



General Population Trends

Age

The country is getting both older, and younger. The percentage of people 65 or over has increased by 5% since 2005, and 19% of Czechs are now in this category. That is one of the highest percentages in the benchmark.

The percentage of working age Czechs has dropped from 71% of the population to 66%. That decline has been particularly dramatic since 2011: the country has 330,282 fewer people age 15-64 today. This is the primary source of today's workforce shortage.

The good news is that the Czech Republic leads benchmarked countries in the growth of the population under 15, and that this trend has been increasing. There seems to be a baby at the end of the tunnel.

Active Population

The decline in working age population has been mitigated by a rise in the active level of the population, particularly among people ages 55-64.

The Czech Republic leads the benchmarked countries in the percentage of economically active males of working age, and trails only Austria for women.

Active males from 55-64 increased by over 8% since 2005, Active females aged 55-64 jumped up by over 18% in the same period.

Education of Active Population

The Czech workforce depends more heavily on people with a secondary education than the average country in the EU, as well as the countries— except Slovakia— in the benchmark. 72% of the Czech workforce has secondary education, compared with an EU average of 47%, Germany's 59%, and Austria's 52%.

The country has significantly lower levels of primary-educated people in the workforce. That may mean that people with secondary education are working in jobs requiring only primary education. If so, that would be hindering wage development.

The country also has a lower level (24%) of tertiary-educated people in the workforce than the EU average (33%), Germany (28%), or Austria (35%). The country has the same percentage (12%) of men and women with tertiary-educated workforce, and the gap with the EU average is approximately the same.

Policymakers interested in reducing the wage gap may look at the education ratios as the potentially primary cause.

Internal Migration

Czechs are moving to cities, and particularly to Prague. Prague and its surrounding region have increased its population by 103,000 people since 2011; the rest of the country lost population overall. Southern Moravia, with Brno as a hub, increased population by 12,500. Plzen increased by 7,120. Moravia-Silesia lost 22,380.



Population Trends by Age Groups since 2005

The Czech Republic has increased its population by 354,988 since 2005, and increase that has slowed to 67,112 since 2011. The country's population increase contradicts the overall trend in the region, where Hungary and Poland have experienced slight declines, and Romania and Bulgaria more significant declines.

Population Trends	Change since 2005			Change since 2011			
	1000s	Total	15-64	Under 15	Total	15-64	Under 15
Austria		488,717	269,327	-77,854	314,912	176,549	10,773
Bulgaria		-534,789	-603,566	-55,556	-215,647	-340,057	23,075
Croatia		-120,192	-102,865	-75,062	-99,188	-99,977	-43,440
Czech Republic		354,988	-243,921	100,627	67,112	-330,282	101,951
Hungary		-267,064	-330,795	-155,249	-155,237	-247,919	-32,762
Poland		-206,626	-579,448	-668,382	-95,509	-877,750	-95,710
Romania		-1,622,040	-1,361,390	-670,914	-438,745	-486,278	-132,526
Slovakia		53,567	-15,132	-87,675	33,806	-72,169	487

Czech working age population (15-64), however, has declined since 2005, and that decline accelerated in the 2011-2016. This negative trend reflects what is happening in every other country in the region, except Austria.

The Czech Republic has the most positive trend in the region for population under 15 years of age, and that trend has held steady in the 2005-2016 and 2011-2016 period.

Population Ratio	Less than 15 15-64 65+			
	1000s	2005	2011	2016
Austria		16 68 16	15 68 18	14 67 18
Bulgaria		14 69 17	13 68 18	14 66 20
Croatia		16 67 17	15 67 18	15 66 19
Czech Republic		15 71 14	15 70 16	15 66 19
Hungary		16 69 16	15 69 17	14 67 18
Poland		17 70 13	15 71 14	15 69 16
Romania		17 68 14	16 68 16	16 67 17
Slovakia		17 71 12	15 72 13	15 70 14

The Czech Republic had a favorable ratio of working age population to other ages in 2005, but that ratio had deteriorated to regional norms by 2016. The 5% decline was the greatest shift in working age population among those benchmarked.

Economically Active Population– Male and Female, trends since 2005

Despite the decrease in the Czech population between the ages of 15-64 since 2005, the number of economically active men and women in that age range has increased over that period. The statistics indicate that might be the result of more individuals working between 55-64.

	Economically Active Population Rates 2016				Percent 55-64 of 15-64	
	1000s	Male 15-64	Male 55-64	Female 15-64	Female 55-64	Male
Austria	2,340	327	2,072	239	14%	12%
Bulgaria	1,710	297	1,490	282	17%	19%
Croatia	968	147	838	106	15%	13%
Czech Republic	2,906	470	2,321	357	16%	15%
Hungary	2,465	386	2,079	318	16%	15%
Poland	9,315	1,479	7,646	1,097	16%	14%
Romania	5,006	692	3,689	482	14%	13%
Slovakia	1,499	211	1,239	186	14%	15%

	Change In Economically Active Population 2005-2016				Change in 15-54	
	1000s	Male 15-64	Male 55-64	Female 15-64	Female 55-64	Male
Austria	200	142	277	130	58	147
Bulgaria	-41	74	-40	137	-115	-177
Croatia	19	32	47	35	-13	12
Czech Republic	49	67	59	123	-18	-64
Hungary	205	158	159	137	47	22
Poland	124	745	-36	655	-621	-691
Romania	-174	194	-487	88	-368	-575
Slovakia	47	78	55	134	-31	-79

Men and women between 55-64 were the reason the Czech economically active population grew in the period from 2005 to 2016. The number of economically men aged 55-64 grew by 67,000 in the period (70.9% of all men that age, an increase of just under 4%). Active women of the same age category grew by 123,000 (51.2% of all men that age, an increase of 18%). Both active males and females between the ages of 15-54 declined.

The country now has the highest workforce participation rates among the benchmarked for working age (15-64) and 55-64 year-old men. The participation rate for 55-64 year old men is 7% higher than the next highest in the group. The country has the second highest rate for 15-64 year-old women and 55-64 year-old women.

Economically Active Population	% Total	Male 15-64		Male 55-64		Female 15-64		Female 55-64	
		2005	2016	2005	2016	2005	2016	2005	2016
Austria		78	80.7	40.4	61.2	64.9	71.7	22.5	42.7
Bulgaria		67	72.7	49.9	63.4	57.3	64.6	27.8	54.6
Croatia		70	70.3	46.6	50.7	56.8	60.9	24.5	34.2
Czech Republic		78.4	82.2	62.1	70.9	62.4	67.6	32.9	51.2
Hungary		67.9	76.9	42.3	62.4	55.1	63.5	27.7	43.5
Poland		70.8	75.7	40.9	58.6	58.1	62	21.5	39
Romania		69.4	74.8	48.4	55.1	55.3	56.2	33.5	34.4
Slovakia		76.5	78.3	55.1	60.1	61.5	65.4	18.1	48.2

Active Workforce– Comparisons to EU average, male and female, education level

Active workforce describes the number of people economically active out of the entire population. The Czech Republic has high levels of active workforce compared to the European average.

plus/minus %	Active Population To EU Avg		
	Total	Male	Female
Austria	2.7	1.3	4
Bulgaria	-3.6	-5.2	-2.3
Czech Republic	2.7	4.1	0.9
Germany	5.1	3.7	6.3
Hungary	-2.5	-1.1	-3.8
Poland	-3.7	-2.3	-5
Romania	-7.9	-4.7	-11.4
Slovakia	-0.7	0.1	-1.7

The high level of active workforce is similar to Austria and lower than Germany, but well ahead of its Central European competitors. Austria and Germany rely on high levels of active females, while the Czech Republic's level of activity is driven by males.



Policy Question:

Does the low number of primary educated people in the workforce represent high educational levels than other EU countries?

Do the high levels of secondary-educated workforce work in jobs requiring secondary education, or are they replacing primary-educated workforce in lower skilled jobs?

Why does the Czech Republic have a significantly lower proportion of tertiary-educated workforce?

Portion of active workforce	Male			Female		
	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
EU Average	11%	26%	16%	8%	21%	17%
Austria	7%	28%	18%	7%	24%	17%
Bulgaria	4%	34%	13%	5%	24%	18%
Czech Republic	2%	41%	12%	2%	31%	12%
Germany	8%	30%	16%	6%	29%	12%
Hungary	7%	36%	12%	6%	26%	14%
Poland	3%	37%	14%	2%	24%	19%
Romania	11%	36%	10%	7%	25%	11%
Slovakia	3%	41%	11%	3%	30%	12%

The country's active population is driven by individuals with a secondary education, primarily males (41% of total active population). This preponderance of the workforce with secondary education is significantly higher than both Austria and Germany, as well as the EU average. Individuals with a primary education or less make up a significantly lower percentage of the workforce than the EU average. Individuals with a tertiary education comprise 9% less of the workforce in the Czech Republic than the EU average.



Internal Migration

Regional Comparison	2017 Employed: Labor Force	Change since 2011	Increase in Labor Force since 2011	Change in Pop- ulation since 2011
Czech Republic	96%	3%	92.4	73.62
Prague	98%	1%	3.8	40.83
Central Bohemia	97%	2%	29.1	62.73
Southern Bohemia	97%	3%	-0.6	2.59
Plzen	97%	2%	5.6	7.12
Karlovy Vary	95%	3%	-2.1	-6.95
Usti	95%	5%	-3.5	-7.29
Liberec	96%	3%	3.8	2.03
Hradec Kralove	96%	3%	3.7	-3.36
Pardubice	96%	2%	10.7	0.58
Vysocina	97%	3%	-0.4	-3.41
Southern Moravia	96%	4%	28.5	12.50
Olomouc	96%	4%	4.9	-5.36
Zlin	96%	4%	-0.4	-6.00
Moravia-Silesia	93%	2%	9.3	-22.38

The country's population has been shifting toward urban areas, and dramatically toward the Prague region. Since 2011, the population of the Prague and Central Bohemia region has grown by 104,000. All other regions combined lost population, but the South Moravian region—home of Brno— and the Plzen region— Plzen— also grew.

Both Central Bohemia and Southern Moravia recorded large increases in their labor force while maintaining a high level of employment.