



ManpowerGroup®

**Press Release**

Nanterre, 11 September 2018

**ManpowerGroup Employment Outlook Survey**

**4Q 2018 FRANCE OUTLOOK:  
FORECAST REMAINS POSITIVE BUT HIRING INTENTIONS SOFTEN**

***Job growth is picking up in the Energy sector, while a downturn is expected in the Restaurants & Hotels and Commerce sectors***

**Key takeaways** of this edition include:

> **While unemployment keeps going down sluggishly in France** -it reaches 9.1% of the country's labor force, according to the French National Institute for Statistics and Economic Studies (INSEE), down 0.3 percentage points from year-ago levels- **job growth is also expected to experiencing a slowdown.**

> The most **encouraging** job prospects are reported in the **North** and **South** regions. Conversely, the hiring pace is expected to **slow** dramatically in the **Paris** area (down 10 percentage points in comparison with the fourth quarter of 2017).

> In the October-December time frame, opportunities for job seekers are expected to be strongest in the **Electricity, Gas & Water sector**, where hiring plans improve by a considerable margin of 15 percentage points in comparison with the prior quarter, and 10 percentage points compared to year-ago levels. However, a downturn will be evident in the Restaurants & Hotels and Commerce sectors.

> The **strongest job gains** are anticipated by **Small** and **Medium employers**. In Large businesses, the Outlook declines by 6 percentage points quarter-over-quarter and by 3 percentage points year-over-year.

*'The results of the survey are consistent with the slowdown of the economic growth, analyses Alain Roumilhac, President of ManpowerGroup France. Employers are growing more conservative, even though GDP is forecast to keep expanding through to the end of the year.'*

**Fourth-quarter forecasts reflecting uncertainty about the economy**

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- Overall, the employers surveyed in France by ManpowerGroup report positive but more modest hiring intentions. Once the data is adjusted to allow for seasonal variation, the **Outlook** stands at +2%, declining by **3 percentage points quarter-over-quarter** and by **2 percentage points when compared with this time one year ago.**
- This cautiousness is due to a **soft patch** France has been going through **since the start of the year**. The country's gross domestic product (GDP) rose by 0.2% only in 2Q 2018, dragged down by the slight faltering of household consumption and foreign trade. The French central

bank, Banque de France, now expects GDP to expand 1.8% this year instead of the 2% forecast at the start of 2018.

### **Job prospects are mixed from region to region**

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- In four of the five regions surveyed, hiring plans remain positive. **The most noteworthy increase is reported in the North**, where the Outlook improves by **3 percentage points quarter-over-quarter**, but drops by 3 percentage points from year-ago levels.
- In the **South**, the Net Employment Outlook falls by **4 percentage points quarter-over-quarter**, but **grows by 2 percentage points when compared to Q3 2017**.
- The **Paris area** is the only region reporting negative hiring intentions. The Outlook decreases by **9 percentage points quarter-over-quarter and by 10 percentage points year-over-year**.

### **Forecasts are positive in the Energy, Construction and Mining & Quarrying sectors, while a downturn is evident in the Restaurants & Hotels sector**

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- In **7** out of the 10 industry sectors surveyed, employers intend to increase their workforce.
- The most notable increase in the Net Employment Outlook is reported in the **Electricity, Gas & Water** sector, with hiring intentions improving by 15 percentage points when compared with the previous quarter and by 10 percentage points from year-ago levels.
- Some workforce gains are also forecast in the **Mining & Quarrying** sector, where the Outlook is 7 percentage points stronger year-over-year. Meanwhile, the **Construction sector proves quite buoyant**, as hiring intentions rise by 6 percentage points when compared with this time one year ago, though shrinking by 3 percentage points in comparison with the previous quarter.
- The **Restaurants & Hotels sector** experiences a noticeable **slowdown**. Forecasts decrease by 4 percentage points in comparison with the prior quarter and by 5 percentage points year-over-year.  
This trend might be explained by the fact that the companies of the sector added to their payrolls in 2017 and have to cope with persisting challenges recruiting.
- The **Commerce sector** is following a comparable trajectory, as hiring plans are 2 percentage points weaker when compared with the previous quarter and 9 percentage points lower than this time one year ago.

### **The hiring pace is slowing down in Large businesses**

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- All four organization-size categories forecast an increase in their hiring activities for the October-December time frame.
- The strongest hiring pace is anticipated by **Small businesses** (10–49 employees). The Outlook rises by 2 percentage points both quarter-over-quarter and year-over-year.
- **Large employers** (250+ employees) are, for their part, still planning to add to their payrolls, but at a slower pace. **Hiring intentions drop by 6 percentage points when compared with the previous quarter and by 3 percentage points year-over-year**.
- The weakest forecasts are reported by **Micro businesses** (less than 10 employees), where the Net Employment Outlook shrinks by 3 percentage points quarter-over-quarter and 2 percentage points in comparison with Q4 2017.

## INTERNATIONAL

### Japan and Taiwan Hungary lead the way in projected hiring

When compared with the previous quarter, hiring intentions strengthen in 22 of 44 countries.

—**Japan** ranks number one in terms of employer confidence. As in the previous quarter, 26% of the businesses surveyed anticipate an increase in staffing levels. The country is followed by **Taiwan**, where 21% of companies plan to add to their payrolls by the end of the year, down 2 percentage points quarter-over-quarter.

—Employer confidence remains strong in the **United States** (19%), up 2 percentage points year-over-year.

—Across the **EMEA (Europe, Middle East and Africa) region**, hiring intentions look most promising in **Romania** and **Slovenia**, where over 19% of the businesses surveyed are anticipating job gains in the final quarter of the year. It is also in these countries that job growth looks strongest: in each of them, the Outlook improves by 13 percentage points when compared with the prior quarter and by 6 percentage points in comparison to this time one year ago. Switzerland is the only country of the area to report negative forecasts of -2%, down 2 points year-over-year.

Data on all 44 countries covered by the survey is available at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos)

#### About the survey

The ManpowerGroup Employment Outlook Survey for the fourth quarter of 2018 was conducted from July 18 until July 31, 2018 with over 59,000 employers in 44 countries and territories, including both private companies and public bodies, of which 1,000 are based in France. The study involved analyzing data obtained in response to a single question: *'How do you anticipate total employment at your location to change in the three months to the end of December 2018 as compared to the current quarter?'*

The 'Net Employment Outlook' figure used in this survey is the result of subtracting the percentage of employers expecting an increase in their workforce from the percentage of employers expecting a decrease. This results in a net balance (either positive or negative) of the employment outlook. Data have been seasonally adjusted in order to better reflect the reality of projected hiring. These adjustments smooth out the impact of seasonal variations, which generally occur during the same periods each year. Adjusted data is therefore more representative in the long term. Data is not seasonally adjusted for Portugal.

#### 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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 70 years.

In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry.

ManpowerGroup France, led by President Alain Roumilhac since November 2012, has a staff of 8,200 permanent employees and a revenue of 4.8 billion euros in 2017.

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