

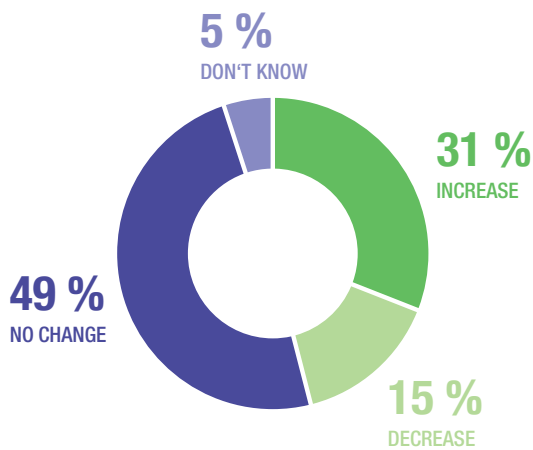
ManpowerGroup Employment Outlook Survey

Q2 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 June 2023 as compared to the current quarter?”



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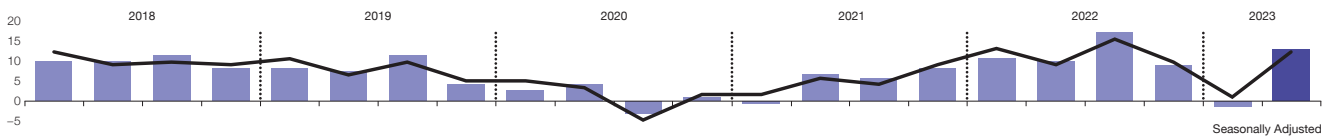


NET EMPLOYMENT OUTLOOK | 16 %

Employers in the Czech Republic report a further decrease in recruitment plans for the first quarter of 2023. 15% of employers expect a decrease in the number of employees, 31% predict an increase and 49% of employers do not expect any changes.

Based on this data the Net Employment Outlook for the Czech Republic is 16%.

NET EMPLOYMENT OUTLOOK DEVELOPMENT

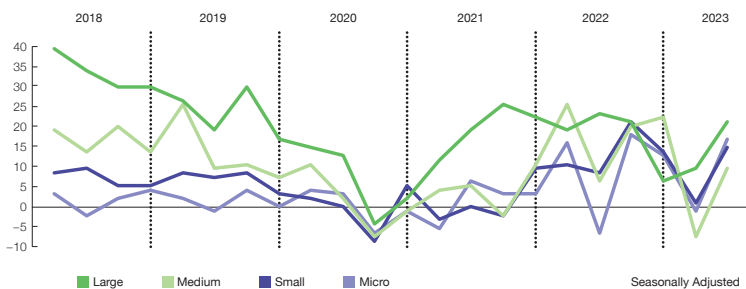


ORGANISATION – SIZE COMPARISONS

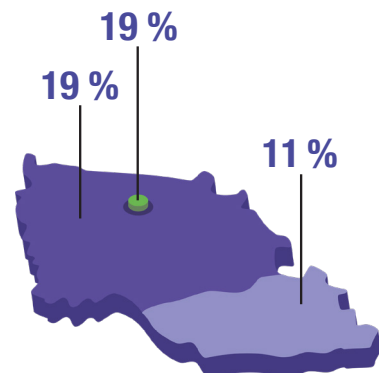
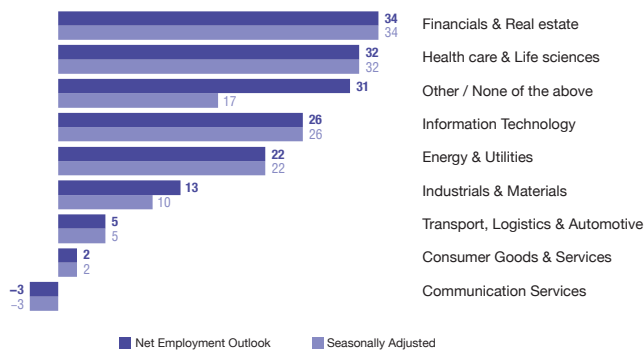
Organisation	Increase %	Decrease %	No change %	Don't know %	Net Empl. Outlook	Seasonally Adjusted
Micro (less than 10)	26	9	59	6	17	16
Small-Size	29	14	55	2	15	14
Medium-Size	31	20	45	4	11	9
Large-Size (250+)	36	14	46	4	22	20

NET EMPLOYMENT OUTLOOK

-2 % vs **16 %**
Q1 2023 vs Q2 2023



SECTORS



REGIONAL COMPARISONS

Region	Net Employment Outlook	Seasonally Adjusted
BOHEMIA	19	18
MORAVIA	11	10
PRAGUE	19	17

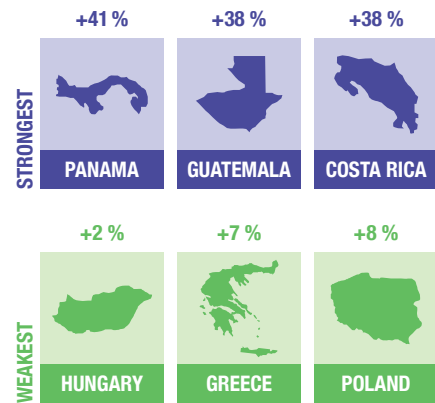
GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

In Q2 2023, employers expect to increase staffing levels at the same rate as last quarter, based on the seasonally adjusted Net Employment Outlook (NEO) that remained at 23 points. Employment expectations held steady since last quarter, suggesting that employers are not looking to accelerate hiring until they see how the global economy changes.

However, compared to this time last year, the employment outlook decreased by 6 percentage points, weighed down by high inflation, prices, interest rates, and weaker consumer demand following a cost-of-living crisis. The impact of the Russia-Ukraine conflict continues to impact Europe and the global economy.

The strongest hiring plans for the second quarter of 2023 are predicted in Central American countries Panama (41), Costa Rica (38), and Guatemala (38). Employer confidence in the region may be boosted by increased trade flowing through Central America and higher tourism. Furthermore, energy initiatives in the region, like Costa Rica's decarbonization plans and Colombia's shift to more renewable energy sources, are raising hiring intentions in the region's Energy & Utilities sector (37), which reports the greatest expectations out of the sectors in the region. However, political shifts and unrest in Brazil and Peru have contributed to an overall slight decrease in employment expectations in the region since last quarter (1 points), as employers in these countries decelerate their hiring plans.



INTERNATIONAL COMPARISONS

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



„After the period of uncertainty and waiting that we saw at the turn of the year, firms now think they will start to pick up again in the second quarter of 2023. The number of optimistic firms has risen by 9 pp to 31 and the percentage of pessimistic firms has fallen by the same amount to 15. The larger part of the Czech labour market shows that it already has much brighter prospects for the near future. In our recruitment practice we see that some companies have started to fill their positions that were frozen, but the labour market remains very turbulent due to economic and social changes.“

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 second 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 June 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

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FULL VERSION