



**UNDER STRICT EMBARGO:  
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### **APAC Hiring Intentions Hold Steady as Employers Maintain Measured Outlook**

- The Net Employment Outlook for Q1 2025 in Asia Pacific is 27%, this is unchanged from Q4, and down 3% compared to Q1 2024
- Employers in India (+40%), China (+29%) and Singapore (+25%) report the strongest outlooks in the region, while Hong Kong shows the most cautious outlook (+6%).
- The Financials & Real Estate sector continues to lead hiring intentions (+39%), followed by the IT sector (+38%) and Healthcare and Life Sciences (+31%).
- Larger organizations demonstrate the strongest hiring intentions, with companies of 5,000+ employees reporting the outlook (+37%).

**SINGAPORE (10 DECEMBER 2024)** – The latest ManpowerGroup Employment Outlook Survey shows hiring managers across the Asia Pacific (APAC) region will take a measured approach into Q1 2025 recording a Net Employment Outlook (NEO) of 27%, this is consistent with Q4 2024 and 3% lower compared to Q1 2024.

The Survey, which gathered data from over 40,000 employers across 42 countries between October 1-31, 2024, including over 10,000 employers across seven APAC countries and territories, indicates that employers expect to maintain a steady hiring pattern as they head into the new year.

"The fact employers across the APAC region are indicating they will hold a steady and consistent hiring pattern into quarter one, amid ongoing global uncertainty, is positive news," said Francois Lancon, President – Asia Pacific & Middle East Region. "The latest figures suggest employers are continuing to demonstrate a level of resilience to the current economic conditions as they maintain their focus on hiring the talent they need for future growth."

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 (APAC):**

Hiring managers across the region anticipate the second strongest regional outlook (+27%).

- India maintains its position as the global hiring leader at +40%, while China reports particularly strong outlooks in Financials & Real Estate (+53%, tied with Belgium) and Healthcare & Life Sciences (+47%).
- Singapore leads the Transport, Logistics & Automotive sector globally with a +67% outlook, highlighting the region's continued strength in supply chain and logistics.

#### **The Americas:**

Employers across North, Central, and South America reported the strongest regional outlook for Q1 (+29%), with hiring intentions improving 1 percentage point quarter-over-quarter but declining -3 percentage points from the same period last year.

- Employers in the U.S. (+34%) and Mexico (+32%) show the strongest hiring prospects, while Argentina reports the region's only negative outlook (-1%), reflecting continued economic challenges.
- The U.S. IT sector leads global industry forecasts at +53%.

#### **Europe, Middle East, and Africa (EMEA):**

Hiring expectations remain the lowest in EMEA (+19%). The outlook is 2 percentage points weaker compared to Q4 2024 and 1 percentage point weaker year-over-year.

- Belgium reports the strongest global outlook for Financials & Real Estate (+53%, tied with China) and leads in Energy & Utilities (+44%, tied with Finland), while the Netherlands shows robust hiring plans in Consumer Goods & Services (+47%).
- German employers report the highest Communication Services outlook globally at +45%, demonstrating continued digital transformation investments across the region.

To view the complete results of the Q1 2025 ManpowerGroup Employment Outlook Survey, including global and country data, visit: <https://go.manpowergroup.com/meos>. The next survey will be released in March, reporting hiring expectations for the second quarter of 2025.

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#### **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 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.

*\*Note: Chile joined the program in Q2 2024. There is currently no historical data, and the data has not been seasonally adjusted.*

#### **ABOUT MANPOWERGROUP**

[ManpowerGroup](#)<sup>®</sup> (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 75 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 2024 ManpowerGroup was named one of the World's Most Ethical Companies for the 15th time – all confirming our position as the brand of choice for in-demand talent.

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#### **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, including, as well as advancing diversity and inclusion initiatives. 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.