

UNDER EMBARGO UNTIL 00:01 GMT March 22, 2022

## THE CZECH REPUBLIC EXPECTS A ROBUST HIRING PACE

**Prague, 22 March 2022** – During the quarter from April to June 2022, Czech workers can anticipate a robust hiring pace, with a Net Employment Outlook (NEO) of plus 11 percentage points. Czech workers can anticipate the NEO to worsen by -3 percentage points compared with the first quarter of 2022, and, since the second quarter of 2021, grow by 4 percentage points.

*“The labour market is still dominated by the need for companies to recruit new people, a positive recruitment trend that started at the end of last year. However, the new reality also brings a high level of uncertainty for companies, which is reflected in the initial shifts in the labour market. While 33% of employers will hire new staff, according to our survey, 21% plan to reduce their workforce. While unemployment will still fall, although there is not much more to go, many people will also have to change employers or even professions, and hence the importance of retraining will increase significantly. The labour market situation will also be affected by the number of refugees from the war, among whom women predominate. Hopefully, the current wave of aid efforts will last and in the medium term will force Czech companies, which have long suffered from a lack of suitable candidates, to focus more on how to create suitable working conditions for people with individual needs, such as mothers with young children, seniors, students or people with reduced working capacity,”* said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

### Industry sector comparisons

Gains are predicted in the hiring market for 8 of 11 Czech sectors for the coming quarter but staffing climate losses are predicted for 3. Since being asked in the first quarter of 2022, hiring managers anticipate the NEO to decline for 7 of 11 sectors, and to improve for 3 of 11. Compared to this quarter last year, workers can expect the NEO to improve for 5 of 7 sectors but worsen for 2 sectors.

In the coming quarter Banking, Finance, Insurance and Real Estate is the best-performing sector, with employers reporting a Net Outlook of 24. Since being asked in Q1 2022, employers in this sector expect the NEO to decline by -26 percentage points and since the second quarter of 2021, the NEO is set to improve by 12 percentage points. The weakest sector is Other Services, with hiring managers reporting a Net Outlook of -19. Hiring paces are predicted to worsen by -38 percentage points in this sector since hiring managers were asked in Q1 2022.

### Regional comparisons

With a NEO of 20, organizations in the Prague region expect the best-performing hiring environment. Since being asked in the first quarter of 2022, hiring managers in this region expect the NEO to decline by -3 percentage points. Plans are also to grow by 12 points compared to this quarter last year. Reporting a NEO of 3, organizations in Bohemia expect the lowest-performing hiring climate during Q2 2022. Since being asked in the previous quarter, organizations in this region anticipate the NEO to decline by -2 percentage points and worsen by -3 points compared to this quarter last year.

### Organization Size Comparisons

For 3 of 4 Czech organization sizes, in the next quarter, hiring climate gains are predicted by organizations. For 1 organizations size, staffing climate losses are expected during the coming quarter. Since being asked in the first quarter of 2022, hiring decision makers expect the NEO

to decline for 3 of 4 organization sizes compared to the first quarter of 2022. Staffing environment plans improve for 1 of 4 organization sizes compared with the first quarter of 2022. Compared to Q2 2021, Czech job hunters can expect the NEO to improve for 3 of 4 organization sizes. Forecasts to decline for 1 of 4 organization sizes since organizations were asked in the second quarter of 2021.

Hiring managers are expecting a NEO of 22 in organizations with 250+ employees for the coming quarter, making it the organization size with the most competitive expected job market. Since being asked in the last quarter, hiring managers in these types of organizations anticipate the NEO to grow by 4 percentage points and improve by 4 points compared to the second quarter of 2021. Reporting a NEO of -4, employers in organizations with less than 10 employees expect the lowest-performing staffing environment during the second quarter of 2022. Compared to Q1 2022, these organization size's job hunters can plan for the NEO to decline by -17 percentage points and anticipate the outlook to decline by -10 points compared to Q2 2021.

### **Global Overview**

ManpowerGroup surveyed a total of 41,379 employers in 40 countries and territories to measure employer hiring intentions for the second quarter of 2022. Interviewing was carried out during the ongoing recovery from the COVID-19 pandemic. The survey findings for the April to June 2022 period are likely to reflect the impact of the ongoing economic disruption in some countries.

Employers around the world are still expecting to grow payrolls, although there is less of an expectation than there was last quarter.

Based on seasonally adjusted analysis\*, employers surveyed in almost all countries and territories expect to grow payrolls in the upcoming quarter. Only employers in Greece expect to see a small decrease in payrolls.

The strongest hiring plans for the next three months are reported in Brazil, Sweden, India, Mexico, and Colombia. The weakest hiring sentiment is reported in Greece, Poland, Japan, Taiwan, and Romania.

Hiring sentiment strengthens in 6 of the 40 countries and territories compared to the previous quarter. Singapore and South Africa see the biggest growth in expectations. Hiring sentiment weakens in 33 of the 40, especially Romania, Argentina, and Turkey. In Belgium hiring sentiment remained at 34 points since last quarter.

In a year-over-year comparison, Outlooks improve in 36 countries and territories but weaken in 4 (Taiwan, Greece, Romania, and Poland).

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 3Q 2022 period will be published on 14 June 2022.

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### **Note to Editors**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 40 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 40 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 2 2022 was conducted by interviewing a representative sample of 515 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 June 2022 as compared to the current quarter?"

The global ManpowerGroup Employment Outlook Survey has been running for 60 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 Employment Outlook Survey – conducted in October 2021 – 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.

### **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 substantially more 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 2022 ManpowerGroup was named one of the World's Most Ethical Companies for the 13th 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,



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maternity or sick coverage, through to large workforce transformation and outsourcing contracts.

More information available on [www.manpowergroup.cz](http://www.manpowergroup.cz).