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Guatemalan employers report a favorable outlook, according to the Manpower Employment Outlook Survey for Quarter 1 2016

Hiring plans are stronger by 3 percentage points when compared with the previous quarter and by 6 percentage points in annual comparison.

- Once seasonal variations are removed from the data, Guatemalan employers report a respectable +14% Outlook.
- Job seekers can expect a hopeful hiring environment in the five regions during the next three months. Employers in the Center region report the strongest hiring intentions with a hopeful Net Employment Outlook of +17%.
- 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 January-March time frame. Outlooks are mixed in comparison to the Quarter 4 2015 and Quarter 1 2014 surveys; forecasts improve in 23 countries, remain stable in 6 and decline in 13 quarter-over-quarter, and improve in a year-over-year comparison in 19 countries while declining in 18. First-quarter hiring confidence is strongest in India, Taiwan and Japan. The weakest –and only negative- forecasts are reported in Brazil, Finland and France.

GUATEMALA (December 08, 2015) – According to the Manpower Employment Outlook Survey for the 1Q 2016 released today, Guatemalan employers report upbeat hiring prospects for the January-March time frame. While 19% of employers expect to increase staffing levels, 4% forecast a decrease, 75% anticipate no change and 2% don't know, the resulting Net Employment Outlook stands at +14% once the data is adjusted to allow for seasonal variation. Hiring prospects increase by 3 percentage points quarter-over-quarter and by 6 percentage points 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 five of the six sectors when compared to the fourth-quarter 2015 forecast. The strongest Net Employment Outlooks of +17% are

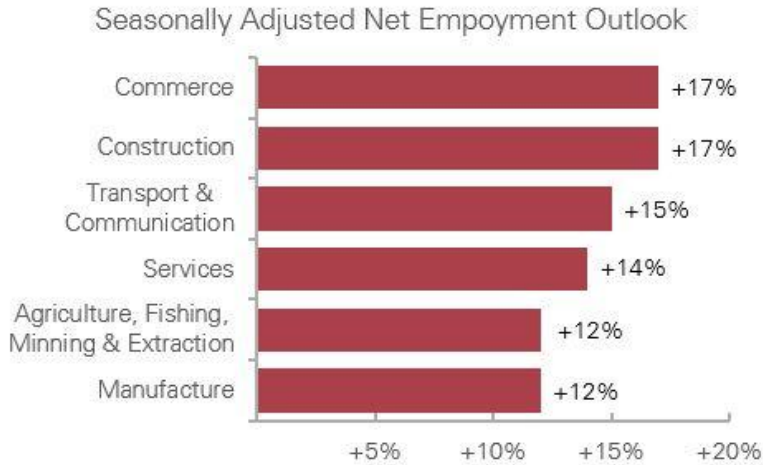
reported in both the Construction and Commerce sectors. While the Construction sector Outlook stands at +17% having a considerable increase of 16 percentage points in annual comparison and a slight increase of 4 percentage points quarter-to-quarter, Commerce sector increased by 11 percentage points year-over-year and 2 percentage points from last quarter. Meanwhile, employers in the Transport & Communication sector report a Net Employment Outlook of +15% once the data is adjusted to allow for seasonal variation, while those in the Services sector report +14% while outlooks in both the Agriculture, Fishing, Mining & Extraction and Manufacture stand at +12%.

“Guatemalan employers continue to expect an upbeat hiring climate in the first three months of the year, even after the economic, political and social events that occurred during last half of 2015. The country is now contemplating new infrastructures, markets and an expansion of the labor market. Hiring expectations are positive for the start of the year, employers from all sectors anticipate an increase in their payrolls and those in the Commerce and Construction sectors report the strongest first-quarter hiring expectations”, said Marco Penado, Guatemala Country Manager for ManpowerGroup. “Commerce sector employers expect to benefit from the new commercial strategies for the exportation of Guatemalan products while those in the Construction sector expect public construction and residential properties to boost opportunities for job seekers.”

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 +26%. Elsewhere, Outlooks stand at +17% for Medium- size firms and 11% for Small-size firms, respectively, while the Outlook for Micro employers is +6%.

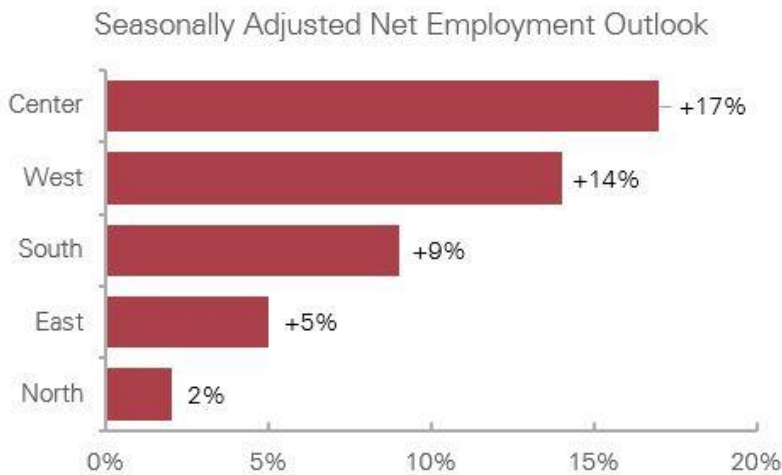
First-quarter forecasts are mostly positive with employers in 39 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the January-March time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be conservatively increased in comparison to the prior quarter and slightly downbeat in comparison to last year at this time. Hiring prospects improve in 23 countries and territories in a quarter-over-quarter comparison, but decline in 13. Outlooks strengthen in 19 countries and territories year-over-year, but decline in 18. The most optimistic Net Employment Outlooks are reported in India, Taiwan and Japan. The weakest—and only negative—first-quarter hiring plans are reported in Brazil, Finland and France.

Sector Comparisons



Opportunities for job seekers in the fourth quarter are expected to be the most favorable in the Commerce and Construction sectors where employers report Net Employment Outlooks of +17%.

Regional Comparisons



Employers in Center and West regions anticipate a respectable first-quarter hiring pace, reporting Net Employment Outlooks of +17% and +14%, 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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