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CZECH EMPLOYERS EXPECT HIRING PACE TO SLOW IN THE THIRD QUARTER

Prague, 13th June – ManpowerGroup Czech Republic releases today results of the ManpowerGroup Employment Outlook Survey for the third quarter of 2017.

Czech employers expect a flat labor market in the third quarter of 2017, reporting a seasonally adjusted Net Employment Outlook of 0%. Hiring prospects decline by 5 and 4 percentage points from 2Q 2017 and 3Q 2016, respectively.

Staffing levels are forecast to grow by varying degrees in only five of 10 industry sectors and two of three regions during 3Q 2017. However, Outlooks weaken in nine sectors and two regions when compared with the previous quarter, while employers report decreases in seven sectors and all three regions when compared with 3Q 2016.

“Unemployment continues to fall below historical records, however, it seems that the rate will not get below the 4% threshold in the Czech Republic. The latest ManpowerGroup Employment Outlook Survey shows that the pattern we usually see in the third quarter, which is usually the most optimistic period of the year in terms of employment, will be broken in 2017. Instead, employer hiring intentions are declining by varying margins in most industry sectors when compared to the prior quarter and last year at this time. Part of the challenge for employers is an inability to find suitable candidates for their vacancies, resulting in increasing wage levels, and a growing need to invest in employee reskilling and development. We’re also seeing employers recruiting abroad for both skilled and unskilled positions, and placing a strong emphasis on personal marketing and investment in building an employer brand,” said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

Industry sector comparisons

Restaurants & Hotels sector employers report the strongest sector hiring prospects with an Outlook of +10%. Hiring plans for the sector are the strongest since the survey started in 2Q 2008, improving by 4 percentage points quarter-over-quarter and by 8 percentage points when compared with the third quarter of 2016.

The weakest sector Outlook for the next three months is reported by Agriculture, Hunting, Forestry & Fishing sector employers. The gloomy Outlook of -17% is the weakest reported since the survey began, declining by 8 and 24 percentage points from 2Q 2017 and 3Q 2016, respectively.

Regional comparisons

Moravia employers report the strongest regional hiring prospects with an Outlook of +3%. However, hiring plans are 8 percentage points weaker when compared with the previous quarter and decline by 3 percentage points year-over-year.

The weakest of the three regional forecasts is reported in Bohemia (-1%) where the Outlook declines by 6 and 5 percentage points from 2Q 2017 and 3Q 2016, respectively.

Organization Size Comparisons

Payrolls are expected to increase in three of the four organization size categories during 3Q 2017. Large employers report the strongest hiring prospects with an Outlook of +26%,



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while the weakest labor market is anticipated by Micro employers (-1%).

Global overview

The forecast indicates payrolls will grow by varying degrees in 41 of 43 countries and territories over the next three months. An overview of the global results indicates employer confidence is similar to that reported in the second quarter with the majority of respondents content to either retain current staff or grow payrolls marginally as they await more definitive signals from the marketplace. Some employers expect to encounter headwinds in the coming months. For instance, employer confidence in India dips to its least optimistic level since their survey was launched. Similarly, forecasts in Panama and Peru are the weakest reported since their surveys began, while job prospects in Singapore decline to a level not seen since the recession. Conversely, the forecast in Brazil has improved steadily for four consecutive quarters and Brazilian employers report positive hiring plans for the first time in more than two years. When compared to the prior quarter's results, forecasts improve in 17 countries and territories, decline in 16 and remain unchanged in 10. However, a more confident pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 26 countries, decline in only 15 and remain unchanged in two. Globally, the strongest third-quarter hiring plans are reported in Japan, Taiwan, Hungary and the United States. The weakest forecasts are reported in Italy, the Czech Republic and Finland.

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 4Q 2017 period will be published on 12th September 2017.

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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 3 2017 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 September 2017 as compared to the current quarter?"*

The global ManpowerGroup Employment Outlook Survey has been running for 55 years, and uses a validated methodology in accordance with the highest standards in market research.



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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 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) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. 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 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 makes powering the world of work humanly possible: 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.



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