

Under Embargo until 0:01, 10th September 2019

Spanish employers report uncertain hiring intentions ManpowerGroup Employment Outlook Survey

- **Employers in three of the six regions expect to add to payrolls during the upcoming quarter**
- **The strongest labor market is anticipated in the North (+7%), the North East (+2) and the North West (+1%)**
- **Employers in six of the 10 industry sectors forecast an increase in payrolls**
- **Electricity, Gas & Water sector employers report the strongest hiring prospects (+11%) and while elsewhere modest job gains are expected**

Madrid, 10th September 2019 – According to the data from the ManpowerGroup Employment Outlook Survey, released today, Spain's fourth-quarter employment prospects remain stable. The survey of approximately 1,000 employers across Spain leaves the Net Employment Outlook at 0% and indicates that hiring prospects remain relatively stable when compared with the previous quarter but decline by 5 percentage points when compared with this time one year ago.

"This quarter's result is aligned with the year trend. During 2019, we saw a slight slowdown of economic growth. Although we're experiencing global economic instability, some industries are adopting new strategies and rebuilding their employees base, making their hiring intentions strengthen in seven of the 10 industry sectors when compared with the previous quarter. Companies today are facing significant challenges and they know that in order to win in a global market, they need to develop and improve the trends related to the Future of Work by keeping employees engaged, attracting and retaining the best talent, and focusing on soft and digital skills development," **Raúl Grijalba**, President of ManpowerGroup Spain.

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 teams quarterly, through interviews done with more than 59,238 employers in 44 countries. With a seasonally adjusted Net Employment Outlook of **0%** for the next three months, employers in **Spain** report the weakest hiring pace of all the countries & territories in the survey.

Payroll gains in three of the six regions

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 three of the six regions.

During the upcoming quarter, the strongest labor market is anticipated in the North, where the Net Employment Outlook stands at +7%, while Outlooks of +2% and +1% are reported in the North East and the North West, respectively. Meanwhile, the North East forecast is the weakest in more than two years. However, employers expect to trim payrolls in the South, with an Outlook of -4%, and in the East where the Outlook is -2%. In the Centre, employers anticipate a flat hiring pace, reporting an Outlook of 0%. When compared with this time one year ago, hiring plans weaken in five of the six regions

Net Employment Outlook by regions					
Regions	4Q18	1Q19	2Q19	3Q19	4Q19
Centre	6%	6%	4%	3%	0%
East	8%	3%	0%	-3%	-2%
North	4%	9%	0%	9%	7%
North East	9%	10%	6%	3%	2%
North West	4%	1%	-1%	3%	1%
South	-1%	-3%	-10%	-7%	-4%

Source: ManpowerGroup

Payroll increases expected in six industry sectors

Employers in six of the 10 industry sectors forecast an increase in payrolls during the next three months. Electricity, Gas & Water sector employers report the strongest hiring prospects with a Net Employment Outlook of +11%. Elsewhere, modest job gains are expected, like in the Public & Social sector (+7%), in the Agriculture, Hunting, Forestry & Fishing sector (+6%) and the Restaurants & Hotels sector (+6%).

Hiring intentions strengthen in seven of the 10 industry sectors when compared with the previous quarter, with the most notable improvement of 14 percentage points in the Electricity, Gas & Water sector. Meanwhile, in a year-over-year comparison, hiring prospects weaken in six of the 10 industry sectors. Considerable declines of 16 and 14 percentage points are reported in the Wholesale & Retail Trade sector and the Construction sector, respectively

Large employers report the strongest hiring prospects

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.

Employers in three of the four organization size categories expect to add to payrolls during the coming quarter. Large employers report the strongest hiring plans with a Net Employment Outlook of +14%. Steady workforce gains are also forecast by Medium employers with an Outlook of +11%, while the Outlook for Small employers stands at +5%. However, Micro employers anticipate an uncertain hiring climate, reporting an Outlook of -1%. When compared with the previous quarter, hiring prospects strengthen for Medium- and Small-size employers, increasing by 4 and 3 percentage points, respectively

Net Employment Outlook by size					
Size	4Q18	1Q19	2Q19	3Q19	4Q19
Micro	5%	2%	-2%	0%	-1%
Small	6%	7%	6%	1%	5%
Medium	16%	14%	11%	8%	11%
Large	25%	21%	18%	20%	14%

Source: ManpowerGroup

Greek employers report the strongest hiring prospects in EMEA

On a global level, the ManpowerGroup research for the fourth quarter of 2019 reveals employers expect workforce gains in 43 of 44 countries and territories surveyed in the October-December period. The strongest hiring prospects are reported in Japan, Taiwan, the U.S., India and Greece, while the weakest hiring activity is expected in the Czech Republic, Argentina, Costa Rica and Switzerland.

Employers expect to add to payrolls in 25 of 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the coming quarter. In a comparison with the previous quarter, hiring plans strengthen in 10 countries but weaken in 12. The strongest hiring intentions for the coming quarter are reported in Greece and Slovenia.

Also, payroll gains are anticipated in all 10 Americas countries surveyed during the final quarter of 2019. Employers in the U.S. and Canada expect the strongest hiring activity during the forthcoming quarter, while the region's weakest labor markets are expected in Argentina and Costa Rica. In all eight Asia Pacific countries and territories workforce gains are expected. The region's strongest labor markets in the next three months are expected in Japan and Taiwan, while employers in China and Singapore anticipate the weakest hiring pace.

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 www.manpowergroup.com/meos. The next ManpowerGroup Employment Outlook Survey will be released on 10 December 2019 and will detail expected labor market activity for the first 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

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,

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If you need more information, graphs and data, please contact:

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