

MINISTRY OF THE INTERIOR  
OF THE CZECH REPUBLIC



National Contact Point of the European Migration Network in the Czech Republic

EMN Study  
**Satisfying Labour Demand through  
Migration**  
Czech Republic

2010

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## **LIST OF ACRONYMS**

NACE	Classification of economic activities (Nomenclature générale des Activités économiques dans les Communautés Européennes)
CR	Czech Republic
CSO	Czech Statistical Office
EMN	European Migration Network
EEA	European Economic Area
EU	European Union
EC	European Communities
EFTA	European Free Trade Association
ILO	International Labour Organisation
IOM	International Organisation for Migration
ISCO	International Standard Classification of Occupations
COCC	Classification of occupations
MIT CR	Ministry of Industry and Trade
MoLSA CR	Ministry of Labour and Social Affairs of the CR
MoI CR	Ministry of the Interior of the Czech Republic
NGO	Non-governmental non-profit organisations
DAMP	Department of Asylum and Migration Policy
OECD	Organisation for Economic Co-operation and Development
UNO	United Nations Organisation
p.p.	percent point
Coll.	Collection of Laws
GEA	Governmental employment agency
LFS	Labour Force Survey

## **Summary**

The study “*Satisfying Labour Demand through Migration. Czech Republic.*” analyses the mechanisms and practical procedures applied in the CR in addressing the process of satisfying labour demand in the labour market of the CR by employing foreign employees, especially third country nationals. The study deals with the effectiveness of these mechanisms, describes the existing policies, the legal and institutional framework in this area and the public and political debates on this topic. Last but not the least, it also provides statistical information on the development and structure of filling job vacancies by third country nationals, especially with respect to the occupation classification, sex, citizenship and employment rate in the selected occupations, as well as on the structure of vacant jobs and the employment rates among the citizens of the CR and the EU. The study includes description of cooperation between the CR and third countries in the field of support of economic migration.

The study describes the situation and developments in the years 2004-2009, including the impacts of the economic crisis on employment of foreign nationals and the changes in the settings of policies arising from the impacts of the crisis in this field. The information contained in the study is provided in the structure set in the specifications for this study by EMN (MIGRAPOL EMN Doc 187) and in its later addendum and corrigendum (MIGRAPOL EMN Doc 187b).

The first chapter of the study describes the methodology used to prepare the study – in accordance with the objectives of EMN, it is not a primary research but it is an analysis of the available materials and statistics. This chapter also defines the individual special terms and categories used in the study.

A detailed description of the national approach to filling gaps in the labour market with foreign employees and also of policies, the legal and institutional framework applied in this field is contained in the second chapter. The government’s visions regarding labour migration to the CR was outlined in the six-point “Principles” from the year 2003; at present, a draft proposal of a new system of economic migration is in preparation. This draft proposal will be based on the principles of prevention of illegal migration; it places emphasis on careful management of economic migration with regard to the needs of the Czech economy and in accordance with the integration possibilities of the Czech society. Also, the need for flexibility of the system and the preference for circular migration are also emphasised,

especially as concerns low-skilled migrants. The draft proposal will be presented to the government by the end of the year 2010. The basic rules of law in this field are the Employment Act and the Act on the Residence of Foreign Nationals. While labour migration appeared only sporadically in public and political debates until 2008, the impacts of the economic crisis on dismissal of foreign employees from employment, along with unfair practices of private employment agencies concerning the employment of foreign nationals, became a topic to which the media and politicians started to pay greater attention in 2009.

The third chapter describes the operation of the mechanisms for filling gaps in the labour market by foreign nationals and analyses the trends in this field with regard to the statistics contained in the annex to the study. In the CR, the principle of national and community preference is applied as the basic principle governing the employment of third country nationals, i.e. save for the exceptions defined by the law (recognised refugees, foreign nationals with permanent residence, etc.), foreign nationals are only employed in those job positions, which cannot be filled with the citizens of the CR and their family members or with the citizens of the EU/EEA and Switzerland and their family members.

Within the study, three different approaches were identified. The first approach – and currently the completely predominant one with respect to the numbers of foreign nationals arriving under this mechanism – is applied *within the general system of employing foreign nationals pursuant to the provisions of the Employment Act*, which means that vacant job positions reported to the governmental employment agencies are filled with foreign nationals after a foreign national with the required qualifications obtains a work permit after assessment of the situation in the labour market by the relevant governmental employment agency. Since the year 2003, the project *Selection of Qualified Foreign Workers* has been in operation in the CR. The primary objective of this project is to bring foreign professionals to the CR who want to settle here together with their families. The participants who meet all the conditions of the project can generally apply for permanent residence in the CR as early as after 2.5 years; the category of very highly-skilled employees working in the positions requiring university education can apply as early as after 1.5 years (as opposed to the standard 5 years), together with their families. Although they are provided with some superior services, as concerns the employment procedure, they must follow the same procedure involving the assessment of the situation in the labour market by a governmental employment agency just like other third country nationals within the standard procedure. Concurrently with the general system for employment of foreign nationals, there has also been a *Green Card system* in the CR since

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2009, the objective of which is to facilitate access to the labour market for those foreign nationals who have the qualifications which are in demand in the CR. The main advantage is the incorporation of the residence permit and the work permit into a single permit, which is issued within a single procedure. In this system, the entire procedure is also simplified and accelerated as compared with the standard procedure. Nevertheless, as a consequence of the impacts of the economic crisis, this system has only been used rather sporadically so far (51 cards issued in 2009). Also, a key problem with employment of foreign nationals in the CR was identified: the use of the status of membership in cooperatives for employment of third country nationals. The third chapter also provides an analysis of the CR labour market statistics in relation to the employment rate of particularly foreign workers with respect to the qualifications for a job, sex, selected occupations, etc., and this chapter also analyses the current trends and developments. The main identified trend was an increase of the participation of foreign workers in the CR labour market during the economic boom until 2008 and a marked decline since 2009. Nevertheless, this decline has had a minimum impact on the highly skilled foreign employees.

The fourth chapter contains description of the cooperation between the CR and third countries in the field of labour migration. The CR does not have any long-term support programmes in this field; nevertheless, projects in Ukraine and Mongolia were implemented in the recent years, with a primary focus on increasing the awareness among the citizens of these countries about the conditions governing the employment of foreign nationals in the CR.

The fifth and last chapter contains the analysis and conclusions of this study.

## **1 INTRODUCTION: PURPOSE AND THE METHODOLOGY FOLLOWED**

The purpose of the study is to understand the strategies for addressing the needs of the labour market and the lack of labour force in these markets in the individual member states – specifically in the Czech Republic (CR) in the case of this National Study – and to obtain knowledge and understanding of the effectiveness of these strategies. The study also aims to describe the impact of the recent economic decline in this field and the ways in which the strategies implemented in this field were subsequently adapted to the new situation (if any strategy in the given member state had been adapted at all).

The study will help to improve the amount of information available to policy makers and analysts regarding the various possibilities of addressing the demand for labour force with respect to addressing long-term shortages in the labour market as well as in the response to the effects resulting from the current changes in the economy. Ideally, the study should also provide knowledge about how effective the various strategies applied in this field are, including the strategies used in cooperation with third countries, and to point out examples of good practice and to provide an overview of national policies and practices in the individual member states seen from a unified viewpoint. In accordance with the focus of the European Migration Network (EMN), the study is mainly oriented on third country nationals. Nevertheless, depending on the consideration of individual member states, the study may be supplemented also by information on the impact of migration within the EU (intra-Union mobility), if relocation of the citizens of the European Union (EU) has an important influence on the labour market in the member state concerned. An example can be the application of what is referred to as “transition periods” introduced in some EU-15 countries after enlargement of the EU in 2004, when the EU-10 countries acceded to the EU, or after enlargement in 2007, when the EU-2 countries acceded to the EU.

Within the CR, this study might provide valuable information for all persons and institutions that want to gain firstly an overview of the operation of the mechanisms used in the CR to address a lack of labour force through migration as well as information on the current situation and trends in this field with regard to the impact of the economic crisis and, last but not least, detailed statistical information on the employment of foreign nationals on the CR labour market in a broader context of overall employment in the CR – i.e. including the comparison with EU citizens and specifically also CR citizens.

The study will be useful for both the broader professional community as well as for the experts of the organisations and agencies operating in this field – i.e. especially for the policy-makers at the level of middle and lower management at the Ministries, for the workers of non-governmental non-profit organisations (NGO), students, academics, etc. It could also be beneficial for employers or the general public.

It is expected that all the EMN national contact points will participate in this study. After preparation and presentation of all National Studies, a Synthesis Report will be prepared, the purpose of which is, among other things, to reflect adequately and accurately on the key findings in the individual National Studies, for example, by comparing or highlighting the differences and by pointing out the most important aspects of these conclusions in relation to the current developments in this field within the EU.

## **1.1 Methodology**

The study was prepared by employing the method of analysis of the available reports on foreign employment rate and on the CR labour market in general as well as rules of law, statistics, press and some other documents. Primary research is not the purpose of EMN. The focus of the research was on analysing the expert reports by the Ministry of Labour and Social Affairs of the CR (MoLSA CR) – especially the materials *Assessment of the Presence of Foreign Workers on the Labour Market of the Czech Republic 2009* and the *Analysis of the Trends in Employment and Unemployment Rates in 2009*. A substantial amount of information was also obtained from the materials of the CR Ministry of the Interior (MoI CR). In order to collect statistical data in the structure required by the specifications, statistics provided by the MoLSA CR and the Czech Statistical Office (CSO) were used – these were the statistics from the selective surveys into employment of labour force (Labour Force survey) among the citizens of the CR. Close cooperation with the Department for Implementation of Employment Services of the MoLSA CR was of absolutely fundamental importance in this field – especially the interviews with the experts of this department were useful; MoLSA CR provided valuable analytical reports from this field and most of the statistics contained in the annex. The statistics were obtained particularly from the central register of the Employment Policy and Labour Market Section of MoLSA CR, which draws on the records of the individual governmental employment agencies (the information system OKpráce – especially the Foreign National module was used). Some of the more detailed information was prepared specifically for the purposes of this study – these were the statistics on the third country nationals and the nationals of the EU countries, structured according to

selected categories of occupations and flow quantities (increments/decrements). The publicly available statistics were taken by the authors directly from the Internet information portal of MoLSA CR concerning employment – these were the statistics on vacant job positions (unfilled vacancies).

The above-mentioned sources were also supplemented with expert papers and articles written by researchers working in this field and also some by workers from the non-profit sector – their materials were used particularly to cover the practical operation of the system and its assessment.

A fairly wide range of sources is available on the topic of employment of foreign nationals in the CR – nevertheless, not all of them are up to date in terms of time and not all of them also deal with the general framework of satisfying labour demand. The expert reports from MoLSA CR, which have already been mentioned above, and the publications of the Research Institute of Work and Social Affairs, particularly the ones by Milada Horáková, who has been covering the topic of employment of foreign nationals at this institution on a long-term basis, can be described as the most useful. With respect to the impact of the economic crisis on the participation of foreign nationals in the labour market, the material *Ensuring the Security Situation in the Czech Republic in Connection with Dismissal of Foreign Employees As a Consequence of the Economic Crisis* was a significant source of information. Also, the information from the *EMN Annual Report on Asylum and Migration Policy in 2009* and the expert articles criticising the configuration of the policy framework for labour migration was also used. The main benefit of this study can be seen in its professional analysis of the current situation, which is supplemented by the description and evaluation of the history of the policies and the actual situation in this field since 2004. It is also possible to highlight its comprehensiveness because the aim is to summarise statistical information on third country nationals, on whom this study is primarily focused, but also information on the EU citizens and specifically on the CR citizens for the sake of comparison.

As concerns problems that occurred in the process of writing the study, it can be generally summarised that especially as regards the statistics, they were not always available in the structure required in the templates of the specifications of this study. The statistics available for the CR also do not always precisely cover the requested categories – this is the reason why the structures and number of tables slightly differs from the specifications. The differences are described in greater detail in the relevant parts of this study regarding the statistics – especially in the annex containing comments on the individual types of tables. It

can be generally said that the following statistics were unavailable (see the following sub-chapter for more details):

- for state quantities (stock), particularly information on seasonal workers was completely unavailable for the EU citizens, including the CR citizens; complete information is not available even for the category of researchers;

- the situation is similar with flow quantities (in-/out-flow) – for example, for these statistics, the information on vacant job positions are only available on an aggregate basis and not in the requested structure by categories of occupations;

- information regarding the arrival of workers with family members is not available at all; it is also not possible to carry out exclusion of citizens with double citizenship (EU/third country) as requested by the specifications;

- some data stated in the annex do not fully correspond to the requirements in the specifications of the study – this concerns, for example, the inclusion of the posted workers in the total numbers; the data on seasonal workers from third countries are under-reported; the information on researchers is only partial; the number of persons is not stated but the number of work permits is stated (or, alternatively, the number of pieces of information), which, moreover especially in 2009, did not correspond to the number of foreign nationals who were also issued with residence permit and who were thus able to really start working in the CR, etc.

The study can be published in full; all the data and statistics contained in this study are public and can be made available to all interested parties.

## **1.2 Definitions**

The goal of the authors of this study was to make use of the definitions stated in the specifications to the maximum possible extent or to come as close as possible to these definitions. In the cases where this was not possible, the deviations are described for the specific cases in the text of the study. In this context, particularly the availability of the statistics according to the requested definitions and in the requested structure was a problem.

In order to ensure comparability of the individual National Studies, the specifications proposed using the following 5 broadly designed categories:

- a) Highly skilled
- b) Skilled

- c) Low skilled
- d) Researchers
- e) Seasonal workers

In the text of this study, a collective term “labour migrants” or “foreign employees” or “foreign workers” is used for these categories of workers – these terms collectively include migrants from the EU countries, the European Economic Area (EEA) and Switzerland as well as from third countries. These are the migrants who are employed in the CR – the foreign nationals who are self-employed are not included in the subject matter of this study. If only third country nationals are concerned, this is specifically mentioned in the text.

The categories are specified within this study in the way mentioned below – particularly the classifications based on the ISCO-88<sup>1</sup> classification of the International Labour Organisation, or rather, its version prepared for the CR, were used. This **COCC**<sup>2</sup> **classification of occupations** was prepared according to the international ISCO-88 standard. COCC was implemented in the CR by CSO, which issued the “CSO Provision” (part 20/1994 Coll.). Save for minor exceptions at the level of the 4<sup>th</sup> place (i.e. subgroups), COCC fully corresponds to ISCO-88. Within this study, only one difference was identified, specifically with Table 5 containing the statistics structured by selected occupations – specifically with the (sub)group *nursing and midwifery professionals*. The specifications of the study requires stating the numbers for the category *2230 nursing and midwifery professionals* but in the Czech COCC, there is no differentiation between the qualified (“associated”) and other workers. For this reason, the study only contains the aggregate numbers for group 323.

This structure according to COCC concerns the categories of highly skilled, Skilled, low-skilled and partly even the category of researchers (for the CR citizens and the EU citizens, vacant job positions). The data specifically on seasonal workers are only available for those foreign workers from third countries who work with a work permit and even these data are not complete (the actual number of migrants employed as seasonal workers is higher than the available data, according to the experts of MoLSA CR). The COCC classification was also used for the data on vacant job positions.

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<sup>1</sup> The titles of the major groups, sub-major groups, minor groups and units in English are available at <http://www.ilo.org/public/english/bureau/stat/isco/isco88/major.htm>.

<sup>2</sup> The titles of the major groups, sub-major groups, minor groups and units in Czech for COCC are available at [http://www.czso.cz/csu/klasifik.nsf/i/konstrukce\\_a\\_seskupeni\\_klasifikace\\_cocc](http://www.czso.cz/csu/klasifik.nsf/i/konstrukce_a_seskupeni_klasifikace_cocc). COCC-R defines five levels of groups; this comprises 10 major groups, 28 sub-major groups, 119 minor groups, 499 sub-groups and 3,221 units.

It needs to be emphasised that within the statistics used in this study, the categories of workers referred to as “*researchers*” and “*seasonal workers*” overlap with the other categories a) – c). Conversely, the categories a) – c) are mutually complementary and their sum represents the total number of foreign workers in the CR. Researchers form a certain subset of the group of highly skilled workers; on the other hand, seasonal workers may belong to all categories a) – c), since seasonal workers may have various levels of skills. The statistical data on the categories of researchers and seasonal workers are available to a very limited extent.

**a) Highly skilled**

Unless the study states otherwise, this term designates those persons who are included in group 1, 2 or 3 within the COCC (or ISCO-88) classification.

- Major group of occupations 1: Legislators, senior officials and managers
- Major group of occupations 2: Scientific and intellectual professionals
- Major group of occupations 3: Technical, medical, pedagogical professionals and professionals in related fields

Therefore, these are persons qualified as a senior official and a manager, a specialist, a technician and the like, who migrate within the internal labour markets of supranational corporations and international organisations or who seek jobs through international labour markets for skills of which there is a shortage.

Since 2003, a project called *Selection of Qualified Foreign Workers* has been in operation in the CR – under this programme, the term of a highly skilled worker is defined differently – for more details, see the settings of this project in the chapters below.

**b) Skilled**

Within the study, the term *Skilled* designates those persons, who work in a position included in major groups 4, 5, 6, 7 or 8. The numbers for the individual major groups were aggregated into a single group “Skilled”.

- Major group of occupations 4: Lower administrative workers (clerks)
- Major group of occupations 5: Service workers and shop and market sales workers
- Major group of occupations 6: Skilled workers in agricultural, forestry and related fields

- Major group of occupations 7: Craft workers and Skilled producers, processors and repairmen
- Major group of occupations 8: Plant and machine operators

**c) Low skilled**

In accordance with the above-mentioned procedures, the classification based on COCC, corresponding to the ISCO-88 classification, was used for the category of the *low skilled*, specifically as follows:

- Major group of occupations 9: Labourers and unskilled workers

**d) Researchers**

The definition of the term *researchers* in this study depends on what group of migrants/citizens is discussed.

For third country nationals, the definition from the Council Directive No 2005/71/EC *on a specific procedure for admitting third-country nationals for the purposes of scientific research* was used, which was mentioned as the most appropriate one in the specifications of the study. According to this definition, they are *third-country nationals who have the appropriate university qualifications allowing for access to postgraduate programmes and who are chosen by a research organisation to carry out a research project, for which the given qualifications are usually required*. Since access to the labour market is guaranteed for these third-country nationals in connection with the transposition of this Directive into the Employment Act since December 2007<sup>3</sup>, these data are stated for the years 2008 and 2009.

Nevertheless, for the other years and for EU citizens, including CR citizens, statistics based on this definition are not available at all. For this reason an alternative definition stated in the specifications of the study was used, specifically the definition in the OECD Manual, which defines researchers according to ISCO as *all persons in major group 2 (Scientific and intellectual professionals) and in subgroup 1237 (Research and development department managers)*. According to the established practice, this concept is to include also members of the army with similar skills who are engaged in research and development – however, these data are not available for the CR and this is why a narrower version of this definition was used for the study.

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<sup>3</sup> The provision of Section 98(n) of the Employment Act No 435/2004 Coll., as amended

**f) Seasonal workers**

Council Resolution of 20 June 1994 *on limitations on admission of third-country nationals to the territory of the Member States for employment* describes seasonal workers as those workers who are third-country nationals and who are resident in a third country but are employed in an activity dependent on the rhythm of the seasons in the territory of a Member State on the basis of a contract for a specified period and for specific employment.

In the CR, the category of seasonal workers is governed and statistically separately monitored only for the purpose of work permits for third country nationals according to Section 96 of the Employment Act – a seasonal worker is a worker who is *employed in activities dependent on the rhythm of the seasons of the year but not longer than for a period of 6 months in a calendar year, provided that a period of at least 6 months elapses between separate periods of employment in the territory of the Czech Republic*. Since migrants have no special benefits from employment based on a permit issued on this specific basis, the performance of the work of migrants who are seasonal workers also takes place under a standard work permit in practice (and therefore this cannot be specifically monitored for statistical purposes).

As concerns the definition of the term **employment rate**, the study uses the definition from the (Selective) Labour Force Survey (LFS) of the International Labour Organisation (Labour Force Survey ILO).<sup>4</sup> The statistics for the CR citizens have been obtained for this study through the LFS carried out by CSO<sup>5</sup>; the information on foreign workers has been taken from the register of MoLSA CR.

In the aggregate statistical data stated in the annex, the term **total employment rate** only refers to the sum of the numbers stated<sup>6</sup> – i.e. in this sense, the total employment rate does not include those unemployed, because third country nationals generally do not have the

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<sup>4</sup> This definition is available, for example, in English at:

[http://epp.eurostat.ec.europa.eu/portal/page/portal/employment\\_unemployment\\_lfs/methodology/definitions](http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/definitions)

<sup>5</sup> In LFS, the category of the “Employed” includes all persons who are 15 years old and older and who belonged to the category of remunerated employed persons or self-employed persons during the reference week. For the purpose of monitoring, the term “work” is interpreted as work for at least one hour during the reference week. Apprentices who receive a salary, a wage or remuneration according to the same principle like other persons are also regarded as employed. Similarly students, persons receiving pension, housewives and other persons engaged mainly in extra-economic activities, who, however, were in employment in addition to that during the reference period, are also regarded as employed. Conversely, persons on parental leave, whose status is of a different nature according to the methodology of the International Labour Organisation (ILO), are not automatically included in the group of the employed. The subject matter of survey in LFS consists of households in apartments selected at random. All the persons usually residing in the selected apartment are subject to the survey and it is not decisive and it is not monitored whether their stay there is permanent, temporary, long-term or unregistered.

<sup>6</sup> Therefore it is the sum of employed CR citizens (ascertained in LFS), employed EU-25 citizens, employed EU-2 citizens and the employed third country nationals.

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right to be registered as job seekers<sup>7</sup>, and since the statistics show employees in such a structure based on the positions they hold, as required by COCC, the data can neither contain unemployed CR citizens.

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<sup>7</sup> Third country nationals can become job seekers only in the cases defined by the law (recognised refugees, foreign nationals with a permanent residence, etc.).

## **2 APPROACH TO ECONOMIC MIGRATION POLICY**

### **2.1 National Approach (Vision) and Policy**

#### **2.1.1 Migration as the Tool for Addressing Lack of Labour Force – Governmental Policy**

Since the creation of the independent Czech Republic in 1993, the situation in the field of migration has undergone substantial development. From a source country in the early 1990s, through a period of a large influx of seekers of international protection and transiting foreign nationals at the turn of the 20<sup>th</sup> and 21<sup>st</sup> centuries, **the Czech Republic, in recent years, has become a country, which is the destination country for long-term or permanent settlement for foreign nationals migrating for work and business.** If we compare the initial situation in 1993 when just under 80 thousand foreign nationals were residing in the territory of the CR with various residence statuses and the current data from late 2009 when there were more than 433 thousand foreign nationals legally residing in the CR, it is apparent that international migration and the foreign nationals themselves are and must be one of the carefully addressed topics in the CR.

In the broad spectrum of reasons for which foreign nationals arrive to the CR, labour migration is the most frequent reason.<sup>8</sup>

For the year 2008, Horáková<sup>9</sup> describes the trend of migration to the CR as follows: “The dynamics of foreign migrations has been accelerating. Not only the proportion of foreign nationals in the labour force is growing but, in particular, the proportion of foreign nationals in the population is growing. The reasons have changed in the course of years. While in the beginning, migration was prompted mainly by demand for a cheap labour force, chain migrations are under way today, as a consequence of which an increasing number of foreign nationals is settling permanently in this country. Thanks to migrations, the Czech Republic is gaining a labour force, which contributes to increase of the overall employment rate of the population. Prospectively, it also gains new inhabitants from abroad who can contribute to certain positive changes in the demographic trend.”

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<sup>8</sup> As of 31/03/2010, among the total of 246,636 foreign nationals with permitted long-term residence in the CR, there were 95,231 foreign nationals whose purpose of residence was employment; the second most frequent purpose was a share in a legal entity – as executive manager – and this purpose was declared by 50,417 foreign nationals. The third most frequent purpose was self-employment; this concerned 41,811 foreign nationals. There were 33,280 foreign nationals registered for the purpose of family reunification and 10,457 foreign nationals were registered for the purpose of study. From among the 433,305 foreign nationals legally residing in the CR as of 31/12/2009, there were 230,709 foreign nationals registered by the governmental employment agencies in the positions of employees (72.4 % of economically active foreign nationals); 87,753 foreign nationals were registered as sole traders (27.6 %).

<sup>9</sup> Horáková – Long-term Trends in the Development of Labour Migrations in the Czech Republic

Horáková<sup>10</sup> further states: “In the early 1990s, the demand for a cheap foreign labour force was prompted mainly by the needs of the emerging market economy striving for competitiveness on global markets. Economic stimuli still predominate but they are not growing at such a pace as was the case in the initial stage after the formation of the independent Czech Republic. The positive trend in the economy witnessed especially in the recent years resulted in an increase of the standard of living of the population and, consequently, in an increase of the overall migration attractiveness of the Czech Republic. Permanent settlement, along with family reunification, is the second most frequent purpose of the stay of foreign nationals today. Foreign nationals’ economic activities are still the most frequent purpose of their stay.”

The basic strategic material for migration and migration policy was approved by the government of the CR in 2003<sup>11</sup> - its title was *Principles of the Governmental Policy for Migration of Foreign Nationals* (Principles). In six fundamental points, this material defines the direction of the migration policy of the CR. The text of each Principle expresses the intention of the CR to address migration policy actively and responsibly, while respecting the obligations arising from international treaties, agreements and recommendations. **The priority of the national activities in the field of migration is to formulate effective measures that will support managed legal migration and minimise illegal migration at the same time.** Therefore, the policy and activity of the government of the CR in this field should particularly aim to eliminate barriers to legal migration, to support immigration, which is beneficial for the state and the society in the long run (Principle 4) and to control illegal forms of migration in accordance with the international standards. The following is stated on the official website of the MoI CR on legal migration: *in a modern society, it is necessary to regard migration as one of the tools for economic development of a country.*

From a long-term perspective, these Principles should be the basis for creating a modern *Concept of the CR Immigration Policy*. Such a concept has not yet been prepared; nevertheless, in accordance with the resolution of the CR government on the *Analysis of the Current Developments and Problems in Migration*<sup>12</sup>, this concept is in preparation. As part of this material, an analysis of the current situation in this field was prepared and tasks aiming to address the identified problematic matters have been defined according to this analysis.

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<sup>10</sup> Horáková – Long-term Trends in the Development of Labour Migrations in the CR

<sup>11</sup> Resolution of the CR Government No 55 of 13 January 2003 on the effectiveness of the Concept of Integration of Foreign Nationals in the Territory of the CR and Further Development of This Concept after Accession of the CR to the EU

<sup>12</sup> Resolution of the CR Government No 344 of 10 May 2010 on the Analysis of the Current Developments and Problems in Migration

In the context of this study, this includes mainly **preparing a draft proposal of a new system of economic migration to the CR**, which should be transparent and should clearly define the conditions for immigration to the CR. Besides the MoI CR, also the CR Ministry of Foreign Affairs, the MoLSA CR, the CR Ministry of Industry and Trade, the CR Ministry of Finance and the Office of the Governmental Agent for Human Rights are involved in preparing this draft proposal. This new system, which is to be designed, will be created mainly according to the following principles:

- economic migration is to be governed primarily by the needs of the CR – the scope and structure of this migration are to be derived from the needs of the Czech economy and are to take into account the integration capabilities of the CR;
- the scope and structure of economic migration should be flexibly adaptable so that it is possible to respond quickly to the changing development of the economy;
- a preference for circular migration;
- the importance of cooperation with the countries of origin and the operation of effective return instruments;
- with regard to permanent settlement, migration of skilled and highly-skilled migrants should be preferred; migration of low-skilled persons should be primarily based on the principle of temporary migration and should involve a higher level of assistance being ensured by the state;
- activities in the field of migration must be guaranteed by co-responsibility of the legal and physical entities participating in admission to the CR or in whose interest the entry and stay of migrant worker in the CR is;
- the sources of economic migration to the CR should be diversified.

However, the interest of the CR to support migration in order to satisfy demand for the labour force can already be identified implicitly within the parameters of the rules of law and other strategic-political documents – especially in the provisions of the Employment Act, the Act on the Residence of Foreign Nationals, governmental resolutions and other documents. This legislation is continually being amended on the initiative of the relevant central authorities, often, among other things, for the purpose of improving the efficiency of the system for employment of foreign nationals in order to meet the needs of the labour market. In the recent years, the intention was particularly to speed up and simplify the mechanisms (both administrative and technical ones) for entry of third country nationals into the CR

labour market and to make effort to ensure improved transparency in employment of foreign nationals through agencies.

The general legislation governing the process of filling vacant jobs and employing foreign nationals is contained in the Employment Act; the preferential-treatment procedures for entry and employment of foreign nationals are applied according to the specific legislation for employment of foreign nationals – this only involves the **Green Card system** at present. In the CR, there is also the **Selection of Qualified Foreign Workers project** in operation. However, the participants of this project do not receive preferential treatment with respect to entry and employment but they do get preferential treatment with respect to integration – specifically, they have a faster access to permanent residence. This project and the Green Card system can be perceived as a specific expression of the will of the CR government to ensure an efficient mechanism for satisfying demand for a labour force through migration. The goal is to ensure a sufficient labour force in a flexible manner and in the required structure of skills according to the current needs of the CR economy.

#### General Legislation in the Employment Act

In the CR, as concerns employment of foreign nationals and filling vacant jobs, the principle of preference for local and community labour force is applied – this principle is laid down in the Employment Act as the basic rule of law governing employment (of foreign nationals) in the CR. The provisions of this Act state that labour migration of third country nationals, whose primary goal is economic activity, serves always only as a tool to fill the gaps on the labour market in the CR – i.e. a migrant worker can obtain a work permit and based on this permit, they can then obtain a residence permit, generally only for that vacant job position, which cannot be filled by a citizen of the CR or a citizen of the EU/EEA or Switzerland or their family members.<sup>13</sup>

Thus, according to the general legislation, it applies that if a foreign national in the CR applies for a work permit, this is only possible in direct relation to a specific vacant job position reported by the employer to the relevant governmental employment agency (GEA). Whether the specific GEA will permit filling this job position with a foreign national depends on its administrative assessment of the situation on the labour market (this is referred to as the “labour market test”).

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<sup>13</sup> This is a general rule; in practice, there are fairly broadly defined categories of third country nationals who have a guaranteed access to the CR labour market regardless of the situation on this market (recognised refugees, foreign nationals with permanent residence and other groups of foreign nationals defined by the law).

Unlike the specific programmes stated below, this general legislation applies to all third country nationals, regardless of their specific countries of origin.

Specific Programmes / Parameters of the Legislative Framework for Labour Migration

The activities of the CR government designed to support legal labour migration include two specific arrangements oriented on employment of foreign nationals in the CR. It is the **Selection of Qualified Foreign Workers** project, the initial five-year phase of which was launched in July 2003 and which is oriented on long-term filling of gaps on the labour market with (highly-)skilled professionals and on their integration in the CR; and there is also the **Green Card system**. The legislative amendment which launched this system has been in effect since January 2009 and it is a response to the employers' demand for quicker filling of job positions, which cannot be filled by local workers, with foreign workers (from third countries). Green cards are not designed to support long-term settlement of these workers and their integration in the CR. A broad spectrum of foreign nationals can become the holders of these cards – ranging from key company staff and foreign nationals holding positions requiring a high level of skills to foreign nationals with absolutely no special skills. As explained below, particularly the Green Card system was configured by the CR government in such a way so as to respond flexibly to the current situation and the needs on the CR labour market as concerns employment of third country nationals. It is true that now, during the economic crisis, this system is not being used intensively, but the CR government assumes that when economic growth occurs once again within the economic cycle, the Green Card system will be used to obtain the workers missing from the CR labour market from abroad.

Both the project and the Green Card system restrict, by means of a governmental resolution/ordinance by the MoI CR, the list of countries whose citizens can participate in the project and in the system. The selection of these countries has been defined by a decision of the government/the Ministry of the Interior and was substantially influenced by the economic crisis.

**Self-employment of foreign nationals** in the CR has (up until now) been governed by very liberal legislation. For this reason, the CR government does not perceive any need for any additional specific support for self-employed foreign nationals. One exception is the support of awareness of foreign nationals about the legal environment for doing business in the CR – this support takes on the form of informational brochures or information on websites in the languages most frequently used by migrants in the CR.

### **2.1.2 Temporary and Long-term Shortage of Labour Force**

As concerns employment of foreign nationals, the policy of the CR does not distinguish explicitly between separate types of shortages of labour force. The migration policy of the CR does not even include such programmes to attract labour force, which would be only oriented towards a certain specific missing profession – both general legislation and specific programmes always associate the filling of a gap on the labour market with a specific vacant job position (and with a specific requirement for skills). For this reason, it is not even possible to make a list of occupations where there is a shortage of labour force for the entire CR. However, these parameters of the system make it possible to respond, through migration, both to structural and cyclical shortages on the labour market.

Only the situation concerning the Selection of Qualified Foreign Workers project is different because the primary goals of this project do not only include the goal to fill gaps on the labour market for job positions requiring (highly)-skilled workers but they also partially include the goal to help address the demographic situation in the CR as concerns the ageing of its population. For this reason, the project also includes preferential conditions for obtaining permanent residence for the family members of a foreign worker. Due to the fact that the foreign nationals entering this project are already employed in the CR, this involves filling the long-term gaps on the labour market in connection with labour migration because by entering the project, these foreign nationals are given mainly the opportunity to obtain long-term residence in a significantly shorter period of time, which motivates them to settle in the CR on a long-term basis and, consequently, to fill gaps on the CR labour market on a long-term basis.

### **2.1.3 Support for Migrant Worker Return**

There are no return programmes implemented specifically for migrant workers in the CR. During the year 2009, there were two types of return projects in operation temporarily – a two-phase project for return of legally residing foreign nationals and a project for return of illegally residing foreign nationals. These projects were implemented according to a governmental resolution with the objective of addressing the difficult situation of migrants that arose from their dismissal from employment because of the economic crisis, especially with regard to the related security risks.

In the CR, assisted return for the categories of foreign nationals defined by the law are also carried out. At present, this involves 3 types of return: assisted return for illegally

residing foreign nationals<sup>14</sup>, return of failed asylum seekers and return under the programme for support of victims of human trafficking.

#### **2.1.4 Current Changes in the Policy**

Over the past few years, five important factors impacting the change of policy and its practical implementation in this field have become apparent. Especially for the end of the year 2008 and for the year 2009, the economic crisis and its impact on the labour migrants in the CR can certainly be described as the most significant influence. In 2009, the hitherto significant increase of foreign nationals with permitted residence which the CR had experienced over the previous years stopped and the number of foreign nationals legally residing in the CR decreased on a year-on-year basis. This decrease concerned especially EU citizens, while the number of third country nationals rather tended to stagnate in 2009. Nevertheless, the impacts of the economic crisis were particularly apparent in the numbers of employed foreign nationals, which decreased in 2009 (this is especially true for the citizens of Ukraine, Vietnam and Mongolia).

##### ➤ Improvement of the Efficiency of the General System

The CR government has been making a long-term effort in the field of employment of foreign nationals to *simplify the administrative requirements and to speed up the procedures for employing foreign nationals*. In the recent years, this effort resulted particularly in amendments to the Employment Act and the Act on the Residence of Foreign Nationals, which brought new provisions to some mechanisms. Thus, with the Act No 382/2008 Coll.<sup>15</sup>, the following changes have been introduced with effect as of 01/01/2009:

- Cancellation of the permit to recruit employees from abroad – this permit used to be issued by GEA to those employers who wanted to employ foreign nationals<sup>16</sup>;
- The category of foreign nationals who do not need a permit to be employed was extended (to students, to graduates from Czech schools);
- It became possible to issue a work permit for a period of up to 2 years (formerly, the maximum period was 1 year);
- A buffer period in the general employment system has been introduced<sup>17</sup>;

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<sup>14</sup> The terms and conditions governing participation in the programme are precisely defined; the programme is not accessible to all illegally residing foreign nationals.

<sup>15</sup> The Act No 382/2008 Coll. of 18 September 2008, which amends the Employment Act No 435/2004 Coll., as amended, the Act No 326/1999 Coll., on the residence of foreign nationals in the territory of the Czech Republic and on amendments to some Acts, as amended, and other related Acts

<sup>16</sup> In the CR, there was a two-phase system in place – there were two permits necessary for employing a foreign national: an employer had to obtain a permit to recruit employees from abroad and a third country national applied for a work permit.

<sup>17</sup> Foreign nationals whose employment ends before expiration of the work permit through no fault of their own are thus allowed to stay in the territory of the Czech Republic, subject to certain defined terms and conditions, for a period of 60 days for the purpose of seeking a new job.

- The maximum penalty for allowing performance of illegal work was changed;
- Stricter requirements for the activities of employment agencies have been introduced (with a primary focus on the agencies employing foreign nationals).

With regard to the nature of the above-mentioned changes, these changes were mostly welcomed by foreign nationals. Nevertheless, the changes also brought about some negative phenomena such as misuse of studies in the CR for the purpose of employment on the part of foreign nationals. The buffer period is not utilised much.

➤ Green Card System

The above-mentioned amendments also led to the launch of a completely new system for employment of foreign nationals – the Green Card system, which is unique in that Green Cards are of dual nature – they combine a residence permit and a work permit in a single document. Also, they substantially speed up the whole process of employing a foreign national, whereby they allow for responding flexibly to the employers' demand for labour force. The system is based on tracking the employers' demand for filling specific job positions. Nevertheless, especially due to the impact of the economic crisis, certain restrictions were maintained in the parameters of the system – for example, not every third country national can get a Green Card but only a citizen of 12 third countries listed in an ordinance of the MoI CR can get a Green Card. The economic crisis fundamentally influenced the selection of these countries and it also had an impact on the number of vacant jobs offered for Green Cards and, consequently, this resulted in the fact that the extent to which this entire system has been utilised has been low up until now. A more detailed description of how this system works is contained in Chapter 3.

➤ Selection of Qualified Foreign Workers

This originally five-year pilot project was changed by a governmental resolution in October 2008 from a pilot phase to a permanent part of migration policy. Nevertheless, its parameters have not been changed in any substantial manner – entry is still only possible for citizens of selected third countries, defined by the governmental resolution. At present, those interested from 51 third countries can enter the project. Also, quotas for the total number of participants in the projects are still in place. For the end of the year 2009 and for the year 2010, these quotas were even decreased by a governmental resolution of September 2009 from the planned 2 thousand foreign nationals to 1 thousand due to the impact of the crisis. Also, a mechanism was approved under which those foreign professionals, whose occupations appear in the statistics prepared according to information from governmental employment

agencies as those where there has been a long-term shortage of professionals, will be given preference in entering the project.

➤ Impact of the Economic Crisis

From late 2008 up until now, the CR has been impacted by the economic crisis. Starting especially with early 2009, a large number of foreign nationals started to lose jobs as a consequence of this crisis, whereby these foreign nationals lost a source of income. Those foreign nationals who used to come to the CR as a labour force in great demand and which was mostly low-skilled, usually did not have the resources to return home. Moreover, they were often even in debt because of the fees for mediation of work in the CR. Thus, the former migrant workers were threatened by poverty and/or by “falling” into illegality.

The government responded to this situation by a comprehensive set of measures contained in the Resolution of the CR Government No 171 of 9 February 2009 *on Ensuring the security situation of the Czech Republic in connection with dismissal of foreign workers as a result of the economic crisis*. This resolution contained analytical information on the current situation and identification of possible risks, a proposal for comprehensive monitoring of this situation and a detailed proposal for measures to address the situation. The measures included in particular stricter requirements for the activities of employment agencies, **increased monitoring of employers** with a focus on exposing illegal migrants and improved effectiveness of this monitoring, and implementation of temporary projects for assisted voluntary return for the foreign nationals who were impacted by the crisis.

At first, **the project of voluntary return** was designed only for legally residing foreign nationals; nevertheless, under another governmental resolution of May 2009, a specific project for voluntary return of illegally residing foreign nationals was also implemented. Under this project, the costs of return were paid for the foreign nationals and in the case of legally repatriated foreign nationals, these were also given a financial contribution in the amount of 500 EUR for an adult and 250 EUR for a child, or 300/150 EUR during the second phase.

**Arrivals of new foreign workers were also temporarily restricted**, as proposed by this resolution. This was achieved by restricting acceptance of applications for long-term visas for the purpose of employment and self-employment at selected consular offices/embassies of the CR abroad. In the second half of the year 2009, the complete suspension of acceptance of applications was terminated; nevertheless, restrictions on the numbers of accepted application still apply.

In general, **the number of migrant workers in the CR has decreased**, both due to the direct impact of the crisis and due to the subsequent, above-mentioned governmental measures aimed at addressing this situation. As of 31/12/2009, **73,666 employment permits** were issued<sup>18</sup>, which represented **a decrease by 43 %** in comparison with the previous year 2008, when 128,934 permits had been issued. In the years 2008 and 2009, approximately 27 thousand third country nationals lost their jobs.<sup>19</sup> A total of 8 % of them returned to their countries of origin through voluntary return projects. The capacity of the first phase of the voluntary return project (2 thousand persons) was quickly exhausted and for this reason, its second phase was implemented during July through December 2009 due to the high interest in registration. The project has been evaluated as successful because its implementation succeeded in achieving the goals set for the project.<sup>20</sup>

The goal of the measures adopted for employment agencies was to prevent the existing frequent abuse of foreign nationals by these agencies. Thus, the government **has changed the rules for employment of foreign nationals through agencies** – now agencies may only arrange employment for low-skilled foreign nationals in selected occupations and to high-skilled foreign nationals. As compared with the same period of the year 2008, there was a marked decrease of the number of workers hired through agencies – it was approx. 35 thousand at the end of the year 2008; the latest data from this year indicate approx. 4,500<sup>21</sup> workers.<sup>22</sup>

**Also, the job seekers (i.e. the citizens of the CR/EU/EEA and Switzerland and foreign nationals with a permanent residence permit) are more consistently employed** on the labour market. Thus, new work permits are only issued to third country nationals by governmental employment agencies for shorter periods of time.

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<sup>18</sup> This concerns the number of work permits for foreign nationals – the aggregate numbers of employed third country nationals are stated in the text below and in the annex with statistics – i.e. the sum of the work permits issued to foreign nationals and the data of third country nationals who do not need a work permit. For this reason, the numbers stated below are higher and consequently the figures are not identical.

<sup>19</sup> This number does not correspond with the statistics in the annex where a year-on-year decrease from 143,598 employed third country nationals to 91,565, i.e. to 63 % of the original number, is stated. The reason is explained in the preceding footnote.

<sup>20</sup> No increase of cross-border illegal migration was witnessed as compared with the previous years; and there has been no substantial increase of the number of crimes committed by foreign nationals or on foreign nationals; there has been no increase of the number of applicants for international protection as a result of the application (there were undoubtedly some cases of this kind but those were merely several individuals).

<sup>21</sup> As of 31/12/2009 there were 3,574 valid work permits for foreign nationals who were employees of an agency and who were being lent to a user.

<sup>22</sup> However, it should be pointed out that a large number of these persons are now employed through cooperatives and legal entities; therefore, it will be necessary to continue the search for suitable measures.

Under the resolution of February 2009, some **additional changes** have also been proposed, which require a legislative change and which, for this reason, have not yet been implemented – this includes, for example, the newly defined employer’s responsibility for potential illegal residence of a foreign worker who was employed by the employer, stricter conditions for issuance of a residence permit for the purpose of self-employment<sup>23</sup>, and restriction of the possibility of legal representation of a foreign national in their dealings with authorities.

➤ Implementation of the EU Laws

Since the year 2004, in which the CR acceded to the EU, its legislation has been influenced by the implementation of the EU laws. With regard to the dynamics of the development of the EU in this field, this impact is quite considerable. In the amendment to the Act on the Residence of Foreign Nationals and other Acts currently in preparation and which will not, nevertheless, be presented to the CR Parliament until the second half of the year 2010 and which, consequently, has not yet changed the policy in reality, what is particularly important in the context of this study is the:

- implementation of the “*Sanction Directive*”<sup>24</sup>

It is assumed that the main impact of this Directive on the laws of the CR is the requirement to ensure that an illegally employed foreign national can apply for grant of a long-term **residence for the purpose of leave to stay for the period of ongoing proceedings against the employer** for payment of wages owed. As concerns payment of the costs of administrative expulsion of a foreign national employed without a work permit, these costs will be claimed firstly against his/her employer or, as the case may be, against the party who entered into an agreement with the employer as a subcontractor, under which the employer was employing the foreign national. A substantial part of the Directive will also be implemented in legislation which is in realm of other ministerial sectors than that of the MoI CR – especially in the realm of the MoLSA CR.

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<sup>23</sup> As a result of the economic crisis, it was possible to witness a perceivable increase of residence permits for the purpose of self-employment, the explanation for which is that a number of foreign nationals who had lost their jobs applied for this type of stay in order to legalise their residence because obtaining this permit is generally easier than obtaining a work permit. Under the existing legislation, it is very difficult to verify whether the foreign national is in fact doing business as a self-employed person.

<sup>24</sup> Directive 2009/52/EC of the European Parliament and of the Council providing for minimum standards and measures against employers of illegally staying third-country nationals

- implementation of the “*Blue Card Directive*”<sup>25</sup>

As part of the implementation of this Directive, **a new type of long-term residence permit** will be introduced in the CR, which will be issued to foreign nationals for the purpose of performance of jobs requiring high level of skills – the EU Blue Card. **The CR Ministry of the Interior will be making decisions on applications for an EU Blue Card. The EU Blue Card** will entitle a foreign national to a stay and to perform an occupation requiring a high level of skills (it will not be necessary to have a separate work permit). The term “**high level of skills**” will include university education or tertiary vocational education, if such studies took at least 3 years. The proposal contains the definition of the **documents that are required to be attached to an application for issuance of an EU Blue Card** (besides a valid travel document, photographs and a document on accommodation, the required documents are as follows: **a contract of employment for a period of at least 1 year, which contains the amount of the agreed salary, which must not be lower than 150 % of the average annual gross salary**, documents certifying the skills, a document on compliance with the conditions for performance of a regulated occupation). The proposal stipulates that even residence on a EU Blue Card or residence on a long-term residence permit for the purpose of family reunification with a holder of an EU Blue Card, **both residence in this territory and residence in other Member States**, will be included in the period of 5 years of uninterrupted stay in the territory required for **obtaining permanent residence in the territory for obtaining the legal status of a long-term resident in the European Community; the foreign national must, however, stay in this territory for a period of at least two years**. It is also stipulated that a holder of an EU Blue Card and his/her family members will be given an opportunity for **family reunification without any stipulated minimum period of prior stay in the territory, meaning that reunification of the family can be carried out immediately**.

The implementation of this Directive will also have impact on other legislation, particularly the Employment Act and the regulations in the field of social security.

In the context of this study, the implementation of the “*Return Directive*” will only be of marginal importance<sup>26</sup>.

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<sup>25</sup> Council Directive 2009/50/EC on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment

<sup>26</sup> Directive 2008/115/EC of the European Parliament and of the Council on common standards and procedures in Member States for returning illegally staying third-country nationals

From among the directives that have already been implemented in this field, the last one was the “*Researchers Directive*”<sup>27</sup>, which was implemented through the Act No 379/2007 Coll., amending the Act on the Residence of Foreign Nationals and other Acts. Thus, a new type of long-term residence permit for the purpose of scientific research was introduced into the legislation and this type of residence permit provides this group of foreign nationals with more advantageous terms of stay in the CR than they had under the previous legislation.

## **2.2 Legislative and Institutional Framework**

### **2.2.1 Parameters of the Policies**

The following strategic-implementation documents play a fundamental role in the parameters of the implementation framework of the policies in this field:

- CR Government Resolution No 1316 of 20 October 2008 *on the Report on Implementation of the Selection of Qualified Foreign Workers Project in the Years 2003 – 2008 and on Proposal for Further Changes*<sup>28</sup>;
- CR Government Resolution No 1236 of 29 September 2009 *on the Report on Implementation of the Selection of Qualified Foreign Workers Project in the Years 2008 and 2009 and on Proposal for Further Changes*.

With regard to the current situation considering the impacts of the economic crisis on the situation of third country nationals, the following materials are also of importance:

- CR Government Resolution No 171 of 9 February 2009 *on the Process of Ensuring Security Situation of the Czech Republic in Connection with Dismissal of Foreign Workers As a Result of the Economic Crisis*;
- CR Government Resolution No 587 of 4 May 2009 *on the Voluntary Returns of Illegally Resident Foreign Nationals Project*;
- CR Government Resolution No 588 of 4 May 2009 *on the Voluntary Returns Project – Phase II*
- CR Government Resolution No 1205 of 16 September 2009 *on Suspension of Acceptance of Applications for Long-term Visas at Selected Embassies of the Czech Republic – Assessment of the Situation and Further Course of Action*;

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<sup>27</sup> Council Directive 2005/71/EC on a specific procedure for admitting third-country nationals for the purposes of scientific research

<sup>28</sup> And other Resolutions governing the gradual development of the project: No 975 of 26 September 2001; No 720 of 10 July 2002; No 340 of 14 April 2004; No 394 of 6 April 2005; No 1377 of 26 October 2005; No 431 of 19 April 2006; No 538 of 23 May 2007

- CR Government Resolution No 846 of 29 June 2009 *on the Project for Continuation of Information Campaign to Prevent Illegal Migration of Mongolian Nationals.*

Further developments and strategic-political changes in the field of labour migration are expected to take place during the year 2011 in connection with the submission of a proposal of a new system of economic migration to the Czech Republic. The proposal is to be submitted by the MoI CR to the CR Government by 31 December 2010. The general principles on which the proposal is to be based are mentioned above.

### **2.2.2 Legislative Framework**

As outlined above, the basic political and legal documents governing the employment of foreign nationals, which is generally carried out specifically with the objective of filling the vacant job positions on the labour market in the CR, are the Employment Act and the Act on the Residence of Foreign Nationals. These rules of law are supplemented with other strategic- political documents and with regard to the two specific programmes/systems of labour migration currently in operation, they are also supplemented with a series of CR Government Resolutions on the Selection of Qualified Foreign Workers Project and with the Green Card Ordinance of the MoI CR.

Thus, the basic legal framework of labour migration consists particularly of the following rules of law:

- *Employment Act No 435/2004 Coll.;*
- *Act No 326/1999 Coll. on the residence of foreign nationals in the territory of the Czech Republic;*
- *Ordinance No 461/2008 Coll. of 17 December 2008, which defines the list of countries, whose citizens are eligible to apply for issuance of a Green Card.*

The following Acts are also important rules of law governing the stay and employment of foreign nationals: the Act No 500/2004 Coll. on administrative proceedings (the Code of Administrative Procedure); the Act No 634/2004 Coll. on administrative fees; the Act No 200/1990 Coll. on offences; and the Act No 262/2006 Coll., the Labour Code.

Since the accession of the CR to the EU in May 2004, the national migration policy is largely addressed in consensus with the partner countries and with the application of the instruments of the European law.

### **2.2.3 Act on the Residence of Foreign Nationals in the Territory of the CR**

This Act<sup>29</sup> is the basic legal document governing the terms and conditions of entry of foreign nationals to the territory of the CR and the stay of foreign nationals in the territory of the CR. In particular it specifies the conditions of the entry and stay of separate categories of foreign nationals; it defines temporary residence and permanent residence; it governs the procedure for issuing visas; it lays down the rights and obligations of foreign nationals as well as the rights and obligations of police and administrative authorities.

### **2.2.4 Employment Act**

Part 4 of this Act<sup>30</sup> governs the employment of employees from abroad – the first chapter governs the disclosure obligation of an employer who employs employees from abroad; the second chapter governs the permit to employ a foreign nationals<sup>31</sup>; the third chapter governs the process of keeping records on EU citizens and foreign nationals; and the fourth chapter governs the authorisation to adopt national measures in the field of employment. Some other parts of this Act also govern inspections in the area of employment.

### **2.2.5 Specific Criteria for Admission of Workers**

The Employment Act divides foreign nationals into several categories according to their access to the labour market:

#### **Citizens of the EU, EEA Switzerland and their family members**

The citizens of the EU, EEA and Switzerland and their family members<sup>32</sup> as well as the family members of the citizens of the CR who are not citizens of the CR or any other EU member state are not regarded as foreign nationals from the perspective of the Employment Act and consequently they have the same status as CR citizens under this Act. Thus, these foreign nationals have free access to the labour market – i.e. they do not need any work permit. Nevertheless, they must provide the relevant GEA with a document confirming the fact that they are family members of the persons defined above.

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<sup>29</sup> The Act No 326/1999 Coll. on the residence of foreign nationals in the territory of the Czech Republic

<sup>30</sup> The Employment Act No 435/2004 Coll.

<sup>31</sup> This concerns special groups of third country nationals who, under an exception defined in the law, either do not need a work permit (for example, recognised refugees; foreign nationals with permanent residence) or who are issued with a work permit automatically without the situation on the labour market being checked (for example, members of the clergy of a registered church; asylum seekers after expiration of 12 months from the filing of the application) or who are not regarded as foreign nationals under the Employment Act (a family member of a citizen of the CR/EU/EEA or Switzerland).

<sup>32</sup> In this context, a family member is deemed to be a spouse, a partner with whom the holder of the rights entered into a registered partnership according to the regulations of the member state, and their descendants, if they are younger than 21 years or if they are dependent on the holder of the rights. Also, a family member is deemed to be a relative, who is provided with subsistence, of a citizen of the EU/EEA and Switzerland and his/her spouse or partner in an ascending order.

The right to work without a work permit was acquired by the **citizens of the member states of the EU, EEA and Switzerland and their family members** after the accession of the CR to the EU, that is, after 1 May 2004. Initially, even their registration was not compulsory. This changed on the date of effectiveness of the new Employment Act, i.e. on 1 October 2004. Since that date, they are subject to a registration obligation – the employer or the legal or physical entity to which or to whom these persons are sent by their employer is required to give written notice of this fact to the governmental employment agency with jurisdiction over the place of performance of the job not later than on the day, on which these persons start to perform the job. The CR did not adopt any measures restricting the entry of the citizens of the new member states to the labour market, and refrained from doing so both at the time of the accession of the EU-10 countries, which included the CR, and at the time of the accession of Bulgaria and Romania in 2007.

### **Third country nationals**

In order to be able to be employed in the CR, a third country national must obtain a **work permit and a permit to reside in the territory of the CR** or a **Green Card**.

A foreign national must apply for a **work permit** by filing a written application with a GEA, either in person or through their authorised representative or through the employer with whom they are to be employed or to whom they will be sent by their foreign employer to perform work. A foreign national must apply for a specific job at a specific employer. Some additional documents need to be attached to an application for a work permit: the employer's statement that he intends to employ the foreign national, documents on the professional qualifications of the foreign national and possibly some other additional documents, such as good-health card for work in certain industries. See the following chapter for more details on the employing procedure.

A **Green Card** is a long-term residence permit for the purpose of employment in the territory of the CR in special cases. A foreign national who has been issued with a Green Card for a specific job position is entitled to stay in the territory of the CR and to work in the job, for which the Green Card was issued. A Green Card is a document of a dual nature, which means that in a single administrative action, a residence permit and a work permit are granted, which speeds up the entire employment process. A foreign national who is interested in employment in the CR should first seek out a suitable vacant job on the Internet in *the central register of vacant job positions that can be filled by Green Card holders*, then apply at an embassy or consulate of the CR abroad for a Green Card for the chosen job. The application is

then forwarded to the MoI CR, which will make a decision on the issuance of the Green Card within 30 days. After submitting travel medical insurance certificate, the foreign national receives an entry visa for receipt of the Green Card, which he/she will collect in the territory of the CR; then he/she must register his/her residence with the relevant inspectorate of the Foreign Police within 3 working days and can start working in the employment. A foreign national who is already staying in the CR can also obtain a Green Card under exceptional circumstances defined by the law.<sup>33</sup>

See below for more details on the mechanisms for linking foreign nationals with specific vacant job positions and more details on other specific terms and conditions of their employment – this is covered in the description of the separate systems of employment.

A work permit is also required if a **foreign national, whose employer is a foreign party, is posted** by his/her employer **to perform work** in the territory of the CR under an agreement (a contract) with a Czech physical or legal entity. Before such a contract on sending a foreign national to the CR is entered into, the physical or legal entity involved is required to consult a GEA the particular numbers and professions of the employees to be posted and the duration of their stay. In extreme cases, a GEA may refuse to grant this permit and may propose employment of Czech citizens from the register of the GEA. However, these cases mostly concern the positions of executives, managers or specialists. The foreign nationals who fill such positions have what is referred to as “assignment letter”.

### **Third country nationals – special cases of employment**

The Employment Act basically defines two groups of third country nationals who need not obtain a work permit or a Green Card or who are granted a work permit regardless of the situation on the labour market, that is, solely through an administrative act.

The first group are foreign nationals whose employment **does not require any permit** (Section 98 of the Employment Act); this is a foreign national:

- a) with permitted permanent residence;

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<sup>33</sup> An application for a Green Card can be filed with the MoI CR by a foreign national who is staying in the territory of the CR under the Green Card system and who lost, through no fault of their own, job and files the application within the 60-day buffer period, or who is staying in the CR under a Green Card for a period of at least 1 year and who wants to change their employer. Also, a foreign national who has been staying continuously in the CR for a period of 2 years, either under a visa for a stay longer than 90 days or under a long-term residence permit, can apply with the MoI CR for a Green Card.

- b) who is a family member of a member of a diplomatic mission or consular office, or a family member of an employee of an international governmental organisation based in the territory of the CR<sup>34</sup>;
- c) who has been granted asylum or subsidiary protection;
- d) whose performance of work in the CR will not exceed 7 consecutive calendar days or a total of 30 days in a calendar year<sup>35</sup>;
- e) whose status of this kind is laid down in an international treaty, the ratification of which was approved by the Parliament and which is binding on the CR.

With regard to the context of this study, this also applies to foreign nationals:

- who are undergoing systematic training in the territory of the CR for their future occupation;
- who were posted to the territory of the CR within the provision of services by an employer settled in some other member state of the European Union;
- who are staying in the territory of the CR under a long-term residence permit for the purpose of family reunification, if this is joint family life with a foreign national pursuant to clause a) or c);
- who are resident in the territory of the CR under a long-term residence permit for residence in some other member state of the European Union for the purpose of employment, if more than 12 months elapsed from the issuance of this permit;
- who perform systematic educational or scientific activity in the CR as a pedagogical worker or an academic worker of a university, or as a scientific worker, researcher or development specialist in a public research institution or some other research organisation according to special legislation;
- who received secondary or higher vocational education or higher vocational education at a conservatoire according to the School Act or university education according to the University Act; or

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<sup>34</sup> if an international treaty, the ratification of which was approved by the Parliament and which is binding on the Czech Republic, guarantees mutuality

<sup>35</sup> and if, also, this is a case of an active artist, pedagogue, academic worker of a university, a scientist, a researcher or a development worker who is a participant of a scientific meeting, a pupil or a student aged less than 26 years, an athlete or a person who arranges deliveries of goods or services in the Czech Republic or who delivers these goods or carries out assembly under a commercial contract or possibly carries out warranty and repair works.

- who is resident in the territory of the CR under a long-term residence permit for the purpose of joint family life;<sup>36</sup>
- and some other groups of foreign nationals.<sup>37</sup>

**Regardless of the situation on the labour market**, a GEA shall issue a work permit to a foreign national (Section 97 of the Employment Act):

- who is to be employed for a limited period of time for the purpose of improving their skills and qualifications in the chosen job (internship) for a maximum period of one year. This period can be prolonged but not for more than for the period needed to acquire professional qualifications according to the regulations valid in the CR;
- aged up to 26 years old, employed in occasional jobs and jobs limited in time under an exchange between schools or under programmes for young people, in which the CR participates;
- who is a member of the clergy of a church or a religious society registered in the CR;
- whose status of this kind is defined in an international treaty, the ratification of which has been approved by the Parliament and which is binding on the CR;
- who has been issued with a visa as a leave of stay or who was issued with a long-term residence permit for the same purpose;
- who is seeker of international protection or who was issued with a visa for a stay longer than 90 days as a leave of stay but not sooner than after 12 months elapsed from the date of filing an application for asylum.

➤ General System

The criteria for the general employment system **are set by the Employment Act**. The same is true for identification of the needs of the labour market in connection with

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<sup>36</sup> - if it is a case of a joint family life with a foreign national who has the status of a long-term staying resident in the European Community in the territory or a long-term staying resident in the European Community in the territory of some other EU member state and who has been employed in the territory of the CR during this stay under a work permit or a Green Card for a minimum period of 12 months.

<sup>37</sup> - who is a member of a rescue unit and who provides assistance under an international state agreement on mutual assistance in removal of the consequences of accidents and natural catastrophes and in the cases of humanitarian aid;

- employed in the international mass transport, if he/she is sent by his/her foreign employer to perform work in the territory of the CR;
- accredited in the field of the mass media;
- who is a member of military or civil staff of the armed forces of the sending state according to a special law.

satisfying them through migration. Similar conditions for stay are defined particularly by the Act on the Residence of Foreign Nationals.

In accordance with the information given above, the basic principle of employment of foreign nationals applies both to the general system and the two specific programmes. This principle stipulates that a foreign national can only come to the CR to work here only if he or she is coming here to fill in a vacant job position that cannot be filled by a citizen of the CR/EU/EEA or Switzerland. Such job positions, which an employer assumes to be positions that cannot be filled by a local job seeker and which the employer wants to fill with a foreign national, are labelled as such and registered by the workers of the relevant GEAs **in the central database of vacant job positions suitable for foreign nationals** after they are reported to a GEA and described as such by the employer. This database is freely accessible to foreign nationals on the Web portal of employment of the MoLSA CR. Foreign nationals can then seek to fill these positions. Nevertheless, they cannot be certain that the GEA concerned will approve their employment – this is at discretion of the GEA. This database was created under the Selection of Qualified Foreign Workers Project for the participants of this project – later on, it was also made available to the general system of employment of foreign nationals.

Family reunification under the general system is possible according to the Act on the Residence of Foreign Nationals – this is not regulated specifically for labour migrants. According to this Act, it generally applies that family members can first stay in the territory under a long-term visa and later on under a long-term residence permit issued for the purpose of joint family life. Also, some additional conditions must be met. Particularly the family tie and financial security of the family (multiples of the subsistence minimum, housing) must be proved. Moreover, in order to obtain a long-term residence, the foreign national with whom the joint family life is to be made possible must be a holder of a long-term residence permit or a permanent residence permit and staying in the territory for a minimum period of 15 months and, if it is a case of reunification of spouses, each of them must be at least 20 years old.

The legislation of the CR does not contain any specific provisions concerning returns of labour migrants.

➤ Green Cards

The Green Card system – although based on the same principle – is slightly different. A foreign worker interested in obtaining a Green Card can only take a vacant job position which is registered in **the central register of vacant job positions that can be filled by**

**future Green Card holders.** The vacant job positions reported to the governmental employment agency by an employer are only included in this register if a citizen of the CR or the EU/EEA or Switzerland does not express any interest in them for a period of 30 days. The Ministry of Industry and Trade of the CR can also label a vacant job position as a position suitable for key staff. The Minister of Labour and Social Affairs can remove the position from the database with regard to the situation on the labour market (this is done on the instigation of the specific GEA).

A Green Card can only be issued to the nationals of selected countries defined in an Ordinance of the MoI CR<sup>38</sup>; and the candidates must also prove that they meet possible qualification requirements.

A Green Card is issued in 3 categories:

- Type A – for workers with university education and key staff (for a period of up to 3 years)
- Type B – for workers in positions with the minimum required education at the level of a graduate of a vocational school (for a period of up to 2 years)
- Type C – for other workers (for a period of up to 2 years)

For the Green Cards of type A and B, it is possible to renew their validity for up to 3 years under certain circumstances; this is not possible with type C. Applications for renewal are received by the regional offices of the MoI CR. A foreign national can file, or rather, is required to file an application for renewal no sooner than 120 days and no later than 14 days before the end of the validity of his/her residence permit.

The family members of Green Card holder, except for the holders of type C, can obtain a long term residence permit for the purpose of joint family life but only after a certain period of time. This period is shorter than the one set in the general system. Green Card holders who belong to the category of highly-skilled workers with university education or key staff must stay in the Czech territory for at least 6 months in order for their family members to be able to apply for this permit. Green Card holders who belong to the category of workers with the minimum required education at the level of a vocational school must stay in the CR for at least 1 year in order for their relatives to be able to apply for this permit.

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<sup>38</sup> Only the nationals of the 12 countries stated in the Ordinance of the MoI published in the Collection of Laws under the No 461/2008 Coll. can apply for issuance of a Green Card. These are the nationals of the following countries: Australia, Montenegro, Croatia, Japan, Canada, Republic of Korea, New Zealand, Bosnia and Herzegovina, Macedonia, USA, Serbia and Ukraine.

➤ Selection of Qualified Foreign Workers Project

Under the project titled *Selection of Qualified Foreign Workers*, unlike with the standard procedure, consultation is provided for the participants of this project at a specialised administrative bureau. The participants of the project are given answers to their questions and they receive the necessary contact information to the relevant authorities. Also as part of this project, a considerably intensive information campaign was launched, aiming to inform foreign nationals about this project. The campaign was carried out by the MoLSA CR through the International Organisation for Migration (IOM) as a partner both abroad and in the CR. The participants of the project can also benefit from the opportunity of making use of what is referred to as a “buffer period” in the event of losing their jobs. Up until the year 2009, under a standard employment based on the Employment Act, a foreign national had to leave the CR because as a result of their loss of employment, the foreign national also lost the reason to stay and, consequently, the residence permit, too. However, the participants of the project were given a buffer period of 30 days at the beginning of the project operation. In 2009, an amendment to the Employment Act provided a buffer period for all foreign nationals, subject to conditions defined by the law; nevertheless, the project participants enjoy a more advantageous buffer period under certain conditions.<sup>39</sup>

The criteria for enrolling participants for the project are defined by the CR Government Resolution on this project. At present, the main criteria include: citizenship of the country, whose citizens can enter the project<sup>40</sup>, or graduation from a Czech secondary school or university<sup>41</sup>, a requirement for education, ensured legal employment and residence in the CR<sup>42</sup>, achievement of a score in the selection assessment of the participants (work experience gained to date, qualifications, knowledge of languages, family, etc. are assessed).

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<sup>39</sup> Thus, at present, the participants of the project obtain a 60-day buffer period in the CR to find a new job already during the first year of their participation in the project if they had lost their job for reasons beyond their control. During the following years of their participation in the project, the participants are provided with a buffer period even in the event of a loss of their jobs for other reasons. During this time limit, they will not be deprived of their visas and their stay in the CR will not be interrupted.

<sup>40</sup> At present, the target countries of the project are Albania, Argentina, Armenia, Australia, Azerbaijan, Byelorussia, Bosnia and Herzegovina, Brazil, Montenegro, Philippines, Georgia, Guatemala, Honduras, Chile, Croatia, India, Indonesia, Israel, Japan, Republic of South Africa, Cambodia, Canada, Kazakhstan, Republic of Korea, Costa Rica, Cuba, Kyrgyzstan, Laos, Macedonia (FYROM), Malaysia, Mexico, Moldova, Myanmar, Nepal, Nicaragua, New Zealand, Panama, Paraguay, Russian Federation, Salvador, Singapore, the United States of America, Serbia, Sri Lanka, Tajikistan, Thailand, Turkey, Turkmenistan, Ukraine, Uruguay and Uzbekistan.

<sup>41</sup> Foreign graduates of Czech universities who completed their studies in the school year 1995 or later and the graduates of Czech secondary schools who completed their studies in the year 2000 or later can apply to participate in the project regardless of their country of origin. However, this opportunity only applies to those graduates who did not study in the Czech Republic under a development aid programme.

<sup>42</sup> Foreign nationals can enter the project from abroad as well as directly from the territory of the CR – under the condition that there is a specific job ensured for them.

In connection with entry into the territory of the CR, family reunification is addressed under a standard procedure; nevertheless, the family members of the project participants receive a permanent residence permit in a reduced period of time, just as the participant (the holder of the entitlement).

The participants who meet all the conditions of the project can apply for permanent residence in the CR, together with their families, after expiration of a reduced time limit of 2.5 years or, if they are highly skilled workers, they can apply for permanent residence already after 1.5 years (the standard time limit for other foreign nationals is 5 years).

Under the *Selection of Qualified Foreign Workers* project, support of returns is not desirable – the goal of the project is permanent integration of foreign specialists and their families in the CR.

### **2.3 Political Debate and Involvement of Stakeholders**

Although the significance of the topic of immigration only started to grow from a long-term perspective in the CR in the 1990s as a result of the opening of borders and the influx of foreign nationals, the topic of migration was generally not, at the beginning of the first decade of the 21<sup>st</sup> century, among the main political topics in the CR. Nor was it a significant topic of public debate either.

A moderate change regarding the interest of politicians and the general public in the topic of labour migration occurred with the onset of the economic crisis and its consequences for the employment of foreign nationals. Starting from the late 2008 and especially during the year 2009, large numbers of migrant workers started to lose their jobs and consequently, these foreign nationals lost their livelihood. These foreign nationals did not have the resources to return home; on the contrary, they often owed fees for mediation of work in the CR. At that time, a more extensive political discussion was started on the topic of employment of foreign nationals for the first time and besides the professional platforms, the media also started to address this topic – particularly the serious media but marginally even the tabloids.<sup>43</sup> Newspapers were filled with reports on dismissals of foreign nationals, their desperate plights; the first suicides in the Vietnamese and Mongolian communities occurred;

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<sup>43</sup> According to the analysis by L. Šafránková Pavlíčková, *Právo* covered the topic of working foreign nationals most extensively, followed by *MF Dnes*, *Haló Noviny*, *Lidové noviny*, *Hospodářské noviny* and *Metro*. The analysis also states that the tabloid daily newspapers only seldom covered this topic. *Haló noviny* published not only the human stories of dismissed foreign nationals and information on their situation to an unexpectedly large extent but this newspaper also brought criticism – actually omitted in the other daily newspapers – of the governmental policy, in addition to placing the topic into a broader context. However, this is a stance behind which there is a specific agenda because it is an ideal starting platform for criticism of the then government.

provisional accommodation was set up; fund-raising efforts to purchase food and clothes for the affected foreign nationals were started; non-governmental organisations tried to assist the dismissed foreign nationals financially, through consultations and through help with seeking a new job.<sup>44</sup>

The articles and discussions largely dealt with the Voluntary Return projects, which the government proposed and then carried out as one of the instruments to address the problem with foreign nationals in a difficult situation.

The government justified these projects not only as an effort to help foreign nationals address their situation but it also cited security reasons among the reasons for the implementation of these projects, especially the concerns about the possibility that these foreign nationals could become involved in illegal employment, felony or organised crime.

Discussion of this topic was also taking place among the members of the **professional community** (the workers of non-governmental organisations, researchers, etc.) – particularly the exploitation practices of private employment agencies and the weaknesses of the system for employment of foreign nationals (especially the lack of flexibility and bureaucratic hurdles) were criticised. The project of Voluntary Returns for legally resident foreign nationals was rated quite favourably by the workers of non-governmental organisations;<sup>45</sup> nevertheless, it was criticised initially that illegally resident foreign nationals did not have the possibility to enter this project. However, this was changed when the second project designed for illegally resident foreign nationals was introduced.

In connection with the critical situation of unemployed foreign nationals, the workers of NGOs often blamed the shortcomings in the parameters of the migration policy for this situation – they particularly blamed the work overload of embassies abroad, unfair practices of private employment agencies and the fact that the government had not paid sufficient attention to this problem (the absence of effective inspections, etc.).<sup>46</sup>

It is also possible to observe a fairly high level of **involvement of non-governmental non-profit organisations** operating in this field – for example, the Organisation for Aid to Refugees, the Counselling Centre for Refugees/Association for Integration and Migration, Multicultural Centre Prague, etc. – as well as of academics and researchers who are concerned with this topic. Certain influence can also be perceived on the part of employer associations

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<sup>44</sup> Rozumek – Migration Opportunities Or Several Notes on the Problem of Dismissal of Foreign Workers

<sup>45</sup> Jan Schroth – Response of Jan Schroth to the article titled Voluntary Return of Labour Migrants during the Economic Crisis

<sup>46</sup> Rozumek, Křížková, Jelínková

and the representatives of certain corporations, particularly industrial corporations, which make use of foreign labour force. Conversely, the role of trade unions and the entire social dialogue in general is weak in this field.

Until 2008, the debate was taking place mostly at a national level. However, with the onset of the crisis, it became possible to observe **a marked increase of the local dimension of the discussion** because the economic crisis influenced, among other things, the geographical distribution of foreign nationals, both in the CR and within the separate regions. The loss of job opportunities made foreign nationals relocate more often within the CR – foreign nationals were particularly leaving the smaller regions for larger cities with a higher concentration of foreign nationals and a larger number of job offers. Besides security-immigration problems, new social-integration problems started to appear in connection with the risk of social exclusion of some groups of foreign nationals staying in the territory of the CR. Another potential risk is the increase of xenophobic sentiments among the majority population and the related extremist actions, particularly in the areas with a higher proportion of foreign nationals or in the areas where groups of foreign nationals who are culturally different to a significant degree. Especially in the cities with industrial suburbs, such as Plzeň or Mladá Boleslav where thousands of foreign nationals were employed, these factors resulted in political debates of fundamental importance.

A conference entitled **Labour Migrants in the CR during the Economic Crisis** took place in Pardubice on 12 May 2009. The event, which was co-organised by the Department of Community Services of the Municipal Office of the City of Pardubice, was attended by the representatives of the central government, regional and local governments, the non-profit sector, academic world and employers.<sup>47</sup>

In this context, the **1<sup>st</sup> Conference of the Statutory Cities on the Integration of Foreign Nationals at the Level of Local Government**, Plzeň 2009, organised as part of a project of the Municipal Office of the City of Plzeň under the auspices of the MoI CR was an important event.

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<sup>47</sup> Output from the conference “Labour Migrants in the CR during the Economic Crisis”

### 3 APPROACH TO IMPLEMENTATION OF THE ECONOMIC MIGRATION POLICY

#### 3.1 *Implementation of the Economic Migration Policy*

Unless different settings are stated specifically in the text below, then the same conditions as the one applicable in the general system apply both to Green Card holders and to the participants of the Selection of Qualified Foreign Workers project.

##### 3.1.1 *Mechanisms for Identifying Job Positions with Shortages*

###### ➤ General System

In general, shortages of labour force and the structure of these shortages in the national economy of the CR are identified according to labour market analyses – particularly the analyses of long-term vacant job positions in relation to the structure of job seekers. These analyses are carried out particularly by the MoLSA CR, nevertheless, they are more of an informational nature and they do not provide predictions regarding professions with shortages for the future.<sup>48</sup> Vacant job positions are always filled with migrants in connection with a specific job position – no list of professions or sectors with shortages is made in the CR because these can always significantly vary across the territory of the CR. Another reason is the rapidly changing situation on the labour market.

Nevertheless, in 2009, under the European Social Fund – the employment projects of the operating programme Human Resources and Employment (OP HRE), a systemic separate project **Forecasting the Needs for Qualifications on the Labour Market (Překvap TP)** with a budget of 83,802 thousand CZK was presented in response to a call by the Managing Authority on 15 April 2008 with the aim of creating a regularly working system for prediction of the needs for the qualifications of the labour force on the supply and demand sides on the labour market in a medium-term perspective. For the future, it can be presumed that a certain system working on a fixed basis will be created in this field according to the results of this project.

Within the field of support 2.2 *Modernisation of Institutions and Implementation of the System of Quality of Employment Services and Their Development*, a systemic separate project titled “*Development of Services and Cooperation of GEA with Employers under the Changing Conditions on the Labour Market (SeZam)*” has been implemented since

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<sup>48</sup> This concerns, for example, the annually published Analysis of the Trends in Employment and Unemployment. At present, an analysis of vacant job positions that have been vacant on a long-term basis is available on the pages of the publicly accessible integrated portal of the MoLSA; this analysis is updated on a quarterly basis. See part 3.2 Statistics and Trends for more details.

01/11/2009. The goal of this project is to create and to carry out a pilot test of a system of cooperation between the employment services and the employers in creating job offers for interested parties and job candidates under the changing conditions of the labour market.

Identification of a shortage of labour force is carried out through the obligation of an employer to report vacant jobs to the governmental employment agencies. This obligation is defined in Section 35 of the Employment Act: *An employer is required to report vacant job positions and their descriptions (Section 37)<sup>49</sup> to the relevant governmental employment agency within 10 calendar days and to report when these job positions are filled without delay, not later than within 10 calendar days. Vacant job positions are deemed to be newly created or vacated job positions, for which an employer intends to recruit employees or which an employer intends to fill with temporarily assigned employees of an employment agency. The time limit for the reporting starts on the day following after the creation, vacation or filling of a job position.*

However, the contacted experts of the MoLSA CR estimate that more than a half of vacant job positions are not reported to governmental employment agencies. The reason is particularly the reluctance of employers.

Governmental employment agencies keep records on these vacant job positions, which they offer to job seekers. A general principle, laid down in the Employment Act applies to the process of filling vacant job positions with labour migrants<sup>50</sup> - the basic condition for employing foreign nationals in the CR is **the situation on the labour market** and the circumstance that it is a **vacant job position, which cannot be filled otherwise with regard to the required qualification or temporary shortage of free labour force.**

The GEA authorised to issue a work permit is the GEA, in whose district the foreign national will be performing the job. **Thus, assessment of the situation on the labour market is carried out at a district level.**<sup>51</sup> A decision on employment of a foreign national is made

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<sup>49</sup> The identification information of the employer, the basic description of the job position, that is, definition of the type of work and the place of performance of the work, the prerequisites and requirements defined for the job position, basic information on the working and wage conditions and the information on whether it is a job position reserved or suitable for a person with disability. The register also contains information on whether it is a job for an indefinite period of time or for a specific period of time and on the expected duration of the job. The register may also contain particularly information on the accommodation and commuting possibilities and other information, which the employer requests to be published.

<sup>50</sup> In addition to the specific categories of foreign nationals defined by the Employment Act, who do not need work permit or who are issued with a work permit regardless of the situation on the labour market.

<sup>51</sup> The CR implements the employment policy at a regional-local level through 77 governmental employment agencies with local jurisdiction according to the place of performance of the work (by the foreign national), which are strategically and methodologically managed by the Section for Employment Policy and Labour Market, which is one of the sections of the MoLSA CR. In the CR, there is currently a two-tier system of territorial public administration – the CR is divided into municipalities, which are the basic territorial self-governing units, and regions, which are the higher territorial self-governing units. In the previous administrative

in administrative proceedings. Thus, making a decision on when it is possible to fill a vacant job position with a foreign national is within the terms of reference of the relevant governmental employment agency, which, in the decision-making process, makes use of its knowledge of the local labour market and other local conditions. Thus, the relevant GEA will first verify whether a vacant job position **cannot be filed with one of the job seekers** who are in its register. For this verification, the GEA has a time limit of 30 days (possibly even up to 60 days) defined by the law – the job is offered to the unemployed with the corresponding qualifications. For example, governmental employment agencies also assess whether the offered vacant job position **is financially compensated adequately** – the offered wage is compared with the minimum wage tariffs.

If the job position is vacant even after expiration of the testing period and if the commission of the relevant GEA gives its approval, the permit is issued.

### ***3.1.2 Interconnecting a Vacant Position with a Foreign National***

#### ➤ General System

The central database “**Work for Foreign Nationals**” of governmental employment agencies serves to interconnect a specific foreign worker with a vacant job position. This database is freely available at the Web portal of the MoLSA CR.<sup>52</sup> Vacant job positions, which were not filled with suitable job candidates from among the citizens of the CR/EU/EEA or Switzerland after 30 days<sup>53</sup>, are automatically accessible in this database. Besides Czech, the database also works in English and Ukrainian. A foreign national can also search in the general register of all vacant job positions, which is also available at the integrated portal of the MoLSA CR.<sup>54</sup> If a governmental employment agency finds the situation on the local labour market favourable for the possibility of employing a foreign national, the agency can issue the foreign national with a work permit even if the vacant position is not in the database Work for Foreign Nationals.

A foreign national seeking job in the CR can also register at the portal in the section **Work for Foreign Nationals** and publish their curriculum vitae. Employers can view the offers of job seekers created according to the CVs of the foreign nationals or they can register and publish an offer of vacant positions for foreign nationals.

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division, there were districts (77), which represented an intermediate level between municipalities (a total of 6,244) and regions (14).

<sup>52</sup> [http://portal.mpsv.cz/sz/zahr\\_zam/prociz/](http://portal.mpsv.cz/sz/zahr_zam/prociz/)

<sup>53</sup> Foreign nationals with permanent residence and recognised refugees are also regarded as job seekers, if they meet the conditions defined by the law.

<sup>54</sup> <http://portal.mpsv.cz/sz/>

An employer can only employ a foreign national, if this foreign national has

- a valid **work permit** from the governmental employment agency with jurisdiction over the place of performance of the work, if such a permit is required by the Employment Act;<sup>55</sup>
- a valid residence **visa** for the purpose of employment or possibly a short-term or long-term residence permit for the purpose of employment;
- a written **contract of employment** or an agreement on work activity or a contract on performance of work, provided that the employer registered the foreign national for payment of social security fees and medical insurance premiums.

An employer is required to offer a foreign national such working and wage conditions, which are usual for a citizen of the CR in the same job position according to the valid legal regulations or, as the case may be, in accordance with the collective bargaining agreements or contracts of employment. An employer is required to report to a GEA that a vacant job position has been filled within 10 calendar days.

An administrative fee of 500 CZK (250 CZK for renewal) is charged for filing an application for issuance of a work permit and it is possible to apply for a permit for the term of a contract of employment but not for more than 2 years.<sup>56</sup> If there is any change in a job position (type or place of performance of the work) or any change of employer, it is necessary to issue a new work permit.

For **seasonal workers** (Section 96 of the Employment Act) employed to perform activities dependent on the rhythm of seasons of the year, a permit is issued for a maximum period of six months in the calendar year and it is also possible to issue it repeatedly on the condition that a period of at least six months expired between separate jobs. Nevertheless, not all seasonal workers make use of this category of permit because it does not bring any special benefits. For this reason, a number of them work under a common work permit.

**The flexibility of this mechanism** was often criticised by employers and NGO workers in the past because the employment system was a two-tier system until 2009 – filling a vacant position with a foreign national required not only a work permit but also an employer's permit to recruit foreign nationals. Both permits were issued in administrative proceedings, in which the time limits for making a decision amount up to 30 days (60 days). To this, another time

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<sup>55</sup> Section 98 of the Employment Act, which defines the cases, in which a work permit or a Green Card is not required.

<sup>56</sup> This was only for 1 year until 2009.

limit for issuance of visa must be added – and consequently, the entire procedure often took more than 90 days. This was one of the reasons why the Green Card system has been created.

➤ Green Card System

For the Green Card system, a specialised register of vacant job positions that can be filled with Green Card holders was created in 2009 according to a principle similar to the one described above.<sup>57</sup> This has been defined directly in the Employment Act (Section 37a):

A vacant job position that can be filled with a Green Card holder is deemed to be a job position:

*a) which has not been filled within 30 days from when it was reported to the governmental employment agency, with the exception of the positions of officials of territorial self-governing units and the positions of employees who carry out public administration in administration offices; or*

*b) which the Ministry of Industry and Trade labelled as a position suitable for key staff in the central register of vacant job positions. An employer must give their consent to the publication of a job position in the central register of vacant job positions that can be filled with Green Card holders.*

The category of **key staff** includes, taking into account the current situation on the labour market, higher-level management, workers with high level of special qualifications for certain jobs and tasks and workers having knowledge necessary for the operation of a business; occupations, in which shortage of professionals puts at risk the operation of a business or can result in economic losses.

It also applies that the MoLSA CR *will not publish a vacant job position in this central register or will remove a vacant job position maintained in this register, if the filling of this position by a foreign national endangered the situation on the labour market*<sup>58</sup>. Thus, the Minister of Labour and Social Affairs of the CR is entitled to remove especially those positions, which would represent local, industry-related or regional deformation of the labour market, from the positions available to Green Card holders.

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<sup>57</sup> The more accurate name of this register should be the register of vacant job positions that can be filled with *future* Green Card holders because a Green Card can only be obtained for a newly arriving foreign national after a specific job is actually obtained (the exception is a change of the employer of a Green Card holder after 1-year stay in the CR).

<sup>58</sup> With job positions suitable for key staff, this can only be done subject to prior consent of the Minister of Labour and Social Affairs.

After arrival, a foreign national will collect a Green Card at a previously defined office of the DAMP MoI CR. He or she will pay a fee of 1,000 CZK for issuance of a Green Card and an equivalent in foreign currency when he or she had filed an application at an embassy of the Czech Republic abroad.

The main benefit of the system is the acceleration of the administrative procedure for employment of foreign nationals, which results mainly from combining a work permit and a residence permit into a single document and into a single procedure.

### **3.1.3 Mechanism for Assessing Skills and Recognising Qualifications**

#### ➤ General System

For each vacant job position registered at a GEA, an employer has an obligation, defined by the law, to set the requisites and requirements for holding the job position. These requirements also include the required qualifications of a job candidate.

When a vacant job position is being filled with a foreign national, the law requires that a precisely defined set of documents needs to be attached to an application for work permit – as it has already been mentioned above, these documents include particularly a statement by the employer that they will employ the foreign national and documents on professional qualifications of the foreign national, required for the job position concerned. In certain defined cases, additional documents are required, such as a health card for work in certain fields.

The actual assessment of the skills of candidates to job positions is left up to the employer – in practice, this is done either during a job interview (if it is a foreign national staying in the CR) or according to the CVs or motivation letters sent in or during telephone calls.

As concerns **recognition of the achieved education**<sup>59</sup>, there is a different procedure for recognising education at a level lower than university level<sup>60</sup> and university education<sup>61</sup>.

In the first case, regional offices decide on recognition of the validity of the studies/school certificate/diploma, either by **issuing a certificate** in those cases where there is an international treaty on mutual recognition of equality of documents on education, or,

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<sup>59</sup> Joklová, Ryšavá – Employing Foreign Nationals and Posting Workers Abroad

<sup>60</sup> Primary, secondary and higher vocational education is covered in Section 108 of the Act No 561/2004 Coll. on pre-school, primary, secondary, higher vocational and other education (the School Act), and in the Ordinance of the Ministry of Education, Youth and Sports No 12/2005 Coll. on the conditions for recognition of equality and authentication of the certificates issued by foreign schools.

<sup>61</sup> Governed by University Act No 111/1998 Coll.

in other cases, by issuing a **decision**. A decision may reject an application for recognition – this will happen if the scope and content of the education differs considerably from the scope and content in the CR. If it is found that the examined scope and content of education is only partially different or if the content and scope of a subject is not apparent, it is ordered that a recognition examination should be taken. If the applicant does not pass the examination, the application is rejected.

Recognition of foreign **university education** and qualification is carried out generally by the university, which implements an accredited programme with a similar content. The application is to be filed with the rector's office of the relevant university. Nevertheless, there are three exceptions: the application is to be filed with the CR Ministry of Defence, if it is a case of education obtained in the military field; with the MoI CR, if it is a case of education in the field of security services; and finally, with the Ministry of Education, Youth and Sports of the CR, if it is a case of university education obtained in a state, with which the CR has entered into an agreement on mutual recognition of equality of documents.

➤ Green Card System

Similarly, an obligation applies to Green Card applicants/holders that a foreign national who applies for a Green Card for a selected job position with an embassy of the CR abroad or (under certain defined conditions) with the MoI CR, the foreign national must attach evidence to the application that he/she meets the qualifications requirements, if they are set for performance of the given job.

### **3.1.4 Integration Measures**

➤ General System

There are no integration measures designed specifically for labour migrants in the CR; nevertheless, legally staying third country nationals may – just like other foreign nationals – benefit from the measures implemented under the **Strategy for Integration of Foreign Nationals**. The strategy defines the **four basic priority areas** for the integration policy of the CR, specifically knowledge of the Czech language, economic self-dependence, orientation of the foreign national in society and mutual relations between foreign nationals and the majority society.

The strategy also supports, through a number of **grant programmes of Ministries**, designed for integration of foreign nationals, a number of projects oriented, for example, on Czech lessons for foreign nationals, both children and adults, or on improving the awareness of foreign nationals about the functioning of the society of the CR – by

publishing informational publications/leaflets and by publishing information on websites in languages comprehensible to foreign nationals, also by providing social-legal consultancy through support of NGO project. The MoLSA CR, whose ministerial sector includes employment of foreign nationals, supports three areas of activities in integration of foreign nationals – one area is explicitly focused on supporting activities aiming to facilitate the entry of foreign nationals with permanent or long-term residence into the labour market and their stay on the market and to facilitate activities aimed at supporting awareness of the employers of foreign nationals.

Starting from the year 2008, projects known as “**emergency projects**” are a new element in integration policy. These projects are an instrument to address a current or potential crisis situation in cities with a significant number of foreign nationals where a rapid increase of the numbers of foreign nationals and subsequently an increase of the numbers of foreign nationals without jobs, insufficient capacity of infrastructure and other attendant phenomena resulted in escalation of tension between foreign nationals and the other inhabitants of the cities. These emergency projects were implemented in 2009 by the municipal offices of the cities in direct cooperation with the MoI CR. The projects consisting in implementing a comprehensive set of integration activities, were applied according to the initial monitoring of the status of foreign nationals and the analysis of problems in the city or city district concerned. Besides the municipal office, there were also NGOs, schools – primary schools, kindergartens, language schools, art schools, etc. – and other entities involved in the projects. The integration activities were focused on:

- providing information and consultancy;
- Czech language lessons, tutorial classes;
- improvement of intercultural and professional competencies of the parties involved (officials, pedagogues, medical workers, etc.)
- enhancing the controlling activity and the flexible exchange of data and information.

In addition, the MoI CR, based on the experience that the integration occurs in places of settlement or work activities of foreign nationals and therefore it is necessary to transfer implementation of specific measures to regional and local levels, initiated creation of **Centres for Integration of Third Country Nationals**. These centres are partly financed from the resources of the European Integration Fund. Since September 2009, these Centres have operated in the first six regions.<sup>62</sup> Starting from the first quarter of the year 2010, the opening

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<sup>62</sup> In the Region of Plzeň, the Region of Pardubice, the South Moravian Region, the Region of Ústí nad Labem,

of new Centres in another four regions is in preparation.<sup>63</sup> The Centres fulfil the function of an information centre for foreign nationals and instruments for setting and implementing the integration policy in regions. The goal of the Centres is to ensure, in cooperation with regions, consultations for foreign nationals, courses and other preventive activities, permanent monitoring of the situation and support of civic society development as well as to build a regional consultancy platform for integration.

Another support of the projects oriented on integration of foreign nationals is also provided through various **EU funds**, especially through the European Fund for Integration of Third Country Nationals and the Operating Programme Human Resources and Employment within the European Social Fund.

➤ Selection of Qualified Foreign Workers

Besides the options described above, the participants of the Selection of Qualified Foreign Workers project can also make use of the consultancy services of the administrative worksite of the project – here they can also find answers to questions regarding their integration, for example, information on the possibilities of lessons on Czech language, receiving welfare benefits or welfare assistance, contacts to NGOs engaged in integration of foreign nationals, etc.

## **3.2 Statistics and Trends**

### **3.2.1 Statistics on the Labour Market and Migration**

#### State Quantities (Stock) – Employment of the CR Citizens and Foreign Nationals according to COCC and Gender

From the statistics collected for this study, it can be summarised<sup>64</sup> that since the beginning of the year 2003, **an annually increasing number of foreign employees** has been employed in the CR – this trend was most marked during the economic boom in the years 2006-2008. During the years 2005-2008, there was an average year-on-year increase of 44 thousand in the number of workers from abroad. Nevertheless, starting from the year 2009, a marked decline in the total numbers started to be fully evident as a consequence of the economic crisis, especially among third country nationals. See the table below.

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the Moravian-Silesian Region and the Region of Zlín

<sup>63</sup> In the South Bohemian Region, the Region of Karlovy Vary, the Region of Liberec and the Region of Olomouc

<sup>64</sup> Unless some other source is stated, all the data and their interpretation have been taken from the statistics contained in the annex to this study.

**Year-on-year changes in the numbers of foreign nationals (figures as of 31 December)**

Year	Total for the CR	Change of number – decrement/increment
2004	107,984	+ 2,246
2005	151,736	+ 43,752
2006	185,075	+ 33,339
2007	240,242	+ 55,167
2008	284,551	+ 44,309
2009	230,709	- 53,842

Source: Jíchová (MoLSA CR) – Assessment of the activity of foreign workers on the labour market of the Czech Republic. 2009.

As it has already been mentioned above, the employment rate of foreign nationals on the Czech labour market has decreased after a long period of growth. This applies summarily to all economically active foreign nationals. On a year-on-year basis, the number of foreign nationals, including foreign nationals with a valid sole trader licence in this case, decreased to 318.5 thousand persons (by 43.2 thousand) in 2009; their share in labour force decreased (by 0.9 p.p.) to 5.6 % and their share in employment rate (by 0.8 p.p.) to 6.4 %.<sup>65</sup>

Horáková<sup>66</sup> analysis these issues in greater detail – her detailed analyses clearly show that during the reference period of 2004-2009 the share of foreign nationals in the employment rate (labour force) in the CR was growing until the end of the year 2008 when the consequences of the economic crisis started to occur. Thus, in 2004, the share was 3.3 %, which reached 5.6 % in 2007 and culminated at 6.2 % as of 30 June. “The growing share of foreign nationals in the employment rate in the Czech Republic did not collide, in the first half of 2008, with the trend in unemployment rate; at the end of the year 2007 and at the end of June 2008, the unemployment rate was approximately half (5 %) of the unemployment rate in the years 2003-2004 (when it culminated). The favourable trend on the labour market made room for foreign labour force. This was concentrated particularly in building industry and processing industry.”

The statistics collected for this study confirm the trend mentioned above – unlike flow quantities, the state quantities show a downward trend in employment rate of foreign employees from EU-25 and EU-2 already starting from the year 2008. As concerns the number of employed citizens of the CR and third country nationals, an absolute decrease of employment rate did not occur until the year 2009. Between the years 2004 and 2008, in accordance with the boom in employment of foreign nationals, the share of foreign

<sup>65</sup> The MoLSA CR – Analysis of the Trend in Employment Rate and Unemployment Rate in 2009

<sup>66</sup> Horáková – Long-term Trends in Labour Migrations in the CR

nationals in the total employment rate was increasing, from 2.3 % to the maximum of 5.4 % in 2008. In 2009, this share decreased to 4.5 %.

In employment of foreign workers, we can observe differences related to the country of origin of foreign nationals, especially as concerns the degree of freedom of access to the labour market. In 2009, the citizens of the EU-25 states accounted for 2.6 % of the total employment rate in the CR; third country nationals accounted for 1.8 % and EU-2 citizens only accounted for 0.2 %. While the share of **employees from EU-25** has constantly hovered between 2.3 and 2.6 %, which represents ca 130 thousand employees<sup>67</sup>, since 2007 and even a slight year-on-year increase is apparent as of 31/12/2009, as regards **employees from third countries** it is possible to identify more significant changes in the relative share in employment rate and in the absolute terms as a result of the impact of the economic crisis. With respect to the relative share in the number of employed persons, it is possible to observe, during the reference period, a steady growth from 0.7 % in 2004 to the maximum at the level of 2.7 % in 2008 – this growth approximately corresponds to the increase in absolute numbers – from 33 thousand to 143 thousand. In 2009, a sharp decrease from 2.7 % to 1.8 %, i.e. from 144 thousand to 91 thousand, follows. These statistics support the general assumption that **the employment rate of third country nationals is more sensitive to the fluctuations of the economic cycle**. The share of **employees from EU-2** is constantly very low. Since the year 2007 when a double increase of the number of workers was seen in connection with the accession to the EU and when there was an increase from 0.1 % to 0.2 % of the total employment rate in the CR, it has remained at the level of 0.2 % of the total number of employed persons in the CR. This represents ca 8 thousand persons.

The table below shows the above-mentioned trends in absolute figures in a clearly structured manner<sup>68</sup>:

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<sup>67</sup> A significant share of this number consists of employees from the Slovak Republic, whose stay and employment in the CR is based on the historical context (joint state until the end of the year 1992) as well as from the cultural and language proximity. After the division of the federation, the citizens of the Slovak Republic have been employed in the CR under more advantageous conditions than other foreign nationals. As of 31/12/2009, a total of 98,192 citizens of the Slovak Republic were employed in the CR, which represents approximately  $\frac{3}{4}$  of the total number of EU-27 citizens employed in the CR.

<sup>68</sup> Minor differences between these statistics and the statistics, which were obtained for the purpose of this study and which are contained in the annex, have resulted from the (non-)inclusion of the numbers of permits/pieces of information for workers included in the positions in COCC 0 (persons without specific job category).

**Foreign employment in the years 2005-2009, broken down by the type of register – time series as of 31 December of the given year**

Type of register	2005	2006	2007	2008	2009
<b>Foreign nationals</b> valid permits	55,210	61,452	85,351	128,934	73,663
<b>Foreign nationals</b> information cards	2,659	6,777	10,140	14,516	17,680
<b>Foreign nationals</b> Green Cards	-	-	-	-	51
<b>Citizens of EU/EEA/EFTA</b> information cards	93,867	116,846	144,751	141,101	139,315
<b>Total</b>	<b>151,736</b>	<b>185,075</b>	<b>240,242</b>	<b>284,551</b>	<b>230,709</b>

Source: Jíchová (MoLSA CR) – Assessment of the activity of foreign workers on the labour market of the Czech Republic. 2009.

In connection with the above-mentioned numbers of valid work permits, it needs to be stated that these are valid issued permits, which, however, does not mean that the foreign national really started to work in the CR – it might have happened that the foreign national failed to obtain the second document required for employment in the CR – a visa for the purpose of employment. Especially during the year 2009, when issuance of visas for employment was restricted due to the economic crisis, it often happened that foreign nationals received work permits but not the necessary visas.

As concerns the countries of origins of foreign employees from third countries, the statistics contained in the annex clearly show that **the citizens of Ukraine** have accounted for the majority of these employees on a long-term basis – up until 2007, they accounted for around 2/3; in the following years, they even accounted for more than 1/2 of all employees from third countries. In absolute figures, their number culminated at 81 thousand employees in 2008. The employment rate of Ukrainians has been traditionally highest in the low-skilled positions – it was 53 thousand employees in 2008; there were 26 thousand of them in skilled positions; and a very low number amounting to 1.8 thousand, which, nevertheless, was increasing even during the year 2009, work in the highly-skilled category.

In the years 2004-2006, citizens of Mongolia, Moldova, Russia and the United States, besides the citizens of Ukraine, were also represented in the TOP 5 third countries with numbers of citizens ranging from 1.0 to 3.3 thousand. During the year 2007, there was a more than seven-time year-on-year increase of the employment rate of the **citizens of Vietnam** who traditionally tend to earn their living by self-employment; the increase was from 700 persons to 5.4 thousand; during the year 2008, this amount tripled to 16 thousand employees. In 2009, a rapid decrease down to 3.6 thousand followed. The trend in the employment rate of the

**citizens of Mongolia** was similar, albeit not so dramatic. Their numbers were approximately doubling to reach the maximum of 13 thousand employees in 2008 and then they decreased to 4.2 thousand in 2009. A similar trend can be seen in the employment rate of the **citizens of Moldova**, where the number of 3.3 thousand employees at the end of the year 2006 increased to the maximum of 8.6 thousand of employees in 2008; this was followed by a decline to 5.7 thousand employees, which was far from being as steep as that of the numbers of citizens of Mongolia and Vietnam. The last state from TOP 5 – Russia – shows a slightly growing employment rate, even on a year-on-year basis in 2009, and the current maximum that has been reached is 3.6 thousand employees. This can be explained by a fairly high share of employment rate in the positions from the category of highly-skilled (a total of 1.9 thousand from among 3.6 thousand in 2009; 1.5 thousand from among 3.3 thousand in 2008). With employees from Mongolia and Vietnam, the situation was exactly the opposite – for example, in 2008, only 28 Mongolian citizens held positions requiring high level of skills, as opposed to 9.4 thousand in skilled positions and 3.5 thousand in low-skilled positions. With the citizens of Moldova, employment in the category of low-skilled jobs was even predominant: 5.1 thousand Moldovans worked in these positions in 2008; 3.3 thousand of them worked in skilled positions; and only 139 of them worked in highly-skilled positions.

As concerns division **based on the main classes** according to the qualifications required for performance of the given job, it can be stated that the numbers of employed persons significantly vary according to the citizenship of the worker. For the citizens of the CR and EU-25, employment in the category of skilled predominates; this is followed by the category of highly-skilled, which is – with a great numerical difference, as concerns the citizens of the CR – followed by the category of low-skilled. With EU-2 citizens, employment in the category of qualified predominates in the reference period; nevertheless, since 2007 – the accession of Bulgaria and Romania to the EU – the second largest category are low-skilled persons and the highly-skilled persons follow only after them. With workers from third countries, employment in the low-skilled category has predominated since 2006; employment in the qualified category with somewhat higher numbers follows; and with a great numerical difference, which, nevertheless, has been the same in the course of years, the highly-qualified category follows.

As concerns the trend during the crisis, it can be generally stated that with all the monitored groups of citizenship, the economic crisis had only **a minimum impact on the numbers of employees in the highly-skilled category** – their numbers more or less

stagnated, or even slightly grew in the case of EU-25 and EU-2 citizens. The same was true for low-skilled EU-25 and EU-2 citizens, while the decrease of third country nationals in this category was considerable, although the decrease of skilled employees from third countries was more marked in relative terms. With the CR citizens, there were decreases in all categories – nevertheless, the decrease in the highly-skilled category was the lowest one.

The statistics analysed above include – in contravention with the requirements of the specifications – the numbers of foreign nationals referred to as the “**posted foreign nationals**”. These are foreign nationals who were posted to the CR under a commercial contract and, pursuant to Section 95 of the Employment Act, also need a work permit. Their numbers also developed in accordance with the above-described general trend of increase of numbers at the beginning of the reference period and a sharp decrease apparent particularly since the year 2009. Nevertheless, this trend was not so marked. Thus, from the initial minimum of 1,966 workers in 2005, the numbers gradually increased to the maximum of 3,225 workers in 2008. In 2009, a decrease to 1,887 employees followed.

**Statistics on specific categories of employees** – researchers and seasonal workers – are regrettably not available in a comprehensive form. For **researchers**, data on the EU citizens are not available at all; and data on third country nationals have only been available since 2008 – these are fairly low numbers on the order of hundreds of workers who were recruited under work permits issued specifically for this purpose. There has been no decrease in the number of researchers who are CR citizens due to the economic crisis – their number exceeds 500 thousand employees and has been growing throughout the reference period. There has also been no decrease of researchers who are third country nationals due to the economic crisis. In 2009, there was even another year-on-year increase observed: the number of researchers increased to 579 thousand among the CR citizens and to 440 persons among third country nationals. While among the CR citizens, the number of women and men among researchers is fairly equal, although especially at the beginning of the reference period men had certain predominance, the difference is more marked among third country nationals – women represented only 36 % of these foreign nationals in 2009. For the category of **seasonal workers**, even less data are available – the statistics are only available for third country nationals; and according to a statement by the experts of the MoLSA CR, these are not complete data because under the current system, nothing prevents these employees from working under a non-specific standard work permit for foreign nationals. Nevertheless, from the provided statistics, an increase of the numbers in the period until 2006 (from 13 to 181)

is apparent; this was followed by stagnation at ca 150 workers and there was a steep drop in 2009 – no such permit was issued. Except for the year 2007, women predominated among seasonal workers. Foreign nationals from Ukraine represented the overwhelming majority of seasonal workers.

During the reference period, **the employment of CR citizens** followed a trend similar to that of foreign workers. After 2004, the number of employed persons was slightly growing – from 4.6 million in 2004 to more than 4.9 million employed persons in 2008. In 2009, there was a decrease by more than 100 thousand to 4.8 million employed CR citizens. The number of CR citizens employed in the low-skilled category was steadily lowest during the reference period (every year, there were ca 340 thousand persons until 2008; there was a decrease to 302 thousand in 2009). Conversely, the skilled category was the largest one among the employees from the CR. Until 2007, the number of persons employed in this category was growing in increments of tens of thousands of workers until it reached the peak of 2.585 million of employed persons in 2007. In 2008, a decrease by approximately 15 thousand occurred in this category as a consequence of the crisis; and in 2009, there was another decrease by ca 46 thousand employed persons. The numbers in the category, which is the second largest among the CR citizens in absolute figures, the category of highly-skilled workers, were fairly quickly growing from 2004 to 2008, from 1.780 million to 2.038 million, which represents an average increase by more than 60 thousand employees per year. Nevertheless, in 2009, there was a moderate decrease of employment even in this category, approximately by 25 thousand persons.

The trend described above can be observed even more clearly **on the trend in the numbers of vacant job positions (unfilled vacancies)** – while in 2005, the number of these registered job positions was just below 50 thousand, in 2006 there were more than 92 thousand of them and in 2007 their number culminated at 141 thousand. Since at the end of the year 2008, the effects of the economic crisis already started to appear and the economic crisis first affected the number of vacant job positions, their number started to decrease rapidly. As of 31/12/2008, there were 91 thousand vacant jobs registered and at the end of the year 2009, there was just below 31 thousand of them. This increase and subsequent decrease was most significantly present in the skilled category and the low-skilled category – the annual increment/decrement amounted up to a double of the number of job positions; in 2009, the number of job positions for skilled persons even dropped to approximately 1/4 of the number that was available as of 31/12/2008. In the highly-skilled category, this year-on-year

decrease was not so marked – the number of these vacant job positions only decreased to ca 2/3.

The experts' report prepared by the MoI CR according to the information supplied by the MoLSA CR, among other sources, states that **a dramatic decrease** was observed in **the number of vacant job positions, in which employers are willing to employ third country nationals** and which employers report to the governmental employment agencies. While at the end of the year 2008, the number of these vacant positions still amounted to 22,807, during the first months of the year 2009, it decreased by nearly two thirds and at the end of September, there were only 2,591 vacant job positions, for which employers were willing to hire foreign nationals.

The same trend that characterised the general history of the numbers of vacant job positions, although not such a marked one, can also be observed with **unfilled vacancies for researchers**. From 2005 to 2007, their number nearly doubled from 3.1 thousand to 6.1 thousand – and their numbers have been decreasing since 2008. They dropped from 4.4 thousand at the end of the year 2008 to 2.8 thousand in 2009. Vacant job positions for seasonal workers cannot be tracked in the CR.

#### Detailed Trend in Employment of Foreign Nationals in 2009

With regard to the current trend in 2009<sup>69</sup>, it can be stated that in the employment of foreign nationals, broken down by countries, the citizens of the Slovak Republic were the most numerous one who, with 98,192 persons, accounted for 42.56 % of the total employment of foreign nationals and the citizens of Ukraine, whose share in the total amounted to 24.91 %, which represented 57,478 persons. This was followed by foreign workers from Poland accounting for 8.79 % (20,278 persons) and, in a lower amount, by citizens from Moldova accounting for 2.47 % (5,706 persons); Bulgaria, 1.98 % (4,578 persons); Mongolia, 1.82 % (4,205 persons); Romania, 1.64 % (3,780 persons); Vietnam, 1.59 % (3,670 persons); Russia, 1.57 % (3,612 persons); Germany, 1.30 % (2,989 persons). Then, the citizens of the United Kingdom, Uzbekistan, the United States of America, France and China followed among the most numerous represented countries with foreign workers, with a lower share in the total foreign employment below the level of 1 %.

In 2009, it is possible to observe a trend<sup>70</sup> that as a result of the decrease of job positions, especially in industry, **the number of registered foreign employees was**

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<sup>69</sup> Jíčovská (MoLSA CR) – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic

<sup>70</sup> MoLSA CR – Analysis of the Trend in Employment Rate and Unemployment Rate in 2009

**continuously declining** during the year. As of 31/12/2009, a total of 230.7 thousand foreign nationals were legally employed in the CR (in the positions of employees), which included 73.7 thousand foreign nationals under a valid work permit; 17.7 thousand foreign nationals without the obligation to have a work permit; and 139.3 thousand EU citizens. The total numbers of foreign nationals in the positions of employees started to decrease after November 2008 and after April 2009 on a year-on-year basis. As mentioned above, the total annual decrement was 53.8 thousand persons, including 37.8 thousand men (73.3 %). The number of persons with a valid permit decreased the most, specifically by 55.3 thousand; the number of the EU citizens, including family members, decreased by 1.8 thousand; the numbers of foreign nationals without an obligation to have a work permit increased by 3.2 thousand persons. Among foreign nationals in the positions of employees, men still predominate (65.8 %) in spite of the more significant decrease of their number.

In 2009, **the largest year-on-year decrease** was registered among the citizens of **Ukraine** (23.6 thousand), **Vietnam** (12.6 thousand) and **Mongolia** (8.8 thousand). Due to the significant decrease of employees with a work permit, the share of the EU citizens increased to 60.4 % of all legally employed foreign nationals.

As concerns the **industries**, the largest decrease of foreign employment in 2009 occurred particularly in the **processing industry** (by 35.2 thousand persons) where, in spite of that, the highest number of foreign nationals were still employed (29.3 %), and in the **building industry** (by 22.3 thousand persons), i.e. in industries with predominance of employed men. The share of women is significantly higher in the sector of medical and social care (70.0 %), accommodation, catering, restaurants and the public administration (52.4 % in all these sectors). These sectors were among those where the number of employed of foreign nationals slightly increased or remained at the level of the year 2008.

Employment of foreign nationals – in accordance with the long-term trend – **predominated in manual professions in 2009**. According to classification of occupations (COCC), the 9<sup>th</sup> class – labourers and unskilled workers (31.6 %) was the largest one, followed by the 7<sup>th</sup> class – craftsmen and qualified producers, processors, repairmen (21.1 %); 8<sup>th</sup> class – operation of machines and equipment (15.1 %). The greatest year-on-year decrease was observed in the classes with a high share of men, in the 9<sup>th</sup> class (by 22.0 thousand) and in the 7<sup>th</sup> class (by 20.0 thousand). Among other classes, there was an increase in the 2<sup>nd</sup> class – scientific and intellectual professionals; and in the 5<sup>th</sup> class – operational workers in services and commerce (by 1.4 thousand and 1.1 thousand persons, respectively). Women accounted

for more than a simple majority in the 4<sup>th</sup> and 5<sup>th</sup> classes of COCC (lower-level administrative workers and operational workers in services and commerce, respectively).

**Flow quantities** are not available for the CR citizens in the CR; they are only available for foreign workers. For the specific categories of researchers and seasonal workers, not even data on the EU citizens are available. The information available for third country nationals is not complete – as concerns separate years (data on researchers is available from the year 2007) and as concerns the content of the monitored categories (the number of seasonal workers is underreported). For this reason, no detailed analysis of these categories has been carried out.

As concerns the annual **increments** of work permits/pieces of information issued, an increase, starting from 104 thousand in 2004, was observed every year, with the peak of 289 issued work permits/pieces of information having been reached in 2008. In 2009, due to the crisis, there was a decrease to 219 thousand. The most significant decrease concerned work permits, i.e. third country nationals, where the number of permits/pieces of information decreased by one half. Among the EU-25 citizens, there was only a decrease by one third. In relative terms, the most significant decrease can be observed among the citizens of Vietnam (from 20.3 thousand to 3.8 thousand) and Mongolia (from 13.1 thousand to 3.3 thousand). With regard to the categories of employment, it can be inferred from the statistics that the decrease of the number of permits/pieces of information issued per year between the years 2008 and 2009 least affected generally the highly-skilled foreign workers (decrease to 72 % of the number in 2008), then the low-skilled category (61 % of the number of the year 2008) and it affected the employees in the positions in the skilled category the most (decrease to 48 % of the previous year).

The numbers of annual **decrements** of permits/pieces of information for foreign workers have been growing in total throughout the reference period – up until the year 2008, there were significant increases on the order of tens of thousands; in 2009, there was basically stagnation (a negligible increase by just below 2 thousand). Similarly like with the increments, there has been the most significant year-on-year decrease of the growth, or even an absolute decrease in this case, for the positions in the skilled category between the years 2008 and 2009.

Based on the **comparison of annual increments with annual decrements**, it is also possible to observe the impact of the crisis well. While in the years 2004-2008, the number of annual increments steadily exceeds the number of decrements – initially in 2004,

the difference is approximately 10 %; with continuing increments in absolute figures, the difference between the number of issued permits/pieces and information and the permits/pieces of information that became invalid was constantly increasing – thus, in 2007, the validity of permits will end only for ca 174 thousand permits/pieces of information; nevertheless, there are 247 thousand newly issued permits. In 2009, for the first time, the number of permits/pieces of information issued per year was lower than the number of permits, whose validity expired. The ratio was 160 thousand to 216 thousand.

With **flow quantities of vacant job positions**, it is possible to identify a clear trend in the CR. Until 2007, or speaking precisely as concerns the decrements until 2008, the numbers continued to increase in accordance with the economic boom in the years 2006-2008, and then there was a sharp drop as a result of the crisis. **As concerns influxes**, the numbers of newly reported job positions increased from 230 thousand in 2004 to the maximum of 445 thousand of newly reported job positions for 2007. In total for 2008, the impact of the crisis already started to be apparent – there were only 432 newly reported job positions. In 2009, there was a dramatic decline to mere 219 thousand of newly reported vacancies. The number of decrements, quantified as the number of newly filled positions, reached only 222 thousand jobs in 2004; this number was growing at an increasing pace and reached 482 thousand of newly filled positions in 2008. Nevertheless, it was mere 279 thousand in 2009.

The study covers **the needs of the labour market** in detail according to the structure of COCC with regard to the structure of vacant job positions – see the analysis of trends and history.

#### Projection of the Future Needs of the Labour Market in the Context of the Strategy EU 2020

The official **projections or scenarios of the future needs of the labour market** for the time frameworks of 5, 10 or 20 years for the CR are not available at present according to a statement by the experts of the MoLSA CR. Nevertheless, it is being considered that they will be prepared in the future.

#### Selected Categories of Occupations

From the statistics stated in the annex, it can be summarised that **except for the occupation of labourers and unskilled workers in mines and quarries, in industry and building industry, in transport and related fields (COCC 93) employment of foreign nationals in selected occupations only plays a supplementary role** because the share

of foreign workers in the total employment in the CR in the selected occupations does not usually account for more than 5 % on the average during the reference period.

In the only occupation, **the occupation of labourers and unskilled workers, where foreign nationals have an important share in the employment in the CR** – they gradually reached 33 % of legal employment (year 2008). In this occupation, foreign nationals have a significant share both in absolute terms and relative terms in this occupation. Third country nationals significantly predominated who accounted for up to 25 % of the total employment in this occupation in 2008, as opposed to ca 8 % from the EU-25 citizens.

The effect of employment of foreign workers on the employment in the CR in the occupations of physicians, interns (COCC 2221) with a share of more than 3 % (even more than 9 % in 2008), highly-skilled workers in agriculture, forestry, fishery and game-keeping (COCC 61) with a steady share of 4-6 % in the employment in this occupation, and architects, designers, engineering designers, technical scientists and engineers (COCC 214) with a share of 2-5 % of the total number of workers in the CR in this occupation can be mentioned as noticeable.

Within the total employment, **workers from EU-25** were represented most significantly in terms of percentage as well as in absolute terms in the occupation of labourers and unskilled workers where 6 thousand of them worked on the average at the beginning of the reference period; during the economic boom, the number of these workers has hovered around 15 thousand since 2007 – their employment is stable and did not decrease significantly even when the crisis started in 2009 (there was only a year-on-year decrease from 17 thousand to 16 thousand). Since 2007, they constantly account for just below 10 % of the persons employed in this occupation in the CR. Workers from EU-25 are also present in the occupations of physicians and interns in absolute numbers (ca 1-2 thousand of persons, i.e. on the average around 6 % of the total number of employees in this occupation since 2007); professional attendants and nurses (ca 1 – 1.7 thousand of persons; 1.1 – 1.7 % of the persons employed in this occupation) and specialist pedagogues (1-2 thousand; around 1 % of the persons employed in this occupation) – their number has been steadily increasing, even in 2009.

With respect to **workers from the EU-2 countries**, it is apparent that their representation in the total employment is marginal – it only reaches 0.2 % of the employed persons on the average for the reference period for all the selected professions. In relative terms, these workers were most significantly present among labourers and unskilled workers

(after accession to the EU in 2007, there was an increase from ca 0.7 % to 1.2 %) and among skilled workers in agriculture, forestry, fishery and game-keeping (after a constant share of 0.1 % in the years 2008 and 2009, there was an increase to 0.3 % of the employment in this occupation).

As concerns the employed **third country nationals**, they are predominantly present in the occupation of labourers and unskilled workers – their absolute numbers were changing considerably during the reference period. In 2004, 8.6 thousand foreign nationals worked in this occupation, which only represented 5.2 % of the employed in this specific occupation. In 2005, the number of foreign nationals in this occupation was more than a double (18.1 thousand) and represented just below 11 % of the total number of workers in this occupation. Their number continued to grow until it peaked at 54.8 thousand in 2008, which accounted for 25.3 % of the employed. In 2009, due to the crisis, there was a decrease to 35.5 thousand (20.5 %). In absolute terms, it is possible to mention other occupations: highly-skilled workers in agriculture, forestry, fishery, game-keeping (COCC 61) with a constant number of employees around 1.5 thousand (2.9 – 3.6 % of the employed in this occupation) and cooks (COCC 5122) – around 1 thousand on the average (0.7 – 1.9 %). Among third country nationals, these occupations are among the most significant ones even in relative terms.

**The trend in the number of vacant job positions** in most occupations has followed the general trend described in the previous chapters. Until 2007, there was a steep growth, which started to decline in late 2008 and then a dramatic drop followed between the years 2008 and 2009, nearly to 1/3 of the original number on the average – for example, there was a drop of 15,053 to 4,933 job positions for labourers and unskilled workers. Nevertheless, the degree of decrease varies by specific occupation – for example, in the occupation of physician, intern (COCC 2221), the number of job positions even slightly increased.

The issue of work of household assistant, which is a virtually non-existent work in the CR, is analysed by Horáková<sup>71</sup>: “Unlike the traditional EU member states, foreign nationals are almost never hired as workers helping in households in the Czech Republic; this type of activities is also performed by household assistant to a quite negligible extent.”<sup>72</sup> As another explanatory reason, Horáková states that this type of activity often takes place

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<sup>71</sup> Horáková – Long-term Trends in Labour Migrations in the CR

<sup>72</sup> Horáková also states that “according to LFS, only 2.5 thousand persons were employed here, which represented 0.1 % of the total employment of the population”.

in grey economy, which means that it is not registered and taxed and consequently does not appear in statistics and records.

### **3.2.2 Analysis of Trends and Developments**

#### Shortage of Labour Forces in Specific Sectors and Related Reasons

With regard to the above-described system of employment for third country nationals, in which the system of filling job positions with foreign nationals only after a suitable job candidate from among the CR citizens (and other persons who have an equal status in employment – see chapter 2.2.4) is not found for the vacant job position is used consistently, those sectors/occupations, in which employment of foreign nationals is made possible, can be designated as those sectors/occupations, in which there is shortage of labour force.

It follows from the report of the MoLSA CR<sup>73</sup> that the governmental employment agencies include the fact that a suitable job candidate who would meet the employer's requirements for the *professional qualifications* was not available at the critical time among the **predominant reasons why employers employ workers from abroad** (this was stated by 51 governmental employment agencies from the 77 existing ones). Governmental employment agencies also see another reason (cited by 60 GEAs) in the *economic advantage* of employing a worker from abroad – the employers cannot or do not want to offer a wage acceptable by Czech job seekers. The reasons that prevent job seekers from accepting the offered vacant job positions intertwine in separate candidates and appear in various combinations. In the assessment for the year 2009, GEAs agreed most on the opinion that *transport accessibility* was decisive for an offered job (cited by 55 GEAs). Another 43 GEAs attached importance to the criterion of *inadequate qualifications of the job candidate*; *wage* and *shift system* were cited as the determining factors for selection of a job by 47 and 48 GEAs, respectively. *The state of health of the job candidate* (cited by 51 GEAs) also appears to be a factor influencing the success of job seekers, which cannot be omitted; and the same is true for the *level of experience* attained by a job seeker, which was cited by 34 GEAs.

Because of the absence of a suitable job candidate, **governmental employment agencies expect that foreign workers will find jobs particularly in the occupation classes 7, 8 and 9 in the 1<sup>st</sup> half of 2010.**<sup>74</sup>

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<sup>73</sup> Jíčovská (MoLSA CR) – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic

<sup>74</sup> In the analysis *Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic* by the MoLSA CR (Jíčovská), the following occupations are stated: executive and manager (COCC 121, 122, 123);

### Foreign Workers and Gaps on the Labour Market

According to COCC, the 9<sup>th</sup> class of COCC (**labourers and unskilled workers**) was the **most numerous group** among foreign workers and accounted for 31.59 %. The 7<sup>th</sup> class of COCC (**Craftsmen, qualified producers and processors**) accounted for 21.06 % and the 8<sup>th</sup> class of COCC (**Operation of machines and equipment**) accounted for 15.12 %. In the said COCC classes, **the largest year-on-year decrease** was observed **in the 9<sup>th</sup> class of COCC** by 22,020 persons; in the 7<sup>th</sup> class of COCC, the number of persons decreased by 20,174 persons and in the 8<sup>th</sup> class of COCC, the number of persons decreased by 14,832. In the main classes of COCC, women were represented in higher numbers than men in the 4<sup>th</sup> class of COCC (Lower administrative workers, clerks), accounting for 57.95 %, and in the 5<sup>th</sup> class of COCC (Operational workers in services and commerce) where the percentage of women was 57.57 %. The share of men in the remaining classes of COCC was higher than that of women.<sup>75</sup>

According to Horáková<sup>76</sup>, there are significant differences in the CR between the positions held by foreign nationals with regard to their classification according to COCC, depending on their countries of origin. The distribution of foreign nationals in the classes of COCC is differentiated particularly by the membership in the “club of the rich”. The citizens of economically developed countries are employed predominantly as managers and scientific and professional intellectual workers in the qualification classes 1 and 2 of COCC. The foreign nationals coming from the economically less developed countries mostly find jobs as labourers and unskilled workers in the 9<sup>th</sup> class of COCC.

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professional medical and veterinary workers, a physician (COCC 222); language teacher (COCC 235); artistic workers (COCC 245); computer technology workers; operators of optical equipment (COCC 312, 313); medical assistant (COCC 323); nurse (COCC 323); cook/waitress (COCC 512); masseur (COCC 514); agricultural worker in plant production (COCC 611); agricultural worker – attendant and breeder of domestic animals (COCC 612); concreter and bar bender in building industry (COCC 712); mason (COCC 71221); building worker (COCC 71228, 71299); building carpenter (71241); metal painter (COCC 714); metal worker, former, welder, producer, metallurgical worker, locksmith (COCC 721, 722); smith, tool maker, operational locksmith (COCC 722); lathe man, manual grinder (COCC 7223, 7224); worker in electric technology (COCC 724); food processors and producers, baker (COCC 741); highly-skilled producer of textiles, clothes and leather and fur products – seamstress (COCC 74361-3); textile and shoe production worker (COCC 743, 744); mining equipment operator (COCC 811); foundry man, foundry worker (COCC 8122); operator of machines for metal products, milling-machine operator, lathe man (COCC 821); operator of machines for rubber and plastic products (COCC 823); operator of machines for modification and production of textile, fur and leather products; weaver; clicker (COCC 826); seamstress (COCC 8263); worker in agriculture, assembly worker (COCC 828); driver and truck driver (COCC 832); labourer and unskilled worker, cleaner (COCC 913); labourer and seasonal worker in plant and animal product, in forestry, in agriculture (COCC 921); labourer and handling worker on construction and industrial sites, packer, stock keeper (COCC 931, 932).

<sup>75</sup> Jíchová (MoLSA CR) – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic

<sup>76</sup> Horáková – Long-term Trends in Labour Migrations in the CR

Horáková also states that comparison of the employed foreign nationals registered at GEAs with LFS “indicates differences in the qualifications structure of the employed foreign nationals and the population of the Czech Republic. In comparison with the population, foreign nationals from the EEA and OECD countries have a significantly better position on the labour market in the Czech Republic.” Horáková adds that “the employed EU citizens are in a somewhat less favourable position, which is given by the fact that the most numerous group among them is the group of citizens of Slovakia who do not have such a favourable position as the citizens of the traditional EU countries”.

Horáková also describes the differences in employment of foreign nationals: “Foreign nationals with a work permit are employed less often in management positions than it is common among the employed persons from among the population of the Czech Republic. Although the share of third country nationals employed in highly-skilled occupations is increasing, they are still represented to a significantly lesser extent in the qualifications classes 1 and 2 in comparison with the population and other foreign nationals. Conversely, in the qualifications class 7 and in higher classes, foreign nationals with a work permit account for a higher share than what is common among the population; there is an especially marked difference in their percentage in the qualifications class 9 of COCC where 50 % of foreign nationals with a work permit work, as compared with 7 % of the population of the CR.”

Horáková also deals with the **gender aspect of employment of foreign nationals** and states that: “The most significant difference in representation in auxiliary unskilled occupations of the 9<sup>th</sup> class of COCC was identified between women with a work permit and women from the EU; 52 % of the women with a work permit registered at governmental employment agencies are employed exactly in COCC qualifications class 9 as opposed to 21 % of the women from the EU.

The position of female foreign nationals on the labour market is worse in comparison with the position of male foreign nationals; they are less represented in COCC qualifications class 1, i.e. in managerial positions, as well as in COCC qualifications class 2, among professional scientific and intellectual workers. Female foreign nationals work more often as labourers and unskilled workers in the 9<sup>th</sup> COCC class than male foreign nationals (34 % of the total number of female foreign nationals registered at governmental employment agencies as opposed to 30 % male foreign nationals). Female foreign nationals are relatively more often employed in COCC qualifications class 3 (technical, medical, pedagogical

workers, including related fields) than men, specifically 9 % of women as opposed to 6 % of men; COCC class 4 (lower administrative workers), specifically 5 % women as opposed to 2 % of men; in COCC class 5 (operational workers in services and commerce), specifically 8 % of women as opposed to 3 % of men; women also slightly predominate in COCC qualifications class 8 (machine and equipment operator) – this concerns particularly seamstresses; 20 % of female foreign nationals are employed in this type of job as opposed to 19 % of the total number of male foreign nationals.

In comparison with the employed women from the population of the Czech Republic, according to the results of LFS in the 2Q 2008, female foreign nationals are represented in all COCC qualifications classes 1 substantially less than what would correspond to their normal distribution in the population from the gender perspective. Conversely, they are over-represented in qualifications classes 6 and more. In comparison with the share of women from among the employed inhabitants of the Czech Republic in COCC class 9 (9 %), the difference concerning the representation of female foreign nationals is very high (34 %). Female foreign nationals are hired to operate machines and equipment in qualifications class 8 to a significantly higher extent (20 %) as compared with 8 % of women employed in this class according to LFS. Female foreign nationals are also more often represented in COCC qualifications class 7 among skilled producers, processors and repairmen (14 % of the employed female foreign nationals as opposed to 5 % of employed women according to LFS).”

Within the new **Green Card system**<sup>77</sup>, the highest interest of employers or, speaking precisely, the highest number of job positions offered by them was observed among occupations that can be performed by holders of a Green Card of type B – i.e. this concerned job positions with the minimum requirement of graduation from a vocational school. Conversely, foreign nationals were most interested in getting jobs for holders of a Green Card of type C – miscellaneous workers, i.e. job positions without any special qualifications requirements. According to citizenship, the highest numbers of citizens who applied for a Green Card in 2009 were from Ukraine (194) and Serbia (24). As of 31/12/2009, the number of vacant job positions offered for Green Cards, registered in the central register of the MoLSA CR, was 129. These offers were made by 85 employers and represented 393 vacant jobs for Green Cards.

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<sup>77</sup> Jíčovská (MoLSA CR) – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic

Filling Gaps on the Labour Market by Foreign Workers – Employment Categories

From the statistics collected for this study and stated in an annex, the most significant identified trend can be described as the increase of employment of foreign nationals from the beginning of the reference period in 2004 and then as an even more significant increase during the economic boom in the years 2006-2008. This was followed by a decline in 2009 resulting from dismissal of foreign workers due to the economic crisis. This trend is clear both with the CR citizens and EU citizens and third country nationals and it can also be observed in the history of the numbers of vacant job positions.

Horáková<sup>78</sup> states that until mid-2008 (that is, before the onset of the crisis), the distribution of economic activities according to the classification of economic activities among foreign nationals is different from that of the employed population of the CR. “Foreign nationals registered at governmental employment agencies are employed more often in building industry, processing industry and mining industry as compared with the population of the Czech Republic. In late June 2008, governmental employment agencies registered more than 100 thousand foreign nationals employed in processing industry (39 % of their total number) and 62 thousand in building industry (23 % of their total number).”

In her analysis, Horáková also states that employment of the EU citizens and third country nationals is different as concerns industry structure. “The EU citizens are employed in building industry to a substantially lower extent; conversely, they have jobs in professional scientific and technical occupations relatively more often than third country nationals. Their position on the labour market is somewhat more favoured, which is also reflected in further classification with respect to position on the labour market and in qualifications according to classification of jobs and education levels according to COCC.”

It also follows from the up-to-date report by the MoLSA CR<sup>79</sup> that according to the breakdown by industries of the national economy (based on CZ NACE), the largest group of foreign workers was employed **in processing industry** as of 31/12/2009, and this group consisted of 67,704 persons (29.35 % of the total number of 230,709 employed foreign nationals), particularly in skilled craft occupations included in COCC classes 7 and 8 and in labourer and unskilled occupations included in COCC class 9.

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<sup>78</sup> Horáková – Long-term Trends in Labour Migrations in the CR

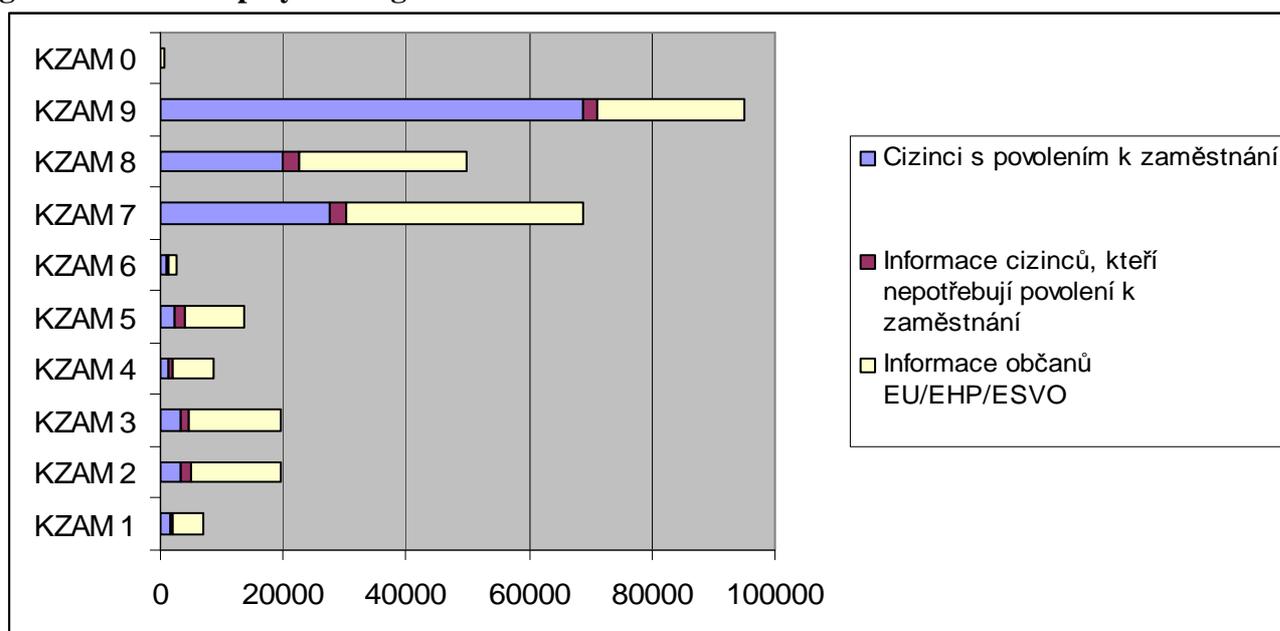
<sup>79</sup> Jíčovská (MoLSA CR) – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic

Another numerous group of foreign nationals was employed **in building industry** during the reference period, and this group consisted of 46,823 persons (20.30 % of the total number of 230,709 foreign workers), included in COCC class 7 and COCC class 9.

The third most numerous group consisting of 24,455 foreign workers was the group accounting for 10.60 %, engaged **in activities in the field of wholesale trade and retail trade; repairs to and maintenance of motor vehicles**; this was followed by a 6.84 % group consisting of 15,774 persons working in the field of **science, research and technology**. In **agriculture and forestry**, a total of 5,083 persons were registered as of the end of the reference period, which represents 2.2 % of the total of employed foreign workers.

The situation is illustrated by the following chart:

**Employment of foreign workers according to COCC and the types of registers at governmental employment agencies as of 31/12/2008**



Source: Jíchová (MoLSA CR) – Assessment of the activity of foreign workers on the labour market of the Czech Republic. 2009.

Cizinci s povolením k zaměstnání	Foreign nationals with a work permit
Informace cizinců, kteří nepotřebují povolení k zaměstnání	Pieces of information for foreign nationals who do not need a work permit
Informace občanů EU/EHP/ESVO	Pieces of information for the citizens of the EU/EEA/EFTA

The industries where the highest numbers of foreign workers were present on a long-term basis saw a year-on-year decrease of the number of persons due to the economic crisis in 2009, particularly in processing industry where there was a decrease by 35,218 persons and in building industry where there was a decrease by 22,253 persons. In the field of science, research and technology, the number of foreign workers decreased by 4,072. There was an increase of the number of foreign workers by 2,185 persons in the field of real estates and there was an increase by 4,795 persons in administrative and support activities. There was a higher share of women than men particularly in the field of medical and social care (69.9 % of women) and accommodation, catering and restaurants (52.40 % of women).<sup>80</sup>

#### Returns of Migrants to Their Countries of Origin in the Periods of Economic Decline

Horáková analyses the situation with regard to the impact of the current economic crisis on the employment of foreign nationals as follows: “The current global economic recession reduced the demand for low-skilled labour force from third countries. Foreign workers hired through private employment agencies are the first ones to be dismissed from production. Private employment agencies (just as other employers) are not responsible for ensuring that the temporarily hired foreign nationals really leave the country, if they lose their jobs. It is possible that they move to the grey economy and increase the group of illegally employed foreign nationals.”

Returns of labour migrants to their countries of origin in a situation, in which the demand for labour force ceases to exist (unemployment rate is growing, which results in substantial reduction of the need for foreign workers) are not systematically monitored in the CR. Experts from the MoLSA CR commented on this issue to the effect that behaviour of foreign nationals in this situation is not clearly predictable. The MoI CR also does not have clear analyses on how labour migrants behave in these situations. In connection with the governmental material dealing with ensuring the security situation in the CR in connection with dismissal of foreign workers due to the economic crisis, it was estimated that some of the foreign nationals return to their countries of origin; some of them would like to return but do not have the financial resources to do so (the one-time voluntary return projects were designed for them) and some of the foreign nationals want to stay in the CR “at any cost”, although a number of them take the risk of an illegal stay/employment.

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<sup>80</sup> Jíčovská (MoLSA CR) – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic

Illegal Employment of Foreign Nationals and Sectors of National Economy

Illegally working foreign nationals and their presence in certain specific sectors can be officially monitored and quantified only in connection with the exposed illegal workers during inspections. Nevertheless, researchers and workers of non-profit organisations operating in migration and integration try to estimate the numbers of illegally employed foreign nationals. Thus, for example, the professional opinions of academic experts or the experts from the CERGE economic institute are stated. These experts estimate that the number of foreign nationals illegally working in the CR ranges from approximately one hundred thousand to three hundred thousand.<sup>81</sup> However, the experts' estimates strongly vary, which is also illustrated by the survey described by Drbohlav<sup>82</sup>: in a questionnaire-based survey, selected experts were asked to estimate the number of foreign nationals working illegally in the CR: "While one third of the respondents estimated the number to be between 40,000 and 99,999 persons, one fifth believed that it was more than 200,000".

Based on the official reports of the MoLSA CR<sup>83</sup>, it can be stated, according to the regular employment inspections carried out by GEAs, that the highest numbers of people who earn their living in the CR by working illegally come from Slovakia and Ukraine as well as Vietnam on a long-term basis. Nevertheless, these reports analyse summarily illegal employment of third country nationals as well as the EU citizens. For example, in 2009, the employees of governmental employment agencies and the police carried out more than 11,149 inspections, which included **1,898 inspections at employers who were also employing foreign workers** (i.e. 17.02 % of the total number). During the inspections of foreign employment, governmental employment agencies identified an irregularity with 401 inspected employers, which represents 21.1 % of the total number of 1,898 inspections. These figures were similar in the previous years. In 2008, irregularities were identified with 537 employers, which represented 27.8 % of the cases; in 2007, irregularities were identified with 471 employers, i.e. in 31.7 % of the cases.

In 2009, **a total of 19,089 foreign workers were inspected** in this way; in 2008, there were 24,203 foreign workers inspected. In 2009, from the above-mentioned number, **irregularities were identified with 8,086 persons** and 3,170 persons were found to be

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<sup>81</sup> Koubová – Companies Will Employ Foreign Nationals As Long As Pays Off

<sup>82</sup> Drbohlav – Illegal Economic Activities of Migrants

<sup>83</sup> MoLSA CR – Summarised information for the year 2008 on the activities carried out by the relevant Ministries or their executive units in the field of combat against illegal employment of foreign nationals, presented through the Inter-ministerial Authority for Combat against Illegal Employment of Foreign Nationals in the CR; MoLSA CR – Assessment of the Activity of Foreign Workers on the Labour Market of the Czech Republic. 2009. (Jíčovská)

illegally employed; and with 4,916 persons, their employers failed to fulfil their disclosure (reporting) obligation to governmental employment agencies.

According to a year-on-year comparison, in spite of the fact that in 2009 governmental employment agencies carried out 35 inspections less and the number of checked foreign workers was lower by 5,114 in comparison with last year, the number of foreign workers with whom irregularities were found in the form of conflicts with the Employment Act was higher by 1,571 persons. From among this number, 828 persons were performing illegal work; and with 743 persons, their employers did not fulfil their reporting obligation to governmental employment agencies.

According to the inspections carried out, the highest number of foreign workers working without a work permit (whose total was 3,170 persons, including 1,030 women) was in the field of **administrative and support activities** (1,301 persons, including 477 women). Other illegally employed foreign workers were exposed **in building industry** (572 persons, including 87 women), in **processing industry** (492 persons, including 201 women) and in **wholesale trade, retail trade and in activities involving repairs to and maintenance of motor vehicles** (392 persons, including 157 women).

Nevertheless, these data only show illegal employment exposed by the inspections. In general, experts believe that the highest number of illegally employed third country nationals work in **building industry**. Due to the nature of this work, illegal employment in this field is somewhat more difficult to detect than in other fields (with a permanent operational site, etc.). A survey carried out by KPMG<sup>84</sup> in 2008 for example showed that more than three quarters of construction companies agree that the companies in building industry, where there is the highest number of foreign nationals, employ them without the required permits.

It also follows from a more detailed analysis of the inspections carried out by GEAs that **violation of Section 89 of the Employment Act**, which deals with prevention of purposeful misuse of membership of foreign nationals in cooperation to circumvent the obligation of a foreign national to have a valid work permit, there were 379 persons in total in 2009 who were found to breach this provision. It is a very frequent way used by foreign nationals to circumvent the law who were avoiding the legal obligation to have a work permit in the past – until the new amendment to the Employment Act. Foreign nationals became members of a cooperative and obtained a permit for residence in the CR for the purpose of this membership

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<sup>84</sup> <http://www.mesec.cz/clanky/nelegalni-zamestnavani-ma-stale-zelenou/>

– i.e. not for the purpose of employment, therefore without assessment of the situation on the CR labour market by a GEA. Then they were performing work for the cooperative as members of the cooperative but this work was, in fact, a job. In order to prevent this phenomenon, the Employment Act was amended and now it explicitly states in Section 89 that this activity, too, is regarded as employment for the purpose of a work permit<sup>85</sup> and therefore it is necessary to have a work permit for this work. Nevertheless, due to the fact that the **legislation is divided into the Commercial Code and the Labour Code**, it is **very difficult** for the authorities of the MoLSA to monitor these activities of foreign nationals and therefore the problem persists. The foreign nationals now circumvent the law by requiring knowledge of a chosen language (it is most often Ukrainian language) for employment in vacant jobs in these cooperatives or by requiring membership in the cooperative, which is, however, made possible only after payment of a certain fee, for example. Consequently, the job seekers at GEA are not interested in these vacant job positions and the positions can be filled (as intended all along) by foreign workers, who are issued with a work permit by GEA after it is found that the job seekers registered at the GEA are not interested in the job on the above-mentioned conditions. This problem is of a long-term nature and it can be labelled as one of the most pressing problems in employment of foreign nationals. For example, as of 31/12/2009, a total of 27,349 foreign nationals had a work permit for performance of common tasks for a cooperative, which represented ca 1/3 of all valid work permits as of that date.

As concerns the detected violations of law in this field according to classification of the employer's activities (CZ NACE), **the highest number of irregularities were detected in building industry** (221 persons), in processing industry (108 persons) and in the field involving administrative and support activities (24 persons). In 2009, failure to comply with Section 89 of the Employment Act was most often found in the cooperatives operating in building industry (207 persons).

#### Mobility within the EU and National Labour Market

In May 2004, the CR acceded to the EU as part of enlargement of the EU by the EU-10 states. In accordance with the Community principles, the CR did not implement any restrictions on the labour market in relation to other EU citizens after its accession. The possibility of introducing restrictions after the accession of Bulgaria and Romania to the

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<sup>85</sup> performance of the tasks determined by the type of activity of the legal entity, to be performed by a partner, a statutory body or a member of a statutory or other body of a commercial company for the commercial company or by a member of a cooperative or by a member of the statutory or other body of a cooperative for the cooperative

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EU in 2007 was carefully considered by the CR government, nevertheless, no restrictions were implemented even for the EU-2 states. As the statistics contained in the annex show, there was really a certain sudden increase of the numbers of the citizens of Bulgaria and Romania active on the CR labour market (on the order of thousands) in 2007 but it was not an increase on a mass scale and these numbers stabilised over the several following years. In 2007, the citizens of Bulgaria and Romania were mainly filled positions for low-skilled workers; later on, they filled predominantly positions both for skilled and low-skilled workers.

## 4 COOPERATION WITH THIRD COUNTRIES FOR ECONOMIC MIGRATION

In the field of cooperation with third countries for economic migration, the Czech Republic did not realize any specific long-term oriented programmes concerning economic migration in the reference period 2004 - 2009. In 2004, before the CR joined the EU, a close co-operation with the main target countries of economic migration took place within international treaties e.g. with Ukraine or Slovakia. In recent years, also some unique projects aimed for third countries (Ukraine, Mongolia) have been realized. These projects oriented mainly on prevention of illegal migration by means of informing or directly mediating work for foreign workers from selected countries in the Czech Republic and included among other also co-operation with applicable national/administrative authorities of those third countries.

### 4.1 *Bilateral Treaties on Mutual Employment*

One of the tools for employment of migrant workers relevant mainly before the CR entered into the EU is **bilateral treaties on reciprocal employment**. By means of those treaties, the countries reciprocally advantage their citizens in their access to the labour market, establish more specified reciprocal relationships concerning social security etc. Employment of foreign workers on the basis of international or intergovernmental treaties operates predominantly within generally binding legal regulations, unless some variations are established in those treaties. In some cases, these treaties are related to limits approved by the parties for a certain period of time, or a group of people; those are granted more advantageous conditions than within the general treatment.

In the past, the Czech government entered into treaties on mutual employment with Slovakia, Ukraine, Poland, Germany, Vietnam, Switzerland, Russia, Hungary, Mongolia, Lithuania, Bulgaria and Luxembourg.<sup>86</sup> Some treaties on reciprocal employment entered into with the member states of the EU remain valid; however, their actual impact is not big concerning the preferred application of the *acquis communautaire* of most of them. The best known contracts on reciprocal employment include mainly treaties with Ukraine and Slovakia.

On the basis of the **intergovernmental treaty of the Czech and Slovak governments**<sup>87</sup> from 1992, the Slovak citizens in the Czech Republic acquired

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<sup>86</sup> Steinichová – Employment of Foreign Nationals in 2001

<sup>87</sup> The treaty of mutual employment of citizens of the Czech Republic and the Slovak Republic, signed on 29<sup>th</sup> October 1992, effective from 3<sup>rd</sup> May 1993.

an advantageous position. With Slovakia, visa-free contact was established and Slovak citizens were able to work in the Czech Republic already prior to their entry into the EU regardless of the labour market situation, i.e. with no need of work permits – their employer was only obliged to register them at a labour office (GEA). This has been valid since 1<sup>st</sup> May 2004 for all citizens of the EU, EEA and Switzerland and their family members.

The **Treaty with Ukraine**<sup>88</sup> concluded in 1996 did not inflict any special above-standard treatment upon the Ukrainian citizens, as it did upon the Slovak citizens. There was a special form for a permit of acquisition of workers from Ukraine, and it was also possible to include the Ukrainian authorities in the mediation of a job for a particular worker. Quotas for employment of Ukrainian citizens in the CR were also set. This treaty expired on 4<sup>th</sup> February 2002.

The Czech Republic has also concluded **treaties of reciprocal exchange of workers for specific purposes** – with New Zealand and Canada. It is a **treaty of work vacation**<sup>89</sup> which can be used by citizens of the CR in New Zealand as well as citizens of New Zealand in the CR. Citizens of New Zealand entering the labour market in the CR under the terms of this treaty do not need any work permit to be employed in the CR. Citizens of New Zealand need a long-term visa to enter the Czech Republic for the purpose of work vacation; they acquire this visa via the visa office. The second treaty is the **Treaty of Facilitation of Youth Residence for Work**<sup>90</sup> with Canada – this treaty can be used by young citizens of Canada in the CR as well as young citizens of the CR in Canada. The citizens of Canada who meet requirements of this treaty and they will be issued a visa for a residence exceeding 90 days in accordance with this treaty have the right to accept employment in the CR during the validity of the given visa regardless of the labour market situation and without a work permit. However, these treaties are not used very frequently by citizens of New Zealand and Canada.

The CR also concluded **some other treaties** for specific purposes – the Treaty of reciprocal employment for the purpose of extension of professional and language skills with Germany, the Treaty of the government of the CR and the Swiss Federal Council on exchange of interns and the Treaty of the Czech and Austrian governments on exchange of employers for the purpose of extension of their professional and language skills.

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<sup>88</sup> Treaty between the government of the CR and the government of Ukraine of mutual employment of citizens of the CR and citizens of Ukraine.

<sup>89</sup> Effective from 1<sup>st</sup> September 2005.

<sup>90</sup> Effective from 1<sup>st</sup> October 2007.

## **4.2 Ukraine**

Department for Asylum and Migration Policy of the Ministry of Interior of the CR (DAMP MoI)<sup>91</sup> has been dealing with the issues of activity of informal structures operating in the CR in the field of migration, particularly with work migration generally known as "the client system". Within development of a plan of activities aiming to eliminate those activities (often associated with structures of organised crime), the DAMP created material in 2005 summing up a set of suggestions of countermeasures which could significantly reduce the activities of the client system in the CR.

The aim was to create a system able to compete with the client system; therefore **a network of advice centres was to be made within which people interested in entering the Czech labour market would be provided not only with information on legal entry, but also a direct assistance where necessary** to complete all the necessary documents, mainly work permits and permits of residence above 90 days for the purpose of employment.

A project Charity Czech Republic aimed for Ukraine was realised – it was called **Prevention of labour force abuse on the European labour market oriented on the Czech Republic**. Objective supervision of the project realisation was provided by DAMP MoI CR which also provided (among other things) provision of information on the valid legal regulation (mainly the Alien Act), communication with central public administration authorities in relation to removal of possible trouble within the project implementation, etc.

With regards to the fact that activities implemented within this project were closely related to the field in sponsorship of the MoLSA CR, this ministry was informed on the project and consulted regarding it. In relation to these consultations, the MoLSA CR announced a public contract **Implementation of activities providing prevention against illegal work migration into the CR from Ukraine**; the objective of this public contract was implemented from September 2007 by Charity CR and then by IOM Prague. With regards to the fact that both projects were closely related, they shared a single presentation called **Assistance system of employment of Ukrainian citizens in the CR supported by MoLSA CR and MoI CR**.

In particular, an **information campaign** was implemented within this system in 2007 in the Czech Republic as well as in Ukraine. In the Czech Republic, this concerned mainly informative meetings organised for employees of labour offices (including labour inspectorates) and in the second stage also for employers – realised by IOM Prague.

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<sup>91</sup> Developed from the material Background paper of DAMP MoI CR – Běla Hejná.

In 2007, a pilot stage of the project was implemented in three areas of Ukraine – Lvov, Kharkov, Uzhgorod. **Information centres** for people interested in employment in the CR were **created** in those cities. At the same time, a network of partner information-counselling centres was created in the CR.

Within this project, **professional advice** oriented on legal entry to the Czech labour market was provided for prospective Ukrainian candidates. The consultation consisted in provision of complete information on the conditions of entry and residence in the CR for the purpose of employment. At the same time, the migrant worker was **provided assistance** in contact with a representation authority and with an application for visa of residence exceeding 90 days for the purpose of employment. The Czech centres then provided assistance with the search for a suitable employability for the candidates from clients of the Ukrainian centres; this assistance consisted mainly in contacting suitable employers in the Czech Republic, help with completing a work permit for a particular migrant worker for a particular work, accommodation, etc. During 2007, 33 persons travelled into the CR with assistance of this project, 610 persons were provided with a personal consultation and 1 370 persons were provided with a consultation over the phone.

In case of interest of Czech employers, “**recruit tracks**” of the employers directly to Ukraine were provided by the organiser.

The project was overall evaluated as one of the possible tools of prevention of illegal migration, but for the reasons of administrative shortcomings on the part of the project organiser, the project was not continued.

### **4.3 Mongolia**

At the turn of 2008/2009, the MoI CR and IOM started the **Project of Preventative and Information Campaign Oriented on Mongolian Labour Migrants** preventatively aimed at awareness of Mongolian labour migrants of the conditions on the labour market and the cost of living in the Czech Republic, on rights and duties of migrants and on possibilities of help when dealing with issues concerning the rules of residence in the CR. The campaign took place simultaneously in Mongolia and in the CR on the basis of four pillars:

1. *Internet websites in Mongolian* summing up information on the labour market, rules of residence, rights and duties, network of non-profit organisations in the CR working with migrants;

2. *Media campaign in Mongolia* through television channels as well as through printed media. The main topic of the campaign is actual conditions on the labour market, rights and duties of migrants, actual stories of labour migrants in the CR and warning against operations of mediation agencies and individuals;
3. *Informative brochures inserted at the consular office of the CR in Mongolia into passports of holders of work permits* and other long-term visas; these brochures contain information on the labour market and labour laws, information concerning the rules of residence, contact information of non-profit organisations, warnings against operation of mediation agencies and individuals;
4. *Informative brochures distributed among members of the Mongolian community in the CR* containing also information about the programme of voluntary returns and about the programme of support and protection of victims of human trafficking.

The first implemented part of the campaign has not achieved all project goals – only a part of the websites was translated into Mongolian (the rest in English), campaign in Mongolia was not that intense as originally planned and leaflets were only printed but failed to be distributed to the consular office.

At the end of 2009, the MoI CR again in cooperation with IOM started a project **The Continuation of the Information Campaign Oriented on Prevention of Illegal Migration of Mongolian Citizens**, in which the preventative and informative appeal to Mongolian citizens in the CR and in Mongolia seeking employment in the CR is extended. Apart from distribution of the existing informative brochures, Mongolian versions of websites for migrant workers [www.domavcr.cz](http://www.domavcr.cz), the new project will concern creation and distribution of a documentary concerning work migration of Mongolian citizens to the CR pictured in actual stories of labour migrants in the Czech Republic and Mongolia.

## **5 ANALYSES AND CONCLUSIONS**

### Relation of particular measures to the success rate of filling in gaps on the labour market

In general, it is possible to consider the Czech system - of filling the gaps on the labour market by foreign workers only in cases where there is no suitable Czech applicant for the given job - as an effective one. This has been proven mainly in the period of economic crisis in which the number of work permits issued to migrant workers was automatically reduced. This can be considered a certain element of the system auto-regulation. However, employers mention the problem of non-flexibility of this system. Employers often have to wait for a suitable worker migrant a relatively long time due to the time and extensive administrative requirements of the permit process. **A newly implemented system of Green Cards** is attempting to solve this problem. The Czech government evaluates this system as successful – employment of migrant workers has considerably speeded up and been simplified in terms of administration; at the same time, the system parameters allow for flexible reaction to the latest development of economy and labour market in the CR. In the current crisis, the system is used to a minimum extent (for the time being), because the drop in vacant jobs allows in only those migrant workers willing to do works that Czech citizens cannot do due either to insufficient qualification, financial appreciation or for the reasons of lower spatial mobility. However, this has to be considered a positive of this system, because its parameter – i.e. the necessity of direct connection of a particular migrant worker with a particular job unable to be filled by a Czech applicant – allows a flexible reaction to the development of situation at the labour market by means of the **system auto-regulation function**.

### Problems of filling in gaps of the labour market in specific areas

An essential long-term problem in the field of migrant worker employment is abuse of the system through **performance of work of cooperative members (migrant workers from third countries) for a cooperative**, as this activity is very difficult to control by the MoLSA CR authorities due to the current legislative regulations. Migrant workers circumvent the basic principle of migrant worker employment – preference of domestic and community manpower - by verifying the situation at the labour market; by intentional foundation of cooperatives. Employment in free positions in these cooperative societies is purposefully conditioned by skills in a selected language or a membership of the cooperative which is only available upon payment of a certain fee. This way,

free positions in these specific cooperatives are only filled by migrant workers for whose employment societies like this were intentionally established. The state can therefore control economic activities of those migrant workers on the labour market of the CR only with difficulty.

Another troublesome phenomenon related to migrant worker employment, mainly in the period of economic growth in 2006 – 2008, is **agency employment of migrant workers**. The main obstacle in this issue is insufficient awareness of migrant workers coming in the CR for work using "mediators". The government has already changed the setting in terms of agency employment of migrant workers – the scope of work activities for which agencies can “hire” migrant workers has been reduced. An introduction of certain form of responsibility of employers towards the migrant workers they employ is being considered.

#### Tendencies in migrant worker employment in the CR and the impact of the economic crisis

The year 2009 brought some essential changes in the field of migration – in terms of development tendencies as well as system changes and measures taken. The dominant feature impacting the economic development and the situation at the labour market of the CR but also a immigration policy issues in 2009 was the economic crisis. In general, it is possible - on the basis of statistical data gathered for the purposes of this study - to sum up that **since 2004, there has been an increase in numbers of foreign workers** in the Czech Republic; both in absolute numbers and in their relative part in the overall employment in the CR. The increase was the most significant in the period of economic prosperity in 2006 – 2008. Since the end of 2008, it has been possible to observe the influence of the crisis on the drop in the number of unfilled vacancies and foreign workers.

**This drop due to the crisis impacted on the employment of citizens of third countries the most** – there was a year-to-year drop of approx. 64 % of the original state. This drop was the most significant in the category of qualified workers; the drop was almost by half. However, this drop also significantly affected both the EU and CR citizens. The employment rate of Czech citizens increased in 2009 on behalf of foreign workers by approx. 1 %. Within a specific category of highly qualified workers, the drop was not that significant – stagnation has occurred. As far as citizens of EU-25 and EU-2 are concerned, there is even a slight increase in employment, whereas with citizens of the CR and migrant workers from third countries, it is a relatively small drop.

The same trend is also manifesting in the specific category of researchers - both with the CR citizens (number exceeds 500 thousand workers and it is increasing in the total

reference period) as well as with citizens of third countries there is no drop in the number of researcher workers as a consequence of the economic crisis. The statistic data on EU citizens are not available.

Need of consolidation for better facilitaton of filling the gaps of the labour market through migration

Many changes have been implemented on a national level during the reference period of this study; these changes accelerated and simplified access of foreign workers to the labour market in terms of administration thus facilitating also filling the gaps on the Czech labour market – see e.g. the Green Card system. At the same time, with regards to the difficult situation caused by redundancies of foreign employees due to the economic crisis, there was a temporary application of restrictions – the most significant being the limitation of the issuance of work visas for migrant workers from countries from which increasing numbers of worker migrants were coming into the CR. Mainly in relation to the government goal to complexly deal with the issue of **agency employment of migrant workers from third countries** and often related operation of various "mediators", it is possible to expect new parameters of policy in this particular area. These changes are currently being prepared – the government will be submitted a draft of a new system of economic migration into the CR by the end of 2010. The system will be based on an elaborated analysis of the latest developments and problems in the field of migration and its basic principles should include the fact that the scope and structure of economic migration into the CR should be derived from the demands of Czech economy and integration possibilities of the Czech society. Furthermore, the system flexibility will be emphasised in order to be able to react promptly to the varying economic reality. In migration for the purpose of economic activities, possibilities of circular migration will be preferred before permanent relocation; temporary migration will be preferred in low skilled migrants. On the contrary, a more permanent form of residence in migration of skilled and highly skilled workers will be preferred.

Within the framework of another of the principles – the principle of common responsibility of physical and corporate entities who participate in admission of migrant workers into the CR and in whose interest it is – there lies the newly established **responsibility of the employer** for a potential illegal residence of a foreign worker whom they employed. Furthermore, the government of the CR is considering **application of stricter conditions for issuing permits of residence for business purposes**, as the rules governing business of migrant workers is currently very liberal and there are signs that the system is

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abused by the migrant workers who have lost their jobs due to the economic crisis to legalise their residence. Limitation of the possibility of the **migrant worker to have an attorney while dealing with authorities** may also become a new measure.

Currently no need for further consolidation on the EU level in the field of labour migration from third countries has been identified within the framework neither of this study nor on the level of the government of the CR.

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### **Legislation**

Council Directive 2005/71/EC of 12<sup>th</sup> October 2005 on a specific procedure for admitting third-country nationals for the purposes of scientific research

Council Directive 2005/50/EC of 25<sup>th</sup> May 2009 on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment

Ordinance No 461/2008 Coll. of 17 December 2008, which defines the list of countries, whose citizens are eligible to apply for issuance of a Green Card.

Act No 326/1999 of Coll. on the residence of foreign nationals in the Czech Republic

Employment Act No 435/2004 of Coll.

## ***Table No 1 - Stock of Workers (work permits/information) by Main Categories 2004 - 2009***

### Explanatory notes:

- : Statistics are not available, or no relevant legislation existed
- Zero value
- x Relative indicator can't be calculated, or doesn't make sense

### Source:

Orange - data from Labour Force Survey (LFS) from Czech Statistical Office (CSO)

Green - data from official employment portal of the Ministry of Labour and Social Affairs (MoLSA) CR - analysis of unfilled vacancies

Others - statistics from OK-prace system at MoLSA and own calculations of the authors

### Notes:

- The numbers for *foreign nationals* express the issued valid work permits (third country citizens) or information cards (EU and third country citizens who do not need work permits to be employed) as of 31 December of the reference year. Differences between the numbers of issued permits and of the persons disposing of such permit in the CR are minimum (experts estimated at tens of cases).
- Despite the specifications of this study *the numbers of issued work permits for foreign nationals from third countries include the permits issued to foreign nationals with assignment under trade agreement*. This is because Section 95 of the Employment Act requires work permit even in case a foreign national whose employer is a foreign entity is to be assigned to perform works on the territory of CR on the basis of agreement with a Czech legal or physical entity.
- Statistics from LFS implemented by CSO in Q IV of the respective reference year are used for the numbers of *employees - citizens of CR*. The data were extracted for numbers of males and females by main categories, structured as highly skilled/skilled/low skilled, and their totals were processed. The sums thus do not necessarily correspond to the totals established under LFS due to rounding. They just include numbers of employees in the civil sector, i.e. excl. the military personnel (COCC 0). They also include members of cooperative societies.
- *Total* summaries include only foreign employees structured as highly skilled/skilled/low skilled according to the definition of the study, i.e. categories A-C. Researchers and seasonal workers are already included in the categories A-C. Summarization formula mentioned in the templates of the study was adequately modified so that the two categories are not included twice in the total.
- *Workers from EU-2* needed work permit in CR until 2007, and for this reason the data for citizens of Bulgaria and Romania are mentioned on a separate line. Workers from other countries EU-10 from adjoining EU in 2004 do not need work permit to be employed, they are just registered at the respective Governmental employment Agency through information card. The same applies to EU-15 citizens.
- Third country means citizenship of foreign nationals from third countries.
- The category "*Researchers*" was quantified for the period 2008-2009 by the numbers of registration cards for third country citizens issued under Section 98 n) of the Employment Act to scientific, research and development personnel. The Researchers category was not specifically governed by law until 20/12/2007, and as such was not

statistically monitored. Numbers of unfilled vacancies in research field, and the numbers of Czech citizens in these jobs were acquired following ISCO classification - i.e. total of employees with COCC main category 2 and sub-group 1237. Data for 2004 regarding unfilled vacancies are not available, and neither are statistics available for the reference period of researchers from EU.

- The category “*Seasonal workers*” includes for the period 2004-2007 numbers of issued work permits for seasonal workers from third countries according to Section 96 b) of the Employment Act, for the period 2008-2009 this applies to permit under Section 96 due to amended legislation. As these seasonal workers are in no way advantaged over the standard regime, and the people are in no way forced to apply for permit under this specific section of law, according to MoLSA experts number of them perform seasonal works using standard work permit. For this reason it is assumed that the numbers are undervalued. The numbers of seasonal workers from EU countries, the numbers of Czech citizens performing seasonal works according to LFS, and the numbers of unfilled vacancies for seasonal workers are not available for the reference period.

- *The number of unfilled vacancies* for 2004 is not available.

- Further the *statistics are not available* on the number of foreign workers who came to CR with partner or family.

- *Exclusion of citizens with dual citizenship* (EU/third country) from the statistics according to the specifications was not possible.

- Total of the values expressed as per cent does not have to be 100%, as the percentage values were rounded in the final stage.

1) The Stock of Workers (of work permits/information) by Main Category of Employment in 2004

Year: 2004																	
Main Categorisation	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
A. Highly skilled	920 700	859 800	1 780 500	98,9%	9 188	5 742	14 930	0,8%	165	138	303	0,0%	3 329	1 626	4 955	0,3%	:
B. Skilled	1 578 500	968 500	2 547 000	97,4%	38 553	10 088	48 641	1,9%	1 176	357	1 533	0,1%	10 385	6 303	16 688	0,6%	:
C. Low skilled	141 000	206 500	347 500	94,3%	6 094	3 027	9 121	2,5%	285	120	405	0,1%	7 773	3 621	11 394	3,1%	:
D. Researchers	243 600	257 000	500 600	x	:	:	:	x	:	:	:	x	:	:	:	x	:
E. Seasonal workers	:	:	:	x	:	:	:	x	:	:	:	x	3	10	13	x	:
<b>TOTAL (sum of A, B, C)</b>	<b>2 640 200</b>	<b>2 034 800</b>	<b>4 675 000</b>	<b>97,7%</b>	<b>53 835</b>	<b>18 857</b>	<b>72 692</b>	<b>1,5%</b>	<b>1 626</b>	<b>615</b>	<b>2 241</b>	<b>0,0%</b>	<b>21 487</b>	<b>11 550</b>	<b>33 037</b>	<b>0,7%</b>	<b>:</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

1) The Stock of Workers (of work permits/information) by Main Category of Employment in 2005

Year: 2005																	
Main Categorisation	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
A. Highly skilled	952 300	919 200	1 871 500	98,6%	12 080	7 123	19 203	1,0%	258	187	445	0,0%	4 480	2 484	6 964	0,4%	9 827
B. Skilled	1 594 900	933 100	2 528 000	96,7%	46 245	13 975	60 220	2,3%	1 314	395	1 709	0,1%	16 544	8 239	24 783	0,9%	29 542
C. Low skilled	138 900	208 900	347 800	90,1%	9 336	4 968	14 304	3,7%	329	178	507	0,1%	15 619	7 946	23 565	6,1%	10 231
D. Researchers	257 000	256 200	513 200	x	:	:	:	x	:	:	:	x	:	:	:	x	3 129
E. Seasonal workers	:	:	:	x	:	:	:	x	:	:	:	x	29	51	80	x	:
<b>TOTAL (sum of A, B, C)</b>	<b>2 943 100</b>	<b>2 317 400</b>	<b>4 747 300</b>	<b>96,9%</b>	<b>67 661</b>	<b>26 066</b>	<b>93 727</b>	<b>1,9%</b>	<b>1 901</b>	<b>760</b>	<b>2 661</b>	<b>0,1%</b>	<b>36 643</b>	<b>18 669</b>	<b>55 312</b>	<b>1,1%</b>	<b>49 600</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

1) The Stock of Workers (of work permits/information) by Main Category of Employment in 2006

Year: 2006																	
Main Categorisation	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
A. Highly skilled	973 600	916 900	1 890 500	98,2%	15 948	9 387	25 335	1,3%	455	274	729	0,0%	5 196	2 596	7 792	0,4%	16 974
B. Skilled	1 608 400	954 500	2 562 900	96,2%	52 943	18 147	71 090	2,7%	1 441	454	1 895	0,1%	18 641	9 871	28 512	1,1%	61 734
C. Low skilled	140 900	203 700	344 600	87,3%	12 808	7 419	20 227	5,1%	366	203	569	0,1%	19 033	10 090	29 123	7,4%	14 096
D. Researchers	258 900	260 100	519 000	x	:	:	:	x	:	:	:	x	:	:	:	x	4 864
E. Seasonal workers	:	:	:	x	:	:	:	x	:	:	:	x	72	109	181	x	:
<b>TOTAL (sum of A, B, C)</b>	<b>2 981 800</b>	<b>2 335 200</b>	<b>4 798 000</b>	<b>96,3%</b>	<b>81 699</b>	<b>34 953</b>	<b>116 652</b>	<b>2,3%</b>	<b>2 262</b>	<b>931</b>	<b>3 193</b>	<b>0,1%</b>	<b>42 870</b>	<b>22 557</b>	<b>65 427</b>	<b>1,3%</b>	<b>92 804</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

1) The Stock of Workers (of work permits/information) by Main Category of Employment in 2007

Year: 2007																	
Main Categorisation	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
A. Highly skilled	1 017 500	956 100	1 973 600	98,1%	18 225	11 036	29 261	1,5%	570	358	928	0,0%	5 896	2 982	8 878	0,4%	21 207
B. Skilled	1 636 700	948 500	2 585 200	95,3%	58 680	21 860	80 540	3,0%	3 403	1 101	4 504	0,2%	26 694	14 613	41 307	1,5%	92 199
C. Low skilled	142 500	198 600	341 100	82,1%	15 233	9 437	24 670	5,9%	3 028	1 246	4 274	1,0%	29 431	16 015	45 446	10,9%	27 749
D. Researchers	261 900	281 700	543 600	x	:	:	:	x	:	:	:	x	:	:	:	x	6 131
E. Seasonal workers	:	:	:	x	:	:	:	x	:	:	:	x	76	71	147	x	:
<b>TOTAL (sum of A, B, C)</b>	<b>3 058 600</b>	<b>2 384 900</b>	<b>4 899 900</b>	<b>95,3%</b>	<b>92 138</b>	<b>42 333</b>	<b>134 471</b>	<b>2,6%</b>	<b>7 001</b>	<b>2 705</b>	<b>9 706</b>	<b>0,2%</b>	<b>62 021</b>	<b>33 610</b>	<b>95 631</b>	<b>1,9%</b>	<b>141 155</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

1) The Stock of Workers (of work permits/information) by Main Category of Employment in 2008

Year: 2008																	
Main Categorisation	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
A. Highly skilled	1 040 800	997 400	2 038 200	97,8%	20 421	12 632	33 053	1,6%	683	447	1 130	0,1%	7 739	4 092	11 831	0,6%	15 691
B. Skilled	1 646 300	923 200	2 569 500	94,7%	56 135	21 500	77 635	2,9%	3 707	1 145	4 852	0,2%	39 610	21 026	60 636	2,2%	53 285
C. Low skilled	147 700	199 000	346 700	78,5%	13 026	8 018	21 044	4,8%	1 830	900	2 730	0,6%	46 358	24 773	71 131	16,1%	22 184
D. Researchers	274 000	292 900	566 900	x	:	:	:	x	:	:	:	x	237	126	363	x	4 440
E. Seasonal workers	:	:	:	x	:	:	:	x	:	:	:	x	67	74	141	x	:
<b>TOTAL (sum of A, B, C)</b>	<b>3 108 800</b>	<b>2 412 500</b>	<b>4 954 400</b>	<b>94,6%</b>	<b>89 582</b>	<b>42 150</b>	<b>131 732</b>	<b>2,5%</b>	<b>6 220</b>	<b>2 492</b>	<b>8 712</b>	<b>0,2%</b>	<b>94 011</b>	<b>50 091</b>	<b>143 598</b>	<b>2,7%</b>	<b>91 160</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

1) The Stock of Workers (of work permits/information) by Main Category of Employment in 2009

Year: 2009																	
Main Categorisation	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
A. Highly skilled	1 027 100	985 600	2 012 700	97,7%	21 746	13 690	35 436	1,7%	730	491	1 221	0,1%	7 318	4 329	11 647	0,6%	9 643
B. Skilled	1 605 900	917 700	2 523 600	95,8%	52 711	21 008	73 719	2,8%	3 189	1 087	4 276	0,2%	19 291	12 052	31 343	1,2%	13 003
C. Low skilled	124 300	178 300	302 600	80,6%	13 643	7 808	21 451	5,7%	1 888	971	2 859	0,8%	31 262	17 313	48 575	12,9%	8 258
D. Researchers	295 000	284 300	579 300	x	:	:	:	x	:	:	:	x	277	162	439	x	2 825
E. Seasonal workers	:	:	:	x	:	:	:	x	:	:	:	x	-	-	-	x	:
<b>TOTAL (sum of A, B, C)</b>	<b>3 052 300</b>	<b>2 365 900</b>	<b>4 838 900</b>	<b>95,5%</b>	<b>88 100</b>	<b>42 506</b>	<b>130 606</b>	<b>2,6%</b>	<b>5 807</b>	<b>2 549</b>	<b>8 356</b>	<b>0,2%</b>	<b>58 148</b>	<b>33 856</b>	<b>91 565</b>	<b>1,8%</b>	<b>30 904</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

***Table No 2a – Inflow of Workers (work permits/information) by Main Categories in 2004 - 2009***

***Table No 2b – Outflow of Workers (work permits/information) by Main Categories in 2004 - 2009***

Tables 2a and 2b required by the specifications for the study were not prepared - with regards to the scale of statistics available for CR concerning inflow/outflow of workers tables 2a and 2b would not bring any new information within the study - the statistics required for these tables are included in the tables 4a and 4b – see below.

**Table No 3 – Stock of Workers (work permits/information) by Country of Nationality and Main Categories in 2004 - 2009**

Explanatory notes:

- : Statistics are not available, or no relevant legislation existed
- Zero value

Source:

Orange - data from Labour Force Survey (LFS) from Czech Statistical Office (CSO)

Green - data from official employment portal of MoLSA CR - analysis of unfilled vacancies

Others - statistics from OK-prace system at MoLSA and own calculations of the authors

Notes:

- The numbers for *foreign nationals* express the issued valid work permits (third country citizens) or information cards (EU and third country citizens who do not need work permits to be employed) as of 31 December of the reference year. However, differences between the numbers of issued permits and of the persons disposing of such permit in the CR are minimum (experts estimated at tens of cases).
- Despite the specifications of this study *the numbers of issued work permits for foreign nationals from third countries include the permits issued to foreign nationals with assignment under trade agreement*. This is because Section 95 of the Employment Act requires work permit even in case a foreign national whose employer is a foreign entity is to be assigned to perform works on the territory of CR on the basis of agreement with a Czech legal or physical entity.
- Statistics from LFS implemented by CSO in Q IV of the respective reference year are used for the numbers of *employees - citizens of CR*. The data were extracted for numbers of males and females by main categories, structured as highly skilled/skilled/low skilled, and their totals were processed. The sums thus do not necessarily correspond to the totals established under LFS due to rounding. They just include numbers of employees in the civil sector, i.e. excl. the military personnel (COCC 0). They also include members of cooperative societies.
- *Total* summaries include only foreign employees structured as highly skilled/skilled/low skilled according to the definition of the study, i.e. categories A-C. Researchers and seasonal workers are already included in the categories A-C. Summarization formula mentioned in the templates of the study was adequately modified so that the two categories are not included twice in the total.
- *Workers from EU-2* needed work permit in CR until 2007, and for this reason the data for citizens of Bulgaria and Romania are mentioned on a separate line. Workers from other countries EU-10 from adjoining EU in 2004 do not need work permit to be employed, they are just registered at the respective Governmental employment agency through information card. The same applies to EU-15 citizens.
- Third country means citizenship of foreign nationals from third countries. The numbers in the line "Other third countries" express total workers-foreign nationals from other third countries except TOP-10 third countries with the highest numbers in the respective year (states mentioned in the table above).

- The category "*Researchers*" was quantified for the period 2008-2009 by the numbers of registration cards for third country citizens issued under Section 98 n) of the Employment Act to scientific, research and development personnel. The Researchers category was not specifically governed by law until 20/12/2007, and as such was not statistically monitored. Numbers of unfilled vacancies in research field, and the numbers of Czech citizens in these jobs were acquired following ISCO classification - i.e. total of employees with KZAM main category 2 and sub-group 1237. Data for 2004 regarding unfilled vacancies are not available, and neither are statistics available for the reference period of researchers from EU.

- The category "*Seasonal workers*" includes for the period 2004-2007 numbers of work permits for seasonal workers from third countries according to Section 96 b) of the Employment Act, for the period 2008-2009 this applies to permit under Section 96 due to amended legislation. As these seasonal workers are in no way advantaged over the standard regime, and the people are in no way forced to apply for permit under this specific section of law, according to MoLSA experts number of them perform seasonal works using standard work permit. For this reason it is assumed that the numbers are undervalued. The numbers of seasonal workers from EU countries, the numbers of Czech citizens performing seasonal works according to LFS, and the numbers of unfilled vacancies for seasonal workers are not available for the reference period.

- *The number of unfilled vacancies* for 2004 is not available.

- Further the *statistics are not available* on the number of foreign workers who came to CR with partner or family.

- *Exclusion of citizens with dual citizenship* (EU/third country) from the statistics according to the specifications was not possible.

3) The **Stock of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2004

Year: 2004	TOTAL (sum of A, B, C)			Main categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	2 640 200	2 034 800	4 675 000	920 700	859 800	1 780 500	1 578 500	968 500	2 547 000	141 000	206 500	347 500	243 600	257 000	500 600	:	:	:
Other EU-25	53 835	18 857	72 692	9 188	5 742	14 930	38 553	10 088	48 641	6 094	3 027	9 121	:	:	:	:	:	:
EU-2	1 626	615	2 241	165	138	303	1 176	357	1 533	285	120	405	:	:	:	:	:	:
<b>Total - third country nationals</b>	<b>21 487</b>	<b>11 550</b>	<b>33 037</b>	<b>3 329</b>	<b>1 626</b>	<b>4 955</b>	<b>10 385</b>	<b>6 303</b>	<b>16 688</b>	<b>7 773</b>	<b>3 621</b>	<b>11 394</b>	:	:	:	3	10	13
Ukraine	15 061	7 337	22 398	335	305	640	7 847	3 985	11 832	6 879	3 047	9 926	:	:	:	3	10	13
Mongolia	566	1 019	1 585	3	8	11	365	788	1 153	198	223	421	:	:	:	-	-	-
Moldova	981	502	1 483	25	18	43	675	394	1 069	281	90	371	:	:	:	-	-	-
United States of America	761	399	1 160	752	390	1 142	9	5	14	-	4	4	:	:	:	-	-	-
Russia	558	520	1 078	387	276	663	134	182	316	37	62	99	:	:	:	-	-	-
Belarus	413	402	815	89	68	157	247	262	509	77	72	149	:	:	:	-	-	-
Japan	448	80	528	432	58	490	15	19	34	1	3	4	:	:	:	-	-	-
Macedonia	386	19	405	34	7	41	327	9	336	25	3	28	:	:	:	-	-	-
China	245	77	322	117	30	147	126	44	170	2	3	5	:	:	:	-	-	-
North Korea	13	272	285	1	-	1	12	272	284	-	-	-	:	:	:	-	-	-
Others	2 055	923	2 978	1 154	466	1 620	628	343	971	273	114	387	:	:	:	-	-	-
<b>TOTAL</b>	<b>2 717 148</b>	<b>2 065 822</b>	<b>4 782 970</b>	<b>933 382</b>	<b>867 306</b>	<b>1 800 688</b>	<b>1 628 614</b>	<b>985 248</b>	<b>2 613 862</b>	<b>155 152</b>	<b>213 268</b>	<b>368 420</b>	<b>243 600</b>	<b>257 000</b>	<b>500 600</b>	3	10	13
Number of unfilled vacancies	:			:			:			:			:			:		

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

3) The **Stock of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2005

Year: 2005	TOTAL (sum of A, B, C)			Main categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	2 686 100	2 061 200	4 747 300	952 300	919 200	1 871 500	1 594 900	933 100	2 528 000	138 900	208 900	347 800	257 000	256 200	513 200	:	:	:
Other EU-25	67 661	26 066	93 727	12 080	7 123	19 203	46 245	13 975	60 220	9 336	4 968	14 304	:	:	:	:	:	:
EU-2	1 901	760	2 661	258	187	445	1 314	395	1 709	329	178	507	:	:	:	:	:	:
<b>Total - third country nationals</b>	<b>36 643</b>	<b>18 669</b>	<b>55 312</b>	<b>4 480</b>	<b>2 484</b>	<b>6 964</b>	<b>16 544</b>	<b>8 239</b>	<b>24 783</b>	<b>15 619</b>	<b>7 946</b>	<b>23 565</b>	:	:	:	29	51	80
Ukraine	27 537	12 523	40 060	633	545	1 178	12 788	5 048	17 836	14 116	6 930	21 046	:	:	:	28	51	79
Moldova	1 811	899	2 710	54	47	101	1 078	533	1 611	679	319	998	:	:	:	-	-	-
Russia	1 246	1 201	2 447	753	623	1 376	392	426	818	101	152	253	:	:	:	-	-	-
Mongolia	649	1 151	1 800	5	9	14	418	914	1 332	226	228	454	:	:	:	-	-	-
United States of America	759	436	1 195	740	427	1 167	17	7	24	2	2	4	:	:	:	-	-	-
Belarus	485	483	968	144	117	261	245	252	497	96	114	210	:	:	:	-	-	-
China	637	298	935	126	52	178	460	207	667	51	39	90	:	:	:	-	-	-
Japan	504	72	576	477	50	527	25	21	46	2	1	3	:	:	:	-	-	-
Macedonia	394	29	423	39	12	51	326	11	337	29	6	35	:	:	:	-	-	-
North Korea	16	339	355	2	-	2	14	335	349	-	4	4	:	:	:	-	-	-
Others	2 605	1 238	3 843	1 507	602	2 109	781	485	1 266	317	151	468	:	:	:	1	-	1
<b>TOTAL</b>	<b>2 792 305</b>	<b>2 106 695</b>	<b>4 899 000</b>	<b>969 118</b>	<b>928 994</b>	<b>1 898 112</b>	<b>1 659 003</b>	<b>955 709</b>	<b>2 614 712</b>	<b>164 184</b>	<b>221 992</b>	<b>386 176</b>	<b>257 000</b>	<b>256 200</b>	<b>513 200</b>	29	51	80
Number of unfilled vacancies	49 600			9 827			29 542			10 231			3 129			:		

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

3) The Stock of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2006

Year: 2006	TOTAL (sum of A, B, C)			Main categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	2 722 900	2 075 100	4 798 000	973 600	916 900	1 890 500	1 608 400	954 500	2 562 900	140 900	203 700	344 600	258 900	260 100	519 000	:	:	:
Other EU-25	81 699	34 953	116 652	15 948	9 387	25 335	52 943	18 147	71 090	12 808	7 419	20 227	:	:	:	:	:	:
EU-2	2 262	931	3 193	455	274	729	1 441	454	1 895	366	203	569	:	:	:	:	:	:
<b>Total - third country nationals</b>	<b>42 870</b>	<b>22 557</b>	<b>65 427</b>	<b>5 196</b>	<b>2 596</b>	<b>7 792</b>	<b>18 641</b>	<b>9 871</b>	<b>28 512</b>	<b>19 033</b>	<b>10 090</b>	<b>29 123</b>	:	:	:	72	109	181
Ukraine	31 028	15 126	46 154	677	571	1 248	13 528	5 835	19 363	16 823	8 720	25 543	:	:	:	72	109	181
Moldova	2 287	1 082	3 369	51	40	91	1 328	584	1 912	908	458	1 366	:	:	:	-	-	-
Mongolia	1 077	1 737	2 814	8	10	18	738	1 400	2 138	331	327	658	:	:	:	-	-	-
Russia	1 178	1 202	2 380	685	593	1 278	342	424	766	151	185	336	:	:	:	-	-	-
United States of America	823	401	1 224	800	387	1 187	19	11	30	4	3	7	:	:	:	-	-	-
Belarus	520	515	1 035	148	126	274	261	266	527	111	123	234	:	:	:	-	-	-
China	589	287	876	119	63	182	412	176	588	58	48	106	:	:	:	-	-	-
Vietnam	468	224	692	32	22	54	398	179	577	38	23	61	:	:	:	-	-	-
Japan	507	102	609	477	61	538	21	37	58	9	4	13	:	:	:	-	-	-
Macedonia	555	41	596	48	15	63	431	18	449	76	8	84	:	:	:	-	-	-
Others	3 838	1 840	5 678	2 151	708	2 859	1 163	941	2 104	524	191	715	:	:	:	-	-	-
<b>TOTAL</b>	<b>2 849 731</b>	<b>2 133 541</b>	<b>4 983 272</b>	<b>995 199</b>	<b>929 157</b>	<b>1 924 356</b>	<b>1 681 425</b>	<b>982 972</b>	<b>2 664 397</b>	<b>173 107</b>	<b>221 412</b>	<b>394 519</b>	<b>258 900</b>	<b>260 100</b>	<b>519 000</b>	<b>72</b>	<b>109</b>	<b>181</b>
<b>Number of unfilled vacancies</b>	<b>92 804</b>			<b>16 974</b>			<b>61 734</b>			<b>14 096</b>			<b>4 864</b>			<b>:</b>		

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

3) The Stock of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2007

Year: 2007	TOTAL (sum of A, B, C)			Main categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	2 796 700	2 103 200	4 899 900	1 017 500	956 100	1 973 600	1 636 700	948 500	2 585 200	142 500	198 600	341 100	261 900	281 700	543 600	:	:	:
Other EU-25	92 138	42 333	134 471	18 225	11 036	29 261	58 680	21 860	80 540	15 233	9 437	24 670	:	:	:	:	:	:
EU-2	7 001	2 705	9 706	570	358	928	3 403	1 101	4 504	3 028	1 246	4 274	:	:	:	:	:	:
<b>Total - third country nationals</b>	<b>62 021</b>	<b>33 610</b>	<b>95 631</b>	<b>5 896</b>	<b>2 982</b>	<b>8 878</b>	<b>26 694</b>	<b>14 613</b>	<b>41 307</b>	<b>29 431</b>	<b>16 015</b>	<b>45 446</b>	:	:	:	76	71	147
Ukraine	39 852	21 729	61 581	722	658	1 380	15 392	7 652	23 044	23 738	13 419	37 157	:	:	:	67	71	138
Moldova	2 982	3 915	6 897	7	6	13	2 126	3 245	5 371	849	664	1 513	:	:	:	-	-	-
Moldova	3 768	1 734	5 502	54	45	99	1 887	778	2 665	1 827	911	2 738	:	:	:	3	-	3
Vietnam	4 198	1 227	5 425	211	85	296	3 316	955	4 271	671	187	858	:	:	:	1	-	1
Russia	1 253	1 232	2 485	683	575	1 258	364	411	775	206	246	452	:	:	:	-	-	-
United States of America	864	452	1 316	831	431	1 262	18	17	35	15	4	19	:	:	:	-	-	-
Belarus	595	614	1 209	166	150	316	273	340	613	156	124	280	:	:	:	5	-	5
China	740	334	1 074	186	74	260	435	175	610	119	85	204	:	:	:	-	-	-
Macedonia	892	76	968	67	21	88	636	21	657	189	34	223	:	:	:	-	-	-
Uzbekistan	866	75	941	30	16	46	183	15	198	653	44	697	:	:	:	-	-	-
Others	6 011	2 222	8 233	2 939	921	3 860	2 064	1 004	3 068	1 008	297	1 305	:	:	:	-	-	-
<b>TOTAL</b>	<b>2 957 860</b>	<b>2 181 848</b>	<b>5 139 708</b>	<b>1 042 191</b>	<b>970 476</b>	<b>2 012 667</b>	<b>1 725 477</b>	<b>986 074</b>	<b>2 711 551</b>	<b>190 192</b>	<b>225 298</b>	<b>415 490</b>	<b>261 900</b>	<b>281 700</b>	<b>543 600</b>	<b>76</b>	<b>71</b>	<b>147</b>
<b>Number of unfilled vacancies</b>	<b>141 155</b>			<b>21 207</b>			<b>92 199</b>			<b>27 749</b>			<b>6 131</b>			<b>:</b>		

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

3) The Stock of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2008

Year: 2008	TOTAL (sum of A, B, C)			Main categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	2 834 800	2 119 600	4 954 400	1 040 800	997 400	2 038 200	1 646 300	923 200	2 569 500	147 700	199 000	346 700	274 000	292 900	566 900	:	:	:
Other EU-25	89 582	42 150	131 732	20 421	12 632	33 053	56 135	21 500	77 635	13 026	8 018	21 044	:	:	:	:	:	:
EU-2	6 220	2 492	8 712	683	447	1 130	3 707	1 145	4 852	1 830	900	2 730	:	:	:	:	:	:
<b>Total - third country nationals</b>	<b>93 707</b>	<b>49 891</b>	<b>143 598</b>	<b>7 739</b>	<b>4 092</b>	<b>11 831</b>	<b>39 610</b>	<b>21 026</b>	<b>60 636</b>	<b>46 358</b>	<b>24 773</b>	<b>71 131</b>	<b>237</b>	<b>126</b>	<b>363</b>	<b>67</b>	<b>74</b>	<b>141</b>
Ukraine	51 174	29 882	81 056	886	889	1 775	16 653	9 412	26 065	33 635	19 581	53 216	47	22	69	64	74	138
Vietnam	12 535	3 717	16 252	611	223	834	10 545	2 978	13 523	1 379	516	1 895	-	-	-	-	-	-
Mongolia	6 220	6 770	12 990	13	15	28	4 299	5 120	9 419	1 908	1 635	3 543	1	2	3	1	-	1
Moldova	5 850	2 784	8 634	75	64	139	2 322	1 000	3 322	3 453	1 720	5 173	1	-	1	2	-	2
Uzbekistan	3 395	216	3 611	47	33	80	354	38	392	2 994	145	3 139	-	-	-	-	-	-
Russia	1 589	1 718	3 307	807	764	1 571	451	579	1 030	331	375	706	37	25	62	-	-	-
United States of America	1 089	621	1 710	1 042	594	1 636	36	19	55	11	8	19	41	27	68	-	-	-
China	1 075	480	1 555	225	95	320	660	240	900	190	145	335	8	5	13	-	-	-
Bosnia and Herzegovina	1 361	108	1 469	61	36	97	864	47	911	436	25	461	-	-	-	-	-	-
Macedonia	1 281	140	1 421	87	35	122	883	56	939	311	49	360	1	1	2	-	-	-
Others	8 138	3 455	11 593	3 885	1 344	5 229	2 543	1 537	4 080	1 710	574	2 284	101	44	145	-	-	-
<b>TOTAL</b>	<b>3 024 309</b>	<b>2 214 133</b>	<b>5 238 442</b>	<b>1 069 643</b>	<b>1 014 571</b>	<b>2 084 214</b>	<b>1 745 752</b>	<b>966 871</b>	<b>2 712 623</b>	<b>208 914</b>	<b>232 691</b>	<b>441 605</b>	<b>274 237</b>	<b>293 026</b>	<b>567 263</b>	<b>67</b>	<b>74</b>	<b>141</b>
<b>Number of unfilled vacancies</b>	<b>91 160</b>			<b>15 691</b>			<b>53 285</b>			<b>22 184</b>			<b>4 440</b>			<b>:</b>		

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

3) The Stock of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2009

Year: 2009	TOTAL (sum of A, B, C)			Main categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	2 757 300	2 081 600	4 838 900	1 027 100	985 600	2 012 700	1 605 900	917 700	2 523 600	124 300	178 300	302 600	295 000	284 300	579 300	:	:	:
Other EU-25	88 100	42 506	130 606	21 746	13 690	35 436	52 711	21 008	73 719	13 643	7 808	21 451	:	:	:	:	:	:
EU-2	5 807	2 549	8 356	730	491	1 221	3 189	1 087	4 276	1 888	971	2 859	:	:	:	:	:	:
<b>Total - third country nationals</b>	<b>57 871</b>	<b>33 694</b>	<b>91 565</b>	<b>7 318</b>	<b>4 329</b>	<b>11 647</b>	<b>19 291</b>	<b>12 052</b>	<b>31 343</b>	<b>31 262</b>	<b>17 313</b>	<b>48 575</b>	<b>277</b>	<b>162</b>	<b>439</b>	<b>-</b>	<b>-</b>	<b>-</b>
Ukraine	35 793	21 673	57 466	899	975	1 874	11 128	6 658	17 786	23 766	14 040	37 806	52	26	78	-	-	-
Moldova	3 827	1 877	5 704	68	58	126	1 401	582	1 983	2 358	1 237	3 595	1	-	1	-	-	-
Mongolia	1 847	2 358	4 205	11	20	31	1 078	1 646	2 724	758	692	1 450	1	3	4	-	-	-
Vietnam	2 586	1 084	3 670	185	104	289	1 917	821	2 738	484	159	643	-	-	-	-	-	-
Russia	1 707	1 902	3 609	958	971	1 929	479	642	1 121	270	289	559	43	31	74	-	-	-
Uzbekistan	1 825	147	1 972	48	33	81	131	22	153	1 646	92	1 738	1	-	1	-	-	-
China	917	439	1 356	232	88	320	425	176	601	260	175	435	8	8	16	-	-	-
United States of America	1 063	584	1 647	1 006	563	1 569	43	17	60	14	4	18	56	29	85	-	-	-
Macedonia	821	125	946	86	37	123	479	41	520	256	47	303	1	1	2	-	-	-
Belarus	560	675	1 235	189	204	393	227	293	520	144	178	322	9	9	18	-	-	-
Others	6 925	2 830	9 755	3 636	1 276	4 912	1 983	1 154	3 137	1 306	400	1 706	105	55	160	-	-	-
<b>TOTAL</b>	<b>2 909 078</b>	<b>2 160 349</b>	<b>5 069 427</b>	<b>1 056 894</b>	<b>1 004 110</b>	<b>2 061 004</b>	<b>1 681 091</b>	<b>951 847</b>	<b>2 632 938</b>	<b>171 093</b>	<b>204 392</b>	<b>375 485</b>	<b>295 277</b>	<b>284 462</b>	<b>579 739</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Number of unfilled vacancies</b>	<b>30 904</b>			<b>9 643</b>			<b>13 003</b>			<b>8 258</b>			<b>2 825</b>			<b>:</b>		

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

***Table No 4a – Inflow of Workers (work permits/information) by Country of Nationality and Main Categories in 2004 - 2009***

***Table No 4b – Outflow of Workers (work permits/information) by Country of Nationality and Main Categories in 2004 - 2009***

Explanatory notes:

- : Statistics are not available, or no relevant legislation existed
- Zero value

Source:

Orange - data from LFS from CSO - for the reference period unavailable

Green - data processed by MoLSA CR for the study on the basis of unfilled vacancies statistics according to COCC

Other - statistics gathered from OK-prace system of MoLSA CR and own calculations of the authors

Notes:

- The numbers mentioned in *Table 4a - Inflow* express the issued valid work permits (third country citizens) or information cards (EU and third country citizens who do not need work permits to be employed) for the respective reference year, i.e. from 1 January to 31 December. The data do not include the numbers of renewed work permits, however, in this respect it should be stressed that in case a foreign national changes employer or his/her job position with the same employer changes, this means new work permit and not a renewed one. Differences between the numbers of issued permits and of the persons disposing of such permit in the CR are minimum (experts estimated at tens of cases).

- The numbers mentioned in *Table 4b – Outflow* express the issued work permits (third country citizens) or information cards (EU citizens), which expired in the respective reference year, i.e. period from 1 January to 31 December, and was not renewed.

- Despite the specifications of this study *the numbers of issued work permits for foreign nationals from third countries include the permits issued to foreign national with assignment under trade agreement*. This is because Section 95 of the Employment Act requires work permit even in case a foreign national whose employer is a foreign entity is to be assigned to perform works on the territory of CR on the basis of agreement with a Czech legal or physical entity.

- *Information on the flows of workers - Czech citizens*, i.e. their entries in the labour market in CR, or leavings for individual years is not available, but according to the data from CSO special research project is under preparation to collect this sort of data.

- *Total* summaries include only foreign employees structured as skilled/skilled/low skilled according to the definition in the specifications of the study, i.e. categories A-C. Researchers and seasonal workers are already included in the categories A-C. Summarization formula mentioned in the templates of the specifications of the study was adequately modified so that the two categories are not included twice in the total.

- *Workers from EU-2* needed work permit in CR until 2007, and for this reason the data for citizens of Bulgaria and Romania are mentioned on a separate line. Workers from other countries EU-10 from adjoining EU in 2004 do not need work permit to be employed, they are just registered at the respective Governmental Employment Agency through information card. The same applies to EU-15 citizens.

- Third country means citizenship of foreign nationals from third countries. The numbers in the line "Others" express total workers-foreign nationals from other third countries except TOP-10 third countries with the highest numbers in the respective year (states mentioned in the table above).

- The category "*Researchers*" was quantified for the period 2007-2009 by the numbers of registration cards for third country citizens issued under Section 98 n) of the Employment Act to scientific, research and development personnel. The Researchers category was not specifically established by law until 20/12/2007, and as such was not statistically monitored - for this reason the numbers (inflow/outflow) of employees - researchers for the period 2005 - 2006 are not available. Inflow/outflow of the unfilled vacancies for research jobs for individual reference years are not available, and neither are the data statistically collectible for the reference period for EU researchers.

- The category "*Seasonal workers*" includes for the period 2004-2007 numbers of work permits issued, or expired and not renewed for seasonal workers from third countries according to Section 96 b) of the Employment Act. For the period 2008 - 2009 due to the amended legislation this applies to permit under Section 96. As these seasonal workers are in no way advantaged over the standard regime, and the people are in no way forced to apply for permit under this specific section of law, according to MoLSA experts number of them perform seasonal works using standard work permit. For this reason it is assumed that the numbers are undervalued. Inflow/outflow of the numbers of seasonal workers from EU countries, of the numbers of Czech citizens - seasonal workers according to LFS or inflow/outflow of unfilled vacancies for seasonal workers are not statistically collectible.

- *Inflow/outflow of unfilled vacancies* is available for individual reference years only as total, structure by categories A – C, according to job classification is not available. The inflow was for this study quantified as the number of newly reported vacant jobs (unfilled vacancies) for the respective year, the outflow as the number of newly taken jobs.

- Further the *statistics are not available* on the number of foreign workers who came to CR with partner or family.

- *Exclusion of citizens with dual citizenship* (EU/third country) from the statistics according to the specifications was not possible.

4) The **Inflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2004

Year: 2004	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	44 727	19 703	<b>64 430</b>	6 449	2 833	<b>9 282</b>	30 783	10 864	<b>41 647</b>	7 495	6 006	<b>13 501</b>	:	:	:	-	-	-
EU-2	1 670	644	<b>2 314</b>	198	145	<b>343</b>	1 155	372	<b>1 527</b>	317	127	<b>444</b>	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>23 713</b>	<b>13 157</b>	<b>36 870</b>	<b>3 771</b>	<b>1 913</b>	<b>5 684</b>	<b>11 224</b>	<b>6 820</b>	<b>18 044</b>	<b>8 718</b>	<b>4 424</b>	<b>13 142</b>	:	:	:	<b>294</b>	<b>508</b>	<b>802</b>
Ukraine	16 486	8 417	<b>24 903</b>	374	323	<b>697</b>	8 435	4 320	<b>12 755</b>	7 677	3 774	<b>11 451</b>	:	:	:	244	507	751
Mongolia	606	1 092	<b>1 698</b>	3	7	<b>10</b>	397	867	<b>1 264</b>	206	218	<b>424</b>	:	:	:	-	-	-
Moldova	1 089	509	<b>1 598</b>	30	23	<b>53</b>	727	370	<b>1 097</b>	332	116	<b>448</b>	:	:	:	-	-	-
United States of America	890	488	<b>1 378</b>	877	477	<b>1 354</b>	13	7	<b>20</b>	-	4	<b>4</b>	:	:	:	-	1	1
Russian Federation	725	625	<b>1 350</b>	458	341	<b>799</b>	189	212	<b>401</b>	78	72	<b>150</b>	:	:	:	-	-	-
Belarus	555	447	<b>1 002</b>	104	83	<b>187</b>	282	264	<b>546</b>	169	100	<b>269</b>	:	:	:	49	-	49
Japan	523	88	<b>611</b>	511	69	<b>580</b>	11	15	<b>26</b>	1	4	<b>5</b>	:	:	:	-	-	-
Macedonia	399	26	<b>425</b>	39	10	<b>49</b>	337	10	<b>347</b>	23	6	<b>29</b>	:	:	:	-	-	-
China	271	98	<b>369</b>	129	34	<b>163</b>	138	59	<b>197</b>	4	5	<b>9</b>	:	:	:	-	-	-
North Korea	8	313	<b>321</b>	3	-	<b>3</b>	5	313	<b>318</b>	-	-	<b>-</b>	:	:	:	-	-	-
Others	2 161	1 054	<b>3 215</b>	1 243	546	<b>1 789</b>	690	383	<b>1 073</b>	228	125	<b>353</b>	:	:	:	1	-	1
<b>TOTAL</b>	<b>70 110</b>	<b>33 504</b>	<b>103 614</b>	<b>10 418</b>	<b>4 891</b>	<b>15 309</b>	<b>43 162</b>	<b>18 056</b>	<b>61 218</b>	<b>16 530</b>	<b>10 557</b>	<b>27 087</b>	:	:	:	<b>294</b>	<b>508</b>	<b>802</b>
<b>Number of unfilled vacancies</b>	<b>232 583</b>			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Inflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2005

Year: 2005	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	55 382	29 444	<b>84 826</b>	5 993	3 161	<b>9 154</b>	36 404	15 384	<b>51 788</b>	12 985	10 899	<b>23 884</b>	:	:	:	-	-	-
EU-2	1 296	651	<b>1 947</b>	212	124	<b>336</b>	844	390	<b>1 234</b>	240	137	<b>377</b>	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>31 154</b>	<b>16 669</b>	<b>47 823</b>	<b>3 642</b>	<b>2 101</b>	<b>5 743</b>	<b>12 743</b>	<b>6 464</b>	<b>19 207</b>	<b>14 769</b>	<b>8 104</b>	<b>22 873</b>	:	:	:	<b>464</b>	<b>816</b>	<b>1 280</b>
Ukraine	23 535	11 579	<b>35 114</b>	483	403	<b>886</b>	9 782	3 960	<b>13 742</b>	13 270	7 216	<b>20 486</b>	:	:	:	461	816	1 277
Moldova	1 654	886	<b>2 540</b>	53	50	<b>103</b>	876	478	<b>1 354</b>	725	358	<b>1 083</b>	:	:	:	1	-	1
Russian Federation	1 145	1 086	<b>2 231</b>	661	595	<b>1 256</b>	359	351	<b>710</b>	125	140	<b>265</b>	:	:	:	-	-	-
Mongolia	483	843	<b>1 326</b>	5	3	<b>8</b>	320	704	<b>1 024</b>	158	136	<b>294</b>	:	:	:	-	-	-
United States of America	691	386	<b>1 077</b>	674	380	<b>1 054</b>	15	5	<b>20</b>	2	1	<b>3</b>	:	:	:	-	-	-
China	561	275	<b>836</b>	92	42	<b>134</b>	418	197	<b>615</b>	51	36	<b>87</b>	:	:	:	-	-	-
Belarus	445	339	<b>784</b>	106	78	<b>184</b>	179	161	<b>340</b>	160	100	<b>260</b>	:	:	:	-	-	-
Japan	341	41	<b>382</b>	326	32	<b>358</b>	14	9	<b>23</b>	1	-	<b>1</b>	:	:	:	-	-	-
Macedonia	307	13	<b>320</b>	27	5	<b>32</b>	252	5	<b>257</b>	28	3	<b>31</b>	:	:	:	-	-	-
India	255	38	<b>293</b>	221	33	<b>254</b>	29	5	<b>34</b>	5	-	<b>5</b>	:	:	:	1	-	1
Others	1 737	1 183	<b>2 920</b>	994	480	<b>1 474</b>	499	589	<b>1 088</b>	244	114	<b>358</b>	:	:	:	1	-	1
<b>TOTAL</b>	<b>87 832</b>	<b>46 764</b>	<b>134 596</b>	<b>9 847</b>	<b>5 386</b>	<b>15 233</b>	<b>49 991</b>	<b>22 238</b>	<b>72 229</b>	<b>27 994</b>	<b>19 140</b>	<b>47 134</b>	:	:	:	<b>464</b>	<b>816</b>	<b>1 280</b>
<b>Number of unfilled vacancies</b>	<b>243 450</b>			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Inflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2006

Year: 2006	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	89 649	45 661	135 310	10 681	5 893	16 574	57 442	24 111	81 553	21 526	15 657	37 183	:	:	:	-	-	-
EU-2	1 927	1 109	3 036	448	200	648	1 227	765	1 992	252	144	396	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>34 654</b>	<b>18 708</b>	<b>53 362</b>	<b>3 929</b>	<b>2 058</b>	<b>5 987</b>	<b>13 805</b>	<b>7 182</b>	<b>20 987</b>	<b>16 920</b>	<b>9 468</b>	<b>26 388</b>	:	:	:	411	628	1 039
Ukraine	25 032	12 724	37 756	493	394	887	9 696	4 185	13 881	14 843	8 145	22 988	:	:	:	411	628	1 039
Moldova	1 960	981	2 941	35	33	68	1 052	404	1 456	873	544	1 417	:	:	:	-	-	-
Mongolia	968	1 480	2 448	6	7	13	648	1 168	1 816	314	305	619	:	:	:	-	-	-
Russian Federation	911	954	1 865	490	442	932	275	337	612	146	175	321	:	:	:	-	-	-
United States of America	799	390	1 189	779	378	1 157	17	11	28	3	1	4	:	:	:	-	-	-
Belarus	401	350	751	121	100	221	160	159	319	120	91	211	:	:	:	-	-	-
China	493	213	706	111	45	156	330	128	458	52	40	92	:	:	:	-	-	-
Vietnam	410	191	601	29	16	45	349	154	503	32	21	53	:	:	:	-	-	-
India	418	44	462	299	39	338	72	4	76	47	1	48	:	:	:	-	-	-
Japan	320	71	391	304	48	352	8	21	29	8	2	10	:	:	:	-	-	-
Others	2 942	1 310	4 252	1 262	556	1 818	1 198	611	1 809	482	143	625	:	:	:	-	-	-
<b>TOTAL</b>	<b>126 230</b>	<b>65 478</b>	<b>191 708</b>	<b>15 058</b>	<b>8 151</b>	<b>23 209</b>	<b>72 474</b>	<b>32 058</b>	<b>104 532</b>	<b>38 698</b>	<b>25 269</b>	<b>63 967</b>	:	:	:	411	628	1 039
Number of unfilled vacancies	348 742			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Inflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2007

Year: 2007	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	96 033	50 301	146 334	11 356	6 361	17 717	58 451	24 946	83 397	26 226	18 994	45 220	:	:	:	-	-	-
EU-2	9 003	3 250	12 253	714	429	1 143	4 895	1 494	6 389	3 394	1 327	4 721	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>56 331</b>	<b>31 765</b>	<b>88 096</b>	<b>4 810</b>	<b>2 415</b>	<b>7 225</b>	<b>23 627</b>	<b>13 086</b>	<b>36 713</b>	<b>27 894</b>	<b>16 264</b>	<b>44 158</b>	1	-	1	476	625	1 101
Ukraine	33 849	20 330	54 179	499	429	928	11 329	6 242	17 571	22 021	13 659	35 680	-	-	-	461	624	1 085
Mongolia	3 317	4 038	7 355	9	7	16	2 471	3 392	5 863	837	639	1 476	-	-	-	-	-	-
Vietnam	5 264	1 476	6 740	283	96	379	4 179	1 179	5 358	802	201	1 003	-	-	-	-	-	-
Moldova	3 502	1 588	5 090	44	40	84	1 668	607	2 275	1 790	941	2 731	-	-	-	3	-	3
Russian Federation	1 082	1 121	2 203	504	465	969	369	365	734	209	291	500	-	-	-	1	1	2
United States of America	801	438	1 239	762	413	1 175	20	18	38	19	7	26	-	-	-	-	-	-
Uzbekistan	1 055	81	1 136	29	15	44	238	18	256	788	48	836	-	-	-	-	-	-
Belarus	562	518	1 080	134	135	269	261	269	530	167	114	281	-	-	-	11	-	11
Macedonia	854	69	923	57	20	77	571	17	588	226	32	258	-	-	-	-	-	-
China	618	304	922	155	70	225	350	141	491	113	93	206	-	-	-	-	-	-
Others	5 427	1 802	7 229	2 334	725	3 059	2 171	838	3 009	922	239	1 161	1	-	1	-	-	-
<b>TOTAL</b>	<b>161 367</b>	<b>85 316</b>	<b>246 683</b>	<b>16 880</b>	<b>9 205</b>	<b>26 085</b>	<b>86 973</b>	<b>39 526</b>	<b>126 499</b>	<b>57 514</b>	<b>36 585</b>	<b>94 099</b>	1	-	1	476	625	1 101
Number of unfilled vacancies	445 131			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Inflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2008

Year: 2008	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	81 749	45 902	127 651	11 279	6 414	17 693	48 045	23 522	71 567	22 425	15 966	38 391	:	:	:	-	-	-
EU-2	15 610	6 594	22 204	503	361	864	7 751	2 741	10 492	7 356	3 492	10 848	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>91 007</b>	<b>48 501</b>	<b>139 508</b>	<b>6 992</b>	<b>3 467</b>	<b>10 459</b>	<b>38 429</b>	<b>19 641</b>	<b>58 070</b>	<b>45 586</b>	<b>25 393</b>	<b>70 979</b>	<b>333</b>	<b>178</b>	<b>511</b>	<b>473</b>	<b>486</b>	<b>959</b>
Ukraine	45 208	28 763	73 971	645	651	1 296	12 852	8 057	20 909	31 711	20 055	51 766	52	28	80	402	446	848
Vietnam	15 757	4 503	20 260	1 190	340	1 530	12 948	3 565	16 513	1 619	598	2 217	2	-	2	-	-	-
Mongolia	6 499	6 608	13 107	17	26	43	4 556	5 009	9 565	1 926	1 573	3 499	1	2	3	37	24	61
Moldova	6 161	2 844	9 005	53	60	113	2 396	965	3 361	3 712	1 819	5 531	1	-	1	34	16	50
Uzbekistan	3 924	207	4 131	43	25	68	438	27	465	3 443	155	3 598	-	-	-	-	-	-
Russian Federation	1 314	1 492	2 806	571	592	1 163	388	499	887	355	401	756	44	32	76	-	-	-
United States of America	1 016	575	1 591	966	549	1 515	34	20	54	16	6	22	72	37	109	-	-	-
China	1 167	461	1 628	276	103	379	664	209	873	227	149	376	11	5	16	-	-	-
Bosna a Hercegovina	1 365	82	1 447	42	28	70	801	38	839	522	16	538	-	2	2	-	-	-
Belarus	597	586	1 183	132	133	265	254	266	520	211	187	398	14	18	32	-	-	-
Others	7 999	2 380	10 379	3 057	960	4 017	3 098	986	4 017	1 844	434	2 278	136	54	190	-	-	-
<b>TOTAL</b>	<b>188 366</b>	<b>100 997</b>	<b>289 363</b>	<b>18 774</b>	<b>10 242</b>	<b>29 016</b>	<b>94 225</b>	<b>45 904</b>	<b>140 129</b>	<b>75 367</b>	<b>44 851</b>	<b>120 218</b>	<b>333</b>	<b>178</b>	<b>511</b>	<b>473</b>	<b>486</b>	<b>959</b>
Number of unfilled vacancies	432 480			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Inflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2009

Year: 2009	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	54 317	26 897	81 214	8 030	4 693	12 723	31 445	12 938	44 383	14 842	9 266	24 108	:	:	:	-	-	-
EU-2	5 984	3 053	9 037	307	252	559	2 936	1 008	3 944	2 741	1 793	4 534	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>44 601</b>	<b>26 216</b>	<b>70 817</b>	<b>4 732</b>	<b>2 768</b>	<b>7 500</b>	<b>11 674</b>	<b>6 887</b>	<b>18 561</b>	<b>28 195</b>	<b>16 561</b>	<b>44 756</b>	<b>299</b>	<b>144</b>	<b>443</b>	<b>430</b>	<b>737</b>	<b>1 167</b>
Ukraine	26 490	17 305	43 795	481	544	1 025	5 502	3 501	9 003	20 507	13 260	33 767	24	25	49	410	714	1 124
Moldova	3 190	1 568	4 758	34	36	70	789	306	1 095	2 367	1 226	3 593	-	1	1	15	14	29
Vietnam	2 914	956	3 870	114	42	156	2 215	697	2 912	585	217	802	2	-	2	1	-	1
Mongolia	1 583	1 712	3 295	8	21	29	790	1 015	1 805	785	676	1 461	-	2	2	1	5	6
Russian Federation	1 169	1 335	2 504	598	660	1 258	307	404	711	264	271	535	33	22	55	-	1	1
Uzbekistan	2 055	155	2 210	38	23	61	139	15	154	1 878	117	1 995	1	-	1	1	-	1
United States of America	927	528	1 455	880	513	1 393	33	13	46	14	2	16	93	30	123	-	1	1
China	697	335	1 032	152	52	204	305	104	409	240	179	419	10	8	18	-	-	-
Belarus	345	445	790	114	116	230	103	127	230	128	202	330	10	7	17	-	-	-
Macedonia	545	92	637	40	20	60	217	20	237	288	52	340	1	-	1	-	-	-
Others	4 686	1 785	6 471	2 273	741	3 014	1 274	685	1 959	1 139	359	1 498	125	49	174	2	2	4
<b>TOTAL</b>	<b>104 902</b>	<b>56 166</b>	<b>161 068</b>	<b>13 069</b>	<b>7 713</b>	<b>20 782</b>	<b>46 055</b>	<b>20 833</b>	<b>66 888</b>	<b>45 778</b>	<b>27 620</b>	<b>73 398</b>	<b>299</b>	<b>144</b>	<b>443</b>	<b>430</b>	<b>737</b>	<b>1 167</b>
Number of unfilled vacancies	218 680			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The Outflow of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2004

Year: 2004	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	37 497	15 306	52 803	7 239	2 175	9 414	24 864	8 287	33 151	5 394	4 844	10 238	:	:	:	-	-	-
EU-2	1 734	579	2 313	195	150	345	1 299	317	1 616	240	112	352	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>20 570</b>	<b>12 120</b>	<b>32 690</b>	<b>3 566</b>	<b>1 733</b>	<b>5 299</b>	<b>9 964</b>	<b>6 831</b>	<b>16 795</b>	<b>7 040</b>	<b>3 556</b>	<b>10 596</b>	:	:	:	327	604	931
Ukraine	13 870	7 775	21 645	276	263	539	7 483	4 456	11 939	6 111	3 056	9 167	:	:	:	277	603	880
United States of America	1 000	524	1 524	978	516	1 494	20	6	26	2	2	4	:	:	:	-	1	1
Moldova	985	495	1 480	19	13	32	696	410	1 106	270	72	342	:	:	:	-	-	-
Mongolia	464	977	1 441	6	10	16	313	816	1 129	145	151	296	:	:	:	-	-	-
Belarus	558	465	1 023	84	60	144	309	312	621	165	93	258	:	:	:	49	-	49
Russian Federation	544	444	988	351	224	575	132	168	300	61	52	113	:	:	:	-	-	-
Japan	475	81	556	465	61	526	9	18	27	1	2	3	:	:	:	-	-	-
Macedonia	347	20	367	32	9	41	284	7	291	31	4	35	:	:	:	-	-	-
China	226	67	293	134	23	157	90	44	134	2	-	2	:	:	:	-	-	-
Serbia	207	84	291	71	42	113	84	21	105	52	21	73	:	:	:	-	-	-
Others	1 894	1 188	3 082	1 150	512	1 662	544	573	1 117	200	103	303	:	:	:	1	-	1
<b>TOTAL</b>	<b>59 801</b>	<b>28 005</b>	<b>87 806</b>	<b>11 000</b>	<b>4 058</b>	<b>15 058</b>	<b>36 127</b>	<b>15 435</b>	<b>51 562</b>	<b>12 674</b>	<b>8 512</b>	<b>21 186</b>	:	:	:	327	604	931
Number of unfilled vacancies	221 568			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The Outflow of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2005

Year: 2005	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	53 953	27 346	81 299	4 396	2 208	6 604	36 774	14 529	51 303	12 783	10 609	23 392	:	:	:	-	-	-
EU-2	1 212	550	1 762	117	80	197	872	375	1 247	223	95	318	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>18 435</b>	<b>10 389</b>	<b>28 824</b>	<b>2 869</b>	<b>1 530</b>	<b>4 399</b>	<b>7 840</b>	<b>4 714</b>	<b>12 554</b>	<b>7 726</b>	<b>4 145</b>	<b>11 871</b>	:	:	:	413	660	1 073
Ukraine	12 986	6 882	19 868	295	244	539	5 821	3 000	8 821	6 870	3 638	10 508	:	:	:	410	660	1 070
Moldova	895	503	1 398	23	33	56	527	324	851	345	146	491	:	:	:	1	-	1
Russian Federation	723	668	1 391	416	360	776	229	242	471	78	66	144	:	:	:	-	-	-
United States of America	725	357	1 082	714	351	1 065	11	3	14	-	3	3	:	:	:	-	-	-
Mongolia	389	619	1 008	-	2	2	258	485	743	131	132	263	:	:	:	-	-	-
Belarus	365	289	654	72	55	127	157	165	322	136	69	205	:	:	:	-	-	-
Japan	299	46	345	294	35	329	5	9	14	-	2	2	:	:	:	-	-	-
Macedonia	321	9	330	25	3	28	281	2	283	15	4	19	:	:	:	-	-	-
China	200	82	282	90	23	113	105	53	158	5	6	11	:	:	:	-	-	-
India	176	28	204	156	22	178	20	6	26	-	-	-	:	:	:	1	-	1
Others	1 356	906	2 262	784	402	1 186	426	425	851	146	79	225	:	:	:	1	-	1
<b>TOTAL</b>	<b>73 600</b>	<b>38 285</b>	<b>111 885</b>	<b>7 382</b>	<b>3 818</b>	<b>11 200</b>	<b>45 486</b>	<b>19 618</b>	<b>65 104</b>	<b>20 732</b>	<b>14 849</b>	<b>35 581</b>	:	:	:	413	660	1 073
Number of unfilled vacancies	244 109			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The Outflow of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2006

Year: 2006	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	72 292	37 490	109 782	6 500	3 412	9 912	46 602	19 715	66 317	19 190	14 363	33 553	:	:	:	-	-	-
EU-2	3 341	1 647	4 988	660	338	998	2 170	1 018	3 188	511	291	802	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>29 268</b>	<b>15 543</b>	<b>44 811</b>	<b>3 533</b>	<b>1 955</b>	<b>5 488</b>	<b>12 482</b>	<b>6 232</b>	<b>18 714</b>	<b>13 253</b>	<b>7 356</b>	<b>20 609</b>	:	:	:	385	629	1 014
Ukraine	21 836	10 722	32 558	435	371	806	9 459	3 900	13 359	11 942	6 451	18 393	:	:	:	385	629	1 014
Moldova	1 585	779	2 364	42	34	76	901	365	1 266	642	380	1 022	:	:	:	-	-	-
Russian Federation	947	935	1 882	561	464	1 025	290	333	623	96	138	234	:	:	:	-	-	-
Mongolia	485	930	1 415	6	9	15	485	329	773	150	148	298	:	:	:	-	-	-
United States of America	765	429	1 194	747	419	1 166	17	10	27	1	-	1	:	:	:	-	-	-
Belarus	431	356	787	111	92	203	204	180	384	116	84	200	:	:	:	-	-	-
China	547	223	770	114	42	156	390	150	540	43	31	74	:	:	:	-	-	-
Japan	306	44	350	292	39	331	13	5	18	1	-	1	:	:	:	-	-	-
India	286	42	328	231	36	267	44	6	50	11	-	11	:	:	:	-	-	-
Vietnam	189	82	271	18	12	30	156	57	213	15	13	28	:	:	:	-	-	-
Others	1 891	1 001	2 892	976	437	1 413	679	453	1 132	236	111	347	:	:	:	-	-	-
<b>TOTAL</b>	<b>104 901</b>	<b>54 680</b>	<b>159 581</b>	<b>10 693</b>	<b>5 705</b>	<b>16 398</b>	<b>61 254</b>	<b>26 965</b>	<b>88 219</b>	<b>32 954</b>	<b>22 010</b>	<b>54 964</b>	:	:	:	385	629	1 014
Number of unfilled vacancies	307 481			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The Outflow of Workers (of work permits/information) by Country of Nationality and by Main Categorisation in 2007

Year: 2007	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	72 804	38 802	111 606	7 326	3 786	11 112	43 520	18 840	62 360	21 958	16 176	38 134	:	:	:	-	-	-
EU-2	5 683	2 063	7 746	291	192	483	3 031	993	4 024	2 361	878	3 239	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>35 775</b>	<b>19 723</b>	<b>55 498</b>	<b>3 799</b>	<b>1 930</b>	<b>5 729</b>	<b>14 647</b>	<b>7 571</b>	<b>22 218</b>	<b>17 329</b>	<b>10 222</b>	<b>27 551</b>	1	-	1	477	630	1 107
Ukraine	24 753	13 256	38 009	466	318	784	9 380	4 137	13 517	14 907	8 801	23 708	-	-	-	465	629	1 094
Moldova	2 044	951	2 995	38	41	79	1 104	396	1 500	902	514	1 416	-	-	-	-	-	-
Mongolia	1 124	1 591	2 715	8	9	17	822	1 292	2 114	294	290	584	-	-	-	-	-	-
Russian Federation	936	984	1 920	456	428	884	325	326	651	155	230	385	-	-	-	1	1	2
Vietnam	1 054	315	1 369	34	18	52	798	247	1 045	222	50	272	-	-	-	-	-	-
United States of America	751	379	1 130	729	363	1 092	14	10	24	8	6	14	-	-	-	-	-	-
Belarus	458	387	845	117	104	221	220	167	387	121	116	237	-	-	-	11	116	11
China	478	256	734	98	51	149	315	148	463	65	57	122	-	-	-	-	-	-
Serbia	416	175	591	78	45	123	305	112	417	33	18	51	-	-	-	-	-	-
Macedonia	489	31	520	36	11	47	334	13	347	119	7	126	-	-	-	-	-	-
Others	3 272	1 398	4 670	1 739	542	2 281	1 030	723	1 753	503	133	636	1	-	1	-	-	-
<b>TOTAL</b>	<b>114 262</b>	<b>60 588</b>	<b>174 850</b>	<b>11 416</b>	<b>5 908</b>	<b>17 324</b>	<b>61 198</b>	<b>27 404</b>	<b>88 602</b>	<b>41 648</b>	<b>27 276</b>	<b>68 924</b>	1	-	1	477	630	1 107
Number of unfilled vacancies	397 490			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Outflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2008

Year: 2008	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	66 202	37 456	103 658	7 200	3 854	11 054	38 859	19 105	57 964	20 143	14 497	34 640	:	:	:	-	-	-
EU-2	13 331	5 620	18 951	289	201	490	6 284	2 279	8 563	6 758	3 140	9 898	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>59 822</b>	<b>32 382</b>	<b>92 204</b>	<b>5 054</b>	<b>2 326</b>	<b>7 380</b>	<b>25 961</b>	<b>13 497</b>	<b>39 458</b>	<b>28 807</b>	<b>16 559</b>	<b>45 366</b>	<b>120</b>	<b>58</b>	<b>178</b>	<b>507</b>	<b>512</b>	<b>1 019</b>
Ukraine	33 443	20 087	53 530	445	409	854	11 119	5 958	17 077	21 879	13 720	35 599	6	8	14	436	472	908
Vietnam	8 262	2 267	10 529	868	218	1 086	6 350	1 704	8 054	1 044	345	1 389	2	-	2	-	-	-
Mongolia	3 994	4 491	8 485	14	18	32	2 985	3 766	6 751	995	707	1 702	-	-	-	36	24	60
Moldova	3 771	1 687	5 458	31	38	69	1 776	666	2 442	1 964	983	2 947	-	-	-	35	16	51
Russian Federation	906	927	1 833	431	390	821	263	287	550	212	250	462	12	8	20	-	-	-
Uzbekistan	1 432	74	1 506	24	9	33	225	6	231	1 183	59	1 242	-	-	-	-	-	-
United States of America	773	419	1 192	741	399	1 140	12	17	29	20	3	23	35	11	46	-	-	-
China	788	294	1 082	224	80	304	436	131	567	128	83	211	4	-	4	-	-	-
Belarus	506	446	952	113	90	203	226	218	444	167	138	305	8	12	20	-	-	-
Bosnia and Herzegovina	896	38	934	36	19	55	657	11	668	203	8	211	-	2	2	-	-	-
Others	5 051	1 652	6 703	2 127	656	2 783	1 912	733	2 645	1 012	263	1 275	53	17	70	-	-	-
<b>TOTAL</b>	<b>139 355</b>	<b>75 458</b>	<b>214 813</b>	<b>12 543</b>	<b>6 381</b>	<b>18 924</b>	<b>71 104</b>	<b>34 881</b>	<b>105 985</b>	<b>55 708</b>	<b>34 196</b>	<b>89 904</b>	<b>120</b>	<b>58</b>	<b>178</b>	<b>507</b>	<b>512</b>	<b>1 019</b>
Number of unfilled vacancies	482 357			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

4) The **Outflow of Workers** (of work permits/information) by **Country of Nationality** and by **Main Categorisation** in 2009

Year: 2009	TOTAL (sum of A, B, C)			Main Categorisations									Out of:					
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researchers			E. Seasonal workers		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Nationals	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other EU-25	57 781	27 276	85 057	7 051	3 842	10 893	36 410	14 017	50 427	14 320	9 417	23 737	:	:	:	-	-	-
EU-2	6 540	3 034	9 574	270	222	492	3 476	1 052	4 528	2 794	1 760	4 554	:	:	:	-	-	-
<b>Total - third country nationals</b>	<b>79 548</b>	<b>41 964</b>	<b>121 512</b>	<b>5 200</b>	<b>2 573</b>	<b>7 773</b>	<b>30 294</b>	<b>15 072</b>	<b>45 366</b>	<b>44 054</b>	<b>24 319</b>	<b>68 373</b>	<b>265</b>	<b>121</b>	<b>386</b>	<b>417</b>	<b>718</b>	<b>1 135</b>
Ukraine	42 374	25 799	68 173	490	466	956	11 109	6 278	17 387	30 775	19 055	49 830	23	22	45	398	698	1 096
Vietnam	11 483	3 282	14 765	541	162	703	9 623	2 638	12 261	1 319	482	1 801	2	-	2	-	-	-
Mongolia	5 450	5 543	10 993	10	11	21	3 521	3 908	7 429	1 919	1 624	3 543	-	1	1	2	4	6
Moldova	5 572	2 559	8 131	42	42	84	1 847	736	2 583	3 683	1 781	5 464	-	1	1	16	14	30
Uzbekistan	3 837	216	4 053	41	21	62	384	29	413	3 412	166	3 578	1	-	1	-	-	-
Russian Federation	1 088	1 176	2 264	459	461	920	285	337	622	344	378	722	27	19	46	-	1	1
United States of America	960	571	1 531	915	551	1 466	32	15	47	13	5	18	79	30	109	-	1	1
China	877	403	1 280	167	60	227	525	193	718	185	150	335	10	6	16	-	-	-
Macedonia	1 020	114	1 134	39	22	61	641	35	676	340	57	397	1	-	1	-	-	-
Bosnia and Herzegovina	1 026	63	1 089	32	18	50	512	28	540	482	17	499	-	1	1	1	-	1
Others	5 861	2 238	8 099	2 464	759	3 223	1 815	875	2 690	1 582	604	2 186	122	41	163	-	-	-
<b>TOTAL</b>	<b>143 869</b>	<b>72 274</b>	<b>216 143</b>	<b>12 521</b>	<b>6 637</b>	<b>19 158</b>	<b>70 180</b>	<b>30 141</b>	<b>100 321</b>	<b>61 168</b>	<b>35 496</b>	<b>96 664</b>	<b>265</b>	<b>121</b>	<b>386</b>	<b>417</b>	<b>718</b>	<b>1 135</b>
Number of unfilled vacancies	278 942			:			:			:			:			:		

Source: statistics of MoLSA CR and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

**Table No 5 – Stock of Workers (work permits/information) by Specific Occupations in 2004 - 2009**

Explanatory notes:

:	Statistics are not available, or no relevant legislation existed
-	Zero value
Value not displayed	Value from LFS lower than 500, and as such not publishable, because the standard deviation is higher than 50%. However, the value is included in the aggregation.

Source:

Orange - data from Labour Force Survey (LFS) from Czech Statistical Office (CSO)

Green - data from the official employment portal of MoLSA - analysis of unfilled vacancies

Other - statistics gathered from OK-prace system of MoLSA CR and own calculations of the authors

Notes:

- The numbers for *foreign nationals* express the issued valid work permits (third country citizens) or information cards (EU and third country citizens who do not need work permits to be employed) as of 31 December of the reference year for the selected professions according to COCC. Differences between the numbers of issued permits and of the persons disposing of such permit in the CR are minimum (experts estimated at tens of cases).

- Despite the specifications of this study the numbers of issued work permits for foreign nationals from third countries *include the permits issued to foreign nationals with assignment under trade agreement*. This is because Section 95 of the Employment Act requires work permit even in case a foreign national whose employer is a foreign entity is to be assigned to perform works on the territory of CR on the basis of agreement with a Czech legal or physical entity.

- Statistics from LFS implemented by CSO in Q IV of the respective reference year are used for the numbers of *employees - citizens of CR*. The data were extracted for numbers of males and females by main categories, structured as highly skilled/skilled/low skilled, and their totals were processed. The sums thus do not necessarily correspond to the totals established under LFS due to rounding. These include the members of cooperative societies. As it is a survey sampling, it must be emphasized that the data up to 3 thousand persons are of low reliability, and the data lower than 0.5 thousand cannot be published at all, because the relative standard deviation here is higher than 50%. The data are hidden in the tables only for the purpose of necessary aggregations.

- *Workers from EU-2* needed work permit in CR until 2007, and for this reason the data for citizens of Bulgaria and Romania are mentioned on a separate line. Workers from other countries EU-10 from adjoining EU in 2004 do not need work permit to be employed, they are just registered at the respective Governmental employment agency through information card. The same applies to EU-15 citizens.

- Third country means citizenship of foreign nationals from third countries.

- *The data on unfilled vacancies for 2004* structured by specific occupations are not available.

- Total of the values expressed as per cent does not have to be 100%, as the percentage values were rounded in the final stage.

5) The **Stock of Workers** (of work permits/information) employed by **Specific Occupations** in 2004

YEAR: 2004  Specific occupations	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>Housekeeping and restaurant services workers (512)</b>																	
Housekeepers and related workers (5121)	1 200	4 000	5 200	99,1%	10	11	21	0,4%	1	-	1	0,0%	11	16	27	0,5%	:
Cooks (5122)	29 300	49 300	78 600	98,9%	204	87	291	0,4%	15	13	28	0,0%	336	196	532	0,7%	:
Waiters, waitresses and bartenders (5123)	18 700	23 500	42 200	98,6%	208	349	557	1,3%	3	2	5	0,0%	22	32	54	0,1%	:
<b>Personal care and related workers (513)</b>																	
Child-care workers (5131)	300	4 400	4 700	99,7%	-	2	2	0,0%	-	1	1	0,0%	-	10	10	0,2%	:
Institution-based personal care workers (5132)	5 500	17 100	22 600	98,5%	127	83	210	0,9%	3	2	5	0,0%	17	102	119	0,5%	:
Home-based personal care workers (5133)	1 900	15 500	17 400	100,0%	-	1	1	0,0%	-	-	-	0,0%	-	3	3	0,0%	:
Personal care and related workers not elsewhere classified (5139)	100	1 400	1 500	98,9%	3	5	8	0,5%	-	-	-	0,0%	-	9	9	0,6%	:
<b>Health professionals (except nursing) (222)</b>																	
Medical doctors (2221)	13 300	10 700	24 000	97,0%	322	305	627	2,5%	2	3	5	0,0%	81	30	111	0,4%	:
<b>Nursing and midwifery professionals (323)</b>																	
Nursing and midwifery professionals (323)	1 200	101 900	103 100	98,8%	92	1 069	1 161	1,1%	-	12	12	0,0%	5	42	47	0,0%	:
<b>Other</b>																	
Skilled Agricultural and Fishery Workers (61)	27 100	26 000	53 100	95,1%	482	567	1 049	1,9%	42	27	69	0,1%	729	868	1 597	2,9%	:
Architects, Engineers and related professionals (214)	24 800	7 000	31 800	97,6%	470	94	564	1,7%	39	4	43	0,1%	143	18	161	0,5%	:
Teaching personnel (23)	34 000	92 900	126 900	99,1%	282	222	504	0,4%	4	11	15	0,0%	354	343	697	0,5%	:
Labourers In Mining, Construction, Manufacturing And Transport (93)	72 700	78 900	151 600	91,4%	3 773	1 520	5 293	3,2%	214	59	273	0,2%	6 541	2 097	8 638	5,2%	:
<b>TOTAL</b>	<b>230 100</b>	<b>432 600</b>	<b>662 700</b>	<b>96,7%</b>	<b>5 973</b>	<b>4 315</b>	<b>10 288</b>	<b>1,5%</b>	<b>323</b>	<b>134</b>	<b>457</b>	<b>0,1%</b>	<b>8 239</b>	<b>3 766</b>	<b>12 005</b>	<b>1,8%</b>	<b>-</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

5) The Stock of Workers (of work permits/information) employed by Specific Occupations in 2005

YEAR: 2005  Specific occupations	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>Housekeeping and restaurant services workers (512)</b>																	
Housekeepers and related workers (5121)	900	3 700	4 600	99,1%	10	8	18	0,4%	-	1	1	0,0%	11	12	23	0,5%	13
Cooks (5122)	29 400	52 100	81 500	98,5%	213	101	314	0,4%	11	9	20	0,0%	635	300	935	1,1%	745
Waiters, waitresses and bartenders (5123)	19 200	30 200	49 400	98,5%	215	350	565	1,1%	-	3	3	0,0%	52	109	161	0,3%	680
<b>Personal care and related workers (513)</b>																	
Child-care workers (5131)	-	5 600	5 600	99,8%	-	2	2	0,0%	-	1	1	0,0%	-	8	8	0,1%	18
Institution-based personal care workers (5132)	4 000	16 500	20 500	98,5%	112	93	205	1,0%	3	1	4	0,0%	13	88	101	0,5%	73
Home-based personal care workers (5133)	2 200	18 100	20 300	100,0%	1	-	1	0,0%	-	-	-	0,0%	-	4	4	0,0%	17
Personal care and related workers not elsewhere classified (5139)	200	3 100	3 300	99,5%	3	7	10	0,3%	-	-	-	0,0%	-	8	8	0,2%	12
<b>Health professionals (except nursing) (222)</b>																	
Medical doctors (2221)	11 000	11 500	22 500	96,3%	360	379	739	3,2%	2	3	5	0,0%	99	32	131	0,6%	285
<b>Nursing and midwifery professionals (323)</b>																	
Nursing and midwifery professionals (323)	1 700	98 400	100 100	98,9%	77	1 027	1 104	1,1%	-	12	12	0,0%	3	39	42	0,0%	217
<b>Other</b>																	
Skilled Agricultural and Fishery Workers (61)	22 000	21 800	43 800	94,1%	432	589	1 021	2,2%	29	20	49	0,1%	809	854	1 663	3,6%	778
Architects, Engineers and related professionals (214)	29 400	8 700	38 100	97,7%	531	120	651	1,7%	48	7	55	0,1%	164	22	186	0,5%	663
Teaching personnel (23)	45 800	102 200	148 000	99,0%	459	349	808	0,5%	6	10	16	0,0%	341	349	690	0,5%	580
Labourers In Mining, Construction, Manufacturing And Transport (93)	71 100	72 600	143 700	85,4%	4 217	1 881	6 098	3,6%	240	100	340	0,2%	13 895	4 296	18 191	10,8%	6 852
<b>TOTAL</b>	<b>236 900</b>	<b>444 500</b>	<b>681 400</b>	<b>95,2%</b>	<b>6 630</b>	<b>4 906</b>	<b>11 536</b>	<b>1,6%</b>	<b>339</b>	<b>167</b>	<b>506</b>	<b>0,1%</b>	<b>16 022</b>	<b>6 121</b>	<b>22 143</b>	<b>3,1%</b>	<b>10 933</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

5) The **Stock of Workers** (of work permits/information) employed by **Specific Occupations** in 2006

YEAR: 2006  Specific occupations	1. Nationals				2a. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>Housekeeping and restaurant services workers (512)</b>																	
Housekeepers and related workers (5121)	1 100	3 800	4 900	98,3%	24	35	59	1,2%	-	2	2	0,0%	12	14	26	0,5%	45
Cooks (5122)	22 300	52 700	75 000	98,2%	336	144	480	0,6%	11	9	20	0,0%	586	282	868	1,1%	1 446
Waiters, waitresses and bartenders (5123)	19 700	31 000	50 700	97,9%	356	535	891	1,7%	4	1	5	0,0%	67	129	196	0,4%	1 373
<b>Personal care and related workers (513)</b>																	
Child-care workers (5131)	-	3 900	3 900	99,7%	-	2	2	0,1%	-	1	1	0,0%	1	9	10	0,3%	11
Institution-based personal care workers (5132)	5 200	18 900	24 100	98,6%	135	111	246	1,0%	1	1	2	0,0%	9	76	85	0,3%	122
Home-based personal care workers (5133)	3 700	25 900	29 600	100,0%	1	1	2	0,0%	-	-	-	0,0%	-	2	2	0,0%	7
Personal care and related workers not elsewhere classified (5139)	300	2 800	3 100	99,3%	4	10	14	0,4%	-	1	1	0,0%	-	6	6	0,2%	28
<b>Health professionals (except nursing) (222)</b>																	
Medical doctors (2221)	12 100	12 100	24 200	95,2%	520	559	1 079	4,2%	2	2	4	0,0%	112	37	149	0,6%	420
<b>Nursing and midwifery professionals (323)</b>																	
Nursing and midwifery professionals (323)	2 100	99 100	101 200	98,6%	88	1 257	1 345	1,3%	-	11	11	0,0%	3	53	56	0,1%	434
<b>Other</b>																	
Skilled Agricultural and Fishery Workers (61)	19 500	22 800	42 300	94,5%	386	431	817	1,8%	24	16	40	0,1%	751	841	1 592	3,6%	855
Architects, Engineers and related professionals (214)	32 300	8 400	40 700	96,8%	848	184	1 032	2,5%	51	12	63	0,1%	206	27	233	0,6%	1 175
Teaching personnel (23)	43 100	94 700	137 800	98,7%	659	496	1 155	0,8%	9	13	22	0,0%	353	326	679	0,5%	674
Labourers In Mining, Construction, Manufacturing And Transport (93)	69 100	73 400	142 500	82,5%	5 538	2 488	8 026	4,6%	286	118	404	0,2%	16 485	5 232	21 717	12,6%	9 067
<b>TOTAL</b>	<b>230 500</b>	<b>449 500</b>	<b>680 000</b>	<b>94,3%</b>	<b>8 895</b>	<b>6 253</b>	<b>15 148</b>	<b>2,1%</b>	<b>388</b>	<b>187</b>	<b>575</b>	<b>0,1%</b>	<b>18 585</b>	<b>7 034</b>	<b>25 619</b>	<b>3,6%</b>	<b>15 657</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

5) The **Stock of Workers** (of work permits/information) employed by **Specific Occupations** in 2007

YEAR: 2007  Specific occupations	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>Housekeeping and restaurant services workers (512)</b>																	
Housekeepers and related workers (5121)	2 100	3 600	5 700	97,9%	30	42	72	1,2%	1	5	6	0,1%	14	29	43	0,7%	36
Cooks (5122)	28 500	45 100	73 600	97,8%	411	183	594	0,8%	12	15	27	0,0%	690	318	1 008	1,3%	2 138
Waiters, waitresses and bartenders (5123)	14 300	28 800	43 100	97,0%	430	650	1 080	2,4%	9	7	16	0,0%	90	162	252	0,6%	1 975
<b>Personal care and related workers (513)</b>																	
Child-care workers (5131)	-	3 200	3 200	99,6%	-	2	2	0,1%	-	-	-	0,0%	-	12	12	0,4%	13
Institution-based personal care workers (5132)	5 400	25 900	31 300	98,8%	150	138	288	0,9%	1	3	4	0,0%	10	66	76	0,2%	292
Home-based personal care workers (5133)	4 100	24 900	29 000	100,0%	2	1	3	0,0%	-	-	-	0,0%	-	1	1	0,0%	13
Personal care and related workers not elsewhere classified (5139)	200	1 700	1 900	98,7%	3	16	19	1,0%	-	1	1	0,1%	-	6	6	0,3%	62
<b>Health professionals (except nursing) (222)</b>																	
Medical doctors (2221)	10 800	9 600	20 400	92,4%	675	806	1 481	6,7%	3	-	3	0,0%	132	56	188	0,9%	618
<b>Nursing and midwifery professionals (323)</b>																	
Nursing and midwifery professionals (323)	1 500	94 600	96 100	98,4%	104	1 443	1 547	1,6%	-	10	10	0,0%	1	53	54	0,1%	766
<b>Other</b>																	
Skilled Agricultural and Fishery Workers (61)	23 000	22 800	45 800	95,3%	454	423	877	1,8%	31	24	55	0,1%	607	731	1 338	2,8%	1 243
Architects, Engineers and related professionals (214)	28 200	8 200	36 400	95,7%	1 085	245	1 330	3,5%	22	4	26	0,1%	264	33	297	0,8%	1 441
Teaching personnel (23)	42 300	99 400	141 700	98,4%	858	657	1 515	1,1%	6	8	14	0,0%	371	380	751	0,5%	757
Labourers In Mining, Construction, Manufacturing And Transport (93)	73 100	73 400	146 500	74,0%	9 332	5 108	14 440	7,3%	1 028	403	1 431	0,7%	26 390	9 164	35 554	18,0%	19 740
<b>TOTAL</b>	<b>233 500</b>	<b>441 200</b>	<b>674 700</b>	<b>91,3%</b>	<b>13 534</b>	<b>9 714</b>	<b>23 248</b>	<b>3,1%</b>	<b>1 113</b>	<b>480</b>	<b>1 593</b>	<b>0,2%</b>	<b>28 569</b>	<b>11 011</b>	<b>39 580</b>	<b>5,4%</b>	<b>29 094</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

5) The **Stock of Workers** (of work permits/information) employed by **Specific Occupations** in 2008

YEAR: 2008  Specific occupations	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>Housekeeping and restaurant services workers (512)</b>																	
Housekeepers and related workers (5121)	1 400	4 300	5 700	97,0%	43	60	103	1,8%	1	6	7	0,1%	22	43	65	1,1%	48
Cooks (5122)	26 200	46 000	72 200	97,1%	492	223	715	1,0%	28	19	47	0,1%	941	446	1 387	1,9%	1 685
Waiters, waitresses and bartenders (5123)	16 200	29 000	45 200	96,3%	528	775	1 303	2,8%	11	9	20	0,0%	151	258	409	0,9%	1 290
<b>Personal care and related workers (513)</b>																	
Child-care workers (5131)	-	4 100	4 100	99,5%	-	4	4	0,1%	-	-	-	0,0%	-	15	15	0,4%	15
Institution-based personal care workers (5132)	5 500	21 400	26 900	98,4%	171	164	335	1,2%	1	5	6	0,0%	14	83	97	0,4%	406
Home-based personal care workers (5133)	2 800	21 100	23 900	100,0%	2	2	4	0,0%	-	-	-	0,0%	-	1	1	0,0%	11
Personal care and related workers not elsewhere classified (5139)	300	2 900	3 200	98,8%	3	21	24	0,7%	-	1	1	0,0%	1	12	13	0,4%	55
<b>Health professionals (except nursing) (222)</b>																	
Medical doctors (2221)	10 500	9 300	19 800	90,7%	820	968	1 788	8,2%	6	-	6	0,0%	162	77	239	1,1%	672
<b>Nursing and midwifery professionals (323)</b>																	
Nursing and midwifery professionals (323)	2 100	95 500	97 600	98,2%	120	1 579	1 699	1,7%	-	11	11	0,0%	4	79	83	0,1%	1 184
<b>Other</b>																	
Skilled Agricultural and Fishery Workers (61)	19 300	18 200	37 500	93,2%	581	606	1 187	2,9%	54	61	115	0,3%	716	722	1 438	3,6%	882
Architects, Engineers and related professionals (214)	27 900	6 700	34 600	94,3%	1 307	291	1 598	4,4%	25	4	29	0,1%	404	71	475	1,3%	972
Teaching personnel (23)	44 500	97 900	142 400	98,1%	965	776	1 741	1,2%	8	9	17	0,0%	456	492	948	0,7%	572
Labourers In Mining, Construction, Manufacturing And Transport (93)	79 300	63 800	143 100	65,9%	11 106	5 930	17 036	7,8%	1 610	679	2 289	1,1%	40 506	14 361	54 867	25,3%	15 053
<b>TOTAL</b>	<b>236 000</b>	<b>420 200</b>	<b>656 200</b>	<b>87,9%</b>	<b>16 138</b>	<b>11 399</b>	<b>27 537</b>	<b>3,7%</b>	<b>1 744</b>	<b>804</b>	<b>2 548</b>	<b>0,3%</b>	<b>43 377</b>	<b>16 660</b>	<b>60 037</b>	<b>8,0%</b>	<b>22 845</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years

5) The **Stock of Workers** (of work permits/information) employed by **Specific Occupations** in 2009

YEAR: 2009  Specific occupations	1. Nationals				2. Other EU-25 Nationals in Group				3. EU-2 Nationals in Group				4. Third Country Nationals in Group				5. Number of unfilled vacancies
	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>Housekeeping and restaurant services workers (512)</b>																	
Housekeepers and related workers (5121)	3 800	6 300	10 100	98,3%	44	60	104	1,0%	-	6	6	0,1%	21	47	68	0,7%	29
Cooks (5122)	23 300	49 800	73 100	97,2%	505	218	723	1,0%	29	20	49	0,1%	904	413	1 317	1,8%	717
Waiters, waitresses and bartenders (5123)	17 100	32 600	49 700	96,7%	521	774	1 295	2,5%	6	12	18	0,0%	150	249	399	0,8%	454
<b>Personal care and related workers (513)</b>																	
Child-care workers (5131)	-	4 000	4 000	99,4%	-	4	4	0,1%	-	-	-	0,0%	-	21	21	0,5%	8
Institution-based personal care workers (5132)	6 000	20 200	26 200	98,1%	177	189	366	1,4%	1	4	5	0,0%	28	104	132	0,5%	93
Home-based personal care workers (5133)	1 300	8 200	9 500	99,9%	2	5	7	0,1%	-	-	-	0,0%	-	3	3	0,0%	7
Personal care and related workers not elsewhere classified (5139)	800	4 300	5 100	99,3%	4	20	24	0,5%	-	1	1	0,0%	3	10	13	0,3%	35
<b>Health professionals (except nursing) (222)</b>																	
Medical doctors (2221)	16 600	14 000	30 600	93,3%	836	1 054	1 890	5,8%	7	4	11	0,0%	181	108	289	0,9%	719
<b>Nursing and midwifery professionals (323)</b>																	
Nursing and midwifery professionals (323)	2 900	104 900	107 800	98,3%	123	1 648	1 771	1,6%	1	11	12	0,0%	5	104	109	0,1%	775
<b>Other</b>																	
Skilled Agricultural and Fishery Workers (61)	17 300	18 400	35 700	93,8%	488	480	968	2,5%	68	31	99	0,3%	633	673	1 306	3,4%	219
Architects, Engineers and related professionals (214)	37 400	9 200	46 600	95,9%	1 291	293	1 584	3,3%	31	3	34	0,1%	309	76	385	0,8%	375
Teaching personnel (23)	42 800	99 200	142 000	98,0%	1 073	847	1 920	1,3%	11	14	25	0,0%	444	486	930	0,6%	316
Labourers In Mining, Construction, Manufacturing And Transport (93)	65 000	54 800	119 800	69,1%	10 840	5 172	16 012	9,2%	1 483	605	2 088	1,2%	26 916	8 635	35 551	20,5%	4 933
<b>TOTAL</b>	<b>234 300</b>	<b>425 900</b>	<b>660 200</b>	<b>90,5%</b>	<b>15 904</b>	<b>10 764</b>	<b>26 668</b>	<b>3,7%</b>	<b>1 637</b>	<b>711</b>	<b>2 348</b>	<b>0,3%</b>	<b>29 594</b>	<b>10 929</b>	<b>40 523</b>	<b>5,6%</b>	<b>8 680</b>

Source: statistics of MoLSA CR, Czech Statistical Office and authors' own elaboration

Note: More details and explanation of statistics is provided above - jointly for all reference years