

Czech University of Life Sciences Prague

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Bachelor Thesis

**Employment of Foreign Citizens in the Czech Republic
from the Perspective of Czech Law**

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BACHELOR THESIS ASSIGNMENT

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Economics and Management

Thesis title

Employment of foreign citizens in Czech Republic from the perspective of Czech law

Objectives of thesis

The main goal of the thesis would be to touch up on general employment legislations for EU citizens, non-EU citizens and the changes that have been made for Ukraine. Bachelor thesis should compare these legislations with relevant EU legislations and the rate of the increasing employment of Ukrainians.

An idea, which author finds very intriguing in terms of research would be to focus on the social and educational statuses of the refugees and research into whether they are being employed because of cheap labor or if they are actually being employed due to skill and profession.

Sub goals are to answer following research questions:

1. To what extent does the Czech labor code differentiate between knowledge-based jobs and cheap labor amongst foreigners?
2. Are Ukrainians mainly centered around jobs due to skill and profession or cheap labor?
3. Where there any radical changes in the past which may have brought radical changes to their employment?
4. From the perspective of the EU legislation, are there any differences in the Czech labor code which make foreigners more likely to seek for employment in the CZ?

Methodology

Author wants to focus my research on a quantitative measurement as to focus on hypothesis testing. Although, in order to answer some of the research questions, mixed method of research may be used.

Data collection via questionnaire will be used. Some of the research questions will be collected through the structured interviews to obtain qualitative data.

The proposed extent of the thesis

30-40 pgs.

Keywords

Employer, Employee, Labor relationship, Education, Wage, Social benefits, Social status, Residency, Protection, Lex Ukraine

Recommended information sources

Act no. 262/2006 Coll., the Labour Code

ČIŽINSKÝ, P., HRADEČNÁ, P. (eds). Zahraniční zaměstnanci na trhu práce v EU a ve vybraných zemích.

Praha: Simi

Drbohlav, D., and L. Lachmanová. "Irregular economic activities of migrants in the Czech Republic.

A Delphi study about adaptations in a globalising economy." Evolution of Geographical Systems and Risks Processes in the Global Context. Praha: Karolinum, P3K Publishers (2008): 129-156.

Olejářová, Eva. "Labor Migration As a Socio-Economic Phenomenon: Slovakia and the Czech Republic in a Comparative Perspective." Department of International Relations and European Studies, Central European University (2007

Vecerník, Jiri. Labour market flexibility and employment security: Czech Republic. Geneva: ILO, 2001.

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Declaration

I declare that I have worked on my bachelor thesis titled "Employment of foreign citizens in the Czech Republic from the perspective of Czech law" by myself, and I have used only the sources mentioned at the end of the thesis. As the author of the bachelor thesis, I declare that the thesis does not break any copyrights.

In Prague on 15.03.2023

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Employment of Foreign Citizens in the Czech Republic from the Perspective of Czech Law

Abstract

This bachelor's thesis is devoted to the employment of foreign citizens in the Czech Republic according to Czech law. The theoretical chapter is divided into two sections. The first section describes terms related to employment and foreigners from a legal perspective. Due to the invasion of Ukraine by the Russian Federation, the Czech Republic had to react and modify their legislation for the Ukrainian refugees. The second section, therefore, focuses on legal administration and processes for foreign nationals, how they differ for different situations of foreigners, and how the legislation has been modified for easier access by Ukrainian refugees. The practical part deals with the increasing number of migrants, employed foreigners and their salaries via public data analysis and an analysis of how the Czech online public perceives the current situation with foreigners and their employment. A questionnaire was chosen as a method for data collection. The conclusion of this thesis will summarise whether the expected aims of this thesis have been met based on the findings through legal regulations, public data analysis and the author's research.

Keywords: Employer, Employee, Labor relationship, Education, Wage, Social benefits, Social status, Residency, Protection, Lex Ukraine

Zaměstnávání cizinců v České republice podle českého práva

Abstrakt

Bakalářská práce je věnována tématu zaměstnávání cizinců v České republice podle českého práva. Teoretická část je rozdělena do dvou částí: první část popisuje pojmy související se zaměstnáváním cizinců z právního hlediska. Kvůli invazi Ruské federace na Ukrajinu musela Česká republika velmi rychle reagovat a upravit svou právní úpravu pro ukrajinské uprchlíky. Druhá část se proto zaměřuje na právní administrativu a procesy pro cizince, jak se liší pro různé situace cizinců, a jak byla legislativa upravena pro snazší přístup ukrajinských uprchlíků. Praktická část se zabývá rostoucím počtem migrantů, zaměstnaných cizinců a jejich platů prostřednictvím analýzy veřejných dat a analýzy toho, jak česká internetová veřejnost vnímá současnou situaci s cizinci a jejich zaměstnáváním. Jako metoda sběru dat byl zvolen dotazník. V závěru této práce je shrnuto, zda byly na základě analýzy právních předpisů, analýzy veřejných dat a autorského výzkumu splněny očekávané cíle této práce.

Klíčová slova: Zaměstnavatel, Zaměstnanec, Pracovní poměr, Vzdělání, Mzda, Sociální dávky, Sociální postavení, Bydliště, Ochrana, Lex Ukrajina

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1 Introduction

The topic of this bachelor's thesis is the employment of foreign citizens in the Czech Republic from the perspective of Czech law, as it is a current and important topic. The CZ has been experiencing a significant increase in the total number of foreigners and foreigners who seek employment or residency. The main factors influencing the increase of migrants in the past years are the COVID-19 pandemic and the invasion of Ukraine by the Russian Federation, which will be discussed in further detail.

In terms of legislation, if a foreigner seeks employment, they must undergo numerous administration processes that differ based on the origin of the foreigner – EU citizen, third-world country citizen or Ukrainian refugee.

The theoretical part will be divided into two sections. The first section will introduce the topic from a legal perspective by defining and conceptualising the concepts and introducing the main legislation connected to the employment of foreigners. Due to the mentioned invasion of UA, the Czech Republic had to react and modify their legislation for the labour market and employment to offer easier access to the territory for UA refugees to flee to. Therefore, the second section will describe the administration processes from the legal perspective, how they differ for different situations of foreigners, and how the legislation has been modified for easier access by UA refugees. The author will translate the relevant legislation from Czech to English.

The practical part of this thesis will be devoted to data analysis and research into how the numbers of foreigners in the CZ changed over the past years, along with the types of employment, types of residencies and salaries. A further aim of this chapter will be to research the general public's opinion on the topic and how they perceive different types of foreigners, alongside their perception of different statements regarding their employment based on their sociodemographic background.

2 Objectives and Methodology

2.1 Objectives

The main aim of this thesis deals with the employment of foreign citizens in the Czech Republic according to Czech law and how the legislation has changed according to the ongoing invasion of Ukraine by the Russian Federation. The main goal of the thesis was to analyse the general employment legislation for foreigners from the EU, non-EU, and Ukrainian refugees and describe the development of the situation in the CZ. Another goal of this thesis is to analyse the current legal and illegal migration situation using data provided by the Czech Statistical Office as well as research into the opinions of the Czech online public on the employment of foreign citizens and how it differs based on the educational and employment status of the respondents.

2.2 Methodology

The practical part of this thesis is divided into two sections. The first section is dedicated to statistical document analysis of data provided by the Czech Statistical Office; therefore, quantitative data has been used. The second section is dedicated to research into the online population of CZ from the perspective of the sociodemographic background of respondents. The main aim of the empirical research was to validate three main hypotheses described and discussed in the associated chapters. The data has been collected in collaboration with the research department “*Médea Research k.s.*” from the company “*Médea a.s.*” via their online panel of respondents. This collaboration was used to gain access to a wider range of populations. The method used for this research was a questionnaire, and the studied population was 503 respondents. The data recorded are also through the quantitative approach. The data recorded serve the purpose of gaining insight into how the Czech online population views the current situation regarding the employment of foreign citizens, also how they view different types of foreign nationals – EU residents, UA refugees and other foreigners from third-world countries.

3 Definitions and Conceptualization

For better clarification of the problems, it is crucial first to define the true or intended meanings of the terms used. In some cases, they have their definitions in legal laws; others can be deduced from practice. The main concepts that will be discussed are “*employment*”, “*employer*”, and “*foreigner*”. Another concept discussed later is the “*legal administration*”. The author will translate the legal definitions used in this chapter from Czech to English.

3.1 Employment

In terms of employment, there is no exact definition for such a term in legislation. Thus, it is possible to understand it as a concept of the dependent work of an employee to a specific employer. The concept of dependent work is defined in §2 Act no. 262/2006 Coll., The Labour Code as: “*Dependent work, which is performed in the relationship between the employer's superior and the employee's subordinate, is considered the personal performance of the employee's work for the employer exclusively, according to the employer's instructions, on his behalf*”. It is also mentioned in §2 Act no. 262/2006 Coll., The Labour Code, hereinafter referred to only as “**Labour code**”, states that “*(...) dependent work must be performed for a wage, or remuneration for work, at the expense and responsibility of the employer, during working hours at the employer's workplace, or at another agreed location*”. This type of employment is created via a form of a written contract by both parties or a working agreement outside employment.

Employment based on a labour contract is stated in the Labour Code, under §38, where the employer grants work based on the contract's conditions and pays them via wage or other agreed-upon forms. On the other hand, an employee must follow the contract to fulfil the work, comply and/or keep their responsibilities.

Another type of employment that has been associated with or primarily used for the employment of foreign citizens was the so-called “agency employment”. As amended under the Labour Code, it is defined as an agency for employment that has the right to temporarily assign one of its employees to work for another employer with whom the agency has a signed

contract of temporarily posting employees.¹ An employment agency is also amended under Act no. 425/2004 Coll., the Employment Act, §58, par. 1, where it states that the agencies “(...) can mediate employment in the territory of the Czech Republic or from the territory of the Czech Republic to abroad and from abroad to the territory of the Czech Republic.”; thus, such agencies can arrange employment to and from the CZ of foreigners and CZ nationals.

3.2 Employer

Unlike the previously mentioned term, the Czech Labour Code strictly defines the term as “(...) an employer for the purpose of this law is understood to be a natural person or legal entity who/which employs a natural person in a labour-law relationship”.² From the perspective of this definition, an employer may, therefore, be considered as also a national or international company that must reside in the CZ. However, they still have certain obligations stated by legislative Acts they must comply with in the CZ territory. Such obligations can include an employment contract with necessary working conditions stated and signed by both sides of the party, working hours, paid holiday or sick leave, medical examination, help with integration and relocation financed by the employer.³ Mentioned obligations will be discussed in a later chapter of this thesis based on this specific topic.

3.3 Foreigner

The definition of a foreigner is explicitly stated in Act no. 326/1999 Coll., on the Residence of Foreign Nationals in the Czech Republic, in §1, par. 2, hereinafter referred to as only “**Residence of Foreign Nationals in the Czech Republic**”. It is stated that a “*Foreigner means a physical person who is not a citizen of the Czech Republic, including a citizen of the European Union.*” The labour market in the Czech Republic is governed by the provisions of Act no. 435/2004 Coll., the Employment Act, hereinafter referred to as only “**Employment Act**”, regarding employment. Potential employees of foreign nationalities are categorised into three sectors in terms of entrance: citizens of EU (European Union – later referred to as EU), EEA (European Economic Area includes EU countries,

¹ Act no. 262/2006 Coll., Labour Code, §2, par. 5,

² Act no. 262/2006 Coll., Labour Code, §7

³ Act no. 262/2006 Coll., Labour Code, §103

Iceland, Lichtenstein and Norway – later referred to as EEA) and Switzerland who have a free entrance into the Czech labour market, other foreigners with a free entry to the Czech labour market and foreigners who do not have free access to the Czech labour market.⁴

Furthermore, under the Employment Act, in §85, it is stated that “(...) *for the purposes of employing employees from abroad according to this law, a European Union citizen and his family member or a family member of a CZ citizen is not considered a foreigner*”. From this, it is understood that even citizens of third world countries do not count as foreigners if they have a registered partnership or marriage or are an under 21-year-old offspring of mentioned EU or CZ citizen as mentioned in the Residence of Foreign Nationals in the Czech Republic, in §15a.

Employing such citizens or foreigners, the employer must report them to the labour office and keep records regarding their entry, ending or any changes made to their employment. Another aspect for further discussion is foreigners with permanent residence.

3.3.1 EU Citizens

As mentioned earlier, according to the Employment Act, EU citizens have the same standing as CZ citizens in the labour market; however, they are different from third-world country citizens (those are understood to be citizens outside of the EU). This sector of foreigners, which does not only include EU, EEA, and Swiss citizens but also their family members, falls under the same category and, from a legislative perspective, amended under the Employment Act, §85, they have the same standing in the labour market as a Czech national citizen. As a result, these citizens are not obliged to have a working permit.

3.3.2 Other Foreigners

Citizens of countries that are not a member of the EU or EEA have a much more complicated standing as they are required numerous permits. The first permit that would be required of them is the residence permit for the goal of employment and, later, an employment permit that only a regional branch of the labour office issues. In this thesis, the focus on foreigners will be, according to this definition, foreign nationals who are neither a member of the EU nor EEA.

⁴ *Zaměstnávání cizinců*. Úřad práce. (2021, November). Retrieved January 2023, from <https://www.uradprace.cz/zamestnavani-cizincu>

3.3.3 Persons with Permanent Residence

Another category that differentiates is the people with permanent residence. Such cases have the same standing as EU or CZ citizens; thus, it is optional for them to have an employment permit.

3.4 Forms of Foreigner's Residence

3.4.1 Legal and Illegal residence

An important aspect is the differentiation of legal and illegal residencies of foreigners in the CZ. No direct definition of an illegal residency is stated in the labour code or labour law. However, it can be understood as a situation where a foreign national resides in the country without a valid immigration status or work permit. This means they are living in the country without the necessary authorisation from the government.

Illegal residency violates Czech immigration laws and can result in various penalties, including fines, imprisonment or deportation. Foreign citizens found to be illegally residing in the Czech Republic may also be banned from entering the country for a certain period. An illegal residency of a citizen can be considered from one of the following:

- A person who has stayed in the CZ after the expiration of their residency permit
- A person who did not comply with a departure order and did not leave the CZ
- A person who crossed the borders illegally
- A person who obtained a penalty of expulsion by the court and did not leave the CZ

On the contrary, a legal resident is a person who has a valid working permit and immigration status.⁵

3.4.2 Foreigners in the regime of law and asylum

Another special case of foreigners is those whose residence is based on one of the types of international protection. Reasons, types, and ways to issue international protection are stated in Act no. 325/1999 Coll., on the asylum and change of law, Act no. 283/1991

⁵ Ministry of the Interior of the Czech Republic. Migration [online] [Retrieved 20.12.2022] <https://www.mvcr.cz/mvcren/article/migration.aspx>

Coll., on the police of the Czech Republic and later law. For the purpose of employment of such foreigners, the Employment Act states that a foreigner who has applied for such protection cannot be granted working permission for the following 12 months from the day of application, thus, cannot perform any authorised labour. Once the mentioned foreigner obtains international protection, they do not need a working permit.⁶

Later in this thesis, a new Act signed to grant UA immigrants protection, and work permits will be introduced and discussed.

3.5 Working Permits

Several forms of work permit for foreign citizens in the CZ allow them access to employment. The most common permit is the “*Employee Card*”, which is mostly used for vacancy spots that employers cannot fill in with CZ or EU citizens and can be of any labour category. The second permit is the “*Blue Card*”, which is, on the other hand, aimed at highly skilled workers from non-EU countries who have received a job offer. The last work permit that is also very common is the “*Intra-Corporate Transfer*” permit, which allows foreign citizens to be transferred within their multinational company to a branch, franchise, or subsidiary in the CZ.⁷ For the purposes of research and science, there is also a form of working permit that is issued only to foreign nationals who plan to work on a scientific or research project in the Czech Republic; however, that does not gain them access to employment in other jobs.⁸

The three mentioned work permits will be discussed, in detail, in the next chapter of this thesis as well as the types of residencies a foreign national can apply for and how they have been adapted to the refugees of Ukraine after the Russian invasion.

⁶ Act no. 435/2004 Coll., Employment Act, §99

⁷ *Zaměstnávání cizinců z EU a některých Dalšíh Zemí*. Informace pro účetní a podnikatele. [online] [Retrieved 5.1.2023] from <https://portal.pohoda.cz/zakon-a-pravo/pracovni-pravo/zamestnavani-cizincu-z-nbsp;eu-a-nbsp;nekterych-da/>

⁸ *Ministry of the Interior of the Czech Republic*. Scientific Research [online] [Retrieved 5.1.2023] https://www.mzv.cz/jnp/en/information_for_alien/long_stay_visa/research_long_term.html.

4 Legal Administration of Foreign Employees in the CZ

Foreign citizens need two required permits if they come from third-world countries: an employment permit and a residency permit. The employment permit is regulated by employment law, whereas the residency permit is regulated by foreign law.

As mentioned in chapter 3.5, the types of permits or cards a foreign citizen must obtain to be eligible for employment or residency are blue or green. These are also regulated by foreign law and represent integrated residence and employment permission. The main aim behind these cards is to ease the process of employing foreign nationals in the CZ. Mentioned cards will be explained in this chapter's 2nd and 3rd sections.

4.1 Residence Law of foreigners in the CZ

4.1.1 Individual Forms of Residence

A foreign citizen can obtain many residency forms, depending on the length of the intended stay. In terms of temporary residency, which is bound to time, it is possible to categorise this into three sectors: short-term visa, long-term visa, and long-term residence.

A short-term visa in the CZ and other EU nations is possible for a maximum of 90 days. This type of visa applies under §20 on the Residence of Foreign Nationals in the Czech Republic. This visa type only applies to foreigners from third-world countries and/or family members of EU citizens who are not EU citizens.

A long-term visa is a form of temporary residency that allows one to stay in the CZ for over 90 days; however, according to the Residence of Foreign Nationals in the Czech Republic, citizens of the EU, EEA and Switzerland are eligible yet not obliged to request such visa.⁹ On the other hand, this does not apply to family members of an EU, EEA, or Swiss citizen who are not citizens of mentioned states. If someone intends to stay in the CZ for over 90 days, they must request a long-term visa from the foreign police. According to §87b on the Residence of Foreign Nationals in the Czech Republic, such a visa can be obtained for up to 5 years. Other people who are not family members of an EU citizen are eligible for a long-term visa that lasts up to 6 months.¹⁰

⁹ Act no. 326/1999 Coll., on the Residence of Foreign Nationals in the Czech Republic, §42c

¹⁰ See Appendix 2

The third time of visa is the long-term residency, the most extended type of permit for residency and, in terms of employment benefits, the most advantageous type. An EU citizen and their family members are entitled to this permit with the conditions amended under the Residence of Foreign Nationals in the Czech Republic.¹¹ Citizens of third-world countries must first fulfil the primary condition of a 5-year stay in the CZ before being eligible for residency. Once a person is eligible for residency, they are no longer required to have an employment permit as they gain free access to the labour market. In addition to living in the CZ for five continuous years, the foreign national must also pass and provide an A2 language level certificate from the Czech language, which can be considered a very tricky language to learn.¹²

4.1.2 Employee Cards

An employee card is a form of a permit for long-term residency in the CZ, where the main aim of the residency is employment, and it is issued under §42g of the Residence of Foreign Nationals in the Czech Republic. The mentioned permit is only for foreigners from third-world countries, allowing them to reside in the CZ, be employed in a position for which the card was issued or have employment in a position to which the foreigners had prior legal consent. This card substitutes a long-term visa for employment purposes, long-term residency for employment purposes and a “Green Card”, which can no longer be issued.¹³

The Green Cards project focused on supporting legal migration in the Czech Republic. It was mainly aimed at a long-term residency for the purpose of employment in special cases. On 1.1.2009, it was signed under Act no. 382/2008 Coll., on Employment. The bill was issued mainly for the lack of workforce in particular positions requiring certain qualifications. This bill allowed employers faster employment of foreign nationals for the purpose of filling a vacancy with a required qualification where they could not find a Czech or EU national to do so. Furthermore, the Green Cards bill was a national Czech “project” rather than of the EU. Another important point to mention, in terms of eligibility for application, is that it could be issued only to foreign nationals of predetermined countries stated under Act no. 461/2008 Coll. Three types of Green Cards could be issued. Those were

¹¹ Act no. 326/1999 Coll., on the Residence of Foreign Nationals in the Czech Republic, §87g

¹² See Appendix 8

¹³ *Novinky v zaměstnávání cizinců*. Informace pro účetní a podnikatele. [online] [Retrieved 15.2.2023] <https://portal.pohoda.cz/zakon-a-pravo/pracovni-pravo/novinky-v-zamestnavani-cizincu/>

categorised into types “A”, “B” and “C”. Type “A” is aimed at qualified workers with a tertiary level of education, type “B” is aimed at workers for jobs that require training and type “C” is aimed at other workers. The main aim of this project was to allow “flexible recruitment of professionals from abroad and a decrease in the administrative burden both for employers and foreign nationals”.¹⁴

In contrast to the “Green Cards”, an employee card can be issued to a foreign national from any third-world country and does not aim at specific jobs needing higher educational levels. In other words, the employee card is aimed at any form of employment and is not categorised into any sections. The main similarity is that these cards can be issued only to foreign workers who apply for a registered vacancy spot for which the employer from CZ could not find a Czech national or EU/EEA citizen.^{15 16}

4.1.3 Blue Cards

The Blue card is issued under Act no. 326/1999 Coll., of the Residence of Foreign Nationals in the Czech Republic, in §42i. This work permit is aimed at the long-term residency for highly skilled workers or jobs from non-EU countries, earlier referred to as citizens of third-world countries. This permit allows the foreign national to obtain a residency and work without a separate work permit. Unlike in other cases where a foreign national obtains a residency permit, they must also obtain a work permit separately.¹⁷

The mentioned foreign national applying for the Blue Card is entitled to do so if they intend to stay in the territory of the CZ for longer than three months and are employed in a position that requires a high level of skills. Once the application has been filed through an embassy, the Ministry of Interior must decide whether to accept or decline within 90 days.¹⁸

For the foreign national to be eligible for the application of a Blue Card, they must fulfil the following points:

- Must have a higher education degree from a recognised institution

¹⁴ *Ministry of the Interior of the Czech Republic*. Migration [online] [Retrieved 16.1.2023] <https://www.mvcr.cz/mvcren/article/migration.aspx>

¹⁵ *Zaměstnanecká Karta* . [online] [Retrieved 10.1.2023]

<https://www.mvcr.cz/migrace/docDetail.aspx?docid=21849764&doctype=ART>

¹⁶ See Appendix 6

¹⁷ See Appendix 7

¹⁸ *Ministry of the Interior of the Czech Republic*. Migration [online] [Retrieved 10.2.2023] <https://www.mvcr.cz/mvcren/article/migration.aspx>

- No criminal record or pose a threat to Czech security.
- Have sufficient financial stability to support themselves without relying on social assistance.
- Health insurance coverage.
- A valid job offer for a highly skilled job.

4.1.4 Lex Ukraine

On the 24th of February 2022, the Russian Federation invaded Ukraine, which resulted in masses of refugees seeking shelter and aid all over the EU and other states. As a result, the “(...) *Czech Republic has signed into law a package of three governmental bills that are aimed at the armed conflict on the territory of Ukraine and is referred to as Lex Ukraine*”.^{19 20}

The Czech Republic has offered help to Ukrainian refugees by providing a range of support measures, including the possibility of obtaining visas and working permits.

In response to the ongoing conflict in Ukraine, the Czech Republic has established a simplified procedure for granting long-term visas and work permits to Ukrainian citizens who have been forced to flee their homes due to the conflict. The measures are designed to help refugees integrate into Czech society and access employment opportunities.

In accordance with the mentioned situation, Act no. 65/2022 Coll., on granting of temporary protection, the legal status of refugees and access to health care, Act no. 66/2022 Coll., on measures in the field of employment and social security in connection with the armed conflict on the territory of Ukraine caused by the invasion of the troops of the Russian Federation and Act no. 67/2022 Coll., on measures in the field of education in connection with the armed conflict on the territory of Ukraine caused by the invasion of the Russian Federation troops, have been created to allow Ukrainian refugees to access long-term visas for over 90 days and to protect them under the Czech national law.

More specifically, as amended under Act no. 65/2022 Coll., on granting of temporary protection the legal status of refugees and access to health care, on temporary protection, hereinafter referred to as only Lex Ukraine, the Police of the Czech Republic as well as the

¹⁹ RENTON et al. CNN. [online] [Retrieved 5.1.2023] https://edition.cnn.com/europe/live-news/ukraine-russia-news-02-23-22/h_82bf44af2f01ad57f81c0760c6cb697c

²⁰ *Czech Republic: "Lex Ukraine" law package enters into force*. European Website on Integration. [online] [Retrieved 10.1.2023] https://ec.europa.eu/migrant-integration/library-document/czech-republic-lex-ukraine-law-package-enters-force_en

Ministry of Interior, will grant temporary protection to those who are of Ukrainian nationality living in Ukraine before 24th February 2022 (as well as their family members), stateless or third country citizens who hold a permanent residence permit in Ukraine, or a stateless or third-country citizen (not Ukraine) who were given international or Ukrainian protection before the invasion.²¹ Furthermore, it is important to mention that the signed bills were only meant to be valid until 31st March 2023; however, as the invasion on UA is still ongoing, The CZ has signed another amendment which prolongs the previously mentioned bills by a year. The fourth amendment, referred to as only Lex Ukraine IV, now states that it is valid until 31st March 2024, and refugees may apply for an extension of their protection and visas till 31st March 2023.^{22 23}

4.2 Employment Act

This Act defines the conditions for foreign citizens seeking employment in the CZ. As mentioned, citizens of the EU/EEA and their family members are not considered foreigners. The Employment Act states the steps one must take to obtain a working permit, the eligibility to obtain a working permit, and the obligations of both the employee and employer.

In relation to foreigners, this Act aims to protect the Czech labour market against the supply of labour from abroad. The law introduced a system of two permits: the employer must have a permit to recruit employees from abroad according to §19, par. 3, on the Employment Act, and a foreigner needs an employment permit according to §2, on the Employment Act.

4.2.1 Employers' Obligation While Employing Foreign Citizens

In terms of the general obligations of the employer, as amended under the Labour Code²⁴, they are obliged to prohibit the employee performs prohibited work or work they are not physically capable of doing due to health conditions. Another obligation is to inform

²¹ See Appendix 3

²² Act no. 20/2023 Coll., Lex Ukraine IV

²³ See Appendix 1

²⁴ Act no. 262/2006 Coll., The Labour Code, §103

employees which medical facilities provide labour-related medical care, and which type of vaccination and occupational health examination they must undergo prior to or during their employment.²⁵ Employees must also be informed of all information, risks, and orders regarding their job. Employers must also keep evidence and records on all their employees to which they must have access. There are several more obligations that the employer must follow to avoid any possible sanctions. However, one of the most important ones related to the safekeeping of the employees is training. All employees must be provided special training in legal and recent regulations and training related to their specified job. Employees must know their legal rights and current laws to ensure their safety. They must be newly trained in case new technology is implemented or a shift of the job specialisation.

The obligations of the employer, mentioned above, are also relevant in the case of employment of a foreign national. However, the employer must also undergo administrative procedures to ensure legal jobs. Under the Employment Act, amended under §87, there is a specific information obligation from the employer. This obligation is because employers must inform the relevant regional branch of the labour office in a written form in case the vacancy spot could be filled in by a Czech or EU citizen or their family member.²⁶ In the circumstance that a foreign national must receive a working or residence permit before starting the job and later finds themselves in a situation where they have obtained permanent residency and do not require the previously acquired permits, the employer is obliged to inform the regional branch of the labour office via written form again within ten days of notice.²⁷

Another obligation of an employer for an EU citizen and a foreigner is to keep their personal, employment-related records. The employer must do so according to the Employment Act.²⁸ These records contain the following list of information:

- Identification details of the foreigner
- Address in their country of permanent residence and local address for postal deliveries
- Registration number of travel document and name of the institute that issued it
- Form of labour, place of work and working hours

²⁵ See Appendix 4

²⁶ Confirmation of foreign citizen employment document in Appendix 5

²⁷ *Zaměstnávání cizinců ze zemí mimo evropskou UNII*. EPRAVO.CZ. [online] [Retrieved 17.2.2023] <https://www.epravo.cz/top/clanky/zamestnavani-cizincu-ze-zemi-mimo-evropskou-unii-111835.html>

²⁸ Act no. 435/2004 Coll., Employment Act, §3, par. 3

- Gender
- Highest educational certificate/degree earned
- Education required for job qualification
- Classification of economic activities
- The period for which their working permit and residency/visa are valid
- The day of starting and the day of termination of employment

If the employer neglects their information and registration obligation, it is considered an offence to the Employment Act, and the employer of concern can be fined up to 500,000 CZK.²⁹

4.2.2 Legal Administration to Permit Employment

The Employment Act also defines the legal process of permitting employment, which according to this Act, is necessary for providing labour. As amended under §89, a foreign national can only be employed once they have received a valid and registered working permit and a residence permit or visa.

4.2.3 Illegal Work of Foreign Citizens

The definition of illegal work of foreign nationals is stated under §5 letter e) of the Employment Act. It is understood to have three categories. The first category of illegal work is dependant and regular work by a natural person outside of the labour law (i.e., no contract). The second aspect is working without a working permit or even working whilst the working visa has been declined to be issued. The third aspect is when a natural person or foreigner performs labour for another natural person or legal entity without a registered residency permit on the ground of the CZ.

With the mentioned definition, the aspect of illegal work has changed and was amended under §136 of the Employment Act. It also includes that the employer must keep copies of work contracts or evidence of a legally registered labour relationship. If the employer does not control such evidence, such a situation is considered illegal work.

²⁹Act no. 435/2004 Coll., Employment Act, §139 par. 2, letter d), and §140 par. 2, letter d)

4.2.4 Refugees under Lex Ukraine

As mentioned in “4.1.3. Lex Ukraine”, Ukrainian refugees from the invasion have been granted temporary protection and the right to a long-term visa to reside in the Czech Republic as a refuge. As amended under Act no. 66/2022 Coll., on measures in the field of employment and social security in connection with the armed conflict on the territory of Ukraine caused by the invasion of the troops of the Russian Federation, in §2, a foreigner with a granted temporary protection is considered, for employment, equal to a citizen holding a permanent residence permit. The recently signed bill, therefore, allows Ukrainian refugees to be considered equivalent to other EU/EEA citizens or Czech nationals in the labour market. Moreover, it also means that the mentioned refugees may engage in self-employment or be entitled to unemployment benefits. Furthermore, the UA refugees can work under the following contract forms:

- Primary employment relationship ³⁰
- Employment agreement ³¹
- Agreement on working activity ³²
- Trade license ³³

4.2.5 Termination of the Employment Relationship

Amended under the Labour Code, §50, the employer and employee have the right to terminate the employment contract, however, only under certain conditions unless both parties agree otherwise. The termination must be delivered in written form (physically or electronically) to both parties; otherwise, it is considered invalid. The main structure of termination is a notice of dismissal where the employment ends at the end of the notice period, which is stated in the employment contract but can be no shorter than two months. The employer has the right to terminate the employment contract only for specific reasons, such as whether the employer or their part must move or have also been cancelled. The job is no longer required, the employer can no longer employ the person due to their medical health conditions supported by medical reports, the employee has breached the contract, etc.

³⁰ Act no.262/2006 Coll., Labour Code, §39

³¹ Act no.262/2006 Coll., Labour Code, §75

³² Act no.262/2006 Coll., Labour Code, §76

³³ Act no. 455/1991 Coll., Trade Licensing Act, §2

Employees are only required to explain their contract termination if they need immediate dismissal. The employee is entitled to do so only under two conditions: they have submitted a medical record stating that they are no longer in the required health conditions for the job, and the employer has not provided a substitutional job within 15 days of notice, or the employer has not paid their wage 15 days after the due date.

If an employee is still on probation, the employer and the employee are entitled to cancel the contract without providing a reason, as amended under the Labour Code, §66.

4.3 Main Reasons for the Employment of Foreign Nationals

There can be many hidden reasons why an employer may want to hire foreigners for vacant work positions; furthermore, one of the reasons is that the CZ is facing an issue with a lack of qualified employees, so they seek foreign nationals for such positions. According to Czech employers, citizens from certain parts of the world tend to be more trustworthy, flexible, and loyal. Another advantage, in the case of international entities, is the hiring of native speakers of certain languages, which can benefit a future business.³⁴

As a result of the COVID-19 pandemic, where the Ministry of labour and social affairs issued information for employers who employ foreigners from third-world countries, where one point stated that they were prohibited from further employing other foreign employees. This and many other factors have caused the companies many complications; thus, the “Ministry of Industry and Trade” issued an economical migration program. The main goal of this program is to offer aid to employers who seek to attract qualified workers from other countries, as well as third-world countries.³⁵

4.4 Obstacles at Work: Language and Corruption

The language can be considered a complication or issue for foreign nationals in the CZ. According to the Foreign Service Institute, the Czech language is categorised as a level three difficulty language, which requires an estimated 44 weeks of studying to be

³⁴ *Zaměstnávání cizinců*. [online] [Retrieved 19.2.2023]
<https://www.pruvodcepodnikanim.cz/clanek/zamestnavani-cizincu/>

³⁵ *Zaměstnávání cizinců*. [online] [Retrieved 19.2.2023]
<https://www.pruvodcepodnikanim.cz/clanek/zamestnavani-cizincu/>

proficient.³⁶ This may become an obstacle to some foreigners who plan on applying for permanent residency as they may find it difficult. However, the FSI is under the U.S. government, so this ranking compares the difficulty to English. In other words, it may be easier to learn for foreign nationals of different nationalities, for example, from Ukraine.

Another aspect that can be considered as a form of an obstacle for a foreign national being employed in the CZ is corruption. Corruption is not generally legal; however, the Czech Republic ranked 41/180 in the “Corruption Perception Index” in 2022.³⁷ In 2016, the CPI ranking of CZ was even lower as it was ranked 47th; thus, this obstacle is not getting harder to overcome.³⁸

5 Practical Part

The practical part will be segmented into two parts to fulfil this thesis's goal. The first sub-chapter will be focused on overall statistics of foreigners generated by the Czech Statistical Office (CZSO) regarding the overall numbers of foreigners based on their type of residence and employment, the development of unemployment, and how the numbers of illegal and legal migrants have changed since the invasion on UA.

In terms of further development of the theory, the second sub-chapter will be focused on data acquired by a company on the amount of capital invested into job offers advertisement as well as results from a questionnaire aimed at the opinions of Czech people on the employment of foreign citizens.

³⁶ Foreign Language Training [online] [Retrieved 20.2.2023] <https://www.state.gov/foreign-language-training/>

³⁷ *Corruption perceptions index*. Transparency.org. [online] [Retrieved 20.2.2023] <https://www.transparency.org/en/cpi/2022>

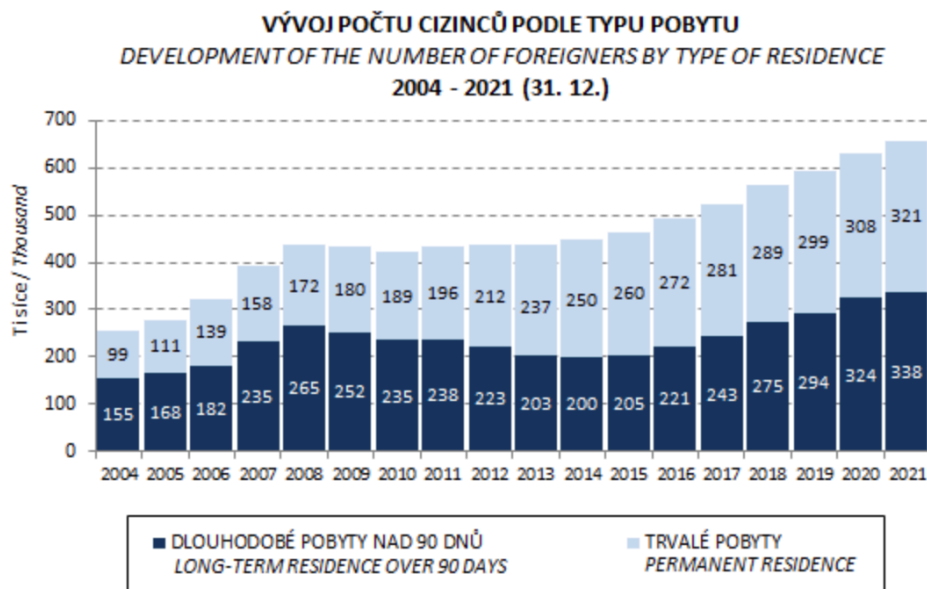
³⁸ Transparency International. [Retrieved 20.2.2023] *Corruption Perceptions Index 2016*, 4–4.

5.1. Statistics of Employment, Migration and Unemployment

5.1.1. The Overall Number of Foreigners

First, the focus will be foreign statistical development between 2004 and 2021/2022.³⁹ Over the years, the overall number of foreign nationals has drastically increased due to possible numerous reasons. Such reasons can be considered an increase in job opportunities, educational quality, or a lack of the Czech national labour force. Such reasons will be further discussed in this chapter. As specified in *Graph 1*, in 2021, the number of foreign nationals residing in the CZ has reached its peak; however, since there is no available data for 2022⁴⁰, it is possible to assume that due to the ongoing invasion of UA by the army of the Russian Federation, the numbers have increased, especially in the segment of long-term residence over 90 days. Another important aspect to mention is that graphically, the number of long-term and permanent residencies is close to a balance; therefore, there is no significant spike in any of the numbers provided.

Graph 1 Development of the Number of Foreigners by Type of Residence



(Source: Czech Statistical Office – CZSO, Link <https://www.czso.cz/csu/cizinci/cizinci-pocet-cizincu>)

³⁹ Depending on availability of data from 2022

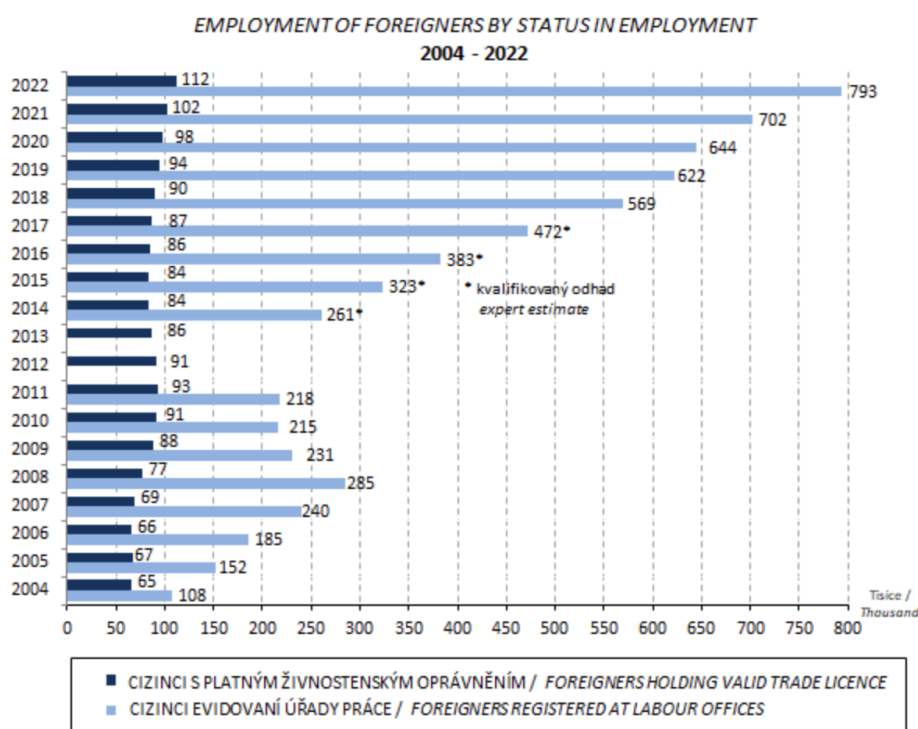
⁴⁰ It has not been published yet.

As discussed in the chapter of “The Employment Act”, once a foreign national is granted a working permit and residence visa⁴¹, they can work on a contract or a trade license. From *Graph 2*, it can be deduced that foreign citizens do not commonly work on a trade license. There is a significant difference between those registered at the labour office.

Foreign nationals granted working/residence visas via an employee or blue card must be registered at the labour office; thus, it is possible to deduce that foreigners seek employment mainly through such permits. The complicated administration and obligations for obtaining two separate permits can be a reason for such a tendency.

In 2022, the number of foreign nationals registered by the labour office spiked by almost 100,000 people, presumably due to the invasion of UA. UA refugees, once applied for and given protection, have been granted free entrance to the labour market; thus, they have registered with the labour office. The number of foreign nationals with valid trade licenses tends not to fluctuate; thus, it can be deduced that the foreigners in mind are long-term workers.

Graph 2 Employment of Foreigners by Status in Employment



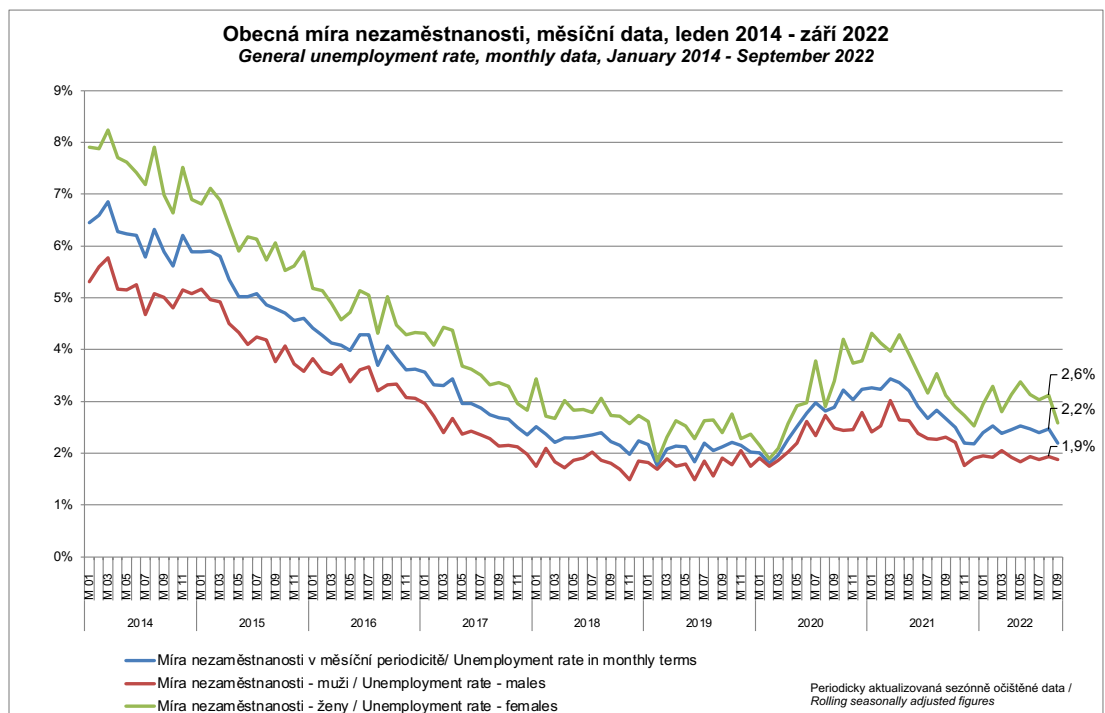
(Source: Czech Statistical Office – CZSO, Link: https://www.czso.cz/csu/cizinci/2-ciz_zamestnanost)

⁴¹ Or a blue/employee card that grants both permits.

5.1.2. Development of Unemployment

A factor affecting foreign citizens' employment is the general unemployment rate in the CZ. Due to the general development of economies in the EU and the CZ, the unemployment rate has steadily decreased from 2014 till 2019. As a result of the COVID-19 pandemic, the rate has increased from 2020 to 2021 as many people have lost their jobs for numerous reasons; however, once the social distancing rules dropped in 2021, the rate slowly started to decrease again, as seen in *Graph 3*. The decrease in the rate indicates that people have started to look for jobs and get employed. The latest change in unemployment within 2022 is another slight increase in the rate, which can be assumed to result from the UA refugees seeking employment, thus decreasing the overall number of vacant job offers for CZ nationals.

Graph 3 General Unemployment Rate 2014-2022

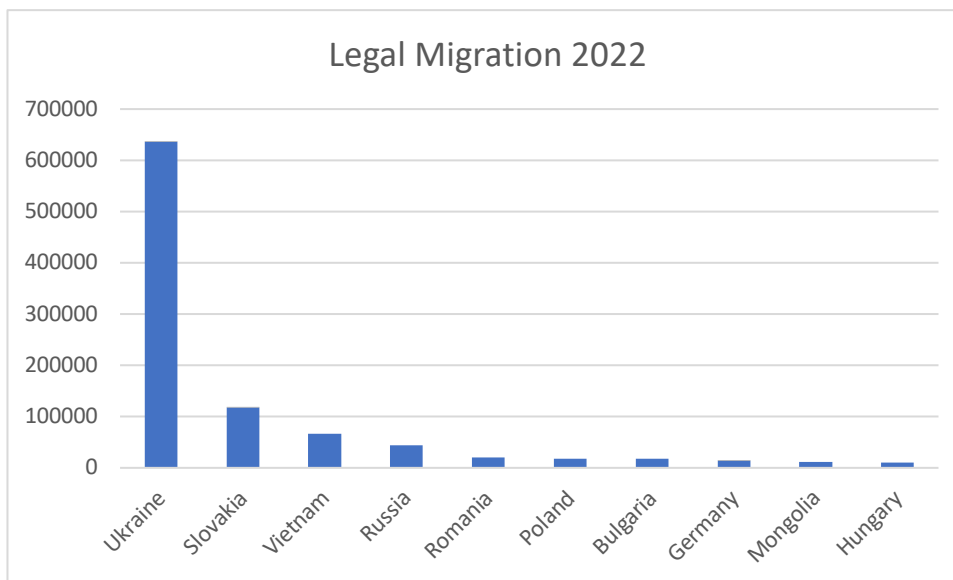


(Source: Czech Statistical Office – CZSO, Link: [https://www.czso.cz/csu/czso/cris/miry-zamestnanosti-nezamestnanosti-a-ekonomicke-aktivity-zari-2022#:~:text=M%C3%ADra%20nezam%C4%9Bstnanosti,-Pod%C3%ADl%20nezam%C4%9Bstnan%C3%BDch%20k&text=sou%C4%8Dtu%20zam%C4%9Bstnan%C3%BDch%20a%20nezam%C4%9Bstnan%C3%BDch%2C%20dos%C3%A1hl,u%20%C5%BEen%202%2C6%20%25.\)](https://www.czso.cz/csu/czso/cris/miry-zamestnanosti-nezamestnanosti-a-ekonomicke-aktivity-zari-2022#:~:text=M%C3%ADra%20nezam%C4%9Bstnanosti,-Pod%C3%ADl%20nezam%C4%9Bstnan%C3%BDch%20k&text=sou%C4%8Dtu%20zam%C4%9Bstnan%C3%BDch%20a%20nezam%C4%9Bstnan%C3%BDch%2C%20dos%C3%A1hl,u%20%C5%BEen%202%2C6%20%25.))

5.1.3. The Growth of Immigrants

The Czech Statistical Office has published a “Quarterly Report on Migration – IV 2022” where the rising numbers of migrants are depicted. As previously mentioned, there has been a spike in foreigners registered in the labour office this year which can be assumed to be a consequence of the invasion of UA. *Graph 4* depicts the numbers of legal migrants in 2022, where UA citizens have the highest number; thus, it can be used as evidence to support the claim, as the percentage of UA migrants is 57% of the overall number of migrants residing in the CZ. The total amount of legally registered migrants in the CZ is 1 116 154, out of which 80% are from third-world countries.⁴²

Graph 4 Legal Migration 2022

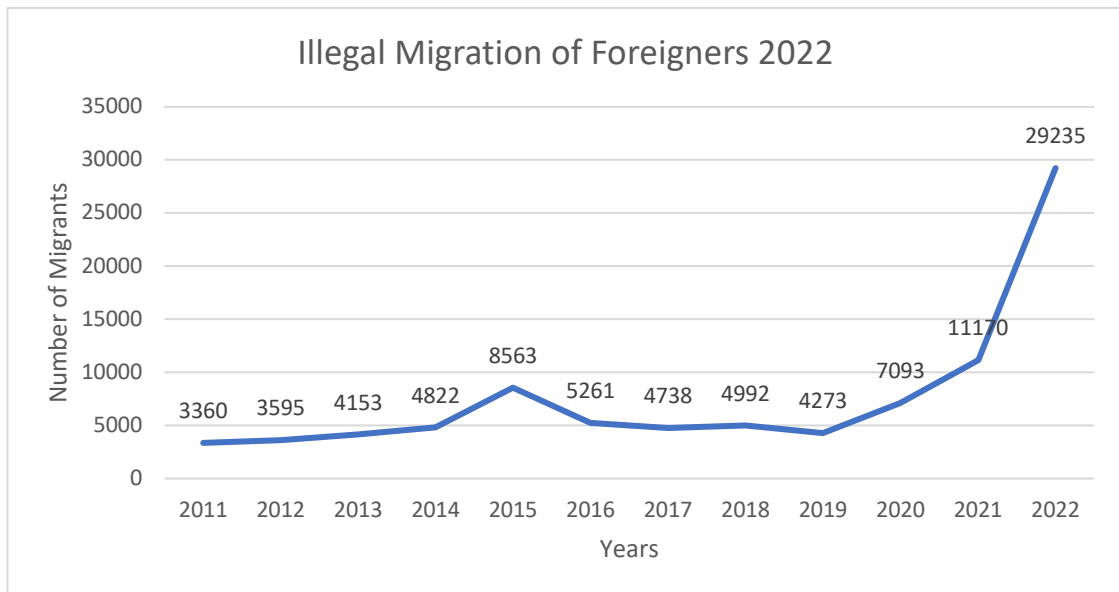


(Source: Czech Statistical Office – CZSO, Authors Processing into Graph)

Regarding illegal migration, there has been a steady number of migrants from 2011 up until 2020, as depicted in *Graph 5*. As the COVID-19 pandemic hit the CZ in 2020, accessing any country was difficult as all crossing borders were restricted. As a result, the number of illegal migrants doubled. In 2022, the number of migrants spiked to almost thirty thousand, which can be linked to UA refugees crossing borders illegally without going through the administrative process of granting protection and entering the labour market.

⁴² Ministry of Interior Czech Republic. Quarterly Report on Migration IV 2022 [online]. [Retrieved 5.3.2023] <https://www.mvcr.cz/migrace/clanek/ctvrtletni-zpravy-o-situaci-v-oblasti-migrace.aspx>.

Graph 5 Illegal Migration of Foreigners 2022



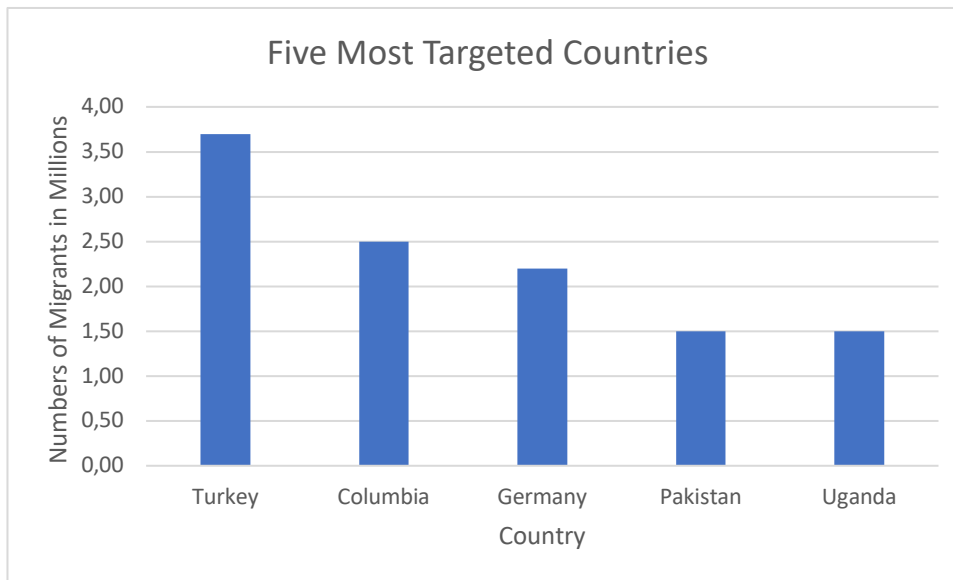
(Source: CZSO Quarterly Report on Migration IV 2022, Authors Processing into Graph)

5.1.4. General Migration Situation

In terms of global migration, in 2022, the largest number of refugees was held by Turkey, at around 3.7 million, out of which the majority were of Syrian nationality. Colombia followed as most Venezuelan refugees have been headed there in recent years. Germany holds the third position in the ranking, mainly due to the connection with refugees of Ukraine. Pakistan and Uganda are the other countries that complete the list of the five most targeted countries. Both countries host around 1.5 million refugees, as depicted in *Graph 6*. A significant majority of refugees seek refuge in neighbouring countries, which can be understood under the natural desire to stay close to home, also considering the difficulties regarding further travelling with health and visa issues and financial demands.⁴³

⁴³ *Uprchlíci v číslech. Člověk v tísní*. [online]. [Retrieved 1.3.2023] <https://www.clovekvtsni.cz/migracni-statistiky-4518gp>

Graph 6 Five Most Targeted Countries for Migration



(Link to Source: <https://www.clovekvtisni.cz/migracni-statistiky-4518gp>, Authors processing into graph)

By the end of 2022, Poland hosted the largest number of Ukrainians seeking refuge, about 1.5 million. Over a million Ukrainian refugees found refuge in Germany. In third place is the Czech Republic, with almost half a million temporary protection visas issued. However, by the end of 2022, it was approximately 200-300 thousand people. Furthermore, the Czech Republic is among the countries with the highest number of refugees in relation to the total population. Refugees from Ukraine also have a similarly high share in other countries of Central and Eastern Europe. In addition to above-mentioned Poland, this mainly concerns the Baltic countries and Moldova.⁴⁴

5.1.5. Average Salary of Different Nationalities in CZ

One of this bachelor's thesis hypotheses was investigating whether Ukrainian nationals are employed in less-qualified job positions.

The average salary of people of Russian and Ukrainian nationality reaches a very significantly different level. In 2021, the average wage of Russian foreign nationals overcast the averages of Czech and other nationalities and can be compared to the average of Slovakian foreign nationals. On the other hand, the average salary of UA foreign nationals was lower than that of any other nationality apart from Vietnamese. The average wage of

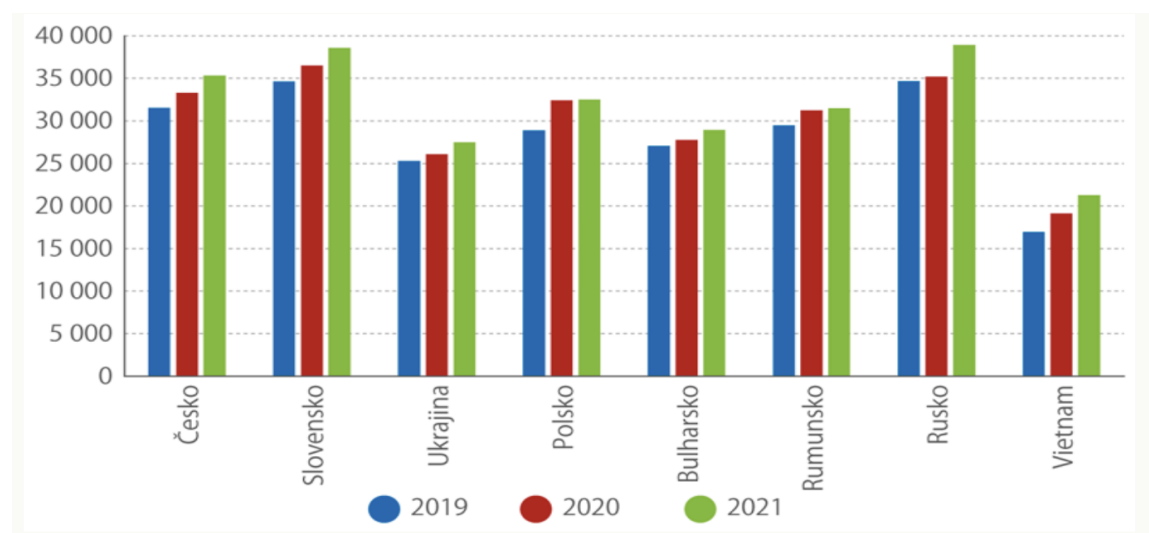
⁴⁴ *Uprchlíci v číslech. Člověk v tísni*. [online]. [Retrieved 1.3.2023] <https://www.clovekvtisni.cz/migracni-statistiky-4518gp>

Russian nationals over the three recorded years, as seen in *Graph 7*, was always higher by a significant amount.

From the mentioned and depicted data, it cannot be deduced that Ukrainians and Russians are being discriminated against, as the explanation for such differences can be in the structure of employment positions.

According to the Czech Classification of Employment (CZ-ISCO), three-quarters of UA foreign nationals were employed in manual labour professions, and only 0.6% worked in managerial positions. Moreover, only 12% of Russian foreign nationals were employed in manual labour professions, and 58,7% were employed in the three highest-ranked sections of professions – managers, specialists, and technicians.⁴⁵

Graph 7 Average Salary of Different Nationalities in the CZ



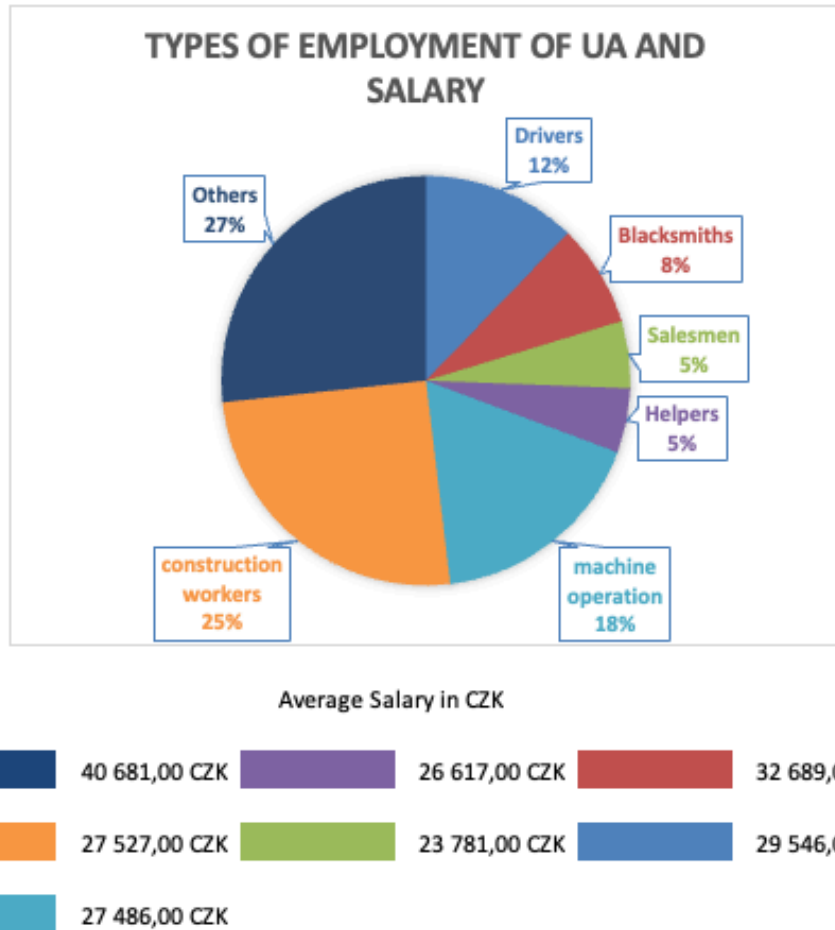
(Link to Source: <https://www.kurzy.cz/zpravy/699595-ukrajinci-a-rusove-v-cesku-pracuji-ve-vysoce-kvalifikovanych-profesich-i-tech-malo-placenych-mzdy/>)

Employees of Ukrainian nationality hold mainly less qualified labour positions, usually more physically demanding, as depicted in *Graph 8*, where the majority are construction workers. Such jobs are financially rewarded with lower salaries ranging between 20-30 thousand CZK monthly. Around 27% are categorised into a wider variety of professions, from which some are more qualified, thus increasing the average salary for the group “others” in *Graph 8*. As mentioned earlier and depicted in *Graph 7*, the consistently

⁴⁵ Kurzy.cz. [online] [Retrieved 1.3.2023] from <https://www.kurzy.cz/zpravy/699595-ukrajinci-a-rusove-v-cesku-pracuji-ve-vysoce-kvalifikovanych-profesich-i-tech-malo-placenych-mzdy/>

lower wage level in the professions they occupy means they receive a lower wage on average compared to other nationalities, including CZ.

Graph 8 Types of Employment of Ukrainians and Their Salary



(Link to Source: <https://www.cnb.cz/cs/menova-politika/zpravy-o-menove-politice/boxy-a-clanky/Obcane-Ukrajiny-na-ceskem-pracovnim-trhu/>) (Authors processing into chart)

5.2. Research into the Public Opinion on the Employment of Foreign Citizens

The employment of foreign citizens is very relevant and sensitive to most national and international companies that do not wish to provide data or answer questions. However, the general public's opinion of the CZ indicates how national workers see the current situation and how the opinions differ based on education, age and working status. In collaboration with the research department “Médea Research k.s.” under the main company “Médea a.s.” a questionnaire aiming to find out the opinion of people on the topic has been sent out to the company's online panel of respondents⁴⁶. The author of this thesis has done the questionnaire and data processing, and the collaboration was used solely for the purpose of gaining access to a wider range of populations for better reliability and validity of results.

5.2.1. Aim of the Research

The practical part of this thesis aims to investigate the issues of Czech citizens' perception of employing foreign citizens. The main approach to acquiring the intended results is to what extent the respondents agree or disagree with statements regarding whether there are too many employed foreigners, whether it deprives the Czech citizens of their jobs or whether they think foreigners are required for labour shortage or cheap labour. It will be done by first categorising the respondents via their employment and education status, and age. The method of gathering data via questionnaire has been chosen for the purpose of its guarantee of respondent anonymity but also as a fast and easily applicable approach to data collection.

As a result of the research, it should be ascertained whether the education levels, employment statuses, age or region of residency impact the perception of foreign citizens in the CZ. For further discussion, the results may also imply whether respondents with lower educational levels or employment statuses are informed on foreign nationals' legal processes to get employed.

⁴⁶ Via Appendix 9 and Appendix 10

5.2.2. Hypothesis of research

Based on the literature review and analysis of current statistical data on migration in the CZ, two hypotheses have been created specifically to this research and public opinion. They will be studied for verification or disproval.

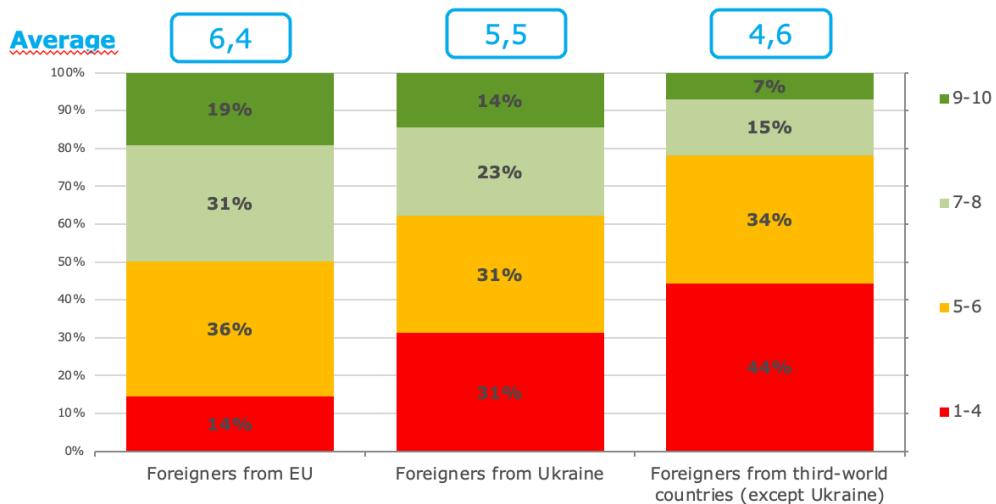
H_1 = Respondents with higher educational levels and employment statuses will have a more positive perspective of foreign citizen employment

H_2 = Respondents will have a more positive perception on EU citizens rather than citizens from third – world countries

5.2.3. Perception of different types of foreigners

The first question of the questionnaire aimed to categorise three different types of foreign nationals and how the respondents view each of them.

Graph 9 Perception of Respondents on Different Types of Foreigners



(Author's Source)

The first question was formulated in the following manner: “How do you generally perceive these foreigners in the Czech Republic? Please answer on a scale where 1 means you perceive them very negatively and 10 means you perceive them very positively”. Graph 9 shows that the most positively perceived type of foreigner is from the EU, as the average score (10 being the most positive) is 6.4, which implies a rather neutral opinion. On the other

hand, the most negatively perceived type of foreigner is a foreigner from a third-world country, as the score was 4.6, which inclines to a rather negative aspect. UA foreigners are rather seen as neutral, as the score was 5.5.

5.2.3.1. Perception of foreign citizens – sociodemographic approach

Each respondent was also asked about their socio-demographic background regarding gender, age, education, region of residency and economic activity prior to answering questions regarding their perception of foreigners.

As depicted in *Table 1*, respondents with higher educational status are more likely to perceive foreigners from the EU more positively. Less negative scores regarding EU foreigners were also given by respondents who are economically active as entrepreneurs or whose region of residency is in Moravia.

Table 1 Respondents' Perception of Foreigners from the EU via Sociodemographic Background

	Population		Gender		Age			Education			Region of residency			Economical Activity		
	Population	Male	Female	18 - 35	36 - 55	56+	Without Highschool degree	Highschool degree	University degree	Prague	Other region except Prague	Moravia	Employee	Entrepreneur	Economically inactive	
Average	6,4	6,5	6,2	6,3	6,5	6,3	5,6	6,5	7,2	7,0	6,0	6,7	6,4	7,0	6,2	
1-4	14%	14%	15%	17%	12%	15%	23%	13%	4%	7%	20%	8%	14%	3%	18%	
5-6	36%	35%	37%	36%	36%	34%	40%	37%	29%	30%	38%	35%	36%	38%	35%	
7-8	31%	28%	33%	27%	31%	34%	25%	32%	37%	38%	25%	37%	30%	44%	28%	
9-10	19%	23%	15%	21%	20%	17%	12%	19%	30%	24%	17%	20%	20%	16%	20%	
N=	503	250	253	152	207	145	190	174	139	66	273	164	303	41	159	

(Author's Source)

As depicted in *Table 2*, foreigners from Ukraine are more positively perceived by respondents with a higher educational status and entrepreneurs. Respondents with lower levels of education, on the hand, perceive them rather negatively by ranking them on an average of 4.7, where 43% ranked them between 1-4 points.

Table 2 Respondents' Perception of Foreigners from Ukraine via Sociodemographic Background

	Population	Gender		Age			Education			Region of residency			Economical Activity		
	Population	Male	Female	18 - 35	36 - 55	56+	Without Highschool degree	Highschool degree	University degree	Prague	Other region except Prague	Moravia	Employee	Entrepreneur	Economically inactive
Average	5,5	5,7	5,2	5,5	5,5	5,5	4,7	5,6	6,5	5,5	5,3	5,8	5,6	6,3	5,2
1-4	31%	30%	32%	32%	30%	33%	43%	28%	18%	27%	36%	25%	30%	18%	36%
5-6	31%	27%	35%	31%	33%	29%	31%	33%	27%	34%	30%	31%	30%	28%	34%
7-8	23%	25%	22%	22%	25%	23%	16%	25%	31%	29%	19%	29%	24%	39%	17%
9-10	14%	19%	10%	16%	13%	15%	9%	13%	23%	10%	15%	15%	15%	15%	13%
N=	503	250	253	152	207	145	190	174	139	66	273	164	303	41	159

(Author's Source)

As depicted in Table 3, foreigners from third-world countries (excluding UA) are perceived more negatively by respondents over the age of 56, as over 80% ranked them rather negatively, and the average score was 4.1. Respondents whose region of residency is in Prague ranked these foreigners negatively, and only 1% ranked them in the higher scores 9-10.

Table 3 Respondents' Perception of Foreigners from Third-World Countries via Sociodemographic Background

	Population	Gender		Age			Education			Region of residency			Economical Activity		
	Population	Male	Female	18 - 35	36 - 55	56+	Without Highschool degree	Highschool degree	University degree	Prague	Other region except Prague	Moravia	Employee	Entrepreneur	Economically inactive
Average	4,6	4,8	4,4	4,9	4,7	4,1	4,1	4,6	5,3	4,7	4,5	4,8	4,7	4,8	4,3
1-4	44%	42%	47%	39%	41%	54%	50%	44%	38%	43%	48%	39%	42%	42%	49%
5-6	34%	33%	35%	35%	37%	28%	37%	36%	27%	35%	33%	35%	33%	35%	35%
7-8	15%	15%	14%	16%	15%	14%	9%	13%	24%	21%	11%	18%	17%	18%	10%
9-10	7%	10%	4%	10%	7%	4%	5%	6%	11%	1%	7%	8%	8%	5%	6%
N=	503	250	253	152	207	145	190	174	139	66	273	164	303	41	159

(Author's Source)

5.2.4. Perception of Respondents on Specific Questions

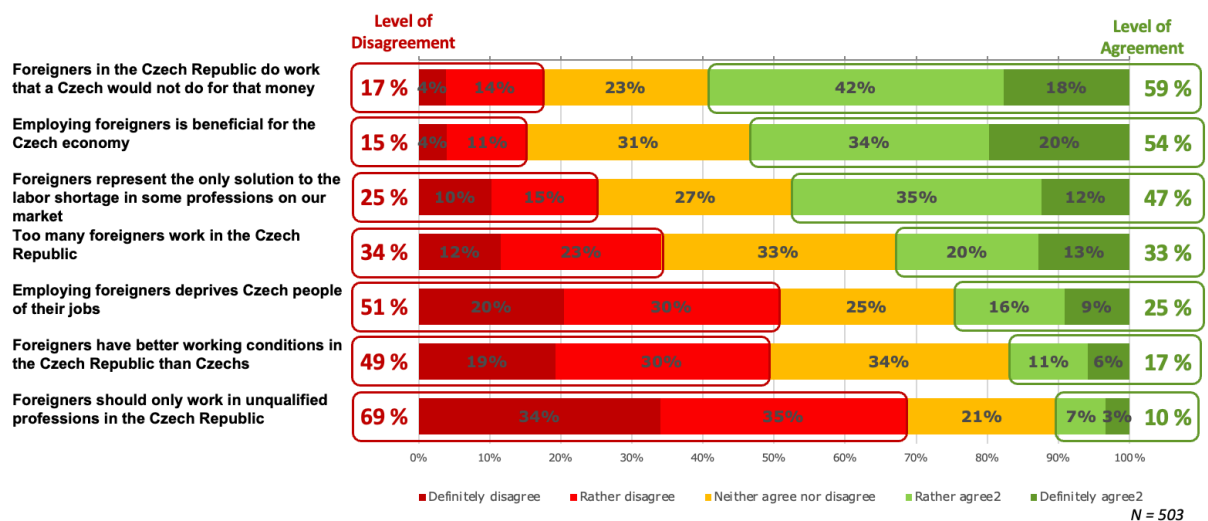
Respondents were then asked to what extent they agree or disagree with the statements depicted in Graph 8. A vast majority of 59% of respondents agreed with the statement that foreigners work jobs that Czech people would not do for such a salary. This result can relate to the previously mentioned issue of UA foreign nationals working jobs with lower wages than CZ and other nationalities.

The next two statements, “Employing foreigners is beneficial for the Czech economy” and “Foreigners represent the only solution to the labour shortage in some professions in our market”, can be connected. In chapter 4 about the ‘Legal Administration’ of this thesis, it has been mentioned that foreigners from third-world countries are being employed for certain reasons, and one of them is to fill in vacant job places that cannot be filled in with a CZ national; therefore, helping the Czech economy with filling in labour forces. These statements were perceived positively and neutrally, as depicted in Graph 8, indicating the mentioned connection.

A statement that was perceived positively and negatively was whether too many foreigners are working in the CZ. As mentioned in chapter 5.1, the overall numbers of employed foreigners and migrants have increased significantly, which can relate to Czech nationals viewing these numbers as “too many”. Furthermore, the next statement regarding foreigners depriving Czech nationals of their jobs was perceived negatively, as over 50% disagreed. This can indicate that, even though some Czech nationals think there are too many foreigners, they still do not feel they are being deprived of their job.

The last two statements, “Foreigners have better working conditions in the CZ than Czechs” and “Foreigners should only work in unqualified professions in the CZ”, were both perceived negatively, which indicates that Czech nationals view foreigners rather equally and that they do not believe foreigners have better conditions and deserve jobs according to acquired skill and profession.

Graph 10 Foreigners in the CZ and Employment



(Author's Source)

5.2.4.1. Sociodemographic approach

Regarding the sociodemographic background, respondents within the age range of 18-35 mostly agreed with the statement that foreigners work for money, which a Czech person would not do. Respondents with a lower educational status mostly agreed that employment of foreign citizens deprives Czech nationals of their jobs and that foreigners have better working conditions. On the other hand, such respondents disagreed that the employment of foreign citizens benefits the Czech economy. Economically active respondents, mostly entrepreneurs, disagreed with the statement that foreigners should be employed for jobs with unqualified professions, as depicted in *Table 4*.

Table 4 Sociodemographic Background of Respondents on Perception of Statements

	Population	Gender		Age			Education			Region of residency			Economical Activity		
	Population	M	F	18 - 35	36 - 55	56+	Without Highschool Degree	Highschool Degree	University Degree	Prague	Other region except Prague	Moravia	Employed	Entrepreneur	Economically inactive
Too many foreigners work in the Czech Republic	33%	28%	38%	35%	37%	26%	41%	35%	19%	35%	35%	29%	33%	34%	34%
Employing foreigners deprives Czech people of their jobs	25%	22%	27%	25%	27%	21%	33%	26%	13%	27%	26%	21%	24%	11%	29%
Foreigners in the Czech Republic do work that a Czech would not do for that money	59%	61%	58%	70%	54%	55%	54%	60%	66%	70%	55%	62%	60%	65%	56%
Foreigners represent the only solution to the labor shortage in some professions on our market	47%	45%	49%	43%	47%	52%	45%	43%	56%	52%	44%	50%	45%	59%	49%
Foreigners should only work in unqualified professions in the Czech Republic	10%	10%	11%	12%	10%	8%	12%	10%	7%	14%	9%	10%	10%	0%	14%
Employing foreigners is beneficial for the Czech economy	54%	59%	48%	53%	51%	57%	41%	56%	68%	55%	49%	61%	54%	66%	49%
Foreigners have better working conditions in the Czech Republic than Czechs	17%	12%	21%	18%	18%	14%	25%	16%	6%	12%	19%	15%	18%	11%	17%
<i>N=</i>	503	250	253	152	207	145	190	174	139	66	273	164	303	41	159

(Author's Source)

6 Results and Discussion

This chapter will focus on describing the development of the number of foreigners, their statuses and how that fits into context with the nationalities that reside in the CZ. Furthermore, the discussion will continue on how the numbers have been affected by the war in Ukraine, COVID-19 and why foreigners chose the CZ. The research results into public opinion on the employment of foreign citizens will also be discussed alongside whether the hypotheses for the research have met their expectations.

The number of foreigners residing and working in the territory of CZ has increased significantly from 2020-2022. Most foreigners work on a trade certificate; thus, they have decided to run their businesses or offer their services rather than be employed. A reason for such decisions can be justified from the perspective of the difficulty of administration. Suppose a foreigner works on a trade license. In that case, they are not bound to a set timeline of the duration of their employment contract and their employer is not bound to inform them about employment or any changes made to the labour office. As mentioned, such foreigner is not obliged to follow a timeline for how long they can stay in the CZ for employment but can focus on gaining long-term visas if they plan to stay in the territory of the CZ for a longer period. Such a statement can be justified by the increasing numbers of foreigners in both long-term and permanent residences.

Regarding the invasion of Ukraine by the Russian Federation, around 200-300 thousand UA refugees arrived in CZ at a time when the unemployment rate was very low; thus, the Czech government had to react to modify the administration process from the perspective of duty and legal processes. It was necessary to modify immediately to fit the needs of the UA refugees, so 'Lex Ukraine' was signed for better access to the labour market and other essentials for protection, accommodation, and education. Since the UA refugees had free access to the labour market, they could file for a trade license, which allows them to work but have no pressure of having to stay in the CZ for a set period. As mentioned, an important aspect for migrants is to stay close to home; thus, a trade license allows them to return once evaluated as safe and can be the reason for an increase in the total number of foreigners on the trade license.

Another factor of influence on the overall statistics was COVID-19. Due to the sudden restrictions governments had to implement, the main factors affecting were unemployment and illegal migration. The unemployment rate rose as many businesses had to close; thus,

many lost their jobs. Illegal migration also rose due to the pandemic, and it can be deduced that the justification is due to restricted entry permission at the borders; moreover, migrants would not be able to access the CZ with the normal administrative procedure, so they have migrated illegally.

The UA refugees mainly work in less qualified labour positions that are usually more physically demanding and are categorised into lower-salary jobs. On average, their salaries fluctuate lower than other nationalities. A factor that can be considered why UA nationals are hired for lower-wage positions is the difference between the average wages of Ukraine and the wage they receive for manual labour in the CZ. In December 2021, before the invasion, the average wage in Ukraine was 17,453 UAH, around 14,396 CZK at the time.⁴⁷ This indicates that UA nationals seek employment for manual labour positions in other countries, in this case, the CZ, due to higher wages of around 20-30 thousand CZK. This verifies the first hypotheses regarding whether UA nationals are employed for cheap labour.

Regarding the research into public opinion on the employment of foreigners, the second hypothesis was centred around how the sociodemographic background of the respondents affects their perspectives on the issue and whether there is a pattern. The hypothesis stated, *“Respondents with higher educational levels and employment statuses will have a more positive perspective of foreign citizen employment.”* From the first question regarding their views on different types of foreigners, respondents with a university degree reacted positively to all three categories, as 67% ranked EU foreigners between 7-10, 54% ranked UA foreigners between 7-10 and 35% ranked 7-10. On the other hand, respondents with no high school degree ranked those categories mostly between 1-4. In the second part of the questionnaire, where respondents ranked their agreement on a set of statements, respondents with a lower educational status, mostly agreed that employment of foreign citizens deprives Czech nationals of their jobs, foreigners have better working conditions and disagreed that the employment of foreign citizens benefits the Czech economy. Economically active respondents, mostly entrepreneurs, disagreed with the statement that foreigners should be employed for jobs with unqualified professions. Such results prove the hypothesis to be correct.

⁴⁷ *Ukraine average monthly Wages February 2023 data - 1996-2022 historical.* [online] [Retrieved 5.3.2023] from <https://tradingeconomics.com/ukraine/wages>

The third hypothesis was centred around the perspectives of different types of foreigners and stated, “*Respondents will have a more positive perspective on EU citizens rather than citizens from third-world countries.*”. The main question on this topic is the first one regarding respondents' perspective on each type of foreigner. Generally, the EU foreigners were perceived positively, with an average score of 6.4 out of 10. UA foreigners were ranked higher, at 5.5, than other foreigners from third-world countries who ranked 4.6. This indicates that UA refugees are being considered regarding their situation and are more understood in terms of residing or being employed in the CZ in comparison to other third-world citizens. The second hypothesis can, therefore, also be verified as the EU foreigners received a higher rank by almost 1 point on average, which is a significant difference on the ranking scale.

From the public's point of view, employment of foreign citizens appears to be rather positive than negative; however, from an employer's perspective, the administration side is trickier than with a CZ national. An employer must keep track of all records, and fulfil all legal requirements, especially when applying for a position and being employed.

The author analysed the employment of foreign citizens from the perspective of Czech law to better understand the complexity of the administration process and laws. The author has accessed all necessary documents a third-world foreigner, a UA refugee and an EU citizen must fill in, depending on their situation.⁴⁸ The author has also accessed a Czech language exam that must be completed prior to a residency application. The most demanding parts of the legal process are the Czech language exam and the many documents requiring better knowledge of the mandatory legal aspects.

⁴⁸ Available in Appendix

7 Conclusion

The main goal of this bachelor's thesis was to touch upon the general employment legislation for EU and non-EU citizens and what changes have been made for Ukrainian refugees. The author of this thesis worked with three main hypotheses. The practical part verified all the hypotheses through public data research and analysis.

In 2022, the Czech Republic experienced an increase in migrants on its territory as the registered number rose to 1 116 154 foreigners, where an estimated 80% were from third-world countries, including UA refugees, which is a significant increase. The number of employed foreigners increased in 2022, spiking to around 900 000 foreigners compared to 2004, where the total number was 173 000.⁴⁹ This growth was radically influenced by the conflict on the UA territory, which is still ongoing; however, significant growth was experienced at the beginning of the conflict. As a result, the EU had to react from a humanitarian and legal perspective, which influenced the CZ. The CZ is a country near Ukraine from a geographical perspective, and refugees tend to seek shelter in countries that are not too far from theirs so that they can still stay close to home; thus, the CZ was one of the countries they chose to flee to.

As a result of the invasion of UA, the bill “Lex Ukraine”, has been signed off, which brought changes to legislation regarding the entrance of a foreigner from a third-world country. This is, however, valid for only Ukrainian nationals residing in UA before the invasion. The most significant legal change, in terms of employment, was stated in Act no. 66/2022 Coll., on measures in the field of employment and social security in connection with the armed conflict on the territory of Ukraine caused by the invasion of the troops of the Russian Federation, §2, where a foreigner with a granted temporary protection is considered, for employment, equal to a citizen holding a permanent residence permit. This bill is only valid until 31st March 2024, which can mean a significant change for UA nationals as they will no longer have an exception in the administrative and legal processes a third-world foreigner must undergo. Based on the prognosis of the Czech National Bank, it is estimated that around 300 000 UA refugees plan to return to the UA and half of the rest to stay and incorporate into the Czech labour market.⁵⁰

⁴⁹ See graph 2

⁵⁰ RUSCHKA, Adam. *Občané Ukrajiny na českém Pracovním Trhu*. ČNB. [online] [Retrieved 5.3.2023] <https://www.cnb.cz/cs/menova-politika/zpravy-o-menove-politice/boxy-a-clanky/Obcane-Ukrajiny-na-ceskem-pracovnim-trhu/>

From the perspective of a Czech employer, there are no major differences in administrative procedures regarding the employment of foreigners from the EU and Czech nationals. The main advantage of EU citizens is that they can be employed in any other EU state with a minor administration process, as they are considered equal to the country's national citizens in terms of employment. However, the administration is significantly more complex once a foreigner is from a third-world country, as they must receive an employment and residence permit or blue/employee card. The employer must then communicate with the labour office, keep records of this employee, and prove that a Czech or EU national could not occupy the job. The employer must communicate with the national institutes regarding employment; however, the potential employee must pass all the mandatory legal and administrative processes.

Based on the first hypothesis and further data analysis of the employment of UA refugees showed whether UA nationals reside in the CZ due to skill and profession or cheap labour. The UA nationals mainly hold less-qualified labour positions with lower salaries due to the difference in average wages between UA and CZ. On average, Ukrainians receive lower wages than other nationalities in the CZ. This indicates that one of the main reasons for their migration to the CZ is the higher wages for manual and physically demanding jobs for which they would receive less income in UA. These results verify the first hypothesis that UA nationals are mostly employed for cheap labour.

Based on the second hypothesis and results from the research, respondents with higher educational statuses view the employment of foreign citizens more positively than those with lower education. The results showed that respondents with a university degree reacted positively to all three categories, as 67% ranked EU foreigners between 7-10, 54% ranked UA foreigners between 7-10 and 35% ranked 7-10. These results verify the second hypothesis.

Based on the third hypothesis and results from the research, respondents perceive EU citizens more positively than those from third-world countries. The results showed that the EU foreigners were perceived positively, with an average score of 6.4 out of 10. UA foreigners were ranked higher, at 5.5, than other foreigners from third-world countries, who ranked at 4.6. These results verified the third hypothesis.

The employment of foreign citizens in the Czech Republic from the perspective of legislation is a complex and current topic that requires attention, especially due to the conflict

on the Ukrainian territory, as it does affect not only the CZ and the Czech labour market but also the rest of Europe and other states.

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9 List of Abbreviations, Graphs and Tables

9.2 List of Abbreviations

CZ	Czech Republic
EU	European Union
EEA	European Economic Area
UA	Ukraine
FSI	Foreign Service Institute
CPI	Corruption Perception Index

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Appendix

Appendix 1: Document for visa extension

DOČASNÁ OCHRANA

DOKLAD (POTVRZENÍ) O ZAJIŠTĚNÍ UBYTOVÁNÍ

podle zákona č. 65/2022 Sb., o některých opatřeních v souvislosti s ozbrojeným konfliktem na území Ukrajiny vyvolaným invazí vojsk Ruské federace

Já, **ubytovatel** (jméno a příjmení):
datum narození:
číslo dokladu totožnosti (např. občanského průkazu):
adresa hlášeného pobytu:
kontaktní telefon:

potvrzuji, že poskytnu ubytování na území České republiky

- na dobu od *) do nebo
 na dobu bez omezení*)

na adrese:

č. bytu
ulice + č.p.
PSČ + obec

vztah k nemovitosti, např. vlastník, spoluvlastník, nájemce,
společný nájemce, podnájemce:

cizinci:

jméno a příjmení:
datum narození: státní příslušnost:
cestovní doklad:

POUČENÍ:

Bude-li v tomto dokladu o zajištění ubytování uveden nepravdivě požadovaný údaj, může to mít za následek neprovedení požadované změny údaje o místě hlášeného pobytu na území, příp. neudělení dočasné ochrany.

V dne

Vlastnoruční podpis poskytovatele ubytování (ubytovatele):

(V případě řízení ve věcech dočasné ochrany NEMUSÍ být podpis na dokladu o zajištění ubytování úředně ověřen; prohlášení lze Ministerstvu vnitra zaslat také elektronicky se zaručeným podpisem ubytovatele nebo z datové schránky ubytovatele)

*) Nehodící se škrtněte.

Appendix 2: Application for long-term visa

ŘSCP č. 1/2010 Razítko úřadu / Stamp of Embassy or Consulate	Číslo žádosti / Application number <input type="text"/>	FOTO PHOTO 3,5 x 4,5 cm
	Žádost o udělení dlouhodobého víza <i>Tento formulář je zdarma</i> Application for long-stay visa <i>This application form is free of charge</i>	Pro úřední účely For Official Use Only Datum podání: Zpracováno kým: Doplnující dokumenty: <input type="checkbox"/> Platný pas <input type="checkbox"/> Prostředky k pobytu <input type="checkbox"/> Doklad o ubytování <input type="checkbox"/> Doklad o trestní záchovalosti domovského státu (§ 174 zákona č. 326/1999 Sb.) <input type="checkbox"/> Lékařská zpráva (§ 31 odst. 5 písm. b) zákona č. 326/1999 <input type="checkbox"/> Pozvání <input type="checkbox"/> Dopravní prostředky <input type="checkbox"/> Zdravotní pojištění <input type="checkbox"/> Doklad potvrzující účel pobytu <input type="checkbox"/> Další: Strana / Page 1
1. Příjmení / Surname(s) (Family name(s)) <input type="text"/>		
2. Ostatní jména (dříve užívaná příjmení) / Surname(s) at birth (earlier family name(s)) <input type="text"/>		
3. Křestní jméno(a) / First name(s) (given name(s)) <input type="text"/>		
4. Datum narození (ddmmrrrr) / Date of birth (ddmmyyyy) <input type="text"/>		
5. Místo narození / Place of birth <input type="text"/>		
Stát narození (kód) / Country of birth (code) <input type="text"/>		
6. Státní občanství při narození (kód) / Original nationality (nationality at birth) (code) <input type="text"/>		
7. Současné státní občanství (kód) / Current nationality(ies) (code) <input type="text"/>		
8. Pohlaví / Sex <input type="checkbox"/> Muž / Male <input type="checkbox"/> Žena / Female		
9. Rodinný stav / Marital status <input type="checkbox"/> Svobodný(á) / Single <input type="checkbox"/> Ženatý-vdaná / Married <input type="checkbox"/> Jiný / Other <input type="checkbox"/> Žijící odděleně / Separated <input type="checkbox"/> Rozvedený (á) / Divorced <input type="checkbox"/> Ovdovělý(á) / Widow(er) <input type="checkbox"/> Registrovaný (á) / Registered		
10. Příjmení otce / Father's surname <input type="text"/> Jméno otce / Father's name		
11. Příjmení matky / Mother's surname <input type="text"/> Jméno matky / Mother's name		
12. Druh cestovního dokladu / Type of travel document <input type="checkbox"/> Běžný cestovní pas / Ordinary passport <input type="checkbox"/> Diplomatický pas / Diplomatic passport <input type="checkbox"/> Služební pas / Service passport <input type="checkbox"/> Námořnická knížka / Seaman's passport <input type="checkbox"/> Cizinecký pas / Alien's passport <input type="checkbox"/> Zvláštní pas / Special passport <input type="checkbox"/> Cestovní doklad (Ženevská konvence 1951) / Travel document (1951 Convention) <input type="checkbox"/> Cestovní doklad (Ženevská konvence 1954) / Travel document (1954 Convention) <input type="checkbox"/> Jiný cestovní doklad (prosím uveďte) / Other travel document (please specify)		
<input type="text"/>		
13. Číslo cestovního dokladu / Number of travel document <input type="text"/>		
14. Vydal (kód) / Issued by (code) <input type="text"/>		
15. Datum vystavení (ddmmrrrr) / Date of issue (ddmmyyyy) <input type="text"/>		
16. Platný do (ddmmrrrr) / Valid until (ddmmyyyy) <input type="text"/>		

17. Jestliže se zdržujete v jiné než domovské zemi, uveďte oprávnění k návratu pro zemi bydliště.

If you reside in a country other than your country of origin, have you permission to return to that country?

Ne / No

Ano (číslo) / Yes (number)

Doba platnosti (ddmmrrrr) / Validity date (ddmmyyyy)

18. Současné zaměstnání / Current occupation

19. Zaměstnavatel (název vzdělávací instituce) / Employer (Name of school)

Adresa zaměstnavatele (vzdělávací instituce) / Address of employer (school)

Telefon zaměstnavatele (vzdělávací instituce) / Telephone number of employer

20. Zaměstnavatel (vzdělávací instituce) na území České republiky

Employer after the Czech Republic entry

21. Místo trvalého (dlouhodobého) pobytu v cizině / Place of residence (long-term) stay abroad

Ulice / Street

Číslo / Number

Město / Town

PSC / ZIP

Stát (kód) / State (code)

Telefon / Telephone number

22. Předchozí pobyt na území České republiky delší než 3 měsíce

Previous stay in Czech Republic longer than 3 months

Ulice / Street

Číslo / Number

Město / Town

PSC / ZIP

Stát (kód) / State (code)

Účel pobytu / Purpose of stay

23. Adresa místa pobytu na území České republiky

Address for stay on the territory of the Czech Republic

Ulice / Street

Číslo / Number

Město / Town

PSC / ZIP

Stát (kód) / State (code)

24. Adresa pro doručování na území České republiky, je-li odlišná od místa pobytu

Postal address if different from the address of stay on the territory of the Czech Republic

Ulice / Street

Číslo / Number

Město / Town

PSC / ZIP

Stát (kód) / State (code)

25. Předpokládaná doba pobytu / Visa is requested for

dní / days

26. Předchozí víza (udělená Českou republikou v posledních třech letech) a jejich platnost

Other visas (issued during the past three years) and their period of validity

27. Předchozí pobyty v dalších schengenských státech / Previous stay in Schengen states

Stát (kód) / Country (code)

Od (ddmmrrrr) / From (ddmmyyyy)

Do (ddmmrrrr) / Till (ddmmyyyy)

Pro úřední účely
For Official Use Only

Druh víza:

D

Počet vstupů:

Více

Platné od:

Do:

Platné pro:

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28. Účel pobytu / Purpose of stay

- | | |
|---|--|
| <input type="checkbox"/> Zdravotní důvody / Medical reasons | <input type="checkbox"/> Výkonný manažer / Executive manager –
účast v právnické osobě vzniklé podle zákona č.513/1991
participation in the company arising under the Act 513/1991 |
| <input type="checkbox"/> Zaměstnání / Employment | <input type="checkbox"/> Sport / Sports |
| <input type="checkbox"/> Kultura / Cultural | <input type="checkbox"/> Oficiální (politická) návštěva / Official (political) |
| <input type="checkbox"/> Návštěva rodiny / Family | <input type="checkbox"/> Studium / Study |
| <input type="checkbox"/> Pozvání / Invitation | <input type="checkbox"/> Ostatní / Other |
| <input type="checkbox"/> Podnikání / Business | |

Specifikujte / Specify

29. Datum zamýšleného příjezdu (ddmmrrrr) / Date of arrival (ddmmyyyy)

30. Datum zamýšleného odjezdu (ddmmrrrr) / Date of departure (ddmmyyyy)

31. Místo vstupu na území České republiky / Place of entry in the Czech Republic

32. Dopravní prostředek / Means of transport

33. Zvoucí právnická nebo fyzická osoba / Inviting legal or natural person

Jméno a příjmení osoby / Name and surname of the person

Název / Name

Ulice / Street

Číslo / Number

Město / Town

PSC / ZIP

Stát (kód) / State (code)

Telefon / Telephone

FAX / FAX

E-mailová adresa / E-mail address

34. Způsob zajištění úhrady nákladů spojených s pobytem

Manner of funding the stay

Žadatel sám / Myself

Zvoucí fyzická osoba(y) / Host person(s)

Zvoucí právnická osoba / Host company

Uveďte odpovídající doklady / Present corresponding documentation

35. Finanční prostředky k živobytí po dobu pobytu / Means of support during your stay

Finanční hotovost / Cash

Platební karty / Credit cards

Šeky (cestovní) / Traveller's cheques

Ostatní / Other

Ostatní (Specifikujte např. doklad o ubytování) / Other (specify, e.g. certificate of accommodation)

Cestovní a/nebo zdravotní pojištění / Travel and/or health insurance

platné do (ddmmrrrr) / valid until (ddmmyyyy)

Pro úřední účely
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36. Manžel (-ka) / Spouse

Příjmení / Spouse's family name
Ostatní jména (dříve užívané(á) příjmení) / Surname(s) at birth (earlier family name(s))
Jméno / Spouse's first name
Datum narození (ddmmrrrr) / Spouse's date of birth (ddmmyyyy)
Místo narození / Spouse's place of birth
Státní občanství manželky (kód) / Spouse's nationality (code)

37. Děti (pro každou osobu musí být podána samostatná žádost)

Children (Applications must be submitted separately for each passport)

a. Příjmení / Surname
Ostatní jména / Other names
Jméno / First name
Místo narození / Place of birth
Datum narození (ddmmrrrr) / Date of birth (ddmmyyyy)

b. Příjmení / Surname
Ostatní jména
Jméno / First name
Místo narození
Datum narození (ddmmrrrr) / Date of birth (ddmmyyyy)

c. Příjmení / Surname
Ostatní jména
Jméno / First name
Místo narození
Datum narození (ddmmrrrr) / Date of birth (ddmmyyyy)

d. Příjmení / Surname
Ostatní jména
Jméno / First name
Místo narození
Datum narození (ddmmrrrr) / Date of birth (ddmmyyyy)

38. Domovská adresa žadatele / Applicant's home address

--

39. Telefonní číslo / Telephone number

--

40. E-mailová adresa / E-mail address

--

1. Údaje v žádosti musí být vyplněny strojem nebo hůlkovým písmem v českém jazyce. V případě nedostatku místa v příslušných rubrikách uveďte údaje na zvláštní přílohu.
2. Práva a povinnosti cizinců, spojené s pobytem na území ČR jsou upravená zákonem č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů.
3. Osobní údaje pro účely řízení podle zákona č. 326/1999 Sb., jsou zpracovávány službou cizinecké policie, a ve stanovených případech Ministerstvem vnitra v souladu se zákonem č. 101/2000 Sb., o ochraně osobních údajů, ve znění pozdějších předpisů.
4. V souvislosti s žádostí o dlouhodobé vízum jsem povinen na požádání strpět sejmutí otisků prstů a pořízení obrazového záznamu.
5. Zavazuji se opustit území České republiky před skončením doby povoleného pobytu na území České republiky.
6. Byl jsem informován o skutečnosti, že udělení víza je jen jednou z podmínek vstupu na území České republiky. Pouhá skutečnost, že mi bylo uděleno vízum, neznamená, že mám právo na náhradu škody, pokud z důvodů nesplnění podmínek vstupu a pobytu na území České republiky stanovených zákonem č. 326/1999 Sb., mi bude vstup na území České republiky odepřen.
7. Byl jsem informován, že jsem povinen do 3 pracovních dnů ode dne vstupu na území ohlásit na policii České republiky místo pobytu na území České republiky.
8. Prohlašuji, že jsem všechny výše uvedené údaje poskytl(a) podle svého nejlepšího vědomí a svědomí a že jsou správné a úplné.

1. Details in the Application must be completed in block letters in the Czech language. If more space is needed, specify the details in a special enclosure.
2. Rights and duties of aliens connected with their stay on the territory of the Czech Republic are governed by Act no. 326/1999 Coll., regulating Residence of Aliens in the Territory of the Czech Republic and on changes of some acts, as amended.
3. Personal details for the purpose of proceedings pursuant to Act no. 326/1999 Coll. are processed by the foreign police service and by Ministry of Interior in specified cases pursuant to Act no. 101/2000 Coll. regulating personal data protection as amended.
4. In relation to the Application for a long-term visa, I am obliged to suffer fingerprinting and taking of visual image on request.
5. I hereby undertake to leave the Czech Republic before the termination of my permitted stay on the territory of the Czech Republic.
6. I have been informed about the fact that granting a visa is only one of the conditions for entering the Czech Republic. The mere fact that I have been granted a visa does not mean that I am entitled to damages in case that I am prevented from entering the Czech Republic based on my failure to meet conditions for entry and stay in the Czech Republic specified in Act no. 326/1999 Coll.
7. I have been informed that I am obliged to report the place of stay in the Czech Republic to the Czech Police within 3 business days following my entry.
8. I hereby represent that I have provided all the above specified details according to my true and free will and that they are complete and correct.

Místo a datum:
Place and date:

Podpis žadatele (u nezletilých podpis zákonného zástupce):
Applicant's Signature (for minors, signature of custodian/guardian):

Místo pro nalepení kontrolní části vízového štítku

.....
Podpis pracovníka vydávajícího vízum

Appendix 3: Document for the temporary protection



ŽÁDOST O POSKYTNUTÍ DOČASNÉ OCHRANY ЗАЯВА НА ТИМЧАСОВИЙ ЗАХИСТ

I. ÚDAJE O ŽADATELI A JEHO RODINĚ (ДАНІ ЗАЯВНИКА ТА ЙОГО СІМ'Ї)

Příjmení (Прізвище)		Rodné příjmení (Дівоче прізвище)	
Jméno (Ім'я)		Ostatní jména (ІНШІ РІЗВИЩА)	
Datum narození (Дата народження)	Místo narození (Місце народження)	Stát narození (Країна народження)	
Státní občanství (Громадянство)		Pohlaví (Стать) MUŽ / чол <input type="checkbox"/> ŽENA / жін <input type="checkbox"/>	
Cestovní doklad (паспорт)	Číslo (номер)		
Rodinný stav (Сімейний стан)			
SVOBODNÝ(Á) / Неодружений/а <input type="checkbox"/>		ŽENATÝ(VDANÁ) / Жонатий/Заміжня <input type="checkbox"/>	
REGISTROVANÝ(Á) PARTNER(KA) / ЗАРЕЄСТРОВАНІЙ ПАРТНЕР / ПАРТНЕРКА <input type="checkbox"/>		ROZVEDENÝ(Á) / РОЗЛУЧЕНАНИЙ <input type="checkbox"/>	
		VDOVEC(VDOVA) / ВДОВЕЦЬ (ВДОВА) <input type="checkbox"/>	

MANŽEL(KA) / ЧОЛОВІК (ДРУЖИНА) nebo (або) REGISTROVANÝ PARTNER(KA) / ЗАРЕЄСТРОВАНІЙ ПАРТНЕР/ КА

Příjmení (Прізвище)	Jméno (Ім'я)	Datum narození (Дата народження)	Státní občanství (Громадянство)	Místo aktuálního pobytu (Актуальна адреса проживання)

OTEC NEZLETILÉHO ŽADATELE / БАТЬКО НЕПОВНОЛІТЬОГО ЗАЯВНИКА

Příjmení (Прізвище)	Jméno (Ім'я)	Datum narození (Дата народження)	Státní občanství (Громадянство)	Místo aktuálního pobytu (Актуальна адреса проживання)

MATKA NEZLETILÉHO ŽADATELE / МАТИ НЕПОВНОЛІТЬОГО ЗАЯВНИКА

Příjmení (Прізвище)	Jméno (Ім'я)	Datum narození (Дата народження)	Státní občanství (Громадянство)	Místo aktuálního pobytu (Актуальна адреса проживання)

DĚTI ŽADATELE (ДІТИ ЗАЯВНИКА)

Příjmení (Прізвище)	Jméno (Ім'я)	Datum narození (Дата народження)	Státní občanství (Громадянство)	Místo aktuálního pobytu (Актуальна адреса проживання)

II. POSLEDNÍ BYDLIŠTĚ PŘED PŘÍJEZDEM DO ČR (ОСТАННЄ МІСЦЕ ПРОЖИВАННЯ ДО ПРИЇЗДУ В ЧЕСЬКУ ЕСПУБЛІКУ)

Ulice (вул)	Číslo (номер)	Město (місто)	PSČ (поштовый индекс)	Stát (країна)

III. PŘÍJEZD, VÍZA A POVOLENÍ K POBYTU V JINÝCH STÁTECH (ПРИБУТТЯ, ВІЗИ ТА ДОЗВІЛ НА ПРОЖИВАННЯ В ІНШИХ КРАЇНАХ)(1) DEN a MÍSTO vstupu na území států EU (день і місце прибуття на територію ЄС) (2) Uvedte, zda jste v posledním roce před podáním žádosti měl(a) platné povolení k pobytu nebo vízum.
(вказіть, чи Ви отримували візи або дозвіл на проживання в інших країнах за останній рік до подачі заяви.)(3) Žádal(a) jste o dočasnou ochranu v jiném státě EU ?
(Ви подали заяву на тимчасовий захист в іншій країні ЄС ?) NE/ HI ANO/ TAK

Uvedte, kdy, kde a výsledek (Ведіть коли, де та результат)

IV. UBYTOVÁNÍ a MÍSTO POBYTU ČR (ЖИТЛО та АДРЕСА МІСЦЯ ПРОЖИВАННЯ В ČR) MÁM zajištěno ubytování orgánem krizového řízení na adrese: (Organ anti krizového upravlennia zabezpechiv menі житло за адресою) MÁM zajištěno VLASTNÍ ubytování na adrese:* (Самостійно забезпечую житло за адресою):

Ulice (вул)	Číslo (номер)	Město(місто)	PSČ (поштовый индекс)

* Jestliže si ubytování zajišťujete sám(sama), musíte k žádosti předložit i doklad o zajištění ubytování na území!
Якщо ви орендуєте житло, необхідно надати підтвердження про проживання на території!TELEFON (Телефон) E-MAIL Tímto prohlašuji, že všechny informace uvedené v této žádosti jsou úplné a pravdivé.
Підписом стверджую повноту та достовірність інформації, наданої в заяві.Město
(місто)

Dne (дата)

Podpis (Підпис)

MÍSTO PRO ÚŘEDNÍ ZÁZNAMY, NEVYPLŇUJTE ! (МІСЦЕ ДЛЯ ОФІЦІЙНИХ ЗАПИСІВ, НЕ ЗАПОВНЮЙТЕ !)

Bylo zjištěno, že žadatel(ka) je

- A) OBYČAN UKRAJINY POBYVAJÍCÍ NA UKRAJINĚ PŘEDE DNEM 24.2.2022
- B) Osoba, která je držitelem mezinárodní ochrany na Ukrajině a pobývala přede dnem 24.2.2022 na Ukrajině.
- Rodinný příslušník osoby podle písmene A), B), který sám není občanem Ukrajiny a pobýval na Ukrajině přede dnem 24.2.2022.
- Manžel(ka)/ registrovaný partner(ka) Nezletilé nesezdané dítě Závislý blízký příbuzný, který je součástí rodiny
- Cizinec, který není občanem Ukrajiny, byl mu povolen trvalý pobyt na Ukrajině a nemůže se vrátit do země původu.

Dále žadatel(ka) POŽÁDAL(A) / NEPOŽÁDAL(A) o udělení DO v jiném členském státě EU.

Ačkoliv nejsou splněny podmínky, uvedené výše, žadatel(ka) je

- Manžel(ka)/ registrovaný partner(ka) držitele DO Rodič nesezdaného nezletilého držitele DO Nezletilé nesezdané dítě držitele DO

S OHLEDEM NA VÝŠE UVEDENÉ

- se oprávnění k pobytu za účelem dočasné ochrany uděluje.
- se oprávnění k pobytu za účelem dočasné ochrany z důvodu sloučení rodiny uděluje, a to na dobu na kterou bylo vydáno držiteli DO.
- JE ŽÁDOST NEPŘIJATELNÁ, NEBOŽ
- nebylo prokázáno, že žadatel(ka) je osobou podle § 3 zákona č. 65/2022 Sb.
- žadatel(ka) požádal(a) o udělení DO či mezinárodní ochrany nebo ji získal(a) v jiném ČS EU
- nebyla podána osobně žadatelem(kou)
- žadatel(ka) je občanem ČS EU, státu EHP nebo Švýcarska

Místo pro nalepení kontrolního štítku víza (otisku razítka)

podpis pracovníka vyznačujícího vízum

ULOŽIT (ЗБЕРЕГТИ)

TISKOUT (РОЗДРУКУВАТИ)

VYMAZAT (ВИДАЛИТИ)

strana (сторінка) 2/2

Appendix 4: Document of employer declaration that the employee is medically examined.

Prohlášení zaměstnavatele o odborné způsobilosti cizince k výkonu požadovaného zaměstnání dle § 42g odst. 8 zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů.

Údaje o zaměstnavateli:

.....

Jméno, příjmení a pracovní zařazení osoby oprávněné jménem zaměstnavatele (právnícké osoby) toho prohlášení vydat:

se sídlem

.....

IČ:.....

Tímto v souladu s § 42g odst. 8¹ zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů, **prohlašujeme, že tento cizinec(ka):**

Příjmení a jméno

Narozen(a)

St. příslušnost.....

má odbornou způsobilost podle § 42g odst. 2 písm. c)² zák. č. 326/1999 Sb. k výkonu práce na pracovním místě:

.....
Uvedte, prosím, druh vykonávané práce.

V dne

.....
podpis osoby oprávněné jednat za
zaměstnavatele

Toto prohlášení je nezbytné k oznámení předložit, jestliže odborná způsobilost vyplývá ze zákona (například u řidičů, svářečů) nebo jde o regulované povolání (například u lékařů a zdravotnického personálu, masérů) nebo v případě, že zaměstnavatel při ohlášení volného pracovního místa uvedl požadavek na úroveň vzdělání (ve většině případů s výjimkou základní školy) či jiné odborné znalosti uchazeče.

Ministerstvo vnitra bude doklad přímo prokazující odbornou způsobilost vyžadovat v řízení o žádosti o prodloužení doby platnosti zaměstnanecké karty, nebyl-li takový doklad cizincem předložen již dříve. Z tohoto důvodu případně **uvedení nepravdivých informací v tomto prohlášení** bude mít přinejmenším za následek neprodloužení nebo zrušení platnosti zaměstnanecké karty, již je cizinec držitelem.

¹ Dle § 42g odst. 8 zák. č. 326/1999 Sb. je cizinec povinen k oznámení změny zaměstnavatele nebo zaměstnávání na další pracovní pozici předložit mimo jiné i **prohlášení budoucího zaměstnavatele**, že má pro výkon požadovaného zaměstnání odbornou způsobilost podle § 42g odst. 2 písm. c) téhož zákona.

² Dle § 42g odst. 2 písm. c) zák. č. 326/1999 Sb. je žádost o vydání zaměstnanecké karty oprávněn podat cizinec, pokud má **odbornou způsobilost** pro výkon požadovaného zaměstnání a tato podmínka vyplývá z charakteru zaměstnání nebo ji stanoví mezinárodní smlouva, zejména

1. **má požadované vzdělání**; v odůvodněných případech, zejména v případě důvodných pochybností, zda cizinec má požadované vzdělání nebo zda toto vzdělání odpovídá charakteru zaměstnání, je na žádost ministerstva povinen prokázat, že jeho zahraniční vzdělání bylo uznáno příslušným orgánem České republiky,
2. **má požadovanou odbornou kvalifikaci**, pokud je podle zvláštního právního předpisu vyžadována, a
3. splňuje podmínky pro **výkon regulovaného povolání**, jde-li o takové povolání.

Appendix 5: Document of confirmation of the employment of foreign

Údaje o zaměstnavateli:

.....

se sídlem

IČ:.....

Jméno, příjmení a pracovní zařazení osoby oprávněné
jménem zaměstnavatele (právnícké osoby) tento doklad vydat:

.....

Pro

**MINISTERSTVO VNITRA
Odbor azylové a migrační politiky**

POTVRZENÍ

Tímto v souladu s § 44a odst. 14 zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů, **potvrzují**, že pan(i)

Příjmení a jméno

narozen(a)

státní příslušnost

nastoupil(a) do zaměstnání u naší korporace / u mne jako zaměstnavatele* dne, a to na pracovní místo

Uveďte druh práce, který cizinec vykonává.

na území České republiky pobývá pouze oprávněně bez víza, a proto **nastoupí do zaměstnání** u naší korporace / u mne jako zaměstnavatele* **v den převzetí** zaměstnanecké karty, a to na pracovní místo

Uveďte druh práce, který cizinec vykonává.

V..... dne

.....

Podpis osoby oprávněné jednat za
zaměstnavatele a otisk razítka

Appendix 6: Documents for employee card application

ENG

č.místa
č.ozn.

podací razítko (submission stamp)

Oznámení držitele zaměstnanecké karty o změně zaměstnavatele, pracovního zařazení nebo o zaměstnání na další pracovní pozici u stejného nebo dalšího zaměstnavatele

Employee card holder's notification of change of employer, position or job for a different work position with a current or a different employer

Tento tiskopis není určen pro držitele zaměstnanecké karty, kteří mají volný přístup na trh práce (§ 98 zákona o zaměstnanosti) nebo musí mít pro výkon práce povolení k zaměstnání (This form shall not be used by the holders of the employee card who have free access to the labour market [§ 98 of the Employee Act] or are obliged to have the work permit issued for the work position).

1. Údaje o oznamovateli (držiteli zaměstnanecké karty) *Data of the employee card holder:*

Příjmení (*surname*):

Jméno (*first name*):

Datum narození (*date of birth*):

Státní příslušnost (*nationality*):

Adresa pro doručování, je-li odlišná od místa pobytu:

(Delivery address, if it is different from the place of residence):

2. Ohlašovaná změna (zaškrtněte jednu z uvedených možností):

Type of change (tick one of the given options):

Vyberte **pouze jednu možnost**; nezvolení žádné z možností nebo zvolení několika možností má za následek, že se na toto oznámení pohlíží jako by nebylo učiněno! **(Please, choose only one option; if you do not choose any of the options or choose more than one option, this notification will be considered not submitted!)**

- Změna zaměstnavatele** (*change of employer*)
- Změna pracovního zařazení (místa výkonu práce, druhu práce) u současného zaměstnavatele** (*change of position [place of work, type of work] with current employer*)
- Kromě dosavadního pracovního místa hodlám být zaměstnáván i na další pracovní pozici u svého současného zaměstnavatele** (*Besides my actual work position I intend to work also in another position with the same (current) employer*)
- Kromě dosavadního pracovního místa hodlám být zaměstnáván i na další pracovní pozici u jiného zaměstnavatele** (*Besides my actual work position I intend to work also in another position with a different employer*)

Nevyplňujte

Do not complete

Než přejdete k další části, prosím, přečtěte si pečlivě následující upozornění (*Before you continue to the next section, please, read carefully following notice:*)

- a. Ohlásit některou z výše uvedených změn může **pouze držitel zaměstnanecké karty**, nejste-li držitelem zaměstnanecké karty, změnu ohlásit nemůžete. **(Only employee card holders may notify any of the above mentioned changes; if you are not an employee card holder, you may not notify a change.)**

b. Změnu jste povinen(a) ohlásit 30 dnů předtím, než změna nastane. (You are obliged to notify any change at least 30 days before the change is to take place).

c. Změnu zaměstnavatele nebo zaměstnávání u dalšího zaměstnavatele nejste oprávněn(a) ohlásit, pokud budoucím zaměstnavatelem je agentura práce. (You are not entitled to notify change of the employer or employment with a different employer if future employer is an employment agency). Ověřit, zda zaměstnavatel je agenturou práce lze v evidenci agentur práce: (You can check whether your employer is an employment agency in the employment agency database): https://portal.mpsv.cz/sz/obcane/zpr_prace

d. Změnu zaměstnavatele nelze ohlásit, pokud neuplynulo 6 měsíců od převzetí Vaší první zaměstnanecké karty. (You cannot notify change of the employer until at least 6 months after collecting your first employee card). Toto neplatí, jestliže došlo k rozvázání pracovního poměru s dosavadním zaměstnavatelem výpovědí z některého z důvodů uvedených v § 52 písm. a) až e) zákoníku práce nebo dohodou ze stejných důvodů nebo okamžitým zrušením dle § 56 zákoníku práce nebo zrušením pracovního poměru zaměstnavatelem ve zkušební době. Tyto důvody jste povinen prokázat. (This does not apply if your last employment contract was terminated for any of the reasons set out in § 52 letters a)-e) of the Labour Code or by agreement for the same reasons or by immediate termination according to § 56 of the Labour Act or by the termination contractual employment by the employer during the probationary period. You are obliged to provide evidence of these reasons)

3. Číselné označení pracovního místa v Centrální evidenci volných pracovních míst obsaditelných držitelé zaměstnanecké karty (dále jen „EVPM“): (Identification number of the new position in the Central Register of Job Vacancies that available to employee card holders – further referred as the “EVPM”):

4. Název zaměstnavatele, u kterého budete zaměstnán(a) (Name of the employer you will work at):

Zaměstnavatel (Employer):

Telefonní kontakt na zaměstnavatele (Employer's phone contact):

5. Charakteristika nového pracovního místa (New work position characteristic):

Druh práce (Type of work):

Místo výkonu práce (Place of employment):

6. Přesné datum, ke kterému se má změna uskutečnit (The change is to be effected to this date):

Toto oznámení musí být podáno nejpozději 30 dnů předtím, než se má plánovaná změna uskutečnit, jinak se k němu nepřihlíží! (This notification must be submitted at least 30 days before the change is to take place, otherwise this notification will not be taken into consideration!)

7. K tomuto oznámení jste povinen(a) předložit:

You are obliged to submit the following documents with this notification:

(a) Doklad o tom, že Váš dosavadní pracovní právní vztah trvá, nebo že skončil, a ke kterému dni (A document proving that you are still employed by your current employer or the date on which your last employment contract was terminated).¹

Takovým dokladem může být (You can submit):

Potvrzení dosavadního zaměstnavatele (confirmation of the current employer), dohoda o ukončení pracovního právního vztahu (employment contract termination agreement), výpověď daná zaměstnavatelem (notice of termination given by the employer), výpověď daná zaměstnancem, ze které vyplývá, že ji zaměstnavatel přijal (notice given by the employee with confirmation of acceptance by employer), oznámení o okamžitém zrušení pracovního poměru ve zkušební době (notice of instant termination of contractual employment in the probation period), případně výplatní páska za poslední měsíc (potentially your last month's payslip).

(b) Pracovní smlouvu, dohodu o pracovní činnosti, smlouvu o smlouvě budoucí pracovní nebo o budoucí dohodě o pracovní činnosti uzavřenou pro výkon práce na novém pracovním místě. Smlouva musí být uzavřena pro výkon práce na volném pracovním místě, které jste výše uvedl(a) tedy musí z ní být patrné následující: (*Employment contract, work activity agreement, contract for a future employment contract that is concluded for the work in the new position. The contract must be concluded for employment in the position that you indicated above, therefore it must contain the following*):

- místo výkonu práce ve smlouvě musí být shodné s místem výkonu práce uvedeným v EVPM (*place of work in the contract must correspond to the place of work set out in EVPM*)
- druh práce uvedený ve smlouvě se musí shodovat s druhem práce uvedeným v EVPM (*type of work in the contract must correspond to the type of work specified in the EVPM*)
- doba, na kterou má být pracovněprávní vztah uzavřen, se musí shodovat s dobou uvedenou v EVPM (*the duration work contract must correspond to the duration of work contract specified in the EVPM*)
- výše mzdy uvedená ve smlouvě nesmí překročit její maximální výši uvedenou v EVPM (*the wage specified in the contract must not exceed its maximum level specified in the EVPM*)
- pracovní úvazek se musí shodovat s pracovním úvazkem uvedeným v EVPM (*the type of employment (full time / part time) must match the type of employment specified in the EVPM*)
- dále v případě změny zaměstnavatele musí být z uzavřené smlouvy patrné, že odměna za vykonanou práci nebude nižší než základní sazba minimální mzdy (*in the event of change of employer it must be clear from the new contract that the wage for work performed is no lower than the prescribed minimum wage*)
- dále v případě změny zaměstnavatele musí být z uzavřené smlouvy patrné, že týdenní pracovní doba nebude kratší než 15 hodin (*in the event of change of employer it must be clear from the new contract that your working hours are not less than 15 hours per week*)

(c) Písemné prohlášení budoucího zaměstnavatele, že máte odbornou způsobilost pro výkon požadovaného zaměstnání, je-li taková odborná způsobilost zaměstnavatelem vyžadována nebo vyplývá z právních předpisů. (*Written declaration from your future employer that you are professionally qualified for the requested work position if such professional qualification is required by the employer or prescribed by the law.*)

Vzor písemného prohlášení zaměstnavatele je dostupný na internetových stránkách Ministerstva vnitra (www.mvcr.cz) v sekci „CIZINCI-FOREIGNERS“, podsekcí „Některé náležitosti žádostí“ v rubrice „Ostatní formuláře“ (<https://www.mvcr.cz/clanek/obcane-tretich-zemi-nektere-nalezitosti-zadosti-formulare-zadosti.aspx>) [The template of employer's written declaration can be found at the internet site of the Ministry of Interior (www.mvcr.cz) in the section "CIZINCI-FOREIGNERS", subsection "application requirements", block "Other forms" (<https://www.mvcr.cz/docDetail.aspx?docid=21672758&doctype=ART>)]

8. Upozornění (Notice):

Nepředložení některé z náležitostí uvedené shora pod písmeny (a), (b) nebo (c) má za následek, že se na toto oznámení pohlíží jako by nebylo učiněno. (*Failure to submit any of the materials specified under the letters (a), (b) or (c), this notification will be considered not submitted.*)

Neprokazují-li doklady uvedené pod písmeny (a) a (b) hodnověrně skutečnosti v nich uvedené nebo nejsou-li splněny shora uvedené podmínky, hledí se na oznámení jako by nebylo učiněno. (*If any of the documents specified under the letters (a), (b) are not reliable proof of facts that they contain or if the conditions listed above are not met, this notification will be considered not submitted.*)

Pracovní smlouva, dohoda o pracovní činnosti nebo smlouva o těchto smlouvách budoucí musí být podepsána oběma stranami, tedy Vámi i zaměstnavatelem. (*The employment contract, work activity agreement or contract for a future employment contract must be signed by both parties, i.e. by you and by your employer.*)

9. Další pokyny a informace (Further instructions and information):

1. Toto oznámení vyplňte latinkou (nikoliv azbukou či jiným písmem), strojem nebo hůlkovým písmem a v češtině. This notice must be completed in Latin Alphabet (not Cyrilic or any other alphabet) either typed or in block capitals and in Czech.

2. Oznámení vyplňte ve všech jeho rubrikách a přiložte k němu všechny shora uvedené náležitosti. K pozdějším doplněním nemusí být přihlédnuto. Complete this notification in all of its parts and attach all the materials listed above. Later submissions may not be accepted.

3. Toto oznámení společně se všemi přílohami doručte Ministerstvu vnitra ČR nebo některému jeho pracovišti (kontakty na pracoviště naleznete <https://www.mvcr.cz/clanek/služby-pro-verejnost-informace-pro-cizince-kontakty.aspx>), a to osobně, poštou, do datové schránky (6bnaawp), elektronicky se zaručeným elektronickým podpisem. Submit this notification together with all the materials to Ministry of the Interior or to one of its offices (you can find contact details of the offices at <https://www.mvcr.cz/clanek/služby-pro-verejnost-informace-pro-cizince-kontakty.aspx>) in person, by mail, to the data box (6bnaawp) or by e-mail signed with qualified electronic signature.

4. Všechny přílohy tohoto oznámení musí být předloženy v originále nebo v úředně ověřené kopii, případně převedené do elektronické podoby cestou autorizované konverze. Listiny vyhotovené v jiném než českém nebo slovenském jazyce musí být předloženy s úředně ověřeným překladem do jazyka českého. All the documents attached must be submitted as originals or certified copies or converted to electronic form by authorized means. Documents written in other than Czech or Slovak language must be submitted with an officially sworn translation into the Czech language.

5. Nejsou-li v době doručení tohoto oznámení splněny zákonné podmínky (viz výše), nejsou-li k němu v okamžiku jeho doručení předloženy veškeré náležitosti, případně tyto náležitosti neprokazují splnění shora uvedených podmínek nebo není-li toto oznámení řádně vyplněno, pohlíží se na něj, jako by nebylo učiněno. To může vést i k zániku Vaší zaměstnanecké karty. If at the time of reception of this notification legal requirements listed above are not fulfilled, not all materials are submitted or they are not sufficient to prove the fulfilment of such requirements, this notification will be considered not submitted. This may lead to the loss of employee card.

6. Ministerstvo vnitra (Odbor azylové a migrační politiky) Vás i Vašeho budoucího zaměstnavatele bude do 30 dnů informovat, zda byly splněny zákonné podmínky pro ohlášení požadované změny. Začít pracovat na shora uvedeném pracovním místě můžete až v okamžiku, kdy Vám nebo zaměstnavateli bylo oznámeno splnění zákonných podmínek, a to nejdříve dnem uvedeným v tomto oznámení. The Ministry of the Interior (Department for Asylum and Migration Policy) will inform you in writing within 30 days whether or not the legal requirements for notification of the change have been met. You can start to work in the new position only after you or your employer is informed that legal requirements have been met, no earlier than on the date specified in this notification.

7. Ministerstvo vnitra je správcem osobních údajů uvedených v tomto oznámení a jeho přílohách, tyto údaje shromažďuje v souladu se zákonem č. 500/2004 Sb. správní řád, a v souladu se zákonem č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů. Osobní údaje jsou uchovávány po dobu stanovenou podle pravidel uvedených v § 160 zákona č. 326/1999 Sb. Ve vztahu k uvedeným osobním údajům máte právo: a) na opravu nepřesných osobních údajů, které se Vás týkají; b) na doplnění neúplných osobních údajů, které se Vás týkají; c) na provedení výmazu osobních údajů, pokud byly shromážděny protiprávně; d) na omezení zpracovávání údajů za podmínek uvedených v čl. 18 Obecného nařízení o ochraně osobních údajů (GDPR); e) na podání stížnosti dozorovému úřadu, kterým je Úřad pro ochranu osobních údajů, Pplk. Sochora 27, 170 00 Praha 7. The Ministry of the Interior is processor of the personal data contained in this notification. Personal data are collected and processed in accordance with Act No. 500/2004 Coll., the Administrative Code, and in accordance with Act No. 326/1999 Coll. on the Residence of Foreign Nationals on the Territory of the Czech Republic, as amended. Personal data are stored for the time limit according to the rules set out in § 160 of Act No. 326/1999 Coll. In relation to your personal data you have the right a) to correct incorrect personal data that relates to you; b) to add missing personal data that relates to you; c) to erase data collected unlawfully; d) to restrict the processing of the data under the conditions set out in article 18 of the General Data Protection Regulation (GDPR); e) to lodge a complaint with the supervisory authority. The supervisory authority is the Office for the Protection of Personal Data, Pplk. Sochora 27, 170 00 Praha 7.

10. Podpis oznamovatele (Signature):

Svým podpisem potvrzuji úplnost a pravdivost údajů uvedených v oznámení. (I hereby declare that all the information provided in this notification is complete and true).

Místo (Place)

Dne (Date)

.....
Podpis (signature)²

1. V případě, že Vám byla zaměstnanecká karta vydána podle § 42g odst. 3 zák. č. 326/1999 Sb., tedy jako vyslanému zaměstnanci nebo statutárnímu orgánu či společníkovi obchodní korporace pro výkon práce v předmětu činnosti této korporace, jste povinen tuto náležitost předložit pouze tehdy, pokud jste k výkonu práce pro tuto korporaci uzavřel pracovněprávní vztah podle zákoníku práce [zákon č. 262/2006 Sb.]. If you have been issued with an employee card under Section 42g par. 3 of Act No. 326/1999 Coll., i.e. as an intercorporate transferee or the statutory body or to the member of a business corporation for performance of work in the area of business of this corporation, you are obliged to submit this document only if you have entered into an employment contract according to the Labour Code [Act No. 262/2006 Coll.]

2. V případě, že je oznámení podáváno v zastoupení oznamovatele, je třeba k oznámení předložit též písemnou plnou moc, kterou by bylo zastoupení prokázáno. (If this notification is submitted on behalf of the notifying person, written power of attorney must be submitted together with the notification).

Prohlášení zaměstnavatele o odborné způsobilosti cizince k výkonu požadovaného zaměstnání dle § 42g odst. 8 zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů.

Údaje o zaměstnavateli:

.....

se sídlem

IČ:.....

Jméno, příjmení a pracovní zařazení osoby oprávněné jménem zaměstnavatele (právnícké osoby) toho prohlášení vydat:

.....

Tímto v souladu s § 42g odst. 8¹ zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů, **prohlašujeme, že tento cizinec(ka):**

Příjmení a jméno

Narozen(a)

St. příslušnost.....

má odbornou způsobilost podle § 42g odst. 2 písm. c)² zák. č. 326/1999 Sb. k výkonu práce na pracovním místě:

.....
Uvedte, prosím, druh vykonávané práce.

V dne

.....
podpis osoby oprávněné jednat za
zaměstnavatele

Toto prohlášení je nezbytné k oznámení předložit, jestliže odborná způsobilost vyplývá ze zákona (například u řidičů, svářečů) nebo jde o regulované povolání (například u lékařů a zdravotnického personálu, masérů) nebo v případě, že zaměstnavatel při ohlášení volného pracovního místa uvedl požadavek na úroveň vzdělání (ve většině případů s výjimkou základní školy) či jiné odborné znalosti uchazeče.

Ministerstvo vnitra bude doklad přímo prokazující odbornou způsobilost vyžadovat v řízení o žádosti o prodloužení doby platnosti zaměstnanecké karty, nebyl-li takový doklad cizincem předložen již dříve. Z tohoto důvodu případné **uvedení nepravdivých informací v tomto prohlášení** bude mít přinejmenším za následek neprodloužení nebo zrušení platnosti zaměstnanecké karty, již je cizinec držitelem.

¹ Dle § 42g odst. 8 zák. č. 326/1999 Sb. je cizinec povinen k oznámení změny zaměstnavatele nebo zaměstnávání na další pracovní pozici předložit mimo jiné i **prohlášení budoucího zaměstnavatele**, že má pro výkon požadovaného zaměstnání odbornou způsobilost podle § 42g odst. 2 písm. c) téhož zákona.

² Dle § 42g odst. 2 písm. c) zák. č. 326/1999 Sb. je žádost o vydání zaměstnanecké karty oprávněn podat cizinec, pokud má **odbornou způsobilost** pro výkon požadovaného zaměstnání a tato podmínka vyplývá z charakteru zaměstnání nebo ji stanoví mezinárodní smlouva, **zejména**

1. **má požadované vzdělání**; v odůvodněných případech, zejména v případě důvodných pochybností, zda cizinec má požadované vzdělání nebo zda toto vzdělání odpovídá charakteru zaměstnání, je na žádost ministerstva povinen prokázat, že jeho zahraniční vzdělání bylo uznáno příslušným orgánem České republiky,
2. **má požadovanou odbornou kvalifikaci**, pokud je podle zvláštního právního předpisu vyžadována, a
3. **splňuje podmínky pro výkon regulovaného povolání**, jde-li o takové povolání.

Prohlášení zaměstnavatele o odborné způsobilosti cizince k výkonu požadovaného zaměstnání dle § 42g odst. 8 zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů.

Údaje o zaměstnavateli:

se sídlem

IČ:

Jméno, příjmení a pracovní zařazení osoby oprávněné jménem zaměstnavatele (právnícké osoby) toto prohlášení vydat:

Tímto v souladu s § 42g odst. 8¹ zákona č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů, prohlašujeme, že tento cizinec(ka):

Příjmení a jméno:

Narozen(a):

St. příslušnost:

má odbornou způsobilost podle § 42g odst. 2 písm. c) ² zák. č. 326/1999 Sb. k výkonu práce na pracovním místě:

Uvedte, prosím, druh vykonávané práce

V

dne

.....
podpis osoby oprávněné jednat za zaměstnavatele a otisk jeho razítka

Toto prohlášení je nezbytné k **oznámení** předložit, jestliže odborná způsobilost vyplývá ze zákona (například u řidičů, svářečů) nebo jde o regulované povolání (například u lékařů a zdravotnického personálu, masérů) nebo v případě, že zaměstnavatel při ohlášení volného pracovního místa uvedl požadavek na úroveň vzdělání (ve většině případů s výjimkou základní školy) či jiné odborné znalosti uchazeče.

Ministerstvo vnitra bude doklad přímo prokazující odbornou způsobilost vyžadovat v řízení o žádosti o prodloužení doby platnosti zaměstnanecké karty, nebyl-li takový doklad cizincem předložen již dříve. Z tohoto důvodu případné uvedení nepravdivých informací v tomto prohlášení bude mít přinejmenším za následek neprodloužení nebo zrušení platnosti zaměstnanecké karty, již je cizinec držitelem.

1. Dle § 42g odst. 8 zák. č. 326/1999 Sb. je cizinec povinen k oznámení změny zaměstnavatele nebo zaměstnávání na další pracovní pozici předložit mimo jiné i prohlášení budoucího zaměstnavatele, že má pro výkon požadovaného zaměstnání odbornou způsobilost podle § 42g odst. 2 písm. c) téhož zákona.

2. Dle § 42g odst. 2 písm. c) zák. č. 326/1999 Sb. je žádost o vydání zaměstnanecké karty oprávněn podat cizinec, pokud má odbornou způsobilost pro výkon požadovaného zaměstnání a tato podmínka vyplývá z charakteru zaměstnání nebo ji stanoví mezinárodní smlouva, zejména

1. **má požadované vzdělání**; v odůvodněných případech, zejména v případě důvodných pochybností, zda cizinec má požadované vzdělání nebo zda toto vzdělání odpovídá charakteru zaměstnání, je na žádost ministerstva povinen prokázat, že jeho zahraniční vzdělání bylo uznáno příslušným orgánem České republiky,

2. **má požadovanou odbornou kvalifikaci**, pokud je podle zvláštního právního předpisu vyžadována, a

3. **splňuje podmínky pro výkon regulovaného povolání**, jde-li o takové povolání.

Appendix 7: Document for blue card application

<p>Číslo žádosti¹⁾ / Application number¹⁾:</p> <input type="text"/>	<p>podací razítko / submission stamp</p>
---	--

Žádost o povolení k dlouhodobému pobytu za účelem výkonu zaměstnání na území České republiky vyžadujícího vysokou kvalifikaci („modrá karta“) Application for a long-term stay permit for the purpose of employment in the Czech Republic, requiring a high level of qualification („blue card“)

A. Žádost / Application:

Zaškrtněte jednu z uvedených možností. / Tick one of the given options.

o povolení / for a permit

Číslo volného místa²⁾ / Vacancy number²⁾:

o prodloužení³⁾ / for a renewal³⁾

Platná modrá karta⁴⁾ / Valid blue card⁴⁾:

o souhlas se změnou zaměstnavatele nebo
zařazení³⁾ / for a consent to a change of
employer or placement³⁾

Číslo karty / Card No.:

Platí od⁵⁾ / Valid from⁵⁾: . . 20 do⁵⁾ / until⁵⁾: . . 20

Vydána státem (kód)⁶⁾ / Country that issued the document (code)⁶⁾:

B. Žadatel o modrou kartu / Blue card applicant:

Příjmení / Surname: <input type="text"/>	Jméno(a) / First name(s): <input type="text"/>
Ostatní jména / Other names: <input type="text"/>	
Všechna dřívější příjmení / All previous surnames: <input type="text"/>	
Telefon / Telephone: <input type="text"/>	E-mail / E-mail: <input type="text"/>

Datum narození⁵⁾ / Date of birth⁵⁾:

Stát narození (kód)⁶⁾ / Country of birth (code)⁶⁾:

Místo narození / Place of birth:

Pohlaví / Sex:

Zaškrtněte jednu z uvedených možností. / Tick one of the following options.

muž / male

žena / female

Státní občanství (kód)⁶⁾ / Nationality (code)⁶⁾:

Rodinný stav / Marital status:

Zaškrtněte jednu z uvedených možností. / Tick one of the following options.

svobodný(-á) / single

ženatý (vdaná) / married

rozvedený(-á) / divorced

vdovec (vdova) / widowed

Nejvyšší dosažené vzdělání / Education:

Povolání / Occupation:

1) Vyplní zastupitelský úřad ČR nebo pracoviště Ministerstva vnitra. / To be completed by an embassy of the Czech Republic or an office of the Ministry of the Interior.

2) Číslo volného místa, na které je žádáno vydání povolení nebo souhlasu se změnou zaměstnavatele nebo zařazení. / The number of the vacancy for which the issuance of a permit or consent to the change of employer or placement is required.

3) Při žádosti o prodloužení nebo o souhlas se změnou zaměstnavatele nebo pracovního zařazení nevyplňujte sekci D, G, H, I, J, K, L, M, N, pokud nedošlo ke změně od předchozí žádosti. / When applying for a renewal or consent to a change of employer or employment placement, please do not fill in sections D, G, H, I, J, K, L, M, and N, unless changes have occurred since your last application.

4) Pokud jste držitelem platné modré karty, uveďte její číslo, stát, který jí vydal, a období její platnosti. / If you currently hold a valid blue card, please state its number, the country that issued it, and its expiration date.

5) Datum zapíšte ve formátu (DD.MM.RRRR). / Write the date in the following format (DD.MM.YYYY).

6) Vyberte kód státu ze seznamu v sekci V. / Select the country code from the list in Section V.

C. Požadované zaměstnání na území České republiky / Requested employment in the Czech Republic:

Zaměstnavatel / Employer:
Pracovní zařazení / Position:
Obec / Municipality: Část obce / Municipal district:
Ulice / Street: Č. / No.: PSČ / Post code:
Pracovní smlouva ⁵⁾ od / Employment contract ⁵⁾ from: 20 do ⁵⁾ / until ⁵⁾ : 20

D. Poslední zaměstnání před příchodem na území České republiky³⁾ / Last employment before arrival in the Czech Republic³⁾:

Zaměstnavatel / Employer:
Pracovní zařazení / Position:
Obec / Municipality: Část obce / Municipal district:
Ulice / Street: Č. / No.: PSČ / Post code:
Stát (kód) ⁶⁾ / Country (code) ⁶⁾ :

E. Adresa místa pobytu na území České republiky / Residence address in the Czech Republic:

Obec / Municipality: Část obce / Municipal district:
Ulice / Street: Č. / No.: PSČ / Post code:

F. Adresa pro doručování / Delivery address:

Nepovinná položka. Vypíšte adresu, je-li odlišná od místa pobytu. / Optional section. Fill in the address, if different from the place of residence.

Obec / Municipality: Část obce / Municipal district:
Ulice / Street: Č. / No.: PSČ / Post code:
Stát (kód) ⁶⁾ / Country (code) ⁶⁾ :

G. Poslední bydliště v cizině³⁾ / Last residence abroad³⁾:

Obec / Municipality: Část obce / Municipal district:
Ulice / Street: Č. / No.: PSČ / Post code:
Stát (kód) ⁶⁾ / Country (code) ⁶⁾ :

H. Předchozí pobyt na území České republiky delší než 3 měsíce³⁾ / Previous stay in the Czech Republic longer than 3 months³⁾:

Pobyt od⁵⁾ / Stay from⁵⁾: do⁵⁾ / until⁵⁾:

Důvod a místo pobytu / Purpose and place of stay:

--

I. Příchod na území České republiky³⁾ / Arrival in the Czech Republic³⁾:

Předpokládaný den vstupu na území České republiky⁵⁾ / Anticipated arrival date in the Czech Republic⁵⁾: . . 20

Číslo cestovního dokladu / Travel document number:

Stát, který doklad vydal (kód)⁶⁾ / Country of issue of the document (code)⁶⁾:

Platnost cestovního dokladu⁵⁾ / Travel document valid until⁵⁾: . . 20

J. Manžel(ka)³⁾ / Spouse³⁾:

Příjmení / Surname:	Jméno(a) / First name(s):
Ostatní jména / Other names:	
Všechna dřívější příjmení / All previous surnames:	
Datum narození ⁵⁾ / Date of birth ⁵⁾ :	
Stát narození (kód) ⁶⁾ / Country of birth (code) ⁶⁾ :	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :
Místo narození / Place of birth:	
Povolání / Occupation:	
Bydliště / Residence address	
Obec / Municipality: Část obce / Municipal district:	
Ulice / Street: Č. / No.: PSČ / Post code:	
Stát (kód) ⁶⁾ / Country (code) ⁶⁾ :	

K. Děti³⁾ / Children³⁾:

1.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	
2.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	
3.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	
4.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	

L. Otec³⁾ / Father³⁾:

Příjmení / Surname:	Jméno(a) / First name(s):
Ostatní jména / Other names:	
Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :
Povolání / Occupation:	
Bydliště / Residence address	
Obec / Municipality: Část obce / Municipal district:	
Ulice / Street: Č. / No.: PSČ / Post code:	
Stát (kód) ⁶⁾ / Country (code) ⁶⁾ :	

M. Matka³⁾ / Mother³⁾:

Příjmení / Surname:	Jméno(a) / First name(s):
Ostatní jména / Other names:	
Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :
Povolání / Occupation:	
Bydliště / Residence address	
Obec / Municipality:	Část obce / Municipal district:
Ulice / Street:	Č. / No.: PSČ / Post code:
Stát (kód) ⁶⁾ / Country (code) ⁶⁾ :	

N. Sourozenci³⁾ / Brothers and sisters³⁾:

1.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	
2.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	
3.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	
4.	Příjmení / Surname:	Jméno(a) / First name(s):
	Ostatní jména / Other names:	
	Datum narození ⁵⁾ / Date of birth ⁵⁾ :	Místo narození / Place of birth:
	Státní občanství (kód) ⁶⁾ / Nationality (code) ⁶⁾ :	Povolání / Occupation:
	Bydliště / Residence address:	

O. Přílohy / Attachments:

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P. Doplňující informace / Additional information:

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Q. Poučení pro žadatele / Instructions for applicants:

1. Údaje v žádosti musí být vyplněny latinkou (ne azbukou nebo jiným písmem) strojem nebo hůlkovým písmem v českém jazyce. V případě nedostatku místa v příslušných rubrikách uveďte údaje na zvláštní přílohu.
2. Práva a povinnosti cizinců, spojená s pobytem na území ČR jsou upravená zákonem č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů. Řízení o žádosti je zahájeno dnem, kdy došla věcně a místně příslušnému správnímu orgánu.
3. Osobní údaje cizince jsou zpracovávány službou cizinecké policie pro účely řízení dle zákona č. 326/1999 Sb., a ve stanovených případech Ministerstvem vnitra v souladu se zákonem č. 101/2000 Sb., o ochraně osobních údajů, ve znění pozdějších předpisů. Rozsah osobních údajů, který je cizinec povinen uvést v žádosti dle zákona č. 326/1999 Sb., stanoví § 70 odst. 1 téhož zákona. Dle § 159 odst. 1 a 2 zákona č. 326/1999 Sb. lze osobní údaje cizince poskytnout cizinci samotnému a dále tomu, kdo je potřebuje k plnění úkolů stanovených zákonem. Cizinec je oprávněn, pokud zjistí nebo se domnívá, že orgán služby cizinecké policie nebo Ministerstvo vnitra zpracovává jeho osobní údaje v rozporu se zákonem č. 101/2000 Sb., požadovat od tohoto orgánu vysvětlení případně odstranění vzniklého stavu (zejména provedení opravy, doplnění nebo likvidaci osobních údajů). V případě, že nebude tomuto požadavku vyhověno, má cizinec právo podle § 21 odst. 4 zákona č. 101/2000 Sb. obrátit se na Úřad pro ochranu osobních údajů přímo.

1. This application must be completed in the Latin alphabet (not Cyrillic or any other alphabet) either typed or in block capitals in Czech. If you require more space to complete a section, include this information on a separate sheet of paper.
2. The rights and duties of foreigners residing in the Czech Republic are defined in Act No. 326/1999, on the Residence of Foreigners in the Czech Republic and Amending Certain Related Acts, as amended. The proceedings are deemed to be initiated on the date of delivery of the application to the competent authority.
3. The personal data of foreigners is processed by the Foreign Police for the purposes of proceedings in terms of Act No. 326/1999 and, in specified cases, by the Ministry of the Interior in compliance with Act No. 101/2000, on the Protection of Personal Data, as amended. The range of personal data to be disclosed in this application is defined in Section 70 (1) of Act No. 326/1999. According to Section 159 (1) and (2) of Act No. 326/1999, a foreigner's personal data may be released to the foreigner himself/herself and to authorities that require them for the purpose of tasks set by law. If the foreigner finds or believes that the processing of his/her personal data by the Foreign Police or by the Ministry of the Interior is inconsistent with Act No. 101/2000, he/she is entitled to request the processing authority to explain or rectify the situation (in particular to correct, add or destroy personal data). If the processing authority fails to comply with such a request, the foreigner is entitled to seek the assistance of the Personal Data Protection Office. The foreigner may directly contact the Personal Data Protection Office with reference to Section 21 (4) of Act No. 101/2000.

Svým podpisem potvrzuji úplnost a pravdivost uvedených údajů v žádosti. / I declare that I have answered all questions in this application fully and truthfully.

Souhlasím⁷⁾ se zpracováním svých osobních údajů pro účely vydání modré karty včetně odeslání vybraných osobních údajů (jméno, příjmení, rok narození, pohlaví, státní občanství, nejvyšší dosažené vzdělání) zaměstnavateli uvedenému v části C. / I consent⁷⁾ to the processing of my personal data for the purpose of issuing a blue card, including the sending of my personal information (name, surname, year of birth, nationality, highest education achieved) to the employer specified in section C.

Místo / Place	Dne ⁵⁾ / Date ⁵⁾ . . 20	Podpis / Signature:
---------------	---	---------------------

7) Neposkytnutí nebo zrušení souhlasu se zpracováním osobních údajů je překážkou pro podání žádosti o vydání modré karty. / Not providing or revoking consent to the processing of personal data is an impediment for submitting an application for the issuing of a blue card.

R. Žádost přijal a podle dokladů ověřil / Application received and documentation checked by:

Místo / Place Dne⁵⁾ / Date⁵⁾ . . . 20

Razítko a podpis / Stamp and signature

S. Modrou kartu pro cizince předal / Foreigner's blue card issued by:

Místo / Place Dne⁵⁾ / Date⁵⁾ . . . 20

Razítko a podpis / Stamp and signature

T. Potvrzuji převzetí modré karty / I confirm receipt of the blue card:

Číslo karty / Card No.:

Místo / Place Dne⁵⁾ / Date⁵⁾ . . . 20 Podpis / Signature:

U. Úřední záznamy / For office use only:

KOLKOVÁ ZNÁMKA REVENUE STAMP	
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16. POSLEDNÍ BYDLIŠTĚ V CIZINĚ / LAST RESIDENCE ABROAD

ULICE / STREET Č. / No.
 MĚSTO / TOWN PSČ / POST CODE
 STÁT (kód) / COUNTRY (code)*

17. PŘEDCHOZÍ POBYT NA ÚZEMÍ DELŠÍ NEŽ 3 MĚSÍCE /

PREVIOUS STAY IN THE CZECH REPUBLIC LONGER THAN 3 MONTHS
 POBYT OD / STAY FROM DO / TILL
 DŮVOD A MÍSTO POBYTU / PURPOSE AND PLACE OF STAY

18. ADRESA MÍSTA POBYTU NA ÚZEMÍ / RESIDENCE ADDRESS IN THE CZECH REPUBLIC

ULICE / STREET Č. / No.
 MĚSTO / TOWN PSČ / POST CODE

**19. ADRESA PRO DORUČOVÁNÍ, JE-LI ODLIŠNÁ OD MÍSTA POBYTU /
 DELIVERY ADDRESS IF DIFFERENT FROM RESIDENCE ADDRESS**

ULICE / STREET Č. / No.
 MĚSTO / TOWN PSČ / POST CODE

20. DEN VSTUPU NA ÚZEMÍ / DATE OF ARRIVAL TO THE CZECH REPUBLIC

21. ČÍSLO CESTOVNÍHO DOKLADU / TRAVEL DOCUMENT NUMBER

STÁT (kód) / COUNTRY (code)*

22. PLATNOST CESTOVNÍHO DOKLADU / TRAVEL DOCUMENT VALID UNTIL

23. MANŽEL(KA) / SPOUSE

PŘÍJMENÍ / SURNAME
 OSTATNÍ JMÉNA / OTHER NAMES

DŘÍVĚJŠÍ PŘÍJMENÍ / PREVIOUS SURNAME

JMÉNO(A) / FIRST NAME(S)

STÁTNÍ OBČANSTVÍ (kód) / NATIONALITY (code)*

DATUM NAROZENÍ / DATE OF BIRTH

STÁT NAROZENÍ (KÓD) / COUNTRY OF BIRTH (CODE)*

MÍSTO NAROZENÍ / PLACE OF BIRTH

POVOLÁNÍ / OCCUPATION

BYDLIŠTĚ / RESIDENCE ADDRESS

ULICE / STREET Č. / No.
 MĚSTO / TOWN PSČ / POST CODE
 STÁT (kód) / COUNTRY (code)*

24. DĚTI / CHILDREN

PŘÍJMENÍ A OSTATNÍ JMÉNA / SURNAME AND OTHER NAMES JMÉNO(A) / FIRST NAME(S) STÁTNÍ OBČANSTVÍ (KÓD) / NATIONALITY (CODE)*

	PŘÍJMENÍ A OSTATNÍ JMÉNA / SURNAME AND OTHER NAMES	JMÉNO(A) / FIRST NAME(S)	STÁTNÍ OBČANSTVÍ (KÓD) / NATIONALITY (CODE)*
1.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4.	<input type="text"/>	<input type="text"/>	<input type="text"/>

DATUM NAROZENÍ / DATE OF BIRTH MÍSTO NAROZENÍ / BIRTH PLACE BYDLIŠTĚ / RESIDENCE ADDRESS POVOLÁNÍ / OCCUPATION

	DATUM NAROZENÍ / DATE OF BIRTH	MÍSTO NAROZENÍ / BIRTH PLACE	BYDLIŠTĚ / RESIDENCE ADDRESS	POVOLÁNÍ / OCCUPATION
1.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

*) Strana 6 /Page 6

29.

POUČENÍ PRO ŽADATELE / INSTRUCTIONS FOR APPLICANTS

1. Údaje v žádosti musí být vyplněny strojem nebo hůlkovým písmem v českém jazyce. V případě nedostatku místa v příslušných rubrikách uveďte údaje na zvláštní přílohu.
2. Práva a povinnosti cizinců, spojená s pobytem na území ČR jsou upravená zákonem č. 326/1999 Sb., o pobytu cizinců na území České republiky a o změně některých zákonů, ve znění pozdějších předpisů. Řízení o žádosti je zahájeno dnem, kdy došla věcně a místně příslušnému správnímu orgánu. Řízení je upraveno zákonem č. 500/2004 Sb., správní řád.
3. Osobní údaje cizince jsou zpracovávány službou cizinecké a pohraniční policie pro účely řízení dle zákona č. 326/1999 Sb., a ve stanovených případech Ministerstvem vnitra v souladu se zákonem č. 101/2000 Sb., o ochraně osobních údajů, ve znění pozdějších předpisů. Rozsah osobních údajů, který je cizinec povinen uvést v žádosti dle zákona č. 326/1999 Sb., stanoví § 70 odst. 4 téhož zákona. Dle § 159 odst. 1 a 2 zákona č. 326/1999 Sb. lze osobní údaje cizince poskytnout cizinci samotnému a dále tomu, kdo je potřebuje k plnění úkolů stanovených zákonem. Cizinec je oprávněn, pokud zjistí nebo se domnívá, že orgán služby cizinecké a pohraniční policie nebo Ministerstvo vnitra zpracovává jeho osobní údaje v rozporu se zákonem č. 101/2000 Sb., požadovat od tohoto orgánu vysvětlení případně odstranění vzniklého stavu (zejména provedení opravy, doplnění nebo likvidaci osobních údajů). V případě, že nebude tomuto požadavku vyhověno, má cizinec právo obrátit se přímo na Úřad pro ochranu osobních údajů. Dle § 21 odst. 4 zákona č. 101/2000 Sb. je cizinec oprávněn obrátit se v uvedené věci na Úřad pro ochranu osobních údajů i přímo.

1. The answers in this application form must be typed or written in block letters in Czech. If there is not enough space for any answer, please enclose an additional sheet of paper.
2. The rights and duties of aliens residing in the Czech Republic are defined in Act No. 326/1999 regulating the residence of aliens in the Czech Republic and amending certain related acts as amended. The proceedings are deemed to be initiated on the date of delivery of the application to the competent authority. The proceeding are regulated by the Code of Administrative Procedure (Act No. 500/2004).
3. Personal data of aliens are processed by the Alien and Border Police for the purposes of proceedings in terms of Act No. 326/1999 and, in specified cases, by the Ministry of the Interior in compliance with Act No. 101/2000 regulating the protection of personal data as amended. The range of personal data to be disclosed in this application is defined in Section 70, paragraph 4 of Act No. 326/1999. According to Section 159, paragraphs 1 and 2 of Act No. 326/1999, an alien's personal data may be released to the alien himself/herself and to authorities that require them for the purpose of tasks set by law. If the alien finds or believes that the processing of his/her personal data by the Alien and Border Police or by the Ministry of the Interior is inconsistent with Act No. 101/2000, he/she is entitled to request the processing authority to explain or to rectify the situation (in particular to correct, add or destroy personal data). If the processing authority fails to comply with such request, the alien is entitled to seek the assistance of the Personal Data Protection Office. The alien may directly contact the Personal Data Protection Office with reference to Section 21, paragraph 4 of Act No. 101/2000.

Svým podpisem potvrzuji úplnost a pravdivost uvedených údajů v žádosti/
I declare that I have answered all questions in this application fully and truthfully

Místo / Place Dne / Date Podpis / Signature

30.

Žádost přijal a podle dokladů ověřil: /
Application received and documentation checked by:

Místo / Place Dne / Date
Razítko a podpis /
Stamp and Signature

31.

Průkaz o povolení k pobytu pro cizince předal / Resident Alien Card issued by:

Místo / Place Dne / Date

Razítko a podpis vydávajícího /
Stamp and Signature of issuing Authority

32.

Převzetí Průkazu o povolení k pobytu č.: pro cizince /
Resident Alien Permit Card No. received by

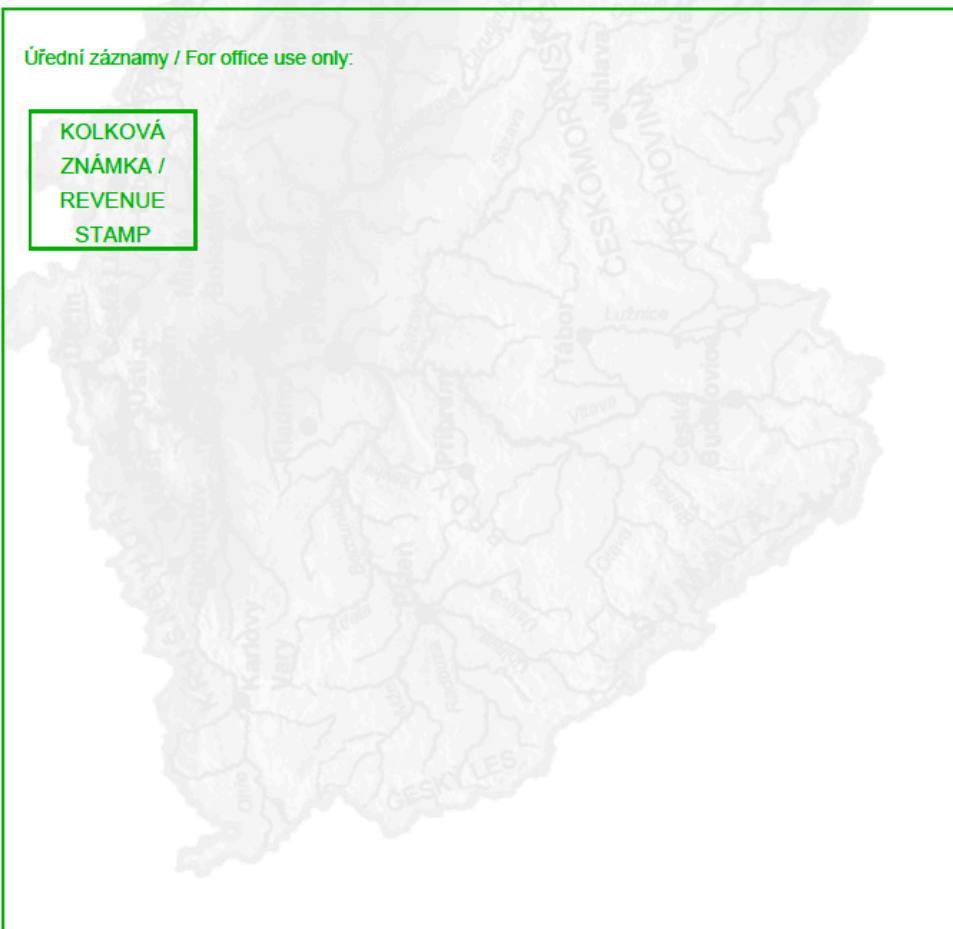
Místo / Place Dne / Date

Podpis / Signature

33.

Úřední záznamy / For office use only:

KOLKOVÁ
ZNÁMKA /
REVENUE
STAMP



Appendix 9: Questions from the questionnaire in original form (Czech)

Do jaké míry souhlasíte s následujícími tvrzeními ohledně cizinců v ČR a jejich zaměstnání.

- V České republice pracuje příliš mnoho cizinců
 - Zaměstnávání cizinců připravuje české lidi o práci
 - Cizinci v ČR dělají práci, kterou by Čech za ty peníze nedělal
 - Cizinci představují jediné řešení nedostatku pracovních sil v některých profesích na našem trhu
 - Cizinci by v České republice měli dělat jen nekvalifikované profese
 - Zaměstnávání cizinců je pro českou ekonomiku přínosné
 - Cizinci mají v České republice lepší pracovní podmínky než Češi
- *Varianty odpovědí: Určitě souhlasím, Spíše souhlasím, Ani souhlasím ani nesouhlasím, Spíše nesouhlasím, Určitě nesouhlasím*

Jak obecně vnímáte tyto cizince v České republice? Odpovídejte prosím na škále, kde 1 znamená, že je vnímáte velmi negativně a 10 znamená, že je vnímáte velmi pozitivně.

- Cizinci ze států Evropské unie“
- Cizinci z Ukrajiny
- Cizinci ze států mimo Evropskou unii (kromě Ukrajinců)

Appendix 10: Questions from Questionnaire Translated to English

To what extent do you agree with the following statements regarding foreigners in the Czech Republic and their employment?

- Too many foreigners work in the Czech Republic
- Employing foreigners deprives Czech people of their jobs
- Foreigners in the Czech Republic do work that a Czech would not do for that money
- Foreigners represent the only solution to the labour shortage in some professions in our market
- Foreigners should only work in unqualified professions in the Czech Republic
- Employing foreigners is beneficial for the Czech economy
- Foreigners have better working conditions in the Czech Republic than Czechs

- *Response options: Definitely agree, rather agree, neither agree nor disagree, Rather disagree, definitely disagree.*

How do you generally perceive these foreigners in the Czech Republic? Please answer on a scale where 1 means you perceive them very negatively and 10 means you perceive them very positively.

- Foreigners from the states of the European Union
- Foreigners from Ukraine
- Foreigners from countries outside the European Union (except Ukrainians)