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**Hiring confidence shows signs of recovery for Quarter 4, 2018:
ManpowerGroup Employment Outlook Survey**

MEDELLÍN, COLOMBIA (11th September, 2018) –

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labor market activity* in Quarter 4 2018. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2018 as compared to the current quarter?”

Colombian employers report respectable hiring intentions for the upcoming quarter, with 17% of employers anticipating an increase in staffing levels, 4% forecasting a decrease and 77% expecting no change. Once the data is adjusted to allow for seasonal variation, the Outlooks stands at +12%. Hiring prospects improve by 4 percentage points when compared with the previous quarter and are 6 percentage points stronger in comparison with this time one year ago.

“As we said in previous reports, after the presidential election took place, several businesses, projects and investments regained momentum and that can be seen in the results of the survey, but we must monitor employer confidence in the first semester of 2019 to see if the uptick in hiring plans continues past the start of the year. The effects of the Venezuelan immigration, the tax reforms, automation in industries and macro economy in general are pulling employment variables in several directions, and we will be monitoring the impact of these trends, as well”, remarked Javier Echeverri, Country Manager of ManpowerGroup in Colombia.

Regional Comparisons

Payroll gains are anticipated in three of the five regions during the next three months. The strongest labor market is forecast by Pacific employers with a Net Employment Outlook of +16%, while a steady increase in staffing levels is expected in the Caribbean and Andean regions, with Outlooks of +15% and +13%, respectively. Meanwhile, Orinoquía employers expect flat hiring activity, reporting an Outlook of 0%, and a decline in payrolls is forecast for Amazon, with an Outlook of -3%.

Hiring plans strengthen in three of the five regions when compared with the previous quarter. Andean employers report an increase of 7 percentage points, while Outlooks are 5 and 2 percentage points stronger in Pacific and Caribbean, respectively. However, the Orinoquía Outlook declines by 8 percentage points, and Amazon employers report a decrease of 3 percentage points.

In a comparison with 4Q 2017, Outlooks strengthen in four of the five regions, most notably by 10 percentage points in Orinoquía. Andean employers report an increase of 8 percentage points, while Outlooks are 4 percentage points stronger in both Caribbean and Pacific. Meanwhile, the Outlook for the Amazon region declines by 4 percentage points.

Sector Comparisons

Payrolls are expected to grow in all nine industry sectors during 4Q 2018. The strongest hiring plans are reported in the Construction sector with a Net Employment Outlook of +24%. Elsewhere, Manufacturing sector employers report an upbeat Outlook of +20%, and steady hiring prospects are reflected in Outlooks of +15% and +14% for the Transportation & Utilities sector and the Services sector, respectively. Employers in three sectors report moderate hiring intentions with Outlooks of +8% – the Agriculture & Fishing sector, the Finance, Insurance & Real Estate sector and the Mining sector. Meanwhile, the weakest forecast is reported by Wholesale & Retail Trade sector employers with an Outlook of +4%.

When compared with the previous quarter, hiring intentions strengthen in six of the nine industry sectors. A considerable increase of 14 percentage points is reported in the Manufacturing sector, and Outlooks are 7 percentage points stronger in both the Construction sector and the Mining sector. Services sector employers report an improvement of 5 percentage points, while the Transportation & Utilities sector Outlook is 4 percentage points stronger. However, Finance, Insurance & Real Estate sector employers report a decrease of 6 percentage points.

Hiring plans strengthen in seven of the nine industry sectors when compared with this time one year ago. Services sector employers report a sharp increase of 21 percentage points, and the Manufacturing sector Outlook is 12 percentage points stronger. Elsewhere, Outlooks improve by 7 and 6 percentage points in the Mining sector and the Construction sector, respectively. However, hiring intentions decline by 15 percentage points in the Agriculture & Fishing sector, and are 3 percentage points weaker in the Finance, Insurance & Real Estate sector.

Organization Size Comparisons

Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers forecast payroll gains in all four organization size categories during 4Q 2018. Large employers report healthy hiring prospects with a Net Employment Outlook of +27%, while the Outlook for Medium employers stands at +20%. Elsewhere, Small employers expect modest hiring activity, reporting an Outlook of +8%, and Micro firms report a cautious Outlook of +2%.

When compared with the previous quarter, hiring plans improve by 9 percentage points for Medium employers, while Small- and Large-size employers report increases of 6 and 3 percentage points, respectively. Elsewhere, the Outlook for Micro employers is unchanged.

In a year-over-year comparison, Medium employers report a considerable improvement of 13 percentage points, while Outlooks for Micro- and Small-size employers increase by 6 and 3 percentage points, respectively. However, Large employers report a decline of 3 percentage points.

International Results

ManpowerGroup's fourth-quarter research reveals that some job gains are expected in 43 of 44 countries and territories during the October-December time frame. However, there is little evidence of notable surges in hiring activity. Overall employer confidence is little changed from prior quarters and most employers remain resilient, appearing content to engage in modest levels of hiring activity against a backdrop of challenges associated with a realignment of global trading partners and ongoing tariff negotiations.

Fourth-quarter hiring plans strengthen in 22 of 44 countries and territories when compared to the July-September time frame, weaken in 14 and are unchanged in eight. When compared to last year at this time, Outlooks improve in 23 countries and territories, weaken in 13 and are unchanged in seven.** Fourth-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Romania and Slovenia, while the weakest hiring prospects are reported in Switzerland, Argentina, France and Italy.

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at <http://manpowergroup.com/meos>. The next Manpower Employment Outlook Survey will be released on December 12th 2018, to report hiring expectations for the first quarter of 2019.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling over 59,000 employers in 44 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the Monthly Monitor. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh 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 is powering the future of work: www.manpowergroup.com

About ManpowerGroup South America

Manpower South America began its activities in Chile, in 1963. Now it has more than 150 offices in all of the 10 countries of the region, serving 4000 clients and giving work opportunities to 130,000 people under permanent or temporary contracts.

About ManpowerGroup Colombia

Manpower started its operation in Colombia in 1976. Currently, the company has 27 offices in 19 cities, with more than 600 clients and 15,000 temporary employees. Further information about Manpower Colombia can be found at the website: www.manpowergroupcolombia.co