



EMBARGOED UNTIL TUESDAY DECEMBER 08, 2015 AT 00.01 EDT

Mexican employers report favorable first-quarter hiring plans: Manpower Employment Outlook Survey

Opportunities for job seekers are expected to strongest in the Transport & Communication and Services sectors.

- Once seasonal variations are removed from the data, the Net Employment Outlook for Mexico stands at +13%— hiring prospects have not changed when compared with the previous quarter, but increase by 1 percentage point in annual comparison.
- Positive forecasts reported in all industry sectors and regions, hiring plans remain relatively stable in quarter-to-quarter comparison.
- From a global perspective, the survey reveals that employers in 39 of 42 countries and territories intend to add to their payrolls by varying margins during the January-March time frame. Outlooks are mixed in comparison to the Quarter 4 2015 and Quarter 1 2016 surveys; forecasts improve in 23 countries, remain stable in 6 and decline in 13 quarter-over-quarter, and improve in a year-over-year comparison in 19 countries while declining in 18. First-quarter hiring confidence is strongest in India, Taiwan and Japan. The weakest –and only negative- forecasts are reported in Brazil, Finland and France.

MEXICO CITY (December 08, 2015) – Mexican employers report respectable hiring plans for the coming quarter. With 17% of employers forecasting an increase in staffing levels, 6% anticipating a decrease, 75% expecting no change and 2% don't know, the Net Employment Outlook is +13% once the data is adjusted to allow for seasonal variation. Employers report relatively stable intentions when compared with the both the previous quarter and year-over-year.

Employers in the North, Occident/West and Northeast report an upbeat forecast with seasonally adjusted Outlooks of +16% and +15% each, respectively.

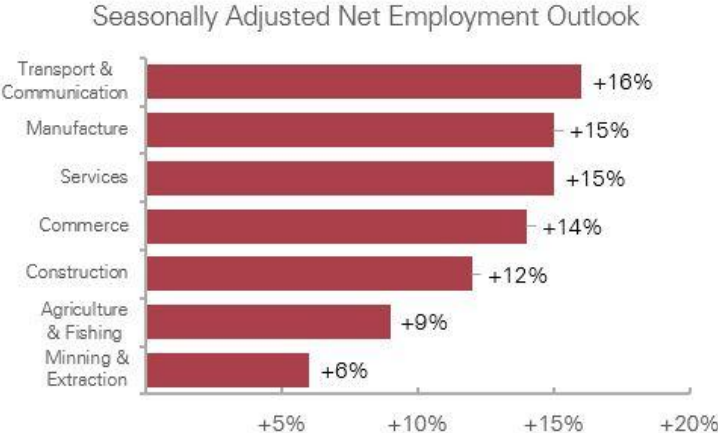
Some payroll gains are expected in the Transport & Communication sector with employers reporting an outlook of +16%, and in the Services and Manufacture sectors, with employers in both sectors reporting seasonally adjusted Employment Outlooks of +15% each. Transport & Communication sector's Outlook is increased 1 percentage point quarter-over-quarter and 6 percentage points year-over-year, while the Services sector's Outlook is increased 2 percentage points quarter-over-quarter and 4 percentage points in annual comparison, and Manufacture sector's Outlook is decreased 1 percentage point quarter-over-quarter and increased 2 percentage points in annual comparison.

“México is expected to start the year with a steady hiring pace and slight growth due to a major stability in currency exchange and inflation, after the several fluctuations over the last two years. A better employees’ quality of life is expected because of a constant growth trend in formal employment and the increase and the standardization of the minimum wage”, said Héctor Márquez, Commercial Director for ManpowerGroup México and Central America. “The forecast in the Transport & Communication industry sector is stronger for first quarter 2016, possibly on account of more investments triggered by the liberation of the sector by the Telecommunications’ Reform. In the meantime, Manufacture will continue to be a highly important sector, mostly in automotive and aerospace industries, where there will be a big demand for specialized technical profiles.”

Employers expect to grow staffing levels in Large, Medium and Small firms-size categories during the coming quarter. Large employers forecast a positive labor market with a seasonally adjusted Employment Outlook of +20%. Elsewhere, Medium category’s Outlook stands at +13%, while Small report slight hiring plans with an Outlook of +8%. Micro companies suffered a downbeat of 4 percentage points in annual comparison and decreased 1 percentage point quarter-to-quarter, reporting a Net Employment Outlook of -2%, the only negative forecast.

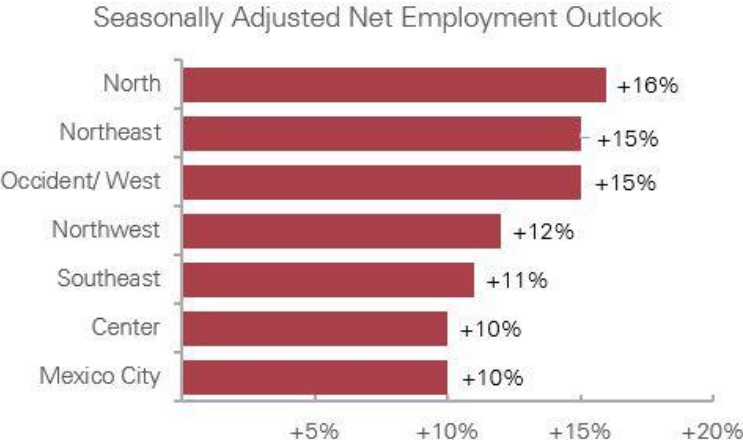
First-quarter forecasts are mostly positive with employers in 39 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the January-March time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be conservatively increased in comparison to the prior quarter and slightly downbeat in comparison to last year at this time. Hiring prospects improve in 23 countries and territories in a quarter-over-quarter comparison, but decline in 13. Outlooks strengthen in 19 countries and territories year-over-year, but decline in 18. The most optimistic Net Employment Outlooks are reported in India, Taiwan and Japan. The weakest—and only negative—first-quarter hiring plans are reported in Brazil, Finland and France.

Sector Comparisons



Employers in the Transport & Communication, Manufacture and Services sectors report the most optimistic hiring intentions for 1Q 2016.

Regional Comparisons



Employers in the North, Northeast and Occident/ West regions anticipate the most active first-quarter hiring pace, reporting Net Employment Outlooks of +16%, +15% and +15% respectively.

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.

About ManpowerGroup

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ManpowerGroup Mexico and Central America

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