

Base Salary **Planned Increases** in 2020 in the Czech Republic

All Market Average

4.2%

51% of companies are negotiating 2020 Base Salary increases with Trade Unions representatives. On average, these companies plan to increase Base Salaries by **4%**, however, the final percentage may change subject to negotiation results.

All Market Median

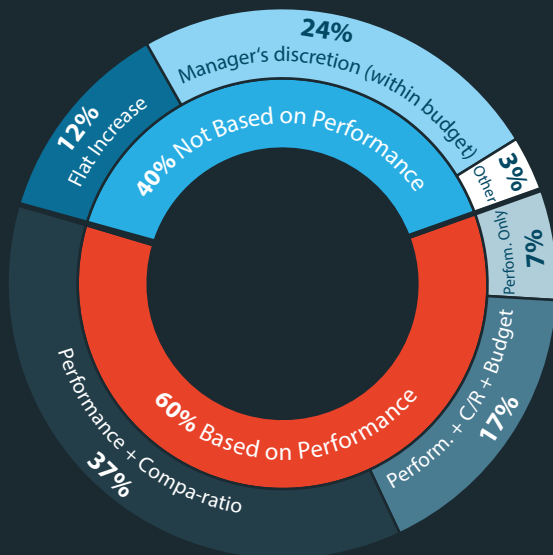
4.0%

49% of companies do not negotiate the 2020 Base Salary increases with Trade unions. On average, these companies plan to increase Base Salaries by **4.5%**.

3% of companies do not plan to adjust base salaries in 2020.

Sector	Average	Median
Manufacturing	4.8%	4.8%
Automotive	5.5%	5.5%
Heavy Industry	4.1%	4.5%
Other Manufacturing	4.5%	4.8%
Non-manufacturing	4.1%	4.0%
Finance	3.5%	3.3%
Insurance	3.4%	3.0%
Banking	3.8%	3.8%
IT/Telco	4.0%	4.0%
FMCG	4.6%	4.5%
Services	6.0%	5.0%
Other	3.8%	4.0%

Approach to Planned Salary Increase



2020 Base Salary Planned Increase Trends

2020 Base Salary planned increases compared to 2019 Base Salary actual increases (the same companies):

27%

Higher increase by **2.1%** on average

55%

Lower increase by **2.6%** on average

18%

No change in increase

Sector view:

83% of the Financial sector companies reduce the planned Base Salary growth by **1.6%** on average.

60% of Heavy Industry sector companies reduce the planned Base Salary growth by **4.2%**.

63% of Automotive sector companies increase Base Salary growth by **2%** on average.

Month of Planned Salary Increase 2020

