



EMBARGOED UNTIL TUESDAY DECEMBER 08 2015 AT 12:01 A.M. EDT

Contact:

María José Saavedra
Mariajose.saavedra@hkstrategies.com

Panamanian employers report respectable first-quarter hiring plans

Panama's most optimistic hiring intentions are reported by employers in the Agriculture, Fishing, Mining & Extraction and Construction sectors.

- The resulting adjusted Net Employment Outlook for Panama is +12%, slightly increased by 3 percentage points when compared to last quarter. Nevertheless, decreased by 7 percentage points from one year ago.
- Employers in the six industry sectors and three of four regions expect to add to their payrolls in January-March time frame.
- 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.

PANAMA, (December 08, 2015) – According to the Manpower Employment Outlook Survey announced today, Panamanian employers report respectable hiring plans for the coming quarter. With 20% of employers forecasting an increase in staffing levels, 9% anticipating a decrease, 70% expecting no change and 1% don't know, the resulting Net Employment Outlook is +12% once the data is adjusted to allow for seasonal variation. Hiring prospects increase 3 percentage points quarter-over-quarter and decline 7 percentage points year-over-year.

The strongest hiring prospects are reported in West region, where a hopeful Net Employment Outlook stands at +19%, forecasting an upbeat increase of 16 percentage points quarter-over-quarter and 10 percentage points in annual comparison. Employers in the Center forecast a modest increase of 3 percentage points while Metro South forecast a

considerable decrease of 10 percentage points, both in the annual comparison. The weakest regional Outlook of -2% is reported in Metro North.

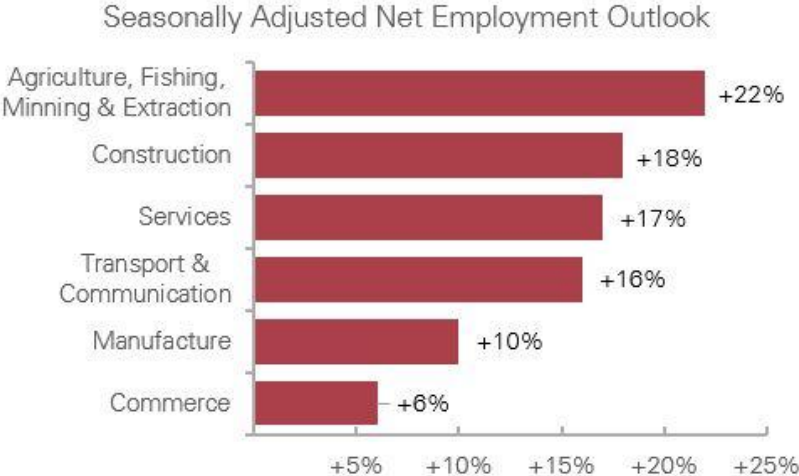
“According to a global competitiveness study, Panamá remains as the second most competitive economy in Latin America and consolidates itself as the most competitive economy in Central America. Nevertheless, the country needs to pay attention to improving education and developing a more qualified workforce because some sectors require specialized professionals that are lacking in the region”, said Alberto Alesi, ManpowerGroup Regional Director for Central America and Dominican Republic. “Agriculture, Fishing, Mining & Extraction has increased its economic activity, which makes its hiring pace more optimistic this quarter. Agriculture and livestock activities registered a rise that was propelled by banana production and exportation.”

Employers in the six industry sectors expect to grow payrolls during 1Q 2016. The strongest labor market is anticipated in the Agriculture, Fishing, Mining & Extraction sector, where employers report a solid Net Employment Outlook of +22% once the data is adjusted for seasonal variation. Elsewhere, Construction sector employers report active hiring plans with a +18% Net Employment Outlook, Services sector report a respectable +17%, Transport & Communication stands at +16% and Manufacture and Commerce report +10% and +6%, respectively.

Employers expect to grow staffing levels in Large, Medium, Small and Micro organization-size categories during the coming quarter. Large employers forecast an optimistic labor market with a Net Employment Outlook of +32%. Elsewhere, Medium category's Outlook stands at +17%, while Small and Micro employers report slight hiring plans with Outlooks of +9% and +5%, respectively.

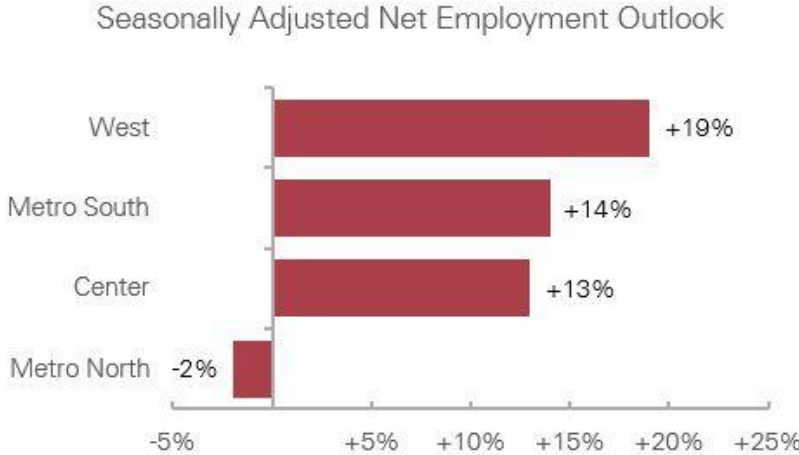
First-quarter forecasts are mostly positive with employers in 39 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the January-March time frame, the results suggest hiring 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



Agriculture, Fishing, Mining & Extraction and Construction industry sectors report the most hopeful hiring intentions for the quarter ahead.

Regional Comparisons



Employers in the West region anticipate a favorable hiring pace in the quarter ahead and report a Net Employment Outlook of +19%.

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

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis™, Right Management © and ManpowerGroup™ Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com

ManpowerGroup Mexico and Central America

The region started operations more than 45 years ago in Mexico. We have over 100 offices in Mexico, Central America (El Salvador, Costa Rica, Guatemala, Honduras, Panama and Nicaragua, and in the Dominican Republic). We have more than 2,000 clients and more than 155,000 annual associates. For more information about ManpowerGroup Mexico and Central America, visit us at www.manpowergroup.com.mx