

A positive start to the year ahead: Employers in the Czech Republic plan to hire more than in previous years

Hiring optimism has increased by 6 percentage points quarter-on-quarter, marking the most positive first quarter in the history of the survey.

Prague, 9th December 2025 – ManpowerGroup Czech Republic today released the results of the *ManpowerGroup Employment Outlook Survey* for the first quarter of 2026. The findings show that companies expect to hire more staff at the beginning of 2026 than they did in 2025. The strongest hiring prospects are reported in Finance & Insurance, Professional & Scientific Services, Automotive, and the Technology sector.

As part of the Q1 2026 ManpowerGroup Employment Outlook Survey, a representative sample of 518 employers in the Czech Republic was asked: “How do you expect total employment at your company to change in the next quarter, through the end of March 2026, compared to the current quarter?” In the Czech Republic, hiring optimism is expected to accelerate in the upcoming quarter: 38% of employers plan to increase staffing levels, 18% expect to reduce them, and 41% foresee no change. The resulting Net Employment Outlook is +20 percentage points, up 6 points from the previous quarter and 9 points year-on-year.

“The Czech economy is undergoing a transformation, gradually shifting from manufacturing to services. The labor market, however, is not showing signs of widespread layoffs. Instead, we see selective slowdowns in industries undergoing technological and structural change, particularly in manufacturing, which lost 16,000 workers over the past year. These workers have largely transitioned into other sectors where employment is growing more rapidly. As we enter 2026, we expect a combination of continued modest economic growth, slightly higher unemployment, and a persistent shortage of workers with the required skill profiles. Companies will mainly be reallocating capacity rather than reducing headcount, and the pressure on hiring, reskilling, and labor migration will continue to intensify,” says **Jaroslava Rezlerová, CEO of ManpowerGroup Czech Republic.**

Sector Comparison

For Q1 2026, we introduced a new sector classification that better reflects trends in the global economy. We now report on 11 sectors, including two newly defined specialized categories: Technology & IT Services, which combines manufacturing, information services, and professional services subsectors to provide a comprehensive overview of all technology-related areas; and Automotive, which includes interconnected subsectors of manufacturing, trade, and logistics.

All 11 sectors expect staffing levels to increase. Compared to the previous quarter, hiring activity strengthened in eight sectors and slowed in three.

The strongest outlook is reported in Finance & Insurance with a Net Employment Outlook of +36, an increase of 11 points quarter-on-quarter and 9 points year-on-year. This is followed by Automotive and Professional, Scientific & Technical Services (both +29), and Technology & IT Services (+28).

“The automotive industry remains one of the key pillars of the Czech economy—and at the same time, one of the sectors undergoing the fastest transformation. We see clear momentum in electromobility and a rising need for new skills, technologies, and investment. While many automotive companies are negatively affected by this transformation, the Czech automotive sector as a whole continues to hire and is well-positioned to maintain its strong role in the years ahead. The key factor will be how quickly we adapt,” says **Rezlerová**.

The upcoming quarter is particularly notable for the Construction & Real Estate sector, which—after seasonal adjustment—shows its strongest index since measurements began in 2008. It also records the highest quarter-on-quarter and year-on-year increases. A significant rise is also seen in Hospitality, Recreation & Cultural Services. The least optimistic sectors are Information & Communication Services (+5), Utilities & Natural Resources, and Public Sector, Health & Social Services (both +10).

Comparison by Company Size

Czech employers in medium-sized companies (250–999 employees) report the strongest optimism with an index of +33—a rise of 15 points quarter-on-quarter and 22 points year-on-year. They are followed by small companies (50–249 employees) with +22.

The least optimistic are large companies (1,000–4,999 employees) with +8, and extra-large employers with +13.

Micro-companies (fewer than 10 employees) recorded the largest year-on-year increase: +20 points.

While organizations with up to 1,000 employees significantly strengthen their outlook, those with 1,000–5,000 employees show only a moderate increase, and companies with more than 5,000 employees report slowing hiring intentions.

Regional Comparison within the Czech Republic

Employers across all three regions expect staffing levels to increase next quarter. The strongest outlook is reported in Moravia (+25)—the highest value recorded since measurements began in 2008. This represents a 12-point increase quarter-on-quarter and 13-point increase year-on-year, the largest movement across all regions. This is followed by Bohemia (+18) and, lastly, Prague (+16), which until 2024 had consistently been the most optimistic region. While Prague’s index remains stable, other regions show stronger growth.

Global Outlook

The Q1 2026 ManpowerGroup Employment Outlook Survey collected responses from 39,063 employers across 41 countries and territories in October 2025. The global employment outlook remains stable, though employers continue to exercise caution.

The global economy is still weak, yet more resilient than expected according to the IMF.

The seasonally adjusted Net Employment Outlook (NEO) increased slightly to +24—one point above last quarter, though still one point below the same period last year. Overall, the global labor market remains relatively stable, but caution prevails. Labor markets in many regions are under pressure. Companies are shifting toward “leaner” hiring practices, shaped by technological transformation and ongoing economic and geopolitical uncertainty.

About the survey

News in MEOS: We have transitioned to a new data supplier to ensure the quality and accuracy of MEOS research. The new data supplier provides industry-leading data quality assurance technology with a broader and more diverse pool of respondents.

Overall, the long-term benefit of this data supplier change will be more representative, accurate, and future-proof data, ensuring the MEOS tracker remains a reliable source for hiring trends.

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 41 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 41 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 1 2026 was conducted by interviewing a representative sample of 518 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 December 2026 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 2026 period will be published on 10th March 2026.

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 2025 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.