manuvia
GROUP

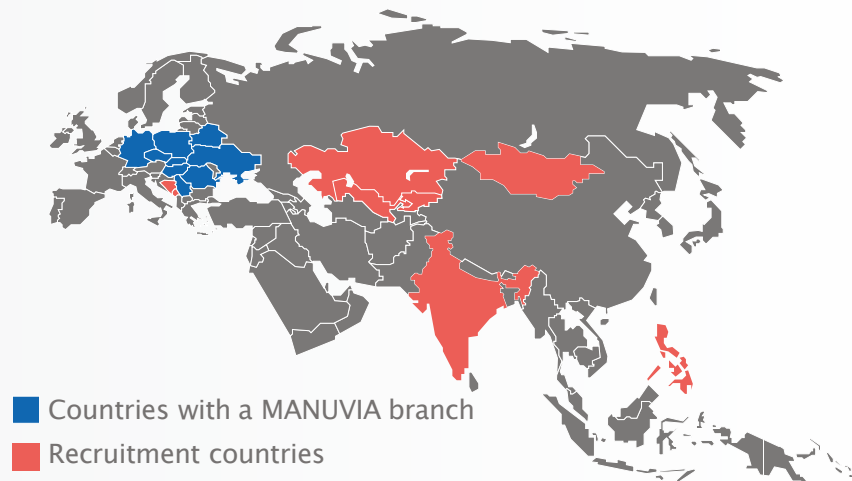# Labour market monitoring

CEE
November 2023

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

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Manuvia around the world

■ Countries with a MANUVIA branch
■ Recruitment countries

Unemployment in the Czech Republic

The Labour Office of the Czech Republic registered a total of 263,226 jobseekers as of 30. 11. 2023.
That is by 2,585 more than in the previous month and by 6,039 more than last year.

The share of unemployed persons did not change, month-on-month, or year-on-year.
At the end of November, it stood at 3.5%.

In international comparison, unemployment in the Czech Republic is the third lowest in the EU.
According to the latest available EUROSTAT data (for October), it reached 2.9% (EU average being 6%).

In November, 36,152 persons left the register of the Labour Office of the Czech Republic.

In a regional comparison, the share of unemployed persons decreased in two regions,
namely in Prague and in the Central Bohemia Region, where the number of job seekers also decreased the most in absolute terms.

The capital city also reports the largest year-on-year decline.

Over the last 2 years, the share of job seekers in the 50+ category has decreased year-on-year,
by 1.4 percentage points. In the previous month, the number of job vacancies decreased slightly.

	11/2023	11/2022	11/2021
Unemployment rate in the Czech Republic	3.5%	3.5%	3.3%
Number of job seekers	263,226	257,187	245,549
Number of reachable job seekers	239,584	232,720	223,098
Number of job vacancies	278,708	291,970	344,840
Unemployment rate according to EUROSTAT	2.9%	2.1%	2.4%

"The long-term low unemployment rate across the EU is a success for the Czech Republic, reflecting the ability of our companies to create new jobs. Nevertheless, it can be seen that we are facing a challenge of filling many vacant positions. We are focusing on making recruitment processes more flexible for skilled workers from abroad in order to strengthen and diversify our labour market.""
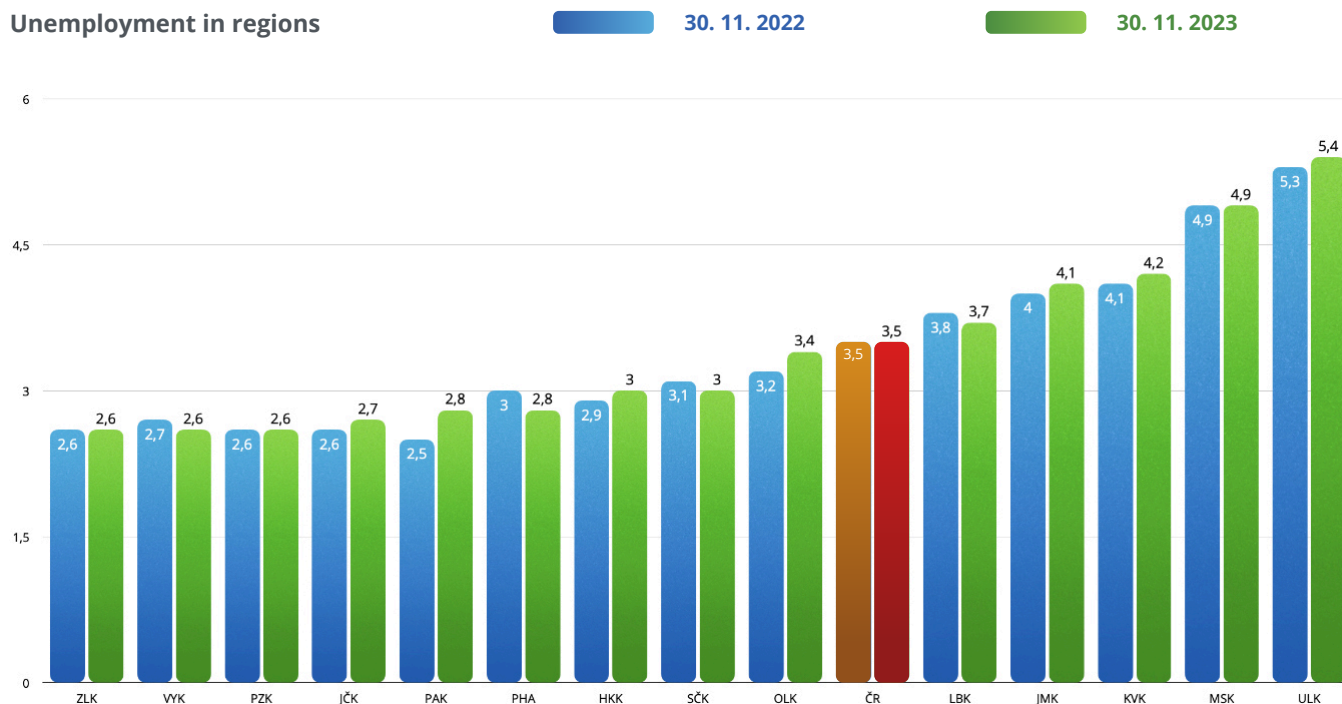
Petr Straka, CSO

Unemployment by regions

In November, **the highest share of unemployed persons** was **5.4%** in the Ústí nad Labem region and **4.9%** in the Moravian-Silesian Region. These regions had the highest proportion of unemployed persons in the same period last year, too. Contrariwise, the **lowest unemployment rate** was recorded in the Zlín and Vysočina Regions, at 2.6%, and in the Plzeň and South Bohemian Region, both at 2.7%. **Year-on-year, the situation changed the most in the Pardubice Region,** where the share of unemployed persons increased by 0.3 p.p. compared to November 2022.

Unemployment in regions   ● 30. 11. 2022   ● 30. 11. 2023

Region	30. 11. 2022	30. 11. 2023
ZLK	2,6	2,6
VYK	2,7	2,6
PZK	2,6	2,6
JČK	2,6	2,7
PAK	2,5	2,8
PHA	3	2,8
HKK	2,9	3
SČK	3,1	3
OLK	3,2	3,4
ČR	3,5	3,5
LBK	3,8	3,7
JMK	4	4,1
KVK	4,1	4,2
MSK	4,9	4,9
ULK	5,3	5,4

Structure of job applicants

♀ Of the total number of registered applicants, **144,516 were women** making up **54.9%** of the total number of job applicants.

♂ The share of unemployed men rose to 3.1%, while that of **women remained at 3.9%.**

♿ In the past month, **36,374** persons with disabilities were looking for work – 13.8% of the total number of the unemployed. Employers offered them a total of **10,450** vacancies through the Labour Office of the Czech Republic. Most often, these were positions for security guards, cleaners or seamstresses.

The average age of the unemployed was **42.6 years** in November compared to 43.2 years last year. The age structure of job seekers has not changed significantly over the past five years. And even over the past 12 months, there have been only slight changes.

In terms of the level of education, jobseekers with **lower qualifications** especially those with no school-leaving certificate and elementary education, were most often unemployed.
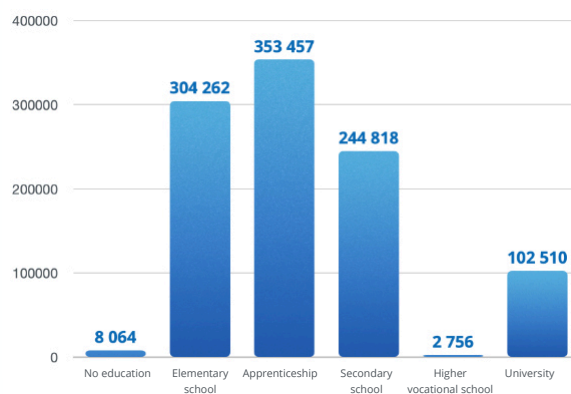
Changes in the structure of the unemployed **according to level of education** show that the highest year-on-year increase occurred in the case of registered applicants with an elementary education (by 13,685) and applicants with a university education (by 5,959).
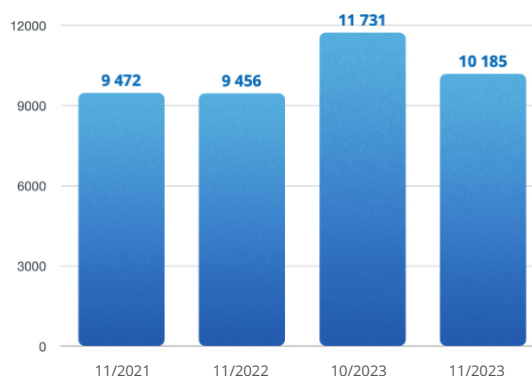
As for the breakdown **by profession,** at the end of September, the Labour Office of the Czech Republic registered the largest number of auxiliary and unqualified workers, namely 80,021.

Structure of the unemployed according to education

No education	8 064
Elementary school	304 262
Apprenticeship	353 457
Secondary school	244 818
Higher vocational school	2 756
University	102 510

Number of graduates (excluding minors)

11/2021	9 472
11/2022	9 456
10/2023	11 731
11/2023	10 185

At the end of the previous month, the Labour Office of the Czech Republic registered a total of **15,102 school graduates** of all levels of education and juveniles. Month-on-month, it is an increase of 1,422 persons, and a year-on-year increase of 1,432 persons. They accounted for 5.7% of the total unemployment (October - 6.3%, November 2022 – 5.3%).

Out of the total number of **graduates and juveniles** the Labour Office of the Czech Republic registered **10,185** graduates only.

Average wages in Q3 2023

CZK 42,658

was the average gross monthly nominal wage

CZK 37,492

was the median wage

In Q3 2023

the average gross monthly nominal wage per full-time equivalent number of employees in the national economy increased by 7.1% compared to the same period of the previous year and decreased by **0.8% in real terms.**

Average gross monthly nominal wage

amounted to a total of **CZK 42,658** per recalculated number of employees in the national economy, which is by **CZK 2,810 (7.1%)** more than in the same period of 2022.

Consumer prices

increased by **8.0%** over the stated period, i.e. the wage decreased by **0.8%** in real terms. The wage volume increased by **7.5%** and the number of employees increased by **0.4%.**

Compared to the previous quarter

seasonally adjusted **average wage growth** was **1.5%** in Q3 2023.

Compared to the same period in 2022, the highest growth in average wage

was registered in the **electricity, gas, heat and air conditioning production and distribution sectors (at 13.7%).** This is followed by information and communication activities (9.0%), accommodation and food service activities (8.8%) and real estate activities (8.6%). The lowest growth of 0.9% was recorded in the case of other sectors.

The median wage

grew compared to the same period of the previous year, by 7.1%, **reaching CZK 40,153 for men and CZK 34,705 for women.** 80% of employees received wages between CZK 19,835 and CZK 66,998.

In Q1 to Q3 2023

the average wage reached **CZK 42,427,** compared to the previous year, the increase was CZK 3,110 (7.9%). Consumer prices increased by 11.7% over the stated period, which means that wages fell by 3.4% in real terms.

Unemployment in Slovakia

This November brought unemployment down to pre-pandemic levels. The number of unemployed persons registered as jobseekers at the Labour, Social Affairs and Family Offices was lower than during the pre-pandemic February 2020. The focus of the Department of Labour on employment services has been on supporting municipalities affected by the recent earthquake, but also on supporting social economy.

The share of available jobseekers of working age in the working-age population (PDU) is the main unemployment indicator used by the Department of Labour, Social Affairs and Family since January this year. **In November, the PDU reached 3.84%, down 6 hundredths of a percentage point month-on-month.** This is the lowest value since January 2021, when the Department of Labour, Social Affairs and Family records this value.

"Both values are the lowest since February 2020, when the Slovak labour market was not affected by the pandemic measures. Employment data also show positive labour market developments since the pandemic. Eurostat data show that in the third quarter of 2023, we had an employment rate of 77.4%, which exceeds the current employment rate in the European Union, which is 75.5%, and also the Slovak figure from 2019, which stood at 75.6%. Real GDP also shows an increase relative to pre-pandemic values."

Matej Belín, Analyst at the Institute of Social Policy

"In just a few weeks, thanks to the deployment, we have successfully launched the Support to Earthquake Affected Municipalities project. We launched it back in November and in December the first jobseekers have already started to work for the municipalities and help with the damage repairs. We are also making progress in the social economy area. We have listened to the people and next year we will relaunch the People and Castles project - a step towards social economy, which has been incomprehensibly stifled in the recent past. We plan to support 400 jobs primarily for disadvantaged and vulnerable persons."

Erik Tomáš, Minister of Labour, Social Affairs and Family of the Slovak Republic

As of 18. December 2023, 36 municipalities have been involved in the **Support to Earthquake-Affected Municipalities** project. The main objective of the project is to support the creation of jobs through grants to help restore the damaged infrastructure, buildings and other public assets. The first jobseekers started working for the municipalities in early December. They are involved in clearing construction waste from damaged public buildings, including municipal offices, nurseries, schools, cultural facilities and assisting with clean-up work. The relevant Labour, Social Affairs and Family Offices have already agreed with the municipalities on the provision of €337,764.24.

"There is a great interest in the project, we have almost completely exhausted the allocated funds. We are getting a very good feedback from the municipalities. In the villages of Vyšný Hrabovec, Brusnica, Tokajík and Oľka in the Trebišov district, the local jobseekers have been helping to clean up after the earthquake since the beginning of the month. The mayors are grateful for the speedy project preparation and the opportunity to create jobs directly in the municipalities. We have also received similar responses from municipalities in the Vranov nad Topľou and Humenné districts. The fast, well-targeted assistance is the result of an effective cooperation between the Ministry of Labour, Social Affairs and Family and the Labour, Social Affairs and Family headquarters and offices."

Peter Ormandy, Director General of the Central Office of Labour, Social Affairs and Family

PDU Details

- As of January 2023, the main indicator of unemployment development has become **the Share of Available Jobseekers of Working Age in Working Age Population,** the acronym being ´PDU´. Unemployment is reported at the national, regional and district levels using the PDU indicator. At the same time, continuity in reporting the current indicator, Registered Unemployment Rate (MEN) at national and regional level will be maintained.

- One of the several benefits of the new indicator is **a more detailed monitoring of unemployment.** The data is available at the municipal level that did not exist in the past. This helps to set employment support instruments more specifically with a view to reducing disparities between the regions.

- The Ministry of Labour regularly published the PDU indicator values in 2022, too. Its development followed that of the previous primary indicator, which was **the registered unemployment rate (MEN).** In the methodology for calculating the new unemployment indicator, the Ministry of Labour was inspired by the unemployment monitoring methodology in the neighbouring Czech Republic.

- **Experts from the Institute for Social Policy talk about the positives of the PDU indicator.** Thanks to the use of purely administrative data, PDU enables accurate and timely monitoring of unemployment even for smaller geographical units, including districts, cities and municipalities. In addition to improving unemployment monitoring at district level, the transition to the PDU indicator also has a positive impact on long-term continuity in the unemployment monitoring methodology, as PDU is not affected by methodological changes in harmonised pan-European sample surveys.

Unemployment in regions

Territory	Status of jobseekers at the end of the month	Economically active population	Number of jobseekers available	Uneployment rates calculated from the total of jobseekers available	Rate of recorded unemployment (in %)
Bratislava Region	12,190	402,456	11,628	3.03	2.89
Trnava Region	11,011	293,525	10,061	3.75	3.43
Trenčín Region	11,451	290,646	10,140	3.94	3.49
Nitra Region	14,200	346,761	12,251	4.10	3.53
Žilina Region	16,504	361,613	14,473	4.56	4.00
Banská Bystrica Region	28,560	316,110	21,907	9.03	6.93
Prešov Region	40,685	397,086	32,934	10.25	8.29
Košice Region	33,506	376,853	26,542	8.89	7.04
SLOVAKIA	168,107	2,785,050	139,936	6.04	5.02

Unemployment statistics – November 2023

PDU (The share of available working-age jobseekers in working-age population): **3.84%** (3.90% in October 2023; 4.32% in November 2022).

PU (Share of working-age jobseekers in working-age population): **4.61%**
(4.66% in October 2023; 4.82% in November 2022).

Number of available jobseekers of working age: 139,915 (142,171 persons in October 2023).

Number of secondary school leavers who graduated in 2023 on the register of jobseekers: 4,564
(5,209 persons in October 2023).

Number of university graduates who graduated in 2023 on the register of jobseekers: 1,344
(1,760 persons in October 2023).

Total number of registered jobseekers: 168,107
(169,726 in October 2023; 176,910 persons in November 2022; 168,865 persons in February 2020).

11,626 jobseekers successfully found their place on the labour market (13,279 in October 2023).

Number of vacancies: 82,507 (81,344 in October 2023). The highest number of vacancies was in the Bratislava Region - 32,737 places, and the lowest number of vacancies was in the Prešov Region - 2,710.

Number of vacancies suitable for graduates: 39,988.

Number of collective redundancies reported during November 2023: 8.

Average monthly salary of an employee in the Slovak Republic economy in Q3 2023

Real wages are falling less and less, with **the 0.6% reduction close to halting a nearly two-year decline.**

Average gross earnings in Q3 2023 grew year-on-year in all 19 sectors of the economy monitored, with real growth already achieved in eleven of them.

Those working in **real estate, health care and social assistance** have improved the most in real terms.

The **average nominal monthly wage** of an employee in the Slovak economy increased by 8.3% year-on-year to **€1,403** in Q3 2023.
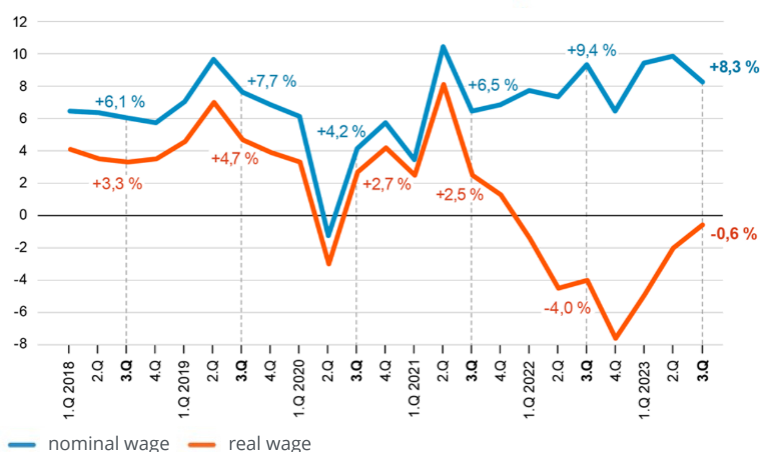
Before tax and deductions, employees **received on average €107 more** than in the same period of the previous year.

Continued, relatively strong, nominal wage growth and falling inflation contributed to a **moderation in the rate of decline in real wages to 0.6%,** three times consecutively. This represents the lowest depreciation of the real wages of Slovaks in the last seven quarters.

The seasonally-adjusted average wage rose by 1.4% compared to Q2 2023.

Average monthly wage

(year-on-year change in %, calendar quarters)

Source:

ŠTATISTICKÝ ÚRAD SLOVENSKEJ REPUBLIKY

nominal wage — real wage

Poland

The unemployment rate in November amounted to 5%.
The registered unemployment rate at the end of November 2023, according
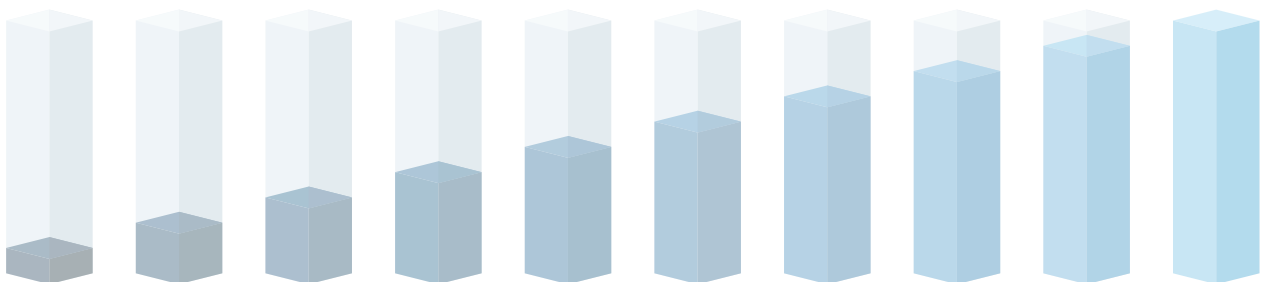to the estimate of the Ministry of Family and Social Policy, was **5%.**
This indicator remains at the same level since July 2023.

- **The unemployment rate** was unchanged compared to the previous month and was down 0.1 p. p. against the end of November 2022.

- According to preliminary data, as of the end of November 2023, **774.8 thousand people were registered** in labour offices as jobseekers. This is 25.4 thousand less than at the end of November 2022.

- Poland remains the country with one of the lowest unemployment rates in the EU.

- **The unemployment rate calculated as defined by Eurostat** stood at up to 2.8% in Poland in October this year, compared to 6% in the EU and 6.5% in the euro area.

- Poland was again **ranked 2nd in terms of the lowest unemployment rate in the EU,** behind Malta (2.5%).

"The registered unemployment rate, according to our estimates, was 5% at the end of November 2023. This indicator has remained at the same level since July 2023 and was down 0.1 percentage points compared to the end of November 2022. It is worth emphasizing that compared to the situation at the end of February 2020, that is, just before the outbreak of the COVID-19 pandemic, the number of unemployed at the end of this November decreased by 145.1 thousand people and the registered unemployment rate by 0.5 percentage points."

Dorota Bojemská
Minister of Family and Social Policy

Germany

The unemployment rate in November was 5.6%.
Unemployment fell to **2,606,000** in November 2023, as it usually does in the autumn months. With minus 1,000, the drop for November is very small. After seasonal adjustment, the number of unemployed increased by 22 thousand compared to last month. Compared to November last year, the number of jobseekers is 172 thousand higher.
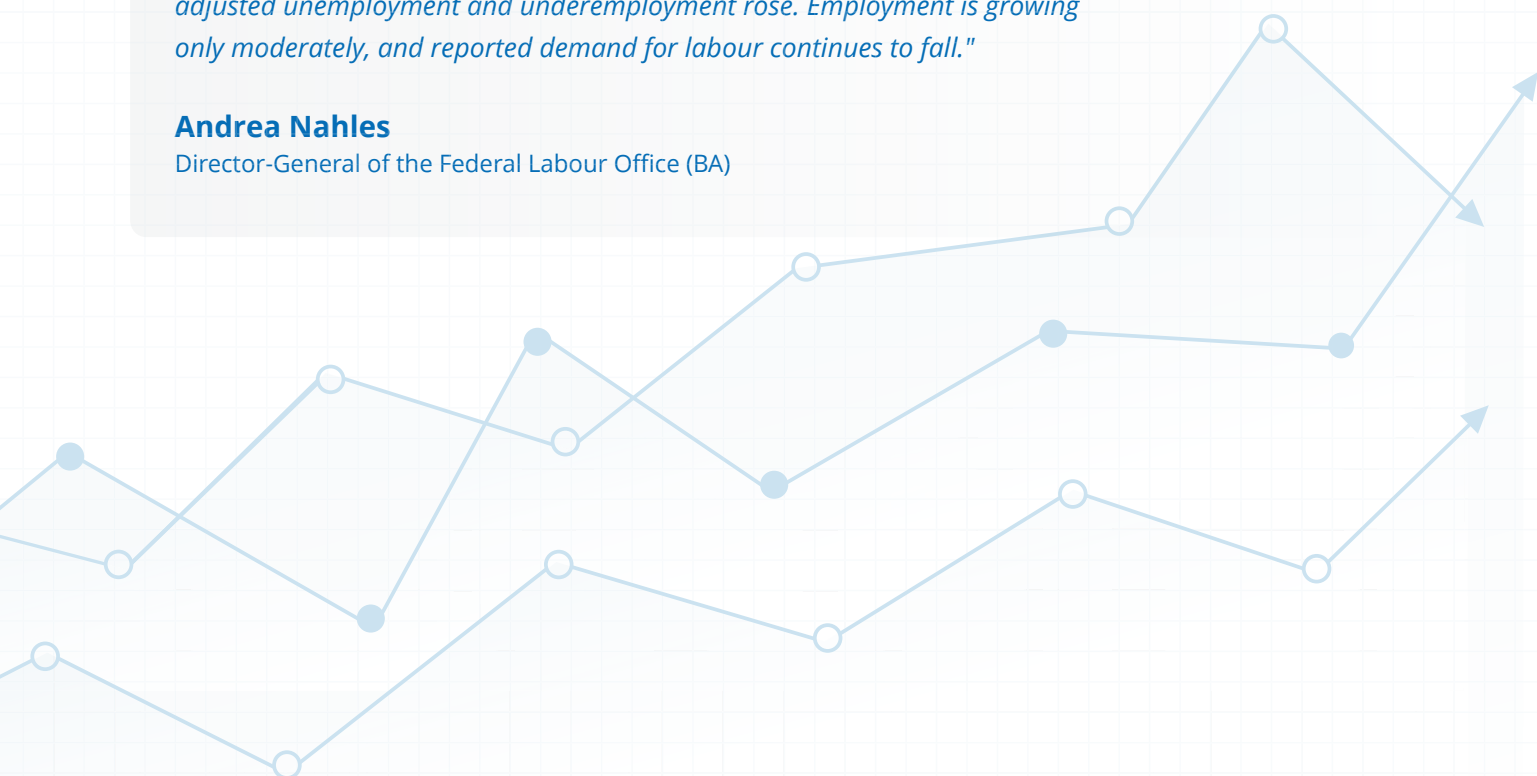
Weak development continues

- **The unemployment rate** in November fell by 0.1 p. p. to 5.6%. Compared to the same month last year, the rate increased by 0.3 p. p. The unemployment rate determined by the Federal Statistical Office according to the ILO Employment Concept was 3.1% in October.

- **Underemployment,** which includes unemployment as well as the labour market policy and short-term sick leave, rose by 13,000 in seasonally adjusted terms from the previous month. In November 2023, it was **3,448,000 persons.** That was 176,000 more than a year ago. Without taking into account Ukrainian refugees, underemployment would have been only 122,000 higher than in the previous year.

- Before commencement of **part-time work,** companies must report an expected job loss. According to current data, from November 1. to 26., economic short-time employment was announced in respect of 57 thousand people.

- **Employment subject to social security contributions increased slightly by 5,000** from August to September 2023 after seasonal adjustment. Compared to the previous year, in September, the number of employees increased by 195 thousand to 35.09 million, with foreigners participating exclusively in this increase.

"The economic downturn continues to leave its mark on the German labour market. Seasonally adjusted unemployment and underemployment rose. Employment is growing only moderately, and reported demand for labour continues to fall."

Andrea Nahles
Director-General of the Federal Labour Office (BA)

Hungary

The unemployment rate reached 4.2% in November.
The number of unemployed in November 2023 was **207,000,** the unemployment rate was **4.2%.**

- In the period September-November 2023, the number of unemployed persons aged 15-74 increased by 29,000 to **212,000,** the unemployment rate increased by 0.5 p. p. to 4.3%. The number of unemployed men was 113,000, their unemployment rate increased by 0.6 p. p. to 4.3 %. As regards women, there were 99,000 unemployed, their unemployment rate increased by 0.5 p. p. to 4.2 %.

- The number of unemployed between the **ages of 15 and 24 was 43,000** and their unemployment rate was **13.8%. 20.4%** of all jobseekers came from this age group. The unemployment rate in the 25-54 age group increased by 0.3 p. p. to 3.7%, and in the 55-74 age group it was practically unchanged and stood at 3.2%.

- The average job search time was **9.0 months,** while 34.2 % of jobseekers had been looking for a job for a year in the minimum.

Development of unemployment by age group among people aged 15-74, September - November 2023

Age group, years	Number of people		Unemployment rate	
	thousand people	change, thousand people a)	%	change, thousand people a)
15–24	43,4	9,3	13,8	2,9
25–54	138,1	13,2	3,7	0,3
55–74	30,9	6,0	3,2	0,5
Total	**212,4**	**28,5**	**4,3**	**0,5**

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

At the end of November 2023 compared to the previous year

According to administrative data of the National Employment Service
the **number of registered jobseekers decreased by 3.2% to 226 thousand persons.**

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