



ManpowerGroup®

UNDER STRICT EMBARGO UNTIL 8 DECEMBER

Press Release

Nanterre, 8 December 2020

ManpowerGroup Employment Outlook Survey

1Q21 FRANCE OUTLOOK: HIRING INTENTIONS REMAIN STABLE

The Net Employment Outlook stands at 0% for the January-March 2021 time frame, shrinking by 4 percentage points in comparison with the prior quarter, but increasing when compared with 3Q 2020, when hiring plans had dropped to -11%.

The brightest job prospects are reported in the Construction and “Other Production” (Agriculture, Hunting, Forestry & Fishing, Electricity, Gas & Water and Mining & Quarrying) sectors. Meanwhile, the Outlook continues to weaken in the Restaurants & Hotels sector.

Key takeaways of this edition include :

> Of the five regions surveyed, employer confidence is the strongest in the **East-Center**, where the Net employment Outlook stands at **+4%**, 3 percentage points stronger when compared with the last three months of 2020. In **Paris**, the Outlook falls to **-9%**, **down -27 percentage points year-over-year**.

> Hiring plans are improving in only one sector, the **“Other Production”** sector (Agriculture, Hunting, Forestry & Fishing, Electricity, Gas & Water and Mining & Quarrying). Its Net Employment Outlook for the first quarter of 2021 stands at **+5%**, **up 1 percentage point in both quarter-over-quarter and year-over-year comparisons**.

Employers in the **Construction** sector also report an **Outlook of +5%**, but this figure reflects a **decline of -8 percentage points in comparison with the prior quarter** and of **-16 points when compared with this time one year ago**. In the **Restaurants & Hotels** sector, **hiring plans are largely negative (-15%), down 39 percentage points from year-ago levels**.

> Only **Large employers** anticipate a positive Outlook of **+5%**, increasing by 2 percentage points quarter-over-quarter. Meanwhile, it is in **Medium-sized businesses** that hiring activity is seeing the steepest decline, reporting a forecast of **-2%**, **19 percentage point weaker than this time last year**.

“The results of this survey reflect the great deal of uncertainty surrounding our economy, analyzes Alain Roumilhac, President of ManpowerGroup France. Before the second wave of COVID-19 hit us, Banque de France was forecasting an 8.7% decrease in our economic activity in 2020. Today, the anticipated contraction is more severe, standing at about 10-11 % of the country’s annual GDP. This explains the wait-and-see attitude of business leaders, specifically in the Restaurants & Hotels sector, where more than 150,000 jobs have been destroyed since the beginning of the health crisis. Nonetheless, contrary to what was observed last spring, there is no decline in hiring plans.”

First-quarter hiring intentions weaker than in the prior quarter, but stronger than in 3Q 2020

Against the backdrop of the rapid resurgence of the COVID-19 pandemic, employers surveyed in France by ManpowerGroup report stable hiring intentions. The forecast drops by 4 percentage points quarter-over-quarter, and falls by a considerable margin of **-13 percentage points when compared with 1Q 2020**. The Outlook is nevertheless stronger than the one reported in the third quarter of 2020, during the first lockdown - back then, France's Net Employment Outlook was standing at -11%.

Quarter-over-quarter, hiring plans improve in the East-Center, but register a steep decline in Paris

- Of the five regions surveyed, **three report positive hiring intentions**.
- Job prospects are the brightest in the **East-Center**, with an Outlook of **+4%**, up **3 percentage points quarter-over-quarter**, but **9 percentage points weaker than in 1Q 2020**.
- The sharpest decrease in the Outlook is anticipated in Paris, where employers report a forecast of **-9%**, **-8 percentage points weaker when compared with the prior quarter** and down **-27 percentage points from year-ago levels**.
- The **mildest slowdown in hiring activity** is anticipated in the **South**, with an Outlook of **+3%**, shrinking by **-4 percentage points quarter-over-quarter** and by **-6 percentage points year-over-year**.

The collapse of hiring plans in the Restaurants & Hotels sector

- Hiring intentions are positive in **3 of the 7 industry sectors surveyed**. In two of them, employer confidence is stronger than in the previous quarter.
- In the "**Other Production**" sector, the Net Employment Outlook stands at **+5%**, increasing by 1 percentage point both quarter-over-quarter and year-over-year.
- Employers in the **Manufacturing industry** report a flat Outlook, up **3 percentage points** when compared with the prior quarter, but **13 percentage points weaker than this time one year ago**.
- With a Net Employment Outlook of **-15%**, the **Restaurants & Hotels** sector is once more suffering the **sharpest decline** both **quarter-over-quarter (-10 percentage points)** and **year-over-year (-39 percentage points)**.

In Large businesses, the hiring pace is expected to be stronger than in the previous three months.

- Of the four organization size categories surveyed, only one expects job prospects will improve when compared with 4Q 2020.
- **Large businesses** (250+ employees) report positive forecasts (**+5%**), up 2 percentage points in comparison with the prior quarter. Still, this figure reflects a significant drop of 20 percentage points year-over-year.

- Medium-sized businesses (50-249 employees) report the least optimistic Net Employment Outlook. Standing at -2%, it **decreases by -8 percentage points quarter-over-quarter** and by **-19 percentage points when compared with this time one year ago**.
- Small businesses (12-49 employees) report a flat Outlook. Their forecast shrinks by **-5 percentage points when compared in comparison to the previous quarter, and by -13 percentage points year-over-year**.

INTERNATIONAL

The strongest labor market for the January-March time frame is once again anticipated in Taiwan and the United States. 33 countries report positive Net Employment Outlooks.

When compared with the prior quarter, hiring plans seem to weaken in only 7 of the 43 countries surveyed.

- **Taiwan** comes out at the head of the standings, with a Net Employment Outlook of **+23%** for the January-March 2021 time frame. This figure reflects an **increase of 2 percentage points** in the Outlook in comparison with the final three months of 2020.

- **The United States come second**, with an Outlook of **+17%**, **increasing by 3 percentage points** from last quarter.

- With a **Net Employment Outlook of +15%**, **Singapore** is ranked **third**.

- Employers in 5 of the 26 **EMEA (Europe, Middle-East and Africa)** countries surveyed report negative first-quarter hiring plans. The weakest hiring activity is expected in the United Kingdom, where the Outlook **falls to -6%**, **contracting by -7 percentage points when compared with this time one year ago**. Meanwhile, **Irish employers** are the **most optimistic at regional scale**, with a forecast of **+7%**, **9 percentage points stronger than in the previous quarter**.

Full survey results for each of the 43 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 1st quarter of 2021 was conducted from October 14 until October 27, 2020, with over 37,717 employers in 43 countries and territories, including both private companies and public bodies, of which 734 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 March 2021 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 substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

Press Contact – ManpowerGroup France
Marie Elissalde – marie.elissalde@manpower.fr
01 57 66 14 43/ 06 28 74 50 95