

Q1 / 2010

Manpower
Employment
Outlook Survey
UK

A Manpower Research Report



Manpower®

O U T L O O K 1 /

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UK Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2010 was conducted by interviewing a representative sample of 2,102 employers in the UK. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2010 as compared to the current quarter?”

UK employers forecast an uncertain hiring climate during Quarter 1 2010. While 9% of employers anticipate headcount gains, 10% predict a decrease and 79% expect no change, resulting in a Net Employment Outlook of -1%.

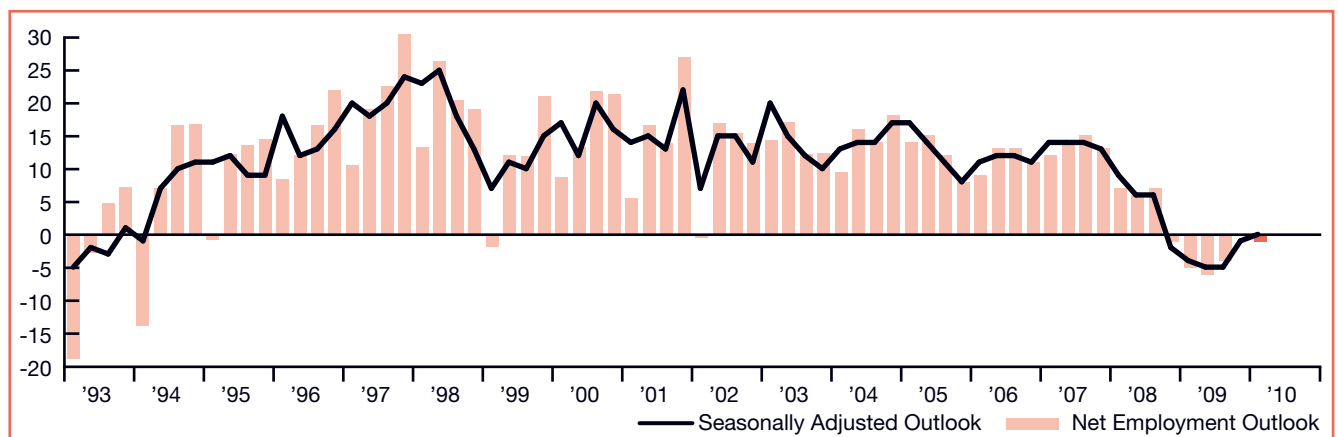
Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase, and subtracting from this the percentage expecting to see a decrease in employment at their location during the next three months.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

Hiring intentions have remained relatively stable quarter-over-quarter, while comparison with Quarter 1 2009 reveals a slight four percentage point improvement in the Outlook.

Once seasonal adjustments are added to the data, a flat labour market is predicted, with the Outlook at 0%. Hiring prospects remain relatively stable quarter-over-quarter, but there has been a slight four percentage point improvement 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 Outlook |
|-------------------------|----------|-----------|-----------|------------|------------------------|-----------------------------|
| | % | % | % | % | % | % |
| 1st Quarter 2010 | 9 | 10 | 79 | 2 | -1 | 0 |
| 4th Quarter 2009 | 9 | 9 | 80 | 2 | 0 | -1 |
| 3rd Quarter 2009 | 6 | 10 | 81 | 3 | -4 | -5 |
| 2nd Quarter 2009 | 5 | 11 | 81 | 3 | -6 | -5 |
| 1st Quarter 2009 | 5 | 10 | 82 | 3 | -5 | -4 |



No bar indicates Net Employment Outlook of zero.

Regional Summary

Employers in six of the 12 regions forecast modest headcount gains during Quarter 1 2010. The strongest Net Employment Outlook is reported by South West employers at +8%, and cautiously optimistic Outlooks of +5% are reported for both the East and Northern Ireland. Some encouraging signs are reported in both the North East and East Midlands, with Outlooks of +4%. However, in five regions, employers anticipate negative headcount growth. Employers hiring intentions in Wales are particularly gloomy, reporting an Outlook of -11%, and hiring prospects are disappointing in the West Midlands, where the Outlook is -4%.

Quarter-over-quarter, employers report improved hiring intentions in eight regions. Moderate improvements in the hiring climate are forecast in the West Midlands, where the Outlook improves by eight percentage points,

and in London, with a seven percentage point increase. Elsewhere, however, employers in four regions report weaker hiring plans, most notably in the North East, where the Outlook declines by five percentage points and Wales, where it is four percentage points weaker. Year-over-year, the Outlook has strengthened in eight regions, most notably by a considerable 15 percentage points in Northern Ireland.

Based on unadjusted survey data, employers in seven regions anticipate headcount growth during Quarter 1 2010, most notably in the East Midlands and Northern Ireland. However, dim hiring prospects are reported in Wales and the West Midlands. Quarter-over-quarter, employers in five regions report stronger hiring intentions, while the Outlook improves in eight regions when compared to Quarter 1 2009.

| | Increase Q1 2010 | Decrease Q1 2010 | Q1 2010 | Q4 2009 | Q1 2009 | Qtr on Qtr Change Q4 2009 to Q1 2010 | Yr on Yr Change Q1 2009 to Q1 2010 |
|------------------------|---------------------|---------------------|------------------------|-----------------------|------------------------|---|---|
| | % | % | % | % | % | % | % |
| East | 9 | 7 | 2 (5) ¹ | 4 (4) ¹ | -6 (2) ¹ | -2 (1) ¹ | 8 (3) ¹ |
| East Midlands | 14 | 8 | 6 (4) ¹ | 5 (3) ¹ | 2 (0) ¹ | 1 (1) ¹ | 4 (4) ¹ |
| London | 11 | 9 | 2 (2) ¹ | -1 (-5) ¹ | 3 (3) ¹ | 3 (7) ¹ | -1 (-1) ¹ |
| North East | 6 | 5 | 1 (4) ¹ | 9 (9) ¹ | 2 (6) ¹ | -8 (-5) ¹ | -1 (-2) ¹ |
| North West | 6 | 13 | -7 (-3) ¹ | -7 (-8) ¹ | -4 (0) ¹ | 0 (5) ¹ | -3 (-3) ¹ |
| Northern Ireland | 15 | 9 | 6 (5) ¹ | 2 (1) ¹ | -9 (-10) ¹ | 4 (4) ¹ | 15 (15) ¹ |
| Scotland | 7 | 12 | -5 (-3) ¹ | -7 (-2) ¹ | -11 (-9) ¹ | 2 (-1) ¹ | 6 (6) ¹ |
| South East | 6 | 7 | -1 (-1) ¹ | 1 (0) ¹ | -8 (-7) ¹ | -2 (-1) ¹ | 7 (6) ¹ |
| South West | 13 | 8 | 5 (8) ¹ | 5 (4) ¹ | 4 (7) ¹ | 0 (4) ¹ | 1 (1) ¹ |
| Wales | 9 | 22 | -13 (-11) ¹ | -7 (-7) ¹ | -11 (-9) ¹ | -6 (-4) ¹ | -2 (-2) ¹ |
| West Midlands | 3 | 14 | -11 (-4) ¹ | -6 (-12) ¹ | -17 (-10) ¹ | -5 (8) ¹ | 6 (6) ¹ |
| Yorkshire & Humberside | 7 | 5 | 2 (0) ¹ | -4 (-2) ¹ | -1 (-2) ¹ | 6 (2) ¹ | 3 (2) ¹ |

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

Sector Summary

Headcount growth is expected in only two of the nine industry sectors during Quarter 1 2010. In the Finance & Business Services sector, employers report a cautiously optimistic Net Employment Outlook of +7%, and there are likely to be modest headcount gains in the Utilities sector, where the Outlook is +3%. Employers in six sectors anticipate negative headcount growth. The weakest prospects for job seekers are expected in the Construction sector, where the Outlook is a pessimistic -10%, and the Transport & Communications sector, with an Outlook of -9%.

Quarter-over-quarter, stronger Outlooks are reported in four industry sectors. Employers in the Finance & Business Services sector report a five percentage point increase, while in the Hotels & Retail sector and the Mining sector, there are three percentage point improvements. However, hiring plans are weaker in four sectors, most notably the Construction sector, where there has been an eight percentage point decline.

Year-over-year, there are considerable improvements in the hiring climate for job seekers in the Finance & Business Services sector, where the Outlook is 12 percentage points stronger, and the Construction sector, with a ten percentage point increase. However, the Outlook is weaker in five sectors, most notably by six percentage points in both the Agriculture sector and the Transport & Communications sector.

Employers in three industry sectors predict headcount gains for the upcoming quarter, with the most encouraging forecasts reported in the Finance & Business Services sector and the Utilities sector. However, employers in six sectors anticipate negative headcount growth, with a particularly gloomy forecast in the Construction sector. The Outlook strengthens in four sectors both quarter-over-quarter and year-over-year, with the most noteworthy improvement reported by employers in the Finance & Business Services sector.

| | Increase Q1 2010 | Decrease Q1 2010 | Q1 2010 | Q4 2009 | Q1 2009 | Qtr on Qtr Change Q4 2009 to Q1 2010 | Yr on Yr Change Q1 2009 to Q1 2010 |
|--------------------------------|---------------------|---------------------|------------------------|----------------------|------------------------|---|---|
| | % | % | % | % | % | % | % |
| Agriculture | 6 | 9 | -3 (-2) ¹ | -2 (1) ¹ | 3 (4) ¹ | -1 (-3) ¹ | -6 (-6) ¹ |
| Community & Social | 10 | 11 | -1 (0) ¹ | 2 (2) ¹ | 3 (3) ¹ | -3 (-2) ¹ | -4 (-3) ¹ |
| Construction | 4 | 17 | -13 (-10) ¹ | -3 (-2) ¹ | -23 (-20) ¹ | -10 (-8) ¹ | 10 (10) ¹ |
| Finance & Business Services | 12 | 4 | 8 (7) ¹ | 4 (2) ¹ | -4 (-5) ¹ | 4 (5) ¹ | 12 (12) ¹ |
| Hotels & Retail | 8 | 12 | -4 (-3) ¹ | -5 (-6) ¹ | -8 (-6) ¹ | 1 (3) ¹ | 4 (3) ¹ |
| Manufacturing | 8 | 12 | -4 (-2) ¹ | -4 (-4) ¹ | -6 (-2) ¹ | 0 (2) ¹ | 2 (0) ¹ |
| Mining | 7 | 6 | 1 (-1) ¹ | -9 (-4) ¹ | 3 (2) ¹ | 10 (3) ¹ | -2 (-3) ¹ |
| Transport & Communications | 3 | 12 | -9 (-9) ¹ | -9 (-9) ¹ | -7 (-3) ¹ | 0 (0) ¹ | -2 (-6) ¹ |
| Utilities | 11 | 5 | 6 (3) ¹ | 4 (7) ¹ | 8 (5) ¹ | 2 (-4) ¹ | -2 (-2) ¹ |

1. Number in parentheses is the Net Employment Outlook when adjusted to remove seasonal variations.

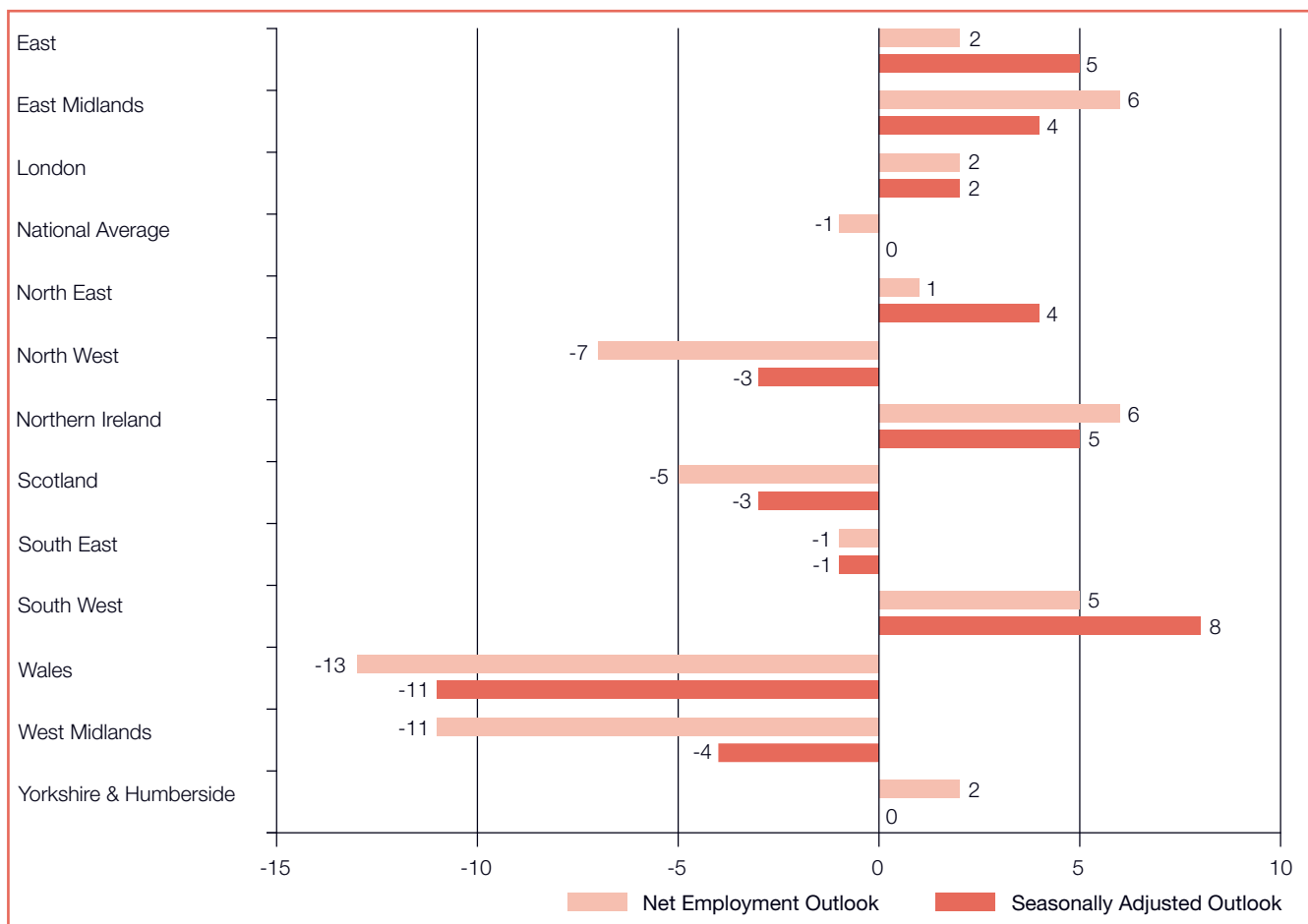
Regional Comparisons

Job seekers in six regions are likely to see some headcount growth in Quarter 1 2010. In the South West, employers report a cautiously optimistic Net Employment Outlook of +8%, and there are Outlooks of +5% in both Northern Ireland and the East. Slight gains are forecast by employers in both the East Midlands and the North East, with Outlooks of +4%. London employers forecast some slow-paced growth, with an Outlook of +2%. However, employers in five regions anticipate negative headcount growth in the upcoming quarter, with a particularly dim Outlook of -11% in Wales.

Quarter-over-quarter, hiring intentions have strengthened in eight regions. The most noteworthy improvement is reported by West Midlands employers, whose Outlook is eight percentage points stronger, and there is a seven percentage point improvement in London. Employers in four regions report weaker Outlooks, including a five percentage point decrease in the North East and a four percentage point decline in Wales.

Employers in eight regions report year-over-year improvements, most notably by 15 percentage points in Northern Ireland. There are also increases of six percentage points in the Outlooks reported by employers in the South East, the West Midlands and Scotland. Employers in four regions report weaker hiring plans, although declines are only slight, including a three percentage point decrease in the Outlook for the North West and two percentage point decreases for the North East and Wales.

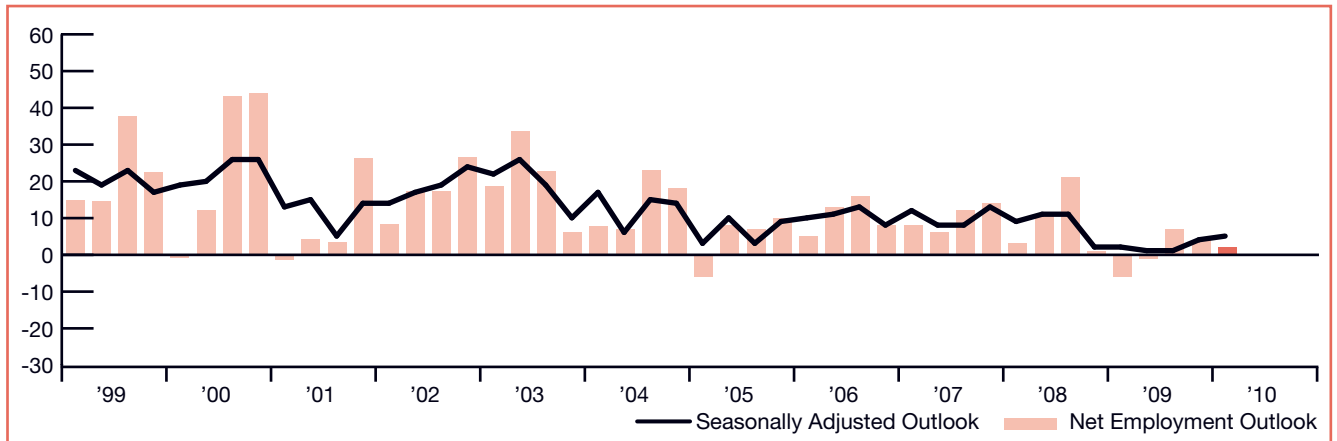
Based on unadjusted survey data, modest headcount growth is forecast by employers in seven regions, led by the East Midlands and Northern Ireland. However, weaker hiring prospects are reported in five regions, with particularly gloomy hiring climates in the West Midlands and Wales. Quarter-over-quarter, the Outlook has strengthened in five regions, but is also weaker in five. Year-over-year, employers in eight regions report a stronger hiring climate, with employers in Northern Ireland reporting a particularly noteworthy improvement.



East +2 (5)%

Employers in the East expect to make modest headcount gains during Quarter 1 2010. They report a Net Employment Outlook of +5%. The Outlook remains relatively stable compared to Quarter 4 2009, and has improved by a slight three percentage points year-over-year.

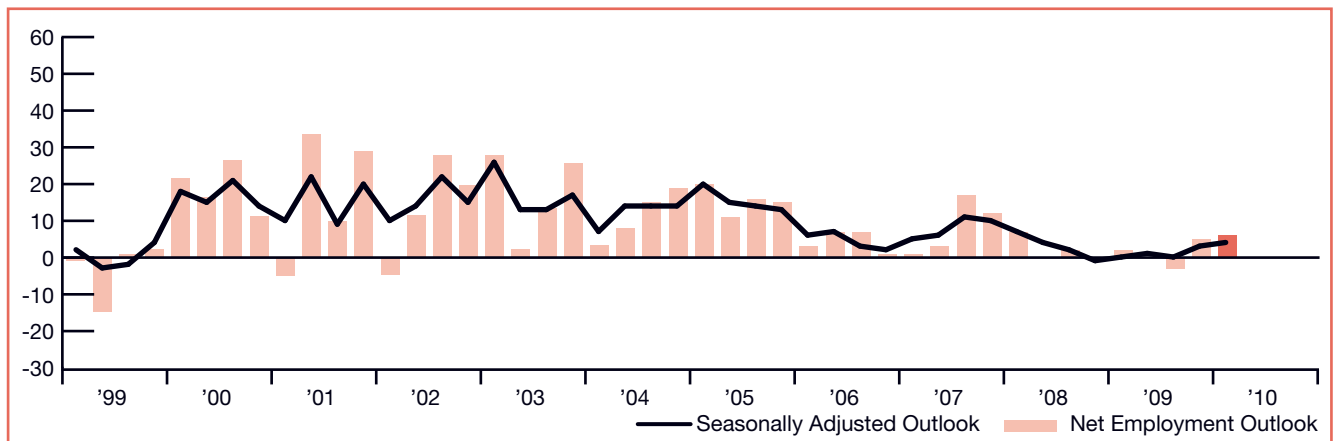
Based on unadjusted survey data, employers forecast slow-paced headcount growth. The Outlook of the region is +5%, reflecting a two percentage point decrease quarter-over-quarter, but an eight percentage point increase year-over-year.



East Midlands +6 (4)%

With a Net Employment Outlook of +4%, employers in the East Midlands anticipate some headcount gains during Quarter 1 2010. The Outlook remains relatively stable quarter-over-quarter, but improves by a slight four percentage points year-over-year.

Based on unadjusted survey data, employers are cautiously optimistic for the upcoming quarter. The Outlook remains relatively stable compared to Quarter 4 2009 with an increase of one percentage point, and improves slightly year-over-year by four percentage points.

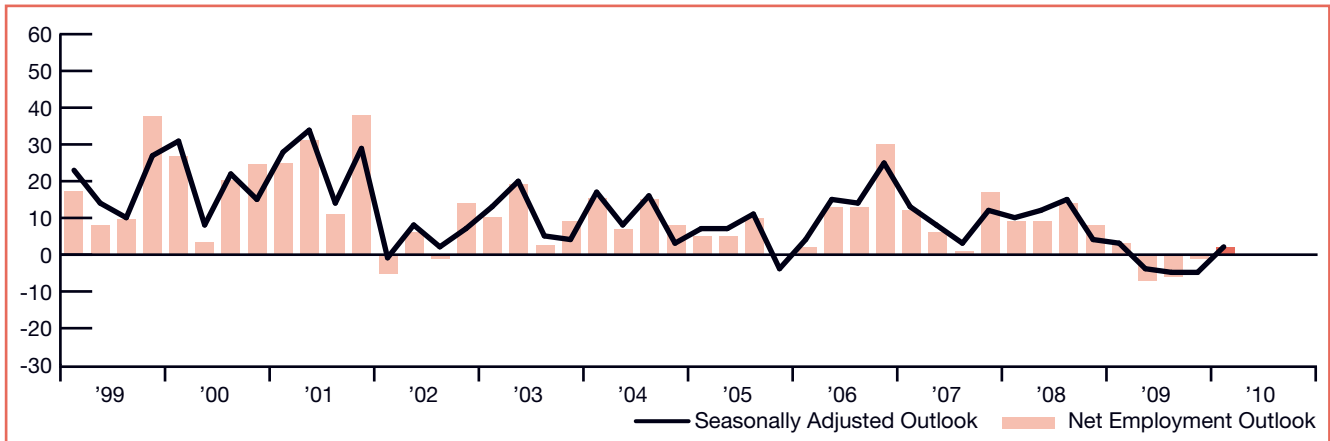


No bar indicates Net Employment Outlook of zero.

London +2 (2)%

London employers forecast a reserved hiring pace for Quarter 1 2010, with a Net Employment Outlook of +2%. However, the forecast improves by a moderate seven percentage points over the previous quarter and remains relatively stable year-over-year.

Based on unadjusted survey data, employers expect a quiet labour market. Hiring plans have slightly improved by three percentage points quarter-over-quarter and remain relatively stable year-over-year.

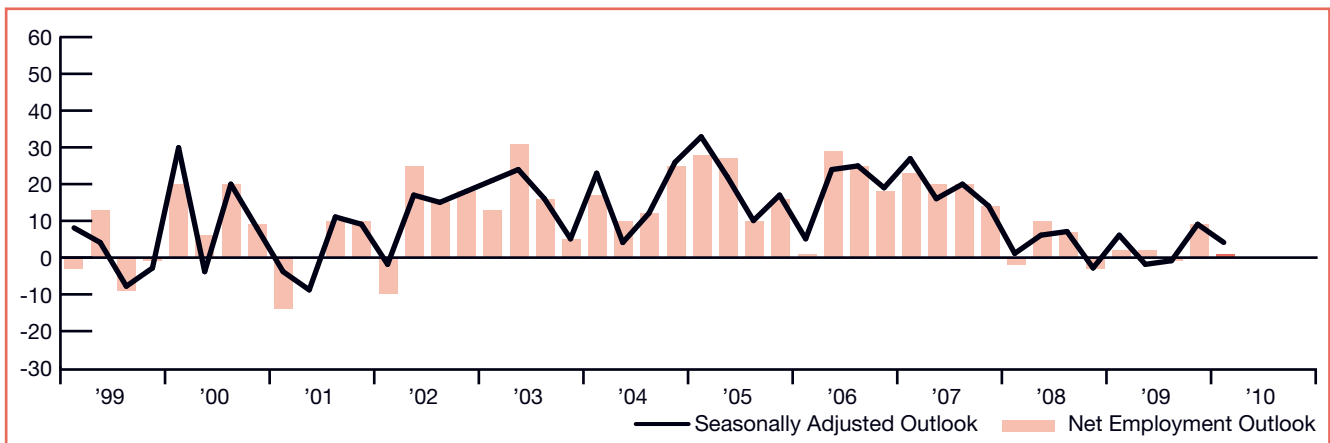


No bar indicates Net Employment Outlook of zero.

North East +1 (4)%

Some headcount gains are forecast for Quarter 1 2010, with employers reporting a Net Employment Outlook of +4%. However, hiring prospects in the region are weaker by five percentage points quarter-over-quarter and two percentage points year-over-year.

Based on unadjusted survey data, employers anticipate a subdued labour market in the upcoming quarter. Quarter-over-quarter, the Outlook is moderately weaker by eight percentage points, while year-over-year it remains relatively stable, decreasing by one percentage point.

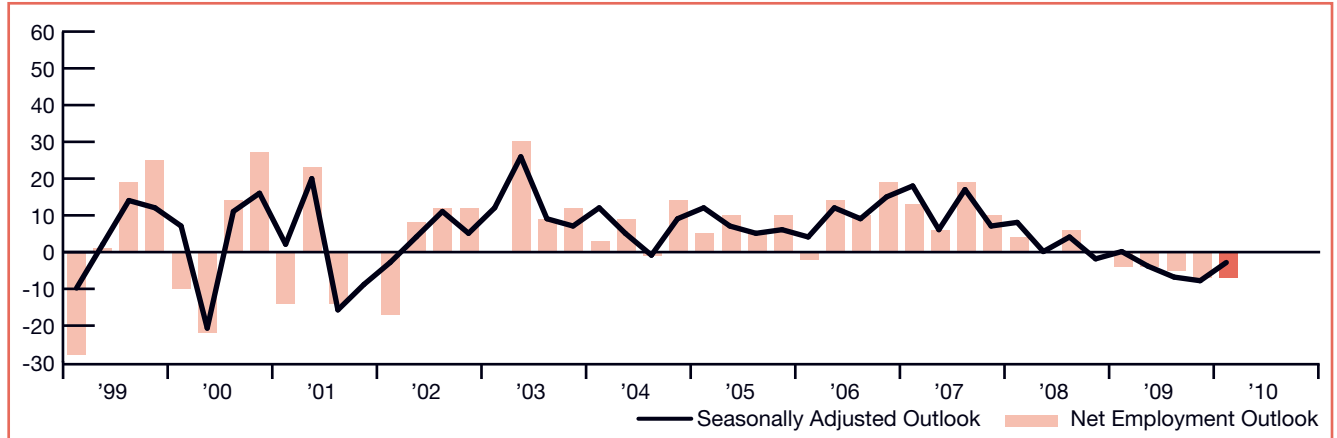


No bar indicates Net Employment Outlook of zero.

North West -7 (-3)%

Employers give a downbeat forecast for hiring activity in Quarter 1 2010, reporting a Net Employment Outlook of -3%. Although hiring prospects have strengthened by five percentage points quarter-over-quarter, year-over-year the Outlook declines by three percentage points.

Based on unadjusted survey data, employers report a weak labour market for the second consecutive quarter. Year-over-year, the Outlook is slightly weaker by three percentage points.

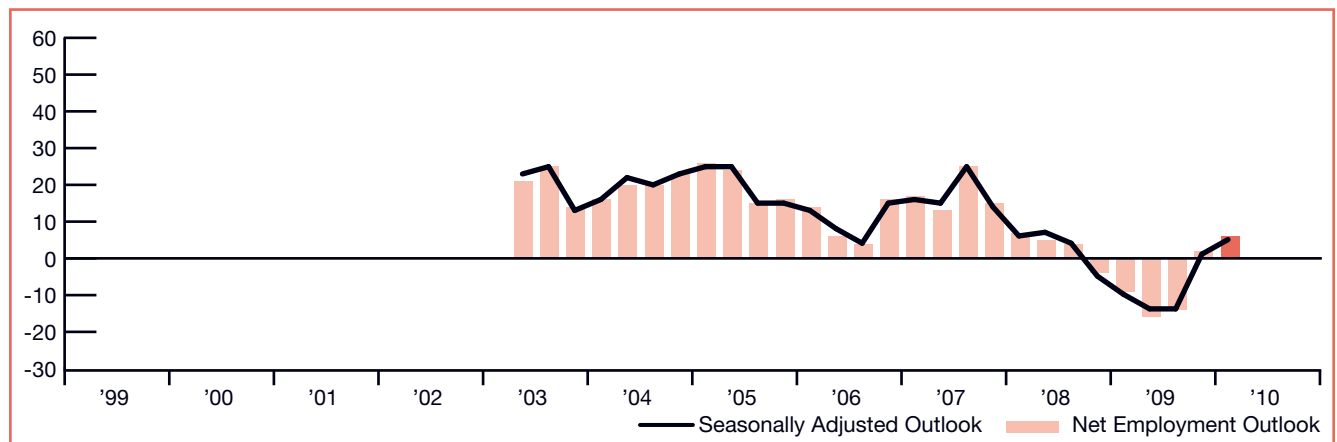


No bar indicates Net Employment Outlook of zero.

Northern Ireland +6 (5)%

Encouraging signs for job seekers are reported by Northern Ireland employers, whose Net Employment Outlook stands at +5%. Hiring intentions in the region have strengthened by four percentage points quarter-over-quarter, while year-over-year the Outlook improves by a considerable 15 percentage points.

Based on unadjusted survey data, employers predict moderate headcount growth in the upcoming quarter. Hiring intentions are stronger both quarter-over-quarter and year-over-year by four and 15 percentage points, respectively.

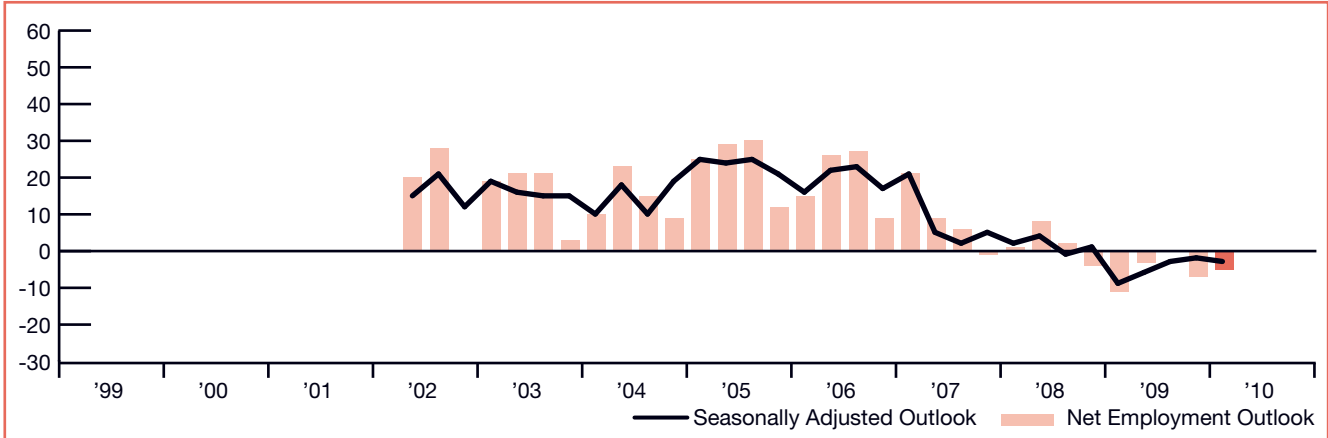


Northern Ireland joined the survey in Q2 2003.

Scotland -5 (-3)%

In Scotland, employers report a disappointing hiring climate with a Net Employment Outlook of -3%. Hiring plans remain relatively stable quarter-over-quarter, and the Outlook improves by a moderate six percentage points year-over-year.

Based on unadjusted survey data, a weak hiring environment is expected for Quarter 1 2010, although the Outlook improves in both quarter-over-quarter and year-over-year comparisons by two and six percentage points, respectively.

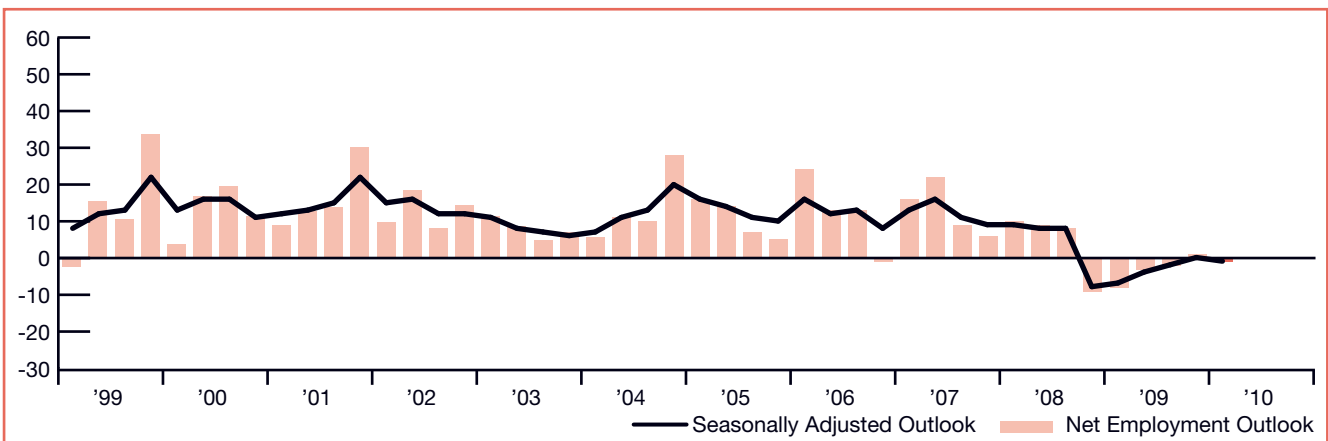


Scotland joined the survey in Q2 2002. No bar indicates Net Employment Outlook of zero.

South East -1 (-1)%

South East employers report mixed intentions, with a Net Employment Outlook of -1% for Quarter 1 2010. The Outlook remains relatively stable quarter-over-quarter, and improves by a moderate six percentage points year-over-year.

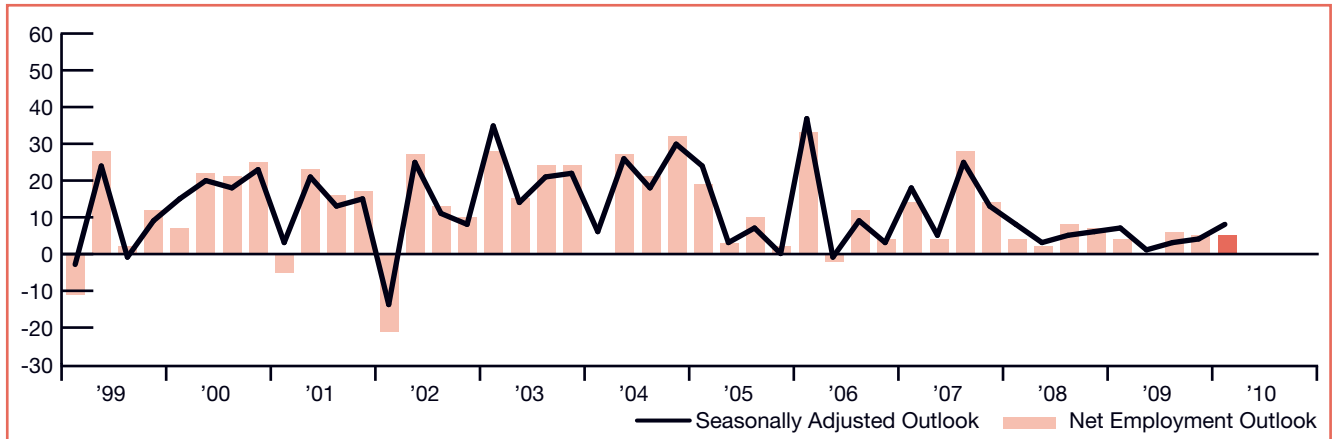
Based on unadjusted survey data, employers report an uncertain labour market, weakening by two percentage points quarter-over-quarter. However, year-over-year, hiring prospects have moderately improved by seven percentage points.



South West +5 (8)%

With a Net Employment Outlook of +8%, employers in the South West report cautiously optimistic hiring intentions for the upcoming quarter. Hiring plans are four percentage points stronger than in Quarter 4 2009 and are relatively stable when compared year-over-year.

Based on unadjusted survey data, employers forecast some headcount gains in Quarter 1 2010. The Outlook is unchanged quarter-over-quarter and remains relatively stable year-over-year, one percentage point stronger.

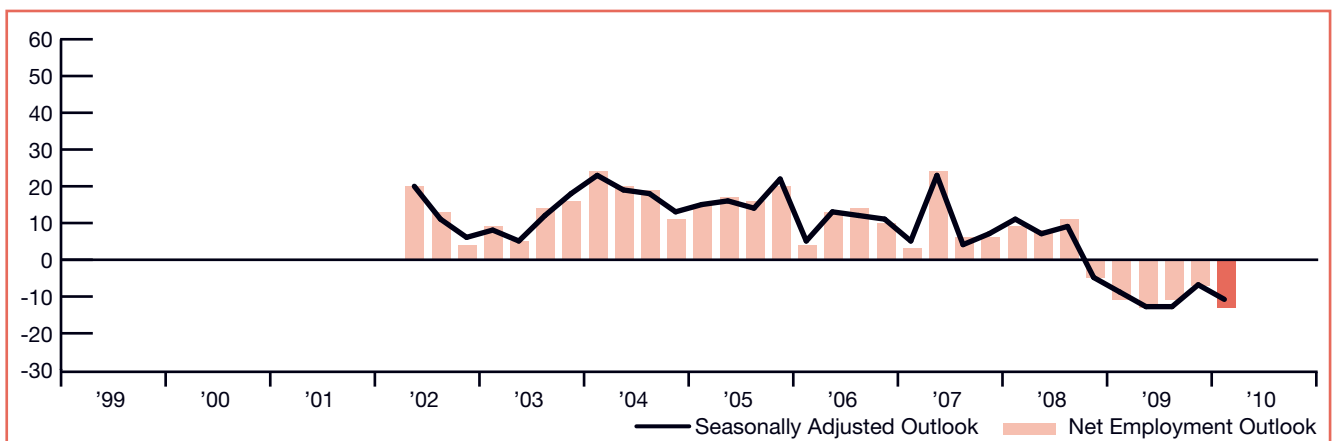


No bar indicates Net Employment Outlook of zero.

Wales -13 (-11)%

Welsh employers forecast a dim hiring climate for the upcoming quarter, with a Net Employment Outlook of -11%. Hiring plans are four percentage points weaker quarter-over-quarter, and decline by two percentage points year-over-year.

Based on unadjusted survey data, job seekers face gloomy hiring prospects in the upcoming quarter. Employers report weaker hiring intentions both quarter-over-quarter and year-over-year by six and two percentage points, respectively.

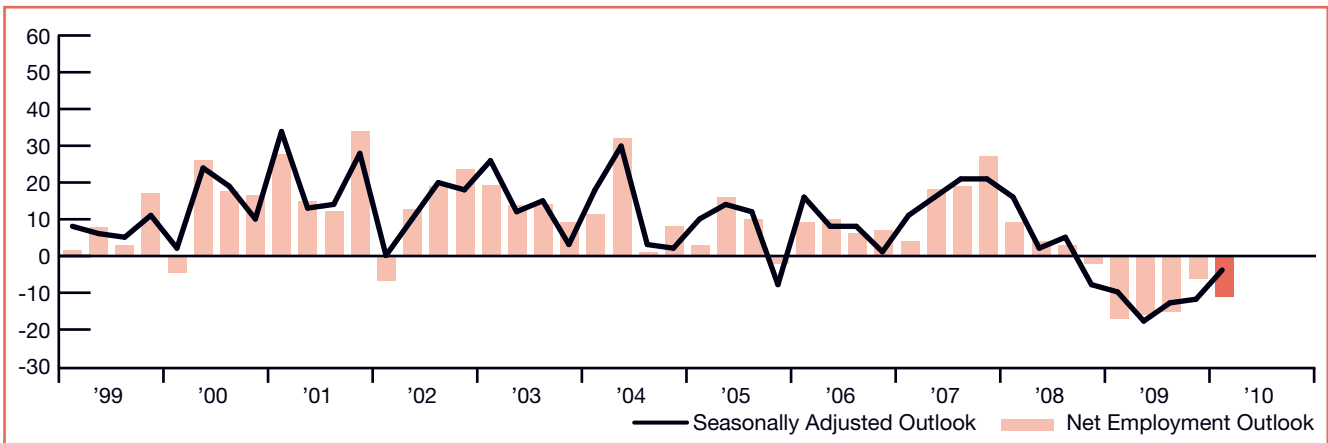


Wales joined the survey in Q2 2002.

West Midlands -11 (-4)%

Muted hiring activity is anticipated for Quarter 1 2010, with West Midlands employers reporting a Net Employment Outlook of -4%. However, hiring intentions are stronger both quarter-over-quarter and year-over-year, with improvements in the Outlook of eight and six percentage points, respectively.

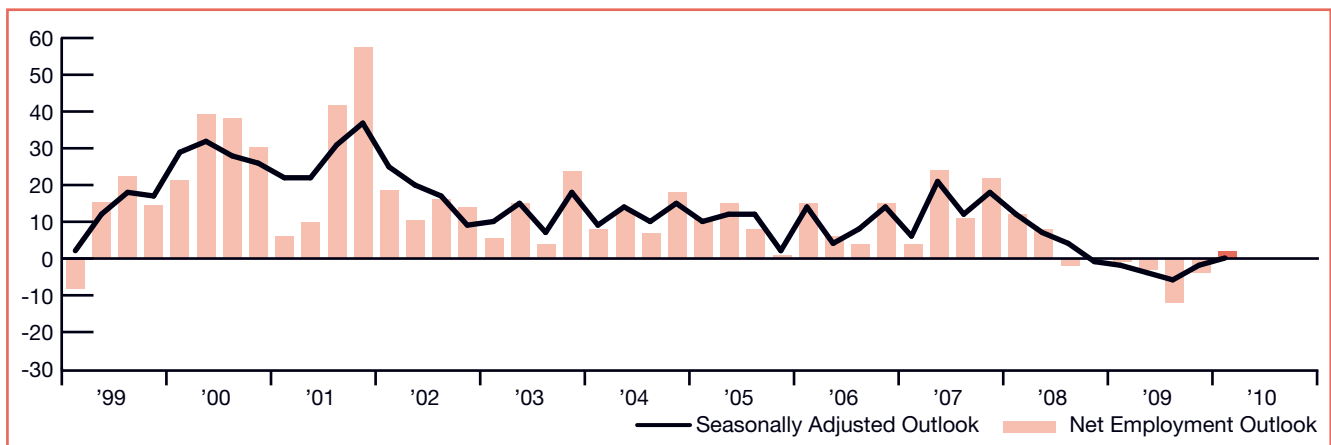
Based on unadjusted survey data, job seekers face dim hiring intentions in the forthcoming quarter. Employers report a five percentage point weaker Outlook than in Quarter 4 2009, but hiring prospects have improved by six percentage points year-over-year.



Yorkshire & Humberside +2 (0)%

Yorkshire & Humberside employers report mixed signals in the local labour market. The Net Employment Outlook for Quarter 1 2010 stands at 0% and has improved by a slight two percentage points both quarter-over-quarter and year-over-year.

Based on unadjusted survey data, employers forecast slow-paced headcount growth, with a moderately stronger Outlook compared to the previous quarter. Year-over-year, the Outlook is also slightly stronger by three percentage points.



No bar indicates Net Employment Outlook of zero.

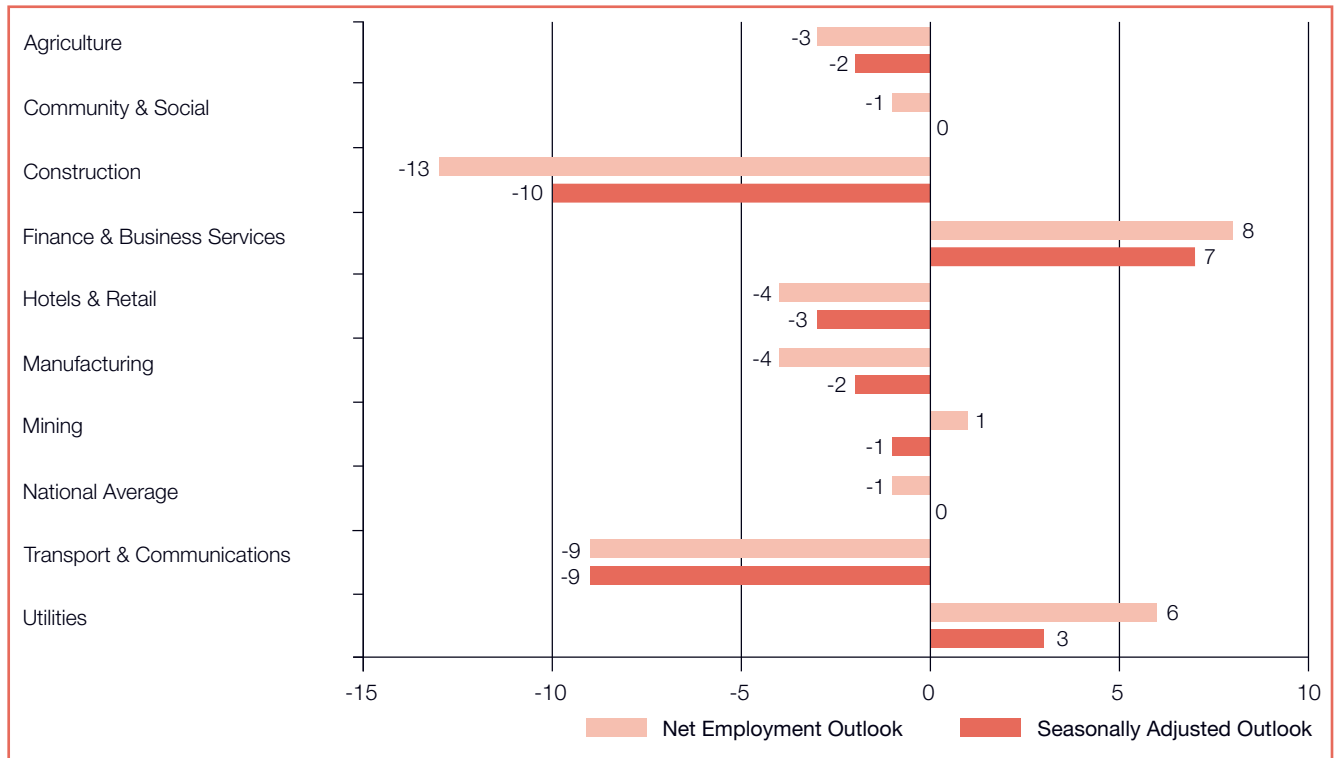
Sector Comparisons

During Quarter 1 2010, employers in two industry sectors expect to make headcount gains. In the Finance & Business Services sector, employers report a conservative Net Employment Outlook of +7%, and modest growth is anticipated in the Utilities sector, where the Outlook is +3%. Meanwhile, in six sectors, negative headcount growth is forecast. The weakest hiring prospects are reported by employers in the Construction sector and the Transport & Communications sector, with Outlooks of -10% and -9%, respectively.

Quarter-over-quarter, hiring intentions have strengthened in four industry sectors, most notably by five percentage points in the Finance & Business Services sector. In four sectors, however, employers report weaker hiring plans, most notably in the Construction sector where the Outlook declines by eight percentage points and in the Utilities sector where the Outlook declines by four percentage points.

Year-over-year, hiring intentions are considerably stronger in the Finance & Business Services sector, where the Outlook has improved by 12 percentage points, and employers also report a considerable ten percentage point increase in the Construction sector Outlook. However, hiring plans are weaker in five sectors, most notably by six percentage points in both the Agriculture sector and the Transport & Communications sector.

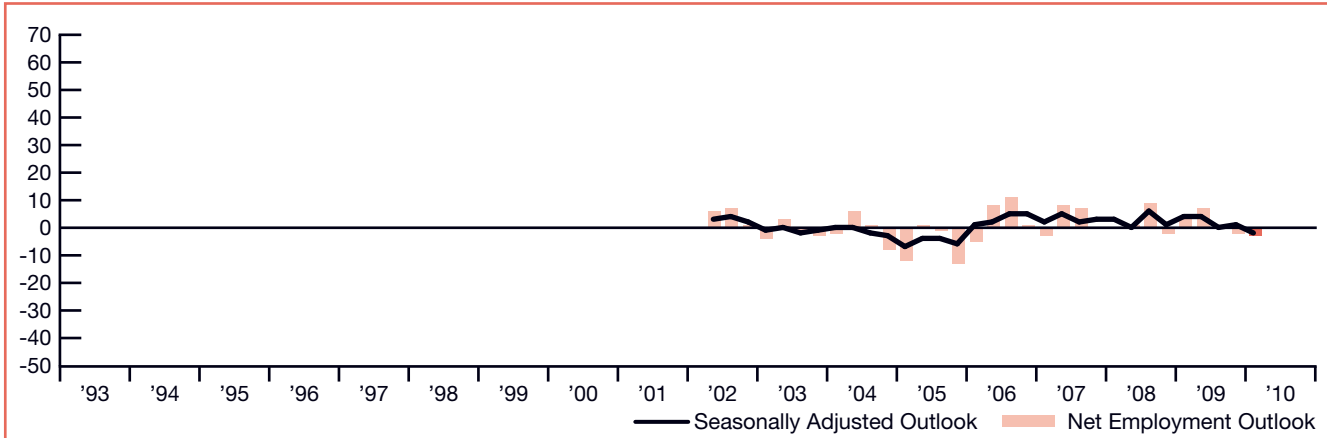
Based on unadjusted survey data, employers in three industry sectors anticipate some headcount growth in Quarter 1 2010, with cautious optimism expressed in both the Finance & Business Services sector and the Utilities sector. A slight improvement has been noted by employers in the Mining sector. In six sectors, however, negative headcount growth is forecast, with a particularly gloomy Outlook in the Construction sector. Quarter-over-quarter, employers in four sectors report an improvement, most notably in the Mining sector. Year-over-year, hiring plans improve in four sectors, with considerably stronger Outlooks in both the Finance & Business Services sector and the Construction sector.



Agriculture -3 (-2)%

Employers report the weakest labour market since Quarter 4 2005, with a Net Employment Outlook of -2%. Hiring intentions have weakened both quarter-over-quarter and year-over-year, by three and six percentage points, respectively.

Based on unadjusted survey data, employers forecast muted hiring plans for Quarter 1 2010, and while the Outlook remains relatively stable quarter-over-quarter, decreasing by one percentage point, it is moderately weaker year-over-year by six percentage points.

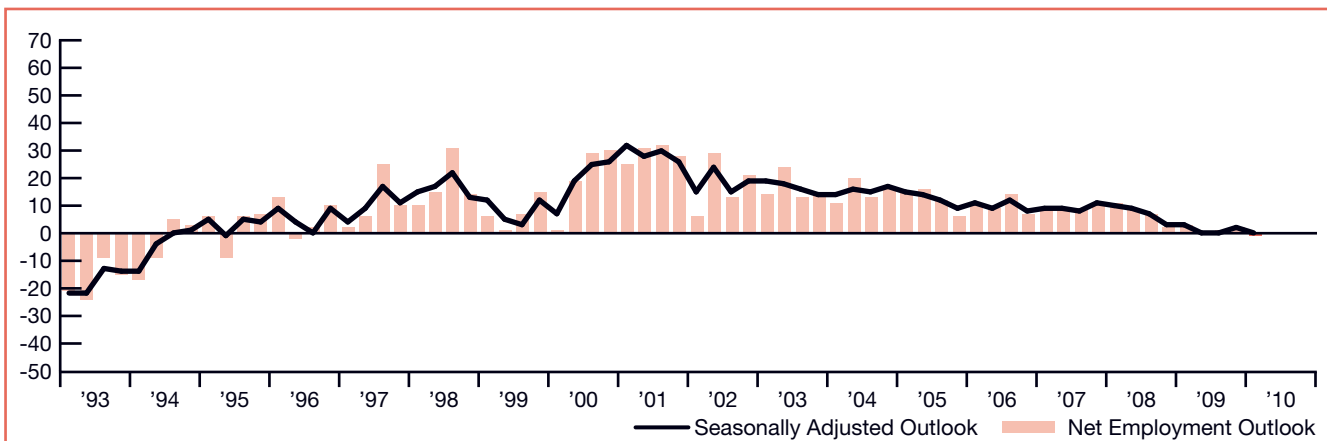


The Agriculture sector joined the survey in Q2 2002. No bar indicates Net Employment Outlook of zero.

Community & Social -1 (0)%

Flat hiring activity is forecast for the sector, with employers reporting a Net Employment Outlook of 0% for Quarter 1 2010. The Outlook is weaker by two percentage points quarter-over-quarter and by three percentage points year-over-year.

Based on unadjusted survey data, employers forecast an uncertain hiring climate, reflecting slight quarter-over-quarter and year-over-year declines in the Outlook by three and four percentage points, respectively.

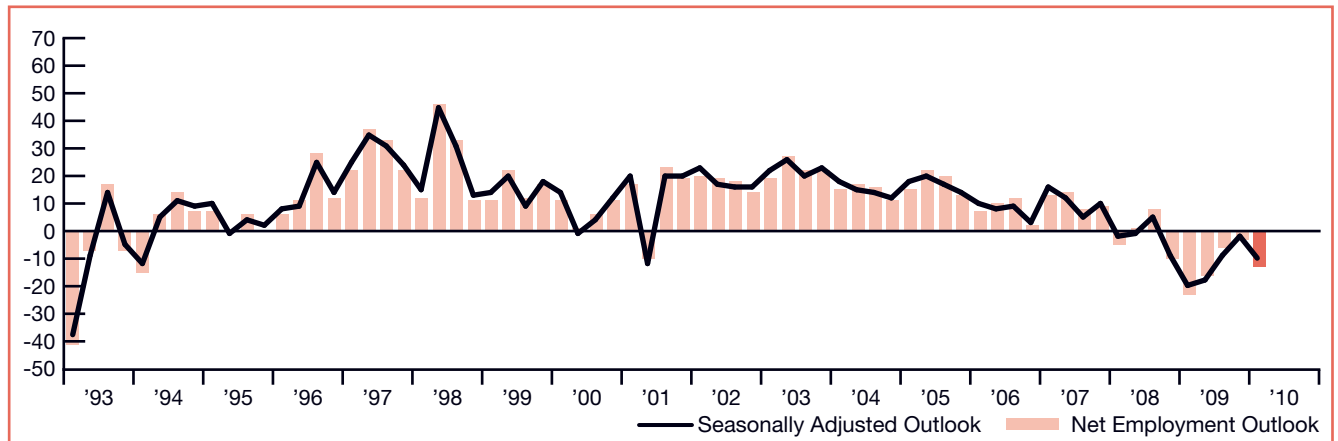


No bar indicates Net Employment Outlook of zero.

Construction -13 (-10)%

Construction sector employers report pessimistic hiring intentions for Quarter 1 2010, with a Net Employment Outlook of -10%, the sixth consecutive negative forecast in the sector. While the Outlook is eight percentage points weaker than in Quarter 4 2009, it has improved by a considerable ten percentage points year-over-year.

Based on unadjusted survey data, employers report gloomy hiring prospects for Quarter 1 2010. The Outlook is considerably weaker by ten percentage points quarter-over-quarter but considerably stronger year-over-year by ten percentage points.



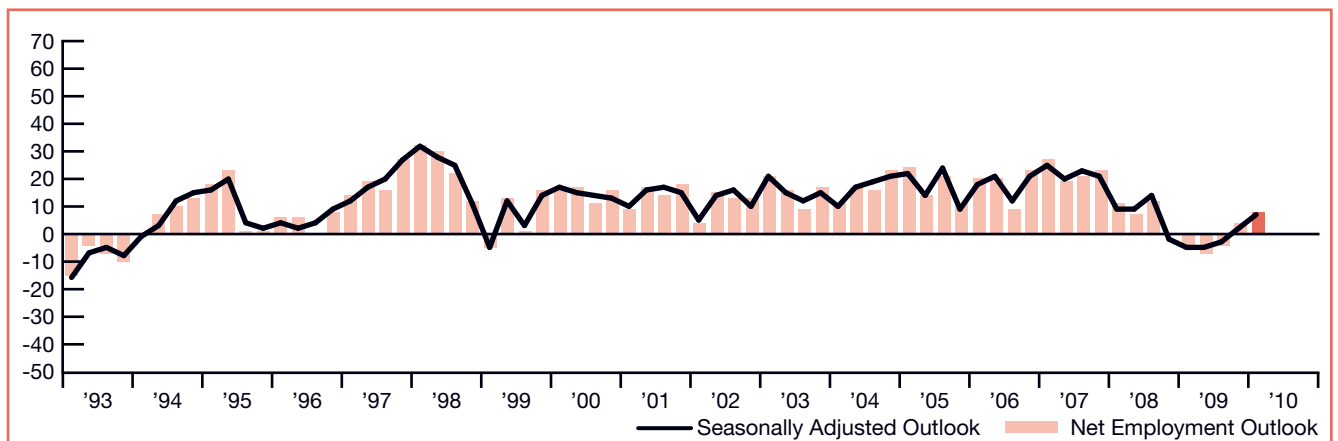
No bar indicates Net Employment Outlook of zero.

Finance & Business Services +8 (7)%

Employers anticipate moderate headcount growth during Quarter 1 2010 with a Net Employment Outlook of +7%. Hiring intentions have strengthened both quarter-over-quarter and year-over-year, by five and 12 percentage points, respectively.

In the Business Services sub-sector, employers report encouraging signs for job seekers, with a Net Employment Outlook of +8%. Hiring plans in the sub-sector have improved by a slight four percentage points when compared to the previous quarter, and are a considerable 13 percentage points stronger year-over-year. In the Finance sub-sector, employers forecast only modest growth, with an Outlook of +3%, which is weaker both quarter-over-quarter and year-over-year, by three and two percentage points, respectively.

Based on unadjusted survey data, employers are cautiously optimistic for the upcoming quarter, and have improved their forecast both quarter-over-quarter and year-over-year by four and 12 percentage points, respectively.



No bar indicates Net Employment Outlook of zero.

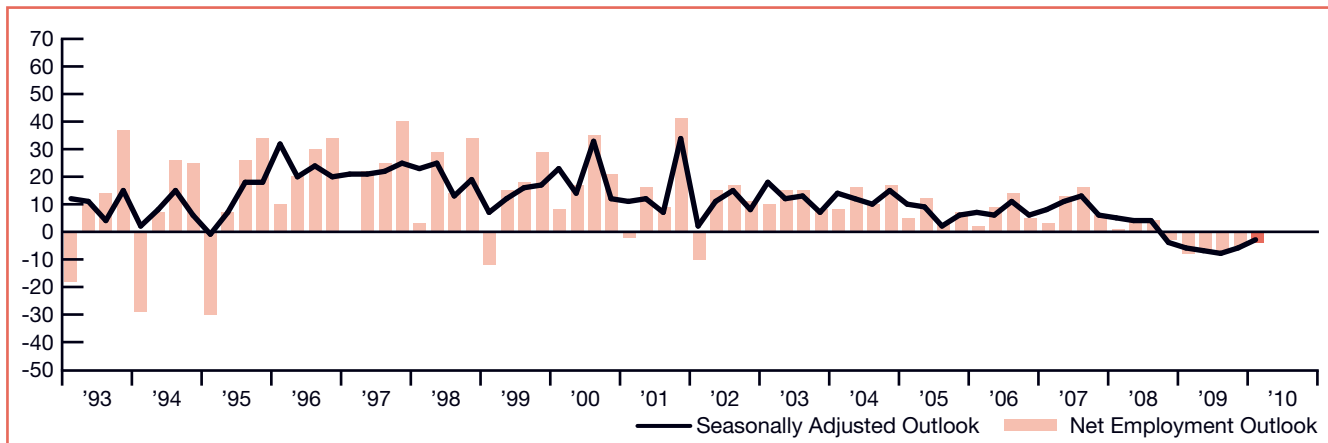
Hotels & Retail -4 (-3)%

Sector employers forecast a downbeat hiring pace for Quarter 1 2010, with a Net Employment Outlook of -3%. However, hiring plans are slightly stronger both quarter-over-quarter and year-over-year, improving by three percentage points in both cases.

Based on unadjusted survey data, the sector Outlook is muted, although it has remained relatively stable quarter-over-quarter, increasing by one percentage point, and by four percentage points by comparison with Quarter 1 2009.

In the B2B sub-sector, employers make a cautious prediction for the upcoming quarter, with a Net Employment Outlook of +1%. Hiring plans in the B2B

sub-sector have improved by a slight two percentage points quarter-over-quarter and by a moderate six percentage points year-over-year. In the B2C sector, however, hiring intentions are more downbeat, with employers reporting a Net Employment Outlook of -5%, which is four percentage points weaker when compared to Quarter 4 2009, but relatively stable year-over-year. In the Hotels & Restaurants sub-sector, employers report a sluggish labour market. However, the Outlook of -6% does reflect a considerable ten percentage point improvement on the previous quarter and remains relatively stable in the year-over-year comparison.

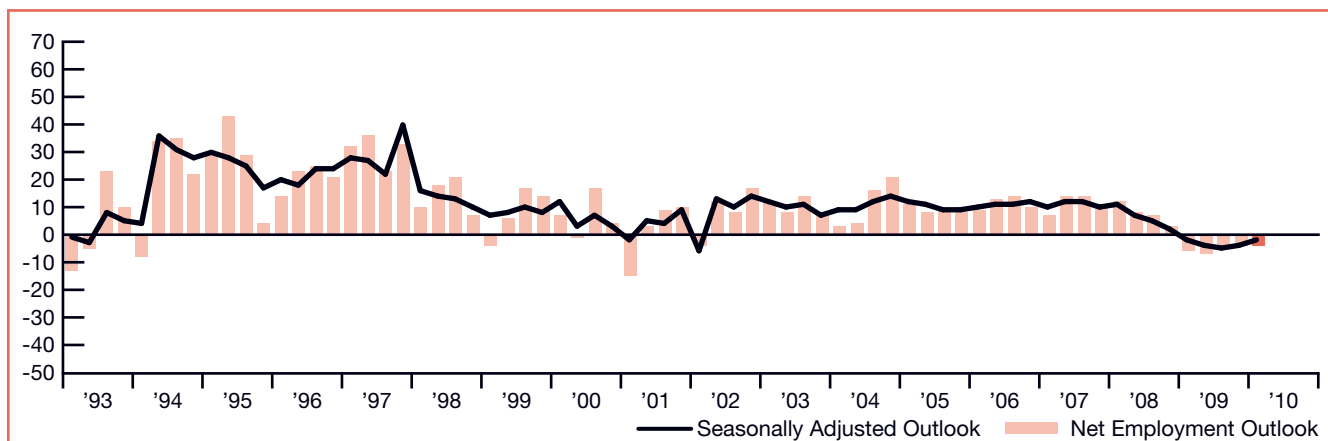


No bar indicates Net Employment Outlook of zero.

Manufacturing -4 (-2)%

Subdued hiring intentions are reported for the Manufacturing sector in Quarter 1 2010, with a Net Employment Outlook of -2%. Quarter-over-quarter, employers report a slight two percentage point improvement, while year-over-year, the Outlook remains unchanged.

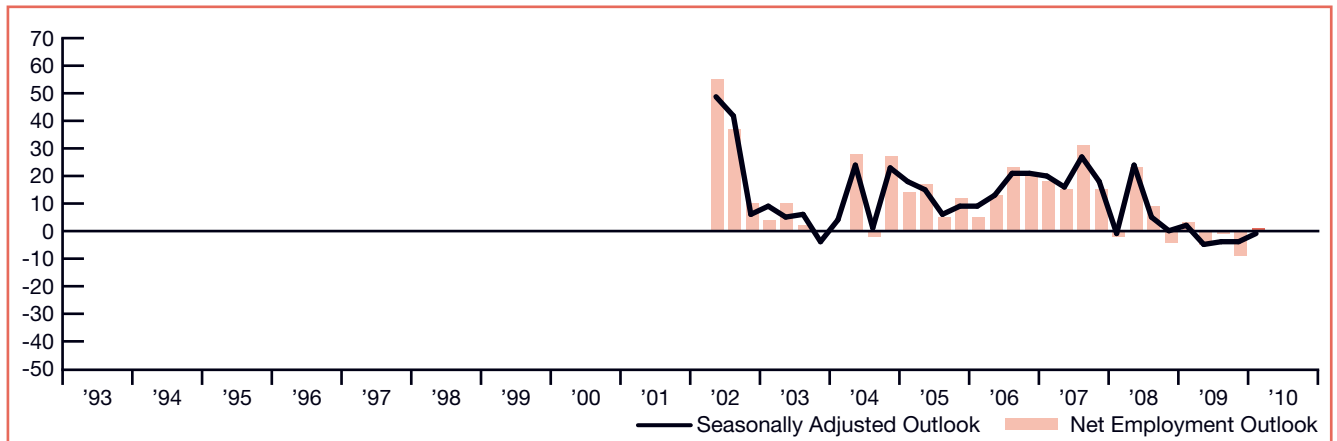
Based on unadjusted survey data, employers forecast a downbeat hiring pace for the second consecutive quarter at -4%, although the Outlook improves slightly year-over-year by two percentage points.



Mining +1 (-1)%

Employers in the Mining sector are expressing ambiguous hiring intentions for the upcoming quarter, reporting a Net Employment Outlook of -1%. Quarter-over-quarter, the Outlook improves slightly by three percentage points, but declines by three percentage points year-over-year.

Based on unadjusted survey data, employers anticipate a subdued labour market in Quarter 1 2010, although they report a considerable ten percentage point quarter-over-quarter improvement. Year-over-year, the Outlook is slightly weaker by two percentage points.



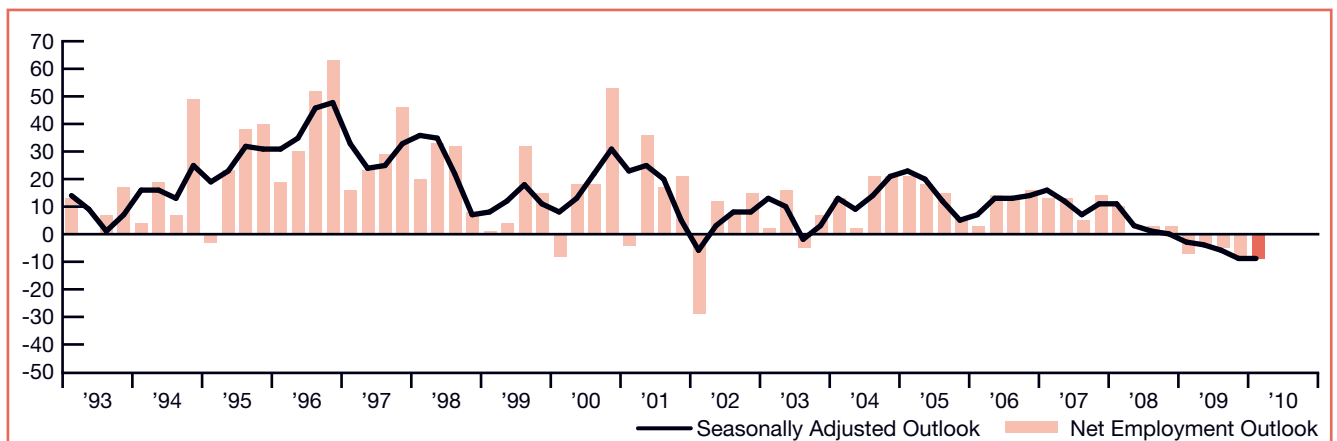
The Mining sector joined the survey in Q2 2002. No bar indicates Net Employment Outlook of zero.

Transport & Communications -9 (-9)%

For the second consecutive quarter, employers in the Transport and Communications sector forecast the weakest hiring environment in the sector since the survey began in Quarter 2 1992. The Net Employment Outlook remains at a downbeat -9%. Quarter-over-quarter the Outlook remains unchanged, but year-over-year, the Outlook is six percentage points weaker.

In the Transport sub-sector, employers report dim hiring intentions, with a Net Employment Outlook of -13% for the second consecutive quarter. Year-over-year, the Outlook for the sub-sector is slightly weaker. In the Telecoms sub-sector, employers report conservative hiring intentions for the upcoming quarter, with an Outlook of +6%. This represents a slight three percentage point improvement on the previous quarter, but is four percentage points weaker year-over-year.

Based on unadjusted survey data, employers anticipate a pessimistic hiring pace in Quarter 1 2010, for the second quarter in succession. Year-over-year, the Outlook is slightly weaker by two percentage points.

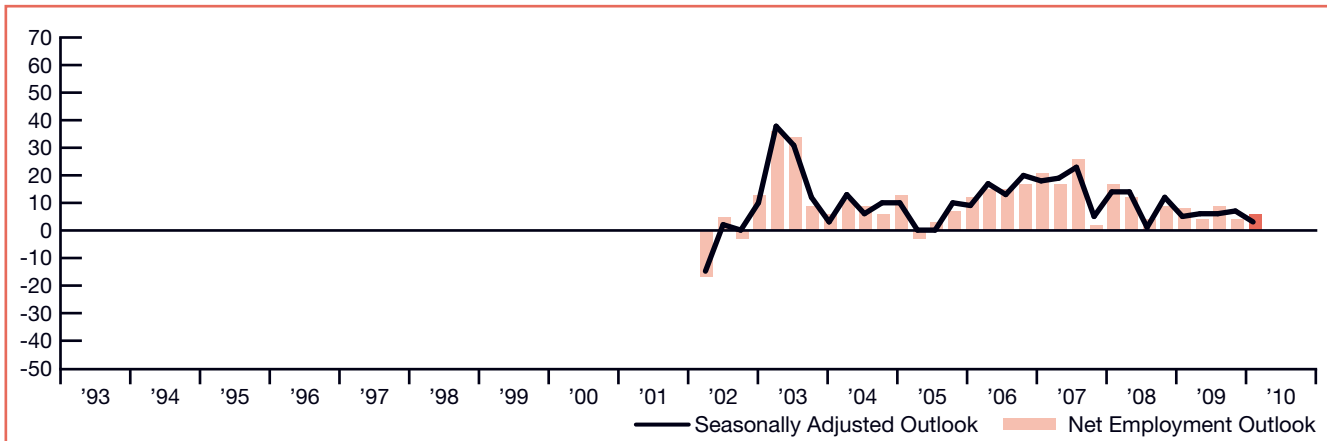


No bar indicates Net Employment Outlook of zero.

Utilities +6 (3)%

With a Net Employment Outlook of +3%, Utilities sector employers forecast modest headcount gains in Quarter 1 2010. However, the Outlook is weaker both quarter-over-quarter and year-over-year, declining by four and two percentage points, respectively.

Based on unadjusted survey data, employers are cautiously optimistic about the hiring environment in the upcoming quarter. The Outlook improves slightly by two percentage points quarter-over-quarter, but is slightly weaker by two percentage points year-over-year.



The Utilities sector joined the survey in Q2 2002.

Global Employment Outlook

| Americas | Net Employment Outlook | | | Qtr on Qtr Change | Yr on Yr Change |
|---------------|------------------------|----------------------|---------------------|---------------------|----------------------|
| | Quarter 1 2009 | Quarter 4 2009 | Quarter 1 2010 | Q4 2009 to Q1 2010 | Q1 2009 to Q1 2010 |
| | % | % | % | | |
| Argentina | 8 | 3 | 12 | 9 | 4 |
| Brazil | - | 21 | 31 | 10 | - |
| Canada | 7 (18) ¹ | 4 (7) ¹ | 2 (13) ¹ | -2 (6) ¹ | -5 (-5) ¹ |
| Colombia | 16 | 13 | 9 | -4 | -7 |
| Costa Rica | 19 | 6 | 20 | 14 | 1 |
| Guatemala | 7 | 1 | 12 | 11 | 5 |
| Mexico | -2 (-6) ¹ | 4 (4) ¹ | 6 (6) ¹ | 2 (2) ¹ | 8 (12) ¹ |
| Peru | 24 | 9 | 19 | 10 | -5 |
| United States | 3 (9) ¹ | -2 (-2) ¹ | 0 (6) ¹ | 2 (8) ¹ | -3 (-3) ¹ |

| Asia Pacific | Net Employment Outlook | | | Qtr on Qtr Change | Yr on Yr Change |
|--------------|------------------------|----------------------|----------------------|----------------------|----------------------|
| | Quarter 1 2009 | Quarter 4 2009 | Quarter 1 2010 | Q4 2009 to Q1 2010 | Q1 2009 to Q1 2010 |
| | % | % | % | | |
| Australia | 6 (6) ¹ | 9 (8) ¹ | 19 (19) ¹ | 10 (11) ¹ | 13 (13) ¹ |
| China | 9 (7) ¹ | 11 (10) ¹ | 14 (11) ¹ | 3 (1) ¹ | 5 (4) ¹ |
| Hong Kong | 1 (3) ¹ | 4 (4) ¹ | 13 (14) ¹ | 9 (10) ¹ | 12 (11) ¹ |
| India | 18 (21) ¹ | 34 (28) ¹ | 36 (39) ¹ | 2 (11) ¹ | 18 (18) ¹ |
| Japan | -3 (3) ¹ | -4 (-2) ¹ | -4 (-1) ¹ | 0 (1) ¹ | -1 (-4) ¹ |
| New Zealand | 0 (-1) ¹ | 1 (1) ¹ | 14 (13) ¹ | 13 (12) ¹ | 14 (14) ¹ |
| Singapore | -38 (-34) ¹ | 14 (17) ¹ | 22 (26) ¹ | 8 (9) ¹ | 60 (60) ¹ |
| Taiwan | -6 (-3) ¹ | 17 (19) ¹ | 22 (25) ¹ | 5 (6) ¹ | 28 (28) ¹ |

| EMEA* | Net Employment Outlook | | | Qtr on Qtr Change | Yr on Yr Change |
|----------------|----------------------------|---------------------------|---------------------------|---------------------------|--------------------------|
| | Quarter 1 2009 | Quarter 4 2009 | Quarter 1 2010 | Q4 2009 to Q1 2010 | Q1 2009 to Q1 2010 |
| | % | % | % | | |
| Austria | -2 (2) ¹ | -3 (-3) ¹ | -1 (3) ¹ | 2 (6) ¹ | 1 (1) ¹ |
| Belgium | 7 (6) ¹ | 2 (-1) ¹ | -4 (-5) ¹ | -6 (-4) ¹ | -11 (-11) ¹ |
| Czech Republic | -4 | -4 | -6 | -2 | -2 |
| France | -3 (-2) ¹ | 0 (-1) ¹ | 0 (1) ¹ | 0 (2) ¹ | 3 (3) ¹ |
| Germany | -1 (3) ¹ | -1 (-1) ¹ | 1 (5) ¹ | 2 (6) ¹ | 2 (2) ¹ |
| Greece | 3 | 0 | 1 | 1 | -2 |
| Hungary | - | -4 | -7 | -3 | - |
| Ireland | -14 (-12) ¹ | -10 (-8) ¹ | -13 (-11) ¹ | -3 (-3) ¹ | 1 (1) ¹ |
| Italy | -11 (-9) ¹ | -5 (-3) ¹ | -8 (-6) ¹ | -3 (-3) ¹ | 3 (3) ¹ |
| Netherlands | 6 (7) ¹ | 2 (0) ¹ | -3 (-3) ¹ | -5 (-3) ¹ | -9 (-10) ¹ |
| Norway | 5 (6) ¹ | 1 (4) ¹ | 5 (6) ¹ | 4 (2) ¹ | 0 (0) ¹ |
| Poland | 12 | 5 | 4 | -1 | -8 |
| Romania | 16 | -11 | -11 | 0 | -27 |
| South Africa | 13 | 1 | 13 | 12 | 0 |
| Spain | -13 (-12) ¹ | -11 (-8) ¹ | -12 (-11) ¹ | -1 (-3) ¹ | 1 (1) ¹ |
| Sweden | 0 (4) ¹ | 3 (3) ¹ | 2 (6) ¹ | -1 (3) ¹ | 2 (2) ¹ |
| Switzerland | 7 (5) ¹ | -3 (0) ¹ | 4 (1) ¹ | 7 (1) ¹ | -3 (-4) ¹ |
| UK | -5 (-4)¹ | 0 (-1)¹ | -1 (0)¹ | -1 (1)¹ | 4 (4)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.

Nearly 71,000 employers have been interviewed across 35 countries and territories to measure anticipated employment trends* between January and March 2010.

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

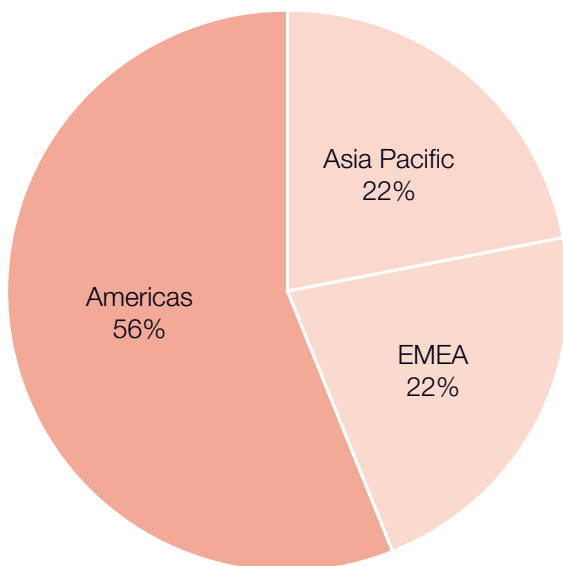
Hiring activity is expected to be mostly positive throughout the Asia Pacific and Americas, but employer forecasts in the Europe, Middle East & Africa (EMEA) region are mixed. Employers in 25 of the 35 countries and territories Manpower surveys expect to add to their workforces in Quarter 1 2010. In quarter-over-quarter comparisons, Outlooks improve in 25 of 35 countries and territories. Hiring expectations are also stronger in 19 of 33 countries and territories where year-over-year comparisons can be made.

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

Regionally, employers across the Americas report positive Net Employment Outlooks, with only employers in Colombia reporting a weaker forecast compared to Quarter 4 2009. Employers in Brazil, Costa Rica and Peru report the strongest hiring plans in the region. Job prospects in the U.S. and Mexico are the weakest in the region, however employer hiring sentiment is stronger than three months ago in both countries. Labour market strength in Asia Pacific 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, hiring sentiments are mixed with employers in nine countries indicating modest improvements from three months ago.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 1 2010 Manpower Employment Outlook Survey involved surveying nearly 71,000 human resource directors and senior hiring managers from public and private organisations worldwide. 56% of the respondents came from nine countries in the Americas; 22% from eight countries and territories across Asia Pacific; and 22% from 18 countries in EMEA.

International Comparisons – EMEA

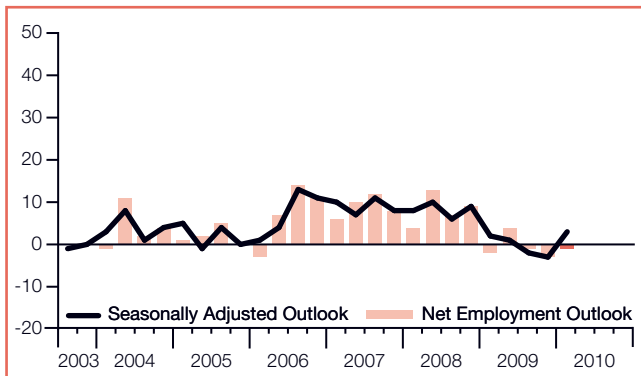
Interviews with nearly 16,000 employers across 18 countries were conducted to measure anticipated employment trends across the Europe, Middle East and Africa (EMEA) region for Quarter 1 2010.

Hiring expectations are mixed with employers in nine countries reporting positive hiring activity for the quarter ahead. Compared to three months ago, the pace of hiring is expected to improve in nine countries and in eight countries where year-over-year comparisons can be made. Hiring activity in the region is expected to be strongest in South Africa, Norway and Sweden. German employers are also anticipating a stronger labour market, fuelled partly by optimism in the Finance

and Business Services sector where 16 percent of employers indicate they will add to their workforce in the next three months.

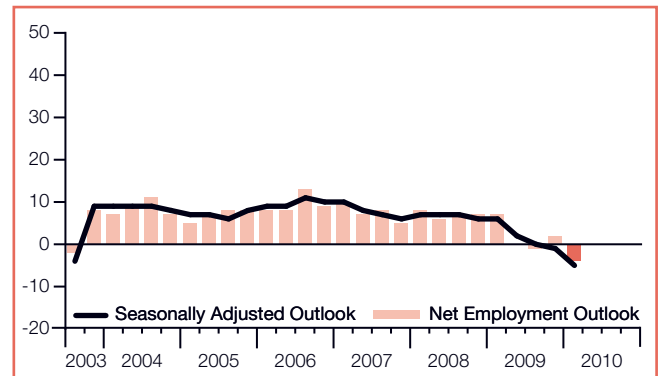
Negative hiring intentions are reported by employers in eight countries for the first three months of the year. Declining employer confidence among Dutch Manufacturing sector employers is contributing to the country's least optimistic – and only negative – forecast since the survey began in the country. Employers in Belgium, the Czech Republic, Hungary, Poland and Romania are also reporting their weakest hiring plans to date.

Austria



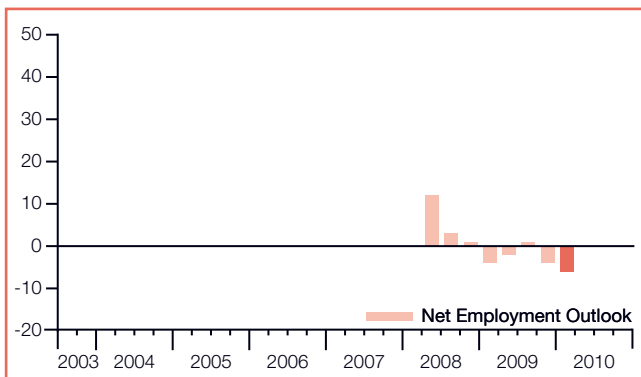
No bar indicates Net Employment Outlook of zero.

Belgium



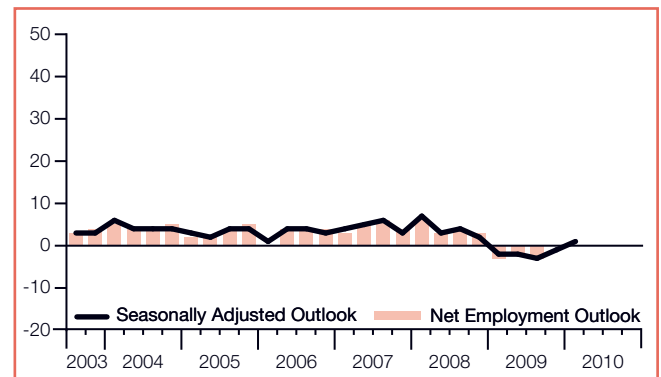
No bar indicates Net Employment Outlook of zero.

Czech Republic



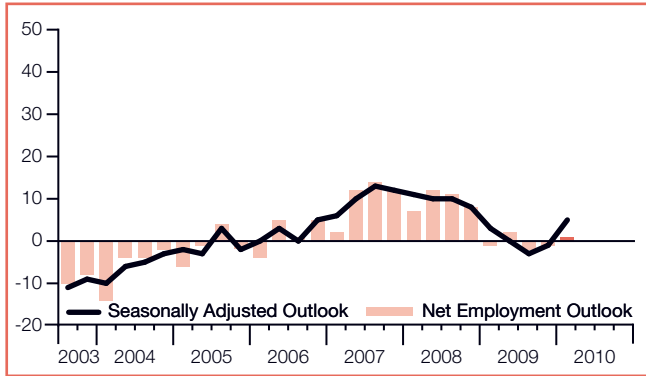
Czech Republic joined the survey in Q2 2008.

France

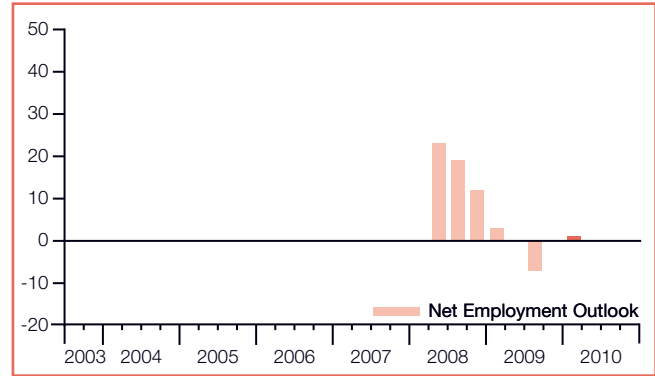


No bar indicates Net Employment Outlook of zero.

Germany

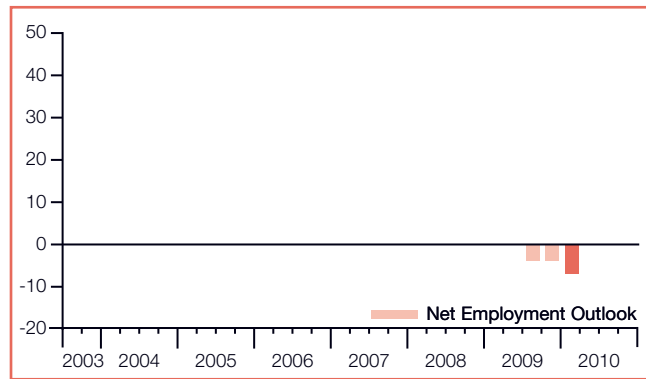


Greece



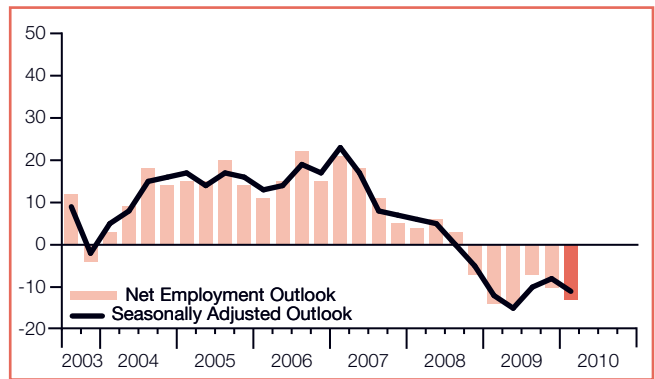
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Hungary

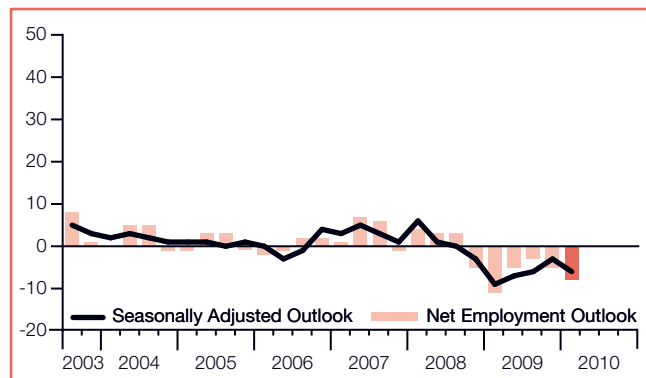


Hungary joined the survey in Q3 2009.

Ireland

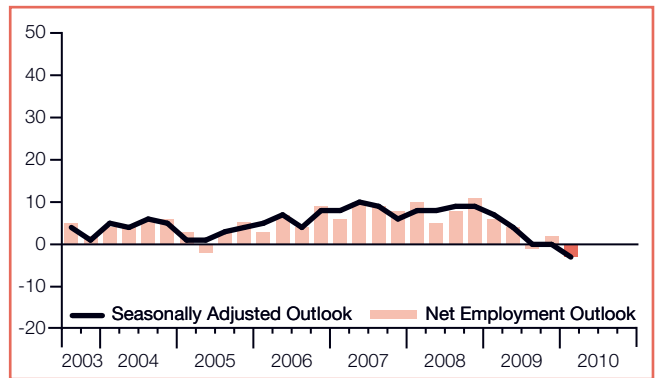


Italy

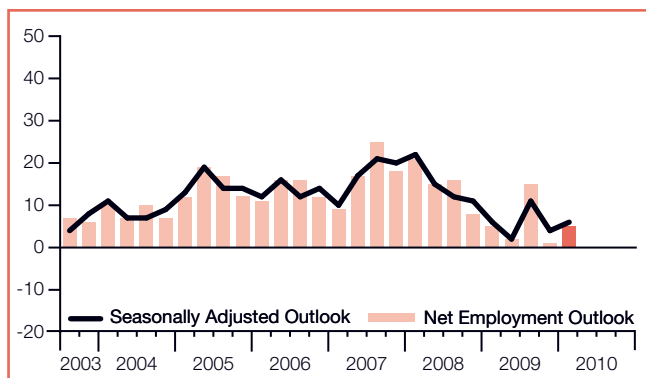


No bar indicates Net Employment Outlook of zero.

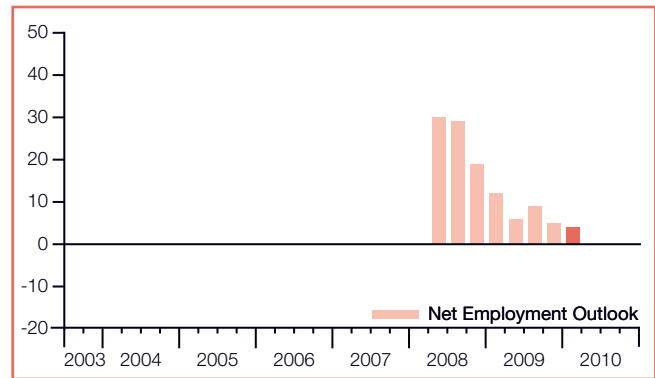
Netherlands



Norway

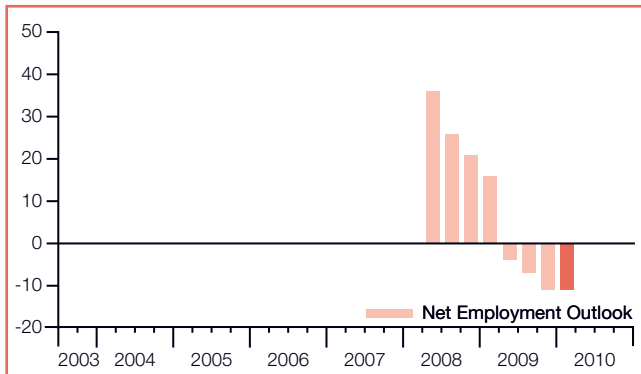


Poland



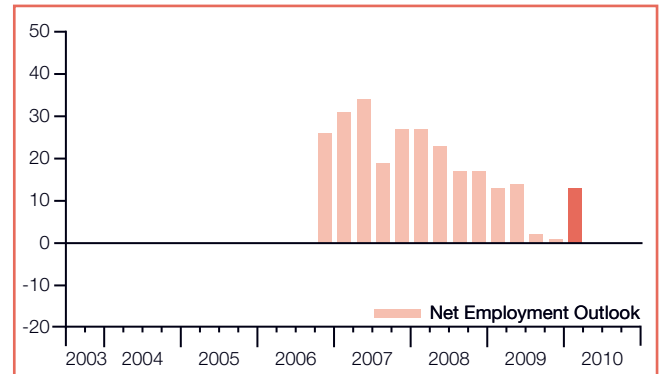
Poland joined the survey in Q2 2008.

Romania



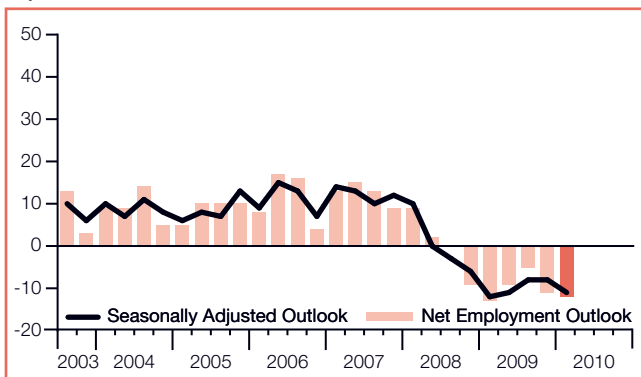
Romania joined the survey in Q2 2008.

South Africa



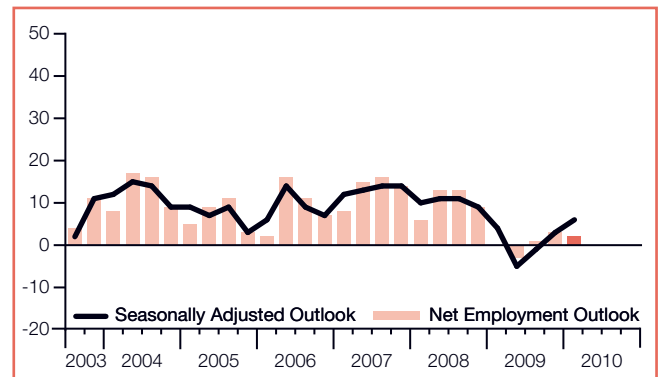
South Africa joined the survey in Q4 2006.

Spain



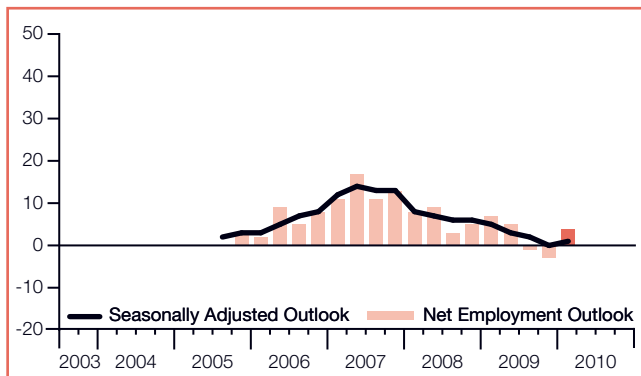
No bar indicates Net Employment Outlook of zero.

Sweden



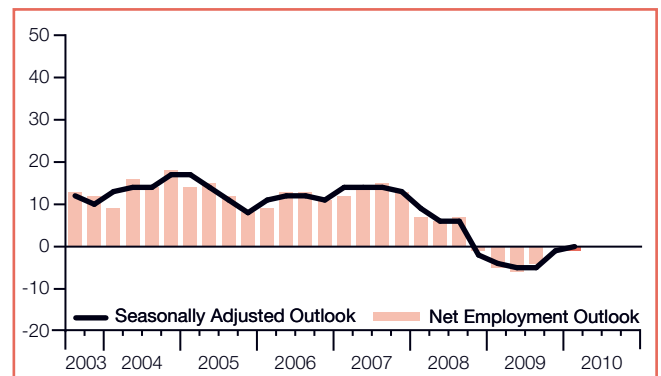
No bar indicates Net Employment Outlook of zero.

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.

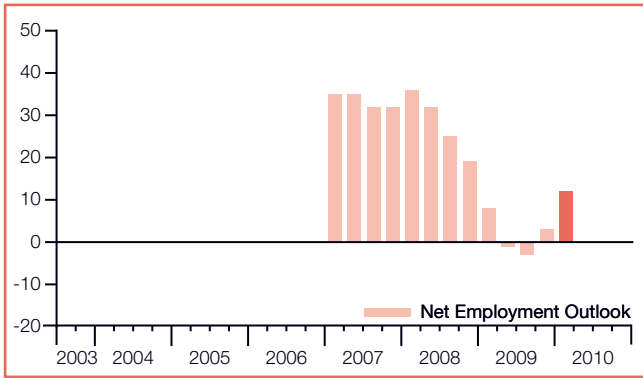
International Comparisons – Americas

Nearly 39,500 interviews were conducted across the Americas region to measure anticipated hiring activity between January and March 2010.

Employers across the nine countries surveyed in the region report varying degrees of positive hiring activity. On a quarter-over-quarter basis, only employers in Colombia are reporting weaker hiring plans. Meanwhile, year-over-year comparisons remain mixed; Outlooks strengthen in four of the eight countries where data is available. Notably, Mexican employers anticipate a stronger year-over-year hiring pace in every industry sector and region.

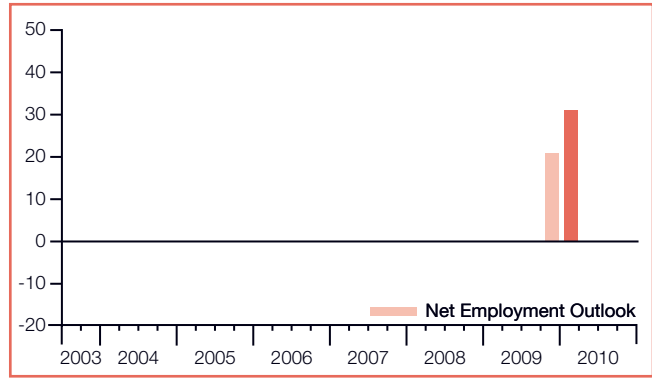
For the second consecutive quarter, employers in Brazil anticipate the most active hiring pace, driven by bullish forecasts in the Construction sector. Favourable opportunities for job seekers are also reported by employers in Costa Rica, Peru and Canada. Meanwhile, employers in the United States are more optimistic: they return the Outlook to positive territory three months after reporting the weakest jobs forecast since the survey began. Additionally, the percentage of U.S. employers saying they will hold on to their current staff through the next quarter is the highest in the history of the survey, suggesting some stability in the labour market for the quarter ahead.

Argentina



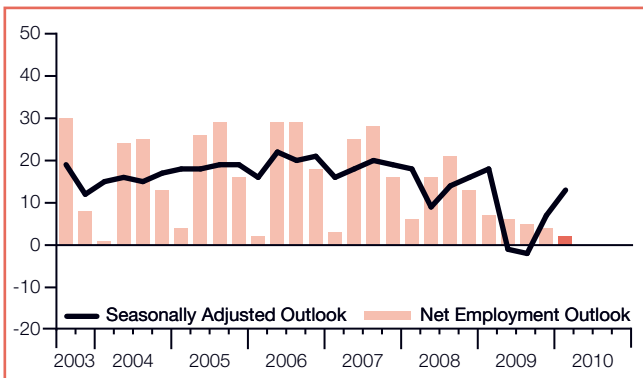
Argentina joined the survey in Q1 2007.

Brazil

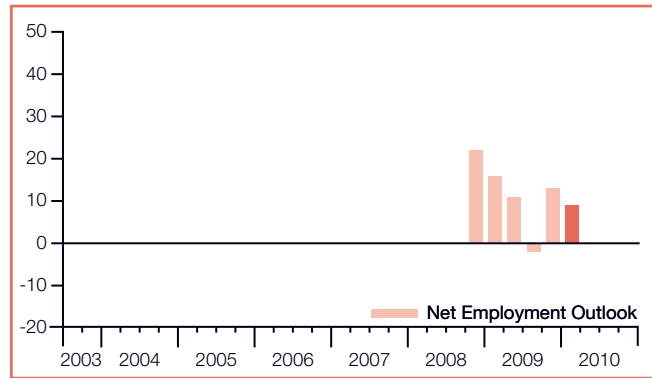


Brazil joined the survey in Q4 2009.

Canada

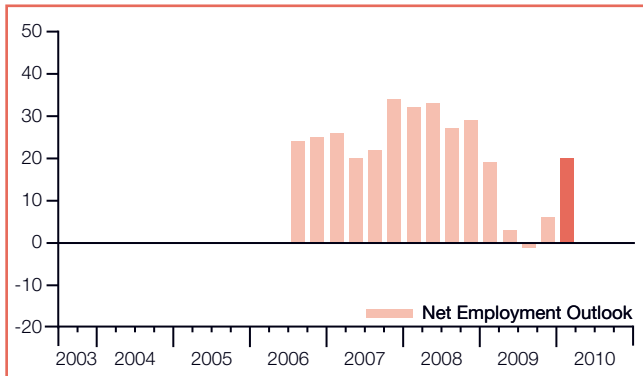


Colombia



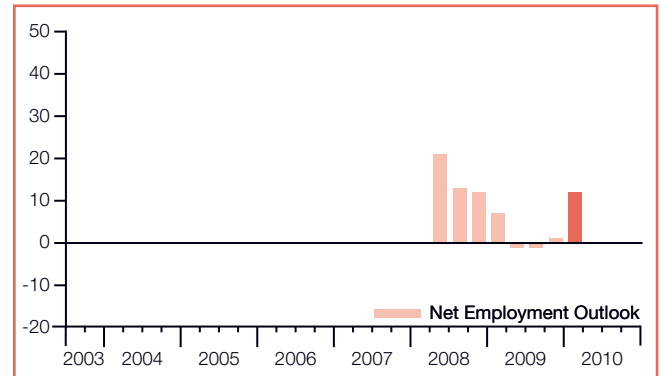
Colombia joined the survey in Q4 2008.

Costa Rica



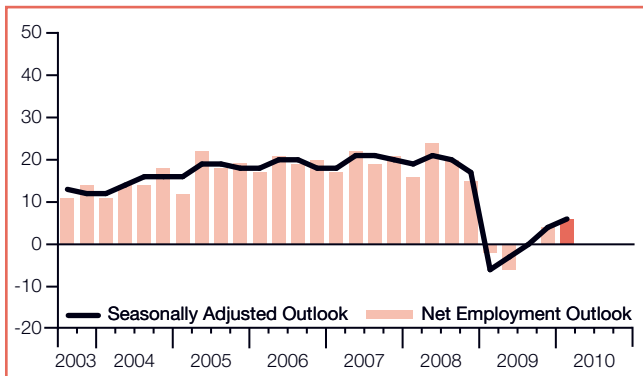
Costa Rica joined the survey in Q3 2006.

Guatemala



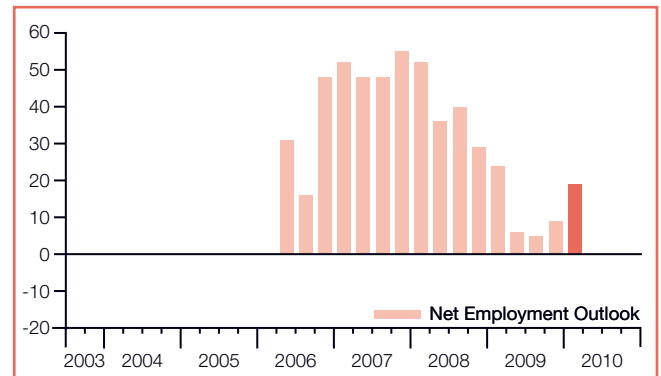
Guatemala joined the survey in Q2 2008.

Mexico



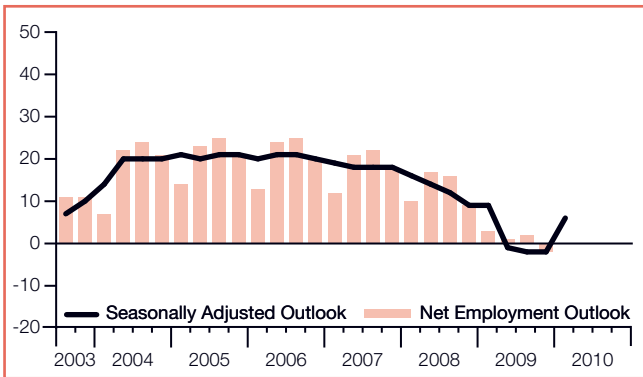
No bar indicates Net Employment Outlook of zero.

Peru



Peru joined the survey in Q2 2006.

USA



No bar indicates Net Employment Outlook of zero.

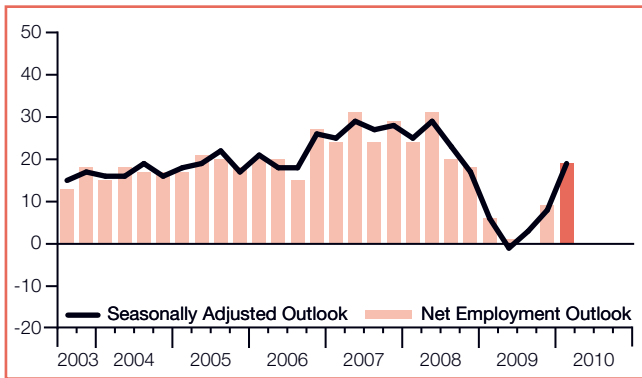
International Comparisons – Asia Pacific

Nearly 16,000 interviews have been conducted across the Asia Pacific region to measure anticipated hiring activity between January and March 2010. Hiring plans are strongest in India, Singapore, Taiwan and Australia, with Japanese employers reporting the weakest – and only negative – Outlook. Employer optimism has increased from Quarter 4 2009 in all eight countries and territories surveyed. Year-over-year comparisons also reveal stronger hiring plans in all countries and territories except Japan.

forecasts for the sector improving in every country and territory from both three months ago and this time last year. Considerable quarter-over-quarter and year-over-year improvements in India's Services sector are a key reason why the country's employers are anticipating the strongest hiring plans in the region. Conversely, the survey indicates Japanese employers will remain the most reluctant to hire in the region: the weakest job prospects are reported in Japan's Transportation & Utilities sector where 24 percent of employers plan to reduce staff in the next three months.

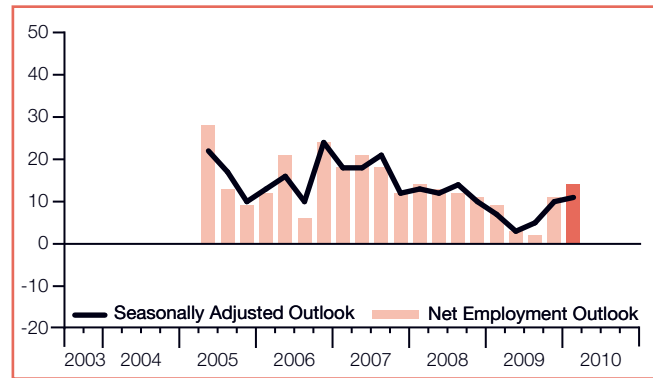
Employer hiring intentions in the Manufacturing sector are boosting optimism throughout the region with

Australia



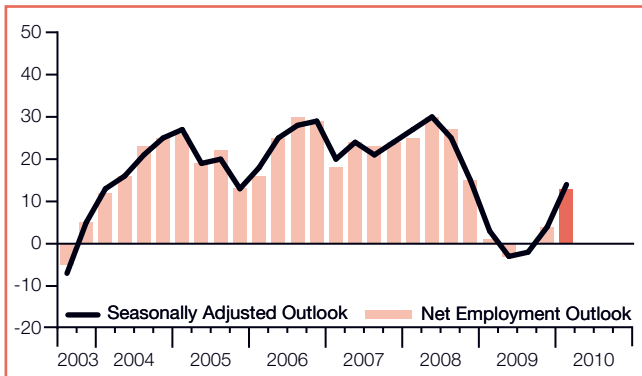
No bar indicates Net Employment Outlook of zero.

China



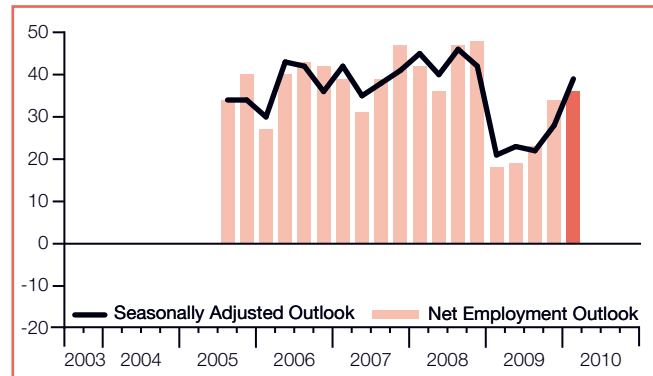
China joined the survey in Q2 2005.

Hong Kong



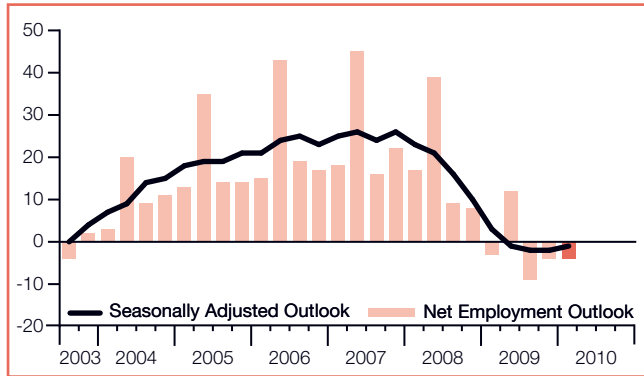
No bar indicates Net Employment Outlook of zero.

India

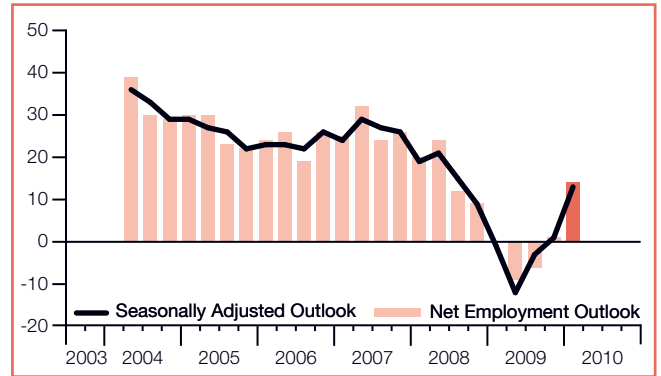


India joined the survey in Q3 2005.

Japan

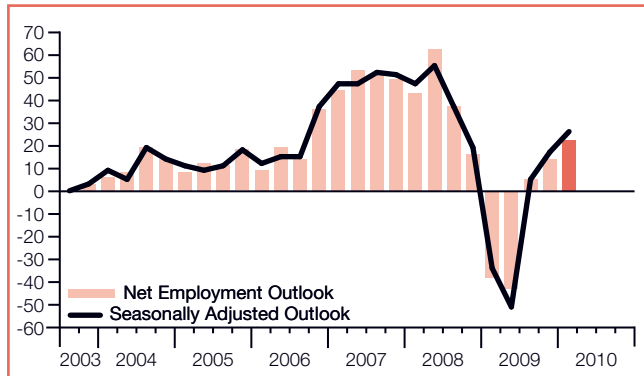


New Zealand



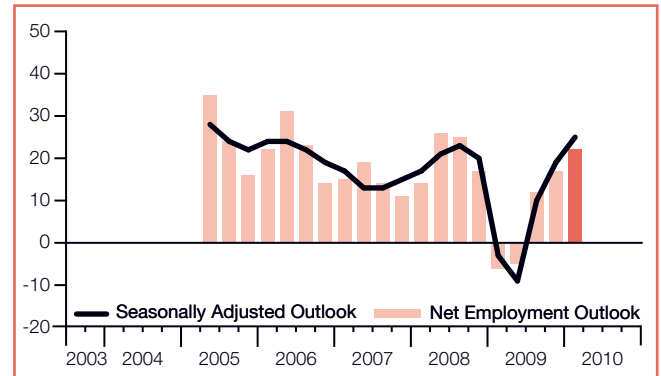
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

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 40 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 71,000 public and private employers across 35 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.

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 March 2010 as compared to the current quarter?"

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 35 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.

In the UK, the national survey includes 2,102 employers. With this number of interviews, the margin of error for the UK survey is +/- 2.1%.

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 that expect 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, Singapore, Spain, Sweden, Switzerland, 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.

About Manpower Inc.

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 the Manpower 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 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, 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, Peru and South Africa 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.
- 2007 Manpower operations in Argentina launch 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.

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 \$22 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 4,100 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.

About Manpower UK

Manpower is one of the largest and most innovative companies in the UK's employment services industry; creating and delivering services that enable its clients to win in the changing world of work. The company provides a wide range of services including permanent, temporary and contract recruitment, employee assessment and selection, training, outplacement, outsourcing and consulting.

Manpower was established in the UK in 1956, and today works with organisations in both the public and private sectors, ranging from small and medium size enterprises, to multi-national organisations such as BT, Hertfordshire County Council, IBM, Royal Mail and Xerox.

The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction, enabling customers to concentrate on their core business. Manpower works across all industries finding people for every level of an organisation.

Manpower Professional, a division of Manpower UK, offers comprehensive, expert recruitment services in the accountancy and finance sectors, backed by award-winning training, assessment and selection.

Manpower UK has a network of over 300 offices and is a subsidiary of Manpower Inc, a worldwide network of 4,100 offices in 82 countries and territories.

For more information, see manpower.co.uk

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www.manpower.co.uk

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