



ManpowerGroup™

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According to the ManpowerGroup Employment Outlook Survey, Guatemalan employers report relatively stable hiring intentions for the coming quarter

Hiring plans remain the same when compared with the previous quarter, but decline by 3 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 all six industry sectors and four of 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, employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame.
- Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

GUATEMALA (March 13, 2018) – According to the ManpowerGroup Employment Outlook Survey for the 2Q 2018 released today, Guatemalan employers report conservative hiring prospects for the coming quarter. 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 are unchanged from the prior quarter and decrease by 3 percentage points compared to last year.

Employers in the six industry sectors expect to grow staffing levels during the 2Q 2018. However, Outlooks increase in only three of the six sectors when compared to the last quarter forecast and decrease in three. The strongest Net Employment Outlook of +20% is reported in the Construction industry sector with an increase of 5 percentage points quarter-over-quarter and by 16 year-over-year, followed by Services with +12%. The Transport & Communication sector forecast is increased by 2 percentage points quarter-to-quarter but with a moderate decrease of 8 percentage points in annual comparison, while Commerce outlook is decreased by 7 percentage points when compared to 1Q 2018 and by 6 percentage points year-over-year.

“Job seekers can find the strongest Outlooks in the Construction and Services industry sectors with employers reporting Outlooks of + 20% and + 12%, respectively. It is likely that the Construction sector is being driven by the expected increase in the execution of

civil engineering works by means of the central administration, likewise the sector is being driven by the expected construction of residential buildings. On the other hand, the Services sector will maintain favorable forecasts in real estate, business and rental activities,” said Kristhal Jennifer Galdámez Mijangos, Business Development Manager for ManpowerGroup Guatemala.

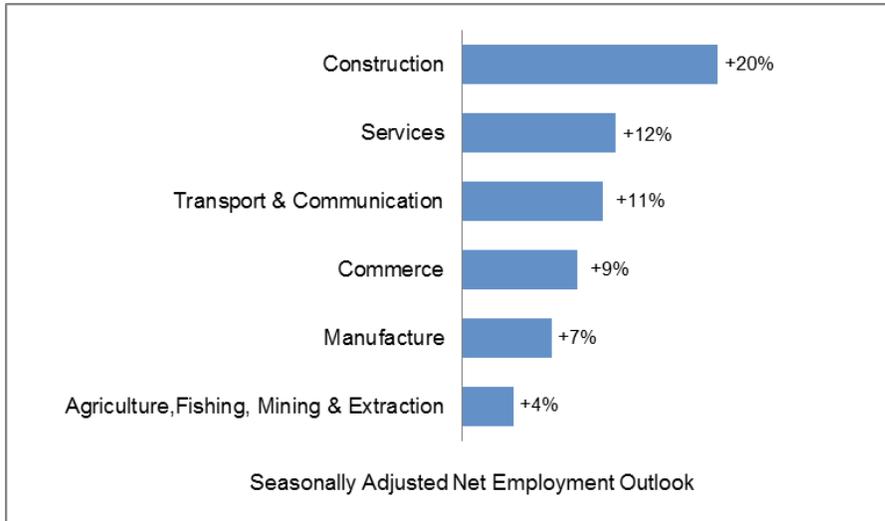
“Employers in most regions present a positive hiring pace, highlighting the West region with Outlooks of + 14%. This region is driven by actions of the Association of Ranchers and Farmers of Monjas, AGAM and the XLIV National Exhibition of Orchids located in the division of Jalapa,” added Kristhal Jennifer Galdámez Mijangos. “Only employers in the North region anticipate a flat second-quarter hiring pace with the Outlook softening in comparison to both the prior quarter and last year at this time.”

Employers in the five regions forecast an increase in staffing levels during the coming quarter. 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 +12%, while the Outlook for the West stands at +11%. Elsewhere, employers in the South report a mild Outlook of +8%.

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 strong Net Employment Outlook of +23%, followed by Medium size firms reporting +14%. Elsewhere, Outlooks stand at +7% for Small and +2% for Micro companies.

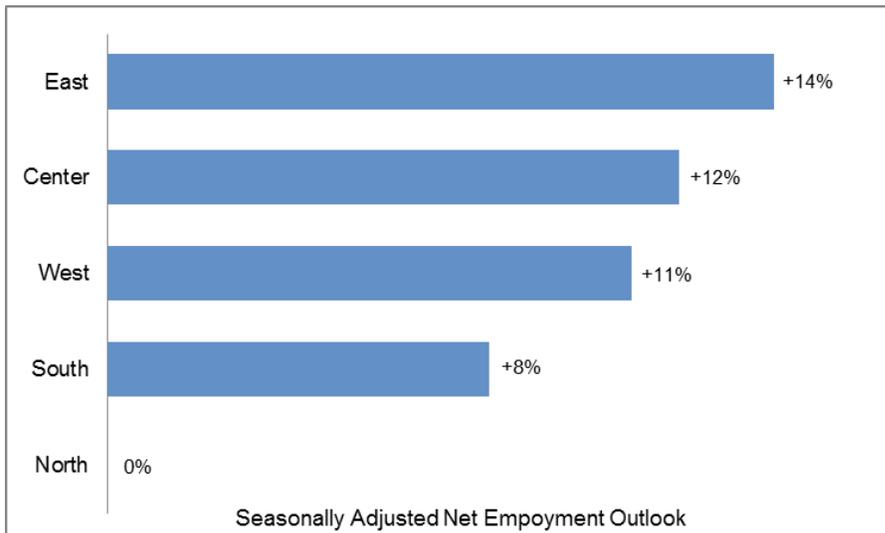
Elsewhere across the globe, employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine.** Some upward momentum is detected in the year-over-year comparison with forecasts improving in 25 of 43 countries and territories, declining in 13, and remaining unchanged in five.

Sector Comparisons



Opportunities for job seekers in the second quarter are expected to be strongest in the Construction sector, where employers report a Net Employment Outlook of +20%.

Regional Comparisons



Employers in the East region lead the second-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 Croatia and Portugal. 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.

About ManpowerGroup

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ManpowerGroup Mexico, Caribbean and Central America

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