

ManpowerGroup Employment Outlook Survey

Q3 2025

The ManpowerGroup Employment Outlook Survey for the third quarter 2025 was conducted by interviewing a representative sample of 520 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 2025 as compared to the current quarter?”



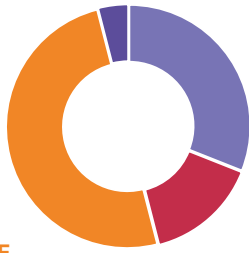
ManpowerGroup®

4 % DON'T KNOW

31 %
INCREASE

50 %
NO CHANGE

15 %
DECREASE



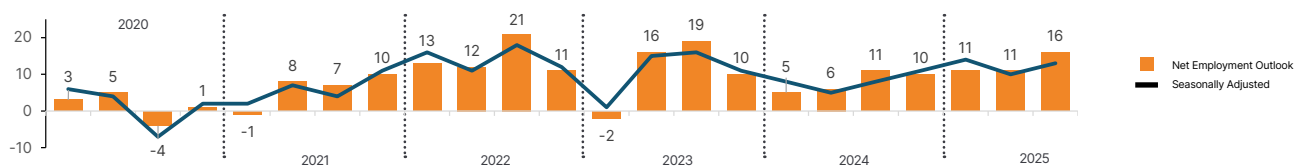
NET EMPLOYMENT OUTLOOK | 16 %

Employer recruitment optimism in the Czech Republic in the third quarter of 2025 increased quarter-on-quarter and year-on-year by 5 p. p.

31% of employers expect an increase in the number of employees, 15% predict a decrease and 50% of employers do not anticipate any changes.

Based on this data, the Net Employment Outlook (NEO) for the Czech Republic for Q3 2025 shows a value of 16%.

NET EMPLOYMENT OUTLOOK DEVELOPMENT

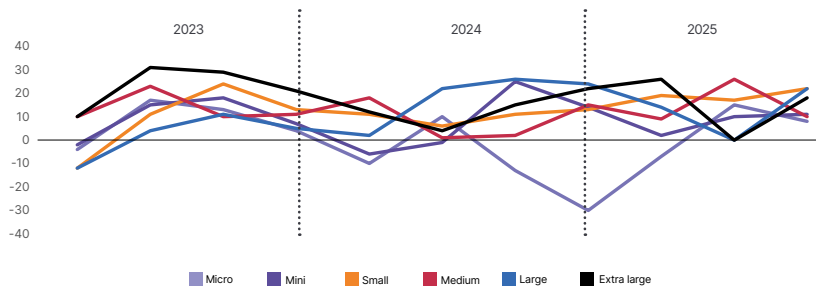


ORGANISATION – SIZE

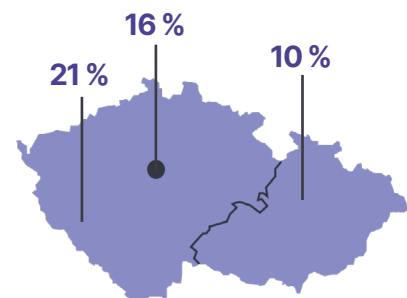
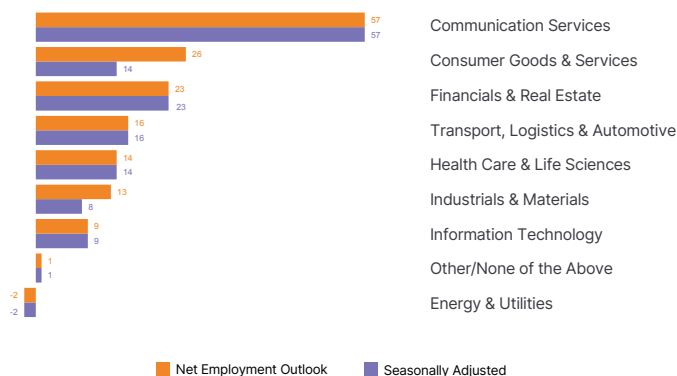
Organisation	Increase %	Decrease %	No Change %	Don't know %	Net Employment Outlook	Seasonally Adjusted
Micro (less than 10)	22	14	59	5	8	8
Mini (10 – 49)	26	15	53	6	11	5
Small (50 – 249)	32	10	54	4	22	20
Medium (250 – 999)	28	18	49	5	10	9
Large (1 000 – 4 999)	36	14	47	3	22	22
Extra Large (5 000+)	41	23	33	3	18	18

NET EMPLOYMENT OUTLOOK

11 % vs 16 %
Q3 2024 Q3 2025



SECTORS



REGIONAL COMPARISONS

PRAGUE 16 14
BOHEMIA 21 18
MORAVIA 10 6

Net Employment Outlook Seasonally Adjusted

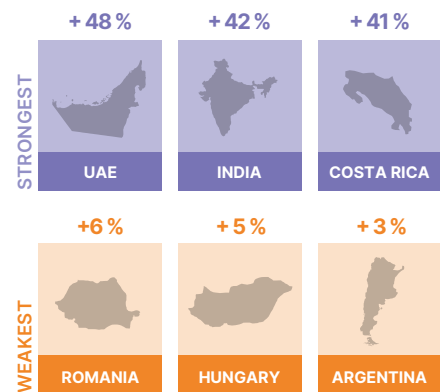
GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

The results of the ManpowerGroup Employment Outlook Survey for the third quarter of 2025 point to a slowdown in recruitment activities due to global uncertainty. The Net Employment Outlook (NEO) reached 24 points, which represents a slight decline from the previous quarter, but is still higher than a year ago.

The weakening of employer confidence stems from an unstable global environment – including trade disputes, policy changes, and negative economic forecasts. This is leading to more cautious hiring strategies and, in some cases, layoffs.

While information technology maintains a stable outlook, the finance and real estate sectors are facing a decline due to market fluctuations and geopolitical pressures. Overall, companies around the world are adapting to changing conditions and approaching recruitment with greater caution.



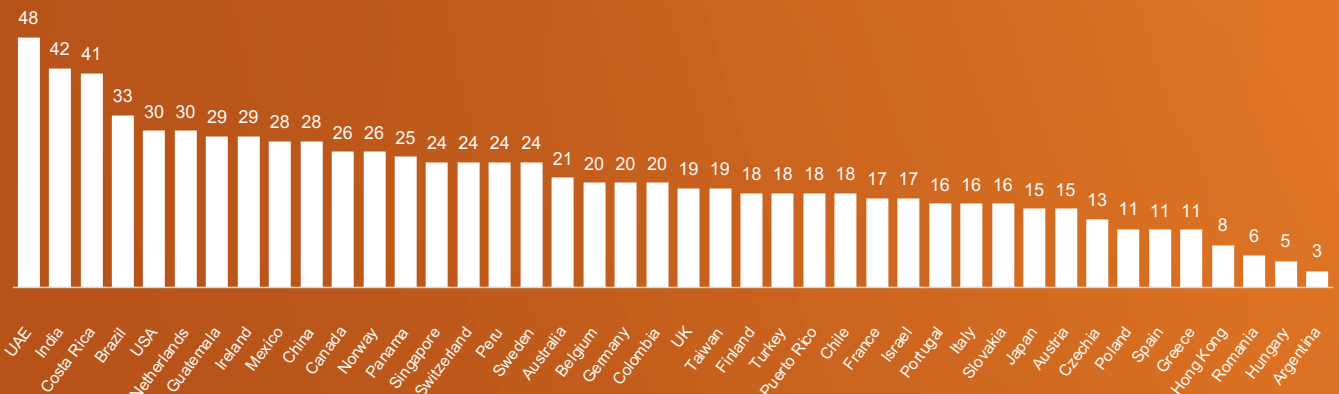
INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 42 countries (Q3 2025)

Seasonally Adjusted

GLOBAL OUTLOOK

World average **24 %**



„The threat of tariff wars has injected further uncertainty into the economy, but it has not spilled over into hiring plans for Q3. According to ManpowerGroup's Labour Market Index survey, the pace of growth in demand for new hires will increase slightly, particularly in Communications Services, Retail and Finance. Caution continues in Industry and Logistics, but even there the number of employers planning to hire prevails.“

JAROSLAVA REZLEROVÁ

Country Manager ManpowerGroup Czech Republic

About the ManpowerGroup Employment Outlook

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 40,385 public and private employers across 42 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?"

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) is a global leader in providing innovative services and customized solutions that span the employee lifecycle and help its clients achieve their goals and increase their competitiveness. ManpowerGroup has been helping clients in more than 75 countries and territories improve the performance of their workforce for more than 75 years. ManpowerGroup was named one of the World's Most Ethical Companies in 2025 for the 16th consecutive year, reinforcing its position as the most trusted company in its industry.

In the Czech Republic, ManpowerGroup handles the HR and payroll for nearly 15,000 employees it has sourced and who work for its clients every month. In 2024, through its network of 21 offices, ManpowerGroup found 24,000 new employees for 1,000 clients.

Please find more about the survey at www.manpowergroup.cz

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FULL VERSION