



randstad survey

on current wage 2024.

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# introduction.

The September 2023 Randstad Compensation survey is dedicated to delivering insights into how companies are adapting to the current challenging economic situation.

The survey was completed by 105 company leaders from various industries in the Czech Republic. Some of the data is compared with the results of the same survey in 2022 and the Randstad HR Trends survey published in April 2023.



A man in a purple shirt is pointing at a large screen displaying a flowchart. Two other people, a woman in a red top and a man in a white shirt, are looking at the screen. The setting is a modern office with large windows.

headcount

changes.

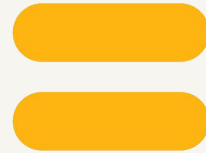
# planned changes in the number of employees in the next 6 months.

19% of companies plan to increase the number of employees despite the current economic situation.



19%

of respondents plan to **increase** the number of employees



67%

respondents **do not plan** to change the number of employees



14%

of respondents plan to **reduce** the number of employees

While more than half of the surveyed companies do not plan to make changes in the number of employees in the next 6 months, **19%** intend to increase the number of employees despite the unfavorable economic situation.



Answers to the same question from 2023:

**34%** plan to increase the number of employees

**56%** do not plan to change the number of employees

**10%** plan to reduce the number of employees



salaries

evolution.

# more companies increased the basic wage in the first half of 2023 than originally planned

there was no drop in wages in any of the surveyed companies.



While **83%** of companies planned to increase wages in 2022, according to our HR trends survey, **97.2%** actually did so.

# wage growth in 2023

how the surveyed companies raised wages in 2023.

97%

the company implemented a wage increase in 2023

wages remained the same	3%
1 - 5%	27%
6 - 10%	61%
11 - 15%	9%



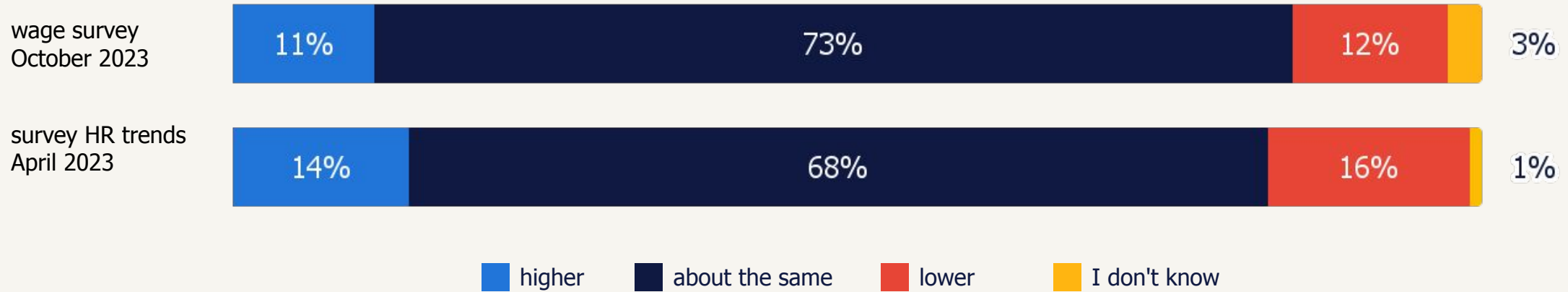
3% surveyed companies did not increase basic wages in 2023.





# wages

11% of respondents believe that the wages offered by their company are higher than those of competitors.



Most respondents believe that their company's wages are roughly **the same** as those of competitors.

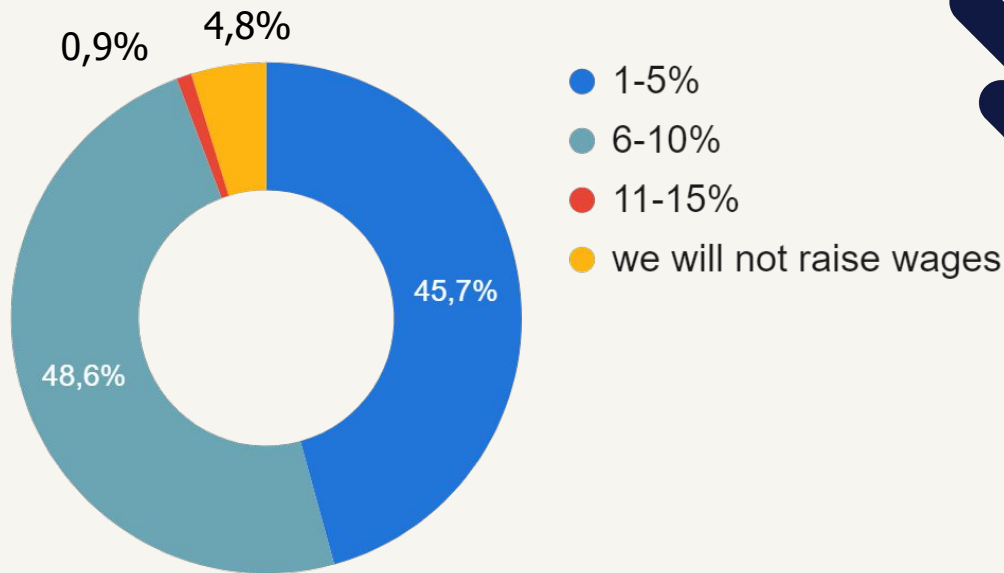


**12%** Consider their wages to be **lower** than those offered for a similar position by competitors.

# wage growth in 2024

none of the surveyed companies plans to cut wages in 2024.

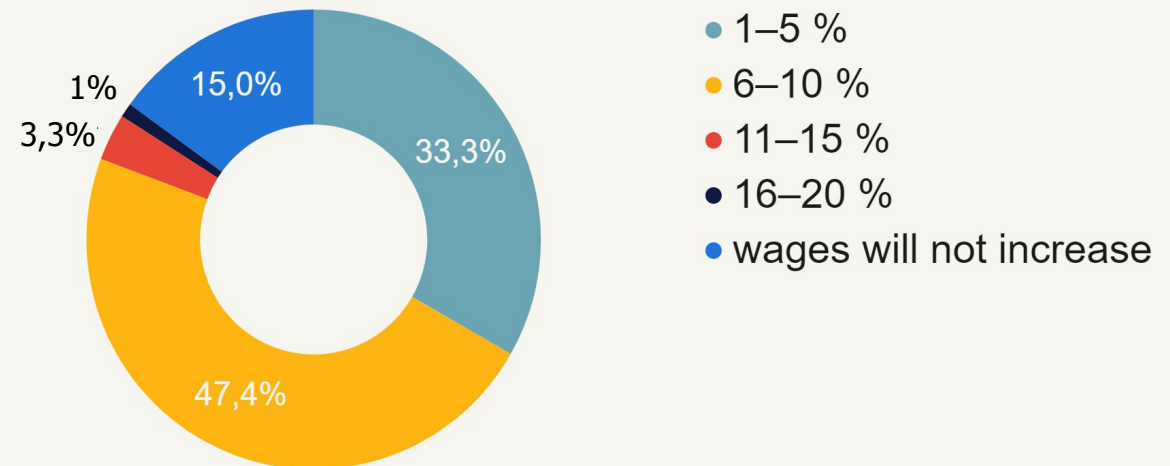
## basic wage growth plan next year



most respondents plan to raise wages between 6-10 % next year.



as 2022 wage increases were planned for 2023



**4.8%**

does not plan to raise wages in 2024.  
Last year, 15% answered the same question.

# how individual sectors plan to raise wages in 2024.

sector	increase
banking/insurance/financial services	6-10%
energy, mining/gas industry	6-10%
FMCG	6-10%
enterprise services/shared services	6-10%
advertising/marketing/PR	6-10%
show business	6-10%
pharmaceutical/chemical industry	5-9%
construction industry	4-8%
production/industry	4-8%
automotive	3-7%
IT/technologies	3-7%
retail and distribution	3-7%
engineering	3-7%
transport & logistics	2-6%
food industry	2-6%
HR	1-5%
viticulture	1-5%
healthcare	1-5%



respondent

profile.



# respondent profile.

The survey on current wages presents data obtained from Czech companies operating in various industries. 105 companies completed the survey in October 2023.

The most represented sectors are production/industry, automotive and transport & logistics, which together make up 48.5% of the total sample.



## sectors

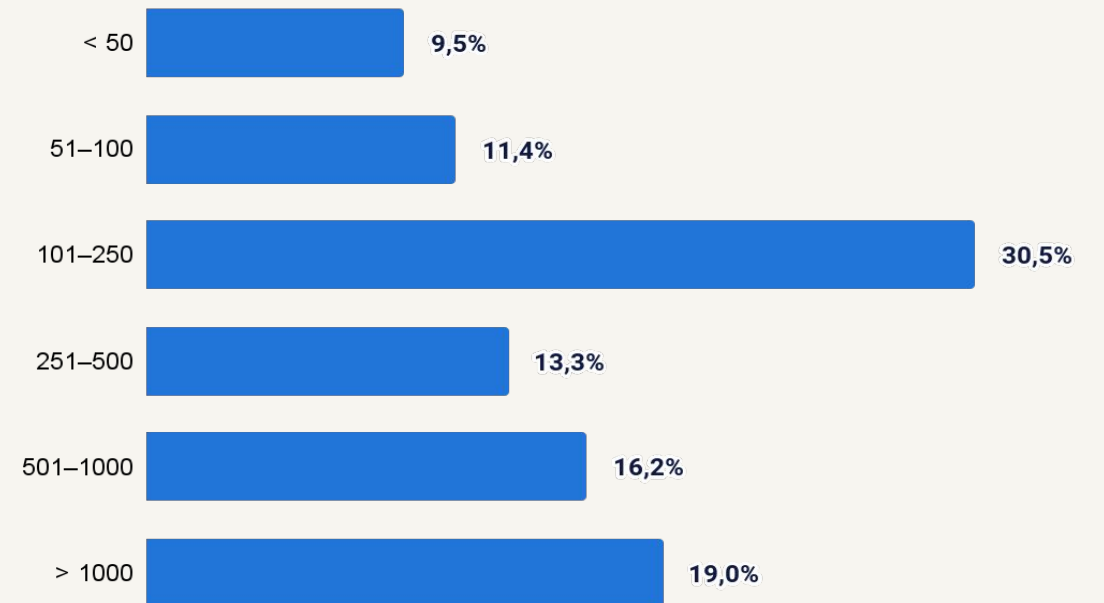
production/industry	23.8%
automotive	15.2%
transport & logistics	9.5%
retail and distribution	7.6%
engineering	7.6%
pharmaceutical/chemical industry	5.7%
FMCG	5.7%
IT/technologies	5.7%
food industry	5.7%
HR	2.9%
enterprise services/shared services	1.9%
construction industry	1.9%
financial services	1.0%
energy, mining/gas industry	1.0%
advertising/marketing/PR	1.0%
others	3.8%

# respondent profile.

Organizations with between 101 and 250 employees represent 30.5% of the sample.



## by the number of employees



randstad

human forward.

