

**UNDER STRICT EMBARGO TILL 10.09.2019 – 00:01**

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY – 4Q 2019

### ManpowerGroup Employment Outlook Survey: Brazilian hiring intentions to remain stable for 4Q 2019

- *The Net Employment Outlook in Brazil is +9% for 4Q 2019, 1 percentage point weaker compared to the previous quarter, but 2 percentage points stronger in comparison with the same period last year.*
- *Workforce growth is reported in all eight Brazilian industry sectors. Two of the strongest Outlooks are forecast for the Construction and Transportation & Utilities sectors, both reporting the strongest hiring plans in five years.*
- *Employers in all five Brazilian regions expect to increase payrolls in the coming quarter, most notably in Minas Gerais State with an Outlook of +18%, a 5-percentage point improvement over the previous quarter and 11 percentage points higher than 4Q 2018.*

**São Paulo, September 10th, 2019** – According to the latest ManpowerGroup Employment Outlook Survey, hiring intentions are expected to remain stable for 4Q 2019 in Brazil. After the data is adjusted for seasonal variations, the Net Employment Outlook – the difference between the percentage of employers expecting to hire staff and the percentage of those planning to reduce staff – stands at +9%. The survey of 850 Brazilian employers found that 18% of companies plan to increase their workforce, 10% plan to reduce staff and 70% don't anticipate any changes. The Net Employment Outlook is a 2-percentage point increase compared to the same period last year.

“The Outlook remains positive in all sectors, with a significant improvement in the Construction sector. Despite the global downward trend in economic activity, pension reform is expected to be confirmed, which could boost approval of new tax and labor reforms, creating a favorable environment for the resumption of investments and growth,” explains Nilson Pereira, CEO ManpowerGroup Brazil.

#### Industry Sectors comparisons

Workforce growth is forecast in all eight Brazilian industry sectors during the October to December period. Hiring pace is expected to be strongest in the Construction sector with a Net Employment Outlook of +12%, an increase of 4 percentage points over the previous quarter and 17 percentage points higher compared to 4Q 2018. It is followed by Agriculture, Fishing & Mining and Finance Insurance & Real Estate sectors, both with Outlooks at +11%. The largest declines in comparison with the previous quarter were reported by the Agriculture, Fishing & Mining sector, which fell 8 percentage points, and Wholesale Trade & Retail Trade sector, with a 3-percentage point decline.

Industry Sectors	Net Employment Outlook	Quarter-over-Quarter	Year-over-year
Construction	+ 12%	+ 4 pp	+ 17pp
Agriculture, Fishing & Mining	+ 11%	- 8 pp	0 pp
Finance Insurance & Real Estate	+ 11%	-1 pp	+1 pp
Services	+ 10%	+ 1 pp	+ 1 pp
Wholesale Trade & Retail Trade	+ 10%	- 3 pp	+ 1 pp
Transportation & Utilities	+ 9%	+ 2 pp	+ 5 pp
Public Administration /Education	+ 9%	0 pp	+ 2 pp



Manufacturing	+ 8%	- 2 pp	- 4 pp
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### Regional comparisons

Employers in all five Brazilian regions expect to increase payrolls during the coming quarter. Employers in Minas Gerais State are the most optimistic, reporting a Net Employment Outlook of +18%, up 5 percentage points in comparison with the previous quarter and up 11 percentage points compared to the same period last year. Paraná State (+7%) reported the largest decrease, down 5 percentage points compared to the previous quarter and 12 percentage points lower than the same period last year. For the third consecutive quarter, Rio de Janeiro State (+5%) maintained positive hiring prospects.

Region	Net Employment Outlook	Quarter-over-quarter	Year-over-year
Minas Gerais State	+ 18%	+ 5 pp	+ 11 pp
Great São Paulo	+ 10%	- 3 pp	0 pp
São Paulo City	+ 8%	+ 1 pp	+ 5 pp
Paraná State	+ 7%	- 5 pp	- 12 pp
Rio de Janeiro State	+ 5%	0 pp	+ 6 pp

### Organization size comparisons

Large organizations (over 250 employees) are the most optimistic, reporting a Net Employment Outlook of +26%, which is a stable forecast compared to the previous quarter. Hiring intentions also remained unchanged for medium-sized businesses (50-249 employees) at +7%. Although still showing a negative indicator (-1%), micro-entrepreneurs (less than 10 employees) improved 4 percentage points compared to 3Q 2019. Small companies report flat hiring prospects, a decrease of 3 percentage points compared to both the previous quarter and the same period last year.

### Positive hiring intentions in 43 of 44 countries and territories surveyed

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labor market activity in Quarter 4 2019.

- **Outlooks are positive in 43 of 44 countries and territories in the period up to the end of December 2019.** In a comparison with the previous quarter, employers in 15 of 44 countries and territories report stronger hiring intentions, while employers in 23 expect a weaker hiring pace, with no reported change in six. When compared with the fourth quarter of 2018, hiring plans also strengthen in 15 countries and territories, decline in 23 and are unchanged in six.
- **Strongest and weakest hiring plans:** The strongest hiring prospects are reported in Japan (+26%), Taiwan (+21%), the U.S. (+20%), India (+19%) and Greece (+18%), while the weakest hiring activity is expected in Spain (0%), the Czech Republic (+2%), Argentina (+3%), Costa Rica (+3%), and Switzerland (+3%). Chinese employers (+4%) expect a cautious hiring climate in the coming quarter, reporting their weakest Outlook in two years.
- Full survey results for each of the 44 countries and territories can be accessed at: [www.manpowergroup.com/MEOS](http://www.manpowergroup.com/MEOS)

**The next Manpower Employment Outlook Survey will be released on 10th December 2019 to report hiring expectations for the first quarter of 2020.**

(\*) 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. Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.



## About the Survey

the world (850 in Brazil). The aim of the survey is to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. All survey participants were asked the same question: "How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?" It is the only forward-looking survey of its kind, unparalleled in its size, scope, longevity and area of focus. The Survey has been running for more than five decades and is one of the most trusted surveys of employment activity in the world. It is considered a highly respected economic indicator. Note that in Quarter 2 of 2008, the survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally.

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## 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 in the Manpower Press Room at [www.manpower.com/meos](http://www.manpower.com/meos). In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Online Visual Library, also located in the Press Room on <http://www.manpowergroup.com/library>. Results for all 44 countries can be viewed in the new interactive Manpower Employment Outlook Survey Explorer tool at <http://manpowergroupsolutions.com/DataExplorer/>.

## 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, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)

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