

Country:	Czech Republic
Member/Company	Confederation of Industry of the Czech Republic (SP CR)
Initiative	Best practices and policy messages

Overview

In 2022, economic developments will be fundamentally affected by Russia's aggression against Ukraine and a change in international trade relations. In 2023, economic growth could accelerate to 3.6%. High inflation slows economic growth and lowers the living standards of the population.

The labor market in 2Q 2022 was significantly affected by the war in Ukraine and the ongoing migration. Thus, on the one hand, migration can solve the shortage of labor in some fields, on the other hand, it can increase the number of job seekers registered by the Labor Office of the Czech Republic.

Three pillars to address labor market shortcomings:

I. Active politics

In 2022, the implementation of active employment policy instruments will continue, in particular through the creation of jobs for disadvantaged jobseekers.

- Employment support for long-term registered jobseekers (2019-2023),
- The potential of Czech women in the labor market is not sufficiently used. Support for women's employment is addressed within the employment policy through the project "Support for forms of flexible employment (FLEXI)" (2019-2023 2023)
- It is also important to support early childhood care services as well as to increase the quality and availability of pre-school education.
- Promoting more flexible working hours for parents and increasing the range of opportunities to reconcile family and professional life.

II. Retraining - upskillink / reskillink

The MLSA strives in accordance with the Strategic Framework of Employment Policy 2030 and to develop a systemic environment in the area of further education with the aim of increasing the demand and motivation of Czech citizens.

The MLSA plans to implement measures that will lead to the systemic development of the area of retraining:

- Committee for Retraining and Further Education - evaluation of the situation and coordination of activities.
- Expanding the target groups that can participate in retraining and strengthen demand overall
- Expansion of the range of educational opportunities in terms of content and support for re / upskilling,

III. Employment of foreign workers

The high demand of employers for foreign workers due to the lack of labor in the Czech labor market continues in 2022. However, labor migration will be significantly affected by the Russian military invasion of Ukraine this year. Ukraine has long been the main source country, accounting for up to 90% of all third-country workers, and the Russian invasion has temporarily made it impossible to carry out the standard process of controlled migration from Ukraine. As a result of the invasion, the government's decision to stop the migration of Russian citizens and Belarus as aggressor states was stopped.

The main tool for regulating the volume of long-term labor migration from other third countries to the Czech Republic are also the quotas set by a government regulation for 2022. Within the quotas, labor migration will continue to take place mainly through migration programs approved by the government in 2019. After stabilizing the situation related to the stay of Ukrainian citizens with temporary protection in the Czech Republic, a debate will be held programs

Example of good practice:

SP CR is involved in government programs doing matching between companies and job seekers from the third countries guaranteeing solidity and respectability of the companies. For a fee, it registers the interest of companies in workers from third countries, checks their registration in commercial, solvency, payment of social insurance, event. findings of labor inspection). On the of these, third-country job seekers are assigned to the company on the basis of an "**employee card**".

- **Qualified Employee Program Ukraine** (formerly Regime Ukraine). As of 13 April 2022, since the companies. As of 13 April 2022, since the beginning of the project (1 August 2016), SP had received 26,905 applications from 869 companies.
- **Skilled Employee Program - Other Countries** (Mongolia, Philippines, Kazakhstan, Serbia + Montenegro, Moldova, Belarus, India). As of 13 April 2022, the SP processed applications for 2,245 applicants from these countries for 161 companies