



2026 Q3

ManpowerGroup Employment Outlook Survey

APME FINDINGS →



Executive Summary

More than **13,100** employers across **11** countries & territories reported a seasonally adjusted Net Employment Outlook (NEO) of **28%** as they forecast **Q3** staffing changes in the latest edition of the ManpowerGroup Employment Outlook Survey.



Anticipated hiring increases are driven by **company expansion**.



Expected decreases are driven by **economic challenges**.



The Q3 2026 APME NEO **decreased** since the **last quarter** (-10 points) and remained stable **year-over-year** (+0).

Strongest NEOs

Reported for Q3 2026

48%

India

39%

Specialty Sector:
Tech & IT Services

39%

Organizations
with 1,000-4,999
employees

Notable NEO Movements

Compared to the previous quarter

+4

China

+0

Specialty Sector:
Tech & IT Services

+0

Organizations
with 1,000-4,999
employees

*Net Employment Outlook results range from +100% to -100%



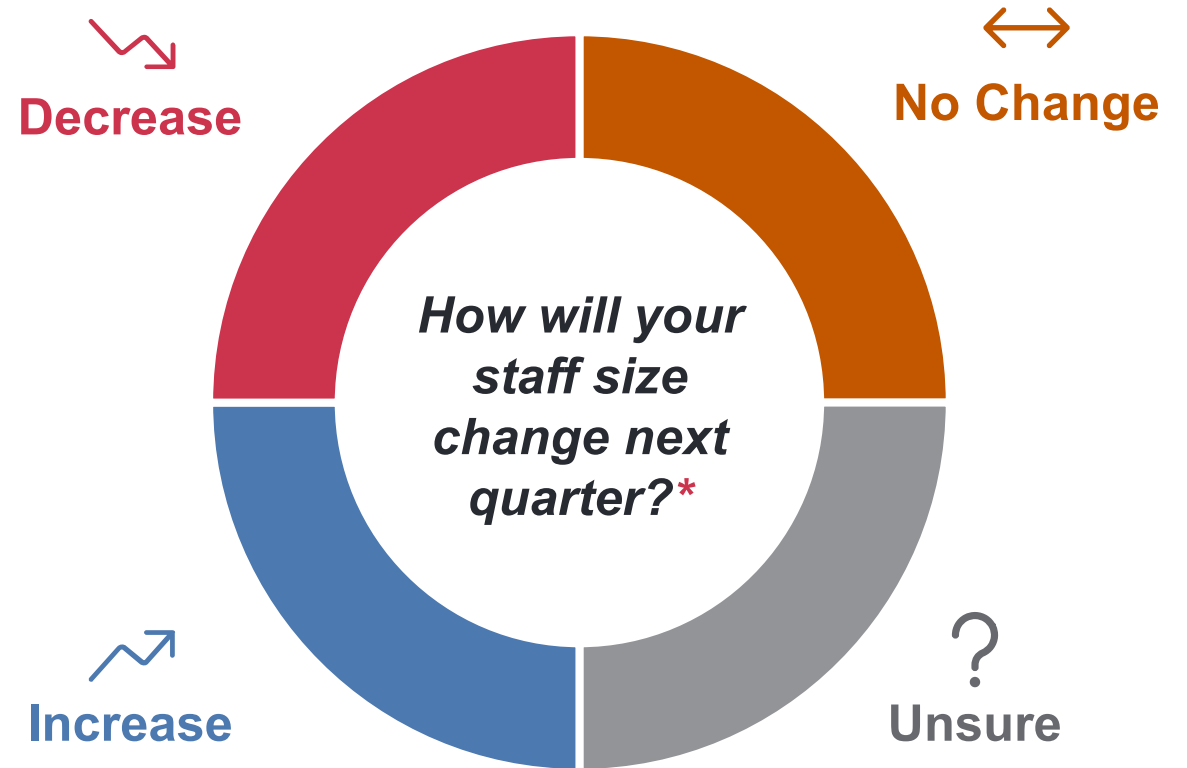
Q3 Employer Hiring Sentiment



Capturing Future Hiring Plans

Since 1962, ManpowerGroup has asked organizations about their quarterly hiring plans. In the latest edition of the Employment Outlook Survey, more than **40,500 employers** across **42 countries**, including more than **13,160** across **11 countries & territories across the Asia Pacific & Middle East Region (APME)** reported hiring expectations for Q3 2026.

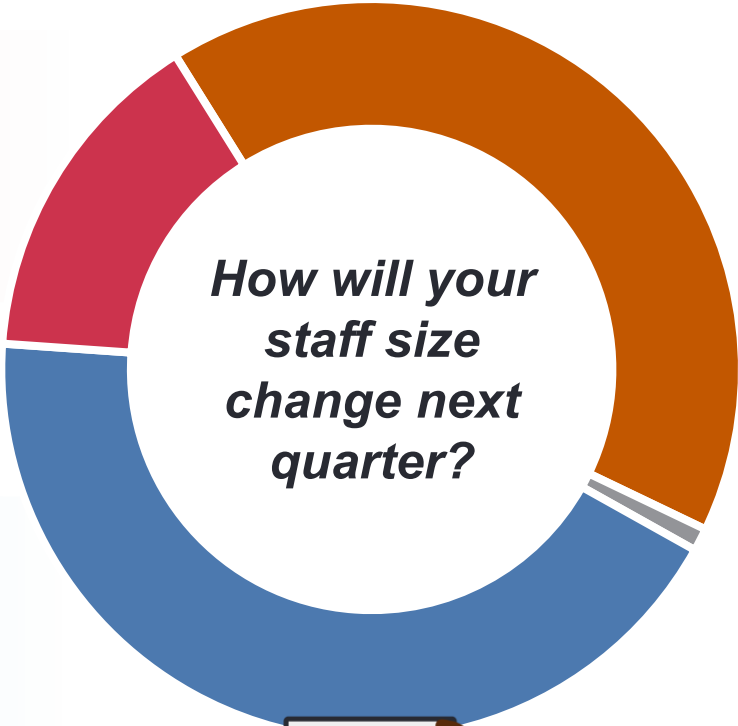
Respondents shared whether their staffing levels would remain unchanged, increase through new hiring, or decrease due to layoffs or anticipated departures.



*The survey question has been modified for clarity, and the full text is available in the [About the Survey](#) section.


Employer Expectations in APME

 **15%** of employers reported they were anticipating **staff reductions**.



41% of employers said they planned to keep **staffing levels unchanged**. 

 **43%** of employers said they planned to **increase their staff** between July and September.

1% of employers were **unsure how staffing levels would change** in the months ahead. 



Measuring With the Net Employment Outlook

Hiring sentiment is quantified using the **Net Employment Outlook (NEO)**, defined as the difference between the percentage of employers planning to increase staff and those planning to reduce staff.

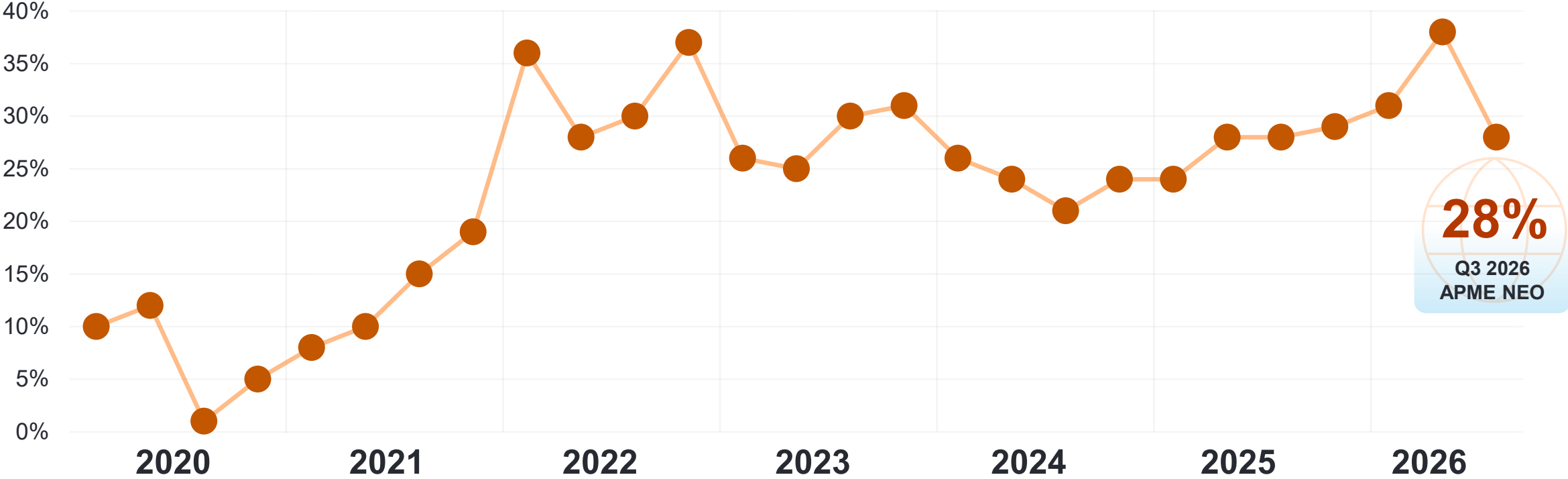
The third quarter NEO is 28%, unchanged after seasonal adjustment to remove predictable patterns. Seasonally adjusted figures are used throughout the remainder of this report unless otherwise noted.



*Net Employment Outlook results range from +100% to -100%

Changes Over Time in APME

The Q3 2026 APME Net Employment Outlook decreased since the previous quarter (-10 points) and remained unchanged compared to same time last year.



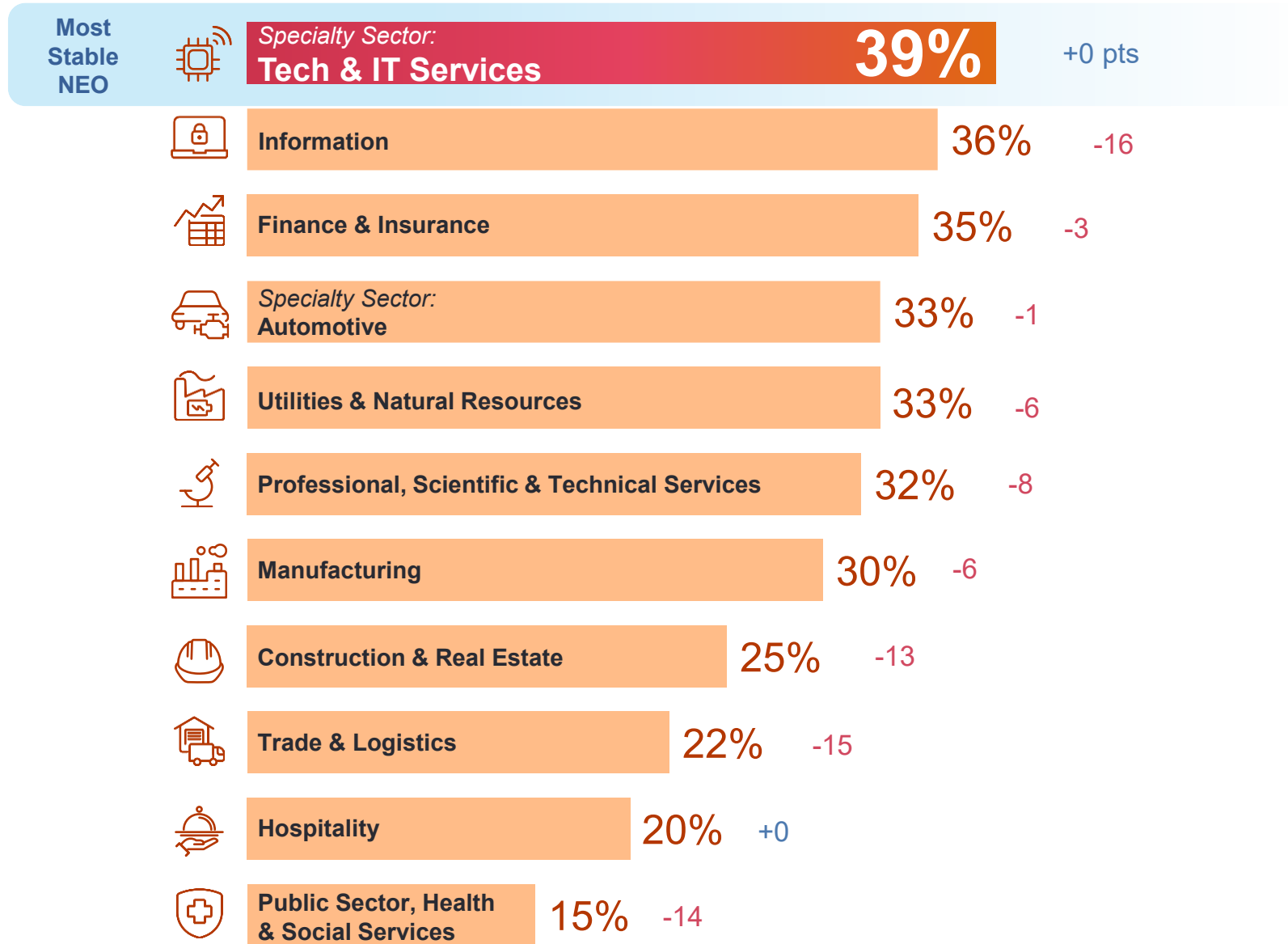


Outlooks Across Key Industry Sectors in APME

APME employers across the **Tech & IT Services specialty sector** reported the highest NEO for Q3 2026 and recorded the most stable quarter-on-quarter Outlook.

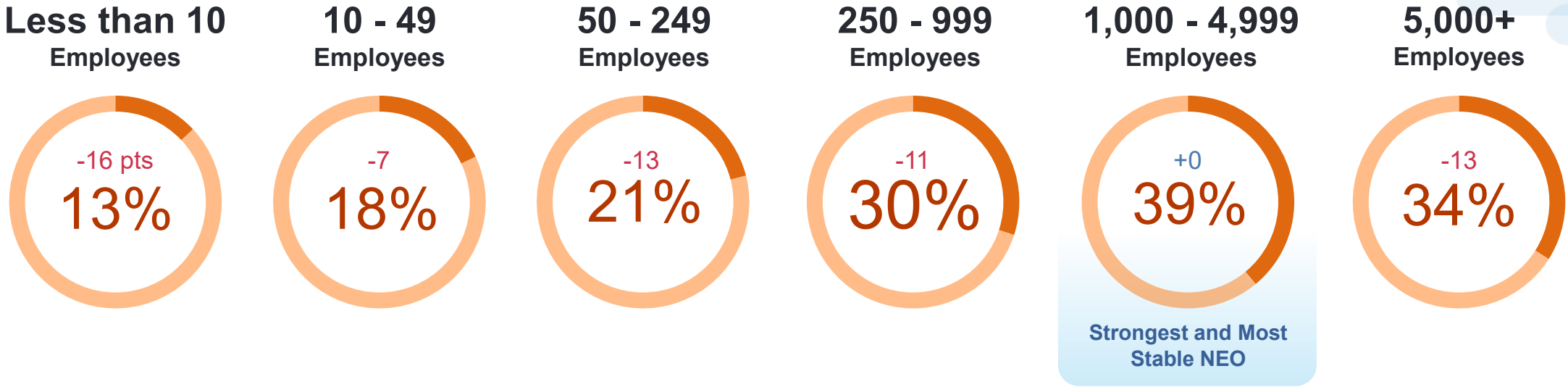
Note:
Tech & IT Services is a specialty sector that combines subsectors across Manufacturing, Information, and Professional Services to provide a holistic view of all aspects relating to IT and telecoms.

Automotive is a specialty sector that combines subsectors across Manufacturing and Trade & Logistics to provide a holistic view of all aspects relating to the automotive value chain.



Hiring Expectations by Company Size in APME

Organizations with **1,000-4,999 employees** reported the most positive NEO for Q3 2026 and remained the most stable since the previous quarter.



Hiring Expectations for July – September by Country



Employers in **India** reported the **strongest Q3 NEOs** both in APME and globally.

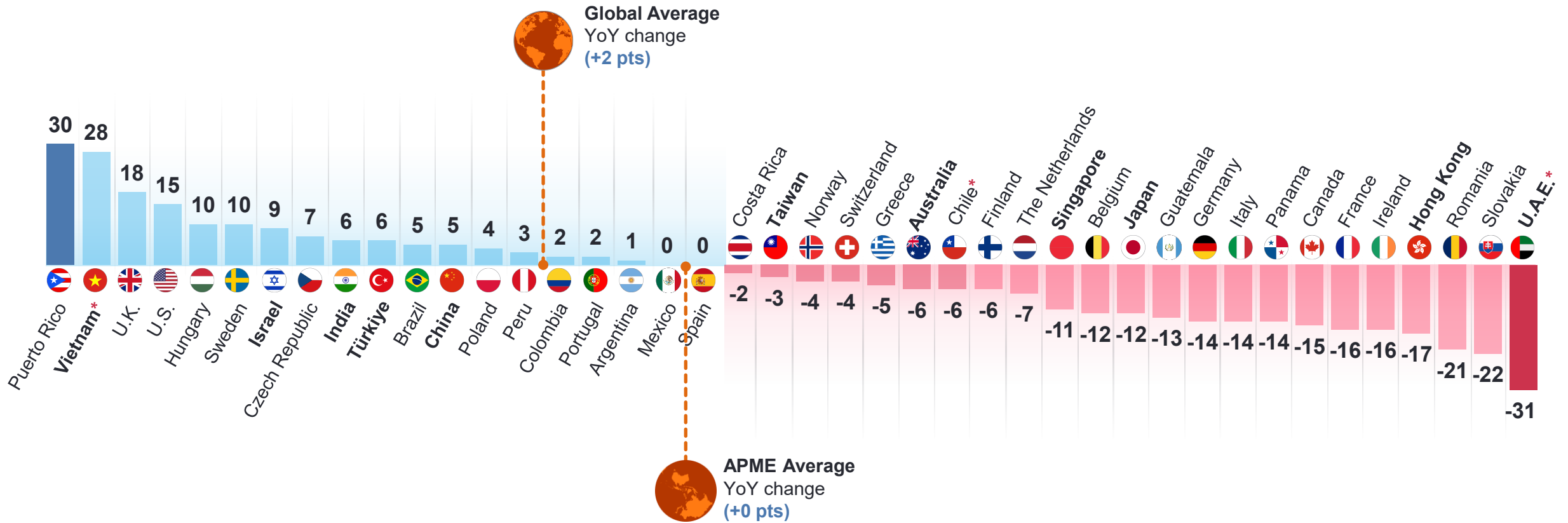
28%
APME Average



India	48%	Colombia	22%	Ireland	12%
Puerto Rico	48%	Norway	22%	Panama	11%
U.S.	45%	Czech Republic	20%	Spain	11%
Brazil	37%	Switzerland	19%	Finland	10%
U.K.	37%	Portugal	18%	Belgium	8%
Costa Rica	36%	Taiwan	17%	Greece	7%
Sweden	34%	U.A.E.*	17%	Argentina	6%
China	33%	Guatemala	16%	Germany	6%
Mexico	28%	Poland	16%	Japan	5%
Vietnam*	28%	Australia	15%	France	3%
Peru	27%	Hungary	15%	Italy	3%
Israel	26%	Singapore	13%	Slovakia	-6%
Türkiye	24%	Canada	12%	Hong Kong	-9%
The Netherlands	23%	Chile*	12%	Romania	-12%

*The NEOs for Chile, the U.A.E., and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data.

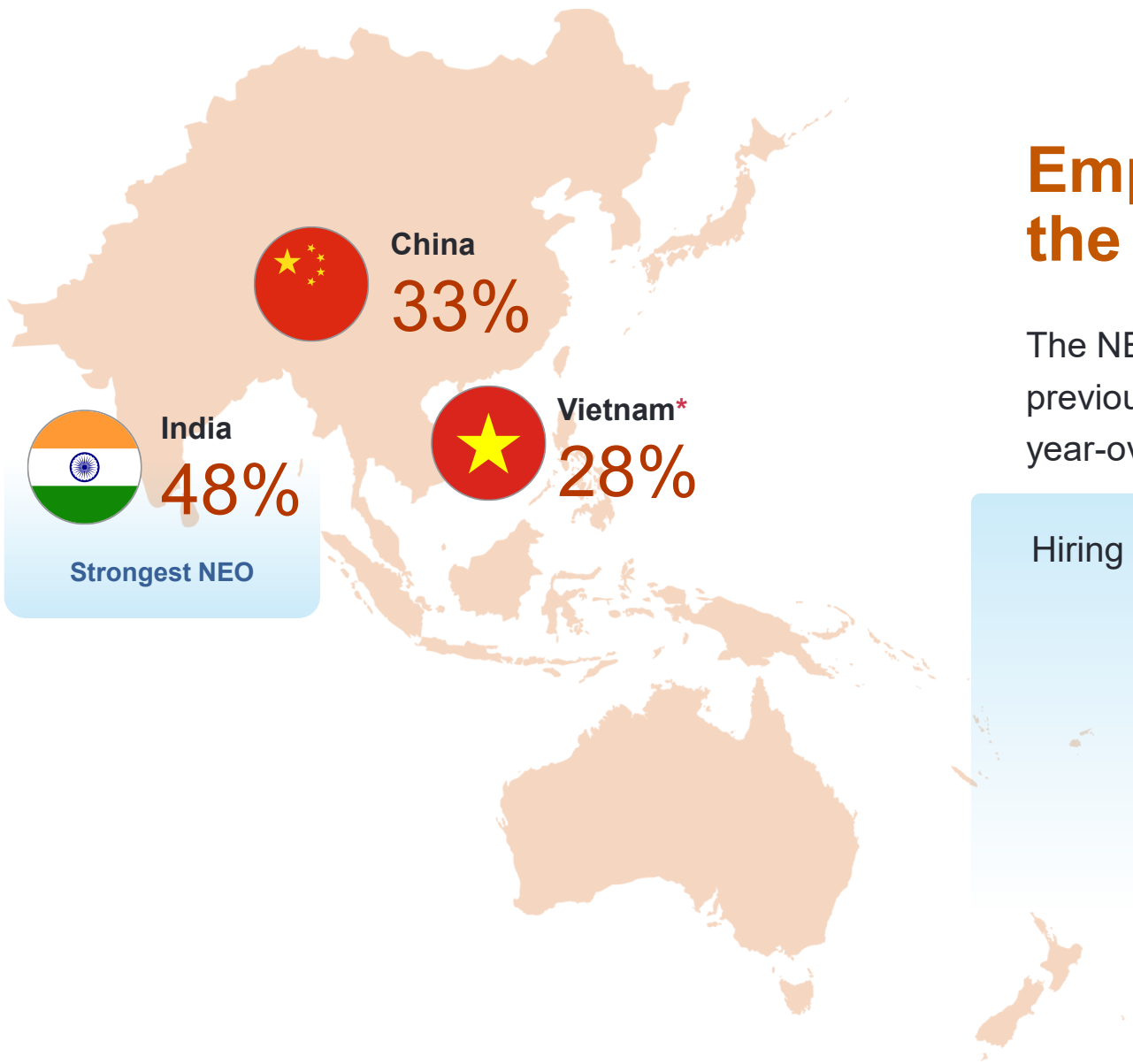
Year-Over-Year Changes by Country



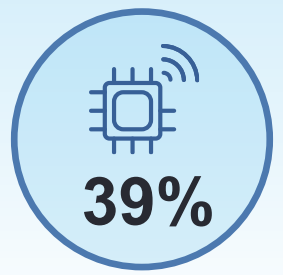
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Employment Outlooks Across the Asia Pacific & Middle East

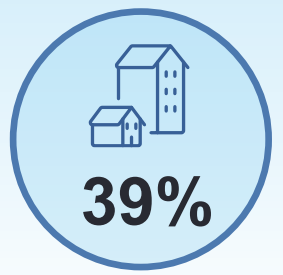
The NEO in APME Region (**28%**) **decreased** since the previous quarter (**-10 pts**) and **remained unchanged** year-over-year.



Hiring demand across the region is driven by employers in:



Specialty Sector:
Tech & IT Services



**Organizations with
1,000 – 4,999
employees**

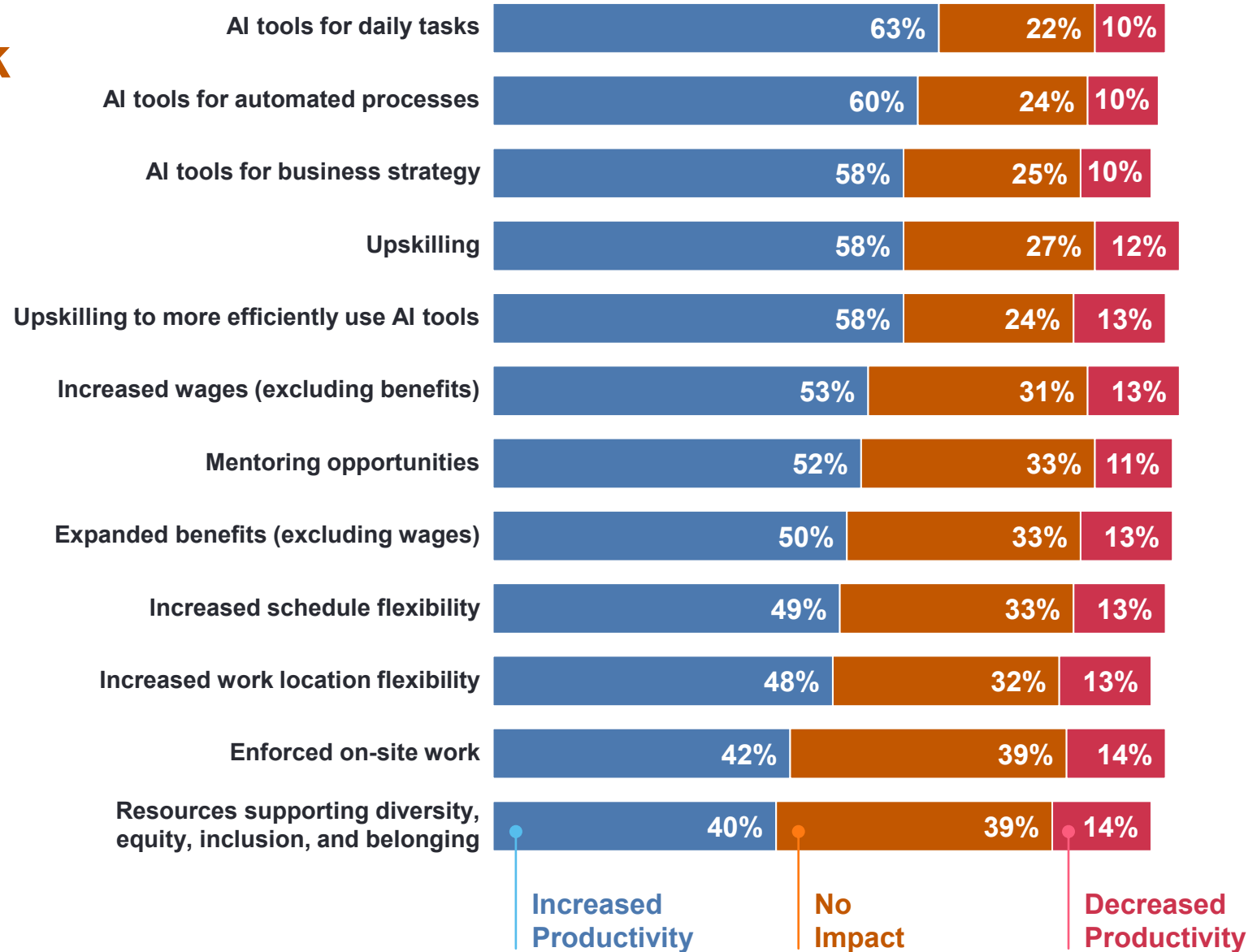
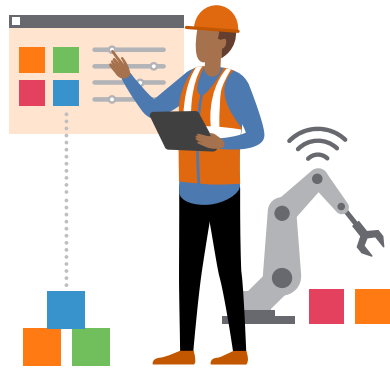
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Workforce Trends

APME Employers Rank Sources of Workforce Productivity Gains

When asked to identify key drivers of productivity growth over the past year, close to six in ten employers cited **AI tools** and **upskilling**, including both general and AI-specific training.



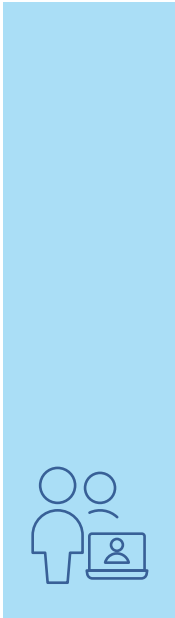
AI Solutions

APME Employers Value Human Touch + AI to Optimize Hiring Process

Having a person review resumes is still the most valuable resource for hiring, above AI and automated tools.

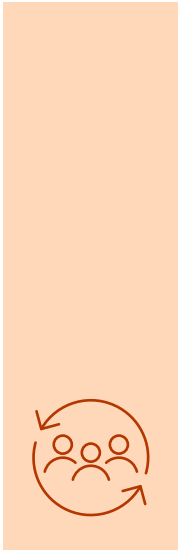


57%



Professional resume reviewer

54%



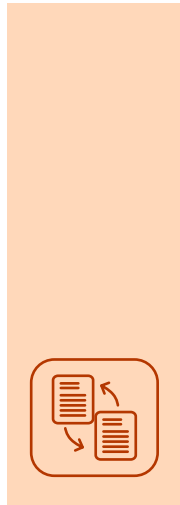
Automated status-updates

53%



AI-assisted job descriptions

52%



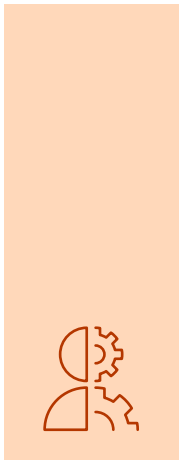
AI resume screening & candidate sourcing

51%



AI career development tools

50%

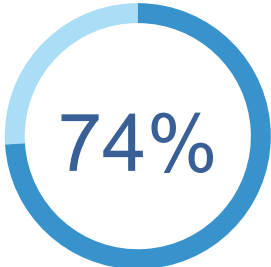


AI role matching with human oversight

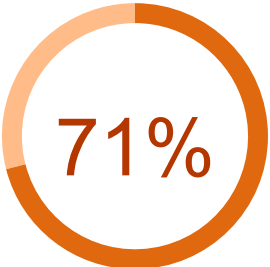
Percentage of respondents who said the services or innovations were “extremely” or “very” valuable regarding hiring in their organization.

Employers Share Most Valuable Soft Skills

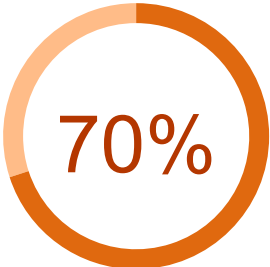
For this coming quarter, employers reported that the soft-skill they are most willing to pay a premium for is **communication, collaboration, and teamwork**.



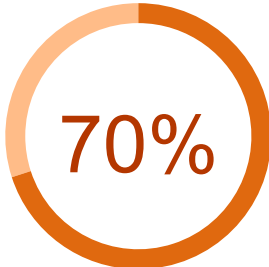
Communication & teamwork



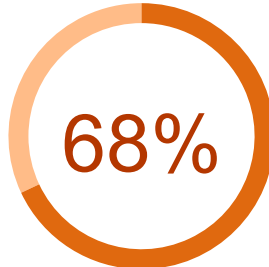
Critical thinking & problem-solving



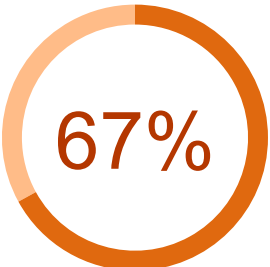
Adaptability & learning



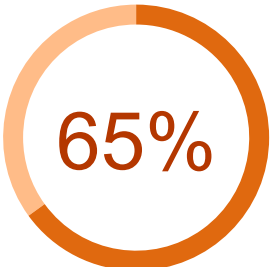
Professionalism & work ethic



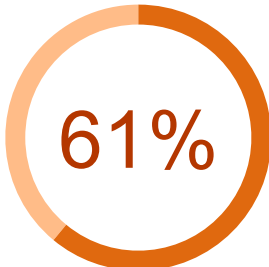
Time management



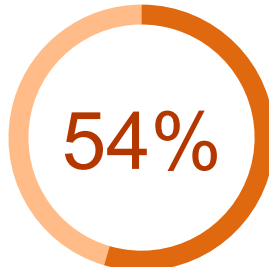
Leadership & influence



Digital literacy



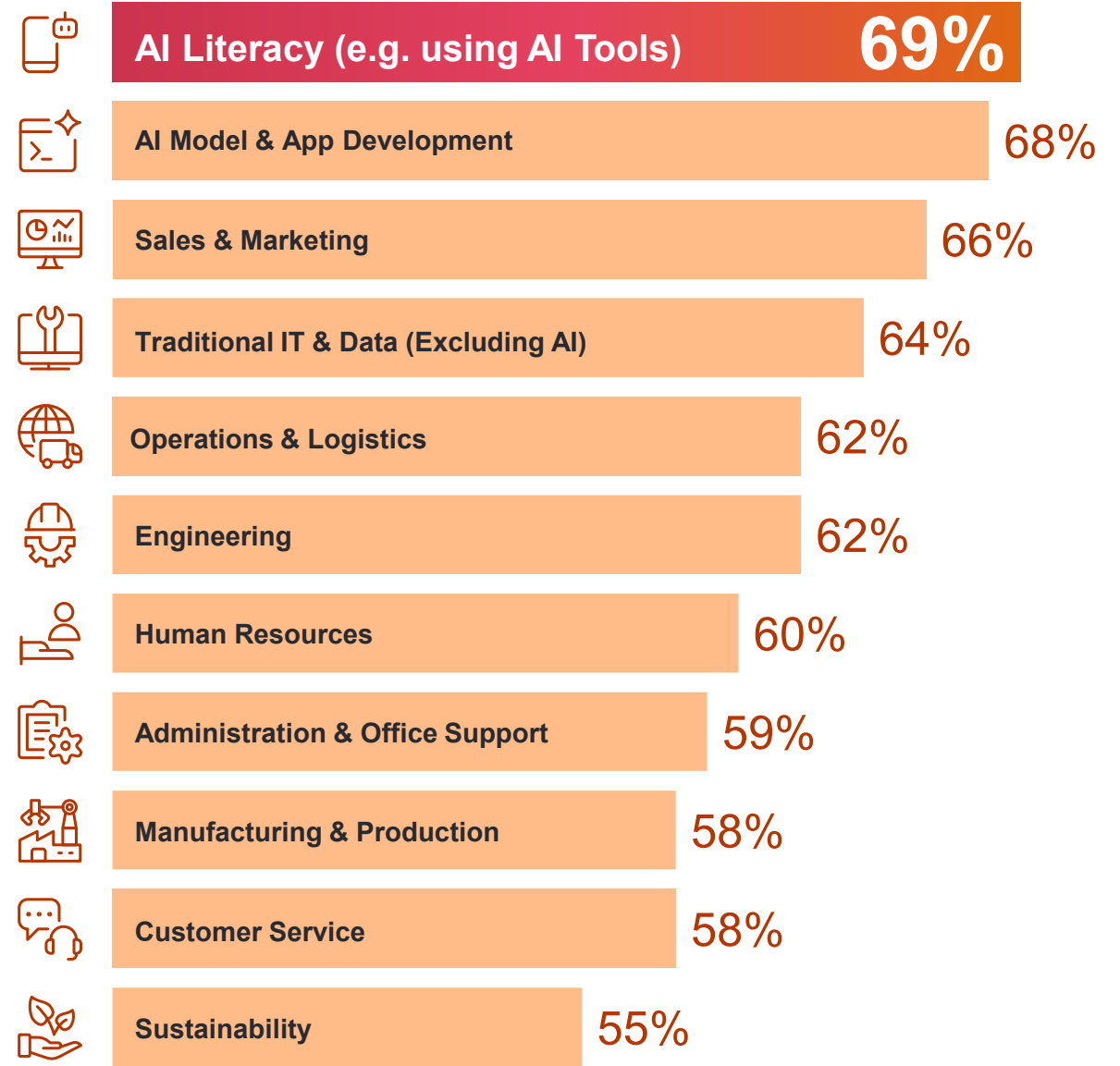
Mentoring



Cultural awareness & inclusion

Employers Share Most Valuable Technical Skills

Among technical skills, employers were most willing to pay a premium for **AI literacy skills** to drive growth.





About the Survey

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 Q3 2026 survey is based on interviews with 40,592 public and private employers across 42 countries and territories to measure anticipated employment changes and trends. 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 its information from a single question (Q3 2026 example): “How do you anticipate total employment at your location to change in the three months to the end of September 2026 as compared to the current quarter?”

Survey Methodology – The data for the third quarter was collected between April 1-30, 2026. The findings reflect employer sentiment at the time of data collection and may not capture the potential impact of subsequent events. The size of organizations and sectors are standardized across all countries to allow international comparisons.

Forward-Looking Statements –

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, and economic uncertainty. 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, 2025, 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.

Industry Sectors Defined

Beginning with the Q1 2026 survey, the industry sectors have been updated to align with the North American Industry Classification System (NAICS). Historical data has been reclassified and will still be available as defined below.

Construction & Real Estate: Construction; Real Estate; Building Products; Construction & Engineering; Trading Companies & Distributors; Other Industrials Sub-Industry; Construction Materials; Real Estate Management & Development; Construction of Buildings; Heavy and Civil Engineering Construction; Specialty Trade Contractors; Rental and Leasing Services; and Lessors of Nonfinancial Intangible Assets.

Finance and Insurance: Banking, Finance and Insurance; Banks; Thrifts & Mortgage Finance; Diversified Financial Services; Consumer Finance; Capital Markets; Mortgage Real Estate Investment Trusts; Insurance; Equity Real Estate Investment Trusts; Other Financials & Real Estate Sub-Industry; Monetary Authorities-Central Bank; Credit Intermediation and Related Activities; Securities, Commodity Contracts, and Other Financial Investments and Related Activities; Insurance Carriers and Related Activities; Funds, Trusts, and Other Financial Vehicles.

Hospitality: Leisure Facilities, Gaming & Casinos; Accommodation, Restaurants, Hotels, Resorts & Cruise Lines; Arts, Entertainment, and Recreation; Accommodation and Food Services

Information: Software; Communications Equipment; Technology Hardware, Storage & Peripherals; Other IT Sub-Industry; Diversified Telecommunication Services; Wireless Telecommunication Services; Media and Publishing; Entertainment; Interactive Media & Services; Other Communication Sub-Industry; Motion Picture and Sound Recording Industries; Newspaper, Periodical, Book, and Directory Publishers; Software Publishers; Broadcasting and Content Providers; Telecommunications; Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services; Web Search Portals, Libraries, Archives, and Other Information Services.

Manufacturing: Manufacturing; Aerospace & Defense; Electrical Equipment; Machinery; Chemicals; Other Materials Sub-Industry; Electronic Equipment, Instruments & Components; Semiconductors & Semiconductor Equipment; Industrials Manufacturing; Energy & Utilities Manufacturing; Materials Manufacturing; Transportation Manufacturing; Consumer Goods & Services Manufacturing; Health Care & Life Sciences Manufacturing; IT Manufacturing; Communication Services Manufacturing; Other Manufacturing; Food Manufacturing; Beverage and Tobacco Product Manufacturing; Textile Mills; Textile Product Mills; Apparel Manufacturing; Leather and Allied Product Manufacturing; Wood Product Manufacturing; Paper Manufacturing; Printing and Related Support Activities; Petroleum and Coal Products Manufacturing; Basic Chemical Manufacturing; Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing; Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing; Pharmaceutical and Medicine Manufacturing; Paint, Coating, and Adhesive Manufacturing; Soap, Cleaning Compound, and Toilet Preparation Manufacturing; Other Chemical Product and Preparation Manufacturing; Plastics and Rubber Products Manufacturing; Nonmetallic Mineral Product Manufacturing; Primary Metal Manufacturing; Fabricated Metal Product Manufacturing; Machinery Manufacturing; Computer and Peripheral Equipment Manufacturing; Communications Equipment Manufacturing; Audio and Video Equipment Manufacturing; Semiconductor and Other Electronic Component Manufacturing; Navigational, Measuring, Electromedical, and Control Instruments Manufacturing; Manufacturing and Reproducing Magnetic and Optical Media; Electrical Equipment, Appliance, and Component Manufacturing; Motor Vehicle Manufacturing; Motor Vehicle Body and Trailer Manufacturing; Motor Vehicle Parts Manufacturing; Aerospace Product and Parts Manufacturing; Railroad Rolling Stock Manufacturing; Ship and Boat Building; Other Transportation Equipment Manufacturing; Furniture and Related Product Manufacturing; Miscellaneous Manufacturing.

Industry Sectors Defined Continued

Professional, Scientific & Technical Services: Professional, Scientific and Technical Activities; Commercial Services & Supplies; Professional Services; Specialized Consumer Services; IT Services; Administrative and Support Services; Legal Services; Accounting, Tax Preparation, Bookkeeping, and Payroll Services; Architectural, Engineering, and Related Services; Specialized Design Services; Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Scientific Research and Development Services; Advertising, Public Relations, and Related Services; Other Professional, Scientific, and Technical Services; Management of Companies and Enterprises.

Public Sector, Health & Social Services: Education; Human Health and Social Work; Government (National or Local) or Public Service; Education Services; Health Care Equipment & Supplies; Health Care Providers & Services; Health Care Technology; Biotechnology; Pharmaceuticals; Life Sciences Tools & Services; Other Health Care & Life Sciences Sub-Industry; Not for Profit / Charity / Religious Organization; Educational Institutions; Educational Services; Health Care and Social Assistance; Other Services (except Public Administration); Public Administration.

Trade & Logistics: Wholesale and Retail Trade; Repair of Vehicles; Containers & Packaging; Paper & Forest Products; Air Freight & Logistics; Airlines; Marine; Road & Rail; Transportation Infrastructure; Auto Components; Automobiles; Other Transport, Logistics & Automobiles Sub-Industry; Household Durables; Leisure Products; Textiles, Apparel & Luxury Goods; Distributors; Online & Direct Marketing Retail; Multiline Retail (Department Stores, etc.); Specialty Retail (Apparel, Technology, etc.); Other Consumer Discretionary Goods & Services Sub-Industry; Food & Staples Retailing; Beverages; Food Products; Tobacco; Household Products; Personal Products; Other Consumer Staples Sub-Industry; Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers; Furniture and Home Furnishing Merchant Wholesalers; Lumber and Other Construction Materials Merchant Wholesalers; Professional and Commercial Equipment and Supplies Merchant Wholesalers; Metal and Mineral (except Petroleum) Merchant Wholesalers; Household Appliances and Electrical and Electronic Goods Merchant Wholesalers; Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers; Machinery, Equipment, and Supplies Merchant Wholesalers; Miscellaneous Durable Goods Merchant Wholesalers; Paper and Paper Product Merchant Wholesalers; Drugs and Druggists' Sundries Merchant Wholesalers; Apparel, Piece Goods, and Notions Merchant Wholesalers; Grocery and Related Product Merchant Wholesalers; Farm Product Raw Material Merchant Wholesalers; Chemical and Allied Products Merchant Wholesalers; Petroleum and Petroleum Products Merchant Wholesalers; Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers; Miscellaneous Nondurable Goods Merchant Wholesalers; Wholesale Trade Agents and Brokers; Motor Vehicle and Parts Dealers; Building Material and Garden Equipment and Supplies Dealers; Food and Beverage Retailers; Furniture, Home Furnishings, Electronics, and Appliance Retailers; General Merchandise Retailers; Health and Personal Care Retailers; Gasoline Stations and Fuel Dealers; Clothing, Clothing Accessories, Shoe, and Jewelry Retailers; Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers; Air Transportation; Rail Transportation; Water Transportation; Truck Transportation; Transit and Ground Passenger Transportation; Pipeline Transportation; Scenic and Sightseeing Transportation; Support Activities for Transportation; Postal Service; Couriers and Messengers; Warehousing and Storage.

Utilities & Natural Resources: Mining and Quarrying; Electricity, Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities; Energy Equipment & Services; Oil, Gas & Consumable Fuels; Electric Utilities; Gas Utilities; Multi-Utilities; Water Utilities; Waste Remediation; Independent Power and Renewable Electricity Producers; Other Energy and Utilities Sub-Industry; Metals & Mining; Agriculture and Fishing; Agriculture, Forestry, Fishing and Hunting; Oil and Gas Extraction; Mining (except Oil and Gas); Support Activities for Mining; Utilities; Waste Management and Remediation Services.

ManpowerGroup Solutions Across the Entire HR Lifecycle



Workforce Consulting
and Analytics



Workforce
Management



Talent
Resourcing



Career
Management



Career
Transition



Top Talent
Attraction



Manpower®



Experis®
ManpowerGroup



Talent Solutions
ManpowerGroup®



ManpowerGroup®

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