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Press Release

Nanterre, 10 March 2020

## ManpowerGroup Employment Outlook Survey

### 2Q20 FRANCE OUTLOOK: DESPITE A SLIGHT DECREASE, HIRING INTENTIONS REMAIN HIGH

***The Net Employment Outlook stands at +11%, down 2 percentage points when compared with the first quarter of 2020.***

***Job prospects remain in the Construction sector, but dip in the Restaurants & Hotels sector. The strongest hiring activity is anticipated by Large businesses***

**Key takeaways** of this edition include:

> The hiring climate **improves in the South**, with a forecast of **+10% (+1 percentage point quarter-over-quarter and +2 percentage points year-over-year)**. Meanwhile, in **Paris**, the Outlook for the second quarter **shrinks by 5 percentage points when compared with the previous quarter**, but increases by **3 percentage points in a year-over-year comparison**.

> In the **Construction sector**, staffing levels are expected to **rise considerably**, as the Outlook (**+19%**) remains stable when compared to year-ago levels. Conversely, a downturn is expected in the **Restaurants & Hotels sector**: The **Net Employment Outlook** remains positive (**+12%**), but dips by **-9 percentage points quarter-over-quarter** and by **-4 percentage points when compared with this time one year ago**.

The **most active hiring pace** is anticipated in **Large businesses**, with an Outlook of **+24%** for the April-June time frame. Hiring plans remain stable in comparison with the prior quarter, but increase by **6 percentage points year-over-year**. In **Medium-sized businesses**, hiring intentions **are down 2 percentage points in a quarter-over-quarter comparison**, but **up 3 points when compared with last year at this time**.

*“This survey reflects the soundness of the French economy, analyzes Alain Roumilhac, President of ManpowerGroup France. After shrinking by 0.1% in the last few months of 2019, GDP is expected to grow by 0.3% in the first quarter, according to Banque de France. Business leaders anticipate a resumption in trend growth. Unemployment keeps falling at a slow (0.1% per quarter on average), yet steady pace. While it is too early to predict the potential impact of Covid-19 on global hiring, the reality today is that unemployment remains low in many markets and organizations globally are still struggling to find people with the right skills.”*

## **Second-quarter payroll growth slightly weaker than in 1Q 2020**

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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 **Net Employment Outlook stands at +11%**. Hiring plans are down **-2 percentage points** quarter over quarter but remain stable when compared with this time one year ago.

### **In comparison with the prior quarter, the forecast improves in the South, but declines in Paris.**

- Of the five regions surveyed, three expect the hiring climate to deteriorate in comparison with the prior quarter.
- The **most noteworthy decline** is reported in Paris, where **hiring plans fall by -5 percentage points when compared with the previous quarter, while increasing by 3 percentage points year-over-year.**
- In the **West-Center**, hiring sentiment **softens by 3 percentage points in comparison with both the prior quarter** and last year at this time.
- Employers in the **South** report a forecast of +10%, increasing by **1 percentage point** when compared with the prior quarter and up **2 percentage points from year-ago levels.**

### **Hiring prospects remain bright in the Construction sector, but darken in the Restaurants & Hotels sector.**

- In **3 of the 7 industry sectors** surveyed, employers report stronger or stable hiring plans in comparison with the prior quarter.
- > In the **Construction sector**, staffing levels are expected to rise considerably. The Net Employment Outlook stands at +19%, shrinking by **-2 percentage points when compared with the previous quarter, but stable when compared with year-ago levels.**
- In the **Financial activities** sector, employment prospects (+12%) are **1 percentage point stronger when compared with the previous quarter, but down 1 percentage point in comparison with last year at this time.**
- In the **Restaurants & Hotels sector**, hiring sentiment **weakens both quarter-over-quarter and year-over-year, decreasing by 9 and 4 percentage points, respectively.**

### **The strongest workforce gains are expected in Large businesses**

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- In three of the four organization size categories surveyed, hiring plans soften in comparison with the first quarter of 2020.
- The most optimistic job prospects are reported by **Large businesses** (250+ employees), with an Outlook of +24%, which remains stable in comparison with the previous quarter, but improves by a steep margin of **6 percentage points when compared with this time one year ago.**
- In **Small businesses** (11-49 employees), payroll growth forecasts **decline by 4 percentage points quarter-over-quarter and by 1 percentage point when compared with last year at this time.**

- **Medium-sized businesses** (50-250 employees) anticipate positive job growth. The Outlook (+15%) is **2 percentage points weaker than in the prior quarter, but up 3 percentage points year-over-year.**

## INTERNATIONAL

### The strongest second-quarter labor market is anticipated in Japan, Taiwan and Greece

When compared with the first three months of 2020, hiring plans are stable or improve in 29 of the 44 countries surveyed.

- **Japan, Taiwan and Greece** come out at the head of the standings, with a strong Net Employment Outlook of **+24%** for the April-June time frame

- **Romania is ranked second**, with an Outlook of **+20%**, up 5 percentage points in comparison with the prior quarter.

- In the **EMEA (Europe, Middle East and Africa) region**, the most optimistic forecasts – after Greece's and Romania's – are reported in **Norway**, with an Outlook of **+16%**, i.e. 4 percentage points stronger when compared with the previous quarter. In Poland, the Net Employment Outlook stands at a disappointing **+2%**, a 4 percentage-point decrease compared to last 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 second quarter of 2020 was conducted from January 6 and January 28 before the global escalation of Covid-19, with over 58,000 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 June 2020 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 and Talent 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 Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the tenth year, confirming our position as the most trusted brand in the industry. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)

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