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Press Release

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Portuguese employers report hopeful hiring plans for the next three months

ManpowerGroup Employment Outlook Survey: Quarter 1 2018

The ManpowerGroup Employment Outlook Survey for the first quarter of 2018 reveals that employment will continue to increase, with employers in Large Companies, the Transport, Storage & Communication sector and the South of the country reporting the strongest hiring plans for the January-March time frame.

- The projection for net job creation* in Portugal is +13%, ten percentage points stronger than in the previous quarter;
- Workforce growth is forecast in all regions and all industry sectors;
- The strongest first-quarter hiring pace expected in Transport, Storage & Communication sector where employers report a Net Employment Outlook of +30%;
- Employers in South region report strongest third-quarter projections (+18%);
- Across organization-size categories, large company employers anticipate strongest first-quarter hiring pace, reporting an Outlook of +21%;
- Overall, payrolls are mostly positive across the globe; strongest employer hiring plans reported in Taiwan (+25%). Austria's and Italy's employers report the weakest (0%) first-quarter forecast.

The ManpowerGroup Employment Outlook Survey for the first quarter 2018 was conducted by interviewing a representative sample of 627 employers in Portugal. All survey participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of March 2018 as compared to the current quarter?"

Portuguese employers report hopeful hiring plans for the next three months. With 16% of employers anticipating an increase in staffing levels, 3% forecasting a decrease and 79% expecting no change, the Net Employment Outlook is +13%.

Employers in all nine industry sectors expect to increase staffing levels during the next three months. The strongest labor market is anticipated in the Transport, Storage & Communication sector, where employers report a Net Employment Outlook of +30%. Agriculture, Hunting, Forestry & Fishing sector employers forecast an active hiring pace, reporting an Outlook of +21%, while steady payroll gains are expected in the Finance, Insurance, Real Estate & Business Services sector, where the Outlook is +14%. Respectable job gains are also expected in both the Construction sector and the Public & Social sector, with Outlooks of +12%, as well as in the Manufacturing sector where employers report an Outlook of +11%. Meanwhile, the most cautious Outlook of +4% is reported in the Electricity, Gas & Water Supply sector.

Quarter-over-quarter, hiring plans strengthen in all nine industry sectors, most notably by 26 percentage points in the Transport, Storage & Communication sector, and by 21 percentage points in the Agriculture, Hunting, Forestry & Fishing sector. Restaurants & Hotels sector employers report a considerable increase of 13 percentage points, while Outlooks improve by 10 and 8 percentage points in the Construction sector and the Public & Social sector, respectively. Elsewhere, the Outlook for the Wholesale & Retail Trade sector remains relatively stable when compared with the previous quarter.

“The ManpowerGroup Employment Outlook Survey results for the first quarter of 2018, predict positive trends that illustrate economic agents’ confidence in the Portuguese economy. We can foresee an increased Net Employment Outlook of 13%, which represents a 10% growth in comparison with the previous quarter and an 8% growth facing the first quarter of 2017. For the first time, Portugal leads the projection for European territory (considering the impact of seasonal variations in hiring activity) which is very good news for the Portuguese market. This projection is enhanced by the Agriculture, Hunting, Forestry & Fishing and by the Transports, Storage & Communication sectors. The confirmation of these anticipated results will hopefully mean a positive impact with higher levels of consumption, leveraging the economy and making it more appealing to the foreign markets. At the same time, the increase in job creation is faced with talent shortage, which will increase the focus of companies in reskilling and upskilling their current workforce. War for talent will increase, which will lead companies to rethink their talent attraction, development and retention models.” says Nuno Gameiro, Country Manager of ManpowerGroup Portugal.

Employers anticipate workforce gains in all three regions during the January-March period. The strongest labor market is forecast in the South, where the Net Employment Outlook stands at +18%. Elsewhere, steady hiring activity is expected in both the Center and the North, with Outlooks of +13% and +12%, respectively.

Hiring intentions strengthen in all three regions when compared with the previous quarter. The most notable increase of 17 percentage points is reported in the South. The Outlook for the Center improves by a considerable margin of 9 percentage points, and employers report an increase of 7 percentage points in the North.

Workforce gains are expected in all four organization size categories during the next three months. Large employers report the strongest hiring intentions with an optimistic Net Employment Outlook of +21%. Elsewhere, Medium- and Small-size employers report respectable Outlooks of +15%, while the Outlook reported by Micro employers stands at +6%.

Employers in 41 countries report positive hiring intentions

According to the survey, workforce gains of varying margins are forecast by employers in 41 of 43 countries and territories during the January-March time frame. And for the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories. Additionally, employers in a number of countries, including Australia, Japan, Norway, Poland, Romania and the United States, report their strongest hiring plans in five years or more. There are also signs that the volatility recently observed in some countries - most notably in Brazil, China and India - is declining.

Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

Workforce gains are forecast in 23 of 25 countries in the Europe, Middle East & Africa (EMEA) region through the first three months of 2018. Hiring plans improve in 10 countries quarter-over-quarter, weaken in 10, and are unchanged in five. In a year-over-year comparison, Outlooks improve in 14 countries, decline in eight and are unchanged in three. Job seekers in Romania and Slovenia may benefit from the strongest EMEA region first-quarter hiring plans, while the weakest forecasts are reported in Austria and Italy, with employers in both countries predicting a flat hiring pace through the first three months of the year.

Full data for each of the 43 countries and territories included in the survey for the first quarter of 2018, as well as regional and global comparisons can be found in full at www.manpowergroup.com/meos. The results of the next survey will be released on March 13, 2018 and will reveal the labor market outlook for the second quarter of the year.

* The projection for net job creation is the difference between the percentage of employers who plan to increase their workforce and the percentage of employers who plan to reduce it.

** Portugal is not among the countries whose data is compared with the same quarter of the previous year, since it joined the ManpowerGroup Employment Outlook Survey in the third quarter of 2016.

About the ManpowerGroup Employment Outlook Survey

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

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

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

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

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

Focused: For more than 55 years the survey has derived all of its information from a single question:

For the 1Q 2018 research, all employers participating in the survey worldwide are asked the same question, “How do you anticipate total employment at your location to change in the three months to the end of March 2018 as compared to the current quarter?”

Methodology

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

Nine sectors considered:

1. Agriculture, Forestry and Fisheries;
2. Construction;
3. Electricity, Gas and Water supply;
4. Finance, Insurance, Real Estate and Services;
5. Industry;
6. Public Sector;
7. Catering and Hospitality;
8. Transport, Logistics and Communications;
9. Wholesale and Retail.

Dimensions of companies

1. Micro companies: less than 10 workers;
2. Small companies: 10 to 49 workers;
3. Medium companies: 50 to 249 workers;
4. Large companies: 250 or more workers.

Five Portuguese regions

1. North;
2. Center;
3. South;
4. Greater Lisbon;
5. Greater Porto.

About ManpowerGroup:

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.

In Portugal:

ManpowerGroup® started its activity in Portugal in 1962, through a franchising. In 2008, ManpowerGroup acquired franchising, having started to reorganize the company and the brand, which has been transforming its presence in Portugal.