

Under Embargo until 12:01am CTS, 8th September 2020

Spanish employers report downbeat hiring intentions for the October to December period

ManpowerGroup Employment Outlook Survey

- **The Outlook stands at -3% but hiring intentions improve by 9 percentage points when compared with the previous quarter**
- **The weakest hiring plans are reported in the North (-12%) while West (+3%,) and South (+1%) employers expect limited workforce gains**
- **The weakest labor markets are forecast for in the Restaurants & Hotels (-8%) sector and the Construction (-7%) sector**
- **Employers in both the Small- and Large-size categories forecast a decline in payrolls during the forthcoming quarter**
- **The strongest labor markets are expected in Taiwan, the United States, Turkey, Japan and Greece**

Madrid, 8th September 2020 – According to the data from the ManpowerGroup Employment Outlook Survey released today, Spain's fourth-quarter employment prospects are weak. . With 6% of employers forecasting an increase in payrolls, 11% anticipating a decrease and 73% expecting no change, the resulting Net Employment Outlook is -5%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at -3%. Hiring intentions improve by 9 percentage points when compared with the previous quarter, but are 9 percentage points weaker in comparison with the same period last year.

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 workforce quarterly through interviews. For the fourth quarter, interviewing was carried out during the exceptional circumstances of the COVID-19 outbreak and are likely to reflect the impact of the global health emergency, and may be notably different to previous quarters.

Employers in four of the six regions expect to trim payrolls

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).

The weakest hiring plans are reported in the North where the Net Employment Outlook of -12% reflects a gloomy hiring climate. Employers in the East anticipate a sluggish hiring pace with an Outlook of -6%, while Outlooks of -2% are reported in the Centre and the North East. Meanwhile, North West employers expect limited workforce gains, reporting an Outlook of +3%, while the Outlook for the South stands at +1%.

Employment Outlook By Regions					
Regions	4Q19	1Q20	2Q20	3Q20	4Q20
Center	10%	5%	7%	-12%	-2%
East	1%	4%	2%	-11%	-6%
North	9%	4%	8%	-10%	-12%
North East	7%	5%	8%	-8%	-2%
North West	5%	4%	4%	-12%	3%
South	2%	2%	0%	-13%	1%

Source: ManpowerGroup

Hiring sentiment improves in five of the six regions when compared with the third quarter of 2020. The most noteworthy increases of 15 and 14 percentage points are reported in the North West and the South, respectively, and hiring plans improve by 10 percentage points in the Centre. Elsewhere, Outlooks improve by 6 percentage points in the North East and by 5 percentage points in the East. However, hiring intentions weaken by 2 percentage points in the North.

The weakest labor market is forecast at the Restaurants & Hotels sector

Employers in six of the seven industry sectors expect to trim payrolls during the next three months. The weakest labor markets are forecast for in the Restaurants & Hotels sector and the Construction sector, with Net Employment Outlooks of -8% and -7%, respectively. Wholesale & Retail Trade sector employers anticipate a muted hiring climate, reporting an Outlook of -5%, and Outlooks stand at -3% in both the Finance & Business Services sector and the Other Services sector. In the Other Production sector, employers report uncertain hiring prospects with an Outlook of -2%. However, Manufacturing sector employers expect slow-paced workforce gains, reporting an Outlook of +4%.

Hiring sentiment strengthens in six of the seven industry sectors when compared with the previous quarter. The most notable increase of 20 percentage points is reported in the Wholesale & Retail Trade sector, while Outlooks are 17 and 13 percentage points stronger in the Restaurants & Hotels sector and the Other Production sector, respectively.

Micro firms expect slow-paced job gains

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 both the Small- and Large-size categories forecast a decline in payrolls during the forthcoming quarter, with Outlooks of -9% and -5% percentage points, respectively. However, Micro firms expect slow-paced job gains, reporting an Outlook of +2%, while the Outlook for Medium employers stands at +1%.

Considerably stronger hiring plans are reported in two of the four organization size categories when compared with the previous quarter, with Outlooks increasing by 17 and 13 percentage points for Micro- and Medium-size employers, respectively.

Organization Size Comparisons					
Size	4Q19	1Q20	2Q20	3Q20	4Q20
Micro	0%	1%	1%	-15%	2%
Small	2%	1%	3%	-11%	-9%
Medium	14%	7%	11%	-12%	1%
Large	17%	18%	14%	-6%	-5%

Greece and Poland present the strongest outlooks from the EU

Employers in 22 of the 43 countries and territories surveyed by ManpowerGroup expect to add to payrolls in the period up to the end of December 2020. In 16 countries and territories employers expect to reduce payrolls. The strongest labor markets are expected in Taiwan, the United States, Turkey, Japan and Greece, while the weakest hiring intentions are reported in Panama, Costa Rica, South Africa, Colombia and the UK.

Workforce gains are expected in 13 of the 26 Europe, Middle East & Africa (EMEA) region countries during the next three months, while employers in eight countries expect to trim payrolls, with flat hiring prospects reported in five. Hiring plans strengthen in 24 of the 26 EMEA countries when compared with the third quarter of 2020, but weaken in 25 when compared with this time one year ago. The strongest labor markets are anticipated in Turkey, Greece and Poland, while the weakest hiring activity is expected by employers in South Africa, the UK and Croatia.

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 <https://www.manpowergroup.com/workforce-insights/data-driven-workforce-insights/meos>. The next ManpowerGroup Employment Outlook Survey will be released on December 2020 and will detail expected labor market activity for the first quarter of 2021.

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

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

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