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## **Hiring prospects for the second-quarter of 2017 remain negative but are the strongest reported in two years in Brazil according to ManpowerGroup Employment Outlook Survey**

*Hiring prospects improve by 6 percentage points when compared with the same period last year and 4 percentage points when compared with last quarter. But Outlook still indicates a weak hiring environment for job seekers.*

**Brazil, São Paulo, March 14, 2017** - 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 2017. The study interviewed 850 employers in Brazil, and 58.293 employers in 43 countries and territories.

The survey shows that hiring intentions for the second quarter of the year, April-June 2017, reached the -4% level in Brazil once seasonal variations are removed from the data, improving by 6 percentage points year-over-year and 4 percentage points quarter-over-quarter. These hiring prospects are the strongest reported in two years. The Brazilian survey reveals that 15% of employers expect to increase staffing levels during the next three months, 15% anticipate a decrease and 65% forecast no change to their current workforces.

"The second-quarter forecast remains disappointing. But we see some signs for encouragement. For instance, hiring confidence in the Transportation & Utilities sector has improved gradually for three consecutive quarters. And the Manufacturing sector forecast is the strongest reported since 2014. It's too early to say that these developments are signs of a turnaround, but we hope it means that the worst is behind us. The last two years have been very difficult for job seekers, but we have many qualified professionals that are ready to take advantage of employment opportunities. Hopefully, we still see further improvement three months down the road", says ManpowerGroup Brasil CEO, Nilson Pereira. "Additionally, nearly two thirds of the employers interviewed said they planned to keep their current workforce intact at least through the next three months."

Staffing levels are forecast to decline in six of eight industry sectors and two of five regions during the April-June period. Yet, hiring intentions improve in five sectors and

four regions when compared with the previous quarter, and employers report stronger hiring prospects in six sectors and four regions year-over-year.

### **Sector Comparisons**

The strongest of the eight industry sector Outlooks in Brazil is reported by Agriculture, Fishing & Mining sector employers. Standing at +17% the Outlook is the strongest in four years, improving by 12 and 31 percentage points from 1Q 2017 and 2Q 2016, respectively.

Construction sector employers report the weakest sector Outlook of -21%, although this is the most optimistic forecast for the sector in two years. Hiring plans improve by 4 percentage points quarter-over-quarter and are 2 percentage points stronger when compared with 2Q 2016.

Finance, Insurance & Real Estate sector employers report the weakest hiring intentions since the survey started eight years ago with an Outlook of -2%. Hiring prospects in the sector decline by 3 percentage points both quarter-over-quarter and year-over-year.

### **Regional Comparisons**

When Brazil's five regions are compared, employers in three regions report their strongest forecast in two years with Outlooks of 0%. Great São Paulo employers report an improvement of 3 and 8 percentage points from 1Q 2017 and 2Q 2016, respectively.

The Outlook for Minas Gerais State improves by 8 percentage points quarter-over-quarter and by 4 percentage points year-over-year. In Parana State, the Outlook increases by 4 and 7 percentage points from 1Q 2017 and 2Q 2016, respectively.

Rio de Janeiro State employers report the weakest regional Outlook for the coming quarter of -23%, declining by 6 percentage points when compared with the previous quarter and by 4 percentage points when compared with the second quarter of 2016.

### **Organization Size Comparisons**

Employers in large-size organizations anticipate some job gains in 2Q 2017, reporting an Outlook of +6%. Elsewhere, employers anticipate a decline in staffing levels, with the weakest Outlook of -10% reported by Micro employers.

### **International Comparisons**

ManpowerGroup's second-quarter research reveals that employers in 39 of 43 countries and territories intend to add to their payrolls by varying degrees in the April-June time frame. Overall, opportunities for job seekers are expected to remain similar to those available in the first three months of 2017, with employers in most countries and territories signaling that they are content to either maintain current staffing levels or engage in modest levels of payroll growth while they monitor ongoing developments in the marketplace.

Hiring plans improve in 17 of 43 countries and territories when compared quarter-over-quarter, decline in 15, and are unchanged in 11. The year-over-year trend reveals a more pronounced uptick with Outlooks strengthening in 25 countries and territories, weakening in 14, and remaining unchanged in three. Second-quarter hiring confidence is strongest in Taiwan, Japan, Slovenia and India. The weakest forecasts are reported in Brazil, Italy, Belgium and Switzerland.

**EMEA (Europe, Middle East & Africa):** Staffing levels are expected to grow in 22 of 25 countries in the Europe, Middle East & Africa (EMEA) region. Outlooks improve in 12 countries quarter-over-quarter, weaken in six and are unchanged in seven. In a year-over-year comparison, Outlooks improve in 18 countries and decline in only six. Job seekers in Slovenia, Hungary and Romania stand to benefit from the strongest employer hiring plans in the EMEA region.

Additionally, employers in Slovenia, as well as their counterparts in Bulgaria, report their most optimistic hiring plans since their surveys were launched. The weakest forecasts are reported in Italy, Belgium and Switzerland.

**ASIA PACIFIC:** Payrolls are expected to increase in all eight Asia Pacific countries and territories. When compared to the prior quarter, Net Employment Outlooks decline in three countries and territories, are unchanged in four, and improve in only one. In a year-over-year comparison the hiring pace is expected to improve by varying margins in four countries and territories and decline in the remaining four. For the second consecutive quarter, employers in Taiwan report the most optimistic forecast in the region — as well as across the globe — while for the fourth consecutive quarter employers in China report the region’s weakest forecast.

**AMERICAS:** Positive Outlooks are reported in nine of the 10 countries surveyed in the Americas. Hiring confidence strengthens in four countries and declines in six when compared to the first three months of 2017. Year-over-year, hiring prospects improve in three countries, weaken in four and are unchanged in three. For the third consecutive quarter employers in the United States report the strongest hiring plans in the Americas, and for the ninth consecutive quarter employers in Brazil report the weakest.

### **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%. The margin of error for Brazil is +/- 3.4%.

### **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 Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data 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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