

ANALYSIS

17 February 2025

Increment of employment thanks to females

Employment and unemployment in the Czech Republic as measured by the Labour Force Sample Survey – 4th quarter of 2024

The total employment increased by 116.6 thousand persons, year-on-year (y-o-y). The number of the unemployed, according to the methodology of the International Labour Organization (ILO), increased by 0.3 thousand persons. The number of the economically inactive aged 15+ years increased by 19.7 thousand.

Employment

In the Q4 2024, the seasonally adjusted **average number of employed persons** increased by 4.4 thousand persons, compared to the Q3 2024.

The **number of working persons** aged 15+ years increased by 116.6 thousand, y-o-y, i.e. by 2.3% to 5 204.0 thousand. The increase is mainly owing to an increment in the number of working females. Their number was by 118.2 thousand higher, y-o-y. The number of working persons considerably increased in the age group of 45–59 years, by 95.3 thousand. The biggest increment of working persons was recorded namely in the age group of 50–54 years, whose number grew by 58.7 thousand, which is a y-o-y increase by 9.2%. This age group is one of the most numerous ones both in the total population and among the working persons. Inconsiderable was also an increase of working persons aged 30–44 years, whose number grew by 48.2 thousand, year-on-year. A slight year-on-year increase was also in the number of working persons aged 60+ years. In the age category of 15–24 years, the number of working persons stagnated. Among working persons aged 25–29 years, a year-on-year decrease by 31.1 thousand persons, i.e. by 6.9%, was recorded.

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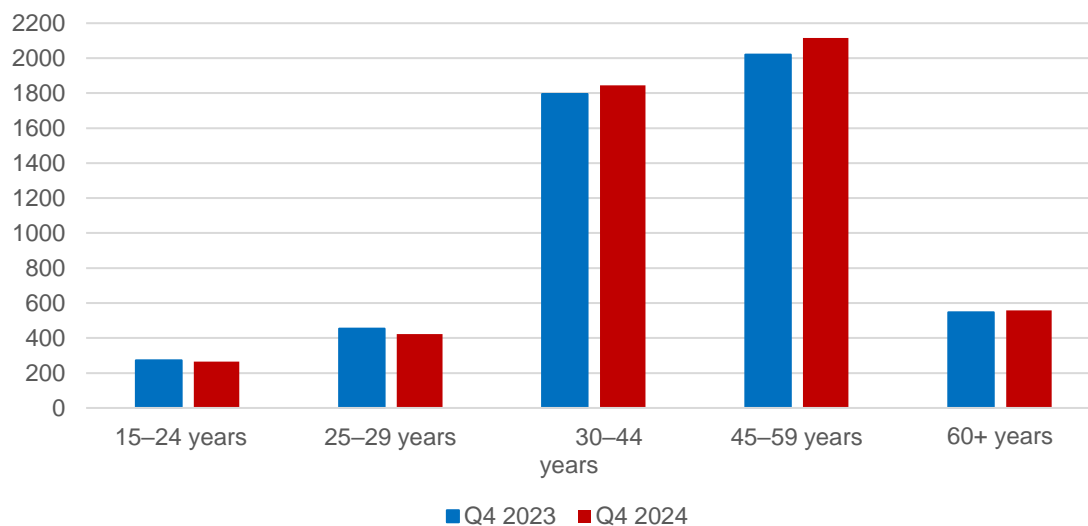
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Chart 1: The number of working persons in the national economy and their structure by age group (thousand)



Source: CZSO, LFSS

The number of **employees** increased by 151.1 thousand persons, i.e. by 3.6%. The **number of the self-employed** (without unpaid contributing family workers) decreased by 36.9 thousand persons. The overall decrease is owing to a decrease in the number of **the self-employed without employees** (own-account workers) by 31.1 thousand as well as to a decrease in the number of **the self-employed with employees** (employers) the number of whom decreased by 5.8 thousand, y-o-y.

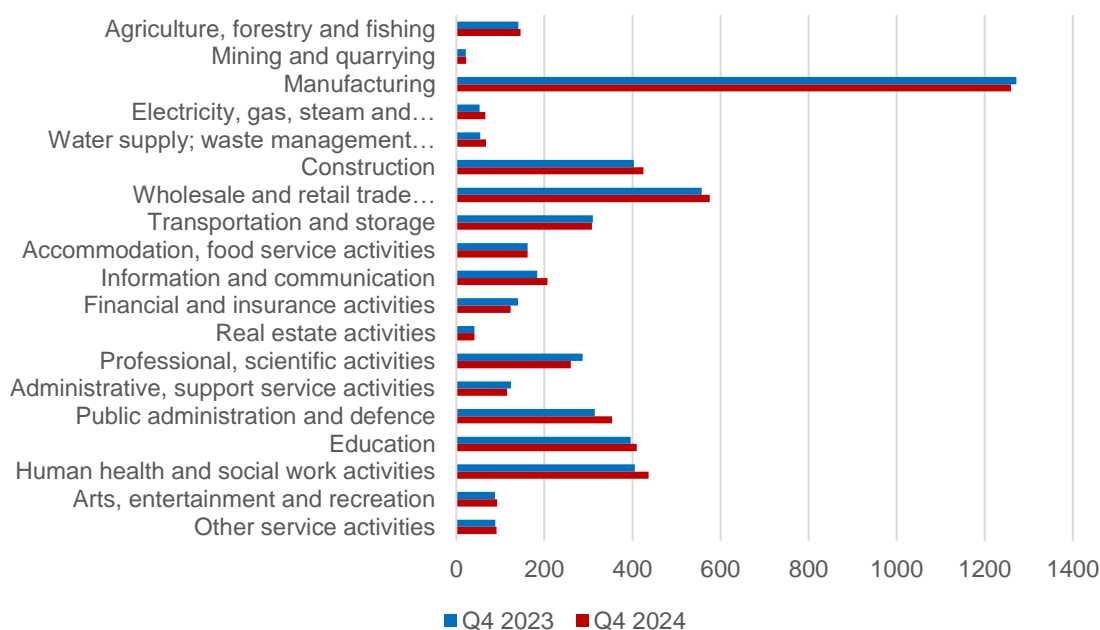
According to data for the Q4 2024, the development of employment in individual economic activities (CZ-NACE sections) in the Czech Republic was different¹⁾. In the **primary sector** of agriculture, forestry and fishing, the number of working persons increased, year-on-year, by 5.1 thousand to 145.7 thousand. In the **secondary sector** of industry and construction, a slight increase in the number of working persons was recorded; their number increased by 35.9 thousand to 1 840.3 thousand. In the **tertiary sector** of services, the total employment increased, y-o-y, by 75.6 thousand to 3 218.0 thousand. In this sector, the number of working persons especially increased in the section of 'public administration and defence; compulsory social security' by 39.2 thousand; further, also in the section of 'human health and social work activities' by 31.2 thousand. A decrease in the number of working persons was recorded, for example, in the section of 'professional, scientific and technical activities', in which the number of

¹⁾ Data for economic activities (CZ-NACE sections) may be influenced by the employed methodology of the Labour Force Sample Survey (LFSS). The survey only covers persons living in dwellings (flats), i.e. private households. Data on persons living in collective accommodation establishments are not measured; these establishments often give accommodation to foreign nationals.

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working persons dropped by 27.3 thousand persons and in 'financial and insurance activities', in which there was a decrease by 16.4 thousand persons.

Chart 2: The number of working persons in the national economy by economic activity (thousand)

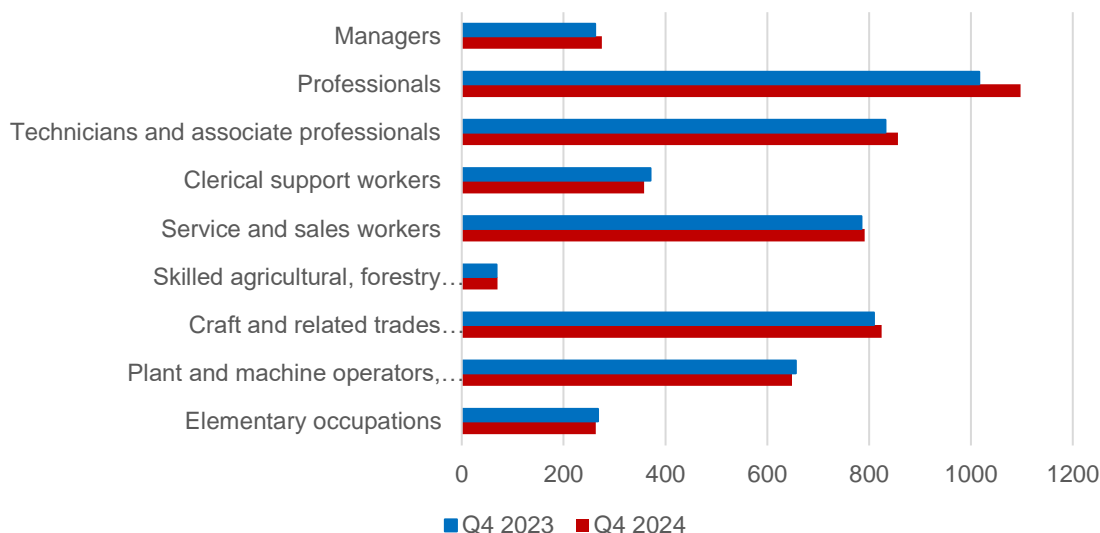


Source: CZSO, LFSS

Along with changes in the structure by economic activity (CZ-NACE section), changes in the structure of working persons by occupation occurred, too. **According to the Classification of Occupations (CZ-ISCO)**, the number of working persons increased the most in the major group of professionals (by 81.7 thousand) and in the group of technicians and associate professionals (by 24.5 thousand). On the other hand, the biggest decrease occurred in the major group of clerical support workers (by 13.1 thousand).

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Chart 3: The number of working persons in the national economy by Classification of Occupations (thousand)



Source: CZSO, LFSS

The development trend in the number of **working persons according to the educational attainment** is also related to those changes in the employment structure. The number of working persons with **primary education** decreased by 7.1 thousand to 230.6 thousand. The number of working persons with **secondary education without A-level examination** decreased by 37.4 thousand to 1 573.8 thousand persons. The number of working persons with **secondary education with A-level examination** increased by 56.2 thousand, y-o-y. The biggest increase was in employed persons with **tertiary education** by 105.0 thousand to 1 485.5 thousand persons. They were mainly females the number of whom increased by 75.6 thousand, year-on-year.

Females with tertiary education worked, according to the Classification of Occupations (CZ-ISCO), primarily in the major group of professionals (60.6% of working females with tertiary education); it was mainly work in the sector of services, most often in the section of 'education' (22.8% of working females with tertiary education), 'human health and social work activities' (17.6%), and 'public administration and defence; compulsory social security' (11.4%).

The **employment rate** (the percentage of working persons in the age group of 15–64 years old) increased by 0.4 percentage point (p. p.) to 75.8% in the Q4 2024 compared to the corresponding period of the previous year. The development among males and females was opposing. The male employment rate decreased, year-on-year, by 0.3 p. p. to 81.3%, the female one increased by 1.4 p. p. to 70.2%.

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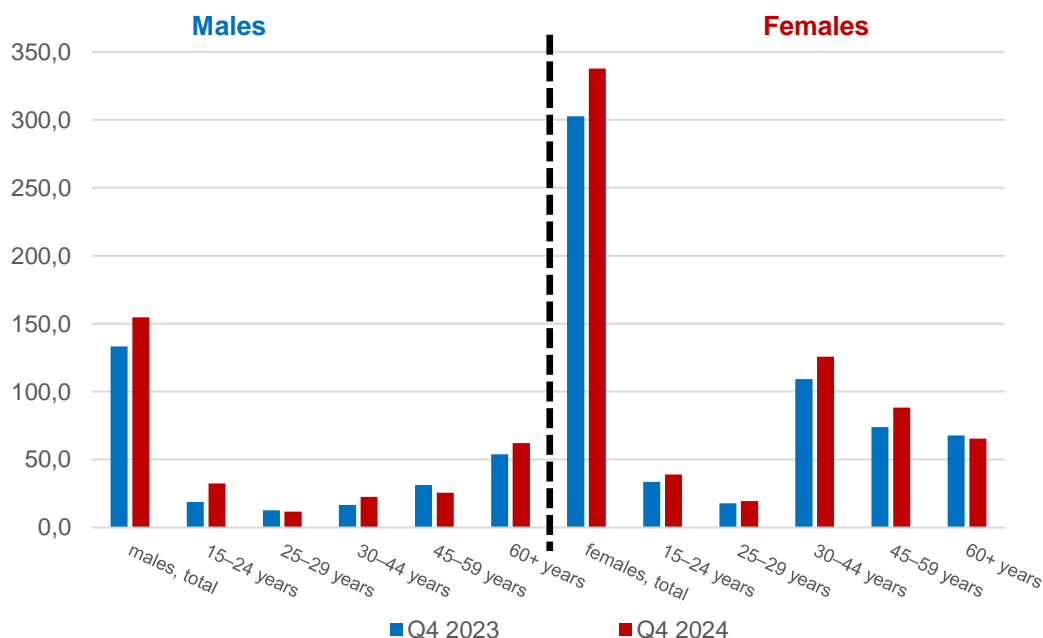
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The increase in the total employment was also influenced by the development of **part-time jobs**. Their number reached 483.3 thousand; in the year-on-year comparison, it increased by 40.0 thousand, i.e. by 9.0%. Numbers of those working part time have been increasing during recent years; in the Q4 2018, there were 389.5 thousand of those working part time; during the last 6 years, their number increased by 93.8 thousand, i.e. an increase by 24.1%. Mainly females used part-time jobs (340.0 thousand, i.e. 70.3% of all shortened working hours in the main employment). Part-time work allows them for greater flexibility, especially when carrying out care duties. Females worked part-time the most often in the following fields: human health and social work activities, education, and wholesale and retail trade. In total, 14.4% of working females had a job with reduced working hours. The females most often stated that they had part-time jobs because they cared for a child or an adult needing care (67.5 thousand) or due to other personal reasons (61.6 thousand), or they stated that their employment is only available as a part-time job (57.1 thousand). The highest number of females working part-time was in the age of 30–44 years.

Considerably fewer males used reduced working hours; 143.3 thousand males had a part-time job, i.e. only 5.0% of all working males. It was mainly work in ‘manufacturing’ or in the section of ‘wholesale and retail trade, repair of motor vehicles and motorcycles’. As for males, they worked for reduced working hours especially due to other personal reasons (40.1 thousand). The highest number of males working part-time were aged 60+ years.

Chart 4: The number of part-time workers and their age structure (thousand)



Source: CZSO, LFSS

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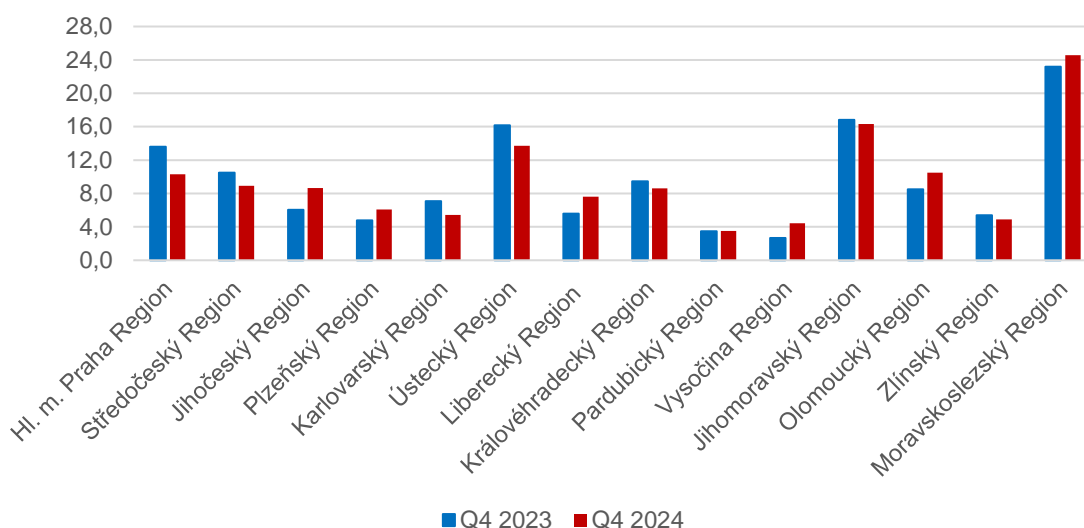
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Unemployment

The seasonally adjusted **average number of unemployed persons according to the ILO methodology**²⁾ increased in the Q4 2024 by 1.5 thousand persons, compared to that in the Q3 2024.

Chart 5: The number of the unemployed in Regions of the Czech Republic (thousand)



Source: CZSO, LFSS

The total **number of the unemployed** aged 15+ years remained almost unchanged, year-on-year. The number of the unemployed increased by 0.3 thousand to 133.5 thousand persons. Specifically, it was a slight increase in the number of the unemployed females by 2.0 thousand to 73.1 thousand. The number of the unemployed males, on the other hand, slightly decreased by 1.7 thousand to 60.5 thousand.

The number of the unemployed increased the most in the *Jihočeský* Region (by 2.6 thousand) and also in the *Liberecký* Region and in the *Olomoucký* Region (both the same by 2.0 thousand).

The **number of persons unemployed for one year and longer** slightly decreased; their number decreased by 2.6 thousand persons, y-o-y, to 39.4 thousand persons. The number of the long-term unemployed males decreased by 5.9 thousand, y-o-y; the number of the long-term

²⁾ The ILO methodology defines **the unemployed** as persons who during the reference period were without a job, did not work an hour for pay or remuneration, and were in an active manner seeking a job they would be able to join within fortnight at the latest. This methodology is uniform for all EU Member States and provides internationally comparable data. It has to be taken into consideration that the definition of "the unemployed" by the ILO differs from the definition of "job applicants kept in the register of the labour offices" of the Ministry of Labour and Social Affairs.

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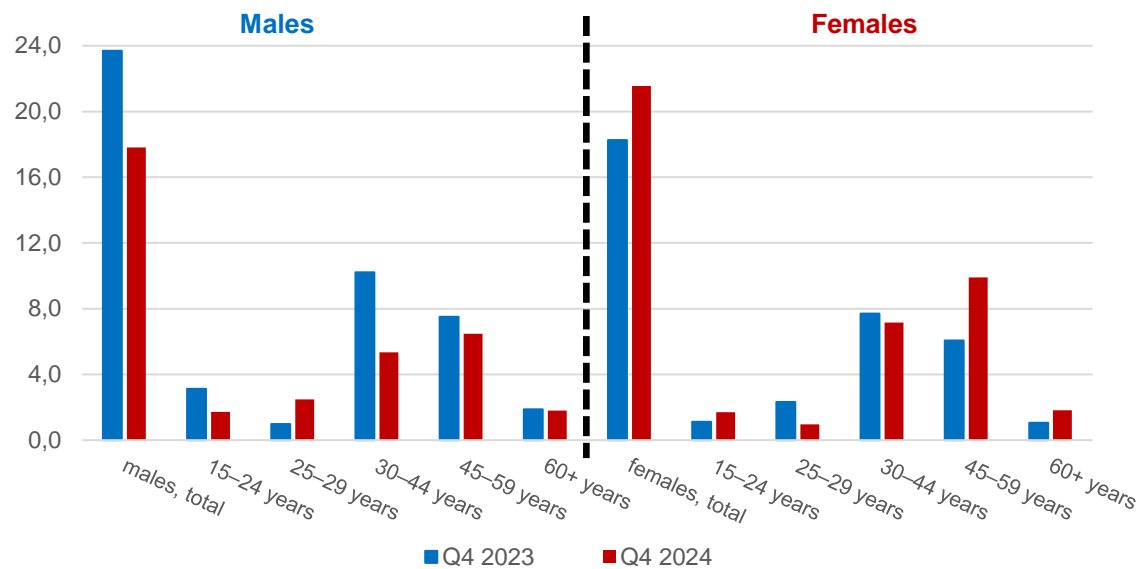
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unemployed females in the Q4 2024 increased by 3.3 thousand compared to the corresponding period of 2023.

Chart 6: The number of the long-term unemployed (for 1 year and longer) and their age structure (thousand)



Source: CZSO, LFSS

The **general unemployment rate according to the ILO definition** in the age group of 15–64 years old (the percentage of the unemployed in the labour force, i.e. in the sum of the employed and the unemployed) remained unchanged, year-on-year. In the Q4 2024, it was also 2.6%.

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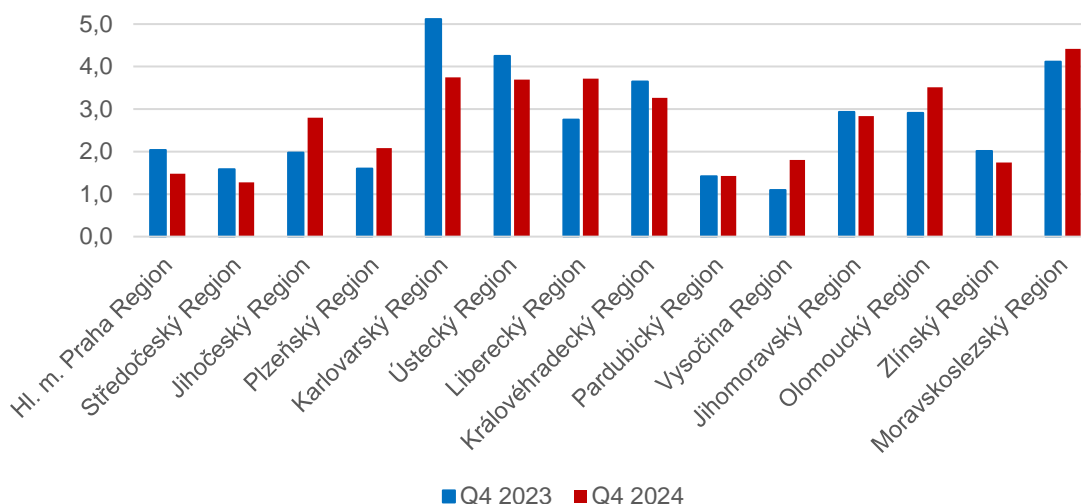
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Chart 7: Unemployment rate of the 15–64 years old in Regions of the Czech Republic (%)



Source: CZSO, LFSS

In terms of a **regional comparison**, the general unemployment rate of the 15–64 years old was the highest in the *Moravskoslezský Region* (4.4%) and in the *Karlovarský Region*, in the *Liberecký Region*, as well as in the *Ústecký Region* (the same 3.7%). It was the lowest in the *Středočeský Region* (1.3%), in the *Pardubický Region* (1.4%), and in the *Hl. m Praha Region* (the Capital City of Prague; 1.5%). The biggest year-on-year decrease in the unemployment rate was in the *Karlovarský Region* (by 1.4 p. p. to 3.7%); the highest y-o-y increase was in the *Liberecký Region* (by 1.0 p. p. to 3.7%).

Economic inactivity

The number of economically inactive persons aged 15+ years was by 19.7 thousand higher, year-on-year, and amounted to 3 464.2 thousand. The number of economically inactive males increased by 45.9 thousand; the number of economically inactive females was by 26.2 thousand lower than a year ago.

In the sample survey, data are also collected on **persons who do not work and do not seek a job in an active manner and therefore do not comply with the ILO conditions for the unemployed**, yet they state that they would like to work. In the Q4 2024, the number of such persons was 77.0 thousand persons, i.e. by 4.2 thousand persons less than in the corresponding period of 2023. The number of persons who are willing to work, however, they are not able to start in a potential job immediately, is relatively high. Only 12.8 thousand of the persons are able to start in a job within a fortnight, at the latest.

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Methodological change in the LFSS

As of the 2nd quarter of 2023, [as announced in advance, the methodology of the weighting scheme and grossing up changed](#) (details in Czech only).

Note:

Recalculation to the same population structure

The Labour Force Sample Survey (LFSS) is carried out in selected dwelling households. Collective accommodation establishments are not included in the survey. The data found were weighted to the population of the Czech Republic based on the results of the demographic statistics as at the end of the given year; estimates of the number of persons living outside private households were subtracted from the population totals of the demographic statistics.

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