



ManpowerGroup®

**UNDER STRICT EMBARGO:  
NOT FOR PUBLICATION BEFORE TUESDAY 10 JUNE 2025**

### **ManpowerGroup Contact**

Josh Goh  
Marketing & Communications Director,  
APME ManpowerGroup Inc.  
[josh.goh@manpowergroup.com.sg](mailto:josh.goh@manpowergroup.com.sg)

### **APME Maintains Stable Hiring Outlook Amid Global Uncertainty in Q3 2025**

- The Net Employment Outlook for Q3 2025 in Asia Pacific and the Middle East (APME) is +28%, remaining the same as Q2 2025 and up 7 points from Q3 2024.
- Employers in U.A.E. (+48%), India (+42%), and China (+28%) report the strongest Outlooks in the region, with U.A.E. also ranking first globally, beating the global average by 24 points.
- The Information Technology sector leads hiring intentions (+38%), followed by Financials and Real Estate (+31%) and Industrials and Materials (+29%).
- Larger organizations demonstrate the strongest hiring intentions, with companies of 5,000+ employees reporting the strongest Outlook (+39%).
- More than 6 in 10 (63%) companies in APME report increasing their investment in task or process automation.

**SINGAPORE (10 JUNE, 2025)** – The latest ManpowerGroup Employment Outlook Survey reveals a strengthened hiring Outlook across APME for Q3 2025, with a Net Employment Outlook (NEO) of +28%. This remained the same compared to the previous quarter and represents an increase of 7 points year-over-year.

The Survey, which gathered data from over 12,434 employers across 10 APME countries and territories, indicates a stable and resilient labor market, where businesses remain committed to talent investment even amid global economic headwinds.

“Despite global trade headwinds, hiring sentiment across Asia Pacific and the Middle East remains firm. This consistency reflects employers’ cautious confidence in navigating a complex global landscape and underscores the region’s resilience, adaptability, and strategic focus on long-term growth. Notably, the U.A.E. leads the world in employment Outlook, exceeding the global average by 24 points—a testament to its economic agility, policy stability, and sustained investment in innovation and infrastructure,” said François Lançon, Regional President, Asia Pacific & Middle East, ManpowerGroup.

Besides employment Outlooks, the APME report also shed light on the main reasons for staffing increases and decreases. 40% of employers in the region cite company expansion as the top reason for staffing increases, followed by new ventures requiring new roles (30%), and tech advancements needing more expertise (30%). On the flip side, economic challenges (36%) and the need to adapt to market changes (30%) are the top reasons for workforce reductions.

The report also explores how an aging workforce, uncertainty, and automation are influencing HR strategies.

- **Hiring in the Face of Trade Uncertainty:** Global trade uncertainty is shaping hiring decisions for 59% of companies in APME, with the impact particularly pronounced among employers within the Communication Services sector (65%), and the Transport, Logistics, and Automotive sector (65%).
- **Bracing for the Silver Shift:** 54% of companies in APME report that workforce aging and the retirement of experienced talent are shaping their HR strategies—most notably in the Communication Services sector, where 65% report an impact, followed by the Transport, Logistics, and Automotive sector (61%).
- **APME Employers Gear Up for a Tech-Driven Future:** More than 6 in 10 (63%) companies in APME report increasing their investment in task or process automation, with the IT sector (75%) leading the way. At the same time, 74% of employers expecting automation to bring the biggest changes to IT and data-focused roles over the next five years.

Used internationally as a bellwether of labor market trends, the NEO is calculated by subtracting the percentage of employers who anticipate reductions in staffing levels from those who plan to hire.

## HIRING INTENTIONS BY REGION

### Asia Pacific and the Middle East (APME):

- U.A.E. leads global hiring confidence with an Outlook of +48%, followed by India (+42%).
- The strongest Outlook globally for the Transport, Logistics, and Automotive (+64%), Energy and Utilities (+57%), Consumer Goods and Services (+50%) industry verticals were reported by employers in the U.A.E. Highest hiring intentions in the Financials and Real Estate industry vertical was reported by employers in India (+43%).

### The Americas:

- Employers in the Costa Rica (+41%), Brazil (+33%), and U.S. (+30%) reported the strongest hiring intentions across the regions for Q3.
- However, Argentina reports the lowest global Outlook at +3%.
- The strongest Outlooks globally for both the Healthcare and Life Sciences and Industrials and Materials industry verticals were reported by employers in Costa Rica (+62% and +47%, respectively).

### Europe:

- The Netherlands (+30%), Ireland (+29%), and Norway (+26%) report the strongest hiring intentions in the region.
- The strongest Outlook globally for the IT industry are reported by employers in Norway (+60%), and Communication Services in the Czech Republic (+57%).

To view the complete results for the Q3 2025 ManpowerGroup Employment Outlook Survey, including regional and country data, visit: [www.manpowergroup.com.sg/meos-apme](http://www.manpowergroup.com.sg/meos-apme). The next survey will be released in September 2025 and will report hiring expectations for the fourth quarter of the 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 labor market indicator. The Net Employment Outlook (NEO) 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.

**Survey Methodology**

The methodology used to collect the data for the Employment Outlook has been digitized in 42 markets for the Q3 2025 report. Survey responses were collected in April 2025. 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.

**About ManpowerGroup**

[ManpowerGroup](#)® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing, and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – [Manpower](#), [Experis](#), and [Talent Solutions](#) – creates substantially more value for candidates and clients across more than 70 countries and territories and has done so for more than 75 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality, and Disability, and in 2025 ManpowerGroup was named one of the World's Most Ethical Companies for the 16th time – all confirming our position as the brand of choice for in-demand talent.

For more information, visit [www.manpowergroup.com](http://www.manpowergroup.com), or follow us on [LinkedIn](#), [Facebook](#), and [Bluesky](#).

**Forward-Looking Statements**

This press release contains forward-looking statements, including statements regarding labor demand in certain regions, countries, and industries, economic uncertainty, and workforce trends. Actual events or results may differ materially from those contained in the forward-looking statements, due to risks, uncertainties, and assumptions. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.