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Opportunities for Guatemalan job seekers expected improve for third consecutive, according to the Manpower Employment Outlook Survey for Quarter 2 2016

Hiring plans are stronger by 3 percentage points when compared with the previous quarter and by 8 percentage points in annual comparison.

- Once seasonal variations are removed from the data, Guatemalan employers report a respectable +18% Outlook.
- Forecast is strongest reported since Quarter 2 2008.
- Job seekers can expect a hopeful hiring environment in the five regions during the next three months. Employers in the West region report the strongest hiring intentions with a hopeful Net Employment Outlook of +22%.
- 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.

GUATEMALA (March 08, 2016) – According to the Manpower Employment Outlook Survey for the 2Q 2016 released today, Guatemalan employers report upbeat hiring prospects for the April-June time frame. While 23% of employers expect to increase staffing levels, 5% forecast a decrease, 67% anticipate no change and 5% don't know, the resulting Net Employment Outlook stands at +18% once the data is adjusted to allow for seasonal variation. Hiring prospects increase by 3 percentage points quarter-over-quarter and by 8 percentage points year-over-year.

Employers in all six industry sectors expect to grow staffing levels in the coming quarter, and Outlooks improve by varying margins in three of the six sectors when compared to the first-quarter 2016 forecast. The strongest Net Employment Outlook of +25% is reported in Transport & Communication sector. Services sector Outlook stands at +18%, slightly increased by 4 percentage points when compared to first quarter 2016 and by 5 percentage points in annual comparison. Commerce and Manufacture sectors report +17%, respectively. Commerce sector Outlook slightly decreased quarter-to-quarter by 1 percentage point, but had a considerable increase of 9 percentage points in annual comparison. In the meantime, Manufacture sector Net Employment Outlook increased by 4 percentage points quarter-to-quarter and by 2 percentage points year-over-year. Employers in the Construction sector report a Net Employment Outlook of +16% once the data is adjusted to allow for seasonal variation, while those in the Agriculture, Fishing, Mining & Extraction sector stand at +5% with the weakest forecast.

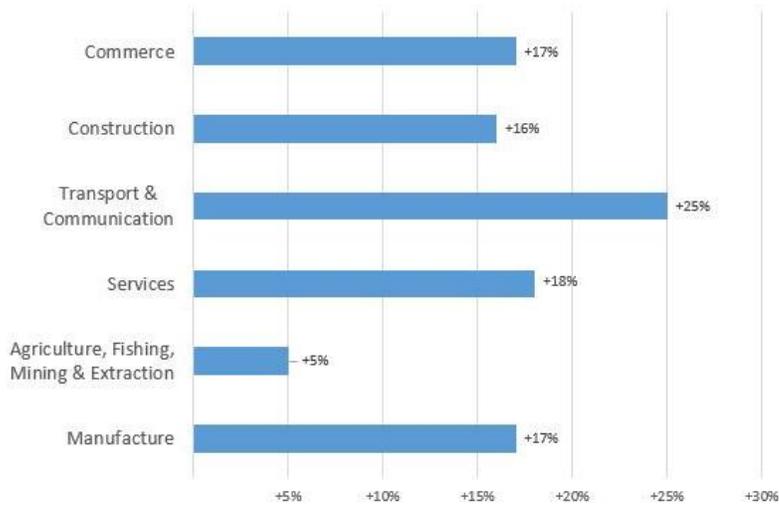
“Guatemalan employers continue to expect an upbeat hiring climate for the April-June timeframe and the forecast is the strongest reported by employers since the second quarter of 2008. What’s more, the government is already planning new commercial strategies to consolidate the country as an emergent economy. Together with other Central American countries like Nicaragua and Honduras, Guatemala has the goal to propel its economic sectors. The general Guatemalan economic situation shows an improvement, the minimum wage was raised and the Large and Small size-category companies show more optimistic hiring prospects while Micro size employers report a considerable recovery in their hiring expectation”, said Marco Penado, Guatemala Country Manager for ManpowerGroup. “Opportunities for job seekers are expected to be strongest in the Transport & Communication, Services, Manufacture and Commerce sectors during the next three months.”

Staffing levels are expected to increase in all four organization-size categories during the April-June time frame. Large employers report the strongest hiring plans with a prosperous Net Employment Outlook of +32%. Elsewhere, Outlooks stand at +17% for Medium-size firms and +16% for Small-size firms, respectively, while the Outlook for Micro employers is +10%, an increase of 3 percentage points quarter-to-quarter and of 6 percentage points in annual comparison.

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

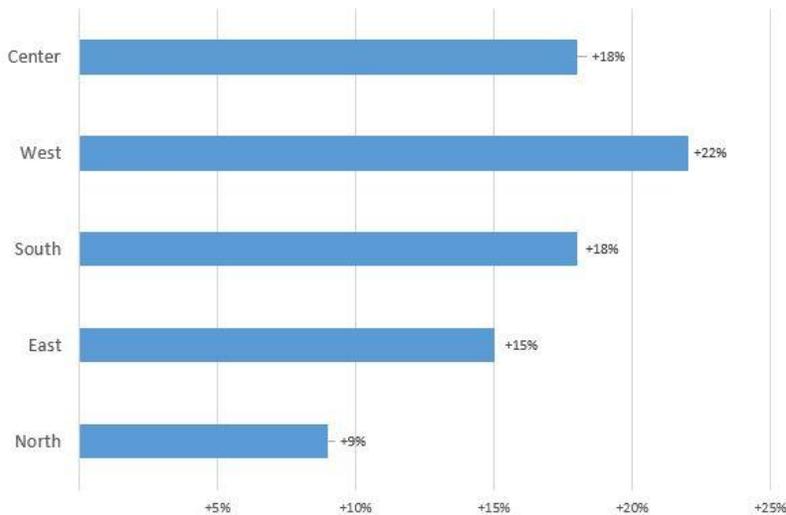
Seasonally Adjusted Net Employment Outlook



Opportunities for job seekers in the second quarter are expected to be strongest in the Transport & Communication and Services sectors, where employers report Net Employment Outlooks of +25% and +18%, respectively.

Regional Comparisons

Seasonally Adjusted Net Employment Outlook



Employers in the West region anticipate the second-quarter's most optimistic hiring pace, reporting a Net Employment Outlook of +22%.

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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