

Under Embargo until 12:01am CTS, 10th March 2020

Spanish employers report moderate hiring intentions ManpowerGroup Employment Outlook Survey

- **With a Net Employment Outlook of +6%, hiring prospects remain relatively stable in comparison with both the prior quarter and last year at this time.**
- **The Finance & Business Services sector and the Restaurants & Hotels sector are the sectors with the strongest labor markets with a +10% Outlook**
- **Employers in all six regions expect to add to payrolls and the strongest labor markets are anticipated in the North (Aragon, Cantabria, La Rioja, Navarre and Basque Country) and North East regions (Balearic Islands and Catalonia)**
- **Job gains are expected in all four organization size categories during the next three months, with the strongest Outlook of +14% reported by Large employers**
- **Globally, the strongest Net Employment Outlooks are reported in Croatia, Greece, Japan and Taiwan**

Madrid, 10th March 2020 – According to the data from the ManpowerGroup Employment Outlook Survey released today, Spain's second-quarter employment prospects are moderate. The survey of approximately 1,003 employers across Spain reports a Net Employment Outlook of 8%. Hiring prospects remain relatively stable in comparison with both the prior quarter and last year at this time, and once the data is adjusted to allow for seasonal variation, the **Outlook stands at +6**. Research was conducted in January 2020 and the survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator*.

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 workforce quarterly through interviews done with more than 58,000 employers in 43 countries.

The North West presents the strongest Outlook in two years

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 four of the six regions.

The strongest Net Employment Outlook of +5% is reported in the North West. Elsewhere, slow-paced job gains are anticipated in two regions with Outlooks of +4% — the East and the North — while the North East Outlook stands at +1%. However, employers in both the Centre and the South expect to trim payrolls, reporting Outlooks of -2%.

Hiring prospects strengthen in the East and the North West when compared with the previous quarter, improving by 5 and 3 percentage points, respectively. Meanwhile, employers in the North report a decline of 3 percentage points. Elsewhere, Outlooks remain relatively stable.

In a comparison with this time one year ago, hiring sentiment strengthens in three regions: North West East and the South.

Net Employment Outlook by regions					
Regions	1Q19	2Q19	3Q19	4Q19	1Q20
Centre	6%	4%	2%	-1%	-2%
East	2%	0%	-3%	-1%	4%
North	11%	-1%	8%	7%	4%
North East	10%	6%	3%	2%	1%
North West	0%	-1%	4%	2%	5%
South	-4%	-10%	-7%	-3%	-2%

Source: ManpowerGroup

The largest payroll increase is expected at the Wholesale & Retail Trade sector

Employers in five of the 10 industry sectors anticipate an increase in payrolls during the coming quarter. The strongest labor market is forecast by Wholesale & Retail Trade sector employers with a Net Employment Outlook of +6%, and modest workforce gains are also expected in two sectors with Outlooks of +5% – the Electricity, Gas & Water sector and the Public & Social sector.

Hiring prospects weaken in seven of the 10 industry sectors when compared with the previous quarter. Meanwhile, employers in three sectors report stronger hiring prospects. The Wholesale & Retail Trade sector Outlook improves by a considerable margin of 14 percentage points, while the Manufacturing sector Outlook is 5 percentage points stronger.

When compared with this time one year ago, Outlooks also weaken in seven of the 10 industry sectors. Finance, Insurance, Real Estate & Business Services sector employers report the most notable decrease of 8 percentage points.

Workforce gains anticipated in all organization size categories

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.

Next quarter, large employers expect the strongest hiring pace, reporting a Net Employment Outlook of +18%. Elsewhere, Outlooks of +8% and +2% are reported in the Medium- and Small-size categories, respectively, while the Outlook for Micro firms stands at +1%.

Employers in all four organization size categories anticipate workforce gains, but in a year-over-year comparison, hiring plans weaken in three of the four organization size categories. Medium-size employers report a decrease of 7 percentage points and Outlooks are 5 and 2 percentage points weaker for Small- and Large-size employers, respectively. However, micro employers report no year-over-year change.

Net Employment Outlook by size					
Size	1Q19	2Q19	3Q19	4Q19	1Q20
Micro	1%	-3%	0%	-1%	1
Small	7%	6%	1%	4%	2
Medium	15%	11%	7%	11%	8
Large	20%	18%	21%	15%	18

Source: ManpowerGroup

Greece among the strongest labor markets

In the ManpowerGroup research for the first quarter of 2020, employers in 42 of 43 countries and territories surveyed expect to grow payrolls in the period up to the end of March 2020. The strongest labor markets anticipated in Greece, Japan, Taiwan, the U.S. and Romania, while the weakest hiring activity is expected in Panama, Argentina, Costa Rica, Italy and Spain.

Payroll gains are anticipated in all 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the first quarter of 2020. When compared with this time one year ago, Outlooks improve in eight countries, but decline in 13. Employers in Greece and Romania anticipate the strongest hiring pace during the next three months, while the weakest labor markets are forecast in Italy and Spain.

In the Americas, employers in nine of the 10 countries surveyed expect to increase payrolls during the next three months, while Panama employers report uncertain hiring plans and the only negative forecast globally. Employers in all seven Asia Pacific countries and territories expect to increase headcounts during the upcoming quarter. The strongest hiring sentiment in the region is reported by employers in Japan and Taiwan, while the most cautious Outlook is reported in China.

***The survey was conducted between January 6 and January 28 before the global escalation of Covid-19**

Note to Editors:

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 10 March 2020 and will detail expected labor market activity for the second quarter of 2020.

About the 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 55 years and is one of the most trusted surveys of employment activity in the world.

About ManpowerGroup

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meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across 80 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.:
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If you need more information, graphs and data, please contact:

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