

# Labour market monitoring

CEE

September 2023



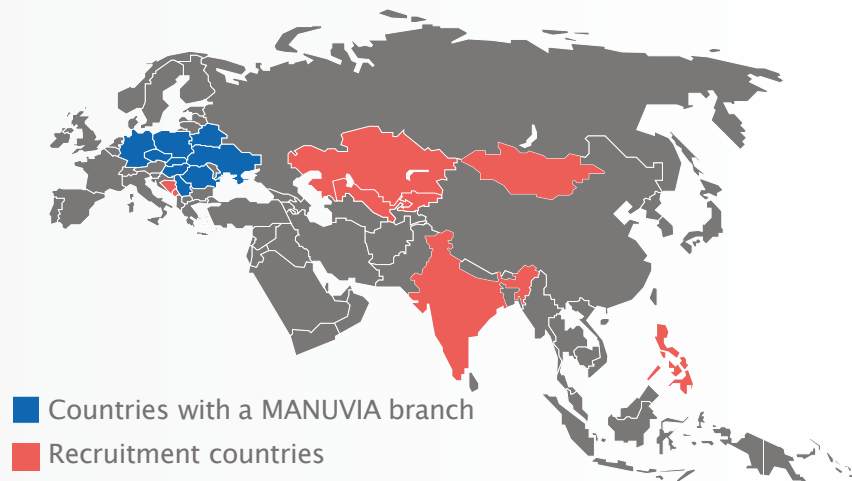
# Your HR partner



We are professionals that support the potential of candidates and we provide expert HR services for our clients. We have been in the labour market for 20 years. We have representation in nine European countries and the advantage of being a large multinational company that can set up processes according to local needs and specifics.

We are the absolute best on the labour market with a focus on securing foreign employees in the CEE region. We are constantly innovating our sources of candidates in Europe and in countries outside Europe. We select and import these employees from our own branch resources, and we also provide training, handle visa issues and provide subsequent care for these employees and the client.

## Manuvia around the world



# Unemployment in the Czech Republic



**The Labour Office of the Czech Republic registered a total of 263,020 jobseekers as of 30. 9. 2023.**  
That is by 2,217 more than in the previous month and by 6,640 more than last year.

**The share of the unemployed did not change, month-on-month,** and increased by 0.1 p. p., year-on-year.  
At the end of September, it amounted to 3.6%.

**In international comparison, unemployment in the Czech Republic is the lowest in the entire EU.**  
According to the latest available EUROSTAT data (for August), it reached 2.6% (EU average being 5.9%).

**In September, almost 46,000 people left the Labour Office CR register.**

**The labour market is influenced by employers' demand for blue-collar professions,**  
especially in the manufacturing and construction sectors.

**In some regions, despite the incipient decline in seasonal activities,**  
there is still interest in seasonal workers in areas such as construction, agriculture, forestry,  
food production and trade.

|   | 09/2023 | 09/2022 | 09/2021 |
|---|---------|---------|---------|
| Unemployment rate in the Czech Republic | 3.6%    | 3.5%    | 3.5%    |
| Number of job seekers                   | 263,020 | 256,380 | 262,142 |
| Number of reachable job seekers         | 240,152 | 232,887 | 241,635 |
| Number of job vacancies                 | 281,995 | 306,098 | 357,911 |
| Unemployment rate according to EUROSTAT | 2.6%    | 2.6%    | 2,9%    |

*"In September, as every year, there was the main influx of graduates to the Labour Offices, but this has not caused any significant change in the labour market. On the contrary, the number of unemployed in education has fallen significantly. Unemployment in the Czech Republic remains at a very low level and is once again the lowest in the entire European Union."*

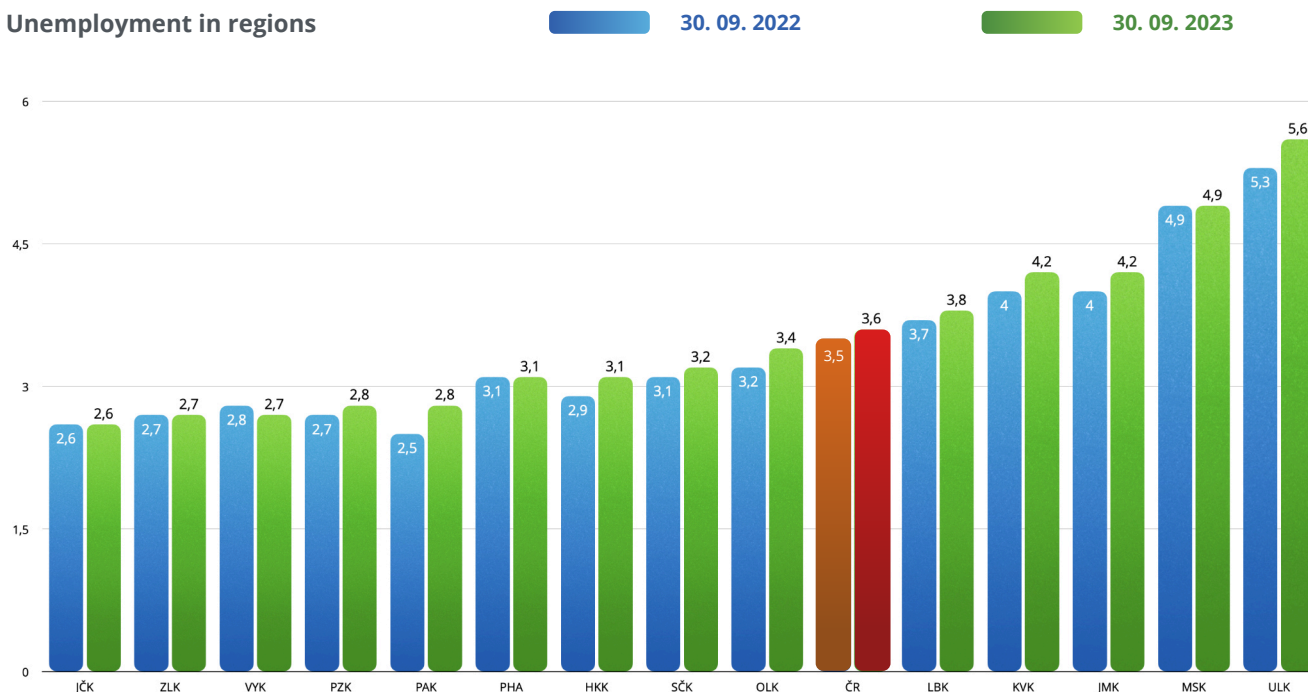
**Petr Straka, CSO**

# Unemployment by regions



**In September, the highest share of the unemployed** was 5.6% in the Ústí nad Labem Region **and 4.9% in the Moravian-Silesian Region**. These regions had the highest proportion of unemployed persons in the same period last year, too. On the other hand, **the lowest unemployment rates** were recorded in the South Bohemian Region **2.6%**, the Zlín Region and the Vysočina Region (both 2.7%). **In the year-on-year comparison, the situation changed the most in the Ústí nad Labem and Pardubice Regions**, where the share of unemployed persons increased by 0.3 p. p. compared to September 2022.

Unemployment in regions



## Structure of job applicants



Of the total number of registered applicants, **146,735 were women** and they made up **55.8%** of the total number of job applicants.



The share of unemployed **men** remained at **3.1%** and as regards women at **4.2%**.



In the past month, **35,864** persons with disabilities were looking for work - 13,6% of the total number of the unemployed. Employers offered them a total of **10,559** vacancies through the Labour Office of the Czech Republic. Most often, these were positions such as security guards, cleaners or assembly workers.



**In September, the average age** of the unemployed was **42.3 years**, last year it was 42.9 years. The age structure of job seekers has not changed significantly over the past five years. And even over the past 12 months, there have been only slight changes..



Job seekers with **lower qualifications**, especially those with an apprenticeship without a secondary school-leaving examination and those with elementary education, were most frequently without a job.

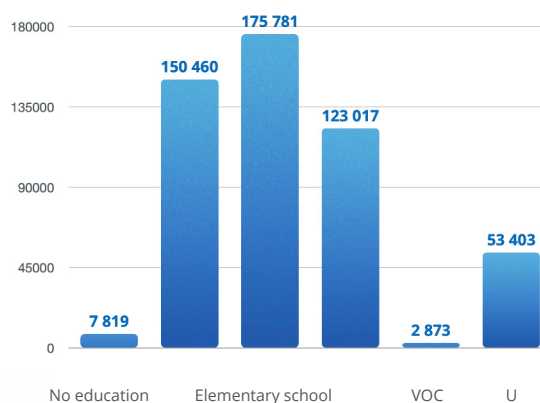


Changes in the structure of the unemployed according to level of education show that the highest year-on-year increase occurred in the case of registered applicants with an elementary education (by 7,725) and applicants with a university education (by 4,058).

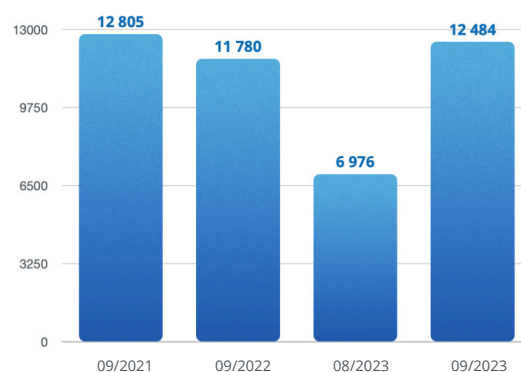


As for the breakdown **by profession**, at the end of September, the Labour Office of the Czech Republic registered the largest number of auxiliary and unqualified workers, namely **77,477**.

## Structure of the unemployed according to education



## Number of graduates (excluding minors)



At the end of the previous month, the Labour Office of the Czech Republic registered a total of **16,894 school graduates** of all levels of education and juveniles. Month-on-month, it is an increase of 6,099 persons, and a year-on-year increase of 1,404 people. They accounted for 6.4% of total unemployment (August - 4.1%, September 2022 - 6%).

Out of the total number of **graduates and juveniles** the Labour Office of the Czech Republic registered **12,484 graduates**.

# Average wages in Q2 2023



**CZK 43,193**

was the average gross monthly nominal wage

**CZK 36,816**

was the median wage

## In Q2 2023

the average gross monthly nominal wage per recalculated number of employees in the national economy increased by **7.7%**, compared to the same period of the previous year, falling by **3.1% in real terms**.

## Average gross monthly nominal salary

amounted to CZK 43,193 per recalculated number of employees in the national economy which is **CZK 3,101 (7.7%)** more than in the same period of 2022.

## Consumer prices

increased by **11.1%**, over the stated period, bringing the real wage down by **3.1%**. The volume of wages increased by **8.3%**, the number of employees grew by **0.6%**.

## Compared to the previous quarter

the seasonally-adjusted **average wage growth** after seasonal adjustment in Q2 2023 was **1.5%**.

## The highest average wage growth

compared to the same period of 2022, was recorded in the sector of **production and distribution of electricity, gas, heat and air conditioning (13.7%)**. This is followed by real estate (10.6%), mining and quarrying (10.4%) and financial and insurance (10.0%) sectors. The lowest growth of 2.9% was recorded in other activities.

## The median wage

increased by 7.8%, compared to the same period of the previous year, reaching CZK 39,847 for men and CZK 33,862 for women. 80% of employees received wages between CZK 19,320 and CZK 70,247.

## In Q1 2023

**the average wage reached CZK 42,249** with a year-on-year increase of CZK 3,198 (8.2%).

Consumer prices increased by 13.7% over the said period, therefore wages fell by 4.8% in real terms

# Unemployment in Slovakia



## Unemployment is below four percent again

**In September, a large proportion of fresh university graduates traditionally come to employment offices.**

This year was no exception. Last month, **4,261** graduates were added to the jobseekers register. Despite this, unemployment fell month-on-month. The share of available working-age jobseekers in working-age population, which is the main unemployment indicator, reached **3.98%** in September. Compared to August, it decreased by 0.02 p. p.

*"I sincerely wish this year's university graduates success in finding their first job. Given the current conditions on the labour market, they can choose from a wide range of jobs. At the same time, we now have record low unemployment, thanks in part to the fact that the number of unemployed university graduates has fallen, while also people over the age of 50 have succeeded in finding employment."*

**Juraj Káčer**, State Secretary, Ministry of Labour, Social Affairs and Family

Last month, the number of secondary school graduates registered as unemployed at labour offices, reached the lowest September figure in the last 10 years.

## Offices of Labour, Social Affairs and Family are ready to support secondary school and university

**graduates** who are looking for a job on the labour market and do not plan to continue their full-time studies.

The graduates may, for example, use professional counselling services aimed at determining personal abilities, skills and competencies for performing a chosen profession. The result of such counselling may be a recommendation for development of certain skills or supplementation of education.

## The unemployment indicator dropped in 5 regions

The share of available jobseekers of working age in the working-age population is the main unemployment indicator used by the Department of Labour, Social Affairs and Family since January this year. **In September, this unemployment indicator reached 3.98%**, down 0.02 p.p. month-on-month. Compared to September 2022, it decreased by 0.49 p. p.

**Analysts at the Institute of Social Policy** add that the unemployment indicator dropped in 5 regions.

The largest decrease was recorded in the Bratislava and Nitra regions, where the indicator decreased by 0.06 p. p. An increase in unemployment was registered in the Banská Bystrica region, by four hundredths p. b., in the Žilina region by two hundredths p. p. and in the Prešov region also by two-hundredths of a p. p.

# PDU Details



- As of January 2023, the main indicator of development of unemployment has become **the Share of Available Jobseekers of Working Age in Working Age Population**, abbreviated as PDU. Unemployment is reported at the national, regional and district levels using the PDU indicator. At the same time, continuity in reporting the current indicator, Registered Unemployment Rate (MEN) at national and regional level will be maintained.
- One of the several benefits of the new indicator is **a more detailed monitoring of unemployment**. Data is available at municipal level that did not exist before. This helps to set employment support instruments more specifically with a view to reducing disparities between regions.
- The Ministry of Labour regularly published the PDU indicator values in 2022, too. Its development followed that of the previous primary indicator, which was **the registered unemployment rate (MEN)**. In the methodology for calculating the new unemployment indicator, the Ministry of Labour was inspired by the unemployment monitoring methodology in the neighbouring Czech Republic.
- **Experts from the Institute for Social Policy talk about the positives of the PDU indicator.** Thanks to the use of purely administrative data, PDU enables accurate and timely monitoring of unemployment even for smaller geographical units, including districts, cities and municipalities. In addition to improving unemployment monitoring at district level, the transition to the PDU indicator also has a positive impact on long-term continuity in the unemployment monitoring methodology, as PDU is not affected by methodological changes in harmonised pan-European sample surveys.



# Unemployment in regions



| Territory              | Status of jobseekers at the end of the month | Economically active population | Number of jobseekers available | Unemployment rates calculated from the total of jobseekers available | Rate of recorded unemployment (in %) |
|------------------------|--|--------------------------------|--------------------------------|--|--------------------------------------|
| Bratislava Region      | 12,967                                       | 399,550                        | 12,376                         | 3.25   | 3.10                                 |
| Trnava Region          | 11,407                                       | 295,385                        | 10,403                         | 3.86   | 3.52                                 |
| Trenčín Region         | 12,001                                       | 292,080                        | 10,678                         | 4.11   | 3.66                                 |
| Nitra Region           | 14,776                                       | 346,427                        | 12,715                         | 4.27   | 3.67                                 |
| Žilina Region          | 17,246                                       | 361,855                        | 15,246                         | 4.77   | 4.21                                 |
| Banská Bystrica Region | 28,788                                       | 317,096                        | 22,579                         | 9.08   | 7.12                                 |
| Prešov Region          | 41,058                                       | 395,506                        | 33,460                         | 10.38  | 8.46                                 |
| Košice Region          | 34,040                                       | 380,171                        | 27,862                         | 8.95   | 7.33                                 |
| SLOVAKIA               | 172,283                                      | 2,788,070                      | 145,319                        | 6.18   | 5.21                                 |

## Unemployment statistics – September 2023

The share of available working-age jobseekers in working-age population: **3.98%** (4.00% in August 2023; 4.47% in September 2022).

Registered Unemployment Rate: **5.21%** (5.23% in August 2023).

Number of available jobseekers of working age: **145,296** (145,823 persons in August 2023).

Total number of secondary-school graduates on the register of jobseekers: **7,745** (3,484 persons in August 2023).

Total number of university graduates on the register of jobseekers: **2,532** (4,255 persons in August 2023).

Total number of registered jobseekers: **172,283** (174,098 in August 2023; 181,985 in September 2022).

**17,196** jobseekers successfully found their place on the labour market (10,033 in August 2023).

Number of vacancies: **83,964** (81,072 in August 2023). Most of them were in the Bratislava region - 34,911 vacancies, the lowest number of vacancies was in the Prešov region - 2,717.

Number of vacancies suitable for graduates: **42,736**.

Number of mass redundancies reported during July 2023: **3** (621 jobs at risk).



# The average monthly wage per employee in the Slovak economy in Q2 2023

A strong nominal wage growth and a lower inflation rate contributed to **moderate the decline in real wages to a level of 2%.**

**Average gross earnings** increased year-on-year in all 19 monitored sectors of the economy, however a real wage growth was achieved in 6 of them.

The sectors employing the most people in Slovakia, **trade and industry**, recorded slightly higher falls in real wages than the national average.

The **average nominal monthly wage** of an employee in the Slovak economy reached **€1,419** in Q2 2023, with year-on-year growth of 9.9%.

Employees received on **average €128 more** before tax and deductions than in the same period of the previous year.

The **pace of the increase** was the second fastest in the last 15 years, yet the wages still could not keep up with the high inflation rate.

**However, the decline in real wages has slowed down significantly in the second quarter**, currently down by 2% year-on-year.

The **seasonally adjusted average wage increased by 2.5%** compared to Q1 2023.

## Average monthly wage (year-on-year change in %, calendar quarters)

Source:



## The unemployment rate was 5% in September.

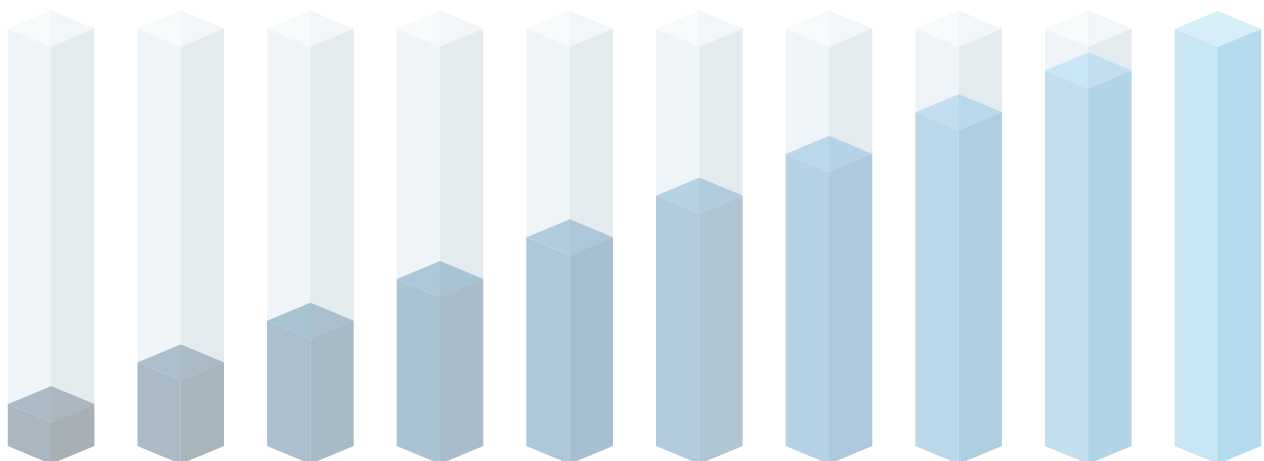
In September 2023 the registered unemployment rate of **5%** was estimated by the Ministry of Family and Social Policy. September was another month in which unemployment remained stable and low.

- The registered unemployment rate in Poland was **5%** in September this year, remaining at the same level as a month ago.
- According to data from the Central Statistical Office, the number of registered unemployed decreased **from 782.5 thousand to 776 thousand** compared to this August.
- **The lowest unemployment rate** was again recorded in Greater Poland Voivodeship – data from the Ministry of Labour and Social Affairs shows that it was only **3%**.
- The good situation on the Polish labour market was also confirmed by Eurostat, where according to its methodology, the unemployment rate was only 2.8% in August this year. A year ago, it was 2.9%.
- Poland recorded the third best result, after the Czech Republic (2.5%) and Malta (2.7%). The average was 6.4% in the euro area and 5.9% in the European Union as a whole.

*"It will come as no surprise that we can expect a slight increase in the unemployment rate in the coming months. We observe this trend every year and it is associated with completion of some seasonal work. However, data from the Ministry of Labour and Social Affairs, confirmed by the Central Statistical Office, indicate that the situation on the labour market in Poland is very good - the best in recent years."*

### Marlena Maląg

Minister for Family Affairs and Social Policy



## The unemployment rate in September was 5.7%.

Unemployment fell to **2,627,000** in September 2023 as the autumn recovery began. With a minus of 69,000, the decline for September is small. Seasonally adjusted, the number of unemployed in September increased by 10,000 compared to the previous month. Compared to September last year, the number of unemployed is 141,000 higher.

## Autumn recovery dampened by weak economy

- **The unemployment** rate decreased by 0.1 percentage point to 5.7% in September. Compared to the same month last year, the rate increased by 0.3 p. p.
- **Underemployment**, which includes unemployment as well as labour market policy and short-term sick leave, amounted to **3,440,000** people in September 2023. That was 190,000 more than a year ago.
- Up-to-date data on the actual **use of short-term work benefits** are available until July 2023. According to preliminary extrapolated BA figures, economic benefits of part-time work were paid out to 124,000 employees this month.
- **Employment subject to social security contributions** increased slightly **by 8,000** from June to July 2023 on a seasonally adjusted basis. Compared to the previous year, the number of employees increased by 239 thousand to 34.56 million in July, according to BA projections.

*"The onset of the autumn recovery is relatively small this year. Unemployment and underemployment are falling, but less than usual in September. In principle, the German labour market is still stable."*

### Daniel Terzenbach

Regional Director of the Federal Employment Agency (BA)



## The unemployment rate reached 3.9% in September.

The number of unemployed in September 2023 was **191,000**, and the unemployment rate stood at **3.9%**.

- For the period from July to September 2023, compared to the previous year, the number of unemployed aged 15–74 increased by 22 thousand to **200 thousand**, while the unemployment rate increased by 0.4 p. p. to **4.1%**. The number of unemployed men was 104,000, their unemployment rate increased by 0.2 p. p. to 4.0%. As regards women, there were 96,000 unemployed, their unemployment rate increased by 0.6 p. p. to 4.2%.
- The number of unemployed between the **ages of 15 and 24 was 40,000** and their unemployment rate was **12.4%**. **19.8%** of jobseekers came from this age group. The unemployment rate in the age group 25–54 years increased by 0.4 percentage points to 3.6%, while the unemployment rate in the age group 55–74 years remained virtually unchanged at 3.1%.
- The unemployment rate was **highest** in Southern Transdanubia **at 6.8%** and **lowest** in Budapest **at 1.9%**. Compared to the same period of the previous year, the rate increased the most in Southern Transdanubian (by 2.1 p. p.), while in the capital city – the only one of the regions – it dropped significantly by 0.8 p. p.
- The average job search time was **9.3 months**, while 36.9% of jobseekers had been looking for a job for at least a year

## Development of the unemployment rate by age group among people aged 15–74, July–September 2023

| Age group, years | Number of people |                            | Unemployment rate |                            |
|------------------|------------------|----------------------------|-------------------|----------------------------|
|                  | thousand people  | change, thousand people a) | %                 | change, thousand people a) |
| 15–24            | 39,7             | 5,5                        | 12,4              | 1,6                        |
| 25–54            | 131,3            | 13,4                       | 3,6               | 0,4                        |
| 55–74            | 29,4             | 3,2                        | 3,1               | 0,1                        |
| Total            | 200,3            | 22,1                       | 4,1               | 0,4                        |

a) Compared to the same period of the previous year.

## End of September 2023 compared to the previous year

According to administrative data from the National Employment Service the **number of registered jobseekers decreased by 4,4% to 228 thousand persons**.

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**Ondřej Wysoglad**

Chief Executive Officer

[ondrej.wysoglad@manuvia.com](mailto:ondrej.wysoglad@manuvia.com)



**Petr Straka**

Chief Sales Officer

[petr.straka@manuvia.com](mailto:petr.straka@manuvia.com)



**Jana Mesárová**

Chief Operations Officer SK

[jana.mesarova@manuvia.com](mailto:jana.mesarova@manuvia.com)

