



Hiring confidence is optimistic for Quarter 1, 2019: ManpowerGroup Employment Outlook Survey

Medellin, 11 December 2018: The ManpowerGroup Employment Outlook Survey for the first quarter 2019 was conducted by interviewing a representative sample of 750 employers in Colombia. All survey participants were asked, *“How do you anticipate total employment at your location to change in the three months to the end of March 2019 as compared to the current quarter?”*

Colombian employers report modest hiring plans for the January-March time frame. Of the employers surveyed, 13% anticipate an increase in payrolls, 6% forecast a decrease and 80% anticipate no change over the next three months.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +10%. Hiring prospects decline by 2 percentage points when compared with the previous quarter but are 2 percentage points stronger when compared with this time one year ago.

Regional Comparisons

Employers in four of the five Colombian regions forecast job gains in the first quarter of 2019. The strongest labor market is anticipated in Caribbean where the Net Employment Outlook is +14%. Steady hiring activity is also expected in the Pacific and Andean regions, with Outlooks of +13% and +11%, respectively, while the Orinoquia Outlook stands at +8%. However, Amazon employers expect payrolls to decline, reporting an Outlook of -3%.

When compared with the first quarter of 2018, hiring plans strengthen in three of the five regions. Caribbean employers report the most notable increase of 8 percentage points, while Outlooks are 6 and 3 percentage points stronger in the Pacific and Orinoquia regions, respectively. However, Amazon employers report a decline of 2 percentage points.

Sector Comparisons

Payrolls are expected to grow in all nine industry sectors during the next three months. Mining sector employers report the strongest hiring prospects with a Net Employment Outlook of +22%. Elsewhere, steady job gains are anticipated for the Construction sector with an Outlook of +20%, and in the Transportation & Utilities sector, where the Outlook stands at +18%. Employers also forecast respectable workforce gains in the Finance, Insurance & Real Estate sector and the Agriculture & Fishing sector, with Outlooks of +13% and +12%, respectively. Meanwhile, the weakest labor market is expected in the Manufacturing sector where employers report an Outlook of +5%.

Organization Size Comparisons

Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees. Job gains are anticipated in all four organization size categories during the upcoming quarter.

Large employers report robust hiring plans with a Net Employment Outlook of +34%, and Outlooks stand at +8% and +5% for Small- and Medium-size employers, respectively. Meanwhile, Micro employers report cautious hiring intentions with an Outlook of +1%.

International results

Hiring intentions for the coming quarter are stronger in 16 of 44 countries and territories when compared with the prior quarter, weakened in 23 and are unchanged in five. However, the research for the first quarter of 2019 reveals that payroll gains are expected in 43 of 44 countries and territories.

Hiring confidence is strongest in Japan, Taiwan, the U.S., Slovenia, Greece and Hong Kong, while employers report the weakest hiring intentions in Argentina, Switzerland, Italy, Panama and Spain.

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world.

"MEOS" is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth year, confirming our position as the most trusted and admired brand in the

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