

UNDER EMBARGO UNTIL 00:01 GMT September 11th, 2018

## CZECH EMPLOYERS EXPECT A FAIR HIRING CLIMATE IN THE 4Q 2018

**Prague, 11<sup>th</sup> September – ManpowerGroup Czech Republic releases today results of the ManpowerGroup Employment Outlook Survey for the fourth quarter of 2018.**

Czech job seekers can expect a fair hiring climate in the October-December time frame, according to employers who report a seasonally adjusted Net Employment Outlook of +6%. Hiring prospects improve by 2 and 5 percentage points from 3Q 2018 and 4Q 2017, respectively.

Staffing levels are expected to increase in eight of 10 industry sectors and all three regions during the final quarter of 2018. Outlooks improve in seven sectors and two regions when compared with the previous quarter, while employers in nine sectors and two regions report stronger hiring plans year-over-year.

*“The unemployment rate is the lowest in the history and according to the ManpowerGroup Employment Outlook Survey the hiring pace remains positive also for Q4 2018. Demand significantly exceeds supply, and in the big cities and industrial areas companies report critical lack of workers, increasing wage inflation and employee fluctuation. The tight talent supply is forcing employers to try and use new HR strategies. They are modifying reward systems and benefits, organizing manufacturing in different way, using part-times and flexible forms of employment more often, and engaging in recruitment in distant regions, even abroad,”* said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

### **Industry sector comparisons**

For the second consecutive quarter, the strongest of the 10 industry sector forecasts is reported by Electricity, Gas & Water sector employers. Standing at +13%, the Outlook is unchanged quarter-over-quarter, and improves by 9 percentage points in comparison with the same period last year.

Restaurants & Hotels sector employers report the weakest sector Outlook of -3%. Hiring intentions are the weakest reported in four years, declining by 9 and 14 percentage points from 3Q 2018 and 4Q 2017, respectively.

### **Regional comparisons**

The strongest of the Czech Republic’s regional Outlooks is reported in Moravia (+8%), remaining relatively stable when compared with the previous quarter, and improving by 6 percentage points year-over-year. Prague employers report the most cautious regional Outlook of +4%, improving by 2 percentage points in comparison with 3Q 2018, and unchanged compared with last year at this time.

### **Organization Size Comparisons**

Workforce gains are forecast in all four organization size categories for the upcoming quarter. Large employers anticipate a brisk hiring pace (+33%), while the most cautious Outlook of +5% is reported by Micro firms.

### **Global overview**

Fourth-quarter hiring plans strengthen in 22 of 44 countries and territories when compared to the July-September time frame, weaken in 14 and are unchanged in eight. When compared



ManpowerGroup™

to last year at this time, Outlooks improve in 23 countries and territories, weaken in 13 and are unchanged in seven. Fourth-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Romania and Slovenia, while the weakest hiring prospects are reported in Switzerland, Argentina, France and Italy.

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 1Q 2019 period will be published on 11 December 2019.

**For additional information, please contact:**  
**Jiří HALBRŠTÁT, email: [jiri.halbrstat@manpowergroup.cz](mailto:jiri.halbrstat@manpowergroup.cz)**

### **Note to Editors**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 44 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](http://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 44 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 4 2018 was conducted by interviewing a representative sample of 750 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 2018 as compared to the current quarter?"**

The global ManpowerGroup Employment Outlook Survey has been running for more than 55 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.

### **About the Survey**

The global leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 59,000 employers in 44 countries and territories. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.



ManpowerGroup™

### **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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com).

In January 2011, at the World Economic Forum Annual Meeting in Davos, Switzerland, ManpowerGroup announced the world has entered the Human Age, where talent has replaced capital as the key competitive differentiator. This concept of talentism as the new capitalism continues to resonate and was echoed as a core theme of the 2012 Annual Meeting of the World Economic Forum in Davos. Learn more about this new age at [www.manpowergroup.com/humanage](http://www.manpowergroup.com/humanage).

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.

Enter the Human Age at: [www.manpowergroup.com/humanage](http://www.manpowergroup.com/humanage)

### **About ManpowerGroup Czech Republic**

Through a network of over 35 offices, we provide staff (nearly 12,000) for around 1,200 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](http://www.manpowergroup.cz)