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## **Manpower Employment Outlook Survey: Costa Rican employers expect steady hiring pace in Quarter 4 2015**

*Hiring prospects decline by 1 percentage point when compared with the previous quarter but are 8 percentage points stronger in the annual comparison.*

- Once seasonal variations are removed from the data, Costa Rican employers report a steady +12% Outlook.
- Fourth quarter forecasts are strongest in the Construction and Services sectors, and the Heredia and Alajuela regions.
- From a global perspective, the survey reveals that employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. Outlooks are mixed in comparison to the Quarter 3 2015 and Quarter 4 2014 surveys; forecasts improve in 15 countries and decline in 20 quarter-over-quarter, and improve in a year-over-year comparison in 16 countries while declining in 21. Fourth-quarter hiring confidence is strongest in India, Taiwan and Japan. The weakest –and only negative- forecasts are reported in Brazil, Italy, France, Finland and Greece.

**SAN JOSE COSTA RICA, (September 08, 2015)** – According to the Manpower Employment Outlook Survey released today, Costa Rican employers report cautiously optimistic hiring plans for the upcoming quarter. With 19% of employers expecting to increase staffing levels, 6% anticipating a decrease, 74% forecasting no change and 1% don't know, the Net Employment Outlook stands at +12% once the data is adjusted to allow for seasonal variation. Employers report a quarter-over-quarter decrease of 1 percentage point. However, the Outlook is 8 percentage points stronger year-over-year.

In two of the six industry sectors hiring expectations improved when compared with the previous quarter while four present decrease while five of them are stronger in annual comparison.

“As it has been happening in most quarters of 2015, Construction sector employers are still reporting the strongest the hiring expectations,” said Ana Gabriela Chaverri, Country Manager for ManpowerGroup. “For the end of this year, opportunities for job seekers in the Services sector are expected to grow due to anticipated activity in tourism. It's been announced there will be new flight routes from Mexico, Canada, United States and Europe, to Costa Rica”.

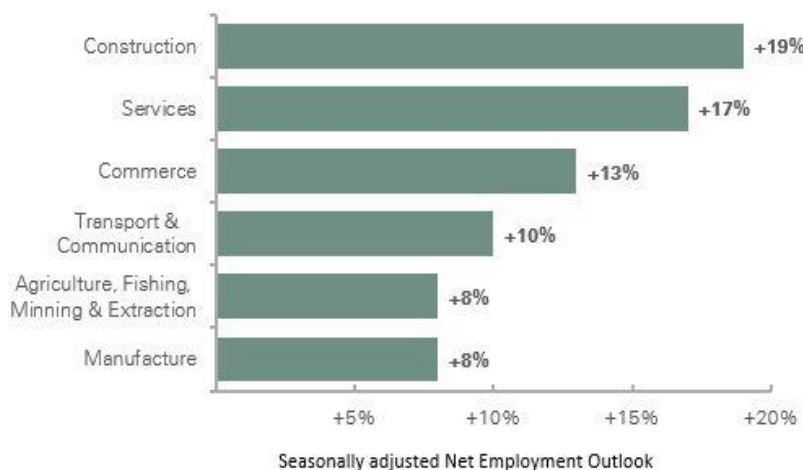
Employers in the six regions forecast an increase in staffing levels during 4Q 2015. Outlooks improve in one of six regions quarter-over-quarter and in all six regions in year-

over-year. The strongest labor markets are anticipated in Heredia, where employers report Net Employment Outlooks of +18%. The Alajuela and Puntarenas & Limon Outlooks stand at +17%, while employers report encouraging signs for job seekers in Cartago, with an Outlook of +16%. Meanwhile, San Jose and Guanacaste report +9% and +5%, in that order.

“The most optimistic regional forecasts are reported by the employers in Heredia, which has been a constant in the last quarters of this year. Employers in Puntarenas & Limon and Alajuela also report respectable hiring expectations. Heredia gets its good forecast from exportation produce companies. In Puntarenas & Limon, the good perspectives from Megapuerto drive the payroll’s growth. In Alajuela, activity in the Construction sector is strongly boosting the hiring intentions”, added Chaverri. “Large companies lead the hiring expectations once again, nevertheless, employers in medium, small and micro companies are also growing more confident.”

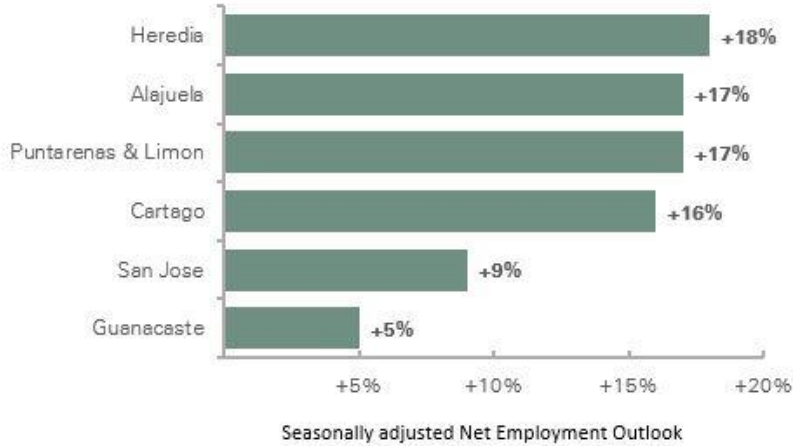
Fourth-quarter forecasts are mostly positive with employers in 36 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the October-December time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be conservatively increased in comparison to the prior quarter and marginally downbeat in comparison to last year at this time. Hiring prospects improve in 15 countries and territories in a quarter-over-quarter comparison, but decline in 20. Outlooks strengthen in 16 countries and territories year-over-year, but decline in 21. The most optimistic Net Employment Outlooks are reported in India, Taiwan, Japan and United States. The weakest—and only negative—fourth-quarter hiring plans are reported Brazil, Italy, Finland, France and Greece.

### Sector Comparisons



Employers in the Construction industry sector once again report the most optimistic hiring intentions for 4Q 2015.

## Regional Comparisons



Employers in the Heredia, Alajuela and Puntarenas & Limon regions expect the most active fourth-quarter hiring pace.

### **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.

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