

Q2/2010

Manpower Employment Outlook Survey India

A Manpower Research Report



Manpower®

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India Employment Outlook

The Manpower Employment Outlook Survey for the second quarter 2010 was conducted by interviewing a representative sample of 5,381 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 2010 as compared to the current quarter?”*

Indian employers forecast a brisk hiring pace for Quarter 2 2010. While 39% of employers expect headcount to increase, 3% forecast a decrease and 51% predict no change. Based on these figures, the Net Employment Outlook stands at +36%.

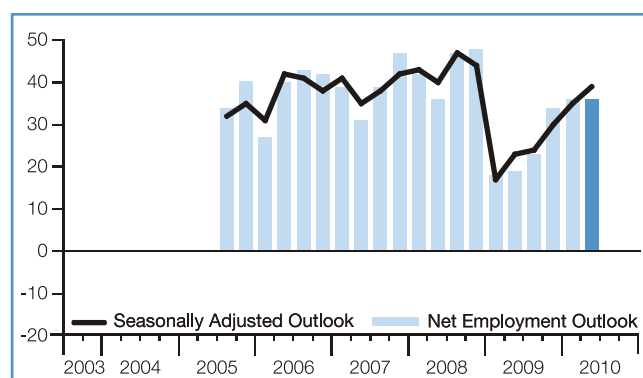
Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result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

Hiring intentions are unchanged quarter-over-quarter, but year-over-year employers report a considerable 17 percentage point improvement in the Outlook.

Once the data is adjusted to account for seasonal variation, the Outlook stands at +39%. The Outlook improves by 4 percentage points quarter-over-quarter and by 16 percentage points year-over-year.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
2nd Quarter 2010	39	3	51	7	+36	+39
1st Quarter 2010	38	2	53	7	+36	+35
4rd Quarter 2009	36	2	56	6	+34	+30
3rd Quarter 2009	30	7	45	18	+23	+24
2nd Quarter 2009	25	6	64	5	+19	+23



India joined the survey in Q3 2005.

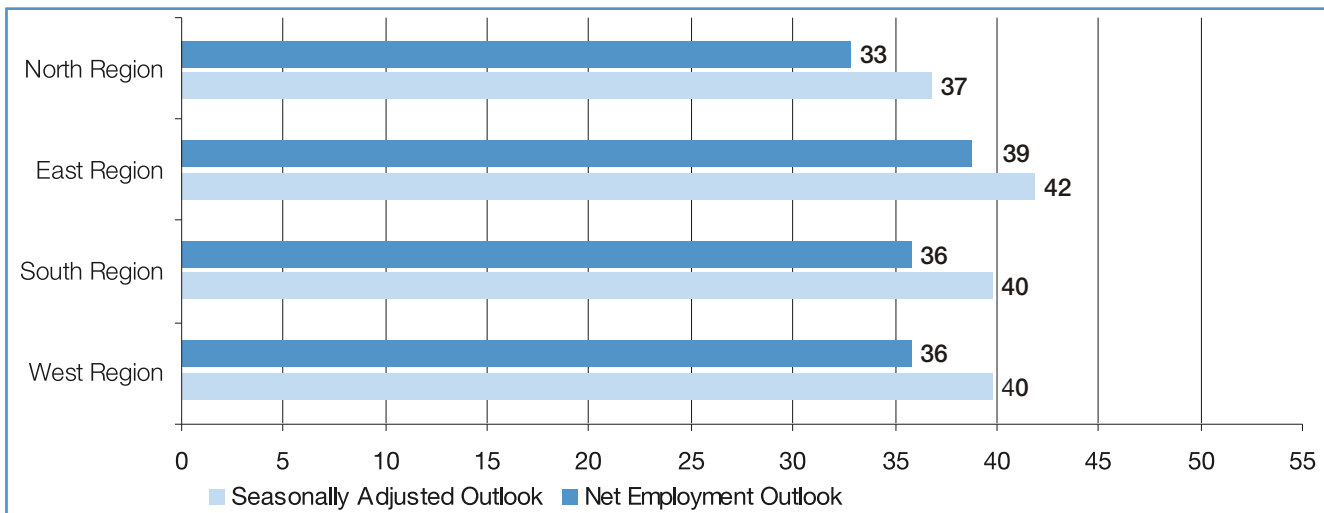
Regional Comparisons

Employers forecast headcount growth in all four regions during Quarter 2 2010. The most bullish hiring prospects are forecast in the East, where employers report a Net Employment Outlook of +42%, with similar levels of hiring activity anticipated in both the South and the West, where employers report Outlooks of +40%. Bright hiring prospects are also evident in the North, where the Outlook stands at +37%.

Quarter-over-quarter, hiring intentions are moderately weaker in the North, with the Outlook declining by 5 percentage points, but slightly stronger in the South, where the Outlook improves by 3 percentage points.

Year-over-year, the Outlook is considerably stronger in all four regions. The Outlook reported by employers in the West improves by 18 percentage points, while in the South, it increases by 16 percentage points. In both the North and the East, the Outlook is 15 percentage points stronger.

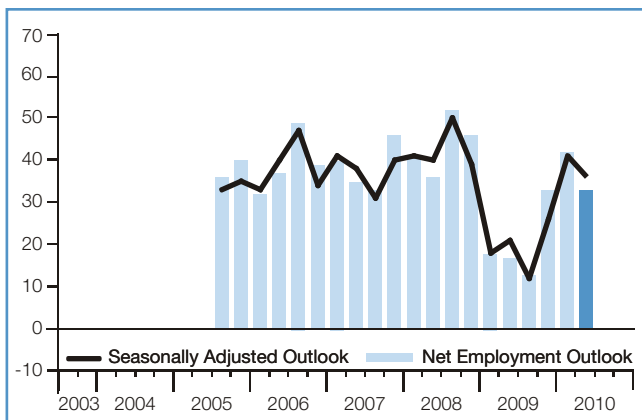
Based on unadjusted survey data, employers forecast a brisk hiring pace in all four regions during the forthcoming quarter. Quarter-over-quarter, hiring prospects in the North are considerably weaker, while in the South they are moderately stronger. Year-over-year, hiring plans improve considerably in all four regions.



North

With a Net Employment Outlook of +37%, employers in the North forecast bright hiring prospects for the coming quarter, although the Outlook does weaken by 5 percentage points when compared to Quarter 1 2010. Year-over-year, the Outlook improves by 15 percentage points.

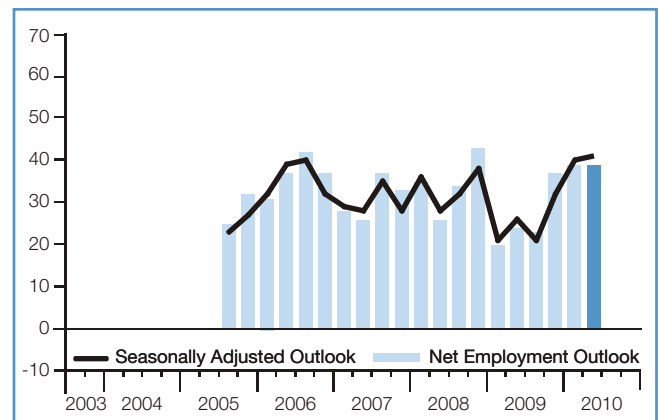
Based on unadjusted survey data, employers report robust hiring intentions for Quarter 2 2010. While the Outlook declines quarter-over-quarter, it is considerably stronger year-over-year.



East

Employers in the East report the most dynamic labor market since the survey began in Quarter 3 2005. The Net Employment Outlook for Quarter 2 2010 of +42% remains relatively stable quarter-over-quarter and strengthens by a considerable 15 percentage points year-over-year.

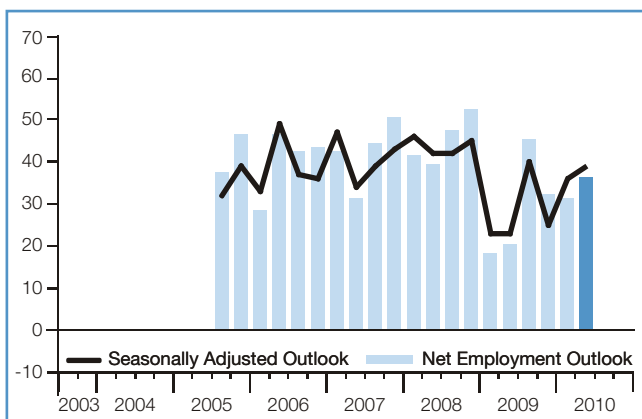
Based on unadjusted survey data, employers report robust hiring intentions for the coming quarter. The Outlook is unchanged compared with the previous quarter, but improves considerably year-over-year.



South

Employers report bullish hiring plans for Quarter 2 2010 with a Net Employment Outlook of +40%. The Outlook improves both quarter-over-quarter and year-over-year, by 3 and 16 percentage points, respectively.

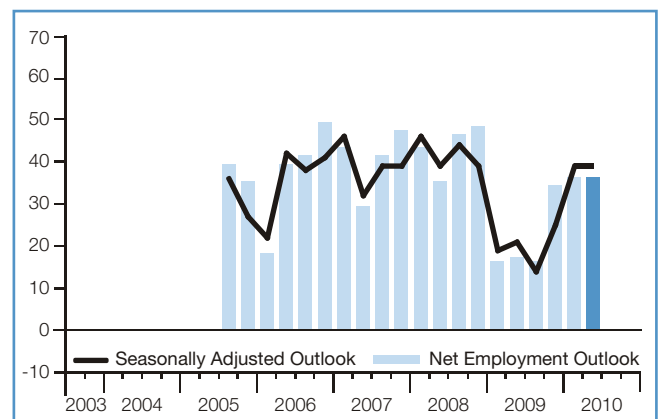
Based on unadjusted survey data, employers anticipate a brisk hiring pace in Quarter 2 2010. The Outlook is moderately stronger quarter-over-quarter and improves considerably year-over-year.



West

In the West, employers anticipate a vigorous labor market in Quarter 2 2010, reporting a Net Employment Outlook of +40% for the second consecutive quarter. Year-over-year, the Outlook improves by a considerable 18 percentage points.

Based on unadjusted survey data, employers forecast a bright hiring climate in the coming quarter. The Outlook is unchanged quarter-over-quarter but improves considerably year-over-year.



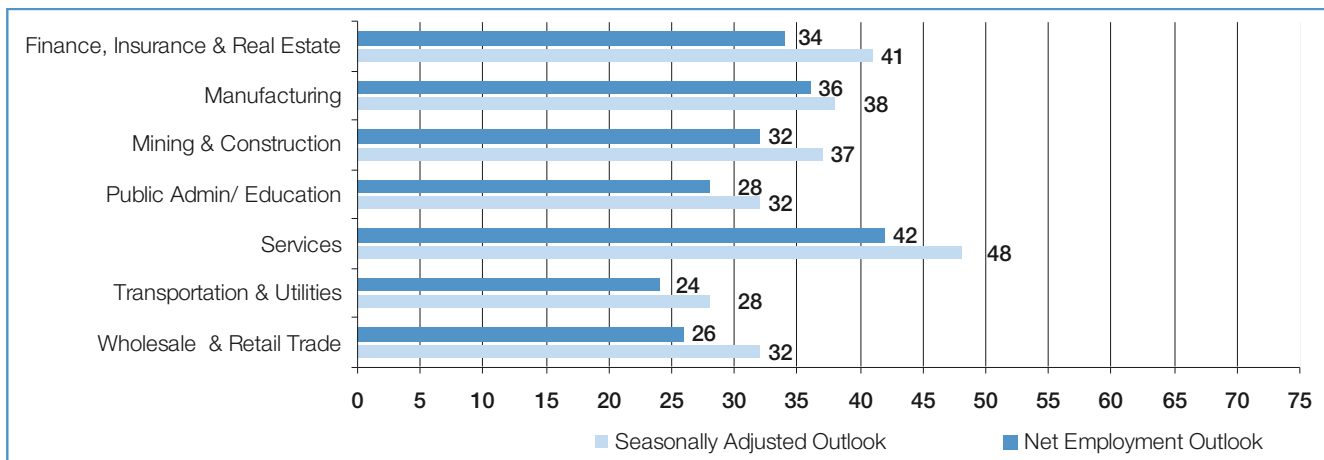
Sector Comparisons

Employers in all seven industry sectors forecast headcount gains in Quarter 2 2010. The most dynamic labor market is anticipated in the Services sector, where employers report a Net Employment Outlook of +48%. In the Finance, Insurance & Real Estate sector, employers report a bullish Outlook of +41%. Bright prospects for job seekers are reported by employers in both the Manufacturing sector and the Mining & Construction sector, with Outlooks standing at +38% and +37%, respectively.

Quarter-over-quarter, hiring plans have strengthened slightly in three industry sectors. Employers in both the Finance, Insurance & Real Estate sector and the Manufacturing sector report increases of 4 percentage points in the Outlook. Meanwhile, employers in three sectors anticipate weaker hiring activity, most notably in the Public Administration & Education sector, where the Outlook declines by a considerable 10 percentage points.

Year-over-year, hiring plans are stronger in all seven industry sectors. Services sector employers report the sharpest improvement of 22 percentage points, while the Outlook in the Finance, Insurance & Real Estate sector strengthens by 21 percentage points. In the Mining & Construction sector, employers report an improvement of 20 percentage points, and in the Manufacturing sector, the Outlook improves by 17 percentage points.

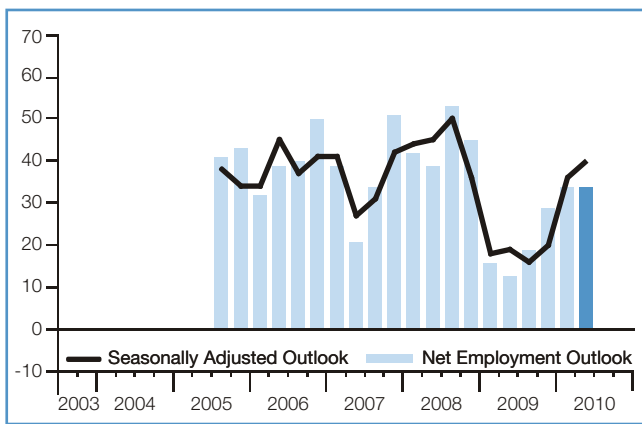
Based on unadjusted survey data, employers forecast considerable headcount growth in all seven industry sectors during the coming quarter. The most bullish hiring prospects are reported in the Services sector. Quarter-over-quarter, hiring intentions weaken in four sectors, but year-over-year, the Outlook improves in all seven.



Finance, Insurance & Real Estate

With a Net Employment Outlook of +41%, employers anticipate a vigorous hiring pace during Quarter 2 2010. The Outlook improves both quarter-over-quarter and year-over-year, by 4 percentage points and 21 percentage points, respectively.

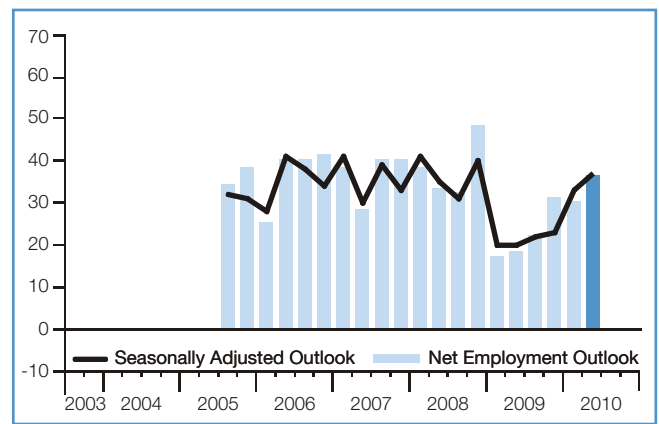
Based on unadjusted survey data, employers forecast a prosperous hiring environment in the upcoming quarter. The Outlook is unchanged over the previous quarter, but improves sharply year-over-year.



Manufacturing

Employers anticipate robust hiring activity during Quarter 2 2010, reporting a Net Employment Outlook of +38%. The Outlook strengthens by 4 percentage points when compared to Quarter 1 2010. Year-over-year, the Outlook improves by a considerable 17 percentage points.

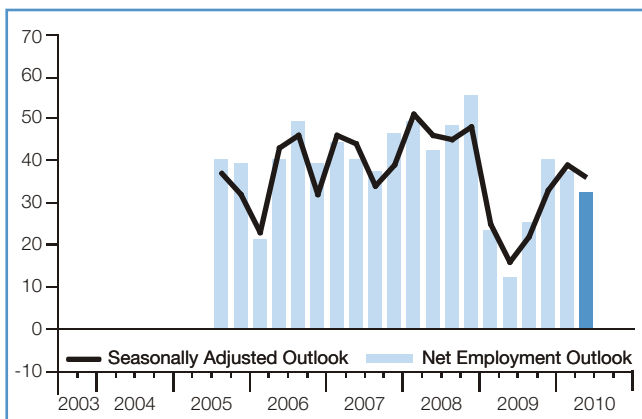
Based on unadjusted survey data, prosperous hiring activity is forecast for the sector in Quarter 2 2010. Employers report a moderately stronger Outlook quarter-over-quarter and a considerable improvement in hiring plans year-over-year.



Mining & Construction

Employers forecast a brisk hiring pace in Quarter 2 2010, reporting a Net Employment Outlook of +37%. While the Outlook declines by 3 percentage points quarter-over-quarter, it improves by a considerable 20 percentage points year-over-year.

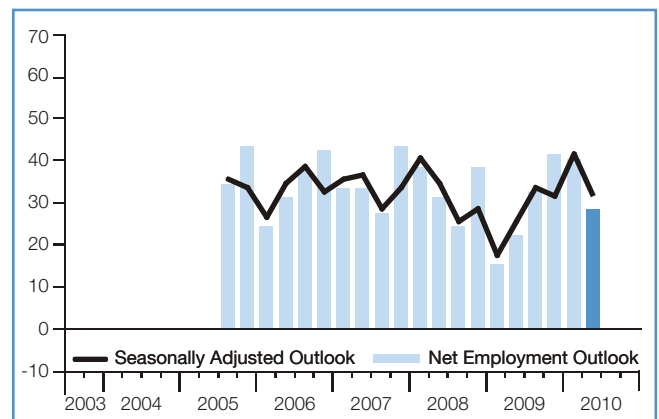
Based on unadjusted survey data, employers anticipate a prosperous level of hiring activity in the coming quarter. Although the Outlook is slightly weaker quarter-over-quarter, it improves considerably year-over-year.



Public Admin/ Education

A bright hiring climate is anticipated in Quarter 2 2010, according to employers, who report a Net Employment Outlook of +32%. However, quarter-over-quarter, the Outlook weakens by a considerable 10 percentage points. Year-over-year, the Outlook is 6 percentage points stronger.

Based on unadjusted survey data, employers forecast healthy hiring activity in the upcoming quarter, despite a considerable decline in the Outlook compared to the previous quarter. Year-over-year, the Outlook is moderately stronger.

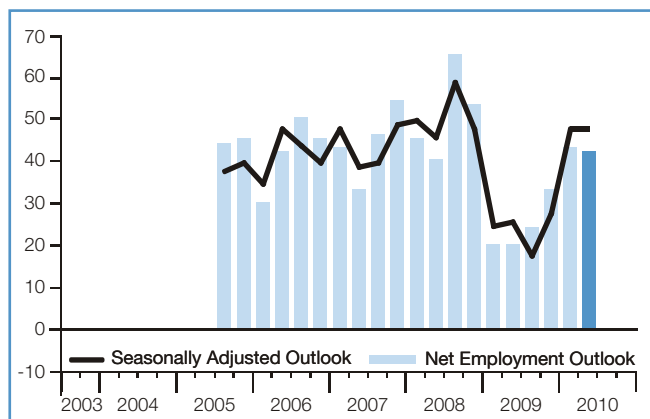


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Services

For the second consecutive quarter, employers forecast a bullish hiring pace with a Net Employment Outlook for Quarter 2 2010 of +48%. Year-over-year, the Outlook improves by a sharp 22 percentage points,

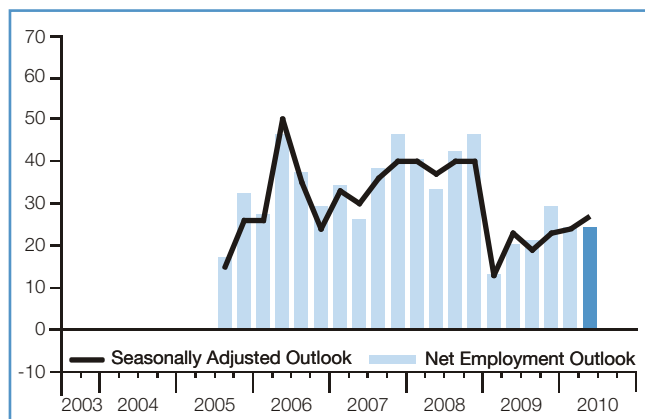
Based on unadjusted survey data, employers forecast a dynamic labor market in the coming quarter. The Outlook remains relatively stable quarter-over-quarter but strengthens sharply year-over-year.



Transportation & Utilities

Solid headcount growth is forecast for Quarter 2 2010, with employers reporting a Net Employment Outlook of +28%. The Outlook improves slightly both quarter-over-quarter and year-over-year, by 3 and 4 percentage points, respectively.

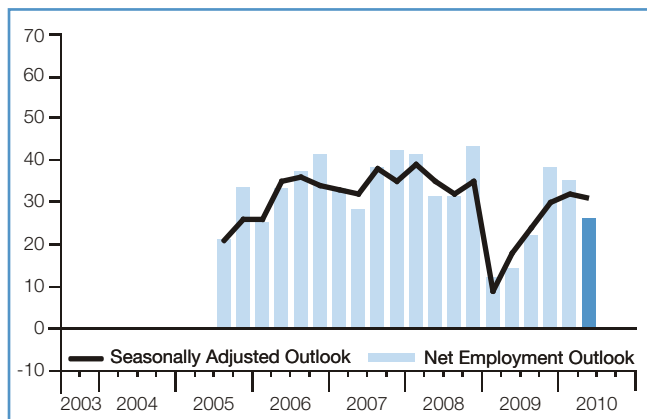
Based on unadjusted survey data, employers forecast healthy hiring activity in the coming quarter. The Outlook is unchanged quarter-over-quarter and improves slightly year-over-year.



Wholesale & Retail Trade

Employers forecast a bright hiring climate in Quarter 2 2010, reporting a Net Employment Outlook of +32%. Quarter-over-quarter, the Outlook remains relatively stable, but strengthens by a considerable 13 percentage points year-over-year.

Based on unadjusted survey data, employers anticipate solid headcount growth in Quarter 2 2010. While the Outlook is weaker quarter-over-quarter, it is stronger year-over-year.



Global Employment Outlook

Americas	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 2 2009	Quarter 1 2010	Quarter 2 2010	Q1 2010 to Q2 2010	Q2 2009 to Q2 2010
	%	%	%		
Argentina	-1	12	18	6	19
Brazil	-	31	38	7	-
Canada	6 (1) ¹	2 (10) ¹	11 (7) ¹	9 (-3) ¹	5 (6) ¹
Colombia	11	9	16	7	5
Costa Rica	3	20	23	3	20
Guatemala	-1	12	11	-1	12
Mexico	-6 (-3) ¹	6 (6) ¹	14 (10) ¹	8 (4) ¹	20 (13) ¹
Panama	-	-	15	-	-
Peru	6 (11) ¹	19 (15) ¹	25 (23) ¹	6 (8) ¹	19 (12) ¹
United States	1 (-2) ¹	0 (6) ¹	8 (5) ¹	8 (-1) ¹	7 (7) ¹

Asia Pacific	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 2 2009	Quarter 1 2010	Quarter 2 2010	Q1 2010 to Q2 2010	Q2 2009 to Q2 2010
	%	%	%		
Australia	1 (-1) ¹	19 (20) ¹	24 (22) ¹	5 (2) ¹	23 (23) ¹
China	3 (0) ¹	14 (14) ¹	17 (14) ¹	3 (0) ¹	14 (14) ¹
Hong Kong	-3 (-3) ¹	13 (14) ¹	15 (15) ¹	2 (1) ¹	18 (18) ¹
India	19 (23)¹	36 (35)¹	36 (39)¹	0 (4)¹	17 (16)¹
Japan	12 (-1) ¹	-4 (-1) ¹	13 (-1) ¹	17 (0) ¹	1 (0) ¹
New Zealand	-9 (-12) ¹	14 (13) ¹	17 (14) ¹	3 (1) ¹	26 (26) ¹
Singapore	-43 (-47) ¹	22 (25) ¹	24 (20) ¹	2 (-5) ¹	67 (67) ¹
Taiwan	-5 (-6) ¹	22 (27) ¹	35 (33) ¹	13 (6) ¹	40 (39) ¹

EMEA*	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 2 2009	Quarter 1 2010	Quarter 2 2010	Q1 2010 to Q2 2010	Q2 2009 to Q2 2010
	%	%	%		
Austria	4 (1) ¹	-1 (3) ¹	4 (1) ¹	5 (-2) ¹	0 (0) ¹
Belgium	0 (0) ¹	-4 (-3) ¹	3 (3) ¹	7 (6) ¹	3 (3) ¹
Czech Republic	-2	-6	-5	1	-3
France	-2 (-2) ¹	0 (0) ¹	1 (1) ¹	1 (1) ¹	3 (3) ¹
Germany	2 (0) ¹	1 (4) ¹	3 (1) ¹	2 (-3) ¹	1 (1) ¹
Greece	0	1	0	-1	0
Hungary	-	-7	-3	4	-
Ireland	-14 (-15) ¹	-13 (-11) ¹	-8 (-9) ¹	5 (2) ¹	6 (6) ¹
Italy	-5 (-6) ¹	-8 (-6) ¹	-10 (-11) ¹	-2 (-5) ¹	-5 (-5) ¹
Netherlands	4 (3) ¹	-3 (-3) ¹	-2 (-1) ¹	1 (2) ¹	-6 (-4) ¹
Norway	2 (3) ¹	5 (6) ¹	4 (6) ¹	-1 (0) ¹	2 (3) ¹
Poland	6	4	13	9	7
Romania	-4	-11	-7	4	-3
South Africa	14	13	8	-5	-6
Spain	-9 (-11) ¹	-12 (-11) ¹	-9 (-11) ¹	3 (0) ¹	0 (0) ¹
Sweden	-3 (-5) ¹	2 (6) ¹	8 (6) ¹	6 (0) ¹	11 (11) ¹
Switzerland	5 (3) ¹	4 (1) ¹	5 (1) ¹	1 (0) ¹	0 (-2) ¹
UK	-6 (-6) ¹	-1 (1) ¹	1 (1) ¹	2 (0) ¹	7 (7) ¹

*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 17 quarters worth of data is required.

Over 61,000 employers across 36 countries and territories have been interviewed to measure anticipated employment trends* between April and June 2010.

All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2010 as compared to the current quarter?"

Manpower surveyed employers in Panama for the first time this quarter, expanding the reach of the Manpower Employment Outlook Survey to 10 countries throughout the Americas and to 36 countries and territories worldwide.

Employers in 27 of the 36 countries and territories Manpower surveys expect to add to their workforces in Quarter 2 2010. Hiring activity in the Europe, Middle East & Africa (EMEA) region is mixed, with employers in 10 of 18 countries forecasting positive outlooks. However, forecasts throughout the Asia Pacific and Americas regions are mostly positive, with only Japanese employers anticipating negative hiring activity in the next three months. In quarter-over-quarter comparisons, Outlooks improve in 19 of 35 countries and territories. Hiring expectations are also stronger in

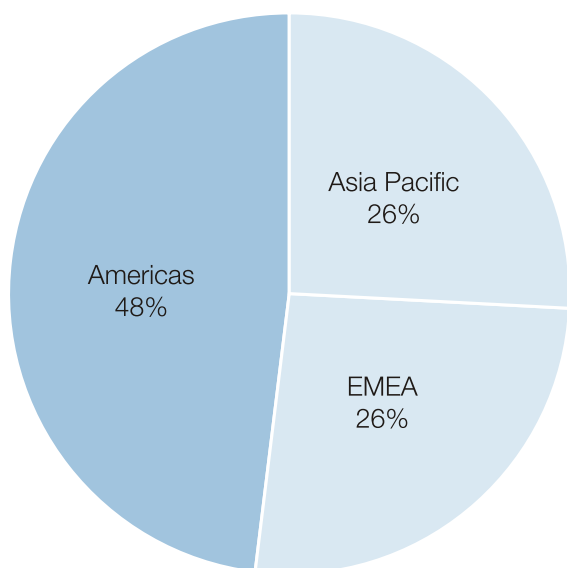
23 of the 33 countries and territories where year-over-year comparisons can be made.

Employment forecasts are most favorable in India, Brazil, Taiwan, Costa Rica, Peru and Australia. Conversely, employer hiring expectations are weakest in Italy, Spain and Ireland.

Regionally, employers across the 10 countries in the Americas report positive Net Employment Outlooks, with only employers in Canada, Guatemala and the United States reporting weaker forecasts compared to Quarter 1 2010. Employers in Brazil, Costa Rica and Peru continue to report the strongest hiring plans in the region. Job prospects in the U.S. are the weakest in the region. Labor market strength in the Asia Pacific region is expected to be similar to that seen prior to the global downturn, with employers in India reporting the most optimistic hiring plans globally. In the EMEA region, modest opportunities will be available for job seekers in most of the countries surveyed. The notable exceptions are Italy and Spain where employers report the least optimistic global hiring plans.

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

Survey Respondents by Region



Research for the Quarter 2 2010 Manpower Employment Outlook Survey involved surveying over 61,000 human resource directors and senior hiring managers from public and private organizations worldwide. 48% of the respondents came from 10 countries in the Americas; 26% from eight countries and territories across Asia Pacific; and 26% from 18 countries in EMEA.

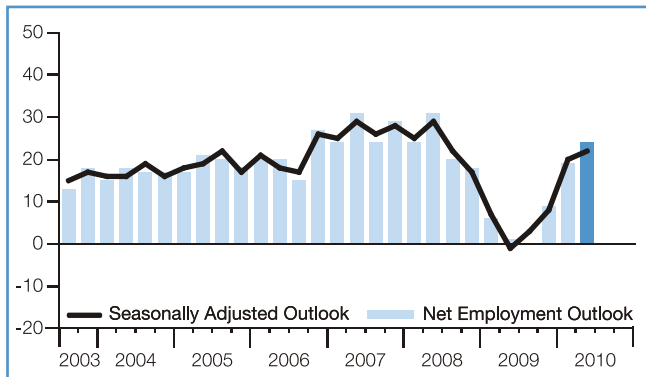
International Comparisons – Asia Pacific

Nearly 16,000 interviews have been conducted across the Asia Pacific region to measure anticipated hiring activity between April and June 2010. Hiring plans are strongest in India, Taiwan, Australia and Singapore. As they did in Quarter 1 2010, Japanese employers are reporting the region's weakest – and only negative – Outlook. Employer optimism increased quarter-over-quarter in five of the eight countries and territories surveyed. Year-over-year comparisons also reveal considerably stronger hiring plans in all countries and territories except Japan.

The hiring pace is expected to remain brisk in India,

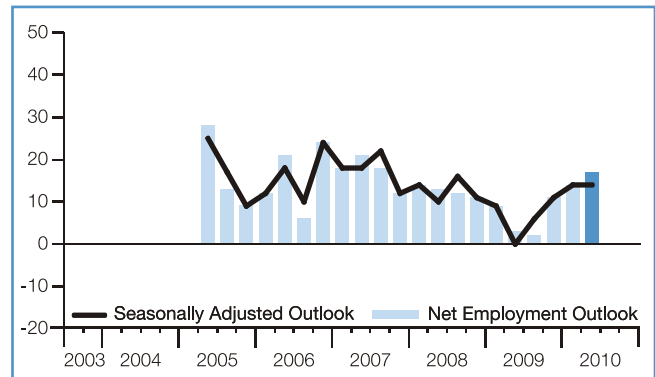
boosted by employer confidence in the Services and the Finance, Insurance & Real Estate industry sectors. Elsewhere, employers in Taiwan report their strongest hiring plans since the Manpower survey began there in 2005. Much of the Taiwanese optimism is being fueled by strong demand in the Finance, Insurance & Real Estate industry sector where nearly half of all employers surveyed anticipate adding to their staff in the second quarter. Meanwhile, despite the seasonal boost that normally occurs in the second quarter in Japan, opportunities for job seekers are likely to remain stable in comparison to last quarter and Quarter 2 2009.

Australia



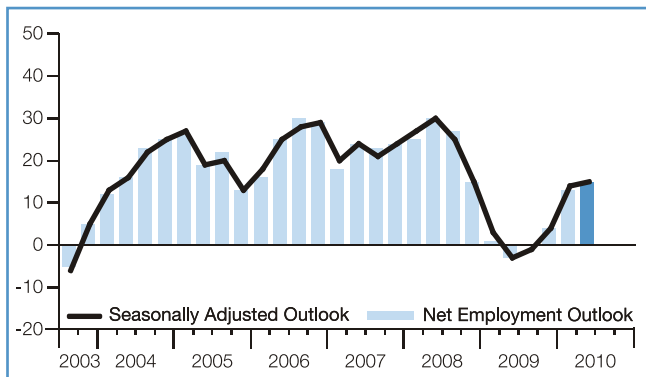
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China



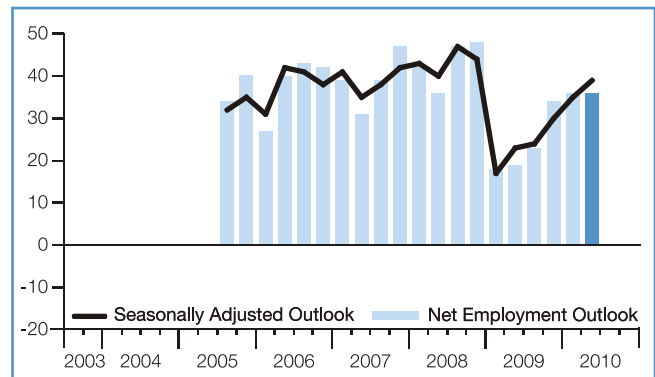
China joined the survey in Q2 2005.

Hong Kong



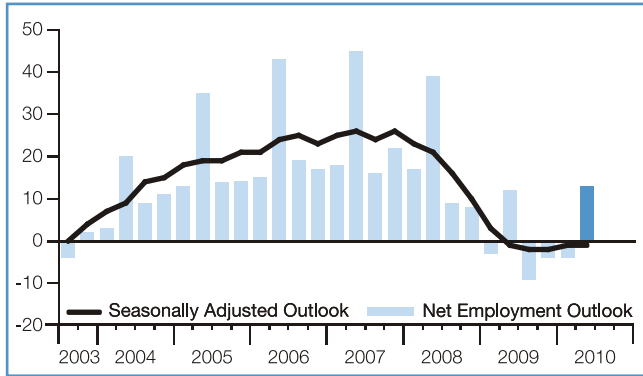
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India

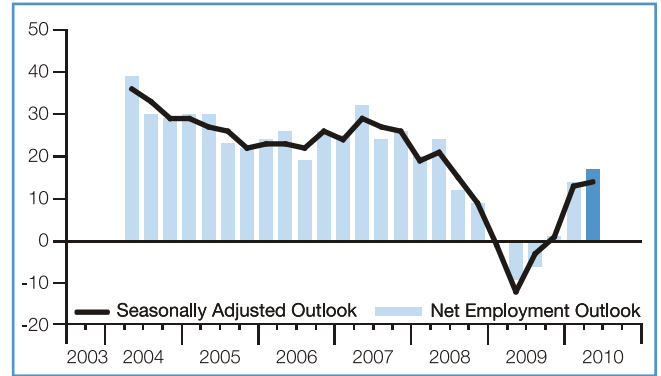


India joined the survey in Q3 2005.

Japan

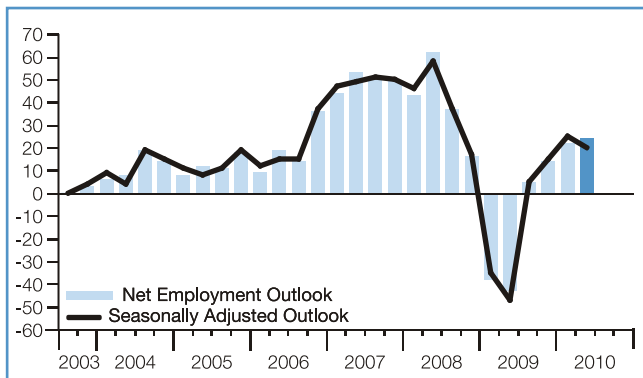


New Zealand



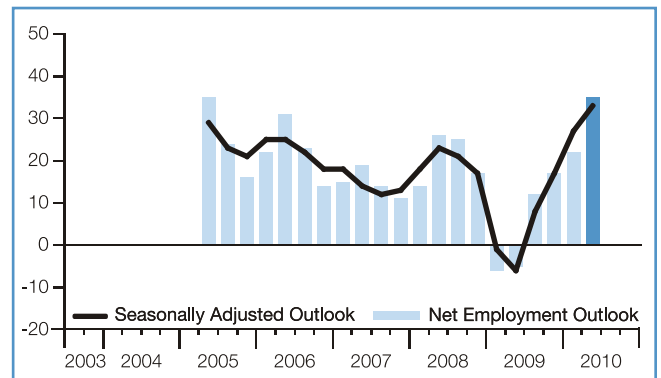
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – Americas

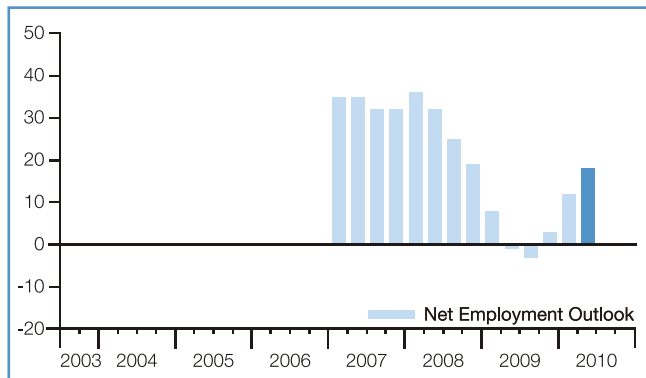
Nearly 30,000 interviews were conducted across the Americas region to measure anticipated hiring activity between April and June 2010.

The Net Employment Outlook continues to slowly improve in most of the countries surveyed in the Americas region. Hiring plans are stronger in comparison to one year ago in all countries where year-over-year data is available, and stronger in six countries quarter-over-quarter. Regional hiring plans are strongest in Brazil, Costa Rica and Peru. Meanwhile, hiring expectations are weakest among U.S. employers,

although the national Outlook remains relatively stable from three months ago and is moderately stronger than that reported in the second quarter of 2009.

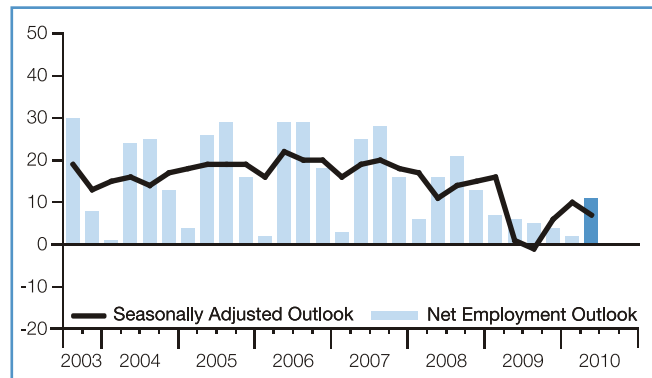
Optimism in Brazil is driven by strength in the Finance, Insurance & Real Estate and Construction industry sectors. In fact, half of all Brazilian Construction sector employers surveyed intended to add to their payrolls in the forthcoming quarter. Meanwhile, demand in Mexico's Mining & Extraction industry sector – where 30 percent of employers say they will add staff – is bolstering the country's Outlook.

Argentina

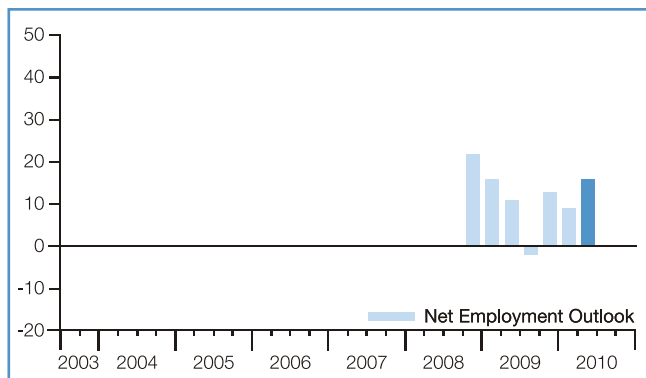


Argentina joined the survey in Q1 2007.

Canada

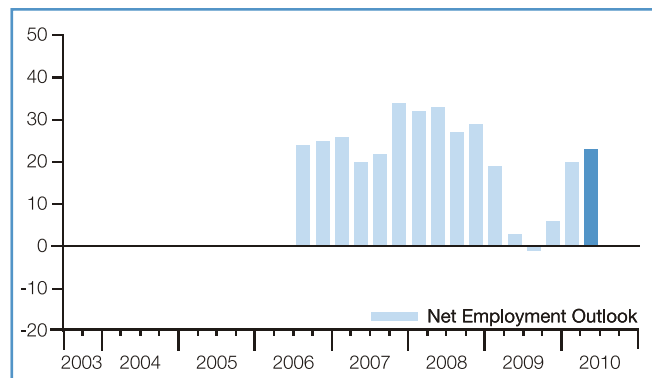


Colombia



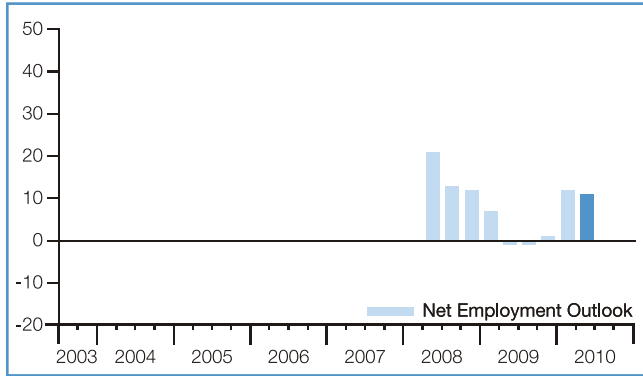
Colombia joined the survey in Q4 2008.

Costa Rica



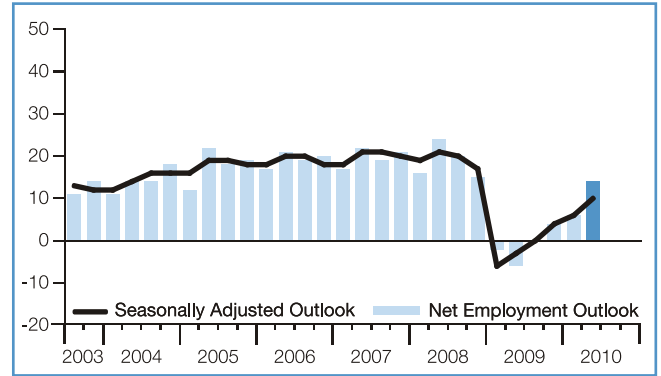
Costa Rica joined the survey in Q3 2006.

Guatemala



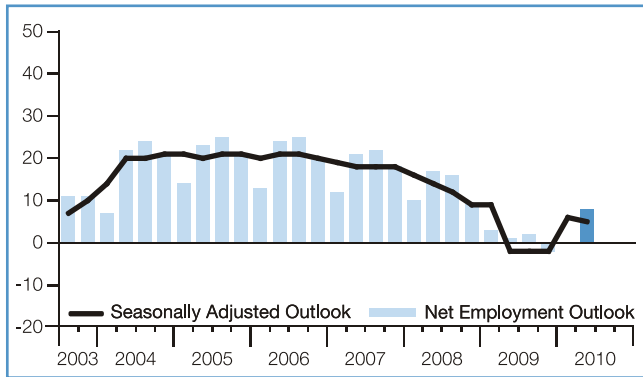
Guatemala joined the survey in Q2 2008.

Mexico



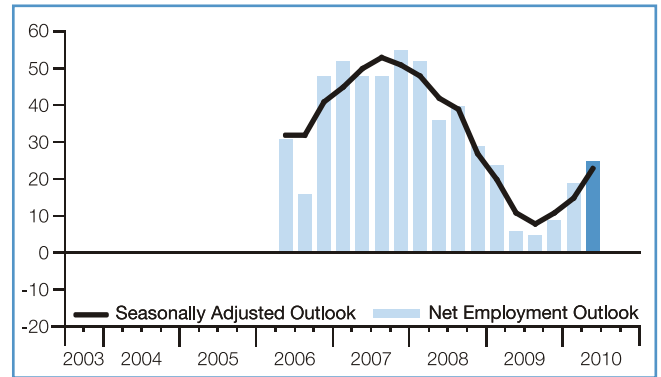
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USA



No bar indicates Net Employment Outlook of zero.

Peru



Peru joined the survey in Q2 2006.

International Comparisons – EMEA

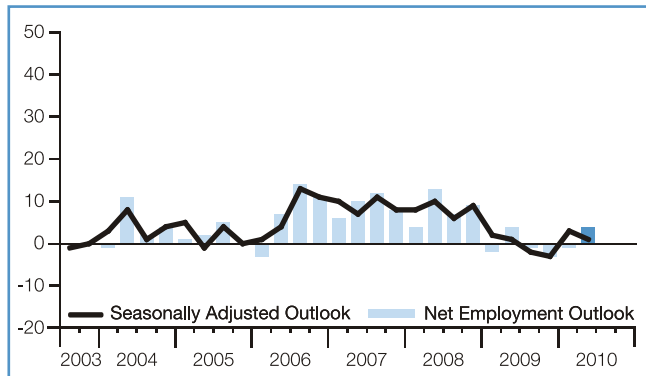
Interviews with nearly 16,000 employers across 18 countries were conducted to measure anticipated employment trends across the Europe, Middle East and Africa (EMEA) region for Quarter 2 2010.

Hiring expectations are mixed: Employers in 10 countries report positive hiring activity for the quarter ahead, and most employers report they intend to keep hiring at or above the same pace compared to Quarter 1 2010. Compared to three months ago, the pace of hiring is expected to improve in eight countries. Outlooks also improve in eight countries where year-over-year comparisons can be made. Hiring activity in

the region is expected to be strongest in Poland, South Africa, Norway and Sweden, and weakest in Italy and Spain.

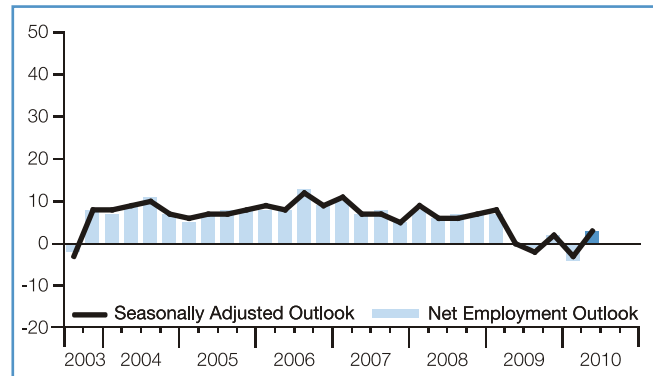
Hiring expectations among employers in Europe's Manufacturing industry sector have improved from last quarter in 11 countries, most notably in Poland where 25 percent of employers say they will add to their payrolls. Conversely, German job seekers can expect fewer opportunities in the quarter ahead, particularly in the Construction industry sector where 16 percent of employers indicate they will cut staff in the next three months.

Austria



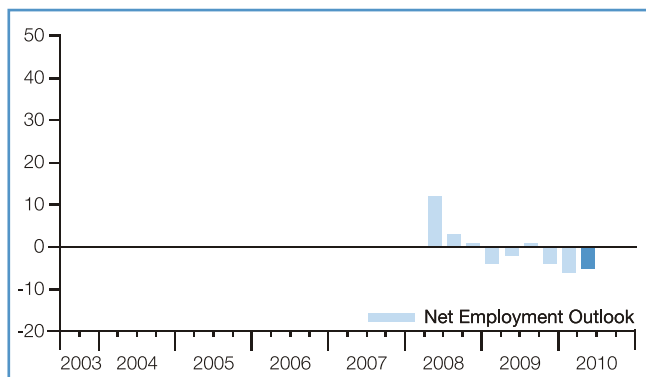
No bar indicates Net Employment Outlook of zero.

Belgium



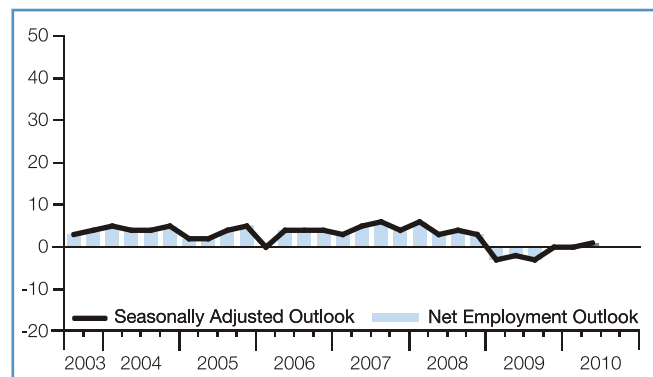
No bar indicates Net Employment Outlook of zero.

Czech Republic



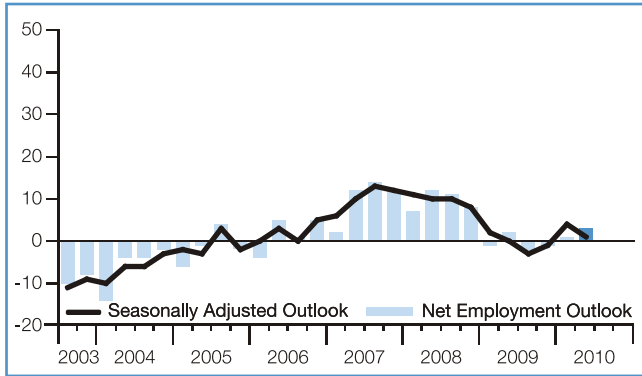
Czech Republic joined the survey in Q2 2008.

France

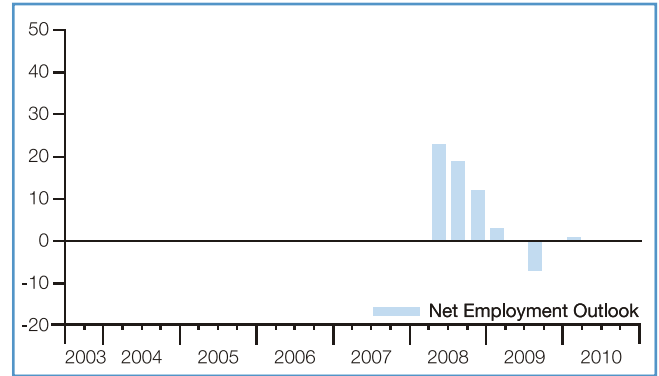


No bar indicates Net Employment Outlook of zero.

Germany

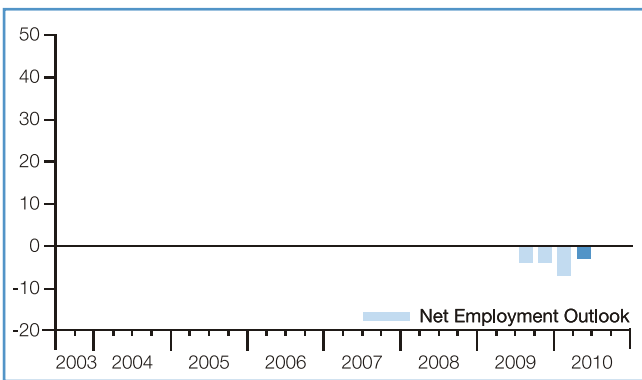


Greece



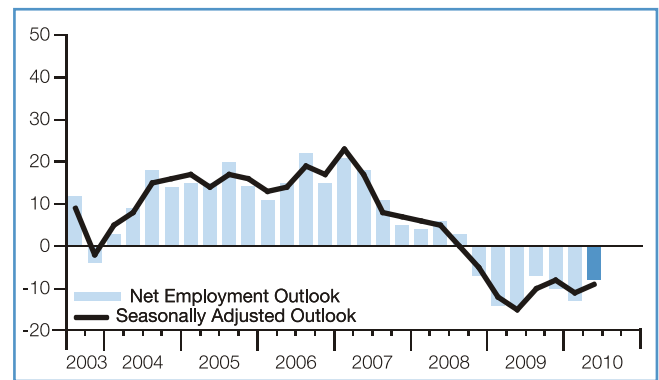
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Hungary

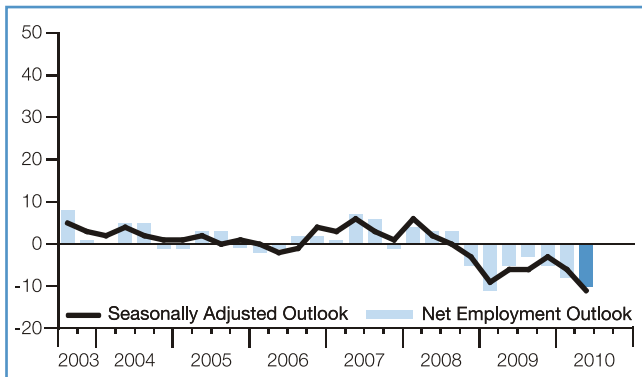


Hungary joined the survey in Q3 2009.

Ireland

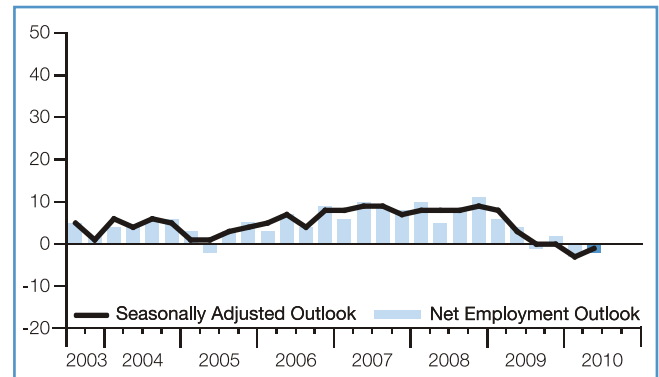


Italy

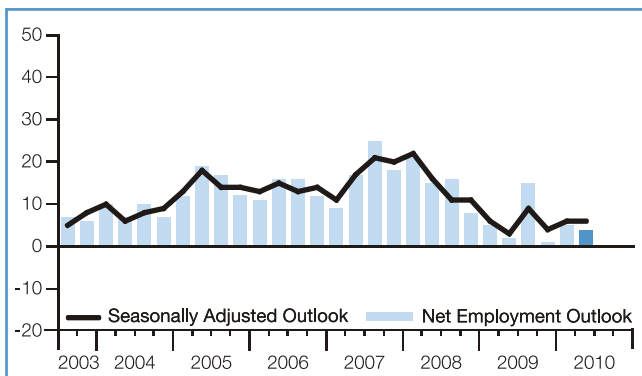


No bar indicates Net Employment Outlook of zero.

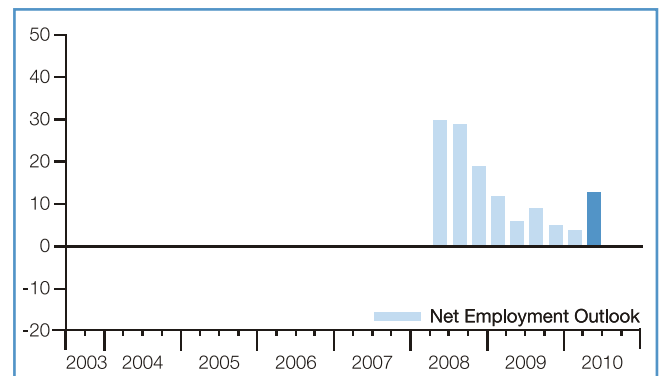
Netherlands



Norway

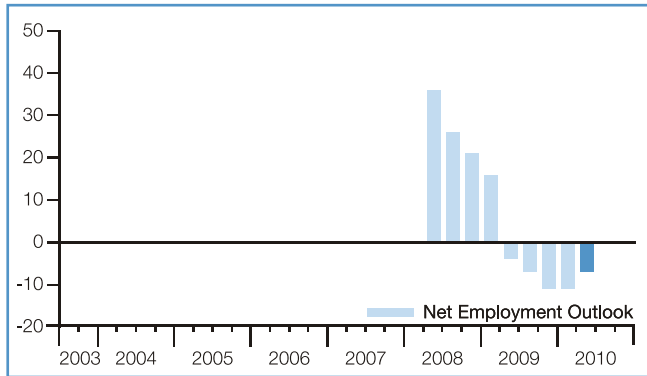


Poland



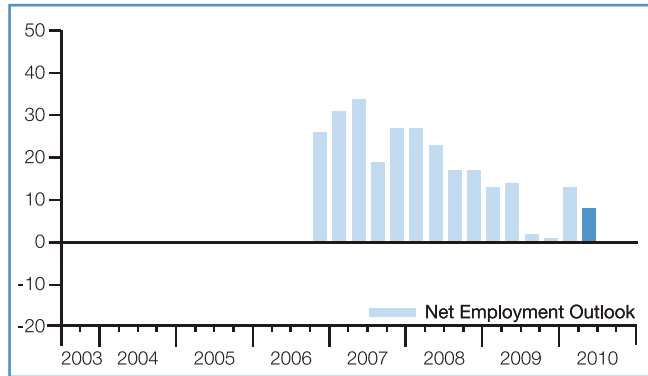
Poland joined the survey in Q2 2008.

Romania



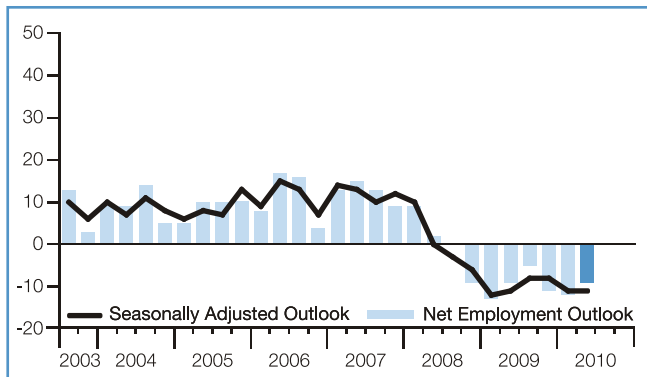
Romania joined the survey in Q2 2008.

South Africa



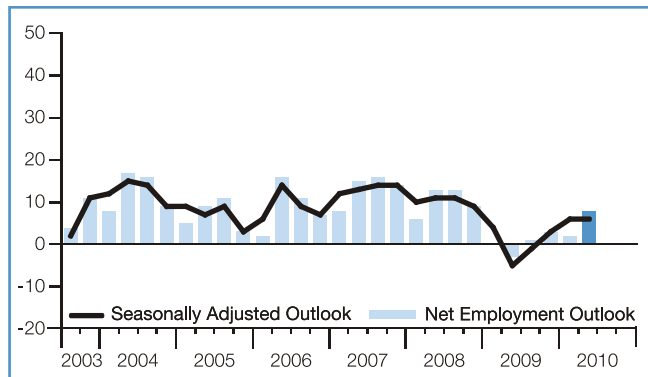
South Africa joined the survey in Q4 2006.

Spain



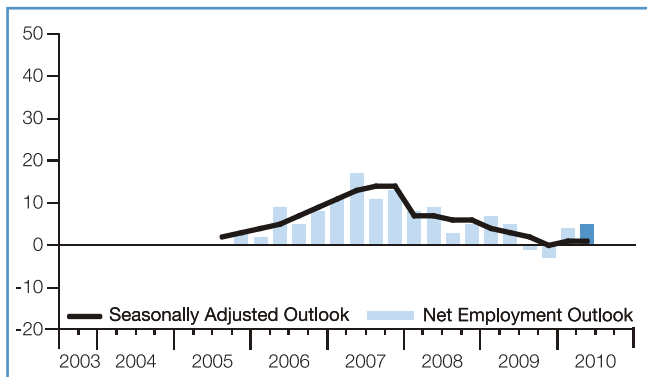
No bar indicates Net Employment Outlook of zero.

Sweden



No bar indicates Net Employment Outlook of zero.

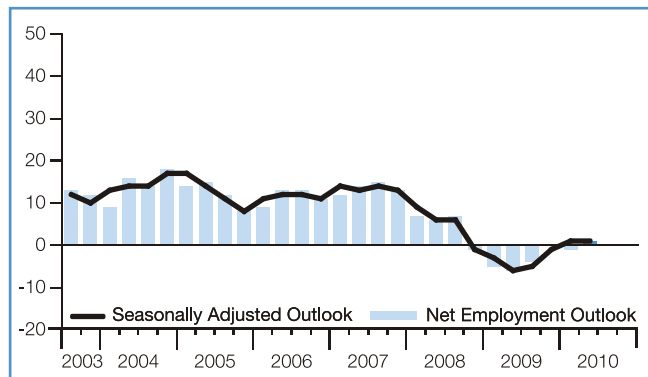
Switzerland



Switzerland joined the survey in Q3 2005.

No bar indicates Net Employment Outlook of zero.

UK



No bar indicates Net Employment Outlook of zero.

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 workforces during the next quarter. The survey has been running for more than 47 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.

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 over 61,000 public and private employers across 36 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.

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

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 36 countries and territories where the survey is currently conducted includes Manpower's internal research team and Infocorp Ltd. The survey has been structured to be representative of each national economy.

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 2010 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, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Singapore, Spain, Sweden, Switzerland, Taiwan, the 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 First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966 Manpower's United Kingdom 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 Second 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 Manpower United Kingdom'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 Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the 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 join 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 Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the

second quarter. India and Switzerland add seasonally adjusted data in the third quarter.

- 2009 Manpower operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.

- 2010 Manpower's Panama operation launches the Manpower Employment Outlook Survey, expanding the program total to 36 countries and territories worldwide. Peru 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. Founded in 1948, the \$16 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 4,000 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.

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