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# Media Release

## ManpowerGroup Employment Outlook Survey

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ManpowerGroup Employment Outlook Survey:

### **Job prospects remain at a slow pace**

### **at the beginning of new year according Italian employers**

**At national level, Net Employment Outlook stands at 0 %. Agriculture sector employers report the most optimistic hiring plans**

**Milan, December 12<sup>th</sup> 2017** - According to ManpowerGroup's latest Employment Outlook, published today, hiring activity will remain at a slow pace during the first quarter of 2018. Italian employers report subdued hiring plans for the first three months of new year. The survey reveals that 6% of employers anticipate an increase in staffing levels, 7% forecast a decrease and 84% expect no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at 0%. Hiring intentions are 3 percentage points weaker when compared with the previous quarter and remain relatively stable in comparison with 1Q 2017.

*"The results of our survey show there's unlikely to be much improvement in the hiring pace in the first quarter 2018". **Stefano Scabbio, President Mediterranean, Northern and Eastern Europe ManpowerGroup** says "It means employers are hiring staff only when needed in an attempt to become more agile in the short term and constantly adapt workforce levels to meet their needs. Like the economic climate, the labour market remains very volatile in Italy, as it is in many of the countries and territories surveyed around the world."*

#### **Regional comparisons**

North East employers expect a moderate increase in staffing levels during the next three months, reporting a Net Employment Outlook of +6%. However, payrolls are expected to decline in the South/Islands, where the Outlook stands at -6%. Elsewhere, Middle Italy employers forecast an uncertain hiring pace, reporting an Outlook of -1%, while flat hiring activity is expected in the North West where the Outlook is 0%.

#### **Sector comparisons**

Payrolls are expected to decline in six of the 10 industry sectors during 1Q 2018. Employers in the Mining & Quarrying sector anticipate the weakest labor market, reporting a Net Employment Outlook of -5%. Elsewhere, the Outlook for the Electricity, Gas & Water sector stands at -4%, while employers in both the Manufacturing sector and the Public & Social sector report Outlooks of -3%. However, staffing levels are forecast to grow in four sectors, most notably in the Agriculture, Hunting, Forestry & Fishing sector and the Construction sector, both with Outlooks of +7%.



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### Organization-Size comparisons

Payroll gains are anticipated in three of the four organization size categories during 1Q 2018. Large employers (250 or more employees) report favorable hiring plans with a Net Employment Outlook of +16%, while modest workforce growth is forecast by Medium (50-249 employees) and Small-size employers (10-49 employees), with Outlooks of +5% and +3%, respectively. However, Micro employers (less than 10 employees) report an uncertain Outlook of -1%.

#### To learn more about, please contact:

##### MANPOWERGROUP

ufficio.stampa@manpower.it

##### Havas PR Milan

Via San Vito, 7 - Milano

Andrea Sarto  
andrea.sarto@havaspr.com  
Mob. +39 348 4928491

Serena Scarpello  
serena.scarpello@havaspr.com  
Mob. +39 320 7798993

#### About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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 is powering the future of work: [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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