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## Opportunities for Guatemalan job seekers are expected to grow more favorable, according to the ManpowerGroup Employment Outlook Survey for Quarter 4 2017

*Hiring plans increase by 2 percentage points when compared with the previous quarter and in an annual comparison.*

- Once seasonal variations are removed from the data, Guatemalan employers report a steady Outlook of +11%.
- Overall payroll growth is expected in the five regions during the next three months. Employers in the Center region report the strongest hiring intentions with a positive Net Employment Outlook of +15%.
- 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 2016 and Quarter 3 2017 surveys; forecasts improve in 23 countries, are unchanged in 7 and decline in 13 quarter-over-quarter, and improve in a year-over-year comparison in 25 countries, unchanged in 3 and decline in 15. Fourth-quarter hiring confidence is strongest Japan, Taiwan and Costa Rica, in that order. The weakest is reported in Switzerland, nevertheless, there are no negative outlooks.

**GUATEMALA (September 12, 2017) –** According to the ManpowerGroup Employment Outlook Survey for the 4Q 2017 released today, Guatemalan employers report upbeat hiring prospects for the October-December time frame. While 16% of employers expect to increase staffing levels, 4% forecast a decrease and 80% anticipate no change, the resulting Net Employment Outlook stands at +11% once the data is adjusted to allow for seasonal variation. Hiring prospects increase by 2 percentage points quarter-over-quarter and year-over-year.

Employers in the six industry sectors expect to grow staffing levels during the coming quarter. However, Outlooks increase in only three of the six sectors when compared to the third-quarter 2017 forecast and decrease in two. The strongest Net Employment Outlook of +19% is reported in the Services sector, followed by Manufacture with +17%. The

Services sector forecast is increased by 3 percentage points quarter-to-quarter and by 15 percentage points in annual comparison, while Manufacture outlook is considerably increased by 8 percentage points when compared to 3Q 2017 and by 11 percentage points year-over-year. Elsewhere, Transport & Communication and Construction industry sectors employers report +8% and +7%, respectively, Agriculture, Fishing, Mining & Extraction +6% and Commerce with the most conservative, but still positive, fourth quarter forecast stands at +4%.

"Guatemalan forecast for the last months of the year remains favorable. This might be related to other marketplace developments in the country with a 3% growth during the first semester of 2017, an increase driven by foreign currencies income flows brought by family remittances, private consumption, investment and an improved development of exportations and importations," said Kristhal Jennifer Galdámez Mijangos, Business Development Manager for ManpowerGroup Guatemala. "Services sector employers report the most positive hiring expectations, possibly due to a rise in medical tourism. According to the Guatemalan Exportations Association (Agexport), there are around 8 thousand people constantly visiting the country to receive medical treatment, mostly for odontology procedures."
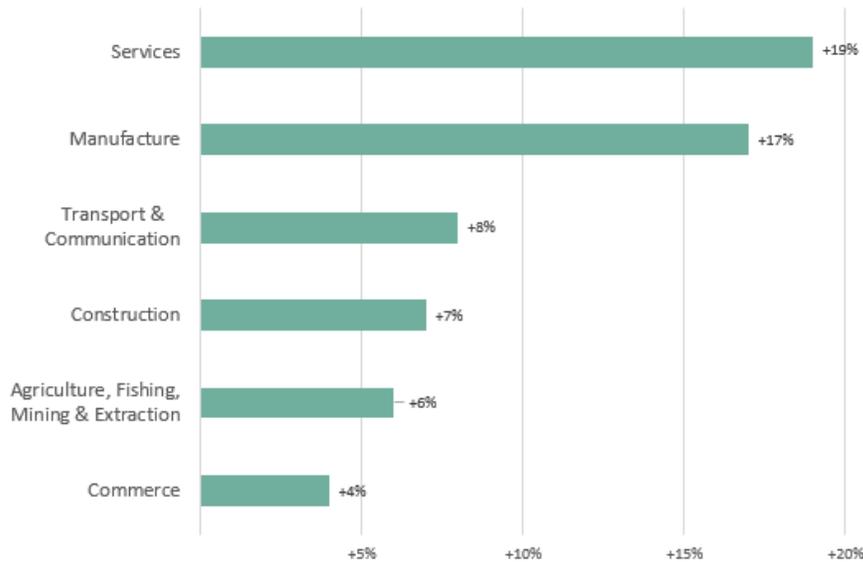
Employers in the five regions forecast an increase in staffing levels during 4Q 2017. The strongest labor market is expected by employers in the Center region with a Net Employment Outlook of +15%. Employers in the West also anticipate an upbeat hiring pace, reporting an Outlook of +13%, while the Outlook for the South stands at +6%. Elsewhere, employers in the North report a modest Outlook of +4%, while the East region Outlook of +1% reflects flat hiring plans. Quarter-over-quarter, hiring prospects improve in two of the five regions.

Staffing levels are expected to increase in all four organization-size categories during the October-December time frame. Large employers once again lead the hiring intentions with a prosperous Net Employment Outlook of +36%, followed by Small size firms reporting +11%. Elsewhere, Outlooks stand at +10% for Medium and +2% for Micro companies.

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. Hiring prospects improve in 23 countries and territories in a quarter-over-quarter comparison and remain stable in 7, but decline in 13. Outlooks strengthen in 25 countries and remain with no change in 3 territories year-over-year, but decline in 15. The most optimistic Net Employment Outlooks are reported in Japan, Taiwan and Costa Rica, in that order. The weakest is reported in Switzerland, nevertheless, there are no negative outlooks.
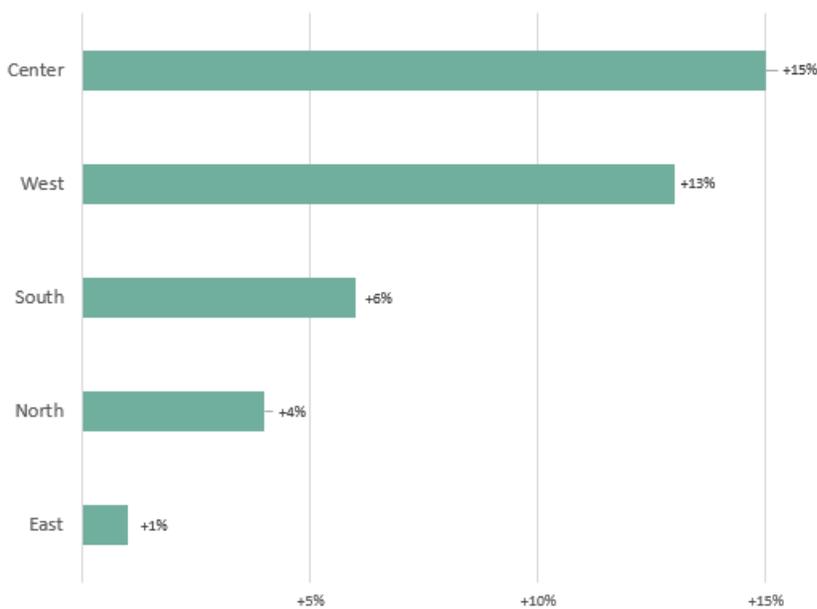
## Sector Comparisons

Seasonally Adjusted Net Empoyment Outlook

| Sector | Outlook |
|---|---|
| Services | +19% |
| Manufacture | +17% |
| Transport & Communication | +8% |
| Construction | +7% |
| Agriculture, Fishing, Mining & Extraction | +6% |
| Commerce | +4% |

Opportunities for job seekers in the fourth quarter are expected to be strongest once again in the Services sector, where employers report a Net Employment Outlook of +19%.

## Regional Comparisons

Seasonally Adjusted Net Employment Outlook

| Region | Outlook |
|---|---|
| Center | +15% |
| West | +13% |
| South | +6% |
| North | +4% |
| East | +1% |

Employers in the Center region lead the fourth-quarter's hiring pace, reporting a Net Employment Outlook of +15%.

**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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