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## **ManpowerGroup Employment Outlook Survey Guatemala: Employers report modest hiring prospects in the October-December time frame**

- Guatemalan employers report a seasonally adjusted Outlook of +9%, a slight decline quarter-over-quarter and year-over-year.
- Payroll growth is expected in all five of the regions. Employers in the North region report the strongest hiring intentions with an upbeat Net Employment Outlook of +16%.
- From a global perspective, the survey reveals that employers expect workforce gains in 43 of 44 countries and territories surveyed in the period up to the end of December 2019.

**GUATEMALA, September 10, 2019** – According to the ManpowerGroup Employment Outlook Survey for 4Q 2019 released today, Guatemalan employers report moderate hiring prospects for the October-December time frame. While 15% of employers expect to increase staffing levels, 5% forecast a decrease and 80% anticipate no change, resulting in a Net Employment Outlook of +9% once the data is adjusted to allow for seasonal variation.

Employers in five of the six industry sectors expect to grow staffing levels during the coming quarter and in one no change is expected. The strongest Net Employment Outlook of +13% is reported in the Transport & Communication sector, followed by the Services and Construction sectors both with +12%. The Commerce sector forecast of +5% increased by 4 percentage points quarter-to-quarter and by 3 percentage points when compared to this period last year.

“The Outlook for the next quarter stands at a conservative +9%, which is likely a result of the recent elections that were held in the country, during which investors remained cautious,” said Ana Lucía Ochoa, Staffing Executive for ManpowerGroup Guatemala. “The North region has the strongest forecast of +16%, strengthening by 11 and 14 percentage points in quarterly and annual comparison, respectively. This trend may be related to the construction of a new shopping center and the expansion of another. It is followed by the Center region with an Outlook of +10%, which may be related to the construction of two residential complexes,” concluded Ochoa.

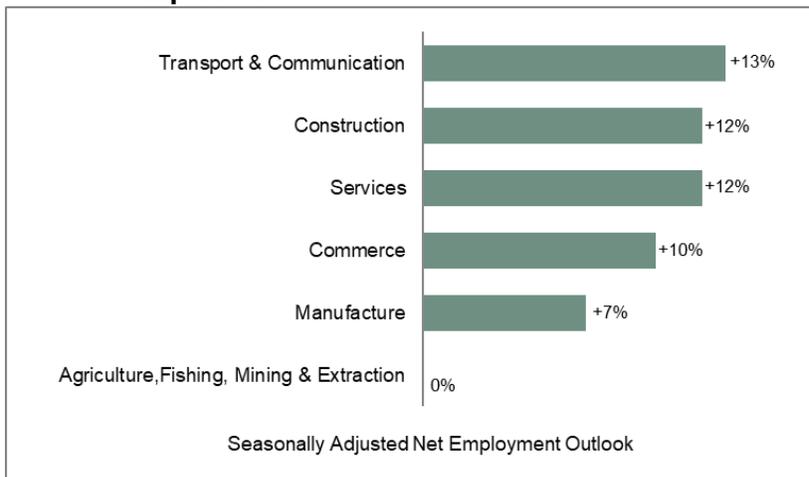
Employers in all five regions forecast an increase in staffing levels during 4Q 2019. The strongest labor market is expected by employers in the North region with a positive Net Employment Outlook of +16%. Employers in the Center region also anticipate a favorable hiring pace, reporting an Outlook of +10%, while the Outlook for the South stands at +6%.



Staffing levels are expected to increase in all four organization-size categories during the next three months. Large employers lead the hiring intentions with a Net Employment Outlook of +20%, followed by Small size firms reporting +11%. Elsewhere, Outlooks stand at +10% for Medium sized organizations.

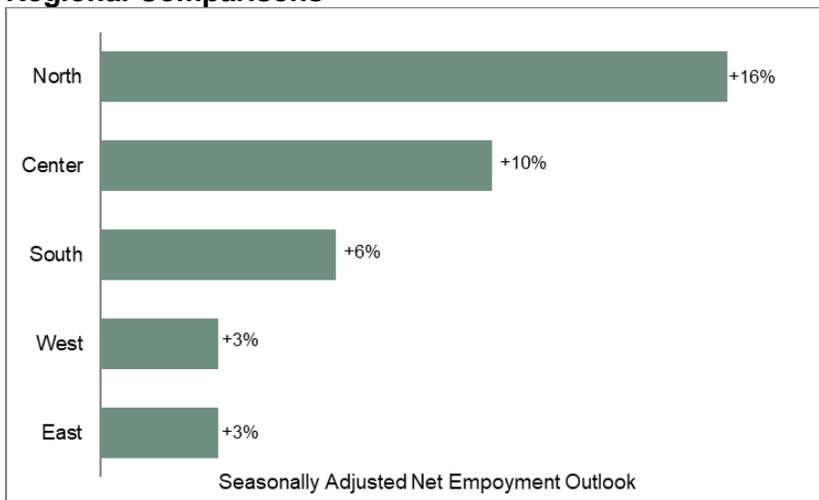
Elsewhere across the globe, 4Q 2019 results indicate that, when compared with the previous quarter, employers in 15 of 44 countries and territories report stronger hiring intentions, while employers in 23 expect a weaker hiring pace, with no reported change in six. When compared with the fourth quarter of 2018, hiring plans also strengthen in 15 countries and territories, decline in 23 and are unchanged in six.

### Sector Comparisons



Opportunities for job seekers in the fourth quarter are expected to be strongest in the Transport & Communication sector, where employers report a Net Employment Outlook of +13%.

### Regional Comparisons



Employers in the North region lead the fourth-quarter's hiring pace, reporting a Net Employment Outlook of +16%.



### **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. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

The complete results for the ManpowerGroup Employment Outlook Survey are available for download at:

<https://www.manpowergroup.com.mx/estudios-e-investigaciones/encuesta-de-expectativas-de-empleo/2019-4to-trimestre>

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