

AUSTRALIA

2025  
**Q1**

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**ManpowerGroup  
Employment Outlook Survey**





# Q1 Australia Employment Outlooks





## Executive Summary

During the first quarter of 2025, hiring managers expect to stay active in Australia with a Net Employment Outlook (NEO) of +11%.

The Australian NEO has declined by 3 percentage point since last quarter and 17 percentage points since this time last year.

Australia ranked 36th globally, and 5th in the APAC region.

# 11% Australia Net Employment Outlook

Decreased by 3 percentage point vs. Q4 2024

Decreased by 17 percentage points vs. Q1 2024

Calculated by subtracting employers planning reductions from those planning to hire\*.

## Small organisations (10-49) remain the most optimistic.

+23% Net Employment Outlook in Q1 2025

Increased by 4 percentage points vs. Q4 2024

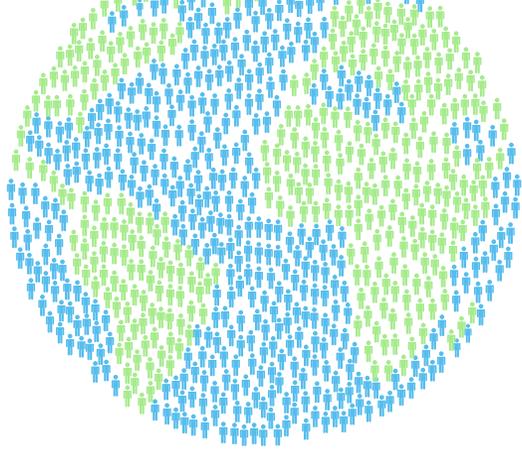
## Highest Local Hiring Demand:



**Information Technology: +27%**



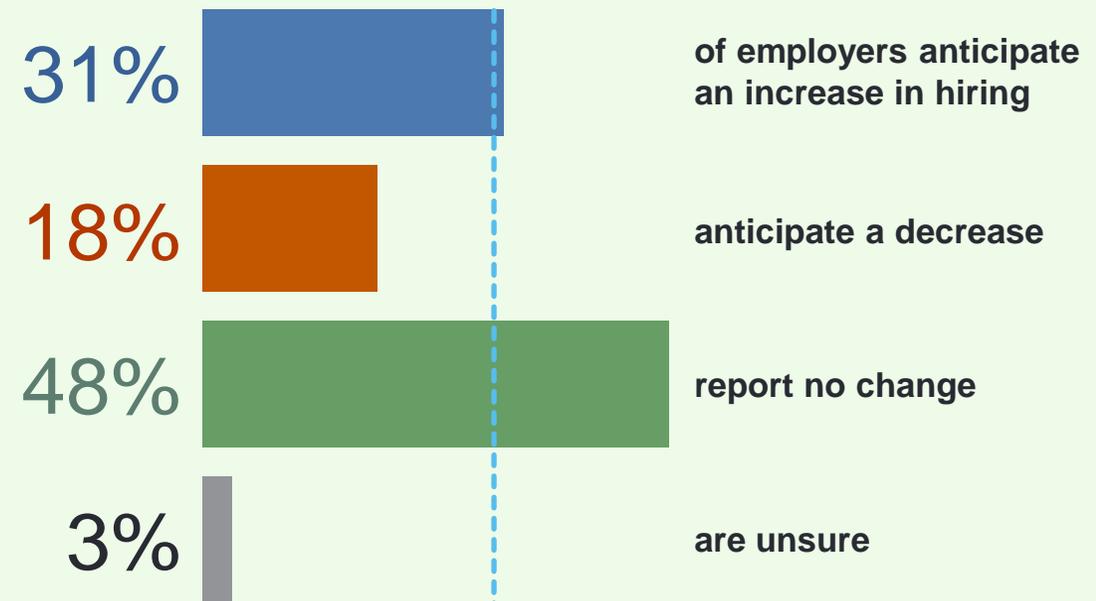
**Health Care and Life Sciences: +21%**



## Australia 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.

**Australia's Net Employment Outlook for Q1 2025 stands at 11%\*.**

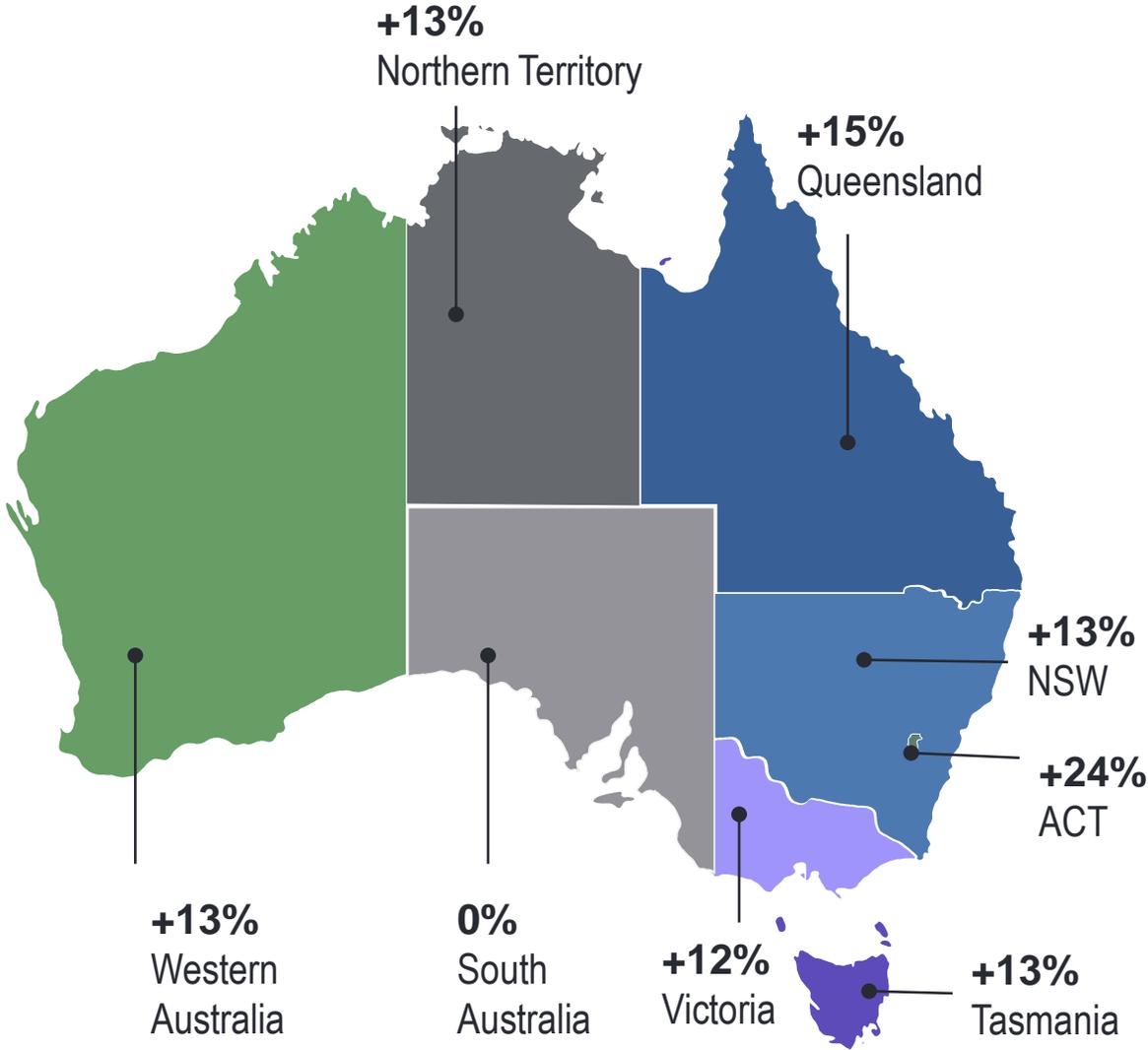
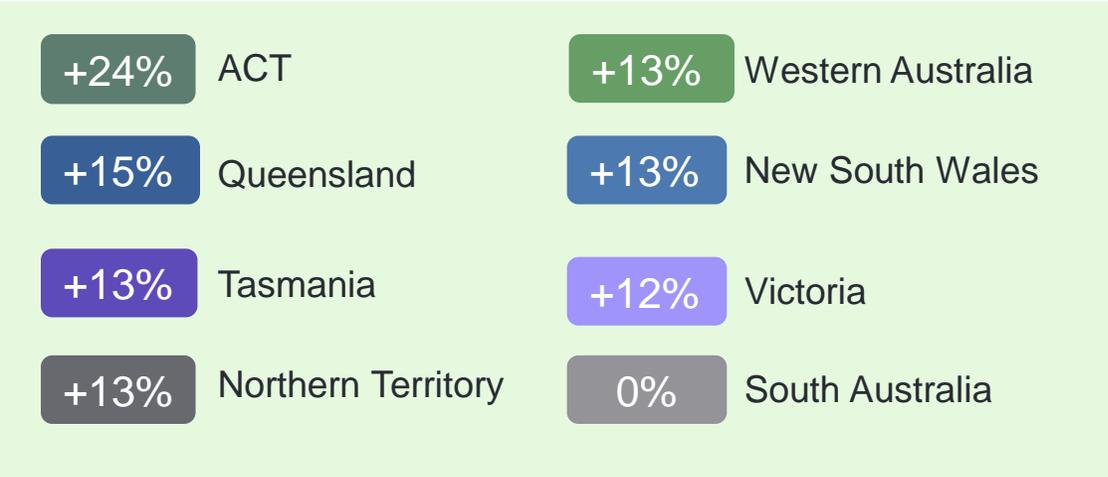


\*Seasonally adjusted figure. Seasonal adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time.

# Regional Employment Outlook for Q1 2025

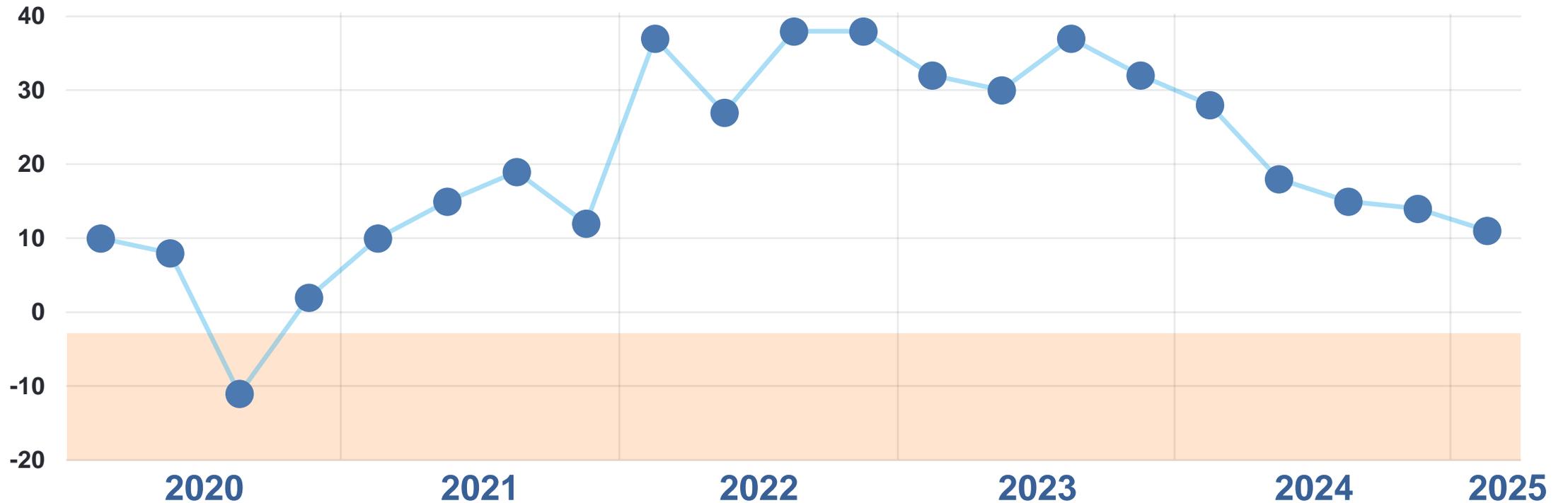
Australian hiring managers in 7 of 8 regions expect to increase staffing levels in the first quarter of 2025.

The most competitive regions in Australia are **ACT** (+24%) and **Queensland** (+15%).



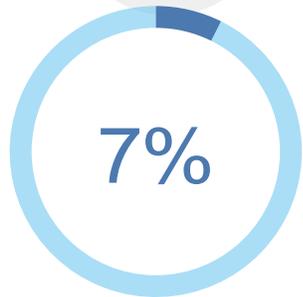
# Australian Hiring Expectations - Since 2020

Australian hiring managers expect to remain active in the upcoming quarter, despite a decline of 17 percentage points over the past 12 months.

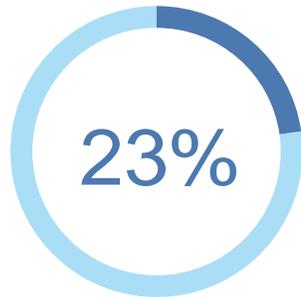


# Australian Hiring Expectations - Company Size

**Less than 10**  
Employees



**10 - 49**  
Employees



**50 - 249**  
Employees



**250 - 999**  
Employees



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

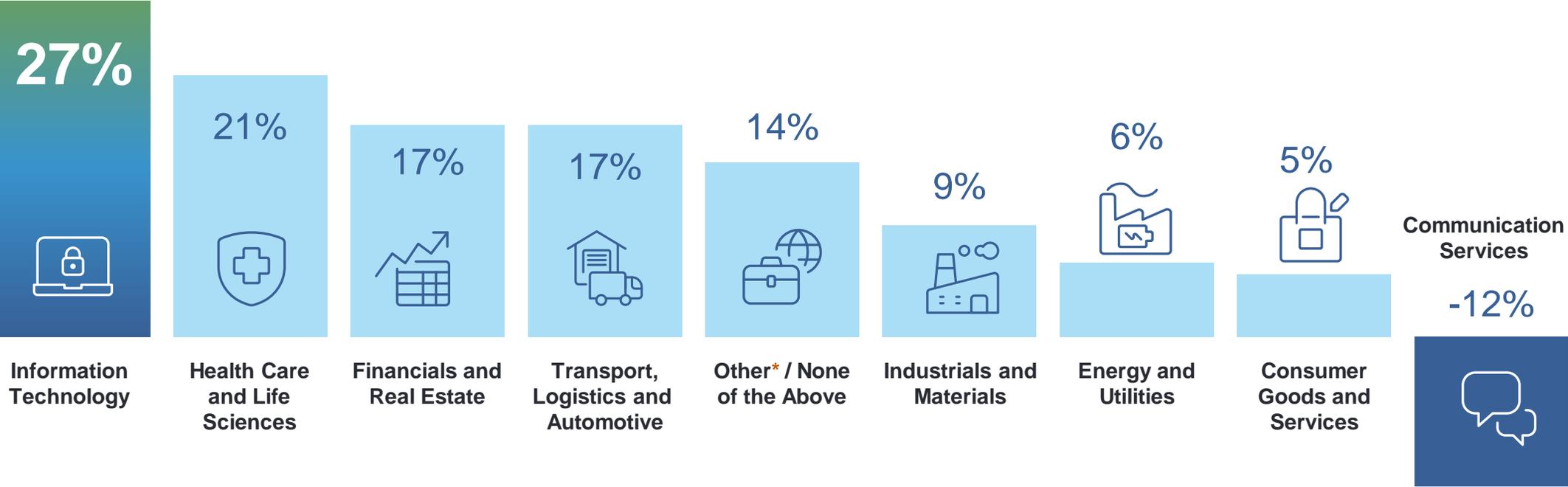


**5,000+**  
Employees



# Australia Employment Expectations – By Sector

The Information Technology sector has returned to being Australia's most competitive, with a Net Employment Outlook of +27%, despite a 1 percentage point decline since last quarter and 2 percentage points since this time last year.



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



# Q1 Global Employment Outlooks



# Q1 Hiring Expectations - by Country

## Seasonally Adjusted, Net Employment Outlooks (NEO)



**40%** India  
Strongest NEO



**25%** Global  
Average NEO



**-1%** Argentina  
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%	<b>Australia</b>	<b>11%</b>
Belgium	28%	Italy	19%	Austria	10%
U.K.	28%	Panama	19%	Romania	10%
Brazil	27%	Spain	17%	Chile	10%
Norway	27%	Sweden	17%	Israel	8%
Canada	26%	Taiwan	17%	Hong Kong	6%
Guatemala	25%	Slovakia	16%	<b>Argentina</b>	<b>-1%</b>

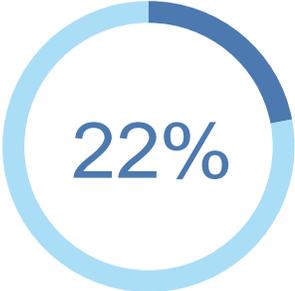
\*Chile joined the program in Q2 2024. There is currently no historical data and the data has not been seasonally adjusted.

# Global Hiring Expectations - Company Size

Less than 10  
Employees



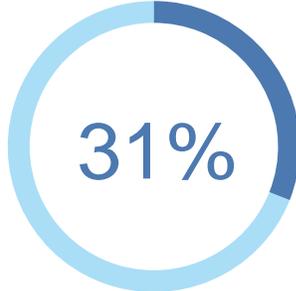
10 - 49  
Employees



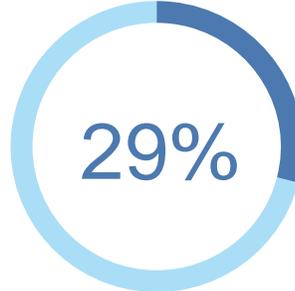
50 - 249  
Employees



250 - 999  
Employees



1,000 - 4,999  
Employees

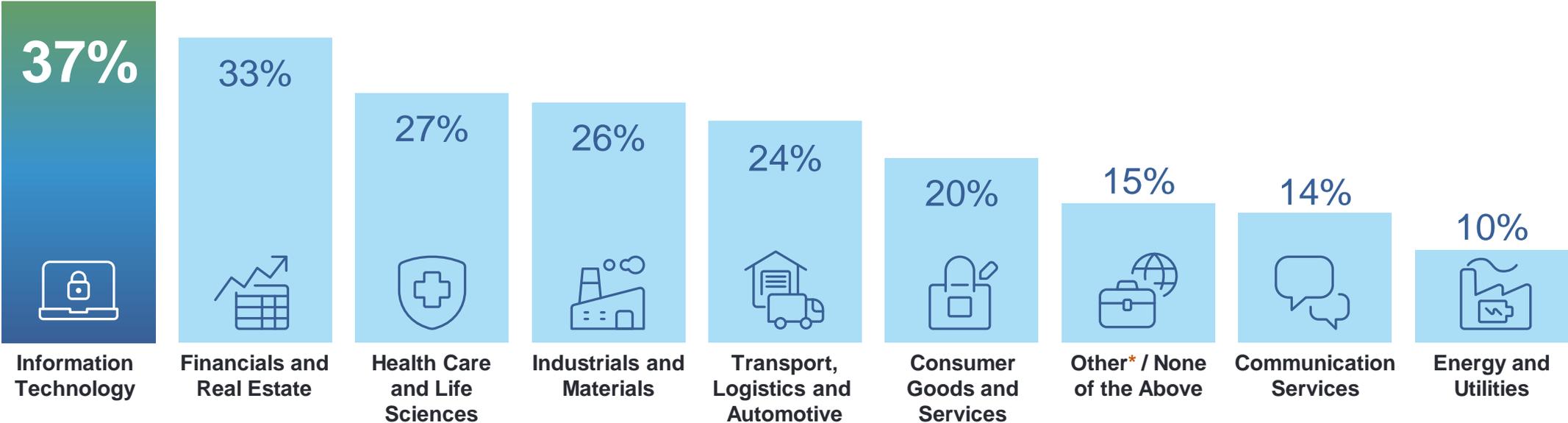


5,000+  
Employees



# Global Employment Expectations – By Sectors

Businesses in the IT industry reported the brightest outlook, improving by two percentage points since the previous quarter and the same time last year.



\*Includes: Service; Not for Profit/NGO/Charity/Religious organisation; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing



# 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 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 digitised 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 organisation and sector are standardised 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, advancing diversity and inclusion initiatives and closing the skills gap to address ESG goals.. 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 organisations 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 organisation 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 organisation. Normally this will be the head of HR or an HR manager. However, in smaller organisations, that person may be a general manager or even the CEO.

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