

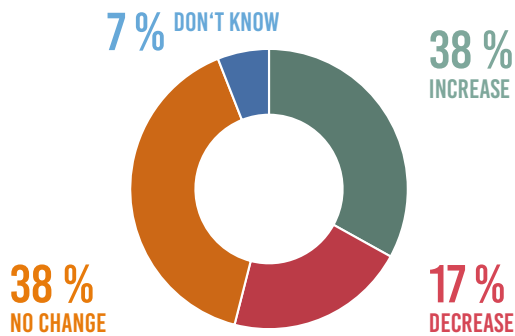
ManpowerGroup Employment Outlook Survey

Q3 2022

The ManpowerGroup Employment Outlook Survey for the third quarter 2022 was conducted by interviewing a representative sample of 518 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 September 2022 as compared to the current quarter?”



ManpowerGroup®

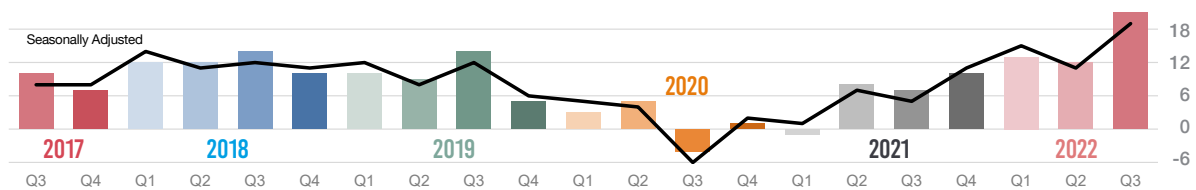


NET EMPLOYMENT OUTLOOK | 21 %

Czech employers report optimistic hiring intentions for the third quarter of 2022. With 38% of employers expecting to increase payrolls, 17% anticipating a decrease and 40% forecasting no change.

The Net Employment Outlook is +21%.

NET EMPLOYMENT OUTLOOK DEVELOPMENT

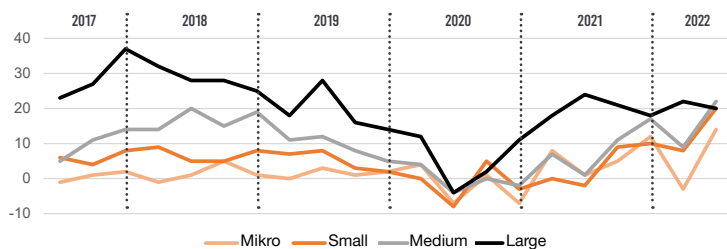


ORGANISATION – SIZE COMPARISONS

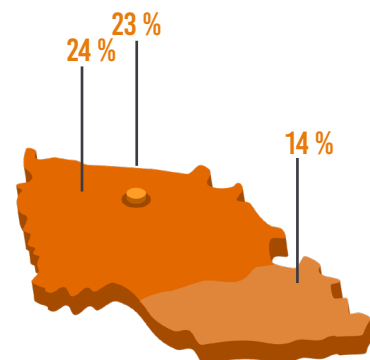
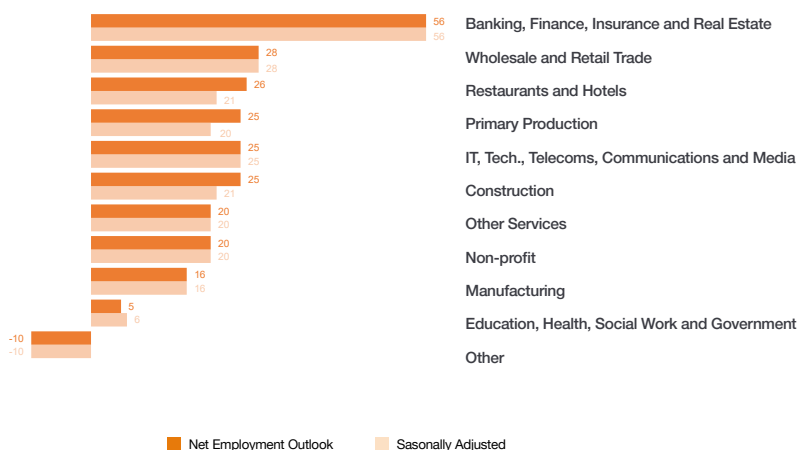
Organizace	Nárůst %	Pokles %	Beze změny %	Neví %	Čistý index	Sezonně očištěná data
Micro	37	19	38	6	18	14
Small-Size	37	14	42	7	23	20
Medium-Size	40	17	37	6	23	22
Large-Size (250+)	40	18	36	6	22	20

NET EMPLOYMENT OUTLOOK

7 % vs **21 %**
Q3 2021 vs Q3 2022



SEKTORY



REGIONAL COMPARISONS

BOHEMIA	24	21
MORAVIA	14	10
PRAGUE	23	23

Legend: Net Employment Outlook (orange), Seasonally Adjusted (blue)

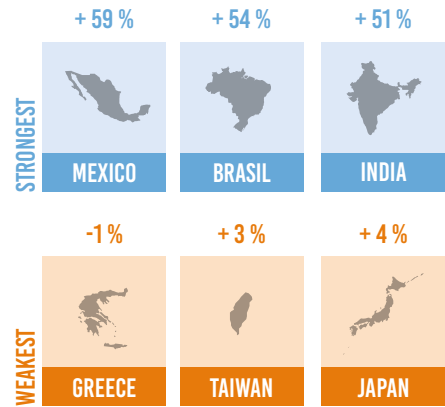
GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

Based on seasonally adjusted analysis*, employers surveyed in almost all countries and territories expect to grow payrolls in the upcoming quarter.

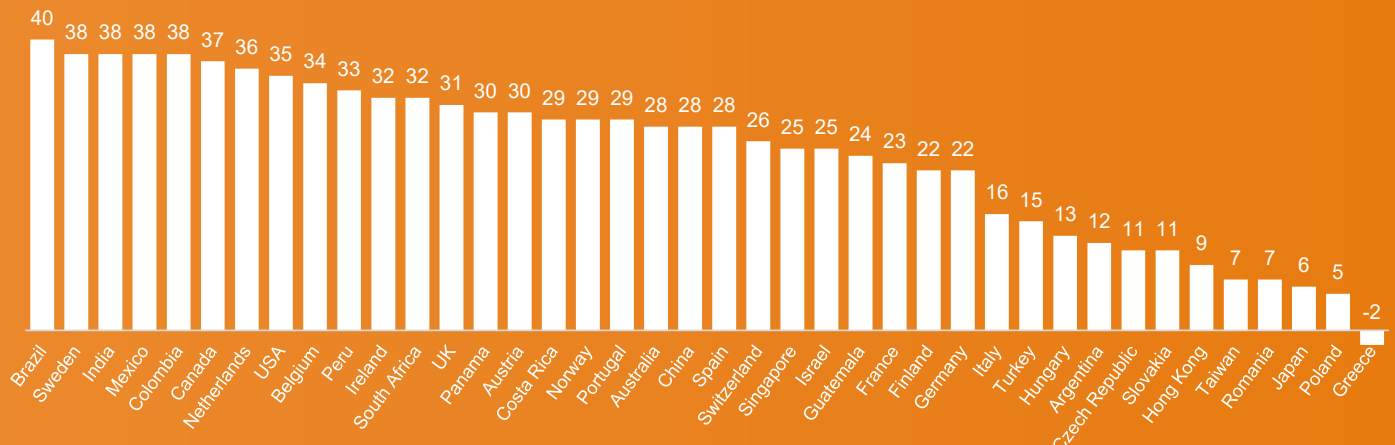
The strongest hiring plans for the next three months are reported in Mexico (59), Brazil (54), and India (51). Employers in Greece (-1) are the only ones to expect to see a small decrease in payrolls. Employers in Taiwan (3) and Japan (4) report a low, but positive, Net Employment Outlook (NEO).

Hiring sentiment strengthens in 28 of the 40 countries and territories compared to the previous quarter. In a year-on-year comparison, the Outlook improves in 36 countries and territories but weakens in 4 (Japan, Taiwan, Greece, and Romania).



GLOBAL OVERVIEW

Hiring plans of more than 40,000 employers in 40 countries (Q3 2022), Seasonally Adjusted



The need for companies to hire new employees continues to increase and the ManpowerGroup Labour Market Index is at its highest level since the survey was launched in 2008. Recruitment optimism is seen in all sectors of the economy, but most notably in the financial sector and real estate.

Continued difficulties with supply chains, rising inflation and energy prices are not having a negative impact on the labour market and unemployment has fallen to 2018 levels. However, given the great uncertainty in the economy, it is very unlikely to fall below 3%.

JAROSLAVA REZLEROVÁ

Country Manager ManpowerGroup Czech Republic

TOP SOFT SKILLS

Creativity, originality skills

24 %

Accountability, reliability, discipline

22 %

Reasoning, problem-solving skills

20 %

Resilience, stress tolerance and adaptability skills

20 %

Collaboration and teamwork skills

19 %

Critical thinking and analysis skills

18 %

Active learning & curiosity skills

18 %

Initiative taking skills

17 %



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 September 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