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ADP® France National Employment Report FAQs

1. What is the new ADP France National Employment Report (FER)?

The ADP FER is a monthly snapshot of the non-farm private permanent employment growth of the French labor market produced by the **ADP Research Institute®**, a specialized group within the company that provides insights around employment trends and workforce strategy.

2. Why is ADP issuing the report?

This report provides a timely look at labor market trends based on real employment data. We believe it will be a window into underlying economic trends in France as it has been in the USA since its launch in 2006.

3. How does this report compare with the INSEE report from the French government?

The INSEE publishes a quarterly report, a “Flash estimate of private employment” in France based on employer survey data. The ADP FER is a monthly report, based on declared aggregated headcount statistics from a sample of ADP clients in France, issued at the level of establishments (non-identifiable). Our goal is to provide regular, timely data on employment trends in France. It’s another data source, in addition to the INSEE, that offers a way to track ongoing trends in the French labor market. It will also include snapshots of six major industry segments: Manufacturing, Trade, Financial Services, Business Services, Transportation, Real Estate.

4. How is the report being produced?

We are producing the report in conjunction with Moody’s Analytics, a leader in global economic research. It is based on declared aggregated headcount statistics from a sample of ADP clients in France, at the establishment level (non-identifiable). Moody’s Analytics is also our partner for the U.S.-based *ADP National Employment Report®* (NER). More information on the NER in the US is available at <http://www.adpemploymentreport.com/>.





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5. What is the methodology behind the report?

To learn more about the methodology, go to (<http://www.adp-rapport-emploi-france.fr/2015-english>) to view and/or download the methodology white paper.

6. When will ADP issue the first report and when will subsequent reports be issued?

The first *ADP France National Employment Report* will be released on October 28, 2015. Subsequent reports will be issued on a monthly basis. The exact dates and times can be found on the publishing calendar located at (<http://www.adp-rapport-emploi-france.fr/2015-english>).

7. How does ADP protect the information it uses to produce the report?

At ADP, there is no higher priority than the privacy and security of client data. By embedding multiple layers of protection into its products and business processes as well as infrastructure, ADP has ensured that security remains an integral part of its business operations.

The FER is produced by ADP Research institute, an entity of the ADP group which is distinct from the other entities providing services of Human Capital Management in order to operate a proper segregation in the processing of information. This company works on the basis of coded information which are automatically transmitted (without human intervention) and then stored on its systems for statistical analysis. Only a limited number of authorized individuals work on the project and the analysis to produce the FER.

To produce the FER, ADP does not process personal data.

8. Are historical results available for the report?

Historical results for the FER can be found at (<http://www.adp-rapport-emploi-france.fr/2015-english>) on an ongoing basis.

9. Will ADP sell access to the information in the *ADP France Employment Report* to ADP clients?

No. Like ADP's other labor market reports, the *ADP France National Employment Report* will be issued broadly and free of charge.

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