

## Hiring optimism is growing for the second half of the year

Construction, real estate, logistics, energy and IT are driving the trend, while the automotive industry and financial services are holding it back.

**Praha, 9. června 2026 – ManpowerGroup Czech Republic today released the results of the ManpowerGroup Employment Outlook Survey for the third quarter of 2026. The data show that employers in the Czech Republic continue to plan to hire new employees. Hiring optimism remains above average, with a Net Employment Outlook of +23%. The strongest hiring intentions are reported by employers in construction, real estate, logistics, IT, and energy. In contrast, the automotive sector is scaling back recruitment plans. A decline in hiring optimism is also evident in financial services and insurance, although employers in these sectors still report overall positive hiring intentions. Weaker hiring activity also persists in the public sector.**

As part of the survey, 524 Czech employers were asked: “How do you expect total employment at your location to change in the three months to the end of September 2026 compared with the current quarter?”

In the Czech Republic, 37% of employers expect to increase staffing levels, 14% expect a decrease and 48% anticipate no change. The resulting Net Employment Outlook is +23%. This represents an increase of 9 percentage points quarter-over-quarter and 7 percentage points year-over-year.

*“The Czech labour market is entering the second half of 2026 in a paradoxical situation. Companies want to hire and hiring optimism is exceptionally high, particularly in technical fields, construction, energy and IT. At the same time, employers are increasingly facing skills shortages, especially in technical, digital and highly specialized professions. The Czech economy is undergoing a structural transformation, with workers gradually moving from traditional manufacturing into services, logistics, technology, healthcare and social services. This is not a short-term fluctuation but a long-term trend driven by economic transformation, automation, digitalization and demographic change. Companies must focus not only on recruiting new employees but also on reskilling, workplace flexibility and employee retention. Adaptability and investment in skills development will be decisive factors for the competitiveness of both businesses and the Czech economy in the years ahead,”* said **Jaroslava Rezlerová**, General Manager of ManpowerGroup Czech Republic.

Despite positive hiring plans, the Czech labour market remains tight. The Czech Republic continues to have one of the lowest unemployment rates in the European Union, while employers still struggle to find qualified talent, particularly in IT and technical professions.

### Sector Comparison

The strongest sector in the Czech Republic is Construction & Real Estate, with a Net Employment Outlook of 43. This is up 15 points quarter-over-quarter and 29 points year-over-year. The Czech Republic ranks eighth globally in this sector and exceeds the global average by 7 points. It is also the highest result ever recorded for Construction & Real Estate since

tracking began in Q2 2008.

Technology and IT Services follow with an Outlook of 40, up 31 points year-over-year, while Energy, Utilities and Natural Resources (36) recorded the strongest quarterly increase, rising by 63 points. The weakest sector is Automotive, with an Outlook of 0, meaning equal proportions of employers expect to hire and reduce staff. Public Sector, Healthcare & Social Services (7) and Manufacturing (16) also remain weak. A significant increase was recorded in Hospitality, Leisure and Culture, where the Outlook rose by 22 points compared with the previous quarter.

*“We are seeing a widening gap between sectors. Construction, energy and IT continue to expand and seek new talent, while industrial companies, particularly in automotive, are becoming more cautious due to weaker European demand and uncertainty. The Czech labour market is increasingly divided between sectors that are expanding and those entering a wait-and-see mode,”* added **Jaroslava Rezlerová.**

### Company Size Comparison

Hiring optimism increased quarter-over-quarter across almost all company sizes. The only decline was among very large organizations with more than 5,000 employees, where the Outlook stands at 7, down 11 points year-over-year. The most optimistic employers are micro companies with fewer than 10 employees (33), followed by medium-sized organizations with 250–999 employees (32) and large companies with 1,000–4,999 employees (29). This latter category recorded the strongest quarterly increase, rising by 22 points.

### Regional Outlook

Employers in all three regions expect to increase staffing levels. Hiring optimism improved quarter-over-quarter across all regions. Bohemia reports the strongest Outlook at 27, followed closely by Prague at 26. This is the most optimistic result ever recorded for both regions. Moravia and Silesia lag behind with an Outlook of 14. Year-over-year optimism also improved across all regions.

### Global Outlook

Global hiring intentions weakened slightly in Q3 2026. According to the ManpowerGroup Employment Outlook Survey (MEOS), which included more than 40,000 employers across 42 countries and territories, the global Net Employment Outlook declined to 26%. The main reasons include growing geopolitical uncertainty, higher energy costs and disruptions to international transport linked to the conflict involving Iran.

Europe is facing the greatest challenges. The European Employment Outlook fell to 14%, with the weakest results reported by Germany (6%), France (3%) and Italy (3%), all key economies for Czech industry and exports. Slovakia also slipped into negative territory (-6%), confirming the continued weakness of European manufacturing and lower investment activity in the region.

By contrast, the United States remains the main engine of global employment growth, with an Outlook of 45%. Strong demand also continues in the technology sector, particularly for AI and engineering specialists. Although major technology companies continue to reduce headcount, employers worldwide still face a shortage of AI and digital technology talent.

### About the ManpowerGroup Employment Outlook Survey

**The ManpowerGroup Employment Outlook Survey is conducted quarterly to track employers' plans to reduce or increase their workforce during the following quarter. The Czech Republic is one of 42 countries in which the survey is conducted.**

The survey has been conducted for 60 years and has become one of the most trusted recruitment surveys in the world. The ManpowerGroup Employment Outlook Survey is based on a survey of approximately 40,000 employers in the public and private sectors across 42 countries and is considered a highly reliable economic indicator.

The ManpowerGroup Employment Outlook Survey is currently conducted in the following 42 countries and regions around the world: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Denmark, Finland, France, Germany, Guatemala, Hong Kong, India, Ireland, Italy, Israel, Japan, Mexico, Netherlands, Norway, Panama, Peru, Poland, Puerto Rico, Portugal, Romania, South Africa, Spain, Sweden, Switzerland, and the United Kingdom. Colombia, Costa Rica, Hungary, Mexico, Germany, the Netherlands, Norway, Panama, Peru, Poland, Puerto Rico, Portugal, Austria, Romania, Greece, Singapore, Slovakia, Spain, Sweden, Switzerland, Taiwan, Turkey, the United Kingdom, and the United States.

For more information about the survey and detailed results for all countries, visit [manpowergroup.com/workforce-insights/](https://manpowergroup.com/workforce-insights/) or [manpower.cz/pruzkumy/](https://manpower.cz/pruzkumy/).

**The next ManpowerGroup Employment Outlook Survey results will be released on June 9, 2026.**

### ManpowerGroup in the Czech Republic

ManpowerGroup has been operating in the Czech Republic for more than 30 years and is one of the leaders in the field of personnel and HR solutions. It helps companies respond to changes in the labor market and helps people find meaningful and sustainable employment. The company focuses on talent recruitment and development, flexible forms of work, digitization of HR processes, and support for equal opportunities. ManpowerGroup Czech Republic has 21 branches and fills over 2,000 specialized positions for its clients each year and handles payroll for more than 5,500 agency employees.