

Under Embargo until 0:01, 11 September 2018

The Spanish labor market expected to strengthen slightly at the end of 2018

ManpowerGroup Employment Outlook Survey

- The Outlook stands at +5% and hiring prospects are 2 percentage points stronger when compared with the previous quarter
- In the East region (Valencia and Murcia) the strongest labor market in two years is forecast for the final quarter of 2018
- Employers expect to add to payrolls in all 10 industry sectors during the next three months. The strongest hiring prospects are reported in the Restaurants & Hotels sector and the Transport, Storage & Communication sector
- At the international level job gains are expected in 43 of 44 countries and territories despite a backdrop of challenges associated with a realignment of global trading partners

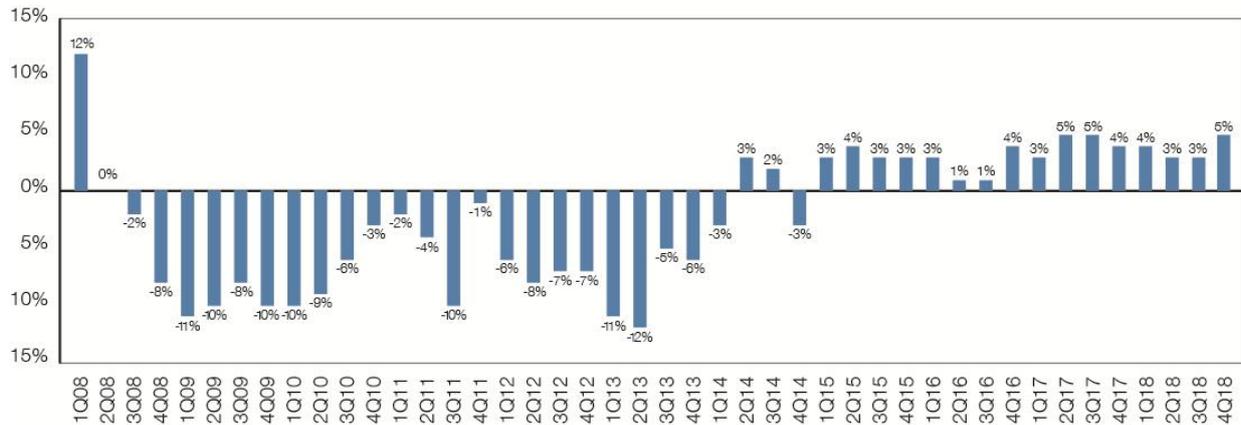
September 11th 2018.- According to the data from the ManpowerGroup Employment Outlook Survey for the fourth quarter of 2018, hiring intentions among Spanish employers remain positive. Of the 1,000 Spanish employers who participated in the fourth-quarter survey, 9% plan to add to their workforce in the next three months, 5% intend to reduce staff and 83% plan no changes. Once the corresponding seasonal adjustments have been made, **Spain's Net Employment Outlook stands at +5%.**

Hiring prospects are 2 percentage points stronger when compared with the previous quarter and remain stable in comparison with 4Q 2017.

According to **Raul Grijalba, Spain Country Manager and Mediterranean Regional Managing Director at ManpowerGroup**, "The labor market situation in Spain has improved continuously over the past three years and similarly, the unemployment rate in Spain has decreased by more than 10 percentage points since 2013. These positive trends remain, and for this last quarter forecast is rising, meanwhile we still

need to keep on working to help professionals adapt to a rapidly changing job market and also to solve the talent shortage that continue to challenge many companies. That is essential to face the future”.

Net Employment Outlook in Spain



The ManpowerGroup 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 nearly 60,000 employers in 44 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 December 2018 compared to the current quarter?".

Payroll gains in five regions

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 anticipates payroll gains in five of the six regions and a flat labor market with an Outlook of 0% in one region.

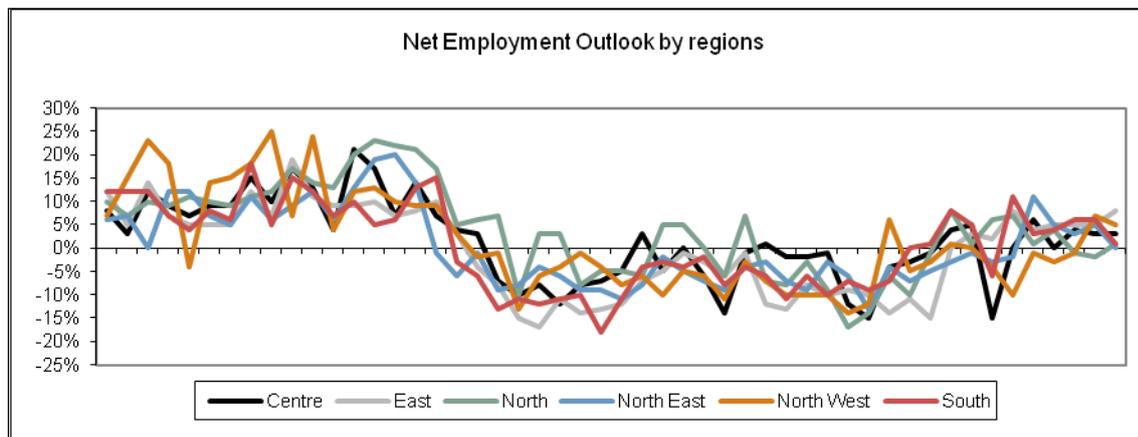
In concrete terms, the strongest labor market is forecast in the **East**, where the Net Employment Outlook stands at +9%. This is the strongest labor market for this región in two years. Meanwhile, North East employers also expect a positive Outlook of +8%, while the Outlook for the Centre is +5%. Employers also report encouraging signs for job seekers at the North and the North West, with Outlooks of +4%. The weakest hiring climate is anticipated in the South with a flat Outlook of 0%.

Net Employment Outlook by regions					
Regions	4Q17	1Q18	2Q18	2Q18	4Q18
Centre	5%	4%	0%	0%	5%
East	2%	6%	7%	1%	9%
North	10%	6%	7%	0%	4%
North East	3%	3%	4%	3%	8%
North West	-4%	6%	-1%	3%	4%
South	5%	2%	0%	1%	0%

Source: ManpowerGroup

When compared with the previous quarter, hiring prospects strengthen by 8 percentage points in the East. Elsewhere, Outlooks are 5 percentage points stronger in two regions – the Centre and the North East – while employers in the North report an increase of 4 percentage points. Meanwhile, hiring plans remain relatively stable in both the North West and the South.

When compared with this time one year ago, employers in three of the six regions report improved hiring opportunities. The most notable increase of 8 percentage points is reported in the North West, while Outlooks are 7 and 5 percentage points stronger in the East and the North East, respectively.



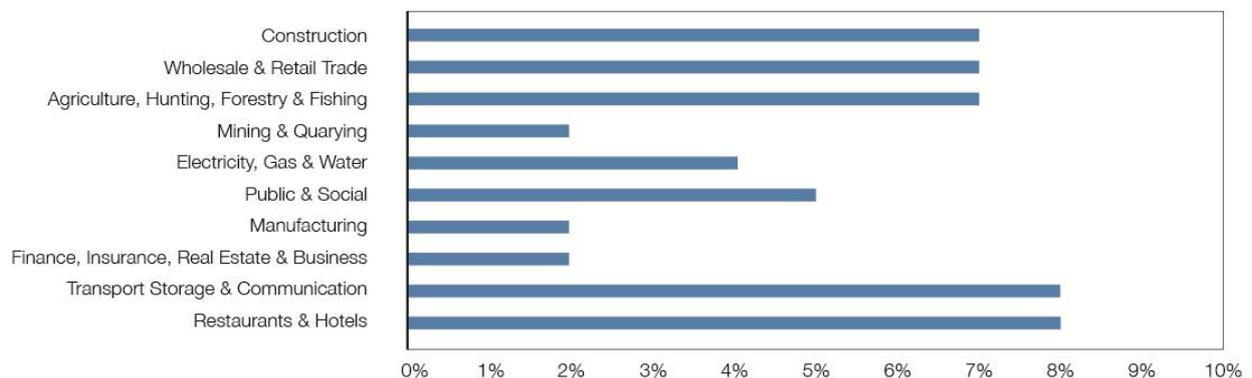
Payrolls expected in all 10 industry sectors

In the ranking by industry sectors, employers expect to add to payrolls in all 10 industry sectors at the end of 2018. The strongest hiring prospects are reported in two sectors with Net Employment Outlooks of +8% – the Restaurants & Hotels sector and the Transport, Storage & Communication sector. Positive hiring activity is

anticipated in the Agriculture, Hunting, Forestry & Fishing sector, the Construction sector and the Wholesale & Retail Trade sector, with Outlooks of +7%.

Meanwhile, the weakest Outlooks of +2% are reported in three sectors – the Finance, Insurance, Real Estate & Business Services sector, the Manufacturing sector and the Mining & Quarrying sector.

Employment Outlook by sectors 4Q18



When compared with the previous quarter, the Wholesale & Retail Trade sector employers report the most noteworthy improvement of 7 percentage points. Outlooks are 5 percentage points stronger in two sectors – the Construction sector and the Public & Social sector – while Transport, Storage & Communication sector employers report an increase of 4 percentage points. However, Restaurants & Hotels sector report weaker hiring intentions with a decline of 8 percentage points.

Hiring intentions strengthen in seven of the 10 industry sectors when compared with this time one year ago. A considerable increase of 11 percentage points is reported in the Mining & Quarrying sector, while Outlooks are 6 and 5 percentage points stronger in the Transport, Storage & Communication sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively. Meanwhile, hiring prospects weaken in three sectors, most notably by 6 percentage points in the Finance, Insurance, Real Estate & Business Services sector.

One more time large employers report the strongest hiring prospects

When employers are classified by number of workers, what stands out are the hiring prospects of Large businesses, with a Net Employment Outlook of +25%. Following these are Medium businesses, with 16%, and Small- and Micro-size employers report unstable hiring prospects with an Outlook of +5%.

When compared with the third quarter of 2018, Medium employers report an improvement of 10 percentage points, while Outlooks are 7 and 5 percentage points

stronger for Large- and Micro-size employers, respectively. However, Small employers report a decline of 2 percentage points.

In a year-over-year comparison, Outlooks are 6 and 4 percentage points stronger for Large- and Micro-size employers. Meanwhile, hiring intentions remain relatively stable for Small- and Medium-size firms.

Net Employment Outlook by size					
Size	4Q17	1Q18	2Q18	3Q18	4Q18
Micro	1%	3%	1%	0%	5%
Small	6%	6%	5%	7%	5%
Medium	15%	17%	18%	6%	16%
Large	19%	14%	26%	18%	25%

Source: ManpowerGroup

Positive forecasts among all EU members

At an international level ManpowerGroup's fourth-quarter research reveals that some job gains are expected in 43 of 44 countries and territories during the October-December time frame. Overall employer confidence is little changed from prior quarters and most employers remain resilient, appearing content to engage in modest levels of hiring activity against a backdrop of challenges associated with a realignment of global trading partners and ongoing tariff negotiations. Fourth-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Romania and Slovenia, while the weakest hiring prospects are reported in Switzerland, Argentina, France and Italy.

Employers in 26 countries in the Europe, Middle East and Africa (EMEA) region are mostly positive and in all countries except Switzerland they are planning to add to their payrolls in the fourth quarter. The EMEA's strongest forecasts are reported in Romania and Slovenia and Employers in Germany report the country's strongest Outlook in seven years.

Meanwhile, employers report more conservative hiring plans in both France and Italy. Some job gains are expected in most of France's industry sectors and regions, but France's Outlook dips slightly in both quarter-over-quarter and year-over-year comparisons. Italy's Outlook rebounds slightly from the prior quarter's negative forecast and is boosted, in part, by the strongest Manufacturing sector Outlook reported since the country launched the survey in 2003.

Across the North, Central and South America employment is expected to grow by varying margins during the October-December time frame in all countries. However, hiring expectations are notably different across the region.

In the United States Outlook report the most optimistic fourth-quarter hiring plans, with the forecast remaining relatively stable from three months ago and improving

slightly from last year at this time. As in every quarter for the past five years, Leisure & Hospitality sector employers expect the most active hiring pace, with similarly strong job growth expected in the Professional & Business Services and Transportation & Utilities sectors. Also, Canada's Outlook remains among the strongest reported in the last seven years with employers expecting varying levels of job growth in all 10 industry.

The least optimistic hiring plans in the Americas are reported in Argentina where the overall Outlook is dragged down by the Construction sector where the forecast declines to its weakest level since the survey started in 2007.

In the Asia Pacific region, a strong labor market is expected in Taiwan through the end of year despite the uncertainty associated with lingering trade friction between the United States and China. Forecasts indicate that opportunities for job seekers will remain solid in most industry sectors, and more than a quarter of the country's employers indicate they intend to add to their workforces during the last three months of the year.

India's fourth-quarter Net Employment Outlook is the weakest reported since the survey was launched in 2005. Similarly, Outlooks are positive across each of China's industry sectors and regions, but the forecast is the weakest reported in the region and declines slightly in comparison to both three months ago and last year at this time.

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Note to Editors:

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at <https://www.manpowergroup.com/workforce-insights/data-driven-workforce-insights/manpowergroup-employment-outlook-survey-results>. The next Manpower Employment Outlook Survey will be released on December 2018 to report hiring expectations for the first quarter of 2019.

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), 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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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

If you need more information, graphs and data, please contact:

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