

# ManpowerGroup Employment Outlook Survey

# Q1 2023

*The ManpowerGroup Employment Outlook Survey for the first quarter 2023 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 March 2023 as compared to the current quarter?”*



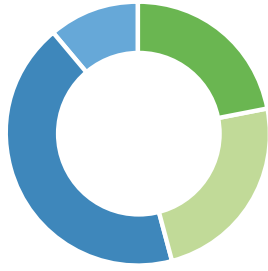
ManpowerGroup®

11% DON'T KNOW

22% INCREASE

43% NO CHANGE

24% DECREASE

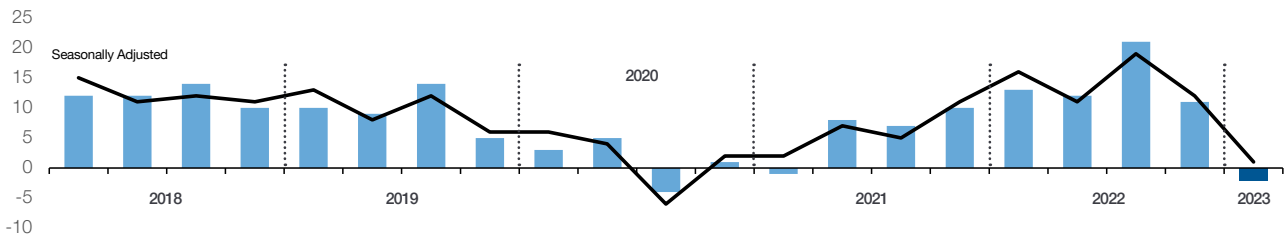


## NET EMPLOYMENT OUTLOOK | -2%

Employers in the Czech Republic report a further decrease in recruitment plans for the first quarter of 2023. 24% of employers expect a decrease in the number of employees, 22% predict an increase and 43% of employers do not expect any changes.

Based on this data the Net Employment Outlook for the Czech Republic is -2%.

## NET EMPLOYMENT OUTLOOK DEVELOPMENT



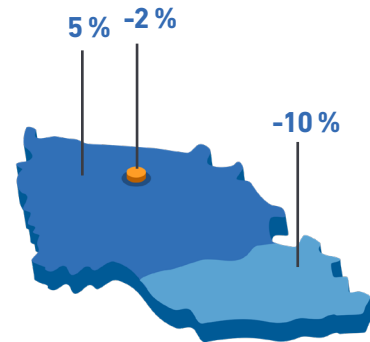
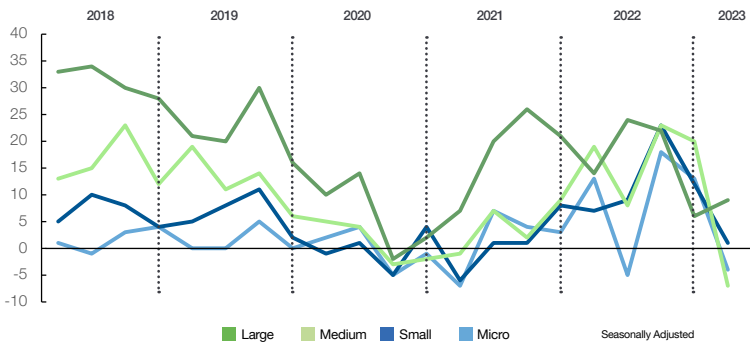
## ORGANISATION – SIZE COMPARISONS

Organisation	Increase %	Decrease %	No change %	Don't know %	Net Empl. Outlook	Seasonally Adjusted
Micro (less than 10)	20	24	41	15	-4	-4
Small-Size	19	21	48	12	-2	1
Medium-Size	19	31	40	10	-12	-7
Large-Size (250+)	26	21	46	7	5	9

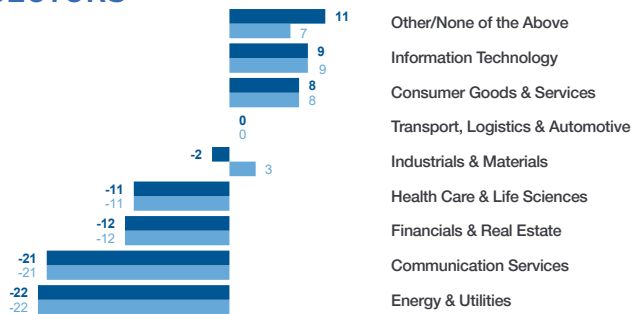
## NET EMPLOYMENT OUTLOOK

13% vs -2%

Q1 2022 vs Q1 2023



## SECTORS



## REGIONAL COMPARISONS

BOHEMIA	5	8
MORAVIA	-10	-6
PRAGUE	-2	1

■ Net Employment Outlook ■ Seasonally Adjusted

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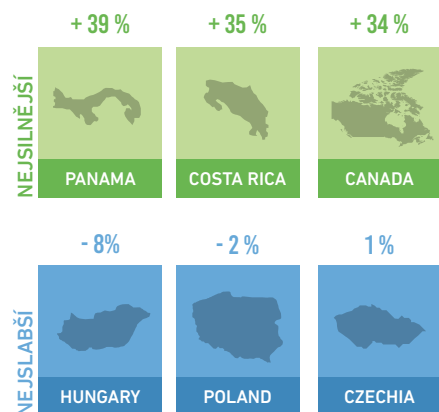
## GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

While the impact of a potential recession and rising inflation dampen the hiring Outlook quarter-over-quarter and year-over-year, employers continue to look for new talent, reporting a solid Net Employment Outlook of +23% for Q1. Strongest hiring intentions among organizations are reported in Panama (+39%), Costa Rica (+35%), and Canada (+34%); weakest in Hungary (-8%), Poland (-2%), and the Czech Republic (+1%).

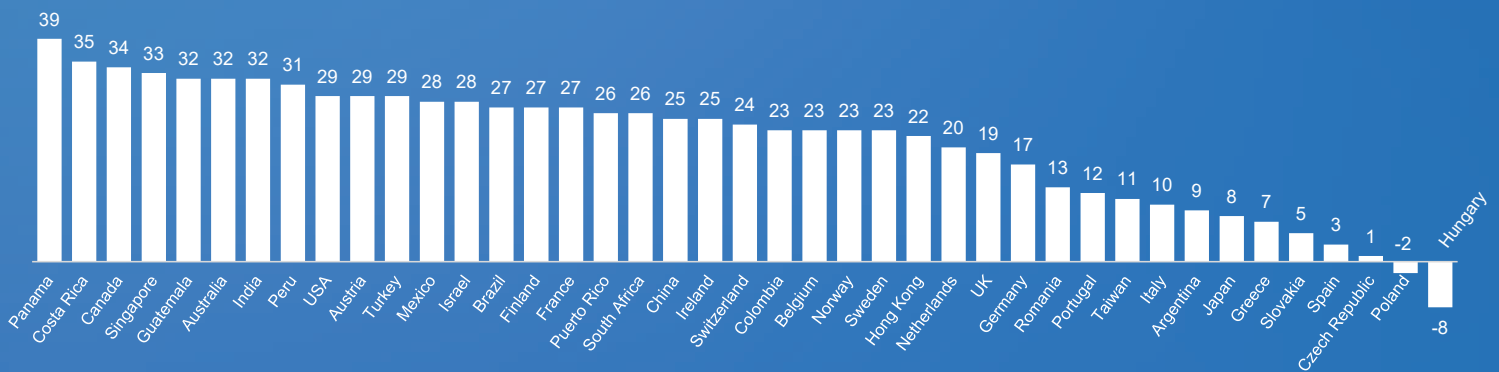
Regionally, the strongest hiring intentions for the next quarter are in North America (+31%), and Central and South America (+28%). Employers in Canada (+34%) report a moderate increase (+3%) in their outlooks compared to last quarter, while the U.S. (+29%) and Puerto Rico (+26%) report decreases, -4% and -6% respectively. EMEA reports the weakest employment outlook globally (+18%) and is the only region with countries reporting negative outlooks this quarter (Poland -2% and Hungary -8%).

From a global perspective, employer expectations remain strong, but have declined compared to last quarter. The index is down slightly from last quarter (-6 points) and below expectations at this time last year (-14 points). The decline in optimism is a trend in most countries as the increased demand associated with post-pandemic loosening fades. Employers' expectations are now close to pre-pandemic levels. The results also reflect persistent concerns about recession, inflation and the high cost of living, although demand for skilled workers continues to grow.



## INTERNATIONAL COMPARISONS

Hiring plans of more than 39,000 employers in 41 countries (Q1 2023), Seasonally Adjusted



„Employers' nervousness is growing, but most companies are rather cautious and waiting to see how the economic and energy situation develops. Our survey shows that the number of employers who are planning layoffs in the next period has remained relatively stable for a year, however, the number of optimistic companies is significantly decreasing. Firms are suspending hiring rather than planning mass layoffs. We recorded the most optimism in IT, the public and non-profit sector, or trade and services. The opposite trend is in energy, communication services and the financial sector. However, the number of open positions on the market is still very high, so there will only be a gradual increase in unemployment.“

**JAROSLAVA REZLEROVÁ**

Country Manager ManpowerGroup Czech Republic

# 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 39,000 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 first quarter 2023 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 March 2023 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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