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Job gains are anticipated in Construction and Transport & Communication sectors of industry in Guatemala during the next quarter.

- *Once seasonal variations are removed from the data, the Net Employment Outlook for Guatemala stands at -6%.*
- *33% of Guatemalan employers expect hiring to be back to pre-COVID-19 levels within the next 10 to 12 months.*
- *Globally, employers in 22 of the 43 countries and territories surveyed expect a positive hiring outlook during the October to December time frame.*

GUATEMALA, September 08, 2020 – According to the ManpowerGroup Employment Outlook Survey released today, Guatemalan employers anticipate a sluggish climate for the third quarter of 2020. Of the employers surveyed, 7% expect to increase their workforce, 12% expect a decrease, 79% will keep them stable and 2% don't know, the resulting Net Employment Outlook (NEO) is -6%. Hiring plans increase 4 percentage points quarter-over-quarter but decline by 14 percentage points in comparison with both the prior quarter and the same period of last year.

21% of Guatemalan employers surveyed, expect their companies to return to pre-COVID19 hiring levels within the next 4 to 9 months, also employers plan to offer some options to employees in response to the impact of the COVID-19 pandemic, like flexi or condensed hours (77%), health and wellbeing offerings (66%), opportunities to learn/develop new skills (63%), work remotely some of the time (51%), among others.

“Despite presenting a negative trend, Guatemalan employers report a slight improvement compared to the previous quarter, probably due to the reactivation of some sectors that, despite the limitations, have managed to resume activities. Thirty-three percent of employers expect to return to pre-pandemic hiring levels over the next 10-12 months”, concluded Andrés Jesús Soto, Country Manager of ManpowerGroup Guatemala.

Employers in two of six industry sectors expect to grow staffing levels during the coming quarter. The strongest sectors hiring plans are reported in Construction by Outlook of +10% and Transport & Communications (+8%). The weakest sector Outlook is reported by Services (-14%), improving by 4 percentage points quarter-over-quarter, but declining by 25 percentage points year-over-year.

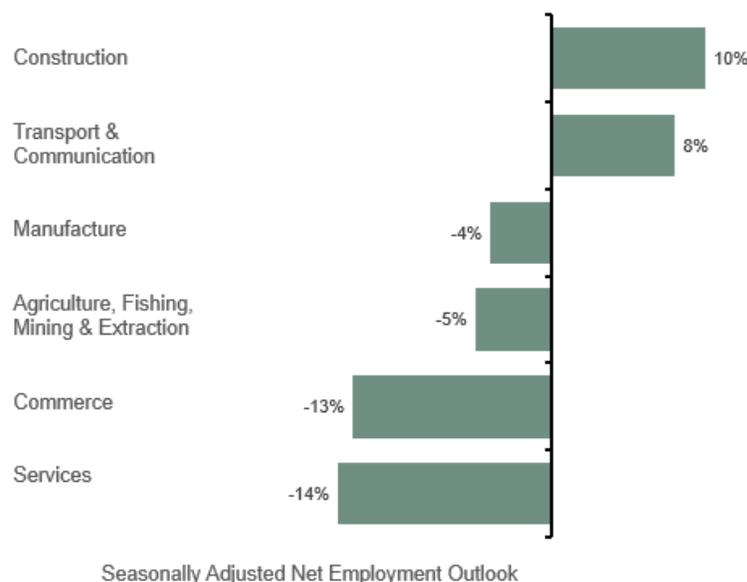
Workforce in the five regions forecast a considerable decrease in staffing levels during 4Q 2020. The weakest regional since the survey began more than 12 years ago – declining by 3 and 19 percentage points from 3Q 2020 and 4Q 2019, respectively, is reported in the South by Outlook of -14%.

Staffing levels are expected to decrease in three of the four organization-size categories when compared with the previous quarter. Small companies expect to decrease with an Outlooks of -11%, Micro firms (-6%), followed by Medium firms (-2%). Large companies expect a favorable labor market with an Outlook of +6%.

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).

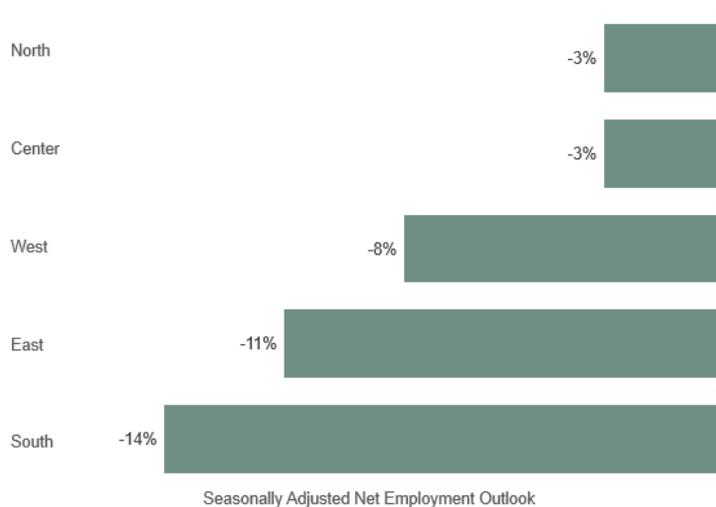
Sector Comparisons

Employers in the Construction industry report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +10%.



Regional Comparisons

Employers in the North and Center regions report the strongest hiring pace, forecasting a Net Employment Outlook of -3%



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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