

Q2 / 2008

Manpower  
Employment  
Outlook Survey  
India

A Manpower Research Report

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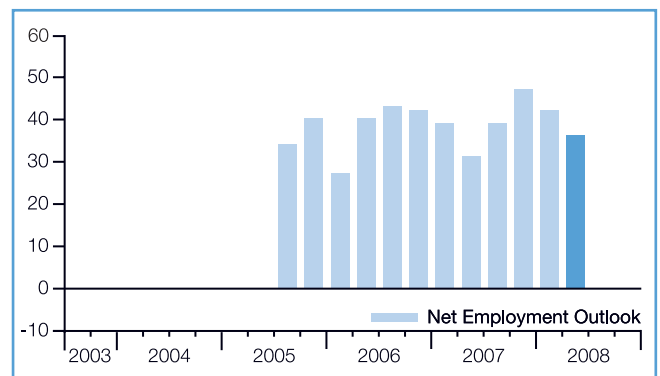
# India Employment Outlook

The Manpower Employment Outlook Survey for the Quarter 2 2008 was conducted by interviewing a representative sample of 5279 employers in India. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2008 as compared to the current quarter?”

A bright hiring climate is predicted by employers in India in Quarter 2 2008. While 54% of employers expect to make no changes in the quarter, 37% plan to increase staff numbers and only 1% expect to reduce their headcount. The Net Employment Outlook stands at a robust +36%. The Outlook declines moderately quarter-over-quarter by 6 percentage points but a moderate increase year-over-year of 5 percentage points.

*Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase, and subtracting from this, the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.*

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook
	%	%	%	%	%
2nd Quarter 2008	37	1	54	8	+36
1st Quarter 2008	43	1	45	11	+42
4th Quarter 2007	49	2	41	8	+47
3rd Quarter 2007	42	3	42	13	+39
2nd Quarter 2007	33	2	58	7	+31
1st Quarter 2007	41	2	50	7	+39



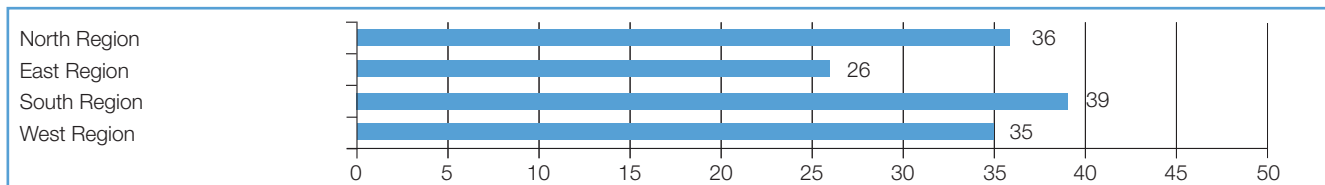
## Regional Comparison

Employers in all four regions of India report positive hiring intentions in Quarter 2 2008. The most optimistic employers are in the South region (+39%) while the weakest Outlook is reported by employers in the East region (+26%).

Quarter-over-quarter employers in all four regions report a decline in the Outlook, with employers in the East

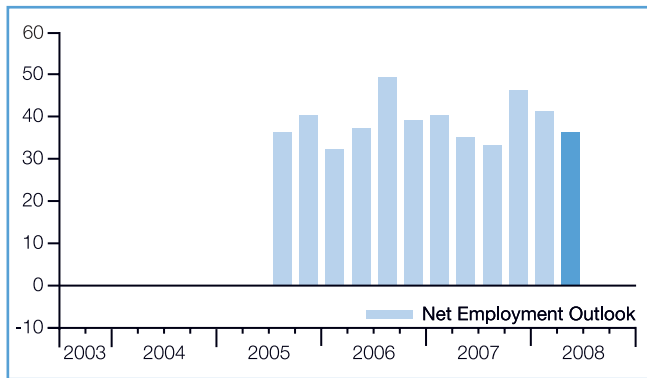
region anticipating a considerable decline of 9 percentage points. In the South region, the Outlook is the weakest although relatively stable (down 2 percentage points).

Year-over-year the Outlooks for employers in the South and West regions improve moderately (8 and 6 percentage points respectively). The East region is unchanged from Quarter 2 2007.



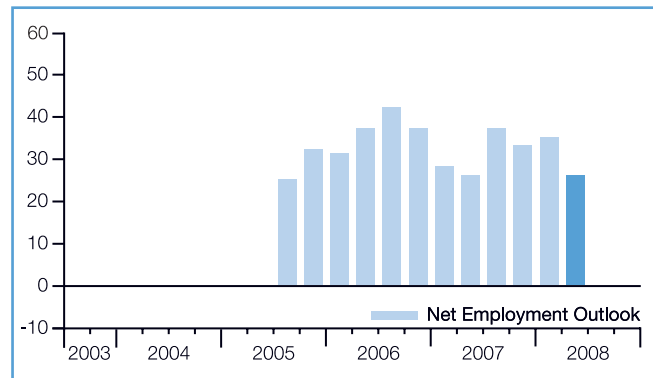
### North 36%

Employers in the North region forecast robust hiring activity in Quarter 2 2008 with a Net Employment Outlook of +36%. When compared with Quarter 1 2008 there is moderate decline of 5 percentage points although the Outlook is relatively stable year-over-year (up 1 percentage point).



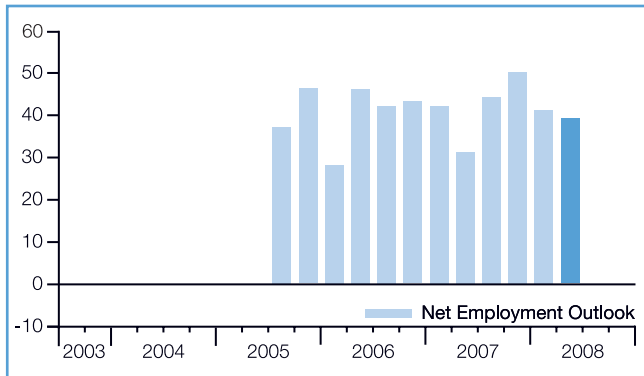
### East 26%

Employers in the East expect a steady hiring climate in Quarter 2 2008 with a Net Employment Outlook of +26. This is the weakest Outlook among all the regions with a considerable decline quarter-over-quarter of 9 percentage points. Year-over-year the Outlook is unchanged.



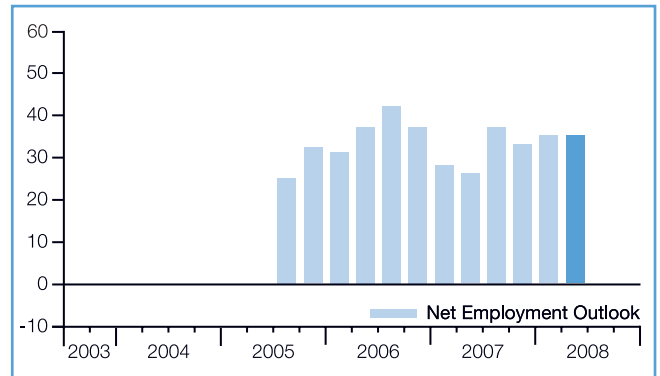
## South 39%

The Net Employment Outlook for the South is the most optimistic among all the regions at a bright +39%. The Outlook is relatively stable compared with Quarter 1 2008 (down 2 percentage points) but represents a moderate improvement year-over-year of 8 percentage points.



## West 35%

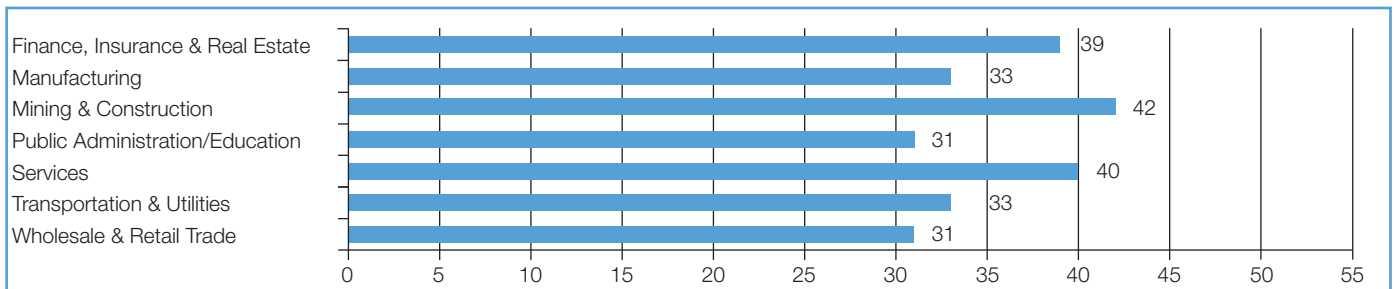
Employers in the West predict a brisk hiring pace with a Net Employment Outlook of +35%. Quarter-over-quarter, a moderate decline of 8 percentage points is reported while year-over-year the Outlook moderately improves by 6 percentage points.



## Sector Comparisons

Employers in all seven industry sectors expect positive hiring activity in Quarter 2 2008. Hiring intentions are strongest in the Mining & Construction industry sector (+42) and Services sector (+40), and weakest in the Public Administration & Education sector (+31%) and Wholesale & Retail Trade sector (+31%) although the Outlook in both these sectors still indicate a bright hiring environment in the forthcoming quarter.

Quarter-over-quarter, the Outlook is weaker in all seven industry sectors, with the steepest decline in the Wholesale & Retail Trade industry sector (down 10 percentage points). Year-over-year, the Outlook improves in all but one of the industry sectors: employers in the Public Administration & Education industry sector report a 2 percentage points decline, while employers in the Finance, Insurance & Real Estate sector report an 18 percentage point improvement.

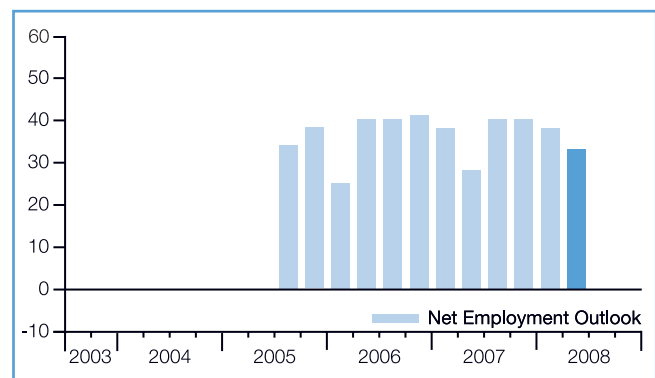
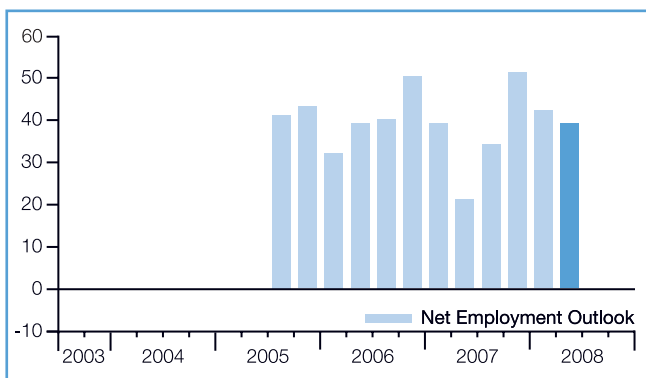


### Finance, Insurance & Real Estate

Employers in the Finance, Insurance & Real Estate industry sector anticipate a brisk level of hiring optimism with a Net Employment Outlook of +39%. This represents a slight decline of 3 percentage points when compared to Quarter 1 2008. Year-over-year the Outlook improves considerably (up 18 percentage points), the strongest improvement among all the industry sectors.

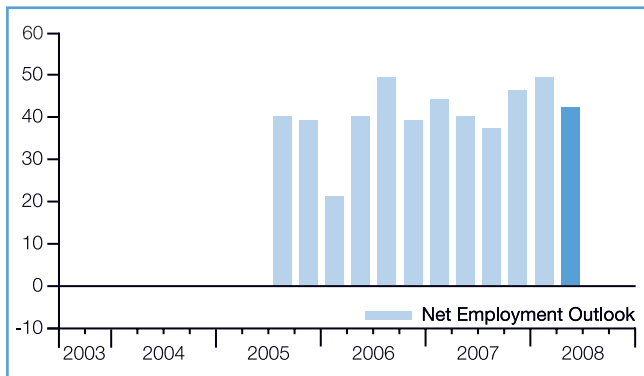
### Manufacturing

Employers in the Manufacturing industry sector predict a bright labor market in Quarter 2 2008 with a Net Employment Outlook of +33%. The Outlook reveals a moderate decline from Quarter 1 2008 of 5 percentage points but a moderate increase year-over-year of 5 percentage points.



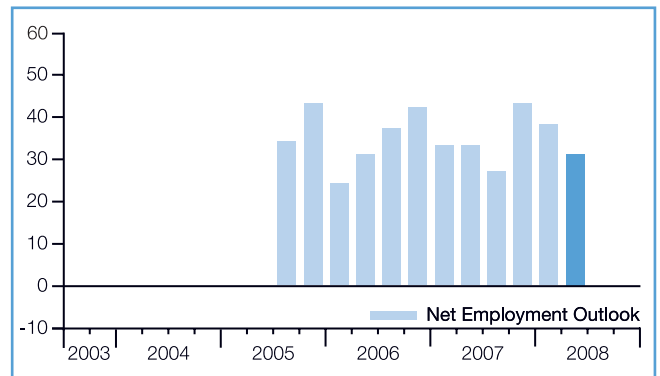
## Mining & Construction

With a Net Employment Outlook of +42%, employers in the Mining & Construction industry sector forecast a dynamic hiring pace for Quarter 2 2008 and the most optimistic Outlook among all the sectors. Quarter-over-quarter, the Outlook weakens moderately by 7 percentage points while it slightly improves year-over-year by 2 percentage points.



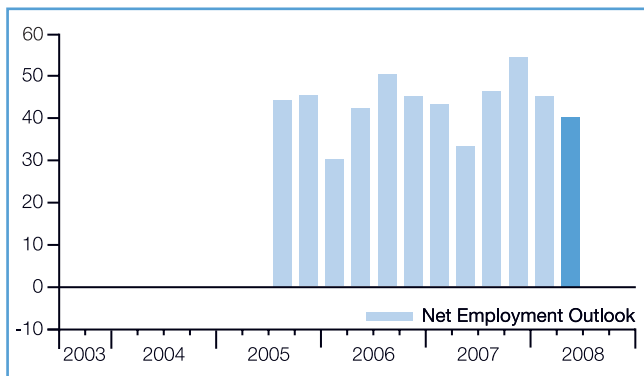
## Public Administration & Education

The Net Employment Outlook in the Public Administration & Education industry sector stands at a prosperous +31%, although tied with the Wholesale & Retail Trade sector as the least optimistic Outlook among all the sector employers surveyed as employers predict a softening in the hiring pace. Both quarter-over-quarter and year-over-year the Outlook has weakened (down 7 and 2 percentage points, respectively).



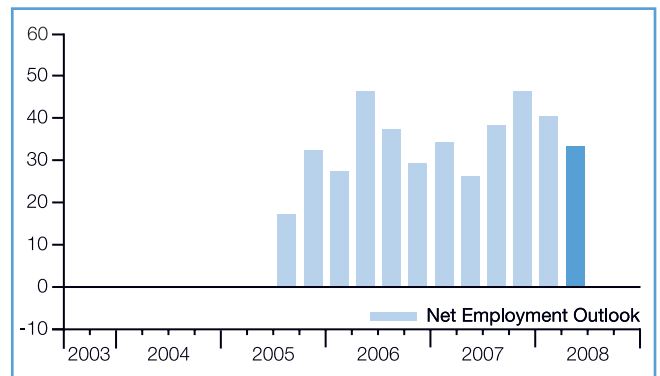
## Services

Employers in the Services industry sector indicate a bright hiring climate in Quarter 2 2008 with a Net Employment Outlook of +40%. Compared to the previous quarter there is a moderate decline of 5 percentage points but year-over-year the Outlook improves moderately by 7 percentage points.



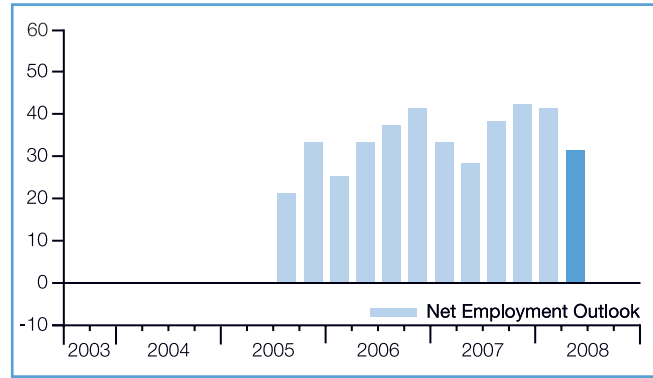
## Transportation & Utilities

The Net Employment Outlook in the Transport & Utilities industry sector stands at a brisk +33% although it is moderately weaker quarter-over-quarter (down 7 percentage points). Conversely, since Quarter 2 2007 the Outlook has moderately improved by 7 percentage points.



## Wholesale Trade & Retail Trade

Employers in the Wholesale & Retail Trade industry sector report a bright Net Employment Outlook of 31%, although tied with the Public Administration & Education sector as the least optimistic Outlook among all the sectors. Quarter-over-quarter the hiring pace slows considerably (down 10 percentage points) however year-over-year the Outlook improves slightly (up 3 percentage points).



# Global Employment Outlook

Over 55,000 employers have been interviewed across 32 countries and territories to measure anticipated employment trends\* between April and June 2008. Hiring activity is expected to be positive, but the majority of employers in Europe and the Americas are less optimistic about adding employees in the quarter ahead in comparison to Quarter 2 2007. Notably, employers in Australia, Singapore and Hong Kong are reporting their most optimistic hiring intentions since the survey was established there. New to the survey this quarter are results for the Czech Republic, Greece, Guatemala, Poland and Romania.

Employers in Singapore, India, Romania, Peru, Costa Rica, Argentina, Poland, Hong Kong, Greece and S. Africa are reporting the most optimistic second quarter hiring plans globally. Conversely, employers in Spain and Italy report the weakest job prospects for the quarter ahead. Employers in 16 countries and territories are reporting less optimistic hiring intentions compared to three months ago; seven are reporting improved Outlooks; and four indicate there will be no change in their workforces. When compared to Quarter

2 2007 the picture is similar: Outlooks are softer in 17 countries and territories; seven report improved hiring plans; and three indicate staffing needs will not change.

Regionally, employers across most of the Americas continue to report positive, but generally weaker Net Employment Outlooks compared to both Quarter 1 2008 and Quarter 2 2007. Employers in Peru and Costa Rica are anticipating the strongest hiring plans in the region, while in the U.S., job prospects are the weakest since Quarter 1 2004. Labor markets in Asia Pacific are expected to remain active, with employers in Singapore, India and Hong Kong reporting the most optimistic Outlooks. In the Europe, Middle East & Africa (EMEA) region, Outlooks softened from three months ago in eight countries, and employers in 10 countries are reporting weaker hiring plans compared to Quarter 2 2007. The most optimistic Outlooks were reported by employers in Romania and Poland. Notably, the Outlooks for Austria, France and Germany were either stable or slightly improved compared Quarter 2 2007. No negative Net Employment Outlooks were reported for Quarter 2 2008.

*\* Comments in this section are based on seasonally adjusted data where available.*

Americas	Net Employment Outlook			Qtr on Qtr Change Q1 2008 to Q2 2008	Yr on Yr Change Q2 2007 to Q2 2008
	Quarter 2 2007	Quarter 1 2008	Quarter 2 2008		
	%	%	%		
Argentina	35	36	32	-4	-3
Canada	25 (19) <sup>1</sup>	6 (19) <sup>1</sup>	16 (10) <sup>1</sup>	10 (-9) <sup>1</sup>	-9 (-9) <sup>1</sup>
Costa Rica	20	32	33	1	13
Guatemala	-	-	21	-	-
Mexico	22 (20) <sup>1</sup>	16 (20) <sup>1</sup>	24 (20) <sup>1</sup>	8 (0) <sup>1</sup>	2 (0) <sup>1</sup>
Peru	48	52	36	-16	-12
United States	21 (18) <sup>1</sup>	10 (17) <sup>1</sup>	17 (14) <sup>1</sup>	7 (-3) <sup>1</sup>	-4 (-4) <sup>1</sup>

Asia Pacific	Net Employment Outlook			Qtr on Qtr Change Q1 2008 to Q2 2008	Yr on Yr Change Q2 2007 to Q2 2008
	Quarter 2 2007	Quarter 1 2008	Quarter 2 2008		
	%	%	%		
Australia	31 (28) <sup>1</sup>	24 (25) <sup>1</sup>	31 (28) <sup>1</sup>	7 (3) <sup>1</sup>	0 (0) <sup>1</sup>
China	21 (16) <sup>1</sup>	14 (15) <sup>1</sup>	13 (8) <sup>1</sup>	-1 (-7) <sup>1</sup>	-8 (-8) <sup>1</sup>
Hong Kong	24 (24) <sup>1</sup>	25 (27) <sup>1</sup>	30 (30) <sup>1</sup>	5 (3) <sup>1</sup>	6 (6) <sup>1</sup>
India	31	42	36	-6	5
Japan	45 (25) <sup>1</sup>	17 (23) <sup>1</sup>	39 (22) <sup>1</sup>	22 (-1) <sup>1</sup>	-6 (-3) <sup>1</sup>
New Zealand	32 (28) <sup>1</sup>	20 (22) <sup>1</sup>	24 (21) <sup>1</sup>	4 (-1) <sup>1</sup>	-8 (-7) <sup>1</sup>
Singapore	53 (51) <sup>1</sup>	43 (46) <sup>1</sup>	62 (60) <sup>1</sup>	19 (14) <sup>1</sup>	9 (9) <sup>1</sup>
Taiwan	19 (13) <sup>1</sup>	14 (15) <sup>1</sup>	26 (19) <sup>1</sup>	12 (4) <sup>1</sup>	7 (6) <sup>1</sup>

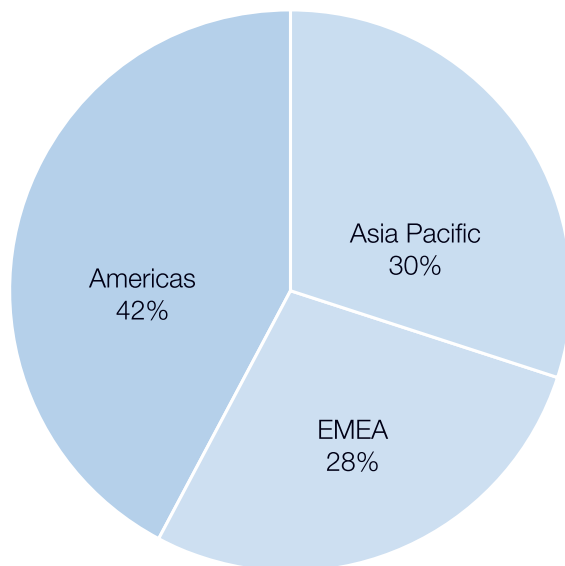
# Manpower Employment Outlook Survey India

EMEA*	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 2 2007	Quarter 1 2008	Quarter 2 2008	Q1 2008 to Q1 2008	Q2 2007 to Q2 2008
	%	%	%		
Austria	10 (7) <sup>1</sup>	4 (8) <sup>1</sup>	13 (10) <sup>1</sup>	9 (2) <sup>1</sup>	3 (3) <sup>1</sup>
Belgium	7 (8) <sup>1</sup>	8 (8) <sup>1</sup>	6 (7) <sup>1</sup>	-2 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Czech Republic	-	-	12	-	-
France	5 (4) <sup>1</sup>	6 (5) <sup>1</sup>	3 (5) <sup>1</sup>	-3 (0) <sup>1</sup>	-2 (1) <sup>1</sup>
Germany	12 (10) <sup>1</sup>	7 (12) <sup>1</sup>	12 (10) <sup>1</sup>	5 (-2) <sup>1</sup>	0 (0) <sup>1</sup>
Greece	-	-	23	-	-
Ireland	18 (17) <sup>1</sup>	4 (6) <sup>1</sup>	6 (5) <sup>1</sup>	2 (-1) <sup>1</sup>	-12 (-12) <sup>1</sup>
Italy	7 (5) <sup>1</sup>	4 (6) <sup>1</sup>	3 (1) <sup>1</sup>	-1 (-5) <sup>1</sup>	-4 (-4) <sup>1</sup>
Netherlands	10 (9) <sup>1</sup>	10 (8) <sup>1</sup>	5 (8) <sup>1</sup>	-5 (0) <sup>1</sup>	-5 (-1) <sup>1</sup>
Norway	17 (16) <sup>1</sup>	21 (23) <sup>1</sup>	15 (14) <sup>1</sup>	-6 (-9) <sup>1</sup>	-2 (-2) <sup>1</sup>
Poland	-	-	30	-	-
Romania	-	-	36	-	-
South Africa	34	27	23	-4	-11
Spain	15 (14) <sup>1</sup>	9 (10) <sup>1</sup>	2 (1) <sup>1</sup>	-7 (-9) <sup>1</sup>	-13 (-13) <sup>1</sup>
Sweden	15 (11) <sup>1</sup>	6 (10) <sup>1</sup>	13 (10) <sup>1</sup>	7 (0) <sup>1</sup>	-2 (-1) <sup>1</sup>
Switzerland	17	8	9	1	-8
UK	14 (13) <sup>1</sup>	7 (9) <sup>1</sup>	6 (6) <sup>1</sup>	-1 (-3) <sup>1</sup>	-8 (-7) <sup>1</sup>

\*EMEA – Europe, Middle East and Africa.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 13 quarters worth of data is required.

## Survey Respondents by Region



Research for the Quarter 2 2008 Manpower Employment Outlook Survey involved surveying over 55,000 human resource directors and senior hiring managers from public and private organizations worldwide. 42% of the respondents came from seven countries in the Americas; 30% from eight countries and territories across Asia Pacific; and 28% from 17 countries in EMEA.

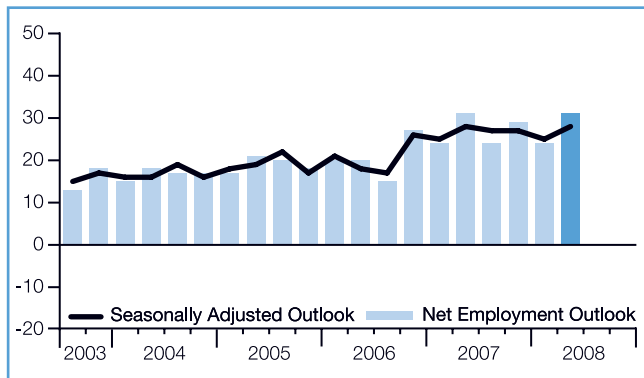
# International Comparisons – Asia Pacific

Over 16,000 interviews have been conducted across the Asia Pacific region to measure anticipated hiring activity between April and June 2008. Employer optimism increased from Quarter 1 2008 and Quarter 2 2007 in four of eight countries and territories surveyed.

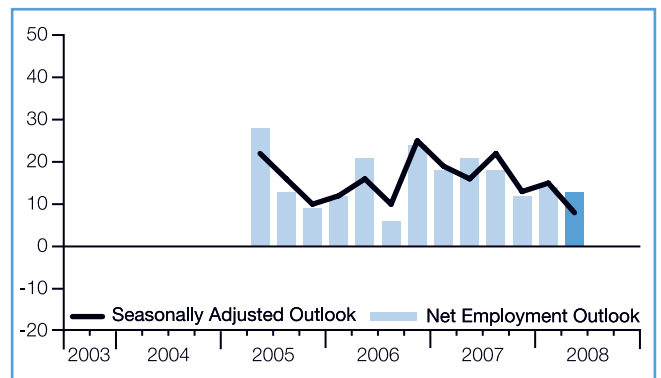
Employer hiring expectations are strongest again in Singapore and India, while employers in Taiwan and China are reporting the region's least optimistic hiring

expectations. Interestingly, the Outlook declined on both a quarter-over-quarter and year-over-year basis across all Chinese industry sectors surveyed. The Outlooks reported for Australia, Hong Kong and Singapore are the most optimistic reported by employers since the surveys were established there in Quarter 3 2003. Regionally, job prospects in the Services sector are expected to improve, as employers in six of eight countries are reporting stronger Outlooks compared to Quarter 2 2007. The survey included seasonally adjusted data for the first time this quarter in China and Taiwan.

## Australia

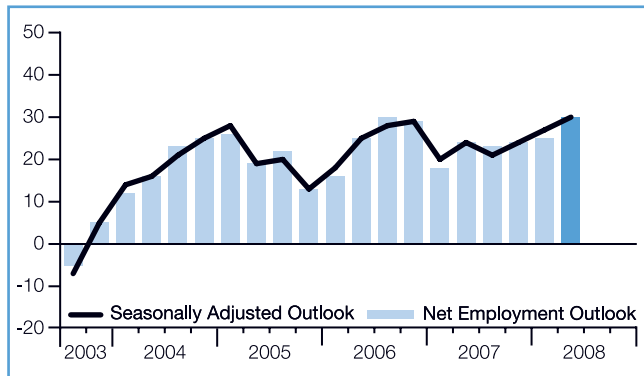


## China

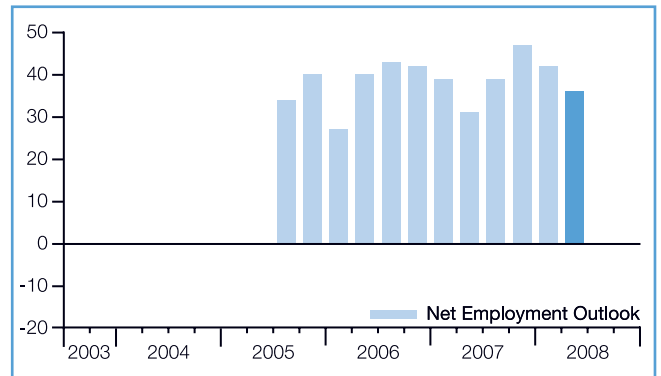


China joined the survey in Q2 2005.

## Hong Kong

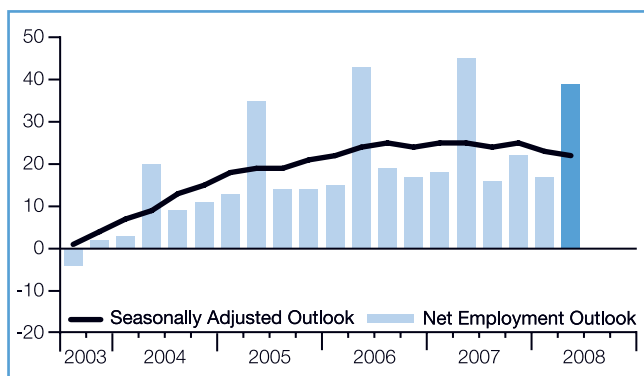


## India

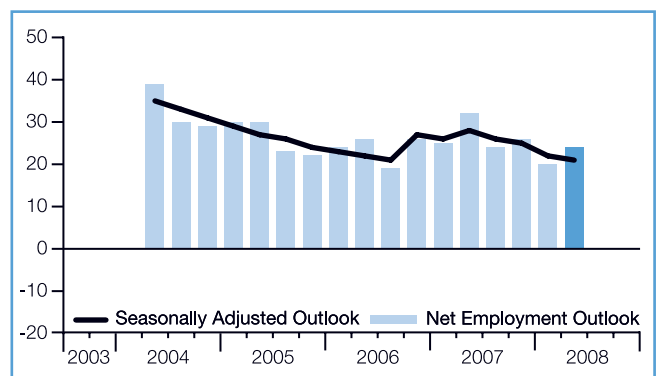


India joined the survey in Q3 2005.

## Japan



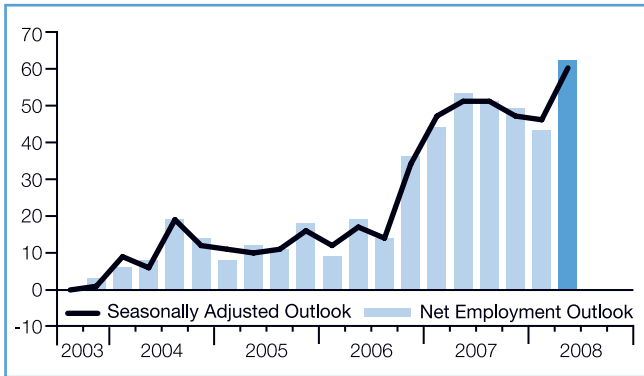
## New Zealand



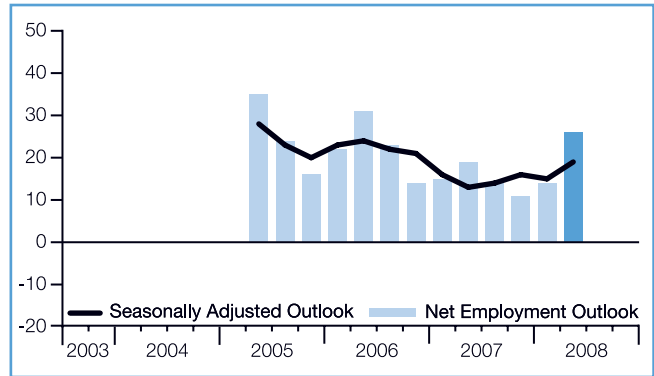
New Zealand joined the survey in Q2 2004.

# Manpower Employment Outlook Survey India

## Singapore



## Taiwan



Taiwan joined the survey in Q2 2005.

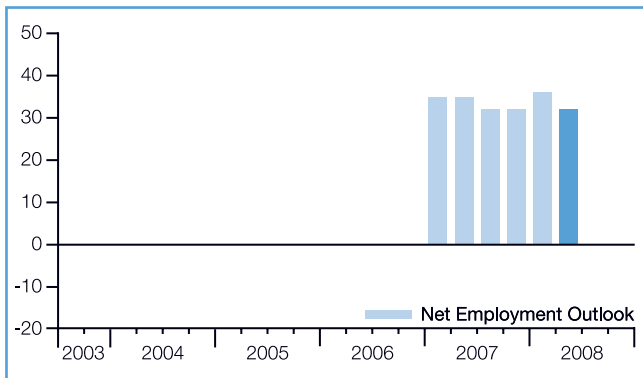
# International Comparisons – Americas

Over 23,000 interviews have been conducted across Argentina, Canada, Costa Rica, Guatemala, Mexico, Peru and the United States to measure anticipated hiring activity for Quarter 2 2008.

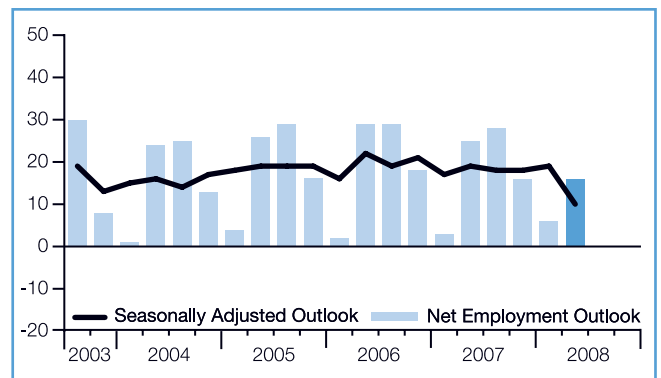
Employers across the seven countries surveyed in this region are reporting varying degrees of positive hiring activity. However, Outlooks weakened in four countries when compared to both three months ago and Quarter 2 2007.

As was the case in Quarter 1, employers in Peru, Costa Rica and Argentina are the most optimistic about hiring in the next three months. Notably, Mexican employers report the same steady, upbeat hiring plans seen over the past five quarters. Meanwhile, to the north employers in both the U.S. and Canada are less optimistic about adding staff than they were three months ago and in Quarter 2 2007. The Outlook for Canada weakened considerably year-over-year and is the weakest forecast for this country in 11 years. Surveyed for the first time this quarter, Guatemalan employers anticipate a strong hiring pace in the next three months.

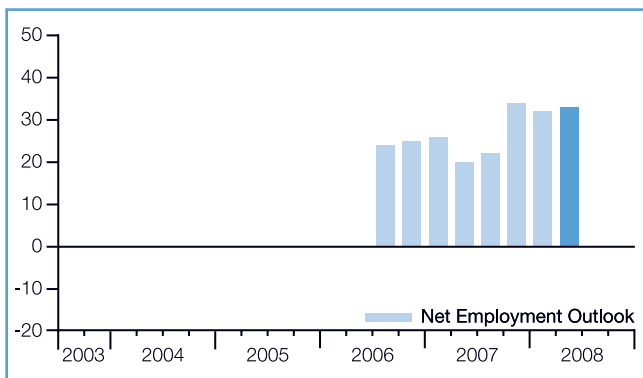
## Argentina



## Canada

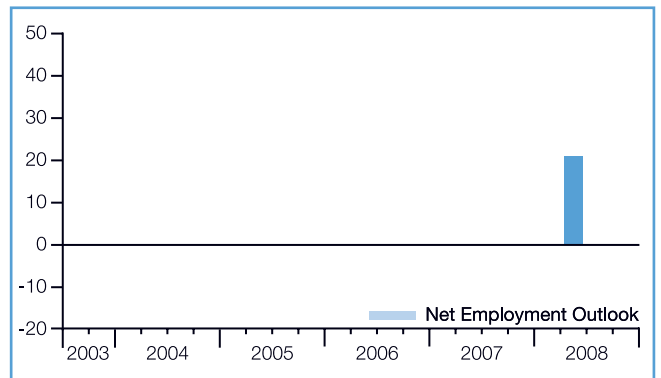


## Costa Rica



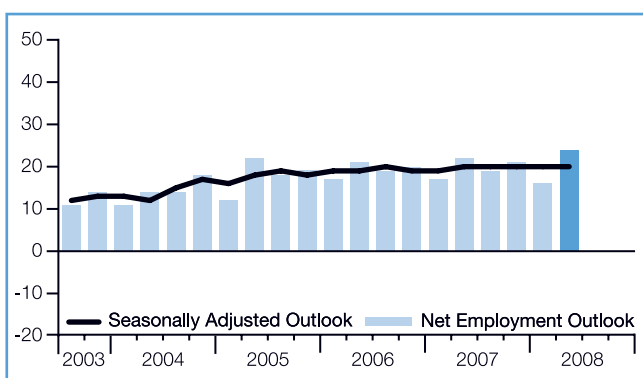
Costa Rica joined the survey in Q3 2006.

## Guatemala

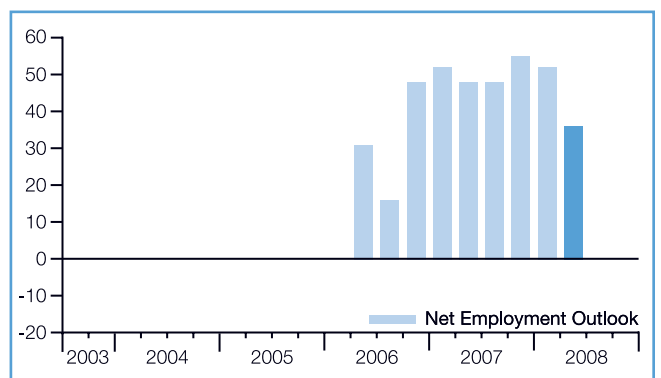


Guatemala joined the survey in Q2 2008.

## Mexico

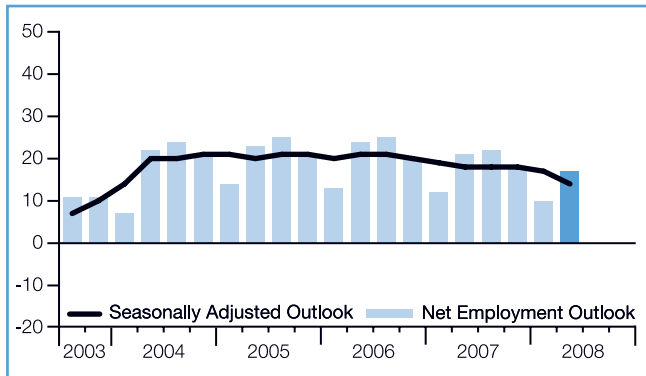


## Peru



Peru joined the survey in Q2 2006.

USA

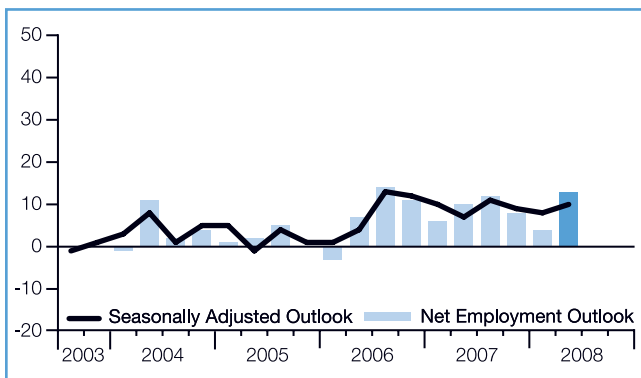


# International Comparisons – EMEA

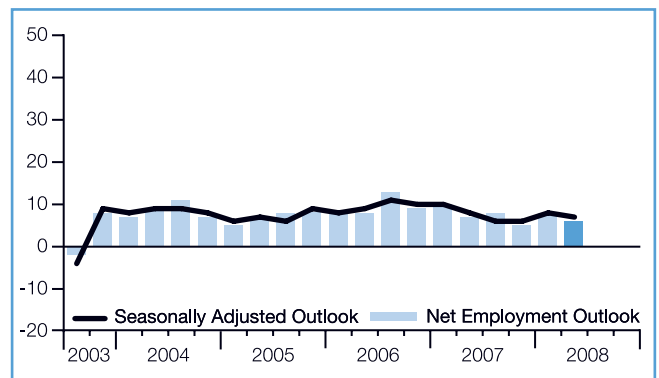
Over 15,000 interviews have been conducted with employers across 17 EMEA countries to measure anticipated hiring activity for Quarter 2 2008. Employers across the region continue to report varying degrees of positive hiring activity, although employers in 10 of the countries are reporting less optimistic Net Employment Outlooks compared to Quarter 2 2007.

Employers in Romania, Poland, Greece, S. Africa and Norway are most optimistic about adding to their workforces. In contrast, hiring optimism among Irish and Spanish employers fell considerably from one year ago, with the Spanish Outlook being the weakest in the region and the weakest for this country since the survey was established there. Notably, compared to Quarter 2 2007, Outlooks improved slightly in Austria and France, while the Outlook remained stable in Germany. Employer hiring plans in the UK are moderately weaker year-over-year.

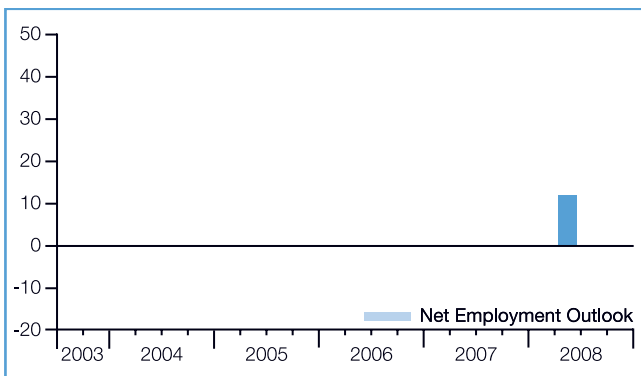
## Austria



## Belgium

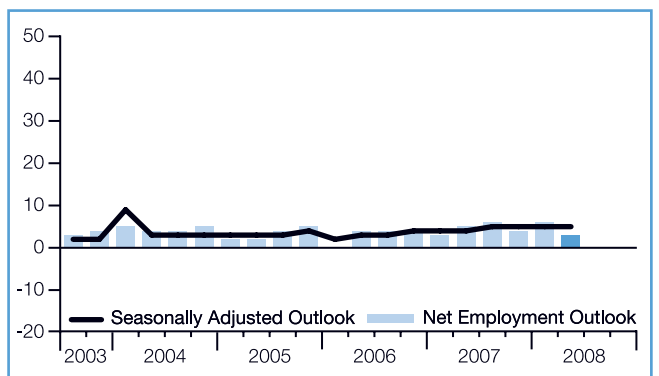


## Czech Republic

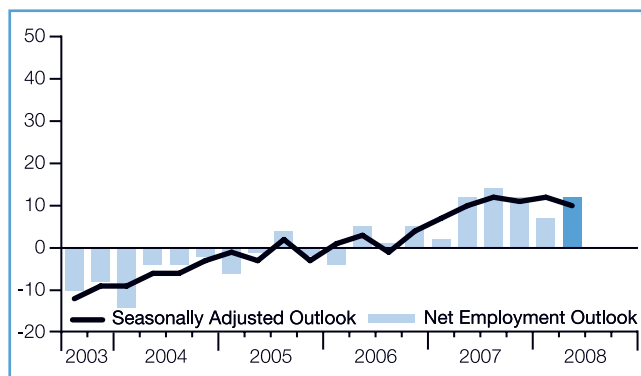


Czech Republic joined the survey in Q2 2008.

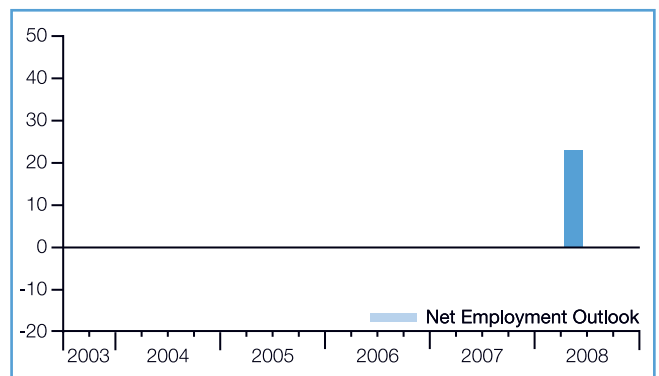
## France



## Germany



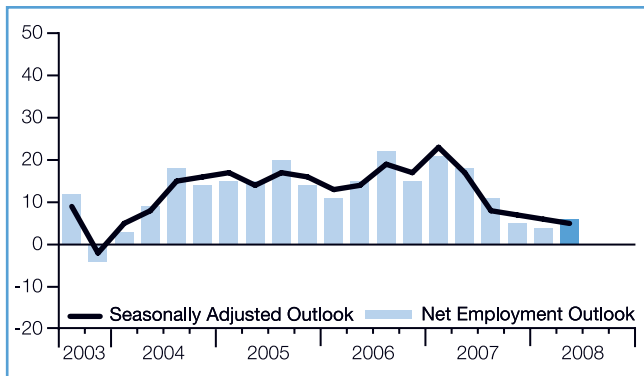
## Greece



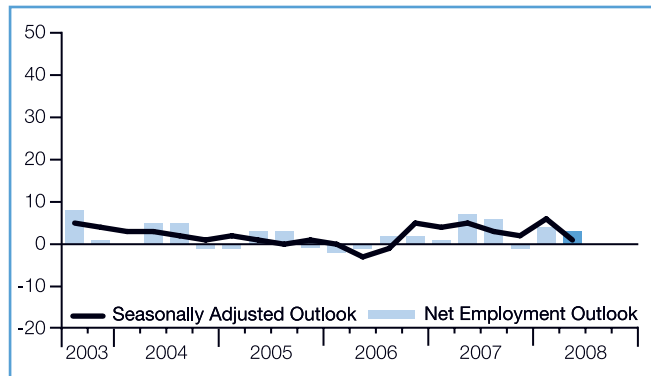
Greece joined the survey in Q2 2008.

# Manpower Employment Outlook Survey India

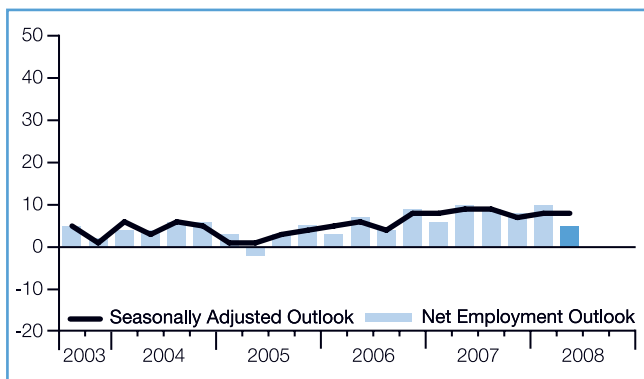
## Ireland



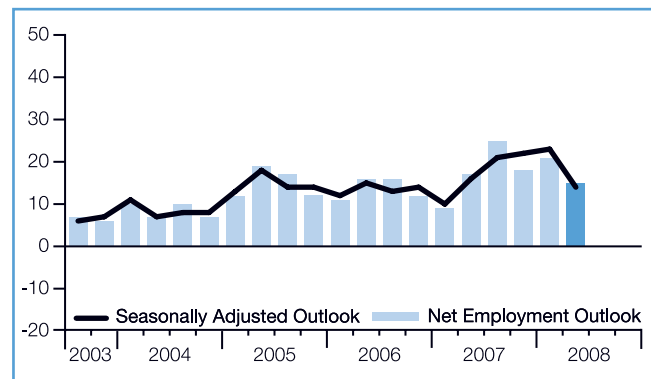
## Italy



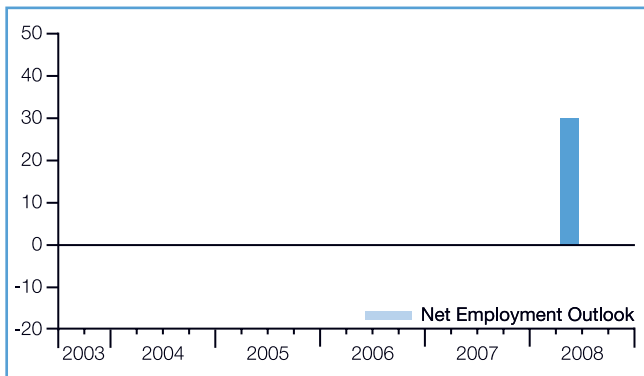
## Netherlands



## Norway

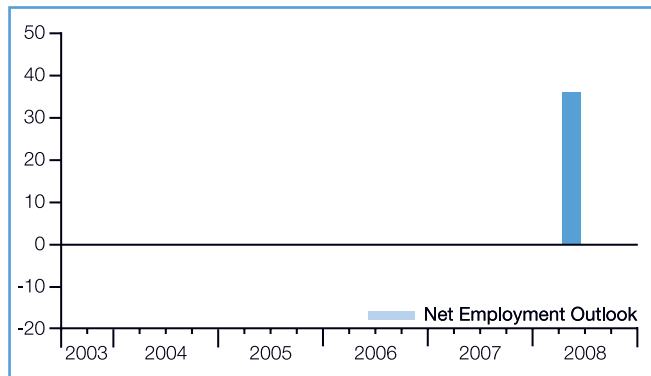


## Poland



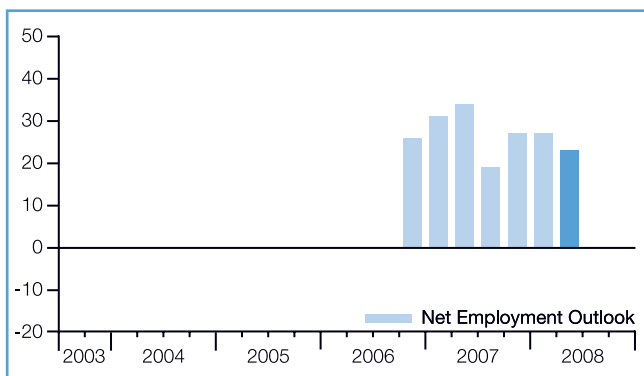
Poland joined the survey in Q2 2008.

## Romania

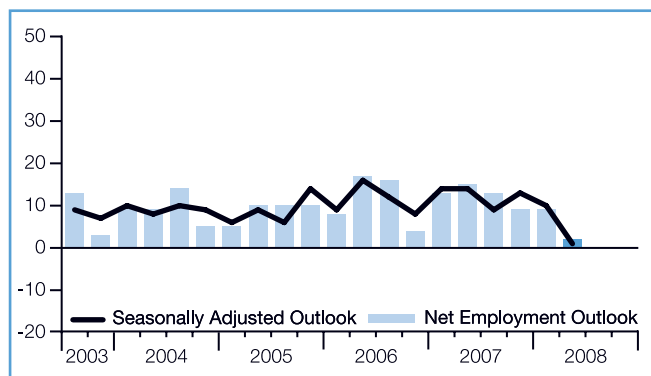


Romania joined the survey in Q2 2008.

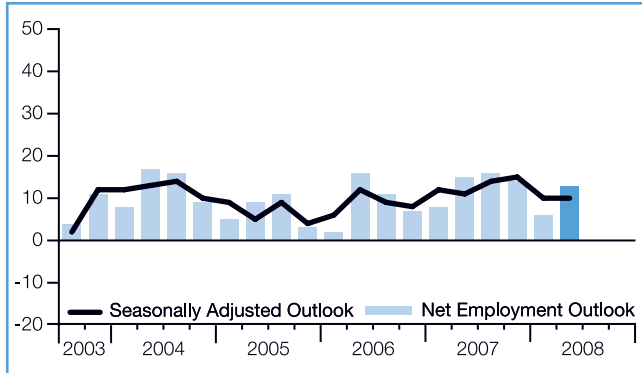
## South Africa



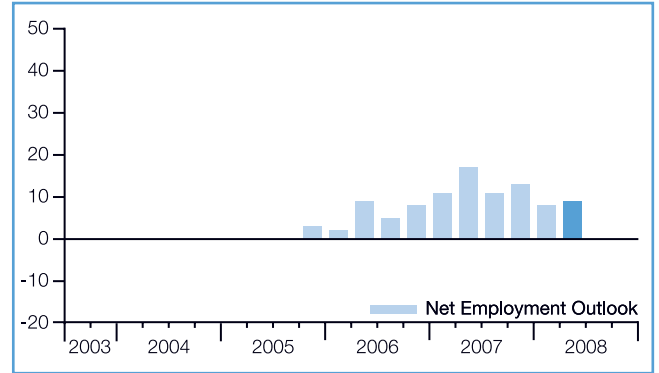
## Spain



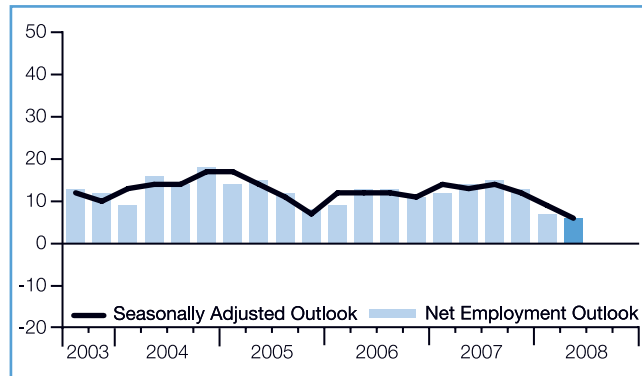
## Sweden



## Switzerland



## UK



## About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey has been running for more than 45 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

**Unique:** It is unparalleled in its size, scope, longevity and area of focus.

**Projective:** The Manpower Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

**Focused:** For more than four decades, the survey has derived all of its information from a single question.

**Independent:** The survey is conducted with a representative sample of employers from throughout the countries in which it is conducted. The survey participants are not derived from Manpower's customer base.

**Robust:** The survey is based on interviews with more than 55,000 public and private employers across 32 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

## Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The research team for the 32 countries and territories where the survey is currently conducted includes Manpower's internal research team and Infocorp Research Ltd. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

In India, the national survey is conducted by external surveyors and includes 5,279 employers. With this number of interviews, the margin of error for the India Survey is +/- 1.5%.

## Survey Question

All employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three

months to the end of June 2008 as compared to the current quarter?"

## Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

## Seasonal Adjustment

Seasonal adjustments have been applied to the data for Australia, Austria, Belgium, Canada, China, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Singapore, Spain, Sweden, Taiwan, United Kingdom and the United States to provide additional insight into the survey data. These adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time. Manpower intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, Manpower adopted the TRAMO-SEATS method of seasonal adjustment for data.

## History of the Survey

- 1962 1st generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966 Manpower's UK operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward looking research format as the United States survey and is the first of its kind in Europe.
- 1976 2nd generation of Manpower's Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002 2002 Manpower UK's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. Manpower's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003 3rd generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total 18 countries worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan,

Mexico, Netherlands, Norway, Singapore, Spain, Sweden, United Kingdom and United States.

- 2004 Manpower operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005 Manpower operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006 Manpower operations in Costa Rica and Peru joined the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the third quarter. Manpower operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007 Manpower operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008 Manpower operations in the Czech Republic, Greece, Guatemala, Poland and Romania joined the survey program. The survey in China and Taiwan adds seasonally adjusted data in the second quarter.

## 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 78 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).

## About Manpower India

Established in 1999, Manpower India has invested and grown aggressively since 2004. In October 2005 Manpower created a joint venture to merge ABC Consultants' IT, IT Enabled Services and Retail Financial Services practices with its own operations. With more than 600 consultants in 24 offices across 15 cities, Manpower India is one of the largest recruitment firms in India, and the undisputed market leader in IT, IT Enabled Services and Financial Services sectors.

Manpower India provides the complete range of HR services and solutions to clients, including Permanent Recruitment; Temporary and Contract Staffing; Managed Services and Outsourcing; Payrolling; and Employee Assessment and Training. The organization is structured around domain expertise, with specialist teams of consultants and customized delivery processes:

Manpower Professional – for senior management assignments, as well as turnkey solutions

Manpower – for high volume staffing complete customer-facing teams, flexible workforce solutions and complex people management solutions

Manpower's unique proposition lies in the knowledge and expertise of caring for candidates through assessment, career guidance and training; and creating higher value for clients through unmatched delivery capability, flexibility of solutions and access to global best practices in people management. As part of its 'candidate care' culture, Manpower provides free access to online training to all candidates and staff through Training and Development Center. As a responsible organization, Manpower has committed US\$ 1 Million towards long-term rehabilitation of victims of the tsunami in Nagapattinam district in Tamil Nadu state.

Manpower India is a subsidiary of Manpower Inc., the global leader in employment services. More information on Manpower India is available at [www.manpower.co.in](http://www.manpower.co.in) and [www.manpowerprofessional.co.in](http://www.manpowerprofessional.co.in).

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