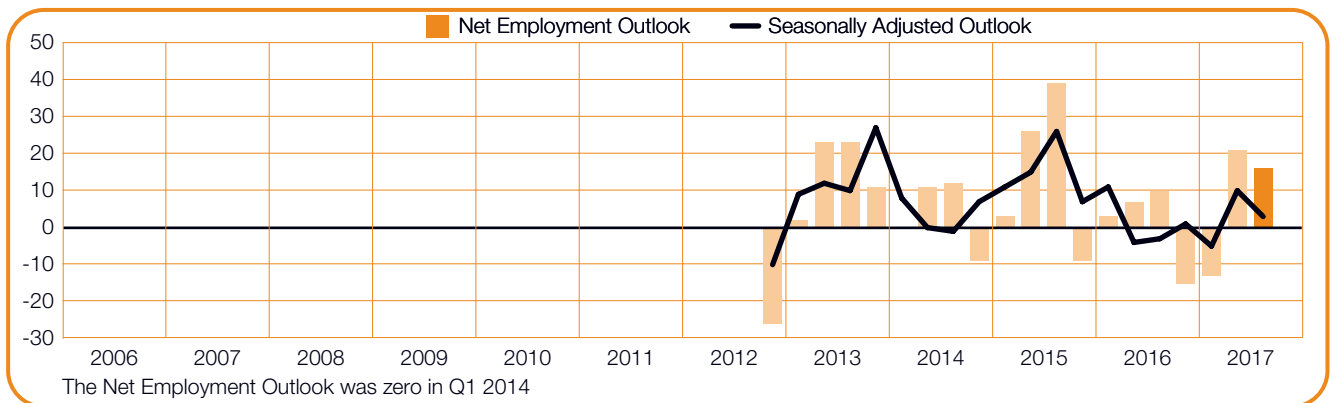
Job seekers can expect an unstable hiring climate in the July-September period, according to employers who report a Net Employment Outlook of +3%. However, hiring prospects are 2 percentage points weaker when compared with Quarter 2 2017 and decline by 7 percentage points when compared with the third quarter of 2016.



**+16 (+3)%**

## Restaurants and Hotels

Reporting a Net Employment Outlook of +3%, employers anticipate modest payroll growth during Quarter 3 2017. While the Outlook is 7 percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of 6 percentage points.



**+1 (-5)%**

## Transport, Storage and Communication

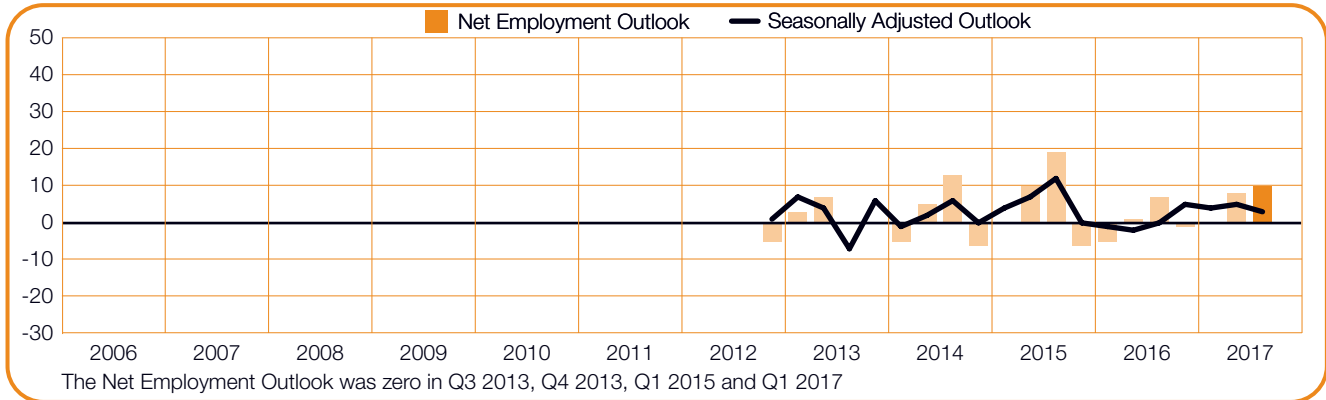
Employers continue to report downbeat hiring intentions, with a Net Employment Outlook of -5% for the next three months. The Outlook has now only been positive for one quarter in more than two years. Hiring prospects decline by 3 percentage points when compared with the previous quarter while remaining relatively stable when compared with Quarter 3 2016.



**+10 (+3)%**

## Wholesale and Retail Trade

A cautious increase in staffing levels is forecast in the coming quarter with employers reporting a Net Employment Outlook of +3%. While the Outlook declines by 2 percentage points quarter-over-quarter, employers report an improvement of 3 percentage points when compared with this time one year ago.

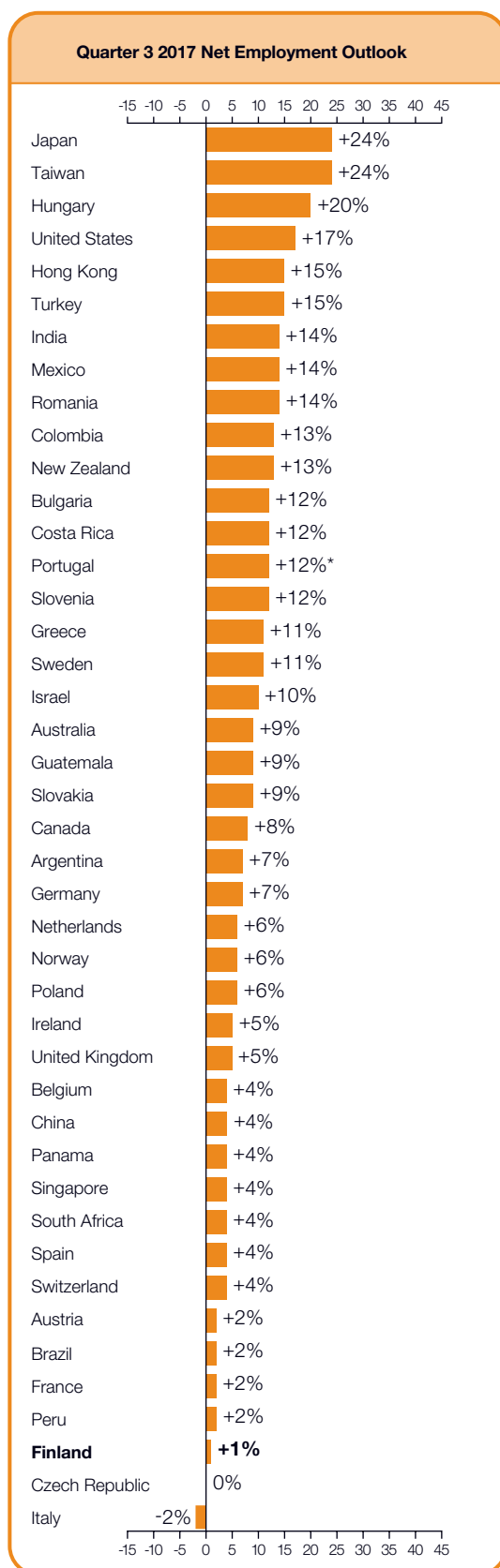


# Global Employment Outlook

	Quarter 3 2017	Qtr on Qtr Change Q2 2017 to Q3 2017	Yr on Yr Change Q3 2016 to Q3 2017
	%		
<b>Americas</b>			
Argentina	6 (7) <sup>1</sup>	0 (3) <sup>1</sup>	5 (5) <sup>1</sup>
Brazil	1 (2) <sup>1</sup>	1 (5) <sup>1</sup>	16 (15) <sup>1</sup>
Canada	13 (8) <sup>1</sup>	3 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Colombia	13 (13) <sup>1</sup>	-1 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Costa Rica	9 (12) <sup>1</sup>	-3 (1) <sup>1</sup>	0 (0) <sup>1</sup>
Guatemala	7 (9) <sup>1</sup>	-7 (-4) <sup>1</sup>	-7 (-7) <sup>1</sup>
Mexico	14 (14) <sup>1</sup>	0 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Panama	3 (4) <sup>1</sup>	-3 (-2) <sup>1</sup>	-5 (-5) <sup>1</sup>
Peru	2 (2) <sup>1</sup>	-11 (-9) <sup>1</sup>	-6 (-6) <sup>1</sup>
United States	20 (17) <sup>1</sup>	1 (0) <sup>1</sup>	2 (2) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	7 (9) <sup>1</sup>	-4 (0) <sup>1</sup>	0 (0) <sup>1</sup>
China	5 (4) <sup>1</sup>	1 (0) <sup>1</sup>	3 (2) <sup>1</sup>
Hong Kong	15 (15) <sup>1</sup>	1 (1) <sup>1</sup>	2 (3) <sup>1</sup>
India	15 (14) <sup>1</sup>	-3 (-3) <sup>1</sup>	-21 (-21) <sup>1</sup>
Japan	21 (24) <sup>1</sup>	-9 (1) <sup>1</sup>	1 (1) <sup>1</sup>
New Zealand	12 (13) <sup>1</sup>	-2 (-1) <sup>1</sup>	1 (1) <sup>1</sup>
Singapore	4 (4) <sup>1</sup>	-4 (-4) <sup>1</sup>	-6 (-6) <sup>1</sup>
Taiwan	26 (24) <sup>1</sup>	2 (0) <sup>1</sup>	4 (5) <sup>1</sup>

<b>EMEA†</b>			
Austria	4 (2) <sup>1</sup>	-3 (-3) <sup>1</sup>	-2 (-2) <sup>1</sup>
Belgium	4 (4) <sup>1</sup>	3 (3) <sup>1</sup>	3 (3) <sup>1</sup>
Bulgaria	15 (12) <sup>1</sup>	-5 (0) <sup>1</sup>	1 (1) <sup>1</sup>
Czech Republic	2 (0) <sup>1</sup>	-4 (-5) <sup>1</sup>	-4 (-4) <sup>1</sup>
<b>Finland</b>	<b>4 (1)<sup>1</sup></b>	<b>-5 (-2)<sup>1</sup></b>	<b>-4 (-1)<sup>1</sup></b>
France	4 (2) <sup>1</sup>	3 (0) <sup>1</sup>	1 (1) <sup>1</sup>
Germany	7 (7) <sup>1</sup>	1 (0) <sup>1</sup>	2 (3) <sup>1</sup>
Greece	17 (11) <sup>1</sup>	3 (2) <sup>1</sup>	5 (5) <sup>1</sup>
Hungary	21 (20) <sup>1</sup>	1 (3) <sup>1</sup>	7 (7) <sup>1</sup>
Ireland	7 (5) <sup>1</sup>	0 (-1) <sup>1</sup>	-4 (-4) <sup>1</sup>
Israel	11 (10) <sup>1</sup>	1 (1) <sup>1</sup>	2 (2) <sup>1</sup>
Italy	0 (-2) <sup>1</sup>	0 (0) <sup>1</sup>	-3 (-2) <sup>1</sup>
Netherlands	6 (6) <sup>1</sup>	1 (1) <sup>1</sup>	3 (3) <sup>1</sup>
Norway	7 (6) <sup>1</sup>	0 (0) <sup>1</sup>	3 (3) <sup>1</sup>
Poland	9 (6) <sup>1</sup>	-4 (-4) <sup>1</sup>	-4 (-4) <sup>1</sup>
Portugal	12	2	2
Romania	21 (14) <sup>1</sup>	-4 (-2) <sup>1</sup>	-1 (-1) <sup>1</sup>
Slovakia	12 (9) <sup>1</sup>	2 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Slovenia	12 (12) <sup>1</sup>	-15 (-5) <sup>1</sup>	3 (5) <sup>1</sup>
South Africa	2 (4) <sup>1</sup>	-5 (-3) <sup>1</sup>	-4 (-4) <sup>1</sup>
Spain	6 (4) <sup>1</sup>	-1 (-1) <sup>1</sup>	3 (3) <sup>1</sup>
Sweden	12 (11) <sup>1</sup>	8 (9) <sup>1</sup>	5 (5) <sup>1</sup>
Switzerland	4 (4) <sup>1</sup>	1 (3) <sup>1</sup>	5 (4) <sup>1</sup>
Turkey	20 (15) <sup>1</sup>	6 (5) <sup>1</sup>	10 (10) <sup>1</sup>
UK	6 (5) <sup>1</sup>	1 (0) <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 ManpowerGroup Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labor market activity\* in Quarter 3 2017. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of September 2017 as compared to the current quarter?"

The forecast indicates payrolls will grow by varying degrees in 41 of 43 countries and territories over the next three months. An overview of the global results indicates employer confidence is similar to that reported in the second quarter with the majority of respondents content to either retain current staff or grow payrolls marginally as they await more definitive signals from the marketplace.

Some employers expect to encounter headwinds in the coming months. For instance, employer confidence in India dips to its least optimistic level since their survey was launched. Similarly, forecasts in Panama and Peru are the weakest reported since their surveys began, while job prospects in Singapore decline to a level not seen since the recession. Conversely, the forecast in Brazil has improved steadily for four consecutive quarters and Brazilian employers report positive hiring plans for the first time in more than two years.

When compared to the prior quarter's results, forecasts improve in 17 countries and territories, decline in 16 and remain unchanged in 10. However, a more confident pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 26 countries, decline in only 15 and remain unchanged in two. Globally, the strongest third-quarter hiring plans are reported in Japan, Taiwan, Hungary and the United States. The weakest forecasts are reported in Italy, the Czech Republic and Finland.

In the Europe, Middle East & Africa (EMEA) region workforce gains are forecast in 23 of 25 countries. Hiring plans improve in nine countries quarter-over-quarter, weaken in 10 and are unchanged in six. In a year-over-year comparison,

Outlooks improve in 15 countries and decline in 10. Hungarian job seekers can expect the region's strongest third-quarter hiring plans. Additionally, the Outlook in Turkey rebounds with more than one in every four employers planning to add to their payrolls in the next three months. Italian employers report the region's weakest Outlook as well as the only negative hiring intentions among the 43 countries and territories surveyed.

Payrolls are expected to grow in all eight Asia Pacific countries and territories. Net Employment Outlooks improve in only two countries and territories when compared to the prior quarter, decline in three and are unchanged in three. In a year-over-year comparison the hiring pace is expected to improve in five countries and territories, decline in two and remain unchanged in one. Employers in Japan and Taiwan report the most optimistic forecasts, both regionally and globally. The region's weakest forecasts are reported by employers in China and Singapore.

Positive Outlooks are reported in each of the 10 countries surveyed in the Americas. Hiring confidence strengthens in six countries, dips in three and is unchanged in one when compared to the April-June quarter. Similarly, the year-over-year comparison reveals employers in six countries report improved hiring prospects, while hiring plans weaken in three and are unchanged in one. For the fourth consecutive quarter employers in the United States report the strongest hiring plans in the Americas, while opportunities for job seekers are expected to be weakest in Brazil, Peru and Panama.

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

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

The next ManpowerGroup Employment Outlook Survey will be released on 12 September and will forecast labor market activity for the fourth quarter of 2017.

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

# International Comparisons – EMEA

Job prospects are mostly positive across the region. Of the nearly 21,000 employers surveyed, those in 23 of 25 countries plan to add to their payrolls by varying degrees during the July-September quarter.

Despite the uncertainties associated with a number of recent and upcoming elections, as well as ongoing Brexit negotiations, employers are demonstrating resilience and some job gains are expected in every country except Italy and the Czech Republic.

Hungary's third-quarter forecast is the strongest in the region, fueled in large part by robust forecasts in the Construction and Manufacturing sectors. The Outlook is the most optimistic reported since the country's survey was launched in Quarter 3 2009. Similarly upbeat hiring plans are reported by employers in Turkey where Outlooks improve in all 11 industry sectors when compared year-over-year, and in Romania where the overall forecast continues to be reinforced by solid hiring plans in the Manufacturing and Wholesale & Retail Trade sectors.

Among the noteworthy developments reported elsewhere across the EMEA region, the Dutch forecast remains modest although employers report their strongest hiring plans since Quarter 1 2009, buoyed in large part by an upbeat forecast in the Finance & Business Services sector. Similarly, Belgium's forecast improves slightly in comparison to the prior quarter and year-ago levels with the most job growth expected in both the Finance & Business Services and Transport, Storage & Communications sectors.

Job seekers in Spain are likely to benefit from some opportunities in the months ahead with employers planning modest payroll gains across most industry sectors and regions. Meanwhile, job gains in France

are expected to be more limited, except in the Wholesale & Retail Trade sector where employers report their strongest hiring plans since the country's survey began in 2003.

Hiring plans in the UK are similar to the prior quarter and last year at this time with modest job growth anticipated in most industry sectors and regions. German employers report cautiously optimistic hiring plans with those in the Finance & Business Services sector forecasting the most third-quarter hiring activity.

Job prospects in Switzerland rebound slightly from the prior quarter and last year at this time with the most hiring activity forecast in the Manufacturing sector. And despite an overall hiring slowdown projected for Austria in comparison to the prior quarter, the country's modest Outlook is buoyed by considerable year-over-year gains in both the Finance & Business Services and Wholesale & Retail Trade sectors.

Job opportunities are mixed in the Nordics. Swedish employers expect a steady third-quarter hiring pace fueled by healthy payroll gains in the Wholesale & Retail Trade and Finance & Business Services sectors. Norway's more modest Outlook remains largely unchanged from the prior quarter and last year with the most hiring activity expected in the Finance & Business Services, Manufacturing and Construction sectors. The forecast in Finland is decidedly more reserved with employers anticipating only limited job growth in the months ahead.

Meanwhile, Italy's employers report the third consecutive quarter of negative hiring intentions, as well as the only negative third-quarter forecast among the 43 countries and territories participating in the survey.

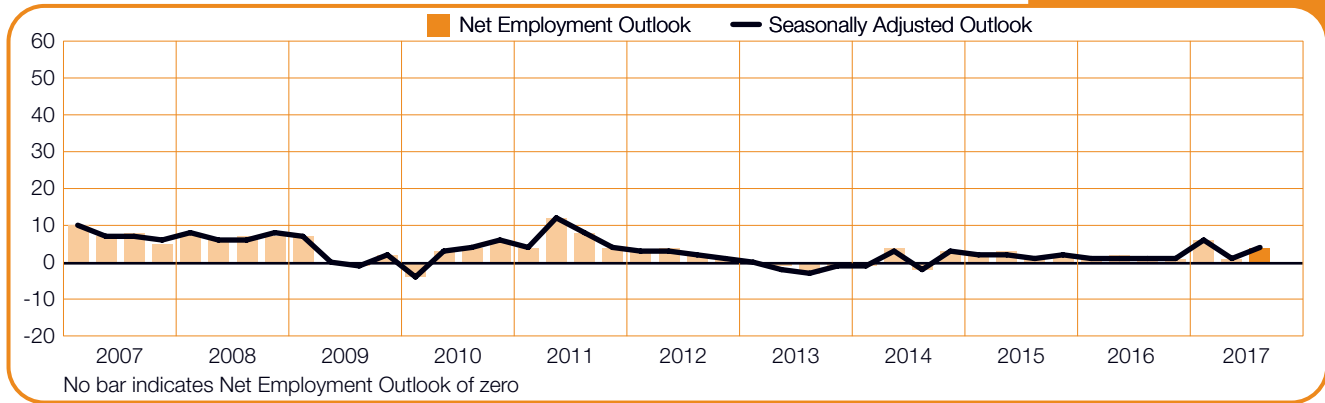
## Austria

+4 (+2)%



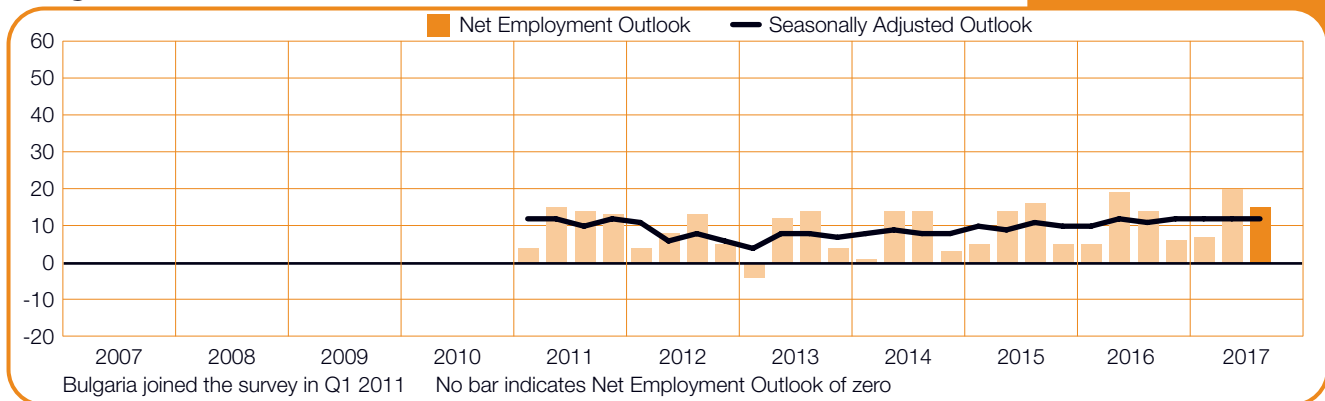
## Belgium

+4 (+4)%



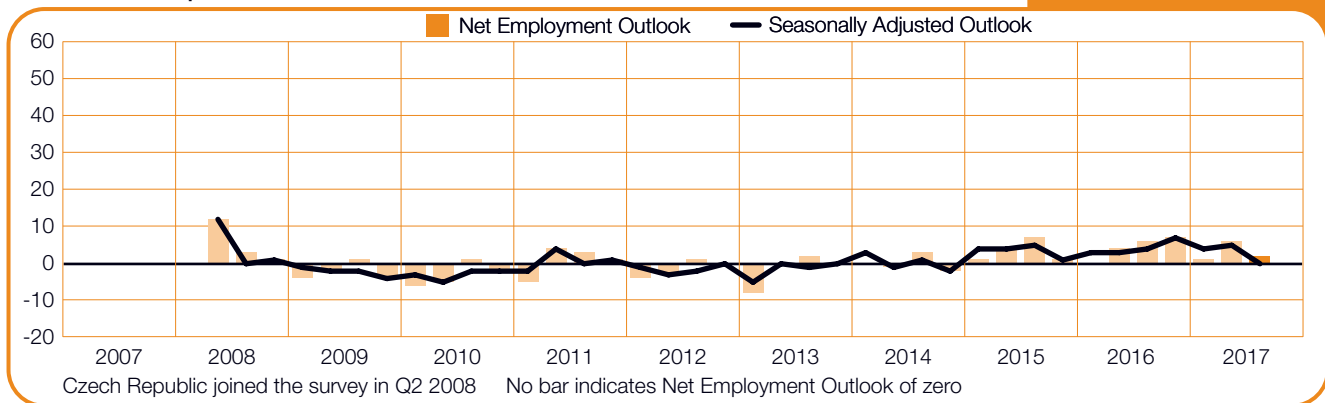
## Bulgaria

+15 (+12)%



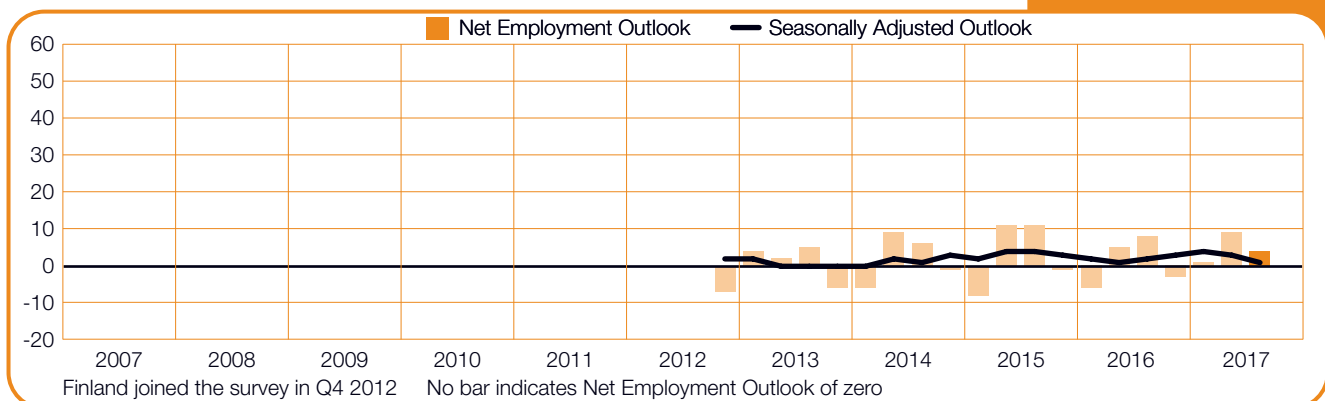
## Czech Republic

+2 (0)%



## Finland

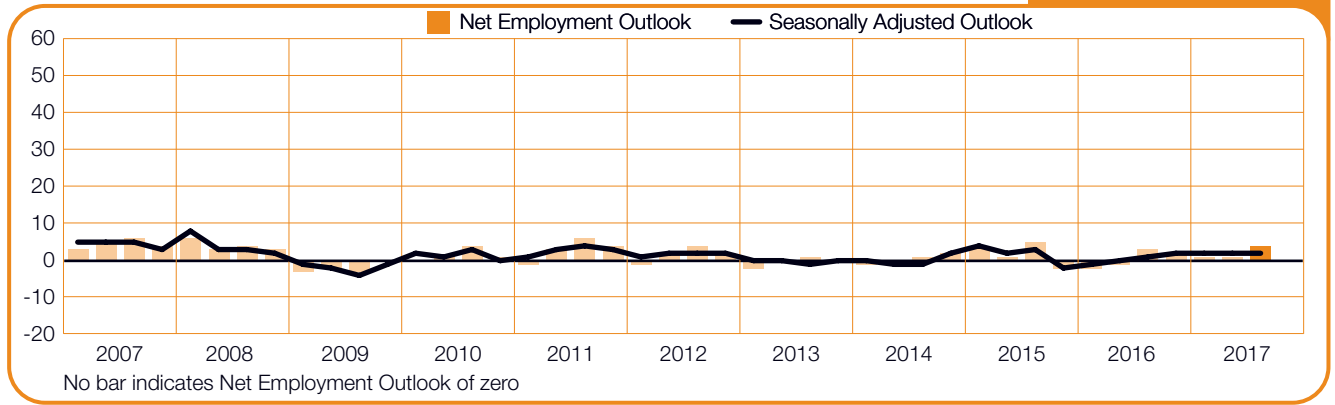
+4 (+1)%





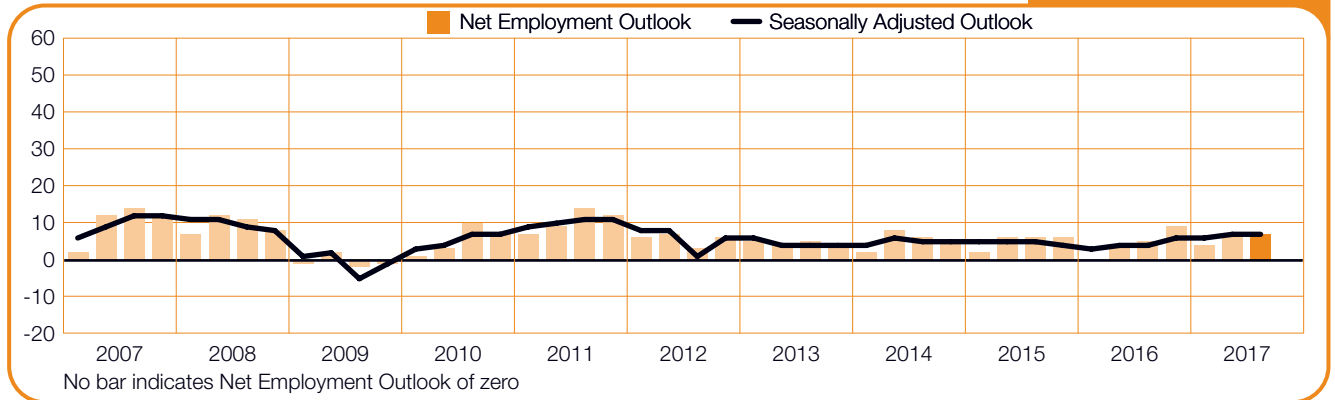
## France

**+4 (+2)%**



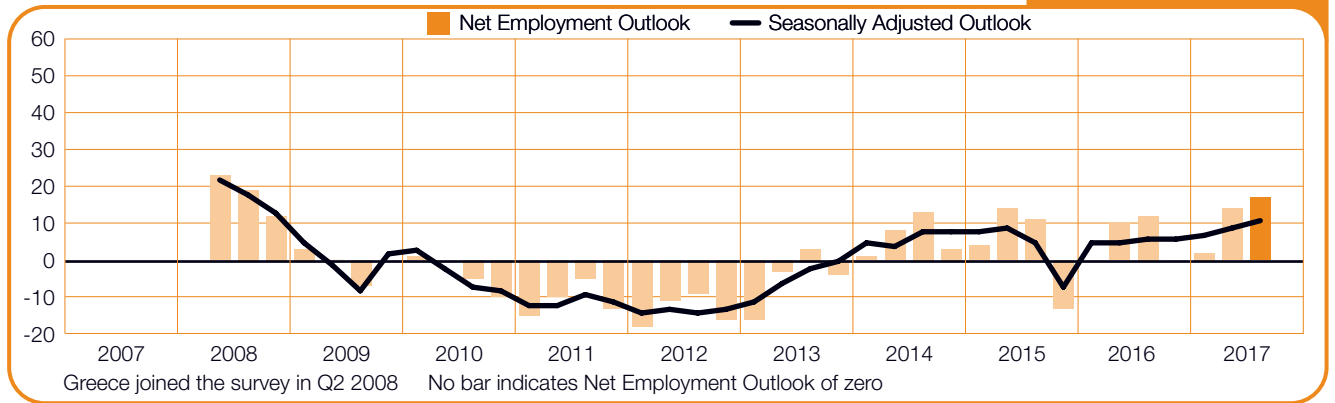
## Germany

**+7 (+7)%**



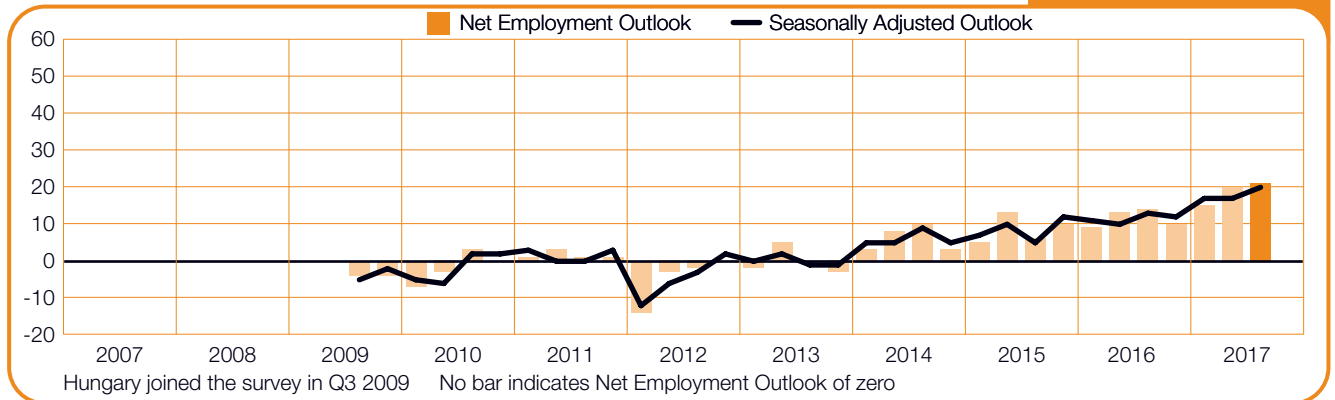
## Greece

**+17 (+11)%**



## Hungary

**+21 (+20)%**



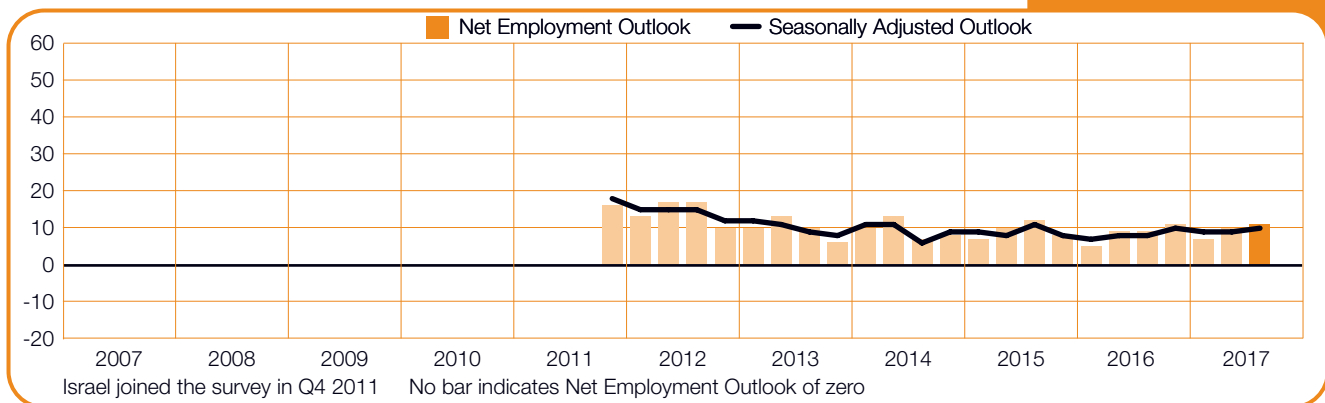
## Ireland

**+7 (+5)%**



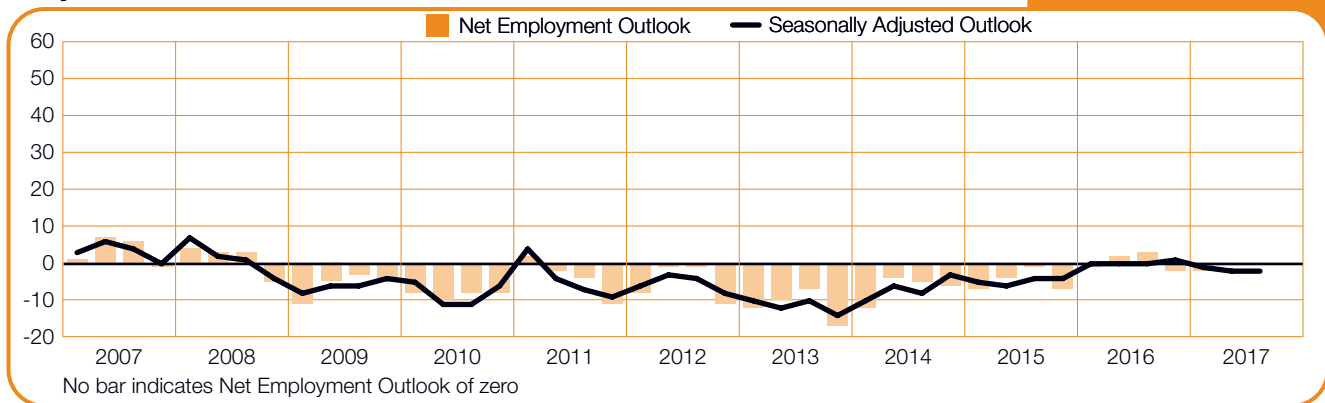
## Israel

**+11 (+10)%**



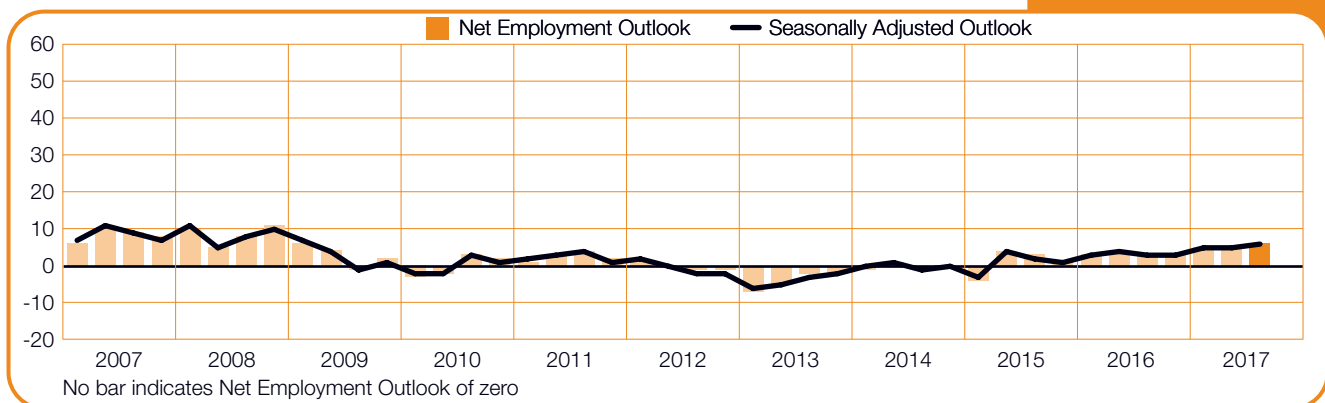
## Italy

**0 (-2)%**



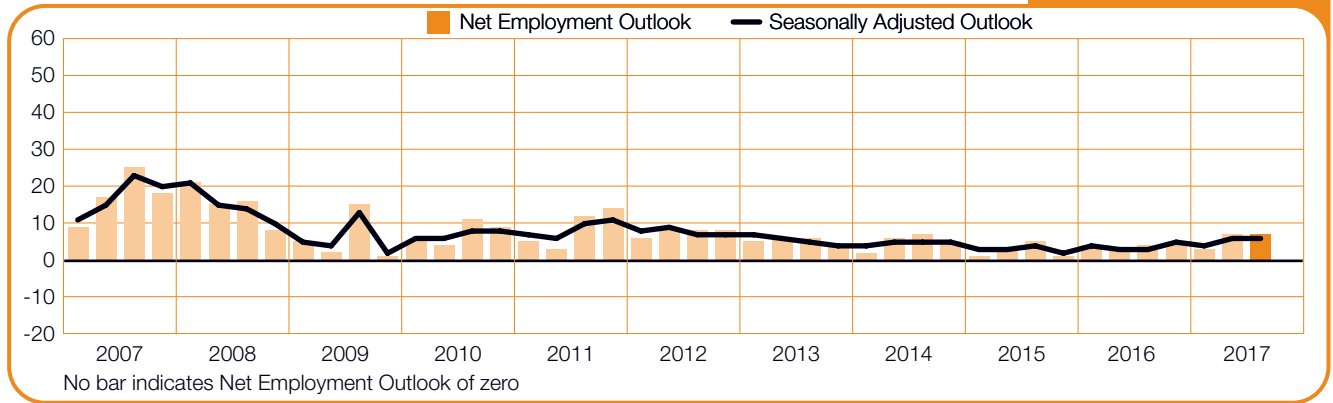
## Netherlands

**+6 (+6)%**



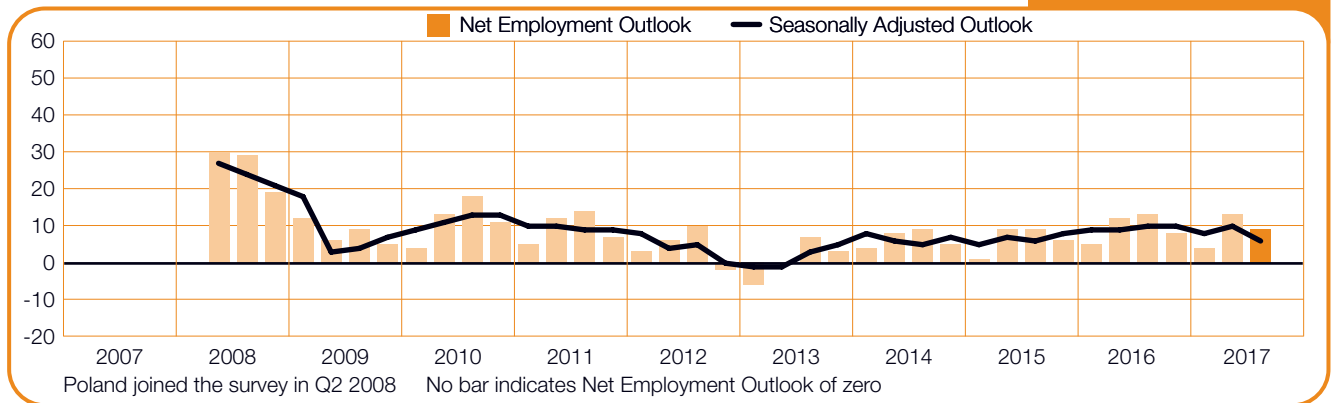
## Norway

+7 (+6)%



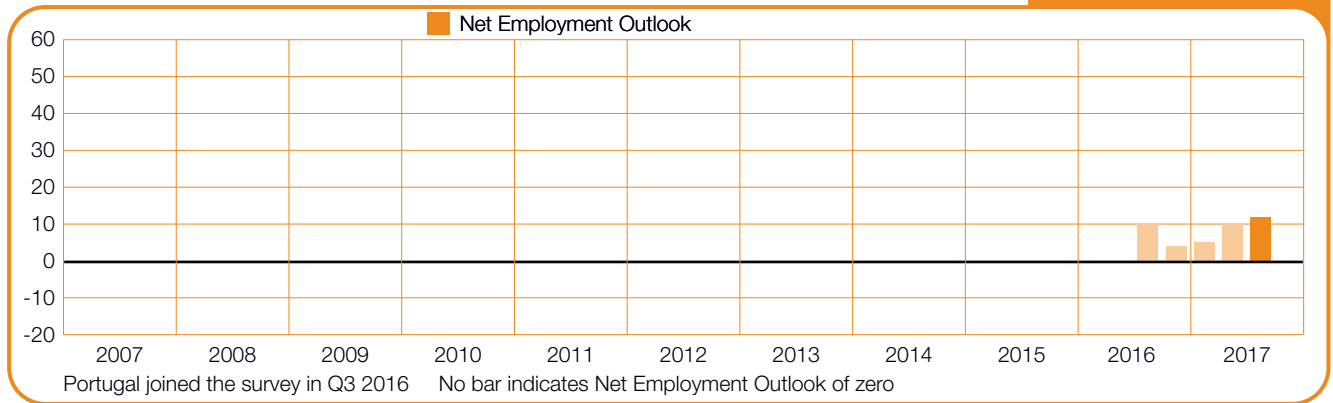
## Poland

+9 (+6)%



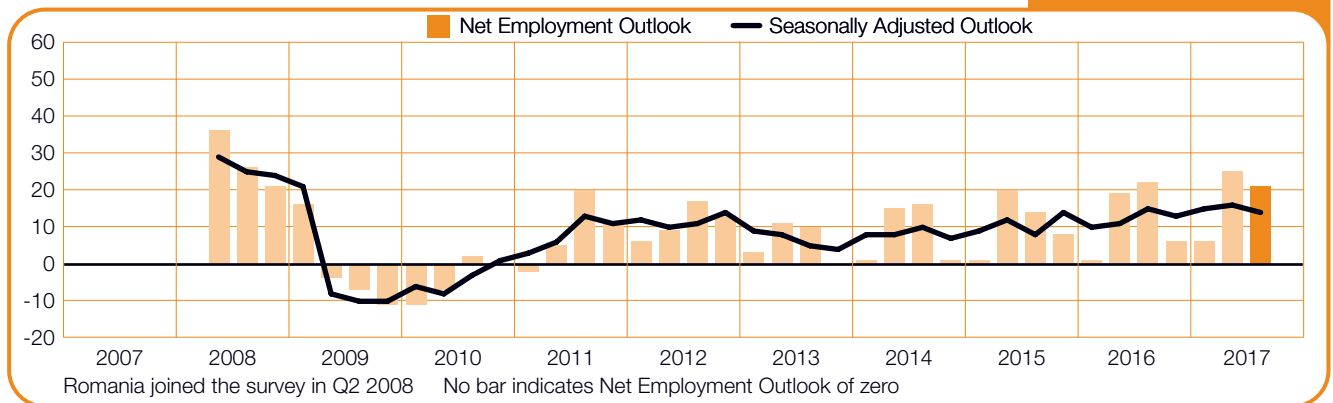
## Portugal

+12%



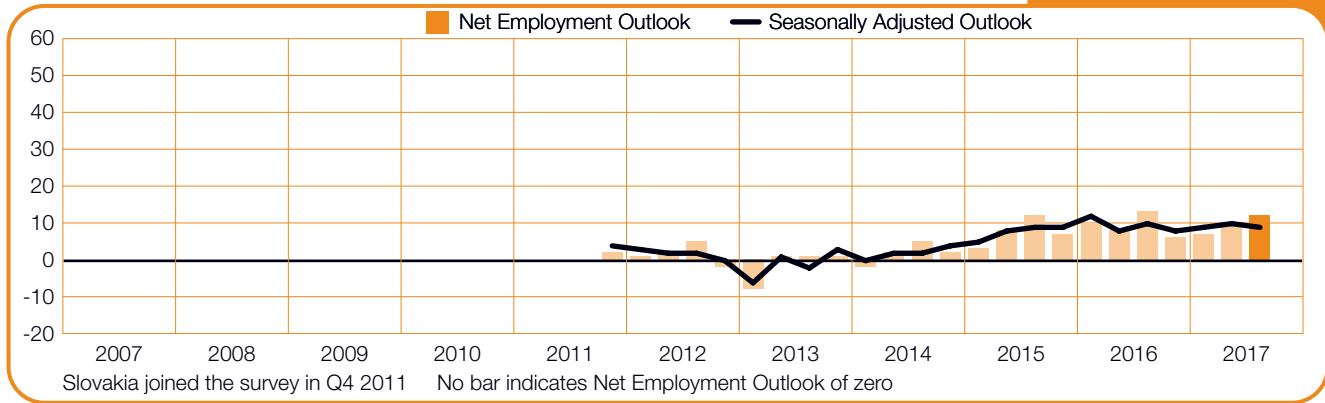
## Romania

+21 (+14)%



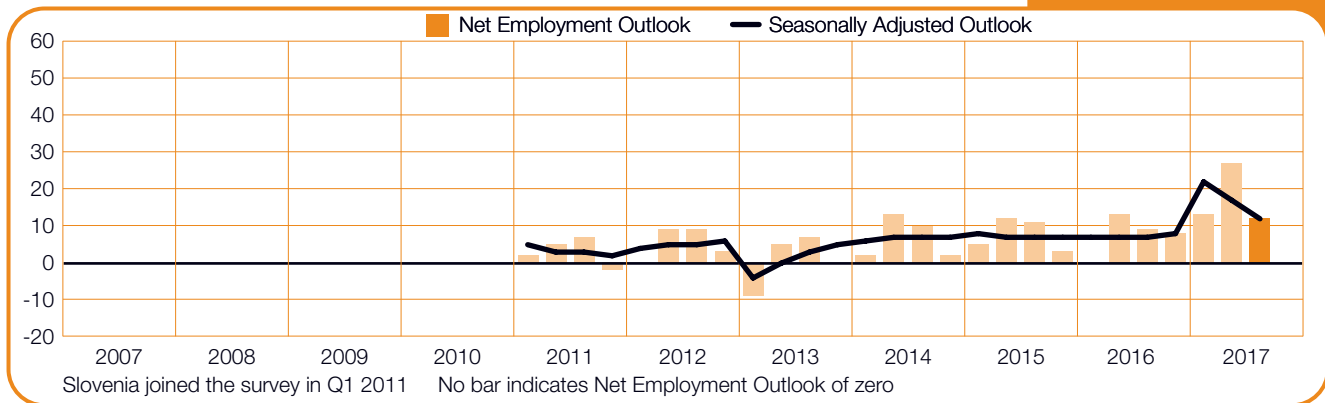
## Slovakia

**+12 (+9)%**



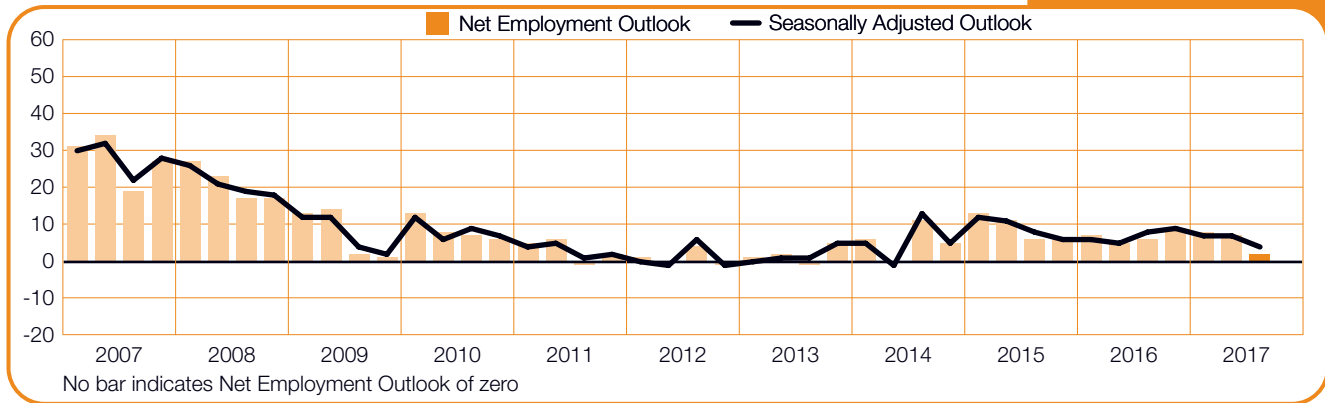
## Slovenia

**+12 (+12)%**



## South Africa

**+2 (+4)%**



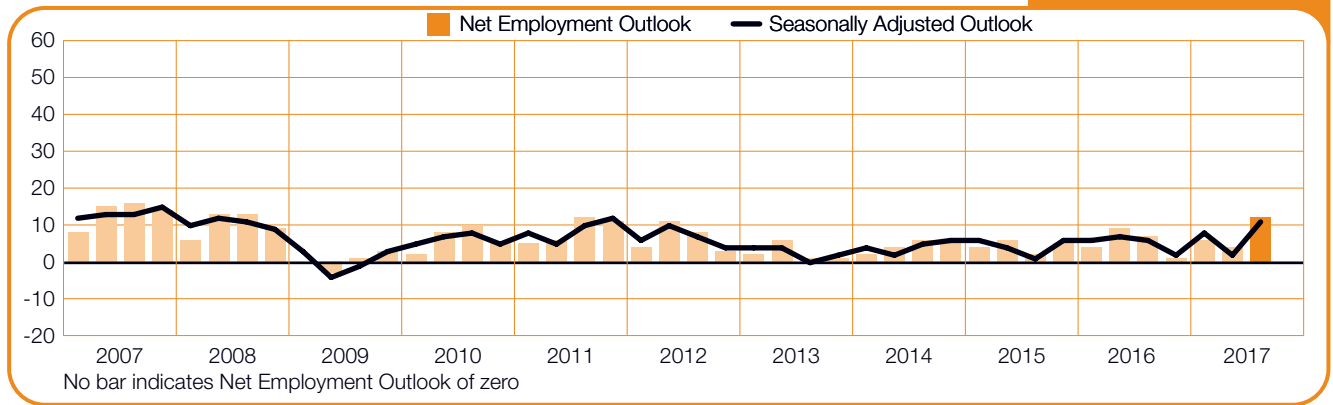
## Spain

**+6 (+4)%**



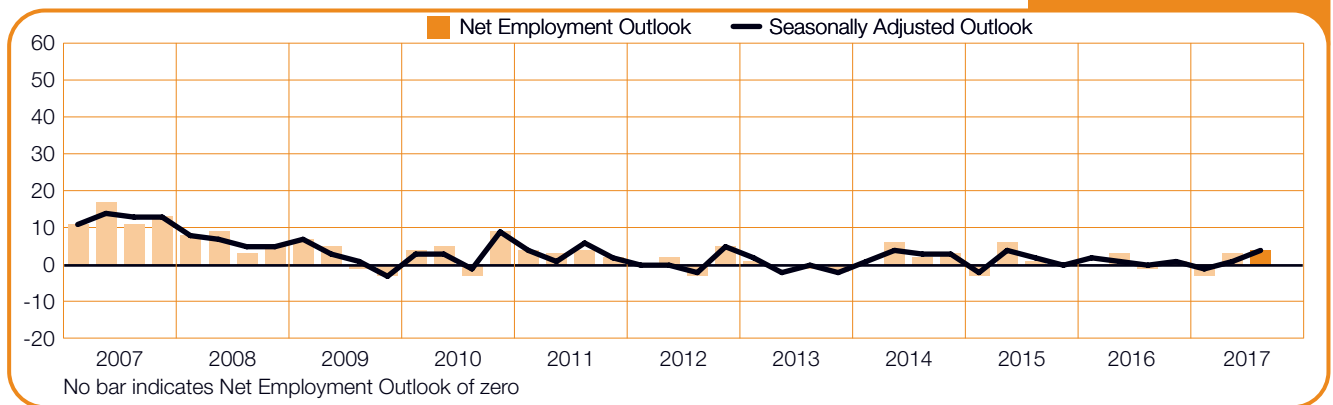
## Sweden

**+12 (+11)%**



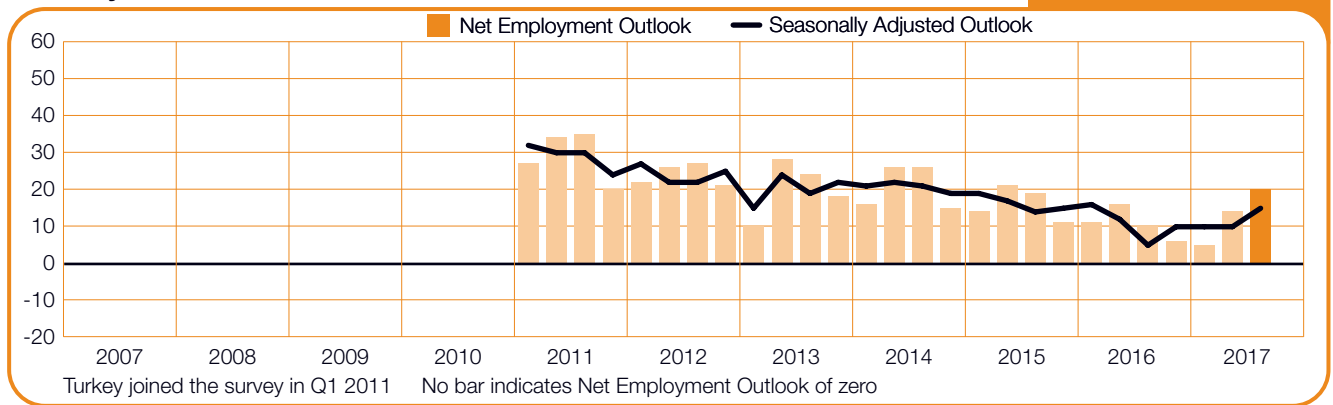
## Switzerland

**+4 (+4)%**



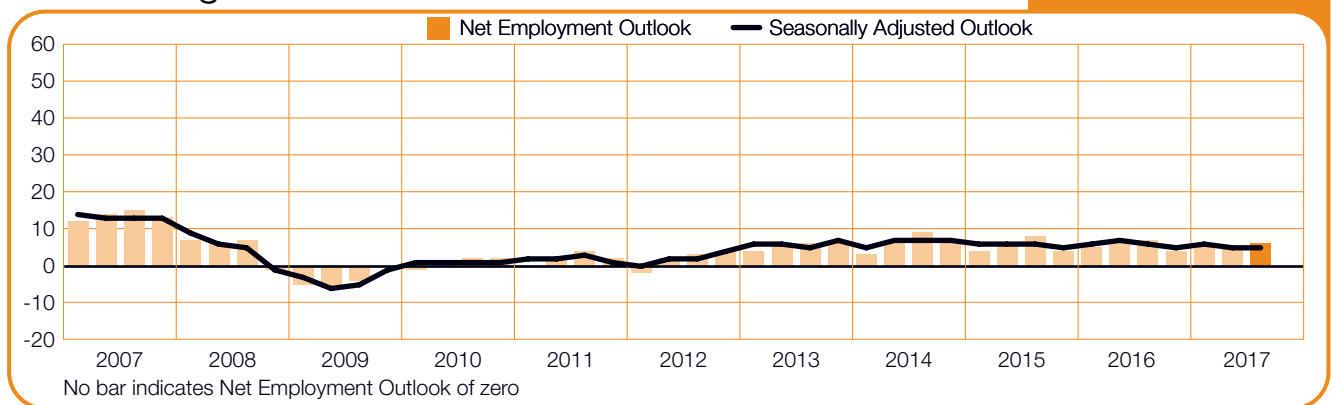
## Turkey

**+20 (+15)%**



## United Kingdom

**+6 (+5)%**



# International Comparisons – Americas

Over 23,000 employers from 10 countries throughout North, Central and South America were interviewed for the Quarter 3 2017 survey. Payrolls are expected to expand in all countries including Brazil where employer confidence turns positive following nine consecutive quarters of negative forecasts.

Employers in the U.S. report the most optimistic hiring plans with nearly one of every four expecting additions to their payrolls during the July-September quarter. Employer optimism is strongest in the Leisure & Hospitality sector where more than one-third of employers intend to add to their workforces in the next three months. Active labor markets are also expected in the Transportation & Utilities and Wholesale & Retail Trade sectors.

Mexico’s forecast is similarly upbeat with positive hiring plans reported in all industry sectors and regions, including the Mining & Extraction sector where the Outlook improves considerably in comparison to the prior quarter and last year at this time.

Employers in Canada remain cautiously optimistic. Opportunities for job seekers are expected to be strongest in the Public Administration sector. Steady payroll growth is also forecast in the Finance, Insurance & Real Estate sector where employer confidence improves considerably in both quarter-over-quarter and year-over-year comparisons.

Hiring plans are mixed in Central America. Employers in Costa Rica continue to anticipate a favorable hiring environment with the strongest job prospects reported

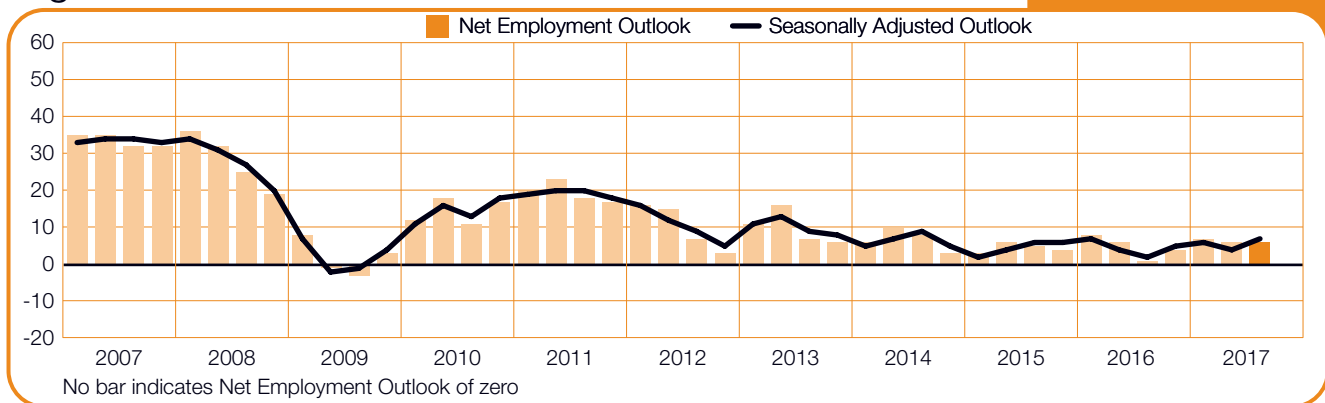
in the Services and the Transport & Communications sector. Meanwhile, Guatemala’s hiring pace is expected to slow from the prior quarter and last year at this time, but payrolls are predicted to grow by varying margins in all industry sectors except Construction. A slowdown is also evident in Panama where the forecast remains positive but declines to its least optimistic level since the country’s survey was launched in Quarter 2 2010.

Outlooks in South America are also mixed. Colombian employers report positive hiring intentions in all industry sectors and regions and the forecast is buoyed by plans for solid workforce growth in the Construction sector, with nearly three of every 10 employers intending to expand payrolls in the third quarter. Argentina’s hiring pace is expected to pick up in comparison to the prior quarter and last year at this time, and the forecast indicates job seekers will find the most opportunities in the Construction and Finance, Insurance & Real Estate sectors.

Hiring activity is expected to be more subdued elsewhere on the continent. Peru’s employers anticipate some payroll gains in the months ahead, but the country’s forecast dips to its weakest level since the survey began in Quarter 2 2006. Hiring plans in Brazil are similarly modest, although the forecast signals that a turnaround in employer confidence may be at hand; the country’s Outlook improves by a considerable margin from last year at this time and turns positive for the first time since Quarter 1 2015.

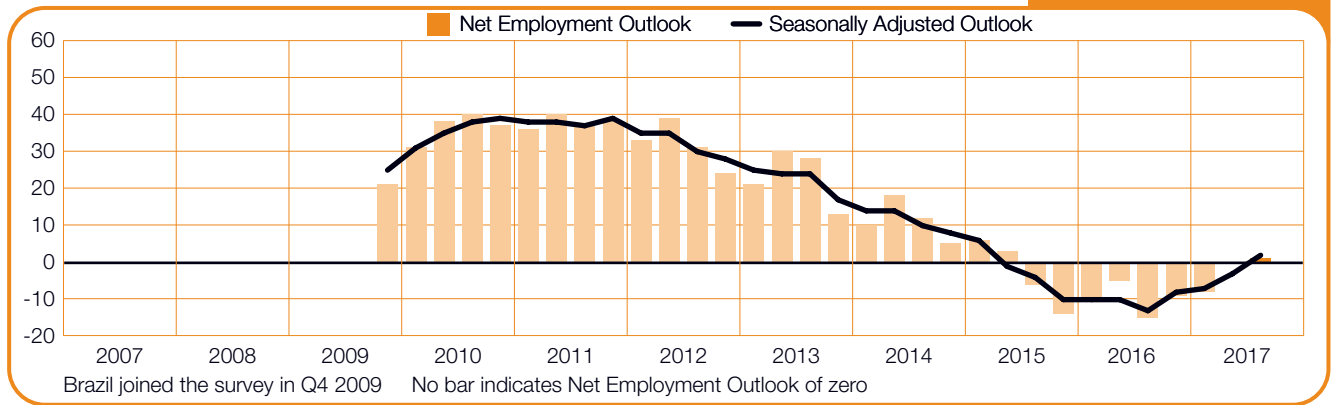
## Argentina

**+6 (+7)%**



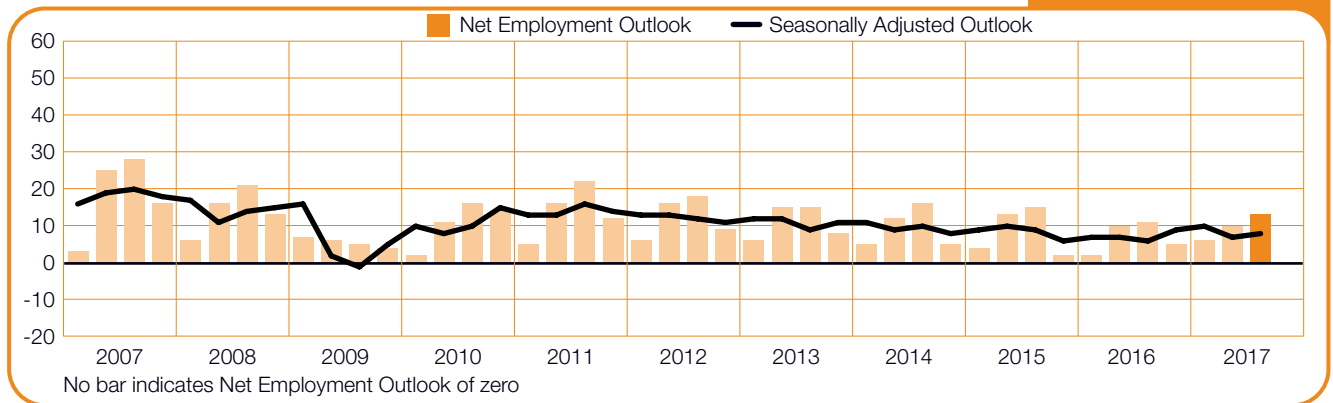
## Brazil

+1 (+2)%



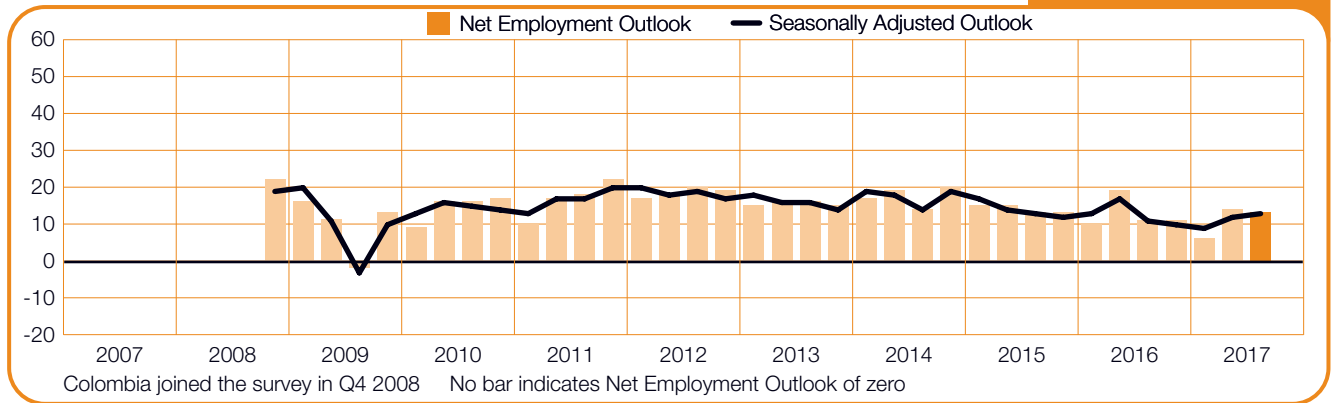
## Canada

+13 (+8)%



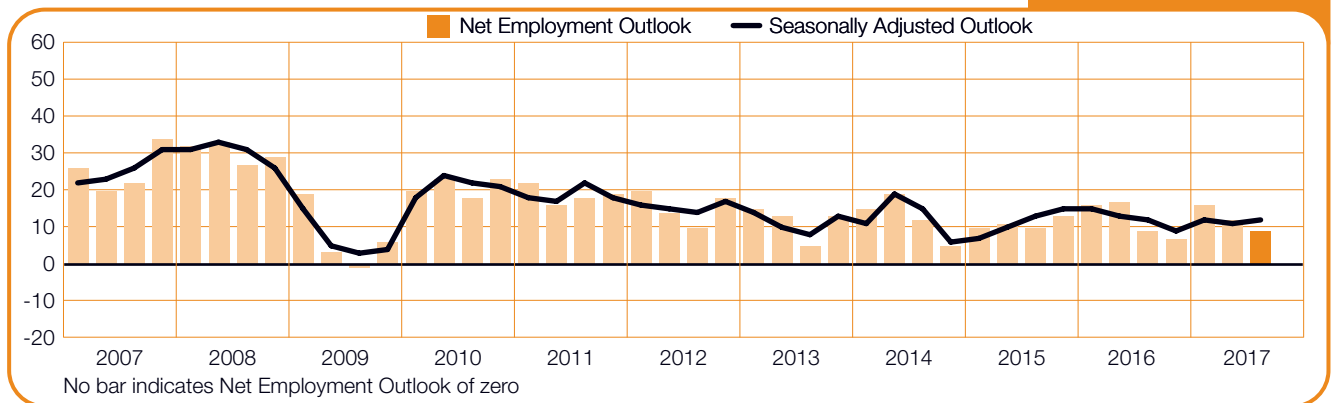
## Colombia

+13 (+13)%



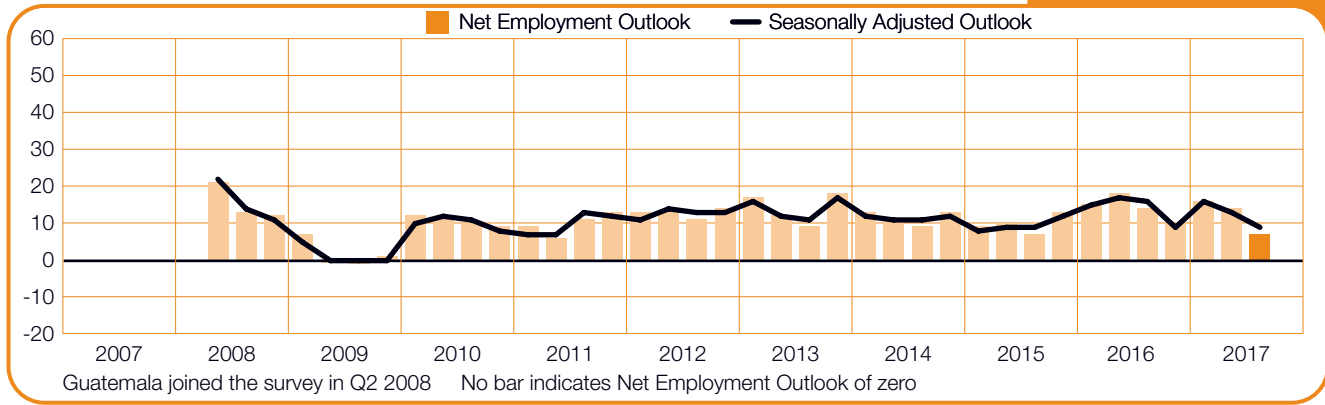
## Costa Rica

+9 (+12)%



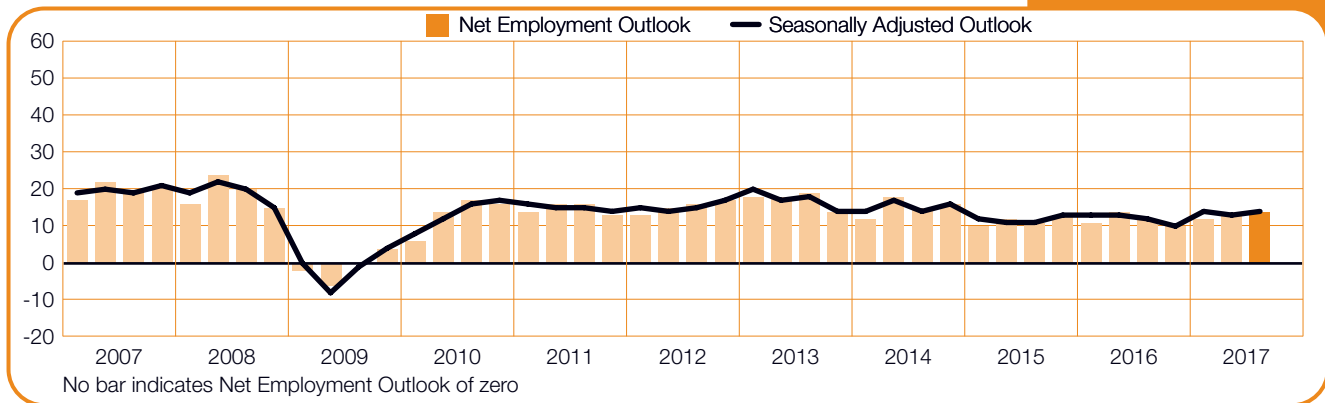
## Guatemala

**+7 (+9)%**



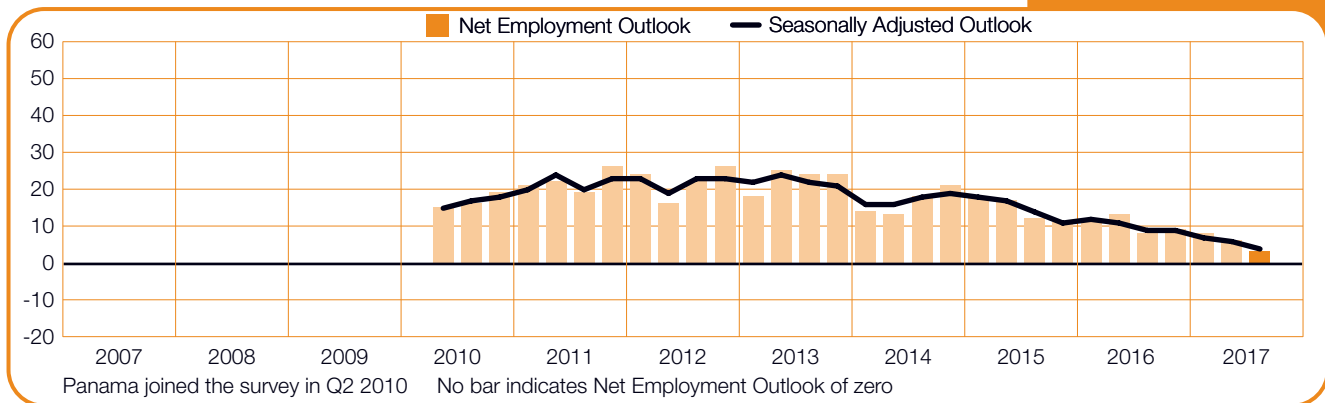
## Mexico

**+14 (+14)%**



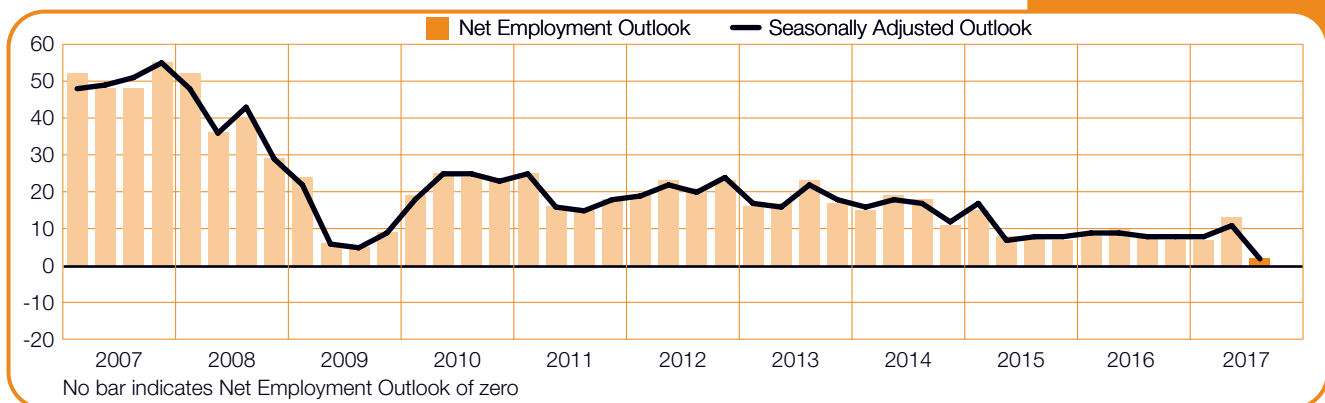
## Panama

**+3 (+4)%**



## Peru

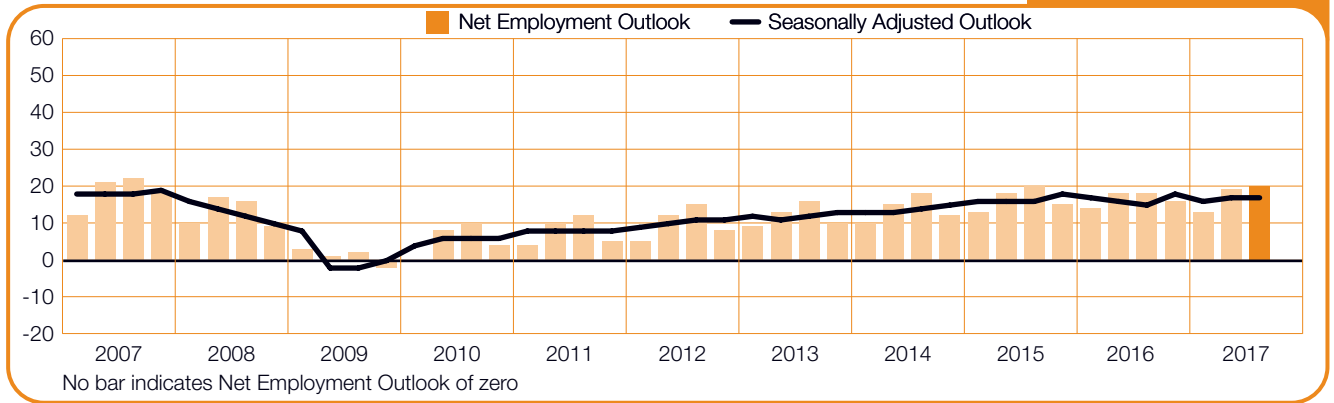
**+2 (+2)%**





# United States of America

**+20 (+17)%**



# 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 by varying margins over the next three months.

Employers in Japan and Taiwan report the strongest third-quarter hiring plans. Japan's Outlook has improved marginally from the prior quarter and is now stronger than at any point since 2007, with the strongest gains expected in the Mining & Construction and Transportation & Utilities sectors. Similarly optimistic hiring plans are reported in Taiwan where three of every 10 employers indicate they intend to add to their payrolls in the July-September quarter. The Outlook is unchanged from three months ago but improves by a moderate margin year-over-year.

Opportunities for job seekers in Hong Kong remain favorable with Outlooks in most industry sectors improving in a year-over-year comparison. The strongest third-quarter hiring activity is expected in the Services and the Finance, Insurance & Real Estate sectors.

The most noteworthy development in the region may be the ongoing decline in employer hiring sentiment in India. India's forecast has weakened steadily for six consecutive quarters. And although India's Outlook is comparatively optimistic when measured against the majority of countries and territories participating in the survey, the third-quarter forecast is now the weakest reported since India joined the survey in 2005. Continuing consolidation among India's telecom and IT industries may be impacting hiring sentiment across all sectors.

Employer hiring confidence in Australia remains cautiously optimistic where for the third consecutive quarter opportunities for job seekers are expected to be strongest in the Services sector. An ongoing rise in infrastructure spending also appears to be boosting Mining & Construction sector hiring in the Australia Capital Territory (ACT).

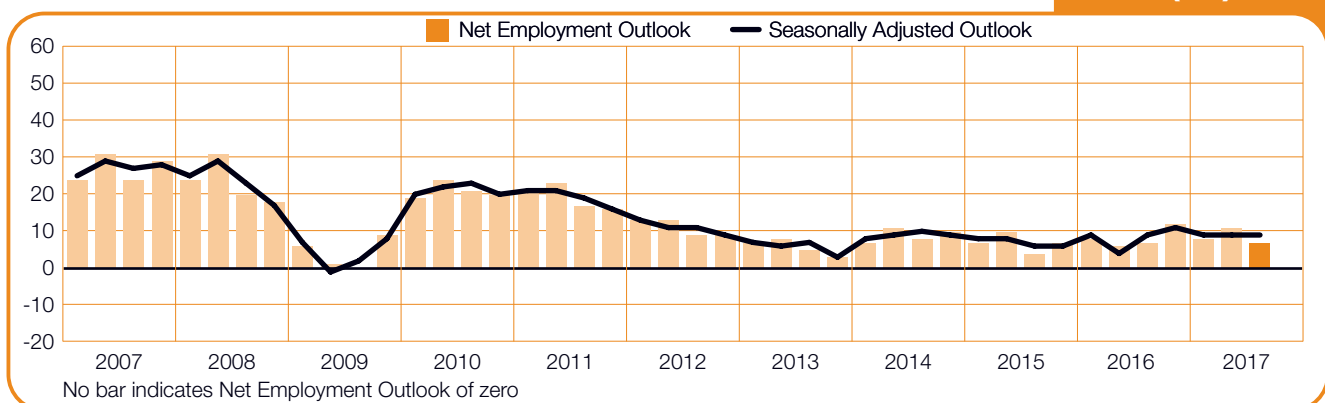
Steady job growth is expected in New Zealand. Forecasts are positive across all industry sectors and regions. The boom in housing and infrastructure following the 2011 earthquake is likely continuing to fuel strong third-quarter forecasts in the Mining & Construction and Finance, Insurance & Real Estate sectors. However, the shortage of qualified candidates is growing acute and prompting many employers to develop their own apprenticeship programs or overseas recruitment strategies.

Job prospects in Singapore continue to diminish. Forecasts are positive, but modest, across all industry sectors with employers apparently willing to keep current payrolls steady until ongoing trade issues and other geopolitical risks are mitigated. As a result, Singapore's Outlook is weaker than at any point since the recession with fewer than one in every 10 employers surveyed intending to hire in the next three months.

China's employers anticipate third-quarter job growth will remain subdued. Outlooks remain positive across all industry sectors and regions, and forecasts improve marginally across all sectors and regions in a year-over-year comparison. However, employer confidence continues to lag and remains considerably weaker than before the country's decision to transition to a more services-oriented economy.

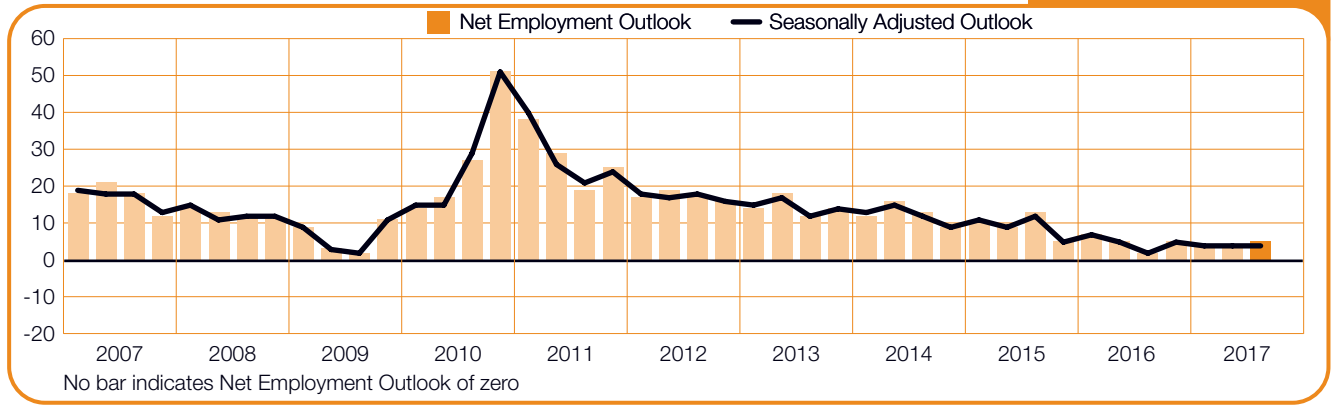
## Australia

**+7 (+9)%**



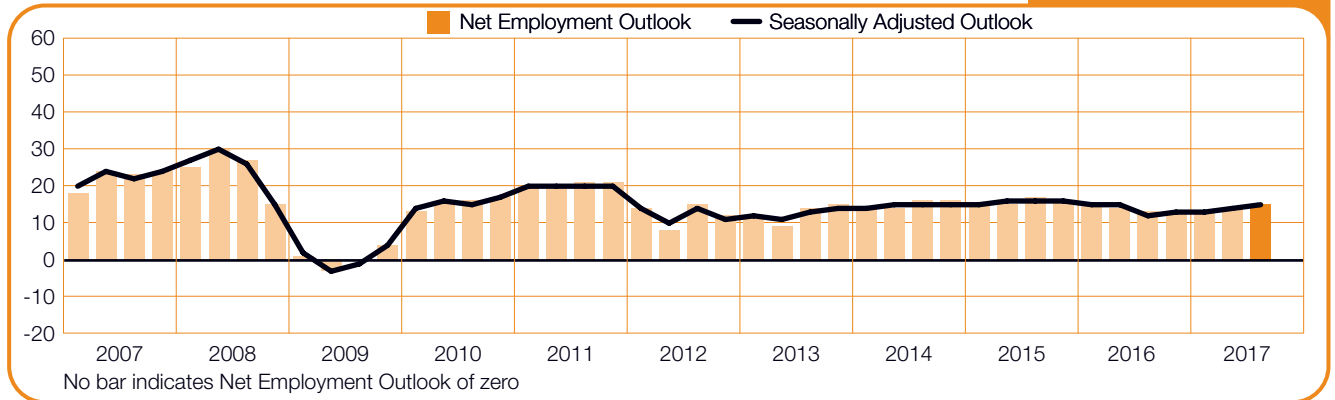
# China

+5 (+4)%



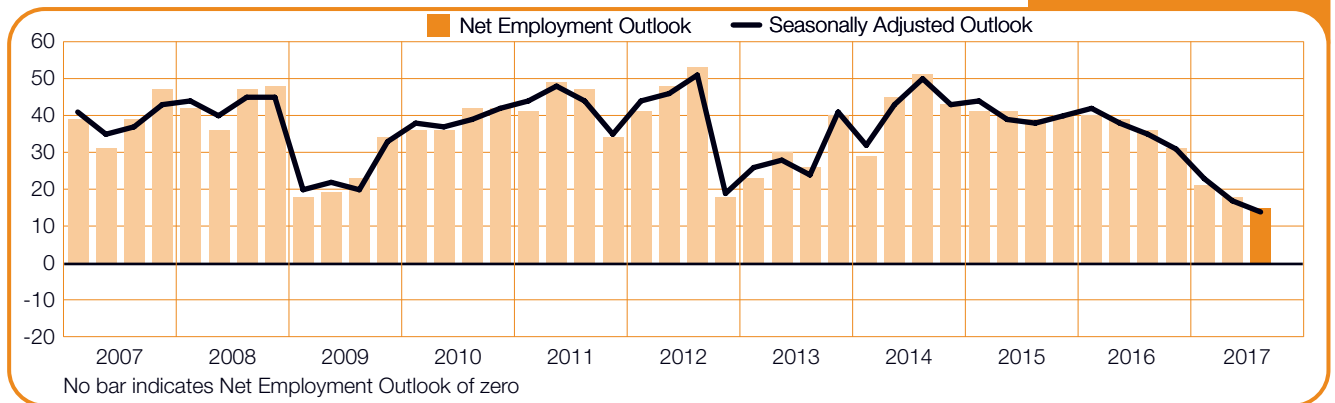
# Hong Kong

+15 (+15)%



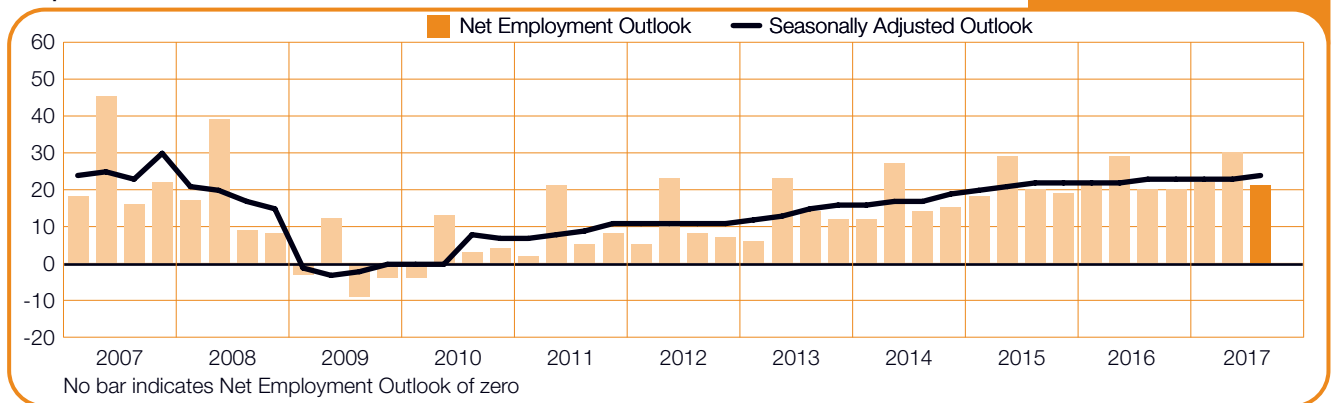
# India

+15 (+14)%



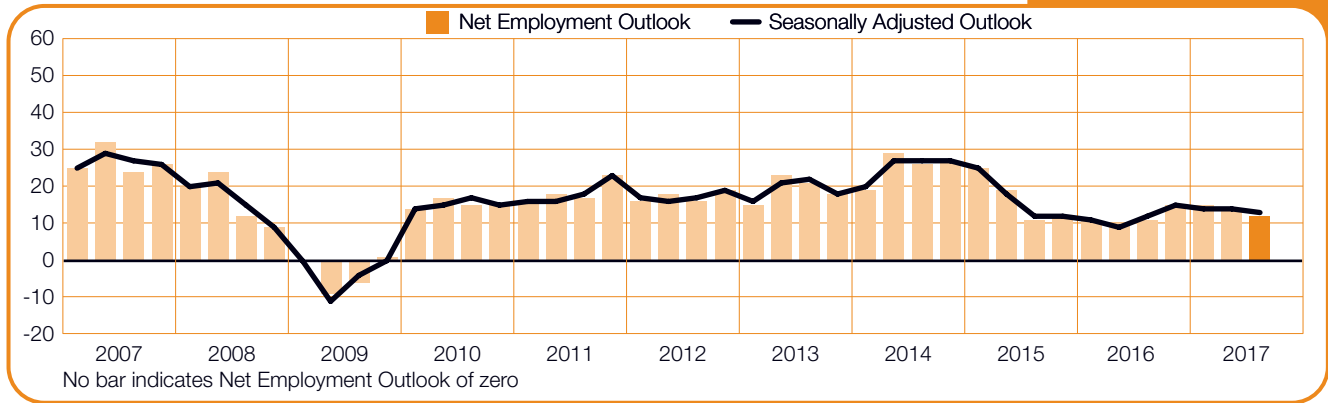
# Japan

+21 (+24)%



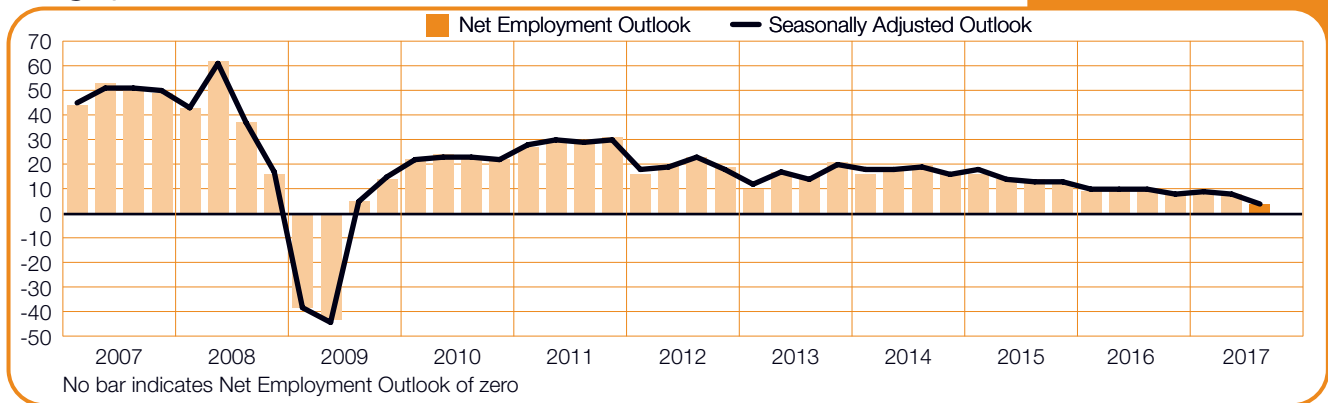
## New Zealand

**+12 (+13)%**



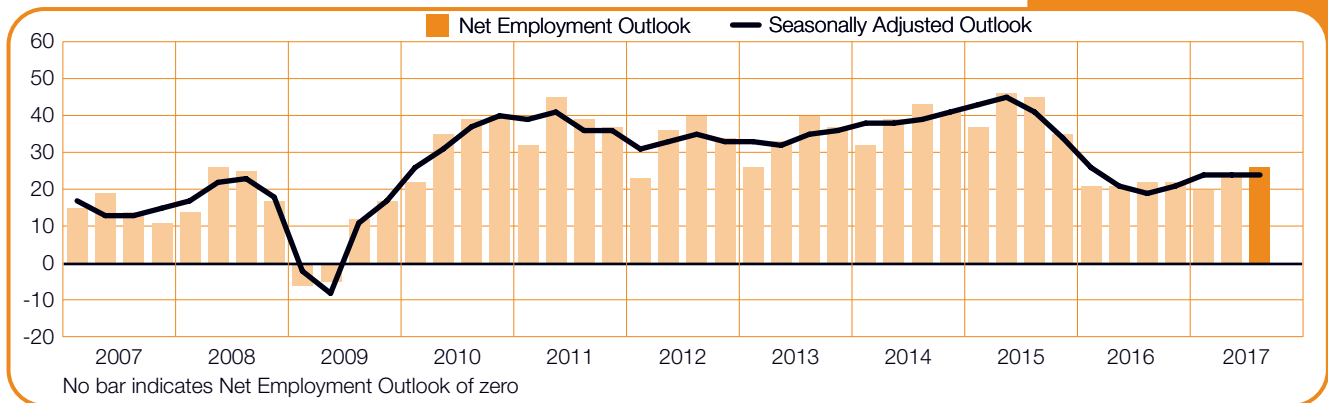
## Singapore

**+4 (+4)%**



## Taiwan

**+26 (+24)%**



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# About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter.

ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

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

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

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

**Robust:** The survey is based on interviews with nearly 59,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

**Focused:** For 55 years the survey has derived all of its information from a single question:

For the Quarter 3 2017 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of September 2017 as compared to the current quarter?"

## Methodology

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

## Net Employment Outlook

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

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

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# About ManpowerGroup®

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. 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 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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).



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