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**Hiring confidence dips in Colombia for Q1, 2017: ManpowerGroup
Employment Outlook Survey**

MEDELLÍN, COLOMBIA (13th December, 2016) – ManpowerGroup interviewed 750 employers in Colombia and nearly 59,000 across 43 countries and territories to forecast labor market activity in Quarter 1 2017. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2017 as compared to the current quarter?”

In Colombia employer confidence has dipped slightly but the forecast remains cautiously optimistic, with 16% of employers forecasting an increase in staffing levels, 10% anticipating a decrease and 68% expecting no change. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring intentions decline by 2 percentage points when compared with the previous quarter and decrease by 4 percentage points year-over-year, resulting in the weakest hiring prospects since 3Q 2009.

“In our experience, the uncertainty of the markets as a whole is expressed in the confidence to create new formal employment. The general outlook and those of specific regions such as the Orinoquía, and sectors like Mining and Wholesale and Retail Trade, demonstrate that, and so do micro companies, where lots of Colombian people work. As long as accurate information about the new tax reform, the peace process and the new government in USA is not available for companies to make decisions, the employment outlook will reflect a “wait and see” attitude among employers, said Javier Echeverri, Country Manager of ManpowerGroup Colombia.

Regional Comparisons

Employers in four of the five regions expect to grow payrolls during 1Q 2017. The strongest labor markets are anticipated in Pacific and Caribbean, where Net Employment Outlooks stand at +14% and +12%, respectively. Elsewhere, some hiring activity is forecast by Andean employers with an Outlook of +6%, and by Amazon employers, who report an Outlook of +4%. However, staffing levels are expected to decline in Orinoquía, where the Outlook is -2%.

Quarter-over-quarter, hiring prospects weaken in four of the five regions, most notably by 9 and 5 percentage points in Amazon and Orinoquía, respectively. Caribbean employers also report a slight decrease of 3 percentage points. Meanwhile, Pacific employers report no change in hiring plans.

When compared with 1Q 2016, Amazon employers report a considerable decrease of 18 percentage points while Outlooks are 9 and 4 percentage points

weaker in Orinoquía and Andean, respectively. Elsewhere, the Outlook for the Pacific region improves by 4 percentage points.

Sector Comparisons

Seasonally adjusted data is available for seven of the nine industry sectors. Data for the Construction sector (*) and for the Mining sector (*) is not seasonally adjusted.

Staffing levels are forecast to increase in seven of the nine industry sectors during 1Q 2017. Construction sector* employers report the strongest hiring intentions with a healthy Net Employment Outlook of +21%. Steady payroll growth is anticipated in the Finance, Insurance & Real Estate sector and the Agriculture & Fishing sector, with Outlooks of +15% and +14%, respectively. Manufacturing sector employers also report respectable hiring plans with an Outlook of +11%, while the Outlook for the Services sector is +10%. However, Mining sector* employers report gloomy hiring prospects with an Outlook of -13%.

Quarter-over-quarter, hiring intentions weaken in five of the nine industry sectors. Mining sector* employers report the most noteworthy decline of 11 percentage points, while decreases of 9 and 7 percentage points are reported in the Services sector and the Wholesale Trade & Retail Trade sector, respectively. Meanwhile, Outlooks improve in four sectors, most notably by 19 percentage points in the Construction sector*.

When compared with 1Q 2016, hiring plans decline in six of the nine industry sectors. In the Transportation & Utilities sector, employers report a considerable decrease of 12 percentage points, while the Outlook for the Wholesale Trade & Retail Trade sector is 11 percentage points weaker. Mining sector* employers report a decline of 8 percentage points and Outlooks are 7 and 5 percentage points weaker in the Public Administration & Education sector and the Services sector, respectively. However, hiring prospects improve in three sectors, most notably by 3 percentage points in the Finance, Insurance & Real Estate sector.

NOTE: Seasonally adjusted data is available for seven of the nine industry sectors. Data for the Construction sector (*) and for the Mining sector (*) is not seasonally adjusted.

Organization-Size Comparisons

Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers in three of the four organization size categories expect to increase staffing levels in 1Q 2017. The strongest hiring pace is forecast by Large employers with a Net Employment Outlook of +21%. Elsewhere, Outlooks of +11% and +9% are reported by Medium- and Small-size employers, respectively. However, Micro employers expect payrolls to decline, reporting an Outlook of -3%.

When compared with the previous quarter, Micro employers report a decline of 7 percentage points while the Outlook for Large firms is 4 percentage points weaker. Meanwhile, hiring prospects remain relatively stable for Small- and Medium-size employers.

Year-over-year, Outlooks decline in three of the four organization size categories. A considerable decrease of 15 percentage points is reported by Micro employers, while Outlooks are 4 and 2 percentage points weaker for Large- and Medium-size employers, respectively. However, Small employers report an improvement of 8 percentage points.

International Results

Overall, forecasts are mixed in comparison to the Quarter 4 2016 and Quarter 1 2016 surveys. Hiring plans improve in 19 of 43 countries and territories when compared quarter-over-quarter, decline in 17, and are unchanged in seven. Outlooks strengthen in 20 countries and territories year-over-year, weaken in 18, and are unchanged in four. First-quarter hiring confidence is strongest in Taiwan, India, Japan, Hungary and Slovenia. The weakest forecasts are reported in Brazil, Switzerland and Italy.

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at <http://manpowergroup.com/meos>.

The next Manpower Employment Outlook Survey will be released on 14 March 2017 to report hiring expectations for the first quarter of that year.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling nearly 59,000 employers in 43 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the Monthly Monitor. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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 makes powering the world of work humanly possible: www.manpowergroup.com

About Manpower South America

Manpower South America began its activities in Chile, in 1963. Now it has more than 150 offices in all of the 10 countries of the region, serving 4000 clients and

giving work opportunities to 130,000 people under permanent or temporary contracts.

About Manpower Colombia

Manpower started its operation in Colombia in 1976. Currently, the company has 27 offices in 20 cities, with more than 600 clients and 15,000 temporary employees. Further information about Manpower Colombia can be found at the website:
www.manpowergroupcolombia.co