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Press Release

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Portuguese employers report limited hiring intentions for the fourth quarter of 2017

The ManpowerGroup Employment Outlook Survey for the fourth quarter of 2017 reveals that employment is expected to increase, but at a slower pace than in the July-September quarter. Employers in Small Companies, Finance, Insurance, Real Estate & Business Services and Wholesale & Retail Trade sectors and the North of the country report the strongest hiring plans for the October-December time frame.

- Job seekers in Portugal can expect a soft labor market in the October-December, according to employers who report a Net Employment Outlook of +3%.
- Employers in six of nine industry sectors and all three regions forecast an increase in staffing levels during 4Q 2017.
- Of the nine industry sector Outlooks, the strongest of +9% are reported in two sectors:
 - Finance, Insurance, Real Estate & Business Services;
 - Wholesale & Retail Trade.
- Employers in the North of Portugal report the strongest regional hiring prospects with an Outlook of +5%.
- Payroll gains are forecast in three of the four organization size categories during 4Q 2017. Small employers report the strongest hiring intentions with an Outlook of +8%, while Micro employers are the most cautious, reporting an Outlook of 0%.

The ManpowerGroup Employment Outlook Survey was conducted by interviewing a representative sample of 625 employers in Portugal, who report limited hiring plans for the fourth quarter of 2017, while 9% of employers expect to increase staffing levels, 6% forecast a decrease and 82% anticipate no change, resulting in a Net Employment Outlook of +3%.

Employers in six of the nine industry sectors anticipate an increase in staffing levels during the upcoming quarter. The strongest hiring prospects are reported in two sectors with Net Employment Outlooks of +9% - the Finance, Insurance, Real Estate & Business Services sector and the Wholesale & Retail Trade sector. Manufacturing sector employers report modest hiring plans with an Outlook of +5%, while Outlooks stand at +4% in both the Public & Social sector and the Transport, Storage & Communication sector. Meanwhile, Restaurants & Hotels sector employers forecast a decline in employment levels, reporting an Outlook of -4%.

Quarter-over-quarter, hiring prospects weaken in eight of the nine industry sectors. A sharp decrease of 33 percentage points is reported in the Restaurants & Hotels sector, while the Outlook for the Finance, Insurance, Real Estate & Business Services sector is 14 percentage points weaker. Hiring plans decline by 10 percentage points in both the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector, while Outlooks are 6 percentage points weaker in the Agriculture, Hunting, Forestry &

Fishing sector, the Construction sector and the Public & Social sector. However, hiring plans remain relatively stable for Manufacturing sector employers.

“Report analysis” says Nuno Gameiro, Country Manager of ManpowerGroup Portugal.

Staffing levels are expected to increase in all three regions during the October-December period. The strongest hiring pace is anticipated in the North, where employers report a Net Employment Outlook of +5%. Elsewhere, employers forecast slow-paced hiring activity for the Center, with an Outlook of +4%, while a cautious Outlook of +1% is reported in the South.

Hiring intentions decline in all three regions when compared with the previous quarter, most notably by 20 percentage points in the South. Employers in the Center report a decrease of 7 percentage points, while the Outlook for the North is 5 percentage points weaker.

Staffing levels are also expected to increase in three of the four organization size categories during the next three months. Small employers report the strongest Net Employment Outlook of +8%, while Outlooks stand at +6% and +3% for Medium- and Large-size employers, respectively. However, Micro employers forecast a flat labor market, reporting an Outlook of 0%.

Employers in 42 countries report positive hiring intentions

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 (+23%), Taiwan (+22%), Costa Rica (+19%), India (+19%) and Hungary (+18%). The weakest fourth-quarter hiring plans are reported in Switzerland (0%), Brazil (+1%) and the Czech Republic (+1%).

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.

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 12 December 2017 and will detail expected labor market activity for the first quarter of 2018.

* 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.

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 five decades the survey has derived all of its information from a single question: "What changes do you anticipate in your region, for the three months that end in December 2017 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%.

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.

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.