



ManpowerGroup™

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**ManpowerGroup Employment Outlook Survey:  
Costa Rican employers expect hiring pace to remain steady in Quarter  
2 2017**

*Hiring prospects decrease by 1 percentage point when compared with the previous quarter and by 2 percentage points in the annual comparison.*

- Once seasonal variations are removed from the data, Costa Rican employers report a modest seasonally adjusted Net Employment Outlook of +11%.
- Second quarter forecasts are strongest in Manufacture and Transport & Communication industry sectors, and in Heredia and Cartago regions.
- From a global perspective, the survey reveals that employers in 39 of 43 countries and territories intend to add to their payrolls by varying margins during the April-June time frame.
- Outlooks are mixed in comparison to the Quarter 2 2016 and Quarter 1 2017 surveys; forecasts improve in 17 countries, are unchanged in 11 and decline in 15 quarter-over-quarter, and improve in a year-over-year comparison in 25 countries, unchanged in 3 and decline in 14. Second-quarter hiring confidence is strongest in Taiwan, Japan, and Slovenia, in that order. The weakest –and only negative- forecasts are reported in Brazil, once again, and in Italy.

**SAN JOSE COSTA RICA, (March 14, 2017)** – According to the ManpowerGroup Employment Outlook Survey released today, Costa Rican employers report favorable hiring plans for the upcoming quarter. With 17% of employers expecting to increase staffing levels, 5% anticipating a decrease, 73% forecasting no change and 5% that don't know, the Net Employment Outlook stands at +11% once the data is adjusted to allow for seasonal variation. Employers report a decrease of 1 percentage point quarter-over-quarter and a decrease of 2 percentage points year-over-year.

In two of the six industry sectors – Construction and Manufacture- hiring expectations improved when compared with the previous quarter, while four decrease. The Manufacture forecast strengthens by 3 percentage points compared to 1Q 2017 and by 4 percentage points compared to last year at this time. Transport & Communications employers are confident for the next three months, with an upbeat Net Employment Outlook of +15%. Nevertheless, the sector's forecast decreased by 4 percentage points in a quarter-to-quarter comparison and by 6 percentage points in an annual comparison.

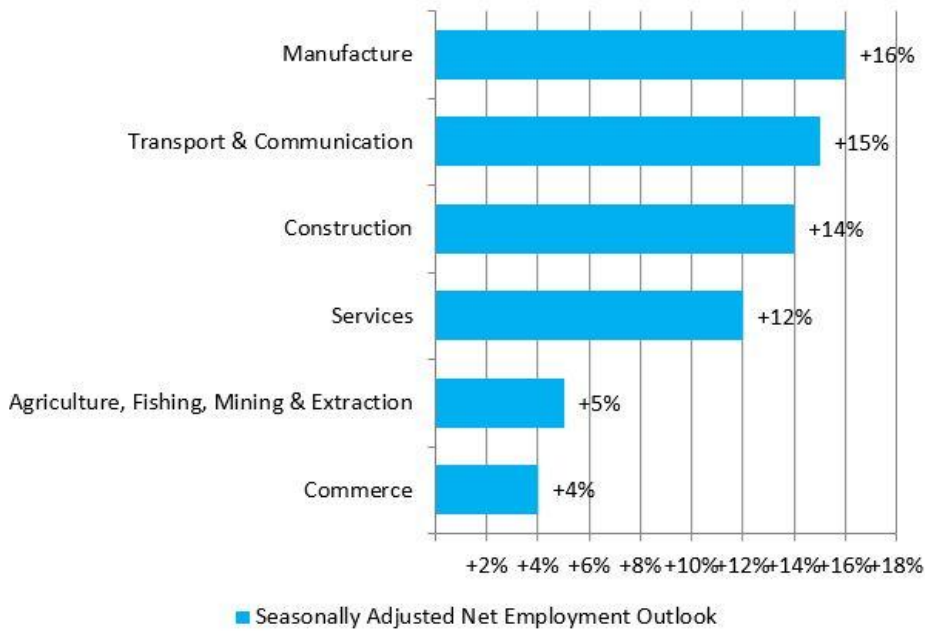
“Costa Rica’s Net Employment Outlook for 2Q 2017 is favorable for job seekers. However, the colon has been depreciating almost 5% against the US currency. This may be causing uncertainty among employers. But currency devaluation can often help exporters, and this may be part of the reason why the Manufacturing sector forecast has strengthened both quarter-over-quarter and year-over-year,” said Ana Gabriela Chaverri, Country Manager for ManpowerGroup. “We see other encouraging signs, too. Inflation remains low and this should help stimulate continuing growth and help employer confidence. In fact, Costa Rica’s Central Bank predicts growth of 4.1% by the end of 2017. We hope this means employers will remain hopeful and that Costa Rica’s hiring pace will remain steady for the rest of the year. Time will tell.”

Employers in the six regions forecast an increase in staffing levels during 2Q 2017. Outlooks improve in three of six regions quarter-over-quarter and also in three of them in annual comparison. San Jose is the only region where employers forecast a weakened outlook with a decrease of 6 percentage points in comparison to 1Q 2017 and of 8 percentage points year-over-year. The strongest labor markets are anticipated in Heredia and Cartago regions, where employers report Net Employment Outlooks of +21% and +16%, respectively. The Guanacaste forecast decreased by 9 percentage points quarter-to-quarter, but increased by 2 percentage points in annual comparison, and stands at a cautiously optimistic +8%.

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms’ categories during the coming quarter. Large and Medium companies lead the hiring plans with seasonally adjusted Net Employment Outlooks of +20% and +18%, respectively, followed by small size firms that report +7% and Micro-size companies +6%.

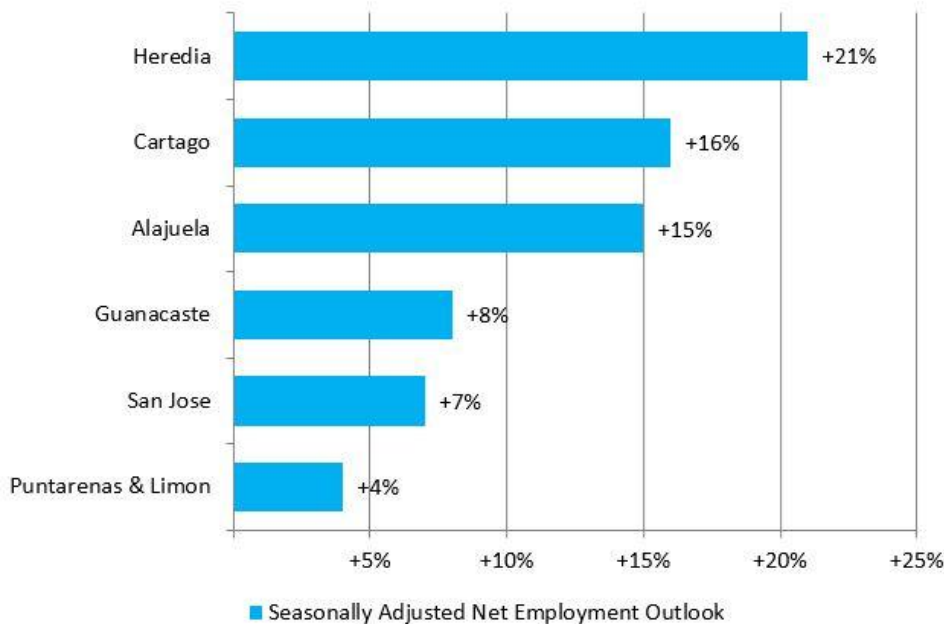
Elsewhere across the globe, second-quarter forecasts are mostly positive with employers in 39 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the April-June time frame, 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 Slovenia, in that order. The weakest—and only negative—second quarter hiring plans are reported in Brazil and Italy.

### Sector Comparisons



Opportunities for job seekers in the second quarter are expected to be strongest in the Manufacture and Transport & Communication industry sectors where employers report Net Employment Outlooks of +16% and +15%, respectively.

### Regional Comparisons



Employers in the Heredia and Cartago regions expect the most active second-quarter hiring pace.

### **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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