

ManpowerGroup

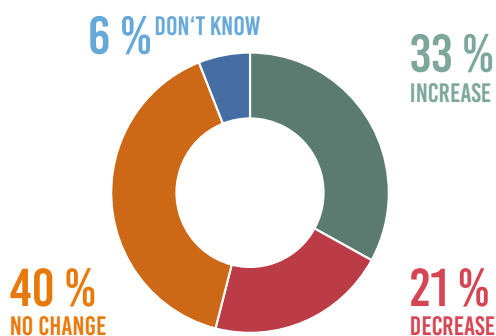
Employment Outlook Survey

Q2 2022

The ManpowerGroup Employment Outlook Survey for the second quarter 2022 was conducted by interviewing a representative sample of 515 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 June 2022 as compared to the current quarter?”



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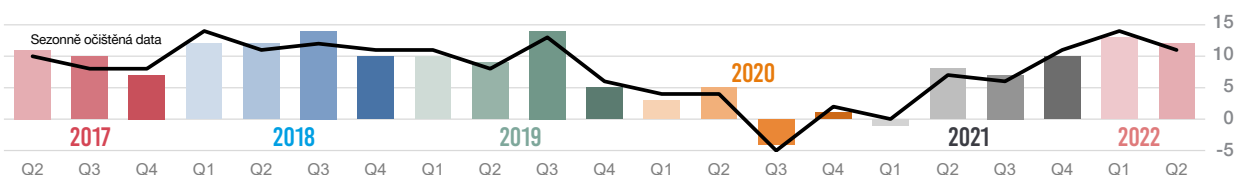


NET EMPLOYMENT OUTLOOK | 12 %

Czech employers report subdued hiring intentions for the second quarter of 2022. With 33% of employers expecting to increase payrolls, 21% anticipating a decrease and 40% forecasting no change.

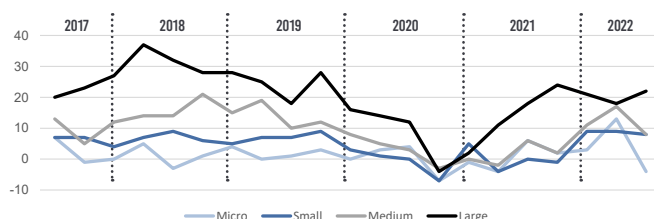
The Net Employment Outlook is +12%.

NET EMPLOYMENT OUTLOOK DEVELOPMENT

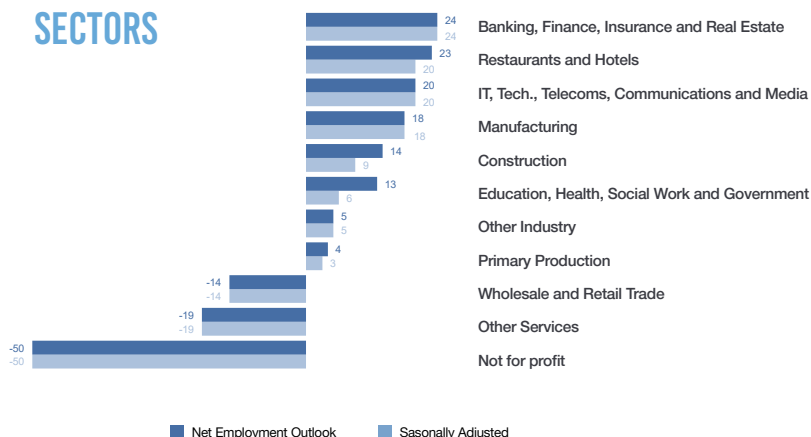


ORGANISATION – SIZE COMPARISONS

Organisation	Increase %	Decrease %	No Change %	Don't know %	Net Empl. Outlook	Seasonally Adjusted
Micro (less than 10)	24	29	42	5	-5	-4
Small-Size	28	19	45	8	9	8
Medium-Size	32	24	38	6	8	8
Large-Size (250+)	42	18	39	1	24	22

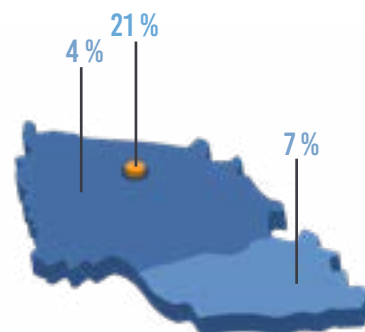


SECTORS



NET EMPLOYMENT OUTLOOK

8 % vs 12 %
Q2 2021 vs Q2 2022



REGIONAL COMPARISONS

BOHEMIA	4	3
MORAVIA	7	6
PRAGUE	21	20

Net Employment Outlook Seasonally Adjusted



„The labor 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 recruit new staff, 21% plan to reduce their workforce, according to our survey. 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.“

JAROSLAVA REŽLEROVÁ

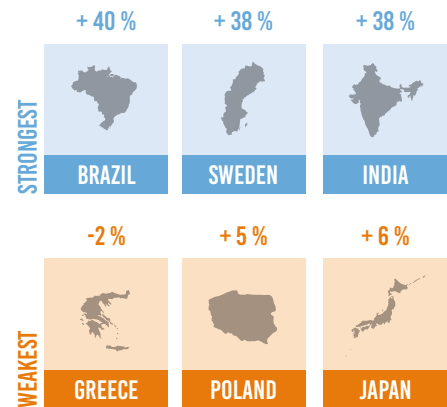
Country Manager ManpowerGroup Czech Republic

GLOBAL EMPLOYMENT OUTLOOK

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.

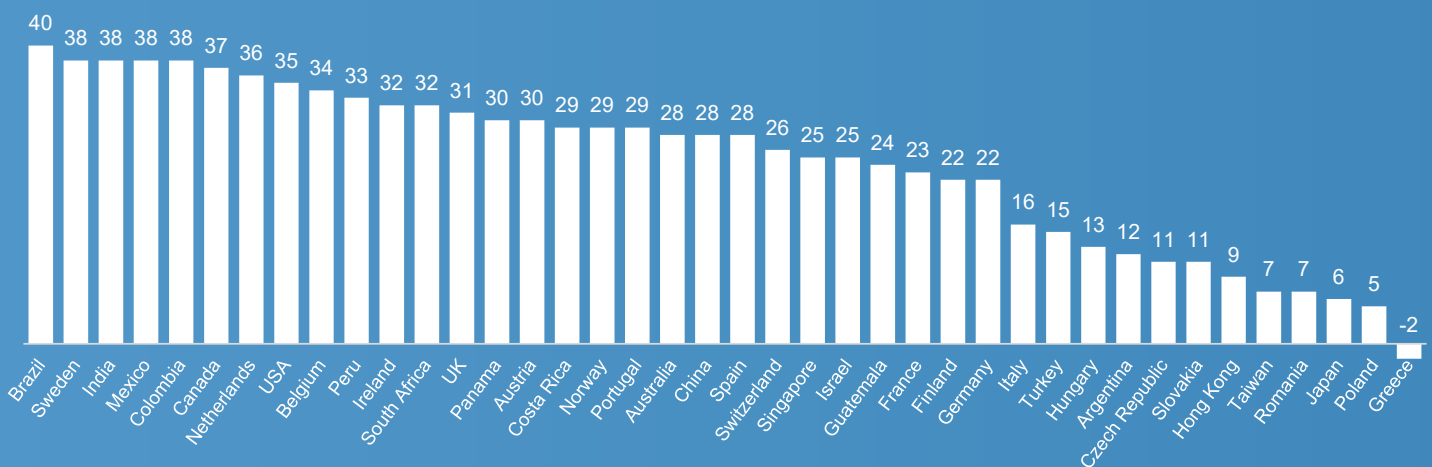
The strongest hiring plans for the next three months are reported in Brazil, Sweden, India, Mexico, and Colombia. The weakest hiring sentiment is reported in Greece, Poland, Japan, Taiwan, and Romania.

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).



INTERNATIONAL COMPARISONS

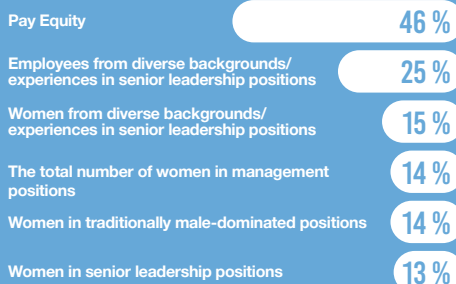
Hiring plans of more than 40,000 employers in 40 countries (Q2 2022), Seasonally Adjusted



#BREAKTHEBIAS: GENDER EQUITY AT WORK

86% of companies measure gender equality at some level. Whether they are addressing equal pay or increasing the number of women or diverse employees

The main focus:



60% of employers surveyed in Spain are regularly measuring pay equity, followed by Italy (58%), the Netherlands (48%), France (47%), U.K. (46%) and Germany (44%). In the U.S. just 43% are measuring pay equity. 33% of employers in the U.K. are regularly measuring the number of women in senior leadership positions, followed by Germany (25%), France and Spain (both 23%), and Italy and the Netherlands (both 21%). In the U.S., 27% are regularly measuring this data.

Flexibility is paramount (not only for women)

The three most important factors for work flexibility: the ability to choose the start and end of work (49%), more vacation days (33%) and fully flexible workplace options (33%).

#Flexibilita

Only one-fifth of companies in the Czech Republic support flexibility at work, with higher flexibility, 32%, in the banking, finance, insurance and real estate sectors, 21% in retail and wholesale, and more in large companies.



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 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 40,000 public and private employers across 40 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 2 2022 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 June 2022 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.

Seasonal adjustments have been applied to the data for all participating countries except Croatia. ManpowerGroup intends to add seasonal adjustments to the data for Croatia in the future, as more historical data is compiled.

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.

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 2021 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.

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

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FULL VERSION