



Manpower Employment Outlook Survey for Q4 2016:

Sweden's hiring pace expected to slow down in many areas

After a few relatively more encouraging quarters employers now expect employment activity will decline in many places in comparison to the prior quarter and last year at this time. The Net Employment Outlook for the country is still on the positive side, but has dropped by four percentage points quarter over quarter as well as year over year. Employers in Finance, Real Estate and Business Services report the strongest hiring plans, and employers in the Construction, Utilities and Retail Trade sectors also report relatively optimistic forecasts. Large enterprises still account for the greatest demand, but the forecast is weaker than last quarter. Among the regions, both the Stockholm-Uppsala region and Skåne decline to negative forecasts.

Sweden's Net Employment Outlook (*see footnote*) now stands at +2%, down by four percentage points both quarter-over-quarter and year-over-year.

- The continued decline of job forecasts for the Stockholm-Uppsala region at the same time that Skåne also retreats is worrisome. However, West Sweden appears to be heading for a good quarter with expected hiring gains, as do the large and important industries like Construction, Retail Trade and the Finance, Real Estate and Business Services sector, making the Swedish results difficult to interpret, says **Lars Forseth**, CEO of ManpowerGroup Sweden.
- Internationally, there are quite a few positive signs with both the US and China reporting upswings, while Brazil is the only country globally to report a negative forecast, continues Lars Forseth.

Finance, Real Estate and Business Services hiring pace expected to remain steady

Of all industries in the survey, employers in seven of ten expect some level of job growth through the end of the year. Just like last quarter, the strongest forecasts come from employers in the Finance, Real Estate and Business Services sector, reporting a clearly upbeat outlook of +18 percent despite the forecast declining slightly from the prior quarter and last year at this time. Employers in the Construction industry are also cautiously looking forward to hiring gains (+5 percent), as do their counterparts in the Utilities (+9) and Retail Trade (+6). However, payrolls are expected to decline in both the green industry and public sector, where outlooks drop to a clearly negative -7 and -4 percent, respectively, with forecasts in both sectors declining in quarter-over-quarter and year-over-year comparisons.

Negative trend in Stockholm-Uppsala

Employers in three of the six regions expect to add to their workforces in the last quarter of 2016. However, job prospects in the Stockholm-Uppsala region continue to decline and as in Skåne, employers report negative hiring forecasts, plunging 16 and 13 percentage points respectively in one year. Demand for labor is strongest in the Västra Götaland-Halland region, with a Net Employment Outlook of +10 percent, an increase of 8 percentage points year-on-year. Employers in Norrland are also cautiously optimistic, reporting a Net Employment Outlook of +8 percent. The Östra Götaland forecast remains at essentially the same level as previously and employers now report +5 percent, while the outlook in central Sweden is at -2 percent, dropping into minus territory.

Possible brightening globally

Globally, employers from 42 of 43 surveyed countries report upbeat job forecasts – the only negative forecast comes from Brazil. The greatest demand for labor worldwide continues to come from India, followed by Japan, Taiwan and the United States. Employers in Brazil, Belgium, Finland, Italy and Switzerland report the weakest forecasts. In Europe, job seekers in Ireland can expect to benefit from the strongest fourth-quarter hiring plans as employers there report their strongest forecast since 2007.