ManpowerGroup Employment Outlook Survey

Brazil

Q1 2020

ManpowerGroup®

Brasil Employment Outlook

The ManpowerGroup Employment Outlook Survey for the first quarter 2020 was conducted by interviewing a representative sample of 850 employers in Brazil.

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 2020 as compared to the current quarter?”.

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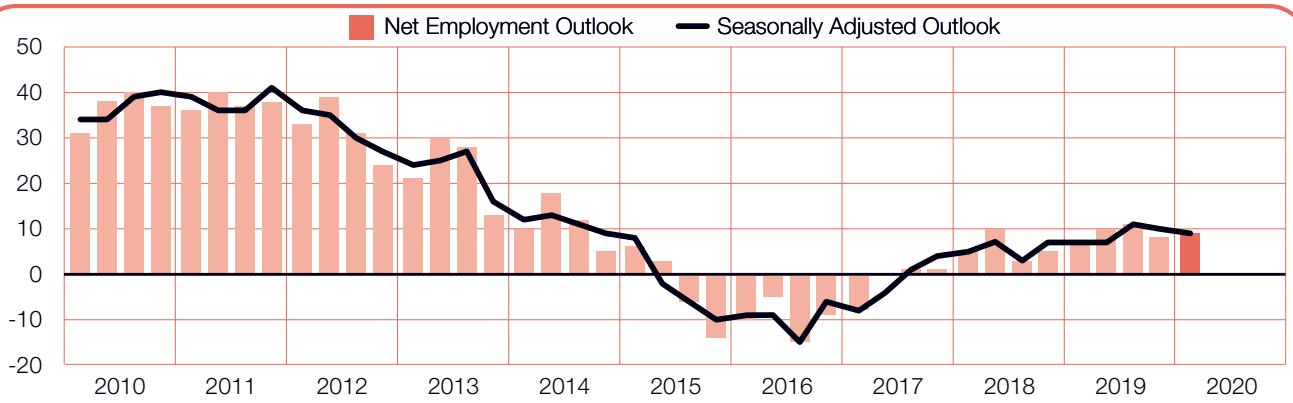
Brazil Employment Outlook

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Jan-Mar 2020	**16**	**7**	**75**	**2**	**9**	**9**
Oct-Dec 2019	18	10	70	2	8	10
Jul-Sep 2019	17	6	74	3	11	11
Apr-Jun 2019	18	8	71	3	10	7
Jan-Mar 2019	18	11	66	5	7	7



No bar indicates Net Employment Outlook of zero.

Brazilian employers report fair hiring prospects for the upcoming quarter. With 16% of employers expecting to increase payrolls, 7% anticipating a decrease and 75% forecasting no change, the Net Employment Outlook is +9%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +9%. Hiring intentions remain relatively stable when compared with the previous quarter and are 2 percentage points stronger in comparison with the same period last year.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organization Size Comparisons

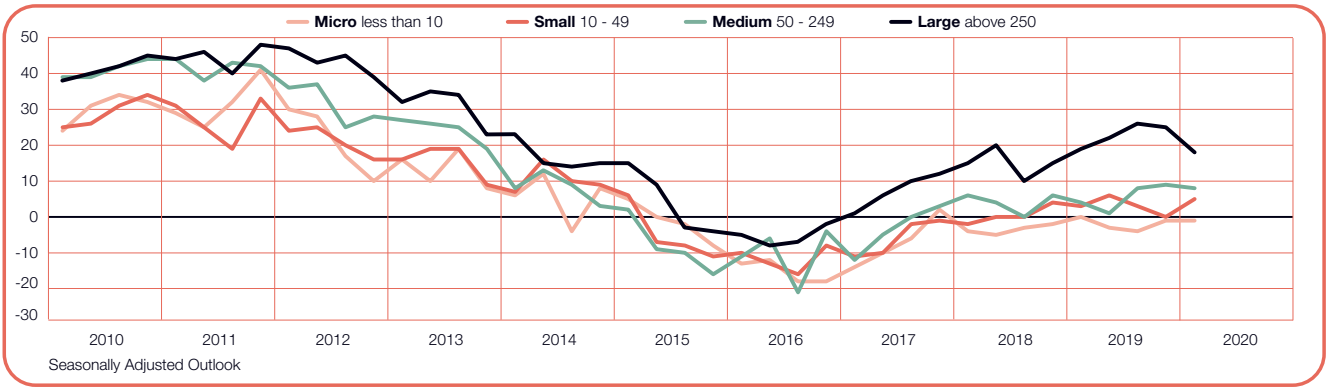
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers in three of the four organization size categories expect to increase payrolls during the next three months. Large employers anticipate a positive hiring climate, reporting a Net Employment Outlook of +18%, while Outlooks of +8% and +5% are reported in the Medium- and Small-size categories, respectively. However, Micro employers forecast a subdued hiring pace, reporting an Outlook of -1%.

When compared with the previous quarter, hiring prospects are 5 percentage points stronger for Small employers, but decline by 7 percentage points in the Large size category. Elsewhere, Medium employers report relatively stable hiring intentions and the Outlook for Micro firms is unchanged.

Hiring plans improve by 4 and 2 percentage points in the Medium and Small size categories, respectively, when compared with this time one year ago. Meanwhile, Micro and Large size employers report relatively stable hiring prospects.

Organization Size	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally Adjusted Outlook
	%	%	%	%	%	%
Micro less than 10	7	8	85	0	-1	-1
Small 10 - 49	12	8	79	1	4	5
Medium 50 - 249	15	7	75	3	8	8
Large above 250	24	7	67	2	17	18

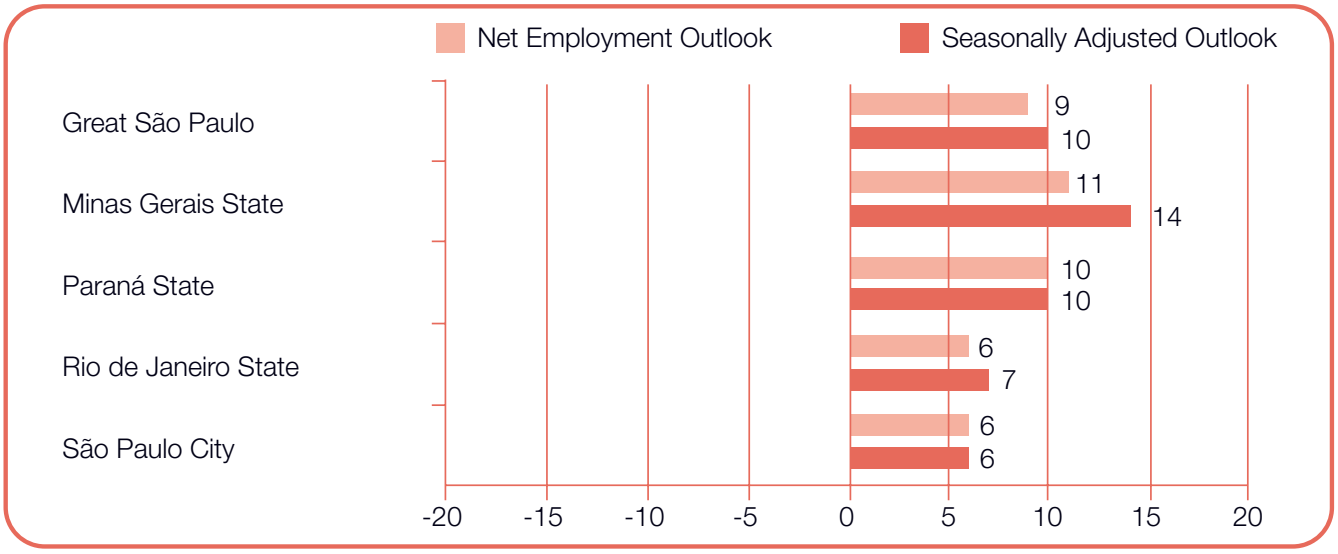


Regional Comparisons

Employers forecast an increase in payrolls for all five regions during the first quarter of 2020. The strongest labor market is anticipated in Minas Gerais State, where the Net Employment Outlook stands at +14%. Some hiring opportunities are expected in two regions with Outlooks of +10% – Great São Paulo and Paraná State – while Outlooks of +7% and +6% are reported in Rio de Janeiro State and São Paulo City, respectively.

Hiring prospects improve by 2 percentage points in both Rio de Janeiro State and Paraná State when compared with the previous quarter. However, Minas Gerais State employers report a decline of 4 percentage points and the São Paulo City Outlook decreases by 2 percentage points.

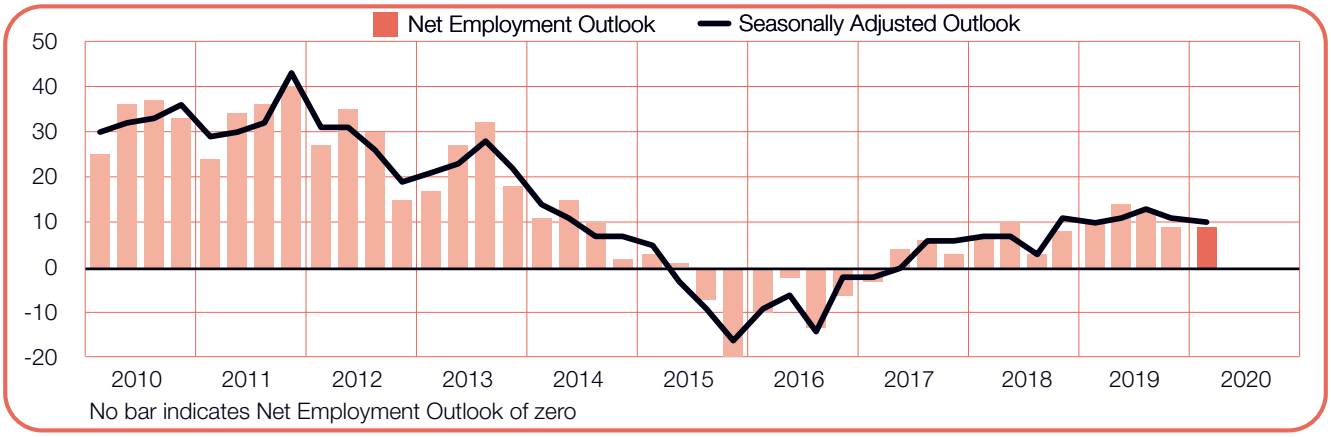
When compared with this time one year ago, hiring plans improve by a considerable margin of 10 percentage points in Rio de Janeiro State, but decline by 2 in Paraná State. Elsewhere, hiring prospects remain relatively stable or are unchanged.



+9 (+10)%

Great São Paulo

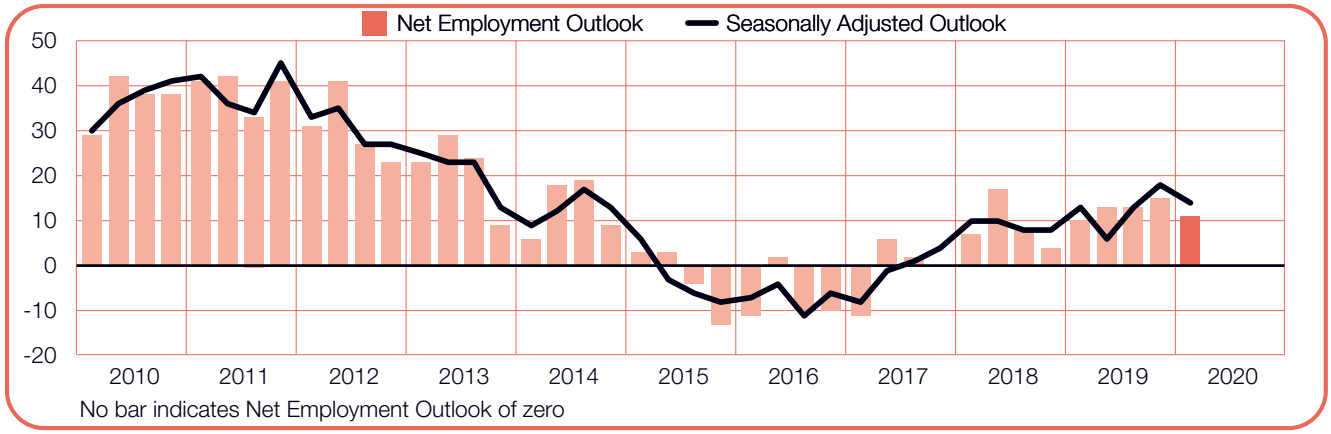
A fair hiring climate is forecast for the upcoming quarter, with employers reporting a Net Employment Outlook of +10%. Hiring sentiment remains relatively stable when compared with the prior quarter and is unchanged in comparison with this time one year ago.



+11 (+14)%

Minas Gerais State

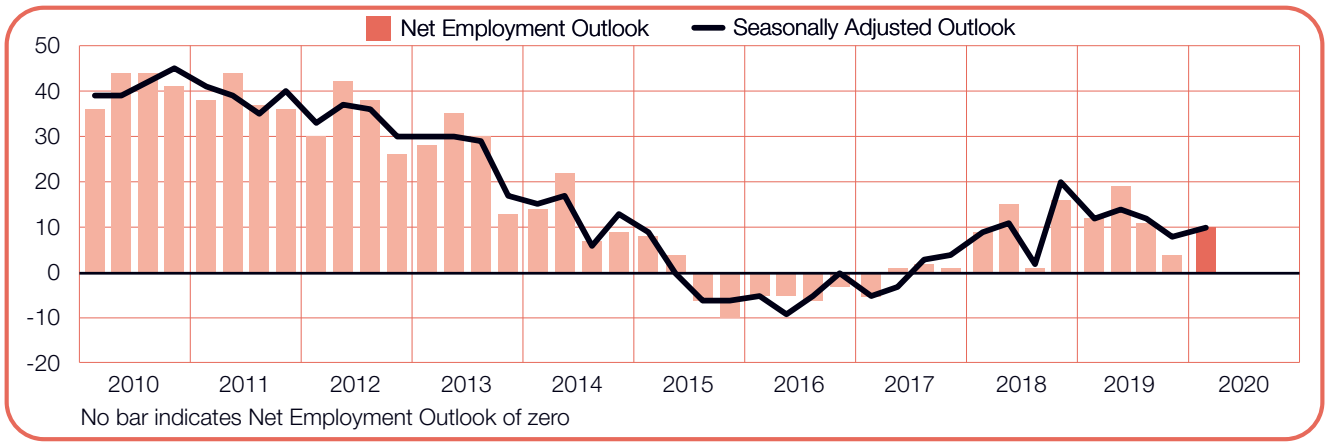
With a Net Employment Outlook of +14%, employers expect a steady increase in payrolls during the next three months. The Outlook declines by 4 percentage points when compared with the previous quarter, but employers report relatively stable hiring intentions in comparison with 1Q 2019.



+10 (+10)%

Paraná State

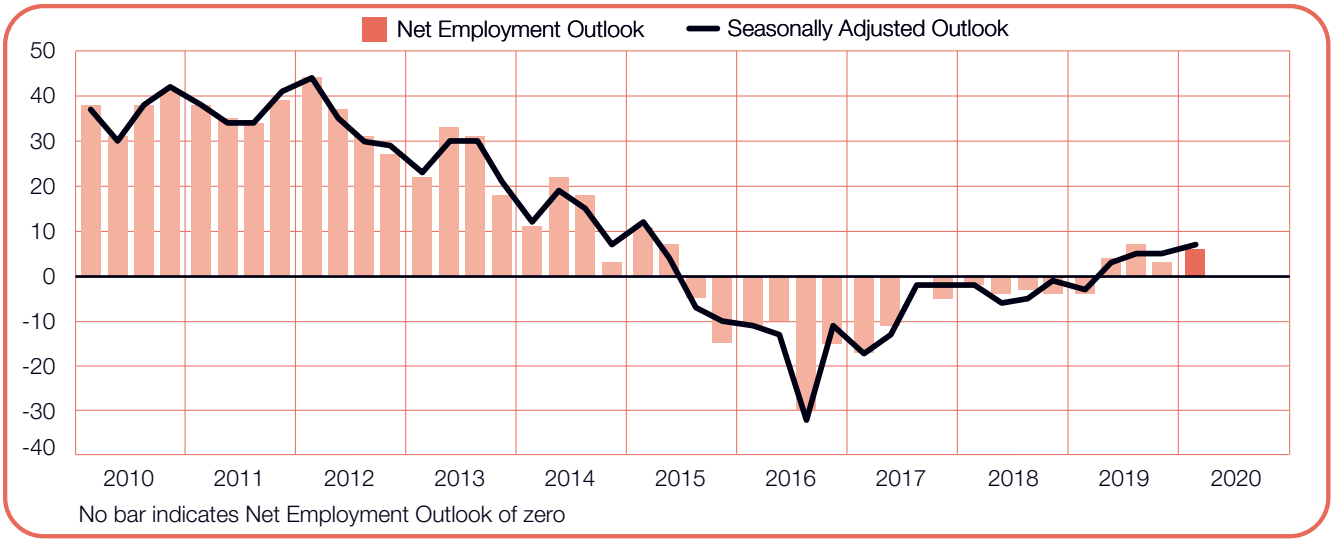
Employers report cautiously optimistic hiring plans for the January to March period, with a Net Employment Outlook of +10%. Hiring intentions are 2 percentage points stronger in comparison with the prior quarter, but decline by 2 percentage points year-over-year.



+6 (+7)%

Rio de Janeiro State

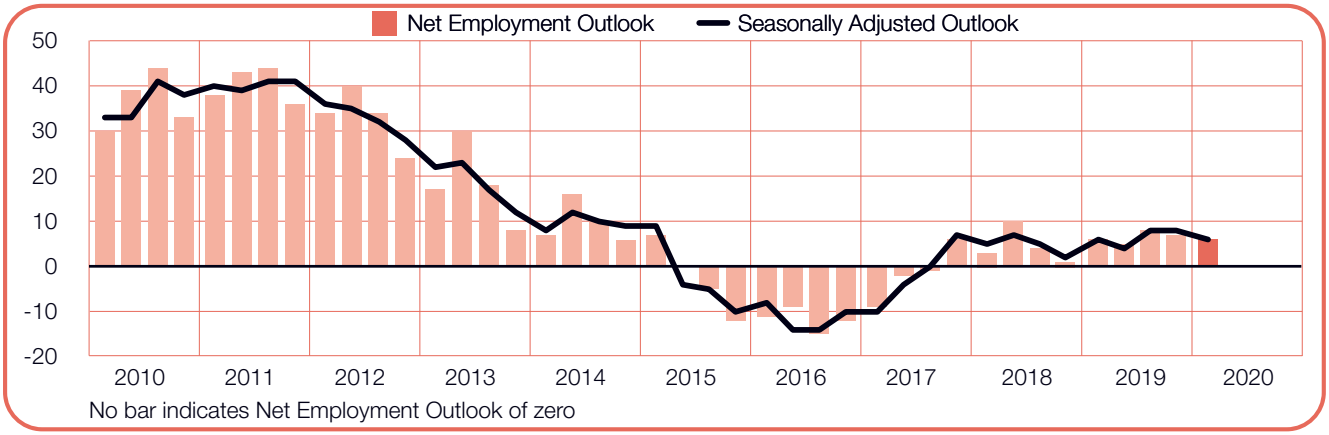
The strongest labor market in five years is anticipated during the first quarter of 2020. Employers report a Net Employment Outlook of +7%, improving by 2 and 10 percentage points quarter-over-quarter and year-over-year, respectively.



+6 (+6)%

São Paulo City

Job seekers can expect modest hiring opportunities in the January to March period, according to employers who report a Net Employment Outlook of +6%. Hiring intentions decline by 2 percentage points when compared with the previous quarter, but are unchanged in comparison with the first quarter of 2019.



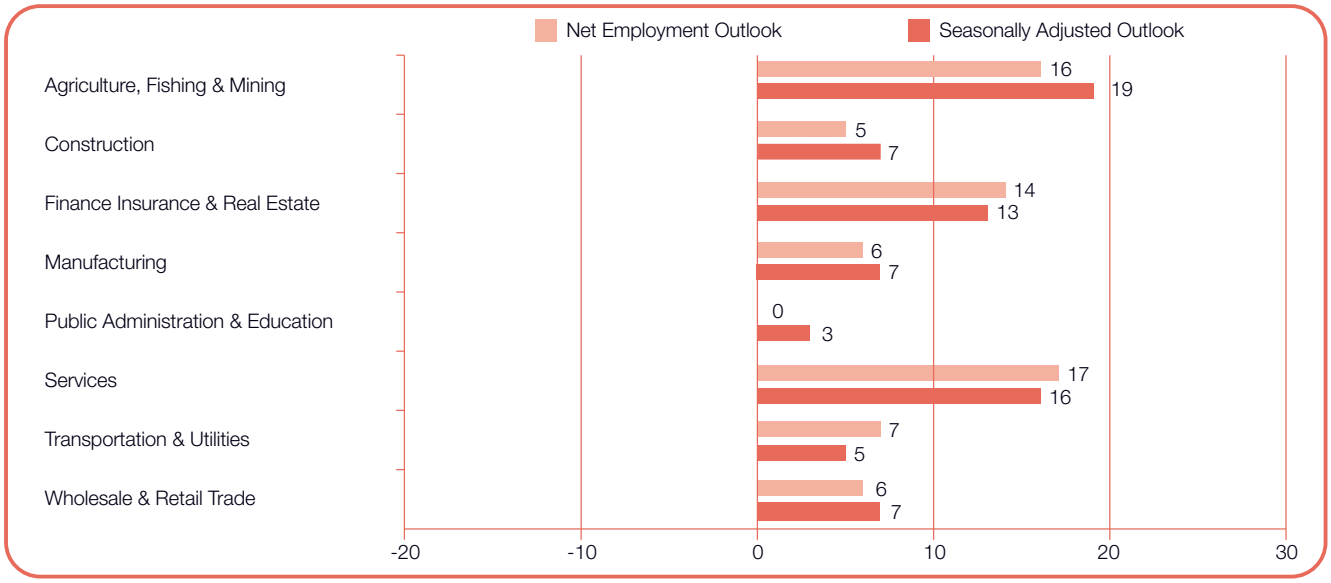
No bar indicates Net Employment Outlook of zero

Sector Comparisons

Employers in all eight industry sectors expect to add to payrolls in the coming quarter. The strongest hiring prospects are reported for the Agriculture, Fishing & Mining sector, where the Net Employment Outlook is +19%. A steady hiring pace is also forecast for the Services sector and the Finance, Insurance & Real Estate sector, with Outlooks of +16% and +13%, respectively. Elsewhere, moderate workforce gains are anticipated in three sectors with Outlooks of +7% – the Manufacturing sector, the Construction sector and the Wholesale & Retail Trade sector. Meanwhile, the weakest Outlook of +3% is reported in the Public Administration & Education sector.

Hiring prospects weaken in five of the eight industry sectors when compared with the previous quarter. The most notable declines of 5 percentage points are reported in the Construction sector and the Public Administration & Education sector, while Transportation & Utilities sector employers report a decrease of 4 percentage points. Meanwhile, Outlooks strengthen in three sectors. Agriculture, Fishing & Mining sector employers report an improvement of 6 percentage points, and Outlooks are 4 and 3 percentage points stronger in the Services sector and the Finance, Insurance & Real Estate sector, respectively.

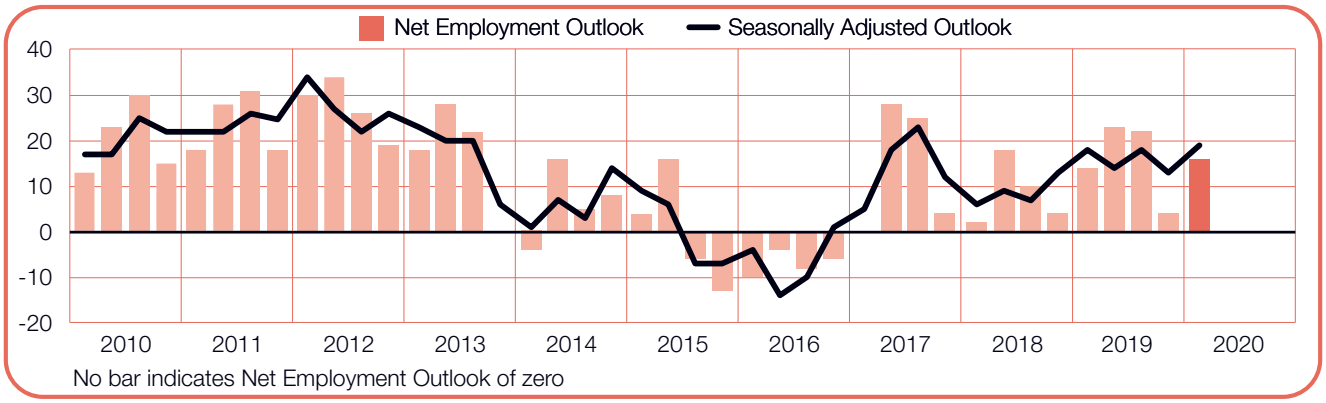
When compared with this time one year ago, hiring intentions strengthen in four of the eight industry sectors. Considerable increases of 10 and 9 percentage points are reported for the Construction sector and the Services sector, respectively, while the Finance, Insurance & Real Estate sector Outlook improves by 4 percentage points. However, Outlooks also weaken in four sectors, most notably by 5 percentage points in the Public Administration & Education sector and by 4 percentage points in the Wholesale & Retail Trade sector.



+16 (+19)%

Agriculture, Fishing & Mining

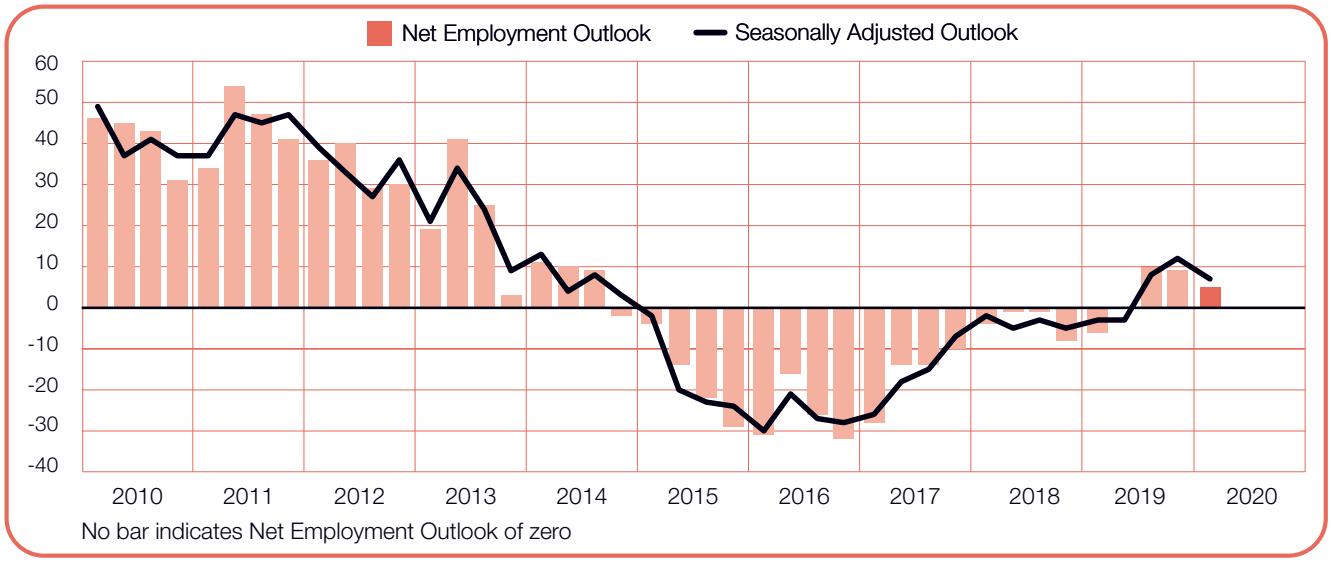
Reporting a Net Employment Outlook of +19% for the next three months, employers anticipate the strongest labor market in two years. Hiring prospects improve by 6 percentage points quarter-over-quarter and remain relatively stable when compared with this time one year ago.



+5 (+7)%

Construction

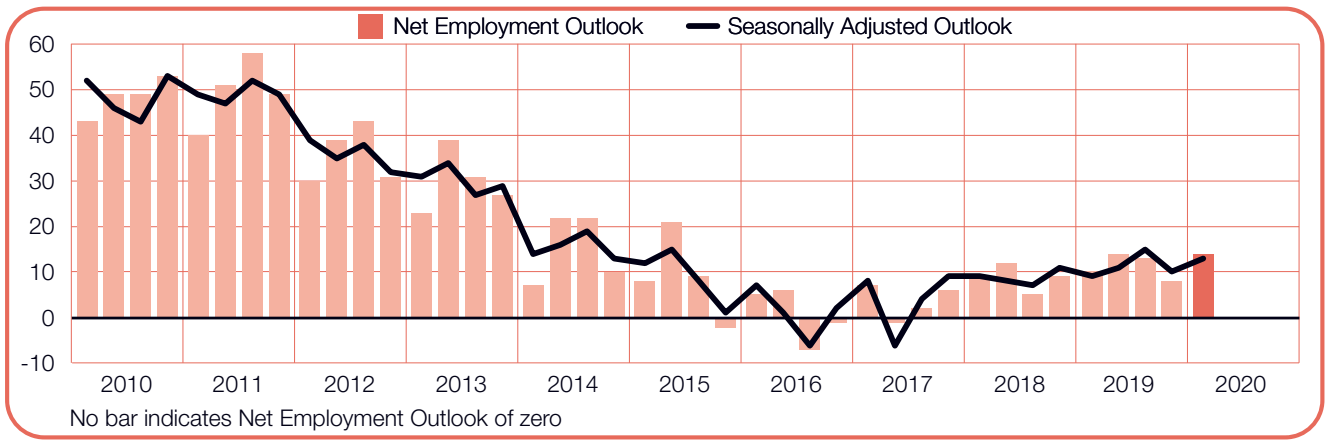
Employers expect some hiring opportunities during the upcoming quarter, reporting a Net Employment Outlook of +7%. While the Outlook is 5 percentage points weaker when compared with the previous quarter, employers report an improvement of 10 percentage points in comparison with last year at this time.



+14 (+13)%

Finance Insurance & Real Estate

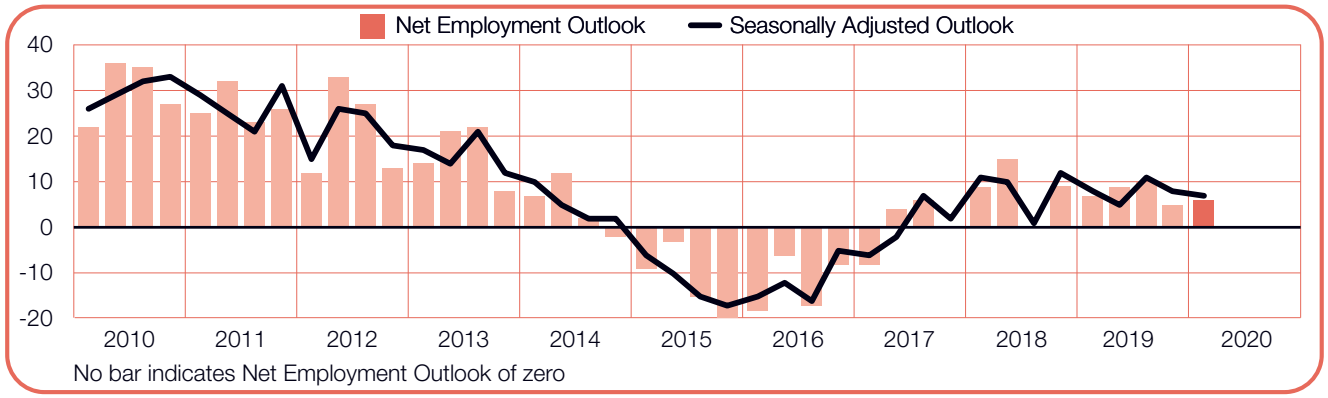
Job seekers can expect a positive hiring climate in the forthcoming quarter, according to employers who report a Net Employment Outlook of +13%. Hiring intentions are 3 percentage points stronger when compared with the previous quarter and improve by 4 percentage points year-over-year.



+6 (+7)%

Manufacturing

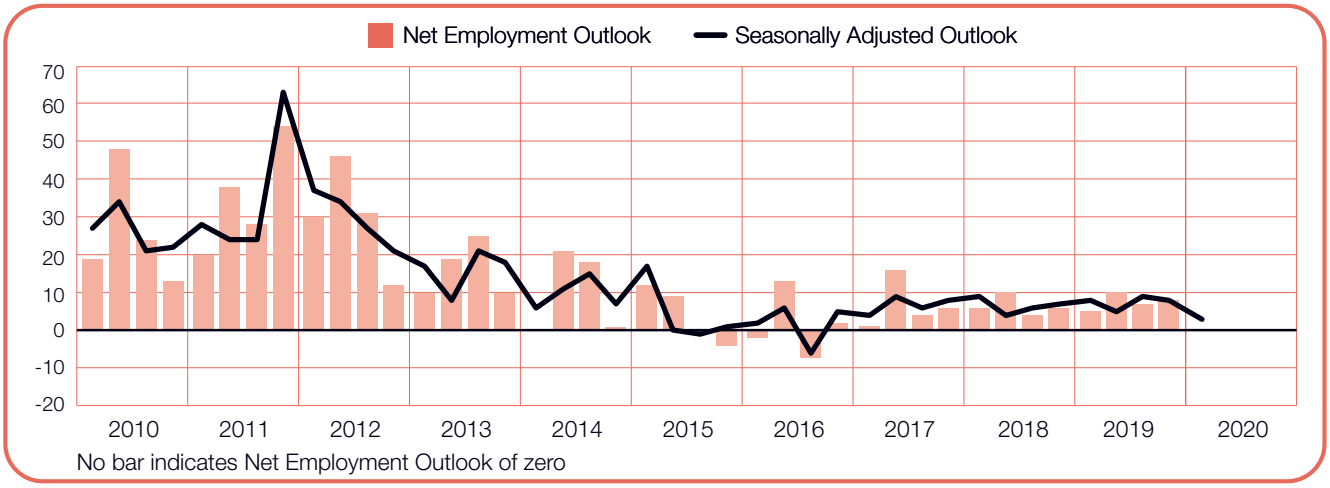
Modest payroll gains are forecast for the first quarter of 2020, with employers reporting a Net Employment Outlook of +7%. Hiring sentiment remains relatively stable in comparison with both the prior quarter and this time one year ago.



0 (+3)%

Public Administration & Education

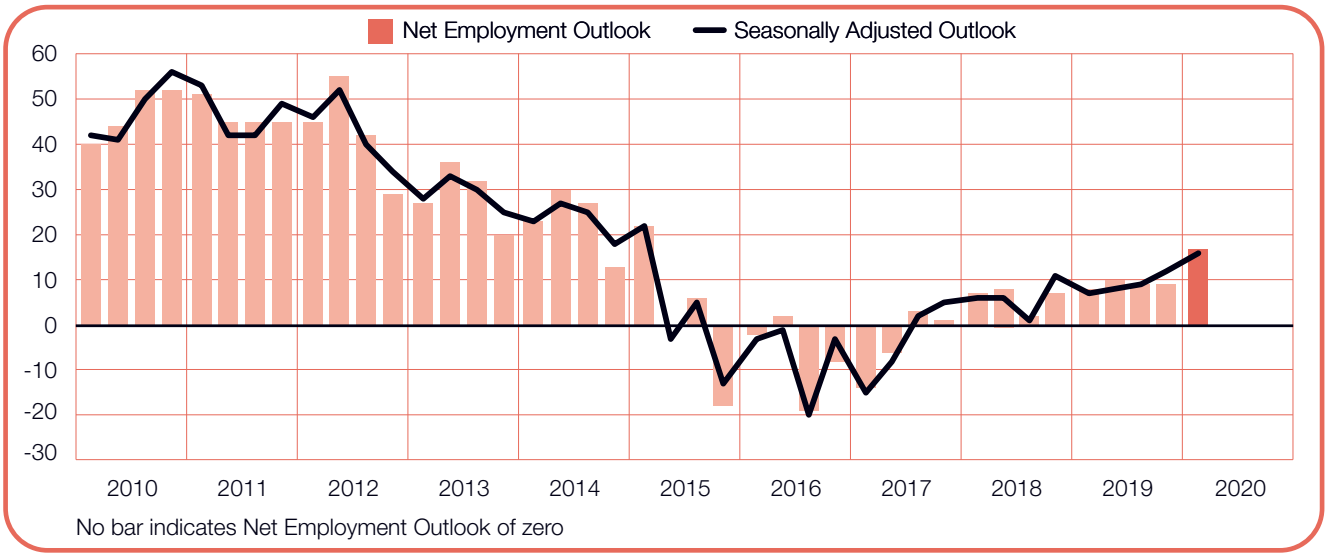
With a Net Employment Outlook of +3%, employers forecast slow-paced hiring activity in the January to March time frame. However, hiring prospects decline by 5 percentage points both quarter-over-quarter and year-over-year, and are the weakest reported in three years.



+17 (+16)%

Services

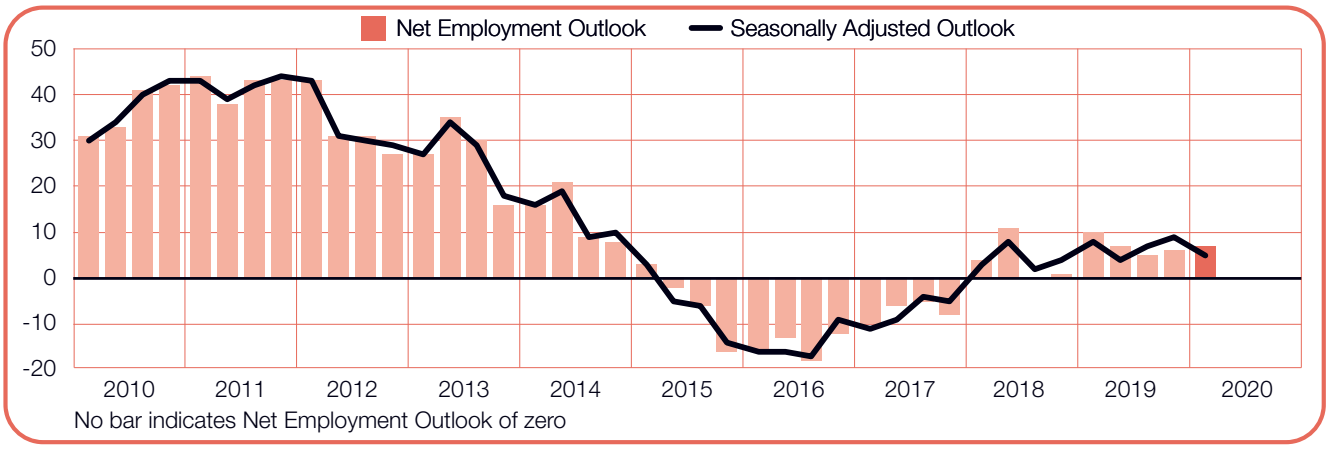
The strongest labor market in five years is anticipated during the next three months. Employers report a Net Employment Outlook of +16%, improving by 4 percentage points when compared with the previous quarter and by 9 percentage points in comparison with last year at this time.



+7 (+5)%

Transportation & Utilities

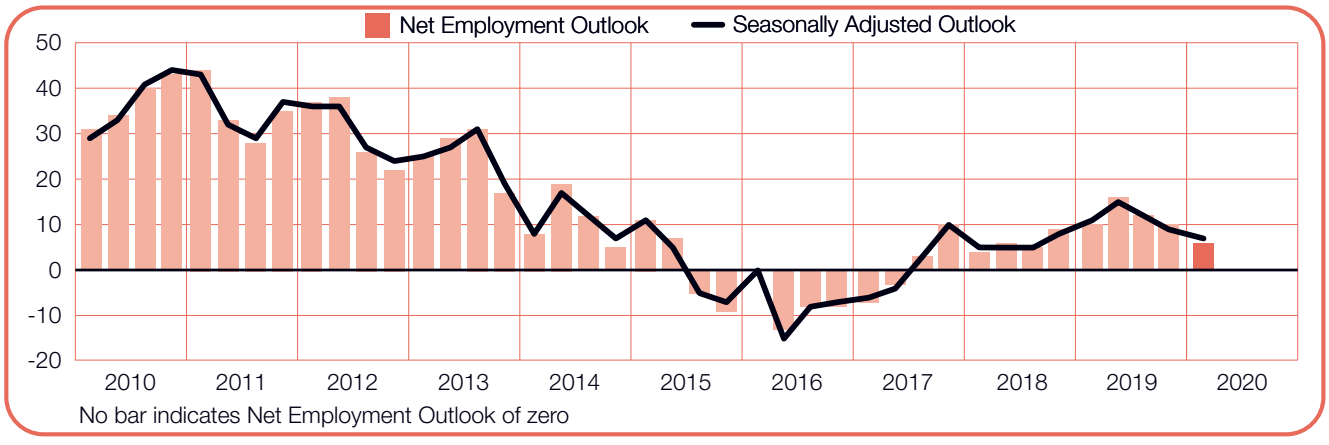
Job seekers can expect a mild hiring climate in the first quarter of 2020, according to employers who report a Net Employment Outlook of +5%. Hiring plans decline by 4 percentage points in comparison with 4Q 2019 and are 3 percentage points weaker when compared with this time one year ago.



+6 (+7)%

Wholesale & Retail Trade

Employers report conservative hiring intentions for the coming quarter with a Net Employment Outlook of +7%. The Outlook declines by 2 percentage points when compared with the previous quarter and is 4 percentage points weaker year-over-year.



Global Employment Outlook

ManpowerGroup interviewed over 58,000 employers in 43 countries and territories to forecast labor market activity* in the first quarter of 2020. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?”.

In the ManpowerGroup research for the first quarter of 2020, employers in 42 of 43 countries and territories surveyed expect to grow payrolls in the period up to the end of March 2020.

When compared with the previous quarter, hiring plans strengthen in 15 of the 43 countries and territories, while employers in 23 report weaker hiring prospects, with no change reported in five. In a comparison with last year at this time, employers in 12 countries and territories report stronger hiring sentiments, while hiring intentions weaken in 26 and are unchanged in five. The strongest labor markets are anticipated in Greece, Japan, Taiwan, the U.S. and Romania, while the weakest hiring activity is expected in Panama, Argentina, Costa Rica, Italy and Spain.

Payroll gains are anticipated in all 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the first quarter of 2020. In a comparison with the final quarter of 2019, hiring plans strengthen in 10 countries, but weaken in 12. When compared with this time one year ago, Outlooks improve in eight countries, but decline in 13. Employers in Greece and Romania anticipate the strongest hiring pace during the next three months, while the weakest labor markets are forecast in Italy and Spain.

Employers in all seven Asia Pacific countries and territories expect to increase headcounts during the upcoming quarter. When compared with the prior quarter, hiring plans strengthen in three countries and territories, but weaken in three. In a comparison with the same period last year, hiring prospects weaken in six countries and territories, while improving in one. The strongest hiring sentiment in the region is reported by employers in Japan and Taiwan, while the most cautious Outlook is reported in China.

In the Americas, employers in nine of the 10 countries surveyed expect to increase payrolls during the next three months, while Panama employers report uncertain hiring plans and the only negative forecast globally. In a comparison with the final quarter of 2019, hiring intentions improve in two Americas countries, but decline in eight. When compared with this time one year ago, employers in three countries report stronger hiring prospects, while Outlooks weaken in seven. The region’s strongest labor markets are anticipated in the U.S. and Colombia, while the weakest hiring sentiment is reported in Panama.

Full survey results for each of the 43 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at

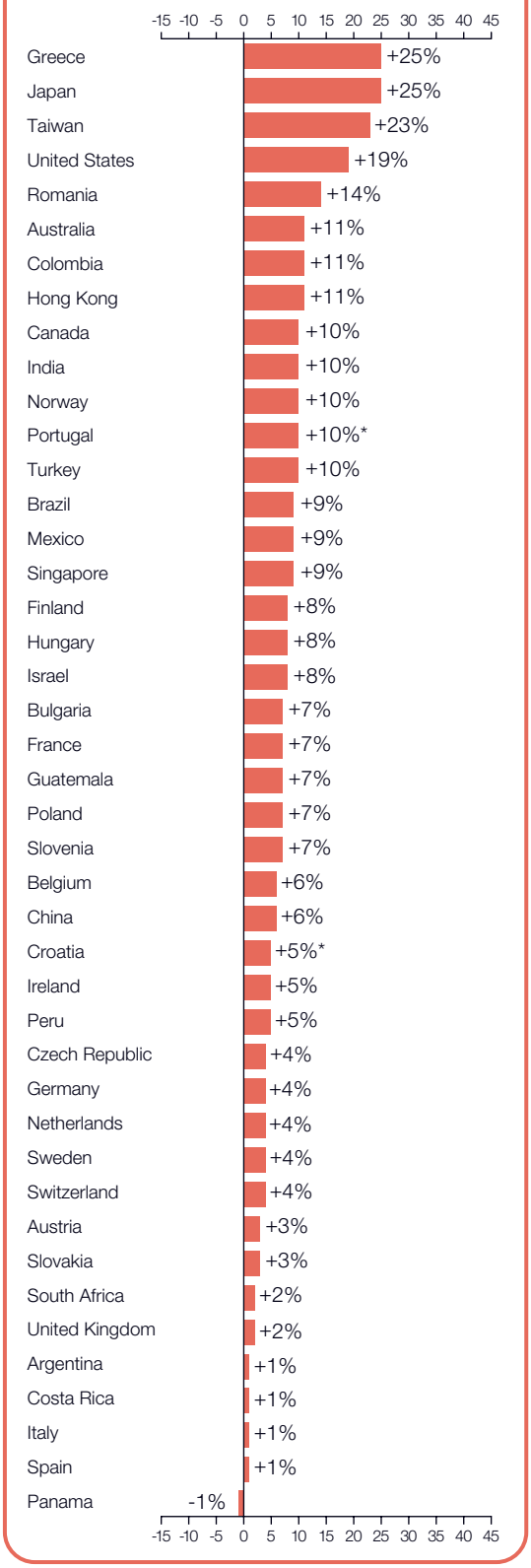
www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be released on 10 March 2020 and will detail expected labor market activity for the second quarter of 2020.

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

	Quarter 1 2020	Qtr on Qtr Change Q4 2019 to Q1 2020	Yr on Yr Change Q1 2019 to Q1 2020
	%		
Americas			
Argentina	1 (1)[1]	-1 (-1)[1]	4 (5)[1]
Brazil	9 (9)[1]	1 (-1)[1]	2 (2)[1]
Canada	6 (10)[1]	-3 (-2)[1]	-2 (-2)[1]
Colombia	10 (11)[1]	1 (2)[1]	3 (2)[1]
Costa Rica	3 (1)[1]	1 (-1)[1]	-3 (-3)[1]
Guatemala	7 (7)[1]	-3 (-1)[1]	-3 (-3)[1]
Mexico	8 (9)[1]	0 (1)[1]	-4 (-4)[1]
Panama	0 (-1)[1]	-5 (-5)[1]	-4 (-4)[1]
Peru	5 (5)[1]	-2 (-4)[1]	-2 (-2)[1]
United States	17 (19)[1]	0 (-1)[1]	-1 (-1)[1]
Asia Pacific			
Australia	12 (11)[1]	0 (0)[1]	-2 (-2)[1]
China	7 (6)[1]	3 (2)[1]	-3 (-3)[1]
Hong Kong	11 (11)[1]	-3 (-3)[1]	-7 (-7)[1]
India	10 (10)[1]	-10 (-10)[1]	-2 (-2)[1]
Japan	24 (25)[1]	1 (-1)[1]	-2 (-2)[1]
Singapore	8 (9)[1]	3 (5)[1]	-1 (-1)[1]
Taiwan	21 (23)[1]	1 (1)[1]	3 (2)[1]
EMEA†			
Austria	-1 (3)[1]	-5 (-2)[1]	-3 (-2)[1]
Belgium	5 (6)[1]	-1 (0)[1]	0 (0)[1]
Bulgaria	4 (7)[1]	-2 (0)[1]	0 (0)[1]
Croatia	5	-2	-9
Czech Republic	2 (4)[1]	0 (2)[1]	0 (0)[1]
Finland	3 (8)[1]	2 (4)[1]	4 (4)[1]
France	6 (7)[1]	0 (1)[1]	3 (3)[1]
Germany	0 (4)[1]	-8 (-2)[1]	-5 (-5)[1]
Greece	19 (25)[1]	7 (7)[1]	7 (7)[1]
Hungary	4 (8)[1]	-2 (1)[1]	-8 (-7)[1]
Ireland	2 (5)[1]	-4 (-1)[1]	-3 (-3)[1]
Israel	6 (8)[1]	1 (2)[1]	1 (1)[1]
Italy	0 (1)[1]	-3 (-3)[1]	-2 (-2)[1]
Netherlands	3 (4)[1]	-2 (-1)[1]	0 (0)[1]
Norway	9 (10)[1]	0 (0)[1]	5 (5)[1]
Poland	3 (7)[1]	-5 (-2)[1]	-5 (-5)[1]
Portugal	10	0	1
Romania	11 (14)[1]	8 (4)[1]	1 (0)[1]
Slovakia	0 (3)[1]	-3 (-2)[1]	-8 (-7)[1]
Slovenia	6 (7)[1]	-10 (-8)[1]	-13 (-13)[1]
South Africa	2 (2)[1]	-2 (-1)[1]	-3 (-3)[1]
Spain	1 (1)[1]	2 (1)[1]	-1 (-2)[1]
Sweden	2 (4)[1]	-7 (-5)[1]	-3 (-3)[1]
Switzerland	2 (4)[1]	0 (1)[1]	2 (2)[1]
Turkey	5 (10)[1]	3 (4)[1]	9 (9)[1]
UK	1 (2)[1]	-4 (-3)[1]	-5 (-5)[1]

Quarter 1 2020 Net Employment Outlook



†EMEA – Europe, Middle East and Africa.

* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

International Comparisons – Americas

For the first quarter of 2020, more than 23,000 employers in North, Central and South America were interviewed for the ManpowerGroup survey. Employers in nine of the 10 Americas countries expect to add to payrolls during the next three months.

Employers in the United States anticipate the strongest hiring pace in the Americas region for the ninth consecutive quarter. Hiring intentions remain relatively stable in comparison with both the prior quarter and the same period last year, and employers expect workforce gains in all 13 industry sectors in the January to March period. In the strongest U.S. sector labor market, Leisure & Hospitality, employers report a three-year high in their forecast. Solid hiring plans in two of the four U.S. regions are also fueling the positive national Outlook, with employers in the Midwest and the South reporting their strongest forecasts in 19 and 13 years, respectively.

In Canada, employers report fair hiring prospects for the coming quarter, although hiring prospects dip slightly both quarter-over-quarter and year-over-year. Payroll gains are expected in nine of 10 industry sectors during the coming quarter, with the strongest Outlook in 14 years for the Manufacturing – Non-Durables sector and a five-year peak in the Education sector.

Mexican hiring sentiment has stabilized following a dip in the previous quarter, with employers expecting moderate job gains during the next three months, although expectations remain weaker than for the same period last year. The strongest hiring plans are reported for the Agriculture & Fishing and Services sectors, but hiring opportunities in the Transport & Communication sector are the weakest reported in 10 years.

Employers in Central America report mixed hiring prospects for the coming quarter. Guatemalan employers expect the modest hiring pace to continue, with job gains forecast for five of six industry sectors and four of five regions. However, employers in Costa Rica report their weakest Outlook since the survey began in 2006. While payrolls are expected to grow in four of six industry sectors during 1Q 2020, employers expect to trim payrolls in the Construction and Transport & Communication sectors.

The weakest of the 10 Americas labor markets is anticipated in Panama, where employers report the most subdued hiring plans since the survey began 10 years ago, fueled in part by weak hiring prospects for the Manufacture and Commerce sectors.

Brazilian employers continue to report fair hiring prospects, driven by positive hiring intentions for the Agriculture, Fishing & Mining sector, and for the Services sector where employers report a five-year high. Hiring prospects in all Brazilian regions have now recovered from the 2015/2016 recession, including Rio de Janeiro State, where the Outlook for the coming quarter is the strongest in five years.

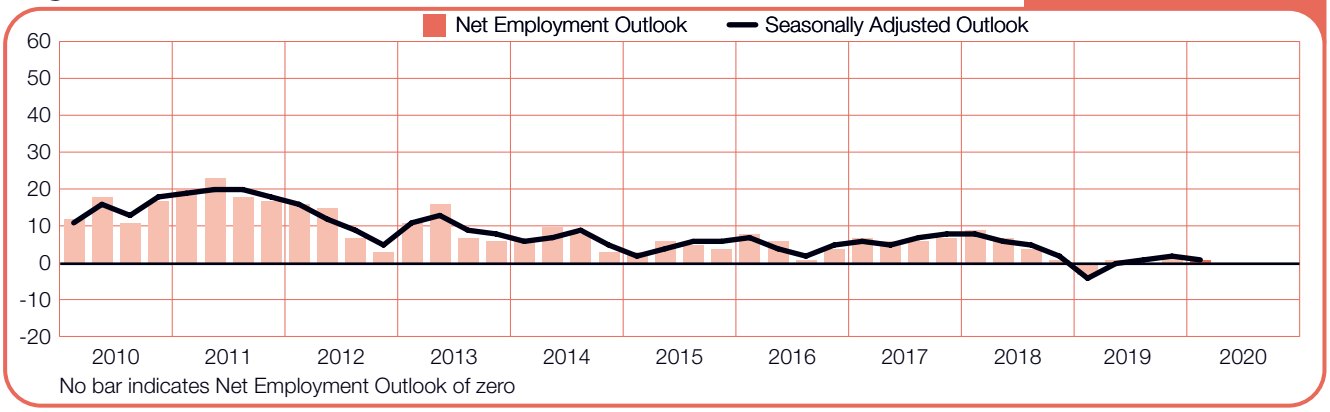
Argentine employers continue to report a cautious hiring sentiment following last year's economic uncertainty, with workforce gains anticipated in five of nine sectors and three of six regions in the next three months. Employers in the Construction sector are in part driving the labor market, reporting their strongest hiring plans in two years.

In Colombia, employers anticipate a steady hiring pace in 1Q 2020, reporting slightly stronger hiring expectations both quarter-over-quarter and year-over-year. The improvement in hiring prospects is fueled in part by the strongest Finance, Insurance & Real Estate sector Outlook in five years.

While payroll gains are expected in seven of nine of Peru's industry sectors during the coming quarter, hiring plans are slightly weaker for the country as a whole in comparison with both the prior quarter and last year at this time. Transportation & Utilities employers expect the strongest workforce growth in the next three months, but the Agriculture & Fishing Outlook is the weakest since the survey began in 2006.

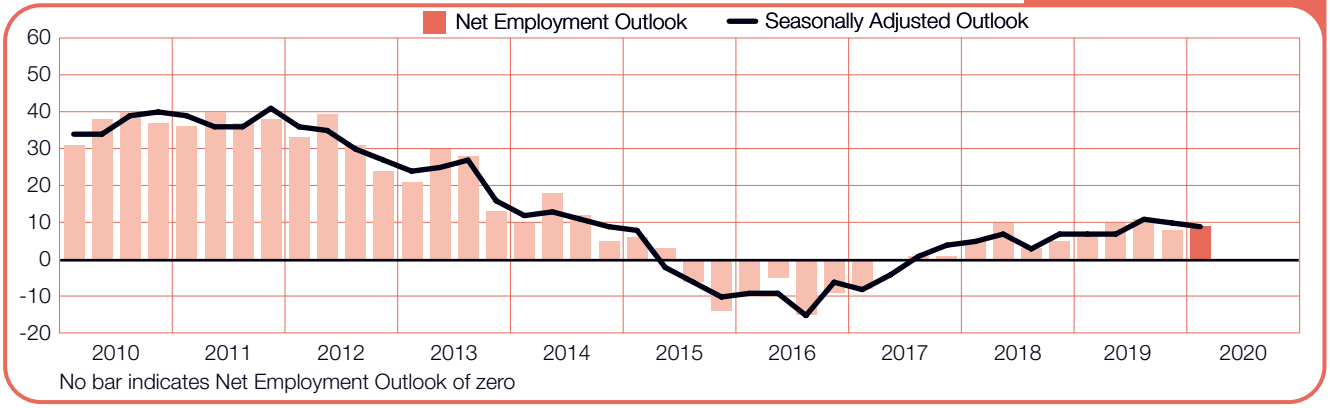
Argentina

+1 (+1)%



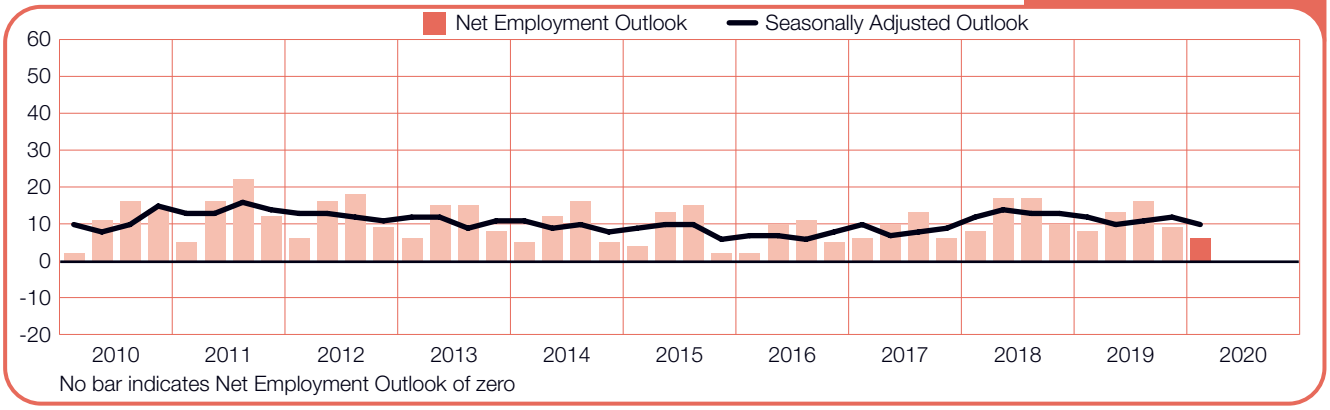
Brazil

+9 (+9)%



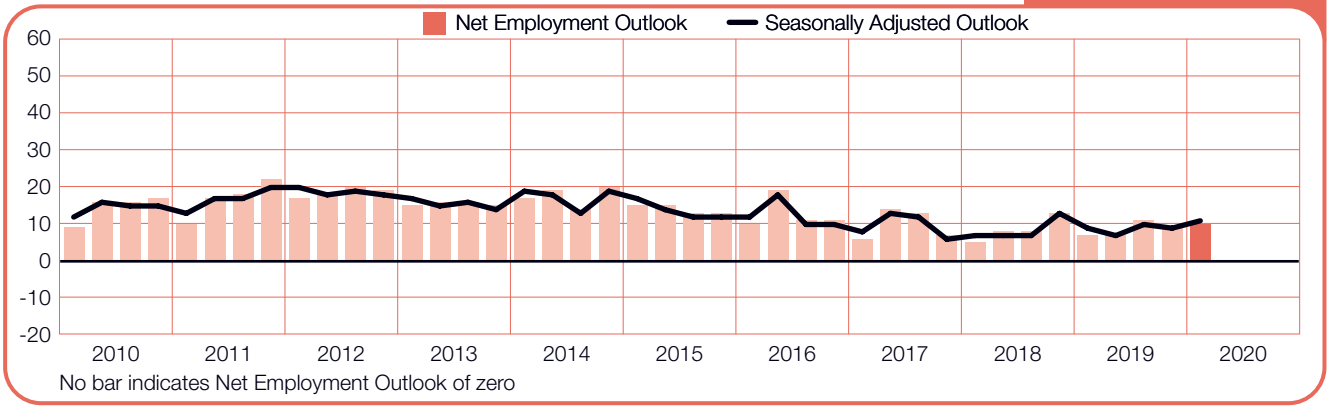
Canada

+6 (+10)%



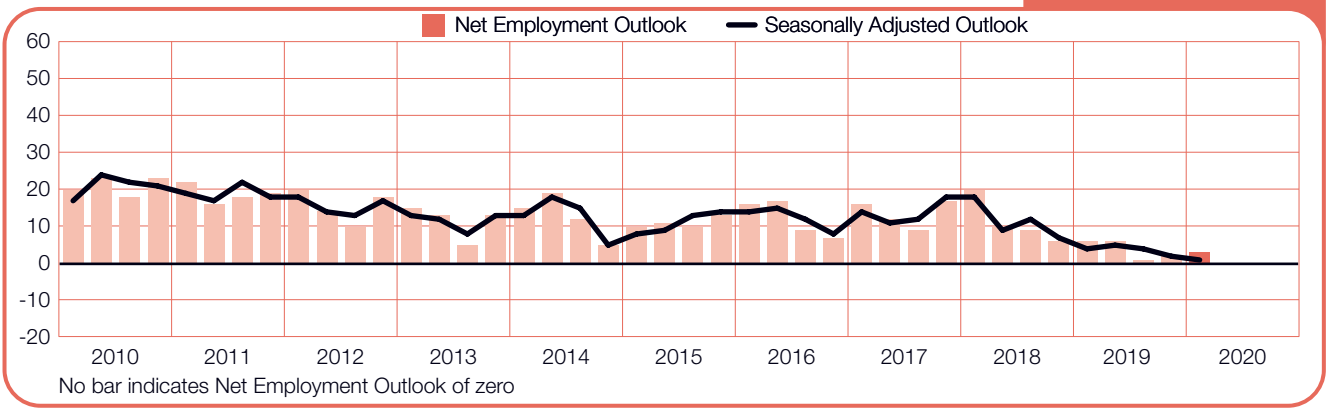
Colombia

+10 (+11)%



Costa Rica

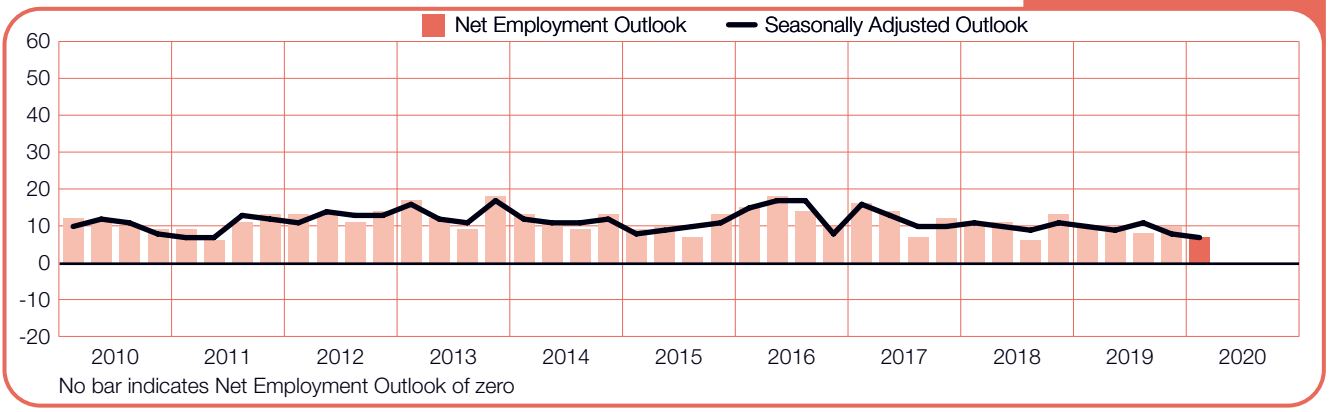
+3 (+1)%



No bar indicates Net Employment Outlook of zero

Guatemala

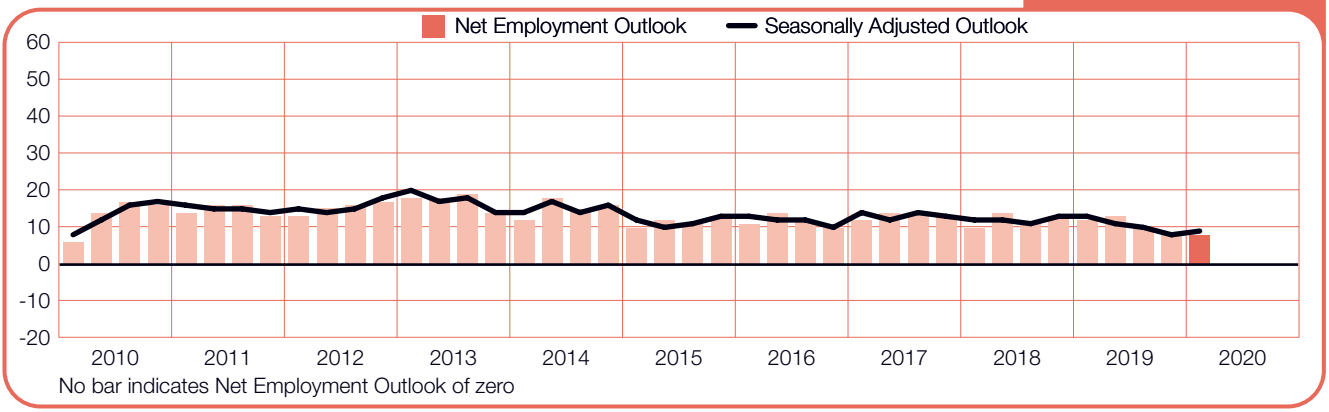
+7 (+7)%



No bar indicates Net Employment Outlook of zero

Mexico

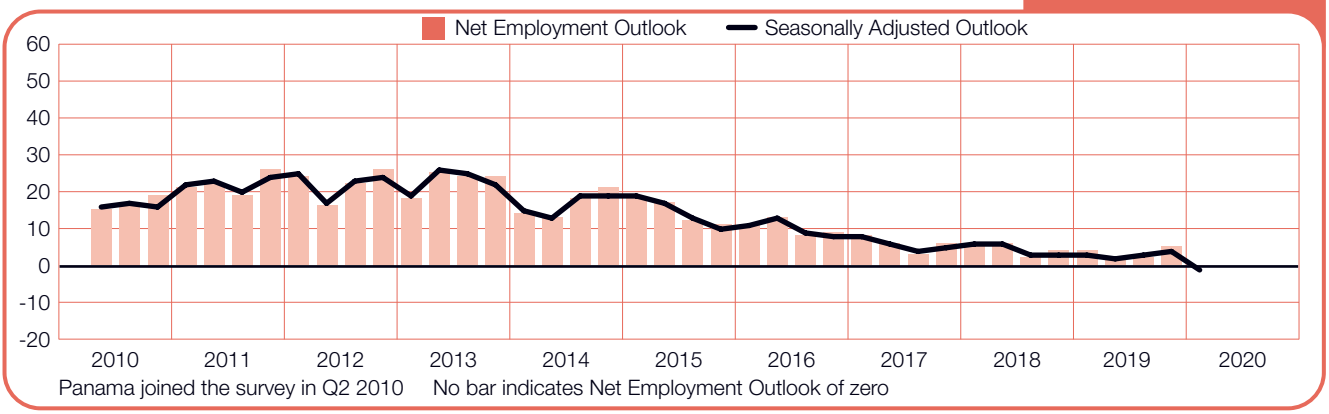
+8 (+9)%



No bar indicates Net Employment Outlook of zero

Panama

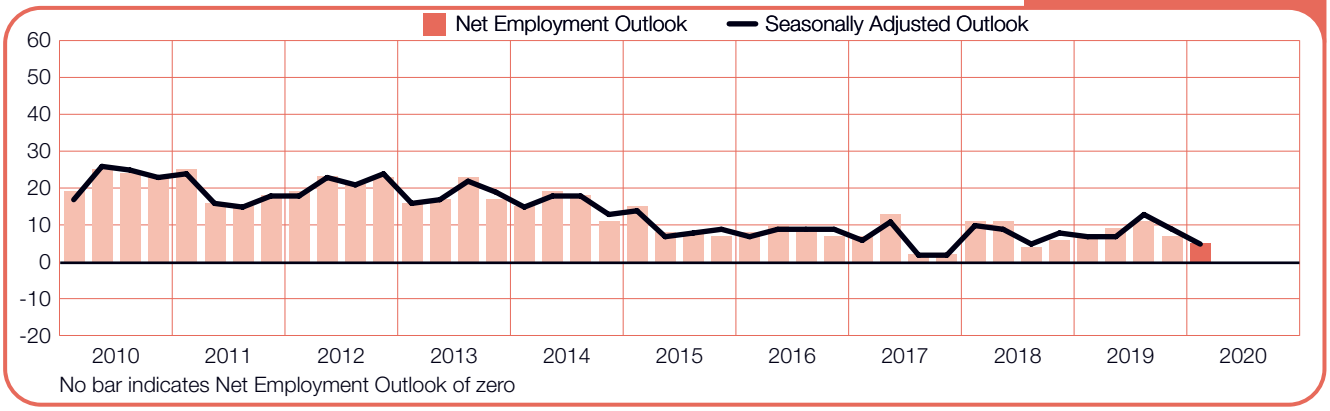
0 (-1)%



Panama joined the survey in Q2 2010 No bar indicates Net Employment Outlook of zero

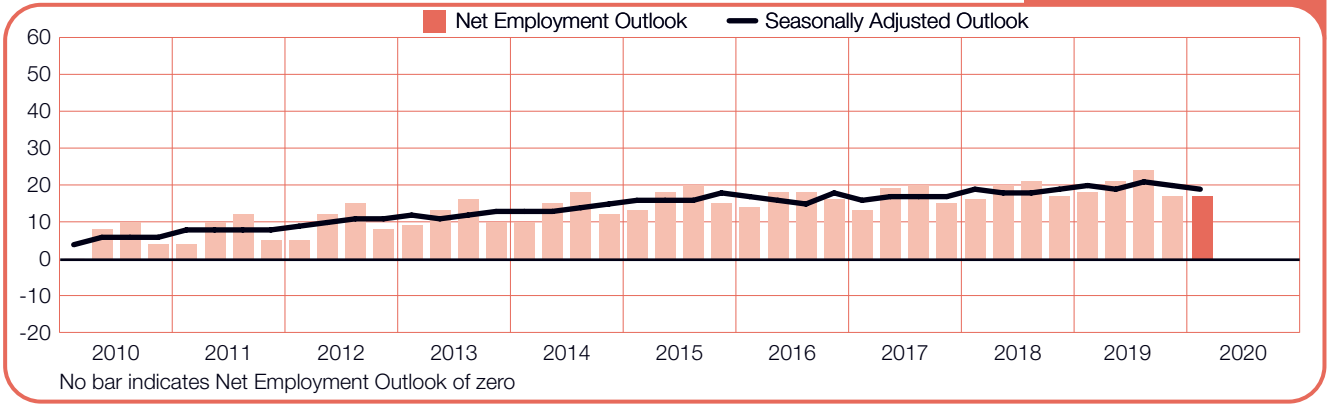
Peru

+5 (+5)%



United States of America

+17 (+19)%



International Comparisons – Asia Pacific

In the ManpowerGroup survey for the first quarter of 2020, more than 14,000 employers across seven Asia Pacific countries and territories were interviewed, and employers in all seven anticipate payroll gains during the next three months.

For the seventh consecutive quarter, the strongest Asia Pacific labor market is anticipated in Japan, despite a slight decline in hiring sentiment when compared with this time last year. Hiring prospects continue to be driven by a brisk hiring pace in the Mining & Construction sector and strong demand in the Services sector, and employers in Japan's Finance, Insurance & Real Estate sector report their strongest hiring intentions in more than 12 years.

In China, employers report moderate hiring prospects for the January to March period, reflecting a slight improvement in comparison with the final quarter of 2019. However, hiring sentiment remains at a weaker level than reported this time one year ago. Services sector employers report an uptick in hiring activity, and Transportation & Utilities sector employers anticipate the strongest hiring pace in the coming quarter. However, the flat Outlook reported by Mining & Construction sector employers is the weakest in 10 years.

Employers in India report the weakest hiring prospects since the survey began 14 years ago. Hiring sentiment dips in all seven sectors when compared with the prior quarter, and is also weaker in the majority of sectors when compared with this time one year ago. However, despite this cooling labor market, Indian employers continue to forecast payroll growth, most notably in the Services sector.

According to employers in Hong Kong, hiring prospects have slipped to a six-year low. Outlooks weaken in four of six industry sectors when compared with the previous quarter, although Mining & Construction sector employers report an uptick in hiring activity.

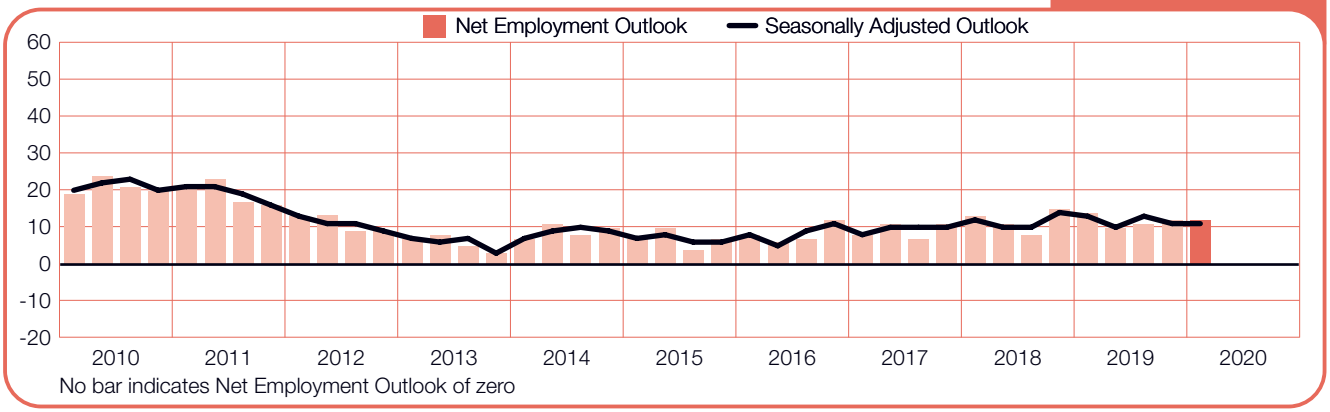
Singapore employers report cautiously optimistic hiring intentions for the coming quarter, reflecting a moderate improvement on the two-year low reported in 4Q 2019. Public Administration & Education sector employers continue to expect the strongest sector hiring pace, while the Finance, Insurance & Real Estate Outlook climbs considerably when compared with the prior quarter.

In Taiwan, employers forecast an active labor market during the next three months, fueled by robust hiring plans in both the Services and Mining & Construction sectors.

The favorable hiring climate is forecast to continue in Australia during the first quarter of 2020, with employers reporting no quarter-over-quarter change, although the Outlook dips slightly in comparison with last year at this time. However, hiring prospects for Australia's Finance, Insurance & Real Estate sectors slip to the weakest level reported since the survey began in 2003.

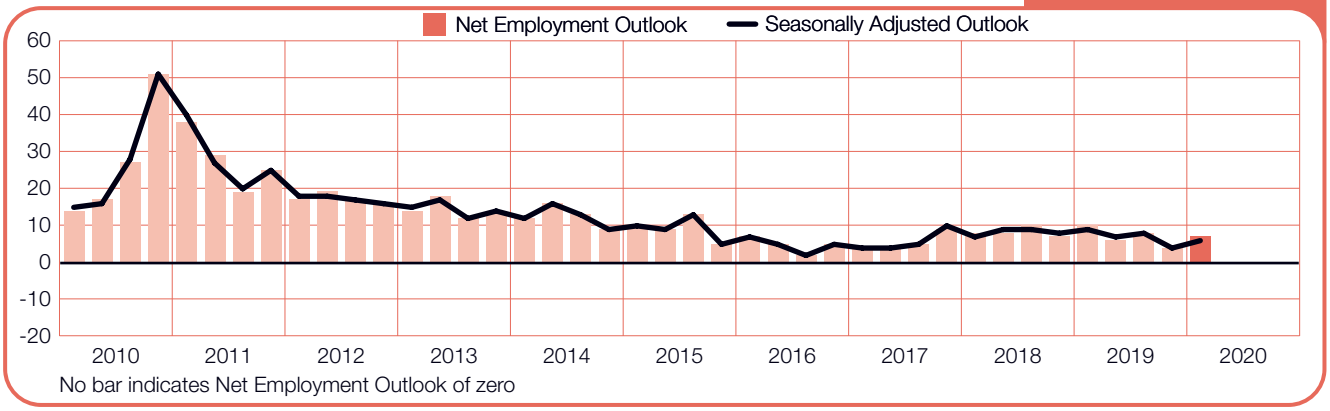
Australia

+12 (+11)%



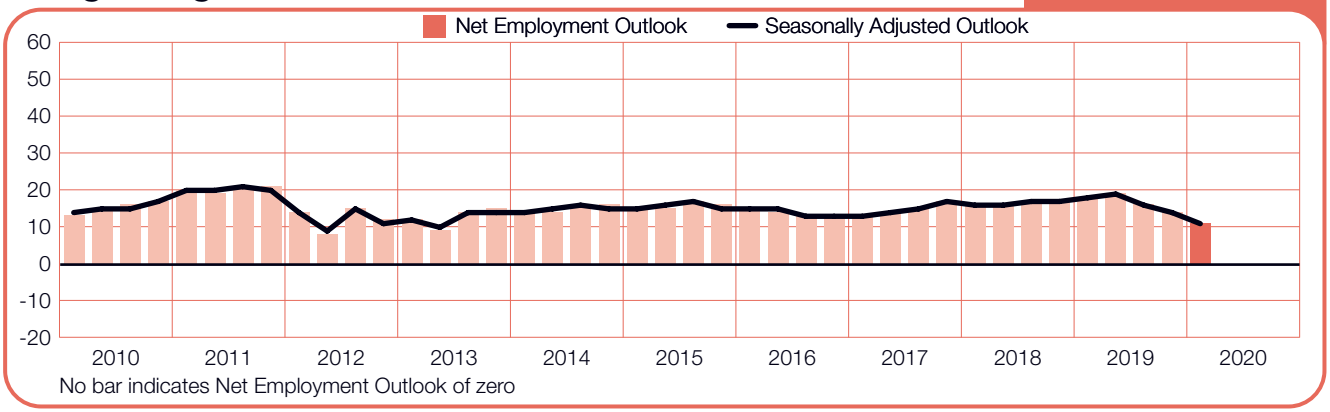
China

+7 (+6)%



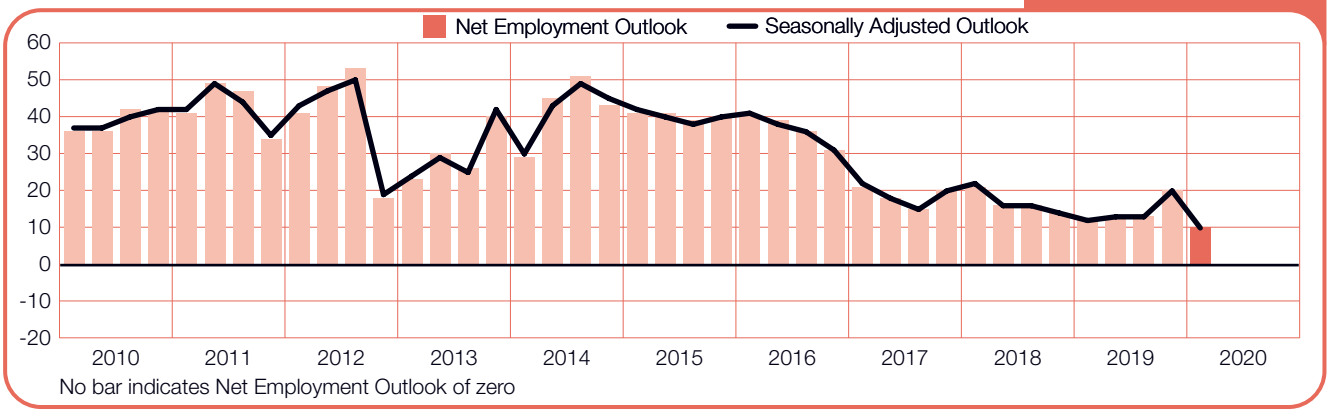
Hong Kong

+11 (+11)%



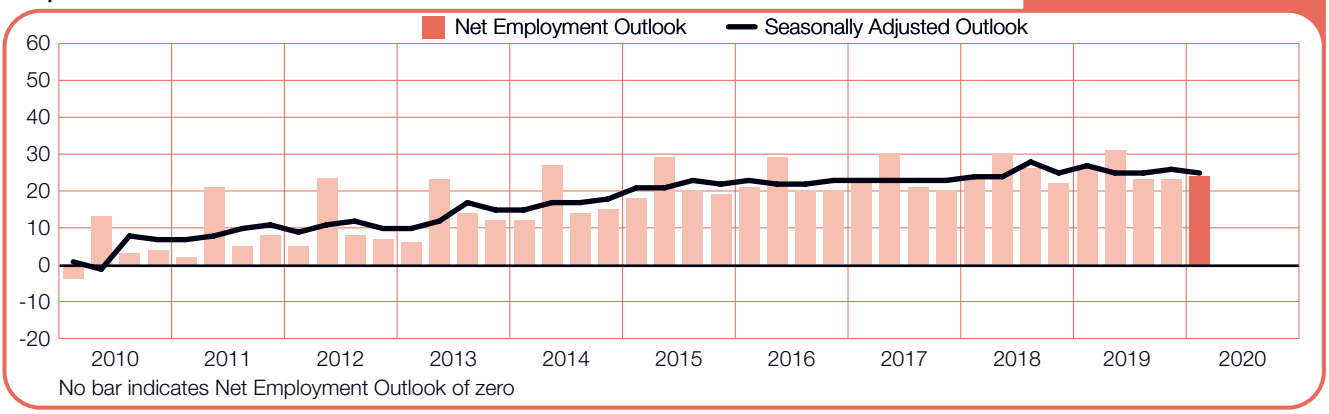
India

+10 (+10)%



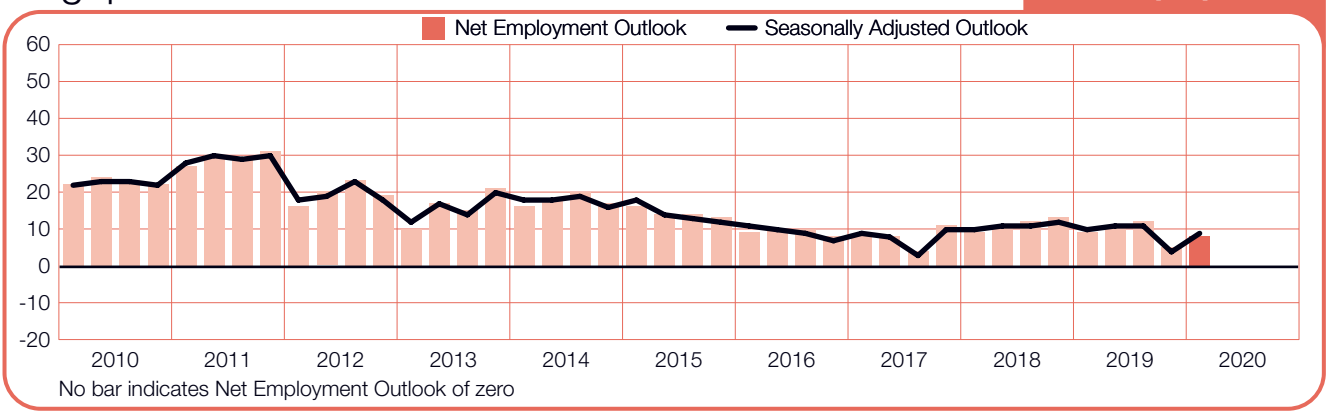
Japan

+24 (+25)%



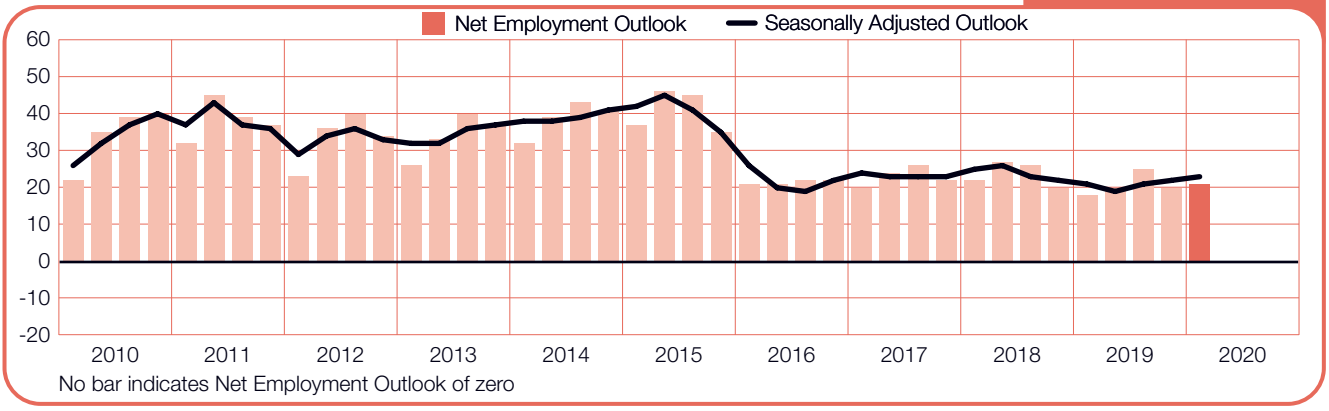
Singapore

+8 (+9)%



Taiwan

+21 (+23)%



International Comparisons – EMEA

In the Europe, Middle East and Africa (EMEA) region more than 21,000 employers were surveyed by ManpowerGroup for the first quarter of 2020. Employers in all 26 countries across the region expect to grow payrolls during the next three months.

Employers in Europe's four largest economies report variable hiring expectations for the forthcoming quarter. In France, employers report the strongest hiring sentiment in 12 years, expecting to grow payrolls in nine of 10 sectors, most particularly the Restaurants & Hotels sector, where hiring plans are the strongest since the survey began 16 years ago. By contrast, the weakest labor market in three years is forecast for Germany in the upcoming quarter. German Manufacturing sector employers report their weakest hiring plans in more than three years, while Outlooks are the weakest in 10 and 6 years for the Finance, Insurance, Real Estate & Business Services and Transport, Storage & Communications sectors, respectively.

Overshadowed by Brexit uncertainty, the weakest labor market in seven years is anticipated by UK employers, with hiring sentiment softening in seven of nine industry sectors both quarter-over-quarter and year-over-year, although hiring plans remain stronger than the national Outlook in both the Mining and Manufacturing sectors. In Italy, employers report subdued hiring plans for the coming quarter, declining slightly in comparison with both the previous quarter and last year at this time. The weak Outlook is in part driven by regional differences – South/Islands employers report their weakest forecast in more than five years, while hiring plans are the strongest in nine years for the North West.

Elsewhere in Western Europe, Dutch employers continue to anticipate slow-paced workforce gains, with expectations remaining relatively stable quarter-over-quarter and unchanged in comparison with this time last year. In Belgium, employers continue to report a conservative hiring pace, with an unchanged Outlook in comparison with the previous quarter and this time one year ago. Belgium's Construction sector employers anticipate the strongest labor market, strengthening considerably in comparison with the prior quarter.

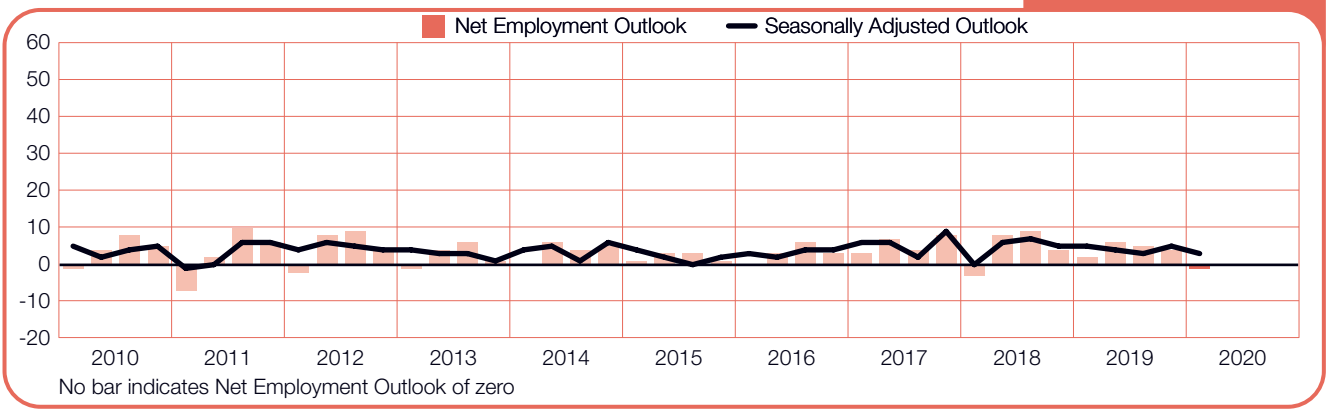
Nordic region employers report mixed hiring prospects for the upcoming quarter. In Norway, employers continue to report cautiously optimistic hiring plans, unchanged in comparison with 4Q 2019 and moderately stronger year-over-year. Positive hiring sentiment is fueled by the strongest Manufacturing sector Outlook in eight years and upbeat hiring intentions in the Mining & Quarrying sector. Meanwhile, Swedish employers report soft hiring prospects for the next three months, weakening in comparison with the previous quarter and last year at this time. Finance, Insurance, Real Estate & Business Services sector report the strongest of Sweden's sector Outlooks.

In Eastern Europe, Polish employers expect the moderate hiring pace to continue in the next three months, although the Outlook is the weakest in two years. Hiring prospects weaken in seven of 10 industry sectors when compared with the previous quarter and decline in eight when compared with this time one year ago, while Construction sector employers report an uptick in the hiring pace. After cooling off slightly in the final quarter of 2019, hiring prospects for Romania strengthen for the coming quarter, most notably with healthy hiring plans for the Finance, Insurance, Real Estate & Business Services and Construction sectors.

In Greece, employers report their strongest hiring intentions since the survey began in 2008. The Greek Outlook for 1Q 2020 is the strongest in the EMEA region, fueled in part by robust hiring intentions in the Wholesale & Retail Trade sector.

Austria

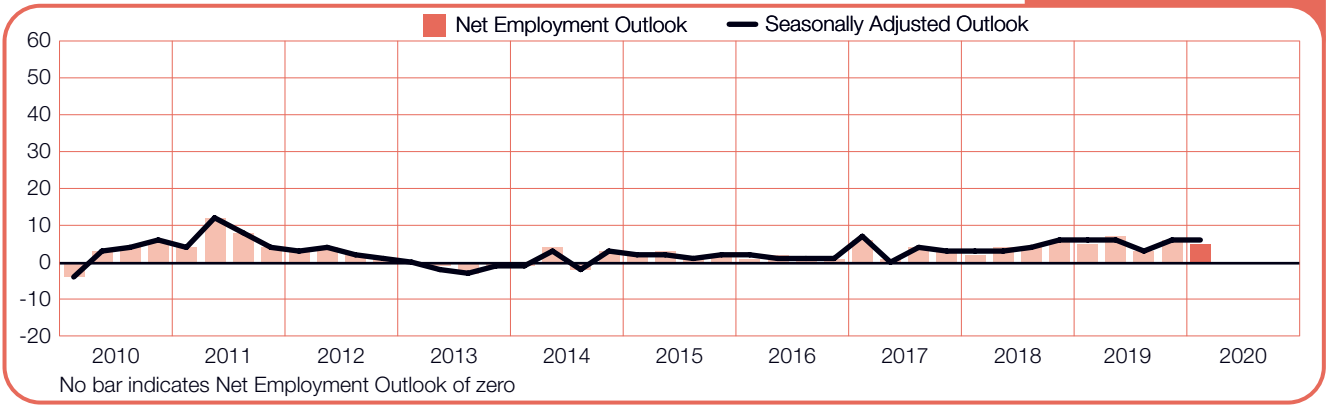
-1 (+3)%



No bar indicates Net Employment Outlook of zero

Belgium

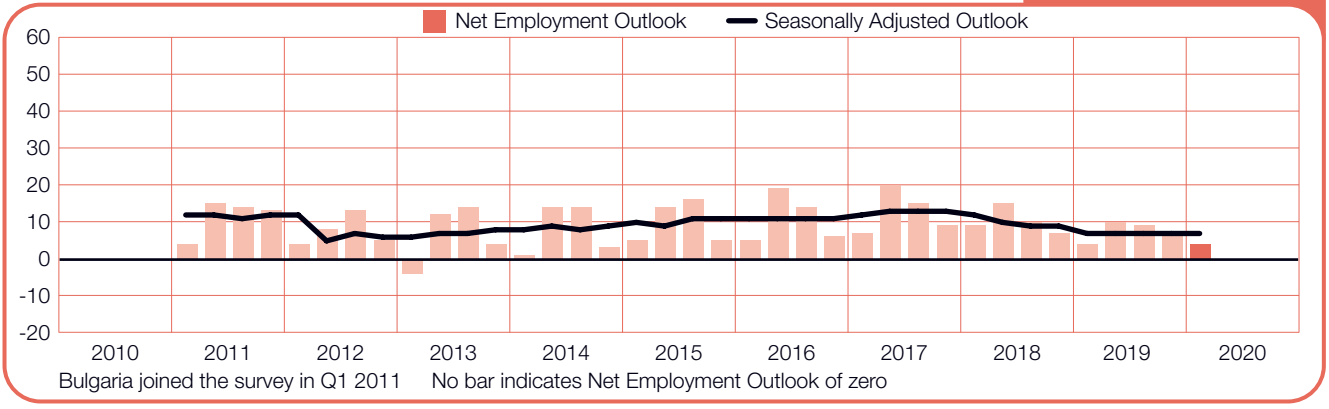
+5 (+6)%



No bar indicates Net Employment Outlook of zero

Bulgaria

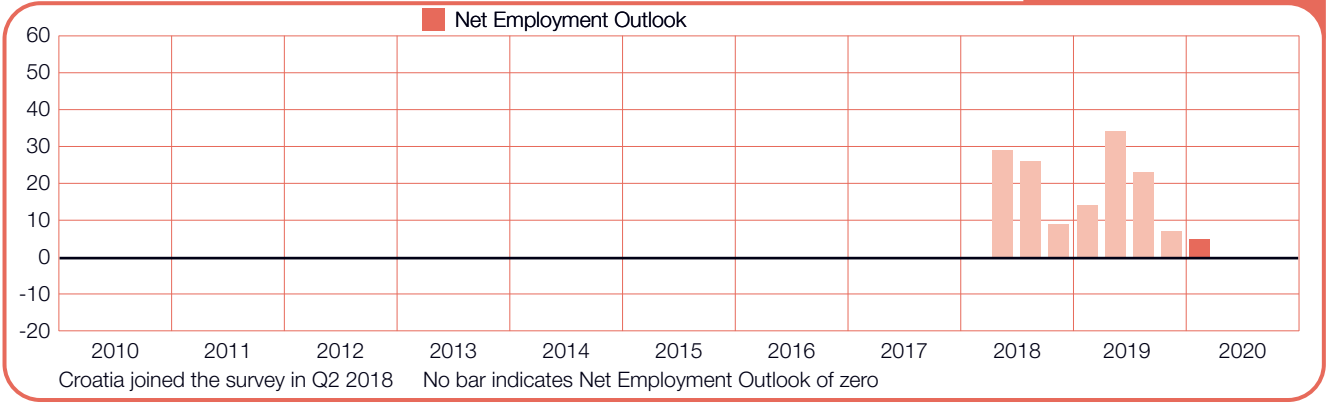
+4 (+7)%



Bulgaria joined the survey in Q1 2011 No bar indicates Net Employment Outlook of zero

Croatia

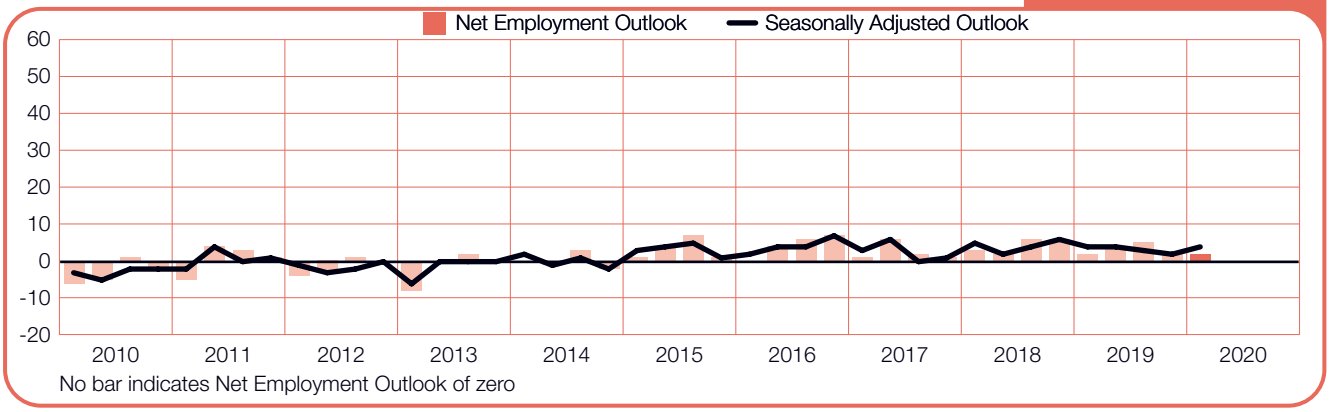
+5%



Croatia joined the survey in Q2 2018 No bar indicates Net Employment Outlook of zero

Czech Republic

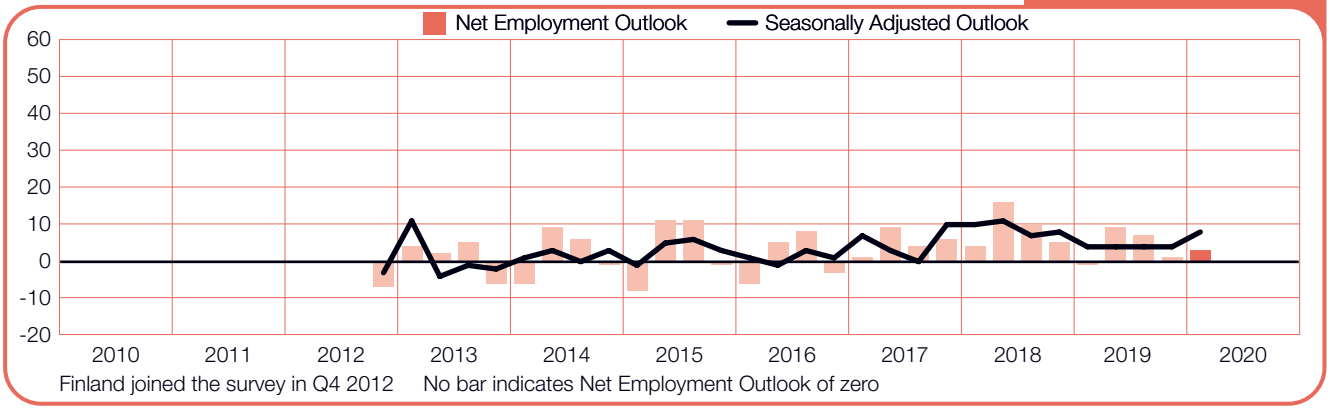
+2 (+4)%



No bar indicates Net Employment Outlook of zero

Finland

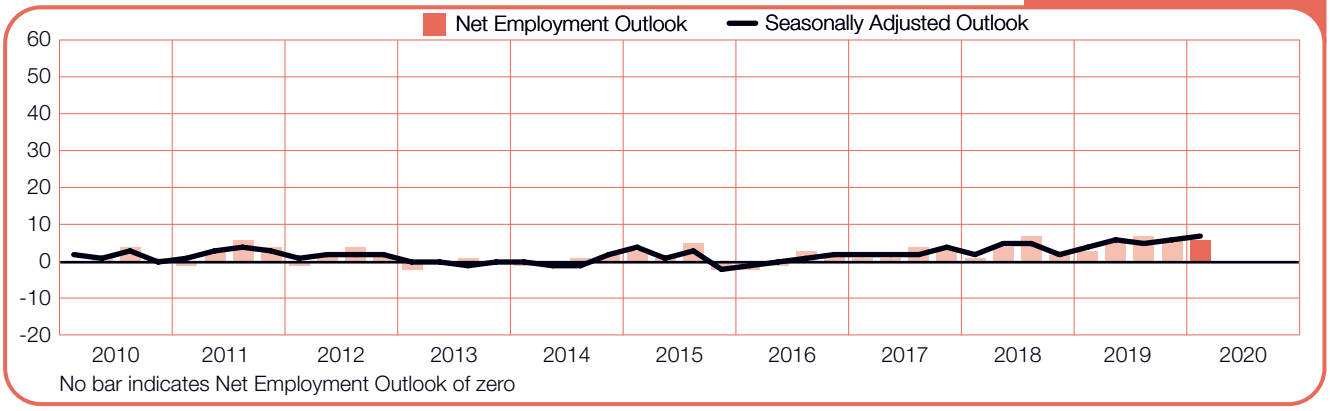
+3 (+8)%



Finland joined the survey in Q4 2012 No bar indicates Net Employment Outlook of zero

France

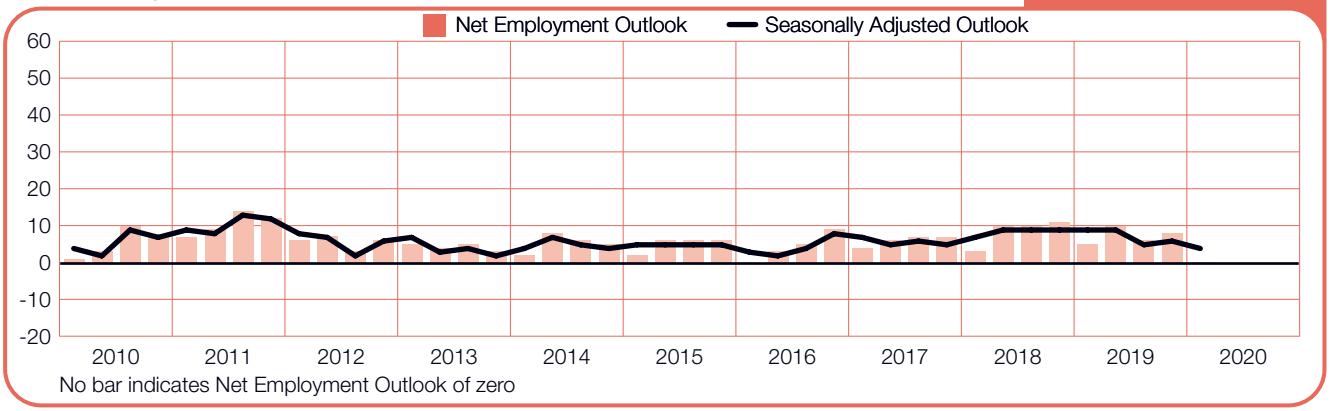
+6 (+7)%



No bar indicates Net Employment Outlook of zero

Germany

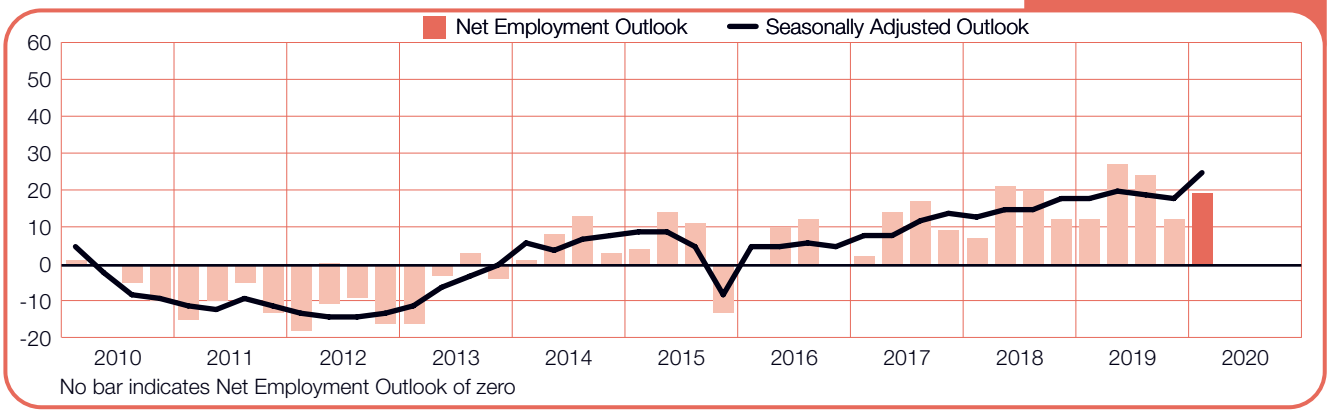
0 (+4)%



No bar indicates Net Employment Outlook of zero

Greece

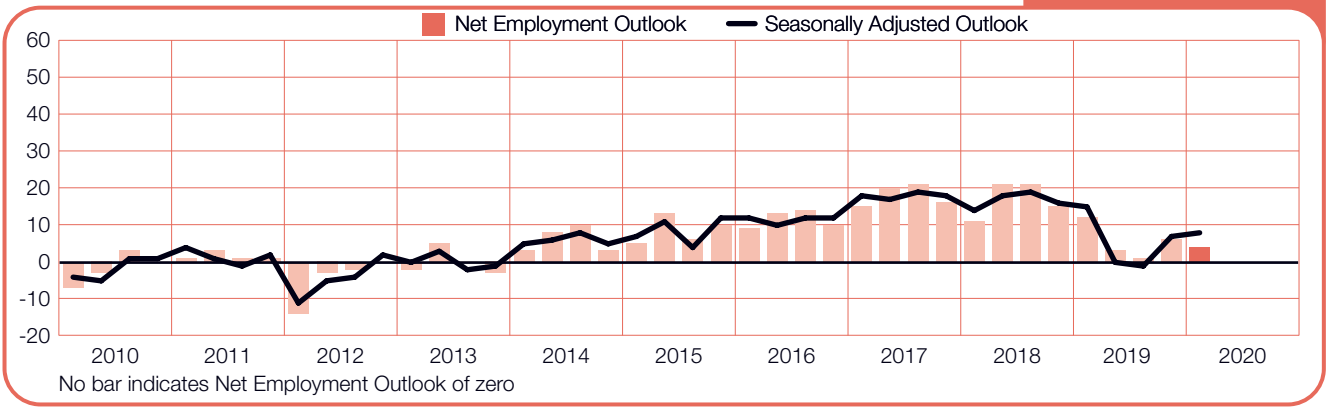
+19 (+25)%



No bar indicates Net Employment Outlook of zero

Hungary

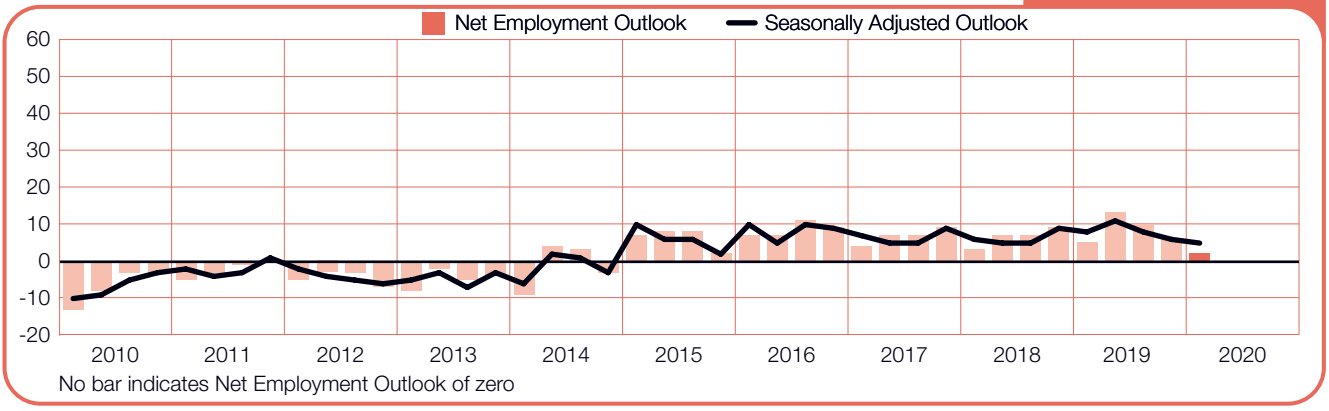
+4 (+8)%



No bar indicates Net Employment Outlook of zero

Ireland

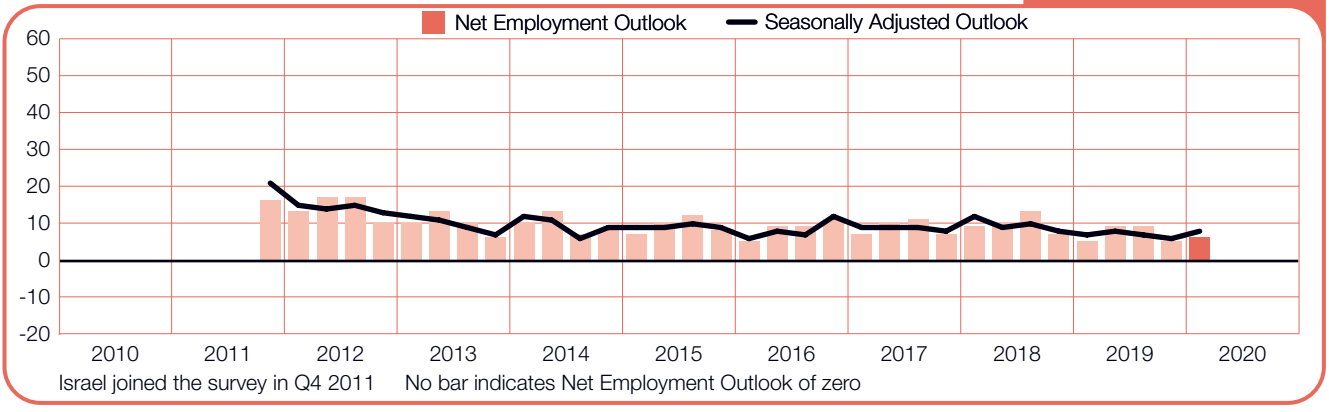
+2 (+5)%



No bar indicates Net Employment Outlook of zero

Israel

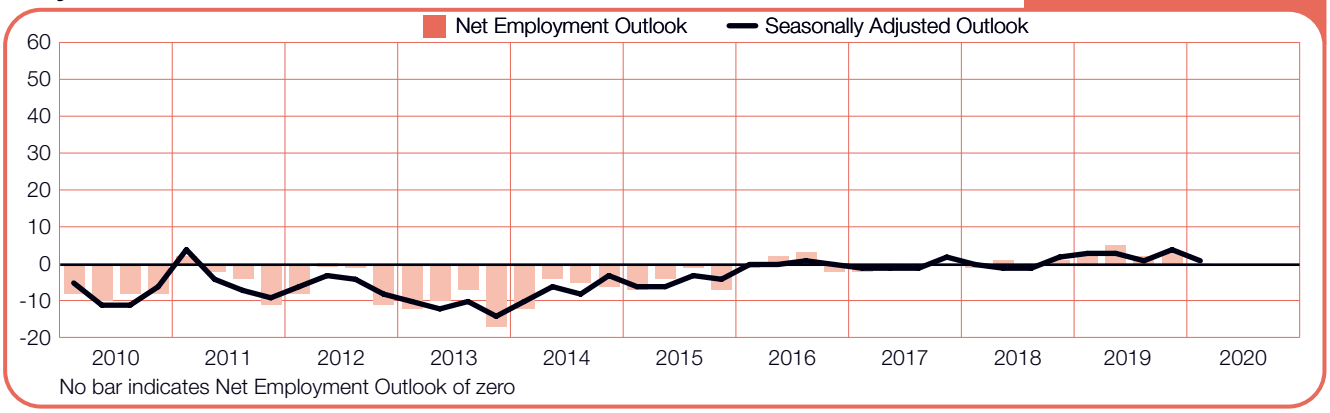
+6 (+8)%



Israel joined the survey in Q4 2011 No bar indicates Net Employment Outlook of zero

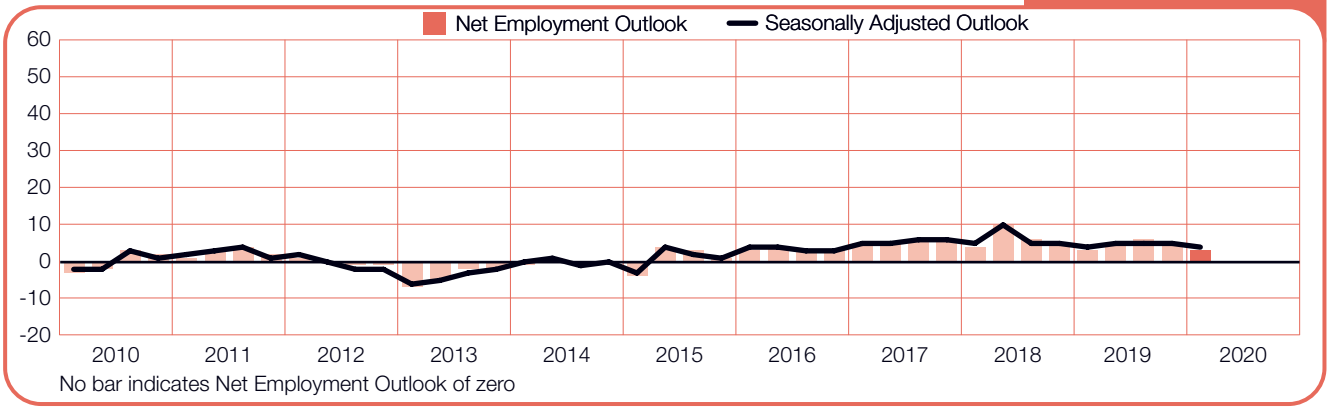
Italy

0 (+1)%



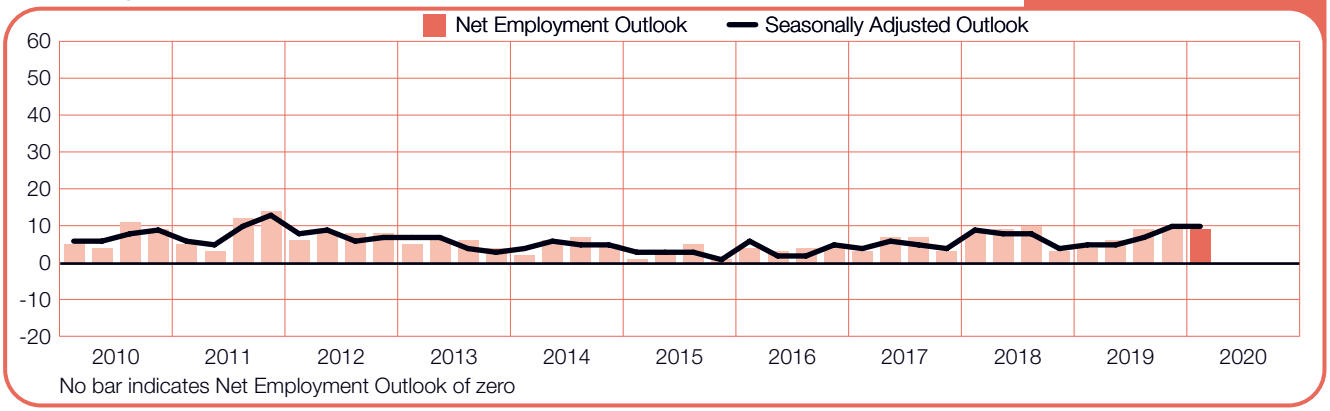
Netherlands

+3 (+4)%



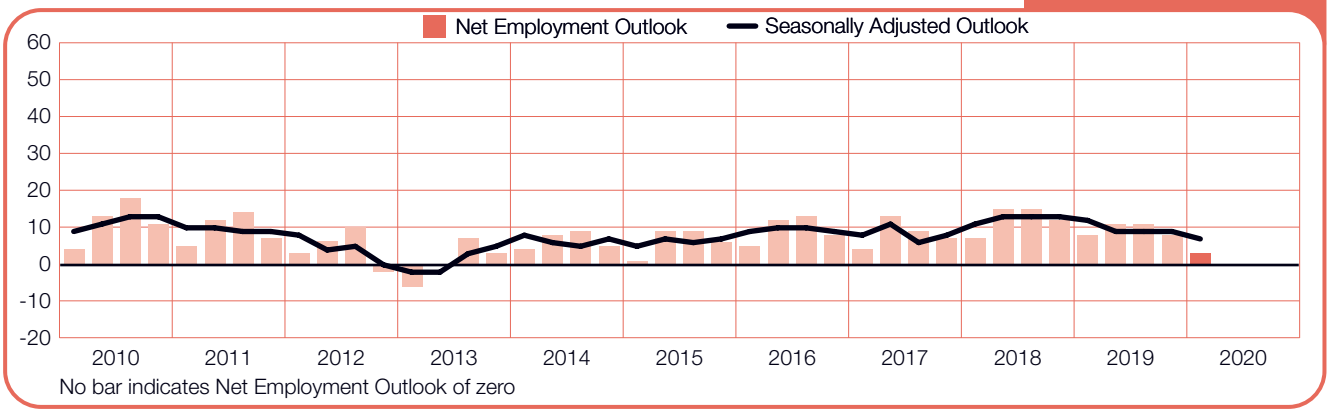
Norway

+9 (+10)%



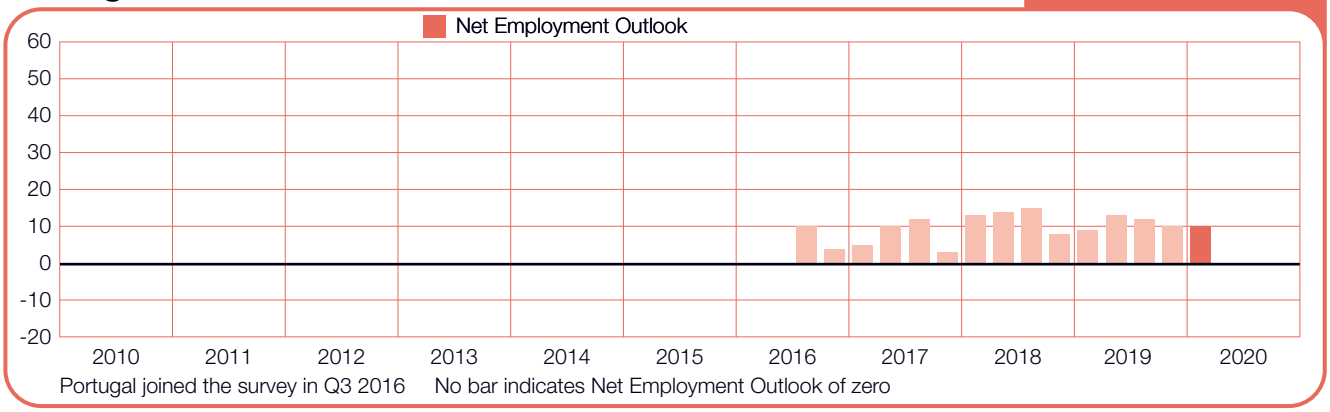
Poland

+3 (+7)%



Portugal

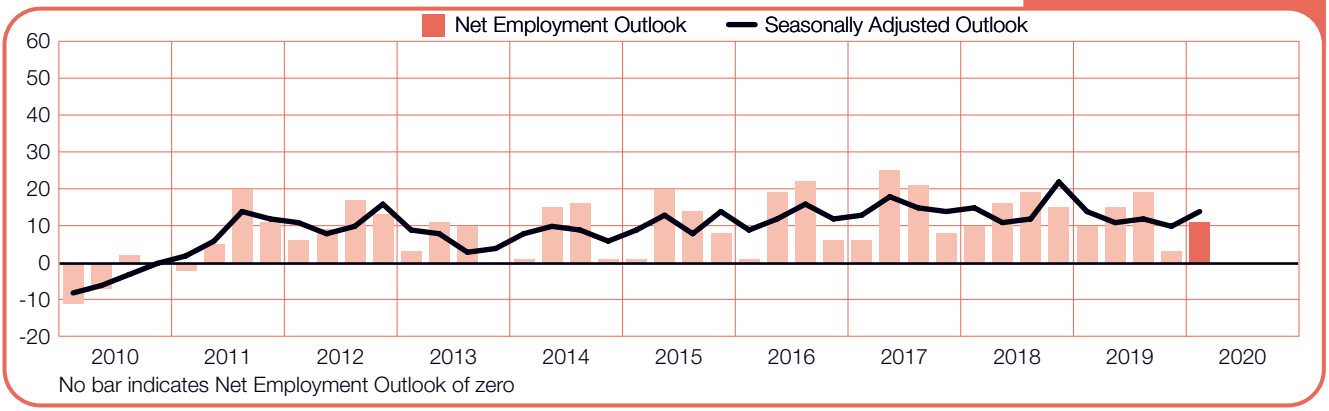
+10%



Portugal joined the survey in Q3 2016 No bar indicates Net Employment Outlook of zero

Romania

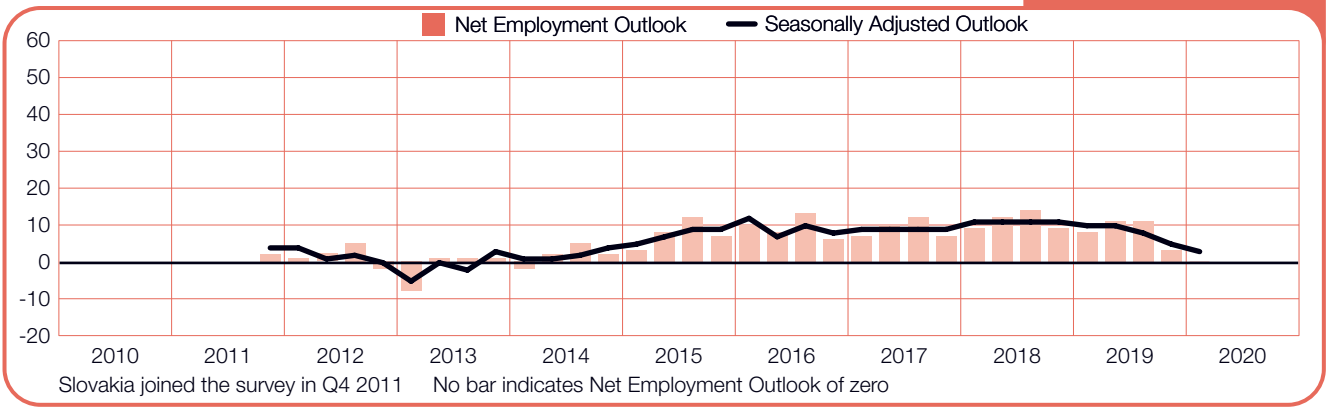
+11 (+14)%



No bar indicates Net Employment Outlook of zero

Slovakia

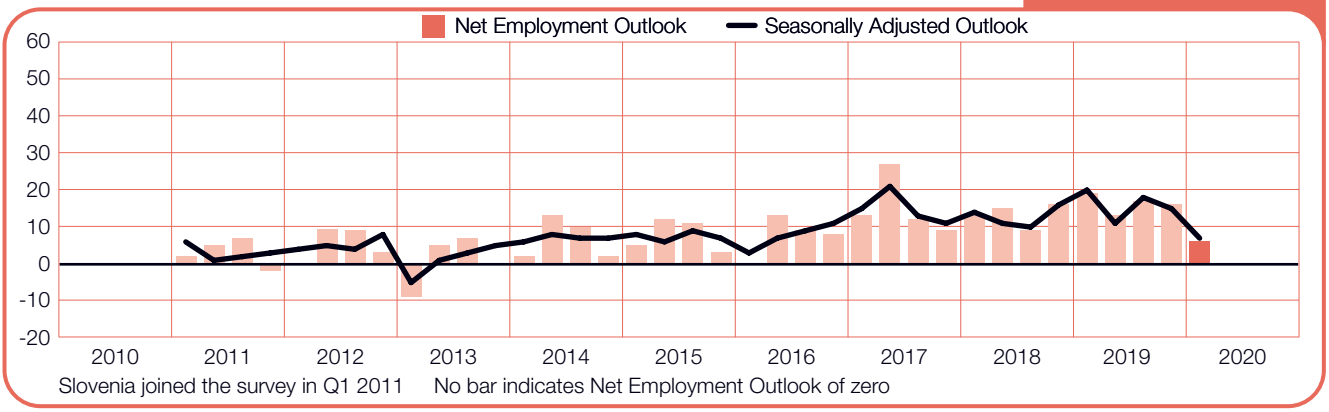
0 (+3)%



Slovakia joined the survey in Q4 2011 No bar indicates Net Employment Outlook of zero

Slovenia

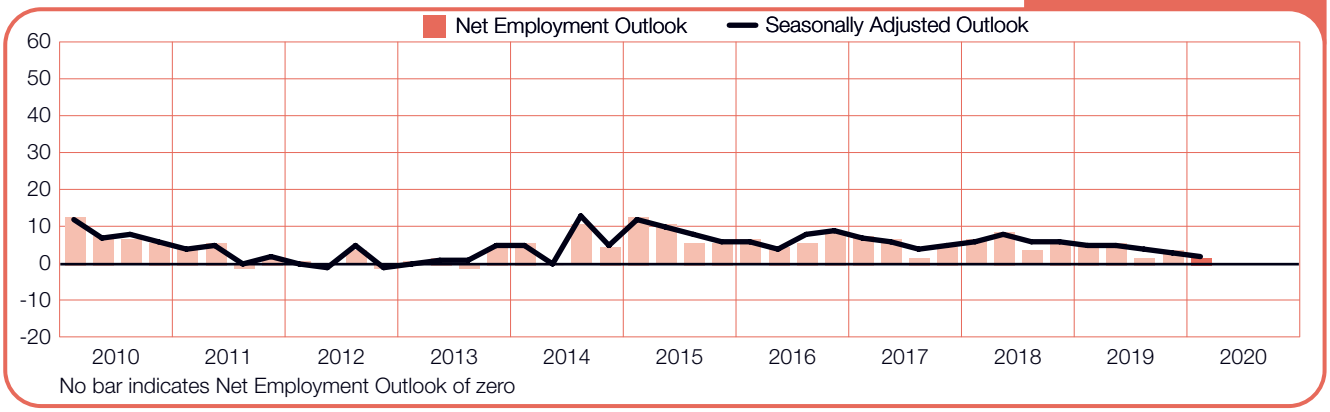
+6 (+7)%



Slovenia joined the survey in Q1 2011 No bar indicates Net Employment Outlook of zero

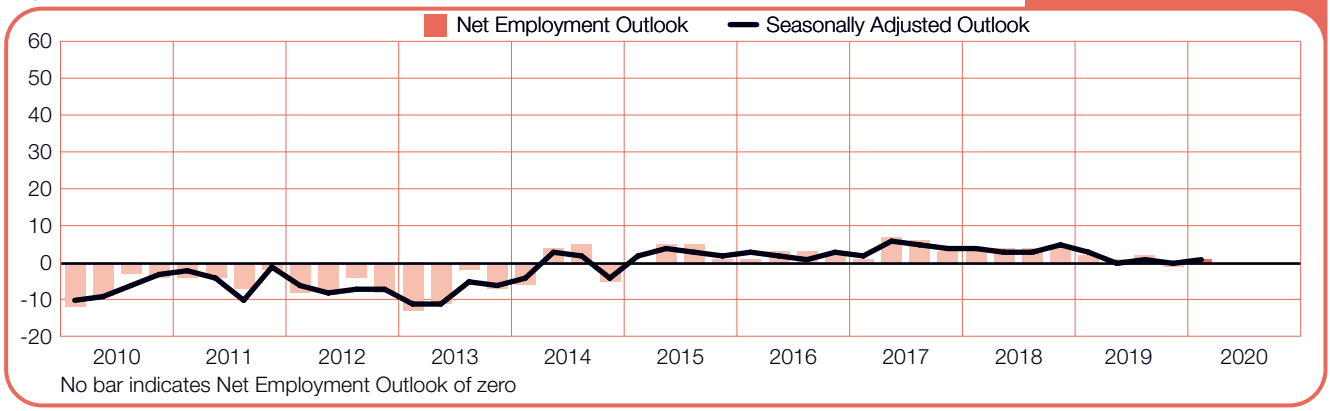
South Africa

+2 (+2)%



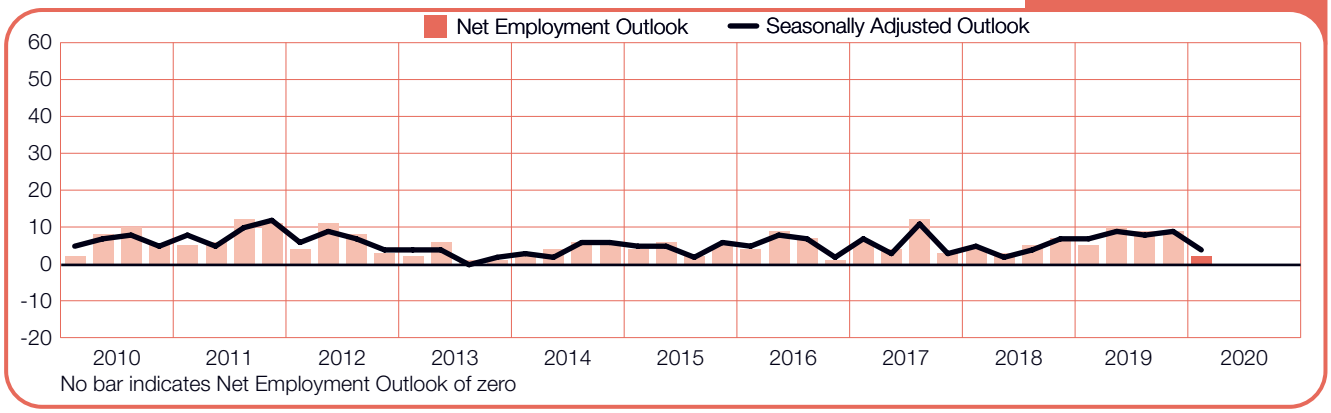
Spain

+1 (+1)%



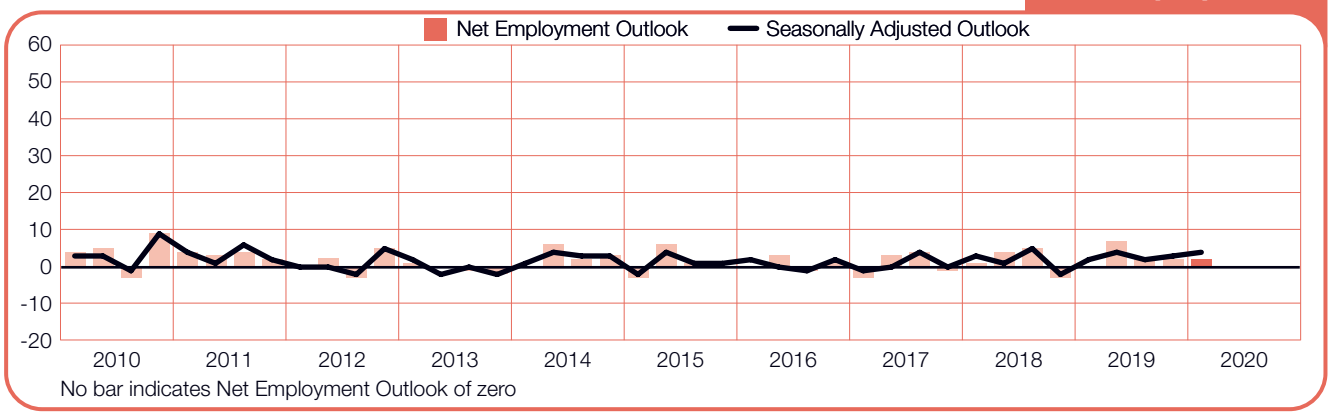
Sweden

+2 (+4)%



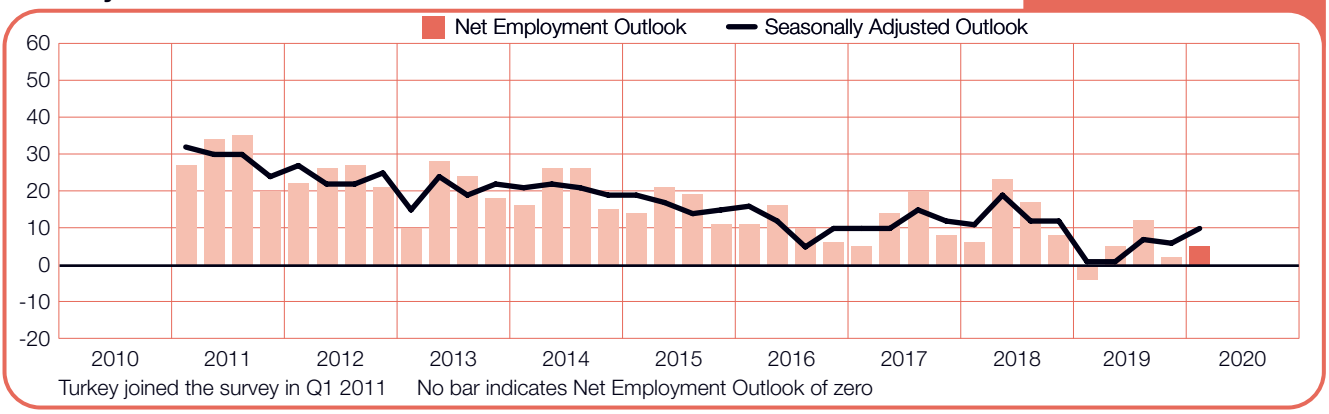
Switzerland

+2 (+4)%



Turkey

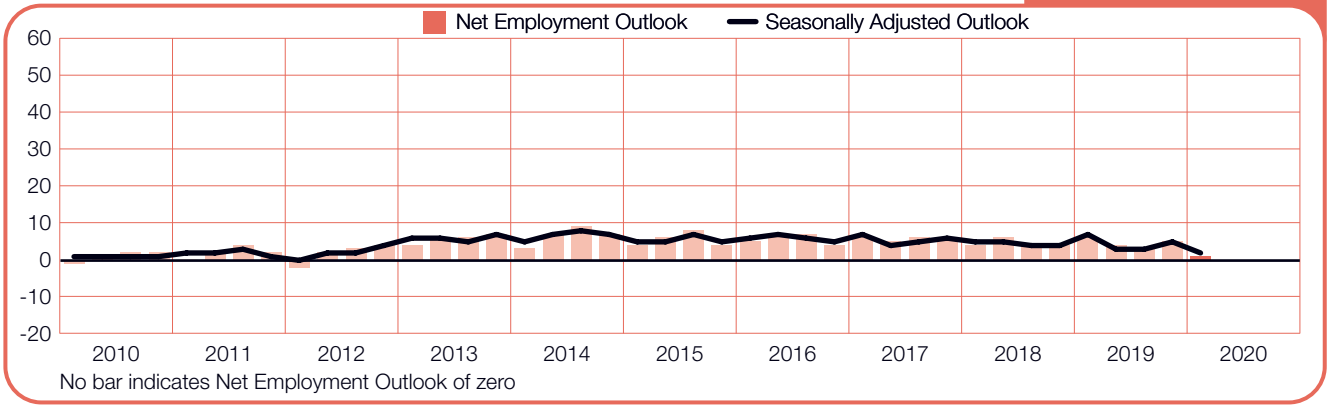
+5 (+10)%



Turkey joined the survey in Q1 2011 No bar indicates Net Employment Outlook of zero

United Kingdom

+1 (+2)%



No bar indicates Net Employment Outlook of zero

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

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

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

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

Robust: The survey is based on interviews with over 58,000 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 five decades the survey has derived all of its information from a single question:

For the 1Q 2020 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 2020 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 almost all national, regional and global data is not greater than +/- 4.0%.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work:

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