

Q2 / 2011

Manpower
Employment
Outlook Survey
New Zealand

A Manpower Research Report



Manpower®

Q2/11

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New Zealand Employment Outlook

The Manpower Employment Outlook Survey for the second quarter 2011 was conducted by interviewing a representative sample of 652 employers in New Zealand.

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?”

Employers in New Zealand forecast an upbeat hiring pace in Quarter 2 2011. With 26% of employers expecting headcount to increase, 8% predicting a decrease and 65% anticipating no change, the resulting Net Employment Outlook stands at +18%.

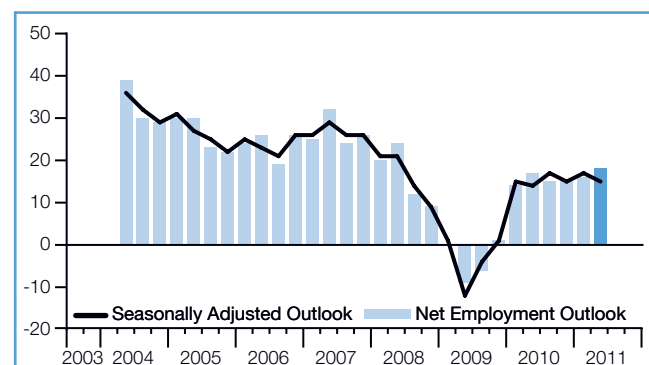
When compared with the previous quarter, the Outlook improves by two percentage points. Year-over-year, hiring prospects remain relatively stable.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +15%. Quarter-over-quarter, hiring prospects are slightly weaker, with a decline in the Outlook of two percentage points, but year-over-year, hiring plans remain relatively stable.

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.

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
	%	%	%	%	%	%
Apr-June 2011	26	8	65	1	18	15
Jan-Mar 2011	24	8	67	1	16	17
Oct-Dec 2010	22	7	71	0	15	15
July-Sep 2010	22	7	71	0	15	17
Apr-June 2010	23	6	71	0	17	14



No bar indicates Net Employment Outlook of zero.

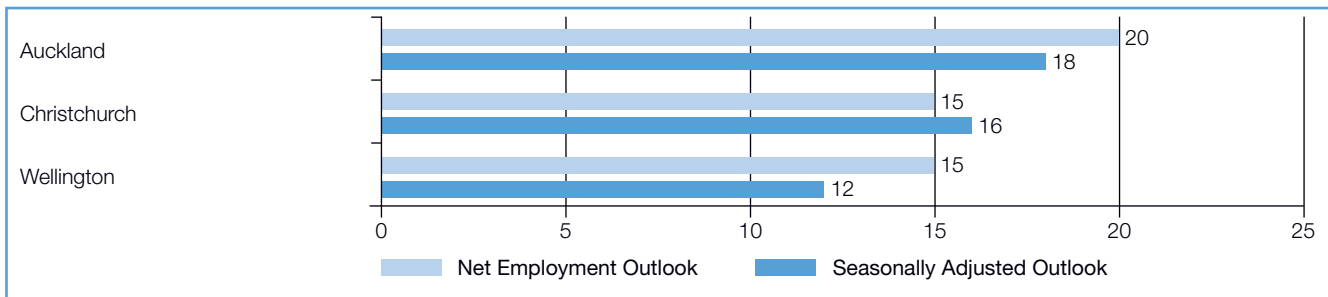
Regional Comparisons

Employers in all three regions forecast an increase in staffing levels during Quarter 2 2011. Auckland employers report a favourable hiring climate, with a Net Employment Outlook of +18%, and the Christchurch Outlook stands at a hopeful +16%. In Wellington, a respectable hiring pace is predicted, with the Outlook standing at +12%.

Quarter-over-quarter, hiring prospects are slightly stronger in both Auckland and Christchurch, with Outlooks improving by two percentage points in both regions. However, Wellington employers report a slight decline of three percentage points.

Year-over-year, the Auckland Outlook improves by three percentage points, and a two percentage point increase is reported in Christchurch. In Wellington, meanwhile, the Outlook declines by six percentage points.

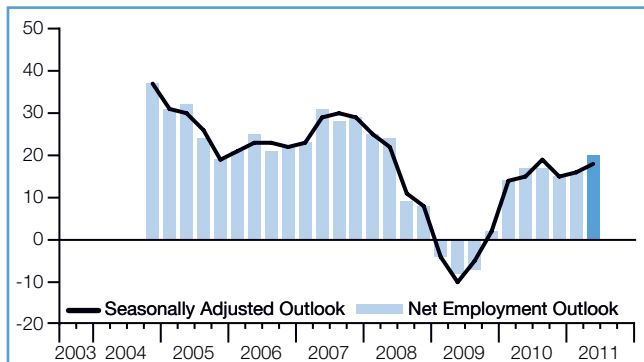
Based on unadjusted survey data, a steady hiring pace is anticipated in all three regions, with the strongest prospects for job seekers reported by Auckland employers. Quarter-over-quarter, the Auckland Outlook is slightly stronger, but a slight decline is reported in Christchurch. Year-over-year, Outlooks are slightly stronger in Auckland and Christchurch, but moderately weaker in Wellington.



Auckland +20 (18)%

With a Net Employment Outlook of +18%, Auckland employers forecast a positive hiring climate for the coming quarter. The Outlook improves both quarter-over-quarter and year-over-year, by two and three percentage points, respectively.

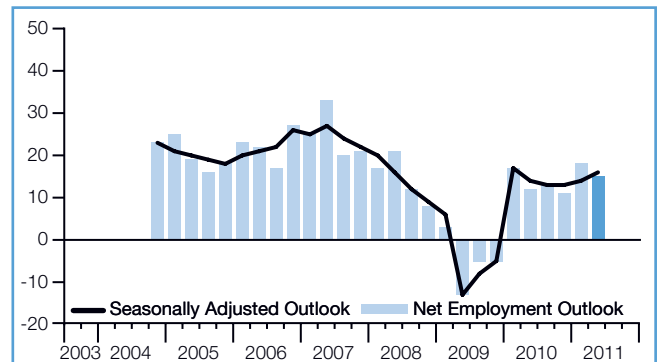
Based on unadjusted survey data, employers anticipate steady headcount growth in Quarter 2 2011. Quarter-over-quarter and year-over-year, employers report slightly stronger hiring intentions.



Christchurch +15 (16)%

Employers predict an upbeat hiring pace in Quarter 2 2011, reporting a Net Employment Outlook of +16%. Hiring prospects improve by two percentage points both quarter-over-quarter and year-over-year.

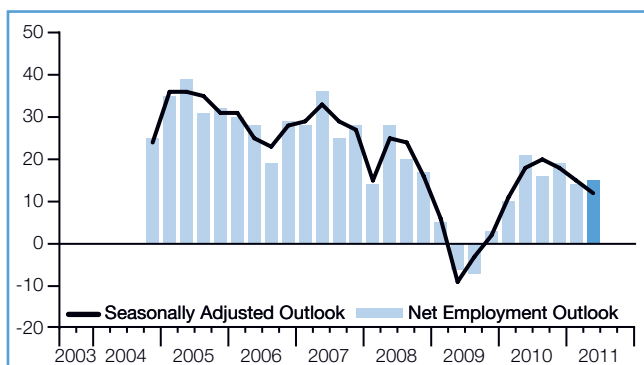
Based on unadjusted survey data, employers predict a positive labour market in the coming quarter, although the Outlook is slightly weaker quarter-over-quarter. Year-over-year, hiring plans are slightly stronger.



Wellington +15 (12)%

A respectable level of headcount growth is forecast by Wellington employers for Quarter 2 2011, with a Net Employment Outlook of +12%. However, hiring prospects weaken both quarter-over-quarter and year-over-year, with the Outlook declining by three and six percentage points, respectively.

Based on unadjusted survey data, employers report hopeful hiring plans for Quarter 2 2011. The Outlook is relatively stable quarter-over-quarter, but moderately weaker year-over-year.



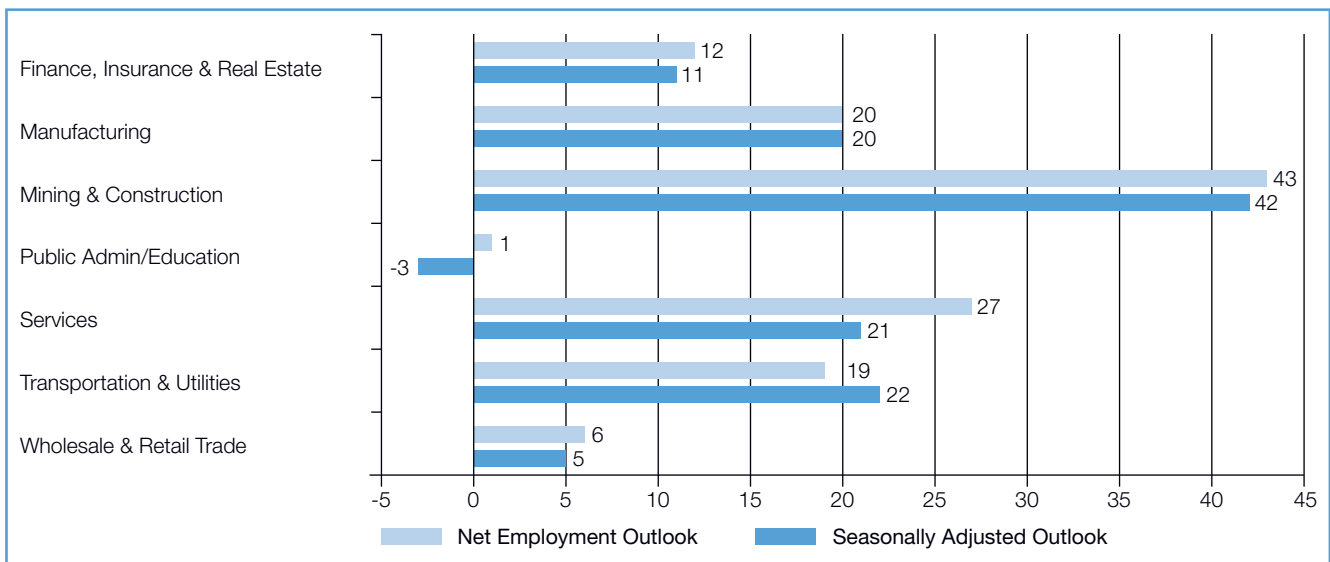
Sector Comparisons

Employers in six of the seven industry sectors predict an increase in staffing levels during Quarter 2 2011. A dynamic hiring pace is forecast in the Mining & Construction sector, where the Net Employment Outlook stands at +42%. Healthy hiring activity is expected in both the Transportation & Utilities sector and the Services sector, with employers reporting Outlooks of +22% and +21%, respectively. The Manufacturing sector Outlook stands at an upbeat +20%. However, Public Administration & Education sector employers anticipate negative headcount growth, with an Outlook of -3%.

Quarter-over-quarter, employers in two of the seven industry sectors report considerably stronger hiring prospects. The Mining & Construction sector Outlook improves by 20 percentage points, and the Transportation & Utilities sector Outlook is 10 percentage points stronger. Elsewhere, there is no change in the Outlooks for three sectors, while employers in two report weaker hiring plans, including the Public Administration & Education sector, where the Outlook declines by eight percentage points.

Year-over-year, hiring prospects strengthen in three industry sectors. Outlooks in both the Mining & Construction sector and the Transportation & Utilities sector are 19 percentage points stronger, and a seven percentage point increase is reported in the Services sector. Meanwhile, employers in three sectors report weaker hiring plans. The Finance, Insurance & Real Estate sector Outlook declines by 20 percentage points, and a 10 percentage point decrease is reported in the Public Administration & Education sector.

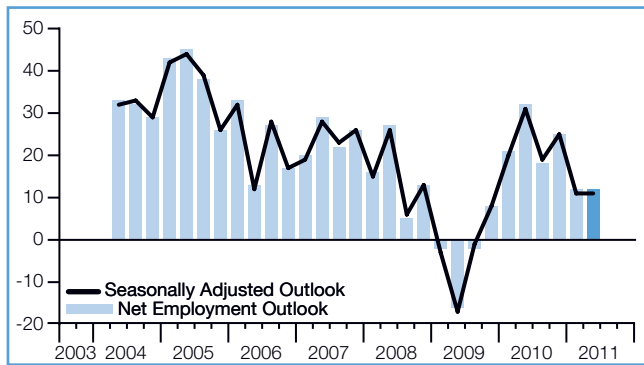
Based on unadjusted survey data, employers in all seven industry sectors forecast headcount growth during Quarter 2 2011. Hiring prospects are particularly bullish in the Mining & Construction sector, and Services sector employers report strong hiring plans. Quarter-over-quarter, the Outlook strengthens in three sectors, but declines in two. When compared to Quarter 2 2010, the Outlook improves in three sectors but also declines in three.



Finance, Insurance & Real Estate +12 (11)%

With a Net Employment Outlook of +11%, employers anticipate respectable headcount gains in Quarter 2 2011. The Outlook is unchanged quarter-over-quarter, but declines by a considerable margin of 20 percentage points when compared with Quarter 2 2010.

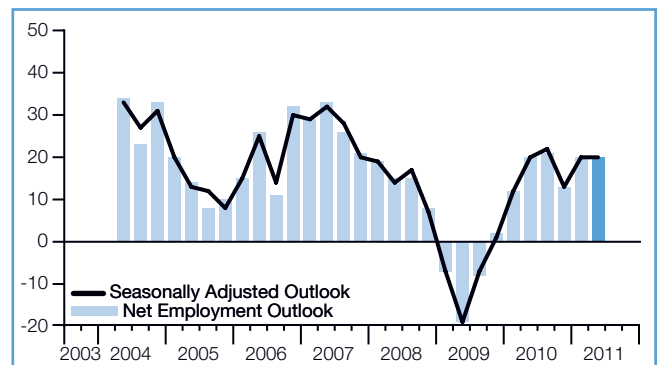
Based on unadjusted survey data, employers report hopeful hiring plans for the upcoming quarter. The Outlook is unchanged quarter-over-quarter, but considerably weaker year-over-year.



Manufacturing +20 (20)%

Employers anticipate an upbeat hiring pace in the coming quarter, reporting a Net Employment Outlook of +20%. The Outlook is unchanged both quarter-over-quarter and year-over-year.

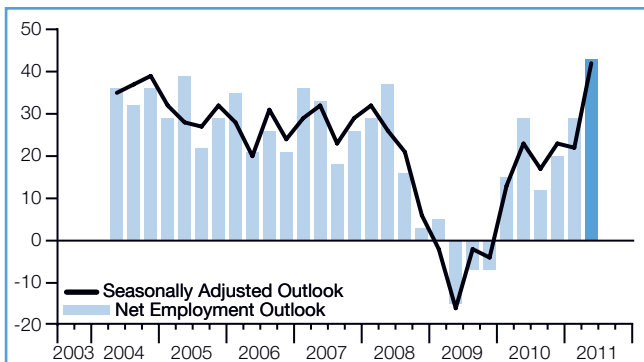
Based on unadjusted survey data, hopeful hiring intentions are reported for Quarter 2 2011. Employers report no change in the Outlook both quarter-over-quarter and year-over-year.



Mining & Construction +43 (42)%

Sector employers forecast the most dynamic hiring climate since the survey began in Quarter 2 2004, reporting a booming Net Employment Outlook of +42%. The Outlook improves considerably both quarter-over-quarter and year-over-year, increasing by 20 and 19 percentage points, respectively.

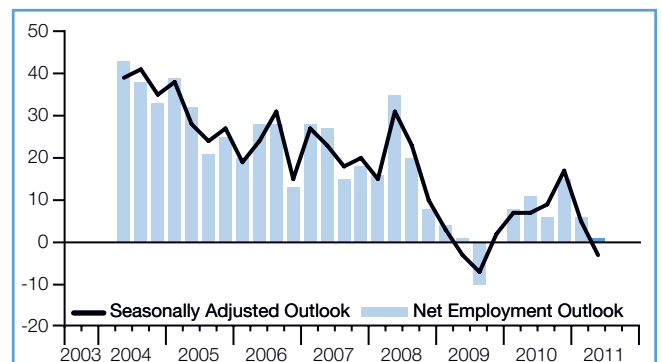
Based on unadjusted survey data, employers report bullish hiring plans for the coming quarter. The Outlook is considerably stronger both quarter-over-quarter and year-over-year.



Public Administration & Education +1 (-3)%

Uncertain hiring prospects are evident in the sector for Quarter 2 2011, with employers reporting a Net Employment Outlook of -3%. The Outlook weakens by eight percentage points quarter-over-quarter and by 10 percentage points year-over-year.

Based on unadjusted survey data, employers forecast a soft labour market in the coming quarter. The Outlook is moderately weaker quarter-over-quarter, and declines considerably when compared with Quarter 2 2010.

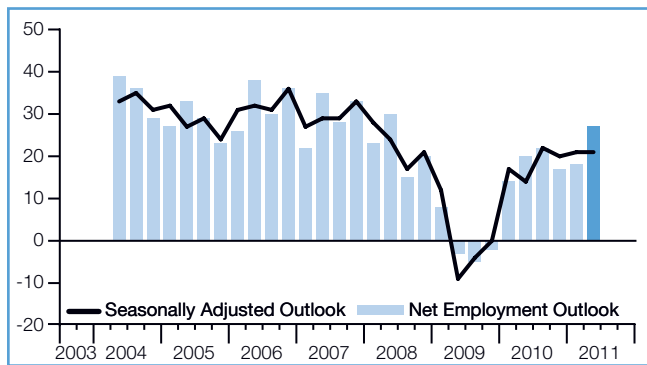


No bar indicates Net Employment Outlook of zero.

Services +27 (21)%

Sector employers anticipate a healthy hiring pace in the coming quarter, reporting a Net Employment Outlook of +21%. The Outlook is unchanged quarter-over-quarter, and improves by seven percentage points year-over-year.

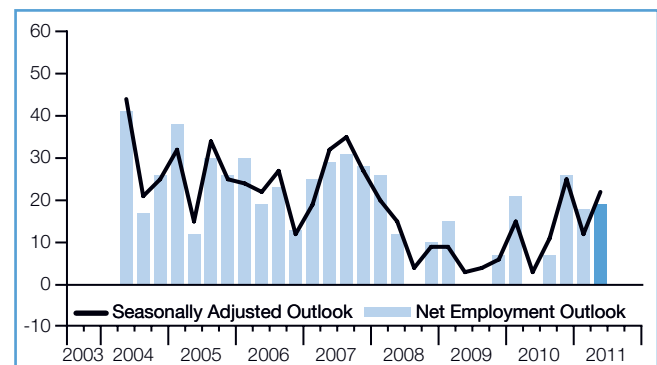
Based on unadjusted survey data, employers predict an active labour market in Quarter 2 2011. The Outlook is considerably stronger when compared with the previous quarter, and is also moderately stronger year-over-year.



Transportation & Utilities +19 (22)%

With a Net Employment Outlook of +22%, employers forecast solid headcount gains in Quarter 2 2011. Hiring prospects strengthen considerably both quarter-over-quarter and year-over-year, with the Outlook increasing by 10 and 19 percentage points, respectively.

Based on unadjusted survey data, employers report hopeful hiring intentions for Quarter 2 2011. Quarter-over-quarter, the Outlook remains relatively stable, while year-over-year, it is considerably stronger.

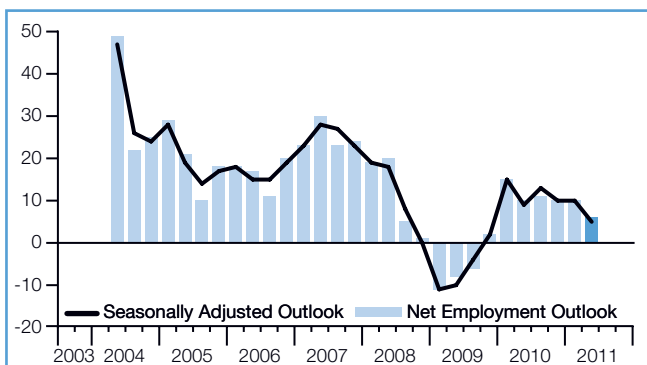


No bar indicates Net Employment Outlook of zero.

Wholesale & Retail Trade +6 (5)%

A modest increase in staffing levels is likely in Quarter 2 2011, according to employers, who report a Net Employment Outlook of +5%. However, the Outlook declines both quarter-over-quarter and year-over-year, decreasing by five and four percentage points, respectively.

Based on unadjusted survey data, employers report some opportunities to grow headcount during the coming quarter. The Outlook declines slightly, both quarter-over-quarter and 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.

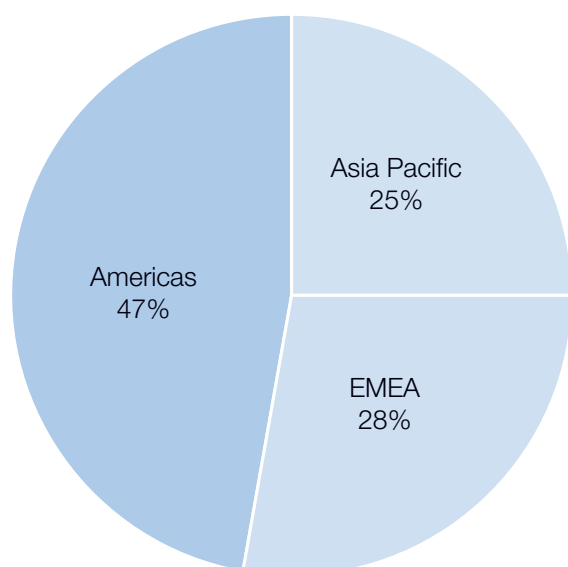
Employers in India, Taiwan, Brazil, China, Turkey and Singapore report the strongest second quarter hiring plans, while those in Greece, Spain, Ireland and Italy report the weakest hiring forecasts. The hiring pace is expected to improve from three months ago in 18 of 39 countries and territories. In 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 organisations 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.

Manpower Employment Outlook Survey New Zealand

	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.

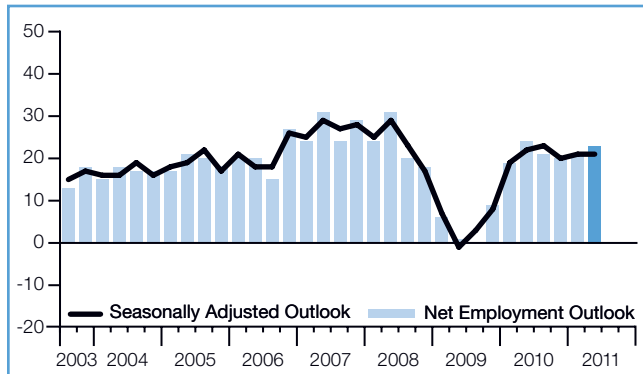
International Comparisons – Asia Pacific

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.

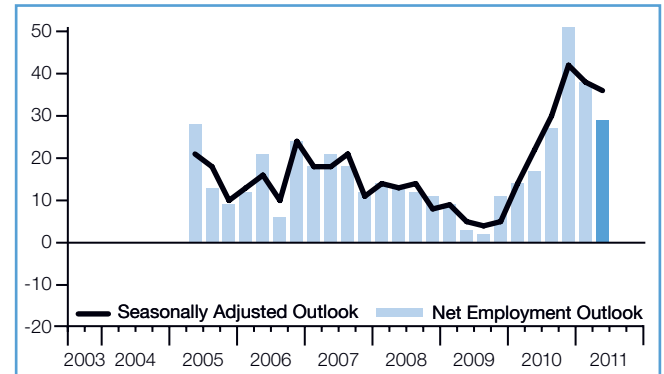
In India, employers in each of the surveyed industry sectors and regions are forecasting a vigorous hiring pace in the next three months and the country's Net Employment Outlook is the most optimistic reported since the survey began in Q3 2005. Taiwanese employers are also forecasting the strongest hiring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

Australia



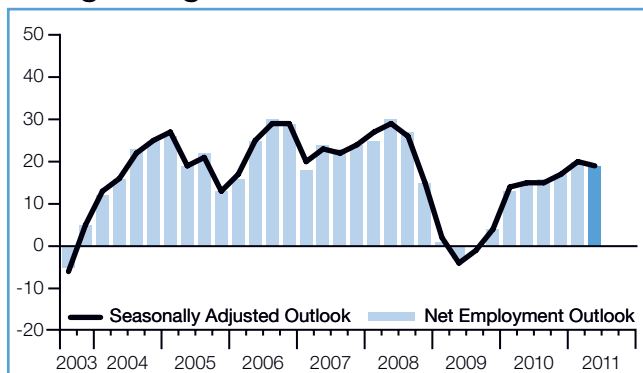
No bar indicates Net Employment Outlook of zero.

China



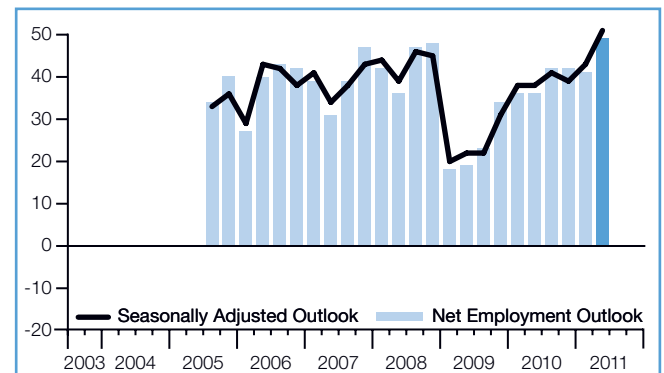
China joined the survey in Q2 2005.

Hong Kong



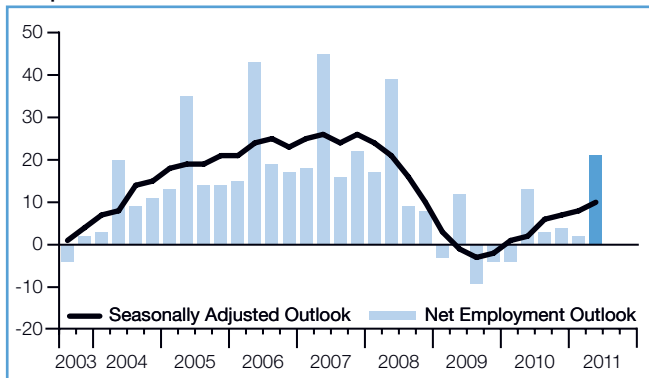
No bar indicates Net Employment Outlook of zero.

India

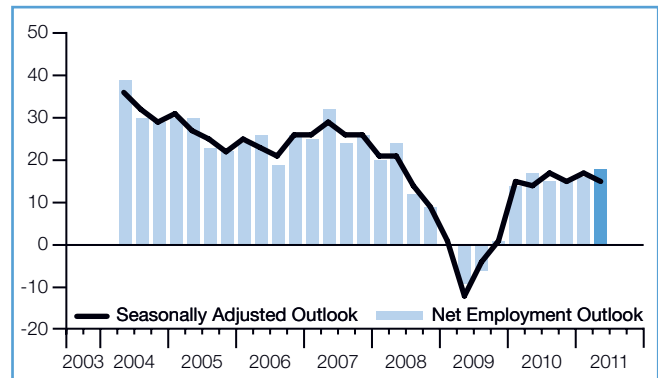


India joined the survey in Q3 2005.

Japan

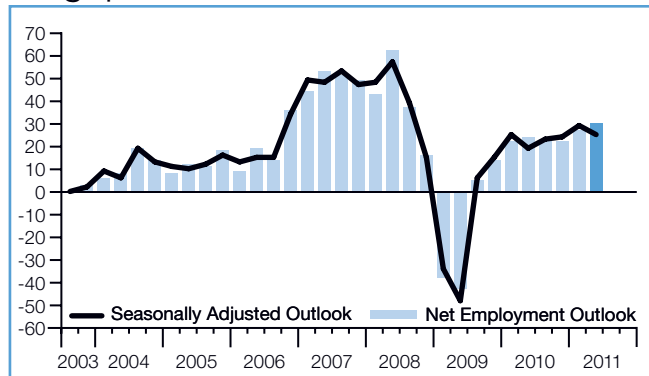


New Zealand



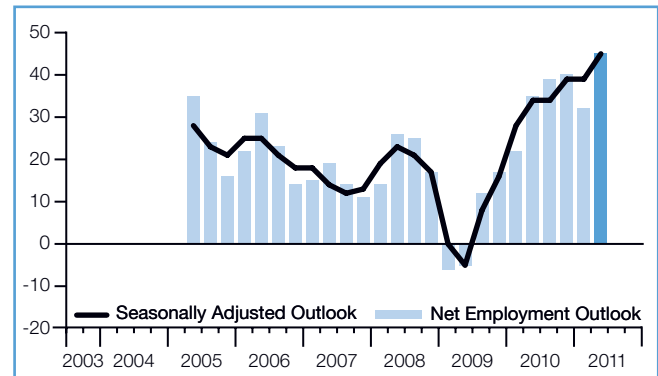
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

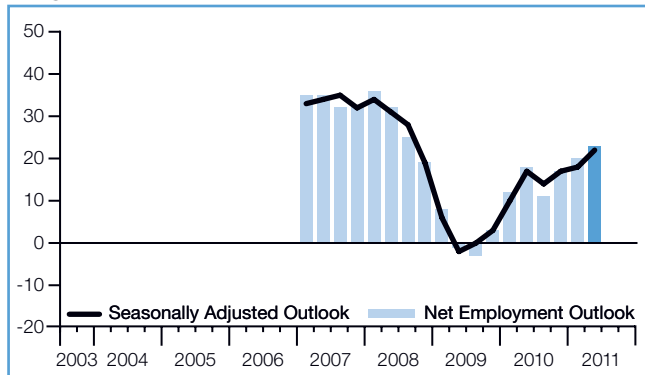
International Comparisons – Americas

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.

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

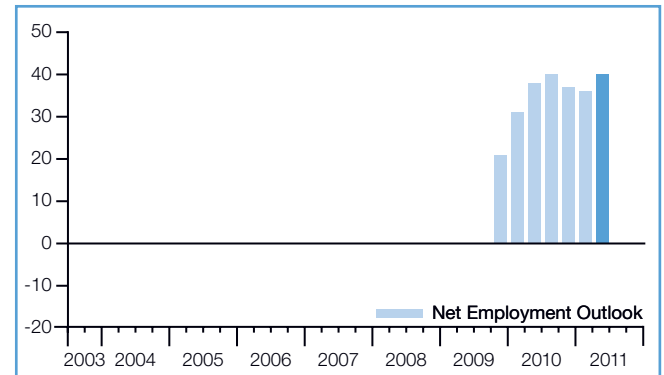
the region's weakest employment prospects. U.S. employers remain cautiously optimistic: their forecast is unchanged from the first quarter and improves slightly from Quarter 2 2010. Opportunities for job seekers in Mexico will remain hopeful driven by strength in the Manufacturing industry sector. Similarly, 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.

Argentina



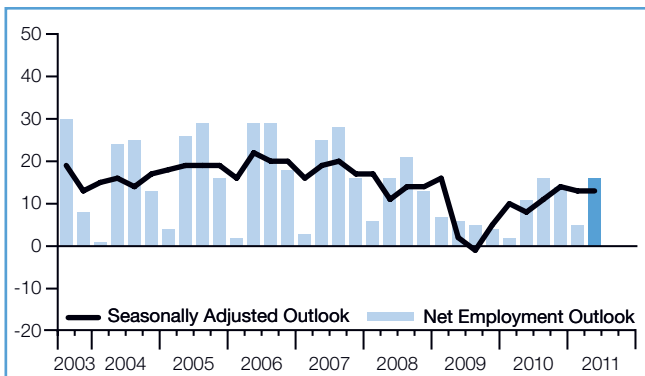
Argentina joined the survey in Q1 2007.

Brazil

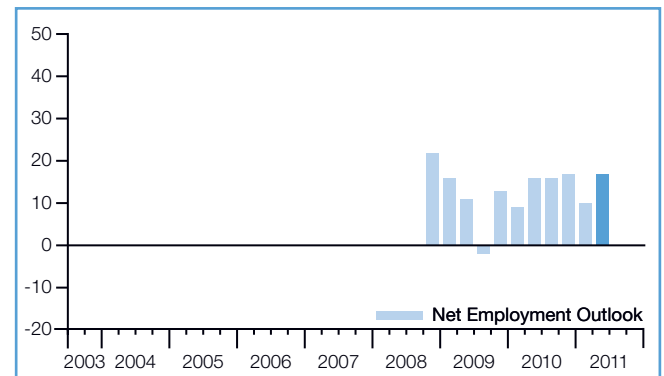


Brazil joined the survey in Q4 2009.

Canada



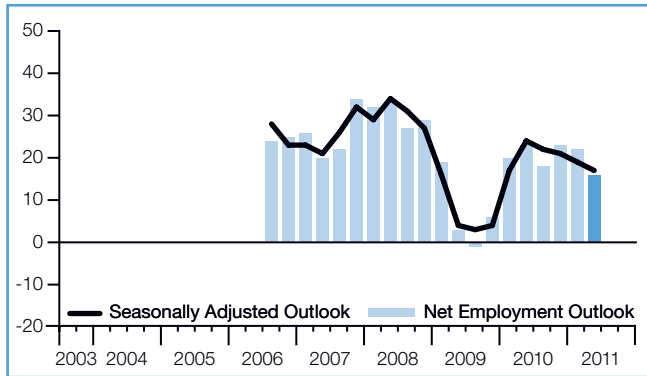
Colombia



Colombia joined the survey in Q4 2008.

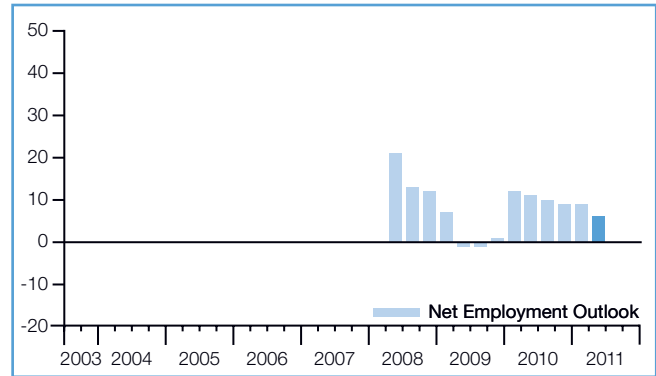
Manpower Employment Outlook Survey New Zealand

Costa Rica



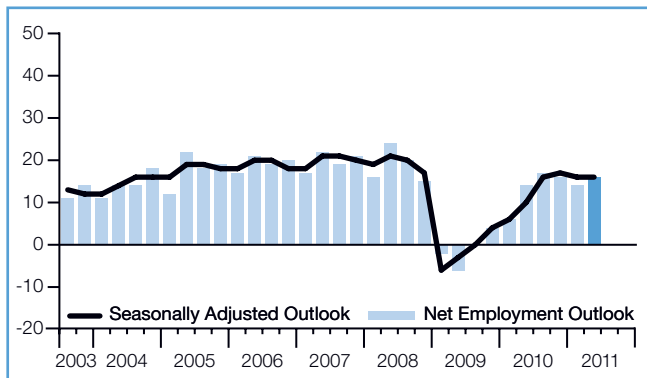
Costa Rica joined the survey in Q3 2006.

Guatemala



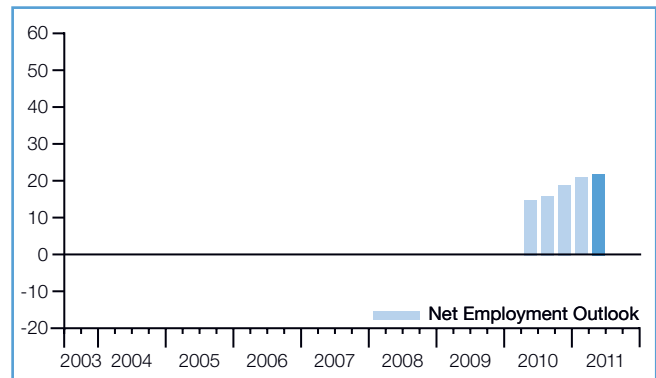
Guatemala joined the survey in Q2 2008.

Mexico



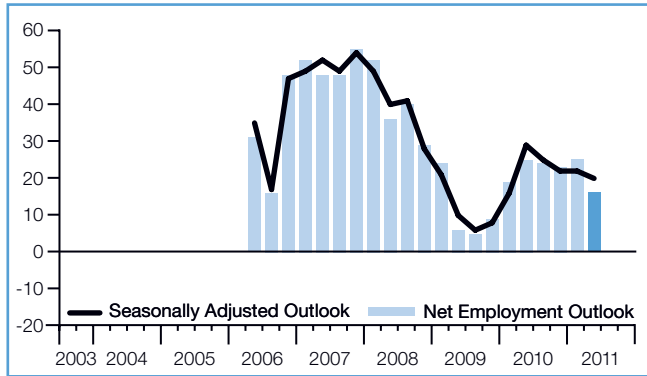
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Panama



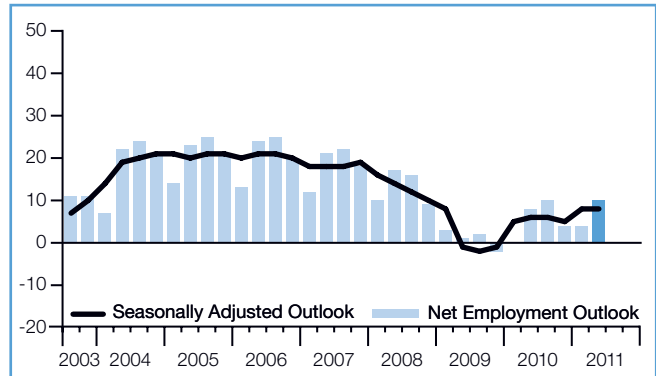
Panama joined the survey in Q2 2010.

Peru



Peru joined the survey in Q2 2006.

USA



No bar indicates Net Employment Outlook of zero.

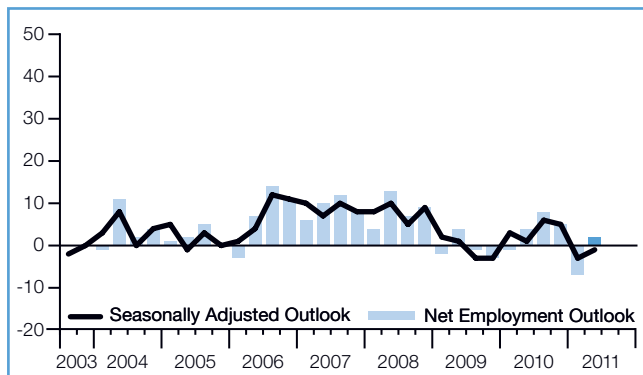
International Comparisons – EMEA

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.

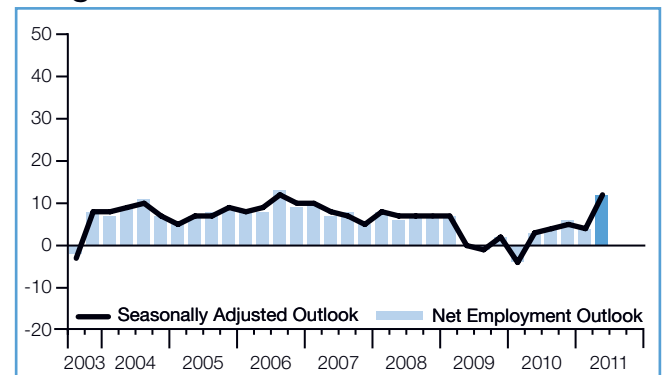
Employers in Turkey are the region's most optimistic for the quarter ahead, with bright opportunities for job seekers fuelled by a dynamic hiring pace in the Construction and Manufacturing industry sectors. Belgium's Outlook is notably improved quarter-over-quarter and year-over-year, driven in large 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



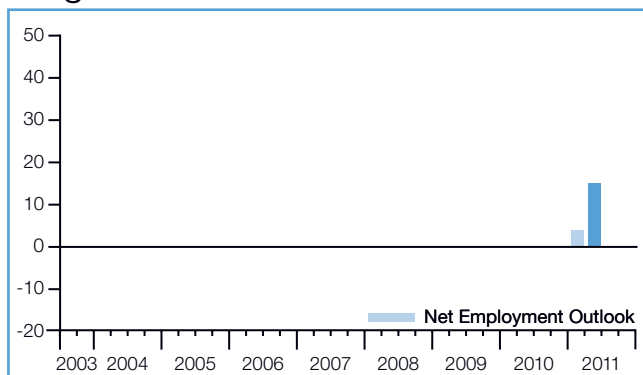
No bar indicates Net Employment Outlook of zero.

Belgium



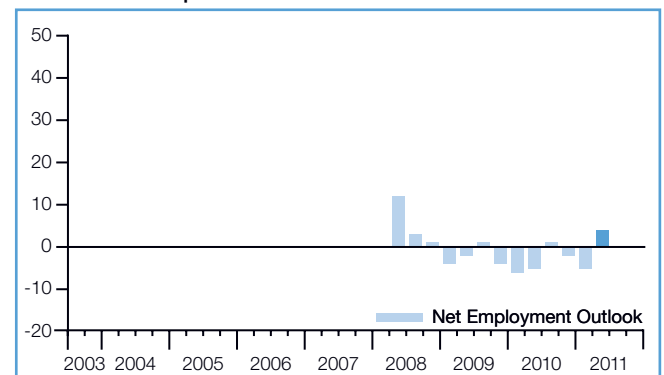
No bar indicates Net Employment Outlook of zero.

Bulgaria



Bulgaria joined the survey in Q1 2011.

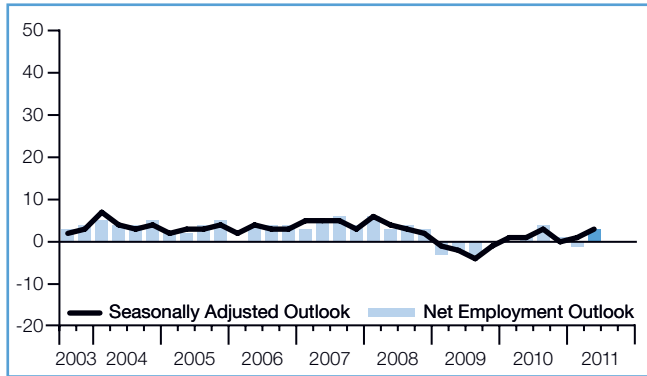
Czech Republic



Czech Republic joined the survey in Q2 2008.

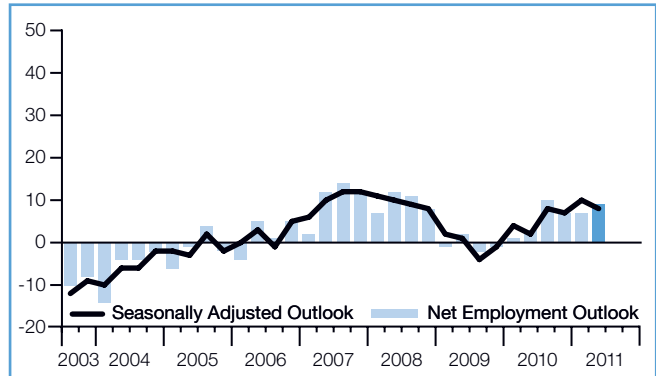
Manpower Employment Outlook Survey New Zealand

France

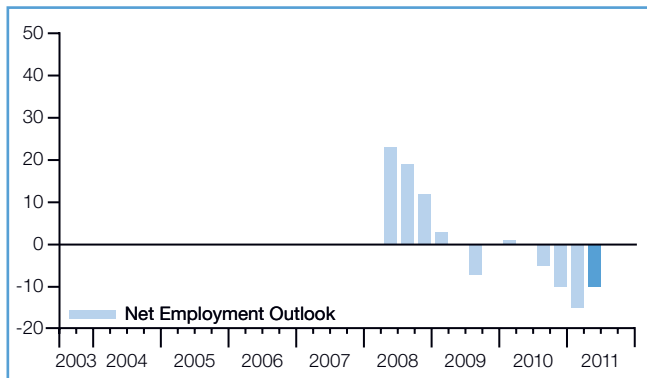


No bar indicates Net Employment Outlook of zero.

Germany



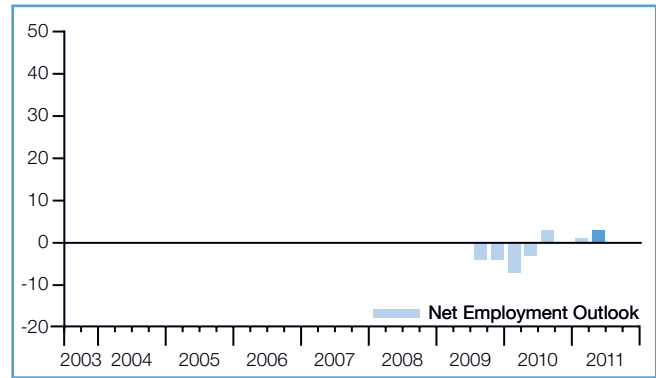
Greece



Greece joined the survey in Q2 2008.

No bar indicates Net Employment Outlook of zero.

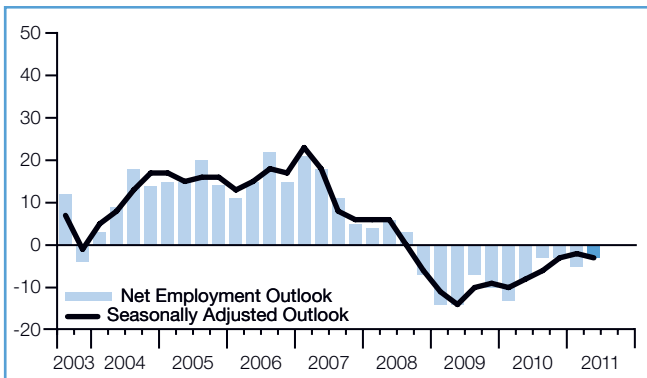
Hungary



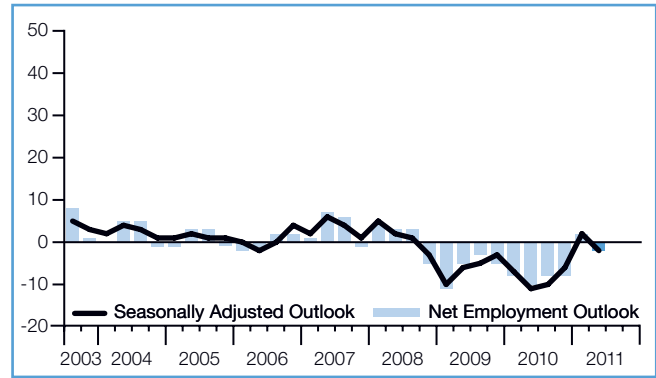
Hungary joined the survey in Q3 2009.

No bar indicates Net Employment Outlook of zero.

Ireland

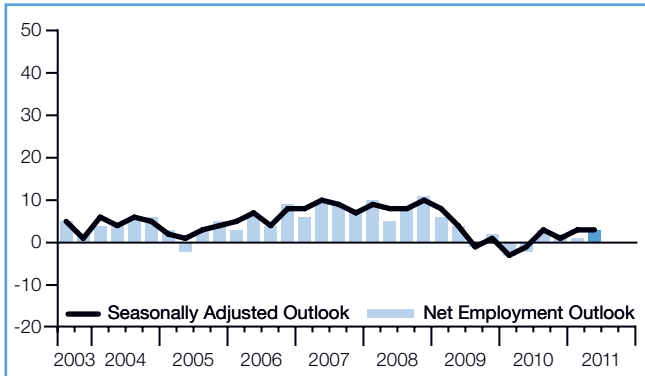


Italy

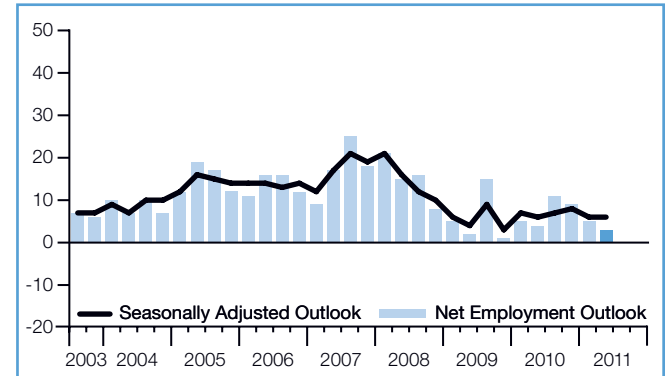


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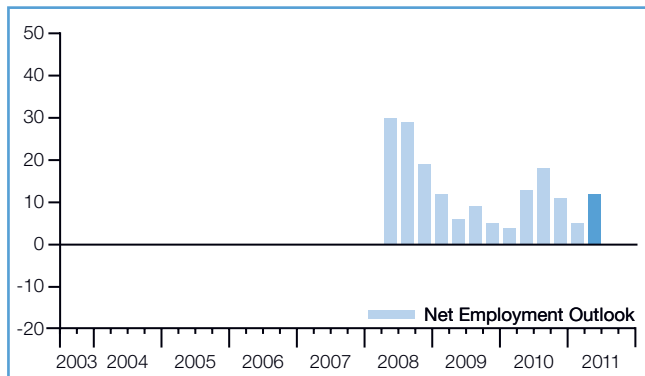
Netherlands



Norway

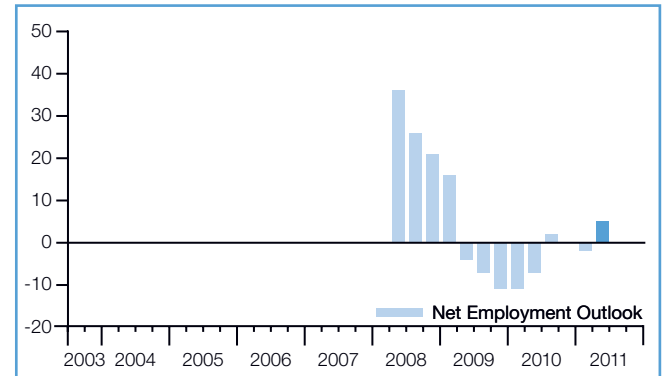


Poland



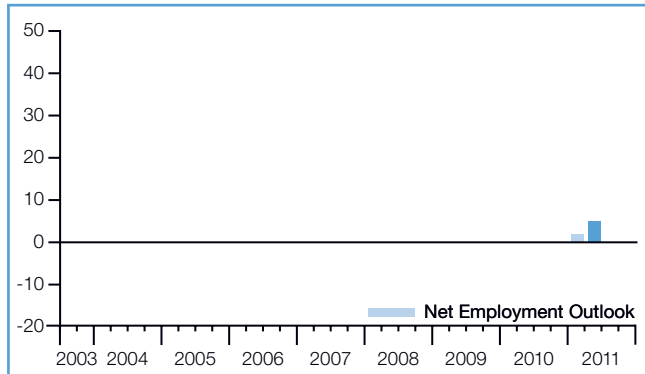
Poland joined the survey in Q2 2008.

Romania



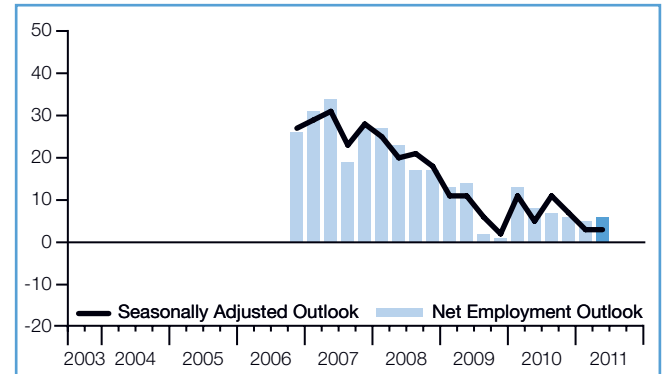
Romania joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Slovenia



Slovenia joined the survey in Q1 2011.

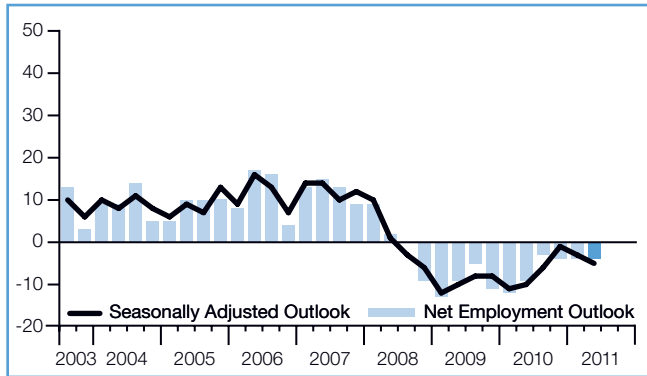
South Africa



South Africa joined the survey in Q4 2006.

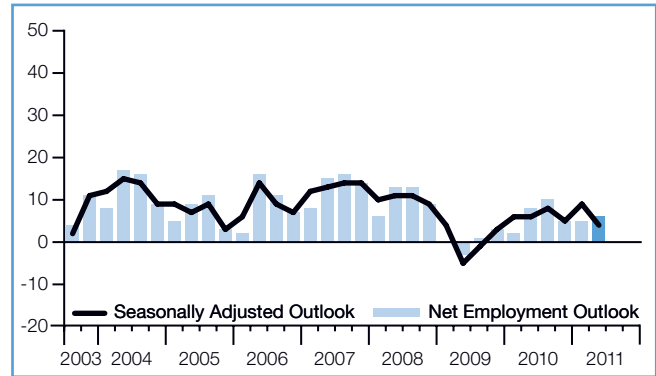
Manpower Employment Outlook Survey New Zealand

Spain



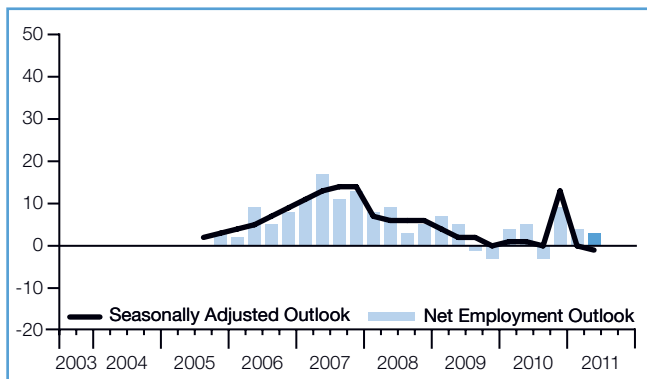
No bar indicates Net Employment Outlook of zero.

Sweden



No bar indicates Net Employment Outlook of zero.

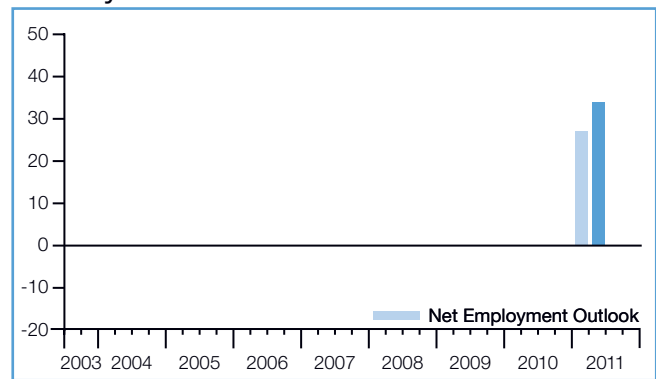
Switzerland



Switzerland joined the survey in Q3 2005.

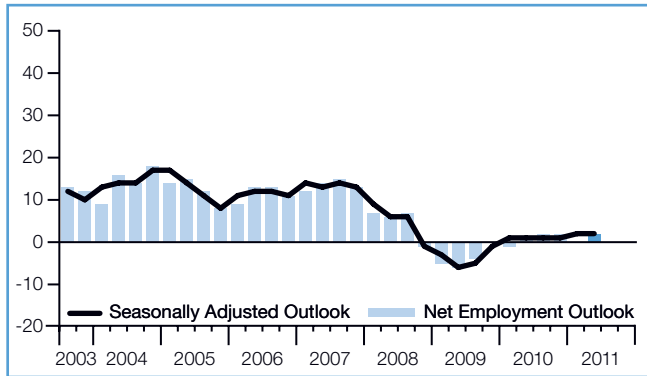
No bar indicates Net Employment Outlook of zero.

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.

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?"

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 New Zealand, the national survey is conducted by external surveyors and includes 652 employers. With this number of interviews, the margin of error for the New Zealand Survey is +/- 3.8%.

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 Argentina, Australia, Austria, Belgium, Canada, China, Costa Rica, 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 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 programme 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, 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, Peru and South Africa join the survey programme. 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 programme. 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 programme 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.

About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in innovative workforce solutions; creating and delivering services that enable its clients to win in the changing world of work. With over 60 years' experience, Manpower offers employers a range of services and solutions 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 nearly 4,000 offices in 82 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information about Manpower Inc. is available at www.manpower.com.

The Manpower Group

From strategy to implementation, we are unique in that we create and deliver services that help our clients win in the changing world of work.

Manpower is a world leader in the employment services industry. We offer a complete range of services to help clients meet their workforce challenges: permanent, temporary and contract recruitment, employee assessment and selection, training, outsourcing and consulting. Our 400,000 customers range from small through mid-size to global corporations.

Manpower Professional helps find and retain the best people in IT, e-commerce, Accounting, Finance, Engineering, Sales and Marketing and other business professions. Our recruiters are industry experts who know where to find the top people to suit each client's specific needs.

Elan is the world's leading IT resourcing and recruitment consultancy, covering the range of positions from help desk, programmers and telecoms to program managers and IT Directors.

Right Management is the world leader in both outplacement and organisational consulting. We help companies attract and assess top talent, grow and develop leaders, engage and align people with strategy, transition and re-deploy employees.

Jefferson Wells delivers professional services in Finance and Accounting, Internal Audit and Controls, Technology Risk Management and Tax. Our seasoned professionals average 18 years of public accounting or industry experience, partnering with clients through professional staff augmentation, complete project solutions and through leadership.

About Manpower New Zealand

Manpower established its first offices in New Zealand in 1996 and in addition to the Manpower brand, in New Zealand the company operates under the brand names of Manpower Professional and Right Management. Please visit www.manpower.co.nz or www.manpowerprofessional.co.nz for more information.

What we do

People

From management to staff. Permanent hire to contract. Financial to industrial. Manpower and Manpower Professional find the best people for all types of jobs and industries at all levels.

Training

Through Manpower, Manpower Professional, Elan and our subsidiary company Right Management, we have a wide choice of training and development solutions. Our award-winning online training has successfully enhanced the skills of over nine million people worldwide. There are now more than 3,600 courses and 200,000 current users of our Training & Development Centre.

HR Services

Recruiting. Prescreening. Testing. Interviewing. We have a full spectrum of customisable HR Services to reduce your hiring timeline and costs. Candidates are thoroughly screened and evaluated, which means a better fit of employee to work and higher staff retention.

Outsourcing

Recruitment process outsourcing. Technology enabled solutions. Customised vendor management programs. Business planning. Internal audit and tax operations. Finance and accounting. These are just some of the areas of expertise offered by Manpower and our subsidiary companies.

Consulting

HR consulting. Research and diagnostics. Benchmarking. Talent architecture. Career transition. Organisation consulting across sectors. Offered through Manpower and Manpower Professional, along with our subsidiaries, Right Management and Jefferson Wells.

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