



ManpowerGroup™

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**Manpower Employment Outlook Survey:
Costa Rican employers expect upbeat hiring pace to continue in
Quarter 2 2016**

Hiring prospects decrease by 2 percentage points when compared with the previous quarter and are 4 percentage points stronger in the annual comparison.

- Once seasonal variations are removed from the data, Costa Rican employers report a steady Outlook of +14%.
- Second quarter forecasts are strongest in the Transport & Communication, Services and Construction industry sectors, and the Alajuela, Heredia and Puntarenas & Limon regions.
- From a global perspective, the survey reveals that employers in 39 of 42 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 2015 and Quarter 1 2016 surveys; forecasts improve in 8 countries, remain stable in 12 and decline in 22 quarter-over-quarter, and improve in a year-over-year comparison in 12 countries while declining in 23. Second-quarter hiring confidence is strongest in India, Japan and Taiwan. The weakest –and only negative- forecasts are reported in Brazil and France.

SAN JOSE COSTA RICA, (March 08, 2016) – According to the Manpower Employment Outlook Survey released today, Costa Rican employers report hopeful hiring plans for the upcoming quarter. With 23% of employers expecting to increase staffing levels, 6% anticipating a decrease and 71% forecasting no change, the Net Employment Outlook stands at +14% once the data is adjusted to allow for seasonal variation. Employers report a quarter-over-quarter decrease of 2 percentage points and the Outlook is 4 percentage points stronger year-over-year.

In two of the six industry sectors hiring expectations improved when compared with the previous quarter and four present decrease, while four of them are stronger in annual comparison.

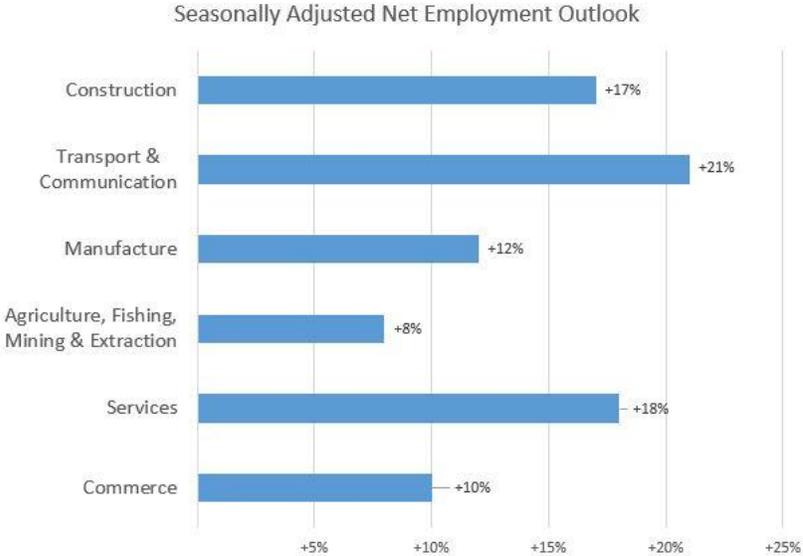
“Costa Rica’s labor market scenario has maintained itself stable during the first quarter of the year, so it seems like it will remain steady during the next three months. Services sector stands out, and we believe the sector’s positive forecast is due, in part, to growth in health tourism as well as general tourist activities,” said Ana Gabriela Chaverri, Country Manager for ManpowerGroup. “Transport & Communication and Services sectors report the strongest forecasts this quarter.”

Employers in the six regions forecast an increase in staffing levels during 2Q 2016. Outlooks improve in four of six regions quarter-over-quarter and in the six regions year-over-year. The strongest labor markets are anticipated in Alajuela and Heredia, where employers report Net Employment Outlooks of +19%, each. Employers report encouraging signs for job seekers in Puntarenas & Limon with a Net Employment Outlook of + 17%, while San Jose reports +15% and Guanacaste +7%.

“Regionally, there are good forecasts for the next three months. Employers in Alajuela and Heredia report the most positive hiring expectations, as it happened in most quarters of 2015. In the meantime, employer confidence in Puntarenas & Limon is similarly upbeat, with the forecast improving by a considerable margin year-over-year and by a more moderate margin compared to the prior quarter. Meanwhile, the Outlook in Guanacaste is more modest, but employer hiring intentions improve by 7 percentage points in both quarter-over-quarter and year-over-year comparisons,” added Chaverri. “Employers in large companies once again report the strongest hiring plans in comparison to the other organization-size categories, followed by small size firms, where the forecast improved by a moderate margin of 7 percentage points quarter-to-quarter and by 8 percentage points in annual comparison.”

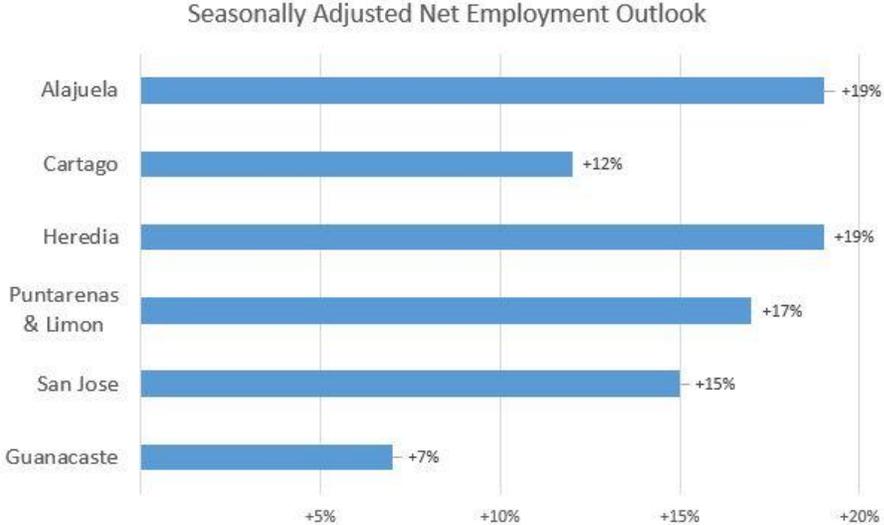
Elsewhere across the globe, second-quarter forecasts are mostly positive with employers in 39 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the April-June time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be relatively stable in comparison to the prior quarter and slightly increased in comparison to last year at this time. Hiring prospects improve in 8 countries and territories in a quarter-over-quarter comparison, but decline in 22. Outlooks strengthen in 12 countries and remain with no change in 7 territories year-over-year, but decline in 23. The most optimistic Net Employment Outlooks are reported in India, Japan and Taiwan, in that order. The weakest—and only negative—first-quarter hiring plans are reported in Brazil and France.

Sector Comparisons



Opportunities for job seekers in the second quarter are expected to be strongest in the Transport & Communication industry sector where employers report a Net Employment Outlook of +21%.

Regional Comparisons



Employers in the Alajuela, Heredia and Puntarenas & Limon 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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