ADP® France National Employment Report
External 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 different data sources including 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/.

5. **Why has ADP decided to update the methodology to the ADP France National Employment Report?**

    The ADP Research Institute redeveloped the model for the ADP France National Employment Report to accomplish several factors, including:
    I.   To address recent changes in INSEE's methodology for the estimation of payroll employment, for both flash and quarterly estimates.
    II.   To enhance the benchmarking and data cleaning techniques utilized within the report.
    III.   Update the estimation technique to custom fit each industry level regression.

6. **What is the methodology being used for the newly enhanced ADP France National Employment Report?**

    The new methodology for the ADP France National Employment Report can be found at https://www.fr.adp.com/assets/vfs/Family-25/NER/2019/adp-national-employment-report-methodology-2019.pdf

7. **Will the historical data reflect these changes?**

    Yes, the historical data for the ADP France National Employment Report has been revised to reflect the new methodology and the INSEE methodological changes.

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

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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