

Abstract

Nowadays, migration is a highly discussed issue throughout Europe. During the last 150 years, a trend of emigration dominated over immigration in the territory of the current Czech Republic. But the Czech Republic has quickly become a transit and immigration country after the year 1989. The ageing and reducing of the population has created a major challenge for future sustainability.

This study aims to provide critical analysis of what is going on in the field of migration. It summarizes relevant migration theories, it includes definitions, classifications, factors contributing to migration movements and consequences of migration. It describes a legislation and admission to entering and staying in the country, admission to employment and self-employment of foreigners. The study also gives a look at a history and a current migration flows in Europe and the Czech Republic. Special attention has been paid to pilot programme "Active Selection of Qualified Foreign Workers", which is an important component of a new access of Czech migration policy towards active management of migration flows. Thus, this study closely focuses on this new approach using the SWOT analysis method.

Czech legislation on integration migration almost fully corresponds to that proposed in the EU Directives. In the late 1990s and the beginning of the 2000s, more active, systematic, and coherent approaches toward migration issues were implemented. An example of good activities can be the new pilot programme for recruiting high skilled workers. However, there are still weaknesses. Dušan Drbohlav, one of the most responsible Czech scientist on this field, points that there is still vague definition of basic principles of migration policy; inconsistencies in approaches to building a multicultural society and combating illegal migration; problems with decentralization of migratory responsibilities; inadequate cooperation among (and within) state bodies, NGOs and internation

organisations; gaps in migration statistics. This study seeks to bring some of the recommendations for making both employment policy and the labour market for foreigners more accessible and efficient.