



EMBARGOED UNTIL **September, 12 2017 AT 00.01 EST**

## **For the second consecutive quarter, Brazilian employers report positive hiring intentions according to 4Q 2017 ManpowerGroup Employment Outlook Survey**

*The hiring prospects increased 8 percentage points when compared to the same period last year and are unchanged when compared to the last quarter. Employer confidence in the Wholesale Trade & Retail Trade and Agriculture, Fishing & Mining industry sectors help maintain Outlook in positive territory.*

**Brazil, São Paulo, September 12, 2017** - ManpowerGroup, the world leader in innovative solutions for people hiring and management, announces the results of its quarterly ManpowerGroup Employment Outlook Survey for Brazil for the fourth quarter of 2017. The study interviewed 850 employers in Brazil, and 59,049 employers in 43 countries and territories. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of December 2017 as compared to the current quarter?"

The survey shows that hiring intentions for the fourth quarter of the year, October-December 2017, have improved to +1% in Brazil, once seasonal variations are removed from the data. Hiring plans are unchanged when compared with the previous quarter and improve by 8 percentage points when compared with the same period of last year. The Brazilian survey reveals that 12% of employers expect to increase staffing levels during the next three months and 69% forecast no change to their current workforces.

"The result of the survey reflects a stability of the employability situation in Brazil and a noticeable improvement over last year's data. These are the best indicators since the second quarter of 2015. The good news was the beginning of recovery of the Construction sector, which, although still negative, -6, was the one that strengthened the most in the quarter with an improvement of 10 percentage points", says Nilson Pereira, Country Manager ManpowerGroup Brasil.

"The economic crisis has made most companies rethink their HR strategies, and there are signs that employers are beginning to re-enter the labor market gradually. The market dynamics signal changes in the professional profiles required by companies. Also, large contracting volumes will not occur a short-term because companies will use current idle capacity," according Pereira.

The strongest hiring intentions are reported by employers in Japan, Taiwan, Costa Rica, India and Hungary. Meanwhile, employers report the weakest hiring prospects in Switzerland, Brazil and the Czech Republic.

### **Sector Comparisons**

Staffing levels are expected to increase in six of eight industry sectors during 4Q 2017. Outlooks strengthen in four sectors quarter-over-quarter, while employers report improved hiring prospects in all eight sectors when compared with the same period last year.

The strongest of Brazil's eight industry sector labor markets is anticipated by Wholesale & Retail Trade sector employers. The Outlook of +11% is the most optimistic reported in more than three years, improving by 7 and 17 percentage points from 3Q 2017 and 4Q 2016, respectively.

The weakest sector Outlook of -7% is reported by Transportation & Utilities sector employers. Hiring prospects are 2 percentage points weaker when compared with 3Q 2017, but improve by 3 percentage points year-over-year.

### **Regional Comparisons**

Staffing levels are expected to increase in four of five regions during 4Q 2017. Outlooks strengthen in three regions quarter-over-quarter, while employers report improved hiring prospects in all five regions when compared with the same period last year.

São Paulo City employers report the strongest regional Outlook of +5%, improving by 5 percentage points when compared with the previous quarter and by 16 percentage points when compared with last year at this time.

The weakest regional forecast of is reported in Rio de Janeiro State, where the Outlook of 0% reflects flat hiring prospects. The Outlook remains relatively stable quarter-over-quarter and improves by 10 percentage points when compared with this time one year ago.

### **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 expect an upturn in payrolls for three of the four organization size categories during the forthcoming quarter. Large employers report the strongest hiring plans with an Outlook of +12%, but Small employers continue to reflect uncertain hiring intentions, reporting an Outlook of -1%.

### **International Comparisons**

Fourth-quarter forecasts are mostly positive with employers in 42 of 43 countries and territories expecting workforces to grow by varying margins over the next three months. Only employers in Switzerland forecast a flat fourth-quarter hiring pace. As a result, for the first time since Quarter 2 2008 and the ensuing global recession there are no negative Net Employment Outlooks in any of the 43 countries and territories surveyed.

When compared with Quarter 3 2017, Outlooks improve in 23 of the 43 countries and territories, decline in 13 and are unchanged in seven. When compared with this time one year ago, hiring plans strengthen in 25 of the 43 countries and territories, weaken in 15 and are unchanged in three. The most optimistic Net Employment Outlooks are reported in Japan, Taiwan, Costa Rica, India and Hungary. The weakest fourth-quarter hiring plans are reported in Switzerland, Brazil and the Czech Republic.

**EMEA (Europe, Middle East & Africa):** Across the 25 countries in the Europe, Middle East and Africa (EMEA) region, employers expect some job growth in 24 countries, with only Swiss employers expecting a flat hiring environment. Hiring intentions strengthen in 13 countries when compared with the third quarter, weaken in nine, and are unchanged in three. In the year-over-year comparison employers in 15 countries report stronger forecasts, those in eight expect the hiring pace to slow, while forecasts in two countries remain unchanged. For the second consecutive quarter employers in Hungary report the EMEA region's strongest forecast. Swiss employers report the weakest fourth-quarter hiring plans.

**ASIA PACIFIC:** Payroll growth is forecast in each of the eight Asia Pacific countries and territories, with hiring prospects improving from three months ago in five, declining in two and remaining unchanged in one. When compared to Quarter 4 2016, forecasts strengthen in four countries and territories, decline in three and are unchanged in one. Employers in Japan and Taiwan report the strongest job prospects while the weakest forecast is reported in China.

**AMERICAS:** Employers in all 10 countries in the Americas expect to grow staffing levels by varying degrees in Quarter 4 2017. Hiring prospects improve in five countries when compared to Quarter 3 2017, weaken in two and are unchanged in three. In a year-over-year comparison, employer hiring confidence improves in six countries, but weakens in four. Employers in Costa Rica and the United States report the strongest fourth-quarter hiring plans. The weakest hiring climate is expected in Brazil; employers there report subdued, but positive, hiring plans for the second consecutive quarter following more than two years of negative forecasts.

### **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 over 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 55 years the survey has derived all of its information from a single question.

### **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%. Brazil's margin of error is +/-3.6%.

### **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 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 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](http://www.manpowergroup.com)

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