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Media Release

ManpowerGroup Employment Outlook Survey
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ManpowerGroup Employment Outlook Survey: A weak quarter ahead expected for Italian job seekers

Second-quarter hiring intentions decline by 2 percentage points year-over-year.

Encouraging signs in Banking and Financial sector where FinTech industry is continuing to drive change.

Milan, March 14th 2017 – The ManpowerGroup Employment Outlook Survey released today shows that the employment prospect for Italy job seekers continues to weaken, as we go into the second quarter of 2017. From April to June 2017, only 4% of employers expect to increase staffing levels, 4% forecast a decrease and 90% anticipate no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at -2%. Hiring intentions decline by 2 percentage points year-over-year.

*“Italian employers are currently facing a number of challenges, least of all the slowing of the economy, which is driving uncertainty in the market and only 4% of employers expect to increase staffing levels”. **Stefano Scabbio, President Mediterranean and Eastern Europe** says.*

“However, there are some limited opportunities for job seekers, and their success in finding employment will likely depend on the types of skills they bring to the labor market. For instance, jobs with higher skill levels largely dominate the fastest growing professions. Software and sales professionals, as well as engineers show signs of robust employment growth. In the next quarter there are also plenty of opportunities in FinTech industry that is continuing to drive change across the Banking and Financial sector. The accelerating pace of technological, demographic and socio-economic disruption is transforming industries and business models and workers need to develop major new skill sets on a large scale. Italian employers to remain competitive will need to address long-term workforce planning and embrace flexible working practices”.

Regional comparisons

Staffing levels are forecast to decline in three of the four regions during 2Q 2017. The weakest labor market is anticipated in the South/Islands, where employers report a muted Net Employment Outlook of -4%. Elsewhere, North West and Middle Italy employers report subdued hiring prospects with Outlooks of -3% and -2%, respectively. However, employers in the North East expect slow-paced job gains, reporting an Outlook of +2%. Quarter-over-quarter, hiring intentions decline by 5 percentage points in the North West. Meanwhile, employers in both Middle Italy and the North East report relatively stable hiring plans and the Outlook for the South/Islands is unchanged.

Sector comparisons

Employers in five of the 10 industry sectors expect staffing levels to decline in 2Q 2017. The weakest labor market is forecast in the Mining & Quarrying sector, with a gloomy Net Employment Outlook of -15%. Elsewhere, Wholesale & Retail Trade sector employers anticipate a struggling hiring pace, reporting an Outlook of -8%, while Outlooks of -5% and -4% are reported in the Public & Social sector and the Construction sector, respectively. However, payrolls are expected to grow



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in three sectors, most notably the Finance, Insurance, Real Estate & Business Services sector and the Electricity, Gas & Water sector, with Outlooks of +5% and +3%, respectively.

Organization-Size comparisons

Large employers (250 or more employees) forecast moderate payroll gains in 2Q 2017, reporting a Net Employment Outlook of +8%. Slow-paced payroll growth is also expected by Medium employers (50-249 employees) who report an Outlook of +2%. Meanwhile, Small employers (10-49 employees) anticipate flat hiring activity with an Outlook of 0%, while Micro (less than 10 employees) employers expect a decline in staffing levels, reporting an Outlook of -2%. When compared with the previous quarter, Large employers report a slight decline of 2 percentage points. Outlooks remain relatively stable for Small- and Medium-size firms while Micro employers report no quarter-over-quarter change.

Serena Scarpello

Media Expert & Digital Pr

ManpowerGroup

Via Rossini 6/8 - 20122 Milano

+39 02 230035104 – serena.scarpello@manpower.it

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

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 230 uffici su tutto il territorio nazionale, impiega 1.600 persone e offre inoltre soluzioni mirate per i settori Information Technology, Finance, Engineering, Sales&Marketing.

Nel 2016 ManpowerGroup Italia ha garantito occupazione a oltre 80mila persone stipulando più di 300mila contratti con 13mila aziende clienti. Per il sesto anno consecutivo ManpowerGroup è stata inclusa nella classifica "World's Most Ethical Companies" (2016) 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. Il Gruppo Manpower è stato inoltre, Official HR Premium Partner di EXPO Milano 2015.

La proposta di soluzioni di ManpowerGroup in Italia viene offerta attraverso ManpowerGroup™ Solutions, Manpower®, Experis™, Manpower Professional, Right Management® e FuturSkill.

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