



ManpowerGroup®

CONTACT

Berenice Gómez

bgomezv@manpowergroup.com.mx

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A cautious but optimistic hiring climate expects the Mexican industry for the next quarter.

- *Once seasonal variations are removed from the data, Mexican employers report an Outlook of +1%.*
- *In Mexico, 38% of companies are considering offering the option of work remotely some of the time for employees.*
- *Globally, employers in 22 of the 43 countries and territories surveyed expect a positive hiring outlook during the October to December time frame.*

MEXICO CITY (SEPTEMBER 08, 2020) – Mexico’s employers anticipate a moderate hiring climate in the October to December 2020 time frame, reporting a seasonally adjusted Net Employment Outlook (NEO) of +1%, according to the ManpowerGroup Employment Outlook Survey. Of the employers surveyed, 10% expect to increase their workforces, 10% predict a decrease 77% will keep their current workforce unchanged and 3% don’t know. Hiring plans in Mexico increase 10 percentage points quarter-over-quarter but decline by 8 percentage points year-over-year.

26% of Mexican employers surveyed, expect their companies to return to pre-COVID19 hiring levels within the next 4 to 9 months, however attitudes towards a return to normalcy differ between regions. The most pessimistic region is EMEA, where 10% of companies expect to return to pre-pandemic hiring levels, compared with a more optimistic outlook in APAC (15%) and the Americas (17%).

In addition employer plan to offer some options to employees in response to the impact of the COVID-19 pandemic, like flexi or condensed hours (54%), opportunities to learn/develop new skills (52%), health and wellbeing offerings (50%), work remotely some of the time (38%), among others.

“Despite the situation in which we find ourselves, the Mexican labor market expects a slight improvement in hiring plans. This pandemic has made it clear that we must be resilient, continue to prepare to overcome the challenges of this changing, digital and global world. We hope that the offer of opportunities to learn and develop new skills will be taken advantage of, that companies will continue to reinvent themselves so that they can create formal employment and together achieve a healthy economic recovery”, said Monica Flores, President of ManpowerGroup Latin America.

Job seekers in five of seven industry sectors can expect some hiring opportunities during the fourth quarter of 2020. The strongest labor market in the coming quarter is forecasted by employers in the Agriculture & Fishing sector with an Outlook of +7%, followed by Construction with an Outlooks of +2%, while Manufacture, Transport & Communication and Mining & Extraction with an Outlooks of +1% each. However, with the weakest hiring activity forecast for the Services sector with an Outlook of -3%, followed by Commerce (-2%).

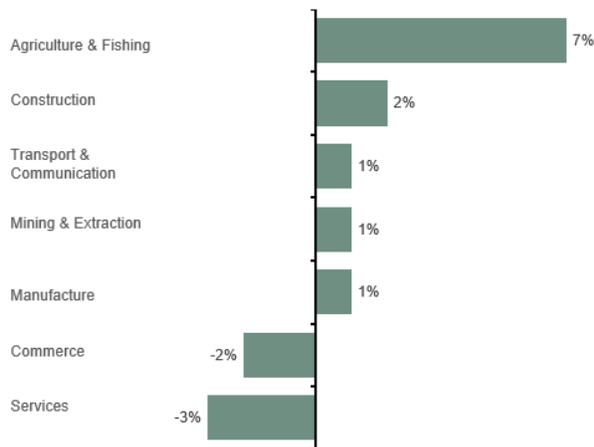
Workforce increase is anticipated in three of seven Mexican regions during the next three months when compared to the previous quarter 2020. Northwest employers anticipate the strongest regional hiring pace during the next quarter, reporting an Outlook of +10%, followed by North (+7%) and Southeast region with +1%. The weakest regional forecast is reported in the Northeast, with an Outlook of - 5%, relatively stable quarter-over-quarter but decrease by 15 percentage points in comparison with both the prior quarter and the same period of last year.

Employers in one of four organization size categories expect to moderate hiring plans during the fourth quarter of 2020. Large firms anticipate the strongest labor market, reporting an Outlook of +10%. However, hiring intentions decrease in the remaining three organization size categories, most notably decrease for Small firms with Outlooks of - 3%.

Elsewhere across the globe, the ManpowerGroup Employment Outlook Survey for the fourth quarter of 2020 reveals that payrolls positive in 22 of the 43 countries and territories in the period up to the end of December. The strongest hiring sentiment is reported in Taiwan, the U.S., Turkey, Japan and Greece. The weakest labor markets are expected in Panama, Costa Rica, South Africa, Colombia and the UK. In a quarter-over-quarter comparison, employers report stronger hiring prospects in 37 of the 43 countries and territories, but hiring sentiment weakens in 11 (with no change reported in nine). When compared with the fourth quarter of 2019, hiring intentions weakens in 41 of the 43 countries and territories, but improve in 1 (with no change in one).

Sector Comparisons

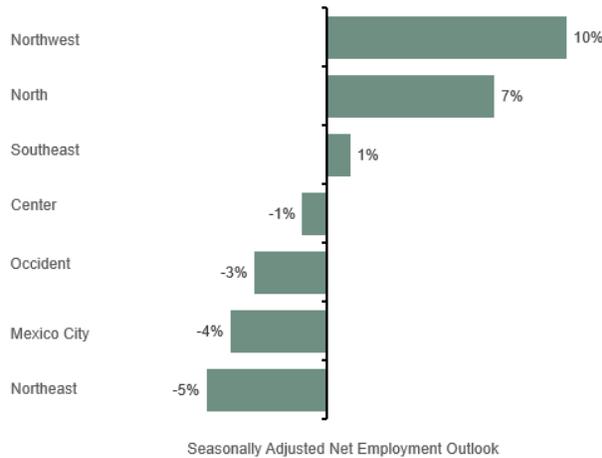
Employers in Agriculture & Fishing sector report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +7%.



Seasonally Adjusted Net Employment Outlook

Regional Comparisons

Employers in the Northwest region report the strongest hiring intentions, anticipating Net Employment Outlooks of +10%.



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

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