

Q1 / 2009

Manpower
Employment
Outlook Survey
Hong Kong

A Manpower Research Report

60/100 Q1/1Q

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Hong Kong Employment Outlook

The Manpower Employment Outlook Survey for the first quarter 2009 was conducted by interviewing a representative sample of 803 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 March 2009 as compared to the current quarter?”*

In Hong Kong, 8% of employers interviewed predict an increase in headcount during Quarter 1 2009, but 7% expect it to decrease, and 79% forecast no change. Based on these figures, the Net Employment Outlook for Hong Kong is a subdued +1%.

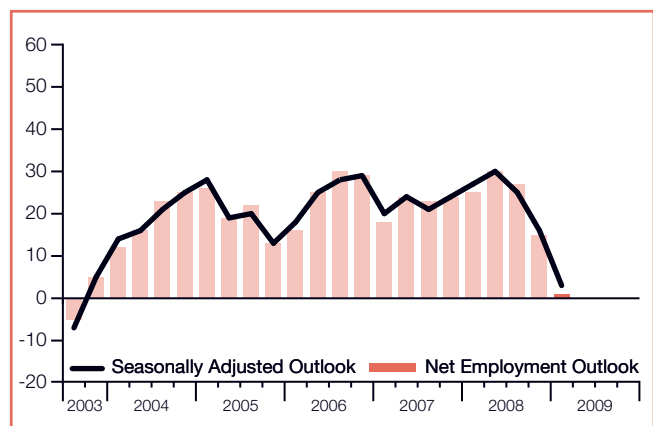
Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase, and subtracting from this, the percentage expecting to see a decrease in employment at their location in the next quarter. The result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

Employers have become considerably less optimistic about hiring prospects since Quarter 4 2008, as evidenced by a 14 percentage point decline in the Outlook. Year-over-year, the Outlook is weaker by a steep 24 percentage points.

On the basis of seasonally adjusted data, the Outlook stands at +3%, following 13 and 24 percentage point declines quarter-over-quarter and year-over-year, respectively.

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
	%	%	%	%	%	%
1st quarter 2009	8	7	79	6	+1	3
4th quarter 2008	19	4	73	4	+15	16
3rd quarter 2008	30	3	64	3	+27	25
2nd quarter 2008	33	3	63	1	+30	30
1st quarter 2008	27	2	67	4	+25	27



Sector Comparisons

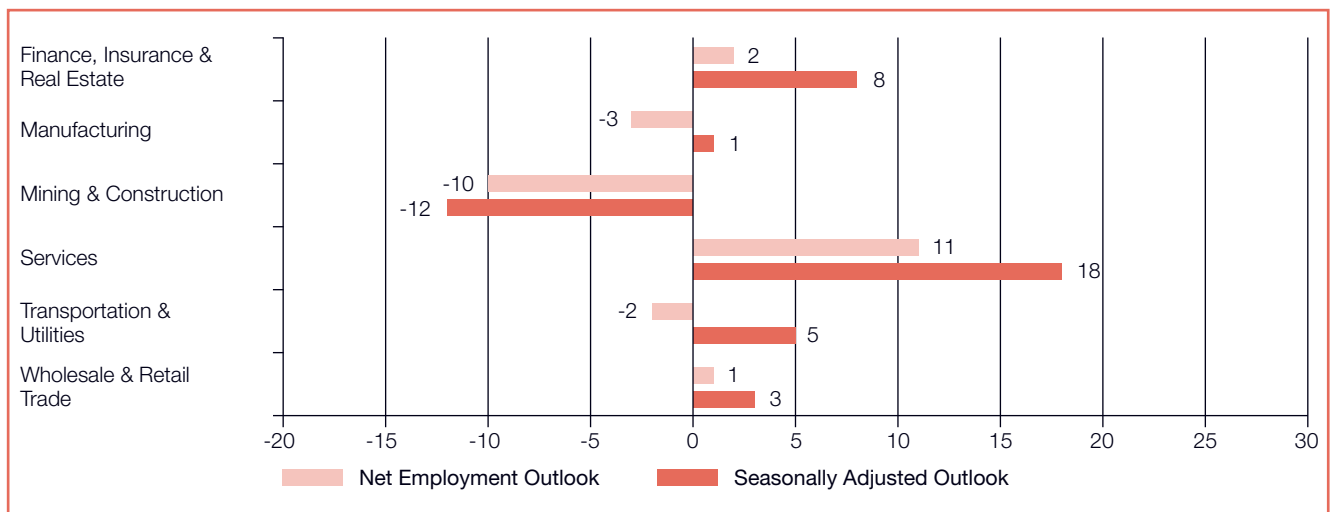
In five of the six industry sectors, employers are expecting positive hiring activity. The strongest hiring prospects are in the Services sector, where the Outlook is a hopeful +18%, while the weakest hiring intentions are expressed by employers in the Mining & Construction sector, with a gloomy Outlook of -12%.

Quarter-over-quarter, labor market expectations have softened in all six sectors, with declines in the Outlook ranging from a moderate 7 percentage points in the Transportation & Utilities sector, to a considerable 19 percentage points in the Mining & Construction sector.

Year-over-year, there are considerable decreases in Outlooks reported across all six industry sectors, with a particularly severe decline of 31 percentage points reported by employers in the Finance, Insurance & Real Estate sector.

Based on unadjusted survey data, the Services sector stands out with employers reporting an upbeat Outlook of +11%, while elsewhere employers are expressing uncertainty or pessimism. Hiring intentions are notably gloomy in the Mining & Construction sector, where employers report an Outlook of -10%.

Quarter-over-quarter and year-over-year, Outlooks are weaker in all six sectors.



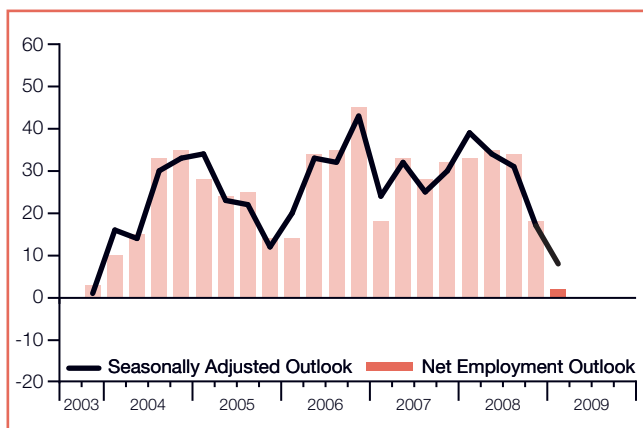
Note: Employers in the Public Administration/Education sector have not been included in this survey

Finance, Insurance & Real Estate +2 (8)%

Employers are cautiously optimistic about hiring prospects for Quarter 1 2009, with a Net Employment Outlook of +8%. However, this is the weakest Outlook reported for the sector since Quarter 4 2003, and has

declined by a considerable 9 percentage points quarter-over-quarter. Year-over-year, the Outlook has slumped by 31 percentage points.

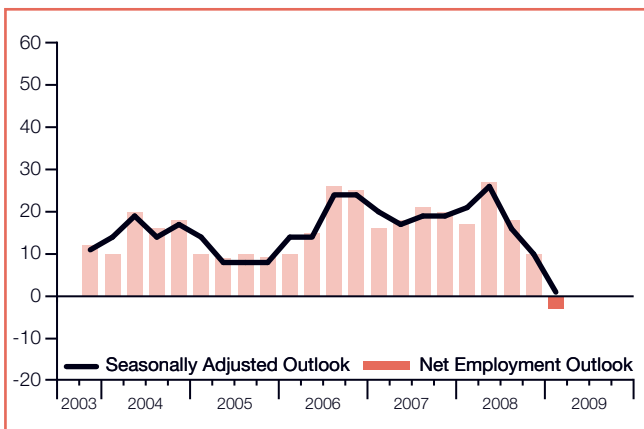
Based on unadjusted survey data, the Outlook is an uncertain +2%, reflecting considerable 16 and 31 percentage point declines quarter-over-quarter and year-over-year, respectively.



Manufacturing -3 (1)%

In the Manufacturing industry sector, hiring plans are subdued. The Net Employment Outlook of +1% is the weakest employers have reported for the sector since the survey began, reflected by a considerable 9 percentage point decline quarter-over-quarter. Comparison with Quarter 1 2008 also reveals a considerable decline of 20 percentage points in the Outlook.

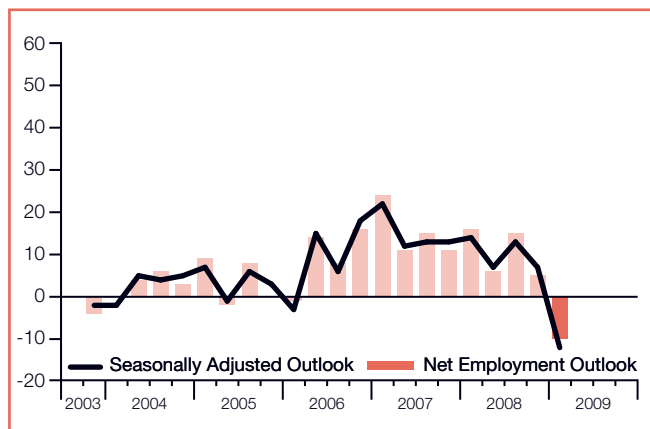
Based on unadjusted survey data, the Outlook is -3%. Quarter-over-quarter, the Outlook is a considerable 13 percentage points weaker, while year-over-year there has been a 20 percentage point decline.



Mining & Construction -10 (-12)%

The Mining & Construction industry sector faces a gloomy labor market in Quarter 1 2009, according to employers who report a Net Employment Outlook of -12%. In addition to reporting the weakest Outlook since the survey started, employers' forecasts have weakened both quarter-over-quarter and year-over-year, by 19 and 26 percentage points, respectively.

Based on unadjusted survey data, the Outlook is -10%, following a 15 percentage point decline quarter-over-quarter and a 26 percentage point decline year-over-year.



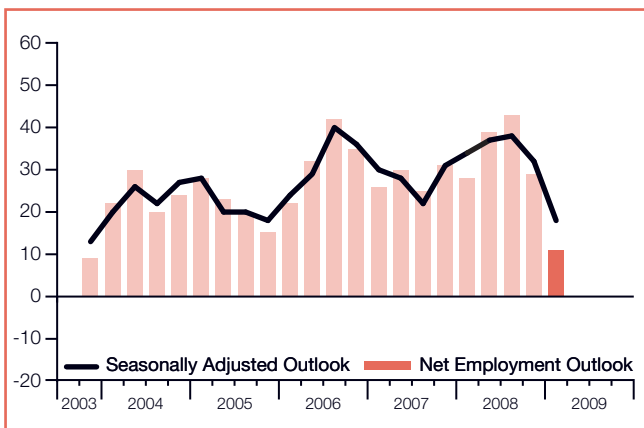
No bar indicates Net Employment Outlook of zero.

Services +11 (18)%

The labor market in the Services industry sector will offer steady hiring prospects in Quarter 1 2009 according to employers who report a respectable Net Employment Outlook of +18%, the strongest sector in Hong Kong this quarter. However, employers are expressing considerably more caution, both quarter-over-quarter and year-over-year, reporting declines of 14 and 16

percentage points, respectively.

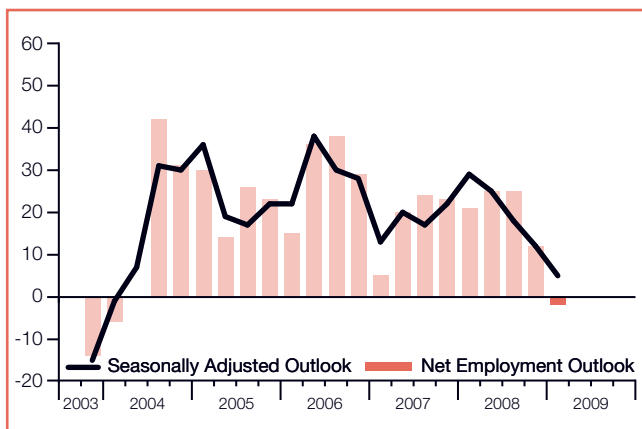
Based on unadjusted survey data, the Outlook is +11%, representing a considerable 18 percentage point decline quarter-over-quarter. There has also been a considerable 17 percentage point decrease in the Outlook, year-over-year.



Transportation & Utilities -2 (5)%

Employers are anticipating a modest hiring pace for the first quarter of 2009. They report a Net Employment Outlook of +5%. Although the Outlook is weaker than at any point since Quarter 1 2004, it has only declined by a moderate 7 percentage points quarter-over-quarter. Year-over-year, the decline has been by a more considerable 24 percentage points.

Based on unadjusted survey data, the Outlook is an uncertain -2%, and has declined by a considerable 14 and 23 percentage points, quarter-over-quarter and year-over-year, respectively.

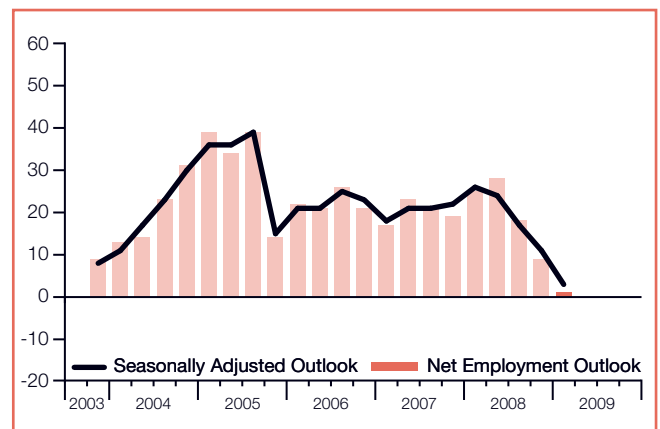


No bar indicates Net Employment Outlook of zero.

Wholesale & Retail Trade +1 (3)%

Wholesale & Retail Trade industry sector employers forecast reserved hiring plans for Quarter 1 2009. They report a Net Employment Outlook of +3%, which is the weakest since the survey began. There has been a moderate 8 percentage point decline in the Outlook quarter-over-quarter and a considerable 23 percentage point decrease year-over-year.

Based on unadjusted survey data, the Outlook is +1%, following an 8 percentage point decline quarter-over-quarter and a considerable 24 percentage point decrease in the Outlook year-over-year.



Global Employment Outlook

Americas	Net Employment Outlook			Qtr on Qtr Change Q4 2008 to Q1 2009	Yr on Yr Change Q1 2008 to Q1 2009
	Quarter 1 2008	Quarter 4 2008	Quarter 1 2009		
	%	%	%		
Argentina	36	19	8	-11	-28
Canada	6 (18) ¹	13 (14) ¹	7 (18) ¹	-6 (4) ¹	1 (0) ¹
Colombia	-	22	16	-6	-
Costa Rica	32	29	19	-10	-13
Guatemala	-	12	7	-5	-
Mexico	16 (19) ¹	15 (14) ¹	-2 (1) ¹	-17 (-13) ¹	-18 (-18) ¹
Peru	52	29	24	-5	-28
United States	10 (17) ¹	9 (9) ¹	3 (10) ¹	-6 (1) ¹	-7 (-7) ¹

Asia Pacific	Net Employment Outlook			Qtr on Qtr Change Q4 2008 to Q1 2009	Yr on Yr Change Q1 2008 to Q1 2009
	Quarter 1 2008	Quarter 4 2008	Quarter 1 2009		
	%	%	%		
Australia	24 (28) ¹	18 (17) ¹	6 (12) ¹	-12 (-5) ¹	-18 (-16) ¹
China	14 (15) ¹	11 (12) ¹	9 (10) ¹	-2 (-2) ¹	-5 (-5) ¹
Hong Kong	25 (27)¹	15 (16)¹	1 (3)¹	-14 (-13)¹	-24 (-24)¹
India	42 (46) ¹	48 (43) ¹	18 (19) ¹	-30 (-24) ¹	-24 (-27) ¹
Japan	17 (24) ¹	8 (13) ¹	-3 (5) ¹	-11 (-8) ¹	-20 (-19) ¹
New Zealand	20 (23) ¹	9 (10) ¹	0 (4) ¹	-9 (-6) ¹	-20 (-19) ¹
Singapore	43 (48) ¹	16 (25) ¹	-38 (-31) ¹	-54 (-56) ¹	-81 (-79) ¹
Taiwan	14 (17) ¹	17 (23) ¹	-6 (-1) ¹	-23 (-24) ¹	-20 (-18) ¹

* EMEA	Net Employment Outlook			Qtr on Qtr Change Q4 2008 to Q1 2009	Yr on Yr Change Q1 2008 to Q1 2009
	Quarter 1 2008	Quarter 4 2008	Quarter 1 2009		
	%	%	%		
Austria	4 (8) ¹	9 (9) ¹	-2 (2) ¹	-11 (-7) ¹	-6 (-6) ¹
Belgium	8 (8) ¹	7 (8) ¹	7 (6) ¹	0 (-2) ¹	-1 (-2) ¹
Czech Republic	-	1	-4	-5	-
France	6 (7) ¹	3 (4) ¹	-3 (-2) ¹	-6 (-6) ¹	-9 (-9) ¹
Germany	7 (12) ¹	8 (8) ¹	-1 (4) ¹	-9 (-4) ¹	-8 (-8) ¹
Greece	-	12	3	-9	-
Ireland	4 (6) ¹	-7 (-3) ¹	-14 (-12) ¹	-7 (-9) ¹	-18 (-18) ¹
Italy	4 (6) ¹	-5 (-2) ¹	-11 (-9) ¹	-6 (-7) ¹	-15 (-15) ¹
Netherlands	10 (8) ¹	11 (10) ¹	6 (8) ¹	-5 (-2) ¹	-4 (0) ¹
Norway	21 (23) ¹	8 (10) ¹	5 (6) ¹	-3 (-4) ¹	-16 (-17) ¹
Poland	-	19	12	-7	-
Romania	-	21	16	-5	-
South Africa	27	17	13	-4	-14
Spain	9 (12) ¹	-9 (-5) ¹	-13 (-9) ¹	-4 (-4) ¹	-22 (-21) ¹
Sweden	6 (11) ¹	9 (10) ¹	0 (5) ¹	-9 (-5) ¹	-6 (-6) ¹
Switzerland	8 (10) ¹	5 (4) ¹	7 (8) ¹	2 (4) ¹	-1 (-2) ¹
UK	7 (10) ¹	-1 (0) ¹	-5 (-2) ¹	-4 (-2) ¹	-12 (-12) 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.

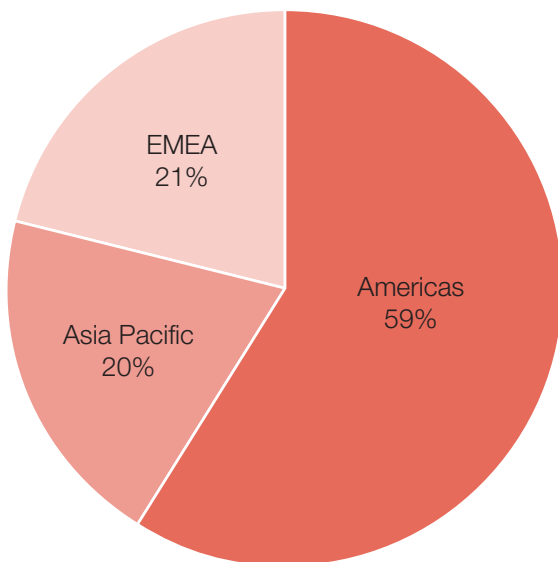
Over 71,000 employers have been interviewed across 33 countries and territories to measure anticipated employment trends* between January and March 2009.

Employers in 25 of the countries and territories Manpower surveyed expect to add to their workforces in Quarter 1 2009, while employers in eight countries report negative hiring expectations. Overall, the vast majority of employers expect to ease the pace of hiring compared to three months ago, with employers in only three countries – Canada, the United States and Switzerland – reporting improved Outlooks compared to Quarter 4 2008. Notably, employers in 21 countries and territories are reporting the weakest hiring intentions since the survey began in their respective countries and territories. Where year-over-year data is available, Outlooks in 25 countries and territories have declined compared to last year at this time. Quarter 1 employment prospects are most favorable in Peru, India, Costa Rica, Canada, Romania, Colombia, South Africa, Australia, Poland, the United States and China. Employer hiring expectations are weakest in Singapore, Ireland, Spain and Italy.

On a regional basis, employers in the Americas continue to report positive Net Employment Outlooks; however, where year-over-year data is available, employers in all countries except Canada are reporting weaker Outlooks compared to 12 months ago. Employers in Peru, Costa Rica and Canada are the most optimistic about adding employees in the region. The Outlook in the United States has improved slightly quarter-over-quarter, while employer forecasts in Mexico signal that the contraction first noted in Quarter 4 2008 is accelerating. In the Asia Pacific region, job prospects are decidedly less optimistic with employers in all eight countries and territories surveyed reporting weaker hiring plans compared to the previous quarter and one year ago. In the Europe, Middle East & Africa (EMEA) region, Outlooks decline in 16 of 17 countries from three months ago, with only Swiss employers anticipating a slight improvement. Outlooks have declined in 12 of 13 European countries where year-over-year comparisons are possible.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 1 2009 Manpower Employment Outlook Survey involved surveying over 71,000 human resource directors and senior hiring managers from public and private organizations worldwide: 59% of the respondents came from eight countries in the Americas; 21% from 17 countries in EMEA; and 20% from eight countries and territories across Asia Pacific.

International Comparisons - Asia Pacific

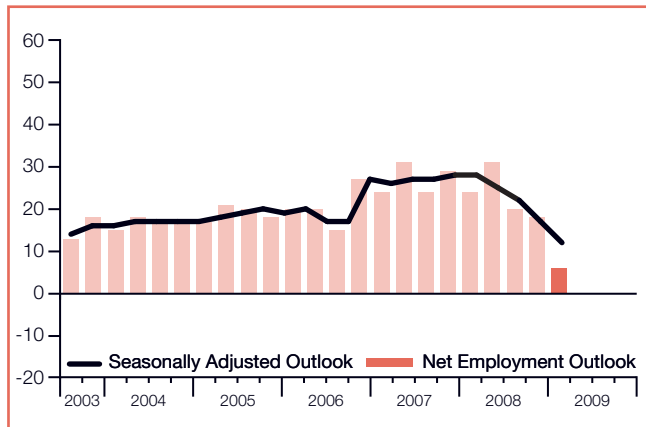
Nearly 15,000 interviews have been conducted across the Asia Pacific region to measure anticipated hiring activity between January and March 2009.

Employer hiring confidence has declined considerably throughout the region, with employers in five of the region's eight countries and territories reporting their weakest hiring plans since the surveys began in their countries. Nonetheless, employers do expect to add some employees in six of the eight countries and territories surveyed. However, Outlooks in all eight are

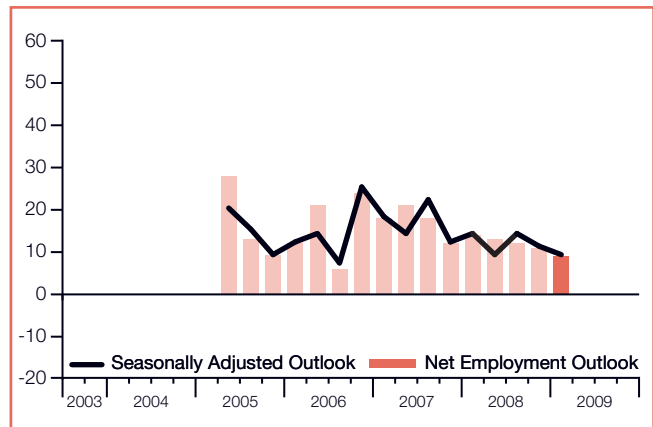
weaker compared to three months and one year ago. The decline is most pronounced in Singapore where hiring intentions have undergone a steep decline. Employers in Singapore, as well as those in Taiwan, are reporting their first negative Outlooks since their respective surveys were established.

Employers in Australia, China and India are anticipating the most favorable hiring activity in the region for the upcoming quarter, while those in Hong Kong, Japan, New Zealand, Singapore and Taiwan report the least optimistic hiring intentions. Notably, and in addition to Singapore and Taiwan, Australia, India and New Zealand employers are reporting their least optimistic hiring plans since the surveys began in these countries.

Australia

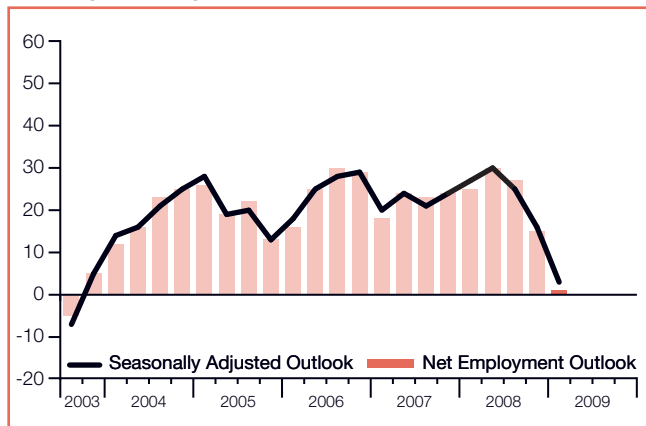


China

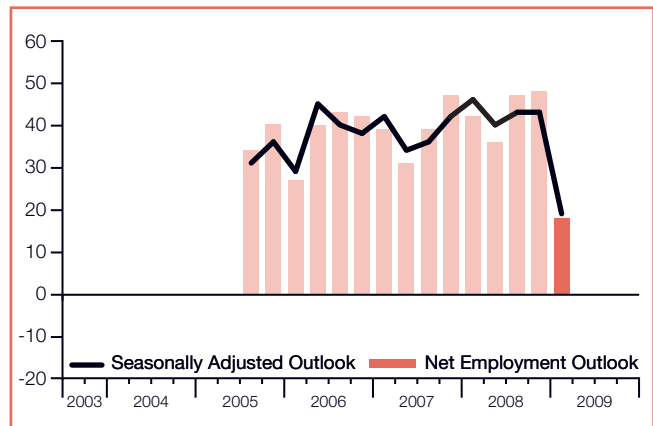


China joined the survey in Q2 2005.

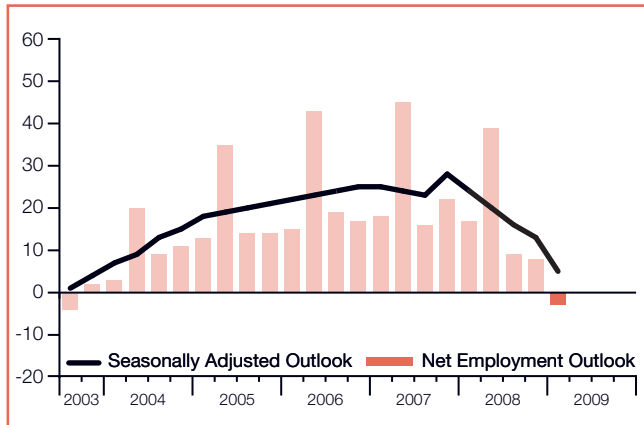
Hong Kong



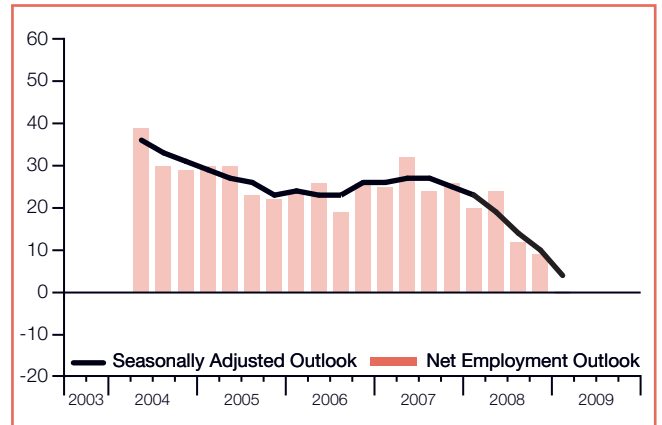
India



Japan

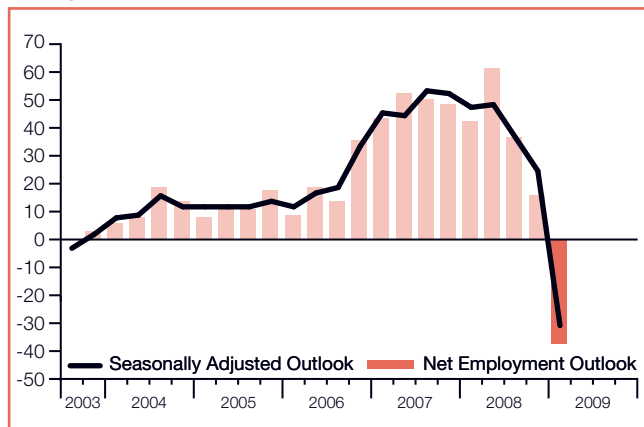


New Zealand



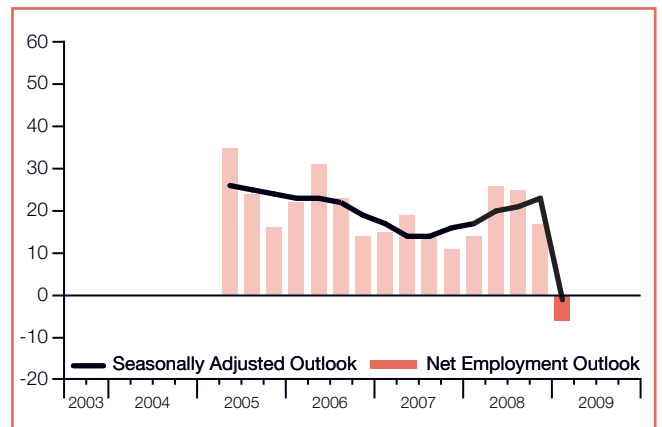
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons - Americas

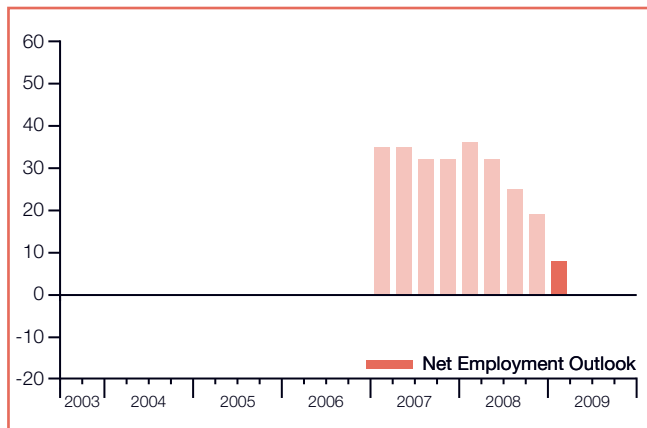
Nearly 42,000 interviews have been conducted across Argentina, Canada, Colombia, Costa Rica, Guatemala, Mexico, Peru and the United States to measure employment prospects for Quarter 1 2009.

While positive Net Employment Outlooks are reported in all countries surveyed, in those countries where year-over-year data is available, the hiring pace is expected to slow in five countries when compared to Quarter 1 2008, with notable declines seen in Argentina, Costa Rica, Mexico and Peru. Compared to three

months ago, only employers in Canada and the United States are reporting improved hiring plans.

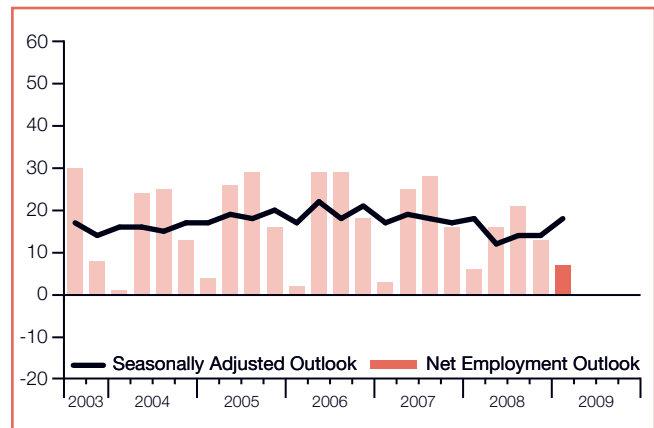
Employers in Peru are forecasting the most optimistic Net Employment Outlook in the region, with employers in Costa Rica, Canada and the United States also expressing favorable hiring intentions for the quarter ahead. On the other hand, first quarter hiring intentions are weakest in Argentina, Guatemala and Mexico; the Outlooks for all three are at their weakest since the Manpower surveys began in these countries. The Outlooks for Colombia and Costa Rica are also the least optimistic reported to date.

Argentina

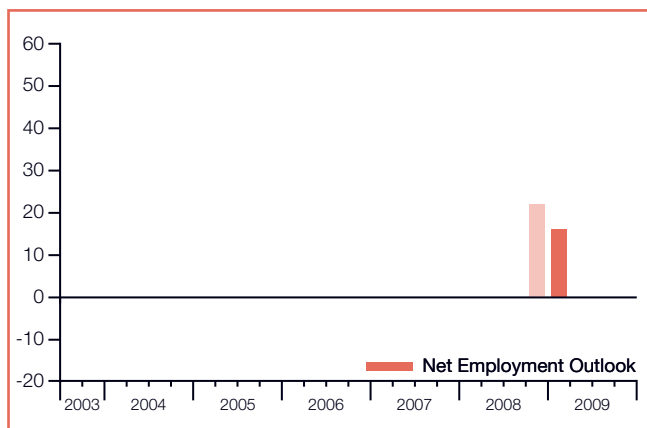


Argentina joined the survey in Q1 2007.

Canada

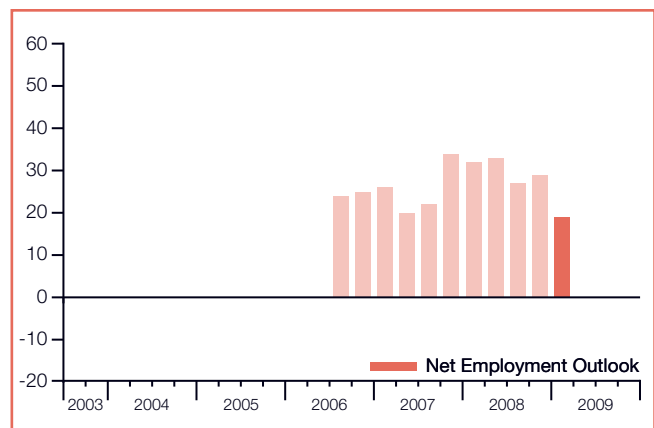


Colombia



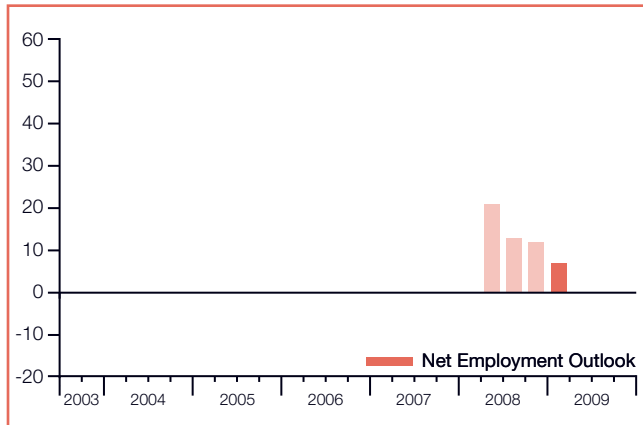
Colombia joined the survey in Q4 2008.

Costa Rica



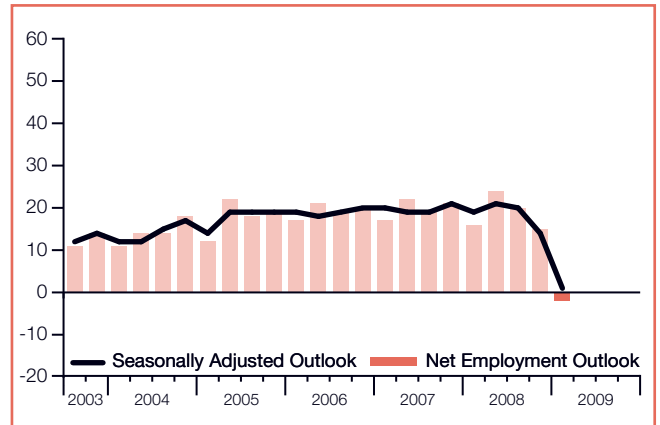
Costa Rica joined the survey in Q3 2006.

Guatemala

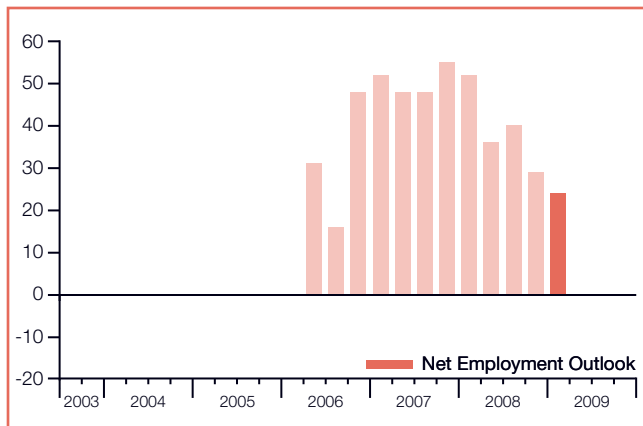


Guatemala joined the survey in Q2 2008.

Mexico

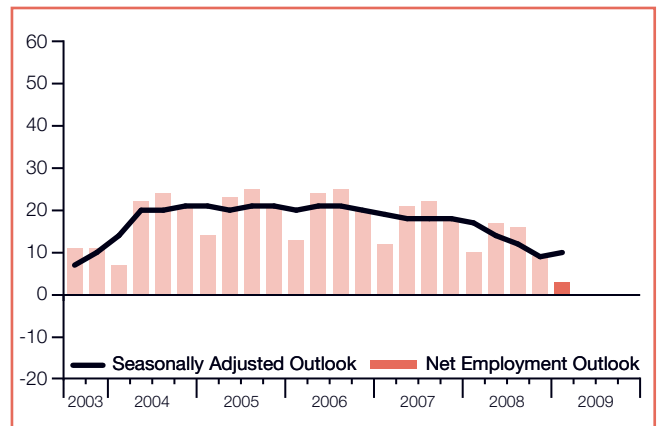


Peru



Peru joined the survey in Q2 2006.

USA



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

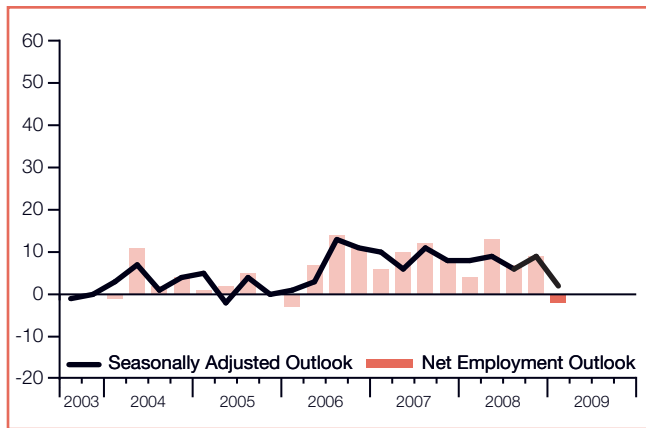
Over 15,000 interviews have been conducted with employers across 17 countries to measure anticipated employment trends for Quarter 1 2009.

Employers in 11 countries are anticipating varying degrees of positive hiring activity for the next three months; however, hiring expectations are generally weaker across the region compared to Quarter 4 and this time last year. In a quarter-over-quarter comparison, forecasts have weakened in 16 of the 17 countries surveyed, and in countries where year-over-year comparisons are possible, the Outlooks in 12 of 13 countries have weakened and one Outlook has

remained stable. Notably, employers in 11 countries report their gloomiest hiring intentions since the surveys began in their countries. And large year-over-year declines in the Construction, Manufacturing and Finance sectors are contributing to the weakest United Kingdom hiring forecast in 15 years.

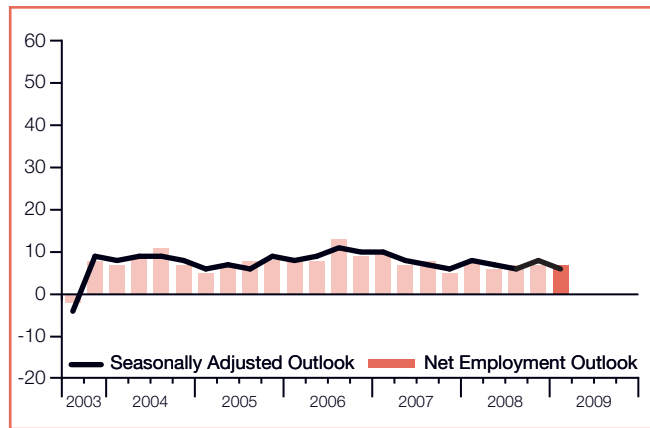
Employers in Romania, South Africa, Poland and the Netherlands report the most active hiring pace, and continuing resilience in the Finance, Insurance, Real Estate, Business Services and Transportation sectors is contributing to positive activity expected by employers in Germany and the Netherlands. Conversely, the weakest forecasts are reported by employers in Ireland, Italy and Spain.

Austria



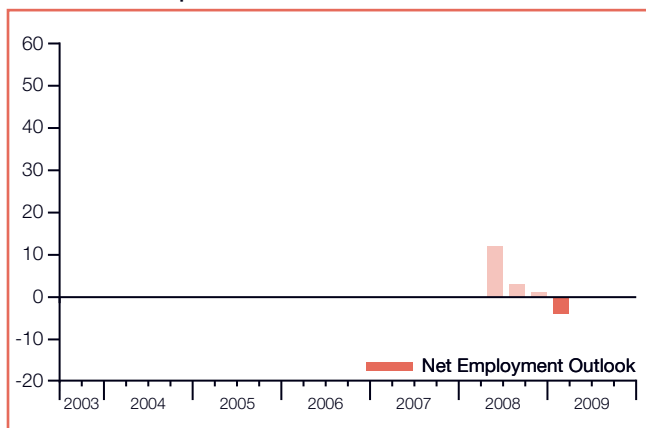
No bar indicates Net Employment Outlook of zero.

Belgium



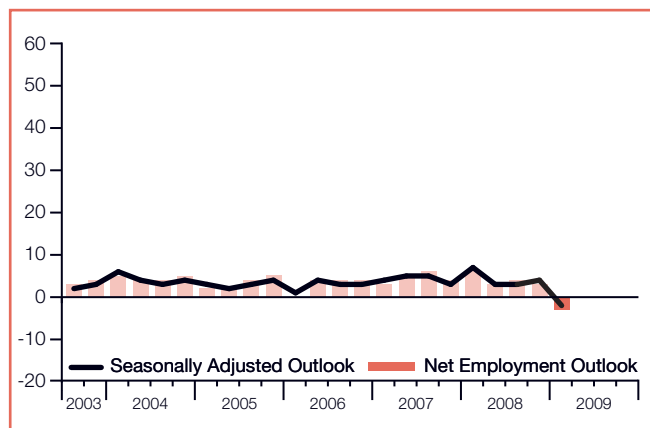
No bar indicates Net Employment Outlook of zero.

Czech Republic



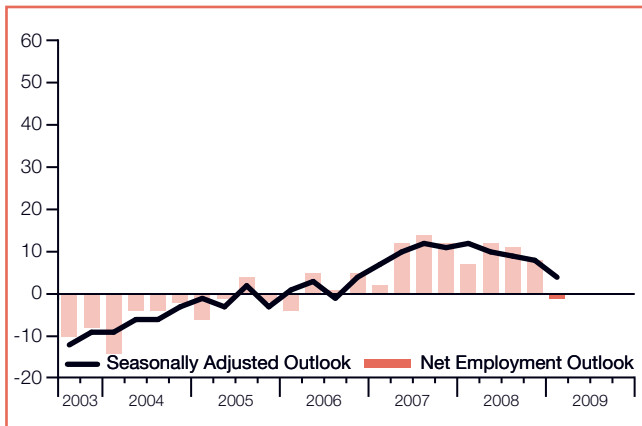
Czech Republic joined the survey in Q2 2008.

France

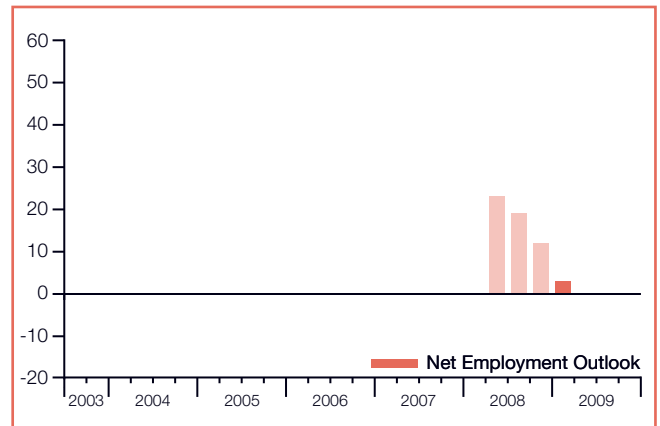


No bar indicates Net Employment Outlook of zero.

Germany

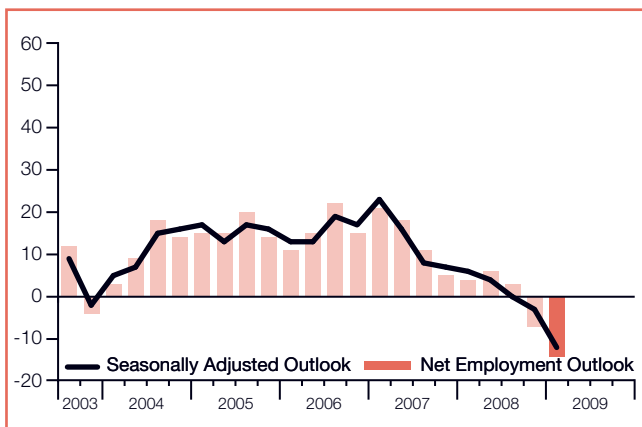


Greece

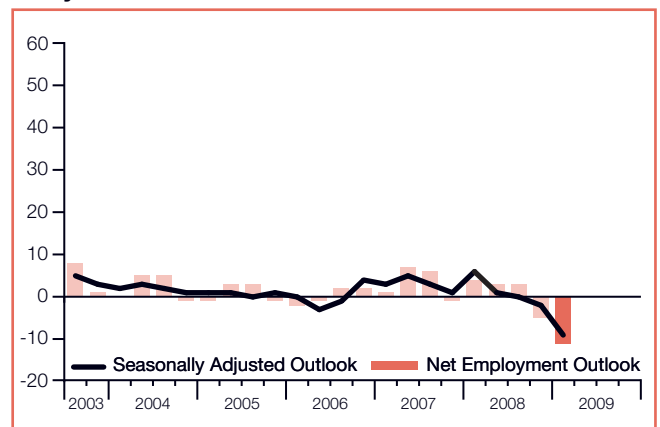


Greece joined the survey in Q2 2008.

Ireland

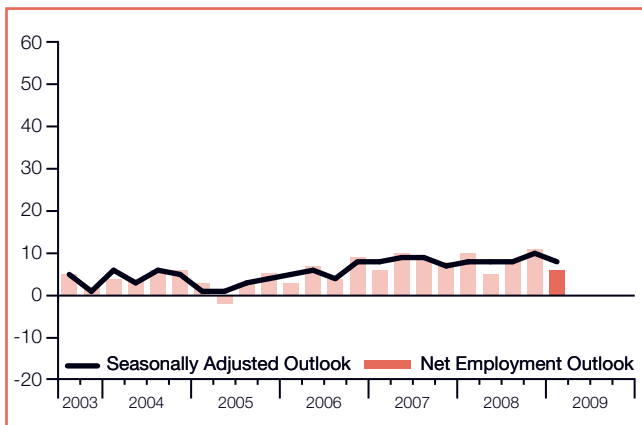


Italy

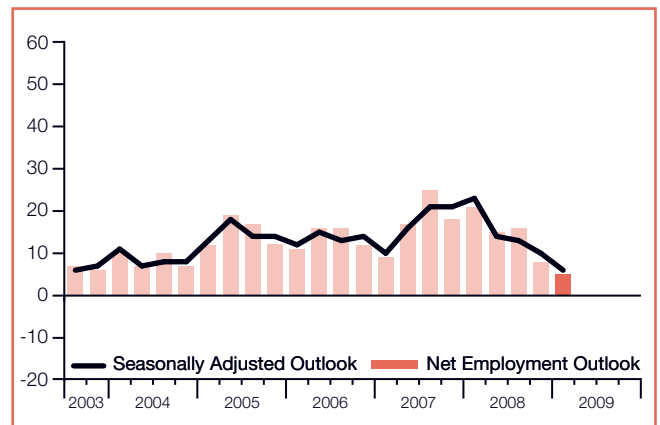


No bar indicates Net Employment Outlook of zero.

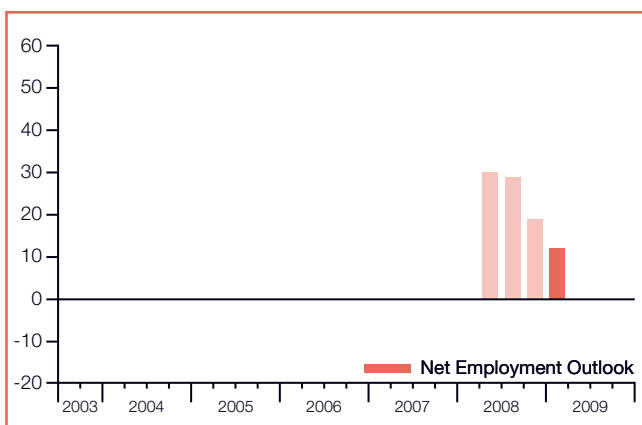
Netherlands



Norway

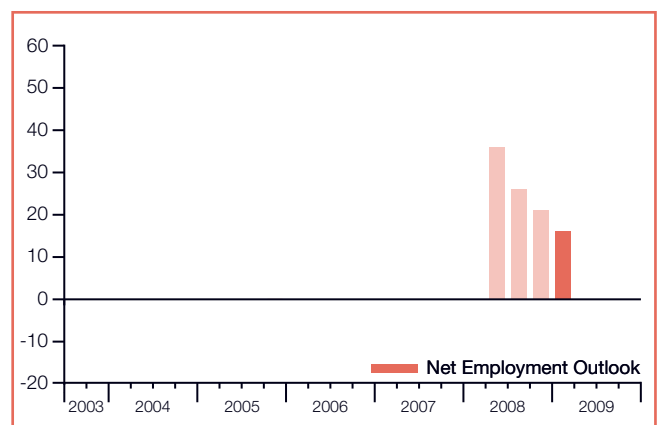


Poland



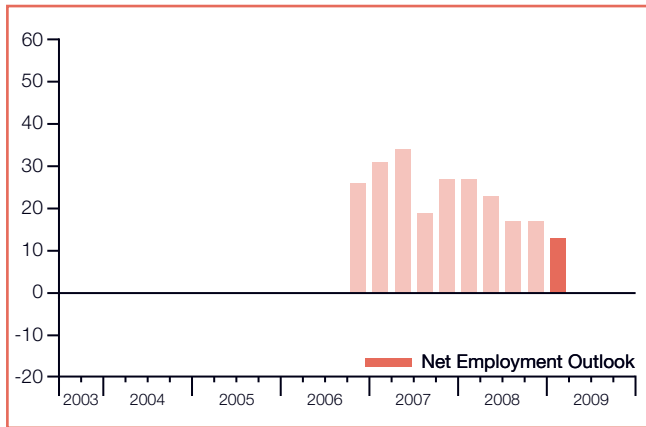
Poland joined the survey in Q2 2008.

Romania



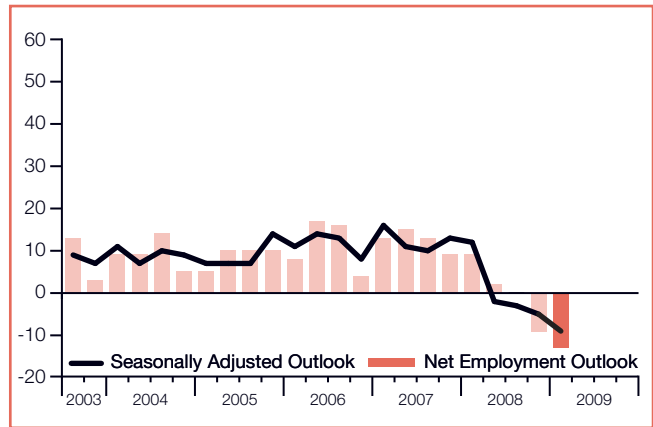
Romania joined the survey in Q2 2008.

South Africa



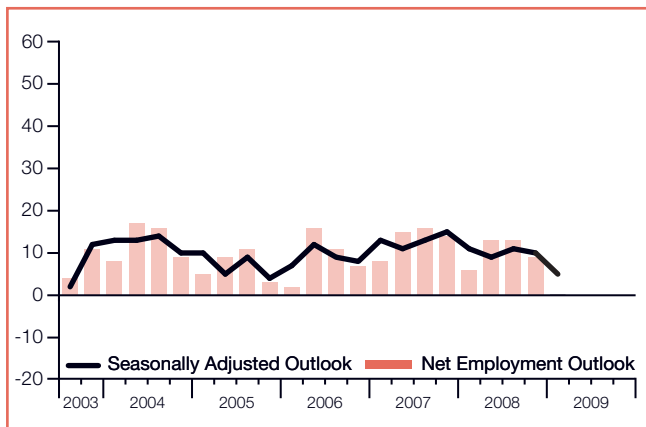
South Africa joined the survey in Q4 2006.

Spain



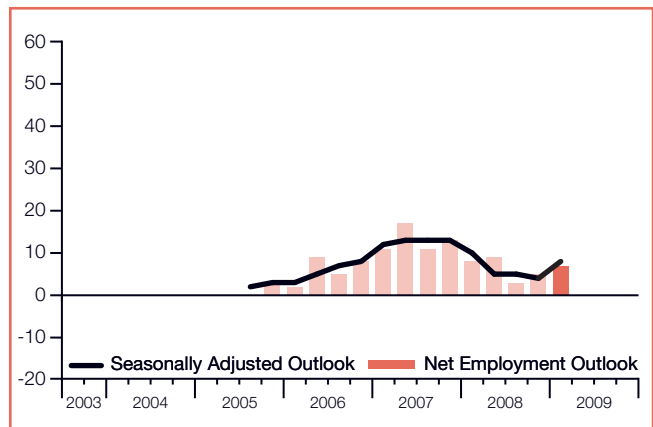
No bar indicates Net Employment Outlook of zero.

Sweden



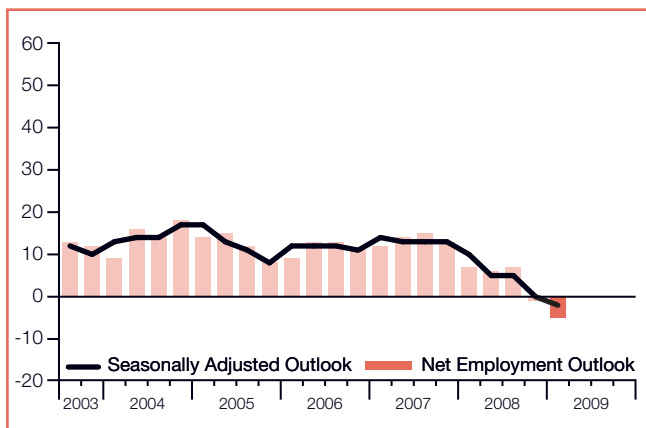
No bar indicates Net Employment Outlook of zero.

Switzerland



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

UK



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 nearly 71,000 public and private employers across 33 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 33 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 803 employers. With this number of interviews, the margin of error for the Hong Kong Survey is +/- 3.5%.

Survey Question

All employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of March 2009 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 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** 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 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** 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 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.

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.

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