



ManpowerGroup®

CONTACT:
Irene Alvizures
ialvizures@cckcentroamerica.com

EMBARGOED UNTIL JUNE 08, 2021, AT 12.01AM

Guatemalan employers anticipate cautiously optimistic hiring plans for the third quarter of 2021

- *Once seasonal variations are removed from the data, Guatemalan employers report an Outlook of +9%*
- *The strongest regional hiring activity is forecast by two regions: Center and the North with Outlooks of +12% each*
- *ManpowerGroup Talent Shortage Survey reveals 66% of Guatemalan 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*

GUATEMALA (JUNE 08, 2021) – According to the ManpowerGroup Employment Outlook Survey released today, Guatemalan employers anticipate a cautiously optimistic hiring climate for the third quarter of 2021. Of the 551 employers surveyed, 13% expect to increase their workforces, 4% expect a decrease, 82% will keep them stable and 1% don't know. Once the seasonal adjustment is made, the Net Employment Outlook for Guatemala in the third quarter stands at +9%, improving by 2 and 21 percentage points from 2Q 2021 and 3Q 2020, respectively.

Key Findings:

- As vaccines become more widely available, 20% of employers expect to return to pre-pandemic hiring levels in the next 6 months.
- 78% 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.

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%.

"The economy in Guatemala has been recovering in recent months however, the pandemic has brought with it an acute talent shortage and according to findings 66% of employers in the country report difficulty hiring. Workers have other priorities, health and flexibility are the most important; companies must act differently, understand and satisfy these needs to attract and retain in-demand talent", said Andrés Jesús Soto, Country Manager for ManpowerGroup Guatemala.

The strongest hiring activity anticipated for the Manufacturing sector (+13%) and the Commerce sector (+11%). While the Construction sector reports an Outlook of +6%, it % is unchanged in a quarterly comparison and improving by 16 percentage points in

comparison with 3Q 2020.

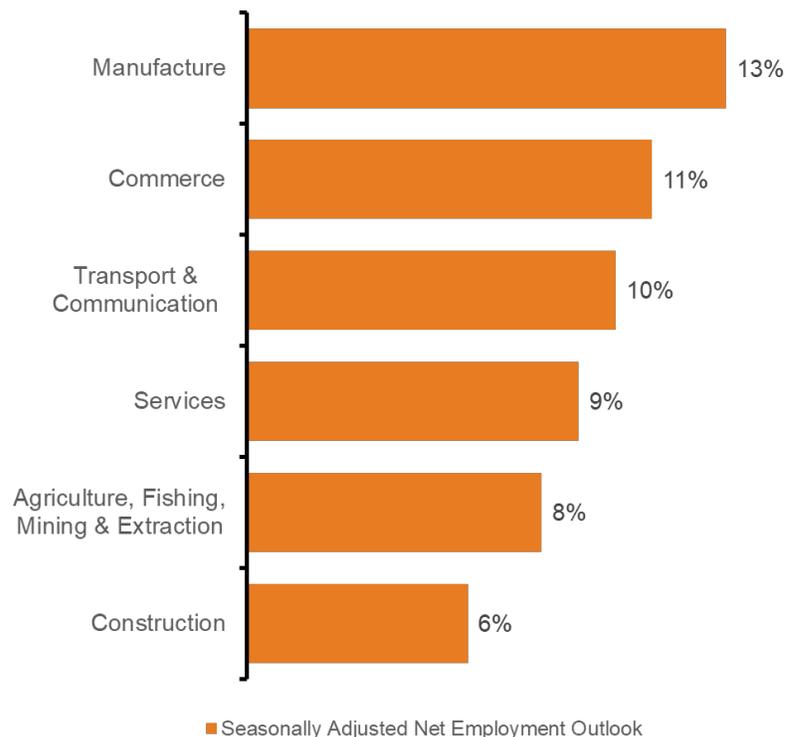
Employers in all five of Guatemala's regions expect to grow staffing levels during the coming quarter. The strongest regional hiring activity is forecast by two regions: Center and the North with Outlooks of +12% each. Elsewhere, the Outlook for West region stands at +9%, East (+5%) and South (+4%).

Staffing levels are expected to increase in all four organization size categories during the July-September time frame. The strongest hiring pace is forecast by Large firms (+31%), improving by 10 and 29 percentage points when compared with quarter-over-quarter and year-over-year respectively. While the most cautious Outlook of +4% is reported in the Micro firms.

Elsewhere across the globe, the ManpowerGroup Employment Outlook Survey for the third quarter of 2021 reveals that compared to 3Q20 when COVID-19 first had an impact on hiring prospects – hiring intentions strengthen in 42 of the 43 countries and territories. The strongest hiring prospects are reported in the United States, Taiwan, and Australia, and the less resilient in Argentina, Panama and South Africa.

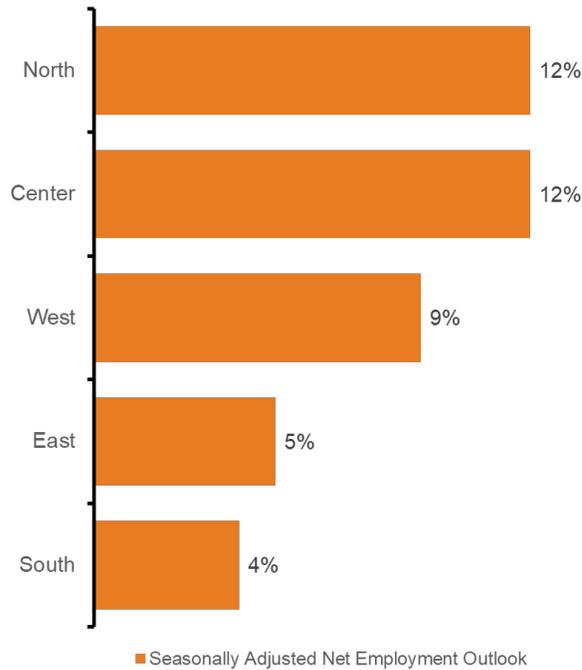
Sector Comparisons

Employers in the Manufacture sector report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +13%.



Regional Comparisons

Employers in the Center and North regions report the most active hiring pace, forecasting a Net Employment Outlook of +12%.



To view complete results for the ManpowerGroup Employment Outlook Survey, visit: www.manpowergroup.com/meos. The next survey will be released September 14, 2021 and will report hiring expectations for Q4 21.

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.

ABOUT MANPOWERGROUP

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

ManpowerGroup Mexico, Caribbean and Central America

Nowadays, with more than 50 years of service in Mexico, Caribbean and Central America region, we have more than 250,000 permanent and temporary employees, more than 1 million of registered candidates, we serving monthly more than 2,000 clients and we have more than 100 branches in every state and country in the region (El Salvador, Costa Rica, Guatemala, Honduras, Panama, Puerto Rico, Nicaragua and Dominican Republic). You can find more information about ManpowerGroup Mexico, Caribbean and Central America in our regional webpage: www.manpowergroup.com.mx