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**ManpowerGroup Employment Outlook Survey Q2 2018 Results Announced:
*Japanese employers report optimistic hiring intentions for the second quarter 2018***

Yokohama-City, Kanagawa, Japan (13 March 2018) - ManpowerGroup Co., Ltd. (Masahiro Ikeda, Representative Director, and President), today announced the results of the ManpowerGroup Employment Outlook Survey conducted to measure employer hiring intentions for the April- June period of 2018. Japanese employers report optimistic hiring intentions for the next three months. Of the 1,101 employers surveyed 33% forecast an increase in staffing levels, 3% anticipate a decrease and 36% expect no change, the Outlook stands at +24% once the data is adjusted to allow for seasonal variation. Hiring prospects are unchanged when compared with the previous quarter, and remain relatively stable in comparison with 2Q 2017. The Outlook continues to be the strongest reported in more than ten years.

Payrolls are forecast to grow in all three regions during the forthcoming quarter. Employers in both Osaka and Tokyo anticipate healthy workforce gains with Net Employment Outlooks of +23%, while the Outlook for Nagoya stands at +22%. When compared with the first quarter of 2018, hiring intentions decline by 6 percentage points in Nagoya. Elsewhere, the Outlook for Osaka remains relatively stable, while Tokyo employers report no change. Hiring plans decline by 7 percentage points in Nagoya when compared with this time one year ago. However, Osaka employers report an improvement of 4 percentage points, while the Outlook for Tokyo is unchanged.

Nagoya: Job seekers can expect an active labor market in the April-June time frame, according to employers who report a Net Employment Outlook of +22%. However, hiring plans decline by 6 and 7 percentage points quarter-over-quarter and year-over-year, respectively.

Osaka: With a Net Employment Outlook of +23%, employers forecast solid payroll gains in the forthcoming quarter. Hiring intentions remain relatively stable when compared with the previous quarter, and are 4 percentage points stronger when compared with this time one year ago.

Tokyo: Employers continue to report healthy hiring prospects with a Net Employment Outlook of +23% for the second quarter of 2018. The Outlook is now unchanged for nine consecutive quarters.

*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.

Staffing levels are expected to increase in all seven industry sectors during the next three months. The strongest hiring prospects are reported in the Mining & Construction sector and the Transportation & Utilities sector, with bright Net Employment Outlooks of +36% and +35%, respectively. Healthy job gains are forecast in the Services sector, with an Outlook of +26%, and in the Manufacturing sector, where the Outlook stands at +23%. Wholesale & Retail Trade sector employers report an optimistic Outlook of +22%, while steady workforce gains are expected by Finance, Insurance & Real Estate sector employers with an Outlook of +17%. Public Administration & Education sector employers continue to report the weakest of the seven sector Outlooks – standing at +8% for 2Q 2018, the Outlook has been the weakest in Japan every quarter for eight years.

Finance, Insurance & Real Estate sector: Job seekers can expect steady hiring activity in the coming quarter, according to employers who report a Net Employment Outlook of +17%. Hiring plans remain relatively stable when compared with the previous quarter, but decline by 3 percentage points in comparison with the second quarter of 2017.

Manufacturing sector: Employers anticipate solid payroll gains during the next three months, reporting a Net Employment Outlook of +23%. Hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

Mining & Construction sector: The strongest labor market in three years is forecast for 2Q 2018. Employers report a robust Net Employment Outlook of +36%, improving by 4 percentage points when compared with the previous quarter, and by 6 percentage points when compared with this time one year ago.

Public Administration & Education sector: For the fifth straight year, a moderate hiring pace is again expected during the upcoming quarter, with employers reporting a Net Employment Outlook of +8% for 2Q 2018. Hiring intentions remain relatively stable in comparison with both 1Q 2018 and 2Q 2017.

Services sector: A healthy increase in staffing levels is forecast for the coming quarter, with employers reporting a Net Employment Outlook of +26%. The Outlook is 2 percentage points weaker in comparison with 1Q 2018, but improves by 3 percentage points when compared with this time one year ago.

Transportation & Utilities sector: Employers expect the strongest hiring pace in 10 years during 2Q 2018. The Net Employment Outlook stands at +35%, improving by 2 percentage points when compared with the previous quarter, and by 4 percentage points when compared with the second quarter of 2017.

Wholesale Trade & Retail Trade sector: With a Net Employment Outlook of +22%, employers anticipate an active labor market in the upcoming quarter. However, hiring prospects decline by 2 and 5 percentage points quarter-over-quarter and year-over-year, respectively.

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- Survey Period: 18 June 2018 – 1 February 2018
- Survey Target: HR Directors in 7 sectors in Tokyo, Osaka, and Nagoya
 - 1) Finance, Insurance & Real Estate, 2) Manufacturing, 3) Mining & Construction,
 - 4) Public Administration & Education (including government offices and schools),
 - 5) Services (including information processing, software, entertainment), 6) Transportation & Utilities,
 - 7) Wholesale Trade & Retail Trade
- Survey Questionnaire: “How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter (including contract and temporary)?”
- Method: Collected by a.) telephone contacts and b) e-mail questionnaires
- No. of valid replies: 1,101 employers all over Japan (nearly 59,000 employers across 44 countries and territories worldwide)

Global Employment Outlook:

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labor market activity* in Quarter 2 2018. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?”

Employers forecast varying levels of job gains in 43 of 44 countries and territories during the April-June time frame, including Croatia where employers, surveyed for the first time, report healthy hiring intentions based on unadjusted survey data. When forecasts are compared with those reported in the first-quarter, hiring intentions improve in 17 countries and territories, decline in 17 and are unchanged in nine.** Some upward momentum is detected in the year-over-year comparison with forecasts improving in 25 of 43 countries and territories, declining in 13, and remaining unchanged in five.

Among the countries and territories featuring seasonally adjusted data, confidence is strongest in Taiwan, Japan, Hungary and the United States, while the weakest hiring prospects are reported in Italy, the Czech Republic and Switzerland.

Some noteworthy developments are observed in the second-quarter forecast. Employer confidence in Brazil has improved steadily for five consecutive quarters, and Brazil’s cautiously optimistic second-quarter forecast indicates progress toward recovery following the negative Outlooks that prevailed through much of 2015 and all of 2016. Elsewhere, Finnish employers report their most optimistic forecast since launching the survey in 2012. And German employers report their strongest hiring plans in six years, as well as the strongest Manufacturing sector forecast since Quarter 4 2008.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup 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. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 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 ManpowerGroup 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 and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 59,000 public and private employers across 44 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 more than 55 years the survey has derived all of its information from a single question:

For the 2Q 2018 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2018 as compared to the current quarter?"

About ManpowerGroup:

ManpowerGroup (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work:

www.manpowergroup.com

About ManpowerGroup Co., Ltd.

ManpowerGroup Co., Ltd. was established in 1966 as a wholly owned Japanese subsidiary of ManpowerGroup. As the first temporary work services company in the country, ManpowerGroup has built foundation of the temporary work services and has been providing high-quality services. We now have 513,200 temporary staff. More information on ManpowerGroup Co., Ltd. can be found at the company's Web site, www.manpowergroup.jp