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Integration of immigrants originating from Sub-Saharan Africa into the Czech job market

MASTER'S THESIS

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Abstrakt

Migrace je žhavým tématem dnešní doby. Otázka, kterou si však každý pokládá, je, zda a do jaké míry se imigranti mohou integrovat do systémů imigrační země, zejména těch, které jim umožňují dosažení nezávislosti na státní podpoře. Na základě kvalitativního výzkumu se tato práce snaží zjistit, popsat a analyzovat příležitosti a motivace přistěhovalců pocházejících ze subsaharské Afriky k integraci na český pracovní trh. Na základě hloubkových rozhovorů s dvaceti šesti respondenty bylo zjištěno, že český trh práce nabízí Afričanům mnoho příležitostí, především však v zahraničních firmách. Hlavní překážkou integrace je neznalost jazyka a faktické odmítání většinové společnosti. Existuje zde určitě spousta prostoru pro zlepšení.

Klíčová slova

Imigrant, subsaharská Afrika, integrace, práce, příležitost, pracovní trh, Česko

Abstract

Migration is a burning topic of today. However, the question that everyone is asking is whether, and to what extent, immigrants are able to integrate into immigrant countries' systems, especially those, that enable them to achieve existential independence from the state. Based on qualitative research, this thesis aims to find out, describe and analyse opportunities and motivations of immigrants originating from Sub-Saharan Africa towards the integration into the Czech job market. Based on in-depth interviews with twenty-six respondents, it was found that the Czech job market offers many opportunities for Africans, but predominantly in foreign companies. The main obstacle to integration is language ignorance and actual rejection by the majority society. There is definitely a lot of space for improvement.

Key Words

Immigrant, Sub-Saharan Africa, integration, job, opportunity, job market, Czech

Declaration of Authorship

I hereby certify that this thesis has been composed by me and is based on my own research unless stated otherwise. No other person's work has been used without proper acknowledgement in this thesis. All references and verbatim extracts have been quoted, and all sources of information, including graphs and data sets, have been explicitly acknowledged.

Date

Signature

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The topic of this Diploma thesis is "The integration of immigrants originating from Sub-Saharan Africa into the Czech job market". Based on qualitative research the aim of this thesis is to find out, describe and analyze opportunities and motivations of immigrants originating from Sub-Saharan Africa to integrate the Czech job market.

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Table of Contents

Abstrakt.....	2
Klíčová slova.....	2
Abstract.....	3
Key Words.....	3
Declaration of Authorship.....	4
Acknowledgements.....	5
List of Figures.....	9
List of Abbreviations.....	10
1 Introduction.....	11
1.1 Definition of terms and concepts.....	13
1.1.1 Foreigner.....	13
1.1.2 Third-country nationals.....	13
1.1.3 Immigrant.....	13
1.1.4 Job market.....	13
1.1.5 Stable job.....	14
1.1.6 Sub-Saharan Africa.....	14
1.2 Structure.....	15
1.3 Research objectives and research questions.....	15
2 Theoretical part.....	17
2.1 Immigration policy of the EU.....	17
2.2 Immigration policy of the Czech Republic.....	19
2.2.1 Types of long-term residence in the Czech Republic.....	20
2.3 Integration policy of the European Union.....	21
2.4 Integration policy of the Czech Republic.....	23
2.4.1 Types of work permits in the Czech Republic.....	27
2.5 Czech labour law.....	29
2.6 Relations of Sub-Saharan countries with the Czech Republic.....	29

2.7 African immigration to the Czech Republic	32
2.8 Labour integration of Sub-Saharan immigrants.....	34
2.8.1 Employment rate.....	36
3 Methodology.....	38
3.1 Theoretical standpoint	38
3.2 Literature review	39
3.3 Data collection methods	42
3.4 Sampling	43
3.5 Guaranteeing quality and ethics during research	46
3.5.1 Quality indicators	46
3.5.2 Limits of the research.....	47
3.5.3 Ethical consideration.....	48
3.6 Data processing and analysis	49
4 Interpretation of the outcomes and discussion.....	51
4.1 Profile of the respondents.....	51
4.2 Immigration to the Czech Republic	54
4.2.1 Arrival to the Czech Republic.....	55
4.2.2 Living in the Czech Republic.....	56
4.3 Seeking a job.....	57
4.4 Working conditions	62
4.5 Determinants of integration into the Czech job market.....	64
4.5.1 Language.....	65
4.5.2 Education and Experience	67
4.5.3 Personality and Personal Appearance	68
4.6 Evaluation of the advantages and disadvantages of Sub-Saharan immigrants' access to the Czech job market.....	69
5 Conclusion	73
6 Bibliography.....	76
7 Appendices.....	87

Appendix 1: Informed consent	88
Appendix 2: Questions to the interview	90
Appendix 3: Embassies of the Czech Republic in Africa	94

List of Figures

Figure 1: Development of a total number of Sub-Saharan Africans in the Czech Republic in last years 33

Figure 2: Development of a total number of Sub-Saharan Africans in the Czech Republic in last years 33

Figure 3: List of respondents who participated in the research 45

Figure 4: The first category with its codes..... 51

Figure 5: Age categories of the respondents 52

Figure 6: The second and third categories with its codes 54

Figure 7: The fourth category with its codes 58

Figure 8: The fifth category with its codes..... 62

Figure 9: The sixth category with its codes 65

Figure 10: The seventh and eighth categories with its codes..... 70

Figure 11: Embassies of the Czech Republic in Africa and their purview; author’s processing on the basis of the picture from World Atlas web. 94

List of Abbreviations

CZK	The official currency of the Czech Republic (Czech Crown/Koruna)
GAMM	Global Approach to Migration and Mobility
ENAR	European Network Against Racism
EU	European Union
EURES	European Employment Service
MFA	Ministry of Foreign Affairs
MLSA	Ministry of Labour and Social Affairs
MOI	Ministry of Interior
NGO	Non-governmental organisation
UN	United Nations

1 Introduction

The European Union is nowadays a popular destination for third-country migrants. It does offer not only better wage opportunities than in common job market in immigrants' countries of origin, but also new professional and life opportunities that migrants have unsuccessfully applied for in their respective countries of origin. Therefore, migrant integration is one of the most discussed issues currently in the migration debate, without it, the economic and political stability of the country might be put in harm's way.

In the Czech Republic, international human mobility stimulates a wide-ranging political debate. Predominantly, the approach to international immigrants is negative, almost xenophobic, even though the Czech Republic is far from being under such immigration pressure as other European countries. This approach is stimulated by various high-positioned political representatives who opted for xenophobic approaches to build their political campaigns. Some highly-qualified immigrants from wealthy Western nations are usually accepted as desirable labour, while low-skilled immigrants and immigrants from developing countries are considered or at least treated as "unwelcomed guests". For this reason, based on the currency and exigency of the topic, the author has decided to focus on effective integration, whose inseparable part constitutes integration into the job market. Effective integration should ensure effective protection, prevention of exploitation and abuse and the use of migrant skills. These are related to language barriers, mismatched skills and ensuring decent working conditions. This policy concern is also reflected in Agenda 2030, more specifically under Sustainable Development Goal 8 regarding decent work and economic growth, objective 8.8 on "*protecting labour rights and promoting safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment*" and Sustainable Development Goal 10 Reduced inequalities, target 10.7 on "*facilitating orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.*"

The thesis captures the issue of labour integration of immigrants from Sub-Saharan Africa. It aims to answer questions about the reasons why Sub-Saharan immigrants arrive in the Czech Republic, how difficult it is for them to obtain a work permit and the job itself, in which sectors and under which conditions they work most often, and what obstacles they face when seeking a job or while performing it. Previous research with a similar focus on African integration in the Czech Republic was conducted by researchers Jiroušková, Vítnerová and Garstnerová. However, all research has been conducted more than five years ago and has asked different research questions predominantly on the overall integration of Africans on our territory, including social and cultural integration.

The theoretical part examines the issue regarding rights and obligations of immigrants, as defined by the policy of the Czech Republic and the European Union, of which the country is a member. The practical part is based on the analysis of interviews with Sub-Saharan immigrants; thus in this part, the issue is examined from their point of view.

1.1 Definition of terms and concepts

1.1.1 Foreigner

In the context of the thesis, a foreigner is addressed as a person born in or coming from a country other than the Czech Republic.¹

1.1.2 Third-country nationals

According to Ministry of the Interior of the Czech Republic, a third-country national is neither a citizen of the European Union country nor a citizen of Iceland, Lichtenstein, Norway or Switzerland.²

1.1.3 Immigrant

International Organization for Migration defines an immigrant as a person who comes to a foreign country in order to live there permanently.³ For the purposes of this thesis, the definition shall be narrowed down. The author counts with the time frame inspired by the UN definition of long-term immigrant⁴ which says that the immigrant must stay in the foreign country for a period of at least twelve months, so that the country of destination becomes immigrant's new country of usual residence.

1.1.4 Job market

When dealing with the job market in this thesis, one should have in mind that it is meant more as a concept demonstrating the interaction between different labour forces rather than a physical place. It is a market where employees search for jobs and employers search for employees. The market follows basic rules of economic demand and supply; it can grow or shrink depending on the specific economic sector, functions, industries, education level and so on.⁵

¹ Čižínský, Hradečná, 2014

² Ministry of the Interior of the Czech Republic, 2017a

³ International Organisation for Migration, 2011

⁴ United Nations Statistics Division, 2017a

⁵ Čižínský, Hradečná, 2014

1.1.5 Stable job

By stable job, the author means continuous full-time job with regular working hours, a regular salary, and low-stress level. Usually, the employee feels safe because there are no sudden layoffs or strikes.⁶

1.1.6 Sub-Saharan Africa

In the thesis, the author works with the definition of Sub-Saharan Africa according to the United Nations Statistical Division. Every African country except Morocco, Algeria, Libya, Tunisia, Egypt, Sudan and Western Sahara is regarded to be a Sub-Saharan African country. UN Stats base its geographic division of regions on “*greater homogeneity in sizes of population, demographic circumstances and accuracy of demographic statistics.*”⁷ The natural division between the Arab and “Black” Africa is also based on the appearance of its people, religion and traditions.

⁶ Fritzsche, Parrish, 2005

⁷ United Nations Statistics Division, 2017b

1.2 Structure

The thesis is divided into seven parts represented by seven corresponding chapters. The second part deals with the theoretical framework of the topic and discusses some crucial concepts of the immigration and integration policy of the Czech Republic and the European Union, of which the country is a member, and therefore must follow its rules as well. The topic focuses on the aspects of integration into the job market. Further, the issue of labour law and the development of African immigration are outlined to illustrate the integrity of the discussed topic.

The third part introduces a research methodology that specifies the process by which the thesis was created, including a detailed description of the field research. It also discusses quality indicators and limits of the research. In the following chapter, the results of author's own research are discussed on the integration of Sub-Saharan Africans into the job market of the Czech Republic from the viewpoint of Sub-Saharan immigrants themselves.

The combination of the description of the general concept of migration and integration, with the results of field research, answers the research questions for the selected group of Sub-Saharan African immigrants. The answers to predefined research questions are summarized in the Conclusion chapter.

Chapter six contains a bibliography, and in the last, seventh, chapter, there are enclosed annexes related to the research.

1.3 Research objectives and research questions

This diploma thesis intends to answer questions about labour migration with a closer focus on migrants from Sub-Saharan Africa. In the research section, the author penetrates into a relatively closed minority of Sub-Saharan Africans and tries to understand their perception of opportunities in the Czech job market and defuse the determinants of these opportunities.

The author aims to answer the following primary and secondary research questions:

1. What are the significant labour integration policies in the Czech Republic?
2. Why did the Sub-Saharan immigrants come to work to the Czech Republic?
3. According to the Sub-Saharan immigrants which advantages and disadvantages (regarding qualification, personality or appearance) they consider essential or determining while searching for a stable job in the Czech Republic?
 - a. Did they study in the Czech Republic? How it affects their working opportunities?
 - b. Do they work in the field they have studied?

- c. In which fields the immigrants most often work?
 - d. Is the immigrants' knowledge of languages determining their working opportunities?
4. How successful are the Sub-Saharan immigrants in searching for stable jobs in the Czech Republic?
- a. Who are their employers? (Czech person/another immigrant/Czech state/foreign company)
 - b. What are the problems they encounter?
5. To what extent are the principles of Czech labour law followed?
- a. Do they work according to legal labour contract or are they self-employed?
 - b. What does the contract look like?

The study provides answers to the aforesaid questions through the review of relevant literature and analysis of interviews with Sub-Saharan African immigrants living in Prague, who have experienced the challenges of the Czech job market.

2 Theoretical part

In this part of the diploma thesis, the author expands upon her views on the given issue and the information obtained. An important part is the legal enshrining of immigration and integration within the European Union and the Czech Republic, which are discussed in subchapters 2.1 - 2.4. The following chapter specifies labour law in the Czech Republic, as the working conditions were discussed with the respondents. The author also outlines the relations of the Czech Republic with the countries of Sub-Saharan Africa, which to a certain level influence the development of the immigration of Africans in the territory of the Czech Republic. The last chapters specifically discuss the relations of Sub-Saharan African countries and the Czech Republic, the immigration of Sub-Saharan Africans to the Czech Republic and the labour integration of Sub-Saharan Africans in the territory of the Czech Republic on the basis of statistics and previous studies. All these subchapters provide the necessary theoretical background for the practical part of the thesis because they complement each other.

2.1 Immigration policy of the EU

The first step towards building a common immigration and integration policy were summits in Tampere in 1999 and Thessaloniki in 2003. A clear vision of the political objectives of the Common Immigration and Integration Policy of the EU was presented. The European Commission issue annual reports on migration and integration in Europe and for this purpose, the National Contact Points⁸ have been established. In 2004, concrete instruments to strengthen freedom, security and justice in the European Union were presented during the summit in Hague.⁹

For the past two decades, the European Union has been developing a complex migration framework for common migration and asylum policies towards the third countries. Thus, in 2005, the EU presented the Global Approach to Migration and Mobility (GAMM). Its agenda includes better organisation of legal migration, prevention of illegal migration and human trafficking, maximisation of the development impact of migration and mobility, respect to human rights and support of international protection.¹⁰

The European Commission earmarked over one billion euros for more than four hundred projects related to migration. The Sub-Saharan countries are the primary beneficiaries of these

⁸ In the Czech Republic, it is the Department of Asylum and Migration Policy of the Ministry of the Interior

⁹ European Commission, 2008

¹⁰ European Commission, 2018a

resources. In 2013, the agenda under the GAMM was broadened even more to emphasise the South-South cooperation, effective integration of migration into national development plans and the inclusion of refugees in development planning.¹¹ On the basis of GAMM, the EU is running regional dialogue with Africa within The Africa-EU Partnership on Migration, Mobility and Employment launched during the second Africa-EU Summit of Heads of State and Government in 2007 in Lisbon; and the Euro-African Dialogue on Migration and Development with Western and Central African countries launched in 2006 in Rabat.¹²

In 2011, the Single Permit Directive was adopted. It aims to simplify migration procedures by issuing joint residence and work permit¹³ to non-EU nationals. The single permit is valid solely for the country of issue and for a limited time.¹⁴

In the light of increasing migratory pressure, the EU has adopted new directives and recommendations that seek to address the growing number of legal and illegal migrants in its territory. In 2015, in response to the so-called migration crisis in Mediterranean, the Commission published the European Agenda on Migration. The Agenda proposes immediate measures to be taken over the next few years in order to manage immigration more effectively. It addresses the issues of the border management, the common asylum policy, the incentives pushing migrants to illegal immigration, etc.¹⁵

In connection with rising immigration from African countries, a summit in Maltese Valletta was held in 2015, attended by representatives of the EU and many African governments. The primary outcome of this meeting was the creation of an EU Emergency Trust Fund for Africa, aimed at eliminating the causes of migration in the countries of origin, along with the introduction of remittances measures and the promotion of voluntary returns to countries of origin. The Fund focuses on three specific geographic areas identified as the most problematic - Sahel and Lake Chad, Horn of Africa, and North Africa. The main beneficiary is Niger, crossed by important migratory routes, which received more than 100 million euros by 2016. On the other hand, Nigeria, which was identified by the Commission as one of the first priority countries and EU partners in a bilateral partnership, received only a quarter of this money. Along with these economic initiatives, the EU has launched new Migration Partnerships with some of the priority countries such as Senegal, Mali, Nigeria, Niger and Ethiopia. These agreements are defined as "partnerships," because they work on some provisions and exchanges between the European side and the African side rather than a specific treaty. The

¹¹ European Commission, 2018b

¹² European Commission, 2018c

¹³ In the Czech Republic, implemented in the year 2014 through employee cards and blue cards

¹⁴ EU Blue Card, 2015

¹⁵ European Parliament, 2018

EU tries to offer visa liberalisation in exchange for limiting illegal migration, but this policy is often not acceptable for both sides. In Europe, anti-immigrant parties are being promoted, and Africans often do not have the same kind of travel documents or credible civil registers that would allow for some degree of freedom to circulate within Europe.¹⁶

The Common Immigration Policy for Europe also applies to the Czech Republic as a member of the EU. It deals with foreigners before they enter into the EU area and it is implemented in partnership between the member countries and the EU institutions.

“They aim at ensuring that legal immigration contributes to EU’s socio-economic development, EU countries’ acts are coordinated, cooperation with non-EU countries is developed further, and illegal immigration and trafficking in human beings are tackled effectively.”¹⁷

The framework is built on ten principles corresponding with three pillars of European policy: prosperity, solidarity and security.

The Migration Policy Group of the EU developed the EU Immigration Portal, a website available in five world languages, which provides easily accessible, updated, reliable, and practical information about coming to the EU for study or work. The tool is user-friendly and easy to handle, and it is only necessary to choose a country to which one wishes to travel and the intended purpose. This tool quickly displays information about legislation, steps-to-be-taken, possible risks or advice.¹⁸

2.2 Immigration policy of the Czech Republic

In the Czech Republic, the Ministry of the Interior is responsible for immigration-related issues. Considering the location of the Czech Republic, whose neighbouring states are all part of the Schengen area, people arriving in the country are only checked at international airports when arriving from non-Schengen states. It is necessary to have valid travel documents,¹⁹ a valid visa or residence permit and sufficient funds. Third-country nationals have to register their accommodation address in the nearest foreign police department within three working days from their arrival to the Czech Republic. Council Regulation (EC) No. 539/2001 of March 15,

¹⁶ Barana, Toaldo, 2016

¹⁷ The Publications Office of the European Union, 2011

¹⁸ EU Immigration Portal, 2016

¹⁹ The Czech Republic does not recognize the travel documents of Somalia for entry and stay in the Czech Republic.

2001, established a list of third countries whose nationals are exempt from the visa requirement for short-stay non-working-day stays of up to 90 days. This regulation only applies to two island countries of Sub-Saharan Africa, namely Mauritius and Seychelles. For stays exceeding ninety days, it is necessary to obtain a Schengen visa. However, given the topic of this thesis, long-term stays are more significant.²⁰ Since 2014, when foreigners were allowed to gain Czech citizenship under the new Act on Citizenship without having to renounce their original nationality, a dynamic increase in the number of third-country nationals who have acquired citizenship of the Czech Republic can be studied.²¹

Although the Czech Republic is a target country of many foreigners, in the context of Europe, it is still rather the transit country, through which migrants pass illegally on their way to the countries of Western Europe or Scandinavia. Frequently, foreigners make efforts to circumvent immigration legislation to ensure a legal stay in the Czech Republic. Standard practices include sham marriages, abuse of the right to determine paternity, abetting to illegal migration, and providing irregular documents.²²

2.2.1 Types of long-term residence in the Czech Republic

2.2.1.1 Long-term visa

A long-term visa is issued for the purpose of studies, business, family unification, invitation and culture. Application for a long-term visa might be filled at a relevant Embassy of the Czech Republic abroad. To obtain a long-term visa it is necessary to submit a travel document (original), a photograph, proof of accommodation, documentation on the purpose of stay, proof of funds; and upon request, a document similar to an extract from the Penal Register Record and a document proving the fulfillment of conditions set out by the Ministry of Health on prevention of the spread of infectious diseases, along with the application. A long-term visa for the purpose of employment is no longer possible to obtain because this kind of permit was replaced by the employee card.²³

2.2.1.2 Long-term residence

One is allowed to apply for a long-term residence permit in the following cases: residing in the Czech Republic on a visa over ninety days, intending to live in the Czech Republic for more

²⁰ Ministry of the Interior of the Czech Republic, 2016a

²¹ Cizinci v České republice, 2017

²² Ministerstvo vnitra České republiky, 2017a

²³ Ministry of the Interior of the Czech Republic, 2017b

than 1 year, including the previous visa and if the purpose of the stay remains unchanged (exceptions are made, e.g. for a blue card, employee card, family members or scientists) at the same time. This application is filled in inside the Czech Republic at the relevant Ministry of the Interior office.

The long-term residence is also issued for the purpose of studies, scientific research, business, family reunification or investment without the condition of a previous stay for over ninety days on a visa. This application can be submitted to Czech Embassies. Long-term residence for the purpose of employment is also no longer possible to obtain because it was replaced by the employee card. Holders of the long-term residence permits for the purpose of family reunification are allowed to work without a working permit. Students are also allowed to work during their studies but only up to 26 years.²⁴

2.2.1.3 Permanent residence permit

A permanent residence permit is issued upon request by the Ministry of the Interior to a foreigner who has stayed in the country for a continuous period of at least five years. An application must be submitted personally by the person for which the residence permit will be issued at a workplace of the Ministry of Interior, according to the place of the reported residence. A proof of a fulfillment of the condition of 5 years continuous temporary residence, a passport, two passport size photos, proof of accommodation, proof of sufficient funds, a Czech language exam certificate must be attached to the application, and upon request, a document similar to the extract from the Criminal Records Register record. The holder of permanent residence has the same rights as a Czech citizen, except, for example, the right to vote or join the armed forces. However, the holder of permanent residence is allowed to work or do business in the Czech Republic without the specific permission or employee card or blue card.²⁵

2.3 Integration policy of the European Union

Regarding the accession of the Czech Republic to the European Union, the regulation of the employment of foreign workers has undergone a significant change leading to the elimination of a number of barriers. At present, the legislation is different for citizens from European Union countries and citizens from the "rest" of the world, the so-called third countries. The specific

²⁴ Ministry of the Interior of the Czech Republic, 2017c

²⁵ Ministry of the Interior of the Czech Republic, 2017d

regime is still applied to citizens of Norway, Switzerland, Liechtenstein and Iceland, who usually have the same rights and obligations as citizens of the European Union.

Integration of foreigners is a process allowing foreigners to integrate into European societies gradually. The aim of integration is the mutual benefit of the non-conflictual coexistence of foreigners and the majority of society.

Unlike the immigration policy, where there are common European guidelines, the integration policy of the EU countries is actually in the competencies of the states. Nevertheless, some attempts are being made to harmonise the policies within the member states of the European Union. The EU may, for example, provide incentives and support for the action of member states to promote the integration of third-country nationals. However, it is a sensitive issue, and the process of seeking compromises based on the different national identities and preferences is quite complicated.

Before the 2016-2017 Action Plan, migrant integration issues were guided by the European Agenda for the Integration of Third-Country Nationals, adopted in 2011. The 2011-2015 Agenda focused on increasing the economic, social, cultural and political participation of migrants and fighting discrimination.²⁶

Finding a job is an essential part of the integration process. For migrants, finding employment is essential for becoming part of the host country's economic and social life. Integration to the job market can also help to meet the growing need for specific skills in the EU and increase the sustainability of member states' social security systems. The new Action Plan seeks to recommend actions and facilitate integration focused on specific issues and groups.²⁷ On the European website on Integration, under the section "Migrant Integration Information and good practices", are shared various projects and initiatives organised by European organisations that have been selected as copybook examples of good practices. Among them are many projects related to social inclusion of immigrants through sport, art or volunteering, family programs, multicultural festivals and workshops, etc. Some Czech initiatives such as the InBáze Community Center, which helps integrate immigrants in Prague, or the International Human Rights Documentary Film Festival organised by People in Need, were also awarded.²⁸ In 2017, the EU Integration Action Plan of Third-Country Nationals was launched. It contains a section on employment and vocational training that aims to promote early integration into the job market. To develop a "Skills and Qualifications Toolkit", to use the Europass portal for more accurate recognition of qualifications and trainings acquired in third countries, to revise the European Qualifications Framework, to support early recognition of academic

²⁶ European Commission, 2016a

²⁷ European Commission, 2018d

²⁸ European Commission, 2018e

qualifications including refugees, to launch projects promoting job market integration, with emphasis on women integration, to support migrant entrepreneurship are examples of concrete actions to be taken.²⁹

The European Commission operates the European Job Mobility Portal EURES, which not only summarizes the information on work and living in the European countries but also offers a jobseekers' tool for searching for a job according to the specified parameters. Jobseekers can create an account and upload their Curriculum Vitae, which can be then viewed by various employers across Europe.³⁰

2.4 Integration policy of the Czech Republic

The fundamental integration policy document is the Updated Concept of the Integration of Foreigners. Every year the government of the Czech Republic releases a resolution on the procedure for the implementation of the integration concept of the foreign nationals. The resolution contains an explanation of the priorities of the integration policy of the Czech Republic. It proposes concrete arrangements by which the relevant departments responsible for implementation of integration policy support the successful integration of foreigners in the Czech Republic. The procedure is based on the analysis of the current situation and the identified problems and needs and concretely elaborates on the intentions of the integration policy of foreigners defined in the Updated Concept of the Integration of Foreigners - In mutual respect from 2016.

In the Updated Concept, the target group of integration measures has been significantly expanded, in addition to third-country nationals, both asylum seekers and persons granted subsidiary protection became the target group. It should be noted, that the target group of immigrant integration policy apply to foreigners residing legally in the territory of the Czech Republic.

The Concept defines five key areas of integration of foreigners: knowledge of the Czech language, economic and social self-sufficiency, and socio-cultural orientation in society, relations between communities and the principle of gradual gaining of foreigners' rights in connection with the gradual gaining of higher residency status in the Czech Republic.³¹ The priority is to continue to increase the awareness of foreigners and citizens and to deepen the communication on migration and integration issues in relation to the broader public, citizens and foreigners. The offer of adaptation-integration courses and Czech language courses was

²⁹ European Commission, 2016b

³⁰ EURES, 2018

³¹ Ministerstvo vnitra České republiky, 2018b

further expanded. Assistance is provided to foreigners at the Departments of the Migration and Asylum Policy of the Ministry of the Interior, at schools and the offices. New emphasis has been placed on the dissemination of information between the professional and the lay public. One of the objectives of integration policy is the gradual transfer of integration to regional and local levels.³²

By the Resolution of the Government of the Czech Republic No. 1266 of December 11, 2000, the Policy for the Integration of Foreign Nationals was adopted. It was then updated in the years 2006 and 2008. The most significant change was the transfer of the coordination role in the implementation of the policy from the Ministry of Labour and Social Affairs to the Ministry of the Interior, that is now entrusted with the coordination of the implementation of the Concept of Integration of Foreigners. Implementation of the integration policy is the responsibility of each of the ministries within the scope of its responsibility.³³

The Report on the Integration of Foreigners is an evaluation of the implementation of the integration policy in the territory of the Czech Republic. It is issued every year on the basis of data from individual ministries. The latest report was released in 2017 and evaluates the integration of foreigners in 2016.³⁴ In 2016, the Ministry of Labour and Social Affairs established a working group on the integration of foreigners in order to ensure more effective coordination of the agenda and in the same year, talks were held on supporting the integration of foreign nationals into the job market. The international cooperation of the Czech Republic regarding the migration issue has significantly intensified compared to the previous years. International cooperation has focused on the deteriorating security and humanitarian situation in the immediate vicinity of the EU, strengthening practical and operational cooperation on all aspects of migration, asylum and border protection at both bilateral, multilateral and EU levels. The Report positively assesses the effort to extend the target group of integration measures to asylum seekers and beneficiaries of subsidiary protection. The Centres for the Support of the Integration of Foreigners are considered as an essential instrument of integration policy in the regions. The municipal integration projects are a crucial tool for integration at a local level.

Since 2010, the Research Institute of Labour and Social Affairs has been implementing a project focusing on the creation of indicators for measuring integration of foreigners in the Czech Republic. The aim of the project is to continuously monitor the integration processes, using the developed tools and methodologies, to provide the basis for evaluating the progress and effectiveness of the integration of foreigners from the third-countries in the Czech

³² Ministerstvo vnitra České republiky, 2017a

³³ Ministry of the Interior of the Czech Republic, 2016b

³⁴ Cizinci v České republice, 2018

Republic.³⁵ Based on the results of the implementation of the project in 2016, it was found that those foreigners who speak Czech are better integrated to the majority of society. The foreigners who married a Czech person or live in a family with Czech person have better command of the Czech language. Particularly, the foreigners who live in the Czech Republic for a long time, it is probable to expect the migration of other family members. There is a difference between the foreigners living in Prague and those, living in the rest of the Czech Republic. In Prague, there are more foreigners living without other family members.³⁶ Regular updating of the established set of quantitative and qualitative indicators contributes to measuring the impacts of integration measures, to managing and planning further integration of foreigners in the Czech Republic.³⁷

The Ministry of the Interior and the Ministry of Labour and Social Affairs jointly operate the website *Cizinci v České republice*, which aims at creating a comprehensive and up-to-date source of information on the integration of foreigners in the Czech Republic, thus providing employees of state administration and self-government, non-governmental non-profit organizations, and foreigners, access to the necessary documents, information and contacts.³⁸ Another useful responsive website, *Pracevcr.cz*, provided by the Labour Office for Foreigners, serves foreigners as an interactive way to understand the Czech job market in a broader context. The content is available in several languages and provides basic information on the way the Czech job market functions, labour relations, possible risks that one can face as a foreigner in the Czech job market, consulting services, including full legal counselling, information about the services of the Labour Office of the Czech Republic and the Czech social system. This website should contribute to the elimination of labour exploitation and illegal employment.³⁹

There are also several non-governmental organisations dealing with the integration of foreigners into the Czech society. These include, for example, the Integration Counseling Center (Poradna pro Integraci), Association of citizens dealing with emigrants (Sdružení občanů zabývajících se emigranty), the Charity of the Czech Republic, the Diaconia of the Evangelical Church of Czech Brethren (Diakonie Českobratrské církve evangelické), the META Association for Opportunities of Young Migrants (META sdružení pro příležitosti mladých migrantů), Association for Integration and Migration (Sdružení pro Integraci a Migraci), Caritas Czech Republic (Charita Česká republika) and many others. Programs

³⁵ Ministerstvo vnitra České republiky, 2017a

³⁶ Bareš, Schebelle, Kubát, Uherek, 2016

³⁷ Ministerstvo vnitra České republiky, 2017a

³⁸ *Cizinci v České republice*, 2017

³⁹ Fond dalšího vzdělávání. 2015

usually focus on teaching Czech language, legal consultancy, assistance in finding housing and work, sharing culture and customs.⁴⁰ Humanitas Afrika is among the leading organisations focusing on the integration of Africans, contributing to the spread of mutual tolerance and understanding between the Czechs and Africans and enlightenment of Czechs about Africa. This organisation aims to familiarise Africans with the Czech environment and also to share African culture among Czechs through dialogues, book clubs, workshops, seminars and various cultural events.⁴¹

The non-governmental organisation, Slovo 21, also focuses on the integration of foreigners from third countries in the Czech Republic. Besides other activities, they organise adaptation-integration courses, Welcome in the Czech Republic, funded by the Ministry of the Interior of the Czech Republic. These courses are carried out in different languages in different places of the Czech Republic. It aims to help immigrants with possible challenges and obstacles they may face during the first months of their stay. At these courses, foreigners can learn not only a lot of practical things about national holidays, cultural customs, transport, post office, interesting places in the country, but also information related to the residence legislation, education, health, employment, housing and essential contacts in the Czech institutions.⁴²

Also, on the official website of the State Labour Inspection Office, foreigners can find necessary practical updated information on labour relations, labour law and occupational safety in the Czech Republic, in ten different languages.⁴³

Jobseekers from third countries that are registered at the labour offices are included, on the basis of their interest, in the Education and Skills for Labour Market II project in the retraining courses Czech Language for Foreigners. The retraining course, “The Czech language for foreigners”, is primarily focused on the mastering of the Czech language, leading to a better orientation of the foreigner into the job market.⁴⁴

For the year 2018, the amount of 54,290,290 CZK was allocated from the state budget of the Czech Republic to support the integration of foreigners.⁴⁵

⁴⁰ Občanství, 2018

⁴¹ Humanitas Afrika, 2018

⁴² Slovo 21, 2018

⁴³ Státní úřad inspekce práce, 2018

⁴⁴ Ministerstvo vnitra České republiky, 2017a

⁴⁵ Ministerstvo vnitra České republiky, 2018b

2.4.1 Types of work permits in the Czech Republic

2.4.1.1 Employee card

One must obtain an employee card in order to be an employed worker in the Czech Republic. It is necessary to apply for it in person at the corresponding embassy of the Czech Republic or the Ministry of the Interior of the Czech Republic if the applicant is already staying in the Czech Republic on a long-term visa or a long-term residence permit issued for a different purpose.⁴⁶

The employee card is a relatively new type of long-term residence permit in the Czech Republic, where the purpose of residence of a foreigner is a job. Regarding the professional competences, the employee card is intended for all types of employment, irrespective of the degree of professional qualification required. An employee card is always linked to a particular job position for which it is issued, to a job position which has been approved by the Department of Asylum and Migration Policy. The vacancies for which the employee cards are issued are primarily those that failed to be filled by the domestic labour force, i.e. workers from the Czech Republic or the EU.⁴⁷ The employee card is plastic with biometric features and replaces a residence visa over ninety days, a long-term residence permit for employment, as well as a green card which is no longer issued. Thus, the employee card has the so-called dual character, which entitles foreigners both to stay and to work in the Czech Republic. Most often, it is issued for the duration of the employment contract, but no longer than two years. Card validity can be repeatedly extended. To apply for the card it is necessary to have an employment contract containing the agreement on work activities, the monthly salary, which should not be lower than the basic monthly minimum wage, and the weekly working hours, which should be at least fifteen hours. Proof of qualification for the agreed job and proof of accommodation are also required. Occasionally, the foreigner might be asked to present a medical report or a criminal record. The Public Employment Service or its regional branches shall assess the foreigner's application.^{48 49}

⁴⁶ European Commission, 2016c

⁴⁷ See the chapter 4.6 Evaluation of the advantages and disadvantages of Sub-Saharan immigrants' access to the Czech job market

⁴⁸ Ministry of Interior of the Czech Republic, 2017e

⁴⁹ Ministry of the Labour and Social Affairs of the Czech Republic, 2017a

2.4.1.2 Blue card

A Blue card is a type of employment card which entitles foreigners to stay in the Czech Republic in order to perform a highly skilled job. It is both a residence and a working permit. Highly qualified employment is considered to be a completed higher education or higher vocational education lasting at least three years. The employment contract must be issued for at least one year for the weekly working hours set by law. The agreed salary must be at least 50 % higher than the average wage in the Czech Republic. The employment contract must be signed before applying for the Blue card. The Blue card is issued for the period set by an employment contract but with the maximum for two years. Permission might be repeatedly prolonged every two years.

The database of vacancies can be found on the website of the Ministry of Labour and Social Affairs of the Czech Republic.^{50 51 52}

2.4.1.3 Self-employment

The third-country nationals need to obtain a business licence and a long-term visa for the purpose of self-employment to carry on business in the Czech Republic. It is necessary to apply for a business licence or a concession at the Local Trade Licence Office. To process the licence a foreigner needs to submit notification of trade using the respective form, the statement of his/her criminal record or an equivalent to be issued by the state of which he or she is national (unless the applicant is a person holding a long-term residence in the Czech Republic), consent to conduct business from the owner of the building, and a document demonstrating that the administrative fee has been paid.

There are two types of business licenses, one for unqualified trade and one for professional trade. In the case of an application for a professional trade license, it is necessary to provide a certificate of professional competence. In the case of free trade, a certificate of professional competence shall not be required. All documents, if not drafted in the Czech language, shall be translated, including official translation to the Czech language. Signatures and stamps on the original documents submitted must be authenticated. The applicant obtains a statement from the Trade Register, but does not have an assigned Company Registration Number. The applicant must be registered in the Trade Register and obtain a Certificate of Incorporation to acquire a Company Registration Number. Just as for Czech entrepreneurs, it is mandatory for foreigners to register with the tax office, the health insurance company and the social security

⁵⁰ Ministry of the Interior of the Czech Republic, 2017f

⁵¹ Ministry of Labour and Social Affairs of the Czech Republic, 2017b

⁵² Šance dětem, 2017

administration. A foreigner might directly apply for a visa issued for business purposes before their arrival to the Czech Republic. For foreigners from third countries with long-term residence in the territory of the Czech Republic, the obligation to report their trade to the Foreign Police is also valid.^{53 54}

2.5 Czech labour law

The main sources of the labour law are Act No. 262/2006 Coll., the Labour Code, as amended; Act No. 2/1991 Coll., the Collective Bargaining Act, as amended; and Act. No. 435/2004 Coll., the Employment Act, as amended.

The purpose of the Labour Code is to express the basic principles of labour relations, which are, in particular, special protection of the status of employees, satisfactory and safe working conditions, fair remuneration, the proper performance of the work by an employee in accordance with the legitimate interests of the employer, equal treatment of employees and the prohibition of discrimination against them.⁵⁵

Act 435/2004 Coll. on Employment in section 4 states that any kind of discrimination in the exercising of the right to employment is prohibited. The right to employment cannot be denied to a citizen on the basis of sex, sexual orientation, racial or ethnic origin, nationality, citizenship, social background, gender, language, state of health, age, religion or belief, property, marital and family status and relationship or duty family, political or other opinion, membership and activity in political parties or political movements, trade unions or employers' organizations.⁵⁶

The Czech labour law is further governed by other important acts and regulations which might be found well-arranged and updated on the portal page of Ministry of Labour and Social Affairs.⁵⁷

2.6 Relations of Sub-Saharan countries with the Czech Republic

First diplomatic relations were established with the South African Union in 1926.⁵⁸ Then, in 1927, the Honorary Consulate in Dakar that commanded the whole West Africa was

⁵³ Ministry of Trade and Industry, 2017

⁵⁴ Centrum na podporu integrace cizinců, 2018

⁵⁵ Labour Code, 2006

⁵⁶ Act 435/2004 Coll. dated 13th May 2004 On Employment

⁵⁷ See the section Legislation on the page Portal MPSV

⁵⁸ Tlapa, 2007

established. Two years later, in 1929, it was followed by consulates in the Belgian Congo and Mombasa, British East Africa, which was later moved to Nairobi. The first African subsidiaries of Czechoslovak businesses were founded in the thirties when Baťa built his first branches in today's Zimbabwe and South Africa.⁵⁹ In the second half of the twentieth century, Czechoslovakia became part of the Eastern Bloc, which significantly changed the orientation of its foreign policy. In 1961, the Politburo created and approved the first concept of Czechoslovak foreign policy towards Africa. In this concept, priority was given to the countries, such as, Ghana, Guinea, Mali and Nigeria, mainly because they chose the path of African socialism after gaining independence and therefore met the ideological requirements of the left-wing government. Mutual relations have been developed through government contracts on friendship and cooperation, economic relations through various agreements on scientific and technical cooperation at the government level. After 1989, Czechoslovakia concentrated its attention to the West, and as a result relations with African countries lost their previous importance.⁶⁰

Currently, the Czech Republic has placed twelve embassies in Africa, namely in the following cities Rabat, Algiers, Tunis, Tripoli, Cairo, Nairobi, Addis Ababa, Harare, Nairobi, Abuja, Accra and Dakar. Their mandates are clearly marked in Annex 3. The Honorary Consulate of the Czech Republic is also located in Bamako, Niamey, Nouakchott, Khartoum, Djibouti, Banjul, Conakry, Lomé, Douala, Brazzaville, Kinshasa, Kigali, Lilongwe, Dar es Salaam, Gaborone and Maputo.⁶¹ Consulates in Algiers and Tunisia were previously established in 1925.⁶²

In contrast, in Prague, there are only four embassies of Sub-Saharan African countries, including the Embassy of the Democratic Republic of the Congo, the Embassy of the Republic of Ghana, the Embassy of South Africa, and the Embassy of the Nigerian Federative Republic. These nationalities are the most numerous in the Czech Republic. Most of the other Sub-Saharan African countries have their closest embassies placed in Berlin.

The Honorary Consulate of the Ethiopian Federative Democratic Republic, Honorary Consulate of the Republic of Mali, Honorary Consulate of the Republic of Nigeria and Honorary Consulate of the Republic of Benin are also located in Prague. There is also Honorary Consulate of the Republic of Angola located in Brno and Honorary Consulate of the Republic of Botswana in Kunín.⁶³

⁵⁹ Klímek; Kubů, 1995

⁶⁰ Zídek, Sieber, 2007

⁶¹ Ministerstvo zahraničních věcí České republiky, 2018a

⁶² Dejmek, 2002

⁶³ Ministerstvo zahraničních věcí České republiky, 2018b

The difference between an embassy and a consulate is in the actions and functions carried out by the offices. Consulates provide information, support bilateral relations, and protect the rights and interests of its people.⁶⁴ However, the powers of the Honorary Consulate may be restricted vis-à-vis consulates conducted by full-time consular officers, but they might also deal with visas and passports.⁶⁵

The embassies provide not only consular services, but also monitor the fulfilment of international treaties binding to the Czech Republic. Embassies also receive and evaluate information on internal policy, foreign policy, economic and cultural situations of the receiving state. Embassies inform the Ministry of Foreign Affairs about the flow of the information in the receiving state and many others. In general, the scope of authority of the Embassy is broader than that of the Consulate. Both embassies and consulates should help the citizens of their country especially if they are in need.⁶⁶

The locations of the embassies in Africa may have a significant impact on migration flows since it is necessary to apply for a residence permit in person. It might be discouraging, dangerous or too expensive to travel to another country to obtain the necessary documents. It is noteworthy that Nigeria, Ghana and South Africa placed their embassies in Prague and the Czech Republic has its embassies in their capital cities. The immigrants from these three countries are the most numerous among Sub-Saharan Africans in the Czech Republic.

The Czech embassies also carry out public enlightenment activities, which may further motivate the immigration from those countries. On the other hand, African embassies in the Czech Republic are not so active and engaging and focus more on consular affairs and development of business relations. However, from time to time, they organise, usually in cooperation with a Czech organisation, some public action or event. One example is the Africa Day Celebrations in 2016 organised by all African embassies in cooperation with Humanitas Afrika.⁶⁷

Regarding the volume of exported goods, South Africa dominates the Czech trade with Sub-Saharan African countries, followed by Nigeria, Mali, Angola and Mauritania. On the other hand, the Czech Republic imports coffee, cocoa, cocoa butter, tea, spices, flowers, rubber, drugs for the pharmaceutical industry or raw materials of all kinds for the Czech manufacturing industry from these Sub-Saharan African countries.⁶⁸

⁶⁴ Ministerstvo zahraničních věcí České republiky, 2018c

⁶⁵ Ministerstvo zahraničních věcí České republiky, 2018d

⁶⁶ Ministerstvo zahraničních věcí České republiky, 2018e

⁶⁷ Ambassade du Maroc a Prague, 2016

⁶⁸ Ministerstvo průmyslu a obchodu, 2012

According to the new Foreign Development Cooperation Strategy of the Czech Republic 2018-2030, the government approved two sub-Saharan African countries, Ethiopia and Zambia, to be among the priority partner countries of the Czech Republic.⁶⁹ The process of obtaining residence permits or student scholarships might be facilitated for these partner countries.⁷⁰

This part was mentioned to demonstrate that the relations of the Czech Republic with Sub-Saharan Africa are not truly strong, and for Czech foreign policy, Africa is not a priority. It may partly explain minimal representation of immigrants originating from the African continent and the xenophobic behaviour of part of the Czech population. There is an appendix attached to this section, which shows, where the Czech Republic placed its embassies in Africa and what is their scope of authority.⁷¹

2.7 African immigration to the Czech Republic

Between 1993 and 2011, 974 students were studying under government scholarships, which were offered as a part of foreign development co-operation. The largest number of students came from Ethiopia, Sudan and Angola. The most studied fields were the technical ones at the Czech Technical University in Prague, agricultural fields at the Czech University of Life Sciences in Prague, medicine at Charles University and economic subjects at the University of Economics. Generally, the growing trend of immigration from Sub-Saharan Africa should be observed.⁷² The most significant absolute increase in the Sub-Saharan population is made up of migrants from Nigeria and South Africa (long term stays over 90 days: Nigeria 1994 – 41 migrants, 2016 – 266 migrants; South Africa 1994 – 25 migrants; 2016 – 154 migrants). On the other hand, traditional immigration from Ethiopia and Angola is declining (long term stays over 90 days: Ethiopia 1994 – 179 migrants, 2016 – 54 migrants; Angola 1994 – 238 migrants; 2016 – 23 migrants).⁷³

In the Czech Republic as of December 31, 2016, there were 493,441 foreigners legally registered, of which 2,713 were Sub-Saharan Africans. The total number of Sub-Saharan immigrants is continuously rising in the Czech Republic, as well as the number of those who have been living there for over a year. There is only one exception, in 2011, when the number of 12+ months residents fell slightly, probably as a result of the economic crisis. Nevertheless, the vast majority of these Sub-Saharan immigrants in the Czech Republic have been living

⁶⁹ Ministerstvo zahraničních věcí České republiky, 2017

⁷⁰ Ministry of Foreign Affairs of the Czech Republic, 2018

⁷¹ See Appendix 3

⁷² Vitnerová, 2011

⁷³ Český statistický úřad, 2017a

there for more than 12 months during all observed years. The statistics do not include stateless persons, asylum seekers or refugees.⁷⁴

Figure 1: Development of a total number of Sub-Saharan Africans in the Czech Republic in last years ⁷⁵

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016
The number of Sub-Saharan Africans	1,762	1,999	2,086	2,112	2,151	2,211	2,291	2,445	2,713
Residence 12+ months	1,661	1,934	2,009	1,990	2,064	2,145	2,239	2,373	2,566

As the Czech Statistical Office has not yet published more recent data, statistics of the Ministry of the Interior will be used to complete the overview. The Department of Asylum and Migration Policy of Ministry of the Interior of the Czech Republic published more recent information, updated as of January 31, 2018. The number of foreigners living in the territory of the Czech Republic at that date is 529,954, of which 283,551 are living there permanently. 2,945 of these foreigners come from Sub-Saharan Africa. However, it should be noted that there is no comparable data on long-term migrants, as the ministry divides migrants into temporary and permanent, which does not necessarily mean 12+ months.

Figure 2: Development of a total number of Sub-Saharan Africans in the Czech Republic in last years ⁷⁶

Year	2017	2018 (January)
The number of Sub-Saharan Africans	2,938	2,945
Permanently	1,509	1,489

⁷⁴ Český statistický úřad, 2017b

⁷⁵ Author's own processing of Czech Statistical Office's data.

⁷⁶ Author's own processing of Ministry of Interior's data

A closer look at the most recent data⁷⁷ reveals that only 822 Sub-Saharan Africans were women, and account for only 28 percent. Most of these women come from South Africa (159). Overall, however, the most numerous nationalities legally residing in the Czech Republic are the Nigerians (739), Ghanaians (423) and South Africans (373). Thus, all together, these nationalities account for over 50 percent of all immigrants from Sub-Saharan Africa. The vast majority of all the Africans residing in the Czech Republic permanently live in the capital city of Prague (829) and surrounding areas Prague-East (25) and Prague-West (28). Other favourite residences are bigger cities of the Czech Republic, such as, Brno (110), Ústí nad Labem (43), Ostrava (30), Kladno (24), Teplice (21) or Hradec Králové (20). In university cities, there are more immigrants with temporary residence, which are mainly foreign students.⁷⁸

Sub-Saharan immigrants have a more stable position in society including residence status and working opportunities when they come to study and then stay in the Czech Republic.⁷⁹ The trend seems to be that men who have better command of Czech language or have Czech wives tend to be better integrated into society. Nevertheless, their friends are most typically other Africans that usually become a safety net or help as needed. According to the previous research on the integration of Sub-Saharan Africans carried out by the researchers Garstnerová and Vitnerová, all the respondents stated that they met with xenophobic and racist reactions⁸⁰ from the majority of society.⁸¹

2.8 Labour integration of Sub-Saharan immigrants

Immigration from African countries has become an increasing trend. Most often the immigrants choose to live in large urban agglomerations and industrial centres. The explanation of this trend is evident. In the large centres, there are more job opportunities, it is easier to find accommodation there, and in case of need, they can rely on already existing African social networks. Most of them, thus, reside and work in Prague and Central Bohemia. According to the first research about the integration of African minority in the Czech Republic done by Jana Jiroušková in 2002,⁸² most Africans were either studying in the Czech Republic or working in

⁷⁷ Ministry of the Interior, 2018

⁷⁸ Ministerstvo vnitra České republiky, 2018a

⁷⁹ See also chapter 4.3 Seeking a job

⁸⁰ See also chapter 4.5.3. Personality and Personal Appearance

⁸¹ Garstnerová, Vitnerová, 2011

⁸² Jiroušková, 2002

foreign companies or as teachers. Later research by Garstnerová,⁸³ comparing data from 2008 and 2011, confirms high employment in education and training and adds high employment in the wholesale, retailing and repair of motor vehicles, but with a markedly decreasing trend. The research also shows a high increase in employment in the information and communication sector which has probably continued in recent years.

The positions that require higher formal qualification are usually filled by those who have been studying in the Czech Republic because recognition of qualification from abroad is a complicated process. The economic crisis of 2007-2008 reduced the number of employees. It is assumed that during this period many of the African immigrants were active on the black market, since roughly half of them did not show any economic activity. Nevertheless, it is important to keep in mind, that the national statistics might underestimate the extent of bureaucratic obstacles and discriminatory practices.⁸⁴

According to the newest Migrant Integration Policy Index (2015), third-country nationals are more active in the Czech Republic than in other European countries. The numbers of people who are not in employment, education or training are relatively low, comparable to Nordic job markets.

However, a more detailed survey on the local level reveals the opposite. By the end of 2016, 1079 Sub-Saharan immigrants were registered at the labour offices. This number is equivalent to 40 % of a total number of Sub-Saharan immigrants and 42 % of those residing in the Czech Republic permanently in the same year.⁸⁵

If an employer wants to hire a third-country national worker, the employer must obtain a permit from the local labour office. An indispensable prerequisite for obtaining it is proof that the vacancy on which a foreign worker wishes to employ cannot be occupied from "domestic sources" given the required qualifications or the temporary shortage of available labour. Permission is issued only for a fixed period of time, and only after receiving it, the employer is allowed to recruit the foreigners. Immediately after starting the new job, the employer is obliged to report the foreign worker into the public health and social security system. The conclusion of the employment contract must also be notified to the local labour office.⁸⁶

An employee card, a blue card or a green card is not required from a foreigner who has received asylum or subsidiary protection in the Czech Republic, holds a permanent residence permit, is a student under the age of 26, a member of a teaching staff or an academic worker

⁸³ Gerstnerová, 2012

⁸⁴ Garstnerová, Vitnerová, 2011

⁸⁵ Český statistický úřad, 2017c

⁸⁶ Pavel, Turková, 2007

of an university, a clergyman or a family member of the diplomatic mission's member and in other special cases.⁸⁷

Possible barriers that prevent integration, not only into the job market, might be various discriminatory practices. According to a research study of the Office of the Ombudsman called *Discrimination in the Czech Republic*, the victim of discrimination and its barriers to access to justice, only minimal number of respondents who felt discriminated reported their experience to some authorities or organisations. The main barrier to reporting cases of discrimination is the lack of confidence that the competent institutions could solve the case. Respondents were also discouraged by the lack of evidence or did not know to whom to turn to or worried about the negative consequences of such a move.⁸⁸ According to the Office of the Public Defender of the Human Rights, in 2016, the most complaints regarding unequal treatment and discrimination concerned discrimination in work and employment (104 out of the total number of 451 complaints in 2016). This trend continues from previous years, but the number of complaints is rising. 69 complaints concerned discrimination on the basis of race or ethnicity.⁸⁹ Discrimination against ethnic minorities, however, is not unusual in Europe. According to a study *Racism & Discrimination in Employment in Europe 2013-2017* by the European Network Against Racism (ENAR), ethnic minorities have fewer chances of getting through recruitment processes, migrants and ethnic minorities tend to have jobs down the hierarchy and lower wages, and racial prejudice and discrimination at the workplace has led to difficult and violent experiences for migrants and ethnic minorities.^{90 91}

2.8.1 Employment rate

Population migration is monitored at a national and transnational level, given its possible impact on various areas of social, economic and political life. The Czech Statistical Office monitors and publishes data on immigrants in many categories, considering the area of employment; the most important are foreigners with a permanent residence and with residence permission or a visa exceeding 90 days. These statistics are, however, more detailed for immigrants coming from other European Union countries. Only the case of Nigeria is discussed in detail. In 2016, the total number of Nigerians holding a valid trade licence was

⁸⁷ Český statistický úřad, 2018a

⁸⁸ Kancelář veřejného ochránce práv, 2015

⁸⁹ Office of the Public Defender of Rights, 2017

⁹⁰ ENAR, 2017

⁹¹ See the chapter 4.6 Evaluation of the advantages and disadvantages of Sub-Saharan immigrants' access to the Czech job market for comparison

141, of which 126 were men. The trend does not have a steadily rising character. Instead, it has fluctuated around the number 135 in the last six years, but compared to 155 holders in 2004, we can see a considerable decline.⁹²

In 2004, the Czech Republic joined the EU, and an amendment to the Employment Act (425/2004 Coll., Effective from 1 October 2004) entered into action. The amendment to the Employment Act enacted, among other things, the obligation of the employer to report in writing to the labour office the work activity of all foreign nationals on the day of their arrival, at the latest. These changes caused a significant distortion in statistics in 2005.

Foreigners with granted asylum or permanent residence in the territory of the Czech Republic can register at an employment office as job applicants. If they have a different type of residence, they can also register at the employment office as job applicants, but without the right to health insurance and unemployment benefits. The right to unemployment benefits is only given to a job applicant who has worked for at least 12 months during the last two years. The pay-out period of the unemployment benefit depends on the applicant's age (in 2017: 5 months for applicants up to 50 years of age, 8 months for 50 to 55 years, 55+ for 11 months) and the amount of the unemployment benefit depends on the last job's earnings and decreases over the time one is a job applicant.⁹³ By the end of 2016, 1,079 Sub-Saharan Africans were registered in the labour offices, compared to the previous year, where 918 unemployed were registered, this indicates a significant increase. However, it is also important to keep in mind that the number of Africans residing in the Czech Republic has also increased. Most of the unemployed Sub-Saharan Africans in 2016, a total number of 200, were Ghanaians, after a long time of the table being dominated by Nigerians, the most numerous nationality among Africans, the number of unemployed Ghanaians almost doubled compared to 2015. Most of the unemployed women in 2016, the total number of 34, came from South Africa, which was the same as the previous year.

From the total number of 1,079 unemployed Sub-Saharan Africans in 2016, Out of this number, 1,004 were permanent residence holders, 55 employee card holders and 20 Africans holding a valid working permit.⁹⁴

However, one must bear in mind that only the holders of permanent residency and EU family members can be registered as officially 'unemployed', so the statistics might not be completely accurate.^{95 96}

⁹² Český statistický úřad, 2017b

⁹³ Centrum pro Integraci Cizinců, 2012

⁹⁴ Český statistický úřad, 2017c

⁹⁵ Český statistický úřad, 2016

⁹⁶ Český statistický úřad, 2017c

3 Methodology

Due to the fact that the information about the labour integration of Sub-Saharan Africans has not been adequately explored in more detail, and the resources that can be obtained are limited, for the purposes of this diploma thesis, the author undertook her own field research.

The methods on which the research was based are described in detail in this part of the thesis. The author discusses the most important literature on which the theoretical part is based, and with which the practical part is compared and then introduces her own field research. The research was conducted in the capital city of the Czech Republic, Prague, within the African community from September 28, 2017, to December 29, 2017, on the basis of 26 in-depth interviews.

The thesis is written in English because most of the research was conducted in the English language, thus easier to precisely quote statements of the respondents. The other reason was to simplify backward validation with respondents who are mostly unable to understand Czech.

3.1 Theoretical standpoint

The thesis aims to understand the situation in the job market for immigrants from Sub-Saharan Africa, as perceived by them, through in-depth interviews. Given the aim of the thesis, a positivist methodological approach, based on the content of the relevant literature and the information obtained during the interviews, was chosen. Positivism is based on several assumptions: only what can be confirmed by sense is considered to be knowledge, the basis for laws are collected facts (inductivism), and science should be value-free and objective.⁹⁷

The collection of information for the research part of the thesis was carried out in Prague, the capital city of the Czech Republic. The practical part of the thesis is based on the theoretical concept of logical induction. The researcher gradually conveys the content of the data and tries to figure out what's behind it. Based on logical induction, the researcher finds a more general conclusion from partial findings.

⁹⁷ Bryman, 2004

3.2 Literature review

The purpose of this chapter is to cite major conclusions, findings, and methodological issues related to the gap in the knowledge

In this thesis, the applied theoretical tool was an analysis of official documents, statistics and books which were conscientiously chosen. The official resources such as official sites and documents of Ministries and EU institutions were predominantly used to compile theoretical chapters because their primary purpose is to inform citizens about laws and regulations solely, and are thus considered objective and rich in information.

The diploma thesis was prepared on the basis of the literature available in the library of the Palacký University in Olomouc and the Library of the City of Olomouc, with information and statistics from the official websites of the Ministry of Labour and Social Affairs of the Czech Republic and the Ministry of the Interior of the Czech Republic. The databases of the Research Institute for Labor and Social Affairs, the International Labour Organisation database, Eurostat, and the Czech migration portals *cizinci.cz* and *migraceonline.cz* were used to search for related or previous papers, studies and statistics. Valuable information was also acquired from the Czech Statistical Office, which annually publishes brochures *Foreigners in the Czech Republic* and *Life of Foreigners in the Czech Republic*, which also contains a chapter on employment. However, these brochures focus more on immigrants from the EU. The most extensive information on the development of legal foreign employment is provided by the statistics of labour offices, showing the number of people gainfully employed. However, due to the integration of the information systems of the Ministry of Labour and Social Affairs, data from 2012 is not available.

The development of the number of foreigners with a trade licence is evidenced by the Ministry of Industry and Trade record. However, it is not possible to find out from these statistics how many licence holders come from Sub-Saharan Africa.

The official documents of the European Commission and the Immigration Portal of the European Union were used to draw up chapters on Immigration and Integration of foreigners within the EU area.

All relevant research on the subject immigration and integration use these sources of statistical data, concepts and politics of the European institutions and ministries of the Czech Republic. The reason is that other authorities do not have relevant, reliable information.

In the context of Czech Republic, there is published numerous studies on the discussed topic of immigration and integration of third-country nationals. The majority of the research on the integration of foreigners in the Czech Republic focuses on the most numerous immigrant groups, such as Vietnamese, Ukrainians, and Russians, if involved, Africans are referred as "other foreigners from third countries" (for example Schebelle, Kubát, 2017; Schebelle, Kubát,

Kotíková, Vychová, 2015; Vavrečková, Dobiášová, 2015; Horáková, 2014; Rákoczyová, Trbola, Vyhliđal, 2013, etc.).

Nevertheless, only three researchers Jana Jiroušková, Andrea Gerstnerová and Hana Vitnerová studied the subject of immigration and integration of Africans. Therefore, their work is the pivotal backbone of the issue and could be considered crucial in the subject, as it presents the overall image of the African community in the Czech Republic. They tried to map the form of social inclusion of Sub-Saharan Africans into the majority of society, as well as their types of economic activities.

Jana Jiroušková⁹⁸ conducted the very first research about immigration and integration of Sub-Saharan Africans in the Czech Republic in the year 2002. She emphasizes that the great influence on the integration of Africans and African-Americans has the attitude of the Czech public, which is rather negative. The reason is the traditional closeness of Czech society or only little awareness about African affairs, further supported by the media, which predominantly focuses on information about the negative events.

In the past, African immigration and integration was also the main subject of the research by Hana Vitnerová and Andrea Garstnerová. They were working separately and also together and published the most extensive qualitative research about the integration of Africans in the Czech Republic. Nevertheless, their research focused on overall integration, covering not only economic but also political, social and cultural integration.⁹⁹ The conclusions of the most extensive joint research of Garstnerová and Vitnerová research have been published in the Slovo magazine: Bulletin for Foreigners on Foreigners.¹⁰⁰

On the other hand, this research thesis is more specific regarding the profile of the respondents and the focus of the research solely on the working aspect of integration and the related circumstances. Later, as part of her post-doctoral project, Andrea Garstnerová researched Integration of Sub-Saharan immigrants on the job market during the economic crisis. She based her research on testing following four hypotheses: (1) A certain percentage of vulnerable groups of immigrants (e.g. Sub-Saharan community) is not recorded in national statistics of the economically active population because of their black market activity; (2) The choice of place of residence and work in times of economic crisis is, in the case of Sub-Saharan immigrants, central; (3) The increased number of trade licences reveals both, the desire of the migrant to escape unemployment and the effort of the employer to save on the cost of his employees; (4) The economic crisis has social integration tendencies and

⁹⁸ Jiroušková, 2002

⁹⁹ Garstnerová 2007; Garstnerová, Vitnerová, 2011; Vitnerová, 2011; Garstnerová, 2011

¹⁰⁰ Garstnerová, Vitnerová, 2011

strengthens intercultural solidarity. Then, Garstnerová compared the results across the Sub-Saharan immigrant communities in the Czech Republic, Luxembourg and Belgium.¹⁰¹

The results of their research are referenced for comparison in particular thematic chapters of the theoretical part of this thesis. The previous research is essential because it offers comprehensive information about the Sub-Saharan community in the Czech Republic. However, no one has dealt again solely with the working aspect of African integration ever since, even though it is a crucial indicator of engaging into the society and the actual source of living.

Directorate General for Internal Policies of the European Parliament conducted a study about the progress in integration of the immigrants and its impact on the labour market. This study was conducted in 2011 and provides an overview of the situation of immigrants in the countries of the European Union. It points out that the immigration to Europe is often viewed as an easy solution to shortages on the job market. Across the EU countries, the majority of immigrant population come from outside the EU. However, the Czech Republic, Slovakia and Hungary are exceptions.¹⁰²

Due to the minimal coverage of the studied subject and outdated data, the author carried out her own field research. Where possible and appropriate, author's research results are compared with previous research.

The theoretical framework of the practical part and field research is based on the fourth edition of the Introduction to Qualitative Research by Uwe Flick,¹⁰³ and Czech book about qualitative research written by Hendl since it is the first qualitative research of the author.¹⁰⁴ The analysis of research is inspired by recommendations of Miles and Huberman's older book Qualitative Data Analysis¹⁰⁵ and by the newer edition whose preface was written by Johnny Saldaña.¹⁰⁶

An interesting and logical continuation of the work could, therefore, be a study of the comparison of Sub-Saharan immigrants with other immigrants in the Czech territory or work on migratory flows from particular countries or to embark on a more delicate study of illegal African immigration and its implications for the job market.

¹⁰¹ Garstnerová, 2012

¹⁰² Eichhorst, Giuliotti, Guzi et al., 2011

¹⁰³ Flick, 2009

¹⁰⁴ Hendl, 2008

¹⁰⁵ Miles, Huberman, 1994

¹⁰⁶ Miles, Huberman, Saldaña, 2014

3.3 Data collection methods

The author opted for qualitative research for its relevance to the explored topic and set aims. It does not start with the hypothesis to be tested, but rather studies the social context inductively with respect to the local knowledge and experience. The topic is described in detail in its concrete circumstances. Thus, its purpose is to understand the perception of the respondents instead of generalization instead.¹⁰⁷

In order to examine the topic properly and to obtain rich and reliable data, semi-structured interviews were chosen as the most appropriate method. The interview allows direct interaction between the researcher and the respondent. The semi-structured form is very flexible and allows the interviewer to respond to any new facts and explanations that have emerged outside of the pre-prepared structure of the interview.¹⁰⁸ The interviews were conducted on the basis of a pre-prepared concept of open and closed questions that aimed to answer the main research questions. The interview was divided into several thematic parts. The first part concerned languages to establish a relaxed atmosphere and also to make clear the language in which the interview would be held, and in which the respondents would feel comfortable to express themselves. The second part focused on arriving in the Czech Republic, the motives and expectations of respondents, their possible connections in the Czech territory, what kind of residence and work permits they use and how complicated it was to obtain them. The third part focused on education, especially for the purpose of gaining information about professional specialisation, and went freely into the discussion about the difficulties of seeking work in the Czech Republic. At this point, the conversation could take two directions, depending on whether or not the respondent had a job. The last part discussed possible determinants influencing success or failure in the job market and also what advantages and disadvantages Sub-Saharan immigrants can have compared to other foreigners and Czechs while seeking a job.¹⁰⁹ Nonetheless, the interview questions served as an orientation framework, and the researcher spontaneously responded to the discussed subject during the interviews and asked additional questions that varied during each interview. However, in every conversation, it was important to stick to this rough structure that matched the setting of research questions and to gain a general overview of the position of Sub-Saharan Africans in the job market, and to focus on all possible factors that could influence this position. The duration of each interview lasted from thirty-five minutes to three hours. In total, twenty-six interviews with respondents from fourteen Sub-Saharan African countries

¹⁰⁷ Flick, 2009

¹⁰⁸ Hendl, 2008

¹⁰⁹ See Appendix 2

were conducted. In five cases, the interview was held online through Skype or WhatsApp Video Call. Additionally, the video calls and voice messages were also used few times to clarify or verify the statements of the respondents who agreed to be contacted for this purpose after the interview. Eleven respondents refused to conduct the interview, essentially because of concerns about their security. Most of these respondents have been staying in the territory of the Czech Republic illegally. Due to the lack of reliable data on this group of immigrants, the research is therefore focused solely on legally residing immigrants. From October 29th the researcher tried to introduce a “mediator” to initiate some interviews and strengthen the confidence of respondents. The introduction of the mediator was not planned from the outset, but was flexibly introduced in response to the barriers the researcher faced when approaching the first respondents.¹¹⁰ However, the advantage of qualitative research is, among other things, that it can be flexibly changed during the implementation. The “mediator” was a 32-year-old woman from Nigeria. Her role was to introduce the researcher to the elderly and to the people who were less open to a discussion or sceptical about the white woman researching this topic. However, the “mediator” was not present during the interviews themselves unless the respondent requested it. All the interviews were recorded on the phone. The respondents found the phone non-distracting and non-threatening while lying on the table.

3.4 Sampling

The sample was chosen non-randomly. The primary criteria for inclusion were: being immigrant from Sub-Saharan Africa who is looking for a job or has a job in the Czech Republic. Preference was not given to any gender or age group. The sample was further specified by the shortest time period of residence, which was set to twelve months. This means immigrants from the sample must have been living in the Czech Republic for at least twelve months in order to settle down and generally understand the values of the country. The twelve-months-period argument is further supported by the UN Recommendations on Statistics of International Migration from 1998 that considers a stay of three months to one year to be a short-term residence, which does not constitute the change of country of usual residence.¹¹¹

Given the criteria mentioned above, a snowball method was used for the collection of the data. Sometimes this method is also called chain referral sampling. This method was chosen due to the personal nature of the interview questions. The snowball method allows the researcher to open the door that would otherwise stay closed. Two pilot interviews were conducted with

¹¹⁰ See the chapter 3.5.2 Limits of the research

¹¹¹ UN Recommendations on Statistics of International Migration, 1998

friends of the author to gain reliable and honest feedback. These two pilot interviewees further recommended other suitable candidates according to the given criteria.

The weakness of this method lies in the uniformity of the sample, in other words, the research's bias is a consequence of the purposive sampling. Respondents may have the same characteristics, and thus the data will be distorted and may not be possible to generalise them. In order to minimise the error, several respondents were approached randomly in public places, such as on the street, at the station, or in a shop. However, this method was less fruitful because it does not allow for creating space for mutual trust. Some potential respondents who were approached refused to take part in the interview. The most frequent reasons were a concern for their safety and not feeling comfortable sharing details about their lives.

Twenty-six respondents in total participated in the research, fifteen males and eleven females from fourteen countries, namely: Angola, Cameroon, Democratic Republic of Congo, Ethiopia, Gabon, Ghana, Ivory Coast, Kenya, Liberia, Namibia, Nigeria, Rwanda, Somalia and South Africa. The researcher encouraged respondents to choose a place where they felt comfortable and relaxed. Thus, the interviews were conducted in various places around Prague, e.g. in cafés, in the Municipal Library of Prague, in church, in respondents' own apartments, in their place of work, etc.

The research was aimed at immigrants who work in the Czech Republic legally on the basis of the work permits mentioned above. This decision was made mainly because of the problematic availability of a group of illegal immigrants and also because of their low willingness to participate in the research and share sensitive details about their lives. Therefore, it is very important to bear in mind that the conclusions of the research cannot be applied to all Sub-Saharan immigrants residing in the Czech Republic.

Full-time students were excluded from the sample because their purpose to come and stay in the Czech Republic is primarily to study, which consumes much of their time. Even though they might be looking for a job or have one, it would probably be a part-time or student type of job, and thus they were not subjects of the research.

Figure 3 provides an overview of the respondents who participated in the research.

Figure 3: List of respondents who participated in the research

Code	Country of origin	Sex	Age group
0	Kenya	Male	41-45
1	Nigeria	Female	36-40
2	Ghana	Female	26-30
3	Liberia	Male	36-40
4	Nigeria	Female	18-25
5	Nigeria	Female	36-40
6	Ghana	Male	31-35
7	Gabon	Male	51-55
8	Nigeria	Male	31-35
9	Ghana	Male	31-35
10	Nigeria	Male	36-40
11	Nigeria	Female	36-40
12	Ghana	Male	31-35
13	Rwanda	Female	18-25
14	Kenya	Female	26-30
15	Angola	Male	36-40
16	Ethiopia	Male	26-30
17	Ghana	Female	18-25
18	South Africa	Female	46-50
19	South Africa	Male	41-45
20	Namibia	Female	26-30
21	Ivory Coast	Male	41-45
22	Somalia	Male	31-35
23	Ivory Coast	Female	41-45
24	Democratic Republic of Congo	Male	46-50
25	Cameroon	Male	26-30

3.5 Guaranteeing quality and ethics during research

3.5.1 Quality indicators

The thesis is designed in such a way that the researcher's influence can be excluded as much as possible, which should guarantee the objectivity of the study. Nevertheless, qualitative research is always, to some extent, unintentionally distorted to a certain level by the researcher¹¹² as the following quote represents: *“Science no longer produces ‘absolute truths,’ which can uncritically be adopted. It furnishes limited offers for interpretation, which reach further than everyday theories but can be used in practice comparatively flexibly.”*¹¹³

Miles and Huberman set the following criteria for assessing the quality of the research: relevance, rich information, conceptual generalisability, believability, ethical consequences¹¹⁴ and feasibility.

The criterion of relevance refers to the conceptual framework of the thesis. The methods of construction of the interview and how to analyse data were repeatedly revised. The purpose of choosing particular literature, research method or analytical tool is described in detail in each corresponding chapter.

Due to the pre-set criteria of the sample, the research demanded to locate places which could potentially provide sufficient amount of information, such as, Nigerian Redeem Christian Church of God, a new African restaurant in Kateřínská Street or many small shops with African food and imported goods. Nevertheless, achieving some richness of data has turned out to be at the expense of its diversity. For this reason, the method of choosing a suitable sample was changed during the research, and the research started to approach eventual respondents randomly in public places and only then trying to find out if they meet the pre-set profile.

To avoid misconceptions, the level of generalisation was limited exclusively to a particular profile of the Sub-Saharan African population as it is described in the chapter 4.1 Profile of the respondents. The results are also non-transferable outside the capital city of Prague, where the research was carried out as the characteristics of the job market differ significantly in other parts of the republic. Nevertheless, to assure transferability, rich and detailed contextual information was provided.

The believability might be evaluated on the basis of triangulation of the data. Two methods of data triangulation were used. Using different sources of the theoretical data and statistics combined with field research to solve the data triangulation. At the same time, a mediator was

¹¹² Flick, 2009

¹¹³ Beck, Bonss, 1989, p. 31

¹¹⁴ See the chapter 3.5.3 Ethical Consideration for full analysis of the ethics in the research

introduced during the field research, with whom the findings of the research were also discussed. The mediator was a 32-year-old woman from within the community of Sub-Saharan immigrants with a different research background.

Regarding the theoretical concepts, there is no doubt about the believability of the information because it only represents a summary of official policies and documents. The field research was carried out with the assistance of one of the Sub-Saharan immigrants and a university researcher to create relaxed and trustworthy atmosphere during the interviews and also to obtain a different academic point of view. After the transcription, interviews were sent to respondents for further notes and comments. Some of them even gave the researcher permission to contact them for further questions after the interview to verify the information. By consulting different stages of the research with various different involved people and by spending sufficient time within the community, the level of reliability, credibility and objectivity was strengthened too.

Initially, the researcher intended to conduct the research in the whole country and compare the situation in the capital city and outside Prague, but the scope had to be quickly limited in order to achieve feasibility without lowering quality standards in the research.¹¹⁵

According to Flick, judging the external validity of a study involving people to whom the study results may be applied requires that detailed data be provided regarding the basic demographic profile of the sample population, including age, gender, and possibly the racial composition of the sample.¹¹⁶ This information is discussed in detail in the chapter 4.1 Profile of the Respondents.

3.5.2 Limits of the research

The chapter is based on the author's reflexion regarding the possible unintentional bias of the research. The researcher always distorts qualitative research;¹¹⁷ in the case of this thesis, the researcher was a 25-year-old white woman. Some potential respondents felt threatened by the racial barrier and were not willing to participate in the research because "*Why do **you** care, is this your business?*"¹¹⁸ This issue was partly addressed by the introduction of a "mediator", which was a 32-year-old woman from Nigeria. She introduced the researcher officially to some elder African immigrants to preserve the required respect and gain their confidence for

¹¹⁵ Miles, Huberman, 1994

¹¹⁶ Flick, 2009

¹¹⁷ Flick, 2009

¹¹⁸ Emphasis added

¹¹⁹ First attempt to engage respondent number 11 in the interview

participation in the interview. However, complete verification of respondents' answers is not possible. Respondents could share biased, incomplete or untrue information, particularly with regard to questions of a more personal nature. This has made it harder to interpret the obtained data. Information about age, type of residence, the legality of the employment or salary can be considered as sensitive information.

Research has a limited generalisation potential due to the wide variety of profiles and backgrounds of Sub-Saharan immigrants. It is expected and confirmed in the interviews that the situation is diametrically different for immigrants who have no working permit or no documents at all.

It is also limited to the capital city Prague, which offers greater opportunities to the non-Czech inhabitants due to the concentration of international companies and multicultural environment than the rest of the country.

3.5.3 Ethical consideration

The research part is written from the perspective of migrants in the role of employees or job seekers and does not address migrants in the position of the employer.

All data collected during personal interviews was carefully encoded and anonymised. Respondents were not queried for the name. For the purposes of the research, they were assigned a random number under which they appear in the research thesis. No one other than researcher had access to unencrypted data. Each respondent was also asked to sign an informed consent which served as an agreement between the researcher and the respondents. Through informed consent, respondents were instructed in the subject of the research, the voluntariness of their own participation in the research, and the opportunity to withdraw from the research at any time, while at the same time they were guaranteed anonymity and mediated contact with the researcher. At the beginning of the interview, the informed consent of the respondents was adequately discussed, and they were given room for questions to achieve the highest point of transparency.¹²⁰

The ethical theory, according to Murphy and Dingwall, respects issues like non-maleficence, beneficence, self-determination and justice. Non-maleficence is basically the “do no harm” approach which was consciously respected in this thesis. Participants' personal information was anonymised, and they had the option not to answer questions that they considered too personal. Beneficence refers to the production of some positive and grasped benefit of the research rather than simply carrying the research for its own purpose. Filling the gap of lack of information about the discussed topic and also general lack of interest in not so populous

¹²⁰ See Appendix 1 for full version of informed consent

groups of immigrants might be considered as a positive outcome of the research. A highly specific focus on work integration and a particular group of Sub-Saharan immigrants distinguishes this work from previous works, which are more focused in more general terms. Self-determination is related to respondents' decisions and values. It can be represented in this thesis by voluntary character of the participation in the research, the possibility to withdraw at any time or mutual agreement on the form of informed consent. Justice in the research assures an equal and fair treatment of all participants.¹²¹

3.6 Data processing and analysis

All recorded interviews were transcribed. A qualitative evaluation was performed on the basis of thematic analysis of the transcripts of in-depth interviews. The analysis is based on a realistic approach that considers the description of the external reality or internal experience of the respondents to be truth and focuses on what was said rather than the way it was said.¹²² Thematic analysis of the interviews has been done in a comparative way. The thematic analysis deals with the data obtained at several levels. The individual words, concepts, linguistic and non-verbal expressions are the subject of the researcher's interest. Examining the repetition of certain words and non-verbal expressions in a particular context and use can lead the researcher to the thematic categories. This type of analysis was chosen as the most appropriate because it offers the opportunity to freely create the categories and codes on the basis of research questions and obtained data. The start of data analysis began after every interview when the research made notes about the key or interesting findings relevant to the main topics of the interview. After examining the text thematically, the researcher was looking for relationships within and between categories. The pre-prepared interview structure was helpful in comparing interviews with each other. The thematic categories of interview questions formed the basis for the creation of the main analysed categories.

The categories were deductively created as follows:

1. Profile of the respondents
2. Arrival to the Czech Republic
3. Living in the Czech Republic
4. Seeking a job
5. Work and working conditions
6. Determinants of integration into the Czech job market

¹²¹ Murphy, Dingwall, 2001, p. 339

¹²² Švaříček, Šedová, 2007

7. The advantages when seeking a job
8. The disadvantages when seeking a job

The codes were created inductively on the basis of repeated listening of recordings, readings of transcribed interviews and their constant comparison. These codes are clearly shown in the diagrams at the beginning of each subchapter.

Quotations from the interviews were used to demonstrate particular statements and conclusions. This method is called selective plausibilization.¹²³ The quotation is used if a larger number of respondents could identify with the statement or, on the contrary, if the statement stood out of the row or pointed to a serious problem. Most of the conclusions drawn during analysis are based on the content of transcribed interviews. However, to verify the meanings of the statements and put the data in context, the conclusions are compared to previous researches or statistical data.

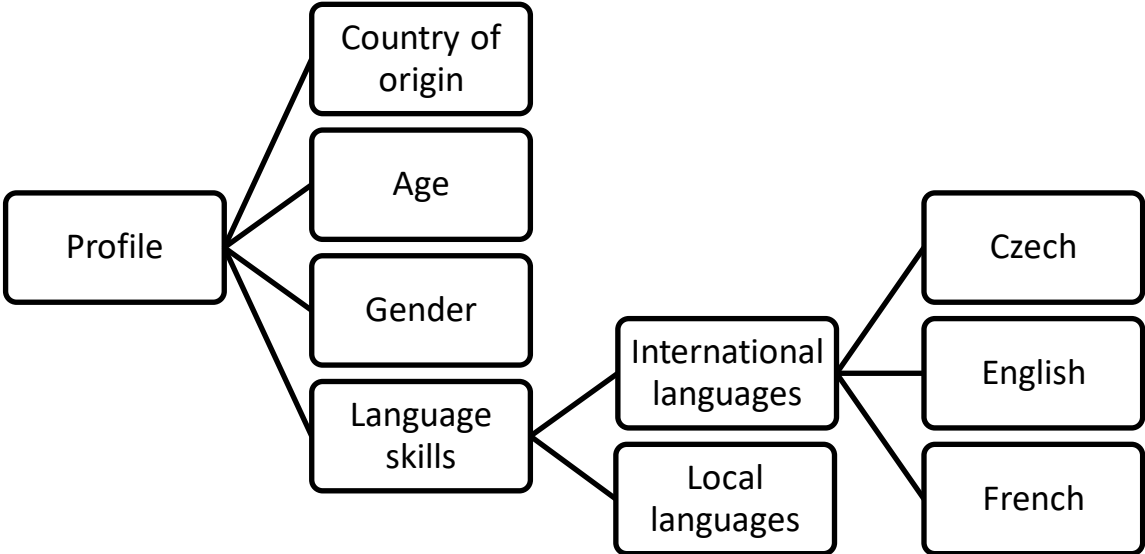
¹²³ Flick, 2009

4 Interpretation of the outcomes and discussion

4.1 Profile of the respondents

This category was created to get necessary information about respondents. The interviews showed that questions about language skills are not as clear as it might seem at first glance. At the same time, it was found that the language skills of respondents had a significant impact on their job opportunities. Four basic codes were created: country of origin, age, gender and language skills. The discussion about languages caused a number of misunderstandings during the interviews, so this category was further divided into two other codes: international and local languages. From the "International Languages" code have been earmarked three additional codes, namely Czech, English, and French. These languages were not only the most spoken but also have a significant impact on the ability of Africans to integrate into the majority of society.

Figure 4: The first category with its codes



Out of the total 26 respondents, there were 15 men and 11 women. Although the researcher sought a gender proportional sample, a larger number of male respondents correspond with the overall disproportion between Sub-Saharan men and women. The interviewees originated from 14 Sub-Saharan African countries. The most numerous group of respondents were Nigerians, six in total. Five respondents came from the Republic of Ghana; two respondents represented each of the following countries the Republic of Ivory Coast, the Republic of Kenya, and the Republic of South Africa. The Republic of Angola, the Republic of Cameroon,

the Democratic Republic of the Congo, the Federal Democratic Republic of Ethiopia, the Gabonese Republic, Republic of Liberia, Republic of Namibia, the Republic of Rwanda, and the Federal Republic of Somalia were each represented by one interviewee.

In order to obtain more or less reliable data on respondents' age, age categories were established at a span of approximately five years. The age categories measure was introduced mainly because some respondents do not need to know their exact age or some of them have a different age in their documents than is their real age.¹²⁴ Most respondents were between 26 and 45 years of age.

Figure 5: Age categories of the respondents

Age category	Number of respondents
18-25	3
26-30	5
31-35	5
36-40	6
41-45	4
46-50	2
51-55	1
above 55	0

The absolute majority of the interviews were conducted in English, however, in two cases the Czech language was used for communication. Only those two respondents could speak Czech fluently, three respondents described their knowledge of Czech language as intermediate, but preferred to use the English language for the purpose of the interview. The rest knew only the basics Czech phrases such greetings, thanks, or to ask if the other person speaks English. The low level of knowledge of the Czech language among immigrants residing in the Czech Republic for several years has been explained by the fact that they do not need to use Czech in their current job, feel the low motivation to learn or use it elsewhere than in the shop. The second most spoken language was French. Only a few respondents mentioned their original native languages. Further investigation of this phenomenon showed various explanations:

¹²⁴ On the basis of the recommendations resulting from the interview with the mediator on September 28, 2017

“In Nigeria, we have more than 300 languages (...) when you come to explain to people it is always a problem. It is quite complicated because I did not expect you would know them, so I only mentioned those I expect you are familiar with. I think the question how many languages do you speak then should have been put in a different way like how many international and local languages do you speak.”¹²⁵

“Most foreign countries especially the EU does not recognise any local language from any so-called third countries hence it becomes confusing and pretty difficult to answer. In Ghana, we have about 38 or 39 different languages and even within these languages; some can be broken down to make it over 54 local languages. I speak English fluently, and I speak five different Ghanaian languages fluently and understand three more languages but hardly speak. I speak Akuapem, Fante, Ashanti, Kwahu, Akyem (all these languages mentioned is called Twi or Akan) perhaps you might have heard of it but they are almost similar but some terms differ from regions to regions and some pronunciations hence they are classified under one umbrella as Twi or Akan but can sometimes be separated. So now you see it is difficult to explain.”¹²⁶

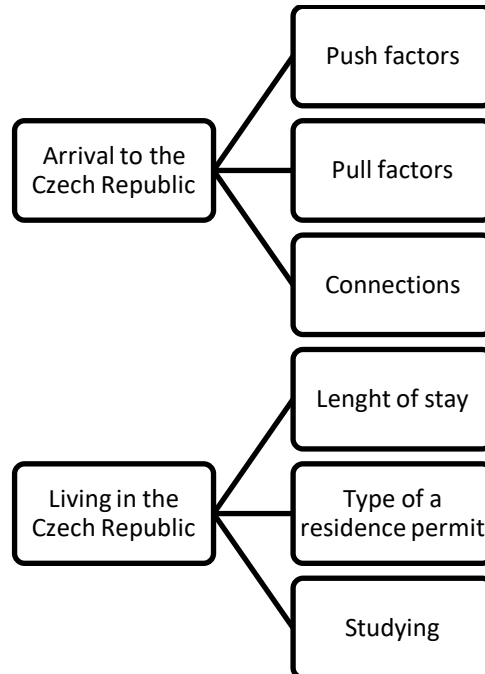
Here the data is unintentionally distorted by the researcher. Some respondents provided the answers they expected the researcher to understand, not the one that best corresponds to the truth. At the same time, the different perceptions of the language on the part of the respondents and the researcher caused confusion, and it was necessary to develop more specific debate. Therefore, considering all languages, both international and local, dialects and vernaculars, on average, respondents were fluent in 4 to 5 languages.

¹²⁵ Interview with respondent number 11 on December 6, 2017

¹²⁶ Interview with respondent number 2 on October 29, 2017

4.2 Immigration to the Czech Republic

Figure 6: The second and third categories with its codes



This subchapter discusses two categories referring to immigration that are closely related, and thematically follow up on the chapter on the immigration in the theoretical part. For the category "Arrival to the Czech Republic", three codes were created. Migration is becoming a rising phenomenon of today and is mainly related to the development of transport and easier access to information. Everett S. Lee's classical migration theory is based on push and pulls factors. Push factors are driving migrants away from their original place and pull factors are driving people to a new location.¹²⁷ Based on Lee's theory the codes "Push factors" and "Pull factors" refer to the reasons for immigration to the Czech Republic. The code "Connections" is related to possible family ties in the territory of the Czech Republic prior to respondents' arrival. The second category "Living in the Czech Republic" is examining codes related to the type of residence permit, length of stay and studying in the Czech Republic. These codes represent some crucial factors of overall integration in the Czech Republic, as well as integration into the job market.

¹²⁷ Lee, 1966

4.2.1 Arrival to the Czech Republic

Respondents of the research identified several push factors such as low-quality education, unreliable length of studies, few opportunities or unsatisfactory living conditions. On the other hand, among the most recurrent pull factors was a desire for a foreign certificate which is valued in the country of origin, cheaper education in the Czech Republic than in other European countries, family bonds or longing to obtain new working opportunities abroad.

*“Here you have a program for two years, and you know it will take you two years unless you voluntarily prolong it by yourself. However, in Nigeria, you apply for two years program, and after ten years you find yourself sitting at the school with no degree.”*¹²⁸

“I wanted a new challenge in my life, and foreign certificates (especially European Certificates) are more respected and considered during job applications in Ghana.”

129

Based on the interviews, it was found that some respondents did not migrate straight from the countries of their origin, but had spent time in another European country (notably the Netherlands and Belgium) before, especially for study purposes. This finding, however, is on the contrary to the more typical migrant way where the transit countries are often those of Eastern Europe.¹³⁰

More than half of the respondents did not know anybody in the Czech Republic before their arrival. Other respondents stated that they already had family members or friends from their country of origin in the Czech Republic who had also helped them with residence permit application or school application. Friends and relatives have an essential role in acclimatisation to the new environment.

*“... my uncle’s friend helped me with the school process.”*¹³¹

*“... they advised me what university to choose and were helping with some practical stuffs when I came.”*¹³²

¹²⁸ Interview with respondent number 4 on November 25, 2017

¹²⁹ Interview with respondent number 12 on November 10, 2017

¹³⁰ Vitnerová, 2011

¹³¹ Interview with respondent number 4 on November 25, 2017

¹³² Interview with respondent number 14 on November 25, 2017

4.2.2 Living in the Czech Republic

The average length of stay of respondents in the Czech Republic was 7.5 years, of which the median value is eight years. Only one respondent gained Czech citizenship. The majority of respondents (11) reside in the Czech Republic on the basis of permanent residence, three respondents on the basis of long-term residence, one respondent on the basis of a long-term visa for the purpose of family reunification, two respondents on the basis of a long-term visa, and 8 respondents use an employee card as their form of residence permit. The majority of respondents who decided to stay in the Czech Republic after their studies at the Czech universities described the process of obtaining the permit as easy and non-problematic. Nevertheless, three respondents pointed out that the process was very lengthy and exhaustive. Among the main obstacles, they stated were the inability of the immigration office's staff to speak English, long waits before they were finally attended, and the corruption of immigration workers, disrupting the fairness and smoothness of the process of obtaining a permit.

“Living in Prague as the capital was a total disaster. During my days, we were made to queue for a longer time before we were attended to. Going to Koněvova from 1 am to write your name and wait till you are called in the afternoon or sometimes you will never be called to be attended to unless you come the following day or repeat it until you are finally attended to make it very difficult to obtain a residence permit. Moreover, the level of bureaucracy and corruption from the foreign police workers and the Russian and Ukrainian mafias was overwhelming and beat the imagination of an ordinary person. Many times we went to that office for service, even though we went there as early as 1 am, whereas the office opens at 8 am at the time they opened the office, the Russian and Ukrainian mafias were offered the services first. They had specific people who were applying on behalves of other people, and it was their main job, they did it for a living. Hence they were at the immigration office every single day and had their "men and women" inside; I mean immigration workers. Priority was given to those people and they hardly even get their numbers. They could just go to any table and get their service done whiles others were waiting for their numbers to be called.”¹³³

The situation described corresponds to reality at the Office of the Foreign Police Inspectorate in Prague at the time when the respondent arrived in the Czech Republic.

¹³³ Interview with respondent number 12 on November 10, 2017

The first Czech Ombudsman, Otakar Motejl, drew attention to the unprofessional behaviour of officials and endless waiting in the queues several times during the first decade of 21 century.¹³⁴ Also, the results of many other studies and reports published, for example, at the web migraceonline.com.¹³⁵ Based on numerous complaints, corrective action has been taken. The office staff has been reinforced with officials and police officers, separate entries for EU and third-country nationals were introduced, and if foreigners cannot get a lot on the issue of serial tickets, they are enrolled on the list with an invitation to a predetermined specific date.¹³⁶ The vast majority of respondents first came to Czech for study purposes and later decided to remain in the country. All of them agreed that studying in the Czech Republic is cheaper than in other European countries and they highlighted that it was their primary motivation for choosing this country. 54 % of the respondents studied at a university in the Czech Republic. The most attended ones are Czech University of Life Sciences in Prague, Czech Technical University in Prague, Mendel University in Brno and University of Pardubice. The rest of the respondents completed their studies in their country of origin or another European country.

4.3 Seeking a job

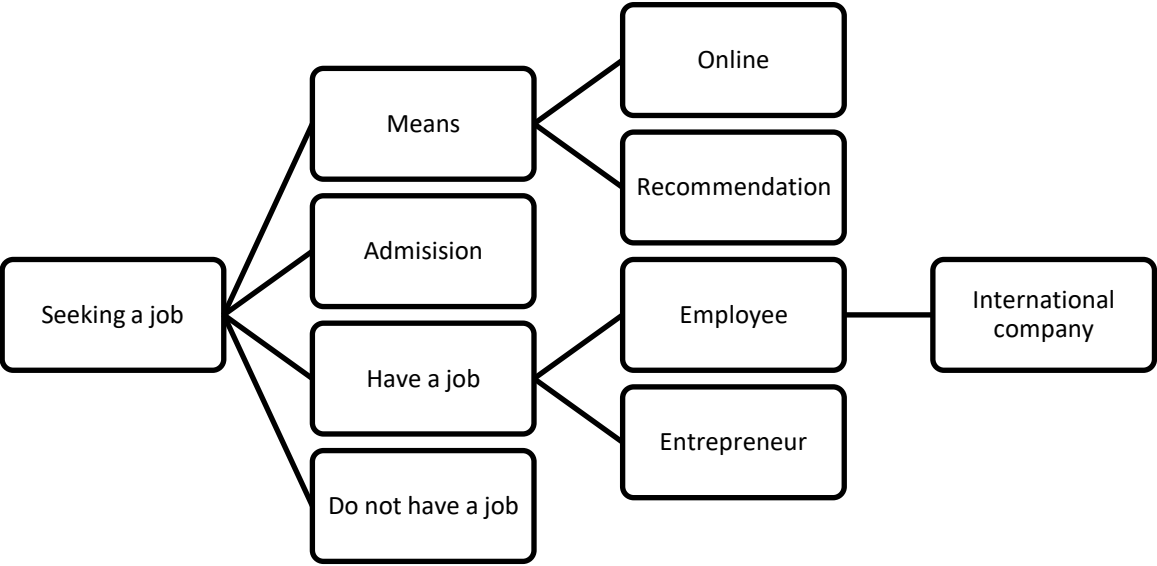
The fourth category was divided into four main codes. "Means" refers to the way respondents were looking for a job. Most often, they were seeking a job "online" or on the basis of a "recommendation" of a friend or family member. The code called "Admission" "Admission" refers to the ways in which respondents were preparing for the interview and how it was going on. Depending on whether the respondents stated they had or did not have a stable job their data were analysed based on the codes "Have a job" or "Do not have a job". If they had a job, the discussion went in the direction of whether the respondents were working or running a business. This is represented by the creation of two other codes "Employee" and "Entrepreneur". In the case of employees, a large number of respondents said they are, or they were working for an international company. Thus, another specific code, "International company", was created to explore this phenomenon.

¹³⁴ Kancelář veřejného ochránce práv, 2009

¹³⁵ Marek Čaněk, Marie Jelínková, Andriy Doriy, 2007; Lucie Trlifajová, 2008;

¹³⁶ Kancelář veřejného ochránce práv, 2009

Figure 7: The fourth category with its codes



Respondents identified that they are most often looking for a job on the Internet. Jobs.cz, expats.cz, glassdoor.com, LinkedIn and various groups on Facebook are among the most popular portals to look for a job.

*“I found it actually on Facebook. I am in many FB groups where people post job offers.”*¹³⁷

*“I use the internet mostly. I use Jobs.cz, Glassdoor.com, Expats.cz ...”*¹³⁸

An important factor in finding a job is also community networking. Almost half of the respondents stated that someone helped them to find their job or at least gave a recommendation.

*“I got it through someone who got and agency that needs people. So I went to this agency, and they did everything for me.”*¹³⁹

This support network consists mostly of their friends from their country of origin or other Africans. This circle of friends is also one of the factors to explain many Africans do not speak Czech after many years in the Czech Republic. If they do not really need Czech at work,

¹³⁷ Interview with respondent number 14 on November 25, 2017

¹³⁸ Interview with respondent number 12 on November 10, 2017

¹³⁹ Interview with respondent number 10 on October 29, 2017

among friends or at home, if they do not have a Czech partner, they do not feel very motivated to learn the language. Garstnerová also noticed the importance of social networks among Africans and described this phenomenon in terms of help in the material crisis.¹⁴⁰ Nevertheless her statement from the 2007 study “*The position of sub-Saharan immigrants on the Czech job market depends to a large extent on the length of their stay in the Czech Republic.*” was not confirmed in this research.

The number of respondents confirmed that they found work, within three months of arriving in the Czech Republic or immediately after graduation; also during their studies, they were able to find a quality part-time job that provided them with a reasonable livelihood.

“If you give looking for a job priority, there are opportunities, at least in Prague (...) I found my job within a month (...) You just have to be serious; you need to search information about the company, be confident and show motivation. It is important not to get discouraged after several failures, it is normal. I do not know Czech, but Prague become international, and you can find jobs that require only English or French. I mean, it is useful to know some Czech, but if you do not, there are other options.”¹⁴¹

In this research, problems with finding a job were associated most often with residence status rather than the length of stay.

“...when there is a job advert they give consideration first to Czech citizens if the vacancy is still available then permanent residence holder and after permanent residence holder the work contract holder and so on.”¹⁴²

Most of the admissions processes were held in the English language, given the fact that the majority work in international companies. The initial job request was usually online, followed by an interview. Several respondents mentioned that their interview was not always in person but also on the phone or via Skype, often a combination of both in more than one round.

“Admission process was long because I had to do 3 interviews. One on the phone, second on Skype and the last in person.”¹⁴³

¹⁴⁰ Garstnerová,2007; Garstnerová, 2011

¹⁴¹ Interview with respondent number 19 on December 1, 2017

¹⁴² Interview with respondent number 10 on October 29, 2017

Only one respondent stated that it was necessary to write a knowledge exam. In most other cases, respondents stated that it was most important to show motivation, a positive attitude, and ability to “*sell themselves*”.¹⁴⁴

Only five respondents stated they did not prepare for the interview. The rest usually searched for information about the company, studied their websites, prepared answers related to the specific position, and last but not least, they prepared themselves mentally. The frequent answer was also that they prayed about it.

*“To get ready for the interview it is important to overcome fears because they cannot hire somebody that is not confident.”*¹⁴⁵

Respondents who studied university in the Czech Republic assumed it was easier for them to integrate into the system because they already had some idea about the Czech people and their behaviour, customs, laws and regulations. Nevertheless, most of the respondents work for international companies or global retail chains; this might be a result of the low knowledge of Czech language among respondents.

The most frequent among respondents were occupations in the customer service for various mostly multinational companies, in the information technologies or in language teaching. If we compare these findings with previous studies, we find that the trend is not significantly changing.¹⁴⁶

*“I work as a customer care agent in a company called Comdata Group Czech Republic.”*¹⁴⁷

*“I work in IT HUB section of one Dutch organization called NN.”*¹⁴⁸

*“...The company is called Bluelink International.”*¹⁴⁹

Three respondents are running their own business. Two of them are also employers and provide jobs to other Czechs and Africans. All of them feel relatively safe because their

¹⁴³ Interview with respondent number 13 on October 29, 2017

¹⁴⁴ Interview with respondent number 20 on November 25, 2017

¹⁴⁵ Interview with respondent number 13 on October 29, 2017

¹⁴⁶ See the chapter 2.8 Labour integration of Sub-Saharan immigrants for comparison

¹⁴⁷ Interview with respondent number 4 on November 25, 2017

¹⁴⁸ Interview with respondent number 17 on October 28, 2017

¹⁴⁹ Interview with respondent number 13 on October 29, 2017

business is thriving. Three other respondents stated they have trade license but it is not active and they are not using it currently. Five of them did not have any problem obtaining it. Nonetheless, one respondent stated that it took him six months of bureaucracy work, and after all that, he had to ask for the support of a lawyer and only then has he issued the licence. Only three respondents stated they did not have a job. Due to the fact that the study dealt with immigrants legally residing in the territory of the Czech Republic, the high-employment among them might be considered credible if we compare the figure with the 2015 Migrant Integration Policy Index. However, according to the statistics collected by Czech Statistical Office, the unemployment of Sub-saharan Africans reaches 40 %. This discrepancy may, therefore, be due to the narrow profile of the researched sample in this research and the already discussed non-transferability of research results to Sub-Saharan Africans with different characteristics. Three of the respondents who said they had no job were two women and one man. Only one of the women did not have legal permission to work in the territory of the Czech Republic. Both women said they were looking after children and their household. Yet, all three said they were actively seeking work, including a woman without a work permit, on the internet. Neither has admitted to doing any kind of work in the last year, attending re-training courses or cooperating with any working agency or integration organisation.

*"I don't have a job. My husband has his business, so I'm at home with kids. I went to one non-governmental organisation to ask if they can help me to find something but since I don't have the work permit, they said they could not do much for me (...), and I never get anything from the social whatever."*¹⁵⁰

Another significant pattern among the employees is that when they find a stable full-time job; they do not usually change it or only change position within the same company. Half of the respondents-employees said they had been promoted at least once.

*"... only this job. I am here since 2006 ... it is 11 years working for this agency. (...) I was promoted from customer care specialist to document specialist. It was two ways, based on preferences and based on needs within three months of the work, so I was chosen and moved to documentation department."*¹⁵¹

Respondents, who do not work for a company, but do more physically demanding work, such as waiters in restaurants or security guards, have changed their jobs more often. Frequent job

¹⁵⁰ Interview with respondent number 11 on December 6, 2017

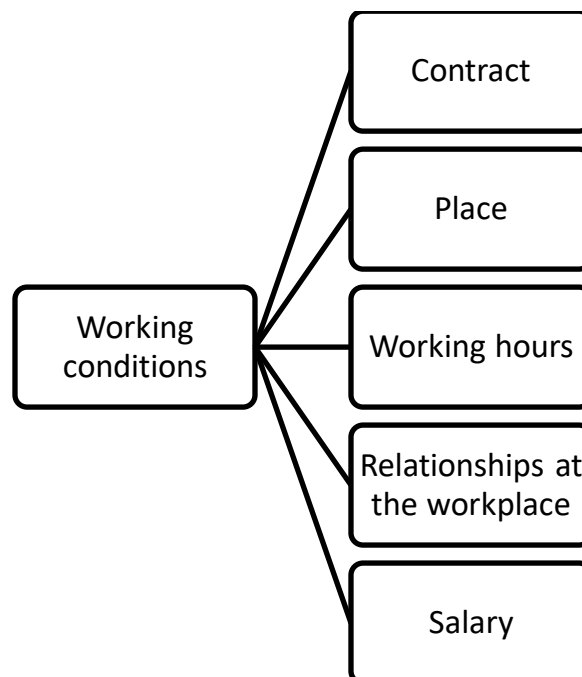
¹⁵¹ Interview with respondent number 10 on October 29, 2017

changes were also often associated with their years as a student when the demand was varying based on the school schedule and sufficient salary attraction.

*“I think I had like 5 jobs. I was working in restaurants, as security, in marketing and as a concierge. And when I was at the university, I think I did almost everything.”*¹⁵²

4.4 Working conditions

Figure 8: The fifth category with its codes



The absolute majority of the respondents stated that they have a job that provides them with a living. Apart from one, all workers have a legal contract that they describe as reliable and respected. Five of them have an indefinite contract.

All of the employees proclaimed to be working 8 hours a day with a 30 or 60-minute break. All entrepreneurs stated to be working 9 to 10 hours a day with different pause duration and frequency. All respondents have a safe working place; one respondent did not want to answer this question.

*“Yes, it is highly respected by the employer. It describes my position, the kind of work I do, the number of hours I work a week, my per hour salary, the number of days off I am entitled to in a year, and more of Czech law regarding work.”*¹⁵³

¹⁵² Interview with respondent number 12 on November 10, 2017

*"It is well respected. I mean, I haven't been in such situations to test it, but I believe yes. I mean it has to be respected by my employer, no? He also signed it."*¹⁵⁴

Three-quarters of the respondents-employees work for foreign employers or international companies. Their co-workers are usually both Czech and other foreigners. For this reason, they mostly communicate in English which is considered to be a neutral language. All entrepreneurs collaborate with Czech people and foreigners too. All of the employed respondents assess their relationship with their bosses, supervisors and colleagues as satisfactory, friendly, or even cordial. The absolute majority stated that they try to avoid confrontations at work entirely, but if there is a conflict, they try to address it in different ways. Amongst the possible solutions, they proposed to discuss it with a manager or team leader or other superior or try to keep cool and make other colleagues see reasons for the argument.

*"We are mixed, Czechs and foreigners, so we communicate in English mostly (...) good relationship, though, we play sometimes but still respect ourselves."*¹⁵⁵

The average monthly salary of respondents was between 25,000 and 30,000 CZK, with the gross monthly salary in Prague at the end of 2017 being 39,173 CZK, i.e. approximately 29,000 CZK¹⁵⁶ net monthly salary (possibly higher for a person with children). It means that the salaries of the respondents are within the Prague standard. None of them proclaimed to receive less money than the minimum wage set by the state. Yet some respondents answered the question of whether they are satisfied with the remuneration for their job, *"kind of"*, *"not really"*, *"not fair"*. In all these cases, the salaries were lower than 25,000 CZK. Most often, the reason for dissatisfaction is the disproportion between the amount of work and the salary.

*"If I am able to have reasonable savings after expenses, I am satisfied."*¹⁵⁷

*"Not really, too much workload for this money."*¹⁵⁸

¹⁵³ Interview with respondent number 13 on October 29, 2017

¹⁵⁴ Interview with respondent number 24 on December 10, 2017

¹⁵⁵ Interview with respondent number 4 on November 25, 2017

¹⁵⁶ Finance.cz, 2018

¹⁵⁷ Interview with respondent number 0 on September 28, 2017

¹⁵⁸ Interview with respondent number 14 on November 25, 2017

Three people refused to answer the question about their salary. There is no significant connection between the salary and type of residence permit which the respondents use. However, there is one sign in relation to the stated salaries worth noting. The longer the respondents have lived in the Czech Republic, the higher their salary.

The overall satisfaction with the job and internal fulfilment were first reported by all working respondents as satisfactory. However, after a more in-depth discussion, complete satisfaction was only genuine for three respondents. Their characteristics were the same, eight-hour work days, a salary over 45 thousand, no problems in the workplace, friendly relationships with colleagues, and satisfaction with the superior. The rest of the respondents admitted that they would like to do another job in the future or right away.

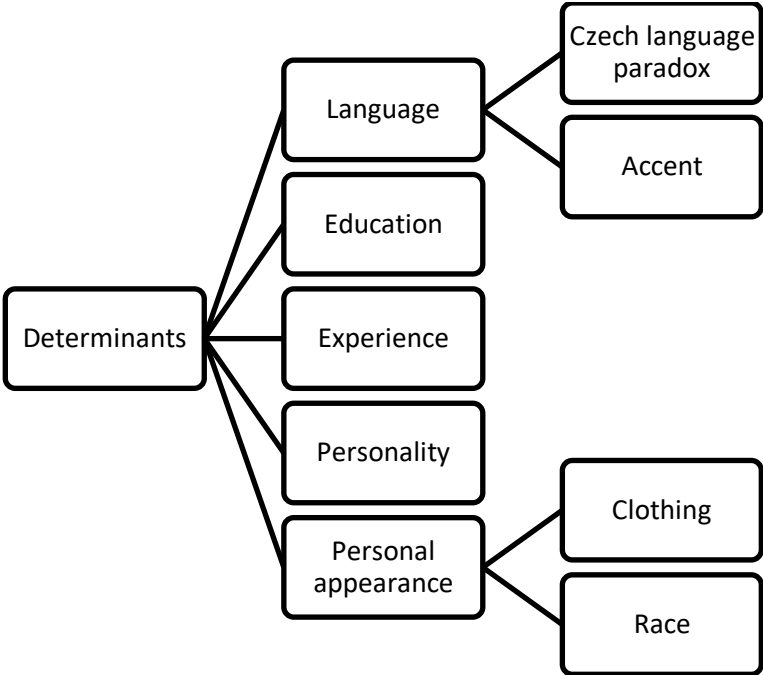
*"I am satisfied. (...) You know, I have to be satisfied under my current conditions (...). It is ok job for me now. But not for a lifetime."*¹⁵⁹

4.5 Determinants of integration into the Czech job market

This category discusses possible determinants of integration into the Czech job market. Based on conversations, the following codes were assigned to this category: "Language", "Education", "Experience", "Personality" and "Personal appearance". According to respondents' associations, two additional codes were assigned to "Language" and "Personal appearance". This chapter is discussed on the basis of thematic units represented by the codes. The codes "Education" and "Experience" were merged in the following discussion into one unit because of the close interconnection of the codes and frequent comparison among both of them. The same procedure was applied to the codes "Personality" and "Personal appearance".

¹⁵⁹ Interview with respondent number 4 on November 25, 2017

Figure 9: The sixth category with its codes



4.5.1 Language

Regarding the language, one major paradox emerges from this research. All respondents, identified the ignorance of the Czech language as a barrier in job seeking, as their absolute disadvantage in the competitive job market and as an essential rule when entering the Czech job market they advise "first learn Czech." However, the absolute majority of them, even after several years, do not know more than basic Czech phrases. Explanation of this paradox appears to be related to the low level of motivation to learn the language and no current need to use Czech in their lives.

*"It takes time to learn, and in most cases it is expensive. Well, most people try to learn it but give up eventually (...) since people can get jobs that don't require Czech knowledge they tend to relax about learning."*¹⁶⁰

"If the people came here to work and the work has nothing to do with the language, they are not obliged to learn the language because at their work, their offices, they don't speak the language, they don't actually need the language... And those of them who don't have the children (...) they didn't really need the language as well because if they had children, there would be a tendency or urge that would make them obligated to learn the language because of the kids (...)

¹⁶⁰ Additional interview with respondent number 8 on December 28, 2017

Czech is very very difficult to learn. It is too hard to learn, some of them try, but because the language is not a requirement to live here or is not a prerequisite to their job or their education, they don't take it seriously (...) if it is prerequisite of you getting what you want or you getting where you want to get, you definitely gonna work for it. If the government is welcoming foreigners, giving them hope and promising them good future, they will definitely feel at home. When people feel like at home that's when they start to be like the people (...) Also, why would I learn dobrý den if I say it and people look at me and they don't talk, or some of them just turn they face and you feel not welcomed at all. So it doesn't even give me the courage to learn the language. I would be like what sort of people is this (...), so when people feel like not a home, they are not encouraged even to learn the language.”¹⁶¹

Most of the respondents identified their knowledge of English as their advantage over Czechs, who, according to them, do not speak English very well. Respondents in the job market, however, encounter different situations they find absurd even when their native language is English.

“I have applied for one English-speaking job, and the guy, Czech guy, who interviewed me could not even speak English better than I do, but at the end of the day they said they are not going to take me, I was far better than him, it was sadly laughable.”¹⁶²

“I have a friend he applied for a job, and they turned him down. When I asked him what the problem was, he said they need somebody with an American accent (...) Actually, he was even a student of Czech university, he graduated, he has his Masters here in the Czech Republic and when he applied for a job they turned him down only because he does not have an American accent. Absurd!”¹⁶³

Almost half of the respondents stated that the level of their English was challenged because of their accent.

¹⁶¹ Additional interview with respondent number 3 on December 28, 2017

¹⁶² Interview with respondent number 10 on October 29, 2017

¹⁶³ Interview with respondent number 12 on November 10, 2017

“It happened to me that I was asked to attend an interview on the phone. Hence they called me and the moment they heard my accent they hanged up.”¹⁶⁴

On the other hand, it may seem that the situation is even worse facing Sub-Saharan Africans from former French and Belgian colonies who do not even speak English. Nonetheless, the respondents of this research from Cameroon and the Democratic Republic of Congo see an advantage in ignorance of English.

“Most of the guys from French Africa they work in Czech companies, because most of the French Africans, they speak Czech so fast because they have one barrier of communication they don’t speak English, so they have great motivation to learn Czech very fast. And those who speak both French and English they don’t have any problem because we have many jobs.”¹⁶⁵

Unlike language skills, age, gender or country of origin of the respondents were not considered to be significant determiners while seeking a job. None of the respondents in the interview mentioned that their gender or age, for example, was a limiting factor.

4.5.2 Education and Experience

Coming to Europe to study is probably the easiest way how to get a residence permit. Living in the Czech Republic is affordable, the quality of education is good, and the location of the country just in the centre of Europe offers many possibilities for travelling, for these given reasons Africans often choose to move here despite the language barrier.

“I came here because the education was reliable and not expensive compared to other countries. I would probably feel more comfortable in the UK where all people speak English but, man, it is so expensive to study there (...) I also wanted to have some travel experience. Europe is so small, you can be on the other side in few hours, and you have these low-cost airlines that take you there for few euros.”¹⁶⁶

A total of 14 respondents admitted during the research that they had completed their studies in the Czech Republic. In all cases, it was tertiary education. 21 out of 26 respondents have

¹⁶⁴ Interview with respondent number 13 on October 29, 2017

¹⁶⁵ Interview with respondent number 24 on December 10, 2017

¹⁶⁶ Interview with respondent number 18 on December 1, 2017

some kind of tertiary degree, and they usually recognise education as of great importance. It is essential to be well educated, although, the field of study matters less than experience, motivation and the way people communicate, according to the respondents.

“I just wanted the education, in my culture, education is very important. So when I went to school, I didn’t go to school because I was hoping to find a job with it (...). So to study I just needed it for my own gratification, just for of my own elevation (...). But of course, I used that knowledge to improve my business.”¹⁶⁷

The situation might differ in a profession that requires theoretical background, such as in the case of programming or accounting. Only three respondents stated they were trying to get a job in a field they studied.

“... I need to know Czech to work here. Studying landscape needs the knowledge of Czech language otherwise to design projects for Czechs would be difficult.”¹⁶⁸

Often, working in the studied field in the Czech Republic requires knowledge of Czech language which might be an obstacle for those who cannot communicate at a reasonable level. Thus, only three people stated to be working in the field they have studied at the university.

4.5.3 Personality and Personal Appearance

The question of personal appearance turned out to be very peculiar, and the respondents’ answers did not show any significant trend. The respondents associated the appearance with dressing and eight respondents do not find clothing to be a significant factor; seven respondents thought that it matters a lot how one dresses for a job interview because this is the first impression they give. Eleven people thought that it depends on the type of job they apply for or the employer. Many respondents also associated this question with their skin colour.

“I think it depends on the kind of job and the employer. If the employer is a Czech, of course, he first notices that I am black and not how well I am dressed.”¹⁶⁹

¹⁶⁷ Interview with respondent number 0 on September 28, 2017

¹⁶⁸ Interview with respondent number 14 on November 25, 2017

¹⁶⁹ Interview with respondent number 21 on December 10, 2017

Regarding personality characteristics, the absolute majority of respondents think that this factor is significant, especially during the first interview, when it is very important how one presents himself. Only one person thought the personality traits do not really matter.

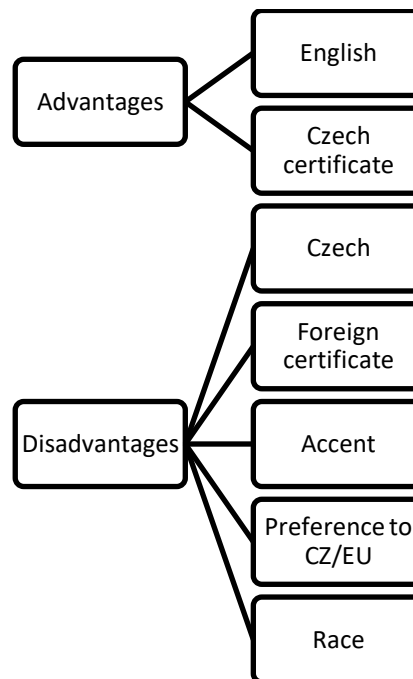
“...especially during an interview, you have to behave well, you have to be confident of yourself, no matter who is in front you ... if you are rude and grumpy no one would like to have you in a team, I think.”¹⁷⁰

4.6 Evaluation of the advantages and disadvantages of Sub-Saharan immigrants' access to the Czech job market

The last categories discuss the advantages and disadvantages of Sub-Saharan immigrants while seeking a job in the Czech Republic. The codes were created on the basis of respondents' answers which did not differ much. The ability to speak fluent “English” was identified as the main advantage. A “Czech certificate” was also identified as an advantage by its holders. In contrast, inability to communicate in “Czech”, and holding “Foreign certificate” were logically identified as main disadvantages. The other disadvantages discussed were the “Accent”, the “Preference to CZ/EU citizens” by employers, and the issue of “Race”.

¹⁷⁰ Interview with respondent number 22 on November 11, 2017

Figure 10: The seventh and eighth categories with its codes



In the last section of the interview, the respondents were asked to identify their advantages and disadvantages in comparison to other foreigners and Czechs while applying for a job. In connection with the advantages of Sub-Saharan immigrants compared to Czechs and also other foreigners, the respondents mainly emphasized the knowledge of English and other world languages. However, some of the respondents were questioning their accent once again and finally added that it is an advantage only if the employer recognizes their accent as native.

*"I think I am advantaged because I can speak English plus one more foreign language, French, fluently. But on the other hand, my knowledge of the Czech language is zero (...) So, disadvantages would be definitely a language barrier and that I'm not a Czech citizen."*¹⁷¹

*"Well, in terms of qualification some of the foreigners have for example Czech or European certificate which is a great great advantage (...), but the problem is again when some company require people of native speaker those who have native English sometimes they give preference to them. They do not consider us as native speakers because of the accent."*¹⁷²

¹⁷¹ Interview with respondent number 13 on October 29, 2017

¹⁷² Interview with respondent number 13 on October 29, 2017

At the same time, all respondents who studied in the Czech Republic stated that their advantage over other foreigners might be that they hold a diploma from the Czech university. Thus they do not have to be concerned whether their education will be recognized or not.

“Nobody ever looked at my CV and said ooo let’s employ this guy because he studied at the University of Nairobi.”¹⁷³

However, respondents could not find any more advantages, and during the interviews, they usually took a long time to think. Especially compared to the Czechs, they considered themselves somewhat disadvantaged. The main obstacles include the inability to speak Czech and also the preference of native Czechs among employers.

“... they give preference to Czech person. It is under the law. The Czech person first, before any other person.”¹⁷⁴

20 out of 26 identified that their race is a disadvantage or obstacle while seeking for a job.

“There are obstacles... Sometimes it has to do with... although it is not well openly spoken... sometimes it has to do with racism as we are... it is very obvious... Sure they will never tell you.”¹⁷⁵

“... I have been refused a job at (...) because of my race and not only me. I have a friend whose names sounds like American or British. Hence they called him on the phone and the moment they heard his accent they denied him the job. I went for an interview twice, and I was refused the job due to my race. They told me they preferred a white person than me.”¹⁷⁶

The refusal of a job seeker based on his or her race is a direct violation of the Labour Code. Discrimination is further regulated by the Equal Treatment Act and the Antidiscrimination Act.¹⁷⁷ However, the respondent stated that he did not take any action

¹⁷³ Interview with respondent number 0 on September 28, 2017

¹⁷⁴ Interview with respondent number 10 on October 29, 2017

¹⁷⁵ Interview with respondent number 10 on October 29, 2017

¹⁷⁶ Interview with respondent number 12 on November 10, 2017

¹⁷⁷ Act No. 198/2009 Coll.

against the discriminatory act and did not announce the incident because he “*felt it will not help anybody.*”¹⁷⁸

On this basis, however, the Czech society cannot be condemned as racist because of this feeling unless explicitly stated may be based on people’s own belief or conviction as evidenced by the following statement.

*“My skin colour is a disadvantage. I wasn’t refused in a job because I am black, I don’t have any personal experience like this. But sometimes you feel it even though they didn’t tell you that this was the reason. So it is just a thought.”*¹⁷⁹

In cases of racial discrimination, it is difficult to find reliable data due to these personal distortions; there are also a high number of cases that have not been even reported.

¹⁷⁸ Interview with respondent number 24 on December 10, 2017

¹⁷⁹ Interview with respondent number 25 on December 22, 2017

5 Conclusion

The issue of immigration and integration of Sub-Saharan Africans into the Czech society is still insufficiently explored and lacks both secondary literature and primary sources. The relations of the Czech Republic with Sub-Saharan Africa are not truly strong, for example, compared to the former colonial powers. It may partly explain minimal representation of immigrants originating from the African continent and the xenophobic behaviour of part of the Czech population. Sub-Saharan immigrants account for only 0.5% of the foreign population, but given the great diversity of cultures, the issue of their integration should not be overlooked. The aim of this diploma thesis was, at least partly, to look into the life of Sub-Saharan Africans living in the territory of the Czech Republic and to understand some of the key components of integration. Employment or business is an essential prerequisite for the economically and socially independent life of foreigners in the Czech Republic, and thus their effective integration into Czech society. For this purpose, the author's own field research was carried out; nevertheless, it focused only on Sub-Saharan Africans who have lived in the Czech Republic for a long time and legally. Therefore, the research results are only applicable to the explicitly described group of Sub-Saharan immigrants.

The theoretical part answers the first research question "What are the significant labour integration policies in the Czech Republic?" The main integration policy document is the Updated Concept of the Integration of Foreigners released every year by the Government of the Czech Republic. Coordination of the implementation of the Concept was entrusted to the Ministry of the Interior. Nevertheless, a number of other ministries and departments are involved in the implementation of this integration policy within the scope of their own responsibility. There are many reliable websites and portals where foreigners can find all the necessary and updated information to facilitate their orientation in the new environment. At the local level, various non-profit organisations are working on the integration of foreigners to the Czech society. Activities include language courses, assistance with seeking a job, or retraining courses.

The core part of the study was the author's own qualitative research carried out in the capital city of the Czech Republic, Prague, from September 28, 2017, to December 29, 2017. Twenty-six respondents from the fourteen countries of the Sub-Saharan Africa, fourteen men and eleven women, participated in the research. Respondents were approached predominantly on the basis of the snowball method based on predefined parameters. The subject of the field research analysis was the integration of Sub-Saharan Africans into the job market of the Czech Republic. Using thematic analysis, the collected data was analysed by creating various

codes which serve as answers to research questions. These research questions were answered in the practical part of the thesis.

Although African immigration to the Czech Republic is not substantial in number, it increases every year. According to research, they choose to come to the Czech Republic mainly because of lower costs of living and studying in comparison to other European countries. One of their main motivations is a desire for a foreign diploma, which is highly valued in their countries of origin. The family bonds and longing to obtain new working opportunities abroad were among other frequently mentioned reasons. Half of the respondents first came to Czech for study purposes and later decided to remain in the country. All of them agreed that studying in the Czech Republic is cheaper than in other European countries and they highlighted that it was their main motivation for choosing this country.

The absolute majority of the respondents stated that they have a job that provides them with a living mostly on the basis of a legal contract which was described as reliable and respected. Three respondents run their own business, and only three other respondents stated they do not have a job.

Most of the respondents do not work in the field they studied which might be a consequence of insufficient knowledge of the Czech language. However, the respondents often work for international companies or global retail chains, and their working language is English. The most frequent among respondents were occupations in customer service, communication, information technologies or teaching languages.

The research question “Is the immigrants’ knowledge of languages determining their working opportunities?” revealed Czech language paradox, as the author calls it. All respondents identified the ignorance of the Czech language as a barrier to job seeking. Nevertheless, only a minimal number of respondents were able to communicate in Czech.

The significant advantage of Sub-Saharan immigrants, in comparison to other foreigners or Czechs, is the fluent knowledge of English, alternatively, other world languages. However, some respondents said that despite their knowledge of the language, they are not considered to be native speakers for their strong accent. Another advantage can also be found for those Africans who have studied in the Czech Republic or another country of the European Union because their title will be automatically recognised. In comparison to the Czechs, the respondents could find any other advantage except fluent English. The main obstacle, while seeking a job, performing a job or in overall integration, is the inability to speak Czech and low motivation to learn it. Racial discrimination is also a major problem. The problem in taking steps against discriminatory incidents is underreporting. The victims often do not know that they have a right to report racial discrimination or they fear of consequences.

Seeking a stable job becomes almost impossible if an immigrant does not have the necessary legal residence permit. Respondents believe that if the Africans have a legal residence permit and sufficient determination and endurance, they have a great chance to find some job.

The respondents advise other Sub-Saharan Africans to learn, at least, a bit of the Czech language, to make Czech friends and not to keep searching and never give up. Integration is a reciprocal process involving both foreigners and the majority of society. Both sides must try to understand each other without prejudices and be prepared to learn new things.

An interesting continuation of the thesis could be research comparing the integration of Sub-Saharan immigrants with other immigrants into the Czech job market or research about illegal African immigration and its implications for the job market.

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7 Appendices

Appendix 1: Informed consent.....	45
Appendix 2: Questions to the interview.....	47
Appendix 3: Embassies of the Czech Republic in Africa.....	51

Appendix 1: Informed consent

Dear Mr./Mrs.,

I approach you with a kind request to help me learn more about immigration and job opportunities in the Czech Republic. I am now inviting you to take part in this research project. If you accept, you will be asked to participate in an interview with myself. I carry out all the research on my own because the data serve for the establishment of my master thesis.

My research's topic is about the Integration of immigrants originating from Sub-Saharan Africa into the Czech job market. I carry out qualitative research through interviews with Sub-Saharan Africans working in the Czech Republic or looking for jobs here. The aim of the research is to find out, describe, analyse job's opportunities and motivations of immigrants originating from Sub-Saharan Africa towards integration to the Czech job market. The research will be conducted in Prague and interviews may last approximately for one and a half hour (1h 30 mints).

During the interview, I will sit down with you in a comfortable place. During the interview, it might be requested from you to share with me some confidential or personal information, and you may feel uncomfortable talking about certain topics. If you do so, at your request, we shall move on to another question. Except on your request, no one else shall be present during the interview. The entire interview will be tape-recorded, and for the purpose of your confidentiality, you will not be identified by your name on the tape. The tape will be kept safe and secured. The recorded information will be confidential, and only I will have access to the information documented during your interview.

You do not have to tell me your name because you will not be identified by name, but I will appreciate your honesty and sincerity to all the answers during the interview. Your confidentiality as a respondent in this study will remain secure, and I will use the data solely for the research purpose. You can withdraw from the research at any time as your participation is voluntary. Once the research complete you will receive an electronic draft of the thesis so you can check the results and you will be very welcomed to further comment on them. I am unable to provide you with financial or any kind of compensation for the time you spend on this research, but I heartily thank you for your cooperation and devoted time and energy. If you have any questions, you can ask them now or later. If you wish to ask questions later, you may contact me through the following e-mail: nikolsasurova@gmail.com.

Thank you.

Nikola Šašurová

Master's student at the Department of International Development and Environmental Studies,
Palacký University in Olomouc, Czech Republic

I hereby certify that I have read the foregoing information, or it has been read to me. I have had the opportunity to ask questions about it. Any questions I have been asked have been answered to my satisfaction. I consent voluntarily to be a participant in this study.

Date and signature of Participant

Explanatory note regarding the term of Sub-Saharan Africa:

In the thesis, I work with the definition of Sub-Saharan Africa according to the United Nations Statistical Division. Every African country except Morocco, Algeria, Libya, Tunisia, Egypt, Sudan and Western Sahara is regarded to be the Sub-Saharan African country. UN Stats base its geographic division of regions on “greater homogeneity in sizes of population, demographic circumstances and accuracy of demographic statistics.”¹⁸⁰ The natural division between the Arab and “Black” Africa is also based on the appearance of its people, religion and traditions.

¹⁸⁰ United Nations Statistical Division, 2017. *Methodology: Geographic Regions*. URL: <https://unstats.un.org/unsd/methodology/m49/>

Appendix 2: Questions to the interview

Language

Which languages do you speak fluently?

To what extent do you know Czech? How fluently can you speak?

Do you use Czech on a daily basis? If yes, in which situations? Can you give me an example?

Do you need the Czech language to perform your work?

Living in the Czech Republic

When did you arrive in the Czech Republic? / For how long do you live in the Czech Republic?

What kind of residence permit do you use? How difficult was to obtain it? Describe the process.

Did you know someone in the Czech Republic before your arrival? If yes who? Did they somehow assist you to get to the country? How did they help you?

Why did you come to the Czech Republic? What were your goals and motivations?

Had you ever been to the Czech Republic before you came to live here? When and for what purpose?

Studying

What do/did you study/What is your profession? Where did you study (state and the name of the school)?

Do you think that the studying in the Czech Republic made/would make it easier for you to find the job? Why?

Job

Do you presently have a job?

(If yes continue to answer A) questions, if not answer B) questions, please. Do not forget to answer last two sections in case you would skip B) questions ☺)

A) Have a job

What do you do for a living? Where do you work? What is your position in your current job? Describe your daily activities.

How did you find the job? Did someone help you to get the job?

Did you apply online or in person?

Which websites did you use for searching for a job?

How did the admission process look like? Did you go through a personal interview?

How do you prepare for a job interview?

If you went through a personal interview how did it look like? In which language was it carried?

How many jobs did you have in the Czech Republic and what kind?

What was your position in your past job? Describe your daily activities.

Had you ever been promoted? Under what circumstances had you been promoted? How did you feel?

Do you have a trade license? Do you run your own business? How did you start your business? Is it successful?

Working conditions

Did you sign a legal contract with your employer? How does the contract look like?

Can you refer to the contract in case of troubles? How reliable is it for you? To what extent is it respected by your employer?

How are the working conditions in place of your work performance?

How many hours a day do you work? Are you allowed to have a break? If yes, after how many hours?

Do you feel safe in your working place?

Who is your employer? Is he/she a Czech person or foreigner? How do you get on with your employer?

Are your colleagues Czechs or foreigners? How is the relationship between you and your colleagues? In which language do you speak with your colleagues?

How do you handle conflicts and disagreements in your workplace (if any)?

Are you satisfied with the job you do? If you could change/improve something what will it be?

Do you think you get a fair remuneration for your job? If not, why?

How much do you earn per month? (tick)

less than 10 000 CZK

10 001 - 15 000 CZK

15 001 – 20 000 CZK

20 001 – 25 000 CZK

25 001 – 30 000 CZK

30 001 – 35 000 CZK

35 001 – 40 000 CZK

40 001 – 45 000 CZK

45 001 – 50 000 CZK

more than 50 000 CZK

B) Do not have a job

Are you actually seeking for a job? If yes, what do you do in order to find a job?

Where do you search for a job? Do you use some internet portals? Name individually all the sources you use.

Are you being assisted by someone? Do you cooperate with an agency? How does the cooperation look like?

Have you ever tried to move to another place in order to find a job? If yes, describe how it looked like and if you were successful.

Have you ever tried to attend retraining course? How did it look like? Was it helpful?

Have you ever been employed for at least one year in the Czech Republic? What was your position? Why did you lose the job?

Determinants

According to you, how significant is the personal appearance while applying for a job in the Czech Republic? Why?

According to you, how significant are your personality traits while applying for a job in the Czech Republic? Why?

While searching for a job in the Czech Republic, how important do you consider your professional qualification? Did you search for a job in the field you have studied? If not, why?

Pros and cons

Which advantages and disadvantages (consider qualification, personality or appearance) do you have in comparison to other foreigners in searching for jobs in the Czech Republic?

Which advantages and disadvantages do you have in comparison to Czechs in searching for jobs in the Czech Republic?

How successful in search of a job are your friends from Sub-Saharan Africa in the Czech Republic?

What do you think are the main obstacles for Sub-Saharan Africans unsuccessfully looking for a job?

In which fields do your African friends work the most often?

What will you advise to the other Africans who try to find a job in the Czech Republic?

Gender: Male/Female

Age

18-25

26-30

31-35

36-40

41-45

46-50

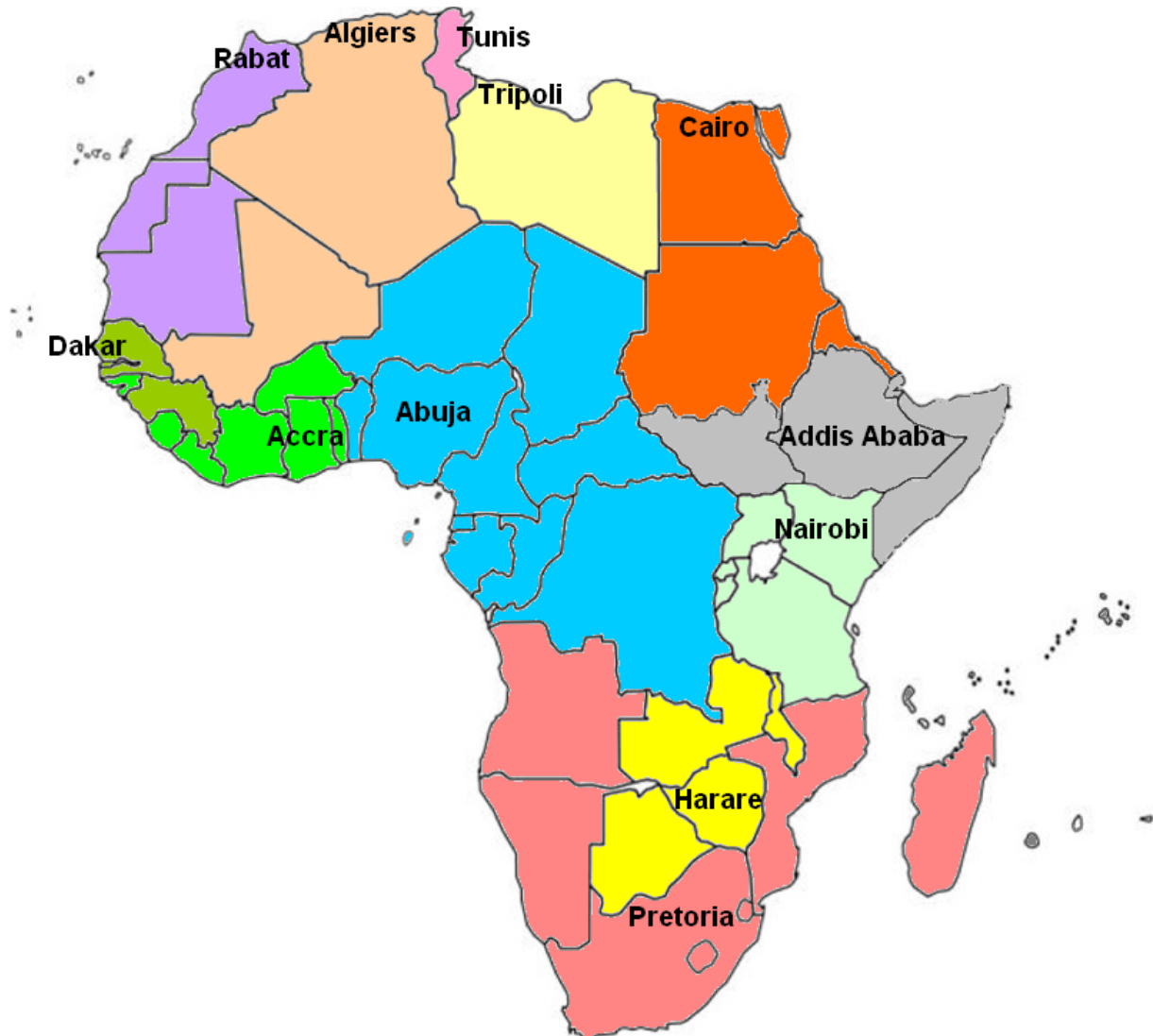
51-55

above 55

Country of origin

Appendix 3: Embassies of the Czech Republic in Africa

Figure 11: Embassies of the Czech Republic in Africa and their purview; author's processing on the basis of the picture from World Atlas web.¹⁸¹



The Embassy in **Rabat** has a diplomatic and consular mandate for the Kingdom of Morocco and Western Sahara, the Islamic Republic of Mauritania.

The Embassy in **Algeria** has a diplomatic and consular mandate for the Democratic and People's Democratic Republic of Algeria and the Republic of Mali.

The Embassy in **Tunis** has a diplomatic and consular mandate for Diplomatic for the Republic of Tunisia.

¹⁸¹ Worldatlas, 2018

Regarding the Embassy in **Tripoli**, consular jurisdiction is exercised through the Cairo Diplomatic Mission to Libya for now.

The Embassy in **Cairo** has a diplomatic and consular mandate for the Arab Republic of Egypt, the Republic of Sudan, the State of Eritrea and a binding agenda for the Republic of Yemen and Libya as well.

The Embassy in **Dakar** has diplomatic and consular jurisdiction for Gambia, Guinea and Senegal.

The **Accra** Embassy has diplomatic and consular missions for Burkina Faso, the Republic of Ghana, the Republic of Guinea-Bissau, the Republic of Liberia, the Republic of the Ivory Coast, the Republic of Sierra Leone, the Republic of Togo.

The Embassy in **Abuja** has diplomatic and consular jurisdiction for the Nigerian Federal Republic, the Benin Republic, the Republic of Chad, the Republic of Cameroon, the Republic of Equatorial Guinea, the Niger Republic, the Democratic Republic of the Congo, the Republic of Congo, the Gabonese Republic and the Central African Republic.

The **Nairobi** Embassy has diplomatic and consular affairs for Kenya, Burundi, Rwanda, Tanzania and Uganda, UNEP, and the United Nations Habitat Program. The Ambassador is the Permanent Representative of the Czech Republic to the United Nations Environment Program (UNEP) and the United Nations Human Rights Program (UN-Habitat).

The Embassy in **Addis Ababa** has diplomatic and consular jurisdiction for the Federative Democratic Republic of Ethiopia, the Republic of Djibouti, the Republic of South Ossetia, the Union of Comoros, the Republic of Seychelles, the Somali Republic.

The Embassy in **Harare** has diplomatic and consular jurisdiction for Zimbabwe, Zambia, Malawi, and Mozambique.

The Embassy in **Pretoria** has diplomatic and consular jurisdiction for the Republic of South Africa, the Republic of Botswana, the Kingdom of Lesotho, the Republic of Mauritius, the Republic of Namibia, the Kingdom of Swaziland, the Republic of Angola, the Republic of Madagascar, and Mozambique.