

**Under Embargo until 0:01 GMT, 13<sup>th</sup> June 2017**

**Press Release**

Lisbon, June 13, 2017

## **Portuguese employers report respectable hiring intentions for the third quarter of 2017**

The ManpowerGroup Employment Outlook Survey for the third quarter of 2017 reveals that employment will continue to increase, with employers in Large Companies, the Restaurants & Hotels sector and the South of the country reporting the strongest hiring plans for the July-September time frame.

- The projection for net job creation \* in Portugal is +12%, two percentage points stronger than in the previous quarter;
- Positive forecasts reported in all regions and all industry sectors;
- Strongest third-quarter hiring pace expected in Restaurants & Hotels sector where employers report a Net Employment Outlook of +29%;
- Employers in South region report strongest third-quarter projections (+21%);
- Across organization-size categories, large company employers anticipate strongest third-quarter hiring pace, reporting an Outlook of +21%;
- Overall, payrolls are mostly positive across the globe; strongest employer hiring plans reported in Japan and Taiwan (+24%). Italy's employers report the weakest (-2%) third-quarter forecast.

The ManpowerGroup Employment Outlook Survey for the third quarter 2017 was conducted by interviewing a representative sample of 625 employers in Portugal, who report hopeful hiring intentions for the upcoming quarter. With 15% of employers forecasting an increase in staffing levels, 3% anticipating a decrease and 79% expecting no change, the resulting Net Employment Outlook is +12%.

Staffing levels are forecast to grow in all nine industry sectors during 3Q 2017. The strongest hiring pace is anticipated by Restaurants & Hotels sector employers who report a Net Employment Outlook of +29%, and solid workforce gains are also expected in the Finance, Insurance, Real Estate & Business Services sector, where the Outlook is +23%. Elsewhere, Wholesale & Retail Trade sector employers report upbeat hiring intentions with an Outlook of +19%, while Outlooks stand at +14% and +10% in the Transport, Storage & Communication sector and the Public & Social sector, respectively. Meanwhile, the most cautious Outlook of +2% is reported in the Electricity, Gas & Water Supply sector.

When compared with the previous quarter, hiring prospects improve in six of the nine industry sectors. Restaurants & Hotels sector employers report the most notable increase of 13 percentage points, while Outlooks are 6 percentage points stronger in three sectors – the Public & Social sector, the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector. However, hiring plans weaken in three sectors, including the Agriculture, Hunting, Forestry & Fishing sector, where employers report a decline of 9 percentage points, and the Electricity, Gas & Water Supply sector, with a decrease of 6 percentage points.

“The ManpowerGroup Employment Outlook Survey for the third quarter 2017, enhances all the positive trends anticipated in the second quarter, with job creation growing even further and big companies looking to grow their activities in the Portuguese market. We can foresee an increase in the Restaurants & Hotels sector and also a continuous growth of the foreign market. This explains why international markets are increasing their confidence in the Portuguese economy, which is incredibly good news for growth creation. At the same time, with the increase in job creation, the search for available talent will be intensified, as unemployment rates are projected to decrease, this will increase the focus of companies in reskilling and upskilling their current workforce and it puts additional pressure on employee retention. Companies looking to grow their workforce will need to be very alert to what candidates are valuing when deciding on whether or not to embrace new professional challenges. Exciting times lay ahead for the recruiting industry, forcing new models and operational processes to attract the right talent” says Nuno Gameiro, Country Manager of ManpowerGroup Portugal.

Employers in all three regions expect to increase staffing levels during the next three months. The strongest labor market is forecast in the South, where the Net Employment Outlook stands at +21%. Employers in the Center anticipate steady job gains, reporting an Outlook of +11%, while the Outlook for the North is +10%.

When compared with 2Q 2017, hiring prospects improve by 9 percentage points in the South and are 2 percentage points stronger in the Center. Meanwhile, employers in the North report no change.

Staffing levels are expected to increase in all four organization size categories during 3Q 2017. The strongest hiring pace is forecast by Large employers with a Net Employment Outlook of +21%. Steady payroll gains are anticipated by Small- and Medium-size employers, who report Outlooks of +14% and +13%, respectively, while the Outlook for Micro firms stands at +8%.

### **Employers in 41 countries report positive hiring intentions**

The forecast indicates payrolls will grow by varying degrees in 41 of 43 countries and territories over the next three months. An overview of the global results indicates employer confidence is similar to that reported in the second quarter with the majority of respondents content to either retain current staff or grow payrolls marginally as they await more definitive signals from the marketplace.

When compared to the prior quarter's results, forecasts improve in 17 countries and territories, decline in 16 and remain unchanged in 10.

Globally, employer hiring confidence is strongest in Japan (+24%) and Taiwan (+24%), Hungary (+20%), and United States of America (+17%). In the opposite position are Italy (-2%), Czech Republic (0%) and Finland (1%).

In the Europe, Middle East & Africa (EMEA) region workforce gains are forecast in 23 of 25 countries. Hiring plans improve in nine countries quarter-over-quarter, weaken in 10 and are unchanged in six. Hungarian job seekers can expect the region's strongest third-quarter hiring plans. Additionally, the outlook in Turkey rebounds with more than one in every four employers planning to add to their payrolls in the next three months. Italian employers report the region's weakest outlook as well as the only negative

hiring intentions among the 43 countries and territories surveyed. Simultaneously, positive hiring prospects are reported in all countries and territories in Asia-Pacific and Americas regions.

Full data for each of the 43 countries and territories included in the survey for the third quarter of 2017, as well as regional and global comparisons can be found in full at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The results of the next survey will be released on September 12, 2017 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 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 June 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%.

### **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) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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 makes powering the world of work humanly possible: [www.manpowergroup.com](http://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.