

Press Contact:  
Carolina Solano  
[csolano@cckcentroamerica.com](mailto:csolano@cckcentroamerica.com)

**EMBARGOED UNTIL TUESDAY SEPTEMBER 10, 2019 AT 00.01 EST**

### **ManpowerGroup Employment Outlook Survey: Costa Rican employers anticipate limited hiring opportunities for the quarter ahead**

- Costa Rican employers report a seasonally adjusted Net Employment Outlook of +3%.
- Workforce gains are anticipated in four of the six regions during the October-December period, with Heredia and Cartago employers reporting the strongest hiring expectations.
- Hiring plans are mixed across the six industry sectors, with fourth quarter predictions strongest in the Services and Commerce industry sectors.
- At a global level, employers expect workforce gains in 43 of 44 countries and territories surveyed.

**SAN JOSE, COSTA RICA, September 10, 2019** – According to the ManpowerGroup Employment Outlook Survey released today, Costa Rican employers report fair hiring plans for the upcoming quarter. With 13% of employers expecting to increase staffing levels, 11% anticipating a decrease, 74% forecasting no change and 2% that don't know, the Net Employment Outlook stands at +3% once the data is adjusted to allow for seasonal variation.

Workforce gains are anticipated in four of the six regions for Q4 2019. The strongest labor market is anticipated in the Heredia and Cartago regions, where employers report a Net Employment Outlook of +10% and +5% respectively, followed by the San Jose region with a forecast of +4%. On the other hand, Puntarenas and Limon region's forecast is increased by 2 percentage points quarter-to-quarter and 3 in an annual comparison.

"The employment forecast for the coming quarter stands at +3%, remaining relatively stable in comparison to Q3 2019. The industry sectors with the highest trends are Commerce and Services with Outlooks of +8%. The Commerce sector outlook improved by 6 percentage points, due to the beginning of European melon and watermelon export season. The region with the strongest forecast is Heredia with an Outlook of +10%, strengthening by 2 percentage points compared with last quarter. This is due to the new finance and accounting specialized service center to be built in the region," said Dahiana Arias Gutiérrez, Country Manager for ManpowerGroup.

The Commerce and Services industry sectors lead the hiring gains for the next three months both with a forecast of +10%. The Commerce outlook shows a moderate increase of 6 percentage points when compared with the previous quarter and 4 percentage points when compared with last year. Manufacturing employers are also cautiously optimistic for the October-December timeframe, with a Net Employment Outlook of +4%.

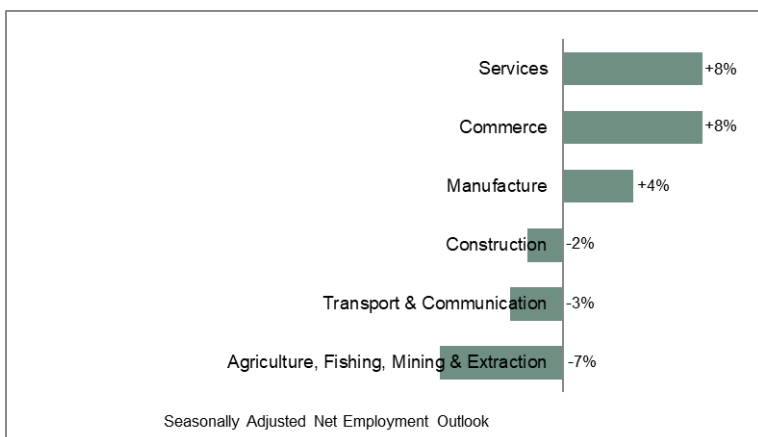


## ManpowerGroup™

Employers expect to grow staffing levels in three of the four size firms' categories during the coming quarter. Large and Medium companies lead the hiring plans with seasonally adjusted Net Employment Outlooks of +16% and +4%, respectively. Large size reports an increase of 7 percentage points when compared with the previous quarter. Small size firms report an Outlook of +2%.

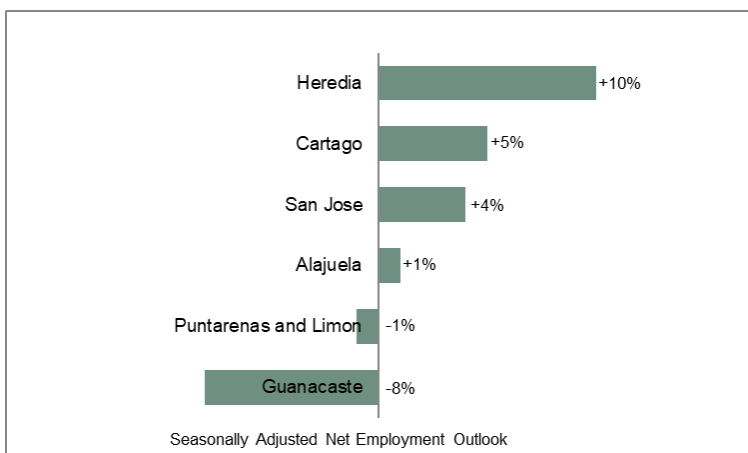
Elsewhere across the globe, the 4Q 2019 survey results indicate that, when compared with the previous quarter, employers in 15 of 44 countries and territories report stronger hiring intentions, while employers in 23 expect a weaker hiring pace, with no reported change in six. When compared with the fourth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

### Sector Comparisons



Employers in the Services sector reports the most optimistic hiring intentions for 4Q 2019.

### Regional Comparisons



Employers in Heredia region expect the most active fourth-quarter hiring pace with a Net Employment Outlook of +10%.

### Notes to editor



## ManpowerGroup™

### **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>

### **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)

### **ManpowerGroup Mexico, Caribbean and Central America**

Nowadays, with more than 50 years of service in Mexico, Caribbean and Central America region, we have more than 250,000 permanent and temporary employees, more than 1 million of registered candidates, we serving monthly more than 2,000 clients and we have more than 100 branches in every state and country in the region (El Salvador, Costa Rica, Guatemala, Honduras, Panama, Puerto Rico, Nicaragua and Dominican Republic). You can find more information about ManpowerGroup Mexico, Caribbean and Central America in our regional webpage: [www.manpowergroup.com.mx](http://www.manpowergroup.com.mx)