



ManpowerGroup™

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Opportunities for Guatemalan job seekers are expected to grow more modest, according to the ManpowerGroup Employment Outlook Survey for Quarter 3 2017

Hiring plans decrease by 4 percentage points when compared with the previous quarter and by 7 percentage points in an annual comparison.

- Once seasonal variations are removed from the data, Guatemalan employers report a steady Outlook of +9%.
- Overall payroll growth is expected in four of the five regions during the next three months. Employers in the East region report the strongest hiring intentions with an upbeat Net Employment Outlook of +15%.
- From a global perspective, the survey reveals that employers in 41 of 43 countries and territories intend to add to their payrolls by varying margins during the July-September time frame.
- Outlooks are mixed in comparison to the Quarter 3 2016 and Quarter 2 2017 surveys; forecasts improve in 17 countries, are unchanged in 10 and decline in 16 quarter-over-quarter, and improve in a year-over-year comparison in 26 countries, unchanged in 2 and decline in 15. Third-quarter hiring confidence is strongest in Taiwan and Japan equally standing at the front, followed by Hungary. The weakest –and only negative- forecast is reported in Italy.

GUATEMALA (June 13, 2017) – According to the ManpowerGroup Employment Outlook Survey for the 3Q 2017 released today, Guatemalan employers report moderate hiring prospects for the July-September time frame. While 12% of employers expect to increase staffing levels, 5% forecast a decrease, 81% anticipate no change and 2% don't know, the resulting Net Employment Outlook stands at +9% once the data is adjusted to allow for seasonal variation. Hiring prospects decrease by 4 percentage points quarter-over-quarter and by 7 percentage points year-over-year.

Employers in five of the six industry sectors expect to grow staffing levels during the coming quarter. However, Outlooks increase in only one of the six sectors when compared to the second-quarter 2017 forecast and decrease in five. The strongest Net Employment Outlook of +15% is reported in the Services sector, followed by Agriculture, Fishing, Mining & Extraction with +13%. The Services sector forecast decreases by 1 percentage points quarter-to-quarter and by 6 percentage points in annual comparison, while Agriculture, Fishing, Mining & Extraction outlook is considerably increased by 15 percentage points when compared to 2Q 2017 and by 3 percentage points year-over-year. Elsewhere,

Manufacture and Commerce industry sectors employers report +9%, respectively, Transport & Communication +8% and Construction with the weakest—and only negative—third quarter forecast stands at -1%.

“Guatemalan forecast for this third quarter of the year is still positive, nevertheless, the hiring pace is slowed down compared to 2Q 2017 and in annual comparison. This might be in part due to the political uncertainty the country went through with Guatemala’s Minister of Economy, Rubén Morales, abdication, as well as an inflation increase in relation to April 2016, that also caused some uncertainty with investors. In addition, local entrepreneurs consider there’s a need for clear rules regarding investment to increase regional and foreign capitals, while the Economic Commission for Latin America and the Caribbean mentions in its economic perspective report for 2017 that investment must be stimulated in difficult periods and highlights that fiscal frames should have as an objective to create a favorable investment environment by improving its institutions,” said Marco Penado, Guatemala Country Manager for ManpowerGroup. “Additionally, the migratory policies that were applied in United States caused a decrease in the shipment entries to the country and quetzal’s strengthening towards the dollar generated a slight decrease in exportations.”

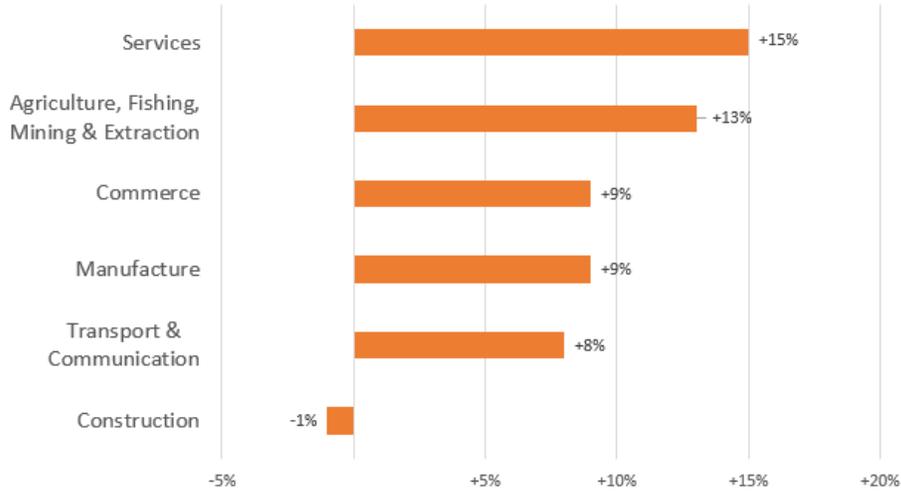
Employers in four of the five regions forecast an increase in staffing levels during 3Q 2017. The strongest labor market is expected by employers in the East region, reporting a Net Employment Outlook of +15%. Employers in the West also anticipate an upbeat hiring pace, reporting an Outlook of +13%, while the Outlook for the Center stands at +10%. Elsewhere, employers in the North report a cautiously optimistic Outlook of +9%, while the South region Outlook of -7% reflects flat hiring plans. Quarter-over-quarter, hiring prospects improve in two of the five regions. The only negative third-quarter forecast is reported by employers in the South region, reporting a considerable decrease of 18 percentage points in a quarter-over-quarter comparison and a steeper decline of 30 percentage points compared to last year at this time.

Staffing levels are expected to increase in all four organization-size categories during the July-September time frame. Large employers once again lead the hiring intentions with a strong Net Employment Outlook of +23%, followed by Medium size firms reporting +12%. Elsewhere, Outlooks stand at +6% for Small and +5% for Micro companies.

Elsewhere across the globe, second-quarter forecasts are mostly positive with employers in 39 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the April-June time frame, the results suggest hiring will proceed at an uneven pace. Hiring prospects improve in 17 countries and territories in a quarter-over-quarter comparison and remain stable in 11, but decline in 15. Outlooks strengthen in 25 countries and remain with no change in 3 territories year-over-year, but decline in 14. The most optimistic Net Employment Outlooks are reported in Taiwan, Japan and Hungary. The weakest—and only negative—second quarter hiring plans are reported in Brazil and Italy.

Sector Comparisons

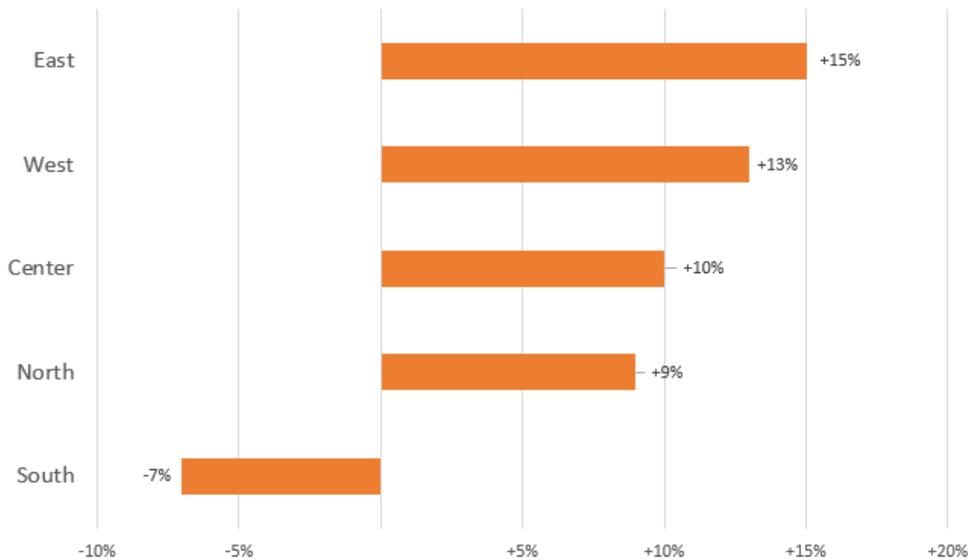
Seasonally Adjusted Net Employment Outlook



Opportunities for job seekers in the third quarter are expected to be strongest in the Services sector, where employers report a Net Employment Outlook of +15%.

Regional Comparisons

Seasonally Adjusted Net Employment Outlook



Employers in the East region lead the third-quarter's hiring pace, reporting a Net Employment Outlook of +15%.

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 Finland. ManpowerGroup intends to add seasonal adjustments to the data for other countries 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.

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