

IRELAND  
FINDINGS

2025 Q4

# ManpowerGroup Employment Outlook Survey

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## Executive Summary

420 employers across 26 counties in Ireland were asked about their fourth quarter hiring intentions and the reasoning behind their decisions in the latest edition of the ManpowerGroup Employment Outlook Survey.

## 29% Ireland Net Employment Outlook

Calculated by subtracting employers planning reductions from those planning to hire\*. Hiring expectations have weakened by 4% since the previous quarter and 8% when compared to the same time last year.

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## 49% of employers who plan to hire reported that their company is expanding in size, creating more positions.

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## Highest Ireland Hiring Demand



Information  
Technology



Healthcare &  
Life Sciences



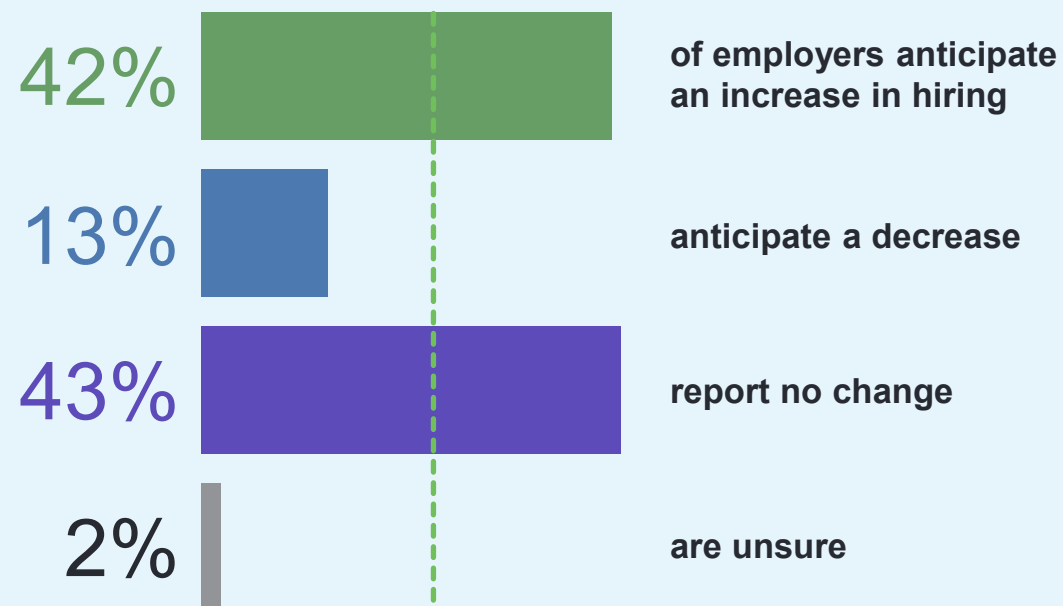
# Q4 Employment Outlooks





## Ireland Employment Outlook for Q4 2025

Used internationally as a bellwether of labor market trends, the Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire – **stands at 29%.**





# ManpowerGroup Ireland Managing Director Message – Jonny Edgar

In Q4 2025, organisations anticipate an active job market in Ireland with a Net Employment Outlook (NEO) of 29 points. The outlook has strengthened by 2 points compared to last quarter but remained unchanged compared to Q4 2024. Globally, Ireland ranks sixth for its employment outlook, 6 points above the global average. Ireland leads the European region with its hiring outlook.

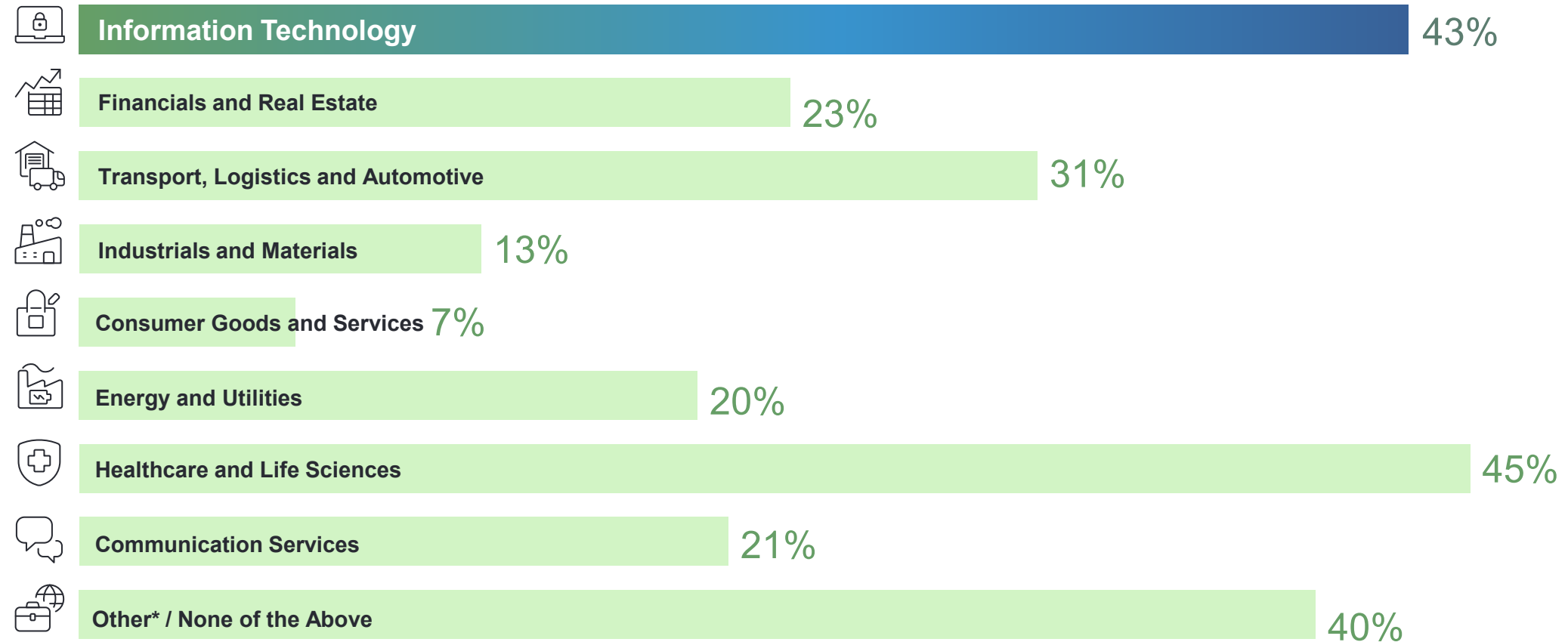
Irish employers anticipate a resilient labor market as economic growth is currently strong, supported by exports from U.S. multinationals, though current inventory build-ups may signal a future weakening demand. Looking ahead, we expect economic growth to ease slightly in 2026 due to the tariff effects recently enacted impacting Ireland.

However, employer confidence is supported by near-term conditions that remain broadly supportive, especially as inflation eases and ECB interest rates were cut in June. Overall, the employment outlook remains high in the near term, with some potential impacts anticipated in 2026.



# Ireland Employment Outlooks Across Key Industry Sectors

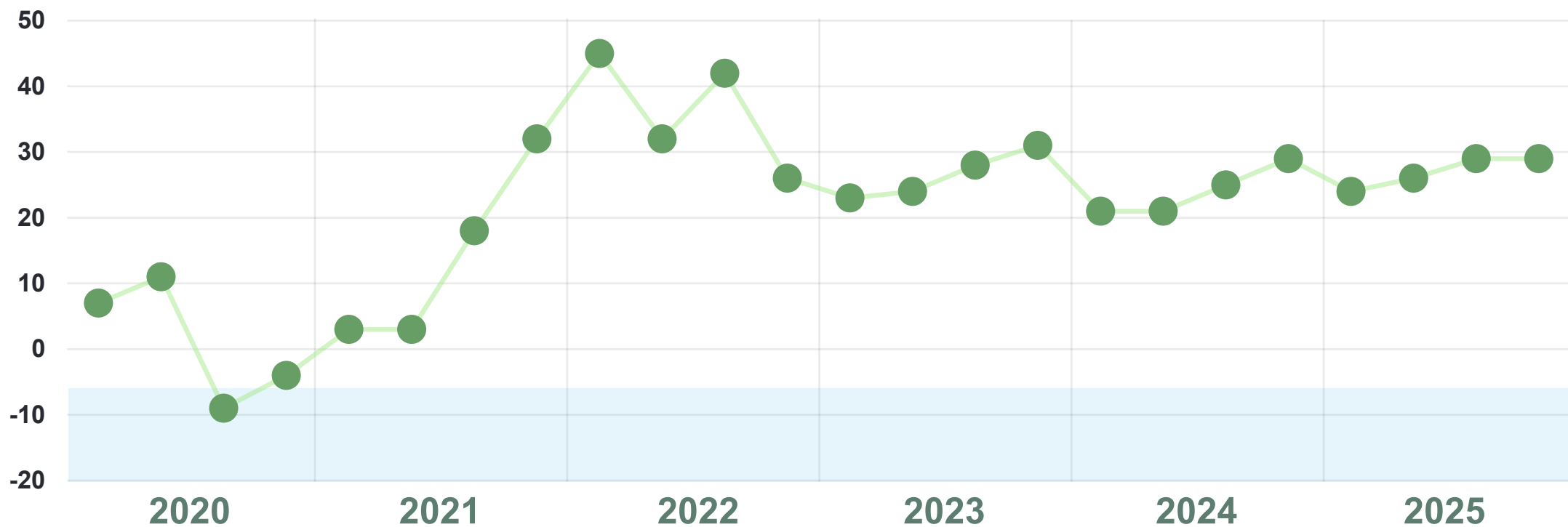
Ireland's most competitive sector is Health Care & Life Sciences with an employment outlook of 45, rising by 7 points from last quarter and 19 points since this quarter last year. Globally, Ireland ranks third for its employment expectations, above the sector's average NEO by 25 points.



\*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

# Hiring Changes in Ireland over the Past 5 Years

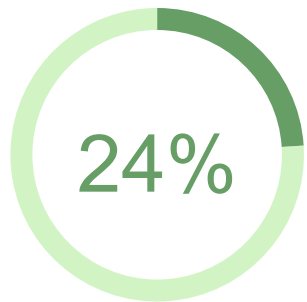
**Ireland** Outlooks have increased since the previous quarter by 2% and are flat compared to the same time last year. We have seen a relatively tight band of quarterly NEO's in 2025 ranging from +24 to +29, indicating steady quarterly hiring growth from employers in Ireland.



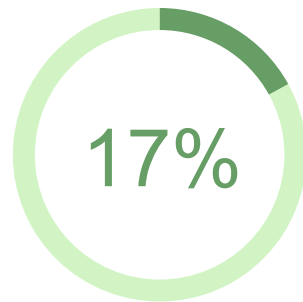
# Hiring Expectations by Company Size in Ireland

All 6 organisation sizes forecast increasing staffing levels in the upcoming quarter. Irish employers in organisations with 1,000 to 4,999 employees are the most optimistic with a NEO of +38, rising by 16 points since last quarter. Globally, Ireland ranks third for its employment expectations in organisations of this size. Medium size companies also report strong hiring expectations at +37.

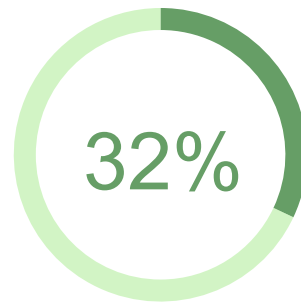
**Less than 10**  
Employees



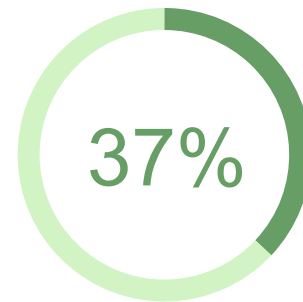
**10 - 49**  
Employees



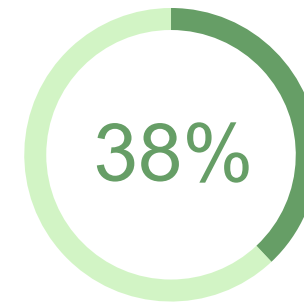
**50 - 249**  
Employees



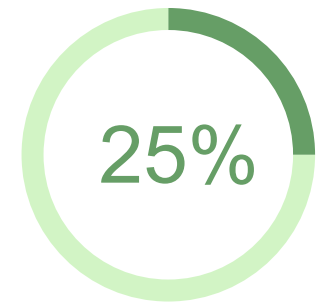
**250 - 999**  
Employees



**1,000 - 4,999**  
Employees



**5,000+**  
Employees





# Hiring Trends by Irish Region

Irish employers in all 5 regions anticipate an increase in staffing levels in the upcoming quarter. Since last quarter, staffing environments have dipped slightly in 4 regions and improved in 1.

The most competitive region in Ireland is the Munster region with a NEO of 40, rising by 14 points since last quarter, remaining unchanged since this time last year. Meanwhile, it has also marked the greatest growth since last quarter with an increase of 14 points.

**+11%**

**Connacht**

**+33%**

**Dublin**

**+20%**

**Leinster**

**+40%**

**Munster**

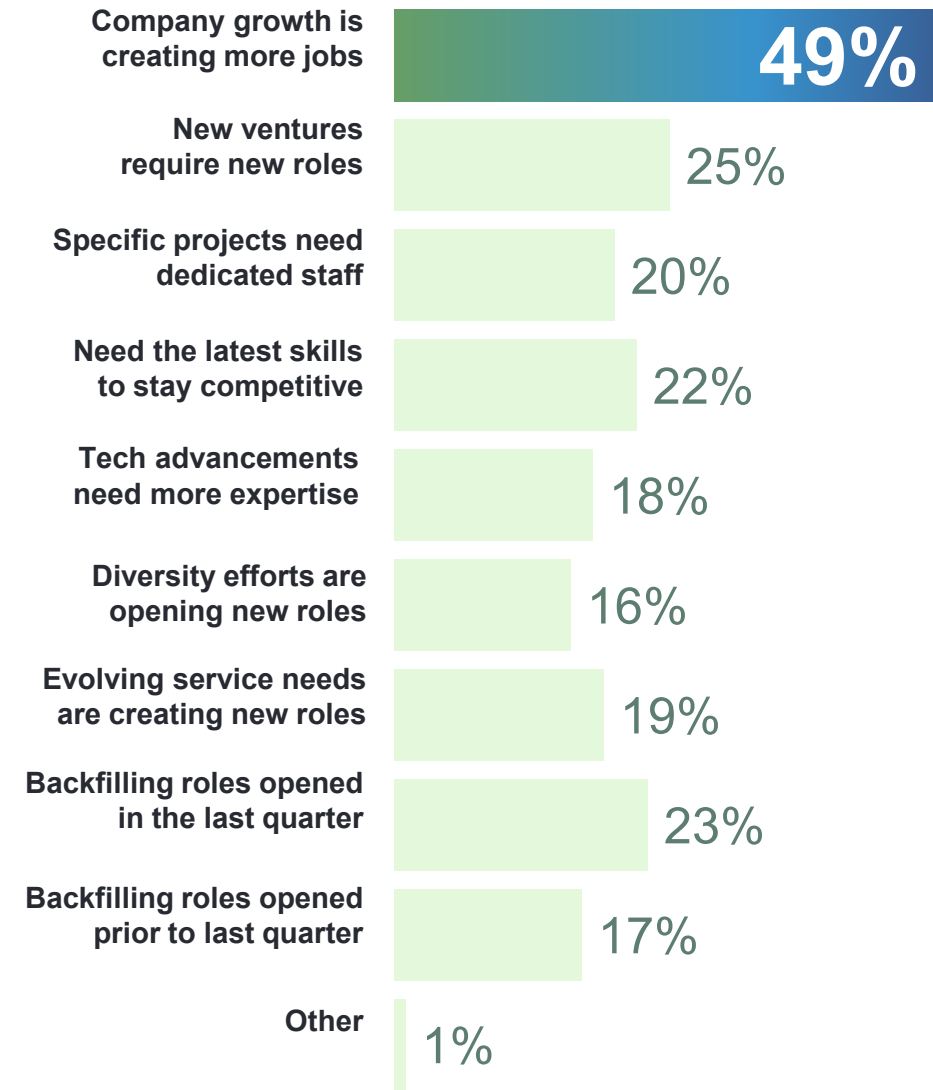
**+20%**

**Border Counties**



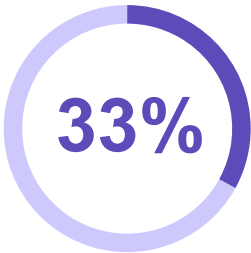
# Company Growth Drives Q4 Staffing Increases

Employers in Ireland identified **company expansion as the leading driver of staffing increases**, a trend that has strengthened since the previous quarter. This category represents the most significant area of growth, and together with new business ventures, reflects the positive outlook of Irish businesses.



# Staff Job Switching Influences Workforce Reductions in Ireland

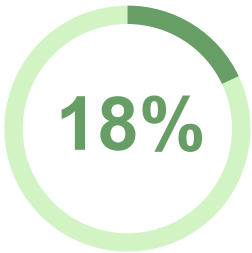
For employers anticipating a staffing decrease in Q4 2025, **economic uncertainty is cited as the main challenge**, followed by adapting to market changes. This shows a more cautious approach in backfilling staff as employers take their time to ensure they hire the correct staff for their business.



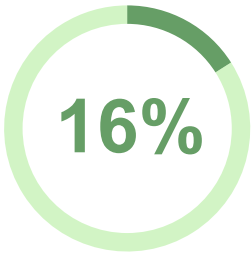
Voluntary staff departures, not backfilling



Economic challenges impacting staffing



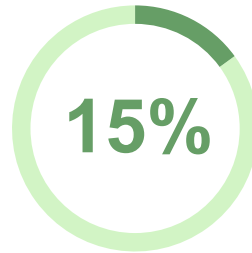
Project-based roles are ending



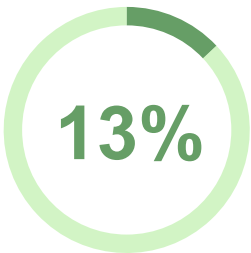
Skill changes have reduced certain roles



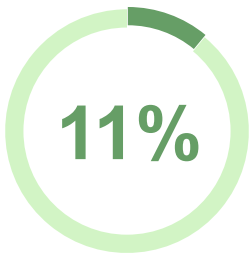
Restructuring or downsizing



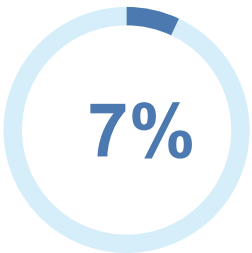
Process improvements are consolidating roles



Adjusting to current demand



Market shifts lowering job demand



Automation has reduced some roles

# Hiring Expectations for October – December by MPG Country

## Seasonally Adjusted, Net Employment Outlooks (NEO)



**45%** U.A.E.  
Strongest NEO



**23%** Global  
Average NEO



**5%** Argentina  
Weakest NEO

<b>U.A.E.*</b>	<b>45%</b>	Australia	24%	Taiwan	16%
India	40%	Panama	24%	Austria	15%
Brazil	36%	Canada	22%	Czech Republic	15%
Costa Rica	35%	Chile	21%	Finland	14%
China	34%	Singapore	20%	Portugal	14%
<b>Ireland</b>	<b>29%</b>	Belgium	18%	Slovakia	14%
Guatemala	28%	Israel	18%	France	13%
The Netherlands	28%	Italy	18%	Japan	12%
U.S.	28%	Türkiye	18%	U.K.	11%
Mexico	27%	Germany	17%	Poland	10%
Sweden	26%	Spain	17%	Romania	9%
Switzerland	26%	Colombia	16%	Hungary	8%
Norway	25%	Greece	16%	Hong Kong	6%
Peru	25%	Puerto Rico	16%	<b>Argentina</b>	<b>5%</b>

\*The U.A.E. joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted.



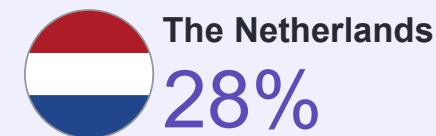
# Employment Outlooks Across Europe and the Middle East

Hiring expectations remain the lowest in Europe and the Middle East (18%) and has remained unchanged since Q3 2025 and decreased by 18% year-over-year.

Outlooks vary across the region with employers most keen to hire in the U.A.E.

Employers in the U.A.E. reported the strongest hiring intentions across multiple industry verticals, including Consumer Goods and Services (57%), Financials and Real Estate (57%), Transportation, Logistics and Automotive (53%), and Communication Services (46%). Additionally, the strongest hiring intentions within the Information Technology sector were reported in Belgium (52%).

## Strongest Hiring Intentions



## Weakest Hiring Intentions





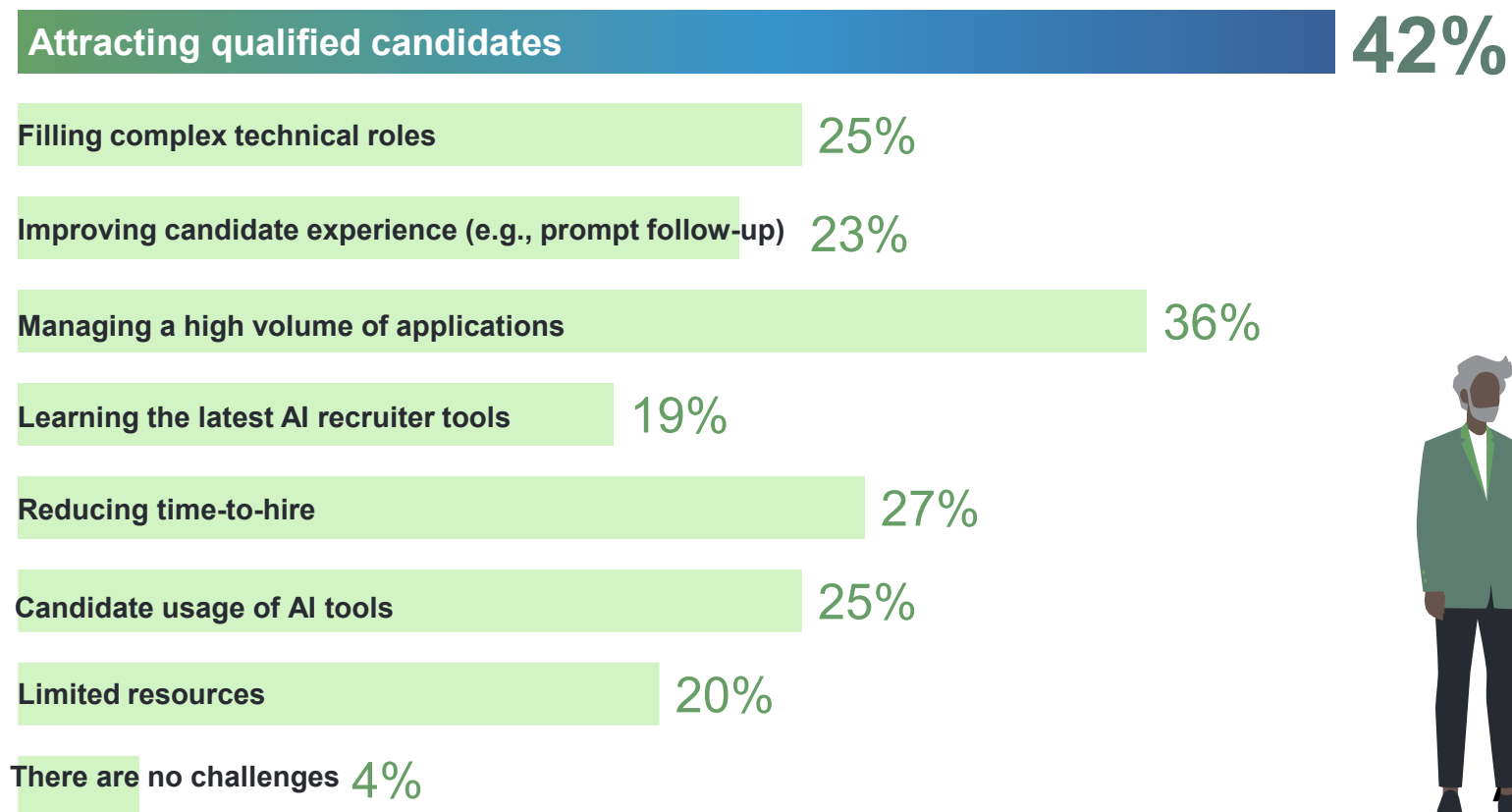
# Workforce Trends





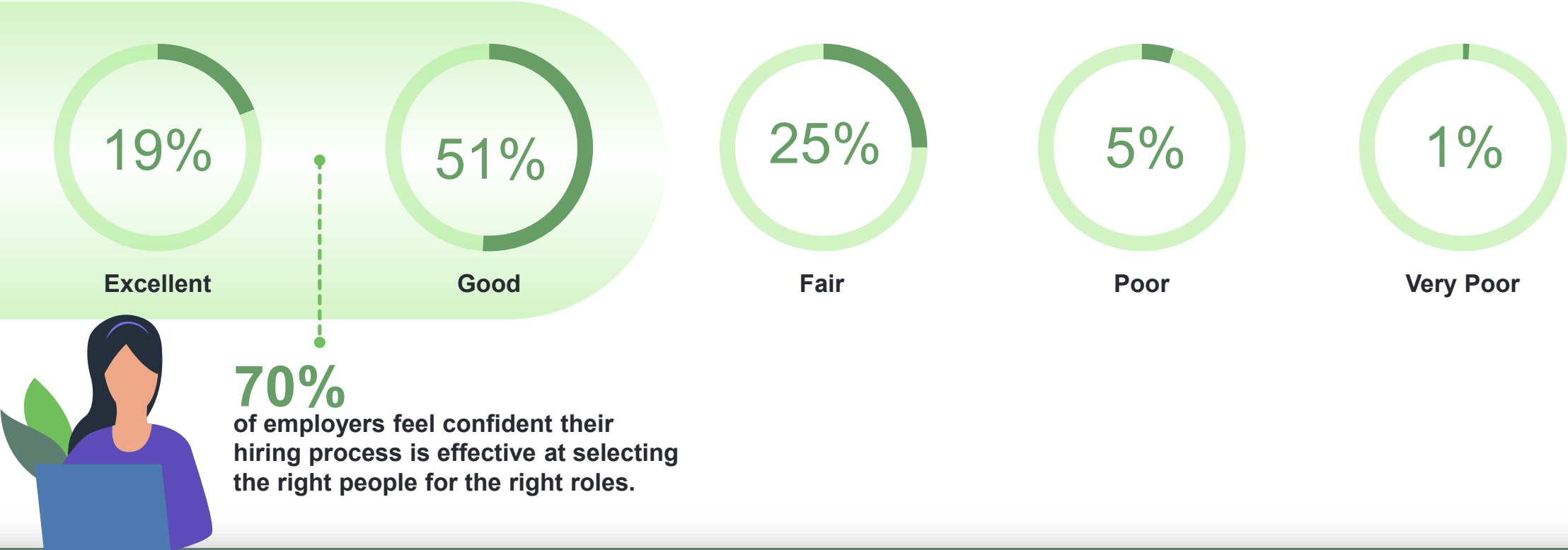
# Top Irish Talent Acquisition Challenges

Unsurprisingly attracting top candidates is the number one challenge facing employers in Ireland. This has been an ongoing challenge as a tight labour market combined with high competition has created a challenging environment in recruiting key talent.



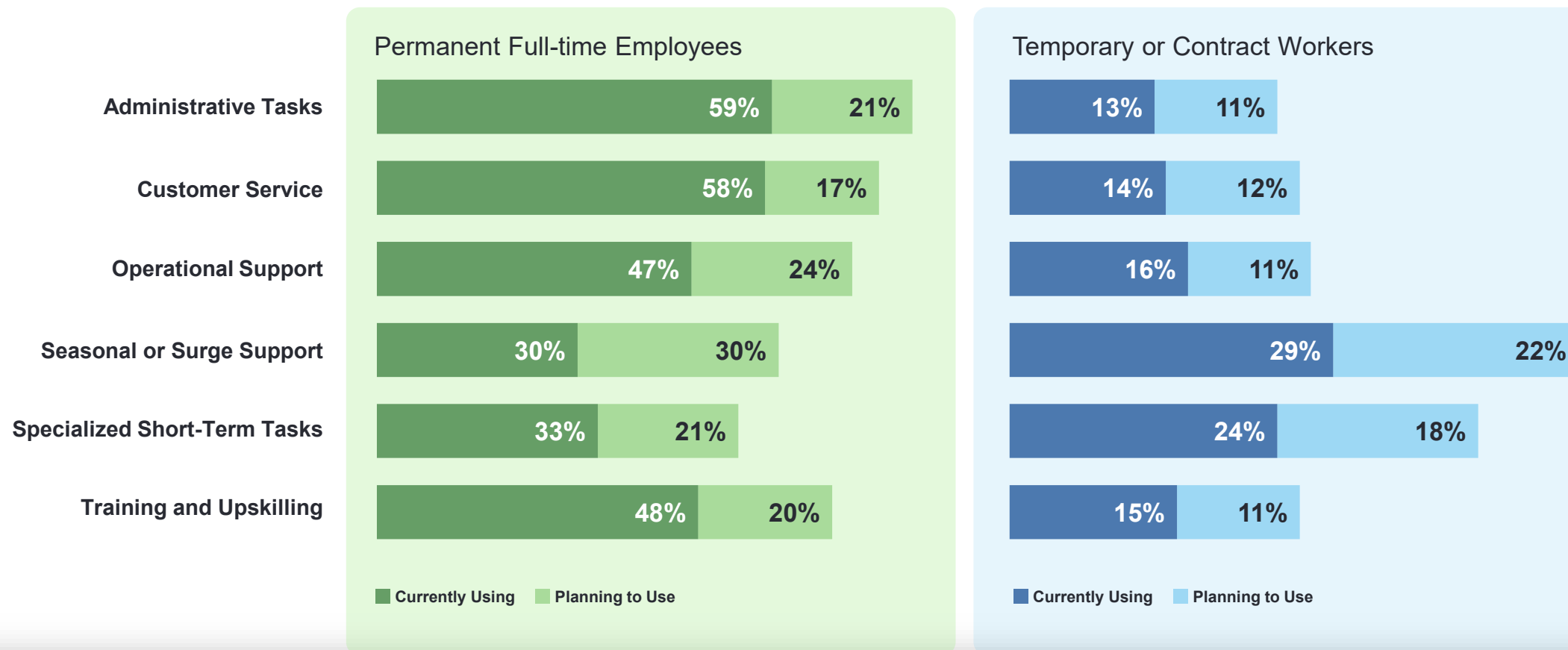
# Employers in Ireland Rate Their Hiring Process

While nearly half said that their biggest challenge is attracting qualified candidates, **the majority of Irish employers feel confident** that their hiring process is effective at selecting the right people for the right roles, with 70% backing themselves to hire the correct staff for their business.



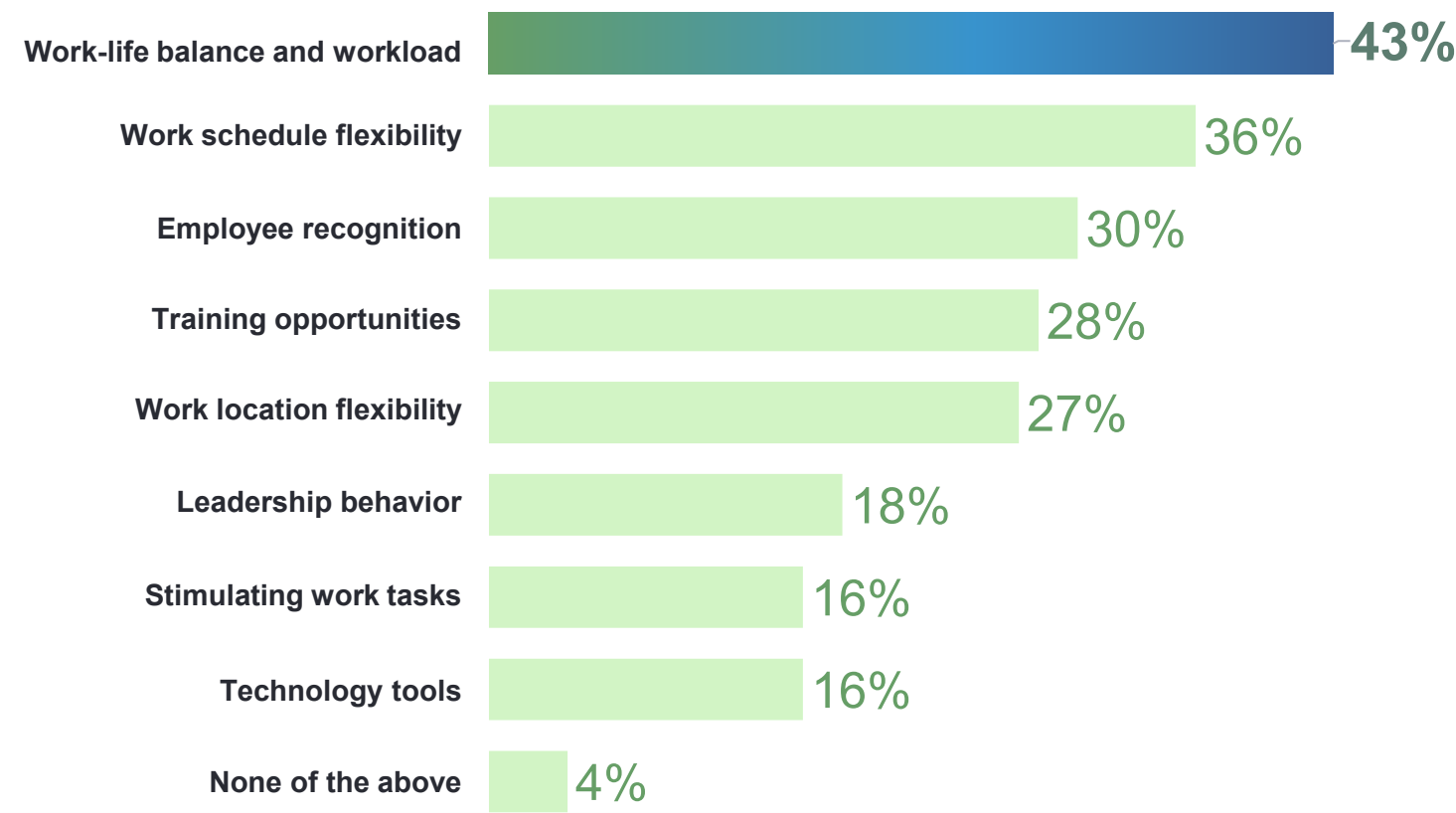
# Evolving Workforce Strategies for the Current Hiring Market

**Temporary workers are catching up to full-time employees** for handling specialised short-term tasks and surge support. Permanent workers are needed for administrative tasks, customer service, and operational support.



# Work-Life Balance Tops the List of Effective Retention Strategies

Keeping a positive work environment with a control over workload is the most effective way of retaining staff according to Irish employers. Having a flexible work approach is also important.



Work-life balance and workload are especially true in these industries:



54%

Healthcare & Life Sciences



46%

Information Technology





# About the Survey





# 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 40,533 public and private employers across 42 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 (Q4 2025 example): "How do you anticipate total employment at your location to change in the three months to the end of December 2025 as compared to the current quarter?"

**Survey Methodology** – Survey responses were collected from July 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.





## Frequently Asked Questions

### **What is meant by Net Employment Outlook (NEO)?**

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 that expect to see a decrease in employment at their location in the next quarter. A positive Net Employment Outlook figure means that, on balance, there are more employers who expect to add to their headcount in the following three months than those who intend to reduce staff.

### **What is Seasonal Adjustment and why is it used in the ManpowerGroup Employment Outlook Survey?**

Seasonal adjustment is a statistical process that allows the Survey data to be presented without the impact of hiring fluctuations that normally occur through the course of the year, usually as a result of various external factors, such changes in weather, traditional production cycles, and public holidays. Seasonal adjustment has the effect of flattening peaks and smoothing troughs in the data to better illustrate underlying employment trends and provide a more accurate representation of the ManpowerGroup Employment Outlook Survey results.

### **How are companies selected for the survey?**

Employers are selected based on the types of companies and organizations they represent. We want to ensure that our panel is representative of each participating country's national labor market, so each country's panel is built in proportion to that country's overall distribution of industry sectors and organization sizes.

### **Who do you interview in each company?**

The person we select to interview will be someone with a good overview of staffing levels and hiring intentions within their organization. Normally this will be the head of HR or an HR manager. However, in smaller organizations, that person may be a general manager or even the CEO.

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