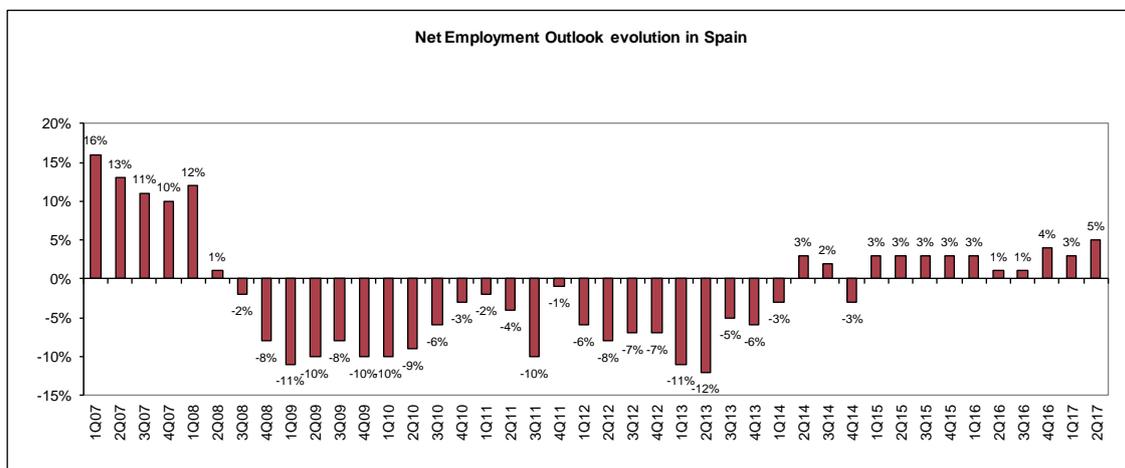


Under Embargo until 0:01 GMT, 14 March 2017

ManpowerGroup Employment Outlook Survey: Spanish employers report strongest hiring intentions since 2008

- The Net Employment Outlook for the second quarter 2017 is +5%.
- Outlook for Spain remains positive for tenth consecutive quarter.
- On a regional basis, employers in all regions report positive hiring forecasts.
- In a comparison of industry sectors, employers in the Public & Social and Electricity, Gas & Water sectors report the most optimistic hiring intentions.
- Worldwide, employers in 39 of the 43 countries and territories report positive second-quarter hiring plans: employers in Taiwan (+24%), Japan (+23%) and Slovenia (+22%) report the strongest Outlooks.

14th March 2017 – According to the ManpowerGroup Employment Outlook Survey released today, Spanish employers' hiring intentions are at their most optimistic level since the first quarter of 2008. The Net Employment Outlook is +5%, once the seasonal adjustments have been applied. The Outlook improves four percentage points year-over-year and two percentage points quarter-over-quarter comparison. Thus, Spanish employers have reported positive hiring intentions for ten consecutive quarters. "The consolidation of record exports, the increase in domestic demand and the good forecasts of tourism in Easter, lead companies to anticipate a high level of hiring for the next three months ", says Raul Grijalba, ManpowerGroup Spain Country Manager.



Source: ManpowerGroup

Of the 1,001 Spanish employers who participated in the survey, 11 percent of employers expect to increase their workforces during the second quarter of 2017, 77 percent do not foresee any changes in their payrolls and 4 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 June 2017 compared to the current quarter?"

¹ The remaining 8% up to 100% is the percentage of employers who answer "No know / No answer".

Employers in all the regions report positive hiring forecasts

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 second quarter 2017.

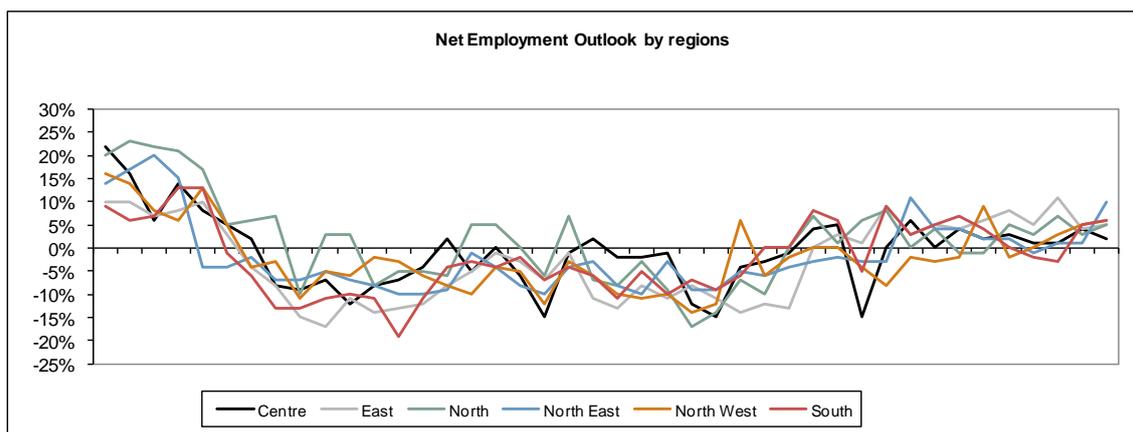
Employers in North East region report the strongest hiring intentions, with a Net Employment Outlook of +10%, followed by employers in North West and South regions, both with +6%, and East and North, both with +5%. The lowest Net Employment Outlook is reported by employers in Center region, with a +2%.

Net Employment Outlook by regions					
Regions	Q2/16	Q3/16	Q4/16	Q1/17	Q2/17
Centre	3%	1%	1%	4%	2%
East	8%	5%	11%	4%	5%
North	5%	3%	7%	3%	5%
North East	2%	-1%	1%	1%	10%
North West	-2%	0%	3%	5%	6%
South	0%	-2%	-3%	5%	6%

Source: ManpowerGroup

Quarter-over-quarter the Net Employment Outlook improves in five of the six regions and declines just in one. The largest quarter-over-quarter improvement is reported by employers in the North East, with the Outlook improving nine percentage points, followed by the North region, with a two percentage points improvement. Employers in the East, North West and South regions improve their forecast, one percentage point. The only decline is reported by employers in Center region, with a decrease of two percentage points.

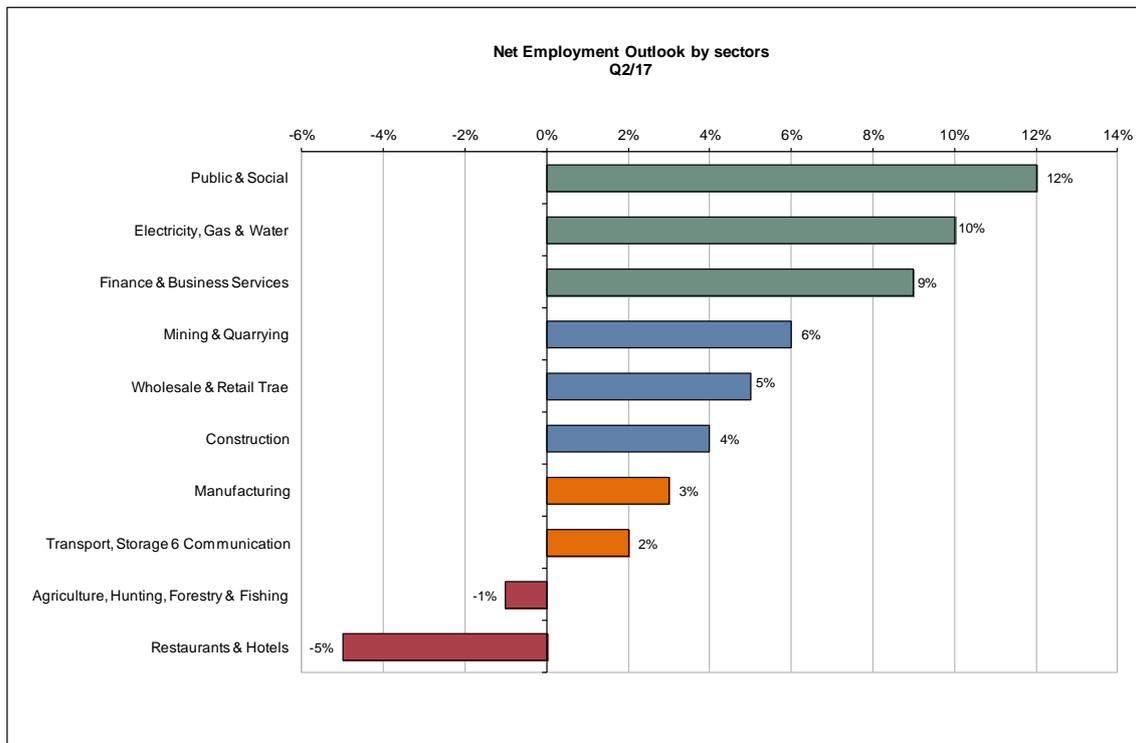
Year-over-year, the Net Employment Outlook improves in three of the six regions. The biggest improvement is reported by employers in the North East and North West regions, both with an increase of eight percentage points. Those are followed by employers in the South region, where the Outlook improves by six percentage points. Outlooks are weaker in the other two regions: East region (three percentage points weaker) and Center region (one percentage point weaker). Employer in North region remain stable their hiring intentions.



Source: ManpowerGroup

Public & Social and Electricity, Gas & Water sectors report the most optimistic hiring intentions

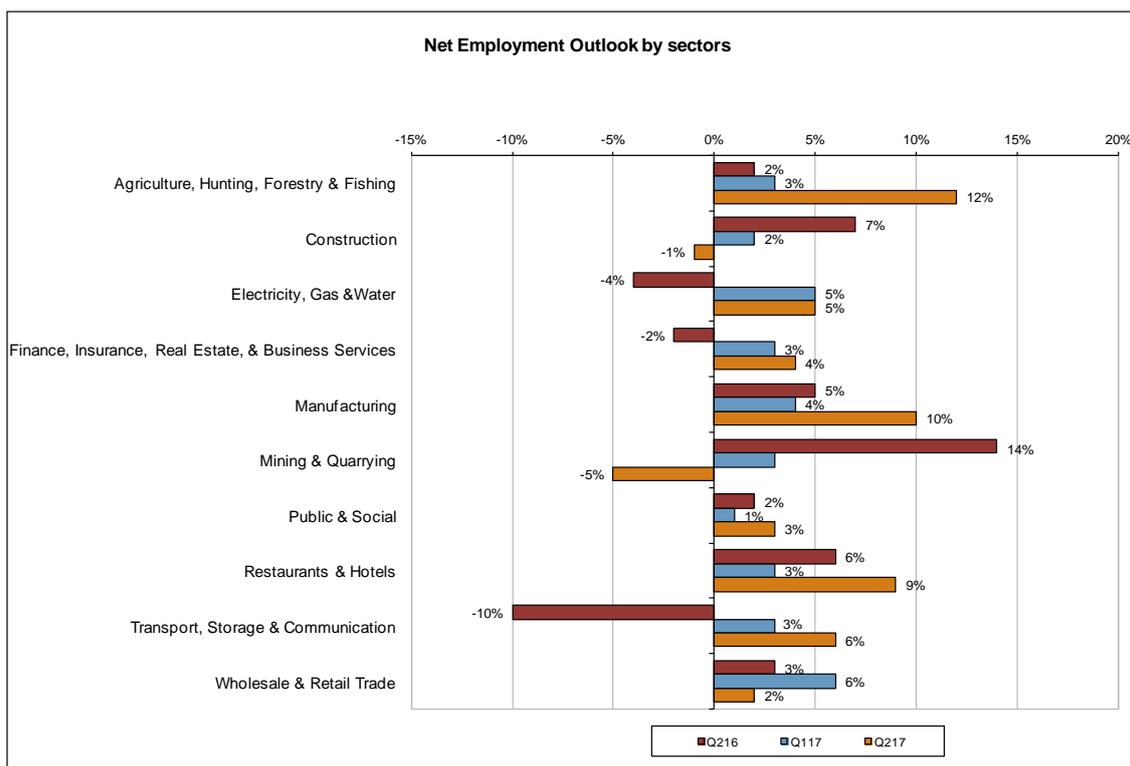
Employers in eight of the 10 industry sectors surveyed report positive hiring intentions for the second quarter of 2017. Employers from the Public & Social and Electricity, Gas & Water sectors report the most optimistic hiring pace, with Net Employment Outlooks of +12% and +10%, respectively, followed by those in Finance, Insurance, Real State & Business Services (+9%). The Outlooks in the rest of the optimistic industry sectors are: Mining & Quarrying (+6%), Wholesale & Retail Trade (+5%), Construction (+4%), Manufacturing (+3%) and Transport, Storage & Communication (+2%). The negative hiring intentions are reported by employers in Restaurants & Hotels (-5%) and Agriculture, Hunting, Forestry & Fishing (-1%).



Source: ManpowerGroup

Compared to the first quarter of 2017, the biggest improvement is reported by employers in Public & Social, with an increase of nine percentage points. Five other sectors report improvements: Electricity, Gas & Water (up six percentage points), Finance, Insurance, Real State & Business Services (up six percentage points), Manufacturing (up two percentage points), Mining & Quarrying (up two percentage points) and (up one percentage point). Three other sectors have declined their hiring intentions: Restaurants & Hotels (down eight percentage points), Transport, Storage & Communication (down four percentage points) and Agriculture, Hunting, Forestry & Fishing (down three percentage points). Wholesale & Retail forecast remains stable.

Year-over-year, employers in seven sectors report stronger hiring intentions. Employers in the Mining & Quarrying report the biggest improvement of 16 percentage points. The other sectors with improving hiring prospects are: Public & Social (up ten percentage points), Wholesale & Retail Trade (up nine percentage points), Construction (up six percentage points), Electricity, Gas & Water (up five percentage points), Finance, Insurance, Real State & Business Services (up three percentage points) and Manufacturing (up one percentage point). The two sectors that decline are Restaurants & Hotels (down ten percentage points) and Transport, Storage & Communication (down one percentage point).



Source: ManpowerGroup

Employers by large and medium-size companies remain the most positive

According to company size, the biggest payroll growth is forecast by employers in large and medium size organization category for the coming quarter, both with Net Employment Outlooks at +14%. Elsewhere, employers in small companies anticipate a Net Employment Outlook of +7% and the micro-companies, of +4%.

Net Employment Outlook by size					
Size	Q2/16	Q3/16	Q4/16	Q1/17	Q2/17
Micro	0%	-1%	3%	3%	4%
Small	3%	3%	6%	4%	7%
Medium	7%	12%	13%	4%	14%
Large	10%	12%	8%	10%	14%

Source: ManpowerGroup

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

In a year-over-year comparison, the forecast for medium companies increases seven percentage points and in micro, small and large companies improve four percentage points.

Employers in most countries remain optimistic about hiring

Across the globe, ManpowerGroup interviewed over 58,000 employers. Those in 39 of the 43 countries and territories report positive second-quarter hiring plans. Employers in Taiwan (+24%), Japan (+23%) and Slovenia (+22%) report the strongest Outlooks worldwide. The weakest and only negative forecasts are reported by employers in Brazil (-9%) and Italy (-2%). Overall, opportunities for job seekers are expected to remain similar to those available in the first three months of 2017. 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.

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.

###

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 13 June 2017 to report hiring expectations for the third 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 over 58,000 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) has been the world's workforce expert, creating innovative workforce solutions, for almost 70 years. As workforce experts, we connect more than 600,000 men and women 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 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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

In Spain, ManpowerGroup offers the best solutions in human resources through their more than 120 offices in all the country with a staff of 800 highly skilled professionals www.manpowergroup.es

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

ManpowerGroup, Communications Department
Laila Martori, Tel. + 34 93 459 18 19, laila.martori@manpowergroup.es