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Job seekers can expect a favorable hiring pace for the next three months: ManpowerGroup Employment Outlook Survey

Payrolls are expected to increase in all seven regions and all seven industry sectors during the January-March time frame

- Once seasonal variations are removed from the data, the Net Employment Outlook for Mexico stands at +12%— hiring prospects decrease slightly by 1 percentage point in comparison to the previous quarter and decreased by 2 percentage points compared to last year at this time.
- Positive forecasts are reported in all industry sectors and regions.
- From a global perspective, the survey reveals that, employers forecast an increase in staffing levels for 41 of the 43 countries and territories during the coming quarter.
- The strongest Net Employment Outlooks are reported by employers in Taiwan, Japan, India, the US and Costa Rica. Meanwhile, employers report the weakest hiring prospects in Austria, Italy, Belgium and France. There are no negative Outlooks reported across the 43 countries and territories surveyed.

MEXICO CITY (December 12, 2017) – Mexican employers report steady hiring plans for the coming quarter. With 14% of employers forecasting an increase in staffing levels, 4% anticipating a decrease, 81% expecting no change and 1% don't know, the Net Employment Outlook is +12% once the data is adjusted to allow for seasonal variation. Employers report a slight decrease of 1 percentage point in their hiring intentions when compared to the previous quarter and a decrease of 2 percentage points year-over-year.

Employers in the Center expect the most active first-quarter hiring pace with Net Employment Outlooks of +15%, followed by Northeast and Northwest regions reporting +13% each. Mexico City and North regions stand at +12%, while Southeast and Occident report +11% and +10% respectively. Center employers indicated their confidence is improving with an outlook that increased by 3 percentage points quarter-to-quarter and in annual comparison.

A favorable hiring pace is expected in the Manufacture, and Transport & Communication industry sectors, reporting seasonally adjusted Employment Outlooks of +15% each. Mining & Extraction employers expect +12%, Commerce, Agriculture & Fishing and Services +11%, and Construction +6%. Agriculture & Fishing forecast an increased by 4

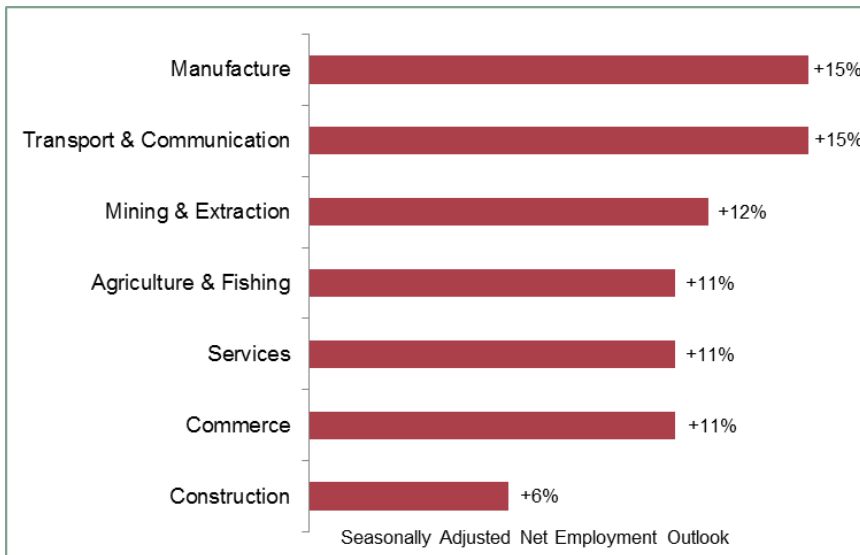
percentage point year-over-year, and relatively stable quarter-to-quarter, while Mining & Extraction outlook is increased by 3 percentage points compared to 1Q 2017 and by 2 percentage points compared to last quarter. Nevertheless, Construction and Services sectors reports a slight decrease Net Employment Outlook of -3% for the next three months, and in an annual comparison. Finally, Manufacture sector stays relatively stable with no change compared to the previous quarter and year.

“The Net Employment Outlook in Mexico showed a slight slowdown but remains positive with +12%. The unemployment rate continues decreasing. Nevertheless, informal jobs continue being high and unemployment for young people is increasing. The employers ask for technician skills in operational levels and experience, English knowledge and specialized skills for jobs in professional levels,” said Monica Flores, President for ManpowerGroup Latin America. “The uncertainty associated with ongoing NAFTA renegotiation continues to concern employers, nothing is concluded yet but the suspense makes some employer more cautious with their hiring intentions. In spite of the uncertainty in the country, the Manufacturing sector Outlook indicates that the steady hiring pace is expected to continue in the next three months, with employers reporting a Net Employment Outlook of +15% for the second consecutive quarter. Hiring plans are also unchanged when compared with the first quarter of 2017.”

Employers expect to grow staffing levels in Large, Medium, Small and Micro size- firms' categories during the coming quarter. Large employers forecast a solid labor market with a seasonally adjusted Employment Outlook of +24%, increased by 1 percentage points quarter-to-quarter, and by 3 percentage points in annual comparison. Elsewhere, the Medium firm category's Outlook stands at +12%, Small report fair hiring plans with an Outlook of +7% and Micro companies +4%.

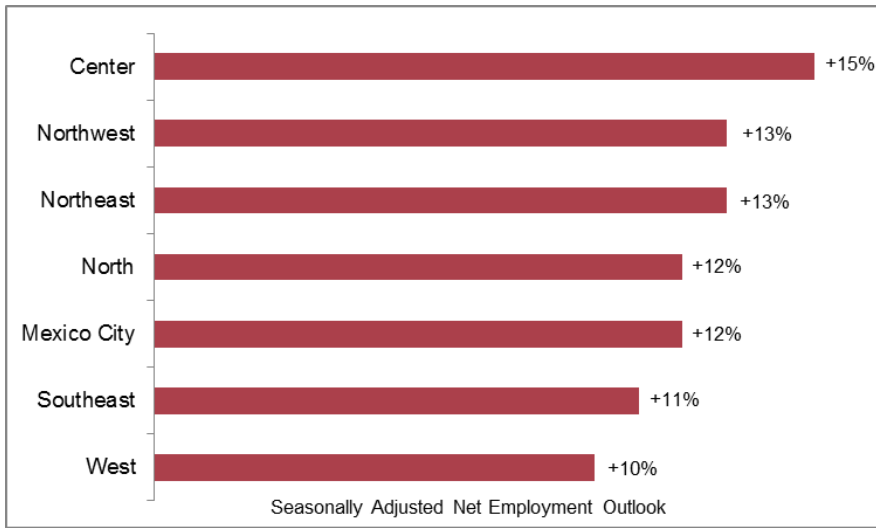
Elsewhere across the globe, employers forecast an increase in staffing levels for 41 of the 43 countries and territories during the January-March time frame. Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

Sector Comparisons



Employers in the Manufacture and Transport & Communication sectors report the most optimistic hiring intentions for 1Q 2018.

Regional Comparisons



Employers in Center region expect the most active first-quarter hiring pace with Net Employment Outlooks 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.

ManpowerGroup Employment Outlook Survey First Quarter 2018

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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ManpowerGroup Mexico, Caribbean and Central America

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