



**CONTACT:**  
Carolina Solano  
[csolano@cckcentroamerica.com](mailto:csolano@cckcentroamerica.com)

**EMBARGOED UNTIL MARCH 09, 2021, AT 12.01AM**

## **Costa Rican employers report mild hiring intentions for the 2Q 2021**

- *Once seasonal variations are removed from the data, the Net Employment Outlook for Costa Rica stands at +4%.*
- *Employers in Heredia region report the strongest hiring intentions with a favorable Net Employment Outlook of +16%.*
- *37% of employers expect to return to pre-pandemic hiring levels likely by the end of 2021.*
- *Globally, employers in 31 of the 43 countries and territories surveyed expect to increase payrolls during the April to June 2021 period, including 8 of the 10 Americas countries.*

**SAN JOSE, COSTA RICA (MARCH 09, 2021)** – According to the ManpowerGroup Employment Outlook Survey released today, employers in Costa Rica predict mild hiring intentions for the next quarter. Of the 501 employers surveyed, 15% expect to increase their workforces, 9% predict a decrease, 74% will keep their current workforce unchanged and 2% don't know. After adjusting for seasonal variations, the resulting Net Employment Outlook (NEO) is +4%, with an increase of 2 percentage points compared to the previous quarter, but decline by 3 percentage points in annual comparison.

### Key Findings:

- 18% of employers are optimistic around a return to pre-pandemic hiring levels by July.
- 30% of Costa Rican employers say employees must be vaccinated, while 43% of employers report it will be up to employees to decide.
- Only 3% expect to allow workers to work remotely full-time.

Additionally, 37% of employers expect to return to pre-pandemic hiring levels likely by the end of 2021, while 18% expect to achieve this by the end of 2022. The majority of employers in all regions expect a return to pre-pandemic hiring levels by the end of 2021; EMEA (80%), APAC (70%) and Americas (79%).

“Expect a slight improvement in hiring plans for the country. Heredia is reported as the strongest region with +16%. Job seekers could benefit from opportunities such as these; however, it is important that we keep encouraging continuous learning and the development of in-demand skills to confront the challenges of this changing labor market,” said Natalia Severiche, Country Manager of ManpowerGroup Costa Rica.

The strongest labor market is reported in the Manufacture sector with an Outlook of +8%, followed by Transport & Communications sector (+7%). While Construction report a NEO of -11%, it remains relatively stable in a quarterly comparison but decline 13 percentage points from a year ago.

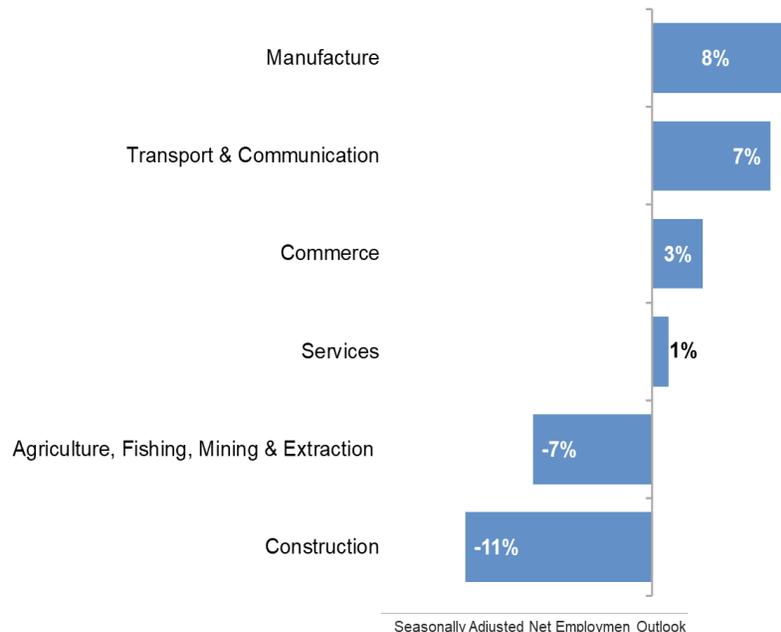
Employers in Heredia and Alajuela regions report the most resilient hiring plans with an Outlooks of +16% and +7%, respectively. While hiring plans for Puntarenas & Limón standing at -6%, it remains relatively stable in a quarterly comparison but decline 17 percentage points in annual comparison.

Of the four size categories of the organization, Large firms report the strongest hiring plans with an Outlook of +21%. While the Medium firms standing at -5%, decline by 4 percentage points compared to the previous and 12 percentage points in annual comparison.

Elsewhere across the globe, the ManpowerGroup Employment Outlook Survey for the second quarter of 2021 reveals that payroll gains are expected in 31 of the 43 countries and territories in the period up to the end of June. The strongest hiring prospects are reported Taiwan, the U.S., Australia, and Singapore. The weakest Net Employment Outlooks are reported in Panama, the UK, and South Africa. In a quarter-over-quarter comparison, employers report stronger hiring prospects in 24 of the 43 countries and territories, but hiring sentiment weakens in 16 (no change is reported in three countries and territories). When compared with the second quarter of 2020, hiring intentions improve in seven countries and territories, but weaken in 32 (with employers in four reporting no change).

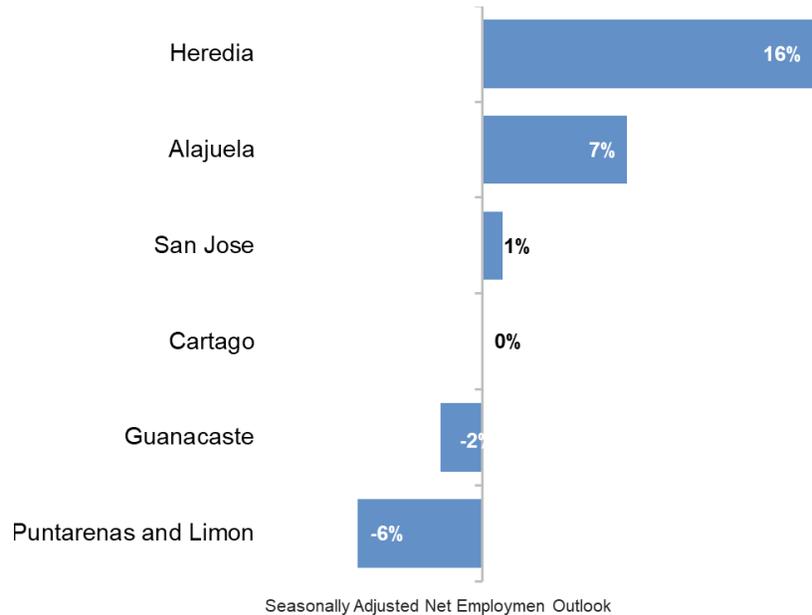
### Sector Comparisons

Employers in Manufacture sector report the most optimistic hiring intentions for 2Q 2021, anticipating a Net Employment Outlook of +8%.



### 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 June 8, 2021 and will report hiring expectations for Q3 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 and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries 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 substantial 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 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year – all confirming our position as the brand of choice for in-demand talent. [www.manpowergroup.com](http://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](http://www.manpowergroup.com.mx)