



ManpowerGroup™

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## **According to ManpowerGroup Employment Outlook Survey, Costa Rican employers forecast an upbeat hiring pace in the first quarter of 2018**

*Employers in all six industry sectors and all six regions expect to increase employment levels during 1Q 2018.*

- Once seasonal variations are removed from the data, Costa Rican employers report a positive seasonally adjusted Net Employment Outlook of +18%.
- First quarter forecasts are strongest in Services and Manufacture industry sectors, while Heredia and Alajuela regions still lead the hiring expectations.
- From a global perspective, the survey reveals that, employers forecast an increase in staffing levels for 41 of the 43 countries and territories during the coming quarter.
- The strongest Net Employment Outlooks are reported by employers in Taiwan, Japan, India, the US and Costa Rica. Meanwhile, employers report the weakest hiring prospects in Austria, Italy, Belgium and France. There are no negative Outlooks reported across the 43 countries and territories surveyed.

**SAN JOSE COSTA RICA, (December 12, 2017)** – According to the ManpowerGroup Employment Outlook Survey released today, Costa Rican employers report upbeat hiring plans for the upcoming quarter. With 24% of employers expecting to increase staffing levels, 4% anticipating a decrease, 71% forecasting no change and 1% that don't know, the Net Employment Outlook stands at +18% once the data is adjusted to allow for seasonal variation. Employers report a decrease of 1 percentage point quarter-over quarter and an increase of 7 percentage points year-over-year.

In two of the six industry sectors – Construction and Services hiring expectations improved when compared with the previous quarter, while three decrease and one had no change. Services and Manufacture industry sectors lead the hiring pace for the next three months with a forecast of +20% each. Transport & Communication employers are confident for the next three months, with a positive Net Employment Outlook of +16%, with a decrease of 13 percentage points compared quarter-to-quarter and by 2 percentage points in the annual comparison. In other hand, Commerce employers report a steady +15%, with no change compared to last quarter and an increase of 4 percentage points compared to last year.

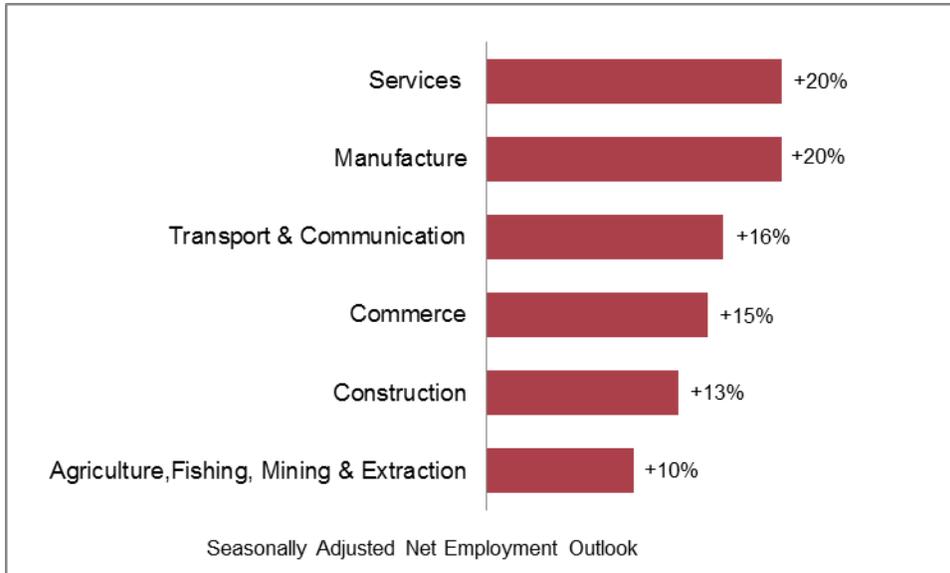
“Costa Rica’s steady Net Employment Outlook for 1Q 2018 reflects confidence among employers with hiring intentions relatively stable. The strongest Net Employment Outlooks of +20% are reported in both the Manufacture sector and the Services sector. This may be because manufacturing companies are being established in the country, and companies that offer shared and technical services are expecting significant growth. Nevertheless, the environment on investment issues and hiring intentions can become more conservative due to the election period that begins the coming quarter,” said Dahiana Arias Gutiérrez, Country Manager for ManpowerGroup.

Employers in the six regions forecast an increase in staffing levels during 1Q 2018. Outlooks improve in only one of the six regions quarter-over-quarter but in 5 year-over-year. The strongest labor market is anticipated in Heredia, where employers report a Net Employment Outlook of +22%. Alajuela region’s forecast is increased by 6 percentage points quarter-to-quarter and by 8 percentage points in annual comparison. In other hand, Puntarenas & Limon gets modest decreased of 5 percentage points compared to 4Q 2017 and a respectable increase of 14 percentage points in annual comparison.

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms’ categories during the coming quarter. Large and Medium companies lead the hiring plans with seasonally adjusted Net Employment Outlooks of +28% and +20%, respectively, followed by Small size firms that report +16% and Micro-size companies +10%.

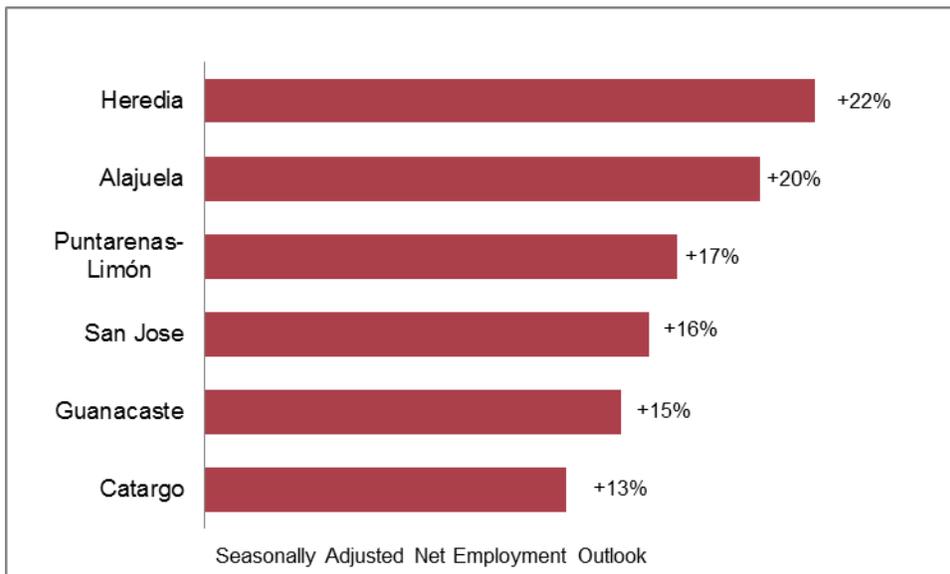
Elsewhere across the globe, employers forecast an increase in staffing levels for 41 of the 43 countries and territories during the January-March time frame. Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

### Sector Comparisons



Employers in the Services and Manufacture sectors report the most optimistic hiring intentions for 1Q 2018.

### Regional Comparisons



Employers in Heredia region expect the most active first-quarter hiring pace with Net Employment Outlooks of +22%.

### 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

## ManpowerGroup Employment Outlook Survey First Quarter 2018

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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