

Q2/2012

Manpower
Employment
Outlook Survey
New Zealand

50 YEARS
1962/2012
MANPOWER EMPLOYMENT
OUTLOOK SURVEY



Manpower®

Contents

New Zealand Employment Outlook 1

Regional Comparisons

Sector Comparisons

Global Employment Outlook 7

International Comparisons – Asia Pacific

International Comparisons – Americas

International Comparisons – EMEA

About the Survey 17

About ManpowerGroup™ 19

New Zealand Employment Outlook

The Manpower Employment Outlook Survey for the second quarter 2012 was conducted by interviewing a representative sample of 651 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 2012 as compared to the current quarter?”

Employers forecast an upbeat hiring pace in New Zealand during Quarter 2 2012. With 25% of employers anticipating an increase in staffing levels, 7% predicting a decrease and 67% expecting no change, the resulting Net Employment Outlook is +18%.

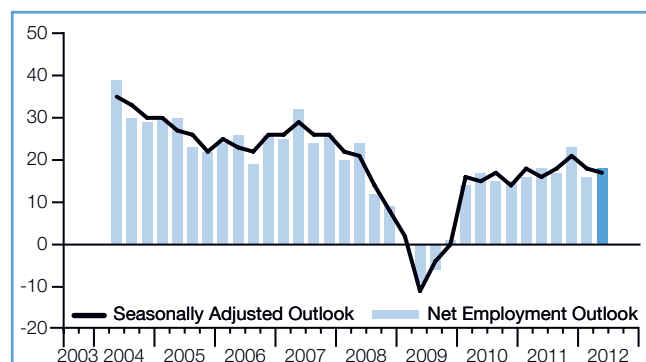
Quarter-over-quarter, hiring prospects improve by two percentage points, and the Outlook is unchanged year-over-year.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +17%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

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 2012	25	7	67	1	18	17
Jan-Mar 2012	25	9	65	1	16	18
Oct-Dec 2011	29	6	64	1	23	21
July-Sep 2011	26	9	64	1	17	18
Apr-June 2011	26	8	65	1	18	16



No bar indicates Net Employment Outlook of zero.

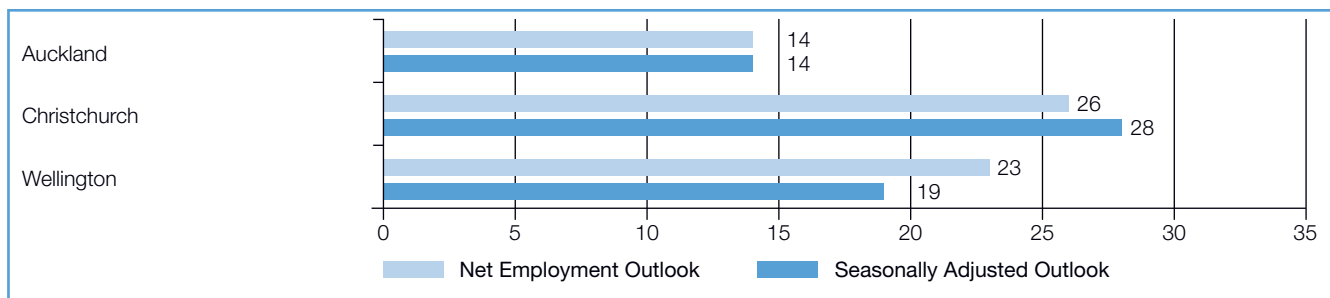
Regional Comparisons

Employers in all three regions expect to grow staffing levels during Quarter 2 2012. The most optimistic hiring plans are reported in Christchurch, with a Net Employment Outlook of +28%. The Wellington Outlook stands at +19% and Auckland employers report an Outlook of +14%.

Quarter-over-quarter, hiring intentions strengthen considerably in Wellington, where employers report a 15 percentage point improvement in the Outlook. Elsewhere, Christchurch employers report a two percentage point Outlook increase but the Auckland Outlook weakens by three percentage points.

When compared with Quarter 2 2011, employers in both Christchurch and Wellington report stronger hiring prospects with Outlook improvements of 11 and eight percentage points, respectively. However, Auckland employers report a five percentage point Outlook decline.

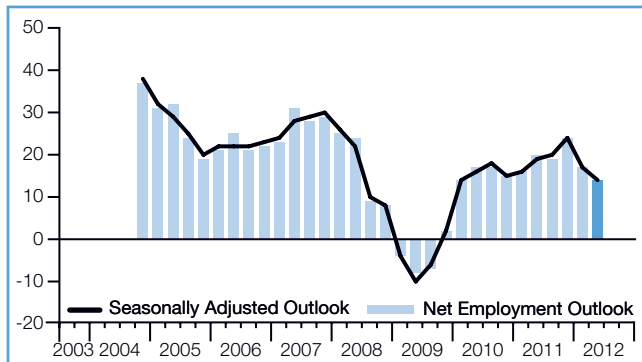
Based on unadjusted survey data, positive hiring activity is predicted in all three regions for the coming quarter. When compared with Quarter 1 2012, Outlooks decline slightly in both Auckland and Christchurch but improve sharply in Wellington. Year-over-year, hiring plans strengthen in Christchurch and Wellington but weaken in Auckland.



Auckland +14 (14)%

Auckland employers report respectable hiring intentions for the next three months, with a Net Employment Outlook of +14%. However, this is the least optimistic Outlook since Quarter 1 2010. Hiring plans decline by three percentage points quarter-over-quarter and by five percentage points year-over-year.

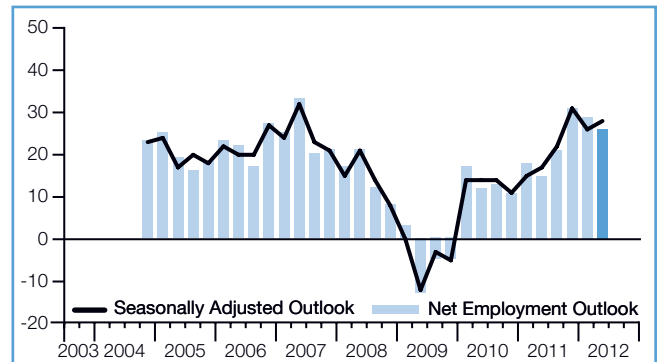
Based on unadjusted survey data, employers report hopeful hiring plans for the coming quarter, but the Outlook is slightly weaker quarter-over-quarter. Year-over-year, hiring prospects decline moderately.



Christchurch +26 (28)%

The active labour market is expected to continue in Christchurch during the April-June time frame. Employers report a Net Employment Outlook of +28%, reflecting a quarter-over-quarter improvement of two percentage points. Year-over-year, the Outlook strengthens by 11 percentage points.

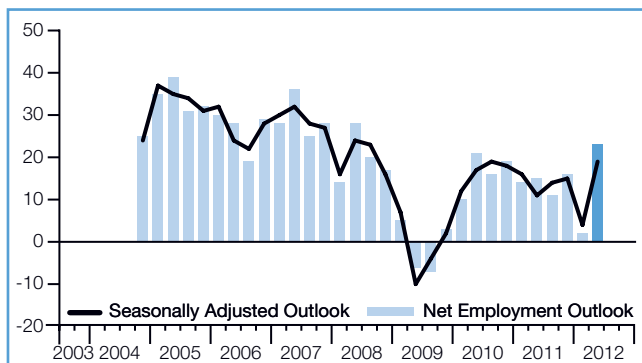
Based on unadjusted survey data, employers forecast solid payroll gains in the upcoming quarter. While hiring prospects are slightly weaker quarter-over-quarter, the Outlook is considerably stronger year-over-year.



Wellington +23 (19)%

Wellington employers anticipate an upbeat hiring pace in Quarter 2 2012, reporting a Net Employment Outlook of +19%. Hiring plans improve by 15 percentage points quarter-over-quarter and by 8 percentage points year-over-year.

Based on unadjusted survey data, employers expect solid hiring activity in the forthcoming quarter. The Outlook improves sharply when compared with the previous quarter and is moderately stronger year-over-year.



Sector Comparisons

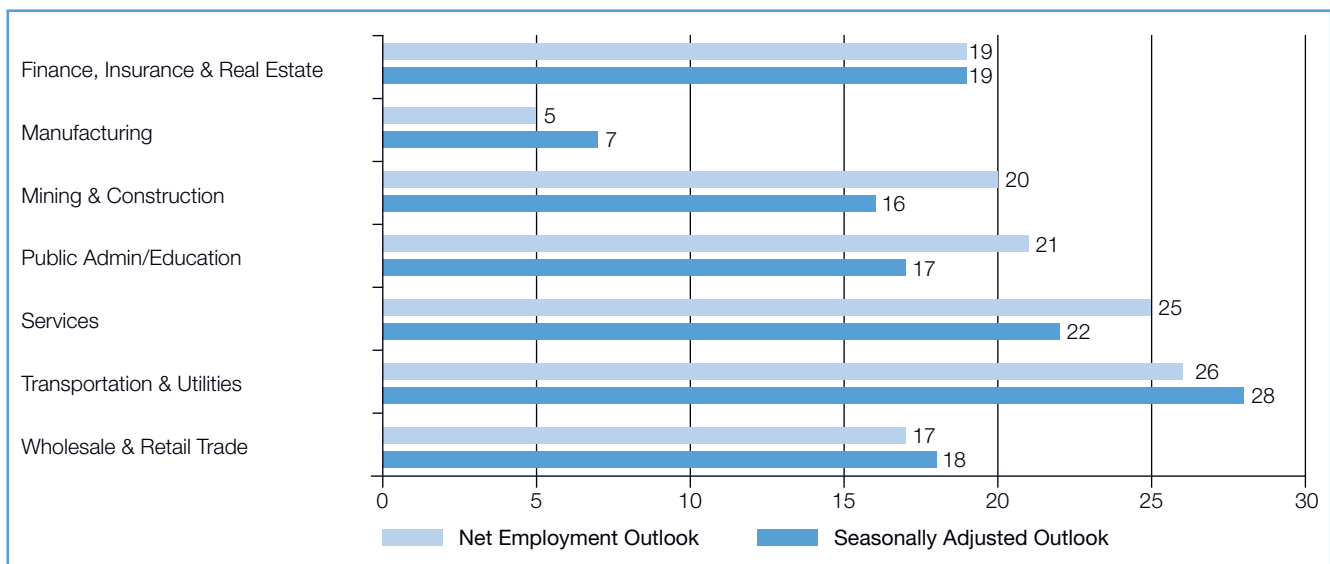
Employers in all seven industry sectors expect to increase staffing levels during the course of the next three months. Transportation & Utilities sector employers report the most optimistic hiring plans with a Net Employment Outlook of +28%. Solid hiring activity is also forecast in the Services sector, where the Outlook stands at +22%. Elsewhere, employers predict an upbeat hiring pace in the Finance, Insurance & Real Estate sector, with an Outlook of +19%, and in the Wholesale Trade & Retail Trade sector, where the Outlook stands at +18%. Steady headcount growth is also anticipated in both the Public Administration & Education sector and the Mining & Construction sector, with Outlooks of +17% and +16%, respectively.

Quarter-over-quarter, hiring prospects strengthen in four of the seven industry sectors, according to employers. A sharp increase of 26 percentage points is reported in the Outlook for the Finance, Insurance & Real Estate sector and Public Administration & Education sector employers report a 12 percentage point improvement. Outlooks strengthen by nine and seven percentage points in the Transportation & Utilities sector and the Mining & Construction sector, respectively. Meanwhile,

hiring plans weaken in three sectors, most notably by seven percentage points in the Manufacturing sector and by four percentage points in the Services sector.

Year-over-year, employers report stronger hiring intentions in four of the seven industry sectors. The Public Administration & Education sector Outlook increases by 20 percentage points and a 12 percentage point improvement is evident in the Wholesale Trade & Retail Trade sector. Outlooks improve by eight and seven percentage points in the Finance, Insurance & Real Estate sector and the Transportation & Utilities sector, respectively. Meanwhile, hiring prospects weaken in three sectors. Mining & Construction sector employers report a steep decline of 23 percentage points and a decrease of 15 percentage points is reported in the Manufacturing sector.

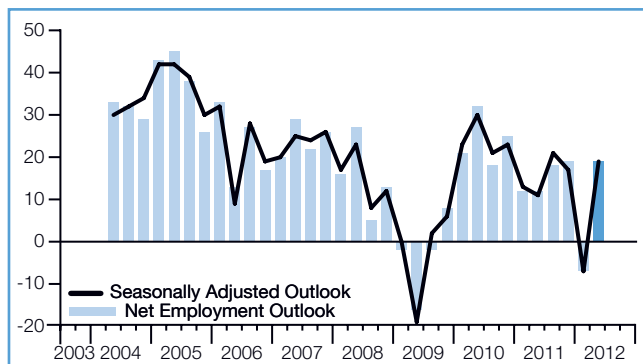
Based on unadjusted survey data, headcount gains are predicted in all seven industry sectors during the upcoming quarter. The most optimistic hiring plans are reported in the Transportation & Utilities sector and the Services sector. Hiring prospects improve in four sectors both quarter-over-quarter and year-over-year.



Finance, Insurance & Real Estate +19 (19)%

Sector employers forecast an upbeat hiring pace in Quarter 2 2012, with a Net Employment Outlook of +19%. When compared with the previous quarter, the Outlook strengthens sharply, increasing by 26 percentage points. Year-over-year, hiring plans improve by eight percentage points.

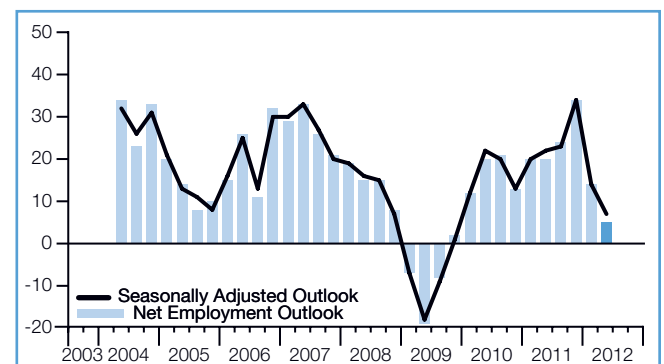
Based on unadjusted survey data, employers predict a favourable hiring climate in the coming quarter. Employers report a steep quarter-over-quarter improvement, and the Outlook is moderately stronger year-over-year.



Manufacturing +5 (7)%

With a Net Employment Outlook of +7% for the next three months, employers report the least optimistic hiring prospects since Quarter 4 2009. The Outlook declines by seven percentage points quarter-over-quarter and by 15 percentage points year-over-year.

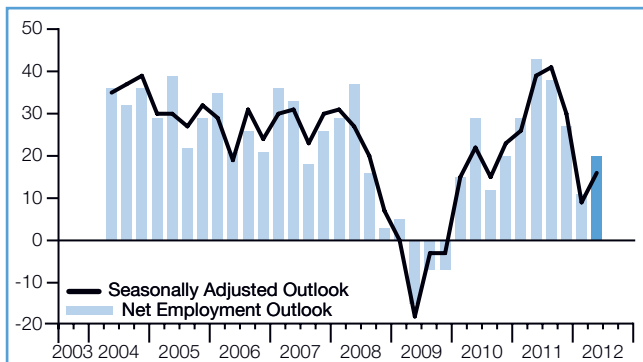
Based on unadjusted survey data, employers forecast modest payroll gains in the coming quarter, but the Outlook is considerably weaker both quarter-over-quarter and year-over-year.



Mining & Construction +20 (16)%

A steady hiring pace is anticipated in the sector during the next three months, with employers reporting a Net Employment Outlook of +16%. Quarter-over-quarter, the Outlook is seven percentage points stronger, but hiring plans weaken by 23 percentage points when compared with Quarter 2 2011.

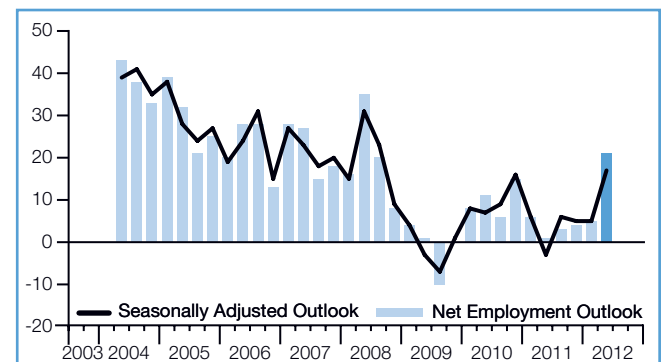
Based on unadjusted survey data, employers report positive hiring plans for Quarter 2 2012. The Outlook is considerably stronger quarter-over-quarter but weakens sharply year-over-year.



Public Administration & Education +21 (17)%

Sector employers anticipate the strongest labour market since Quarter 3 2008, reporting a Net Employment Outlook of +17% for the next three months. The Outlook strengthens by 12 percentage points quarter-over-quarter and by 20 percentage points year-over-year.

Based on unadjusted survey data, employers report healthy hiring intentions for the coming quarter. The Outlook strengthens considerably both quarter-over-quarter and year-over-year.

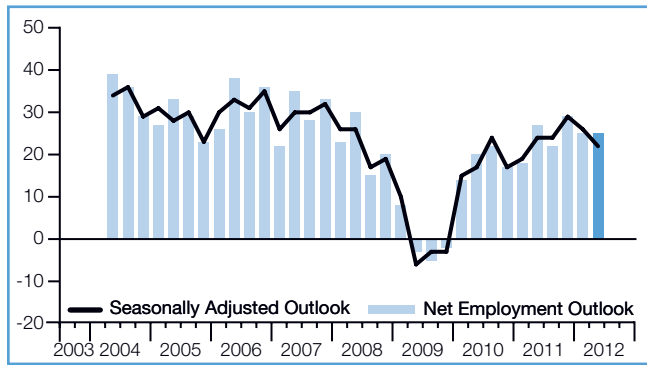


No bar indicates Net Employment Outlook of zero.

Services +25 (22)%

Employers expect an active labour market in the April-June time frame, reporting a Net Employment Outlook of +22%. However, hiring plans weakened by four percentage points quarter-over-quarter and by two percentage points year-over-year.

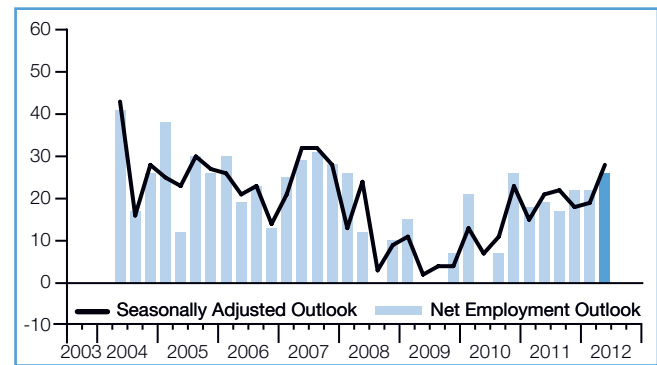
Based on unadjusted survey data, employers predict solid payroll gains in the coming quarter. The Outlook is unchanged quarter-over-quarter but slightly weaker year-over-year.



Transportation & Utilities +26 (28)%

The strongest labour market since Quarter 4 2007 is anticipated in the sector during the next three months. Employers report a Net Employment Outlook of +28% following a quarter-over-quarter improvement of nine percentage points. Year-over-year, hiring plans are seven percentage points stronger.

Based on unadjusted survey data, employers predict strong hiring activity in the coming quarter. The Outlook is slightly stronger when compared with Quarter 1 2012, and also improves moderately year-over-year.

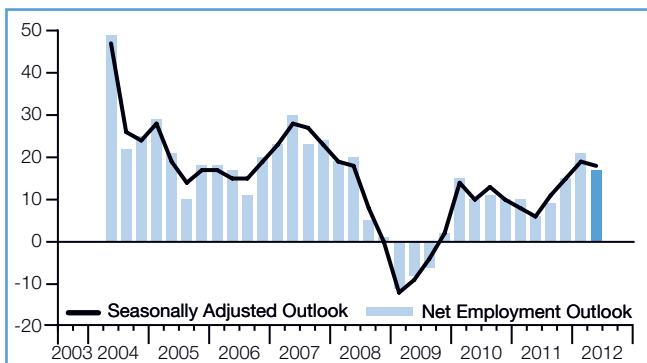


No bar indicates Net Employment Outlook of zero.

Wholesale & Retail Trade +17 (18)%

With a Net Employment Outlook of +18%, employers forecast an upbeat hiring pace in the April-June time frame. Hiring prospects remain relatively stable quarter-over-quarter and strengthen by 12 percentage points year-over-year.

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



Global Employment Outlook

Each quarter ManpowerGroup conducts research to measure employment trends* in 41 of the world's major labour markets. Over 65,000 employers are interviewed across 41 countries and territories to measure employer hiring expectations between April and June 2012.

Clearly, many of the economic issues referenced in the first quarter remain unresolved and continue to impact employer confidence. Employers continue to struggle with fluctuating demand, and while there are signs of incremental improvement in select geographies, these improvements are not resulting in meaningful employment growth. Despite ongoing uncertainty, employers in 32 of the 41 countries and territories ManpowerGroup surveys expect to add to their workforces in varying degrees during the second quarter, and hiring optimism strengthens from three months ago in 23 countries and territories. Perhaps a bright note this quarter is that the data indicates added stability with employers in 37 labour markets expecting relatively stable or improved hiring activity from three months ago. In a year-over-year comparison, however, the hiring pace is expected to slow in 24 countries.

The global survey holds few surprises this quarter with pockets of opportunity for job seekers counterbalanced by a continuing pattern of negative hiring intentions among some countries in the Europe, Middle East and Africa (EMEA) region. Employers in India, Brazil, Taiwan and Peru report the strongest second-quarter hiring plans, while employers in Greece, Spain, the Czech Republic and Hungary report negative hiring intentions, as well as the weakest Net Employment Outlooks globally.

The Services sector continues to be the driving force behind robust forecasts in Brazil and India, while in much of the rest of Asia Pacific, demand in the sector is losing steam. A year-over-year decline in the Finance sector – particularly across Europe – is notable, although optimism among the sector's employers in the U.S. improves slightly from last quarter and last year.

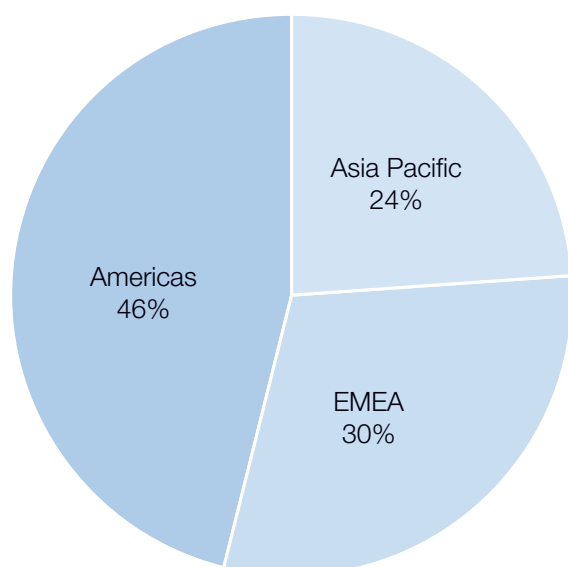
Regionally, employers across the 10 countries in the Americas report positive Net Employment Outlooks, with only employers in Panama reporting a notably weaker forecast compared to Quarter 1 2012. Employers in Brazil continue to report the most vigorous hiring plans in the region. Job prospects in the U.S. are the weakest in the Americas, although the country's Net Employment Outlook is the most optimistic since Quarter 4 2008.

Across the eight countries and territories surveyed in Asia Pacific, employers in India continue to report the strongest plans in the region while employers in Hong Kong anticipate the weakest hiring pace. Employers in Japan, meanwhile, report their strongest second-quarter forecast – the country's traditional peak hiring quarter – since 2008.

The holding pattern on hiring is most prevalent across the EMEA region with employers in 12 of 23 countries reporting relatively stable hiring plans compared to the first quarter of the year and those in nine anticipating an increase in the hiring pace. The hiring picture is mixed compared to this time last year, with Net Employment Outlooks declining in 13 countries but improving in seven. Regional hiring plans are strongest in Turkey, Israel, Romania and Norway, and weakest in Greece and Spain.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 2 2012 Manpower Employment Outlook Survey involved surveying over 65,000 human resources directors and senior hiring managers from public and private organisations worldwide. 46% of respondents come from 10 countries in the Americas; 24% from eight countries and territories across Asia Pacific; and 30% from 23 countries in EMEA.

Manpower Employment Outlook Survey New Zealand

	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 2 2011	Quarter 1 2012	Quarter 2 2012	Q1 2012 to Q2 2012	Q2 2011 to Q2 2012
	%	%	%		
Americas					
Argentina	23 (22) ¹	16 (14) ¹	15 (14) ¹	-1 (0) ¹	-8 (-8) ¹
Brazil	40	33	39	6	-1
Canada	16 (13) ¹	6 (14) ¹	16 (13) ¹	10 (-1) ¹	0 (0) ¹
Colombia	17	17	18	1	1
Costa Rica	16 (19) ¹	20 (16) ¹	14 (17) ¹	-6 (1) ¹	-2 (-2) ¹
Guatemala	6 (8) ¹	13 (11) ¹	13 (15) ¹	0 (4) ¹	7 (7) ¹
Mexico	16 (16) ¹	13 (14) ¹	15 (15) ¹	2 (1) ¹	-1 (-1) ¹
Panama	22	24	16	-8	-6
Peru	16 (20) ¹	19 (16) ¹	23 (27) ¹	4 (11) ¹	7 (7) ¹
United States	10 (8) ¹	5 (9) ¹	12 (10) ¹	7 (1) ¹	2 (2) ¹

Asia Pacific					
Australia	23 (22) ¹	13 (13) ¹	13 (13) ¹	0 (0) ¹	-10 (-9) ¹
China	29 (32) ¹	17 (17) ¹	19 (21) ¹	2 (4) ¹	-10 (-11) ¹
Hong Kong	19 (20) ¹	14 (15) ¹	8 (9) ¹	-6 (-6) ¹	-11 (-11) ¹
India	49 (46) ¹	41 (43) ¹	48 (44) ¹	7 (1) ¹	-1 (-2) ¹
Japan	21 (9) ¹	5 (11) ¹	23 (11) ¹	18 (0) ¹	2 (2) ¹
New Zealand	18 (16)¹	16 (18)¹	18 (17)¹	2 (-1)¹	0 (1)¹
Singapore	30 (30) ¹	16 (16) ¹	20 (20) ¹	4 (4) ¹	-10 (-10) ¹
Taiwan	45 (40) ¹	23 (32) ¹	36 (31) ¹	13 (-1) ¹	-9 (-9) ¹

EMEA*					
Austria	2 (0) ¹	-2 (3) ¹	8 (6) ¹	10 (3) ¹	6 (6) ¹
Belgium	12 (11) ¹	3 (4) ¹	4 (3) ¹	1 (-1) ¹	-8 (-8) ¹
Bulgaria	15	4	8	4	-7
Czech Republic	4 (3) ¹	-4 (-1) ¹	-3 (-4) ¹	1 (-3) ¹	-7 (-7) ¹
France	3 (3) ¹	-1 (1) ¹	2 (2) ¹	3 (1) ¹	-1 (-1) ¹
Germany	9 (10) ¹	6 (9) ¹	7 (9) ¹	1 (0) ¹	-2 (-1) ¹
Greece	-10 (-12) ¹	-18 (-14) ¹	-11 (-13) ¹	7 (1) ¹	-1 (-1) ¹
Hungary	3	-14	-3	11	-6
Ireland	-3 (-3) ¹	-5 (-2) ¹	-3 (-2) ¹	2 (0) ¹	0 (1) ¹
Israel	-	13	17	4	-
Italy	-2 (-3) ¹	-8 (-7) ¹	-1 (-2) ¹	7 (5) ¹	1 (1) ¹
Netherlands	3 (3) ¹	1 (2) ¹	0 (0) ¹	-1 (-2) ¹	-3 (-3) ¹
Norway	3 (6) ¹	6 (9) ¹	8 (11) ¹	2 (2) ¹	5 (5) ¹
Poland	12 (12) ¹	3 (7) ¹	6 (6) ¹	3 (-1) ¹	-6 (-6) ¹
Romania	5 (7) ¹	6 (13) ¹	9 (13) ¹	3 (0) ¹	4 (6) ¹
Slovakia	-	1	2	1	-
Slovenia	5	0	9	9	4
South Africa	6 (3) ¹	1 (-1) ¹	0 (-2) ¹	-1 (-1) ¹	-6 (-5) ¹
Spain	-4 (-4) ¹	-8 (-7) ¹	-8 (-8) ¹	0 (-1) ¹	-4 (-4) ¹
Sweden	6 (4) ¹	4 (8) ¹	11 (9) ¹	7 (1) ¹	5 (5) ¹
Switzerland	3 (1) ¹	0 (0) ¹	2 (0) ¹	2 (0) ¹	-1 (-1) ¹
Turkey	34	22	26	4	-8
UK	2 (2) ¹	-2 (0) ¹	2 (2) ¹	4 (2) ¹	0 (0) 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

Interviews with nearly 16,000 employers have been conducted across Australia, China, Hong Kong, India, Japan, New Zealand, Singapore and Taiwan to measure anticipated hiring activity in Quarter 2 2012.

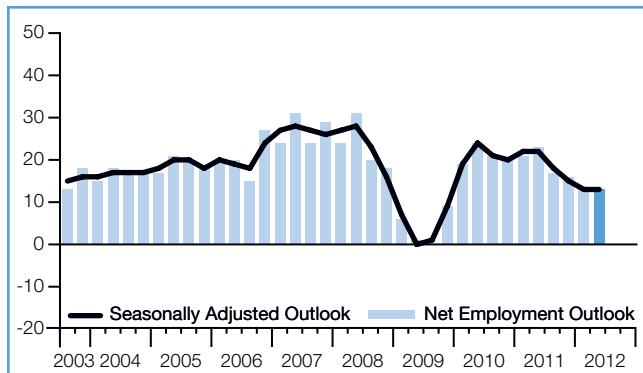
Job prospects remain positive across the region, with employers in India, Taiwan, China and Singapore reporting the strongest hiring plans. As they have for the previous seven consecutive quarters, employers in India report the most optimistic hiring plans among all countries and territories surveyed. While hiring intentions continue to remain positive in Hong Kong, they are the weakest in the region. Traditionally, the second quarter is Japan's most active recruiting period; the current Outlook is the strongest second-quarter forecast since 2008 and matches the strongest Outlook in nearly four years, suggesting more opportunities for job seekers – particularly in the Mining & Construction sector.

Employers in six of the eight countries and territories surveyed expect to slow hiring from one year ago, particularly in China and Hong Kong where Outlooks

decline across every industry sector surveyed. In year-over-year comparisons, the Services sector Outlook declines in all countries except India and Taiwan. When compared to the first-quarter forecast, Outlooks improve or remain stable in all countries and territories except Hong Kong.

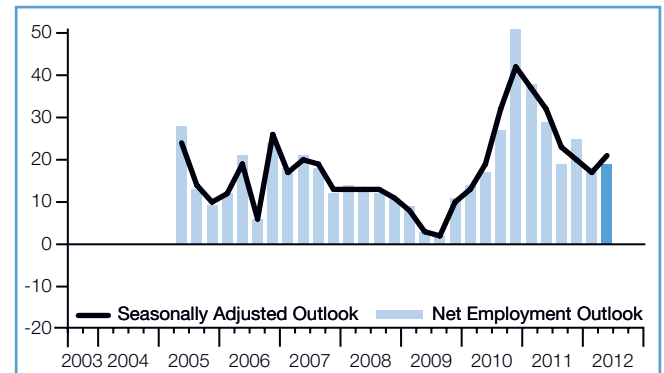
In India, nearly six of every 10 Services sector employers indicate they will add to their workforces in the April-June time frame, particularly in the IT and ITes Services segments where employers intend to take advantage of the global slowdown to source better talent at lower costs. In mainland China, the government continues to report that a shrinking labour force – attributed partially to the country's one-child policy – is forcing companies to raise salaries and improve working conditions in order to attract workers. Yet, as the labour force contracts, so do hiring plans. For the time being, employers are not expanding their workforces as aggressively as they have in the past, and hiring plans in China drop year-over-year across every industry sector and in all but one region.

Australia



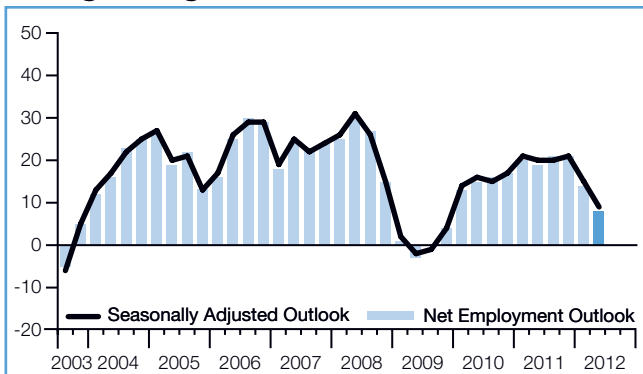
No bar indicates Net Employment Outlook of zero.

China



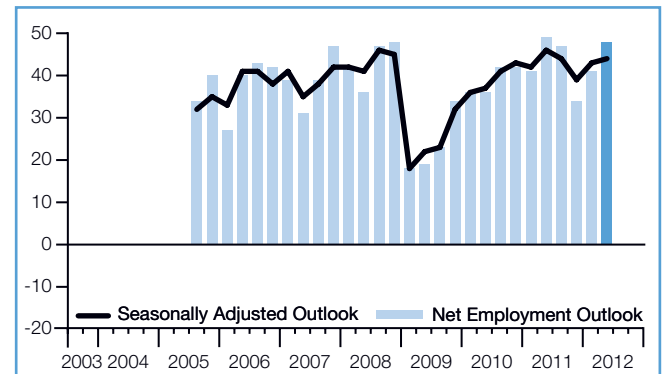
China joined the survey in Q2 2005.

Hong Kong



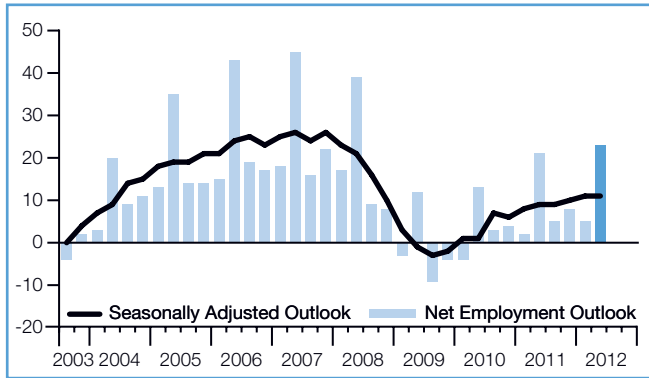
No bar indicates Net Employment Outlook of zero.

India

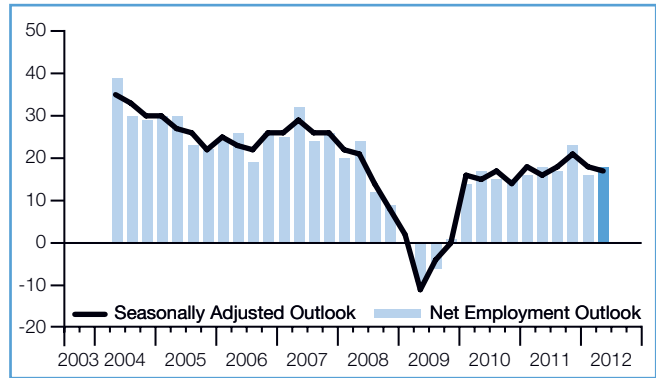


India joined the survey in Q3 2005.

Japan

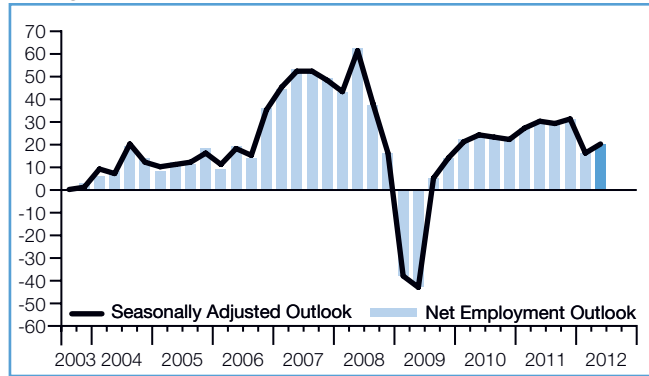


New Zealand



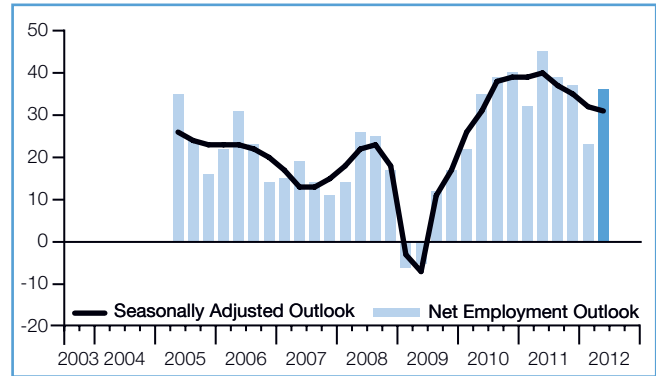
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – Americas

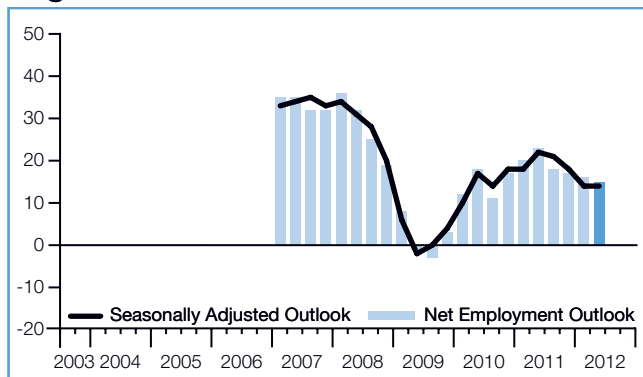
ManpowerGroup interviewed nearly 30,000 employers from 10 countries throughout North, Central and South America to measure employment prospects in Quarter 2 2012. Employers in each country expect the hiring pace to remain positive in the next three months. Net Employment Outlooks improve or remain relatively stable in nine of the 10 countries in comparison to Quarter 1 2012, and Outlooks improve or remain relatively stable in seven countries when compared to Quarter 2 2011.

Employer optimism is strongest in Brazil, Peru and Colombia. Much of the strength in Brazil's labour market is driven by the strongest Outlook to date in the Services sector, where nearly six of every 10 employers report they will add to their payrolls in the April-June time frame. Employers are already hiring in advance of the 2014 World Cup, an event expected to create 700,000 jobs. Yet Brazil's Register of Employed and Unemployed recently indicated that it achieved less than two-thirds of the country's 2011 goal of creating three million jobs – perhaps a sign that the available workforce is

currently unable to meet employer needs. To the north, hiring in Canada's Mining sector is driving demand for engineers, electricians and construction workers in the province of Alberta, as oil companies work to develop the largest oilfield outside of the Middle East.

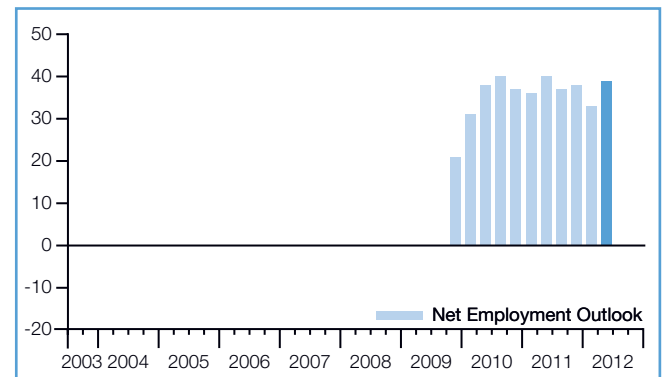
Regional hiring expectations are least optimistic in the U.S., and although the Net Employment Outlook is still considerably weaker than pre-recession levels, quarter-over-quarter improvements in each of the 13 industry sectors surveyed is boosting the country's Net Employment Outlook to its strongest level since the fourth quarter of 2008. Elsewhere, the hiring pace in Mexico is expected to remain upbeat in all industry sectors and regions, with little changing from the previous quarter and last year. A solid labour market forecast in Peru is driven by a bullish Outlook in the country's Finance, Insurance & Real Estate sector, as well as considerable quarter-over-quarter improvements in the country's Wholesale & Retail Trade and Public Administration/Education sectors.

Argentina



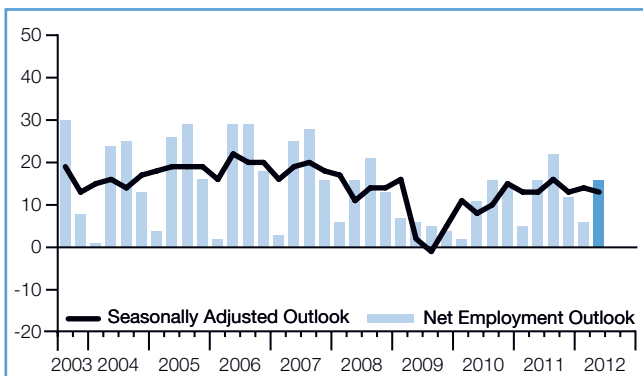
Argentina joined the survey in Q1 2007.

Brazil

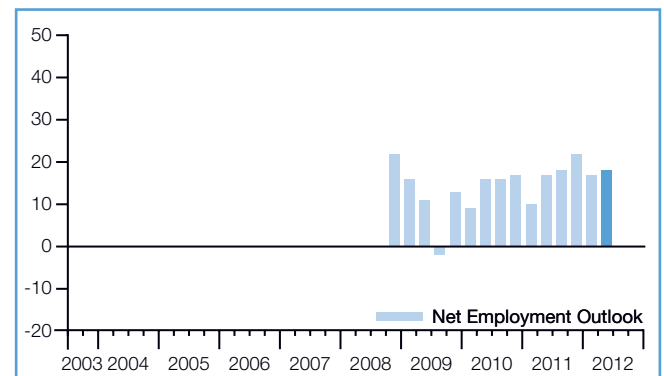


Brazil joined the survey in Q4 2009.

Canada



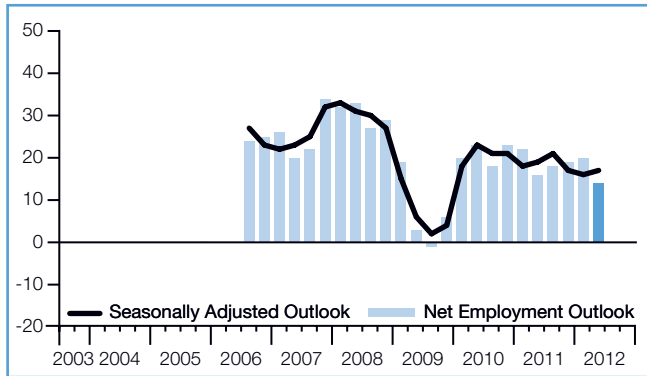
Colombia



Colombia joined the survey in Q4 2008.

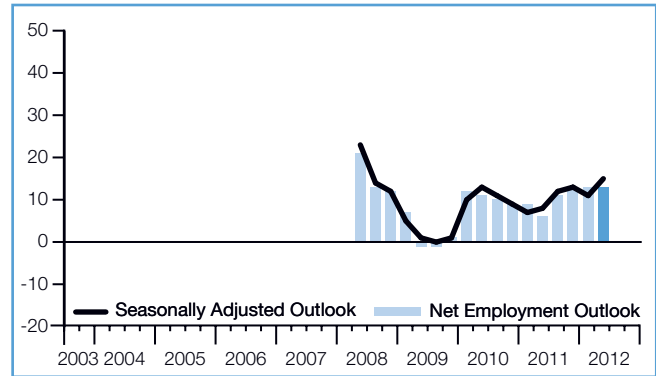
Manpower Employment Outlook Survey New Zealand

Costa Rica



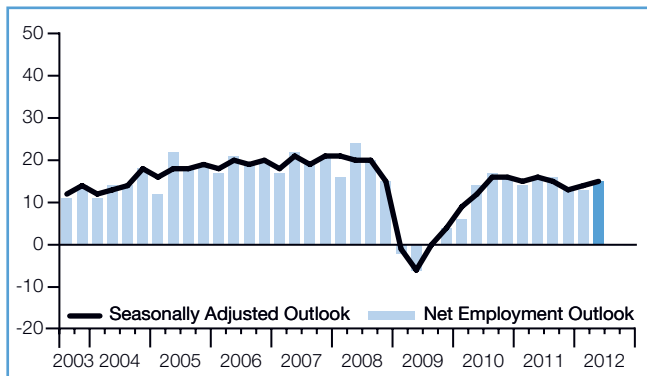
Costa Rica joined the survey in Q3 2006.

Guatemala



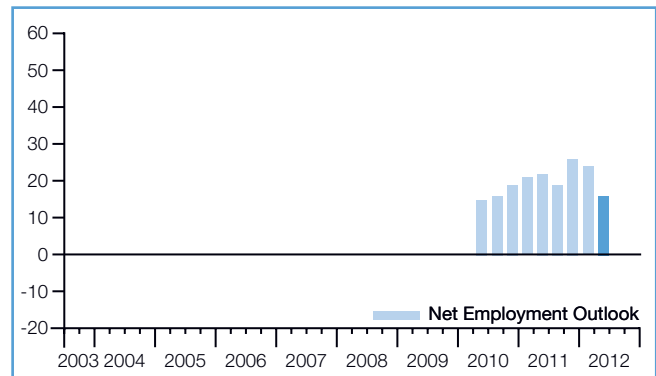
Guatemala joined the survey in Q2 2008.

Mexico



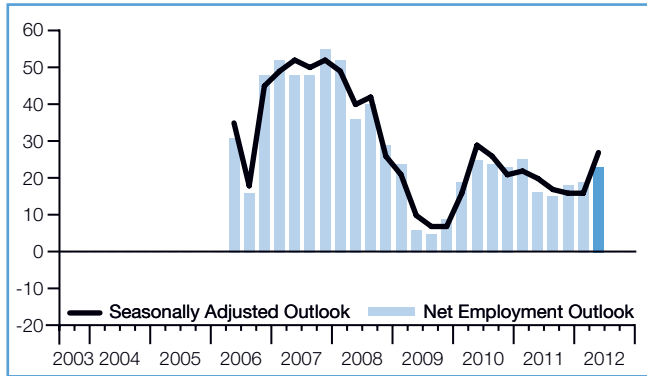
No bar indicates Net Employment Outlook of zero.

Panama



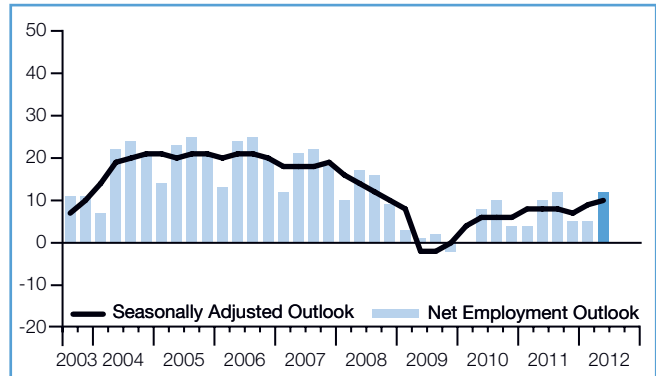
Panama joined the survey in Q2 2010.

Peru



Peru joined the survey in Q2 2006.

USA



No bar indicates Net Employment Outlook of zero.

International Comparisons – EMEA

Interviews were conducted with more than 19,500 employers across 23 countries in the Europe, Middle East and Africa (EMEA) region to measure anticipated hiring activity for Quarter 2 2012.

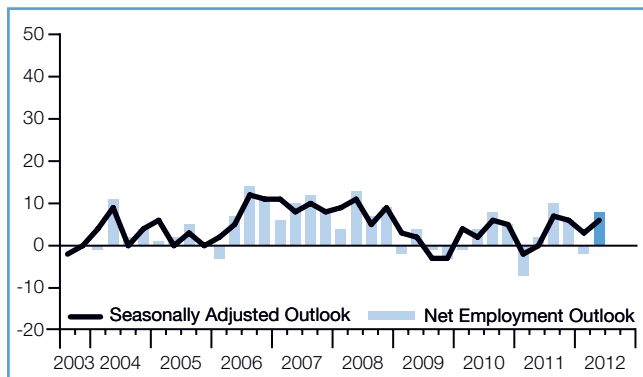
Outlooks remain relatively stable or improve in 21 of 23 countries surveyed from three months ago, but improve or remain relatively stable in only 12 countries compared to this same time last year. Regional hiring plans are strongest in Turkey, Israel, Romania and Norway. The weakest hiring intentions are reported by employers in Greece and Spain. In addition to Greece and Spain, negative hiring intentions are also reported by employers in five other countries: the Czech Republic, Hungary, Ireland, Italy and South Africa.

Job seekers in Germany will likely benefit from a hiring pace that continues to provide opportunities – particularly for skilled workers. Employers are stepping up efforts to attract professionals from weaker markets in the region; yet, shortages for in-demand skills such as healthcare professionals, engineers and software developers persist. Despite the respectable second-quarter forecast, the country's Finance & Business Services Outlook is

moderately weaker from 12 months ago and highlights a broader weakening trend across the region as large banking and finance concerns continue to restructure and reduce costs. This is particularly true in Switzerland and the Netherlands – the Swiss Outlook is the weakest reported in the sector since the survey was established, while the Dutch Outlook matches the sector's weakest forecast, first reported in Quarter 1 2010.

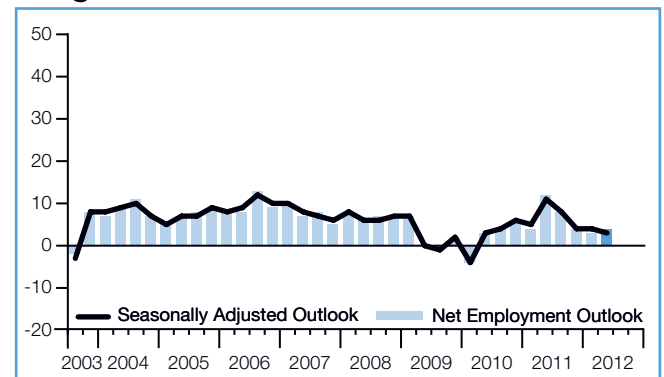
Elsewhere, the Outlook in Turkey declines moderately year-over-year as employers anticipate the potential effects of fallout associated with uncertainty in the U.S. and European Union, as well as turmoil associated with Arab Spring protests throughout the region. The pace of hiring in Norway is expected to remain steady: an unemployment rate of 2.8 percent combined with growing employer demand in the Construction and the Mining & Quarrying sectors is forcing many employers to look beyond their own border for the talent they need. Meanwhile, hiring prospects remain gloomy in Greece; fewer Greek employers tell us they intend to shed staff in the quarter ahead, but only time will tell if the recent assurance of EU backing will result in stability sufficient enough to inject confidence into the country's employers.

Austria



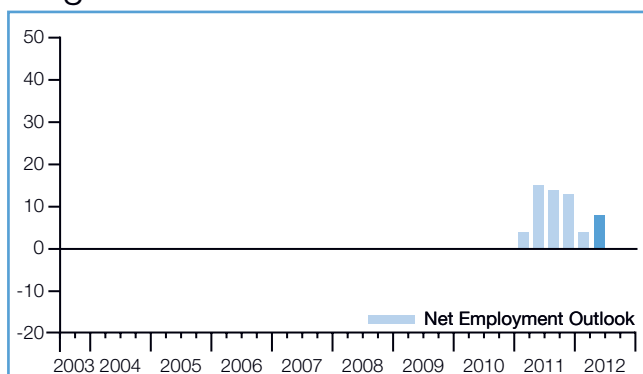
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Belgium



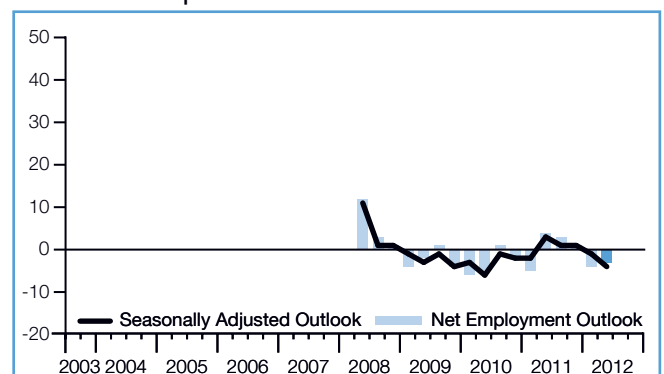
No bar indicates Net Employment Outlook of zero.

Bulgaria



Bulgaria joined the survey in Q1 2011.

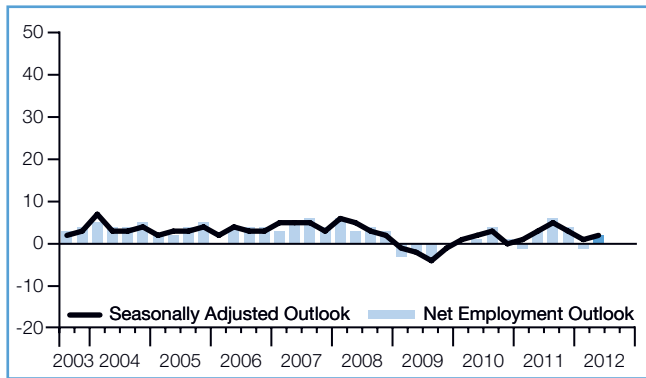
Czech Republic



Czech Republic joined the survey in Q2 2008.

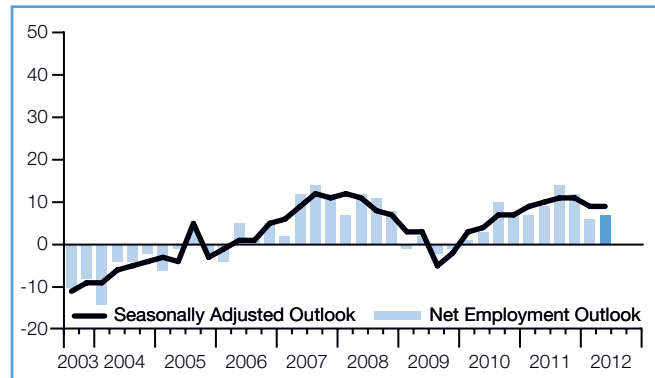
Manpower Employment Outlook Survey New Zealand

France

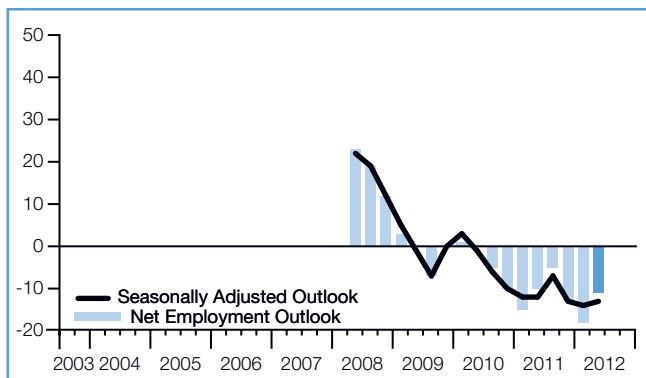


No bar indicates Net Employment Outlook of zero.

Germany

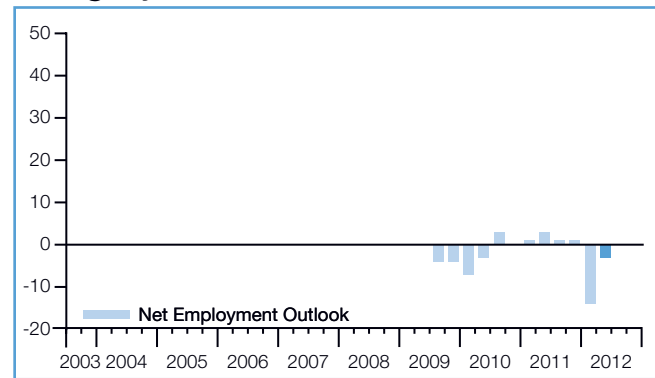


Greece



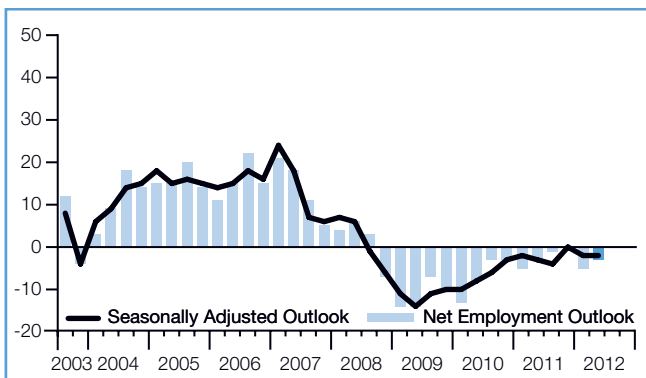
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Hungary



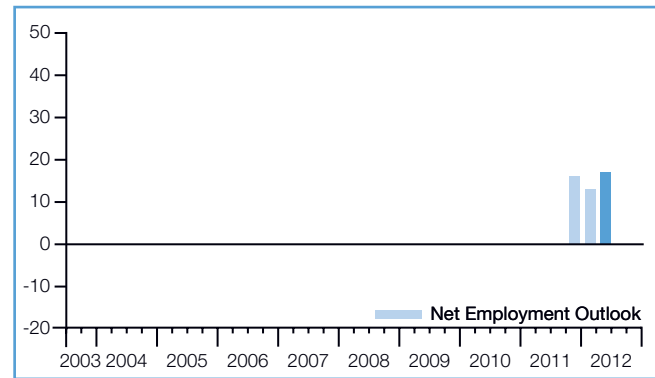
Hungary joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Ireland



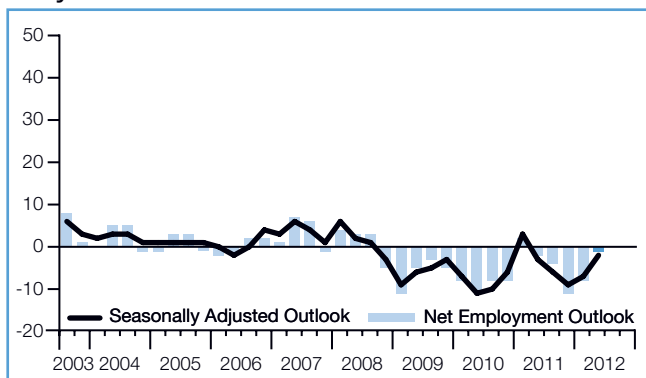
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Israel



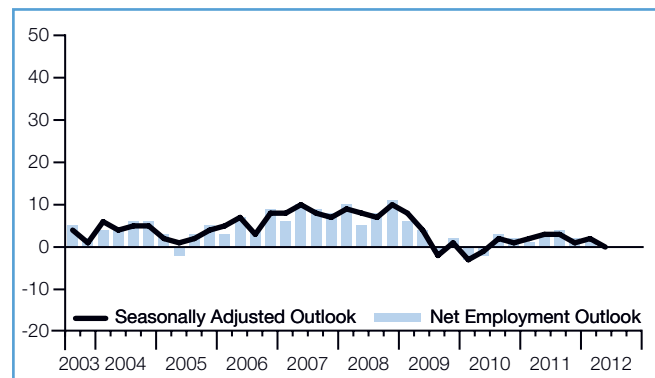
Israel joined the survey in Q4 2011.

Italy



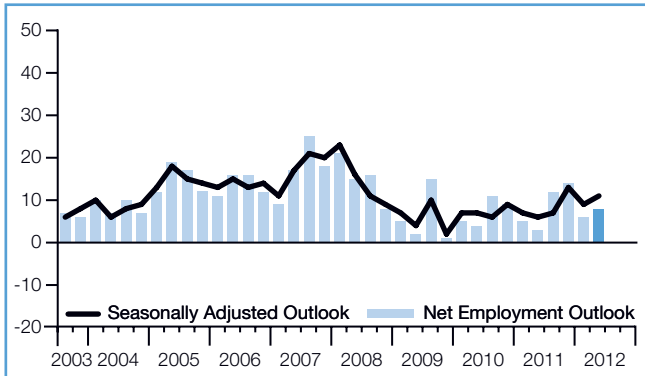
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Netherlands

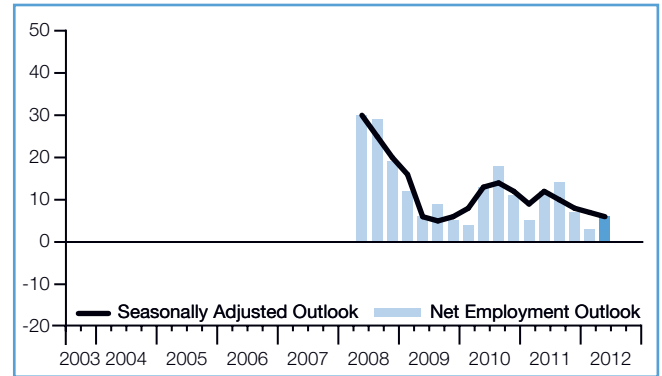


No bar indicates Net Employment Outlook of zero.

Norway

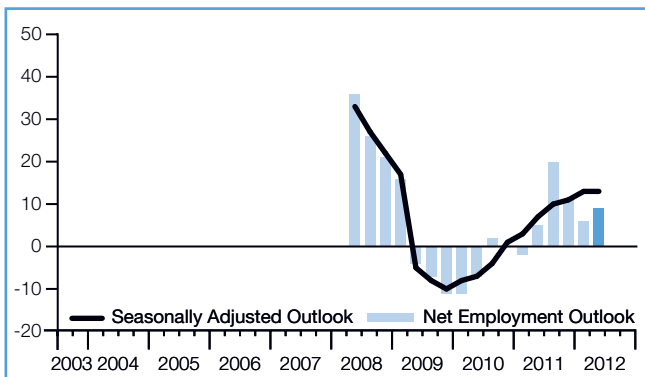


Poland



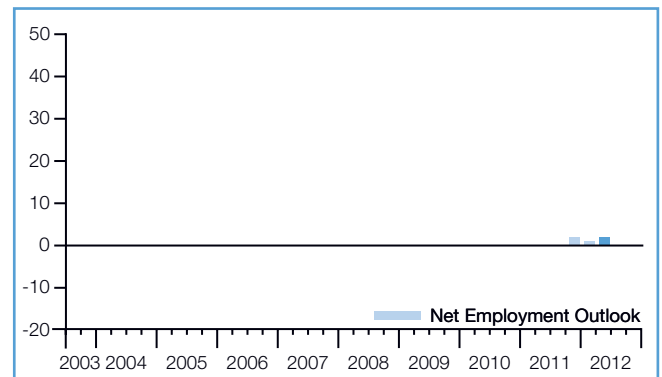
Poland joined the survey in Q2 2008.

Romania



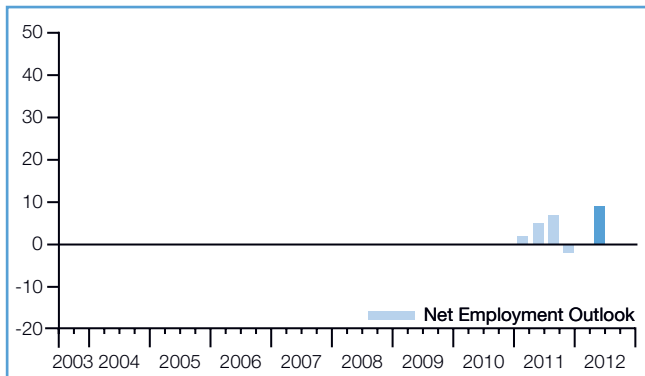
Romania joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Slovakia



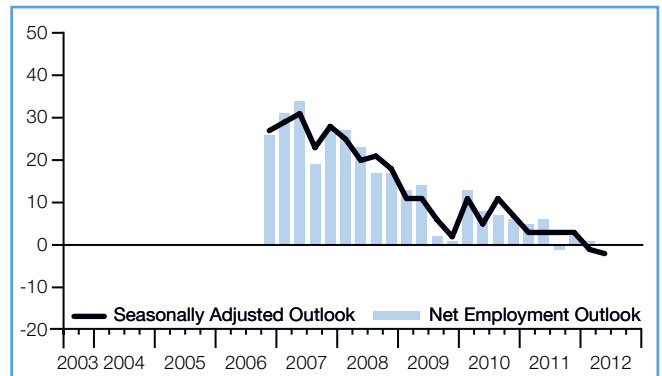
Slovakia joined the survey in Q4 2011.

Slovenia



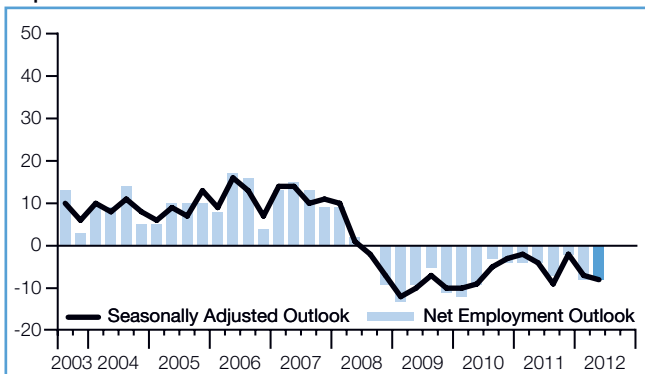
Slovenia joined the survey in Q1 2011.
No bar indicates Net Employment Outlook of zero.

South Africa



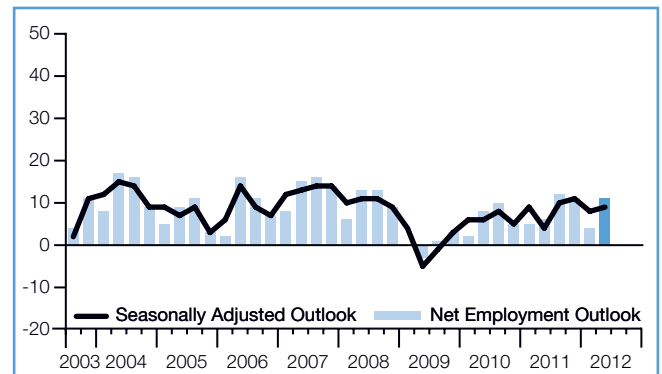
South Africa joined the survey in Q4 2006.
No bar indicates Net Employment Outlook of zero.

Spain



No bar indicates Net Employment Outlook of zero.

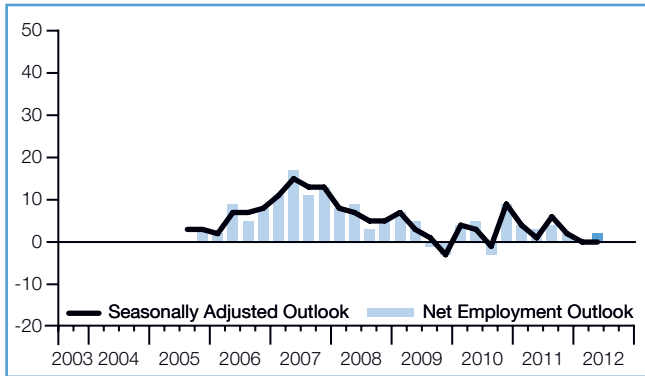
Sweden



No bar indicates Net Employment Outlook of zero.

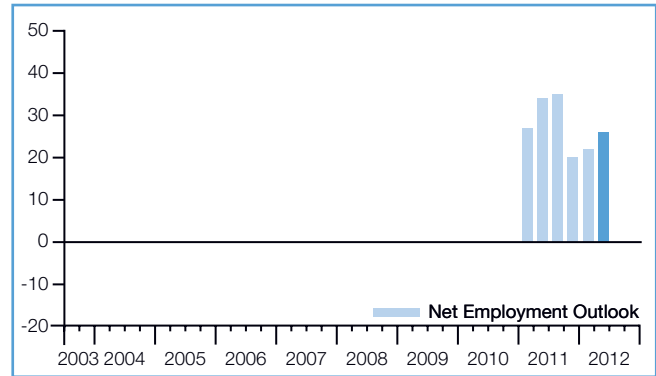
Manpower Employment Outlook Survey New Zealand

Switzerland



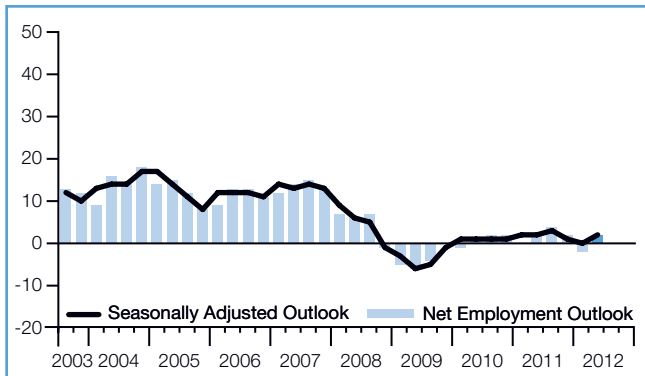
Switzerland joined the survey in Q3 2005.
No bar indicates Net Employment Outlook of zero.

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 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

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

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

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

Robust: The survey is based on interviews with over 65,000 public and private employers across 41 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 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 2012 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 41 countries and territories where the survey is currently conducted includes ManpowerGroup'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 651 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, Costa Rica, China, the Czech Republic, France, Germany, Greece, Guatemala, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Poland, Romania, 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. ManpowerGroup 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, ManpowerGroup 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** ManpowerGroup'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** ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003** Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries 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** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** ManpowerGroup 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** ManpowerGroup operations in Argentina launch the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008** ManpowerGroup 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** ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010** ManpowerGroup's Panama operation launches the Manpower Employment Outlook Survey, expanding the program total to 36 countries and territories worldwide. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the fourth quarter.
- 2011** Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012** Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally adjusted data.

About ManpowerGroup™

ManpowerGroup™ (NYSE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organisations and individuals we serve achieve more than they imagined – because their success leads to our success. And by creating these powerful connections, we create power that drives organisations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how the ManpowerGroup can help you win in the Human Age at www.manpowergroup.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.

ManpowerGroup™ is the world leader in innovative workforce solutions. We leverage our global reach and local expertise of tens of thousands of people across more than 80 countries, making it possible for businesses to access the talent they need when they need it.

ManpowerGroup™ Solutions provides clients with human resources outsourcing services primarily in the areas of large-scale recruiting and outcome-based workforce-intensive initiatives, thereby sharing in the risk and reward with our clients.

Experis™ is the global leader in professional resourcing and project-based workforce solutions. With operations in more than 50 countries, we deliver 53 million hours of professional talent specialising in IT, Finance and Engineering to accelerate clients' businesses each year.

Right Management® is the global leader in talent and career management workforce solutions. Through our innovative and proprietary process, we leverage our expertise to successfully increase productivity and optimise business performance.

Manpower® is the global leader in contingent and permanent recruitment workforce solutions. We provide the personal flexibility and agility businesses need with a continuum of staffing solutions.

About ManpowerGroup New Zealand

ManpowerGroup established its first offices in New Zealand in 1996. The company operates under the brand names of Manpower, Manpower Professional and Right Management.

For more information please visit:

www.manpowergroup.co.nz

www.manpower.co.nz

www.manpowerprofessional.co.nz

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, ManpowerGroup Solutions and 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 ManpowerGroup 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 ManpowerGroup Solutions and Right Management.

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