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**Hiring plans in Guatemala remain steady for the first-quarter:
ManpowerGroup Employment Outlook Survey**

Center region and Construction employers report the strongest Outlooks.

- Once seasonal variations are removed from the data, Guatemalan employers report an optimistic Outlook of +10%.
- Payroll growth is expected in four regions and in all industry sectors during the next three months.
- Across the globe, first-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Slovenia, Greece and Hong Kong.

GUATEMALA (December 11, 2018) – According to the ManpowerGroup Employment Outlook Survey released today, Guatemala employers anticipate an encouraging first quarter 2019 hiring climate. Of the 620 employers surveyed, 14% expect to increase their workforces and 82% will keep them stable. Once seasonal variations are removed from the data, Guatemala's Net Employment Outlook for the first quarter stands at +10%.

Employers in the six industry sectors expect to grow staffing levels during the coming quarter. The strongest Net Employment Outlook of +16% is reported in the Construction sector, followed by Services with +12%. Employers in the Manufacture industry sector predict a steady outlook of +10%.

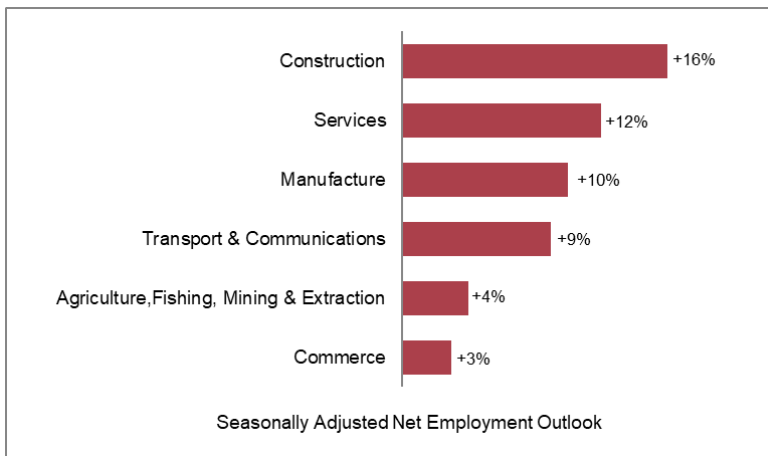
“The labor outlook of the country indicates a stable growth for the first quarter of 2019 with a forecast of +10%, remaining relatively stable in annual comparison. Due to continuous public and private investments, the sector with the most active hiring pace is Construction, where employers showed confidence and reported +16%. On the other hand, employers in the Services sector report a Trend of +12%, this is likely due to the cruise season,” said Ana Lucía Ochoa, Staffing Executive for ManpowerGroup Guatemala. The Center region reports the strongest trend of +13%, this payroll gain may be related to the promotion of employment fairs in the region. The South region reports an optimistic forecast of +5% and is probably due to the investment made for a new bottling plant.”

Employers in four of the five regions forecast an increase in staffing levels during 1Q 2019. The strongest labor market is expected by employers in the Center region with a Net Employment Outlook of +13%. Employers in the West anticipate a moderate hiring pace, reporting an Outlook of +8%, while the Outlook for the East stands at +7%.

Staffing levels are expected to increase in Large, Medium and Small organization-size categories during the January-March time frame. Large employers lead the hiring intentions with a stable Net Employment Outlook of +30%, followed by Medium size firms reporting +10%. Elsewhere, Outlooks stand at +4% for Small and no changes for Micro companies.

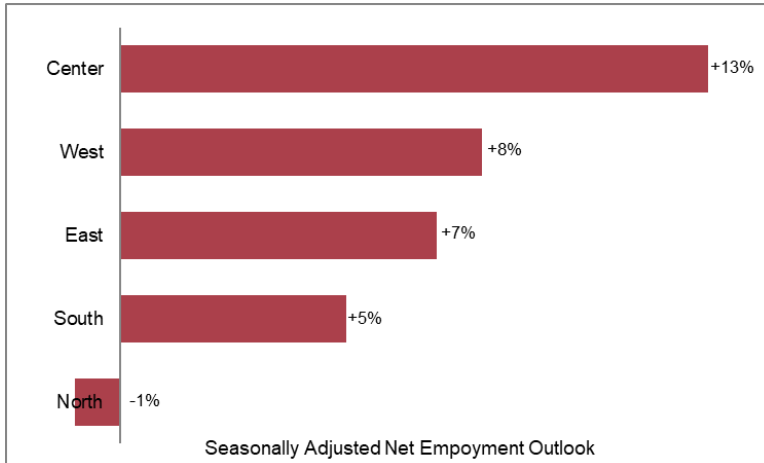
Elsewhere across the globe, the ManpowerGroup research for the first quarter of 2019 reveals that payroll gains are expected in 43 of 44 countries and territories in the period up to the end of March. Hiring intentions for the coming quarter are stronger in 16 of 44 countries and territories when compared with the prior quarter, weakened in 23 and are unchanged in five. In a comparison with this time one year ago, Outlooks improve in 21 countries and territories, decline in 20, and are unchanged in two.

Sector Comparisons



Employers in the Construction industry report the most optimistic hiring intentions, anticipating a Net Employment Outlook of +16%.

Regional Comparisons



Employers in the Center region report the most active hiring pace, forecasting a Net Employment Outlook of +13%.

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.

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ManpowerGroup Mexico, Caribbean and Central America

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