



Contact:
Irene Alvarez
irene@zebracoworking.com

EMBARGOED UNTIL TUESDAY JUNE 14, 2016 AT 12:01 A.M. EST

Opportunities for Guatemalan job seekers are expected to be positive, according to the Manpower Employment Outlook Survey for Quarter 3 2016

Guatemalan employers report the most optimistic hiring intentions among the 10 countries surveyed in the Americas. Hiring plans decrease by 2 percentage points when compared with the previous quarter but are stronger by 7 percentage points in an annual comparison.

- Once seasonal variations are removed from the data, Guatemalan employers report a positive Outlook of +16%.
- Overall payroll growth is expected in all five regions during the next three months. Employers in the South region report the strongest hiring intentions for 3Q 2016 a solid Net Employment Outlook of +23%.
- From a global perspective, the survey reveals that employers in 40 of 43 countries and territories intend to add to their payrolls by varying margins during the July-September time frame.
- Outlooks are mixed in comparison to the Quarter 3 2015 and Quarter 2 2016 surveys; forecasts improve in 14 countries, remain stable in 7 and decline in 21 quarter-over-quarter, and improve in a year-over-year comparison in 13 countries, remain stable in 5 and decline in 24. Third-quarter hiring confidence is strongest in India, Japan and Taiwan. The weakest –and only negative- forecast is reported in Brazil.

GUATEMALA (June 14, 2016) – According to the Manpower Employment Outlook Survey for the 3Q 2016 released today, Guatemalan employers report upbeat hiring prospects for the July-September time frame. While 18% of employers expect to increase staffing levels, 4% forecast a decrease, 77% anticipate no change and 1% don't know, the resulting Net Employment Outlook stands at +16% once the data is adjusted to allow for seasonal variation. Hiring prospects decrease by 2 percentage points quarter-over-quarter but increase by 7 percentage points year-over-year, and are stronger than any other country in the Americas region.

Employers in all six industry sectors expect to grow staffing levels in the coming quarter, and Outlooks improve by varying margins in two of the six sectors when compared to the second-quarter 2016 forecast. The strongest Net Employment Outlook of +21% is reported in the Services sector. Transport & Communication sector Outlook stands at +20%, slightly

decreased by 5 percentage points when compared to second quarter 2016 and stronger by 3 percentage points in annual comparison. Commerce and Construction sectors report +17% and +15% respectively. Commerce sector Outlook remains stable quarter-to-quarter, but had a considerable increase of 7 percentage points in annual comparison. In the meantime, Construction sector Net Employment Outlook decreased by 1 percentage point quarter-to-quarter and increased by 14 percentage points year-over-year. Employers in the Manufacture sector report a Net Employment Outlook of +12% once the data is adjusted to allow for seasonal variation, while those in the Agriculture, Fishing, Mining & Extraction sector stand at +11% with the weakest forecast.

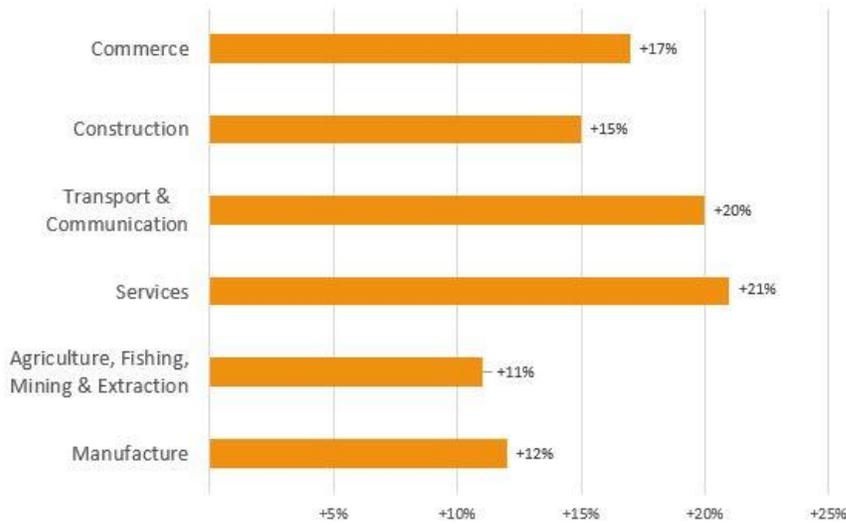
“Guatemalan employers continue to expect an upbeat hiring climate for the July-September timeframe. The government’s new commercial strategies appear to be having a positive effect on employers’ confidence. However, details regarding the new Job Conservation Law are not well understood by some employers whose businesses might benefit from it. Without an adequate understanding of this law, many employers may lose opportunities the legislation was intended to deliver, including foreign investment”, said Marco Penado, Guatemala Country Manager for ManpowerGroup.

Staffing levels are expected to increase in all four organization-size categories during the July-September time frame. Large employers once again lead the hiring intentions with a prosperous Net Employment Outlook of +30%. Elsewhere, Outlooks stand at +23% for Medium-size firms and +10% for Small-size firms, respectively, while the Outlook for Micro employers is +6%.

Elsewhere across the globe, third-quarter forecasts are mostly positive with employers in 40 of 43 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 July-September time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be a bit more conservative in comparison to the prior quarter and last year at this time. Hiring prospects improve in 14 countries and territories in a quarter-over-quarter comparison, but decline in 21. Outlooks strengthen in 13 countries and remain with no change in 5 territories year-over-year, but decline in 24. The most optimistic Net Employment Outlooks are reported once again in India, Japan and Taiwan, in that order. The weakest—and only negative—first-quarter hiring plans are reported in Brazil.

Sector Comparisons

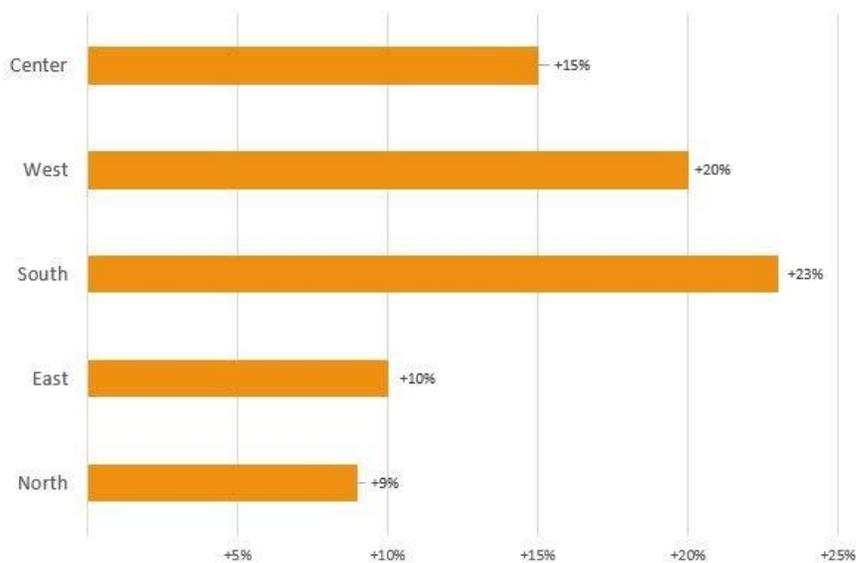
Seasonally Adjusted Net Employment Outlook



Opportunities for job seekers in the second quarter are expected to be strongest in the Services sector, where employers report a Net Employment Outlooks of +21%.

Regional Comparisons

Seasonally Adjusted Net Employment Outlook



Employers in the South region anticipate the third-quarter's most active hiring pace, reporting a Net Employment Outlook of +23%.

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.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com

ManpowerGroup Mexico, Caribbean and Central America

Nowadays, with more than 45 years of service in Mexico, Caribbean and Central America region, we have more than 170,000 permanent and temporary employees, more than 1 million of registered candidates, we serving monthly more than 2,000 clients and we have more than 100 branches in every state and country in the region (El Salvador, Costa Rica, Guatemala, Honduras, Panama, Puerto Rico, Nicaragua and Dominican Republic). You can find more information about ManpowerGroup Mexico, Caribbean and Central America in our regional webpage www.manpowergroup.com.mx