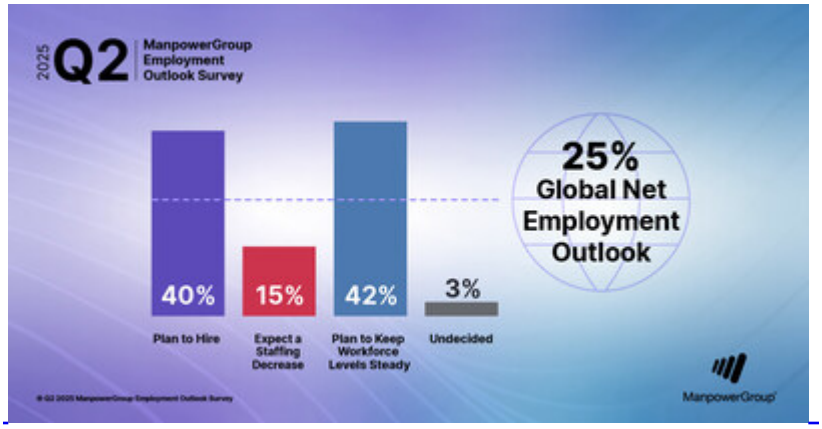
Global Hiring Intentions Hold Steady for Q2 2025 as Employers Continue to Navigate Uncertainty

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The Net Employment Outlook remains 25% for third consecutive quarter

- Asia Pacific (30%) leads regional hiring intentions, followed by the Americas (29%), and Europe and the Middle East (20%)
- The Information Technology sector continues to lead with strongest outlook at 35%, followed by Financials & Real Estate (32%), and Health Care & Life Sciences (28%)
- Mid-size companies of 250+ employees report the most robust intentions for the quarter ahead, while the largest enterprises (5,000) are more cautious with an outlook of 25%

MILWAUKEE, March 11, 2025 /PRNewswire/ -- Global hiring intentions hold steady heading into the second quarter of 2025, with employers reporting a Net Employment Outlook (NEO) of 25%, according to the latest ManpowerGroup Employment Outlook Survey. The results, which gathered data from nearly 40,000 employers across 41 countries during January 2025, show the Outlook holding steady for the third consecutive quarter while demonstrating a modest three percentage point increase year-over-year. The majority of employers - 42% - expect to maintain current staffing levels, 40% anticipate an increase in hiring, 18% anticipate a decrease or are unsure.



"We are pleased to see hiring outlooks holding steady for three consecutive quarters now – the longest period of stability we have seen since before the pandemic," said Jonas Prising, ManpowerGroup Chair & CEO. "Despite continued economic and political uncertainty, employers are holding onto the skilled workers they have and hiring cautiously for new talent, particularly those with in-demand skills that will enable their business to transform. As AI accelerates, we expect to see a greater focus on skills development as organizations seek to guide their workforce through a period of transition."

Used internationally as a bellwether of labor market trends, the NEO is calculated by subtracting the percentage of employers who anticipate reductions in staffing levels from those who plan to hire.

Q2 KEY FINDINGS

- 40% of employers anticipate an increase in hiring, 15% anticipate a decrease, 42% expect to maintain current staffing levels, and 3% are unsure
- Strongest hiring plans reported in India (43%), USA (34%), and Mexico (33%), while Argentina (0%), Romania (6%), and Greece (7%) report weakest Outlooks
- Information Technology (35%), Financials & Real Estate (32%), and Health Care & Life Sciences (28%) sectors report the strongest hiring intentions
- Company expansion (38%) is cited as the top reason for staffing increases, while economic uncertainty (35%) was listed as the top reason for employers anticipating a staffing decrease in the second quarter

GLOBAL HIRING PLANS BY REGION

Asia Pacific (APAC): The region reports the strongest regional Outlook with 30%, showing a 3-percentage point increase from both the previous quarter and year-over-year.

- India leads global hiring confidence with an Outlook of 43%
- The region leads in creating new roles due to tech advancements, with Taiwan (39%) and India (38%) as frontrunners

The Americas: With an Outlook of 29%, hiring intentions are unchanged since the previous quarter but up 3% when compared to the same period last year.

- Employers in the U.S.A. (34%), Mexico (33%), Canada (32%), and Costa Rica (32%) reported the strongest hiring intentions across the regions for Q2
- Employers in Argentina report the lowest global Outlook at 0%, reflecting continued economic challenges

Europe and the Middle East: Hiring expectations remain the lowest regionally (20%) but have strengthened by one point since Q1 2025 and four points year-over-year.

- The UK (31%), the Netherlands (27%), and Norway (27%) report the strongest hiring intentions in the region
- The strongest Outlook globally for the Energy and Utilities industry vertical was reported by employers in Switzerland (59%), Healthcare and Life Sciences in Austria (55%), and Transport, Logistics, and Automotive in the Netherlands (53%)

To view the complete results for the Q2 2025 ManpowerGroup Employment Outlook Survey, including regional and country data, visit: go.manpowergroup.com/meos. The next survey will be released in June 2025 and will report hiring expectations for the third quarter of the year.

ABOUT THE SURVEY
The ManpowerGroup Employment Outlook Survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. The Net Employment Outlook (NEO) is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.

SURVEY METHODOLOGY
Survey responses were collected from January 2-31, 2025. Size of organization and sector are standardized across all countries and territories to allow international comparisons.

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, and Talent Solutions – creates substantially more value for candidates and clients across more than 70 countries and territories and has done so for more than 75 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality, and Disability, and in 2025 ManpowerGroup was named one of the World's Most Ethical Companies for the 16th time – all confirming our position as the brand of choice for in-demand talent.

For more information, visit www.manpowergroup.com, or follow us on LinkedIn, Facebook, Instagram, and Bluesky.

FORWARD-LOOKING STATEMENTS
This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, economic and geopolitical uncertainty and the impact of AI on the workforce. Actual events or results may differ materially from those contained in the forward-looking statements, due to risks, uncertainties and assumptions. These factors include those found in the Company's reports filed with the U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2024, whose information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.

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