



ManpowerGroup®

**UNDER STRICT EMBARGO UNTIL 9 MARCH 2021**

**Press Release**

Nanterre, 9 March 2021

## ManpowerGroup Employment Outlook Survey

### 2Q21 FRANCE OUTLOOK: HIRING PLANS ARE REBOUNDING WHEN COMPARED WITH THE PRIOR QUARTER

***The Net Employment Outlook stands at +7% for the April-June 2021 time frame, rising by 6 percentage points quarter-over-quarter, but shrinking by 4 percentage points when compared with 2Q 2020.***

***The strongest labor market is anticipated in the Construction and Manufacturing sectors. In the Restaurants & Hotels sector, the forecast has stopped declining, but remains flat.***

**Key takeaways** of this edition include:

- > Hiring intentions **improves in all industry sectors in comparison to the previous quarter**. In addition, the Net Employment Outlook is positive in all sectors, aside from the Restaurants & Hotels sector.
- > Employer confidence is nevertheless **weaker than in 2Q 2020**, specifically in the **Restaurants & Hotels** and **Financial services** sectors, where the Outlook falls respectively by 14 and 8 percentage points year-over-year.
- > Of the five regions surveyed, the strongest labor market is anticipated in the **North**, with an Outlook of **+12%**, i.e., 13 percentage points stronger in comparison to the first quarter of 2021. Meanwhile, the Outlook stands at **-1%** in **Paris**, down **-12 percentage points from year-ago levels**.
- > While the vaccination campaign will intensify in the coming weeks, employers will still have to be patient before they can hope for a return to normal. Only **31% of employers surveyed in France expect to return to pre-COVID-19 hiring levels by the end of 2021**. By then, 41% of employers will try to encourage a hybrid work model with a good mix of remote working and workplace-based working. 53% hope to be able to bring their staff back to their workplace most of the time, while 2% prefer their staff work remotely all/most of the time. On vaccinations, 53% of the employers surveyed have no plans to introduce a fixed policy on employee vaccination – while 28% plan to encourage vaccination by highlighting the benefits.
- > **Large businesses** report the most encouraging Outlook: **+12%**, increasing by 7 percentage points quarter-over-quarter. Job prospects will be most limited in **Medium-sized businesses**, reporting a forecast of **+1%**, falling by **12 percentage points year-over-year**.

*“The results of this survey reflect the resilience of the French economy, analyses Alain Roumillac, President of ManpowerGroup France. According to Banque de France forecasts, GDP will grow 5% in 2021 despite the enduring uncertainties resulting from the ongoing health crisis. Business leaders are therefore reporting cautiously optimistic hiring intentions, albeit weaker than this time one year ago.”*

## **Hiring activity is improving from the prior quarter, but weaker than in the second quarter of 2020.**

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Although the COVID-19 crisis is still going on, employers surveyed in France by ManpowerGroup report a stronger Net Employment Outlook, standing at +7%. The forecast grows by 6 percentage points quarter-over-quarter, but falls by a margin of 4 percentage points when compared with 2Q 2020. Hiring intentions for the April-June time frame are positive for the third consecutive quarter, following the steep decline registered in the third quarter of 2020. Back then, France's Outlook had collapsed to -11%.

## **When compared with the prior quarter, the hiring pace is set to accelerate in all five regions.**

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- Of the five regions surveyed, **four report positive hiring intentions**.
- Job prospects are brightest in the **North**, with employers reporting an Outlook of **+12%**, up **13 percentage points** in comparison with the **prior quarter**. It is the **only Outlook that improves (+1 percentage point) quarter-over-quarter**.
- Paris is the only region reporting a negative Outlook of **-1%**, **which reflects an increase of 9 percentage points in comparison with the prior quarter**, but a **12 percentage points drop from year-ago levels**.
- In the **West-Center**, the Outlook stands at **9%**, up **6 percentage points** when compared with the **prior quarter**, but **down 2 percentage points year-over-year**.

## **Staffing levels are expected to rise considerably in the Construction sector**

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- Hiring intentions are **positive in 6 of the 7 industry sectors surveyed**. In all seven, they are stronger than in the previous quarter.
- Employers in the **Construction sector** report a forecast of **+20%**, increasing by **14 percentage points** compared to the previous quarter and by **2 percentage points** from year-ago levels.
- With a forecast of **+15%**, the **Manufacturing sector** expects the hiring pace will accelerate by **15 percentage points quarter-over-quarter** and by 2 percentage points year-over-year.
- The **Restaurants & Hotels** sector is the only sector reporting a **flat Outlook**, which nevertheless accounts for an **18-point increase in comparison with the prior quarter**. In a year-over-year comparison, however, hiring plans decline by 14 percentage points.

## **Large businesses report stronger hiring intentions than in the previous three months.**

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- In all four organization size categories surveyed, **hiring plans** improve in comparison with the **first quarter of 2021**.
- The strongest labor market is anticipated in **Large businesses** (250+ employees), with a forecast of **+12%**, up **7 percentage points** in comparison with the first quarter of 2021. However, this figure reflects a significant **drop of 12 percentage points year-over-year**.
- **Micro-businesses** (less than 12 employees) are the **only category where the Outlook improves year-over-year**: standing at +4%, it posted a 4-point increase in comparison with both the second quarter of 2020 and the first three months of 2021.

- Medium-sized businesses (50-249 employees) report the least optimistic Net Employment Outlook. Standing at **+1%**, it **improves by 3 percentage points quarter-over-quarter** but falls by a margin of **12 percentage points when compared with this time one year ago**.

## INTERNATIONAL

**The strongest hiring pace for the April-June time frame is once again anticipated in Taiwan and the United States. 33 countries report positive Net Employment Outlooks.**

When compared with the prior quarter, hiring plans strengthen in 23 of the 43 countries surveyed.

- **Taiwan** comes out at the head of the standings, with a Net Employment Outlook of **+24%** for the April-June 2021 time frame. The forecast **increases by 1 percentage point** in comparison with the prior quarter.

- **The United States come second**, with an Outlook of **18%**, **up 1 percentage point** from last quarter.

- **Singapore and Australia**, both reporting a **Net Employment Outlook of +17%**, rank **third**.

- Employers in 17 of the 26 **EMEA (Europe, Middle-East and Africa)** countries surveyed report positive second-quarter hiring plans. Job prospects are the most encouraging in **Romania**, as the Outlook **rises to +12%, up 8 percentage points** quarter-over-quarter. Meanwhile, **Great Britain and South Africa** report the **weakest prospects** in the region, with an Outlook of **-5%**.

Full survey results for each of the 43 countries included in this quarter's survey can be found at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos)

### About the survey

The ManpowerGroup Employment Outlook Survey for the 2<sup>nd</sup> quarter of 2021 was conducted from January 13 until January 27, 2021 with over 42,135 employers in 43 countries and territories, including both private companies and public bodies, of which 767 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 June 2021 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 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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 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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