ManpowerGroup Employment Outlook Survey Switzerland

Q4 2019

ManpowerGroup®

Switzerland Employment Outlook

The ManpowerGroup Employment Outlook Survey for the first quarter 2019 was conducted by interviewing a representative sample of 752 employers in Switzerland.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?”

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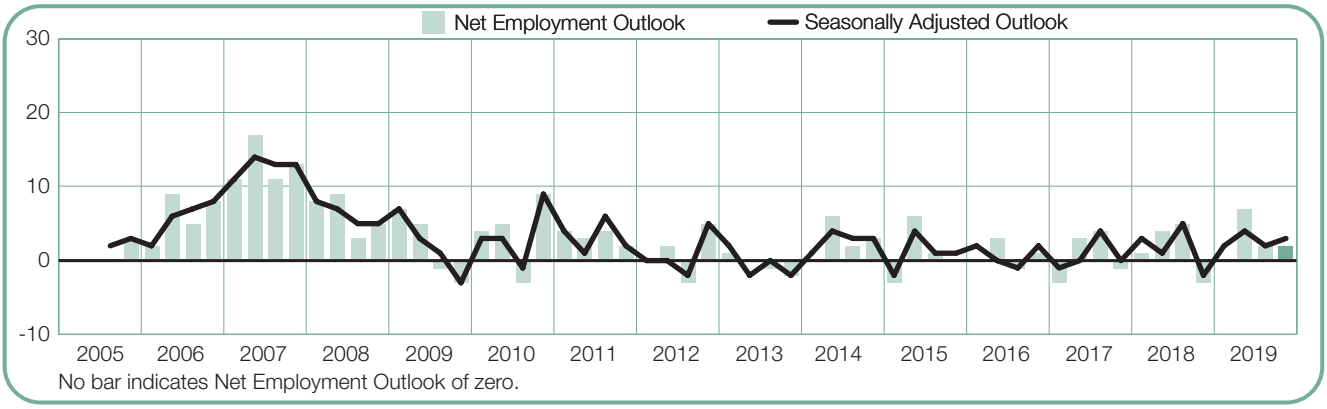
Switzerland Employment Outlook

Switzerland	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Oct-Dec 2019	**5**	**3**	**91**	**1**	**+2**	**+3**
July-Sep 2019	5	3	92	0	+2	+2
Apr-June 2019	9	2	88	1	+7	+4
Jan-Mar 2019	4	4	91	1	0	+2
Oct-Dec 2018	5	8	87	0	-3	-2



Swiss employers report limited hiring plans for the coming quarter. With 5 % of employers anticipating an increase in payrolls, 3 % forecasting a decrease and 91 % expecting no change, the Net Employment Outlook is +2 %.

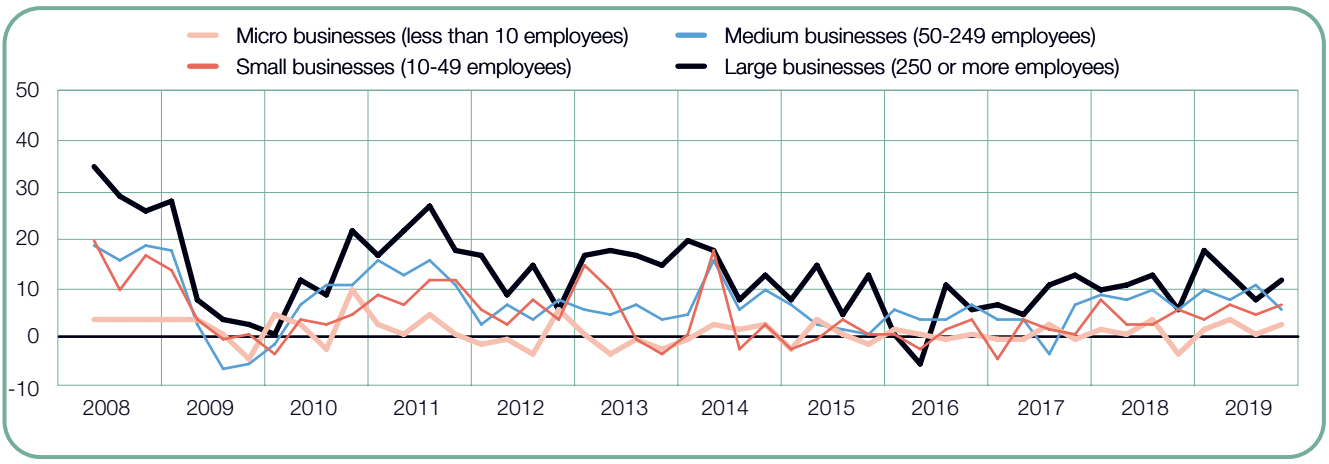
Once the data is adjusted to allow for seasonal variation, the Outlook stands at +3 %. Hiring intentions remain relatively stable when compared with the previous quarter and improve by 5 percentage points in comparison with the final quarter of 2018.

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. In the graphs, the number in brackets is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity.

Organization-Size Comparisons

Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Micro businesses (less than 10 employees)	5	3	92	0	+2	+3
Small businesses (10-49 employees)	11	4	85	0	+7	+7
Medium businesses (50-249 employees)	10	9	81	0	+1	+6
Large businesses (250 or more employees)	15	4	76	5	+11	+12



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 forecast an increase in payrolls for all four organization size categories in the coming quarter. The strongest hiring pace is expected by Large employers who report a Net Employment Outlook of +12 %. Some workforce gains are anticipated by Small- and Medium-size employers, reporting Outlooks of +7 % and +6 %, respectively, while the Outlook for Micro employers is +3 %.

When compared with the previous quarter, hiring prospects are 4 percentage points stronger for Large employers and Outlooks improve by 2 percentage points in both the Small- and Micro-size categories. However, Medium employers report a decline of 5 percentage points.

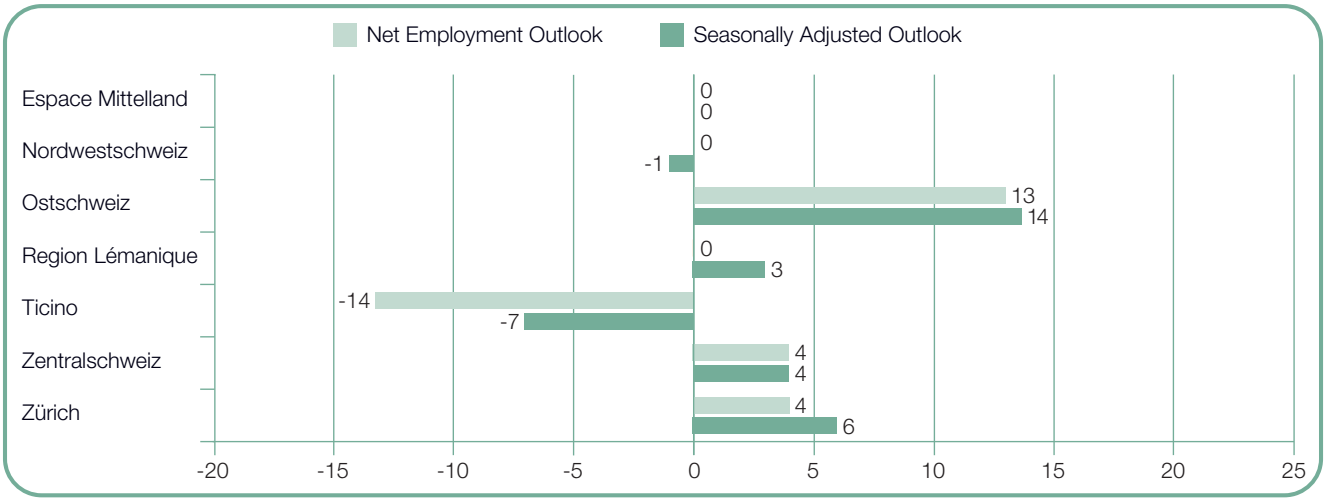
In a year-over-year comparison, Outlooks strengthen by 6 percentage points in both the Micro- and Large-size categories. Elsewhere, Small employers report relatively stable hiring prospects, while the Outlook for Medium firms is unchanged.

Regional Comparisons

Employers in four of the seven regions expect to grow payrolls during the October to December period. Ostschweiz employers anticipate the strongest hiring pace, reporting a Net Employment Outlook of +14 %. Elsewhere, employers forecast modest hiring activity in Zurich, with an Outlook of +6 %, and expect slow-paced job gains in both Zentralschweiz and Region Lémanique, where Outlooks stand at +4 % and +3 %, respectively. However, Ticino employers expect to trim payrolls, reporting an Outlook of -7 %, while Nordwestschweiz employers report an uncertain Outlook of -1 %.

Hiring prospects improve in four of the seven regions when compared with the previous quarter. The most notable increase of 7 percentage points is reported in Zurich, while the Ticino Outlook is 5 percentage points stronger. Employers in both Ostschweiz and Zentralschweiz report improvements of 4 percentage points. Meanwhile, Espace Mittelland employers report a slight decline of 2 percentage points.

When compared with this time one year ago, employers in four of the seven regions report stronger Outlooks. Considerable increases of 12 and 11 percentage points are reported in Ostschweiz and Ticino, respectively. Elsewhere, the Outlook for Region Lémanique improves by 9 percentage points and Zentralschweiz employers report an increase of 6 percentage points. However, hiring plans weaken in three regions, most notably by a considerable margin of 17 percentage points in Nordwestschweiz.

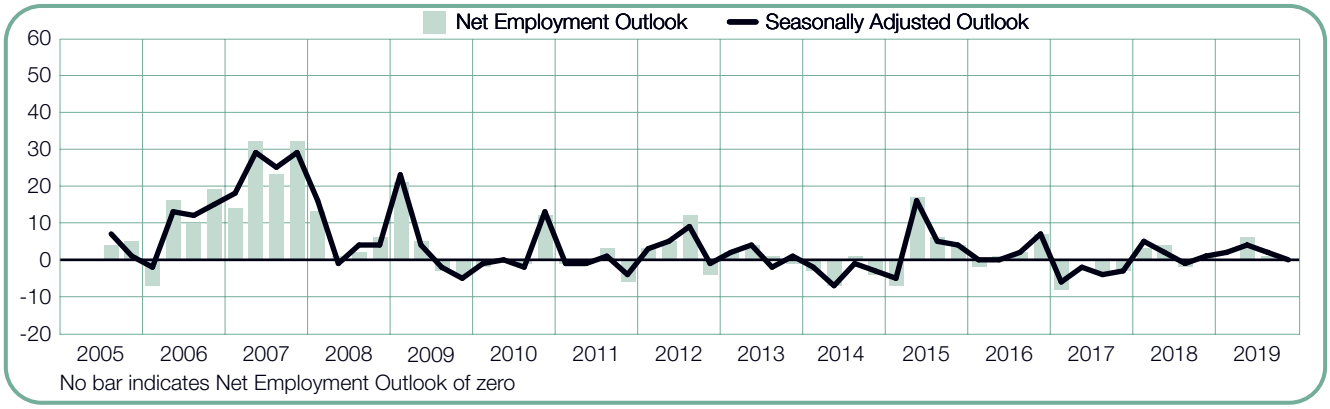


0 (0)%

Espace Mittelland

Reporting a Net Employment Outlook of 0 %, employers expect a flat labor market in the forthcoming quarter.

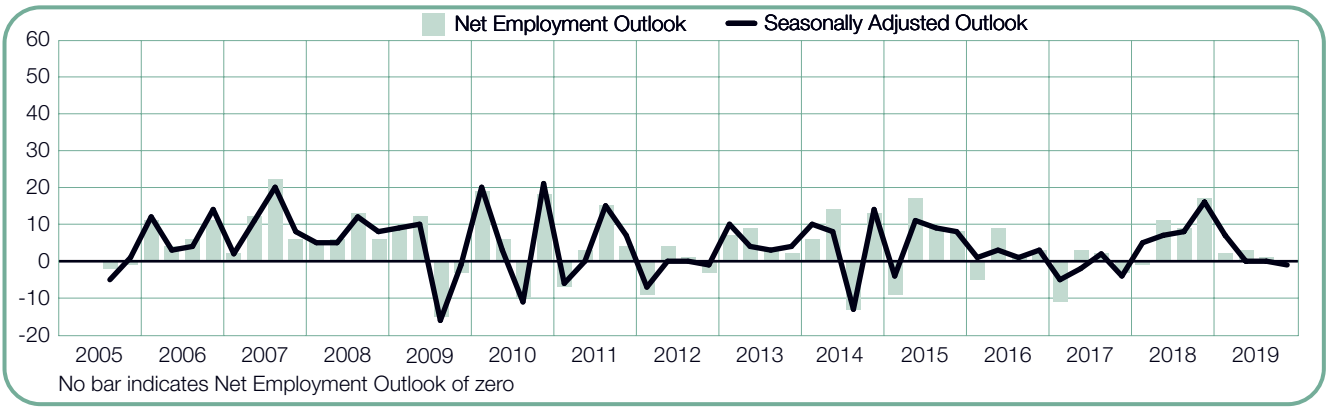
Hiring prospects decline by 2 percentage points when compared with the previous quarter, but remain relatively stable in comparison with 4Q 2018.



0 (-1)%

Nordwestschweiz

The weakest — and first negative — hiring climate in two years is forecast for the final quarter of 2019. Employers report an uncertain Net Employment Outlook of -1 %, remaining relatively stable quarter-over-quarter, but declining by a considerable margin of 17 percentage points when compared with this time one year ago.

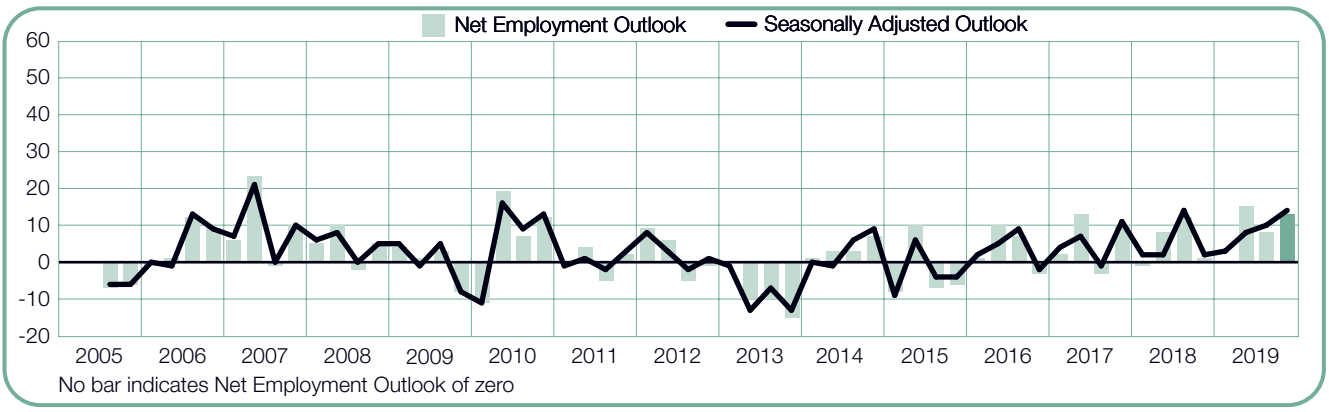


+13 (+14)%

Ostschweiz

Employers anticipate respectable payroll gains during the next three months, reporting a Net Employment Outlook of +14 %.

Hiring plans improve by 4 percentage points when compared with the previous quarter and are 12 percentage points stronger year-over-year.

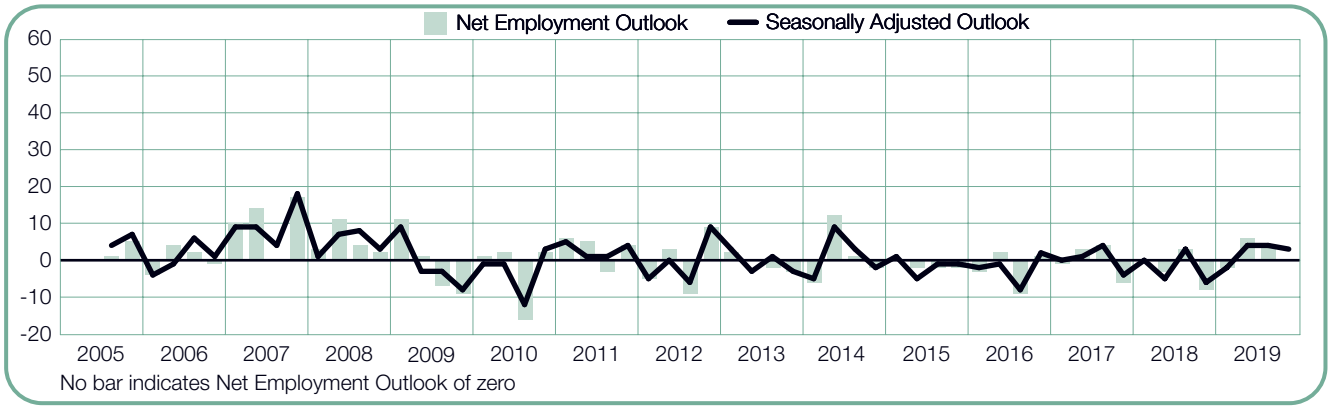


0 (+3)%

Region Lémanique

Limited job gains are expected during the coming quarter, with employers reporting a Net Employment Outlook of +3 %.

The Outlook remains relatively stable in comparison with 3Q 2019 and is 9 percentage points stronger when compared with this time one year ago.

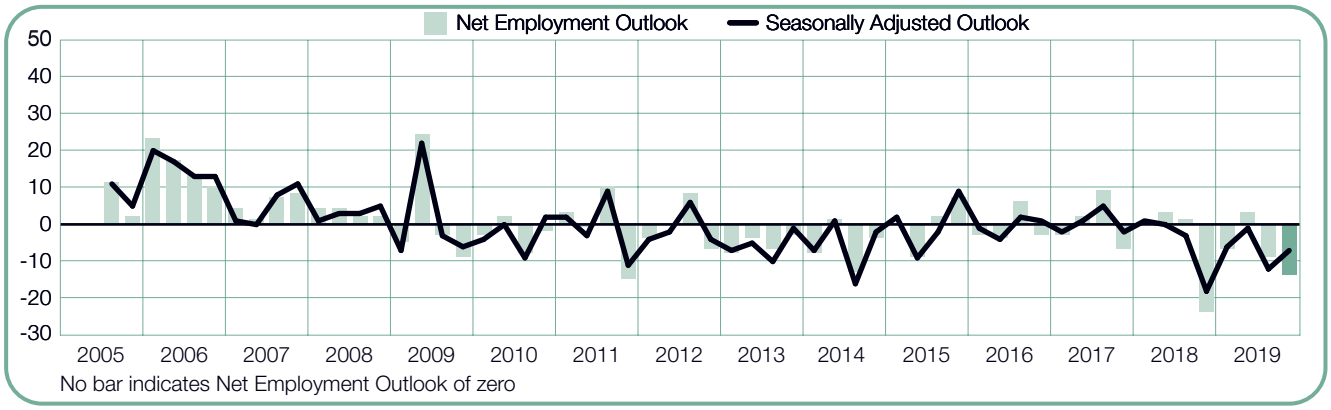


-14 (-7)%

Ticino

Employers expect the labor market slump to continue in the October to December period, reporting a sixth consecutive negative Net Employment Outlook, standing at -7 %.

However, hiring plans strengthen by 5 percentage points when compared with the previous quarter and are 11 percentage points stronger in comparison with 4Q 2018.

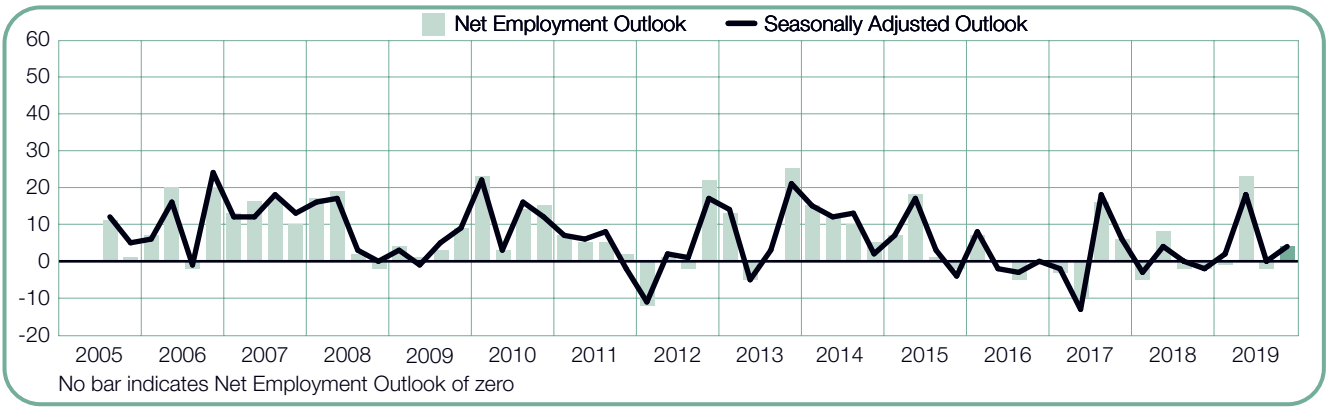


+4 (+4)%

Zentralschweiz

Job seekers can expect slow-paced job growth in the next three months, according to employers who report a Net Employment Outlook of +4 %.

Hiring intentions improve by 4 and 6 percentage points in comparison with the previous quarter and the final quarter of 2018, respectively.

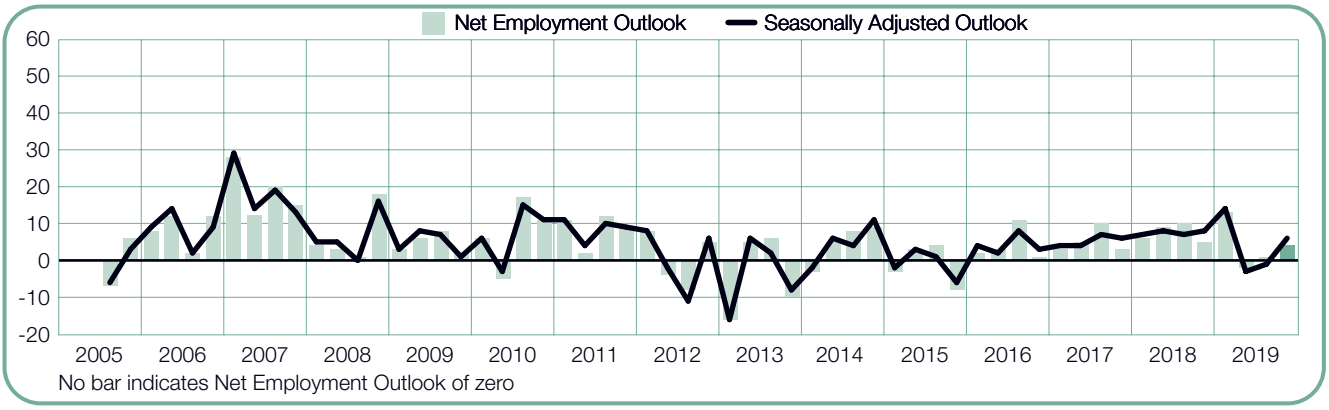


+4 (+6)%

Zürich

With a Net Employment Outlook of +6 %, employers anticipate some workforce gains during 4Q 2019.

Hiring prospects are 7 percentage points stronger quarter-over-quarter, but decline by 2 percentage points when compared with this time one year ago.

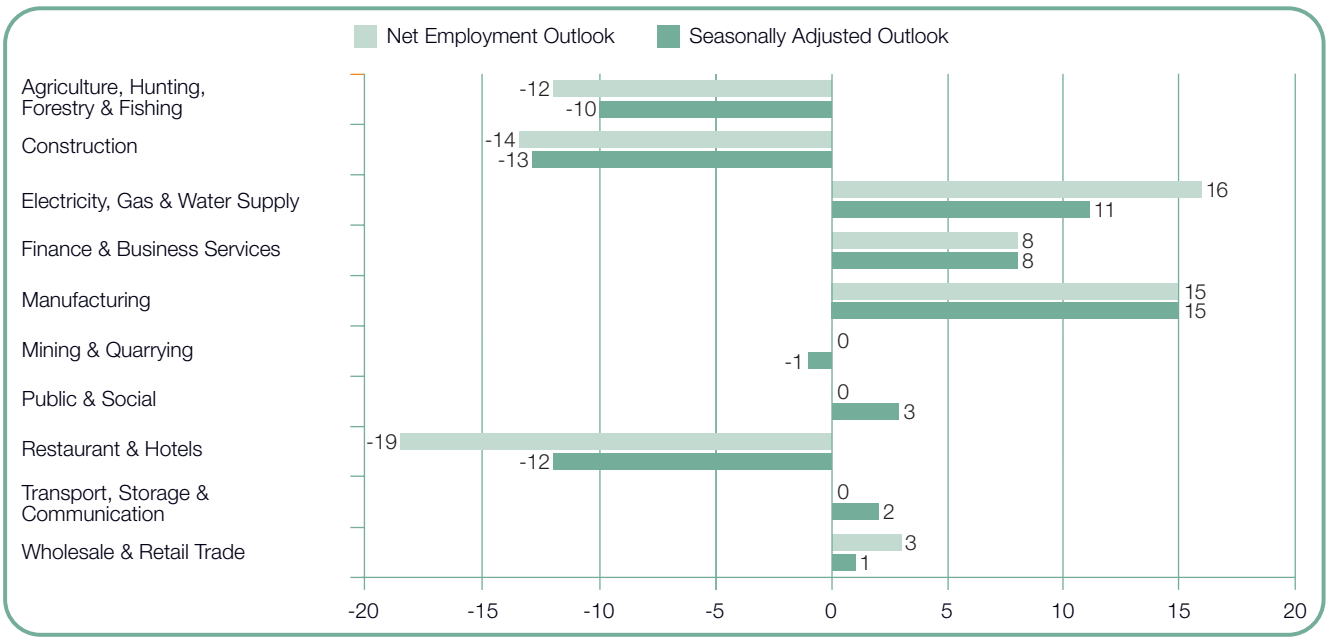


Sector Comparisons

Employers expect to increase payrolls in six of the 10 industry sectors during the upcoming quarter. The strongest labor market is anticipated by Manufacturing sector employers who report a Net Employment Outlook of +15 %. Steady hiring activity is also forecast for the Electricity, Gas & Water sector, where the Outlook is +11 %, while Outlooks stand at +8 % and +3 % in the Finance, Insurance, Real Estate & Business Services sector and the Public & Social sector, respectively. However, employers in four sectors expect to trim payrolls. The weakest labor market is forecast for the Construction sector with a gloomy Outlook of -13 %, while Outlooks of -12 % and -10 % are reported in the Restaurants & Hotels sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively.

Hiring plans improve in five of the 10 industry sectors when compared with the previous quarter. Electricity, Gas & Water sector employers report a considerable increase of 15 percentage points, while Outlooks are 10 percentage points stronger in two sectors — the Finance, Insurance, Real Estate & Business Services sector and the Manufacturing sector. Meanwhile, hiring prospects weaken in five sectors. A steep decline of 29 percentage points is reported in the Restaurants & Hotels sector and employers in both the Agriculture, Hunting, Forestry & Fishing sector and the Construction sector report decreases of 9 percentage points.

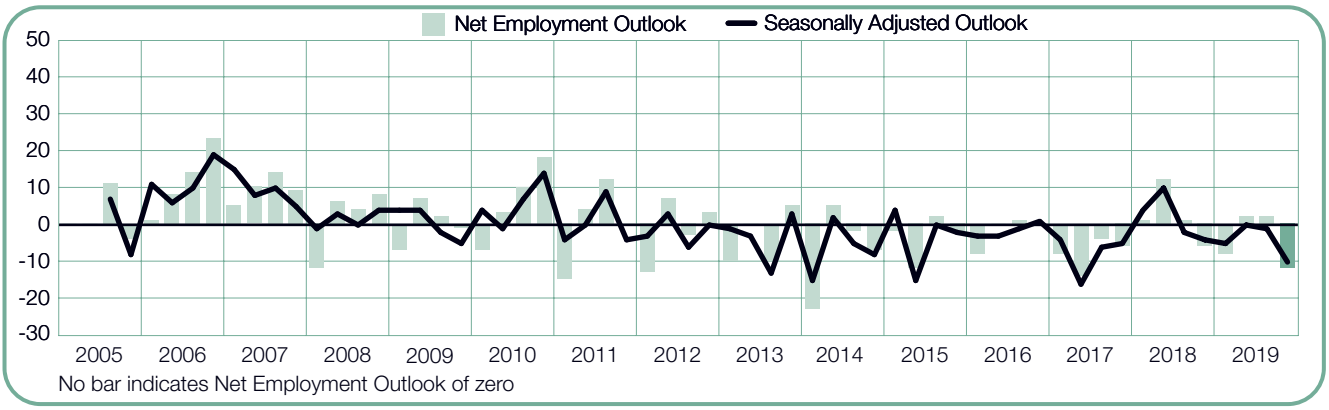
When compared with this time one year ago, hiring intentions strengthen in seven of the 10 industry sectors. Manufacturing sector employers report the most noteworthy increase of 19 percentage points, while Outlooks are 13 and 9 percentage points stronger in the Electricity, Gas & Water sector and the Transport, Storage & Communications sector, respectively. However, hiring plans weaken in three sectors, most notably by 20 percentage points in the Construction sector and by 9 percentage points in the Restaurants & Hotels sector.



-12 (-10)%

Agriculture, Hunting, Forestry & Fishing

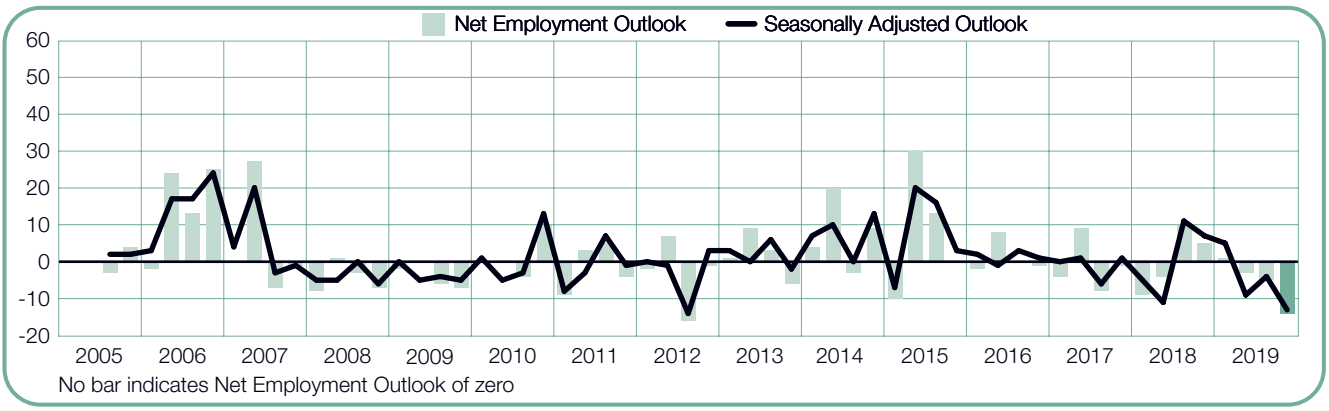
The weakest labor market in two years is expected in the forthcoming quarter. Employers report a pessimistic Net Employment Outlook of -10 %, declining by 9 percentage points when compared with the previous quarter and by 6 percentage points in comparison with 4Q 2018.



-14 (-13)%

Construction

Employers anticipate the weakest hiring pace in seven years during the next three months, reporting a gloomy Net Employment Outlook of -13 %. Hiring prospects decline by 9 percentage points quarter-over-quarter and by 20 percentage points when compared with this time one year ago.

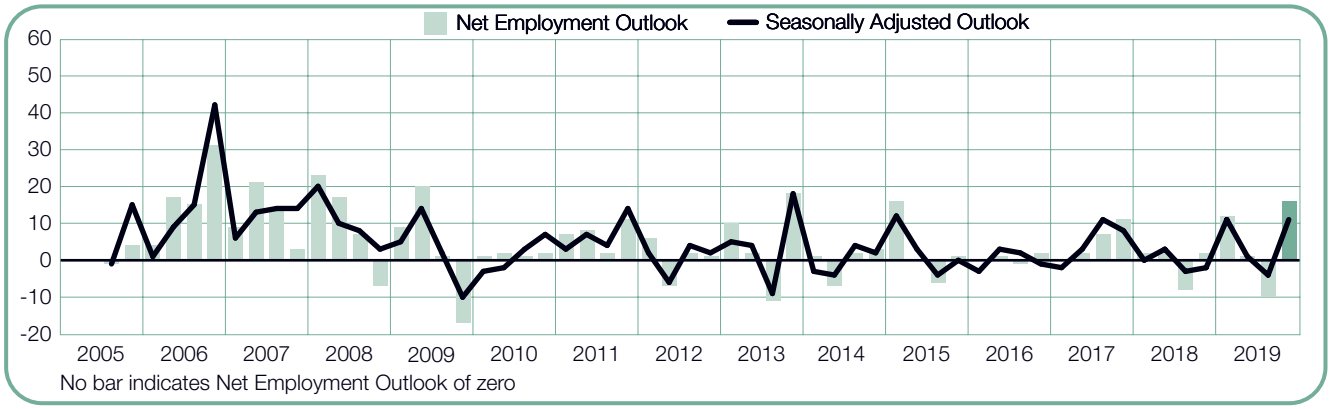


+16 (+11)%

Electricity, Gas & Water Supply

With a Net Employment Outlook of +11 %, employers expect positive job gains during the final quarter of 2019.

The Outlook is considerably stronger both quarter-over-quarter and year-over-year, increasing by 15 and 13 percentage points, respectively.

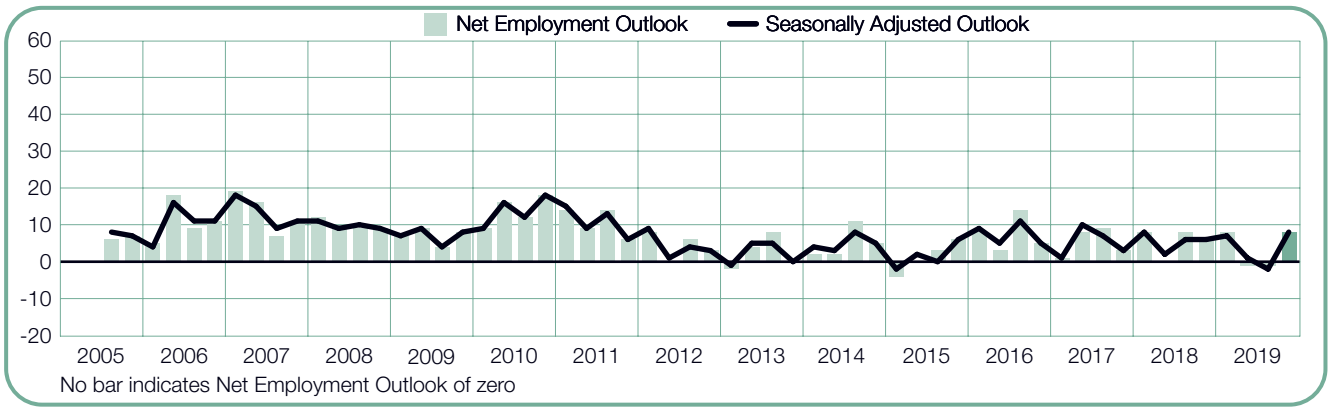


+8 (+8)%

Finance, Insurance & Real Estate

Employers report encouraging signs for job seekers in the October to December period with a Net Employment Outlook of +8 %.

Hiring intentions are 10 percentage points stronger when compared with the previous quarter and improve by 2 percentage points in comparison with the final quarter of 2018.

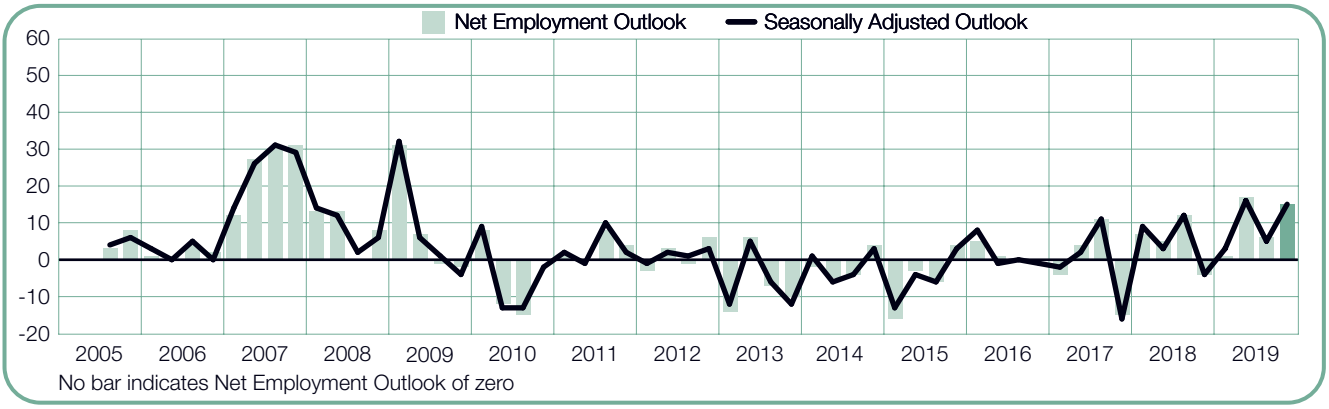


+15 (+15)%

Manufacturing

Job seekers can expect a steady hiring pace during the next three months, according to employers who report a Net Employment Outlook of +15 %.

Hiring prospects are considerably stronger in comparison with both 3Q 2019 and 4Q 2018, increasing by 10 and 19 percentage points, respectively.

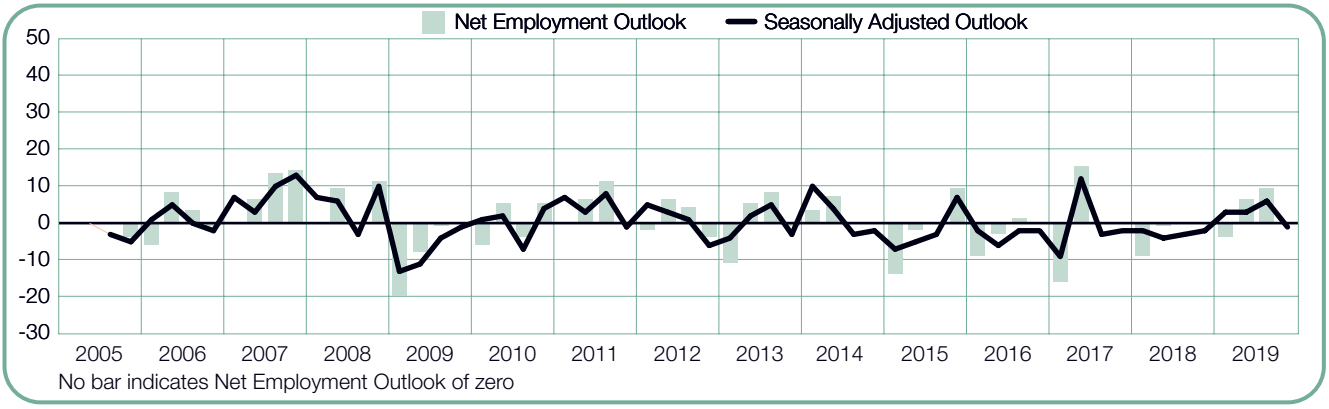


0 (-1)%

Mining & Quarrying

With a Net Employment Outlook of -1 %, employers anticipate an uncertain labor market in the coming quarter.

Hiring intentions are 7 percentage points weaker quarter-over-quarter, but remain relatively stable when compared with this time one year ago.

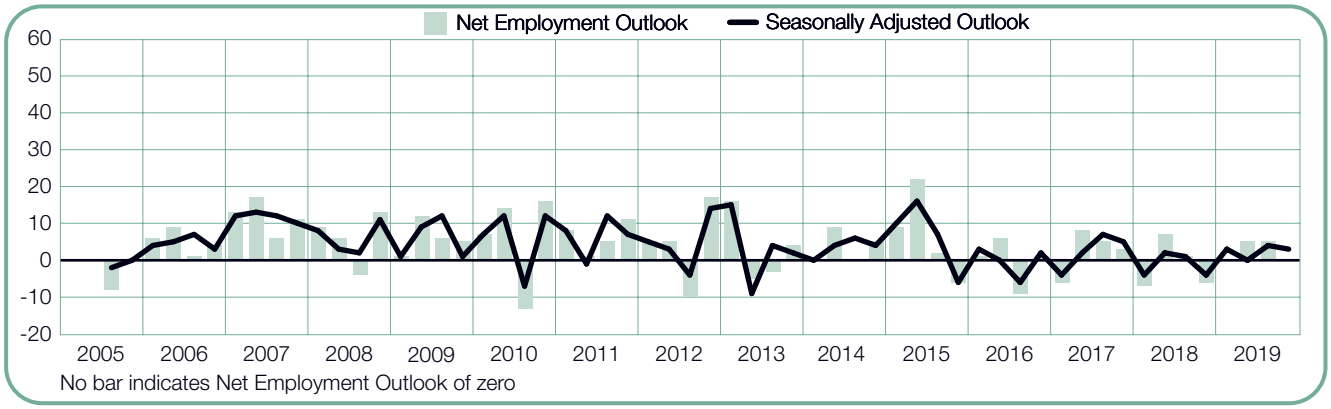


0 (+3)%

Public & Social

Limited payroll gains are forecast for the October to December period, with employers reporting a Net Employment Outlook of +3 %.

Hiring prospects remain relatively stable when compared with the previous quarter and improve by 7 percentage points in comparison with the final quarter of 2018.

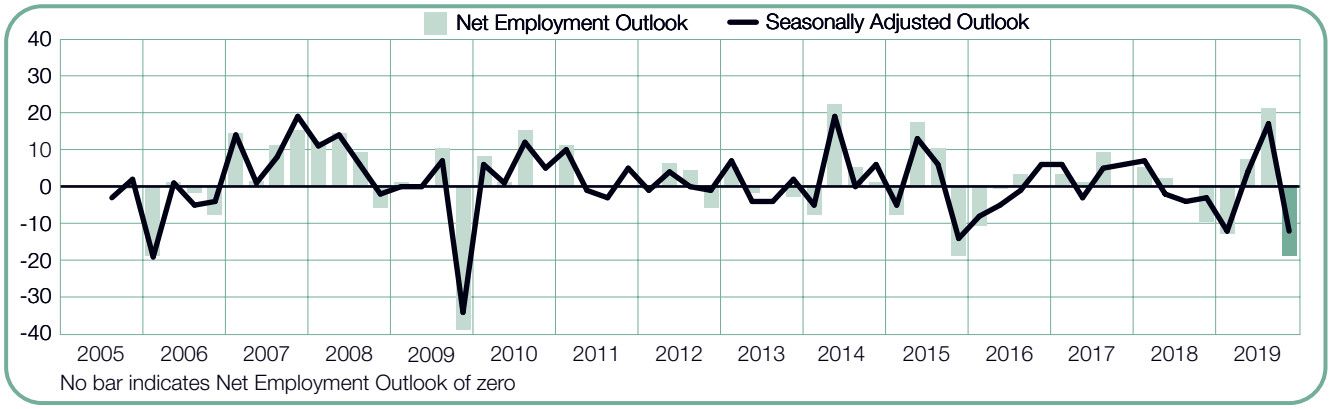


-19 (-12)%

Restaurants & Hotels

Employers anticipate a dim hiring climate during the upcoming quarter, reporting a Net Employment Outlook of -12 %.

A steep decline of 29 percentage points is reported in comparison with the third quarter of 2019, and the Outlook is also 9 percentage points weaker when compared with this time one year ago.

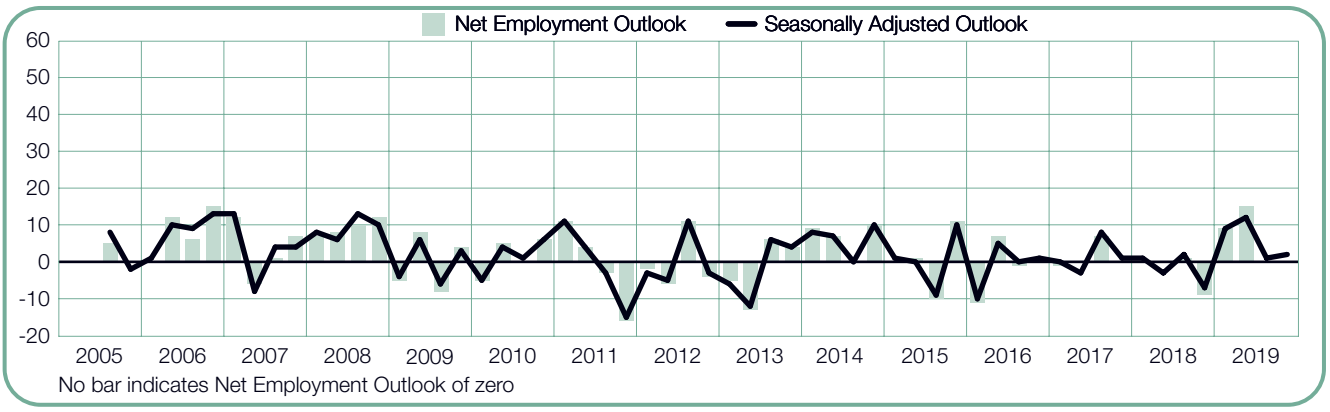


0 (+2)%

Transport, Storage & Communication

Job seekers can expect a soft labor market in the next three months, according to employers who report a Net Employment Outlook of +2 %.

Hiring plans remain relatively stable quarter-over-quarter and improve by 9 percentage points in comparison with 4Q 2018.

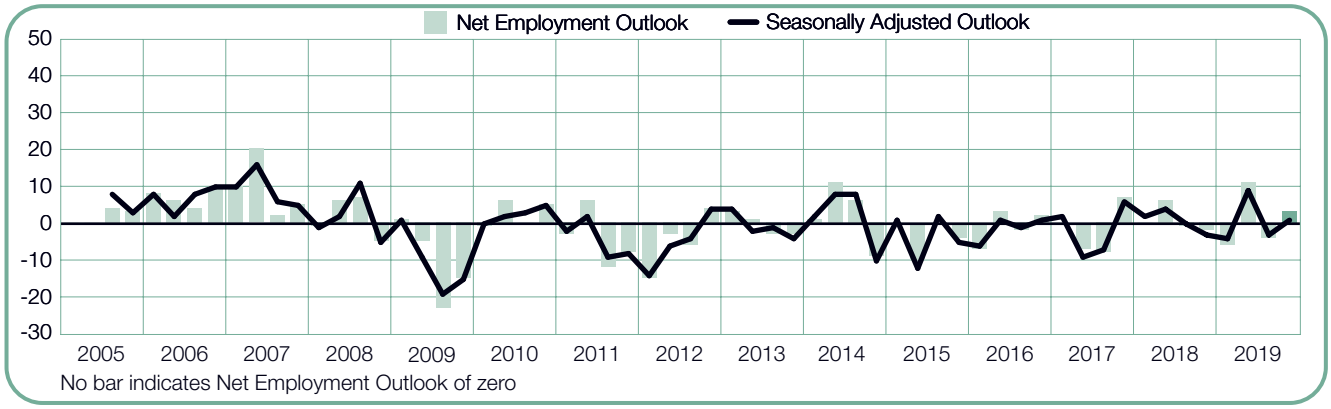


+3 (+1)%

Wholesale & Retail Trade

With a Net Employment Outlook of +1 %, employers report cautious hiring intentions for the October to December period.

Hiring intentions improve by 4 percentage points both quarter-over-quarter and year-over-year.



Global Employment Outlook

	Quarter 4 2019	Qtr on Qtr Change Q3 2019 to Q4 2019	Yr on Yr Change Q4 2018 to Q4 2019
	%		
Americas			
Argentina	2 (3)[1]	2 (2)[1]	1 (1)[1]
Brazil	8 (9)[1]	-3 (-1)[1]	3 (2)[1]
Canada	9 (12)[1]	-7 (0)[1]	-1 (-1)[1]
Colombia	9 (9)[1]	-2 (-1)[1]	-4 (-4)[1]
Costa Rica	2 (3)[1]	1 (-1)[1]	-4 (-4)[1]
Guatemala	10 (9)[1]	2 (-2)[1]	-3 (-3)[1]
Mexico	8 (8)[1]	-2 (-2)[1]	-5 (-5)[1]
Panama	5 (4)[1]	3 (1)[1]	1 (1)[1]
Peru	7 (8)[1]	-4 (-2)[1]	1 (1)[1]
United States	17 (20)[1]	-7 (-1)[1]	0 (1)[1]
Asia Pacific			
Australia	12 (11)[1]	1 (-2)[1]	-3 (-3)[1]
China	4 (4)[1]	-4 (-4)[1]	-3 (-3)[1]
Hong Kong	14 (14)[1]	-2 (-2)[1]	-3 (-3)[1]
India	20 (19)[1]	7 (5)[1]	6 (6)[1]
Japan	23 (26)[1]	0 (1)[1]	1 (1)[1]
New Zealand	16 (15)[1]	6 (2)[1]	0 (0)[1]
Singapore	5 (4)[1]	-7 (-7)[1]	-8 (-8)[1]
Taiwan	20 (21)[1]	-5 (0)[1]	0 (0)[1]
EMEA†			
Austria	4 (5)[1]	-1 (2)[1]	0 (0)[1]
Belgium	6 (6)[1]	3 (3)[1]	0 (0)[1]
Bulgaria	6 (7)[1]	-3 (0)[1]	-1 (-1)[1]
Croatia	7	-16	-2
Czech Republic	2 (2)[1]	-3 (-1)[1]	-4 (-4)[1]
Finland	1 (4)[1]	-6 (0)[1]	-4 (-4)[1]
France	6 (6)[1]	-1 (1)[1]	4 (4)[1]
Germany	8 (6)[1]	2 (1)[1]	-3 (-3)[1]
Greece	12 (18)[1]	-12 (-1)[1]	0 (1)[1]
Hungary	6 (7)[1]	5 (6)[1]	-9 (-10)[1]
Ireland	6 (6)[1]	-4 (-2)[1]	-3 (-3)[1]
Israel	5 (6)[1]	-4 (-1)[1]	-2 (-2)[1]
Italy	3 (4)[1]	1 (3)[1]	2 (2)[1]
Netherlands	5 (5)[1]	-1 (-1)[1]	0 (0)[1]
Norway	9 (10)[1]	0 (3)[1]	6 (6)[1]
Poland	8 (9)[1]	-3 (0)[1]	-4 (-4)[1]
Portugal	10	-2	2
Romania	3 (8)[1]	-16 (-4)[1]	-12 (-11)[1]
Slovakia	3 (6)[1]	-8 (-2)[1]	-6 (-6)[1]
Slovenia	16 (17)[1]	-1 (-2)[1]	0 (0)[1]
South Africa	4 (4)[1]	2 (0)[1]	-2 (-2)[1]
Spain	-1 (0)[1]	-3 (-1)[1]	-5 (-5)[1]
Sweden	9 (10)[1]	0 (2)[1]	2 (2)[1]
Switzerland	2 (3)[1]	0 (1)[1]	5 (5)[1]
Turkey	2 (6)[1]	-10 (-2)[1]	-6 (-6)[1]
UK	5 (5)[1]	2 (2)[1]	1 (1)[1]

Quarter 4 2019 Net Employment Outlook

†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.

Global Employment Outlook

ManpowerGroup interviewed 59,238 employers in 44 countries and territories to forecast labor market activity* in the fourth quarter of 2019. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?"

The ManpowerGroup research for the final quarter of 2019 reveals employers expect to grow payrolls in 43 of 44 countries and territories surveyed in the period up to the end of December 2019, with employers in one country forecasting no change to hiring intentions. The strongest hiring prospects are reported in Japan, Taiwan, the U.S., India and Greece, while the weakest hiring activity is expected in Spain, the Czech Republic, Argentina, Costa Rica and Switzerland.

In a comparison with the previous quarter, employers in 15 of 44 countries and territories report stronger hiring intentions, while employers in 23 expect a weaker hiring pace, with no reported change in six. When compared with the fourth quarter of 2018, hiring plans also strengthen in 15 countries and territories, decline in 23 and are unchanged in six.

Employers expect to add to payrolls in 25 of 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the coming quarter, while employers in Spain expect a flat labor market. In a comparison with the previous quarter, hiring plans strengthen in 10 countries but weaken in 12. When compared with last year at this time, Outlooks improve in eight countries, but decline in 14. The strongest hiring intentions for the coming quarter are reported in Greece and Slovenia, while employers in Spain, the Czech Republic and Switzerland report the weakest hiring sentiment.

Payroll gains are anticipated in all 10 Americas countries surveyed during the final quarter of 2019. When compared with the prior quarter, Outlooks improve in two Americas countries, but decrease in seven. In a comparison with this time one year ago, hiring intentions strengthen in five countries but weaken in five. Employers in the U.S. and Canada expect the strongest hiring activity during the forthcoming quarter, while the region's weakest labor markets are expected in Argentina and Costa Rica.

Workforce gains are expected in all eight Asia Pacific countries and territories during the October to December 2019 period. When compared with with the previous quarter, hiring opportunities strengthen in three countries and territories, but weaken in four. In a comparison with the final quarter of 2018, employers report stronger hiring plans in two countries and territories, but hiring prospects decline in four. The region's strongest labor markets in the next three months are expected in Japan and Taiwan, while employers in China and Singapore anticipate the weakest hiring pace.

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

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos. The next ManpowerGroup Employment Outlook Survey will be released on 10 December 2019 and will detail expected labor market activity for the first quarter of 2020.

International Comparisons – EMEA

For the October to December 2019 period, ManpowerGroup surveyed 21,225 employers in 26 Europe, Middle East and Africa (EMEA) region countries about their hiring intentions. Employers in 25 EMEA countries expect to grow payrolls in the coming quarter, while Spanish employers anticipate a flat labor market.

Employers in all four of Europe's largest economies expect to increase payrolls during the final quarter of 2019. German employers report relatively stable hiring plans when compared with the previous quarter, forecasting moderate workforce gains for 4Q 2019, partly driven by the strongest Public & Social sector Outlook in eight years. However, the Manufacturing sector shows signs of slowing with declines seen in both quarter-over-quarter and year-over-year comparisons. A fair hiring pace is also expected in France where Construction sector employers report their strongest hiring intentions since the survey began 16 years ago, and Public & Social sector employers expect the strongest labor market in nine years. Despite ongoing Brexit uncertainty, UK employers anticipate an increase in payrolls during the next three months with a slightly stronger Outlook than reported for the previous quarter. In Italy, employers expect slow-paced payroll gains, with improvements in comparison with the prior quarter and the same period last year, partly fueled by the strongest Public & Social sector hiring prospects in more than eight years.

The relative stability of labor markets across the four largest European economies is echoed in some of the other Western European markets. Employers in The Netherlands report stable hiring plans in comparison with the previous quarter, with Transport, Storage & Communication sector employers forecasting their strongest hiring plans in eight years. In Belgium, employers anticipate some payroll gains with a slightly stronger Outlook in comparison with the previous quarter, partly driven by the strongest Wholesale & Retail sector Outlook in eight years.

Spanish employers expect the weakest EMEA labor market, anticipating subdued hiring activity in the final quarter of 2019. While job gains are expected in six of the 10 Spanish industry sectors, employers in the Construction, Manufacturing and Wholesale & Retail Trade sectors expect to trim payrolls, reporting their weakest Outlooks in five years.

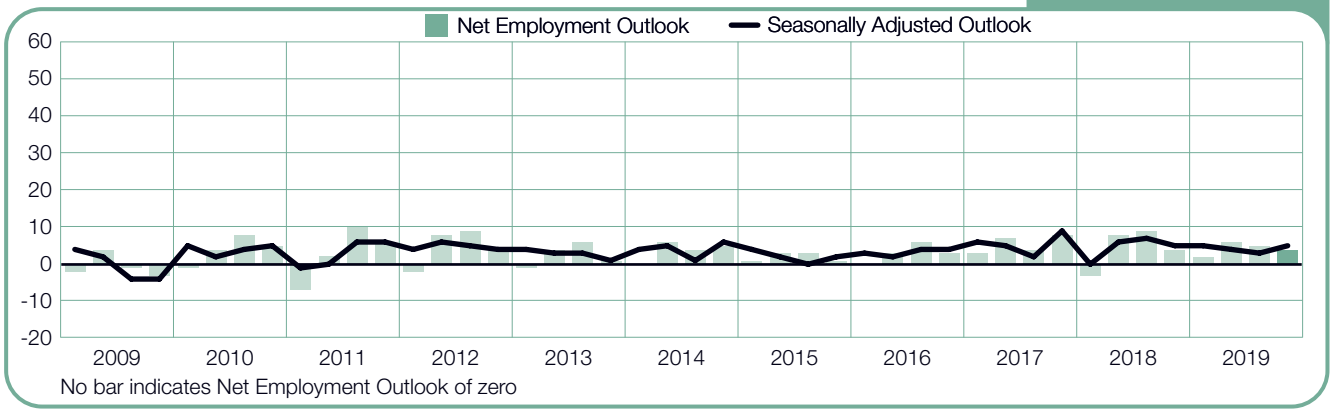
In Greece, the upbeat hiring pace is expected to continue in the final quarter of 2019. Greece's Outlook is the strongest in the EMEA region, partly driven by the strongest Wholesale & Retail Trade sector hiring plans since the survey began more than 11 years ago.

In the Nordic region, employers anticipate a fair hiring climate during the fourth quarter of 2019. Norwegian employers anticipate the strongest hiring pace in eight years, driven in part by an eight-year peak in hiring prospects for the Manufacturing sector and the strongest regional labor market in Greater Oslo for six years. In Sweden, employers anticipate the strongest labor market in two years for the coming quarter. Favorable payroll gains are forecast for the Public & Social sector, with employers reporting their strongest Outlook in seven years. Finnish employers are more cautious, reporting reserved hiring sentiment for the fourth consecutive quarter.

Eastern European employers report mixed hiring expectations for the upcoming quarter. In Slovenia, the positive hiring pace is expected to continue, with employers reporting one of the most optimistic forecasts for the entire EMEA region, reflecting the strongest forecasts since the survey began in the Mining & Quarrying and Public & Social sectors. The Polish Outlook continues to offer some opportunities for job seekers, however forecasts weaken nationally and across most industry sectors from this time last year. Meanwhile, the Romanian Outlook for the next three months is the weakest in four years, with employers reporting considerable declines in hiring expectations for the Manufacturing, Transport, Storage & Communication and Wholesale & Retail Trade sectors from both the prior quarter and 4Q 2018. Slovakian employers also report the weakest hiring prospects in more than four years, fueled by considerable declines in the Construction, Finance, Insurance, Real Estate & Business Services, Manufacturing and Transport, Storage & Communication sectors since the final quarter of 2018.

Austria

+4 (+5)%



Belgium

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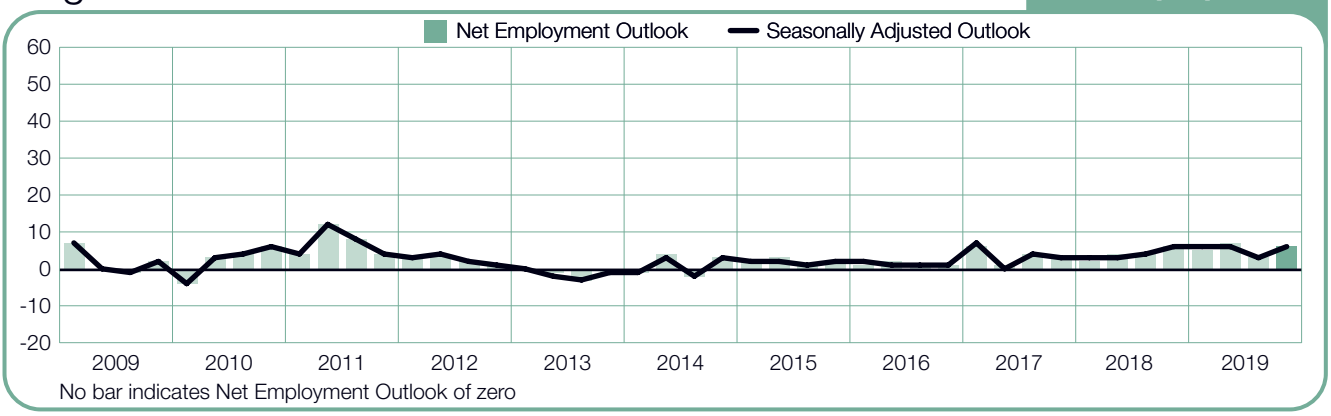

Bulgaria

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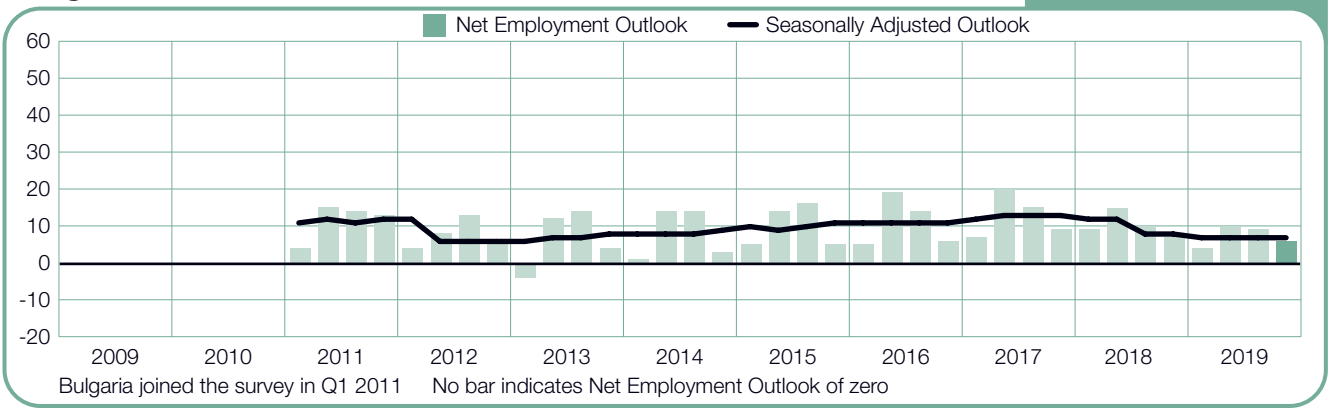
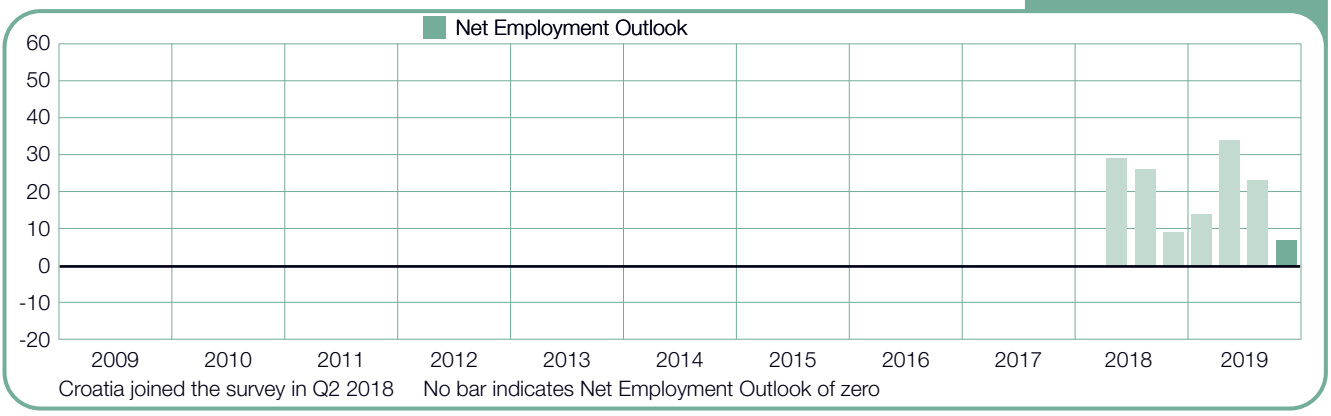


Croatia

+7%



Czech Republic

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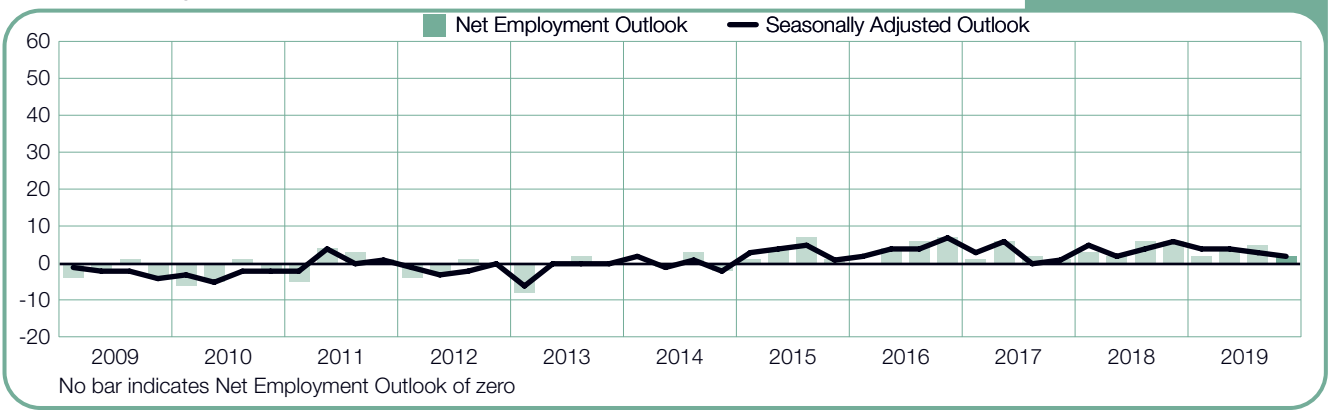

Finland

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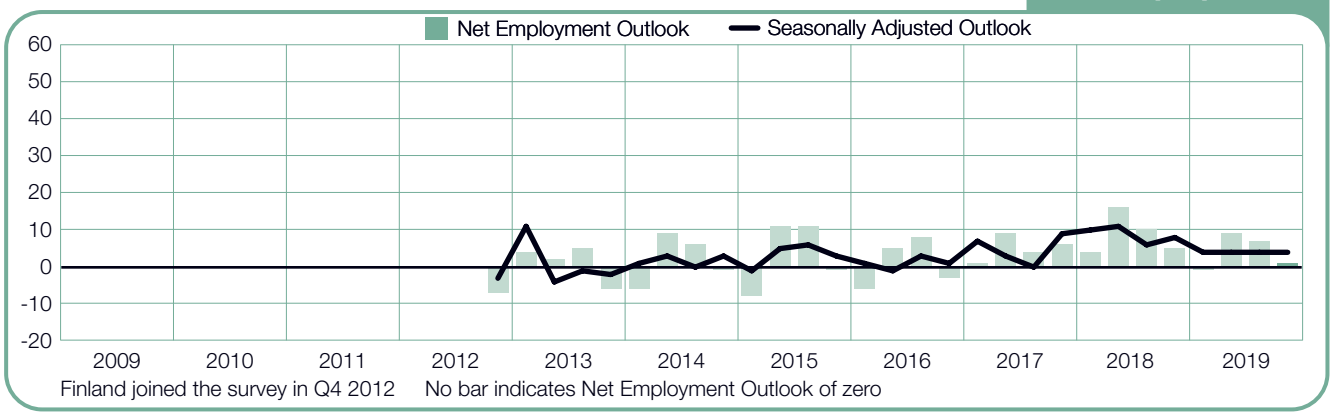

France

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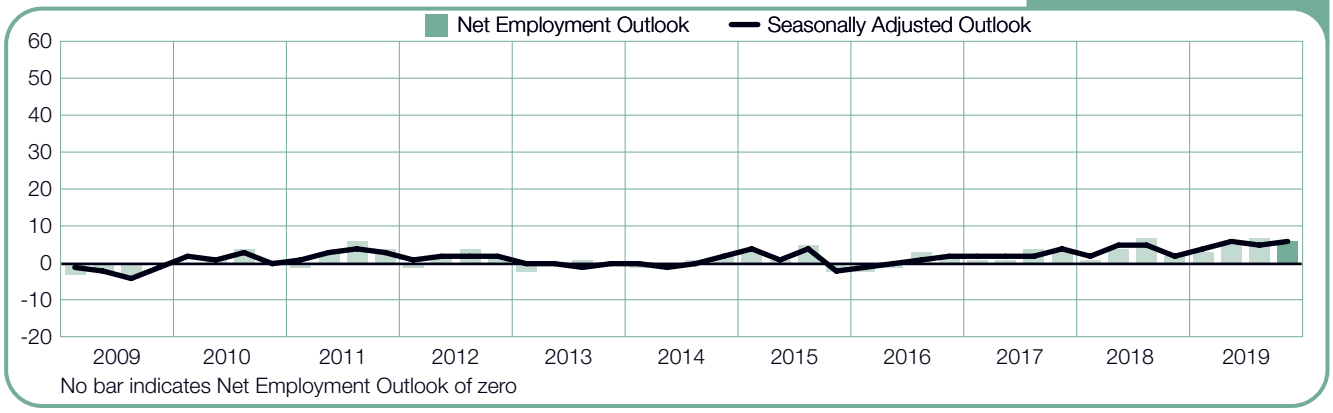

Germany

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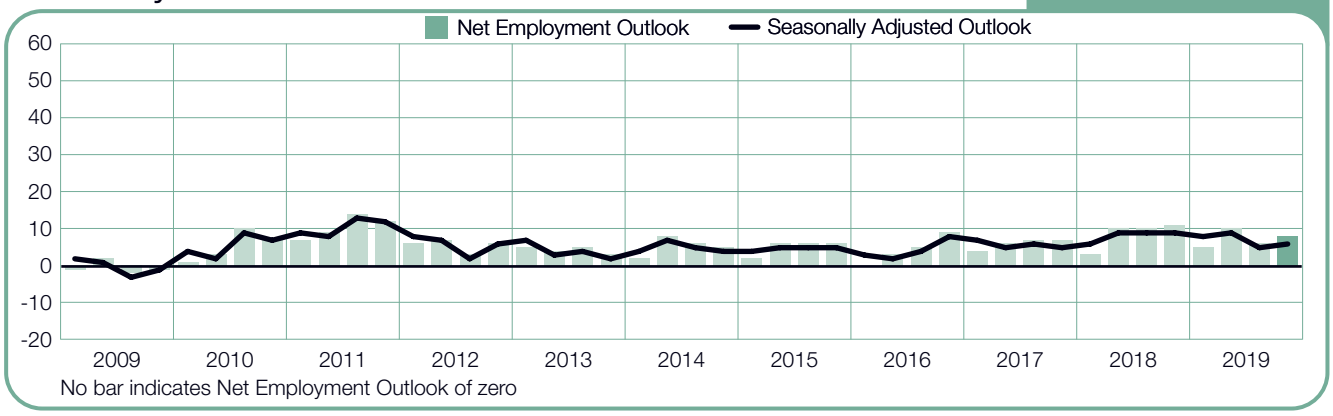

Greece

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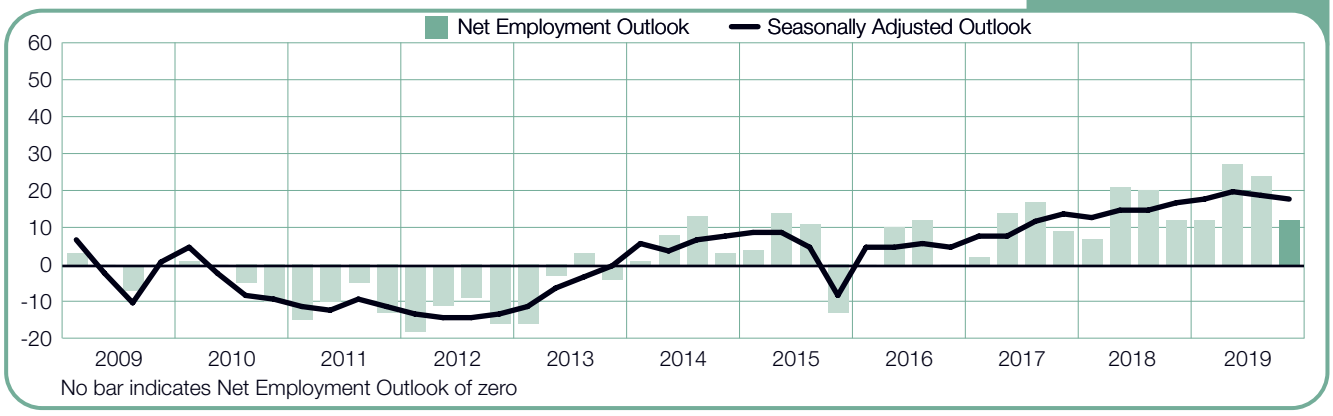

Hungary

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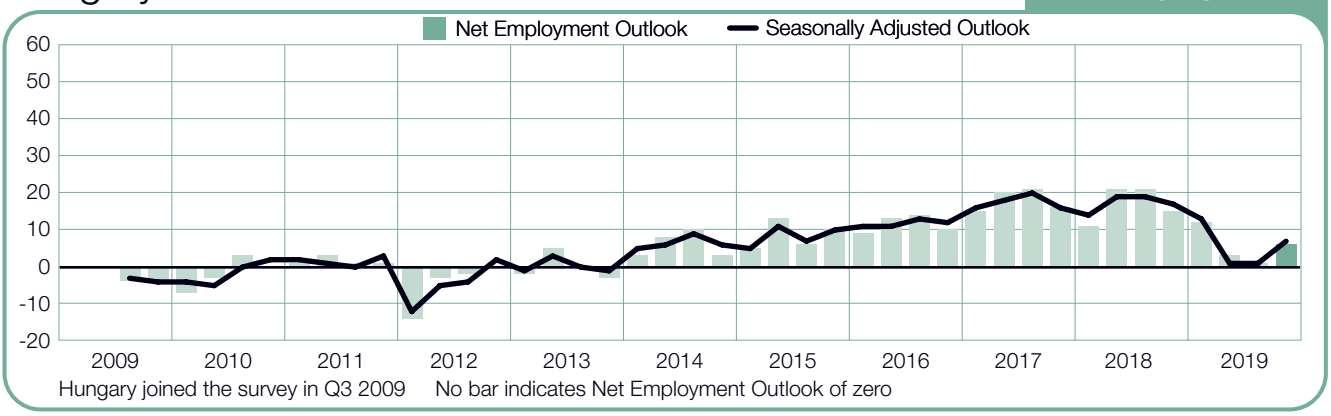

Ireland

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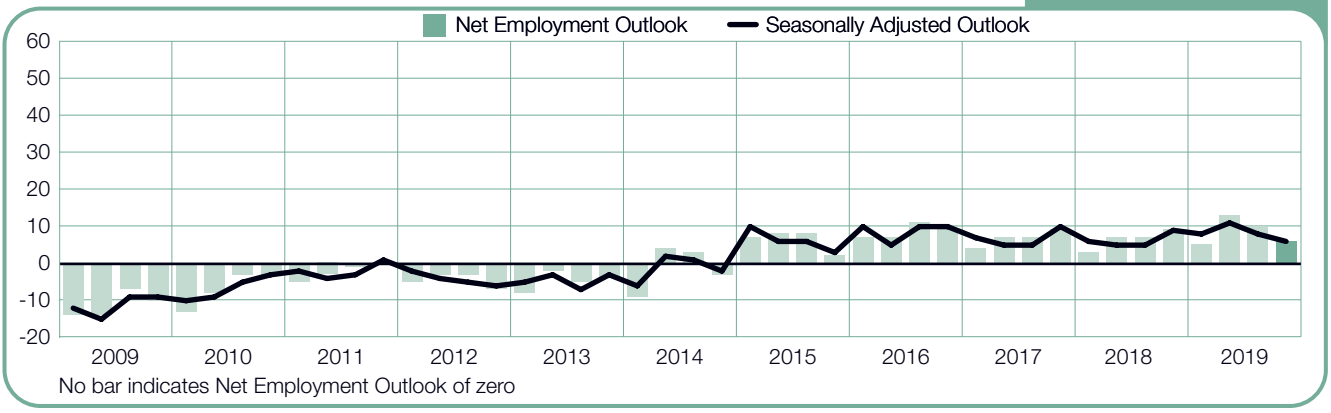

Israel

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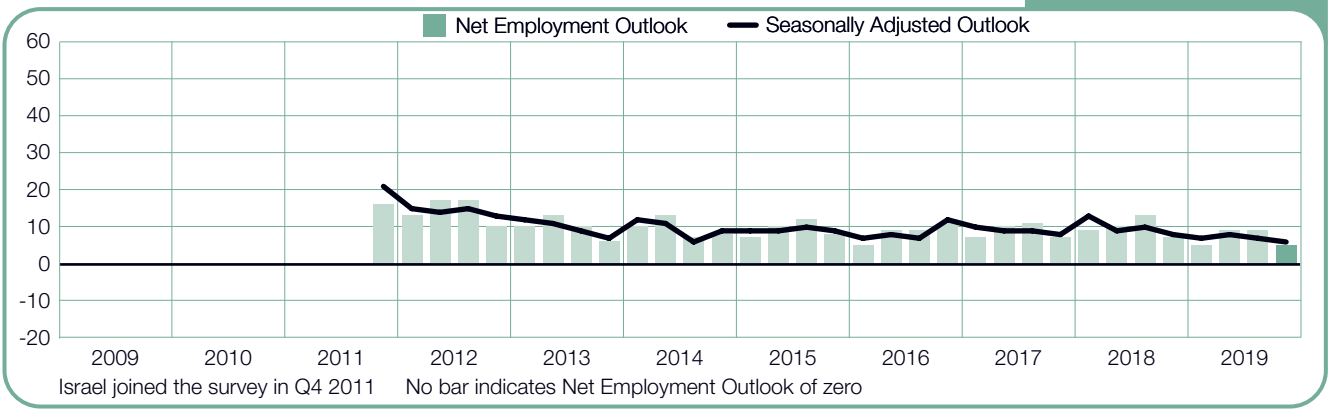

Italy

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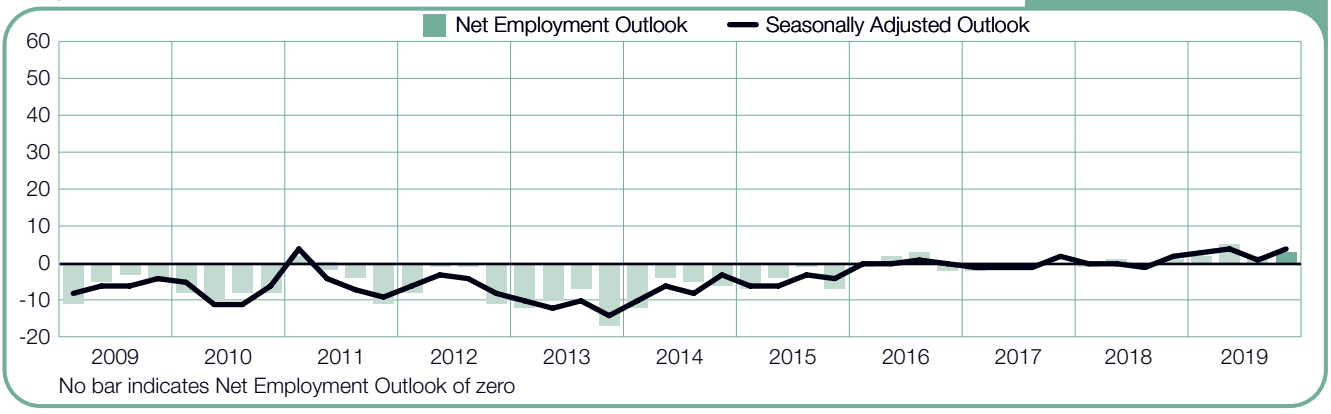

Netherlands

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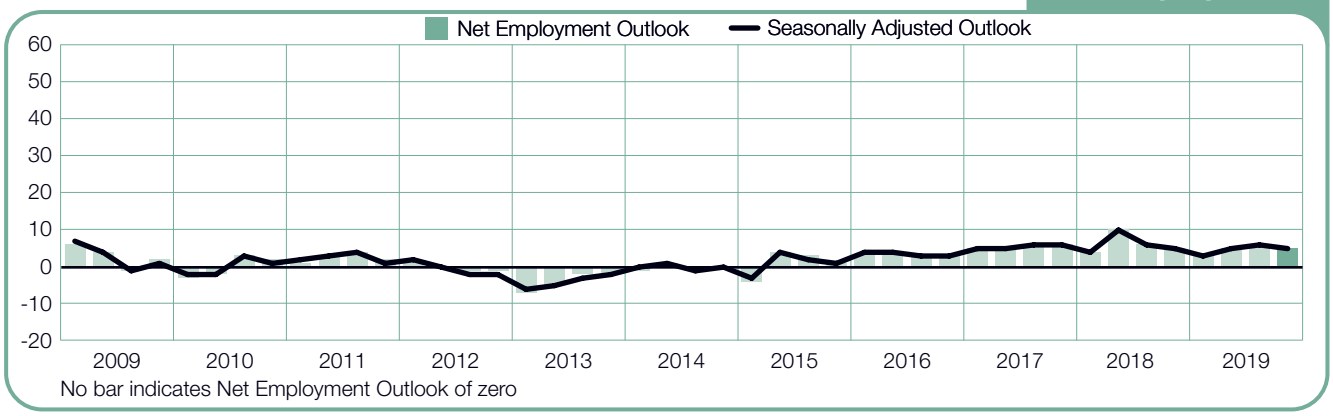
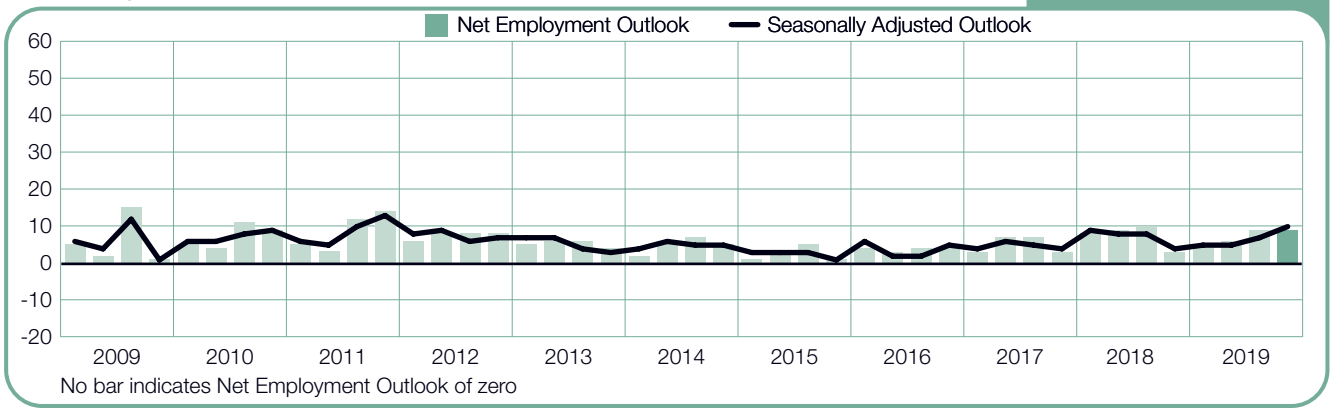


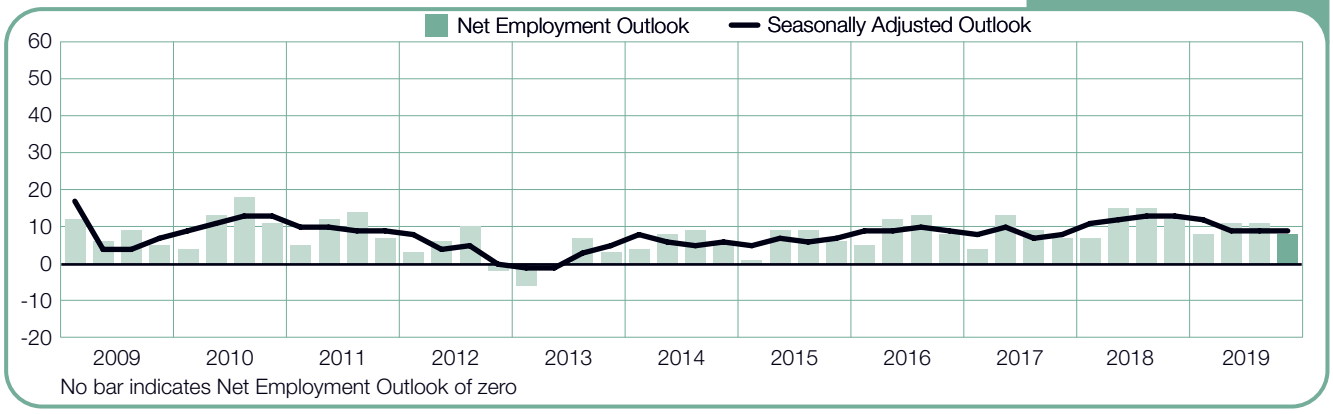
Norway

+9 (+10)%



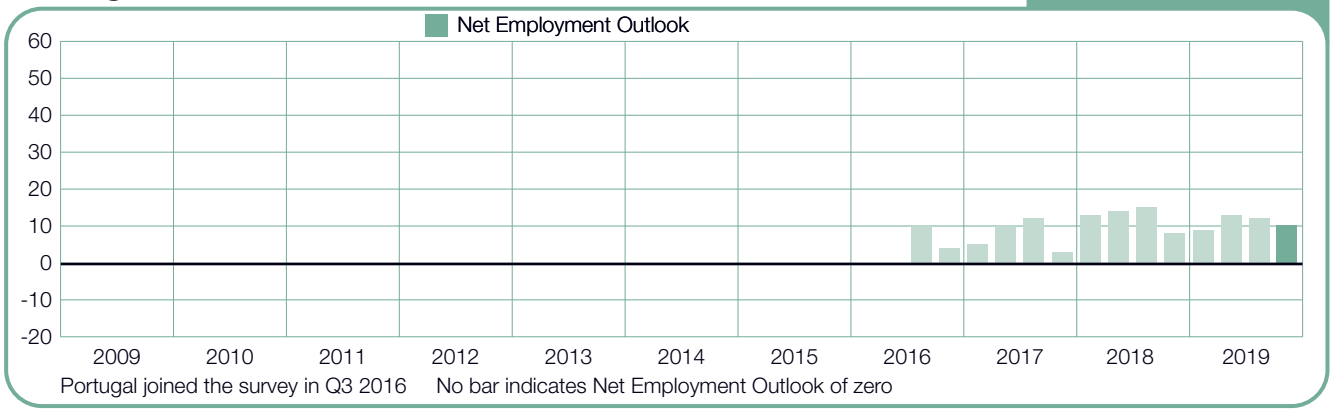
Poland

+8 (+9)%



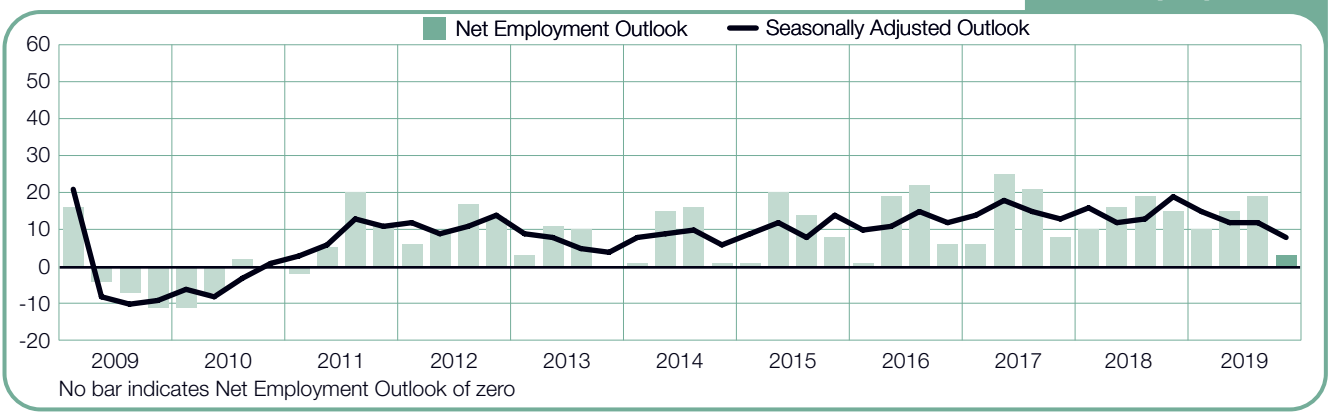
Portugal

+10%



Romania

+3 (+8)%



Slovakia

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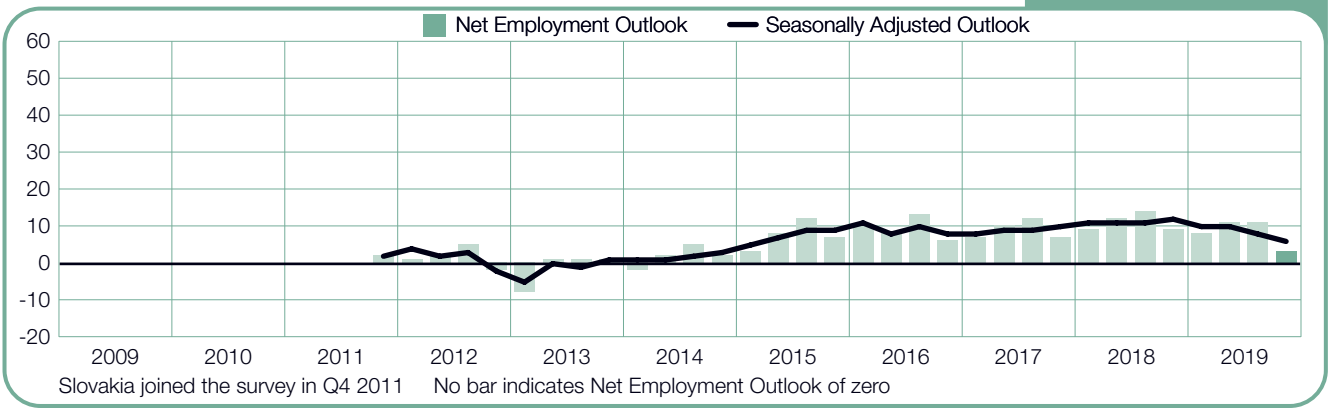

Slovenia

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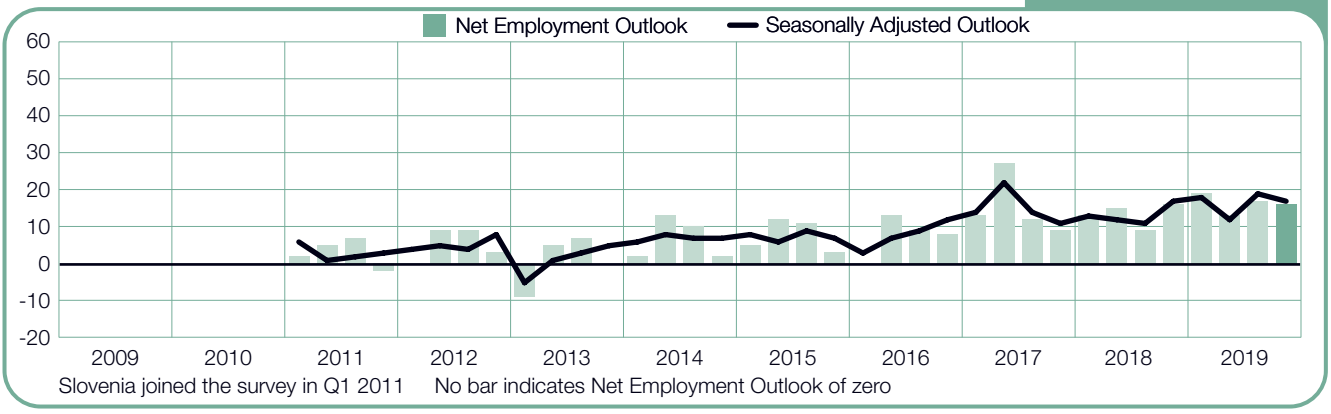

South Africa

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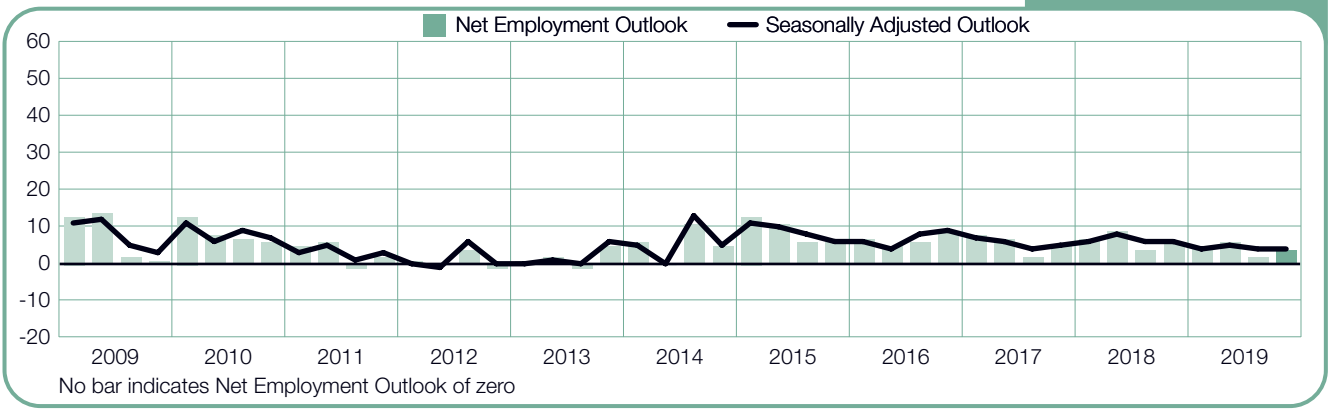

Spain

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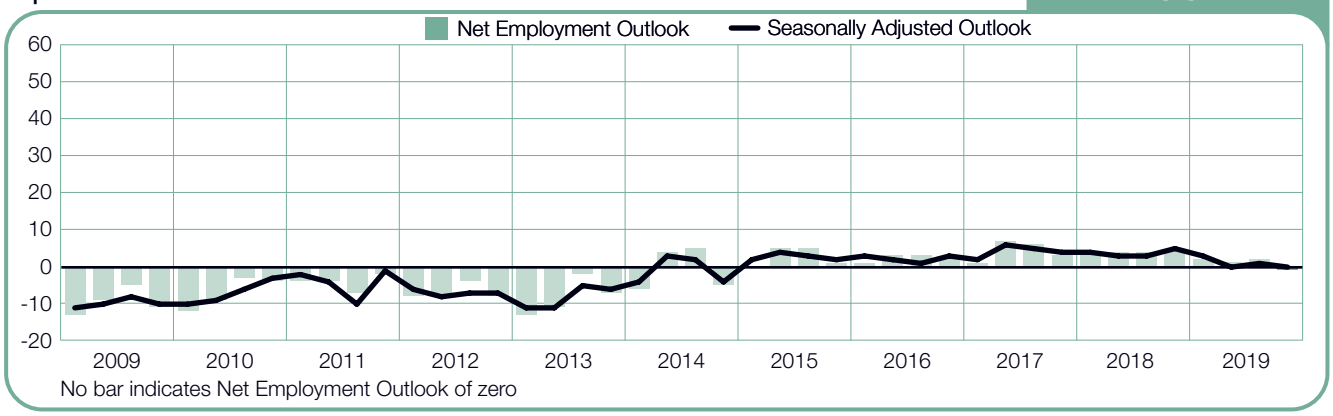
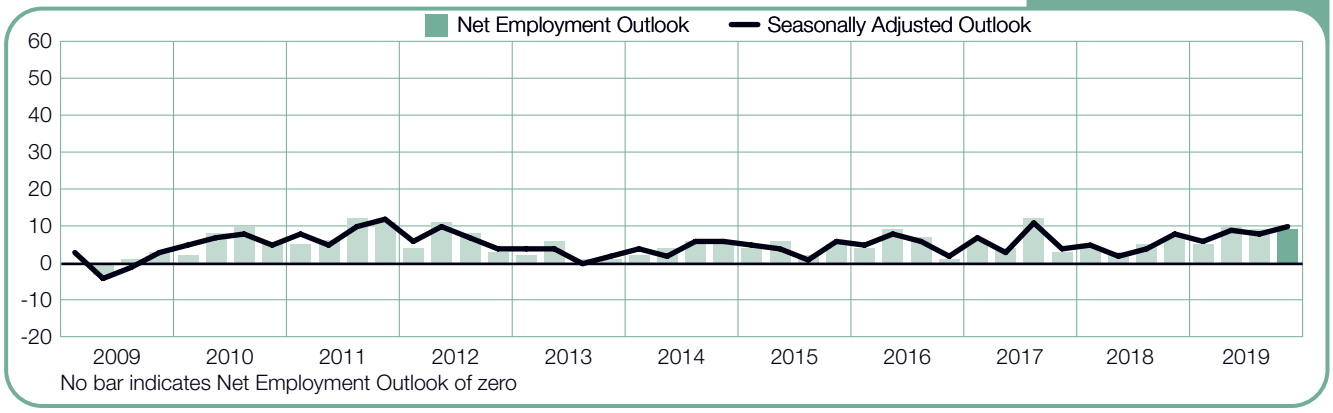


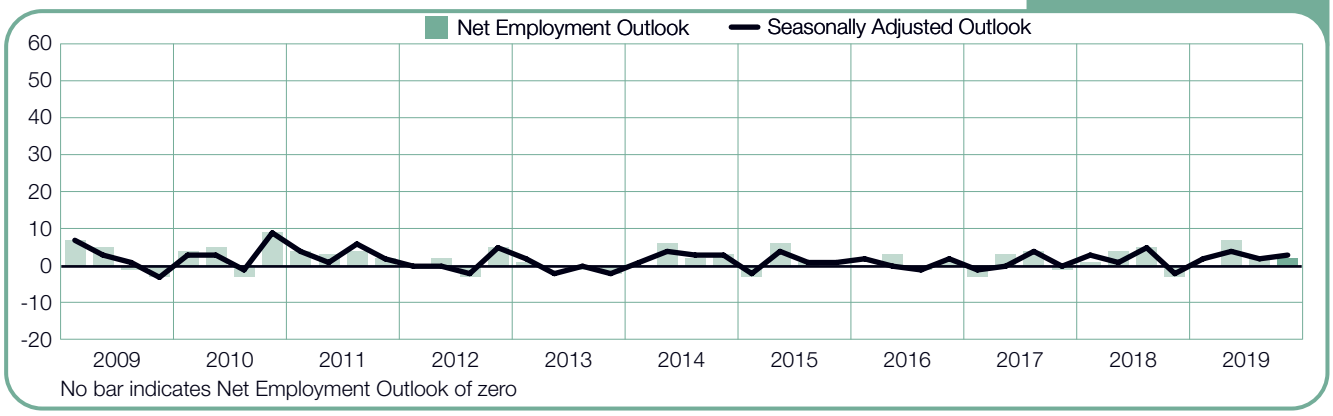
Sweden

+9 (+10)%



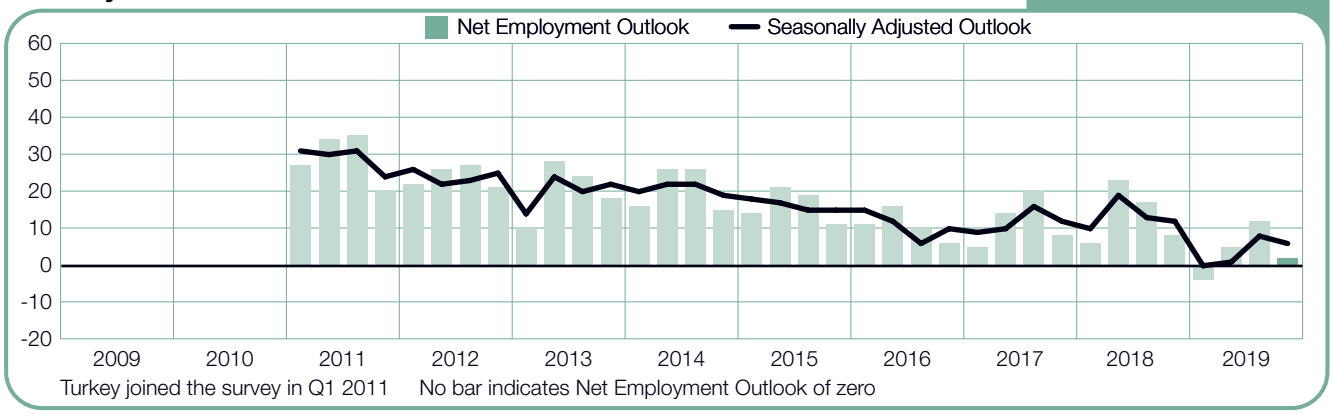
Switzerland

+2 (+3)%



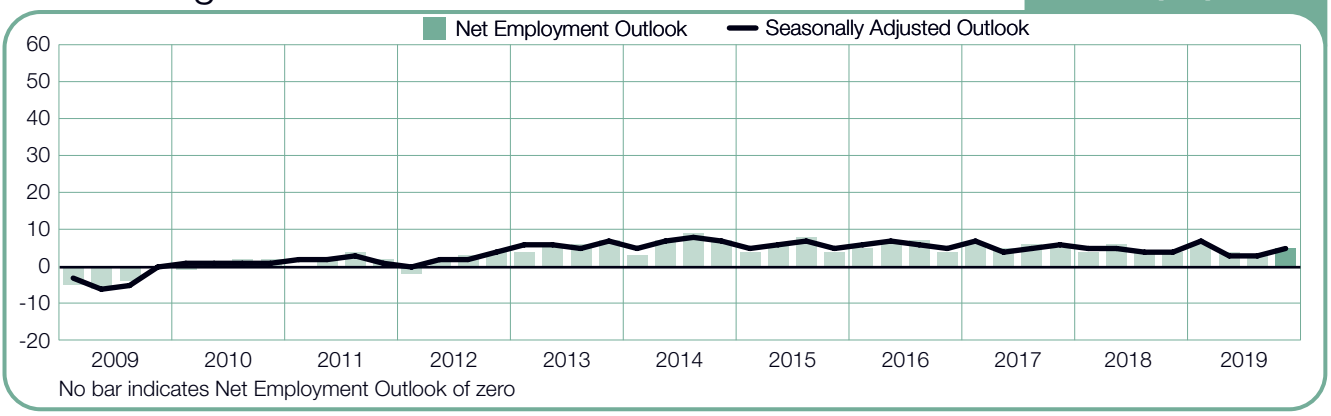
Turkey

+2 (+6)%



United Kingdom

+5 (+5)%



International Comparisons – Americas

23,263 employers across North, Central and South America were interviewed for the ManpowerGroup Employment Outlook Survey for the final quarter of 2019. Employers expect to add to payrolls in all 10 countries surveyed during the upcoming quarter.

As in every quarter for the past two years, the region's strongest hiring prospects are reported in the United States. Hiring plans remain relatively stable in comparison with both the prior quarter and the same period one year ago, with employers in all 13 U.S. industry sectors expecting to grow payrolls during the final three months of 2019. The most active labor markets are forecast in the Leisure & Hospitality, Professional & Business Services and Wholesale & Retail Trade sectors. However, hiring sentiment has cooled when compared with the 13-year peak reported in the previous quarter, with Outlooks declining in 10 sectors quarter-over-quarter.

Canadian employers continue to expect steady workforce gains, reporting an unchanged Outlook for the coming quarter. Stronger hiring expectations at the national level in the Transportation & Public Utilities and Public Administration are helping to keep the labor market buoyant, along with the strongest regional hiring plans in Quebec since the region was first measured 16 years ago.

In Mexico, the steady hiring pace of recent years has stalled, according to employers who report their weakest hiring plans in nine years. Despite a five year high reported in Mexico's Agriculture & Fishing sector, hiring sentiment weakens in the remaining six industry sectors, including the weakest hiring prospects for a decade in both the Commerce sector and the Manufacture sector.

In Central America, employers anticipate soft hiring activity in two of the three countries surveyed. Costa Rican employers report patchy hiring prospects, with employers in three of the six industry sectors expecting to trim payrolls during the final quarter of 2019. Employers in Panama expect limited payroll gains in 4Q 2019, although employers in both the Services and Transport & Communication sectors report slight upticks when compared with the previous quarter. The moderate hiring pace in Guatemala looks set to continue during the coming quarter. Employers in the majority of the country's industry sectors expect to grow payrolls, headed by positive hiring plans in the Transport & Communication sector.

In South America, Argentine employers report a slight recovery from the upheaval earlier in 2019, expecting modest job gains in the next three months. The labor market is fueled by an upbeat demand in the Finance, Insurance & Real Estate sector. However, Manufacturing sector employers match their weakest Outlook since the survey began 13 years ago, last seen in 1Q 2019.

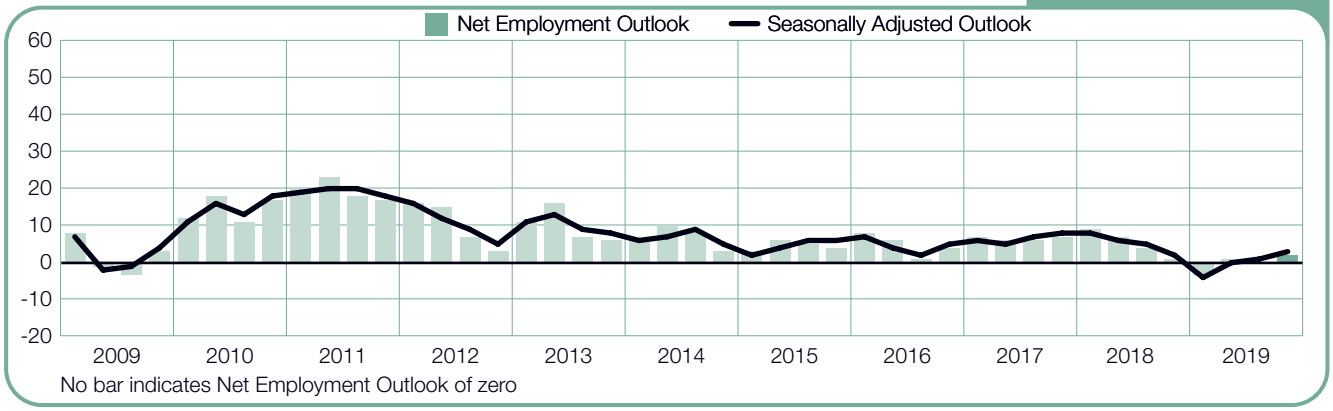
Brazilian employers expect the moderate hiring pace to continue, with employers in all eight industry sectors and all five regions expecting to grow payrolls during the coming quarter. Hiring prospects are particularly buoyant in the Construction sector, where employers report the strongest hiring plans in more than five years.

While slightly weaker than last year at this time, Colombian hiring sentiment remains relatively stable quarter-over-quarter, with hiring plans strongest in the Agriculture & Fishing and Finance, Insurance & Real Estate sectors. However, Construction and Mining sector employers now report the weakest Outlook of Colombia's nine industry sectors, declining in comparison with both 3Q 2019 and 4Q 2019.

In Peru, employers continue to report conservative hiring intentions, remaining relatively stable compared with this time last year. Hiring plans are strongest in the Finance, Insurance & Real Estate sector – reaching a four-year peak – but Manufacturing sector employers expect to trim payrolls in the quarter ahead, reporting the weakest labor market in a decade.

Argentina

+2 (+3)%



Brazil

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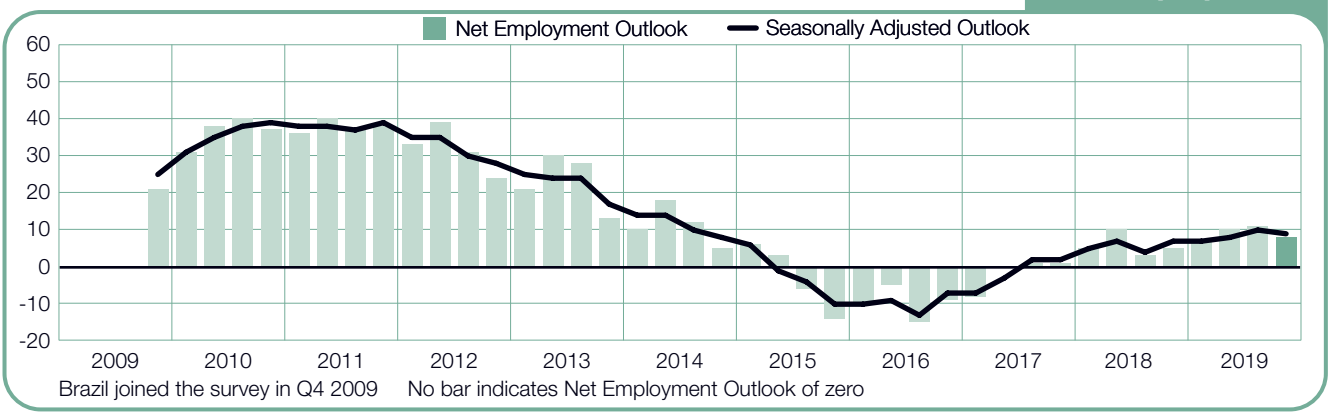

Canada

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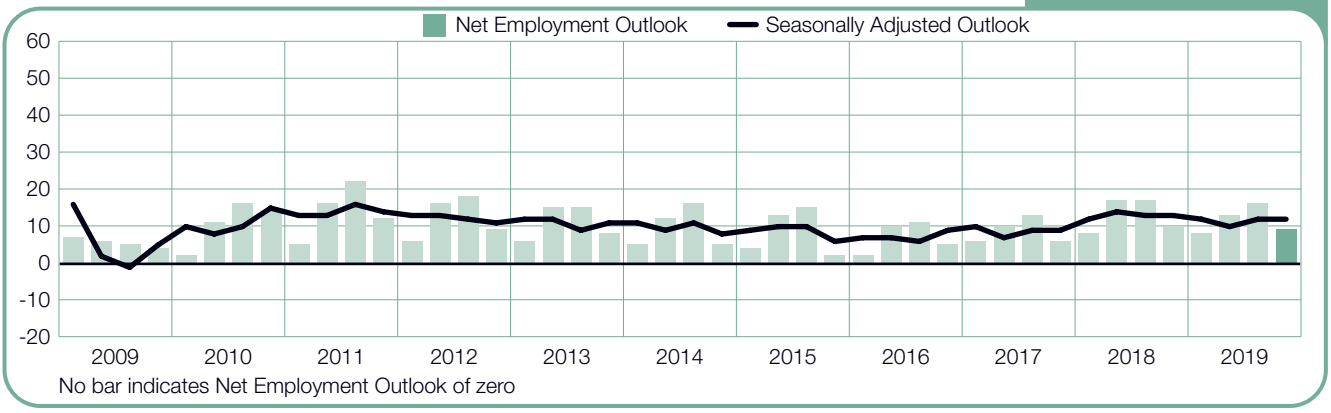

Colombia

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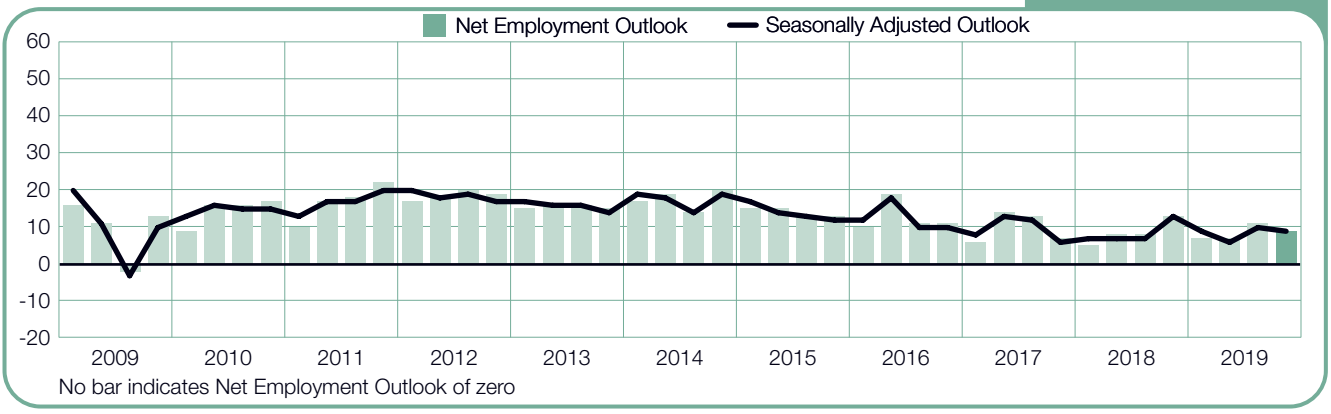

Costa Rica

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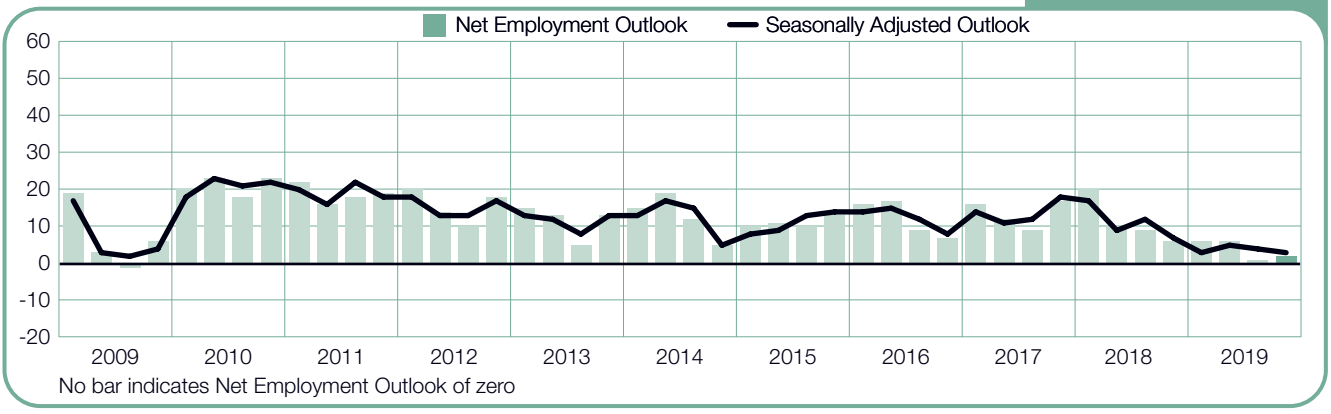
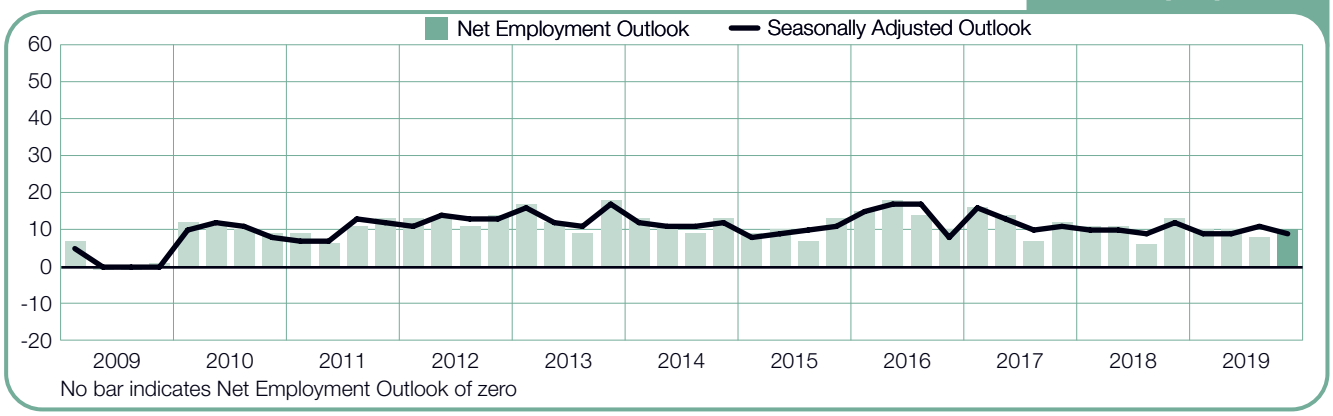


Guatemala

+10 (+9)%



Mexico

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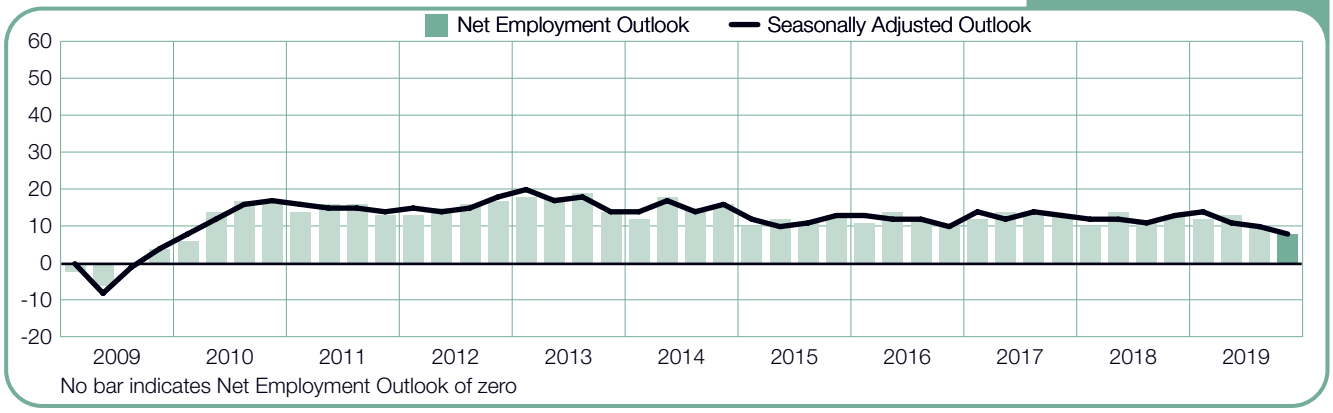
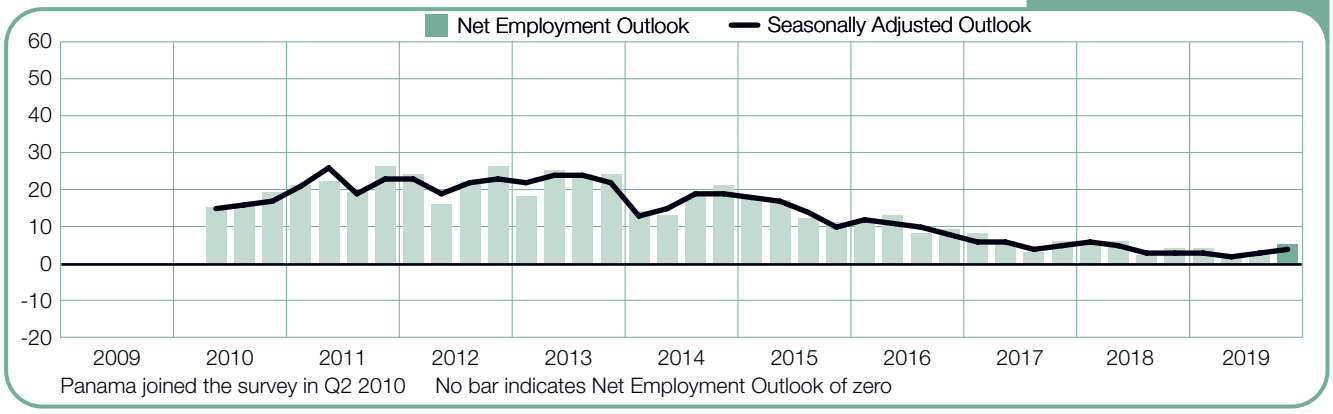


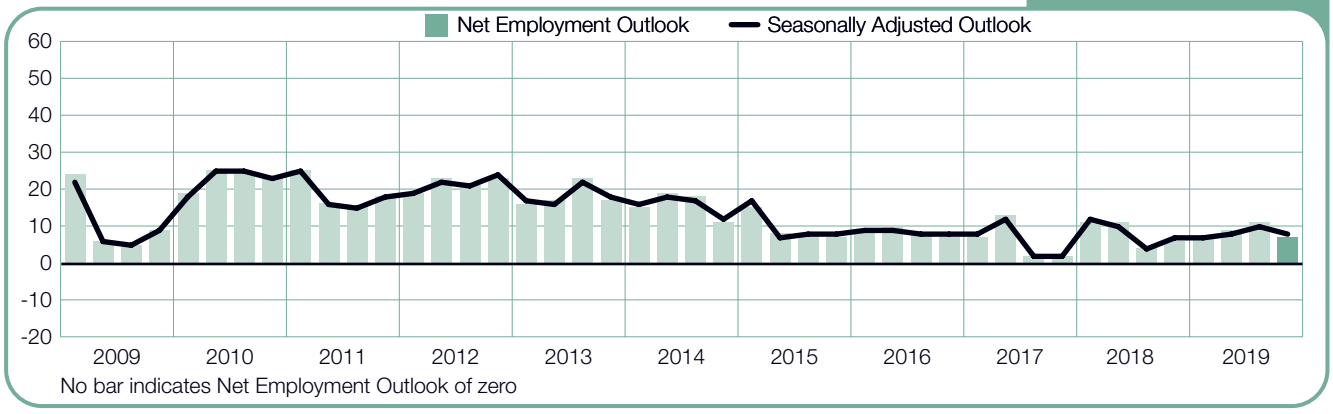
Panama

+5 (+4)%



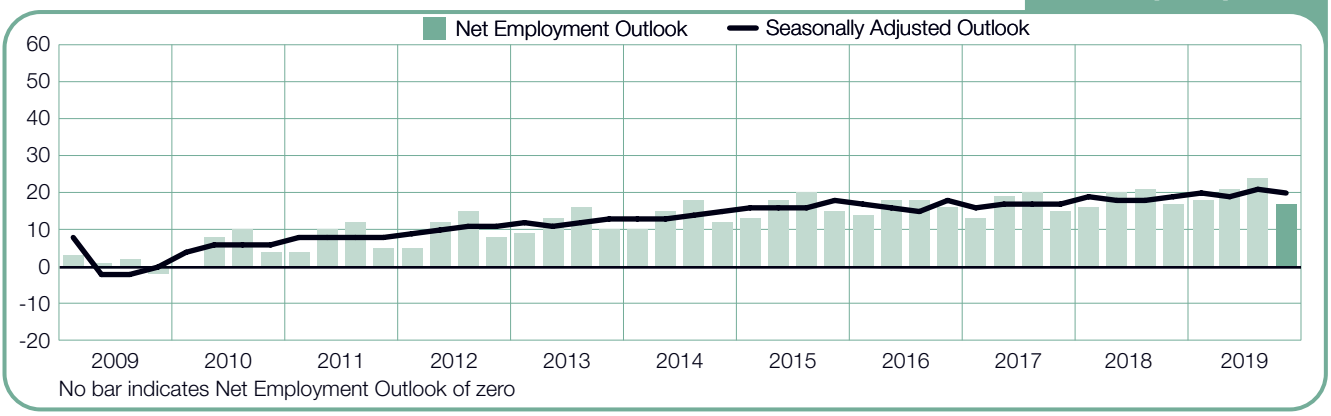
Peru

+7 (+8)%



United States of America

+17 (+20)%



International Comparisons – Asia Pacific

For the final quarter of 2019, ManpowerGroup surveyed almost 14,750 employers across eight countries and territories in the Asia Pacific region, and the results reveal that employers in all eight expect to add to payrolls in the upcoming quarter.

Japanese employers report the strongest hiring prospects across the entire Asia Pacific region for the sixth consecutive quarter. Robust hiring prospects in the Mining & Construction and Services sectors continue to fuel Japan's strong Outlook, buoyed in 4Q 2019 by the strongest Finance, Insurance & Real Estate sector Outlook in more than two years and the most optimistic Public Administration & Education sector Outlook in 11 years.

In the region's largest labor market, Chinese employers expect a cautious hiring climate in the coming quarter, reporting their weakest Outlook in two years. Job gains are expected in all six industry sectors and all nine Chinese regions during the next three months, but hiring plans weaken in all sectors and regions in comparison with both the prior quarter and this time one year ago.

While expecting the steady hiring pace to continue in the final quarter of 2019, Hong Kong employers also forecast the weakest hiring plans in two years, with hiring sentiment declining across all six industry sectors both quarter-over-quarter and year-over-year.

Employers in Singapore anticipate limited payroll gains in the forthcoming quarter, reporting their weakest forecast in two years. The cautious national Outlook is underpinned by employers in the Manufacturing, Services and Transportation & Utilities sectors all reporting their weakest hiring plans in a decade.

Hiring prospects in Taiwan are unchanged when compared with the previous quarter, with employers expecting healthy payroll gains to continue in the October to December period, fueled by a Mining & Construction sector labor market at its strongest in four years. Optimistic hiring plans are also reported in both the Finance, Insurance & Real Estate and Services sectors for the quarter ahead.

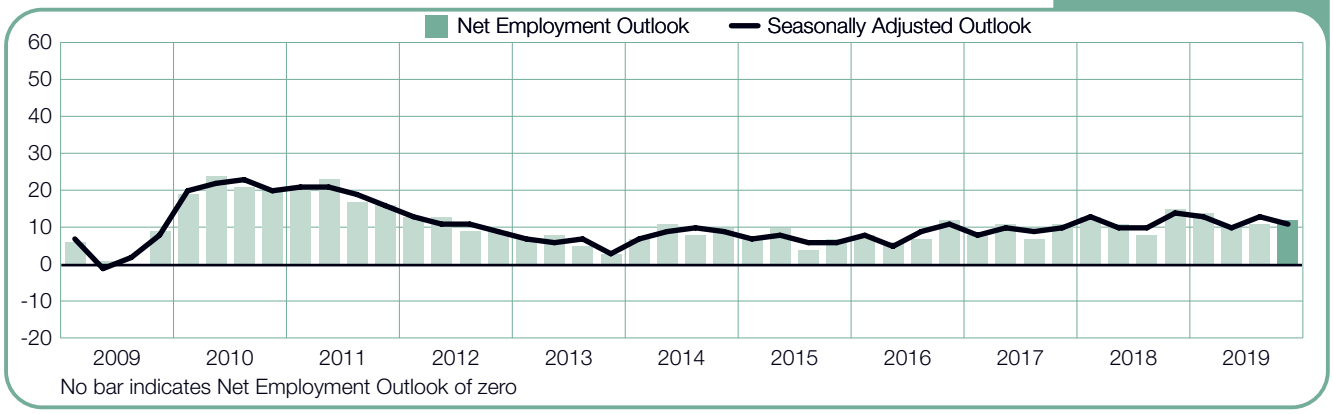
Hiring sentiment in India is the strongest since the start of 2018, with employers in all seven industry sectors and all four regions reporting improved hiring plans for the final quarter of 2019 when compared with the previous quarter. This positive trend is driven in part by employers in both the Public Administration & Education and Wholesale & Retail Trade sectors, who report their strongest hiring intentions in three years.

Respectable payroll gains are anticipated in Australia during the coming quarter, although employers in five of seven industry sectors report weaker hiring intentions when compared with the same period last year, with double-digit declines in both the Mining & Construction and Finance, Insurance & Real Estate sectors.

New Zealand employers expect the steady hiring pace to continue in the next three months. Hiring prospects are slightly stronger when compared with the previous quarter, partly driven by Services sector employers who report their strongest hiring plans in four years.

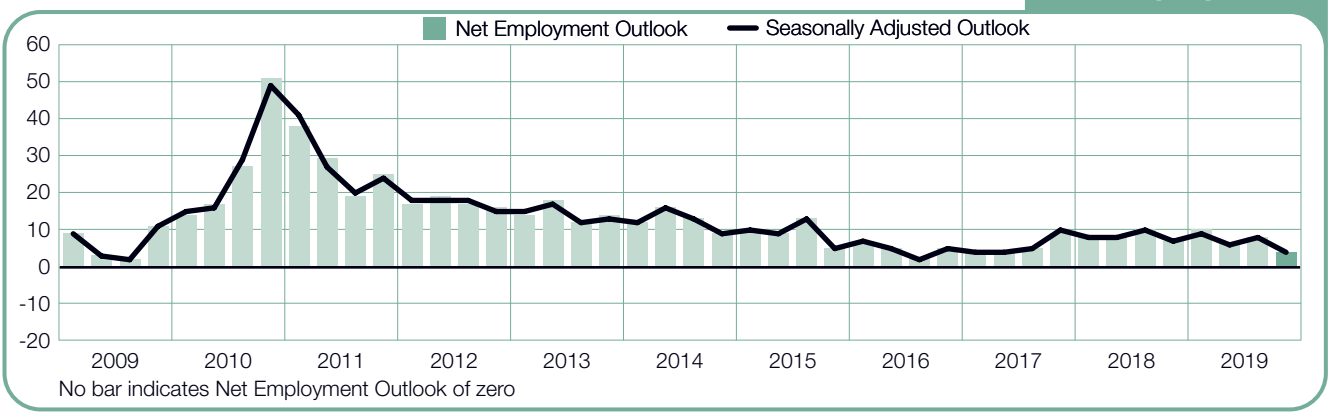
Australia

+12 (+11)%



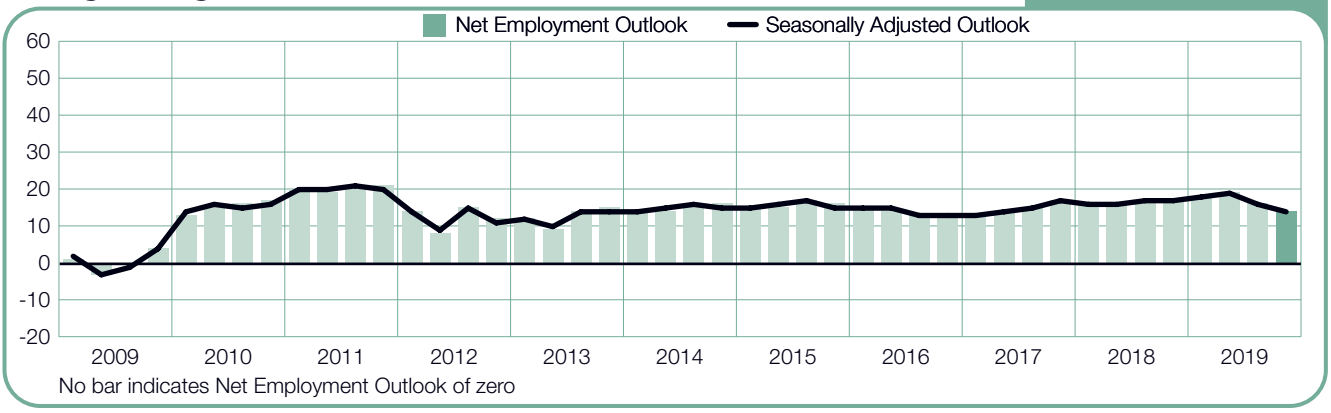
China

+4 (+4)%



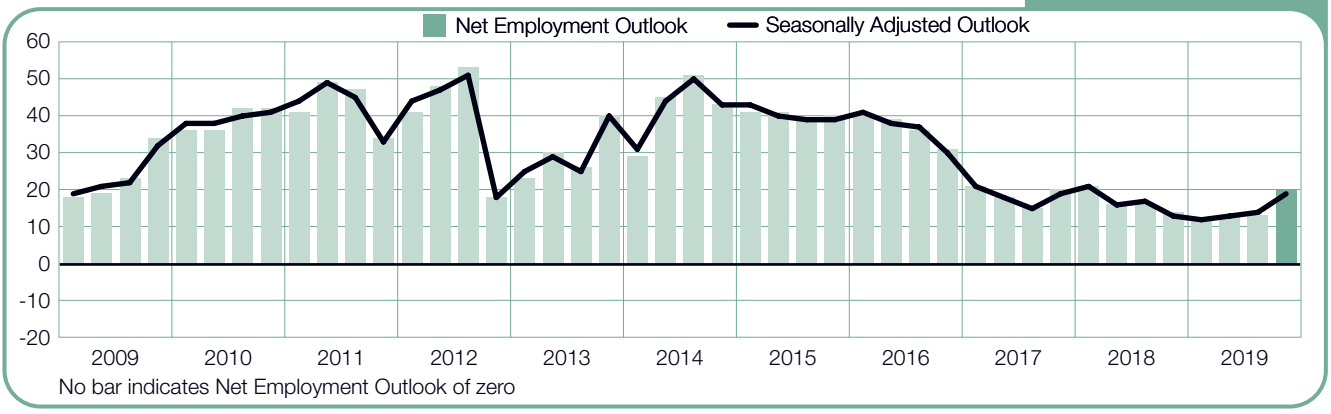
Hong Kong

+14 (+14)%



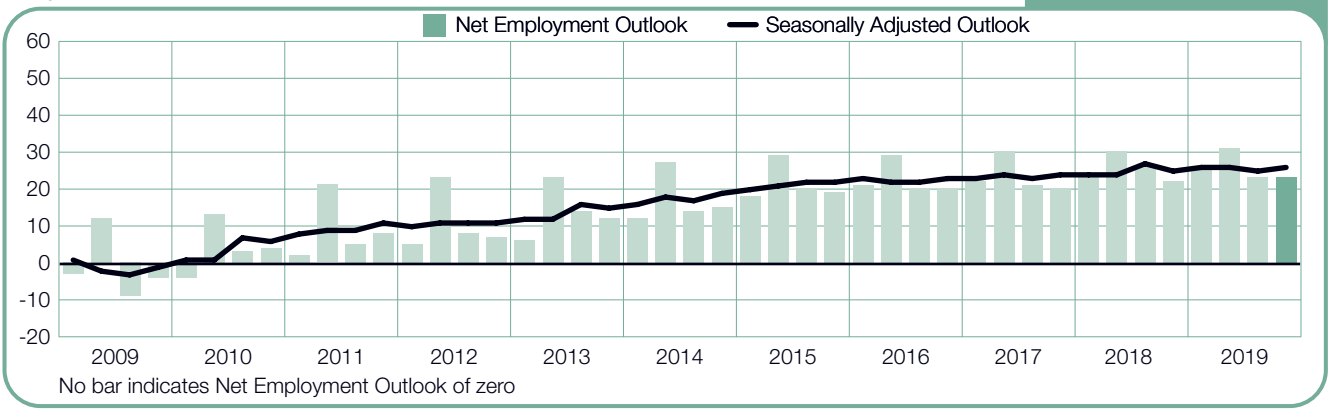
India

+20 (+19)%



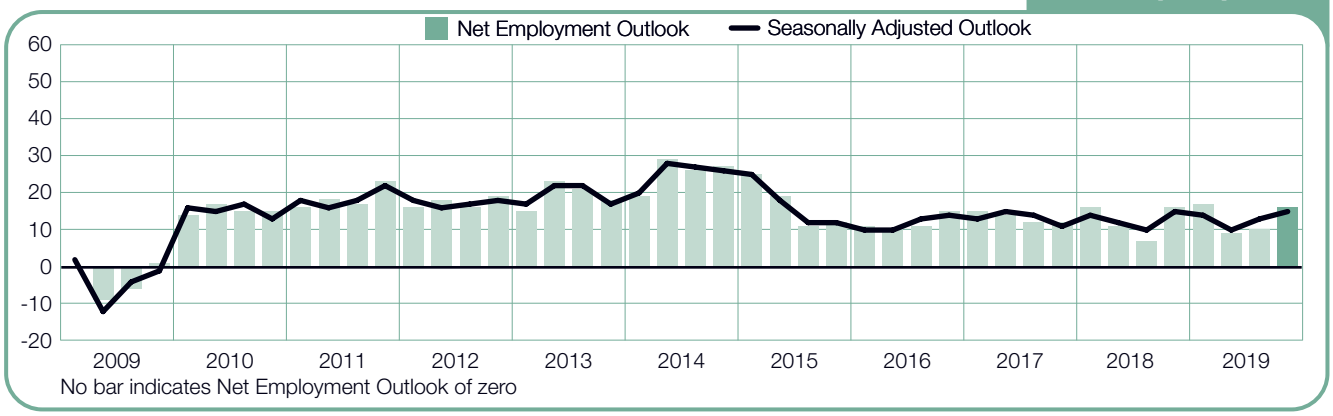
Japan

+23 (+26)%



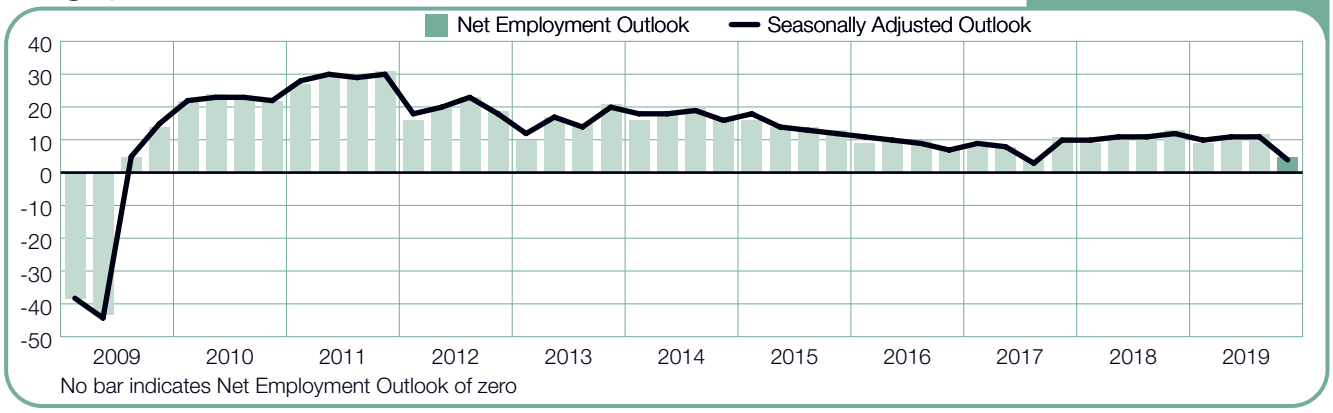
New Zealand

+16 (+15)%



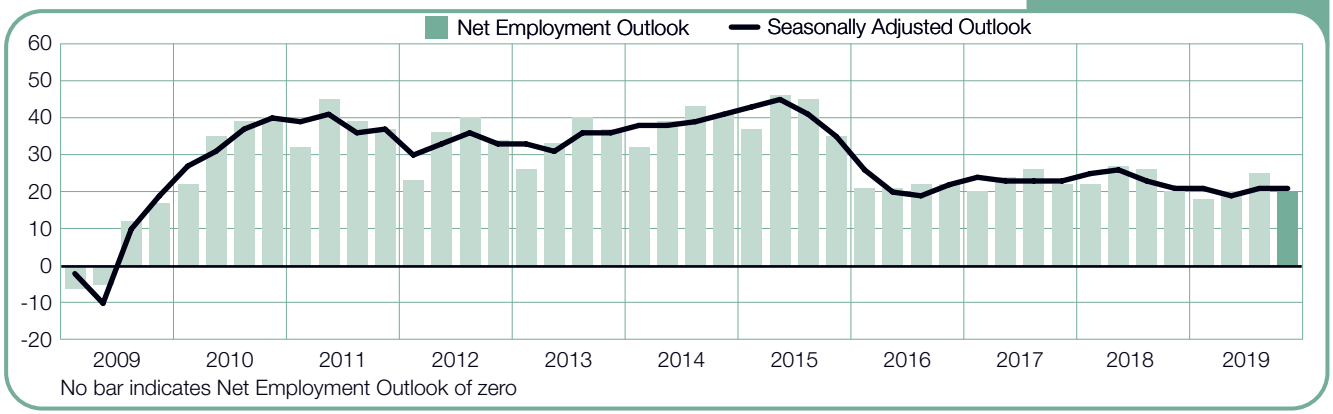
Singapore

+5 (+4)%



Taiwan

+20 (+21)%



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup 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 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

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

Projective: The ManpowerGroup 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 over 59,000 public and private employers across 44 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 4Q 2019 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 December 2019 as compared to the current quarter?"

Methodology

The ManpowerGroup 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 +/- 4.0 %.

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 Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data 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), 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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people 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 over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, 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

ManpowerGroup Switzerland

Founded in Geneva in 1960 as a ManpowerGroup® brand, Manpower® Switzerland matches up the most talented workers on the market – from employees to project managers' right through to managing directors – with companies looking for specific skill-sets. Leading the way in efficient and innovative HR solutions, Manpower Switzerland is the trusted partner of 5000 clients each year – small, medium and large enterprises – and of 20,000 temporary staff and around 1500 talented employees recruited for permanent positions. The company's key focus is on connecting employers and candidates, and to this end Manpower Switzerland increasingly uses tailor-made solutions to respond to the complex needs of companies in an ever-changing world of work. With more than 300 internal staff, Manpower is present in 40 locations in Switzerland and is firmly established in every linguistic region.

More detailed information is available at www.manpower.ch.

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