

# Analysis of the policy context addressing 25+ NEETs

COUNTRY REPORT – THE CZECH REPUBLIC

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**IN THE FRAMEWORK OF THE PROJECT ‘LOST  
MILLENNIALS – TRANSNATIONAL RESEARCH  
NETWORK FOR THE EVALUATION OF INITIATIVES  
TARGETING 25+ NEETS’**

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Project summary:

*The project 'Lost Millennials' focuses on a regularly neglected group of the generation of Millennials: young people aged 25-29 neither in employment or education and training (25+ NEETs). This generation started their working life shortly after the economic crisis of 2008, perceiving uncertainty and lack of security for work and well-being, they are more likely to be inactive or in precarious jobs. The main objective of the project is to contribute to the successful integration of 25+ NEETs to the labour market through increasing knowledge on the effects of employment initiatives on 25+ NEETs, building capacity of stakeholders to perform impact studies and thus improving the quality of labour market interventions. This objective will be achieved through the creation of the transnational research network which will share know-how and good practices, the evaluations of governmental and community-based initiatives targeting 25+ NEETs, as well as the engagement of stakeholders to increase the policy-relevance of project results.*

For more information, please visit our [website](#), contact us on [lm.leadpartner@hetfa.hu](mailto:lm.leadpartner@hetfa.hu) and follow our [social media](#).

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Implemented by:



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## 1. Introduction

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This document provides a summary report on policies targeting on 25+ NEETs in the Czech Republic. This country report uses and aggregates information publicly available in the Czech Republic in May 2022.

## 2. Overall policy context

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The Czech Republic does not have a national strategy (legal framework, policy guidelines, plan) to tackle the situation of NEETs. Overall unemployment rates are low in the Czech Republic, and unemployment is not a significant problem among the target age group, either. Although there is no NEETs-related central law (or strategy) in the Czech Republic that brings together or manages all topics related to youth and youth policymaking, there are several national strategies targeting young people, and NEETs are only a part of the target group of some strategies.

There are no regional policies that would target NEETs directly, either. However, regional authorities in the Czech Republic create their specific regional 'Employment pacts'. The Employment Pact is an open platform connecting employers, public administration and other institutions dealing with employment, education, and the labour market in the region. Individual regions create strategies for the development of their territories, and in these strategies, they can focus on youth unemployment (if youth unemployment is a problem in their territory).

In the Czech Republic, the situation of NEETs is not an overly serious problem. This might be the reason that most strategies do not focus on them. The Czech Republic does not have a youth employment strategy or a strategy for youth entrepreneurship. There are only strategies for the general population, which could be particularly applicable to 25+ NEETs. The Czech Republic has several approaches to support young people (education, living, employment...).

The main institutions with competencies to provide legal framework and policies targeting NEETs/ 25+ NEETs include:

- **Ministry of Labour and Social Affairs** (in charge of the employment policy, family policy, anti-discrimination, social inclusion, etc.),
- **Ministry of Education, Youth and Sports** (education policy),
- **Ministry of Regional Development** (housing policy).

There are also policies existing on the EU-level that are implemented in the Czech Republic. The European Employment Strategy (EES) includes initiatives addressing long-term unemployment, social

inclusion, public employment services or undeclared work. The EES is being implemented in the Czech Republic in the framework of a programme called Operational Programme Employment Plus (MoLSA, 2021). The programme consists of 5 main priorities, whereby one of the priorities is focused on NEETs (NEETs aged 15 – 29 is one of the target groups).

### 3. Institutional framework

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In the case of policy on NEETs, there are three main authorities at the central government level. These are the Ministry of Labour and Social Affairs, the Ministry of Education, Youth and Sports and, partially, the Ministry of Regional Development (with a focus on housing policy). However, these authorities have regional and local offices to which the central authorities delegate powers and responsibilities.

In order to improve inter-ministerial cooperation, the Czech Republic has set up an 'Inter-Ministerial Coordination Group' to ensure smooth cooperation between individual ministries. This body is used, for example, during the implementation of the Strategy for the Protection of the Rights of the Child 2021-2029 (sponsored by the Ministry of Labour and Social Affairs, 2022a). In addition to horizontal coordination (between individual ministries), there is also cooperation between individual ministries and regions of the Czech Republic. The ministries are the superior bodies while the coordination of activities takes place in the individual regions. This model is used, for example, during the implementation of regional and local family policies (MoLSA, 2022b).

### 4. Supply-side policies

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#### 4.1. Education and qualification

##### 4.1.1. Compulsory education

Compulsory schooling in the Czech Republic consists of 1 year in kindergarten followed by 9 years in primary education. There are several policies governing compulsory education in the Czech Republic. The first is the Strategy of Education Policy in the Czech Republic until 2020. This strategy sets out 3 basic pillars: 1, reducing inequalities in education (in order to overcome disparities in access to education), 2, supporting quality teaching and teachers as its key prerequisite, and 3, managing the education system in a responsible and effective way.

The work of psychologists and counsellors is a common part of the educational process in the Czech Republic. There are educational and psychological centres in the country and especially larger schools have their own school psychologists (Ministry of Education, Youth and Sport, 2014).

The Strategy of Education Policy in the Czech Republic as well as the National Strategy for the Primary Prevention of Risky Behaviour of Children and Youth for the period 2019-2027 are aiming at reducing early school leaving. Programmes for the reintegration of people who have not completed primary education are overseen by the Ministry of Labour and Social Affairs (Ministry of Education, Youth and Sport, 2019).

#### 4.1.2. Vocational Education Training

Vocational training is again an area where the state is strongly involved. Firstly, through the regular education system of vocational secondary schools or schools with a more general focus, where pupils are expected to go on to higher education and universities (grammar schools, technical lyceums, baccalaureate courses, etc.). Vocational education is addressed as part of two major strategies of the Czech Republic, namely: the Strategy of Education Policy in the Czech Republic (Ministry of Education) and also in employment strategy (Ministry of Labour and Social Affairs).

In the Czech Republic there is also a policy to ease school to work transition. It is titled as 'Education Policy Strategy 2030+', which sets the direction of education development and investment priorities for the next ten years. The aim is to modernise the Czech Republic's education system in the areas of regional education, extracurricular and non-formal education, and lifelong learning. The 2030+ Strategy has two main strategic objectives, which will be implemented through five strategic lines. The aim is to modernise the system of vocational education and training, thus facilitating the transition of graduates to the labour market, and to promote the acquisition of qualifications during studies.

#### 4.1.3. Higher education

Higher education in the Czech Republic runs under the regime of state/regionally established universities and private universities. This system of higher education institutions is secured by the educational strategies of the Czech Republic, which seek to make it more open and accessible to disadvantaged groups.

A long-standing problem in the Czech Republic is that graduates with certain degrees find it very difficult to find jobs that correspond to their qualifications. This is also addressed in the Czech education strategy. However, all educational policies in the Czech Republic are more directed towards the disadvantaged, of which NEETs may be a part, mostly as part of the youth group. In older strategies, the upper age limit was set at 25/26 years of age, but more recent strategies have already understood the need to target a wider group of vulnerable young people.

### 4.2. Labour market policies

Unemployment is not a significant problem among NEETs in the Czech Republic, as the overall unemployment is low in the general population as well. However, there are some regions with higher

unemployment rate (in general and among young people). The main reasons for unemployment in these regions can be identified as the occupational mismatch between the supply and demand in the labour market, insufficient qualification of the unemployed, inefficient registration at the Labour Office, a high share of socially excluded population groups and low wages (Pravdíková, 2019).

One of the sub-policies is active employment policy, which includes a policy of retraining courses that enable people with difficulties (out of education process, older, unemployed etc.) to find employment, acquire new skills on the labour market and also to reintegrate into the labour market. These retraining courses are provided by the employment offices in the regions. Re-training courses are paid for by the Labour Office. The goal of employment policy is to reconcile labour supply and demand, especially at the regional level. Jobcentres also offer placements for unemployed clients. Finding qualified workforce via the jobcentres is sometimes a problem for employers, which might be due to the current tight labour market in the Czech Republic (Labour Office of the CR, 2022).

Besides the Strategy 2030+, the Czech Republic has a Youth Guarantee Implementation Plan, focusing on young people under 29. One of the aims of this policy is to equip people with the skills and competences required to get their first job or foster their employability.

There is also a policy in place to encourage people (not only youth) and to promote access to internship or traineeships. The 'Strategic Framework for Employment Policy 2030' has youth traineeships as one of its instruments. These policies can be (partially) applied to groups other than the target group (young people under 30).

There is also a policy regarding the employment contract framework. However, there are no specific types of contracts to promote the ease of transition to employment. The Labour Code does not acknowledge any specific types of contracts for unpaid internships. In the case of internships, the student is a regular employee and all the rights and obligations of any other employee working with the employer under a non-working arrangement will apply (Kalášková, 2016).

In the context of temporary employment, the most common agreement is the so-called agreement on the performance of work or agreement on work activity. Generally, these types of contracts are called agreements for work outside the employment relationship and differ from a regular employment relationship in that the employer is not obliged to schedule the employee's working hours. It is therefore up to their mutual agreement how many hours the employee works (Křivánková, 2019). This is legally regulated by Act No. 262/2006 Coll., the Labour Code.

There are some limitations regarding the employment of children under the age of 15 (exceptions include cultural, artistic, sporting or advertising activities). You can also employ youth aged between 14 and 15 on an 'alternate training programme' (combining teaching with work experience) or as part of a

traineeship in a company. Children aged 14 or over (in some cases 13) can also do light work. Teenagers aged 15 to 18, who are no longer subject to compulsory schooling under national law, can work up to 8 hours a day and 40 hours a week. Teenage workers cannot do night shifts (Kostihová, 2019).

The Czech labour market has long shown a relatively low share of part-time jobs. However, in recent years, the share of part-time workers in total employment has been increasing, especially among women. Besides the advantages, part-time work also involves risks, such as lower job security and higher risk of poverty (Úřad vlády ČR, 2021).

There is also a minimum wage in the Czech Republic (defined in Act No. 262/2006 Coll., the Labour Code). The last increase in minimum wage occurred on 1 January 2022 (MoSLA, 2022c). The minimum wage law does not take age into consideration in any way.

The Czech Republic has active and passive labour market policies. Active policies (Act. No. 435/2004 Coll.) are provided by two institutions:

- the Ministry of Labour and Social Affairs of the Czech Republic, and
- the Labour Office of the Czech Republic.

Active policy instruments are defined in the Employment Act 11. These mainly include:

- **retraining** – aiming at acquiring new qualifications or extending existing ones, in the form of training;
- **investment incentives** - material support for the creation of new jobs and retraining of employees for investment incentives provided under the Investment Incentives Act<sup>12</sup>;
- **community service** (public work schemes)- employment opportunities that are limited in time and intended primarily for long-term jobseekers;
- **socially useful jobs** - jobs created on the basis of written agreement with the Public Employment Service for a limited period of time, or new jobs which are carried out on the basis of self-employment
- **employee adaptation wage subsidies** - the allowance is granted to the employer for a maximum of 3 months, on the basis of a written agreement with the Office. This allowance is provided in case the employer hires an unemployed person who does not have a proper qualification and needs to be trained/educated before performing fully;
- **wage subsidies for the transition to a new business programme** - the allowance is granted for a maximum period of 6 months to the employer who has switched to a completely new production (usually including a completely new technology or products) and therefore cannot guarantee full weekly working hours for its employees.



Active employment policy also includes advice on appropriate employment and measures to promote the employment of people with disabilities, which include sheltered employment. A sheltered job is a job created based on a written agreement between the Labour Office and the employer. This job opportunity is intended for a person with a disability. The employer must guarantee the job for a period of 3 years. The specific conditions for establishing a sheltered job are also defined in the Employment Act.

In case of passive labour market policy in the Czech Republic, unemployment support is regulated in the provisions of Sections 39 to 57 of the Employment Act (No 435/2004 Coll.). The Labour Office pays jobseeker's allowance to those who meet the conditions set by the Ministry of Labour and Social Affairs of the Czech Republic.

One of the conditions is to have a social security insurance record for at least 12 months in the last 2 years before being included in the register of jobseekers. The benefit is paid for a maximum of 5-11 months, depending on the age of the jobseeker. The amount of support is calculated based on the average monthly net earnings in the last job. It is 65% of this amount in the first two months, 50% in the next two months and 45% in the following months.

In the above-mentioned policies, the policy makers assume that there is a high prevalence of young people with some disadvantage (ethnic minorities, people with disabilities and health issues, people with family responsibilities) in the NEET group and they try to set policies to take these factors into account.

The Czech Republic has a high gender employment gap and a very low female employment rate at the typical age of parenthood. The proportion of women who are economically inactive due to caring responsibilities is one of the highest in the EU (84% of economically inactive women aged 25-34 and 70% of women aged 35-44). The main reasons for the low employment rate of women in the 25-34 age group are therefore the long parental leave (which is rarely taken by men) and the lack of affordable and locally available childcare. The Czech Republic allows up to 208 weeks of parental leave (the most of any EU country).

The Czech Republic has a special strategy on this topic (the Gender Equality Strategy for 2021-2030). The main problems include inequalities in the labour market (including the high difference in average incomes between women and men), economic inequalities (women's higher risk of poverty), the very low representation of women in decision-making positions, horizontal gender segregation in education and the stereotypical division of roles in household and family care.

Both vertical and horizontal (i.e., sectoral) labour market segregation persists in the Czech Republic. A negative consequence of labour market segregation is, for example, pay inequality. Feminised sectors are generally less well remunerated than male-dominated sectors. According to the Gender Equality

Index, the Czech Republic shows the largest difference in the representation of women (9%) and men (43%) in the so-called STEM fields. In 2019, the Czech Republic joined the EU declaration that aims to encourage women to enter IT fields. The Czech Republic also showed the 3rd worst result in the gender pay gap. In recent years, it has been successful in pushing for pay increases in feminised sectors such as healthcare and education (Úřad vlády ČR, 2021).

### 4.3. Entrepreneurship

At the national level there is only the Strategy to support SMEs in the Czech Republic 2021-2027 (under the auspices of the Ministry of Industry and Trade) to promote entrepreneurship. The Strategy is aimed at supporting entrepreneurship (especially SMEs), not at supporting NEETs. There is also CzechInvest agency, which is a state-funded organisation subordinated to the Ministry of Industry and Trade of the Czech Republic. CzechInvest has a 2019+ strategy in which it focuses on supporting entrepreneurship.

However, in the Czech Republic there are several non-governmental, non-profit organizations that implement projects to support young people in entrepreneurship (e.g., Association of Small and Medium-Sized Businesses and Entrepreneurs of the Czech Republic Invites Young People to Entrepreneurship, svou-cestou.cz, 2022). According to Žufánková (2021), in the Czech Republic there is, for example, the European Exchange Programme for Entrepreneurs. Erasmus for Young Entrepreneurs is a cross-border exchange programme that gives new and aspiring entrepreneurs the opportunity to gain new experience from experienced entrepreneurs running small businesses in other participating countries.

CzechInvest has a 2019+ strategy in which it focuses on supporting entrepreneurship. CzechInvest (2022) prepares and administers support programmes for start-up entrepreneurs and start-ups. Forms of support include renting office space (free of charge for 3 months), mentoring, consulting services, workshops, participation in networking events, services (e.g., translation). These policies do not take account of specific needs of disadvantaged youth. Gender gap related to NEETs/25+ NEETs is mentioned above, none of entrepreneurship policies are focused on this issue.

### 4.4. Work-life reconciliation policies

In the Czech Republic, the options for childcare of young babies and toddlers (up to age 3) are still rather limited, however, some private nurseries or employers offer care, but these options are not covered by the state. Most children of this age are cared for at home. For older children of pre-school age (3-6), the Czech Republic has long offered a good network of pre-schools, both state-supported and private. One year of pre-school is compulsory to attend before entering the primary education for every child.

Maternity leave is paid for 28 weeks (or for twins, triplets, etc. 37 weeks), the period begins at least six and at most eight weeks before the baby is due to be born and you may only claim this benefit if you have participated in health insurance. Maternity leave amounts to 70% of the mothers' average gross

salary, after the baby reaches 7 weeks of age, the father can take over the maternity leave if he is eligible (based on the same conditions – health insurance).

Paid parental leave usually follows the end of maternity leave. It consists of a maximum of 300 000 CZK of benefit (plus health and social insurance are covered), which must be taken during the first four years of the child's life. If parents are expecting another child before they have completed their period of parental leave, they can change the rate at which they take the leave, so that they receive the maximum benefit before their next child is born (EURAXESS, 2022).

For children who reach the age of five by 31st August, pre-school education is compulsory from 1st September of that year. The state and its sub-institutions are actively trying to address the availability of childcare. This includes both local and financial accessibility. The MoLSA regularly publishes studies analysing local accessibility (Ministerstvo práce a sociálních věcí České republiky, 2008).

The topic of part-time work is relatively new in the Czech Republic. The share of short-term jobs in total employment is very low compared to other EU countries, but the state is trying to accommodate employees in this area as well, and part of the employment policy is also trying to improve the institutional framework for part-time jobs. This issue is also reflected in the family policy of the Czech Republic (Vláda ČR, 2019).

#### 4.5. Health/ Social Insurance policies

The main policies relating to health and employment in the Czech Republic is titled as “The Strategic Framework for the Development of Health Care in the Czech Republic until 2030”. It is the basic conceptual material of the Ministry of Health (2022) with inter-ministerial overlap, which sets the direction for the development of health care for citizens of the Czech Republic until 2030. The Health 2030 Strategic Framework concentrates the specific objectives of the Czech Republic 2030 Strategic Framework into three specific objectives: protecting and improving the health of the population, optimisation of the healthcare system and supporting science and research.

The Czech Republic has also a National Plan for the Promotion of Equal Opportunities of Persons with Disabilities 2021–2025. The basic purpose of the National Plan is to ensure equal rights and equal opportunities for persons with disabilities through the availability of a dignified and independent life for this group and to create an environment that is minimally restrictive/barrier-ridden. The proportion of persons with disabilities in the Czech’s population rises with age, forming a quarter among those aged 65–79 and every second person among seniors over 80 (56%).

There are also policies regarding physical and psychological health issues, diagnosis, and employment (Úřad vlády ČR, 2021), focused on the following areas:

- National Action Plan for Mental Health 2020 - 2030
- National Strategy for the Prevention and Harm Reduction of Addictive Behaviours (2019 - 2027)
- National Action Plan for Suicide Prevention 2020 - 2030

#### 4.6. Other supply-side policies

All policies have already been mentioned above.

### 5. Demand-side policies

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#### 4.7. Incentives

There are following policies promoting financial support/incentives for employers hiring people. The MoLSA (2022d) provides financial contributions to employers in the following areas (for general population):

- recruitment of employees,
- employment support,
- commuting allowance, and
- employee training.

#### 4.8. Social security policies

In the Czech Republic, the only reductions in social security contribution available for employers are for hiring disabled people. This reduction is up to 75% of salaries (including social and health insurances) up to a limit of 13 600 CZK (approximately 550 EUR) per month. This reduction is paid in a form of a subsidy backwards. There are no reductions for employers hiring young people/NEETs/25+ NEETs.

#### 4.9. Taxes

In the Czech Republic, there are only tax reductions for employing people with disabilities (see Section 4.8, Social security policies).

### 6. Orientation

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Orientation and career guidance are mentioned cross-cuttingly in the above strategies. There is no strategy specifically addressing this topic.

According to VÚPSV (2015) the Ministry of Labour and Social Affairs, as a central government body, primarily develops overall employment and labour market strategies in line with government and ministry policy (especially in relation to wages, pensions, social benefits, the Labour Code), key

development concepts, and legal standards. The development of these strategic materials must make use of relevant analytical evidence, providing the basis for setting the necessary steps in the desired direction. The MoLSA is the conceptual body whose medium-term strategies are implemented in practice by the Labour Office of the Czech Republic. The task of the MoLSA as the guarantor of public employment services is to determine the basic parameters of the services provided, in particular their scope, content, quality, and thus ensure their availability in the necessary quality and scope throughout the territory of the Czech Republic, to all clients of the Labour Office of the Czech Republic. The actual performance of the provision of the obligatorily determined services is then the responsibility of the Labour Office of the Czech Republic.

## 7. Conclusions

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Unemployment is not a significant problem among NEETs in the Czech Republic, because the overall unemployment is low in general. This is the reason why the Czech Republic does not have a strategy that is specifically targeted at NEETs. Although there is no NEETs-related central law (or strategy) in the Czech Republic that brings together or manages all topics related to youth and youth policymaking, there are several national strategies targeting young people, and NEETs are only a part of the target group of some strategies. Therefore, there is no regional policy that would target them directly. However, the regional authorities in the Czech Republic create their specific regional “Employment pacts”. The Employment Pact is an open platform connecting employers, public administration and other institutions dealing with employment, education, and the labour market in the region (Regionální rozvojová agentura Plzeňského kraje, 2015). Individual regions create strategies for the development of their territories, and in these strategies, they can focus on youth unemployment (if youth unemployment is a problem in their territory).

In the Czech Republic, NEETs are not such a big issue to be included in many strategies. Probably for this reason the strategies do not focus on them. The Czech Republic has not a youth employment strategy nor strategy for youth entrepreneurship. There are only strategies for general population, which could be particularly applicable to 25+ NEETs. The Czech Republic has several approaches to support young people (education, living, employment...).

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