

Q3 / 2008

Manpower  
Employment  
Outlook Survey  
Hong Kong

A Manpower Research Report

# Q3/08

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# Hong Kong Employment Outlook

The Manpower Employment Outlook Survey for the third quarter 2008 was conducted by interviewing a representative sample of 807 employers in Hong Kong. All survey participants were asked, *“How do you anticipate total employment at your location to change in the three months to the end of September 2008 as compared to the current quarter?”*

Of the Hong Kong employers who participated in the survey, 30% expect an increase in hiring activity in the forthcoming quarter, only 3% anticipate any contraction in headcount and 64% expect no change. As a result, Hong Kong has a healthy optimistic Net Employment Outlook of +27%.

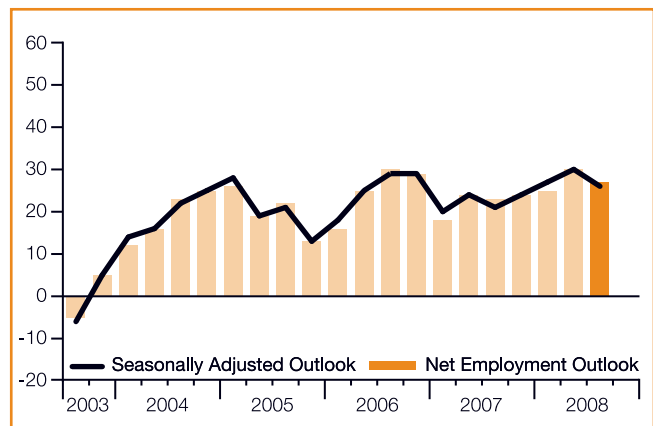
There has been a slight 3 percentage points quarter-over-quarter decline in the Outlook reported by Hong Kong employers. Year-over-year, however, the Outlook has improved by 4 percentage points.

Once seasonal variation is removed from the data, the Outlook remains more or less the same, at +26%, with a slight decline on last quarter, but a slight year-over-year improvement.

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
	%	%	%	%	%	%
<b>3rd quarter 2008</b>	<b>30</b>	<b>3</b>	<b>64</b>	<b>3</b>	<b>+27</b>	<b>26</b>
2nd quarter 2008	33	3	63	1	+30	30
1st quarter 2008	27	2	67	4	+25	27
4th quarter 2007	27	3	67	3	+24	24
3rd quarter 2007	25	2	68	5	+23	22



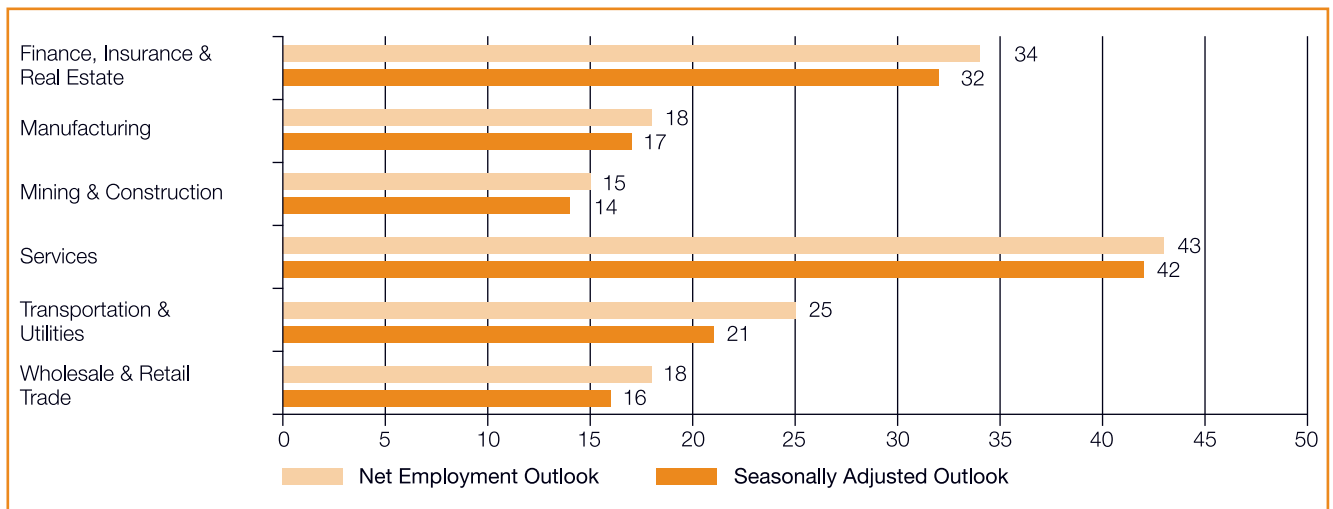
## Sector Comparisons

In each of the six industry sectors the Net Employment Outlook is positive, but it does vary considerably from the bullish view held by employers in the Services sector (+42%) to a comparatively modest but still respectable +14% Outlook reported by employers in the Mining & Construction sector.

Quarter-over-quarter, employers in the Mining & Construction and Services sectors have reported improved expectations, and their Outlooks have increased by 6 and 5 percentage points, respectively. In the remaining four sectors, however, the Outlook has declined, with employers in the Manufacturing sector reporting a moderate 8 percentage points decrease.

Year-over-year, the Services sector has experienced the most movement in the Outlook, and employers have reported an 18 percentage points improvement. Employers in the Finance, Insurance & Real Estate sector have witnessed a more modest 6 percentage points improvement.

Each of the six sectors has a positive Net Employment Outlook on the basis of unadjusted data, with the Services sector (+43%) and Finance, Insurance & Real Estate sector (+34%) reporting the most optimistic Outlooks.



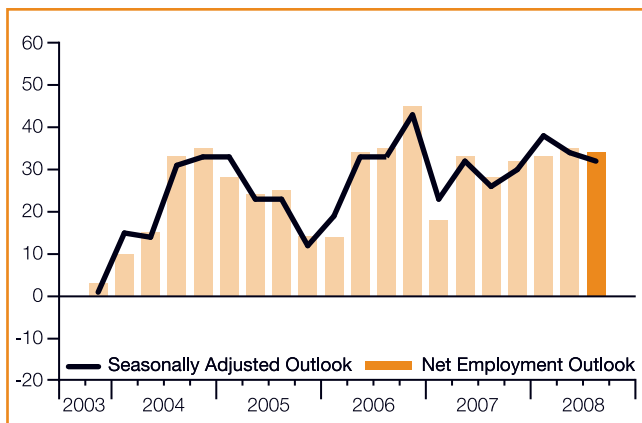
Note: Employers in the Public Administration/Education sector have not been included in this survey

### Finance, Insurance & Real Estate +34 (32)%

In the Finance, Insurance & Real Estate industry sector, employers expect a brisk level of hiring activity in the upcoming quarter, with a Net Employment Outlook of +32%. The Outlook has declined slightly since Quarter

2 2007, by 2 percentage points, but is 6 percentage points stronger than 12 months ago.

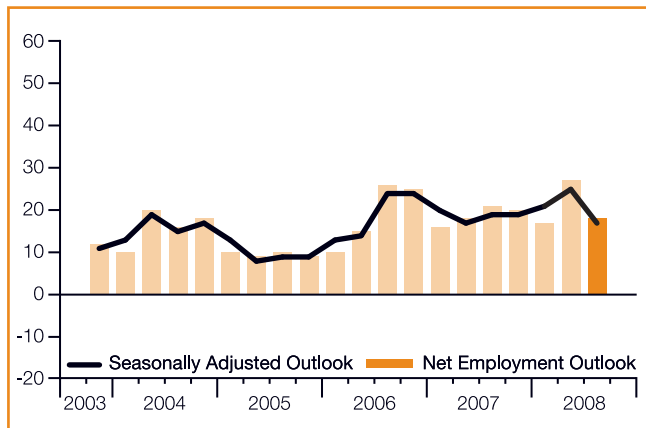
In the unadjusted data the Outlook for the sector stands at +34%, 6 points stronger than in Quarter 3 2007.



### Manufacturing +18 (17)%

Employers in the Manufacturing industry sector are anticipating an upbeat hiring pace and reporting a Net Employment Outlook of +17%. This represents a moderate 8 percentage points decline over the past three months. Year-over-year, the Outlook has declined by 2 percentage points.

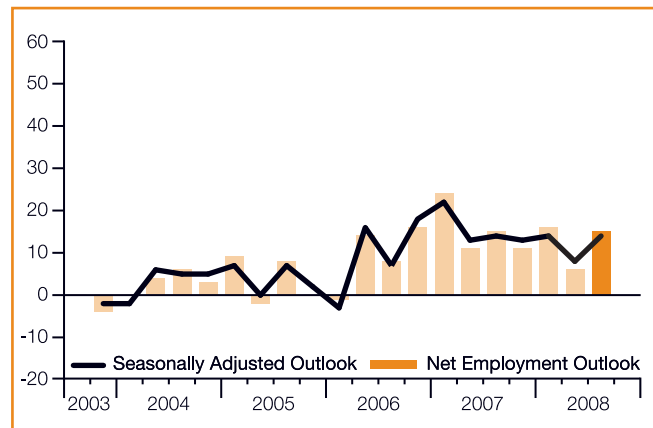
On the basis of the unadjusted analysis, the sector has an Outlook of +18%, which is 9 percentage points weaker than three months ago, and a decline of 3 percentage points year-over-year.



### Mining & Construction +15 (14)%

In the Mining & Construction industry sector, employers are anticipating a more modest level of hiring activity than elsewhere in Hong Kong. Nevertheless, the Net Employment Outlook is an upbeat +14% this quarter, an increase of 6 percentage points on the previous quarter, and unchanged year-over-year.

In the unadjusted data, the Net Employment Outlook reported for the sector is +15%, which has improved by 9 percentage points quarter-over-quarter, but is unchanged when compared to Quarter 3 2007.

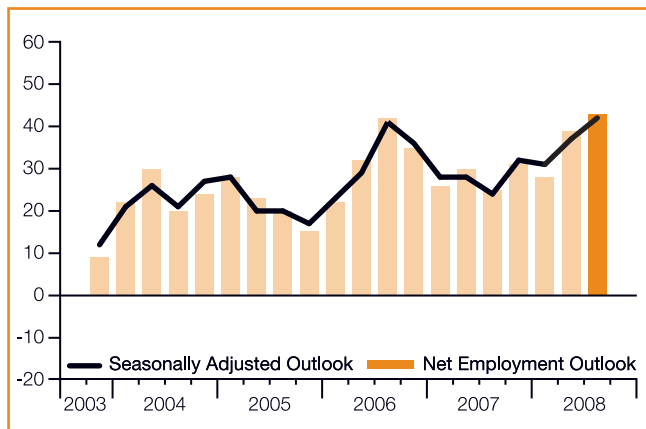


No bar indicates Net Employment Outlook of zero.

### Services +43 (42)%

Employers in the Services industry sector have the most buoyant Net Employment Outlook in Hong Kong, presently at a vigorous +42% level and indicating a booming labor market. This is 5 percentage points stronger than the previous quarter, and has improved by a considerable 18 percentage points, year-over-year.

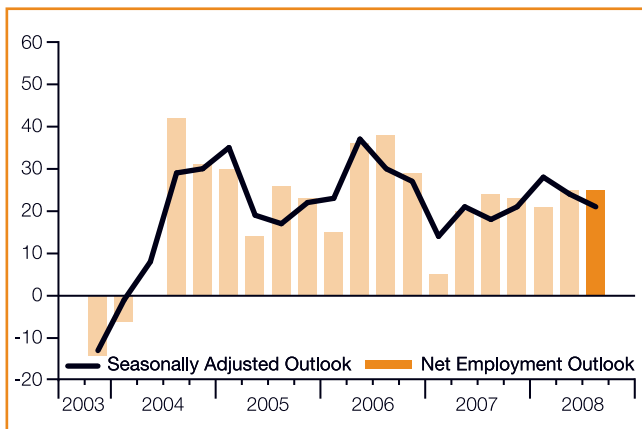
The unadjusted Outlook for the sector is +43%, and the movement over the previous quarter and year-over-year closely mirrors the pattern observed in the seasonally adjusted data.



## Transportation & Utilities +25 (21)%

In the Transportation & Utilities industry sector, employers expect a solid level of hiring activity in the coming quarter, with a Net Employment Outlook of +21%. This has declined slightly by 3 percentage points quarter-over-quarter, but is a slight 3 percentage point improvement year-over-year.

In the unadjusted survey data, employers in the Transportation & Utilities sector report a Net Employment Outlook of +25%, which has remained relatively stable by comparison with last quarter and 12 months ago.

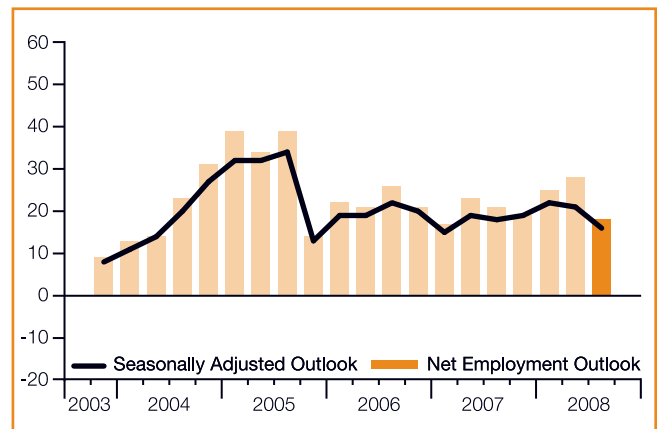


No bar indicates Net Employment Outlook of zero.

## Wholesale & Retail Trade +18 (16)%

The Net Employment Outlook for the Wholesale Trade & Retail Trade industry sector stands at a favorable +16% this quarter. The Outlook has declined by 5 percentage points on last quarter's Outlook, and is also 2 percentage points weaker year-over-year.

In the unadjusted analysis, there has been a decline of 10 percentage points quarter-over-quarter in the sector Outlook, which now stands at a respectable +18%. Year-over-year the Outlook has slightly declined by 3 percentage points.



# Global Employment Outlook

Over 55,000 employers have been interviewed across 32 countries and territories to measure anticipated employment trends\* between July and September 2008. With the exception of Spanish employers, who are reporting the only negative national Net Employment Outlook, employers in all other countries and territories are reporting positive Outlooks. Notably, employers in Mexico are reporting their most optimistic hiring intentions since the survey was established there. However, the majority of employers worldwide are less

optimistic about adding employees in the quarter ahead and in comparison to Quarter 3 2007. Employers in Argentina, New Zealand, South Africa and Spain are reporting the least optimistic hiring expectations since the survey began in these countries. For the first time, India and Switzerland are reporting seasonally adjusted data.

\* Comments in this section are based on seasonally adjusted data where available.

Americas	Net Employment Outlook			Qtr on Qtr Change Q2 2008 to Q3 2008	Yr on Yr Change Q3 2007 to Q3 2008
	Quarter 3 2007	Quarter 2 2008	Quarter 3 2008		
	%	%	%		
Argentina	32	32	25	-7	-7
Canada	28 (18) <sup>1</sup>	16 (10) <sup>1</sup>	21 (11) <sup>1</sup>	5 (1) <sup>1</sup>	-7 (-7) <sup>1</sup>
Costa Rica	22	33	27	-6	5
Guatemala	-	21	13	-8	-
Mexico	19 (20) <sup>1</sup>	24 (20) <sup>1</sup>	20 (21) <sup>1</sup>	-4 (1) <sup>1</sup>	1 (1) <sup>1</sup>
Peru	48	36	40	4	-8
United States	22 (18) <sup>1</sup>	17 (14) <sup>1</sup>	16 (12) <sup>1</sup>	-1 (-2) <sup>1</sup>	-6 (-6) <sup>1</sup>

Asia Pacific	Net Employment Outlook			Qtr on Qtr Change Q2 2008 to Q3 2008	Yr on Yr Change Q3 2007 to Q3 2008
	Quarter 3 2007	Quarter 2 2008	Quarter 3 2008		
	%	%	%		
Australia	24 (28) <sup>1</sup>	31 (28) <sup>1</sup>	20 (23) <sup>1</sup>	-11 (-5) <sup>1</sup>	-4 (-5) <sup>1</sup>
China	18 (22) <sup>1</sup>	13 (8) <sup>1</sup>	12 (15) <sup>1</sup>	-1 (7) <sup>1</sup>	-6 (-7) <sup>1</sup>
<b>Hong Kong</b>	<b>23 (22)<sup>1</sup></b>	<b>30 (30)<sup>1</sup></b>	<b>27 (26)<sup>1</sup></b>	<b>-3 (-4)<sup>1</sup></b>	<b>4 (4)<sup>1</sup></b>
India	39 (38) <sup>1</sup>	36 (39) <sup>1</sup>	47 (45) <sup>1</sup>	11 (6) <sup>1</sup>	8 (7) <sup>1</sup>
Japan	16 (25) <sup>1</sup>	39 (21) <sup>1</sup>	9 (20) <sup>1</sup>	-30 (-1) <sup>1</sup>	-7 (-5) <sup>1</sup>
New Zealand	24 (28) <sup>1</sup>	24 (19) <sup>1</sup>	12 (16) <sup>1</sup>	-12 (-3) <sup>1</sup>	-12 (-12) <sup>1</sup>
Singapore	51 (55) <sup>1</sup>	62 (54) <sup>1</sup>	37 (42) <sup>1</sup>	-25 (-12) <sup>1</sup>	-14 (-13) <sup>1</sup>
Taiwan	14 (14) <sup>1</sup>	26 (19) <sup>1</sup>	25 (24) <sup>1</sup>	-1 (5) <sup>1</sup>	11 (10) <sup>1</sup>

* EMEA	Net Employment Outlook			Qtr on Qtr Change Q2 2008 to Q3 2008	Yr on Yr Change Q3 2007 to Q3 2008
	Quarter 3 2007	Quarter 2 2008	Quarter 3 2008		
	%	%	%		
Austria	12 (11) <sup>1</sup>	13 (9) <sup>1</sup>	7 (6) <sup>1</sup>	-6 (-3) <sup>1</sup>	-5 (-5) <sup>1</sup>
Belgium	8 (6) <sup>1</sup>	6 (7) <sup>1</sup>	7 (5) <sup>1</sup>	1 (-2) <sup>1</sup>	-1 (-1) <sup>1</sup>
Czech Republic	-	12	3	-9	-
France	6 (5) <sup>1</sup>	3 (4) <sup>1</sup>	4 (4) <sup>1</sup>	1 (0) <sup>1</sup>	-2 (-1) <sup>1</sup>
Germany	14 (13) <sup>1</sup>	12 (10) <sup>1</sup>	11 (10) <sup>1</sup>	-1 (0) <sup>1</sup>	-3 (-3) <sup>1</sup>
Greece	-	23	19	-4	-
Ireland	11 (10) <sup>1</sup>	6 (4) <sup>1</sup>	3 (2) <sup>1</sup>	-3 (-2) <sup>1</sup>	-8 (-8) <sup>1</sup>
Italy	6 (4) <sup>1</sup>	3 (1) <sup>1</sup>	3 (1) <sup>1</sup>	0 (0) <sup>1</sup>	-3 (-3) <sup>1</sup>
Netherlands	9 (9) <sup>1</sup>	5 (8) <sup>1</sup>	8 (8) <sup>1</sup>	3 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Norway	25 (21) <sup>1</sup>	15 (14) <sup>1</sup>	16 (14) <sup>1</sup>	1 (0) <sup>1</sup>	-9 (-7) <sup>1</sup>
Poland	-	30	29	-1	-
Romania	-	36	26	-10	-
South Africa	19	23	17	-6	-2
Spain	13 (11) <sup>1</sup>	2 (0) <sup>1</sup>	0 (-2) <sup>1</sup>	-2 (-2) <sup>1</sup>	-13 (-13) <sup>1</sup>
Sweden	16 (14) <sup>1</sup>	13 (9) <sup>1</sup>	13 (11) <sup>1</sup>	0 (2) <sup>1</sup>	-3 (-3) <sup>1</sup>
Switzerland	11 (13) <sup>1</sup>	9 (5) <sup>1</sup>	3 (5) <sup>1</sup>	-6 (0) <sup>1</sup>	-8 (-8) <sup>1</sup>
UK	15 (14) <sup>1</sup>	6 (6) <sup>1</sup>	7 (6) <sup>1</sup>	1 (0) <sup>1</sup>	-8 (-8) <sup>1</sup>

\* EMEA - Europe, Middle East and Africa.

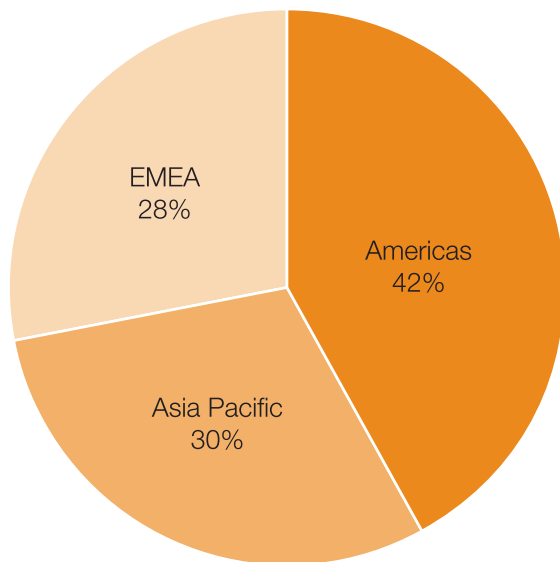
1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity.

Employers in India, Singapore, Peru, Poland, Costa Rica, Hong Kong and Romania are reporting the most optimistic third-quarter hiring plans globally. Conversely, employers in Spain, Italy and Ireland report the weakest job prospects for the quarter ahead. Employers in 18 countries and territories are reporting less optimistic hiring intentions compared to three months ago; seven are reporting improved Outlooks; and seven indicate there will be no change in their workforces. When compared to Quarter 3 2007 the picture is similarly soft: Outlooks are weaker in 22 countries and territories; only five report improved hiring plans.

Regionally, employers across most of the Americas continue to report positive, but generally weaker Net Employment Outlooks compared to both Quarter 2 2008 and Quarter 3 2007. Employers in Peru, Costa

Rica and Argentina are anticipating the strongest hiring plans in the region; Mexican employers report their most optimistic hiring intentions since the survey was established there; while in the U.S., job prospects are the weakest since Quarter 4 2003. The hiring pace in Asia Pacific is expected to remain active, with employers in India, Singapore and Hong Kong reporting the most optimistic Outlooks. In the Europe, Middle East & Africa (EMEA) region, Outlooks softened from three months ago in nine countries, and employers in 13 countries are reporting weaker hiring plans compared to Quarter 3 2007. Employers in Poland and Romania report the most optimistic Outlooks. Notably, the Outlooks for France, Germany, Italy, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom were either stable or slightly improved compared to Quarter 2 2008.

## Survey Respondents by Region



Research for the Quarter 3 2008 Manpower Employment Outlook Survey involved surveying over 55,000 human resource directors and senior hiring managers from public and private organizations worldwide. 42% of the respondents came from seven countries in the Americas; 30% from eight countries and territories across Asia Pacific; and 28% from 17 countries in EMEA.

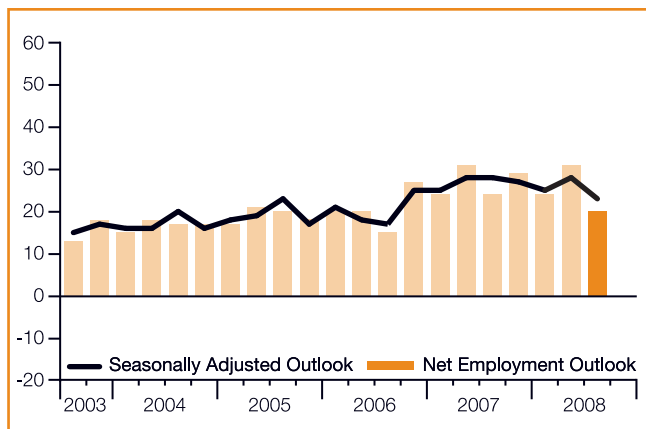
## International Comparisons - Asia Pacific

Nearly 17,000 interviews have been conducted across the Asia Pacific region to measure anticipated hiring activity between July and September 2008. Employer optimism declined from Quarter 2 2008 and Quarter 3 2007 in five of eight countries and territories surveyed.

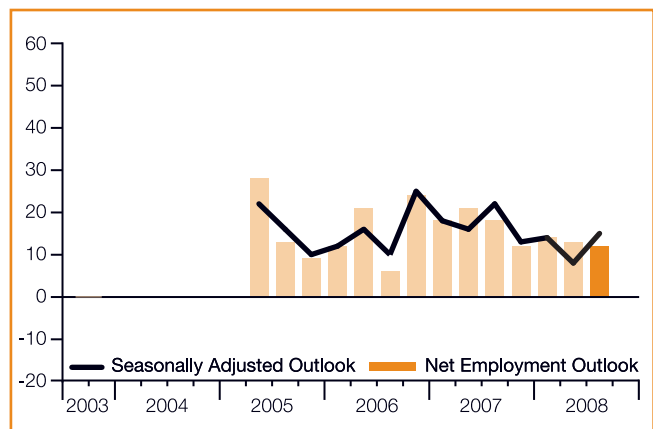
Employer hiring expectations are strongest in India and Singapore, while employers in China and New Zealand

are reporting the region's least optimistic hiring plans. Notably, New Zealand employers are reporting their least optimistic hiring intentions since the survey began there in Quarter 2 2004. Regionally, job prospects in both the Manufacturing and the Wholesale & Retail Trade industry sectors have declined in seven of eight countries compared to Quarter 3 2007. Bullish employer forecasts in the Services and Finance, Insurance & Real Estate industry sectors are driving much of the strength in the Outlook for India.

### Australia

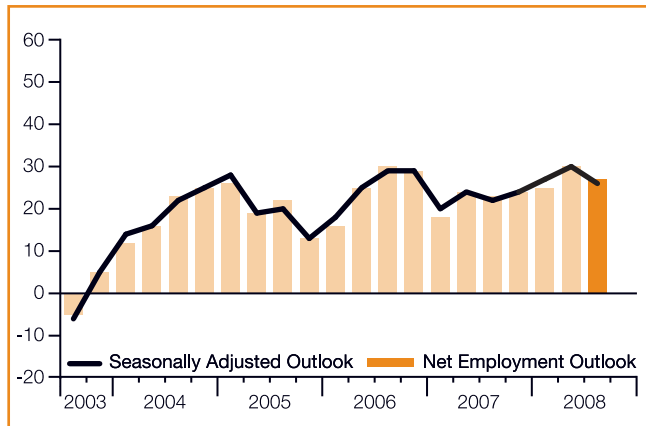


### China

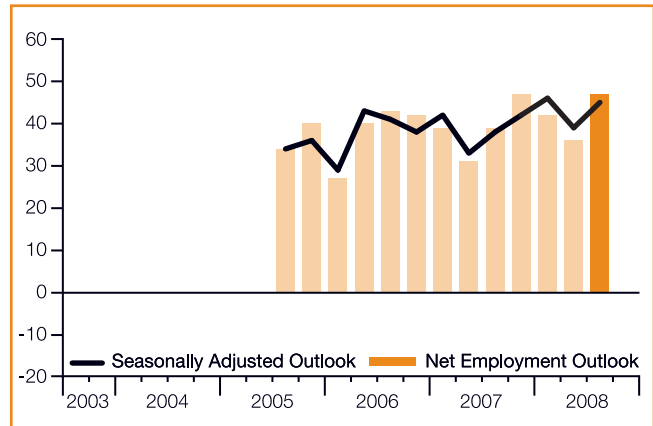


China joined the survey in Q2 2005.

### Hong Kong

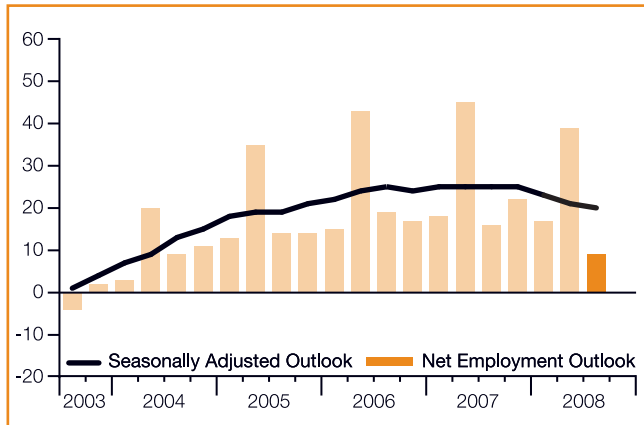


### India

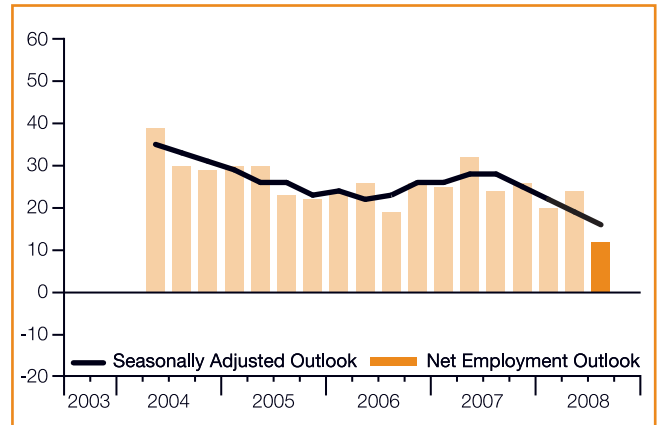


India joined the survey in Q3 2005.

## Japan

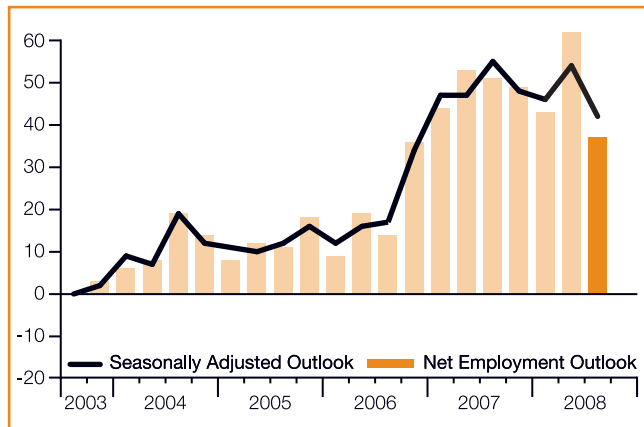


## New Zealand



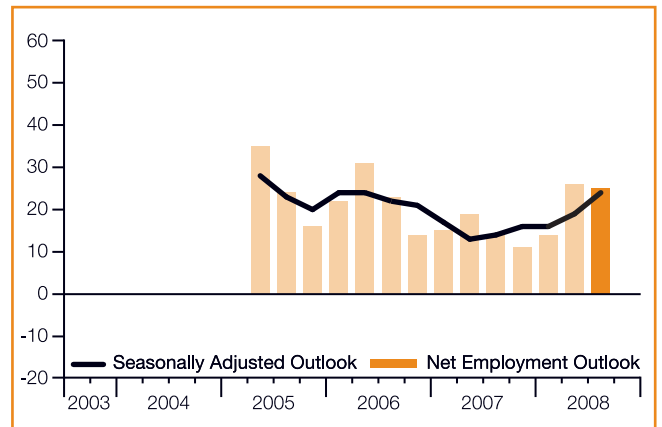
New Zealand joined the survey in Q2 2004.

## Singapore



No bar indicates Net Employment Outlook of zero.

## Taiwan



Taiwan joined the survey in Q2 2005.

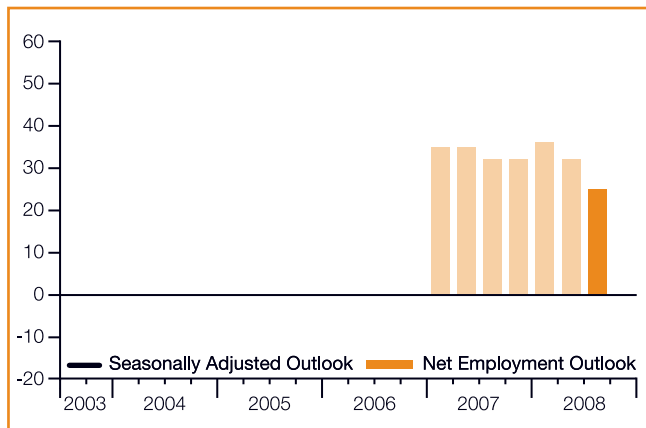
## International Comparisons - Americas

Over 23,000 interviews have been conducted across Argentina, Canada, Costa Rica, Guatemala, Mexico, Peru and the United States to measure anticipated hiring activity for Quarter 3 2008. Employers across the seven countries surveyed in this region report varying degrees of positive hiring activity. However, Outlooks weakened in four countries when compared to both three months ago and Quarter 3 2007.

As was the case in Quarter 2 2008, employers in Peru, Costa Rica and Argentina are the most optimistic about

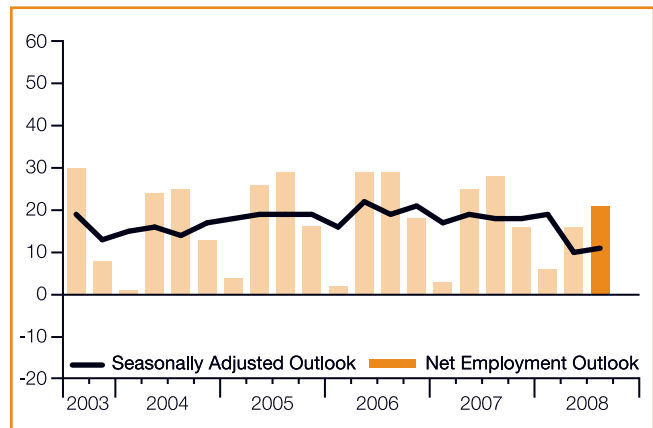
hiring in the next three months. Notably, and despite relatively strong hiring expectations, Argentinean employers are reporting their least optimistic Outlook since the survey began in Quarter 1 2007. Conversely, Mexican employers report their most optimistic hiring intentions since the Mexican survey began in Quarter 3 2002. Employers in the U.S. continue to lose confidence in their ability to add staff, with an Outlook weaker than three months ago and Quarter 3 2007. This quarter's Outlook is the least optimistic since Quarter 4 2003. However, hiring expectations among Canadian employers improved slightly from Quarter 2 2008.

### Argentina

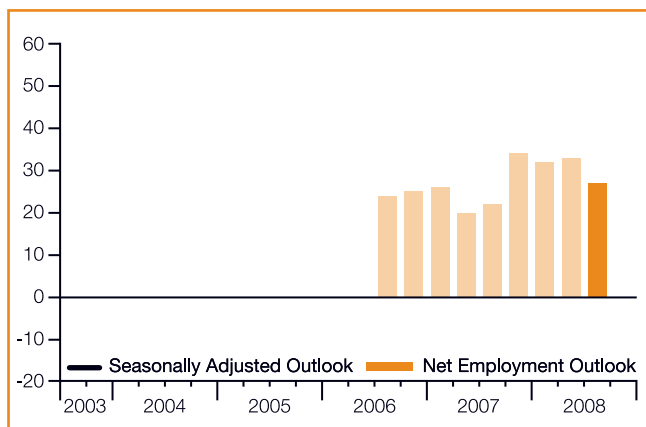


Argentina joined the survey in Q1 2007.

### Canada

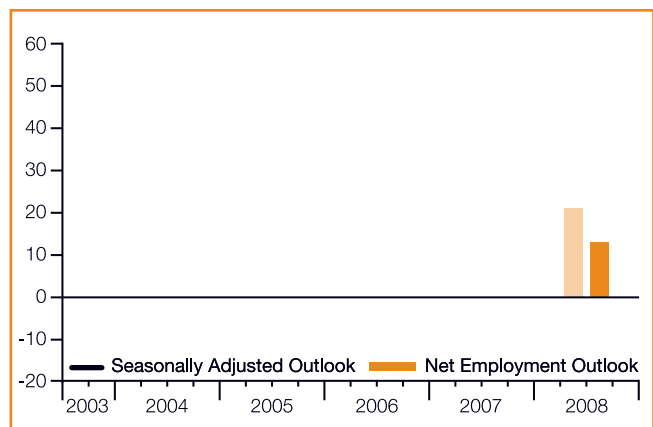


### Costa Rica



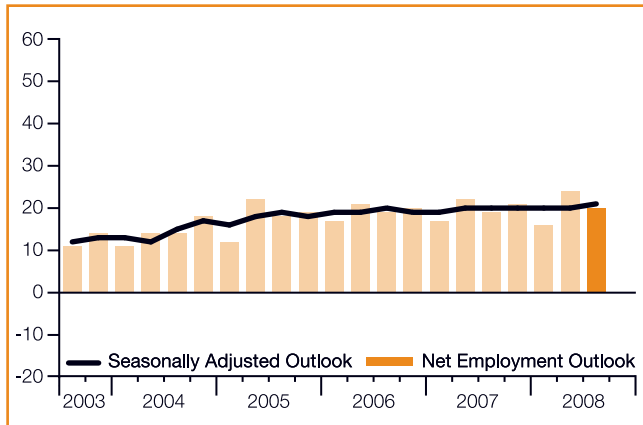
Costa Rica joined the survey in Q3 2006.

### Guatemala

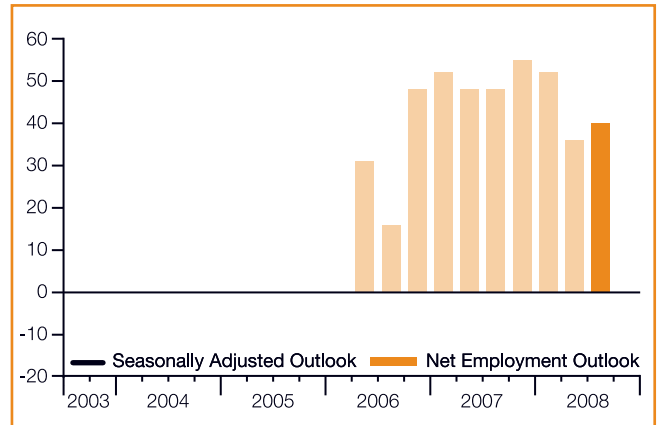


Guatemala joined the survey in Q2 2008.

## Mexico

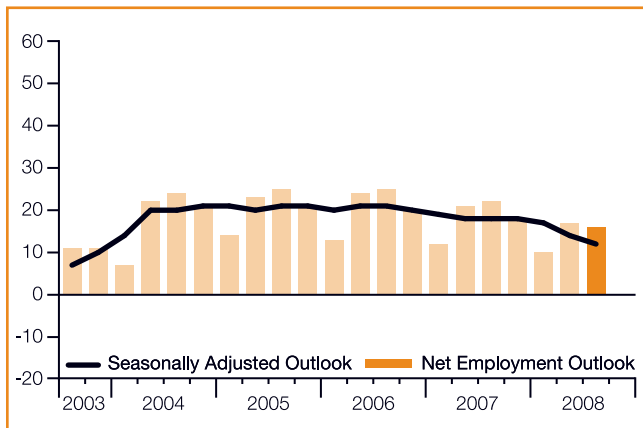


## Peru



Peru joined the survey in Q2 2006.

## USA



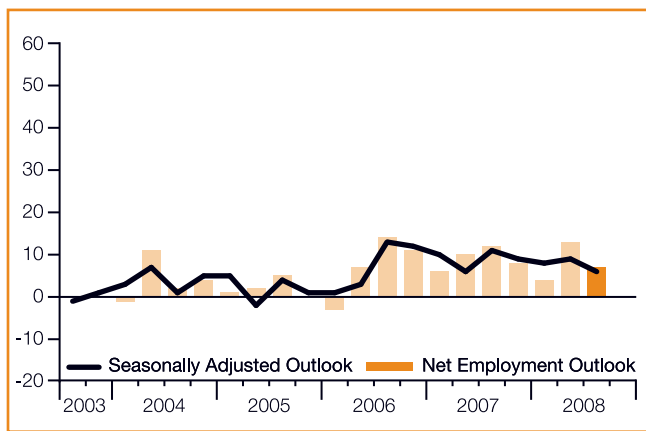
## International Comparisons - Europe, Middle East & Africa (EMEA)

Over 15,000 interviews have been conducted with employers across 17 EMEA countries to measure anticipated hiring activity for Quarter 3 2008. Employers across the region continue to report varying degrees of positive hiring activity, with employer hiring expectations weakening from three months ago in nine of 17 countries. In eight countries, forecasts are stable or

improved. However, compared to Quarter 3 2007, Net Employment Outlooks have decreased in 13 countries.

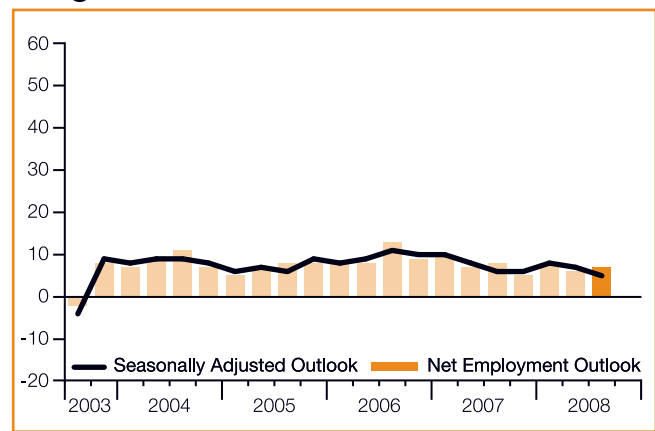
Employers in Poland, Romania, Greece, S. Africa and Norway are most optimistic about adding to their payrolls in the next three months. Conversely, hiring plans in the region are weakest among Spanish, Italian and Irish employers, with the Spanish Outlook being the weakest for this country since the survey was established there. Meanwhile, German employers expect to add employees at the same steady pace seen over the past three months.

### Austria



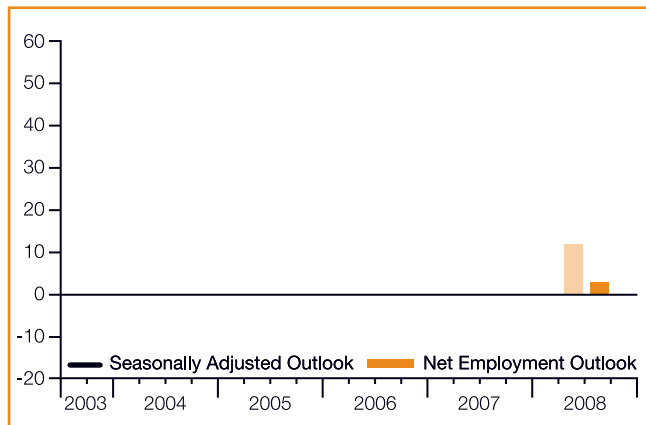
No bar indicates Net Employment Outlook of zero.

### Belgium



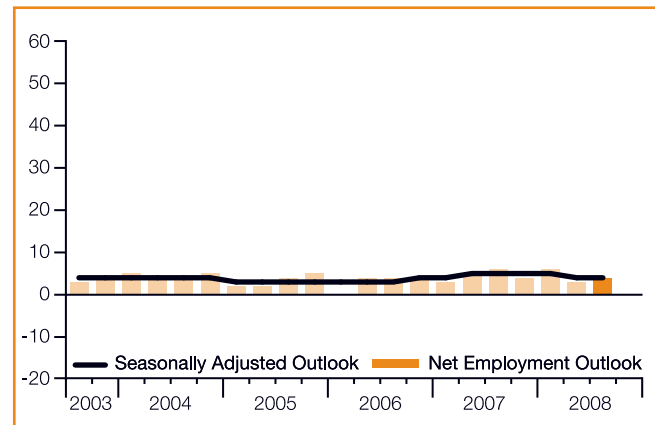
No bar indicates Net Employment Outlook of zero.

### Czech Republic



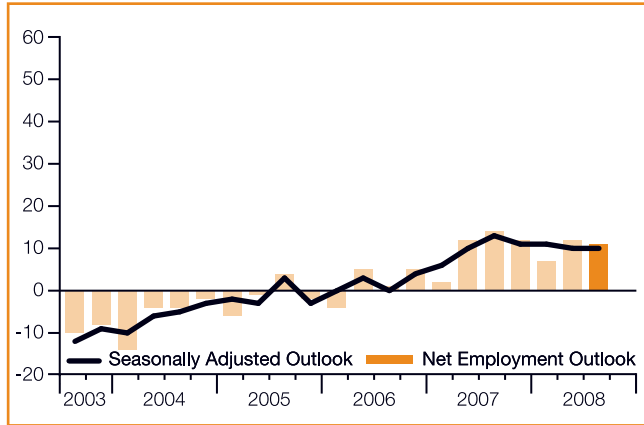
Czech Republic joined the survey in Q2 2008.

### France

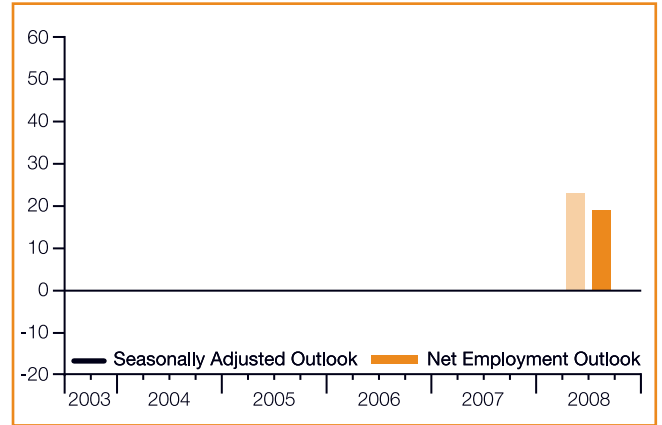


No bar indicates Net Employment Outlook of zero.

## Germany

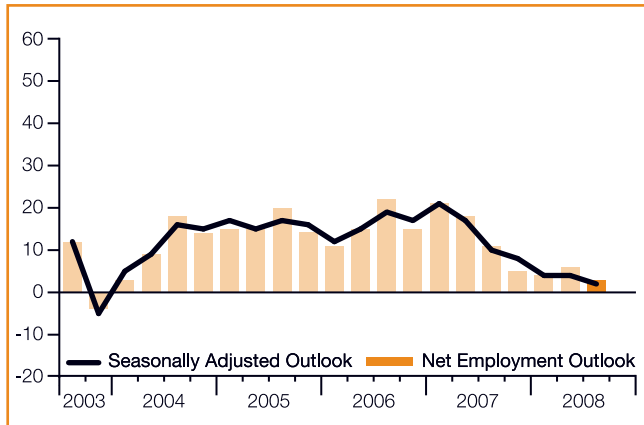


## Greece

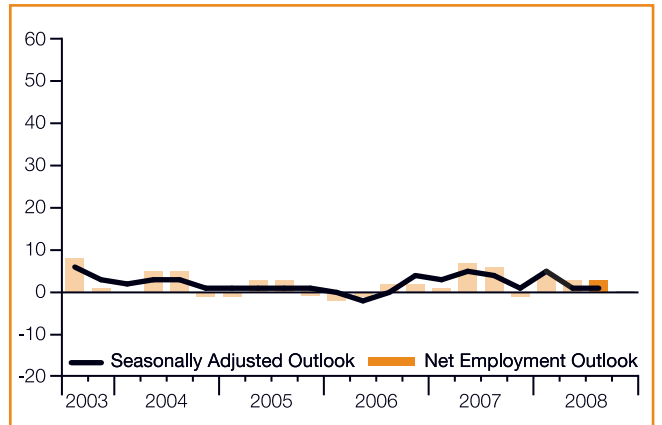


Greece joined the survey in Q2 2008.

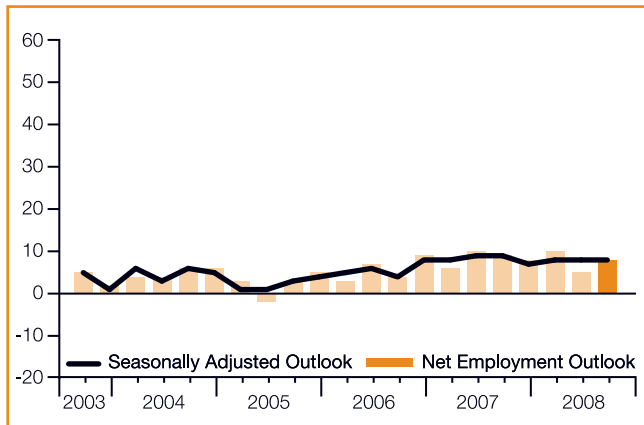
## Ireland



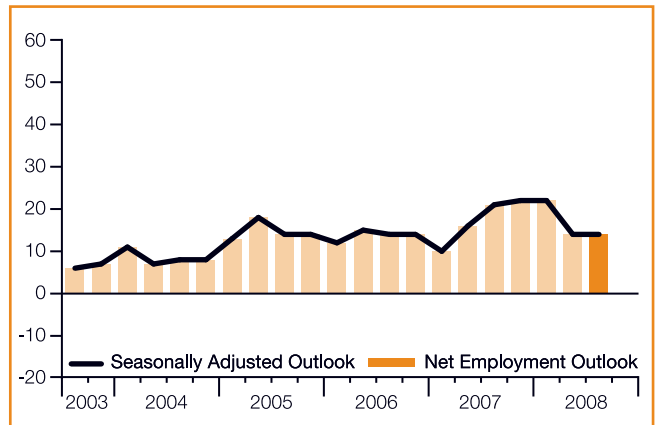
## Italy



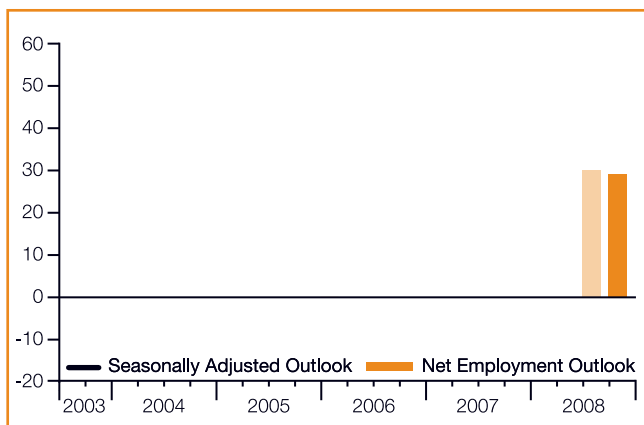
## Netherlands



## Norway

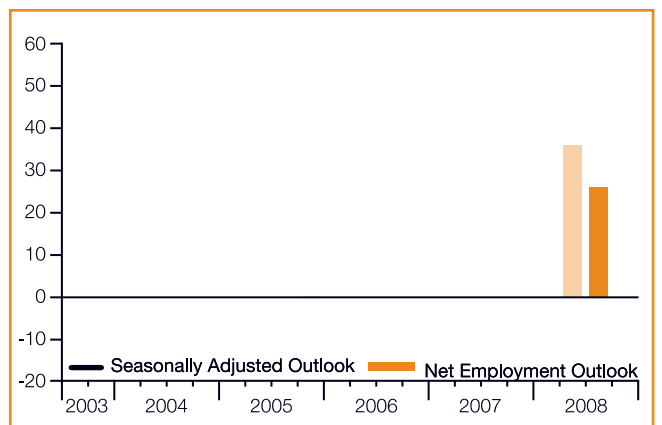


## Poland



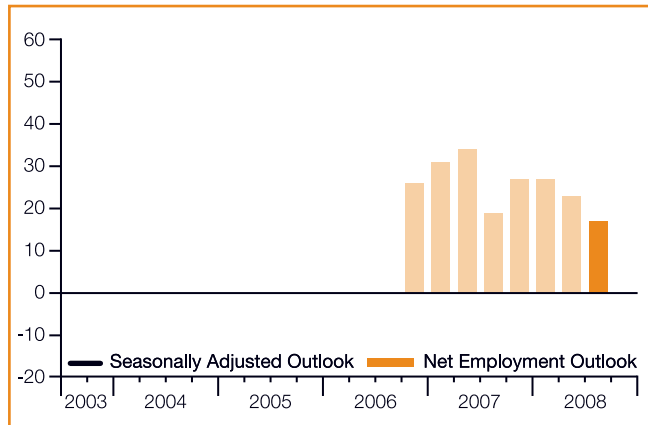
Poland joined the survey in Q2 2008.

## Romania



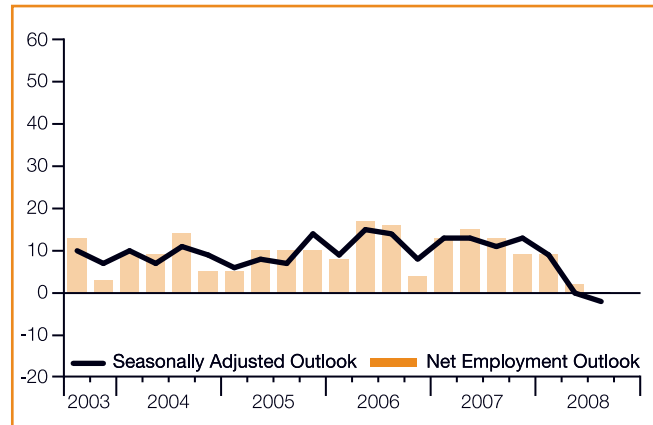
Romania joined the survey in Q2 2008.

### South Africa



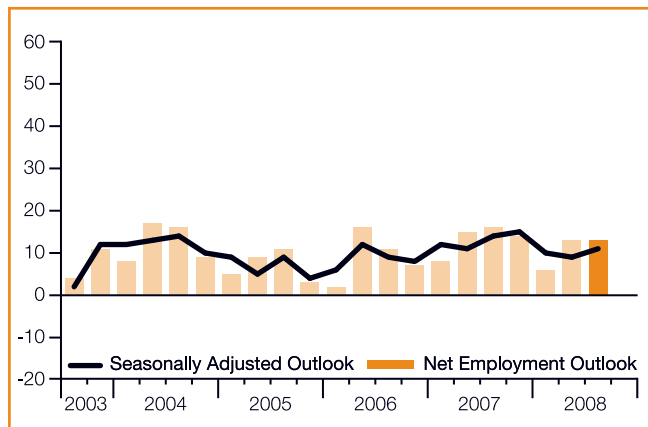
South Africa joined the survey in Q4 2006.

### Spain

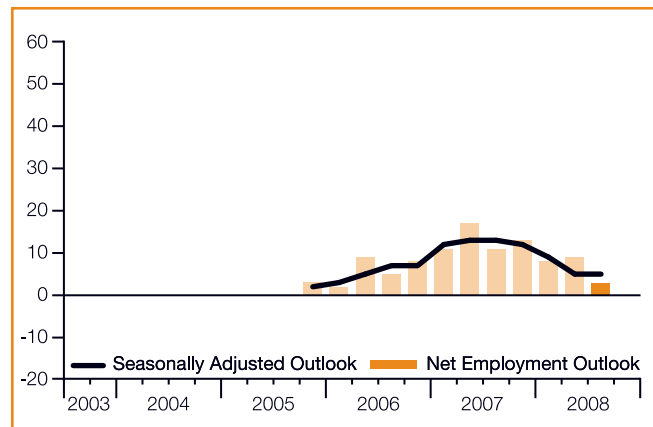


No bar indicates Net Employment Outlook of zero.

### Sweden

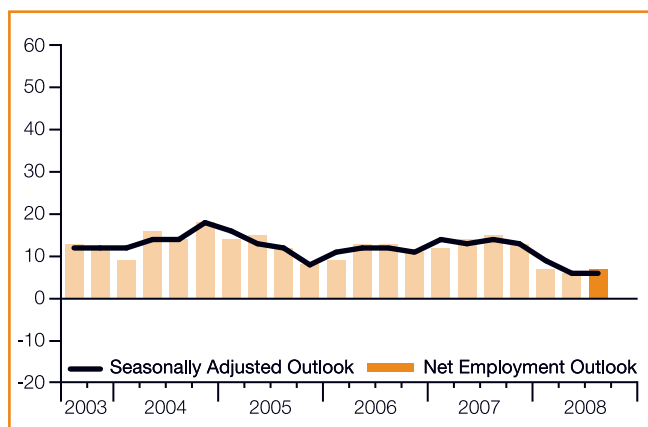


### Switzerland



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

### UK



## 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 workforce during the next quarter. The survey has been running for more than 45 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.

**Focused:** For more than four decades, the survey has derived all of its information from a single question.

**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 more than 55,000 public and private employers across 32 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.

## 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 32 countries and territories where the survey is currently conducted includes Manpower's internal research team and Infocorp Ltd. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

In Hong Kong, the national survey is conducted by the Manpower Call Center and includes 807 employers. With this number of interviews, the margin of error for the Hong Kong Survey is +/- 3.4%.

## 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 September 2008 as compared to the current quarter?"

## Net Employment Outlook

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

## Seasonal Adjustment

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

## History of the Survey

- 1962** 1st generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** Manpower's UK 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** 2nd generation of Manpower's Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002** Manpower UK'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** 3rd generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total 18 countries worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, United Kingdom and United States.
- 2004** Manpower operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** Manpower operations in China, India, Switzerland and Taiwan launch the Manpower Employment Outlook Survey.
- 2006** Manpower operations in Costa Rica and Peru joined the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the third quarter. Manpower operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007** Manpower operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008** Manpower operations in the Czech Republic, Greece, Guatemala, Poland and Romania joined the survey program. China and India add seasonally adjusted data in the second quarter. Switzerland and India add seasonally adjusted data in the third quarter.

## About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry; creating and delivering services that enable its clients to win in the changing world of work. Celebrating its 60th anniversary in 2008, the \$21 billion company offers employers a range of services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of 4,500 offices in 80 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at [www.manpower.com](http://www.manpower.com).

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