**Collection of the first workshop**

Topic:

Exchange of information on national projects and regional labor markets in the countries involved in the project

Term: 29. - 30. 10. 2013, Brno

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**Project No.**

Effective work of employment services in conditions of the economic recession

**Introduction of the project**

**Main objectives of the project:**

The main objective of the project is to establish functional thematic network, within which exchange of information, data and know-how will periodically occur among the Labour Office CR, the regional branch in Brno and its foreign partners.

The main objectives of the project are following:

1. Establishing a common database, gathering basic information about labour markets in individual countries involved in the project and its regular updates.

2. Processing the analysis of the status and development of the labour markets in these countries in the period after the onset of the recession, namely by using data of newly created common database.

3. Arranging five expert workshops on a predetermined topic.

4. Arranging the final international conference with the participation of top officials of public administration employment of individual partner countries.

5. A handbook of good practice.

For the implementation of the project a thematic network was created among major institutions from five European Union countries (Slovakia, Austria, Hungary and Croatia). In the Czech Republic, the Slovak Republic, Hungary and Croatia they are labour offices, Austria is represented by renowned educational institutions, developing a long-term activities in the area human resource development. By sharing experience, information exchange and transfer of know-how among the foreign partners an innovation will be created, a set of new processes, methods and tools, and then the application of the methods introduced in the existing system of care for human resources. The aim of the thematic network is therefore to focus on effective tools shaping the labour market, already existing and successfully used in practice in partner countries, their evaluation, comparison and transmission. During the implementation of the project five basic themes will be dealt with. There will be an international workshop for each of the topics, from which proceedings will be published, in both, Czech and English.

**Why did our project arise?**

In the practical implementation of state policy of employment at the regional level it is necessary to assess the situation on the labour market in a broader context. Beside the current situation it is necessary to evaluate also the previous development, to estimate the future status and it is essential to take partial steps with the knowledge of wider regional links. The latter condition is a problem observed in our practice. We have only relatively reliable information on the status and trends in employment and unemployment in the Czech Republic, but no data on the labour market situation in foreign regions, although they are only 10 or 20 kilometers away. However, the South Moravian Region (as well as the Czech Republic as a whole) is gradually becoming more and more involved in the processes that the globalized economy brings. Knowledge of the broader context of this matter may have a very positive impact on the overall development possibilities of the region economic development, while their ignorance may hamper it.

In the current state of information systems, which are available to public employment services in the Czech Republic, we do not possess sufficient quality and enough verified information on the status and development of the labour markets in the regions bordering the South Moravian Region. After the changes in the evaluation of the unemployment level in the Czech Republic, which took place on January 1st, 2013 (replacing the previously used indicators of unemployment by the indicator of the number of unemployed in the age cohort of the population, which significantly deviated our practice from the standard established by the International Labour Organisation - ILO). We are not even able to compare reliably differences in the level of unemployment in the border Czech, Slovak and Austrian regions.

Given by the complex structure of the indicators (and by the use of selective methods of statistical surveys) the national data among themselves can not be normally compared. The unemployment rate indicators, but also the number of the "available" unemployed or the number of long-term unemployed, which are calculated in accordance with the national guidance for individual regions of Central European countries, can not be compared without modification, because of significant methodological reasons. Neither the range of data that can be easily found on the Internet today is not comparable, wherein the differences in the structure of the indicators are usually significant.

When assessing the situation on the labour market in a broader regional kontext, a large multidatabasis Eurostat, which was founded in 2002 under the name of New Cronos, is commonly used. From a professional point of view, this is not the best solution as the basis for this multidatabasis in most cases does not arise from data obtained from the national "public employment services", but from the information obtained from the quarterly Labour for Survey, sample schemes of the workforce. A huge complication is the fact that Eurostat information is available primarily at the national level and at the level of NUTS 2 region. Only rarely there are some outputs related also to the level of NUTS 3 region, which corresponds to the county level in our conditions, and they are never related to the level of regions NUTS4, that is our districts.

**Methodological context**

In current practice, Eurostat is in charge of the measurement and evaluation of statistical characteristics that the EU uses in the field of workforce. Although the Statistical Office of the European Communities has been developing its activities for many decades, its current tasks and the way of work were designed in 1997, only fifteen years ago. Therefore a longer period than 15 years of the series in the characteristics of the workforce in the EU is very difficult to compile. The Council Regulation No 322/1997 (so-called "Statistical Law") has established four basic current tasks for Eurostat:

* coordination of statistical classification developement, methodologies and definitions in the Member States
* implementation of common statistical surveys based on harmonized methods
* gathering, analysis and dissemination of statistical data,
* comparison of development in member countries and in different regions of the Union.

When evaluating the parameters of the labour market it is important to know that Eurostat does not carry out any special large-scale statistical surveys, but to evaluate different statistical characteristics it uses outputs of the national statistical surveys (Labour Force Survey, further LFS), which, using so-called "harmonized methods", tries to unite. It is a very difficult task because Eurostat has failed to adequately unify the parameters of „national LFS", even in terms of" data sources ", or the size of a selected sample. And it even failed to unite the individual Member States in the most important, ie in the "primary sampling units“, of which statistical characteristics (determination of the LFS) are derived. Employment in the EU is not observed in the file of employers as a layman could silently assume, but using sample surveys a research is conducted, always in one of the following four "selection units":

**1. Flats** - in a set of separately selected dwellings, LFS are conducted in thirteen EU countries (all countries involved in our established thematic network are included, inclusive of Croatia, of other major EU countries it is France, Spain and - in a modified sample - also Germany).

**2. Households** - in a set of particularly selected households, LFS are conducted in ten EU countries (eg in Italy, Belgium, the Netherlands and Slovenia).

**3. Persons** – in a set of separately selected people, LFS are carried out (by selecting from the central population register) in three EU countries. This includes only Scandinavian countries: Denmark, Finland and Sweden (and also Iceland and – in a customized way - Norway, but these two countries are not members of the Union).

**4. Addresses** - in a set of separately selected people, LFS (in this case by selecting an address from the central registry or the phone book) are carried out in two EU countries, the United Kingdom and Lithuania).

A huge difference - which does not contribute to good international comparability of statistical data - exists in individual EU countries even as far as the size of a selected sample is concerned. It ranges from 0.1% to 3.3% and just in three EU countries (Ireland, Luxembourg, Malta, the fourth "non-contracting country" is within the so-called "European Statistical System – ESS“ Island) the values at mikrocensus level are reached, such a level that statistics considers sufficient in terms of successful generalization of statistical data. Among the countries participating in the thematic network established by us a better statistical sample than the Czech Republic, Slovakia and Austria (all with a sample size 0.6%) has Hungary, the size of the sample is 0.9%. Croatia has the weakest sample (0.3%).

However, not even the central data sources in individual EU countries have been sufficiently standardized, for example, the basic source of data in Slovak Republic, the Czech Republic, Hungary, Croatia and in eleven other EU countries is a census, while in Austria and twelve other countries it is the population register.

The above mentioned differences in the implementation of LFS in the member states of the Union cause, that it is very difficult to measure and evaluate the level of employment, unemployment and workforce flexibility at the national level, let alone at regional level.

**Possible Solution**

In our practice thus we see as a serious problem little knowledge of foreign labour markets – and not only for a layman - their very difficult measurability. Under the conditions of the open labour market and a relatively intensive economic cooperation, detailed knowledge of the situation on foreign labour markets is inevitable. We have decided to address this shortcoming by using a thematic network established among institutions developing activities in the field of public employment services at five neighbouring countries of Central Europe. We consider it natural that the funding of this project is available from public sources (from the budget of the Czech Republic, and it is co-financed from the European Social Fund budget) as the cooperation development among regions of the European Union is one of the main priorities of regional and structural policy.

Within our established thematic network we will also organize - in addition to the data exchange of the situation on the labour markets in individual countries involved in the project - a series of five workshops and seminars, addressing the major themes of the current labour market, in which the individual participants of the workshops will exchange their experience with work in each of the individual agendas. At each seminar workers of the LO CR will be speaking and also experts from our partner organizations and Czech experts for the given area. The official languages ​​in addition to Czech (or Slovak) is English, all contributions will be presented in one of these languages​​. The duration of the key activities No. 03: from October 2013 to April 2015

**The basic content of the key project activities and outputs**

**1. Providing the thematic network**

We will define the timetable for implementation of the project. The directory of the professional staff involved in the project will be set up, including foreign experts employed by the individual partners. Ways of project management and operation of the thematic network will be defined and a way of communication among the members of the network will be established.

**2. Workshops**

Within the project the following five expert workshops will be implemented, addressing the most critical issues of the current labour market, in which the individual participants of the workshops can exchange their experience with work in each of the agendas:

1. **Exchange of information on national and regional labour markets in the countries involved in the project.**

Within the workshop a selection of appropriate indicators of the labour market will be conducted, which will be further observed, a common database of the key indicators of the labour market will be created and the update period will be set up.

Date of implementation: 10/2013

Venue: Brno

Number of participants: approx. 40

**2. Application of the European Employment Strategy (Europe 2020) in conditions of regional labour markets in the partner countries.**

Within the workshop we will discuss a very serious problem of creating a unified concept of human resource development in the EU countries. The new EU initiative, known as Agenda Europe 2020 puts a special emphasis on increasing the employment rate of the population in the age group 20-64, on increasing the proportion of persons aged 30-34 who have tertiary education and reducing the number of people who drop out of schooling. For a description and evaluation of these three characteristics there are special indicators established by Eurostat. Within this agenda, however, the European Commission has allowed the individual member states to set their own values of ​​generally applicable indicators. In this workshop we want to discuss both the national indicators and their values, and the overall usefulness of the new European Employment Strategy, which has replaced the famous Lisbon Strategy, whose aims failed.

Date of implementation: 02/2014

Venue: Brno

Number of participants: approx. 40

**3. Opportunities for active labour market policies in conditions of the economic recession. Foreigners on the labour market.**

From the conceptual point of view the effective implementation of active employment policy should not be creating artificial employment, ie the creation of new subsidized jobs on the labour market that can not sustain without financial contribution from the state. The importace of AEP should be elsewhere: in particular in improving qualifications and thus the overall quality of human resources in the area and the growth of its overall flexibility. Effective use of AEP resources counteracts "social exclusion" of some hard-to-place groups. The basic objective of active labour market policy is therefore both to reduce the risk of unemployment in general and spread risk more evenly among the unemployed. The aim, therefore, is a "redistribution of unemployment."

When spending money on active labour market policies there are basically two possible approaches. According to the first of them, a number of countries, the Czech Republic among them, solve the problem (using funds of AEP ) of employing the categories of job seekers affected in the worst way. AEP is in this case the main part of the "social trampoline", which should return the most disabled individuals to the labour market. The second approach, which has been expanding especially in the recent years, is based on the concept, according to which the active employment policy should be used to prevent the stage preceding the formation of unemployment with a particular individual. Although this approach is more consistent with the principles of the European Employment Strategy, only richer nations can afford to practise it on a larger scale. Within the thematic network we will discuss the concepts in details.

The second topic of this seminar will be **the issue of foreigners** in the labour market in the five partner countries. After the onset of globalization - as a product of increased immigration - the proportion of foreigners employed in the economies of developed countries has increased significantly. The economic recession in the last five years has created a tendency towards narrowing the foreign employment, but very selectively. This important topic will be also discussed in our thematic network.

Date of implementation: 05/2014

Venue: Brno

Number of participants: approx. 40

**4. Age management. Problems with placement of persons 50 + on stagnant labour markets. The issue of youth employment (persons under 25) in the partner countries and the EU as a whole.**

**The issue of age management** in the Czech Republic is now topical and the need for knowledge of human resources management from the age structure point of view will grow very fast in near future. Although the Czech population is aging - and internationally very quickly - the matter of "age management structure of labour force" is not dealt with at a neccessary extent. It is a problem because the Human Resources Development Strategy of the Czech Republic, approved by the Government in March 2003, states that the process of aging workforce becomes one of the major threats associated with the development of human resources in the Czech Republic (see chapter. 2.5 - Czech generational call).

Although the problems associated with an aging workforce has been highlighted by the European Employment Strategy since its foundation in 1997 - see eg Employment Guidelines, the Lisbon Strategy, the Integrated Guidelines for Jobs and Growth and also Agenda Europe 2020, in the Czech Republic this issue remains insufficiently addressed. In spite of the fact that the Czech Republic has always claimed to fulfill the above strategies and policies (employment growth in the higher age categories), but always in rather declarative level. No neccessary work of conceptual or methodological nature follow the general proclamations of the need to address the issue of "active aging workforce" and issues of specific approaches to employment of "older workers". Nor has the employment rate of older workers ever reached the level required by the "European " strategic documents. And therefore we can see a major innovative hub in the implementation of that workshop.

A study concerning this topic will be compiled and it will address the issue conceptually. Its purpose is to provide know-how on how to use age management in the work of consultants at labour offices and other experts in the field of human resources. With regard to the development of demography situation and aging society in the Czech Republic and other countries of Central Europe (in the countries of the project partners) it is a very topical subject, which has already been mentioned. The Czech Republic is at the very beginning of introducing the principles of Age Management, nevertheless the National Action Plan to prepare for positive aging 2013-2017 adopted by the Government counts on it in the next phase. The application of Age Management in consulting services or its use in organizations and companies is a key issue in the employment of older persons for the following period in the economies of all EU countries. The fundamental question - what are employment possibilities of the aging workforce that will in the near future play a very important role in the labour market, but also in the whole society, is still not resolved. Working out an analysis of this key issue with the use of experiences and examples of good practice from countries of the partners is an innovative step in the proposed project. Measures under Age management should in the first place ensure for every worker to be able to use their potential and not to be disadvantaged because of their age, similarly with regard to equal opportunities for men and women.

Also the second topic of the seminar - **the issues of employment and unemployment of people under 25 years of age** - during the economic recession in the European Union has become a major problem, but also a social problem. In the EU as a whole a quarter of people in this age group is out of work (23.5% on March 31, 2013, see, eg, EurostatNewsrepaseEuroindicators70/2013). Although the situation in this respect in the Czech Republic is still relatively favourable (the unemployment rate on September 30, 2013 was "only" 19.5%) with some members of the forthcoming thematic network it is already frighteningly increasing (eg in the Slovak Republic it has reached 34.8% (!) in Hungary it is 29.7%., in some EU countries, however, the unemployment has affected more than half of the population under 25 years of age (eg, in Spain 55.9%, Greece 59.1% ).

Within the workshop we will, together with our partners, try to define methods, processes and tools that will allow to place boundary cohort populations, ie persons aged 50 plus and younger than 25, to labour market in the best way, in relatively saturated conditions in the labour market and in terms of a relatively poor country.

Date of implementation: 11/2014

Venue: Brno

Number of participants: cca 40

**5. Development of possibilities of the tertiary sector as the most dynamic part of the economy in all modern economies.**

Within this seminar the target group will be presented with the overall trend in employment in the individual sectors of the national economy in economically developed countries, with the process of terciarization of the economy in terms of both globalization and the economic recession that are at present taking place concurrently. The importance and potential of the tertiary sector in the growth of employment in the EU will be explained and in particular the position of the trade sector in this process. For this seminar a study entitled "International trade - the possibility of regional economic development in conditions of the economic recession" will be compiled (to be translated into English).

Date of implementation: 04/2015

Venue: Praha

Number of participants: cca 40

**Establishment of a common database on labour market**

Within this key activity a single database wil be created and put into practice. It will consist of the most important indicators of the labour market and the intended method (and the period) of its regular updates. The database, in collaboration with partners, will be created (and subsequently run) by CR Labour Office, the regional office in Brno. To clearly demonstrate the practical need for the database formed by us, the data that it will contain will be used to process a joint analysis of the situation on the labour markets in all countries involved in the project. In addition to the analysis of indicators from this database, the data will be the basis for the aforementioned analysis and also the national statistical database on the labour market, complemented by Eurostat data.

Duration of KA: 21 months (October 2013 - June 2015)

 **A Good Practice Handbook**

There will be a report published for each of the seminar (approx 30 pages). A Good Practice Handbook will be compiled from these five reports, which will be presented at the final conference. The handbook will analyze current strategies and tools used in the implementation of national employment policy in the individual countries involved in the project, and it will highlight the strengths of each solution in each of the discussed topics. The handbook will be compiled by the members of the team and there will be explained possible ways of applying these examples of good practice in current Czech conditions.

The manual will be published in Czech, translated into English and forwarded to the target group and foreign partners. Consequently, it will be spread among our social partners and it will be provided for use by other regional branches of LO CR.

Duration KA: 3 months (April 2015 - June 2015)

**Key activity 06 – Dissemination of results and outcomes**

Immediately after the initiation of the project (under Key Activity No. 1) a plan for dissemination of results and outcomes of the project will be drawn. During the project there will be 5 workshops and a final conference, where the work of the project and examples of foreign good practice will be forwarded to professionals. The website of the applicant and its partners will regularly publish the results of the work of the team, the experience from the workshops and know-how, which will be obtained from the professional discussions with the partners.

During the implementation of the project two articles describing the activities of the project and describing the obtained results will be sent to be published in journals (Adult Education, Social Policy, etc.). The dissemination of the project results will be communicated to the social partners. They will be distributed in the structure of LO CR (at meetings of directors of contact centers in the South Moravian Region and at national meetings of heads of regional branches), at regular meetings of the management of Moravian Regional Authority with directors of chambers of commerce and regional branch managers of LO CR in Brno. The project results will be presented at meetings of the Regional Council for the Development of Human Resources and at meetings of South Moravian Council of Social and Economic Agreement (Tripartite). There will be a press release and a conference report (100 copies) published from the final conference, which will be distributed among all project partners and the target group. The foreign partners will disseminate the project results in a similar manner.

Duration of KA: 24 months (July 2013 - June 2015)

**The final conference**

At the end of the project a final international conference will be held. The basic results of the project and its various activities will be presented there. An emphasis will be placed on the presentation of the results in the creating and operating the common database of information on the labour market in the countries involved in the project. The final conference will be held in Brno and about 60 people will be invited. The conference will be attended by representatives of the Labour Office of the Czech Republic, the government and regional authorities, NGOs and representatives of selected employers. Representatives of foreign partners will be invited too. Special publicity will be given to the conference and the whole project implementation team will be involved in its preparation and implementation. Within this key activity we will also evaluate and prepare all activities of this project for termination, complete all financial transactions, record and file the project documentation. With our partners and collaborating organizations we will agree on the method of implementation of further cooperation after finishing financing the project activities from sources OP HRE.

Duration of KA: 1 month (May  2015)

The labour market situation in the South Moravian region – current status and development after the onset the economic recession

1. The developement of the employment

According to the Labour Force Survey in 2012 (average year-round states) in South Moravia a total of 537.8 thousand workers were employed, of which 307.2 thousand were men and 230.6 thousand were women. **The sectoral composition of the employment** in the region is as follows: the primary sector of the economy now in the Region is 2.9% of total employment, the secondary sector 36.9%, while the representation of the tertiary sector reaches up to 60.2%. The men contribute by 57.1% to total employment (and their representation in the national economy gradually decreases), while women 43.0%. Regional sectoral structure of employment is basically correspondes to the national average with the fact that there is now lower employment in the secondary sector of the economy as well as in agriculture, while in the tertiary sector the employment is higher.

##### Tab. 1: The development in the sectoral structure of employment in the national economy of the South Moravian region between 2008 - 2012

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sector NE** | **Number of workers\*** | **Change in number****(in tthousands.)** | **Share in total employment (%)** | **Index\*\***  |
| **2012** | **2008** | **2012** | **2008** |
| **Number of employees in total** |
| I. sector (agriculture, forestery) | 15,7 | 17,3 | - 1,6 | 2,9 | 3,2 | 90,8 |
| II. sector (industry, construstion) | 198,5 | 221,1 | -22,6 | 36,9 | 41,2 | 89,8 |
| III. sector (other branches of NE) | 323,6 | 298,6 | 25,0 | 60,2 | 55,6 | 108,4 |
| **Total** | **537,8** | **537,0** | **0,8** | **100,0** | **100,0** | **101,1** |

**\*…** **The average year-round state**

**\*\*…** **basic index (state 2008 = 100 %)**

**After the onset of the economic recession** - ie after 2008 - the total number of jobs in the South Moravian region has only slightly increased by 0.8 thousand, representing an increase of approximately 0.1% of the initial state. The highest decrease was observed in the secondary sector of the economy in which more than 22.6 thousand jobs have dissapeared in the last four years. Mainly manufacturing was significantly affected. After 2008 16.1 thousand jobs have come to an end. The loss of jobs in the construction industry was also significant, the number of jobs has decreased by 7.4 thousand. (ie about 14% of the initil state). The resulting level of employment in the region improves the tertiary sector, in this sector of the national economy the number of employees in the period after the onset the economic recession has increased by more than 25 thousand persons.

The level of flexibility of the workforce in South Moravian region is not high. Part-time work is set up by very few employers (their share in total employment is approximately three times lower than it is usual in the European Union) and even the process of lifelong learning is not being sufficiently developed.

**2. Foreigners in the labour market in South Moravia**

By December 31st 2012 a total of 20,118 foreigners \* were registered at the contact sites of the Labour Office in the South Moravian region of the Czech Republic. They account for roughly 3.2% of the labour force in the South Moravian region. The focus on their employment was always in Brno, at the end of 2012 the city accounted for more three-fifths (61.4%) of employed foreigners in the region; at the onset of the economic crisis at the end of 2008 its share was even higher (69.7 %).

Differences in the representation of foreigners in total labour force are traditionally high between the districts of the region, the county seat has shown the highest share (currently 5.68%), followed by the District of Břeclav (4.99%), third in line - by a huge margin – is the District of Blansko(1.89%). On the contrary, the lowest proportion of foreigners is in the Districts of Vyškov (0.62%) and Znojmo (0.98%). Arithmetically speaking: the number of foreign workers in the region towards the end of 2012 reached roughly thirty percent (30.3%) of the number of the registered unemployed.

Tab. 2: Development of the employment of foreigners in the South Moravian Region in the years 2008 - 2012\*

|  |  |  |
| --- | --- | --- |
| **region** | **Foreigners registered at LO** | **Proportion (%) of foreigners in total labour force** |
| **31. 12. 2012** | **31. 12. 2008** | **31. 12. 2012** | **31. 12. 2008** |
| Blansko | 1 027 | 1 479 | 1,89 | 2,86 |
| Brno-město | 12 350 | 20 571 | 5,68 | 9,88 |
| Brno-venkov | 1 552 | 3 000 | 1,46 | 2,99 |
| Břeclav | 1 488 | 1 839 | 2,46 | 3,00 |
| Hodonín | 1 323 | 1 359 | 1,65 | 1,74 |
| Vyškov | 295 | 502 | 0,62 | 1,10 |
| Znojmo | 552 | 774 | 0,98 | 1,34 |
| **JMK** | **18 587** | **29 524** | **2,96** | **4,90** |

**\*** number of foreigners entered in information systems

After the onset of the economic recession there has been a significant tightening of conditions for issuing work permits in the South Moravian region. Currently, the vast majority of foreigners registered at labour offices in the South region are citizens of EU / EEA countries, whose number can not be controlled. These are especially citizens of Slovakia; among foreigners from countries outside the EU / EEA continue to dominate the Ukrainians, who mainly concentrate in the district of Brno-city.

In the last four years the share of employed foreigners has declined in all districts of the region, and in most cases significantly. The exception is the District of Břeclav where there was a significant increase in the number of employed citizens of the Slovak Republic last year.

Foreign employment in the South Moravian region has significantly decreased due to the economic recession. But the demand for foreign labour force still exists in the corporate sector, because for the employer it is still attractive to employ foreign workers who are willing to accep often not very high wages. A significant role also plays the indifference and reluctance of Czech jobseekers to do low-prestige jobs. This, however, is inherent in every open job market.

**3. The developement of unemployment**

Since April 1st 2011, the Labour Office of the Czech Republic has been divided into 14 regional branches whose activities are performed using the "contact centres" – there are twenty in the South Moravian region:

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The South Moravian region belongs to the areas with an above-average level of unemployment within the Czech Republic. By September 30th 2013 a total of **65,727** unemployed (of which **64,091** available) were registered at labour offices in the region. ***The share of unemployed persons*** aged 15-64 increased to **8.1%**, compared to the national average, which is still about 0.5 percentage points (pp) higher. In only five of the fourteen regions of the Czech Republic the proportion of the unemployed is higher than in the South Moravian region. The Czech regions that have higher unemployment are only the Ústecký region (11.1 %) and Carlsbad region(8.9 %) , Liberec region is now at the same level (unemployment is higher by just two hundredths of a percentage point); of the Moravian regions higher unemployment is in the Moravian-Silesian region (9.8 %) and the Olomouc region (8.8 %) . The Zlin region now has unemployment of 0.5 percentage points lower and the Highlands region even 1.1 percentage points lower . In most Czech regions the unemployment rate is lower by 1-2 percentage points.

By September 30th 2013 a total of 2,940 vacancies were registered at the LO contact centers in South Moravian region of the Czech Republic, of which nearly a third is offered in the regional capital. On average there are 22.4 unemployed to one vacancy, a figure well above the national average (13.6). Compared to the previous month, the number of vacancies offered has increased only in the Discrict of Hodonín (about 57) and in the District of Brno - city (19). On the contrary, a significant decrease in the number of reported vacancies occurred in the District of Znojmo (81). The abolition of the statutory obligation of the employer to report job vacancies reflects to some extend the number of registered vacancies, thus many vacancies (especially those requiring high- qualifications) are not offered by the Labour Office at all. That is why the Labour Office is working on creating a network of staff assigned for contact with employers to improve cooperation in the area of reporting and filling in vacancies.

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The Southern Moravian districts that are most affected by long-term unemployment are disctricts of Hodonin and Znojmo. During September the unemployment in these districts - due to the ongoing seasonal works in agriculture - remained at the same level as the previous month. In contrast, in the districts of Vyškov and Blansko that are below the national average, the unemployment rose slightly in September. The highest growth of unemployment rate within the region was recorded in the District of Břeclav (+0.2 pp)

# Tab. 3: The structure of unemployment in the South Moravian region by September 30th 2013

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Area** | **Number of the unemployed** | **Graduates and young people** | **Vacancies** | **Number of applicants per one vacancy** | **The proportion of unemployed. [%]** |
| **In total** | **of which** |
| **men** | **women** |
| Blansko | 5 275 | 2 545 | 2 730 | 539 | 295 | 17,9 | 7,1 |
| Brno-město | 22 030 | 10 781 | 11 249 | 1 276 | 818 | 26,9 | 8,4 |
| Brno-venkov | 9 435 | 4 425 | 5 010 | 914 | 396 | 23,8 | 6,6 |
| Břeclav | 6 205 | 3 175 | 3 030 | 624 | 299 | 20,8 | 7,6 |
| Hodonín | 11 387 | 5 986 | 5 401 | 939 | 415 | 27,4 | 10,2 |
| Vyškov | 4 217 | 2 053 | 2 164 | 427 | 229 | 18,4 | 6,6 |
| Znojmo | 7 178 | 3 367 | 3 811 | 649 | 488 | 14,7 | 9,1 |
| **South Moravian Region** | **65 727** | **32 332** | **33 395** | **5 368** | **2 940** | **22,4** | **8,1** |
| the Čzech Republic | 557 058 | 273 672 | 283 386 | 41 181 | 41 422 | 13,4 | 7,6 |

In September there was the usual recovery of the labour market. During the month there were 7916 persons (ie 2,901 more than in August) newly registered at contact centers of LO CR in South Moravia, and vice versa 7219 candidates ended registration (about 2,421 more than in August). Of the newly recorded about 28% of applicants were graduates (2,181 persons). In contrast, only 765 graduates ended their registration in September. The arrival of fresh graduates in the records of Labour Office affects the development mainly in districts with relatively low unemployment. In the District of Blansko, Vyškov and Břeclav, which in September registered the fastest growth rate, the share of graduates in the total number of applicants was more than 10% (in the region it is on average 8.1% and 7.6% in the Czech Republic).

From May to September about 4.6 thousand graduates came to register at the LO. Yet only about a fifth of them (919) found a job, of which 51 with the help of the Labour Office. By September 30th 2013 a total of 5,386 graduates and young people were registered in the South Moravian region. In most districts of the region, the proportion of graduates in the total number of applicants currently ranges around 8-10%, with the exception of the county seat, where graduates represent only 5.8% of all applicants. The Project "Practice for young people under 30" helps to solve the problem of finding work for graduates without experience. It is implemented by the regional branch in Brno, which will help to provide jobs for about five hundred graduates.

During the year nearly 5.6 thousand people became unemployed in the Region, of which 2.5 thousand in the regional capital. Jobs created within the active employment policy are of great importance. Currently, roughly one in ten candidates takes up a so-called socially useful job. During September 237 candidates newly started such jobs, other 90 candidates were enrolled in community work. By September 30th 2013 about 3400 candidates were placed in those jobs in the Region (in total since the beginning of the year, 3.7 thousand applicants).

Since 2013 a new indicator called The proportion of unemployed persons has been in use in the Czech Republic. It is the ratio of the unemployed job applicants available, aged 15-64 of all inhabitants of the same age. This indicator replaces the previously released registered unemployment rate, which compares all available job seekers only to economically active persons. Thus the unemployment rates can not be compared with each other effectively in the monitored regions in both years.

Tab. 4: The development of unemployment in the regional labour market during the recession

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **September 2013** | **August 2008** | **Index\*\*\*** |
| **Number of the unemployed** | **Unemployment rate** | **Number of the unemployed** | **Unemployment rate** |
| **South Moravian reg\*** | 65 727 | 8,1 | 38 270 | 6,1 | 132,8 |
| South Bohemian reg\* | 27 386 | 6,1 | 14 022 | 3,8 | 175,8 |
| Highlands\* | 24 500 | 6,9 | 14 563 | 5,2 | 160,2 |
| Region of Pardubice\* | 23 510 | 6,6 | 13 852 | 4,9 | 134,7 |
| Region of Olomouc\* | 39 313 | 8,8 | 20 083 | 5,9 | 149,2 |
| Region of Zlín\* | 31 237 | 7,6 | 17 900 | 5,5 | 138,2 |
| **Czech Republic\*** | 557 058 | 7,6 | 312 333 | 5,3 | 143,4 |
| Region of Trenčín\*\* | 34 226 | 10,7 | 13 764 | 4,0 | 267,5 |
| Region of Trnava\*\* | 29 201 | 9,4 | 13 180 | 3,7 | 254,1 |
| Reg. of Bratislava \*\* | 22 326 | 6,4 | 7 777 | 2,1 | 304,8 |
| Slovak Republic\*\* | 402 213 | 13,7 | 224 770 | 7,4 | 185,1 |
| Lower Austria  | 43 724 | 6,9 | 31 741 | 5,2 | 132,7 |
| Upper Austria  | 29 599 | 4,5 | 19 328 | 3,0 | 150,0 |
| Vienna | 88 978 | 10,0 | 63 194 | 7,3 | 137,0 |
| **Republic of Austria** | 261 259 | 6,9 | 183 929 | 5,0 | 138,0 |

\*… the proportion of the unemployed persons in total population aged 15-64

\*\*…state on 31st August 2013

\*\*\*… index of unemployment in the period from August 2008 to September 2013

Trends in the labour market in the region cannot be marked as negative. Since the onset of the economic recession (since August 31st 2008), the number of registered unemployed in the South Moravian Region has increased by 57% of its initial state, which is a high value. Most of the neighbouring regions of the Czech Republic (with the exception of the Highlands region and the Pardubice region) registered even higher growth. Significantly higher growth has also been recorded in all Slovak regions. Favourable development, on the other hand, was recorded in all three monitored states of the Republic of Austria.

# EMPLOYMENT SURVEY IN SOUTH MORAVIAN REGION

Mgr. Tomáš Grulich, South Moravian Regional Authority

During the first quarter of 2013 the Department of Regional Development of South Moravian Regional Office in collaboration with the Labour Office of the Czech Republic, the regional branch in Brno, implemented a questionnaire regarding employment survey in the South Moravian County to 31st December 2012. A questionnaire survey at this range was first carried out in the middle of 2003, after that at the end of each year between 2003 and 2011. Thus this was the eleventh time an investigation had occured, which had been aimed to characterize the structure of employment and its development and also to find out what the expected evolution of employment would be in the following year.

A part of the survey is to prepare a detailed analysis of the labour market in the South Moravian County which, using standard indicators commonly used by the Member States of the European Union, deals with the development of employment and unemployment in South Moravian County. In recent surveys, the emphasis is placed on the period after 2008, which has been affected by the global economic crisis. All this can help other institutions responsible for development of the region to take appropriate measures. The survey has also focused on other current issues in the labour market, such as employers' demands on graduates, the use of agency workers and part-time jobs or change of place of business of registered enterprises operating in the South Moravian County.

For greater clarity the final document contains a map supplement that captures employers of all branches of the manufacturing sector and categories of enterprise size to the level of municipalities and state and development of employment and unemployment in the county.

The questionnaire itself has a range of two pages and over the years there have been only slight changes in its structure in order to maintain continuity to the maximum extent. In the survey, we determine the number of employees to the level of districts and municipalities, the number of employed women / men, persons with disabilities, the retired, foreigners (by countries), part-time employment, the use of agency staff, the educational structure of employees by category structure employment intentions to increase or reduce headcount in the coming year. For the South Moravian County it is also important to determine the willingness of employers to recruit graduates (including required fields) and also to determine the long term lacking jobs. In the past year we also investigated whether entities cooperated with high schools. The data can be sorted according to type of ownership, sector, district, foreign participation, etc.

The Regional Office ensures addressing entities, Regional branch of the Labour Office in Brno ensures collecting questionnaires. In that year there was a possibility of an electronic questionnaire form for the first time, from which the data was loaded straight into the database. About 15% of entities took the opportunity. Then the external supplier inserts the information from the remaining questionnaires into the database, fills in the incomplete observable data, evaluates the survey and writes the resulting analytical report. The report uses both the official data of the Czech Statistical Office (in particular the Labour Force Survey) and the Ministry of Labour and Social Affairs of the Czech Republic and also results of the mentioned survey, which captures information that official statistics do not. About 4 thousand entities are addressed, about 3 thousand entities participate in the survey. Primarily entities employing more than 20 workers are addressed, in some sectors even smaller employers are addressed (accommodation and food service activities). More detailed information on the number of stakeholders, the number of employees in the participating entities and representativeness of the survey in terms of the number of the employed are summarized in Table below.

|  |  |  |  |
| --- | --- | --- | --- |
| Year | Number of entities | Number of the employed | Representativeness |
| 2006 | 2924 | 244663 | 46,8% |
| 2007 | 3056 | 254781 | 47,7% |
| 2008 | 3154 | 250323 | 46,2% |
| 2009 | 2930 | 234462 | 44,4% |
| 2010 | 2800 | 243149 | 46,0% |
| 2011 | 2988 | 220619 | 41,9% |
| 2012 | 3186 | 228368 | 42,0% |

Representativeness of the survey in terms of employment structure by the basic sectors of the economy in the South Moravian County (comparing employment data in the survey, to 31st December 2012 and the data identified in labour force sample survey in IV. Quarter of 2012) showed that the survey included 42.0% of all the employed, that is not only workers in organizations with 20 or more employees, but also in small entities, including small traders. In the primary sector there has participated only 31.2%, 43.2% of secondary and tertiary sector, 41.9% of all employed persons. In case of sectoral structures there are sometimes lower proportions (less than a quarter), mainly in accommodation and food services, banking and insurance, administrative and support activities, construction and other activities. Conversely, in case of industry nearly half of all employed people in the South Moravian Region (49.2%) was affected, up to two thirds of people were found in the area of ​​health and social care (65.5%) and education (70.8%). For details, see the table below.

|  |  |  |
| --- | --- | --- |
| Sectors and branches | **Number of workers (in thousands)** | **Questionnaire survey /Total (%)** |
| **Total** | **Questionnaire survey** |
| *I. sector* | **17,8** | **5,5** | **31,0** |
| **II. sector** | **203,8** | **88,1** | **43,2** |
| Industry | 157,1 | 77,4 | 49,2 |
| *Mining* | *1,6* | *0,8* | *50,9* |
| *Manufacturing* | *142,7* | *71,7* | *50,3* |
| *Energy and water* | *12,8* | *4,8* | *37,9* |
| Building | 46,7 | 10,7 | 22,9 |
| *III. sector* | **321,5** | **134,8** | **41,9** |
| Wholesale and retail trade | 62,1 | 17,7 | 28,5 |
| Transport and storage | 29,4 | 13,5 | 46,1 |
| Accommodation and food services | 18,8 | 2,9 | 15,4 |
| Information and Communication | 17,9 | 8,4 | 47,0 |
| Finance and instance | 12,9 | 2,5 | 19,1 |
| Real estate activities | 4,7 | 1,4 | 29,5 |
| Professional, scientific and technical activities | 22,5 | 6,8 | 30,1 |
| Administrative and support service activities | 14,4 | 3,2 | 22,0 |
| Public administration and defense | 36,3 | 19,0 | 52,3 |
| Education | 41,0 | 29,0 | 70,8 |
| Health and social care | 37,6 | 24,6 | 65,5 |
| Arts, entertainment and recreation | 8,5 | 3,6 | 41,8 |
| Others | 15,4 | 2,2 | 14,2 |
| **Total** | **543,1** | **228,4** | **42,0** |

The questionnaire survey conclusions of 31st december 2012

In the analyzed entities at the end of 2012 more men than women were employed(52.6% vs. 47.4%). The primary and secondary sectors were dominated by men (acounting for two-thirds), while the tertiary sector by women (57% share). Most women work traditionally in the health and social care and monetary and insurance institutions, while most men in mining and construction industries.

Most employees of the companies that participated in the survey have finished their secondary schools (37.3%), secondary education without GCSE (31.4%), higher education (26.1%) and completed or uncompleted primary education (5.2%). Most university students work in services (35.3%), particularly in the education sector (63.2%) and professional, scientific and technical activities (62.7%). On the contrary, more than 65% of workers with primary or secondary education without GCSE work in textile, clothing and leather industry, wood industry, agriculture and forestry and the food industry.

Most employees were recorded in private companies (59.7%), followed by the state (20.6%) and municipal (16.8%) entities. The other forms of ownership did not have even 3% of the workers. Men were much more likely to work in private companies, while women tended to work more in the state and municipal entities. State and municipal entities reported the largest number of employees with secondary school graduates or university education.

The questionnaire survey registered a total of 7,916 foreigners (ie 3.5% of all workers) in the monitored companies, where 4.2 thousand are the Slovaks, 2.0 thousand persons are the remaining citizens of the European Union and 1.7 thousand people to nationals of other states. Most foreigners were employed at the end of 2012 in services, particularly in the information and communication services (27.2%) and other activities (8.9%). Mining and engineering industries also reached high values. On the contrary, only 0.2% of foreigners work in public administration and defense, of which the vast majority are also the Slovaks. In the event of a breakdown by type of ownership of economic entities, most foreigners work in private and state-owned companies, especially in the size category of companies over 200 employees. More than 22% of all foreigners detected by the questionnaire seem to work for IBM GlobalServicesDeliveryCenterCZ, Ltd

1,947 firms (ie 61.1%) were taking advantage of using part-time jobs, in the conversion per employee, it comes to about 23.0 thousand persons (10.1%). Part-time work is strongly related to services (the only exception is the paper and printing industry). Almost half of all employees work part-time in administrative and support activities, and also in education. To 31st December 2012 in the South Moravian Region there were 13 companies that employ more than 100 workers and at least one third of them part-time.

Compared to 2011, the analyzed companies employed by 6.8 thousand persons more, services were primarily responsible for the increase ( wholesale and retail trade and education the most) and partly also industry. In the case of the type of property, the increase occurred in private and government entities of different size categories. During 2012, 15 companies recorded a reduction of the workforce by more than 50 people (four of them are active in Brno and four Hodonínsko), while 26 entities reported an increase in the number of employees by more than 50 people (14 of them carry out their activities in the city of Brno).

At the end of 2012, 433 entities (ie 13.6%) showed interest to accept graduates. Most often they were businesses of industry and construction (electrical industry, energy and water, iron and steel and metal industry, however, companies from the service sector (information and communication and education) are willing to accept the largest number of graduates. In terms of type of ownership most companies with a positive attitude to accept graduates are private and municipal entities. Specialists required above all are in the field of information and communication technologies, and professionals in the legal, social, cultural and related areas.

**Strategy of human resources developmnet in the Southern Moravian region**

David Póč, Faculty of Economics and Administration

**Strategic management (1)**

* In connection to formulated vision and fulfillment of conditions for its targets, we could talk about dividing vision its specific targets and goals as well as about creating the conditions for their fulfillment in specific time schedule. Her is in concept of strategic governance accompanied by concept of strategic management.
* Strategic governance - process identified with lots of actors and levels X Strategic management – could be identified with specific subject/actor (ministries, non profit organizations etc.)
* Strategic management - goal is the effective solution for challenges, threats and opportunities within specific institutions in long term perspective
* Strategic management preconditions:
1. Complex understanding of causes , trends and future potential development scanarios
2. Clear set of goals, and priorities
3. Implementation of procedures, tools and available sources while ,,transfering“

goals and priorities into real politics

**Strategic management (2)**

* Within strategic management there could be seen following patter, so called „casual nexus“: (Vision – Prognosis) – Strategies – Conceptions – Implementation/Action plans – Implementation methodologies
* Strategic management is currently associated with public sector especially in connection with public policies creation – here we are talking about systematic process of coping with specific issues of governmental policies that have long term impacts on society
* Key part of strategic management in the public policies area in so called strategic planning – long term ongoing projection works of all stakeholders (especially government):
1. Composition of basic direction for governmental policies development
2. Definition of the long term goals of governmental policies
3. Definition of sources etc.

**Strategy of human resources development in JMK (1)**

* Southern Moravian region – sustainable approach to the humna resources development (since 2005), connection to theory of human capital etc.
* First regional strategic document of this kind in the Czech Republic – full reflection of regional potential given by legal framework; Strategy of human resources development in the Sothern Moravian region 2006 – 2016
* Linkages to other strategic documents in the region (Regional development program, Strategy of industrial development, Regional innovation strategy etc.)
* Endogenous and exogenous factors constantly influencing the human resources area on the regional level – necessity to adequate reaction in the form of creation of the Short term realization plans of the strategic document

**Strategy of human resources development in JMK (2)**

* All the activities on the strategic document as well as on the short term realization plans are coordinated by the Council for the Human resources development of the Southern Moravian region – possibility to ensure consistency etc.
* During preparation of all documents establishment of so called working groups for every priority – possibility to fully involve experts from all the fields to creation of document
* Main parts of the strategic document:
1. Analysis of current situation
2. SWOT analysis
3. Main strategic priorities and targets
4. Communication plan
5. Short term realization plans
6. Short version

**Strategy of human resources development in JMK (3)**

**STRATEGIC VISION**

* Qualified, adaptable and competitive human capital acting on the open and effective labor market, ensuring equal opportunities for everyone, and using potential given by the Brno agglomeration as the second most important eductional and innovation center in the Czech Republic

**STRATEGIC GOAL**

To support employment and conception economic growth within region though the

 effective labor market function based on:

* Qualified, flexible and competitiveness of human resources in the JMK
* On soud and solid employment policy based on the equal opportunities and integration of socially excluded citizens,
* While respecting the sustainable decelopment principles

**Strategy of human resources development in JMK (4)**

Strategic vision (Strategic goal) of strategy:

Priority 1 – human capital development

Priority 2 – Adaptability and competitivness

Priority 3 – Development of the employment policy in the JMK

* Priorities divided to targets
* Every target – description, sources, liablilities, indicators, responsible authorities etc.

**Description of the situation at national and regional labour markets in Slovakia after 2008**

This analysis focuses on the labour market situation in the Slovak Republic (SR) as well as in its various regions. For regions were selected counties, which in the common classification of territorial units for statistics represent level NUTS 3. This analysis will consist of the characteristics of the Slovak Republic as a whole, when a significant feature of the analysis is the characteristic of the regions using comparative methods. And it is the comparison of regional entities with the whole SR that can provide unique information about the labour market in the national economy and in the individual regions. For consistency of the analysis, it is necessary to use the same data for the Slovak Republic as well as for the individual regions. The regions are not closed units, but they are economically and functionally interconnected with other units of Slovakia. They occupy a special place in the national economy, since each region (and other hierarchically lower region) has a different function and other conditions for participation in the national economy of the SR.

The characteristics of regional labour markets can be handled by a number of theoretical approaches, which are to great extent based on economic theories. It is essential to define statistical indicators as efficiently as possible in each region which best characterize the situation in the labour market. Regional disparities in the labour market can be best illustrated by indicators such as GDP, unemployment, sectoral structure and other economic indicators.

The first characterized data on the state of the economy is gross domestic product (GDP). GNP is determined by the value of all final goods and services produced by resident units of the monitored area for a year, which in the case of this analysis, it is converted to the number of inhabitants.

Graph No. 1: GDP per capita at current prices in € in SR between 2008-2012 and in the regions between 2008 and 2010

Source: Statistical Office of the SR

The graph shows significant regional disparities of GDP. Higher GDP per capita than the national average is only in the Bratislava region, which significantly exceeds it and GDP slightly higher than the national average is in the region of Trnava. In terms of GDP in the years 2008 - 2012 in the SR, it can be concluded that with the exception of 2009, it showed a continuous upward trend. GDP per capita in Slovakia during that period grew from 12.4 thousand € in 2008 to 13.2 thousand € in 2012. The lowest value was in 2009, when it was 11.6 thousand €. An interesting finding is that in all the monitored regions of the GDP developement in the years 2008 - 2010 followed the development of the Slovak economy. In all regions, there was a decrease in the level of GDP in 2009 and re-growth in the level of GDP per capita in 2010. The growth in 2010 did not compensate the sharp decline from 2009 in most regions and Slovakia. The only region which in 2010 reached the higher GDP level per capita than in 2008 was the Bratislava region, in which the amount of 28.5 thousand € in 2008 fell to 28.3 thousand € in 2009 and GDP per capita rose to 29.2 thousand € in 2010. In Slovakia, the minimum value of GDP per capita was recorded in 2009 and the maximum value of GDP in 2010. On the basis of development in Slovakia (which is actually the aggregate of individual regions) GDP growth per capita can be assumed in other regions. GNP per capita in 2010 in the region of Trnava was 13.6 thousand €, in Trenčín 10.7 thousand €, in the region of Nitra 10.1 thousand €, in Žilina 10.7 thousand €, in Banska Bystrica region 9.0 thousand €, in Prešov region it was 6.9 thousand € and in Kosice region 9.6 thousand €. GDP growth affects greatly the production increase and unemployment decrease (or employment increase), which creates conditions for wage increase, therefore, in terms of the characteristics of the labour market it is neccessary to pay atention to indicators such as unemployment, sectoral structure and wage statistics.

Another economic indicator is the development of unemployment, which is necessary to provide with information on the structure of the available labour force in the Slovak Republic and its various regions. The basic information includes data on the number of the economically active population, the number of workers as well as the number of the unemployed. All the monitored data are arranged in Table no. 1. For better orientation in the table the highest values are marked in bold​​.

Tab. no. 1: The economic status of the economically active population in Slovakia and across regions in the period 2008-201

| **Area** | **The economic status of the population in thousands** |
| --- | --- |
| **Economically active population (LFS)** | **Employed (LFS)** | **Unemployed** **(LFS)** |
| **Slovak republic** |
| 2008 | 2 691,2 | **2 433,8** | 257,5 |
| 2009 | 2 690,0 | 2 365,8 | 324,2 |
| 2010 | 2 706,5 | 2 317,5 | **389** |
| 2011 | 2 680,0 | 2 315,3 | 364,6 |
| 2012 | **2 706,5** | 2 329,0 | 377,5 |
| **Bratislava region** |
| 2008 | 345,9 | **333,4** | 12,4 |
| 2009 | **348,2** | 331,9 | 16,3 |
| 2010 | 342,4 | 321,6 | **20,9** |
| 2011 | 333,3 | 314,2 | 19,1 |
| 2012 | 337,9 | 318,9 | 19 |
| **Trnava region** |
| 2008 | 296,9 | **278,6** | 18,3 |
| 2009 | 300,7 | 273,3 | 27,5 |
| 2010 | **304,1** | 267,5 | **36,6** |
| 2011 | 293,5 | 262,5 | 31 |
| 2012 | 295,8 | 262,2 | 33,7 |
| **Trenčín region** |
| 2008 | 299,3 | **285,5** | 13,9 |
| 2009 | 294,9 | 273,5 | 21,4 |
| 2010 | **301,2** | 270,5 | **30,7** |
| 2011 | 293,6 | 268,1 | 25,5 |
| 2012 | 292,7 | 266,5 | 26,3 |
| **Nitra region** |
| 2008 | **360,5** | **328,7** | 31,7 |
| 2009 | 351 | 305,3 | 45,7 |
| 2010 | 352,4 | 298,3 | **54,1** |
| 2011 | 341,9 | 299,2 | 42,7 |
| 2012 | 346,1 | 300,2 | 45,9 |
| **Žilina region** |
| 2008 | **336,8** | **310,9** | 25,9 |
| 2009 | 333,2 | 297,8 | 35,4 |
| 2010 | 334,9 | 286,3 | **48,7** |
| 2011 | 333 | 285,3 | 47,7 |
| 2012 | 335,8 | 287,7 | 48 |
| **Banská Bystrica region** |
| 2008 | 326,9 | 267,4 | 59,5 |
| 2009 | 318,3 | 258,5 | 59,8 |
| 2010 | 325,2 | 264,9 | 60,3 |
| 2011 | 334,6 | 276,1 | 58,5 |
| 2012 | **339,6** | **278,6** | **61** |
| **Prešov region** |
| 2008 | 374,8 | **326,1** | 48,7 |
| 2009 | 383,4 | 321,1 | 62,4 |
| 2010 | **386,7** | 314,7 | 72 |
| 2011 | 381 | 313,1 | 67,9 |
| 2012 | 383,6 | 313,6 | **70** |
| **Košice region** |
| 2008 | 350,3 | 303,2 | 47,2 |
| 2009 | 360,4 | **304,6** | 55,8 |
| 2010 | 359,6 | 293,8 | 65,8 |
| 2011 | 369,1 | 296,8 | 72,3 |
| 2012 | **375,1** | 301,3 | **73,9** |

Source: Statistical Office of the SR

The above table provides an overview of the development of basic population groups divided according to their economic status. The highest number of economically active population in Slovakia was recorded in 2012, when the number of economically active population was 2 706,5 thousand. The number of the employed (2 329,0 thousand) in 2010 was not one of the highest in the monitored period. The highest number of workers in the SR was before the global economic crisis in 2008, when there were 2 433.8 thousand. Also the number of the unemployed increased, whose numbers rose from 257.5 thousand in 2008 to 377.5 thousand persons with a peak in 2010 at 389.0 thousand. In this context, the level of GDP growth means that the productivity of workers who remained in the labour market increased largely.

The situation in the Bratislava region is slightly different from the development in Slovakia. A common feature was the highest number of workers in 2008, there were 333.4 thousand registered, with a gradual decline to 318.9 thousand in 2012. Also the number of the unemployed in the Bratislava region reached its maximum in the same year as in the SR, while in 2010 there were 20,9 thousand and in 2012 there were 19 thousand., which is considerably more than in 2008, when the number of the unemployed in the Bratislava region was 12.4 thousand people. However, the development of the economically active population is different, it reached its maximum in 2009 - 348.2 thousand people, and by 2012 their number gradually decreased to 337.9 thousand people.

The development in the Trnava region, similarly as in the Bratislava region differs from the nationwide trend only in the development of the economically active population. The maximum from 2010, when the number of economically active persons was 304.1 thousand decreased in 2012 to 295.8 thousand. The number of the employed reached its peak like in Slovakia and the Bratislava region in 2008, when there were 278.6 thousand and gradually declined until 2012 to 262.2 thousand workers. Although the growth in number of the unemployed was developing progressively with a rapid growth until 2010, when it peaked at 36.6 thousand unemployed and then there was a slight decrease to 33.7 thousand of the unemployed in 2012.

In Trenčín there was a very similar development of population groups based on their economic status as in the Trnava region. The maximum number of the economically active population was reached in 2010 at 301.2 thousand people, and by 2012 their number decreased to 292.7 thousand. The number of workers declined from its peak in 2008, when there were 285.5 thousand to 266.5. in 2012. After a sharp rise in number of the unemployed between 2008 and 2010, when their number reached 30.7 thousand, their number decreased slightly to 26.3 thousand in 2012.

In the Nitra region the maximum number of the economically active population, as well as the number of workers were reached at the beginning of the period, ie in 2008. The number of the economically active people was reduced from the original number of 360.5 thousand in 2008 to 346.1 thousand people in 2012. A similar development was also observed with the development of workers, whose number decreased from 328.7 thousand to 300.2 thousand people in 2012. The development trend of the number of the unemployed was slightly different with a maximum of 54.1 thousand of the unemployed in 2010 and later a fluctuating trend, which stabilized at 45.9 thousand of the unemployed in 2012.

Just as in the Nitra region very similar trends were also observed in the Žilina region. The highest figures ​​of the economically active population, or the number of workers were registered in 2008, when the SR has not reflected the full global economic crisis. The abundance of staff development was characterized by dynamism, the number decreased from 310.9 thousand persons in 2008 to 287.7 thousand people in 2012. The number of the economically active was reduced from 336.8 thousand at the beginning of the period 2008 to 335.8 thousand people at the end of the period. The development trend of the number of the unemployed reached its maximum 48.7 thousand unemployed in 2010, and then it declined to 48.0 thousand in 2012.

In Banska Bystrica region the developement was very different from the development in Slovakia. The maxima in all evaluated indicators were obtained at the end of the period. Therefore there was an increase in number of the unemployed workers and hence a large increase in the economically active. The number of the economically active increased from 326.9 thousand persons in 2008 to 339.6 thousand people in 2012. The number of workers increased from 267.4 thousand at the beginning of the global economic crisis to 278.6 thousand workers in 2012. In addition, the number of the unemployed increased from 59.5 thousand in 2008 to 61.0 thousand in the last monitored year.

A negative phenomenon in the Prešov region is a falling amount of workforce and a growth in the number of the unemployed. The number of the economically active population is relatively stable with its peak in 2010, when the number was 386.7 thousand. The number of employees decreased from 326.1 thousand persons, which were registered in 2008 to 313.6 thousand people in 2012. The development of the number of the unemployed was quite the opposite, the lowest number in 2008, when there were 48.7 thousand increased to 70.0 thousand people in 2012.

In the Košice region it is possible to identify a similar development of the unemployed as in Prešov. The other indicators develop specifically. The maximum number of the economically active population was reached in 2012, when its number was 375.1 thousand persons, while in 2008 its number was only 350.3 thousand. The number of workers declined from a peak in 2009, when there were 304.6 thousand despite the global economic crisis to 301.3 thousand in 2012. The number of the unemployed grew between 2008 and 2012 permanently, while in 2008 their number reached 47.2 thousand and in 2012 the figure was 73.9 thousand.

 Relative indicators provide important insights into the labour market, while those that are dominant in the labour market include examining the rate of the registered unemployment. Graph no. 2 deals with the registered unemployment rate in Slovakia as well as in the regions.

Graf. no. 2: The unemployment rate in Slovakia and its regions between 2008 - 2012

Source: Statistical Office of the SR

The graph shows that there is a considerable similarity between the development of unemployment across the regions and the SR. In the correlation analysis there is a positive correlation close to 1 in all the regions. This means that the development of unemployment in Slovakia significantly correlates with the development in other regions. Even when a slight decrease in the unemployment rate occured, whether in Slovakia or in other regions, the fact remains that the growth in the rate of registered unemployment was the main trend of its development during the monitored period as a whole. In Slovakia, the registered unemployment rate rose from 8.39% in 2008 to 14.44% in 2012. The graph shows that three regions (Banska Bystrica, Prešov, Košice) have a higher rate of the registered unemployment than the Slovak average is. The Nitra region has very similar figures ​​as the national average and Žilina, Trenčín and Trnava regions are below the national average. Low levels of the registered unemployment rate are in the Bratislava region. The trend of growing rate of the registered unemployment was in all regions. In the Bratislava region, which has the lowest rate of the registered unemployment, its value between 2008 and 2012 rose from 2.27% to 5.72%. In the Trnava region, which occupied the second place, the registered unemployment rate increased from 4.29% to 9.43% during the monitored period. It grew also in the Trencin region, where it increased from 4.95% in 2008 to 10.89% in 2012. The Žilina region has the fourth lowest rate of the registered unemployment and the growth in the period 2008-2012 meant increase from 6.2% to 12.79%. The figures ​​of the unemployment rate in the Nitra region during the monitored period were close to the national average and the growth rate ranged from 7.41% in 2008, to 14.08% in 2012. The remaining three regions are among the regions with a very high rate of the registered unemployment. During the period 2008 - 2012 the rate of the registered unemployment increased in the Kosice region from 13.5% to 19.58%, in the Prešov region the growth was from 12.86% to 20.66%, in Banska Bystrica region, where the highest long-term unemployment occurs, there was an increase from 14.25% to 20.81%.

The growth of the registered unemployment rate, the number of the unemployed related to GDP growth create the conditions for wage growth (Chart. 3).

Graf. no. 3: Development of the average gross monthly wage in the Slovak Republic and the regions between 2008-2012

Source: SO SR

As expected, on the basis of other indicators, wages grew, which was recorded during the entire monitored period. The average gross nominal monthly wage in Slovakia increased from € 773 in 2008 to € 888 in 2012, which was an increase of 115 €. It is interesting that none of the regions except the Bratislava region showed a higher average gross nominal monthly wage than the national average. In terms of wage growth the Bratislava region (an increase from € 1,046 to € 1,184) and Žilina (increase from € 695 to € 816) exceeded the national average (115 €). The increase in wages over the monitored period of more than € 100 was recorded in the Trnava region (increase from 735 € to € 848) and the Trenčín region (increase from € 697 to € 798). The growth of slightly less than 100 € was recorded between 2008 and 2012 in Banska Bystrica (increase from € 675 to € 772) and Košice (increase from € 756 to € 853). The growth was low during that period in the Nitra region, where wages grew from € 690 to € 776 and the lowest wage increase between 2008 and 2012 was recorded in the Prešov region at 83 € (increase from € 635 to € 718).

The analysis of the labour market would not be complete without sectoral characteristics of employees. With respect to the large number of indicators, limited space for analysis and reclassification from OKEČ to SK NACE Rev. 2, it is posible to carry out only characteristic of average registered number of employees between 2009 - 2012 in Slovakia. Table 2 provides information on the sectoral structure and its developement in the SR.

Tab. no. 2: Average number of registered employees according to sectors NACE Rev. 2, between 2009 and 2012 in SR

| **Sectores of SK NACE Rev. 2[[1]](#footnote-1)** | **2009** | **2010** | **2011** | **2012** | **2012/2009** | **% v 2012** |
| --- | --- | --- | --- | --- | --- | --- |
| Agriculture, forestry and fishing | 43 733 | 38 006 | 37 973 | 38 347 | 0,88 | 2,90% |
| Mining and quarrying | 8 267 | 7 905 | 6 956 | 6 561 | 0,79 | 0,50% |
| Industrial manufacturing | 327 715 | 316 059 | 320 511 | 320 752 | 0,98 | 24,50% |
| Electricity, gas, steam and air conditioning | 21 634 | 19 455 | 17 718 | 18 181 | 0,84 | 1,40% |
| Water supply, purification and sewerage, waste management and remediation activities | 20 659 | 22 650 | 21 299 | 21 250 | 1,03 | 1,60% |
| Construction industry | 53 361 | 57 496 | 58 385 | 56 421 | 1,06 | 4,30% |
| Wholesale and retail trade, repair of motor vehicles and motorcycles | 130 776 | 128 396 | 174 277 | 181 961 | 1,39 | 13,90% |
| Transport and storage | 89 716 | 92 087 | 90 049 | 92 390 | 1,03 | 7,10% |
| Accommodation and food services | 15 105 | 16 468 | 21 474 | 20 492 | 1,36 | 1,60% |
| Information and communication | 30 463 | 28 943 | 33 390 | 34 874 | 1,14 | 2,70% |
| Financial and insurance activities | 32 452 | 27 648 | 27 286 | 28 678 | 0,88 | 2,20% |
| Real estate activities | 10 949 | 10 243 | 16 669 | 16 495 | 1,51 | 1,30% |
| Professional, scientific and technical activities | 31 452 | 33 647 | 51 904 | 50 416 | 1,6 | 3,90% |
| Administrative and support services | 36 761 | 38 737 | 39 549 | 41 663 | 1,13 | 3,20% |
| Public administration and defense, compulsory social security | 130 225 | 155 542 | 123 080 | 124 889 | 0,96 | 9,50% |
| Education | 129 733 | 145 049 | 132 700 | 131 923 | 1,02 | 10,10% |
| Health care and social assistance | 98 986 | 90 921 | 88 534 | 89 870 | 0,91 | 6,90% |
| Art, Entertainment and recreation | 20 272 | 20 737 | 19 009 | 18 117 | 0,89 | 1,40% |
| Other activities | 14 565 | 12 585 | 12 634 | 14 550 | 1 | 1,10% |
|  Total | 1 246 822 | 1 262 574 | 1 293 397 | 1 307 830 | 1,05 | 100,00% |

Source: Statistical Office of the SR

The average number of registered employees increased in the SR from 1 247 thousand in 2009 to 1 308 thousand in 2012. Of the monitored sectors the most significant increase have been observed with professional, scientific and technical activities (60%), Real estate activities (about 51%), wholesale and retail trade, repair of motor vehicles and motorcycles (39%), accommodation and food services (36 %) and information and communication by 14%. A positive fact is that to a large extent these are progressive sectors, which contribute to the slow transformation of the Slovak Republic to knowledge-based economy. On the other hand, during the monitored period the average number of employees decreased in mining and quarrying (21%), electricity, gas, steam and air conditioning (16%), agriculture, forestry and fishing (12%), financial and insurance activities (12%) and in sectors of art, entertainment and recreation, where the decline was 11%. Particularly negative trend is the decline in agriculture, forestry and fisheries, which is a long-term phenomenon as well as in financial and insurance activities, which are considered progressive sectors.

In terms of the share of each sector in the total average registered number of employees in 2012 there is a clear dominance of employment in manufacturing (24.5%). With a significant distance the second place is occupied by wholesale and retail trade, repair of motor vehicles and motorcycles, where the average number of registered employees represents 13.9%. Education with 10.1% share of the total average registered number of employees takes the third place. With a slight distance behind there is Public administration and defense, Compulsory social security, employing 9.5% of average registered number of employees. The 5% border was crossed by Transport and storage (7.1%) and Health and social work (6.9%). The share of more than 2% is in the following sectors: Construction (4.3%), Professional, scientific and technical activities (3.9%) Administrative and support services (3.2%), Agriculture, forestry and fishing (2, 9%), Information and communication (2.7%) and Financial and insurance activities (2.2%).

**Sources:**

**Statistical Office of the Slovak Republic**, database Slovstat

**Statistical Office of the Slovak Republic**, database Regdat

**Statistical Office of the Slovak Republic**, Methodological notes - labour market

**Statistical Office of the Slovak Republic**, Methodological document of Basic Indicator no. 4472

# Unemployment in Croatia

## Basic information

Croatia is a unitary democratic parliamentary republic divided into 20 counties and city of Zagreb. Croatia covers 56,594 km2. The country's population is 4.28 million. Having joined on 1st July 2013, Croatia is the newest, 28th member state of the European Union.

Economic output is dominated by the service sector (over 65% of GDP), followed by the industrial sector (over 27% of the GDP) and agriculture (accounting for over 6% of GDP). Tourism dominates the Croatian service sector and accounts for up to 20% of Croatian GDP. The average net salary in Croatia in July 2013 was 5,504 Kuna (765 €) per month. As of August 2013, registered unemployment rate in Croatia was 18,4%, while according to the Labour Force Survey (ILO) unemployment rate in June 2013 was 15,7%.

Literacy in Croatia stands at 99.2%. Primary education in Croatia starts at the age of six or seven and consists of eight grades. Secondary education is provided by grammar and vocational schools. Croatia has eight universities, and there are also 11 polytechnics and 23 higher education institutions with over 145.000 students.

### Croatian Employment Service

The beginnings of the Croatian Employment Service (CES) can be traced back 1906. Today CES is public institution owned by Republic of Croatia and it functions on three levels: Central Office, Regional Offices (22) and Local Offices (97). On the 31st December 2012 there were 1.249 employees in CES.

Priority function of CES are: mediation in the employment, provision of financial support to unemployed persons, vocational guidance, training for employment and employment preparation, monitoring and analysing the situation on the labour market, co-financing of the employment and self-employment through active employment policy measures and project preparation and implementation.

## Unemployment in Croatia

Croatian economy entered into recession in the 3rd quarter of 2008. Since then all basic economic trends show similar negative trends. For example: GDP is either stagnant or decreasing, physical volume of industrial production and construction works is decreasing since 2008. Only sector that had somewhat positive trends in that period was tourism. All these negative trends led to continuous decrease in the number of employed and the increase in the number of unemployed.

**Number of economically active citizens (active population) derived from administrative sources (2008-2012)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2008. | 2009. | 2010. | 2011. | 2012. |
| Active population | 1.791.546 | 1.761.958 | 1.734.879 | 1.716.571 | 1.719.440 |
| Employed persons | 1.554.805 | 1.498.784 | 1.432.454 | 1.411.238 | 1.395.116 |
| Unemployed persons | 236.741 | 263.174 | 302.425 | 305.333 | 324.324 |
| Registered unemployment rate | **13,2%** | **14,9%** | **17,4%** | **17,8%** | **18,9%** |

Source: Croatian Bureau of Statistic

Unemployment rates by counties are calculated the basis of the data on pension insurance beneficiaries registered with the Croatian Pension Insurance Institute as employed persons and the data on unemployed persons registered with the Croatian Employment Service. At the end of 2012 situation in counties was as follows:

**Unemployment rate by Counties, 2008 and 2012 annual average**

Unemployment rates differed significantly across counties, and in 2012 compared to the annual average in 2008 the unemployment rate has risen in all counties. For example, the unemployment rate in Krapina-Zagorje County has risen for 10 percentage points, which is a mostly result of reduced economic activity of small and medium-sized enterprises.

### Structure of the unemployed

During the period in question the share of unemployed men increased significantly, while the share of unemployed women decreased.

**Average number of unemployed persons by gender (2008-2012)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2008 | 2009 | 2010 | 2011 | 2012 |
| Unemployed persons | 236.741 | 263.174 | 302.425 | 305.333 | 324.324 |
| Men | 89.540 | 107.115 | 136.805 | 141.408 | 152.076 |
|  *Share* | *37,8%* | *40,7%* | *45,2%* | *46,3%* | *46,9%* |
| Women | 147.201 | 156.059 | 165.620 | 163.925 | 172.248 |
|  *Share* | *62,2%* | *59,3%* | *54,8%* | *53,7%* | *53,1%* |

The difference in the structure is result of the reduced economic activity in the sectors that were traditionally male, mostly construction. However, the share of unemployed women in Croatia is still high.

The structure of unemployed by age has somewhat similar structure in the period in question.

**Average number of unemployed persons by age (2008-2012)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | 2008 | 2009 | 2010 | 2011 | 2012 |
| Unemployed persons | **236.741** | **263.174** | **302.425** | **305.333** | **324.324** |
| 15 - 29 years | 68.053 | 80.607 | 97.023 | 98.624 | 107.508 |
|  *Share* | *28,7%* | *30,6%* | *32,1%* | *32,3%* | *33,1%* |
| 30 - 44 years | 71.405 | 79.929 | 93.276 | 93.868 | 100.186 |
|  *Share* | *30,2%* | *30,4%* | *30,8%* | *30,7%* | *30,9%* |
| 45 + years | 97.283 | 102.638 | 112.126 | 112.841 | 116.630 |
|  *Share* | *41,1%* | *39,0%* | *37,1%* | *37,0%* | *36,0%* |

The average number of unemployed persons increased across all age groups, but what is concerning is rise in share of the young unemployed persons (4,4 percentage points between 2008 and 2012).

As far as educational level is concerned, in the period in question, the average number of unemployed persons increased across all educational levels.

**Average number of unemployed persons by educational level (2008-2012)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | No schooling and uncompleted basic school | Basic school | 1 to 3-year vocational secondary school and school for skilled and highly skilled workers | 4 (or more)-year vocational secondary school and grammar school | Post-secondary non-university education | University and post-graduate education |
| 2008 | 17.011 | 59.909 | 81.471 | 61.357 | 7.568 | 9.425 |
|  *Share* | *7,2%* | *25,3%* | *34,4%* | *25,9%* | *3,2%* | *4,0%* |
| 2012 | 18.136 | 68.829 | 110.986 | 90.646 | 15.271 | 20.456 |
|  *Share* | *5,6%* | *21,2%* | *34,2%* | *27,9%* | *4,7%* | *6,3%* |
| Index 2012/2008 | **106,6** | **114,9** | **136,2** | **147,7** | **201,8** | **217,0** |

In the period in question, the smallest increase was recorded in the group with the lowest level of education, while the greatest increase was recorded in the group with the highest level of education, even though all groups have recorded increase in unemployment.

Registered unemployed persons can also be classified according to the duration of unemployment.

**Structure of unemployed persons by duration of unemployment (31st December 2008-2012)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | 2008 | 2009 | 2010 | 2011 | 2012 |
| Up to 1 year | 44,8% | 54,8% | 54,2% | 55,6% | 57,9% |
| From 1 to 2 years | 12,1% | 12,6% | 17,5% | 16,5% | 17,0% |
| From 2 to 3 years | 7,7% | 5,9% | 6,8% | 8,8% | 8,2% |
| More than 3 years | 35,4% | 26,7% | 21,5% | 19,0% | 16,9% |

The share of persons who have been unemployed for up to 1 year increases constantly over the period in question. Unfortunately that is the result of the increased layoffs in the Croatia, and consequently increased number of the registered unemployed.

As far as duration of unemployment by gender is concerned, the share of unemployed persons who had been unemployed for more than 1 year in the total number of unemployed men was 40.7% and in the total number of unemployed women 43.4%. Hence, the share of long-term unemployed persons in the total number of unemployed persons was somewhat greater in the case of women than in the case of men.

Finally, if we consider duration of unemployment in terms of the level of education, it is evident that persons with lower levels of education account for the greater share of long-term unemployed persons. Thus, the share of long-term unemployed persons (1 year or more) in the total number of unemployed persons with no schooling or uncompleted basic school was 62.9%, while the share of those with basic school education was 52.0%.

The smallest number of long-term unemployed persons was recorded in the group of those with post-secondary non-university and university and postgraduate education (31.5% and 27.5%).

Although the number of unemployed persons with postsecondary non-university and university and post-graduate education increased significantly, it can still be concluded that the level of education has a significant influence on the duration of unemployment.

## Job vacancies

Private companies are not obligated to report a job vacancy in Croatia, only public and state institutions, so number of reported vacancies registered at CES is not complete.

**Reported job vacancies by group of occupations (2008-2012)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2008 | 2009 | 2010 | 2011 | 2012 |
| (1) Legislators, senior officials and managers  | 241 | 247 | 214 | 161 | 255 |
| (2) Professionals | 15.813 | 15.427 | 15.938 | 19.951 | 23.537 |
| (3) Technicians and associated professionals  | 16.261 | 11.797 | 12.504 | 16.175 | 18.345 |
| (4) Clerks | 9.569 | 5.488 | 6.473 | 7.366 | 9.499 |
| (5) Service workers and shop and market sales workers | 33.061 | 25.126 | 25.101 | 26.888 | 28.197 |
| (6) Skilled agricultural, hunting, forestry and fishery workers  | 810 | 530 | 672 | 714 | 746 |
| (7) Craft and related trade workers  | 23.980 | 13.758 | 13.857 | 16.897 | 14.662 |
| (8) Plant and machine operators and assemblers  | 8.427 | 5.464 | 5.001 | 5.594 | 5.558 |
| (9) Elementary occupations  | 33.632 | 24.590 | 24.979 | 31.832 | 31.128 |
| Total | **141.794** | **102.427** | **104.739** | **125.578** | **131.927** |

Traditionally in Croatia, employers mostly look for workers engaged in elementary occupations, such as cleaners, deliverers, transport workers, workers without occupational qualifications and similar, as well as service workers and shop and market sales workers.

The number or vacancies rapidly fell in the 2009, and since then is slightly increasing, but it still hasn’t reach the level from 2008.

## Employment in Croatia

Since the beginning of the recession the smallest number of employed persons from CES register was recorded in 2009.

**Persons from CES register employed on a work contract basis (2008-2012)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2008 | 2009 | 2010 | 2011 | 2012 |
| Employed persons from CES register | 128.228 | 118.286 | 185.236 | 167.531 | 175.535 |
| Employed on temporary basis | 104.287 | 101.100 | 126.802 | 151.932 | 162.532 |
|  *Share* | *81,3%* | *85,5%* | *68,5%* | *90,7%* | *92,6%* |

What is concerning is the increasing number in the last couple of years of the persons employed on temporary basis (92,6% in 2012).

The annual employment rate shows how many persons from the total number of unemployed persons who looked for employment during the year were employed on a work contract basis. The total number of persons looking for employment includes persons registered as unemployed at the beginning of the year and the persons registered as unemployed in the course of the year.

In 2008, the employment rate was 28.2%, which means that more than one fourth of unemployed persons who looked for employment during the year were employed. The employment rate in 2012 was slightly smaller: 26,8%.

**Employment rate by educational level in 2008 and 2012**

**A** - No schooling and uncompleted basic school

**B** - Basic school

**C** - 1 to 3-year vocational secondary school and school for skilled and highly skilled workers

**D** - 4 (or more)-year vocational secondary school and grammar school

**E** - Post-secondary non-university education

**F** - University and post-graduate education

What is concerning is that even though higher employment rates are associated with higher educational levels, those rates have fallen significantly in the 2012 compared to the 2008.

## Current situation in Croatia

There was 323.783 registered unemployed persons at the end of September 2013, what is 4,1% more than in the same month previous year (311.100).

The gender structure remained almost the same: at the end of September 2013 there were 53% (171.521) of unemployed women, while at the end of September 2012 there were 53,1% (165.185) of unemployed women. Educational structure of the unemployed also remained the same as the previous year.

The number of job vacancies registered at CES at the end of September 2013 was 114.373 and it was 7,7% higher than in the same period of the 2012.

In the first nine months of the 2013, from CES register, there were 160.140 employed persons, what is 10,3% more than in the same period of the 2012.

# Labour market of Međimurska and Varaždinska County

## Basic information

***Međimurska County*** in administrative and geographic sense is the area on the northern Croatia bordered by the rivers Mura and Drava and is bordering with Hungary and Slovenia. On territory of 730 km² it is considered as most densely inhabited county. According to census 2011. 113.804. people lives in Međimurska county which is 156, 11 persons per km². Average age of population is 40 years.

Međimurska County is administratively divided on 3 towns (Čakovec, Prelog and Mursko Središće) and 22 municipalities.

Key economy sectors are processing industry (metal, textile, wood, footwear and construction material industry), construction and Trade.

### **Educational Institutions:**

* Faculties and polytechnics: Teachers’ Academy Čakovec, Međimurje Polytechnics Čakovec
* High schools located in Čakovec include: high school for economics and trade, construction, technical and vocational education school
* 6 foreign languages schools
* Čakovec Animated Film School

Exceptional closeness, road (highway) and railway connection with the Adriatic and European centers gives Medjimurje possibility of development, economy and tourism prospects and lure for potential investors in the development of technologies and industries close to our landscape.

National Competitiveness Council ranked Međimurje as the most competitive county in Croatia, second only to the City of Zagreb.

***Varaždinska county*** is placed in north-west Croatia and is considered 3rd smallest county in Croatia. It stretches from Gornje zagorje between mount Ivancica and the Drava river, the border with Slovenia. The Varazdin county is a relatively densely populated Croatian region. On territory of 1261,29 m2 according to census 2011. lives 175.951 people in which is 146 persons per km².

Varaždinska county is administratively divided on 6 towns (Varaždin,Ludbreg, Novi Marof, Lepoglava, Ivanec and Varaždinske Toplice) and 22 municipalities.

Key economy sectors are wood processing, leather processing, metal processing, food processing, textiles, construction, ICT.

The traffic system of the Varazdin county enables the fastest connection between the central Danube region and northern Adriatic, while this is to be further expanded with the building of the Letenje-Varazdin-Novi Marof-Zagreb road.

Faculties and high learning faciltiies:

* Faculty of Organization and Informatics (University of Zagreb)
* Geotechnical Faculty Varazdin (University of Zagreb)
* Professional studies in textiles, clothing and shoe textile technology - Faculty of Technology (University of Zagreb)
* Economics Faculty in Osijek, professional studies in Varazdin (University J.J. Strossmayer)
* Adventist theological institution of higher education in Maruševec
* Higher learning institutions in Varazdin that offer the following studies: Electrical engineering, Multimedia, design and implementation, Production enginnering, Construction, Technical and commercial logistics and Nursing

**Other educational institutions**: 6 higher learning institutions, 29 high schools, 11 foreign language schools.

## Unemployment in Međimurska and Varaždinska County

The impact of economic crises is seen in loss of work placements, mostly in following economic sectors: construction, processing industry, service sector (trades, hotels and restaurants).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Indicator/County** | **Međimurje County**  | **Share in Croatia**  | **Varaždin County**  | **Share in Croatia**  | **The Republic Of Croatia** |
| **Active population (31. December 2008.)\***  | **47.350** | **2,6** | **73.532** | **4,0** | **1.845.303** |
| Employed\*  | 42.241 | 2,6 | 66.639 | 4,2 | 1.604.848 |
| Unemployed | 5109 | 2,1 | 6893 | 2,9 | 240.455 |
| **Active population (June 2013)\***  | **46.180** | **2,6** | **71.123** | **4** | **1.767.465** |
| Employed\*  | 38.638 | 2,7 | 60.721 | 4,2 | 1.497.355 |
| Unemployed | 7.542 | 2,2 | 10.402 | 3,2 | 318.110 |
| **Registered unemployment rate**  **According to administrative sources (June 2013)\***  | **16,3** | **/**  | **14,6** | **/**  | **18,0** |
| Men | 14,4 | /  | 16,7 | /  | 17,5 |
| Women | 18,7 | /  | 15 | /  | 21 |

### Structure of the unemployed

**Unemployment rate by Counties, 2008 and 2012 annual average and 2013 from January –September)**

During the period of 2008 – 2013 the share of unemployed men increased significantly, while the share of unemployed women decreased.

**Average number of unemployed persons by gender (2008-2013- from January -September)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** |
| **Međimurska County** |
| **Unemployed persons** | **5.051** | **5.892** | **7.088** | **6.830** | **7.528** | **7.967** |
| **Men** | 1.781 | 2.342 | 3.346 | 3.374 | 3.590 | 3.806 |
|  **Share** | *35,26%* | *39,75%* | *47,21%* | *49,40%* | *47,68%* | *47,77%* |
| **Women** | 3.270 | 3.550 | 3.742 | 3.456 | 3.939 | 4.162 |
|  **Share** | *64,74%* | *60,25%* | *52,79%* | *50,60%* | *52,32%* | *52,23%* |
| **Varaždinska County** |   |   |   |   |   |   |
| **Unemployed persons** | **6.822** | **8.137** | **9.716** | **9.863** | **10.447** | **11.108** |
| **Men** | 2.779 | 3.658 | 5.002 | 5.245 | 5.554 | 5.894 |
|  **Share** | *40,74%* | *44,96%* | *51,48%* | *53,17%* | *53,16%* | *53,06%* |
| **Women** | 4.042 | 4.479 | 4.714 | 4.619 | 4.893 | 5.214 |
|  **Share** | *59,26%* | *55,04%* | *48,52%* | *46,83%* | *46,84%* | *46,94%* |

The difference in the structure is result of the reduced economic activity in the sectors that was traditionally male, mostly construction. However, the share of unemployed women in Međimurska and Varaždinska County are still high.

Furthermore the structure of unemployed by age, slowly decrease till September 2013. in Međimurska County, for youth and older workers while those in mid ages slightly increase. In Varaždinska County is opposite situation. Namely, older workers decreasing, while youth and mid aged are slight increase.

**Average number of unemployed persons by age (2008-2013 from january - september)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** |
| **Međimurska County** |
| **Unemployed persons** | **5.051** | **5.892** | **7.088** | **6.830** | **7.528** | **7.967** |
| **15 - 29 years** | 1.883 | 2.226 | 2.722 | 2.552 | 2.695 | 2.839 |
|  **Share** | ***37,28%*** | ***37,77%*** | ***38,41%*** | ***37,36%*** | ***35,80%*** | ***35,63%*** |
| **30 - 44 years** | 1.251 | 1.547 | 1.939 | 1.889 | 2.201 | 2.362 |
|  **Share** | ***24,77%*** | ***26,25%*** | ***27,36%*** | ***27,66%*** | ***29,23%*** | ***29,65%*** |
| **45 + years** | 1.917 | 2.120 | 2.427 | 2.389 | 2.632 | 2.766 |
|  **Share** | ***37,95%*** | ***35,97%*** | ***34,23%*** | ***34,98%*** | ***34,96%*** | ***34,71%*** |
| **Varaždinska County** |
| **Unemployed persons** | **6.822** | **8.137** | **9.716** | **9.863** | **10.447** | **11.108** |
| **15 - 29 years** | 1.912 | 2.455 | 3.041 | 3.095 | 3.449 | 3.625 |
|  **Share** | ***28,02%*** | ***30,17%*** | ***31,30%*** | ***31,37%*** | ***33,01%*** | ***32,64%*** |
| **30 - 44 years** | 1.542 | 2.016 | 2.588 | 2.584 | 2.740 | 3.071 |
|  **Share** | ***22,60%*** | ***24,78%*** | ***26,63%*** | ***26,20%*** | ***26,22%*** | ***27,65%*** |
| **45 + years** | 3.368 | 3.666 | 4.088 | 4.185 | 4.259 | 4.411 |
|  **Share** | ***49,38%*** | ***45,05%*** | ***42,07%*** | ***42,43%*** | ***40,77%*** | ***39,71%*** |

As far as educational level concerned, in the given period, the average number of unemployed persons increased across all educational levels. Impact of the economic crises is visible in turning down mostly vocational occupations.

**Average number of unemployed persons by educational level (2008-2013 from january - september)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **No schooling and uncompleted basic school** | **Basic school** | **1 to 3-year vocational secondary school and school for skilled and highly skilled workers** | **4 (or more)-year vocational secondary school and grammar school** | **Post-secondary non-university education** | **University and post-graduate education** |
| **Međimurska County** |
| **2008** | **1.281** | **1.031** | **1.534** | **977** | **119** | **109** |
|  ***Share*** | ***25,36%*** | ***20,42%*** | ***30,37%*** | ***19,34%*** | ***2,36%*** | ***2,16%*** |
| **2013** | **1.083** | **1.675** | **2.787** | **1.761** | **362** | **299** |
|  ***Share*** | ***13,60%*** | ***21,03%*** | ***34,98%*** | ***22,11%*** | ***4,54%*** | ***3,75%*** |
| **Growth rate 2013/2008** | **-15,42** | **62,45** | **81,69** | **80,27** | **203,90** | **174,32** |
| **Varaždinska County** |
| **2008** | **735** | **1.617** | **2.493** | **1.589** | **205** | **183** |
|  **Share** | ***10,78%*** | ***23,70%*** | ***36,54%*** | ***23,29%*** | ***3,01%*** | ***2,68%*** |
| **2013** | **632** | **2.430** | **4.075** | **2.895** | **592** | **484** |
|  ***Share*** | ***5,69%*** | ***21,88%*** | ***36,68%*** | ***26,06%*** | ***5,33%*** | ***4,36%*** |
| **Growth rate 2013/2008** | **-14,05** | **50,29** | **63,46** | **82,20** | **188,31** | **165,21** |

In the group with the lowest level of education was recorded slight decrease while the greatest increase was recorded in the group with the highest level of education, even though all groups have recorded increase in unemployment.

**Structure of unemployed persons by duration of unemployment (December 2008-2013 from january-september)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **County** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** |
| **Up to 1 year** | **Međimurska** | **40,21** | **52,22** | **58,61** | **57,10** | **62,76** | **59,47** |
| **Varaždinska** | **40,05** | **55,53** | **59,56** | **56,68** | **58,86** | **55,73** |
| **From 1 to 2 years** | **Međimurska** | **12,27** | **11,78** | **15,26** | **19,13** | **16,05** | **20,22** |
| **Varaždinska** | **12,22** | **10,16** | **15,87** | **18,47** | **16,70** | **19,72** |
| **From 2 to 3 years** | **Međimurska** | **7,52** | **5,52** | **5,55** | **7,76** | **8,07** | **7,48** |
| **Varaždinska** | **7,11** | **5,26** | **4,39** | **7,75** | **8,49** | **8,09** |
| **More than 3 years** | **Međimurska** | **40,00** | **30,47** | **20,58** | **16,01** | **13,12** | **12,83** |
| **Varaždinska** | **40,62** | **29,05** | **20,18** | **17,10** | **15,94** | **16,46** |

The share of persons who have been unemployed for up to 1 year increases constantly over the given period. To such situation contributed economic crises through layoffs in the Međimurska and Varaždinska and their dominant economics sectors, and consequently increased number of the registered unemployed.

**Employment**

Vacancies decrease with economic crises and remain low. On the other hand employment increases during the period after the beginning of the crises. Reasons of this increase are newly registered unemployed with previous work experience since their skills were needed on labour market.Moreover Ministry of labour and pension system continuously work on Active policy measures to prevent higher unemployment but most important to help employers in their economic activity.

**Number of job vacancies registered at CES 2008 – 2013.(January-septermber)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Year**  | **2008** | **2009** | **2010** | **2011** | **2012** | ***2013*** |
| **County** |
| **Međimurska county** | 5.272 | 4.208 | 4.594 | 5.257 | 4.381 | *3.581* |
| **Varaždinska County** | 6.762 | 5.022 | 5.099 | 6.191 | 5.873 | *3.917* |
| **Republic of Croatia** | 141.794 | 102.427 | 104.739 | 125.578 | 131.927 | *114.373* |

Open vacancies are referring to processing industry, trade and service. Moreover construction is slowly recovering so vacancies are opening in that sector as well.

**Employed from CES register 2008 – 2012 (with an overview of 2013. (January–September)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Year / County** | **2008** | **2009** | **2010** | **2011** | **2012** | ***2013*** |
|
| Međimurska county | 3.108 | 3.093 | 4.090 | 5.237 | 5.170 | *4.659* |
| Varaždinska County | 4.564 | 4.648 | 5.620 | 7.348 | 6.868 | *6.523* |
| Republic of Croatia | 128.228 | 118.286 | 141.105 | 185.236 | 186.156 | *178.366* |

This increase is kind of matchmaking demand and supply on the labour market, since some companies reduced employees, and other open vacancies and higher newly unemployed with right skills. In first nine month of 2013. there is still trend of employment growth. Furthermore, the employment is a little bit higher, since in presented table there is no employed through following Active policy measures: On the job training without work contract, only on work contract and self-employment.

The end goal of Active policy measures is to help persons facing the threat of layoff be reemployed as fast as possible, ensure the return of as many workers possible to the world of labour and prevent long term unemployment.

**Job-TransFair as a Tool of the Viennese Labour Market Service to**

**Face the Challenges of Rising Unemployment Rates throughout the**

**Crisis**

Job-TransFair/erstellt von RIHL am 22.10.2013

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Our company, Job-TransFair GmbH (JT), contributes to the project “The effective work of

employment services in conditions of economic recession” mainly by presenting the

practitioner´s view on the project issues. In this first stage we introduce facts and

background information about our company and how the Viennese labour market service

made increasing use of the tool “non-profit personnel-leasing” since 2008 to face the

challenges of the economic crisis.

**1. Company Description**

Job-TransFair is a non-profit-organisation and started in 2001. Experts of the Austrian

labour market have identified a base unemployment in certain groups of population aside

from economic activity. To foster these groups on the labour market, Job-TransFair was

founded as a subsidiary company of the Berufsförderungsinstitut Wien (bfi Wien) on

initiative of the Austrian Labour Union and Public Employment Service Austria.

Starting with 10 employees at our headquarter in the 6th district of Vienna in 2001, Job-

TransFair now employs 209 people at 6 locations in Vienna. Our 15 recruiting teams are

organised on a multiprofessional basis. In each team recruiting consultants, trainers and

social workers are working alongside to obtain sustainable results.

**1.1. Target Groups**

Job-TransFair´s work is exclusively concentrated on persons with a reduced productivity

on the labour market, i.e.:

> Long term unemployed persons

> Maternity Returners

> Female unemployed jobseekers 45 years or older

> Male unemployed jobseekers 50 years or older

> Persons on supplementary benefit (“Bedarfsorientierte Mindestsicherung”)

The following pie chart shows clearly that the largest target group by far are long term

unemployed persons. They have been looking for a job for about 24 months on the

verage when they get into contact with Job-TransFair.



**73,53%** Long Term Unemployed

**11,79%** Maternity Returners

**12,46%** Persons over 45 Years Old

**2,22%** Persons on Supplementary Benefit

**Job-TransFair Target Groups**

**Job-TransFair GmbH**

**Job-TransFair as a Tool of the Viennese Labour Market Service to Face the**

**Challenges of Rising Unemployment Rates throughout the Crisis**

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**1.2. Objectives**

> Sustainable work integration of our target groups on the basis of non-profit

personnel-leasing

> Allocation of educational opportunities for our target groups (e.g. job application

training, social skills training)

**1.3. Activities and Strategy**

Job-TransFair GmbH is a social profit organisation which is occupied with non-profit

personnel-leasing. Therein it strongly focuses on the abilities of its short term employees.

Our goal is to (re)integrate them enduringly into the labour market by transFAIRing them

into a job in one of our partner companies.

The main tool for this integration process is a leasing-phase with duration of about six

months. Our clients are still employed and paid by Job-TransFair during that test-phase

while working in one of our partner companies. On the one hand this offers them the

opportunity to demonstrate their working abilities, on the other it offers the chance to

find out if the job meets their requirements.

Our partner companies can cut their expenses on that occasion since they have to refund

only a certain part of the salary-costs to “Job-TransFair”. The rest of the salary-costs are

financed through a contract with the Austrian Labour Market Service, which exclusively

sends us our employees. Part of the costs is refunded by the European Social Fund. In

advance of the working periods and between them we qualify our transit employees in

the “Job-TransFair-Training-Space” according to their capabilities and to the needs of the

economy (EDP, German as a foreign language, soft skills, job coaching, etc.).

Furthermore our trainers and counsellors offer our employees individually tailored

coaching units and support them to find solutions for their social issues like child care,

lodging, financial debts, etc. This represents a relevant contribution to their chances on

an ever changing labour market by empowering their abilities to obtain and hold on to a

job. The fact that makes our system work successfully is a very close cooperation with

more than 10.000 partner companies (mostly SMEs).

**1.4. Partners and Budget**

Our main financial partner is the Public Employment Service Vienna, smaller funds are

granted by the European Social Fund and the Social Welfare Office of Vienna. Between

one quarter and one third of our budget has to be generated through revenues of

personnel leasing.

**1.5. Results**

> In 2012 we serviced 6.417 trainees, 2.897 could be offered a short term

employment status.

> 83 % of our short-term employees succeed at least one employment relationship

within the year after leaving Job-TransFair\*

> 47 % succeed a so called minimum integration in the labour market of 90 days\*

> 36 % accomplish a stable reintegration in the labour market of more than 180

days\*

> 85 % of the serviced persons had a work integration chance of under 50 %

beforehand!\*

\* all data from 2011 (evaluation study “TransFlow”)

**Job-TransFair GmbH**

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**2. Developments from 2008 until 2013**

**2.1. Increasing Number of Persons**

The most obvious development for our company since the start of the economic crisis has

been a steady and continuous growth. The number of trainees rose by more than 150 %

from 2.550 in 2008 up to 6.417 in 2012.



As it can be seen in the chart above the sharpest rise took place in 2012 and growth

continued in a similar way in 2013 with planned entries of 7.518 trainees and 3.433 short

term employees.

**2.2. Shifting Chances to Succeed on the Labour Market for JT Target Groups**

Our evaluation study “TransFlow” shows that the chances for our target groups to get

back into a job and keep it for a period longer than three months were declining from

2010 to 2011 by 11 %

**Ex ante Probability of Employment Integration (EAP)**

****

**Job-TransFair GmbH**

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What can be noted examining the graph above is that in the starting-year of the

economic crisis and in the year after the median of the EAP rose substantially by 15 %.

At the same time the part of persons with a probability rate of more than 50 % was

growing from 25 % to 29 %. This might reflect the fact that on the climax of the crisis

also people with better preconditions to succeed on the labour market became long term

unemployed and therefore found their way to Job-TransFair. Apparently after 2010 it

became easier again for this group to find a new job before reaching this status and its

share in the Job-TransFair clients decreased in 2011 almost onto the level of 2008. But

what can be noted too is the important effect that the share of the group with the lowest

EAP has been constantly rising since the crisis started. We suppose that this is due to a

general adjustment of the labour market which has been boosted by the crisis and its

aftermath. We assume that the share of clients with very bad preconditions will

constantly remain on a higher level than before the crisis.

**2.3. Constant Increase in the Use of JT Services by Viennese Companies**

Since 2008 Job-TransFair has experienced a steady rise in the personnel leasing rate,

which indicates how many days of all employment periods of all of our short term

employees have been spent working in one of our partner companies. This fact led as

well to an increase of the budget share generated through revenues of personnel leasing

as shown in the chart below.



Job-TransFair partner companies are highly segmented. Personnel contracts of 2012

were almost evenly distributed across 761 companies and institutions. The top-tencontractors

represented less than one sixth of the whole contract volume. We did not

recognize any substantial changes during the last years which might reflect Job-Trans-

Fairs strategy of operating on a broad client base.

Four sectors represent almost half of the whole contract volume: retail trade, office

services, cleaning services and hospitality.

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**2.4. TransFair Rates already Recovered**

The TransFair rate of short term employees indicating a minimum integration in the

labour market of 90 days after having left Job-TransFair has been surprisingly stable in

spite of the economic crisis. Although the TransFair rate dropped by a bit more than 5 %

from 2008 to 2009 it has been constantly recovering and already exceeded pre-crisis

level in 2010.



**3. Further Information**

For further information please feel free to contact Thomas Rihl or Martina Riedlecker at

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1. Classification of economic activities broken down into sections [↑](#footnote-ref-1)