



ManpowerGroup™

**UNDER STRICT EMBARGO FOR RELEASE ON TUESDAY 8 SEPTEMBER AT 00.01 GMT**

## Press Release

Nanterre, 8 September 2015

### Manpower Employment Outlook Survey

#### **4Q15 FRANCE OUTLOOK INDICATES THAT FRENCH EMPLOYERS REPORT SUBDUED HIRING INTENTIONS FOR THE FORTHCOMING QUARTER**

#### **EMPLOYERS IN THE MINING & QUARRYING, RESTAURANTS & HOTELS, AND PUBLIC & SOCIAL SECTORS AMONG THE MOST PESSIMISTIC FOR THE QUARTER AHEAD**

- Employers surveyed by ManpowerGroup in France expect subdued hiring intentions for the October-December time frame. Once the data is adjusted to allow for seasonal variation, the Outlook stands at -2% and is the weakest reported since 3Q 2009. Hiring intentions decline by 6 and 4 percentage points quarter-over-quarter and year-over-year, respectively.
- For the October-December 2015 time frame, 5% of employers surveyed expect an increase in their workforce, 7% expect a decrease in their payroll, and 84% expect to leave their current workforces intact for the next three months.
- In the five regions covered by the survey, employers in the North region are the most pessimistic with a negative Net Employment Outlook for Q4 2015 at -10%, while employers in the South region are the most optimistic (+5%). Parisian employers expect hiring activity to be flat for the next three months. In the two other regions, employers in the East Center expect a sluggish hiring pace in the quarter ahead and report an Outlook of -3%, while those in the West report an even weaker forecast of -6%.
- In a quarter-over-quarter comparison, the Net Employment Outlook declines in all regions, except the West Center (2 percentage point stronger). A considerable decrease of 20 percentage points is reported in the North and the Paris region's Outlook declines by 9 percentage points.  
In a year-over-year comparison, the Outlook decreases in three of the five regions, most notably by 15 percentage points in the North region and by 7 percentage points in the East and West Center.
- For Q4 2015, hiring prospects are mixed, with only employers in three of the 10 sectors surveyed reporting positive hiring intentions. For the quarter ahead, employers in the Agriculture, Hunting, Forestry & Fishing industry (+14%) are the most optimistic, followed by those of the Transport, Storage & Communication industry (+2%) and the Manufacturing sector (+1%). Meanwhile, employers in the Mining & Quarrying sector (-9%), Restaurants & Hotels industry sector (-8%), and in Public and Social sector (-7%) are the most pessimistic. Finally, employers in the Construction sector, in the Wholesale and Retail Trade, and in the Electricity, Gas & Water sectors report slightly less pessimistic Net Employment Outlooks of -3%, -2% and -1%, respectively.

When compared with the previous quarter, hiring forecasts are weaker in three of the 10 sectors. The sharpest decline in the Outlook is reported by employers in the Public and Social sector (13 percentage points weaker) and in the Agriculture, Hunting, Forestry & Fishing sector (8 percentage points weaker). Meanwhile, employers in the Transport, Storage & Communication (8 percentage points stronger), in the Mining & Quarrying (4 percentage points stronger) and in the Wholesale and Retail Trade (a 2 percentage point improvement) sectors report increases in their hiring intentions.

Year-over-year, the Outlook drops in seven of the 10 industry sectors. The strongest decline in the Outlook is reported by employers in the Public & Social sector (down 10 percentage points). Conversely, only the Agriculture, Hunting, Forestry & Fishing sector (up 11 percentage points) and the Manufacturing sector (up 5 percentage points) expect an increase in their hiring intentions.

- Of the four organization-size categories, large French businesses as well as Medium size ones anticipate the strongest hiring activity (+6% and +2% respectively) in the coming quarter while Small and Micro firms expect to lay off staff (respectively -3% and -2%).

*“Despite a negative Outlook at - 2% for this final quarter of the year, and after three truly positive quarters, some recent indicators reveal encouraging prospects for the rest of the year. The recently announced zero growth may also explain the softening of employment prospects expressed here by business leaders »*, analyzes **Alain Roumilhac, President of ManpowerGroup France**.

*“Nevertheless, this trend must be analyzed according to **the sizes of businesses**. Indeed, if the recovery with net job creations appears to be confirmed, **those creations would first concern large companies**. Conversely, for **micro and small enterprises** (less than 50 employees), the **appraisal of the economic situation in coming months is more balanced**, mostly because of the remaining **fiscal and legal uncertainties** (such as accounts of hardship, as well as the capping of company allowances fixed by law for all cases of dismissal that have been rejected by the French Constitutional Council), which could attest the great caution of business leaders”,* observes Alain Roumilhac.

*“Finally, it is not much reassuring to state that the most optimistic companies about the future of our economic situation are the biggest firms. **It seems to me that job creation forecasts were more coming from small/medium businesses last months, and it would be quite problematic that this dynamic to be shattered**. By the way, in our annual study on talent shortage, we have seen that 7 out of 10 SMBs were facing difficulties to hire the required profiles, because of their size. It would thus be worrying if those companies, fed up with these skills shortages, would choose not to recruit anymore”,* Mr. Roumilhac concludes.

- In the Europe, Middle East & Africa (EMEA) region, the hiring pace is expected to remain dynamic in the quarter ahead. Employers in 19 of 24 countries plan to add to their payrolls during the next three months.

Employers in Romania (+16%) remain the most optimistic, followed by employers from Turkey (+15%), Hungary (+11%), Israel (+10%), and Bulgaria (+10%).

Employers in Italy report the weakest hiring forecasts for Q4 2015 in the region (-4%) followed by employers in France (-2%), Greece (-2%) and Finland (-1%)\*.

## EMPLOYERS IN THREE REGIONS REPORT WEAK OUTLOOKS FOR NEXT QUARTER

*NOTE: The following data have been seasonally adjusted.*

For Q4 2015, employers in the North region (with a NEO standing at -10%) are the most pessimistic, followed by employers in the West-Centre and East-Centre regions, with Outlooks respectively standing at -6% and -3%. Employers in the South region report the only positive Outlook (+5%) while employers in the Paris region expect no change in their workforces.

Quarter-over-quarter, the Outlook is on the downward trend in four of the five regions (down 20, 9, 4 and 1 percentage points, respectively), in the North, Paris, East-Centre and South regions. Employers in the West-Centre region are the only ones to report an increase in their payrolls (up 2 percentage points).

Year-over-year, the Net Employment Outlook increases in the South region (up 5 percentage points), while decreasing in the North, West-Centre and East-Centre regions (respectively down 15, 7 and 7 percentage points). Paris remains stable with an unchanged Net Employment Outlook.

*The following content examines changes in the Net Employment Outlook for Q4 2015 for all five regions, compared with the Outlook for the previous quarter (Q3 2015) and figures for the same period last year (Q4 2014).*

- In the **East Centre** region, employers expect a decline in their hiring intentions for the coming quarter with a Net Employment Outlook of **-3%**. Hiring plans decline by 4 percentage points when compared with the previous quarter and 7 percentage points year-over-year.
- In the **North** region, job seekers may face the weakest labor market, according to employers who report a Net Employment Outlook of **-10%** for the next three months. Hiring intentions are 20 percentage points weaker when compared with the previous quarter and decline by 15 percentage points year-over-year.
- In the **Paris** region, the hiring climate is expected to be soft in the forthcoming quarter, with employers reporting a Net Employment Outlook of **0%**. The Outlook declines by 9 percentage points quarter-over-quarter and remains unchanged year-over-year.
- Employers in the **South** region forecast the strongest hiring pace in France, reporting a Net Employment Outlook of **+5%**. Hiring prospects are 1 percentage point weaker when compared with the previous quarter and improve by 5 percentage points year-over-year.
- Job seekers in the **West Centre** region are likely to face a weak labor market activity during the upcoming quarter, according to employers who report a Net Employment Outlook of **-6%**. The Outlook improves by 2 percentage points quarter-over-quarter but declines by 7 percentage points year-over-year.

## POSITIVE HIRING INTENTIONS IN ONLY THREE OF 10 SECTORS

Employers in only three of the 10 industry sectors forecast an increase in staffing levels during the next three months. The strongest hiring climate is anticipated in the Agriculture, Hunting, Forestry & Fishing sector where the Net Employment Outlook stands at +14%. Encouraging signs are also reported in the Transport, Storage & Communication sector, with an Outlook of +2%, and in the Manufacturing sector, where the Outlook stands at +1%. However, employers in seven sectors expect to reduce payrolls, most notably in the Mining & Quarrying, the Restaurants & Hotels and in the Public and Social sectors with negative Outlooks of -9%, -8% et -7%.

**Compared with the previous quarter and last year at the same period, the most notable change in the Outlook is reported by employers in the Agriculture, Hunting, Forestry & Fishing sector ( 8 percentage points weaker quarter-over-quarter and 11 percentage points stronger year-over-year).**

- With a Net Employment Outlook of **+14%**, employers in the **Agriculture, Hunting, Forestry & Fishing** sector expect the most payroll gains in Q4 2015. Despite a decline in hiring intentions quarter-over-quarter (-8 percentage points), we notice a 11 percentage point increase year-over-year.
- Job seekers in the **Transport, Storage & Communication** industry can expect a fair hiring pace in the forthcoming quarter, with employers reporting a Net Employment Outlook of **+2%**. Hiring plans are 8 percentage points stronger quarter-over-quarter but decline by 6 percentage points when compared with 4Q 2014.
- Employers in the **Manufacturing** sector report modest hiring intentions in the upcoming quarter with a Net Employment Outlook of **+1%**. Hiring prospects decline quarter-over-quarter by 5 percentage points but improve year-over-year by 5 percentage points.
- In the **Finance, Insurance, Real Estate & Business Services** sector, the hiring pace is expected to be flat in 4Q 2015 with employers reporting a Net Employment Outlook of **+0%**. Hiring intentions declines when compared with the previous quarter and the previous year (respectively -5 and -8 percentage points).
- Very limited hiring activity in **Electricity, Gas & Water industry** is likely in Q4 2015 time frame, with employers reporting a Net Employment Outlook of **-1%**. However, the Outlook is 2 percentage points weaker when compared with the previous quarter. Year-over-year, hiring plans decline by 8 percentage points.
- In the **Wholesale & Retail Trade** sector, the downbeat hiring climate is expected to continue in 4Q 2015 with employers reporting a Net Employment Outlook of **-2%**. While the Outlook is 2 percentage points stronger quarter-over-quarter, it is stable year-over-year.
- Job seekers in the **Construction** sector can expect a less active labor market in 4Q 2015, according to employers who report a Net Employment Outlook of **-3%**. Hiring intentions decline both quarter-over-quarter and year-over-year (down respectively 3 and 1 percentage points).
- An adverse hiring climate is expected in the **Public & Social** sector in the October-December period, according to employers who report a Net Employment Outlook of **-7%**. Hiring intentions are 13 percentage points weaker quarter-over-quarter and decline by 10 percentage points year-over-year.
- In the **Hotels & Restaurants** sector, job seekers can expect a pessimistic hiring climate in 4Q 2015 with employers reporting a Net Employment Outlook of **-8%**. Hiring prospects are 5 percentage points weaker when compared with the previous quarter and decline by 9 percentage points year-over-year.
- In the **Mining & Quarrying** industry, the gloomy labor market is forecast to continue during the next three months with employers reporting a NEO of **-9%**. While the Outlook is 4 percentage points stronger when compared with the previous quarter, employers report a year-over-year decline of 7 percentage points.

## A GLOBAL LABOUR MARKET ON THE OVERALL DOWNWARD TREND

- **Globally, employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame.** However, evidence of definitive fourth-quarter workforce gains remains patchy amid signs that the pace of recovery following the recession continues to be slow and protracted. **Many employers continue to exercise caution and are refraining from aggressive hiring until they sense more meaningful indicators of a market upturn.**
- Overall, employer optimism is mixed in comparison to the Quarter 3 2015 and Quarter 4 2014 research. **Forecasts improve in a quarter-over-quarter comparison in 15 countries and territories, decline in 20 and are unchanged in seven.** When compared year-over-year, forecasts improve in 16 countries, decline in 21, and are unchanged in five.
- **Employers in India and Taiwan report the strongest hiring plans across the globe,** while employer confidence in Japan is growing steadily with job seekers likely to benefit from the most optimistic forecast reported since Quarter 1 2008. **Similarly, hiring intentions in the U.S. continue to improve, and the current outlook is the strongest reported since Quarter 4 2007.**

### ➔ In the EMEA Region, Positive Forecasts Dominate Labor Market

- **In the Europe, Middle East & Africa (EMEA) region, employers in 19 of 24 countries expect workforce gains.** In a quarter-over-quarter comparison, opportunities for job seekers are expected to be stronger in seven countries and weaker in 12. When compared to Quarter 4 2014, employer confidence is stronger in 12 countries and weaker in nine.
- Opportunities for job seekers in the region are expected to be strongest in **Romania (+16%), Turkey (+15%), Israel and Bulgaria (+10%).** The least encouraging prospects are found in **Italy (-4%), in France (-2%), Greece (-2%) and Finland (-1%)\*.**

### ➔ In the Americas, Employers in the United States Report Strongest Outlook

**Of the 10 countries surveyed in the Americas, positive Outlooks are reported in nine.** When compared with the previous quarter, the Net Employment Outlook improves in five countries but declines in four. In a year-over-year comparison, forecasts strengthen in only three countries and decline in six.

- Hiring intentions for the 4Q 2015 are strongest in the **United-States (+18%), Colombia (+14%),** followed by **Mexico (+13%),** Costa Rica (+12%) and Guatemala (+11%), Panama (+9%) and Peru (+8%). The weakest prospects are reported in **Brazil** with a negative Net Employment Outlook (-10%).

### ➔ In the Asia-Pacific region, India's Outlook is the Most Optimistic

- **Payrolls are expected to increase in all eight Asia Pacific countries and territories.** However, Outlooks are trending weaker and the hiring pace is expected to strengthen in only three of eight countries and territories quarter-over-quarter and improve in only one in a year-over-year comparison.
- Employers in **India** report the most optimistic forecast across the globe with an Outlook at +41%, followed by **Taiwan (+35%) and Japan (+19%).** Conversely, the region's weakest forecast is reported by mainland Chinese employers where hiring activity dips to its weakest point since Quarter 3 2009 (+5%).

**Manpower Employment Outlook Survey – Quarter 1 2016**  
**Publication of results: Tuesday, December 8, 2015**

### **About the survey**

The Manpower Employment Outlook Survey for the fourth quarter of 2015 was conducted from July 15 until July 28, 2015 among nearly 59,000 employers in 42 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 2015 as compared to the current quarter?" Throughout this 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 Finland.

Data on all 42 countries is available through our new interactive resource, "Manpower Employment Outlook Explorer": "<http://manpowergroupsolutions.com/DataExplorer/>

### **About ManpowerGroup**

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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 Challenging World*, 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 6,000 permanent employees in France, ManpowerGroup is ISO 9001-certified and generates a €4.0 billion turnover in 2014. <http://www.manpowergroup.fr/>

### **Press Contact – ManpowerGroup France**

Stéphanie Prévost / +33 (0)6 27 02 32 12 / +33 (0)1 57 66 11 40  
[stephanie.prevast@manpower.fr](mailto:stephanie.prevast@manpower.fr)