

UNDER EMBARGO UNTIL 00.01 GMT 8 December 2015

## CZECH EMPLOYERS REPORT STRONGER HIRING PROSPECTS FOR 1Q 2016

**Prague, 8<sup>th</sup> December – ManpowerGroup Czech Republic releases today results of the Manpower Employment Outlook Survey for the first quarter of 2016.**

Some workforce growth is anticipated in Czech Republic during the next three months, with employers reporting a seasonally adjusted Net Employment Outlook of +4%. Hiring prospects improve by 2 percentage points when compared with the previous quarter and remain relatively stable year-over-year.

*“Unemployment in the Czech Republic continues to decline and is the second lowest in Europe. This is very good news for people looking for a job, but companies increasingly complain that they can not find enough suitable candidates. Those candidates with in-demand specialized skills remain in short supply and frustrate employer efforts to fill key positions. In the Czech Republic are also thousands of unfilled vacancies in manufacturing, warehousing and call centers. According to the Manpower Employment Outlook Survey for the first quarter of 2016 every fifth large company with over 250 employees plan to increase the number of vacancies. Especially we are seeing the most inquiries from our clients in mechanical engineering, electrical engineering and logistics,”* said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

### **Industry sector comparisons**

Payroll gains are expected in seven of 10 industry sectors and all three regions during 1Q 2016. Outlooks improve in six sectors and two regions quarter-over-quarter, while employers report year-over-year increases in five sectors and two regions.

Based on a sector analysis, Electricity, Gas & Water Supply sector employers report the strongest hiring prospects for 1Q 2016 with an Outlook of +14%, improving by 29 and 12 percentage points from 4Q 2015 and 1Q 2015, respectively.

The weakest sector Outlooks of -6% are reported in two sectors:

In the Agriculture, Hunting, Forestry & Fishing sector, the Outlook declines by 6 percentage points quarter-over-quarter and is 20 percentage points weaker year-over-year.

Mining & Quarrying sector employers report a quarter-over-quarter improvement of 4 percentage points and no change year-over-year.

### **Regional comparisons**

When the three regions are compared, Moravia employers report the strongest hiring plans with an Outlook of +9% – also the strongest Outlook in the region since 2Q 2008. Hiring prospects improve by 8 and 2 percentage points from 4Q 2015 and 1Q 2015, respectively.

The weakest regional Outlook of +2% is reported in Bohemia, where hiring prospects remain relatively stable both quarter-over-quarter and year-over-year.

### **Organization Size Comparisons**

Job gains are anticipated in three of the four organization size categories during 1Q 2016 with the strongest hiring plans reported by Large employers. Meanwhile, Micro employers report flat hiring intentions.

## **Global overview**

According to the first-quarter research from ManpowerGroup, employers in 39 of 42 countries and territories intend to add to their payrolls by varying degrees at the start of 2016. However, the survey reveals few trends that signal labor market momentum is building in one direction or another. Opportunities for job seekers are expected to remain similar to those available in the final three months of 2015, and results for the January-March time frame indicate that a small majority of employers are content to either retain current staff or grow payrolls at modest levels while they await more definitive signs in the marketplace. Employers are encountering some headwinds. For instance, China's slowdown is evidently impacting labor market activity beyond its Asia Pacific neighbors. Depressed demand for raw materials is pushing mining and extraction sector forecasts down across the globe, including in Colombia, Peru and South Africa where sector forecasts are the least optimistic yet reported. What's more, many ManpowerGroup operations corroborate the recent Talent Shortage Survey and report that employers continue to be frustrated by their inability to source specific talents—including IT, engineering and many skilled trades. Overall, forecasts are mixed in comparison to the Quarter 4 2015 and Quarter 1 2015 surveys; hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weaken in 18, and are unchanged in five. First-quarter hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest—and only negative—forecasts are reported in Brazil, Finland and France.

The next Manpower Employment Outlook Survey results, reporting the second-quarter of 2016 hiring plans of Czech Republic employers, will be published on 8th March 2016.

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## **Note to Editors**

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 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 Manpower 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 42 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 1 2016 was conducted by interviewing a representative sample of 750 employers in the Czech**



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**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 2016 as compared to the current quarter?”**

The global Manpower Employment Outlook Survey has been running more than 50 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 Manpower 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 58,000 employers in 42 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) has been the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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 makes powering the world of work humanly possible: [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 Manpower 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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Enter the Human Age at: [www.manpowergroup.com/humanage](http://www.manpowergroup.com/humanage)

**About ManpowerGroup Czech Republic**

Through a network of over 25 offices, we provide staff (more than 12,000) 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](http://www.manpowergroup.cz)