

# ManpowerGroup Employment Outlook Survey

# Q3 2023

The ManpowerGroup Employment Outlook Survey for the third 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 September 2023 as compared to the current quarter?”



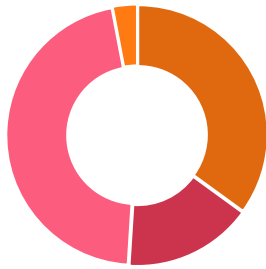
ManpowerGroup®

3% DON'T KNOW

35% INCREASE

NET EMPLOYMENT OUTLOOK | 19%

46% NO CHANGE



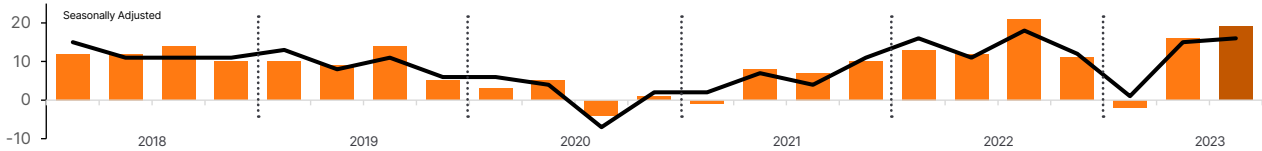
16% DECREASE

Czech organizations anticipate an active hiring environment during Q3 2023 with a Net Employment Outlook (NEO) of 16 percentage points.

Compared to the second quarter of 2023, Czech hiring managers anticipate the NEO to strengthen by 1 percentage point but worsen by 2 points compared to this time last year.

The Czech Republic ranks in the bottom half globally for its employment expectations, 12 points below the global average.

### NET EMPLOYMENT OUTLOOK DEVELOPMENT



### ORGANISATION – SIZE COMPARISONS

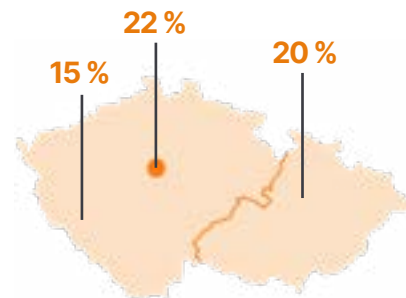
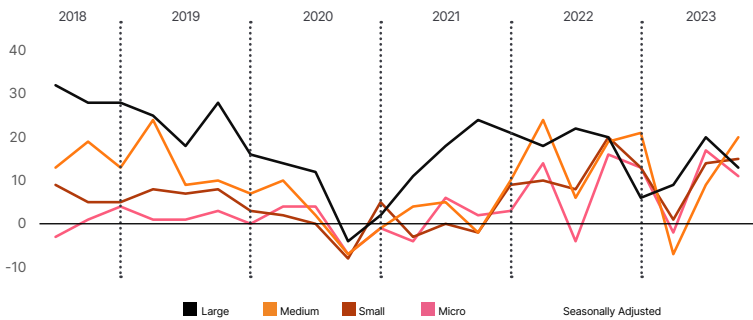
Organisation	Increase %	Decrease %	No change %	Don't know %	Net Employment Outlook	Seasonally Adjusted
Mikro (méně než 10)	27	14	54	5	13	11
Malé (10 – 49)	31	13	52	4	18	15
Střední (50 – 249)	42	18	39	1	24	20
Velké (249+)	33	18	46	3	15	13

### NET EMPLOYMENT OUTLOOK

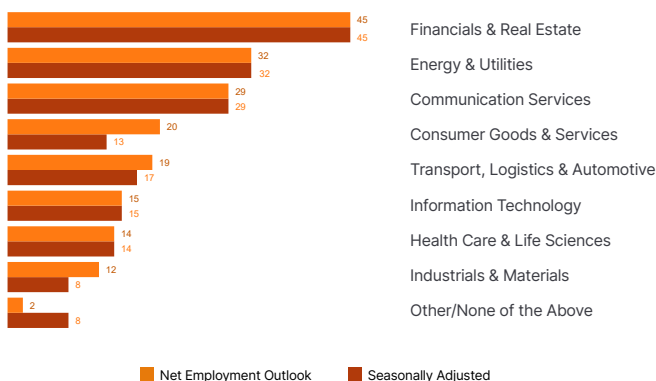
21% vs 19%

Q3 2022

Q3 2023



### SECTORS



### REGIONAL COMPARISONS

PRAGUE 22 21  
BOHEMIA 15 12  
MORAVIA 20 16

Net Employment Outlook Seasonally Adjusted

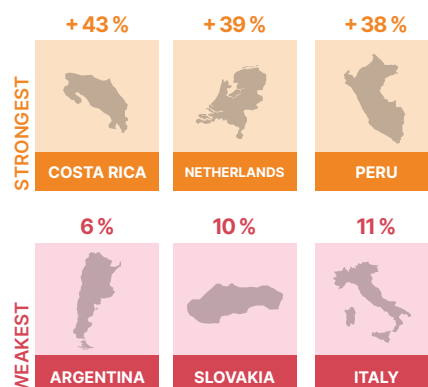
## GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

In Q3 2023, employers expect to increase staffing levels at a faster rate than last quarter, as the seasonally adjusted Net Employment Outlook (NEO) rose to 28.

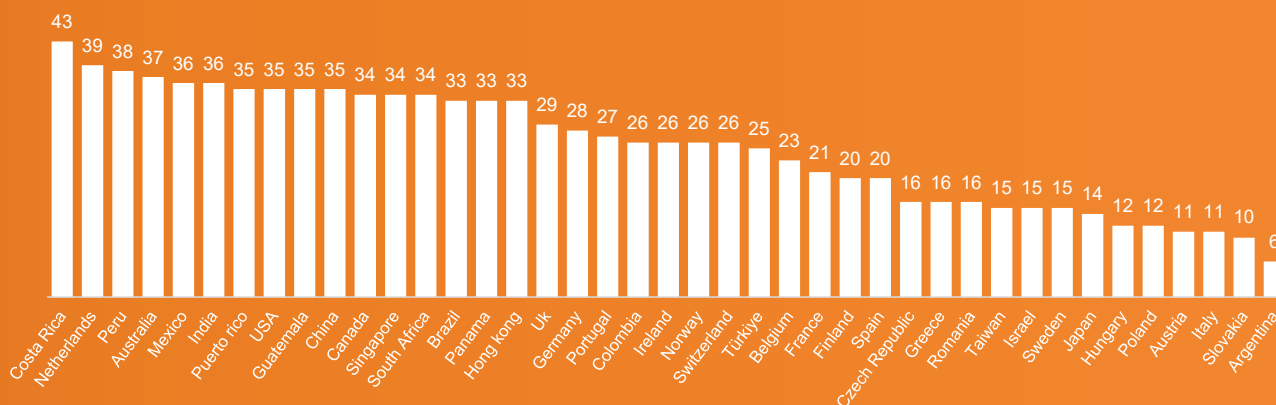
The global outlook increased by 5 points since last quarter, and most countries reported moderate increases compared to Q2 2023. However, the employment outlook is still lower by 4 percentage points since this time last year, suppressed by the ongoing economic downturn. Despite these challenges, many employers cited that their organizations continued to expand, and have an increased demand for new talent.

The South and Central America region includes countries with the lowest and the highest employment expectations for the upcoming quarter. Costa Rica (43) reports the highest employment outlook for the third quarter of 2023, while Argentina and its volatile economy reports the weakest expectations. Overall, organizations still think the South and Central America region has great business potential, especially as companies like Tesla open manufacturing locations in the region as an alternative to China, and Asian organizations also see investment opportunities to open manufacturing plants closer to the US.



## INTERNATIONAL COMPARISONS

Hiring plans of more than 38,000 employers in 41 countries (Q3 2023), Seasonally Adjusted



„After a very uncertain start to the year, confidence returned to the labour market in the spring and, thanks to growing optimism among companies, unemployment began to fall by 10 000 people per month. According to the ManpowerGroup labour market index, employers expect to continue to increase their headcount over the summer. Subjects in the economy are still struggling to come to terms with the new reality - although 35% of organisations will be hiring, more than one in six companies plan to lay off.“

**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 over 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 Quarter 3 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 September 2023 as compared to the current quarter?"

## 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 2023 ManpowerGroup was named one of the World's Most Ethical Companies for the fourteenth 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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### 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.



FULL VERSION