

**Contact:**  
María José Saavedra  
Mariajose.saavedra@hkstrategies.com



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## **Mexican employers continue to report positive hiring plans for the second-quarter: Manpower Employment Outlook Survey**

*Opportunities for job seekers are expected to be strongest in the Manufacture and Transport & Communication sectors.*

- Once seasonal variations are removed from the data, the Net Employment Outlook for Mexico stands at +13%— hiring prospects have not changed when compared with the previous quarters, but increase by 2 percentage points in annual comparison.
- Positive forecasts reported in all industry sectors and regions, hiring plans remain relatively stable in quarter-to-quarter comparison.
- 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.

**MEXICO CITY (March 08, 2016)** – Mexican employers report respectable hiring plans for the coming quarter. With 19% of employers forecasting an increase in staffing levels, 5% anticipating a decrease, 73% expecting no change and 3% don't know, the Net Employment Outlook is +13% once the data is adjusted to allow for seasonal variation. Employers report relatively stable intentions when compared to the previous quarter and a slight improvement in an annual comparison.

Employers in the North continue to expect the most active second-quarter hiring pace. The region's Net Employment Outlook of +16% is unchanged in comparison with the previous quarter and improves 4 percentage points year-over-year.

A steady hiring pace is expected in the Manufacture and Transport & Communication sectors with employers in both sectors reporting outlooks of +15%, and in the Services and Commerce sectors, with employers in both sectors reporting seasonally adjusted Employment Outlooks of +13%. The Manufacture sector's Outlook remains stable quarter-over-quarter and increases by 3 percentage points year-over-year, while Transport & Communication sector's forecast decreases 1 percentage point quarter-over-quarter and

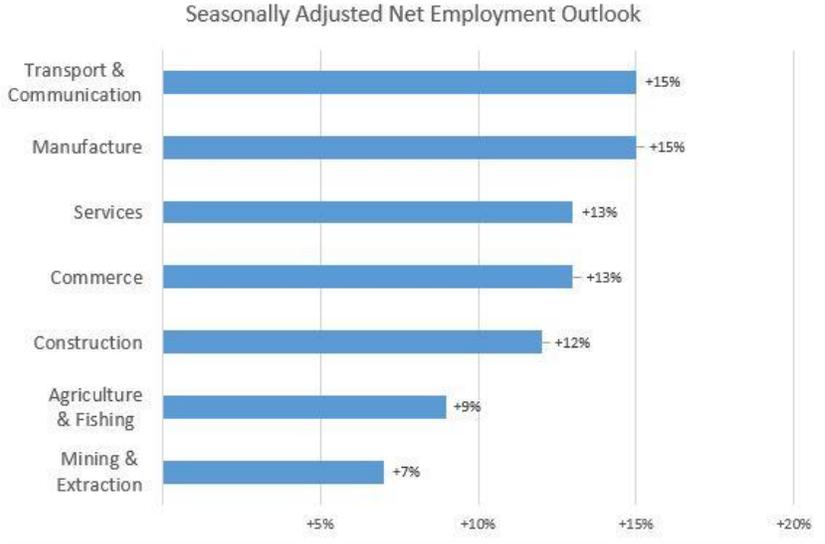
represents an increase of 5 percentage points in an annual comparison. The Services sector's Outlook is slightly decreased by 2 percentage points quarter-over-quarter and slightly increased by 2 percentage points in annual comparison. The Commerce sector's Outlook declines by 1 percentage point compared to 1Q 2016 and is slightly increased by 3 percentage points year-over-year.

“Considering developments associated with the peso-dollar parity and petroleum's plunging prices, Mexican employers remain resilient and continue to anticipate a favorable second-quarter hiring environment. However, according to the OECD Latin America's growth's pace has been slowed down due to external factors such as the drop of raw material's global prices, China's economic weakening and United States' monetary policy's gradual normalization. So it will be crucial to elevate productivity to ensure a steady supply of opportunities for Mexico's job seekers,” said Mónica Flores Barragán, President Latin America ManpowerGroup. “The forecast for Transport & Communication industry sector is once again strong, possibly on account of airport groups' investment acceleration in their aerial terminals' infrastructure. Manufacture will remain an important sector for the country, mostly in automotive and aerospace industries, where a great demand for specialized technical profiles still exists.”

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms' categories during the coming quarter. Large employers forecast a positive labor market with a seasonally adjusted Employment Outlook of +24%. Elsewhere, the Medium category's Outlook stands at +16%, Small report slight hiring plans with an Outlook of +8% and Micro companies +2%.

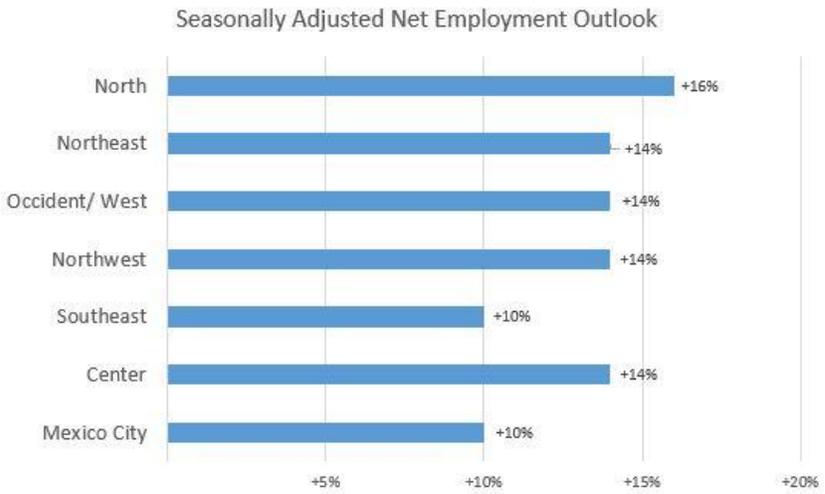
Elsewhere across the globe, second-quarter forecasts are mostly positive with employers in 39 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the April-June time frame, 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**



Employers in the Transport & Communication and Manufacture sectors report the most optimistic hiring intentions for 2Q 2016.

**Regional Comparisons**



Employers in the North anticipate the most active second-quarter hiring pace, reporting a Net Employment Outlook of +16%.

### **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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