

## **Abstract**

This work attempts to analyze causes of divergent transposition of the Blue Card directive, regulating the conditions of immigration of highly-skilled workers from third countries, between individual EU Member States. The differences are analyzed on two levels. Firstly, in terms of timeliness and correctness of transposition, secondly, from a perspective of a different manner of transposition of the discretionary clauses entailed in the Blue Card directive (whether the Member States opted for an open or for a restrictive way of transposition of these provisions). Scholarly literature about transposition compliance and highly-silled immigration policies creates the foundation, by means of which the author identifies several variables and articulates hypotheses aiming at providing explanation of the divergent transposition of the directive in the respective Member States. The author classifies the Member States in groups and clusters according to their transposition performance and its results embody a point of departure for a subsequent analysis. From each group, certain number of countries is selected for a detailed country-level analysis in order to ensure universality and geographical representativeness of the outcomes. To review how the individual hypotheses confirmed in the Member States, the author verifies the individual variables by employing qualitative and quantiative methods analyzing data from the respective countries dated in duration of the transposition period. In result of this analysis, the conclusions in respect of validity of individual hypotheses in individual Member States are formulated, as well as the overall conclusions pertaining to the general validity of these hypotheses across the sample under scrutiny.