



2026

Q1

ManpowerGroup
Employment
Outlook Survey

Ireland →



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Executive Summary

420 employers across Ireland reported a seasonally adjusted Net Employment Outlook (NEO) of **31%** as they forecast **Q1** staffing changes in the latest edition of the ManpowerGroup Employment Outlook Survey.



Hiring increases are driven by **company expansion**.



Hiring decreases are driven by **economic challenges**.



Ireland Employment Outlooks have **increased by 5%** since the previous quarter and **decreased by 2%** compared to the same time last year.

Strongest NEOs

Reported for Q1 2026

49%

Tech & IT

57% **42%**

Ulster Region

42%

Construction & Real Estate

47%

Organisations with 250-999 employees

Most Improved NEOs

Compared to the same time last year

+68 pts

Ulster region

+21 pts

Construction & Real Estate

+24 pts

Finance & Insurance

+20 pts

Organisations with 50-249 employees

*Net Employment Outlook results range from +100% to -100%



Q1 Employer Hiring Sentiment



Capturing Future Hiring Plans

Since 1962, ManpowerGroup has asked organisations about their quarterly hiring plans. More than **39,000 employers** across **41 countries** reported **hiring expectations** for Q1 **2026** in the latest edition of the Employment Outlook Survey.

Respondents shared whether their staffing levels would remain unchanged, increase through new hiring, or decrease due to layoffs or anticipated departures. The chart to the right indicates the Ireland trends.



*The survey question has been modified for clarity, and the full text is available in the [About the Survey](#) section.

Irish Employer Expectations

Employers report a **very robust employment outlook** in Ireland in the first quarter of 2026 with a **Net Employment Outlook (NEO)** of 31 points. Globally, Ireland ranks fifth for its employment outlook.

↘ **14%** of employers reported they are anticipating **staff reductions**.



↗ **39%** of employers said they planned to keep **staffing levels unchanged**.

↗ **43%** of employers said they planned to **increase their staff** between January and March.

↗ **4%** of employers were **unsure** how staffing levels would change in the months ahead.

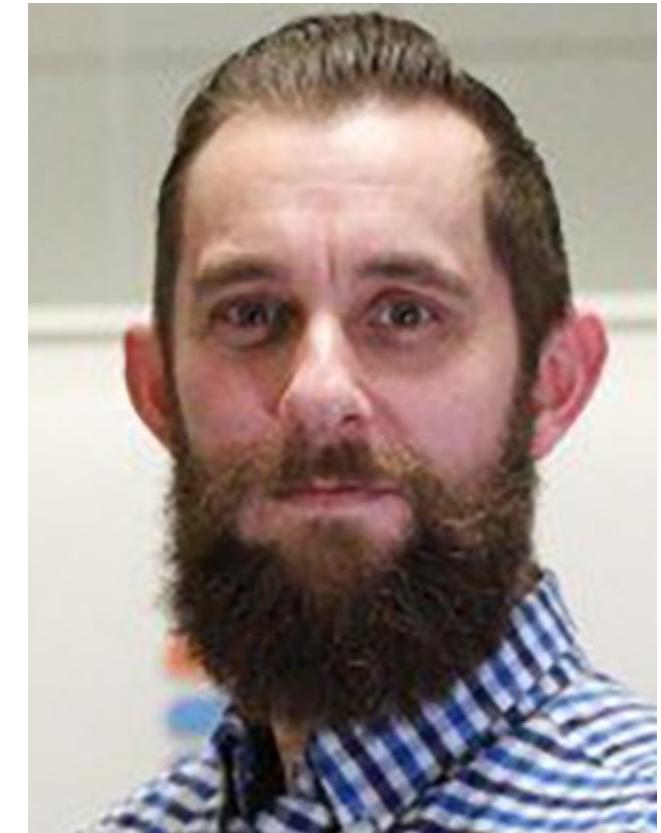


ManpowerGroup Ireland Managing Director Message – Jonny Edgar

Employers report a **very robust employment outlook** in Ireland in the first quarter of 2026 with a **Net Employment Outlook (NEO) of 31 points**. The outlook **increases by 2 points since last quarter**, and by 5 points compared to this quarter last year. **Globally, Ireland ranks fifth for its employment outlook**, 7 points above the global average.

The Irish economy stands at a crossroads, with the potential of higher government spending, as per the 2026 budget, which will create business opportunities and boost disposable income. However, the Central Bank has said that **although the Irish economy is resilient, rising expenditure could fuel inflation**.

Alongside this, **Ireland's reliance on corporate tax revenue from MNEs has increased**, with **corporation tax expected to contribute 31.8% of total tax receipts in 2025**. External shocks, for example, **further global trade restrictions or shifts in international corporate taxation**, could further **impact employers' confidence**. Given these dynamics, employers are expected to have optimistic hiring sentiment.



Measuring With Net Employment Outlook

To quantify the current state of hiring, we use the **Net Employment Outlook (NEO)**, which measures the difference between the percentage of employers expecting to increase staffing and those expecting to decrease staffing levels.

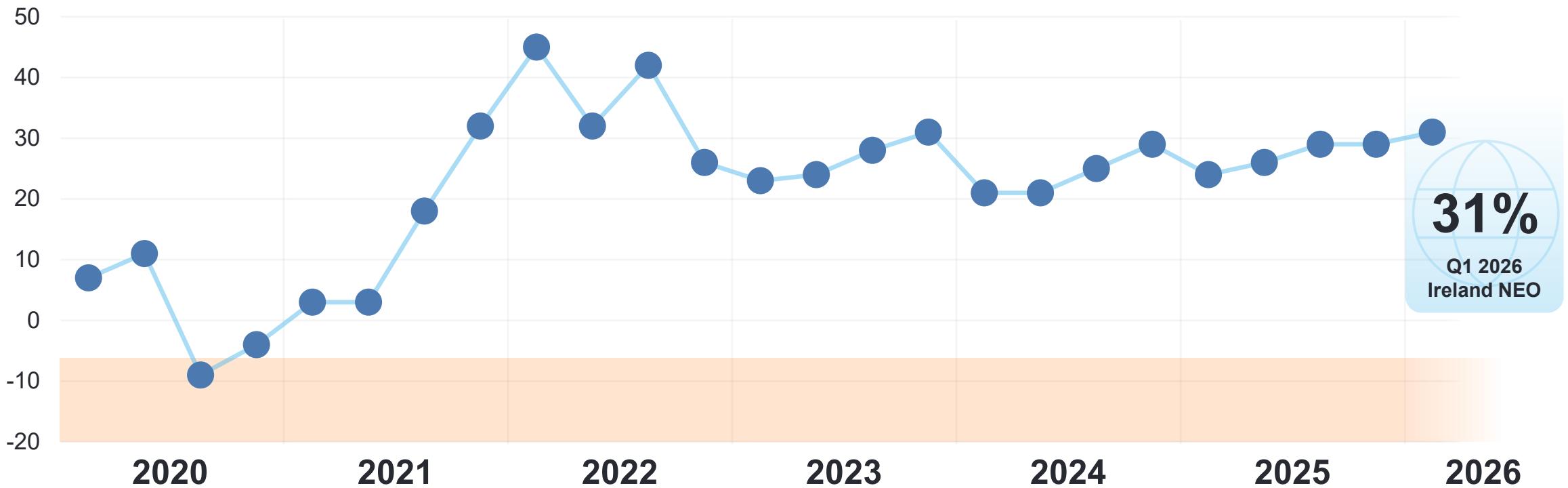
The Global NEO for the first quarter of 2026 is 31%, both before and after the data was seasonally adjusted to remove the influence of predictable seasonal patterns.



*Net Employment Outlook results range from +100% to -100%

NEO Changes Over Time in Ireland

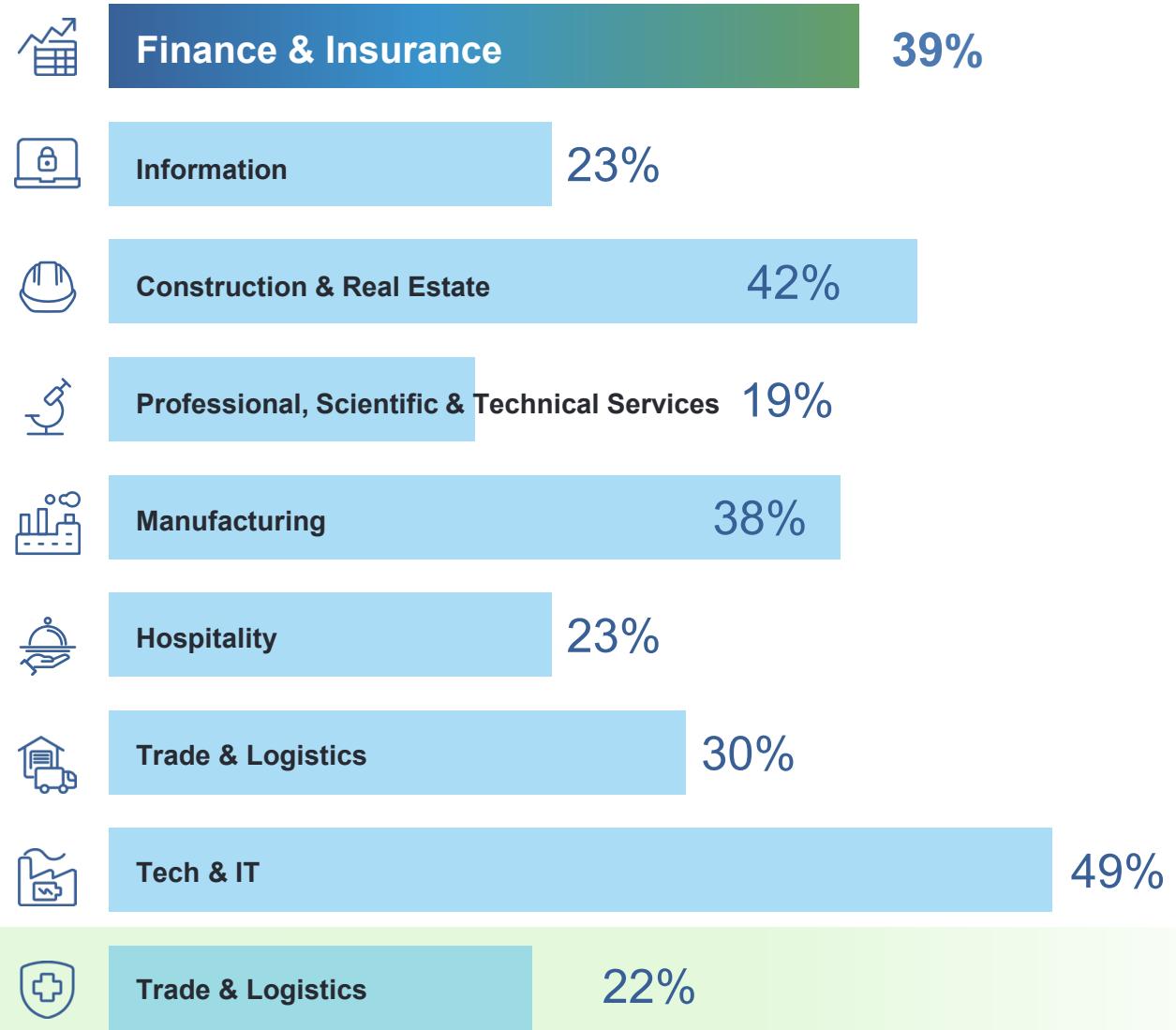
Ireland Employment Outlooks have increased since the previous quarter by 2% and are 5% higher since the same time last year. We have seen a relatively tight band of quarterly NEO's since 2025 ranging from +24 to +31, indicating steady quarterly hiring growth from employers in Ireland.





Outlooks Across Key Industry Sectors

Tech & IT employers reported the highest NEO, while **Construction & Real Estate** as well as **Manufacturing** are forecasted to perform well in Q1 2026.

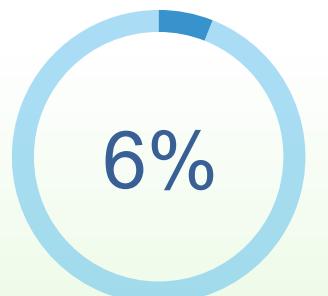


Hiring Expectations by Company Size

Irish employers in **medium-sized organizations** with 50 to 249 employees are **very optimistic**, with a NEO of 48. These organizations have **risen 15 points since last quarter**, and 20 points since this quarter last year. In fact, **this quarter marks the highest NEO recorded in medium organizations since we started tracking in Q1 2005**.

Globally, Ireland ranks third for its employment expectations in organization of this size, beating the global average NEO by 21 points.

Less than 10 Employees

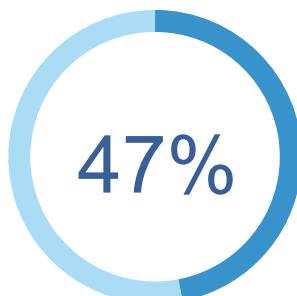


Strongest & Most Improved NEO

10 - 49 Employees



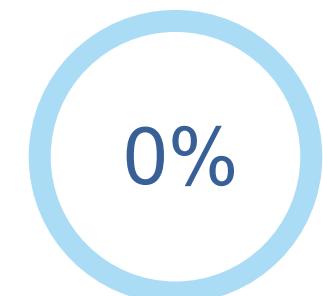
50 - 249 Employees



250 - 999 Employees



1,000 - 4,999 Employees

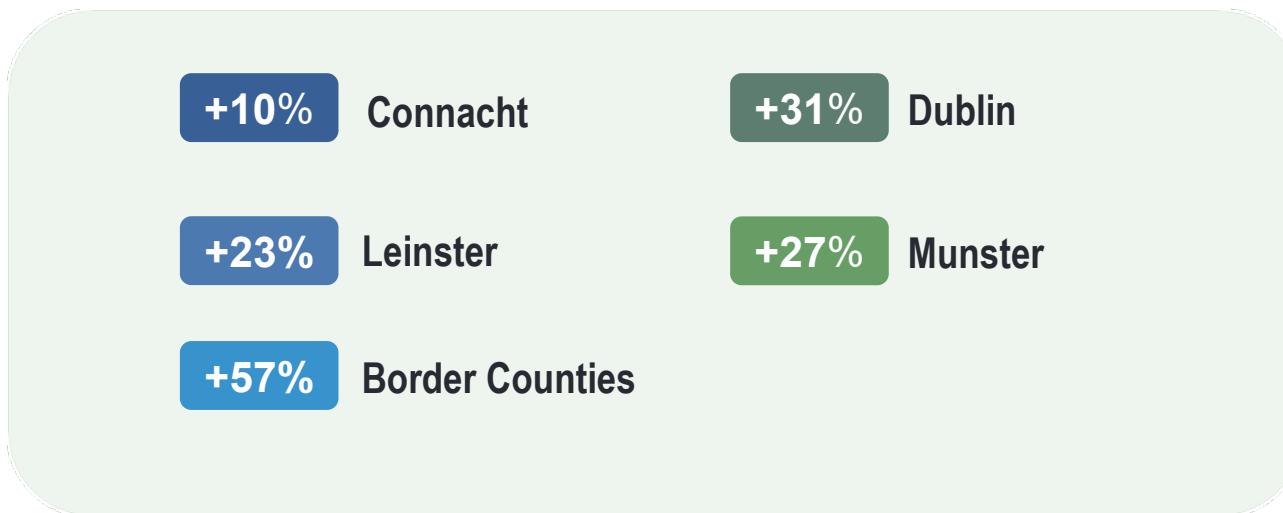


5,000+ Employees



Hiring Trends by Irish Region

Irish organisations in **all 5 regions** expect an increase in staffing levels in the first quarter of 2026. Since last quarter, employment expectations have **strengthened in 3 regions** and **weakened in 2**. A similar trend is seen year-on-year: **employment outlooks have strengthened in 3 regions** and weakened in 2.



Hiring Expectations for January – March by Country

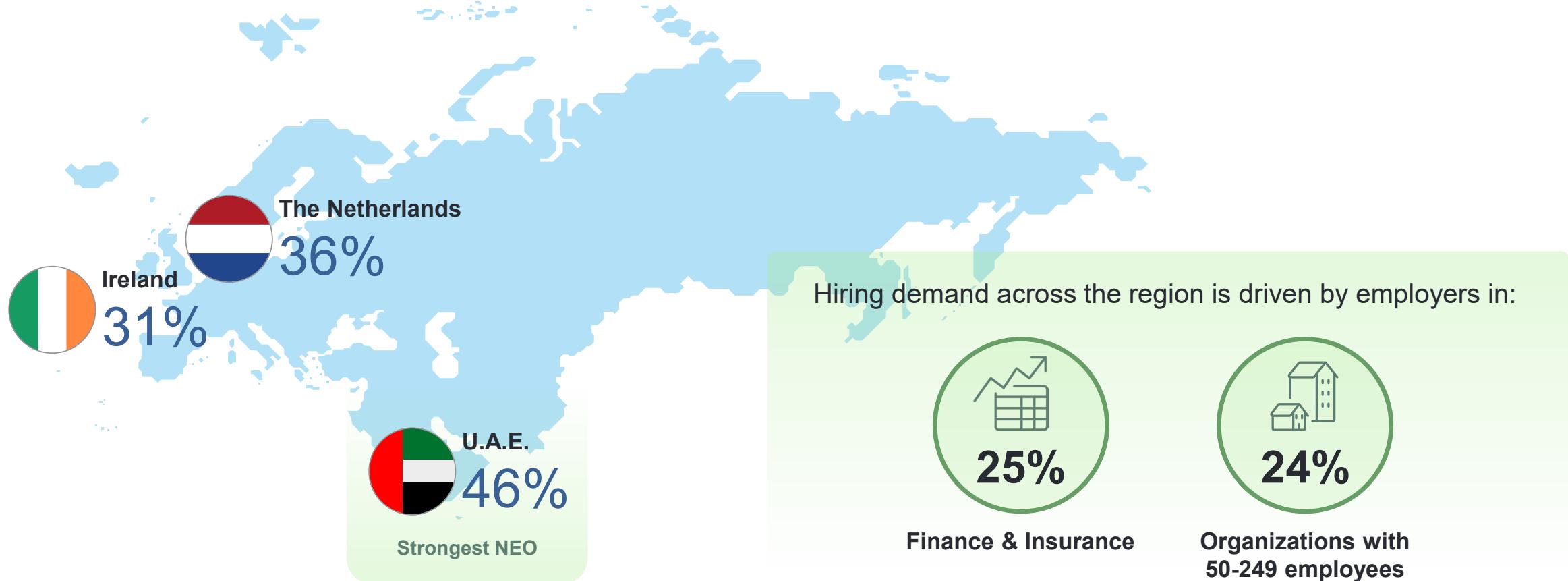


Employers in Brazil reported the strongest NEO for Q1 and the most notable changes since the previous quarter, increasing by 17 points.

Brazil	54%	Czech Republic	23%	Peru	18%
India	52%	Italy	22%	Panama	17%
U.A.E.	46%	Norway	22%	Puerto Rico	15%
The Netherlands	36%	Poland	22%	Singapore	15%
Ireland	31%	Taiwan	22%	Belgium	14%
Sweden	30%	Türkiye	22%	Chile	13%
Guatemala	28%	France	21%	U.K.	13%
Switzerland	27%	Colombia	19%	Costa Rica	11%
U.S.	27%	Greece	19%	Hungary	11%
Israel	25%	Portugal	19%	Argentina	10%
China	24%	Spain	19%	Finland	6%
Germany	24%	Australia	18%	Hong Kong	1%
Global Average	24%	Canada	18%	Romania	0%
Mexico	24%	Japan	18%	Slovakia	-3%

Employment Outlooks Across Europe and the Middle East

Businesses across the region reported an **NEO of 20%** for Q1 2026, **increasing by 11%** since the previous quarter and unchanged when compared to the same time last 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 economic indicator. The Net Employment Outlook 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. Running since 1962, various factors underpin the success of the Survey:

Unique – It is unparalleled in its size, scope, longevity and area of focus. 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 39,063 public and private employers across 41 countries 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 six decades the survey has derived all of its information from a single question (Q1 2026 example): "How do you anticipate total employment at your location to change in the three months to the end of March 2026 as compared to the current quarter?"

Survey Methodology – Survey responses were collected from October 1-31, 2025. Size of organization and sector are standardized across all countries and territories to allow international comparisons.

Forward-Looking Statements –

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

Industry Sectors Defined

Beginning with the Q1 2026 survey, the industry sectors have been updated to align with the North American Industry Classification System (NAICS). Historical data has been reclassified and will still be available as defined below.

Construction & Real Estate: Construction; Real Estate; Building Products; Construction & Engineering; Trading Companies & Distributors; Other Industrials Sub-Industry; Construction Materials; Real Estate Management & Development; Construction of Buildings; Heavy and Civil Engineering Construction; Specialty Trade Contractors; Rental and Leasing Services; and Lessors of Nonfinancial Intangible Assets.

Banking, Finance and Insurance: Banks; Thrifts & Mortgage Finance; Diversified Financial Services; Consumer Finance; Capital Markets; Mortgage Real Estate Investment Trusts; Insurance; Equity Real Estate Investment Trusts; Other Financials & Real Estate Sub-Industry; Monetary Authorities-Central Bank; Credit Intermediation and Related Activities; Securities, Commodity Contracts, and Other Financial Investments and Related Activities; Insurance Carriers and Related Activities; Funds, Trusts, and Other Financial Vehicles.

Hospitality: Leisure Facilities, Gaming & Casinos; Accommodation, Restaurants, Hotels, Resorts & Cruise Lines; Arts, Entertainment, and Recreation; Accommodation and Food Services

Information: Software; Communications Equipment; Technology Hardware, Storage & Peripherals; Other IT Sub-Industry; Diversified Telecommunication Services; Wireless Telecommunication Services; Media and Publishing; Entertainment; Interactive Media & Services; Other Communication Sub-Industry; Motion Picture and Sound Recording Industries; Newspaper, Periodical, Book, and Directory Publishers; Software Publishers; Broadcasting and Content Providers; Telecommunications; Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services; Web Search Portals, Libraries, Archives, and Other Information Services.

Manufacturing: Manufacturing; Aerospace & Defense; Electrical Equipment; Machinery; Chemicals; Other Materials Sub-Industry; Electronic Equipment, Instruments & Components; Semiconductors & Semiconductor Equipment; Industrials Manufacturing; Energy & Utilities Manufacturing; Materials Manufacturing; Transportation Manufacturing; Consumer Goods & Services Manufacturing; Health Care & Life Sciences Manufacturing; IT Manufacturing; Communication Services Manufacturing; Other Manufacturing; Food Manufacturing; Beverage and Tobacco Product Manufacturing; Textile Mills; Textile Product Mills; Apparel Manufacturing; Leather and Allied Product Manufacturing; Wood Product Manufacturing; Paper Manufacturing; Printing and Related Support Activities; Petroleum and Coal Products Manufacturing; Basic Chemical Manufacturing; Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing; Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing; Pharmaceutical and Medicine Manufacturing; Paint, Coating, and Adhesive Manufacturing; Soap, Cleaning Compound, and Toilet Preparation Manufacturing; Other Chemical Product and Preparation Manufacturing; Plastics and Rubber Products Manufacturing; Nonmetallic Mineral Product Manufacturing; Primary Metal Manufacturing; Fabricated Metal Product Manufacturing; Machinery Manufacturing; Computer and Peripheral Equipment Manufacturing; Communications Equipment Manufacturing; Audio and Video Equipment Manufacturing; Semiconductor and Other Electronic Component Manufacturing; Navigational, Measuring, Electromedical, and Control Instruments Manufacturing; Manufacturing and Reproducing Magnetic and Optical Media; Electrical Equipment, Appliance, and Component Manufacturing; Motor Vehicle Manufacturing; Motor Vehicle Body and Trailer Manufacturing; Motor Vehicle Parts Manufacturing; Aerospace Product and Parts Manufacturing; Railroad Rolling Stock Manufacturing; Ship and Boat Building; Other Transportation Equipment Manufacturing; Furniture and Related Product Manufacturing; Miscellaneous Manufacturing.

Industry Sectors Defined Continued

Professional, Scientific & Technical Services: Professional, Scientific and Technical Activities; Commercial Services & Supplies; Professional Services; Specialized Consumer Services; IT Services; Administrative and Support Services; Legal Services; Accounting, Tax Preparation, Bookkeeping, and Payroll Services; Architectural, Engineering, and Related Services; Specialized Design Services; Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Scientific Research and Development Services; Advertising, Public Relations, and Related Services; Other Professional, Scientific, and Technical Services; Management of Companies and Enterprises.

Public Sector, Health & Social Services: Education; Human Health and Social Work; Government (National or Local) or Public Service; Education Services; Health Care Equipment & Supplies; Health Care Providers & Services; Health Care Technology; Biotechnology; Pharmaceuticals; Life Sciences Tools & Services; Other Health Care & Life Sciences Sub-Industry; Not for Profit / Charity / Religious Organization; Educational Institutions; Educational Services; Health Care and Social Assistance; Other Services (except Public Administration); Public Administration.

Trade & Logistics: Wholesale and Retail Trade; Repair of Vehicles; Containers & Packaging; Paper & Forest Products; Air Freight & Logistics; Airlines; Marine; Road & Rail; Transportation Infrastructure; Auto Components; Automobiles; Other Transport, Logistics & Automobiles Sub-Industry; Household Durables; Leisure Products; Textiles, Apparel & Luxury Goods; Distributors; Online & Direct Marketing Retail; Multiline Retail (Department Stores, etc.); Specialty Retail (Apparel, Technology, etc.); Other Consumer Discretionary Goods & Services Sub-Industry; Food & Staples Retailing; Beverages; Food Products; Tobacco; Household Products; Personal Products; Other Consumer Staples Sub-Industry; Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers; Furniture and Home Furnishing Merchant Wholesalers; Lumber and Other Construction Materials Merchant Wholesalers; Professional and Commercial Equipment and Supplies Merchant Wholesalers; Metal and Mineral (except Petroleum) Merchant Wholesalers; Household Appliances and Electrical and Electronic Goods Merchant Wholesalers; Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers; Machinery, Equipment, and Supplies Merchant Wholesalers; Miscellaneous Durable Goods Merchant Wholesalers; Paper and Paper Product Merchant Wholesalers; Drugs and Druggists' Sundries Merchant Wholesalers; Apparel, Piece Goods, and Notions Merchant Wholesalers; Grocery and Related Product Merchant Wholesalers; Farm Product Raw Material Merchant Wholesalers; Chemical and Allied Products Merchant Wholesalers; Petroleum and Petroleum Products Merchant Wholesalers; Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers; Miscellaneous Nondurable Goods Merchant Wholesalers; Wholesale Trade Agents and Brokers; Motor Vehicle and Parts Dealers; Building Material and Garden Equipment and Supplies Dealers; Food and Beverage Retailers; Furniture, Home Furnishings, Electronics, and Appliance Retailers; General Merchandise Retailers; Health and Personal Care Retailers; Gasoline Stations and Fuel Dealers; Clothing, Clothing Accessories, Shoe, and Jewelry Retailers; Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers; Air Transportation; Rail Transportation; Water Transportation; Truck Transportation; Transit and Ground Passenger Transportation; Pipeline Transportation; Scenic and Sightseeing Transportation; Support Activities for Transportation; Postal Service; Couriers and Messengers; Warehousing and Storage.

Utilities & Natural Resources: Mining and Quarrying; Electricity, Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities; Energy Equipment & Services; Oil, Gas & Consumable Fuels; Electric Utilities; Gas Utilities; Multi-Utilities; Water Utilities; Waste Remediation; Independent Power and Renewable Electricity Producers; Other Energy and Utilities Sub-Industry; Metals & Mining; Agriculture and Fishing; Agriculture, Forestry, Fishing and Hunting; Oil and Gas Extraction; Mining (except Oil and Gas); Support Activities for Mining; Utilities; Waste Management and Remediation Services.

ManpowerGroup Solutions Across the Entire HR Lifecycle



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Management



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Resourcing



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Management



Career
Transition



Top Talent
Attraction



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