**ManpowerGroup**™

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**Opportunities for Guatemalan job seekers are expected to be mild, according to the Manpower Employment Outlook Survey for Quarter 4 2016**

*Hiring plans decrease by 7 percentage points when compared with the previous quarter and by 3 percentage points in an annual comparison.*

- Once seasonal variations are removed from the data, Guatemalan employers report a positive Outlook of +9%.
- Overall payroll growth is expected in four of the five regions during the next three months. Employers in the South region report the strongest hiring intentions for 4Q 2016 a favorable Net Employment Outlook of +14%.
- 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.
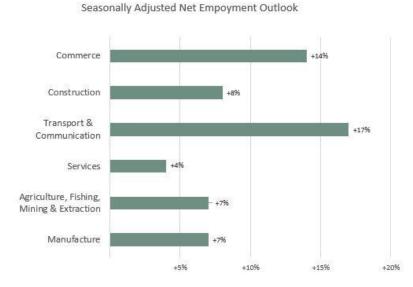
**GUATEMALA (September 13, 2016) –** According to the Manpower Employment Outlook Survey for the 4Q 2016 released today, Guatemalan employers report upbeat hiring prospects for the October-December time frame. While 18% of employers expect to increase staffing levels, 8% forecast a decrease and 74% anticipate no change, the resulting Net Employment Outlook stands at +9% once the data is adjusted to allow for seasonal variation. Hiring prospects decrease by 7 percentage points quarter-over-quarter and by 3 percentage points year-over-year.

Employers in all six industry sectors expect to grow staffing levels in the coming quarter, but Outlooks decrease by varying margins in all six sectors when compared to the third-quarter 2016 forecast. The strongest Net Employment Outlook of +17% is reported in the Transport & Communication sector. Commerce sector Outlook stands at +14%, slightly decreased by 3 percentage points when compared to third quarter 2016 and by 1 percentage point in annual comparison. Construction sector report +8% and Agriculture, Fishing, Mining & Extraction and Manufacture sectors +7%, respectively, while those in the Services sector stand at +4% with the weakest forecast.

"Guatemalan employers' favorable forecast of +9% for the next three months may be due to recently occurred structural commercial and political global events. The economic environment has been uncertain for many countries and Guatemala is not an exception. A few months ago seven mining projects were suspended, a fact that had an impact in the foreign companies' investment, which caused a loss of confidence among employers in the sector. Due to this, foreign firms do not see Guatemala with positive outlooks and, according to the Guatemalan American Chamber of Commerce, there's a need for strategies that help to attract foreign investment as well as a legislation subjects' revision, such as the emergent employment law, since this would help promote employment creation and regulation in the country," said Marco Penado, Guatemala Country Manager for ManpowerGroup.

Staffing levels are expected to increase in all four organization-size categories during the October-December time frame. Medium employers lead the hiring intentions for the next three months with a positive Net Employment Outlook of +16%, followed by Large employers reporting a Net Employment Outlook of +15%. Elsewhere, Outlooks stand at +5% for Micro-size companies and +4% for Small-size firms.
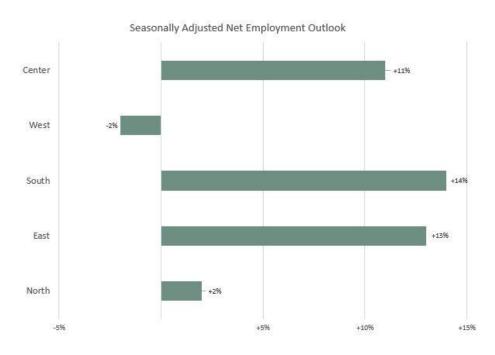
Elsewhere across the globe, fourth-quarter forecasts are mostly positive with employers in 42 of 43 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the October-December time frame, 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 11. 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

Seasonally Adjusted Net Empoyment Outlook



| Sector | Outlook |
|---|---|
| Commerce | +14% |
| Construction | +8% |
| Transport & Communication | +17% |
| Services | +4% |
| Agriculture, Fishing, Mining & Extraction | +7% |
| Manufacture | +7% |

Opportunities for job seekers in the fourth quarter are expected to be strongest in the Transport & Communication sector, where employers report a Net Employment Outlook of +17%.

## Regional Comparisons

Seasonally Adjusted Net Employment Outlook



| Region | Outlook |
|---|---|
| Center | +11% |
| West | -2% |
| South | +14% |
| East | +13% |
| North | +2% |

Employers in the South region anticipate the fourth-quarter's most active hiring pace, reporting 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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