

Abstract

The aim of the thesis is to identify and evaluate the unemployment situation in the Czech Republic. Which factors affect the problems of unemployment and what groups of people in the Czech Republic are the riskiest. I also focused on the activities of the employment offices in the Czech Republic and methods and measures for solving the problem of unemployment specifically. What tools and what methods are used to help job seekers find suitable jobs in the shortest possible timeframe. In the last part of the thesis I focused on the active employment policy instruments to assess which tools are used the most frequently by the employment office and why.

The first part of the thesis deals with the problems of unemployment. This is a very variable quantity that depends not only on the economy state of the country, other factors are involved in it as well. One of these significant factors includes the mobility, which means the reluctance to commute. Mobility unfortunately does not only reflect the unwillingness of people to commute, it can be also affected by other factors, among which we can include poor transport infrastructure, transport lines cancelling and never-ending increase of fuel prices. A significant factor is the reluctance of people to migrate to work to regions where unemployment is somewhat lower than in the region where the individual lives, but badly set housing policy of the country, the high prices of real estate, and not least, problematic mortgages deepen this reluctance even more.

In the second part of the thesis I focus on the employment office in the Czech Republic and its role in the process of job searching. Activities of the employment offices in the Czech Republic are focused on the risky groups of unemployed people. Job seekers should have on mind that the employment office is here primarily to advise them with what they can get. The employment office advises them what to focus on when searching a job to make their chances on the labor market increased. It advises them what to do and what documents they must prepare so that employment office includes them into the register of job seekers. They are introduced to their rights and obligations and they learn what is required from them. Job seekers are offered by the specific job or any suitable retraining. Those candidates who meet the statutory requirements are granted with unemployment benefits. Failure to comply with obligations or failure to provide liaison with the employment office results in removal

from the register and unemployment benefits revocation as evidenced by the aforementioned case of Supreme Administrative Court of the Czech Republic. Candidates who are registered for a period longer than five months, or persons from risky groups are given an individual action plan, which aims to increase the application of the candidate on the labour market. Candidates should be aware that entering into the register within the employment office should not stop their own activities - job seekers themselves must actively participate in the process of finding a job.

The third part of the thesis deals with the active employment policy and its individual instruments. The aim of the active employment policy is to adopt measures in favor of certain groups of people that have difficult access to employment. The active employment policy is realized according to criteria that are determined by individual employment offices in the Czech Republic on the basis of the specific situation on the labor market in certain regions.

According to my knowledge and statistical data of the Ministry of Labour and Social Affairs, especially retraining, both specific, which is secured to the requirements of employers, according to the current situation on the labor market, as well as nonspecific, are among the most frequently used tools during the last years. They allow to extend and deepen the general application of knowledge of candidates who are then better "positionable" in the labor market. Another frequently used-in-practice tool is community work. They enable candidates who are not very successful on the labor market to work at the time when they can not find a standard work. The aim is to maintain working activities and income of the candidate. Last but not least, the job seekers' chance of finding a new job in the labor market is increasing because they are still active. The third most used tool in 2011 (compared to 2010) are socially useful jobs. Allowances for the operation of sheltered workshops are used in about 10 percent of cases. Overarching contribution and the own-business allowance are the least used allowances, as they discourage job seekers mainly by the request to undertake at least two years of private enterprise. If their business fails or ends before the two-years deadline, they have to post the allowance back. This is why job seekers give priority to employment instead of the own business.

As a conclusion we can say that a number of tools are used in the Czech Republic, some of them more, some of them less than others. What they have in common is that they are trying to reduce unemployment or its consequences. But it depends only on us, whether we ask the employment office for help or we cooperate with some job agency or we look for a job ourselves. The important thing is to face the problem and believe that active effort at finding a job brings a success – a new job.