

Q4 / 2010

Manpower Employment Outlook Survey Canada

A Manpower Research Report



Manpower®

Q4/10

Contents

Canada Employment Outlook 1

Regional Comparisons

Sector Comparisons

Global Employment Outlook 11

International Comparisons – Americas

International Comparisons – Asia Pacific

International Comparisons – EMEA

About the Survey 20

About Manpower 21

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.

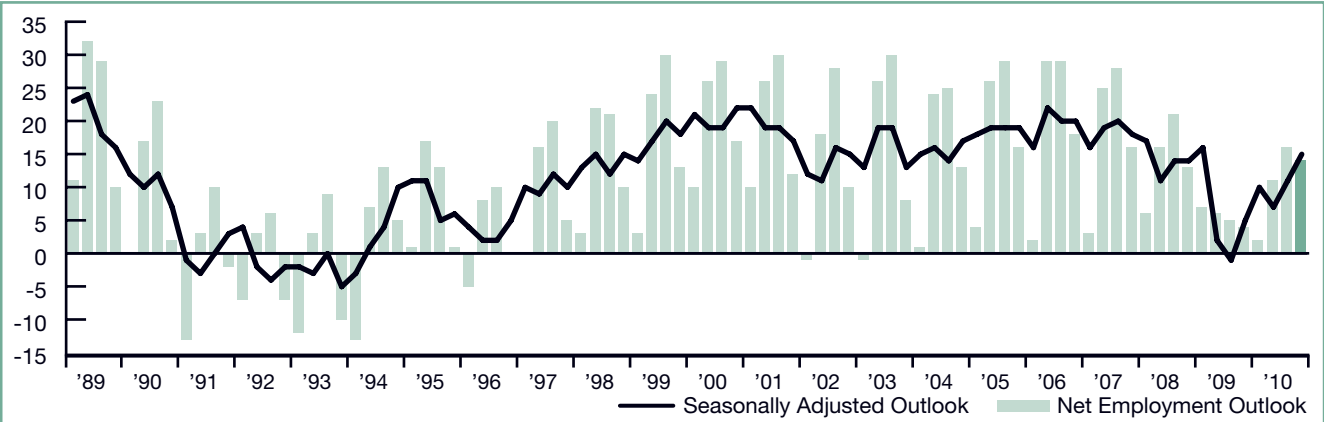
Canada Employment Outlook

The Manpower Employment Outlook Survey for the fourth quarter 2010 was conducted by interviewing a representative sample of nearly 1,900 employers in Canada.

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

Steady headcount growth is forecast by Canadian employers for Quarter 4 2010. With 21% of employers predicting an increase in staffing levels, 7% anticipating a decrease and 70% expecting no change, the Net Employment Outlook stands at +14%.

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook | Seasonally Adjusted |
|-------------------------|-----------|----------|-----------|------------|------------------------|---------------------|
| | % | % | % | % | % | % |
| 4th Quarter 2010 | 21 | 7 | 70 | 2 | 14 | 15 |
| 3rd Quarter 2010 | 22 | 6 | 69 | 3 | 16 | 11 |
| 2nd Quarter 2010 | 17 | 6 | 75 | 2 | 11 | 7 |
| 1st Quarter 2010 | 15 | 13 | 70 | 2 | 2 | 10 |
| 4th Quarter 2009 | 15 | 11 | 73 | 1 | 4 | 5 |



No bar indicates Net Employment Outlook of zero.

Quarter-over-quarter, employers report a slight decline of 2 percentage points in the Outlook, but year-over-year, hiring prospects are considerably stronger, increasing by 10 percentage points.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +15%. Quarter-over-quarter, hiring prospects have improved by 4 percentage points; year-over-year, the Outlook is 10 percentage points stronger.

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook | Seasonally Adjusted |
|-----------------------------------|----------|----------|-----------|------------|------------------------|---------------------|
| | % | % | % | % | % | % |
| Construction | 23 | 11 | 65 | 1 | 12 | 13 |
| Education | 24 | 6 | 69 | 1 | 18 | 13 |
| Finance, Insurance & Real Estate | 23 | 5 | 72 | 0 | 18 | 19 |
| Manufacturing – Durables | 24 | 6 | 69 | 1 | 18 | 21 |
| Manufacturing – Non-Durables | 18 | 8 | 72 | 2 | 10 | 14 |
| Mining | 31 | 8 | 58 | 3 | 23 | 25 |
| Public Administration | 13 | 10 | 75 | 2 | 3 | 12 |
| Services | 18 | 8 | 71 | 3 | 10 | 12 |
| Transportation & Public Utilities | 18 | 6 | 74 | 2 | 12 | 14 |
| Wholesale & Retail Trade | 23 | 8 | 68 | 1 | 15 | 12 |

Regional Comparisons

Atlantic Canada +15%

An upbeat hiring pace is forecast for Quarter 4 2010, with regional employers reporting a Net Employment Outlook of +15%. Although the Outlook has declined by 6 percentage points when compared with the previous quarter, it is 8 percentage points stronger year-over-year.

Employers in seven of the 10 industry sectors anticipate positive headcount growth during Quarter 4 2010.

The most optimistic hiring plans are reported in the Manufacturing – Durables sector, where the Outlook stands at a robust +40%, which is the strongest hiring climate since the sector analysis was first carried out in Quarter 1 2004. An active hiring pace is predicted in the Finance, Insurance & Real Estate sector, where the Outlook is +26%, and steady headcount growth is expected in both the Education sector and the Services sector, with Outlooks of +18%. Meanwhile, Construction sector employers report the gloomiest hiring plans since Quarter 2 2005, with a Net Employment Outlook of -15%.

Quarter-over-quarter, employers report stronger hiring plans in four industry sectors, including the Manufacturing – Durables sector and the Finance, Insurance & Real Estate sector, with considerable improvements in the Outlook of 20 and 15 percentage points, respectively. However, hiring prospects are weaker in five sectors. The Construction sector Outlook declines by a steep margin of 55 percentage points and a decrease of 26 percentage points is reported by Manufacturing – Non-Durables sector employers. A considerable decline of 20 percentage points is reported in the Wholesale & Retail Trade sector.

Year-over-year, employers in five industry sectors report stronger hiring plans, most notably in the Manufacturing – Durables sector, where the Outlook improves by 53 percentage points, and the Education sector, with an increase of 31 percentage points. Meanwhile, employers in four sectors report weaker hiring plans, including the Construction sector, where the Outlook weakens sharply by 46 percentage points.

Employers in all seven areas of the region report positive hiring intentions for the coming quarter. Bright hiring prospects are reported in Moncton, where the Outlook stands at +40% and St. John's, with an Outlook of +34%. Elsewhere, hiring plans are more cautious: Cape Breton Area and Charlottetown employers forecast only slow-paced headcount growth, with Outlooks of +4%.

Quarter-over-quarter, hiring intentions have weakened in five of the seven areas, with the sharpest decline of 28 percentage points reported by employers in Fredericton. Charlottetown employers also report a considerable decline in the Outlook of 19 percentage points. Meanwhile, the Moncton Outlook improves by 16 percentage points.

When compared with Quarter 4 2009, the Outlook has strengthened in five of the seven areas. The most noteworthy improvements are in St. John's and Moncton, where Outlooks have increased by 34 and 30 percentage points, respectively. However, in Fredericton, the Outlook declines by 14 percentage points.

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook |
|-----------------------------------|-----------|-----------|-----------|------------|------------------------|
| | % | % | % | % | % |
| All Industries | 25 | 10 | 65 | 0 | 15 |
| Construction | 8 | 23 | 69 | 0 | -15 |
| Education | 36 | 18 | 45 | 1 | 18 |
| Finance, Insurance & Real Estate | 26 | 0 | 74 | 0 | 26 |
| Manufacturing – Durables | 40 | 0 | 60 | 0 | 40 |
| Manufacturing – Non-Durables | 11 | 11 | 74 | 4 | 0 |
| Mining | 80 | 0 | 20 | 0 | 80 |
| Public Administration | 18 | 6 | 76 | 0 | 12 |
| Services | 29 | 11 | 60 | 0 | 18 |
| Transportation & Public Utilities | 19 | 5 | 76 | 0 | 14 |
| Wholesale & Retail Trade | 29 | 15 | 56 | 0 | 14 |

Ontario +12%

Ontario employers forecast respectable headcount gains in Quarter 4 2010, reporting a Net Employment Outlook of +12%. Quarter-over-quarter, the Outlook declines slightly by 5 percentage points, but year-over-year, hiring plans are considerably stronger, with the Outlook improving by 10 percentage points.

Employers in eight of the 10 industry sectors anticipate positive hiring activity in the coming quarter. The most upbeat hiring plans are reported in the Education sector, the Manufacturing – Durables sector and the Wholesale & Retail Trade sector, with Outlooks of +18%. Finance, Insurance & Real Estate sector employers also report favorable hiring intentions, with an Outlook of +17%. In the Manufacturing – Non-Durables sector, employers report the strongest hiring climate since Quarter 3 2004, with an Outlook of +12%, but in the Public Administration sector, hiring prospects are at the weakest level since the regional analysis was first conducted in Quarter 1 2004, with the Outlook standing at an uncertain -2%.

Quarter-over-quarter, hiring intentions weaken in five industry sectors, most notably by a sharp margin of 30 percentage points in the Public Administration sector. Construction sector employers report a considerable decline in the Outlook of 18 percentage points. Meanwhile, Outlooks in two sectors have improved, including the Education sector Outlook, which is 8 percentage points stronger.

Year-over-year, hiring prospects are stronger in seven industry sectors. The Manufacturing – Durables sector Outlook improves steeply by 30 percentage points and considerable increases are reported in the Education sector and the Construction sector, by 16 and 13 percentage points, respectively. The Manufacturing –

Non-Durables sector Outlook improves by 12 percentage points and the Wholesale & Retail Trade sector Outlook is 11 percentage points stronger.

Employers in 22 of the 24 areas in Ontario predict positive headcount growth in Quarter 4 2010. The strongest hiring prospects are in York Region, where the Outlook stands at +27%, and Durham Region, with an Outlook of +23%. Steady growth in staffing levels is also expected in Kitchener/Cambridge Area, where the Outlook is +18%, and in both Barrie and Brampton, with Outlooks of +17%. Downbeat hiring plans are evident in two areas – Brantford and Niagara Falls – where employers report Outlooks of -4% and -3%, respectively.

Quarter-over-quarter, employers in 16 areas report weaker hiring prospects. The most notable declines are reported in the Outlooks for Brantford and St. Catharines, which decline by 31 and 25 percentage points, respectively, while in Niagara Falls, employers report a 22 percentage point decrease. Considerably weaker hiring plans are also evident in Hamilton and Kingston, where Outlooks decline by 17 percentage points. Elsewhere, hiring prospects have improved in eight areas, including London and York Region, where employers report improvements of 13 and 12 percentage points, respectively.

Year-over-year, employers in 20 areas report stronger hiring plans. The most noteworthy improvements are reported in Mississauga, where the Outlook is 33 percentage points stronger, and Durham Region, with a 26 percentage point improvement. In York Region, the Outlook improves by 24 percentage points, while in St Catharines hiring plans are 23 percentage points stronger. The most notable decline of 13 percentage points is reported by Cornwall employers.

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook |
|-----------------------------------|-----------|----------|-----------|------------|------------------------|
| | % | % | % | % | % |
| All Industries | 21 | 9 | 69 | 1 | 12 |
| Construction | 26 | 13 | 58 | 3 | 13 |
| Education | 22 | 4 | 73 | 1 | 18 |
| Finance, Insurance & Real Estate | 24 | 7 | 67 | 2 | 17 |
| Manufacturing – Durables | 24 | 6 | 69 | 1 | 18 |
| Manufacturing – Non-Durables | 22 | 10 | 68 | 0 | 12 |
| Mining | 12 | 24 | 59 | 5 | -12 |
| Public Administration | 15 | 17 | 65 | 3 | -2 |
| Services | 16 | 10 | 72 | 2 | 6 |
| Transportation & Public Utilities | 18 | 7 | 74 | 1 | 11 |
| Wholesale & Retail Trade | 23 | 5 | 72 | 0 | 18 |

Quebec +6%

Modest headcount growth is anticipated by Quebec employers in Quarter 4 2010. The Net Employment Outlook stands at +6%, reflecting a moderate decline of 6 percentage points quarter-over-quarter. Year-over-year, however, the Outlook improves by 3 percentage points.

Employers in five of the 10 industry sectors predict an increase in headcount during the coming quarter. The strongest hiring prospects are reported in the Finance, Insurance & Real Estate sector and the Manufacturing – Non-Durables sector, with Outlooks of +24% and +23%, respectively. In both the Education sector and the Transportation & Public Utilities sector, employers report cautiously optimistic hiring plans, with Outlooks of +9%. However, Wholesale & Retail Trade sector employers report the weakest hiring climate since Quarter 1 2006, with a downbeat Outlook of -4%.

Quarter-over-quarter, employers in three industry sectors report stronger hiring intentions. The Transportation & Public Utilities sector Outlook improves by a steep margin of 30 percentage points, and Education sector employers report a sharp increase of 22 percentage points. In the Finance, Insurance & Real Estate sector, employers report a considerable improvement of 18 percentage points. Meanwhile, employers in six sectors report weaker hiring plans. The Construction sector Outlook declines by 30 percentage points, while decreases of 17 percentage points are reported for both the Services sector and the Wholesale & Retail Trade sector.

Year-over-year, employers in four industry sectors report stronger hiring plans. The Manufacturing – Non-Durables sector Outlook improves by 23 percentage points, while Finance, Insurance & Real Estate sector employers report an increase of 19 percentage points. The only sector where employers report a decline is the Wholesale & Retail Trade sector, where the Outlook decreases by 8 percentage points.

Employers in three of the four areas in the region predict headcount gains in the coming quarter. Sherbrooke employers are most optimistic, reporting an Outlook of +14%. Quebec City employers report cautiously optimistic hiring plans, with an Outlook of +10%, while in Montreal, slow-paced headcount growth is forecast, with an Outlook of +3%. Meanwhile, in Granby, employers report mixed signals for job seekers, with an Outlook of 0%.

Quarter-over-quarter, the Granby Outlook has declined by a steep margin of 29 percentage points, and in Quebec City, employers report a moderate decrease of 5 percentage points. Meanwhile, Sherbrooke employers report a slight improvement of 4 percentage points.

Year-over-year, hiring prospects are stronger in three areas. The Granby Outlook improves by a considerable margin of 17 percentage points, while in Sherbrooke, the Outlook is 4 percentage points stronger. However, a slight 2 percentage point decline is reported by employers in Quebec City.

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook |
|-----------------------------------|-----------|----------|-----------|------------|------------------------|
| | % | % | % | % | % |
| All Industries | 11 | 5 | 84 | 0 | 6 |
| Construction | 0 | 0 | 100 | 0 | 0 |
| Education | 19 | 10 | 71 | 0 | 9 |
| Finance, Insurance & Real Estate | 24 | 0 | 76 | 0 | 24 |
| Manufacturing – Durables | 11 | 11 | 74 | 4 | 0 |
| Manufacturing – Non-Durables | 23 | 0 | 77 | 0 | 23 |
| Mining | 0 | 17 | 83 | 0 | -17 |
| Public Administration | 8 | 8 | 84 | 0 | 0 |
| Services | 4 | 0 | 96 | 0 | 4 |
| Transportation & Public Utilities | 13 | 4 | 83 | 0 | 9 |
| Wholesale & Retail Trade | 5 | 9 | 86 | 0 | -4 |

Western Canada +19%

Employers in Western Canada report hopeful hiring intentions for Quarter 4 2010, with a Net Employment Outlook of +19%. The Outlook improves by 4 percentage points quarter-over-quarter, and is 11 percentage points stronger year-over-year.

Employers in all 10 industry sectors predict positive headcount growth in Quarter 4 2010. The strongest hiring prospects are reported in the Mining sector, where the Outlook stands at +30%, and solid headcount gains are expected in both the Construction sector and the Education sector, where Outlooks of +25% are reported. Manufacturing – Durables sector employers anticipate a healthy hiring climate with an Outlook of +21%, and the Services sector Outlook stands at an upbeat +18%.

Quarter-over-quarter, stronger hiring prospects are reported in five of the 10 industry sectors. The most notable improvement of 16 percentage points is reported in the Education sector, while in the Public Administration sector, the Outlook improves by 12 percentage points. Hiring prospects have weakened in the remaining five sectors, most notably by 8 percentage points in the Manufacturing – Durables sector.

Year-over-year, hiring prospects have strengthened in all 10 industry sectors. Manufacturing – Durables sector employers report a sharp improvement of 24 percentage points, and the Mining sector Outlook is 21 percentage points stronger. Increases of 17 and 15 percentage points are reported in the Education sector and the Manufacturing – Non-Durables sector, respectively.

Employers in all 11 areas of the region report positive hiring plans for the coming quarter. The strongest Outlook of +40% is reported in Richmond-Delta, while in both Red Deer and Saskatoon, employers report robust Outlooks of +33%. Steady headcount growth is also anticipated in Edmonton and Regina, with Outlooks of +20% and in Calgary, where the Outlook stands at +19%.

Quarter-over-quarter, employers report stronger hiring prospects in seven areas, including Richmond-Delta, where the Outlook improves by a steep margin of 30 percentage points. Increases of 13 percentage points are reported in Red Deer, Saskatoon and Surrey. Meanwhile, employers in four sectors report weaker hiring prospects, with 7 percentage point decreases reported in Winnipeg, Victoria Capital & Regional District and Burnaby-Coquitlam.

Year-over-year, the Outlook has strengthened in all 11 areas. Richmond-Delta employers report the sharpest improvement of 37 percentage points, followed by employers in Red Deer, with an increase of 31 percentage points. The Outlook is 17 percentage points stronger in Saskatoon and increases by 16 percentage points in Surrey.

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook |
|-----------------------------------|-----------|----------|-----------|------------|------------------------|
| | % | % | % | % | % |
| All Industries | 25 | 6 | 67 | 2 | 19 |
| Construction | 35 | 10 | 54 | 1 | 25 |
| Education | 28 | 3 | 69 | 0 | 25 |
| Finance, Insurance & Real Estate | 18 | 5 | 77 | 0 | 13 |
| Manufacturing – Durables | 26 | 5 | 68 | 1 | 21 |
| Manufacturing – Non-Durables | 13 | 5 | 79 | 3 | 8 |
| Mining | 35 | 5 | 58 | 2 | 30 |
| Public Administration | 12 | 3 | 82 | 3 | 9 |
| Services | 23 | 5 | 67 | 5 | 18 |
| Transportation & Public Utilities | 21 | 5 | 70 | 4 | 16 |
| Wholesale & Retail Trade | 25 | 8 | 63 | 4 | 17 |

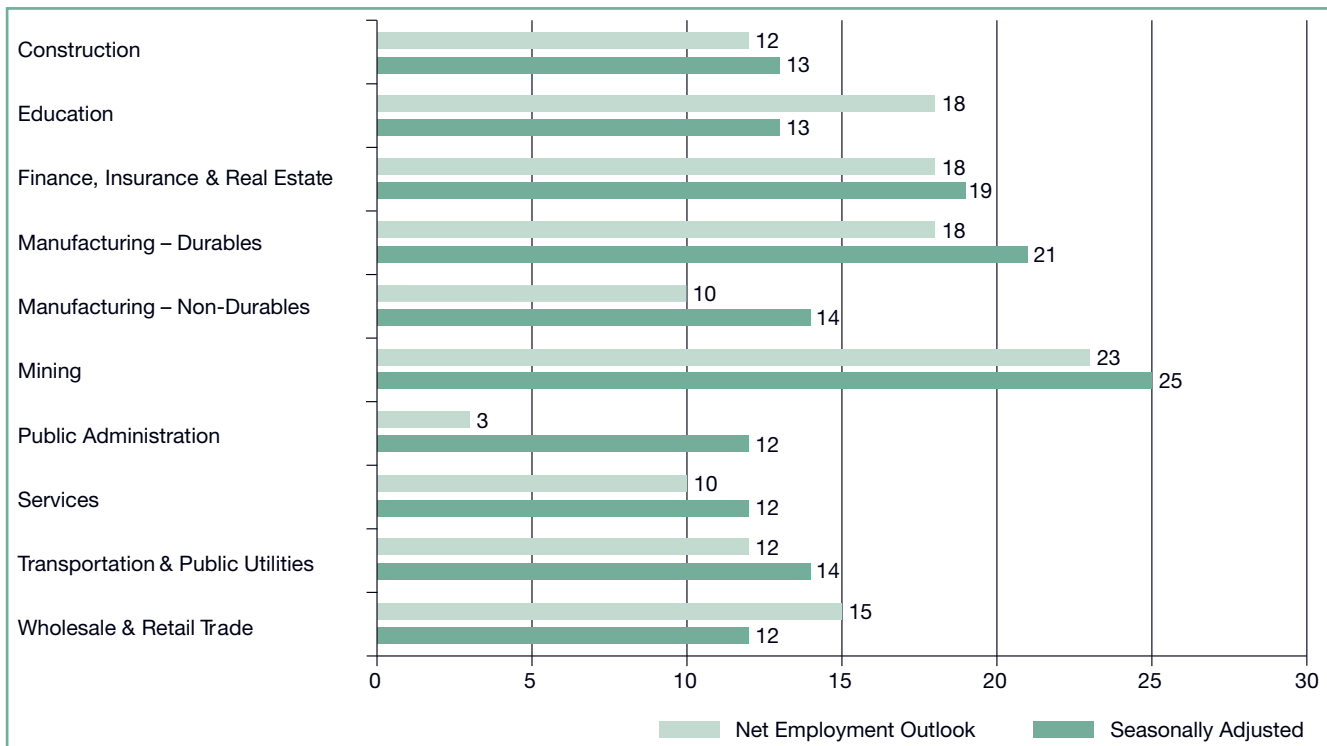
Sector Comparisons

Note: from this point forwards, all data reported in the text has been adjusted to account for seasonal variations.

Employers predict headcount gains in all 10 industry sectors during Quarter 4 2010. The strongest hiring prospects are reported in the Mining sector, where the Net Employment Outlook stands at a solid +25%. Manufacturing – Durables sector employers report active hiring plans with an Outlook of +21%, and the Finance, Insurance & Real Estate sector Outlook stands at a favorable +19%. Outlooks of +14% are reported in both the Manufacturing – Non-Durables sector and the Transportation & Public Utilities sector.

Quarter-over-quarter, employers in eight industry sectors report stronger hiring prospects. The Transportation & Public Utilities sector Outlook improves by 10 percentage points, while the Manufacturing – Durables sector Outlook is 9 percentage points stronger. An increase of 8 percentage points is reported in the Finance, Insurance & Real Estate sector, and 6 percentage point improvements are evident in both the Manufacturing – Non-Durables sector and the Public Administration sector. Meanwhile, the Outlook decreases by 3 percentage points in the Construction sector.

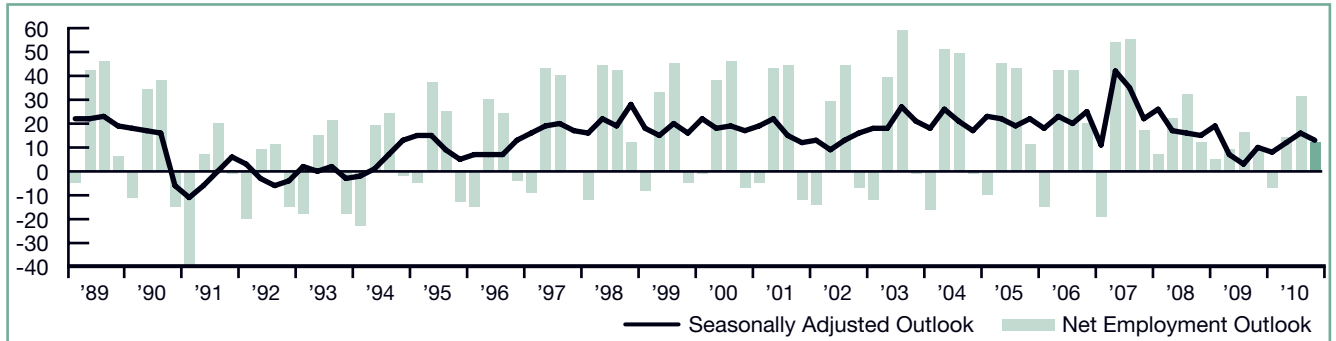
Year-over-year, employers report stronger hiring plans in all 10 industry sectors. The most notable improvements reported in the Outlook are by 22 percentage points in the Manufacturing – Durables sector and by 16 percentage points in the Mining sector. The Education sector Outlook is 11 percentage points stronger, and employers in both the Finance, Insurance & Real Estate sector and the Transportation & Public Utilities sector report increases of 10 percentage points.



Construction +12 (13)%

With a Net Employment Outlook of +13%, employers report upbeat hiring plans for the coming quarter. While the Outlook has declined by 3 percentage points

quarter-over-quarter, it is 3 percentage points stronger year-over-year.

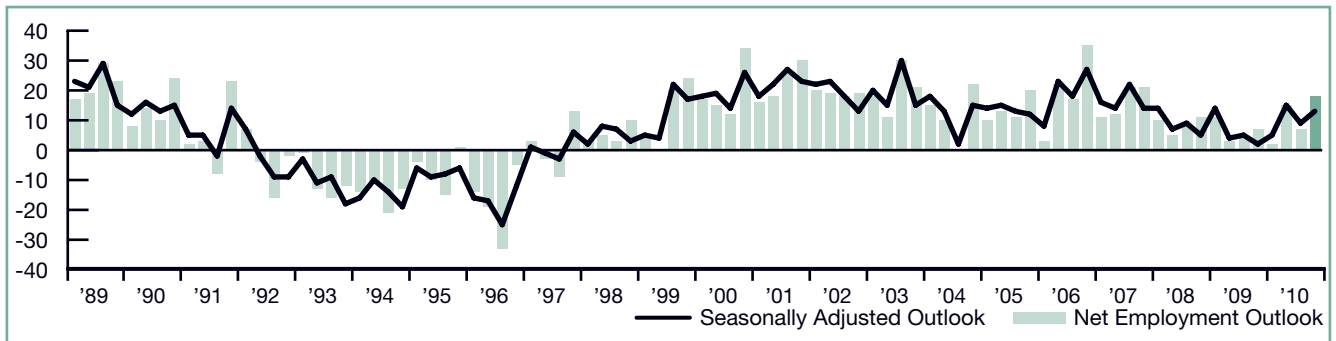


No bar indicates Net Employment Outlook of zero.

Education +18 (13)%

Sector employers anticipate a steady hiring pace in Quarter 4 2010, reporting a Net Employment Outlook of +13%. Employers report an improvement in hiring

prospects both quarter-over-quarter and year-over-year, with the Outlook increasing by 4 and 11 percentage points, respectively.

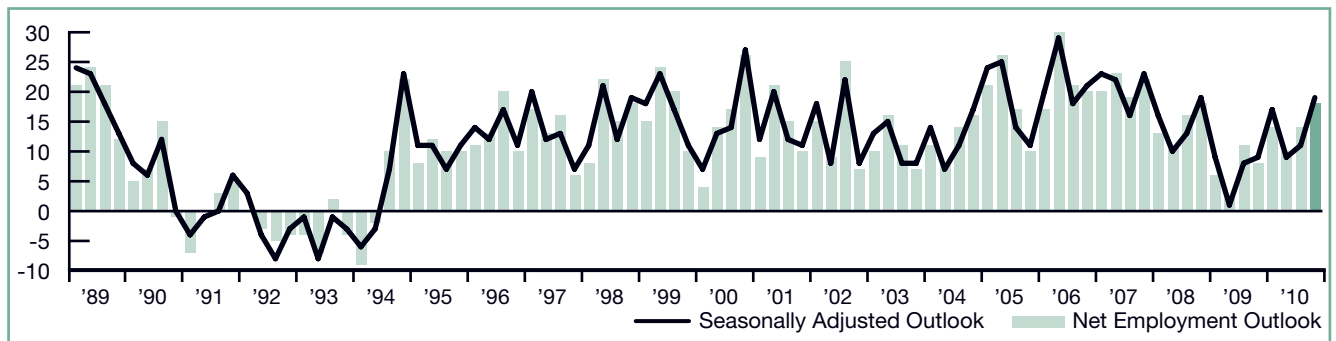


No bar indicates Net Employment Outlook of zero.

Finance, Insurance & Real Estate +18 (19)%

Job seekers will enjoy a favorable hiring climate in the sector during Quarter 4 2010, according to employers, who report a Net Employment Outlook of +19%. The

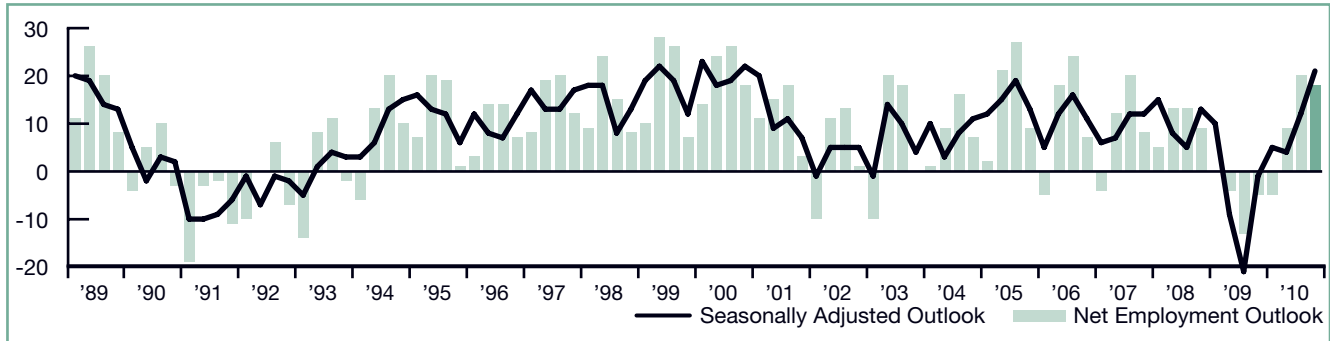
Outlook improves by a moderate margin of 8 percentage points quarter-over-quarter, while year-over-year, employers report a considerable increase of 10 percentage points.



No bar indicates Net Employment Outlook of zero.

Manufacturing – Durable Goods +18 (21)%

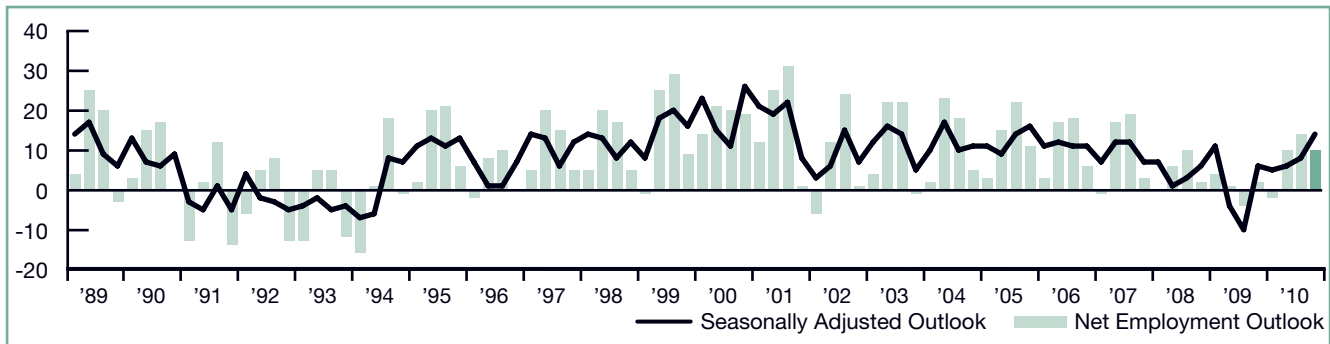
Sector employers report the most optimistic hiring prospects since Quarter 4 2000, with a healthy Net Employment Outlook of +21%. The Outlook improves by 9 percentage points when compared with Quarter 3 2010, and employers report a steep increase of 22 percentage points year-over-year.



No bar indicates Net Employment Outlook of zero.

Manufacturing – Non-Durable Goods +10 (14)%

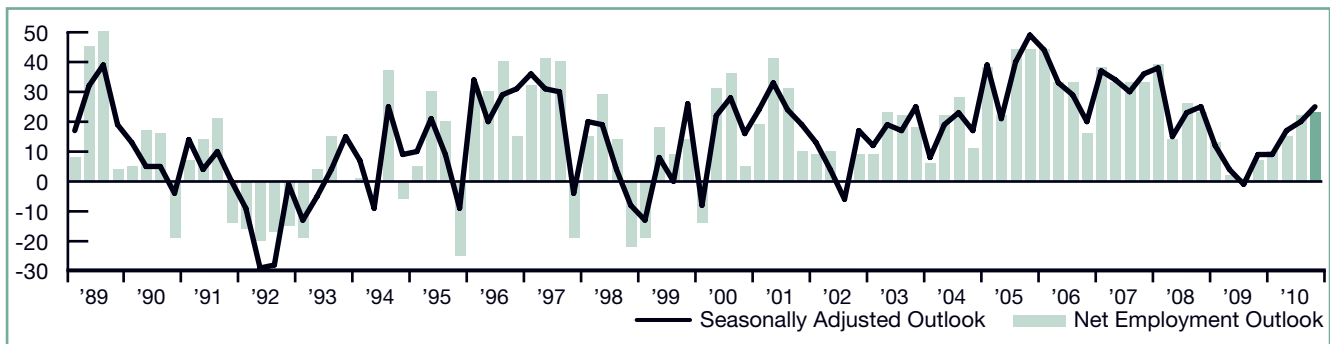
With a Net Employment Outlook of +14%, employers report the strongest labor market since Quarter 4 2005. Quarter-over-quarter, the Outlook improves by 6 percentage points, while year-over-year it is 8 percentage points stronger.



No bar indicates Net Employment Outlook of zero.

Mining +23 (25)%

Solid headcount growth is forecast for Quarter 4 2010, with employers reporting a Net Employment Outlook of +25%. The Outlook increases by 5 percentage points quarter-over-quarter, while comparison with Quarter 4 2009 reveals a considerable improvement of 16 percentage points.

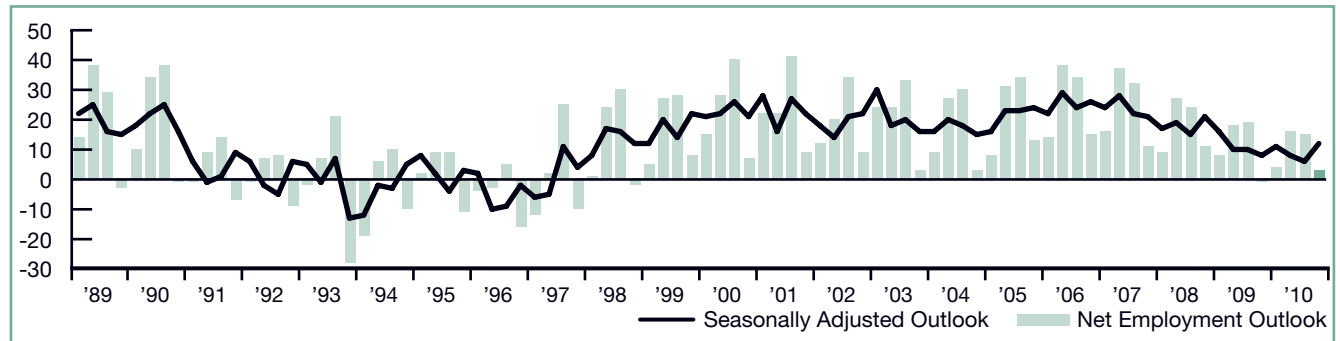


No bar indicates Net Employment Outlook of zero.

Public Administration +3 (12)%

Employers predict respectable headcount growth in Quarter 4 2010, reporting a Net Employment Outlook of +12%. Employers report stronger hiring plans both

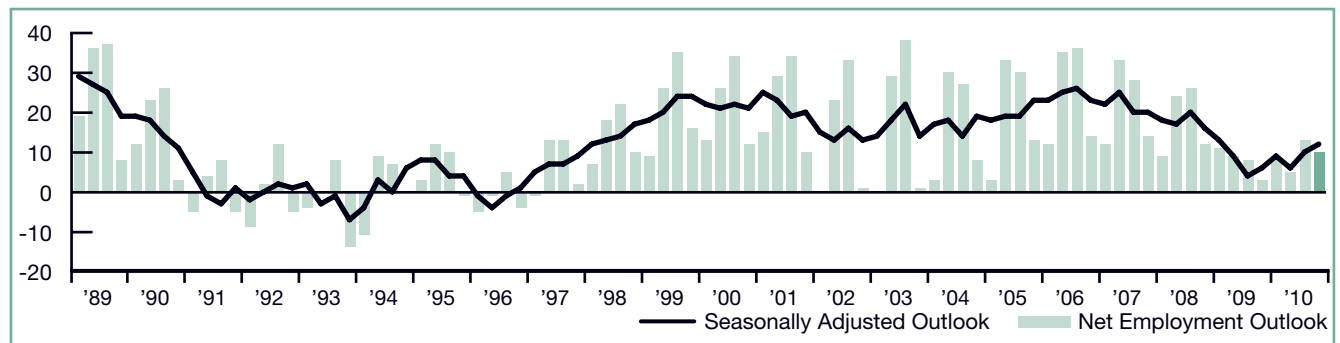
quarter-over-quarter and year-over-year, with the Outlook improving by 6 and 4 percentage points, respectively.



Services +10 (12)%

Sector employers predict an upbeat hiring pace in the coming quarter, reporting a Net Employment Outlook of +12%. A slight improvement of 2 percentage points

is reported quarter-over-quarter, while the Outlook improves by 6 percentage points year-over-year.

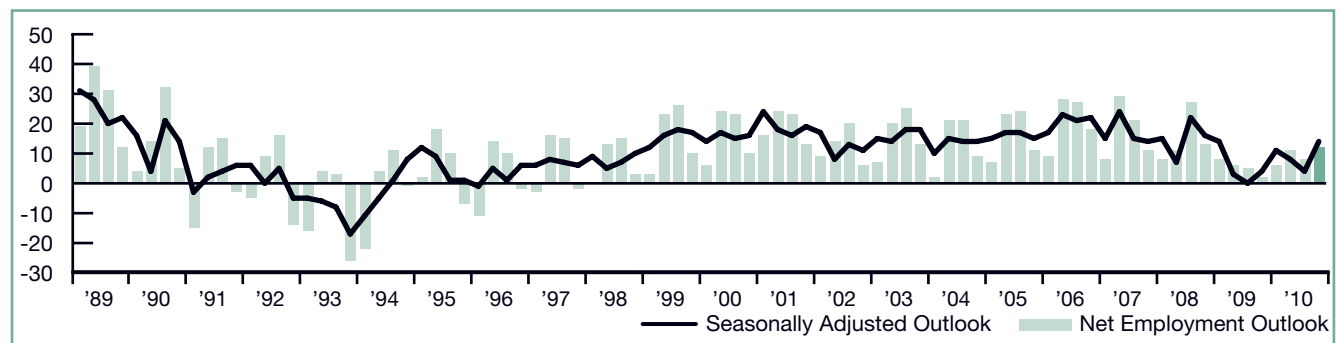


No bar indicates Net Employment Outlook of zero.

Transportation & Public Utilities +12 (14)%

Employers forecast a favorable hiring climate in Quarter 4 2010 with a Net Employment Outlook of +14%. The Outlook is considerably stronger both quarter-over-quarter

and year-over-year, improving by 10 percentage points in both cases.

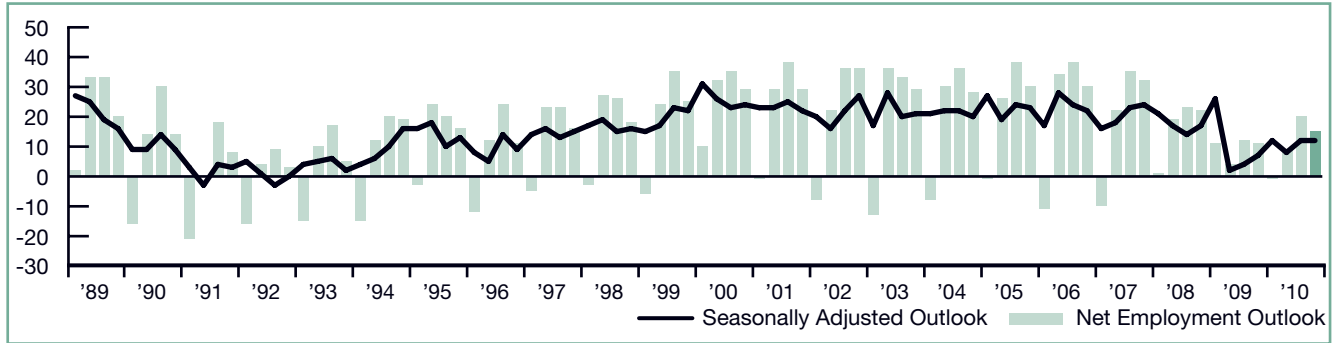


No bar indicates Net Employment Outlook of zero.

Wholesale & Retail Trade +15 (12)%

With a Net Employment Outlook of +12%, employers anticipate steady headcount growth in Quarter 4 2010.

The Outlook is unchanged quarter-over-quarter, and improves by 5 percentage points year-over-year.



No bar indicates Net Employment Outlook of zero.

Global Employment Outlook

| Americas | Net Employment Outlook | | | Qtr on Qtr Change | Yr on Yr Change |
|---------------|--------------------------|----------------------------|----------------------------|---------------------------|----------------------------|
| | Quarter 4 2009 | Quarter 3 2010 | Quarter 4 2010 | Q3 2010 to Q4 2010 | Q4 2009 to Q4 2010 |
| | % | % | % | | |
| Argentina | 3 | 11 | 17 | 6 | 14 |
| Brazil | 21 | 40 | 37 | -3 | 16 |
| Canada | 4 (5)¹ | 16 (11)¹ | 14 (15)¹ | -2 (4)¹ | 10 (10)¹ |
| Colombia | 13 | 16 | 17 | 1 | 4 |
| Costa Rica | 6 (4) ¹ | 18 (22) ¹ | 23 (21) ¹ | 5 (-1) ¹ | 17 (17) ¹ |
| Guatemala | 1 | 10 | 9 | -1 | 8 |
| Mexico | 4 (4) ¹ | 17 (16) ¹ | 16 (17) ¹ | -1 (1) ¹ | 12 (13) ¹ |
| Panama | - | 16 | 19 | 3 | - |
| Peru | 9 (11) ¹ | 24 (25) ¹ | 23 (29) ¹ | -1 (4) ¹ | 14 (18) ¹ |
| United States | -2 (-1) ¹ | 10 (6) ¹ | 4 (5) ¹ | -6 (-1) ¹ | 6 (6) ¹ |

| Asia Pacific | Net Employment Outlook | | | Qtr on Qtr Change | Yr on Yr Change |
|--------------|------------------------|----------------------|----------------------|----------------------|----------------------|
| | Quarter 4 2009 | Quarter 3 2010 | Quarter 4 2010 | Q3 2010 to Q4 2010 | Q4 2009 to Q4 2010 |
| | % | % | % | | |
| Australia | 9 (8) ¹ | 21 (24) ¹ | 20 (19) ¹ | -1 (-5) ¹ | 11 (11) ¹ |
| China | 11 (8) ¹ | 27 (31) ¹ | 51 (47) ¹ | 24 (16) ¹ | 40 (39) ¹ |
| Hong Kong | 4 (4) ¹ | 16 (15) ¹ | 17 (17) ¹ | 1 (2) ¹ | 13 (13) ¹ |
| India | 34 (30) ¹ | 42 (41) ¹ | 42 (38) ¹ | 0 (-3) ¹ | 8 (8) ¹ |
| Japan | -4 (-2) ¹ | 3 (6) ¹ | 4 (6) ¹ | 1 (0) ¹ | 8 (8) ¹ |
| New Zealand | 1 (2) ¹ | 15 (17) ¹ | 15 (16) ¹ | 0 (-1) ¹ | 14 (14) ¹ |
| Singapore | 14 (15) ¹ | 23 (23) ¹ | 22 (23) ¹ | -1 (0) ¹ | 8 (8) ¹ |
| Taiwan | 17 (17) ¹ | 39 (36) ¹ | 40 (40) ¹ | 1 (4) ¹ | 23 (23) ¹ |

| EMEA* | Net Employment Outlook | | | Qtr on Qtr Change | Yr on Yr Change |
|----------------|------------------------|----------------------|----------------------|----------------------|----------------------|
| | Quarter 4 2009 | Quarter 3 2010 | Quarter 4 2010 | Q3 2010 to Q4 2010 | Q4 2009 to Q4 2010 |
| | % | % | % | | |
| Austria | -3 (-3) ¹ | 8 (6) ¹ | 5 (5) ¹ | -3 (-1) ¹ | 8 (8) ¹ |
| Belgium | 2 (2) ¹ | 4 (4) ¹ | 6 (6) ¹ | 2 (2) ¹ | 4 (4) ¹ |
| Czech Republic | -4 | 1 | -2 | -3 | 2 |
| France | 0 (-1) ¹ | 4 (3) ¹ | 1 (0) ¹ | -3 (-3) ¹ | 1 (1) ¹ |
| Germany | -1 (-1) ¹ | 10 (8) ¹ | 7 (7) ¹ | -3 (-1) ¹ | 8 (8) ¹ |
| Greece | 0 | -5 | -10 | -5 | -10 |
| Hungary | -4 | 3 | 0 | -3 | 4 |
| Ireland | -10 (-8) ¹ | -3 (-6) ¹ | -3 (-1) ¹ | 0 (5) ¹ | 7 (7) ¹ |
| Italy | -5 (-5) ¹ | -8 (-9) ¹ | -8 (-9) ¹ | 0 (0) ¹ | -3 (-4) ¹ |
| Netherlands | 2 (1) ¹ | 3 (3) ¹ | 2 (1) ¹ | -1 (-2) ¹ | 0 (0) ¹ |
| Norway | 1 (3) ¹ | 11 (6) ¹ | 9 (11) ¹ | -2 (5) ¹ | 8 (8) ¹ |
| Poland | 5 | 18 | 11 | -7 | 6 |
| Romania | -11 | 2 | 0 | -2 | 11 |
| South Africa | 1 | 7 | 6 | -1 | 5 |
| Spain | -11 (-8) ¹ | -3 (-6) ¹ | -4 (-1) ¹ | -1 (5) ¹ | 7 (7) ¹ |
| Sweden | 3 (3) ¹ | 10 (8) ¹ | 5 (5) ¹ | -5 (-3) ¹ | 2 (2) ¹ |
| Switzerland | -3 (1) ¹ | -3 (-1) ¹ | 9 (15) ¹ | 12 (16) ¹ | 12 (14) ¹ |
| UK | 0 (-1) ¹ | 2 (1) ¹ | 2 (1) ¹ | 0 (0) ¹ | 2 (2) 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.

Manpower Employment Outlook Survey Canada

Nearly 62,000 employers have been interviewed across 36 countries and territories to measure anticipated employment trends* between October and December 2010.

Employers in 28 of the 36 countries and territories Manpower surveyed expect to add to their workforces to varying degrees over the next three months.

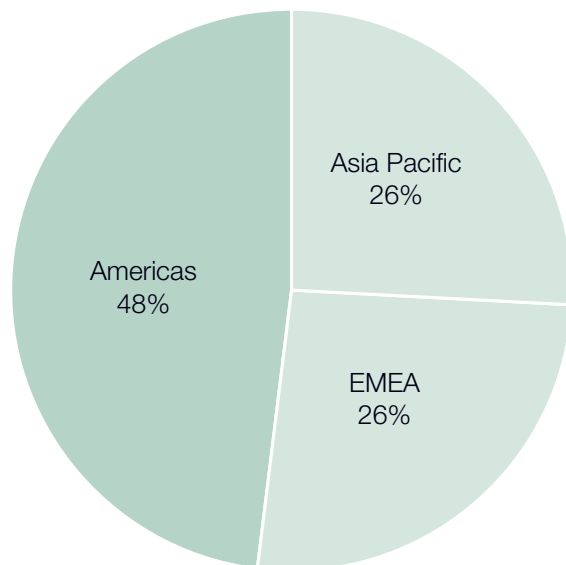
Employers in China, Taiwan, India and Brazil report the strongest fourth-quarter hiring plans, while those in Greece, Italy and the Czech Republic report the weakest hiring forecasts. The quarter-over-quarter hiring pace is expected to improve in 14 of the 36 countries and territories, while a year-over-year comparison indicates hiring will improve in 32 of 36 countries and territories.

Regionally, employers in the Americas and Asia Pacific continue to report positive Net Employment Outlooks. The Outlooks decline slightly in the U.S. and India from Quarter 3 2010, but hiring demands have improved somewhat from 12 months ago in all 17 countries and territories where year-over-year data is available in the Americas and Asia Pacific. Employers in China and Taiwan report their most optimistic Outlooks since their surveys began.

In the Europe, Middle East & Africa (EMEA) region, Outlooks decline in 11 of 18 countries from three months ago. However, year-over-year comparisons are more favorable, showing an improvement in 15 countries from Quarter 4 2009. Hiring intentions are strongest in Switzerland, Norway and Poland, with employers in Switzerland reporting their most optimistic Net Employment Outlook since the survey began there in Quarter 3 2005.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 4 Manpower Employment Outlook Survey involved surveying nearly 62,000 human resources directors and senior hiring managers from public and private organizations worldwide. 48% of respondents came from 10 countries in the Americas; 26% from eight countries and territories across Asia Pacific; and 26% from 18 countries in EMEA.

International Comparisons – Americas

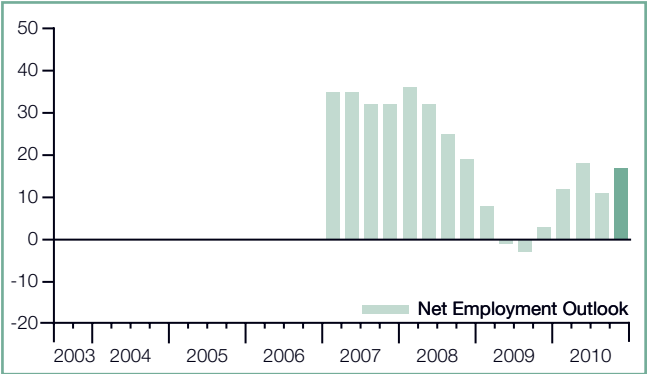
Nearly 30,000 interviews have been conducted across Argentina, Brazil, Canada, Colombia, Costa Rica, Guatemala, Mexico, Panama, Peru and the United States to measure employment prospects for Quarter 4 2010. The data shows positive hiring intentions across the region for the next three months; however, the Net Employment Outlooks are expected to be slightly weaker quarter-over-quarter in four of the 10 countries surveyed and stronger in all nine countries where year-over-year data is available.

Hiring prospects in Brazil, Peru and Costa Rica are the strongest within the region. Conversely, U.S. job seekers are likely to face the region’s weakest employment

prospects; the Outlook declines slightly from three months ago but moderately improves year-over-year. Following seven consecutive quarters of Outlook improvement, Mexican employers report their strongest hiring intentions of the year. Similarly, Canadian employers are reporting their most optimistic forecast of 2010, fueled largely by the most optimistic Manufacturing-Durable Goods Outlook in 10 years.

Optimism in Brazil is driven by strength in the Finance, Insurance & Real Estate and Services industry sectors where more than half of all employers surveyed intended to add to their payrolls in the upcoming quarter.

Argentina



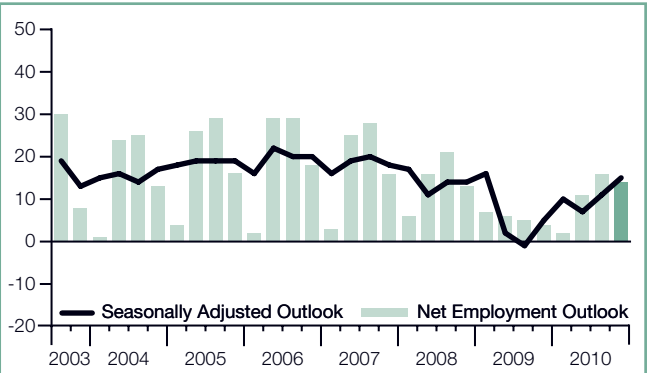
Argentina joined the survey in Q1 2007.

Brazil

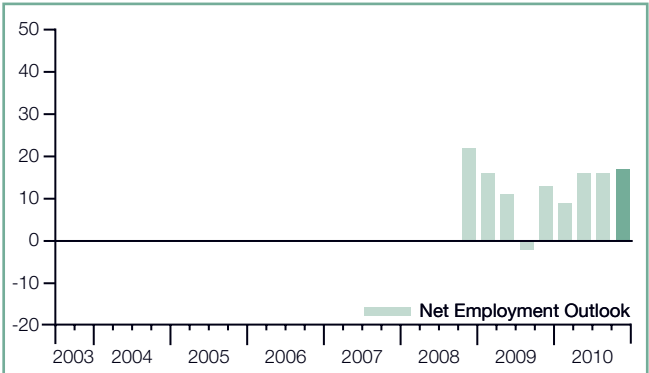


Brazil joined the survey in Q4 2009.

Canada



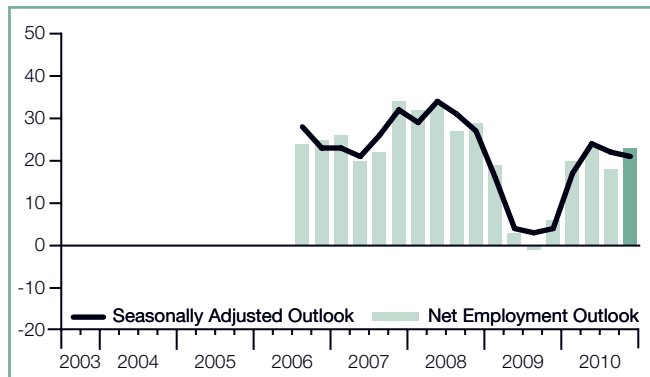
Colombia



Colombia joined the survey in Q4 2008.

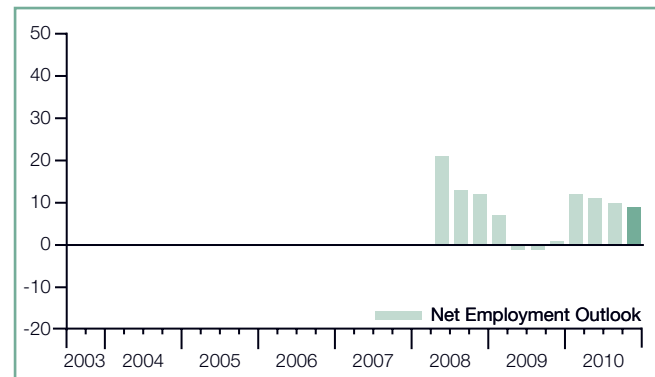
Manpower Employment Outlook Survey Canada

Costa Rica



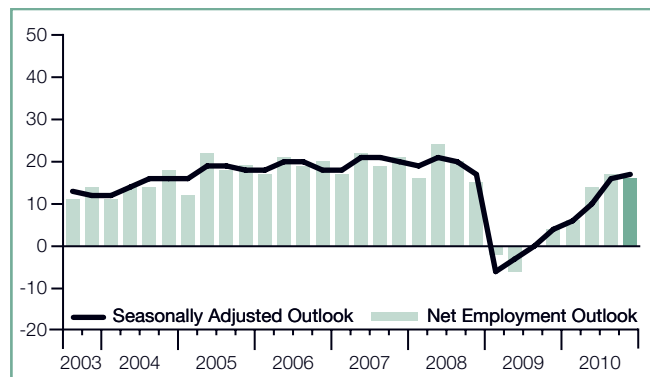
Costa Rica joined the survey in Q3 2006.

Guatemala



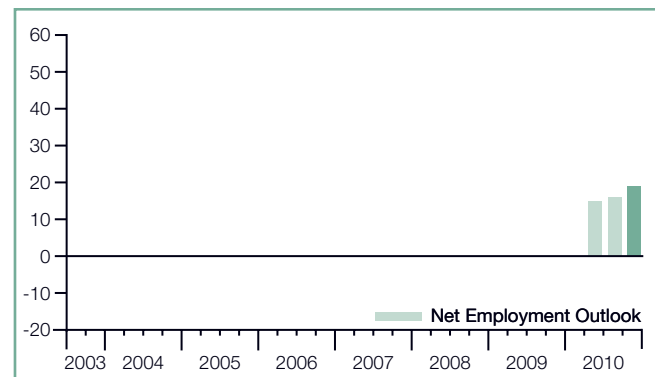
Guatemala joined the survey in Q2 2008.

Mexico



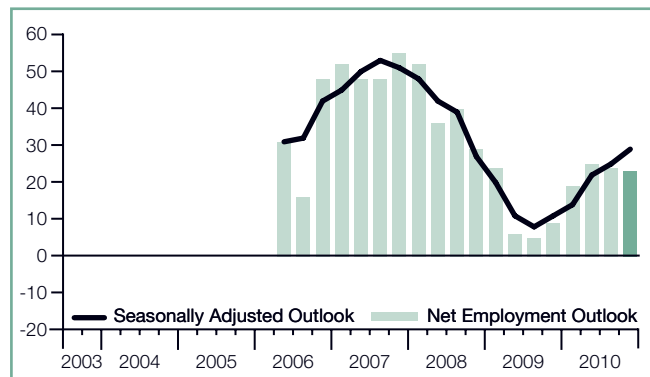
No bar indicates Net Employment Outlook of zero.

Panama



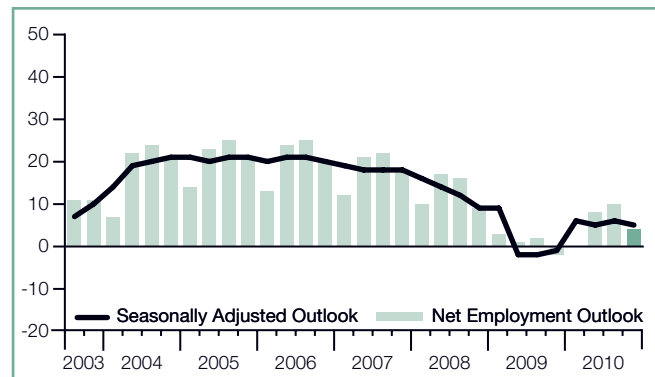
Panama joined the survey in Q2 2010.

Peru



Peru joined the survey in Q2 2006.

USA



No bar indicates Net Employment Outlook of zero.

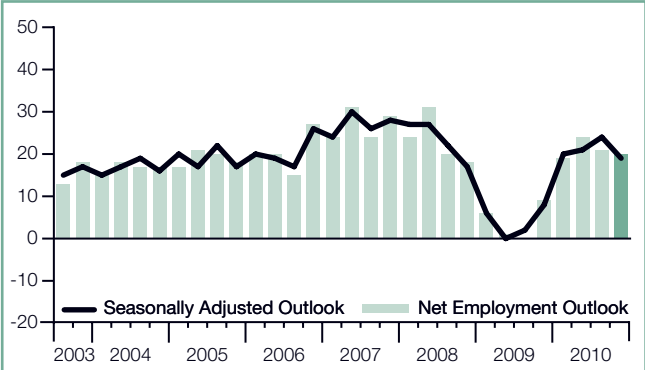
International Comparisons – Asia Pacific

Over 16,000 interviews have been conducted across the Asia Pacific region to measure anticipated hiring activity between October and December 2010.

Across the entire region, employers report positive hiring intentions for the next three months, with those in China and Taiwan reporting the strongest hiring expectations, as well as the most optimistic Outlooks since the surveys started in Q2 2005. Employer hiring plans are mixed when quarter-over-quarter comparisons are made, with employers in Australia reporting a moderate decline, and those in India and New Zealand forecasting slightly weaker labor markets. Employers in all countries and territories indicate improved hiring plans compared to Quarter 4 2009.

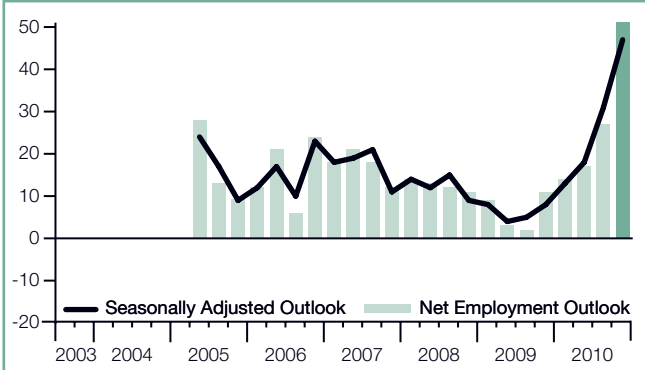
The Outlook in Japan remains cautiously optimistic; however, the forecast in the country’s Manufacturing industry sector improves for the sixth consecutive quarter. Meanwhile, the hiring pace remains robust in India, fueled by booming prospects for job seekers in the Public Administration/Education industry sector.

Australia



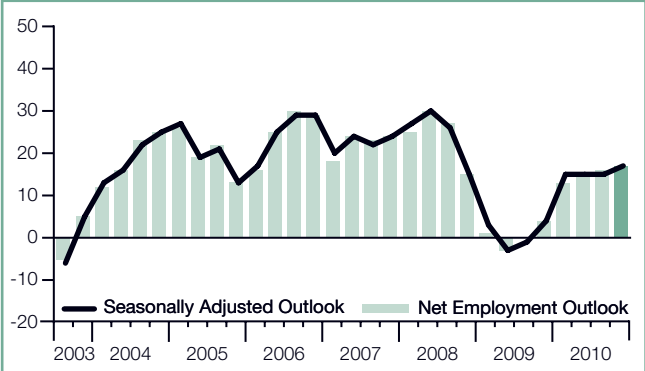
No bar indicates Net Employment Outlook of zero.

China



China joined the survey in Q2 2005.

Hong Kong



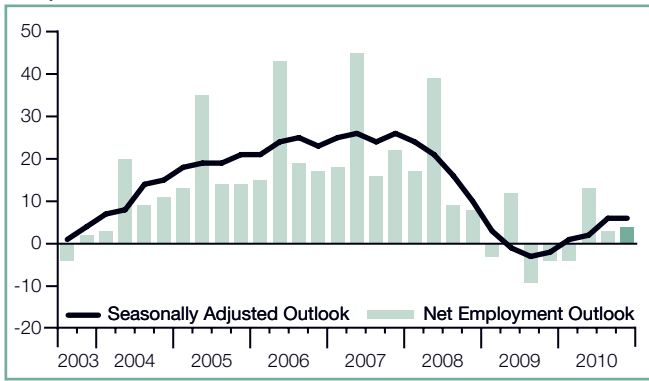
No bar indicates Net Employment Outlook of zero.

India

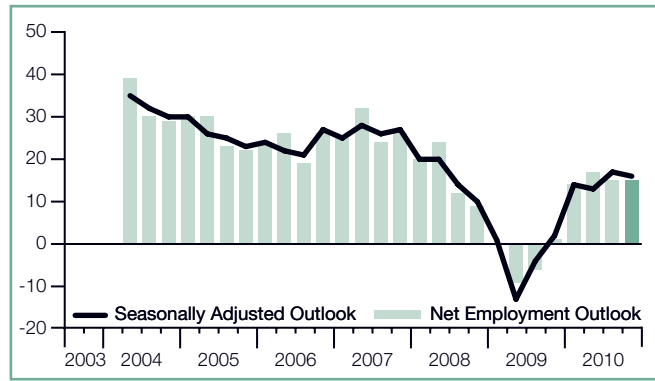


India joined the survey in Q3 2005.

Japan

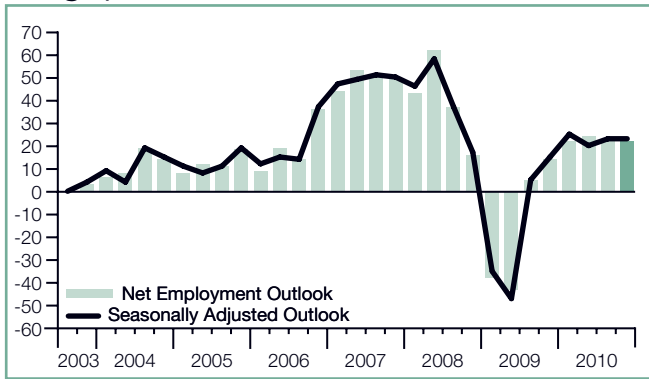


New Zealand



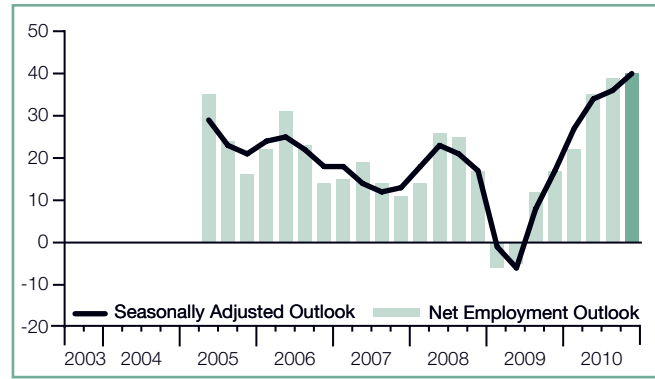
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

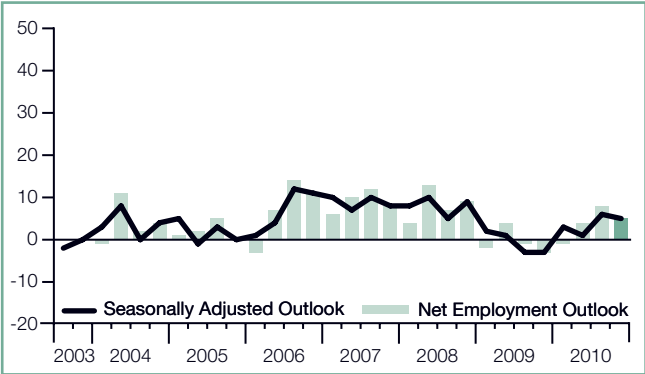
International Comparisons – EMEA

Nearly 16,000 interviews have been conducted with employers across 18 EMEA countries to measure anticipated hiring activity for Quarter 4 2010.

Similar to the third quarter, fourth-quarter hiring expectations remain mixed. Employers in 10 countries are anticipating varying degrees of positive hiring activity for the next three months, but those in 11 expect the pace of hiring to soften from three months ago. However, the year-over-year comparison is more positive, with employers in 15 of the 18 countries surveyed reporting stronger hiring plans. Hiring expectations are strongest in Switzerland, Norway, Poland and Germany, and weakest in Greece, Italy and the Czech Republic.

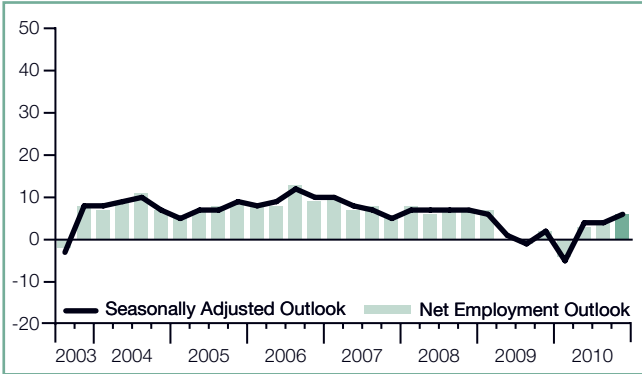
Notable improvements are reported across the region in the Finance & Business Services sector, where year-over-year forecasts improve in 15 of the region's 18 countries—most notably in Switzerland, Germany and Norway. Swiss employers report their most optimistic Outlook since the survey began in Quarter 3 2005. Meanwhile, job prospects are expected to deteriorate further in Greece where employers report their least optimistic hiring intentions since the survey was launched there in Quarter 2 2008.

Austria



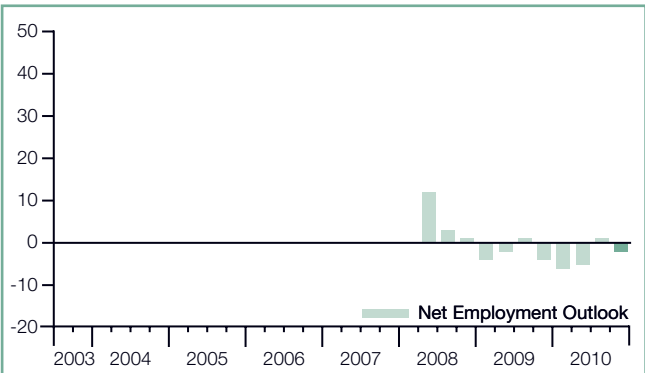
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Belgium



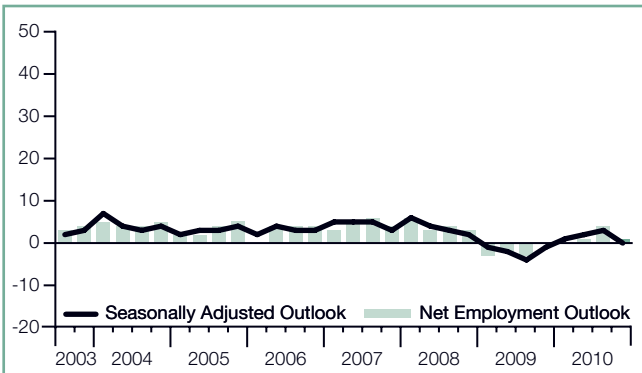
No bar indicates Net Employment Outlook of zero.

Czech Republic



Czech Republic joined the survey in Q2 2008.

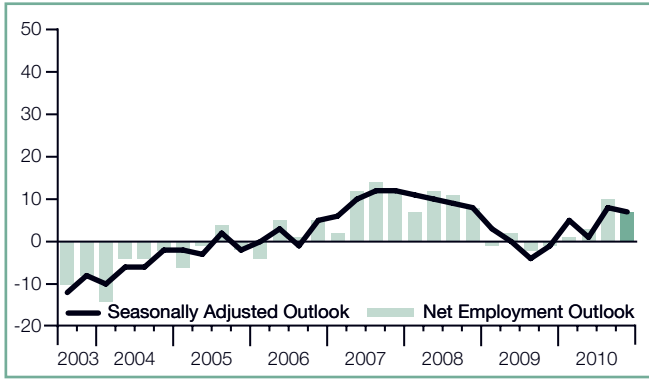
France



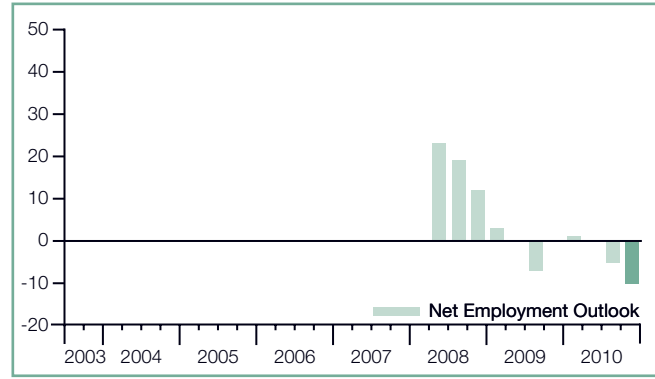
No bar indicates Net Employment Outlook of zero.

Manpower Employment Outlook Survey Canada

Germany

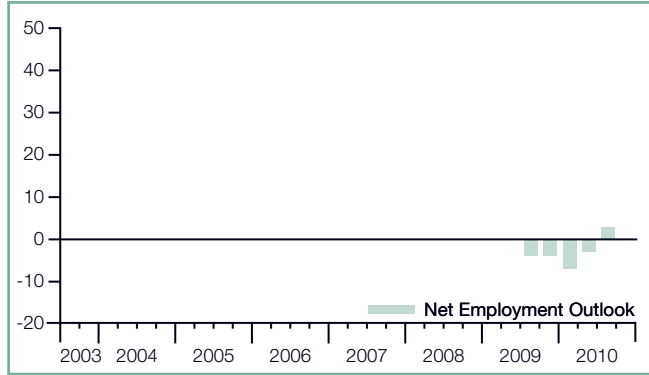


Greece



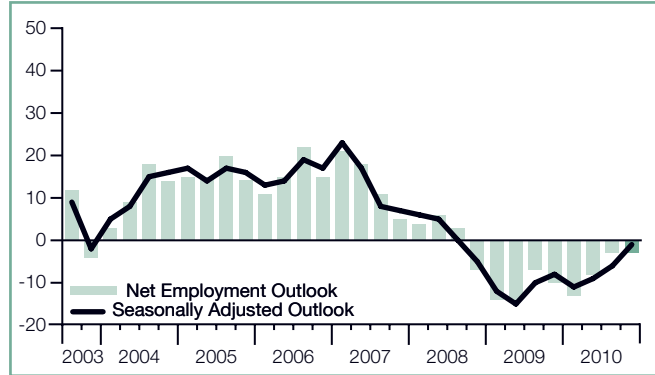
Greece joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Hungary

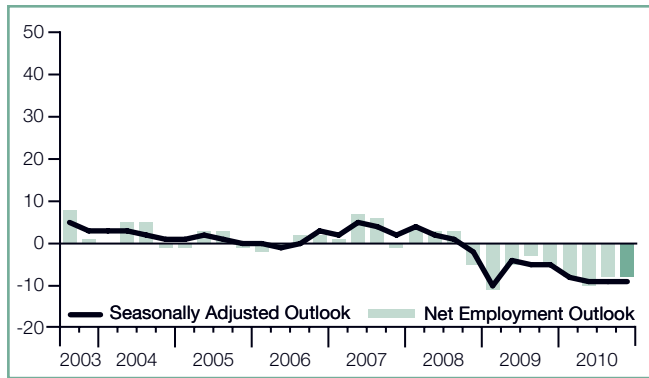


Hungary joined the survey in Q3 2009.
No bar indicates Net Employment Outlook of zero.

Ireland

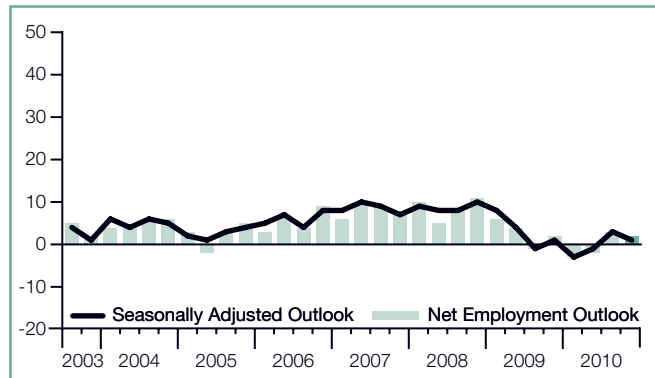


Italy

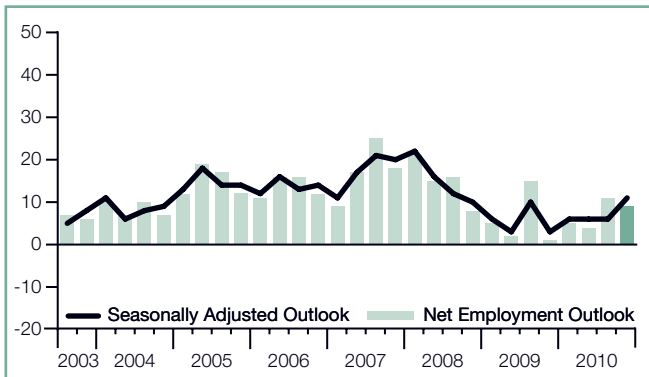


No bar indicates Net Employment Outlook of zero.

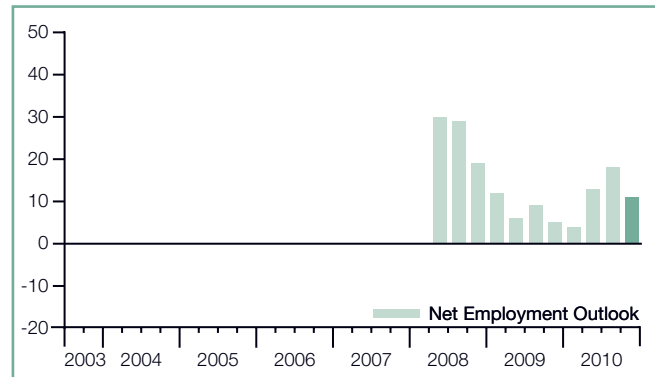
Netherlands



Norway

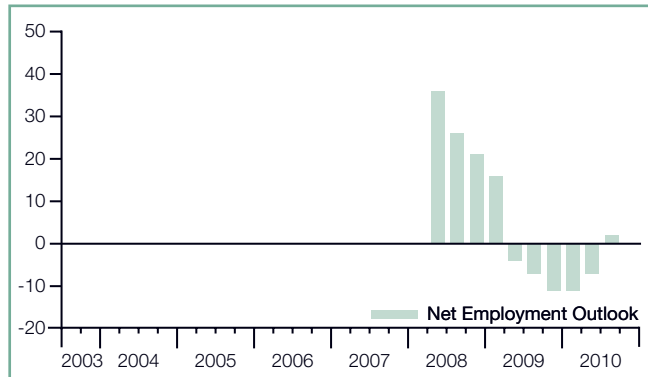


Poland



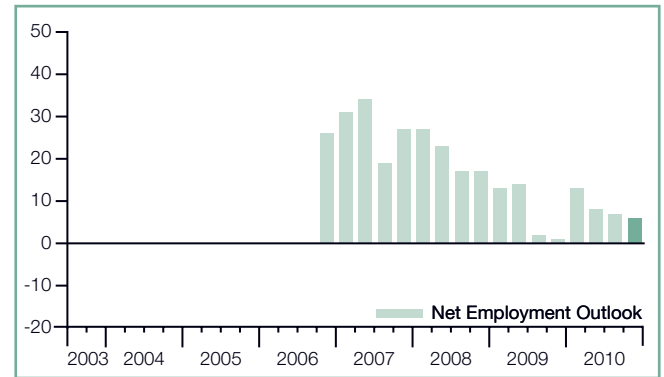
Poland joined the survey in Q2 2008.

Romania



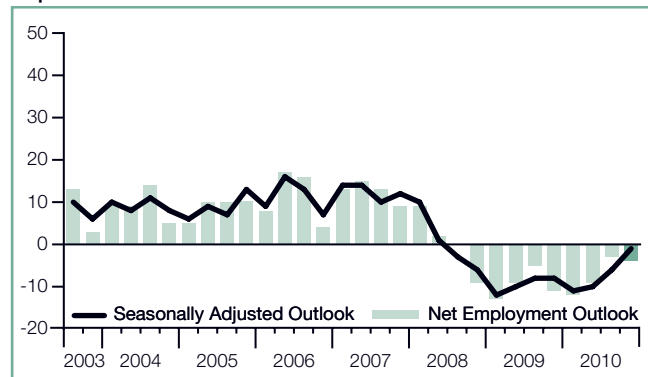
Romania joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

South Africa



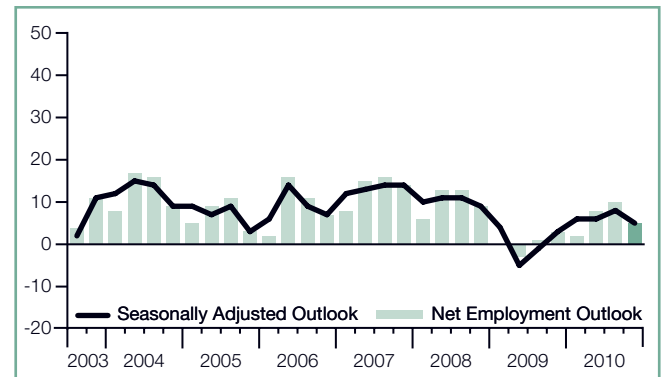
South Africa joined the survey in Q4 2006.

Spain



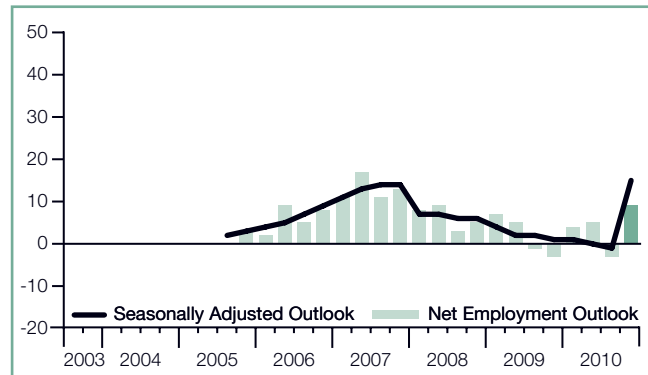
No bar indicates Net Employment Outlook of zero.

Sweden



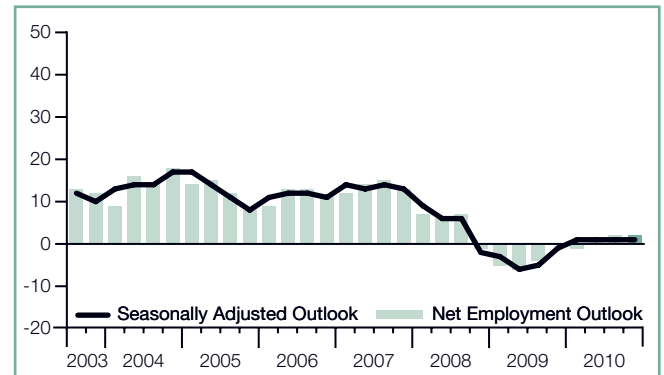
No bar indicates Net Employment Outlook of zero.

Switzerland



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

UK



No bar indicates Net Employment Outlook of zero.

About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. The survey has been running for more than 47 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

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

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

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

Robust: The survey is based on interviews with over 61,000 public and private employers across 36 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For 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 December 2010 as compared to the current quarter?"

Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The research team for the 36 countries and territories where the survey is currently conducted includes Manpower's internal research team and Infocorp Ltd. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

The margin of error for the Canadian survey is +/- 2.3%.

Net Employment Outlook

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

Seasonal Adjustment

Seasonal adjustments have been applied to the data for Australia, Austria, Belgium, Canada, China, Costa Rica, France, Germany, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Singapore, Spain, Sweden, Switzerland, Taiwan, the United Kingdom and the United States to provide additional insight into the survey data. These adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time. Manpower intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, Manpower adopted the TRAMO-SEATS method of seasonal adjustment for data.

History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** Manpower's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward-looking research format as the United States survey and is the first of its kind in Europe.
- 1976** Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002** Manpower United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. Manpower's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003** Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, 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 program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the third quarter.
- 2007** Manpower operations in Argentina launch the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008** Manpower operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009** Manpower operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010** Manpower's Panama operation launches the Manpower Employment Outlook Survey, expanding the program total to 36 countries and territories worldwide. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the fourth quarter.

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 is the world's largest in the industry and enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at www.manpower.com.

About Manpower Canada

With over 50 offices strategically located across the country, Manpower Canada's staffing services include administrative, industrial, skilled trades and contact centre personnel as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Manpower Professional brand. More information can be found on Manpower Canada's Web sites, manpower.ca and manpowerprofessional.ca.

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