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Press Release

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ManpowerGroup Employment Outlook Survey

**3Q19 FRANCE OUTLOOK:
HIRING INTENTIONS REMAIN STABLE**

***The Outlook grows stronger in the Transport, Storage & Communication sector, but softens in the Manufacturing and Mining & Quarrying sectors.
The slowdown is specifically evident in the South region.***

Key takeaways of this edition include:

> **The French economy is holding up well.** According to the French National Institute for Statistics and Economic Studies (Insee), GDP expanded by 0.3% in the first quarter of 2019. Though slightly lower than anticipated, this growth rate is consistent with that of the third and fourth quarters of 2018. Despite emerging concerns in the Construction and Manufacturing sectors, order books are still well-filled. In parallel, hiring activity is on the rise. As reported by AcoSS (the Social Security's bank), recruitments on a permanent basis rose by 2.4% in 1Q 2019. Third-quarter forecasts are unchanged from quarter-ago levels.

> Hiring plans are **stable in the North, in Paris and in the West-Center**. Elsewhere, employer confidence **softens in the South and East-Center regions** (down 3 and 1 percentage points, respectively, in a quarter-over-quarter comparison)

> Hiring activity in the **Transportation, Storage & Communication** sector is **expected to rise considerably**, as the Outlook increases by 11 percentage points quarter-over-quarter and by 7 percentage points in a year-over-year comparison. Meanwhile, a slowdown is anticipated in the **Manufacturing** sector, where the Net Employment Outlook softens by **11 percentage points** in comparison with the prior quarter.

> **Medium businesses** report the **strongest hiring pace, up 3 percentage points from the prior quarter**. In Small businesses, hiring plans decline by 3 percentage points quarter-over-quarter, but are 2 percentage points stronger than year-ago levels.

'This survey shows that the French economy is holding up well, said Alain Roumilhac, President of ManpowerGroup France. Employers are cautiously optimistic, as France maintains fair growth, but remains exposed to the slowdown of other countries, starting with Germany and China.'

Third-quarter forecasts unchanged from the previous quarter

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 +5%, unchanged from the prior quarter. This Outlook is also stable when compared **with this time one year ago**.

Quarter-over-quarter, the Outlook remains stable in all regions but the East-Center and the South

- Of the five regions surveyed, three report an improved hiring climate in comparison with the prior quarter.
- The **sharpest decline in the Outlook is reported in the South, where hiring plans drop by 3 percentage points quarter-over-quarter and 6 year-over-year.**
- In the **East-Center** region, hiring prospects are **1 percentage point weaker than this time one year ago**, and also **1 percentage point lower in comparison with 2Q 2019.**

Positive hiring plans reported in the Transport, Storage & Communication and Financial Activities sectors, while the Manufacturing sector is slowing down

- In **6 of the 10 industry sectors surveyed**, employers report stronger or stable hiring intentions in comparison with 2Q 2019.
- The most noteworthy improvement in the Outlook is reported in the **Transport, Storage & Communication** sector, with a considerable increase of 11 and 7 percentage points quarter-over-quarter and year-over-year respectively.
- Some workforce gains are also anticipated in the **Financial activities** sector, **with an Outlook up 2 percentage points in comparison with the prior quarter.**
- Hiring momentum is **expected to slow** in the Manufacturing sector. The Outlook drops by **11 percentage points quarter-over-quarter** and by **6 percentage points in comparison with this time one year ago.**

Large businesses stabilize their hiring activity

- Hiring intentions are stable or stronger in two of four organization-size categories surveyed.
- **Medium-sized businesses** (50–249 employees) report the strongest Net Employment Outlook, 3 percentage points up when compared with 2Q 2019, but 2 percentage points down from the third quarter of 2018.
- **Large businesses** (250+ employees) expect the hiring pace will be little changed from **2Q 2019, but 3 percentage points weaker than year-ago levels.**
- The forecast reported by **Small businesses** (11–49 employees) shrinks by 3 percentage points quarter-over-quarter, but improves by 2 percentage points in a year-over-year comparison.

INTERNATIONAL

Japan and Taiwan lead the way in projected hiring

When compared with the second quarter of 2019, hiring plans improve or remain stable in 26 countries out of the 44 surveyed.

—**Japan** comes out at the head of the standings, with **25%** of the businesses surveyed anticipating payroll gains, unchanged from the prior quarter.

—**Taiwan** is ranked second, with **22%** of employers intending to add to their payrolls in the next three months. The Outlook is up 3 percentage points from the prior quarter.

—In the **EMEA (Europe, Middle East and Africa) region**, the strongest forecasts are reported by **Greek and Slovenian** employers. In both countries, **20%** of the companies surveyed are anticipating job gains in the next three months. Conversely, **hiring plans are negative in Hungary**, where the share of companies intending to reduce staff numbers is 2 percentage points higher than 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 third quarter of 2019 was conducted from April 17 to April 30, 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 September 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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