

ManpowerGroup Employment Outlook Survey

Q4 2024

The ManpowerGroup Employment Outlook Survey for the fourth quarter 2024 was conducted by interviewing a representative sample of 521 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 2024 as compared to the current quarter?”



ManpowerGroup®

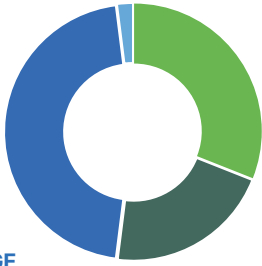
2% DON'T KNOW

31% INCREASE

NET EMPLOYMENT OUTLOOK | 10%

Czech organizations anticipate a slight decrease in the number of employees during Q4 2024.

46% NO CHANGE

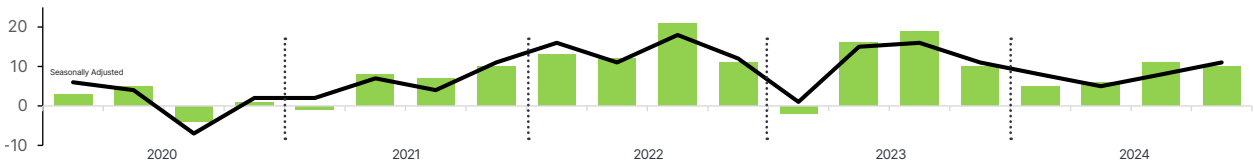


21% DECREASE

31 percentage of employers expect an increase in the number of employees, 21 percentage foresee a decrease, and 46 percentage anticipate no change.

Based on this data, the Net Employment Outlook (NEO) for the Czech Republic for Q4 2024 stands at 10 percentage.

NET EMPLOYMENT OUTLOOK DEVELOPMENT

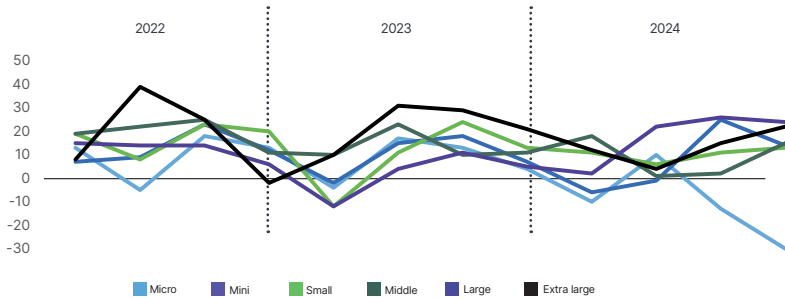


ORGANISATION – SIZE COMPARISONS

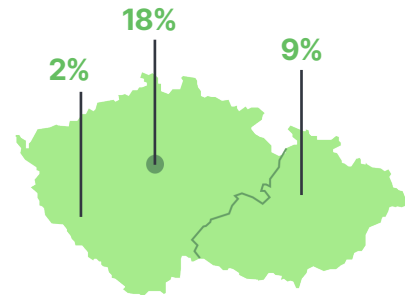
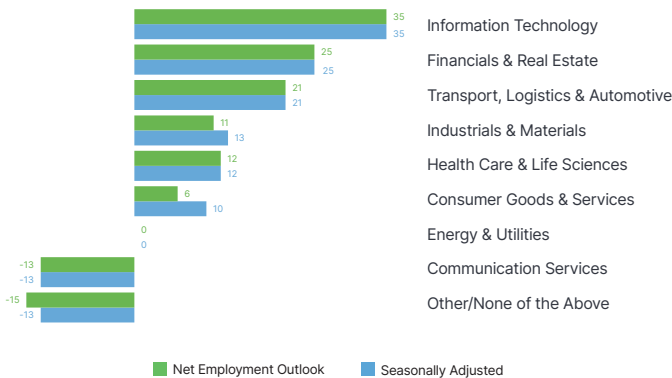
Organisation	Increase %	Decrease %	No Change %	Don't know %	Net Employment Outlook	Seasonally Adjusted
Micro (less than 10)	8	38	52	2	-30	-30
Mini (10 – 49)	29	15	55	1	14	12
Small (50 – 249)	30	17	49	4	13	14
Medium (250 – 999)	38	23	38	1	15	15
Large (1 000 – 4 999)	41	17	42	0	24	24
Extra Large (5 000+)	42	20	36	2	22	22

NET EMPLOYMENT OUTLOOK

10% vs 10%
Q3 2023 vs Q3 2024



SECTORS



REGIONAL COMPARISONS

PRAGUE 18 18
BOHEMIA 2 3
MORAVIA 9 10

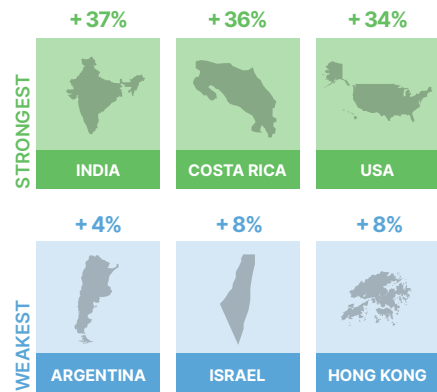
Net Employment Outlook Seasonally Adjusted

GLOBAL EMPLOYMENT OUTLOOK

Seasonally Adjusted

The Index suggests that the labour market is slowly but surely recovering. Even so, it remains at a point where it is unclear whether it will grow or slow down in the next quarter. While relatively stable economic growth and monetary easing in several countries have boosted employer confidence, they remain cautious on hiring. Compared to last quarter, the market index rose 3 percentage points to 25.

The Index's strongest increase is seen in IT, whose decline in the previous quarter was driven by concerns that technology company stocks are overvalued due to the AI boom. As there has been no slowdown in IT investment, confidence in hiring has increased again. The Index for the sector now stands at 35. In contrast, the Index for the Energy & Utilities sector remains subdued due to new sustainability guidelines, changing sustainability targets and significant oil price fluctuations. Tensions in the Middle East and conflicts in Eastern Europe continue to affect the sector. As a result, the Index weakened to 8.



INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 42 countries (Q4 2024)

Seasonally Adjusted

GLOBAL OUTLOOK

World average **25 %**



„The labour market will continue to grow steadily in the last quarter of the year. Although the labour offices recorded an increase in unemployment during the holidays, this is an annual phenomenon caused by the arrival of graduates. September and October is the peak season in the world of work, as companies are hiring the most. Information Technology, Finance, and Transport, Logistics and Automotive sectors report the highest levels of optimism for the end of the year. The most nervousness is seen in communications services and pessimism has continued for more than a year in the public and non-profit sector.“

JAROSLAVA REŽLEROVÁ

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 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), 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®, Manpower IT® and Talent Solutions® – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 75 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 fourteenth year – all confirming our position as the brand of choice for in-demand talent.

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

ManpowerGroup Česká republika, Na Florenci 2116/15, 110 00 Praha 1, Česká republika, +420 242 499 370
www.manpowergroup.cz, www.manpower.cz, www.manpowerit.cz

©2024, ManpowerGroup spol. s r.o. All rights reserved.



FULL VERSION