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## Manpower Employment Outlook Survey Shows Emerging Markets Continue to Lead Global Labor Market Recovery; 4Q Outlook Mixed in Europe as Labor Market Remains Robust in China

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MILWAUKEE, Sept 07, 2010 /PRNewswire via COMTEX News Network/ -- According to the Manpower Employment Outlook Survey results released today by Manpower Inc. (NYSE: MAN), hiring expectations in emerging markets -- China, Taiwan, India and Brazil -- continue to outpace the rest of the world. Meanwhile, employer hiring confidence in European countries is mixed with positive job prospects reported in Germany for the quarter ahead. And although hiring plans in the U.S. are stronger compared to one year ago, the cautiously optimistic hiring pace reported for the next three months indicates economic concerns continue to weigh on the minds of American employers.

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"We're seeing a multi-speed recovery in the global labor market with talent demand in high gear in many of the emerging markets we survey. Other markets, such as the U.S. and Japan, are still moving forward but can't seem to get out of first gear," said Jeffrey A. Joerres, Chairman and CEO of Manpower Inc. "Employers in many markets continue to struggle with inconsistent demand for their products and services making it difficult to anticipate staff needs. As a result, a flexible workforce strategy will be critical during this point of the recovery cycle."

The Manpower data shows employers in 28 of 36 countries and territories expect positive hiring activity in the fourth quarter, with those in five reporting negative hiring expectations -- an improvement in comparison to the 12 countries reporting negative outlooks 12 months ago. Globally, employers in 32 countries and territories are reporting stronger year-over-year outlooks, with those in China, Taiwan, India and Brazil indicating the strongest fourth-quarter job prospects. Notably, forecasts from Chinese, Swiss and Taiwanese employers are the most optimistic since Manpower began polling there. The weakest hiring plans for the upcoming quarter are reported in Greece, Italy, the Czech Republic, Spain and Ireland.

Across the Asia Pacific region, year-over-year forecasts improve in each of the eight countries and territories surveyed, with forecasts improving from the third quarter in three. Hiring plans in the region are strongest in China, Taiwan and India. Meanwhile, employer hiring plans in Japan are the most conservative in the region, but they are considerably stronger compared to one year ago.

"Continued strong domestic growth is fueling stronger job prospects in all industry sectors in China and Taiwan from three months ago. As a result, the talent wars are waging again as companies struggle to retain the talent they need," said Joerres. "In contrast, Indian employers expect to ease the pace of hiring slightly. Interestingly, our data reveals a bright spot in the Japanese Manufacturing sector, where hiring expectations have improved for six consecutive quarters and are the strongest in two years."

Similar to the third quarter, fourth-quarter hiring expectations remain mixed in the 18 countries surveyed in the Europe, Middle East and Africa (EMEA) region. Employers are reporting positive Net Employment Outlooks in 10 countries, but those in 11 expect the pace of hiring to soften from three months ago. However, the year-over-year comparison is more positive with improved Outlooks reported in 15 of 18 countries. Hiring activity in the region is expected to be strongest in Switzerland, Norway and Poland and weakest in Greece and Italy.

"European labor markets have yet to gain real traction due in part to the uncertainty in Greece and Italy. But we are seeing notable improvements across the region in the Finance and Business Services sector, where year-over-year forecasts improve in 15 countries, most notably in Switzerland, Germany and Norway," said Joerres. "The German labor market continues to be resilient; however lack of talent, especially engineers, healthcare professionals and sales staff, is becoming a real issue for employers in many sectors."

Across the 10 countries surveyed in the Americas region, employers anticipate varying degrees of positive hiring activity. Outlooks improve in six countries from three months ago, but improve in all countries when year-over-year comparisons are made. Regional hiring plans are again strongest in Brazil, Peru and Costa Rica and weakest in the U.S., where hiring plans are relatively stable from three months ago but are notably stronger than those reported one year ago.

"Hiring confidence has returned to the majority of the region with employers in Brazil, Canada, Mexico, Panama and Colombia reporting their most optimistic plans of the year," said Joerres. "Brazilian employers in the Services sector continue to create jobs at a rapid pace and in many industry sectors wage arbitrage is becoming an issue for both professional and skilled trades roles. Meanwhile, in the U.S. most of the hiring that was done in the third quarter will be absorbed, yet negative outlooks are reported for just two sectors -- Construction and Government. U.S. job seekers can expect to find the most opportunities in the Wholesale & Retail Trade and Mining sectors in the quarter ahead."

The next Manpower Employment Outlook Survey will be released on 7 December 2010 to report hiring expectations for the first quarter of 2011. The Manpower Employment Outlook Survey is available free of charge to the public through their local Manpower representative in participating countries. To receive e-mail notification when the survey is available each quarter, interested individuals are invited to complete an online subscription form at: <http://www.manpower.com/investors/alerts.cfm>.

### Note to Editors

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 36 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the Manpower Press Room at [www.manpower.com/meos](http://www.manpower.com/meos). In addition, all

tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the Manpower Web site at <http://www.manpower.com/library>.

**About Manpower Inc.**

Manpower Inc. (NYSE: MAN) is a world leader in innovative workforce solutions; creating and delivering services that enable its clients to win in the changing world of work. With over 60 years' experience, Manpower offers employers a range of solutions and 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 4,000 offices in 82 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 [www.manpower.com](http://www.manpower.com).

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