



2026 Q2

ManpowerGroup Employment Outlook Survey

Ireland →



Executive Summary

420 employers reported a seasonally adjusted Net Employment Outlook (NEO) of **36%** as they forecast **Q2** staffing changes in the latest edition of the ManpowerGroup Employment Outlook Survey.



Anticipated hiring increases are driven by **company expansion**.



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



The Q2 2026 Irish Net Employment Outlook **increased** since the **previous quarter** (+5 points) and **year-over-year** (+11 points).

Strongest NEOs

Reported for Q2 2026

54%

Construction & Real Estate

49%

Munster Region

50%

Organisations with 1,000-4,999 employees

Most Improved NEOs

Compared to the same time last year

+29pts

Leinster Region

+12pts

Manufacturing

+29pts

Public Sector, Health & Social Services

+24pts

Organisations with 10-49 employees

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



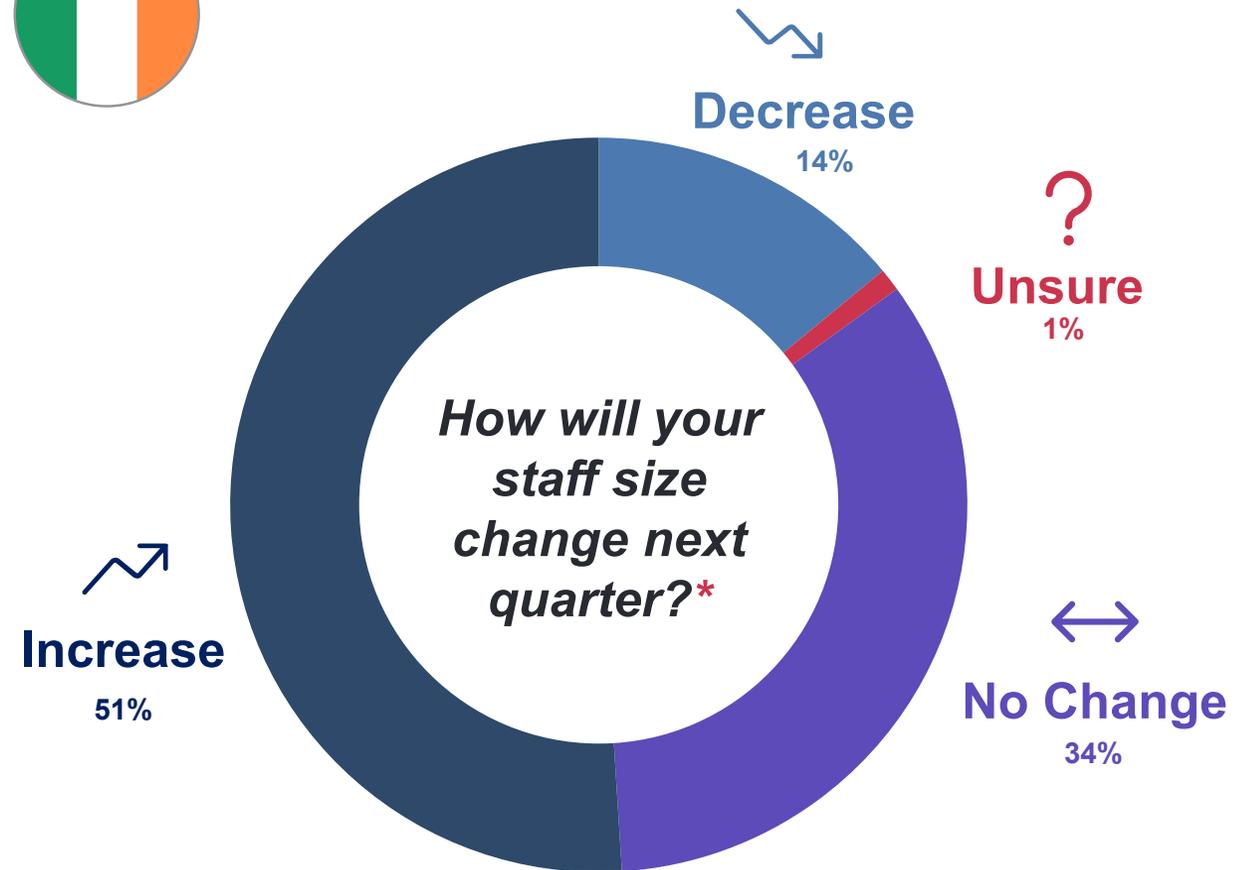
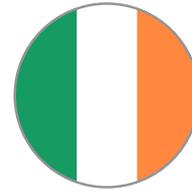
Q2 Employer Hiring Sentiment



Capturing Future Hiring Plans

Since 1962, ManpowerGroup has asked organisations about their quarterly hiring plans. More than **41,700+ employers** across **42 countries** reported **hiring expectations for Q2 2026** in the latest edition of the Employment Outlook Survey.

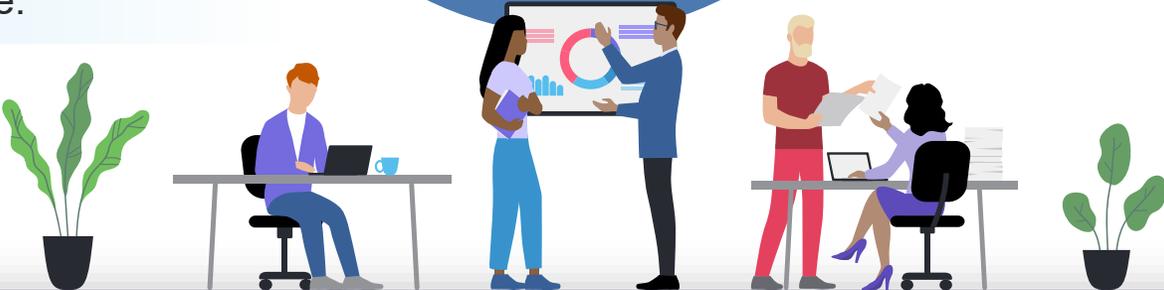
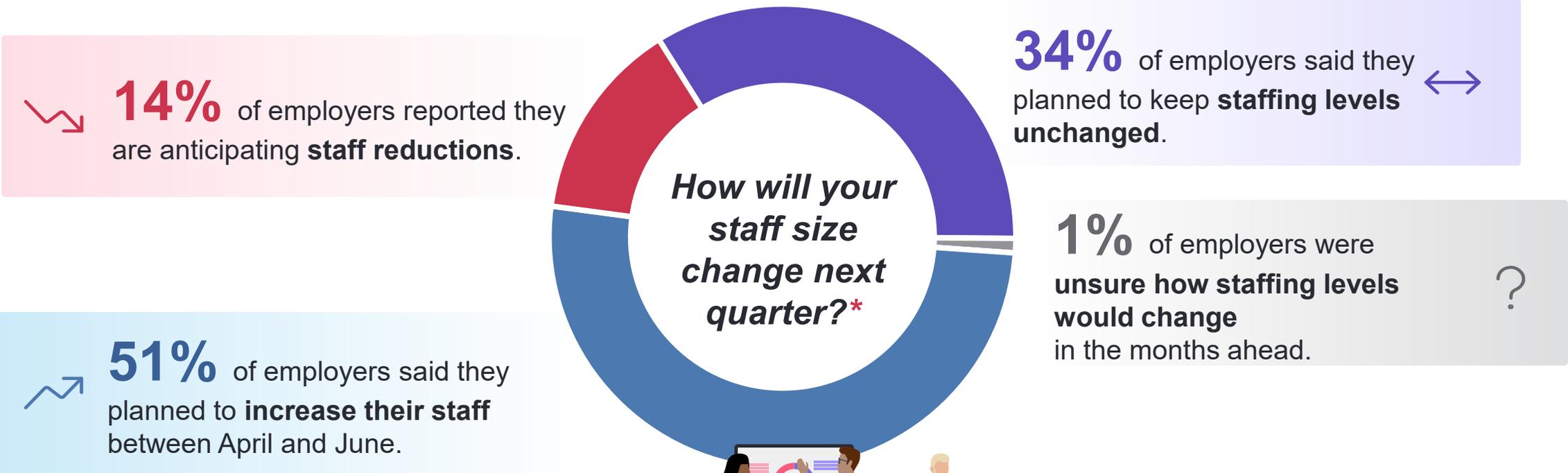
Respondents shared whether their staffing levels would remain unchanged, increase through new hiring, or decrease due to layoffs or anticipated departures.



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

Employer Expectations in Ireland

Employers in Ireland report **strong hiring intentions for Q2 2026**, with a **Net Employment Outlook of 36%**, the strongest second-quarter outlook in more than a decade. This NEO represents an increase of **5 percentage points compared with the previous quarter** and **11 points year-on-year**. The data signals **increasing optimism among Irish employers**.



Understanding the Net Employment Outlook

Hiring sentiment is measured using the **Net Employment Outlook (NEO)**. The **NEO** is calculated by **subtracting the percentage of employers expecting to decrease** staff levels from the **percentage planning to increase hiring**. For Q2 2026, the **unadjusted NEO is 37%**, and the **seasonally adjusted figure is 36%**.

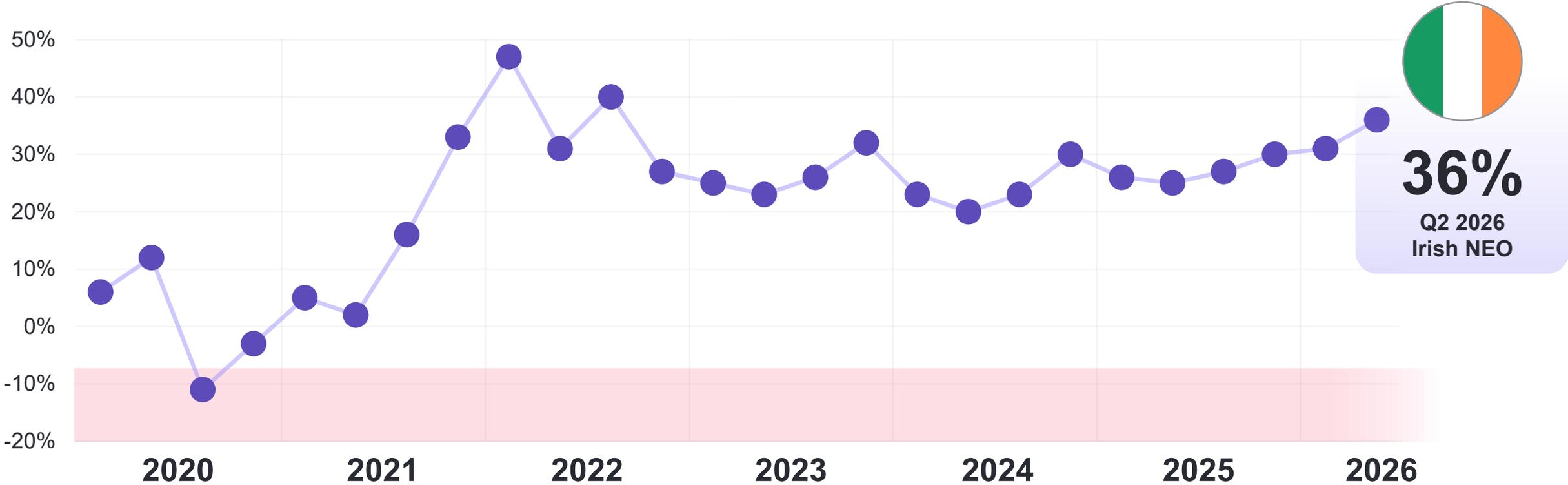
Seasonal adjustments account for predictable hiring patterns throughout the year, enabling more accurate comparisons across regions and over time. The seasonally adjusted figure is used throughout this report unless otherwise stated.



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

NEO Changes Over Time in Ireland

Ireland's **Net Employment Outlook of 36%** for Q2 2026 reflects continued momentum in hiring activity. This marks the **strongest hiring outlook recorded in more than three years** and the **highest second-quarter outlook in over a decade**, signaling continued growth in employer demand for talent.

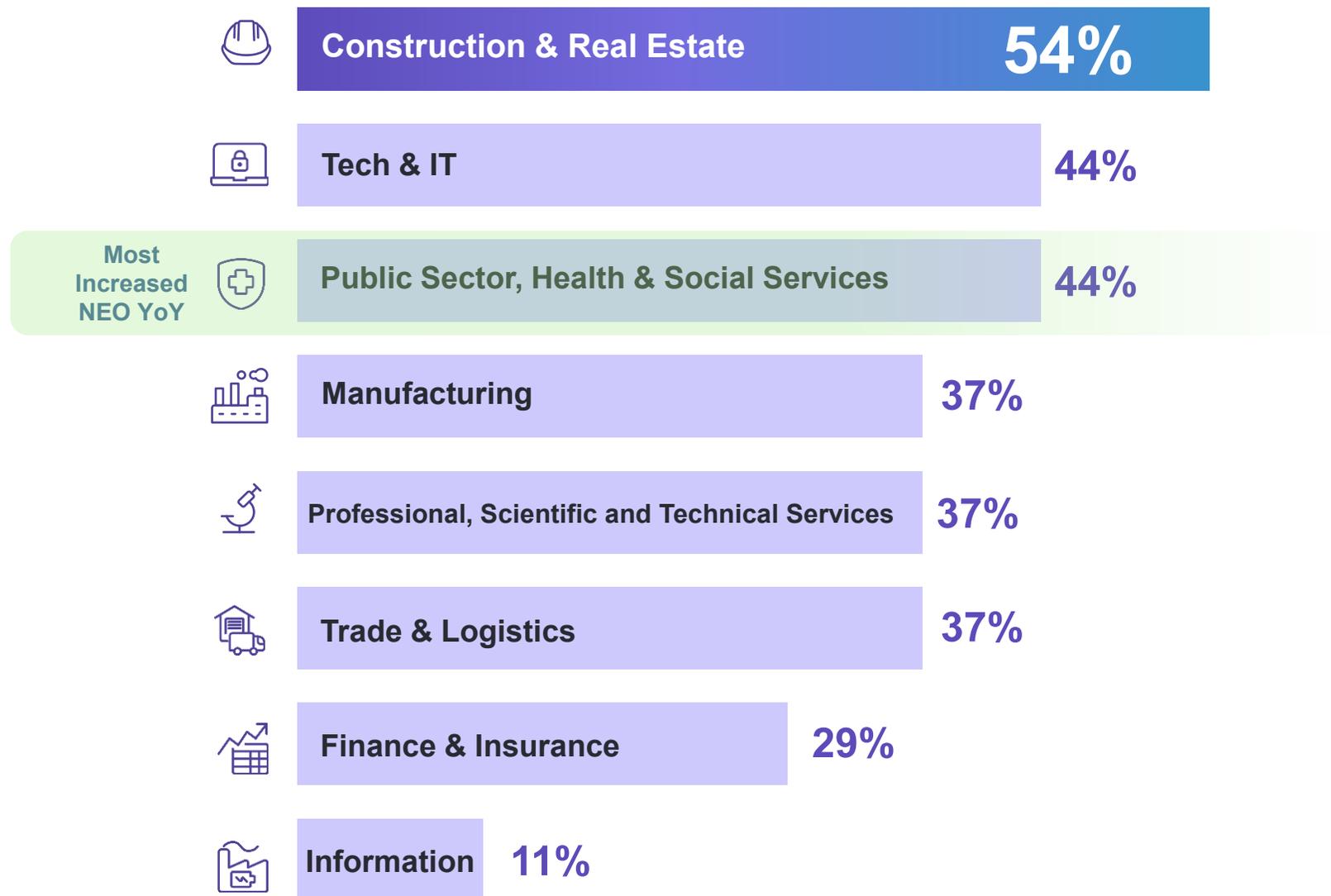




Outlooks Across Key Industry Sectors in Ireland

The **Construction & Real Estate** sector reports the strongest hiring outlook for Q2 2026 with a **Net Employment Outlook of 54%**, while the **Information** sector reports the lowest outlook at **11%**.

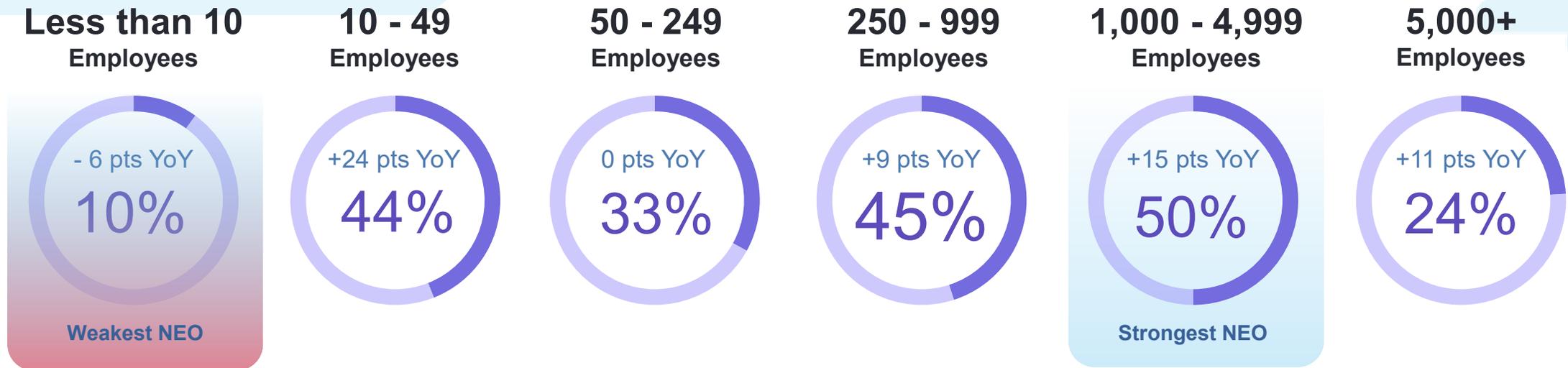
The **Public Sector, Health & Social Services** industry experienced the **largest year-on-year increase**, rising **29 percentage points**.



Hiring Expectations by Company Size

Large organisations with **1,000–4,999 employees** reported the strongest hiring outlook for Q2 2026 at **50%**, representing a **15-point increase year-on-year**.

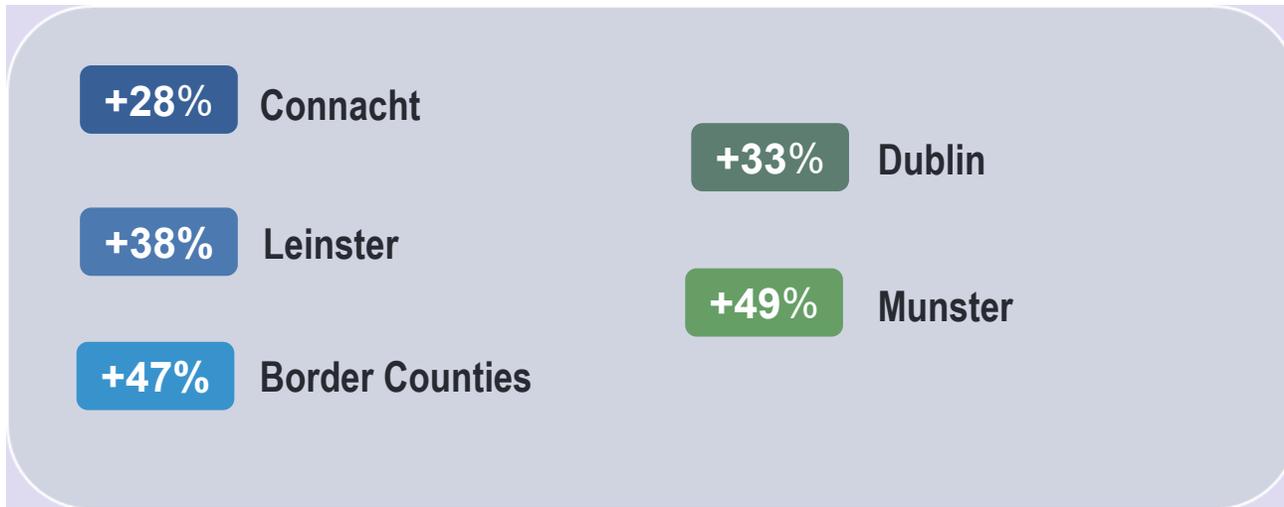
Small businesses with **fewer than 10 employees** recorded the lowest outlook at **10%**, while **SMEs employing 10–49 people** saw the **largest annual increase**, rising **24 percentage points**.



Hiring Trends by Region in Ireland

Employers in the **Munster** region report the strongest hiring outlook for Q2 2026, with a **Net Employment Outlook of 49%**, increasing **23 points year-on-year** and **22 points since the previous quarter**.

Hiring intentions improved in **four regions**, while **Connacht** recorded the only decline since Q2 2025, with a **14-point decrease year-on-year**. Although there is an evident drop from last year, Connacht has seen a **14% increase** since last quarter.



Hiring Expectations for April – June by Country



Employers in **India** reported the **strongest** quarterly NEO improvement (+16 pts).

India	68%	Australia	33%	Norway	21%
U.A.E.*	60%	Puerto Rico*	32%	Greece	20%
Brazil	55%	Poland	31%	Colombia	18%
Vietnam*	47%	China	29%	Germany	18%
Panama	44%	Israel	29%	Hungary	18%
Costa Rica	43%	Portugal	29%	Switzerland	18%
Mexico	41%	Taiwan	29%	Japan	17%
Sweden	39%	Spain	28%	Finland	15%
U.S.	38%	U.K.	27%	France	15%
The Netherlands	37%	Canada	24%	Belgium	13%
Peru	37%	Singapore	24%	Czech Republic	13%
Chile*	36%	Argentina	23%	Hong Kong	11%
Ireland	36%	Italy	22%	Slovakia	3%
Guatemala	34%	Türkiye	22%	Romania	-5%



31%
Global Average

*The NEOs for Chile, Puerto Rico, the U.A.E., and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data.

Employment Outlooks Across Europe and the Middle East

Across **Europe and the Middle East**, employer hiring sentiment continues to improve. The **Net Employment Outlook increased by 3 percentage points quarter-on-quarter and 4 points year-on-year**, reflecting strengthening labour market conditions across the region.



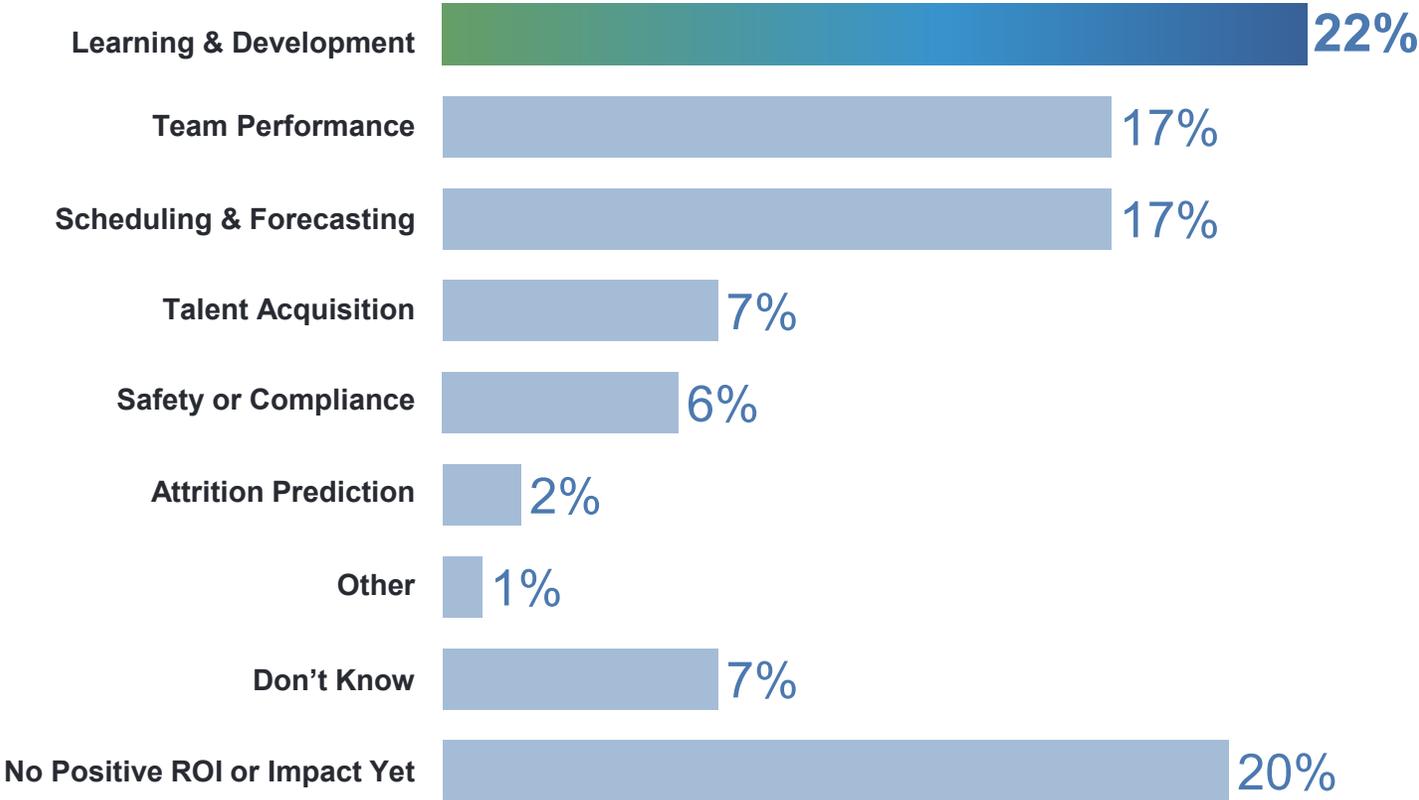
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Workforce Trends

AI Adoption: Employers See the Greatest Value in Learning and Development

When asked where AI will deliver the greatest return on investment in 2026, Irish employers pointed to Learning and Development as the leading area. This reflects a strong belief that AI will play a key role in supporting workforce upskilling, personalised learning, and more efficient training delivery.



Where Employers See the Greatest Impact from AI:



22%

Learning & Development



17%

Team Performance/Forecasting



The Main Barriers to AI Adoption

Irish employers identified **two joint top barriers to AI adoption: concerns about AI's relevance to their work and poor organisational implementation**. Lack of appropriate AI Tools & Platforms followed closely behind.





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 Q2 2026 survey is based on interviews with 41,764 public and private employers across 42 countries to measure anticipated employment changes and trends. 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 its information from a single question (Q2 2026 example): "How do you anticipate total employment at your location to change in the three months to the end of June 2026 as compared to the current quarter?"

Survey Methodology – Survey responses were collected from 1 January - 3 February 2026. The size of organizations and sectors are standardized across all countries 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, 2025, 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 Q2 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.

Finance and Insurance: 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.

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.

ManpowerGroup Solutions Across the Entire HR Lifecycle



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and Analytics



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Resourcing



Career
Management



Career
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