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Media Release

**Manpower Employment Outlook Survey**

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## **Manpower Employment Outlook Survey: Signs that confidence among Italian employers is growing but remains tentative**

**Fourth-quarter hiring plans improve by 1 percentage point quarter-over-quarter and by 5 percentage points year-over-year. Restaurants & Hotels and Agriculture & Fishing sector employers report the most optimistic hiring intentions.**

**Milan, September 13<sup>th</sup> 2016** - According to the Manpower Employment Outlook Survey released today, the survey of 1,000 employers across Italy, hiring activity for the end of this year is expected to expand slightly. From October to December, 4 percent of the employers interviewed plan to hire more employees. Another 86 percent expect to maintain their current workforce levels, 6 percent expect to reduce their payrolls and 4 percent are not certain of their hiring plans. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +1%. Hiring plans strengthen by 1 percentage point quarter-over-quarter and by 5 percentage points year-over-year, and indicate that employer confidence remains subdued but is gradually improving.

*"This quarter result is aligned with the year trend. During 2016, we have seen incremental growth across industries and regions that reflects new attitude among employers who are adopting new strategies and rebuilding their employees base," Stefano Scabbio, President Mediterranean and Eastern Europe says. "Although we're still experiencing a global economic instability, many industries - for example the automotive industry – have switched from a recession "survival mode" to one of expansion, with a particular demand for new middle management profiles (engineering and lean project manager). "It is worth notice that employers in the Agriculture & Fishing sector report a cautiously optimistic Outlook of +9%. This is the strongest forecast in the sector since 2012 and may be the result of a trend among consumers toward increased use of biological and eco sustainable products. Moreover, companies today are facing significant challenges related to skill shortages and huge changes in demographics. To win in a global market, it is crucial for organizations to keep employees engaged, attract and retain the best talent, focusing on soft and digital skills development".*

### **Regional comparisons**

Employers in Middle Italy anticipate limited payroll growth in 4Q 2016, reporting a Net Employment Outlook of +1%. Elsewhere, employers forecast flat hiring activity, reporting Outlooks of 0% in the North East, the North West and the South/Islands.

When compared with the previous quarter, the Outlook for the South/Islands improves by 5 percentage points. However, hiring prospects are 2 percentage points weaker in the North East. North West employers report relatively stable hiring plans and there is no change to the Outlook for Middle Italy.



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## Sector comparisons

Employers in six of the 10 industry sectors expect staffing levels to decrease during the October-December period. The weakest labor market is anticipated by Mining & Quarrying sector employers who report a Net Employment Outlook of -10%. Elsewhere, employers report muted hiring prospects in both the Construction sector and the Electricity, Gas & Water sector, with Outlooks of -5%. However, payrolls are expected to grow in three sectors. Restaurants & Hotels sector employers report respectable hiring intentions with an Outlook of +13%, while Agriculture, Hunting, Forestry & Fishing sector employers report a cautiously optimistic Outlook of +9%.

When compared with 4Q 2015, hiring prospects weaken in five of the 10 industry sectors, most notably by 10 percentage points in the Electricity, Gas & Water sector. The Mining & Quarrying sector Outlook declines by 7 percentage points while a decrease of 5 percentage points is reported in the Finance, Insurance, Real Estate & Business Services sector. Meanwhile, hiring plans improve in four sectors, including the Restaurants & Hotels sector and the Agriculture, Hunting, Forestry & Fishing sector, with increases of 14 and 6 percentage points, respectively. Year-over-year, Outlooks improve in seven of the 10 industry sectors.

## Organization-Size comparisons

Employers in all four organization size categories expect to grow staffing levels during the next three months. Large employers (250 or more employees) report the strongest hiring intentions with a Net Employment Outlook of +12%. Elsewhere, slow-paced hiring activity is expected by Small (10-49 employees) and Medium (50-249 employees) size employers, with Outlooks of +2%, while the Outlook for Micro (less than 10 employees), firms stands at +1%. Quarter-over-quarter, Outlooks improve by 5 percentage points in both the Medium- and Large-size employer categories, while Micro employers report an increase of 3 percentage points. However, Small employers report a decline of 3 percentage points. When compared with 4Q 2015, the Outlook for Large employers is considerably stronger, increasing by 11 percentage points.

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ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com)



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Presente in Italia dal 1994, la realtà nazionale di ManpowerGroup - multinazionale leader mondiale nelle innovative workforce solutions - realizza e offre soluzioni strategiche per la gestione delle risorse umane: ricerca, selezione e valutazione di personale per tutte le posizioni professionali; somministrazione di lavoro a tempo determinato; pianificazione e realizzazione di progetti di formazione; consulenza per l'organizzazione aziendale; career management; servizi di outsourcing; consulenza HR. Unendo efficacemente la sua profonda conoscenza del potenziale umano e delle esigenze dei propri clienti, ManpowerGroup crea valore per imprese e individui affiancandoli nel raggiungimento dei propri obiettivi di business e di carriera. Attraverso una rete di oltre 230 uffici su tutto il territorio nazionale, impiega 1.500 persone e offre inoltre soluzioni mirate per i settori Information Technology, Finance, Engineering, Sales&Marketing.

Nel 2015 ManpowerGroup Italia ha garantito occupazione a oltre 80mila persone stipulando più di 200mila contratti con 13mila aziende clienti. Per il sesto anno consecutivo ManpowerGroup è stata inclusa nella classifica "World's Most Ethical Companies" (2016) elaborata da Ethisphere, organizzazione internazionale specializzata nella creazione, nello sviluppo e nella condivisione di best practice a livello di etica aziendale, governance, misure anti-corrruzione e sostenibilità. Il Gruppo Manpower è stato inoltre, Official HR Premium Partner di EXPO Milano 2015.

La proposta di soluzioni di ManpowerGroup in Italia viene offerta attraverso ManpowerGroup™ Solutions, Manpower®, Experis™, FuturSkill e Right Management®.

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