

Demand for Employees Expected to Grow at the Start of Next Year

Hiring optimism among companies has remained stable for the third consecutive quarter. It also remains relatively high across the rest of Europe, including Germany, though it has slowed slightly.

Prague, 10th December 2024 – A positive staffing environment is expected in the Czech Republic in the upcoming quarter with a Net Employment Outlook (NEO) of 14 percentage points. Expectations have strengthened by 3 points from last quarter and 6 points since this time last year. Although the Czech Republic ranks in the bottom half of countries for its employment expectations, 11 points below the global average, its growth in employment expectations is notable. Indeed, the country is one of the few to report increasing employment expectations from last quarter and this time last year.

"Unemployment continues to fall and the country's economic growth forecasts look promising. Uncertainty reigns over the automotive sector, which is heavily affected by the transition to electric mobility. However, our data shows that the first quarter of 2025 will be marked by further growth in corporate demand for new hires across the economy. Optimism has been strongest for 3 years in the financial sector, real estate and IT. Currently, the energy sector has strengthened significantly, and industries, including automotive and logistics are poised for further hiring. We are one of the few countries in the world to report an increase in optimism both compared to last quarter and year-on-year," comments the labour market situation **Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.**

Industry sector comparisons

Czech organizations in 8 of 9 sectors expect increasing staffing levels in the first quarter of 2025, while employers in 1 sector expect a decrease. Compared to last quarter and this time last year, job markets have strengthened in 6 sectors and weakened in 3.

The most competitive sector in the Czech Republic is Energy & Utilities, with a NEO of 37. This sector reports the greatest growth in expectations out of the Czech sectors, up by 37 points from last quarter and 26 points from this time last year. In fact, this quarter is the highest NEO recorded in the Czech Energy & Utilities sector since we started tracking in Q1 2023. Globally, the Czech Republic ranks sixth for its expectations in the Energy & Utilities sector, above its average outlook by 27 points.

Regional comparisons

Czech organizations in all 3 regions anticipate an increase in staffing levels in the next quarter. Since last quarter, employment outlooks have strengthened in 2 regions and weakened in 1. Since this time last year, hiring intentions have strengthened in all 3 regions.

The most competitive region in the Czech Republic is the Moravia region, with an NEO of 16, rising by 6 points since last quarter and 9 points since this quarter last year. Meanwhile, the region reporting the greatest growth in expectations since last quarter is Bohemia, with a rise of 12 points.

Organisation size comparisons

Czech employers in 5 of 6 organization sizes anticipate an increase in staffing levels in the upcoming quarter, while just 1 predicts a decrease. Since last quarter, hiring intentions have strengthened in 3 organization sizes and weakened in the remaining 3. Since this time last year, hiring intentions have strengthened in 4 sizes and weakened in 2.

Czech employers in large enterprises with 5,000+ employees are the most optimistic, with a NEO of 26, rising by 4 points since last quarter and 14 points since this quarter last year. However, the greatest improvement is reported in micro-organizations of less than 10 employees, where the employment outlook recovers by 21 points from last quarter. The NEO in these micro-organizations is now at -9.

Global overview

The Q1 2025 ManpowerGroup Employment Outlook Survey (MEOS) surveyed 40,413 employers across 42 countries and territories. The data collection took place in the context of recovering but underwhelming global economic growth, as described by the [International Monetary Fund \(IMF\)](#). While economic forecasts were upgraded for the United States and Asia Pacific region, these gains are offset by downgrades in Europe and emerging markets. These trends are reflected in our results; despite a resilient global employment outlook, several countries, particularly in Europe, report cooling employment expectations. Uncertainty for global trade and defense was also heightened by the US presidential elections, undecided at the time of the research (October 1-31, 2024).

The global employment outlook holds steady, with the seasonally adjusted Net Employment Outlook (NEO) remaining at 25, unchanged from the previous quarter and reflecting only a 1-point decline from the same period last year. These figures indicate that employers will maintain stable hiring levels in the upcoming quarter, mirroring the broader global economic trend of stability paired with slow growth.

Overall, the global employment outlook continues to signal caution and uncertainty. As businesses navigate this evolving landscape, they are not accelerating their hiring.

About the survey

The Employment Outlook Survey – conducted in October 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

ManpowerGroup has also released its ManpowerGroup Employment Outlook Survey Explorer tool, a new interactive way to examine and compare its data. The tool can be viewed at <http://www.manpowergroupsolutions.com/DataExplorer/>

This survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. The Czech Republic is one of 42 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 1 2025 was conducted by interviewing a representative sample of 525 employers in the Czech Republic and asking the same question: "How do you anticipate total employment at your location to change in the three months to the end of March 2025 as compared to the current quarter?"

The global ManpowerGroup Employment Outlook Survey has been running for 60 years, and uses a validated methodology in accordance with the highest standards in market research. This survey helps to identify the hiring intentions of both regional and industry sector employers, and facilitates preparation for labor market pressures.

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 2Q 2025 period will be published on 11th March 2025.

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 2024 ManpowerGroup was named one of the World's Most Ethical Companies for the 15th year – all confirming our position as the brand of choice for in-demand talent.

Gain access to ManpowerGroup's extensive thought leadership papers, annual Talent Shortage surveys and the ManpowerGroup Employment Outlook Survey, one of the most trusted indices of employment activity in the world, via the ManpowerGroup World of Work Insight iPad application. This thought leadership app

explores the challenges faced by employers navigating the changing world of work and provides in-depth commentary, analysis, insight and advice on strategies for success.

Enter the Human Age at: www.manpowergroup.com/humanage

About ManpowerGroup Czech Republic

Through a network of over 21 offices, we provide staff (nearly 24,000) for around 1,200 clients. With employment opportunities in the public and private sector, on both a permanent and temporary basis, we make it easy for people to find employment and for companies to find staff with the skills they need. Solutions include permanent and temporary positions, holiday, maternity or sick coverage, through to large workforce transformation and outsourcing contracts.

More information available on www.manpowergroup.cz.