



ManpowerGroup™

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Costa Rican employer hiring plans grow more modest for the second quarter of 2018, according to ManpowerGroup Employment Outlook Survey

Employers in all six industry sectors expect to increase employment levels during 2Q 2018, nevertheless employers in all industry sectors forecast a slower hiring pace when compared with the previous quarter.

- Once seasonal variations are removed from the data, Costa Rican employers report a conservative seasonally adjusted Net Employment Outlook of +8%.
- Second quarter forecasts are strongest in Services and Transport & Communication industry sectors, while employers in the Heredia and Cartago regions report the strongest hiring expectations.
- From a global perspective, employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame.
- Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

SAN JOSE COSTA RICA, (March 13, 2018) – According to the ManpowerGroup Employment Outlook Survey released today, Costa Rican employers report moderate hiring prospects for the second quarter. With 15% of employers expecting to increase staffing levels, 5% anticipating a decrease, 79% forecasting no change and 1% that don't know, the Net Employment Outlook stands at +8% once the data is adjusted to allow for seasonal variation. Employers report a considerable decrease of 9 percentage points quarter-over quarter and a slight decrease of 4 percentage points year-over-year.

In two of the six industry sectors – Agriculture, Fishing, Mining & Extraction and Commerce hiring expectations improved when compared to last year, while four decrease. Services and Transport & Communication industry sectors lead the hiring pace for the next three months with Net Employment Outlooks of +12% and +11%, respectively. Construction employers are cautious for the April – June time frame, with a Net Employment Outlook of +8%, with a decrease of 7 percentage points compared quarter-to-quarter and by 5 percentage points in the annual comparison. Manufacture employers report a fair +6%, with a considerable decrease of 13 percentage points when compared to last quarter and by 9 percentage points compared to last year.

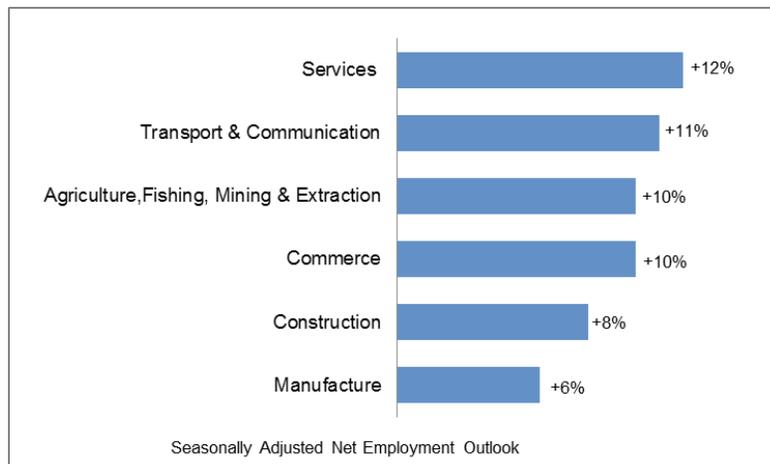
“Employers in Costa Rica report a considerable decrease in hiring confidence, driven by declines of varying degrees in all industry sectors when compared with the previous quarter. It is likely that this fair Outlook is due to the current economic situation in the country and due to the suspense of the elections. This can limit the investments in all sectors until employers have a clearer sense of how the elections are resolved. The favorable Outlook that employers report in the Services sector may be driven by the opening of two new service centers opened by Amazon and Smith & Newphew.,” said Dahiana Arias Gutiérrez, Country Manager for ManpowerGroup.

Employers in the six regions forecast an increase in staffing levels during 2Q 2018. Outlooks improve in only two of the six regions year-over-year. The strongest labor market is anticipated in Cartago, where employers report a Net Employment Outlook of +15% with an increase of 2 percentage points when compared with the previous quarter. Heredia region’s forecast is decreased by 8 percentage points quarter-to-quarter and in annual comparison with a forecast of +13%. In other hand, Guanacaste employers report an optimistic +10% with a decrease of 5 percentage points compared to 1Q 2018 and an increase of 2 percentage points in annual comparison.

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms’ categories during 2Q 2018. Large and Medium companies lead the hiring plans with seasonally adjusted Net Employment Outlooks of +12% each, followed by Small size firms that report +8% and Micro-size companies +2%.

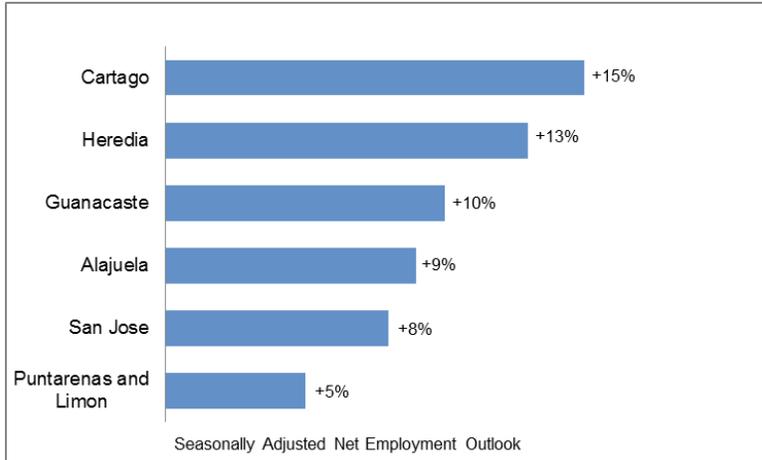
Elsewhere across the globe, employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June period, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine.** Some upward momentum is detected in the year-over-year comparison with forecasts improving in 25 of 43 countries and territories, declining in 13, and remaining unchanged in five.

Sector Comparisons



Employers in the Services sector report the most optimistic hiring intentions for 2Q 2018.

Regional Comparisons



Employers in Cartago region expect the most active second-quarter hiring pace with Net Employment Outlooks of +15%.

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 Croatia and Portugal. 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), 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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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

ManpowerGroup Mexico, Caribbean and Central America

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