

**Manpower
Employment
Outlook Survey
Canada**

**Q3
2016**



ManpowerGroup™

Canadian Employment Outlook

The Manpower Employment Outlook Survey for the third quarter 2016 was conducted by interviewing a representative sample of over 1,900 employers in Canada.

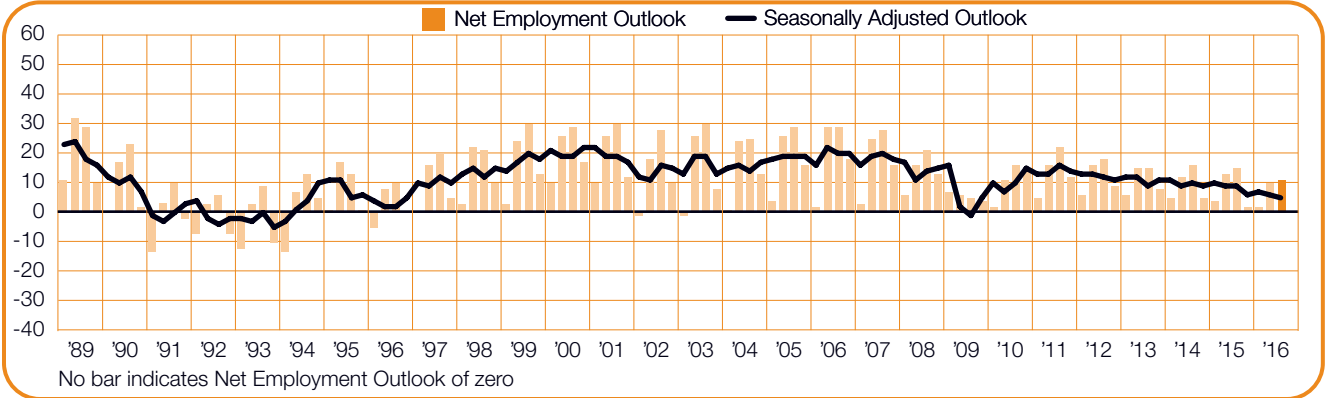
All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2016 as compared to the current quarter?”

Contents

Canadian Employment Outlook	1
Organization-Size Comparisons	
Regional Comparisons	
Sector Comparisons	
<hr/>	
Global Employment Outlook	13
International Comparisons – Americas	
International Comparisons – Asia Pacific	
International Comparisons – EMEA	
<hr/>	
About the Survey	29
<hr/>	
About ManpowerGroup	30
<hr/>	

Canadian Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
3rd Quarter 2016	16	5	78	1	11	5
2nd Quarter 2016	15	5	78	2	10	6
1st Quarter 2016	9	7	81	3	2	7
4th Quarter 2015	11	9	77	3	2	6
3rd Quarter 2015	20	5	74	1	15	9



Canadian employers report respectable hiring intentions for the July-September time frame. While 16% forecast an increase in staffing levels, 5% anticipate a decrease and 78% expect no change, resulting in a Net Employment Outlook of +11%.

Once the data is adjusted to allow for seasonal variation, the outlook stands at +5%, and is the weakest reported since Quarter 4 2009. Hiring intentions remain relatively stable quarter-over-quarter but decline by 4 percentage points year-over-year.

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization-Size Comparisons

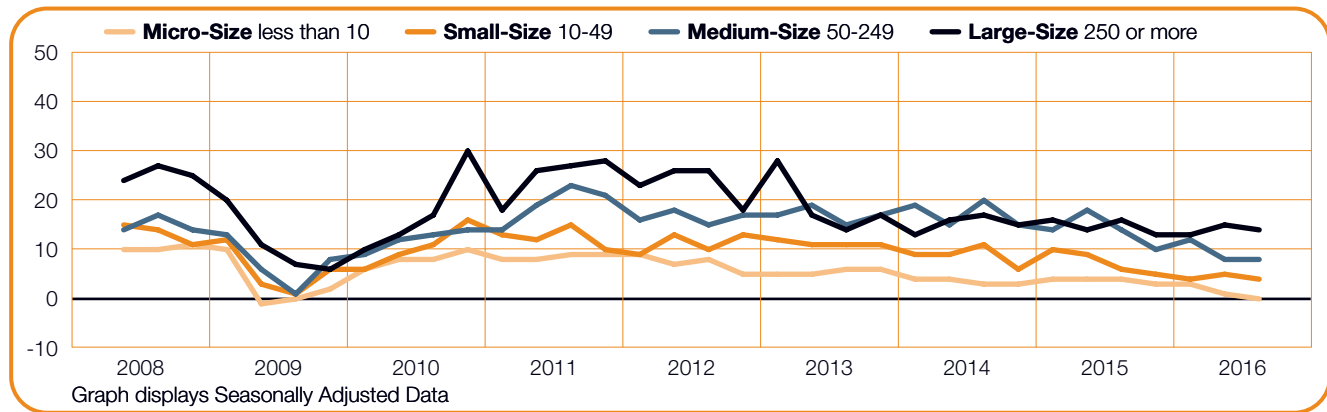
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers in three of the four organization size categories forecast an increase in staffing levels during Quarter 3 2016. Large employers report the strongest hiring intentions with a Net Employment Outlook of +14%. Elsewhere, outlooks stand at +8% and +4% for Medium- and Small-size employers, respectively, while Micro employers anticipate flat hiring activity with an outlook of 0%.

When compared with Quarter 2 2016, hiring prospects remain relatively stable for Micro-, Small- and Large-size employers, while Medium-size employers report no change.

Year-over-year, outlooks weaken in all four organization size categories. Medium employers report a decrease of 6 percentage points while the outlook for Micro firms is 4 percentage points weaker. Hiring prospects decline by 2 percentage points for employers in both the Small- and Large-size categories.

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	6	3	90	1	3	0
Small-Size 10-49	17	5	77	1	12	4
Medium-Size 50-249	22	6	71	1	16	8
Large-Size 250 or more	25	6	65	4	19	14



Regional Comparisons

+14 (+4)%

Atlantic Canada

Employers report the weakest hiring intentions since the region was first analyzed in Quarter 1 2004, with a modest Net Employment Outlook of +4% for the July-September time frame. Hiring prospects decline by 4 percentage points when compared with the previous quarter and are 12 percentage points weaker year-over-year.

Staffing levels are expected to increase in six of the 10 industry sectors during Quarter 3 2016. Finance, Insurance & Real Estate sector report bright hiring prospects with an outlook of +33%, while the outlook for the Manufacturing – Durables sector is the strongest reported since Quarter 4 2010, standing at +15%. Elsewhere, steady job gains are forecast for the Education sector and the Public Administration sector, with outlooks of +13% and +12%, respectively, while Services sector employers report an outlook of +9%. However, employers in three sectors forecast a decline in payrolls, most notably with a gloomy outlook of -24% for the Manufacturing – Non-Durables sector, which is the weakest reported since the sector analysis was first carried out in Quarter 1 2004. Construction sector employers also report dim hiring prospects, with an outlook of -12%.

Quarter-over-quarter, hiring intentions weaken in six of the 10 industry sectors. A steep decline of 37 percentage points is reported in the Manufacturing – Non-Durables sector, while outlooks are 15 and 8 percentage points weaker in the Transportation & Public Utilities sector and the Wholesale & Retail Trade sector, respectively. Meanwhile, employers in four sectors report improved hiring plans, most notably with an increase of 33 percentage points for the Finance, Insurance & Real Estate sector. Outlooks also improve by 6 and 5 percentage points in the Manufacturing – Durables sector and the Education sector, respectively.

When compared with Quarter 3 2015, outlooks decline in six of the 10 industry sectors. Sharp declines of 34 and 28 percentage points are reported for the Manufacturing – Non-Durables sector and the Transportation & Public Utilities sector, respectively. Wholesale & Retail Trade sector employers report a decrease of 27 percentage points and the outlook for the Construction sector is 25 percentage points weaker. Elsewhere, outlooks strengthen in four sectors, most notably by 19 and 14 percentage points in the Education sector and the Manufacturing – Durables sector, respectively.

Payroll gains are anticipated in five of the seven areas during the July-September time frame. The strongest outlooks of +16% and +14% are reported in Moncton and Charlottetown, respectively, and Cape Breton Area employers anticipate a cautiously optimistic labour market with an outlook of +10%. Meanwhile, a decline in staffing levels is forecast in two areas, with outlooks standing at -6% in St. John's and -3% in Saint John.

Hiring prospects weaken in five areas when compared with the previous quarter. The most noteworthy declines of 9 and 5 percentage points are reported in St. John's and Charlottetown, respectively. However, hiring plans strengthen in Cape Breton Area and Moncton, increasing by 6 and 5 percentage points, respectively.

Year-over-year, outlooks weaken in six of the seven areas. A sharp decrease of 31 percentage points is reported in Fredericton, while outlooks are 20 and 15 percentage points weaker in Saint John and St. John's, respectively. Meanwhile, Charlottetown employers report a slight improvement of 2 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	20	6	72	2	14	4
Construction	20	13	67	0	7	-12
Education	30	10	60	0	20	13
Finance, Insurance & Real Estate	33	0	67	0	33	33
Manufacturing – Durables	25	0	75	0	25	15
Manufacturing – Non-Durables	0	20	80	0	-20	-24
Mining	29	7	64	0	22	5
Public Administration	33	11	56	0	22	12
Services	21	0	76	3	21	9
Transportation & Public Utilities	11	6	83	0	5	0
Wholesale & Retail Trade	14	10	76	0	4	-1

+11 (+7)%

Ontario

Employers continue to anticipate a fair hiring climate in the region, reporting a Net Employment Outlook of +7% for the third consecutive quarter. When compared with Quarter 3 2015, hiring intentions remain relatively stable.

Payrolls are forecast to increase in nine of the 10 industry sectors during the July-September period. The strongest hiring prospects are reported in the Public Administration sector and the Manufacturing – Durables sector, with outlooks of +14% and +11%, respectively. Transportation & Public Utilities sector employers anticipate a moderate hiring pace, with an outlook of +10%, although this is the weakest forecast for the sector since Quarter 3 2010. Some hiring opportunities are also anticipated in the Manufacturing – Non-Durables sector and the Wholesale & Retail Trade sector, with outlooks of +8% and +7%, respectively, while outlooks of +6% are reported in both the Finance, Insurance & Real Estate sector and the Services sector. In the Construction sector, employers anticipate some job gains with an outlook of +4%, but the outlook is the weakest reported since Quarter 1 2010. Meanwhile, Mining sector employers report uncertain hiring plans with an outlook of -1%.

When compared with the previous quarter, hiring intentions weaken in six of the 10 industry sectors. The most noteworthy decline of 7 percentage points is reported in the Finance, Insurance & Real Estate sector, while outlooks are 2 percentage points weaker in both the Education sector and the Mining sector. Meanwhile, hiring prospects improve in two sectors. The Manufacturing – Non-Durables sector outlook is 5 percentage points stronger, while the outlook for the Manufacturing – Durables sector improves by 4 percentage points.

Year-over-year, outlooks weaken in five of the 10 industry sectors, most notably by 12 and 8 percentage points in the Finance, Insurance & Real Estate sector and the Construction sector, respectively. However, employers in three sectors report stronger hiring plans. Public Administration sector employers report an increase of 10 percentage points, while outlooks are 8 and 6 percentage points stronger for the Manufacturing – Non-Durables sector and the Manufacturing – Durables sector, respectively.

Job gains are anticipated in 20 of the 24 areas during Quarter 3 2016. The strongest hiring plans are reported in Kitchener/Cambridge Area, with an outlook of +15%, while outlooks of +14% and +13% are reported in Brantford and Hamilton, respectively. Steady payroll gains are forecast in four areas with outlooks of +11% – Brampton, Burlington/Oakville, Kingston and Windsor – and two areas with outlooks of +10% – Thunder Bay and York Region. However, staffing levels are forecast to decline in four areas, most notably Welland/Port Colborne and Cornwall, where outlooks stand at -8% and -7%, respectively.

Quarter-over-quarter, hiring intentions weaken in 13 areas, most notably by 15 percentage points in Belleville. Fort Erie employers report a decline of 8 percentage points while outlooks are 7 percentage points weaker in both London and Thunder Bay. Meanwhile, hiring prospects improve in 11 areas. The strongest increases of 14 percentage points are reported in Hamilton and Mississauga, while outlooks are 7 percentage points stronger in Northumberland County and Windsor.

When compared with Quarter 3 2015, hiring plans strengthen in 11 areas, most notably by 13 percentage points in both Burlington/Oakville and London. Brampton employers report an increase of 11 percentage points while the Fort Erie outlook is 8 percentage points stronger. However, outlooks also weaken in 11 areas, including Welland/Port Colborne, with a steep decline of 21 percentage points, and Cornwall, where employers report a sharp decrease of 20 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	15	4	80	1	11	7
Construction	16	4	78	2	12	4
Education	10	7	76	7	3	4
Finance, Insurance & Real Estate	8	3	88	1	5	6
Manufacturing – Durables	19	5	75	1	14	11
Manufacturing – Non-Durables	14	3	82	1	11	8
Mining	10	2	84	4	8	-1
Public Administration	32	6	60	2	26	14
Services	13	3	84	0	10	6
Transportation & Public Utilities	18	6	75	1	12	10
Wholesale & Retail Trade	12	4	84	0	8	7

+18 (+7)%

Quebec

Some hiring opportunities are forecast for the next three months, with employers reporting a Net Employment Outlook of +7%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

Workforce gains are forecast in nine of the 10 industry sectors during the July-September time frame. Employers report the strongest hiring intentions in the Manufacturing – Durables sector and the Transportation & Public Utilities sector, where outlooks stand at +17% and +16%, respectively. Steady payroll gains are forecast in two sectors with outlooks of +12% – the Construction sector and the Public Administration sector – while the outlook for the Mining sector stands at +10%. Services sector employers expect some hiring opportunities, reporting an outlook of +8%, while the outlook stands at +7% for the Finance, Insurance & Real Estate sector. Meanwhile, the weakest of the 10 sector labour markets is anticipated by Education sector employers who report an outlook of 0%.

When compared with the previous quarter, hiring intentions strengthen in six of the 10 industry sectors. The most noteworthy improvements of 11 percentage points are reported in both the Manufacturing – Durables sector and the Public Administration sector. Elsewhere, outlooks are 6 and 5 percentage points stronger in the Finance, Insurance & Real Estate sector and the Transportation & Public Utilities sector, respectively. However, employers in three sectors report weaker hiring prospects. The outlook for the Education sector declines by 10 percentage points while decreases of 5 and 4 percentage points are reported in the Manufacturing – Non-Durables sector and the Construction sector, respectively.

Year-over-year, hiring intentions weaken in five of the 10 industry sectors. Public Administration sector employers report the most noteworthy decline of 9 percentage points while outlooks are 8 and 6 percentage points weaker in the Services sector and the Wholesale & Retail Trade sector, respectively. Meanwhile, hiring prospects improve in four sectors, including the Manufacturing – Non-Durables sector and the Mining sector, with increases of 8 and 6 percentage points, respectively.

Seasonally adjusted data is available for four of the five areas in Quebec, but figures for Laval (*) are not seasonally adjusted.

Employers anticipate job gains in four of the five areas during the July-September time frame. The strongest hiring plans are reported in Cantons de L'Est (formerly Sherbrooke) and Laval* with outlooks of +17%, and steady hiring activity is also anticipated in Quebec City, where the outlook is +13%. However, Monteregie (formerly Granby) employers expect a slight decline in staffing levels, reporting an outlook of -2%.

Quarter-over-quarter, outlooks improve in three areas, including Cantons de L'Est (formerly Sherbrooke) and Laval*, where employers report increases of 7 percentage points. However, the outlook for Monteregie (formerly Granby) declines by 7 percentage points.

When compared with Quarter 3 2015, employers report stronger hiring prospects in three areas. The outlook for Laval* is 7 percentage points stronger, while Montreal employers report an increase of 5 percentage points. Meanwhile, outlooks decline by 11 and 9 percentage points in Quebec City and Monteregie (formerly Granby), respectively.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	21	3	73	3	18	7
Construction	24	0	76	0	24	12
Education	4	4	80	12	0	0
Finance, Insurance & Real Estate	8	0	69	23	8	7
Manufacturing – Durables	33	4	63	0	29	17
Manufacturing – Non-Durables	17	6	77	0	11	6
Mining	33	5	62	0	28	10
Public Administration	31	0	69	0	31	12
Services	21	0	71	8	21	8
Transportation & Public Utilities	22	0	78	0	22	16
Wholesale & Retail Trade	19	3	77	1	16	6

+8 (+5)%

Western Canada

For the second consecutive quarter, employers report conservative hiring plans with a Net Employment Outlook of +5%. Hiring intentions decline by 3 percentage points when compared with Quarter 3 2015.

Staffing levels are expected to increase in eight of the 10 industry sectors during Quarter 3 2016. The strongest hiring prospects are reported in the Public Administration sector, where the outlook stands at +14%, while employers in two sectors report cautiously optimistic outlooks of +9% – the Finance, Insurance & Real Estate sector and the Services sector. Elsewhere, moderate hiring activity is forecast for the Wholesale & Retail Trade sector, with an outlook of +7%, and in the Construction sector, with an outlook of +6%. Transportation & Public Utilities sector employers anticipate some job gains with an outlook of +5%, although this is the weakest forecast since Quarter 3 2010. Meanwhile, employers in two sectors expect payrolls to decline in the coming quarter. Mining sector employers report sluggish hiring prospects with an outlook of -7%, while the outlook of -1% reported in the Education sector is the weakest – and first negative – reported since Quarter 1 2006.

Quarter-over-quarter, outlooks weaken in five of the 10 industry sectors, most notably by 12 percentage points in the Finance, Insurance & Real Estate sector. Education sector employers report a decrease of 10 percentage points and the outlook for the Transportation & Public Utilities sector declines by 7 percentage points. However, hiring plans strengthen in four sectors, including the Construction sector, where employers report an increase of 8 percentage points.

When compared with Quarter 3 2015, employers in eight of the 10 industry sectors report weaker hiring prospects. The most noteworthy declines of 10 and 9 percentage points are reported in the Wholesale & Retail Trade sector and the Transportation & Public Utilities sector, respectively, while the outlook for the Finance, Insurance & Real Estate sector decreases by 8 percentage points. Elsewhere, hiring intentions remain relatively stable in two sectors – the Construction sector and the Manufacturing – Non-Durables sector.

Staffing levels are expected to grow in six of the 11 areas during Quarter 3 2016. The strongest labour markets are forecast in Victoria & Capital Regional District and Burnaby-Coquitlam, with outlooks of +19% and +16%, respectively. Steady job gains are also anticipated in Richmond-Delta with an outlook of +12%, while the Vancouver outlook stands at +9%. However, negative hiring prospects are reported in four areas, most notably Calgary and Saskatoon, with outlooks of -6% and -3%, respectively.

When compared with the previous quarter, outlooks strengthen in five of the 11 areas, most notably by 9 and 6 percentage points in Red Deer and Vancouver, respectively. However, employers report weaker hiring plans in five areas. Regina employers report a sharp decline of 24 percentage points while outlooks are 13 and 10 percentage points weaker in Saskatoon and Surrey, respectively.

Year-over-year, hiring intentions weaken in seven areas. Considerable declines of 16 and 13 percentage points are reported in Saskatoon and Surrey, respectively, while the outlook for Winnipeg is 11 percentage points weaker. Elsewhere, hiring prospects strengthen in four areas, including Victoria & Capital Regional District, with an increase of 15 percentage points.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries	14	6	78	2	8	5
Construction	25	6	69	0	19	6
Education	5	7	82	6	-2	-1
Finance, Insurance & Real Estate	11	0	89	0	11	9
Manufacturing – Durables	13	3	84	0	10	2
Manufacturing – Non-Durables	13	5	82	0	8	4
Mining	7	15	73	5	-8	-7
Public Administration	24	5	70	1	19	14
Services	16	4	77	3	12	9
Transportation & Public Utilities	16	4	80	0	12	5
Wholesale & Retail Trade	16	5	78	1	11	7

Sector Comparisons

Employers in nine of the 10 industry sectors anticipate an increase in staffing levels during Quarter 3 2016. The strongest hiring prospects are reported in the Public Administration sector, with a Net Employment Outlook of +12%. Elsewhere, modest hiring activity is anticipated with outlooks of +9% and +8% in the Manufacturing – Durables sector and the Services sector, respectively, while the outlook for the Finance, Insurance & Real Estate sector stands at +7%. Meanwhile, Mining sector employers anticipate a subdued hiring pace in the next three months, reporting a Net Employment Outlook of -1%.

When compared with the previous quarter, hiring plans weaken in five of the 10 industry sectors. A decline of 6 percentage points is reported by Finance, Insurance & Real Estate sector employers, while the outlook for the Transportation & Public Utilities sector is 4 percentage

points weaker. Meanwhile, employers in four sectors report stronger hiring intentions, most notably in the Manufacturing – Durables sector, with an increase of 9 percentage points.

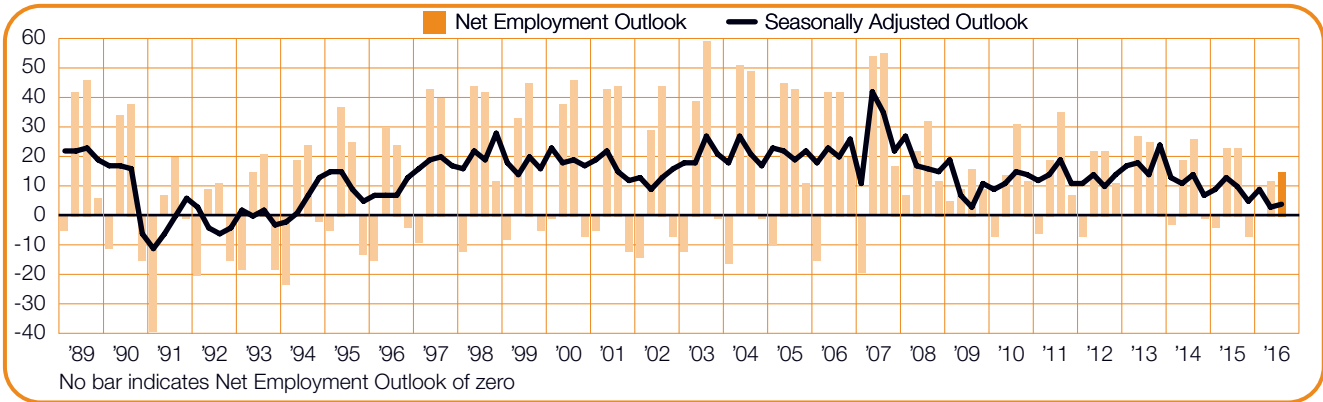
Year-over-year, employers report weaker hiring prospects in six of the 10 industry sectors. The most noteworthy decline of 11 percentage points is reported in the Transportation & Public Utilities sector, while the outlook for the Wholesale & Retail Trade sector decreases by 9 percentage points. Finance, Insurance & Real Estate sector employers report a decline of 8 percentage points and the Construction sector outlook is 6 percentage points weaker. However, hiring intentions improve in four sectors, most notably by 4 percentage points in both the Manufacturing – Durables sector and the Manufacturing – Non-Durables sector.



+15 (+4)%

Construction

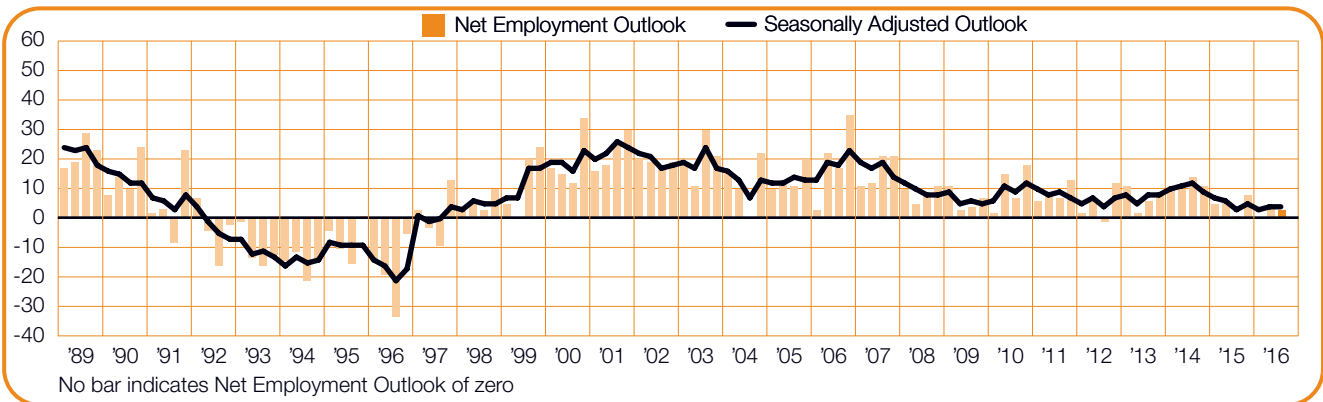
Job seekers can expect some hiring opportunities in the forthcoming quarter, according to employers who report a Net Employment Outlook of +4%. Hiring intentions remain relatively stable quarter-over-quarter but decline by 6 percentage points when compared with Quarter 3 2015.



+3 (+4)%

Education

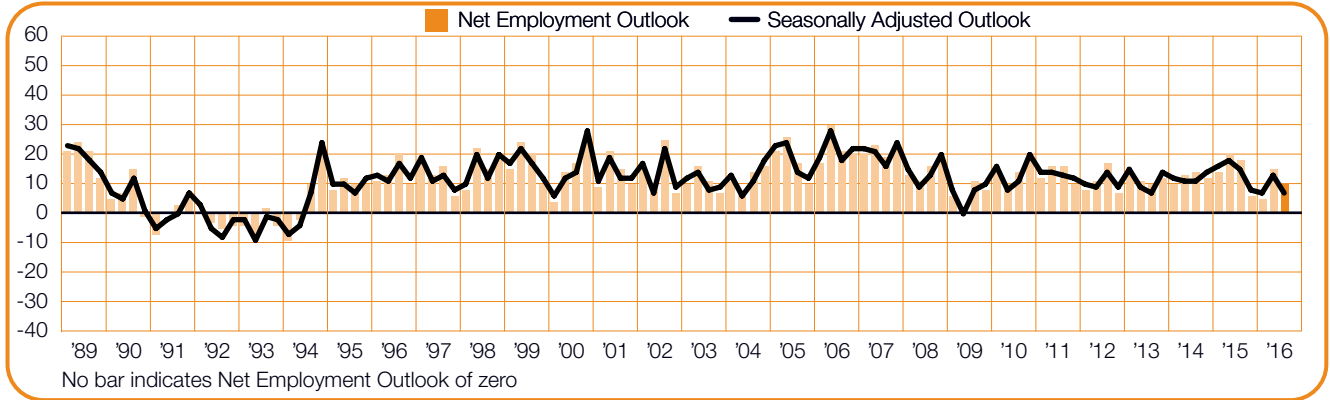
With a Net Employment Outlook of +4%, employers expect the mild hiring climate to continue in the July-September time frame. Hiring plans are unchanged when compared with the previous quarter and remain relatively stable year-over-year.



+10 (+7)%

Finance, Insurance & Real Estate

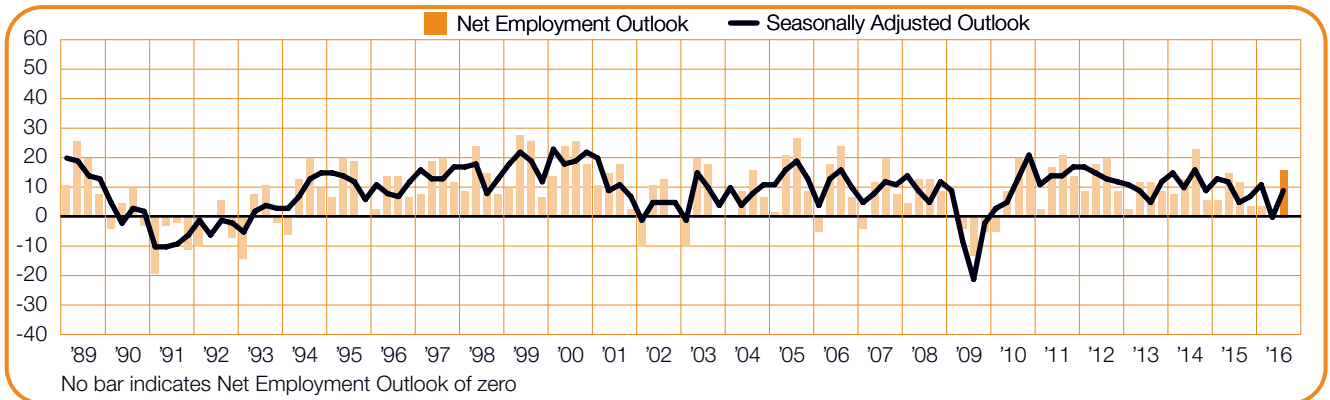
A moderate hiring pace is anticipated in Quarter 3 2016, with employers reporting a Net Employment Outlook of +7%. However, the outlook declines by 6 and 8 percentage points quarter-over-quarter and year-over-year, respectively.



+16 (+9)%

Manufacturing – Durable Goods

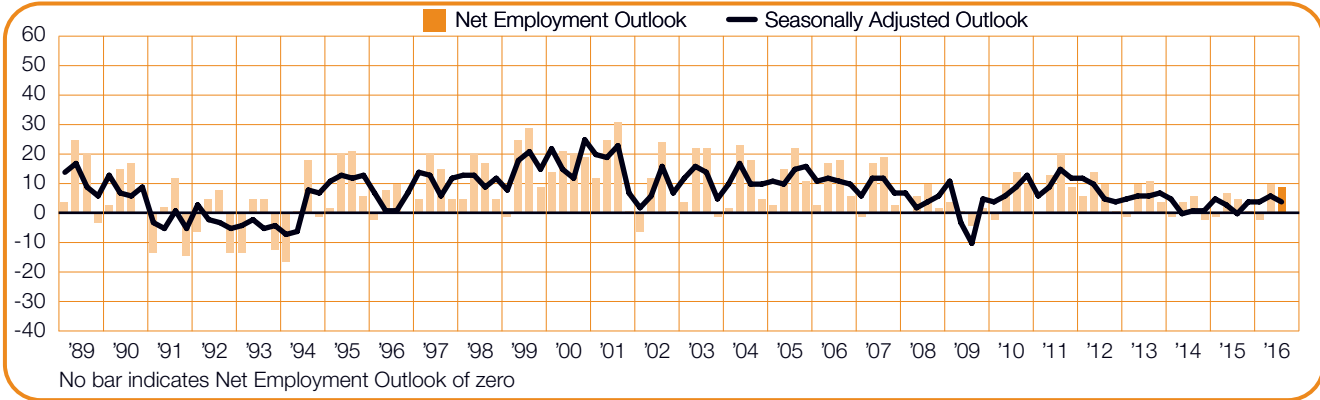
Employers report encouraging signs for job seekers in the next three months, reporting a Net Employment Outlook of +9%. Hiring prospects are 9 percentage points stronger when compared with the previous quarter and improve by 4 percentage points year-over-year.



+9 (+4)%

Manufacturing – Non-Durable Goods

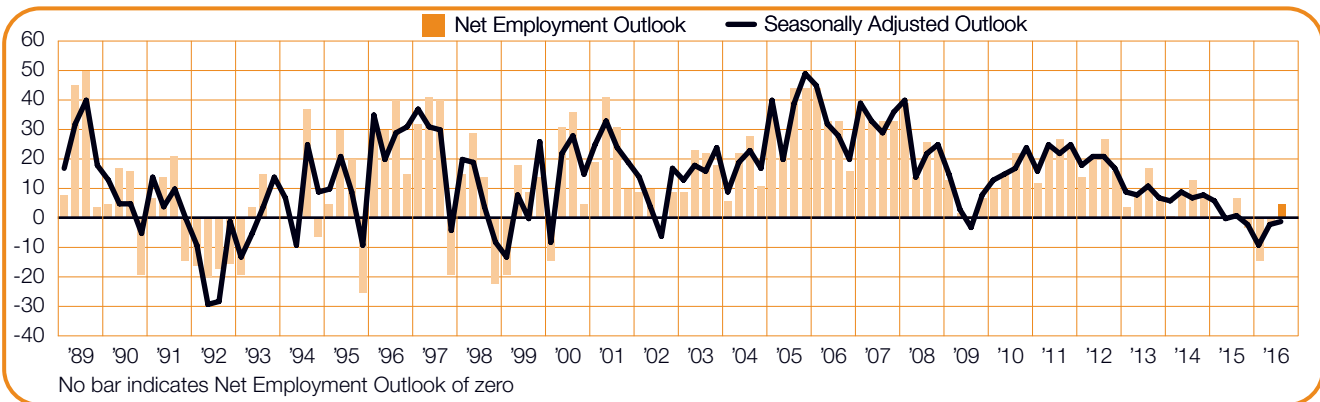
A slight increase in payrolls is likely in the July-September period, according to employers who report a Net Employment Outlook of +4%. Hiring intentions are 2 percentage points weaker quarter-over-quarter but improve by 4 percentage points year-over-year.



+5 (-1)%

Mining

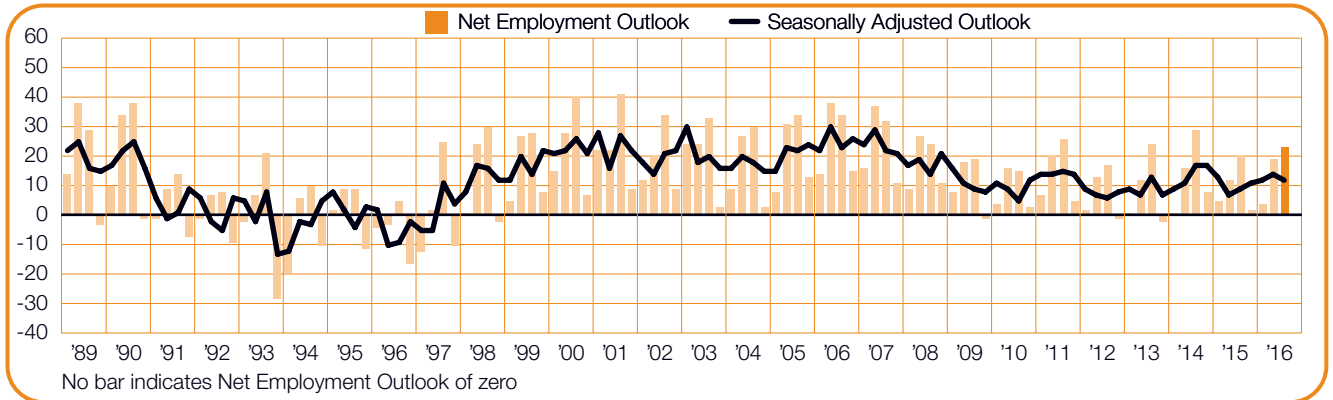
Reporting a Net Employment Outlook of -1%, employers expect the dull hiring climate to continue in the coming quarter following four consecutive negative forecasts. Hiring prospects remain relatively stable quarter-over-quarter and decline by 2 percentage points when compared with Quarter 3 2015.



+23 (+12)%

Public Administration

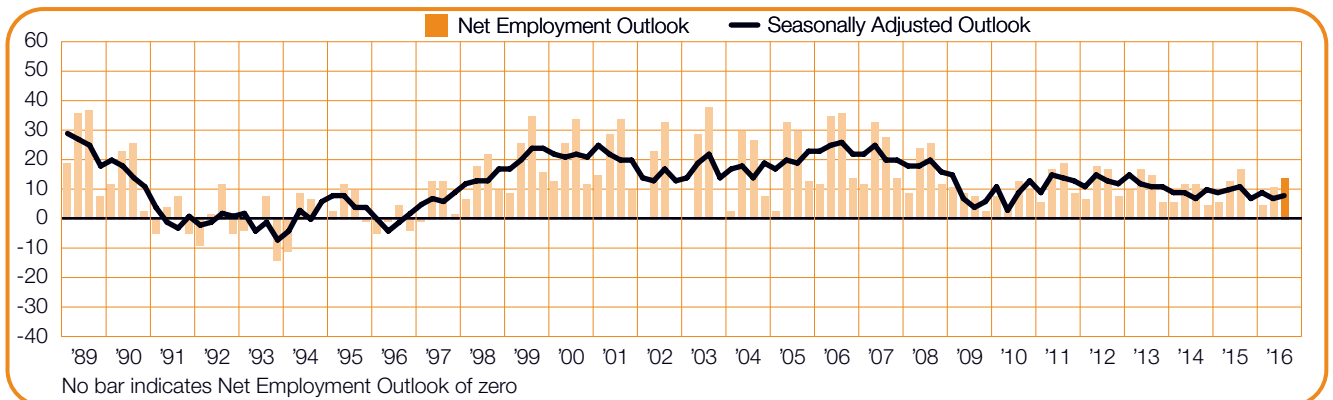
Steady workforce gains are anticipated in the next three months, with employers reporting a Net Employment Outlook of +12%. While the outlook is 2 percentage points weaker quarter-over-quarter, employers report a year-over-year increase of 3 percentage points.



+14 (+8)%

Services

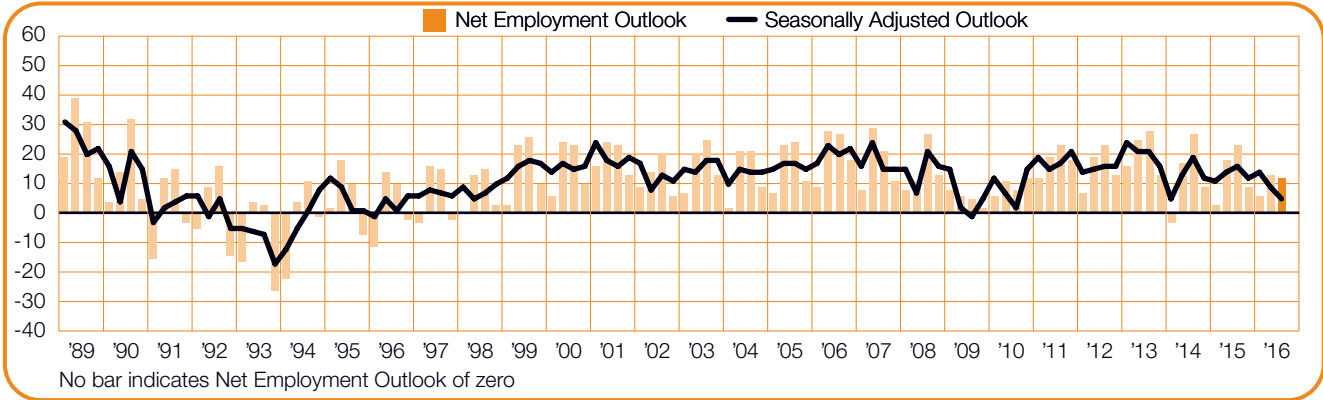
Job seekers can expect some hiring opportunities in Quarter 3 2016, with employers reporting a Net Employment Outlook of +8%. The outlook remains relatively stable when compared with the previous quarter but declines by 3 percentage points year-over-year.



+12 (+5)%

Transportation & Public Utilities

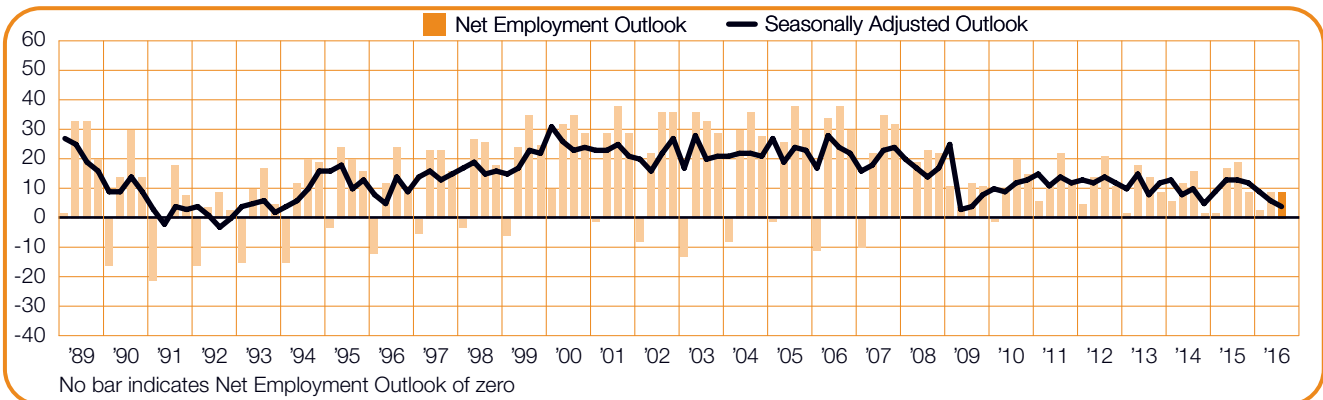
The weakest labour market since Quarter 1 2014 is forecast for the coming quarter. Employers report a Net Employment Outlook of +5%, declining by 4 and 11 percentage points quarter-over-quarter and year-over-year, respectively.



+9 (+4)%

Wholesale & Retail Trade

Employers anticipate the weakest hiring pace since Quarter 3 2009 in the July-September time frame following four consecutive quarters of declining forecasts, reporting a Net Employment Outlook of +4%. When compared with the previous quarter, the outlook declines by 2 percentage points, and employers report a considerable decrease of 9 percentage points year-over-year.

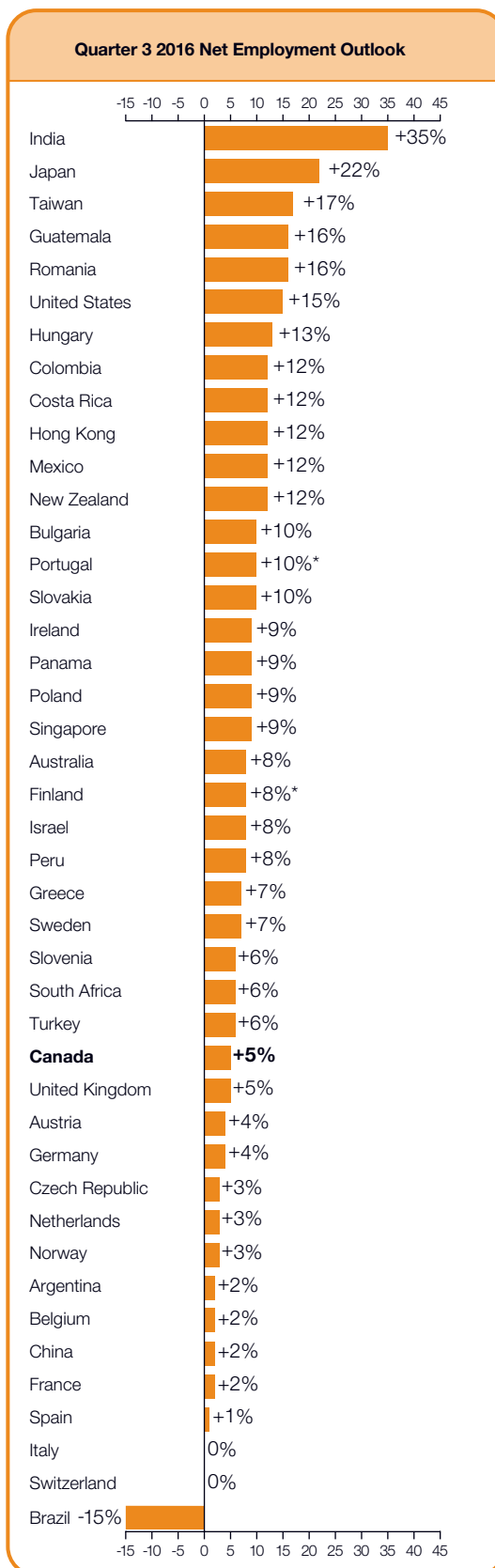


Global Employment Outlook

	Quarter 3 2016	Qtr on Qtr Change Q2 2016 to Q3 2016	Yr on Yr Change Q3 2015 to Q3 2016
	%		
Americas			
Argentina	1 (2) ¹	-5 (-1) ¹	-4 (-4) ¹
Brazil	-15 (-15) ¹	-10 (-4) ¹	-9 (-9) ¹
Canada	11 (5)¹	1 (-1)¹	-4 (-4)¹
Colombia	11 (12) ¹	-8 (-6) ¹	-2 (-2) ¹
Costa Rica	9 (12) ¹	-8 (-2) ¹	-1 (-1) ¹
Guatemala	14 (16) ¹	-4 (-2) ¹	7 (7) ¹
Mexico	12 (12) ¹	-2 (0) ¹	1 (1) ¹
Panama	8 (9) ¹	-5 (-5) ¹	-4 (-4) ¹
Peru	8 (8) ¹	-2 (-1) ¹	0 (0) ¹
United States	18 (15) ¹	0 (-1) ¹	-2 (-1) ¹

Asia Pacific			
Australia	7 (8) ¹	1 (3) ¹	3 (3) ¹
China	2 (2) ¹	-3 (-2) ¹	-11 (-12) ¹
Hong Kong	13 (12) ¹	-1 (-3) ¹	-4 (-4) ¹
India	36 (35) ¹	-3 (-3) ¹	-3 (-3) ¹
Japan	20 (22) ¹	-9 (0) ¹	0 (0) ¹
New Zealand	11 (12) ¹	1 (3) ¹	0 (0) ¹
Singapore	10 (9) ¹	0 (-1) ¹	-4 (-4) ¹
Taiwan	22 (17) ¹	1 (-3) ¹	-23 (-23) ¹

EMEA[†]			
Austria	6 (4) ¹	3 (3) ¹	3 (3) ¹
Belgium	1 (2) ¹	-1 (1) ¹	0 (0) ¹
Bulgaria	14 (10) ¹	-5 (-2) ¹	-2 (-1) ¹
Czech Republic	6 (3) ¹	2 (1) ¹	-1 (-1) ¹
Finland	8	3	-3
France	3 (2) ¹	4 (3) ¹	-2 (-1) ¹
Germany	5 (4) ¹	2 (2) ¹	-1 (-1) ¹
Greece	12 (7) ¹	2 (1) ¹	1 (1) ¹
Hungary	14 (13) ¹	1 (3) ¹	8 (8) ¹
Ireland	11 (9) ¹	4 (4) ¹	3 (3) ¹
Israel	9 (8) ¹	0 (1) ¹	-3 (-3) ¹
Italy	3 (0) ¹	1 (0) ¹	4 (4) ¹
Netherlands	3 (3) ¹	-1 (-1) ¹	0 (1) ¹
Norway	4 (3) ¹	1 (0) ¹	-1 (-1) ¹
Poland	13 (9) ¹	1 (-1) ¹	4 (4) ¹
Portugal	10	-	-
Romania	22 (16) ¹	3 (3) ¹	8 (8) ¹
Slovakia	13 (10) ¹	5 (2) ¹	1 (1) ¹
Slovenia	9 (6) ¹	-4 (-1) ¹	-2 (-2) ¹
South Africa	6 (6) ¹	1 (0) ¹	0 (0) ¹
Spain	3 (1) ¹	0 (0) ¹	-2 (-1) ¹
Sweden	7 (7) ¹	-2 (0) ¹	5 (5) ¹
Switzerland	-1 (0) ¹	-4 (-1) ¹	-2 (-2) ¹
Turkey	10 (6) ¹	-6 (-5) ¹	-9 (-9) ¹
UK	7 (5) ¹	0 (-1) ¹	-1 (-1) ¹



[†]EMEA – Europe, Middle East and Africa.

* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

The Manpower Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labour market activity* in Quarter 3 2016. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of September 2016 as compared to the current quarter?"

The overview of global responses indicates that most employers expect varying levels of payroll growth over the next three months. The research reveals staffing levels are expected to grow in 40 of 43 countries and territories during the July-September time frame. However, a number of employers also indicate that overall payroll growth is likely to proceed at a more conservative pace than in the prior quarter or last year at this time. Significant upturns in overall employer confidence are few, and some declining trajectories reported previously – most notably in Brazil and China – continue unabated. Third-quarter hiring plans strengthen in 14 of 42 countries** and territories when compared with the April-June time frame, are unchanged in seven, and weaken in 21. Outlooks improve in 13 countries and territories when compared with Quarter 3 2015, are unchanged in five, and decline in 24. Third-quarter hiring confidence is strongest in India, Japan, Taiwan, Guatemala, Romania and the United States, while employers in Brazil, Italy and Switzerland report the weakest hiring plans.

Throughout the Americas region, third-quarter workforce gains are expected in nine of 10 countries. However, Net Employment Outlooks decline in nine countries in comparison to the April-June period and are unchanged in one. Similarly, forecasts weaken in seven countries in comparison to Quarter 3 2015, strengthen in two, and remain unchanged in one. Employers in Guatemala and the United States report the region's most optimistic third-quarter hiring plans. The only negative forecast – in the Americas region as well as across the globe – is reported by employers in Brazil.

Employers in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region expect to grow staffing levels over the next three months. In a quarter-over-quarter comparison, forecasts improve in 12 countries but weaken in seven. When compared year-over-year, job prospects are expected to improve in 10 countries and decline in 12. Romanian employers report the region's strongest third-quarter hiring plans, while the weakest outlooks are reported in Italy and Switzerland. For the first time in eight years, there are no negative national forecasts reported among countries in the EMEA region. The third-quarter survey also includes Portugal for the first time, bringing the total of countries and territories participating in the Manpower Employment Outlook Survey to 43.

Job gains are expected in all eight countries and territories surveyed in the Asia Pacific region. However, hiring prospects weaken in five countries & territories in comparison to Quarter 2 2016, improve in two and are unchanged in one. Similarly, third-quarter forecasts weaken in five countries and territories when compared year-over-year, improve in only one and are unchanged in two. For the fourth consecutive quarter, employers in India report the most optimistic regional and global hiring plans. For the fourth consecutive quarter, employers in China report the region's weakest forecast.

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next Manpower Employment Outlook Survey will be released on 13 September 2016 and will detail expected labour market activity for the fourth quarter of 2016.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Finland or Portugal.

** Portugal joined the survey in Quarter 3 2016 and has no trend data to compare at this point.

International Comparisons – Americas

More than 23,000 employers from 10 countries across North, Central and South America shared their hiring plans for the July-September time frame. Payrolls are expected to increase by varying degrees in all countries except Brazil where employers report negative hiring intentions for the sixth consecutive quarter. However, employer forecasts elsewhere across the region are also generally softer, declining in nine countries in comparison to the prior quarter's forecast and dipping in seven when compared to Quarter 3 2015.

Employers in Guatemala and the United States report the most optimistic third-quarter hiring plans. Guatemala's outlook is fueled in part by considerable year-over-year gains forecast by employers in the Construction, Services and Agriculture sectors. Meanwhile, opportunities for job seekers in the U.S. are expected to remain favorable, and the forecast is relatively stable in comparison to both three months ago and last year at this time. The most active hiring pace is expected in the Leisure & Hospitality sector, where more than a third of the employers expect to add to payrolls in the next three months. Employers in the Wholesale & Retail Trade sector are similarly optimistic with more than a quarter saying they intend to hire from July through September.

A comparable trend is reported in Canada where employers anticipate some job gains in all industry sectors except Mining. However, the ongoing slump in energy prices and exports appears to be pressuring the labor market overall as outlooks decline from year-ago levels in the majority of industry sectors and all four regions, and the country's forecast dips to its least optimistic level in nearly seven years.

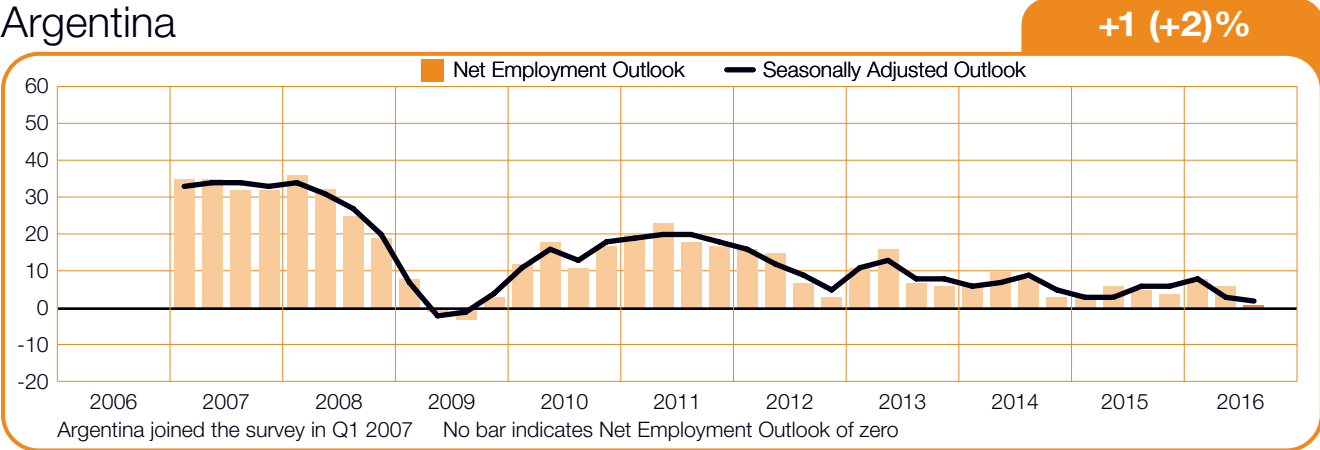
Mexico's hiring pace is expected to remain steady in the months ahead as hiring plans improve by varying degrees in all industry sectors and regions. The strongest hiring intentions are reported in the Transport & Communications and Commerce sectors.

Staffing levels are also expected to grow in all industry sectors in Costa Rica and Panama. However, employers in both countries anticipate slower growth in most sectors in quarter-over-quarter and year-over-year comparisons. In fact, Panama's third-quarter outlook matches its least optimistic forecast, first reported in Quarter 4 2015.

Outlooks in South America remain mixed. Colombia's hiring pace is expected to remain steady despite slowing down from both three months ago and last year at this time. Modest payroll gains are also expected in Peru, boosted by upbeat forecasts in both the Public Administration/Education and the Manufacturing sectors. Argentinian employers anticipate some overall job gains despite the forecast dipping to its least optimistic level in seven years.

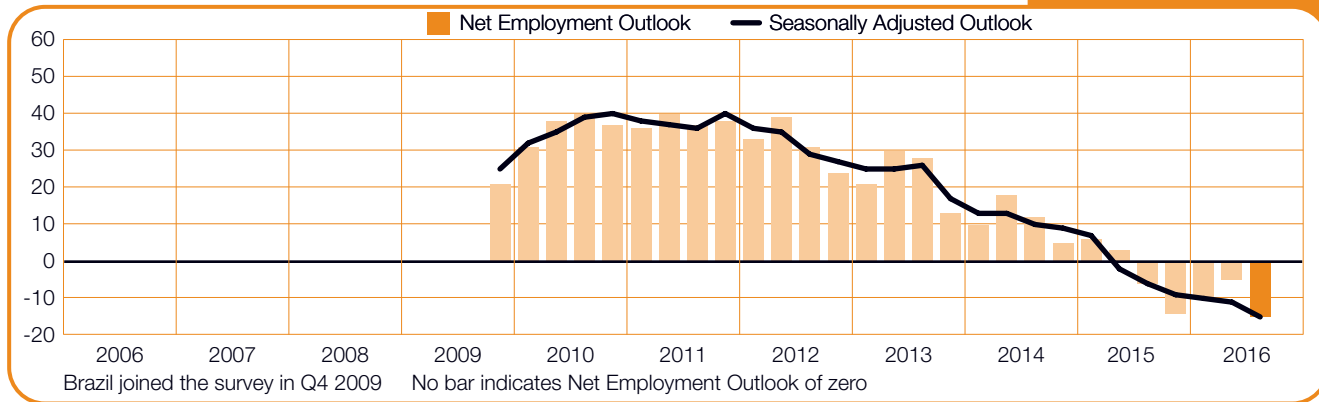
Meanwhile, Brazil's labor market slump is expected to deepen in the upcoming quarter with employers reporting the only negative forecast among the 43 countries and territories participating in the survey. Brazil's Net Employment Outlook continues the steady decline that started in Quarter 4 2011, and employer confidence dips again to the least optimistic level since Brazil's survey was launched in Quarter 4 2009.

Argentina



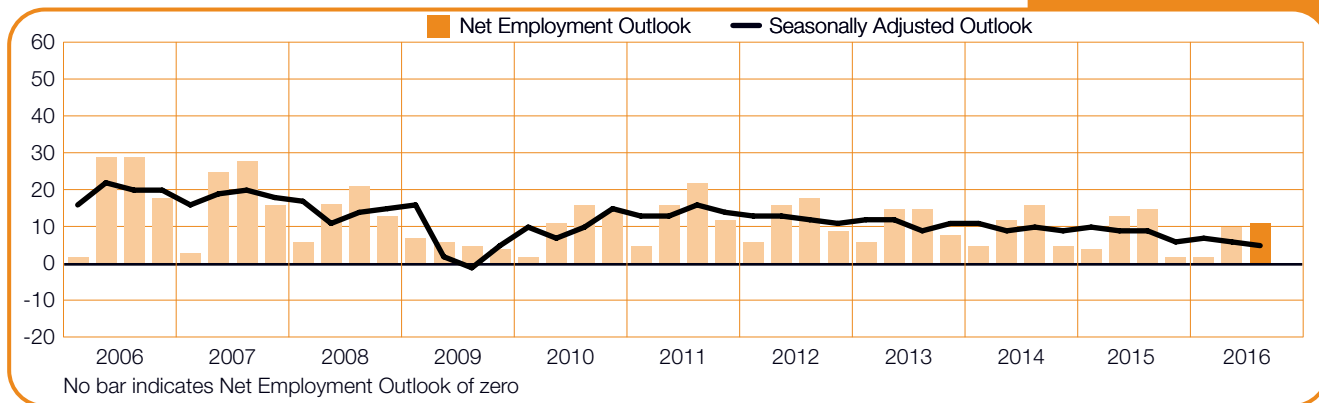
Brazil

-15 (-15)%



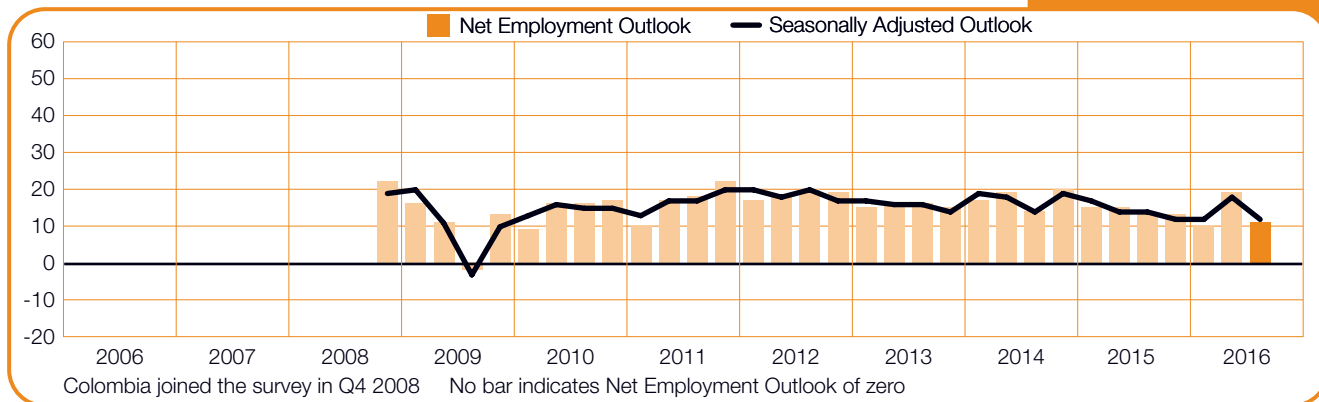
Canada

+11 (+5)%



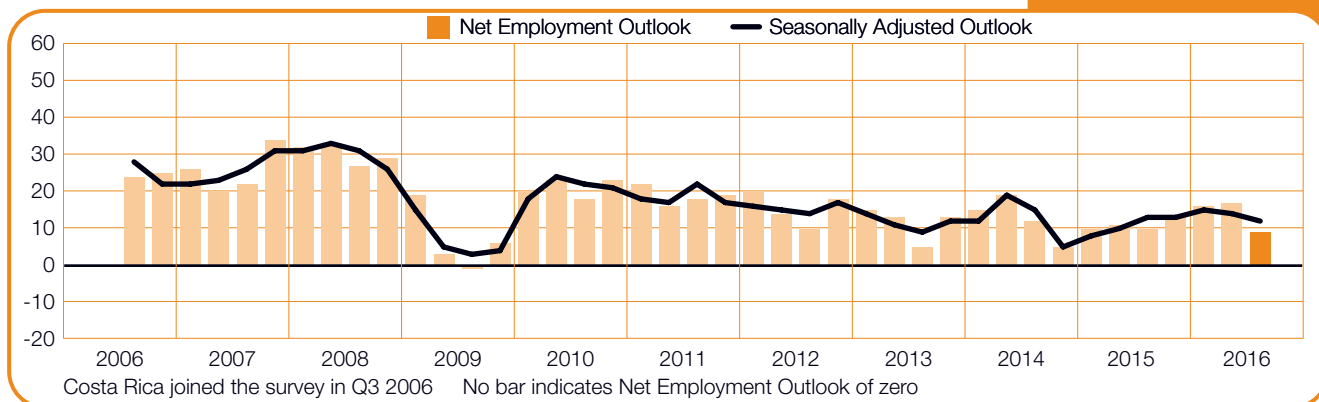
Colombia

+11 (+12)%



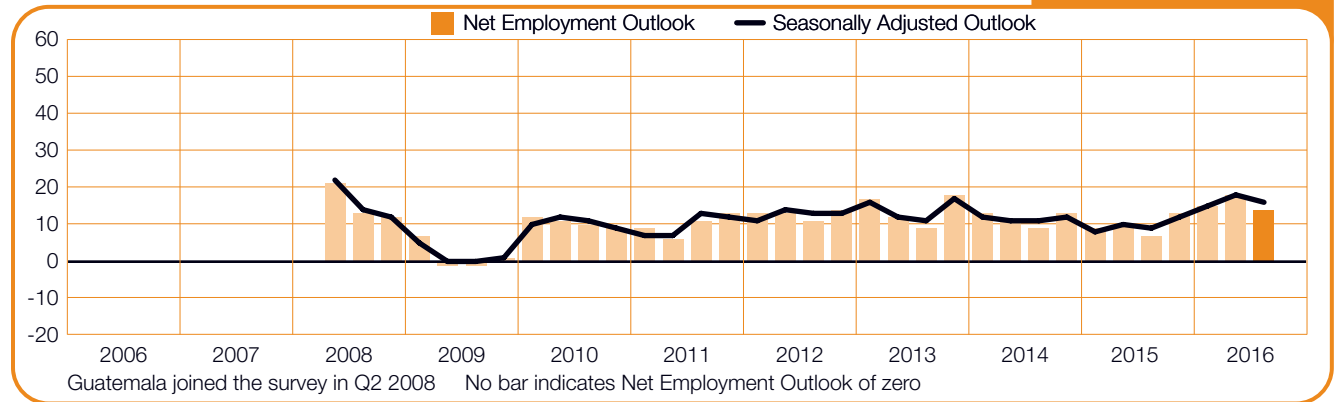
Costa Rica

+9 (+12)%



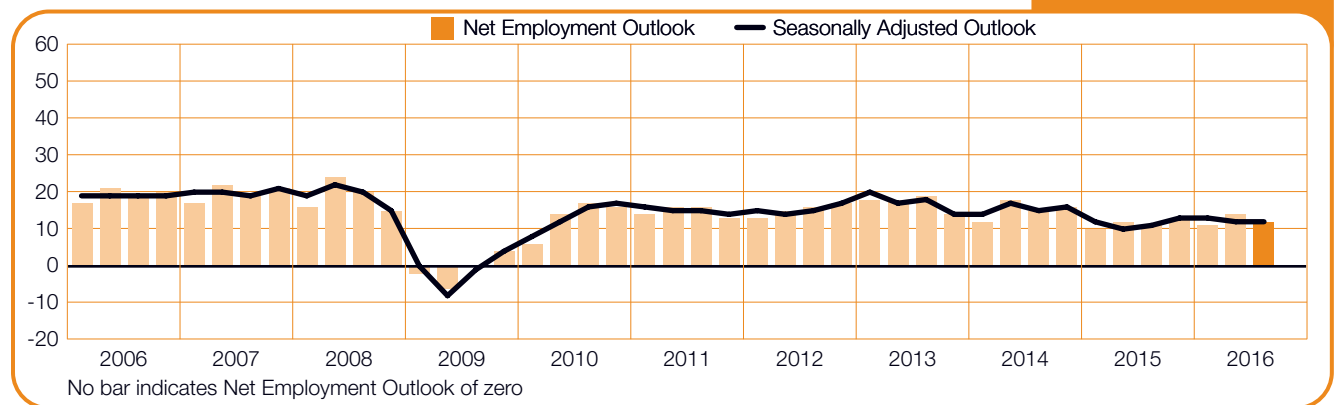
Guatemala

+14 (+16)%



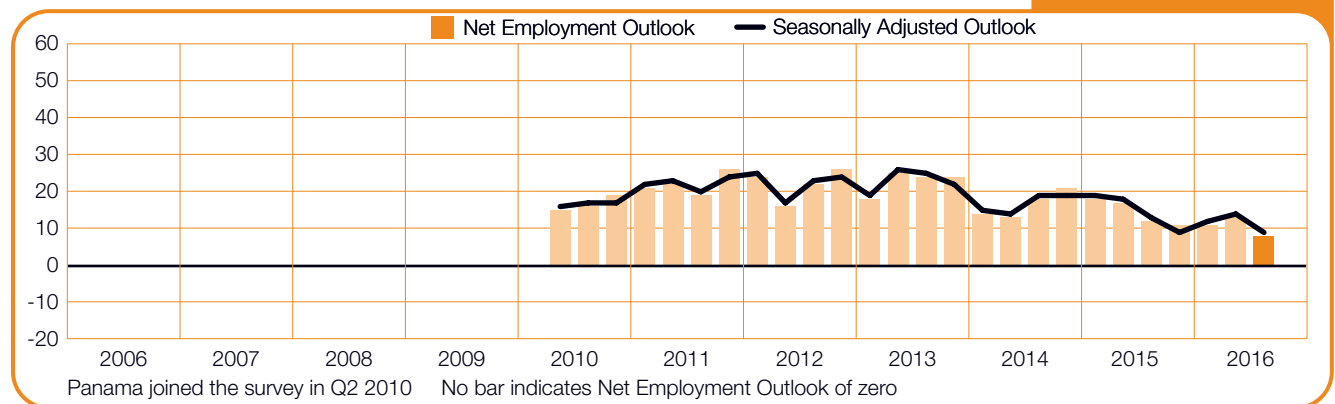
Mexico

+12 (+12)%



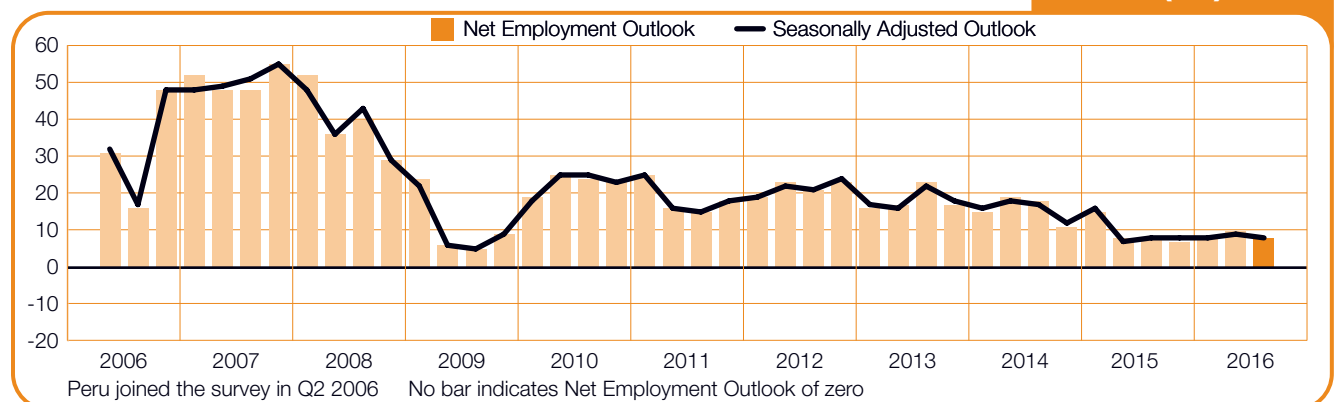
Panama

+8 (+9)%



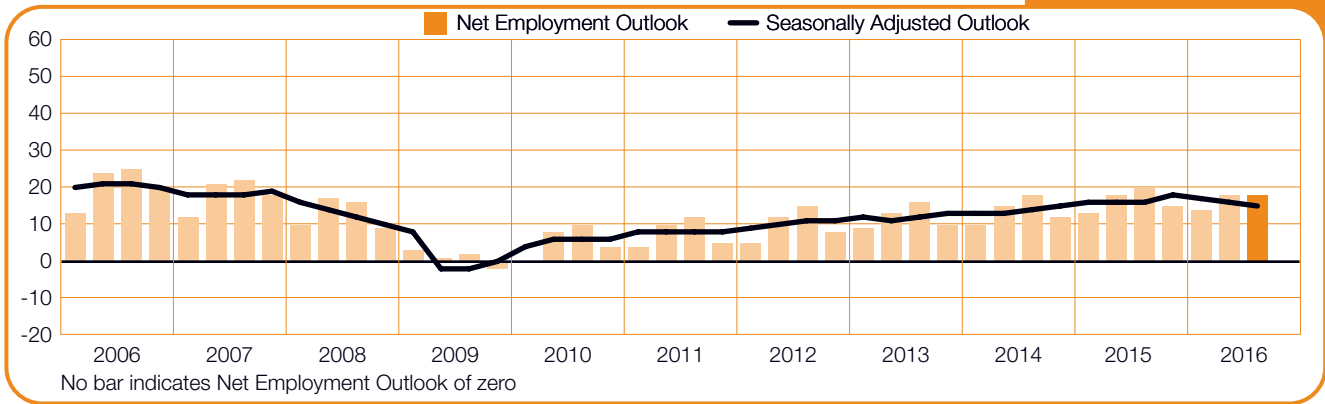
Peru

+8 (+8)%



United States of America

+18 (+15)%



International Comparisons – Asia Pacific

The survey of nearly 15,000 employers in the Asia Pacific region indicates there will be some payroll growth in each of the eight countries and territories. However, outlooks dip by varying margins in five of the eight both quarter-over-quarter and year-over-year. This slowing momentum is especially true in China where the forecast remains positive but matches the country’s weakest outlook which was first reported in Quarter 3 2009. Employers in India and Japan report the strongest third-quarter hiring plans, while those in China and Australia report the weakest.

Employers in India continue to report the most optimistic hiring intentions among the 43 countries and territories in the survey. Hiring prospects decline slightly in both quarter-over-quarter and year-over-year comparisons. However, opportunities are expected to remain abundant with more than a third of employers indicating they will add to payrolls in the July-September time frame. Job seekers can expect the most opportunities in the Services and the Transportation & Utilities sectors.

Japanese employers continue to search for talent in an increasingly tight labor pool, and this pursuit is expected to keep Japan’s labor market active. Potential opportunities for job seekers remain strong in most industry sectors and regions, with nearly a quarter of the employers expecting payroll growth over the next three months.

Conversely, China’s hiring plans weaken in all industry sectors and all regions in both quarter-over-quarter and year-over-year comparisons. Finance, Insurance & Real

Estate sector employers report the most notable decline, with the sector’s outlook sinking to negative levels for the first time since Quarter 3 2006. However, the survey also reveals a high level of uncertainty among employers with more than half responding with “Don’t Know” in regard to their third-quarter plans.

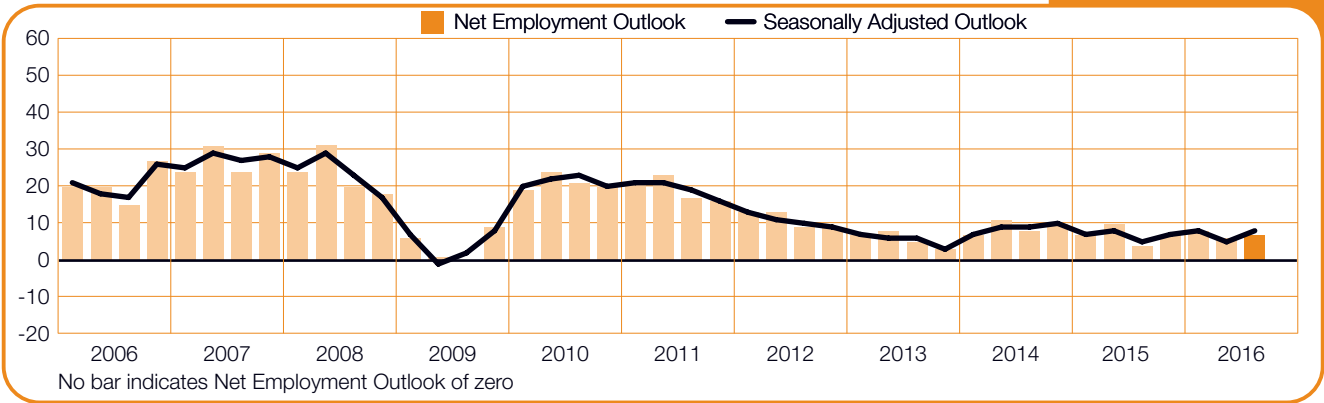
China’s downturn may be rattling employer confidence in Taiwan, one of its key trading partners. Taiwan’s forecast has declined for five consecutive quarters and is now weaker than at any point since Quarter 3 2009. However, more than one of every four employers tells us they expect payrolls to grow in the next three months, and only Indian and Japanese employers report stronger third-quarter hiring plans among all participating countries and territories than Taiwan.

Outlooks in Hong Kong dip slightly in both quarter-over-quarter and year-over-year comparisons, yet the hiring pace is expected to remain steady with positive forecasts reported in all industry sectors. Meanwhile, Singapore’s forecast sinks to its weakest level since Quarter 3 2009. Yet, the forecast remains uniformly positive and only one percent of employers say they intend to reduce payrolls in the next three months.

Opportunities for job seekers in Australia and New Zealand improve slightly from three months ago, with Australian employers reporting positive hiring intentions in all industry sectors and all but two regions. Employer hiring intentions in New Zealand are positive in all regions and all sectors except Finance, Insurance & Real Estate where the forecast turns negative and drops to its weakest level since Quarter 1 2012.

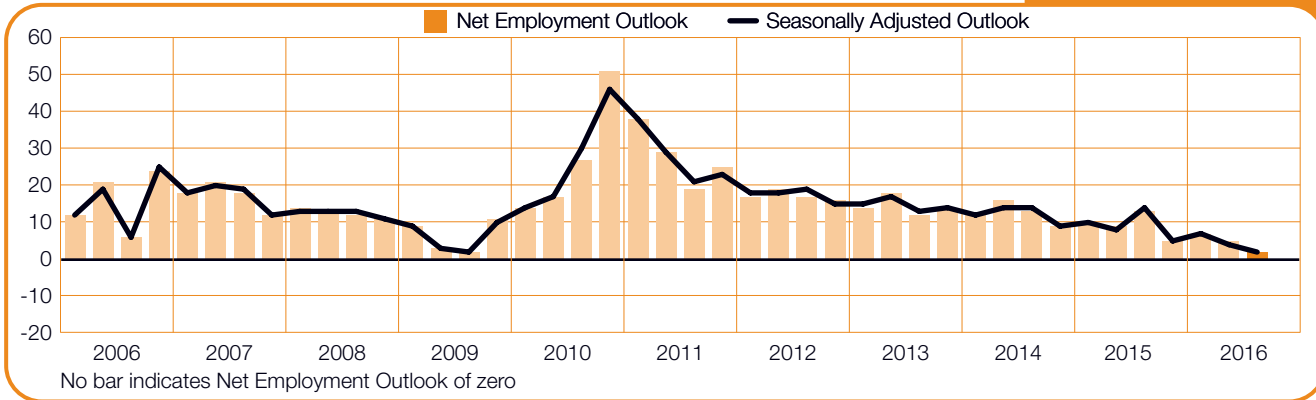
Australia

+7 (+8)%



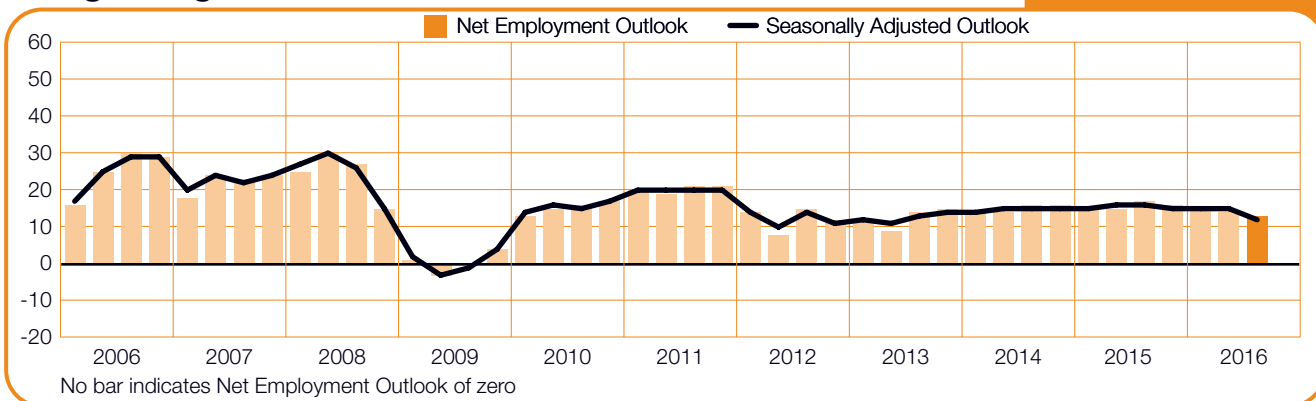
China

+2 (+2)%



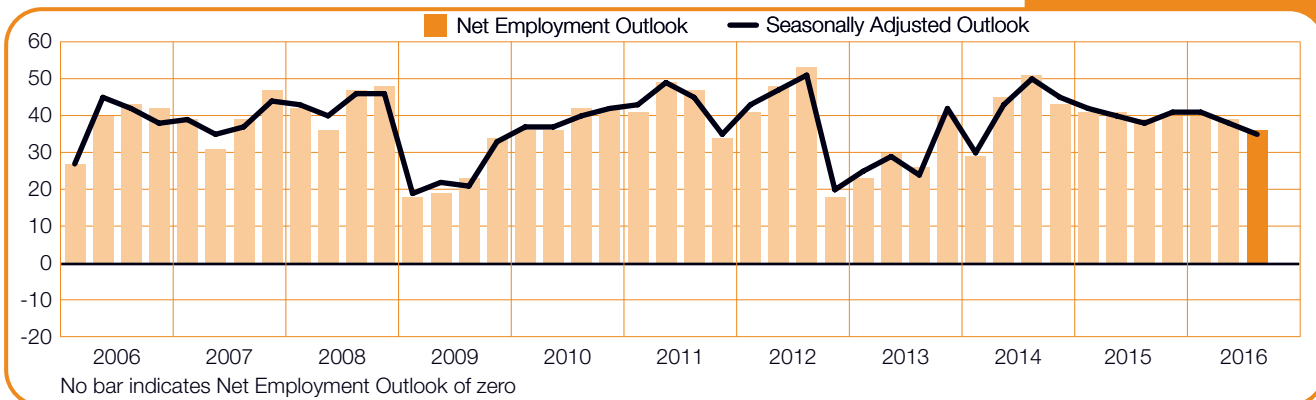
Hong Kong

+13 (+12)%



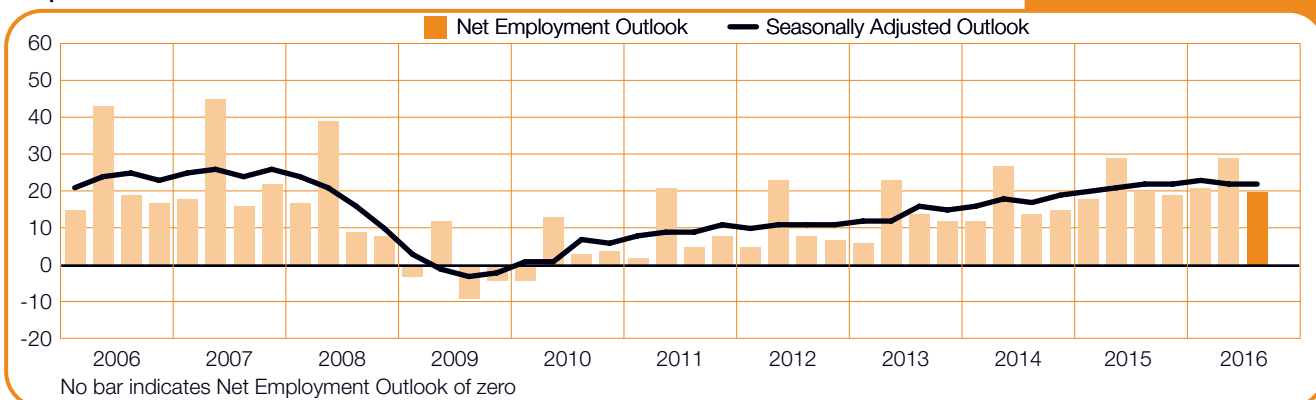
India

+36 (+35)%



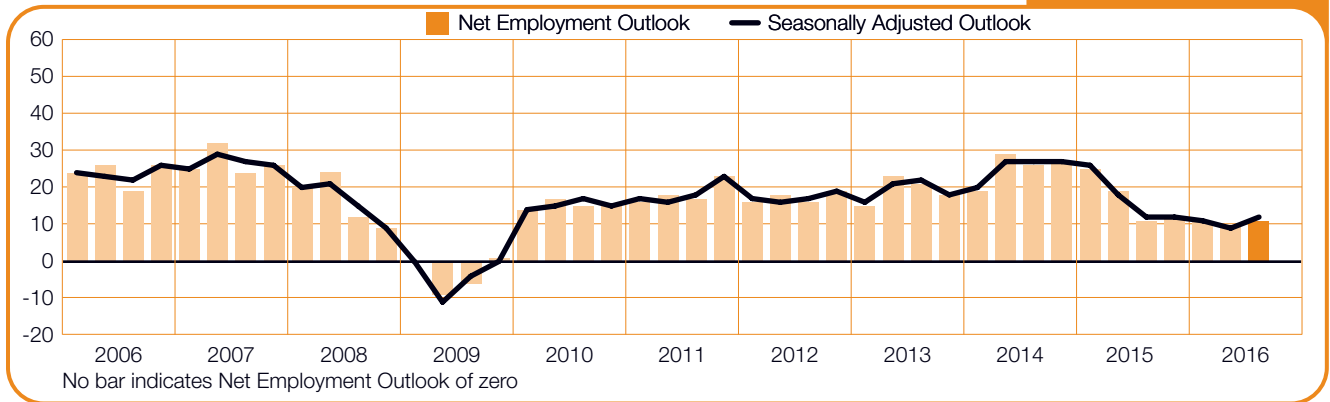
Japan

+20 (+22)%



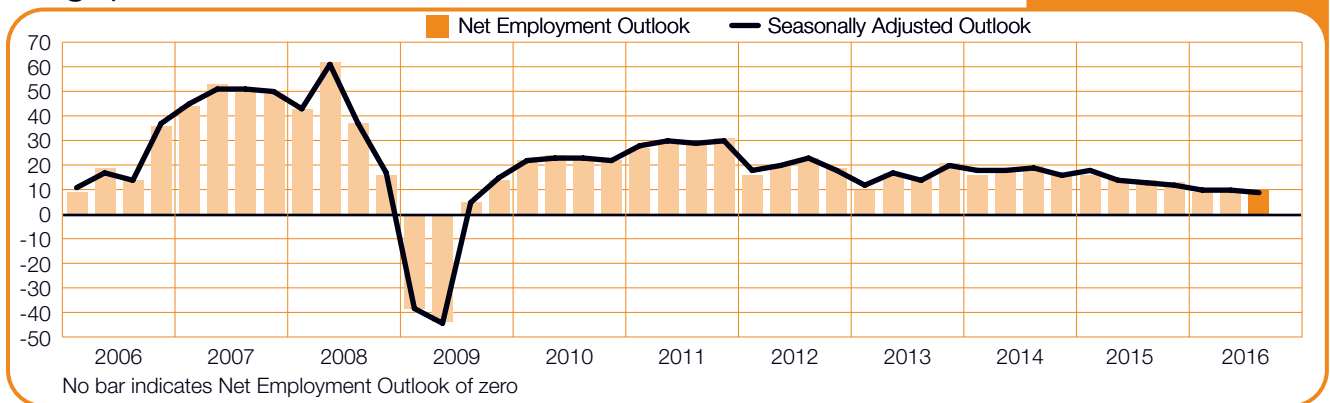
New Zealand

+11 (+12)%



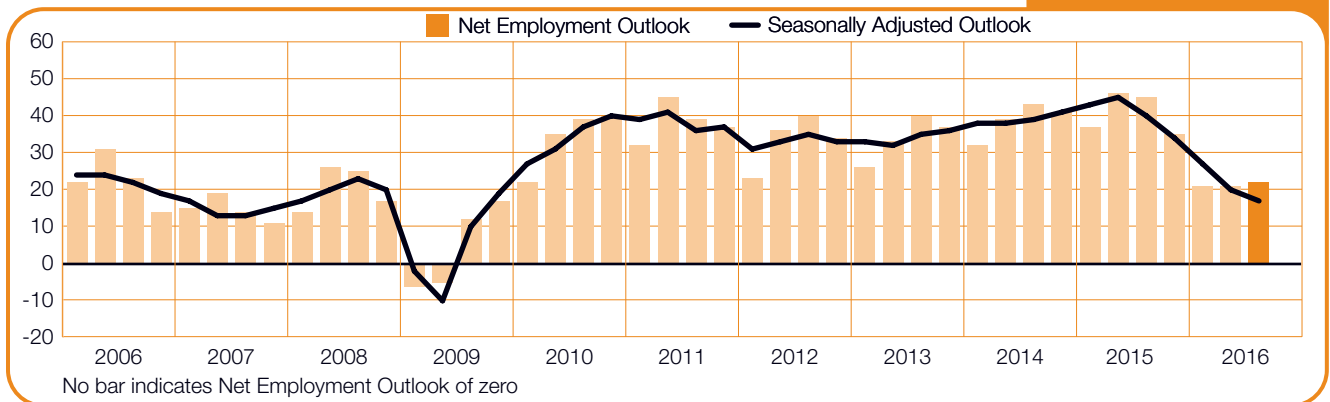
Singapore

+10 (+9)%



Taiwan

+22 (+17)%



International Comparisons – EMEA

ManpowerGroup interviewed more than 20,000 employers in 25 countries in the Europe, Middle East and Africa (EMEA) region. Outlooks are mostly positive with employers in 23 of 25 countries planning to add to their payrolls in the third quarter and those in the remaining two expecting a flat labor market. This report also includes the first survey conducted in Portugal.

Forecasts are mixed across the region with employer hiring plans improving from three months ago in 12 of the 24 countries where comparison data is available* and declining in seven. The year-over-year comparison reveals more cautious hiring sentiment, with stronger outlooks reported in only 10 countries and weaker outlooks in 12. The strongest third-quarter forecasts are reported in Romania and Hungary, while the weakest are reported in Italy and Switzerland.

Romania’s outlook has climbed for two consecutive quarters and is now stronger than at any point since Quarter 4 2008. Prospects are buoyed by the country’s most optimistic Manufacturing sector forecast since the survey started in Quarter 2 2008, with more than four of every 10 employers surveyed telling us they plan to add to their workforces in the July-September time frame. Similar hiring confidence is reported by Construction sector employers who report the sector’s strongest forecast since Quarter 1 2012.

Prospects are also upbeat in Hungary where the outlook is the most optimistic since the survey started in Quarter 3 2009. Confidence among Hungary’s employers is underpinned by the strongest forecasts reported to date in the Finance & Business Services and the

Public & Social sectors, as well as a Manufacturing sector outlook that matches the strongest forecast first reported in Quarter 3 2014.

Despite employer concerns associated with the UK’s 23 June EU referendum, job seekers in the UK can expect some opportunities in the next three months. Outlooks remain positive in most industry sectors and all regions, with the most optimistic forecasts reported in the Construction, Finance & Business Services and Utilities sectors.

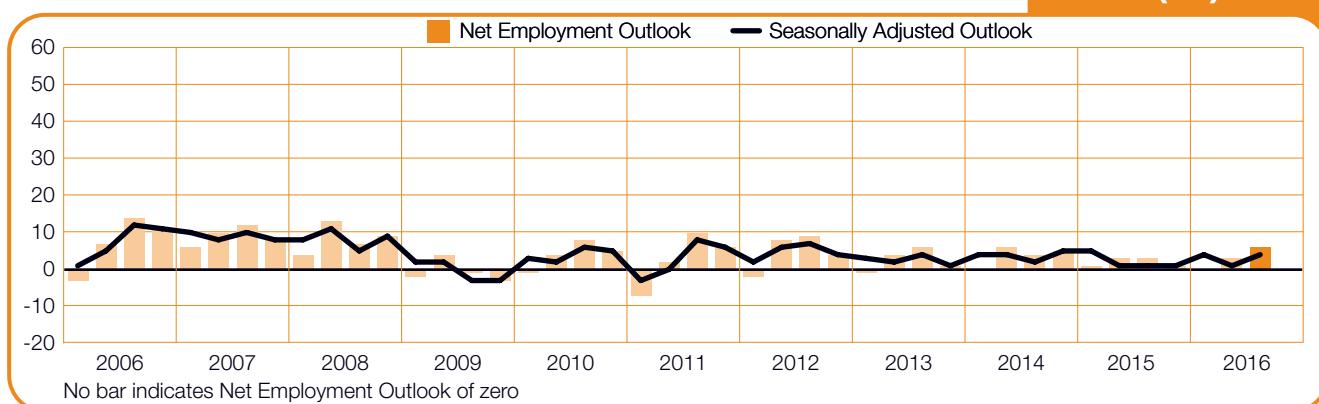
Modest third-quarter hiring activity is also expected in Germany where the forecast improves marginally from three months ago and remains relatively stable from last year at this time. Hiring plans are positive in seven of nine industry sectors, including the Finance, Insurance, Real Estate & Business Services sector where, for the fifth consecutive quarter, employers report the strongest forecast. Employer confidence in France appears to be growing slightly, and the outlook turns positive following three consecutive quarters of negative forecasts. Still, some employers may be delaying any hiring decisions as they await any resolution associated with the French government’s labor reform bill.

Meanwhile, employer sentiment in Turkey continues to lose momentum, and while the outlook remains positive it dips to its least optimistic level since the survey started in Quarter 1 2011. Elsewhere across the region, hiring intentions remain mostly positive but modest, with the exception of Italy and Switzerland where employers anticipate a flat hiring environment in the months ahead.

* Portugal joined the survey in Quarter 3 2016 and has no trend data to compare at this point.

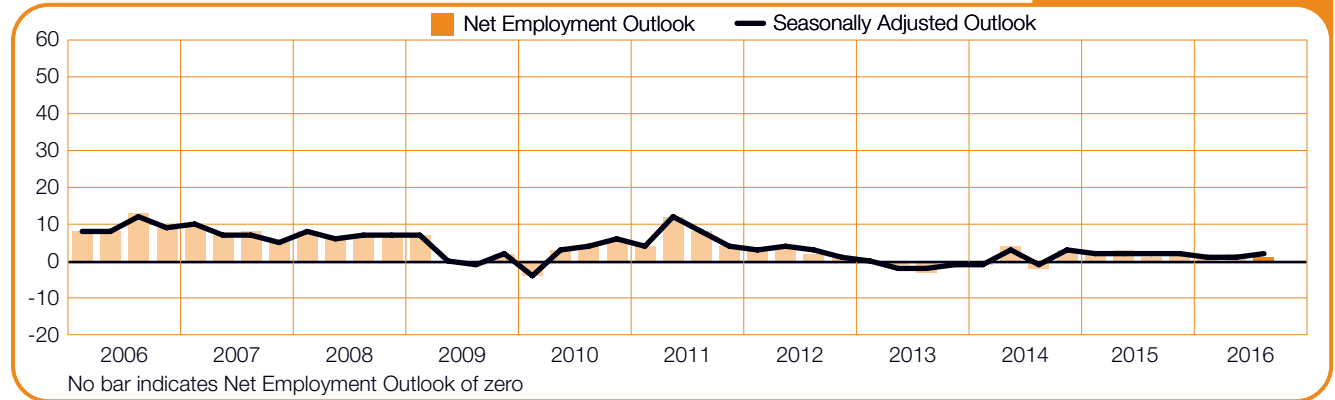
Austria

+6 (+4)%



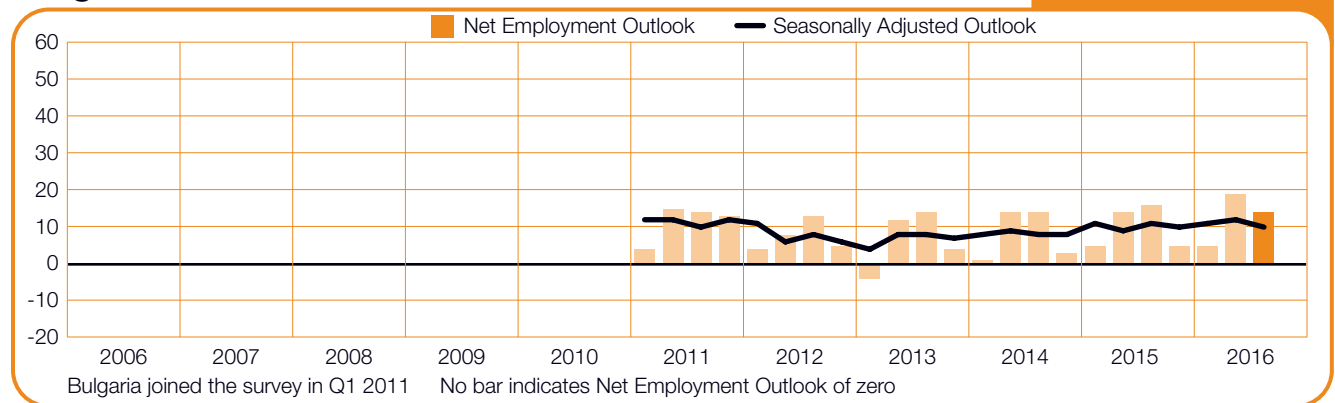
Belgium

+1 (+2)%



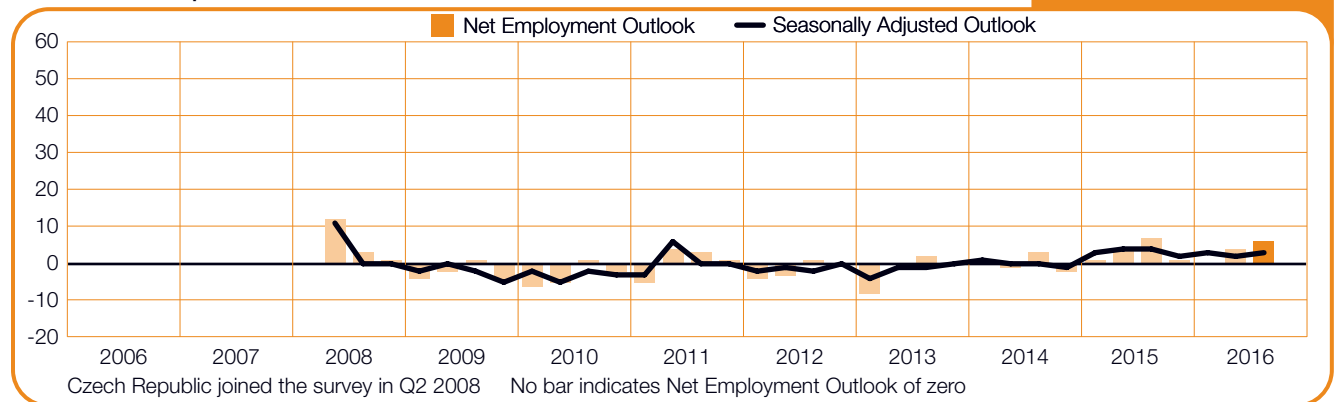
Bulgaria

+14 (+10)%



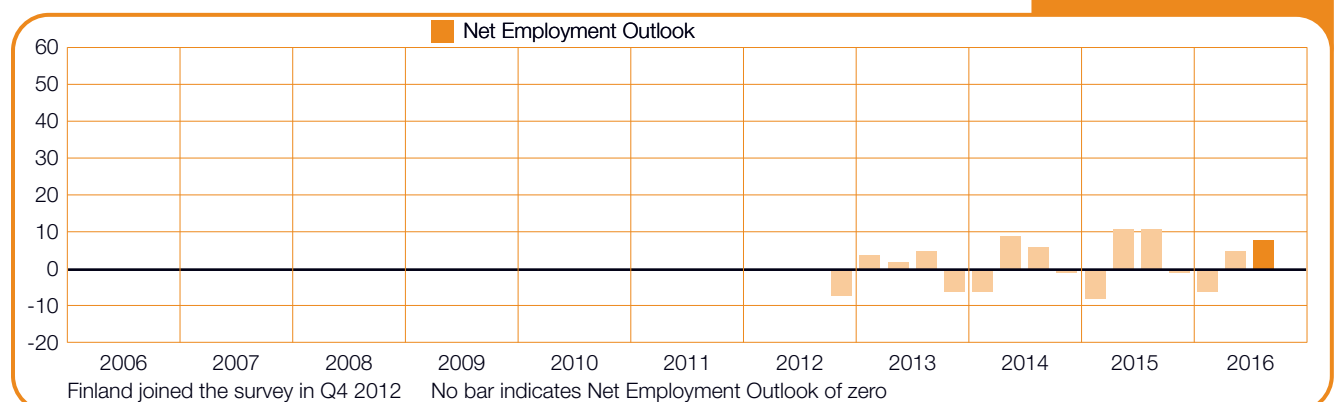
Czech Republic

+6 (+3)%



Finland

+8%



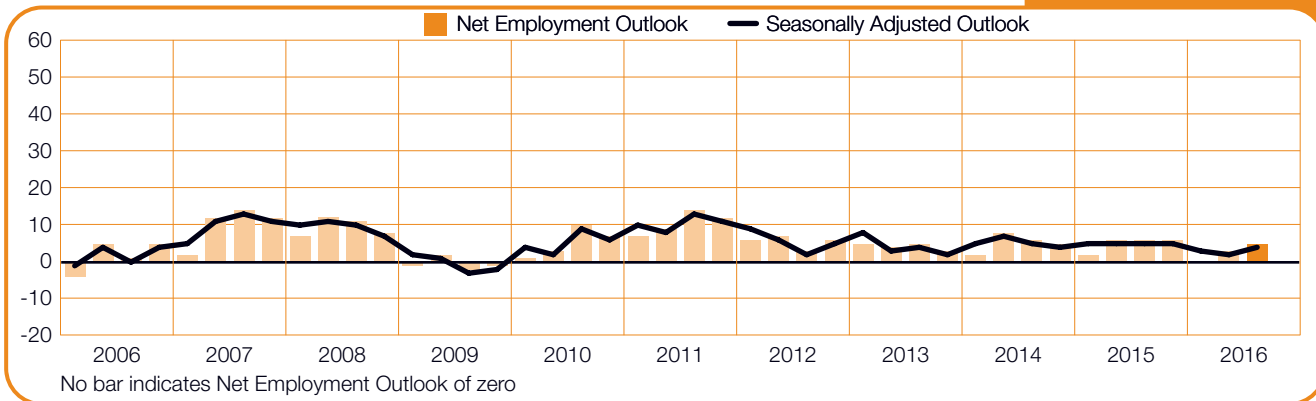
France

+3 (+2)%



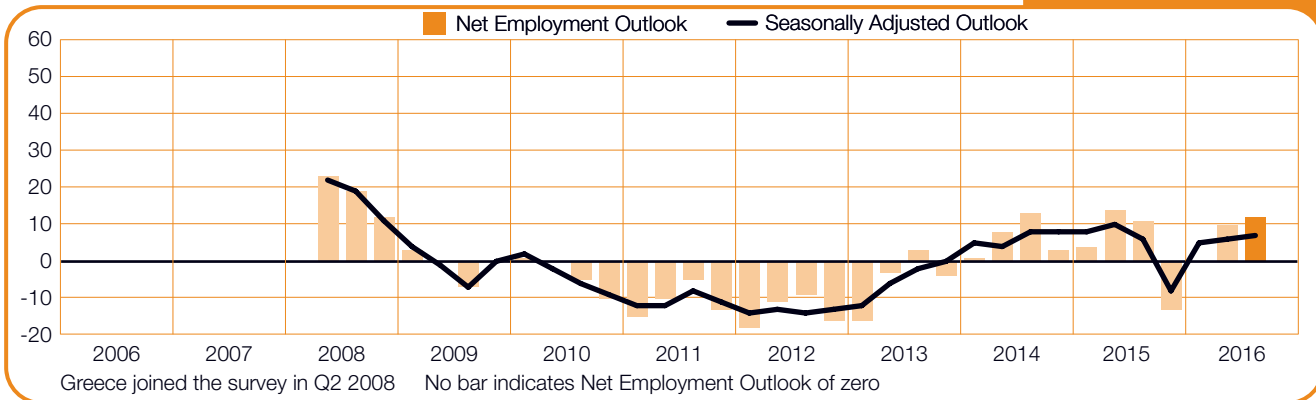
Germany

+5 (+4)%



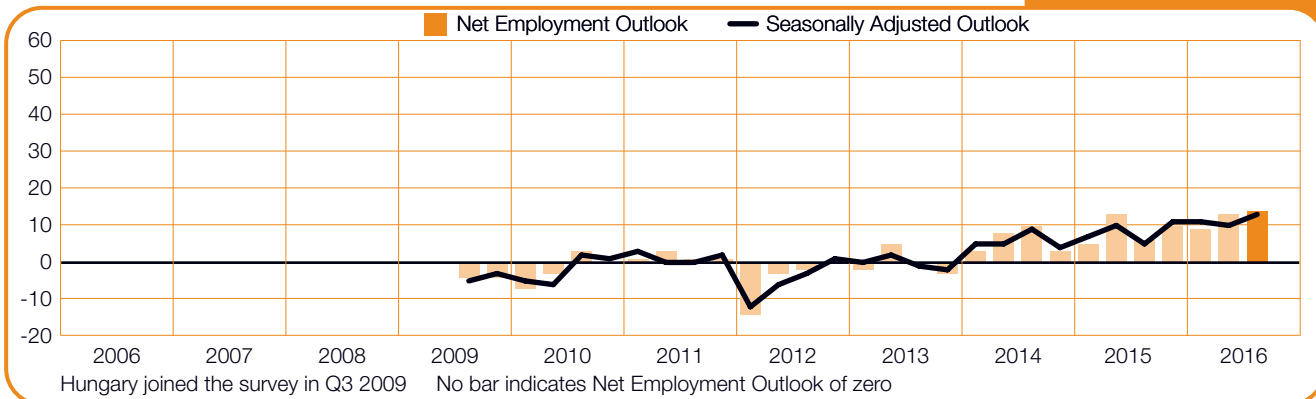
Greece

+12 (+7)%



Hungary

+14 (+13)%



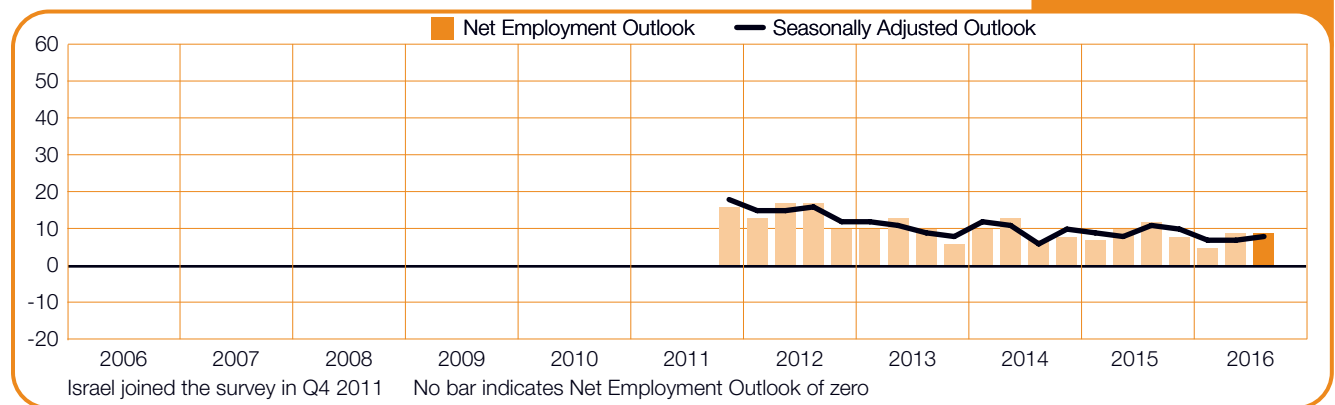
Ireland

+11 (+9)%



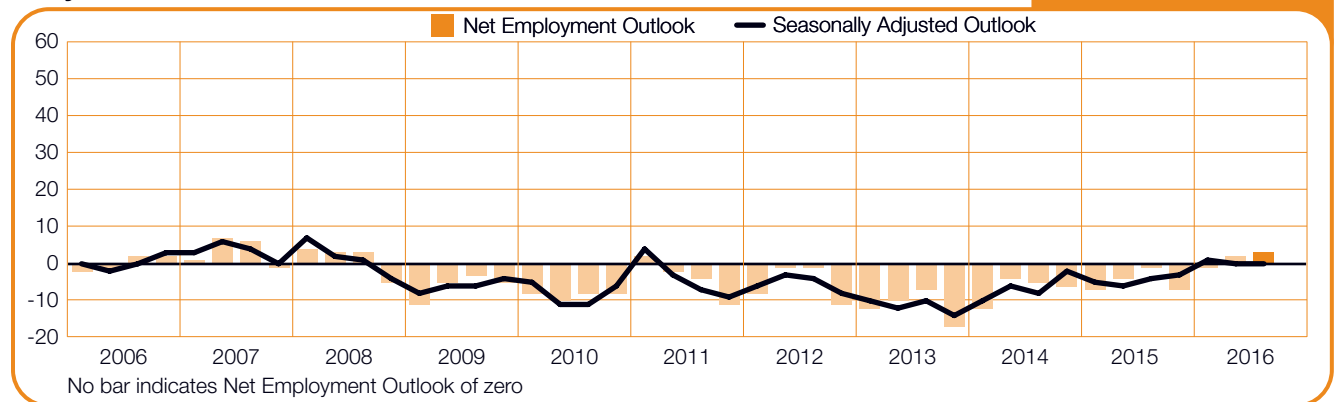
Israel

+9 (+8)%



Italy

+3 (0)%



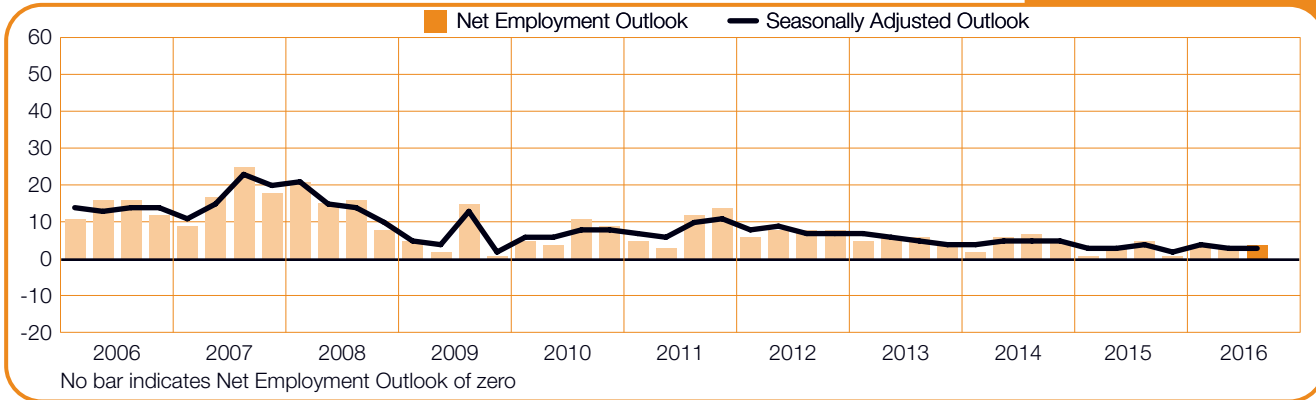
Netherlands

+3 (+3)%



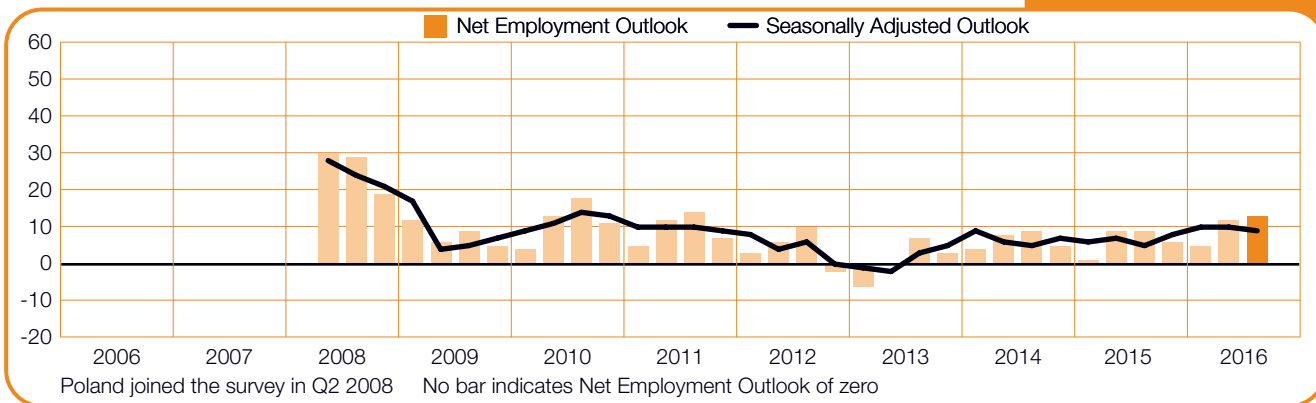
Norway

+4 (+3)%



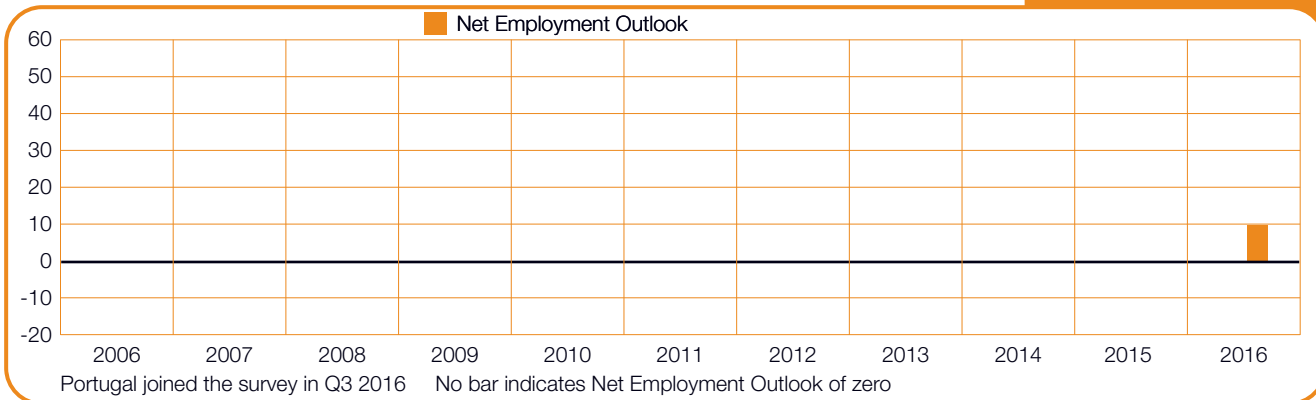
Poland

+13 (+9)%



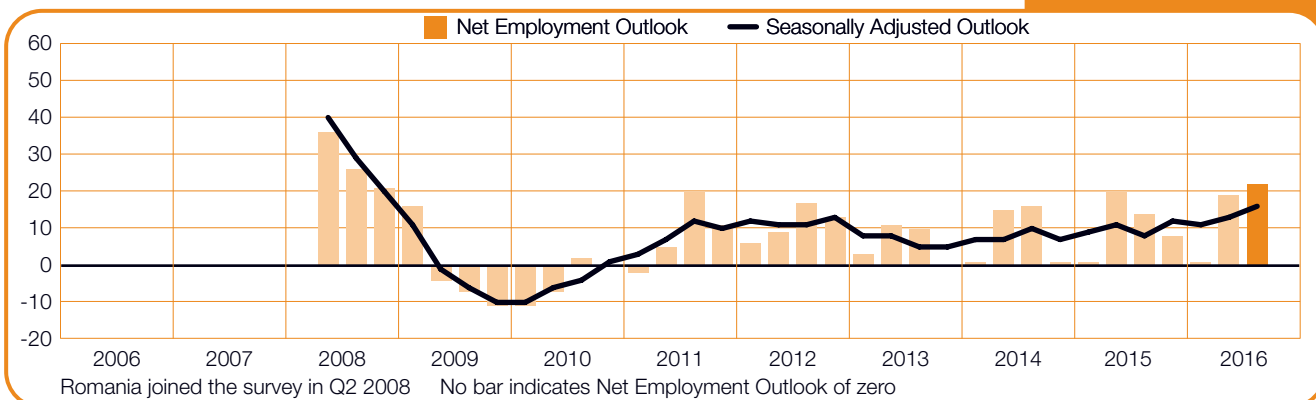
Portugal

+10%



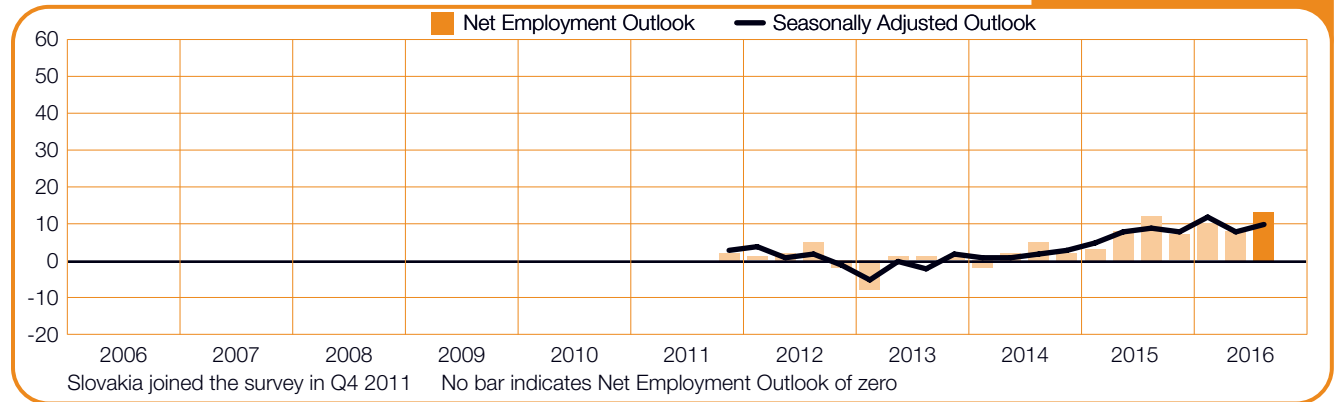
Romania

+22 (+16)%



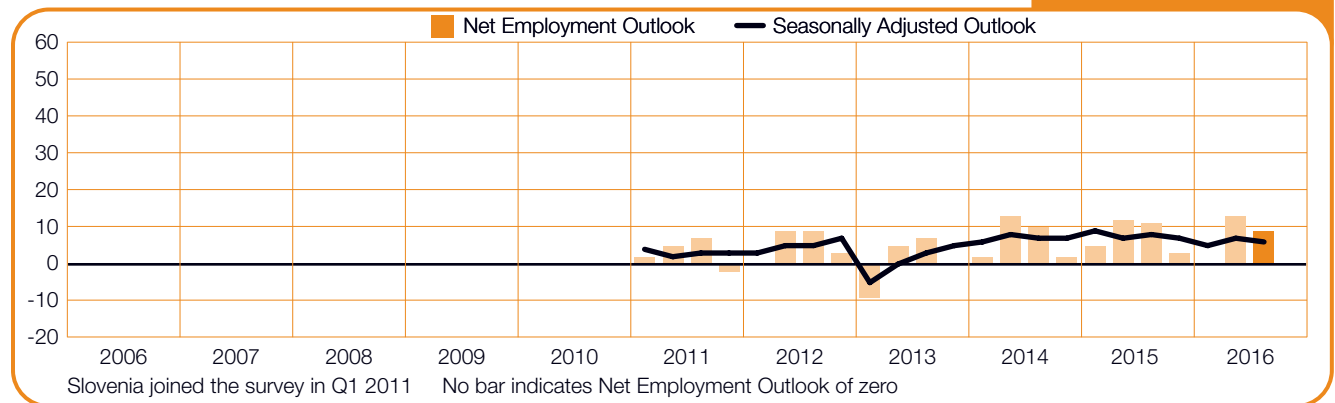
Slovakia

+13 (+10)%



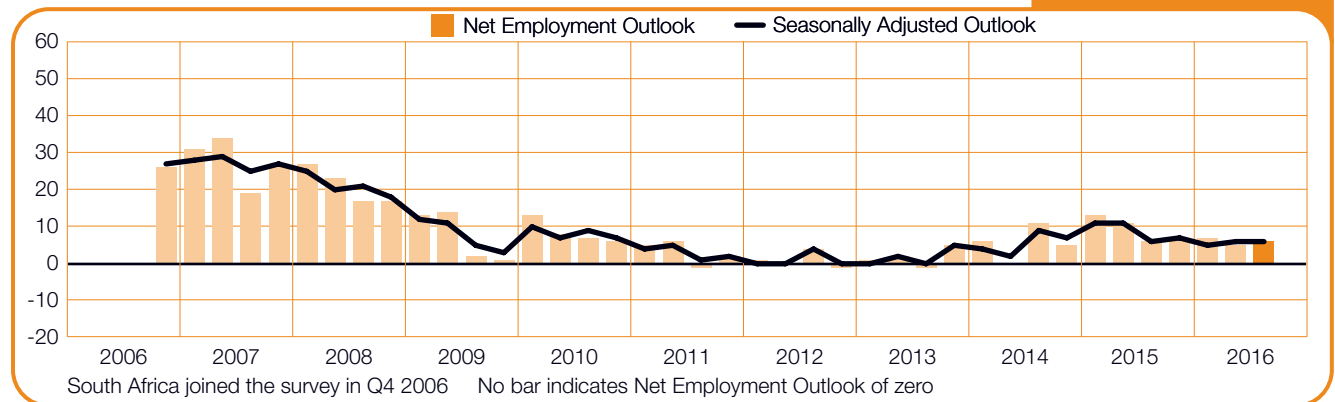
Slovenia

+9 (+6)%



South Africa

+6 (+6)%



Spain

+3 (+1)%



Sweden

+7 (+7)%



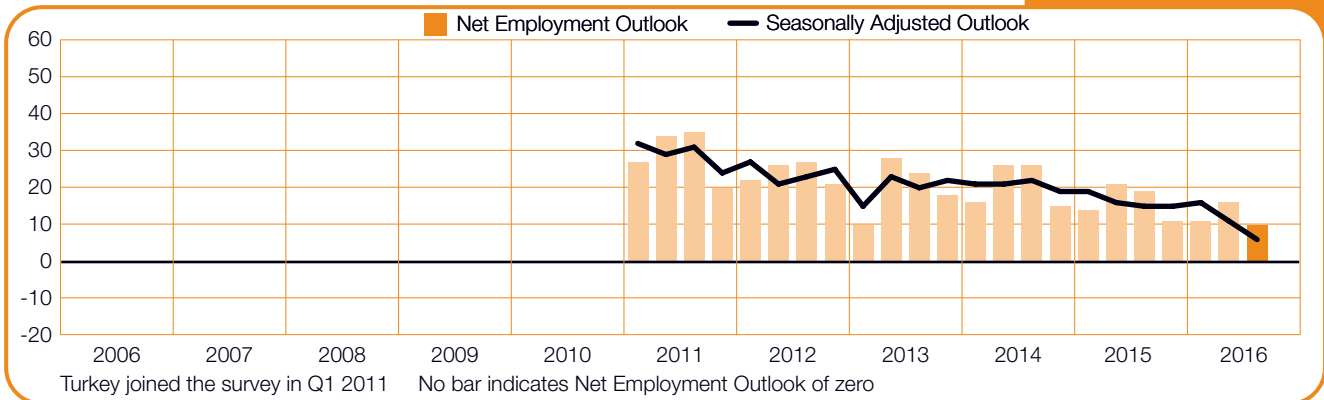
Switzerland

-1 (0)%



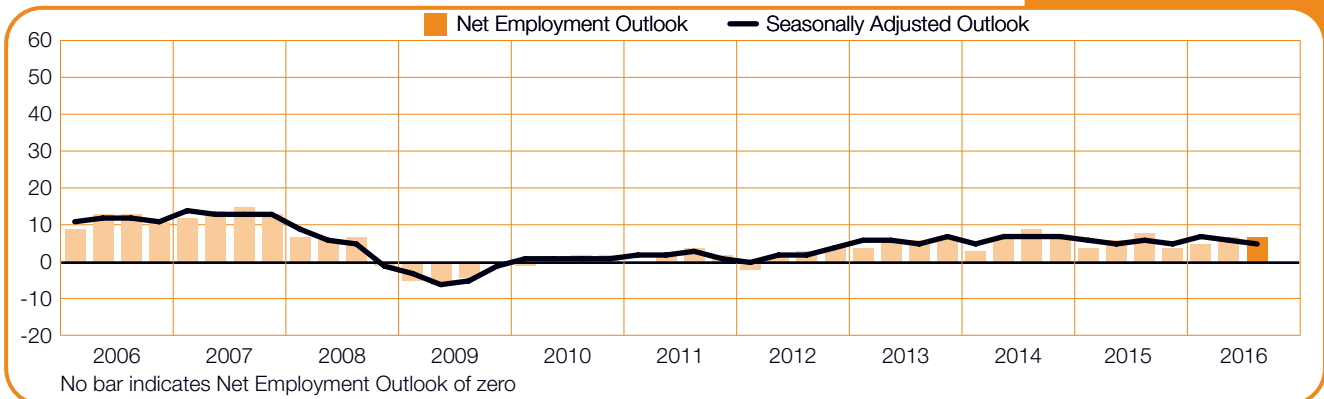
Turkey

+10 (+6)%



United Kingdom

+7 (+5)%



About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The Manpower Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with nearly 59,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the Quarter 3 2016 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of September 2016 as compared to the current quarter?"

Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

The margin of error for the Canadian survey is +/- 2.2%.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Finland and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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.

About ManpowerGroup Canada

With nearly 30 offices strategically located across the country, Manpower Canada's staffing services include administrative, industrial, skilled trades and contact centre personnel as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Experis brand. More information can be found on the following websites, manpower.ca and experis.ca

Manpower, 4950 Yonge Street, Suite 700, Toronto, Ontario, M2N 6K1
Tel: 416 225 4455
www.manpower.ca