

UNDER EMBARGO UNTIL 00:01 GMT September 8, 2020

## RESERVED HIRING INTENTIONS IN THE FINAL QUARTER OF 2020

**Prague, 8 September 2020** – Reporting a seasonally adjusted Net Employment Outlook of +3%, employers forecast slow-paced workforce gains for the Czech Republic during the October to December period. Hiring prospects improve by 10 percentage points quarter-over-quarter, but are 4 percentage points weaker when compared with this time one year ago.

*“The situation on the labour market is rather chaotic for employees and especially for employers. As a result of government support to maintain employment, people's fear of changing jobs, and restrictions on international hiring, the labor market has virtually frozen. It is now even more difficult for employers to find new employees than in the boom period, especially in the manufacturing sector. Although the global decline in car sales poses a threat to the Czech economy and employment, many international companies are moving part of their production to the Czech Republic and are looking for new employees, which are very difficult to find,”*said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

### **COVID-19 Impact**

37% of employers expect their companies to return to pre COVID-19 hiring levels, in the next 12 months, however attitudes towards a return to normalcy differ between regions. The most pessimistic of regions is EMEA, with almost a third of companies (30%) stating they don't expect hiring levels to ever return to pre-pandemic levels. This is compared with a more optimistic outlook in APAC (7%) and the Americas (6%). When asked about existing members of the workforce that have been placed on a job retention or furlough scheme, 13% of companies suggest they plan to bring them back full-time, however, a portion 2% indicate these staff will be let go. The survey also highlights some of the lost-lasting transformative effects that the pandemic has had on the workforce, as it asks employers how it expects their ways of working will change. Over a third (38%) of employers globally plan to offer remote work and flexible hours in the post-pandemic workplace, 11% planning to offer 100% remote work to employees. Employers expect to offer more opportunities for their employees to learn and develop new skills (37%) alongside more health and wellbeing benefits (25%) as the demands of workers shift with many hoping to leverage a hybrid-working model.

### **Industry sector comparisons**

Employers in six of seven Czech industry sectors expect job gains in the upcoming quarter, while flat hiring activity is anticipated in the seventh. Outlooks strengthen in six sectors when compared with the previous quarter, but weaken in six in a comparison with the same period in 2019. The strongest sector hiring pace is expected by Restaurants & Hotels sector employers (+6%), improving by a steep margin of 34 percentage points quarter-over-quarter and unchanged when compared with last year at this time. Hiring prospects are also stronger than the national Outlook in the Manufacturing sector (+5%), improving by 8 percentage points quarter-over-quarter, but declining by 2 percentage points year-over-year. Other Production sector employers report the weakest hiring plans for the coming quarter with an Outlook of 0%, unchanged when compared with the previous quarter and remaining relatively stable in comparison with 4Q 2019.

### **Regional comparisons**

Workforce gains are anticipated in two of the three regions during the forthcoming quarter, while employers in one region report subdued hiring plans. Hiring sentiment improves in all three regions when compared with the previous quarter, but weakens in two in a comparison with this time one year ago. The strongest regional Outlook of +5% is reported in Bohemia, improving by 7 percentage points quarter-over-quarter and remaining relatively stable in comparison with 4Q 2019. Prague employers anticipate the weakest regional hiring pace with an Outlook of -2%. Hiring prospects for the region are 15 percentage points stronger when compared with the previous quarter, but dip by 10 percentage points in a comparison with the final quarter of 2019.

### **Organization Size Comparisons**

Job seekers in two of the four organization size categories can expect some hiring opportunities in the coming quarter, most notably for Small firms (+6%). Meanwhile, Micro employers (-1%) report the weakest hiring plans.

### **Global Overview**

Employers in 22 of the 43 countries and territories surveyed by ManpowerGroup expect to add to payrolls in the period up to the end of December 2020. In 16 countries and territories employers expect to reduce payrolls, while flat hiring activity is forecast in five. When compared with the third quarter of 2020, hiring prospects improve in 37 countries and territories, but weaken in five, with no change reported in one. Employers in 41 countries and territories report weaker hiring plans when compared with this time one year ago, with no change in one and an improvement in one - Turkey. The strongest labor markets are expected in Taiwan, the United States, Turkey, Japan and Greece, while the weakest hiring intentions are reported in Panama, Costa Rica, South Africa, Colombia and the UK.

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 1Q 2021 period will be published on 8 December 2020.

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### **Note to Editors**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

ManpowerGroup has also released its ManpowerGroup Employment Outlook Survey Explorer tool, a new interactive way to examine and compare its data. The tool can be viewed at <http://www.manpowergroupsolutions.com/DataExplorer/>

This survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. The Czech Republic is one of 43 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 4 2020 was conducted by interviewing a representative sample of 750 employers in the Czech Republic and asking the same question:



“How do you anticipate total employment at your location to change in the three months to the end of December 2020 as compared to the current quarter?”

The global ManpowerGroup Employment Outlook Survey has been running for more than 55 years, and uses a validated methodology in accordance with the highest standards in market research. This survey helps to identify the hiring intentions of both regional and industry sector employers, and facilitates preparation for labor market pressures.

### **About the Survey**

The global leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 38,000 employers in 43 countries and territories. For 4Q 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

### **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. Our expert family of brands – Manpower, Experis and Talent Solutions — creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity — as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year — all confirming our position as the brand of choice for in-demand talent.

Gain access to ManpowerGroup's extensive thought leadership papers, annual Talent Shortage surveys and the ManpowerGroup Employment Outlook Survey, one of the most trusted indices of employment activity in the world, via the ManpowerGroup World of Work Insight iPad application. This thought leadership app explores the challenges faced by employers navigating the changing world of work and provides in-depth commentary, analysis, insight and advice on strategies for success.

Enter the Human Age at: [www.manpowergroup.com/humanage](http://www.manpowergroup.com/humanage)

### **About ManpowerGroup Czech Republic**

Through a network of over 35 offices, we provide staff (nearly 12,000) for around 1,200 clients. With employment opportunities in the public and private sector, on both a permanent and temporary basis, we make it easy for people to find employment and for companies to find staff with the skills they need. Solutions include permanent and temporary positions, holiday, maternity or sick coverage, through to large workforce transformation and outsourcing contracts.



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