

From Policy to Practice: Governmental Programs for Economic Migration in the Czech Republic and their Impact on the Inflow of Highly Skilled Workforce

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Abstract: The Czech economy faces a significant worker shortage. Governmental Programs for Economic Migration address this by supporting foreign companies relocating staff from third countries to the Czech Republic. These programs have undergone several changes since their launch in 2012 such as extension of the quota and territorial extensions. This paper examines the annual changes in quotas for Employee card applications under Governmental Programs for Economic Migration. It assesses whether these quotas reflect the inflow of economic migrants and meet the Czech labor market's needs by analyzing quota development from 2019 to 2024 and comparing the average number of active foreign employments between July 2024 and February 2025 with the quotas set by Governmental regulation No. 187/2024 Coll. The findings suggest that while a foreign workforce is crucial for economic growth and competitiveness, the current quota system may not fully address the labor market's demands, highlighting the need for a more coherent and systematic approach to migration.

Keywords: Czech Republic migration, economic migration programs, governmental programs for economic migration, highly skilled labor, migration, migration policy.

JEL classification: M16, M51, M10

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Introduction

Europeans Union's work permit quota regulations are affecting the European Union member states, which currently produce more labor services than materials (Chaloff 2014, Shvets et al. 2023). The importance of attracting foreign workforce has been in the past years highly relevant due to the labor shortage, simultaneously unemployment rate oscillating approximately around 2,53% (*Employment and Unemployment (LFS)*, 2025) and several vacancies approx. around 293 745 (*Registered Unemployment and Job Vacancies (MLSA)*, 2025) both between the years 2019 to 2024. Also due to other reasons such as the ageing population, diversification of the labor market, economic migrants being contributors to the state budget or enhancers of innovation and technology development (Bjerre et al. 2015, Kahanec & Guzi 2017) economic migration to the Czech Republic is considered as remarkable topic (Cerna 2016).

As Czaika identifies, only an effective immigration policy can affect the targeted economics issues (Czaika & De Haas 2013). Multiple Czech ministries have reflected the continuous labor shortage and thus implemented a number of Governmental Programs for Economic Migration from 2012 until now. The purpose was to attract highly skilled employees working originally in third countries and consequently to ensure an expedited immigration process for relocation to the Czech Republic (Poór et al. 2020). However, in 2019 a new system of an economic migration quota was implemented and since then, the numbers of quotas have been annually

amended by the Governmental regulations. That seems to be slightly contradictory to the initial effort to address foreign workers in order to decrease the labor shortage in the Czech labor market and increase the competitiveness of Czech companies (Chetverikova 2024, The Czech Labour Market 2015). The explanatory reports for the Governmental regulations on economic migration quotas between the years 2019 and 2024 (2019) declared that „*In countries for which government-approved programs are intended, quota values are primarily set for their participants and only low values are set for applications outside the programs. (The annex to the government decree does not explicitly state the numbers of applications that can be submitted outside the government-approved programs, but rather the difference between the total quota and the quotas set for government-approved programs)*“. However, the standard duration of the process of obtaining an Employee card ranges between 3.5 to 8 months while the application via a Governmental program for Economic migration decreases the overall duration to 2.5 to 5.5 months (Czech Republic, 2025), despite being the official term from submission of the application to the final decision 60 days (in complicated cases 90 days) (Employee Card, 2025).

In this paper, we will examine the annual changes in economic migration quotas (for Employee card applications only as the key Immigration permit for highly skilled employees) and assess whether the current quotas accurately reflect the inflow of economic migrants. Additionally, we will evaluate if these quotas meet the long-term needs of the Czech labor market, which consistently requires foreign workers, but still lacks „*a coherent and systematic conceptual approach towards migration*“ (Stojanov et al. 2022). The aim is to review the development of the quotas from 2019 to 2024 and to compare the economic migration inflows to the Czech Republic based on the Governmental Economics Programs with the overall economic migration to the Czech Republic. Such comparison enables us estimate whether the set quota contributes to decreasing the labor shortage.

RQ1: What is the development of annual changes in economic migration quotas?

RQ2: How are the migration quotas reflecting the inflow of economic migrants to the Czech Republic?

RQ3: How are work migration quotas meeting the long-term needs of the Czech labor market?

1 Governmental Programs for Economic Migration in the Czech Republic and the migration

The Governmental Programs for Economic Migration were launched in 2012 by Ministry of Interior, Ministry of Foreign Affairs, the Ministry of Labor and Social Affairs and the Ministry of Industry and Trade, and also, business representations. The original programs (Fast Track, Welcome Package, pilot projects Ukraine and India, Regime Ukraine and Regime for other states: Mongolia, Philippines, Serbia and Regime Farmer) were transformed in accordance with the Government Resolution No. 581 of August 26, 2019, on programs approved by the government to achieve economic benefits for the Czech Republic (Economic Migration and Government Programs, 2025). The newly approved Governmental Programs for Economic Migration have been implemented since September 1, 2019, in the following manner shown in Table 1.

Table 1: Overview of Governmental Programs for Economic Migration

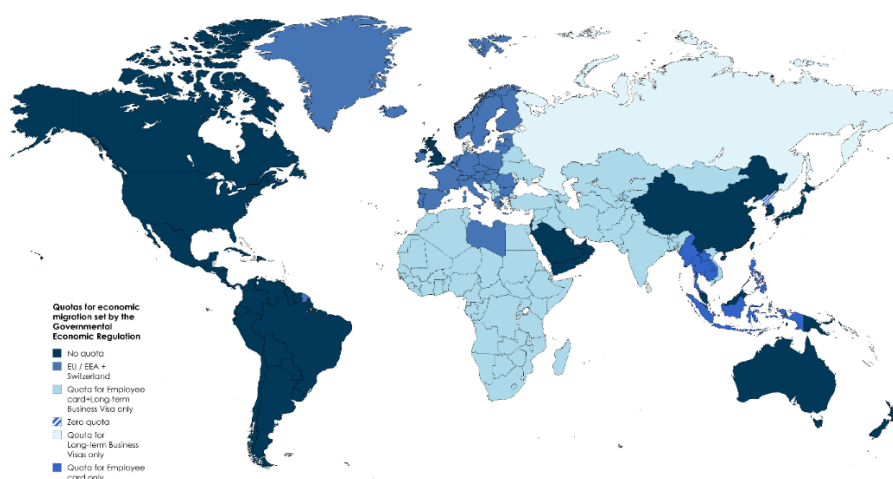
Previous Governmental Programs for Economic Migration	New Governmental Programs for Economic Migration
Regime Ukraine and Regime for other states: Mongolia, Philippines, Serbia and Regime Farmer	Qualified Worker Program
pilot projects Ukraine and India	Highly Qualified Worker Program
Fast Track, Welcome Package	Key and Research Staff Program

Source: Programs Approved by the Government with the View of Economic Benefit of the Czech Republic (2019, September 27). *MZV ČR 2025*. Retrieved from https://mzv.gov.cz/jnp/cz/informace_pro_cizince/pobytova_opravneni_k_pobytu_nad_90_dnu/rezimy/rezim_ukrajina.html

The enrollment to the Governmental Program for Economic Migration requires the Employer to meet certain criteria (e.g. indebtedness on social security payments, minimum amount of active employees) while the worker from the third country is granted priority access to the embassies to submit applications for work and residence permits and other benefits such as expedited processing within 30 days, simplified application procedure for the family dependents, submission of written confirmation instead of proof of accommodation, work agreement and professional qualification certificate and also possibility to change an employer in a shorter duration after entering the Czech Republic (Programmes Approved by the Government with the View of Economic Benefit of the Czech Republic, 2025). Furthermore, as per the Ministry of Interior Governmental Resolution, the Governmental Programs for Economic migration, have also a key part in the integration of Foreigners in the Czech Republic: *„Foreigners included in government economic migration programs are set a minimum wage (wage criterion), which the employer must guarantee to the foreigner for the entire duration of the employment relationship. The goal is for foreigners to be able to provide for their own living needs through their own income from employment or business and not be dependent on state assistance.“* (Resolution of the Government of the Czech Republic from December 11, 2024 No. 930, 2024)

The distribution of the quota between the permits (Employee card permit, Long-term Business visa or both) and the existence of the quota is presented in Figure 1.

Figure 1: Quotas for economic migration to the Czech Republic



Source: Ministry of the Interior of the Czech Republic. (2025, March 18). *Quotas for Economic Migration & Government-Approved Programs for Achieving Economic Benefits for the Czech Republic* [online]. Ministry of Interior. Retrieved from <https://mv.gov.cz/clanek/kvoty-pro-ekonomickou-migraci-programy-schvalene-vladou-za-ucelem-dosazeni-ekonomickeho-prinosu-pro-cr.aspx>

However, the annual number of workers from the third countries, which can participate in the programs is limited by quotas set per each Embassy by the governmental regulation. Quotas are supposed to be set based on the demand of the employers and the interest of the Foreigners in migration to the Czech Republic. For embassies in countries, where there is low interest in applying for Governmental Economic Programs the quota is not set, while for the high-interest countries, the quota is in place. If the quotas have been met, applicants have still the option to apply for a work and residence permit without participating in the program.

2 Methodology

To understand the development of the migration trends in relation to the economic migration programs offered by the Czech Republic, it is necessary to evaluate the inflow of highly skilled workers to the Czech Republic. In order to do so, we have chosen an Employee card as one of the Immigration permits collected in all of the Governmental Programs for Economic Migration, for which also the Governmental regulations set a quota on yearly basis (the only other restricted permit by the quota system is Long-term Visa for the Purpose of Doing Business). The reviewed period was set from July 2024 to February 2025, as the Ministry of Labor and Social Affairs newly published the statistical database including the numbers of actively employed third-country nationals including their Immigration permit. Such a dataset was not available in the past and has been made available to the public due to the Strategic plan of digitalization in the Czech Republic until 2030 by the Ministry of Labor and Social Affairs.

3 Results and Discussion

For each of the Governmental Programs for Economic Migration, a quota is imposed. The quota system was introduced and implemented in 2019 to manage a number of applications for long-term residence for employment purposes, particularly from non-EU countries (*Employee Card*, 2025). The first regulation, Government Regulation No. 220/2019 Coll., set the maximum number of applications for a visa for a stay of over 90 days for business purposes, applications for a long-term residence permit for investment purposes and applications for an employee card that can be submitted annually at the Embassy. The regulation above has been amended every year since 2019¹, especially changing Attachment 2, prescribing the quotas per selected Embassy. As demonstrated in Table 2, the amount of quota has increased by number 14 650 up to a total amount of 56 960 applications accepted in the selected embassies. Applications at the embassies, not listed in the attachment of the governmental regulations are not subject to quotas. Lastly, in two of the embassies the quota was fully eliminated, while in three locations the quota was newly introduced.

¹ Government Regulation No. 556/2020 Coll., Government Regulation No. 233/2021 Coll., Government Regulation No. 321/2022 Coll., Government Regulation No. 436/2023 Coll., Government Regulation No. 213/2023 Coll., Government Regulation No. 187/2024 Coll.

Table 2: Overview of Quotas from 2019 to 2024

	Governmental Regulations No. 220/2019 Coll.	Governmental Regulations No. 556/2020 Coll.	Governmental Regulations No. 233/2021 Coll.	Governmental Regulations No. 321/2022 Coll.	Governmental Regulations No. 213/2023 Coll.	Governmental Regulations No. 436/2023 Coll. ²	Governmental Regulations No. 187/2024 Coll.	An average change per interval in the quotas from 2019 to 2024 ³	A change between the initial year 2019 and the year 2024
Embassy	Quota ⁴	Quota	Quota	Quota	Quota	Quota	Quota		
Abuja (NG)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Addis Abeba (ET)	60	90	90	90	90	110	110	+ 12.04 %	+ 50
Akkra (GH)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Algeria (DZ)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Amman (JO)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Ankara (TR)	300	300	300	300	300	360	360	+ 3.33 %	+ 60
Astana (KZ) ⁵	380	360	560	560	560	580	580	+ 8.98 %	+ 200
Baghdad (IQ)	30	60	60	60	60	80	80	+ 22.22 %	+ 50
Baku (AZ)	200	210	210	210	210	230	230	+ 2.42 %	+ 30
Bangkok (TH)	250	280	280	280	280	300	300	+ 3.19 %	+ 50
Beirut (LB)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Belgrade (RS)	3 000	3 000	2 400	2 400	2 400	2 460	2 460	-2.92%	- 540
Bratislava (SK)	N/A	N/A	150	150	N/A	N/A	N/A	quota eliminated	quota eliminated
Chisinau (MD)	800	800	1 200	1 700	1 700	1 760	1 760	+ 15.87 %	+ 960
Cairo (EG)	60	110	110	110	110	130	130	+ 16.92 %	+ 70
Dakar (SN)	N/A	N/A	N/A	N/A	N/A	60	60	0 %	N/A
Damascus (SY)	30	60	60	60	60	60	60	+ 16.67 %	+ 30
Delhi (IN)	1 200	1 100	1 100	1 100	1 100	1 560	1 560	+ 5.58 %	+ 360
Erbil (IQ)	30	60	60	60	60	60	60	+ 16.67 %	+ 30
Hanoi (VN)	200	200	200	200	200	200	200	0 %	0
Islamabad (PK)	30	60	60	60	60	80	80	+ 22.22 %	+ 50
Istanbul (TR)	300	300	300	60	300	360	360	+ 56.67 %	+ 60
Jakarta (ID)	100	130	130	130	430	150	1 500	+ 182.61%	+ 1 400
Kabul (AF)	30	60	60	60	60	N/A	N/A	quota eliminated	quota eliminated
Kyiv (UA)	1 600	1 600	1 600	1 600	1 600	1 600	1 600	0 %	0
Lusaka (ZM)	60	90	90	90	90	110	110	+ 12.04 %	+ 50
Lviv (UA)	40 720	40 000	40 000	38 000	38 000	11 500	11 500	-12.75 %	- 29,220
Manila (PH)	1 200	2 200	2 200	2 500	2 500	5 550	5 550	+ 36.50 %	+ 4,300
Minsk (BY)	1 000	2 200	2 200	2 200	2 200	2 200	2 200	+ 20.00%	+ 1,200
Nairobi (KE)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Pretoria (ZA)	100	90	90	90	90	110	110	+ 2.04%	+ 10
Pyongyang (KP)	0	0	0	0	0	0	0	0 %	0
Rabat (MA)	60	90	90	90	90	100	100	+ 10.19 %	+ 40
Sarajevo (BA)	500	510	510	510	510	530	530	+ 0.99 %	+ 30
Skopje (MK)	200	230	230	560	560	580	580	+ 27.01 %	+ 380
Tashkent (UZ)	100	130	130	130	130	150	150	+ 7.56 %	+ 50
Tbilisi (GE)	300	330	330	730	730	750	750	+ 22.33 %	+ 450
Teheran (IR)	60	90	90	90	90	80	80	+ 6.48%	+ 20
Tunis (TN)	60	90	90	90	90	80	80	+ 6.48 %	+ 20
Ulaanbaatar (MN)	1 200	1 230	1 230	1 230	1 230	3 250	3 250	+ 27.79 %	+ 2,050
Yerevan (AM)	200	210	210	680	680	700	700	+ 38.63%	+ 500
TOTAL	54 720	56 810	56 960	56 960	56 680	36 310	37 660	+ 11.69 %	- 17,140

Source: Governmental Regulations No. 220/2019 Coll., Governmental Regulations No. 556/2020 Coll., Governmental Regulations No. 233/2021 Coll., No. 321/2022 Coll., Governmental Regulations No. 213/2023 Coll., Governmental Regulations No. 436/2023 Coll., Governmental Regulations No. 187/2024 Coll. (2025, March 17).

MZV ČR 2025. Retrieved from https://mzv.gov.cz/jnp/cz/informace_pro_cizince/legislativa/narizeni_vlady_o_maximalnim_poctu.html

The initial economic migration quota system of 2019 established an expedited Employee card process for a total of 54,310 applicants. When comparing the total number of quotas in 2019 and 2020, we have observed an increase only by 2 090 quotas. The Governmental regulations of 2021 and 2022 introduced the same number of quotas increased by 150 from the previous

2 According to the Explanatory report dated 13.11.2023 to the draft government regulation amending government regulation No. 220/2019 Coll., the quotas were further changed in 2023 (2023), mainly for the following reasons: "The basis for the readjustment of the quotas was the knowledge of the embassies provided by the Ministry of Foreign Affairs, information about the persistent long-term shortage of labor on the Czech labor market provided by the Ministry of Labor and Social Affairs, as well as the experiences of employers, mediated in particular by the Ministry of Industry and Trade."

4 Maximum number of applications that can be submitted within a 1-year period

5 The city Astana is named differently in each Governmental Regulation – also the naming Nursultan was used in the Governmental Regulation from 2019.

regulation of 2020. The first amendment of Governmental regulation in 2023 decreased the number of quotas by – 280 and the second presented significantly reduced numbers (-20 370). In 2024 the overall number of quotas was increased by 1 350 and for multiple embassies, there has been a complete elimination of quotas (Bratislava (SK), Dakar (SN), Yerevan (AM), Kabul (AF). By comparing the first year when quotas were introduced (2019) and the last year we have analyzed (2024), we have calculated a difference of total decrease by – 17,140 quotas. However, as stated above, for several embassies the quotas were fully eliminated (Bratislava (SK), Dakar (SN), Yerevan (AM), Kabul (AF), but as Table 3 displays below, an average number of active employment based on issued Employee Cards per each nationality is not replacing the decrease of quota between the year 2019 and 2024. In 2024, 8 nationals maintained active employment with issued Employee Cards, while no nationals did so. Information for Slovakia was unavailable, but 495 Armenian nationals maintained an active employment with issued Employee Cards.

We can see in the ninth column in Table 2, that the overall numbers of quota are in general increased, but in a moderate manner – on average by + 11,69 % (with a range from + 0,99 % Sarajevo (BA) to 182,61 % Jakarta (ID)). The percentage calculation was calculated as follows
$$= \text{Average increase} = \left(\frac{\sum (\text{Increase})}{\text{Number of Increases}} \right)$$
. Only for two embassies, (Lviv (UA), Belgrade (RS)) and for certain embassies, no change in the past five years was done (Kyiv (UA), Dakar (SN), Hanoi (VN), Pyongyang (KP)), the quotas are rather decreasing on an annual basis. The average change per each embassy provides an understanding on how much the quota fluctuated throughout the years 2019 to 2024, leading either to positive or negative outcome.

The applicants affected by the quotas in certain countries can via the Governmental Programs for Economic Migration only collect the Employee card or the Long-term Business Visa. Besides those types of immigration permit a third-country national can also apply for a Blue card, a Card for intra-corporate transfer employees or a Long-term visa for the purpose of doing business. For the purpose of the comparison of the total inflow of economic migrants to the Czech Republic in regards to the Governmental Programs for Economic Migration along with imposed quotas, only the most common type of immigration permit – an Employee card – will be further considered in Table 3.

Table 3: Overview of active employment based on issued Employee Cards and the nationalities of the holders from July 2024 to February 2025

Nationality	An average number of active employments based on the Employee Card (between July 2024 to February 2025)	Quota (as of 1 January 2025)	if YES, the latest quota number as per the Governmental Regulation No. 187/2024 Coll.
Afghanistan	8	NO	eliminated in 2023
Albania	229	NO	N/A
Algeria	60	NO	N/A
Angola	0	NO	N/A
Argentina	59	NO	N/A
Armenia	495	YES	700
Australia	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 176 employees working as per Infocard registration)
Azerbaijan	507	YES	230
Bangladesh	407	NO	N/A

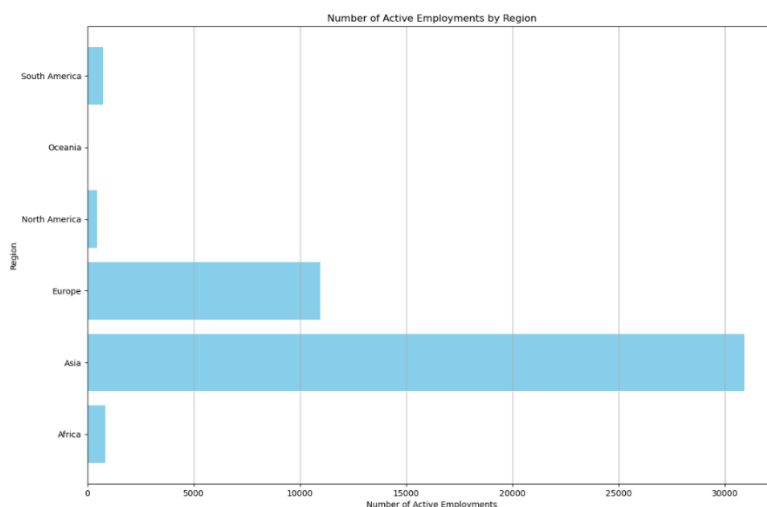
Belarus	1 949	YES	2 200
Bosnia and Herzegovina	503	YES	530
Brazil	247	NO	N/A
Cambodia	8	NO	N/A
Canada	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 347 employees working as per Infocard registration)
Cameroon	17	NO	N/A
Chile	45	NO	N/A
China	2 180	NO	N/A
Colombia	309	NO	N/A
Congo	7	NO	N/A
Costa Rica	47	NO	N/A
Cuba	124	NO	N/A
Dominican Republic	34	NO	N/A
Ecuador	6	NO	N/A
Egypt	240	YES	130
El Salvador	6	NO	N/A
Ethiopia	14	YES	110
Georgia	733	YES	750
Ghana	105	YES	80
Great Britain	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 4154 employees working as per Infocard registration)
Guatemala	9	NO	N/A
India	3 300	YES	1 560
Indonesia	465	YES	1 150
Iran	156	YES	80
Iraq	11	YES	80
Israel	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 430 employees working as per Infocard registration)
Japan	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 323 employees working as per Infocard registration)
Jordan	30	YES	80
Kazakhstan	1 205	YES	580
Kenya	40	YES	80
Kosovo	310	NO	N/A
Kyrgyzstan	327	NO	N/A
Laos	6	NO	N/A
Lebanon	28	YES	80
Macedonia	733	NO	N/A
Malaysia	27	NO	N/A
Mauritius	6	NO	N/A
Mexico	232	NO	N/A
Moldova	2 014	YES	1 760
Mongolia	4 989	YES	3 250
Montenegro	36	NO	N/A
Morocco	73	YES	100

Nepal	679	NO	N/A
New Zealand	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 82 employees working as per Infocard registration)
Nigeria	76	YES	80
North Africa	0	YES	80
North Korea	0	YES	0
North Macedonia	0	YES	580
Pakistan	85	YES	80
Palestine	6	NO	N/A
Peru	28	NO	N/A
Philippines	8 381	YES	10 550
Republic of Korea	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 347 employees working as per Infocard registration)
Romania	25	NO	N/A
Russia	2721	NO	N/A
Senegal	0	YES	60
Serbia	2 435	YES	2 460
Singapore	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 19 employees working as per Infocard registration)
Slovakia	N/A	YES	Quota on embassy in Bratislava only exceptionally due to high amount of applications from Ukraine
Southern Africa	114	YES	80
Sri Lanka	17	NO	N/A
Suriname	7	NO	N/A
Syria	75	YES	60
Taiwan	N/A	NO	free access to the labor market as of 1 March 2025 (monthly approximately 116 employees working as per Infocard registration)
Tajikistan	15	NO	N/A
Tanzania	8	NO	N/A
Thailand	1 047	YES	300
Tunisia	123	YES	80
Turkey	1 358	YES	360
Uganda	13	NO	N/A
Ukraine	62 191	YES	13 100
United States	N/A	NO	free access to the labor market as of 1 July 2024 (monthly approximately 1968 employees working as per Infocard registration)
Uzbekistan	1167	YES	150
Venezuela	39	NO	N/A
Vietnam	3 216	YES	200
Zambia	7	YES	110
Zimbabwe	53	NO	N/A

Source: Economic Migration and Government Programs (2025, March 19). MPSV ČR 2025. Retrieved from <https://data.mpsv.cz/portal/sestavy/statistiky/trh-prace/zamestnavani-cizich-statnich-prislusniku/cz>

Table 3 displays there are four categories we can cluster: 1. countries with eliminated quota, 2. countries with free access to the Labor Market, 3. countries with active quota and 4. countries for whose applicants no quota was imposed. As per the first category, for applicants located in Afghanistan, the number of active employees based on the Employee card is low (8), for the applicants applying from Slovakia there are no publicly available data proving why in the past the quota was imposed (Slovakia is an EU Member state and therefore Slovak nationals do not need to possess an Employee card to commence work in the Czech Republic).

Figure 1: Regional overview of active employment based on issued Employee Cards and the nationalities of the holders from July 2024 to February 2025



Source: based on own calculation

As of 1 July 2024, the quotas were eliminated and free access to the Czech labor market was granted to the following countries: Australia, New Zealand, the United States of America, Canada, Great Britain, Israel, Japan, North Korea and Singapore. Also as of 1 March 2025, additionally Taiwan citizens newly possess free access to the Czech labor market. The purpose of waiving the immigration restrictions is to decrease the administrative burden of the employers and increase the attractiveness of the Czech labor market, it was therefore expected that a high inflow of economic migrants would occur (Linhart 2024). The number of active employees working based on the Employee card is rather high, ranging from 82 employees in average (New Zealand national) to 4 154 employees on average (Great Britain).

A 36 countries, where an active quota is available for the Governmental Programs for Economic Migration applicants range in the number of quotas from zero (North Korea) to 13 100 (Ukraine). A common threshold is set around the amount of 80 quotas per embassy. The previous Table 3 of active employment versus quota provides additional insights:

- High Quota and Active Employment Ratio (e.g. Ukraine and Philippines): Such countries have exceptionally high quotas compared to the actively employed foreign workers. For Ukraine, the quota is set as of 13,100 along with 62,191 active employments, while the Philippines has a quota of 10,550 and 8,381 active employments. This indicates a very high demand for labor from these countries.
- Moderate Quotas and Active Employment ratio (e.g. India and Mongolia): These countries have moderate quotas in comparison with the actively employed foreign workers. India has a quota of 1,560 and 3,300 active employment, while Mongolia has

a quota of 3,250 and 4,989 active employees. This suggests a significant but manageable demand for labor.

- Low Quotas and Active Employment ratio: Countries with low quotas and employments: Examples include Ethiopia (quota of 110, 14 active employments) and Iraq (quota of 80, 11 active employments). This indicates a lower demand for labor from these countries.

For majority of the countries the ratio between the active employment and the quota indicates that the number of active employments is close to or less than the quota (quota ratio being balanced and oscillating around 1). These patterns suggest that while most countries maintain a balance between their quotas and active employments, a few have significant discrepancies, due to either high demand or underutilization.

Conclusion

The presented paper theoretically examines Governmental Programs for Economic Migration in the Czech Republic in the context of the quota system – in particular, whether the annual quotas set on the Employee card applications between the years 2019 to 2025 routed via such programs reflect the overall inflow of economic migrants applying for Employee card and thus the current needs of the labor market of the Czech Republic. Clearly, the theory indicates that a foreign workforce is a key attribute needed for stable economic growth and competitiveness of Czech companies. Considering the continuously low unemployment rate, the lack of local, highly qualified employees can be substituted by hiring foreign nationals. To attract such a workforce as well as swiftly relocate future employees, the residence and work-related requirements must be set inadequately.

The scope of the paper was to analyze in the first phase the development of the number of quotas on Employee card applications from their inception in 2019 to 2024. Secondly, the average number of active employments of foreigners based on Employee cards between July 2024 to February 2025 were compared with the number of quotas set by the latest Governmental regulation No. 187/2024 Coll. The purpose of the two-fold approach was to examine the effectiveness of Governmental Programs for Economic Migration in the Czech Republic, specifically focusing on the quota system for Employee card applications. The paper aimed to determine whether the annual quotas set by these programs accurately reflect the overall inflow of economic migrants and meet the current needs of the Czech labor market. Additionally, the paper seeks to analyze the development of these quotas from 2019 to 2024 and compare the average number of active foreign employments based on Employee cards between July 2024 and February 2025 with the quotas established by the latest Governmental regulation No. 187/2024 Coll.

The findings indicate that while a foreign workforce is essential for stable economic growth and competitiveness of Czech companies, the current quota system may not fully address the labor market's demands. The quotas have generally increased over the years, but the changes have been moderate, with significant discrepancies between the embassies. The ratio between active employment and quotas suggests that most countries maintain a balance, yet a few have notable discrepancies due to high demand or underutilization.

Acknowledgement

This paper was created as a part of a research project of the Ministry of Education, Youth and Sports of the Czech Republic, Internal Grant Agency for the term from 2025 to 2027 („Enablers of economic growth through the framework of management in diverse workplaces“).

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