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## **Guatemalan employers report steady hiring intentions for the first quarter of 2018, according to the ManpowerGroup Employment Outlook Survey**

*Hiring plans remain relatively stable when compared with the previous quarter, but decline by 5 percentage points in an annual comparison.*

- Once seasonal variations are removed from the data, Guatemalan employers report a conservative Outlook of +10%.
- Overall payroll growth is expected in the five regions during the next three months. Employers in the East region report the strongest hiring intentions with a positive Net Employment Outlook of +14%.
- From a global perspective, the survey reveals that, employers forecast an increase in staffing levels for 41 of the 43 countries and territories during the coming quarter.
- The strongest Net Employment Outlooks are reported by employers in Taiwan, Japan, India, the US and Costa Rica. Meanwhile, employers report the weakest hiring prospects in Austria, Italy, Belgium and France. There are no negative Outlooks reported across the 43 countries and territories surveyed.

**GUATEMALA (December 12, 2018)** – According to the ManpowerGroup Employment Outlook Survey for the 1Q 2018 released today, Guatemalan employers report optimistic hiring prospects for the January-March time frame. While 15% of employers expect to increase staffing levels, 4% forecast a decrease and 81% anticipate no change, the resulting Net Employment Outlook stands at +10% once the data is adjusted to allow for seasonal variation. Hiring prospects decreased by 1 and by 5 percentage points quarter-over-quarter and year-over-year respectively.

Employers in the six industry sectors expect to grow staffing levels during the coming quarter. However, Outlooks increase in only three of the six sectors when compared to the last quarter forecast, decrease in two and with no change in one. The strongest Net Employment Outlook of +16% is reported in the Commerce sector, followed by Construction with +14%. The Commerce sector forecast is considerably increased by 11 percentage points quarter-to-quarter and stable in annual comparison, while Construction outlook is increased by 7 percentage points when compared to 4Q 2017 and year-over-year. Elsewhere, Agriculture, Fishing, Mining & Extraction industry sector employers report +12%, and Transport & Communications and Services with the most conservative, but still positive, first quarter forecast stands at +8% and +5% respectively.

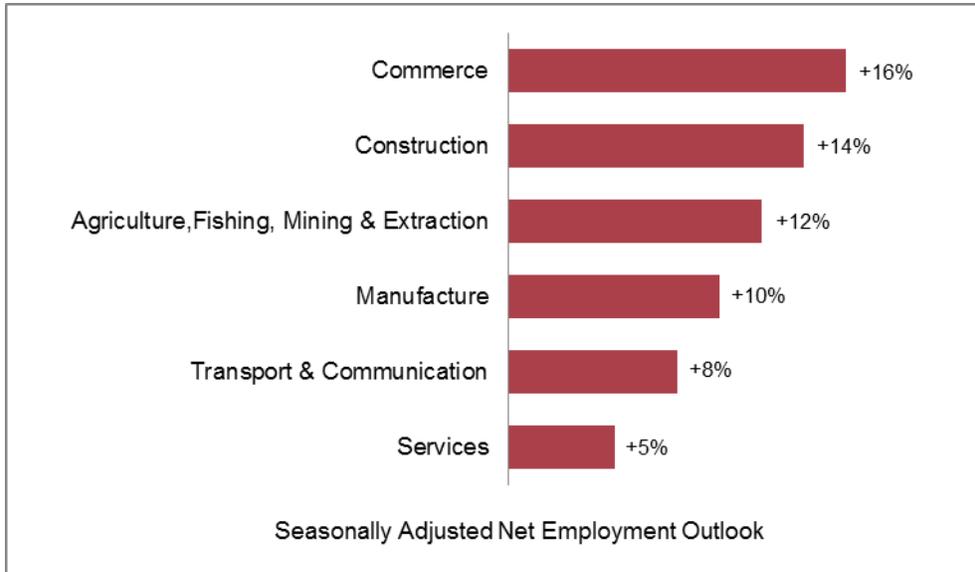
“Guatemala’s forecast for the first three months of the upcoming year remains steady. Employers in all six industry sectors forecast an increase in staffing levels during 1Q 2018. The strongest hiring plans are reported in the Commerce sector, with a Net Employment Outlook of +16%. This may be the result of the 15% growth of trade between Guatemala and Honduras. Once trade with El Salvador is firmly established this sector is expected to grow even more,” said Kristhal Jennifer Galdámez Mijangos, Business Development Manager for ManpowerGroup Guatemala.

Employers in the five regions forecast an increase in staffing levels during 1Q 2018. The strongest labor market is expected by employers in the East region with a Net Employment Outlook of +14%. Employers in the Center also anticipate a favorable hiring pace, reporting an Outlook of +11%, while the Outlook for the South stands at +10%. Elsewhere, employers in the West report a fair Outlook of +7%, while the North region Outlook of +3% reflects cautious hiring plans. Quarter-over-quarter, hiring prospects improve in two of the five regions.

Staffing levels are expected to increase in all four organization-size categories during the January-March time frame. Large employers once again lead the hiring intentions with a prosperous Net Employment Outlook of +24%, followed by Medium size firms reporting +11%. Elsewhere, Outlooks stand at +8% for Small and +1% for Micro companies.

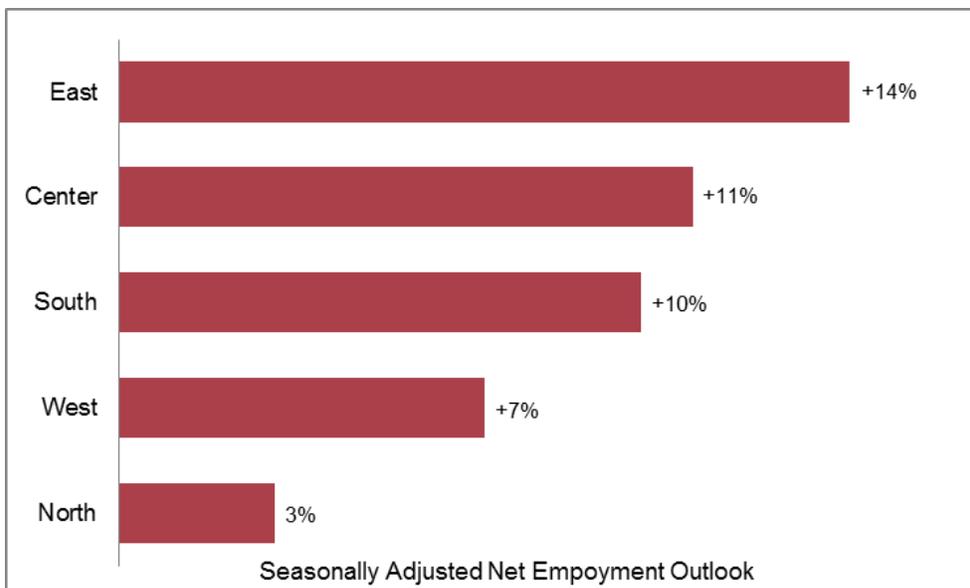
Elsewhere across the globe, employers forecast an increase in staffing levels for 41 of the 43 countries and territories during the January-March time frame. Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

## **Sector Comparisons**



Opportunities for job seekers in the first quarter are expected to be strongest in the Commerce sector, where employers report a Net Employment Outlook of +16%.

### Regional Comparisons



Employers in the East region lead the first-quarter's hiring pace, reporting a Net Employment Outlook of +14%.

### **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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