



ManpowerGroup™

**Manpower Employment Outlook Survey
Embargo till 00:01 GMT, 8 September 2015**

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Manpower Employment Outlook Survey for Q4 2015:

Labor market upswing during the autumn

After a more subdued forecast reported in the summer months, employers are now looking forward to late autumn with slightly more confidence and anticipating increased employment in many places. The Net Employment Outlook for the country stands at a cautiously optimistic +5% and is up 3 percentage points from the previous quarter. Employers in the Stockholm-Uppsala region are reporting the strongest employment outlook among the regions, with improvements both quarter-over-quarter and year-over-year. The industry survey shows substantial improvement in the Finance, Real Estate and Consultancy sectors, while confidence among Mining employers continue to slump. Outlooks in both Utilities and Construction again drop to negative employment plans.

Sweden's Net Employment Outlook (*see footnote*) now stands at +5%—up 3 percentage points quarter-over-quarter, but unchanged compared with this time last year.

“The forecast indicates that the Stockholm-Uppsala region is back as a strong growth engine and both Skåne and West Sweden look like they are heading for a good job quarter, which means that employers in all three metropolitan regions expect an active labor market and may be indicative of a strong economy. At the same time it is worrisome that employers in both Utilities and Construction have reported weak job forecasts,” says **Lars Forseth**, CEO of ManpowerGroup Sweden

Stockholm-Uppsala region on top once again

Employers in all regions expect to add to their workforces during the last three months of the year. Demand for labor is strongest in the Stockholm-Uppsala region, with an outlook of +9 percent, up 3 percentage points year-over-year. The survey indicates that job seekers in Västra Götaland and Halland will benefit from a strong recovery after a weak summer forecast and employers in Skåne also report significantly improved hiring plans than last quarter with an employment outlook of +6 percent. Employers in Central Sweden anticipate a significantly more active labor market for the upcoming quarter, while their counterparts in Norrland report weaker hiring plans after several more optimistic quarters. Despite slipping somewhat, Östra Götaland employers continue to expect modest fourth-quarter payroll growth.

Major hiring surge in the Finance and Real Estate

Of all industries in the survey, employers in six of ten report positive jobs forecasts. Just like last quarter, the strongest forecasts come from employers in the Finance, Real Estate and Services sector, jumping 6 percentage points to a clearly optimistic +21 percent. Public sector employers are also looking forward to a positive job quarter, while employers in Mining once again report the weakest forecast. Utilities and Construction are also declining sharply – employers in Utilities report a drop of 10 percentage points from the prior quarter and the employment outlook is now down at -1 percent.

Global Hiring Plans Mixed

Globally, employers from 36 of 42 surveyed countries report upbeat job forecasts. Last quarter the figure was 40 optimistic countries. Greatest demand for labor worldwide comes from India, Taiwan, Japan and

the United States. Employers in Brazil, Italy, France, Greece and Finland report the weakest – and only negative forecasts. In Europe, Romania has the greatest need for labor, while employers in Italy continue to report the survey's lowest jobs forecast globally.

Footnote: The Net Employment Outlook is defined as the percentage of employers who anticipate an increase in hiring activities, minus the percentage who project a decrease. During the fourth quarter of 2015, 7 percent of Swedish employers expect to increase hiring, 2 percent expect to reduce staff, while most (82 percent) expect employment to remain unchanged. The employment outlook for Sweden is therefore +5 percent and after adjustment for seasonal variations, the Net Employment Outlook is +5 percent.

Diagram 1: Net Employment Outlook for Sweden 2004-2015.

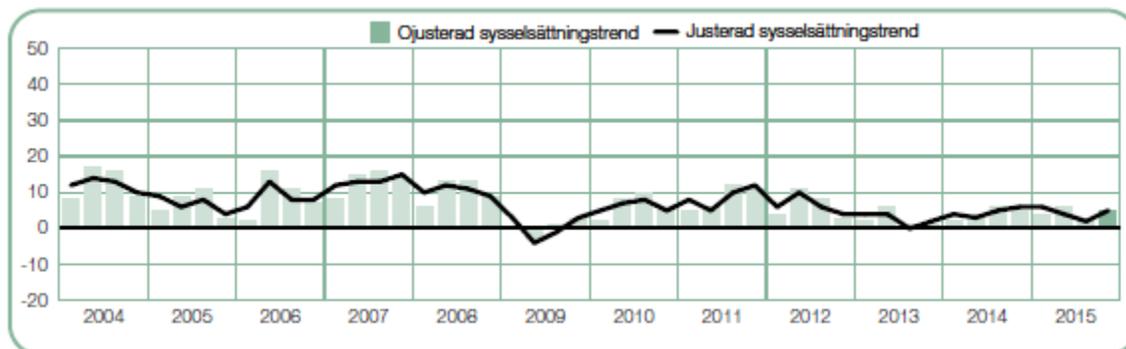


Diagram 2: The Net Employment Outlook by region for Q4 2015.

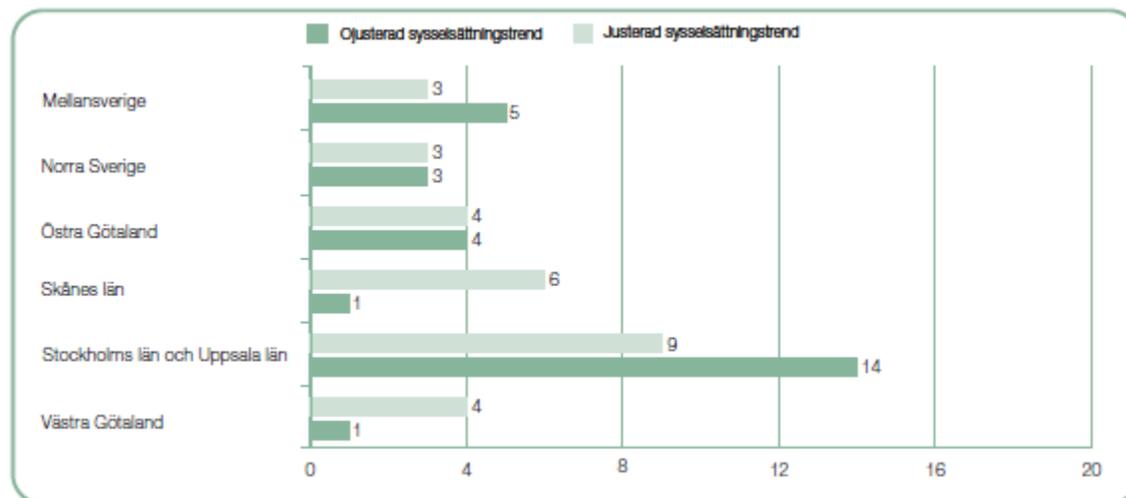
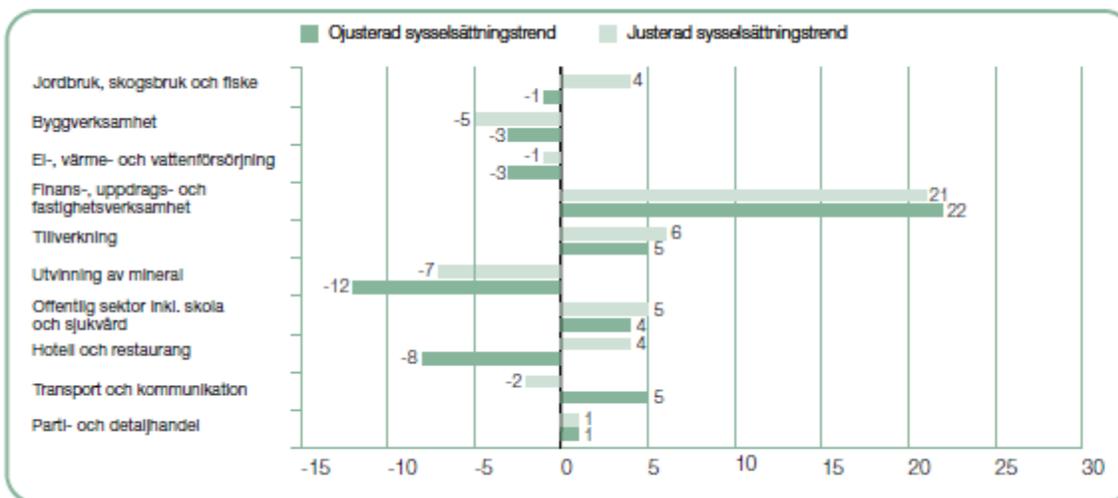


Diagram 3: The Net Employment Outlook by sector for Q4 2015.



For more information, please contact:

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The following can be downloaded at www.manpowergroup.se/Pressrum1/#:

- The report in its entirety
- Video in which the CEO describes the results
- Diagrams
- Photo of Lars Forseth and photos of surveyed sectors

The Q1 2016 Manpower Employment Outlook Survey will be published on December 8, 2015.

About the Manpower Employment Outlook Survey

The Manpower Employment Outlook Survey has been conducted in Sweden for eleven years and is unique in that it measures future hiring intentions globally; in other words, it is predictive, rather than retrospective. The survey is based on interviews with almost 59,000 public and private employers in 42 countries. In Sweden 750 interviews were conducted. The survey is conducted with a representative sample of employers from throughout the countries in which it is conducted and participants are not taken from Manpower's customer database. For over 50 years, employers in countries such as the U.S., the U.K., and Canada have responded to the same question. Decision-makers and analysts around the world make good use of the survey results.

Unique: The survey is unique in its size, geographic scope, and industry coverage.

Projective: The Employment Outlook Survey is the only survey that asks employers to forecast employment over the next quarter. Most other surveys focus on retrospective data.

Consistent: For over 50 years, employers in countries such as the U.S. and Canada have responded to the same question.

Independent: Participants include a representative sample of employers from the countries in which the survey is conducted. Survey participants are not taken from Manpower's customer base.

Reliable: The survey is based on interviews with about 59,000 public and private employers in 42 countries. The scope of the survey makes it possible to provide detailed analyses of both sectors and regions.

Facts about ManpowerGroup

ManpowerGroup™ is the world leader in employment services. By combining global insights with local expertise, we create value for our customers. We call it innovative workforce solutions. ManpowerGroup™ Sweden has 12,000 employees in about 70 offices. ManpowerGroup operations are divided into three brands: Experis, Manpower and Right Management. Through ManpowerGroup Solutions we provide customized workforce management solutions. Manpower.se is Sweden's largest private job site with more than 180,000 active CVs and thousands of vacant positions.