



MINISTERSTVO PRÁCE A SOCIÁLNÍCH VĚCÍ

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Is Czechia an attractive country for foreign workers?

- Low minimum and average income:

750 EUR minimum wage- 5. from the bottom in the EU

1630 EUR average income

- limited period for which a work permit is issued:

2 years for single permit, 3 years for blue cards

Governmental economic migration projects

- introduced in 2019
- the main goal of these projects was to introduce a fast track when applying for work permits of qualified workers who would fill the lack of workforce on the Czech labour market and strengthen competitiveness of the Czech companies

How does it work?: employers who join the programme must be tested whether they are credible- no debts, no sanctions for breaching labour conditions of their workers; they must also guarantee certain level of remuneration

If credible, they are enrolled in the programme and put in a **queue** and may apply for a worker

Programmes set **quotas** for countries from which workers may be hired- **it is a race for employers who get to the programme first when the quota is still not maxed out**

Downsides of the current programmes on economic migration

- not established by the law

conditions and obligations that are set by the programmes cannot be enforced by the state authorities

- fulfilling of the obligations is assessed and controlled by so called guarantors

guarantors are employers organisations that play a key role as to which employer may be enrolled in the programme

New approach

(to recover what's missing)

Introduction of a

- new
- fair
- transparent
- legal based system where
- state authorities would take the lead

This new system would consist of two parts:

- **verified employer**

- national register run by the Ministry of Labour and Social Affairs
- public access
- obligation to be registered for all employers wishing to employ third country nationals
- test of credibility- no sanctions for labour law breaches or illegal employment, no debts, at least 1 employee,
- digital and to large extent automatic with the possibility to contest not having been registered

- **multicriterial point-based system**

- creating a fast track for the most needed sectors or occupations and best qualified workers

Multicriterial point-based system

points are be attributed to job vacancy and the qualification of the workes

two items assessed:

- job vacancy

points are attributed whether certain position belongs to the **strategic and shortage occupations** (set by the governmental regulations) and according to **the wage** that the employer is guaranteeing

- qualification of the worker

1. points are attributed based on the education, experience, studying in CZ, language proficiency in Czech and in English, etc.

The points are added by the labour office for both of the job vacancy and the worker and the higher the total is, the better position gets the worker in the queue when applying for the work permit

and

the longer work permit may be issued to the worker

But.....

....unfortunately there was no agreement reached within the government on the point-based system

Reasons:

- no willingness to prolong duration of the work permits for “high-points cases”
- no willingness to set a special scheme for processing of the applications for work permits where applicants with higher points could overtake the queue at the embassy and get a fast track
- different schemes would have to be set for different countries so that the quota are respected

Thank you for your attention

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