



# LABOUR MARKET INTELLIGENCE SOURCES

## Country fiche - CZECHIA

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Innovating the use of Labour Market Intelligence  
within European Universities - LMI-EUniv



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# LIST OF ABBREVIATIONS

CEDEFOP	European Centre for the Development of Vocational Training
EU	European Union
HEI	Higher Education Institution
ILO	International Labour Organisation
IO	Intellectual Output
IP	Internet Protocol
LISER	Luxembourg Institute of Socio-Economic Research
LMI	Labour Market Intelligence
LMI-EUniv	Innovating the use of Labour Market Intelligence within European Universities
LMO	Labour Market Observatory
OECD	Organisation for Economic Cooperation and Development
OJA	Online Job Advertisement
OVATE	Skills Online Vacancy Analysis Tool for Europe (Skills OVATE)
PES	Public Employment Service
R&D	Research and Development
TU	Tallinn University
WUT	West University of Timisoara

# BACKGROUND

## LMI-EUniv project

“Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv”, the project was the subject of a successful application to Key Action 2 - Cooperation among organisations and institutions - of the Erasmus+ programme.

## Consortium

The consortium is composed of West University of Timisoara (project leader), University of Milano-Bicocca (Italy), University of Tallinn (Estonia), Prospektiker - (Spain) and Luxembourg Institute of Socio-Economic Research (Luxembourg).

## Aims

The primary focus of the project is to understand how are European Universities using labour market information and labour market intelligence in the planning and delivery of their provision and how can this be improved. Therefore, the project aims to help HEI to develop appropriate skills and competencies through better matching of education supply to demand through innovative learning and teaching practices.

## Objectives

The LMI-EUniv project has three main objectives: (1) to map essential LMI sources at national level, (2) to explore how HEI in Europe are using LMI, and (3) to produce a training course, guide and a Labour Market Intelligence Hub. This will be an online platform, aggregating LMI sources and information, and aims to become a reference point for all HEI.

# INTRODUCTION

This country fiche provides information concerning the essential LMI sources at national level with a particular focus on LMI sources used by HEI. It was developed within the Intellectual Output 1 of the LMI-EUniv project - Mapping essential LMI sources at national level. The role of the country fiches is to systemize information related to LMI sources and gather them into a LMI Hub. The country fiches will form the basis for the Data (Evidence) Report and in turn, will inform the production of the Final Report.

During the inception phase of the project, we have noticed the existence of a large number of LMI sources but also a lack of information about them. We consider that having access to a single point of information with LMI sources will enable HEI to better use this for their activities. Thus, this research represents the first step in this direction through mapping the LMI sources at the European level.

We believe that this study is the first of its kind focused on LMI sources across Europe and is in itself a considerable innovation. Through this activity, we are seeking to influence how universities in Europe view, analyse, utilise and produce their own LMI to aid with their decision-making. Further, we aim to make this available to help stakeholders such as policymakers in national and regional governments, employers, and regional development agencies to be better able to bring their demand-side knowledge to support universities and ensure higher education supply fits to current and future labour market need.

The Final Report Recommendations given the project's geographical coverage and the pressing need for action on using labour market intelligence should have considerable transferability potential.

# GENERAL INFORMATION

## Demography

On the 1st of January 2022, Czechia had a population of 10,516,707 inhabitants, representing about 2.3% of the European Union population. The median age was 43.5 years. The Czech population is also on a decreasing trend due to demographic ageing and emigration. The crude rate of total population change, per 1,000 persons, was -0.2 in 2021, with a crude birth rate of 9.8 and a crude death rate of 10.0. The life expectancy estimated for the year of 2018 was 79.3 years, with 76.2 years for males and 82.6 years for females.

The age structure of Czechia's population also reflects the existence of demographic ageing, leading to a decline in the share of young population (0-14 years) and an increase in the share of older people (60 years and over). The proportion of the population aged 0-14 years was 15.9% in 2021, while the proportion of the population aged 65 years and more was 19.9%, resulting in an age dependency ratio (population aged 0-14 and 65 and more to population aged 15-64) of 54.1%.

Czechia has also experienced a significant level of emigration, which has contributed to the decrease in its population. On the 1st of January 2021, there were an estimated 549,000 Czechs living abroad, representing approximately 5% of the total Czech population. This trend has been ongoing since the 1990s, with many Czechs leaving in search of better job opportunities and higher living standards. However, in recent years, the number of people emigrating has decreased, while the number of immigrants coming to Czechia has increased, mainly from Ukraine and Slovakia.

## Labour market

In the last few years, there has been a gradual improvement in the main labor market indicators in the Czech Republic, bringing the country closer to the EU average. According to Eurostat, in Q4 2022, the employment rate for the age group 25-64 years was 84.5 percent, similar to the previous quarter. Meanwhile, for the age group 20-24, it was 48.8 percent, showing an increase of 0.8 percentage points from the previous quarter.

The activity rate for the age group 25-64 in the fourth quarter of 2021 was 86.2 percent, higher than the EU27 average of 81.4 percent. This rate remain similar compared to the previous quarter. However, the activity rate for the age group 20-24 was 51.7 percent, which is lower than the EU27 average of 61.5 percent, and decreased by 1.0 percentage point compared to the previous quarter.

The unemployment rate in the Czech Republic is much lower than the EU average. In the fourth quarter of 2022, the unemployment rate for the age group 25-64 was 1.9 percent, which is a decrease of 0.1 percentage points compared to the previous quarter. For the same period, the unemployment rate for the age group 20-24 was 5.6 percent, which decreased by 0.3 percentage points compared to the previous quarter.

The most advertised occupations (OVATE) in the period of Q1 2022 - Q4 2022 in the Czech Republic were sales workers, ICT professionals, and office professionals. The most requested skills (at level 1 ESCO skill) were communication, collaboration and creativity, management skills, working with computers, information skills, and languages.

## Higher education market

The Czech higher education system is known for its high quality and affordability. It is overseen by the Ministry of Education, Youth and Sports and consists of public, private, and state universities. As of 2022, there are 26 public universities and 43 private universities in the Czech Republic.

The largest public university in the country is Charles University, which was founded in 1348 and is located in Prague. It has over 50,000 students and is one of the oldest and most prestigious universities in Europe. Other notable public universities include Masaryk University in Brno, Czech Technical University in Prague, and Palacky University Olomouc.

Private universities in the Czech Republic are relatively new, with the first ones established in the 1990s after the fall of communism. They tend to specialize in specific fields such as business, law, or art and design. The largest private university in the country is the University of New York in Prague, which has around 800 students and offers a range of undergraduate and graduate programs.

In terms of student enrollment, there are over 370,000 students enrolled in Czech universities as of 2022. This represents a significant increase from the early 1990s, when there were only around 100,000 students in the country's universities. The majority of students are enrolled in public universities, with only about 10% attending private universities.



# LMI SOURCES AT NATIONAL LEVEL

## LMI providers

LMI comprises any information and knowledge about labour market dynamics. It covers topics such as labour demand and supply, unemployment, employment and earnings, emergence of new occupations, new skills required on labour market, post-graduate path, career expectations, etc.

The Czech labour market is dominated by a large number of actors organised on multiple levels. Most of them provides LMI in different forms. The Government, through its department and specialised agencies represents the main provider of LMI.

### National Institute of Statistics

The Czech Statistical Office (Český statistický úřad) is the official statistical agency of the Czech Republic. Its main objective is to provide reliable and up-to-date statistical information on the social, economic and environmental situation in the Czech Republic, which is used by policymakers, businesses, researchers, and the general public.

The Czech Statistical Office collects and processes statistical data from various sources, including censuses, surveys, administrative registers, and other official statistics. It then analyses and presents the data in the form of statistical reports, tables, and charts.

The National Institute of Statistics is an independent organization, which reports directly to the government of the Czech Republic. It is governed by a director and a council, which consists of representatives from various government agencies, as well as experts from academia and business. The institute has its headquarters in Prague and also has regional offices across the country.

It provides a wide range of statistical data on various aspects of the social, economic, and environmental situation in the country, including population, economy, trade, business, agriculture, environment, education, and health indicators.

Data and statistical reports are publicly available on the institute's website and can be accessed free of charge. The institute also provides various tools and services to help users analyze and visualize the data, such as data tables, maps, and interactive dashboards. Some specialized data and services may require registration or payment of a fee, but most of the statistical information produced by the institute is freely accessible to anyone who wants to use it.

## Public Employment Service

The public employment service in Czechia (Úřad práce České republiky) is the government agency under the authority of the Ministry of Labour and Social Affairs responsible for providing employment services, unemployment benefits, and other related services to job seekers and employers in the country. The Labor Office operates a network of regional and local offices across the Czech Republic, where job seekers can receive assistance in finding employment, vocational training, and career guidance. The offices also provide information on job vacancies, unemployment, earnings, labor market trends, and legal regulations related to employment. Employers can also use the services of the Labor Office to advertise job vacancies, receive information on labor market trends, and access government incentives for hiring certain categories of workers, such as the long-term unemployed or people with disabilities. In addition to these services, the Labor Office is responsible for administering the unemployment insurance system in Czechia, which provides financial support to eligible job seekers who are unemployed and actively seeking work.

## Ministry of Education

The Ministry of Education, Youth and Sports is organized into several departments responsible for different areas of education and research in Czechia, including preschool, primary, secondary, and tertiary education, as well as vocational education and training. The ministry is also responsible for promoting and supporting scientific research and innovation. While the Ministry of Education, Youth and Sports does not directly provide labor market statistics, it does work closely with other government agencies and research institutions that do. For example, the Ministry cooperates with the Czech Statistical Office (CSO), which provides comprehensive labor market statistics in Czechia, including data on employment,

unemployment, wages, and other labor market indicators. Additionally, the Ministry of Education, Youth and Sports is responsible for overseeing several subordinate institutions that provide labor market statistics or research related to the labor market.

*The National Accreditation Bureau for Higher Education* (Národní akreditační úřad pro vysoké školství, NAÚV), is the organisation responsible for the accreditation of higher education institutions and programs in Czechia. It provides information on the job prospects and employment outcomes of graduates from accredited programs, helping to inform students and employers alike.

*The National Institute of Technical and Vocational Education* (NÚOV), which provides information and research on vocational education and training in Czechia, including labor market trends and skill demands. NÚOV is also an open source of information about all fields of education, secondary and higher vocational schools and their graduates.

## Ministry of Labour

The Ministry of Labour and Social Affairs (MoLSA) is responsible for social policy (e.g. people with disabilities, social services, social benefits, family policy), social security (e.g. pensions, sickness insurance), employment (e.g. labour market, employment support, employment of foreigners), labour legislation, occupational safety and health, equal opportunities of women and men, European Social Fund and other social or labour related issues. MoLSA provides methodological guidance for Labour Offices, Czech Social Security Administration, State Labour Inspection Office, Regional Labour Inspectorates and for the Office for International Legal Protection of Children. MoLSA supervises the Research Institute for Labour and Social Affairs.

*The Research Institute for Labour and Social Affairs* (RILSA) is a public research institution in Czechia that conducts research and analysis on labor market issues, social policies, and related topics. It was established in 1956 and operates under the supervision of the Ministry of Labour and Social Affairs. RILSA's main focus is on providing evidence-based research and policy recommendations to the Czech government, policymakers, and other stakeholders in the labor market and social policy fields. The institute conducts research on a wide range of topics, including labor market trends, employment policies, social inclusion, poverty, and inequality. RILSA's research activities involve both quantitative and qualitative methods,

including surveys, data analysis, case studies, and policy evaluations. The institute also collaborates with other research institutions and organizations at the national and international levels to share knowledge and expertise on labor and social policy issues.

## Employers organizations

*Confederation of Industry of the Czech Republic* (SP ČR) represents employers in the industrial sector and provides data on employment, salaries, productivity, and other labor market indicators.

*Confederation of Employers and Business Associations of the Czech Republic* (KZPS ČR) is an open, independent, special-interest association established according to the Act No. 83/1990 Coll., which unites eight leading employer unions in the fields of the building industry, textile industry, small and medium-sized businesses, manufacturing and consumer cooperatives, agriculture, mining and oil industry, wood processing industry, education, health care, culture and social services. It represents more than 22,000 member entities with over 1,300,000 employees. The KZPS ČR provides data on various labor market indicators, including employment, wages, and job vacancies.

*The Czech Chamber of Commerce* (HK ČR) is the largest and the most representative business association in the Czech Republic. It has more than 16,000 members organized in 60 regional chambers and in nearly 123 branch associations.

## Non-governmental organisations

*Association for International Affairs* (AMO) conducts research on various topics related to the labor market, including employment trends, skill gaps, and education and training policies.

*Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic* (AMSP ČR) represents small and medium-sized enterprises and crafts in Czechia and provides data on various labor market indicators, including employment and wages.

## Higher Education Institutions

*The Center for Economic Research and Graduate Education - Economics Institute* (CERGE-EI) is an academic institution specialised in economics. The institute is a partnership between

the Center for Economic Research and Graduate Education of Charles University and the Economics Institute of the Czech Academy of Sciences. This research institution conducts research on various topics related to economics and social sciences, including labor market dynamics, income inequality, and education and training policies.

## Trade unions

Czech-Moravian Confederation of Trade Unions (ČMKOS) represents employees in Czechia and provides data on employment, wages, working conditions, and other labor market indicators.

## Assessing the sources of LMI at national level

Once the sources of LMI have been identified, their quality needs to be assessed. There are many organisations that produce LMI but only through a standardized evaluation process they can be considered as being qualitative. The quality of LMI sources is sustained by their representativeness, validity and reliability.

The **Table 1** below contains a list of LMI sources identified at national level and their rating in accordance with LMI-EUniv methodology.

Table 1: LMI Sources at national level

[SEE THE LMI SOURCES HERE](#)

# REFERENCES

- The Czech Statistical Office, URL <https://www.czso.cz/> [Accessed February 2023]
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