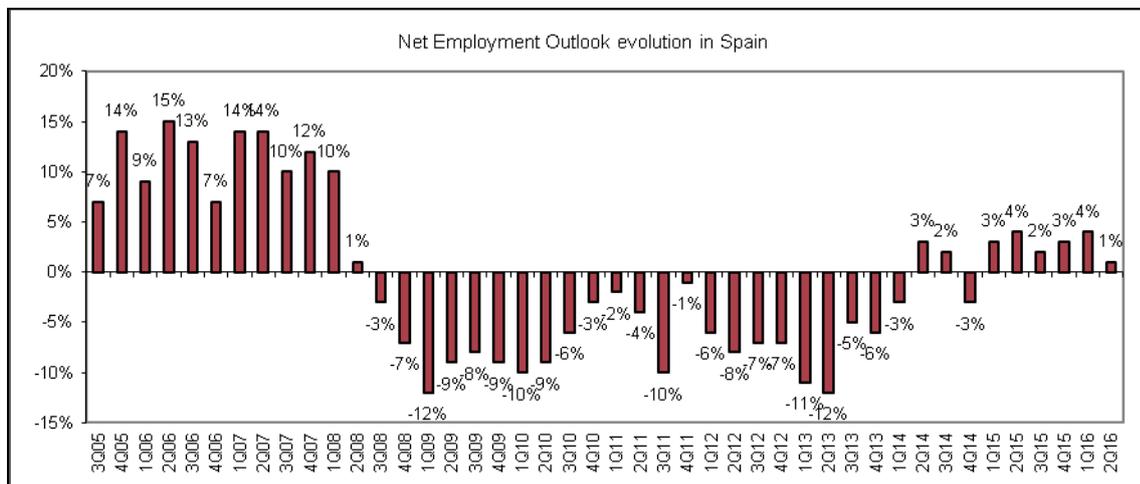


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Manpower Employment Outlook Survey: Hiring intentions in Spain remain modest-but positive- through the end of June

- Net Employment Outlook remains positive but dips to +1%.
- By geographical zone, employers in eastern regions report the strongest hiring intentions with an Outlook of +8%.
- Employers in the Restaurants & Hotels, Agriculture and Finance & Business Services sectors report the most optimistic hiring outlooks; similarly, employers in seven of the ten sectors report positive forecasts figures.
- At the international level, employers in 39 of the 42 countries that participate in the survey report positive hiring outlooks for the April and June time frame, although most report modest hiring intentions.

8th March 2016.- According to the data from the **Manpower Employment Outlook Survey for the second quarter of 2016**, hiring intent among Spanish employers remains positive although it has decreased slightly relative to last quarter and the same period last year. Thus, Spanish employers place the Net Employment Outlook at +1%, after applying seasonal adjustments. This figure is two percentage points weaker than the first quarter of 2016 and three percentage points weaker than last year at this time. Employers in Spain have thus reported positive employment outlooks for the eighth of nine quarters following five years of negative forecasts.



Source: ManpowerGroup

According to **Raul Grijalba**, **ManpowerGroup Spain Country Manager**, “the second quarter forecast doesn’t indicate a massive improvement in employer confidence. But it remains positive. It is important to note that Spain’s Net Employment Outlook has now been positive in eight of the last nine quarters. This in itself is promising, especially if one considers that Spain’s Outlook was negative for nearly six years. We begin to see some stability returning to the labor market. We will have to see if we can sustain the positive trend of the last two years. Only time will tell”.



Of the 1,000 Spanish employers who participated in the second-quarter survey, 7% plan to add to their workforce in the next three months, 4% intend to reduce staff and 86% plan no changes. Once the corresponding seasonal adjustments have been made, Spain's Net Employment Outlook stands at 1%.

The Manpower Employment Outlook Survey, which was conducted in Spain for the first time in 2003, analyzes the intention of employers worldwide to increase or reduce their teams quarterly, through interviews done by more than 58,000 employers in 42 countries. All employers responded to the question, "How do you anticipate total employment at your location to change in the three months to the end of June 2016 compared to the current quarter?".

No region had a negative outlook

The study carried out by ManpowerGroup divides the country into six regions in order to calculate the outlook in each of them: Center (Castile-La Mancha and Madrid); East (The Valencian Community and Murcia); North (Aragon, Cantabria, La Rioja, Navarre and the Basque Country); North East (The Balearic Islands and Catalonia); North West (Asturias, Castile and León, and Galicia); and South (Andalusia, The Canary Islands and Extremadura). Using this classification, the data reflects that five of the six regions register positive figures, while the North East region registers neutral results.

In concrete terms, employers in the East zone show the most optimistic results, with a Net Employment Outlook of +8%, followed by those in the North zone (+5%) and the Center zone (+3%). The prospects are lower in the North East and South zones with employers in both anticipating a slower-paced hiring environment and reporting Net Employment Outlooks of +1%.

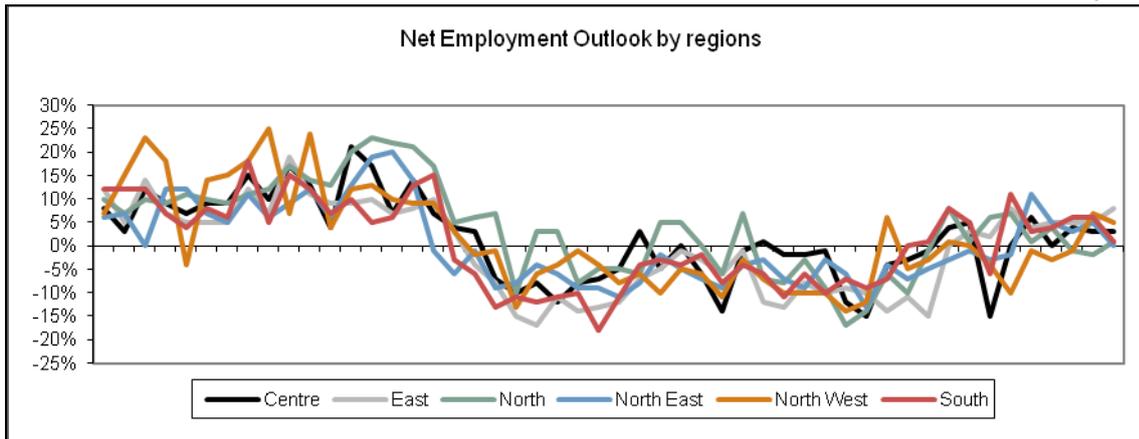
Employers in the North West zone report a neutral outlook of 0%.

Net Employment Outlook by regions					
Regions	2Q15	3Q15	4Q15	1Q16	2Q16
Centre	6%	0%	4%	3%	3%
East	4%	5%	5%	5%	8%
North	7%	1%	3%	-2%	5%
North East	11%	5%	3%	5%	1%
North West	-1%	-3%	-1%	7%	0%
South	10%	3%	5%	6%	1%

Source: ManpowerGroup

Compared to last quarter, employment outlooks are weaker in three of the six regions but improve in two of the regions. The North zone is up seven percentage points while the East is up three percentage points. The zones that show weaker hiring intentions than last quarter are the North West, which decreased six percentage points, the South zone, which is down four percentage points, and the North East, with a decrease of two percentage points.

Compared to last year, two regions have improved hiring outlooks. The East zone has increased five percentage points and the North zone has increased by four, while the North West has remained relatively stable. Employers in the other three zones report weaker hiring outlooks. It is worth noting the 12 percentage point decrease in the North East region. Employers in both the Center and South zones report a decrease of three percentage points.

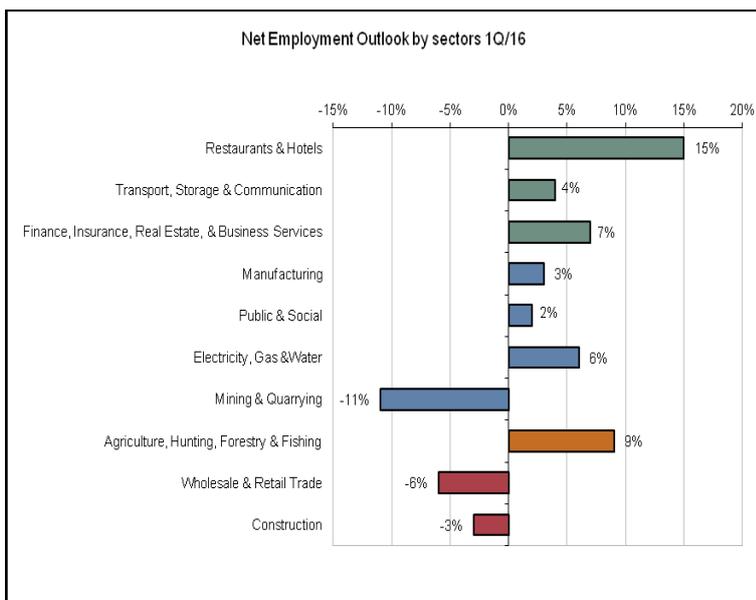


Source: ManpowerGroup

The Restaurant and Hotel sector is the most positive

In the ranking by industry sectors, employers in seven of the ten sectors studied in the survey report positive hiring prospects. The forecast among employers in the Restaurant & Hotel sector is the most optimistic, with a Net Employment Outlook of +15%. Following them are employers in the Agriculture, Hunting, and Fishing sector with +9%, Financial and Business Services with +7%, and Electric, Gas, and Water with +6%. Also expressing cautious optimism are employers in Transportation, Storage, and Communications, with an Outlook of +4%, the Manufacturing sector (+3%), and the Public Services and Social Activities sector (+2%).

In three sectors employers anticipate a decrease in personnel over the next three months. The forecast is gloomiest in the Mining and Quarrying sector with an Outlook of -11%. The Wholesale & Retail Trade sector forecast stands at a -6%, and the Construction sector forecast dips to -3%.





When compared to the results from the first quarter of 2016, hiring intentions decrease in six of the 10 sectors. Hiring prospects are stronger in four sectors, most notably in Agriculture (up 6 percentage points) and Restaurants & Hotels (up to 3 percentage points). Employers in the Mining & Quarrying sector have decreased their hiring intent by 12 percentage points. The Transportation, Storage & Communications forecast declines by six percentage points, while hiring plans in the Wholesale & Retail Trade sector decreases by five percentage points.

Even so, compared to 2015 first quarter hiring prospects have improved in three sectors, including Restaurants & Hotels where the Outlook climbs by a considerable 12 percentage points. Prospects for the Electric, Gas and Water sector are seven percentage points stronger than the prior year, while hiring intent has also gone up by six percentage points in the Finance and Business Service sector.

Positive prospects in all sizes of business

When employers are classified by number of workers, what stands out are the hiring prospects of large businesses, with a Net Employment Outlook of +9%. Following these are medium businesses, with 6%. Bringing up the rear are employers with small businesses, with 3%, and micro-businesses, with a Net Employment Outlook of +1%.

Compared with the prior quarter, large businesses and micro-businesses have both dropped by two points. The other categories show no changes.

Compared to last year, medium businesses have increased their hiring intent by eight percentage points while large businesses have increased seven points and micro-businesses have increased by four points. In the case of small businesses, prospects remain the same.

Net Employment Outlook by size					
Size	2Q15	3Q15	4Q15	1Q16	2Q16
Micro	5%	1%	2%	3%	1%
Small	3%	3%	4%	3%	3%
Medium	3%	5%	6%	4%	6%
Large	3%	0%	3%	12%	9%

Source: ManpowerGroup

Caution almost everywhere in the world

In a global overview, employers in 39 of 42 countries and territories expect to add to their workforces by varying degrees during the period from April to June of 2016. Considering this, the results indicate that the majority remain cautious about current economic uncertainty. Hiring intentions are modest in a majority of countries. The strongest hiring intentions are reported in India (+38%), Japan (+22%), Taiwan (+20%), Columbia (+19%), and Guatemala (+18%) show the greatest Net Employment Outlooks for the second quarter of 2016. On the other hand, the weakest second quarter forecast are reported in Brazil (-10%) and France (-1%) and Italy is neutral (0%).

In the EMEA (Europe, Middle East, and Africa) Region, employers in 22 of 24 countries report positive prospects. When compared to last quarter, hiring prospects have improved in five countries and worsened in eleven. France is the only country in the region with negative prospects.

Compared to the same period last year, prospects have improved in five countries and gotten worse in 11. The standout case is Bulgaria (+13%), whose employers are for the first time showing the greatest intent to hire within the EMEA region. Following them are Turkey (12%), Hungary (11%), Poland (10%), and Romania (10%).

Note to Editors:

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at http://manpowergroup.com/press/meos_landing.cfm. The next Manpower Employment Outlook Survey will be released on 9 December 2014 to report hiring expectations for the first quarter of 2015.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling over 65,000 employers in 42 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

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About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for almost 70 years. As workforce experts, we connect more than 600,000 men and women 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.

In Spain, ManpowerGroup offers the best solutions in human resources through their more than 120 offices in all the country with a staff of 700 highly skilled professionals.

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