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CZECH EMPLOYERS REPORT CAUTIOUSLY OPTIMISTIC HIRING PLANS FOR 1Q 2018

Prague, 12th December – ManpowerGroup Czech Republic releases today results of the ManpowerGroup Employment Outlook Survey for the first quarter of 2018.

Czech job seekers can expect some hiring opportunities in the forthcoming quarter, according to employers who report a seasonally adjusted Net Employment Outlook of +5%. Hiring plans improve by 3 percentage points when compared with the previous quarter, and are 2 percentage points stronger in a comparison with 1Q 2017.

“The first quarter is often the worst period in terms of employment, and it is not uncommon to see workforce reductions in many sectors. On the other hand, the Net employment outlook +5 is the best prediction for Q1 in the history of the survey since 2008 and that can be sign of continuing optimism of Czech labor market with the lowest unemployment in Europe. This is very good news for people looking for a job, but companies increasingly complain that they cannot find enough suitable candidates. In-demand profiles are emphasizing not only specialized skills in IT, engineering or skill trades, but companies also report a lack of candidates for non-qualified jobs in manufacturing and logistics. According to the ManpowerGroup Employment Outlook Survey for the first quarter of 2018, 42 % of large companies plan to increase the number of vacancies. Especially we are seeing the most inquiries from our clients in automotive sector, logistics and call centers,” said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

Industry sector comparisons

Payrolls are forecast to grow in nine of 10 industry sectors and all three regions during the next three months. Outlooks improve in seven sectors and one region quarter-over-quarter, and are stronger in six sectors and two regions when compared with this time one year ago. Electricity, Gas & Water Supply sector employers report the strongest of the 10 industry sector Outlooks for 1Q 2018. Standing at +17%, the Outlook matches the strongest reported since the survey 10 years ago, last reported in 3Q 2016. Hiring prospects improve by 13 and 8 percentage points from 4Q 2017 and 1Q 2017, respectively. The weakest sector Outlook of 0% is reported in the Mining & Quarrying sector, although hiring intentions are 3 percentage points stronger when compared with the previous quarter, and improve by 2 percentage points when compared with the first quarter of 2017.

Regional comparisons

Bohemia employers report the strongest of the three regional Outlooks (+7%). Hiring plans are the strongest in the region for more than nine years, improving by 9 percentage points quarter-over-quarter. When compared with 1Q 2017, the Outlook for the region remains relatively stable. Moravia employers report the weakest regional Outlook of +1%, remaining relatively stable when compared with the previous quarter, but declining by 2 percentage points year-over-year.

Organization Size Comparisons

Staffing levels are expected to increase in all four organization size categories during 1Q 2018. Large employers report brisk hiring intentions with an Outlook of +36%, while the most cautious hiring plans are reported by Micro employers (+3%).



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Global overview

According to the survey, workforce gains of varying margins are forecast by employers in 41 of 43 countries and territories during the January-March time frame. And for the second consecutive quarter since the global financial crisis in 2009, employers report no negative Outlooks among the 43 countries and territories. Additionally, employers in a number of countries, including Australia, Japan, Norway, Poland, Romania and the United States, report their strongest hiring plans in five years or more. There are also signs that the volatility recently observed in some countries—most notably in Brazil, China and India—is declining. Overall, forecasts improve or remain stable in most countries and territories. When compared with the final quarter of 2017, hiring prospects improve in 20 of 43 countries and territories, are unchanged in eight, and decline in 15. When compared with this time one year ago, hiring intentions improve in 26 of the 43 countries and territories, are unchanged in six, and weaken in only 11.

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 2Q 2018 period will be published on 13 March 2018.

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Note to Editors

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 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 43 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 1 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 March 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.



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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 nearly 59,000 employers in 43 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.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, 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

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.

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

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