

MIGRATION AS A HUMAN RESOURCES

KAČEROVÁ Eva

ABSTRACT

The number of long-term or permanently residing foreigners in the CR exceeded in the 2007 the amount of 392 000. Age structure of foreigners staying in the CR for more than 1 year substantially differs from the age structure of the population of the CR. The Czech Republic seems to be an attractive place for EU-15, A8 and third country nationals. The proportion of foreigners has grown in the last years. The ratio of foreigners to the labour force in the Czech Republic, in other words to the economically active citizens at the age of 15 or older, has been on the rise for the last years. Supply has responded to changing demand for new workforce. This article came into being within the framework of the institutional support of the long-term conceptual development in science and research on the Faculty of informatics and statistics on the University of Economics, Prague.

KEY WORDS

Migration, human resources, foreigners, economic activity

INTRODUCTION

Migration between countries is a historically long-term phenomenon which is affected by economic, social, demographic and other influences and which can have different social consequences – it may lead to development, but also stagnation and recession. Its existence is influenced by a number of factors. The impulse to migrate can be due to personal, natural climatic, social, political or economic reasons.

MATERIAL AND METHODS

Data concerning the employment of foreigners within the Czech Republic are derived from the Czech Ministry of Labour and Social Affairs' records on valid work permits granted to foreigners and pieces of information on taking up of work by citizens of the EU/EEA and Switzerland, on books of employment offices, as well as from records on foreigners holding trade licences granted by the Ministry of Trade and Industry of the CR.

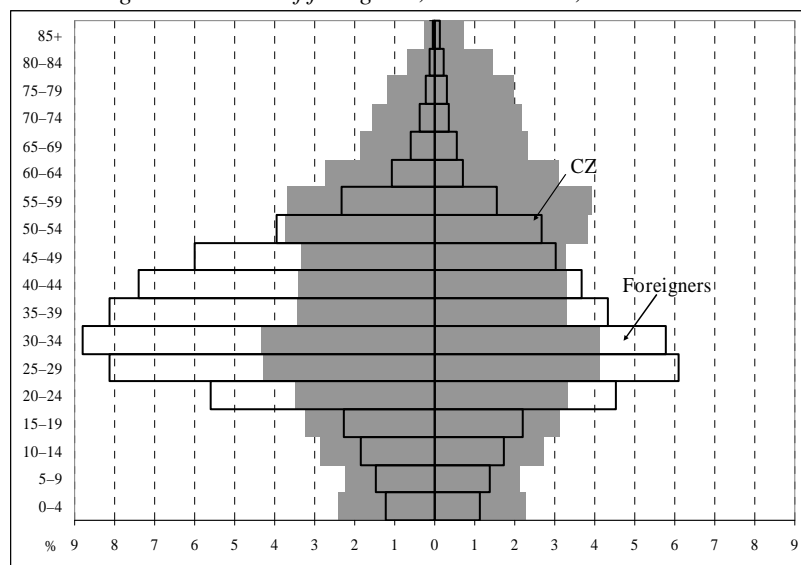
RESULTS

Age structure of foreigners with the residence permit as well as all foreigners in the CR substantially differs from the age structure of the population of the CR, which can be explained mainly by economic reasons foreigners have for coming to the CR (to earn their living). Big are mainly age groups in junior productive age (20-39 years) – over 50% of foreigners belonged particularly to this age group. Very small shares in comparison with the structure of population of the CR can be found among children and those in the post-productive age (chart 1).

A considerable change of conditions for the employment of foreigners was brought on by the European Union entrance on May 1, 2004 and a new employment act. This change was concerned with people who were employed in the Czech Republic. Before the EU entrance the foreigners except the citizens of Slovakia were allowed to be employed only on the condition of a working license and a residence permit presentation. After the EU accession the citizens of the members of the EU and the citizens of Norway, Liechtenstein, Iceland and Switzerland are not considered foreigners in the sense of the employment act by that way that they have a position equal to the citizens of the Czech Republic. The citizens of other

countries may be employed only on the presentation of a working license and a residence permit, unless provided otherwise.

Chart 1: Age distribution of foreigners, December 31, 2006



Sources: Foreigners in the Czech republic 2007

Table 1: Demographic events of foreigners; 1999, 2001-2006

		1999	2001	2002	2003	2004	2005	2006
Marriages	Male foreigner - female Czech	2 793	2 672	2 824	2 788	2 969	2 652	2 549
	Female foreigner - male Czech	2 060	1 691	1 722	1 859	2 011	1 822	1 907
	Both foreigners	90	54	53	69	72	96	110
Divorces	Male foreigner - female Czech	646	643	735	801	902	963	1 069
	Female foreigner - male Czech	281	366	432	515	568	625	717
	Both foreigners	38	24	37	49	53	57	86
Live Births		1 028	888	1 154	1 276	1 352	1 518	1 725
Deaths		267	252	247	219	231	245	281
Abortions		2 634	2 576	2 751	2 660	2 254	2 238	2 285
Internal migration		445	5 987	9 883	10 300	11 725	17 933	22 973
External migration	Foreign immigrants	6 810	11 323	43 648	57 438	50 804	58 576	66 125
	Foreign emigrants	123	20 566	31 091	33 203	33 784	21 796	31 388
	Net migration of foreigners	6 687	-9 243	12 557	24 235	17 020	36 780	34 737
	Gross migration of foreigners	6 933	31 889	74 739	90 641	84 588	80 372	97 513

Sources: Foreigners in the Czech republic 2007

The persons without citizenship are treated as foreigners. The EU entrance had an impact on those with a trade license, too. Since May 1, 2004 there has been an updating of the trade law which in effect makes the conditions of the citizens of the Czech Republic and of the EU member states equal in the area of entrepreneurship based on a trading license.

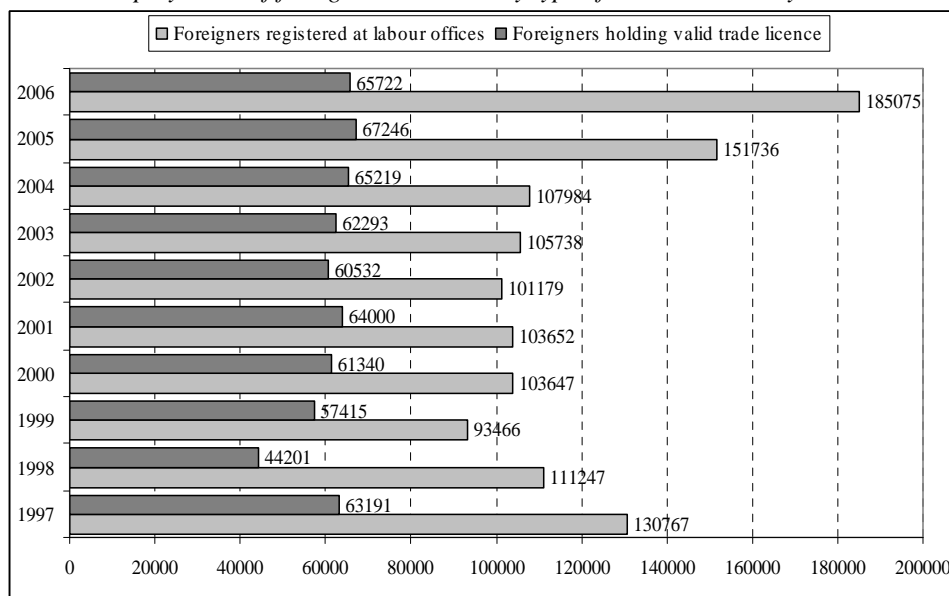
The foreigners who are economically active in the Czech Republic may be divided into two parts. The first part consists of those who are employees, officially referred to as foreigners filed at labour offices. The second part is made up by those with trade licenses. The data for the first group is collected by the Ministry of Labour and Social Affairs while the data for the second group is gathered by the Ministry of Industry and Trade.

The first group, regular employees outnumbered those with trade licenses for all the years since 1997, however, the ratio of these two groups has been changing. The highest ratio of employees was reached in 1998 - almost 72 %. From 1999 to 2004 the ratio of employees was about 62 %.

One year after the EU entrance the share of employees increased up to 69 %. The share of foreigners with trade licenses is therefore 31 % (Chart 2).

The Czech Republic seems to be an attractive place for EU-15, A8 and third country nationals. The proportion of foreigners has grown in the last years: from 2,4 % in 2003 to 4,2 % in 2007 (241 934 at the end of 2003 to 392 087 at the end of 2007). Access to the Czech labour market is free for all EU-15 nationals since the day of accession. Meanwhile the country is also actively recruiting skilled workforce from outside the EU by the pilot project “Selection of Qualified Foreign Workers”. So far the project is open for citizens of Croatia, Kazakhstan, Belarus, Moldova, Serbia, Monte Negro, Canada, Ukraine, Russian Federation, India, Macedonia and Bosnia and Herzegovina; graduates of the Czech universities coming from all countries (who graduated in 1995 or later); graduates of the Czech secondary schools from all countries, who finished their studies and passed the school leaving exam in 2000 or later. The pilot project has the objective of encouraging foreign professionals to come to the Czech Republic and stay in the country with their families. After two and half years of stay, the participants who have met all project conditions may apply for permanent residence in the Czech Republic.

Chart 2: Employment of foreigners in the CR by type of economic activity



Sources: Foreigners in the Czech republic 2007, MPSV CR

Starting from July 1 2007, highly qualified workers category includes the pilot project participants with university level education who are working on the positions requiring university level education and corresponding to their qualification. Together with project participants, their family members will also be allowed to settle in the Czech Republic and to obtain permanent residence there. Applicants must be secondary school graduates. Applicants must find legal employment in the CR on their own and they must obtain at least 25 points in the computerized selection procedure reflecting various criteria as qualification, practice, language skills, family situation etc. Foreigners interested in the pilot project can search for job offers in the above offer in vacancies database for foreigners. Pilot project thus connects employers from the Czech Republic with qualified workers from abroad. Workers from

Germany and the United Kingdom are the most frequent ones from EU-15, while from among the Accession States, it is predominantly Slovaks (99 637, 2006 31 December), who come to work in the Czech Republic. This is all the more understandable, as there is practically no language barrier between Slovaks and Czechs and given the common history of the two countries, Slovaks are hardly ever considered by Czechs as foreigners. Almost one third of the foreign population living in the Czech Republic works in Prague or Central Bohemia. They take jobs both as skilled and unskilled worker.

The number of foreigners registered by labour offices (until October 2004 the offices registered exclusively persons with the status of the employed) was falling rapidly in the second half of 1990's down to 93.5 thousand in 1999. After a temporary increase in 2000 - 2001 their number decreased again to 101.2 thousand in 2002; this development was influenced exclusively by the drop in number of working Slovak citizens. Since 2003, however, a slight increase in number of working employees is obvious; it totalled 108.0 thousand as at 31 December 2004. In 2005, there was a sharp increase in the number of foreigners registered at labour offices (including part of entrepreneurs) by 43.8 thousand and in 2006 by additional 33.3 thousand up to 185.1 thousand (Table 2).

The number of foreigners with status of the employed depends on the situation in the labour market. Areas with low percentage of unemployment usually report higher number of foreigners with work permit granted or registered with employment offices (Praha and neighbouring districts of the Středočeský Region). A big increase in the number of working foreigners was recorded in Plzeň and in many districts of the Královéhradecký Region and the Pardubický Region last year.

The growth recorded for the last two years and factored both in the group of the EU citizens and citizens of other countries is related to the legislative duty to register business associates and members of co-operatives at labour offices. In the end of 2006 of the total number of 185.1 thousand persons registered at labour offices over 5 thousand had status of associates (2.8%) and 13 thousand had status of co-operative members (7.0%).

The number of foreigners holding trade licence culminated in the late 1997 (next to 63 thousand persons) for the first time, rising almost 3.5 times compared to the end of 1994. The year 1998 saw a drop of almost one third on the previous year. Since the year 2000, this trend of the number of these working foreigners has been affected by the amendment to the Trade Licensing Act. And making stricter the condition for obtaining long-term visa for the purpose of business, associated with the amendment, led to a relatively high drop in the number of these persons in 2002. From the following year, however, the number of entrepreneurs was increasing and in the end of 2005 it reached its historically highest level (more than 67 thousand persons). In 2006, the number of foreigners-entrepreneurs, however, dropped little below 66 thousand (Table 3).

Table 2: Foreigners registered at labour offices: by citizenship; 31 December

Country	2001	2002	2003	2004	2005	2006	Index 06/03
Total	103 652	101 179	105 738	107 984	151 736	185 075	1,75
EU 25, total	74 651	68 638	70 334	72 775	93 762	116 722	1,66
Slovakia	63 555	56 558	58 053	59 818	75 297	91 355	1,57
Poland	6 661	7 338	7 403	8 882	12 635	17 149	2,32
Germany	1 218	1 306	1 412	1 303	1 743	2 383	1,69
Other countries, total	29 001	32 541	35 404	35 209	57 974	68 353	1,93
Ukraine	17 473	19 958	22 489	22 399	40 060	46 155	2,05
Moldova	1 377	1 412	1 509	1 483	2 710	3 369	2,23
Mongolia	976	1 185	1 388	1 585	1 800	2 814	2,03

Sources: MPSV CR, SSZ

Table 3: Foreigners holding valid trade licence: by citizenship; 31 December

Country	2001	2002	2003	2004	2005	2006	Index 06/05
Foreigners, total	64 000	60 532	62 293	65 219	67 246	65 722	1,06
EU 25, total	10 650	10 892	12 055	13 116	13 401	12 914	1,07
Slovakia	7 051	7 175	8 123	8 757	8 719	8 282	1,02
Poland	1 051	1 081	1 126	1 251	1 294	1 238	1,10
Germany	940	949	1 005	1 103	1 164	1 200	1,19
Other countries, total	53 350	49 640	50 238	52 103	53 845	52 808	1,05
Viet Nam	20 403	20 081	20 964	22 046	22 620	22 910	1,09
Ukraine	21 590	19 047	18 752	19 486	21 135	21 325	1,14
Russian Federation	1 890	1 667	1 622	1 611	1 482	1 279	0,79

Sources: MPSV CR, SSZ

According to P. Adamek [1], given the Czech workers' unwillingness to migrate, estimates about the low mobility rates of the country are confirmed. There were 31 234 Czechs employed in the EU-25 Member States during 2005, mostly in the United Kingdom (17 600), Ireland (5761), Italy (4217) and Germany (2010). While the conditions of accessing to the labour market in Ireland and Italy were completely opposite (free access in Ireland and work permit system with quotas in Italy), the two countries have a similar number of Czech workers. This shows that there was no direct correlation between the application of Transitional Arrangement and the choice of migrants.

DISCUSSION

Residence requirements for naturalisation vary considerably from country to country within the European Union. Just to give you a sense of the outliers, the requirement can range from fifteen years in Austria to only four years in Ireland (Waldrauch, 2004).

In the Czech Republic, it takes only five years of permanent residence to get citizenship. But if you are an immigrant non-related to a permanent resident or a Czech national, it takes additional ten years to gain this permanent residence, which is a binding prerequisite for obtaining citizenship. Hence, in the Czech Republic, the hidden total of the stay requirement for this category of immigrants is fifteen rather than five years, although this will soon change.

It takes fifteen years to gain citizenship and become fully legally integrated. Fifteen years!

SOURCES

Waldrauch, H.: Comparative report on *Acquisition and Loss of Nationality in the EU 15 Member States* prepared for the NATAC-project, 2006, ISBN 978 90 5356 949 8

Foreigners in the Czech Republic 2007

www.czso.cz (Czech Statistical Office)

www.mvcr.cz (Ministry of Interior CR)

www.mpsv.cz (Ministry of Labour and Social Affairs)

CONTACT ADDRESS

Eva Kačerová

Department of Demography FIS VŠE

3, W. Churchill

130 67 Praha 3

kacerova@vse.cz