

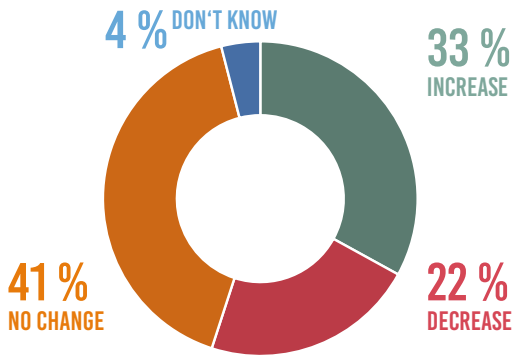
# ManpowerGroup Employment Outlook Survey

# Q4 2022

*The ManpowerGroup Employment Outlook Survey for the fourth quarter 2022 was conducted by interviewing a representative sample of 510 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 December 2022 as compared to the current quarter?”*



ManpowerGroup®

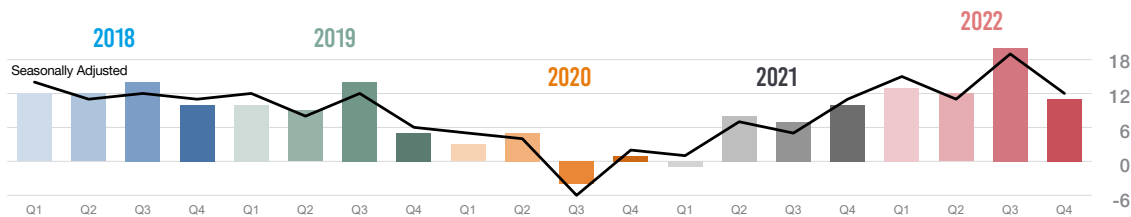


## NET EMPLOYMENT OUTLOOK | 11 %

Czech employers are predicting a moderate staffing environment for the fourth quarter of 2022.

With 33% of employers expecting to increase payrolls, 22% anticipating a decrease and 41% forecasting no change, the Net Employment Outlook is +11%.

## NET EMPLOYMENT OUTLOOK DEVELOPMENT

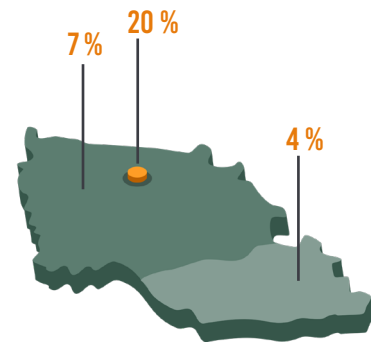
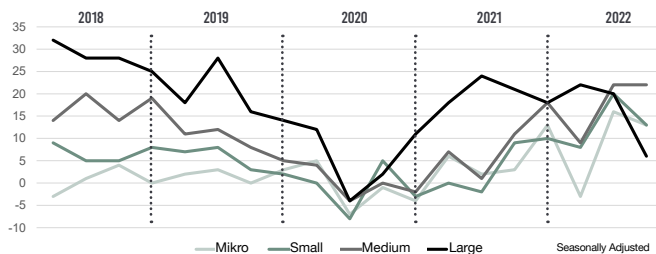


## ORGANISATION – SIZE COMPARISONS

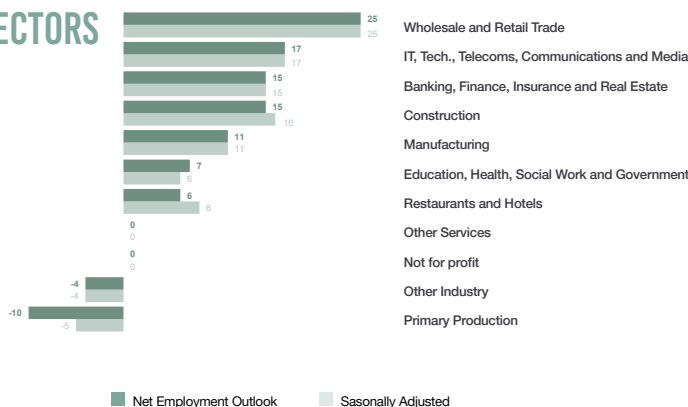
Organisation	Increase %	Decrease %	No change %	Don't know %	Net Empl. Outlook	Seasonally Adjusted
Micro (less than 10)	35	22	39	4	13	13
Small-Size	34	22	43	1	12	13
Medium-Size	37	17	43	3	20	22
Large-Size (250+)	32	26	39	3	6	6

## NET EMPLOYMENT OUTLOOK

**10 % vs 11 %**  
Q4 2021 vs Q4 2022



## SECTORS



## REGIONAL COMPARISONS

**BOHEMIA** 7 8  
**MORAVIA** 4 6  
**PRAGUE** 20 20

Net Employment Outlook Seasonally Adjusted



*“Optimism in the labour market is declining, but more companies plan to hire than lay off by the end of the year. Compared to the previous quarter, the number of optimistic firms fell from 38% to 33% and the number of pessimistic firms rose from 17% to 22%. The outlook worsened most in large firms with over 250 employees and employers plan to hire the most in the Prague region. On the one hand, some firms are increasing their activity as the problem associated with the covid-19 pandemic fades, while on the other hand we see growing problems, especially in energy-intensive operations.”*

**JAROSLAVA REŽLEROVÁ**

Country Manager ManpowerGroup Czech Republic

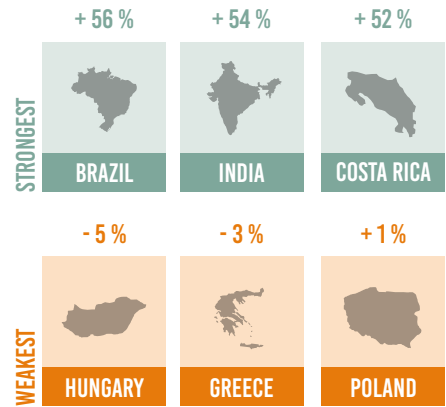
# GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

The strongest hiring plans for the next three months are reported in emerging markets like Brazil, India, and Costa Rica. Indeed, the optimism of the developing markets characterized much of the results this quarter, as opportunities for economic growth are generally greater in developing markets than in developed markets.

Furthermore, countries like Brazil are benefiting from global challenges such as the food crisis, reporting record-high exports of agriculture products. Similarly, the Indian rupee has strengthened following the country's success in obtaining cheap energy while the world struggles with soaring energy prices. Therefore, current geopolitical conflicts may signify a growth opportunity for developing markets and thus their workforces.

These regions also see the largest quarter-on-quarter increases in hiring intentions, as Hong Kong and China report the greatest rise in expectations since the last quarter. China and Hong Kong in particular are bouncing back from the COVID-19 lockdowns prevalent last quarter. However, most countries do not see positive quarter-on-quarter growth. Indeed, Hong Kong and China are among only 16 of 40 countries and territories where the hiring outlook has strengthened since the previous quarter.



# INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 41 countries (Q4 2022), Seasonally Adjusted

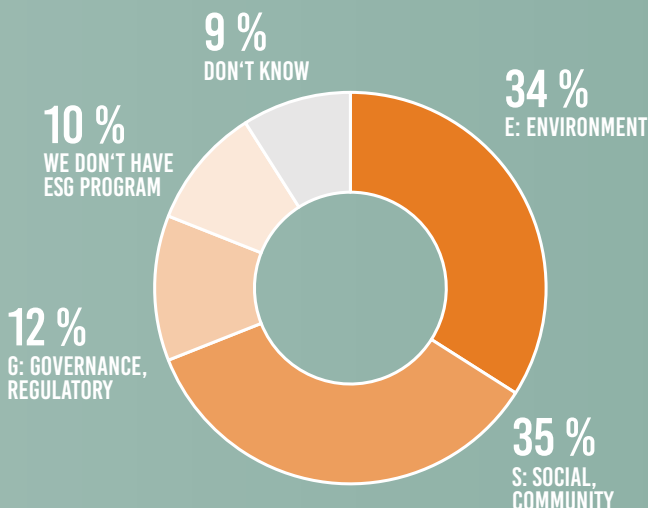


# MORE THAN HALF OF CZECH COMPANIES ALREADY WORK WITH ESG

ESG refers to a company's commitment to make a positive contribution to the development of society and the protection of the environment and to ensure that it conducts its business activities in a responsible, ethical and sustainable manner.

36% of companies are planning to identify and develop long-term goals and strategies for ESG issues. 21% identified and develop long-term goals and strategies for ESG issues, and 10% develop ESG goals with strategies and included ESG in annual reporting.

Which of the ESG activities does your organization place the most focus on?



The main reasons organization has adopted or is adopting an ESG program



# 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 41 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 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 December 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.

**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](http://www.manpowergroup.cz)**

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FULL VERSION