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# Media Release

## ManpowerGroup Employment Outlook Survey

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### ManpowerGroup Employment Outlook Survey: Italian employers expect a flat labor market for the next three months

Third quarter hiring intentions decline by 2 percentage points year-over-year.  
Encouraging signs in Agriculture & Fishing and Horeca.

**Milan, June 13<sup>th</sup> 2017** -The ManpowerGroup Employment Outlook Survey released today report flat hiring prospects in Italy for the July-September time frame. While 5% of employers forecast an increase in staffing levels, 5% expect a decrease and 85% anticipate no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at -2% for the second consecutive quarter.

*“Competitiveness and labour costs remain the main concerns for employers right now. It is not surprising that employers are still cautious. **Stefano Scabbio, President Mediterranean and South-East Europe** says. “Nevertheless there is a positive outlook for a few sectors. Agriculture, for example, is going through a great transformation due to product and production innovations but also innovative sales processes, thanks to e-commerce and digital marketing. Many of the roles that we need today didn't exist just five years ago. Investing in the new skills is surely a key element to restart productivity growth in Italy.”*

#### Regional comparisons

Employers in three of the four regions expect a decline in staffing levels during the next three months. South/Islands report the weakest hiring prospects with a sluggish Net Employment Outlook of -8%. Elsewhere, muted hiring intentions are reported in Middle Italy where the Outlook is -3%, while the Outlook for the North East stands at -1%. However, North West employers anticipate a slight increase in payrolls, reporting an Outlook of +2%. When compared with the previous quarter, employers in the North West report a moderate improvement of 5 percentage points, but Outlooks in both the North East and the South/Islands decline by 3 percentage points. Meanwhile, Middle Italy employers report relatively stable hiring plans.

#### Sector comparisons

Employers in six of the 10 industry sectors anticipate a decline in staffing levels during the upcoming quarter. The weakest labor market is forecast for the Construction sector, where the Net Employment Outlook stands at -18%, while Mining & Quarrying sector employers also expect a gloomy hiring climate, reporting an Outlook of -14%. Elsewhere, pessimistic hiring plans are reflected in Outlooks of -7% and -5% for the Electricity, Gas & Water sector and the Wholesale & Retail Trade sector, respectively. However, employers in three sectors forecast some payroll gains, most notably in the Agriculture, Hunting, Forestry & Fishing sector, where the Outlook is +4%, and in the Restaurants & Hotels sector, with an Outlook of +3%.



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## Organization-Size comparisons

Large employers (250 or more employees) forecast a steady hiring pace in the forthcoming quarter, reporting a Net Employment Outlook of +16%. However, Micro employers (less than 10 employees) anticipate a muted labor market with an Outlook of -4%. Elsewhere, Small (10-49 employees) and Medium-size (50-249 employees) employers report uncertain hiring intentions with Outlooks of -1%. When compared with 2Q 2017, hiring prospects decline by 2 percentage points for employers in both the Micro- and Medium-size categories. However, the Outlook for Small employers remains relatively stable, while Large employers report an improvement of 7 percentage points.

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### 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](http://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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