

Basic Indicators of Economic Activity

(Table 8)

Source: Labour Force Sample Survey (CZSO) (averages for 2004)

The labour force is defined according to International Labour Organisation (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 (employers, self-employed and contributing family workers), members of producers' cooperatives and apprentices working for a wage. Under this definition, the unemployed must meet three conditions at the same time – they 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.

Full-time employment covers employees, members of producers' cooperatives, entrepreneurs and contributing family workers. Entrepreneurs mean employers and the self-employed.

Czech women enjoy high employment – in 2004 the level of economic activity for women age 15 and above was 50.5 % (men 68.4 %). Women make up 44.2 % of all economically active persons. Female unemployment, however, is higher than male unemployment: in 2004, the female unemployment rate (according to ILO methodology) was 9.9 %, compared to 7.0 % for men.

The highest proportion of women is among employees, where they comprise 46.6 %. They make up 26.3 % of entrepreneurs, 22.3 % of employers and 27.6 % of self-employed. 10.9 % of all employed women work in their own company – the figure for men is twice as much.

On average, women in full-time employment work 4.9 hours less than men per week. However, women in part-time work on average one hour longer per week than men in the same position. Every twelfth women worked part-time (compared to every forty-fourth man). More than 75,000 men have a secondary occupation, and 41,000 women, who thus make up 35.4 % of all those who have secondary employment.

Table 8: Basic Indicators of Economic Activity (averages for 2004)

		Women	Men
Economic participation rate 15+	%	50.5	68.4
Economic participation rate 15–64	%	62.2	78.0
Number of economically active	in thousands	2,268.2	2,864.3
ILO unemployment rate	%	9.9	7.0
Part-time work	%	8.3	2.3
Average hours actually worked (full time work)	hours per week	36.3	41.1
Average hours actually worked (part time work)	hours per week	21.0	20.0
Main job	in thousands	2,043.5	2,663.1
<i>of it:</i>			
Employees	in thousands	1,811.5	2,078.6
Members of producers' cooperatives	in thousands	8.9	15.4
Entrepreneurs	in thousands	200.0	560.7
<i>in it:</i>			
Employers	in thousands	41.8	145.7
Own-account workers	in thousands	158.2	415.0
Contributing family workers	in thousands	22.9	8.1
Second job	in thousands	41.3	75.3

WOMEN AND MEN
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Population aged 15 and above by Usual Economic Status

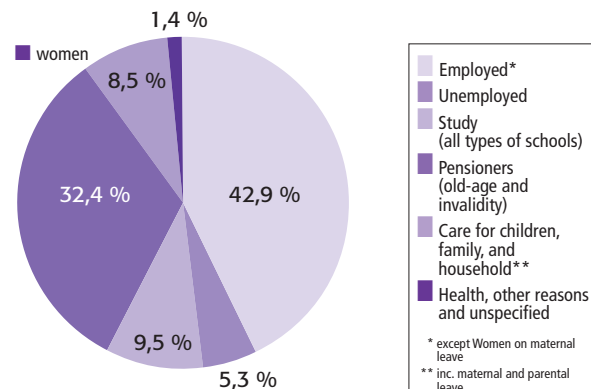
(Graph 17)

Source: Labour Force Sample Survey (CZSO) (averages for 2004)

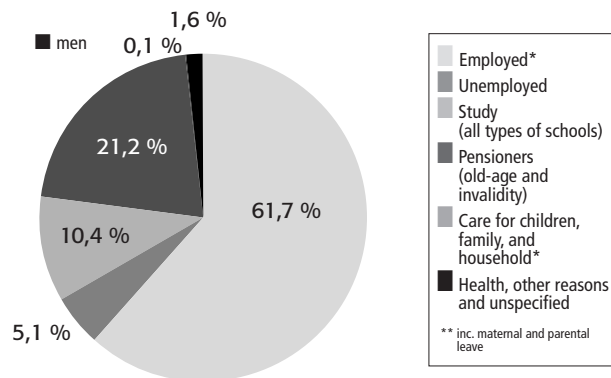
For the purposes of this graph the category “on maternity leave” was omitted from the category “employed” so that the classification should better correspond to the publication’s emphasis rather than the classification used in the LFSS and corresponding ILO methodology. This category was included in the category “care for children, family and household” together with people in the category “parental leave” and “care for children, family and household”.

Approximately 84.9 % of the population of the Czech Republic was aged 15 or over in 2004. The graphs make it very clear how different are the roles that men and women play with regard to their economic status. Whereas 61.7 % of men aged 15 and over are employed (whether in another or their own company) and a further 10.4 % are preparing for future work, among women both these categories are relatively and absolutely smaller (42.9 % of employed and 9.5 % of those who are preparing for future employment). Among men (0.1 %, or roughly 4,000 people), the category “care for children, family and household” scarcely appears at all, while for women it involves more than 8.5 %, or approximately – 380 thousand people. The higher relative representation of female pensioners (32.4 % of all women over the age of 15) than male pensioners (21.2 % of all men over this age) is partly due to the higher retirement age for men and partly to men’s higher mortality rate, especially between 50 and 75. The unemployed are thus almost identically represented among both women and men (women 5.3 %, men 5.1 %).

Graph 17: Population aged 15 and above by Usual Economic Status in 2004



* except Women on maternal leave
** inc. maternal and parental leave



** inc. maternal and parental leave

Level of Economic Activity by Age Groups

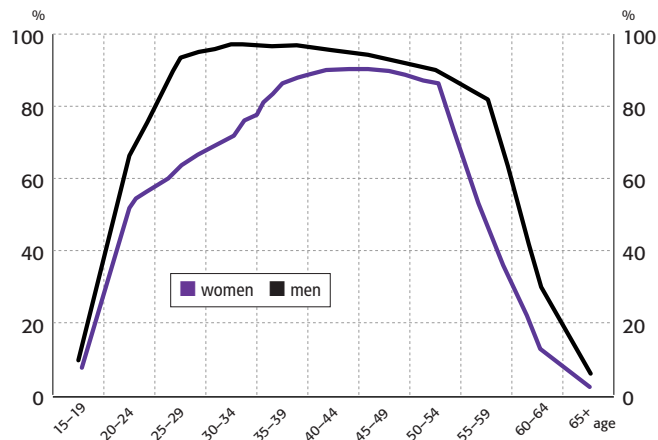
(Graph 18)

Source: Labour Force Sample Survey (CZSO) (averages for 2004)

Specific levels of economic activity represent proportions of the economically active in specific age categories.

The level of economic activity for men is higher than that for women throughout their whole lifetime. The lowest difference (1.9 percentage points) in favour of men is in the youngest age group, differences are then very marked between 20 and 34 (in the 25–29 age group it is 29.6 percentage points, and between 30 and 34 it is 24.6 percentage points). At the age 35–39 women return to work (the difference in the level of economic activity compared with men falls to only 9.9 percentage points). Women's economic activity then continues to rise, peaking between the ages of 40 and 49, and just topping 90 %. In the 45–49 age group the difference in favour of men falls to as little as 3.4 percentage points. Most women finish economic activity at the age of 55 to 59, when the level of their economic activity falls to 45.5 and the difference in favour of men is 35.9 points. Men's economic activity terminates after the age of 60, with the level of activity falling to 30.9 between the ages of 60 and 64, although they are still three times more likely to be economically active at the age of 65 and over than women.

Graph 18: Level of Economic Activity by Age Groups (averages for 2004)



Employment by Economic Sectors

(Graph 19)

Source: Labour Force Sample Survey (CZSO) (averages for 2004)

Economic sectors are broken down as follows:

primary – agriculture, forestry and fishing

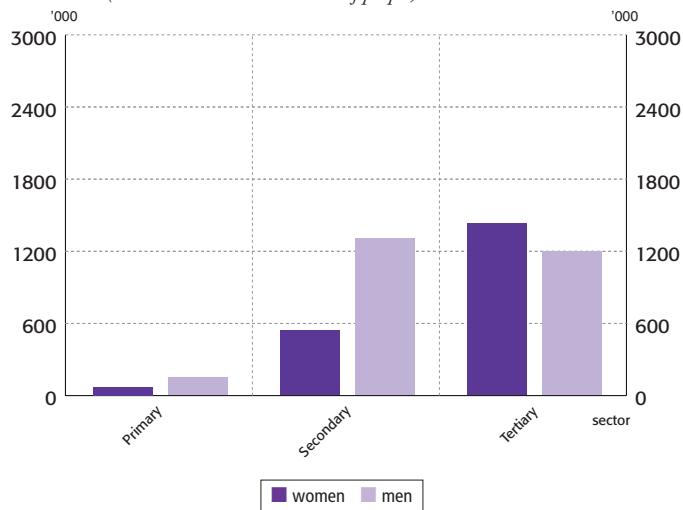
secondary – extraction of mineral raw materials, industry and construction

tertiary – services

The majority of economically active people (56.5 %) work in the tertiary economic sector, followed by the secondary sector (39.2 %) and the fewest work in the primary sector (4.3 %). Women mostly find employment in the tertiary sector (70.4 %). A little more than a quarter of women (26.6 %) are employed in the secondary sector and only 3.0 % are employed in the primary one. Men are more equally represented in the secondary and tertiary sectors, with 48.9 % working in the secondary sector and 45.8 % in the tertiary one. Only 5.3 % of men are employed in the primary sector.

Women are most highly represented in the tertiary sector, where with a proportion of 54.1 % they also outnumber men. In the secondary and primary sectors women comprise less than one-third – 29.5 % in the secondary sector and 30.6 % in the primary one.

Graph 19: Employment by Economic Sectors (average for 2004)
(table – number in thousands of people)



	Women	Men
Primary	62,0	140,3
Secondary	543,3	1301,4
Tertiary	1437,8	1220,7

Population 15+ by Educational Attainment, Economic Activity and Employment Status

(Graph 20)

Source: Labour Force Sample Survey (CZSO)

Numbers of people are averages for 2004.

The category “without education and basic school” here also includes pre-school education, uncompleted education, persons without education. The category “entrepreneurs” covers the self-employed and employers.

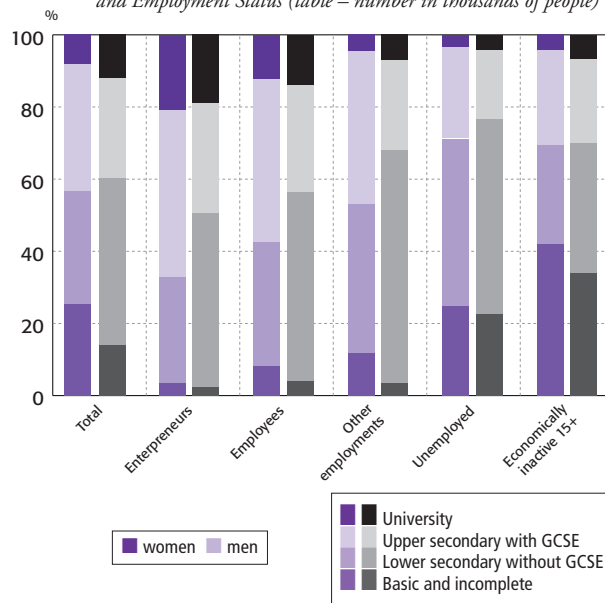
The highest proportion of people with no more than basic education is among the economically inactive (39.8 %) and the unemployed (24.6 %). The highest proportion of university graduates is among entrepreneurs – 19.1 %.

Among economically inactive women 42.8 % have no more than basic education, which is 8 percentage points more than among economically inactive men. Of women entrepreneurs 21.0 % have university education, which is 2.5 percentage points more than men in the same position.

Among unemployed women, those with GCSE (25.7 %) outnumber their male equivalents by 7.2 percentage points, while those with university education (2.8 %) are 1.7 percentage points fewer than is the case among unemployed men.

Among women without secondary school without GCSE are 43.5 % of them economically inactive, which is 19.4 percentage points more than among men in the same educational category.

Graph 20: Population 15+ by Educational Attainment, Economic Activity and Employment Status (table – number in thousands of people)



	Basic		Upper secondary with GCSE		Lower secondary without GCSE		University	
	women	men	women	men	women	men	women	men
Entrepreneurs	7.1	14.0	53.9	272.0	91.6	171.3	42.0	103.4
Employees	170.1	101.2	606.5	1,073.8	813.4	513.8	221.6	289.7
Other empl.	4.2	1.0	12.8	15.1	13.6	5.9	1.3	1.5
Unemployed	57.8	46.8	102.9	108.1	57.8	37.3	6.3	9.0
Economically inactive 15+	949.2	459.0	602.3	466.8	570.9	303.4	96.5	90.7
Total	1,188.2	622.3	1,383.7	1,935.8	1,547.3	1,131.8	367.7	494.5

Structure of Age Groups of Employees and Entrepreneurs in the Czech Republic by Sex
(Graph 21)

Source: Labour Force Sample Survey (CZSO) (averages for 2004).

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

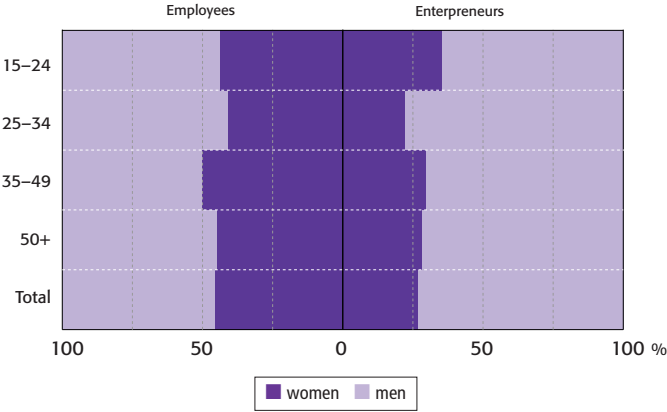
The category “total” does not include the category “not identified”.

In 2004, there were more than 200,000 women and 560,300 men entrepreneurs in the Czech Republic, which means that women made up roughly one quarter of entrepreneurs (26.3 %). Men outnumber women in all age groups of entrepreneur, with the biggest difference in the age group 25–34, when the proportion of male entrepreneurs exceeds that for women by 57.6 %. The highest proportion of female entrepreneurs is among the youngest, aged 15 to 24. However, this age group is numerically the smallest (only 3.5 % of all entrepreneurs).

Both male and female entrepreneurs are most frequent between the ages of 35 and 49, covering 47.6 % of all female entrepreneurs and 43,5 % of all male entrepreneurs. At almost 244,000, men represent the largest numerical group in absolute terms of entrepreneurs in this group.

The structure of employees by sex is more balanced, with women making up 46.6 %. Women are most represented among employees in the 35–49 age group, when they comprise 51.3 %. Men outnumber women in all other age groups, with the largest difference being 16.0 % in the 25–34 age group.

Graph 21: Structure of Age Groups - of Employees and Entrepreneurs in the Czech Republic by Sex



	Employees		Entrepreneurs	
	women	men	women	men
15–24	161.8	203.6	8.9	17.5
25–34	456.5	629.8	38.7	143.8
35–49	726.7	690.6	95.2	243.9
50+	466.5	554.6	57.3	155.2
Total	1,811.5	2,078.6	200.0	560.4

Employees by Major Groups of Occupation

(Graph 22)

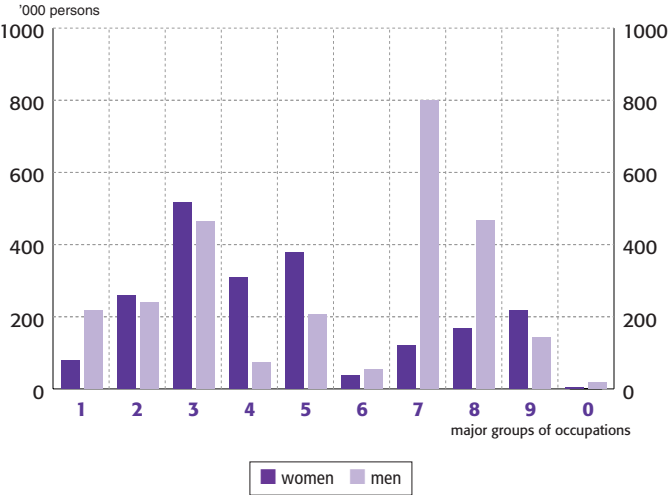
Source: Labour Force Sample Survey (CZSO) (averages for 2004)

Women most often work as technicians and associate professionals (almost one quarter of women are employed in these professions). They are also frequently employed as service workers and shop and market sales workers (18.2), 14.7 % are employed as clerks and 12.5 % as professionals. However, more than 10 % (10.3 %) of women also perform elementary occupations (for men the figure is half the size at only 5.2 %).

The largest group of employed men (29.8 %) works as craft and related trades workers. Men also often find employment as technicians and associate professionals (17.4 %) or plant and machine operators and assemblers (also 17.4 %).

Most women are to be found among clerks, where they make up no less than 80.4 % of employees. Women also predominate in service workers and shop and market sales workers (64.3 %) or among elementary occupations (60.5 %). Roughly one half of women works as technicians and associate professionals (52.4 %) and as professionals (51.3 %). Women make up a little over one-third (39.9 %) of skilled agriculture and fishery workers, (27.8 %) are employed as legislators, senior officials and managers, while roughly the same number (26.4 %) are employed as plant and machine operators. Women are most sparsely represented in the military staff (5.3 %) and among craft and related trades workers (12.5 %).

Graph 22: Employees by Major Groups of Occupation (average for 2004)
(table – number of persons in thousands)



	Women	Men
1 Legislators, senior officials and managers	81.1	210.7
2 Professionals	255.9	243.2
3 Technicians and associate professionals	510.0	463.9
4 Clerks	300.1	73.1
5 Service workers and shop and market sales workers	371.7	206.1
6 Skilled agricultural and fishery workers	32.6	49.0
7 Craft and related trades workers	112.8	792.2
8 Plant and machine operators and assemblers	166.7	464.3
9 Elementary occupations	210.8	137.5
0 Military staff	1.2	21.5

Occupations with the Highest, Most Balanced and Lowest Proportion of Women

(Table 9)

Source: Structural wage statistics (Structure of Earnings Survey and Plat Information System), CZSO (averages for 2004)

Data are only given for occupations under 4-digit codes for classifying occupations (CZ-ISCO) with 500 and more employees in the sample.

Typical female professions traditionally include the education and care of mainly small (pre-school) children. They also include the health professions at a medium level and office work of a medium technical character. The top ten occupations with the highest proportion of women also include professions servicing machinery and in the textile industry. In all these professions we hardly find any men, and women's representation is almost one hundred percent.

The composition of the ten occupations with the most equal distribution of men and women is somewhat surprising for its diversity. However, they mostly comprise professions that do not require a university education. There are only two exceptions: production and operation department managers in transport, storage and communications, and also biologists, botanists, zoologists and related professionals.

Men are almost exclusively employed in profession relating to the service of technical equipment and machinery, including driving motor vehicles. The top ten professions with the highest proportion of men also include workers in construction, logging, mining and quarrying.

Table 9: Occupations with the Highest, Most Balanced and Lowest Proportion of Women (averages for 2004)

	Percentage of Women
Ten Jobs with highest Distibution of Women	
Pre-primary education teaching professionals	100.0
Nurses for intensive care	100.0
Sewing-machine operators	100.0
Midwifery associate professionals	100.0
Nurses for care of children	99.8
Pre-primary education teaching associate professionals	99.6
Hand-launderers and pressers	99.6
Nursing associate professionals	98.6
Stenographers and typists	97.9
Nursing associate professionals in hoseholds	97.6
Ten Jobs with most equal Distibution of Women and Men	
Transport labourers and freight handlers	52.6
Production and operations department managers in transport, storage and communications	52.0
Transport labourers and freight handlers	50.8
Transport labourers	50.3
Chemical-heat-treating-plant operators	50.2
Gardeners, horticultural and nursery growers	49.8
School caretakers	49.7
Manufacturing labourers	49.5
Biologists, botanists, zoologists and related professionals	49.3
Other machine operators not elsewhere classified	49.3
Ten Jobs with lowest Distibution of Women	
Heavy trucks and lorry drivers	0.5
Motorised farm and forestry plant operators	0.4
Car, taxi and van drivers	0.3
Carpenters and joiners	0.3
Locomotive engine drivers	0.1
Building frame	0.0
Charcoal burners and related workers	0.0
Miners and quarry workers	0.0
Mining plant operators	0.0
Bricklayers and stonemason	0.0

Median Wages by Level of Educational Attainment

(Graph 23)

Source: Structural wage statistics (Structure of Earnings Survey and Information System on Pay), CZSO

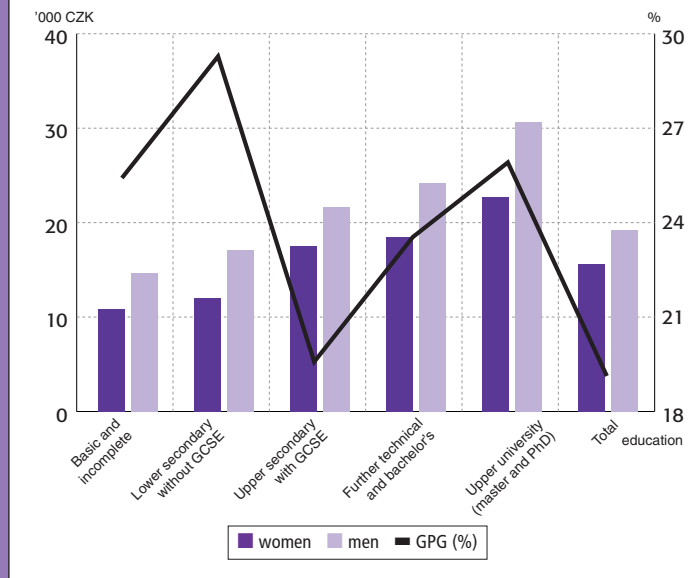
The graph columns illustrate the median earning for men and women according to level of education.

The medium gross monthly wage represents the middle value of wages classified in ascending order and is therefore a more precise and realistic indicator for wage levels, 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 monthly gross 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. So that the median gross monthly wage is not influenced by employees whose work part-time, only those employees are included who work 30 and more hours a week.

GPG – Gender Pay Gap – relative difference in the median wage for men and women (related to the median wage for men). It is expressed in percent. The size of GPG in some of the categories does not necessarily mean discrimination. In most cases the difference can be explained by the influence of other factors, which have a different structure for men and women (apart from education this involves, for example, branches, occupations, number of hours worked etc.).

Women earn less (their median monthly wage is lower by almost CZK 3,700) than men, regardless of the fact that they have the same education. The income of both groups rose proportionately with the level of education, although the median wage for Czech women in 2004 only amounted to 80.9 % of the median wage for men (GPG =19.1 %). The largest discrepancies were identified for secondary school-leavers without GCSE (GPG =29.5 %) and for university graduates with master's degree and higher qualification (GPG =25.9 %). The smallest differences were recorded for secondary school-leavers with GCSE (GPG =19.5 %) and for people with higher professional or bachelor's education (GPG =23.6 %).

Graph 23: Median Wages by Level of Educational Attainment



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Median Wages by Age Groups

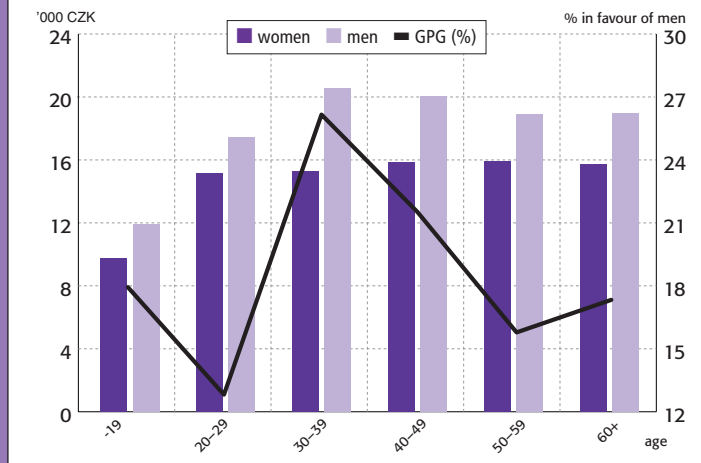
(Graph 24)

Source: Structural wage statistics (Structure of Earnings Survey and Information System on Pay), CZSO

For the calculation of the median wage and GPG see comments on graph 23.

Up to the age of 29 inclusive, differences in wages for men and women are the lowest of all. The change occurs in the 30 to 39 age group, when the median wages for women amount to only 74.4 % of those for men (i.e. GPG = 25.6 %). This is clearly partly due to the fact that women at this age most often choose employment that will best allow them to combine their professional and family lives. In subsequent age categories, women's median pay starts to come closer to that of men, until at the age of 50–59 it reaches 84.2 % of its level. In the category of 60 and over median ages for women are still 82.7 % of those for men, although in the category 65 and over it falls to only 73.9 %, which is the highest difference to the disadvantage of women. Women who work at this age usually only do so to augment their pension, whereas for men, employment is still commonly the main source of income at this age. As a result, the employment structure and its assessment at this age are different for men and for women.

Graph 24: Median Wages by Age Groups



Median Wages by Main Groups of Occupation

(Graph 25)

Source: Structural wage statistics (Structure of Earnings Survey and Information System on Pay), CZSO

For the calculation of the median wage and GPG see comments on graph 23.

In 2004, legislators, senior officials and managers, both men and women, had the highest earnings: the median wage was CZK 35,047 for men and CZK 24,256 for women. In second place were wages for professionals, and third were technicians and associate professionals (again, the sequence didn't depend on sex). The lowest earnings went to elementary occupations.

The largest difference between incomes for men and women can be found among craft and related trade workers, where the median wage in 2004 for women was 68.3 % of the median wage for men (i.e. GPG = 31.7 %), and for legislators, senior officials and managers (69.2 %). The largest income parity is found skilled agricultural and fishery workers, where women earn 87.8 % of men's median wage, and also among clerks, where women earn 84.8 % of men's median wage.



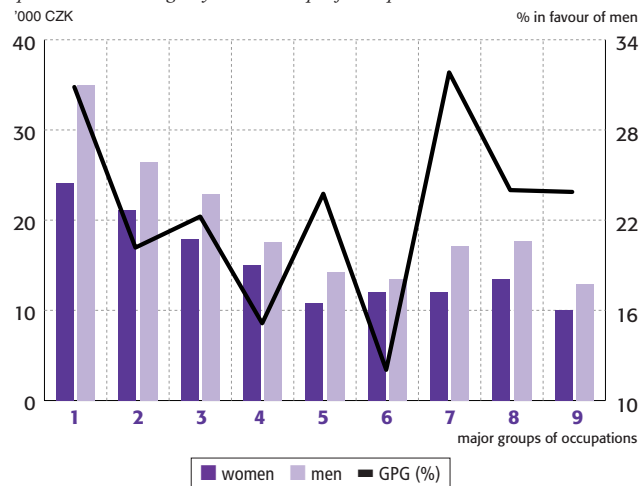
Development of the Number of Unemployed 1993–2004

(Graph 26)

Source: Labour Force Sample Survey (CZSO) (averages for specific years)

Under the definition of the International Labour Organisation (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 within 14 days. The Ministry of Labour and Social Affairs monitors unemployment 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 age category 15–24. Long-term unemployment means unemployment longer than one year.

Graph 25: Median Wages by Main Groups of Occupation



- 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

In 2004, a total of 425,9 thousand people were without work (of which 52.8 % were women, or 25.5 thousand more than men). Compared to 1993, this represents an increase of 205,9 thousand and is the third highest number of unemployed during the whole of this period. Long-term unemployment in 2004 was 220,3 thousand (of which 55.1 % were women) and youth unemployment amounted to 101,4 thousand (41.1 % of women). In the age group of 50 and over, there were 84,5 thousand unemployed (women making up 51.2 % of this number).

The largest number of unemployed since 1993 was recorded in 2000, when 454,5 thousand people were looking for work (of which 53.4 % were women). The number of unemployed in 2004 was also behind that registered in 1999, when 454,1 thousand people were without work (of which 53.5 % were women).

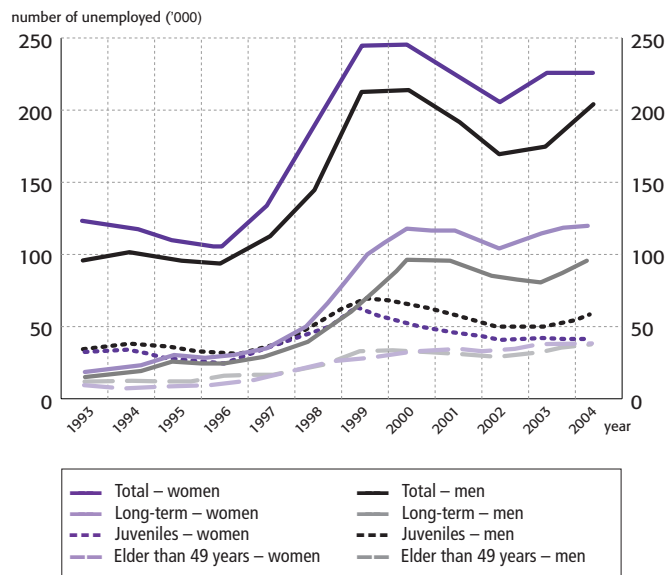
Between 1993 and 2004, women always constituted the majority both of total and long-term unemployed. Their number was largest in 2003, when there were 49.8 thousand more women than men in total unemployment, and 33.8 thousand more long-term unemployed women than men. The largest relative preponderance of women in total unemployment was recorded in 1998 (12.9 % more women than men) and among the long-term unemployed in 1999 (18.5 % more women than men). In 2004, the difference in the figure for total unemployment was 23.5 thousand (i.e. 5.5 % more women than men) and among long-term unemployed 22.4 thousand (10.2 % more women than men).

Since 1994, men have always made up the majority of youth unemployment. The largest difference came in 2004, when there were 18.1 thousand more men (a 17.9 % higher proportion of men).

Men and women alternated as the majority of oldest unemployed (i.e. people aged over 50): until 2000, with the exception of 1998, men constituted the largest element, with the biggest difference coming in 1992, when they outnumbered women by 4,7 thousand (i.e. by 19.6 %). Since 2001, however, women have been the largest element, with the biggest difference being recorded in 2002, when they outnumbered men by 3,9 thousand (by 5.2 %). In 2004, there were 2.0 thousand more women than men among the oldest unemployed (2.4 %).

The largest year-to-year increase in the total number of unemployed occurred in 1999, when 118,4 thousand more were registered than in

Graph 26: Development of the Number of Unemployed 1993–2004



1998. By sex, the largest increase for men came in the same year (65.0 thousand), and for women in 1998, when the figure rose by 54.0 thousand against 1997.

The largest year-to-year increase in the number of long-term unemployed occurred in 1999, when 64.7 thousand more were registered than the previous year.

The largest year-to-year increase in the number of long-term unemployed occurred in the same year, i.e. 1999 (by 40.6 thousand against 1998). The number of long-term unemployed men rose most sharply, by 30.8 thousand, from 1999 to 2000

The largest year-to-year fall in total and long-term unemployment, for both men and women, came in 2002, when the number of total unemployed fell by 44,1 thousand against 2001 (20.2 thousand for women and 23.9 thousand for men), and the number of long-term unemployed fell by 25.0 thousand (12.6 thousand for women and 12.4 thousand for men).



Educational Attainment of total Unemployed and Unemployed aged 20–24

(Graph 27)

Source: Labour Force Sample Survey (CZSO) (averages for 2004)

See comments on graph 26 for the definition of unemployed.

Women make up a slight majority of all unemployed (52,8 %), although men are the majority (60.3 %) in the 20–24 age group. Women make up the largest number of unemployed in the category of secondary school education with GCSE (60.8 %), and also represent a slight majority among unemployed with basic education (55.2 %). There are more unemployed men than women among university graduates (58.8 %) and secondary school leavers without GCSE (51.3 %). Among the unemployed aged 20–24, however, women only make up the majority among unemployed with university diploma, where they constitute more than two-thirds (68.0 %). Men are the majority in all other education categories – among the unemployed aged 20–24.

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Graph 27: Educational Attainment of total Unemployed and Unemployed aged 20–24

