



ManpowerGroup™

October 4, 2017

Is the '9-5' Job Done? People Are Looking to New Ways of Working

ManpowerGroup Sheds Light on What Workers Want and the Rise of NextGen Work

- Eighty-seven percent of people are open to NextGen Work
- NextGen work is a choice (81 percent) not a last resort (19 percent)
- It's not just for Millennials - cash, control and skills development are priorities for all
- Meaningful work and employer appreciation are valued more by Boomers than any other generation

MILWAUKEE, Oct. 4, 2017 /PRNewswire/ -- Research released today by ManpowerGroup (NYSE: MAN) reveals a new era of work in which flexibility and balance are in and the traditional '9-5 job for life' is out. Findings from *#GigResponsibly: The Rise of NextGen Work* - a global survey of 9,500 people in 12 countries - identifies a shift towards new ways of getting work done, that works for people and business.

ManpowerGroup asked people how they want to work, what motivates them and their views on NextGen Work. Boosting their bank account (38 percent), developing new skills (33 percent) and having more control over their schedule (32 percent) are top reasons why NextGen Work - part-time, freelance, contract, temporary or independent contract work - is on the rise. More than 80 percent of workers say NextGen Work is a choice, not a last resort, and builds resilience for less predictable futures.

Read the full report here: *#GigResponsibly: The Rise of NextGen Work*
www.manpowergroup.com/workforce-insights/world-of-work/nextgen-short

"Much of the jobs growth in the last 10-15 years has occurred in non-traditional, alternative ways of working," said Jonas Prising, Chairman & CEO, ManpowerGroup. "What people want is changing. They are working longer, learning more and seeking a better balance between work and home. Not everyone wants to engage only as a full-time employee and organizations don't always want that either. We need to enable NextGen Work. In a world of accelerating change, it will be [learnability](#), adaptable skills and new ways of working that will provide career security, opportunity for growth and prosperity for individuals and nations alike."

The vast majority of workers (87 percent), spanning five generations and both genders, are open to NextGen Work for their next or future position, but their motives vary.

- 1 Men are just as likely as women to look for flexibility to spend time with family (both 29 percent) and to seek a less stressful environment (21 percent vs 22 percent).
- 1 Younger Millennials (age 18-24) prize pay, learning and career advancement. By their late 20s, over 60% of Millennials have had the same number of jobs as the majority of their parents.
- 1 Boomers (age 50-65) are choosing encore careers that provide meaningful work and balance. Pay is a lower priority for them than other generations, while the desire for employer appreciation increases with age.

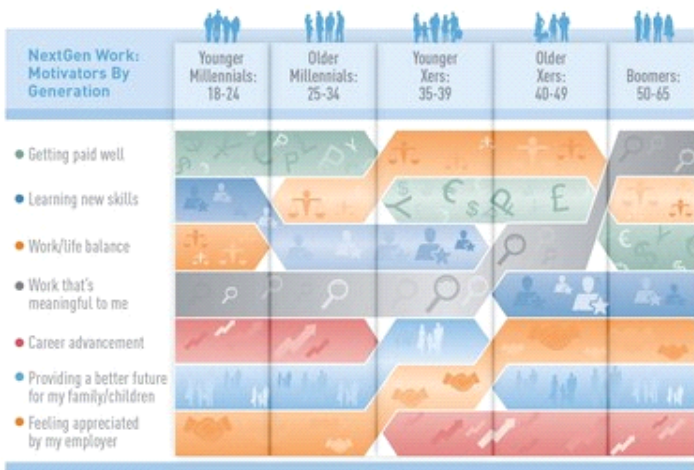
NextGen Work is a global phenomenon. Emerging markets like India and Mexico are leading the way with the greatest openness to freelance, contract, temporary or independent contract work (97 percent), with mature markets - including the U.S. (94 percent) and UK and Australia - close behind (90 and 92 percent respectively). Germany, Netherlands and Japan are more resistant to NextGen Work.

#GigResponsibly: The Rise of NextGen Work highlights how labor market dynamics are shifting rapidly. Jonas Prising, ManpowerGroup Chairman & CEO, spoke at the 72nd Session of the United Nations General Assembly (4 October 2017) on "The Future of Work: Making Decent Work a Reality." He talked of the rising global demand for NextGen Work, what workers want, and what business, education and government can do to enable NextGen.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop

innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com



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