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CZECH EMPLOYERS REPORT CAUTIOUSLY OPTIMISTIC HIRING PROSPECTS FOR 4Q 2015

Prague, 8th September – ManpowerGroup Czech Republic releases today results of the Manpower Employment Outlook Survey for the fourth quarter of 2015.

A soft hiring pace is anticipated in the Czech Republic during the October-December period with employers reporting a seasonally adjusted Net Employment Outlook of +1%. Hiring intentions decline by 3 percentage points when compared with the previous quarter but improve by 3 percentage points year-over-year.

“Actually, the labour market has changed a lot in the last few months in favor of job seekers. It’s stronger than we’ve seen since the financial crisis of 2006 to 2008. Demand significantly exceeds supply, and in the big cities and industrial areas companies report critical lack of workers, assuming those workers have the skills employers are looking for. Employers are expecting to hire, but they need the talent that can help them from the start, and the supply for this talent is tight. The main driving force of this recovery is the automotive sector, as they provide positions in their own factory or positions of their subcontractors. We are also seeing huge recruitment efforts in logistic and call centers across the Czech Republic. 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. On the other hand in some regions there is still high unemployment. To overcome this disproportion will be the big challenge for state, companies and individuals,” said Jaroslava Rezlerová, Managing Director of Manpower Slovakia.

Industry sector comparisons

Employers in five of 10 industry sectors forecast a decline in staffing levels in 4Q 2015 but payrolls are expected to grow in all three regions. When compared with 3Q 2015, hiring plans weaken in eight sectors and two regions. Year-over-year, the Outlook declines in six sectors but strengthens in two regions. Wholesale & Retail Trade sector employers report the strongest of the 10 sector Outlooks, standing at +7%. Hiring intentions improve by 6 and 10 percentage points from 3Q 2015 and 4Q 2014, respectively. The weakest sector Outlook of -13% is reported in the Electricity, Gas & Water Supply sector – also the weakest since the survey began in 2Q 2008. Hiring prospects decline by 9 percentage points when compared with the previous quarter and by 29 percentage points year-over-year. Public & Social sector employers also report the weakest Outlook since the survey started. Standing at -11%, the Outlook declines considerably both quarter-over-quarter and year-over-year, decreasing by 15 and 13 percentage points, respectively.

Regional comparisons

Based on regional comparison, employers in two regions anticipate the strongest hiring activity with Outlooks of +3%. The Outlook for Prague is unchanged quarter-over-quarter and improves by 4 percentage points year-over-year. Moravia employers report a quarter-over-quarter decline of 4 percentage points but no change year-over-year. Bohemia employers report the weakest regional Outlook of +1%. Hiring prospects remain relatively stable when compared with the previous quarter and improve by 4 percentage points year-over-year.



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Organization Size Comparisons

Payrolls are expected to grow in both the Large- and Medium-size organization categories during the coming quarter. However, flat labor markets are forecast by Micro- and Small-size employers.

Global overview

Employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. However, evidence of definitive fourth-quarter workforce gains remains patchy amid signs that the pace of recovery following the recession continues to be slow and protracted. Many employers continue to exercise caution and are refraining from aggressive hiring until they sense more meaningful indicators of a market upturn. Employers in India and Taiwan report the strongest hiring plans across the globe, while employer confidence in Japan is growing steadily with job seekers likely to benefit from the most optimistic forecast reported since Quarter 1 2008. Similarly, hiring intentions in the U.S. continue to improve, and the current outlook is the strongest reported since Quarter 4 2007.

The next Manpower Employment Outlook Survey results, reporting the first-quarter of 2016 hiring plans of Czech Republic employers, will be published on 8th December 2015.

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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. 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 4 2015 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 2015 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 nearly 59,000 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) is 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

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 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.

Enter the Human Age at: www.manpowergroup.com/humanage

About ManpowerGroup Czech Republic

Through a network of over 25 offices, we provide staff (more than 6,000) 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



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positions, holiday, maternity or sick coverage, through to large workforce transformation and outsourcing contracts.

More information available on www.manpowergroup.cz