



ManpowerGroup®

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Employers in Guatemala anticipate a favorable hiring pace during the first quarter of 2021

- *Once seasonal variations are removed from the data, Guatemalan employers report an Outlook of +9%.*
- *The workforce in the six sectors is expected to increase over the next three months.*
- *27% of Guatemalan employers expect hiring to be back to pre-COVID-19 levels within the next 4 to 9 months.*
- *Globally, employers in 34 of the 43 countries and territories surveyed expect to increase payrolls during the January-March 2021 period, including 9 of the 10 Americas countries.*

GUATEMALA (DECEMBER 08, 2020) – According to the ManpowerGroup Employment Outlook Survey released today, Guatemalan employers anticipate a positive hiring climate for the first quarter of 2021. Of the 467 employers surveyed, 14% expect to increase their workforces, 6% expect a decrease, 79% will keep them stable and 1% don't know. Once the seasonal adjustment is made, the Net Employment Outlook for Guatemala in the first quarter is +9%, increases 15 percentage points in a quarterly comparison and remains relatively stable when compared to the same period of the previous year.

27% of Guatemalan employers expect hiring to return to pre-COVID-19 levels in the next 4-9 months. While attitudes towards a return to normalcy differ between regions, at the regional level are less optimistic with 11% in EMEA, 13% in APAC and 18% in the Americas.

"Employers surveyed in Guatemala report a positive trend for the first quarter of 2021. The most active hiring pace is in the Commerce and Communications & Transport sectors, probably as a result of the internal consumer that has been generated and the reopening of airports that have increased their operations," Andrés Jesús Soto said Country Manager for ManpowerGroup Guatemala.

Employers in all six sectors expect to increase their workforces during the next quarter. The strongest labor market is anticipated in the Commerce and Transport & Communication sectors with an Outlooks of +14% each, followed by the Services and Construction sectors with +5%. Agriculture and Fishing /Mining and Extraction reports an Outlook of +4%. While Manufacture reports an Outlook of +2%, increasing 5 percentage

points in quarterly comparison, but decreased 3 points when compared to the same period last year.

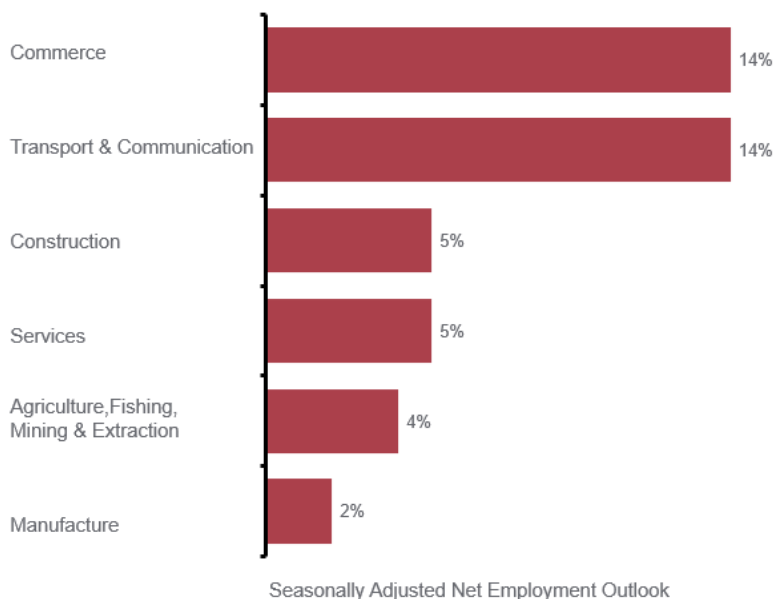
Employers in four of the five regions forecast an increase in staffing levels during 1Q 2021. The strongest labor market is expected in the East with an Outlook of +10%, followed by the Central region (+9%), West and South with Outlooks of +5% each, while North reports the least resilient hiring plans (-3%).

Staffing levels are expected to increase in all 4 size categories over the next quarter. Large firms report an Outlook of +18%, Medium (+7%), Small (+6%). While, Micro-firms report +3%, they increase 8 percentage points compared to the previous quarter and 6 percentage points compared to the year.

Elsewhere across the globe, the ManpowerGroup Employment Outlook Survey for the first quarter of 2021 reveals that payroll gains are expected in 34 of the 43 countries and territories in the period up to the end of March. The strongest hiring prospects are reported by Taiwan, the U.S., Singapore, Australia and Brazil. The weakest Net Employment Outlooks are reported in Panama, the UK, Switzerland, Austria and the Hong Kong. In a quarter-over-quarter comparison, employers report stronger hiring prospects in 32 of the 43 countries and territories, but hiring sentiment weakens in 6 (with no change reported in five). When compared with the first quarter of 2019, hiring intentions improve in 6 of the 43 countries and territories, but decline in 33 (with no change in four).

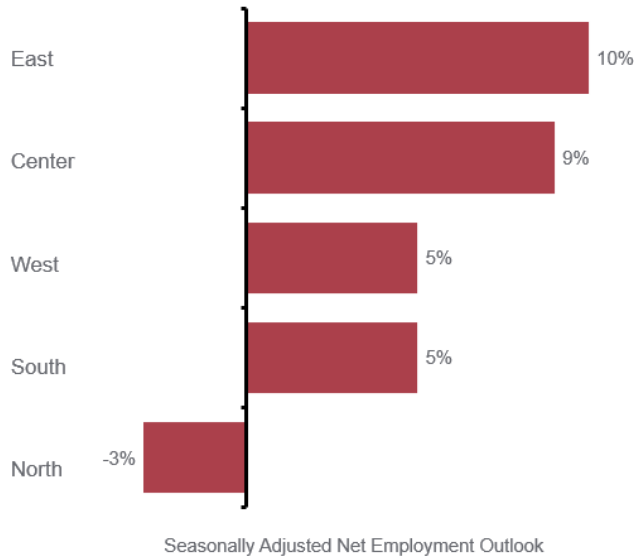
Sector Comparisons

Employers in the Commerce and Transport & Communication sectors report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +14%.



Regional Comparisons

Employers in the East region report the most active hiring pace, forecasting a Net Employment Outlook of +10%.



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

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 and Talent Solutions – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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ManpowerGroup Mexico, Caribbean and Central America

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