



ManpowerGroup™

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ManpowerGroup Employment Outlook Survey: Costa Rican employers report modest hiring intentions for the quarter ahead

Workforce gains are anticipated in five of the six industry sectors during the July-September period.

- Once seasonal variations are removed from the data, Costa Rican employers report a seasonally adjusted Net Employment Outlook of +4%.
- Third quarter predictions are strongest in Services and Transport & Communication industry sectors.
- Heredia and Alajuela regions lead the hiring expectations.
- From a global perspective, the survey reveals that, employers expect workforce gains in 43 of 44 countries and territories surveyed in the period up to the end of September.

SAN JOSE, COSTA RICA, June 11, 2019 – According to the ManpowerGroup Employment Outlook Survey released today, Costa Rican employers report conservative hiring plans for the upcoming quarter. With 9% of employers expecting to increase staffing levels, 8% anticipating a decrease, 80% forecasting no change and 3% that don't know, the Net Employment Outlook stands at +4% once the data is adjusted to allow for seasonal variation.

The strongest labor market is anticipated in the Heredia and Alajuela regions, where employers report a Net Employment Outlook of +8%, each, followed by the San Jose region with a forecast of +6%. On the other hand, Cartago region's forecast is increased by 4 percentage points quarter-to-quarter with an Outlook of +3%.

“The country's employment outlook remains relatively stable when compared with the previous quarter. The Services and Transport & Communication sectors report the strongest trends. The confidence that employers showed in the Services sector may be caused by the increase of business activity in education, health, financial services and communications; there was also an increase in activity in cellphone and internet services. On the other hand, it is possible that the increase of two percentage points in the Construction sector is due to the construction of industrial plants. Furthermore, the Manufacturing sector remains stable due to the good performance of the companies producing medical devices,” said Dahiana Arias Gutiérrez, Country Manager for ManpowerGroup.

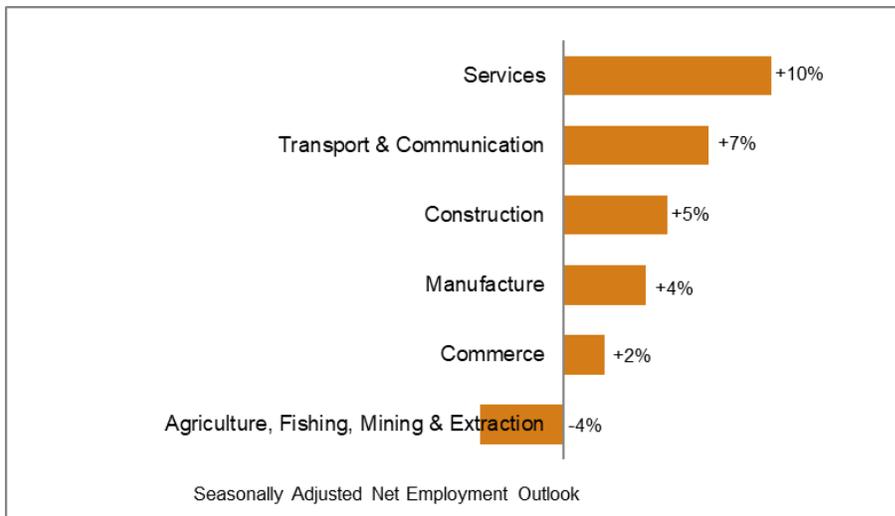
In two of the six industry sectors hiring expectations improved when compared with the previous quarter, while one had no change. Services industry sector lead the hiring pace for the next three months with a forecast of +10%. Transport & Communication employers are confident for the next three months, with a Net Employment Outlook of +7%. Meanwhile,

Construction employers report a +5%, with an increase of 2 percentage points compared to last quarter.

Employers expect to grow staffing levels in three of the four size firms' categories during the coming quarter. Large and Medium companies lead the hiring plans with seasonally adjusted Net Employment Outlooks of +9% and +8%, respectively. Medium size reports an increase of 3 percentage points when compared with the previous quarter. Small size firms report +4%.

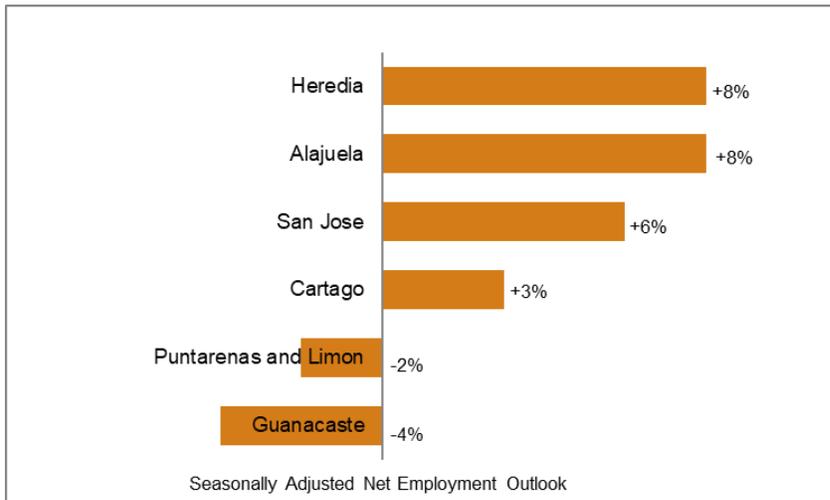
Elsewhere across the globe, 3Q 2019 results indicate that, when compared with the previous quarter, employers in 18 of 44 countries and territories report stronger hiring prospects, while employers in 18 report weaker hiring plans and no change is anticipated in eight. In a comparison with the same period last year, hiring intentions strengthen in 12 countries and territories, but weaken in 26 and are unchanged in six. The strongest hiring sentiment is reported in Japan, Croatia, Taiwan, the U.S., Greece and Slovenia, while the weakest hiring prospects are reported for Hungary, Argentina, Italy and Spain.

Sector Comparisons



Employers in the Services sector reports the most optimistic hiring intentions for 3Q 2019.

Regional Comparisons



Employers in Heredia and Alajuela regions expect the most active third-quarter hiring pace with Net Employment Outlooks of +8%, each.

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

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com

ManpowerGroup Mexico, Caribbean and Central America

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