Employers Report Steady Hiring Plans for Q3, Though Uncertainty Around Global Trade Led Many to Pause Hiring Decisions

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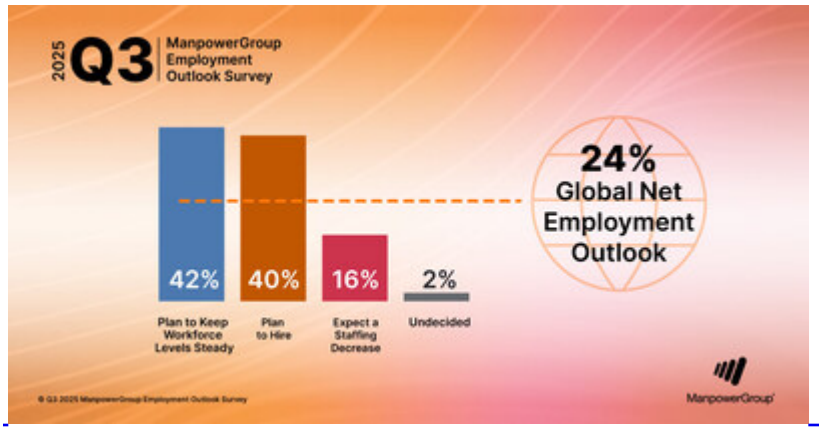
- 89% of companies worldwide report that trade uncertainty impacted their immediate hiring decisions in April, though most plan for steady hiring in Q3
- Employers in Asia Pacific (29%) lead regional hiring intentions, followed by the Americas (27%), and Europe and the Middle East (19%)
- Information Technology maintains strongest sector Outlook at 36%, followed by Financials & Real Estate (28%), and Industrials & Materials (26%)
- Companies that are investing the most in technology report more optimistic hiring plans than those that do not plan tech investments

MILWAUKEE, June 10, 2025 /PRNewswire/ -- Employers worldwide demonstrate resilient hiring intentions for Q3 amidst shifting global trade dynamics according to the latest ManpowerGroup Employment Outlook Survey. The report is based on responses from over 40,600 employers across 42 countries—the global Net Employment Outlook (NEO) stands at +24%, down just one point from last quarter and up two points year-over-year. Companies investing most in technology, AI, and automation report the most optimistic hiring plans, showing a clear link between innovation and confidence. Overall, 40% of employers expect to increase hiring, 42% plan to maintain current staff levels, 16% anticipate cuts, and 2% are unsure.



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.

EMPLOYERS NAVIGATE TRADE UNCERTAINTY WITH TECHNOLOGY INVESTMENTS

Global trade volatility has emerged as a defining factor in workforce planning, with 89% of companies globally, and more than 80% of employers across 41 countries from Argentina to the U.S., reporting that the changing trade situation impacted their hiring decisions in the Spring.

"Trade uncertainty added to already cooling labor markets, prompting some companies to pause or slow hiring plans," said Jonas Prising, ManpowerGroup Chair & CEO. "However, this new data shows that, for now, hiring Outlooks have stabilized. Employers are moving ahead with Q3 plans focused on attracting specialist skills and investing in AI that enhances human potential. Still, caution remains high—and if conditions become more unsettled, we can expect employers to adapt accordingly."

OTHER Q3 KEY FINDINGS

- Strongest hiring plans reported in United Arab Emirates (48%), India (42%), and Costa Rica (41%), while Argentina (3%), Hungary (5%), and Romania (6%) report the most cautious Outlooks.
- Company expansion (37%) remains the top reason for staffing increases, while adapting to economic environment (34%) leads factors behind workforce adjustments.
- Size aligns with hiring optimism, as larger organizations show stronger confidence: companies with 1,000-4,999 employees report 29% Outlook, while smaller firms with fewer than 50 employees show more cautious 16% Outlook.

GLOBAL HIRING PLANS BY REGION

Asia Pacific (APAC): Leading globally with an Outlook of 29%, with modest improvements year-over-year.

- India (42%) leads regional confidence, ranking second globally, while China (28%) and Singapore (24%) continue to show solid hiring intentions.
- Hong Kong (8%) and Japan (15%) remain more cautious.

The Americas: The region reports the second strongest Outlook at 27%, hiring intentions weakening 7 points quarter-over-quarter.

- Costa Rica (41%) and Brazil (33%) report the strongest regional hiring intentions.
- Argentina continues to face challenges with the weakest global Outlook at 3%.

Europe and the Middle East: Hiring expectations remain lowest at 19%, though showing gradual improvement from previous periods.

- The United Arab Emirates (48%) tops global rankings in its first survey participation, with the Netherlands (30%) and Ireland (29%) also reporting robust Outlooks.
- Several countries show year-over-year improvements, including Israel (+13 points) and Sweden (+12 points).

To view the complete results for the Q3 2025 ManpowerGroup Employment Outlook Survey, including regional and country data, visit: go.manpowergroup.com/meos. The next survey will be released in September 2025 and will report hiring expectations for the fourth 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 April 1-30, 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.

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This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, and economic uncertainty, including trade uncertainty. 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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