

Employment of foreigners from outside of the European Union in the Czech republic

Abstract

The main objective of the thesis is to describe the process of recruitment of non-EU citizens to employment and the labour market in the Czech Republic. In order to describe this phenomenon, mainly legal regulations, domestic literature and manuals, methodologies or recommendations of Czech ministries and other administrative bodies were used. Before addressing the merits of the case, the thesis describes labour law issues inherent in the employment of foreigners, such as illegal and dependent work and disguised agency employment. To give the reader an idea, the thesis shows the share of foreign employees on the Czech labour market, compares their number with employees from the European Union and the European Economic Area and tries to capture the development of the number of foreigners in the Czech Republic and on the labour market.

The thesis is divided into four parts, which are further divided into chapters and subchapters that try to introduce and explain the individual topics to the reader.

The first part deals generally with foreigners on the Czech labour market. In this part the reader can read a detailed definition of a foreigner from a country outside the European Union, as described in Czech legislation and distinguished from a foreigner from the European Union. The first part also briefly defines the differences between the rights of foreigners and citizens of the European Union on the Czech labour market. This part also includes a chapter on remuneration for work as one of the motivations for foreigners to be employed in the Czech Republic.

The second part focuses on illegal employment of foreigners, which can be committed by both employers and foreigners from countries outside the European Union. The second part is therefore devoted to illegal work, the negative consequences of illegal work and disguised agency employment of foreigners, which is introduced to the reader by describing a well-known case of disguised agency employment. At the end of this section, it is also described who is an unreliable employer and what the negative consequences of this designation are for Czech employers.

In the third part, the thesis comes to its merits. The third part deals directly with the entry of foreigners into the Czech labour market. The individual chapters of the third part describe the

different types of permits that a foreigner from a country outside the European Union has to obtain in order to be admitted to the Czech labour market. In the third part, the reader will learn about the difference between dual and non-dual permits and the process of obtaining them.

The fourth part focuses on the employment of refugees. In this part, literature and international treaties are used to describe who a refugee is and what rights he/she has in the Czech Republic in relation to the Czech labour market. An essential chapter of this part is also a description of the Czech Republic's dealing with the unprecedented situation of accepting a large number of Ukrainian refugees due to the outbreak of the war conflict on the territory of Ukraine.

The conclusion of the thesis summarises the objectives set out in the introduction to this thesis and provides a statement of whether these objectives have been met, both the stated main objective and the sub-objectives identified within the individual parts and chapters of this thesis.