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Mexican employers continue to report favorable hiring plans for the fourth-quarter: ManpowerGroup Employment Outlook Survey

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

- Once seasonal variations are removed from the data, the Net Employment Outlook for Mexico stands at +13%— hiring prospects decrease slightly by 1 percentage point in comparison to the previous quarter and increase by 3 percentage points compared to last year at this time.
- Positive forecasts are reported in all industry sectors and regions.
- From a global perspective, the survey reveals that employers in 42 of 43 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 4 2016 and Quarter 3 2017 surveys; forecasts improve in 23 countries, are unchanged in 7 and decline in 13 quarter-over-quarter, and improve in a year-over-year comparison in 25 countries, unchanged in 3 and decline in 15. Fourth-quarter hiring confidence is strongest Japan, Taiwan and Costa Rica, in that order. The weakest is reported in Switzerland, nevertheless, there are no negative outlooks.

MEXICO CITY (September 12, 2017) – Mexican employers report positive hiring plans for the coming quarter. With 16% of employers forecasting an increase in staffing levels, 3% anticipating a decrease, 79% expecting no change and 2% don't know, the Net Employment Outlook is +13% once the data is adjusted to allow for seasonal variation. Employers report a slight decrease of 1 percentage point in their hiring intentions when compared to the previous quarter and an increase of 3 percentage points year-over-year.

Employers in the North and Northwest regions expect the most active fourth-quarter hiring pace with Net Employment Outlooks of +17% and +15%, respectively, followed by Northeast region reporting +14%. Southeast and Occident/West regions stand at +13%, respectively, while Center and Mexico City report +11%, each. Southeast employers raised their confidence with an outlook that increased by 3 percentage points quarter-to-quarter and by 7 percentage points in annual comparison.

A favorable hiring pace is expected in the Manufacture, Services and Transport & Communication industry sectors, reporting seasonally adjusted Employment Outlooks of +16% and +15% each, respectively. Commerce employers report +13%, Agriculture &

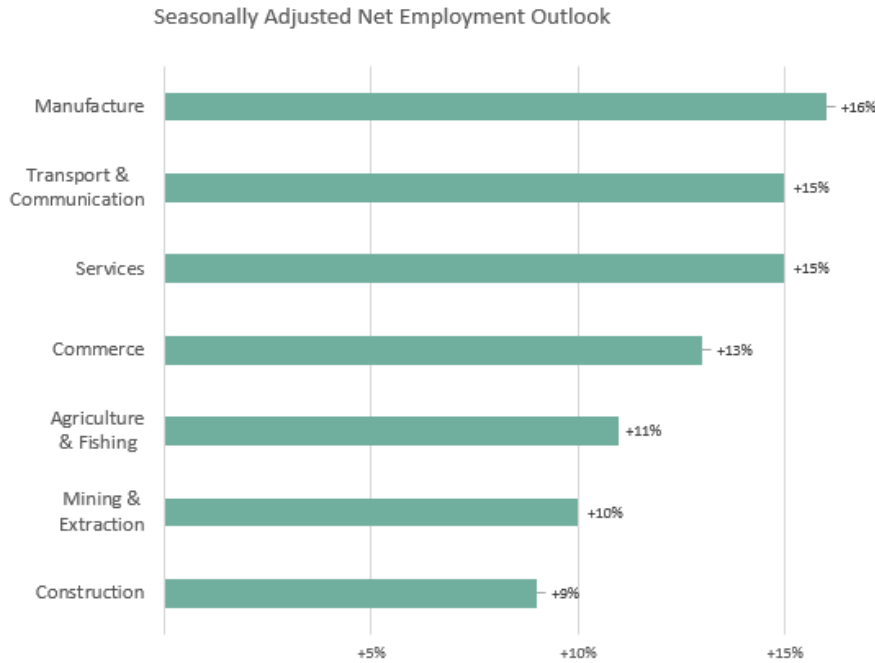
Fishing +11%, Mining & Extraction +10% and Construction +9%. Manufacture forecast is decreased by 1 percentage point quarter-to-quarter, nevertheless, increased by 5 percentage points year-over-year, while Services and Transport & Communication outlooks are both increased by 1 percentage point compared to 3Q 2017 and by 6 and 7 percentage points respectively compared to last year at this time. Construction sector reports once again the most conservative Net Employment Outlook of +9% for the next three months, nevertheless, increased by 1 percentage point in both quarter-to-quarter and annual comparison.

“The general mood among employers has significantly improved since the beginning of the year and the immediate aftermath of the U.S. election, and Mexico’s hiring prospects have remained upbeat throughout 2017. For this last quarter of the year, the outlook remains relatively stable quarter-to-quarter and improves slightly in the annual comparison. The results are consistent with other marketplace developments. According to the National Institute of Statistics and Geography (INEGI), Mexico’s economic activity increased during April-June timeframe and because of this growth, there are good perspectives last three months of 2017. Also, the Mexican Social Insurance Institute (IMSS) reveals that there’s been a raise in formal employment creation, with 517,434 new emerging job positions since January”, said Monica Flores, President for ManpowerGroup Latin America. “Unemployment rate keeps falling, standing at 3.2% by July”.

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms’ categories during the coming quarter. Large employers forecast a solid labor market with a seasonally adjusted Employment Outlook of +23%, decreased by 2 percentage points quarter-to-quarter, but increased by 6 percentage points in annual comparison. Elsewhere, the Medium category’s Outlook stands at +13%, Small report modest hiring plans with an Outlook of +8% and Micro companies +5%.

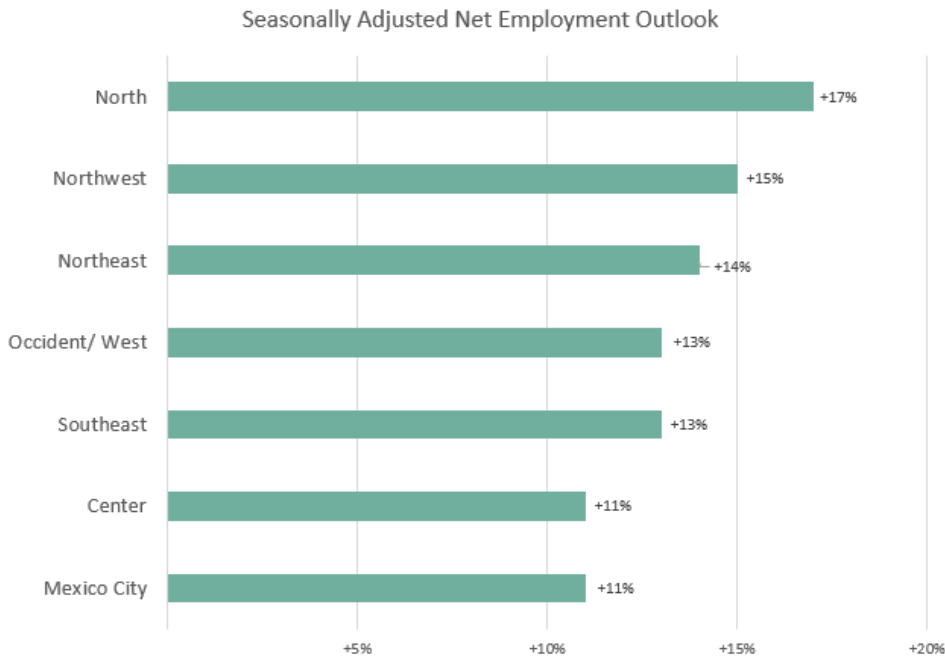
Elsewhere across the globe, fourth-quarter forecasts are mostly positive with employers in 42 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the October-December time frame, the results suggest hiring will proceed at an uneven pace. Hiring prospects improve in 23 countries and territories in a quarter-over-quarter comparison and remain stable in 7, but decline in 13. Outlooks strengthen in 25 countries and remain with no change in 3 territories year-over-year, but decline in 15. The most optimistic Net Employment Outlooks are reported in Japan, Taiwan and Costa Rica, in that order. The weakest is reported in Switzerland, nevertheless, there are no negative outlooks.

Sector Comparisons



Employers in the Manufacture, Transport & Communication and Services sectors report the most optimistic hiring intentions for 4Q 2017.

Regional Comparisons



Employers in North and Northwest regions expect the most active fourth-quarter hiring pace with Net Employment Outlooks of +17% and +15% 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.

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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