

**Manpower
Employment
Outlook Survey
Canada**

**Q1
2016**



ManpowerGroup™

Canadian Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2016 was conducted by interviewing a representative sample of over 1,900 employers in Canada.

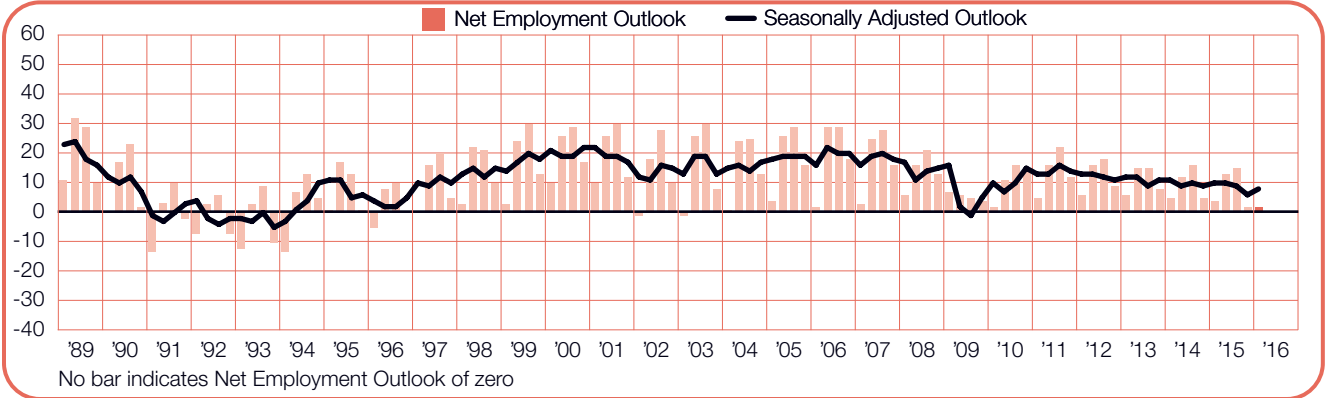
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2016 as compared to the current quarter?”

Contents

Canadian Employment Outlook	1
Organization-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
Global Employment Outlook	13
International Comparisons – Americas	
International Comparisons – Asia Pacific	
International Comparisons – EMEA	
About the Survey	29
About ManpowerGroup	30

Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
1st Quarter 2016	9	7	81	3	2	8
4th Quarter 2015	11	9	77	3	2	6
3rd Quarter 2015	20	5	74	1	15	9
2nd Quarter 2015	18	5	75	2	13	10
1st Quarter 2015	11	7	79	3	4	10



Canadian employers report subdued hiring intentions for the next three months. While 9% of employers expect to increase staffing levels, 7% forecast a decrease and 81% anticipate no change, resulting in a Net Employment Outlook of +2%.

Once the data is adjusted to allow for seasonal variation, the outlook stands at +8%. Hiring prospects are two percentage points stronger quarter-over-quarter but decline by two percentage points 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.

Organization-Size Comparisons

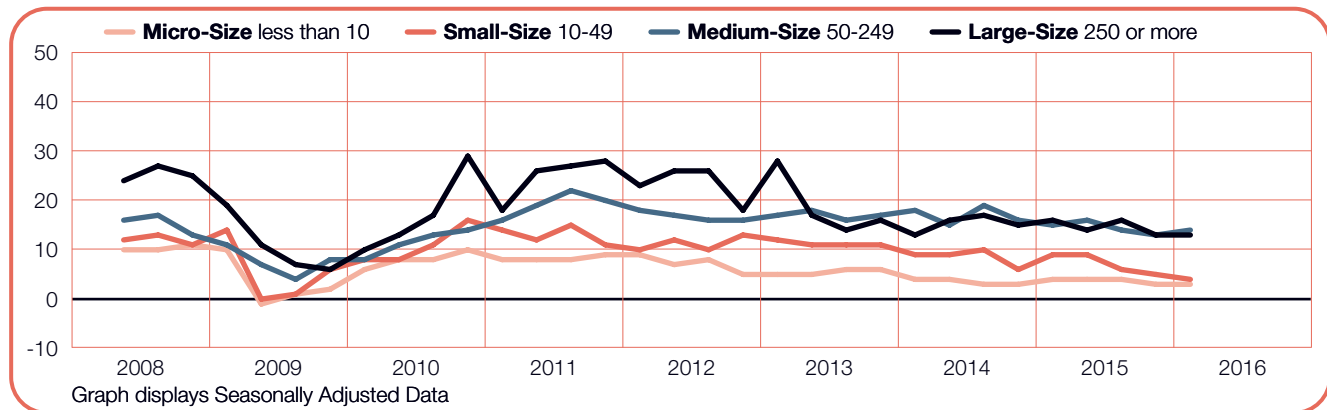
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers expect to grow staffing levels in all four organization size categories during the next three months. The most upbeat Net Employment Outlooks of +14% and +13% are reported by Medium- and Large-size employers, respectively. Elsewhere, Small employers report a modest outlook of +4% and the outlook for Micro firms stands at +3%.

When compared with the previous quarter, hiring prospects for Small- and Medium-size employers remain relatively stable, while there is no change for Micro- and Large-size employers.

Year-over-year, outlooks decline by five and three percentage points in the Small- and Large-size organization size categories, respectively. Elsewhere, hiring prospects remain relatively stable.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	5	5	88	2	0	3
Small-Size 10-49	7	10	80	3	-3	4
Medium-Size 50-249	13	7	78	2	6	14
Large-Size 250 or more	16	8	73	3	8	13



Regional Comparisons

+1 (+10)%

Atlantic Canada

Job seekers can expect a cautiously optimistic hiring climate in the January-March time frame, according to employers who report a Net Employment Outlook of +10%. The outlook remains relatively stable when compared with the previous quarter but declines by five percentage points year-over-year.

Payrolls are forecast to grow in nine of the 10 industry sectors during Quarter 1 2016. Manufacturing – Durables sector employers report the strongest forecast since Quarter 4 2010 with a Net Employment Outlook of +29% – also the strongest sector outlook in the region for the coming quarter. Elsewhere, Finance, Insurance & Real Estate sector employers report healthy hiring plans with an outlook of +27%, while steady job gains are forecast in the Wholesale & Retail Trade sector, where the outlook is +14%. Cautiously optimistic outlooks of +10% are reported in two sectors – the Manufacturing – Non-Durables sector and the Services sector. However, Education sector employers forecast a decline in staffing levels, reporting an outlook of -5%.

When compared with Quarter 4 2015, hiring intentions strengthen in four of the 10 industry sectors. The most noteworthy increases of 27 and 22 percentage points are reported in the Finance, Insurance & Real Estate sector and the Manufacturing – Non-Durables sector, respectively, while the outlook for the Manufacturing – Durables sector is 10 percentage points stronger. Meanwhile, outlooks weaken in four sectors, including the Wholesale & Retail Trade sector where employers report a decline of five percentage points.

Year-over-year, hiring plans weaken in seven of the 10 industry sectors. A steep decline of 31 percentage points is reported in the Construction sector. Services sector employers report a decrease of 15 percentage points while the outlook for the Education sector is 10 percentage points weaker. However, hiring prospects improve in three sectors, most notably by 23 and seven percentage points in the Manufacturing – Durables sector and the Wholesale & Retail Trade sector, respectively.

Workforce gains are anticipated in all seven areas during the next three months. Moncton employers report the strongest hiring prospects with an outlook of +25% while steady hiring activity is anticipated in two areas with outlooks of +16% – Halifax and St. John's. Meanwhile, the most cautious hiring plans are reported in Charlottetown, where the outlook is +1%.

When compared with Quarter 4 2015, hiring prospects improve in three areas, most notably by 27 and 10 percentage points in Moncton and St. John's, respectively. However, hiring intentions weaken in three areas. Charlottetown employers report a decline of 12 percentage points while outlooks are seven percentage points weaker in both Fredericton and Saint John.

Hiring plans decline in four areas year-over-year, including Charlottetown where employers report a sharp decrease of 27 percentage points. Elsewhere, Fredericton employers report a decline of 15 percentage points while the outlook for Halifax is 10 percentage points weaker. Meanwhile, hiring prospects strengthen in two areas, most notably by 17 percentage points in Moncton.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	10	9	78	3	1	10
Construction	0	23	77	0	-23	6
Education	0	10	81	9	-10	-5
Finance, Insurance & Real Estate	36	9	55	0	27	27
Manufacturing – Durables	15	8	77	0	7	29
Manufacturing – Non-Durables	8	8	84	0	0	10
Mining	0	8	92	0	-8	7
Public Administration	17	8	67	8	9	9
Services	12	9	78	1	3	10
Transportation & Public Utilities	10	5	85	0	5	8
Wholesale & Retail Trade	11	11	76	2	0	14

+3 (+8)%

Ontario

Employers continue to anticipate some hiring opportunities, reporting a Net Employment Outlook of +8% for the upcoming quarter. Hiring prospects are unchanged both quarter-over-quarter and year-over-year.

Staffing levels are expected to increase in nine of the 10 industry sectors during the next three months. The most respectable hiring prospects are reported in the Transportation & Public Utilities sector, with an outlook of +17%. Elsewhere, steady payroll gains are expected in two sectors with outlooks of +12% – the Construction sector and the Public Administration sector – while the outlook for the Wholesale & Retail Trade sector stands at +10%. Some encouraging signs are reported for job seekers in the Services sector and the Manufacturing – Durables sector, where outlooks stand at +8% and +7%, respectively. However, Mining sector employers forecast flat hiring activity with an outlook of 0%.

Quarter-over-quarter, hiring intentions strengthen in six of the 10 industry sectors. The outlook for the Construction sector improves by six percentage points while employers in the Manufacturing – Durables sector report an increase of four percentage points. However, hiring prospects decline in three sectors, including the Education sector and the Finance, Insurance & Real Estate sector, where employers report decreases of six percentage points.

Hiring intentions weaken in five of the 10 industry sectors year-over-year. Finance, Insurance & Real Estate sector employers report the most noteworthy decline of eight percentage points while the outlook for the Mining sector declines by five percentage points. Meanwhile, outlooks strengthen in four sectors, including the Manufacturing – Non-Durables sector, the Transportation & Public Utilities sector and the Wholesale & Retail Trade sector, where improvements of two percentage points are reported.

Employers in 22 of the 24 areas forecast an increase in staffing levels during the January-March period. The strongest labour market is expected in Mississauga, where the outlook stands at +27%. Solid payroll gains are also anticipated in the Kitchener/Cambridge Area and Brampton, with outlooks of +24% and +21%, respectively, while respectable outlooks of +11% are reported in both Belleville and Welland/Port Colborne. Meanwhile, Niagara Falls employers report the only negative forecast with an outlook of -4% and Barrie employers anticipate flat hiring activity with an outlook of 0%.

When compared with the previous quarter, hiring prospects improve in 12 areas. Mississauga employers report the most noteworthy increase of 22 percentage points. Elsewhere, hiring prospects are 14 and 13 percentage points stronger in Brampton and Thunder Bay, respectively, while the outlook for Durham Region improves by 11 percentage points. However, outlooks decline in 11 areas, most notably by 20 percentage points in Niagara Falls. The outlook for Brantford is 12 percentage points weaker while employers in St. Catharines report a decline of 10 percentage points.

Year-over-year, outlooks weaken in 12 areas. Hamilton employers report the most notable decline of 17 percentage points while the outlook is 14 percentage points weaker in Northumberland County. Hiring intentions decline by 13 percentage points in both Niagara Falls and Thunder Bay, and outlooks decline by 11 percentage points in both Cornwall and Windsor. Meanwhile, hiring plans strengthen in 10 areas including Mississauga and Brampton, where employers report increases of 22 and 17 percentage points, respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	9	6	83	2	3	8
Construction	13	7	75	5	6	12
Education	6	2	92	0	4	3
Finance, Insurance & Real Estate	7	3	90	0	4	5
Manufacturing – Durables	13	7	79	1	6	7
Manufacturing – Non-Durables	6	6	86	2	0	4
Mining	5	17	74	4	-12	0
Public Administration	7	5	83	5	2	12
Services	8	3	86	3	5	8
Transportation & Public Utilities	15	6	79	0	9	17
Wholesale & Retail Trade	8	7	84	1	1	10

-3 (+5)%

Quebec

Modest payroll growth is anticipated in the January-March time frame with employers reporting a Net Employment Outlook of +5%. Hiring intentions remain relatively stable when compared with the previous quarter but decline by three percentage points year-over-year.

Employers expect to increase staffing levels in six of the 10 industry sectors during Quarter 1 2016. Construction sector employers report the most favourable hiring plans with an outlook of +17%, while respectable job gains are forecast in two sectors with outlooks of +15% – the Manufacturing – Durables sector and the Services sector. Transportation & Public Utilities sector employers anticipate a steady hiring pace with an outlook of +14% while the outlook for the Manufacturing – Non-Durables sector stands at +8%. However, payrolls are expected to decline in four sectors. Mining employers report the weakest hiring prospects since Quarter 4 2004 with an outlook of -19%, while the outlook of -6% reported by Education sector employers is the weakest since Quarter 3 2010. Wholesale & Retail Trade sector employers report the weakest hiring plans since Quarter 3 2011, standing at -3%.

When compared with the previous quarter, outlooks weaken in six of the 10 industry sectors, most notably by 18 and 15 percentage points in the Mining sector and the Education sector, respectively. However, hiring prospects strengthen in four sectors. A sharp increase of 32 percentage points is reported by Construction sector employers while the outlook for the Services sector is 23 percentage points stronger.

Year-over-year, employers report weaker hiring intentions in five of the 10 industry sectors. Steep declines of 23 and 21 percentage points are reported for the Mining sector and the Finance, Insurance & Real Estate sector, respectively. Elsewhere, the outlook for the Wholesale & Retail Trade sector is 15 percentage points weaker and Education sector employers report a decline of 12 percentage points. Meanwhile, employers report improved outlooks in four sectors. The Transportation & Public Utilities sector outlook is 10 percentage points stronger while increases of eight percentage points are reported in both the Construction sector and the Manufacturing – Non-Durables sector.

Seasonally adjusted data is available for four of the five areas in Quebec, but figures for Laval (*) are not seasonally adjusted.

Staffing levels are forecast to grow in four of the five areas during Quarter 1 2016. The strongest hiring pace is expected in the Eastern Townships (formerly Sherbrooke), where the outlook stands at +9%, while modest job gains are forecast in Quebec City and Montreal, with outlooks of +6% and +5%, respectively. However, employers in Laval* expect payrolls to decline, reporting an outlook of -10%.

When compared with the previous quarter, hiring intentions weaken in two areas, with outlooks declining by nine and three percentage points in the Eastern Townships (formerly Sherbrooke) and Monteregie (formerly Granby), respectively. Meanwhile, employers in Quebec City report an improvement of eight percentage points.

Year-over-year, outlooks weaken in three areas. Laval* employers report a decline of six percentage points and the outlook for Quebec City is three percentage points weaker. Elsewhere, an improvement of three percentage points is reported in Monteregie (formerly Granby).

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	7	10	77	6	-3	5
Construction	11	11	78	0	0	17
Education	6	12	76	6	-6	-6
Finance, Insurance & Real Estate	8	15	62	15	-7	-3
Manufacturing – Durables	13	4	78	5	9	15
Manufacturing – Non-Durables	3	3	91	3	0	8
Mining	4	33	63	0	-29	-19
Public Administration	0	0	93	7	0	7
Services	10	3	78	9	7	15
Transportation & Public Utilities	13	0	73	14	13	14
Wholesale & Retail Trade	5	18	74	3	-13	-3

+2 (+7)%

Western Canada

A fair hiring climate is forecast for the January-March time frame with employers reporting a Net Employment Outlook of +7%. Hiring intentions remain relatively stable quarter-over-quarter but decline by three percentage points year-over-year.

Workforce gains are anticipated in nine of the 10 industry sectors during the next three months. The most hopeful hiring plans are reported by Wholesale & Retail Trade sector employers with an outlook of +16%. Construction sector employers forecast a steady hiring pace, reporting an outlook of +13%, while outlooks stand at +11% and +10% in the Public Administration sector and the Transportation & Public Utilities sector, respectively. However, employers in the Mining sector report the weakest hiring prospects since the sector analysis was first carried out in Quarter 1 2004 with a gloomy outlook of -13%. Elsewhere, the Manufacturing – Durables sector outlook of +1% is the weakest reported since Quarter 4 2009 while the outlook of +2% reported by Manufacturing – Non-Durables sector employers is the weakest since Quarter 2 2010.

When compared with the previous quarter, employers report stronger hiring prospects in five of the 10 industry sectors. Construction sector employers report the most noteworthy increase of five percentage points while the outlook for the Finance, Insurance & Real Estate sector is three percentage points stronger. However, outlooks weaken in three sectors. Mining sector employers report a decline of seven percentage points while outlooks are four and three percentage points weaker in the Manufacturing – Non-Durables sector and the Manufacturing – Durables sector, respectively.

Year-over-year, hiring plans weaken in seven of the 10 industry sectors. A steep decline of 27 percentage points is reported in the Mining sector. Elsewhere, outlooks are 10 and six percentage points weaker in the Manufacturing – Durables sector and the Finance, Insurance & Real Estate sector, respectively, while Public Administration sector employers report a decrease of five percentage points. Meanwhile, hiring prospects improve in three sectors, most notably by nine and six percentage points in the Construction sector and the Services sector, respectively.

Payrolls are expected to increase in 10 of the 11 areas during the next three months. The strongest outlook of +23% is reported in Surrey, while steady job gains are expected in Winnipeg, where the outlook is +14%. Saskatoon employers report a respectable outlook of +11% while the outlook for Victoria & Capital Regional District stands at +9%. Meanwhile, Edmonton employers forecast a decline in staffing levels, reporting the only negative area outlook of -5%.

Quarter-over-quarter, employers in seven areas report improved hiring prospects. The most noteworthy increase of 10 percentage points is reported in Saskatoon. Surrey employers report an improvement of eight percentage points and outlooks are seven and six percentage points stronger in Regina and Winnipeg, respectively. However, hiring plans weaken in three areas, including Richmond-Delta with a decline of 13 percentage points.

Employers in seven areas report weaker hiring intentions year-over-year. The most noteworthy declines of 17 percentage points are reported in both Edmonton and Richmond-Delta, while outlooks are 11 percentage points weaker in both Calgary and Red Deer. Meanwhile, hiring prospects improve in four areas, with the most notable increases of 20 and 12 percentage points reported in Surrey and Winnipeg, respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	10	8	81	1	2	7
Construction	8	8	80	4	0	13
Education	4	0	96	0	4	4
Finance, Insurance & Real Estate	11	6	83	0	5	8
Manufacturing – Durables	7	12	76	5	-5	1
Manufacturing – Non-Durables	5	10	85	0	-5	2
Mining	8	20	68	4	-12	-13
Public Administration	11	6	83	0	5	11
Services	9	3	86	2	6	8
Transportation & Public Utilities	9	9	81	1	0	10
Wholesale & Retail Trade	19	5	76	0	14	16

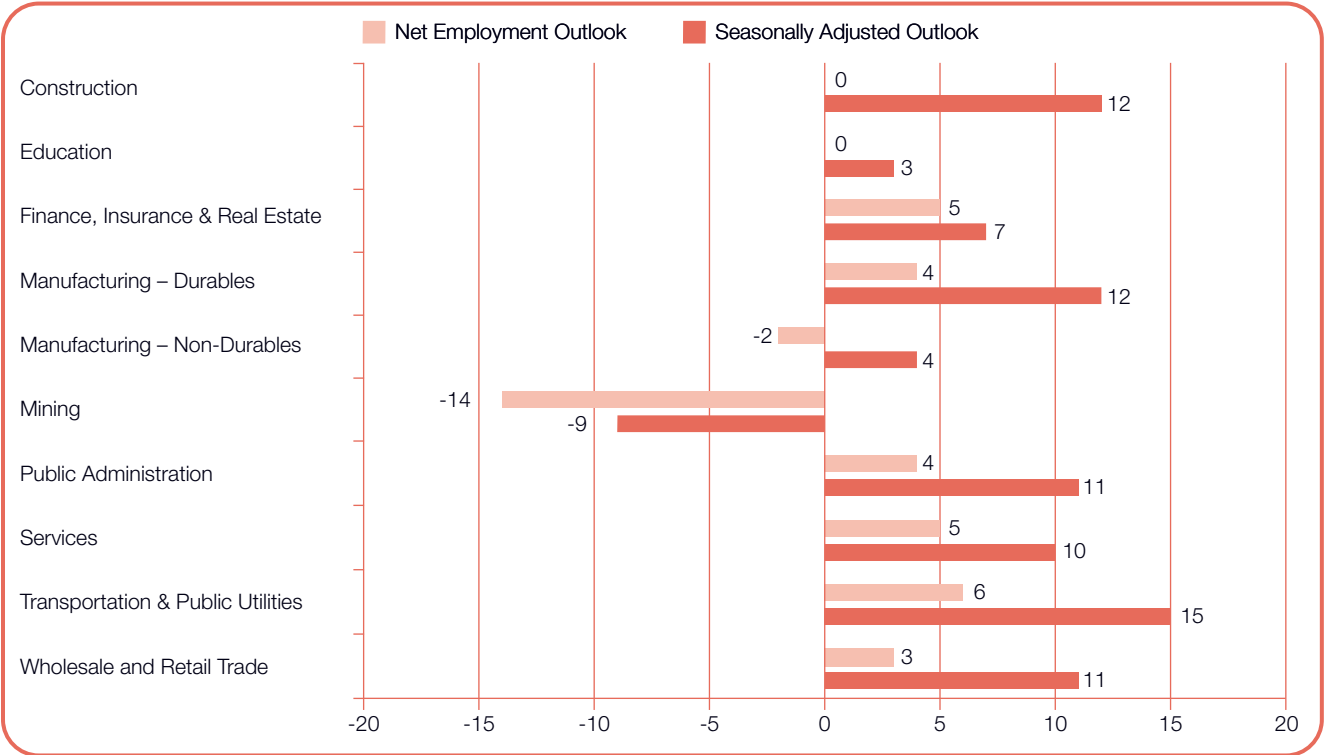
Sector Comparisons

Payrolls are expected to increase in nine of the 10 industry sectors during the January-March period, with employers reporting the most upbeat hiring intentions in the Transportation & Public Utilities sector, where the Net Employment Outlook stands at +15%. Steady hiring activity is anticipated in two sectors with outlooks standing at +12% – the Construction sector and the Manufacturing – Durables sector. Respectable job gains are forecast for the Public Administration sector and the Wholesale & Retail Trade sector, with outlooks of +11%. However, Mining sector employers forecast a struggling labour market, reporting an outlook of -9%.

When compared with the previous quarter, employers report improved hiring prospects in five of the 10

industry sectors. The most notable increases of six and five percentage points are reported in the Construction sector and the Manufacturing – Durables sector, respectively. Meanwhile, hiring intentions weakened in four sectors, including the Mining sector, where employers report a decline of six percentage points,

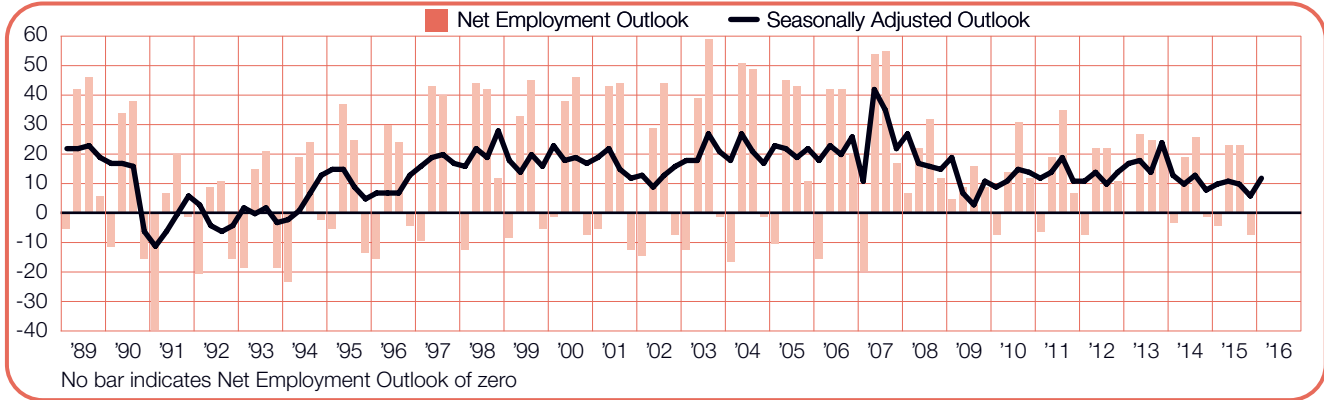
Year-over-year, outlooks decline in six of the 10 industry sectors, with Mining sector employers reporting a considerable decline of 15 percentage points. Elsewhere, Finance, Insurance & Real Estate sector employers report a decrease of nine percentage points and the outlook for the Education sector is four percentage points weaker. However, hiring prospects improve in four sectors, most notably by three percentage points in the Transportation & Public Utilities sector.



0 (+12)%

Construction

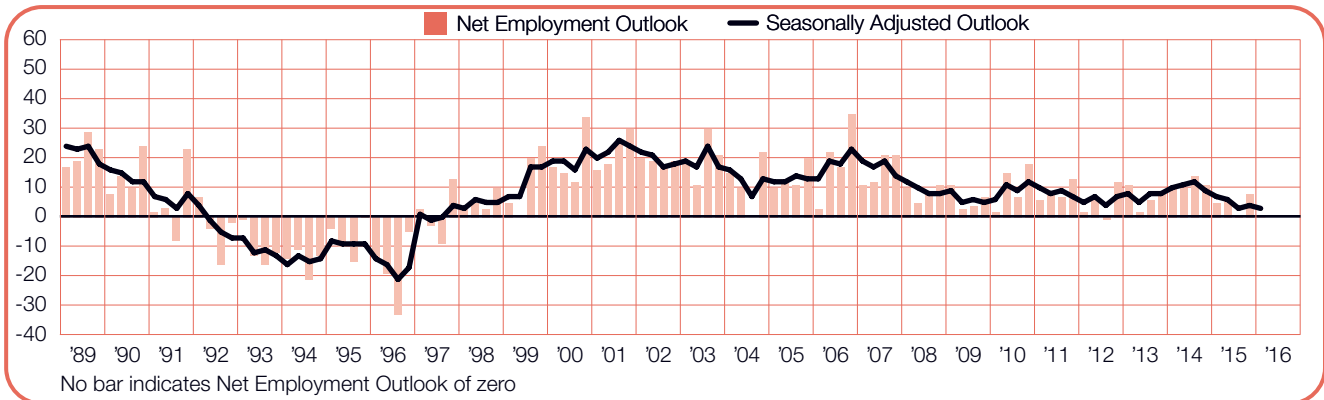
Reporting a Net Employment Outlook of +12% for the next three months, employers anticipate respectable job gains. Hiring prospects improve by six and two percentage points quarter-over-quarter and year-over-year, respectively.



0 (+3)%

Education

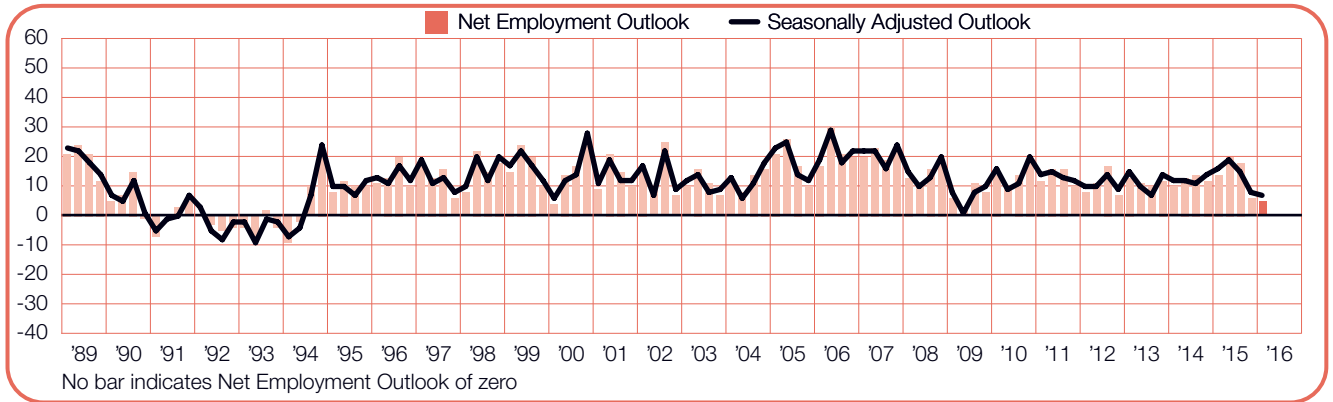
Cautious payroll growth is forecast for the January-March time frame, with employers reporting a Net Employment Outlook of +3%. Hiring plans remain relatively stable when compared with the previous quarter but decline by four percentage points year-over-year.



+5 (+7)%

Finance, Insurance & Real Estate

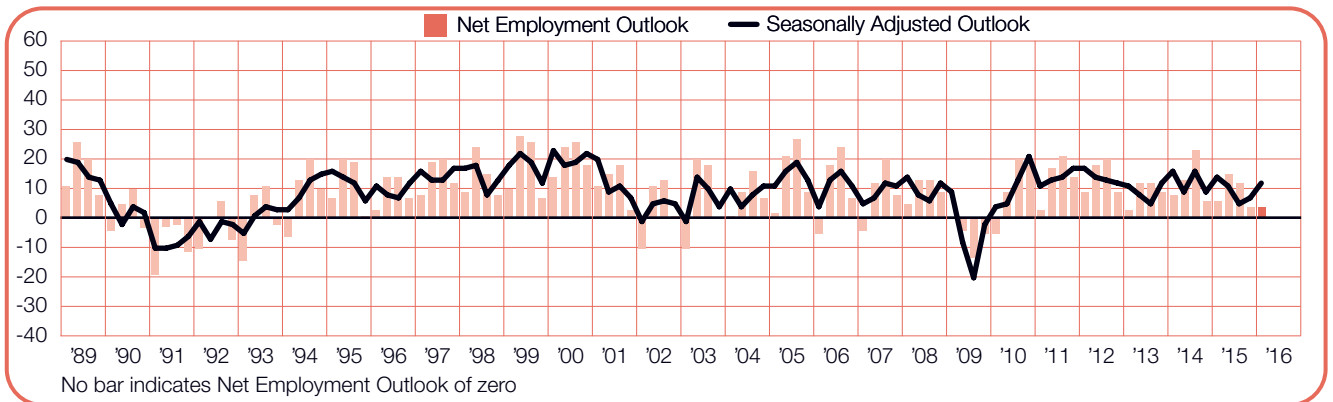
Job seekers can expect a fair hiring climate in Quarter 1 2016, according to employers who report a Net Employment Outlook of +7%. However, this is the weakest forecast since Quarter 3 2013. While the outlook remains relatively stable quarter-over-quarter, employers report a considerable year-over-year decline of nine percentage points.



+4 (+12)%

Manufacturing – Durable Goods

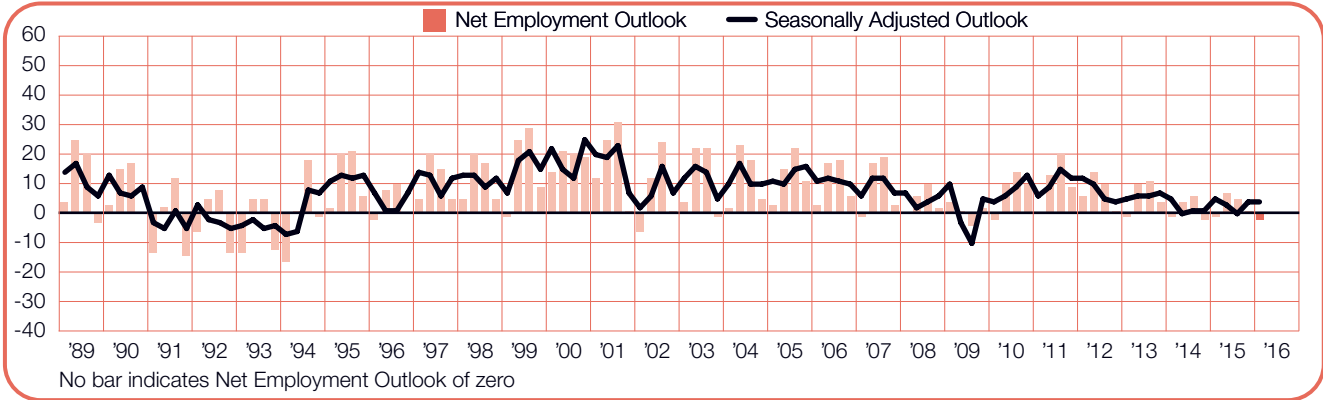
A steady hiring pace is anticipated in the upcoming quarter, with employers reporting a Net Employment Outlook of +12%. Hiring intentions are five percentage points stronger when compared with the previous quarter but decline by two percentage points year-over-year.



-2 (+4)%

Manufacturing – Non-Durable Goods

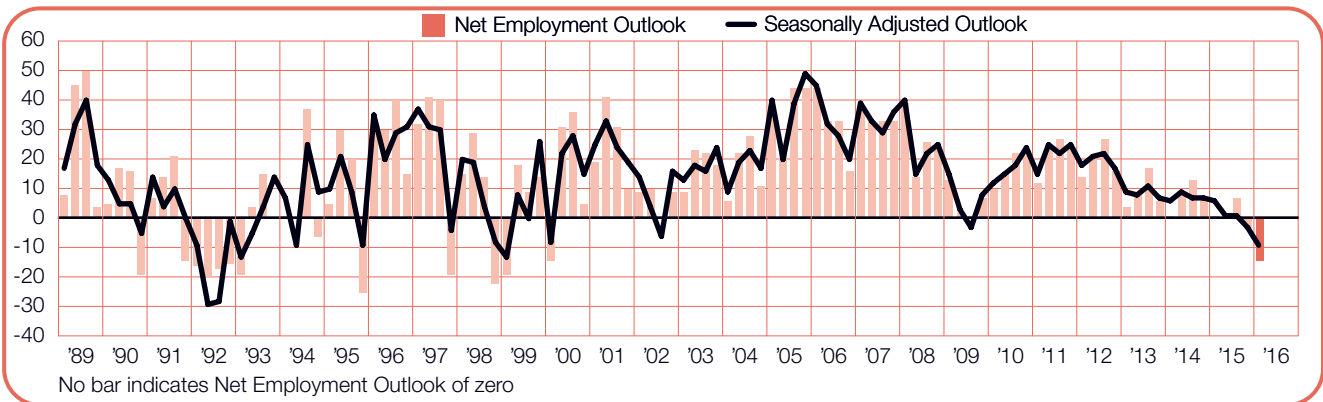
Some payroll gains are expected in the next three months with employers reporting a Net Employment Outlook of +4%. Hiring prospects are unchanged when compared with the previous quarter and remain relatively stable year-over-year.



-14 (-9)%

Mining

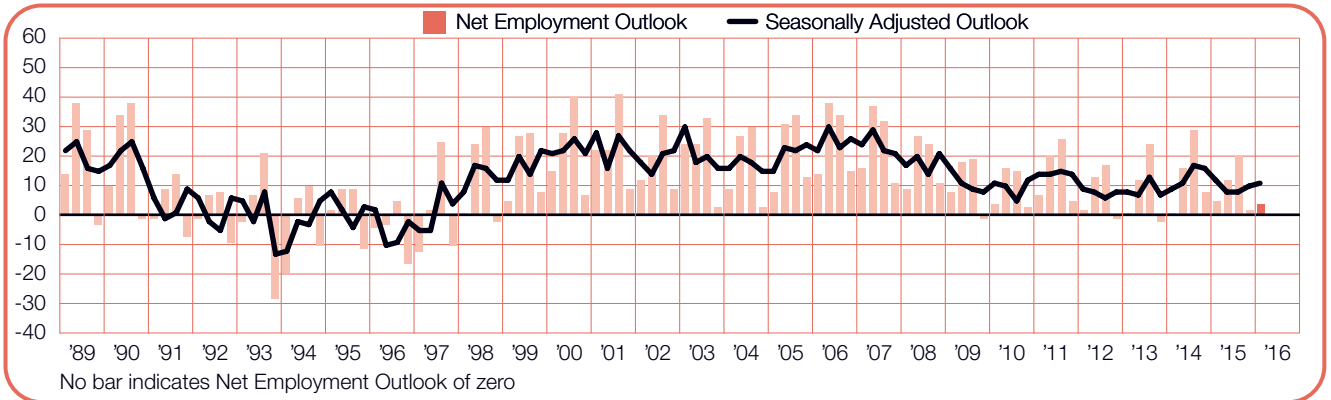
The weakest labour market since Quarter 1 1999 is forecast for the coming quarter, with employers reporting a sluggish Net Employment Outlook of -9%. The outlook declines by six percentage points quarter-over-quarter and is 15 percentage points weaker year-over-year.



+4 (+11)%

Public Administration

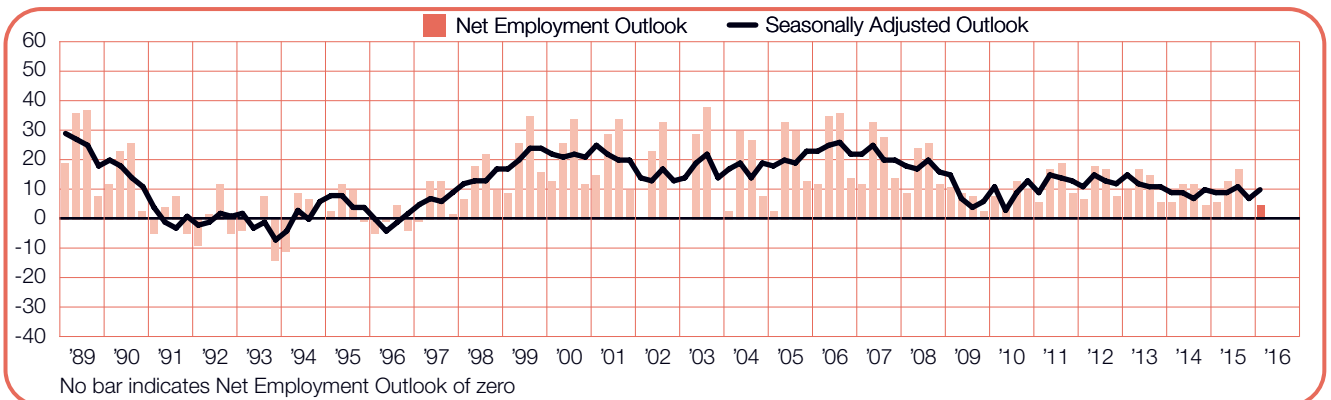
Job seekers can expect to benefit from a favourable hiring climate in the forthcoming quarter, according to employers who report a Net Employment Outlook of +11%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.



+5 (+10)%

Services

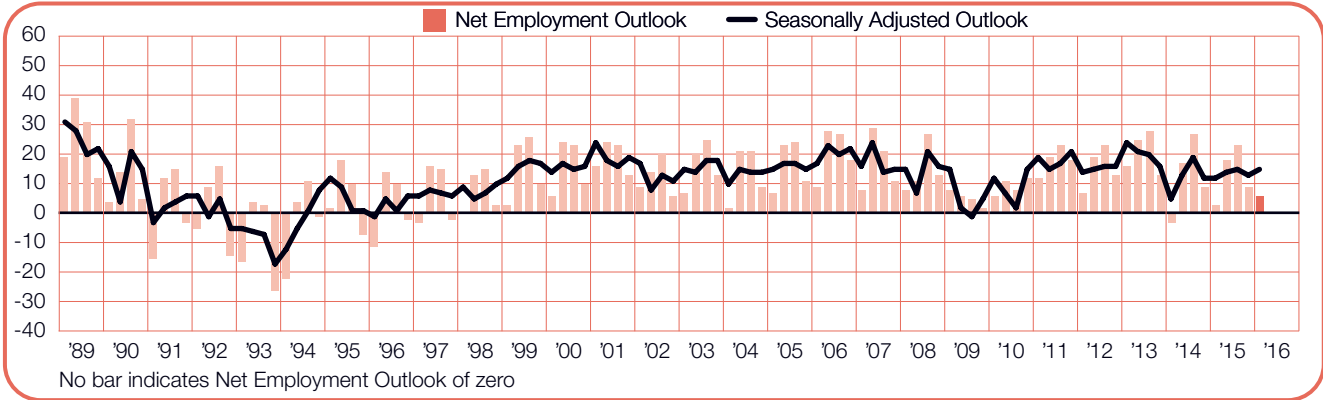
Employers forecast a cautiously optimistic hiring pace in Quarter 1 2016, reporting a Net Employment Outlook of +10%. The outlook improves by three percentage points when compared with the previous quarter and remains relatively stable year-over-year.



+6 (+15)%

Transportation & Public Utilities

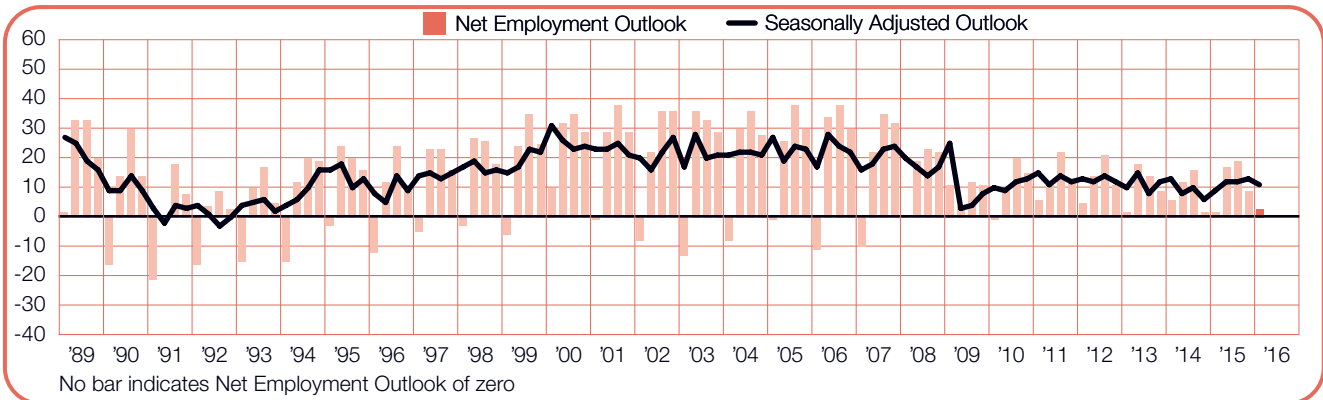
Steady payroll growth is anticipated in the January-March time frame, with employers reporting a Net Employment Outlook of +15%. Hiring intentions are two percentage points stronger quarter-over-quarter and improve by three percentage points year-over-year.



+3 (+11)%

Wholesale & Retail Trade

Respectable job gains are forecast for the coming quarter with employers reporting a Net Employment Outlook of +11%. Hiring plans are two percentage points weaker quarter-over-quarter but improve by two percentage points year-over-year.

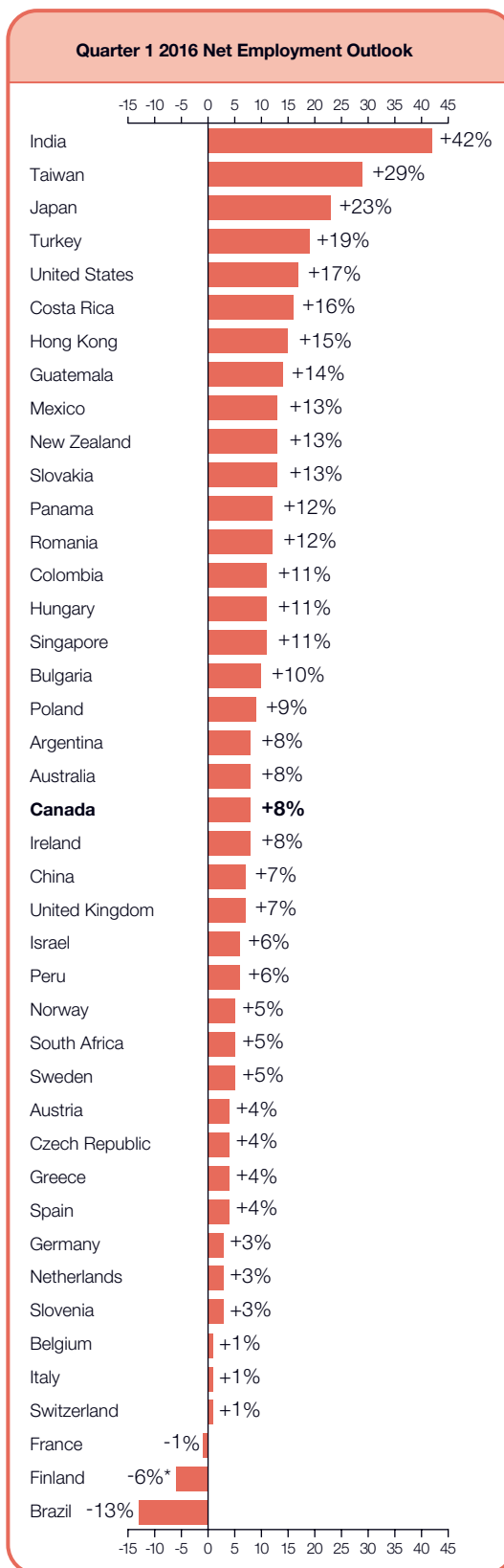


Global Employment Outlook

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

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

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



[†]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.

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

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 – 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.

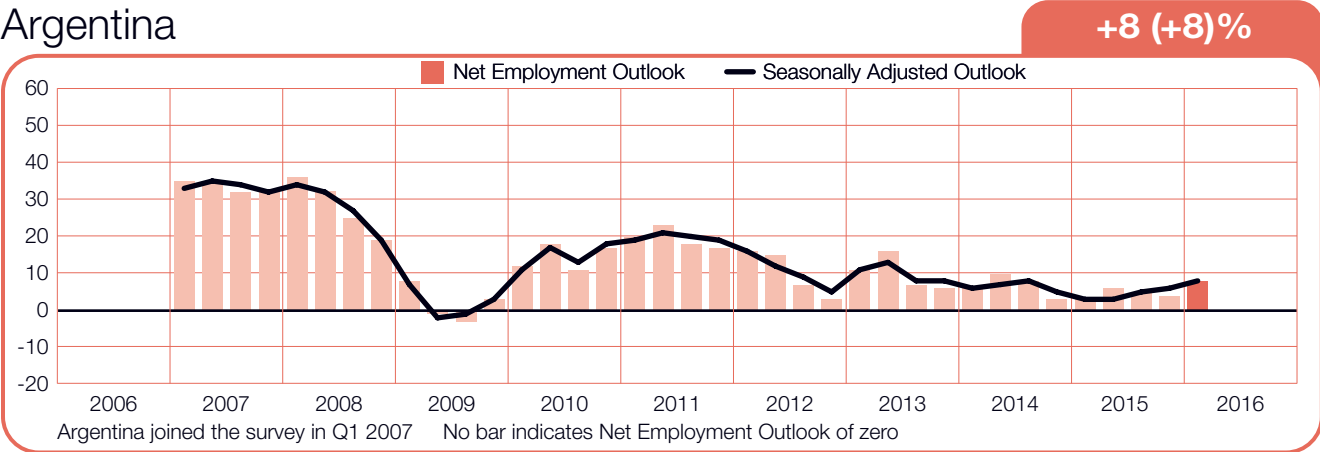
With the exception of the Mining sector where employers report negative hiring plans for the second

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.

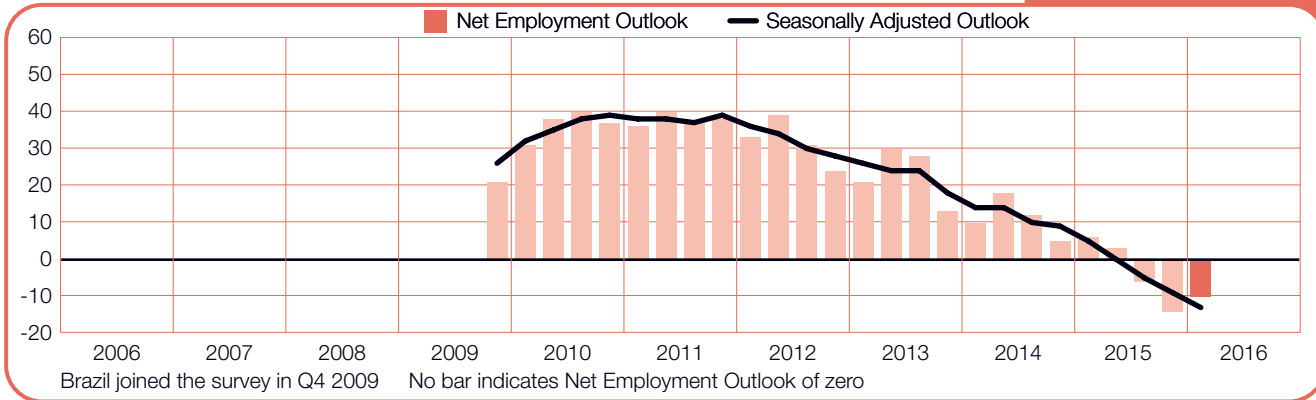
The gloomiest hiring climate is in Brazil where opportunities for job seekers remain dim as the country’s forecast continues the steady decline that started in Quarter 4 2011; the first-quarter survey results are the weakest reported since the survey started in Quarter 4 2009. Additionally, Brazil’s 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



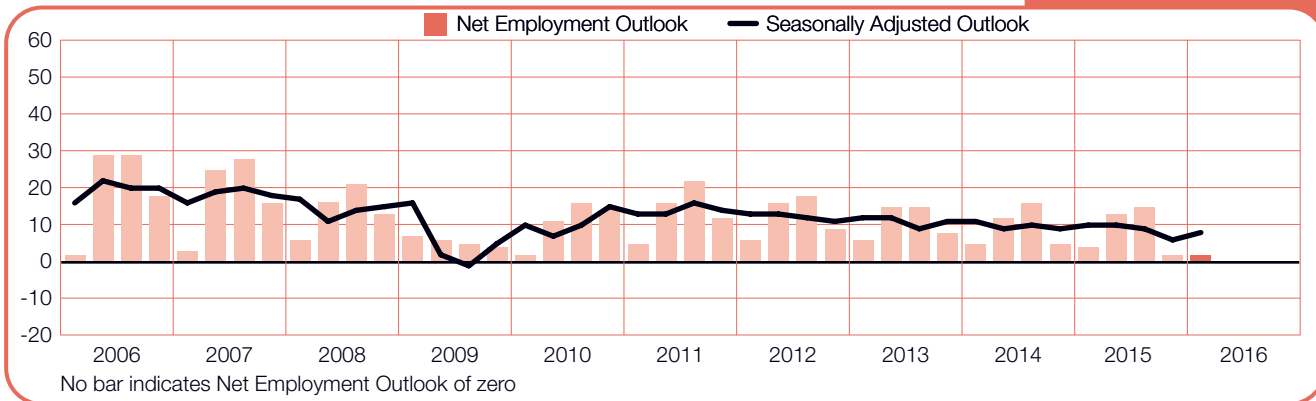
Brazil

-10 (-13)%



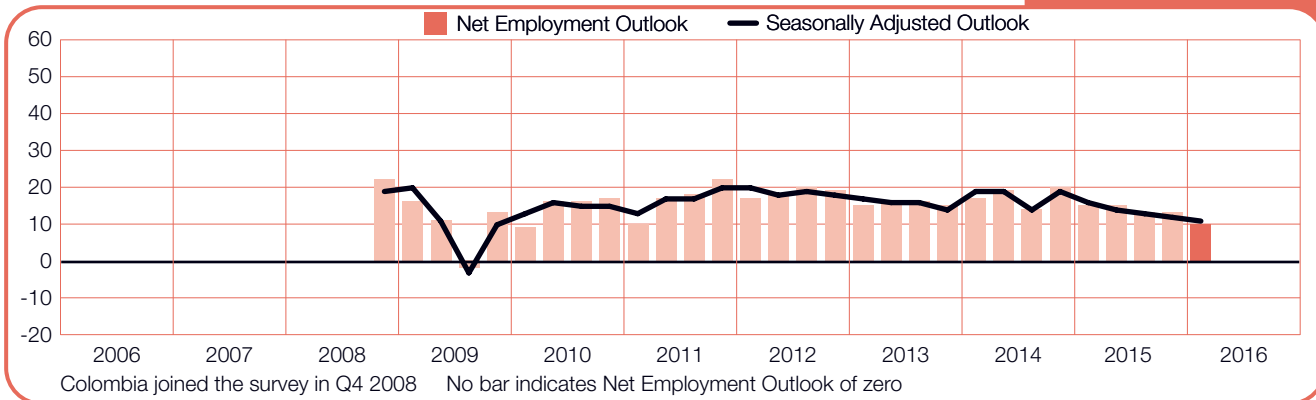
Canada

+2 (+8)%



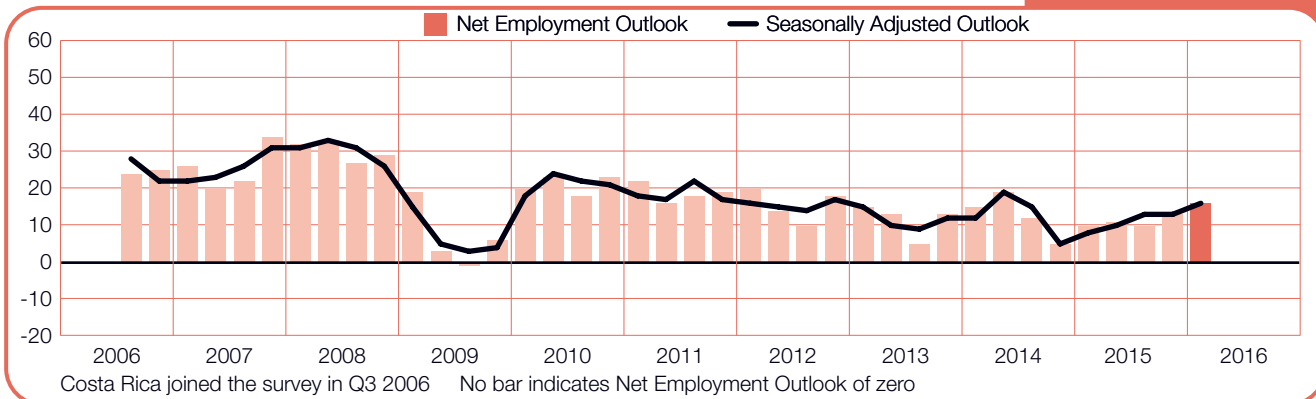
Colombia

+10 (+11)%



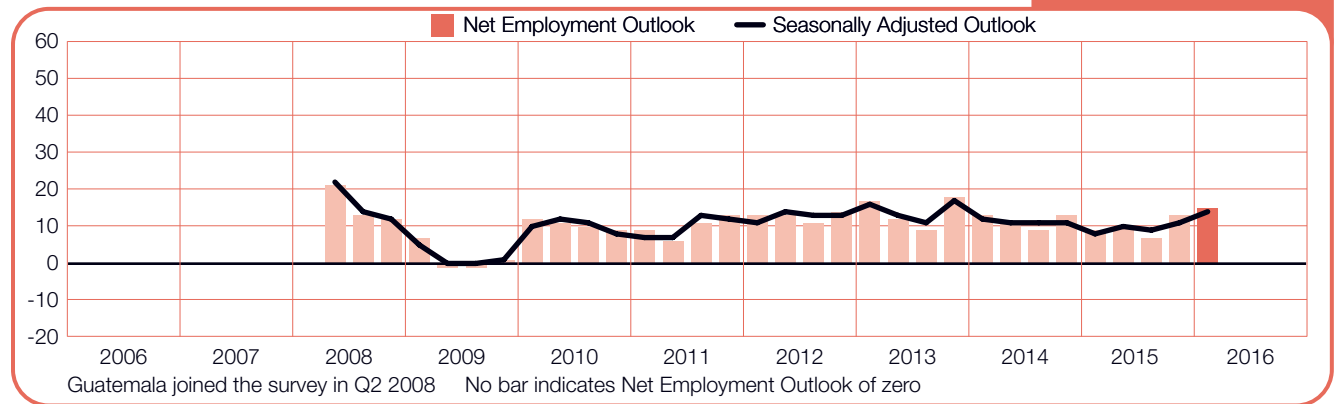
Costa Rica

+16 (+16)%



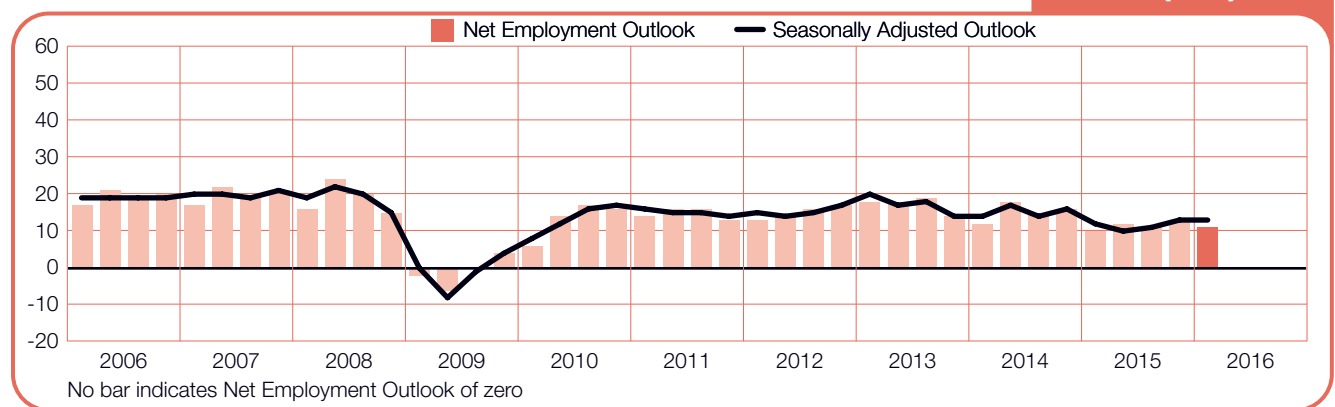
Guatemala

+15 (+14)%



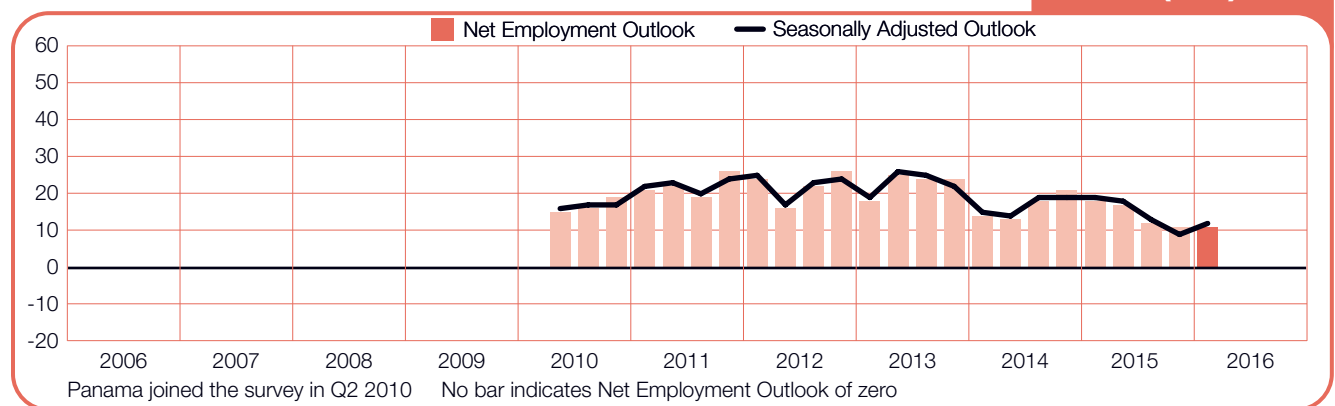
Mexico

+11 (+13)%



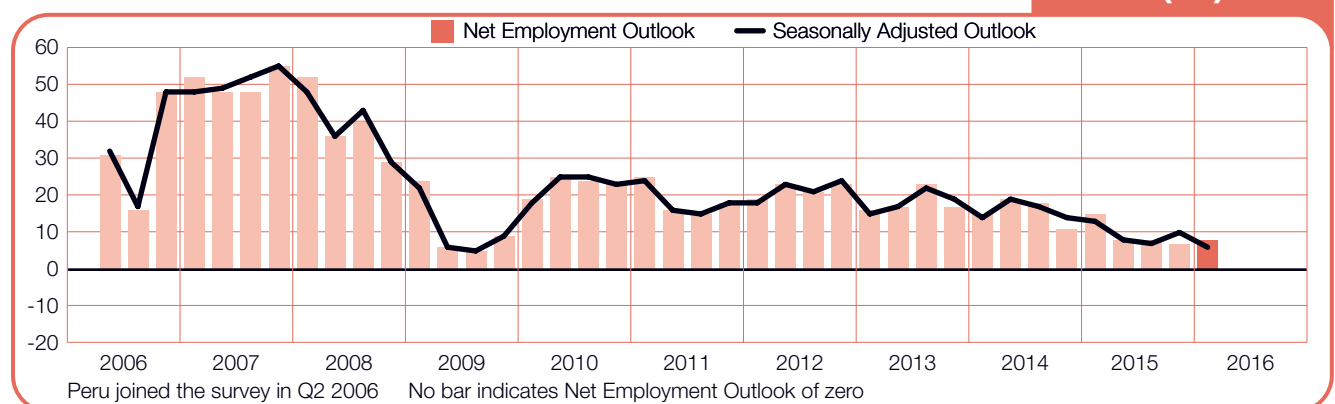
Panama

+11 (+12)%



Peru

+8 (+6)%



United States of America

+14 (+17)%



International Comparisons – 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.

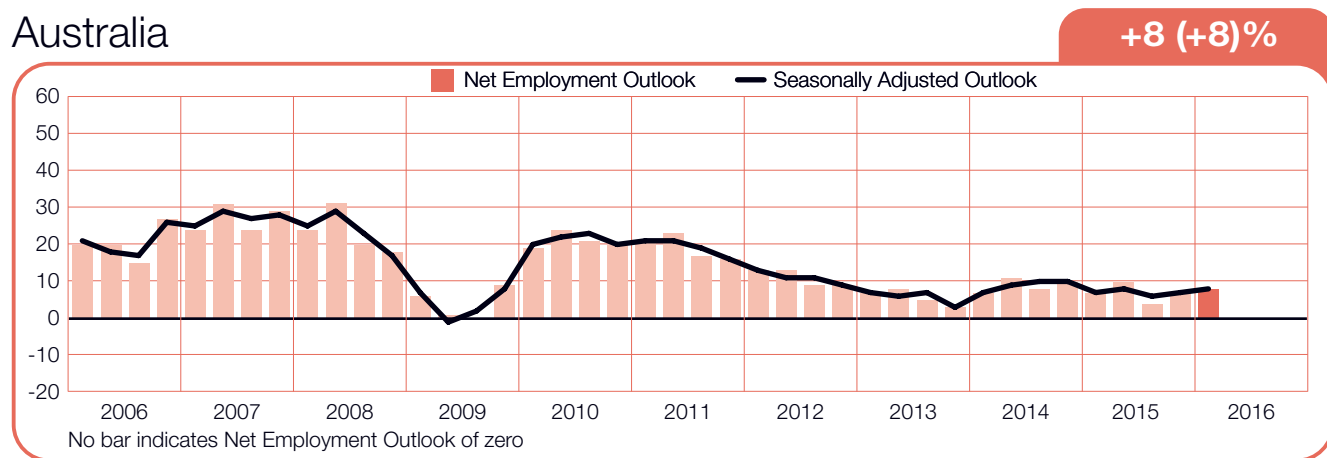
Employers in China remain cautiously optimistic and expect some first-quarter payroll growth in all industry sectors and regions. Among the six industry sectors, the most favourable hiring environment is expected in the Services sector. However, a longer-term downward trend is evident with weaker job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

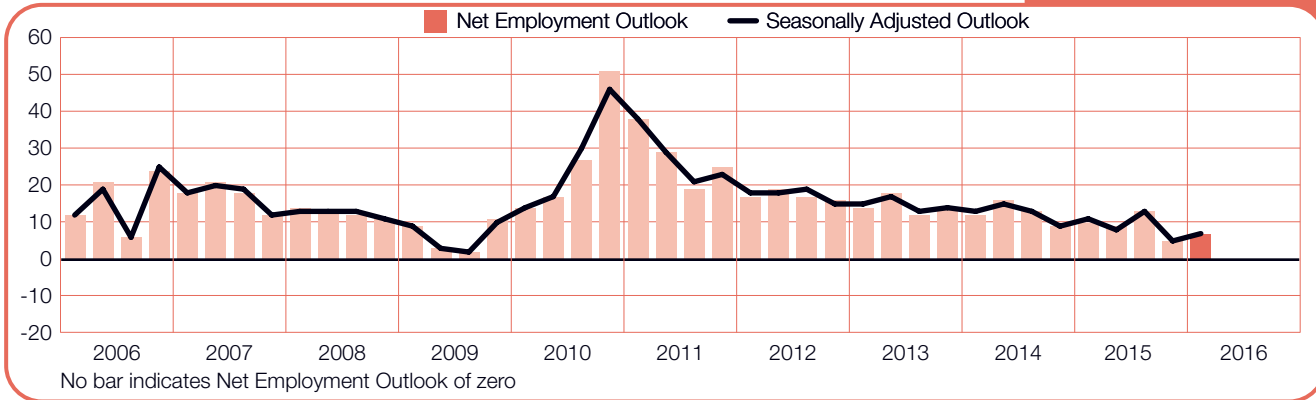
Elsewhere, employer confidence in Hong Kong is unchanged from the prior quarter and last year at this time. In Singapore the forecast is relatively stable when compared to Quarter 4 2015, but declines in comparison to the first three months of 2015, with weaker hiring plans reported in six of seven industry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

Australia



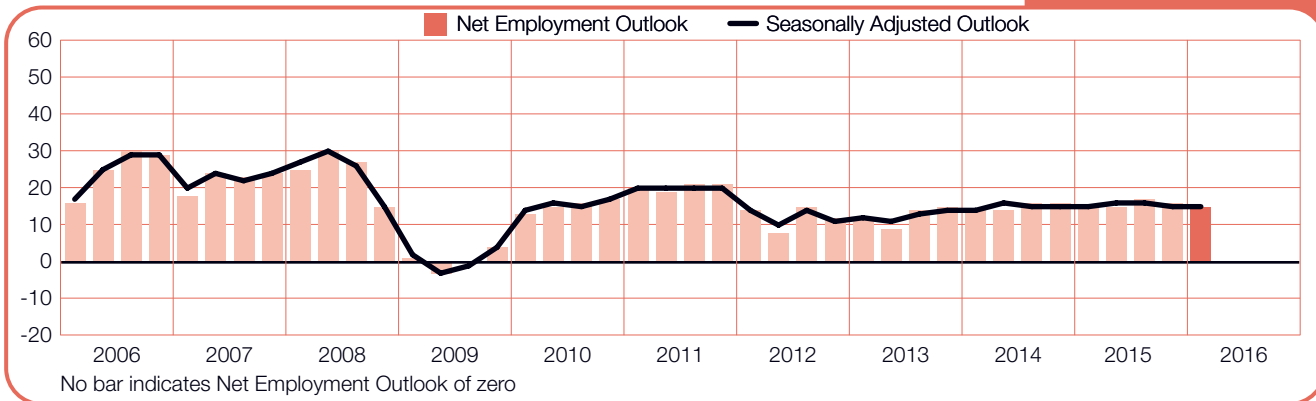
China

+7 (+7)%



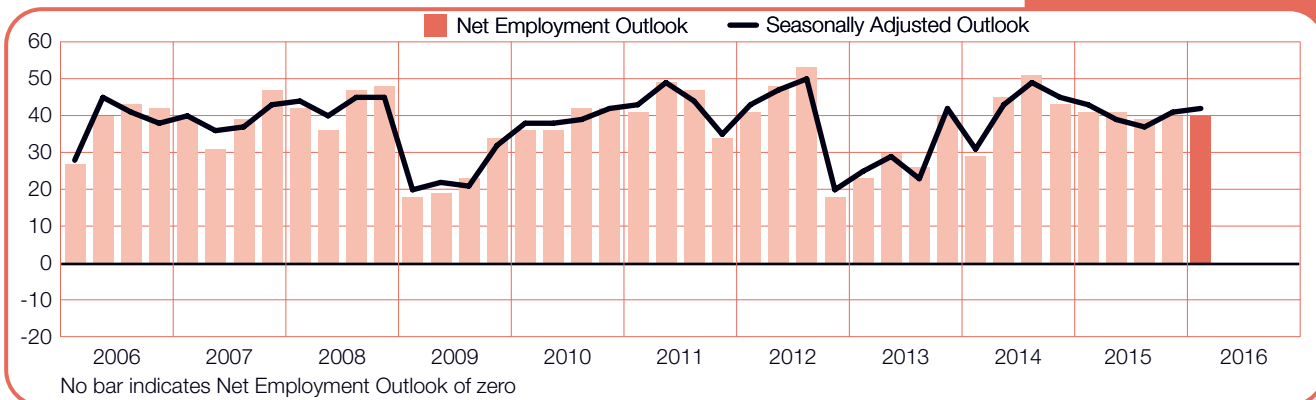
Hong Kong

+15 (+15)%



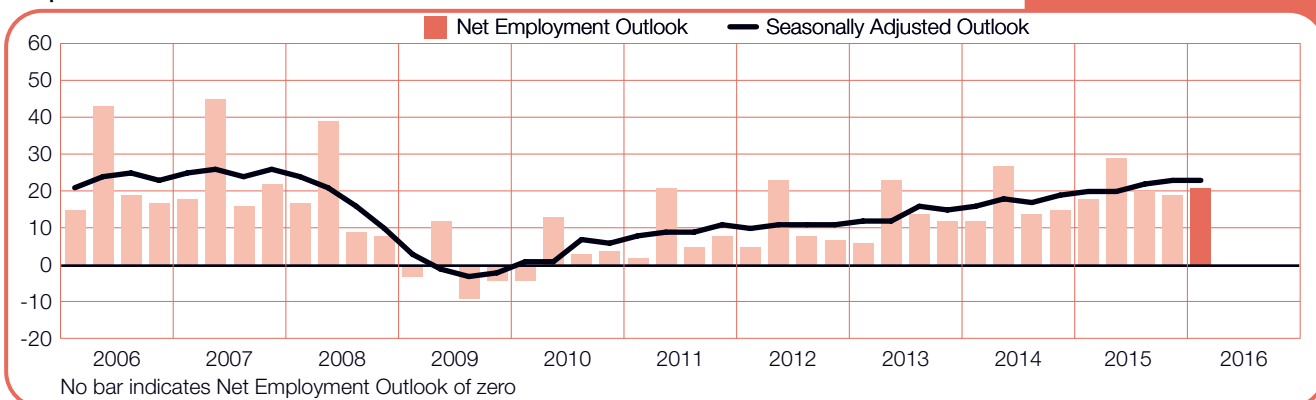
India

+40 (+42)%



Japan

+21 (+23)%



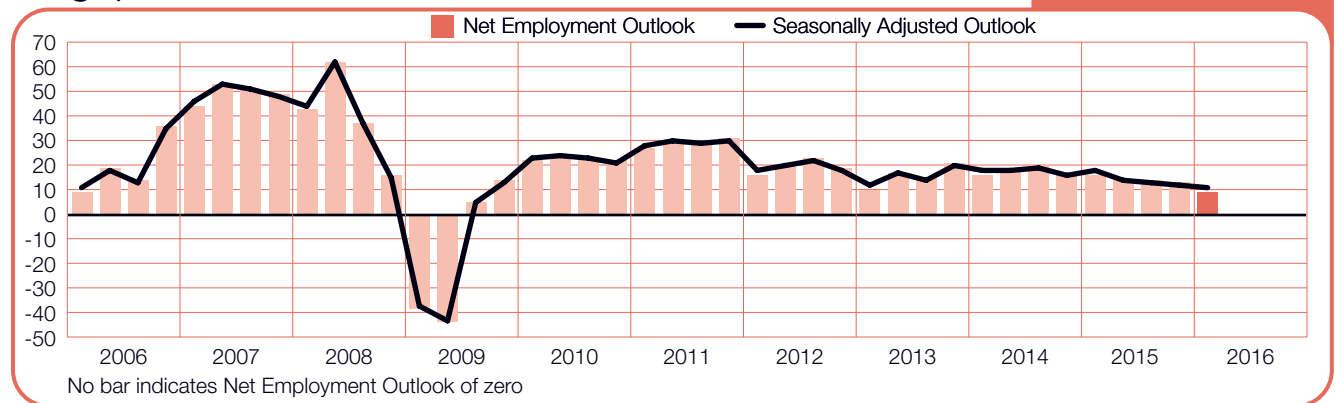
New Zealand

+11 (+13)%



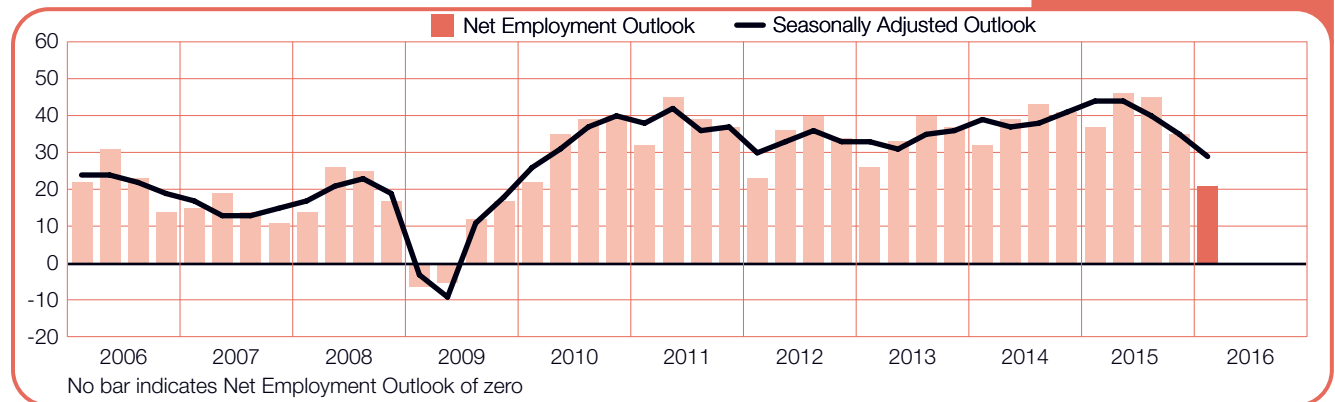
Singapore

+9 (+11)%



Taiwan

+21 (+29)%



International Comparisons – 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.

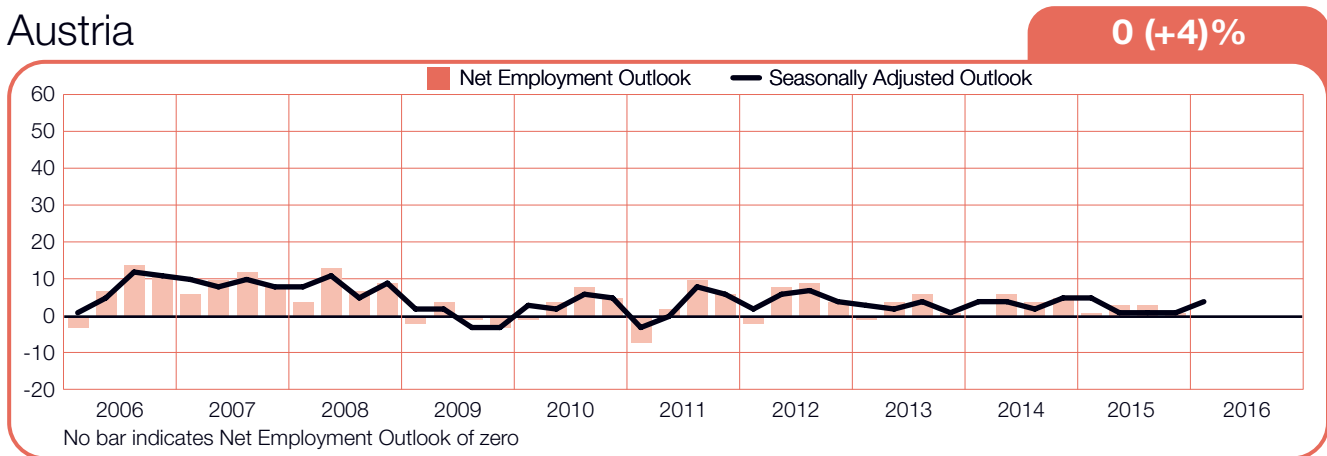
Meanwhile, workforce gains in Italy are expected to be modest, with the forecast inching into positive territory for the first time in five years. Prospects are strongest in the Wholesale & Retail Trade sector where employers report the most optimistic hiring plans since Quarter 2 2008. Employer hiring 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.

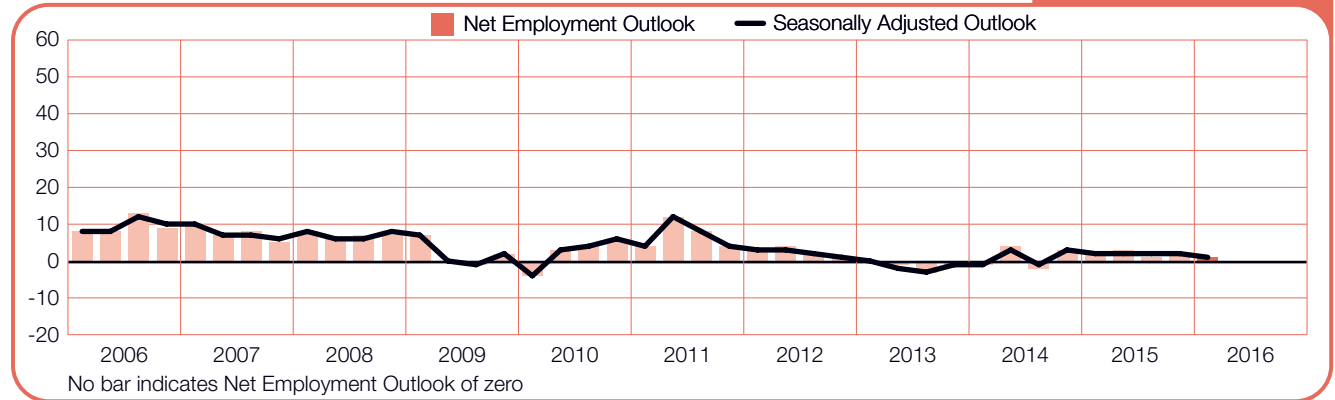
Job seekers throughout much of the rest of the region can expect some opportunities through the first three months of the year. Only those in France and Finland are expected to endure shrinking payrolls.

Austria



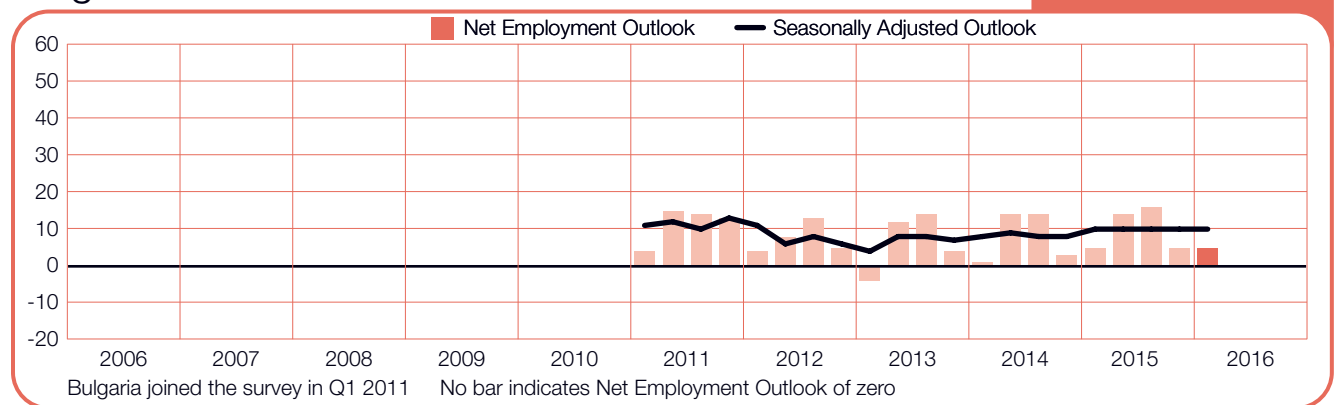
Belgium

+1 (+1)%



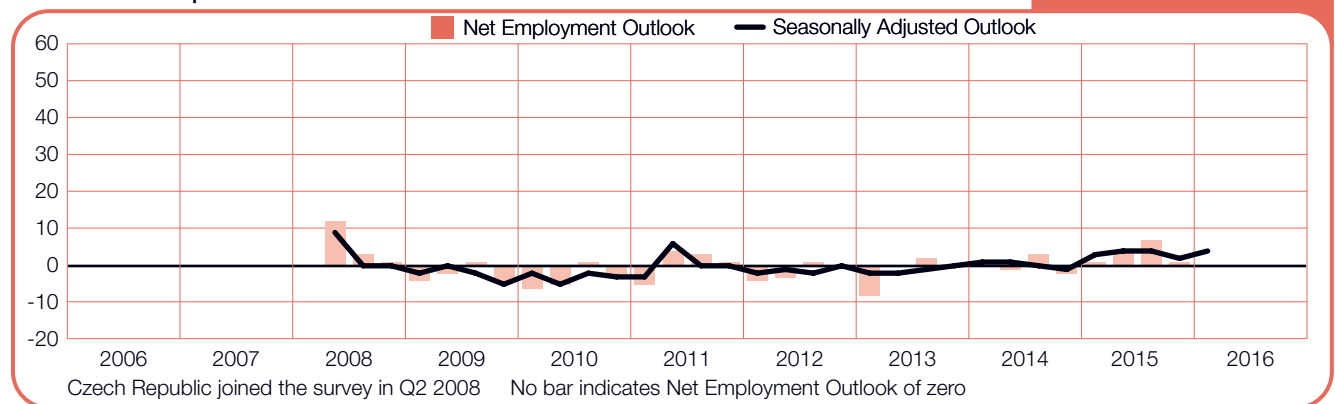
Bulgaria

+5 (+10)%



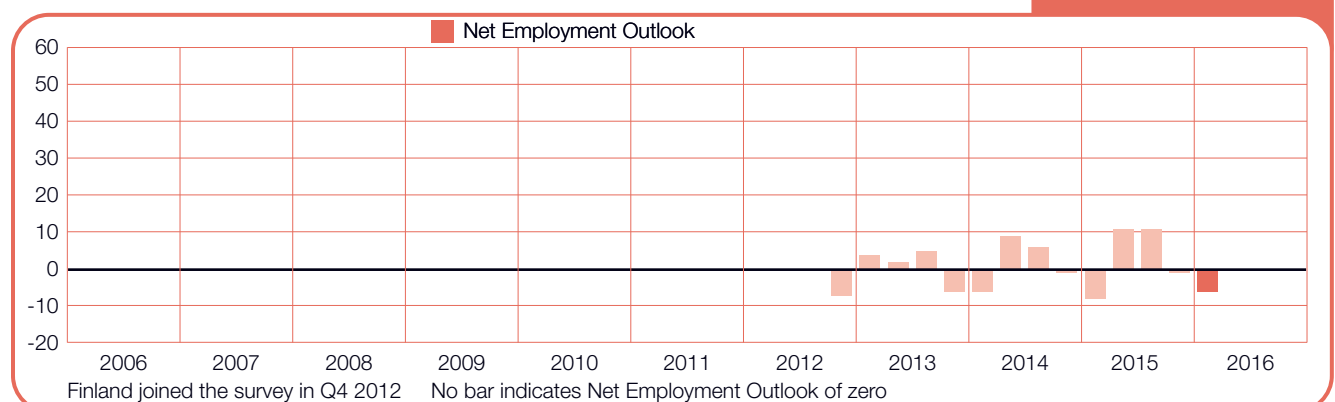
Czech Republic

0 (+4)%



Finland

-6%



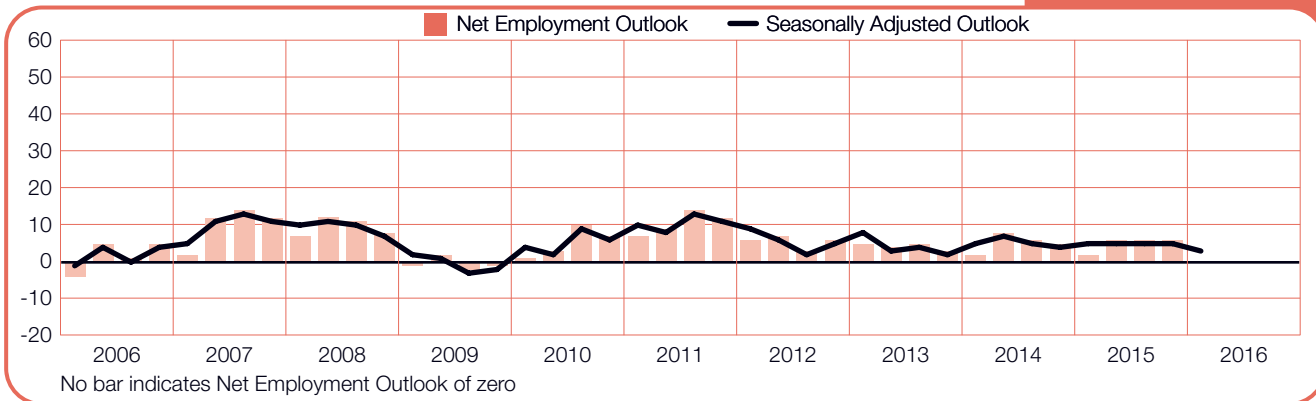
France

-2 (-1)%



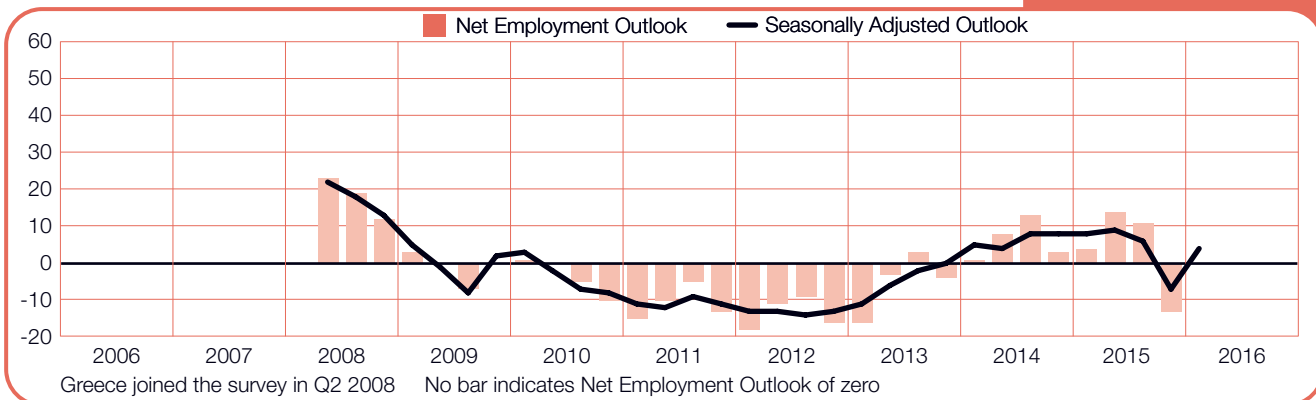
Germany

0 (+3)%



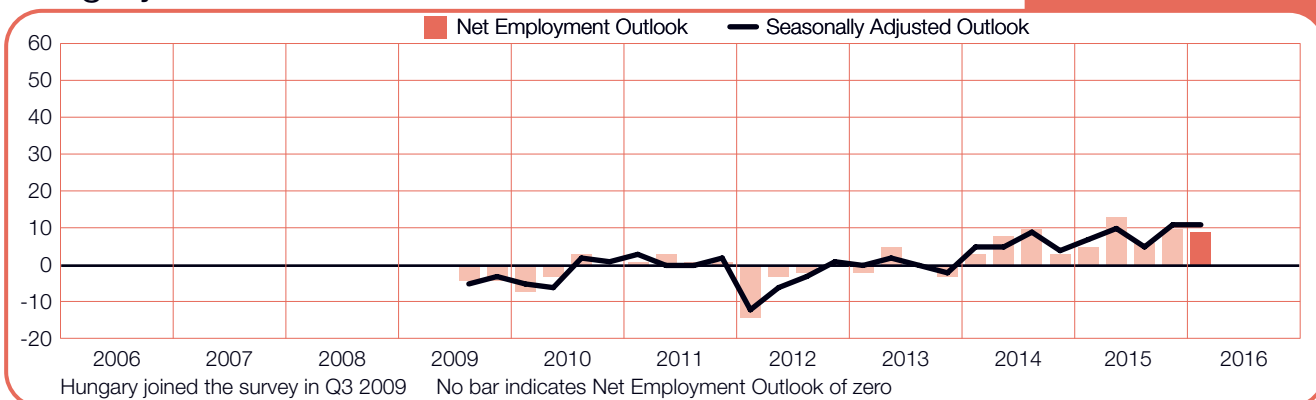
Greece

0 (+4)%



Hungary

+9 (+11)%



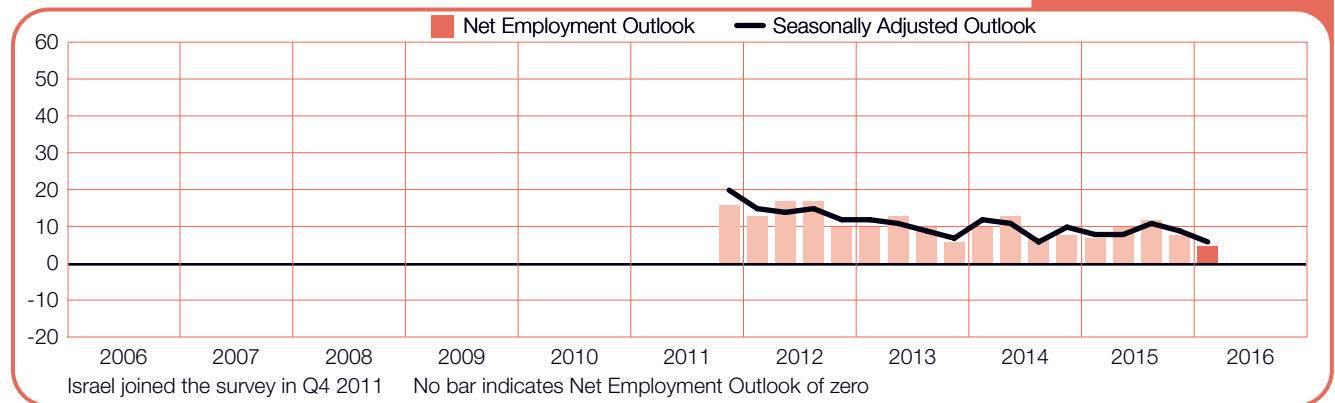
Ireland

+7 (+8)%



Israel

+5 (+6)%



Italy

-1 (+1)%



Netherlands

+3 (+3)%



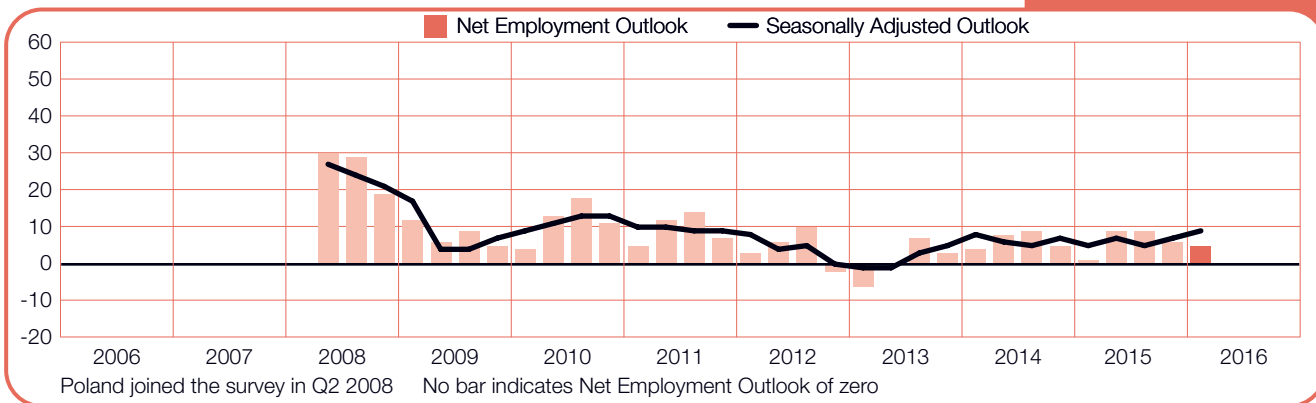
Norway

+4 (+5)%



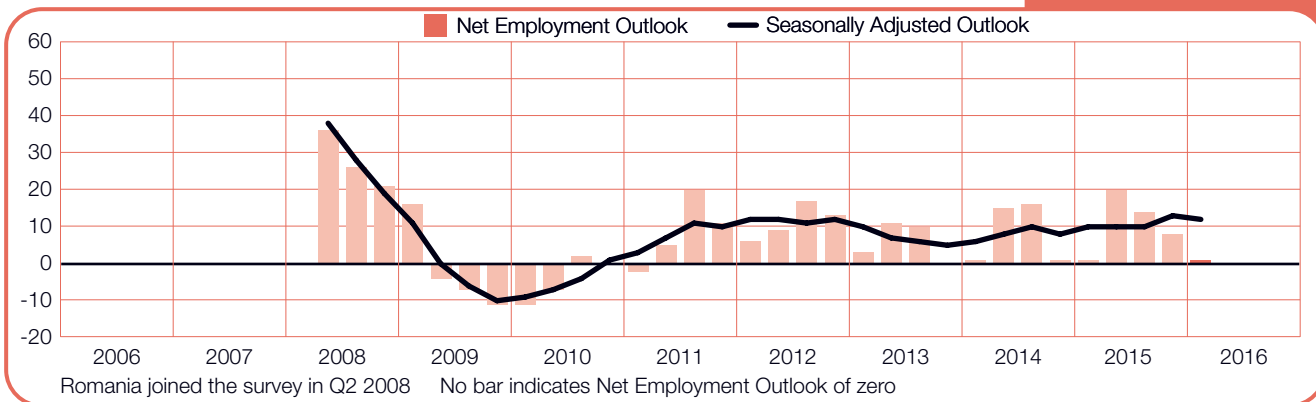
Poland

+5 (+9)%



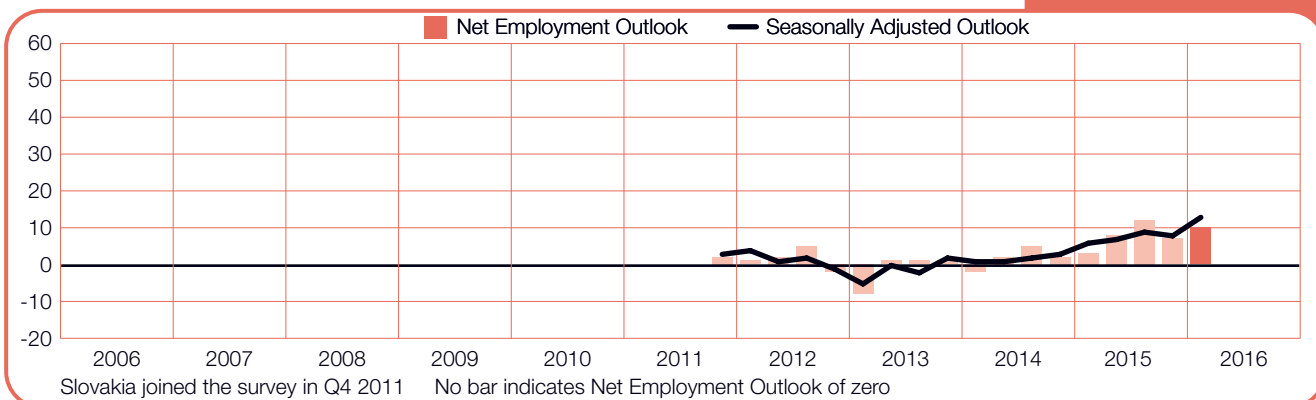
Romania

+1 (+12)%



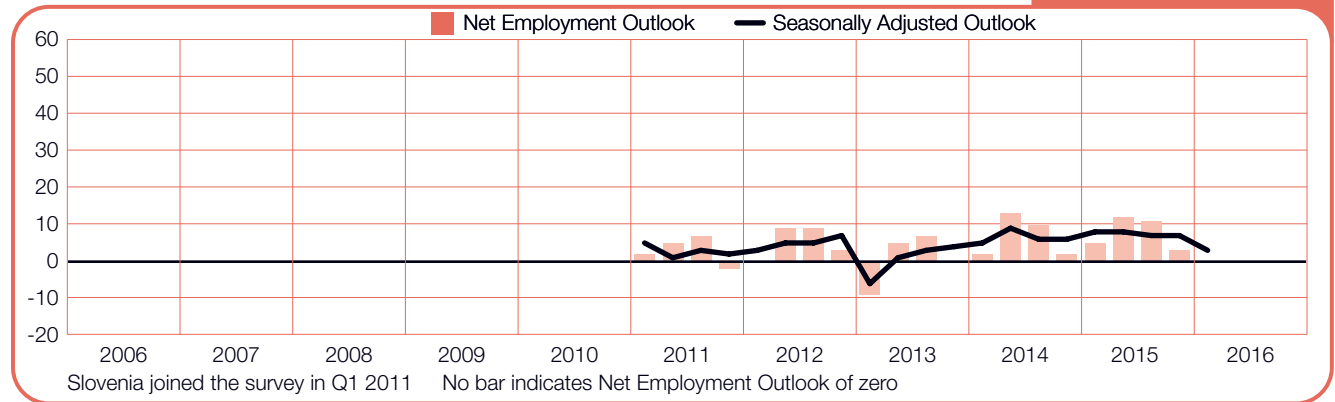
Slovakia

+10 (+13)%



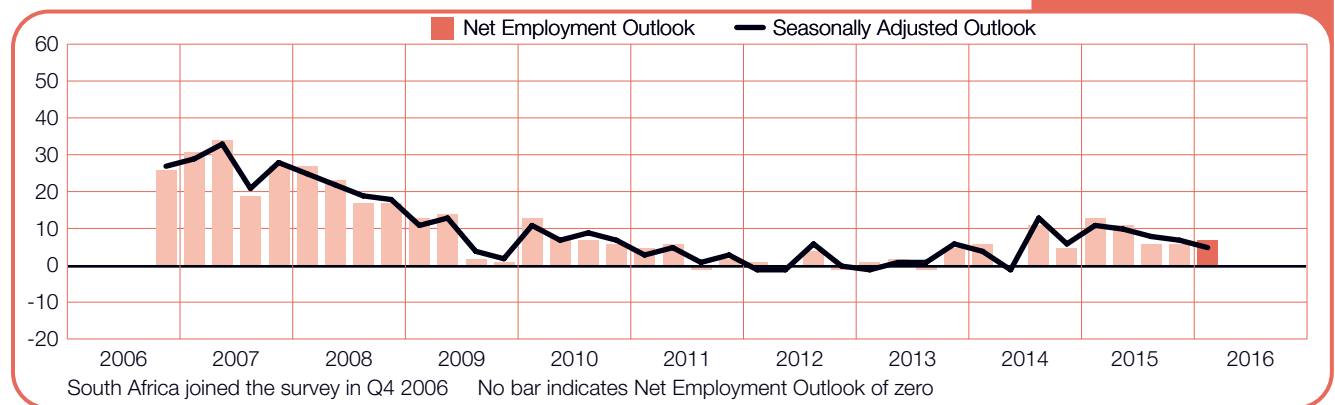
Slovenia

0 (+3)%



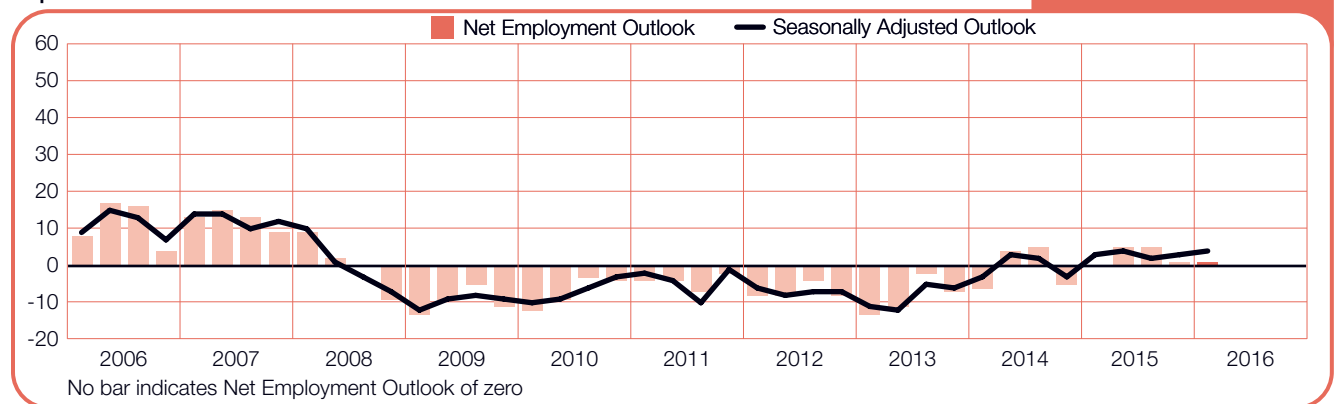
South Africa

+7 (+5)%



Spain

+1 (+4)%



Sweden

+4 (+5)%



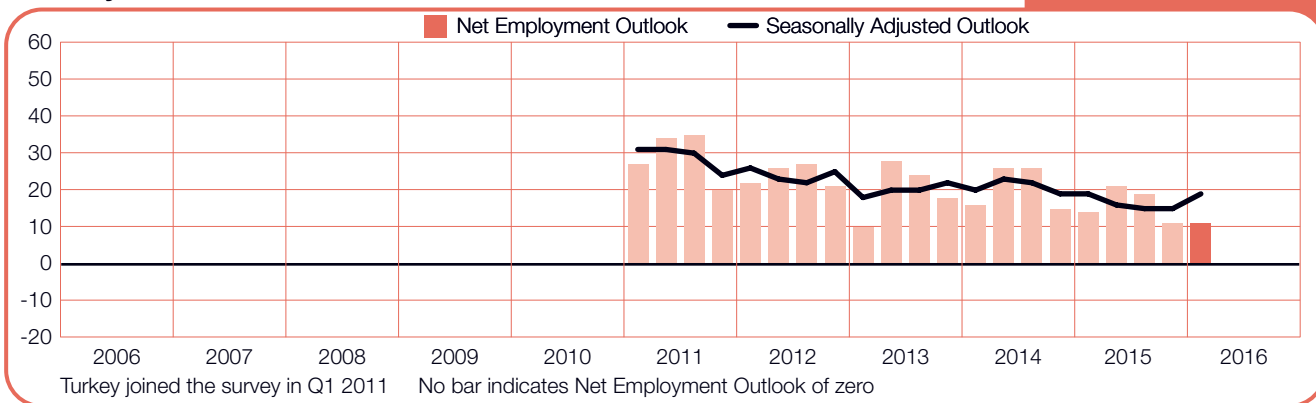
Switzerland

0 (+1)%



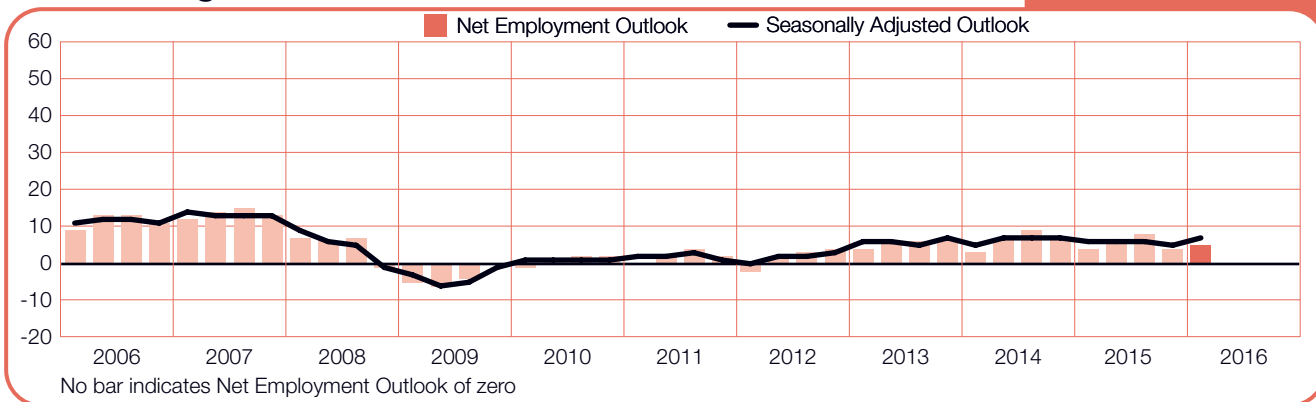
Turkey

+11 (+19)%



United Kingdom

+5 (+7)%



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%.

The margin of error for the Canadian survey is +/- 2.2%.

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.

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

About ManpowerGroup Canada

With nearly 30 offices strategically located across the country, Manpower Canada's staffing services include administrative, industrial, skilled trades and contact centre personnel as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Experis brand. More information can be found on the following websites, manpower.ca and experis.ca

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