

Basic Indicators of Economic Activity

(Table 3)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

The labour force is defined according to International Labour Organization (ILO) standards and includes both the employed and unemployed. The category „employed” comprises employees, persons working on a contractual basis other than an employment contract for employers (work execution agreement, working activity agreement, copyright licensing agreements, etc.), employment in one's own company, members of producers' cooperatives, contributing family workers and also apprentices working for a wage. Under this definition, the unemployed must meet three conditions at the same time – the weren't employed during the relevant week, they actively sought work and were able to start work within 14 days. The level of economic activity is calculated for the whole population from the age of 15. The unemployment rate is calculated as a proportion of the number of unemployed and the number of economically active.

Entrepreneurs mean employers and the self-employed (own-account workers). Employed in one's own company (self-employed) are defined as employers and own-account workers and also contributing family workers are included in this category. The proportion of these persons is calculated from the total employed.

Almost 90 %, of more than 2.116 million women and less than 80 %, of almost 3 million (2.806 million) men worked as employees in the main job. Only 9.5 % of women (in contrast with more than 20 % men) carried on business as part of their main job. Only one percentage of women and a negligible fraction of percentage of men represented contributing family members. Both among employees and entrepreneurs, based on the Labour Force Sample Survey, men predominated. The proportion of employees was 54.0 %, while the share of entrepreneurs was 74 %.

Women used part-time work more frequently than men. 8.6 % of women and 2.3 % of men worked part-time. Women often choose part-time work as the way how to combine career and family life. Second job is rather men's speciality. Of 80,500 persons who stated that they had a second job, men accounted for almost two thirds.

Table 3: Basic Indicators of Economic Activity (Averages for 2007)

		Women	Men
Economic participation rate 15+	%	49.8	68.3
Number of economically active	abs.	2 268 600	2 929 700
ILO unemployment rate	%	6.7	4.2
Part-time work	%	8.6	2.3
Average hours actually worked (full time work)	hours per week	36.5	41.0
Average hours actually worked (part time work)	hours per week	20.4	19.9
Main job	abs.	2 115 900	2 806 100
Employees	abs.	1 887 800	2 223 400
Members of producers' cooperatives	abs.	4 800	9 300
Entrepreneurs	abs.	200 600	565 700
Employers	abs.	39 300	144 700
Own-account workers	abs.	161 300	421 000
Contributing family workers	abs.	22 700	7 100
Second job	abs.	28 300	52 200

Women's unemployment rate is 6.7 % and compared to men, it is by 2.5 percentage points higher.



Population aged 15 and Over by Usual Economic Status (Graph 15)

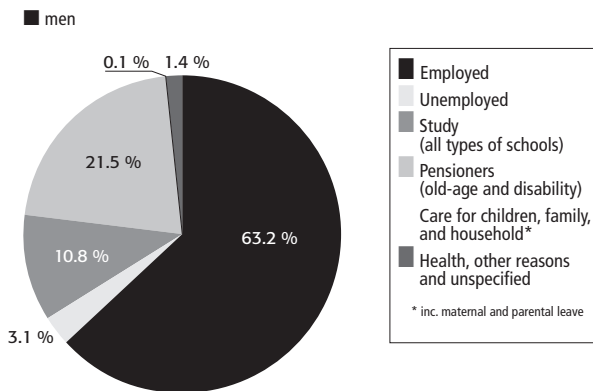
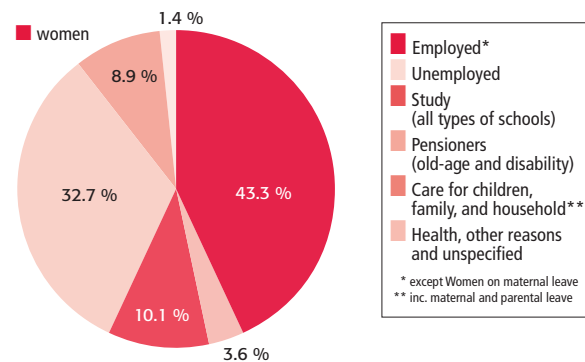
Source: Labour Force Sample Survey (LFSS), the Czech Statistical Office (averages for 2007)

For the purposes of this graph, the group of people falling within category "on maternal leave" was omitted from the category "employed" so that the classification should better correspond to the publication's emphasis rather than the classification used in the LFSS and corresponding ILO methodology. This group was included in the category "Care for children, family and household", together with people in the category "additional maternal leave" and "care for children, family and household".

Approximately 86 % of all women and 85 % of all men were aged 15 and over in 2007, thereof 4,682 thousand people were employed, (apart from women on maternal leave). The share of women among the employed was 42 %. The unemployed men accounted for 4.6 % of economically active men over 15 and 7.6 % of economically active women aged 15 and over. Per 100 economically active men, there were 32 pensioners-men (old-age and invalidity pensioners). Per 100 economically active women, there were almost 70 pensioners.

Among the employed, men predominated (57.9 %), whereas among the unemployed and economically inactive, women predominated. The care for children, family and household, basically, still remains to be dominated by women (women's share constitutes 98.7 %). Women also comprise 61.8 % of all pensioners (old-age and invalidity pensioners) identified through the LFSS.

Graph 15: Population Aged 15 and Over by Usual Economic Status in 2007



Level of Economic Activity by Age Groups

(Graph 16)

Source: Labour Force Sample Survey (LFSS), the Czech Statistical Office (averages for 2007)

Age-specific participation rates (economic activity rates) represent proportions of the economically active in specific age groups.

The economic activity rate of men is higher in all age groups than that of women.

For men in the lowest 15–19 age group relatively significantly higher economic activity was recorded than for women, since they complete their educational process and enter the labour market more frequently than women.

In particular in the 20–35 age group, lower economic activity of women is obvious, which is influenced by their motherhood and parental (maternal) leave.

Less marked gender differences were found in five-year age groups in the 40–54 age group. More marked differences in favour of higher economic activity of men are obvious in the 60–64 age group and the 65 and over age group which is also influenced by the lower age limit for retirement of women.



Employment by Economic Sectors

(Graph 17)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

Economic sectors are broken down as follows:

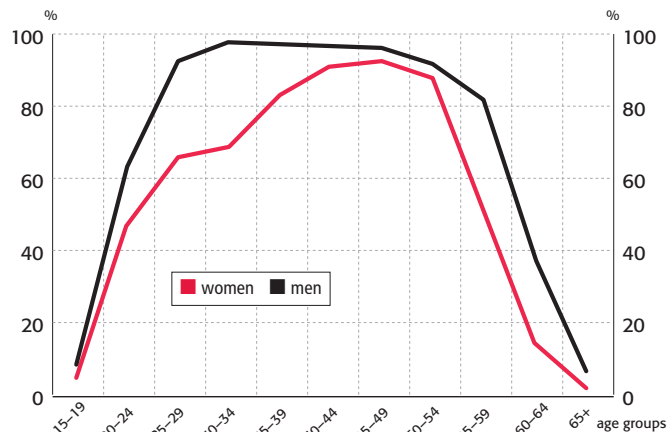
primary – agriculture, forestry and fishing

secondary – industry and construction

tertiary – services

Women mostly find employment in services (in the tertiary sector of the national economy). The tertiary sector made up 70.7 % of all three sectors. In industry and construction, 26.8 % of the employed women (female employees and female entrepreneurs) were found, whereas in agriculture, forestry and fishing only 2.5 %. Employed men are primarily concentrated

Graph 16: Level of Economic Activity by Age Groups



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in industry and construction (50.6 % of employed men), but they are widely represented in services (45.0 %). In agriculture, forestry and fishing, there are by 2 percentage points more employed men than women (i.e. 4.4 %).

Compared to 2004, even the trend under which women outnumbered men in the services sector has not changed (women comprised more than 50 % of the employed), whereas in the primary and secondary sector men predominated (in both cases men made up more than 65 % of the employed).

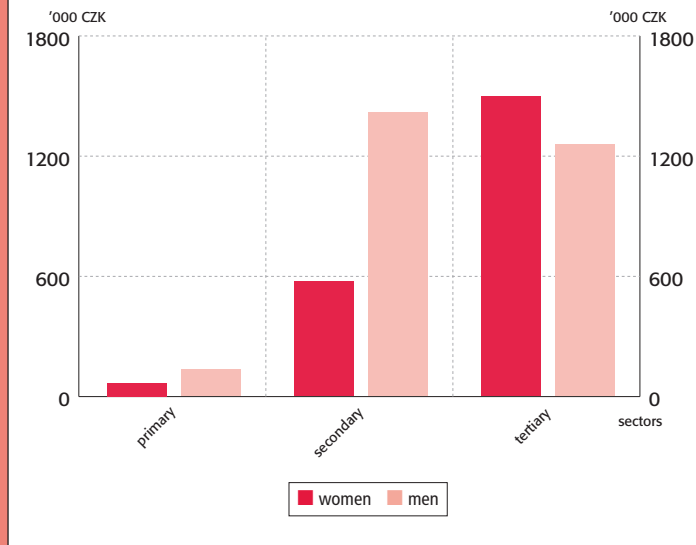
When we analyze the employed to employees and entrepreneurs (for entrepreneurs this is in the aggregate much lower population than for employees), the situation is as follows: employees' gender scheme is the same as that of the employed, total, whereas for entrepreneurs it is different.

Women in the services sector constituted the highest proportion of entrepreneurs (11.7 % of female entrepreneurs of 53.5 thousand employed women in the services sector in the aggregate), the lowest proportion of women was found in industry and construction (3.8 % of 566.9 thousand employed women in the secondary sector). The highest share of male entrepreneurs of total employed men was recorded in the primary sector (23.2 % of male entrepreneurs of 122.7 thousand employed men in the primary sector), the lowest then in the secondary sector (17.8 % of men, of 1,412.4 thousand employed men in the secondary sector).

Of 32.2 thousand entrepreneurs in the primary sector, women comprised 11.5 %, whereas of 273.7 thousand entrepreneurs in the secondary sector, women made up 7.9 %. The highest proportion of female entrepreneurs was found in the tertiary sector, i.e. in services where women made up 38.0 % of entrepreneurs.

Female entrepreneurs were concentrated in the tertiary sector – of 200.2 thousand female entrepreneurs, 87.3 % were found in services. Also slightly more than half the whole number of male entrepreneurs were found in services (50.4 % of 565.4 thousand male entrepreneurs were employed in services). Here, the situation was different from the structure of employees by sectors, where of all three monitored sectors, men were most widely represented in the secondary sector (52.2 % of the employed men were found here). It is obvious that entrepreneurs focus in particular on services, regardless of sex. Men dominate in business activities in both the primary and secondary sector.

Graph 17: Employment by Economic Sectors – Average for 2007



Employees by Major Groups of Occupations

(Graph 18)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

Due to insufficient space, the codes of major groups of Classification of Occupations have not been assigned their meanings directly in the graph.

1 Legislators, senior officials and managers

2 Professionals

3 Technicians and associate professionals

4 Clerks

5 Service workers and shop and market sales workers

6 Skilled agricultural and fishery workers

7 Craft and related trades workers

8 Plant and machine operators and assemblers

9 Elementary occupations

Note: Military staff are not included.

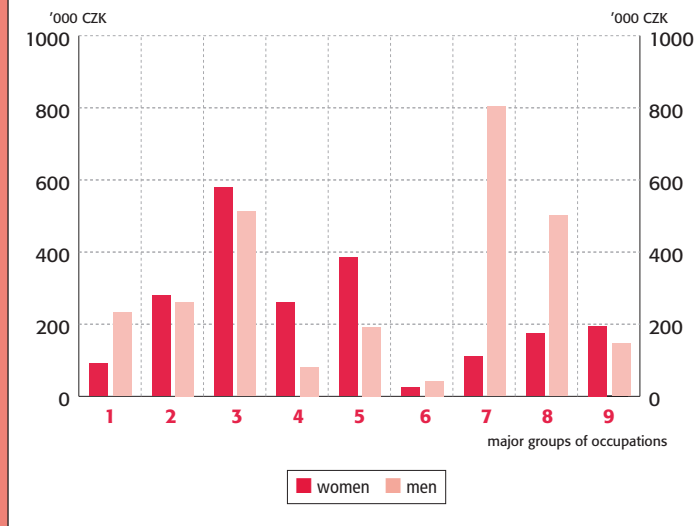
Employed women most often work as technicians and associate professionals. 27.6 % of employed women fall within this category. On the other hand, almost 30 % of employed men worked as craft and related trades workers. Among male entrepreneurs, the proportion of craft and related trades workers was even more marked, they comprised 36 % of male entrepreneurs.

Both among total employed men and among employees and entrepreneurs separately, technicians and associate professionals ranked second. In the category “employed men, total” and in the category “employees-men”, plant and machine operators and assemblers ranked third, among male entrepreneurs, the group “legislators, senior officials and managers” ranked third.

Among the employed women (and also separately among employees-women and female entrepreneurs) female service workers and shop and market sales workers ranked second in terms of frequency. In the category “employed women, total” and “female entrepreneurs”, professionals ranked third. Among employees-women, clerks were the third most frequent category.

The highest ratio of women to men was found in the fourth major group of the Classification of Occupations, i.e. among clerks, regardless of whether they were included in the category “the employed, total” or in separate categories of employees and entrepreneurs.

Graph 18: Employees by Major Groups of Occupations
(average for 2007)



The highest ratio of men to women was found among craft and related trades workers, among entrepreneurs then in the category “plant and machine operators and assemblers” (women’s share was 4.4 percent).



Structure of Age Groups of Employees and Entrepreneurs in the Czech Republic by Sex

(Graph 19)

Source: Labour Force Sample Survey (LFSS), the Czech Statistical Office (averages for 2007)

The term “entrepreneurs” covers employers and the self-employed in the civilian (i.e. not military) sector of the national economy.

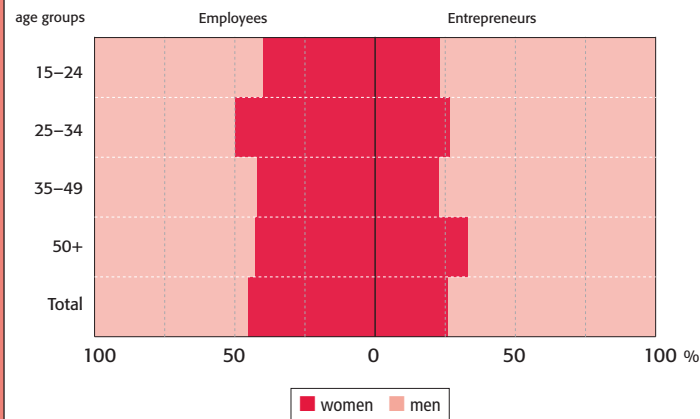
In 2007, there were more than 200,000 female entrepreneurs and 565,000 male entrepreneurs in the Czech Republic which means that women made up roughly one quarter of entrepreneurs (26.2 %). Men outnumber women in all age groups of entrepreneurs. The proportion of women among employees comprises 45.9 %. Apart from the 25–34 age category, in which women outnumbered men among employees, in other age groups of employees men predominated.

The lowest proportion of women among employees was found in the youngest 15–24 age group, whereas among entrepreneurs, the lowest proportion of women was recorded in the 45–54 age group.

Employees-men were most frequently represented in the 25–34 age bracket, whereas employees-women in the 45–54 age group. Male entrepreneurs were most represented in the 35–44 age bracket, whereas for female entrepreneurs, the largest age group, similarly as for female employees, was the 45–54 age bracket.

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Graph 19: Structure of Age Groups of Employees and Entrepreneurs by Sex



Medians of Earnings by Educational Attainment

(Graph 20)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

The graph columns illustrate medians of earnings for men and women by educational attainment.

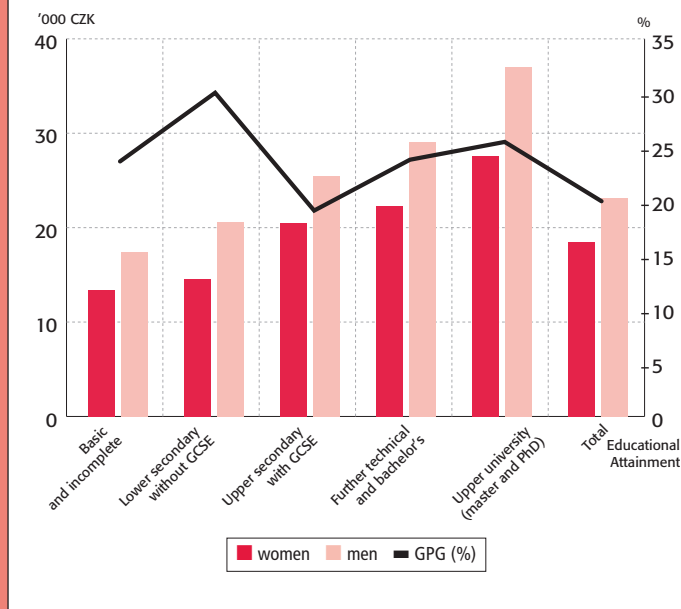
The median gross monthly wage represents real, middle value of wages of individual employees which is not distorted by extreme values. An employee's gross monthly wage is calculated as a proportion in which the numerator is the accumulation of the gross monthly wage (including bonuses and 13th and 14th wages) from the beginning of the year to the end of the monitored period and the denominator is the number of months from the beginning of the year to the end of the monitored period. In order to ensure that the median gross monthly wage is not influenced by employees who worked part-time, only those employees are included who work 30 and more hours a week.

GPG – Gender Pay Gap – is calculated as a relative difference in the median wage for men and women related to the median wage for men. It is expressed in percent. In the previous issue of this publication a different methodology was used for the calculation of GPG (instead of GPG, it was in fact women's median hourly wage as a percentage of men's wages, which together with GPG equals 100 % in the aggregate).

Women earn less than men, regardless of their educational attainment. The income of both groups rose proportionately with the educational attainment, although the median wage for Czech women in 2007 only amounted to 80.2 % of the median wage for men (Gender Pay Gap = 19.8 %). The largest differences were identified for people with lower secondary education without GCSE (GPG = 29.6 %) and for those with upper university (master and PhD) education (GPG = 25.3 %).

The smallest differences were recorded for people with upper secondary education with GCSE (GPG = 19.3 %) and for those with further technical and bachelor's education, but also for people with basic and incomplete education (GPG was the same for both categories: 23.4 %).

Graph 20: Medians of Earnings by Educational Attainment for 2007



Median Earnings by Age Groups

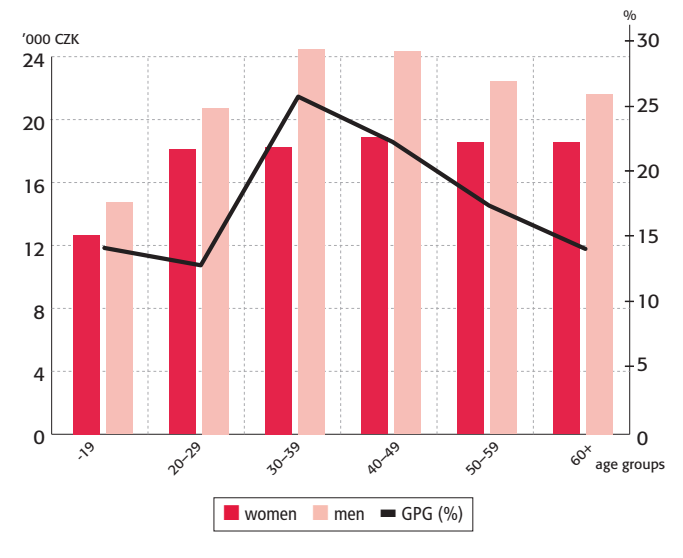
(Graph 21)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

For the calculation of medians of earnings and Gender Pay Gap, see comments on graph 20.

Up to the age of 29 inclusive, differences in wages for men and women are relatively small. Their difference is more marked in the 30–39 age group when the average earnings (medians of earnings) of women amount to only 74.4 % of those for men (i.e. GPG is 25.6 %). In the subsequent 40–49 age group, the level of GPG is still relatively significant – 22.5 %, gender differences are again reduced at higher age. In the 50–59 age group, GPG dropped to 17.5 %. In the 60 and over age group, average earnings (medians of earnings) of women make up 85.8 % of average earnings (medians of earnings) of men, i.e. Gender Pay Gap stood at one of its lowest levels (14.2 %). The lowest level of GPG (12.8 %) was found in the 20–29 age group.

Graph 21: Median Earnings by Age Groups for 2007



Medians of Earnings by NACE Sectors

(Graph 22)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

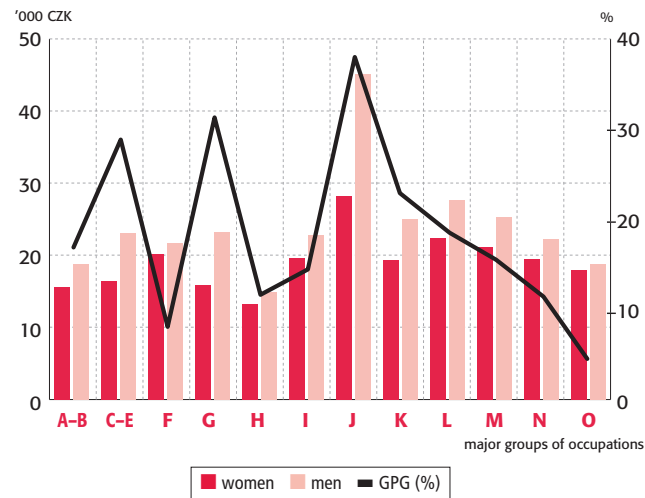
For the calculation of medians of earnings and Gender Pay Gap, see comments on graph 20. Data are averages for 2007.

Women and men earn most in the Financial Intermediation sector, where in 2007 the median monthly wage for men was almost CZK 45,000 and for women CZK 28,000. The lowest wages are in the Hotels and Restaurants sector where the median wage for men is CZK 14,800 and for women CZK 13,100.

In all sectors, women's wages are lower than men's wages. The largest difference between women's wages and men's wages was found in the sector where women's wages and men's wages are the highest, i.e. in the Financial Intermediation sector (women's median hourly wage as a percentage of men's wage = 62.2 %, GPG = 37.8 %). Compared to men, the lowest level of women's earnings can be found also in the Wholesale and Retail Trade, Repair of Goods sector (GPG = 31.1 %) and in the Industry sector (GPG = 28.8 %). In all these sectors women's wage is less than three quarters of men's wage. The lowest differences in women's and men's wages were found in the Other Community, Social and Personal Service Activities sector (GPG = 4.6 %) and also in the Construction sector (GPG = 7.8 %).

Differences lower than the total median of earnings (i.e. GPG under 19.8 %) were found in Agriculture, Hunting and Forestry, Fishing, Construction, Transport, Storage and Communications, Public Administration, Education, Health and Social Work and Other Community, Social and Personal Service Activities. Differences higher than total GPG were recorded in 2007 in Industry, Wholesale and Retail Trade, Repair of Goods, Hotels and Restaurants, Financial Intermediation, Real Estate, Renting and Business Activities.

Graph 22: Medians of Earnings by NACE Sectors for 2007



- A-B Agriculture, Hunting and Forestry, Fishing
- C-E Total Industry
- F Construction
- G Wholesale and Retail Trade, Repair of Goods
- H Hotels and Restaurants
- I Transport, Storage, and Communications
- J Financial Intermediation
- K Real Estate, Renting and Business Activities
- L Public administration
- M Education
- N Health and Social Work
- O Other community, Social and Personal Service Activities

Medians of Earnings by Major Group of Occupation

(Graph 23)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

For the calculation of the medians of earnings and Gender Pay Gap, see comments on graph 20. Data are averages for 2007.

In 2007, legislators, senior officials and managers both men and women, had the highest earnings: the median of earnings was CZK 40,670 for men, and CZK 28,229 for women. Wages for professionals ranked second and wages for technicians and associate professionals ranked third (the sequence didn't depend on sex). The lowest earnings went to elementary occupations, for both men and women.

The largest difference between incomes for men and women can be found among craft and related trades workers, where the medians of earnings in 2007 for women made up 68.0 % of the medians of earnings for men and among legislators, senior officials and managers (69.4 %). For these occupations, Gender Pay Gap reaches the level over 30 % which is a very marked differentiation in the level of earnings for women and men. The largest income parity is found among skilled agricultural and fishery workers, where women earn 86.2 % of men's medians of earnings and also among clerks, where women earn 82.5 % of men's medians of wages. Hence, GPG reaches 17.5 %.



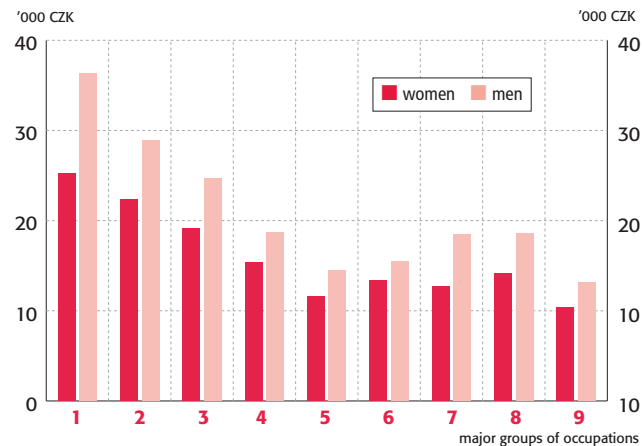
Unemployment Trends 1993–2007

(Graph 24)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for specific years)

Under the definition of the International Labour Organization (ILO), the unemployed must meet three conditions at the same time during the reference week – they weren't employed during the relevant week, they actively sought work and were able to start work immediately or within 14 days. The Ministry of Labour and Social Affairs of the CR monitors unemployment

Graph 23: Medians of Earnings by Major Group of Occupation for 2007



- 1 Legislators, senior officials and managers
- 2 Professionals
- 3 Technicians and associate professionals
- 4 Clerks
- 5 Service workers and shop and market sales workers
- 6 Skilled agricultural and fishery workers
- 7 Craft and related trades workers
- 8 Plant and machine operators and assemblers
- 9 Elementary occupations

according to a different methodology which means that unemployment data from these two sources will not necessarily be identical – cf.: www.mpsv.cz and www.czso.cz. Youth unemployment comes under the 15–24 age group. Long-term unemployment means unemployment longer than one year.

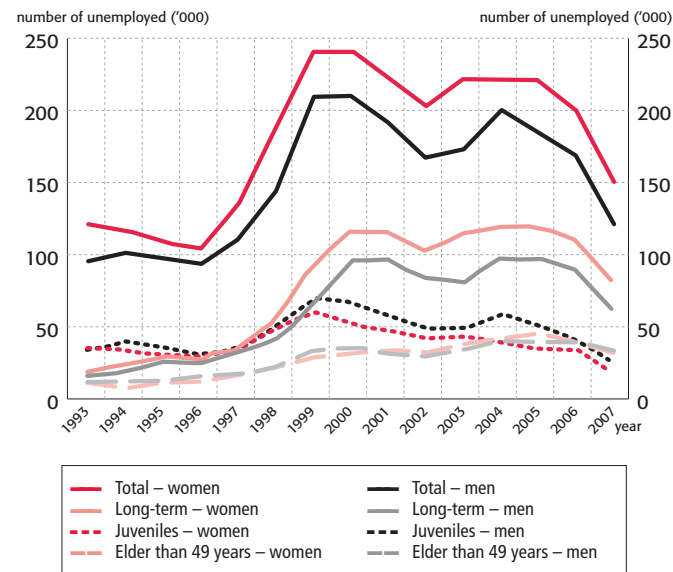
The ascertained differences in the number of the unemployed partly arise also from methodological differences that were to a certain extent caused also by changes in the LFSS questionnaires (a change in the order of questions posed to respondents) and the rising number of non-response after the Population and Housing Census in 2001. On the other hand, the measure adopted by the Ministry of Labour and Social Affairs in July 2004 which consisted in a change of the methodology used for calculation of the registered unemployment rate and which was aimed at higher international comparability was a step aimed at harmonization of both figures. Hence, as a new feature for the purposes of calculation of the registered unemployment rate, the so-called “available” job applicant (job-seeker) is considered to be the unemployed. Labour force also includes working foreigners.

Extreme sharp drops in numbers of the unemployed are partly influenced precisely by the changing methodology.

Between 1996 and 1999 numbers of the unemployed, both men and women, have significantly risen. In the period 2001–2005 numbers of the unemployed were fluctuating, till 2007 their numbers fell. In the period 2005–2007 also numbers of the long-term unemployed, unemployed juveniles and people in the 50 and over age bracket showed a downward trend.

Till 2003, the lowest numbers of the unemployed were found in the 50 and over age group. Numbers of women in this group in the period 1993–1997 were lower than numbers of men, in 1998 and since 2001 it was the other way round. Since 2005, the lowest levels have been recorded among the unemployed women in the 15–24 age group, and recently also in the same age group of men (unemployment rates by age in this age group remain to be the highest ones, both for women and men). Numbers of the unemployed men and the unemployed women in the 15–24 age bracket in 2007 were even lower than in 1993 which was otherwise the year when the absolutely lowest numbers of the unemployed in the monitored period were recorded.

Graph 24: Unemployment Trends 1993–2007



Unemployed by Educational Attainment

(Graph 25)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

For definition of the unemployed see comments on graph 24.

Among all the unemployed, women slightly predominate (women made up 55.3 % of the total population of the unemployed).

When the unemployed are analyzed by educational attainment, among all the unemployed the most educated group is the most unique one in gender terms – men predominate among the unemployed in the population of university educated people, for all other groups by educational attainment it is the other way round.

The highest proportion of women was found in the upper secondary education with GCSE category, where women predominate in the total population. Conversely, for the lower secondary education without GCSE category, where otherwise men outnumber women in the population, there are larger numbers of women among the unemployed.



Unemployed by Age Groups and Educational Attainment

(Table 4)

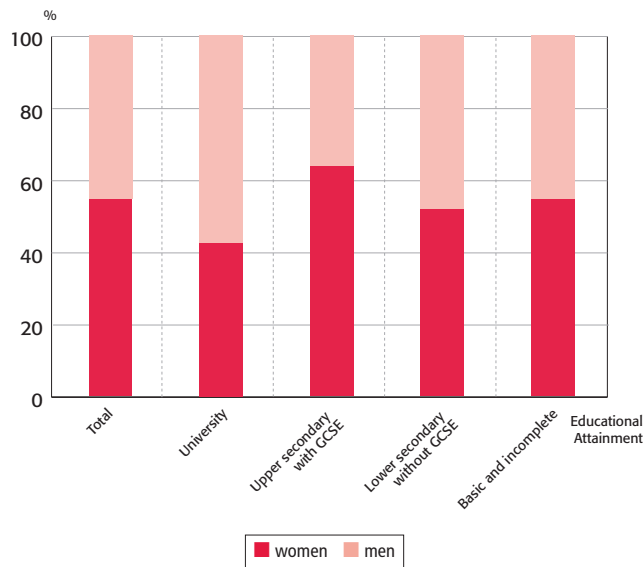
Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

For the definition of the unemployed, see comment on Graph 24. Absolute figures for the unemployed are stated in thousands of persons and due to the size of a sample, in individual age groups by attained education these are conversions from relatively small values of the sample.

In general, in the population of the unemployed (276.3 thousand persons) women outnumber men (women's proportion of the unemployed comprises 55.3 %).

In contrast with the total population, among the unemployed in all monitored educational attainment categories women outnumbered men, except for university educated people.

Graph 25: Unemployed by Educational Attainment (averages for 2007)



In the case of the unemployed persons with maximum basic education, up to the age of 29, men outnumber women, up to the age of 59, in all five-year categories women outnumber men and in the oldest age group, 60 and over, again men outnumber women. A similar trend in the distribution by age has been recorded for women and men with secondary education without the General Certificate of Secondary Education (GCSE).

Among the unemployed in the “upper secondary with GCSE” category, except for the oldest monitored 60 and over age group, women always outnumber men – this trend is most obvious in the 30-34 age bracket. Up to the age of 40, women outnumber men among the university educated unemployed, at higher age the situation is quite the opposite. Partly, this is the same structure as in the case of the distribution by sex in the whole population where in younger age categories women outnumber men among more educated persons and with higher age this trend is changing.

The highest number of unemployed women in the “basic and incomplete” and „secondary without GCSE“ categories were recorded in the 30–34 age group, women in the “upper secondary with GCSE” category were most frequently unemployed immediately after the completion of their studies at the age of 20–24 and university educated women again most frequently in the age group usual for the completion of university studies (25–29 age group).

Men in the “basic education” category were mostly the unemployed in the 20-24 age group, those in the “lower secondary without GCSE” category in the 55-59 age group. The unemployed in the “upper secondary with GCSE” and university educated unemployed men recorded a similar trend as unemployed women in comparable educational attainment groups.

Table 4: Unemployed by Age Groups and Educational Attainment, 2007

Age	Woman				Men			
	Basic and incomplete	Lower secondary without GCSE	Lower secondary with GCSE	University	Basic and incomplete	Lower secondary without GCSE	Lower secondary with GCSE	University
+19	2.2	1.6	1.3	–	3.2	3.2	0.9	–
20–24	1.8	5.3	6.3	0.7	5.3	7.4	6.1	0.6
25–29	4.0	7.0	4.8	1.7	4.1	8.4	2.4	1.4
30–34	6.0	15.0	5.5	0.6	3.9	7.3	1.2	0.4
35–39	4.8	10.0	6.1	0.8	3.0	4.0	2.0	0.5
40–44	3.9	7.8	5.1	0.5	3.5	5.7	2.4	0.6
45–49	5.4	6.1	3.4	0.4	2.5	6.4	2.1	0.8
50–54	8.8	8.1	4.4	0.4	4.3	7.3	1.6	1.1
55–59	3.4	4.8	3.4	0.2	2.7	9.5	2.7	1.2
60+	0.4	0.2	0.5	0.2	0.7	1.4	1.2	0.5
Total	40.5	66.0	41.0	5.3	33.3	60.6	22.6	7.1