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Press Release

UNDER STRICT EMBARGO UNTIL 13 DECEMBER (00:01 GMT)

ManpowerGroup Employment Outlook Survey for Q1 2017: Greek employers report modest hiring opportunities

Net Employment Outlook¹ for Q1 2017 stands at +7%, and remains relatively stable when compared with the previous quarter and 2 percentage points stronger year-over-year

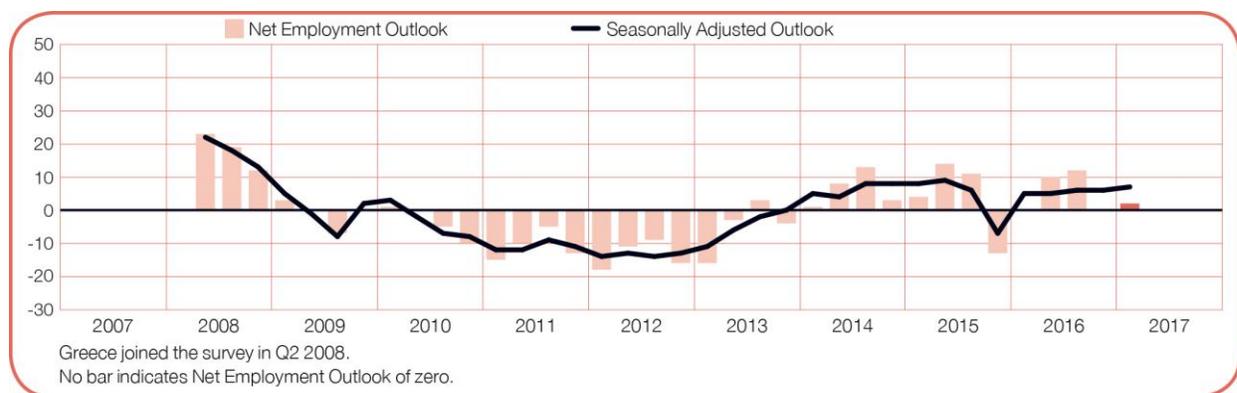
- Greek employers report cautious hiring intentions for the January-March time frame. Of the **750 employers** surveyed, **14% expect to increase** staffing levels, **12% anticipate a decrease** and **72% forecast no change**.
- The strongest labor markets are anticipated in the **Agriculture, Hunting, Forestry & Fishing sector** and the **Finance, Insurance, Real Estate & Business Services sector**, with Net Employment Outlooks of +15% and +14%, respectively. **Wholesale & Retail Trade** sector employers report cautiously optimistic hiring plans with an Outlook of +10% and the Outlook for the **Public & Social sector** stands at +9%.
- The weakest of the nine sector Outlooks stands at -3% and -4% in the **Manufacturing sector** and the **Transport, Storage & Communication sector** respectively. Hiring prospects in Manufacturing, are 6 percentage points weaker when compared with Q4 2016, and employers report a decrease of 12 percentage points year-over-year. In the **Transport, Storage & Communication sector** hiring intentions dip by a considerable margin of 13 percentage points quarter-over-quarter and decline by 8 percentage points when compared with Q1 2016.

¹ The Outlook is seasonally adjusted

- **Greater Attica employers** report encouraging signs for job seekers, (for the fifth consecutive quarter) with an Outlook of +7%. Hiring intentions remain relatively stable both quarter-over-quarter and year-over-year.
- The Outlook for **North Greece stands at +3%**. The Outlook is 2 percentage points weaker when compared with the previous quarter but improves by 2 percentage points year-over-year.
- Staffing levels are expected to increase **in three of the four organization size categories** during 1Q 2017 most notably by Large employers who report a healthy Outlook of +26%. However, Micro employers report subdued hiring plans with an Outlook of -1%.

Athens, December 13th, 2016 – Employers in Greece report modest hiring plans for the January-March 2017 time frame according to the quarterly ManpowerGroup Employment Outlook Survey released today by ManpowerGroup Greece. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +7%. Hiring prospects remain relatively stable when compared with the previous quarter and are 2 percentage points stronger year-over-year

ManpowerGroup - Net Employment Outlook Evolution in Greece



"The local market sends out a clear message; development is the most essential business pursuit. The ~~positive modest~~ hiring intention for Q1 2017 confirms employers' activation and employees' mobility that took place in 2016. It also suggests that companies attained a significant level of familiarization with the elements of fluidity and constant change, characterizing the local business environment. Further, it ~~inextricably links~~ connects business development to corporate restructuring which is inextricably linked to human capital investment. The sectors with the strongest hiring intention are in search of

professionals exhibiting advanced technical skills and effective managerial competencies. Sectors with weaker hiring plans can focus on updating their business development strategies. In either case, innovation is the main priority. Subsequently, professionals with the ability to design and implement on time innovative business solutions do own a marketable competitive advantage,” stated Ms Fani Kleida, ManpowerGroup’s Managing Director.

Sector Comparisons

Staffing levels are forecast to grow in seven of the nine industry sectors during the forthcoming quarter. The strongest labor markets are anticipated in the Agriculture, Hunting, Forestry & Fishing sector and the Finance, Insurance, Real Estate & Business Services sector, with Net Employment Outlooks of +15% and +14%, respectively. Elsewhere, Wholesale & Retail Trade sector employers report cautiously optimistic hiring plans with an Outlook of +10% and the Outlook for the Public & Social sector stands at +9%. However, payrolls are expected to decline in the Transport, Storage & Communication sector and the Manufacturing sector, with employers reporting Outlooks of -4% and -3%, respectively.

When compared with the previous quarter, hiring intentions strengthen in four of the nine industry sectors. An increase of 6 percentage points is reported by Construction sector employers, while Outlooks are 4 percentage points stronger in both the Electricity, Gas & Water Supply sector and the Wholesale & Retail Trade sector. Meanwhile, hiring prospects weaken in four sectors, most notably by 13 percentage points in the Transport, Storage & Communication sector. Manufacturing sector employers also report a noteworthy decline of 6 percentage points.

Year-over-year, Outlooks improve in six of the nine industry sectors. A considerable increase of 18 percentage points is reported for the Agriculture, Hunting, Forestry & Fishing sector, while the Outlook for the Wholesale & Retail Trade sector is 10 percentage points stronger. Public & Social sector employers report an increase of 9 percentage points while the Outlook for the Construction sector improves by 7 percentage points. However, hiring plans weaken in three sectors, most notably by 12 and 8 percentage points in the Manufacturing sector and the Transport, Storage & Communication sector, respectively.

Organization-Size Comparisons*²

Staffing levels are expected to increase in three of the four organization size categories during Q1 2017. Large employers anticipate an active labor market, reporting a Net Employment Outlook of +26%, while Outlooks of +5% and +3% are reported by Medium- and Small-size employers, respectively. However, Micro employers report uncertain hiring prospects with an Outlook of -1%.

When compared with Q4 2016, Outlooks are 3 percentage points weaker for Large- and Micro-size employers, while decreases of 2 percentage points are reported by Medium- and Small-size employers.

Year-over-year, hiring prospects are 6 percentage points stronger for Large employers, and Small employers also report an improvement of 3 percentage points. Meanwhile, the Outlook for Micro employers remains relatively stable while Medium employers report no change

* 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.

International comparisons

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labor market activity* in Quarter 1 2017. All participants were asked, **“How do you anticipate total employment at your location to change in the three months to the end of March 2017 as compared to the current quarter?”**

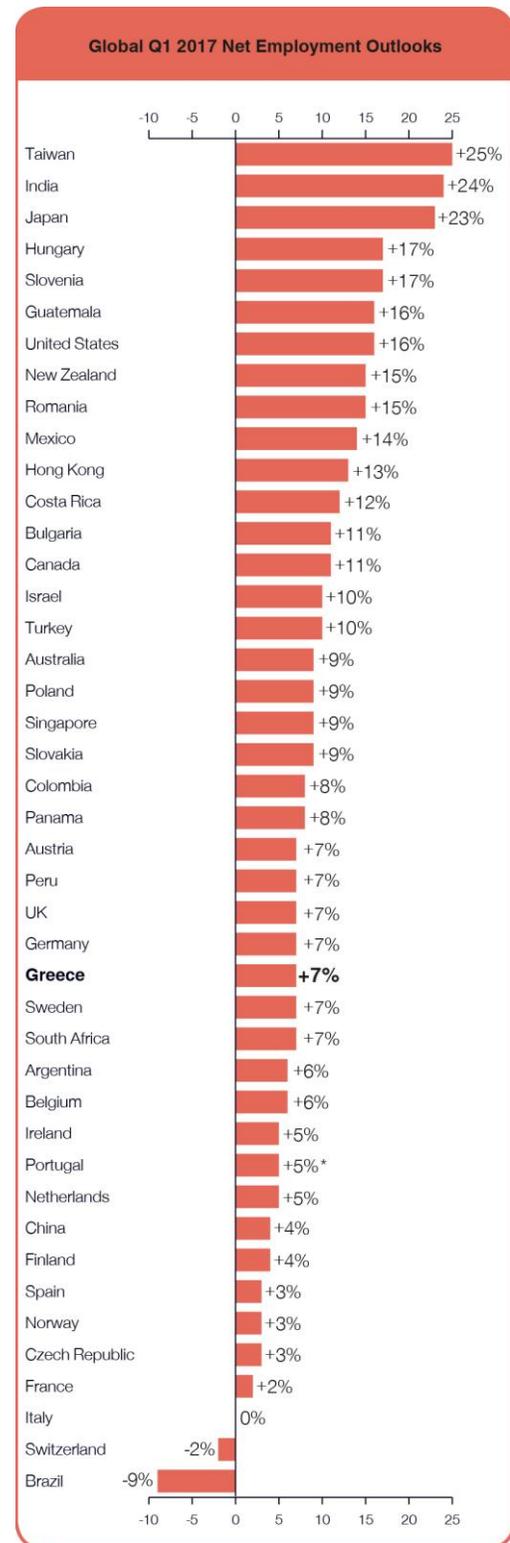
Employers in 40 of 43 countries and territories intend to add to their payrolls by varying degrees at the start of 2017, and the survey reveals few signs that uncertainty associated with the Brexit vote or the U.S. election will result in any significant labor market volatility. Instead, employers appear content to keep a watchful eye on marketplace conditions and adjust workforce levels according to their business needs.

Hiring plans improve in 19 of 43 countries and territories when compared quarter-over-quarter, decline in 17, and are unchanged in seven. First-quarter hiring confidence is strongest in Taiwan, India, Japan, Hungary and Slovenia. The weakest forecasts are reported in Brazil, Switzerland and Italy.

Job gains are expected in nine of the 10 countries surveyed in the Americas. The strongest first-quarter hiring plans are reported in both Guatemala and the United States, while employers in Brazil expect payrolls to shrink for the eighth consecutive quarter and report the weakest hiring plans across the region as well as across the globe.

Employers expect staffing levels to increase by varying degrees in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region. The region’s most optimistic first-quarter hiring plans are reported in Hungary and Slovenia with employers in both countries expecting the strongest labor market activity since the surveys were launched in their respective countries. Conversely, the weakest employer sentiment is reported in Switzerland where the outlook slips into negative territory for the first time in two years and in Italy where labor market activity is expected to be flat in the first three months of the year.

Employers in all eight Asia Pacific countries and territories expect workforce gains in the January-March time frame. In a year-over-year comparison hiring is expected to accelerate only in New Zealand, slow in five other countries/territories and remain unchanged in two. Taiwanese employers expect the strongest hiring pace in the region as well as across the globe. Meanwhile, Chinese employers report the region’s most cautious hiring plans.



*** Commentary is based on seasonally adjusted data. Data is not seasonally adjusted in Portugal**

About ManpowerGroup

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.