

Q2/2011

Manpower
Employment
Outlook Survey
China

A Manpower Research Report

Q2/11

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China Employment Outlook

The Manpower Employment Outlook Survey for the second quarter 2011 was conducted by interviewing a representative sample of 4,252 employers in China. 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 2011 as compared to the current quarter?”*

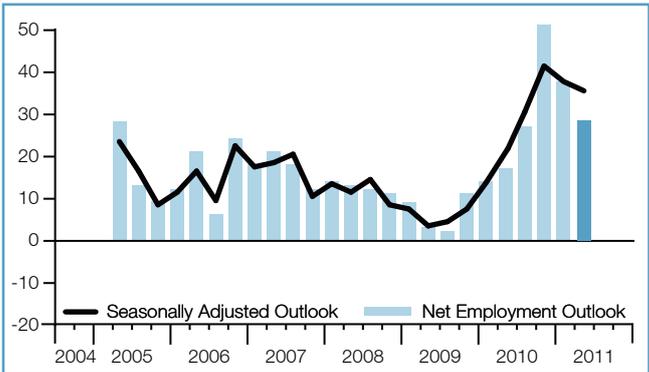
Chinese employers forecast an active labor market in Quarter 2 2011. While 34% of employers expect to increase staffing levels, 5% predict a decrease and 53% anticipate no change. The resulting Net Employment Outlook stands at +29%.

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.

Quarter-over-quarter, hiring prospects weakened considerably, with employers reporting a decline in the Outlook of 9 percentage points. However, when compared to Quarter 2 2010, the Outlook is 12 percentage points stronger.

Once the data is adjusted to allow for seasonal variation, the Outlook is +36%. Quarter-over-quarter, the Outlook declines by 2 percentage points, but year-over-year, it is 14 percentage points stronger.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
2nd quarter 2011	34	5	53	8	29	36
1st quarter 2011	44	6	43	7	38	38
4th quarter 2010	53	2	32	13	51	42
3rd quarter 2010	31	4	52	13	27	30
2nd quarter 2010	23	6	55	16	17	22



China joined the survey in Q2 2005.

Regional Comparisons

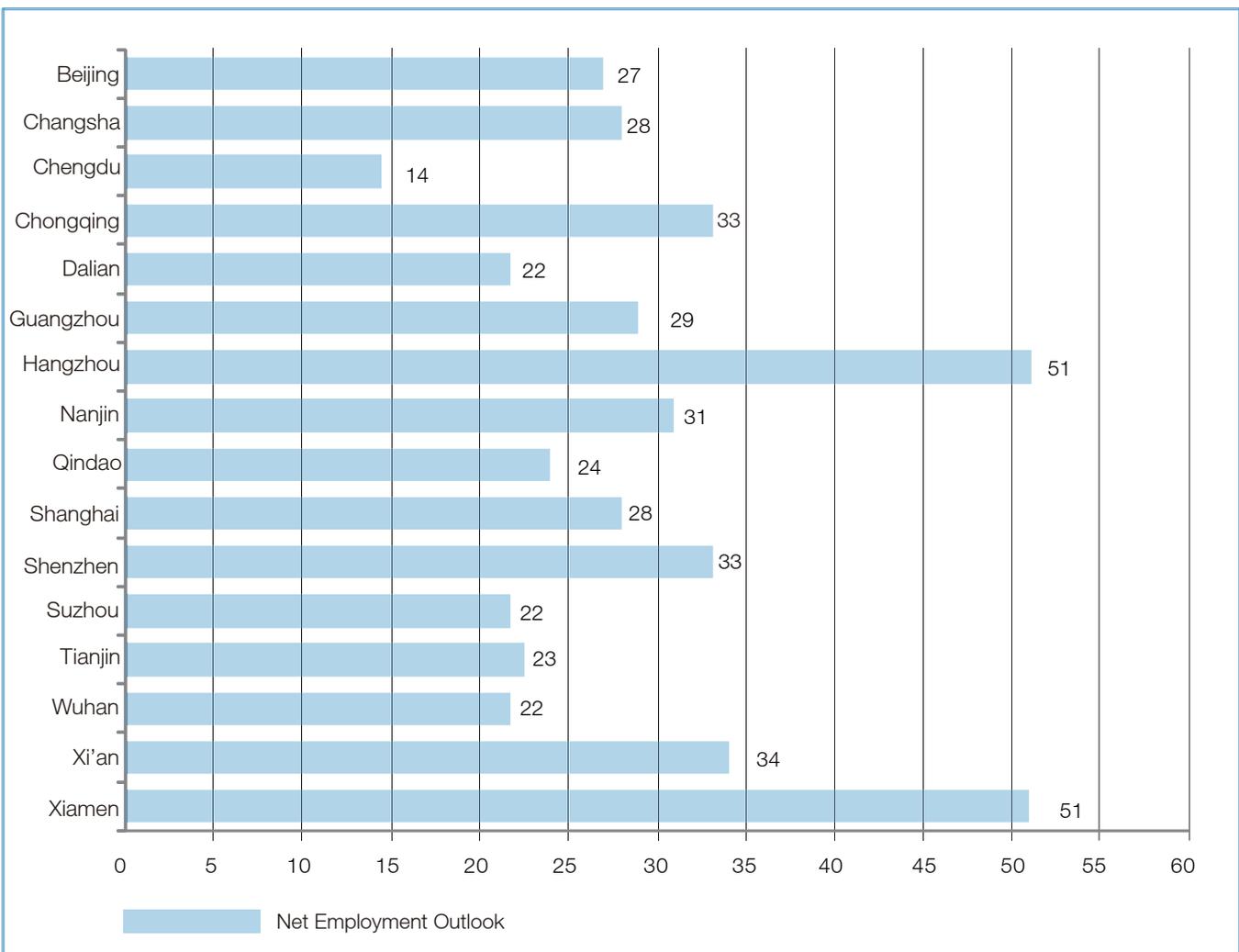
Note: there is no seasonally adjusted data available for regions in China in this survey, so all figures reported in this section are based on unadjusted survey data

Employers in all 16 Chinese regions forecast an increase in staffing levels during Quarter 2 2011. The most bullish hiring intentions are evident in Xiamen and Hangzhou, where employers report Net Employment Outlooks of +51%. A brisk hiring pace is predicted in Xi'an, where the Outlook is +34%, and in both Chongqing and Shenzhen, with Outlooks of +33%. Bright hiring prospects are reported in Nanjing, with an Outlook of +31%, and solid headcount gains are likely in Guangzhou, with employers reporting an Outlook of +29%. Optimistic hiring plans are reported in both Shanghai and Changsha with Outlooks of +28%, and Beijing, where the Outlook is +27%.

Quarter-over-quarter, employers in 13 of the 16 regions report weaker hiring prospects. The steepest

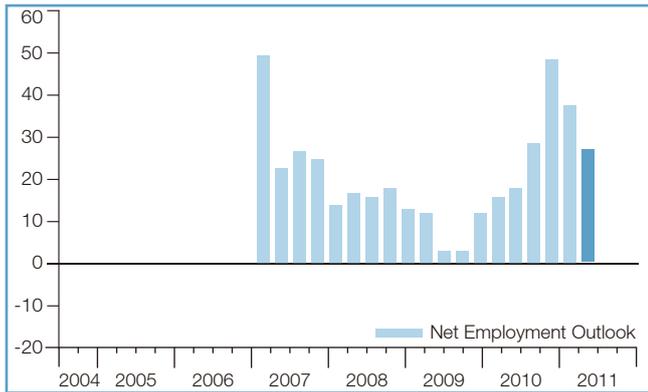
decline is reported in Chengdu, where the Outlook decreases by 35 percentage points, while in both Changsha and Qingdao, Outlooks are 31 percentage points weaker. In Suzhou, employers report a sharp decrease of 27 percentage points, and in Nanjing, the Outlook weakens by 21 percentage points. Meanwhile, employers in three regions report stronger hiring prospects. The Xiamen Outlook improves by 20 percentage points, and increases of 7 and 5 percentage points are reported in Hangzhou and Shanghai, respectively.

Year-over-year, comparison data is available for 14 of the 16 regions, and hiring prospects are stronger in 12 of these regions. The sharpest improvements are by 36 percentage points in Hangzhou and by 34 percentage points in Xiamen. The Xi'an Outlook increases by 26 percentage points, while in Shanghai, employers report a 13 percentage point improvement. Considerably stronger hiring prospects are also reported in Tianjin and Guangzhou, with Outlooks improving by 11 percentage points, and in Shenzhen, with a 10 percentage point increase. However, in both Suzhou and Chengdu, Outlooks are weaker, declining by 10 and 6 percentage points, respectively.



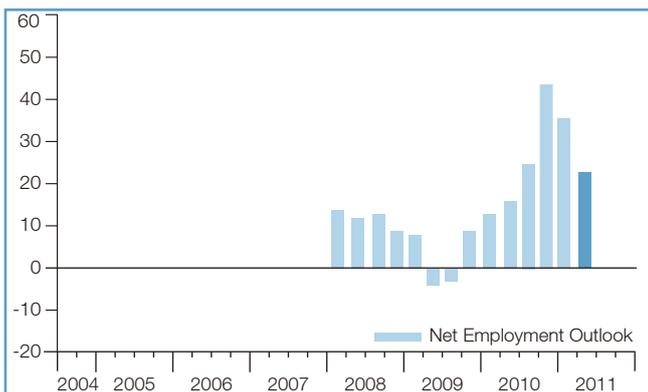
Beijing +27%

With a Net Employment Outlook of +27, Beijing employers forecast a healthy hiring pace in the upcoming quarter. While the Outlook is 11 percentage points weaker quarter-over-quarter, it strengthens by 9 percentage points year-over-year.



Dalian +22%

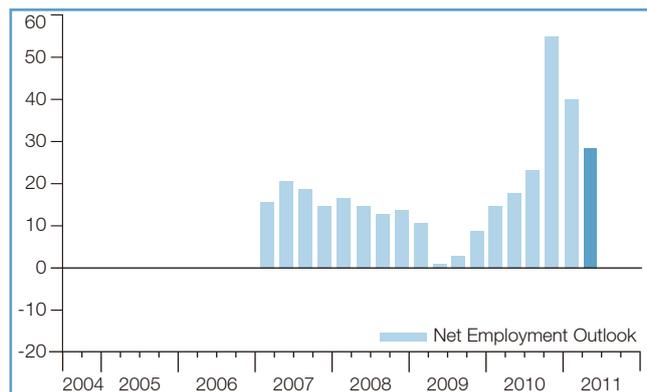
Dalian employers report optimistic hiring intentions for the coming quarter, with a Net Employment Outlook of +22%. Quarter-over-quarter, the Outlook declines by 14 percentage points, but year-over-year, it strengthens by 6 percentage points.



Note: Data for Dalian employers begins in Quarter 1 2008.

Guangzhou +29%

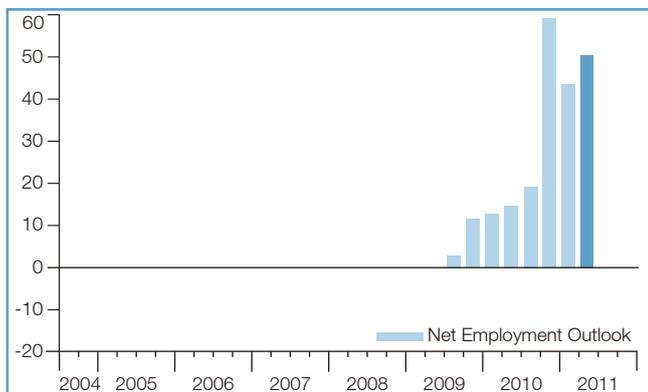
With a Net Employment Outlook of +29%, employers predict an active labor market in Quarter 2 2011, despite an 11 percentage point decline in the Outlook when compared with the previous quarter. Year-over-year, the Outlook improves by 11 percentage points.



Note: Data for Guangzhou employers begins in Quarter 1 2007.

Hangzhou +51%

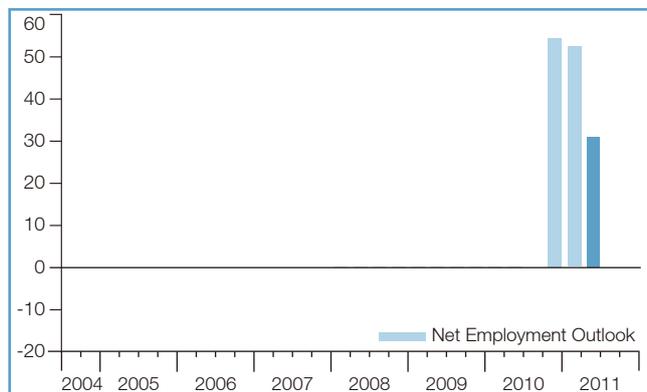
Hangzhou employers forecast a dynamic hiring pace in Quarter 2 2011, reporting a Net Employment Outlook of +51%. The Outlook strengthens both quarter-over-quarter and year-over-year, by 7 and 36 percentage points, respectively.



Note: Data for Hangzhou employers begins in Quarter 3 2009.

Nanjing +31%

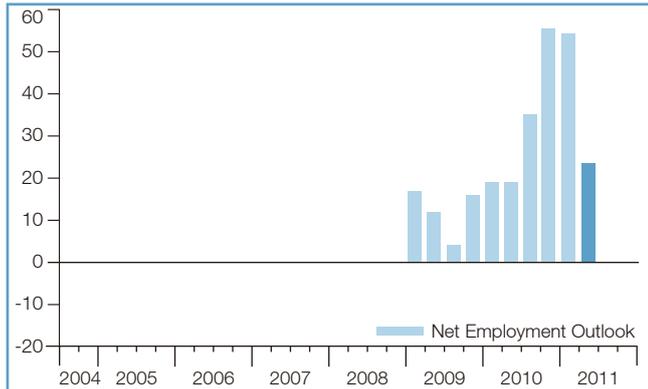
In Nanjing, employers expect a brisk hiring pace in Quarter 2 2011, reporting a Net Employment Outlook of +31%, although the Outlook weakens by 21 percentage points when compared with the previous quarter.



Note: Data for Nanjing employers begins in Quarter 4 2010.

Qingdao +24%

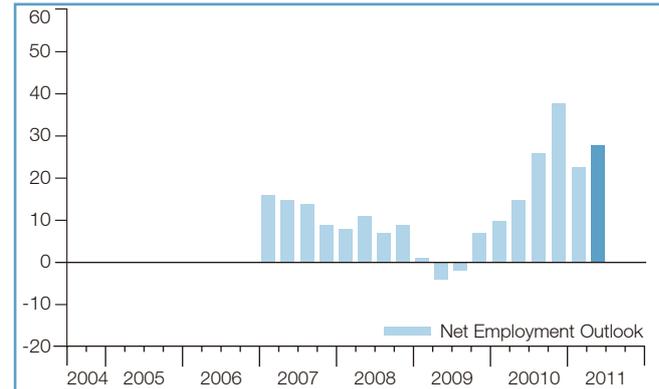
With a Net Employment Outlook of +24%, employers anticipate a healthy hiring pace in the upcoming quarter. When compared to the previous quarter, hiring prospects have weakened sharply, with the Outlook declining by 31 percentage points, but employers report a slight improvement of 5 percentage points year-over-year.



Note: Data for Qingdao employers begins in Quarter 1 2009.

Shanghai +28%

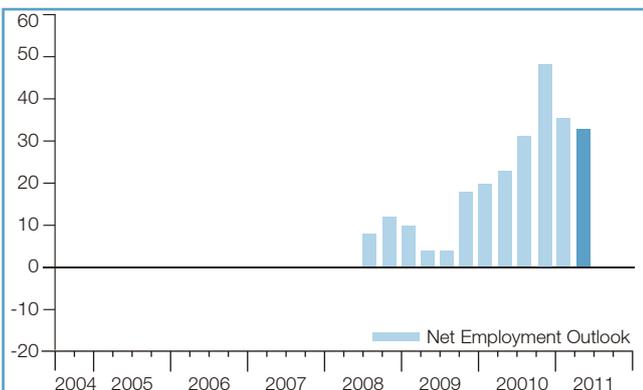
Shanghai employers anticipate strong headcount growth in Quarter 2 2011, reporting a Net Employment Outlook of +28%. The Outlook strengthens both quarter-over-quarter and year-over-year, improving by 5 and 13 percentage points, respectively.



Note: Data for Shanghai employers begins in Quarter 1 2007.

Shenzhen +33%

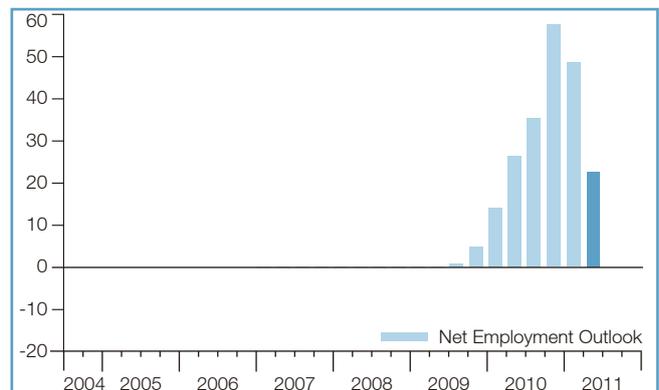
Employers predict a robust hiring pace in Quarter 2 2011, reporting a Net Employment Outlook of +33%. While the Outlook declines by 3 percentage points quarter-over-quarter, it is 10 percentage points stronger year-over-year.



Note: Data for Shenzhen employers begins in Quarter 3 2008.

Suzhou +22%

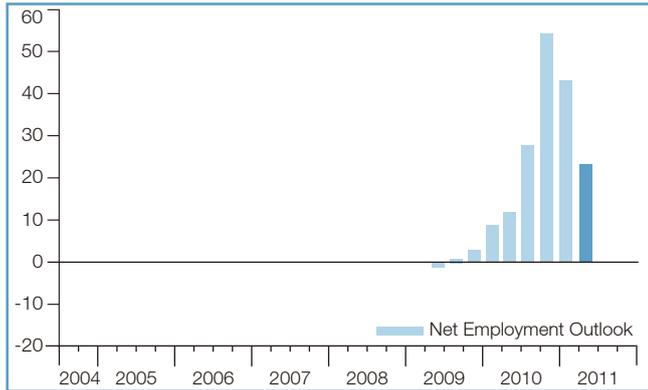
Employers report optimistic hiring plans for Quarter 2 2011, with a Net Employment Outlook of +22%, despite a sharp decline of 27 percentage points in the Outlook when compared with Quarter 1 2011. Year-over-year, the Outlook decreases by 10 percentage points.



Note: Data for Suzhou employers begins in Quarter 3 2009.

Tianjin +23%

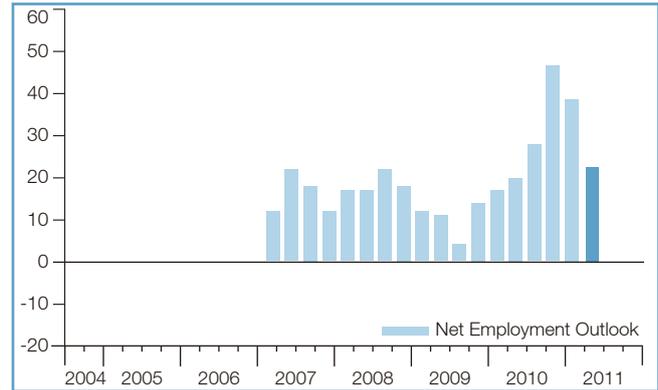
Solid headcount gains are forecast in Tianjin during Quarter 2 2011, with employers reporting a Net Employment Outlook of +23%. While the Outlook declines by 20 percentage points quarter-over-quarter, it is 11 percentage points stronger year-over-year.



Note: Data for Tianjin employers begins in Quarter 2 2009.

Wuhan +22%

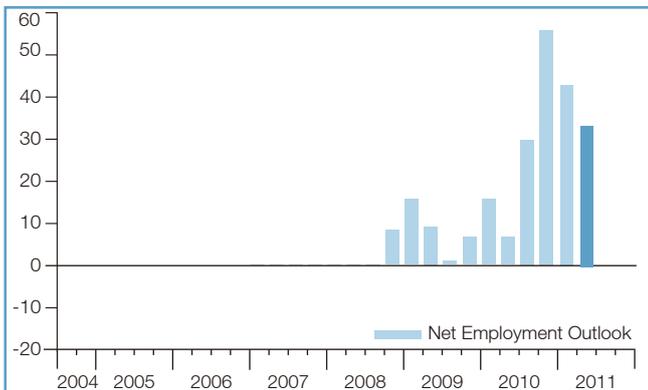
In Wuhan, employers report optimistic hiring intentions for the coming quarter, with a Net Employment Outlook of +22%. When compared with Quarter 1 2011, the Outlook declines by a considerable margin of 17 percentage points, but year-over-year the Outlook improves by 2 percentage points.



Note: Data for Wuhan employers begins in Quarter 1 2007.

Xi'an +34%

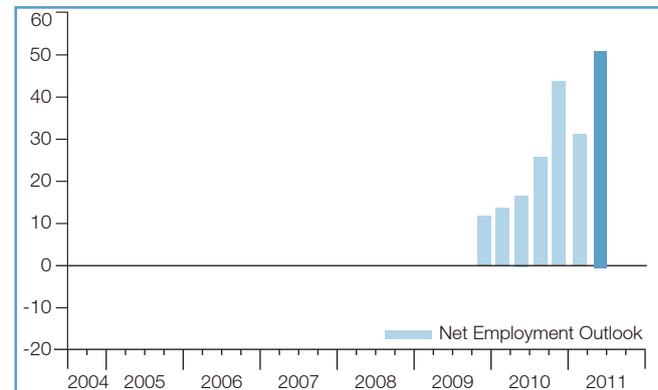
Xi'an employers forecast a prosperous labor market in Quarter 2 2011, reporting a Net Employment Outlook of +34%. Although the Outlook is 9 percentage points weaker quarter-over-quarter, it improves by a steep margin of 26 percentage points year-over-year.



Note: Data for Xi'an employers begins in Quarter 4 2008.

Xiamen +51%

Xiamen employers report the strongest hiring prospects since the region was first included in the survey in Quarter 4 2009, with a Net Employment Outlook for Quarter 2 2011 of +51%. The Outlook improves by 20 percentage points quarter-over-quarter and by 34 percentage points year-over-year.



Note: Data for Xiamen employers begins in Quarter 4 2009.

Sector Comparisons

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

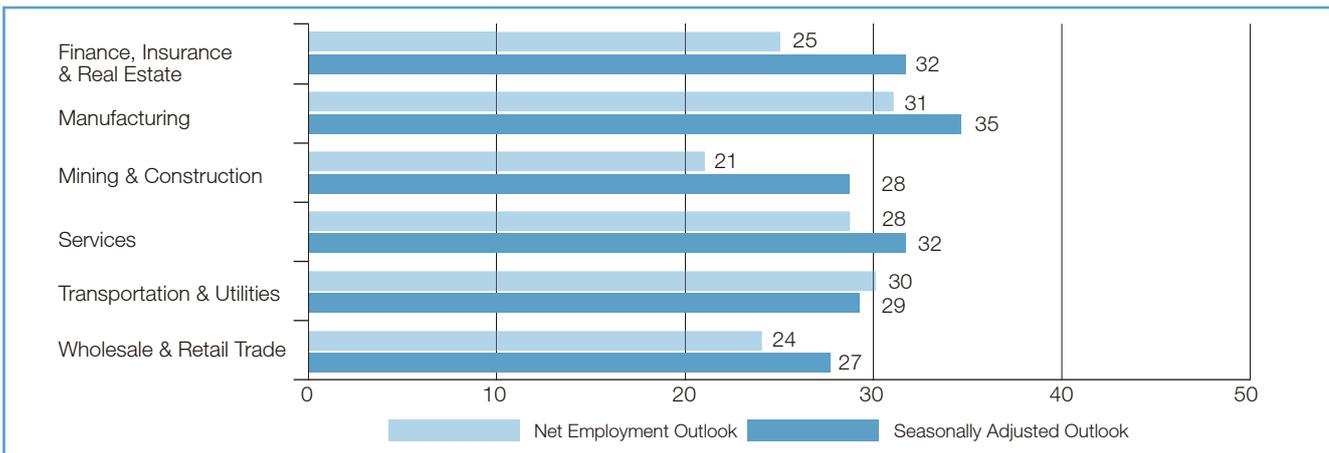
Employers in all six industry sectors forecast positive headcount growth in Quarter 2 2011. The brightest hiring prospects are evident in the Manufacturing sector, where a Net Employment Outlook of +35% is reported, while robust hiring plans are reported in both the Finance, Insurance & Real Estate sector and the Services sector, with Outlooks of +32%. A healthy hiring pace is forecast in each of the three remaining sectors, with Outlooks of +29% in the Transportation & Utilities sector, +28% in the Mining & Construction sector and +27% in the Wholesale & Retail Trade sector.

Quarter-over-quarter, hiring prospects weakened in four of the six industry sectors. The Wholesale & Retail Trade sector Outlook declines by a considerable margin of 12 percentage points, while employers in the Finance, Insurance & Real Estate sector report a 10 percentage

point decrease. Services sector employers report a 9 percentage point decline in the Outlook, while a 5 percentage point decrease is reported by Transportation & Utilities sector employers. Meanwhile, the Manufacturing sector Outlook remains relatively stable, and the Mining & Construction sector Outlook is unchanged.

Year-over-year, stronger hiring plans are reported in all six industry sectors. The most noteworthy Outlook increase of 16 percentage points is reported in the Transportation & Utilities sector, and an improvement of 15 percentage points is reported by Manufacturing sector employers. Outlooks improve by 12 percentage points in both the Mining & Construction sector and the Wholesale & Retail Trade sector.

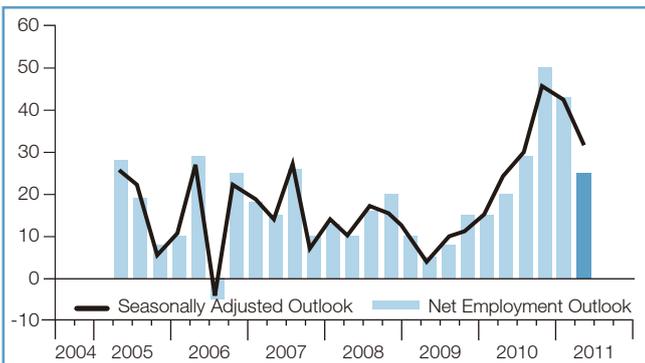
Based on unadjusted survey data, employers forecast positive headcount growth in all six industry sectors during Quarter 2 2011. The most optimistic hiring plans are reported in the Manufacturing sector and in the Transportation & Utilities sector. Quarter-over-quarter, the Outlook declines in all six sectors, but hiring prospects improve in all six sectors year-over-year.



Finance, Insurance & Real Estate +25(32)%

With a Net Employment Outlook of +32%, employers forecast a brisk hiring pace in Quarter 2 2011. While the Outlook declines by 10 percentage points quarter-over-quarter, it improves by 7 percentage points when compared with Quarter 2 2010.

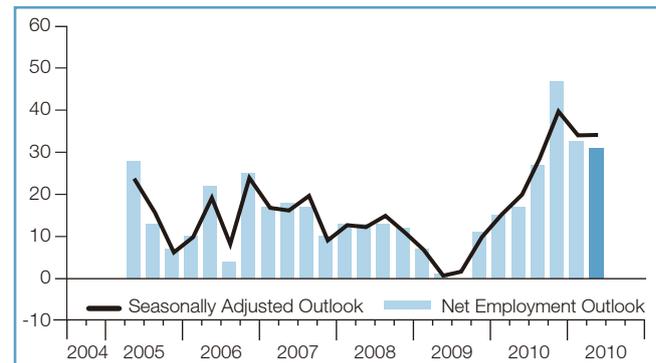
Based on unadjusted survey data, employers predict healthy headcount gains for the coming quarter, despite a considerable Outlook decline when compared with Quarter 1 2011. Year-over-year, the Outlook is moderately stronger.



Manufacturing +31(35)%

Robust headcount growth is predicted for the upcoming quarter, with sector employers reporting a Net Employment Outlook of +35%. The Outlook remains relatively stable quarter-over-quarter and improves by 15 percentage points year-over-year.

Based on unadjusted survey data, employers predict a prosperous labor market in Quarter 2 2011. The Outlook is slightly weaker quarter-over-quarter, but considerably stronger year-over-year.

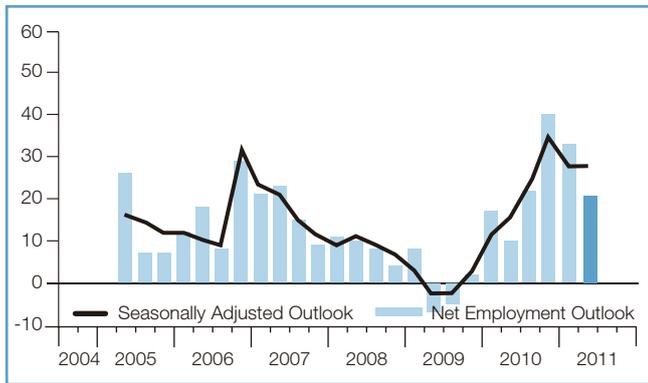


No bar indicates Net Employment Outlook of zero.

Mining & Construction +21(28)%

Sector employers forecast an active hiring pace in Quarter 2 2011, reporting a Net Employment Outlook of +28% for the second consecutive quarter. Year-over-year, the Outlook improves by a considerable margin of 12 percentage points.

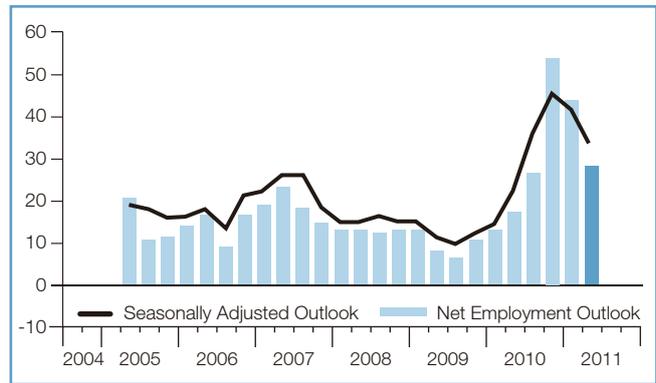
Based on unadjusted survey data, employers report optimistic hiring plans for the coming quarter. Although the Outlook is considerably weaker quarter-over-quarter, it is considerably stronger year-over-year.



Services +28(32)%

With a Net Employment Outlook of +32%, employers predict a prosperous labor market in Quarter 2 2011. The Outlook declines by 9 percentage points quarter-over-quarter, but improves by 9 percentage points year-over-year.

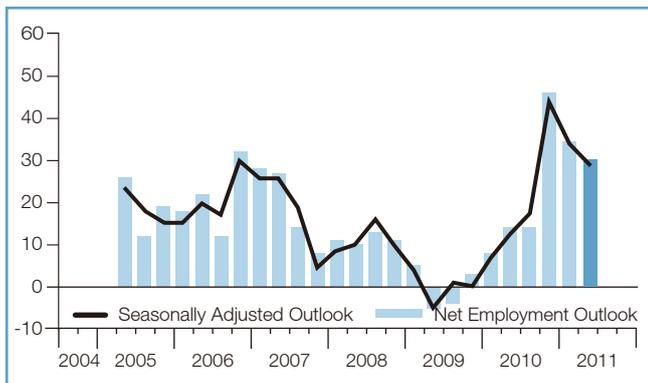
Based on unadjusted survey data, employers report strong hiring plans for the coming quarter. The Outlook is considerably weaker quarter-over-quarter, but moderately stronger year-over-year.



Transportation & Utilities +30(29)%

Sector employers predict a healthy hiring pace for Quarter 2 2011, reporting a Net Employment Outlook of +29%. The Outlook declines by 5 percentage points quarter-over-quarter but improves by 16 percentage points year-over-year.

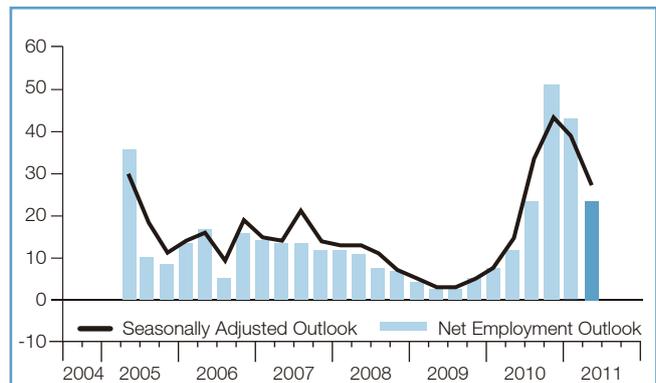
Based on unadjusted survey data, solid headcount gains are forecast for the coming quarter, despite a moderate decline in the Outlook when compared with Quarter 1 2011. Year-over-year, the Outlook is considerably stronger.



Wholesale & Retail Trade +24(27)%

With a Net Employment Outlook of +27%, employers forecast an active labor market in Quarter 2 2011. Although the Outlook is 12 percentage points weaker when compared with the previous quarter, it improves by 12 percentage points year-over-year.

Based on unadjusted survey data, employers anticipate solid headcount gains in the coming quarter. The Outlook is considerably weaker quarter-over-quarter, but considerably stronger year-over-year.



Global Employment Outlook

Nearly 64,000 employers have been interviewed across 39 countries and territories to measure anticipated employment trends* between April and June 2011. Employers in 33 of the 39 countries and territories Manpower surveyed expect to add to their workforces to varying degrees over the next three months.

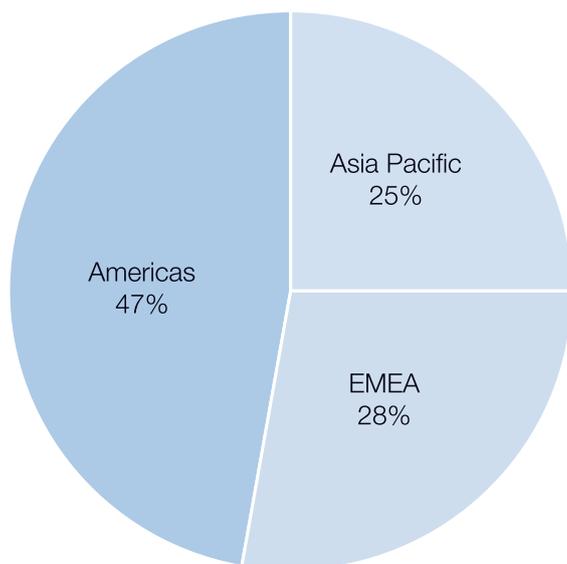
Employers in India, Taiwan, Brazil, China, Turkey and Singapore report the strongest first-quarter hiring plans, while those in Greece, Spain, Ireland and Italy report the weakest hiring forecasts. The hiring pace is expected to improve from three months ago in 18 of 39 countries and territories. In the 36 countries and territories where year-over-year comparisons are possible, the hiring pace is expected to improve in 25. Regionally, employers in the Americas and Asia Pacific continue to report positive Net Employment Outlooks. Employer demand for talent has improved somewhat

from 12 months ago in seven of eight Asia Pacific countries and territories, and in seven of 10 countries in the Americas. The conservative hiring Outlook in the U.S. is unchanged quarter-over-quarter but improves slightly from last year at this time. Meanwhile, Indian employers report their most optimistic forecast since the survey began there in the third quarter of 2005.

In the EMEA region, Outlooks improve in 11 of 21 countries from three months ago, with slight to moderate improvements reported by employers in all of the Eastern European countries surveyed. Year-over-year comparisons show improved job prospects in 11 countries. European hiring intentions are strongest in Turkey, Bulgaria, Belgium and Poland while employers in Greece expect the hiring pace to remain gloomy.

*Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 2 2011 Manpower Employment Outlook Survey involved surveying nearly 64,000 human resources directors and senior hiring managers from public and private organizations worldwide. 47% of respondents came from 10 countries in the Americas; 25% from eight countries and territories across Asia Pacific; and 28% from 21 countries in EMEA.

	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 2 2010	Quarter 1 2011	Quarter 2 2011	Q1 2011 to Q2 2011	Q2 2010 to Q2 2011
	%	%	%		
Americas					
Argentina	18 (17) ¹	20 (18) ¹	23 (22) ¹	3 (4) ¹	5 (5) ¹
Brazil	38	36	40	4	2
Canada	11 (8) ¹	5 (13) ¹	16 (13) ¹	11 (0) ¹	5 (5) ¹
Colombia	16	10	17	7	1
Costa Rica	23 (24) ¹	22 (19) ¹	16 (17) ¹	-6 (-2) ¹	-7 (-7) ¹
Guatemala	11	9	6	-3	-5
Mexico	14 (10) ¹	14 (16) ¹	16 (16) ¹	2 (0) ¹	2 (6) ¹
Panama	15	21	22	1	7
Peru	25 (29) ¹	25 (22) ¹	16 (20) ¹	-9 (-2) ¹	-9 (-9) ¹
United States	8 (6) ¹	4 (8) ¹	10 (8) ¹	6 (0) ¹	2 (2) ¹

Asia Pacific					
Australia	24 (22) ¹	21 (21) ¹	23 (21) ¹	2 (0) ¹	-1 (-1) ¹
China	17 (22) ¹	38 (38) ¹	29 (36) ¹	-9 (-2) ¹	12 (14) ¹
Hong Kong	15 (15) ¹	20 (20) ¹	19 (19) ¹	-1 (-1) ¹	4 (4) ¹
India	36 (38) ¹	41 (43) ¹	49 (51) ¹	8 (8) ¹	13 (13) ¹
Japan	13 (2) ¹	2 (8) ¹	21 (10) ¹	19 (2) ¹	8 (8) ¹
New Zealand	17 (14) ¹	16 (17) ¹	18 (15) ¹	2 (-2) ¹	1 (1) ¹
Singapore	24 (19) ¹	27 (29) ¹	30 (25) ¹	3 (-4) ¹	6 (6) ¹
Taiwan	35 (34) ¹	32 (39) ¹	45 (45) ¹	13 (6) ¹	10 (11) ¹

EMEA*					
Austria	4 (1) ¹	-7 (-3) ¹	2 (-1) ¹	9 (2) ¹	-2 (-2) ¹
Belgium	3 (3) ¹	4 (4) ¹	12 (12) ¹	8 (8) ¹	9 (9) ¹
Bulgaria	-	4	15	11	-
Czech Republic	-5	-5	4	9	9
France	1 (1) ¹	-1 (1) ¹	3 (3) ¹	4 (2) ¹	2 (2) ¹
Germany	3 (2) ¹	7 (10) ¹	9 (8) ¹	2 (-2) ¹	6 (6) ¹
Greece	0	-15	-10	5	-10
Hungary	-3	1	3	2	6
Ireland	-8 (-8) ¹	-5 (-2) ¹	-3 (-3) ¹	2 (-1) ¹	5 (5) ¹
Italy	-10 (-11) ¹	2 (2) ¹	-2 (-2) ¹	-4 (-4) ¹	8 (9) ¹
Netherlands	-2 (-1) ¹	1 (3) ¹	3 (3) ¹	2 (0) ¹	5 (4) ¹
Norway	4 (6) ¹	5 (6) ¹	3 (6) ¹	-2 (0) ¹	-1 (0) ¹
Poland	13	5	12	7	-1
Romania	-7	-2	5	7	12
Slovenia	-	2	5	3	-
South Africa	8 (5) ¹	5 (3) ¹	6 (3) ¹	1 (0) ¹	-2 (-2) ¹
Spain	-9 (-10) ¹	-4 (-3) ¹	-4 (-5) ¹	0 (-2) ¹	5 (5) ¹
Sweden	8 (6) ¹	5 (9) ¹	6 (4) ¹	1 (-5) ¹	-2 (-2) ¹
Switzerland	5 (1) ¹	4 (0) ¹	3 (-1) ¹	-1 (-1) ¹	-2 (-2) ¹
Turkey	-	27	34	7	-
UK	1 (1) ¹	0 (2) ¹	2 (2) ¹	2 (0) ¹	1 (1) 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.

Quarter-on-Quarter Movement

STRONGER	
Bulgaria	11 pts.*
Czech Republic	9 pts.*
Belgium	8 pts.
India	8 pts.
Colombia	7 pts.*
Poland	7 pts.*
Romania	7 pts.*
Turkey	7 pts.*
Taiwan	6 pts.
Greece	5 pts.*
Argentina	4 pts.
Brazil	4 pts.*
Slovenia	3 pts.*
Austria	2 pts.
France	2 pts.
Hungary	2 pts.*
Japan	2 pts.
Panama	1 pt.*
Australia	0 pts.
Canada	0 pts.
Mexico	0 pts.
Netherlands	0 pts.
Norway	0 pts.
South Africa	0 pts.
United Kingdom	0 pts.
United States	0 pts.
Hong Kong	-1 pt.
Ireland	-1 pt.
Switzerland	-1 pt.
China	-2 pts.
Costa Rica	-2 pts.
Germany	-2 pts.
New Zealand	-2 pts.
Peru	-2 pts.
Spain	-2 pts.
Guatemala	-3 pts.*
Italy	-4 pts.
Singapore	-4 pts.
Sweden	-5 pts.

WEAKER

39 Countries and Territories

*Indicates unadjusted data.

**Year-on-year unavailable for Bulgaria, Slovenia and Turkey which participated for the first time in Q1 2011.

Year-on-Year Movement

STRONGER	
China	14 pts.
India	13 pts.
Romania	12 pts.*
Taiwan	11 pts.
Belgium	9 pts.
Czech Republic	9 pts.*
Italy	9 pts.
Japan	8 pts.
Panama	7 pts.*
Germany	6 pts.
Hungary	6 pts.*
Mexico	6 pts.
Singapore	6 pts.
Argentina	5 pts.
Canada	5 pts.
Ireland	5 pts.
Spain	5 pts.
Hong Kong	4 pts.
Netherlands	4 pts.
Brazil	2 pts.*
France	2 pts.
United States	2 pts.
Colombia	1 pt.*
New Zealand	1 pt.
United Kingdom	1 pt.
Norway	0 pts.
Australia	-1 pt.
Poland	-1 pt.*
Austria	-2 pts.
South Africa	-2 pts.
Sweden	-2 pts.
Switzerland	-2 pts.
Guatemala	-5 pts.*
Costa Rica	-7 pts.
Peru	-9 pts.
Greece	-10 pts.*

WEAKER

36 Countries and Territories**

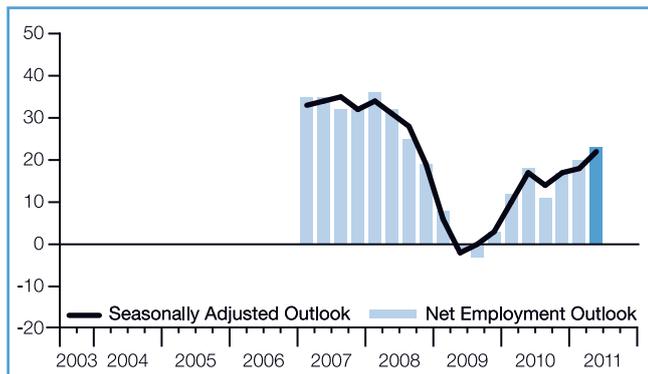
International Comparisons — Americas

Nearly 30,000 interviews have been conducted across Argentina, Brazil, Canada, Colombia, Costa Rica, Guatemala, Mexico, Panama, Peru and the United States to measure Quarter 2 2011 employment prospects. The data shows positive hiring intentions across the region for the next three months; quarter-over-quarter, the Net Employment Outlooks are expected to remain relatively stable or improve in seven of the 10 countries and improve in seven of 10 countries in year-over-year data comparisons.

job seekers in Mexico will remain hopeful driven by strength in the Manufacturing industry sector. Similarly, Canadian employers remain upbeat, reporting their strongest second quarter Outlook in four years. Employers in Brazil expect the brisk hiring pace to continue driven by booming job prospects in the Construction industry sector where nearly six out of 10 employers indicate they will add employees in the next three months.

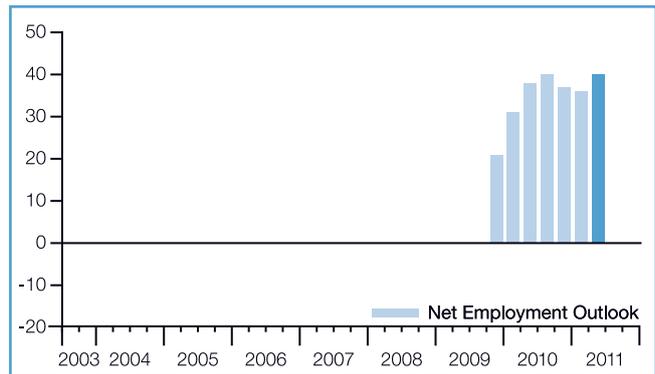
Employers in Brazil, Argentina, Panama and Peru report the region's strongest hiring intentions, while job seekers in Guatemala and the United States are likely to encounter the region's weakest employment prospects. U.S. employers remain cautiously optimistic: their forecast is unchanged from the first quarter and improves slightly from Quarter 2 2010. Opportunities for

Argentina



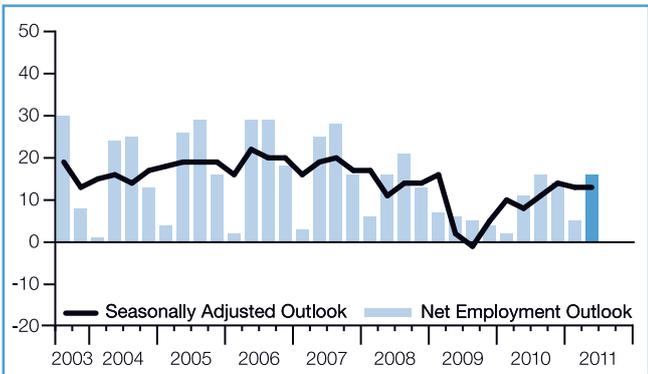
Argentina joined the survey in Q1 2007.

Brazil

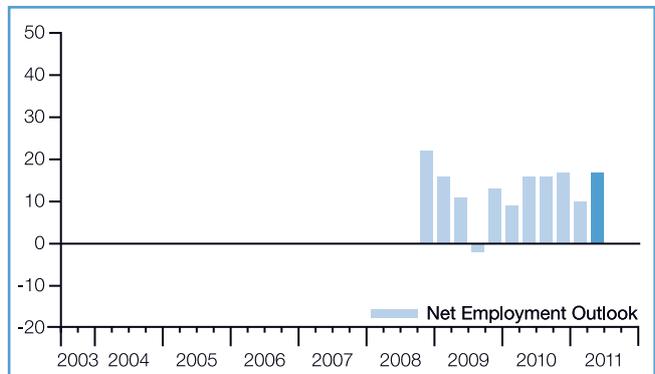


Brazil joined the survey in Q4 2009.

Canada

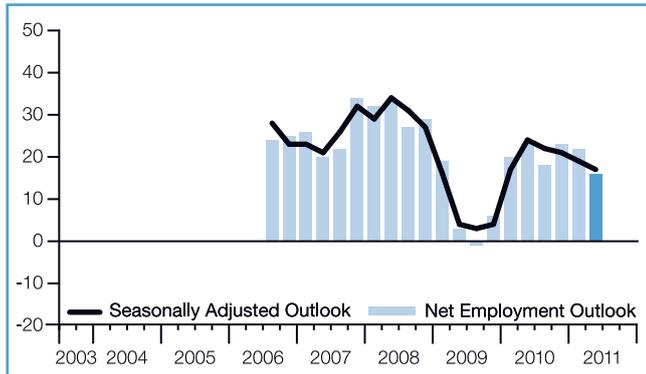


Colombia



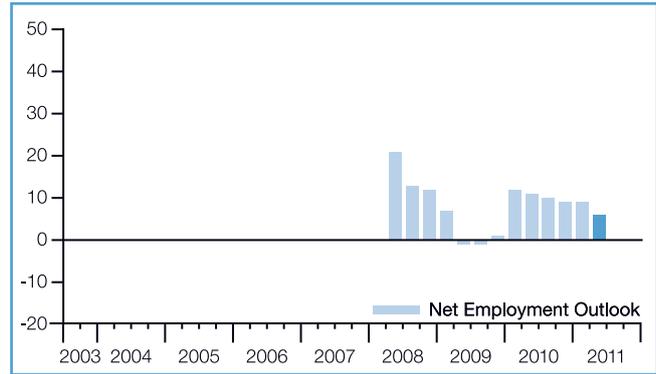
Colombia joined the survey in Q4 2008.

Costa Rica



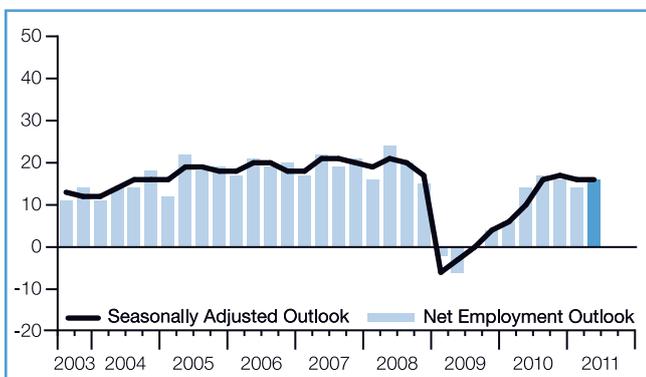
Costa Rica joined the survey in Q3 2006.

Guatemala



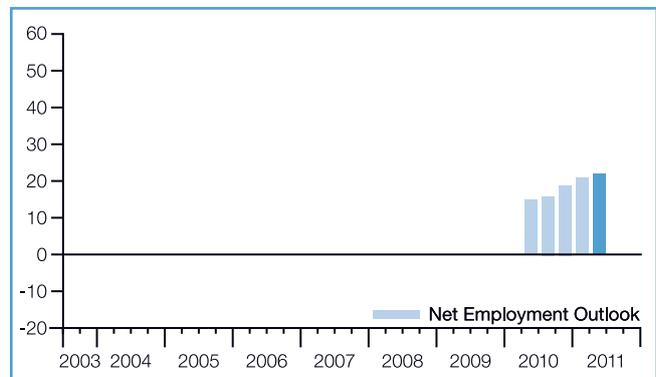
Guatemala joined the survey in Q2 2008.

Mexico



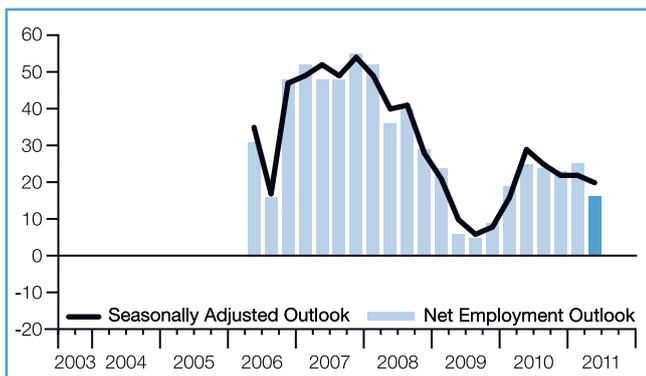
No bar indicates Net Employment Outlook of zero.

Panama



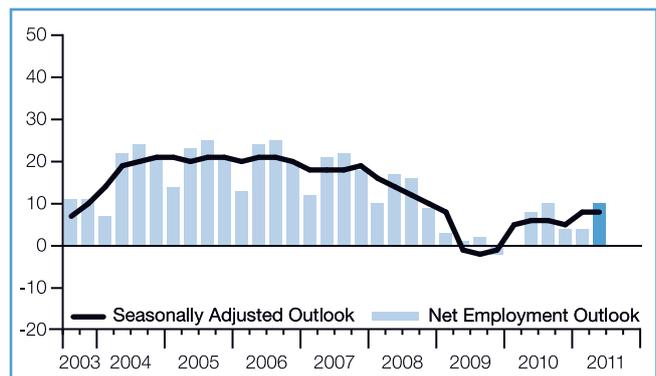
Panama joined the survey in Q2 2010.

Peru



Peru joined the survey in Q2 2006.

USA



No bar indicates Net Employment Outlook of zero.

International Comparisons — Asia Pacific

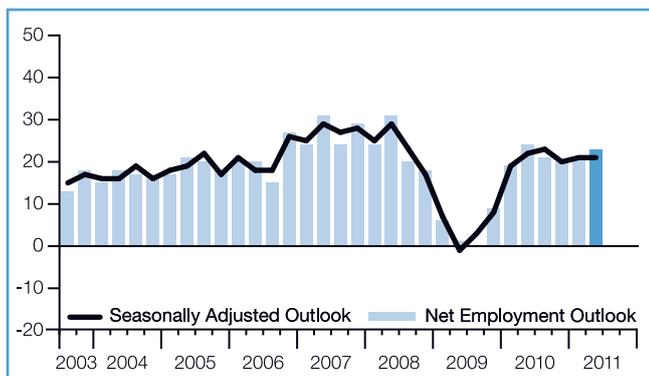
Nearly 16,000 interviews have been conducted across Australia, China, Hong Kong, India, Japan, New Zealand, Singapore and Taiwan to measure anticipated hiring activity in Quarter 2 2011.

Employer hiring expectations continue to be positive throughout the region where job prospects improve year-over-year in seven of the eight countries and territories surveyed. In a quarter-over-quarter comparison, employer optimism is mixed with Outlooks declining in four of the eight countries and territories. Regional hiring plans continue to be strongest in India, Taiwan and China, and weakest in Japan despite

employers there reporting seven consecutive quarters of steadily improving Outlooks.

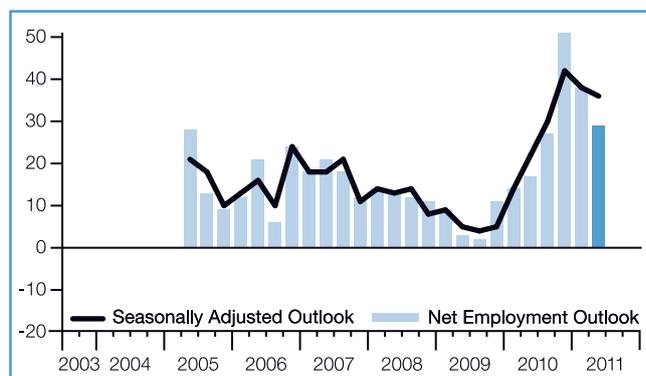
In India, employers in each of the surveyed industry sectors and regions are forecasting a vigorous hiring pace in the next three months and the country's Net Employment Outlook is the most optimistic reported since the survey began in Q3 2005. Taiwanese employers are also forecasting the strongest hiring pace since their survey began in Quarter 2 2005. As in India, much of this optimism is fueled by confidence in the Manufacturing sector. Similarly, the Manufacturing sector is expected to provide mainland Chinese job seekers with the most job opportunities.

Australia



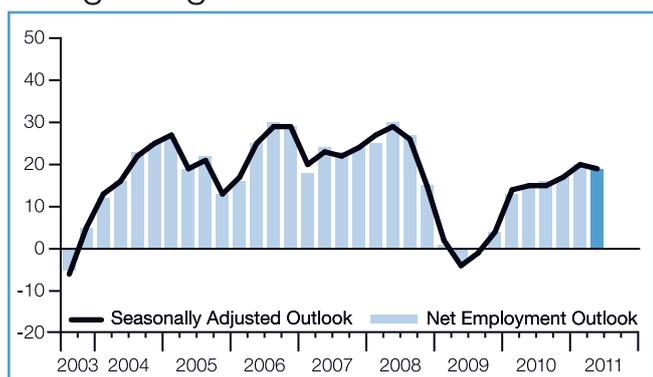
No bar indicates Net Employment Outlook of zero.

China



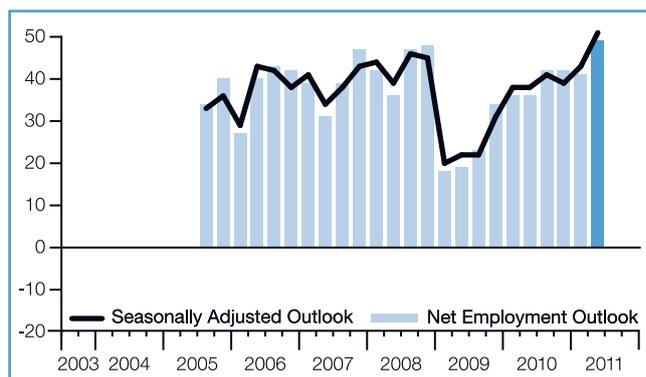
China joined the survey in Q2 2005.

Hong Kong



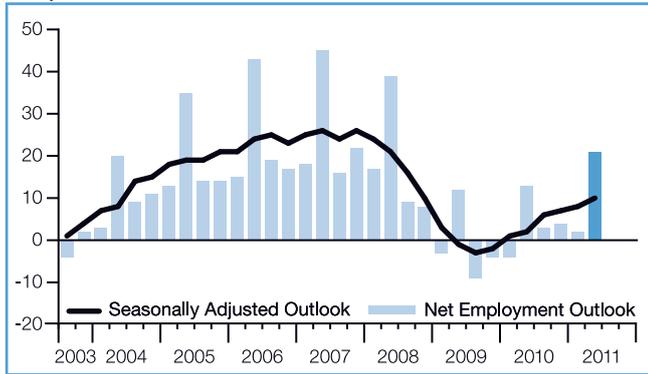
No bar indicates Net Employment Outlook of zero.

India

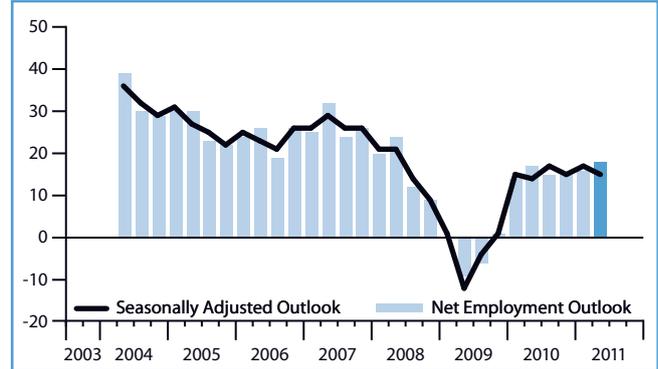


India joined the survey in Q3 2005.

Japan

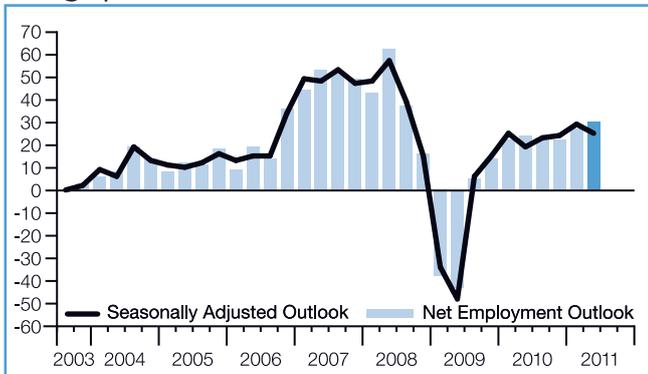


New Zealand



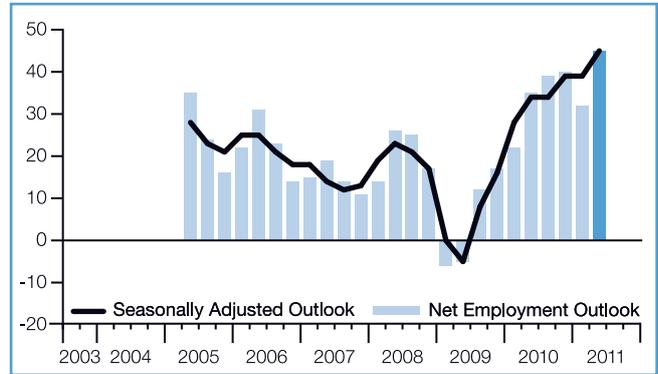
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons — EMEA

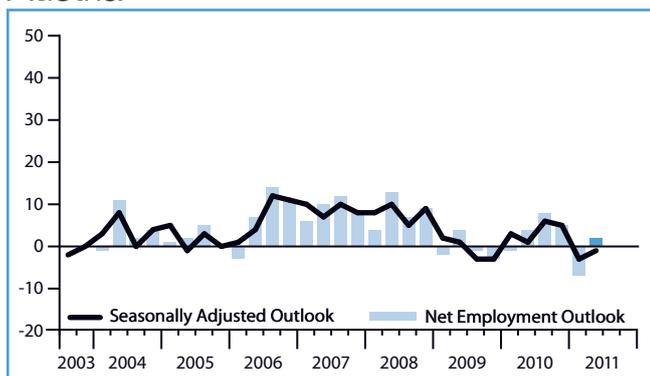
Over 18,000 interviews have been conducted with employers across 21 EMEA countries to measure anticipated hiring activity for Quarter 2 2011.

Second-quarter hiring expectations remain mixed, with employers in 15 countries reporting varying degrees of positive hiring activity. Net Employment Outlooks strengthen in 11 countries in both quarter-over-quarter and year-over-year comparisons. Hiring expectations are strongest in Turkey, Bulgaria, Belgium and Poland. The weakest hiring intentions—as well as the only negative Outlooks reported globally—are reported by employers in Greece, Spain, Ireland, Italy, Austria and Switzerland.

Employers in Turkey are the region’s most optimistic for

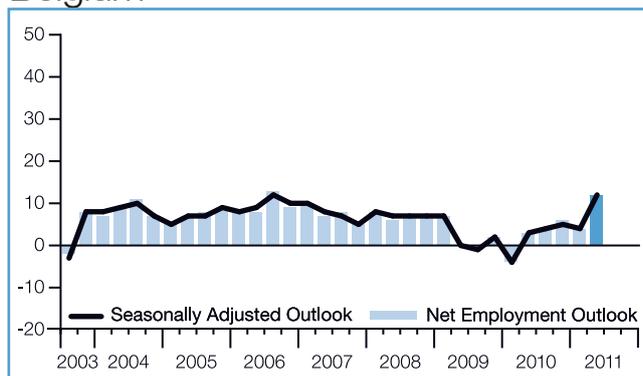
the quarter ahead, with bright opportunities for job seekers fueled by a dynamic hiring pace in the Construction and Manufacturing industry sectors. Belgium’s Outlook is notably improved quarter-over-quarter and year-over-year, driven in large part by the most optimistic Outlooks reported in the Finance & Business Services and the Wholesale & Retail Trade sectors since the Belgium survey began. The German hiring environment should remain encouraging for job seekers who can expect to find the most promising opportunities in the Transportation, Storage & Communications and the Finance & Business Services sectors. Elsewhere, employers in Eastern Europe appear more confident with positive Outlooks strengthening by varying degrees from Quarter 1 2011.

Austria



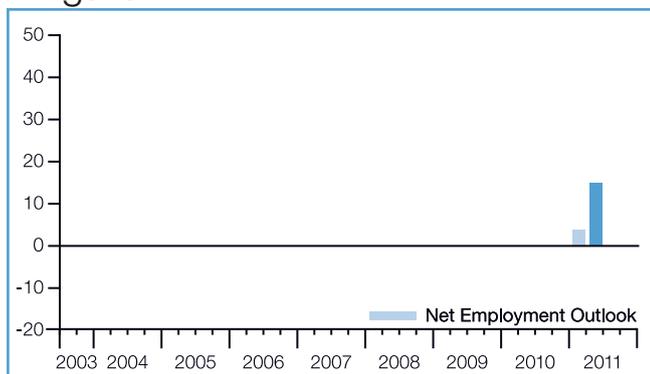
No bar indicates Net Employment Outlook of zero.

Belgium



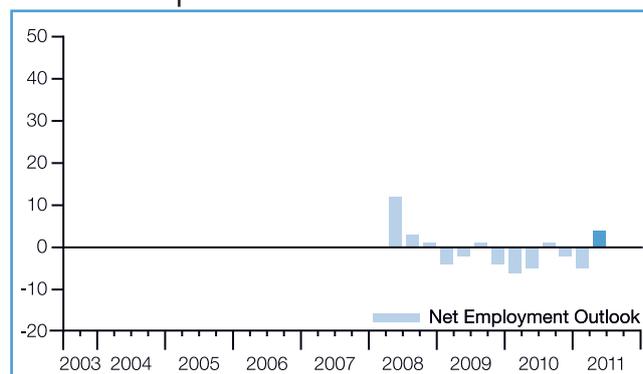
No bar indicates Net Employment Outlook of zero.

Bulgaria



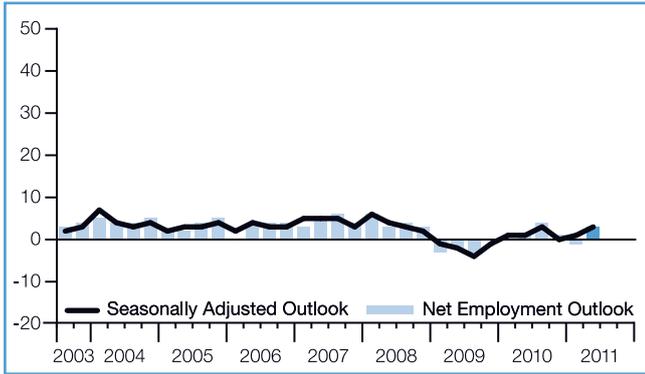
Bulgaria joined the survey in Q1 2011.

Czech Republic



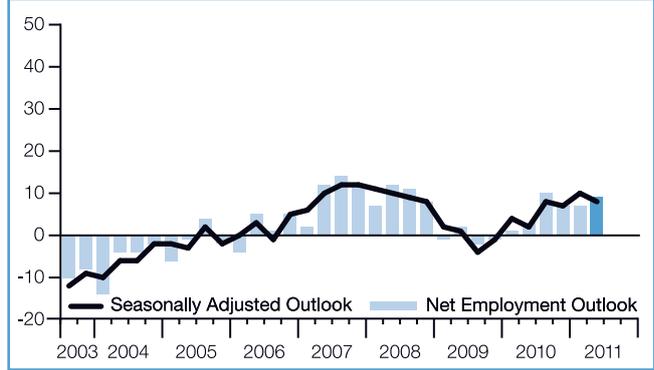
Czech Republic joined the survey in Q2 2008.

France

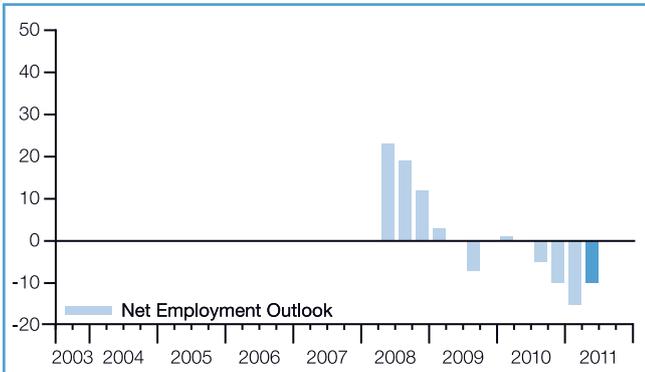


No bar indicates Net Employment Outlook of zero.

Germany



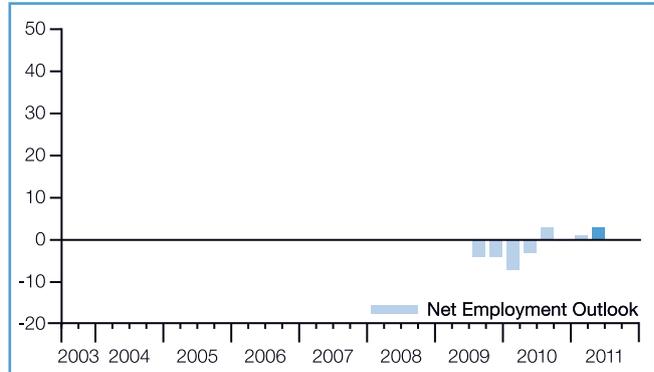
Greece



Greece joined the survey in Q2 2008.

No bar indicates Net Employment Outlook of zero.

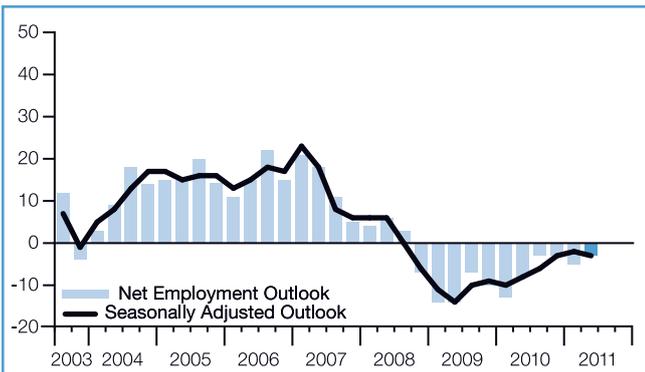
Hungary



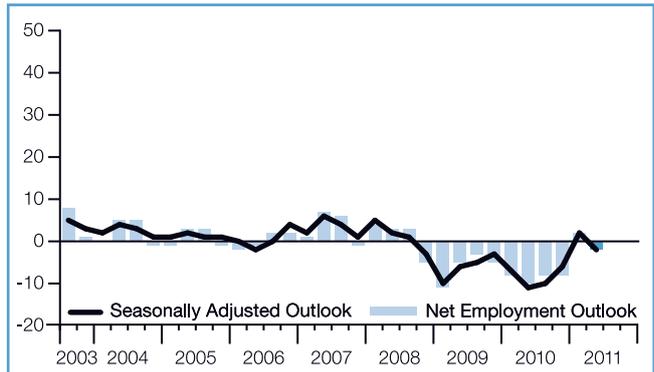
Hungary joined the survey in Q3 2009.

No bar indicates Net Employment Outlook of zero.

Ireland

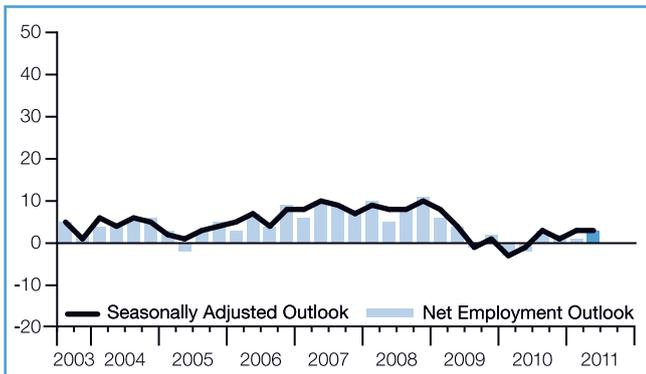


Italy

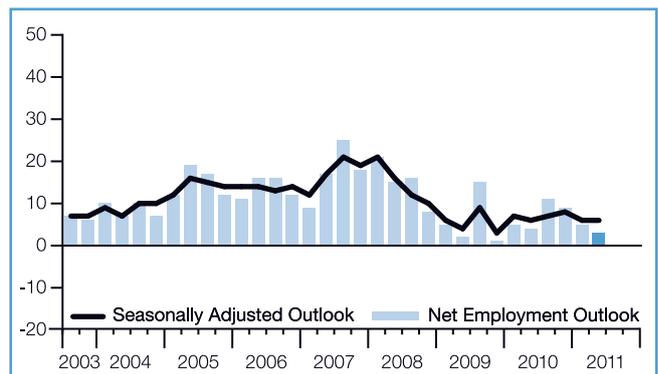


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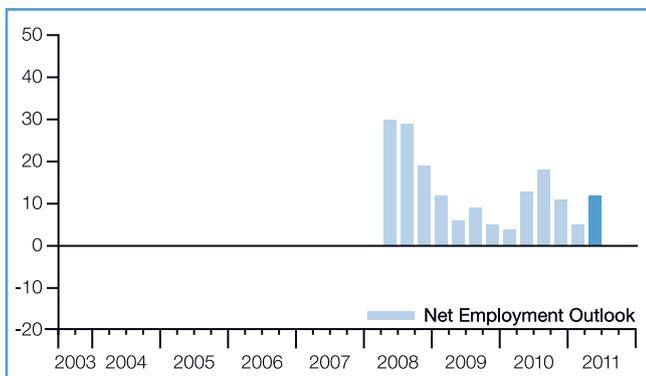
Netherlands



Norway

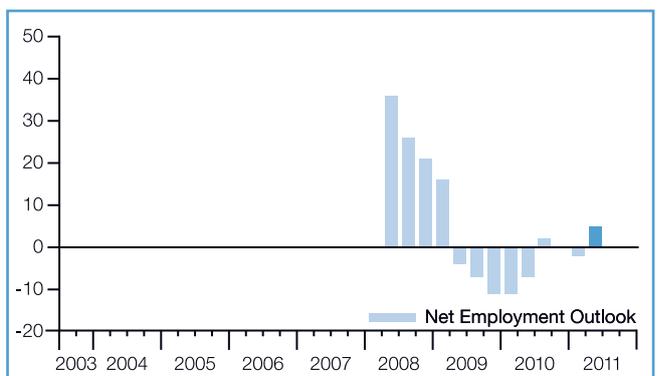


Poland



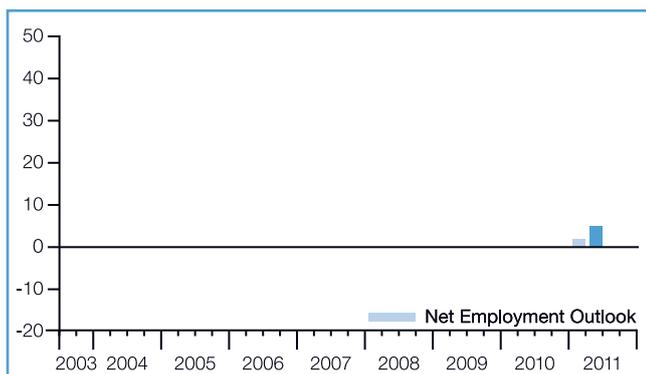
Poland joined the survey in Q2 2008.

Romania



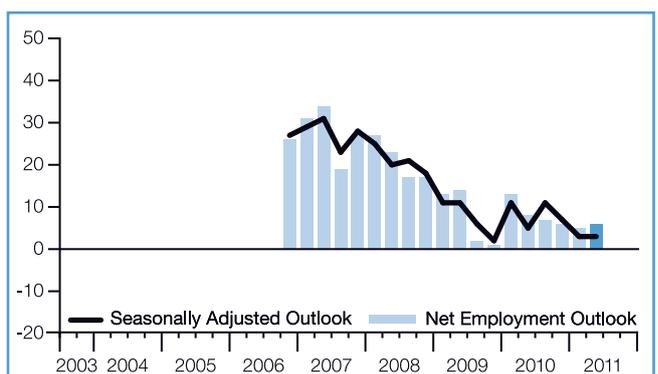
Romania joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Slovenia



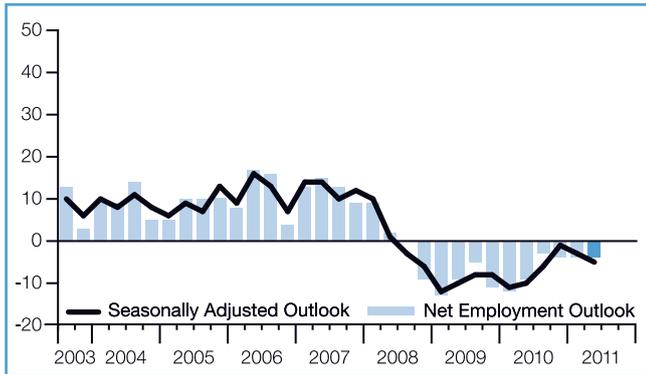
Slovenia joined the survey in Q1 2011.

South Africa



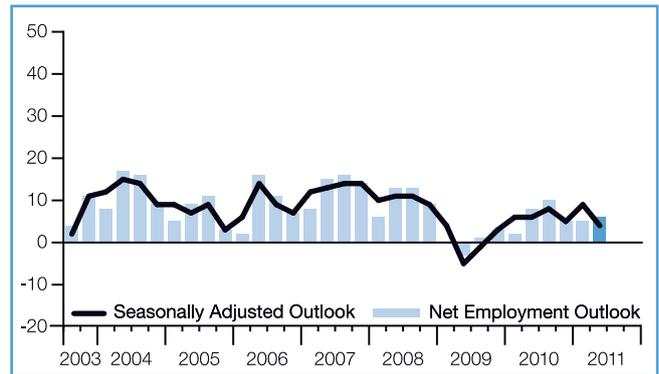
South Africa joined the survey in Q4 2006.

Spain



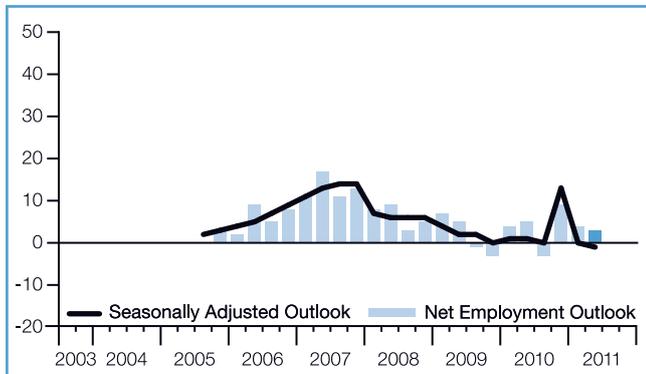
No bar indicates Net Employment Outlook of zero.

Sweden



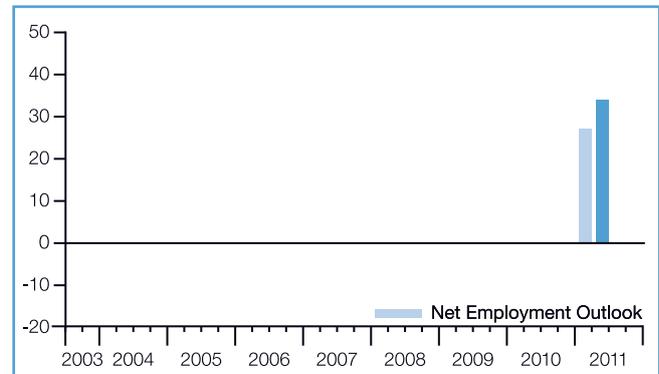
No bar indicates Net Employment Outlook of zero.

Switzerland



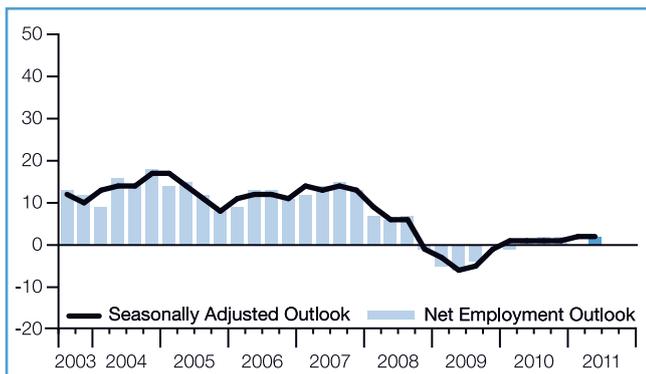
Switzerland joined the survey in Q3 2005.
No bar indicates Net Employment Outlook of zero.

Turkey



Turkey joined the survey in Q1 2011.

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 48 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 nearly 64,000 public and private employers across 39 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 nearly five 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 39 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. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

In China, the national survey includes 4,252 employers across Beijing, Chengdu, Guangzhou, Shanghai, Shenzhen, Wuhan, Xiamen, Chongqing, Dalian, Xi'an, Qingdao, Tianjin, Suzhou, Nanjing, Hangzhou and Changsha.

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 2011 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 Argentina, Australia, Austria, Belgium, Canada, Costa Rica, China, France, Germany, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Singapore, South Africa, 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.

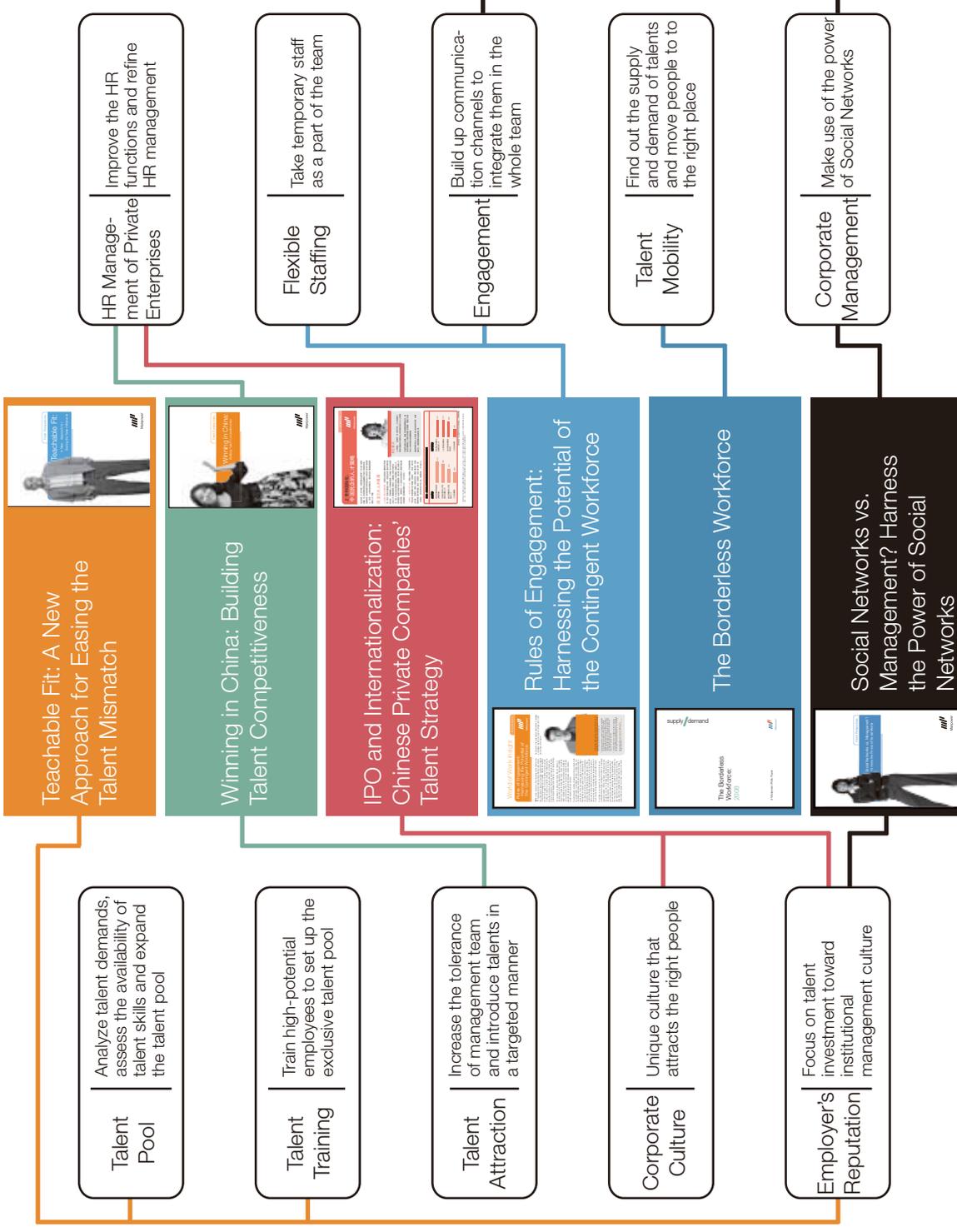
1976 Second generation of Manpower's Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.

- 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. Costa Rica adds seasonally adjusted data in the fourth quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and South Africa.

Strategic elements

Solutions

Strategic elements



Strategies to Enhance Competitiveness

Manpower, the world leader in innovative workforce solutions, supplying the value-added services for clients through prospective researches.

This mapping depicts strategies to enhance talents' competitiveness by linking the strategic elements to the white papers which provide the solutions and explanation of each element.

Contact us to learn more about our research, or visit: www.manpower.com.cn



What do you do?

About Manpower Inc.

Manpower Inc. (NYSE: MAN), world leader in innovative workforce solutions; creates and delivers services that help clients meet their business and workforce objectives while enhancing their competitiveness. The \$19 billion company provides a full suite of solutions for the business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of nearly 3,900 offices in 82 countries and territories is the world's largest in the industry and 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 unleashing the potential of humans so that employers and individuals can achieve more than they imagined. More information about Manpower Inc. is available at : www.manpower.com

Enter the Human Age at:
www.manpower.com/humanage

About Manpower Inc. in Mainland China

Manpower Inc., the world leader of innovative workforce solutions, first entered mainland China market in 1994. Today, Manpower has more than 400 recruiters operating nationally in 20 cities across the nation.

Offering a wide array of HR services, we provide executive search & selection and business solution (Manpower Business Solutions/MBS) services through Manpower Professional brand. Manpower Business Solutions include Recruitment Process Outsourcing (RPO), Managed Services and recruitment consultation. Whereas under Manpower Brand, we provide flexible staffing, basic staffing and workforce solution services. We serve more than 3,500 clients comprising of local and multinational companies in Mainland China and have over 500,000 middle to senior candidates in our database.

Through our subsidiary, Right Management, we provide talent assessment, leadership development, organizational effectiveness, employee engagement and workforce transition services. In addition, Manpower China is cooperating with the Chinese government to support the country's rapidly evolving labor market by providing professional talent assessment, career development planning, human resource consultation and international experience exchange service to governments and related organizations.

For more information about Manpower and its operations in mainland China, please visit:
www.manpower.com.cn

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