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## **Press Release**

Nanterre, 14 March 2017

### **ManpowerGroup Employment Outlook Survey**

#### **2Q17 FRANCE OUTLOOK: POSITIVE HIRING INTENTIONS FOR THE FOURTH QUARTER IN A ROW**

##### **EMPLOYERS IN THE CONSTRUCTION SECTOR ARE THE MOST OPTIMISTIC FOR THE QUARTER AHEAD**

- For the fourth quarter in a row, employers surveyed by ManpowerGroup in France report positive hiring intentions. Once the data is adjusted to allow for seasonal variations, the Outlook stands at +2% for Q2 2017. Hiring intentions remain stable quarter-over-quarter and increase by 3 percentage points year-over-year.
- For the April-June time frame, 4% of the employers surveyed plan on an increase in their workforce, while 3% of them plan on a decrease. 9 out of 10 employers expect to leave their workforce unchanged in the next quarter.
- Employers in four of the five regions covered by the survey report positive hiring activity for the quarter ahead, with Outlooks standing at +5% in the South and +3% in the East Centre, the North, and the Paris regions. Employers in the West Centre region are the most pessimistic and only negative forecast of the quarter with a Net Employment Outlook standing at -5% for Q2 2017, the weakest Outlook reported since Q4 2015.
- In a quarter-over-quarter comparison, the Net Employment Outlook improves in three regions, decreases in 1 and remains stable in 1. An improvement of 4 percentage points in the Outlook is reported in the Paris region while the East Centre and the North report an improvement of 1 percentage point. The quarter-over-quarter Outlook remains stable in the South regions but the West Centre declines by 8 percentage points.
- Year-over-year, the Outlook increases in four out of the five regions and decreases in one. The forecast is up 8 percentage points in the Paris region, 6 in the East Centre, 5 in the North, and 3 in the South regions. It decreases by 6 percentage points in the West Centre region.
- For Q2 2017, payrolls are expected to increase in five out of the 10 industry sectors surveyed. For the quarter ahead, employers in the Construction sector are the most optimistic with a Net Employment Outlook of +10%, the strongest forecast since Q3 2006. Positive Outlooks are also reported in the Transport, Storage & Communication (+7%), the Finance & Business Services (+6%), the Manufacturing (+2%), and the Wholesale & Retail Trade (+1%) sectors. Conversely, employers in the Mining & Quarrying (-5%) are most pessimistic for the quarter ahead, followed by those in the Agriculture, Hunting,

Forestry & Fishing (-4%), the Electricity, Gas & Water (-2%) and the Restaurant & Hotels (-1%) sectors. Payrolls are expected to stay stable in the Public & Social sector.

- When compared with the previous quarter, hiring prospects only improve in four out of the 10 industry sectors surveyed. The strongest change in the Outlook is reported by employers in the Finance & Business Services with an increase of 9 percentage points. Hiring prospects also improve in the Construction (up 7 percentage points), the Agriculture, Hunting, Forestry & Fishing (up 4 percentage point), and the Mining & Quarrying sectors. Conversely, hiring prospects decrease in five sectors, and most notably in the Transport, Storage & Communication (down 8 percentage points), in the Electricity, Gas & Water (down 3 percentage points), in the Manufacturing and the Public & Social (respectively down 2 percentage points), and in the Wholesale & Retail Trade (down 1 percentage point). Hiring prospects remain stable in the Restaurant & Hotels sector in a quarter-over-quarter comparison.
- Year-over-year, hiring prospects increase in seven out of 10 industry sectors. The most notable increase in the Outlook is reported by employers in the Transport, Storage & Communication sector (up 6 percentage points). Conversely, the most noteworthy declines are reported by employers in the Agriculture, Hunting, Forestry & Fishing and in the Mining & Quarrying sectors respectively down 4 percentage points.
- All four organization-size categories forecast an increase in their hiring activities for the April-June time frame with a Net Employment Outlook for the coming quarter of +9% for Medium businesses, +5% for Small businesses, +3% for Large businesses, and +1% for Micro businesses.
- Employers surveyed by ManpowerGroup in the Europe, Middle East & Africa (EMEA) region report mostly positive hiring intentions for the quarter ahead with 21 countries planning to add to their payrolls during the next three months. In a quarter-over-quarter comparison, forecasts are expected to improve in 11, decline in 6, and remain stable in 7 countries.
- For Q2 2017, employers in Slovenia, Hungary, and Romania are the most optimistic among the EMEA region with a Net Employment Outlook for the coming quarter reaching +22%, +17%, and +16%, respectively. The weakest outlook is reported in Italy with a NEO of -2%.

#### **EMPLOYERS IN FOUR OUT OF FIVE REGIONS REPORT POSITIVE OUTLOOKS FOR THE NEXT QUARTER**

*NOTE: The following Net Employment Outlooks (NEO) have been seasonally adjusted.*

For Q2 2017, employers in four out of five regions forecast an increase in their workforces with a Net Employment Outlook of +5% for the South region and of +3% for the East Centre, the North, and the Paris regions. Conversely, employers in the West Centre forecast a significant contraction of their market with a NEO of -5%.

Quarter-over-quarter, employers report an improvement of hiring intentions in three of the five regions. Hiring prospects in the Paris, East Centre and North regions are respectively up 4, 1, and 1 percentage points. Meanwhile, the Outlook weakens by 8 percentage points in the West Centre region but remains stable in the South region.

Year-over-year, the Net Employment Outlook increases in all regions but the West Centre. Forecasts increase by 8, 6, 5 and 3 percentage points, respectively, in the Paris, the East Centre, the North, and the South regions. The West Centre forecast declines by 6 percentage points.

*The following content examines changes in the Net Employment Outlook for Q2 2017 for all five regions, compared with the Outlooks for the previous quarter (Q1 2017) and figures for the same period last year (Q2 2016).*

- For the third quarter in a row, employers in the **South** region anticipate the strongest forecast of the quarter with a positive Net Employment Outlook of **+5%** for the April-June time frame. The Outlook remains stable quarter-over-quarter and increases by 3 percentage points year-over-year.
- In the **Paris** region, job seekers can also expect a positive hiring activity during the coming quarter with a Net Employment Outlook standing at **+3%**. The Outlook is 4 percentage points stronger quarter-over-quarter and increases by 8 percentage points year-over-year.
- A positive hiring pace is expected for the upcoming quarter in the **East Centre** region, with a Net Employment Outlook of **+3%**. Consistently, hiring plans increase by 1 percentage point quarter-over-quarter and by 6 percentage points year-over-year.
- Employers in the **North Centre** region also expect payroll gains for the next quarter, reporting a Net Employment Outlook of **+3%**. The Outlook is up 1 percentage point quarter-over-quarter and up 5 percentage points year-over-year.
- Employers in the **West Centre** region are the most pessimistic for the quarter to come with a Net Employment Outlook forecast of **-5%**, the only negative forecast for the quarter to come. The Outlook declines by 8 percentage points quarter-over-quarter, and by 6 percentage points year-over-year.

## **POSITIVE HIRING INTENTIONS IN FIVE OUT OF THE 10 SECTORS SURVEYED**

**Employers in five out of the 10 industry sectors surveyed forecast an increase in their payroll for the next three months. The strongest hiring climate is anticipated in the Construction sector where the Net Employment Outlook stands at +10%. Positive signs are also reported in the Transport, Storage & Communication, the Finance & Business Services, the Manufacturing, and the Wholesale & Retail Trade sectors with Outlooks reaching +7%, +6%, +2%, and +1%, respectively. Employers in four sectors expect to reduce their payroll, most notably in the Mining & Quarrying sector (-5%), Agriculture, Hunting, Forestry & Fishing sector (-4%) sectors.**

**Compared with the previous quarter at the same period, the most notable change in the Outlooks is reported by employers in the Finance & Business Services and in the Transport, Storage & Communication sectors (respectively up 9 percentage points and down 8 percentage points).**

- Employers in the **Construction** sector report the strongest hiring activity for Q2 2017 with a Net Employment Outlook standing at **+10%**, reaching its most optimistic level since Q3 2006. Hiring intentions are 7 percentage points stronger quarter-over-quarter and up 2 percentage points year-over-year.
- In the **Transport, Storage & Communication sectors** sector, employers forecast a substantial growth of the payroll in the next three months, with a Net Employment Outlook reaching **+7%**. Hiring intentions are nonetheless 8 percentage points weaker quarter-over-quarter but up 6 percentage points year-over-year.
- In the **Finance & Business Services** sector, some opportunities for job seekers are expected in the next three months, with a Net Employment Outlook of **+6%**. Hiring intentions are up 9 percentage points quarter-over-quarter and improve by 5 percentage points year-over-year.

- In the **Manufacturing** sector, employers are anticipating a cautious hiring pace for the next three months, with a Net Employment Outlook standing at **+2%**. Hiring prospects are down 2 percentage points quarter-over-quarter but up 1 percentage points year-over-year.
- With a Net Employment Outlook standing at **+1%**, employers in the **Wholesale & Retail Trade** sector anticipate subdued hiring intentions for the quarter to come. The Outlook is 1 percentage point weaker quarter-over-quarter but improves by 2 percentage points year-over-year.
- Employers in the **Public & Social** sector expect a no change in their staffing levels for the forthcoming quarter, with a Net Employment Outlook reaching **0%**. Hiring plans are nonetheless down 2 percentage points quarter-over-quarter but up 2 percentage points when compared with Q2 2016.
- With a Net Employment Outlook at **-1%**, employers in the **Restaurants & Hotels** sector still anticipate a disappointing labor market for the quarter to come. In the meantime, the Outlook remains stable in a quarter-over-quarter perspective and improves by 5 percentage points year-over-year.
- In the **Electricity, Gas & Water** sector, employers expect the labor market to tighten during the next three months with a Net Employment Outlook reaching **-2%**. Hiring plans are down 3 percentage points quarter-over-quarter and 3 percentage points year-over-year.
- An adverse hiring climate is reported in the **Agriculture, Hunting, Forestry & Fishing** sector for the April-June time frame, with a Net Employment Outlook standing at **-4%**. Nevertheless, hiring intentions are 4 percentage points stronger quarter-over-quarter but down 4 percentage points year-over-year.
- Employers in the **Mining & Quarrying** sector report the most pessimistic hiring prospects for the upcoming quarter with a negative Net Employment Outlook for ninth quarter in a row reaching **-5%**. The Outlook improves by 1 percentage point in a quarter-over-quarter comparison but decreases by 4 percentage points year-over-year.

## **A GLOBAL LABOUR MARKET THAT REMAINS WIDELY FAVORABLE TO JOB SEEKERS**

- **Globally, employers in 39 of 43 countries and territories surveyed intend to add to their payrolls during the April-June time frame.** In a quarter-over-quarter comparison, forecasts increase in 17 countries and territories, decrease in 15 and remain unchanged in 11. Year-over-year, forecasts improve in 25 countries and territories, decline in 14, and remain unchanged in three.
- **Q2 2017 hiring confidence is the strongest in Taiwan, Japan, and Slovenia. For the ninth quarter in a row, the weakest forecast is reported in Brazil with NEO standing at -4%, but the second-quarter hiring plans are the strongest reported since Q3 2015. Italian employers also foresee a decrease in payrolls with a NEO standing at -2%. Employers in Slovenia and Bulgaria both report their most optimistic forecasts since their surveys started, with NEOs of +22% and +13%, respectively.**

### **➡ In the EMEA Region, Positive Forecasts Dominate the Labor Market**

- **In the Europe, Middle East & Africa (EMEA) region, employers in 22 countries out of 25 expect workforce gains.** In a quarter-over-quarter comparison, hiring intentions improve in 12

countries, weaken only in 6 and remain stable in seven. When compared to Quarter 2 2016, employer confidence is stronger in 18 countries and weaker in 6<sup>1</sup>.

- Opportunities for job seekers are expected to be the strongest in **Slovenia** (+22%), **Hungary** (+16%), and **Romania** (+16%). The weakest and only negative prospects is reported in **Italy** with a Net Employment Outlook of -2%.

## ➔ **Most Employers in the Americas Expect Second-Quarter Payroll Growth, while Employers in Brazil Still Plans on Layoffs**

- **Nine of the 10 countries surveyed in the Americas report strong and positive hiring plans for the quarter to come.** The employment market in **Brazil** is expected to be the least dynamic in the world, with employers reporting a negative Outlook of **-4%**. When compared with the previous quarter, the Outlook increases in four countries and declines in six. In a year-over-year comparison, forecasts strengthen in three countries, decline in four, and stay stable in three.
- Hiring intentions for Q2 2017 are the strongest in the **United States** (+17%), **Guatemala** (13%), **Mexico** and **Colombia** (respectively +12%), and **Costa Rica** and **Peru** (+11%).

## ➔ **Positive forecasts reported throughout the Asia-Pacific Region.**

- **Payrolls are expected to increase in all eight Asia Pacific countries and territories.** However, in a quarter-over-quarter comparison, the hiring pace improves in only one out of the eight countries and territories, declines in three and remains stable in four. In a year-over-year comparison, the Outlook weakens in four countries and territories and improves in four. Employers in **Taiwan** now report the most optimistic regional and global hiring plans (24%) for the second quarter in a row. Conversely, **China's** employers demonstrate the most pessimistic employers of the region for the fourth quarter in a row.

**ManpowerGroup Employment Outlook Survey – Quarter 3 2017**  
**Publication of Results: Tuesday, June 13, 2017**

### **About the survey**

The ManpowerGroup Employment Outlook Survey for the second quarter of 2017 was conducted from January 18 until January 31, 2017 with over 58,000 employers in 43 countries and territories, including both private companies and public bodies, of which 1,003 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 2016 as compared to the current quarter?" Throughout the report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook, which may be positive or negative. The survey is the only one of its kind and is conducted among companies not included in the Manpower customer database. Data have been seasonally adjusted to provide a more realistic assessment in each case. 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.

Data on all 43 countries is available through our new interactive resource, "ManpowerGroup Employment Outlook Explorer": <http://manpowergroupsolutions.com/DataExplorer/>

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<sup>1</sup> Portugal joined the survey in Quarter 3 2016 and has no year-over-year trend data to compare at this point.

## About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis™, Right Management® and ManpowerGroup® Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com)

## About ManpowerGroup France

ManpowerGroup, *HR Experts for a World of Challenges*, provides a portfolio of services in France ranging from temporary employment and permanent recruitment (Manpower), skills assessment and training to skills development (FuturSkill), recruitment of high-level experts and professional services (Experis), outsourcing and consulting (ManpowerGroup Solutions), career management and outplacement (Right Management). With 7,500 employees in France, ManpowerGroup generates a €4.4 billion turnover in 2016. <http://www.manpowergroup.fr/>

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