



ManpowerGroup™

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Opportunities for Guatemalan job seekers are expected to grow favorable, according to the ManpowerGroup Employment Outlook Survey for Quarter 1 2017

Hiring plans increase by 7 percentage points when compared with the previous quarter and by 1 percentage point in an annual comparison.

- Once seasonal variations are removed from the data, Guatemalan employers report a steady Outlook of +16%.
- Overall payroll growth is expected in the five regions during the next three months. Employers in the Center region report the strongest hiring intentions for 1Q 2017 a positive Net Employment Outlook of +19%.
- 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 January-March time frame.
- Outlooks are mixed in comparison to the Quarter 1 2016 and Quarter 4 2016 surveys; forecasts improve in 19 countries, remain stable in 7 and decline in 17 quarter-over-quarter, and improve in a year-over-year comparison in 21 countries, remain stable in 4 and decline in 18. First-quarter hiring confidence is strongest in Taiwan, India and Japan, in that order. The weakest –and only negative- forecasts are reported in Brazil, once again, and in Switzerland.

GUATEMALA (December 13, 2016) – According to the ManpowerGroup Employment Outlook Survey for the 1Q 2017 released today, Guatemalan employers report upbeat hiring prospects for the January-March time frame. While 22% of employers expect to increase staffing levels, 6% forecast a decrease and 70% anticipate no change and 2% don't know, the resulting Net Employment Outlook stands at +16% once the data is adjusted to allow for seasonal variation. Hiring prospects increase by 7 percentage points quarter-over-quarter and by 1 percentage point year-over-year.

Employers in all six industry sectors expect to grow staffing levels during the coming quarter, Outlooks increase by varying margins in three of the six sectors when compared to the fourth-quarter 2016 forecast, remain stable in two and decrease in one. The strongest Net Employment Outlook of +21% is reported in the Manufacture sector. Commerce and Services industry sectors Outlooks stand at +15%, respectively. Commerce forecast remains stable compared to the previous quarter and is decreased by

2 percentage points in annual comparison, while Services outlook is considerably increased by 11 percentage points in comparison to 4Q 2016 and by 1 percentage point year-to-year. Transport & Communication employers report +14% and Construction sector stands at +8%, while Agriculture, Fishing, Mining and Extraction gets the weakest prospect with +7%.

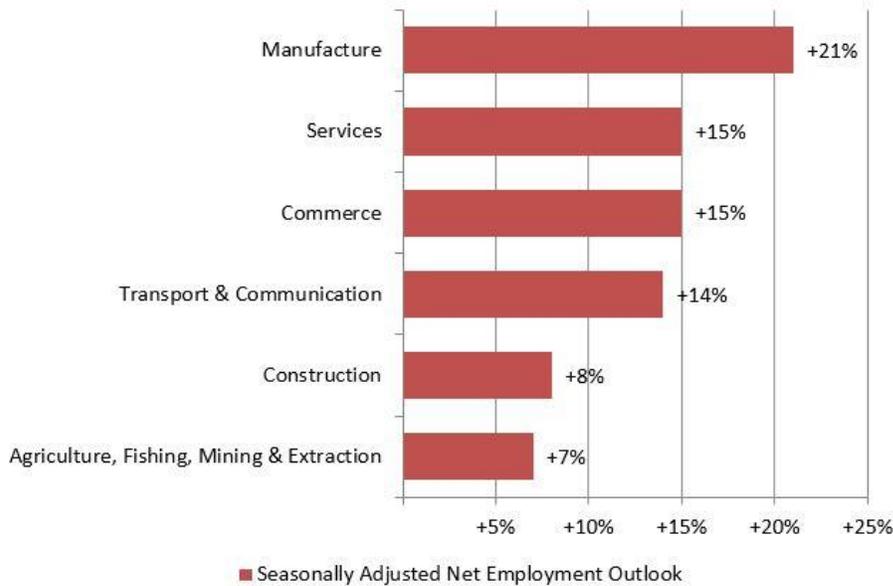
“The favorable forecast of +16% for the first three months of 2017 is mostly due to the start of Guatemalan companies’ operations. Specially, in Manufacture, Services and Commerce industry sectors, that have to strengthen their payrolls according to their budgets. It’s important to emphasize that there hasn’t been an important year-to-year growth, which indicates that the economy has remained stable, without relevant investment peaks that could impact the employment generation in contrast to 2016”, said Marco Penado, Guatemala Country Manager for ManpowerGroup.

Employers in all five regions forecast an increase in staffing levels during 1Q 2017. The strongest labor market is expected by employers in the Center who report a Net Employment Outlook of +19%. Employers in the South also anticipate an upbeat hiring pace, reporting an Outlook of +18%, while the Outlook for the West stands at +12%. Elsewhere, employers in the East report a cautiously optimistic Outlook of +9%, while the Outlook of +3% for the North reflects modest hiring plans. Quarter-over-quarter, hiring prospects improve in four of the five regions, most notably by 15 percentage points in the West. Hiring plans are 7 percentage points stronger in the Center and improve by 4 and 2 percentage points in the South and the North, respectively. However, employers in the East report a decline of 3 percentage points.

Staffing levels are expected to increase in all four organization-size categories during the January-March time frame. Large employers lead the hiring intentions for the next three months with a prosperous Net Employment Outlook of +34%, followed by Medium employers reporting prospects of +17%. Elsewhere, Outlooks stand at +10% for Micro-size companies and +9% for Small-size firms.

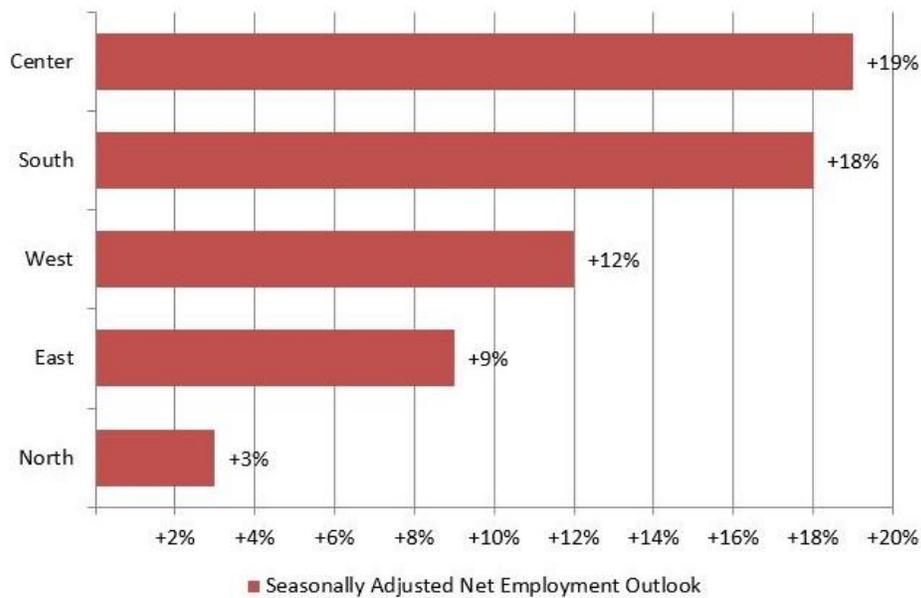
Elsewhere across the globe, first-quarter forecasts are mostly positive with employers in 40 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the January-March time frame, the results suggest hiring will proceed at an uneven pace. Hiring prospects improve in 19 countries and territories in a quarter-over-quarter comparison and remain stable in 7, but decline in 17. Outlooks strengthen in 21 countries and remain with no change in 4 territories year-over-year, but decline in 18. The most optimistic Net Employment Outlooks are reported in Taiwan, India and Japan, in that order. The weakest—and only negative—first quarter hiring plans are reported in Brazil and Switzerland.

Sector Comparisons



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

Regional Comparisons



Employers in the Center region anticipate the first-quarter's most active hiring pace, reporting a Net Employment Outlook of +19%.

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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