

Under Embargo until 0:01, 12 March 2019

## Portuguese employers report hopeful hiring plans

### ManpowerGroup Employment Outlook Survey

- Hiring intentions are 4 percentage points stronger when compared with the previous quarter, and remain relatively stable in comparison with this time one year ago.
- The strongest labor market is anticipated in the South, where the Net Employment Outlook stands at +15%.

**March, 12th 2019-** Portuguese employers report hopeful hiring plans for the second quarter of 2019. With 16% of employers expecting to increase payrolls, 3% forecasting a decrease and 77% anticipating no change, the resulting Net Employment Outlook is +13%. Hiring intentions are 4 percentage points stronger when compared with the previous quarter, and remain relatively stable in comparison with this time one year ago.

Employers in all five regions expect to grow staffing levels during the upcoming quarter. The strongest labor market is anticipated in the South, where the Net Employment Outlook stands at +15%. Steady payroll gains are also forecast for the Center with an Outlook of +14%, while employers in the Greater Lisbon report an Outlook of 12%. Also in the Greater Porto the Outlook stands at 10% and in the North employers report an Outlook of +9%.

In a quarter-over-quarter comparison, the Outlook for the South improves by a considerable margin of 15 percentage points, and Center and Greater Lisboa employers report an increase of 3 percentage points. However, hiring plans decline by 2 percentage points in the North and are unchanged in Greater Porto.

## Transport, Storage & Communication sector employers report robust hiring conditions

Employers in all nine industry sectors expect to add to payrolls in the second quarter of 2019. The strongest labor market is anticipated in the Transport, Storage & Communications sector, where employers report a healthy Net Employment Outlook of +22%. Finance, Insurance, Real Estate & Business Services sector employers report upbeat hiring prospects with an Outlook of +19%, while the Outlook for the Restaurants & Hotels sector stands at +16%. Steady job gains are also expected in the Electricity, Gas & Water sector and the Public & Social sector, with Outlooks of

+14% and +13%, respectively. Meanwhile, Construction sector employers forecast the weakest labor market, with an Outlook of +6%.

When compared with the previous quarter, hiring prospects strengthen in five of the nine industry sectors. Restaurants & Hotels sector employers report a considerable increase of 12 percentage points and Outlooks are 10 and 9 percentage points stronger in the Transport, Storage & Communications sector and the Public & Social sector, respectively. However, Wholesale & Retail Trade sector employers report a decline of 5 percentage points.

Employers in five of the nine industry sectors report weaker hiring plans when compared with this time one year ago, most notably with considerable declines of 13 and 9 percentage points in the Restaurants & Hotels sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively. Elsewhere, Outlooks strengthen in three sectors, including the Electricity, Gas & Water sector with an increase of 8 percentage points and the Wholesale & Retail Trade sector where employers report an improvement of 5 percentage points.

## Large employers report the strongest hiring intentions

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.

Payrolls are forecast to increase in all four organization size categories during the forthcoming quarter. Large employers report the strongest hiring intentions, with a Net Employment Outlook of +35%. Elsewhere, steady hiring activity is expected by Medium- and Small-size employers with Outlooks of +15% and +13%, respectively, while Micro employers report a cautious Outlook of +2%.

## Hiring intentions are stronger in 15 of 44 countries

The ManpowerGroup research for the second quarter of 2019 reveals that payroll gains are expected in 40 of 44 countries and territories in the period up to the end of June.

Hiring intentions for the coming quarter are stronger in 15 of 44 countries and territories when compared with the prior quarter, weakened in 18 and are unchanged in eleven. In a comparison with this time one year ago, Outlooks improve in 13 countries and territories, decline in 27, and are unchanged in four.

The most positive hiring sentiment is reported in Croatia, Japan, Greece, the U.S., Hong Kong and Taiwan, while the weakest labor markets are expected in Argentina, Hungary, Spain and Turkey.

An increase in payrolls is forecast for 23 of 26 Europe, Middle East & Africa (EMEA) region countries during the second quarter, while flat hiring activity is forecast for three. Hiring intentions improve in 10 countries when compared with the previous quarter, but decline in eight. In comparison with this time one year ago, employers report stronger hiring plans in 10 countries, but Outlooks weaken in 15. Croatian and Greek employers report the strongest hiring prospects for the coming quarter, while the weakest labor markets are forecast for Hungary, Turkey and also Spain.

**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 June 2019 to report hiring expectations for the third 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 59,000 employers in 44 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 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the ninth year in 2018, 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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