



UNDER STRICT EMBARGO TILL 10.03.2020 – 00:01

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY –2Q 2020

Hiring intentions in Brazil for 2Q 2020 are the highest in six years

- *The Net Employment Outlook (NEO)* in Brazil is +14% for 2Q 2020, 7 percentage points higher in comparison to the same period last year and 4 percentage points over from 1Q 2020. It is the best result since 4Q 2013, when the indicator was +16%.*
- *Growth in hiring intentions is reported in all eight Brazilian industry sectors. The highlights were Agriculture, Fishing & Mining sector with +20%, and Services with +19%.*
- *Employers in all five Brazilian regions intend to increase payrolls in the coming quarter. The most positive outlooks are in São Paulo State with +18%, and Minas Gerais State with +16%. Despite the positive indicator, Rio de Janeiro State reports + 2%, had down 5 percentage points from the previous quarter.*

São Paulo, March 10, 2020 – The Net Employment Outlook (NEO) for 2Q 2020 in Brazil with seasonally adjusted data is +14%, according to the latest ManpowerGroup Employment Outlook Survey. This is the best indicator in the last six years and represents 7 percentage points growth over the same period in 2019 and 4 percentage points over the previous quarter.

The Outlook represents the difference between the percentage of employers expecting to increase and the percentage planning to reduce the number of employees. The survey was conducted among 850 Brazilian employers and found that 23% of companies plan to increase their workforce, 6% plan to reduce staff and 68% do not anticipate changes for the period.

“While it is too early to predict the potential impact of Covid-19 on global hiring, the reality today is that unemployment remains low in many markets and organizations globally are still struggling to find people with the right skills. In Brazil, the latest findings reflect the beginning of a slight recovery in the country's economic indicators and the potential for more consistent hiring growth for the year ahead. Brazil's strengthening employment outlook has been aided by the increase of hiring intentions in the state of São Paulo and in the Agriculture, Fishing & Mining sector. This scenario indicates a good Outlook for those who are looking for a job, not only in the sectors indicated on the survey, but an improvement in the country's labor market overall”, explains Nilson Pereira, CEO of ManpowerGroup Brazil.

The result placed Brazil among the most optimistic countries in the Americas, behind the United States with 19%, and ahead of Colombia with +11%, and Guatemala with +10%. Argentina had a +3% Outlook.

Industry Sector comparisons

The workforce is expected to grow across all eight Brazilian industry sectors surveyed for the April-June 2020 period. The strongest hiring pace is expected in the Agriculture, Fishing & Mining sector, with a Net Employment Outlook of +20%, the same indicator of the previous quarter, 7 percentage points higher from the same period last year. The Services sector had a +19% Outlook (the best in the last 5 years), 3 percentage points higher from the previous quarter and 12 percentage points over the same period of 2019.

The Finance, Insurance & Real Estate sector was the only sector to decline from the previous quarter, down by 2 percentage points from 13% to 11%.

Industry Sectors	Net Employment Outlook	Quarter-over-quarter	Year-over-year
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Agriculture, Fishing & Mining	+ 20%	0	+7 pp
Services	+ 19%	+3 pp	+12 pp
Manufacturing	+ 15%	+7 pp	+ 12 pp
Wholesale Trade & Retail Trade	+ 12 %	+3 pp	-2 pp
Public Administration & Education	+ 11%	+7 pp	+ 7 pp
Finance, Insurance & Real Estate	+ 11%	-2 pp	0
Construction	+ 9%	+2 pp	+ 12 pp
Transportation & Utilities	+ 8%	+2 pp	+ 4 pp

Regional comparisons

Employers in all five Brazilian regions expect to increase payrolls in the next quarter. São Paulo State, reporting a Net Employment Outlook of +18%, reports the strongest regional hiring pace, 8 percentage points higher from the previous quarter and the same period last year. Minas Gerais State employers, with an Outlook of +16%, also showed an increase, 2 percentage points over the previous quarter and 9 percentage points over the same period of 2019.

The greatest growth was shown in the indicators for the city of São Paulo with a 15% Outlook, 12 percentage points greater than the same period last year. In Rio de Janeiro state, despite registering a positive indicator (+ 2%), the Outlook was 4 percentage points down from the previous quarter.

Region	Net Employment Outlook	Quarter-over-quarter	Year-over-year
São Paulo State	+ 18%	+8 pp	+ 8 pp
Minas Gerais State	+ 16%	+2 pp	+9 pp
São Paulo City	+ 15%	+ 7 pp	+12 pp
Paraná State	+ 15%	+ 4 pp	+ 1 pp
Rio de Janeiro State	+ 2 %	-4 pp	+1 pp

Organization size comparisons

Hiring intentions are positive in all four categories by organization size over the next quarter. Once again, the strongest hiring pace was shown by employers of Large companies (over 250 employees) with a Net Employment Outlook of +26%, 8 percentage points higher than the previous quarter and 5 percentage points in comparison to the same period last year. Meanwhile, employers of microbusiness (less than 10 employees) reported a more cautious scenario, with an Outlook of +1%.

Organization Size	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Large	+ 26%	+ 8 pp	+ 5 pp
Medium	+ 15%	+ 6 pp	+ 15 pp
Small	+ 3%	- 2 pp	- 2 pp
Micro	+ 1 %	+ 2 pp	+ 5 pp



Positive Net Employment Outlook in all 43 countries surveyed

ManpowerGroup interviewed 58,373 employers in 43 countries and territories to forecast labor market activity for the Q2 2020.

- **Outlook is positive in all countries and territories in the period through the end of June 2020.** Compared to the previous quarter, employers from 23 of 43 countries and territories reported better hiring intentions, while employers from 11 countries expect weaker performance and nine countries do not foresee changes. When compared to the second quarter of 2019, hiring intentions are up in 15 countries and territories, down in 21 and remain stable in seven.
- **Stronger and weaker hiring intentions:** Employers in Croatia, Greece, Japan and Taiwan, all at 24%, informed the most optimistic hiring intentions for Q2 2020, while employers in South Africa (2%), Poland (2%), Hong Kong (1%) and Panama (0%) predict the weakest hiring intentions for the period.
- **Complete survey results** for each of the 43 countries and territories can be accessed at: www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be launched in June 2020 to report net hiring outlooks for the third quarter of 2020.

(*) Net Employment Outlook. "This number is obtained by considering the percentage of employers who anticipate a payroll increase activity and subtracting from that the percentage of employers who expect to see a reduction in staff in their locations in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format, unless otherwise indicated. The comment is based on seasonally adjusted data, when available. Data are not seasonally adjusted for Croatia or Portugal.

About the Survey

The ManpowerGroup Employment Outlook Survey for the second quarter of 2020 was conducted from January 6-28, 2020**, surveying a significant sample of employers from around 59,000 private companies and public organizations in 43 countries and territories around the world (850 in Brazil). The survey's objective is to measure employers' intentions to increase or decrease their workforce in the next quarter. All participants answered the same question: "How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?" It is the only prospective survey of this kind, and it is unmatched in size, scope, longevity and focus area. The survey has existed for over five decades and is one of the world's most reliable one on employment activities. It is considered a highly respected economic indicator. It is noteworthy that in the second quarter of 2008, the survey adopted the TRAMO-SEATS model for seasonal data adjustment. As a result, you may notice that some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally.

Editor's Notes

Full survey results for each of the 43 countries and territories included this semester, as well as regional and global comparisons, can be found in the Manpower Press Room at www.manpower.com/meos. In addition, all tables and graphs of the full report are available for download, publication, or broadcast in the ManpowerGroup Visual Library, also located in the Press Room at <http://www.manpowergroup.com/library>. Results for all 43 countries can be viewed in the new interactive Explore the ManpowerGroup Employment Outlook Survey tool at: <http://manpowergroupsolutions.com/DataExplorer/>.



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

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 hundreds of thousands of organizations every year, providing them with skilled talent while finding 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 substantially more value for candidates and clients across 80 countries and territories and has done so for over 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 eleventh year, confirming our position as the most trusted brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com

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