

Abstract

Thesis title: **Employing Foreigners**

The aim of the diploma thesis is an analysis of the legal conditions concerning the employment of foreign nationals in the Czech Republic. The second goal is the detection of the situation regarding employing foreigners in Great Britain. The analysis is followed by a comparison thanks to which the thesis offers possible inspiration for Czech laws. Part of the thesis also deals with the effects of Brexit on foreign workers.

The diploma thesis is mainly based on the study of laws and connected regulations, related publications, commentaries and present articles. In the thesis, there were used descriptive and analytical methods followed at the end by comparative one.

Thesis is divided into four main chapters further split into subchapters. In the first part, the thesis deals with the distinction of fundamental terms which are used in subsequent chapters. The introductory subchapters describe the international elements in labour-law relationships and residency types for foreigners in the Czech Republic, which are closely related to their employment. Second chapter is devoted to possibilities how to legally work as a foreigner. Three main topics cover work permits, employee and blue card. This chapter includes a short overview of historical development in the Czech Republic as well. The subchapters concentrate on state authorities that execute controls and regulation over employing foreigners plus the employers' duties arising therefrom. One subchapter researches the situation of European Union nationals and their family members, if they decide to work in the Czech Republic. Second part also deals with special schemes for selected categories of foreigners. Third chapter concentrates on employing foreigners in Great Britain, ways of legal employment, introduction of points-based system and special schemes for given categories. Thereafter follows a subchapter devoted to the impacts of Brexit on foreign employees. Final part presents a short comparison of approaches and legal frameworks of both countries.

Finally, the thesis offers a conclusion of approaches of both states, evaluates possible opportunities for Czech laws collected on the basis of comparison with British legal framework.