

---

# **THE CZECH REPUBLIC'S RESPONSE TO MIGRATION IN THE CONTEXT OF EUROPEAN UNION ENLARGEMENT**

Milada Horakova  
Research Institute for Labour and Social Affairs  
Prague, Czech Republic

# BASIC INFORMATION ABOUT THE CZECH REPUBLIC

---

- Area 78 866 sq. km
- Common borders with: Germany 810.3 km, Poland 761.8 km, Austria 466.3 km, Slovakia 251.8 km
- Density of population per sq. km 129
- Population 10 211 455, males 4 974 740, females 5 236 715 (at 31 December 2003)
- Average age (2001 census): 38.8 years; males 37.1 years, females 40.3 years
- Median (2001 census): 36.6 years, males 35.0 years, females 38.6 years
- Life expectancy males 72.1 yrs., females 78.5 yrs. (2002)
- Age structure: up to 14 years 16%, 15-64 years 71%, over 65 years 14 % (2002)
- Live births in 2003, 93 685 (in 2002, 92 766)
- Deaths in 2003, 111 288 (in 2002, 108 243)
- Natural decrease in population in 2003: -17 603 (in 2002: -15 457)
- Total immigration in 2003: 60 015 (in 2002, 44 679)
- Total emigration in 2003: 34 226 (in 2002, 32 389)
- Migration net in 2003: + 25 789 (in 2002, + 12 290)

Source: Statistical Yearbook of the Czech Republic 2003, Czech Statistical Office, Scientia, Prague 2003, CZSO, Population: by area, region and district; in the year 2003, [www.czso.cz](http://www.czso.cz), The population of the CR 1999-2002, [www.czso.cz](http://www.czso.cz)

# POPULATION AND DEMOGRAPHIC DEVELOPMENT IN THE CZECH REPUBLIC AND PROGNOSIS

---

- The population of the Czech Republic pursuant to a preliminary statistical balance is 10,211 thousand (31 December 2003).
  - In the period 1990-2003 the population decreased by 161 thousand, since the foundation of the independent Czech Republic (1993) by 129 thousand (mid-year values at July 1).
  - The Czech population may be stabilized to a certain degree only with the synergy of high fertility rate, low mortality and high positive net migration.
  - The migration of foreigners has helped to reduce population decrease since 1990 but only in 2003 did it contribute to a change in the long-term trend. In 2003 the population increased by 8.1 thousand (on 2002) thanks to exceptionally high positive net migration.
  - The medium projection scenario by the CZSO (Czech Statistical Office) assumes a mild increase in live births which would however, not be sufficient to outweigh the number of deaths resulting in a natural population decline of about 15 – 18 thousand per year.
- Assuming an annual positive net migration of about 25 thousand, population increase is possible.
- Positive net migration may thus compensate for unfavourable demographic development for a limited period and prevent a population decrease to under 10 million, which, if the present situation remains unchanged, could well occur between the years 2015-2050.

# POPULATION AND DEMOGRAPHIC DEVELOPMENT IN THE CZECH REPUBLIC AND PROGNOSIS cont'd

---

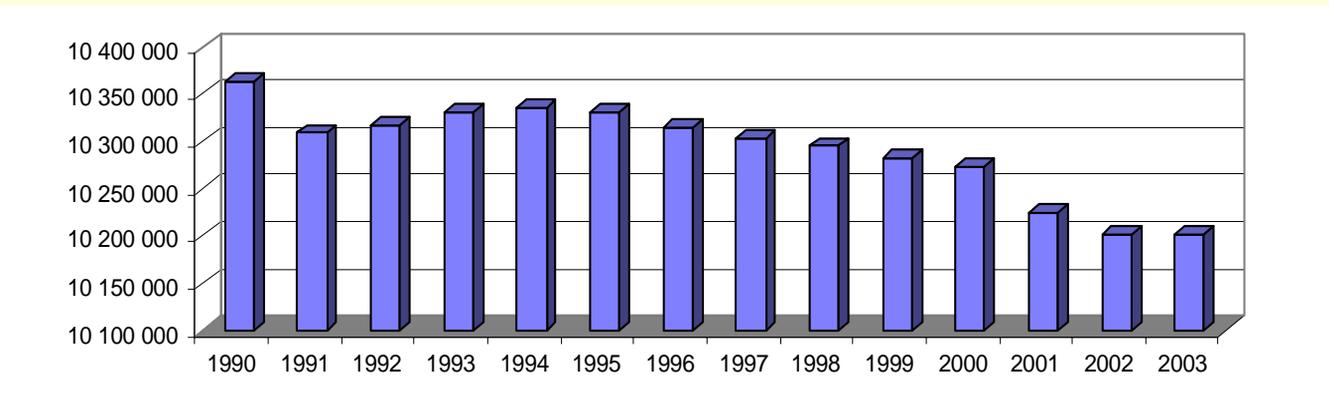
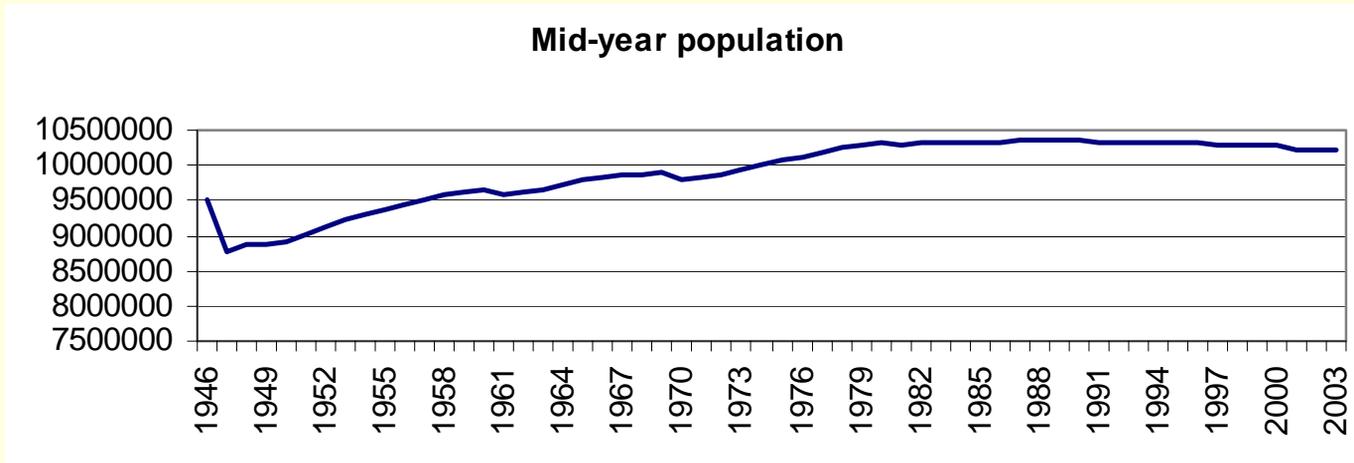
- The age structure of the population in the 1990s was favourable for the economy; the number of persons of economically active age (15-64 years) grew. Between 1991 and 2002 the proportion of children under 14 in the total population decreased steadily from 21% to 16%, thus for the first time in the Czech Republic's history the share of children in the total population dropped to less than 20%. Since 1996, the number of persons over 60 years of age has exceeded the number of children below the age of 15 years.
- During the last ten years mortality has outbalanced the birth rate with the trend set to continue despite one favourable development in 2003 – live births increasing by 2 thousand on 2002.
- Life expectancy increased in the period 1990 -2002 by 4 years (68.1 to 72.1), for women by 3.1 years (from 75.4 to 78.5). Prognoses suggest further increases in life expectancy and a decrease in mortality.

# POPULATION AND DEMOGRAPHIC DEVELOPMENT IN THE CZECH REPUBLIC AND PROGNOSIS cont'd

---

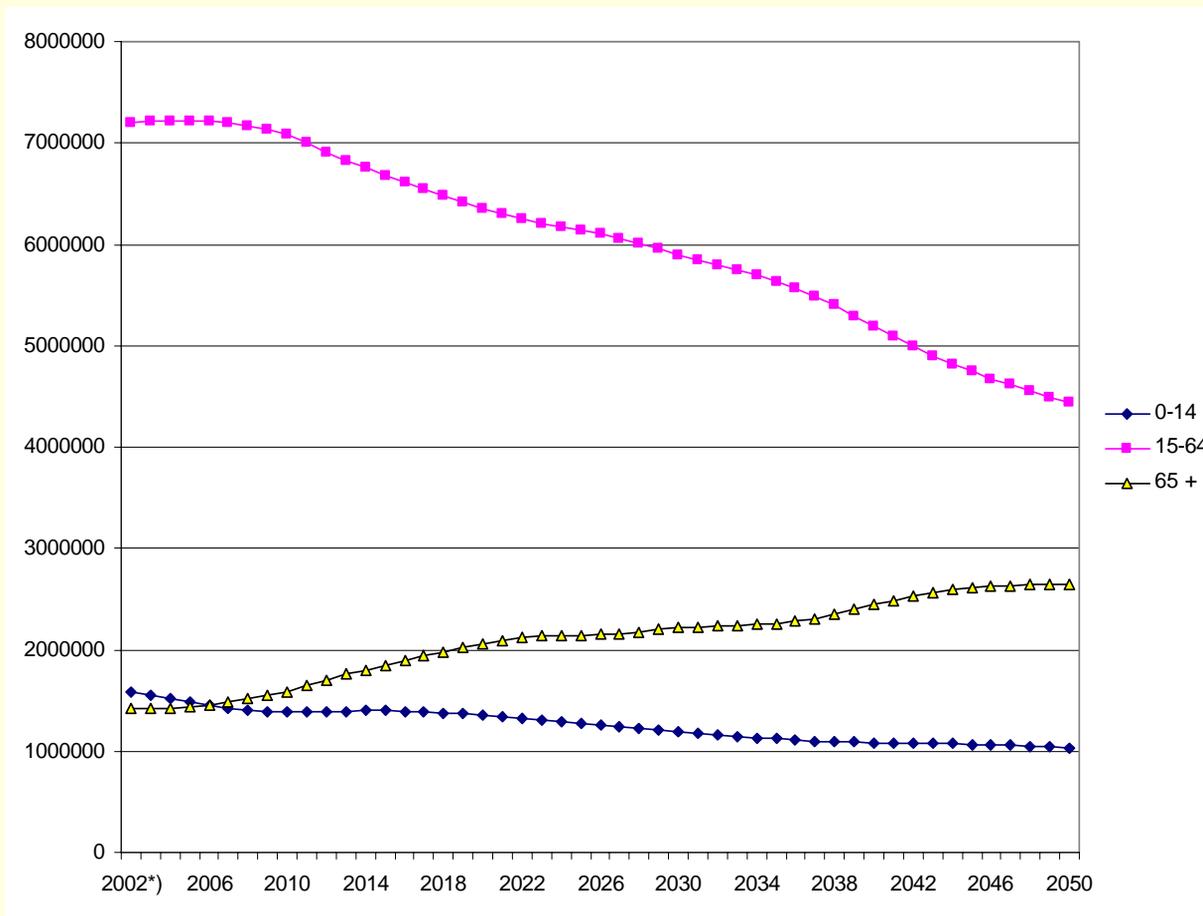
- Average age grew by 2.5 years in the period between the last two censuses (1991-2001). Should this trend continue, the average age could reach 54 years in 2050 (not taking into account potential net migration), a value so far not recorded in any other country. Average age according to the 2001 census was 37.1 years for men (age median 35.0 years), for women 40.3 years (age median 38.6 years), combined 38.9 years (age median 36.6 years). In 2003 the average age of the combined Czech population reached 39.3 yrs.
- Total fertility (number of live births per female) increased in 2003 (according to CZSO estimates) to 1.18 (from 1.17 in 2002). The CZSO prognosis assumes a constant increase in fertility to 1.30 in 2010, eventually reaching 1.60 (medium scenario).
- The marriage rate has fallen to its lowest level since WWI. The divorce rate has increased as has the number of cohabitating persons.
- The Czech Republic shows the lowest birth rate of any European country.
- The population will continue to age leading to an increase in the number of people of post-productive age, despite an increase in the retirement age.
- Economically dependent persons (senior citizens) are set to outnumber children.
- The Czech Republic is striving for an increase in population and a more favourable age structure, better corresponding to the needs of the national economy.

# MID-YEAR POPULATION OF THE CZECH REPUBLIC (1946-2003)



# PROGNOSIS OF THE CZECH POPULATION DEVELOPMENT BY AGE (CZSO)

## MEDIUM VARIANT WITHOUT MIGRATION



# EXTERNAL MIGRATION IN THE CZECH REPUBLIC

---

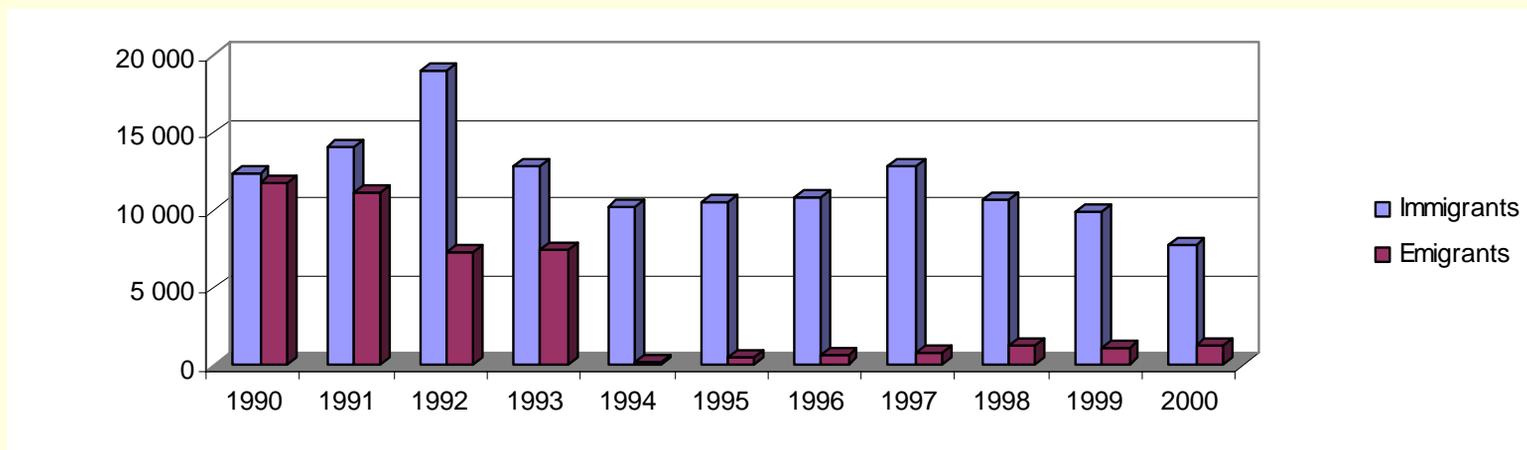
- The Czech Republic was, in the 1990s, an important transit country; today it is becoming a target country for migration originating principally in Central and Eastern Europe.
- Since the beginning of the 1990s inward migration has had a positive effect on population development in the Czech Republic.
- Migration is primarily economically motivated.
- Throughout the entire history of the former Czechoslovakia, migration occurred from Slovakia to the now Czech Republic. This trend continues despite the “Velvet Divorce” of 1993 and it is expected that in the future migration between Slovakia and the Czech Republic will be significant considering the cultural/linguistic similarities and the strong social/family ties of the population of the two countries.
- The migration of Slovak Roma has occurred with varying intensity since the end of WWII. This is expected to continue into the future due to family ties between Czech and Slovak Roma.
- In last three years (2001-2003) immigration total was 118 thousand, emigration 88 thousand, net migration nearly +30 thousand. Total net migration for the period 1990-2003 was +117 thousand.

# EXTERNAL MIGRATION BETWEEN THE CZECH REPUBLIC AND EU MEMBER STATES

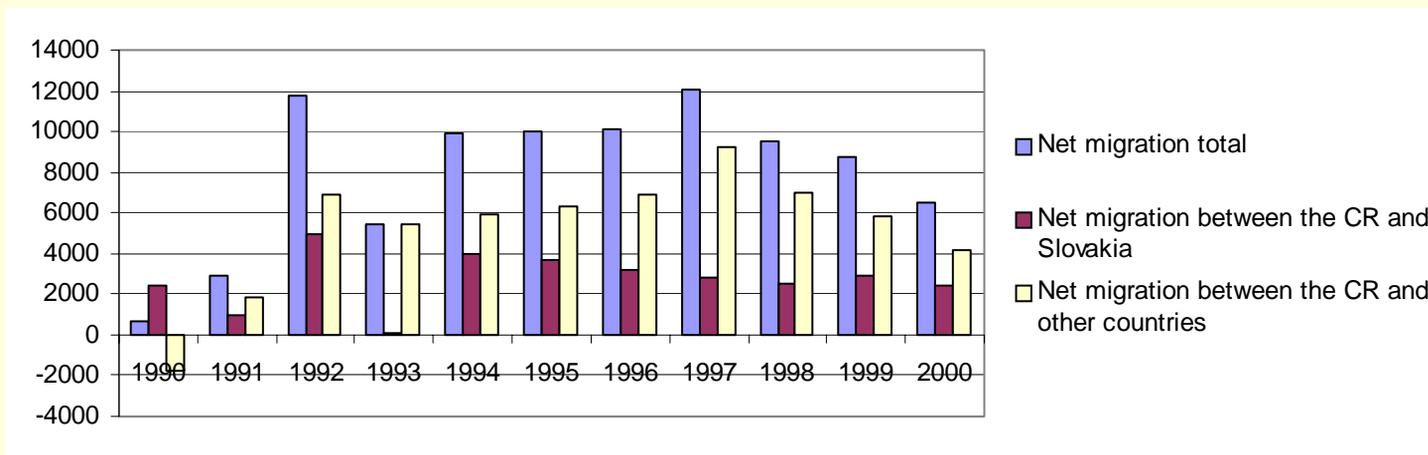
---

- Migration concerning Slovakia and Poland is of major importance, migration from the remaining accession EU 10 countries is negligible
- Migration from pre 1 May 2004 EU member states (EU-15) is low and has increased very little over the last 10 years. The most significant is that to/from Germany.
- The migration of foreigners from other than EU countries played a major role after 1990.
- Migration development will be affected primarily by legal regulations with respect to the entry and subsequent stay of foreigners from third countries. The Czech Republic is more open to such migration than other EU member states. Therefore, it is expected that such migration will continue and even increase in the future.
- Official numbers concerning the cross-border migration of Czech citizens are very low and have a very small influence on total migration. Repatriation waves characteristic of the 1990s have gradually subsided and the number of permanent emigrants shows a modest increase, thus resulting in a slight decrease in the negative net migration of Czech citizens. Experts do not expect this trend to change, not even in the near future.
- The Czech Republic exhibits long-term positive net migration and this trend is expected to continue into the future.

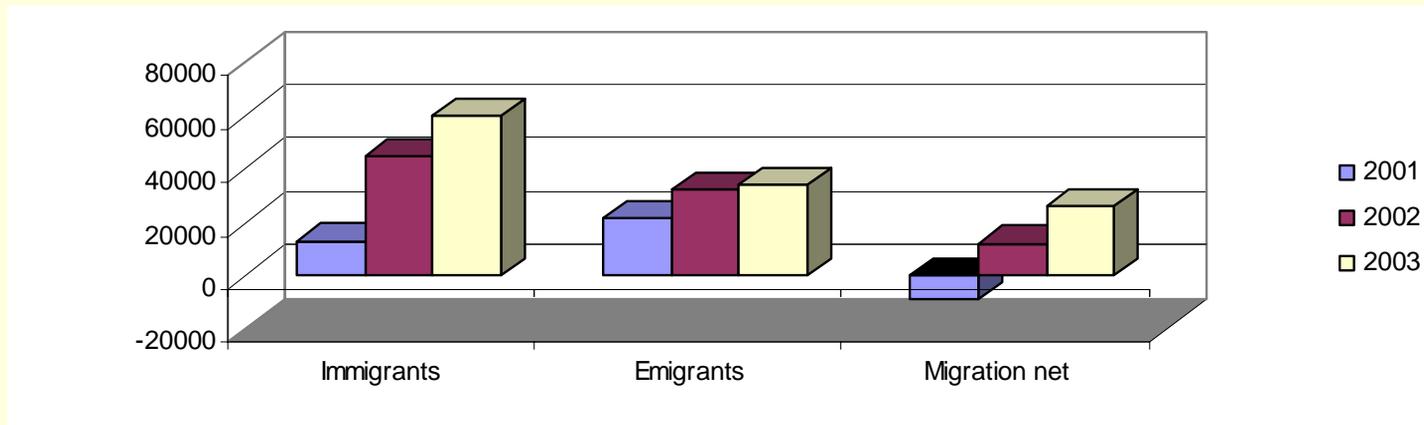
# EXTERNAL MIGRATION IN THE CZECH REPUBLIC 1990-2000 (end of year)



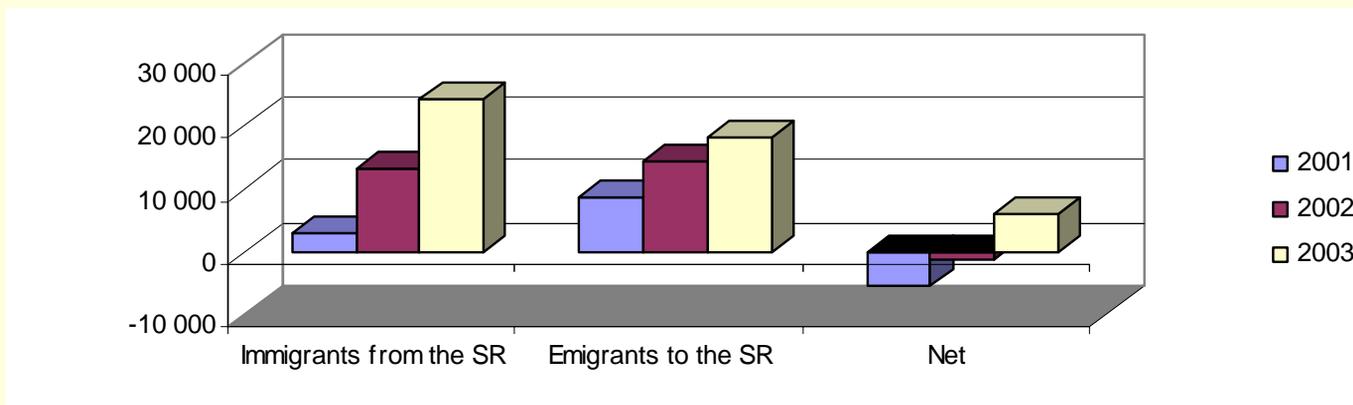
# NET MIGRATION BETWEEN THE CZECH REPUBLIC AND SLOVAKIA AND BETWEEN THE CZECH REPUBLIC AND OTHER COUNTRIES (End of year)



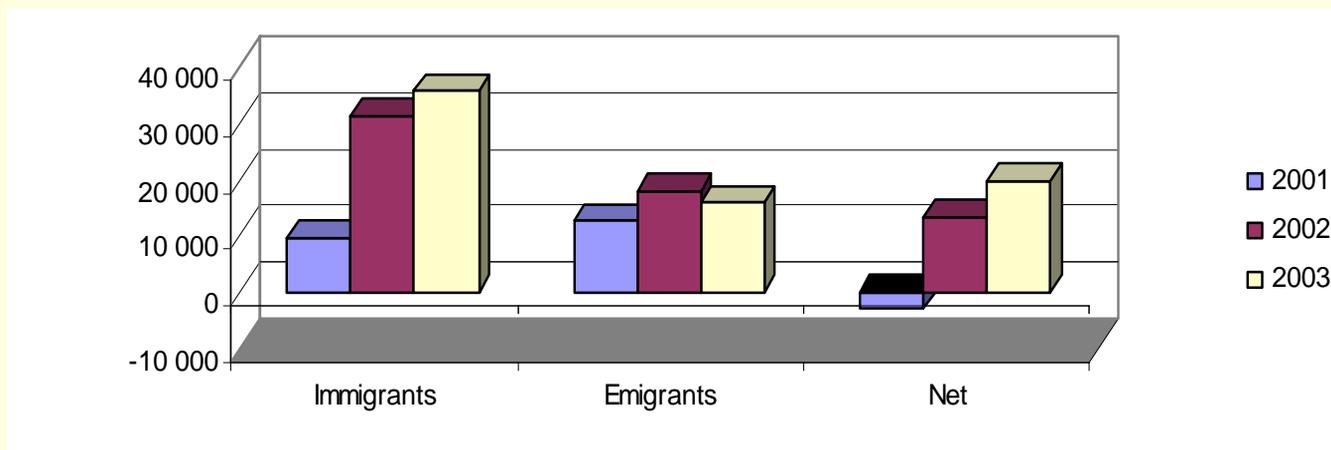
# EXTERNAL MIGRATION IN THE CZECH REPUBLIC 2001-2003 (end of year)



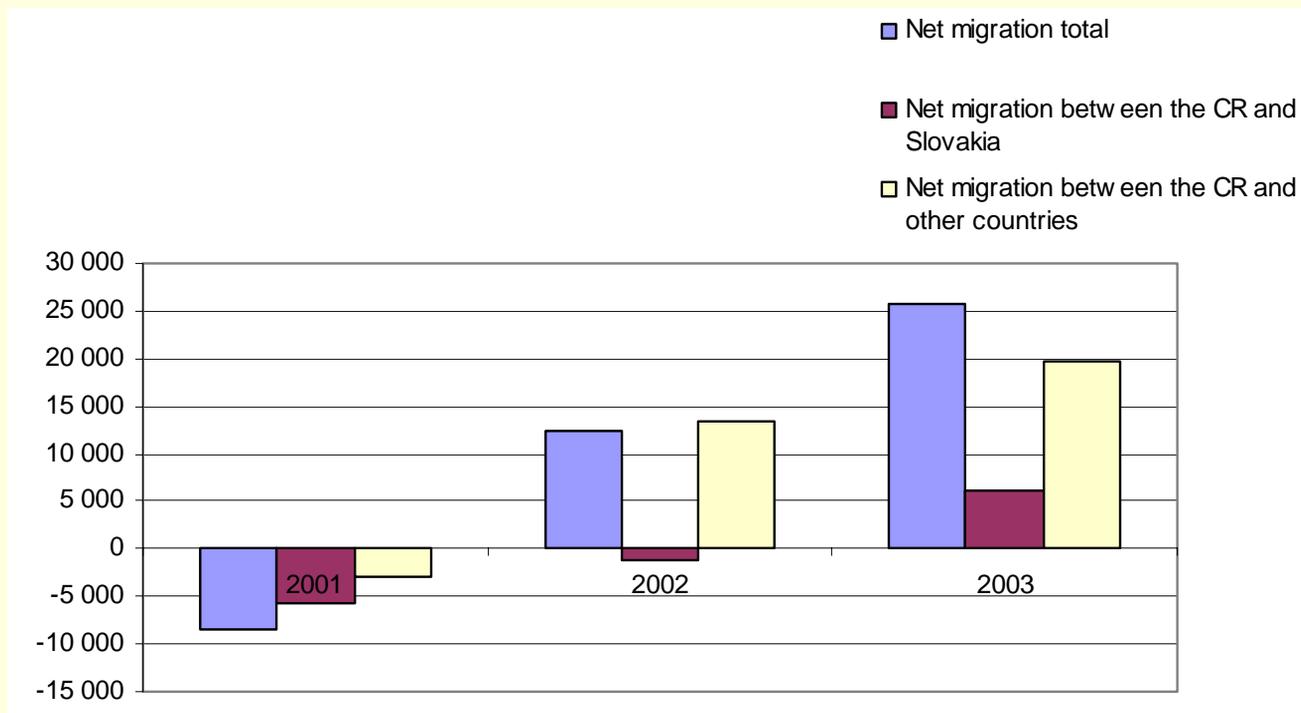
# MIGRATION BETWEEN THE CZECH REPUBLIC AND SLOVAKIA 2001-2003 (End of year)



# MIGRATION BETWEEN THE CZECH REPUBLIC AND OTHER COUNTRIES 2001-2003 (End of year)



# NET MIGRATION BETWEEN THE CZECH REPUBLIC AND SLOVAKIA AND BETWEEN THE CZECH REPUBLIC AND OTHER COUNTRIES 2001–2003 (End of year)

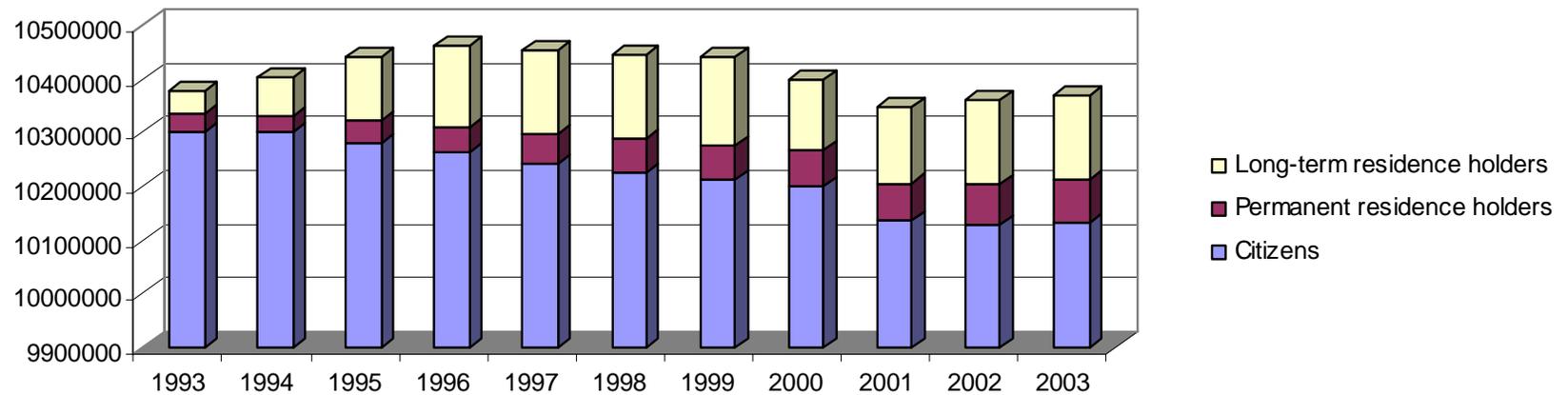


# FOREIGNERS HOLDING RESIDENCE PERMITS

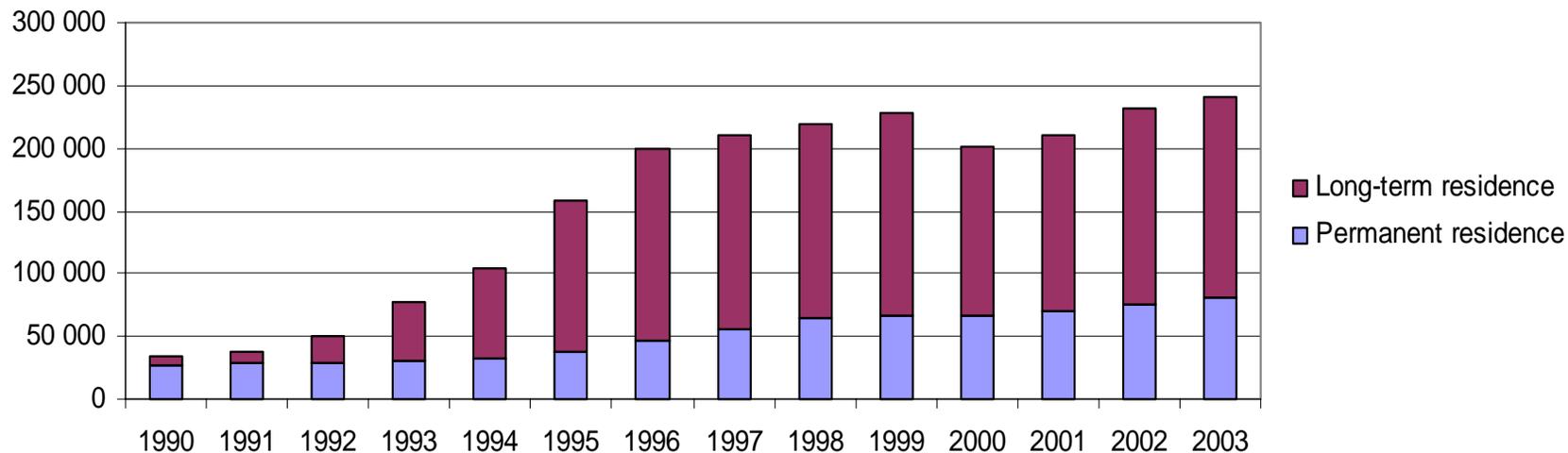
---

- At the end of 2003 there were 240 thousand foreign holders of residence permits in the Czech Republic, making up 2.3% of the total population. Foreigners with long-term residence made up 1.5%, those with permanent residence 0.8%.
- Temporary migration of foreigners is often followed by permanent settlement, sometimes resulting in their naturalisation. In the period 1999-2003 Czech citizenship was granted to almost 25 thousand foreigners, mainly Slovaks (86% in 1999, 84% in 2000, 75% in 2001, 65% in 2002). Their share is gradually falling and that of naturalised foreigners from other countries is on the increase.
- Three quarters of foreigners with residence permits in the Czech Republic (both temporary and permanent) may be considered settled since the length of stay exceeds one year. This number is increasing, 164 thousand in 2001 and 179 thousand in 2002.
- The reasons for foreigners settling in the Czech Republic (legal stay of more than one year) are: economic activities 51%, family unification 30% and settlement 15% (end of 2002).

# FOREIGNER CONTRIBUTION TO THE CZECH POPULATION (DEC. 31)



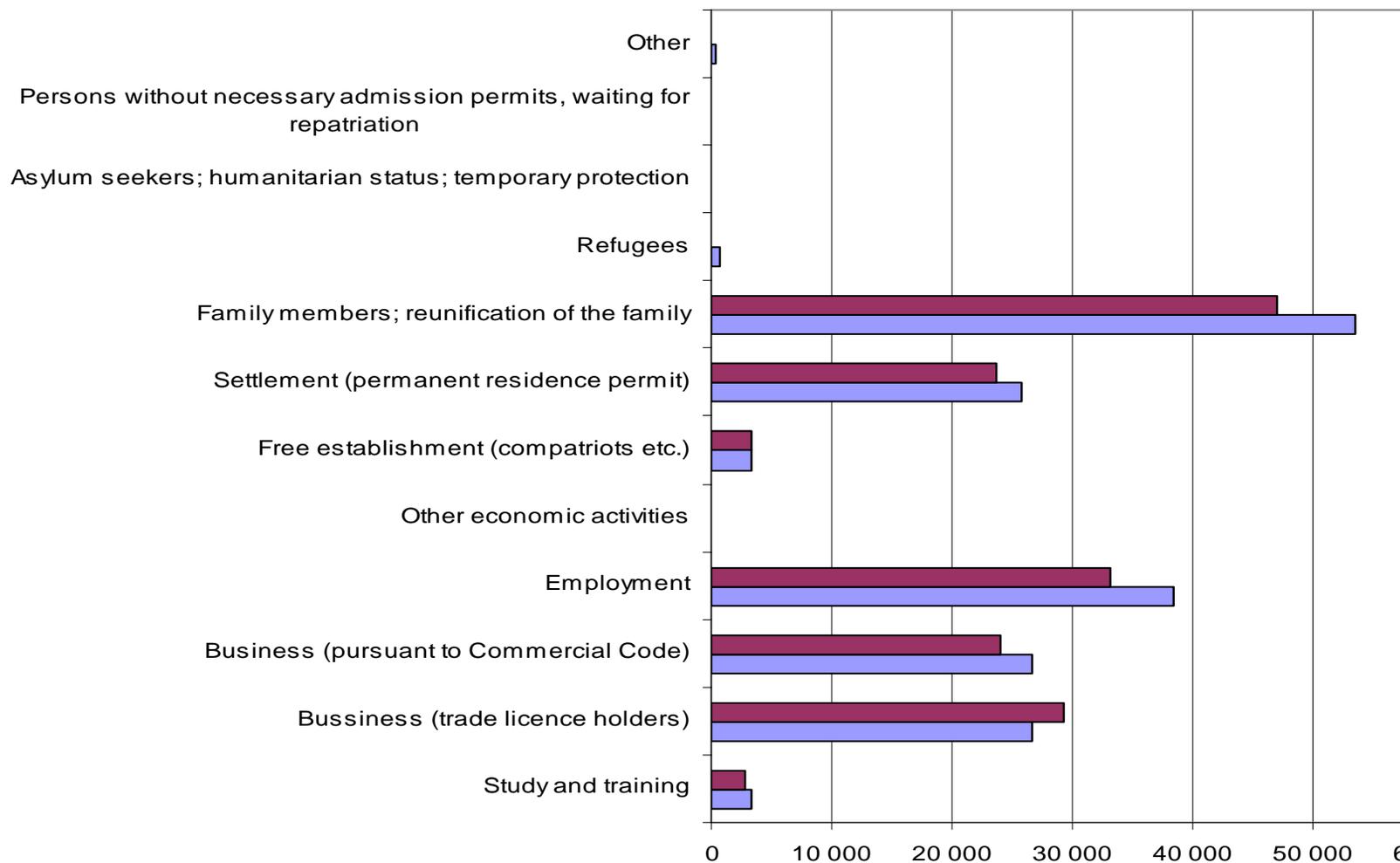
# FOREIGNERS HOLDING RESIDENCE PERMITS 1990-2003 (DEC. 31)



Source: Source: Directorate of Immigration and Border Police, Ministry of the Interior on Foreigners in the Czech Republic 2001, CZSO, Scientia, Foreigners in the Czech Republic 2003, CZSO, Scientia, Bulletin 12, International Labour Migration in the Czech Republic, RILSA Prague, 2004. Graph RILSA, Milada Horakova

# REASONS FOR FOREIGNER RESIDENCE IN THE CZECH REPUBLIC

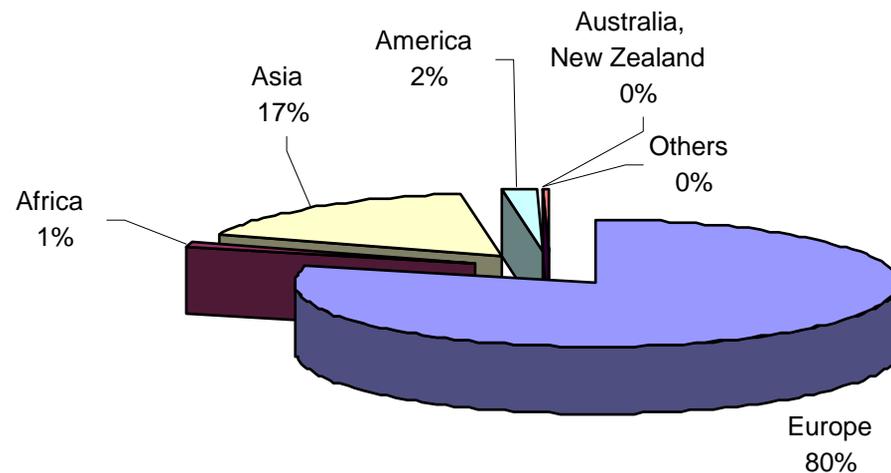
## COMPARISON OF YEARS 2001, 2002 (End of year)



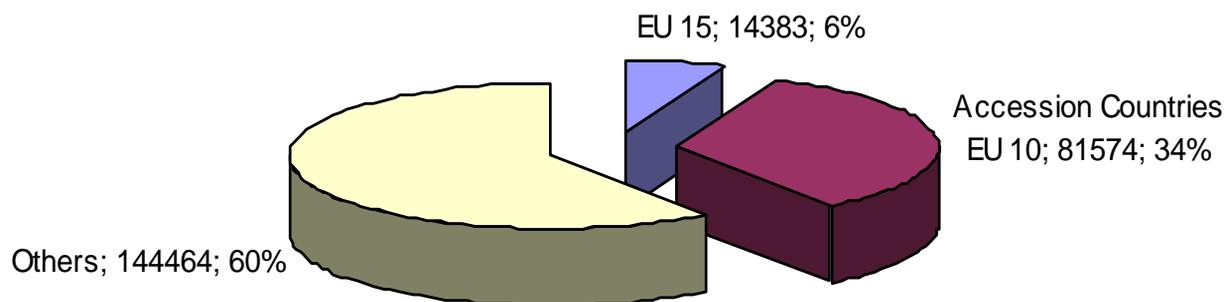
# EXTERNAL MIGRATION – SOURCE COUNTRIES

- Czech residence permits have been granted to foreigners from a total of 185 countries (80% from Europe, 17% from Asia, 2% from the Americas and 1% from Africa).
- The most significant source countries comprise: Slovakia, Ukraine, Vietnam and Poland.
- EU 25 citizens make up 40% of the total number of such foreigners, 34% being EU 10 accession country citizens and 6% those of EU 15 member states (end of 2003).
- Citizens of the EU 10 accession countries are made up of 80% Slovaks and 19% Poles. The number of Slovak citizens holding Czech residence permits is on the increase (in the period 1994-2003 it grew by 48 thousand, consisting mainly of citizens holding temporary residence permits). The number of Polish citizens decreased in the same period by about 4 thousand.
- The number of EU 15 citizens with Czech residence permits is increasing only very slowly; in the period 1994-2003 growing from 12.5 to 14.4 thousand, the highest increase being recorded for German citizens (from 4 to 5 thousand).
- The number of residence permits issued to citizens of Eastern European countries [1] grew by 64 thousand in the period 1994-2003 (from 30.4 to 94.6 thousand). This number peaked in 1999, dropping thereafter. People from this region are expected to play an important role in migration to the Czech Republic in the future.
- The highest increase in the number of Czech residence permits granted was recorded in the period 1994-2003 for citizens of Ukraine (from 14.2 to 62.3 thousand) and Vietnam (from 9.6 to 29 thousand).
- [1] This group contains the following countries: Albania, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Serbia and Montenegro, Macedonia, Moldova, Rumania, Russia and Ukraine.

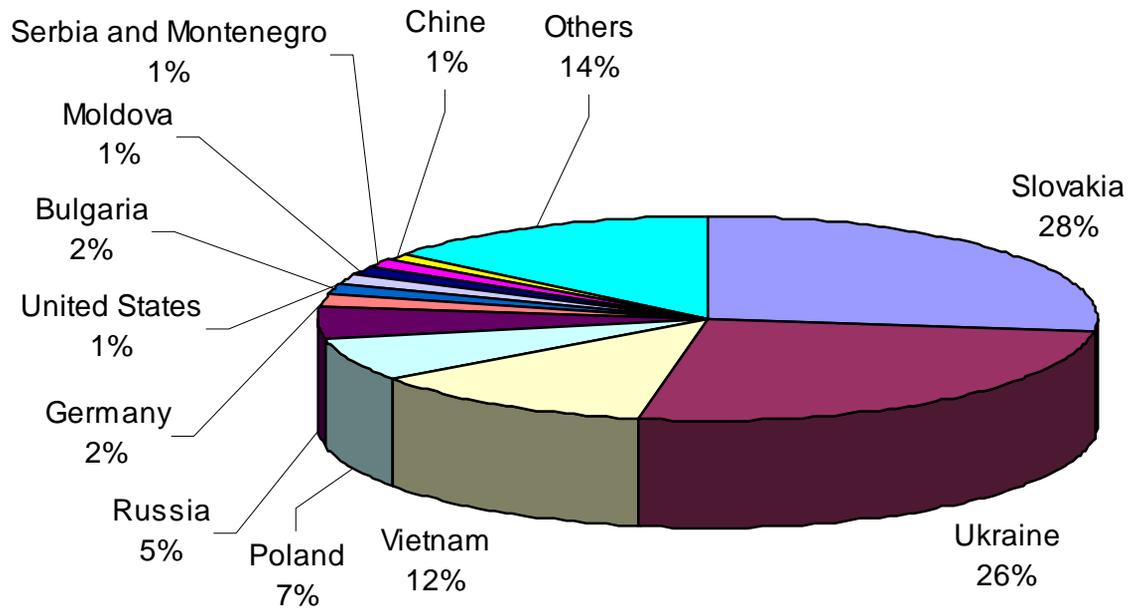
# FOREIGNERS HOLDING RESIDENCE PERMITS BY CONTINENT IN 2003 (DEC. 31)



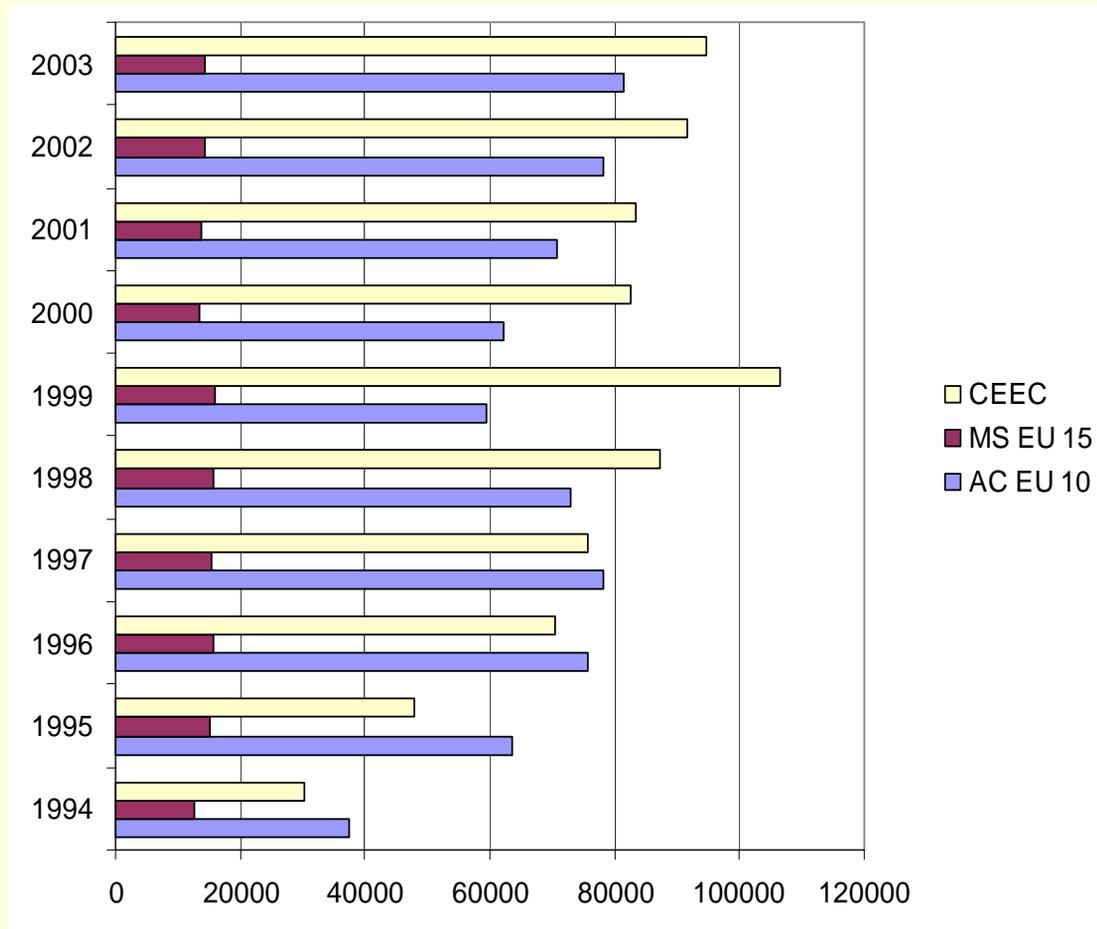
# EU 25 RESIDENCE PERMITS HOLDERS IN 2003 (DEC. 31)



# MAIN GROUPS OF RESIDENCE PERMITS HOLDERS IN 2003 (DEC. 31)



# RESIDENCE PERMIT HOLDERS FROM CENTRAL AND EASTERN EUROPEAN COUNTRIES (CEEC), ACCESSION COUNTRIES (EU 10) AND MEMBER STATES (EU 15) IN 2003 (DEC 31)



# ECONOMIC DEVELOPMENT AND THE LABOUR MARKET

---

- The socialist type economy was ineffective *inter alia* because of over-employment. The market environment gradually eliminates this anomaly.
- The employment rate of Czechs aged 15-64 years in 2001 was higher than in EU countries (Czech Republic 65.3%, EU 63.9%).
- In 2002 the employment rate of the 15-64 age group reached 65.7%.
- The overall economic activity of the Czech population is decreasing even though the various negative impacts of demographic development on the labour market have so far not been felt.
- In those regions experiencing a high level of structural change the number of work places is declining; an insufficient number of new work places are being created in the appropriate work areas.
- The economically non-active part of the population over 15 years is growing.

# ECONOMIC DEVELOPMENT AND THE LABOUR MARKET cont'd

---

- The disproportion between supply and demand in the labour market persists; demand substantially exceeds supply.
- The risks of unemployment and labour market segmentation are high.
- Long-term and repeated unemployment persists.
- Structural changes in the national economy have resulted in decreasing employment in the primary and secondary sectors; the growth of the tertiary sector is not sufficient to absorb the labour force from shrinking sectors.
- Employment in the machinery, metal processing and electro-technical industries has decreased substantially.
- Labour productivity in the Czech Republic is lower than that of more developed countries.
- The geographical mobility of the labour force is low.
- The development of small and medium enterprises is problematic; conditions for such development are not favourable.
- The Czech economy and labour market will become increasingly affected by the various permanent structural changes which are underway in the EU.

# ECONOMIC DEVELOPMENT AND THE LABOUR MARKET cont'd

---

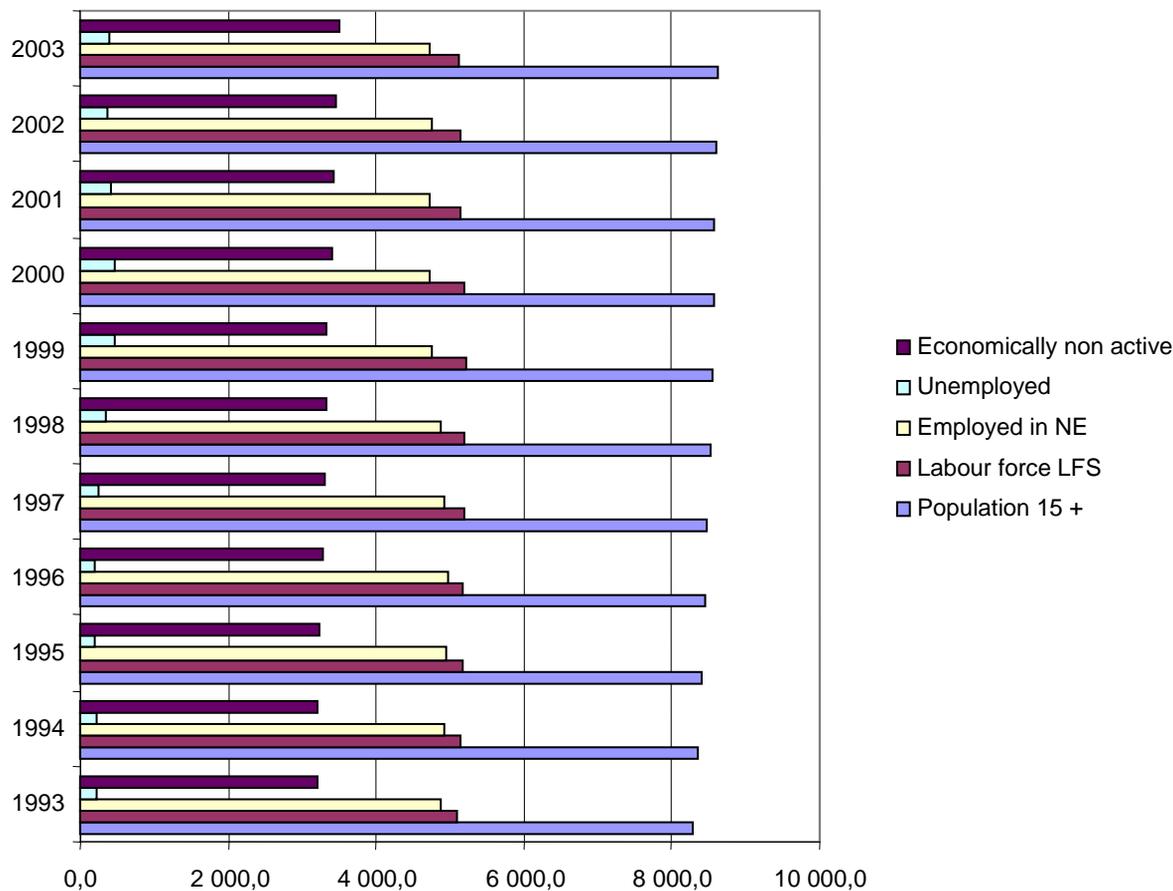
- The present level of employment may be maintained provided that the annual economic growth rate is at least 3%. Such a growth rate however is highly unlikely.
- Pressures to increase productivity, to reduce over-employment, to introduce new methods and modern technologies will become stronger.
- Pro-active employment policy instruments are not sufficient to decrease the level of long-term and repeated unemployment. A system improvement is necessary.
- The response of the national education system to the needs of the economy and the labour market is inadequate.
- The economic framework for the support of employment is insufficient. System changes are necessary not only in the areas of education and pro-active employment policy but also concerning taxes, levies, the social benefit system, preventing discrimination in the labour market and reducing the size of the grey economy.

# ECONOMIC DEVELOPMENT AND THE LABOUR MARKET cont'd

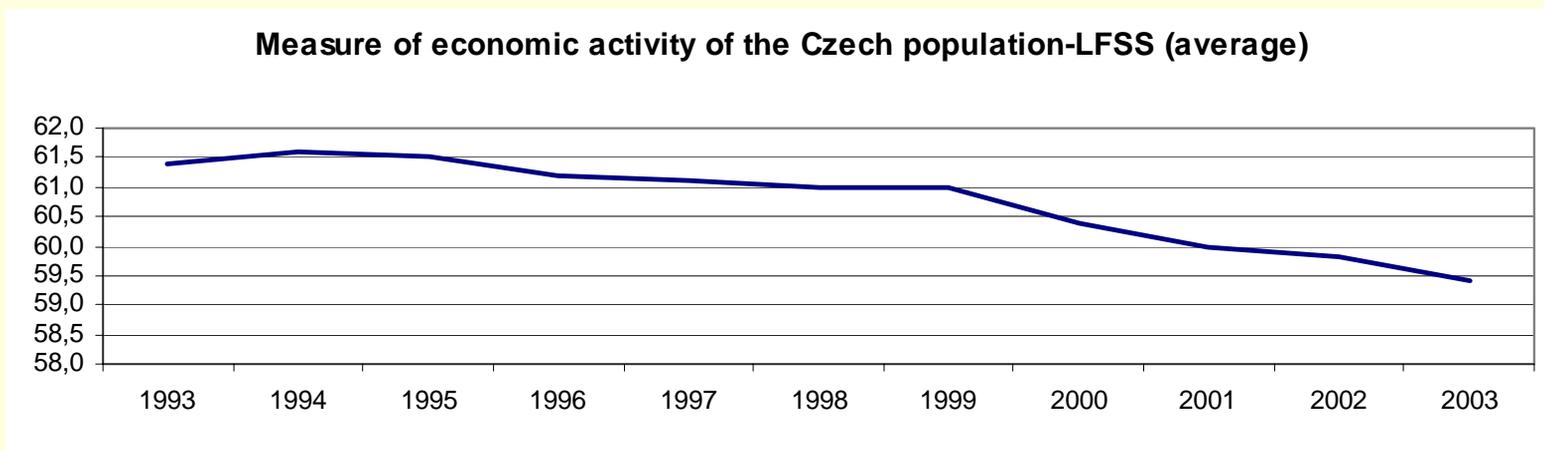
---

- The unemployment rate, determined according to ILO methodology, stood at 8.1% in the 4th quarter of 2003, corresponding to the European average.
- Registered unemployment peaked in February 2004 at 10.9%, labour offices recording over half a million unemployed persons in the Czech Republic. There were 13 job applicants per one vacant position at that time. In March 2004, registered unemployment dropped slightly to 10.7%; further decreases are expected in the coming months.
- As far as unemployment is concerned, those with low skills and education are most at risk.
- High risk groups in the labour market consist of the physically and mentally handicapped, Roma, those with low skills, women (particularly those taking care of children under 15 yrs or other economically dependent persons), older workers, school leavers and adolescents and low-skilled socially mal-adaptable persons.
- The number of older people in the workforce is on the increase while that of women is falling.
- The unskilled labour force is gradually being forced out of the labour market.

# ECONOMIC STATUS OF THE CZECH POPULATION (average)

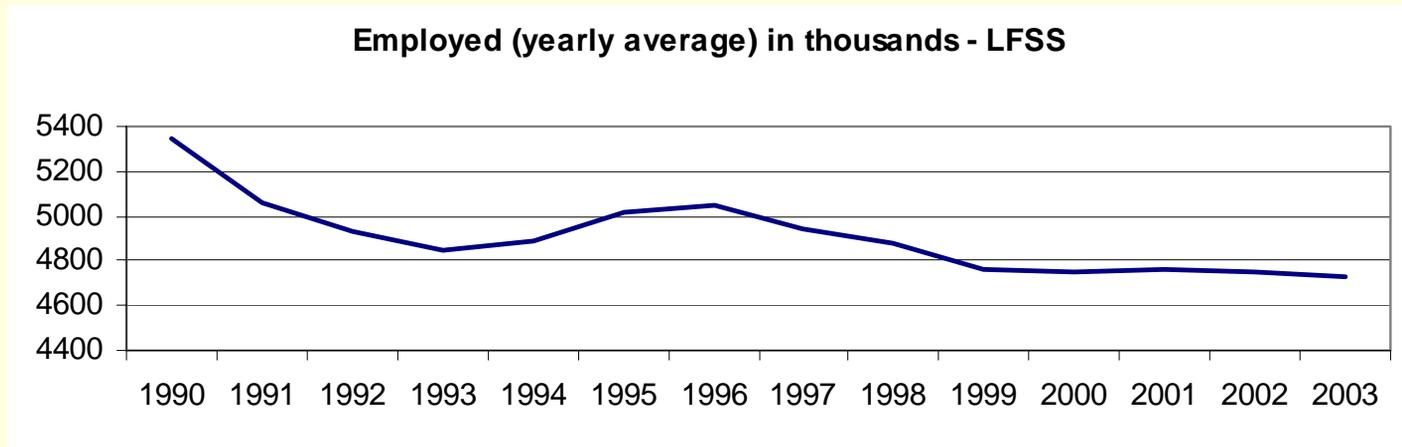


# MEASURE OF ECONOMIC ACTIVITY OF THE CZECH POPULATION IN %



Note: Measure of economic activity of the Czech population = the share of employed in the NE + registered unemployed compared to total population 15 + in per cent

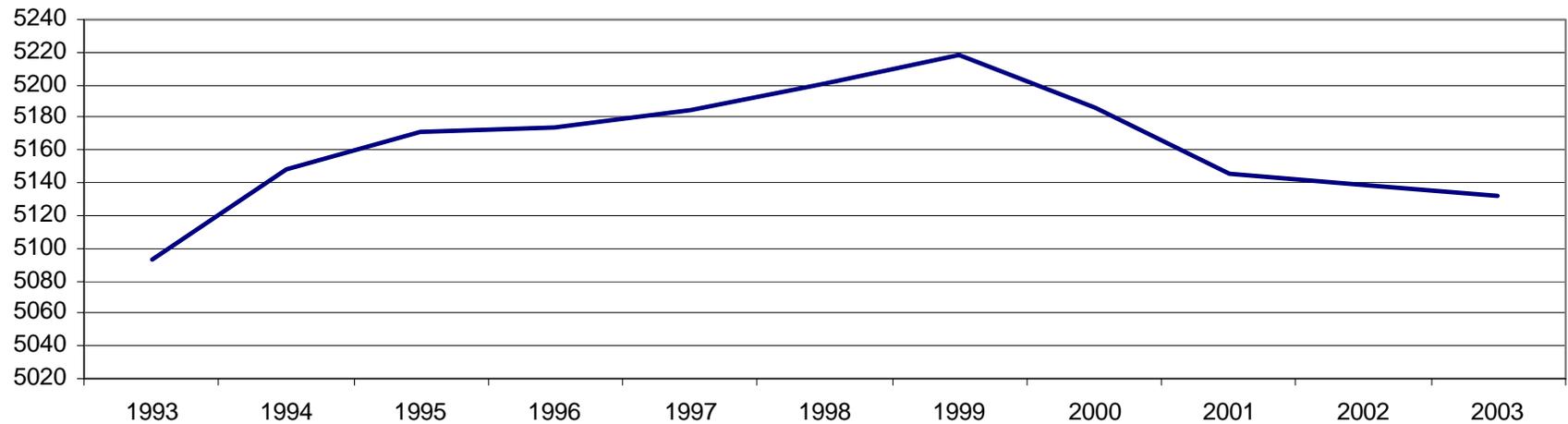
# EMPLOYED IN THE NATIONAL ECONOMY



Employed = all persons over 15 being, during the reference week, a paid employee or employed in own business (at least for one hour during the reference week).

# THE CZECH LABOUR FORCE

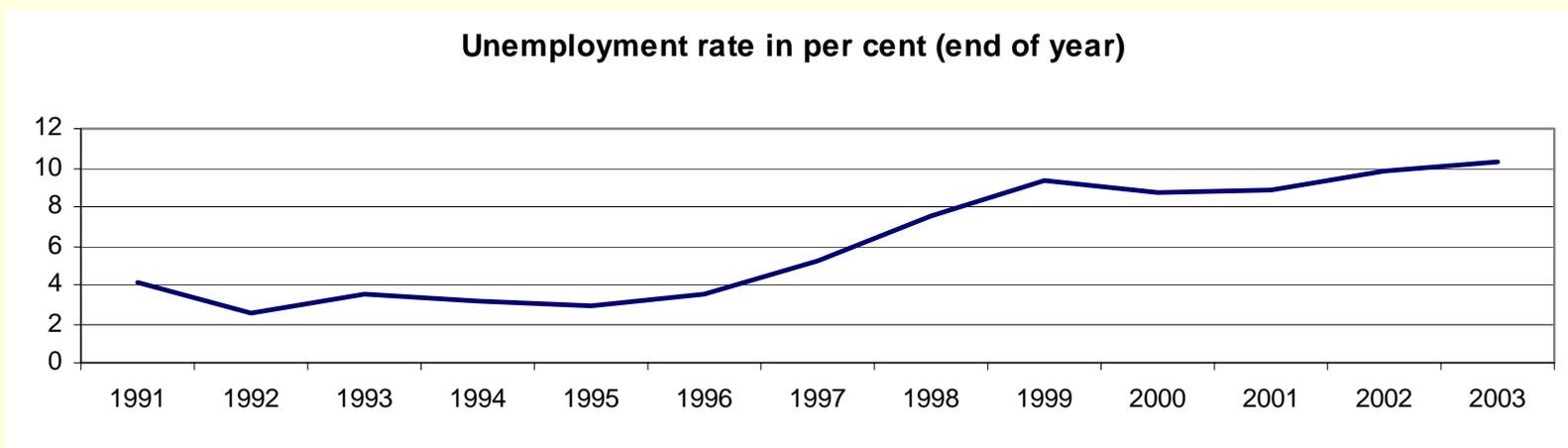
Labour force LFSS (average in thousands)



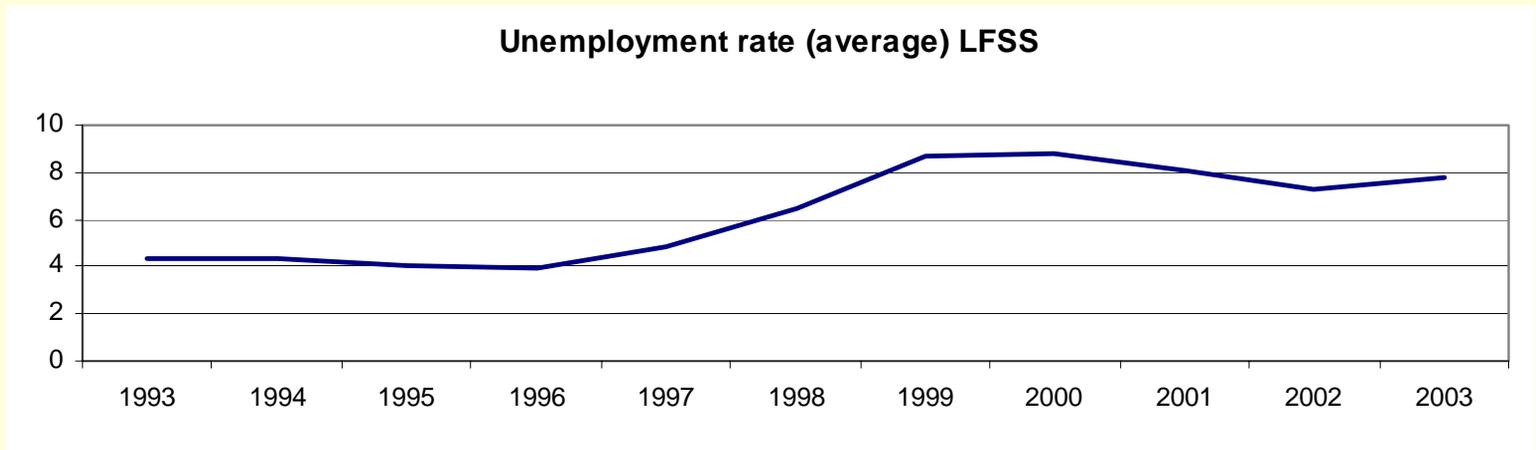
Labour force = persons 15 + who are qualified to be classified as employed or unemployed.

Source: LFSS/CZSO in: Labour market in the Czech Republic 1993-2002, CZSO LFSS Labour market in the Czech Republic, 2000. Employment and unemployment in the CR, Labour force sample survey IV.Q. 2003, [www.czso.cz](http://www.czso.cz). Graph RILSA, Milada Horakova

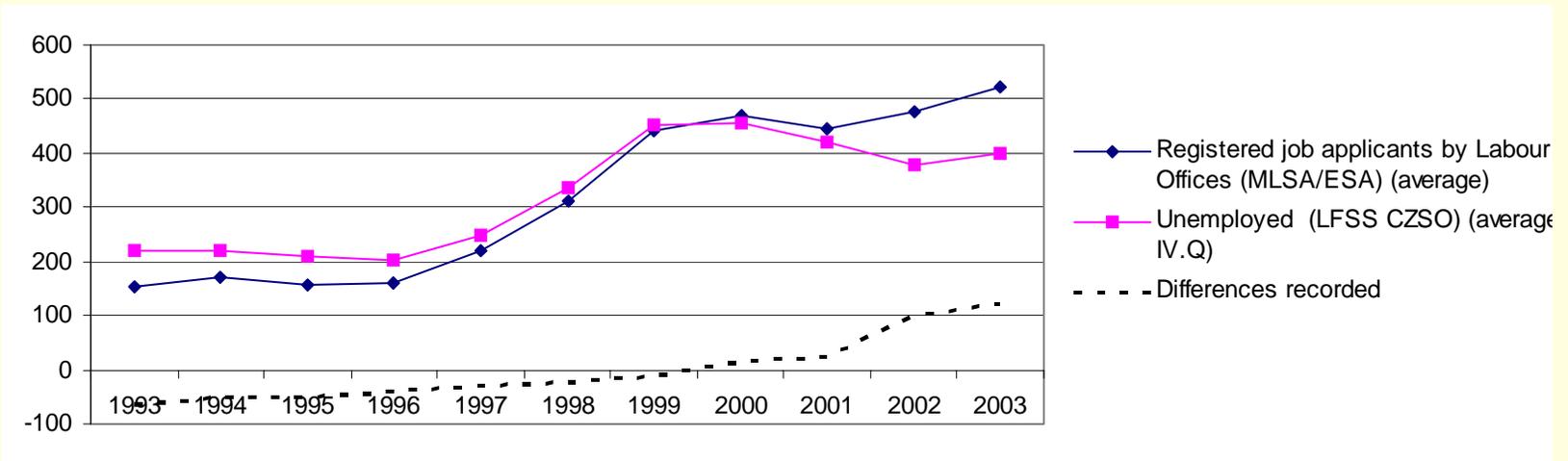
# UNEMPLOYMENT RATE DEVELOPMENT (In %)



# UNEMPLOYMENT RATE REGISTERED BY CZSO - LABOUR FORCE SAMPLE SURVEY (In %)

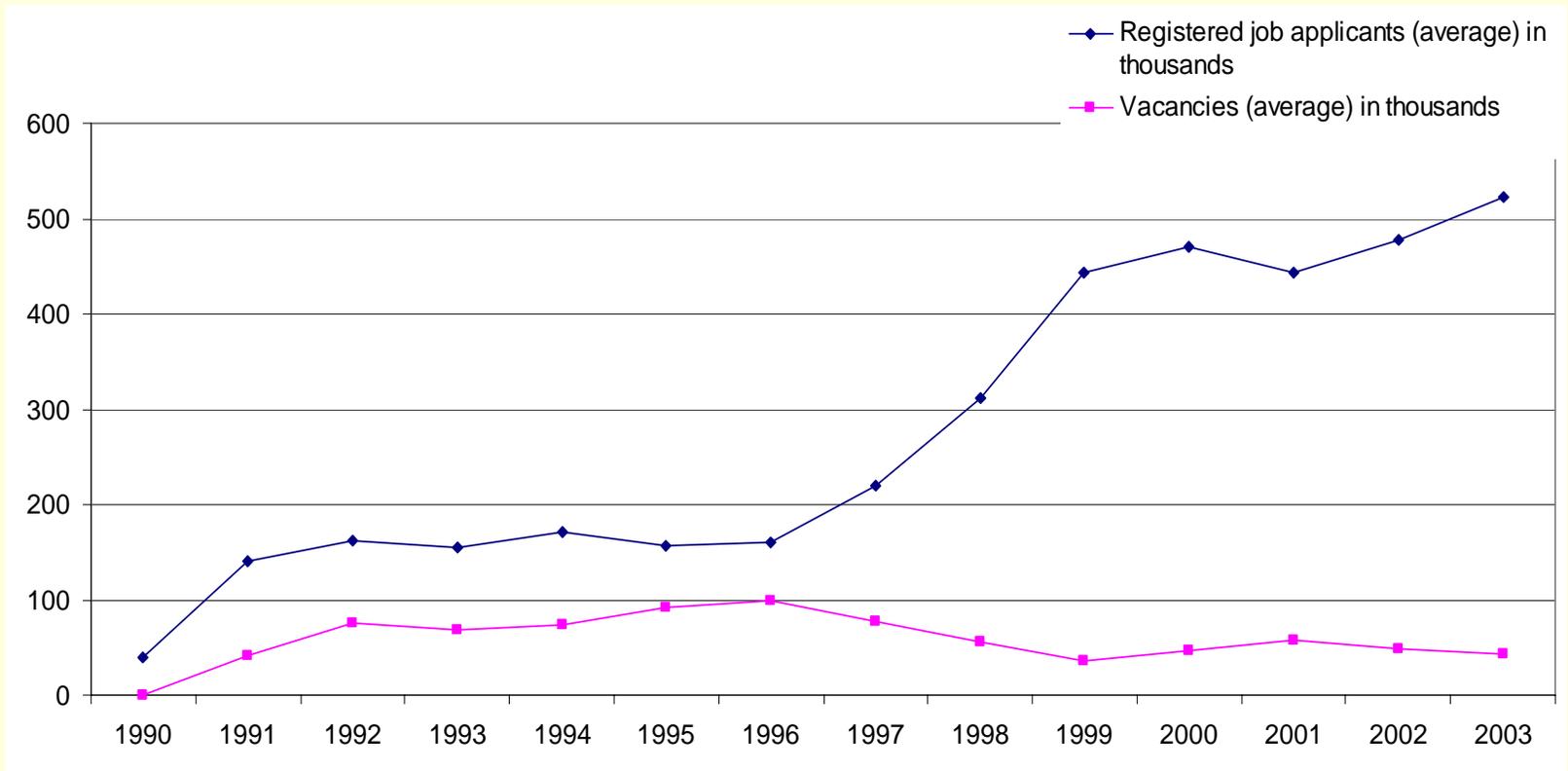


# REGISTERED JOB APPLICANTS AT LABOUR OFFICES COMPARED WITH RECOGNIZED UNEMPLOYED PER LABOUR FORCE SAMPLE SURVEY (In thousands)



Unemployed = pursuant to the ILO definition all persons over 15, which in the given (reference) period complied concurrently with 3 conditions: were not employed, were looking actively for a job, and were ready to take a job within 14 days.

# REGISTERED JOB APPLICANTS AND VACANCIES



# THE CZECH GOVERNMENT'S EMPLOYMENT POLICY PRIORITIES

---

- The main priorities are full employment so as to ensure high economic growth and the stability of the social security system. The Government aims to:
- Increase the quality of work places and productivity;
- Support the incorporation of handicapped groups into the labour market;
- Increase employment and decrease long-term unemployment and the number of economically non-active people over 15 years;
- Aid the development of individual enterprises and the creation of work places/placements;
- Support flexibility in the labour market (employers and employees);
- Support professional and geographical mobility;
- Strengthen/empower equal opportunities for men and women;

# THE CZECH GOVERNMENT'S EMPLOYMENT POLICY PRIORITIES cont'd

---

- Develop an employment policy focused on prevention and work force activation;
- Achieve the compliance of wage development and productivity;
- Coordinate the taxation system with that of social benefits;
- Modernise the professional vocational education and training system;
- Encourage the improvement of qualifications and skills and create an efficient system for the continued/additional professional education of the most vulnerable group in the workforce – unemployed persons below the age of 25 years (one quarter of the unemployed);
- Make accessibility to social benefits more difficult as well as to better utilise instruments of pro-active employment policy, including public works;
- Support the employment of women with young children and increase the involvement of older people;
- Reconsider a further increase in the retirement age;
- Empower/Strengthen public employment services;

# LABOUR MIGRATION

---

- Economically active foreigners with temporary residence make up 3.2% of the work force and 1.6% of the Czech population (end of 2003).
- Legislation governing the employment of foreigners does not differentiate between EU and Czech citizens. Foreigners from other countries must have a work permit allowing their employment in the Czech Republic.
- Foreigners may do business in the Czech Republic pursuant either to the Trade Act or to the Commercial Code. The same rules apply as to Czech citizens, the only difference being that their businesses must be recorded in the Commercial register whereas for Czech entrepreneurs this is obligatory only under certain conditions.
- Regulation may only be applied to those foreigners holding work permits, other types of work migration are regulation free.
- Amongst economically active foreigners 44% are entrepreneurs compared to 17% of Czech citizens; 56% of economically active foreigners are employees compared to 82% of Czechs (LFSS).
- Foreigners from Asia are most likely to be self-employed entrepreneurs as are, to a slightly lower extent, those from Central and Eastern Europe who find it easier to enter the labour market this way than by having to obtain a work permit.

# SOCIO-DEMOGRAPHIC CHARACTERISTIC OF FOREIGN LABOUR

---

- Men make up more than two thirds of those foreigners temporarily employed or doing business in the Czech Republic.
- The category with the highest share of women is that of foreigners holding work permits.
- The category with the lowest share of women is that of Slovak citizens employed in the Czech Republic.
- The majority of work permit holders are in the 20-49 age group, the highest number being in the 30-39 age group.
- More than half of all “trade licence” holders are between the ages of 25-39, one third are between the ages of 40-54.

# WORK PERMIT HOLDERS

---

- The majority of work permits for foreigners are granted to manual workers (79%). At the end of 2003 14% of foreigners with such permits worked in positions requiring a university education.
- Total job vacancies offered to foreigners with work permits in 2003 showed the following educational requirement profile: 49% lower technical education (of which 47% required 1-2 years of practical school), 31% secondary technical education with an apprenticeship certificate, 7% completed secondary technical or general education with leaving certificate, fewer than 14% required university education.
- The most numerous group of foreigners with work permits in 2003 consisted of skilled and production workers - 39% of the total. One fifth of work permits for foreigners were granted to the least qualified workers. One tenth of work permits were granted to expert, scientific and “intellectual” workers. Over 6% of work permits were granted to foreigners in managerial positions.
- One third of work permits were granted to foreigners employed in manufacturing, 26% in the construction industry, 9% for those involved in real estate, leasing, services and research and development, 8% for those in trade and services, 6% in agriculture and 5% in mining and quarrying (according to the Czech classification of industries).

# WORK PERMIT HOLDERS – cont'd

---

- Work permit holders from third countries (non EU) make up the majority of foreigners in the Czech labour market.
- Work permit holders from Central and Eastern Europe usually perform manual-skilled/low-skilled work, being mainly employed in the manufacturing or construction industries as machine or equipment operators.
- Foreigners from OECD countries are usually employed as experts in professions requiring a university education.

# POSITION OF WORK PERMIT HOLDERS IN THE CZECH LABOUR MARKET

---

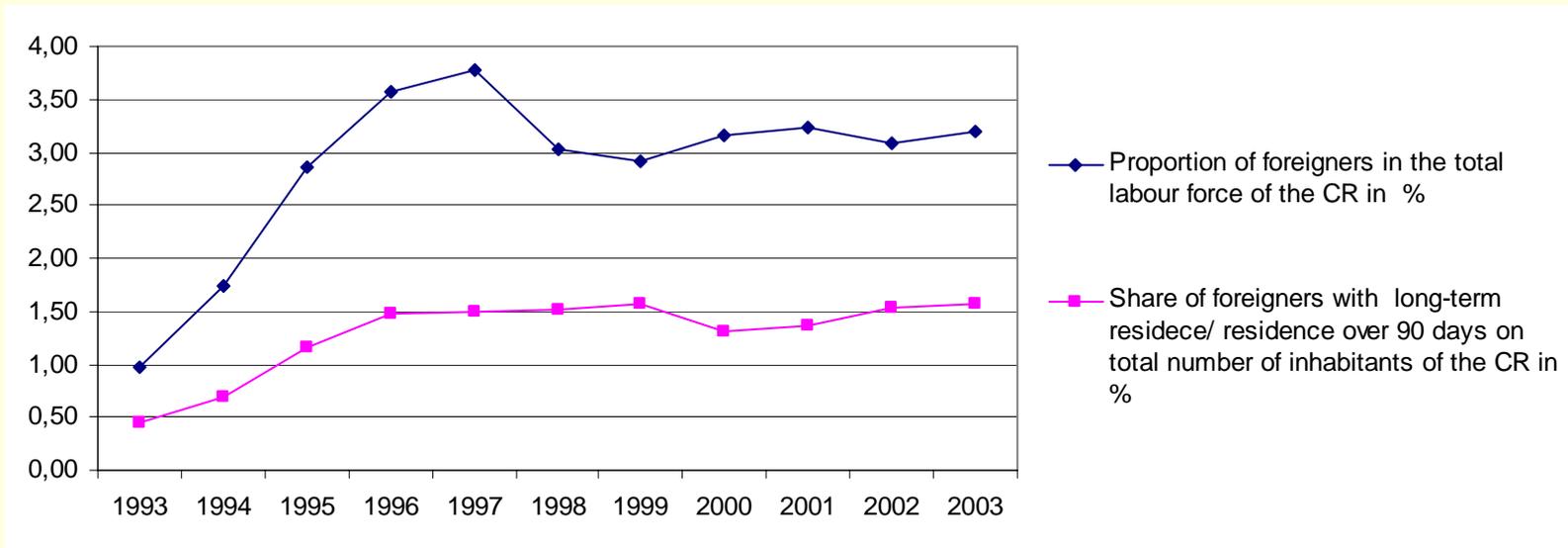
- More than 6% of foreigners with work permits are employed in managerial positions, higher proportionately than that of employed Czech citizens.
- The most numerous group of work permit holders is that of skilled and production workers, higher proportionately than that of the general Czech working population.
- A proportionately higher number of foreigners work as general and unskilled workers than in the general Czech working population.
- Conversely, the number of foreigners with higher qualifications (technical, health, pedagogical, scientific, expert or “intellectual”) is proportionately lower than in the general Czech working population.

# MAIN LABOUR MIGRATION SOURCE COUNTRIES IN 2003

---

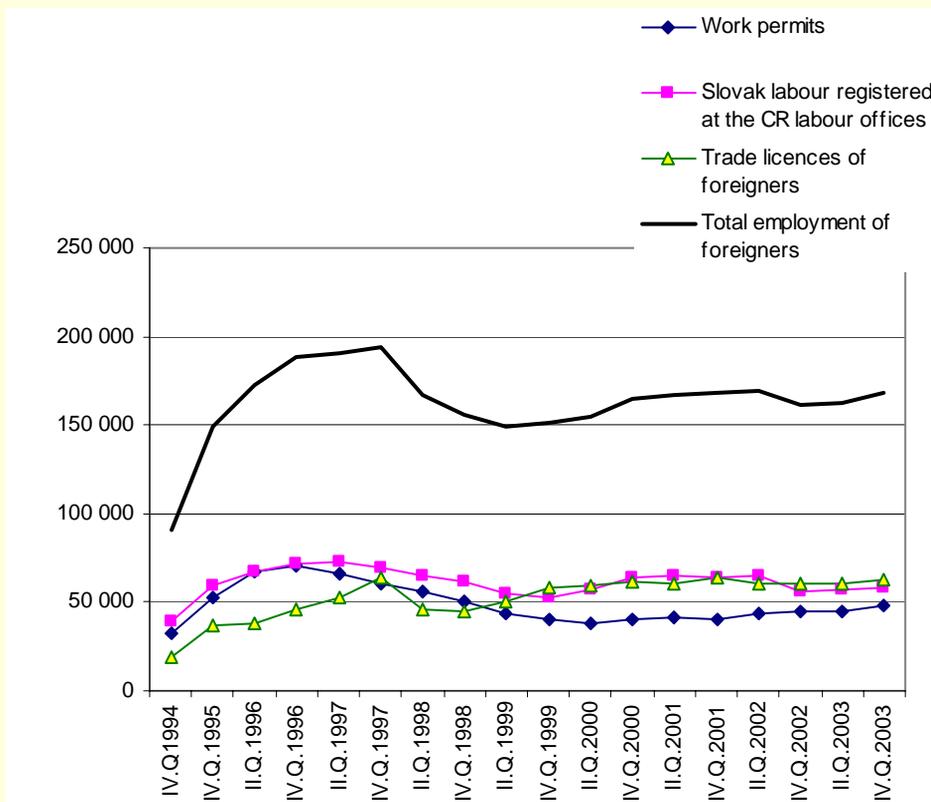
- The highest numbers of migrant workers arrive from Slovakia, Ukraine, Vietnam, and Poland.
- The proportion of EU 15 citizens working in the Czech Republic is consistently low (4% of total foreigners employed the end of 2003).
- The proportion of EU 10 citizens of total foreigners employed was 45% at the end of 2003.
- The majority of EU 10 labour migrants originated in Slovakia (89%) and Poland (11%).
- Of the EU 15 member states only citizens of Germany and the United Kingdom play a major role in the Czech labour market.
- The employment of EU 25 citizens is stable. Available data suggests that the only notable trends are an increase in labour migration from Slovakia (of 3.9 thousand in the period 1995-2003) and a decrease in that of Polish citizens of 3.8 thousand.
- The number of economically active persons from the EU as a whole increased in the period 1995 (end of year) to 2003 by only 2 thousand.
- The number of economically active migrants from other countries increased in the same period by 17 thousand.
- At the end of 2003 the breakdown of the total number of EU 25 citizens employed in the Czech Republic was as follows: Slovakia 80%, Poland 10%, Germany just less than 3%, United Kingdom less than 2%, France 1%, Austria less than 1%.

# PROPORTION OF FOREIGNERS ON LABOUR FORCE AND SHARE OF LONG-TERM RESIDENCE HOLDERS ON THE CZECH REPUBLIC POPULATION

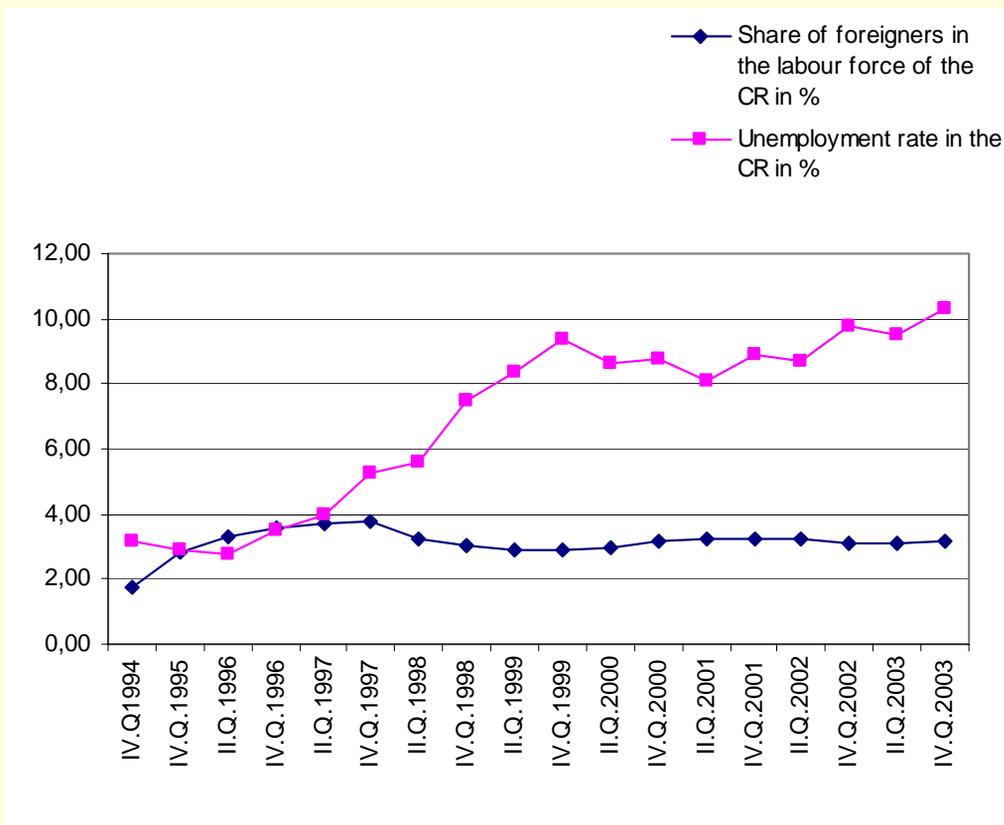


Source: Source: Directorate of Immigration and Border Police, Ministry of the Interior on Foreigners in the Czech Republic 2001, CZSO, Scientia, Foreigners in the Czech Republic 2003, CZSO, Scientia, Bulletin 12, International Labour Migration in the Czech Republic, RILSA Prague, 2004. Graph RILSA, Milada Horakova

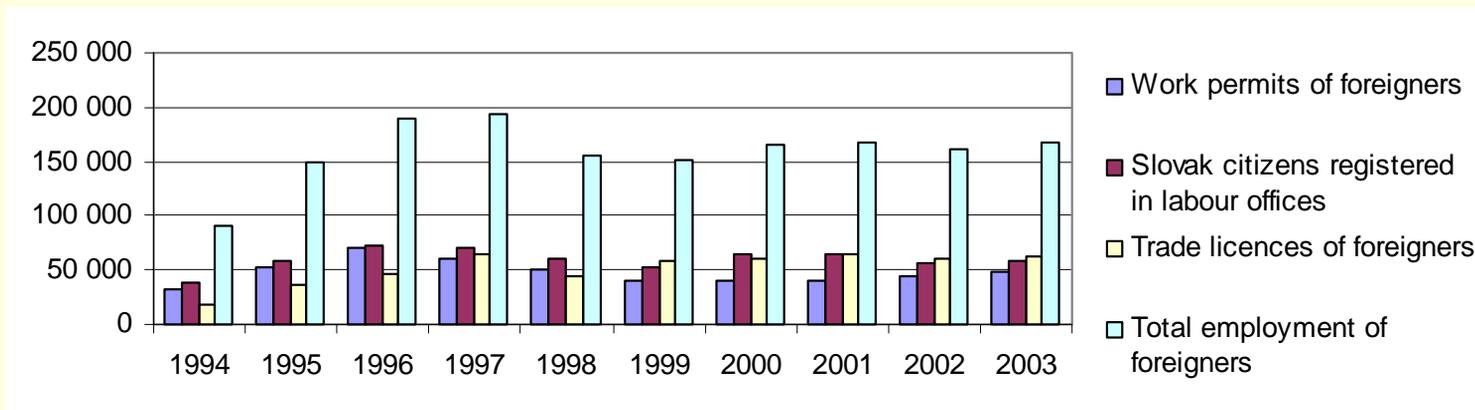
# EMPLOYMENT OF FOREIGNERS IN THE CZECH REPUBLIC (II.Q/IV.Q)



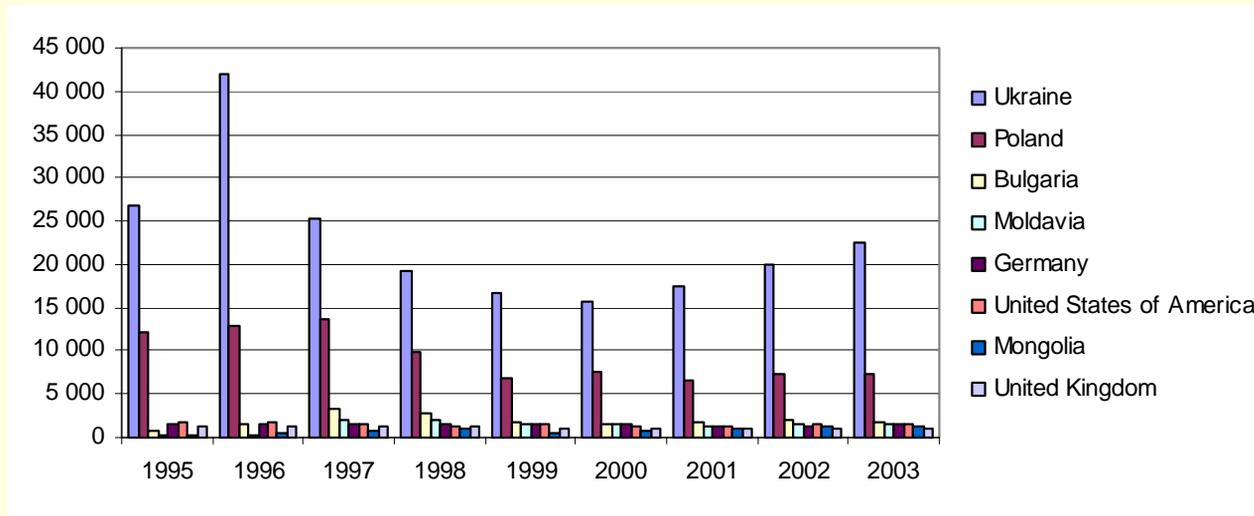
# UNEMPLOYMENT RATE AND EMPLOYMENT OF FOREIGNERS (End of year)



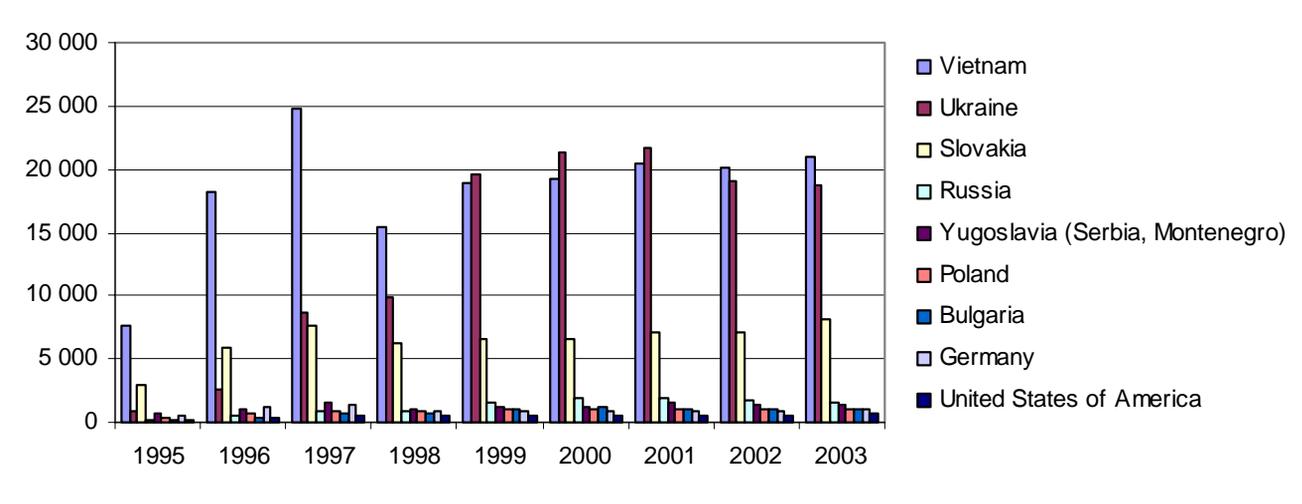
# EMPLOYMENT OF FOREIGNERS IN THE CZECH REPUBLIC (End of year)



# WORK PERMIT DEVELOPMENT BY SELECTED COUNTRY (End of year)

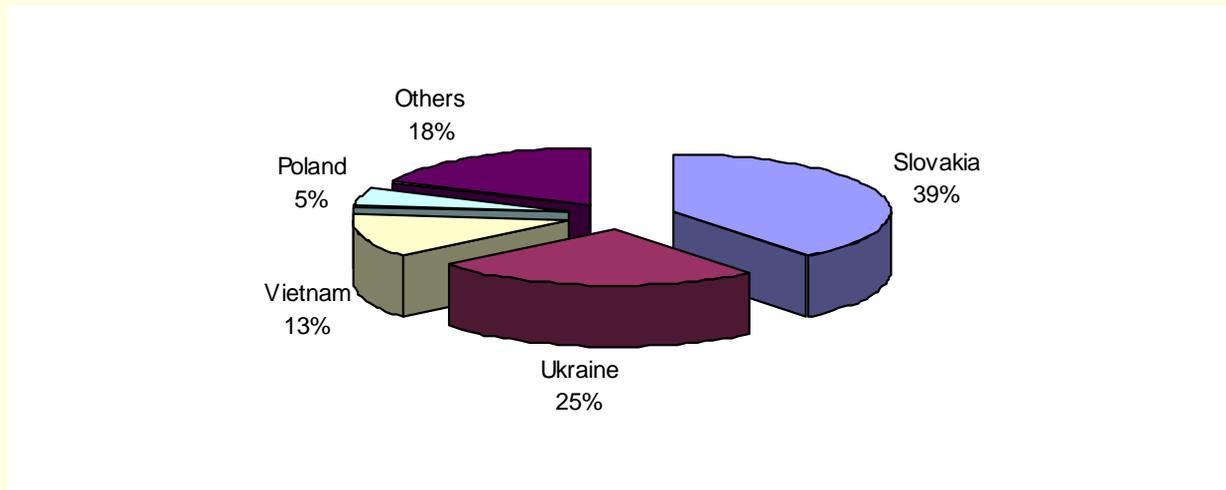


# TRADE LICENCE DEVELOPMENT BY SELECTED COUNTRY (End of year)

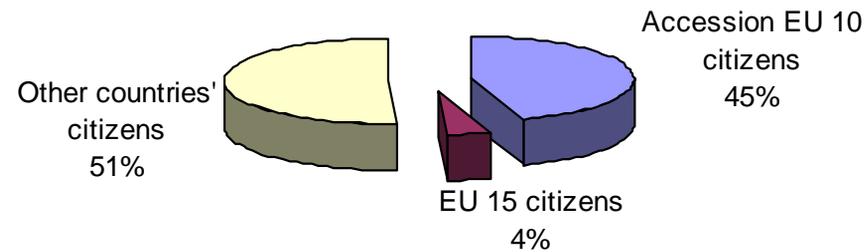


Source: MIT, Graph RILSA, Milada Horakova

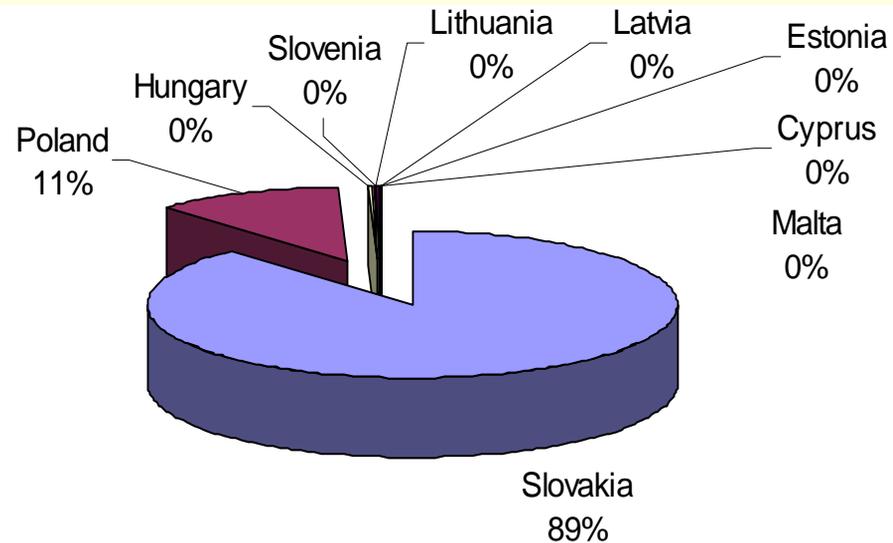
# MAIN SOURCE COUNTRIES OF LABOUR MIGRATION TO THE CZECH REPUBLIC IN 2003 (End of year)



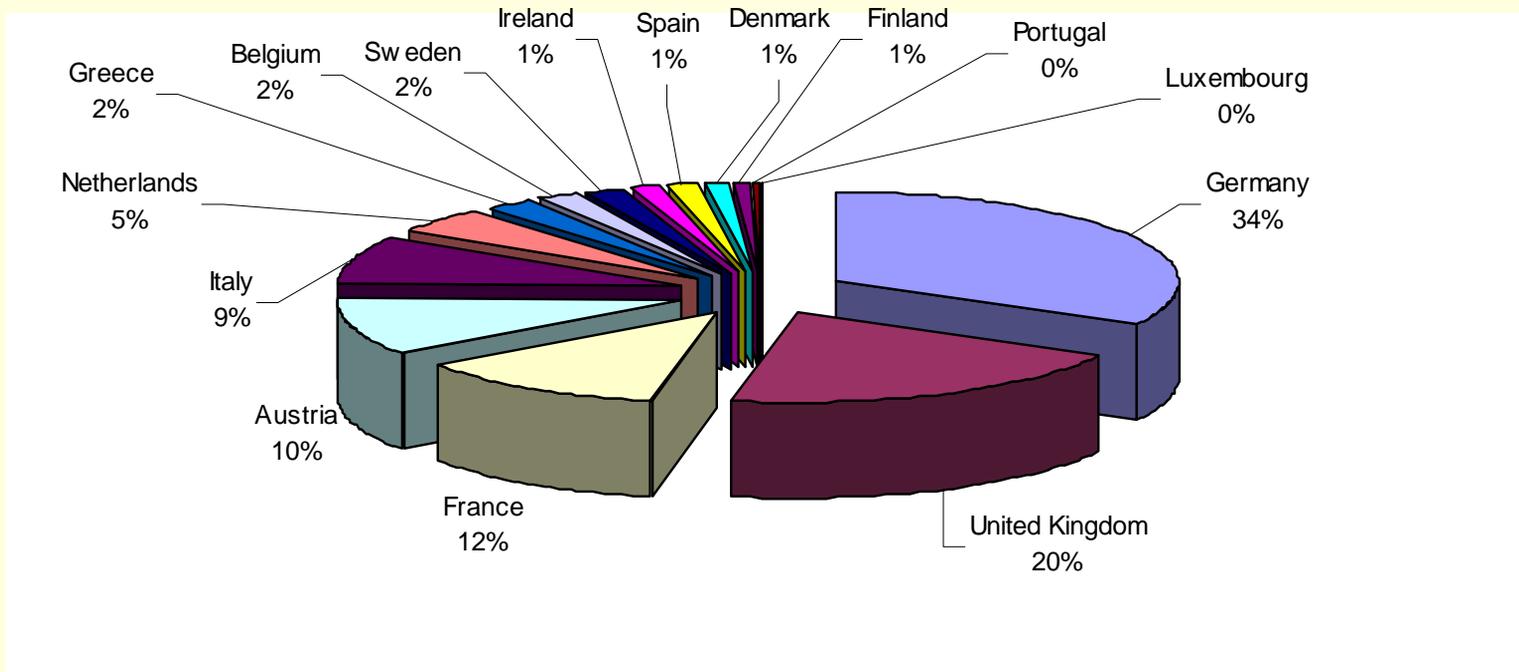
# EMPLOYMENT OF EU 15 AND EU ACCESSION 10 CITIZENS IN THE CZECH REPUBLIC IN 2003 (End of year)



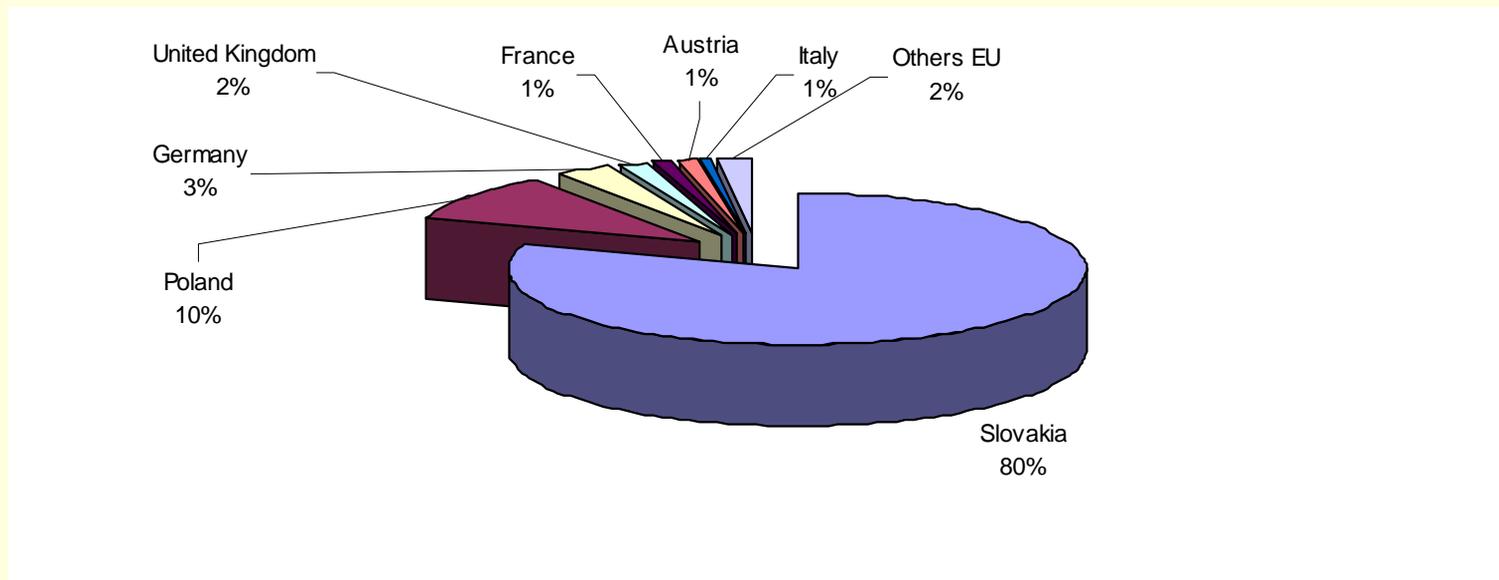
# EMPLOYMENT OF ACCESSION EU 10 CITIZENS IN THE CR IN 2003 (End of year)



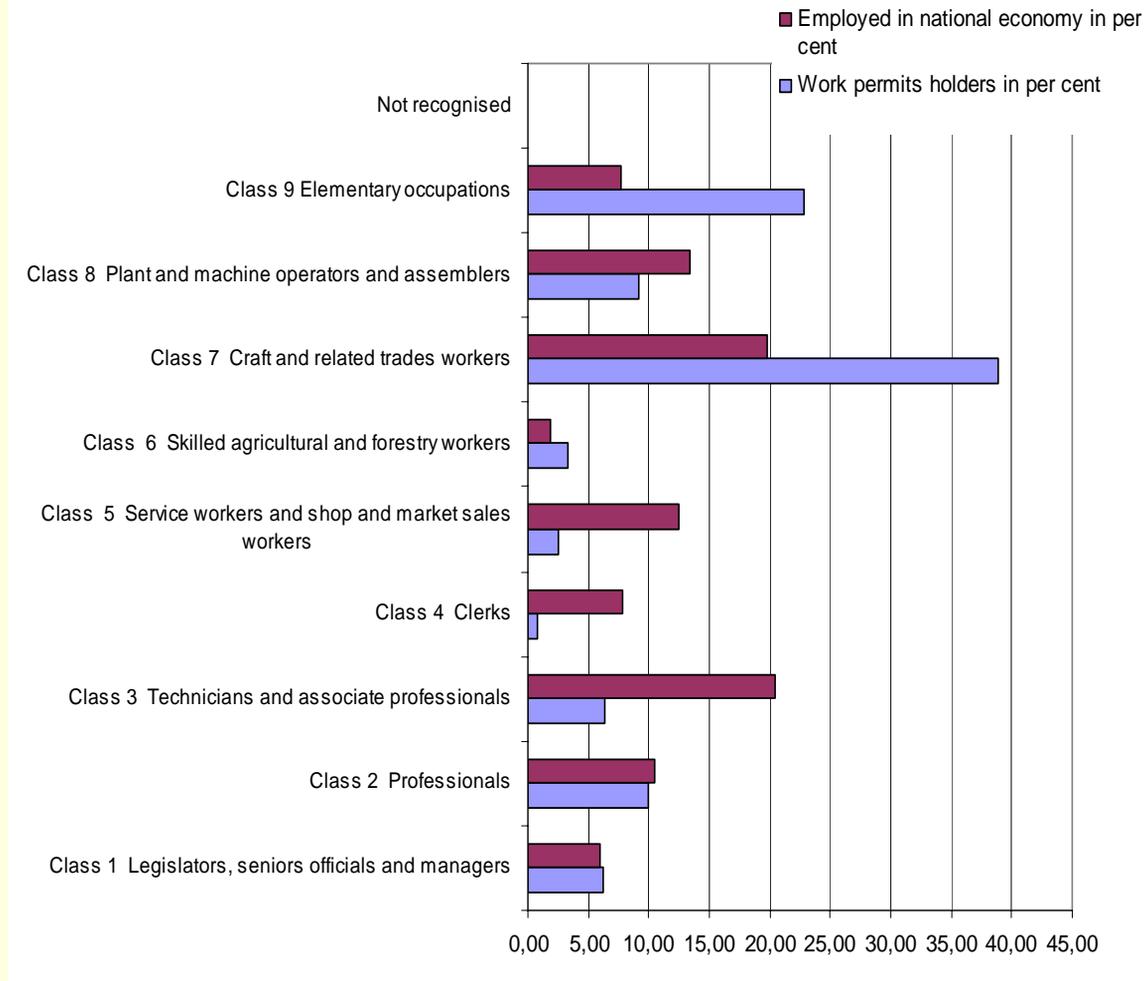
# EMPLOYMENT OF EU 15 CITIZENS IN THE CR IN 2003 (End of year)



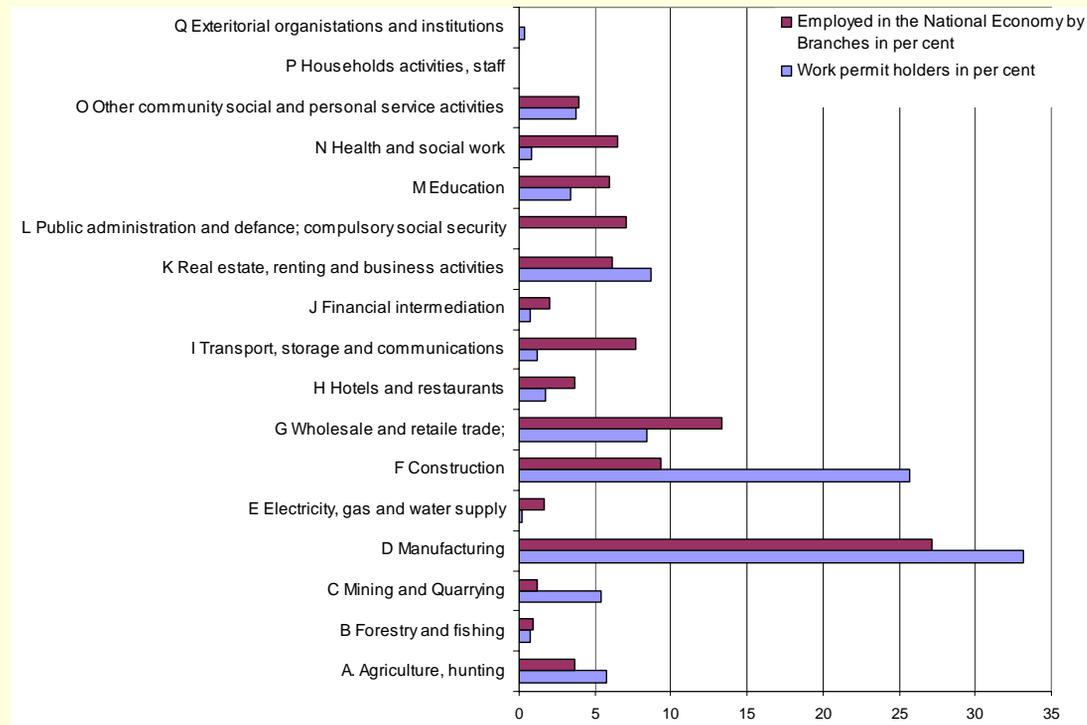
# EMPLOYMENT OF EU 25 CITIZENS IN THE CR IN 2003 (End of year)



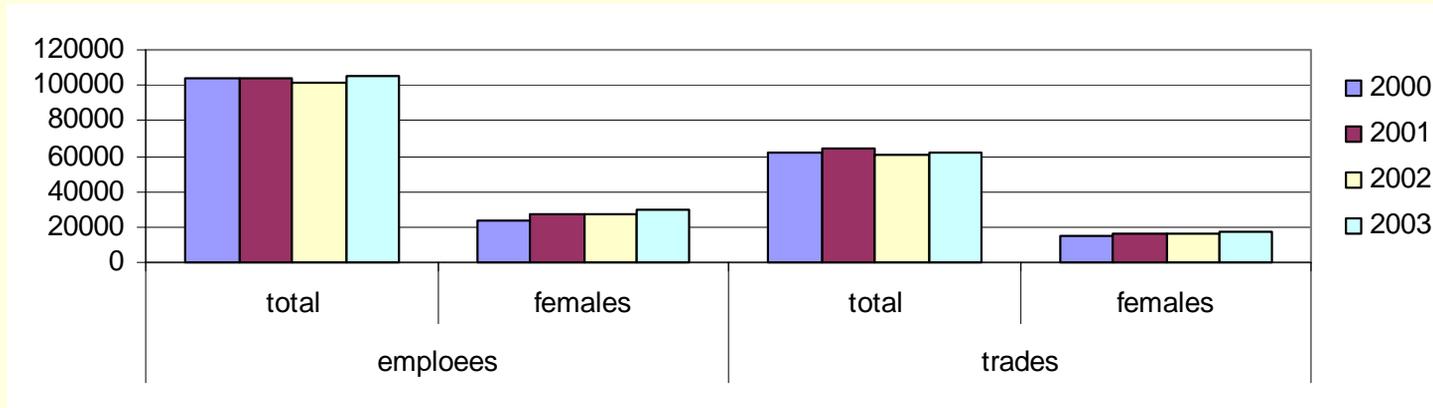
# EMPLOYED IN THE NATIONAL ECONOMY AND WORK PERMIT HOLDERS IN THE CR ACCORDING TO ISCO CLASSIFICATION IN 2003 (End of year)



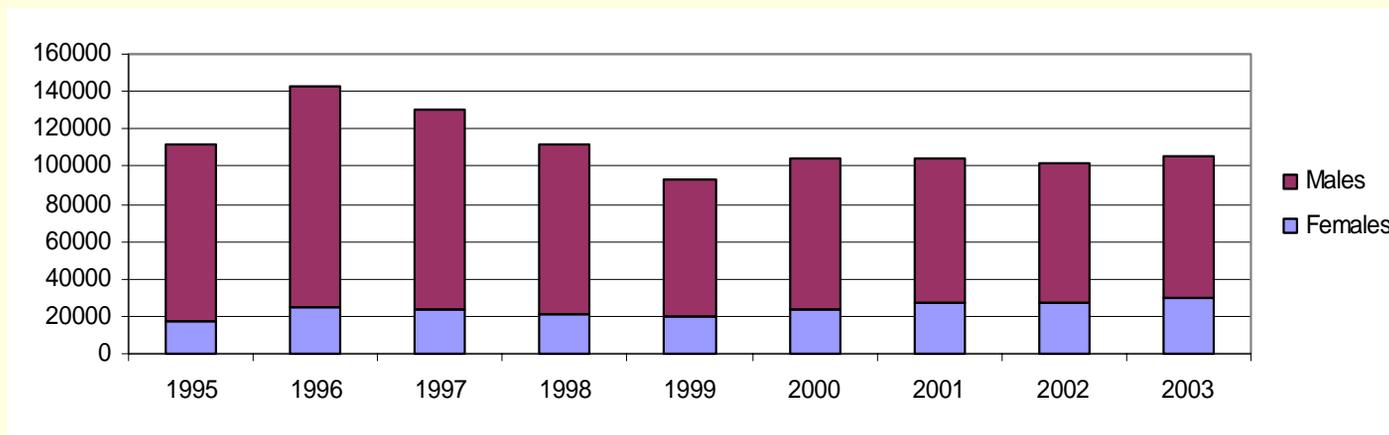
# EMPLOYED IN THE NATIONAL ECONOMY BY BRANCH AND WORK PERMIT HOLDERS ACCORDING TO CZ-NACE\* CLASSIFICATION IN 2003 (End of year)



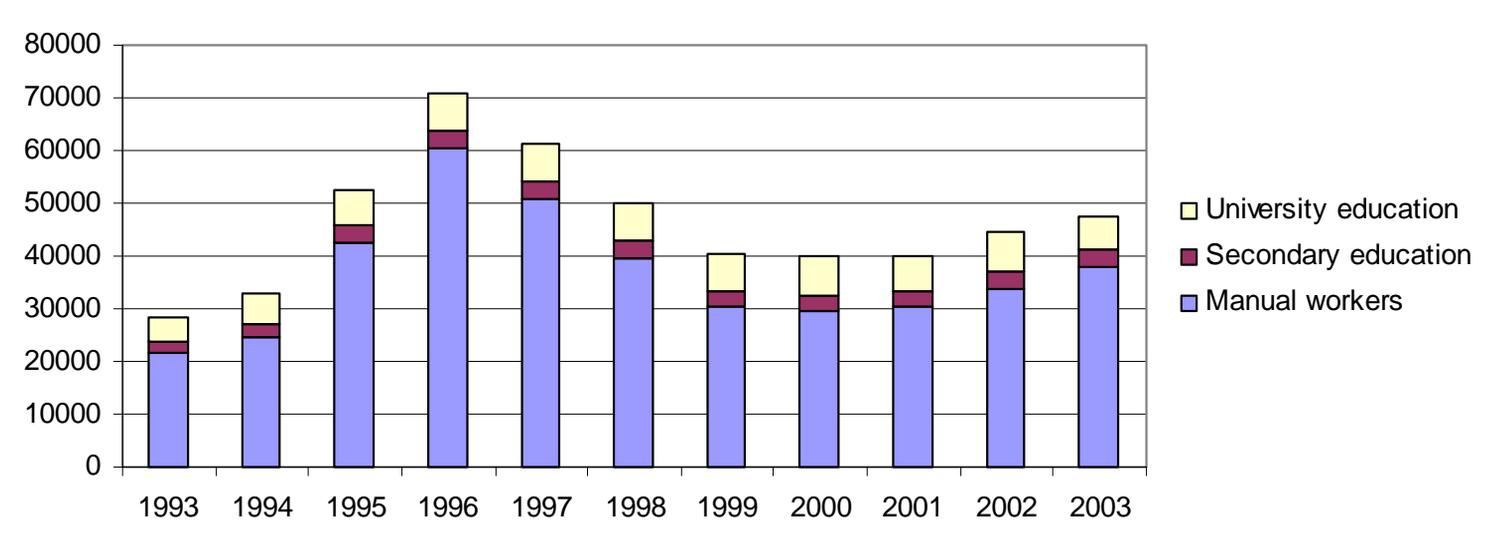
# LABOUR MIGRATION BY GENDER 200-2003 (End of year)



# FOREIGNER EMPLOYEES BY GENDER 1995–2003 WORK PERMIT HOLDERS AND SLOVAK CITIZENS REGISTERED AT LABOUR OFFICES (End of year)



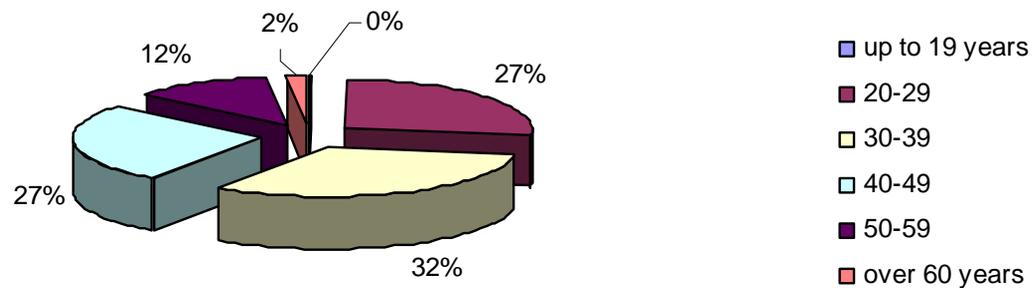
# TYPE OF WORK PERMIT ACCORDING TO REQUIRED QUALIFICATIONS (End of year)



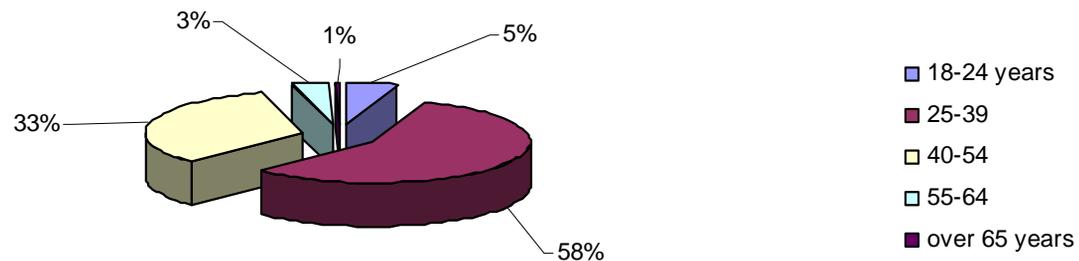
Source: MLSA/ESA Calculations and Graph Milada Horakova, RILSA

# LABOUR MIGRANTS BY AGE (End of year)

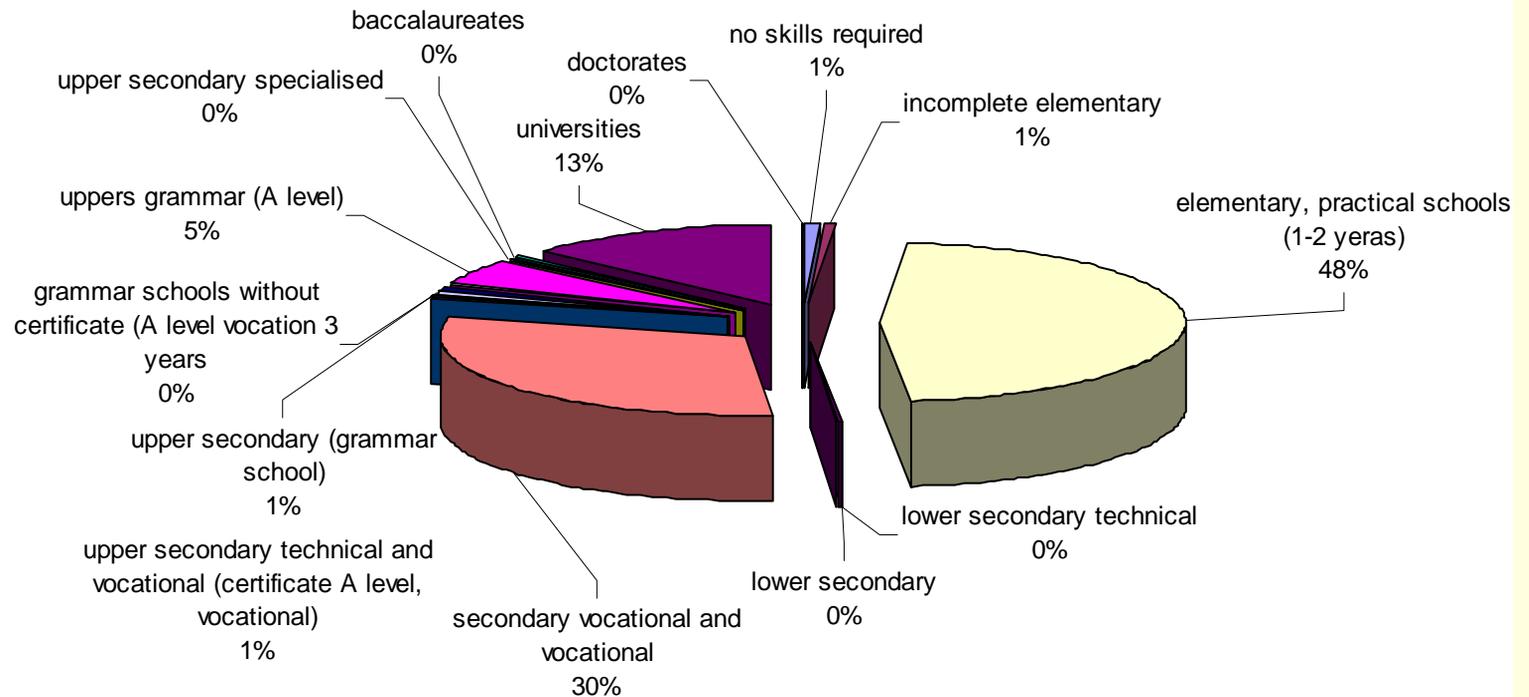
Age of work permit holders in 2003 (end of year)



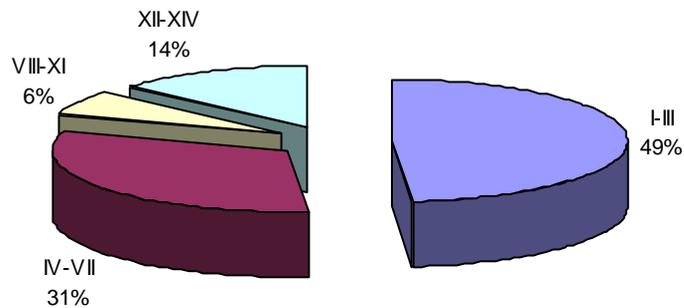
Age of trade licence holders in 2002 (end of year)



# WORK PERMIT HOLDERS BY REQUIRED SKILLS AND EDUCATION IN 2003 (end of year)



# WORK PERMIT HOLDERS BY REQUIRED SKILLS AND EDUCATION IN 2003 – AGGREGATED (end of year)



- I no skills required
- II incomplete elementary
- III elementary, practical schools (1-2 yeras)
- IV lower secondary
- V lower secondary technical
- VI secondary vocational and vocational
- VII grammar schools without certificate (A level vocation 3 years)
- VIII upper secondary (grammar school)
- IX upper secondary technical and vocational (certificate A level, vocational)
- X uppers grammar (A level)
- XI upper secondary specialised
- XII baccalaureates
- XIII universities
- XIV doctorates

# THE CZECH REPUBLIC'S RESPONSE TO MIGRATION IN THE CONTEXT

---

- Unless migration leads to increased employment, the Czech labour market will lack over 400 thousand workers by 2030.
- A massive exodus abroad of Czech workers is not expected in the near future. The migration policies of the EU 15 countries concerning the free movement of workers are undoubtedly a factor as is, interestingly, the apparent low interest of Czech workers to move abroad.
- The Czech Republic encourages all forms of legal migration.
- It does not apply transition periods for the employment of the citizens of EU 15 countries.
- The Czech Republic is trying to attract primarily qualified foreigners. It is unlikely that the necessary qualified labour force will be fully supplied from EU sources. Therefore the government has initiated the migration of qualified labour from third countries.
- In the middle of 2003 the department for the migration and integration of foreigners at the MPSV (Ministry for Labour and Social affairs) launched a pilot project entitled “The active selection of qualified foreign labour“. Its planned duration is 5 years.

# THE CZECH REPUBLIC'S RESPONSE TO MIGRATION IN THE CONTEXT – cont'd

---

- The following countries are included in the project: Bulgaria, Kazakhstan, Croatia, Moldova and Belarus. It is planned that the spectrum of countries will be extended in the near future.
- Those foreigners participating in the scheme may obtain permanent Czech residence in a shorter time than normal, 2.5 years (compared to the normal 10 years). The first 113 applicants were selected during 2003. Nearly half of them are under 35 years old and 40% are university graduates. Together with family members, a total of 273 persons are involved.
- Project participants themselves are responsible for obtaining both employment and housing in the Czech Republic and must cover their own travel costs.