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Mexican employers report upbeat hiring plans for the first-quarter: ManpowerGroup Employment Outlook Survey

Opportunities for job seekers are expected to be strongest in Manufacture and Transport & Communication sectors.

- Once seasonal variations are removed from the data, the Net Employment Outlook for Mexico stands at +14%— hiring prospects are slightly increased in comparison to the previous quarter and relatively stable from last year at this time.
- Positive forecasts are reported in all industry sectors and regions.
- Outlook is strongest since Quarter 4 2014
- From a global perspective, the survey reveals that employers in 40 of 43 countries and territories intend to add to their payrolls by varying margins during the January-March time frame.
- Outlooks are mixed in comparison to the Quarter 1 2016 and Quarter 4 2016 surveys; forecasts improve in 19 countries, remain stable in 7 and decline in 17 quarter-over-quarter, and improve in a year-over-year comparison in 21 countries, remain stable in 4 and decline in 18. First-quarter hiring confidence is strongest in Taiwan, India and Japan, in that order. The weakest –and only negative- forecasts are reported in Brazil, once again, and in Switzerland.

MEXICO CITY (December 13, 2016) – Mexican employers report positive hiring plans for the coming quarter. With 16% of employers forecasting an increase in staffing levels, 4% anticipating a decrease, 78% expecting no change and 2% don't know, the Net Employment Outlook is +14% once the data is adjusted to allow for seasonal variation. Employers report a slight increase of 4 percentage points in their hiring intentions when compared to the previous quarter and of 1 percentage point in an annual comparison.

Employers in Mexico City, Northeast and Northwest regions expect the most active first-quarter hiring pace with a 14% Net Employment Outlook, respectively, followed by North and Occident/West regions reporting outlooks of +13% each. Center region stands at 12% and Southeast region +7% with the weakest forecast for the next three months.

A favorable hiring pace is expected in the Manufacture and Transport & Communication industry sectors with employers reporting a seasonally adjusted Employment Outlook of +14%, for each. Commerce and Services industry sectors forecast +13% respectively. Commerce sector's prospect is increased by 3 percentage points and Services' outlook

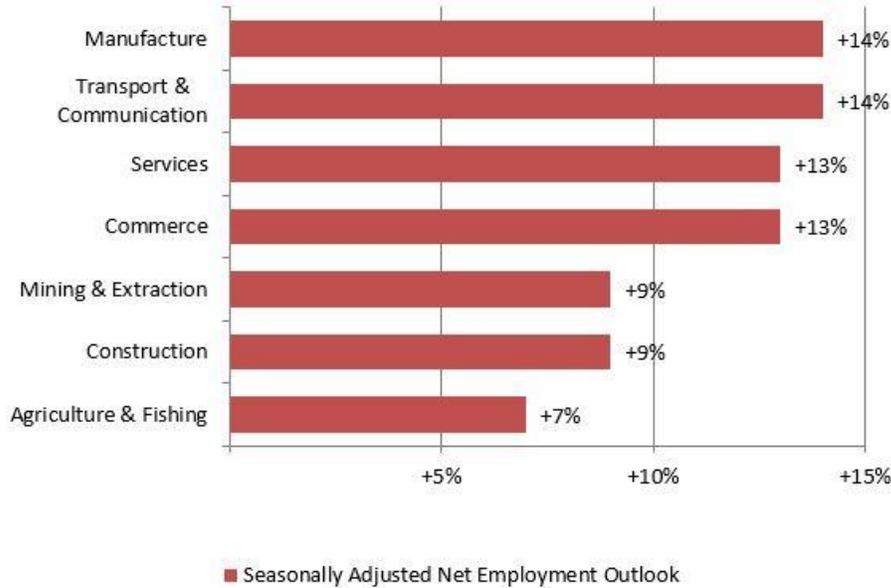
strengthens by 4 percentage points quarter-to-quarter, while both remain stable in annual comparison. Construction and Mining & Extraction Net Employment Outlooks stand at +9%, both. Agriculture & Fishing industry sector employers report the most conservative Net Employment Outlook for the next three months with +7%, decreased by 3 percentage points compared to 4Q 2016.

“For this first three months of 2017, Mexican employers report a Net Employment Outlook of +14%, demonstrating their increased optimism and resistance to external pressures. This might possibly be due to several factors, among them, the investment attracted by structural reforms, automotive manufacturing plants creation within several states and retail trade. Additionally, The National Institute of Statistics and Geography reports that unemployment has been reduced, standing at 3.8% by the third quarter of 2016.”, said Mónica Flores Barragán, President ManpowerGroup LATAM. “Manufacture industry sector employers once again among the most confident, reporting a Net Employment Outlook of +14%, a forecast matched by Transport & Communications sector employers. Both sectors might be benefitting from continued investments, particularly in the Manufacture sector where investments in the automotive industry continue to generate employment.”

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms' categories during the coming quarter. Large employers forecast a steady labor market with a seasonally adjusted Employment Outlook of +20%, increased by 3 percentage points quarter-to-quarter, but slightly decreased by 2 percentage point in annual comparison. Elsewhere, the Medium category's Outlook stands at +13%, Small report modest hiring plans with an Outlook of +7% and Micro companies +3%.

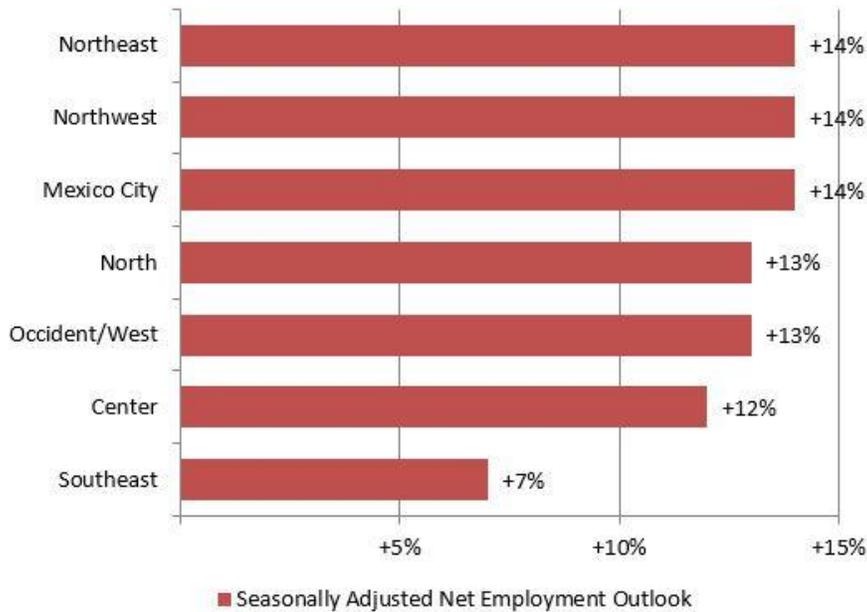
Elsewhere across the globe, first-quarter forecasts are mostly positive with employers in 40 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the January-March time frame, the results suggest hiring will proceed at an uneven pace. Hiring prospects improve in 19 countries and territories in a quarter-over-quarter comparison and remain stable in 7, but decline in 17. Outlooks strengthen in 21 countries and remain with no change in 4 territories year-over-year, but decline in 18. The most optimistic Net Employment Outlooks are reported in Taiwan, India and Japan, in that order. The weakest—and only negative—first quarter hiring plans are reported in Brazil and Switzerland.

Comparativo por Sector



Employers in the Manufacture and Transport & Communication sectors report the most optimistic hiring intentions for 1Q 2017.

Comparativo por Región



Employers in Mexico City, Northeast and Northwest regions expect the most active first-quarter hiring pace with a 14% Net Employment Outlook, respectively.

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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