



CZECH  
REPUBLIC

# LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS IN EU MEMBER STATES

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COMMON TEMPLATE

## STUDY AIMS AND RATIONALE

### Study aims

The overall aim of the study is to inform the target audience (e.g. practitioners, policy officers and decision-makers at both EU and national level including academic researchers and the general public), and the Commission on the application of integration measures for third-country nationals across Member States, excluding measures that are only designed for beneficiaries of international protection, asylum seekers and students/graduates. The focus is on labour market integration measures, identifying existing policies and examples of good or promising practices from public and private sectors.

More specifically the study aims to:

**Provide an overview of existing general and labour market integration policies in Member States targeting third-country nationals and focussing on those that have either been implemented recently (as of 2014) or that have been changed since 2014.** To the extent possible, the study seeks to identify examples of good or promising practices concerning policies on labour market such as access, participation or the provision of employment-related support measures.

Examine which labour market integration measures Member States offer, their main components and involvement of other parties (e. g. NGOs, private sector, authorities and social services at various levels of governance) and present examples of good or promising individual labour market integration measures. Explore selected examples of tailored employment-related integration measures to third-country nationals provided specifically by the private sector, as private companies are most likely to facilitate labour market integration of third-country nationals through employment.

**It is important to note that the study focuses on presenting Member States' different practices and identifying, to the extent possible, which policies/programmes related to labour market integration work well.** The study does not aim to be an evaluation of labour market integration in different Member States.

### Rationale

An effective integration of migrants into the host society is one of the key challenges and a precondition to successful migration. The integration of third-country nationals is often a lengthy process, but offers many advantages to both the third-country national as well as the host Member State and the EU in general. According to the **2017 OECD International Migration Outlook<sup>1</sup>**, the success of integration policies is a marker of the overall success of migration policies. Integration is a mutual process that requires efforts from migrants as well as from the receiving society. Integration is a common objective but every Member State takes a different approach, as the field of integration policy falls under the competence of each EU Member State. Well managed integration policies are essential tools for effective integration which also contribute to the prevention of negative public perceptions leading to discrimination, racism, xenophobia or exploitation of migrants. According to the '**European Agenda for the Integration of Third-Country Nationals**', integration policies can act as a driver for "economic development and social cohesion, in order to better enhance migrants' contribution to economic growth and cultural richness"<sup>2</sup>. A society with large groups who are not fulfilling their potential risks is accentuating economic and social division, with potentially also geographical segregation.

<sup>1</sup> OECD (2017), *International Migration Outlook 2017*, OECD Publishing, Paris.

<sup>2</sup> *European Agenda for the Integration of Third-Country Nationals*

One of the key elements of migrant integration is labour market integration. With regard to this element, an effective integration policy can help well managed labour migration which is a feature of contemporary labour markets, and is highly prioritised within the national and international agendas. At the same time, there is a need to improve the protection of migrant workers, and foster labour market integration by the Member States.

Therefore the study will on the one hand update and complement the already available information on Member States' integration policies and on the other hand will focus on examples of good or promising practices of measures identified by NCPs facilitating the labour market integration.

The study will also reflect on the actions taken by the Member States following the Action Plan on the Integration of Third-Country Nationals (June 2016, COM(2016) 377 final), and the Conclusions of the Council and the Representatives of the Governments of the Member States on the integration of third-country nationals legally residing in the EU – Council conclusions (9 December 2016).

## SCOPE OF THE STUDY

### Scope of the target group: third-country nationals

**The study focuses on labour market integration measures for regularly staying third-country nationals with the right to work**, including third-country national family members of EU citizens and third-country nationals. Conversely, specific measures that are **only** designed for beneficiaries of international protection, asylum seekers, and students/graduates<sup>3</sup> are excluded from this study. The study focuses on first generation third-country nationals.

<sup>3</sup> An EMN focus study on *Attracting and retaining international students and researchers in the EU* is currently under preparation and planned to be issued in 2018.

### Scope of 'integration measures'

Integration takes place on several dimensions (socio-economic, cultural, civic, political participation, etc.). This study focuses on the socio-economic dimension of integration, specifically "labour market integration".

To the extent possible, the study seeks to identify examples of good or promising practices concerning Member States' policies on labour market access/participation and the provision of employment-related support measures.

The first part of the study will provide an overview of existing general and labour market integration policies in Member States. In the second part, the study covers the following integration measures that the state or private actors provide which are closely linked to labour market integration (support measure provided by NGOs without any (financial) involvement of the Member State are beyond the scope of the study), namely:

1. Training and Qualification
2. Enhancement of (soft) skills
3. Provision of information and counselling
4. Enhancement of intercultural/religious/civic relations in the work place
5. Tailor-made holistic programmes/plans/contracts containing different elements of labour market integration, targeting specific groups and/or vulnerable categories.
6. Incentive measures for migrants and/or employers
7. Support for self-employment

Whilst the study will collect information on the legal and policy framework for access to integration and support measures by the target groups, it will primarily focus on collecting information on the practical implementation of such measures, including the collection of examples of good or promising practices.

### EU LEGAL AND POLICY CONTEXT CONCERNING THE INTEGRATION OF THIRD-COUNTRY NATIONALS

The Amsterdam Treaty marked the development of a common EU immigration and asylum policy. It did not however provide a legal basis for a common integration policy. Legal competence for a common agenda on integration was, under the Amsterdam Treaty, exclusively limited to combatting discrimination against migrants. The Lisbon Treaty (adopted in 2007 and entered into force in 2009) introduced, for the first time, an explicit legal basis for the promotion of integration at EU level (Art. 79.4). However, the Lisbon Treaty still clearly states that this competence is confined to measures which are complementary to the activities of Member States.

Following the Tampere and the Hague Programmes, the Stockholm Programme (2009) adopted an ambitious programme in relation to integration. It stated that Member States' integration policies should be supported through the further development of structures and tools for knowledge exchange and coordination with other relevant policy areas, such as employment, education and social inclusion. In particular, it called the Commission to support Member States' efforts through the development of a coordination mechanism using a common reference framework which should improve structures and tools for European knowledge exchange. It also invites the Commission to identify European modules to support the integration process and to develop core indicators for monitoring the results of integration policies.

Despite the limited legal competence for a common agenda on integration, the development of a series of policy documents gradually established an EU framework on integration. These include:

- the **2002 Council Conclusions on integration of third-country nationals** setting out a first framework for action on integration;
- the **2003 Commission Communication on "Immigration, integration and employment"** which was the first EU policy document outlining the situation on integration within the EU;
- the **2004 Common Basic Principles for Immigrant Integration Policy**;
- the **2005 Common Agenda for Integration** which aimed to implement the Common Basic Principles for Immigrant Integration Policy;
- the **2010 Commission Communication** entitled '**Europe 2020, a strategy for smart, sustainable and inclusive growth**' emphasised the need for establishing a new agenda for migrant integration in order to enable them to take full advantage of their potential;
- the **2010 Zaragoza Declaration** requested the Commission to undertake a pilot study to examine common integration indicators and to report on the availability and quality of the data needed;
- the **2011 European Agenda for the Integration of Third-Country Nationals** outlined the actions required in order to increase the integration of migrants, and the necessity for these to be conducted both at local and national level.
- the **2015 European Agenda on Migration** outlined four pillars for successful migration (1. Reducing the incentives for irregular migration; 2. Border management – saving lives and securing exter-

nal borders; 3. Europe's duty to protect: a strong common asylum policy; 4. A new policy on legal migration) and a consistent and clear common migration policy.

- the **2016 Council Conclusions on the integration of third-country nationals legally residing in the EU.**
- the **2016 Action Plan on the Integration of Third-country Nationals** outlines policy priorities and tools to support integration across the EU.
- the **2017 European partnership for integration offering opportunities for refugees to integrate into the European labour market**

## RELEVANT SOURCES AND LITERATURE

### Relevant EMN Outputs

#### EMN studies/Informs

EMN Study on "Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices" (2016)

#### Ad Hoc Queries

1127. Implementation of the AMIF, 683. Monitoring integration, 657. Educational projects of immigrants, 645. Asylum seekers integration to labour market, 589. Language and civic courses, 497. Immigrant Integration Plans, 453. Integration Agreements

#### Other Relevant studies (not EMN outputs)

There is a wide array of documents and studies at international level relevant for this study, such as:

OECD (2017), International Migration Outlook 2017, OECD Publishing, Paris.

The joint EU/OECD report, "Settling in – Indicators of Immigrant Integration" (2015) The report identifies how harmonized data sources can provide adequate data on migrants' populations.

Study on Practices of Integration of Third-Country Nationals at Local and Regional Level in the European Union This study contains the final report on the assignment 'Study on Practices of Integration of Third-Country Nationals at Local and Regional Level in the European Union'. The study was undertaken in 2012 for the Committee of the Regions (CoR) by the Centre for Strategy & Evaluation Services (CSES). The purpose of this assignment was to collect and analyse information on projects and policies implemented by Local and Regional Authorities (LRAs) in the EU to promote the integration of third-country migrants.

Comparative report on "Measures and rules developed in the EU Member States regarding integration of third country nationals"

The report provides a comprehensive overview of EU laws and policies on integration including on integration in the labour market. It details national integration schemes established in the EU Member States covered. It particularly looks at how EU Member States use language and civic knowledge or request migrants to fulfil such measures at three different stages of migration: before entering the host state, after entering the host state and for the acquisition of a permanent/long-term residence permit. The report also takes into account measures developed in the EU Member States regarding migrants' access to the labour market.

The study specifications were prepared on the basis of the findings of this report and it provides a good source of information for the national reports.

[Together in the EU – Promoting the participation of migrants and their descendants \(FRA\)](#)

[JRC – Patterns of immigrants' integration in European labour markets. What do employment rate gaps between natives and immigrants tell us?](#)

[FRA/EU MIDIS 2 Second European Union Minorities and Discrimination Survey \(EU-MIDIS II\) Muslims](#)

[ILO-MPI: Aiming Higher: Policies to Get Immigrants into Middle-Skilled Work in Europe](#)

[A. Bergh, Labour Market Integration of Immigrants in OECD countries: What explanations fit the data? ECIPE Occasional Paper • No. 4/2013](#)

[CEPS page Integration of Immigrants in European Labour Markets](#)

### *Other sources of information*

Country information sheets with information on integration policy for each Member State; these information sheets will be published on the European Website on Integration. They were recently updated and are currently under validation by the European Integration Network.

### **METHODOLOGICAL CONSIDERATIONS**

As with all EMN Studies, the National Reports should be primarily based on secondary sources. In particular, information on national policies and approaches will be a key source of information, while available evaluations should provide evidence of the approaches and policies, examples of good or promising practices and lessons learnt of integration of migrants. EMN NCPs are invited to liaise with the National Contact Points of the European Integration Network in the elaboration of this Focused Study.

### **AVAILABLE STATISTICS (to be included in the synthesis report)**

#### ***EU level***

Available statistics at EU level provide information about the number of third-country nationals, type of residence permits, age, and level of education and integration outcomes

#### **Eurostat integration indicators webpage:**

[Migrant integration statistics](#)

[Migrant integration statistics – labour market indicators](#)



FRA/EU MIDIS 2 on discrimination:

Joint EU/OECD report, "Settling-in – Indicators of Immigrant Integration" (2015)

#### **And data explorer:**

Compare your Country

#### **National level**

Subject to availability, the following statistical data, reference period Jan 2014-Dec 2017, sources would be very useful for this study, and should be included insofar as possible:

- Total number of third-country nationals, including characteristics (e.g. foreign-born, native-born);
- the number of third-country nationals by residence type (temporary/permanent) and reason (work reasons, study reasons, protection reasons, other);
- the number of temporary residence permits issued/renewed to third-country nationals by citizenship, grounds of entry;
- the un/employment rates of third-country nationals, where possible disaggregated by gender and residence type;
- the number of third-country nationals accessing/passing integration courses.

#### **DEFINITIONS**

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary v3.0<sup>4</sup> unless specified otherwise in footnotes.

**Beneficiary of international protection:** A person who has been granted refugee status or subsidiary protection status.

**Employee:** Worker holding an explicit or implicit employment contract, which gives them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work.

**First generation third-country nationals:** are those born outside the EU.

**Integration:** In the EU context, a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States.

**Labour market integration:** It is a two ways process by which, over time, immigrants will tend to show the same range of labour market outcomes as the native population. It is intended in terms of access and participation in employment and vocational training, also including actions to promote early integration into the labour market and migrant entrepreneurship<sup>5</sup>.

**Labour matching:** The process by which the skills and qualifications of a worker is compared with the requirements of a particular job vacancy, to establish whether they match wholly or partly.

<sup>4</sup> OECD, Finding their Way: labour market integration of refugees in Germany, March 2017

<sup>5</sup> The European Migration Network Glossary

**Labour migration:** Movement of persons from one state to another, or within their own country of residence, for the purpose of employment.

**Labour shortage:** Shortage of labour of a particular type in a particular labour market which may be said to exist when the number of vacancies has been (or is expected to be) above a level considered to represent 'normal' turnover at the prevailing wages and working conditions for an extended period.

**Legal entry:** In the global context, the entry of an alien into a foreign country in compliance with the necessary requirements for legal entry into the receiving State.

In the Schengen context, and for a stay not exceeding three months per six-month period, the entry of a third-country national into a Schengen Member State in compliance with Art. 5 of the Schengen Borders Code.

**Legal migration:** Migration in accordance with the applicable legal framework.

**Long-term resident:** A third-country national who has long-term resident status as provided for under Arts. 4 to 7 of Council Directive 2003/109/EC (Long-Term Residents Directive) or as provided for under national legislation.

**Mandatory integration programme:** Comprises measures or conditions third-country nationals have to comply with in order to enter, reside or stay in a Member State. These measures or conditions may take different forms, such as tests or classes or long-term commitment, and are made compulsory by law or regulation. If third-country nationals do not comply with mandatory integration measures or conditions, different types of sanctions are organised by the Member States. These sanctions can be constituted by the

refusal to issue a residence permit or to renew it, the withdrawal of financial or social support, etc<sup>6</sup>.

**Migrant Integration Policy Index (MIPEX, British Council):**

In the context of the Study includes several parameters of estimation: description of laws and regulations per EU-country, focus on rules and conditions (access to labour market, nationality, and family reunion, anti-discrimination)<sup>7</sup>.

**Entry and travel (pre-departure) stage:** In the context of the Study, this stage is followed by the positive migration application decision, when the migrant is preparing to leave the country<sup>8</sup>.

**Residency (post-arrival) migration stage:** In the context of the Study, this stage is followed by the pre-departure stage, when the migrant arrives in the country of destination<sup>9</sup>.

**Pre-departure or Pre-entry measures:** In the context of the Study, action provided by the country of destination or future employers, and course of action taken by the third-country nationals that is a condition for entering the territory of destination country<sup>10</sup>.

**Qualification:** covers different aspects: (a) formal qualification: the formal outcome (certificate, diploma or title) of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards and/or possesses the necessary competences to do a job in a specific area of work. A qualification confers official recognition of the value of

<sup>6</sup> As defined in the study [Measures and rules Developed in the EU Member States Regarding Integration of Third Country Nationals](#)

<sup>7</sup> [Migrant Integration Policy Index](#)

<sup>8</sup> [A Study in support of a Fitness Check and compliance assessment of existing EU legal migration Directives](#)

<sup>9</sup> *ibid*

<sup>10</sup> *ibid*

learning outcomes in the labour market and in education and training. A qualification can be a legal entitlement to practice a trade; (b) job requirements: the knowledge, aptitudes and skills required to perform the specific tasks attached to a particular work position<sup>11</sup>.

**Recognition of foreign qualifications:** A formal acknowledgement by a competent authority of the validity of a foreign qualification with a view to access to educational and/or employment activities.

**Recognised professions:** professions that require authorisation from competent authorities in order to be practised by third-country nationals<sup>12</sup>.

**Residence permit:** Any authorisation issued by the authorities of an EU Member State allowing a non-EU national to stay legally in its territory, in accordance with the provisions of Regulation 265/2010 (Long Stay Visa Regulation).

**Third-country national:** Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of TFEU and who is not a person enjoying the Union right to free movement, as defined in Art. 2(5) of the Schengen Borders Code. According to this definition, nationals of NO, IS, LI and CH are not considered to be third-country nationals. This is also consistent with Art. 2(6) of the Schengen Borders Code.

**Voluntary integration programmes:** May be of the same nature as mandatory measures and conditions (classes, long-term commitment, etc.). However, such programmes are voluntary, which means there is no obligation for third-country nationals to engage with one of them. In addition, no sanctions weighing on the residence permit or status

<sup>11</sup> [European Quality Assurance in Vocational Education and Training](#)

<sup>12</sup> [Recognition of Qualifications and Competences of Migrants](#)

are organised where persons do not properly attend integration programmes. However, incentives may have been introduced to motivate third-country nationals to participate in integration programmes.<sup>13</sup>

## TARGET AUDIENCES

The main target audiences for this study are EU Member States, European Union, relevant national, international governmental and non-governmental organisations, private sector entities, employers' associations, trade unions, academia and the general public.

<sup>13</sup> [Measures and rules Developed in the EU Member States Regarding Integration of Third Country Nationals](#)

# NATIONAL CONTRIBUTION

## TOP-LINE “FACTSHEET”

Integration of foreign nationals is inseparable from the migration process in the Czech Republic. The direction of integration policy is enshrined in the *Migration Policy Strategy of the Czech Republic*<sup>14</sup>. A key document in this respect is the *Policy for the Integration of Foreign Nationals in the Czech Republic. A Procedure for Implementation of the Policy for the Integration of Foreign Nationals* is submitted annually to the government, containing measures adopted by the relevant departments responsible for implementation of integration policy over the course of the given year to aid successful integration of foreign nationals in the Czech Republic. Both documents also concern integration in the labour market.

In 2009, the Centers for the Support of the Integration of Foreigners (CPIC) project were launched as a result of the *Scheme Policy for the Integration of Foreign Nationals*. Centers currently operate in all 14 regions of the Czech Republic and their operations are financed from the Asylum, Migration and Integration Fund (AMIF). The purpose of the project is to create space for long-term and conceptual support of integration of foreign nationals. CPICs are initiators, organisers and implementers of activities supporting social, legal and linguistic emancipation of foreign nationals in the aforesaid regions. The task of each CPIC is also to ensure the creation of regional advisory platforms for solving foreign nationals' day-to-day issues and to organise their activities. In each region, CPIC works in cooperation with regional and municipal authorities, the Foreign Police, state and municipal police, tax authorities, trades licensing authorities and other entities. The aim

is to create space for better exchange of information and making proposals for the adoption of measures in reaction to momentary need in the area of integration of foreign nationals.

In view of the favourable situation for foreign nationals in the Czech Republic with respect to their integration into the labour market, their integration in the labour market is not a priority for the Czech Republic. At the end of 2017, 306,000 third country nationals were staying in the Czech Republic, 199,000 of whom permanently. 141,000 third country nationals were employed, 101,000 of whom had free access to the labour market (most often due to holding permanent residence).

Foreign nationals with permanent residence, applicants for international protection<sup>15</sup>, beneficiaries of international protection and foreign nationals with a valid long term visa for a stay of over 90 days or a long-term residence permit for leave to remain in the territory<sup>16</sup> and Blue Card holders have the opportunity to become a registered job applicants or job seekers and use public employment services in the same way as Czech citizens. The Labour Office had just 4,000 third-country nationals on record at the end of 2017. The total number of registered unemployed was 280,000, so third-country nationals accounted for just 1.5 % of unemployed (while representing 2.8 % of the population of the Czech Republic). This demonstrates that foreign national unemployment rate is very low. Employers' willingness to fill jobs with third-country nationals is high; they are willing to hire them for about a third of all job vacancies, even if they require a work permit for the job in question. For this reason, there has been no need to conduct a separate analysis or strategy on the issue.

<sup>14</sup> [Strategy of the migration policy of the Czech Republic](#)

<sup>15</sup> Foreign nationals who have applied for international protection may be employed only once a period of 6 months elapses from lodging their applications for international or subsidiary protection. Once that period has expired, they need a valid work permit to secure employment.

<sup>16</sup> Foreign nationals who have not applied for international protection or whose application was rejected, but hold a visa for a stay of over 90 days or a long-term residence permit for leave to remain in the territory must hold a work permit issued by a Regional Branch of the Labour Office of the Czech Republic.

## Part 1

### GENERAL AND LABOUR MARKET INTEGRATION POLICIES

*This section aims to provide an overview of general and labour market integration policies targeting third-country nationals across Member States, **excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers.** The focus is on existing policies that have either been implemented recently (as of 2014) or that have been changed since 2014.*

#### 1.1 OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

**Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.**

*For this question please also include third-country nationals outside the scope of the study i.e. students, asylum seekers and beneficiaries of international protection.*

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

In 2017, the main reasons for third country nationals coming to the Czech Republic were as follows (in order of frequency):

- > economic activity (employment and business),
- > study,
- > family reasons.

Since 2014, no significant change in their structure has occurred.

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

The Labour Office had just 4,000 third country nationals on record at the end of 2017. The total number of registered unemployed was 280,000, so third country nationals accounted for just 1.5 % of unemployed (while representing 2.8 % of the population of the Czech Republic). This shows that unemployment rate of foreign nationals is very low. According to the latest statistics, the general unemployment rate in the Czech Republic is in the region of 2.4 %<sup>17</sup>

The greatest proportion of third country nationals according to classification of economic activities (CZ-NACE) is in the processing industry, then in administrative and support service activities, construction and wholesale and retail, appliance repair and maintenance of motor vehicles.

<sup>17</sup> Data from the first quarter of 2018.

Employment rate in general is also highest in the processing sector according to classification of economic activities (CZ-NACE), figures valid only as at 31 December 2016. The next most frequent economic activity category is wholesale and retail, appliance repair and motor vehicle maintenance, and also construction. Administrative and support service activities is among some of the less frequent activities.

Data on employment of foreign nationals disaggregated by sex are not available.

c) What are the main integration challenges your Member State focuses on? Describe briefly.

Challenges for the Czech Republic in this area are:

> to improve labour migrants' insufficient knowledge of their rights and obligations (as a tool for prevention of illegal employment and breach of working and salary conditions);

> to strengthen limited support upon integration into the labour market (counselling, requalification, Czech language).

**Q2. Is the term "integration" defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.**

Please specify how this definition relates to the *Common Basic Principles for immigrant integration policy in the EU* adopted by the Council in 2004.

Integration of foreign nationals is defined in the *The Policy for the Integration of Foreign Nationals – In Mutual Respect*, approved by the Czech Government in 2016. This strategic document is updated every five years.

In the document, integration of foreign nationals is understood as a bilateral process where essential roles are played both by foreign nationals and the host society. It is society's task to create conditions for foreign nationals to facilitate their integration into society, rouse and encourage their active participation, guarantee upholding of their rights and protection from discrimination and to create conditions for peaceful coexistence in society. The basic principles for integration of foreign nationals in the Czech Republic fully comply with the *Common Basic Principles for Immigrant Integration Policy* in the European Union<sup>18</sup>. Economic independence of foreign nationals is one of the basic goals of integration policy in the Czech Republic, i.e. foreign nationals are able to be economic independent if they are successful in finding a job.

Migrants are expected to learn Czech language, become economically and socially self-sufficient and keep good relations with the Czech majority.

**Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study?**

Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

<sup>18</sup> The Common Basic Principles for Immigrant Integration Policy in the EU

**YES**

The policy of the Czech Republic in the area of foreign national integration is based on the *The Policy for the Integration of Foreign Nationals* which is approved by the Czech Government. Coordination of implementation of this strategic document is entrusted to the Ministry of the Interior. A range of other ministries also participate in implementation of the document while each of them is in charge for implementing foreign national integration policy within its sphere of responsibility.

Concrete procedure and measures were developed and updated in the *Procedure for Implementation of the Updated Policy for the Integration of Foreign Nationals – In Mutual Respect in 2018*, which was approved by the Czech Government.

The area of integration in the labour market (especially support of the economic and social self-sufficiency of foreign nationals, orientation in society and knowledge of the language) is addressed in the aforementioned materials. Special material specifically devoted to integration in the labour market does not exist.

In general, integration of foreign nationals is also addressed in the Migration Policy Strategy as priority no. 1.

**Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list (around 200 words)**

*Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.*

*The Policy for the Integration of Foreign Nationals – In Mutual Respect* defined five key priorities of foreign nationals' integration which are knowledge of Czech language, economic and social self-sufficiency, sociocultural orientation in society, building relations between foreign communities and the majority and gradual acquisition of rights of foreign nationals in connection with the length of their stay in the Czech Republic.

The level of knowledge of Czech language has a direct influence on the social and work potential of foreign nationals, on the intensity and quality of interaction between foreign nationals and the majority and on widening the options for their integration into the host society.

Another important priority of integration measures is support of economic self-sufficiency of foreign nationals, where the aim is for foreign nationals to be able to provide for their own living needs and therefore not to be dependent on state aid. Orientation in the socio-cultural environment makes life easier for foreign nationals. Foreign nationals are also acquainted with relevant information about life in the Czech Republic and information about organisa-



tions that can help them. Gradual recognition of rights is a strong motivational factor for foreign nationals towards their integration into society. Gaining permanent residence guarantees them full social rights, including access to public health insurance.

## 1.2 LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

**Q5.** Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

If NO: does your MS have a mainstream approach with regard to labour market integration?

**NO**

*If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.*

Only persons with precisely defined categories of leave to remain may apply for a job in the Czech Republic. The access to the Labour Office is granted to foreign nationals with permanent residence, applicants for international protection, foreign nationals with international protection and foreign nationals with a valid long term visa for a stay of over 90 days or a long-term stay permit for leave to remain in the territory and Blue Card holders (for more details see the Factsheet above).

Special measures for foreign nationals include language training focused on the labour market. Currently, any special measures are organised as part of pilot projects.

**Q6.** Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

*Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.*

Since the "migration crisis" of 2015 had almost no impact on the Czech Republic, only minimum changes focused primarily at improving cooperation of those involved and the intensification of internal debate concerning the current settings of the system. A permanent internal Ministry of Labour and Social Affairs working group was created. The group itself serves as a platform for exchange of information between the various units and departments of MoLSA (Ministry of Labour and Social Affairs) and it meets regularly twice a year. Within this platform, working groups may be created on an ad hoc basis, facilitating quick reaction to and flexible solution of problems.

**Q7.** Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

The topic of integration of third-country nationals or integration of third-country nationals into the labour market in the Czech Republic is not widely discussed in the Czech Republic. One reason for this is that there are no significant problems connected with integration of foreign nationals and only a minimum of them are unemployed.

**Q8.** Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?

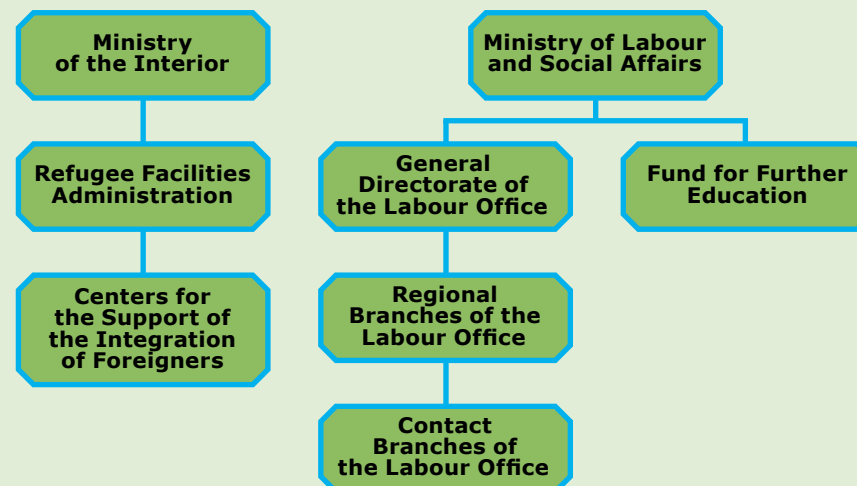
In the government approved and currently valid *The Policy for the Integration of Foreign Nationals – In Mutual Respect* the emphasis is placed on making access to the labour market easier for foreign nationals, on development of their abilities of remaining in employment and protection of foreign nationals against discrimination in the labour market.

However, in view of the fact that unemployment of third-country nationals is at its minimum, the issue is not viewed as a priority.

### 1.3 IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

**Q9.** Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be included, if i) they arise from a national level mandate, or ii) they are established/operating through national funding mechanisms.



### **Ministry of the Interior as coordinator of integration of foreign nationals**



#### **Refugee Facilities Administration**

– coordination of the activities of the Centers for the Support of the Integration of Foreigners



#### **Centers for the Support of the Integration of Foreigners**

(10 out of 14 centers are operated by the Refugee Facilities Administration, 4 centers are operated by NGOs, the municipality of the Regional Office).

– provision of integration services for migrants: legal consulting, language courses, socio-cultural courses etc.)

### **Ministry of Labour and Social Affairs**

– performance of state administration in the area of employment policy (legislation regulating foreign nationals' access to the labour market, to active labour market policy tools etc.), the methodological management of the Labour Office of the Czech Republic in certain areas.

– working group for integration of foreign nationals

↔ participation in the Government Committee for the Rights of Foreign Nationals (general)



#### **Labour Office of the Czech Republic – General Directorate**

– the methodological management of the Labour Office of the Czech Republic in certain areas

– coordination of the activities of the Labour Office of the Czech Republic



#### **Regional Branches of the Labour Office of the Czech Republic**

– decision making on active labour market policy tools (requalification, language courses)

↔ implementation of projects supporting foreign national employment in cooperation with the Fund for Further Education



#### **Contact Branches of the Labour Office of the Czech Republic**

– hiring and provision of active labour market policy tools (advice, organising employment, requalification, language courses, etc.)

↔ cooperation with the Centers for the Support of the Integration of Foreigners, or NGOs, qualification recognition institutions

#### **+ Fund for Further Education (a public benefit organisation run by the Ministry of Labour and Social Affairs)**

– implementation of projects supporting foreign national employment

↔ in cooperation with regional branches of the Labour Office of the Czech Republic

**Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004<sup>19</sup>?**

The Czech Republic does not produce any periodic monitoring reports specifically focused on labour market integration but it uses different monitoring reports and data sets focused on integration in general and on specific areas of interaction.

Among the sources of data on integration of third country nationals into the labour market in the Czech Republic are quarterly monitoring reports by Centres for the Support of the Integration of Foreigners. The Centers provide a basic overview of integration of foreign nationals in the separate Regions of the Czech Republic. Emphasis is placed primarily on problematic phenomena in the field of employment of foreign nationals (e.g. violations of workers' rights, personnel downsizing, undeclared work, suspicious activities of employment brokers and temporary-work agencies).

The Czech Republic produces also several sets of periodic statistics focused on unemployment rate of TCNs, their education, health care status or statistics on acquired citizenship by TCNs which fit in the scope of Zaragoza Declaration.

<sup>19</sup> Please also refer to the information provided in the FRA report: [Together in the EU – Promoting the participation of migrants and their descendants](#)

As the monitoring reports show due to unexpected fast increase of TCNs in municipalities the Czech Republic in this period faces the problem to provide appropriate integration services e. g. information on labour market integration, education for children of TCNs etc. Municipalities of the Czech republic also face problem of accommodation, health care etc.

**Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?**

The main obstacle is that this topic, i. e. integration in the labour market is not considered to be a priority (the employment level of third country nationals in the Czech Republic is one of the highest in the EU).

Experience in the private sector shows that some firms feel that their investments in integration of foreign nationals are not sufficiently protected by the state in the sense that a foreigner is not obliged to stay in the company at least for a minimal period of time which would justify costs for integration spent by the company. There is nothing stopping foreign nationals from coming to the Czech Republic to work for a private company, which bears administrative and financial costs connected with their journey and integration projects, and then changing jobs after a short period. In this way employees often move to companies owned by members of their community. In this way such firms gain workers without bearing any costs. Due also to such situations that the private sector must deal with, it is not easy for the Czech Republic to find new partners that would newly implement further integration projects.

On the other hand, labour migrants benefit from relatively liberal rules for the change of a job which has a positive influence on their career prospects.

Additionally, private firms encounter negative phenomena relating to the correlation between the Labour Code of the Czech Republic and the Foreign Nationals' Residence Act. These are mainly situations where foreign nationals employed by one firm have the right to find another extra job if they meet the legal conditions (maximum number of hours worked etc.). However, the employees are not obliged to notify their employers about the other extra job. Therefore, it often happens that, due to being overworked, employees are unable to perform their tasks properly and may threaten their own or their colleagues' health.

## Part 2

# MEMBER STATES MEASURES AND PRACTICES FACILITATING LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

*This part aims to provide an overview of the main integration approaches and identifying existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.***

### 2.1 OVERVIEW OF MAIN INTEGRATION AREAS

**Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.**

*If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study.*

Please focus on:

a) The main objectives and approach in each relevant area, and actors involved.

b) Briefly describe the implementation framework.

Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and is they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	Under active employment policy requalification courses are free of charge. The unemployed (defined by a permanent address in the Czech Republic and residence status authorising them to work) and job seekers may apply for inclusion into a course, i.e. this is a voluntary measure, dependent on interest of a concrete person. The aim is the support of integration into the labour market.	MoLSA and institutions subordinate to it (General Directorate of the Labour Office of the Czech Republic and the Labour Office of the Czech Republic + Fund for Further Education- ESF project)

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and is they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
	As part of a project financed by the ESF, a programme directed at support of integration into the labour market (advice, provision of information, soft skills development and tuition in financial and civic literacy) was created and implemented in 4 Regions (out of 14).  There is also the option of private education and requalification courses for a fee.	
2. Enhancement of (soft) skills	Requalification also includes soft skills, e.g. IT skills, business support (provided in Czech). One of the possible requalification courses is Czech language focused on the labour market.  As part of a project financed by the ESF, a programme directed	MoLSA and institutions subordinate to it (General Directorate of the Labour Office of the Czech Republic and the Labour Office of the Czech Republic + Fund for Further Education – ESF project)

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
	at support of integration into the labour market (advisory services, provision of information, soft skills development and tuition in financial and civic literacy) was created and implemented in 4 Regions.	
3. Provision of information and counselling	<p>Centers for the Support of the Integration of Foreigners (for foreign nationals in general).</p> <p>Labour Office of the Czech Republic – advice for job seekers and the unemployed about employment upon their integration into the labour market.</p> <p>As part of a project financed by the ESF, a programme directed at support of integration into the labour market (advisory services, provision of information, soft skills</p>	<p>MoI via the Refugee Facility Administration.</p> <p>MoLSA and institutions subordinate to it (General Directorate of the Labour Office of the Czech Republic and the Labour Office of the Czech Republic + Fund for Further Education – ESF project)</p>

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
	<p>development and tuition in financial and civic literacy) was created and implemented in 4 Regions.</p> <p>NGOs</p>	
4. Enhancement of intercultural/civic relations in the workplace	<p>General (not aimed only at the labour market) adaptation and integration (socio-cultural) courses.</p> <p>Privately by employers (opportunity to access active employment policy tools for employee requalification)</p>	<p>DAMP (Department of Asylum and Migration Policy of the Ministry of the Interior of the Czech Republic) via the project.</p> <p>MoLSA and institutions subordinate to it</p>
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	As part of a project financed by the ESF, a programme directed at support of integration into the labour market (advisory services, provision of information, soft skills development and tuition in financial and	Fund for Further Education – ESF project

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
	civil literacy) was created and implemented in 4 Regions.	
6. Incentive measures for migrants or employers	Opportunity to access active employment policy tools for employee requalification.	MoLSA and institutions subordinate to it (General Directorate of the Labour Office of the Czech Republic and the Labour Office of the Czech Republic
7. Support for self-employment	Requalification also includes soft skills, e.g. IT skills, business support (provided in Czech).	MoLSA and institutions subordinate to it (General Directorate of the Labour Office of the Czech Republic and the Labour Office of the Czech Republic

## 2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

**Please describe 1–2 measures across integration areas for a total of up to 6 measures per MS.**

Please prioritise specific measures developed with the aim to support third-country nationals' labour market integration and which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).

*Please do not mention measures focussing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).*



**Labour integration areas**

- 1. Training and Qualification**  
(e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
- 2. Enhancement of (soft) skills**  
(e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
- 3. Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
- 4. Enhancement of intercultural/civic relations in the work place inclusion**  
(e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/social-cultural orientation courses provided as a part of inclusion in the workplace)

**Type of measures**

1. Programme and systematic measures (multi-year/long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural)

**5. Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)

**6. Incentive measures for migrants or employers**  
(e.g. measures to encourage employers to hire migrants or migrants to take a job)

**7. Support for self-employment**  
(e.g. entrepreneurship courses, courses on how to set up a company)

*Please fill out the table describing the measures and please copy the table below for further measures.*

Measure 1	
Overview	
<b>Name</b>	Legal counselling in matters of labour-law relations
<b>Type</b>	<i>Programme and systematic measures (multi-year/long term)</i>
<b>Area</b>	<i>Provision of information and counselling</i>
<b>Access</b>	Third country nationals living long term in the Czech Republic and persons granted international protection.
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>National</i> <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. N/I It is provided by AMIF
<b>Link</b>	<a href="#">Centra na podporu integrace cizinců – Právní poradenství</a>

### Description

**M1.Q1.** Please describe how third-country nationals can access the measure, notably:

a) Elaborate in brief on the conditions and process of accessing for third-country nationals.

b) Is the measure voluntary or compulsory? Is it provided free of charge?

c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals.

d) Are there any reasons for a third-country national to be excluded/ to lose access to the measure? If so, which ones?

The target group of the Centers for the Support of the Integration of Foreigners are third country nationals with authorised leave of stay in the territory of the Czech Republic and persons granted international protection. Centers currently operate in all 14 Regions of the Czech Republic.

The times at which legal advice is provided at each Centre can be found on the website. Consultations may be booked in advance either in person, by e-mail or by telephone.

Foreign nationals may use the Centers on a voluntary basis, free of charge.

The counselling provided by the Centers is not intended for citizens of the European Union, but for third country nationals only.

For capacity reasons, Centers are not obliged to provide counselling.

### **M1.Q2. Please describe briefly the context in which the measure has started:**

- a) When was the measure introduced and what was/is its duration?*
- b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?).*
- c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)?*
- d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)?*
- e) Key activities*

Free legal counselling for foreign nationals in the Regions of the Czech Republic was introduced after a network of Centers for the Support of the Integration of Foreigners had been set up.

The migration crisis underway at that time had no influence on the scale of the above-mentioned measure.

Legal counselling in the area of contractual employment relations helps the foreign nationals with integration into society, enabling them to better understand their rights and obligations linked to their entry into the labour market in the Czech Republic.

There is no official limit on the length of time for which foreign nationals may use the services of a Center.

The type of employment-related legal counselling differs according to the needs of foreign nationals living in a certain Region. In the South Moravian Regional Center for the Support of the Integration of Foreigners, an expert staff member advises foreign nationals with choosing a suitable job, explains how to write a CV and a motivation letter and helps in choosing requalification courses. In addition, issues connected with the labour market are frequently addressed by socio-cultural courses organised by the Centers.

### **M1.Q3. Please briefly describe the implementation modalities, notably:**

- a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) How and by whom is it promoted to third-country nationals?*

Nine Centers for the Support of the Integration of Foreigners are operated by the Refugee Facilities Administration of the Ministry of the Interior, one has been set up by the South Moravian Region and three are operated by non-government non-profit organisations. The activities of the Centers are coordinated by the Ministry of the Interior of the Czech Republic.

Counselling provided at the Centers is free of charge.

Detailed information on the activities of the Centers is published on their websites in multiple language versions. Centers employ streetwork to reach out to foreign nationals directly in their homes. They also organise all sorts of multicultural events that not only encourage interaction between foreign nationals and majority society, but also promote the activities of the Centers. The Ministry of the Interior of the Czech Republic published a bilingual handbook *Together and Better* (Spolu a lépe), where there is contact and basic information on all of the. In 2017 the mobile app Prager was launched. This app helps the foreign nationals' during their stay in Prague, naturally the Region with the highest concentration of foreign nationals in the Czech Republic. Amongst other things, information and contact details for the local Regional Centre can be found on the app.

**M1.Q4. Please briefly describe the impact of the measure and notably:**

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes?*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured).*
- d) *Challenges during implementation and remedies applied.*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why.*

By applying advisory services, we have succeeded in providing quality information to foreign nationals concerning issues connected with entry into the labour market in the Czech Republic.

As part of evaluation, the Centers register the number of clients who used their services and what type of service they used.

The main challenge was to raise awareness of a sufficient number of foreign nationals about the possibility to use these services.

There is currently no plan to abolish these advisory services for foreign nationals.

Measure 2	
Overview	
<b>Name</b>	Internet rooms and computer courses
<b>Type</b>	<i>Programme and systematic measures (multi-year/long term)</i>
<b>Area</b>	<i>Enhancement of (soft) skills</i>
<b>Access</b>	Third country nationals living long term in the Czech Republic and persons granted international protection.
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all)  <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>National</i>  <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. N/I It is provided by AMIF
<b>Link</b>	<a href="#">Centra na podporu integrace cizinců – Internetové pracoviště a knihovna</a>

### Description

**M2.Q1.** Please describe how third-country nationals can access the measure, notably:

*a) Elaborate in brief on the conditions and process of accessing for third-country nationals.*

*b) Is the measure voluntary or compulsory? Is it provided free of charge?*

*c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals.*

*d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

During opening hours, all clients of the Centers' target groups may use the internet room (third country nationals legally residing in the Czech Republic long term and persons granted international protection). Use of the internet room is free of charge but may be limited for capacity reasons. Computer courses have limited capacity.

**M2.Q2.** Please describe briefly the context in which the measure has started:

*a) When was the measure introduced and what was/is its duration?*

*b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?).*

c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)?*

d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)?*

e) *Key activities*

Free internet rooms have been gradually set up in all Centers for the Support of the Integration of Foreigners. CPICs internet rooms provide foreign nationals charge free access to the internet. If a foreign national does not have the basic skills of working with a computer and the internet, Centre staff members will explain them.

Foreign nationals who are staying legally in the territory of the Czech Republic may use these services for free for the duration of their stay in the territory.

Also, computer courses for foreign nationals are being held, organised by the Centre in the South Moravian Region. Foreign nationals may attend courses: Word for advanced users, Excel for advanced users, Basics of Work with Graphic Programmes and Basics of Programming. In 2018, computer courses were held also in the Vysočina Region and Zlín Region.

Access to the internet and basic computer skills are important for successful entry to the labour market, because a significant amount of employers use the internet for finding new employees.

The migration crisis had no influence on this measure.

### M2.Q3. Please briefly describe the implementation modalities, notably:

a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*

b) *If applicable, are there any reimbursement (totally or partially)/ cost sharing possibilities for a third-country national?*

c) *How and by whom is it promoted to third-country nationals?*

Nine Centers for the Support of the Integration of Foreigners are operated by the Refugee Facilities Administration of the Ministry of the Interior, one has been set up by the South Moravian Region and three are operated by non-government non-profit organisations. The activities of the Centers are coordinated by the Ministry of the Interior of the Czech Republic.

Both these internet courses and use of internet rooms is free of charge for foreign nationals.

Foreign nationals may find information on the activities of the Centers on their websites in multiple language versions. Centers attempt to reach out to foreign nationals directly in their homes. The Centers also organise all sorts of multicultural events where they also promote their activities. Foreign nationals may also find information about the Centers' activities in the bilingual handbook *Together and Better (Spolu a lépe)*, and in *Prague* via the mobile app *Prager* which is available in Czech, English, Vietnamese and Russian.

## M2.Q4. Please briefly describe the impact of the measure and notably:

a) Did it meet the anticipated objectives? YES/NO/Partly

b) What are the main outcomes?

c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured).

d) Challenges during implementation and remedies applied.

e) Likelihood of continuation of the measure. If discontinued, please explain why.

Internet rooms function successfully and computer courses are in great demand amongst foreign nationals. Education in this area makes it much easier for the foreign nationals to react to employers' job vacancy advertisements.

As part of project evaluation, the Centers register the numbers of client that used the service.

There is currently no plan to abolish internet rooms and computer courses.

### Measure 3

#### Overview

<b>Name</b>	Support for integration of third country nationals into the labour market
<b>Type</b>	Projects (ad-hoc)
<b>Area</b>	Enhancement of (soft) skills
<b>Access</b>	For citizens of the EU and third countries registered with the Labour Office as unemployed or job seekers.  The project focuses primarily on economically disadvantaged persons (persons without experience, persons approaching pension age etc.)
<b>Target group</b>	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals)  <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all)  This project is aimed at citizens of other states in general (at citizens of EU member states and also at third country nationals alike). Both groups are treated equally in the project. However, the largest groups involved in the project are Russians and Ukrainians.
<b>Coverage</b>	National  If "other", please add further information here
<b>Budget</b>	The budget is approx. CZK 40mil.  It is provided by ESF
<b>Link</b>	<u>Fond dalšího vzdělávání – Podpora cizincům</u>

## Description

### M3.Q1. Please describe how third-country nationals can access the measure, notably:

- a) *Elaborate in brief on the conditions and process of accessing for third-country nationals.*
- b) *Is the measure voluntary or compulsory? Is it provided free of charge?*
- c) *If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals.*
- d) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

The project is open both to citizens of other EU member states and to third-country nationals who are registered as unemployed or job seekers with the Labour Office. With respect to the focus of the project, economically active individuals are excluded from participation. The project is specifically targeted at the part of the population that is not economically active (persons without work experience, persons approaching retirement age etc.).

These persons are preselected at the branches of the Labour Office.

Participation in this project is free of charge and voluntary. If a client has to commute to class, his/her transport costs are reimbursed.

If clients meet the minimum course requirements (minimum attendance of 40 educational lessons) the Fund for Further Education may reimburse costs of babysitting and/or qualification recognition fees.

Clients are treated equally, regardless of whether they are EU citizens or third country nationals.

### M3.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?).*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee).*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation).*
- e) *Key activities*

The project lasted from 1. 3. 2016 to 31. 8. 2018 and was not launched in reaction to the migration wave of 2015.

The aim of this project is to increase employability of foreign nationals in the Czech Republic. The priority is not directly to look for a job for clients, but to develop their skills (writing motivation letters or CVs, preparing for an interview, career counselling, legal counselling etc.) to increase their chances of getting a suitable job.



### M3.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

The project is provided by the Fund for Further Education in cooperation with the Labour Office of the Czech Republic and other partners (NGOs, universities, etc.).

An extremely important concept in the project is networking, thanks to which the Fund for Further Education has initiated cooperation with numerous specialists in various fields of education, integration and legal advice. The Fund passes on these connections to project's clients in reaction to the particular needs of each foreign national.

In view of the fact that only foreign nationals registered with the Labour Office have access to the project, promotion of the project takes place through its employees. They preselect candidates with corresponding profiles and at a meeting the project is presented to these persons by representatives of the Fund for Further Education and specialists in close cooperation.

Promotion is also conducted via NGOs and other partners who inform their clients of the existence of the project.

### M3.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes?*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured).*
- d) *Challenges during implementation and remedies applied.*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why.*

The main objective of the project is to increase the employment rate of foreign nationals in the Czech Republic, in which respect the project is a success and the unemployment rate of foreign nationals in the Czech Republic continues to fall (this trend is as well due to the favourable economic situation).

The project is evaluated by using many tools. These include satisfaction questionnaires, Labour Office statistics concerning the employment rate of foreign nationals in the Czech Republic for the monitored period, evaluation of the personal condition of the client at the beginning of the course and after completing the course, etc.

The main obstacles of the project are:

- lack of specialists in individual fields who are trained in dealing with different national, religious and cultural minorities,

- diversification amongst clients in the courses which demands diversified approach,
- insufficient flow information between individual partners of the project.

## 2.5 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.

Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.

The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies (total of maximum 6 case studies per Member State)**. You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2.

Please aim to have a **'representative' group of measures** from small/medium/large enterprises. Notably, identify examples focussing on **different target groups** (low-medium-skilled, seasonal workers,

etc.) as well as on **different sizes of enterprises** from the selected sectors.

Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc<sup>20</sup>.

### Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10–49 Employees
3. Medium: 50–249 Employees
4. Large: >250 Employees

### Type of Private Sector Organisation

1. National
2. International  
(e.g. with subsidiaries in the Member state)

### Industry Sectors

- |   |  |
|---|--|
| <ol style="list-style-type: none"> <li>1. Agriculture, forestry and fishing</li> <li>2. Energy and water</li> <li>3. Manufacturing</li> <li>4. Construction</li> <li>5. Wholesale and retail trade, hotels and restaurants</li> </ol> | <ol style="list-style-type: none"> <li>6. Transport and communication</li> <li>7. Financial and business services</li> <li>8. Public admin, education and health</li> <li>9. Domestic work sector</li> <li>10. Other services</li> </ol> |
|---|--|

### Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals

<sup>20</sup> [The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level](#), can be a useful reference for taking contact with national representatives of Economic and social partners

**Q13.** Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).

**YES**

**Q14.** Which industry sectors were the case studies selected from and on what grounds has the selection taken place?

With respect to the qualifications of third country nationals staying legally in the Czech Republic who have access to the labour market, the main sector of interest was identified as Manufacturing. Information from monitoring of Centers for the Support of the Integration of Foreigners is used for selection of firms. The firms in question were approached directly.

Firms in other sectors were approached via the Czech Chamber of Commerce and the Confederation of Industry of the Czech Republic.

Please fill out the table describing private sector measures and please copy the table below for further measures.

### Private Sector – Measure 1

#### Overview

<b>Name</b>	Project for the Integration of Workers from Ukraine – LUKOV Plast spol. s r.o.
<b>Company size</b>	Large: >250 Employees
<b>Company type</b>	National
<b>Sector</b>	Manufacturing
<b>Area</b>	Enhancement of intercultural/civic relations in the work place inclusion
<b>Acces</b>	All third-country nationals and their family members
<b>Target group</b>	<input type="checkbox"/> Low skilled, <input checked="" type="checkbox"/> Medium skilled, <input type="checkbox"/> High skilled <input type="checkbox"/> Specific group such us vulnerable, young, female, seasonal workers, etc.
<b>Coverage</b>	Other (e.g. within the company, labour office) If "other", please add further information here
<b>Budget</b>	The budget is approx. 40.000 CZK per person It is provided by company own financing
<b>Link</b>	Hyperlink is not available.

#### Description

**PSM1.Q1. Please briefly describe the main feature of the measure, notably:**

*a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks).*

*b) Objective and main activities.*

*c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc).*

*d) How can third-country nationals access the measure? Are they selected?*

The LUKOV Plast s. r. o. project focuses mainly on integration of employees from third countries who come to the firm under a migration project focused on streamlining access of Ukrainian nationals to the Czech labour market ("Ukraine Regime"). Under the so called "buddy" project, new employees receive support for making integration into personal and working life easier.

An entrusted person is ready to provide support concerning all aspects of everyday life (finding housing, opening a bank account, communication with mobile phone operators, communication with doctors, etc.) for new employees who are not yet used to the socio-cultural environment in the Czech Republic and are limited by a language barrier, even in administrative matters concerning legislative conditions of their stay in the Czech Republic (communication with the Foreign Police, administrative support in attempts for family reunification etc.).

This person remains with them for an extended period of their participation in the working process and is available on a daily basis for dealing with work-related and also personal problems.

Under this project, employees are also provided Czech language courses which facilitate speedier integration. These courses are free of charge and their provision is arranged by the company in cooperation with Centers for the Support of the Integration of Foreigners closest to their plants.

**PSM1.Q2. Please briefly assess the impact of the initiative, namely:**

*a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible).*

*b) Elaborate on achievements of set objectives and main outcomes.*

*c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes – grants to compensate funding gaps, taxation incentives etc.).*

The project enjoys positive reaction among management staff and among their subordinates (employees from third countries).

Nevertheless, it happens that employees come from third countries and, after the administrative burden and other costs incurred by the firm for their integration, these employees leave the firm after a short period to join other companies (often owned by other members of their national minority e.g. Ukrainian citizens).

## Private Sector – Measure 2

## Overview

<b>Name</b>	Language integration course for employees of ŠKODA AUTO recruited under the Ukraine Project
<b>Company size</b>	Large: >250 Employees
<b>Company type</b>	International (e.g. with subsidiaries in the Member State)
<b>Sector</b>	Manufacturing
<b>Area</b>	Training and qualification
<b>Acces</b>	This language course is designed especially for employees of ŠKODA AUTO who come to the Czech Republic under the Ukraine Regime. Therefore this project concerns third country nationals (especially the Ukraine).
<b>Target group</b>	<input checked="" type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input type="checkbox"/> High skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers, etc.
<b>Coverage</b>	Other (e.g. within the company, labour office) If "other", please add further information here
<b>Budget</b>	The budget is approx. N/I It is provided by company own financing
<b>Link</b>	Hyperlink is not available.

## Description

## PSM2.Q1. Please briefly describe the main feature of the measure, notably:

e) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks).

f) Objective and main activities.

g) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc).

h) How can third-country nationals access the measure? Are they selected?

This language course is aimed at third country workers (from Ukraine) who come to work for ŠKODA AUTO. Under this project, the company arranges a language course for new workers, which give these new employees the basics of the language that they will need in day-to-day situations and also in the workplace. During this compulsory course, new workers undergo a week long, intensive language course, followed by a week when employees practice their knowledge within a training centre. These courses take place during working hours and are free of charge for employees.

After completing this course, the employees are free to attend additional language courses that are also paid for by the company.

ŠKODA cooperates with various language schools and with Centers for the Support of the Integration of Foreigners for provision of language courses.

As part of integration measures, a group of new workers is allocated an interpreter.

The company also assists its employees by providing employment related legal counselling, organising integration projects aimed at other groups of workers too, etc.

**PSM2.Q2. Please briefly assess the impact of the initiative, namely:**

*d) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible).*

*e) Elaborate on achievements of set objectives and main outcomes.*

*f) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes- grants to compensate funding gaps, taxation incentives etc.).*

Appraisal of the experiences encountered with the first group of Ukrainian workers who attended this course is currently underway. Feedback is provided in the form of interviews and questionnaires. So far, the company has received only positive reactions to this integration course.

### 3 CONCLUSIONS (OPTIONAL)

**Q15.** With regard to the aims of this study, what conclusions would you draw from your findings?

As has already been mentioned several times in the text, employment of third country nationals (staying legally) is a marginal issue in the Czech Republic. According to current statistics, only 4 000 third country nationals are registered with the Labour Office. This represents overall unemployment rate of just 1.5 %. For this reason, extensive change to the system already in place is not a priority for the government.

In its approach to integration in general, the Czech Republic follows its own strategic documents that also cover the issue of integration into the labour market.

Several projects exist in the Czech Republic aimed at provision of employment-related advice (projects of the Centers for the Support of the Integration of Foreigners etc.); language courses making access to the labour market easier for foreign nationals, etc.

With respect to the structure of the community of third country nationals staying in the Czech Republic, in the private sector, we largely encounter projects focused on specific nationalities (mostly citizens of Ukraine, Mongolia etc.). Such projects are often more general in their focus, aimed at provision of various forms of integration support.

The content of this study

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**Labour market integration of third-country nationals in EU  
Member States**

Developed by the EMN Contact Point in the Czech Republic  
Published by the Ministry of the Interior  
Graphics by Jindřich Hoch

2018

ISBN **978-80-7616-007-1**

[www.mvcr.cz](http://www.mvcr.cz)  
[www.emncz.eu](http://www.emncz.eu)