

## Term of Reference – Analysis/Research of Seasonal Workers in Czechia

- 1. Purpose:** The purpose of this analysis/research is to investigate the dynamics, challenges, and impacts of seasonal workers in Czechia.
- 2. Scope:** The analysis/research will focus on understanding the demographics, employment patterns, legal frameworks, and socio-economic contributions of seasonal workers in Czechia.
- 3. Objectives:**
  - Identify the sectors employing seasonal workers in Czechia.
  - Assess the seasonal migration patterns and its impact on local economies.
  - Evaluate the regulatory framework governing seasonal labor in Czechia.
  - Analyze the socio-economic implications of seasonal work on both workers and local communities.
  - Analyze status, rights and available resources for seasonal workers.
  - Examine seasonal workers' specific challenges (assess the role of recruitment agencies).

### Methodology

- 4. Data Collection:**
  - Review of existing literature, reports, and statistical data from relevant government agencies, NGOs, and international organizations.
  - Conduct interviews and/or surveys with stakeholders, including seasonal workers, employers, government officials, and experts in labor economics.
- 5. Analysis:**
  - Quantitative analysis of demographic and employment data.
  - Qualitative analysis of interviews/surveys to understand perceptions and experiences of seasonal workers.

### Deliverables

- 6. Interim Report (regular updates):** Regular updates and communication. Presentation of preliminary findings and analysis after the first phase of data collection and analysis.
- 7. Final Report:** Comprehensive analysis including findings, conclusions, and recommendations based on the research objectives.
- 8. Timeline:** The research project is expected to be completed by mid-May 2024.

9. **Budget:** development of a structured budget, the maximum limit is approx. USD 13 000.