

## MANPOWER EMPLOYMENT OUTLOOK SURVEY Key Findings for 2<sup>nd</sup> Quarter of 2011

### ***About the Key International Findings***

The following document has been created as a summary of the Manpower Employment Outlook Survey results across the 39 countries and territories surveyed by Manpower for 2Q 2011. You are advised to use this document in conjunction with the international press release and your national survey results as your reference materials in preparing for media interviews.

Please note that it is very unlikely that journalists will ask you questions about all of the countries included in the survey. Therefore, we advise you to identify the countries that you are most likely to receive questions about, in addition to your own, and highlight these for the focus of your attention.

Keep this document near you when conducting media interviews so that you can quickly find information about the other countries if needed.

### ***Note on Seasonally Adjusted Data***

Seasonal adjustments have been applied to the data for the following countries: Argentina, Australia, Austria, Belgium, Canada, China (industry sector only), Costa Rica, France, Germany, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, and the United Kingdom. Seasonally adjusted data is also available for the national and regional Outlooks for the United States. Seasonal adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time.

**Unless noted, comments in this document refer to the seasonally adjusted data.**

## **THE AMERICAS**

### **Argentina**

- Once seasonal variations are removed from the data, Argentina's Net Employment Outlook stands at a solid +22%. Employer hiring intentions improve 4 percentage points quarter-over-quarter and 5 percentage points when compared to 2Q 2010. Employers forecast positive hiring activity in all eight industry sectors and in all six regions surveyed.
- In quarter-over-quarter comparisons, Outlooks improve in six of eight industry sectors and in three of six regions. When compared to 2Q 2010, Outlooks improve in five of eight industry sectors and in five of six regions.
- Employers in the Mining & Construction (+31%) industry sector report the strongest hiring expectations among all sectors surveyed. The Outlook improves 4 percentage points quarter-over-quarter and 9 percentage points year-over-year.
- Employers in the Manufacturing (+9%) industry sector report the weakest hiring expectations among all sectors surveyed with the Outlook declining by 9 and 6 percentage points quarter-over-quarter and year-over-year, respectively.
- For the second consecutive quarter, the most optimistic regional Outlook is reported by employers in the North-West (+27%). The Outlook declines by a single percentage point quarter-over-quarter but improves by a considerable margin of 15 percentage points year-over-year.
- The least optimistic regional Outlook is reported by employers in the North-East and Patagonia (both at +12%). The North-East Outlook declines by 1 and 5 percentage points quarter-over-quarter and year-over-year, respectively. In Patagonia, employer optimism improves by 5 and 1 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- Manpower Argentina notes that most national retail chains continue to boost the Wholesale Trade & Retail Trade (+24%) sector as they continue to expand presence throughout the country.

### **Brazil (seasonally adjusted data not available)**

- The hiring pace in Brazil is expected to grow even more bullish as Brazilian employers report a Net Employment Outlook of +40%, an improvement of 4 and 2 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- Employers in each of eight industry sectors and all five regions report positive hiring intentions for the next three months; the hiring pace improves in five of eight industry sectors both quarter-over-quarter and year-over-year.

- Employers in the Construction (+54%) industry sector are the most optimistic in the next three months with the Outlook improving 20 percentage points quarter-over-quarter and 9 percentage points year-over-year.
- Employers in the Agriculture/Fishing/Mining (+28%) industry sector are reporting the least optimistic hiring intentions for 1Q 2011, although the sector's Outlook improves by 10 percentage points from 1Q 2010 and by 5 percentage points from 2Q 2010.
- Regionally, the most optimistic employers are in the Parana State (+44%) where the Outlook improves by 6 percentage points quarter-over-quarter and is unchanged year-over-year.
- Meanwhile, employers in the Greater Sao Paulo (+34%) region report the country's least optimistic hiring forecasts, although the Outlook improves by 10 percentage points quarter-over-quarter while it declines by 2 percentage points year-over-year.

### **Canada**

- With seasonal variations removed from the data, the Net Employment Outlook for Canada is +13%, unchanged quarter-over-quarter and 5 percentage points stronger year-over-year.
- Employers in all 10 industry sectors and each of the four regions surveyed expect positive hiring activity thru the end of June 2011.
- Employers in four of 10 industry sectors report weaker hiring intentions for the quarter compared to 1Q 2011, but year-over-year Outlooks improve in nine of 10 sectors and in three of the four regions surveyed.
- Employers in the Mining (+25%) industry sector anticipate the strongest hiring pace in the first quarter, with the Outlook improving by 12 and 10 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- According to Manpower Canada, notable rises in the price of crude oil, metals and other commodities, may be boosting optimism among employers Alberta, Manitoba and Saskatchewan.
- Employers in the Education (+8%) industry sector are reporting the weakest hiring intentions in 1Q 2011, with the Outlook dipping 1 and 7 percentage points quarter-over-quarter and year-over-year, respectively.
- The most optimistic regional Outlooks are reported by employers in the Western (+20%) region. The Outlook improves 3 percentage points quarter-over-quarter and 10 percentage points year-over-year.
- Employers in Atlantic Canada (+12%) report the weakest regional forecast, with the Outlook declining by a single percentage point when compared to 1Q 2011 and by 3 percentage points when compared to 2Q 2010.

### **Colombia (seasonally adjusted data not available)**

- The pace of hiring is expected to be steady in the April-June time frame according to Colombian employers who report a Net Employment Outlook of +17%. The Outlook improves 7 percentage points quarter-over-quarter and climbs by a single percentage point year-over-year.
- The pace of hiring is expected to improve in five of eight industry sectors and in three of five regions when compared to 1Q 2011.
- Employers in the Mining & Construction (+42%) industry sector are reporting the country's strongest hiring intentions, as well as their most optimistic forecast since the survey began in 4Q 2008. The Outlook improves 26 and 13 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Agriculture & Fishing (+4%) industry sector report the country's weakest hiring intentions. The Outlook is unchanged quarter-over-quarter and improves by a considerable margin of 9 percentage points year-over-year.
- Job seekers in the Carribean (+21%) region can expect the strongest regional hiring pace in 2Q 2011; employer optimism improves by 15 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- The weakest hiring pace is reported by employers in the Amazon (+3%) region, where the Outlook declines by 4 and 3 percentage points quarter-over-quarter and year-over-year, respectively.

### **Costa Rica**

- With seasonal variations removed from the data, the Net Employment Outlook of +17% indicates job seekers can continue to look forward to a steady hiring pace in the quarter ahead, with employers in all industry sectors and all regions reporting positive hiring intentions. The Outlook dips 2 percentage points quarter-over-quarter, and declines year-over-year by 7 percentage points.
- Quarter-over-quarter hiring activity is expected to decline in three of six Costa Rican industry sectors and in four of six regions surveyed.
- Employers in the Transport & Communication (+27%) industry sector report the strongest hiring expectations. The Outlook improves 10 percentage points quarter-over-quarter but declines by a single percentage point compared to 2Q 2010.
- The least optimistic industry sector Outlook is reported by employers in the Agriculture/Fishing/Mining/Extraction (+13%) industry sector. The Outlook is 10 and 14 percentage points weaker compared to 1Q 2011 and 2Q 2010, respectively.
- Employers in San Jose (+23%) report the strongest regional hiring forecast, where the Outlook improves by 5 percentage points quarter-over-quarter but declines by 3 percentage points year-over-year, respectively.
- For the second consecutive quarter, the least optimistic regional hiring intentions are reported by employers in Cartago (+6%) where the Outlook declines by 4 and 22 percentage points quarter-over-quarter and year-over-year, respectively.

### **Guatemala (seasonally adjusted data not available)**

- Employers in Guatemala report a conservative Net Employment Outlook of +6%. The Outlook declines 3 and 5 percentage points when compared to 1Q 2011 and 2Q 2010, respectively. Hiring activity declines in five of six Guatemalan industry sectors quarter-over-quarter and also declines in four of six sectors year-over-year.
- For the second consecutive quarter, employers in the Construction (+14%) industry sector report the nation's strongest Outlook, although the forecast declines by 9 and 1 percentage points quarter-over-quarter and year-over-year, respectively.
- Job seekers in the Commerce (0%) industry sector will face the weakest hiring pace in the quarter ahead. The Outlook declines by 7 and 10 percentage points quarter-over-quarter and year-over-year, respectively.
- Regionally, employers in the South (+10%) report the most optimistic Outlook. The forecast is 10 percentage points stronger quarter-over-quarter and climbs a single percentage point year-over-year.
- The weakest hiring pace is predicted by employers in the Center (+4%) region where employer optimism declines by 5 and 12 percentage points quarter-over-quarter and year-over-year, respectively.

### **Mexico**

- When seasonal variations are removed from the data, employers in Mexico report a respectable Outlook of +16%, unchanged quarter-over-quarter and a moderate improvement of 6 percentage points year-over-year. Positive hiring intentions are reported by employers in all seven industry sectors and all seven regions surveyed.
- Employers in five of seven industry sectors and in three of seven regions report stronger hiring intentions compared to 2Q 2010.
- Employers in the Manufacturing (+23%) industry sector report the strongest hiring intentions. The Outlook improves 1 and 7 percentage points quarter-over-quarter and year-over-year, respectively, and is the most optimistic forecast reported by sector employers since the Mexico survey began in 3Q 2002.
- Employers in the Construction (+9%) industry sector report Mexico's weakest hiring intentions. The Outlook declines by 4 percentage points quarter-over-quarter but improves by 9 percentage points year-over-year.
- Employers in the Northeast (+23%) report the strongest regional hiring intentions. The Outlook strengthens by 2 and 8 percentage points, quarter-over-quarter and year-over-year, respectively.



- Employers in the Southeast (+9%) region report the weakest regional hiring expectations. The Outlook declines by 7 percentage points when compared to 1Q 2011 but is unchanged year-over-year.
- Issues associated with perceived security challenges throughout the country may be curbing a portion of foreign direct investment, according to Manpower Mexico.

#### **Panama (Seasonally adjusted data not available)**

- Panamanian employers continue to forecast a strong hiring pace in 2Q 2011 reporting a Net Employment Outlook of +22% with positive hiring activity anticipated in all six industry sectors and in all four regions.
- Quarter-over-quarter, job prospects improve in four of six industry sectors, but decline in two of four regions.
- Employers in the Services (+29%) industry sector are the most optimistic in the quarter ahead. The Outlook declines 8 percentage points quarter-over-quarter but improves by a considerable margin of 12 percentage points year-over-year.
- Employers in the Agriculture/Fishing/Mining/Extraction (+13%) industry sector are the least optimistic. However, the sector Outlook improves 4 and 2 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Metro South (+32%) region are the most optimistic among the four regions surveyed. The Outlook is unchanged when compared to 1Q 2011 and improves by 9 percentage points year-over-year.
- The least optimistic forecast is reported by employers in the West (+8%) region, with the Outlook declining by 4 and 1 percentage points quarter-over-quarter and year-over-year, respectively.
- Logistics companies, including Maersk and Wallenius Wilhelmsen, are anticipating significant growth in 2011, according to Manpower Panama. Additional jobs are likely to be added as the major Airport City development project gets underway.

#### **Peru**

- With seasonal variations removed from the data, the Net Employment Outlook for Peru stands at a solid +20%. The Net Employment Outlook is 2 percentage points weaker quarter-over-quarter and declines by 9 percentage points year-over-year.
- Positive hiring intentions are reported by employers in all eight industry sectors and all eight regions.
- Despite the respectable forecast, Outlooks decline in eight of eight industry sectors and in seven of eight regions year-over-year.
- Manpower Peru indicates that the upcoming presidential election is unlikely to negatively impact Peru's steady hiring pace.
- Employers in the Finance/Insurance/Real Estate (+23%) industry sector report the strongest Outlook, even though the hiring pace is 15 and 27 percentage points weaker when compared to 1Q 2011 and 2Q 2010, respectively.
- Public Administration/Education (+10%) industry sector employers report the least optimistic Net Employment Outlook. The Outlook declines 1 and 20 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the La Libertad (+28%) region anticipate the most optimistic regional hiring activity. The Outlook is 9 and 1 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Employers in the Cusco (+8%) region report the least optimistic hiring intentions. The Outlook declines by 12 percentage points from 1Q 2011 and by 23 percentage points year-over-year.

#### **United States (seasonally adjusted sector data not yet available)**

- With seasonal variations removed from the data, U.S. employers report a Net Employment Outlook of +8%, with hiring expectations unchanged from 1Q 2011 and 2 percentage points stronger from 2Q 2010, with only employers in the Construction industry sector reporting negative hiring intentions through the end of June.

- Employers in nine of the 10 industry sectors surveyed report stronger quarter-over-quarter forecasts. A year-over-year comparison shows employers in eight of 10 industry sectors report a stronger hiring pace.
- Regionally, employers in all four regions surveyed report Net Employment Outlooks of +8%. Employers in the Midwest report the most notable movement quarter-over-quarter (the Outlook declines 3 percentage points) and year-over-year (the Outlook strengthens by 3 percentage points).
- Based on unadjusted data, employers in the Mining (+21%) industry sector anticipate the most active hiring environment. The forecast improves 15 and 10 percentage points quarter-over-quarter and year-over-year, respectively.
- The least optimistic—and only negative—sector Outlook is reported by employers in Education (-2%), sector where hiring intentions decline 2 percentage point quarter-over-quarter but improve by 4 percentage points year-over-year.

### **ASIA PACIFIC**

#### **Australia (seasonally adjusted ACT regional data not yet available)**

**Please note that massive flooding during the 2Q 2011 MEOS field work prevented surveying employers in Australia's Brisbane/Queensland region. Data for the region will be gathered again for the 3Q 2011 survey.**

- For the second consecutive quarter, and with seasonal variations removed from the data, Australian employers report a strong Net Employment Outlook of +21%. The Outlook is unchanged when compared to 1Q 2011 and is 1 percentage point weaker year-over-year.
- Outlooks decline in four of seven industry sectors both quarter-over-quarter and year-over-year.
- Hiring expectations are strongest in the Finance/Insurance/Real Estate industry and Services (both at +28%) sectors. The Finance/insurance/Real Estate Outlook is 7 and 6 percentage points stronger quarter-over-quarter and year-over-year, respectively, and is the strongest sector forecast reported since 2Q 2008. The Services Outlook declines a single percentage point quarter-over-quarter but strengthens 3 percentage points year-over-year.
- Hiring expectations are weakest among employers in the Manufacturing (+13%) industry sector where the Outlook declines by 5 and 8 percentage point quarter-over-quarter and year-over-year, respectively.
- Employers in the Melbourne/Victoria (+26%) region forecast the most optimistic hiring pace with the Outlook improving by 3 and 1 percentage points quarter-over-quarter and year-over-year, respectively.
- The least optimistic regional hiring intentions are reported by employers in the Hobart/Tasmania (+3%) region; the Outlook declines by 11 and 14 percentage points quarter-over-quarter and year-over-year, respectively, and is equals the weakest forecast provided by the region's employers since the survey began in 3Q 2003.
- Manpower Australia expects the massive Queensland flooding as well as a recent devastating cyclone will compound skills shortages in the already stretched Construction sector. Anticipated pressure on the labor supply is leading several groups to appeal to government to ensure migration rules do not exacerbate the labor shortage.

#### **China (seasonally adjusted regional data not yet available)**

- With seasonal variations removed from the data, Chinese employers anticipate the hiring pace to remain brisk thru the end of June and report a Net Employment Outlook of +36%. The Outlook is 2 percentage points weaker quarter-over-quarter, but 14 percentage points stronger year-over-year.
- Positive hiring intentions are reported by employers in each of the six industry sectors and each of the 16 regions surveyed this quarter, however Outlooks decline quarter-over-quarter in four of six industry sectors and in 13 of 16 regions.
- Employers in the Manufacturing (+35%) industry sector report the most optimistic hiring intentions. The Outlook is 1 and 15 percentage points stronger quarter-over-quarter and year-over-year, respectively.

- Manpower China notes that a shortage of workers in the Services and Manufacturing sectors is compromising productivity in the manufacturing-intensive regions of the Yangtze and Pearl River Deltas. The talent shortage is likely due to soaring living costs and stagnant salaries.
- The least optimistic hiring intentions are reported by employers in the Wholesale & Retail trade (+27%) industry sector. The Outlook is 12 percentage points weaker quarter-over-quarter but 12 percentage points stronger year-over-year.
- Based on unadjusted data, employers in the Hangzhou and Xiamen (both at +51%) regions report the most optimistic hiring intentions among the cities surveyed. Hangzhou's Net Employment Outlook is 7 and 36 percentage points stronger from 1Q 2011 and 2Q 2010, respectively. The Outlook in Xiamen strengthens considerably, both quarter-over-quarter and year-over-year with improvements of 20 and 34 percentage points, respectively.
- Hiring intentions reported by employers in Chengdu (+14%) are the weakest among the 16 regions surveyed; the Outlook declines by 35 percentage points quarter-over-quarter and by 6 percentage points year-over-year.

### Hong Kong

- With seasonal variations removed from the data, Hong Kong's Net Employment Outlook is +19%, representing a slight decline of 1 percentage point quarter-over-quarter but a moderate improvement of 4 percentage points when compared to 2Q 2010.
- Employers in each of the six industry sectors surveyed report positive hiring intentions in 1Q 2011 despite weaker quarter-over-quarter hiring expectations reported by employers in four of six industry sectors.
- Employers in the Finance/Insurance/Real Estate (+23%) industry sector forecast the most optimistic hiring intentions. The Outlook is unchanged quarter-over-quarter and 9 percentage points stronger year-over-year.
- The least optimistic hiring intentions are reported by employers in the Manufacturing and Transportation & Utilities (both at +14%) industry sectors. The Manufacturing Outlook declines by 4 percentage points quarter-over-quarter but improves by a single percentage point year-over-year. The Transportation & Utilities sector Outlook declines by 1 percentage point quarter-over-quarter, but improves by 10 percentage points year-over-year. *Note: The Hong Kong survey does not report regional Net Employment Outlooks.*
- Manpower Hong Kong observes that—despite the steady hiring pace—longer hiring cycles continue to be the norm in the typical recruiting process.

### India

- With seasonal variations removed from the data, India's employers expect the vigorous hiring pace to continue thru the second quarter and report a Net Employment Outlook of +51%. India's Outlook improves by 8 and 13 percentage points quarter-over-quarter and year-over-year, respectively, and the forecast is the most optimistic national Outlook since the survey began in 3Q 2005.
- Positive hiring intentions are reported by employers in all seven industry sectors and all four regions, and Outlooks improve in six of seven industry sectors when compared to the previous quarter and in all seven sectors when compared to 2Q 2010.
- Hiring optimism is strongest among employers in the Manufacturing (+56%) industry sector. The sector Outlook is 10 and 19 percentage points stronger quarter-over-quarter and year-over-year, respectively, and is the most optimistic forecast reported by employers since the India survey began in 3Q 2005.
- Outlooks from employers in the Finance/Insurance/Real Estate (+55%), Public Administration/Education (+52%) and Wholesale & Retail Trade (+52%) industry sectors are also the most optimistic reported since the survey began in 3Q 2005.
- The weakest—although still booming—hiring pace is reported by employers in the Transportation & Utilities (+41%) industry sector. The Outlook, improves by 5 and 17 percentage points quarter-over-quarter and year-over-year, respectively.

- Employers in the South (+58%) region report the country's strongest hiring expectations. The Outlook improves by 7 percentage points quarter-over-quarter and 19 percentage points stronger year-over-year, and is the region's most optimistic Outlook since the survey began.
- Employers in the North (54%) and the East (+53%) also report their respective regions' strongest forecasts since the India survey began.
- Employers in the West (+43%) region report the country's weakest hiring intentions. The Outlook is 6 percentage points weaker quarter-over-quarter but improves by 2 percentage points and year-over-year.

### **Japan**

- With seasonal variations removed from the data, Japan's Net Employment Outlook stands at +10%-- the strongest forecast since 4Q 2008 and the sixth consecutive quarter in which Japanese employers have reported positive hiring intentions. The Outlook is 2 and 8 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Employers in all seven industry sectors and in all three regions report positive hiring intentions in the second quarter. Quarter-over-quarter the Outlook improves in four of seven industry sectors and in two of three regions surveyed.
- Employers in the Services (+17%) industry sector are the most optimistic in 2Q 2011, with the Outlook improving by considerable margins of 12 and 17 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- The weakest hiring intentions for the April-June time frame are reported by employers in the Finance/Insurance/Real Estate and in the Public Administration/Education (both at +1%) industry sectors. The Outlook for the Finance/Insurance/Real Estate sector declines by 3 percentage points quarter-over-quarter but improves 2 percentage points when compared to 2Q 2010. The Public Administration/Education sector's Outlook improves by a single percentage point both quarter-over-quarter and year-over-year.
- Regionally, employers are the most optimistic in Tokyo (+11%), where the Outlook improves by 1 and 7 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers are the least optimistic in Osaka (+5%) where the Outlook improves 1 and 8 percentage points quarter-over-quarter and year-over-year, respectively.
- Manpower Japan notes that new government programs are focused on boosting the percentage of college graduates who find work after graduating. Last year's percentage of less than 69% was the lowest rate ever reported.

### **New Zealand**

- New Zealand employers anticipate the hiring pace will remain favorable over the next three months, reporting a seasonally adjusted Outlook of +15%. The Outlook dips 2 percentage points quarter-over-quarter and improves by a single percentage point year-over-year.
- Outlooks remain positive in all but one industry sector and in all three regions surveyed.
- Employers in the Mining & Construction (+42%) industry sector report the most optimistic hiring expectations. The Outlook improves 20 and 19 percentage points quarter-over-quarter and year-over-year, respectively, and is the most optimistic sector Outlook since the survey began in 2Q 2004.
- Manpower New Zealand notes that Canterbury in the Christchurch region will continue to drive forecasts as construction workers rebuild the area in the aftermath of last year's earthquake. Rebuilding activity is expected to peak in 4Q 2011 and the total cost of reconstruction has been re-estimated to \$5 billion.
- For the second consecutive quarter, job seekers can expect the least optimistic hiring activity in the Public Administration/Education (-3%) industry sector. The Outlook is the only negative forecast reported by employers this quarter and is 8 and 10 percentage points weaker quarter-over-quarter and year-over-year, respectively.
- Employers in Auckland (+18%) report the most optimistic prospects for job seekers, with the Outlook improving by 2 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in Wellington (+12%) report the weakest regional hiring intentions. The Outlook declines by 3 and 6 percentage points from 1Q 2011 and 2Q 2010, respectively.

### **Singapore**

- Employers in Singapore (+25%) continue to anticipate a healthy hiring pace in 2Q 2011. The Outlook indicates a moderate decline of 4 percentage points quarter-over-quarter, but improves by 6 percentage points year-over-year.
- Positive hiring intentions are reported in all seven industry sectors, and Outlooks improve in five of seven industry sectors quarter-over-quarter, and improve in six of seven sectors year-over-year.
- The most favorable hiring intentions were reported by employers in the Finance/Insurance/Real Estate (+36%) industry sector. This is a decline of 5 percentage points quarter-over-quarter but a considerable improvement of 13 percentage points year-over-year.
- The weakest hiring pace is anticipated by employers in the Transportation & Utilities and Wholesale Trade/Retail Trade (both at +25%) industry sectors. The Transportation & Utilities industry sector Outlook improves by 4 and 8 percentage points in comparisons to 1Q 2011 and 2Q 2010, respectively. The Wholesale Trade/Retail Trade Outlook improves by 2 and 9 percentage points quarter-over-quarter and year-over-year, respectively. *Note: The Singapore survey does not report regional Net Employment Outlooks.*

### **Taiwan**

- Employers in Taiwan expect the previous quarter's brisk hiring pace to grow even more dynamic in 2Q 2011, reporting a Net Employment Outlook of +45%-- an improvement of 6 and 11 percentage points quarter-over-quarter and year-over-year, respectively. The forecast is the most optimistic reported by Taiwanese employers since the survey began in 2Q 2005.
- Employers in all six industry sectors are reporting positive hiring intentions, with those in all six sectors expecting the pace of hiring to improve in a year-over-year comparison.
- The strongest 2Q 2011 hiring intentions are reported by employers in the Manufacturing (+48%) industry sector where the Outlook improves by 6 and 13 percentage points quarter-over-quarter and year-over-year, respectively, and is the most optimistic hiring forecasts since the Taiwan survey began in 2Q 2005.
- The Outlook for the Mining & Construction (+47%) industry sector is also the most optimistic forecast ever reported by the sector's employers.
- The least optimistic forecasts for the April-June time period are reported by employers in the Transportation & Utilities (+32%) industry sector. The Outlook improves 3 and 9 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.

*Note: The Taiwan survey does not report regional Net Employment Outlooks at this time.*

## **EUROPE, MIDDLE EAST & AFRICA**

### **Austria**

- With seasonal variations removed from the data, Austria's Net Employment Outlook of -1% indicates that the hiring pace will remain sluggish for job seekers in the April through June period. The Outlook is 2 percentage points stronger quarter-over-quarter and 2 percentage points weaker year-over-year.
- Negative hiring intentions are forecast in five of 10 industry sectors and in four of nine regions. Employers in four of 10 industry sectors and six of nine regions report stronger Outlooks quarter-over-quarter.
- Employers in the Restaurants & Hotels (+17%) industry sector report Austria's strongest hiring expectations. The sector's Outlook improves considerably by 47 and 22 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- Job prospects are the weakest in the Construction and Mining & Quarrying (both at -8%) industry sectors, The Construction sector Outlook is unchanged quarter-over-quarter but declines by 15 percentage points year-over-year. The Mining & Quarrying sector Outlook declines by 1 and 9 percentage points quarter-over-quarter and year-over-year, respectively.
- Finance & Business Services sector (-5%) employers report the least optimistic sector forecast since 1Q 2006.

- Employers in Tirol (+7%) report the most optimistic regional hiring forecast; the Outlook is 8 percentage points stronger quarter-over-quarter, but declines by 5 percentage points year-over-year.
- Employers in Burgenland (-8%) report the least optimistic regional forecast with the Outlook declining by 2 percentage points quarter-over-quarter while improving by 1 percentage point year-over-year.

#### **Belgium**

- Belgium's seasonally adjusted Outlook of +12% is 8 and 9 percentage points stronger quarter-over-quarter and year-over-year, respectively, and equals the strongest Outlook first reported by employers in 3Q 2006.
- Positive hiring intentions are reported by employers in all 10 industry sectors and in all three regions surveyed.
- Employers in eight of 10 industry sectors and in all three regions surveyed are reporting stronger quarter-over-quarter Outlooks. Employers in seven of 10 industry sectors and in all three regions are reporting stronger Outlooks compared to 2Q 2010.
- Employers in the Finance & Business Services (+29%) industry sector report the most optimistic Outlook among the 10 sectors surveyed; the Outlook is 29 and 27 percentage point stronger quarter-over-quarter and year-over-year, respectively, and is the most optimistic sector forecast reported by sector employers since the survey began in 3Q 2003.
- Employers in the Wholesale & Retail Trade (+13%) sector also report their most optimistic Outlook since the Belgium survey began.
- The weakest hiring intentions in the next three months are reported by employers in the Restaurants & Hotels (+3%) industry sector. The Outlook is unchanged quarter-over-quarter but improves by 4 percentage points year-over-year.
- The strongest regional hiring activity is reported by employers in Flanders (+12%). The Outlook improves by 5 and 10 percentage points quarter-over-quarter and year-over-year, respectively.
- Reporting a Net Employment Outlook of +10%, employers in Wallonia are anticipating the region's most active hiring pace since the Belgium survey began.
- Employers in Brussels (+8%) report the least optimistic regional hiring expectations for the quarter. However, the Outlook strengthens by 2 and 7 percentage points quarter-over-quarter and year-over-year, respectively.

#### **Bulgaria (seasonally adjusted data not available)**

- Prospects for Bulgarian job seekers are expected to improve considerably in the April-June time frame with employers reporting a Net Employment Outlook of +15%—an 11 percentage point improvement when compared to 1Q 2010.
- Employers in nine out of 10 sectors and in all five regions surveyed anticipate the pace of hiring will improve in a quarter-over-quarter comparison.
- Employers in the Public & Social (+25%) industry sector report the most optimistic second-quarter hiring intentions with a quarter-over-quarter Outlook improvement of 28 percentage points.
- Employers in the Mining & Quarrying sector are anticipating the weakest hiring pace where the Outlook stands at 0% for the second consecutive quarter.
- Varna employers report the most optimistic regional hiring intentions (+21%) with the Outlook climbing 17 percentage points quarter-over-quarter.
- The weakest employer hiring intentions are reported in Burgas (+5%), although the hiring pace is expected to improve by 9 percentage points when compared to 1Q 2011.
- Manpower Bulgaria notes recent surveys that indicate up to 85% of newly trained medical professionals will emigrate from Bulgaria upon graduation. Bulgaria now ranks third among EU countries in the number of residents who have emigrated to another EU country.

#### **Czech Republic (seasonally adjusted data not available)**

- After two consecutive quarters of negative hiring forecasts, Czech Republic employers are reporting a cautiously optimistic Net Employment Outlook of +4%, an improvement of 9 percentage points both quarter-over-quarter and year-over-year.

- Employers from seven of 10 industry sectors and in all three regions report stronger hiring intentions when compared to 1Q 2011.
- With a Net Employment Outlook of +8%, employers in the Finance & Business Services industry sector report the most optimistic hiring plans. The Outlook is 10 and 17 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Mining & Quarrying (-9%) sector employers report the weakest hiring plans for the quarter, where the Outlook is 3 and 6 percentage points weaker than in 1Q 2011 and 2Q 2010, respectively.
- Employers in Moravia (+7%) report the country's strongest regional forecast. The Outlook improves considerably by 20 and 10 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- Employers in Bohemia (0%) report the weakest hiring intentions. However, the Outlook represents an improvement of 5 and 9 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- Manpower Czech Republic anticipates growth in the labor market based on the labor market surge in neighboring Germany (the main importer of Czech production. The operation notes that the Czech economy generally reacts to the German pattern three to six months later.

### France

- With seasonal variations removed from the data, France's Outlook of +3% represents a slight improvement of 2 percentage points compared to both 1Q 2011 and 2Q 2010.
- Employers in six of 10 industry sectors and three of the five regions surveyed expect the pace of hiring to improve in the next three months.
- Employers in the Construction (+6%) industry sector report France's most optimistic Outlook. The Outlook is the most optimistic since 2Q 2008 and improves by 4 and 15 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Agriculture/Hunting/Forestry/Fishing (-3%) industry sector report the least optimistic hiring intentions, as well as the only negative industry sector Outlook. The Outlook is 3 percentage points weaker than in both 1Q 2011 and 2Q 2010.
- The regional hiring pace is expected to be strongest in the West Centre (+7%). The Outlook is 8 and 3 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Employers in the North (-1%) region report the weakest regional hiring intentions, with the Outlook declining by 2 and 3 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- According to Manpower France, the country's Banking sector is prepared to equal or surpass their 2010 hiring pace in 2011 with approximately 80% of new hires expected to be assigned to sales roles in the office networks of the larger financial institutions.

### Germany

- With seasonal variations removed from the data, German employers report a cautiously optimistic hiring pace in the quarter ahead with a Net Employment Outlook of +8%. The Outlook declines by 2 percentage points quarter-over-quarter, but moderately improves 6 percentage points year-over-year.
- Employers in eight of nine industry sectors and all eight regions are reporting positive hiring intentions in 2Q 2011.
- Employers in seven of nine industry sectors and seven of eight regions forecast stronger hiring intentions in the year-over-year comparison.
- Manpower Germany notes that temporary hires are again proving to be the driving force behind much of the country's job creation. Manpower Germany indicates that the hiring pace is equal to the boom year of 2007.
- Employers in the Transport/Storage/Communications (+17%) industry sector are the most optimistic this quarter. The hiring pace is expected to climb 14 and 17 percentage points quarter-over-quarter and year-over-year, respectively, and is the sector's most optimistic forecast since the survey began in 3Q 2003.
- The weakest—and only negative—hiring intentions are reported by employers in the Agriculture/Hunting/Forestry/Fishing (-2%) industry sector, where the Outlook declines 4 and 2 percentage points quarter-over-quarter and year-over-year, respectively.

- The strongest regional hiring pace is expected in the Ruhr (+24%) where the Outlook is 14 and 32 percentage points stronger than 1Q 2011 and 2Q 2010, respectively, and is the region's most optimistic employer forecast since the survey began in 3Q 2003.
- Employers in the East (+3%) region report the weakest regional hiring forecast. However, the Outlook improves 1 percentage point in comparison to 1Q 2011 and by 7 percentage points year-over-year.

#### **Greece (seasonally adjusted data not available)**

- Prospects are likely to remain disappointing for Greek job seekers in the April-June period according to employers who report a Net Employment Outlook of -10%. The Outlook does improve 5 percentage points quarter-over-quarter but declines by 10 percentage points year-over-year.
- Outlooks are negative in all nine industry sectors surveyed, with employers in five of nine industry sectors anticipating a weaker hiring environment in the next three months compared to 1Q 2011, while those in all nine sectors anticipate a slower hiring pace compared to 2Q 2010.
- For the second consecutive quarter, employers in the Agriculture/Hunting/Forestry/Fishing (-7%) industry sector report the country's most optimistic hiring intentions, however the Outlook declines 7 percentage points when compared to 1Q 2011 and by 12 percentage points from 2Q 2010.
- Employers in the Construction (-15%) industry sector are reporting the least optimistic hiring intentions: the Outlook declines moderately by 3 percentage points both quarter-over-quarter and year-over-year.
- Employers in the Public & Social and Transport/Storage/Communications (both at -11%) sectors report their least optimistic sector forecasts since the survey began in 2Q 2008.
- The hiring pace is expected to be strongest in the Greater Attica (-9%) region. The Outlook improves 7 percentage points quarter-over-quarter but declines 7 percentage points year-over-year.
- Employers in the North Greece (-13%) region are anticipating the weakest regional hiring pace in the next three months; the Outlook declines by 1 and 17 percentage points quarter-over-quarter and year-over-year, respectively.
- According to Manpower Greece, temporary employment is under pressure as more employers continue to initiate and manage flexible work arrangements to their open-end contract employees.

#### **Hungary (seasonally adjusted data not available)**

- Hungary's Net Employment Outlook stands at +3%, improving 2 and 6 percentage points quarter-over-quarter and year-over-year, respectively.
- Despite the modest Outlook, employers in five of nine industry sectors and in six of eight regions report an improved hiring pace for the next three months when compared to the same quarter last year.
- For the fourth consecutive quarter, the most optimistic job prospects are reported by employers in the Manufacturing (+12%) industry sector; the Outlook declines by 4 percentage points quarter-over-quarter, but sharply improves by 21 percentage points year-over-year.
- It is still unclear how a new national labor code will impact temporary staffing (a major resource for the country's Manufacturing sector) according to Manpower Hungary.
- Employers in the Agriculture/Hunting/Forestry/Fishing (-3%) industry sector report the least optimistic—and only negative—sector Outlook. The forecast declines by a single percentage point year-over-year, but improves by 9 percentage points when compared to 1Q 2011.
- Regionally, the most optimistic employers are in Central Hungary (+7%). The Outlook improves by 5 and 8 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- Employers in the Southern Great Plain (-4%) region report the country's weakest forecast for the April-June timeframe. The Outlook declines by 8 percentage points quarter-over-quarter, but remains unchanged year-over-year.

#### **Ireland**

- With seasonal adjustments applied, Ireland's sagging Net Employment Outlook of -3% is 1 percentage point weaker over 1Q 2011, but 5 percentage points stronger than that reported in 2Q 2010. This marks the 11<sup>th</sup> consecutive quarter of negative employer hiring intentions.

- Employers in five of 11 industry sectors report stronger quarter-over-quarter hiring intentions, while the pace of hiring is expected to improve in 7 of 11 industry sectors year-over-year.
- Employers in the Restaurants & Hotels (+4%) industry sector report the most optimistic sectoral Outlook. The Outlook is 4 and 6 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Despite employers reporting a struggling Outlook of -3%, the hiring pace in the Construction sector is expected to improve by 26 percentage points year-over-year.
- For the fourth consecutive quarter, employers in the Mining & Quarrying (-11%) industry sector report Ireland's weakest Outlook, where the hiring pace is expected to decline 2 percentage points quarter-over-quarter, but improve by 5 percentage points year-over-year.
- The regional labor market is expected to be strongest in Dublin (+3%) where the Outlook improves 1 and 10 percentage points quarter-over-quarter and year-over-year, respectively.
- For the second consecutive quarter, employers in Ulster (-8%) forecast the country's weakest regional hiring pace; the Outlook is unchanged quarter-over-quarter but improves 3 percentage points from 2Q 2010.

### **Italy**

- When seasonal variations are removed from the data, Italy's Net Employment Outlook stands at -2%. The Outlook declines 4 percentage points when compared quarter-over-quarter but improves 9 percentage points year-over-year.
- Employers in seven of 10 industry sectors surveyed anticipate a weaker quarter-over-quarter hiring pace, while eight of 10 expect the hiring pace to improve in a year-over-year comparison.
- Employers in the Finance & Business Services (+4%) industry sector report the strongest hiring intentions this quarter, with an Outlook that improves by 1 and 9 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Mining & Quarrying (-14%) industry sector report the least optimistic hiring forecast. The Outlook declines by 2 and 4 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Middle Italy (+1%) region report the most optimistic hiring plans. The Outlook declines by 5 percentage points quarter-over-quarter but improves by 9 percentage points year-over-year.
- For the second consecutive quarter, employers in the South/Islands (-8%) area report the weakest regional hiring plans; the Outlook declines by 5 percentage points quarter-over-quarter but improves by 11 percentage points year-over-year.
- Skilled trades remain a critical shortage in Italy according to Manpower Italy, and a new "Action Plan for Youth Employment" is currently in development to create a training program that bridges the gap between the current education system and the world of work. Apprentice contracts funded in large part by the Social European Fund combined with incentives to employers is intended to help remedy the situation.

### **Netherlands**

- With seasonal variations removed from the survey data, the Netherlands' Net Employment Outlook of +3% is unchanged quarter-over-quarter and 4 percentage points stronger year-over-year, with employers in six of nine industry sectors surveyed reporting stronger hiring plans in both quarter-over-quarter and year-over-year comparisons.
- Employers in four of four regions surveyed report stronger Outlooks in comparison to 2Q 2010.
- Hiring opportunities for job seekers are expected to be the strongest in the Transport/Storage/Communications (+17%) industry sector. The Outlook improves 12 and 21 percentage points quarter-over-quarter and year-over-year, respectively. The Outlook is also the strongest reported in the sector since 4Q 2006.
- Employers in the Agriculture/Hunting/Forestry/Fishing (-11%) industry sector report the weakest hiring intentions: the Outlook declines considerably by 15 and 14 percentage points quarter-over-quarter and year-over-year, respectively, and is the weakest Outlook reported in the sector since 4Q 2005.

- For the fifth consecutive quarter, employer hiring expectations are strongest in the East (+13%) region where the Outlook is 9 and 11 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- For the fifth consecutive quarter, the least optimistic regional hiring forecast is reported by employers in the North (-4%). The Outlook is 2 percentage points weaker quarter-over-quarter but improves 3 percentage points year-over-year.

#### **Norway**

- Employers anticipate a fair hiring pace to continue in the April-June time frame: once seasonal variations are removed from the data, the Net Employment Outlook stands at +6%—unchanged from 1Q 2011 and year-over-year.
- Employer hiring intentions are positive for the second quarter in eight of nine industry sectors, but decline in five of nine industry sectors and in four of five regions when compared to 1Q 2011.
- Employers in the Finance & Business Services and Transport/Storage/Communications (both at +11%) industry sectors report the strongest industry sector Outlooks. The Finance & Business Services Outlook declines both quarter-over-quarter and year-over-year by 4 and 5 percentage points, respectively. The Transport/Storage/Communications Outlook improves by 1 and 5 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.
- The weakest—and only negative—sector forecast is reported by employers in the Agriculture/Hunting/Forestry/Fishing (-1%) industry sector, and the Outlook improves by 3 percentage points quarter-over-quarter but declines by 6 percentage points year-over-year.
- Employers are the most optimistic in the South/West (+7%) region. The Outlook improves by 14 and 11 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Northern (0%) region report the weakest hiring intentions. The Outlook weakens considerably by 17 and 12 percentage points when compared to 1Q 2011 and 2Q 2010.

#### **Poland (seasonally adjusted data not available)**

- Poland's Net Employment Outlook stands at a hopeful +12%, representing an improvement of 7 percentage points quarter-over-quarter, but a year-over-year decline of 1 percentage point.
- The Outlook is stronger in seven of 10 industry sectors and in all six regions surveyed when compared to the previous quarter.
- Employers in the Construction industry sector are the most optimistic, reporting a bright Outlook of +32%. The Outlook improves sharply by 32 percentage points quarter-over-quarter and is 21 percentage points stronger year-over-year.
- Manpower Poland notes that the Polish real estate market is growing stronger, as many new residential projects are combining with the relaunch of many other projects previously suspended due to the previous financial downturn.
- Employers in the Electricity/Gas/Water Supply (-1%) sector report the weakest—and only negative—sector Outlook. The hiring pace is expected to decline by 3 and 12 percentage points quarter-over-quarter and year-over-year, respectively.
- For the second consecutive quarter, employers in the Central (+18%) region report the most optimistic hiring intentions with an Outlook that is 4 percentage points stronger compared to three months ago, and a 5 percentage point improvement year-over-year.
- Employers in the South region (+9%) report the weakest Outlook among the six regions surveyed. The Outlook improves 3 percentage points quarter-over-quarter but weakens 4 percentage points year-over-year.

#### **Romania (seasonally adjusted data not available)**

- The Net Employment Outlook for Romania is +5%, representing quarter-over-quarter and year-over-year improvements of 7 and 12 percentage points, respectively. The survey indicates employer optimism is somewhat improving with those in eight of 10 industry sectors and seven of eight regions expecting the hiring pace to improve in 2Q 2011.

- Job seekers in the Manufacturing (+18%) industry sector can expect the strongest hiring pace in the next three months. The Outlook improves by 8 and 19 percentage points quarter-over-quarter and year-over-year, respectively.
- The Net Employment Outlook in the Construction (+6%) sector remains modest. However, the Outlook does improve sharply by 23 and 27 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Electricity/Gas/Water Supply (-7%) industry sector are reporting the least optimistic forecast in the quarter ahead. However, the Outlook improves 1 and 7 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the South-East (+18%) region are the country's most optimistic for the forthcoming quarter. The Outlook improves 13 and 12 percentage points compared to 1Q 2011 and 2Q 2010, respectively.
- Employers in the South-West (-5%) anticipate the least optimistic hiring environment for job seekers in the quarter ahead, but the Outlook improves by 15 and 11 percentage points quarter-over-quarter and year-over-year, respectively.
- Private-sector salaries are likely to remain stable, according to Manpower Romania, with any anticipated growth in wages likely to only cover the prevailing inflation rate.

#### **Slovenia (seasonally adjusted data not available)**

- Slovenian employers forecast a modest hiring pace with a Net Employment Outlook of +5%. The Outlook improves 3 percentage points quarter-over-quarter.
- Manufacturing (+17%) employers report the most optimistic sector Outlook. The forecast represents a considerable quarter-over-quarter improvement of 13 percentage points.
- Employers in the Public & Social (-3%) sector report the least optimistic hiring intentions, with the hiring pace expected to decline 3 percentage points quarter-over-quarter.
- Regionally, employers in the Northeast (+10%) report the most optimistic hiring intentions with the Outlook improving considerably by 9 percentage points when compared to the January-March period.
- The least optimistic hiring intentions are reported by employers in the Central and Southeast (both at -3%) regions. The Central region's forecast declines by 4 percentage points quarter-over-quarter, while the Southeast forecast improves by a single percentage point over the same time period.

#### **South Africa**

- Once seasonal variations are removed from the data, South Africa's Net Employment Outlook for South Africa is a modest +3% – unchanged when compared to three months ago, and a 2 percentage point decline when compared to 2Q 2010.
- Second quarter hiring intentions are mostly positive, but employers in five of 10 industry sectors report weaker quarter-over-quarter hiring plans.
- Employers in the Mining & Quarrying (+12%) industry sector are reporting South Africa's strongest hiring expectations; the Outlook improves 6 percentage points quarter-over-quarter but declines by 4 percentage points year-over-year.
- For the second consecutive quarter, employers in the Manufacturing (-8%) industry sector report the weakest hiring expectations. The forecast is 5 and 4 percentage points weaker from the previous quarter and from 2Q 2010, respectively.
- Employers in the Restaurants & Hotels (+7%), the Transport/Storage/Communications (-3%) and Wholesale & Retail Trade (+5%) industry sectors report their least optimistic forecasts since the survey began in 4Q 2006.
- Opportunities for job seekers are strongest in Western Cape (+9%) where employer hiring intentions improve by 1 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Eastern Cape (-1%) report the weakest regional hiring plans. The Outlook declines by 1 percentage point from 1Q 2011 and declines by 1 percentage point from 2Q 2010.

### **Spain**

- Once seasonal variations are removed from the data, Spain's Net Employment Outlook of -5% is the twelfth consecutive quarter in which Spanish employers have reported negative hiring intentions. The Outlook declines by 2 percentage points quarter-over-quarter, but is 5 percentage points stronger year-over-year.
- Negative Outlooks are reported by employers in eight of 10 industry sectors and in all six regions surveyed.
- Employers in the Restaurants & Hotels (+2%) industry sector anticipate the strongest hiring pace in the next three months. The Outlook improves 5 percentage points quarter-over-quarter and by 2 percentage points year-over-year.
- The weakest hiring activity is expected in the Mining & Quarrying (-14%) industry sector where the Outlook declines by 2 percentage points quarter-over-quarter while improving 6 percentage points year-over-year.
- The strongest regional hiring expectations are in the North (-1%) region. The Outlook is 2 percentage points weaker when compared to 1Q 2011, but strengthens by 6 percentage points from 2Q 2010.
- Hiring expectations are weakest in the North East (-8%). The Outlook is 5 percentage points weaker quarter-over-quarter but improves by 4 percentage points year-over-year.
- Angela Merkel announced in a recent visit to Spain a plan by German employers to hire 500,000 to 800,000 Spanish workers, according to Manpower Spain. It is expected that most of these recruits will be drawn from the health, engineering, restaurants & hotels and tourism sectors.

### **Sweden (seasonally adjusted Mellansverige and Norra Sverige regional data not yet available)**

- Once seasonal variations are removed from the data, Sweden's Outlook of +4% indicates a weaker hiring pace in the next three months. The forecast declines 5 and 2 percentage points when compared quarter-over-quarter and year-over-year, respectively.
- Employers in five of 10 industry sectors anticipate a weaker hiring pace when compared to both 1Q 2011 and 2Q 2010.
- Restaurants & Hotels (+11%) industry sector employers report the most optimistic hiring intentions. The Outlook is unchanged year-over-year, but declines by 7 percentage points stronger compared to 1Q 2011.
- The weakest—and only negative—sectoral hiring expectations are reported by employers in the Agriculture/Hunting/Forestry/Fishing (-2%) industry sector, where employers report a 7 and 9 percentage point decline compared to 1Q 2011 and 2Q 2010, respectively.
- Hiring intentions are strongest among employers in the Vastra Gotalands Lan (+16%) region. The Outlook declines by a single percentage point quarter-over-quarter, but improves by 10 percentage points year-over-year.
- Employers in the Skanes Lan (-4%) region report the country's least optimistic hiring intentions. The Outlook weakens considerably quarter-over-quarter and year-over-year by 19 and 13 percentage points, respectively, and equals the least optimistic forecast that the region's employers first reported in 3Q 2009.
- Manpower Sweden notes that the labor market will continue to absorb candidates with higher degrees of education. Those candidates with only upper secondary education credentials are not likely to benefit as much from the surge in job opportunities.

### **Switzerland**

- Employers in Switzerland report a seasonally adjusted Net Employment Outlook of -1%, declining 1 and 2 percentage points from the previous quarter and from 2Q 2010, respectively. The forecast is the least optimistic reported by Swiss employers since the survey began in 3Q 2005.
- Employers in six of 10 industry sectors and six of seven regions report weaker hiring intentions in the forthcoming quarter compared to 1Q 2011.
- Employer hiring intentions are the strongest in the Finance & Business Services (+7%) industry sector. The Outlook declines 7 and 6 percentage points quarter-over-quarter and year-over-year, respectively.

- Employers in the Construction (-4%) industry sector are forecasting the weakest hiring pace for the forthcoming quarter. The Outlook is unchanged quarter-over-quarter and improves by 3 percentage points year-over-year.
- For the second consecutive quarter, the strongest regional hiring activity is expected in the Zurich (+8%) area, where the Outlook declines by 2 percentage points quarter-over-quarter while it improves 8 percentage points year-over-year.
- Employers in the Ticino (-4%) region report the weakest hiring activity. Second quarter hiring intentions decline by 5 and 3 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.

#### **Turkey (seasonally adjusted data not available)**

- For the second consecutive quarter, Turkish employers report the most optimistic Net Employment Outlook among employers in the EMEA region.
- The Net Employment Outlook stands at a robust +34% with quarter-over-quarter hiring intentions improving in seven of 11 industry sectors and in four of five regions surveyed.
- Job seekers in the Construction (+51%) industry sector can expect the most dynamic second-quarter hiring pace and the Outlook improves 16 percentage points quarter-over-quarter.
- Employers in the Wholesale & Retail Trade (+18%) industry sector are forecasting Turkey's weakest hiring pace in 2Q 2011, with the Outlook declining a moderate 5 percentage points quarter-over-quarter.
- Regionally, the most optimistic employers are in the Aegean (+43%) area where the Outlook improves 11 percentage points when compared to 1Q 2011. The least optimistic regional employers are in Black Sea and Marmara (both at +29%) regions. The Outlook in the Black Sea region declines by 3 percentage points while the Marmara Outlook improves by 3 percentage points.
- Manpower Turkey observes that efforts to identify unregistered employment (the "gray" economy) continue to challenge the current government. Current official estimates indicate that the total population of unregistered workers may be as high as 10 million workers.

#### **United Kingdom**

- According to seasonally adjusted data, employers in the United Kingdom report a modest Outlook of +2%. The Outlook is unchanged when compared quarter-over-quarter and improves by a single percentage point year-over-year.
- Employers in seven of 12 regions report stronger hiring intentions in both quarter-over-quarter and year-over-year comparisons.
- Hiring activity is expected to be strongest in the Finance & Business Services (+16%) industry sector with the Outlook improving by 7 and 10 percentage points quarter-over-quarter and year-over-year, respectively.
- The least optimistic sector Outlook is reported by employers in the Agriculture/Forestry/Fishing (-6%) industry sector; where the hiring pace is expected to decline 2 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the East (+12%) are forecasting the strongest regional hiring pace. The Outlook improves by 6 and 1 percentage points quarter-over-quarter and year-over-year, respectively.
- For the second consecutive quarter, the weakest regional forecast is reported by employers in Scotland (-9%) where the Outlook improves 4 and declines by 6 percentage points when compared to 1Q 2011 and 2Q 2010, respectively.

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