



Job market growth set to continue in 2016 according to latest Manpower Employment Outlook Survey

PRESS RELEASE – Under embargo until 8 December 2015 (00.01 GMT)

- **Net Employment Outlook of +8% reported for Q1 2016, growing 3 percentage points since Q4 2015**
- **Staffing levels are forecast to grow in all 11 industry sectors for the first time since 2008**
- **Employers in the Ulster region report strongest hiring forecast regionally**

Dublin, 8 December 2015 – For the first time in eight years, Irish employers are expecting to grow staffing levels across all industry sectors in the first quarter of 2016. This is, according to the latest Manpower Employment Outlook Survey released today by Manpower Ireland, the leader in contingent and permanent innovative workforce solutions. .

Employers are reporting a seasonally adjusted Net Employment Outlook of +8% for the start of the New Year, up three percentage points on the final quarter of 2015. This equals the figure seen in Q1 2015, which represented one of the strongest labour market forecasts reported in Ireland since 2007.

The Manpower Employment Outlook Survey is conducted by interviewing a representative sample of 620 Irish employers. All survey participants were asked: *“How do you anticipate total employment at your location to change in the three months to March 2016 as compared to the current quarter?”*

Key findings from the report include:

- For the first time since 2008, staffing levels are **forecast to grow in all 11 industry sectors** evaluated.

- The **Pharmaceutical sector** forecast is the strongest of all 11 sectors evaluated, with employers registering an employment outlook of +17%, up nine percentage points on the previous quarter.
- **Employers in the Agriculture, Forestry and Fishing sector reported the most noteworthy annual increase in employment forecast**, with an employment outlook of +11% for the first quarter of 2016. This represents a fourteen percentage point increase on the same period last year and also represents the strongest outlook for the sector since 2007.
- **Employers in the Manufacturing sector** have reported their strongest employment forecast since 2008. Employers are reporting an employment outlook of +12% for the first quarter of 2016, an increase of seven percentage points on the same time last year.
- **Employers in the Mining and Quarrying Sector** are reporting an employment outlook of +8%, which represents an increase of seven percentage points on the same period last year.
- While the **Restaurant and Hotels sector** is expecting a +3% employment outlook for the next quarter, this represents a twenty-three percentage point drop on the same period last year but an increase of 9 percentage points on the previous quarter.
- **Wholesale and Retail** employers forecast growth of+ 9% for the first quarter of 2016, an increase of six percentage points on the previous quarter.
- Growth in the **Finance and Business** sector which steadily increased throughout 2015 is expected to slow down somewhat in the first quarter of 2016. Employers report an outlook of +7% for the new year, a decrease of one percentage point on the previous quarter but an increase of two percentage points on the same period last year.
- Anticipated growth in the **Public & Social sector** was marked at +8%. This is the first time since 2007 that the sector has seen five consecutive quarters of growth.
- **Employers in Ulster report the strongest hiring intentions** of all four provinces polled, with an outlook of +13%, up one percentage point on the final period of 2015.
- **Employers in Dublin report an outlook of +7%**, up three percentage points on the final quarter of 2015.

- **Employers in Munster continue to show optimistic hiring intentions**, with the highest year on year increase among all 4 provinces. The outlook of +11% is, up 5 percentage points for the same period last year.
- Employers in **Connaught** registered a positive employment outlook of +3%, however this represents a one percentage point decrease on the same period last year.
- The hiring pace in **Leinster** has shown the strongest quarter on quarter increase in forecast employment, registering +11%, up 10 percentage points on the previous quarter and a 1 percentage point increase on the same period last year.

Cara O’Leary, Sales Director, Manpower Ireland, says:

“The results of our survey clearly show continued employer confidence in 2016. The fact that employers across all 11 sectors surveyed plan to increase staff in the coming months for the first time in 8 years is incredibly positive news for job seekers. The Pharmaceutical sector is expected to enjoy the strongest performance as demonstrated by recent job announcements from companies like Pfizer and Regeneron, which will bring a significant boost to the sector. What’s also interesting is that all provinces are reporting strong hiring intentions for the New Year, demonstrating that economic growth is spreading to all regions of the country.”

The next Manpower Employment Outlook Survey will be released on March 8th, 2016 to report hiring expectations for the second quarter of 2016. The Manpower Employment Outlook Survey is available free of charge to the public and can be downloaded from www.manpower.ie.

Results for all 42 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroupsolutions.com/DataExplorer/>

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Note to Editors:

[1] All figures reported are based on seasonally adjusted data.

A 'Net Employment Outlook' is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite. [% increase - % decrease]

For international comparisons and visual library with graphs, visit:

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: www.manpowergroup.com/press/meos.cfm

Note that in Quarter 2 2008, the Survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank, and is widely used internationally.

About the Survey:

An innovative workforce solutions company, Manpower Group releases the Manpower Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the world's most extensive, forward-looking employment survey, polling over 65,000 employers in 42 countries and territories.

In Ireland, the Manpower Employment Outlook Survey is conducted by interviewing a representative sample of 620 Irish employers. All survey participants were asked: "How do you anticipate total employment at your location to change in the three months to the end of September 2015 as compared to the current quarter?"

The overall Net Employment Outlook is calculated by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. This figure is then amended according to any seasonal variations in recruitment patterns as witnessed since the survey began in Ireland in 2002.

About Manpower Ireland:

Manpower is the global leader in contingent and permanent recruitment workforce solutions.

It is part of ManpowerGroup, the world leader in innovative workforce solutions, which creates and delivers high-impact solutions that enable clients to achieve their business goals and enhance their competitiveness.

Manpower has provided organisations in Ireland with a suite of staffing solutions for over 40 years, working with organisations ranging from small and medium sized enterprises to multinational companies.

In the Human Age, where talent has replaced access to capital as the key competitive differentiator, Manpower Ireland leverages its trusted brand to develop a deep talent pool, providing clients with access to the people they need, fast.

Manpower Ireland creates powerful connections between organisations and the talent they need to enhance their competitiveness and unleash their workforce potential. By creating these powerful connections, we help everybody achieve more than they imagined, and power the world of work.

Learn more about how Manpower Ireland can help you win in the Human Age at www.manpower.ie.

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