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FINAL REPORT

Internal Restrictions on the Participation of the Vietnamese and Ukrainian Ethnic Groups on the Czech Labour Market

IOM Prague

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Summary

In the research we focused on specific social-economic groups of Ukrainians and Vietnamese living in the CR. We wanted to describe the situation of respondents who are not integrated, who have to face many integration and labour market constraints. The aim of the research is to **find out whether there are internal limitations to entering the labour market** for the chosen groups of migrants and **also to structure those limitations** with regard to the possibility of finding an effective solution for the given problem.

The chosen methods and data collection enable to identify the basic problems and barriers at the labor market. The identified findings are practical and reasonable and can improve the situation of integration of migrants in the Czech Republic through the labour market.

Presumption and objectives

We define the internal restrictions as culturally and socially contingent. Those are family structure and relations, gender role, network organization, communication style, social organization and social hierarchy.

We recognize a high potential for ethnic or social restrictions preventing communities from integrating. The findings would specify which integration restrictions are connected with the labour market which could be confirmed by research and which labour market restrictions are caused by social and ethnic characteristics.

The research shall enlarge for the following topics relevant to the labour market in the Czech Republic:

1/ Internal restrictions on the participation in the (if some particular labour market is meant, e.g. Czech Labour market) labour market of the chosen ethnic groups (Vietnamese, Ukrainians).

2/ Factors determining community differences of approaches to the Czech labour market.

3/ Comparison of collected data from groups of foreigners with a Czech research sample to distinguish better which factors reduce participation in the labour market of all ethnic groups without regard to the ethnicity and which factors are ethnic factors.

Upon the analysis of existing research and the results from previous Pilot research on the Integration of foreigners in the Czech Republic, IOM Prague 2003 we defined the following presumptions of our research:

1/ The selected groups of foreigners are limited in their entrance to the labour market not only legislatively, but mainly

a/ by **internal limitations** inside their communities / counting on the help provided by their native community members – professional and non professional and sometimes relying on mediation conducted by a Czech employment agency.

b/ **socio-cultural habits** from their native culture and bureaucratic systems.

c/ intercultural relations between the community and the majority of the society.

d/ the **low level of knowledge and capability** which disables them from playing an active role in the labour market in the Czech Republic.

e/ **low level of subjective motivation and specific expectations** of the labour market in the Czech Republic.

2/ The level of integration in the host culture reduces the level of internal restrictions on the labour market.

Target Groups

Up to 31.12. 2005 according to the Czech statistical Office (www.czso.cz) three the most numerous groups of foreigners living in the CR were: Ukrainians (87 789), Slovaks (49 446) and Vietnamese (36 832). Slovaks share a long history of common tradition with Czechs and their relationships are not the typical relations of migrants and host society, however the situation is changing.

Both communities (Ukrainians and Vietnamese) often face huge problems with their integration in the Czech Republic, both external and internal restrictions play their role.

Questionnaire

There were used mostly open questions that were asked by the interviewers (native speakers). The content of the questionnaire was prepared by the researched team and follow the structure:

1. Basic sample characteristics – sampling

To achieve the intended sample we placed basic sample characteristics into the questionnaire.

2. Basic characteristics of integration

This part of questions investigated the level of cultural and social integration of migrants in the Czech Republic. It also serves as a distinctive sign of the overall dealing with the samples also through comparison with the Czech control sample. We follow these hypotheses:

A great level of integration in the host culture reduces the level of internal restriction on the labour market. We have implemented following topics into our questionnaire: identifying restriction in motivation on the level of stereotypes and prejudice, individual motivation, restriction of knowledge and skills in the area of basic knowledge of Czech legislation and Czech society on a socio-cultural basis and in the area of relationships between the members of the foreign community and majority society.

3. Awareness about institutions and their evaluation

These questions investigated the knowledge about institutions and the subjective migrant's evaluation of that institution's work. Besides a number of official contacts it also contains the evaluation of the professionalism, knowledge and administrative, effectiveness of employees works.

4. Experiences with employing in the Czech Republic

- Individual reflection of position on the labour market: subjective evaluation of their labour conditions and salaries from their employment, type of treatment by the management of the company, where they work, relationships at the working place, legislative obstacles, administrative obstacles etc.

- The level of orientation in the Czech legal and social system. The aim is not to find out about the level of knowledge of concrete facts, but the ability to be able to orientate themselves in the system and the possibilities it provides including where to find relevant informants or potential help. In this part we ask respondents about their working or business conditions. For this reason the questions of this part were filtered. A number of them were addressed specially to entrepreneurs, to employers, to employees and finally to the unemployed.

1. Sampling

We supposed to involve:

150 Ukrainians

150 Vietnamese

100 Czechs (Czechs are a comparative sample with the purpose of monitoring the cultural differences in their relationship towards the way they deal with employment and establish a relationship frame for analyzing the questions concerning the level of integration and the seriousness of obstacles facing foreigners on the labour market in the Czech Republic.)

To achieve the intended sample we used the methods described as purposive and snow-ball sampling. The sample was mostly defined by community experts because there are no statistical resources dividing migrant groups into integrated or not integrated groups. For such reasons only the results of our research could confirm our criteria method. If the results show that the respondent group have to face many constraints in labour market, our sampling method and expert's survey will be confirmed.

The target groups were identified thanks to the interviewers (they were the native speakers and since that there was no language barriers). The interviewers had the previous experience with the research and data collection.

Some research (for example, focused on Vietnamese - see Brouček, 2002, Hofman, 2002) does not define the sample more deeply before conducting the research because it is very difficult to find respondents willing to answer research questions. Much of the research failed because no Vietnamese respondents wanted to answer. Most research uses "snow-ball" sampling. To describe our researched group deeper we used similar criteria as in (IOM, 2003) and we made them a little bit wider.

Because it is very difficult to find valid respondent's sample, our sampling method was a combination of the snow-ball technique and purposive and quasi-quota sampling. Respondents asked their friends, families but also unknown persons. Nevertheless they also controlled the interviewed person (IP) by the following criteria:

a/ IP is not a citizens of the Czech Republic (in the case of Ukrainians and Vietnamese). The Czechs are citizens of the CR.

b/ IP lives in the Czech territory according to the named type of residence permit (is not asylum or diplomatic suffering. People in this category follow another administrative system which requires a condition of having another type of biography and life strategy.)

c/ IP has been living in the Czech Republic *more than 1 and less than 16 years*. This guarantees the compatibility of samples, because the migrants who have chosen to live in the Czech Republic for a longer period seem to have been indulged in the social system of the Czech Republic.

d/ IP is older *than 25 years and younger than 55*. Because of the economically active persons in the productive age were researched only.

e/ IP is not a retired persons, student, women on maternity leave, men and women on family holidays. The research focuses mainly on *economically active persons*.

f/ IP lives in *Prague, Brno, Plzeň* or in the surroundings. IP were chosen from the region with the highest concentration of foreigners possessing residence permits in Czech Republic. (Statistical data of the Czech Statistical Institute)

g/ Economic status of the IP (business, employment, interrupted employment etc.). Social status and situation of IP influence also social and legislative conditions of their lives. For Vietnamese (80% entrepreneurs, cca 18% employees and the rest unemployed), for Ukrainians (maximum 40% entrepreneurs, 60% employees, several unemployed), for Czechs (50%, 50% and the rest).

h/ socio –economic position of the IP. The main migration waves of both groups among foreigners in the Czech Republic.

Details of Socio-professional groups:

Vietnamese 1: kiosk – type retail, retail of textiles, toys & dolls, electronic devices, shoes (businessmen, employees, employers) either men or women. - 90% of Vietnamese respondents.

Vietnamese 2: business and translation and mediation services (businessmen, employees, employers) either men or women. - 10% of Vietnamese respondents.

Ukrainians 1: building work, painting work, forestry (employers, businessmen, employees) in the case of men, cleaning work, home assistance etc. in the case of women. - 80% of Ukrainians respondents.

Ukrainians 2: work intermediation services - 20% of Ukrainians respondents.

Czechs: doing business corresponding with the business of Ukrainians and Vietnamese (employers, businessmen, employees) (40%workers + 40%businessmen + 20%servicemen or mediators of respondents).

i/ sex and education of the IP

1.A The Achieved Sample

The achieved sample consists of 150 (40%) Ukrainian and of 123 (33 %) Vietnamese respondents.

a/ Citizenship

Tab.: 1.1

Citizenship of respondents	Intended sample structure	Number of respondents	Percent
Ukraine	150	150	40
Vietnamese Socialist Republic	150	123	33
Czech Republic	100	103	27
TOTAL	400	374	100.0

The table shows how many respondents our team interviewed. The sample consists of 150 (40%) Ukrainian respondents and 123 (33 %) Vietnamese respondents. We were not able to achieve the whole intended sample of Vietnamese (see below).

b/ Residence permit

Tab.: 1.2

Purpose to stay - permanent residence permit	Percent		
	Ukrainians	Vietnamese	Czechs
Previous long-term residence permit in Czech Republic	2	6	-
humanitarian reasons	1	0	-
family reunification	6	7	-
other reasons (not specified)	1	1	-
not specified	1	1	-
Base	150	120	103

134 (89%) of the total Ukrainian respondents hold long-term residence permits (includes visa for over 90 days and long-term residence permit) and 16 (11%) of them hold permanent residence permits. 106 (86%) of the total Vietnamese respondents hold long-term residence permits and 17 (14%) of them hold permanent residence permits. More than Ukrainians, Vietnamese received permanent residence permits based on having had a previous long-term residence permit. This corresponds with the fact that Ukrainians have been migrating from the 1990s in comparison with Vietnamese, who have been coming from the 1950s.

c/ Length of stay in the CR

Tab.: 1.3

Length of stay in the CR	Percent		
	Ukrainians	Vietnamese	Czechs
less than 1 year (1-11 months)	3	-	-
1-2 years (12-24 months)	27	9	-
3-6 years (25-83 months)	44	34	-
7-12 years (84-144 months)	27	41	-
13 - 14 years	-	7	-
15 and more years	-	8	100
Base	34	119	103

The age structure of the sample obtained mirrors a real migration history of both groups. There are 8 % Vietnamese who have lived longer than 15 years in the CR and 3% of Ukrainians who have lived here less than one year here in the sample. It once more confirms the previous claim about the Ukrainians translational and Vietnamese prolongation migration and integration strategy in this time.

d/ Age of IP

Tab.: 1.4

Age	Percent		
	Ukrainians	Vietnamese	Czechs
18 - 25	3	5	-
26 - 30	32	22	25
31 - 35	15	16	25
36 - 40	20	23	13
41 - 45	14	18	15
46 - 50	11	10	9
51 - 55	3	6	13
56 and more	3	1	-
Base	149	116	103

Our interviewers obtained a heterogeneous sample in terms of age intervals.

e/ Main current profession

Tab.: 1.5

Main current profession	Percent		
	Ukrainians	Vietnamese	Czechs
construction workers, painters, forestry, cleaning and other various auxiliary services	91	-	42
employment inter-mediators, advocacy, consulting, business services etc.	7	-	19
unemployed	2	-	7
stall retail	-	100	27
other	-	-	5
Base	145	118	98

Ukrainian workers form the main Ukrainian professional group in our sample attained. Vietnamese entrepreneurs – stall retailers form the main Vietnamese professional group. The Czech sample contains a higher number of both workers and retailers to compare their answers with other groups.

f/ Residence town

Tab.: 1.6

Main residence town	Percent		
	Ukrainians	Vietnamese	Czechs
Prague	35	31	40
Brno	33	43	30
Pižeň	15	20	29
Chomutov	-	5	-
Kladno	17	-	-

Other	-	1	4
Base	150	123	103

Our respondents live in Prague (aprox. 1/3), Brno (aprox.1/3), Plzen and Kladno. The places of residence of the respondents are not concentrated; they are located in many different districts of the selected cities mentioned above.

g/ Current working positions (Economic status of the IP)

Tab.: 1.7

Current working positions(Economic status of the IP)	Percent		
	Ukrainians	Vietnamese	Czechs
businessman without employees	22	65	16
employee	73	16	74
employer	5	9	5
unemployed	2	9	4
Base	150	123	103

More than Ukrainians, Vietnamese received permanent residence permits based on having had a previous long-term residence permit. This corresponds with the fact that Ukrainians after the Second World War have been migrating from the 1990s in comparison with Vietnamese, who have been coming from the 1950s.

h/ Sex of the IP

Tab.: 1:7

Sex	Percent		
	Ukrainians	Vietnamese	Czechs
Female	33	31	46
Male	67	68	54
Base	150	113	96

Education of the IP

Tab.: 1:8

Achieved education	Percent		
	Ukrainians	Vietnamese	Czechs
elementary education	0	12	10
secondary school (no leaving exam) (secondary)	5	32	33
technical secondary school with leaving exam	28	18	21
non-technical secondary school with leaving exam	33	14	15
college (not university degree)	10	2	
university (3 - 4 years, bachelor)	4	2	2
university (5 and more years, master)	20	1	19
post-graduate studies	0	0	1
Base	148	107	95

In comparison with Ukrainians, Vietnamese have lower education.

2. General integration indicators

Basic chosen conception goals:

Foreigners living in the CR for a longer time and in the most legal way possible should have similar rights and legal status to Czech citizens. The state should systematically and thoroughly protect human rights and the liberties of foreigners (politic, economic, social and cultural rights). To protect equal rights and opportunities of foreigners in terms of their situation in the field of:

- housing,
- employment and entertainment,
- culture,
- language and religion,
- health care and insurance,
- political participation and discrimination.

2.A Results of the General Integration indicators

Housing and family cohesion

Ukrainian respondents mostly live in flats (42.2%) and hostels (34.7%). The 85% of them live in rented accommodation in the Czech Republic. A similar number of Vietnamese respondents (19%) live in family houses like Czechs (comparing to only 5% of Ukrainians). The 74% of Vietnamese respondents live in rented accommodation. 7% are guests for free (compared with 11% of Ukrainians) and 19% of them live in their own property. We supposed that for Ukrainians the choosing of a "free housing" response option does not necessary mean a free of charge accommodation, since lodging is sometimes covered by the services of the "client" (usually Ukrainian mediator of work and other aspects of integration for Ukrainians in the CR).

Almost 61% of Ukrainian respondents live without their relatives in the Czech Republic, 15% of them have just one relative living there, 11% of them have two relatives. When questions were directed particularly about children (persons under the age of 18 years) - 43% of Ukrainian respondents have no children, 27% two children, 25% one child, 5% three children. 71% of Ukrainians mentioned that they leave their children abroad (including many women). Only 13% of respondents have 1 child with them in Czech Republic and 6% 2 children. 61% of Ukrainians live in the Czech Republic without any relative. Ukrainian sample shows a specific characteristic of Ukrainian migrants. Since Ukraine is relatively close to the Czech Republic, a lot of working migrants belong to so-called transitional migrants. /Glick Schiller, Basch, and Szanton Blanc 1992/ define as a social process whereby migrants operate in social fields that transgress geographic, political, political and cultural borders. For those authors migrants are not longer "uprooted" but rather move freely back and forth across international borders and between different cultures and social systems.

There is a completely different situation in Vietnamese sample concerning family background in the Czech Republic - only 9% of Vietnamese respondents live here without relatives, 17% (the biggest share) with only 1 relative, 14% with 2 relatives and 30% have 3 or more relatives in the Czech Republic. Findings in Vietnamese sample support conclusions drawn by Massey et al./1993/ who suggest that "each act of migration itself creates the social structure needed to sustain it. Every new migrant reduces the costs of subsequent migration for a set of friends and relatives, and some of these people are thereby induced to migrate, which further expands the set of people with ties abroad".

32% of Ukrainians did not answer (were not probably able to answer) the following question (compared to only 2% of Vietnamese): Do your countrymen live in the nearest surroundings of your place of residence (reachable within 5 minutes on foot)? 12% of Ukrainians said they live without any other Ukrainians (compared to 15% of Vietnamese). The 46% of Vietnamese answered that there are 1 to 3 Vietnamese families living not far from their place of residence (compared to 30% of Ukrainians). For those Vietnamese group is a case of what Grasmuck and Pessar /1991/ pointed: "It is not individuals but households that mobilize resources and support, receive and allocate remittances, and made decisions about members' production, consumption and distribution of activities. Social networks and households simultaneously mediate macrostructure changes, facilitate the migration response to these changes, and perpetuate migration as a self-sustaining social process."

We asked the following question: Is there any place of your countrymen frequently meet near your place of residence (reachable within 10 minutes on foot)? If there is, what sort of place is it? For Ukrainians the distance from such centre did not seem very important (64% of respondents cannot answer or did not answer the question). 52% of Vietnamese live close to the market stalls, 14% close to the labour exchange centre (compared with 7% of Ukrainians).

Employment and entertainment

Only 19 (from 150) Ukrainians have passed some (re-)qualifications or courses in the CR (e.g. training for hairdressers). 54 (from 123) Vietnamese take Czech language courses in Vietnamese teaching centre. Nevertheless after that none can speak Czech fluently, however they are able to pronounce a few words useful during stall retail.

Czech respondents have more opportunities to attend different types of courses. 33 of them (from 103) visit courses such as qualification courses, foreign language courses, financial and accounting courses etc.

Ukrainians spend on average 2 913 CZK per month on attending courses. Vietnamese spend on average 6500 CZK for three-month language courses. Czechs spend on average only 600 CZK per month on attending courses.

46% of Ukrainian respondents do not intend to attend any courses. 43% of them would attend courses if they had better economic conditions (higher profit, more time, better language knowledge etc.).

Ukrainians who would visit courses would spend on average 1970 CZK per month on them. Vietnamese spend 2300 CZK and Czech 4600 CZK per month.

Both migrant groups would like to improve their knowledge of the Czech language, about EU, Czech society and Czech legislation, conditions for foreigners to stay in the CR. Czechs want learn about many different topics (qualifications, hobbies etc.).

Vietnamese respondents frequently mentioned the following important constraints as reasons why they cannot attend courses: Not enough time, Bad Czech language, Too much work. Constraints mentioned by Ukrainian respondents: Not enough money, Language constraints, Not enough time, Not enough information, Care for their families.

Tab.: 4

Working positions in the CR: in the past/in the present	Ukrainians		Vietnamese	
Percent	PAST	PRESENT	PAST	PRESENT
businessman without employees	14	22	29	65
employee	75	73	33	16
employer	2	5	5	9
unemployed	5	2	2	9
Base	150	150	123	123

Respondents answered multiple-choice questions: What are your contemporary / past legal / economic positions? In both communities, we can see more businessmen (with or without employees) than in the past. There is an improvement among Ukrainians - numbers of unemployed have decreased from 5% to 2%, while among Vietnamese, there are more unemployed now (from 2% to 9%).

Economic situation and its reflection

Vietnamese work all seven days in the week, Ukrainians mostly six days a week, Czech mostly five days a week.

Ukrainians mostly declare lower income than Vietnamese. They say (56%) they have rather lower or significantly lower income than the average income in the Czech Republic, while Vietnamese have average income or earn more than the average CR salary. Subjective income comparison of respondents with Czech average income (V, U and C people with the similar field of work and profession are compared) fits with their comparison after recognizing the real average income in the CR (15000 CZK per month). E.g. before we asked real level of average income (15000 CZK) Ukrainians mostly said they have average and below average income. After they recognise the real average income in the CR, they once more said their income is lower or average. The economic situation of migrants should indicate potential progress of new migration flows from their home countries. Massey /1993/ shows how the spread of consumerism and immigrant success that itself generates more emigration.

Vietnamese lend much more money than Ukrainians among each other which fits with their traditional family and community relationships. More Ukrainians than Vietnamese find their contemporary economic situation better than Vietnamese.

Motivation to stay

There are still many unsatisfied expectations among Vietnamese and Ukrainians in the CR. See main problems mentioned by respondents below:

Vietnamese:

- "I have lower financial profit than I expected"
- family members have not been able to migrate yet
- situation is deteriorating, competition is becoming much stronger
- I could not start my own business
- I have not bought my own house yet.

Ukrainians:

- we still have families in Ukraine
- discrimination and xenophobic behaviour of Czechs and Czech society
- we still want to find better work
- I would like to be able to earn enough money in a shorter time
- I want to find work which fits with my education and qualification
- It is very difficult to legalize my work in the CR.

Tab.: 5

Discrimination	Mean		
If you have become employee anytime, have you been personally encountered ... from your employer?	Ukrainians	Vietnamese	Czechs
Xenophobia	2.6	3.9	3.8

Discrimination	3.0	3.9	3.8
Racism	3.8	3.9	4.0
Gender discrimination	-	-	3.7

The question was explained to respondent. Following values: 1 – very often, 2 – sometimes, 3 – seldom, 4 - never.

Ukrainians tend to consider Czech society more xenophobic and discriminating.

Information resources

Tab.: 6

Values: 1 – several times a week, 2 – several times a month, 3 – once a month and less often, 4 – never.

Watching Czech media	Mean		
	Ukrainians	Vietnamese	Czechs
Czech press	-	2.9	1.5
Czech TV	1.3	1.5	1.4
Czech radio	1.5	3.5	1.7
Czech web	3.4	3.6	2.3

All groups researched watch the Czech television. Ukrainians listen to the Czech radio. Ukrainian and Vietnamese respondents do not visit web sites very much. Vietnamese prefer Vietnamese media, Vietnamese press made in the CR and Czech TV. They get much of their information from meeting each other. The sources mentioned give them useful information but they think only Vietnamese press made in the CR and meeting friends bring them enough information. Vietnamese do not visit web sites very much and no educational events organized by Czechs. Vietnamese mostly watch Vietnamese TV station VTV4 for Vietnamese abroad, read newspapers (weekly) made in the CR „Tuan Tin Moi“ (New news week) and watch Czech Nova TV which is considered television for general public. Vietnamese do not use web sites and none of them know either the name of Czech web sites for foreigners or Czech educational events for foreigners. Many Vietnamese get information from their relatives or friends whilst meeting each other.

Ukrainians watch mostly Czech media and to a lesser extent Ukrainian media in the CR. They get the most useful information from web sites and educational events organized by Czechs or Ukrainians. But from these mentioned the only media they get enough information from are Czech web sites in Ukrainian language. Otherwise Ukrainian media made in the CR and Czech media bring also enough relevant information too. Ukrainians know more than Vietnamese about the Czech web sites but the number of such Ukrainians is still very low.

Vietnamese want to receive information about Czech business legislation, legislation about foreigners in the CR, about the Czech healthcare system and legislation changes. They say they cannot receive enough because of their low language skills and because they do not have enough time and they are very busy. Ukrainians want to know more about qualification recognizing, everything about the living in the CR (from arrival to cultural events) and legislative changes. Among the biggest constraints they see: Czech bureaucracy system, Czech discrimination, low financial profit, not enough time, bad language skills. Czechs want to know more about their profession and qualification courses, more complete information about tax law, labour market etc. They neither have enough time to receive and find the information. But among these constraints they also see bad relationships among employers and employees in the CR.

Institutional awareness

There can be recognized quite good relationships of foreigners to Czech offices. Foreigners consider the Labour office, Board of customs and Alien police as not providing them with enough information. We asked respondents to name all Czech NGOs which they know. To know NGO means, in terms of our research, to know the name the organization but not to know its goals and activities. But from previous research (IOM, 2003) we know that respondents also have a very low awareness about NGO's activities. Ukrainians mentioned the following Czech NGOs: Society of Citizens Assisting Migrants, Asylum, Armáda spásy (Salvation Army), People in Need, Charity, International Organization of Migration, and Red Cross. Only 16 respondents (from 150) know at least one name of organizations mentioned above. Vietnamese did not mention any of them. Vietnamese did not name any of these organizations. Sometimes it could have been because they do not consider Vietnamese organizations as non-profit organizations. Ukrainians know mostly Ukrainian Initiative, and Forum of Ukrainians. A side form NGO Ukrainians also address the Consular department of Ukrainian Embassy in the CR.

Researched Ukrainians **Tradesmen**

There were evaluated 43 respondents. 17 of 43 respondents were tradesmen also in their country of origin. Ukrainians are employees in Czech firms, they became entrepreneurs after a long time and some of them work with a Trade Licence as employees; despite the fact that they have to change their original professions.

The question is why Ukrainians do not get working positions corresponding with their original professions and education, but in contrast with Vietnamese their economic satisfaction is not getting lower? To specify their labour market we ask for:

- reasons for coming to the CR (To what extent do migrant's expectations fit with neoclassical theory?),
- professionalism and legality (Are they really able to get a legal and professional position?),
- perspectives (What could their future perspective be?)

There were used open questions in order not to restrict the respondent's answers.

Stay in the Czech Republic, motivation

Tab.: 7

Why have you come to the CR? (opened question)	Number of answers
for economic reasons	17
family reasons	7
to work	5
family members consolidation	4
to do business	1
to avoid enrolling in the military service	1
to know the world abroad	1

Tab.: 8

Did you know legislative business conditions in the CR before you came?		
(closed question)	Frequency	Percent
yes	7	16
rather yes	7	16
rather no	27	63
no	2	5
Total	43	100.0

The data show that although the motivation for migration were mostly economical reasons, the respondents were rather no informed about the economical and business conditions in the Czech Republic.

Tab.: 9

Who did you ask for advice when you started doing business?	Number of answers	
(closed multiple choice question)	Consulting	Representation
Ukrainian friend	18	5
self help	15	29
Czech friend	15	14
Czech service	5	5
other nationality friend	3	3
other /wife, lawyer, accountant/	3	2
Czech NGO	0	1
Ukrainian NGO	0	0

It is interesting that even Ukrainian entrepreneurs coming with a lack of information about the Czech Republic /and conditions for entrepreneurs/ did not ask for any assistance /consulting and representation/. Those who ask for help prefer their countryman or a Czech friend. It is surprising, but there is an absence of assisted consulting or representation of Ukrainian firms. Relating to this self help strategy we should explain that entrepreneurs are those from the group of Ukrainian migrants who are more self confident /they need it in their own business/ and they are oriented in Czech society because they have already spent some time in the Czech Republic.

Tab.: 10

Who help you to solve the problems at the beginning of your stay in the Czech Republic?	Number of answers		
(multiple choice question)	Have to pay	Free	Row total
Ukrainian friend	4	12	16
Czech friend	4	9	13
self help	3	12	15
somebody else	3	2	5
other nationality friend	2	0	2
Ukrainian non-profit organization	0	0	5
Czech service	0	0	0
Czech non – profit organization	0	0	0

We asked respondents, who helped them to solve problems and answer questions relating to doing business. Respondents have distinguished when they have to pay for consulting/representation and when they do not have to. We can not confirm a hypothesis about mediating paid services, because free consulting/ representation prevails in each chosen category. 3 from 15 respondents who prefer self help pay to start their business. There is one possible interpretation of the data collected, they pay directly to administrators. We should interpret this as a possible presence of corruption.

Tab.: 12

How do Czech business conditions differ from Ukrainian ones? (open question)	Number of answers
I can not compare, I have no experience Of entrepreneurship in Ukraine	9
In the Czech republic is a low level of bureaucracy	4
xenophobia in CR	3
corruption in Ukraine	2
not enough information about business conditions in CR	1
you need health and social insurance in the CR	1

Respondents answered what conditions are new for them in the CR, what potential problems they can meet here? We also wanted to recognize if respondents reflect some cultural differences of the economic environment between CR and Ukraine.

better business.

Tab.: 13

What should be changed for you to do business better? (open question) (We show only answers which were mentioned by more than one respondent.)	Number of answers
less of bureaucracy	7
higher profit	4
no visa	3
more information	3
permanent residence	2

The next table shows Ukrainian migrants reflect the language barrier as one of the main restrictions they have in the CR. It is interesting mostly because Ukrainians are originally from the Slavic cultural region and they do not have such big problems to understand as for example Vietnamese. It is paradox, but this cultural closeness could be a reason why they are more sensitive to label them as foreigners. Respondents perceive as the biggest barrier high bureaucracy, even though they recognize in the previous table the low level of bureaucracy in the CR compared to Ukrainian conditions. The fact that high bureaucracy is the biggest barrier is confirmed also in questions about changes for

We asked respondents about necessities which all entrepreneurs have to fulfil (except drivers license) when starting their legal business. We also asked what their average expenditures to do it are. In each case we see that more than 13 and in some cases 19 respondents had not fulfilled legislative conditions at the beginning of their business. Our respondents mostly do not set up their insurance. In comparison with Czechs, Ukrainians spend more money on it. Czech respondents skip the question about expenditure very often, for such reasons we do not show results of Czech data to compare. But for example we know that to receive conduct certificate people have to pay 50 CZK. You have to pay nothing for tax registration in the CR. It should be interpreted that Ukrainians pay much more money for obtaining these necessities.

During our law analysis our team prepared a list of legal conditions which are necessary for migrants

to fulfill. After that we asked respondents:

1/ Do foreign entrepreneurs have to fulfil the following legal condition?

2/ Does this condition apply to you, to your business?

Tab.: 14

Necessary conditions	Yes – Number of answers	Yes it is my case – Number of answers
to pay taxes	35	30
to register taxes	30	36
to have health insurance	35	23
to have social security insurance	34	28
possibility to employ foreigners in the CR	25	2
to pay health and social security insurance for Czech employees?	21	1
to pay health and social security insurance for foreign employees?	22	1
Base	43	43

In each case (row) we can find a big clash between the legal ideal and reality. For example, just 35 respondents consider it their duty to pay health insurance, but just 23 are doing so. When we compare this data with the following table showing the possibility of following current changes in legislation- which is satisfied, we have to argue that Ukrainians know that they are not fulfilling the legal conditions for entrepreneurs in the CR.

Tab.: 15

Is it possible for you to know current changes in legislation?		
	Frequency	Percent
definitely yes	4	9
rather yes	23	54
rather no	11	26
not at all	5	12
Total	43	100

The following results we relate to the Ukrainian entrepreneur's perspective in the CR. We ask them about their intentions and satisfaction (see tables below).

Tab.: 16

In the next two years, do you want to change your economic activity? In what way?	
Frequency	
30	Not
10	Yes
1	Probably not
1	I do not know
.1	I want to work as an employee
43	Base

Tab.: 17

How do you evaluate your business in terms of...?	Frequency	neither convenient nor inconvenient	convenient	Base
It is ...	inconvenient			
your personal business profit	6	20	3	39
number of your firm's customers	3	7	22	39
your ability to assert Czech competition	5	8	20	33
your relationships to Czech	1	12	15	28

Tab.: 18

How do you evaluate your business in terms of...?	Frequency	never mind	strong restrictions	Base
I feel ...	no restrictions			
Czech legislation restrictions	1	17	22	40
Czech administrative restrictions	2	21	16	39

Ukrainian entrepreneurs are satisfied with their business, 30 from 43 respondents do not want to change their economic activities. They are not so satisfied with their business profit, which was the main reason to migrate to the CR. In the case of integration factors they do not consider their relationships to the Czech majority. The previous table shows: Ukrainian entrepreneurs tend not to fulfil legal duties and they are aware of it. This strategy is supported by their evaluation of Czech legislative restrictions as strong /22 from 40 respondents/. Even Ukrainian entrepreneurs do not positively evaluate their business with Czechs, they cooperate mostly with Czech firms /25 from 31 respondents/. Just two of our respondents cooperate with Ukrainian firms. This shows us that Ukrainian entrepreneurs are not an ethnic closed community; they have no tendency to ethnic network business activities.

Employees:

In our analysis we focused /as in case of Ukrainian entrepreneurs/ on:

- professionalism and legality (Are they really able to get a legal and professional position?),
- perspectives (What could their future perspective be?).

Our research sample was created by 106 respondents. 80, % are working full-time permanently. 13% as seasonable employees and 7 from 100 are occasional employees. 45 respondents from 51 /who answered this question/ are working in the same field of their profession. The highest percentage of employees (56 %) have work contracts, 31 % just have an oral agreement which is illegal. It is interesting that 2 % of respondents are employed on other kind of agreement –which is illegal, so we can guess that it is maybe a client contract.

Tab.: 19

Did you know legislative conditions for employment in the CR before you came?		
(closed question)	Frequency	Percent
yes	3	3
rather yes	11	11
rather no	29	28
no	61	52
Total	104	93.1

Also Ukrainian employees were not informed about condition for work before their migration to the Czech Republic.

Tab.: 20

Who did you ask for advice when you started your employment	Number of answers	
(closed multiple choice question)	Consulting	Representation
Ukrainian friend	57	48
agent	37	26
Czech friend	24	26
Czech firm	4	20
Ukrainian non-profit organization	4	3
Czech non-profit organization	1	3

We suggest that the lack of information is a reason why the group of Ukrainian employees focused on asked for advice when they started their employment in the Czech Republic and why they are dependent on the paid assistance of agents.

The results show that Ukrainian respondents prefer agents and networks-their of their compatriots in assisted consultation and mediation in the area of their employment more than their Czech friends, Czech firms or NGOs. An interesting answer is that they pay Ukrainian NGOs for consultation. We suggest that the respondent does not know what NGO means, and maybe he/she label the Ukrainian firm as NGO. In comparison within the group of Ukrainian tradesman, Ukrainian employees are less self- sufficient and they are open to ask for the help of the NGOs. Tradesmen are more skilled in this area because they have been living for a longer period in the Czech Republic and they generally need to be self-sufficient in their business.

Tab.: 21

In your opinion, what are the main restrictions in employment in the CR? (open	Number of answers
---	-------------------

question)	
Czech language	17
xenophobia	14
high bureaucracy	6
each year to prolong visa	5
client system	5
hard to get permanent residence	4
no problems	5
work for more employers	1
to work independently	1
hard working conditions	1
diploma authorisation	1

We focused on personal reflection of the main restriction that Ukrainian employees perceive in the CR. As in the case of the group of entrepreneurs we could recognize a strong language barrier and xenophobia towards Ukrainians. 5 respondents also mentioned the client system as restrictive factor .

As previous research on Ukrainian employees in the CR shows, they are working in non qualified and low paid jobs with hard working conditions. Probably the most visible is the existence of specific segment(s) of labour market determine to (and simultaneously determine by) immigration. According to **dual labour market theory/segmented labour market theory IOM 2003/** „advanced economies display a dichotomy favouring unstable employment through the coexistence of a capital-intensive primary sector and a labour-intensive secondary sector. These two sectors operate like watertight compartments and lead to the emergence of a dual labour market.“. The secondary sector is occupied by immigrants. Generally, it occurs on the bottom level of the labour market and is characterized by poor labour conditions (e.g. non-paid overtime work), low wages, jobs with low social status (such as workers in building industry, cleaners, servants ect.) and lack of upward mobility (in both wages and social status). Workers from host country are not interested in working in the secondary sector. Above all due to low wages and low status and minimal chance for the improvement, but partly also because of xenophobia and prejudice against foreigners. Immigrants from low-wage countries incline to accept jobs in the secondary sector because wages in that sector are still higher than in their home countries. The immigrants also do not care about the low social status in host country, at least as far as they live in host country temporarily, on the contrary in their home country, their social status grows up due to migration and work abroad. This theory could be quite easily applied to Ukrainians (as well as other immigrants from former Soviet countries and other Eastern European states). Vietnamese also occupied the specific segment of the labour market (stall-sellers), but it is not situated on the lowest level of the labour market, similarly the related social status is not the marginal.

This we can confirm with the type of answers we received in open questions about changes for better employment. 3 of the respondents would like to be out of the client system.

Tab.: 22

What should be changed to make your employment better? (open question) (We show only answers which were mentioned by more than one respondent.)	Number of answers
better working conditions /including free Saturday and Sunday /	4
no clients	3
higher salary	3
no discrimination of Ukrainians	3
easier conditions for getting permanent residence	3
better legislative for foreigners	2
same salary as Czech employee	2
same conditions for Ukrainians as for EU members	2
permanent residence	2

During our law analysis there was prepared list of legal conditions which are necessary for migrants to fulfill. The following answers were provided:

Tab.: 23

Have you done ... when starting your employment? What expenditure did you have for action below?	Yes – frequency
Establish employment	62
Compulsory health insurance a social security insurance setup	65
Application at the Labour office	14

Abstract of penal record	62
Total	106

Legislative awareness is not so good, especially there is no awareness about the duty to apply for job in Labour Office which could lead to illegal working activities. We suggest that the reason, as is evident in the following table, is the lack of information. (46.6 percent from 103 respondents) about conditions for employees in the Czech Republic. It shows the need for an information campaign promoted by the state administration or by NGOs and international organizations.

Tab.: 24

Are you aware of the conditions for employing foreigners in the Czech Republic?	Percent	Frequency
Satisfactory	11	11
rather yes	35	36
rather no	47	48
I do not know them yet	8	8
Total number of respondents	100.0	103

From the presented data we could argue that Ukrainian employees belong to sensible group of migrants, because of their low awareness of their employment duties. Just 9 of respondents answered that they are responsible for paying their insurance fee. We focused on satisfaction with working conditions for employees including salary, relationships in the work environment. The majority satisfied are with their salary conditions, this is supported by the reasons they had for working migration from the Ukraine to the CR. It is interesting that despite the fact that **73.8 % from 103 respondents perceive a practical difference** in their working environment compared to Czech employees, they still evaluated their relationships with Czech employers and colleagues as good.

Tab.: 25

Respondent's evaluation of ...	Satisfactory (Percent)	Ok (Percent)	Unsatisfactory (Percent)	Total number of respondents
salary	41	43	14	97
firm relation to employees	53	38	9	99
working environment	65	33	20	102

The answers of our respondents show more negative evaluations to administrative and legislative barriers than to working conditions. This is because of the complicated system of administrative approaches to employing foreigners and its legislative background, supported by a lack of information about working conditions for employees. Ukrainian employees perceive a high level of satisfaction with their living conditions in the CR, especially with their work. Their primary motivation to move from their homes was to improve their economic situation and this motivation seems to be satisfied.

Researched Vietnamese Tradesmen

This part shows a description of 91 researched Vietnamese entrepreneurs. Most of the Vietnamese in the CR receive a trade license, however, in reality they work as employees (in reflection of the work condition and the system of their work, taxis they pay and structure of the firms they work for); despite this they have to change their original professions. Our group of respondents mostly makes business as sellers and they are not in contact with Czechs. They do not speak Czech.

Tab.: 26

Why have you come to the CR? (open question)	Number of answers
I want to do business for economic reasons	49
to save money	15
to work	3
work or business	3
family members consolidation	2
education	2
re-qualification	2
studies	1
Total	77

Vietnamese come because they want to improve their economic profit. But a very low number of them is informed about the condition necessary for the stay in the Czech Republic 46.9 % of today's Vietnamese entrepreneurs had been employees and (13.6%) other professions in Vietnam before

coming to the CR. Among other professions we can name working in the army, studies, working as a farm labour.

When we observe the table of professions, we can recognize that today's Vietnamese entrepreneurs have many different original professions and qualifications (workers: building, textile, power station etc., craft professions, agriculture, teachers, accountants, economists, officers, top staff etc.)

The Vietnamese migrating group can be considered very specific in comparison with the Vietnamese population. There are more reasons for this:

- Vietnamese leave their families despite the fact that Vietnamese tradition is to keep strong relationships among a wide number of relatives and among native village citizens. From research 2003 we know that Vietnamese visit their relatives once or twice a year.

- The traditional way of living in today's Vietnam is agriculture. This applies to about 70% percent of inhabitants. Migrating Vietnamese mostly do not belong to this agriculture group of peasants or leave their traditions.

- Vietnamese coming to the CR have to have money to come to pay for many administrative fees and other travel expenses (For example most of them come by airplane).

- 39.5 % (from 81) Vietnamese respondents had done business also before they came to the CR.

Entrepreneurs had worked in the same fields as the ones we consider typical for Vietnamese market retailers in the CR mentioned in the table 27:

When we think about today's migrant position in the labour market, we ask: Did migrants expect such conditions in the CR? Did their expectation differ from reality?

39.3% of Vietnamese respondents mostly had not known about Czech legislation and business conditions before coming to the CR, for such reasons they had to pay high fees for consulting and representation for accounting, to pay taxes, to deal with offices etc. Vietnamese mostly ask their community members (Vietnamese friends and services) for help. In fact in many services (economic consulting, law, taxes, translations etc.) do not dispose of qualified representatives in such fields. In our research we distinguish between consulting and representation. Representation means that somebody does not give only advice to his clients but also effects some action in the place of the clients (go to school, go to offices etc.).

Tab.: 27

Who did you ask for advices when you started doing business?	Number of answers	
(closed multiple choice question)	Consulting	Representation
Vietnamese friend	10	9
Vietnamese service	6	11
self help	5	7
somebody else (mostly family members)	3	5
Czech friend	3	3
Czech service	2	1
Vietnamese non-profit organization	2	2
Czech non - profit organization	0	1
other nationality friends	0	0

We asked respondents who helped them to solve problems and answer questions relating to doing business. Respondents distinguished when they had to pay for consulting/representation and when they did not. In the case of both consulting and representation Vietnamese mostly pay for Vietnamese service (for consulting and representation) but sometimes also for their friends (for representation). We can confirm with this research that consulting and mediating services play a very important role for migrants in starting and maintaining their businesses. We could ask why Vietnamese do not use Czech services. Our respondents answer this question in the following way: We do not know that Czech services exist and we would not understand them, it is better to speak with our countrymen. These services really close the community because migrants do not have to speak with Czechs, everything could be solved with the services. But these services, on the other hand, play unique role in the integration of the migrant. If Vietnamese services were not in the CR a lot of migrants would probably have to return to Vietnam or to fall in to the illegal environment.

Tab.: 28

Do you know current legislative conditions for doing business in the CR?		
(closed question)	Frequency	Percent
yes	1	1
rather yes	56	68

rather no	25	30
no	1	1
Total	83	100

Still 30% of Vietnamese say they do not know the legislative conditions in the field of business.

Respondents answered the questions: what conditions are new for them in the CR and what potential problems they can meet here? We also wanted to recognize if respondents reflect some cultural differences of economic environment between the CR and Vietnam.

Tab.: 29

How do Czech business conditions differ from Vietnamese ones? (open question)	Number of answers
There are better business and legislation conditions in the CR	19
Safe, easier, stable business conditions in the CR	17
Strict legislation in the CR	11
Weaker competition in the CR	3
Stronger competition in the CR	2
Better life and retail in the CR	2
I do not know business legislation of Vietnam, so I do not know	2
It is very difficult to follow all the legislation and its changes in the CR	2
No comment	1
Different culture and environment in the CR	1
To do business in Vietnam in fact you do not need to receive a trade license	1

We have found only a low number of respondents reflecting cultural differences in the field of legislation (3 from 123). More than the non-existence of such differences we can consider the lack of knowledge of Vietnamese respondents of concrete legal conditions in Vietnam and also in the CR. This we can consider in fact as an indicator of cultural differences – lower awareness about legislation in general in Vietnam, which is an agricultural country with a continuing strong and alive religious, folk and family tradition. To recognize the concrete cultural restrictions we have to ask in another way (not about legislation).

Tab.: 30

In your opinion, what are the main restrictions on doing business in the CR? (open question)	Number of answers
Czech language	37
I do not know Czech customs and society	16
Limited economic means (money)	15
Strong competition	8
I do not understand Czech law	7
I am not educated enough	4
I have no time to meet Czech friends	4
Work and business habits	3
I do not understand taxes etc.	2
Law changes very often	1
I have no information	1
I feel bad, I miss my family	1
Few costumers	1

We can already find more cultural barriers in the table above: language, customs and society. Cultural differences belong among the most frequent. The other question is which of these restrictions respondents want to change and which they consider to be the usual ones? For such reasons we also asked about what should be changed.

Tab.: 31

What should be changed for you to be able to do business better? (open question) (only the answers mentioned by respondents are mentioned)	Number of answers
I feel good, I do not need to change anything, it is good already	17
better or more information for foreigners	7
more information about Czech legislation and society	6
better accessibility to loans	4

<i>higher profit</i>	4
<i>better business conditions for foreigners</i>	4
lower taxes	3
I want to learn the Czech language	2
to change legislation	2

Reading the mentioned answers we can observe not only low legislative awareness but also no high life and business requirements. If there are some these are mostly related to income and not to other living conditions.

To confirm our statements about the legislative awareness of Vietnamese respondents, we asked respondents about the necessary legal conditions which all entrepreneurs have to fulfil (except drivers license) when starting their business. They have the fulfilled action in the table from the year 1990 to 2004. We also asked what is their average expenditure spent on fulfilling these require.

In each case we see that more than 10 respondents had not fulfilled legislative conditions at the beginning of their business. Our respondents mostly do not set up their insurance. In comparison with Czechs, Vietnamese spend more money on it. Czech respondents skip the question about expenditure very often, for such reasons we do not show results of Czech data to compare. But for example we know that to receive an abstract of penal record people have to pay 50 CZK. You have to pay nothing for tax registration in the CR. This means Vietnamese entrepreneurs sometimes do not fulfill legal conditions. Sometimes they pay much more money for fulfilling them.

Within our law analysis our team prepared list of legal conditions which are necessary for migrants to fulfil. Since there were asked for:

1/ Do foreign entrepreneurs have to fulfil following legal conditions?

2/ Is this condition valid to you, to your business?

In the case of tax payment we can find a distinction between the legal ideal and reality. Six entrepreneurs who said that entrepreneurs have to pay taxes on the other hand said that they do not pay taxes. At least 15 respondents do not consider the conditions above to be legal and necessary to fulfil. Respondents do not know about their duty related to employees insurance. After the recognition of lower legislative awareness of our respondents let us ask them about their possibilities to receive enough information about legislation in the CR.

Tab.: 32

Is it possible for you to know about the current changes in legislation?		
	Frequency	Percent
definitely yes	2	2
rather yes	18	22
rather no	51	62
not at all	11	13
Total	82	100

Most respondents said that it is not possible for them to find out information about the current legal changes (75.6 % from 82). We could say the results mentioned above can lead us to think about the legality of foreigner's business in the CR. For such reasons we asked the questions in the tables below.

Tab.: 33

	Do you know about anybody from your vicinity who works illegally? (closed question)		Do you know about anybody from your vicinity who does business illegally? (closed question)	
	Percent	Frequency	Percent	Frequency
Yes	3	2	21	17
No	97	73	79	63
Total		75		80

17 and 2 respondents know about somebody who does business or works illegally in the CR.

Next results we relate to Vietnamese entrepreneur's perspective in the CR. We ask them about their intentions and satisfaction (see tables below).

66.2% of respondents answered the question "In the next two years, do you want to change your economic activity? In What way?" by the term "not". 16.2 % of them do not know.

Most respondents do not intent to change their economic activity in the next two years. 15% of respondents (in the case of legislation) and 19% of them (in the case of administrative) feel strong business restrictions. Vietnamese entrepreneurs are mostly satisfied despite the fact that they

recognize economic conditions are getting a little bit worse. It is possible to say that the economic activities of Vietnamese (represented by our respondents) will not change too much in the next two years.

We also wanted to know if there is any potential to improve intercultural relations in the CR among Vietnamese and Czechs.

Tab.: 34

In terms of founder nationality origin, what firms or entrepreneurs do you cooperate with?	
... firms	Number of respondents
Czech	29
Vietnamese	23
Chinese	21
Other nationality (Mongol)	1
Slovak	0
Ukrainian	0

Vietnamese co-operate just with Czech, Vietnamese and Chinese firms. This means that in terms of economical activities the Vietnamese community has started to open to Czech culture. However, personal and family relationships are kept closed by the Vietnamese. They usually co-operate with persons of the Far East in origin (Chinese, Mongol).

We asked respondents: Are you satisfied with your enterprising in the CR? and Why are you dissatisfied with your enterprising in the CR? They answered in terms of economical profit once more: I am satisfied because of higher incomes here. I am not satisfied because of lower income here in comparison with the last years.

To conclude our results related to entrepreneurs we asked respondents to answer a general satisfaction question (see in the table below).

Tab.: 35

To what extent are you satisfied with your ... in the CR?						
					Percent	Base
Satisfaction scale	best satisfaction	4	3	2	worst satisfaction	
work	2	24	49	20	5	82
housing	8	47	33	8	4	83
health	8	58	21	6	7	83

Qualitative research

Opinion frame

The reason for involving qualitative research methods in our research design was to enlarge our interpretative framework in quantitative analyse. Qualitative data has the specific character with higher level of validity and lower level of reliability.

For this reason we suggest that qualitative research helps us to understand more deeply the context of the migrant's situation on the Czech labour market.

Methodology of the research

The research was conducted according to the method of semi-structured interview. The length of the interview was between 45 and 60 minutes. Interviews brought us a wide scope of answers, which refer to the personal experience of the informants - the employers and Labour office officials.

The interviews were recorded, transcript, coded and analyzed /by questions which were thematically constructed/.

In order to illustrate other perspectives of migrant's lives and their employing and working processes there was used the purposive sampling. We conducted interviews with two groups of informants:

- a) employers
- b) officials form the Labour offices.

1./ Group of employers

The chosen group of informants were employers with more than 3 employees. This group of employers gave us the possibility to focus on the examined social problems from the other site than only from the employees view. /Stressing the ethnicity of the employer is elected with regard to the

later comparison/.

The informants were mostly owners of private firms or persons responsible for departments of human resources /companies and organizations/.

Planned research sample:

10 Ukrainian employers of Ukrainians

10 Vietnamese employers of Vietnamese

10 Czech employers of Czechs, Ukrainians and Vietnamese.

Research locality /same as in the quantitative sample/: employers hold their activities in the regions of Prague, Brno and Plzen

Achieved research sample:

We conducted the interview with 21 employers, firms and health facilities. A criterion for being included in the sample was employing Vietnamese or Ukrainian workers.

We were not able to maintain the originally planned sample / 10 employers of Ukrainians, Vietnamese and Czech/, because of company's unwillingness to participate in the interviews. For this reason, we divided the sample internally into their fields of business. This is why the sample contained firms directed to business, industrial factories and health facilities etc. / see the index of the addition).

We suppose that this heterogeneous character of sampling / in the sense of different kind of business activities / brought to us different views and opinions. On purpose we involved 2 firms which we should give the name "client": or firms with dubious activities/ in the field of the employment of foreigners/.

We made an exception while analyzing the first thematic area and we isolated 5 Vietnamese as an independent group because of the interesting differentiation of the answers

Analyzed thematic fields for the group of employers:

- The identification of the number, country of origin of the foreigner, and the period of his employment by his employer.
- The reflection of the reasons that lead to employing a foreigner.
- The type of work that foreigners do.
- Identification of the problems during employing foreigners and their specifications in terms of fulfilling their work.
- Identification of the problems regarding the employment of foreigners in the Czech Republic.
- Reflection on the policy of employing foreigners in the Czech Republic, hints of possible solutions

Why to employ foreigners?

The qualitative analysis showed the following categories of answers presented by the informers:

a./ Why do the Vietnamese employ Czechs ?

Numbers of Czechs working for Vietnamese shops is very small. Because Czechs have different work style and they do not bring their negative relationships inside the community to the work field, they could be more frank and serve towards other foreigners. They pay them less than they pay to their fellow Vietnamese countrymen.

b./ Why do the Vietnamese employ Vietnamese?

The informants who prefer their fellow countrymen because they have a better work morale, they are less pretentious /towards the conditions and affectivity of work/. Czechs have high demands but no qualifications. Vietnamese employees have no language and communicative barrier.

c./Why do Czechs employ foreigners?

The main argument raised by the employers is that there is an absence of Czech workers who would apply for the offered job. The reason for employing foreigners is the lack of suitable qualification, job abilities and less financial demands.

What is interesting is that considering the qualification as very important criteria is a thing that it is raised by small firms as well as firms that employ 50 and more employees. The demand of qualification as a criteria passes the through different levels of educated employees, from the normal workers' professions through the medium educated /at least nurses/ up until the highly educated professions /doctors, IT professionals, managers/. Only one informer /employer/ represents an exception, who says that foreign employees /in this case Ukrainians/ lack enough qualification and skill, and this why he employs them as aid workers.

Reflection of problems within the employing of foreigners

There could be classify the following categories of problems:

a/ A complicated process for issuing of the work permit .

b/ Barriers in the acceptance of the education in countries which are not members of EU /specially for Ukrainians in the professions of nurses and doctors/.

c/ Barriers and procedures of the Labour Office

Employers, they have difficulties because of the fact that they are employing foreigners. They "Czechs come only to get a stamp /that confirmed that the offered job is not suitable for them/ and they do not really want to work. They pretend to have health problems and similar things so that they do not start a job. Once the bureau did not want to prolong the work permit / for foreigners /." Czechs come here only for stamp and they really do not want to work. ". (Both informers are medium large employers of the normal work professions).

We found out that employers have a strategy how to avoid the problems concerning the employment of foreigners by employing only foreigners with permanent residence or residence of foreigners working on a Trade License especially small firms which do not have their own human resource sections which could invest time for negotiating processes with the Labour Office.

After formulating the general problems with the employment of foreigners we asked our informants **to reflect their personal experiences with foreigners during their working process?** /Question posed: Do you have specific problems with foreigners while they are working?/

The employers did not mention in their answers specific problems concerning the employment of foreigners and their work classification. They consider the communicative barrier as problematic / they specify it as cultural, adaptation or language problems/. But they do not consider these problems as a priority during their work. The language barriers can be overcome with the help of other colleagues. Some employers argue that problems do not exist because they, themselves, chose their employees and in case of any problem they can dismiss them, or also that they accepted them as employees according to a recommendation

We noticed also two types of specific problems based on cultural differences, the first when an unnamed faculty hospital allowed in its hygiene prescriptions the covering of the head of its employees in accordance to religious reasons. In the second case the employers noticed a negative reflection towards the color of the skin of a gynecologists born in Africa where some patients refused to be checked by him, while another hospital confirmed that it did not register any kind of such racial problems.

Employing foreigners and policy change

We suggest that it is positive sign that employers were able to formulate possible change proposals which will help in enhancing the employment of foreigners in the Czech Republic. This can be explained in the following way / the same process of employing foreigners is a very hard one where the employer / owner of the company, personnel clerk / is engaged actively and hence has access to the information concerning the position of foreigners in the Czech Republic and is therefore able to conduct a critical reflection.

The answers of the informers showed the following category of answers:

a/ To reduce high bureaucracy – the informers want it to be transparent and to minimize the bureaucratic administration. They express a need for a reduction of the time limit for issuing the administrative procedures. This was expressed in an answer (extreme type):"We came to witness the problems that already exist here. The worst thing is that someone needs a worker but he could not bring him legally! This is why he finishes it illegally. It is faster, even if its costs more. The important thing is that they have him here".

b./ Enhance the work of the Foreigner police-to improve the time limits of residence limits and to minimize the complicated bureaucracy /for example the duplication of official papers/

c./ Enhance the cooperation with the Labour Offices and the Health insurance company.

II. Analysis of received data from the Group of Labour offices

Group of officials from the Labour offices:

Labour Offices in the Czech Republic are one part of the executive bodies of the state policy. They are responsible for working permission, evidence of foreigners in the Czech Republic and the legality of their working conditions. Every foreigner who wants to work in the Czech Republic must give a written petition to the local office in order to allow them their working position. For this reason the Labour Offices are directly responsible for allowing foreigners entry the Czech labour market. On the other hand, the Office must protect Czech citizens doing so by offering only unwanted jobs /low paid non-qualified positions/ or positions for specialist with highly needed skills who are absent in the Czech labour market.

Achieved sample.

Because of the structure of the samples we could not make a regional diversion in our own analysis. We conducted one interview with one manager of the Bureau of Work, other informants had the position of possible head officers in the sections responsible for the employment of foreigners. The sample contained 5 women and three men. They were employed at the Labour Office for the period of 11 – 15 years. Because of the purposive type of the sample, we do not consider the age of the informants as an important contribution to the analysis.

Researched locality

6 officials from Labour Offices from **Prague**

1 official from Labour Offices in **Brno**

1 official from Labour Offices in **Pízen**

During the interview we focused our attention on the reflection of the general strategies which are exercised in the labour market. We asked the informants to distinguish the answers between how they see the strategy a./ the behaviour of foreigners themselves on the labour market and b./ the strategy of the State towards foreigners on the labour market.

Analyzed thematic fields for the group of state officials from the Labour Offices and its departments responsible for the employment of foreigners

- Reflection of the general strategies conducted on the labour market /Czechs-foreigners/ evaluation of the efficiency of the ways of conducting active searches and the forming of jobs /Czech- foreigners/
- Evaluation of the number of foreigners in the labour market in the Czech Republic.
- Reflection of the language capabilities of employees at the bureau of work and their agendas.
- Formulating of the problematic areas which the Bureau of work has in terms of employing foreigners.
- Formulating of the general obstacles which forbid the employment of foreigners on the territory of the Czech Republic.
- Reflection of the positives and negatives of employing foreigners in the Czech Republic.

Strategies of behavior of foreigners on the Czech Labour market

We asked officials from the Czech labour offices to formulate strategies of behaviour of foreigners on the Czech labour market. Their answers could be characterized in following categories:

a./ Mobility of foreign workers - they are prepared to travel to their job and work hard even for less salary than the Czechs/ especially in less qualified types of jobs/.

b./ Flexibility of foreign workers-they are more "vulnerable" in their relationship with the employer /"more work for less money"/.

Atypical and even extreme /and politically incorrect because it comes from someone in the position of a senior officer of the section that grants the permit for employing foreigners/ is the statement of the following female informant: „A foreigner brings his knapsack, puts it at the railway station and says -- I want a job. They are not refugees; they simply want to work here. They want better money, they come to work. More than half of them after that bring their families, and then they don't want to go back. They will not just work, they want to stay here".

In connection with the previous answers **we confronted the informants with a question about how they evaluate the exercise of manners towards searching and creating job opportunities for Czechs and foreigners.**

The responses contained similar types of answers which reflect the different possibilities in the active employment of foreigners and Czechs. This is illustrated by the following informant: "Foreigners are in a different situation than the Czech applicants / date of applying for the job/.The applicant searches for a job with the help of the Bureau of work while foreigners search by themselves. We do not help them find a place to work in, what is decisive is the interest of the employer". But the informants differed in their answers about the types of behaviour towards the applicants from EU countries which have a service available for them/ For example re- qualification service/ at the Bureau of work.

On other hand, officials tried to evaluate the state policy as adequate for the Czech labour market. These types of statements are characterized by the following answer: The State says that foreigners don't bother us. There is a tendency to attract qualified persons here, and this is something positive for us".

How many foreigners are needed on the Czech labour market?

We were interested in how the employers of the Labour Offices evaluate the number of foreign workers in the Czech Republic in terms of the need of the labour market.

a./ Enough foreigners: "The labour market needs new people because the birth rate is declining. There are enough places in the labour market, why then can skilled people from the Ukraine and Russia not come to us?". another informant: "I think that the number is adequate for the situation on the labour market. We honestly control empty opportunities to see whether we can employ a Czech over there".

b./ Simple increase of foreigners: Another category states a simple increase of foreigners /without an analytical point of view/.

c./ There are two interesting reflections that connect the answer with the problem of illegal work: "I think that there is enough illegal work in the labour market, but this is probably the same in many countries. Czechs have the impression that foreigners take away job opportunities from them. Foreigners, for this reason, should not protest loudly if they have problems or if they are oppressed by mafia men ". Another informant:" With regards to the grey and black economy no one knows what are the real numbers".

The Labour Office and its language capabilities

In our research we further focused on the language capabilities of the employees of the Bureau of work and the efficiency of informative materials and administrative forms in foreign languages.

Officials of the Labour Office reflected a low ability in foreign languages. Critical reflection about the current situation is widely expressed in their answers, even though the officials are very well aware of the necessity of enhancing their English language - a possibility which the Ministry of Social Affairs offers them.

They argue in their answers that they don't know foreign languages because:

- a. / the Czech employer usually negotiates on behalf of the foreign employee
- b. / they refer to the principals of EUROES which are specialized for applicants to work for citizens of the EU /but not for the rest of foreign workers/
- c. / foreigners already come to the Labour Office with an interpreter.

Problems with the employment of foreigners

During the interview we tried to formulate the problematic areas with which the Labour Offices deal in terms of employing foreigners.

We can divide the answers of the informers into the following categories:

a / Problems with employers of foreigners:

Not understanding the law from the side of the employer:" the employee is authorized to work with only one employer, but he usually works with someone else. After that they withdraw the permit of work from them", „ We have problems with employers.(Linet) /the employer / tries to obtain the work permit and then they lend foreigners between themselves and the latter usually have bad working conditions“ .

b/ Invalidity of the work permit of the foreign employee

What is interesting is the previously analyzed case in which the official reflected the long bureaucracy at his work place and also at the foreign embassies. Meanwhile the problem of the time complications of the administrative process from the side of the Labour Office was mainly criticized by the sample of employers we analyzed.

Then we tried through our interview to find some **general obstacles that forbid the employment of foreigners on the Czech territory** . Answers of the informers reflected

- a. / bad laws / generally/
- b./ lengthy procedures in order to issue visas in the Ukraine.
- c./ Problems in authorizing qualifications
- d./Problems of regulating the number of foreigners for the mentioned labour market.
- e./ Long and unsystematic procedures in the Labour Office itself

In two cases the answers supported the „ defend „ point of view of the policy of regulation: „ Each state has its own reservations about methods of employment .Each work system defends its region, For example the limitation for foreigners for a certain period, with a specific employer“. „ We are benevolent in comparison with Germany. There they have more strict demands“.

Reflection of the positives and negatives of employing foreigners in the Czech Republic?

We should categorize the answers received in to the following categories:

a./Absolutely positive-only in one case did we record an absolutely positive evaluation of the situation of employing foreigners in the Czech Republic: "The positives greater. The economy is growing. Foreigners usually want to work and they work well. With them some thing could not be accomplished or solved".

b./ Absolutely negative /just one case/-"A foreigner comes here to find a job, but after him his family immigrate and after that none of them want to go back. It needs a sort of defence mechanism. A lot of people from China have started to emigrate to us. They want to employ only their own people and not Czechs. After that they start to form closed communities or family clans. Some quotas should be defined for the employment foreigners so that we do not see an influx of them. The Foreigners should assimilate because the forming of family clans and mafias is the beginning of something „evil“ which may bring more and more problems."

c./ Answers which contained negatives but also positives :

Among the positives the following categories were found: Help the demographic growth of Czech citizens, the absence of enough workers from Czech sources /" I do not agree with the idea that foreigners take work from Czechs."/ Negative categories contained ideas about social dumping, deformation of the market, salaries being forced downwards / because foreigners are ready to work with lower salaries than Czechs./

Conclusion from qualitative data analyse:

As we mentioned in the description of the aims of our qualitative analysis of the specific character of our data, we have no ambition to interpret them separately. We used our analysis to better understand the context of the restrictions of foreigners on the Czech Labour market..

Restrictions which we can formulate from the analysis of the Group of employers are:

a./ Administrative barriers-employers reflect the administrative barriers of their foreign employees from the Labour offices-the complicated process of getting working permission . To avoid this problem they prefer foreigners with permanent residence permits or Trade Licenses. In special cases they employ foreigners illegally.

b./ Language barriers-employers mentioned the language restrictions of some of their foreign employees. They are critical towards the lack of Czech language courses available for their employees.

c./ b./ Problems with authorization of foreign qualifications.

d./ Generally unequal position of foreigners / compared to Czech citizens/

Restrictions which we can formulate from the analysis of the Group of Labour Office officials :

a./ Foreigners are more vulnerable to abuse from their employers-in the case of working conditions, working hours , low salary and the legality of their work.

b./ Problems with the authorization of qualifications of migrants.

c./ Problems concerning the regulation /and its state policy/ of the number of foreigners on the Czech labour market.

d./ Legislative barriers which tend to cause long and unsystematic procedures for the employment of foreigners

Recommendations set by the obtained data and findings

In this report it is spoken just about internal restrictions. On the other hand the provided brief recommendations should lead us to an open mind for recognizing the external restrictions of the labour market caused by the state and other majority institutions and also to think about the possibilities for improving the situation, to break the mentioned restrictions and to find ways to understand each other. We give only brief recommendations because each institution can use these results in a specific way and solving this problems caused by the restrictions is not within the jurisdiction of our research. We aimed just to identify these restrictions in a sophisticated way. All the recommendations are given with the presumption that in the current situation we need to integrate migrants.

- At first state institutions and policy makers should **declare what integration means for them, for which groups** of foreigners it is most applicable and if it is applicable for our described group of foreigners (less integrated migrants). Without this decision we cannot solve any of the problems of this group and we cannot apply any results of any research. But institutions should not forget to think about the groups described because they are numerous and various in the Czech Republic. The state analyzes its inhabitants and distinguishes many of their different social groups. Concerning foreigners

we speak mostly about one cultural groups. It is very interesting, but to help them and to apply integration we have **to add distinguishing them according to cultural, social and relational aspects to find applicable relationship and communication between minority group and majority**. The open policy after 1989 enabled anybody to come and stay in the Czech Republic. We should not forget and ignore these migrants and send them away when we have enabled them to come in the first place. It is interesting to find **both-sides acceptable communication and integration strategy**.

- They should **not evaluate integration as a monothematic term** with unified meaning. We have to keep the complex reality of the situation in mind. If we are to decide to help to integrate the groups described, we have to know them and recognize their real needs and demands. We have to start to communicate with them. We should organize discussions and other deeper research. We have to distinguish **the specific needs of immigrants and their specific consequences, motivation, social status and cultural traditions**.

- Before they we are able to start open communication between individuals from Czech and Vietnamese society we should use more Vietnamese press published in the CR to inform the Vietnamese in their native language. It is important to support Ukrainian NGOs, web sites and educational events.

- Relevant state institutions a policy makers have to decide whether they want Vietnamese and Ukrainian or other foreign services to exist in the quasi-legal area or if we want to implement state system into their community. How should we treat community organization? What policy should we prepare? These are currently very relevant questions because of the discussion about the vote of foreigners, regularization etc. We should also use this service to communicate with individuals in the community, with respect to its monopoly role. We should allow that numerous incoming migrants from foreign countries start to have an important role in the labour market in the CR but their impact is not known and identified seriously. Other numerous incoming groups of migrants have no primary information source and they are forced to take up a quasi-legal or illegal status in the CR. It is necessary improve access to information for incoming migrants, not to support incoming migrants not only to be able to earn money but also to get them access to information, otherwise they have no chance to integrate.

- Non-profit organizations should start to work effectively in the field of these “unseen” migrants. (In some areas, for example, prostitution and trafficking people, this work is already in progress.)

- Especially the Foreign Police and Labour Offices should improve their services in terms of changing their approach to clients to behaviour towards equals and to cease treating foreign immigrants as inferior people. Officers should know more foreign languages and more about foreign cultures and about the situation of migration and incoming migrants. They should behave more like hosts than guards. They should offer printed information in various different language versions.

- Responsible state institutions must improve the process of authorization and recognition of foreign qualifications

- For integration it is necessary to start to educate chosen groups of migrants before coming to the CR, after their arrival and also during residence in the CR (courses, re-qualification etc.). Respondents do not totally reject the possibility of paying for courses.

- There is, for example, no high quality text book for learning Czech especially for Vietnamese. In Vietnam, for example, the first book about the Czech Republic is only just being prepared.

- It is necessary for migrants to obtain adequate information about working and business conditions, administrative and legislative changes in the Czech Republic in their home country and also after coming here.

- Responsible state institutions, relevant international organizations and NGO’s and community organizations for foreigners have to improve communication. It is important for all sides to share information in regular meetings.

- *Of course there are not only restrictions in the field of intercultural migration and relationships. Every time we use the results of this research we have to remember that it was focused just on restrictions and not on a description of the complex situation of migrants in Czech Republic.*

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