



ManpowerGroup®

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Due to the health crisis by COVID-19, a considerable decrease is expected in the 6 sectors of industry in Guatemala, during the third quarter of 2020.

- *Payroll decrease is expected in the five regions and in all six industry sectors during the next three months.*
- *Once seasonal variations are removed from the data, the Net Employment Outlook for Guatemala stands at -11%.*
- *41% of Guatemalan employers expect hiring to be back to pre-COVID-19 levels within the next 3 to 9 months.*
- *Globally, employers in 7 of the 43 countries and territories surveyed expect a positive hiring outlook during the July to September time frame.*

GUATEMALA, June 09, 2020 – According to the ManpowerGroup Employment Outlook Survey released today, Guatemalan employers anticipate a considerable decrease climate for the third quarter of 2020. Of the employers surveyed, 4% expect to increase their workforce, 17% expect a decrease, 78% will keep them stable and 1% don't know, the resulting Net Employment Outlook (NEO) is -11% once the data is adjusted to allow for seasonal variation. Hiring plans decreasing by 21 percentage points in comparison with both the prior quarter and the same period of last year.

"The impact of the pandemic has been significant, as we are going through difficult times and no one has been immune to this situation. 71% percent of the employers surveyed have had to suspend their operations due to the spread of covid-19, however, many of the employers have prepared themselves and have remained positive to return to the new normality and confront the challenges it implies," concluded Andrés Jesús Soto, Country Manager of ManpowerGroup Guatemala.

Employers in the six industry sectors expect a considerable decrease in staffing levels during the coming quarter. The strongest sector hiring plans are reported in the Agriculture, Fishing, Mining & Extraction sector by Outlook of +2%, declined by 9 percentage points when compared with the previous quarter, but remains relatively stable in comparison with the same period last year. Manufacture stands at - 7%, Commerce (-14%), Transport & Communications industry sector predict anticipate (-15%), while Construction and Services (-18%), each.

Guatemalan employers forecast a considerable decrease in all five regions when compared with the previous quarter. Hiring prospects are strong in Center and the West

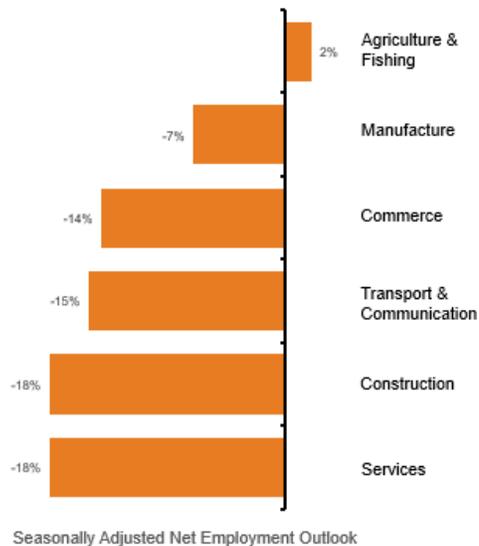
with an Outlooks of -9%, each. East region (-20%), followed by South (-10%). Once seasonal variations are removed from the data. The weakest regional Outlook is reported in the North (-27%), declined by 28 percentage points quarter-over-quarter and by 32 percentage points in annual comparison.

Staffing levels are expected to decrease in three of the four organization-size categories when compared with the previous quarter. Medium companies expect to decrease with an Outlooks of -18%, small firms (-14%), followed by micro firms (-10%). Large companies expect a favorable labor market with an Outlook of +5%.

Elsewhere across the globe, the ManpowerGroup Employment Outlook Survey for the third quarter of 2020 reveals that payroll maintain positive in 7 of the 43 countries and territories in the period up to the end of September. The strongest hiring sentiment is reported in Japan, India, the U.S., China and Taiwan. The weakest labor markets are expected in Singapore, Costa Rica, Colombia, Peru and South Africa. In a quarter-over-quarter comparison, employers report weaker hiring prospects in 42 of the 43 countries and territories, (with no change reported in Hong Kong employers). When compared with the third quarter of 2019, hiring intentions decrease in all the 43 countries and territories.

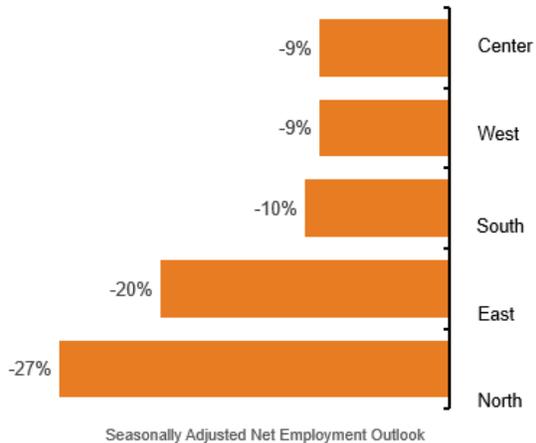
Sector Comparisons

Employers in the Agriculture & Fishing industry report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +2%.



Regional Comparisons

Employers in the Center and West regions report the strongest hiring pace, forecasting a Net Employment Outlook of -9%



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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ManpowerGroup Mexico, Caribbean and Central America

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