EMEA-LATAM Economic Insights

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SUMMARY

Hiring continued to weaken across EMEA-LATAM in May (down -16.9% YoY on average), but the region showed encouraging signs, recording its first positive month-over-month reading since the beginning of 2026 (+3.1% MoM). Industry contraction remains broad-based, led by Utilities, Oil & Gas, and Manufacturing. Hybrid postings continued to decline across every country analysed; remote postings split sharply, with the UAE showing the strongest YoY growth.

MAY HIRING CONTINUED TO WEAKEN (-16.9% YoY ON AVERAGE), BUT THE PACE OF DECLINE MODERATED AND MOST COUNTRIES RECORDED POSITIVE MoM GROWTH.

- Year-over-year hiring across EMEA-LATAM was down -16.9% on average in May, and remained well below pre-pandemic levels (-25.0% Yo7Y on average compared with May 2019).
- The UK (-10.7% YoY), Ireland (-11.6%), and Spain (-11.9%) showed the smallest declines, alongside Israel (-14.7%). Southern Europe and the LATAM markets weakened further, with hiring down in Italy (-19.9%), Germany (-20.2%), Brazil (-19.7%), and Mexico (-16.9%). The UAE recorded the steepest YoY decline (-24.2%), but is still the only country above pre-pandemic levels (+3.3% Yo7Y compared with May 2019).
- Encouraging month-over-month signs: Spain (+7.9% MoM), Mexico (+7.2%), and Ireland (+6.7%) recorded the strongest monthly gains, alongside the UK (+4.6%).
- Industry declines remained widespread, led by Utilities (-20.4% YoY on average), Oil, Gas, and Mining (-19.6%), Manufacturing (-18.5%), and Consumer Services (-18.4%). Farming, Construction, Education, and Transport were the least affected (each averaging -14 to -16% YoY)

HIRING CAUTION PERSISTS ON BOTH SIDES OF THE MARKET, WITH APPLICATIONS PER APPLICANT FALLING FURTHER ACROSS MOST COUNTRIES.

- Job postings per applicant continued to decline across all countries analysed, down -18.1% YoY on average. The steepest declines were in the UAE (-37.7%), the Netherlands (-20.9%), and Germany (-18.5%); the UK was the most resilient (-7.1%).
- Applications per applicant fell sharply — down -25.0% YoY on average — pointing to cooling job search intensity across the region. The UAE again saw the largest drop (-42.6%), followed by the UK (-27.6%), France (-26.0%), and Ireland (-25.2%).
- Together these signals continue to point to hiring caution on both sides of the market, consistent with ongoing macro uncertainty.

HYBRID POSTINGS CONTINUED TO DECLINE ACROSS EVERY COUNTRY; REMOTE POSTINGS SPLIT SHARPLY, WITH THE UAE SHOWING THE STRONGEST YoY GROWTH.

- Hybrid job postings remained the dominant flexible work option but contracted further in May, down -12.3% YoY on average. Shares were highest in Israel (36.1%), the UK (32.2%), and Ireland (31.6%); the steepest YoY declines were in Sweden (-24.2%), Italy (-17.0%), and Germany (-16.0%).
- Hybrid application shares also fell across all countries analysed (-8.9% YoY on average), but continued to exceed posting shares in most countries — signalling persistent candidate preference for hybrid work even as supply contracts. The highest application shares were in Israel (40.0%), the UK (37.5%), and Ireland (35.0%).
- Remote postings split sharply by country: the UAE recorded strong growth (+23.4% YoY), with marginal

gains in Italy (+1.6%) and the UK (+1.0%); meanwhile shares fell sharply in Israel (-36.9%), Sweden (-19.6%), France (-18.0%), and Ireland (-11.1%). Remote postings remain a small share of total job advertising (5.9% on average across the region).

- Remote roles continue to attract outsized candidate interest relative to supply — accounting for 11.4% of applications on average, roughly double the supply share. But application shares are now also falling in nearly every country, led by the Netherlands (-26.1%), Ireland (-22.6%), and Sweden (-23.7%). The UAE is again the exception, with remote applications up +14.2% YoY

METHODOLOGY

- The LinkedIn Hiring Rate (LHR) is a measure of hires divided by LinkedIn membership in the country. This is based on members' profile updates using the start date of a new job. The hiring rate has been seasonally adjusted, as detailed in the LinkedIn Hiring Rate methodology. This number is indexed to the average month in 2016; for example, an index of 1.05 indicates a hiring rate that is 5% higher than the average month in 2016.
- Labour market tightness is calculated from the ratio of active job listings (open listings) that attract applicants (has at least one application) to the number of job seekers who applied to such listings.
- Job search intensity is the average number of job applications per applicant, measuring the intensity of each applicant's job search where job applicants and job postings share the same country. The higher the number, the more intense the job seeking behaviour of the applicant.
- A "remote job" refers to jobs that can be done completely out of the office and is defined as either the job poster explicitly labelled it as "remote" or if the job contained keywords like "work from home" in the listing. A "hybrid job" refers to jobs that are done both in the office and out of the office and is defined as being explicitly labelled as "hybrid" by job poster. The share of hybrid and remote jobs is calculated in proportion to all paid job postings.

APPENDIX

Table 1. % change in hiring

May 2026 (seasonally adjusted)

	May 2026	YoY % change
United Kingdom	0.83	-10.7
Ireland	0.84	-11.6
Spain	0.81	-11.9
Israel	1.05	-14.7
Mexico	0.87	-16.9
France	0.79	-17.5
Sweden	0.64	-17.7
Netherlands	0.65	-17.8
Brazil	1.49	-19.7
Italy	0.76	-19.9
Germany	0.89	-20.2
United Arab Emirates	1.07	-24.2

Table 2. % change in hiring by industry

May 2026 (seasonally adjusted), EMEA-LATAM Average

	YoY % change
Transportation, Logistics, Supply Chain and Storage	-15.3
Construction	-15.8
Education	-15.8
Administrative and Support Services	-16.1
Financial Services	-16.2
Entertainment Providers	-16.5
Retail	-16.8
Hospitals and Health Care	-17.0
Accommodation and Food Services	-17.2
Real Estate and Equipment Rental Services	-17.5
Technology, Information and Media	-17.5
Professional Services	-17.8
Government Administration	-18.0
Wholesale	-18.1
Consumer Services	-18.4
Manufacturing	-18.5
Oil, Gas, and Mining	-19.6
Utilities	-20.4

Table 3. Labour market tightness and job search intensity

May 2026

	Job Postings per Applicant YoY % change	Applications per Applicant YoY % change
United Kingdom	-7.1	-27.6
Mexico	-14.7	-20.0
Ireland	-14.9	-25.2
Italy	-15.5	-18.3
France	-16.3	-26.0
Brazil	-17.7	-21.6
Germany	-18.5	-23.0
Netherlands	-20.9	-20.7
United Arab Emirates	-37.7	-42.6

Table 4. Share (%) of hybrid job postings

May 2026

	May 2026	YoY % change	MoM % change
Israel	36.1	-7.5	-1.2
United Kingdom	32.2	-7.9	-2.7
Ireland	31.6	-7.6	-2.2
Netherlands	26.9	-10.1	+3.4
Sweden	24.6	-24.2	-1.1
Germany	24.1	-16.0	-2.4
Italy	22.5	-17.0	-1.8
France	21.2	-9.2	-1.7
United Arab Emirates	7.4	-10.9	+5.6

Table 5. Share (%) of hybrid job applications

May 2026

	May 2026	YoY % change	MoM % change
Israel	40.0	-5.4	+2.2
United Kingdom	37.5	-7.2	-2.5
Ireland	35.0	-3.1	-0.6
Netherlands	34.4	-9.1	-1.0
Germany	29.4	-13.5	-1.2
Sweden	27.3	-14.3	-2.1
Italy	26.5	-10.4	-3.4
France	26.3	-9.5	-3.2
United Arab Emirates	8.1	-7.3	+0.2

Table 6. Share (%) of remote job postings

May 2026

	May 2026	YoY % change	MoM % change
Ireland	9.4	-11.1	+4.9
United Kingdom	9.4	+1.0	-2.5
Germany	7.2	-1.5	+2.4
Italy	6.7	+1.6	-2.5
United Arab Emirates	5.8	+23.4	-5.6
Sweden	4.6	-19.6	+6.0
Israel	3.3	-36.9	-4.1
France	3.2	-18.0	-3.2
Netherlands	3.1	-1.8	+12.7

Table 7. Share (%) of remote job applications

May 2026

	May 2026	YoY % change	MoM % change
Germany	17.5	-19.4	-1.0
United Kingdom	17.2	-11.1	+2.5
Ireland	15.6	-22.6	-1.6
Italy	13.0	-4.3	+7.1
Netherlands	9.8	-26.1	-4.1
Sweden	9.4	-23.7	-1.4
Israel	7.6	-20.1	-9.2
United Arab Emirates	6.6	+14.2	-3.0
France	6.1	-17.3	-0.2