Abstract

This doctoral thesis addresses one of the most significant topics in contemporary research in international migration; that is the education-occupation mismatch of highly qualified foreign workers in the labour market of a host country. The thesis focuses on the situation in the Czech labour market in the time-period between 2009 and 2016. By the possibility to utilize a unique set of non-public, anonymized individual data on foreign employment this thesis provides a first thorough empirical evidence on the level of mismatch of skilled migrant workers in the Czech labour market, with a dominant focus on quantitative approach to the given issue.

Results of the research reveal that the mismatch between the migrant employees' attained (tertiary) and required education at their job occupations on the Czech labour market does exist and it is encountered by 20-30 % of tertiary educated foreign workers; moreover, level of mismatch has been gradually increasing over the given time-period. The differences in the level of mismatch then fundamentally differ across particular citizenship groups.

The resulting level of mismatch of highly skilled foreign workers in the Czech labour market seems to be driven predominantly by broader social and economic drivers. More specifically, these are particularly a limited vertical mobility of the workers in the labour market – the point of entry into the Czech labour market thus seems to be the most significant factor; additionally, rate of unemployment or regional economic structures are of a significant importance too. Demographic and social characteristics at the individual migrants' level in combination of pursued integration practices and strategies in the labour market are only of a secondary influence.

These issues are addressed by the relevant policies inadequately in Czechia. A number of measures aiming at attracting highly qualified foreign workers to highly qualified positions in the labour market do exist in Czechia; nevertheless, they are oriented outwards, to potential migrants abroad. These efforts thus neglect the highly qualified foreign workers already active in the Czech labour market and result in retaining the unfavourable situation in which 20-30 % of highly skilled foreign workers face education-occupation mismatch.

The content of the doctoral thesis unfolds as follows: the introductory part focuses on justifying the topic by describing broader social and economic context, in which it takes place. This is followed by description and discussion of the conceptual and methodological framework. The heart of the thesis includes four scientific contributions addressing the issue of education-occupation mismatch of highly skilled foreign workers in the Czech labour market from various aspects. The concluding part provides a summary of the most important results of the research as well as recommendation as to further research and policy in the area of international migration and integration in Czechia.