

ManpowerGroup Employment Outlook Survey

Q4 2023

The ManpowerGroup Employment Outlook Survey for the fourth 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

28% INCREASE

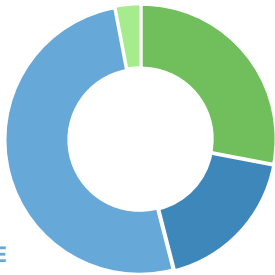
NET EMPLOYMENT OUTLOOK | 10%

Czech organizations anticipate a slight increase in the number of employees during Q4 2023.

28 percentage of employers expect an increase in the number of employees, 18 percentage foresee a decrease, and 51 percentage anticipate no change.

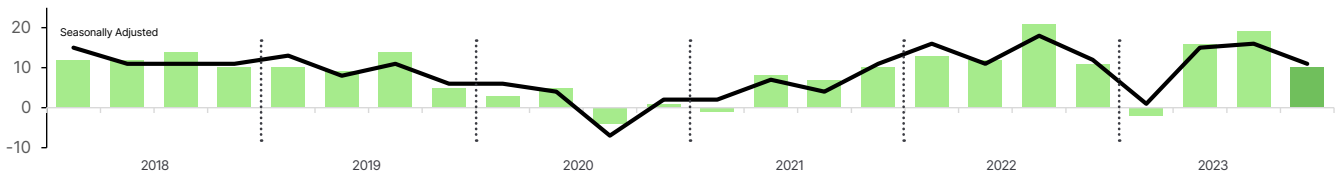
Based on this data, the Net Employment Outlook (NEO) for the Czech Republic for Q4 2023 stands at 10 percentage.

51% NO CHANGE



18% DECREASE

NET EMPLOYMENT OUTLOOK DEVELOPMENT



ORGANISATION – SIZE COMPARISONS

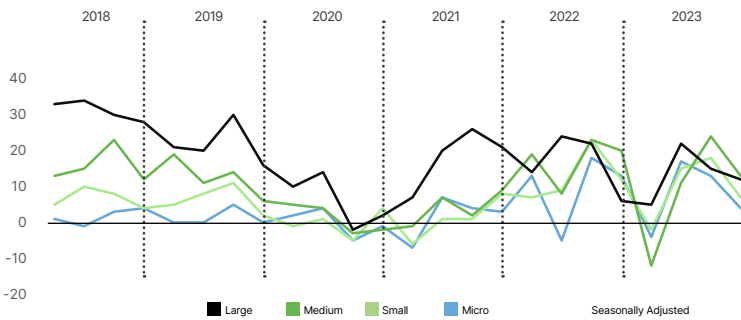
Organization	Increase %	Decrease %	No change %	Don't know %	Net Employment Outlook	Seasonally Adjusted
Micro (less than 10)	28	24	45	3	4	4
Small-Size	22	15	60	3	7	8
Medium-Size	30	17	50	3	13	14
Large-Size (250+)	30	18	49	3	12	13

NET EMPLOYMENT OUTLOOK

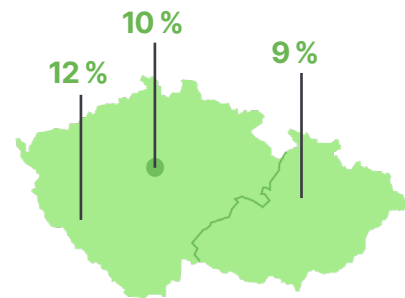
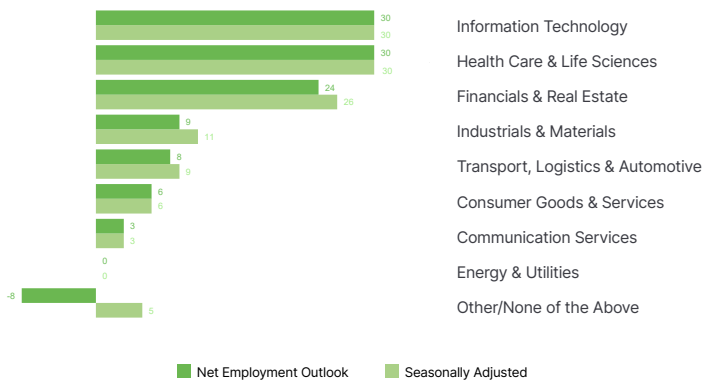
19% vs 10%

Q3 2023

Q4 2023



SECTORS



REGIONAL COMPARISONS

PRAGUE 10 10
BOHEMIA 12 13
MORAVIA 9 10

Net Employment Outlook Seasonally Adjusted

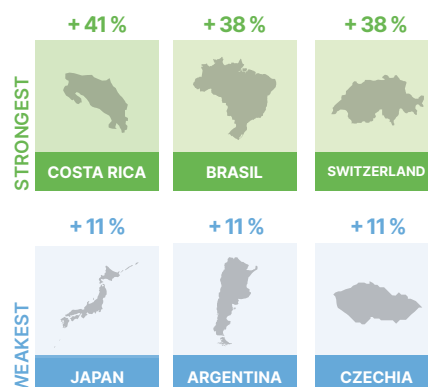
GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

In the fourth quarter of 2023, organizations continue grappling with the global economic slowdown and concerns over the talent shortage. As a result, caution became a defining feature of the employment outlook this quarter. This is the key finding of ManpowerGroup's survey of 38,833 employers in 41 countries and territories to measure hiring expectations from October to December 2023.

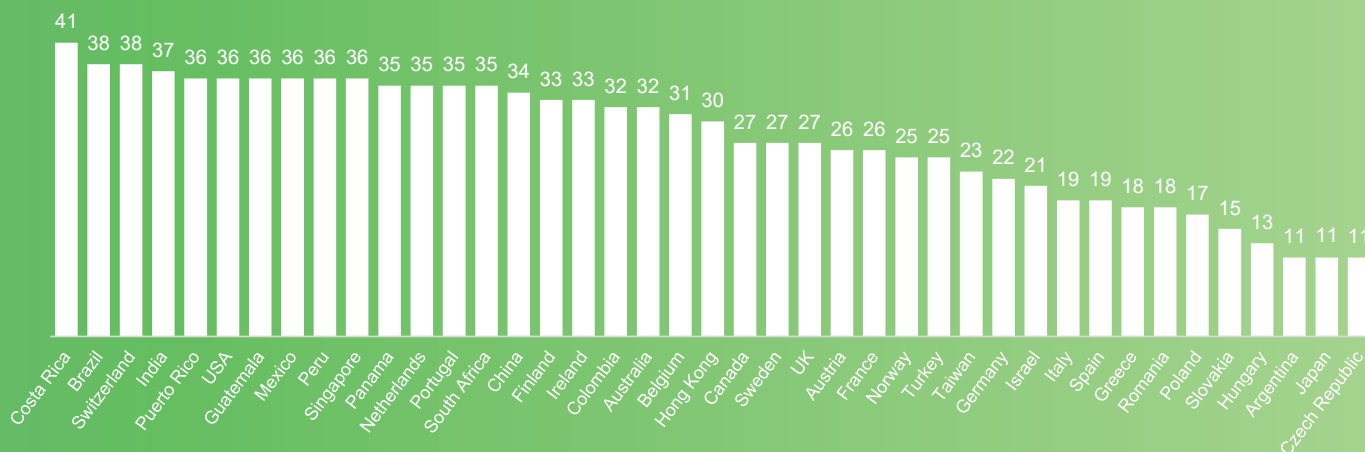
In Q4 2023, global hiring intentions continue to grow slowly but steadily for the fourth consecutive quarter. Employers anticipate raising staffing levels slightly faster than last quarter, which is reflected in the seasonally adjusted Net Employment Outlook (NEO) climbing from 28 to 30. This marks an improvement, with the employment outlook now aligning with figures from the previous year, increasing by 1 percentage point since Q4 2022.

Globally, employers seem to be striking a careful balance between concerns over slow economic growth and the increasing demand for talent. This results in a relatively stable employment outlook, both quarter-to-quarter and year-over-year.



INTERNATIONAL COMPARISONS

Hiring plans of more than 38,000 employers in 41 countries (Q4 2023), Seasonally Adjusted



„After a very uncertain start of the year, confidence returned to the labor market in spring, and thanks to the growing optimism, unemployment began to fall by 10,000 people per month. According to ManpowerGroup's labor market index, employers expect further increases in the number of employees during the summer. However, it is still very difficult for companies to cope with the new reality - although 35% of organizations will recruit, more than every sixth company plans to lay off employees.“

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 4 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

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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