

Foreigners in the labor market in the Czech Republic

Abstract

The rigorous thesis deals with the position of foreigners on the labor market in the Czech Republic. At the beginning, the basic terms related to the topic of the thesis are defined and legal regulations governing the employment of foreigners in the Czech Republic, namely national, international and European, are analyzed. The third chapter is a key chapter, which is devoted to the legal regulation of individual types of residence permits in the Czech Republic, which are issued to foreign nationals, and the related issue of access of these foreign nationals to the labor market of the Czech Republic. In the next chapters, the author of thesis deals with interesting or problematic areas and institutes from her point of view. Chapter four is devoted to government-approved programs in the field of employment of foreigners, which have become an integral part of my law practice in the law firm due to the Covid-19 pandemic. Furthermore, in this thesis the author deals with the differences and similarities between card of an internally transferred employee and posting of foreign workers in the Czech Republic. From the point of view of the topic of the thesis, it is important to pay attention to the institute of notification of a change of employer or a vacancy report and a work permit. This issue is addressed in chapters six and seventh of this thesis. The penultimate chapter defines the newly established obligation of some foreigners to complete an adaptation-integration course, which was enshrined in law with effect from 1 January 2021. Given that at the time of writing this rigorous thesis the adaptation-integration course is a novelty, when not much is known about the course, the author decided to attend one such course, describe this personal experience and thus provide a comprehensive view. In the last chapter the author deals with agency employment, which concerns the topic of this thesis, but due to the considerable scope of this area, the author decided to deal with agency employment only marginally. At the end of the work the author tries to summarize important aspects and provides a comprehensive view of the employment of foreigners.

Klíčová slova: labor market, foreigners, employment, work permits, labor card, blue card