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Media Release

Manpower Employment Outlook Survey
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Manpower Employment Outlook Survey: Hiring plans remain subdued for the next three months Net Employment Outlook of -4% is relatively stable in comparison to the prior quarter and last year at this time

Milan, September 8th 2015 – According to the Manpower Employment Outlook Survey released today, the survey of 1,001 employers across Italy indicates that the hiring activity is expected to remain subdued in the last 2015 quarter. The seasonally adjusted Net Employment Outlook of -4% for the October-December time frame is relatively stable in comparison to the prior quarter and last year at this time. The most optimistic hiring plans are reported by employers in the Wholesale & Retail Trade sector and Restaurants & Hotels sector with a Net Employment Outlooks of +1% and 0%, respectively. Further, employers in the North East and South/Islands are most optimistic, where the Net Employment Outlook stands at -4%.

“Despite the sluggish hiring pace indicated by the fourth-quarter survey, there are other signs that we see on the horizon that things are gradually improving in the labor market in Italy and it looks like the new year may open on a more confident note than last year. In general, the clients we talk to indicate that some improvement may be around the corner, with new opportunities opening up in a number of sectors,” **Stefano Scabbio, President Mediterranean ManpowerGroup** says *“For example, the Outlook in the Wholesale and Retail Trade sector has improved for four consecutive quarters, and employers now report the first positive forecast in more than seven years. Additionally, many multinational corporations are adding retail outlets in Italy seeing the changing demand and preferences of the Italian consumers.”*

Sector comparisons

Employers in eight of the 10 industry sectors expect staffing levels to decline during the October-December period. The weakest labor market are in the Mining & Quarrying sector (-18%), Public & Social sector (-11%), Construction sector (-10%). Meanwhile, Restaurants & Hotels sector employers forecast a flat labor market with an Outlook of 0% and the Wholesale & Retail Trade sector Outlook stands at +1%. When compared with the previous quarter, employers in six of the 10 industry sectors report improved hiring prospects. Year-over-year, hiring plans improve in five of the 10 industry sectors.

Regional comparisons

Employers in all four regions forecast a decline in payrolls during 4Q 2015. The weakest labor markets are anticipated in Middle Italy and the North West, where employers report Net Employment Outlooks of -5%. Meanwhile, Outlooks stand at -4% in both the North East and the South/Islands. Quarter-over-quarter, hiring intentions strengthen in two of the four regions, with increases of 4 and 2 percentage points reported in the South/Islands and the North West,



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respectively. However, the Outlook for the North East declines by 9 percentage points and a decrease of 2 percentage points is reported in Middle Italy.

Year-over-year, hiring plans weaken in three of the four regions, most notably by 5 and 2 percentage points in the North East and Middle Italy, respectively. Elsewhere, South/Islands employers report a moderate improvement of 6 percentage points.

Organization-Size comparisons

Employers in three of the four organization size categories anticipate a decline in payrolls during the October-December period. The weakest labor markets are forecast in the Micro (less than 10 employees) and Small-size categories (10-49 employees), with Net Employment Outlooks of -7% and -6%, respectively, while the Outlook for Large employers (with 250 or more employees) stands at -3%. Meanwhile, Medium employers (50-249 employees) report cautious hiring prospects with an Outlook of +1%. Quarter-over-quarter, Outlooks decline by 9 and 4 percentage points for Large- and Micro-size employers, respectively. Elsewhere, Small employers report no change and the Outlook for Medium-size firms remains relatively stable.

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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 men and women 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 2014, ManpowerGroup was named one of the World's Most Ethical Companies for the fourth 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

ManpowerGroup Italia

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 250 uffici su tutto il territorio nazionale, impiega 1.500 persone e offre inoltre soluzioni mirate per i settori Information Technology, Finance, Engineering, Sales&Marketing. Per il quarto anno consecutivo ManpowerGroup è stata inclusa nella classifica "World's Most Ethical Companies" (2014) 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. ManpowerGroup è inoltre, da maggio 2014, Official HR Premium Partner di EXPO Milano 2015.

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