

# ManpowerGroup Employment Outlook Survey

# Q1 2024

The ManpowerGroup Employment Outlook Survey for the first quarter 2024 was conducted by interviewing a representative sample of 525 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 2024 as compared to the current quarter?”



ManpowerGroup®

5% DON'T KNOW

27% INCREASE

46% NO CHANGE

22% DECREASE



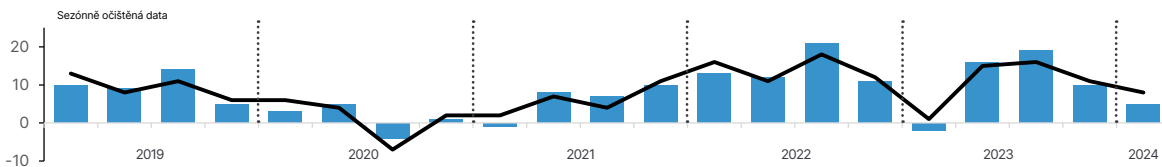
### NET EMPLOYMENT OUTLOOK | 5%

Czech organizations anticipate a slight increase in the number of employees during Q1 2024.

27 percentage of employers expect an increase in the number of employees, 22 percentage foresee a decrease, and 46 percentage anticipate no change.

Based on this data, the Net Employment Outlook (NEO) for the Czech Republic for Q1 2024 stands at 5 percentage.

### NET EMPLOYMENT OUTLOOK DEVELOPMENT

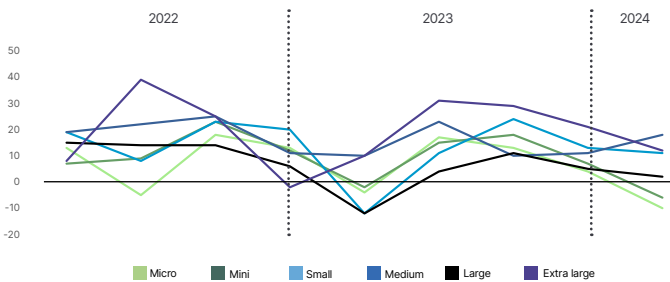


### ORGANISATION – SIZE COMPARISONS

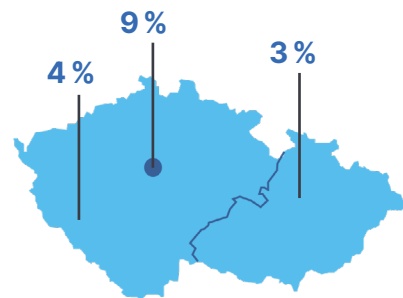
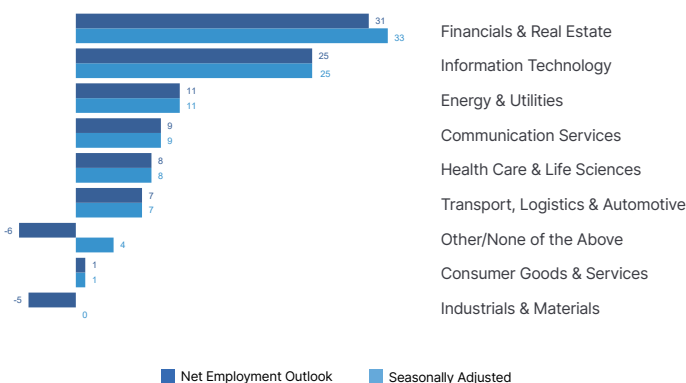
Organizace	Nárůst %	Pokles %	Beze změny %	Neví %	Čistý index	Sezónně očištěná data
Micro (less than 10)	21	31	46	2	-10	3
Mini (10 – 49)	19	25	51	5	-6	-2
Small (50 – 249)	32	21	44	3	11	16
Medium (250 – 999)	33	15	49	3	18	21
Large (1 000 – 4 999)	23	21	50	6	2	2
Extra Large (5 000+)	35	23	40	2	12	12

### NET EMPLOYMENT OUTLOOK

**-2% vs 5%**  
Q1 2023 vs Q1 2024



### SECTORS



### REGIONAL COMPARISONS

**PRAGUE** 9 12  
**BOHEMIA** 4 7  
**MORAVIA** 3 8

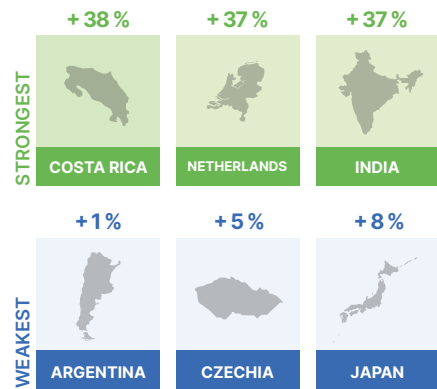
■ Net Employment Outlook ■ Seasonally Adjusted

## GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

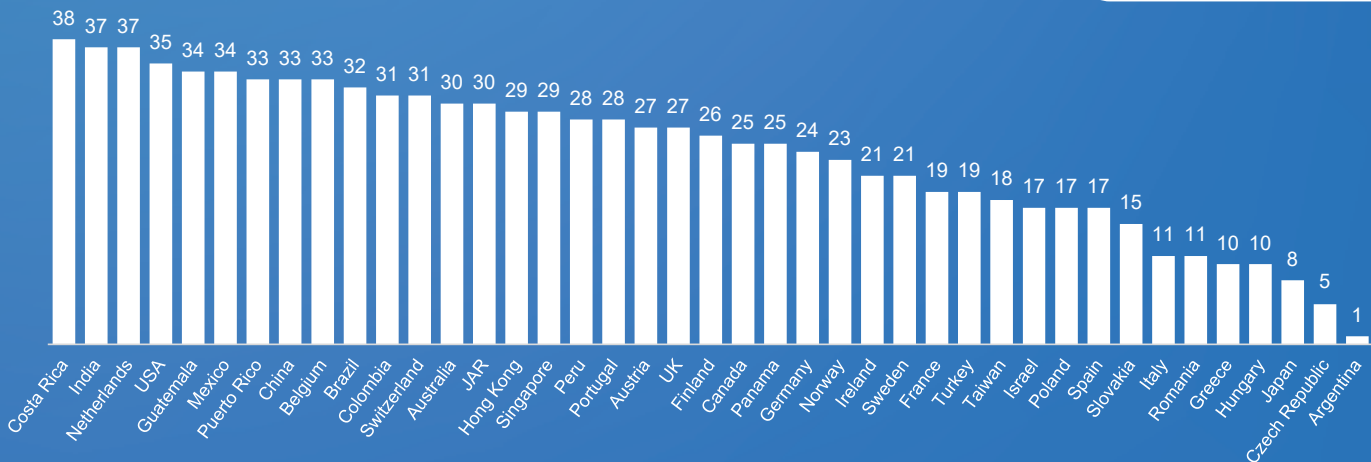
In the first quarter of 2024, organizations' concerns over the global economy heighten as weak growth is expected for the upcoming year. It appears that the economic slowdown is finally starting to cool down the labor market. Meanwhile, the impact of geopolitical tensions, including the Israel-Hamas and Ukraine-Russia conflicts further increase uncertainty among organizations. As a result, employers in most countries are slowing down hiring in the upcoming quarter, which is the key finding of the Q1 2024 ManpowerGroup Employment Outlook survey of 40,077 employers across 41 countries/territories.

In Q1 2024, global hiring intentions fell after rising for three consecutive quarters, as employers anticipate slowing the pace of hiring from last quarter. This is reflected in the seasonally adjusted NEO dropping from 30 to 26. Despite this drop, employment intentions are above those seen a year ago, when the NEO was 23, showing that the employment situation has slightly improved from a year ago.



## INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 41 countries (Q4 2023),  
Seasonally Adjusted



## GLOBAL OUTLOOK

World average **26%**



„In the first quarter of 2024, employers will mostly increase hiring plans. However, optimism has fallen slightly again. Companies' hiring plans are significantly higher than a year ago at this time, when the energy crisis peaked. The number of companies planning dismissal increased compared to the previous quarter. We observe the most pessimism in the public sector and in industry.“

**JAROSLAVA REŽLEROVÁ**

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 75 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.



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