

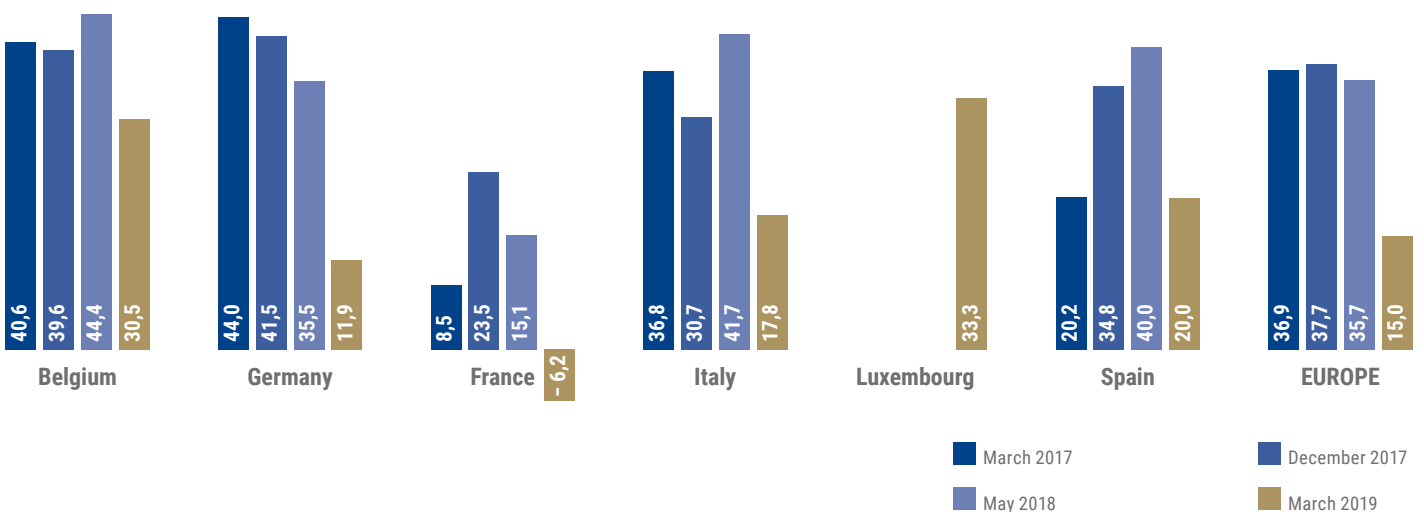
## Summary

### Analysis of the results to March 2019

The European Barometer of Executive Recruitment conducted by ECSSA on the perception of the state of the market in March 2019 shows a consolidated index equal to 15. Belgium and Luxembourg are in first place, with 30.5 and 33.3 respectively, followed by Spain (20) and Italy (17.8). With 11.9, Germany, although used to good scores in previous years, is below the European average. Finally, only French executive recruitment consultants have a negative perception (- 6.2).

The average perception (15) marks a break with the period March 2017–May 2018 when the consolidated European index fluctuated between 35 and 38. This decline in optimism concerns all participating countries. In terms of detailed performance, we note that in the first quarter of 2019, the morale of Italian, German and Spanish executive recruitment consultants fell respectively by 24, 23.6 and 20 points compared to 2018. This decline in confidence is also noticeable in Belgium (- 14 points) and France (- 8.4).

**FIGURE 1:** STATE OF THE INDUSTRY INDEX, MARCH 2017 TO MARCH 2019 PER COUNTRY



## Results per country:

### Luxembourg

With an index equal to 33.3, Luxembourg is at the top of the European Barometer for Executive Recruitment in March 2019. It should be noted that this country has unfortunately not participated since 2014.

With 56 % of respondents believing that the business outperformed, Luxembourg has the highest European score on this criterion. Similarly, the level of orders was satisfactory for 44 % of participants and exceeded the budget for 22 %. A third of the firms consider that the activity has increased compared to the previous quarter and 44 % consider that it has remained at the same level.

As for the perception of demand for the next 6 months, Luxembourg firms are expecting an increase (44 %) or stability (44 %).

### Belgium

Almost equally with Luxembourg, Belgium ranks second in the European Barometer of Executive Recruitment with 30.5.

The level of the order book is satisfactory for 59 % of Belgian firms and higher than budget for 22 %. For 41 % of Belgian firms, the activity in March 2019 is very satisfactory; for 32 %, it is in line with the budget. Compared to the last three months, 41 % consider that the business is stable, or even up by 37 %.

As for the future, 56 % of Belgian firms expect demand to increase over the next 6 months, which is the highest score in Europe.

### Spain

Although Spain's index went down by 50 %, from 20 to 40, the country ranks third in the Barometer. In March 2019, the Spanish participants recorded the highest European score for the collection of the order book, 30 % higher than budget. Another very good score, 55 % of Spanish companies say they are very satisfied with the activity in this first quarter of 2019. 35 % also noted an increase in their activity over the last three months.

As for the outlook for the next 6 months, the Spanish are expecting demand to remain stable (60 %) or even increase (25 %).

### Italy

Italy, the country with the largest drop in confidence since 2018 (-24 points), is fourth in the Barometer and has 17.8. However, activity in the first quarter of 2019 is perceived to have increased over the last 3 months for almost half of the respondents (47 %)

and a third considers that current demand is higher than budget (29 %). The order book is considered satisfactory by 60 % of the respondents.

As for the future, 40 % of Italian firms are counting on an improvement in activity in the next 6 months and 42 % on a continuation.

### Germany

In first place in the European Executive Recruitment Barometer in 2017, Germany moved down to fifth place in the ranking. After a fourth place in 2018, it thus confirms a decline in the confidence of its executive recruitment consultants.

With an index of nearly 12, 4 out of 10 German respondents report an increase in client demand over the last three months and the same number report that activity has remained stable over the same period. However, a third of them consider the level of business very satisfactory, i.e. higher than budget, compared to 46 % in 2018. 45 % consider the order book satisfactory, compared to 56 % in 2018.

Finally, as for the outlook for the next 6 months, 34 % of German firms expect an increase in activity (compared to 42 % in 2018).

### France

Used to being at the bottom of this barometer of executive confidence, France has recorded its first negative index since 2016, with an index equal to - 6.2.

Only 3 % of executive recruitment consultants see business above budget, which is the worst European result. However, for 64 % of French respondents, the business level and order book are in line with the budget. Another result of the barometer is that half of the respondents report an increase in demand over the last 3 months. Unfortunately, an equal proportion of respondents report a decline in activity over the same period.

As for forecasts, 91 % of French participants expect activity to be maintained (64 %) within six months.

**TABLE 1:** DETAILS PER COUNTRY, MARCH 2019

	<b>Belgium</b>	<b>France</b>	<b>Germany</b>	<b>Italy</b>	<b>Luxembourg</b>	<b>Spain</b>
<b>How is your present state of business</b>	%-Share	%-Share	%-Share	%-Share	%-Share	%-Share
Good (above budget)	41 %	3 %	31 %	31 %	56 %	55 %
Satisfying (breakeven)	32 %	64 %	45 %	51 %	22 %	20 %
Dissatisfying (below budget)	27 %	33 %	24 %	18 %	22 %	25 %
<b>Has your turnover within the last three months...?</b>						
Increased	37 %	50 %	40 %	47 %	33 %	35 %
Remained stable	41 %	2 %	39 %	29 %	44 %	45 %
Decreased	22 %	48 %	22 %	24 %	22 %	20 %
<b>Is your company's current number of recruitment assignments...?</b>						
Large (above budget)	22 %	3 %	23 %	29 %	22 %	30 %
Satisfying (breakeven)	59 %	64 %	45 %	60 %	44 %	55 %
Dissatisfying (below budget)	20 %	33 %	32 %	11 %	33 %	15 %
<b>Will your company's performance within the next six months...?</b>						
Increase	56 %	27 %	34 %	40 %	44 %	25 %
Remain stable	34 %	64 %	49 %	42 %	44 %	60 %
Decrease	10 %	9 %	17 %	18 %	11 %	15 %
<b>State of Business Index March 2019</b>	<b>30.5</b>	<b>- 6.2</b>	<b>11.9</b>	<b>17.8</b>	<b>33.3</b>	<b>20.0</b>

### About the ECSSA barometer

The level of business activity of the recruitment consultancy industry requires a finely-tuned steering given the frequency and reactivity with which it is evolving. That is why the index supplied by the barometer of the European Executive Recruitment market, created by ECSSA in 2010, offers a tool that makes it possible to anticipate the industry's short-term and mid-term developments.

This index is the result of a mathematical calculation based on the German Ifo Index (see [www.cesifo-group.de](http://www.cesifo-group.de)) integrating two quality factors:

- ★ the perception of the current situation as experienced by Executive Recruitment Consulting companies.
- ★ their estimation of the short-term trends.
- ★ It makes it possible to draw conclusions at two levels:
- ★ the evolution of the situation of each respondent country over time,
- ★ the difference in the evolution of each ECSSA member country.

The ECSSA barometer is quarterly and factors in the data obtained from each of the ECSSA member countries, Germany, Belgium, France, Luxembourg, Spain, Italy and the United Kingdom.

### About ECSSA:

The European Confederation of Search and Selection Associations ECSSA was formed in 2004 by the French, German and Italian association. Belgium, Spain and the UK joined closely after. **Luxembourg?** ECSSA currently counts seven national member associations in European countries. The primary objective of ECSSA is to develop the Recruitment and Search & Selection industry on a European level by professional ethics and standards, to become a dynamic forum for networking and exchange of information and views between members and to promote the interests of the Recruitment and Search & Selection industry among different European organizations.