



**EMBARGOED UNTIL TUESDAY SEPTEMBER 08, 2015 AT 12:01 A.M. EDT**

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### **Guatemalan employers report a steady outlook, according to the Manpower Employment Outlook Survey for Quarter 4 2015**

*Hiring plans decrease by 2 percentage points when compared with the previous quarter and have no change in annual comparison.*

- Once seasonal variations are removed from the data, Guatemalan employers report a respectable +11% Outlook.
- Job seekers can expect a favorable hiring environment in four regions from five during the next three months. Employers in the South region report the strongest hiring intentions with a hopeful Net Employment Outlook of +15%.
- From a global perspective, the survey reveals that employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. Outlooks are mixed in comparison to the Quarter 3 2015 and Quarter 4 2014 surveys; forecasts improve in 15 countries and decline in 20 quarter-over-quarter, and improve in a year-over-year comparison in 16 countries while declining in 21. Fourth-quarter hiring confidence is strongest in India, Taiwan and Japan. The weakest –and only negative- forecasts are reported in Brazil, Italy, Finland, France and Greece.

**GUATEMALA (September 08, 2015)** – According to the Manpower Employment Outlook Survey for the 4Q 2015 released today, Guatemalan employers report upbeat hiring prospects for the October-December time frame. While 16% of employers expect to increase staffing levels, 3% forecast a decrease and 81% anticipate no change, resulting in a Net Employment Outlook of +11% once the data is adjusted to allow for seasonal variation. However, hiring prospects decline by 2 percentage points both quarter-over-quarter and have no change year-over-year.

Employers in all six industry sectors expect to grow staffing levels in the coming quarter, and Outlooks improve by varying margins in three of the six sectors when compared to the third-quarter forecast. The strongest Net Employment Outlooks of +15% are reported in Transport & Communication and Commerce sectors, each, while the Construction sector

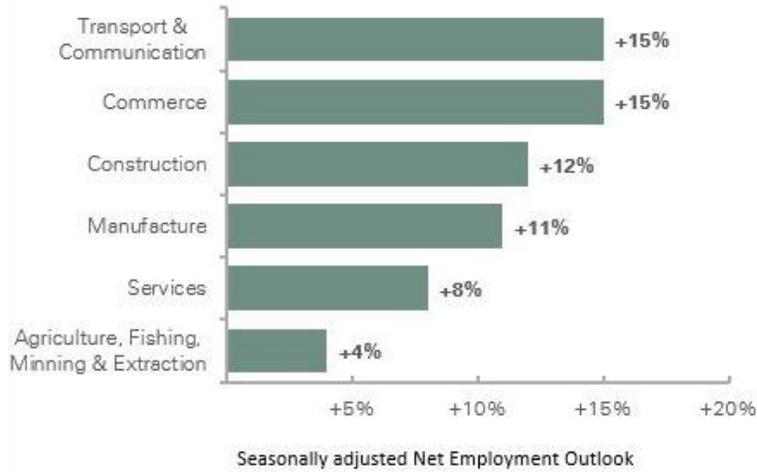
Outlook stands at +12%. Meanwhile, the Manufacture sector forecast remains at +11% with no change from previous quarter and Services sector Outlook has decreased 1 percentage point quarter-to-quarter and 4 percentage points in annual comparison, reporting a downbeat +8% Net Employment Outlook. Agriculture, Fishing, Mining & Extraction sector had a fair increase of 3 percentage points quarter-to-quarter comparison, nevertheless it decreased 3 percentage points in annual comparison, reporting a +4% Net Employment Outlook.

“Guatemala shows an increased Net Employment Outlook for the end of this year, staffing levels may be more upbeat from last quarters due to external investment in hotel chains and in the Guatemalan government’s efforts to boost tourism and exports,” said Marco Penado, Guatemala Country Manager for ManpowerGroup.

Staffing levels are expected to increase in all four organization-size categories during the next three months. Large employers report the strongest hiring plans with a healthy Net Employment Outlook of +23%. Elsewhere, Outlooks stand at +11% for Medium- size firms and 9% for Small-size firms, respectively, while the Outlook for Micro employers is +3%.

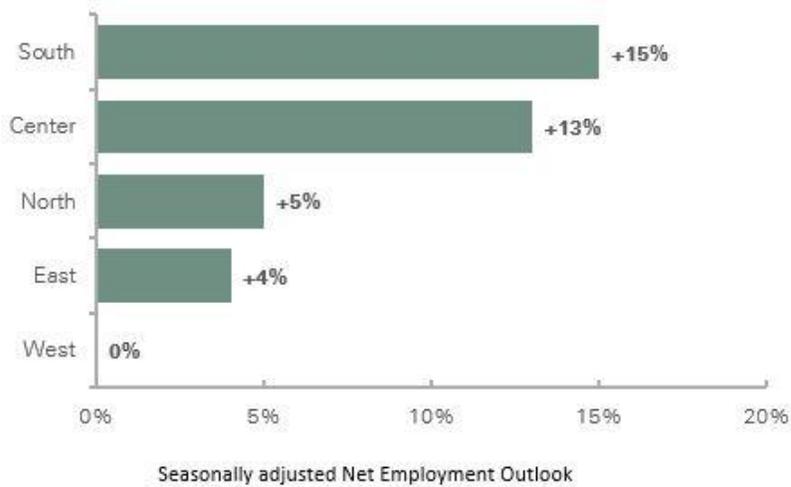
Fourth-quarter forecasts are mostly positive with employers in 36 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the October-December time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be conservatively increased in comparison to the prior quarter and marginally downbeat in comparison to last year at this time. Hiring prospects improve in 15 countries and territories in a quarter-over-quarter comparison, but decline in 20. Outlooks strengthen in 16 countries and territories year-over-year, but decline in 21. The most optimistic Net Employment Outlooks are reported in India, Taiwan, Japan and United States. The weakest—and only negative—fourth-quarter hiring plans are reported Brazil, Italy, France, Finland and Greece.

### Sector Comparisons



Opportunities for job seekers in the fourth quarter are expected to be the most favorable in the Transport & Communication and Commerce sectors where employers report Net Employment Outlooks of +15%.

### Regional Comparisons



Employers in South and Center regions anticipate a respectable fourth-quarter hiring pace, reporting Net Employment Outlooks of +15% and +13%, respectively.

### **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.

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