

PRAHA JAKO  
REGIONÁLNÍ  
SÍDLO  
NADNÁRODNÍCH  
FIREM



**grafton**<sup>™</sup>  
recruitment

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STAVEBNÍ FÓRUM  
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[www.Grafton.cz](http://www.Grafton.cz)

**INNOVATION  
AT WORK**<sup>™</sup>

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# GRAFTON RECRUITMENT

- Established in Dublin in 1982
- More than 30 years of experience
- Leading provider of Recruitment, Talent Management and HR solutions in the CEE
- 27 offices in 7 countries – CZ, SK, HU, PL, RO, LT, TR



# GRAFTON RECRUITMENT CZECH REPUBLIC

- Czechia's **No. 1 recruitment company** according to the Book of Lists (2011)
- Sales turnover 36,5 mio EUR (2011)
- More than **160 employees** in the Czech Republic
- **2,374** permanent placements (2011)
- **8,085** temporary workers placed (2011)
- **ISO 9001** certified since 2006



# SITE SELECTION & FDI CONSULTING SERVICES

- Grafton provide International Resourcing & FDI Consulting services directly to firms seeking locations for new facilities or relocating operations.
- We work in partnership with government agencies and investment partners internationally with the collective objective of promoting and improving their respective locations to investors.



# INTERNATIONAL LABOUR MARKET EVALUATION

- Availability of labour and required skill sets
- Salary benchmarking and ‘cost to employ’ comparisons
- Labour market trends e.g. unemployment statistics, graduate numbers, demographic analysis



# COMPARISON OF SALARY 'ON COSTS' – PL, HU, SK, CZ,

Country	Currency	Social Taxes	Total Cost to Employ Multiplier
UK	GBP	13.8%	1.138
Poland	PLN	22%	1.2
Hungary	HUF	28.5%	1.285
Slovakia	EUR	35.2%	1.352
Czech Republic	CZK	34.56%	1.3456
Romania	RON	28.5%	1.285

Source: Salary Survey CEE, Grafton Recruitment, 2012

# SALARIES

## CZ, PL, SK, HU, RO

Role	Czech Republic	Poland	Slovakia	Hungary	Romania
CFO	66,000	87,800	65,000	61,200	66,000
	100%	133%	98%	93%	100%
HR Director (10+ yrs Mgmt experience)	53,000	58,500	55,000	58,500	46,800
	100%	110%	104%	110%	88%
Sales Director T/O>50m (Base:)	49,000	55,000	40,000	48,600	40,600
	100%	112%	82%	99%	83%

Source: Salary Survey CEE, Grafton Recruitment, 2012

# TOTAL SALARY COST (SALARY + 'ON COSTS')

Role	Czech Republic	Poland	Slovakia	Hungary	Romania
<b>CFO</b>	88,810	105,360	87,880	78,642	84,810
	100%	119%	99%	89%	95%
<b>HR Director (10+ yrs Mgmt experience)</b>	71,317	70,200	74,360	75,173	60,138
	100%	98%	104%	105%	84%
<b>Sales Director T/O&gt;50m (Base:)</b>	65,934	66,000	54,080	62,451	52,171
	100%	100%	82%	95%	79%

Source: Salary Survey CEE, Grafton Recruitment, 2012



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# CONCLUSION

- Prague has a competitive edge among the CEE capitals, when being compared by salary levels of senior management.
- Employer's on-cost in Prague is one of the highest in the CEE region, with Warsaw being 12,5 percent points below.
- Total salary cost in Prague comparable with Warsaw, Bratislava and Budapest.



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**THANK YOU**

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