EcoMobility
TRANSITION

Report on the Moravian-Silesian region, Czechia

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1.0 Overview – general contextual information on the region

The Moravian-Silesian region carries two distinct features; it remains one of the loci of the green transition in Czechia, while simultaneously being a central hub of automotive activity. It is currently heavily focusing on its transformation from a heavy industry and mining region into a region focusing on technological change and innovation, leveraging its industrial past and existing capacities in charging this transformation (Moravian-Silesian Region, 2025). In these efforts, it is supported by the just transition fund, receiving significant funding for purposes of investment into clean production, mobility & infrastructure, energy, and digital innovations, among other areas (Moravian-Silesian Region, 2020).

The region simultaneously faces several challenges, with its unemployment rate (5,82% toward the end of 2024) being the second highest in Czechia during the covered time period (Statistical Office of the Czech Republic, 2025), unequal mobility access, and the challenge of the twin transitions themselves. What is more, the region ranks the lowest in well-being categories, such as job availability and environment, when compared to other Czech regions (OECD, 2024).

For instance, in the past ten years, the number of people looking for a job has averaged around 44 thousand per year, surpassing the average number of jobs offered, which has likewise held steady at around 12 thousand per year. By far, the largest group of job seekers is classified as ISCO group 9 (elementary occupations), followed by those in group 5 (service and sales workers) (Moravian-Silesian Employment Pact, 2025).

While the average wages and salaries in the region have risen significantly in the last 8 years, the region remains simultaneously characterized by the second largest relative poverty rate in Czechia, at approximately 15 percent (OECD, 2024; Moravian-Silesian Employment Pact, 2025). The *Manufacturing* sector provides for the largest amount of employment at around 26 percent, followed by *Wholesale and retail trade; repair of motor vehicles and motorcycles* at 11 percent, and *Human health and social work activities* at approximately 10.1 percent (Moravian-Silesian Employment Pact, 2025). Employment in each sector of the economy as a percentage of total employment in the region is visualized in Figure 1.

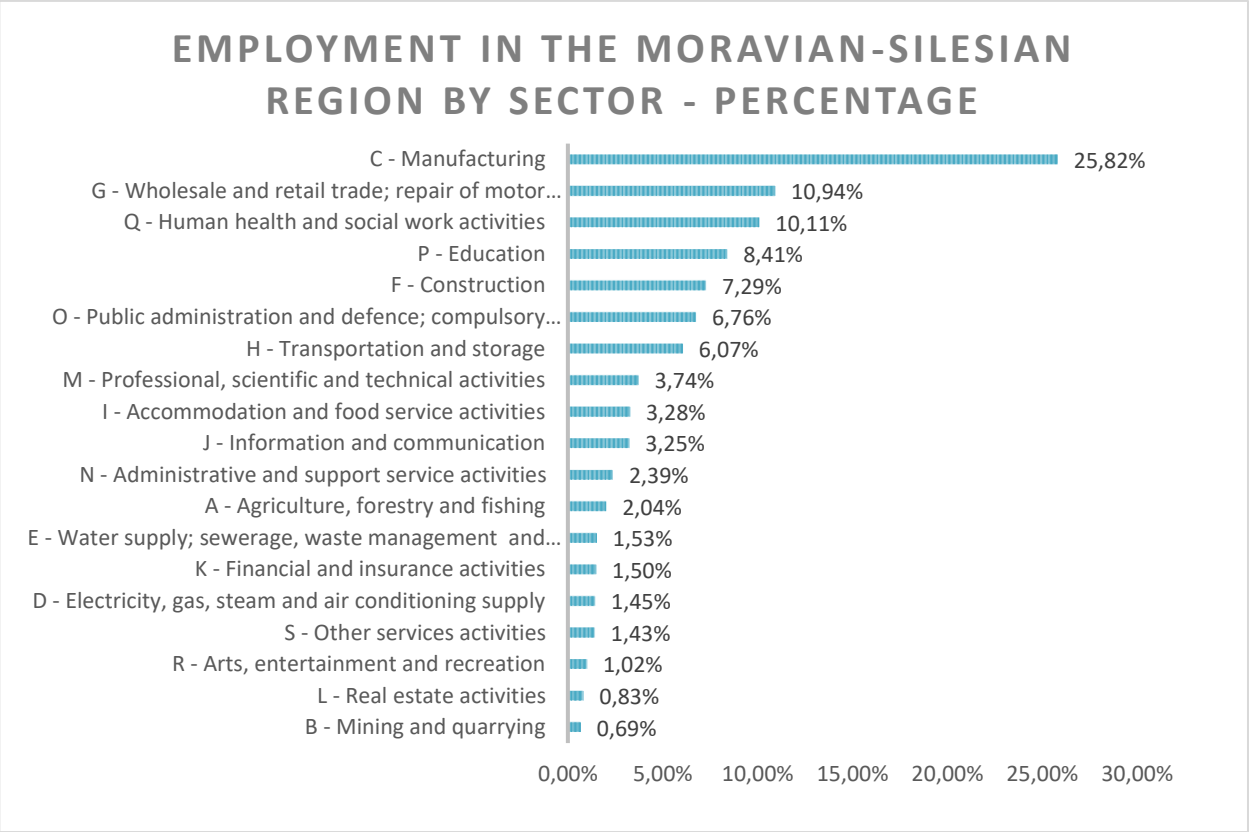

Figure 1: Employment in the Moravian-Silesian region by sector – percentage (Statistical Office of the Czech Republic, 2025).

As part of manufacturing, the region represents a major automotive manufacturing hub, with a dense network of supplier firms surrounding the local original equipment manufacturer (OEM), Hyundai Motor Company. In 2023, the Hyundai plant had a production capacity of 340 thousand automobiles (Invest Northeast Czechia, 2025). Among other components, the supplier network focuses on plastic and technical components, electronic components, services, and other elements of the supply chain. The broader automotive network in the region includes companies such as Tatra Trucks, Brano, Brose, Brembo, Cromodora Wheels, and many others. Overall, the automotive industry employs roughly 34 thousand workers, representing 6 percent of total regional employment and 22 percent of total regional manufacturing employment (Invest Northeast Czechia, 2025).

However, the region is also home to a breadth of companies in the broader mobility sector, focusing on activity such as the manufacturing of railway equipment, railway machinery, and their repair, as well as the production of bicycles. Zooming in on railway-related production, Škoda Vagonka focuses on the production of a wide array of railway equipment, including, but not limited to, electric units for suburban transport, light regional vehicles, passenger trailers, or motor units. Moreover, it produces multiple types of single, double, and multiple-deck electric units, helping support the regional green transition efforts (Škoda Group, 2025). It employs approximately 700 people. As for bicycles, Shimano Czech Republic focuses on bicycle components, while aiming to move toward a knowledge-based production process (Shimano, 2025), employing approximately 500 people.

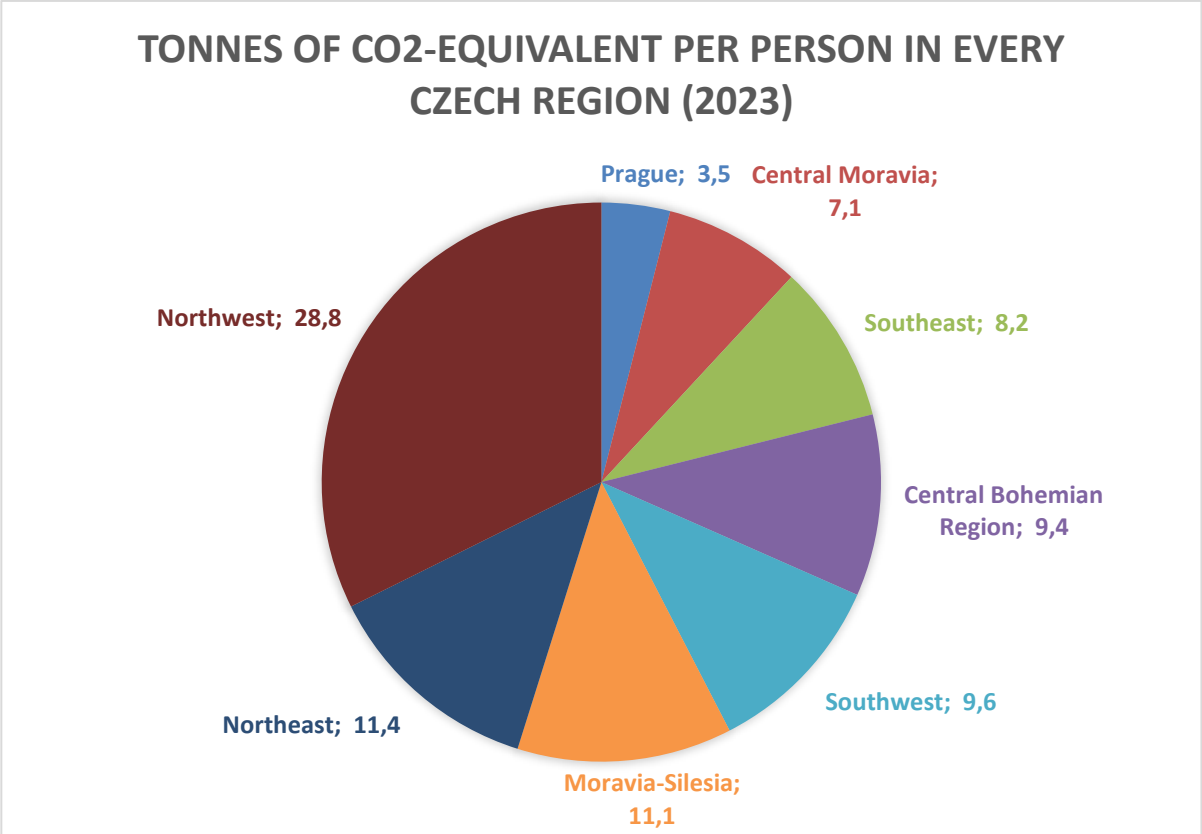

Figure 2: Tonnes of CO2-equivalent per person in every Czech region (2023) (OECD Data Explorer, 2025).

According to the OECD, in terms of greenhouse gas emissions, the Moravian-Silesian region has improved in the last years, when compared to other Czech regions. While it remains the third highest emission emitting region per capita, emitting 11.1 tons of CO2 per capita (as measured in 2023), it is far removed from the highest emission emitting region of Northwest (28.8 tons of CO2 per capita) for the same time period (OECD Data Explorer, 2025).

Despite this, the region remains one of the most polluted regions of the Czech Republic, due to prior air, water, and soil contamination from the presence of heavy industry. However, the level of pollution also differs within the region itself, based on location of prior economic development, with the northeastern and central areas of the region being among the most polluted (Moravian-Silesian Region, 2025). Figure 3 highlights the development of per capita emissions in the region from 1991 to 2023, showing a gradual decrease.

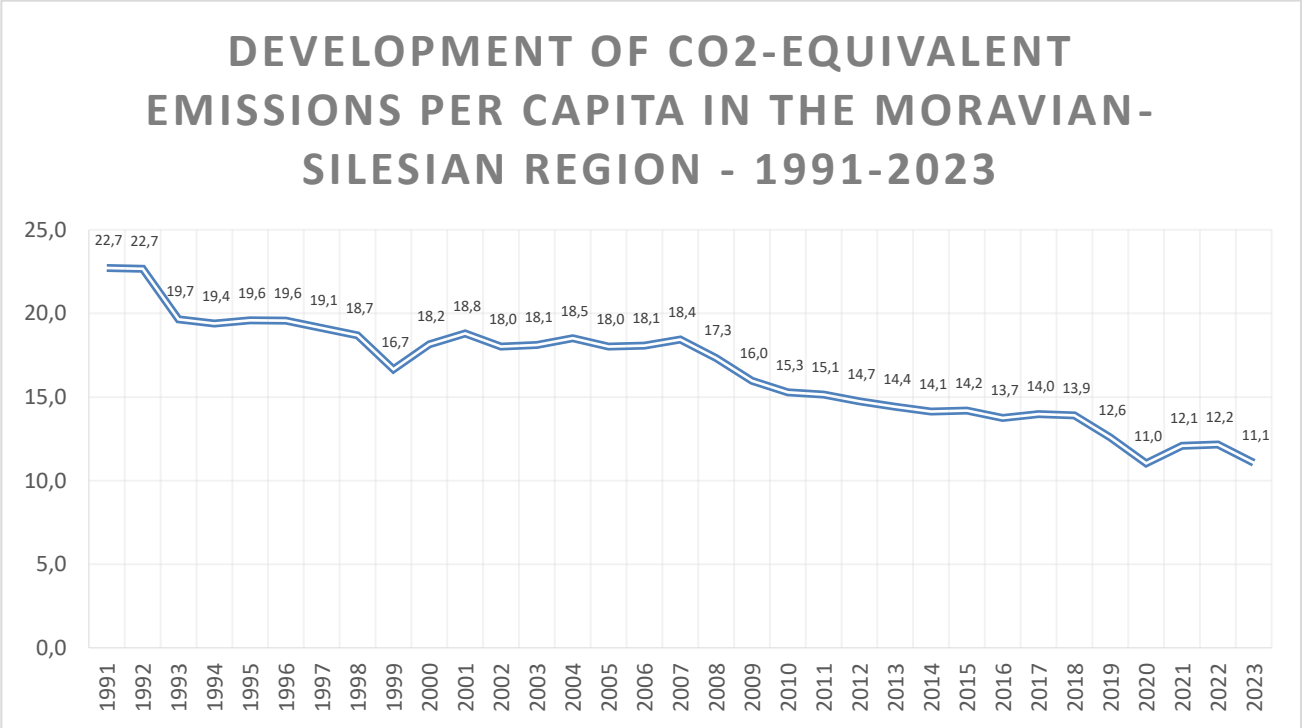

Figure 3: Development of CO2-equivalent emissions per person in the Moravian-Silesian region - 1991 – 2023 (OECD Data Explorer, 2025).

1.1. Sustainable development, green industrial production, and infrastructure.

Significant efforts to advance the region toward the green and digital transition are underway, playing a major role in the current regional economic development strategy. The region is buzzing with activity in this regard, with the regional public administration facilitating and taking part in a multiplicity of projects involving the public, private, and non-government sectors, aimed at different aspects of the twin transitions.

The central node for these transformative efforts is the SMARAGD (SMARt And Green District) strategy, representing the common vision for the transformation of the Moravian-Silesian region into a green and 'smart' region. This vision incorporates the creation of four 'live laboratories of change', connecting scientists, students, the private sector, and the public sector, aiming to transfer research findings directly into practice, while simultaneously contributing to a competitive regional innovation ecosystem (SMARAGD, 2025). The SMARAGD initiative is based on one key project and three adjacent projects, summarised in Table 1 below.

Table 1: Short description of the four SMARAGD projects.

Project name	Short description
REFRESH	Flagship project of the SMARAGD vision. Focuses on research excellence and creation of an innovative ecosystem for research and technology transfer in renewable energy, digitalization, or automatization, among other technologies.
Ostrava Technological Park	Development of a technological park for private sector subjects and for research purposes.
CIRKARENA	A planned research and development center focusing on circular economy, specifically on three waste types (industrial wastes specific to the Moravian-Silesian region).
TRAUTOM	Project focused on support of education in sectors key for green and digital industrial transformation of the region.

1.1.1. The REFRESH project

The REFRESH project is the flagship project of the SMARAGD vision, focusing on the construction of an innovative research and development ecosystem around the green and digital transition (SMARAGD, 2025). It aims to foster technology transfer in areas of renewable energy, digitalization, automatization in mobility, environmental technologies, and smart material technologies, interconnecting academia and the private sector. The project centers around four 'living laboratories of change' with thematic foci on Energy, Materials and Environment, Industry 4.0 and Automotive, and Social (SMARAGD, 2025).

- **The first laboratory (Energy)** primarily deals with the development of energy and material self-sufficiency in the region and the Czech Republic, combined with a socio-economic assessment of the impacts of new technology implementation.

- **The second laboratory (Materials and Environment)** focuses on the development of new generation of materials for the 21st century. In particular, it will develop materials for the needs of the green and digital industrial transformations.

- **The third laboratory (Industry 4.0 and Automotive)** aims to foster leadership in skill capacity, as well as the provision of R&D services for industrial digitalization in different steps of the industrial manufacturing process, e-mobility, and in the area of high-speed communication devices.

- **The fourth laboratory's (Social Lab)** focus is on social phenomena adjacent to transformation itself; energy poverty, unemployment, crime, social mobility, or disruption of family ties. It focuses specifically on subgroups of the population where transitions may have the greatest negative impacts.

1.1.2. Ostrava Technological Park

Currently, plans are underway to expand the Ostrava Technological Park to enable space for research and development activities, including office spaces, laboratories, and workshops.

1.1.3. CIRKARENA

CIRKARENA is a research and innovation project aimed at the creation of a center for circular economy, with a research focus on industrial waste, construction waste, and biowaste. The project is built on the partnership of several universities within the region, research and technology platforms and institutes, and the city of Třinec, among other partners.

1.1.4. The TRAUTOM project

The TRAUTOM project is focused on skill needs and skill development for the 21st century, as well as on education and skill acquisition for labour in key industrial segments in the areas of green and digital transition. It unites private, public, academic, and non-governmental actors to create a database capturing the impacts of technological change on the desired skill levels of employees.

1.2. Other Transformative Initiatives in the Region

In addition to projects aimed at economic development, employment, skills, and research, the region likewise participates in multiple initiatives aimed at the rejuvenation of mining landscapes and former mining regions, utilization of existing brownfields, and the improvement of local climate resilience.

The POHO 2030 project is a program developed to rejuvenate post-mining regions, focusing on revitalization of nature, while maintaining the cultural and historical heritage of the post-mining landscapes (POHO 2030, 2025). Likewise, the POHO project involves the development of new sustainable forms of infrastructure and the attraction of investors through the development of industrial parks.

LIFE COALA is an initiative focusing on climate resilience in the Moravian-Silesian region, developing adaptation plans for different locales within the region, plans for the development of green infrastructure, and for other relevant areas of adaptation within the region (LIFE COALA, 2025). The initiative aims to successfully implement the goals of the Moravian-Silesian regional climate change adaptation strategy.

1.3. Regional Transformation Discourse

Overall, the regional transformation discourse tends to view the transformation with caution, if not with worry. The adopted stance usually depends on the positionality of a specific actor. For instance, multiple actors central to the transformation voiced worries about continued economic activity within the region, considering the perceived rapid nature of transformative changes, and, from some perspectives, rigid imposition of policy from upper political echelons. The ongoing transformation toward electromobility itself is viewed both as an opportunity and a challenge, merging substantial reorientation of existing production processes and supply chains. Simultaneously, successful implementation of the current form of transition is being limited by multiple barriers, including high energy costs, and the difficulty of competing with East Asian competitors.

Given the present mixture of these and other local and global issues, multiple stakeholders express strong support for the concept of technological neutrality, i.e. non-preference for specific technologies in the pursuit of the twin transition, but rather a more market-led approach. In turn, for other stakeholders, the current implementation of the transition and its associated difficulties foster a sense of worry in regard to maintaining employment and the current level of wages. This extends to worries about the social situation of people across the region, due to the significant share of the automotive sector on local economic and employment conditions.

In addition, the critique of the implementation of the transition is extended upon foreign-based manufacturers by some actors. These manufacturers are seen as fundamentally extractivist in relation to local human resources, and uninterested in the local economic and social wellbeing of the region. Combining these factors together, social and economic wellbeing remain at the heart of transition-related worries for a substantial number of actors, thus reducing any possible transition-related enthusiasm. This contributes to a mixed view of the transition.

1.4. Relevant regional actors shaping the transition, their role(s), and capacities

Given the scope of regional activity and interconnection of the public, private, academic, and non-governmental sectors within the region, multiple key regional stakeholders currently operate as key partners within the transformation efforts. These actors are described briefly in Table 2, below.

Table 2: List of key regional stakeholders in the twin transition process.

Stakeholder name	Area of focus
Moravian-Silesian Employment Pact	Changing skill needs, employee skill profiles, employment analyse and prognoses, facilitation of key employment-related projects.
Moravian-Silesian Automotive Cluster	Skill needs for the automotive sector, employment in the automotive sector, regional economic development, competitiveness, employer representation.
Moravian-Silesian Regional Authority	Infrastructure and service provision, upgrading of existing infrastructure, regional strategy development, project facilitation, policy implementation.
Regional Universities	Research and development, expertise provision for transformative projects, involvement in laboratories of transformation.
Czech and Moravian Confederation of Trade Unions (ČMKOS)	Worker representation, participation in transformative projects, collaboration in policy implementation, social and economic wellbeing.
Trade Union of Metallurgical Workers (OS KOVO)	Worker representation, participation in transformative projects, collaboration in policy implementation, social and economic wellbeing.

1.4.1. Moravian-Silesian Employment Pact (MS Pakt)

The Moravian-Silesian Employment Pact seeks to aid the transformation efforts through the provision of relevant analyses, data, and knowledge on the impacts of technological change and upgrading on skill needs (Moravian-Silesian Employment Pact, 2025). It focuses on career advice, cooperation between educational institutions and the private sector, and general labour market issues in the region.

Its members are the regional administration, the City of Ostrava, the Association for the Development of the Moravian-Silesian Region, the Union of Industry and Transportation of the Czech Republic, and the Regional Chamber of Commerce. Moreover, MS Pakt connects educational institutions (both universities and high schools) and the academic sphere with the private sector to better aid the transfer of research findings related to its areas of focus into practice.

Importantly, MS Pakt serves as the main coordinator of the TRAUTOM project, which specifically focuses on skill needs for the 21st century and which supports the twin transition process in the region. TRAUTOM facilitates the cooperation between industry actors and specialists, preparing labour market participants for upcoming challenges and novel industry needs. This involves the provision of detailed analyses, career guidance, and consulting services. In particular, the project is conducted in close cooperation with other key stakeholders, the Moravian-Silesian Automotive Cluster and the Technical University in Ostrava.

1.4.2. Moravian-Silesian Automotive Cluster

The Moravian-Silesian Automotive Cluster is a key regional player, uniting a diverse range of employers within the automotive industry and aiming to support local innovation, competitiveness, and foster a positive view and trust toward the automotive sector within the region. The cluster closely collaborates with national and international actors in the automotive sector, as well as with state institutions, and local actors. This collaboration extends toward local transformation initiatives, particularly the TRAUTOM project, where the autocluster provides its expertise and information. Moreover, the autocluster participates in the development and update process of the Regional Education Strategy and helps define employer training needs (TRAUTOM, 2025).

1.4.3. Moravian-Silesian Regional Authority

One of the key regional bodies, the Regional Authority serves as a key stakeholder within the local transformative projects. Moreover, the regional authority maintains local mobility infrastructure and services and remains currently engaging in a plethora of modernisation and upgrading processes.

1.4.4. Regional Universities

The region is home to multiple universities, which participate heavily in the local research, development, and innovation initiatives. First, universities are heavily involved in the SMARAGD strategy, as part of the live laboratories of change in the REFRESH project, as key participants in the CIRKARENA project, and in the TRAUTOM project (SMARAGD, 2025). Given the heavy focus on research and development, as well as the aim of interconnection of universities with the private sector to enhance technology uptake, universities will remain key partners within the transformative efforts in the future.

1.4.5. The Czech-Moravian Confederation of Trade Unions (ČMKOS) and the Trade Union of Metallurgical Workers (OS KOVO)

Both of these organisations remain the key representatives of workers, one of the groups most impacted by the transformation efforts, given the nature of technological change and its demand on upskilling of labour. Union actors participate in the TRAUTOM project and remain heavily involved in the regional social dialogue, safeguarding worker interests, as well as social and economic wellbeing. Despite this, while other social partners are explicitly featured as partners in official project information material for multiple transformation projects, trade unions are missing.

1.5. Concerns, needs, and perceptions of primary stakeholders

Primary stakeholder concerns relate to worries over the current development and implementation of the twin transitions to electromobility. Specifically, while multiple stakeholders express concern over maintenance of industrial activity within the region and the transition affecting ability to compete in the future, others stress employment prospects and social situation of workers.

Importantly, stakeholder interviews further emphasize the substantial interconnection between the economic activity of the automotive sector within the region, employment, and current wage levels. A segment of the stakeholders illustrate this with reference to prospects of regional re-employment opportunities, highlighting the limited opportunities for re-employment. The capacity of the labour market to absorb the volumes of workers within the automotive industry in the case of downsizing remains limited. While some capacity and potential do exist in the service sector, the care sector, and in the broader mobility sector, stakeholders simultaneously stress that this capacity is not nearly at the levels necessary for full re-employment. Additionally, such re-employment would most definitely not reach the wage levels within the automotive sector.

In the most negative scenarios, this segment of stakeholders has compared the potential loss of employment stemming from the loss of automotive activity to the closure of the coal industry within the region. Given these strong economic ties of the sector with the region, economic shocks in the sector may result in substantial reductions in employment and current well-being levels. Moreover, owing to the current difficult situation for European automotive manufacturers, this possibility remains a strong concern of this group of stakeholders, enhancing anxieties around the current implementation of transition-related policies.

In relation to this segment of stakeholders, of particular interest are voices which allocate critique to foreign-owned manufacturers. These stakeholders view these manufacturers as largely uninterested in providing adequate measures for social and economic well-being during the transition. Simultaneously, they perceive these manufacturers as following purely economic interests, seeking to exploit local human and other resources, and having no connection and stake in providing sustainable and long-lasting local development. Connected to this view is likewise the belief that, at the end of the day, decision-making on the transition is based in foreign headquarters of these firms, representing a major limitation on the transition efforts.

Moreover, other stakeholders emphasize critique of the handling and implementation of the transition, not the transition itself. Multiple stakeholders voice frustration with the increased stress on firms within the region, perceived as partially resulting from ill-designed top-down transition policies from the EU and national levels. An example of such policy is the internal combustion engine phase out and a focus on battery electric vehicles. These stakeholders specifically emphasize their support for ‘technological neutrality’ in relation to achieving the EU’s climate goals, perceiving it as an approach that allows for more flexibility and consequently helps boost competitiveness.

Furthermore, mobility concerns play a core role in stakeholders’ concerns. Problematic access to mobility for labour remains a key topic for trade unions. While attempts have been made, in some cases, to secure better commuting opportunities, these attempts have been met with a cold reception from responsible public institutions or other relevant actors. One of the key issues for mobility access and commuting are inadequate public transport arrival and departure times. When combined with existing limited support measures, which often offer only monetary support, mobility often necessitates car-sharing and automobile-centric practices. In this way, existing mobility patterns which support individual, automobile-centric mobility are reinforced.

When it comes to stakeholders’ transition related needs, stakeholders highlight that they possess relatively good access to production data and other types of relevant data. However, they do note practical limitations in accessing some forms of data that they would be interested in. Moreover, some stakeholders do not consider data necessary, despite discussions implicitly showcasing that such data may be useful to support, for

instance, social dialogue. Based on the sample of stakeholder interviews gathered, stakeholders themselves conduct data gathering on environmental impacts of production, but generally only in institutions or organizations directly involved in emission reduction. As a last explicitly voiced need, stakeholders would ideally like to see more involvement of effective social dialogue.

These findings create greater potential for the potential intensification of social dialogue in the transformation, both as a source of information, and as a source of cooperation and coordination. Opening the transformation processes to greater scrutiny and input of all social partners, whether employer or employee representatives, social dialogue could help assuage fears and anxieties regarding well-being impacts of the transition, as well as boost the decision-making power of labour in the design of relevant policies.

With support of actors and information from relevant projects, such as TRAUTOM, such policies could help more effectively with target skill needs, retrain labour, and assuage employer labour demand. For instance, one of the interviewed stakeholders contrasted the transformation processes between their organization and another organization from a different region, highlighting how inclusion of worker interests served to make all sides of the transition process benefit in the second case. Simultaneously, their critique of their own organization extended to the lack of inclusion of labour in transformative processes and the negative attitude in regard to cooperation with worker representatives.

As for the reduction of transition-related anxieties, direct cooperation with worker representatives could represent an effective form of change management and more direct information provision through a trusted source. Consulted stakeholders have highlighted how, in the Moravian-Silesian region, this remains one of the key processes within the transformation process.

2. Employment and production

The automotive sector employs over 34,000 employees within the local network of automotive suppliers, as well as in Hyundai itself. The sector in the region focuses on a wide variety of technical, plastic, and other components, motor vehicles, and provision of automotive services, while also involving research and development. The state of the automotive industry within the region is rated as being comparatively better to that of the industry in Western Europe, where stakeholders speak of significant production overhangs. So far, the overall transition effects across European regions remains region-specific, with better outcomes in some regions, and worse outcomes in others.

In contrast, the Moravian-Silesian region remains relatively stable, with large levels of production tied to the manufacture of internal combustion engine (ICE) vehicles, rather than battery electric vehicles (BEV). The ratio of production of ICE to BEV is approximately 89 to 11, with BEV manufacturing increasing by single digit percentages over the last few years. The current slow tempo of BEV production increase is somewhat tied to the loss of demand resulting from the end of subsidies for BEV purchase in export destinations of the regional automotive sector. On the side of the suppliers, relatively large numbers of supplier firms remain mostly indifferent to the transition to BEV production, as they produce components necessary in both types of vehicles. A smaller number of firms, mostly connected to engines, transmission/gearbox, and cooling solutions remain more substantially impacted by the transition.

Moreover, the production of BEVs is currently described as being somewhat subsidised by ICE production. Respondents highlighted that BEV production faces significant challenges, in the form of relatively high energy costs (particularly relevant for component makers), reorientation of supply chains, and competition from East Asian automakers. As a result, Czech manufacturers overall (and Hyundai itself in particular) produce only BEVs which the market can absorb, amounting to a relatively low figure due to lower demand for BEVs. Respondents thus prefer a transition that emphasises technology neutrality, instead of the transition's current iteration; respondents acknowledge the necessity of social and environmental sustainability but likewise speak of the necessity of economic sustainability of the transition in this way. They thus speak of a combination of ICE, hybrid, and BEV vehicles as the future, rather than a singular orientation on BEV production.

As such, exclusive reliance on manufacture of electric vehicles is viewed with some negativity as highly problematic for both production and employment. Returning to the previous argument on technological neutrality and incorporation of multiple types of vehicle drivetrains into the production portfolio, exclusive focus on electromobility is seen as something which may be done only with extreme difficulty and will be loss-making in the meantime. This would, of course, have negative employment impacts as well, requiring cost-cutting, where possible.

As for employment, the current situation is not described in negative terms. Respondents state that it is difficult to assess the likelihood of relocations, or other events which may negatively impact employment, as relocations significantly depend on the transition impact on each firm and its products. Moreover, currently, automotive businesses across the region remain capable of retaining employees, even when incorporating new processes related to automation, robotisation, and digitalisation. Despite this, it is palpable in the discussions that this situation may change in the long term, if businesses continue to face adverse production conditions and tough competition.

This is particularly problematic for workers in the industry due to its above-average wage-earning potential, which makes job switching difficult in terms of maintaining existing living standards. Simultaneously, potential

re-employment of workers in different industries remains likewise difficult due to this reason, as while demand exists, pay conditions cannot be matched. Yet, some potential for re-employment does exist within adjacent sectors, connected to the automotive industry. If automotive production, in whatever form, is maintained, sectors such as production of plastics could potentially help absorb workers some laid off workers. Moreover, as mentioned in previous sections, some absorption capacity exists in other, non-automotive sectors as well, although with lower wage levels.

Employment itself is likewise undergoing a transformation parallel to the green and digital transition. Respondents highlight that it is particularly the digital transition that has significant effects throughout the entire production process, as well as being significantly embedded within the transition to electromobility itself. The increased complexity of motor vehicles and gradual introduction of digitalisation into multiple steps of the manufacturing process necessitate highly skilled workers with new, cross-cutting skillsets and thus increases the demand for such employees. Moreover, the structure of employment itself is likewise cited as changing, with transition likewise necessitating import of workers to replace existing worker stock, eroded by increasing wages in surrounding countries.

3. Skill formation

Changing skill-requirements and competences of workers in the automotive sector remain inherently connected with employment trends. As already mentioned, these changes are closely connected with automatization, robotisation, and digitalisation, requiring more diverse skillsets across the whole production process. While this often means hard skills associated with these changes, soft skills remain equally important; change management remains crucial, both to assuage anxieties around the transformation, as well as managing expectations, and creating greater floor for their acceptance.

Despite this, there is still a notable lack in the supply of education for re-skilling. In some cases, there are too many providers, with businesses unsure of their quality. Many such education providers often may provide relatively surface level training, increasing employer caution. Moreover, many businesses have not yet taken the necessary steps toward establishing a satisfactory pipeline for upskilling and education needs.

Another driver of change in skill-formation is constituted by the attempts to create a common digital standard in the supply chain, with transnational corporations increasingly requiring the establishment of these standards in production. As these standards are defined by the OEMs and large corporations themselves, smaller companies have relatively limited freedom in choice of implementation and thus face increasing investment requirements into compliance trainings for such standards.

However, significant levels of effort are expended in joint endeavours among the MS Pakt, Automotive Skills Alliance, the Moravian-Silesian Autocluster, local universities, and high schools to create adequate supply and skill profiles of a new generation of workers. Concrete examples of such collaboration include the creation of knowledge bases, mobility round tables, emphasis on lifelong learning, and other measures, all part of regional sectoral strategies for skills development. These programs likewise include hands-on access to new technologies for students, work with existing (often more senior) workforce participants willing to undergo reskilling and forms of upskilling in the direction of individual learning certificates, micro-certificates and micro-learning modules focused on specific competencies.

Currently, many of the projects in which key regional transition participants are involved focus on the design of new educational strategies, identification of key skills and demand of the private sector, as well as the preparation of universities to appropriately prepare their students for practical job contexts. Active evaluation of appropriateness of courses of lifelong learning, adjustment of high school and university courses, generation of data for such adjustments, and similar tasks are likewise provided as outputs of such projects.

For the purposes of stakeholder data requirements, MS Pakt releases their analyses and data on labour market, employment, and skills on their own website, while offering labour market insights by itself and through the TRAUTOM project. MS Pakt collects data on supply and demand in the labour market, sectoral employment data, profession employment data, labour availability, foreign employment, labour market flexibility data, and similar. For the TRAUTOM project, MS Pakt analyses competences and professions for the 21st century, how, where, and what kind of labour demand is being created, and what kind of labour demand is disappearing.

4. Infrastructure development and services

Based on the available information, infrastructure development and infrastructure services in the competence of the Regional Authority of the Moravian-Silesian region remain significantly focused on roads and highways. In the past few years, substantial funds were spent on the maintenance and upgrading of various roads and highways interconnecting the different municipalities. Political representation is supportive of these measures, resulting in vast improvements in road communications within the past 10 years. Simultaneously, the region is discussing support for more BEV charging stations as means of potential future policies to help boost the transition to electromobility.

Despite such substantial funding being allocated to automotive-related infrastructure, the region has likewise invested heavily into projects dedicated to broader mobility infrastructure. This included the construction and support of numerous cycling routes, railway connections, and tram connections, with some benefiting from greater resource allocation to modernisation efforts. To address cycling needs, the region employs a cycling coordinator, with discussions ongoing around the potential of building purpose-oriented cycling infrastructure primarily for mobility purposes and to potentially reduce individual automobility.

In regard to railways, the local railway administration has invested heavily into new rail infrastructure and repair of existing infrastructure, amounting to tens of billions of Czech crowns. Modernisation and electrification projects are currently ongoing, together with new battery-electric trains being implemented along several routes, and new projects planned for upcoming years. Notably, many of the new electric locomotive units are produced by local equipment manufacturer, Škoda Vagonka, supporting the regional green transition efforts.

Within regions with low mobility access, the primary focus of the regional administration relates to providing accessible mobility options for commuters and students. As part of these efforts, the region is experimenting with innovative practices through introduction of demand-responsive transport, currently implemented within several localities. Yet, some scepticism persists in relation to demand-responsive transport; it is considered relatively expensive. Moreover, the region aims to implement several hydrogen buses and to incorporate more hydrogen-based transport solutions. Despite these plans and the considerable effort allocated to hydrogen-based transport and infrastructure, hydrogen has been flagged as a potentially problematic direction, owing to the difficulty of its production in local conditions.

Several priorities and effectiveness improvements for citizens featured in the discussions, focusing on the creation of bypass roads and retention parking lots to reduce the flows of motor vehicles into city interiors. Overall, reduction of traffic flows within cities remains one of the key goals of the regional administration, with stakeholders highlighting the necessity of reducing the traffic intensity caused by morning commute. Parking for commuters remains a particularly thorny issue in some cities, with lack of available parking spaces being an open problem.

Of interest is the perception that ecological nature of mobility is not that important for public transport users. Rather, the discussion indicates that users are primarily price and quality oriented, with ecological reasons for use of public transport playing a secondary role. Despite this, the introduction of battery electric trains is hailed as a significant success and a good practice in implementation of new technologies in mobility, attracting more users to rail transport.

Finally, three key issues were highlighted by stakeholder in relation to further fostering rail mobility and cycling. Lack of finance is a prominent theme in discussions as a significant barrier, relating to both the construction

and maintenance of related infrastructure. For instance, the electrification of railways requires significant financial means, which is not always available. In some cases, this situation is combined with fragmentation of responsibilities of public administration between the region and different municipalities. While the region would be open to construction of more cycling infrastructure, maintenance and operation would often fall to specific municipalities, which often lack the funding necessary for such upkeep. Third, stakeholders cite significant administrative burden as an obstacle to many modernisation efforts, leading to significant prolonging of construction processes.

The situation in relation to infrastructure and mobility services in the region combines in complementary ways with information on mobility as a topic in social dialogue. First, the regional administration's attempts to reduce automotive-centric mobility within cities could be combined with social partners' mobility concerns to simultaneously address lacking mobility access and reduce greenhouse gas emissions. Measures aimed at reducing individual mobility and boosting collective measures, for instance, providing more flexible commuting services to commuters in cooperation with social partners, could address both issues simultaneously. The major potential obstacle in this regard is the financial restrictions imposed on the region's infrastructure and service-related expenditures. Despite this, overall benefit for such measures could outweigh the costs and likewise help address emission-related targets.

5. Social dialogue

Based on the conducted interviews, and on the relatively limited access to trade unions, social dialogue plays a role in managing changes associated with the transformation in relation to safeguarding worker wage interests, job descriptions, and re-skilling. In addition, available information indicates that regional social dialogue likewise mostly deals with 'bread' topics of wages and working conditions. Where possible, trade unions remain involved in several transformation projects, such as the TRAUTOM project, communicating and consulting with other partners outside of the confines of traditional social dialogue.

Moreover, mobility concerns of workers remain one of the topics which are brought up in firm-specific social dialogue yet remain potentially absent at the regional level. Discussions imply that there is desire to address this topic from trade union side, which is met with lack of interest from public institutions responsible for transport service provision and from employers. Limited accessibility to transport for workers together with employers' flat monetary contribution only reinforce mobility patterns that depend on automobility.

There remains some potential for pushing for mobility support measures from the trade union side, at the local firm-level, but also potentially on the regional level. Respondents indicated that such debates hinge on the availability of supporting data that form the backbone of evidence for the necessity of commute support. Moreover, it is possible that sustained support from trade union side on the regional level could transform into sector-wide measures that could help shift mobility patterns towards forms of ecological mobility. However, this likewise remains somewhat subject to the willingness of the transport providers to engage in debate, and, given the findings in the 'transport infrastructure & service' section, the availability of dedicated finance to help cover for such support measures. The alternative is some sort of support measures exclusively from employers.

Moreover, combined with access to adequate information sources, regional social dialogue could potentially serve as a locus of information, coordination, and input for employee representatives to mitigate negative skill and employment impacts. Social partners could, for instance, attempt to utilise data from the TRAUTOM project to push for firm-level upskilling of relevant workers to secure better overall labour market outcomes, limit or help assuage transformation-connected redundancies, or challenge planned transition-related measures. TRAUTOM data on skill change and changing job position demand could help secure worker livelihoods for the future. Moreover, information on potential re-employment within the region could likewise further safeguard worker interest in case that redundancies do materialise. For examples of best practice, discussants pointed to the transition process in Jihlava in which transition to the production of electric engines was accompanied by several widespread support measures for local workers, securing a relatively high re-employment and re-skilling rates. This could be one of the possible outcomes, provided that social partners adequately manage the transition process and collaboratively handle any case of redundancy, with social dialogue facilitating the process.

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