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## Manpower Inc. Research Reveals Competing Agendas of Employers and Jobseekers, With 37% of Individuals Willing to Relocate Anywhere in the World for a Better Career, While 31% of Employers Are Worried About Talent Migrating Abroad

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MILWAUKEE, June 24, 2008 /PRNewswire-FirstCall via COMTEX News Network/ -- Manpower Inc. (NYSE: MAN) released today the results of its Borderless Workforce survey of nearly 28,000 employers across 27 countries and territories revealing that 31% of employers worldwide are concerned about the impact on the labor market from talent leaving their country to work abroad. A parallel Relocating for Work survey by Manpower revealed that 37% of individuals would be willing to relocate anywhere in the world for a better career. The survey gathered responses from more than 31,000 people in 27 individual labor markets worldwide.

(Logo: <http://www.newscom.com/cgi-bin/prnh/20060221/CGTU012LOGO>)

"As the talent shortage becomes more severe, employers are naturally concerned about losing employees -- not just to competitors within their own markets, but to those based overseas, too. Individuals are now increasingly willing and able to find employment far from their homes. More people are living and working away from their home countries than at any other point in history -- about three percent of the world's population," said Jeffrey A. Joerres, Chairman and CEO of Manpower Inc. "These are not the one-way migrations of yesteryear. Talent goes where talent is needed, and we are truly becoming a global, borderless workforce," said Joerres.

The survey found that 78% of individuals would be willing to relocate within their national borders or abroad for work and 41% of those would be willing to relocate permanently. Respondents from the Philippines (96%), Ireland (93%), Brazil (93%), Portugal (92%), Colombia (92%), Mexico and Central America (92%) and Peru (90%) were the most likely to consider relocating for employment opportunities in the future.

Respondents under 30 years old were more receptive to moving for work than their older colleagues. In terms of gender differences, men were more inclined to move for longer periods of time (four to six years or longer) while women preferred assignments varying from one to three years and less than six months. The majority of people (82%) would relocate to increase their pay and 74% would move for career advancement. 47% would move across borders for the opportunity to learn another language and, interestingly, this was the strongest reason for women (50%) to relocate for work.

The most popular destinations that people would want to relocate across borders for work are the U.S., the U.K., and Spain. This preference changed somewhat based upon the region in which respondents live. The U.S. was the preferred destination in the Americas; China topped the list in Asia Pacific; and the U.K. was preferred by those in the EMEA region. The parallel Manpower Borderless Workforce survey indicates that employers are currently sourcing the largest number of foreign professionals from China, the U.S., India, the U.K. and Germany.

The Top 10 Preferred Destinations for Work	Top 10 Source Countries for Foreign Talent
1. United States	1. China
2. United Kingdom	2. United States
3. Spain	3. India
4. Canada	4. United Kingdom
5. Australia	5. Germany
6. United Arab Emirates	6. Japan
7. France	7. Spain
8. Italy	8. France
9. Germany	9. Canada
10. Argentina	10. Poland

Employers expressed concern about the potential negative impact on the labor market from talent leaving their country to work abroad. These concerns are most prevalent in: Peru (82%), Argentina (66%), South Africa (65%), Taiwan (64%), India (57%) and New Zealand (52%). The exodus of talent is least concerning to employers in China (1%), Ireland (7%), Switzerland (12%), Japan (12%), the Netherlands (13%) and the U.S. (14%).

Only 15% of employers worldwide think government and businesses are doing enough to slow the outward migration of talent and attract these people back to their country. The top 10 countries reporting concerns are: Germany, Peru, Italy, Belgium, Austria, United Kingdom, Argentina, Canada, Mexico and South Africa. Employers in Costa Rica (35%), China (35%), Hong Kong (35%) and Ireland (33%) were the more optimistic regarding government and business response to the issue.

"In most countries, the consensus is that business and governments are not doing enough to slow outward migration, or to attract individuals back to their home country. While it's true that many governments and businesses alike need to do more to keep their most talented workers, they must also consider how they can strengthen their collective employer 'brands' to attract more talented workers from overseas to fill their talent shortages," said

Joerres.

Today's survey announcement coincides with the publication of a new Manpower white paper, "The Borderless Workforce." The white paper explores the complexities of today's global workforce, how employers and governments are responding to the fluidity of talent and the challenges and opportunities that talent mobility poses for both employers and individuals.

A copy of the Manpower white paper and the complete results of Manpower's Borderless Workforce and Relocating for Work surveys can be downloaded at <http://www.manpower.com/ResearchCenter>.

Note to Editors

Manpower's Relocating for Work survey gathered responses from over 31,574 people in 27 individual labor markets around the world including those from: Australia, Austria, Bahrain, Belgium, Brazil, Canada, Colombia, Costa Rica, Dominican Republic, El Salvador, Finland, France, Germany, Greece, Guatemala, Honduras, Hong Kong, Hungary, Ireland, Kuwait, Malaysia, Mexico, Netherlands, Nicaragua, Panama, Peru, Philippines, Poland, Portugal, Saudi Arabia, Spain, Sweden, Switzerland, Qatar, Taiwan, United Arab Emirates, United Kingdom and United States.

Manpower's Borderless Workforce survey gathered responses from nearly 28,000 employers across 27 countries and territories in late January to determine employer concerns about the outward migration of talent and the extent to which they are utilizing foreign talent to fill positions. To obtain the full Manpower Borderless Workforce Survey results, click on the following link: <http://www.manpower.com/ResearchCenter>.

About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry; creating and delivering services that enable its clients to win in the changing world of work. Celebrating its 60th anniversary in 2008, the \$21 billion company offers employers a range of services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of 4,500 offices in 80 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at <http://www.manpower.com>.

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