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Colombian employers continue to report upbeat hiring intentions for Q3, 2017: ManpowerGroup Employment Outlook Survey

MEDELLÍN, COLOMBIA (13th June, 2017) – Colombian employers report positive hiring intentions for the third quarter of 2017. While 18% of employers anticipate an increase in staffing levels, 5% forecast a decrease and 75% expect no change.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +13%. Hiring intentions remain relatively stable when compared with the previous quarter and improve by 2 percentage points year-over-year.

“Stability is still the usual trend in hiring confidence in our country,” said Javier Echeverri, Country Manager of ManpowerGroup in Colombia. “Despite the fact the markets in general are uncertain, most companies are pursuing efforts to keep their workforces intact as much as possible.”

Regional Comparisons

Employers expect to increase payrolls in all five regions during 3Q 2017. The strongest labor markets are anticipated in Caribbean and Pacific, where employers report Net Employment Outlooks of +15%. Elsewhere, Andean employers anticipate steady job gains with an Outlook of +13%, while the Outlook for Amazon stands at +8%. Meanwhile, the most cautious hiring intentions are reported in Orinoquía where the Outlook is +4%.

When compared with 2Q 2017, Amazon employers report a slight improvement of 2 percentage points while the Outlook for Caribbean is 4 percentage points weaker. Elsewhere, hiring prospects remain relatively stable.

Year-over-year, hiring plans strengthen in Amazon and Pacific, increasing by 6 and 3 percentage points, respectively. Meanwhile, employers report relatively stable hiring intentions in Andean and Caribbean, while the Outlook for Orinoquía is unchanged.

Sector Comparisons

NOTE: Seasonally adjusted data is available for seven of the nine industry sectors. Data for the Construction sector (*) and for the Mining sector (*) is not seasonally adjusted.

Payroll gains are expected in all nine industry sectors during the July-September period. The strongest labor market is forecast in the Construction

sector*, with a Net Employment Outlook of +22%. Mining sector* employers report upbeat hiring plans with an Outlook of +19%, while Outlooks stand at +18% and +16% in the Transportation & Utilities sector and the Services sector, respectively. In the Finance, Insurance & Real Estate sector, employers report respectable hiring plans with an Outlook of +15%, while Outlooks of +12% are reported in both the Agriculture & Fishing sector and the Manufacturing sector. Meanwhile, the most cautious hiring prospects are reported in the Wholesale & Retail Trade sector, with an Outlook of +5%.

Hiring intentions weaken in five of the nine industry sectors when compared with the previous quarter. Finance, Insurance & Real Estate sector employers report the most noteworthy decline of 5 percentage points, while the Outlook for the Wholesale & Retail Trade sector is 3 percentage points weaker. Meanwhile, Outlooks improve in four sectors, including the Public Administration & Education sector and the Mining sector*, where employers report increases of 6 and 5 percentage points, respectively.

When compared with the third quarter of 2016, hiring intentions strengthen in six of the nine industry sectors. The most noteworthy improvement of 14 percentage points is reported in the Construction sector*, while Outlooks are 11 and 10 percentage points stronger in the Mining sector* and the Transportation & Utilities sector, respectively. However, hiring prospects weaken in three sectors. Public Administration & Education sector employers report a decrease of 11 percentage points, while the Outlook for the Agriculture & Fishing sector declines by 10 percentage points.

Organization-Size Comparisons

Employment levels are expected to increase in all four organization size categories in the coming quarter. Large employers report the strongest hiring intentions with an optimistic Net Employment Outlook of +30%, while the Outlook for Medium employers stands at +15%. Elsewhere, Small- and Micro-size employers report Outlooks of +8% and +5%, respectively.

When compared with 2Q 2017, Medium employers report an improvement of 5 percentage points, but Outlooks are 5 and 3 percentage points weaker for Large- and Micro-size firms, respectively. Employers in the Small-size category report relatively stable hiring prospects.

Year-over-year, Medium- and Large-size employers report considerably stronger hiring intentions, with increases of 12 and 10 percentage points, respectively. However, the Outlook for Small employers declines by 7 percentage points. Elsewhere, Micro employers report relatively stable hiring prospects.

NOTE: 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.

International Results

A total of 58,688 employers in 43 countries and territories were surveyed by ManpowerGroup to measure employer hiring intentions for the July-September 2017 period. The forecast indicates payrolls will grow by

varying degrees in 41 of the 43 countries. An overview of the global results indicates employer confidence is similar to that reported in the second quarter with the majority of respondents content to either retain current staff or grow payrolls marginally as they await more definitive signals from the marketplace.

The strongest hiring plans are reported by employers in Japan, Taiwan, Hungary, the US, Hong Kong and Turkey. Meanwhile, employers report the weakest hiring prospects in Italy, the Czech Republic and Finland.

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/meos>. The next Manpower Employment Outlook Survey will be released on September 12 2017 to report hiring expectations for the third quarter of that year.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling nearly 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. As workforce experts, 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 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

About Manpower South America

Manpower South America began its activities in Chile, in 1963. Now it has more than 150 offices in all of the 10 countries of the region, serving 4000 clients and giving work opportunities to 130,000 people under permanent or temporary contracts.

About Manpower Colombia

Manpower started its operation in Colombia in 1976. Currently, the company has 27 offices in 20 cities, with more than 600 clients and 15,000 temporary employees. Further information about Manpower Colombia can be found at the website: www.manpowergroupcolombia.co