

APAC  
FINDINGS

2025 Q1

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# ManpowerGroup Employment Outlook Survey





## Executive Summary

10,095 employers across 7 countries & territories in Asia Pacific were asked about their first quarter hiring intentions in the latest edition of the ManpowerGroup Employment Outlook Survey.

## 27% APAC Net Employment Outlook

Calculated by subtracting employers planning reductions vs. those planning to hire\*. This figure remains unchanged since the previous quarter and decreased by 3 percentage points since Q1 2024.

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**27%** of companies say they have already fully achieved gender equality, compared to 23% a year ago.

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## Highest Hiring Demand in APAC



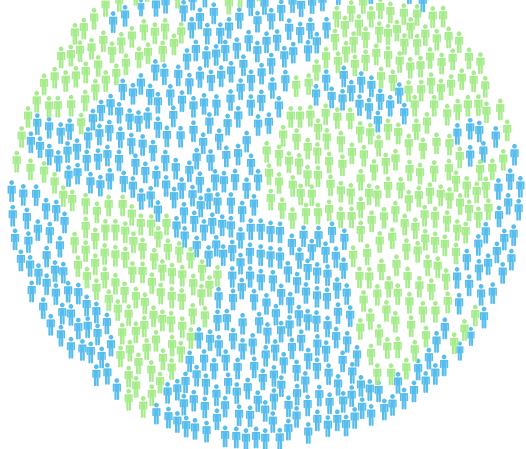
Financials and  
Real Estate



Information  
Technology

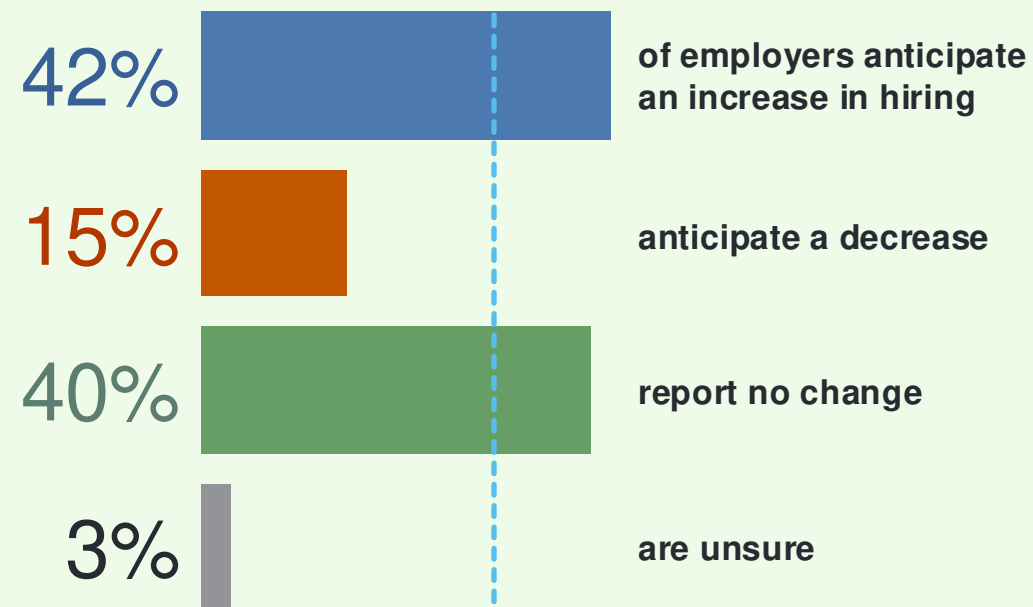


# Q1 Employment Outlooks



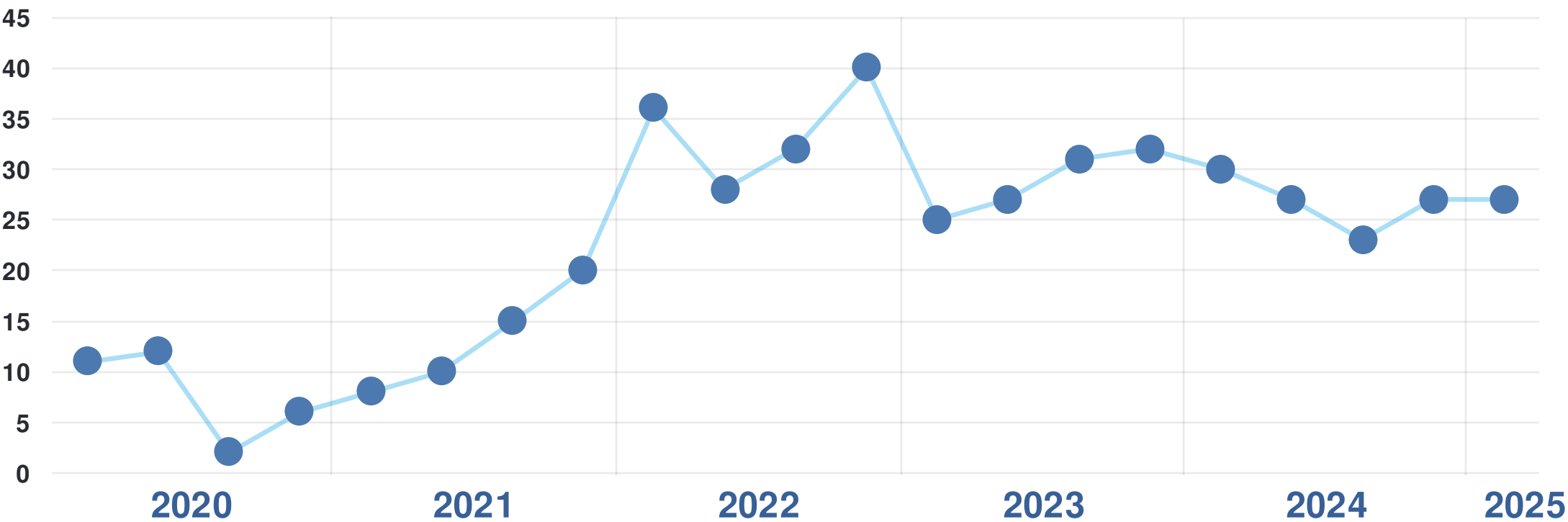
## APAC Employment Outlook for Q1 2025

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 27%.**



# Changes Over Time

**APAC Outlooks have remained unchanged since the previous quarter** and weakened slightly when compared to the same time last year, dropping 3 percentage points.





# Hiring Expectations for January – March by Country in APAC

## Seasonally Adjusted, Net Employment Outlooks (NEO)



**40%** India  
Strongest NEO



**27%** APAC  
Average NEO



**6%** Hong Kong  
Weakest NEO

<b>India</b>	<b>40%</b>	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%	Türkiye	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%	<b>Hong Kong</b>	<b>6%</b>
Guatemala	25%	Slovakia	16%	Argentina	-1%

# Strongest and Weakest First Quarter Outlooks

With stable outlooks across the regions, **employers in North America (32%) reported the strongest hiring intentions**, followed by the Asia Pacific (27%), South and Central Americas (23%), and Europe, Middle East, and Africa (19%).

## Strongest



India

40%



U.S.

34%



Mexico

32%

## Weakest



Argentina

-1%



Hong Kong

6%



Israel


8%



# Year-Over-Year Changes by Country in APAC

## Seasonally Adjusted, Net Employment Outlook Changes Since Q1 2024

 **+5%** Japan  
Most Strengthened Outlook

 **-3%** APAC  
APAC Average Outlook

 **-23%** Hong Kong  
Most Weakened Outlook

Czech Republic	+6%	Greece	-1%	Belgium	-5%
Italy	+6%	Slovakia	-1%	Brazil	-5%
Japan	+5%	U.S.	-1%	Romania	-5%
Hungary	+4%	Mexico	-2%	Finland	-6%
Norway	+4%	Poland	-2%	Panama	-6%
India	+3%	Spain	-2%	Türkiye	-6%
Ireland	+3%	Taiwan	-2%	Guatemala	-7%
South Africa	+3%	<b>APAC Average</b>	<b>-3%</b>	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%	<b>Hong Kong</b>	<b>-23%</b>



# Most Significant Outlook Improvements for Q1 in APAC

## ↗ Quarter-Over-Quarter Improvements



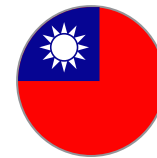
India  
+3%



Japan  
+3%



China  
+2%



Taiwan  
+1%

## ↗ Year-Over-Year Improvements



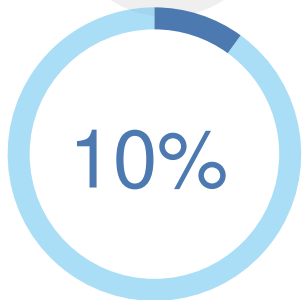
Japan  
+5%



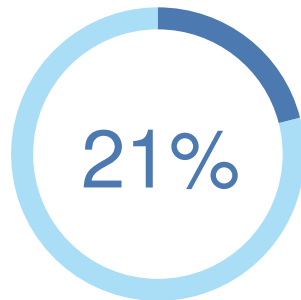
India  
+3%

# Hiring Expectations by Company Size

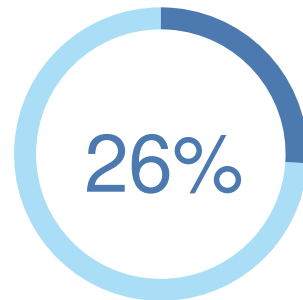
**Less than 10**  
Employees



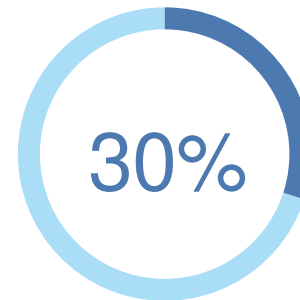
**10 - 49**  
Employees



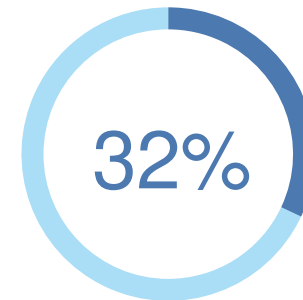
**50 - 249**  
Employees



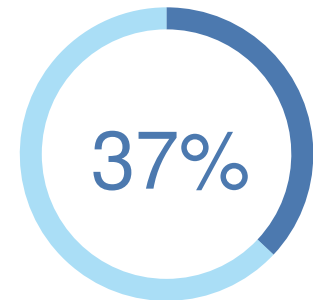
**250 - 999**  
Employees



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

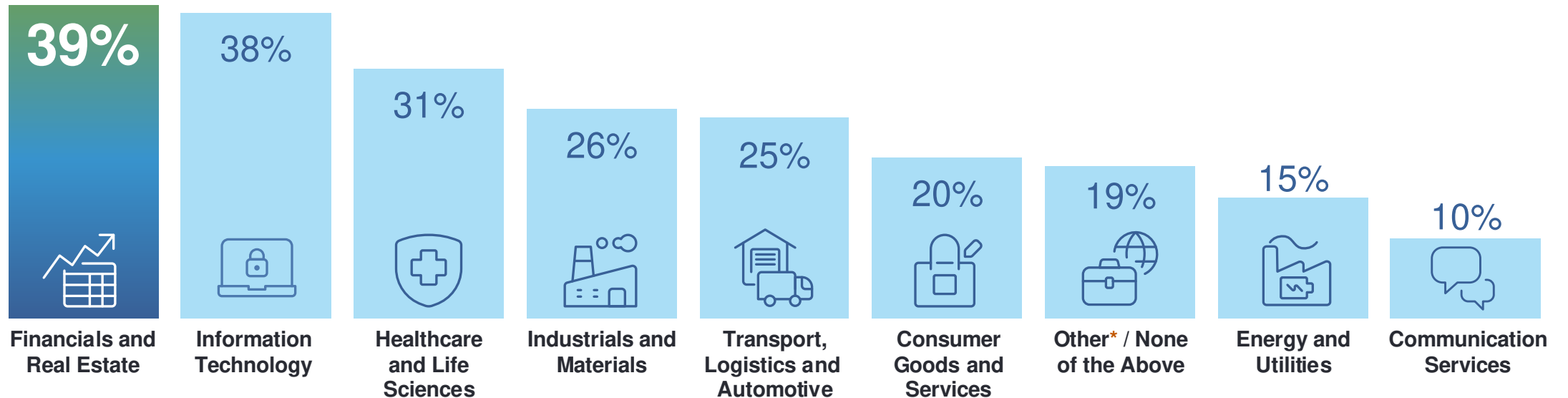


**5,000+**  
Employees



# APAC Employment Outlooks Across Key Industry Sectors

Businesses in the **Financials and Real Estate** industry reported the brightest outlook, improving by two percentage points since the previous quarter and remaining unchanged when compared to the same time last year.



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

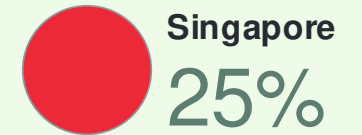
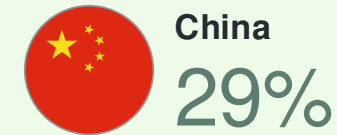
## Employment Outlooks Across the Asia Pacific

Hiring managers across the Asia-Pacific countries anticipate the second strongest regional Outlook (27%), remaining unchanged from the previous quarter, but decreased by 3 percentage points when compared to the same time last year.

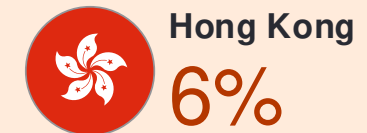
Employers in India (40%) continue to report the strongest Outlooks in the region, with most cautious in Hong Kong (6%).

Organizations in Singapore reported the strongest global outlook for the Transport, Logistics, and Automotive industry (67%), while employers in China led in both Financials & Real Estate (53%, tied with Belgium) and Healthcare & Life Sciences (47%).

### Strongest Hiring Intentions



### Weakest Hiring Intentions



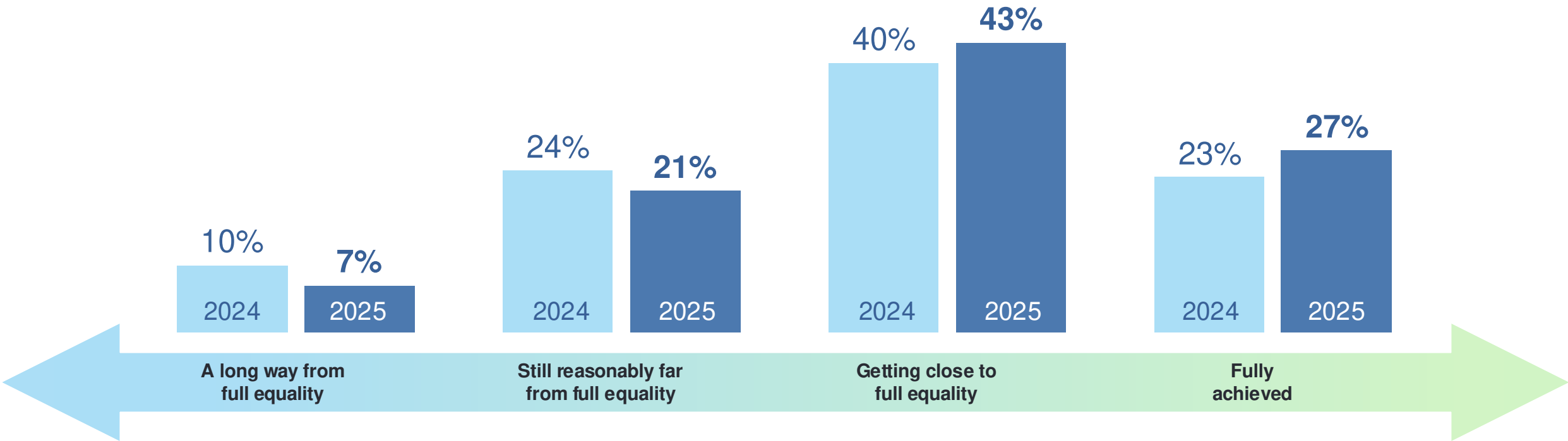


# Workforce Trends



# Steady Gains in Gender Equality

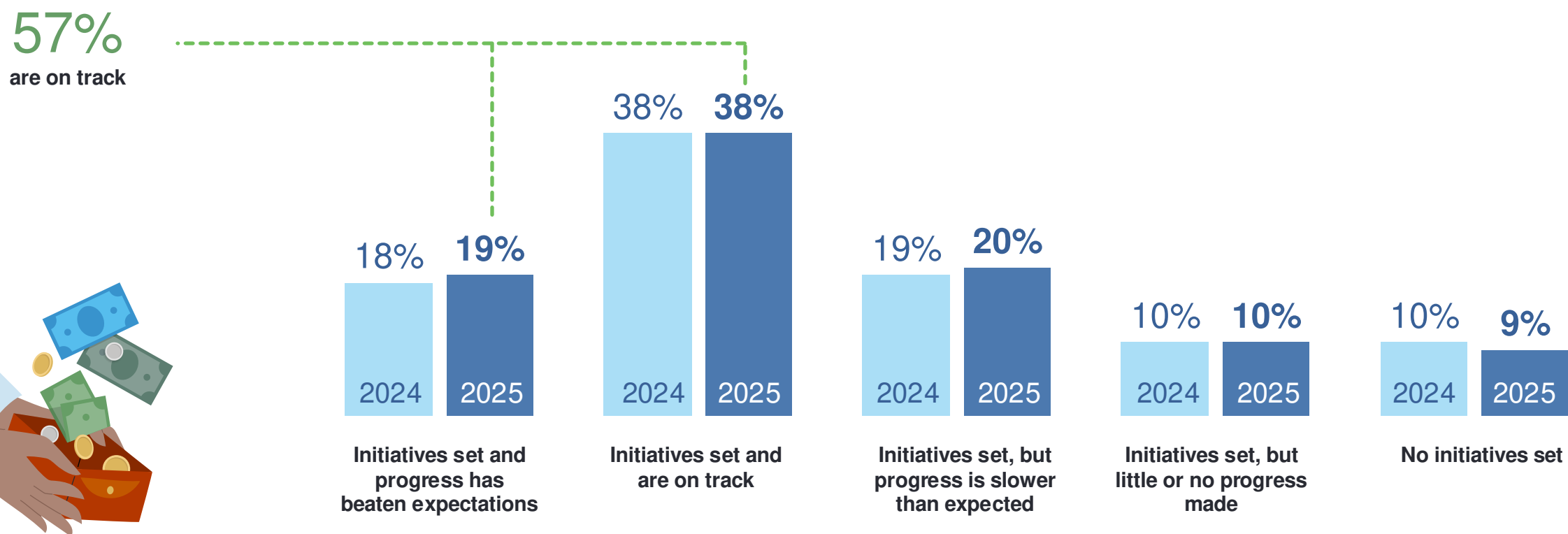
Over the past year, more companies in APAC have reached and are getting closer to gender equality. Organizations in **Singapore and India have reported the largest improvements**, with increases of +10 and +9 percentage points, respectively.





# More Companies Advancing Pay Equities

Nearly 3 in 5 organizations in APAC (57%) are on track with their pay equity initiatives, **improving 1%** when compared to the same time last year.



# Assessing Equitable Gender Recruitment & Retention Practices

To understand what's driving progress in gender equality in recruitment and retention, **employers in APAC shared insights on the strategies and benefits that are producing results.**

## Helping gender equality





# Outlooks by Industry Vertical in APAC

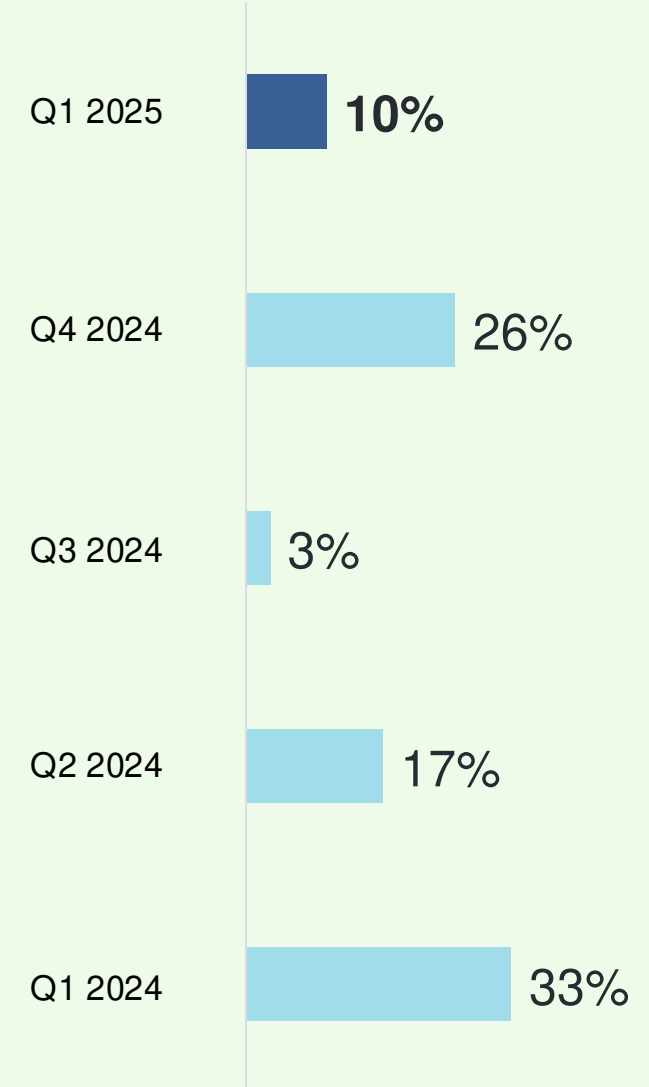


## Communication Services

The APAC NEO for the Communications Services industry is 10%. This figure decreased since both the previous quarter and when compared to the same period last year by 16 and 23 percentage points, respectively.

### Communication Services Net Employment Outlook:

# 10%



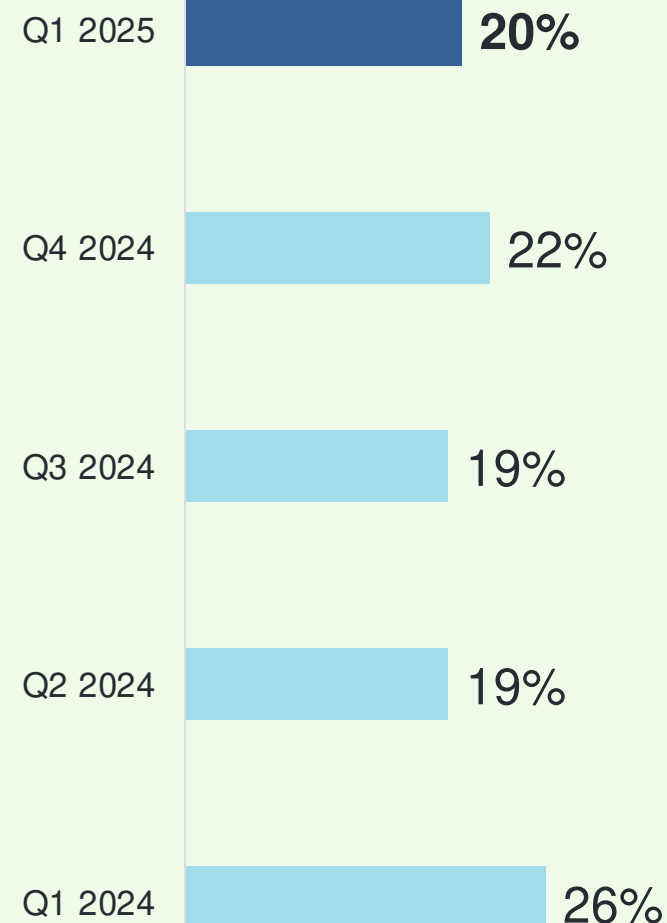


## Consumer Goods and Services

The APAC NEO for the Consumer Goods and Services industry is 20%. This figure decreased since both the previous quarter and when compared to the same period last year by 2 and 6 percentage points, respectively.

### Consumer Goods and Services Net Employment Outlook:

# 20%





## Energy & Utilities

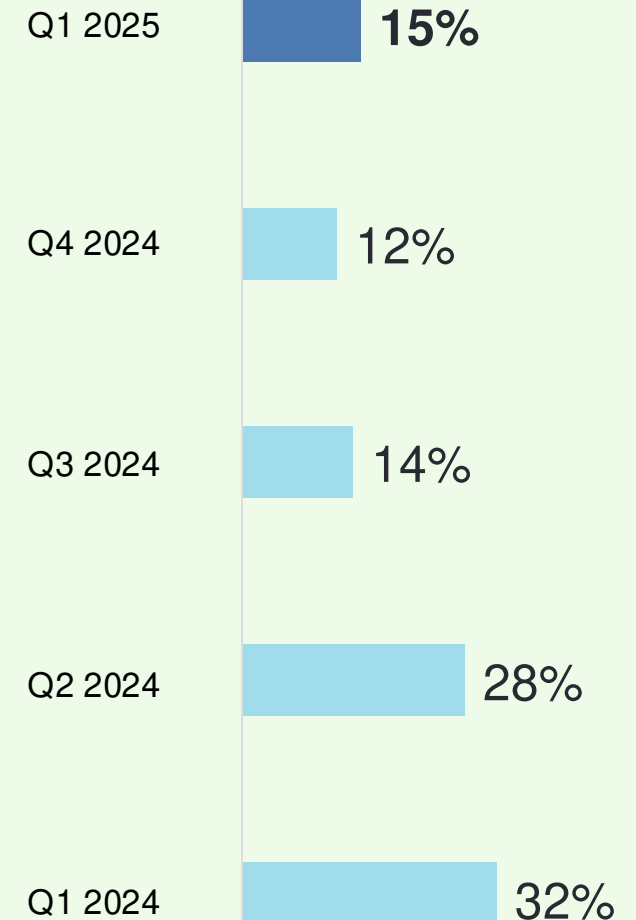
The APAC NEO for the Energy and Utilities industry is 15%. This figure increased 3 percentage point from the previous quarter and decreased 17 percentage points compared to the same period last year.

### Energy & Utilities Net Employment Outlook:

# 15%



DECREASED  
YEAR OVER YEAR







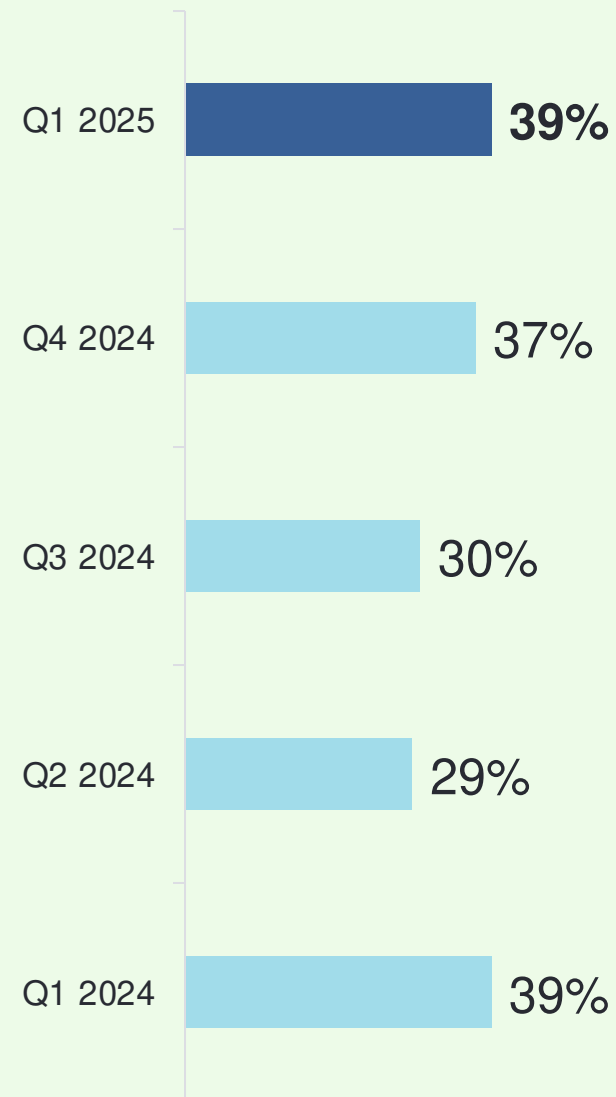
## Financials & Real Estate

The APAC NEO for the Financials and Real Estate industry is 39%. This figure increased 2 percentage points from the previous quarter and remained unchanged when compared to the same period last year.

### Financials & Real Estate Net Employment Outlook:

# 39%

INCREASED  
OR EQUAL  
YEAR OVER YEAR



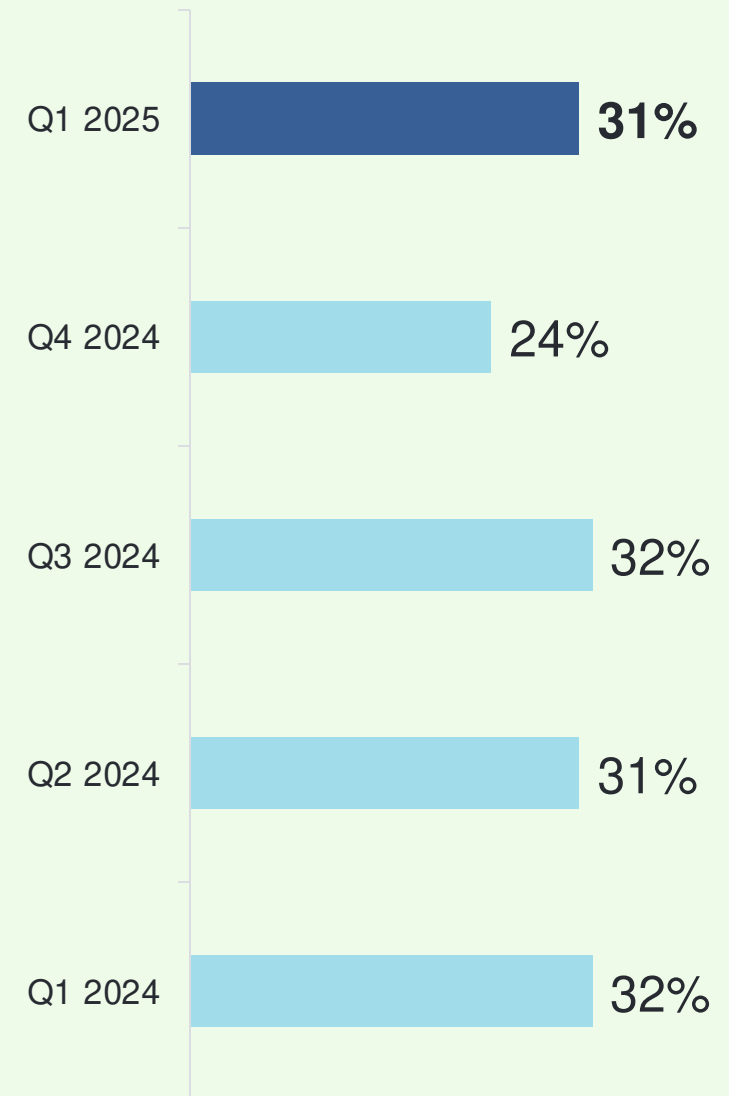


## Healthcare & Life Sciences

The APAC NEO for the Healthcare and Life Science industry is 31%. This figure increased 7 percentage points from the previous quarter and decreased 1 percentage point year-over-year.

### Healthcare & Life Sciences Net Employment Outlook:

# 31%



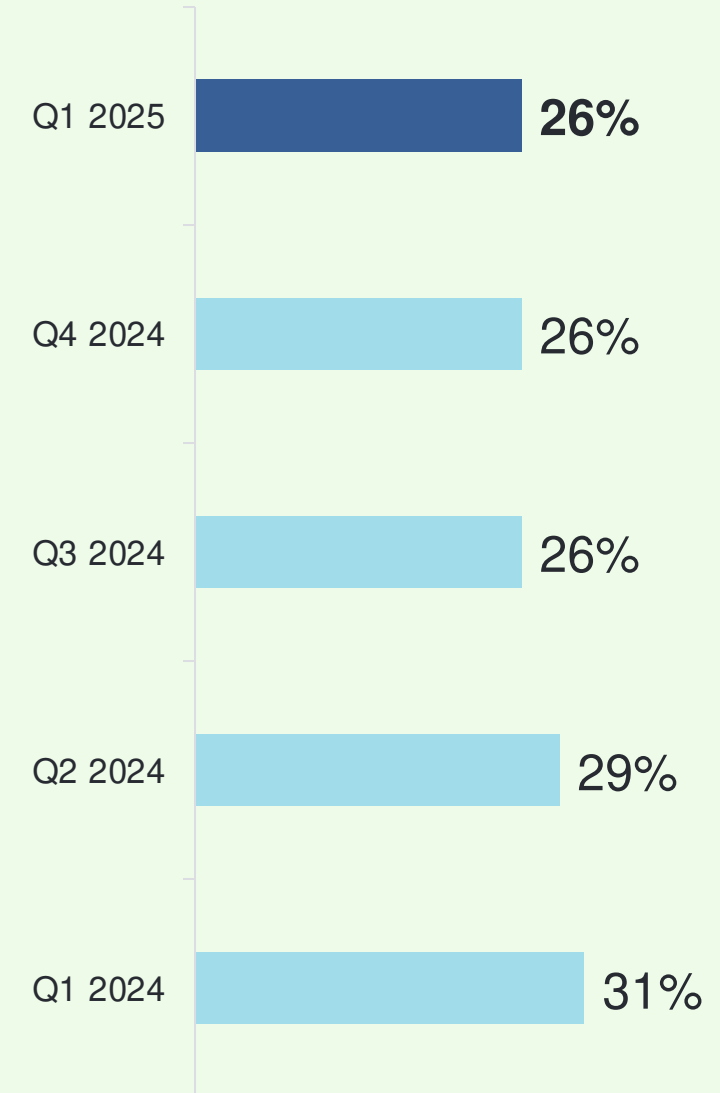


## Industrials & Materials

The APAC NEO for the Industrials and Materials industry is 26%. This figure remains unchanged when compared to the previous quarter and decreased 5 percentage points year-over-year.

### Industrials & Materials Net Employment Outlook:

# 26%



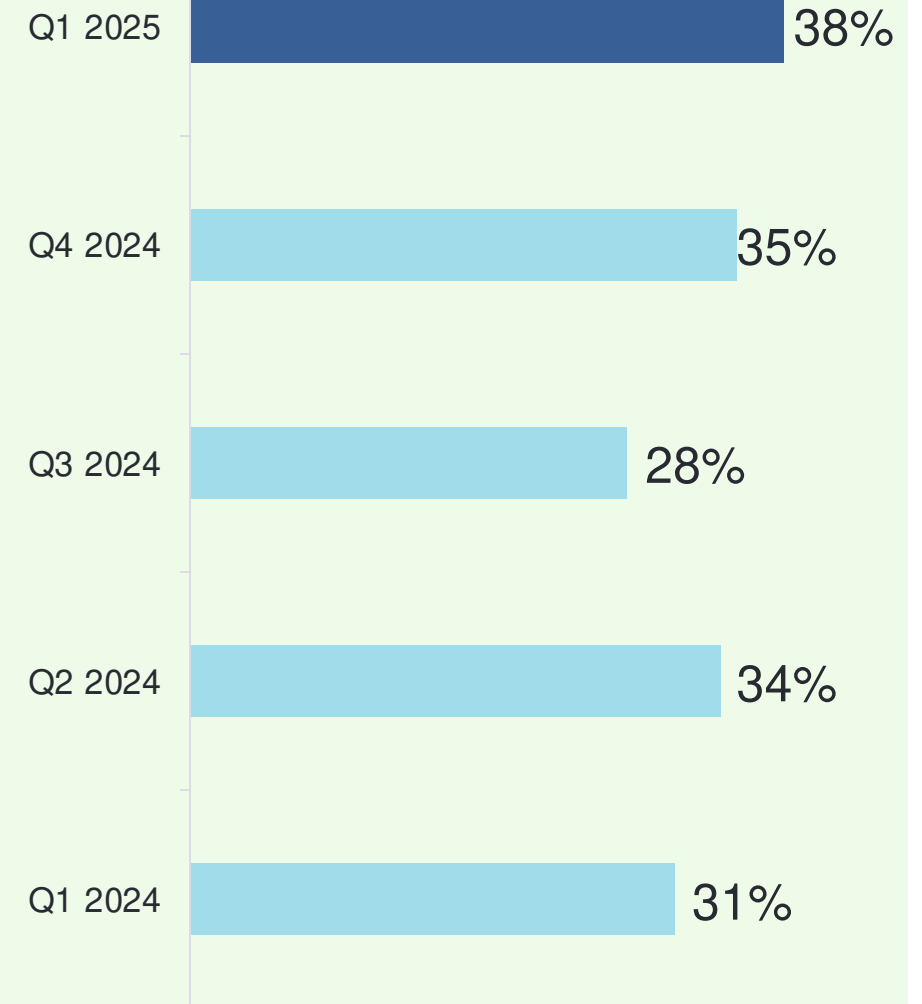
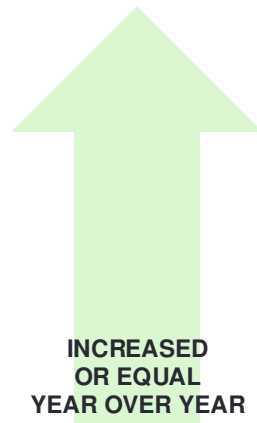


## Information Technology

The APAC NEO for the IT industry is 38%. This figure increased since both the previous quarter and when compared to the same period last year by 3 and 7 percentage points, respectively.

### Information Technology Net Employment Outlook:

# 38%





## Transport, Logistics & Automotive

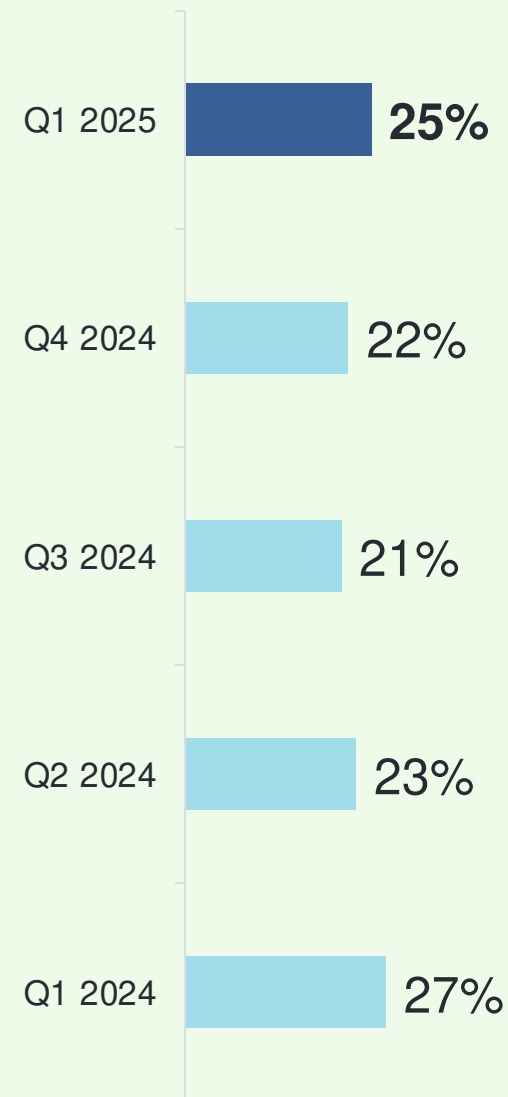
The APAC NEO for the Transport, Logistics, and Automotive industry is 25%. This figure increased 3 percentage points from the previous quarter and decreased 2 percentage points year-over-year.

### Transport, Logistics & Automotive Net Employment Outlook:

# 25%



DECREASED  
YEAR OVER YEAR



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Analytics**



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Management**



**Talent  
Resourcing**



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