



AmCham Advocacy: Workforce Analysis

Occupations as % Total Workforce

% Total Workforce, 2016, Eurostat	Managers/ Professionals/ Technicians	Clerical. Service/ Sales, Craftsmen	Skilled Ag.Fish.Forest, Plant Operators, Elementary
Austria	41.4%	41.9%	18.2%
Belgium	46.3%	35.3%	18.8%
Bulgaria	33.1%	40.9%	27.3%
Czech Republic	38.7%	42.4%	21.0%
Finland	47.5%	37.2%	17.6%
Germany	45.7%	40.9%	15.6%
Hungary	34.6%	37.4%	27.9%
Netherlands	48.4%	37.7%	15.3%
Poland	38.6%	35.3%	26.5%
Romania	24.2%	37.0%	41.3%
Slovakia	25.6%	42.7%	24.8%
Sweden	53.7%	36.2%	13.1%
Comparison of % Total Workforce	Managers/ Professionals/ Technicians	Clerical. Service/ Sales, Craftsmen	Skilled Ag.Fish.Forest, Plant Operators, Elementary
Czech Republic vs. Germany	-7.0%	1.5%	5.5%
Czech Republic vs. Sweden	-15.1%	6.2%	7.9%
Czech Republic vs. Austria	-2.7%	0.5%	2.8%
Czech Republic vs. Poland	0.0%	7.1%	-5.5%

The Czech Republic has a higher income structure than its other Central European peers, but lags behind the advanced economies of the EU.

Of its Central European peers, the Czech Republic has the highest percentage of high wage jobs, the second highest percentage of medium-income jobs, and the lowest percentage of low-paid jobs.

Compared to the advanced economies, however, the Czech Republic has a significantly lower percentage of jobs in high-wage occupations, a higher percentage of medium-paid jobs, and a significantly higher proportion of low-wage jobs.

Since the Prime Minister has taken aim at German wage level, a comparison of the occupational structure seems necessary. In Germany, high-wage occupations make up 7% more of the workforce than in the Czech Republic, while low-wage professions total 5.5% less. Our guess is that difference makes a substantial differentiation in the average wage between the two countries.



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Change in Occupational Structure since 2008

Change since 2008, % Total Workforce, Eurostat	Managers/Professionals/ Technicians	Clerical. Service/Sales, Craftsmen	Skilled Ag.Fish.Forest, Plant Operators, Elementary
Austria	4.0%	0.6%	-4.4%
Belgium	2.6%	-2.3%	0.1%
Bulgaria	4.1%	1.2%	-4.8%
Czech Republic	-2.4%	4.6%	-1.1%
Finland	2.7%	2.1%	-3.2%
Germany	3.4%	0.9%	-2.1%
Hungary	-1.0%	-3.4%	4.6%
Netherlands	-0.4%	2.5%	-0.7%
Poland	5.6%	-1.1%	-5.1%
Romania	1.2%	4.0%	-7.5%
Slovakia	-9.1%	4.8%	-1.8%
Sweden	8.1%	-1.7%	-5.1%
Comparison of % Total Workforce	Managers/Professionals/ Technicians	Clerical. Service/Sales, Craftsmen	Skilled Ag.Fish.Forest, Plant Operators, Elementary
Czech Republic vs. Germany	-5.8%	3.7%	1.0%
Czech Republic vs. Sweden	-10.4%	6.3%	4.0%
Czech Republic vs. Austria	-6.4%	4.0%	3.2%
Czech Republic vs. Poland	-8.0%	5.7%	4.0%

Is the occupational structure in the Czech Republic converging with advanced economies in the EU? Unfortunately, trends seem to be running in the opposite direction.

The country is losing ground to all countries in the benchmark group except Slovakia in high-wage occupations. It is growing medium-wage jobs faster than all benchmark countries except Slovakia. And, though low-wage jobs are becoming a lower proportion of total employment in the economy, the transition to higher wage jobs is the third lowest among benchmark countries.