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ManpowerGroup™

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**Manpower Employment Outlook Survey:
Costa Rican employers expect steady hiring pace in Quarter 1 2016**

Hiring prospects increase by 3 percentage points when compared with the previous quarter and are 8 percentage points stronger in the annual comparison.

- Once seasonal variations are removed from the data, Costa Rican employers report a steady +16% Outlook.
- First quarter forecasts are strongest in the Construction, Transport & Communication and Manufacture sectors, and the Alajuela, Cartago, Heredia and Puntarenas & Limon regions.
- From a global perspective, the survey reveals that employers in 39 of 42 countries and territories intend to add to their payrolls by varying margins during the January-March time frame. Outlooks are mixed in comparison to the Quarter 4 2015 and Quarter 1 2014 surveys; forecasts improve in 23 countries, remain stable in 6 and decline in 13 quarter-over-quarter, and improve in a year-over-year comparison in 19 countries while declining in 18. First-quarter hiring confidence is strongest in India, Taiwan and Japan. The weakest –and only negative- forecasts are reported in Brazil, Finland and France.

SAN JOSE COSTA RICA, (December 08, 2015) – According to the Manpower Employment Outlook Survey released today, Costa Rican employers report hopeful hiring plans for the upcoming quarter. With 22% of employers expecting to increase staffing levels, 6% anticipating a decrease, 71% forecasting no change and 1% don't know, the Net Employment Outlook stands at +16% once the data is adjusted to allow for seasonal variation. Employers report a quarter-over-quarter increase of 3 percentage points and the Outlook is 8 percentage points stronger year-over-year.

In the four of the six industry sectors hiring expectations improved when compared with the previous quarter and two present decrease, while the six of them are stronger in annual comparison.

“After the closure of a year of volatility and uncertainty over the globe, Costa Rica seems to consolidate the economic stabilization process. As other countries, it has taken advantage of United States’ economic recovery and internally it gets benefit from sectorial duties and a positive macroeconomic environment”, said Ana Gabriela Chaverri, Country Manager for ManpowerGroup. “As it happened in most quarters of 2015, Construction employers continue to report the strongest hiring expectations, with employers apparently encouraged by low inflation and a generalized decrease in the prices of raw materials and construction consumables like cement. In the meantime, employers in the Transport &

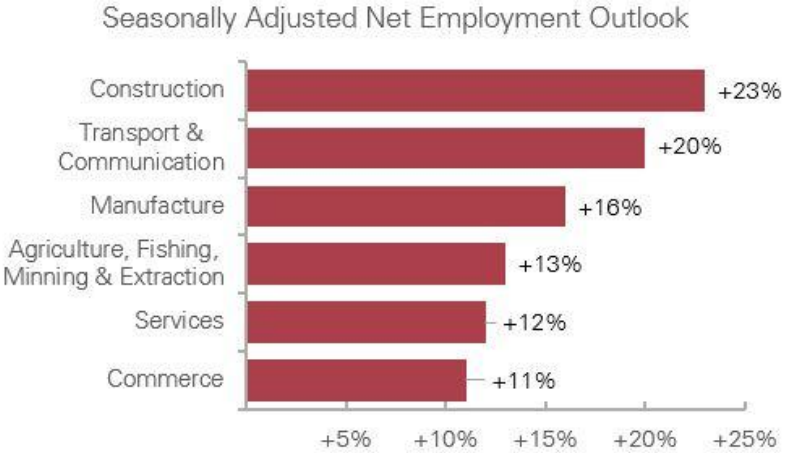
Communication and Manufacture sectors also expect the hiring pace to quicken. Due to an increase in tourism's activities added to the movement of exportation and importation merchandise and the sustained dynamism of internet and telecommunications, Transport & Communication sector is strong, while Manufacture quarter after quarter is a booming sector for specific regions of the country."

Employers in five of the six regions forecast an increase in staffing levels during 1Q 2016. Outlooks improve in two of six regions quarter-over-quarter and in five of the six regions year-over-year. The strongest labor markets are anticipated in Alajuela, where employers report Net Employment Outlooks of +29%. Employers report encouraging signs for job seekers in Cartago with a Net Employment Outlook of +15, while Puntarenas & Limon and Heredia Outlooks stand at +14%. Meanwhile, San Jose reports +13% and Guanacaste remains steady with 0%.

"The stronger forecasts are reported in Alajuela, in contrast to last year when Heredia had the strongest hiring expectations. Regionally, there are good perspectives for the start of 2016, employers in all of the regions report stronger forecasts in comparison to the prior quarter except those in Guanacaste, where the outlook remains the same in comparison to last quarter. Alajuela employers report the strongest hiring expectations with a great performance in Manufacture sector, and Cartago region employers improve their forecast by 6 percentage points in comparison to last year, presenting optimistic hiring intentions," added Chaverri. "Large companies once again lead the hiring expectations in the size categories, followed by medium size-firms. Micro companies are also growing more confident while small ones present a slight decrease in comparison to last quarter but remain positive."

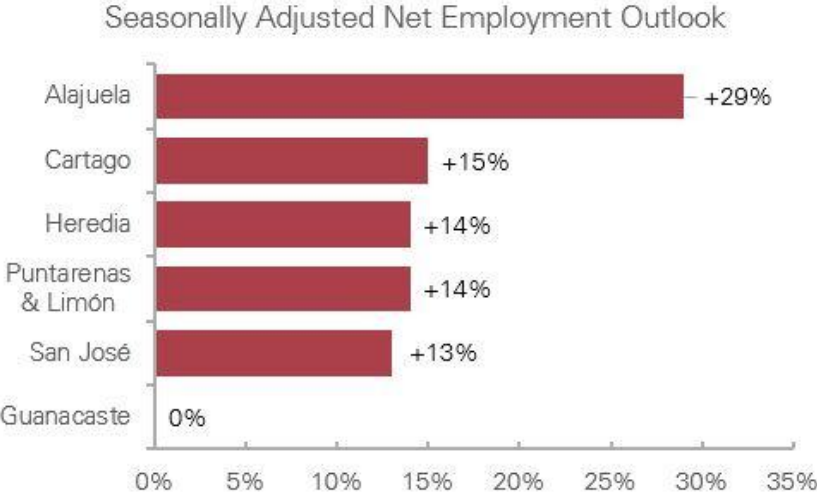
First-quarter forecasts are mostly positive with employers in 39 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the January-March time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be conservatively increased in comparison to the prior quarter and slightly downbeat in comparison to last year at this time. Hiring prospects improve in 23 countries and territories in a quarter-over-quarter comparison, but decline in 13. Outlooks strengthen in 19 countries and territories year-over-year, but decline in 18. The most optimistic Net Employment Outlooks are reported in India, Taiwan and Japan. The weakest—and only negative—first-quarter hiring plans are reported in Brazil, Finland and France.

Sector Comparisons



Employers in the Construction industry sector once again report the most optimistic hiring intentions for 1Q 2016.

Regional Comparisons



Employers in the Alajuela, Cartago, Heredia and Puntarenas & Limon regions expect the most active first-quarter hiring pace.

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.

About ManpowerGroup

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ManpowerGroup Mexico and Central America

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