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## **Mexican employers continue to report hopeful hiring plans for the fourth-quarter: Manpower Employment Outlook Survey**

*Opportunities for job seekers are expected to be strongest in Manufacture and Commerce sectors.*

- Once seasonal variations are removed from the data, the Net Employment Outlook for Mexico stands at +10%— hiring prospects are slightly decreased in comparison to the previous quarter and last year at this time.
- Positive forecasts are reported in all industry sectors and regions. In five of the seven regions hiring expectations remain relatively stable in quarter-to-quarter comparison.
- 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 2015 and Quarter 3 2016 surveys; forecasts improve in 23 countries, remain stable in 9 and decline in 11 quarter-over-quarter, and improve in a year-over-year comparison in 21 countries, remain stable in 6 and decline in 15. Fourth-quarter hiring confidence is strongest in India, Japan and Taiwan. The weakest –and only negative- forecast once again is reported in Brazil.

**MEXICO CITY (September 13, 2016)** – Mexican employers report favorable hiring plans for the coming quarter. With 16% of employers forecasting an increase in staffing levels, 6% anticipating a decrease, 77% expecting no change and 1% don't know, the Net Employment Outlook is +10% once the data is adjusted to allow for seasonal variation. Employers report a slight decrease in their hiring intentions when compared to the previous quarter and in an annual comparison.

Employers in the North continue to expect the most active third-quarter hiring pace. The region's Net Employment Outlook of +14% is relatively stable in comparison with the previous quarter but decrease by 7 percentage points year-over-year.

A favorable hiring pace is expected in the Commerce and Manufacture industry sectors with employers reporting a seasonally adjusted Employment Outlook of +11%, for each. Agriculture, Fishing, Mining & Extraction sector's forecast is slightly increased by 2 percentage points both in quarter-to-quarter and annual comparison, standing at +10%.

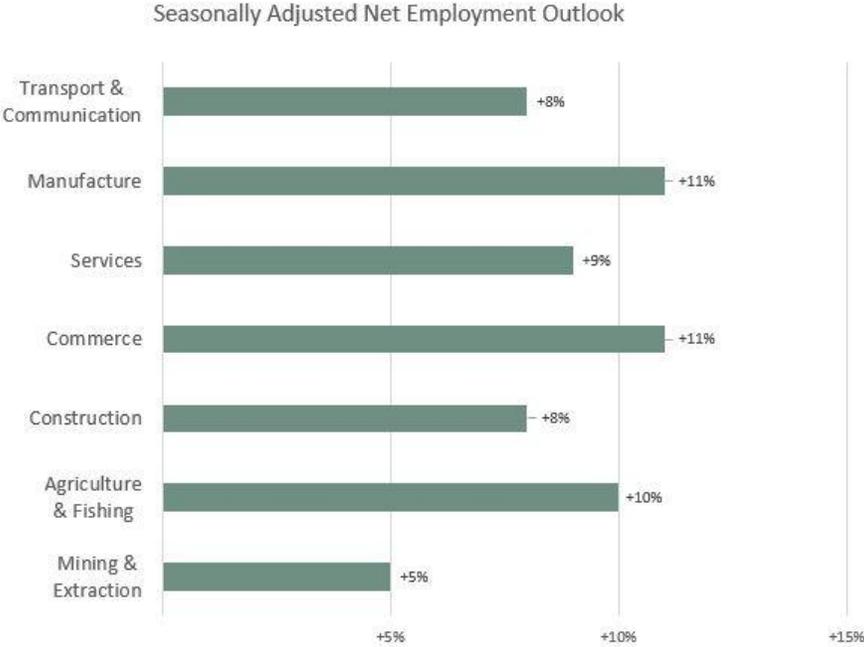
Elsewhere, Services sector's prospect is +9%, while Construction and Transport & Communication sector employers report +8% respectively. Mining & Extraction sector gets the most conservative Net Employment Outlook for the next three months with +5%, nevertheless, it is increased by 2 percentage points compared to 3Q 2016.

"Mexico's employers expect the hiring pace to remain steady through the end of the year, demonstrating their resistance to external pressures, including the monetary exchange devaluation. Regarding the employment prospects, the Net Employment Outlook for the next three months stands at +10%, benefitting from employer confidence in the Commerce, Manufacture, and Agriculture & Fishing industry sectors and North, West and Northwest regions", said Mónica Flores Barragán, President ManpowerGroup LATAM. "Employers in the Commerce industry sector are likely anticipating some advantage will be gained from the agreements established in the TPP (Trans-Pacific Strategic Economic Partnership Agreement) and the Pacific Alliance free trade agreement, in addition to an increase in wholesale and retail trade. Private investment in telecommunications will continue, nevertheless, employers in this industry sector report a weaker forecast in comparison to previous quarters."

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms' categories during the coming quarter. Large employers forecast a steady labor market with a seasonally adjusted Employment Outlook of +16%. Elsewhere, the Medium category's Outlook stands at +10%, Small report slight hiring plans with an Outlook of +7% and Micro companies +1%.

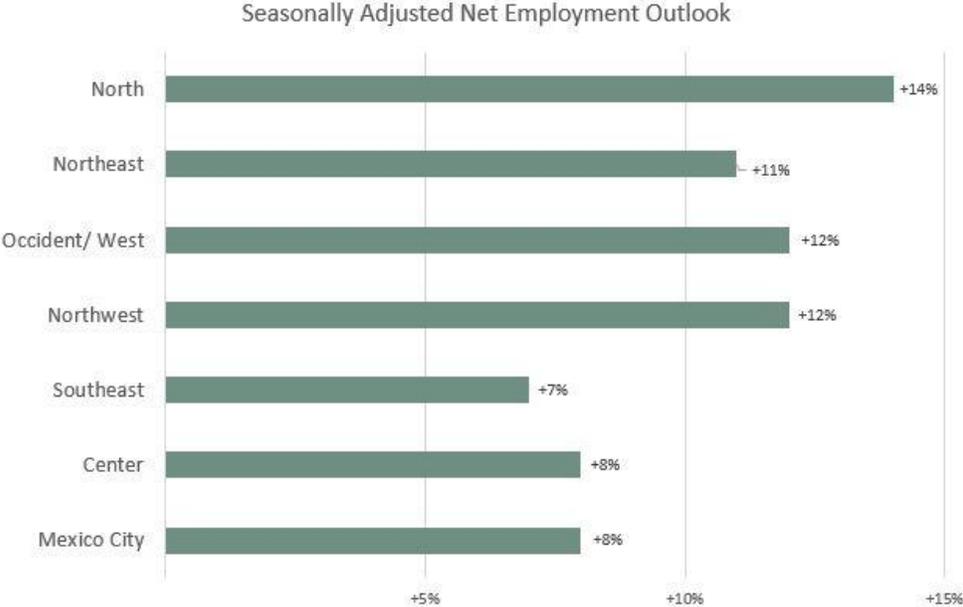
Elsewhere across the globe, fourth-quarter forecasts are mostly positive with employers in 42 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the October-December time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be a bit more conservative in comparison to the prior quarter and slightly increased in comparison to last year at this time. Hiring prospects improve in 23 countries and territories in a quarter-over-quarter comparison and remain stable in 9, but decline in 10. Outlooks strengthen in 21 countries and remain with no change in 6 territories year-over-year, but decline in 15. The most optimistic Net Employment Outlooks are reported once again in India, Japan and Taiwan, in that order. The weakest—and only negative—fourth quarter hiring plans are reported in Brazil.

**Sector Comparisons**



Employers in the Manufacture and Commerce sectors report the most optimistic hiring intentions for 4Q 2016.

**Regional Comparisons**



Employers in the North once again anticipate the most active fourth-quarter hiring pace with a Net Employment Outlook of +14%.

### **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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