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**Press Release**

Nanterre, 11 December 2018

**ManpowerGroup Employment Outlook Survey**

**1Q19 FRANCE OUTLOOK:  
HIRING PLANS ARE TILTED TO THE UPSIDE**

*The most noteworthy increase is reported in the Finance and Transport sectors*

**Key takeaways** of this edition include:

> The private sector continued to generate employment in the third quarter. According to the French National Institute for Statistics and Economic Studies (Insee), it is the **14<sup>th</sup> consecutive quarter of net job creation**. This upbeat trend is reflected in improving job prospects.

> Opportunities for job seekers are expected to be **strongest** in the **Paris area** and in the **South** (+6 percentage points year-over-year). Meanwhile, the hiring pace is expected to **slow down** in the West Center region (down 1 percentage point when compared with the prior quarter).

> Employers in the **Transportation, Storage & Communications sector** report the **most notable increase** of 17 percentage points quarter-over-quarter and 24 percentage points year-over-year. Conversely, the labor market is expected to slump down in the Construction sector.

> **Small and Medium employers** report the **brightest job prospects**. In Large businesses, on the other hand, the Outlook weakens by 11 percentage points from year-ago levels.

*“The results of this survey are consistent with the trajectory of the French economy, comments Alain Roumillac, President of ManpowerGroup France. However modest, GDP growth is carrying over and expected to maintain similar momentum in 2019. Employers have based their hiring plans upon this projection, anticipating the steady growth of economic activity.”*

**A first quarter in line with economic growth projections**

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- Employers surveyed by ManpowerGroup in France report positive hiring intentions overall: once the data is adjusted to allow for seasonal variation, the Outlook stands at +4%, **up 2 percentage points in both quarter-over-quarter and year-over-year comparisons**.
- This cautiously optimistic attitude results from the **anticipated stabilization of France’s GDP expansion in 2019**. According to the French Economic Observatory (OFCE), it should stand at 1.7% this year, and carry on at a comparable pace (1.8%) throughout 2019.

## **Job gains are expected in all regions, starting with the Paris area**

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- In all five regions surveyed, opportunities for job seekers remain positive. The **most noteworthy improvement is reported in the Paris area**, where the Outlook grows by **6 percentage points quarter-over-quarter** and by 2 percentage points compared to the first quarter of 2018.
- Employers in the **South** continue to anticipate a favorable hiring environment, with job prospects increasing by **6 percentage points compared to year-ago levels**, and by **2 percentage points in comparison with 4Q 2018**.
- In the **West Center** region, the forecast **declines by 1 percentage point when compared with the prior quarter** and by **4 percentage points year-over-year**.

## **Positive Outlooks reported in the Transport, Manufacturing and Finance sectors, while the Construction and Mining & Quarrying sectors are slumping down.**

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- Out of 10 industry sectors, employers in **7 forecast some payroll growth**.
- The sharpest increase in the Outlook is reported in the **Transport** sector, with a considerable improvement of 17 and 24 percentage points, respectively, quarter-over-quarter and year-over-year
- Hiring climate is also improving in the **Manufacturing** sector, where the Outlook increases by 4 percentage points year-over-year. The **Finance sector also remains, for the most part, tilted to the upside**: job prospects are 3 percentage points stronger compared to year-ago levels and up 4 percentage points when compared with the prior quarter.
- Hiring momentum is expected to **slow** in the Construction sector: the Net Employment Outlook decreases by 4 percentage points quarter-over-quarter and is down 5 percentage points when compared with this time one year ago.
- A similar trend is anticipated in the **Mining & Quarrying sector**, as hiring intentions are down 2 percentage points when compared with the prior quarter and down 1 percentage point in a year-over-year comparison.

## **Hiring intentions are softening in Large businesses**

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- All four organization-size categories forecast an increase in their hiring activities.
- **Medium-sized businesses** (50-249 employees) report the strongest Net Employment Outlook, 6 percentage points stronger when compared with 4Q 2018 and 7 percentage points up from year-ago levels.
- **Large businesses** (250+ employees) continue to anticipate positive job growth. Their forecast remains **stable quarter-over-quarter, but drops by 11 percentage points when compared with 1Q 2018**.
- **Micro-businesses** (less than 10 employees) remain cautiously optimistic, as the Outlook grows by 1 percentage point in both quarter-over-quarter and year-over-year comparisons.

## INTERNATIONAL

### Japan, Taiwan and the United States lead the way in projected hiring

When compared with the first quarter of 2018, hiring intentions improve in 22 countries out of the 44 surveyed.

- **Japan** comes out at the head of the standings, with 27% of the businesses surveyed anticipating payroll gains, vs. 26% in the final quarter of 2018. **Taiwan** is ranked second, with 21% of employers intending to increase their workforce, down 4 percentage points in a year-over-year comparison.

- **The last member of this Top 3 is the United States: 20%** of employers plan on an increase in their staffing levels, vs. 19% in the prior quarter.

- In the **EMEA (Europe, Middle East and Africa) region**, the most optimistic Outlook is reported by **Slovenian** employers: 19% of them anticipate some payroll growth, up 6 percentage points year-over-year. Opportunities for job seekers are expected to be weakest in **Switzerland**, where the Outlook stands at +2%, up 4 percentage points quarter-over-quarter.

Full survey results for each of the 44 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 first quarter of 2019 was conducted from October 17 until October 30, 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 March 2019 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.

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#### 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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