

Labour market developments in the Czech Republic

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Abbreviations used (Czech version in brackets)

ALMP (APZ)	Active Labour Market Policy
CCA	Commission and Council assessments of NRP
CNB AE	Czech National Bank Analysis of Economic alignment
CR (ČR)	Czech Republic
CSO (ČSÚ)	Czech Statistical Office
DLO (ÚP)	District Labour Office
ESA (SSZ)	Employment Services Administration
EU	European Union
HICP	Harmonized Consumer Price Index
IAP	Individual Action plan
LFS (VŠPS)	Labour Force Survey
LLL	Life Long Learning
LTU	Long Term Unemployment
METR	Marginal Effective Tax Rate
MoF (MF)	Ministry of Finance
MoL (MPSV)	Ministry of Labour and Social Affairs
MoS (MŠMT)	Ministry of Schooling, Youth, and Sports
MoIT (MPO)	Ministry of Industry and Trade
NOESA	National Office for Employment and Social Administration
NRP	National Reform Plan
NRR	Net Replacement Rate
NITVE (NÚOV)	National Institute of Technical and Vocational Education
OP	Operation Program
PIT	Personal Income Tax
PTW	Points To Watch
SECG	2006 Spring European Council Guidelines
SNB	Social Necessity Benefits
RILSA (VÚPSV)	Research Institute for Labour and Social Affairs at the MoL

Executive Summary

- The recent fiscal reform and the inflow of EU funds are expected to prop GDP growth, which gradually declines from its peak level of the last two years. The Euro adoption is still far away.
- Real wage growth has been slow at the end of 2007 / start of 2008 thanks to the sudden and likely temporary hike in price level. Given the extensive labour shortages, the slow pace of wage growth is bound to change soon.
- Unemployment continues to decline, while the share of long-term unemployed continues to be high in EU comparison. Employment rises thanks in large part to the inflow of (male) low-skilled foreign workers while older (Czech) females also face higher employment chances.
- Following up on the recent tax-benefit reform, the government approved in April a new set of labour-market policies aimed to increase the statutory retirement age, simplify immigration procedures and limit misuse of unemployment and welfare benefits.
- It is not clear that the parametric changes to the current PAYG pension system, which are now being considered in the Lower House, have sufficient support to be approved.
- A major overhaul of the R&D public financing systems is being prepared that will affect both the quality of science in Czech universities and the efficiency of innovation and technology support provided to companies.
- The Supreme Court recalled several clauses of the 2007 Labor Code and parts of the sickness insurance reform.

1 Introduction

Given that the presidential elections did not upset the governing coalition, the government is now trying to push ahead with major health-care and R&D financing reform as well as a set of labour-market policy changes. However, it faces major difficulties when one or two of the coalition MPs decide to vote against government policy proposals. The economy is somewhat slowing down and the inflation shock of early 2008 has not yet faded away. The Euro adoption remains to be far away.

2 Update on Economic and Labour Market Trends²

Aggregate Developments

The Czech economy is still near its business cycle peak, as confirmed by the 2007 fourth-quarter GDP real annual growth rate of 6.6 percent. The revised 2007 average real growth rate is now 6.5 percent. In its April 2008 economic outlook, the MoF expects a gradual slowdown in GDP growth in the medium-term horizon. Both the fiscal reforms of 2007 and the increasing inflow of EU funds are expected to contribute to solid growth prospects in 2008-2009, when GDP growth is estimated to hover around 5 percent.

The surprisingly robust growth rate and the effects of the (first-stage package of) fiscal reforms approved in 2007 and introduced in 2008 combine into notable declines in the fiscal deficit (expressed as a share of GDP). While the Czech economy thus avoided undesirably high deficit levels, which were becoming the object of the Commission's concern, it still does not fulfil the Euro adoption criteria, this time due to price-level hikes and the volatile exchange rate of the Czech crown. The Czech Republic will not be able to satisfy the Maastricht criteria until at least the first half of 2009.

Economic confidence indicators are on a gradual decline since reaching all-time maximum in 2006. After taking a large negative hit in January, consumer confidence was back to its typical levels in April 2008. The January decline was related to the introduction of the tax-benefit reform and the rising food and energy prices.

² A table providing key economic and labour market indicators is attached at the end.

Population

Recent statistics show that the Czech population is somewhat increasing in size. The fertility rate increased from 1.13 in 1997 to 1.44 in 2007 and the inflow of foreigners in 2007 was highest since the World War II. However, even though the number of children born in 2007 was highest since 1993, the Czech Republic is on the verge of fast and inevitable ageing. The recent increase in fertility is mainly driven by large cohorts born in the 1970s reaching reproductive age such that in two years this baby boom will likely be over. Meanwhile, the total number and the share of retired population are steadily growing since 2004. Hence, it is important that the inflow of foreigners was also extremely high last year, reflecting the strong labour demand and reaching almost 84 thousand. Unfortunately, most of the in-migrating foreigners are low-skilled workers and many of these intend to return to their home country eventually.

Inflation

Price level (CPI) grew by 7.5% in January and February 2008 compared to a year earlier, a record high not seen since 1998. The jump in prices was due to energy and food prices, deregulated rents, but also costs of services. The price-level evolution in March and April signals that the price shock will be short lived; the expected 2008 annual inflation is 6 percent with a drop to 2.7 percent in 2009 according to the MoF.

Wage Developments

According to the CSO's firm reports, the annual nominal wage growth as of the last quarter of 2007 was 6.7 percent in the enterprise sector and 7.1 percent in the public sector (this compares to a 6.4 percent overall growth rate in 2006).³ The pace of annual nominal growth rates has actually been somewhat slowing down during 2007; this combined with rising inflation towards the end of 2007 and curbed real wage growth in the fourth quarter considerably (by 3.4 percentage points compared to the previous three quarters). The 2007 fourth-quarter real growth rate of wages was thus one of the lowest on recent record. Real wage growth rate under 2 percent is particularly surprising in the enterprise sector. Given the rise in inflation in early 2008 and the persistent labour shortages on the market, significant wage growth pressure is to be expected, which could be problematic in low-productivity regions.

³ Based on the SES wage survey, the nominal y-to-y wage growth rate in the 4th quarter 2007 stood at 7.5% in the enterprise sector and at about 6% in the public sector.

Looking at the structure of wage evolution and focusing on the last quarter of 2007, the share of workers making under the median wage increased (to 68 and 56 percent in the enterprise and public sector, respectively). This could be driven by the inflow of low skilled workers back into employment. The average monthly wage in both sectors is similar (24 to 25 thousand CZK, the median wage is close to 20 thousand). The fastest wage growth during the last year was experienced in the category of low-educated workers, labourers (in agriculture), cashiers, etc. This reflects the overall tightening of the labour market, where even the labour market prospects of the least educated improved.

Employment

Thanks to the continued strong economic growth, Czech employment continues to rise: total employment grew by 0.6 percent between the last quarter of 2007 and the first quarter of 2008 (it grew by 1.9 percent when compared to the first quarter of 2007). The Czech employment rate (for those aged 15-64) reached 66.1 percent in the first quarter of 2008, growing by 0.6 of a percentage point in comparison with the first quarter of 2007. The rate increase was twice faster for men than for women and the employment rate is growing also among older workers, especially older (Czech) women. It is likely that total employment as well as the employment rate will continue to grow in the near future, albeit at a slower rate. Foreigners continue to represent the strongest force behind the growing employment in manufacturing and construction sectors as the portfolio of countries workers come from is widening. However, the extensive local labour shortages remain important.

Thanks to the gradual entry of young cohorts into the labour market and the recent education expansion, the average level of education of an employed person is rising rapidly. The share of entrepreneurs on total employment is among the highest in the EU: about 16 percent, compared to about 14 percent in the EU average. This may be related to the use of self-employment status to evade high social and health insurance contributions.

As in other OECD countries, Czech employment rates among young cohorts have trended downwards. The most recent OECD country report notes a special survey of Czech students conducted for the Eurostat's Eurostudent project suggesting widespread under-reporting of work by students (the Czech Statistical Office suspects that many students with jobs do not report they are working in the local Labour Force Survey). The Eurostudent survey implies that a large share of students' income comes from own earnings. This may be good news if students, who now spend longer periods in presumably full-time education, obtain valuable skills in part-time jobs, but it may also signal that they spend very little time in education, work full time, and the degrees they obtain are too easy to obtain and

mainly serve a signalling purpose—reflect the selection on ability at the entry into tuition-free over-subscribed public tertiary programs.

Activity and Unemployment Rates

As the employment rate grows, the unemployment rate continues to decline, reaching 4.7 percent (using the ILO measure) in the first quarter of 2008. This represents the lowest rate since early 1997 and a 1.3 percentage point decline on a year earlier. The rate of unemployment decline is slowing down, naturally, but it continues to be significant. The MoF expects the average (annual) ILO unemployment rate to reach 4.2 percent in 2008 and 3.6 percent in 2009. The trend in the registered unemployment rate is similar.

The decline in unemployment and unemployment rate is accompanied by a declining inflow into unemployment (job terminations) and a declining incidence of long-term unemployment, which, however, remains high in EU comparison at close to 50%. The group of unemployed women aged 50 to 54 shrank particularly fast.

Regional discrepancies persist at lower overall unemployment rates. However, the declining overall burden of labour office staff leaves more time to deal with and activate the remaining unemployed (job search assistance and screening) and this is probably also contributing to the observed higher outflow rate and lower misuse of the welfare system.

This positive unemployment development occurs while participation (the activity rate) is declining due to a growing share of less active older workers, growing enrolment rates of the more capable youth, and growing number of women on maternity leaves.

3 Labour Market Policy Developments

3.1.1. Introduction to broad policy and/or institutional changes or plans

In April, the OECD presented its new Economic Survey of the Czech Republic. A number of the presented policy recommendations is closely related to the recently announced government's policy agenda. The report warns that labour supply constraints will limit Czech economic development and it proposes to improve incentives to work and accumulate human capital through a broad range of measures. In particular, the OECD recommends that Czech labour market reforms should entail, e.g., the following policies:

- increasing the retirement age further and making some progress on true pension reform;
- following up on the recent tax reform with further simplification of tax legislation;
- shifting the tax mix to lighten the high burden on labour
- lowering the cost of layoffs of recently hired workers through reform of severance pay;
- removing barriers to part-time and fixed-term contracts;
- shifting resources from parental leave to child-care services;
- introducing tuition in tertiary education;
- reforming migration policy.

In April, the government approved a set of labour market policies, which are to follow up on the initial (fiscal and labour market) reform package introduced in January 2008. These policies include further tightening of unemployment insurance benefits and support for individual action plans, higher fines for illegal employment, the introduction of green cards, conditioning Social Necessity Benefits on participation in ALMP or public works (working at least 20 hours per month), introducing food stamps as form of payment of such benefits in certain cases. This leaves several of the OECD recommendations unanswered, mainly the introduction of tuition at tertiary schools, changing severance pay regulations, and seriously supporting child care facilities. Furthermore, even though the government did approve parametric changes of the current PAYG pension system, it is not clear that it has the political power to get those changes approved in the Parliament.

3.1.2. Implementing employment policies aimed at achieving full employment, improving quality and productivity at work, and strengthening social and territorial cohesion.

The government's policy is to move away from investment and other types of subsidies to selected enterprises to improving the general business environment; hence, the recent lowering of the corporate income tax. Furthermore, the Minister of Industry and Trade (MoIT) recently proposed that (FDI) investment incentives for manufacturing firms be abolished and replaced by support for technological centres.

This policy area includes public support for innovation. The recently announced reform of R&D financing, which affects both basic science and applied and innovative programs supported through the MoIT (subsidies for R&D in Czech firms at the level of 4 to 5 billion CZK from local public funds annually), can have

important effects on productivity at work. Until now, many government-supported research and innovation programs did not deliver any tangible outputs, yet, they were judged to be highly successful in the local evaluation process. The reform therefore introduces simple quantitative measures of R&D output for government-supported programs, such as the number of patents, software applications, technology processes, or prototypes produced. On the one hand, the reform, which rewards output transparently, can lead to a more productive way of allocating public R&D support to firms. On the other hand, the reform can also be harmful, because it plans to reward equally *every piece* of R&D output of a given type that satisfies formal criteria, such as easily certified software, authorized prototype etc. The clients of the R&D support system (firms as well as scientists) will therefore face strong incentives to produce pseudo R&D output that satisfies the formal criteria and brings the automatic financial reward, but is easy to produce and of little general value.⁴ One solution would be to establish an agency for evaluating scientific and innovative output (similar to other EU countries); this is still a much debated open issue.

3.1.3. Attracting and retaining more people in employment, increasing labour supply and modernising social protection systems

- *Promoting a lifecycle approach to work (Guideline No.18)*

The government's proposal of the 1st stage of pension reform, which consists of simple, absolutely necessary and much overdue parametric changes, passed the first reading in the Lower House in March. However, the proposal is strongly opposed by the opposition parties in the evenly split Lower House and its fate is highly uncertain. The core of the proposal is to gradually increase the statutory retirement age up to 65 (in 2030). The opposition criticizes equal treatment of different professions and raises the issue of coal miners and other occupations that lead to shorter employment carriers. The opposition may also legitimately oppose the opt-out policy and the introduction of private saving accounts in the 3rd stage of the reform, but to oppose the notion of parametric changes of a system that is simply not sustainable is grossly irresponsible and reckless.

The government's proposal also suggests that the entitlement contribution period be increased from 25 to 35 years (excluding years of study).⁵ This appears to be

⁴ Given that the results of basic science (publications etc.) are remunerated within the same budget at applied innovative work, pseudo innovations may even crowd out public funding away from basic science, in contradiction to *Guideline No.23*.

⁵ These changes would affect those born in 1965 and younger.

a sub-optimal policy as someone with 34 years of contributions who cannot work any longer will not be entitled to any pension benefits. A notional account system, where the level of pension benefits reflects the amount and length of contributions would be much more efficient.

The first-stage pension reform package also includes tightening of early retirement. While the option to retire up to 3 years prior to the statutory retirement age should remain in place, the early-retirement pension level should be somewhat lowered. The change is motivated by the fact that almost one third of new pensions is provided through the early-pension track. To be more specific, the change is to apply to only one type of early retirements. In the current system, the pension level is lowered temporarily in case one starts collecting old-age pension up to two years before the official retirement age and after long-term unemployment or permanently, if one retires two to three years early. In 2007, there were 323 thousand early retirees collecting permanently lower pensions. The proposal is to further decrease the pension for those retiring two to three years prior to the official retirement age. In stark contrast, the leading opposition party of Social democrats has proposed that early retirement is extended to up to 5 years before statutory retirement age. If applied immediately, this would further add to the already massive hidden debt of the PAYG system. The MoL considers introducing this extension gradually, allowing for early retirement at the age of 60 by 2017, while the statutory retirement is still climbing to reach the target of 65. The most important element of the changes is that the decrease in pension level should be proportional to the length of premature retirement.

In our earlier reports we reviewed in detail the recent changes in parental leave regulation, which are supposed to promote return to work after extended periods of home child care, and we argued that these policies will not be effective in absence of serious child-care support. The April 2008 OECD country report on the Czech economy also stresses this point. Specifically, the report advocates that municipalities face stronger financial incentives to offer pre-kindergarten childcare services.⁶ Alternatively, the parental allowance could be partially or fully replaced by vouchers that could be spent in both public and private childcare centres.

⁶ Currently, only about 6% of children under the age of three regularly attends any form of public childcare. There are less than 50 dedicated public childcare centres for children aged under three years, compared with over 1,000 in the early 1990s. Returning to work before the child reaches three years of age is thus not an option for most parents.

- *Ensuring inclusive labour markets, enhancing work attractiveness, and making work pay for jobseekers, including disadvantaged and inactive people (Guideline No.19)*

At the beginning of April, the government approved several new measures proposed by the MoL to further increase work incentives. These policies include further tightening of unemployment insurance benefits combined with more support for individual action plans, higher fines for illegal employment, the introduction of green cards, conditioning Social Necessity Benefits on participation in ALMP or public works (working at least 20 hours per month), introducing food stamps as form of payment of such benefits in certain cases.

More specifically, those unemployed for over 5 months will automatically have an IAP and, will be eliminated from unemployment registry if they refuse to participate in a retraining program. The introduction of the options to provide benefits in nonpecuniary form (food vouchers) is supposed to limit the scope for misuse of the welfare scheme. To increase job search effort and job acceptance probability, the MoL proposes to differentiate eligibility for unemployment benefits based on unemployed's age: five months for those under 50, eight months for those aged 50-55, and eleven months for those unemployed over 55. The replacement ratio of unemployment benefits is to be set to 65% during the first two months of unemployment, but decline to 50% in the next two months and to 40% in the last month of the basic five-month entitlement period.

Since January 2008 sickness benefits were no longer available during the first three days of sickness with the intention to limit the widespread misuse of the insurance scheme. While first statistical evidence for the 1st quarter of 2008 suggested that the reform was effective, the Supreme Court ruled this particular reform unconstitutional.

- *Improving the matching of labour market needs (Guideline No.20)*

More details are gradually becoming available on the important policy proposal for green cards to support immigration of skilled foreign labour. The Card is supposed to cover both the work permit and the residency permit and be valid for two to three years. The application procedure should take only one to two months, as opposed to the current four or five. The MoL is expected to operate a centralized registry of unfilled vacancies reported to the DLOs, which would be filled by foreign workers. We do not expect that the new system will become effective during 2008 as originally planned. Furthermore, it seems that green-card holders will not be able to switch employers without applying for a new approval of the Ministry of Interior. It remain to be seen whether the green-card policy will be

designed to effectively support skill-biased immigration and avoid the corrupt and bureaucratic work and residency permit procedures, which are now often controlled by private agencies “importing” workers from less developed economies.

There is unfortunately no more news on the MoL’s intention to centralize employment and social services (such that the unemployed would be served by one official responsible for both unemployment benefits and services, but also social assistance). The plan to centralize Social Necessity Benefits away from municipalities appears fully derailed now.

3.1.4. Improving adaptability of workers and enterprises

- *Promoting flexibility combined with employment security and reducing labour market segmentation, having due regard to the role of the social partners (Guideline No.21)*

The MoL recently announced selected details of its intentions to modify those parts of the Labour Code that guide layoffs and hiring. According to the Ministry, the changes are inspired by the Danish flexicurity system. In particular, flexible notification period depending on workers’ tenure should replace the current fixed two-month period. Trade unions strongly oppose the proposal.

The Supreme Court recently changed several stipulations of the 2007 Labor Code. The most important change in the employers’ perspective is that the court allowed employers to introduce company regulations (vnitrni predpis) without the explicit approval of trade unions. However, the most important such regulation, the company work code (order, regulation), must still be approved by trade unions. Another change in the Code is that the largest trade union no longer takes precedence in cases when there are multiple trade unions at a firm and they do not agree on the conditions of the collective agreement. Interestingly, the changes became effective about 2 weeks after the ruling. Perhaps the most important change for the future is that the ruling introduced a dual system where both trade unions and employees’ councils (podnikove rady) coexist. The latter may be easier for employers to affect. So far, there are only very few employees’ councils, but this may change.

In March, trade unions announced their estimates of the amount of taxes that is evaded due to foreign workers being hired via temporary job agencies instead of regular employment contracts. According to the report, foreign workers are commonly paid wages that are much below the wage level of Czech workers and are often paid in cash, such as to avoid income taxes and payroll contributions. The estimate is that tax avoidance reaches 5 to 10 billion of Czech crowns. The

existing system of inspections is limited in its ability to uncover these practices. The view of the MoL is that temp job agencies promote flexibility of work arrangements. On the other hand, the Ministry agrees that illegal practices should be better monitored and it proposed to increase the related fines.

- *Ensuring employment-friendly labour cost developments and wage setting mechanisms (Guideline No.22)*

The MoL still plans to decrease income caps on social security contributions.

3.1.5. Increasing investment in human capital through better education and skills

- *Expanding and improving investment in human capital (Guideline No.23)*

In December 2007, about 128,000 kindergarten, elementary and secondary school teachers staged a one day strike for higher schooling budget and wages. The Minister of Schooling eventually succeeded in raising the Ministry's budget for salaries by 0.5 CZK bln this year and 4 bln next year. The teachers' trade unions are on a strike alert while negotiating the actual pay rise with the Minister.

- *Adapting education and training systems in response to new competence requirements (Guideline No.24)*

During 2000-2001, several surveys (see list of references) were carried out with the aim to map secondary vocational training. The key finding is that these public schools co-operate only little with firms, unlike for example the case in Germany. For example, only 35% of pupils in apprenticeship programs (lasting 3-4 years) go through an internship with a firm and only 20-30% go through an internship longer than 10 weeks. Similarly, the average duration of an internship of students of vocational schools (lasting 4 years and providing the so-called 'Maturita' exam) is only 4.5 weeks. More than 90% of these students participate in some kind of an internship, but about 30% of them participate in internships lasting less than 3 weeks. The apprenticeship system has long been generating high unemployment rates among its graduates.

It is therefore not surprising that a leading MP of the largest governmental coalition party recently announced a plan to reform the current system of apprenticeship training. His proposal got supported both by the MoS (currently led by the small green coalition party) as well as by schooling experts. The first reactions of employers seem to be mixed. According to the proposal, the current narrow curricular plans of vocational and apprenticeship programs should be substantially broadened. The duration of the narrowly focused vocational education should be shortened and the acquisition of certification and apprenticeship diplomas made simpler. The proposal is motivated by the steady

decline of student demand for slots in vocational schools (partly due to declining cohort sizes, partly due to higher study aspirations of teenage pupils and their parents). The reform should be accompanied by a campaign advertising the desirability of vocational training for future work carrier. While we are rather skeptical about the second part of the proposal, namely the ability of campaigns to steer students away from general secondary programs that lead to tertiary education, we do support the former one, namely streamlining the current apprenticeship program. Existing surveys confirm that a large fraction of graduating apprentices leaves jobs in their field of study within six years.

NITVE, in collaboration with the MoS, launched an EU-funded project providing qualitative and quantitative on-line information enhancing school and occupation choices.⁷

⁷ www.infoabsolvent.cz

Table: Key economic and labour market indicators

										2008				
			2001	2002	2003	2004	2005	2006	2007	2008	Q1	Q2	Q3	Q4
<i>Note</i>														
1	Real GDP growth	y-to-y [%]	2.5	1.9	3.6	4.5	6.4	6.4	6.5	4.9	5.3 ⁱ⁾	4.9	4.8	4.6
2	Inflation (CPI)	y-to-y [%]	4.1	0.6	1	2.8	2.2	1.7	5.8	6	7.4 ⁱ⁾	6.8	5.6	4.3
3	Productivity	y-to-y [%]	2.1	1.1	4.3	4.8	4.8	4.9	4.0 ⁱ⁾	4.4	n.a.	n.a.	n.a.	n.a.
4	Consumer confidence	EOP [%]	-6.0	-9.0	-21.0	-7.0	-3.2	1.2	-14.6	n.a.	1.1	n.a.	n.a.	n.a.
5	Unemployment rate (registered)	EOP [%]	8.9	9.8	10.3	9.5	8.9	7.6	6.0	5.2 ^{AVG}	5.6	5.1	4.9	4.6
6	Unemployment rate (LFS)	EOP [%]	7.9	7.3	8.2	8.2	7.9	6.6	4.9	4.2 ^{AVG}	4.7	4.0	4.0	3.9
7	Employment rate	EOP [%]	65.1	65.6	64.5	64.3	65.0	65.5	66.3	66.9 ^{AVG}	66.4	66.9	67.0	67.1
8	Innactivity rate total	EOP [%]	29.3	29.2	29.8	29.9	29.5	29.9	30.1	30.2 ^{AVG}	30.3	30.3	30.1	30.1
9	men	EOP [%]	n.a.	n.a.	21.9	21.8	21.7	21.7	21.6	n.a.	n.a.	n.a.	n.a.	n.a.
10	women	EOP [%]	n.a.	n.a.	37.6	37.7	37.0	38.0	38.7	n.a.	n.a.	n.a.	n.a.	n.a.
11	ages 15-24	EOP [%]	n.a.	59.7	61.7	64.1	65.2	65.7	67.9	n.a.	n.a.	n.a.	n.a.	n.a.
12	ages 25-39	EOP [%]	n.a.	14.0	15.2	14.9	14.7	15.7	15.8	n.a.	n.a.	n.a.	n.a.	n.a.
13	ages 40-54	EOP [%]	n.a.	9.0	9.4	8.9	8.2	7.6	8.0	n.a.	n.a.	n.a.	n.a.	n.a.
14	ages 55-64	EOP [%]	n.a.	56.6	56.0	54.8	52.6	52.9	51.4	n.a.	n.a.	n.a.	n.a.	n.a.
15	Working time	EOP [hours/week]	41.5	42.0	42.0	41.9	41.8	41.8	41.7	n.a.	n.a.	n.a.	n.a.	n.a.
16	Registered vacancies	EOP [thousands]	52.1	40.7	40.2	51.2	52.2	93.4	n.a.	n.a.	151.3	n.a.	n.a.	n.a.
17	Days lost through ind. disputes	[days]	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.						
18	Real wages	y-to-y [%]	103.3	106.4	106.0	103.0	102.3	104.6	101.9	104.4	n.a.	n.a.	n.a.	n.a.
19	Nominal wages	y-to-y [%]	107.7	106.9	106.8	106.2	104.8	106.2	106.8	107.7	n.a.	n.a.	n.a.	n.a.

Abbreviations used

y-to-y: year to year change

2000~100%: value for year 2000 is the base

Yellow (shadow) background marks forecasts by the Ministry of Finance "Makroekonomická predikce"

n.a. Not available yet

EOP ~ End of the period values

i) Preliminary

ii) Annual Average

Source, definition, link

- CSO, <http://www.czso.cz/csu/csu.nsf/kalendar/aktual-hdp>
- 1 MFCR http://www.mfcr.cz/cps/rde/xchg/mfcr/hs.xsl/makro_pre.html
- CSO, http://www.czso.cz/csu/redakce.nsf/i/mira_inflace, Table 2
- 2 MFCR http://www.mfcr.cz/cps/rde/xchg/mfcr/hs.xsl/makro_pre.html, Table 2.2.
- 3 MFCR http://www.mfcr.cz/cps/rde/xchg/mfcr/hs.xsl/makro_pre.html, Table 3.3.
- Macroeconomic productivity=GDP in c.p. per worker
- CSO, http://www.czso.cz/csu/redakce.nsf/i/kpr_cr
- 4 Seasonally adjusted balances of confidence indicators
- Consumer confidence indicator is difference between answers growth (+) and decline (-) expressed in %
[Konjunkturální saldo je rozdíl mezi odpověďmi ve variantách růst (+) a pokles (-) vyjádřený v %.]
- 5 ESA, Monthly reports, EOP, before year 2004 other methodology used
- 6 CSO. LFS Quarterly Reports, sesonaly adjusted. Forecast by MFCR.
- 7 CSO. LFS Quarterly Reports, sesonaly adjusted. Forecast by MFCR http://www.mfcr.cz/cps/rde/xchg/mfcr/xsl/makro_pre_38958.html Table 3.2.
- CSO. LFS Quarterly Reports, sesonaly adjusted, Computed as (1-participation rate)*100 for populcation 15-64 years of age. Forecast by MFCR
- 8 http://www.mfcr.cz/cps/rde/xchg/mfcr/xsl/makro_pre_38958.html Table 3.2.
- 9 dtto. Rates published before 2003 were computed for the population 15+ and rates for 15-64 years of age were not published.
- 10 dtto
- 11 dtto
- 12 dtto
- 13 dtto
- 14 dtto
- 15 CSO, LFS, Average weekly hours of work
- 16 ESA, Monthly reports
- 17 not available
- CSO. http://www.czso.cz/csu/redakce.nsf/i/pmz_cr
- 18 Forecast by MFCR capture non-corporate sector and corporate sector with firms with 20+ employees.
- CSO. http://www.czso.cz/csu/redakce.nsf/i/pmz_cr, Forecast by MFCR capture non-corporate sector and corporate sector with firms with 20+ employees.
- 19 employees.
- Wage index is expressed as % in given quarter relative the same quarter of the previous year