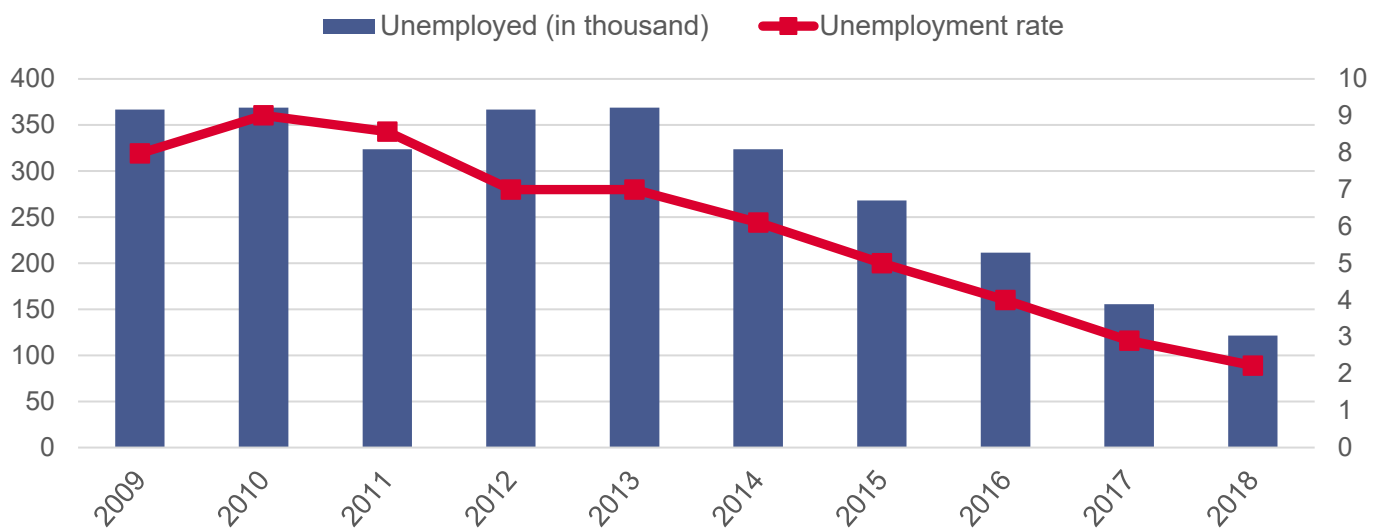


## 6. Labour market

The Czech Republic has the lowest unemployment rate in the European Union. Despite that, one can still find suitable workers among the country's unemployed and economically inactive people. All that is needed is to create more suitable conditions for them (most importantly part-time work, greater flexibility, retraining and/or education following recruitment). In reality, there are many more people available for recruitment on the market than the employment figures would suggest. The largest group consists of those who are currently employed but are interested in better conditions which would better suit their needs. Thus, there is considerable room for new investors.

Source: AFI Investors Guidebook, 2019

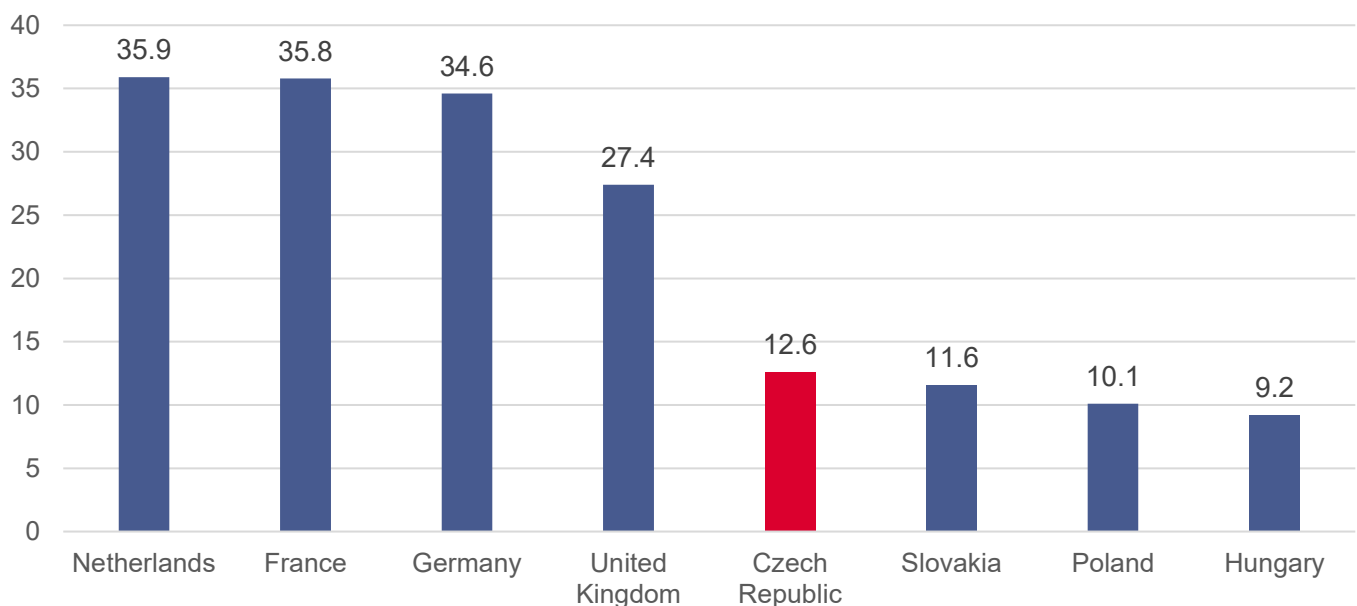
### Number of unemployed and unemployment rate in the Czech Republic



Source: Czech Statistical Office, 2019

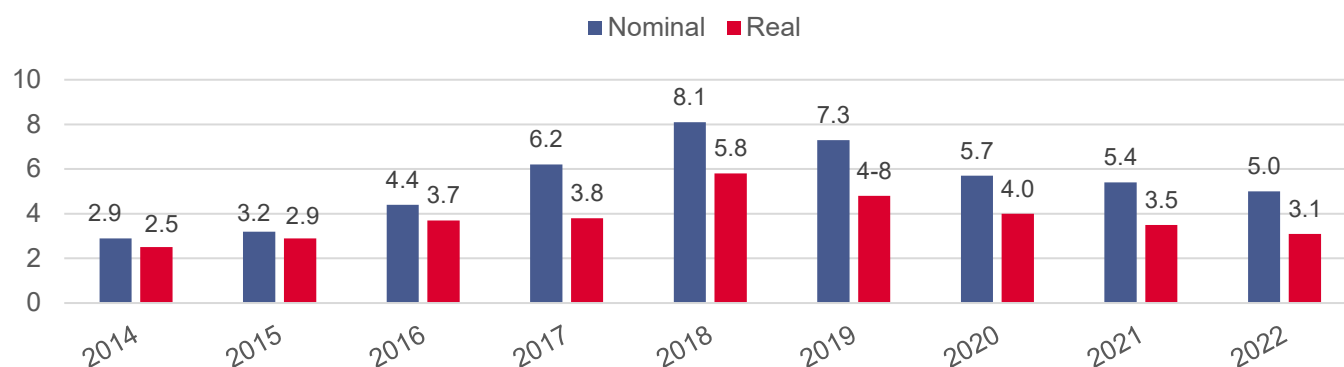
In comparison to other CEE countries, Czech Republic has very well educated, skilled and multi-lingual labour force. Over the last years average annual wage has grown around 10% due to the lack of employees in the Czech labour market. On the other hand, it is coming from much lower base compared to Western Europe.

### Labour cost per hour in 2018 (EUR)



Source: Eurostat, 2019

## Nominal and real wage growth in the Czech Republic (%)



**Source:** Macroeconomic Forecast of Ministry of Finance, April 2019

**Note:** Years 2019-2020 forecast, 2021-2022 outlook

The Labour market in the Czech Republic, as well as the economy and industry, have a very regional character. The lowest unemployment rate, the highest number of job opportunities, and the highest average salaries are traditionally found in the capital of Prague and in the Central Bohemia Region. On the other hand, these rates are the worst in the Ústí nad Labem and Moravia-Silesia Regions.

## Average gross monthly wages in the Czech regions, 2018

REGION	EUR	REGION	EUR
Prague	1,657	Hradec Kralove	1,201
Central Bohemia	1,350	Pardubice	1,170
South Bohemia	1,175	Vysocina	1,187
Plzen	1,267	South Moravia	1,254
Karlovy Vary	1,105	Olomouc	1,134
Usti	1,186	Zlin	1,171
Liberec	1,223	Moravia-Silesia	1,155

**Source:** Czech Statistical Office, 2019

**Note:** Average Exchange Rate 1 EUR = 25.641 CZK (average for 2018, published by Czech National Bank, 2019)

## Average gross monthly wages in the selected positions and regions, year 2018

REGION	PRAGUE REGION EUR min / max	BRNO REGION EUR min / max	OSTRAVA REGION EUR min / max
Plant Manager	4,730 / 7,885	4,730 / 7,885	4,730 / 7,885
Production Manager	3,150 / 4,730	2,760 / 3,940	2,560 / 4,340
Production Supervisor	1,380 / 1,580	1,180 / 1,580	1,065 / 1,580
CNC Programmer	1,180 / 1,970	1,380 / 1,780	990 / 1,380
CNC Operative	1,065 / 1,300	950 / 1,300	710 / 1,140
Manufacturing Shift Leader	1,380 / 1,970	1,380 / 1,780	1,260 / 1,770
Production Operative	990 / 1,100	750 / 1,025	670 / 1,025
IT Manager	3,550 / 5,910	2,760 / 4,730	2,170 / 3,350
System Architect	3,150 / 4,340	2,360 / 3,550	1,770 / 3,150
SW Architect	3,150 / 4,730	2,370 / 3,940	2,170 / 3,350
JavaScript Developer	2,170 / 3,550	1,180 / 2,560	1,300 / 1,890
Chief Accountant	1,970 / 3,550	1,580 / 2,560	1,970 / 3,150
Financial Accountant (less than 3 years of experience)	1,180 / 1,770	990 / 1,580	1,180 / 1,770
HR Manager (less than 5 years of experience)	2,560 / 3,350	1,970 / 2,760	1,970 / 2,560
HR Generalist	1,580 / 2,760	1,380 / 1,770	1,580 / 1,970

**Source:** Salary Survey 2018, Grafton Recruitment 2019

**Note:** Average Exchange Rate 1 EUR = 25.595 CZK (average for Q2 2018, published by Czech National Bank, 2019)