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**Employers adopt a “wait and see” attitude ahead of this week’s election:
ManpowerGroup Employment Outlook Survey**

MEDELLÍN, COLOMBIA (12th June, 2018) – Colombian employers report moderate hiring plans for the July-September time frame, as the current environment in the country shows political uncertainties. With 13% of employers forecasting an increase in staffing levels, 5% anticipating a decrease and 81% expecting no change, the Outlook stands at +7% once the data is adjusted to allow for seasonal variation. Hiring intentions remain relatively stable when compared with the previous quarter, but decline by 5 percentage points when compared with this time one year ago.

“Colombia is going through several situations that explain the current “stand by” attitude of employers,” said Javier Echeverri, Country Manager of ManpowerGroup Colombia. “Natural phenomena, such as the heavy rains that have affected the Pescadero-Ituango project and the admission of Colombia as a member of OECD are added to the current political environment, as the new Colombian president will be elected this month”, he added.

The ManpowerGroup Employment Outlook Survey for the third quarter 2017 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 September 2018 as compared to the current quarter?”*

Regional Comparisons

Payroll gains are forecast in all five regions during the upcoming quarter, with the strongest labor market anticipated in Caribbean, where the Net Employment Outlook is +12%. Pacific employers also expect respectable job gains, reporting an Outlook of +11%, while Outlooks of +8% and +6% are reported in Orinoquía and Andean, respectively. However, Amazon employers report subdued hiring intentions with an Outlook of +1%.

When compared with the previous quarter, Caribbean employers report a considerable improvement of 10 percentage points, and Outlooks increase by 3 and 2 percentage points in Orinoquía and Amazon, respectively. Elsewhere, hiring prospects are unchanged in the Pacific region, and remain relatively stable in Andean.

Amazon employers report a considerable decline of 10 percentage points when compared with this time one year ago, while Outlooks are 7 and 4 percentage points weaker in Andean and Pacific, respectively. However, Orinoquía employers report an improvement of 5 percentage points.

Sector Comparisons

Workforce gains are forecast for eight of the nine industry sectors during the upcoming quarter. Construction sector employers report the strongest hiring plans with a Net Employment Outlook of +17%. Elsewhere, steady payroll gains are anticipated in the Finance, Insurance & Real Estate sector, with an Outlook of +14%, while the Outlook for the Transportation & Utilities sector stands at +10%. Moderate hiring activity is expected in two sectors with Outlooks of +9% – the Agriculture & Fishing sector and the Services sector, and also in the Public Administration & Education sector, where the Outlook is +8%. However, Mining sector employers report uncertain hiring plans with an Outlook of -1%.

Hiring intentions strengthen in six of the nine industry sectors when compared with the previous quarter. Manufacturing sector employers report the most notable improvement of 8 percentage points, while the Outlook for the Finance, Insurance & Real Estate sector is 5 percentage points stronger. Hiring prospects improve by 4 percentage points in three sectors – the Agriculture & Fishing sector, the Transportation & Utilities sector and the Wholesale & Retail Trade sector. Meanwhile, hiring plans weaken in three sectors, including the Mining sector and the Public Administration & Education sector, where employers report decreases of 6 and 5 percentage points, respectively.

When compared with this time one year ago, employers report weaker hiring intentions in eight of the nine industry sectors. A considerable decrease of 18 percentage points is reported in the Mining sector, and Services sector employers report a decline of 8 percentage points. Elsewhere, Outlooks are 7 percentage points weaker in both the Construction sector and the Manufacturing sector, while Transportation & Utilities sector employers report a decline of 5 percentage points. However, the Outlook for the Finance, Insurance & Real Estate sector employers remains relatively stable.

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.

Employers in all four organization size categories expect to increase payrolls during the July-September period. Large employers report a healthy Net Employment Outlook of +24%, while the Outlook for Medium employers stands at +9%. Meanwhile, Micro- and Small-size employers report cautious Outlooks of +2% and +1%, respectively.

Quarter-over-quarter, hiring prospects decline by 2 percentage points for Large- and Medium-size employers, but the Outlook for Micro firms is 5 percentage points stronger. Meanwhile, Small employers report no change.

In comparison with 3Q 2017, hiring intentions weaken in all four organization size categories. The most notable declines of 8 percentage points are reported in the Medium- and Large-size categories. Elsewhere, Small employers report a decrease of 7 percentage points, while the Outlook for Micro employers is 2 percentage points weaker.

International Results

Third-quarter results indicate that, despite an uncertain geopolitical outlook, employer confidence remains mostly resilient across the globe. Payrolls are expected to grow by varying degrees in all countries and territories with the exception of Italy where the Outlook is negative for the second consecutive quarter. A clear majority of employers polled indicate they will maintain or add to their workforces, and only a fraction plan to reduce payrolls. Examples of notable optimism include Finland where the Outlook is the strongest reported since the country started the survey nearly six years ago, and in China where employers report their most optimistic hiring plans in three years. Conversely, the forecast in Panama is the weakest reported since the survey was launched in 2010. And New Zealand's forecast is the least optimistic reported since 2009.

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at <http://manpowergroup.com/meos>. The next Manpower Employment Outlook Survey will be released on September 11th 2018, to report hiring expectations for the fourth quarter of the same year.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling nearly 59,000 employers in 43 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the Monthly Monitor. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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 is powering the future of work: www.manpowergroup.com

About Manpower South America

Manpower South America began its activities in Chile, in 1963. Now it has more than 150 offices in all of the 10 countries of the region, serving 4000 clients and giving work opportunities to 130,000 people under permanent or temporary contracts.

About Manpower Colombia

Manpower started its operation in Colombia in 1976. Currently, the company has 27 offices in 19 cities, with more than 600 clients and 15,000 temporary employees. Further information about Manpower Colombia can be found at the website: www.manpowergroupcolombia.co