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Press Release

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ManpowerGroup Employment Outlook Survey

**4Q19 FRANCE OUTLOOK:
HIRING INTENTIONS STILL ON THE RISE**

Staffing levels set to improve in the Construction and Restaurants & Hotels sectors, but decline in the Electricity, Gas & Water sector. The most optimistic hiring plans are reported by Large businesses.

Key takeaways of this edition include:

> Quarter-over-quarter, the hiring climate **improves in the West-Center** (+3 percentage points when compared with the prior quarter, and up 8 percentage points from year-ago levels). Meanwhile, in the **North**, the forecast **falls by 5 percentage points when compared with the previous quarter and by 3 percentage points in a year-over-year comparison.**

> In the **Construction sector**, staffing levels are expected to **rise considerably**, with an Outlook up 12 percentage points quarter-over-quarter and up 9 percentage points, year-over-year. Conversely, a slowdown is anticipated in the **Electricity, Gas & Water sector**, where employer confidence drops by **10 percentage points** when compared with this time one year ago.

> **The most optimistic hiring plans** are reported by **Large employers**, with an Outlook increasing by **10 percentage points in comparison with the prior quarter** and by **17 percentage points when compared with 4Q 2018**. In Small businesses, the forecast shrinks by 1 percentage point both quarter-over-quarter and year-over-year.

“The results of the survey are consistent with the current economic climate. The growth of the French economy remains positive, but it is gradually slowing down. For two consecutive quarters, the French economy has been suffering from stagnant productivity gains. Payroll growth is now increasing at the same rate as GDP expansion. What’s more, household consumption has shifted downward, which is partly due to the current uncertainty in the international economy. And, above all, unemployment remains higher in France than in the rest of the euro area. According to the French National Institute for Statistics and Economic Studies (Insee), 8.5% of the country’s workforce are currently out of job. In this context, it is only natural that employers anticipate a moderate increase in their activity, which is reflected in their hiring intentions,” says Alain Roumilhac, President of ManpowerGroup France.

Fourth-quarter forecasts slightly improving from the prior quarter

Employers surveyed by ManpowerGroup in France report moderately positive hiring intentions. Once the data is adjusted to allow for seasonal variation, the **Net Employment Outlook (*)** stands at +6%, up 1 percentage point from 3Q 2019. This Outlook is **4 percentage points stronger than this time one year ago**.

Quarter-over-quarter, the forecast improves in the West-Center, but decreases in the North.

- Of the five regions surveyed, three expect the hiring climate to remain stable or improve in comparison with the prior quarter.
- The most **notable drop is reported in the North with a Net Employment Outlook of +2%**. Hiring intentions **decline by 5 percentage points when compared with the prior quarter and by 3 percentage points in a year-over-year comparison**.
- In **Paris**, hiring prospects are forecast at +4%, improving by **9 percentage points year-over-year** and remain stable in comparison with 3Q 2019.
- In the **West-Center**, the forecast **grows by 3 percentage points quarter-over-quarter**, and by **8 percentage points year-over-year**.

Staffing levels set to improve in the Construction and Restaurants & Hotels sectors, but declining in the Electricity, Gas & Water sector.

- In **seven of the ten industry sectors surveyed**, employers report stronger or stable hiring intentions in comparison with 3Q 2019.
- The most noteworthy improvement is reported by the **Construction sector with an Outlook of +15%**, a considerable increase of 12 and 9 percentages points, respectively, quarter-over-quarter and year-over-year. This is the strongest Outlook for this sector since the survey began 16 years ago. This growth is driven in particular by the rise of renovation work on existing buildings. Energy renovation, in particular, is attracting strong investor interest.
- Some workforce gains are also anticipated in the **Restaurants & Hotels sector**, where the **Outlook is at +5%, up 1 percentage point quarter-over-quarter and an increase of 8 percentage points compared to this time one year ago**.
- In the Electricity, Gas & Water sector, the forecast falls by **10 percentage points year-over-year**, but **grows by 1 points quarter-over-quarter**.

The strongest hiring activity is anticipated by Large businesses

- When compared with 3Q 2019, hiring plans are stable or stronger in two of the four organization-size categories surveyed.
- The most optimistic employment prospects are reported by **Large businesses** (250+ employees), where the Outlook is a optimistic +23%, growing by 10 percentage points from the prior quarter and by a considerable 17 percentage points from 3Q18.
- **Medium-sized businesses** (50-250 employees) anticipate positive job growth with an Outlook of +15%. In this category, employer confidence is up **2 percentage points in comparison with the prior quarter, and up 5 percentage points from year-ago levels**.

- Meanwhile, the forecast reported by **Small businesses** (11-49 employees) shrinks by 1 percentage point both quarter-over-quarter and year-over-year.

INTERNATIONAL

Japan and Taiwan lead the way in projected hiring

When compared with the third quarter of 2019, hiring plans improve or remain stable in 21 of the 44 countries surveyed.

- **Japan** comes out at the head of the standings, with a strong Net Employment Outlook of **+26%**.
- **Taiwan is ranked second**, with an Outlook of **+21%** for the next three months, Taiwan's Outlook remains stable in comparison with the previous quarter.
- In the **EMEA (Europe, Middle East and Africa) region**, the strongest forecasts are reported by **Greek** employers at **+18%** and In **Slovenia** with an Outlook of **+17%**. Conversely, **the Outlook in Spain is flat**, which means that the number of organizations intending to reduce staff numbers is equal to the share of businesses who plan to increase them.

Full survey results for each of the 44 countries included in this quarter's survey can be found at www.manpowergroup.com/meos

About the survey

The ManpowerGroup Employment Outlook Survey for the fourth quarter of 2019 was conducted from 17 to 30 of July 2019 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 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.

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 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com

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