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ManpowerGroup Employment Outlook Survey Q3 2019 Results Announced:

Japan is the strongest of all 44 countries and territories in the survey

Yokohama-City, Kanagawa, Japan (11 June 2019) – Masahiro Ikeda, Representative Director and President of ManpowerGroup Co., Ltd., today announced the results of the ManpowerGroup Employment Outlook Survey conducted to measure employer hiring intentions for the July- September period of 2019. Japanese employers report solid hiring prospects for the next three months. Of the 1,084 employers surveyed, 27% forecast an increase in staffing levels, 4% anticipate a decrease and 42% expect no change. When adjusted for seasonal variations, the Net Employment Outlook stands at +25%. Japan is the strongest of all 44 countries and territories in the survey. Hiring intentions remain relatively stable when compared with the previous quarter, but decline by 2 percentage points in comparison with this time one year ago.

Employers in all three regions expect to add to payrolls in the July-September period. The strongest hiring pace is expected in Nagoya, where the Net Employment Outlook stands at +31%, and solid workforce gains are forecast in Tokyo and Osaka, with Outlooks of +24% and +22%, respectively. Hiring prospects in Nagoya improve by 6 percentage points when compared with the previous quarter. Elsewhere, Tokyo employers report relatively stable hiring plans, but the Osaka Outlook declines by 2 percentage points. Employers in all three regions report weaker hiring intentions when compared with this time one year ago. Osaka employers report a decline of 6 percentage points, while Outlooks are 2 percentage points weaker in both Nagoya and Tokyo.

Workforce gains are anticipated in all seven industry sectors during the upcoming quarter. Employers in the Mining & Construction sector report the strongest hiring intentions with a bullish Net Employment Outlook of +43%, the highest forecast since the survey began in 2003. Transportation & Utilities sector employers forecast a bright hiring climate with an Outlook of +32%, while the Outlook for the Services sector stands at +30%. Active labor markets are anticipated in the Manufacturing sector and the Wholesale & Retail Trade sector, with Outlooks of +24% and +21%, respectively, while Finance, Insurance & Real Estate sector employers report a positive Outlook of +18%. Meanwhile, Public Administration & Education sector employers report the most cautious Outlook of +10%.

- Survey Period: 15 April 2019 – 25 April 2019
- 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 September 2019 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: 1,084 employers all over Japan (over 59,000 employers across 44 countries and territories worldwide)

Global Employment Outlook

ManpowerGroup interviewed over 59,000 employers in 44 countries and territories to forecast labor market activity** in the third quarter of 2019. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2019 as compared to the current quarter?”

The ManpowerGroup research for the third quarter of 2019 reveals employers expect workforce gains in 43 of 44 countries and territories surveyed in the period up to the end of September. When compared with the previous quarter, employers in 18 of 44 countries and territories report stronger hiring prospects, while employers in 18 report weaker hiring plans and no change is anticipated in eight. In a comparison with the same period last year, hiring intentions strengthen in 12 countries and territories, but weaken in 26 and are unchanged in six. The strongest hiring sentiment is reported in Japan, Croatia, Taiwan, the U.S., Greece and Slovenia, while the weakest hiring prospects are reported for Hungary, Argentina, Italy and Spain.

*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.

Full survey results for each of the 44 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos.

The next ManpowerGroup Employment Outlook Survey will be released on 10th September 2019 and will detail expected labor market activity for the final quarter of 2019.

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

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

Projective: The 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 five decades the survey has derived all of its information from a single question:

For the 3Q 2019 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 September 2019 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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people 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 over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, 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