

## **Abstract**

### **Assumptions and Barriers Concerning Employment of Foreigners in the Czech Republic (Case Study Prague)**

The central theme of this diploma thesis is an employment of foreign workforce in the Czech Republic and different features of employment of foreigners, either positive or negative, from the perspective of their employers. It is expected that international movements of people who want to be economically active in our territory will constantly increase and affect our labour market more than usually. Will the attitudes and preferences of employers influence the directions of international labour migration? There is an absence of such types of studies which focus on perceptions, strategies, barriers and reasons of recruiting abroad from employers themselves. This thesis would like to contribute to this theme because the employment of immigrants is becoming very relevant and topical in almost all member states of the European Union and also in other parts of the world.

The aim of this thesis is to systemize the problems of employment of foreign workers in the Czech Republic and to find out on the basis of empirical research what kinds of benefits and costs of recruiting these persons are the most important ones for their employers. Besides, changes in the structure of working foreigners on the Czech labour market and their economic activities during the preceding 10 years are analyzed. The empirical research of employers was realized to find out the answers to the formulated hypotheses and research questions. The capital of Prague was chosen for this purpose because it attracts one third of legally working foreigners in the Czech Republic. A method of questionnaires was used and moreover interviews with the employers were executed. The results were statistically interpreted.

This study shows that there is a difference in employing various kinds of workers in view of their country of origin and position within the firm. It reflects the barriers that the employers have to face, either during administrative procedures or performance of foreigners at the workplace and the positives it brings to them. The main reason for recruiting foreigners is the lack of Czech workers with the desirable qualification and on the contrary for not employing this labour the main argument is that there is no need to employ them. The most important problem in the process of employment is the language barrier. Generally, the nationality of workers is not the determining factor for employers in case the candidate has the needed qualities although it can be observed that the most preferred workers come from Slovakia. It arises from the historical and cultural closeness of Czech and Slovak nations.

Understanding the attitudes of employers to foreign workforce and the obstacles they have to overcome can be interesting for institutions and organizations which deal with international labour migration in the Czech Republic, mainly managers of the pilot project „Selection of a Qualified Foreign Workforce“, because they lack this reflexion.