

MANPOWER EMPLOYMENT OUTLOOK SURVEY Key Findings for 3rd 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 3Q 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

- With seasonal variations removed from the data, Argentina's Net Employment Outlook stands at a healthy +21%. Employer hiring intentions are unchanged quarter-over-quarter and 7 percentage points stronger when compared to 3Q 2010. Employers forecast positive hiring activity in all eight industry sectors and in all six regions surveyed.
- In a year-over-year comparison, Outlooks improve in seven of eight industry sectors and in all six regions.
- For the third consecutive quarter, employers in the Mining & Construction (+29%) industry sector report the strongest hiring expectations among all sectors surveyed. The Outlook declines 2 percentage points quarter-over-quarter and improves by 11 percentage points year-over-year.
- Employers in the Manufacturing (+13%) industry sector report the weakest hiring expectations among all sectors surveyed. The Outlook improves 3 percentage points quarter-over-quarter but declines by a single percentage point year-over-year.
- For the third consecutive quarter, the most optimistic regional Outlook is reported by employers in the North-West (+25%). 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 (+13%). However, the Outlook improves by 1 and 2 percentage points quarter-over-quarter and year-over-year, respectively.

Brazil (seasonally adjusted data not available)

- A brisk hiring pace is expected by Brazilian employers who report a Net Employment Outlook of +37%. The Outlook is 3 percentage points weaker from both 2Q 2011 and 3Q 2010.
- Employers in each of eight industry sectors and all five regions report positive hiring intentions for the next three months, although the hiring pace is expected to decline in four of eight industry sectors and three of five regions quarter-over-quarter.
- Employers in the Finance/Insurance/Real Estate (+58%) industry sector are the most optimistic in the next three months with the Outlook improving 7 and 9 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Manufacturing (+23%) industry sector are reporting the least optimistic hiring intentions for 3Q 2011 with the sector's Outlook declining by 9 and 12 percentage points from 2Q 2011 and 3Q 2010, respectively.

- Manpower Brazil notes that the country's president recently announced the investment of R\$ 1 billion in scholarships for technical training programs. The investment is expected to result in eight million new training opportunities by 2014.
- Regionally, the most optimistic employers are in Sao Paulo city (+44%) where the Outlook improves by a single percentage point quarter-over-quarter and is unchanged year-over-year.
- Meanwhile, employers in the Minas Gerais (+33%) region report the country's least optimistic hiring forecasts, with the Outlook declining by 9 and 5 percentage points quarter-over-quarter and year-over-year, respectively.

Canada

- With seasonal variations removed from the data, the Net Employment Outlook for Canada is +16%, 3 and 6 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Employers in all 10 industry sectors and each of the four regions surveyed expect positive hiring activity thru the end of September 2011.
- Employers in six of 10 industry sectors report stronger hiring intentions for the quarter compared to 2Q 2011, and Outlooks improve in nine of 10 sectors year-over-year.
- For the second consecutive quarter, employers in the Mining (+24%) industry sector anticipate the strongest hiring pace; the Outlook dips by a single percentage point when compared to 2Q 2011, but improves by 5 percentage points from 3Q 2010.
- Employers in the Education (+9%) industry sector are reporting the weakest hiring intentions; the Outlook improves by a single percentage point from 2Q 2011 and remaining unchanged year-over-year.
- The most optimistic regional Outlooks are reported by employers in the Western (+19%) region. The Outlook is unchanged quarter-over-quarter and improves 4 percentage points year-over-year.
- Employers in Quebec (+12%) report the weakest regional forecast, with the Outlook declining by 3 points when compared to 2Q 2011 and improving by 7 percentage points when compared to 3Q 2010.
- Manpower Canada expects crude oil and base metal prices to hold steady and will thus support continuing investment in the energy and mining sectors.

Colombia (seasonally adjusted data not available)

- Prospects for job seekers are expected to remain upbeat throughout Colombia with employers reporting a third-quarter Net Employment Outlook of +18%. The Outlook improves 1 percentage point quarter-over-quarter and improves by 2 percentage points year-over-year.
- The pace of hiring is expected to improve in six of eight industry sectors and in three of five regions when compared to 2Q 2011.
- Employers in the Mining & Construction (+33%) industry sector are reporting the country's strongest hiring intentions. The Outlook declines 9 percentage points quarter-over-quarter but strengthens by 9 percentage points year-over-year.
- According to Manpower Colombia, new oil exploration and continuing development in the petroleum sector has resulted in a one year 16.2% increase in production.
- For the second consecutive quarter, employers in the Agriculture & Fishing (+7%) industry sector report the country's weakest hiring intentions. The Outlook improves by margins of 3 and 5 percentage points quarter-over-quarter and year-over-year, respectively.
- Job seekers in the Amazon (+32%) region can expect the strongest regional hiring pace in 3Q 2011; employer optimism improves sharply by 29 and 24 percentage points quarter-over-quarter and year-over-year, respectively.
- The weakest hiring pace is reported by employers in the Pacific (+12%) region, where the Outlook improves by 4 percentage points quarter-over-quarter but declines by 5 percentage points year-over-year.

Costa Rica

- With seasonal variations removed from the data, the Net Employment Outlook of +21% indicates job seekers can continue to look forward to a healthy hiring pace in the quarter ahead, with employers in all industry sectors and all regions reporting positive hiring intentions. The Outlook improves 2 percentage points quarter-over-quarter, and declines by a single percentage point year-over-year.

- Quarter-over-quarter hiring activity is expected to improve in five of six Costa Rican industry sectors and in all six regions surveyed.
- Employers in the Commerce (+27%) industry sector report the strongest hiring expectations. The Outlook improves 11 and 4 percentage points from 2Q 2011 and 3Q 2010, respectively.
- The least optimistic industry sector Outlook is reported by employers in the Services (+18%) industry sector. The Outlook is 1 percentage points stronger compared to 2Q 2011 and 4 percentage points weaker than in 3Q 2010.
- Employers in Alajuela (+30%) report the strongest regional hiring forecast, where the Outlook improves by considerable margins of 9 and 12 percentage points quarter-over-quarter and year-over-year, respectively.
- The least optimistic regional hiring intentions are reported by employers in Guanacaste (+12%), although the Outlook improves by 6 and 3 percentage points quarter-over-quarter and year-over-year, respectively.

Guatemala (seasonally adjusted data not available)

- Employers in Guatemala report a hopeful Net Employment Outlook of +11%. The Outlook improves 5 and 1 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.
- Hiring intentions are positive in all six industry sectors and in all five regions. Employer hiring plans improve in five of six Guatemalan industry sectors quarter-over-quarter and also improves in three of five regions.
- Employers in the Transport & Communications (+21%) industry sector report the nation's strongest Outlook, as well as the most optimistic hiring intentions since the survey began in 2Q 2008. The forecast improves by considerable margins of 16 and 17 percentage points quarter-over-quarter and year-over-year, respectively.
- Job seekers in the Agriculture/Fishing/Mining/Extraction (+5%) industry sector will likely face the weakest hiring pace in the quarter ahead. The Outlook improves by a single percentage point quarter-over-quarter but declines by 4 percentage points year-over-year.
- Regionally, employers in the West (+15%) report the most optimistic Outlook. The forecast is 6 percentage points stronger quarter-over-quarter but declines by a single percentage point year-over-year.
- The weakest hiring pace is predicted by employers in the East (+6%) region where employer optimism is unchanged quarter-over-quarter and improves 2 percentage points year-over-year.

Mexico

- Mexico's Net Employment Outlook has remained relatively stable for five consecutive quarters. Once seasonal variations are removed from the data, employers in Mexico report a respectable Outlook of +16%, unchanged quarter-over-quarter and year-over-year. Positive hiring intentions are reported by employers in all seven industry sectors and all seven regions surveyed.
- Employers in three of seven industry sectors and in three of seven regions report stronger hiring intentions compared to 2Q 2011.
- Employers in the Manufacturing (+20%) industry sector report the strongest hiring intentions. The Outlook declines 3 and 1 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Construction (+8%) industry sector report Mexico's weakest hiring intentions. The Outlook declines by 1 and 2 percentage points quarter-over-quarter and year-over-year, respectively.
- In Mexico City (+19%), employers report the strongest regional hiring intentions. The Outlook is unchanged quarter-over-quarter and climbs 4 percentage points year-over-year.
- Employers in the North and Southeast (both at +12%) regions report the weakest regional hiring expectations. In the North the Outlook is unchanged quarter-over-quarter and declines by 5 percentage points year-over-year. The Southeast forecast improves 3 percentage points from 2Q 2011 but dips a single percentage point from 3Q 2010.
- According to Manpower Mexico forecasts for GDP growth remain cautious and based on indicators associated with growth in U.S. markets.

Panama (Seasonally adjusted data not available)

- Panamanian job seekers can continue to look forward to a steady hiring pace in the July-September time frame, with employers forecasting a Net Employment Outlook of +19%. Positive hiring activity anticipated in all six industry sectors and in all four regions.
- Year-over-year, job prospects improve in five of six industry sectors and in three of four regions.
- Employers in the Services (+30%) industry sector are the most optimistic in the quarter ahead. The Outlook improves by 1 percentage point quarter-over-quarter and by a considerable margin of 12 percentage points year-over-year.
- Employers in the Construction (+5%) industry sector are the least optimistic. The Outlook declines by a considerable margin of 12 percentage points quarter-over-quarter but improves by a single percentage point year-over-year.
- Employers in the Metro South (+28%) region are the most optimistic among the four regions surveyed. The Outlook is 4 percentage points weaker compared to 2Q 2011 and improves by 3 percentage points year-over-year.
- The least optimistic forecast is reported by employers in the West (+6%) region, with the Outlook declining by 2 percentage points quarter-over-quarter and is unchanged year-over-year.

Peru

- With seasonal variations removed from the data, the Net Employment Outlook for Peru stands at a respectable +16%. The Net Employment Outlook is 3 and 9 percentage points weaker quarter-over-quarter and year-over-year, respectively.
- Positive hiring intentions are reported by employers in all eight industry sectors and all eight regions.
- Despite the upbeat forecast, Outlooks decline in eight of eight industry sectors and in all eight regions year-over-year.
- Employers in the Mining & Construction (+29%) industry sector report the strongest Outlook. The hiring pace is 8 percentage points weaker stronger when compared to 2Q 2011, but dips by a considerable margin of 15 percentage points from 3Q 2010.
- Employers in the Manufacturing and Public Administration/Education (both at +12%) industry sectors employers report the least optimistic Net Employment Outlook. The Manufacturing Outlook declines 3 and 14 percentage points quarter-over-quarter and year-over-year, respectively. The Public Administration/Education forecast is a single percentage points stronger quarter-over-quarter but dips 8 percentage points year-over-year.
- Employers in the Arequipa (+33%) region anticipate the most optimistic regional hiring activity. The Outlook is 8 percentage points stronger quarter-over-quarter, but declines by 11 percentage points year-over-year.
- For the second consecutive quarter, employers in the Cusco (+4%) region report the least optimistic hiring intentions. The Outlook declines by 4 percentage points from 2Q 2011 and by 26 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 2Q 2011 and 2 percentage points stronger from 3Q 2010.
- Employers in eight of the 10 industry sectors surveyed report stronger quarter-over-quarter and year-over-year forecasts.
- Employers in the North East region are the most optimistic for the July-September time frame. The Net Employment Outlook of +10% is 2 percentage points stronger both quarter-over-quarter and year-over-year.
- Based on unadjusted data, employers in the Mining (+25%) industry sector anticipate the most active hiring environment. The forecast improves 4 and 8 percentage points quarter-over-quarter and year-over-year, respectively, and is the most optimistic employer forecast since 3Q 2008.
- The least optimistic sector Outlook is reported by employers in Education (-17%), sector where hiring intentions decline by a considerable margin of 15 percentage point quarter-over-quarter, while declining by only 1 percentage point year-over-year.

ASIA PACIFIC

Australia (seasonally adjusted ACT regional data not yet available)

- With seasonal variations removed from the data, Australia's Net Employment Outlook stands at a steady +19%. The Outlook is 2 and 5 percentage points weaker quarter-over-quarter and year-over-year, respectively.
- Positive hiring intentions are reported in all seven industry sectors and in all eight regions.
- Manpower Australia indicates that an already strong demand for skilled labor is resulting in additional shortages in the aftermath of the country's devastating flooding earlier in the year. Demand is heightened with the need to rebuild residential, businesses and infrastructure.
- Outlooks decline in three of seven industry sectors quarter-over-quarter and decline in six of seven sectors year-over-year.
- Hiring expectations are strongest in the Finance/Insurance/Real Estate (+29%) industry sectors. The Outlook is unchanged quarter-over-quarter and improves 3 percentage points year-over-year, respectively, and is the most optimistic Outlook since 4Q 2007.
- Hiring expectations are weakest among employers in the Wholesale Trade/Retail Trade (+13%) industry sector where the Outlook declines by 2 percentage points both quarter-over-quarter and year-over-year.
- Employers in the Perth/Western Australia (+28%) region forecast the most optimistic hiring pace with the Outlook improving by 2 percentage points quarter-over-quarter while declining by 8 percentage points year-over-year.
- For the third consecutive quarter, the least optimistic regional hiring intentions are reported by employers in the Hobart/Tasmania (+7%) region; the Outlook declines by 2 and 4 percentage points quarter-over-quarter and year-over-year, respectively.

China (seasonally adjusted regional data not yet available)

- With seasonal variations removed from the data, Chinese employers anticipate the hiring pace to remain active in the July-September time frame and report a Net Employment Outlook of +22%. The Outlook is a single percentage point stronger quarter-over-quarter, but 10 percentage points weaker year-over-year.
- Positive hiring intentions are reported by employers in each of the six industry sectors and in all but one 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 Transportation & Utilities (+33%) industry sector report the most optimistic hiring intentions. The Outlook is 2 and 18 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Manpower China notes that railway infrastructure development will continue at an aggressive pace in accordance with the government's Five-Year Plan. With more high-speed trains set to operate throughout the country, there are concerns that the nation's domestic airlines may suffer as a result.
- The least optimistic hiring intentions are reported by employers in the Services industry sector, although the Outlook stands at a solid +22%. The Outlook is 6 and 17 percentage points weaker quarter-over-quarter and year-over-year, respectively.
- Based on unadjusted data, employers in the Changsha (+42%) region report the most optimistic hiring intentions among the cities surveyed. Hiring intentions are 14 percentage points stronger from 2Q 2011.
- Hiring intentions reported by employers in Suzhou (0%) are the weakest among the 16 regions surveyed; the Outlook declines sharply by 22 percentage points quarter-over-quarter and by 43 percentage points year-over-year.

Hong Kong

- With seasonal variations removed from the data, Hong Kong's Net Employment Outlook is +20%, representing a single percentage point improvement quarter-over-quarter and a more moderate improvement of 5 percentage points when compared to 3Q 2010.
- Employers in each of the six industry sectors surveyed report positive hiring intentions in 2Q 2011 and stronger quarter-over-quarter and year-over-year hiring expectations reported by employers in four of six industry sectors.

- Manpower Hong Kong notes that Hong Kong's Hospital Authority is enacting programs to ease the critical shortages of doctors and nurses in public hospitals. These programs include training programs for nurses, as well as strategies to recruit doctors part time from Australia, the U.K. and the U.S.
- Employers in the Wholesale & Retail Trade (+26%) industry sector forecast the most optimistic hiring intentions. The Outlook improves 7 percentage points quarter-over-quarter and 16 percentage points year-over-year.
- The least optimistic hiring intentions are reported by employers in the Transportation & Utilities (+12%) industry sector. The Outlook declines by 2 percentage points quarter-over-quarter but improves by eight percentage points year-over-year. *Note: The Hong Kong survey does not report regional Net Employment Outlooks*

India

- With seasonal variations removed from the data, India's employers expect hiring to continue at a dynamic pace thru the July-September time period with nearly one of every two employers indicating they will add to their payrolls in the next three months. Employers report a Net Employment Outlook of +46%, a decline by 5 percentage points quarter-over-quarter but an improvement of 5 percentage points year-over-year.
- Positive hiring intentions are reported by employers in all seven industry sectors and all four regions. However, Outlooks decline in five of seven industry sectors and three of four regions when compared to the previous quarter.
- Hiring optimism is strongest among employers in the Wholesale & Retail Trade (+51%) industry sector. The sector Outlook is unchanged quarter-over-quarter and improves by a considerable margin of 18 percentage points year-over-year, and matches the most optimistic forecast reported by employers since the India survey began in 3Q 2005.
- The Outlook from employers in the Transportation & Utilities (+43%) industry sector is the most optimistic reported since 2Q 2006.
- The weakest hiring pace is reported by employers in the Public Administration/Education (+34%) industry sector. The Outlook declines by 20 and a more considerable margin of 5 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the East (49%) region report the country's strongest hiring expectations. The Outlook declines by 4 percentage points quarter-over-quarter and improves by 15 percentage points year-over-year.
- Employers in the South (+43%) region report the country's weakest hiring intentions. Although the Outlook remains bullish overall, it is 11 percentage points weaker quarter-over-quarter and unchanged year-over-year.
- Inflation and the burgeoning labor market may be exerting some pressure on organizations throughout India, according to Manpower India: Nearly seven out of 10 companies report that labor costs are increasing; rising logistics expenses are the concern of 65% of Indian companies; and 54% cite rising raw materials costs as a major concern.

Japan

- With seasonal variations removed from the data, Japan's Net Employment Outlook is cautiously optimistic and stands at +8%. The Outlook is a single percentage point weaker quarter-over-quarter but improves 2 percentage points year-over-year.
- 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 (+14%) industry sector are the most optimistic in 3Q 2011; the Outlook declines by 3 percentage points compared to 2Q 2011 but improves 4 percentage points year-over-year.
- Employers in the Finance/Insurance/Real Estate (+8%) sector report their most optimistic hiring intentions since 3Q 2008.
- The Outlook has steadily improved for five consecutive quarters in the Mining & Construction (+11%) sector.

- The weakest third-quarter hiring intentions are reported by employers in the Public Administration/Education (+2%) industry sector. The Outlook improves by a single percentage point quarter-over-quarter and by 3 percentage points when compared to 3Q 2010.
- Regionally, employers are the most optimistic in Nagoya (+11%), where the Outlook improves by 4 percentage points both quarter-over-quarter and year-over-year.
- Employers are the least optimistic in Tokyo (+8%) where the Outlook declines 2 and 1 percentage points quarter-over-quarter and year-over-year, respectively.
- Manpower Japan notes that, as a direct result of the March earthquake and tsunami, the traditional recruiting period that normally occurs in the second quarter has been postponed until the third quarter. However, Manpower notes that companies intend to hire new recruits at numbers similar to those prior to the earthquake.

New Zealand

- New Zealand employers anticipate the hiring pace will stay upbeat over the next three months, reporting a seasonally adjusted Outlook of +19%. The Outlook improves 4 and 2 percentage points quarter-over-quarter and year-over-year, respectively.
- Outlooks remain positive in all seven industry sectors and in all three regions surveyed.
- Employers in the Mining & Construction (+42%) industry sector report the most optimistic hiring expectations. The Outlook is unchanged from 2Q 2011 and 26 percentage points stronger year-over-year, and matches the most optimistic sector Outlook since the survey began in 2Q 2004.
- Manpower New Zealand acknowledges that although current hiring in the Construction sub sector remains flat, there are many rebuilding and repair projects in the pipeline associated with the Christchurch earthquakes, and that a surge in hiring activity is inevitable.
- For the third consecutive quarter, job seekers can expect the least optimistic hiring activity in the Public Administration/Education (+6%) industry sector. The Outlook is 8 percentage points stronger quarter-over-quarter but 3 percentage points weaker year-over-year.
- Employers in Auckland (+20%) report the most optimistic prospects for job seekers, with the Outlook improving by 2 percentage points both quarter-over-quarter and year-over-year.
- Employers in Wellington (+14%) report the weakest regional hiring intentions. The Outlook improves 2 and declines by 5 percentage points from 2Q 2011 and 3Q 2010, respectively.

Singapore

- Employers in Singapore (+28%) continue to anticipate a healthy hiring pace in 3Q 2011. The Outlook indicates a slight decline of 2 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 three of seven industry sectors quarter-over-quarter, and improve in five of seven sectors year-over-year.
- According to Manpower Singapore, the unemployment rate has dropped to a three-year low of 1.9%, intensifying the competition for talent in an already tight labor market.
- The most favorable hiring intentions were reported by employers in the Finance/Insurance/Real Estate and Transportation & Utilities (both at +34%) industry sectors. The Finance/Insurance/Real Estate Outlook—where more than four out of 10 employers tell us they will add to their workforce during the third quarter—declines 2 percentage points quarter-over-quarter but improves by a moderate margin of 6 percentage points year-over-year. Hiring intentions in the Transportation & Utilities sector improve by 9 and 8 percentage points from 2Q 2011 and 3Q 2010, respectively.
- The weakest hiring pace is anticipated by employers in the Mining & Construction (+21%) industry sector. The Outlook declines by 11 and 2 percentage points in comparison to 2Q 2011 and 3Q 2010, respectively. *Note: The Singapore survey does not report regional Net Employment Outlooks.*

Taiwan

- Employers in Taiwan expect third-quarter hiring to continue at a brisk pace, reporting a Net Employment Outlook of +36%-- a decline of 6 percentage points quarter-over-quarter and unchanged year-over-year.
- Employers in all six industry sectors are reporting positive hiring intentions, although Outlooks decline in four of six industry sectors quarter-over-quarter. Manpower Taiwan observes that companies in the electronics, manufacturing, finance and insurance industries continue to aggressively pursue candidates.

- The strongest 3Q 2011 hiring intentions are reported by employers in the Finance/Insurance/Real Estate (+47%) industry sector where the Outlook improves by 4 and 9 percentage points quarter-over-quarter and year-over-year, respectively, and is the most optimistic hiring forecast since the Taiwan survey began in 2Q 2005.
- The Outlook for the Manufacturing (+46%) industry sector is also the most optimistic forecast ever reported by employers.
- Approximately one out of two employers in both the Finance/Insurance/Real Estate and Manufacturing sectors indicates they will add to their payrolls in the July-September time frame.
- The least optimistic third-quarter forecasts are reported by employers in the Wholesale & Retail Trade (+26%) industry sector. The Outlook declines by 8 and 1 percentage points when compared to 2Q 2011 and 3Q 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 +8% indicates that the hiring pace will accelerate in the July thru September period. The Outlook is 8 percentage points stronger quarter-over-quarter and 2 percentage points stronger year-over-year and is the strongest national Outlook since 4Q 2008.
- Hiring intentions are positive in six of 10 industry sectors and in seven of nine regions. Employers in six of 10 industry sectors and eight of nine regions report stronger Outlooks quarter-over-quarter.
- Employers in the Wholesale & Retail (+19%) industry sector report Austria's strongest hiring expectations. The sector's Outlook improves considerably by 17 and 16 percentage points when compared to 2Q 2011 and 3Q 2010, respectively, and is the strongest sector Outlook since the Austria survey began in 3Q 2003.
- Job prospects are the weakest in the Transport/Storage/Communications (-7%) industry sector, where the Outlook declines by 8 and 14 percentage points quarter-over-quarter and year-over-year, respectively.
- Finance & Business Services sector (+17%) employers report the strongest sector forecast since 1Q 2007.
- Employers in Burgenland (+13%) report the most optimistic regional hiring forecast; the Outlook is 20 and 21 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Employers in Steiermark (-11%) report the least optimistic regional forecast with the Outlook declining by 13 and 26 percentage points quarter-over-quarter and year-over-year, respectively.

Belgium

- Belgium's seasonally adjusted Outlook of +9% is 3 percentage points weaker quarter-over-quarter, but 5 percentage points stronger year-over-year.
- Positive hiring intentions are reported by employers in nine of 10 industry sectors and in all three regions surveyed.
- According to Manpower Belgium, the country's temporary work market has grown 17% in comparison with the same period in 2010.
- Employers in eight of 10 industry sectors and in all three regions surveyed are reporting stronger Outlooks compared to 3Q 2010.
- Employers in the Transport/Storage/Communications (+16%) industry sector report the most optimistic Outlook among the 10 sectors surveyed; the Outlook is 9 percentage points stronger both quarter-over-quarter and year-over-year, and is the most optimistic sector forecast reported by employers since 1Q 2007.
- The weakest hiring intentions in the next three months are reported by employers in the Agriculture/Hunting/Forestry/fishing (0%) industry sector. The Outlook is 4 percentage points weaker quarter-over-quarter but improves by 4 percentage points year-over-year.
- The strongest regional hiring activity is reported by employers in Brussels (+11%). The Outlook improves by 3 and 8 percentage points quarter-over-quarter and year-over-year, respectively.

- Employers in Flanders (+8%) report the least optimistic regional hiring expectations for the quarter. The Outlook declines by 4 percentage points when compared to 2Q 2011 but improves slightly by 2 percentage points year-over-year.

Bulgaria (seasonally adjusted data not available)

- Prospects for Bulgarian job seekers are expected to remain steady in the July-September time frame with employers reporting a Net Employment Outlook of +14%—a drop of a single percentage point improvement when compared to 2Q 2011.
- Despite the respectable forecast, employers in seven out of 10 sectors and four of five regions surveyed anticipate the pace of hiring will slow by varying degrees in a quarter-over-quarter comparison.
- For the second consecutive quarter, employers in the Public & Social (+29%) industry sector report the most optimistic hiring intentions with a quarter-over-quarter Outlook improvement of 4 percentage points.
- Employers in the Agriculture/Hunting/Forestry/Fishing sector are anticipating the weakest hiring pace, reporting a disappointing Outlook of -2%.
- Employers in Plovdiv report the most optimistic regional hiring intentions (+21%) with the Outlook climbing 10 percentage points quarter-over-quarter.
- The weakest employer hiring intentions are reported in Burgas (+3%), declining by 2 percentage points when compared to 2Q 2011.
- Manpower Bulgaria notes that nearly 70,000 Bulgarians in search of employment opportunities have emigrated to Germany since 2009.

Czech Republic (seasonally adjusted data not available)

- Czech Republic employers are reporting a cautiously optimistic Net Employment Outlook of +3%, a decline of a single percentage point quarter-over-quarter but a 2 percentage point improvement when compared to 3Q 2010.
- Employers from eight of 10 industry sectors report stronger hiring intentions when compared to both 2Q 2011 and 3Q 2010.
- With a Net Employment Outlook of +14%, employers in the Manufacturing industry sector report the most optimistic hiring plans. The Outlook is 10 and 13 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- Employers in the Public & Social (-2%) sector report the weakest hiring plans for the quarter. The Outlook improves by a single percentage point quarter over quarter, but declines 3 percentage points when compared to 3Q 2010.
- Employers in Prague and Moravia (both at +5%) report the country's strongest regional forecasts. The Prague Outlook is unchanged quarter-over-quarter and improves by 5 percentage points when compared to 3Q 2010. Moravia's Outlook declines by 2 percentage points when compared to 2Q 2011 but improves by 3 percentage points year-over-year.
- Employers in Bohemia (+1%) report the weakest hiring intentions. The Outlook is relatively stable both quarter-over-quarter and year-over-year.

France

- With seasonal variations removed from the data, France's Outlook of +5% represents a slight improvement of 2 percentage points compared to both 2Q 2011 and 3Q 2010.
- Employers in six of 10 industry sectors and four of the five regions surveyed expect the pace of hiring to improve in the next three months.
- Manpower France indicates that according to a recent study by Pole Emploi and CREDOC, organizations throughout France will need to fill in approximately 1.5 million job vacancies in the 2011 calendar year.
- Employers in the Electricity/Gas/Water (+13%) industry sector report France's most optimistic Outlook. The Outlook is the most optimistic since the survey began in 3Q 2003 and improves by 10 percentage points both quarter-over-quarter and year-over-year.

- Employer in the Manufacturing (+12%) industry sector also report the most optimistic forecast since the French survey began.
- Employers in the Mining & Quarrying (-5%) industry sector report the least optimistic hiring intentions, as well as the only negative industry sector Outlook. The Outlook is 7 and 3 percentage points weaker than in 2Q 2011 and 3Q 2010, respectively.
- The regional hiring pace is expected to be strongest in the East Centre (+7%). The Outlook is relatively stable quarter-over-quarter and 6 percentage points stronger year-over-year.
- Employers in the West Centre (+1%) region report the weakest regional hiring intentions, with the Outlook declining by 5 and 6 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.

Germany

- With seasonal variations removed from the data, German employers report a positive hiring pace in the quarter ahead with a Net Employment Outlook of +12%. The Outlook improves by 4 percentage points both quarter-over-quarter and year-over-year.
- Employers in all nine industry sectors and all eight regions are reporting positive hiring intentions in 3Q 2011.
- Manpower Germany notes that the Federal Government's Ministry of Economic Affairs has boosted its 2011 forecast for economic growth from 2.3% to 2.6%.
- Employers in the Finance & Business Services (+24%) industry sector are the most optimistic this quarter. The hiring pace is expected to climb 9 and 11 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 hiring intentions are reported by employers in the Agriculture/Hunting/Forestry/Fishing and Construction (both at +2%) industry sectors. The Agriculture/Hunting/Forestry/Fishing Outlook improves 4 percentage points quarter-over-quarter and is relatively stable when compared to 3Q 2010. The Construction sector Outlook declines 3 percentage points both quarter-over-quarter and year-over-year.
- The strongest regional hiring pace is expected in Berlin (+26%) where the Outlook is 15 and 17 percentage points stronger than 2Q 2011 and 3Q 2010, respectively, and is the region's most optimistic employer forecast since the survey began in 3Q 2003.
- For the fifth consecutive quarter, employers in the East (+1%) region report the weakest regional hiring forecast. The Outlook declines 2 percentage points in comparison to 2Q 2011 and is unchanged year-over-year.

Greece (seasonally adjusted data not available)

- Despite forecasts improving in seven of nine industry sectors quarter-over-quarter, the hiring pace is likely to remain sluggish with the Net Employment Outlook in Greece standing at a weak -5%. The Outlook does improve 5 percentage points quarter-over-quarter and is unchanged year-over-year.
- Outlooks are negative in six of the nine industry sectors surveyed. However, employers in seven of nine industry sectors anticipate a stronger hiring environment in the next three months compared to 2Q 2011.
- Employers in the Finance & Business Services and Restaurants & Hotels (both at +3%) industry sectors report the country's most optimistic hiring intentions. The Outlook in Finance & Business Services improves 11 percentage points when compared to 2Q 2011 but declines by 2 percentage points from 3Q 2010. The Restaurants & Hotels Outlook is 13 percentage points stronger quarter-over-quarter but declines by 16 percentage points year-over-year.
- Employers in the Public & Social (-13%) industry sector are reporting the least optimistic hiring intentions: the Outlook declines by 2 and 5 percentage points both quarter-over-quarter and year-over-year, respectively, and is the sector's least optimistic sector forecast since the survey began in 2Q 2008.
- The hiring pace is expected to be strongest—but still negative—in the North Greece (-4%) region. The Outlook improves 9 and 4 percentage points quarter-over-quarter and year-over-year, respectively.

- Employers in the Attica (-5%) region are anticipating the weakest regional hiring pace in the next three months; the Outlook improves by 4 percentage points when compared to 2Q 2011, but declines by 2 percentage points year-over-year.

Hungary (seasonally adjusted data not available)

- Hungary's Net Employment Outlook stands at a cautious +1%, declining 2 percentage points both quarter-over-quarter and year-over-year.
- Employers in six of nine industry sectors and in six of eight regions forecast a weaker hiring pace for the next three months when compared to the second quarter.
- Employers in the Manufacturing and Restaurants & Hotels (both at +9%) industry sectors report the third quarter's most optimistic hiring intentions. The Manufacturing sector Outlook declines by 3 percentage points quarter-over-quarter and is relatively stable year-over-year. The Restaurants & Hotels Outlook improves by 5 and 7 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.
- Employers in the Wholesale & Retail Trade (-5%) industry sector report the least optimistic hiring intentions with the forecast declining by 5 and 7 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.
- Regionally, the most optimistic employers are in Northern Hungary (+8%). The Outlook is unchanged when compared to 2Q 2011 and improves by 9 percentage points when compared to 3Q 2010.
- Employers in the Northern Great Plain (-8%) region report the country's weakest forecast for the July-September timeframe. The Outlook declines by 11 and 17 percentage points quarter-over-quarter and year-over-year, respectively.

Ireland

- With seasonal adjustments applied, Ireland's employers continue to anticipate a sluggish hiring pace, reporting a 3Q 2011 Net employment Outlook of -4%. The Outlook is 1 percentage point weaker over 2Q 2011, but 3 percentage points stronger than that reported in 3Q 2010. This marks the 13th consecutive quarter of negative employer hiring intentions.
- Employers in six of 11 industry sectors report stronger quarter-over-quarter hiring intentions, while the pace of hiring is expected to improve or remain stable in six of 11 industry sectors year-over-year.
- Employers in the Pharmaceuticals (+5%) industry sector report the most optimistic sectoral Outlook. The Outlook is 2 and 9 percentage points stronger quarter-over-quarter and year-over-year, respectively and is the sixth consecutive quarter of steadily improving Outlooks.
- Employers in the Transport/Storage/Communications (-10%) industry sector report Ireland's weakest Outlook, where the hiring pace is expected to decline 8 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- The regional labor market is expected to be strongest in Connaught and Leinster (both at -2%). In Connaught, the Outlook improves 3 and 8 percentage points quarter-over-quarter and year-over-year, respectively. In Leinster the Outlook remains relatively stable year-over-year and improves 3 percentage points from 2Q 2011.
- The hiring pace is expected to be the weakest in Dublin (-5%) where the Outlook drops 8 percentage points quarter-over-quarter and improves 4 percentage points from 3Q 2010.

Italy

- When seasonal variations are removed from the data, Italy's Net Employment Outlook stands at -5%, declining 2 percentage points when compared quarter-over-quarter but improving 4 percentage points year-over-year.
- Employers in eight of 10 industry sectors surveyed are reporting negative hiring intentions in the quarter ahead.
- Employers in the Finance & Business Services and Restaurants & Hotels (both at +7%) industry sectors report the strongest hiring intentions this quarter. The Finance & Business Services Outlook that improves by 2 and 12 percentage points quarter-over-quarter and year-over-year, respectively, and marks the fifth consecutive quarter of steadily improving hiring intentions. The Restaurants &

Hotels Outlook improves by 3 and 13 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.

- Employers in the Transport/Storage/Communications (-16%) industry sector report the least optimistic hiring forecast. The Outlook declines by 13 and 11 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Middle Italy (0%) region report the most optimistic hiring plans. The Outlook is relatively stable quarter-over-quarter but declines by 4 percentage points year-over-year.
- Employers in the North West and South/Islands (both at -11%) regions report the weakest regional hiring plans, although both Outlooks improve slightly year-over-year.

Netherlands

- With seasonal variations removed from the survey data, the Netherlands' Net Employment Outlook of +4% improves by a single percentage point both quarter-over-quarter and year-over-year, with employers in six of nine industry sectors surveyed reporting stronger hiring plans in a year-over-year comparison.
- Employers in the Electricity/Gas/Water (+9%) industry sector report the strongest hiring intentions, although the Outlook declines 6 and 2 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Agriculture/Hunting/Forestry/Fishing and the Wholesale/Retail/Restaurants/Hotels (both at +1%) industry sectors report the weakest hiring intentions. The Agriculture/Hunting/Forestry/Fishing Outlook improves by 12 and 3 percentage points quarter-over-quarter and year-over-year, respectively. The Wholesale/Retail/Restaurants/Hotels Outlook declines by 9 and 2 percentage points from 2Q 2011 and 3Q 2011, respectively.
- Employer hiring expectations are strongest in the South (+6%) region where the Outlook is 3 and 4 percentage points stronger quarter-over-quarter and year-over-year, respectively.
- The least optimistic regional hiring forecast is reported by employers in the West (-1%). The Outlook is 3 and 5 percentage points weaker quarter-over-quarter and year-over-year, respectively.

Norway

- Job seekers can expect a modest hiring pace to continue in the July-September time frame. With seasonal variations removed from the data, the Net Employment Outlook stands at +9%—an improvement of 3 percentage points from both 2Q 2011 and year-over-year.
- Third-quarter hiring intentions are positive in all nine industry sectors, and are stronger in six of nine industry sectors when compared to 2Q 2011.
- Employers in the Manufacturing (+20%) industry sectors report the strongest third-quarter forecast, as well as the most optimistic Outlook since 2Q 2008. The Outlook improves considerably both quarter-over-quarter and year-over-year by 17 and 18 percentage points, respectively.
- The Construction (+16%) sector Outlook improves 14 percentage points from 2Q 2011 and is the strongest reported since 2Q 2007.
- The weakest sector forecast is reported by employers in the Public & Social (+1%) industry sector, and the Outlook declines by 3 and 2 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers are the most optimistic in the Northern (+14%) region. The Outlook improves by 11 and 13 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Eastern (+2%) region report the weakest hiring intentions. The Outlook declines moderately by 4 and 6 percentage points when compared to 2Q 2011 and 3Q 2010.

Poland (seasonally adjusted data not available)

- Poland's employers are anticipating a steady hiring pace in the next three months and reporting a Net Employment Outlook of +14%. Positive hiring intentions are reported by employers in all 10 industry sectors and in all six regions.
- Quarter-over-quarter, Outlooks improve in six of 10 industry sectors and in three of six regions.

- Job seekers in the Construction (+26%) industry sector can expect to look forward to the strongest hiring intentions in the July-September time frame, although the Outlook declines by 6 and 18 percentage points from 2Q 2011 and 3Q 2010, respectively.
- The weakest hiring intentions are reported by employers in the Electricity/Gas/Water Supply (+4%) sector. The Outlook improves 5 percentage points quarter-over-quarter but declines by 3 percentage points year-over-year.
- Central (+20%) employers report the strongest regional Outlook, noting slight improvements of 2 and 4 percentage points quarter-over-quarter and year-over-year, respectively.
- The weakest regional hiring pace is reported by employers in the North and North-West (both at +10%). Both Outlooks are unchanged quarter-over-quarter, while year-over-year the North Outlook declines by a slight margin while the North-West forecast is 15 percentage points weaker.
- Manpower Poland notes that migration abroad is more common than migration within Poland, speculating that Polish employers often do not take into account a candidate's need to accommodate family-oriented expenses in an intra-country move.

Romania (seasonally adjusted data not available)

- Opportunities for job seekers are set to improve considerably in the July-September time frame with Romanian employers reporting a Net Employment Outlook of +20%, a considerable quarter-over-quarter and year-over-year improvements of 15 and 18 percentage points, respectively.
- Outlooks are positive in all 10 industry sectors and in each of the eight regions surveyed, with quarter-over-quarter employer optimism improving in all industry sectors and in all regions.
- Job seekers in the Mining & Quarrying (+34%) industry sector can expect the strongest hiring pace in the next three months. The Outlook is sharply improved by 21 and 28 percentage points quarter-over-quarter and year-over-year, respectively.
- The Net Employment Outlook in the Construction (+27%) sector climbs considerably for the second consecutive quarter and now stands at a solid +27%.
- Employers in the Electricity/Gas/Water Supply (+2%) industry sector are reporting the least optimistic forecast in the quarter ahead. However, the Outlook improves 9 and 12 percentage points quarter-over-quarter and year-over-year, respectively.
- For the third consecutive quarter, employers in the South-East (+35%) region report the most optimistic hiring intentions, with the Outlook improving by 17 and 27 percentage points compared to 2Q 2011 and 3Q 2010, respectively.
- Employers in the North-East (+12%) anticipate the least optimistic hiring environment for job seekers in the quarter ahead, but the Outlook improves by 15 and 19 percentage points quarter-over-quarter and year-over-year, respectively.

Slovenia (seasonally adjusted data not available)

- Slovenian employers forecast a cautiously optimistic hiring pace with a Net Employment Outlook of +7%. The Outlook improves 2 percentage points quarter-over-quarter.
- Transport/Storage/Communications (+15%) employers report the most optimistic sector Outlook. The forecast represents a considerable quarter-over-quarter improvement of 13 percentage points.
- Employers in the Wholesale & Retail Trade (-2%) 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 and Southwest (both at +10%) report the most optimistic hiring intentions. In the Northeast the Outlook is unchanged quarter-over-quarter, while a moderate improvement of 6 percentage points is reported by employers in the Southwest.
- The least optimistic hiring intentions are reported by employers in the Central (+3%) region where the Outlook is unchanged quarter-over-quarter.

South Africa

- Once seasonal variations are removed from the data, South Africa's Net Employment Outlook for South Africa remains at a modest +3% for the third consecutive quarter—matching the weakest forecast reported by employers since the survey began in 4Q 2006—and 8 percentage points weaker when compared to 3Q 2010.

- Third-quarter hiring intentions are mostly positive, but employers in seven of 10 industry sectors and four of five regions report weaker quarter-over-quarter hiring plans.
- Employers in the Mining & Quarrying (+20%) industry sector are reporting South Africa's strongest hiring expectations; the Outlook improves 8 percentage points quarter-over-quarter but declines by 2 percentage points year-over-year.
- Employers in the Restaurants & Hotels (-1%) industry sector report the weakest hiring expectations. The forecast is 7 and 8 percentage points weaker from the previous quarter and from 3Q 2010, respectively, and is the least optimistic hiring forecast since the survey began.
- Employers in the Electricity/Gas/Water Supply (+5%), the Finance/Insurance/Real Estate/Business Services (0%), the Public & Social (-1%) and Wholesale & Retail Trade (+2%) industry sectors report their least optimistic forecasts since the survey began in 4Q 2006.
- Opportunities for job seekers are strongest in Free State (+6%) where employer hiring intentions improve by 1 percentage point both quarter-over-quarter and year-over-year.
- Employers in the Eastern Cape (-1%) report the weakest regional hiring plans. The Outlook declines by 1 percentage point from 2Q 2011 and declines by 12 percentage point from 3Q 2010.

Spain

- Once seasonal variations are removed from the data, Spain's Net Employment Outlook of -10% is the 13th consecutive quarter in which Spanish employers have reported negative hiring intentions. The Outlook declines by 5 and 4 percentage points quarter-over-quarter and year-over-year, respectively.
- Negative Outlooks are reported by employers in seven of 10 industry sectors and in all six regions surveyed.
- For the second consecutive quarter, employers in the Restaurants & Hotels (+3%) industry sector anticipate the strongest third-quarter hiring pace. The Outlook is relatively stable both quarter-over-quarter and year-over-year.
- The weakest hiring activity is expected in the Mining & Quarrying (-24%) industry sector where the Outlook declines by 6 and 9 percentage points quarter-over-quarter and year-over-year, respectively.
- The Outlook in the Public & Social (-18%) industry sector is now at its weakest point since the survey began in 3Q 2003.
- The strongest regional hiring expectations are in the North (-3%) region. However, the Outlook is 3 percentage points weaker when compared to 2Q 2011 and unchanged from 3Q 2010.
- Hiring expectations are weakest in the Centre (-15%) region. The Outlook is 9 and 17 percentage points weaker quarter-over-quarter and year-over-year, respectively, and is now at its weakest level since the survey began.
- Outlooks in the North East (-12%) and North West (-10%) regions are also at their least optimistic level since the survey began.

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

- Once seasonal variations are removed from the data, Sweden's Outlook of +9% indicates a weaker hiring pace in the next three months. The forecast improves 3 and 2 percentage points when compared quarter-over-quarter and year-over-year, respectively.
- Hiring intentions are positive in all 10 industry sectors and in all six regions surveyed.
- Employers in nine of 10 industry sectors and all six regions anticipate a stronger hiring pace when compared to 2Q 2011.
- Employers in the Electricity/Gas/Water (+20%) industry sector report the most optimistic hiring intentions. The Outlook improves by 11 and 13 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.
- The weakest sectoral hiring expectations are reported by employers in the Finance & Business Services (+5%) industry sector, where employers report a 2 percentage point improvement compared to 2Q 2011, but a 12 percentage point decline compared to 3Q 2010.

- For the fifth consecutive quarter, hiring intentions are strongest among employers in the Vastra Gotalands Lan (+19%) region. The Outlook improves by 3 percentage points quarter-over-quarter, but declines by 1 percentage point year-over-year.
- Employers in the Ovriga Gotaland (+5%) region report the country's least optimistic hiring intentions, although the Outlook remains relatively stable quarter-over-quarter and year-over-year.
- Manpower Sweden has notes that Volvo, ABB, Bombardier and Scania have announced recent expansion plans within Sweden, and that the expansion is likely to result in increased demand for those with technical competencies, as well as engineers and sales representatives.

Switzerland

- Opportunities for job seekers are expected to modestly rebound in Switzerland as employers report a cautiously optimistic seasonally adjusted Net Employment Outlook of +7%, an improvement of 6 and 7 percentage points from the previous quarter and from 3Q 2010, respectively.
- Employers in seven of 10 industry sectors and six of seven regions report stronger hiring intentions in the forthcoming quarter compared to 2Q 2011.
- Manpower Switzerland acknowledges that recently enacted amendments to the country's unemployment insurance law may be contributing to the country's 3.1% unemployment rate—the rate has declined over 20 percent compared to last year at this time.
- Employer hiring intentions are the strongest in the Finance & Business Services (+18%) industry sector. The Outlook improves 10 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Wholesale & Retail Trade (-8%) industry sector are forecasting the weakest hiring pace for the forthcoming quarter. The Outlook declines considerably both quarter-over-quarter and year-over-year by 9 and 12 percentage points, respectively.
- The strongest regional hiring activity is expected in the Nordwestschweiz (+17%) area, where the Outlook improves by considerable margins of 15 and 25 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the Ostschweiz (-3%) region report the weakest—and only negative—regional Outlook. The forecast declines by 3 and 12 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.

Turkey (seasonally adjusted data not available)

- Once again, Turkish employers report the most optimistic Net Employment Outlook among employers in the EMEA region. The Net Employment Outlook stands at a bright +35%, a single percentage point quarter-over-quarter improvement.
- Job seekers in the Construction (+50%) industry sector can expect the most dynamic second-quarter hiring pace and the Outlook is relatively stable quarter-over-quarter.
- Employers in the Pharmaceutical industry sector are forecasting Turkey's weakest hiring pace in 2Q 2011, although the Outlook stands at a strong +24% and is unchanged quarter-over-quarter.
- Regionally, the most optimistic employers are in the Mediterranean (+43%) area where the Outlook improves 6 percentage points when compared to 2Q 2011. The least optimistic regional employers are in the Marmara (+25%) region where the Outlook declines by 4 percentage points from 2Q 2011.

United Kingdom

- According to seasonally adjusted data, employers in the United Kingdom anticipate some opportunities for job seekers and report a modest Outlook of +3%. The Outlook is relatively stable quarter-over-quarter and improves by 2 percentage points year-over-year.
- Employers in five of nine industry sectors and seven of 12 regions report stronger hiring intentions in quarter-over-quarter comparisons.
- Hiring activity is expected to be strongest in the Finance & Business Services (+10%) industry sector with the Outlook declining by 6 percentage points quarter-over-quarter and improving by 3 percentage points year-over-year.



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- The least optimistic sector Outlook is reported by employers in the Construction (-6%) industry sector; where the hiring pace is expected to decline 4 and 3 percentage points quarter-over-quarter and year-over-year, respectively.
- Employers in the West Midlands (+13%) are forecasting the strongest regional hiring pace. The Outlook improves considerably quarter-over-quarter and year-over-year by 18 and 21 percentage points, respectively. Manpower UK notes that more than 10,000 jobs could be created as the result of redevelopment plans at the Coventry Airport in the West Midlands.
- For the third consecutive quarter, the weakest regional forecast is reported by employers in Scotland (-7%) where the Outlook improves 2 and declines by 4 percentage points when compared to 2Q 2011 and 3Q 2010, respectively.

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