



EMBARGOED UNTIL **March 13, 2018 12:01 AM EST**

## **Brazilian employers report the strongest hiring intentions since 2014, according to ManpowerGroup Employment Outlook Survey**

*Second-quarter hiring prospects increased 11 percentage points when compared to the same period last year and 2 percentage points when compared to the last quarter. Second-quarter results are the strongest reported since the 4<sup>th</sup> 2014. Brazil celebrates the fourth consecutive quarter of expected job gains. Agriculture, Fishing & Mining and Finance Insurance & Real Estate sector employers report the most optimistic Outlooks of +10%.*

**Brazil, São Paulo, March 13, 2018** - ManpowerGroup, the world leader in innovative solutions for people hiring and management, announces the results of its quarterly ManpowerGroup Employment Outlook Survey for Brazil for the second quarter of 2018. The survey shows that hiring intentions for the second quarter of the year, April-June 2018, continue to grow. The indicator improved to +8% in Brazil, once seasonal variations are removed from the data. Hiring plans improve 2 percentage points when compared with the previous quarter and improve by 11 percentage points when compared with the same period of last year.

The study interviewed 850 employers in Brazil, and 59,113 employers in 44 countries and territories. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?"

"This survey indicates employer confidence is continuing to grow and it appears to be consistent with other Brazilian indicators. Second-quarter forecasts improve considerably in six of the eight industry sectors in comparison to last year at this time. In fact, the forecast has been gradually improving for five consecutive quarters, and is now the strongest forecast reported by employers since 2014. The modest increase that Brazilian employers are forecasting appears to already reflect improvements in the unemployment rate. Brazil's second-quarter forecast indicates progress toward recovery following the negative forecasts that prevailed through much of 2015 and all of 2016," says Nilson Pereira, Country Manager ManpowerGroup Brasil.

Employers expect to grow staffing levels in 43 of the 44 countries and territories during the forthcoming quarter. Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary

and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

## **Sector Comparisons**

Payroll gains are anticipated in seven of eight industry sectors and four of five regions for the April-June time frame. Hiring intentions improve in four sectors and four regions quarter-over-quarter, and strengthen in six sectors and all five regions when compared with this time one year ago.

Employers in the two strongest of the eight industry sector labor markets report Outlooks of +10%: In the Agriculture, Fishing & Mining sector, hiring plans improve by 3 percentage points when compared with the previous quarter, but are 10 percentage points weaker in comparison with last year at this time. Finance, Insurance & Real Estate sector employers report their strongest forecast for three years, improving by 2 and 10 percentage points from 1Q 2018 and 2Q 2017, respectively.

Construction sector employers report the weakest of the eight sector Outlooks (-7%), declining by 5 percentage points in comparison with the first quarter of 2018, but improving by 13 percentage points year-over-year.

## **Regional Comparisons**

Payrolls are forecast to increase in four of the five regions during 2Q 2018. The strongest hiring prospects are reported in Parana State, with a Net Employment Outlook of +13%, and in Minas Gerais State, where employers report an Outlook of +11%. Elsewhere, moderate hiring activity is anticipated in two regions with Outlooks of +9% – São Paulo City and Great São Paulo. However, Rio de Janeiro State employers anticipate a decline in staffing levels, reporting an Outlook of -7%.

Hiring prospects improve by 4 percentage points in both São Paulo City and Parana State when compared with the previous quarter, while Outlooks remain relatively stable in both Great São Paulo and Minas Gerais State. Meanwhile, the Outlook for Rio de Janeiro State declines by 4 percentage points.

In comparison with the second quarter of 2017, Outlooks strengthen in all five regions. The most notable increases are by 14 percentage points in Parana State, and by 13 percentage points in São Paulo City. The Outlook for Minas Gerais State is 11 percentage points stronger, while hiring plans improve by 8 and 7 percentage points in Great São Paulo and Rio de Janeiro State, respectively.

## Organization Size Comparisons

Job gains are anticipated in two of the four organization size categories, with Large employers reporting the most optimistic hiring plans (+20%). However, employers in two categories expect payrolls to decline, including Micro employers who report an Outlook of -4%.

## International Comparisons

Employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine. Some upward momentum is detected in the year-over-year comparison with forecasts improving in 25 of 43 countries and territories, declining in 13, and remaining unchanged in five.

Some noteworthy developments are observed in the second-quarter forecast. Finnish employers report their most optimistic forecast since launching the survey in 2012. And German employers report their strongest hiring plans in six years, as well as the strongest Manufacturing sector forecast since Quarter 4 2008.

**EMEA (Europe, Middle East & Africa):** Across the Europe, Middle East & Africa (EMEA) region, workforce gains are planned in 25 of 26 countries. Hiring plans improve in 13 countries quarter-over-quarter, weaken in eight and are unchanged in four. In a year-over-year comparison, job gains are expected to improve in 16 of the 25 countries where comparison data is available, decline in six and are unchanged in three. Based on seasonally adjusted data, employers in Hungary report the most optimistic hiring plans in the EMEA region. Conversely, Italian employers report the second-quarter's weakest hiring plans, as well as the only negative forecast among all countries and territories participating in the survey.

**ASIA PACIFIC:** Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts improve in only two countries and territories when compared with the first three months of the year, decline in three and are unchanged in three. Hiring plans improve in five countries and territories year-over-year, decline in two and are unchanged in one. Employers in Taiwan and Japan

report the most optimistic regional hiring plans, while for the third consecutive quarter the region's weakest hiring intentions are reported by mainland Chinese employers.

**AMERICAS:** Employers in each of the 10 countries surveyed in the Americas region expect varying levels of workforce gains in the upcoming quarter. Outlooks improve in two countries, decline in six and are unchanged in two in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in four countries, decline in five and are unchanged in one. Employers in the United States, Canada and Mexico report the region's most optimistic second-quarter hiring plans, while employers in Panama, Argentina and Colombia anticipate the weakest second-quarter payroll growth.

### **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 over 59,000 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 2Q 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 June 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%.

## **Net Employment Outlook**

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location 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 stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

## **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](http://www.manpowergroup.com)

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