



CONFEDERATION OF INDUSTRY
OF THE CZECH REPUBLIC

REPRESENTING THOSE WHO CREATE VALUE

STRONGER TOGETHER

Confederation of Industry
of the Czech Republic
Ljubljana, Dec. 18th 2012

Govt. programme for companies in times of crisis in Czech Republic

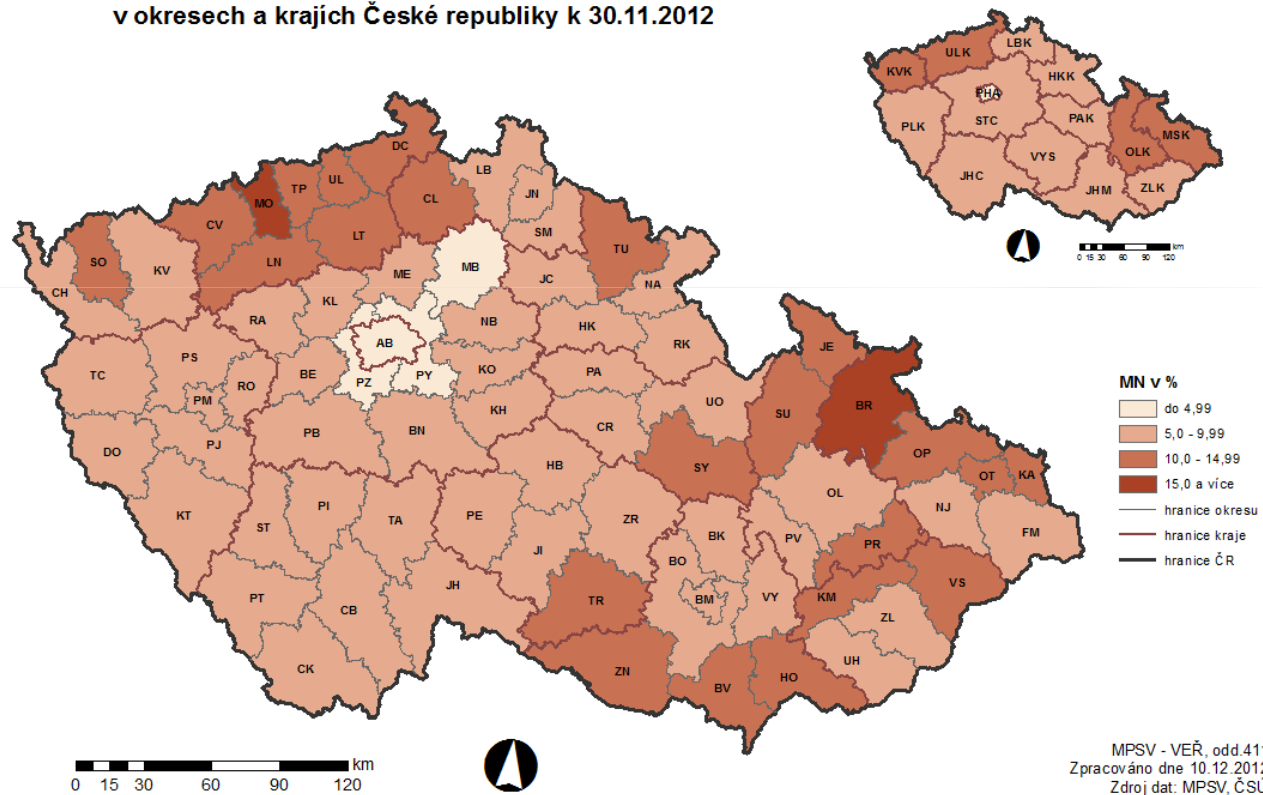


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Unemployment

MÍRA NEZAMĚSTNANOSTI
v okresech a krajích České republiky k 30.11.2012



Legislative activities – Labour Code

- Trial period for managers 6 months, regular employees 3
- Temporary assignment
- Notice of termination and notice period
- Severance
- Agreement on work performance

Socio-economic and employment situation – *Manpower* inquiry 2012

- 7% of employers expect a growth in the number of their employees, 6% expect a drop and 83 % expect no changes in staff numbers.
- The value of the net labour market index for the 3rd quarter of 2012 reached plus 1 %. In the previous quarter the value of the index was - 3 %, with 6 % of companies expecting a growth in the number of employees and 9 % of companies expecting a fall.
- *Reality? You´ve heard from Mr. Čížek about Czech facts & figures this morning.*

ESF Operational Programmes

- The Czech Republic's ESF Operational Programmes take a robust approach to the country's challenges, by revamping education to suit labour market requirements and promoting research and development and tertiary education. ESF funding is also helping to make the workforce more adaptable, increase employment, ensure access to the labour market for all and substantially modernise public administration

ESF priorities in the Czech Republic

The Czech Republic takes a three-pronged approach to maximising the benefits of ESF funding – improving training and innovation potential, activating the workforce including fight against unemployment and social exclusion, and special approach to human resources in Prague.



ESF priorities in the Czech Republic

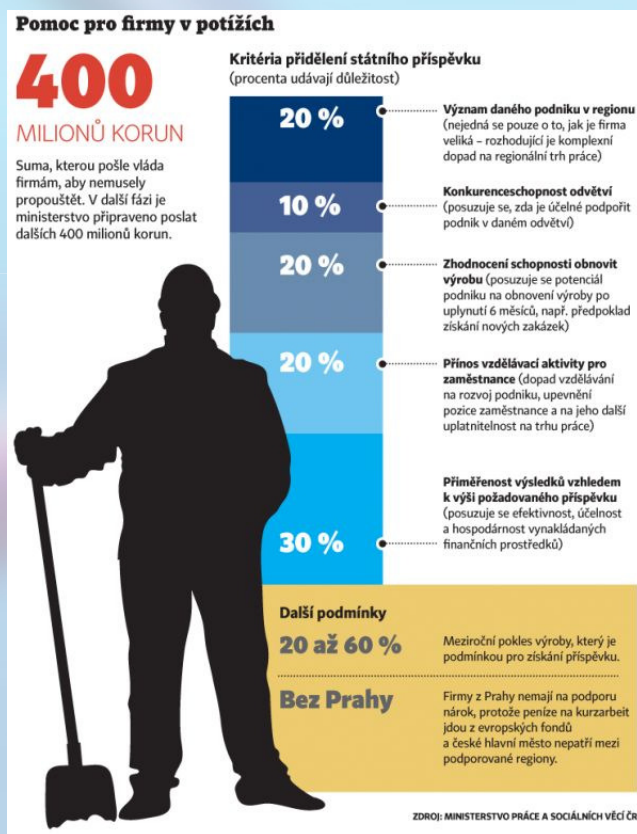
- Programme 1: Education for competitiveness
- Programme 2: Human Resources and Employment
- Programme 3: Prague – Adaptability

Kurzarbeit – the Czech way

- *Let's educate for stability* – MoLaSA programme (Human resources & employment programme fund)
- Education at work, not just stay at home
- Real threat of dismissal



Kurzarbeit – the Czech way



- - importance of enterprise for particular region
- - competitiveness of the branch
- - assessment of the renewal of the production
- - asset of educational activity for employees
- - balance of results and contribution required
- - year-on-year drop of production
- - Prague is out of play

Ways and means

- Grand total € 16 mil (x 2)
- 6 months period, extension up to 12 possible
- € 20 000 per company & month
- Limit of € 1 240 of total costs per employee, max. 60% of average wage
- „de minimis“ rule for „Human resources and employment programme“ applies
- Proven drop in sales year-to-year > 20%
- Amount of sales per employee 3 months before application
- Employer is able to exploit his employees for less than 20% of regular working time (§ 209 LC)
- Fall of working time can't exceed 60% of weekly working hours, i.e. > 1 day, but < than 3 days / week

Reactions

- Positive – only reliable & experienced have a bright future, despite of ???
- Doubts – given levels, total amount
- ... *perspective ?*
- Confederation's point of view:
„maybe the best solution ever, especially for SME's, which are the most vulnerable“

Thank you for your attention.

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