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Reasonable hiring signs are expected for the Guatemalan industry during the next quarter

- *Once seasonal variations are removed from the data, Guatemalan employers report an Outlook of +6%.*
- *Workforce gains are anticipated in all six sectors during the second quarter of 2021.*
- *45% 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.*

GUATEMALA (MARCH 09, 2021) – According to the ManpowerGroup Employment Outlook Survey released today, Guatemalan employers anticipate a reasonable hiring climate for the second quarter of 2021. Of the 501 employers surveyed, 10% expect to increase their workforces, 3% expect a decrease, 85% will keep them stable and 2% don't know. Once the seasonal adjustment is made, the Net Employment Outlook for Guatemala in the second quarter is +6%, decreases 2 and 4 percentage points when compared with quarter-over-quarter and year-over-year, respectively.

Key Findings:

- 19% of employers are optimistic around a return to pre-pandemic hiring levels by July.
- 40% of Guatemalan employers say employees must be vaccinated, while 39% of employers report it will be up to employees to decide.
- Only 3% expect to allow workers to work remotely full-time.

Additionally, 45% of employers expect to return to pre-pandemic hiring levels likely by the end of 2021, while 13% 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%).

"Signs of recovery in the labour market are cautious, due to the pandemic that continues to significantly affect investment in the country. However, job seekers could have some job opportunities in sectors such as Agriculture, Fishing, Mining & Extraction, which present the most resilient hiring plans for the next quarter of the year," said Andrés Jesús Soto, Country Manager for ManpowerGroup Guatemala.

The strongest labor market is anticipated in the Agriculture and Fishing /Mining and Extraction sector with an Outlook of +8%, followed by the Construction and Manufacture with an Outlooks of +7% each. While Services report an Outlook of +3%, it remains relatively stable in a quarterly comparison, but decrease 6 percentage points from a year ago.

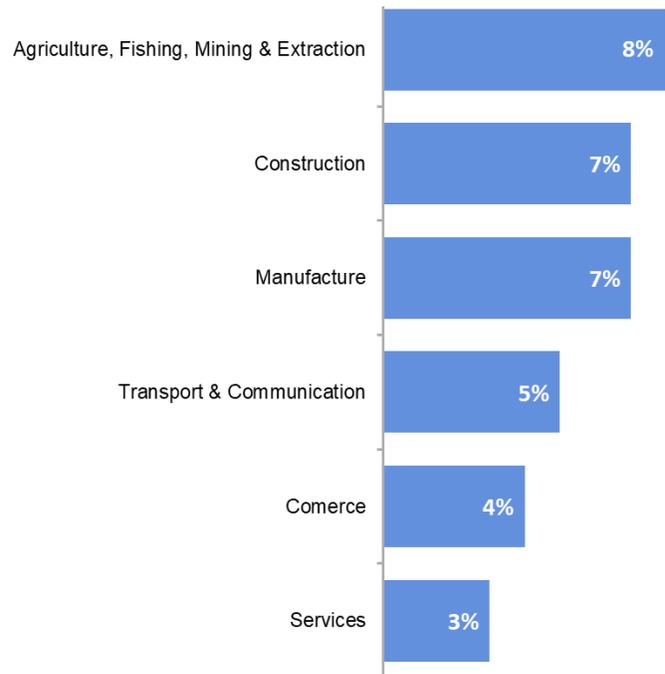
Employers in three of the five regions forecast an increase in staffing levels during the next quarter of 2021. The strongest labor market is expected in the Central region with an Outlook of +9%. Meanwhile, East region reports the least resilient hiring plans (-1%), decline by 11 percentage points in comparison with the prior quarter, and decline by 7 percentage points when compared with the same period last year.

Large firms report an Outlook of +18%. While, Micro-firms report an Outlook of -2%, decline by 6 percentage points in comparison with the prior quarter and decline by 4 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

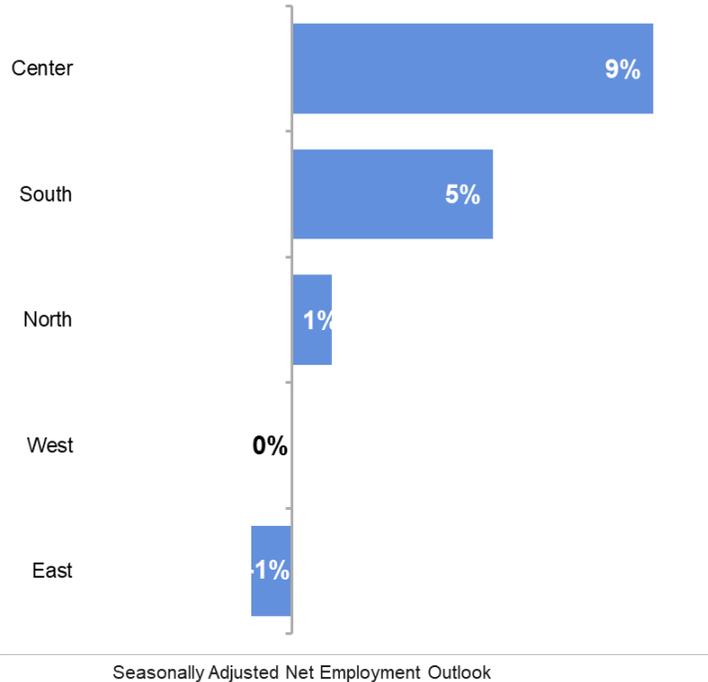
Employers in the Agriculture, Fishing, Mining & Extraction sector report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +8%.



Seasonally Adjusted Net Employment Outlook

Regional Comparisons

Employers in the Center region report the most active hiring pace, forecasting a Net Employment Outlook of +9%.



To view complete results for the ManpowerGroup Employment Outlook Survey, visit: 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.

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ManpowerGroup Mexico, Caribbean and Central America

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