

PRESS RELEASE

Lisbon, 11 December 2018

Wholesale & Retail Trade sector the most favourable hiring plans for the first quarter of 2019

Companies in the North and Center regions anticipate an increase in the number of employees at the beginning of the year

ManpowerGroup Employment Outlook Survey: Quarter 1 2019

The Wholesale & Retail Trade sector along with the Electricity, Gas & Water sector are planning to increase their staff in 2019, reporting the strongest hiring plans for candidates actively looking for a new job. While these are the sectors expect a biggest increase in staffing levels, other sectors such as the Transport, Storage & Communication sector also have strong plans to hire new employees.

These are the results from the *ManpowerGroup Employment Outlook Survey* for the first quarter of 2019, which records a Net Employment Outlook of +9% in Portugal, demonstrating a positive hiring stream for Portuguese employers, as it happened during 2018. The survey conducted each quarter, measures the hiring intentions of 60,000 public and private employers across 44 countries, including 625 companies in Portugal.

All 9 sectors analyzed in the study anticipate strong hiring prospects during the first quarter of the year. In addition to the sectors mentioned above, the Finance, Insurance, Real Estate & Business Services sector projects a 13 percentage points hiring increase. On the contrary, companies in the Public and Restaurants & Hotels sectors report the most moderate projections of +4%.

Although the results are positive, the employers' hiring intentions for the period comprised between January and March, are more less optimistic than at the beginning of this year, falling

4% against those anticipated for the first three months of 2018. Of the companies covered in the study, 14% expect to increase staffing levels, 5% anticipate a reduction and 78% consider that there will be no changes.

Geographically, employers in the North and Center regions are expected to increase their teams during the upcoming quarter, reporting an increase of +11% in the Net Employment Outlook. In the South region, the outlook anticipates some inactivity, with companies not intending to expand their workforce, a significant decline of 18 percentage points when compared to the data in the same quarter of 2018.

In the Lisbon metropolitan area, employers forecast a moderate increase in staffing levels with a projection of +9%, a 3 percentage points increase over the previous quarter. This is also a trend demonstrated by employers in the Greater Porto area, where the projections for job creation are also positive, with a +10% increase.

Raúl Grijalba, ManpowerGroup Mediterranean Regional Managing Director mentions that “after a year where the hiring intentions were constantly on the rise, there is naturally a propensity towards stabilization, which is reflected in the Manpower Group Employment Outlook Survey projections for the first quarter of 2019. Nevertheless, the forecast is very positive, as companies continue to need additional workers, despite the difficulties in finding candidates with the necessary skills. That is why we believe that in 2019 the biggest challenge for companies will be to find a right balance between the skills workers need to have and the new demands of the labor market.”

Comparing organization size categories, Large employers are expecting a considerable hiring activity, reporting +24%, whilst Small- and Medium-size employers also report positive gains of +17% and 7%, respectively. Compared to the previous quarter, Medium size companies reported an improvement of 8 percentage points and Small companies a 3 percentage points increase in their hiring intentions. Large companies anticipate a decrease of -7%, and Micro employers do not report any significant changes.

Employers in 43 countries report positive hiring intentions

The ManpowerGroup study results for the first quarter of 2019 reveal that Net Employment Outlook should rise on 43 of the 44 countries analyzed. The hiring intentions of the next



quarter are better in 16 countries when compared with the previous quarter, decline in 23 and remain unchanged in 5.

When compared to the prior quarter's results, forecasts improve in 21 countries, decline in 20 and remain unchanged in two.

In order to anticipate the projection for net job creation worldwide*, the ManpowerGroup conducted interviewed over 60.000 employers in 44 countries, asking the same question: "How do you anticipate total employment at your location to change in the three months to the end of March 2018 as compared to the current quarter?"

* 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 55 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 60,000 public and private employers across 44 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 55 years the survey has derived all of its information from a single question:

For the 1Q 2018 research, all employers participating in the survey worldwide are asked the same question, “How do you anticipate total employment at your location to change in the three months to the end of March 2018 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), 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 nearly 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

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.