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Press Release
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Portuguese employers expect steady third-quarter hiring pace

Portugal's first Manpower Employment Outlook Survey indicates strongest opportunities for job seekers in Agriculture and Transport, Storage & Communications industry sectors.

- **Overall Net Employment Outlook at +10%.**
- **Nearly a third of employers in Agriculture, Hunting, Forestry & Fishing sector plan to add to their workforce in next three months**
- **Employers in the South region report strongest hiring intentions for the July-September time frame**
- **The weakest—and only negative—third-quarter outlook is reported by employers in the Public & Social sector**
- **At the international level, forecasts are mostly positive with the strongest hiring plans reported in India, while Brazilian employers report the least optimistic outlook**

14 June 2016, —According to Portugal's first Manpower Employment Outlook Survey, Portuguese job seekers are likely to benefit from favorable hiring environment in the next three months. Of the 629 Portuguese employers who participated in the initial survey, 16 percent told us they plan to add to their workforces in the July-September time frame, while only 6 percent told us they plan to reduce payrolls. Based on this calculation, Portugal's Net Employment Outlook* stands at a respectable +10%.

"We're excited to launch the Manpower Employment Outlook Survey in Portugal," said Nuno Gameiro, ManpowerGroup's Portugal Country Manager. "For over 50 years, and across 43 countries and territories, it has been considered one of the most trusted forecasts of employment activity in the world. And today's launch of the survey in Portugal provides us with the opportunity to share this insight for the first time with clients and candidates throughout our country.

"The survey is conducted once every three months, and as time goes on the survey will allow us to track employer confidence patterns in Portugal as well as across nine major industry sectors and five regions," added the same spokesperson.

The survey reveals that employers in the Agriculture, Hunting, Forestry & Fishing (+27%) sector are reporting the strongest third-quarter hiring plans with nearly a third of those polled telling us they plan to add to their payrolls over the next three months. Hiring prospects are also strong in the Transport, Storage & Communications (+22%) and the Restaurants & Hotels (+20%) sectors where approximately a quarter of employers told us they intend to add staff. The weakest and only negative third-quarter hiring plans are reported in the Public & Social (-2%) sector.

Positive hiring intentions are reported across all five regions with the strongest third-quarter hiring plans are reported by employers in the South (+13%), while employers in the Greater Lisbon (+7%) region expect the most modest job growth.

ManpowerGroup
Rua Galileu Galilei,
Torre Ocidente Colombo,
Piso 1+, fração 1A
1500 - 392 Lisboa, Portugal
T: +351 30 003 26 23

The overview of global responses indicates that most employers expect varying levels of payroll growth over the next three months. The research reveals staffing levels are expected to grow in 40 of 43 countries and territories during the July-September time frame. However, a number of employers also indicate that overall payroll growth is likely to proceed at a more conservative pace than in the prior quarter or last year at this time. Notable upturns in overall employer confidence are few, and some declining trajectories reported previously—most notably in Brazil and China—continue unabated.

Third-quarter hiring plans strengthen in 14 of 42 countries** and territories when compared with the April-June time frame, are unchanged in seven, and weaken in 21. Outlooks improve in 13 countries and territories when compared with Quarter 3 2015, are unchanged in five, and decline in 24. Third-quarter hiring confidence is strongest in India, Japan, Taiwan, Guatemala, Romania and the United Sates, while employers in Brazil, Italy and Switzerland report the weakest hiring plans.

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 Manpower Employment Outlook Survey will be released on 13 September 2016 and will detail expected labor market activity for the fourth quarter of 2016.

*** Note:** *The Net Employment Outlook is derived by taking the percentage of employers expecting an increase in hiring activity and subtracting from it the percentage of employers expecting to see a decrease.*
*** Because this is Portugal's first survey, it is not counted among the countries with data available for comparison.*

About the Manpower Employment Outlook Survey
The Manpower 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 50 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 Manpower 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 59,000 public and private employers across 43 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 five decades the survey has derived all of its information from a single question:

> For the 3Q 2016 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 September 2016 as compared to the current quarter?"

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Methodology

The Manpower 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 Finland 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:

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