

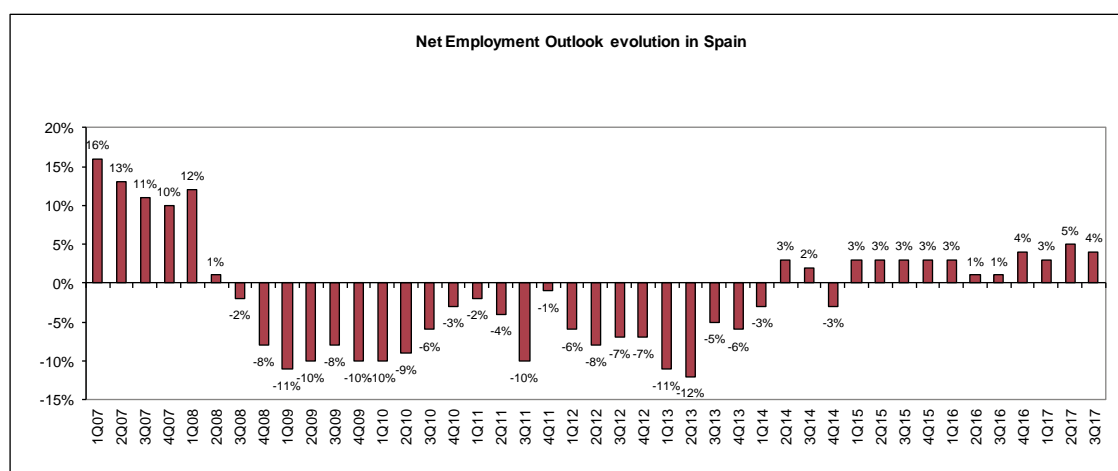


Under Embargo until 0:01 GMT, 13 June 2017

ManpowerGroup Employment Outlook Survey: Spanish employers hiring intentions for the summer period are the most optimistic since 2007

- The Net Employment Outlook for the third quarter 2017 is +4%, the Outlook for Spain remains positive for eleventh consecutive quarter.
- The Outlook indicates the potential creation of 500,000 new contracts.
- On a regional basis, employers in all regions report positive hiring forecasts.
- In a comparison of industry sectors, employers in the Restaurants & Hotels and Transport, Storage & Communication report the most optimistic hiring intentions.
- Worldwide, employers in 41 of the 43 countries and territories report positive third-quarter hiring plans: employers in Japan (+24%), Taiwan (+24%) and Hungary (+20%) report the strongest Outlooks.

13th June 2017 – According to the ManpowerGroup Employment Outlook Survey for the third quarter of 2017 released today, Spanish employers' hiring intentions remain stable compared to the previous quarter when outlook was at its most optimistic level since the first quarter of 2008. The Net Employment Outlook is +4%, once the seasonal adjustments have been applied, and the Spanish employers have reported positive hiring intentions for eleven consecutive quarters. The Outlook improves three percentage points year-over-year but declines by one percentage point quarter-over-quarter comparison. "With an outlook of 4%, this is the most optimistic Net Employment Outlook in 10 years for a third quarter and confidence among employers in Spain appears to have returned to pre-crisis levels, in 2007. According our data, this quarter 500,000 new contracts may be created. This is a very positive result that confirms the good pace of activity in the labor market for the summer months. Certainly, the third-quarter results align with the good forecasts of growth for Spain, close to 3%, driven by the foreign sector and private consumption," said Raúl Grijalba, ManpowerGroup Spain Country Manager.



Source: ManpowerGroup



Of the 1,000 Spanish employers who participated in the survey, 9 percent of employers expect to increase their workforces during the third quarter of 2017, 82 percent do not foresee any changes in their payrolls and 3 percent plan to reduce their workforces.¹ The ManpowerGroup Employment Outlook Survey analyzes employer intentions to increase or reduce their workforce each quarter. In Spain, employers responded to the question: “How do you anticipate total employment at your location to change in the three months to the end of September 2017 compared to the current quarter?”

Employers in all the regions are optimistic

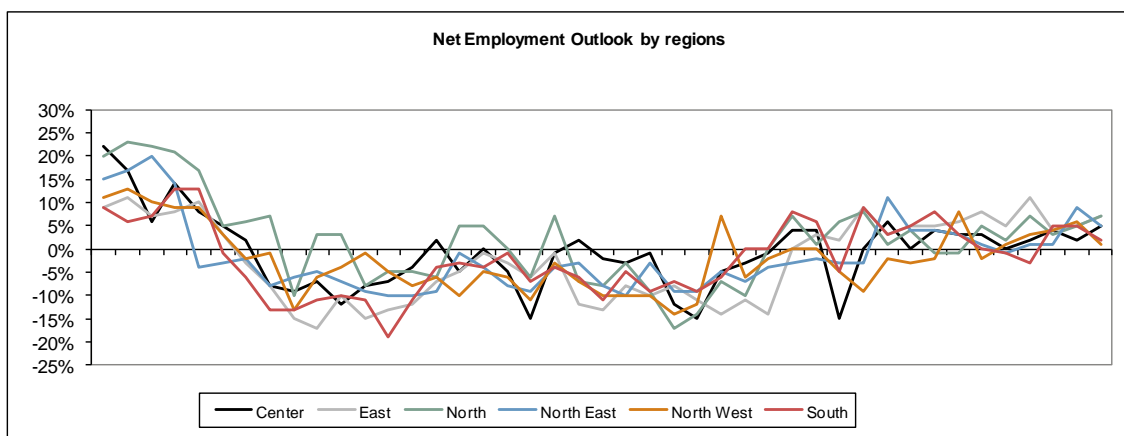
Spain is divided into six regions for the purposes of the survey: Center (Castilla-La Mancha and Madrid); East (Comunidad Valenciana and Murcia); North (Aragón, Cantabria, La Rioja, Navarra and País Vasco); North East (Balears and Cataluña); North West (Asturias, Castilla y León and Galicia); and South (Andalucía, Canarias and Extremadura). On this regional basis, all the six regions report positive hiring intentions for the third quarter 2017.

Employers in East and North regions report the strongest hiring intentions, both with a Net Employment Outlook of +7%, followed by employers in Center and North East regions, both with +5%, and South, where employees report +2%. The weakest Net Employment Outlook is reported by employers in North West region, with a +1%.

Net Employment Outlook by regions					
Regions	Q3/16	Q4/16	Q1/17	Q2/17	Q3/17
Centre	0%	2%	4%	2%	5%
East	5%	11%	4%	5%	7%
North	2%	7%	3%	5%	7%
North East	-1%	1%	1%	9%	5%
North West	1%	3%	4%	6%	1%
South	-1%	-3%	5%	5%	2%

Source: ManpowerGroup

Quarter-over-quarter, the Net Employment Outlook improves in three of the six regions. The biggest improvement is reported by employers in the Center region, with an increase of three percentage points. This is followed by employers in the East and North regions, where the Outlook improves by two percentage points. Outlooks are weaker in the other three regions: North West region (five percentage points weaker), North East (four percentage points weaker) and Center region (three percentage points weaker).



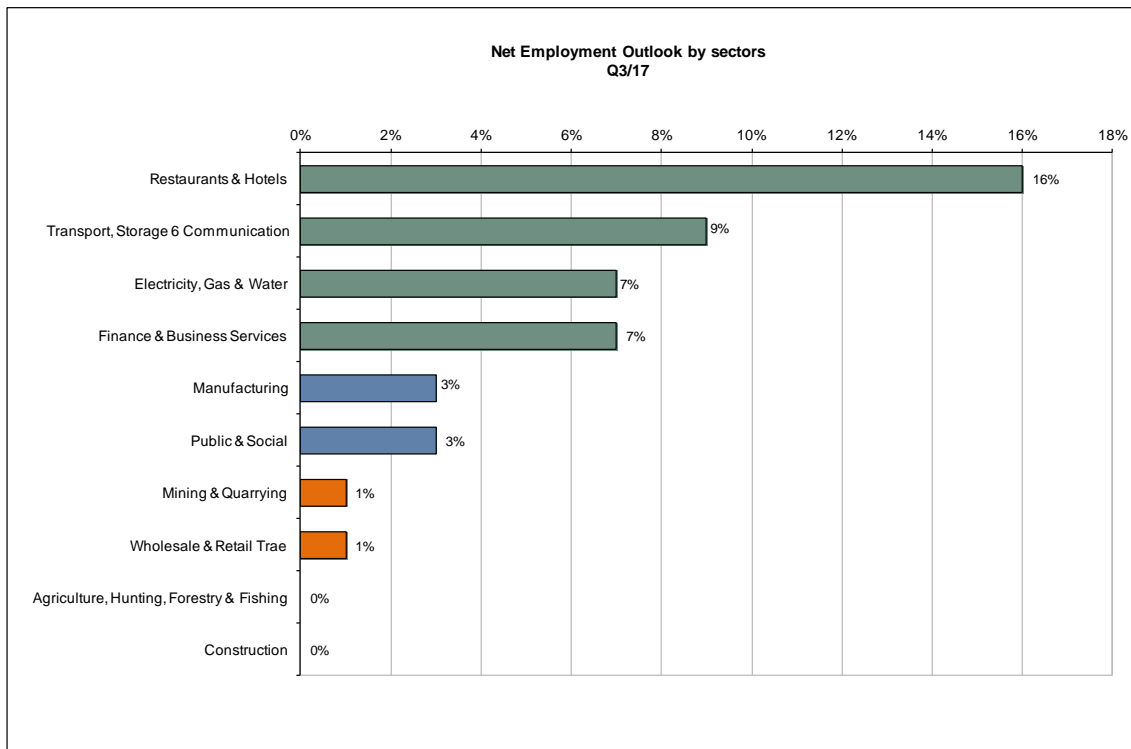
Source: ManpowerGroup

¹ The remaining 6% up to 100% is the percentage of employers who answer “No know / No answer”.

Year-over-year, the Net Employment Outlook improves in five of the six regions. The largest improvement is reported by employers in the North East, with the Outlook improving six percentage points, followed by the North and Center regions, both with the Outlook improving five percentage points. Employers in the South and East regions improve their forecast, three and two percentage point respectively. Employers in North West region report a subdued forecast, but expect some limited opportunities for job seekers.

Restaurants & Hotels and Transport, Storage & Communication sectors report the most optimistic hiring intentions

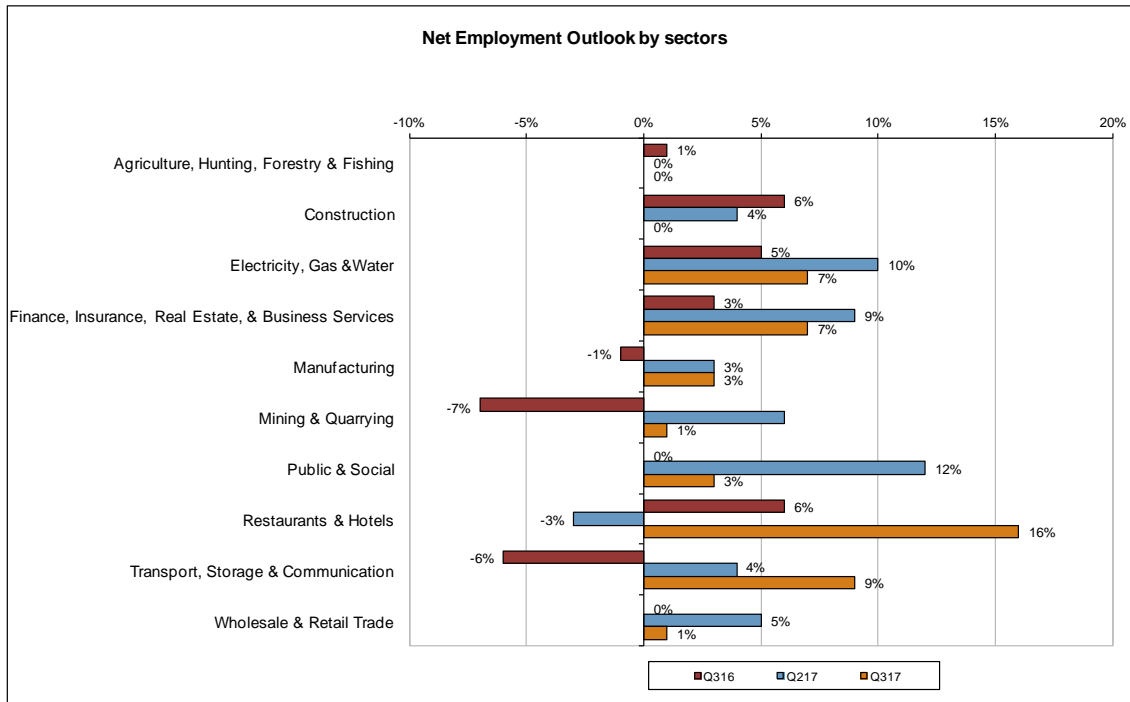
Employers in eight of the 10 industry sectors surveyed report positive hiring intentions for the third quarter of 2017, while employers in Agriculture, Hunting, Forestry & Fishing and Construction sectors report a Net Employment Outlook of 0%. Employers from the Restaurants & Hotels and Transport, Storage & Communication sectors report the most optimistic hiring pace, with Net Employment Outlooks of +16% and +9%, respectively, followed by those in Electricity, Gas & Water and Finance, Insurance, Real State & Business Services, both with +7%. The Outlooks elsewhere include: Manufacturing (+3%), Public & Social (+3%), Mining & Quarrying (+1%) and Wholesale & Retail Trade (+1%).



Source: ManpowerGroup

Compared to the second quarter of 2017, the biggest improvement is reported by employers in Restaurants & Hotels, with an increase of 19 percentage points. Just employers in other sector report an improvement: Transport, Storage & Communication (up five percentage points). Forecasts in Agriculture, Hunting, Forestry & Fishing and Manufacturing remain stables. Six other sectors have declined their hiring intentions: Public & Social (down nine percentage points), Mining & Quarrying (down five percentage points), Wholesale & Retail (down four percentage points), Construction (down four percentage points), Electricity, Gas & Water (down three percentage points), and Finance, Insurance, Real State & Business Services (down two percentage points).

Year-over-year, employers in seven sectors report stronger hiring intentions. Employers in the Transport, Storage & Communication report the biggest improvement of 15 percentage points. The other sectors with improving hiring prospects are: Restaurants & Hotels (up 10 percentage points), Mining & Quarrying (up eight percentage points), Manufacturing (up four percentage points), Public & Social (up three percentage points), Electricity, Gas & Water (up two percentage points), and Wholesale & Retail Trade (up one percentage points). The two sectors that decline are Construction (down six percentage points) and Agriculture, Hunting, Forestry & Fishing (down one percentage point).



Source: ManpowerGroup

Employers by medium-size companies remain the most positive

According to company size, the biggest payroll growth is forecast by employers in medium size organization category for the coming quarter, both with Net Employment Outlooks at +17%. Elsewhere, employers in large companies anticipate a Net Employment Outlook of +15%, small companies, of +12%, and the micro-companies, of +1%.

Net Employment Outlook by size					
Size	Q3/16	Q4/16	Q1/17	Q2/17	Q3/17
Micro	-1%	3%	3%	4%	1%
Small	3%	6%	4%	7%	12%
Medium	10%	13%	6%	14%	17%
Large	12%	6%	8%	18%	15%

Source: ManpowerGroup

When compared with the previous quarter, employers report Outlook improves of five percentage points in the small-size category and three percentage points in medium companies group. The forecasts for micro and large companies decline three percentage points.



In a year-over-year comparison, all company sizes improve their forecasts. Outlook is nine percentage points stronger in Small-size category. Medium companies employers also improve their hiring prospects, by six percentage points, and large companies outlooks strengthen by three percentage point. The forecast for micro companies increases two percentage points.

Employers in most countries remain optimistic about hiring

Across the globe, ManpowerGroup interviewed near 59,000 employers. Those in 41 of the 43 countries and territories report positive third-quarter hiring plans. Employers in Japan (+24%), Taiwan (+24%) and Hungary (+20%) report the strongest Outlooks worldwide. The weakest and only negative forecasts are reported by employers in Italy (-2%). Conversely, the forecast in Brazil has improved steadily for four consecutive quarters and Brazilian employers report positive hiring plans for the first time in more than two years. Hiring plans improve in 17 of 43 countries and territories when compared quarter-over-quarter, decline in 16, and are unchanged in 10. The year-over-year trend reveals a more pronounced uptick with Outlooks strengthening in 26 countries and territories, weakening in 15, and remaining unchanged in two.

In the Europe, Middle East & Africa (EMEA) region workforce gains are forecast in 23 of 25 countries. Hiring plans improve in nine countries quarter-over-quarter, weaken in 10 and are unchanged in six. In a year-over-year comparison, Outlooks improve in 15 countries and decline in 10. Hungarian job seekers can expect the region's strongest third-quarter hiring plans. Additionally, the outlook in Turkey rebounds with more than one in every four employers planning to add to their payrolls in the next three months. Italian employers report the region's weakest outlook as well as the only negative hiring intentions among the 43 countries and territories surveyed.

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Note to Editors:

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 http://manpowergroup.com/press/meos_landing.cfm. The next ManpowerGroup Employment Outlook Survey will be released on 12 September 2017 to report hiring expectations for the fourth quarter of 2017.

About the Survey

The ManpowerGroup Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling near 59,000 employers in 43 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. We connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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 makes powering the world of work humanly possible: www.manpowergroup.com



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

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