

*IRELAND  
FINDINGS*



# 2025 Q2

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## ManpowerGroup Employment Outlook Survey





## Executive Summary

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

## 26% Net Employment Outlook

Calculated by subtracting employers planning reductions vs. those planning to hire\*.

+2% increase since the previous quarter and increased by 5 points since Q2 2024.

## 38% of employers who plan to hire reported that their company is expanding in size, creating more positions.

### Highest Hiring Demand



Finance and Real Estate



Consumer Goods & Services



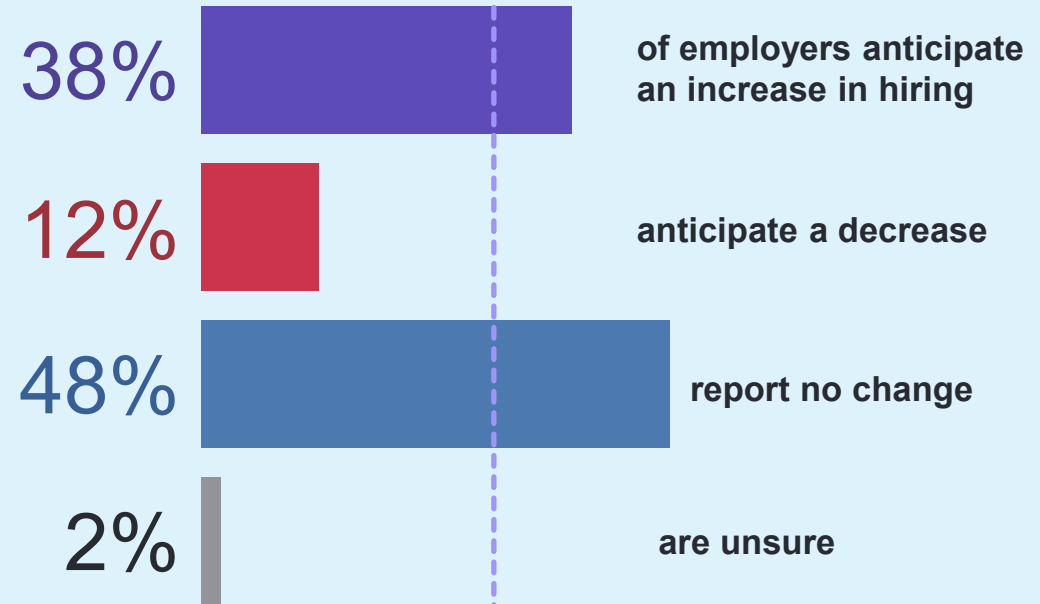
# Q2 Employment Outlooks





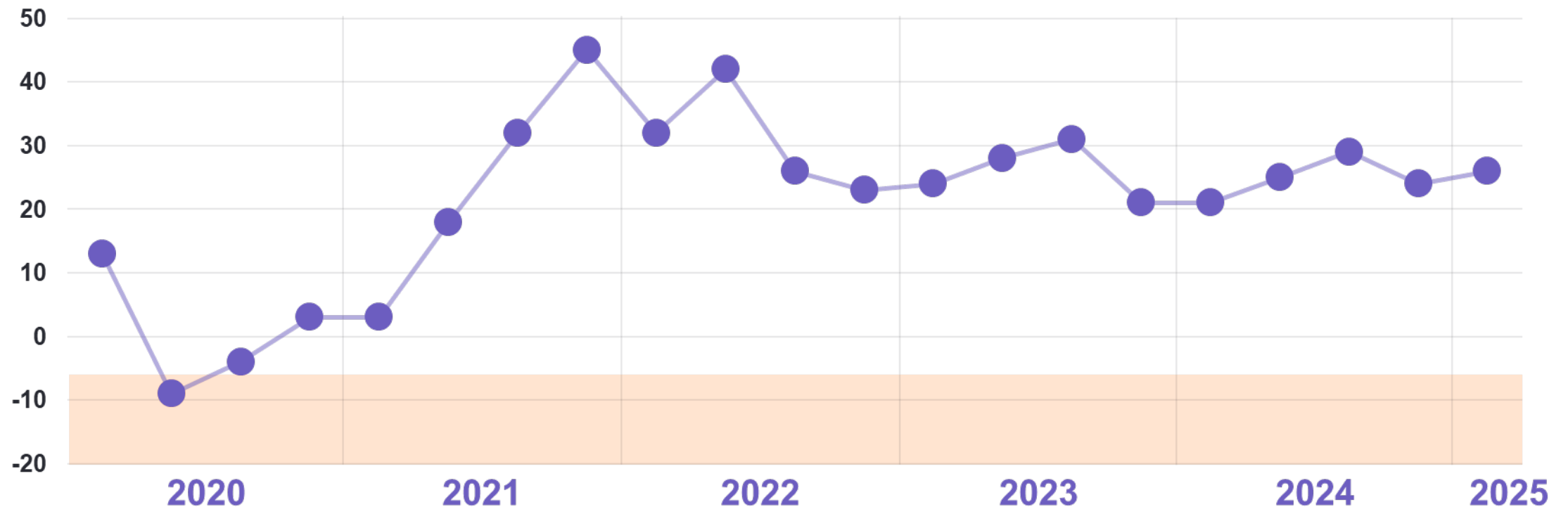
## Ireland Employment Outlook for Q2 2025

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 26%**.



# Hiring Changes Over Time

The Irish economy has remained resilient since last quarter, influenced by declining inflation, rising domestic consumption, and increasing government investments projected in the 2025 budget. Higher housing investments are also expected, supporting further growth. However, Ireland's heavy reliance on multinational companies, especially U.S. companies, and foreign investment makes it vulnerable to global risks.



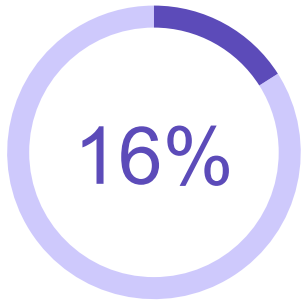


# Hiring Expectations by Company Size

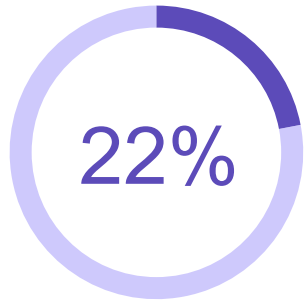
All 6 organisation sizes expect to increase staffing levels in the upcoming quarter. Since last quarter, staffing environments have strengthened in 4 organisation sizes and weakened in 2.

Irish employers in large organisations with 250-999 employees are the most optimistic with a NEO of 36, rising by 3 points since last quarter and this time last year.

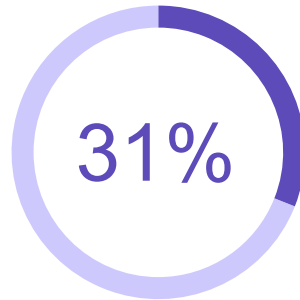
**Less than 10**  
Employees



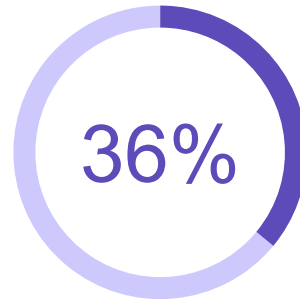
**10 - 49**  
Employees



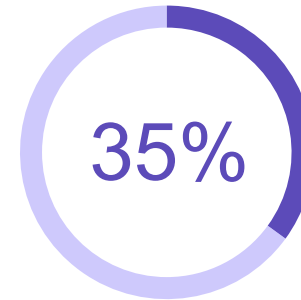
**50 - 249**  
Employees



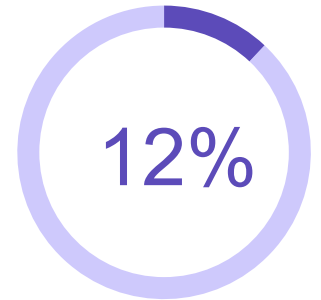
**250 - 999**  
Employees



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



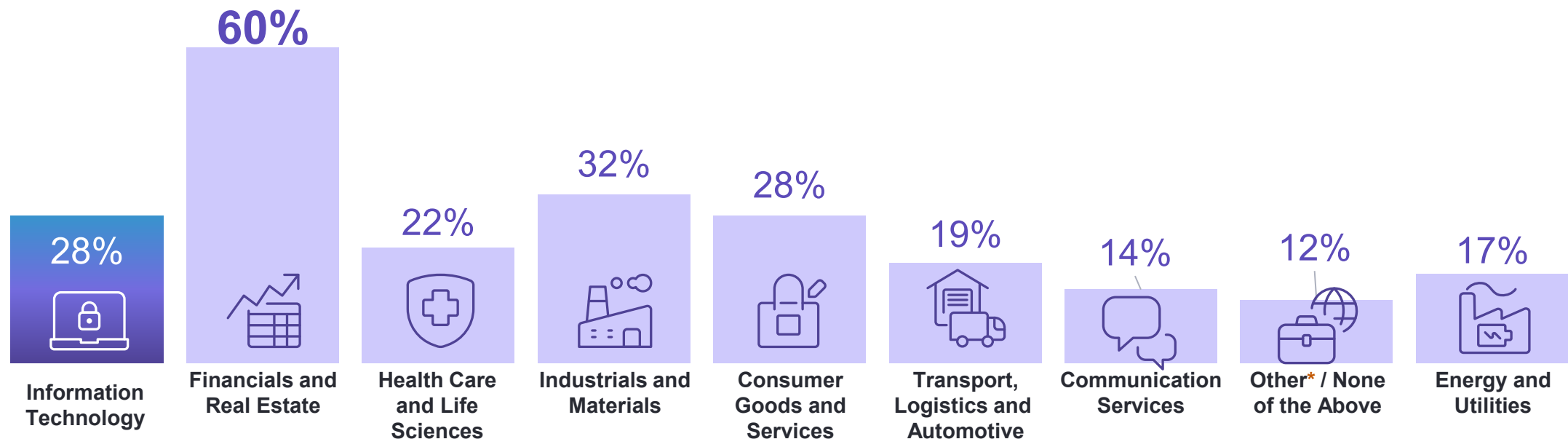
**5,000+**  
Employees



# Ireland Employment Outlooks Across Key Industry Sectors

Since last quarter and this time last year, hiring intentions have strengthened in 5 sectors and weakened in 4. The most competitive sector in Ireland is Financials & Real Estate with a NEO of 60.

The main reason given by employers for the hiring boom in Finance & Real Estate is backfilling due to employee departures, indicating a high degree of switching behavior in these sectors currently.

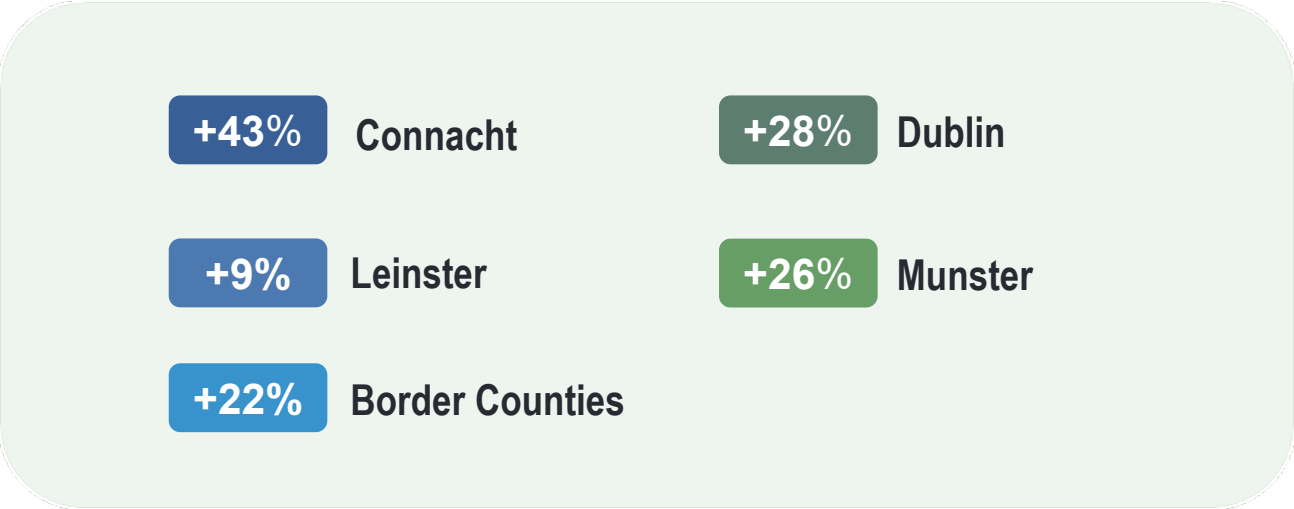


\*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

# Hiring Trends By Region

The most competitive region in Ireland is the Connaught region, with a NEO of 43, rising by 14 points since last quarter and 19 points since Q2 2024. This is the highest outlook recorded in the Connaught region since we started tracking in Q1 2005.

Meanwhile, the region reporting the greatest increase since last quarter is the Ulster (Cavan, Donegal, And Monaghan) region with a 30-point rise.





# Global Hiring Expectations for April – June by Country

## Seasonally Adjusted, Net Employment Outlooks (NEO)



**43%** India  
Strongest NEO



**25%** Global  
Average NEO



**0%** Argentina  
Weakest NEO

<b>India</b>	<b>43%</b>	Belgium	24%	Spain	15%
U.S.A.	34%	Germany	22%	Japan	14%
Mexico	33%	Finland	21%	Puerto Rico	14%
Canada	32%	France	20%	Chile	13%
China	32%	Panama	20%	Austria	12%
Costa Rica	32%	Peru	20%	Israel	12%
U.K.	31%	Taiwan	20%	Slovakia	12%
Guatemala	29%	Türkiye	20%	Hong Kong	11%
The Netherlands	27%	Colombia	19%	Czech Republic	10%
Norway	27%	Portugal	19%	Hungary	8%
Singapore	27%	Sweden	19%	Greece	7%
Brazil	26%	Italy	18%	Romania	6%
Switzerland	26%	Australia	17%	<b>Argentina</b>	<b>0%</b>
<b>Ireland</b>	<b>25%</b>	Poland	17%		



# Year-Over-Year Hiring Changes by Country

## Seasonally Adjusted, Net Employment Outlook Changes Since Q2 2024



**+13%** Israel  
Most Strengthened Outlook



**3%** Global  
Global Average Outlook



**-5%**

**Austria and The Netherlands**  
Most Weakened Outlook

<b>Israel</b>	<b>+13%</b>	<b>Ireland</b>	<b>+5%</b>	China	+0%
Norway	+11%	Panama	+5%	Costa Rica	+0%
Canada	+10%	Poland	+5%	France	+0%
Taiwan	+9%	Colombia	+4%	Greece	+0%
Brazil	+8%	Chile	+3%	Puerto Rico	+0%
Italy	+8%	<b>Global Average</b>	<b>+3%</b>	U.S.A.	+0%
Portugal	+8%	Guatemala	+3%	Hungary	-1%
Türkiye	+8%	Japan	+3%	Australia	-2%
U.K.	+8%	Singapore	+3%	Finland	-2%
India	+7%	Spain	+3%	Slovakia	-2%
Romania	+7%	Belgium	+2%	Switzerland	-3%
Mexico	+6%	Germany	+2%	Hong Kong	-4%
Sweden	+6%	Argentina	+1%	<b>Austria</b>	<b>-5%</b>
Czech Republic	+5%	Peru	+1%	<b>The Netherlands</b>	<b>-5%</b>



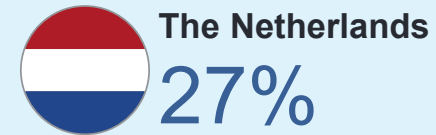
# Employment Outlooks Across Europe and the Middle East

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

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

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%).

## Strongest Hiring Intentions



## Weakest Hiring Intentions





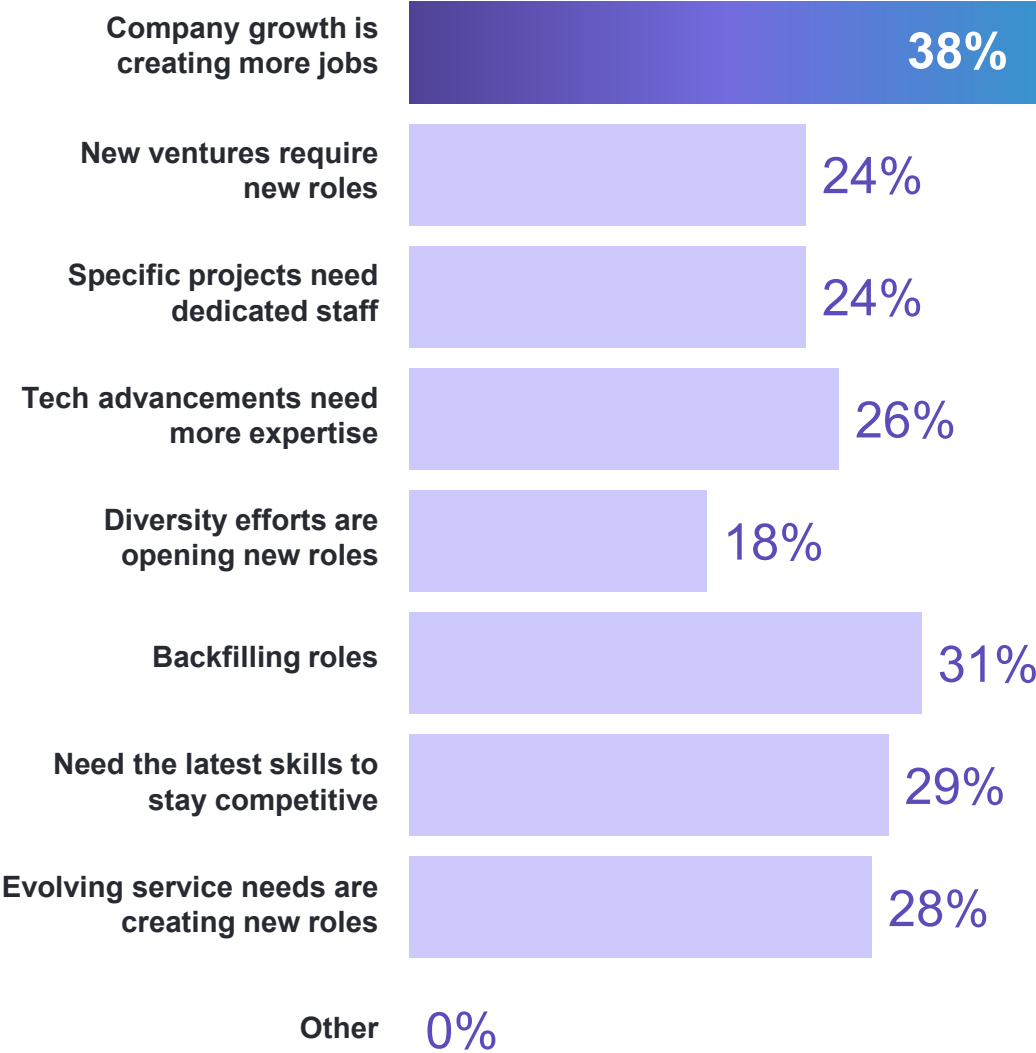
# Workforce Trends



# Irish Company Expansion Is Driving Q2 Staffing Increases

Most employers surveyed in Ireland said **company expansion is the top reason for staffing increases.**

Backfilling roles due to leavers is another a key hiring driver.



# Tech Advancements Powering Job Creation

In addition to company expansion, **24% of employers report intentions to increase hiring to meet the demands of tech advancements**, especially among organisations in the Asia-Pacific region.

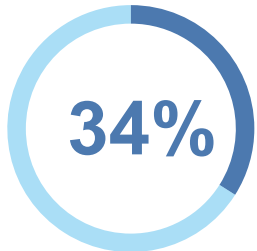


Taiwan	39%	Belgium	24%	U.K.	21%
India	38%	<b>Global Average</b>	<b>24%</b>	Argentina	20%
Brazil	35%	Hong Kong	24%	Norway	20%
China	35%	Italy	24%	U.S.A.	20%
Singapore	33%	Mexico	24%	Colombia	18%
Peru	29%	The Netherlands	24%	Costa Rica	18%
Puerto Rico	29%	Finland	23%	Czech Republic	18%
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Spain	26%	Canada	21%	Hungary	17%
Austria	25%	Chile	21%	Guatemala	16%
Poland	25%	Panama	21%	<b>Portugal</b>	<b>15%</b>
Slovakia	25%	Sweden	21%	<b>Romania</b>	<b>15%</b>



# Economic Challenges Influence Workforce Reductions Ireland

For the 12% of Irish employers that anticipated a staffing decrease in the second quarter, **economic uncertainty is cited as the main challenge**, followed by adapting to market changes.



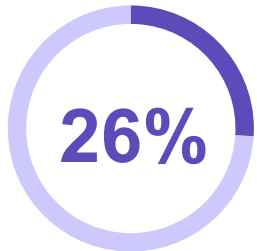
Economic challenges impacting staffing



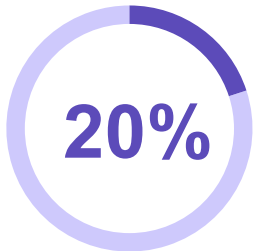
Market shifts lowering job demand



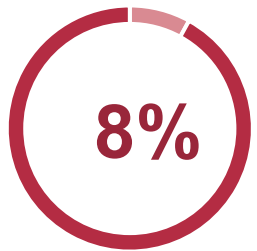
Restructuring or downsizing



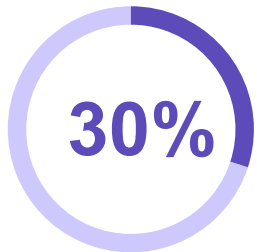
Adjusting to current demand



Automation has reduced some roles



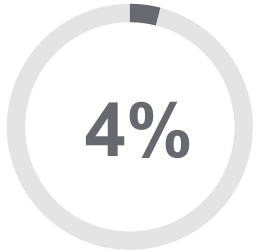
Process improvements are consolidating roles



Project-based roles are ending



Skill changes have reduced certain roles



Other reasons



# About the Survey





# 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.

# ManpowerGroup Solutions Across the Entire HR Life Cycle



**Workforce  
Consulting &  
Analytics**



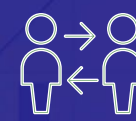
**Workforce  
Management**



**Talent  
Resourcing**



**Career  
Management**



**Career  
Transition**



**Top Talent  
Attraction**



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