

IRELAND FINDINGS



2025 Q1

ManpowerGroup Employment Outlook Survey





Executive Summary

Active but slightly falling employment expectations are predicted in Ireland in the first quarter of 2025, with a Net Employment Outlook (NEO) of 24 percentage points. Ireland ranks in the top half of the EMEA region for its employment outlook, 5 points above its regional average.

24% Ireland Net Employment Outlook

Calculated by subtracting employers planning reductions vs. those planning to hire*. Down 5% since the previous quarter and decreased by 3 percentage points since Q1 2024.

43% of Irish companies are planning to increase their workforce in the first quarter of 2025. Only 19% are planning a decrease.

Highest Ireland Hiring Demand



Information
Technology

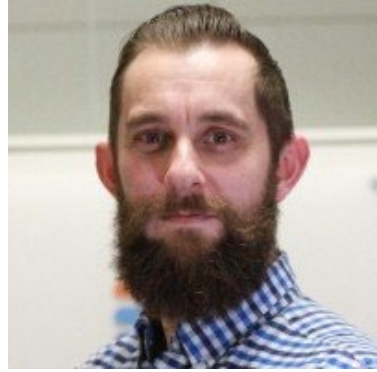


Life Science &
Healthcare



Q1 Employment Outlooks Ireland

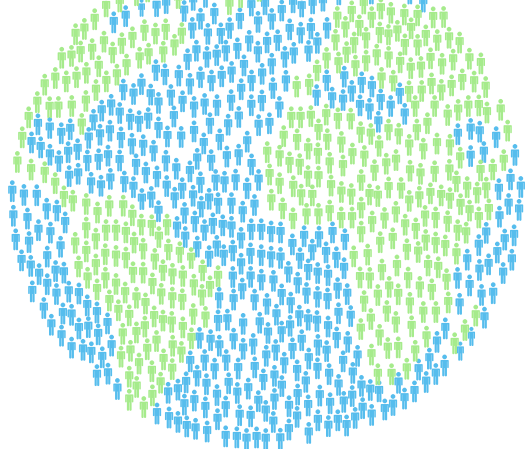
ManpowerGroup Ireland Managing Director Message Q1



We're anticipating the start of a hiring boom across the pharma sector in Ireland in 2025," said Jonny Edgar, Managing Director, ManpowerGroup Ireland. "Ireland has become a global hub for pharmaceutical, biotechnology, and other life sciences manufacturing, which became a thriving industry throughout the pandemic. However, as consumer needs have changed, the sector took tough decisions to streamline manufacturing and reevaluate product lines, resulting in plant closures and substantial changes to headcounts.

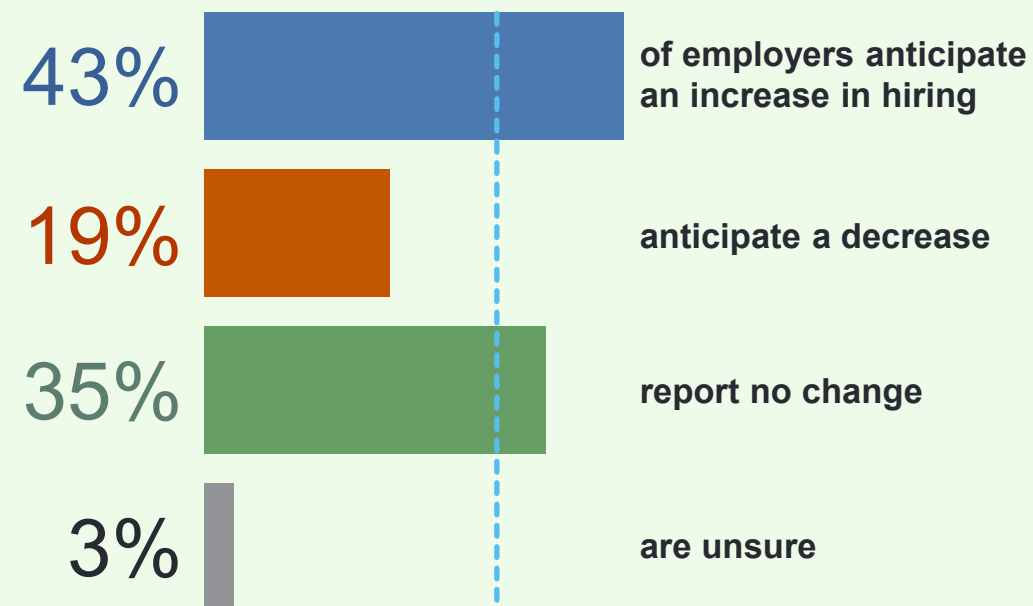
"These restructures, which shifted focus away from pandemic-era manufacturing needs, have put the sector in a position to grow in the New Year. Several major businesses, including many of our multinational pharma clients with manufacturing sites across Ireland, have announced plans to hire at scale. Production operators, project engineers, and development scientists have all seen an uptick in demand.

"However, it's clear that not all organisations are preparing for growth, with our data showing the smallest companies expect a headcount reduction, and the energy sector set for a small contraction. Businesses in these industries should look at their skills needs and focus on upskilling their existing workforce to prepare for economic growth. Staying adaptable and investing in skills will be key to navigating the evolving economic landscape in 2025."



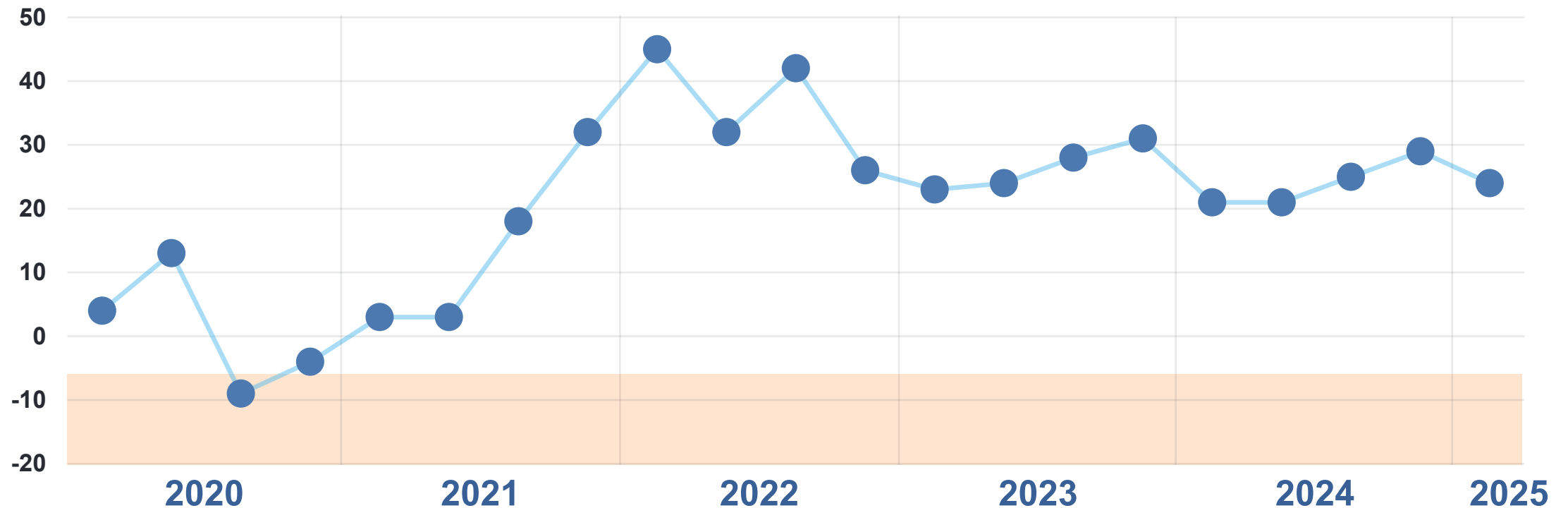
Ireland Employment Outlook for Q1 2025

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 – **now stands at 24%.**



Hiring Changes Over Time in Ireland

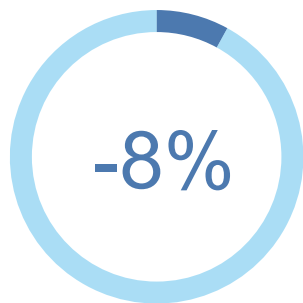
The Irish employment outlook falls slightly from last quarter, with the country's economy underperforming due to a fall in new large-scale investments and an overall weak European economy. The housing crisis in Ireland is impacting workers nationally and locally, exacerbating talent shortages. However, the economic situation is expected to improve in 2025, with recovery already seen in exports, so Ireland's outlook is still strong compared to its European peers.



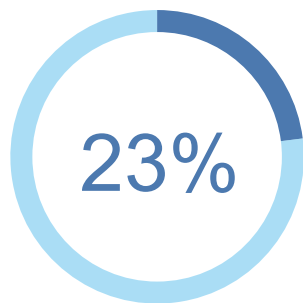
Hiring Expectations by Company Size

Irish employers in large organisations with 250-999 employees are the most optimistic overall, with a NEO of +33. Although the outlook in these companies decreased by 8 points from last quarter, it is still up by 10 compared to this time last year. The only organization sizes to report a growth in expectations from last quarter are very large companies with 1,000-4,999 employees. They saw a rise of 16 points from last quarter, reaching a NEO of 31.

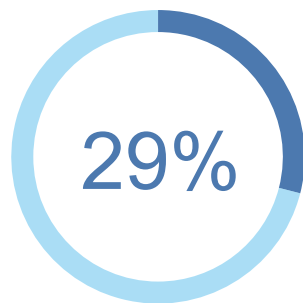
Less than 10
Employees



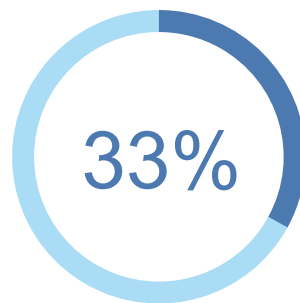
10 - 49
Employees



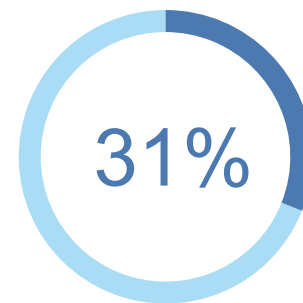
50 - 249
Employees



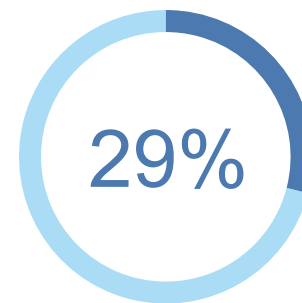
250 - 999
Employees



1,000 - 4,999
Employees

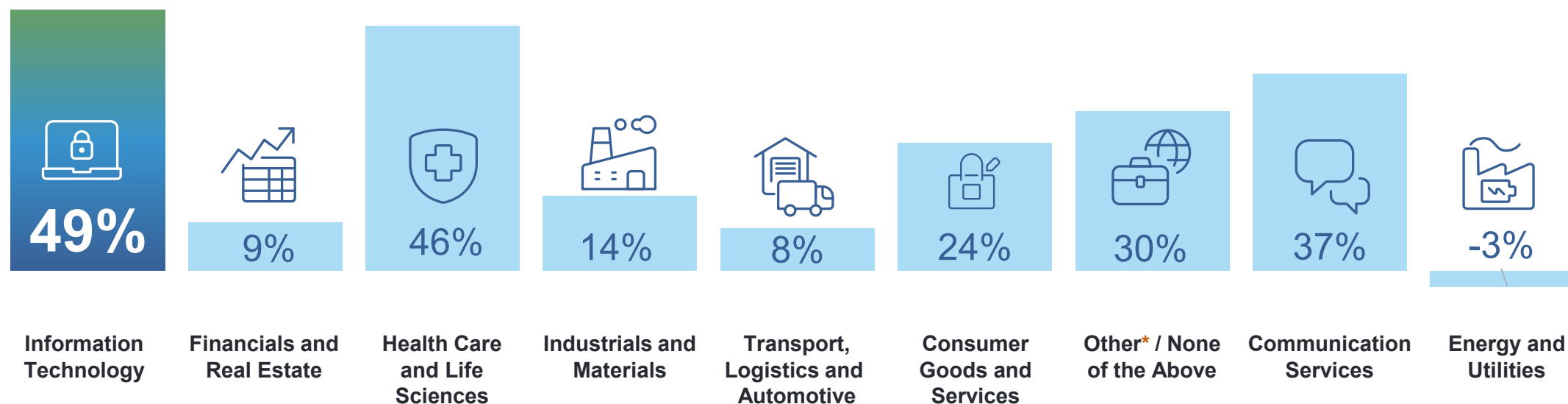


5,000+
Employees



Ireland Employment Outlooks Across Key Industry Sectors

Irish organisations in 8 of 9 sectors expect increasing staffing levels in the next quarter. Since last quarter and this time last year, employment outlooks have weakened in 5 sectors and strengthened in 4. The most competitive sector in Ireland is Information Technology, with a NEO of 49, rising by 10 points from last quarter and 57 percentage points since Q1 2024. This is the highest outlook recorded in the Irish technology sector in three years, going back to Q1 2022, when the outlook was 55. Life Science is also very strong in second place.



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

Hiring By Region in Ireland

The most competitive region in Ireland is the Leinster region, with a NEO of 36. Leinster is the only Irish region to report growing expectations from last quarter, rising by 24 points since Q4 2024 and 17 points since this quarter last year.

Irish organisations in 4 of 5 regions anticipate an increase in staffing levels in Q1 2025, while 1 region is predicting a decrease. Since last quarter, hiring intentions have weakened in 4, and strengthened in 1 region.



+25% Connacht

+25% Dublin

+36% Leinster

+23% Munster

-11% Border Counties

Hiring Expectations Globally for January – March

The global employment outlook holds steady, with the seasonally adjusted Net Employment Outlook remaining at 25, unchanged from the previous quarter. These figures indicate that employers will maintain stable hiring levels in the upcoming quarter, mirroring the broader global economic trend of stability paired with slow growth.

Seasonally Adjusted, Net Employment Outlooks (NEO)



40% India
Strongest NEO



25% Global
Average NEO



-1% Argentina
Weakest NEO

India	40%	Singapore	25%	Japan	15%
U.S.	34%	Germany	24%	Poland	15%
Mexico	32%	Ireland	24%	Czech Republic	14%
Costa Rica	31%	Finland	22%	Hungary	14%
South Africa	31%	France	21%	Greece	12%
China	29%	Colombia	20%	Puerto Rico	12%
The Netherlands	29%	Peru	20%	Turkey	12%
Switzerland	29%	Portugal	20%	Australia	11%
Belgium	28%	Italy	19%	Austria	10%
U.K.	28%	Panama	19%	Romania	10%
Brazil	27%	Spain	17%	Chile	9%
Norway	27%	Sweden	17%	Israel	8%
Canada	26%	Taiwan	17%	Hong Kong	6%
Guatemala	25%	Slovakia	16%	Argentina	-1%

Year-Over-Year Employment Outlook Changes by Country

Ireland shows positive employment growth projections over a twelve-month period and is positioned in the top 15% of Global regions. 1/3 of regions have seen growth with 2/3 experiencing hiring declines.

Seasonally Adjusted, Net Employment Outlook Changes Since Q1 2024



+6% Czech Republic
Most Strengthened Outlook



-1% Global
Global Average Outlook



-23% Hong Kong
Most Weakened Outlook

Czech Republic	+6%	Greece	-1%	Belgium	-5%
Italy	+6%	Global Average	-1%	Brazil	-5%
Japan	+5%	Slovakia	-1%	Romania	-5%
Hungary	+4%	U.S.	-1%	Finland	-6%
Norway	+4%	Mexico	-2%	Panama	-6%
India	+3%	Poland	-2%	Türkiye	-6%
Ireland	+3%	Spain	-2%	Guatemala	-7%
South Africa	+3%	Taiwan	-2%	The Netherlands	-8%
France	+2%	China	-4%	Portugal	-8%
Canada	+1%	Costa Rica	-4%	Colombia	-11%
Israel	+1%	Peru	-4%	Austria	-16%
U.K.	+1%	Singapore	-4%	Australia	-17%
Argentina	+0%	Sweden	-4%	Puerto Rico	-21%
Germany	-1%	Switzerland	-4%	Hong Kong	-23%



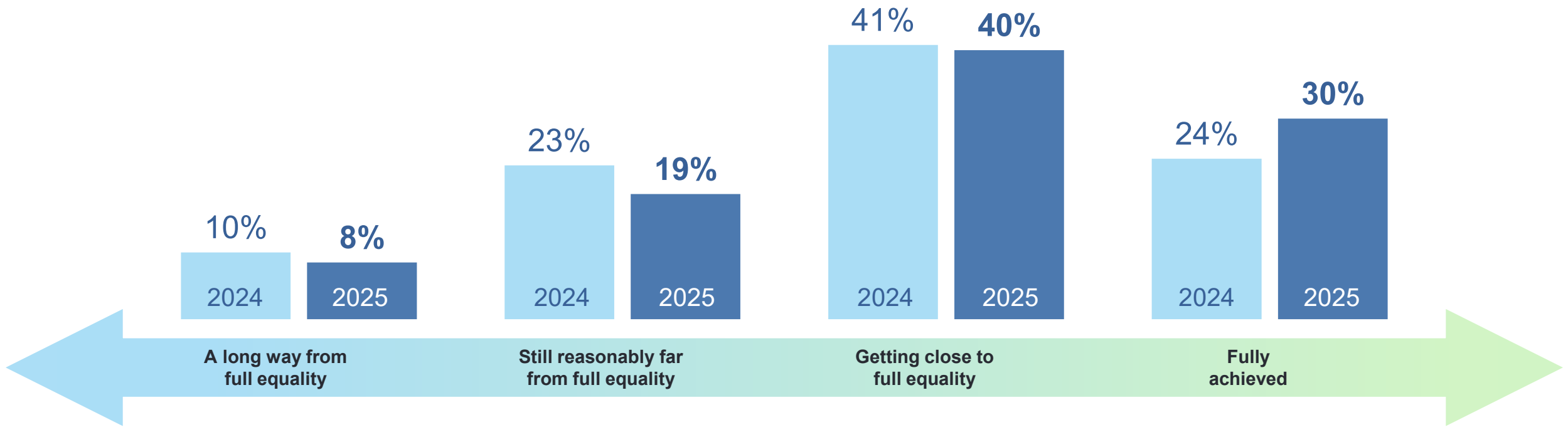
Workforce Trends



Steady Gains in Gender Equality Over the Past Year

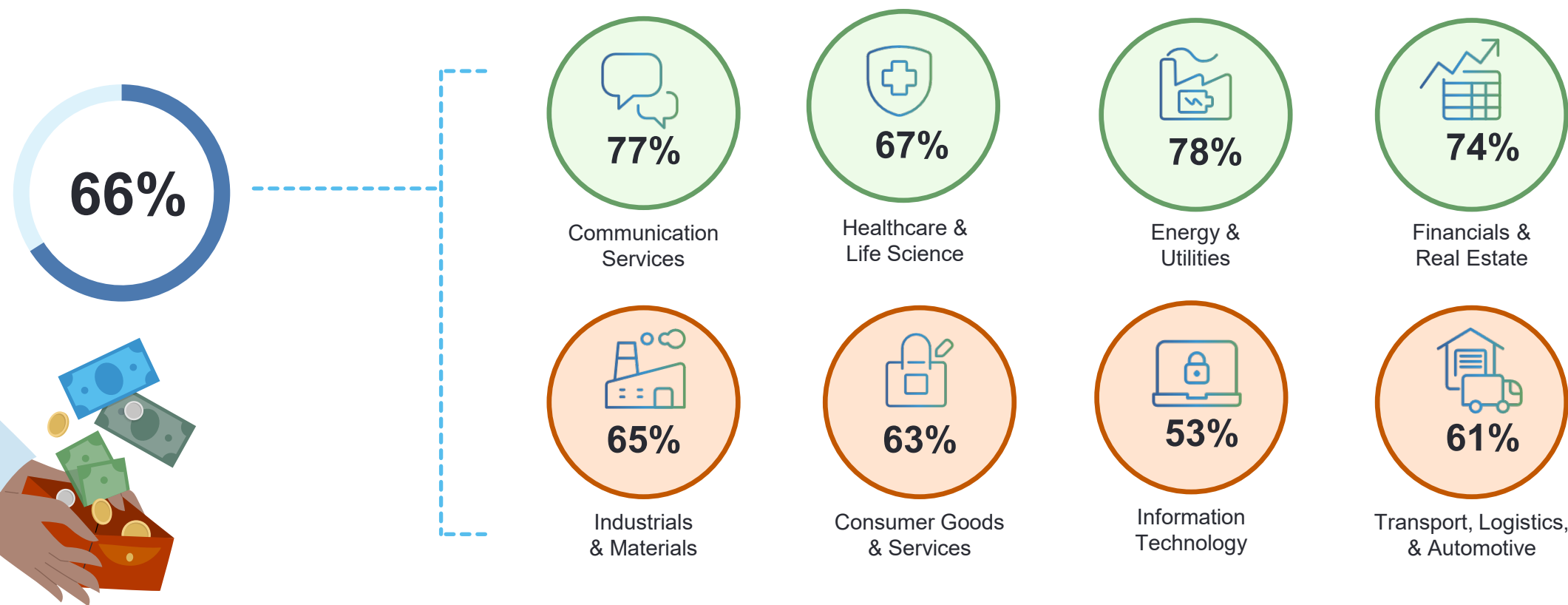
Over the past year, more Global companies have made progress toward gender equality. 30% have now stated they have fully achieved gender parity with only 8% reporting they are a long way from full equality.

Ireland's findings are higher than Global progress with 37% of companies here reporting gender parity fully achieved compared to only 5% stating they are a long way from full equality.



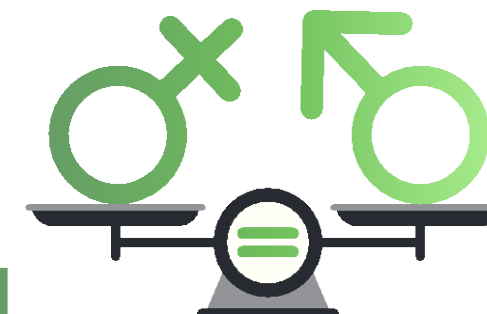
More Irish Companies Advancing Pay Equities

Two thirds (66%) of Irish companies report they are **on track with their pay equity initiatives**, improving 6% when compared to the same time last year. Ireland ranks significantly higher than the Global average figure of 58%.



Assessing Equitable Gender Recruitment & Retention Practices

To understand what's driving progress in gender equality in recruitment and retention, **employers shared insights on the strategies and benefits that are currently producing results**. Supporting employee well-being ranks highest in our survey followed by building trust with teams.





About the Survey



ManpowerGroup Solutions Across the Entire HR Life Cycle



**Workforce
Consulting &
Analytics**



**Workforce
Management**



**Talent
Resourcing**



**Career
Management**



**Career
Transition**



**Top Talent
Attraction**



Visit www.manpowergroup.ie to learn more.



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 40,413 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: "How do you anticipate total employment at your location to change in the three months to the end of March 2025 as compared to the current quarter?"

Survey Methodology – The methodology used to collect the data for the Employment Outlook has been digitized in 42 markets for the Q1 2025 report. Survey responses were collected from October 1-31, 2024. The question asked and the respondent profile remains unchanged. 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, economic uncertainty and workforce trends, including, trends related to gender equality and advancing pay equities. 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, 2023, 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.