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**Contact:**

Juan David Tous  
(4) 3815151 ext 304  
juan.tous@manpower.com.co

**Employment Outlook in Colombia improves slightly in Q2, 2016,  
despite economic uncertainty**

*MEDELLÍN, COLOMBIA (8th March, 2016)* – Colombian employers report upbeat hiring intentions for the next three months, according to the Manpower Employment Outlook Survey for the April-June period. With 25% of employers expecting to increase staffing levels, 6% forecasting a decrease and 67% anticipating no change, the Net Employment Outlook stands at +18% once the data is seasonally adjusted.

The Outlook improves by 7 percentage points when compared with the previous quarter. Year-over-year, hiring prospects are 3 percentage points stronger.

“Despite the uncertainty Colombian markets are experiencing, employer hiring confidence has increased a little”, says Ms. Rosalba Montoya Pereira, Director of ManpowerGroup in the Andean Region of South America. “As a matter of fact, the Colombian Employment Outlook is one of the most optimistic among the 42 countries in which the survey is made, after India, Japan and Taiwan. The Construction sector forecast is still the strongest with four out of every 10 employers in the sector expecting to add to their work forces in the next three months. An active hiring pace is also expected in the Agriculture and Fishing sector, as several crops are requiring staff to bring in the harvests. ‘El Niño’ climatic phenomenon has brought a great drought, but flowers, coffee, cocoa and avocado, for instance, are being exported with the opportunity to capitalize on the exchange rate with the strong US Dollar. On the other hand, Mining sector employers are expecting a subdued hiring pace and the Outlook has slipped to a flat 0%”, she adds.

### **Regional Comparisons**

Employers anticipate an increase in staffing levels in all five regions during the coming quarter. The strongest hiring prospects are reported two regions with Net Employment Outlooks of +20% – Andean and Pacific. Upbeat hiring plans are also reported in Amazon, where the Outlook is +18%, while Caribbean employers forecast a steady hiring pace with an Outlook of +11%. Meanwhile, Orinoquia employers expect limited hiring activity, reporting an Outlook of +2%.

When compared with the previous quarter, hiring prospects improve in four of the five regions, most notably by 10 percentage points in both Andean and Pacific. However, Orinoquia employers report a decline of 3 percentage points.

Year-over-year, Employers in three regions report stronger hiring intentions. The most noteworthy increase of 9 percentage points is reported in Amazon, while Outlooks are 5 and 3 percentage points stronger in Andean and Pacific,

respectively. Meanwhile, hiring plans weaken in Orinoquia and Caribbean, declining by 6 and 2 percentage points, respectively.

### **Sector Comparisons**

When compared with the previous quarter, Outlooks strengthen in eight of the nine industry sectors. The most noteworthy improvements of 15 and 14 percentage points are reported in the Construction sector\* and the Agriculture & Fishing sector, respectively. Elsewhere, Wholesale Trade & Retail Trade sector employers report an increase of 8 percentage points, and Outlooks are 5 percentage points stronger in both the Mining sector\* and the Finance, Insurance & Real Estate sector. However, Public Administration & Education sector employers report a quarter-over-quarter decline of 4 percentage points.

Year-over-year, Outlooks improve in seven of the nine industry sectors, most notably by 10 percentage points in the Transportation & Utilities sector. Agriculture & Fishing sector employers report an increase of 8 percentage points, while Outlooks are 4 and 3 percentage points stronger in the Construction sector\* and the Finance, Insurance & Real Estate sector, respectively. Meanwhile, hiring prospects decline by 9 percentage points in the Public Administration & Education sector and are 2 percentage points weaker in the Services sector.

NOTE: Seasonally adjusted data is available for seven of the nine industry sectors. Data for the Construction sector (\*) and for the Mining sector (\*) is not seasonally adjusted.

### **Organization-Size Comparisons**

Payrolls are expected to grow in all four organization size categories during the coming quarter. Large employers report prosperous hiring plans with a Net Employment Outlook of +40%. Elsewhere, the Outlook for Medium employers stands at +14%, while employers report Outlooks of +13% in both the Micro- and Small-size categories.

Quarter-over-quarter, hiring intentions improve considerably for Large- and Small-size employers, with increases of 16 and 14 percentage points, respectively. Micro employers report an increase of 2 percentage points and the Outlook for Medium firms is unchanged.

When compared with 2Q 2015 Outlooks improve by 11 and 9 percentage points for Large- and Micro-size employers, respectively. Meanwhile, Small- and Medium-size employers report no change.

### **International Results**

ManpowerGroup's second-quarter research reveals that job gains are expected in 39 of 42 countries and territories during the April-June time frame. However, despite little indication of labor market contraction, hiring intentions in most countries and territories continue to remain modest. In fact, some key labor markets, such as Germany, France and Italy, are clearly struggling to gain traction amid the current economic uncertainty. Faced with the slowdown in China and ongoing turmoil in commodity markets, most employers across the

globe appear to be taking the measured approach of adding staff only when needed.

Despite some anticipated job gains, actual job growth is expected to slow by varying degrees with employers in a slim majority of countries and territories scaling back their hiring plans in both quarter-over-quarter and year-over-year comparisons. Hiring plans strengthen in only eight of 42 countries and territories when compared with the first three months of 2016 and weaken in 22. Outlooks improve in 12 countries and territories when compared with Quarter 2 2015 but decline in 23. Second-quarter hiring confidence is strongest in India, Japan, Taiwan, Colombia and Guatemala, while the weakest hiring prospects are reported in Brazil, France and Italy.

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at [http://manpowergroup.com/press/meos\\_landing.cfm](http://manpowergroup.com/press/meos_landing.cfm).

The next Manpower Employment Outlook Survey will be released on 14 June 2016 to report hiring expectations for the third quarter of 2016.

#### **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 58,000 employers in 42 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) 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](http://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 20 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](http://www.manpowergroupcolombia.co)