



ManpowerGroup®

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## **Costa Rican employers report a considerable increase hiring planes for the 3Q 2021**

- *Once seasonal variations are removed from the data, the Net Employment Outlook for Costa Rica stands at +9%. Hiring intentions are the strongest reported in three years.*
- *14% of employers of employers expect to return to pre-pandemic hiring levels in the next 6 months*
- *ManpowerGroup Talent Shortage Survey reveals 59% of Costa Rican employers report difficulty hiring.*
- *Globally, employers in 42 of the 43 countries and territories surveyed expect to increase payrolls during the coming quarter, including all 10 Americas countries.*

**SAN JOSE, COSTA RICA (JUNE 08, 2021)** – According to the ManpowerGroup Employment Outlook Survey released today, employers in Costa Rica predict a considerable increase hiring plans for the next quarter. Of the 550 employers surveyed, 12% expect to increase their workforces, 4% predict a decrease, 81% will keep their current workforce unchanged and 3% don't know. After adjusting for seasonal variations, the resulting Net Employment Outlook (NEO) is +9%, the strongest labor market in three years with an increase of 5 percentage points compared to the previous quarter and 31 percentage points in annual comparison.

### Key Findings:

- 14% of employers expect to return to pre-pandemic hiring levels in the next 6 months.
- 7 of 10 employers mention that their employees will be working in offices full time in the next 6 to 12 months, as more than 50% of their employees have activities where they need to be in the office most of the time.

27% of Costa Rican employers expect to return to pre-pandemic hiring levels probably by 2022. Sentiment changes when compared by region, the Americas (24%), APAC (18%) and EMEA (17%).

However, despite the strong hiring intentions globally, additional findings from ManpowerGroup's latest Talent Shortage Survey of 42,000 employers conducted in January 2021; indicate that the global talent shortage is at a 15-year high with 69%.

“Costa Rica has very good hiring intentions in all sectors, especially Transport and Communications with + 15%. Thanks to vaccination process we see an increase in

confidence, hoping to return to normal productivity and therefore, in a cautious but progressive way, reactivating the personnel hiring processes.

However, it is important for companies to keep in mind that we are at the highest point of talent shortage in the last 15 years. The general population will seek new opportunities to accomplish a new and better balance between work and personal life. Therefore, awareness must be raised about talent strategy, to retain the best and become more attractive to gain new candidates with more and better skills. " said Natalia Severiche, Country Manager of ManpowerGroup Costa Rica.

The strongest labor market is reported in the Transport & Communication sector with an Outlook of +15%, improving by 7 percentage points quarter-over-quarter and climbing by 31 percentage points year-over-year, the Outlook is the strongest reported in three years. While Manufacture and Agriculture, Fishing, Mining & Extraction sectors report a NEO of +11% each, Construction (+10%), Services (+7%) and Commerce (+5%).

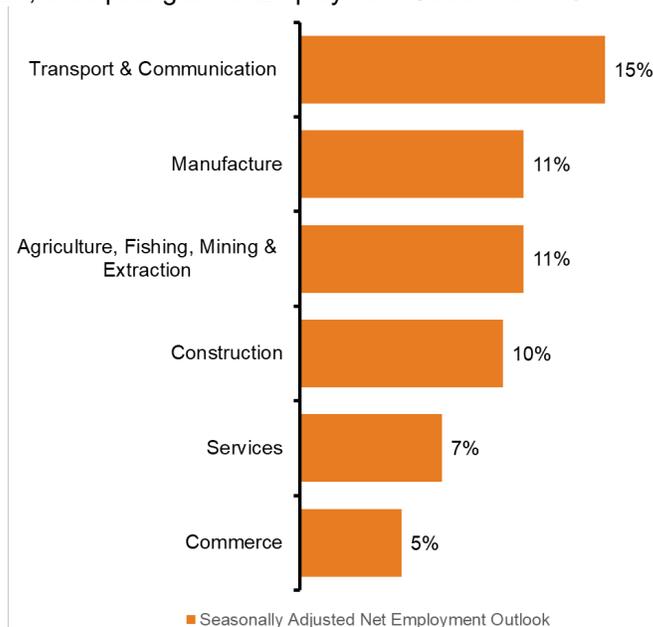
Employers in Heredia anticipate the strongest labor market for the second consecutive quarter, reporting an unchanged Outlook of 16%. In annual comparison, hiring plans for the region improve by 28 percentage points. San Jose report an Outlook of 14%, Guanacaste (+13%), Cartago (+5%), Alajuela (+3%) and Puntarenas & Limón standing at (0%).

Of the four size organization categories, Large firms report the strongest hiring plans with an Outlook of +25%. While the Micro firms standing at +4%, improve by 4 percentage points compared to the previous quarter and 30 percentage points in annual comparison.

Elsewhere across the globe, the ManpowerGroup Employment Outlook Survey for the third quarter of 2021 reveals that payroll gains are expected in 42 of the 43 countries and territories in the period up to the end of September. The strongest hiring prospects are reported in the United States, Taiwan, and Australia. The weakest NEOs are reported in Hong Kong, Argentina, Panama and South Africa.

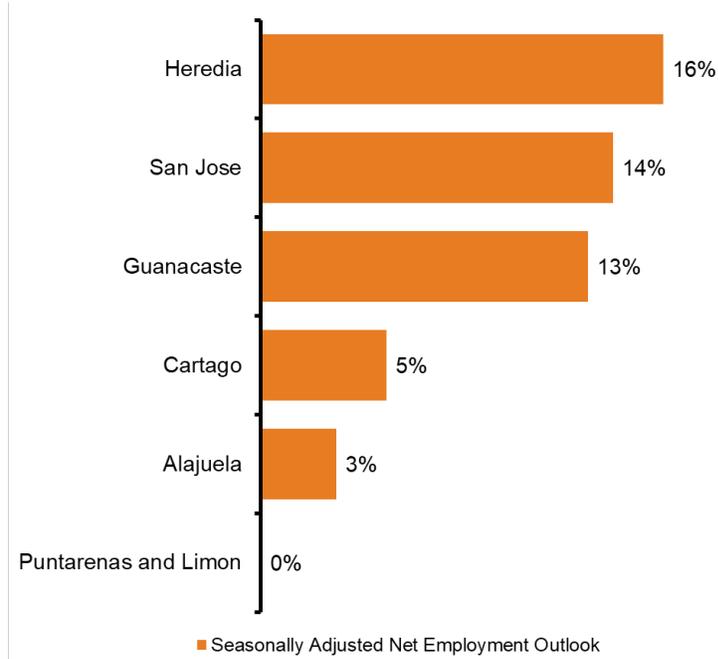
### Sector Comparisons

Employers in Transport & Communication sector report the most optimistic hiring intentions for 3Q 2021, anticipating a Net Employment Outlook of +15%.



## Regional Comparisons

Employers in Heredia region report the most optimistic hiring pace, anticipating a Net Employment Outlook of +16%.



To view complete results for the ManpowerGroup Employment Outlook Survey, visit: [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next survey will be released September 14, 2021 and will report hiring expectations for Q4 2021.

### **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 Croatia. ManpowerGroup intends to add seasonal adjustments to the data for Croatia in the future, as more historical data is compiled.

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ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the 12th year - all confirming our position as the brand of choice for in-demand talent. [www.manpowergroup.com](http://www.manpowergroup.com)

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