

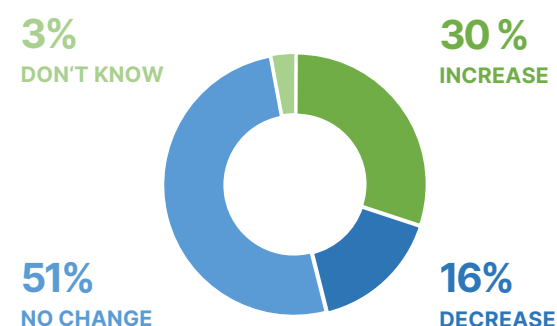
# ManpowerGroup Employment Outlook Survey

# Q4 2025

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2025 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 December 2025 as compared to the current quarter?”



ManpowerGroup®



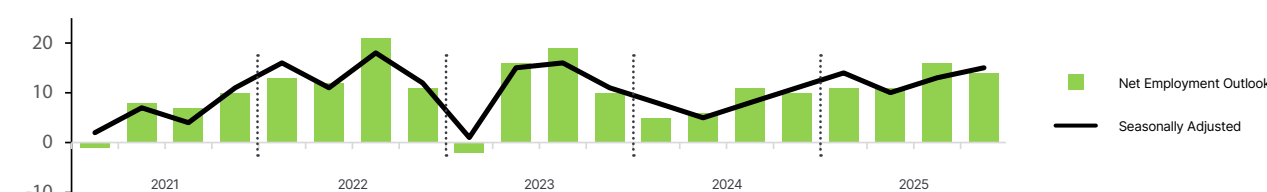
## NET EMPLOYMENT OUTLOOK |14%

Hiring optimism decreased by 2 percentage points compared to the previous quarter, but increased by 4 percentage points year-on-year.

30% of employers expect an increase in headcount, 16% anticipate a decrease, and 51% of employers do not foresee any changes.

Based on these figures, the Net Employment Outlook for the Czech Republic for Q4 2025 stands at 14%.

## NET EMPLOYMENT OUTLOOK DEVELOPMENT



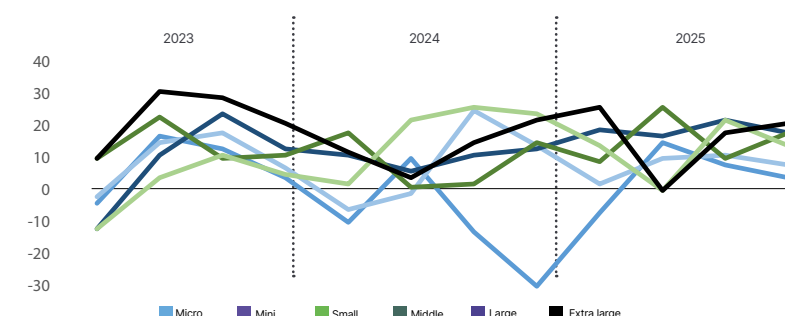
## ORGANISATION – SIZE COMPARISONS

Organisation	Increase %	Decrease %	No Change %	Don't know %	Net Employment Outlook	Seasonally Adjusted
Micro (less than 10)	21	17	56	6	4	5
Mini (10 – 49)	23	15	61	1	8	7
Small (50 – 249)	33	15	49	3	18	19
Medium (250 – 999)	36	18	46	0	18	18
Large (1 000 – 4 999)	30	16	49	5	14	12
Extra Large (5 000+)	37	16	46	1	21	15

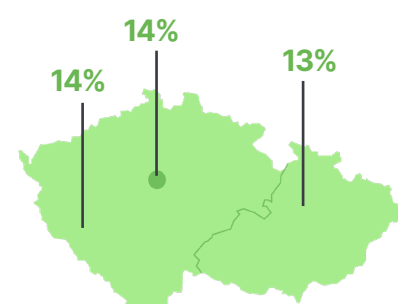
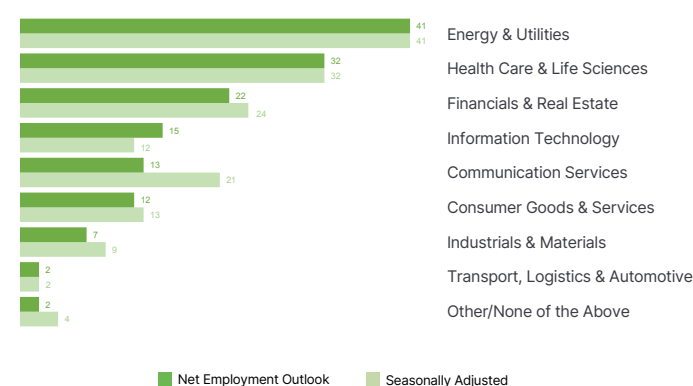
## NET EMPLOYMENT OUTLOOK

10% vs 14%

Q4 2024 Q4 2025



## SECTORS



## REGIONAL COMPARISONS

PRAGUE 14 14  
BOHEMIA 14 15  
MORAVIA 13 14

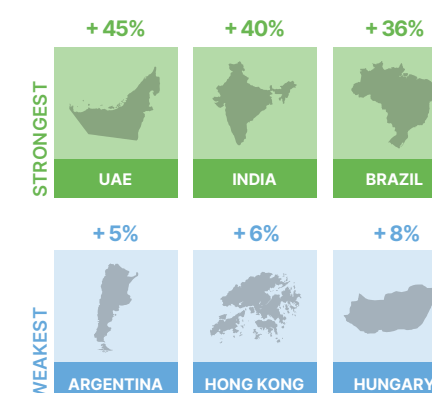
## GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

Based on Q4 2025 data, the global labor market is cooling. Employers are cautious due to the economic slowdown and the impact of U.S. tariffs, which are hindering trade and weakening demand, particularly in manufacturing.

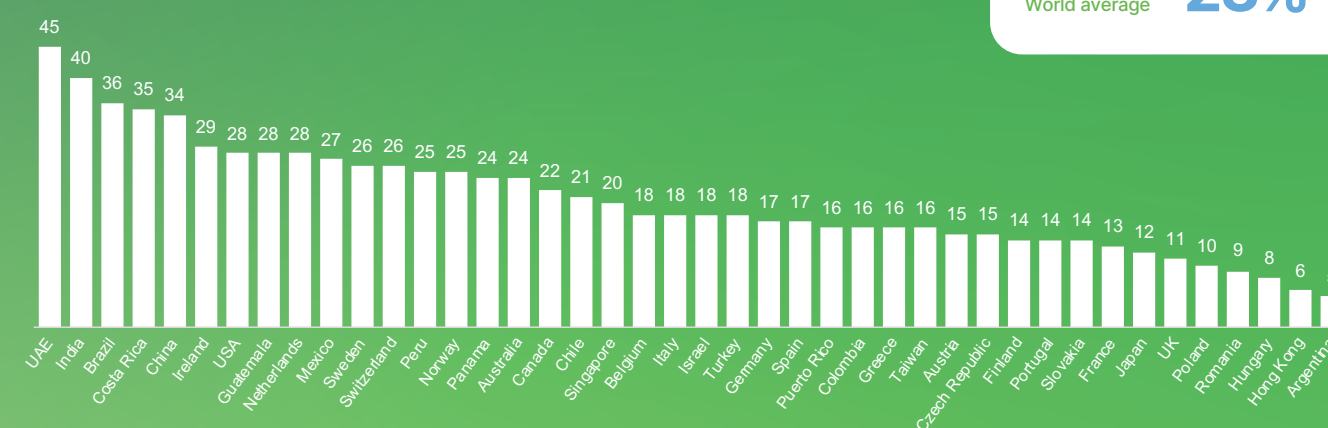
In North America, the hiring outlook fell to 26 points, the lowest level since 2021. Job growth has slowed in the United States, while Canada is experiencing rising unemployment in sectors affected by trade challenges.

Europe remains relatively stable with an outlook of 18 points – the lowest of all regions, though slightly higher compared to the previous quarter. Employment in the region has reached record levels, with Ireland showing the strongest hiring expectations (29 points). However, uncertainty persists due to trade relations with the U.S., on which more than 5 million EU jobs depend, especially in manufacturing. Across regions, employers remain cautious and, in most cases, do not plan to expand their teams.



## INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 42 countries (Q4 2025)  
Seasonally Adjusted



## GLOBAL OUTLOOK

World average 23%



„While overall recruitment activity remains stable in the fourth quarter, we are seeing more significant movements in some sectors. The weakest expectations are in industry, logistics, and the public sector. Manufacturing in the automotive and engineering industries is experiencing a decline in orders due to sluggish demand in Western European markets, while the public sector is facing constraints resulting from budget cuts. In contrast, healthcare, financial services, and the B2B services sector remain the most optimistic in the long term, and it is here that we are seeing continued investment in recruitment and people development.“

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 more than 40 000 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 2025 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 2025 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), 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. The ManpowerGroup helps clients in more than 75 countries and territories improve the performance of their workforce, and has been doing so for more than 75 years.

In 2025, ManpowerGroup was named one of the world's most ethical companies for the 16th consecutive year, strengthening its position as the most trusted company in its field.

In the Czech Republic, ManpowerGroup handles the personnel and payroll agenda for nearly 15,000 employees every month, whom it has recruited and who work for its clients. In 2024, thanks to its network of 21 branches, ManpowerGroup found 24,000 new employees for 1,000 clients.

Please find more about the survey at [www.manpowergroup.cz](http://www.manpowergroup.cz)

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