

ManpowerGroup Employment Outlook Survey

Q1 2025

The ManpowerGroup Employment Outlook Survey for the first quarter 2025 was conducted by interviewing a representative sample of 525 employers in the Czech Republic. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2024 as compared to the current quarter?”



ManpowerGroup®

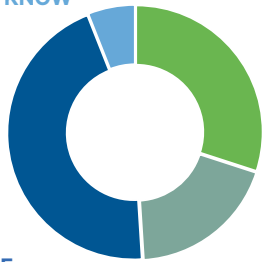
6% DON'T KNOW

30% INCREASE

NET EMPLOYMENT OUTLOOK | 11%

Employer hiring optimism in the Czech Republic increased by 1 p.p. QoQ in the first quarter of 2025 and increased by 6 p.p. YoY

45% NO CHANGE

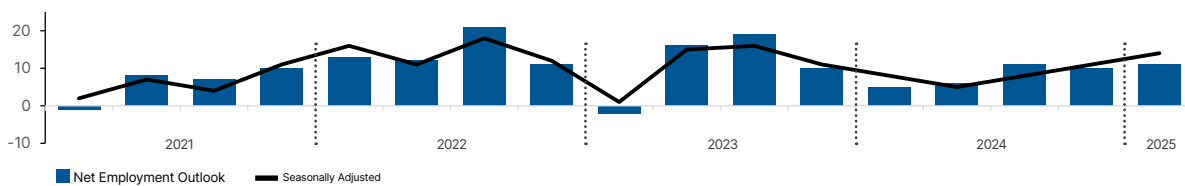


19% DECREASE

30 percentage of employers expect an increase in the number of employees, 19 percentage foresee a decrease, and 45 percentage anticipate no change.

Based on this data the Q1 2025 Net Employment Outlook (NEO) for the Czech Republic stands at 11 percentage.

NET EMPLOYMENT OUTLOOK DEVELOPMENT

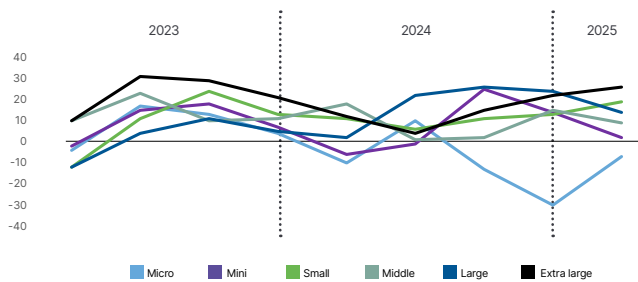


ORGANISATION – SIZE COMPARISONS

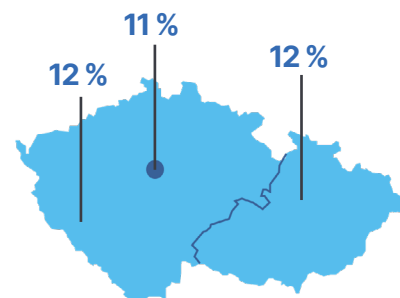
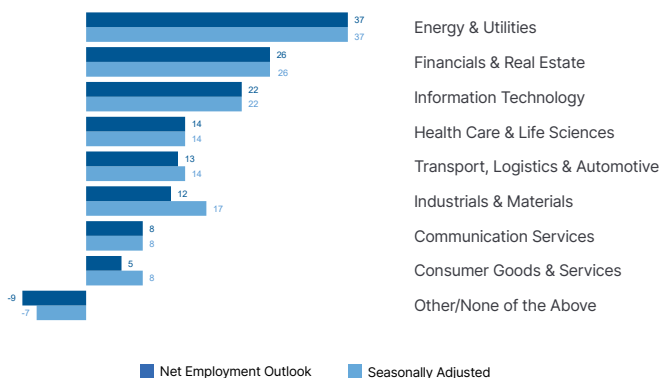
| Organisation | Increase % | Decrease % | No Change % | Don't know % | Net Employment Outlook | Seasonally Adjusted |
|----------------------|------------|------------|-------------|--------------|------------------------|---------------------|
| Mikro (méně než 10) | 20 | 27 | 49 | 4 | -7 | -9 |
| Mini (10-49) | 23 | 21 | 50 | 6 | 2 | 10 |
| Malé (50-249) | 31 | 12 | 50 | 7 | 19 | 23 |
| Střední (250-999) | 28 | 19 | 47 | 6 | 9 | 13 |
| Velké (1 000-4 999) | 37 | 23 | 37 | 3 | 14 | 14 |
| Extra velké (5 000+) | 46 | 20 | 29 | 5 | 26 | 26 |

NET EMPLOYMENT OUTLOOK

5% vs 11%
Q1 2024 vs Q1 2025



SECTORS



REGIONAL COMPARISONS

PRAGUE 11 15
BOHEMIA 12 15
MORAVIA 12 16

Net Employment Outlook Seasonally Adjusted

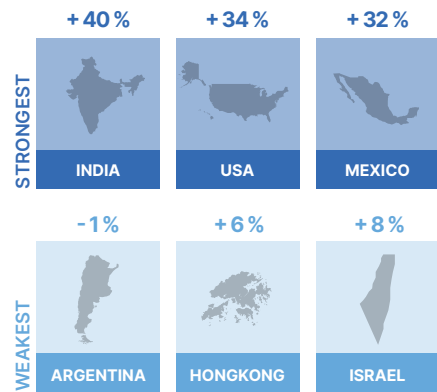
GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

The global employment outlook remains stable with the seasonally adjusted index remaining at 25. The data suggests that employers will maintain a stable hiring pace in Q1 reflecting a broader global economic trend of stability and slow growth.

Overall the global outlook remains cautious and uncertain with businesses not accelerating their hiring. In Europe, the Middle East and Africa (EMEA), the employment outlook fell by 2 points to NEO 19 compared to the previous quarter.

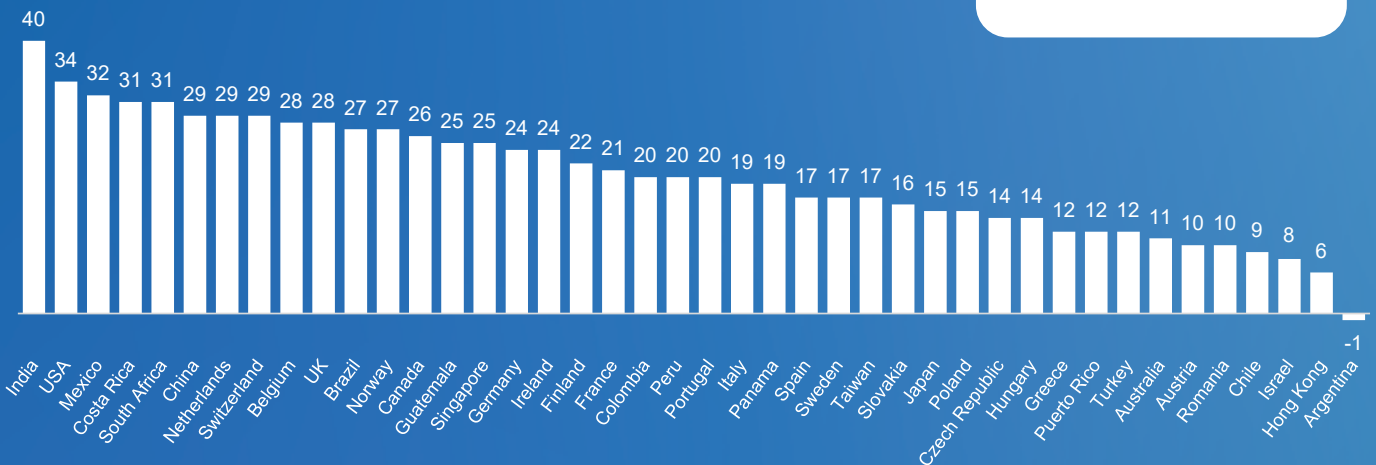
The largest economy, Germany, continues to stagnate and faces persistent problems in its manufacturing sector. This slowdown is spreading to neighboring countries such as Hungary which is facing a decline in exports to Germany and a significant decline in industrial production. In addition the negative developments at Volkswagen have further shaken the confidence of employers in the transport, logistics and automotive sectors.



INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 42 countries (Q1 2025)

Seasonally Adjusted



GLOBAL OUTLOOK

World average **25 %**



„Unemployment continues to fall and the country’s economic growth forecasts look promising. Uncertainty reigns over the automotive sector, which is heavily affected by the transition to electric mobility. However, our data shows that the first quarter of 2025 will be marked by further growth in corporate demand for new hires across the economy. Optimism has been strongest for 3 years in the financial sector, real estate and IT. Currently, the energy sector has strengthened significantly, and industries, including automotive and logistics are poised for further hiring. We are one of the few countries in the world to report an increase in optimism both compared to last quarter and year-on-year.“

JAROSLAVA REŽLEROVÁ

Country Manager ManpowerGroup Czech Republic

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for over 60 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: 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 almost 40,385 public and private employers across 42 countries and territories 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 five decades the survey has derived all of its information from a single question: For the Quarter 4 2023 research, all employers participating in the survey worldwide are asked the same question: "How do you anticipate total employment at your location to change in the three months to the end of September 2023 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for almost all national, regional and global data is not greater than +/- 5%.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter.

The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Employment Outlook Survey celebrates 60 years of being the most trusted source for global hiring intentions.

In the Czech Republic from 2008.



About ManpowerGroup

ManpowerGroup (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.

ManpowerGroup creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 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 fourteenth year – all confirming our position as the brand of choice for in-demand talent.

Please find more about the survey at www.manpowergroup.cz

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FULL VERSION