



ManpowerGroup™

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EMBARGOED UNTIL TUESDAY MARCH 14 2017 AT 12:01 A.M. EST

Opportunities for Guatemalan job seekers are expected remain favorable, according to the ManpowerGroup Employment Outlook Survey for Quarter 2 2017

Hiring plans decrease by 3 percentage points when compared with the previous quarter and by 4 percentage points in an annual comparison.

- Once seasonal variations are removed from the data, Guatemalan employers report a steady Outlook of +13%.
- Overall payroll growth is expected in four of the five regions during the next three months. Employers in the Center region report once again the strongest hiring intentions with a positive Net Employment Outlook of +17%.
- 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, remain stable in 11 and decline in 15 quarter-over-quarter, and improve in a year-over-year comparison in 25 countries, remain stable 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.

GUATEMALA (March 14, 2017) – According to the ManpowerGroup Employment Outlook Survey for the 2Q 2017 released today, Guatemalan employers report steady hiring prospects for the April-June time frame. While 20% of employers expect to increase staffing levels, 6% forecast a decrease, 72% anticipate no change and 2% don't know, the resulting Net Employment Outlook stands at +13% once the data is adjusted to allow for seasonal variation. Hiring prospects decrease by 3 percentage points quarter-over-quarter and by 4 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 first-quarter 2017 forecast, remain stable in two and decrease in three. The strongest Net Employment Outlook of +20% is reported in the Transport & Communication sector. Commerce and Services industry sectors Outlooks stand at +16%, respectively, followed by Manufacture with +15%. Both Commerce and Services forecasts remain stable when compared to the previous quarter and decrease by 1 percentage point in an

annual comparison. Construction employers report +7% while Agriculture, Fishing, Mining and Extraction employers report the weakest—and only negative—second-quarter forecast with an Outlook of -1%.

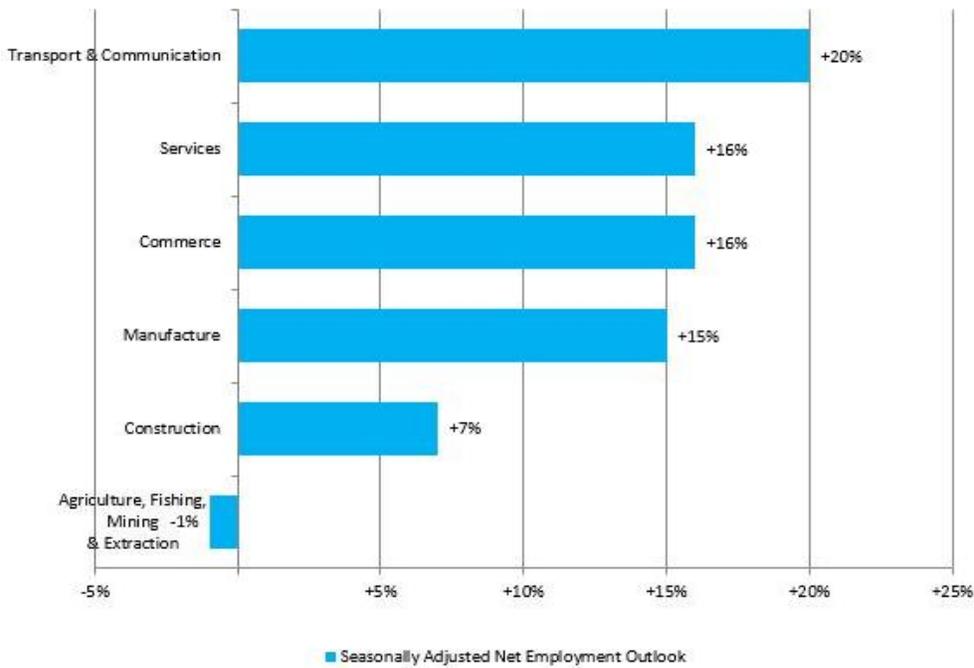
“Guatemala’s second-quarter forecast is slightly weaker than the prior quarter or last year at this time. The increase in the minimum wage which went into effect in January may partly explain the slightly slower hiring pace. But there are still some positive signs. For instance, nearly one of every four employers in both the Services and the Transportation & Communications sector tell us they plan to add to their workforces in the next three months,” said Marco Penado, Guatemala Country Manager for ManpowerGroup.

Employers in four of the five regions forecast an increase in staffing levels during 2Q 2017. The strongest labor market is expected by employers in the Center who report a Net Employment Outlook of +17%. Employers in the South also anticipate an upbeat hiring pace, reporting an Outlook of +12%, while the Outlook for the East stands at +10%. Elsewhere, employers in the North report a cautiously optimistic Outlook of +8%, while the Outlook of -2% for the West reflects limited hiring plans. Quarter-over-quarter, hiring prospects improve in two of the five regions. The only negative second-quarter forecast is reported by employers in the West region who report a considerable decrease of 14 percentage points in a quarter-over-quarter comparison and a steeper decline of 26 percentage points compared to last year at this time.

Staffing levels are expected to increase in all four organization-size categories during the April-June time frame. Large employers once again lead the hiring intentions with a prosperous Net Employment Outlook of +34%, followed by Small-size firms reporting prospects of +11%. Elsewhere, Outlooks stand at +10% for Medium-size companies and +6% for Micro companies.

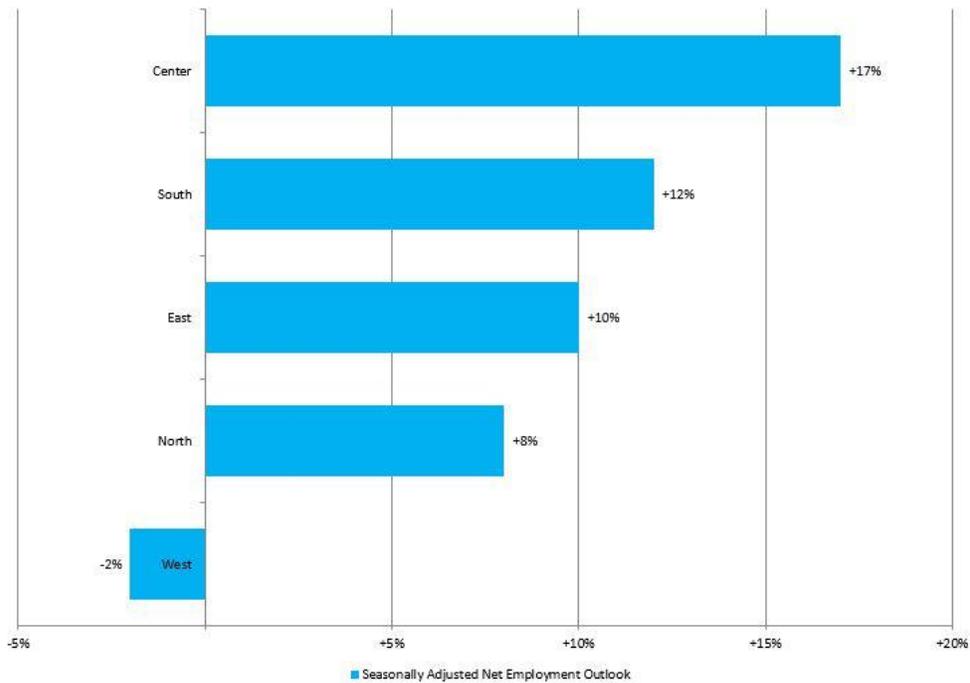
Elsewhere across the globe, second-quarter forecasts are mostly positive with employers in 39 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the April-June time frame, 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 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 Transport & Communication sector, where employers report a Net Employment Outlook of +20%.

Regional Comparisons



Employers in the Center region lead the second-quarter's hiring pace, reporting a Net Employment Outlook of +17%.

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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