



## report 5

# czech workforce

Employment and median wage by occupation in the Ústecký region for the period 2011-2015

### key findings

Over the next months, the AmCham advocacy team, in cooperation with expert members, will present a series of reports of the Czech workforce, starting with a national picture and working down into detail about regions, cities, and economic sectors. The reports began with two country studies: one on population trends and economic activity by gender and age, and the second on employment according to size of enterprise and occupation. The reports shifted to regions, and finally, they will focus on economic activity (including manufacturing, construction, information & communication, hospitality, and real estate). Only the reports by sector and region will address compensation, as national averages do not reflect the high regional variation. The material has been prepared for AmCham members; our Councils and Best Office Committees may make use of some the data and conclusions for their own activities. Contact Lucie Vrbova at [lvrbova@amcham.cz](mailto:lvrbova@amcham.cz) for more information.

**Employment.** The region experienced employment drop during the 2011-2015 period. More jobs were eliminated in the private sector than in the public sector.

**Employment.** 48% of employment is of managers (5%), professionals (14%) and technicians (29%). The number of managers dropped by 13.3% - in both sectors.

**Employment.** The number of private sector managers for every public sector manager (and similarly professionals, clerical employees and especially plant, machine operators / assemblers) increased, while the number of private sector technicians for every public sector technician (and similarly craftsmen) declined.

**Wages.** Median wage grew for all occupational categories in both sectors, except for public sector technicians and private sector managers whose median pay decreased. Public sector clerical workers and private sector craftsmen received the highest increase in pay of all occupational categories.

**Wages.** In two occupational areas, managers and clerical employees, public sector workers earn higher median wage than private sector counterparts.

**Wages.** The gap between manager and professional pay was larger in the public sector than in the private sector. The difference in professional and technician median pay was larger in the private sector than in the public sector.

**Wages.** Private sector clerical employees earn the lowest median wage among all private sector occupational categories.

**Wages.** The pay gap between private and public sector plant, machine operators / assemblers has narrowed and they earn almost equal median wage.

**Wages.** In 2015, 28% of all compensations in the private sector were paid to technicians (27% to private sector plant, machine operators / assemblers) and 44% of compensations in the public sector were paid to professionals.



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### **Workforce in the Ústecký region: Employment by Occupation**

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### **Workforce in the Ústecký region: Trends in Wages by Occupation**

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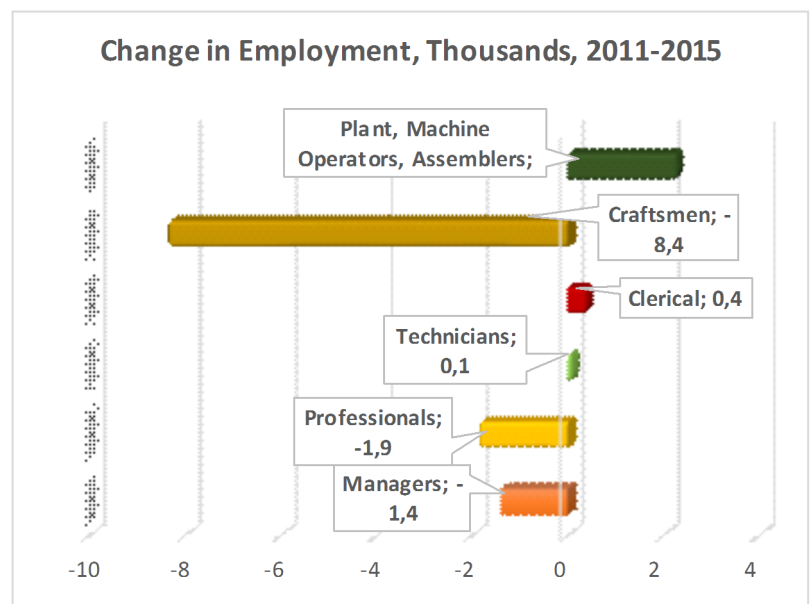
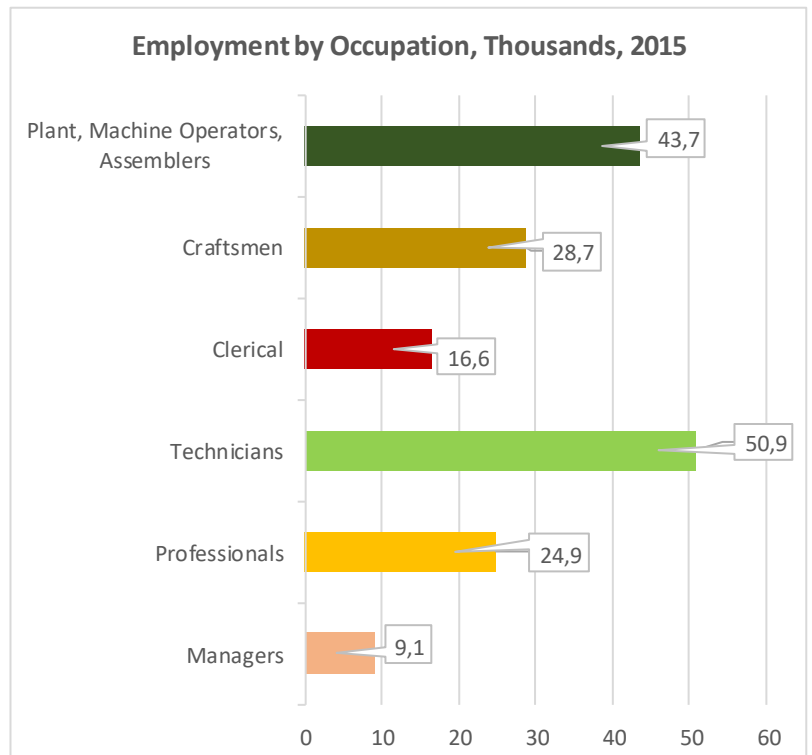
### Workforce in the Ústecký region: Employment by General Occupation, 2011-2015

Generally, the region experienced employment drop during the 2011-2015 period (-8,900 jobs) and the shift from blue collar to white collar jobs occurred in the sense that 5,700 manual jobs compared with 3,200 non-manual jobs were eliminated.

The only areas of growth were plant, machine operators / assemblers (5.6%), clerical employees (2.5%) and technicians (0.2%) - in the private sector, except for technicians. With the share of 29% on the region's total employment, the number of technicians exceeds the number of plant, machine operators / assemblers (25% share). Although the number of craftsmen fell by 22.6% between 2011 and 2015 - mainly in the private sector, together with plant, machine operators / assemblers they continue to make over 40% of the region's total workforce and 50% of the region's private sector workforce. Professionals and technicians make over 80% of the region's public sector workforce.

Technicians, professionals and managers total 48% of all employment, slightly down from 2011. The number of managers dropped by 1,400 positions (-13.3%) - in both sectors. The number of professionals decreased by 7% - mainly in the public sector.

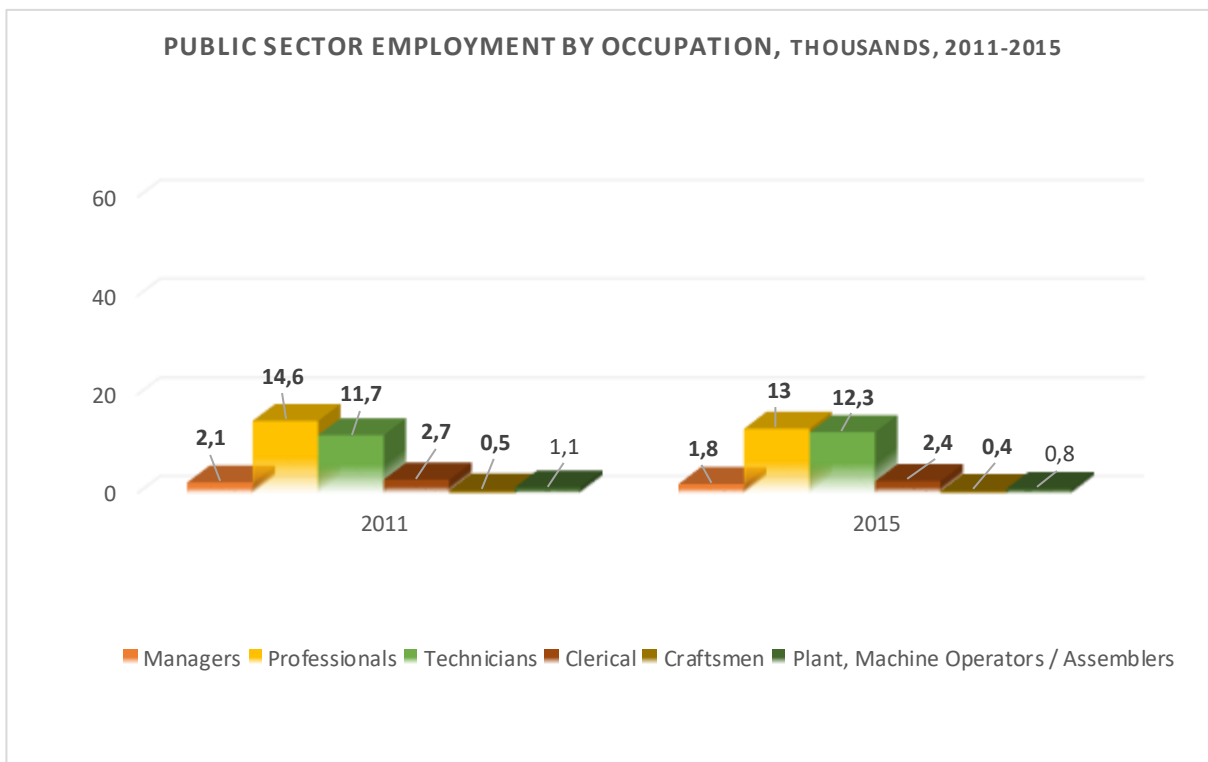
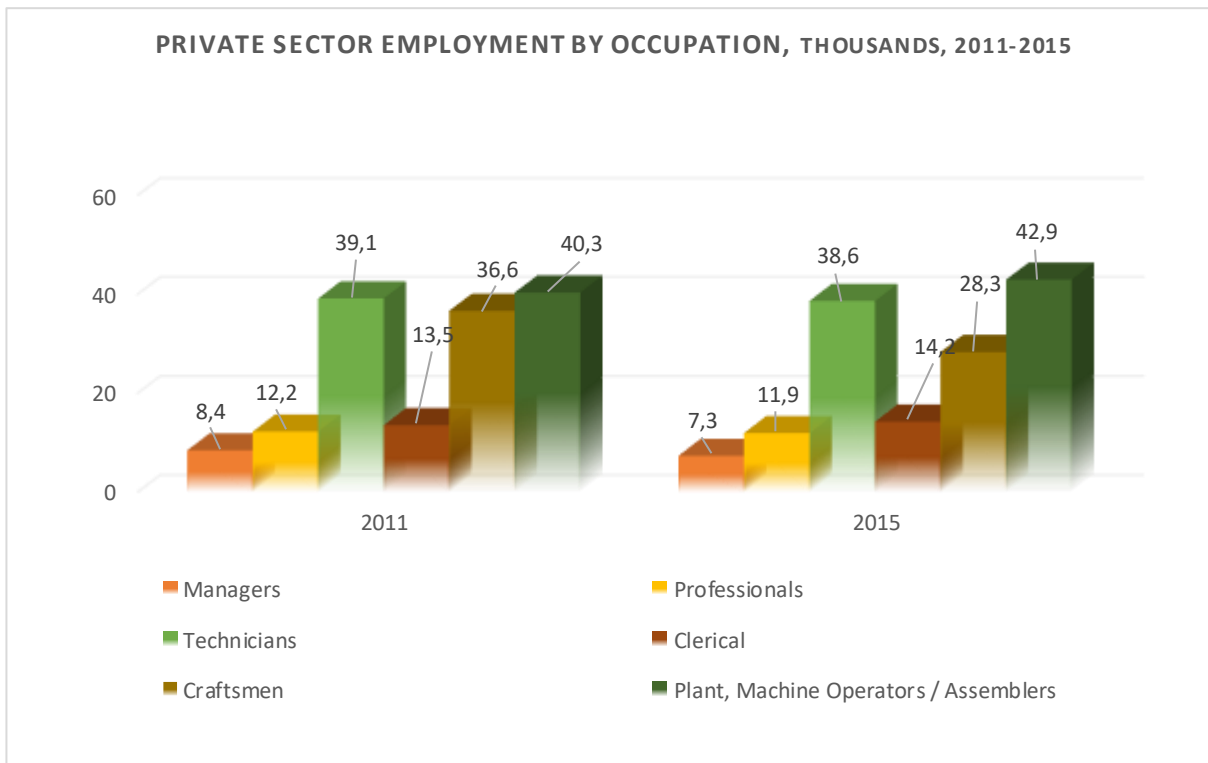
More jobs were eliminated in the private sector (6,900) than in the public sector (-2,000), but the rate of drop was slightly faster in the public sector. The ratio of private sector employees to public sector employees rose from 4.59:1 to 4.66:1. Growth trends were not the same in the private and public sector.





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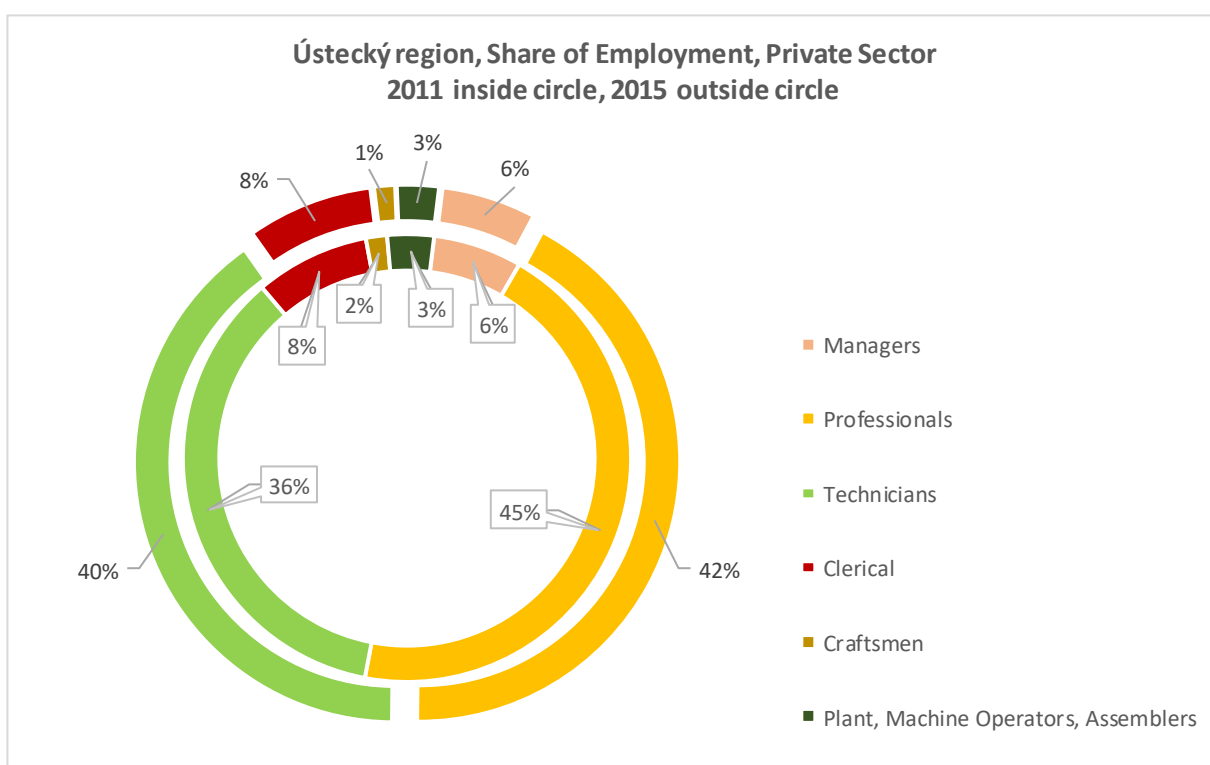
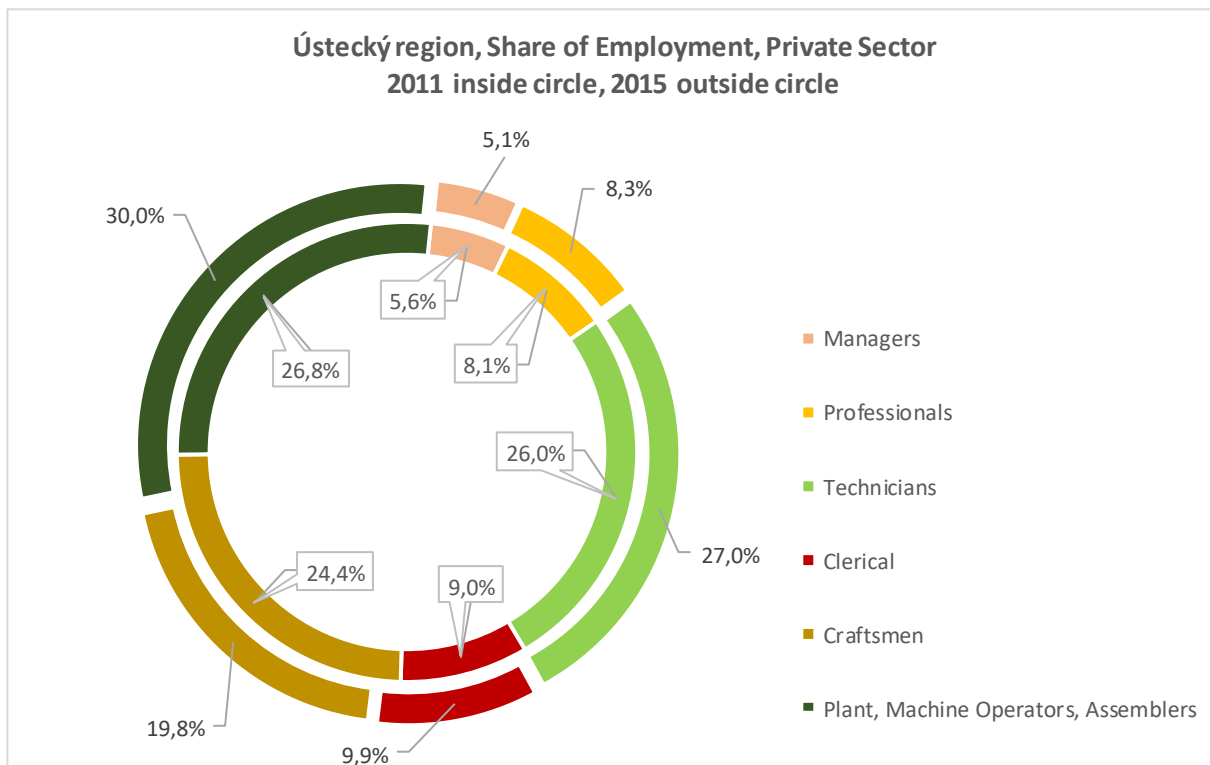
Employment and median wage by occupation in Ústecký region





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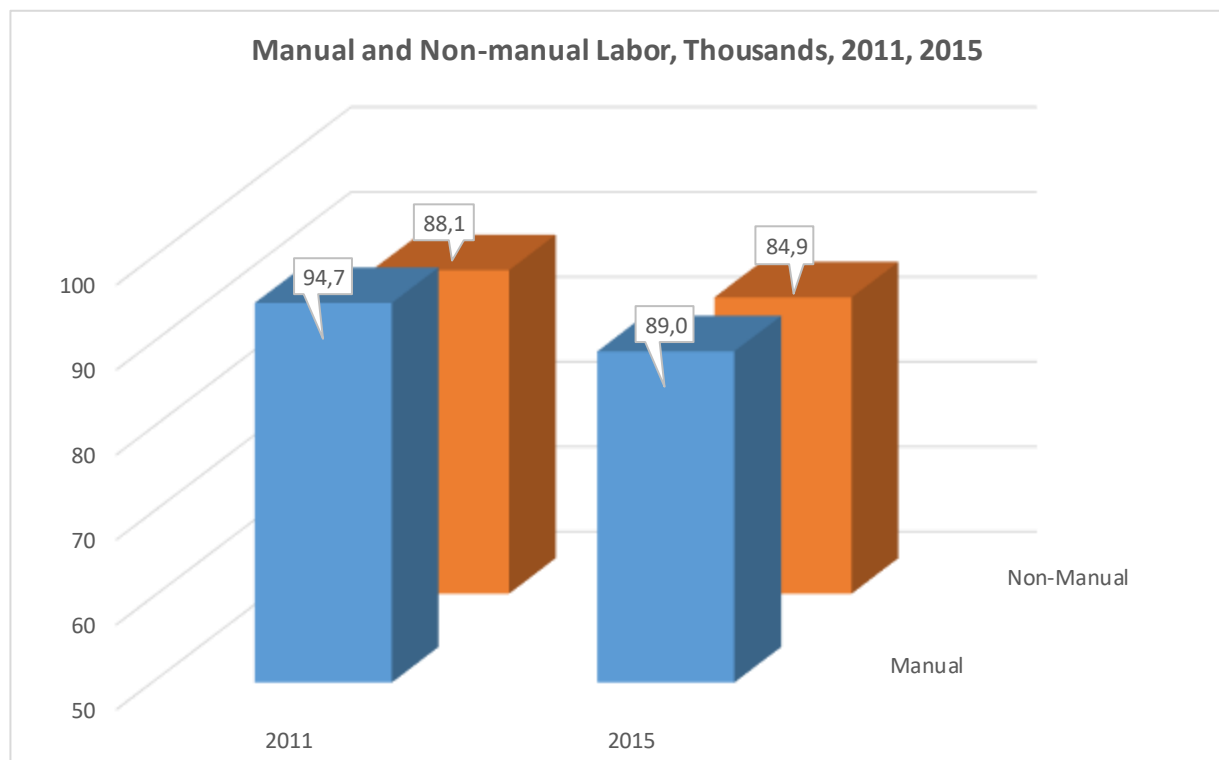
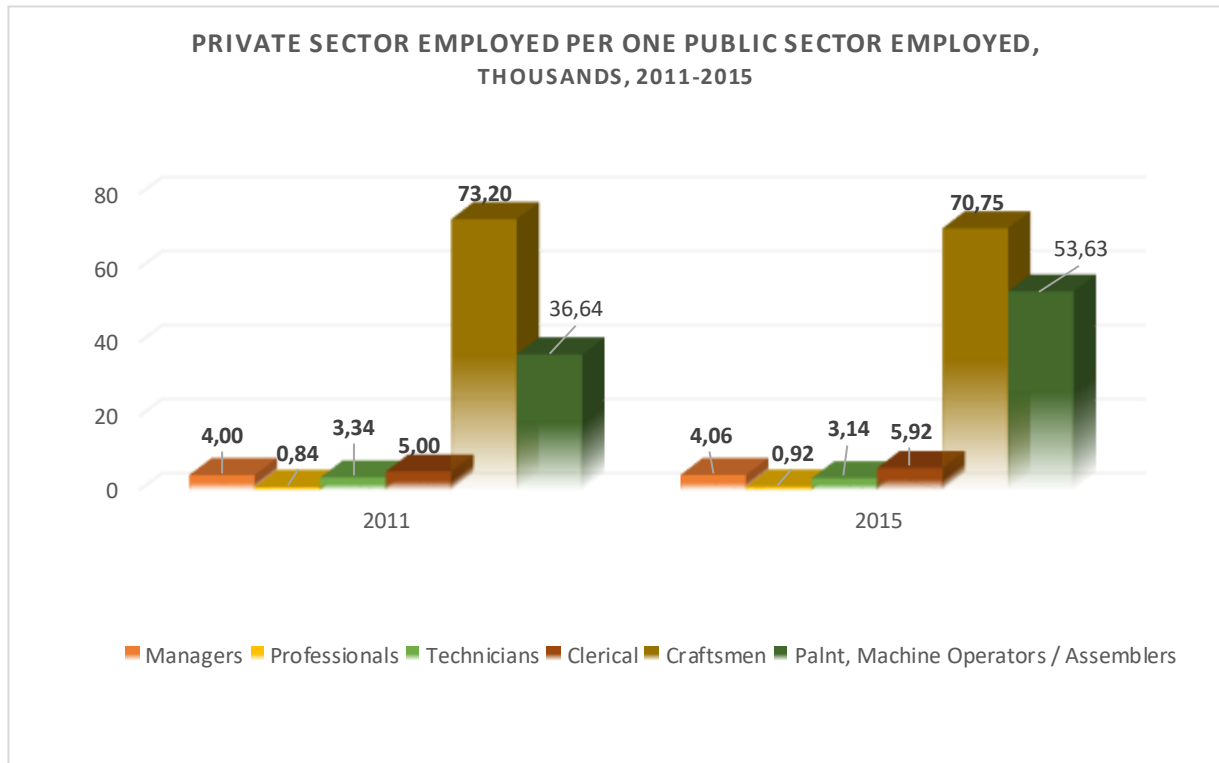
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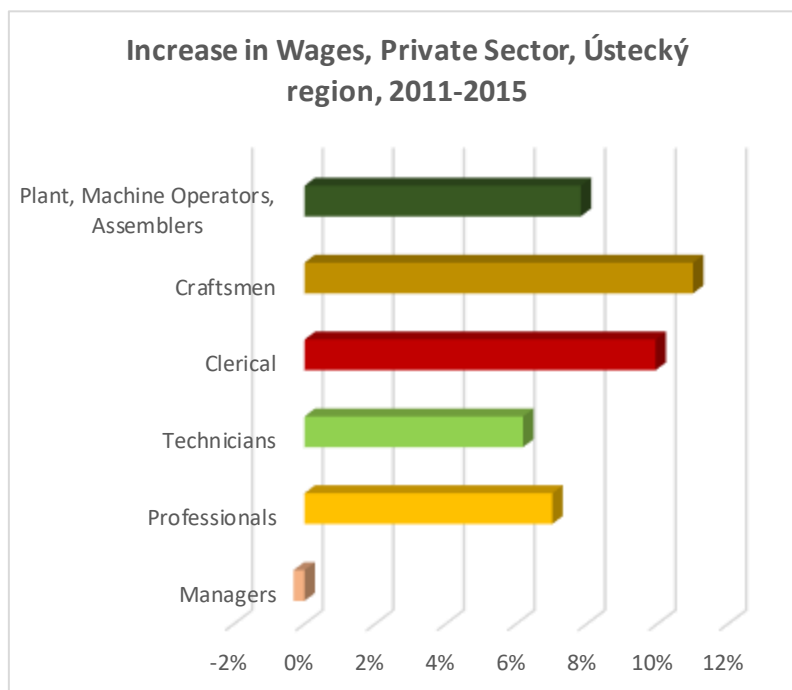
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### Workforce in the Ústecký region: Wages by General Occupation, 2011-2015

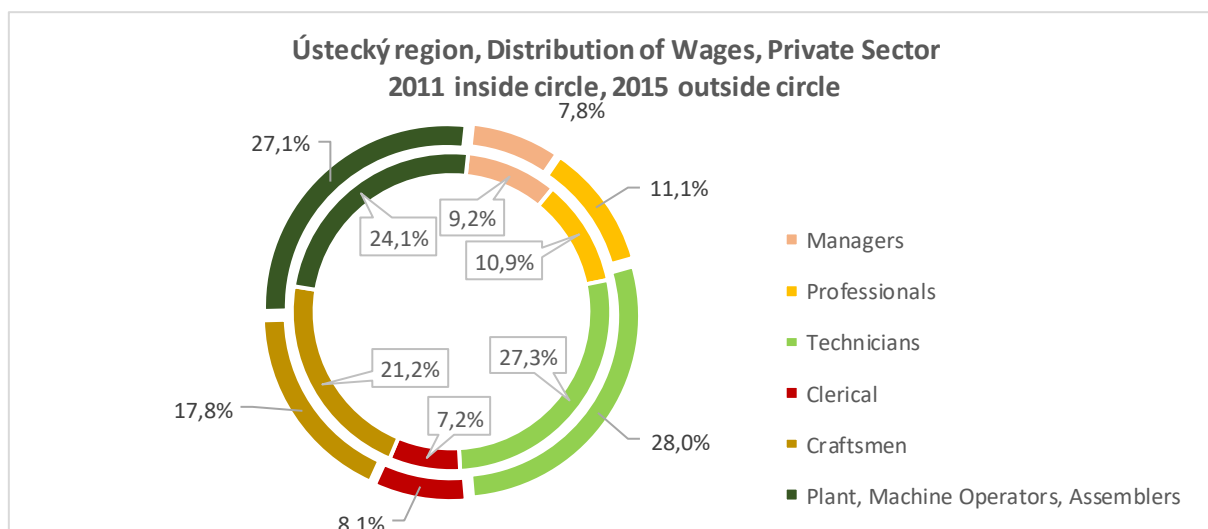
In the Ústecký region in 2011-2015, almost all occupational categories in the public sector experienced double digit growth ranging from almost 9% to 15%, except for technicians (-0.1%). Median wage growth in the private sector in the period ranged from 7% to 11%, except for managers (-0.3%).

Private sector craftsmen, whose numbers fell sharply in the period, had the largest wage increase.



Approximately 28% of compensations in the private sector and 37% of compensations in the public sector in 2015 were paid to someone working in a technical occupation. Also, 27% share of private sector compensations were paid to plant, machine operators / assemblers and 44% of compensations in the public sector were paid to professionals. Technicians in the private and public sector and private sector professionals, plant, machine operators / assemblers and public sector clerical employees were the only occupations to increase their slice of the wage pie during the period.

On the other side there were private sector craftsmen, whose share on the total private sector compensations dropped from 21% to 18%, as the pay growth could not outweigh the drop in their number.



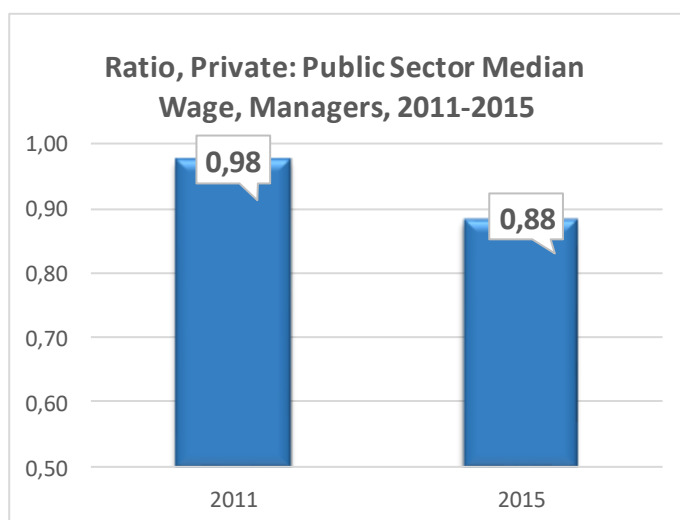


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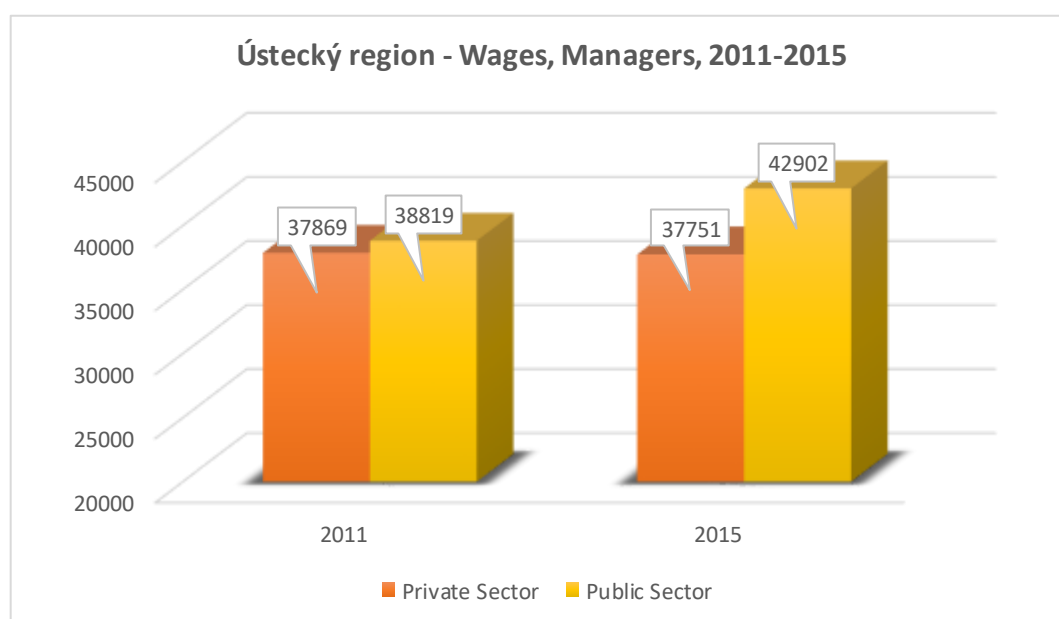
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### Workforce in the Ústecký region: Managers, Median Wage, 2011-2015

Generally, managers dropped in number (by 13%) and they were the only occupational category in the private sector that recorded decrease (-0.3%) in median wage during the period 2011-2015, while median pay of public sector managers rose by 10.5% for the same period. The pay gap between public and private sector managers has widened.



The gap between manager and professional median pay is larger in the public sector than in the private sector. It has widened (to almost 15,000 CZK in 2015 from 13,300 CZK in 2011) in the public sector and narrowed (to a little less than 5,000CZK in 2015 from 7,200CZK in 2011) in the private sector. Approximately 9.4% of compensations in the public sector and 7.8% of compensations in the private sector in 2015 were paid to managers, a downward trend compared with 2011.





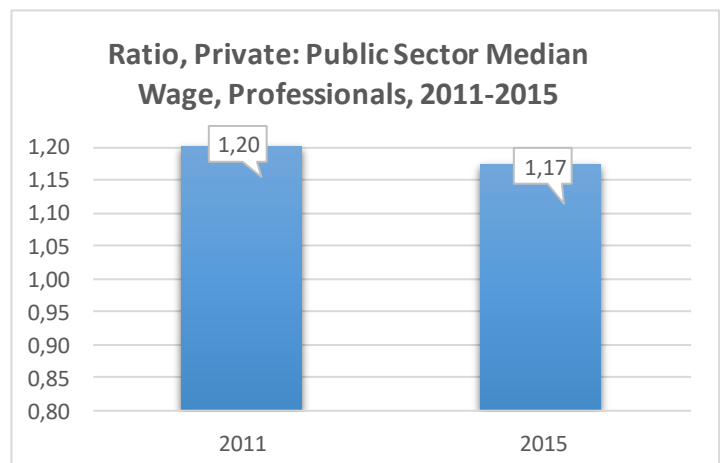


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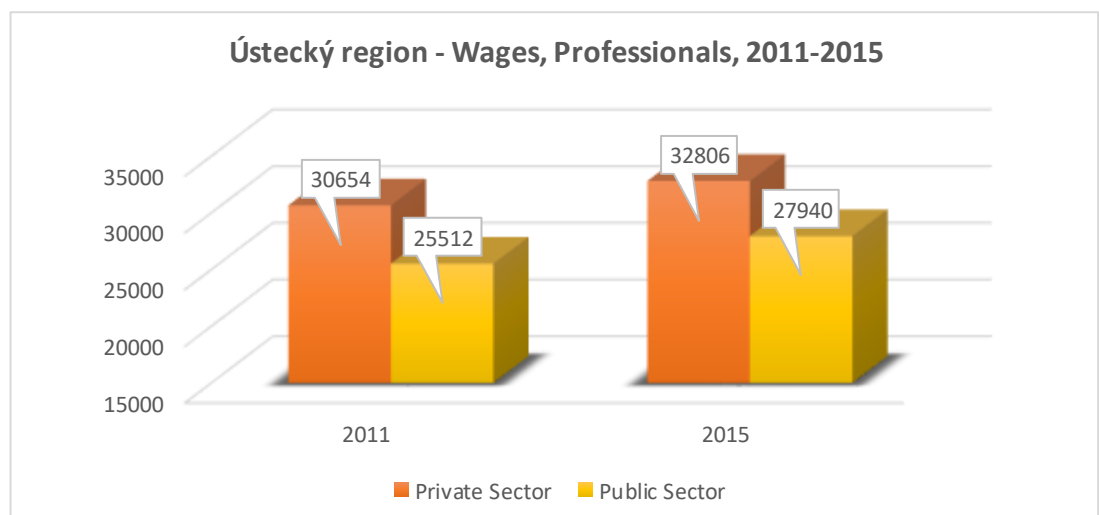
Employment and median wage by occupation in Ústecký region

### Workforce in the Ústecký region: Professionals, Median Wage, 2011-2015

Professionals decreased in number (by 7%), but grew in pay by 7% in the private sector and by 9.5% in the public sector during the 2011-2015 period. Professionals in the private sector have narrowed the pay gap between themselves and managers, while those in the public sector fell further behind.



The difference in professional and technician median pay is larger in the private sector than in the public sector, but the gap is widening faster in the public sector. The pay gap between private and public sector professionals has narrowed slightly. Approximately 44% of compensations in the public sector and 11% of compensations in the private sector in 2015 were paid to professionals.





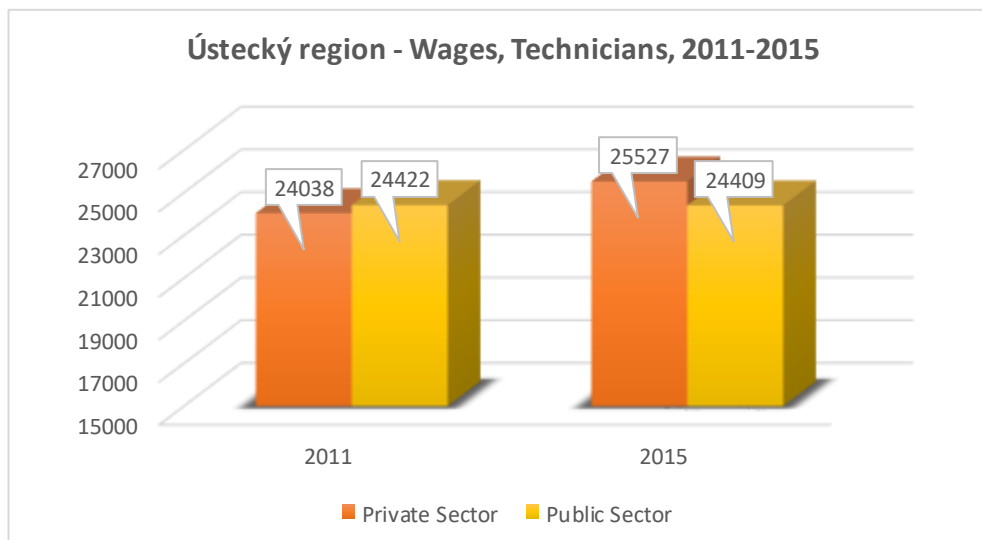
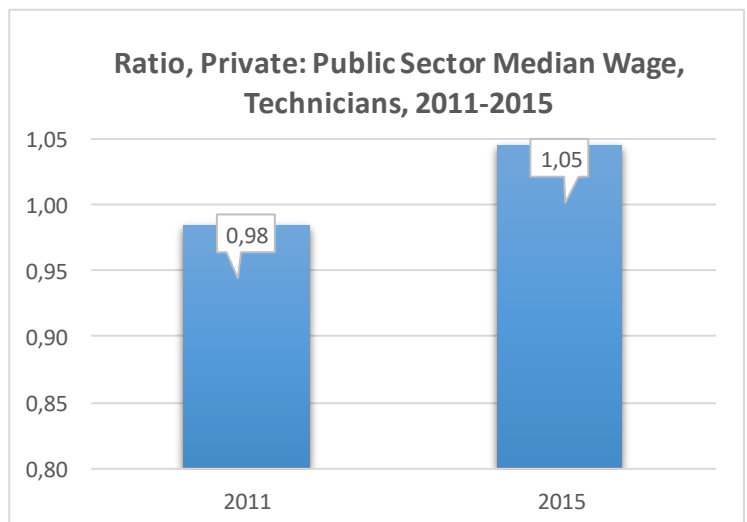
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### Workforce in the Ústecký region: Technicians, Median Wage, 2011-2015

Generally, technicians had the second lowest median wage increase among all occupational categories during the period 2011-2015. Private sector technicians recorded 6.2% median wage growth and managed to overtake their public sector counterparts (median wage growth -0.1%). The total number of technicians in the region increased slightly, after an increase in the public sector by 600 jobs and a decrease in the private sector by 500 jobs.

The pay gap between professionals and technicians is larger in the private sector than in the public sector and the gap is widening faster in the public sector. The pay gap between private and public sector technicians has changed in favor of private sector technicians. Approximately 28% of compensations in the public sector and 36% of compensations in the private sector in 2015 were paid to technicians.





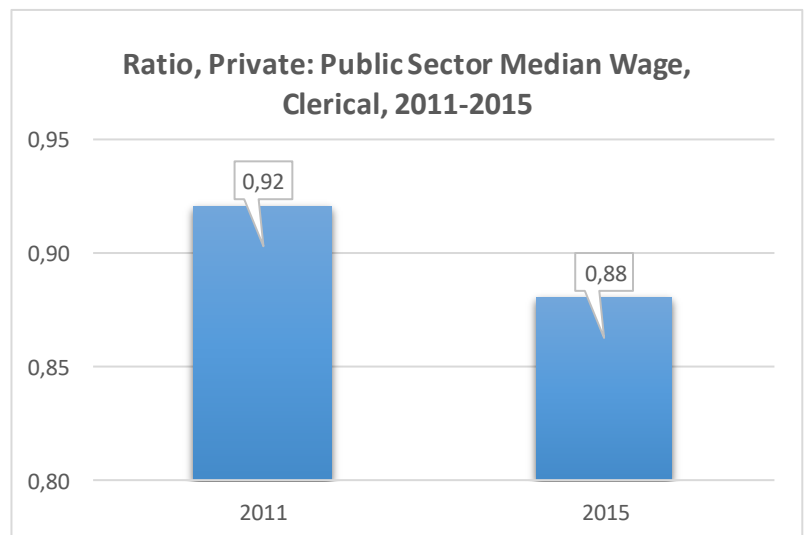
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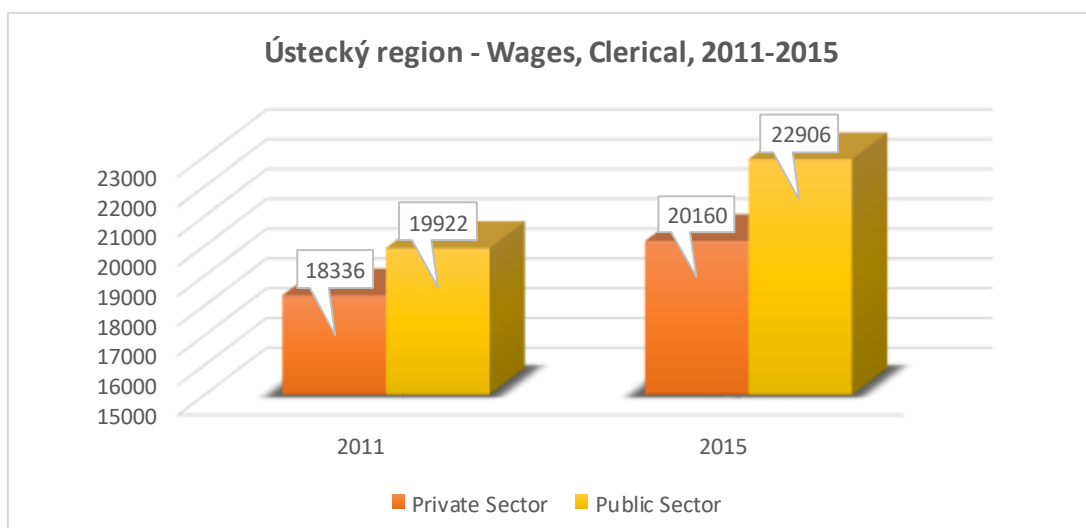
### Workforce in the Ústecký region: Clerical, Median Wage, 2011-2015

Clerical workers are one of two out of six occupational areas (along with managers) in which public sector workforce earns a greater median wage than a private sector counterpart.

In 2015, clerical workers had the second largest wage increase (9.9%) among private sector occupations and the largest wage increase (15%) among the public sector occupations. The pay gap between public and private sector clerical employees has widened.



Public sector clerical workforce earns higher median wage than public sector craftsmen and plant, machine operators / assemblers. Private sector clerical employees earn the lowest median wage among all private sector occupational categories. The number of clerical jobs in the public and private sector grew by 700 and fell by 300, respectively, in the period 2011-2015. Approximately 6.7% of compensations in the public sector and 8.1% of compensations in the private sector in 2015 were paid to clerical workers.



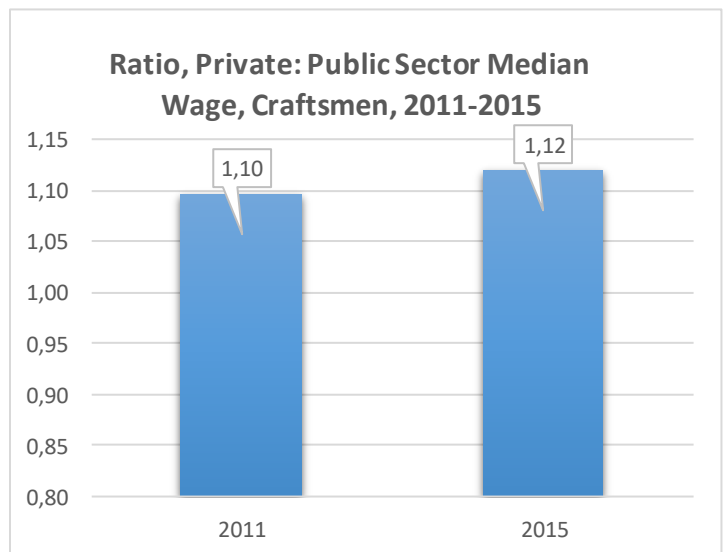


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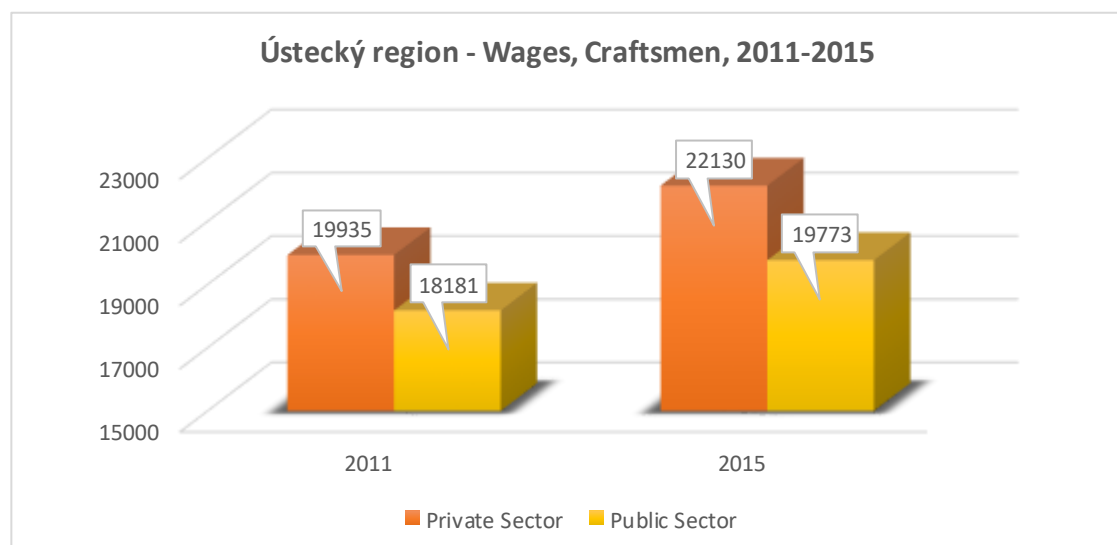
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### Workforce in the Ústecký region: Craftsmen, Median Wage, 2011-2015

During the period 2011-2015, the total number of craftsmen in the region fell by almost 23% - mainly in the private sector (-8,300 jobs). Private sector craftsmen had the largest median wage growth (11%) among six private sector occupational categories, followed by clerical workforce (9.9%). Public sector craftsmen had the second lowest (but still almost 9%) median wage growth among the public sector occupations.



In 2015, public sector craftsmen earned the lowest median wage out of all occupational categories in both sectors. The pay gap between private and public sector craftsmen has widened. Approximately 18% of compensations in the private sector and 1% of compensations in the public sector in 2015 were paid to craftsmen.



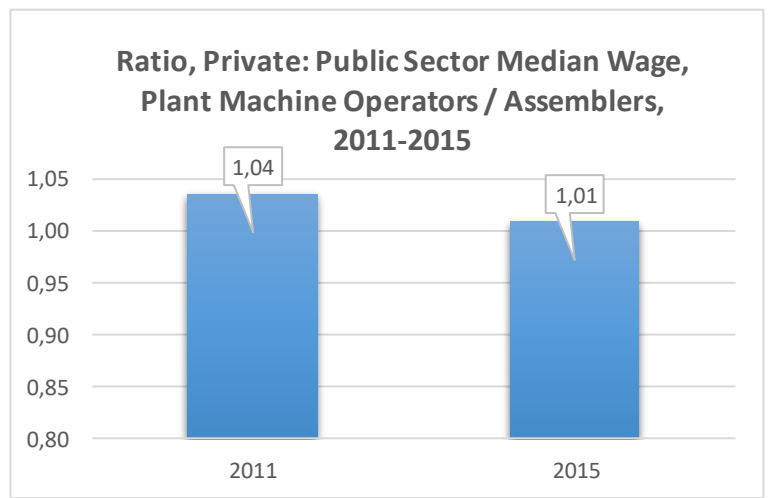


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### Workforce in the Ústecký region: Plant, Machine Operators, Assemblers, Median Wage, 2011-2015

In the period 2011-2015, plant, machine operators / assemblers had the largest employment growth (5.6%), adding 2,600 jobs. They also had the third fastest median wage growth (7.8%) among the six occupational categories in the private sector. The median wage of public sector plant, machine operators / assemblers rose by 10.7% in the period.



The pay gap between private and public sector plant, machine operators / assemblers has narrowed and they earn almost equal median wage. Approximately 27% of compensations in the private sector and 2% of compensations in the public sector in 2015 were paid to plant, machine operators / assemblers.

