

Stable inflation and expected growth in household consumption bring optimism

Prague, 10th June 2025 – Employers in the Czech Republic anticipate improving hiring intentions for the third quarter of 2025, with a Net Employment Outlook (NEO) of 13 percentage points. This outlook has improved by 3 points since the last quarter and has also strengthened by 5 points since this quarter last year. Globally, the Czech Republic ranks relatively low for its employment expectations, sitting 11 points below the global average.

"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," says **Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic**

Industry sector comparisons

Czech organizations in 8 of the 9 sectors forecast increasing staffing levels in the next quarter, while employers in 1 sector expect a decrease. Compared to the last quarter, employment expectations have strengthened in 5 sectors and fallen in 4 sectors. Looking back to Q3 2024, employment expectations have strengthened in 6 sectors and decreased in 3.

The Communication Services sector is the most competitive in the Czech Republic, with a very high employment outlook of 57, increasing significantly by 80 points since the last quarter and by 28 points since Q3 2024. This quarter marks the highest NEO recorded in the Czech Communication Services sector since tracking began in Q1 2022. Globally, the Czech Republic ranks first for its employment expectations in the Communication Services sector, above the average global NEO by 42 points.

Regional comparisons

Czech organizations in all 3 regions expect an increase in staffing levels in Q3 2025. Since the last quarter and this time last year, employment expectations have strengthened in 2 regions and fallen in 1.

The manufacturing-driven Bohemia region is the most competitive in the Czech Republic, with a NEO of 18. This region reports the greatest growth in employment expectations from last quarter and this time last year, with increases of 6 and 11 points, respectively.

Organisation size comparisons

All 6 organization sizes expect increasing staffing levels in the upcoming quarter. Since the last quarter, employment expectations have strengthened in 3 organization sizes and fallen in 3. Compared to Q3 2024, staffing environments have strengthened in 4 organization sizes and decreased in 2.

Czech employers in very large organizations of 1000-4999 employees are the most optimistic with a NEO of 22, rising significantly by 27 points since the last quarter but falling slightly by 4 points since Q3 2024. Organizations with 5000+ employees also reported a large increase in expectations since the last quarter, with a 20-point rise.

Global overview

The Q3 2025 ManpowerGroup Employment Outlook Survey (MEOS) gathered responses from 40,671 hiring decision-makers across 42 countries and territories. The data collection took place throughout the month of April 2025. At this time, the global economy faced a renewed downturn driven by a highly unpredictable environment including significant policy shifts, escalating trade tensions, diminishing business sentiment, and downward revisions to growth forecasts. In this context, employer optimism waned, contributing to caution in hiring and even some workforce reductions.

With further expected weakness ahead, the global employment outlook fell. The seasonally adjusted Net Employment Outlook (NEO) dropped to 24, reflecting a 1-point slip from last quarter, although the figure is still 2 points above this time last year. This means that while global hiring is still resilient, it has slowed down from last quarter.

In conclusion, the findings of Q3 2025 Employment Outlook paint a picture of increasing caution among employers and businesses globally. The pervasive uncertainty stemming from trade tensions, policy shifts, and a weakening economic outlook has clearly dampened employer optimism. This has translated into a slowdown in hiring momentum, where declining employment outlooks and rising layoff figures signal a cautious approach to hiring decisions.

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 3 2025 was conducted by interviewing a representative sample of 520 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 September 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 4Q 2025 period will be published on **9th September 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 16th 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.

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About ManpowerGroup Czech Republic

Through a network of over 21 offices, we provide staff (nearly 24,000) for around 1,000 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.