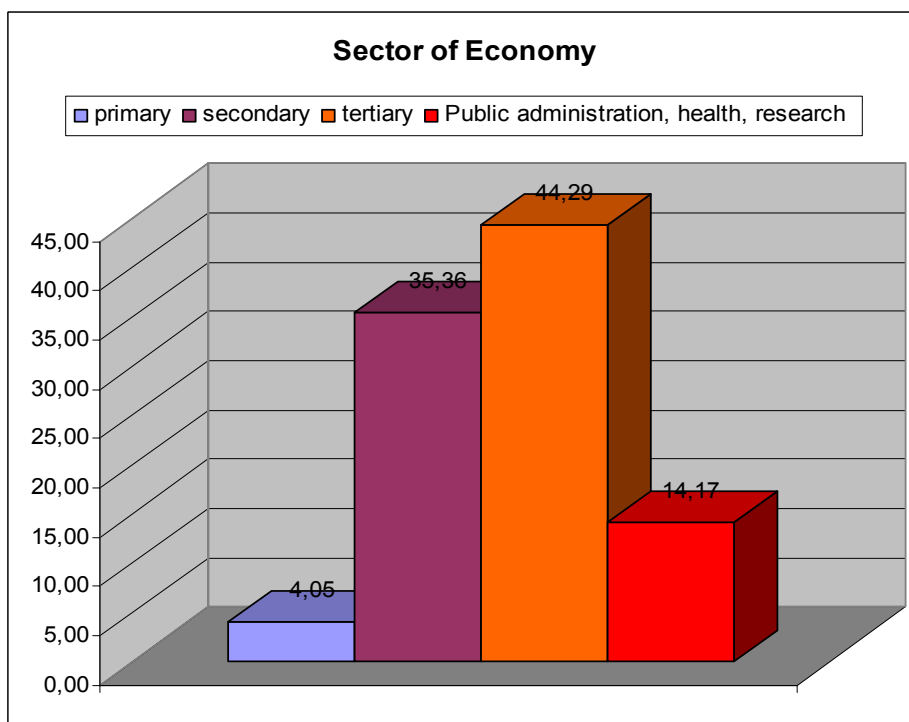
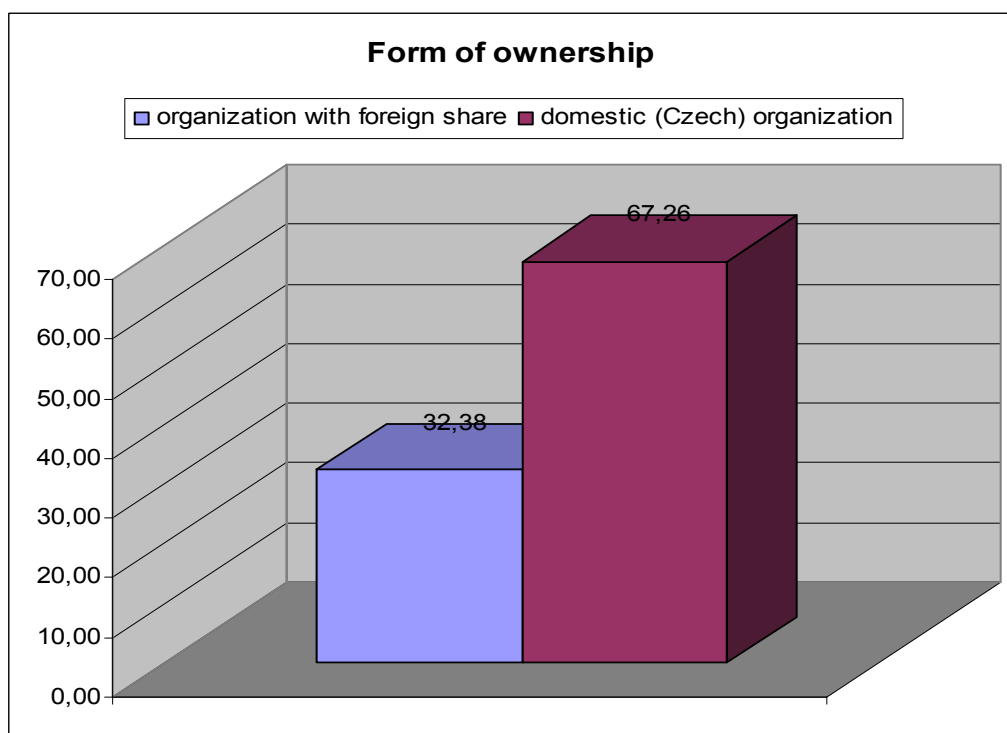


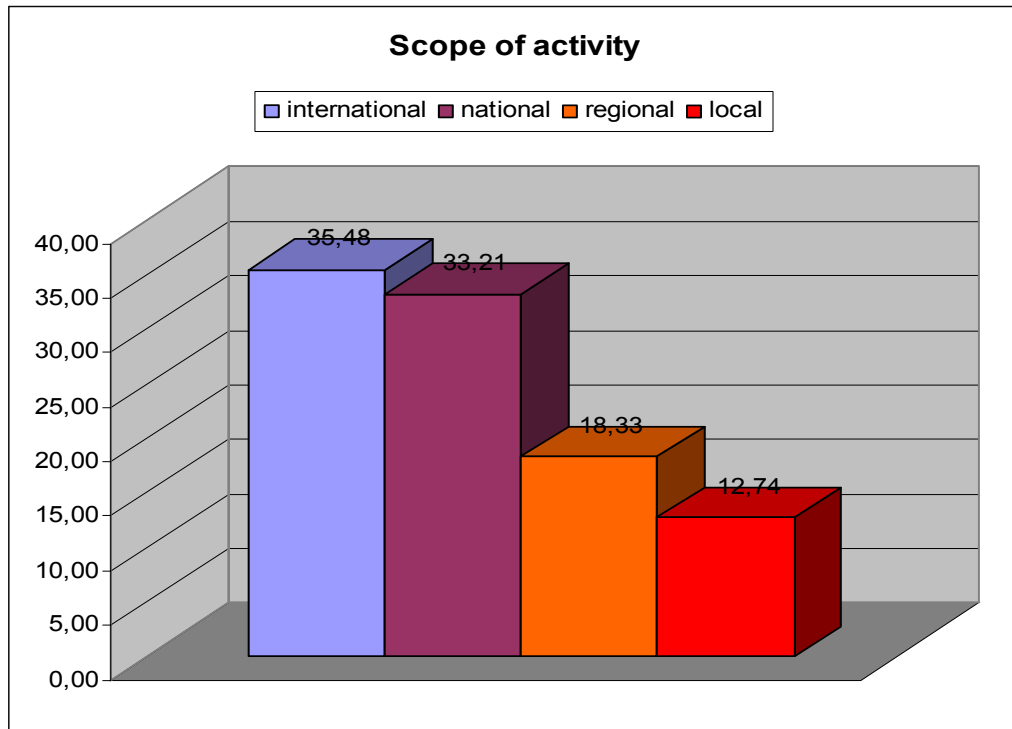
## 1. Identification of the organizations/companies (employers of foreigners)



- The biggest share of companies operates in the tertiary sector – mainly in hotel and restaurant services, cleaning etc.
- Construction is the most frequent activity of companies operating in the secondary sector.



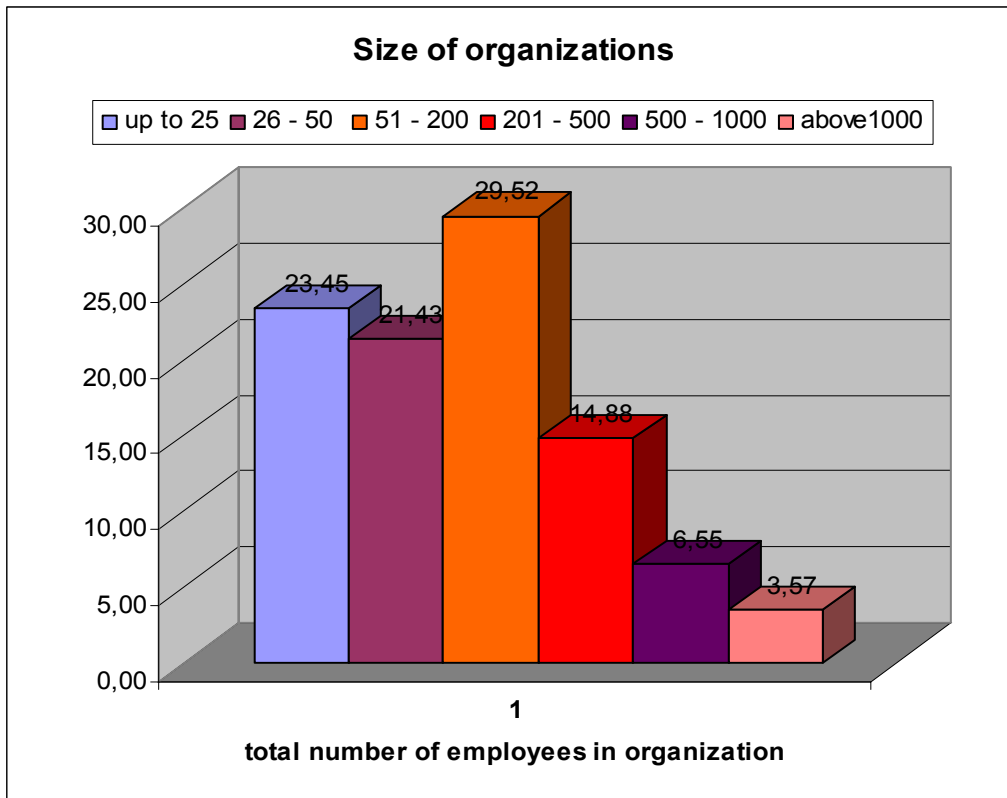
- Almost 2 out of 3 organizations with foreign employees are owned by Czechs; many Czech organizations are from the public administration as well as from the primary sector



**Scope of activity x sectors of economy**

		primary	secondary	tertiary	Public administration, health, research	Total
<b>international</b>	% activity	1,7%	38,5%	52,2%	7,6%	100,0%
	% economy	14,7%	37,7%	40,9%	18,5%	35,4%
<b>national</b>	% activity	3,3%	38,5%	46,9%	11,3%	100,0%
	% economy	26,5%	35,7%	34,7%	26,1%	33,5%
<b>regional</b>	% activity	7,2%	30,9%	31,6%	30,3%	100,0%
	% economy	32,4%	15,8%	12,9%	38,7%	18,5%
<b>local</b>	% activity	8,7%	30,8%	41,3%	19,2%	100,0%
	% economy	26,5%	10,8%	11,6%	16,8%	12,7%
<b>Total</b>	% activity	4,1%	36,1%	45,3%	14,5%	100,0%
	% economy	100,0%	100,0%	100,0%	100,0%	100,0%

- **Most organizations with international activities, which employ foreign workers, operate in the tertiary sector. Their share among organizations in this sector is also high (41 %).**
- **Organizations with a national scope of activity are mostly from secondary and tertiary sectors.**
- **Organizations with a regional scope of activity represent the highest proportion of the primary sector as well as public administration.**
- **Organizations with a local scope of activity are mostly functioning in the secondary and tertiary sector.**



### Proportion of organizations that employ foreigners in various working positions and structure of working positions of the foreigners

	proportion of organizations that employ foreigners in various working positions	structure of working positions of the foreigners
<b>manual</b>	67,38 %	73,56 %
<b>administrative</b>	24,17 %	5,88 %
<b>professional</b>	33,57 %	18,43 %
<b>managerial</b>	17,02 %	2,14 %
<b>total</b>		100 %

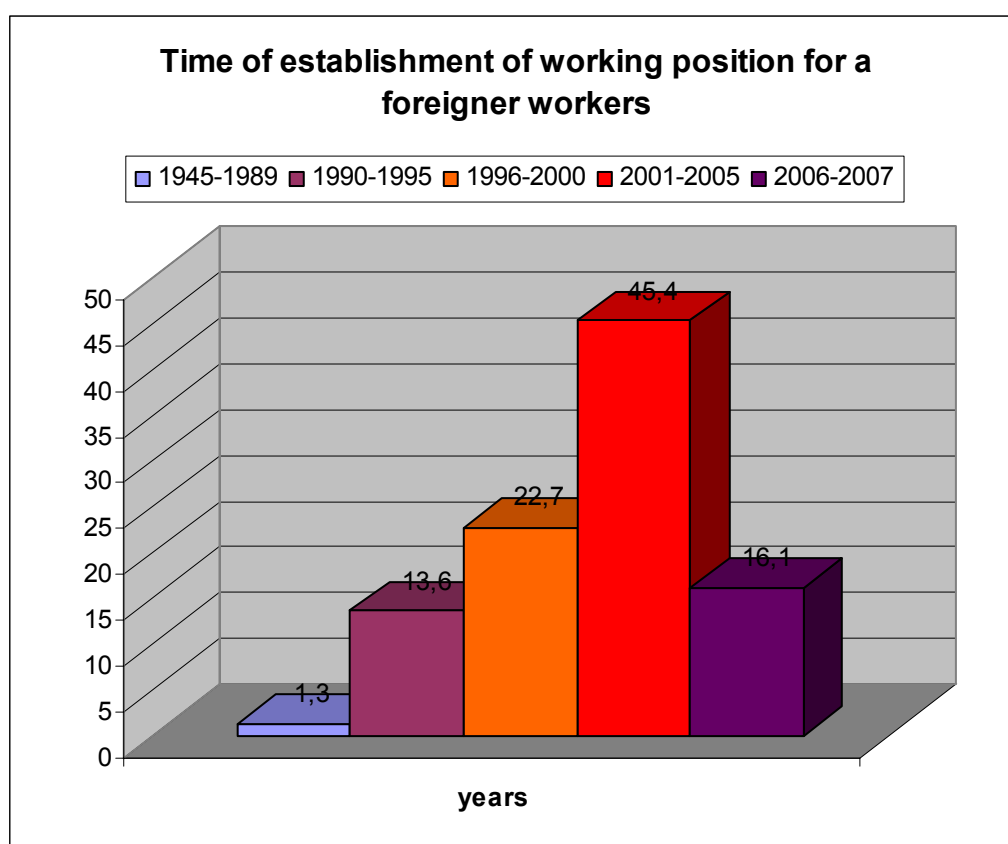
- The highest proportion (2/3) of organizations employ foreign workers in manual working positions. One third of the organizations employ professionals.
- The vast majority of foreign employees in the Czech Republic have manual work.
- More than twice number of men work in manual and specialized positions, administrative jobs are more represented by women.

## 2. Characteristics of foreign employees

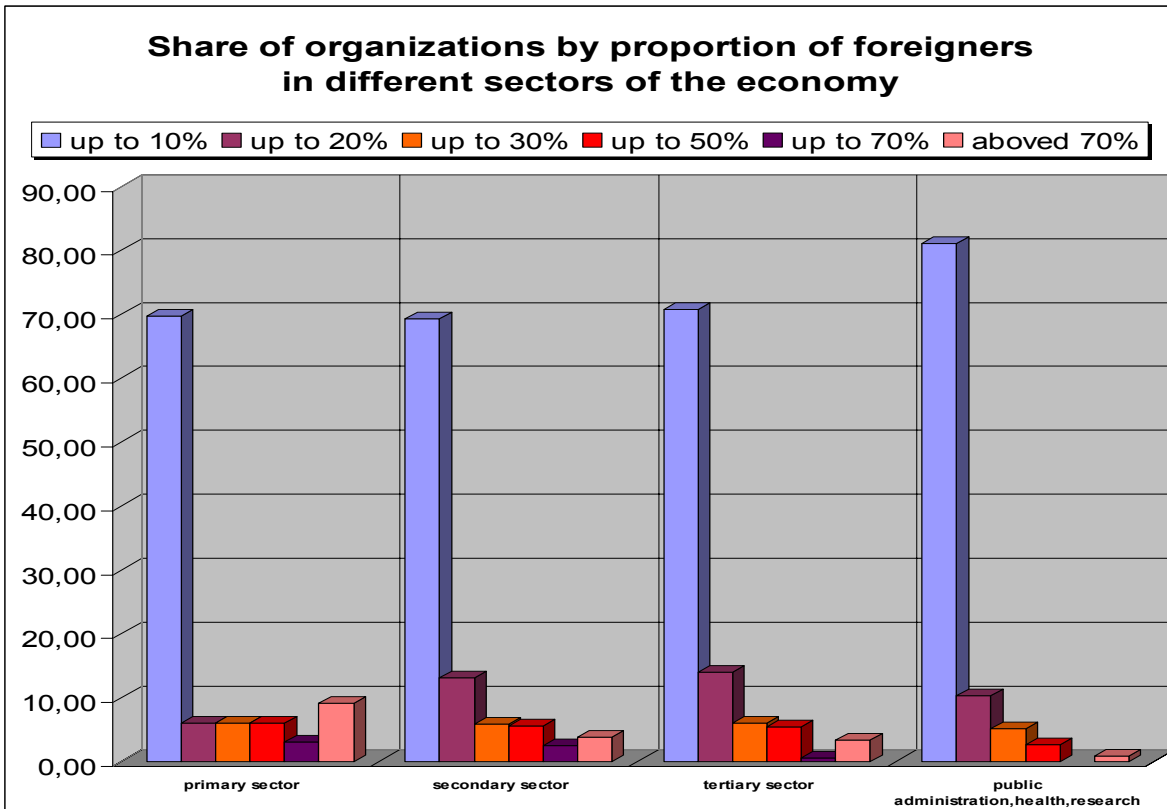
### Presence of foreign employees in organizations of various size

	size of organization (total number of employees)	foreign employees (Cumulative Percent)
Count	10	76,0
	20	87,4
	50	94,6
	100	97,6
	550	99,8

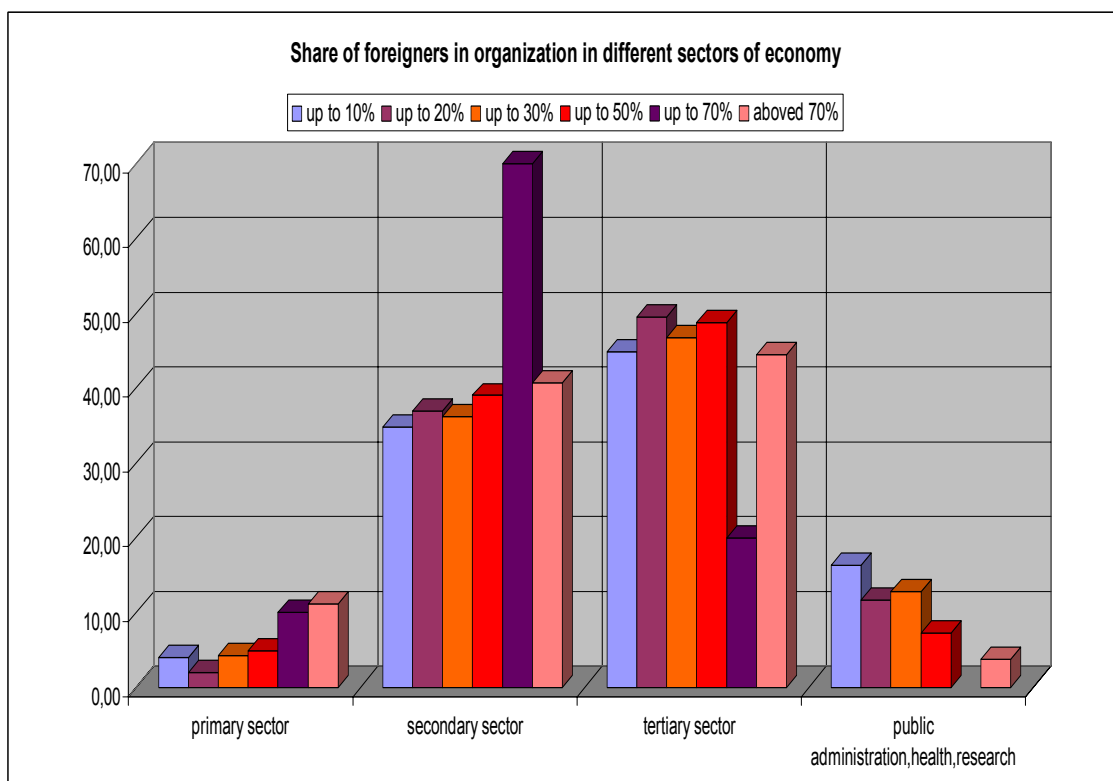
- Almost 90 % of foreigners work in organizations with 20 or less employees, e.g. in small organizations (these organizations usually employ one, two or three foreigners).



- Almost half of the organizations started to employ foreigners in the years 2001-2005, which is related to the increase of inflow of foreigners as well as to the change in character of migration in that period (Czech Republic changed from transit country to country of immigration)
- In addition, there was an increase in the demand for foreign workers, mostly in construction.



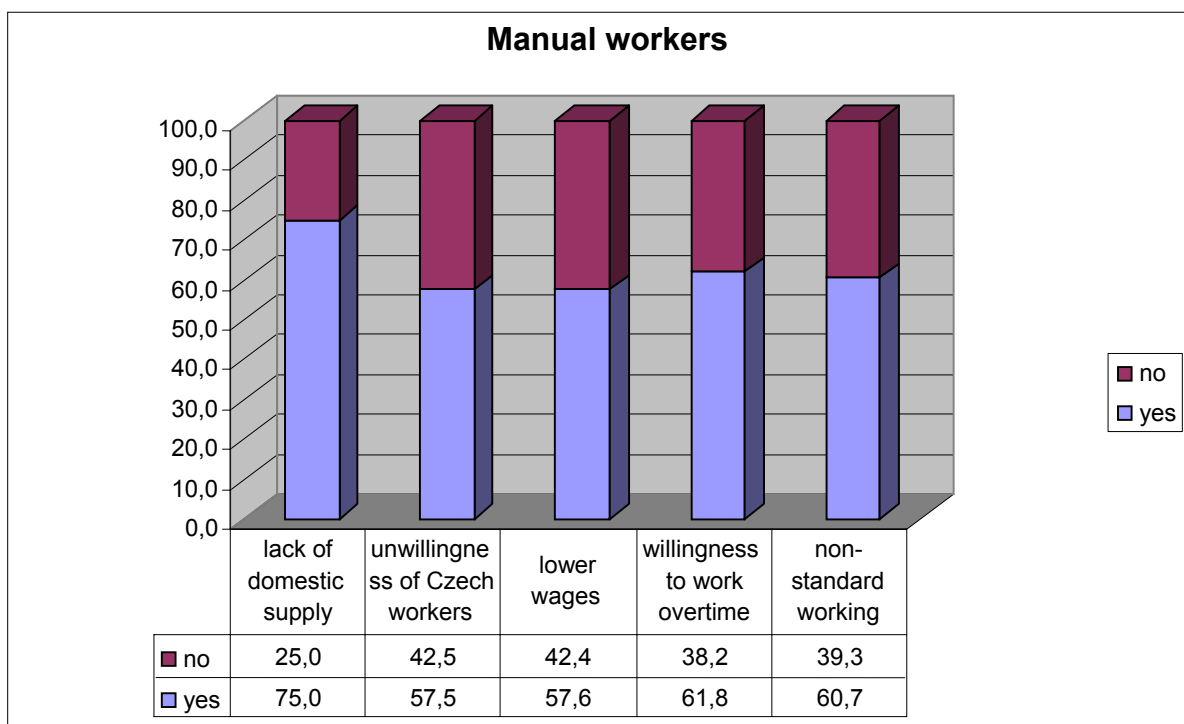
- The majority of organizations employ less than 10 % foreigners; this is most common in the public sector



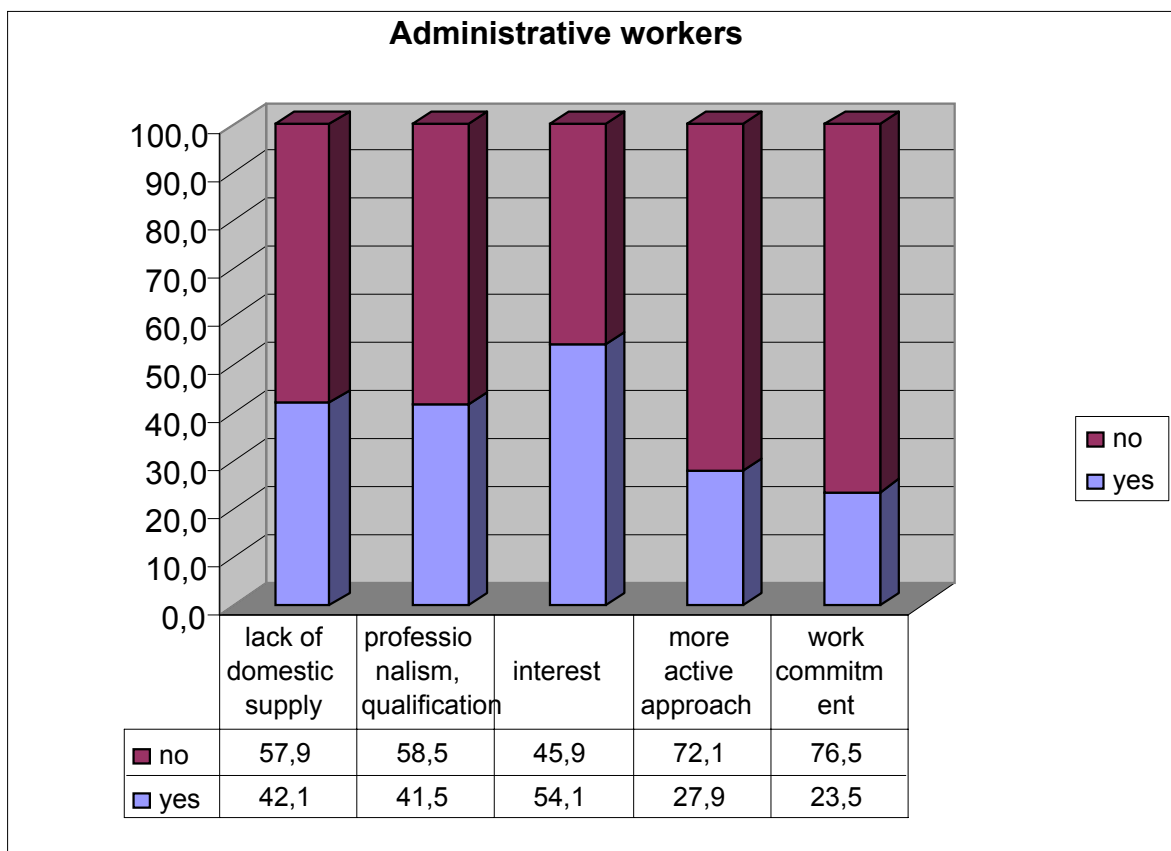
- Organizations with a higher share of foreigners operate mainly in the secondary and tertiary sector (services generally, restaurants, cleaning). Companies with 70 % of foreigner workers are more frequent in the secondary sector (mainly in construction).

### 3. Motivation of employers for hiring foreign employees

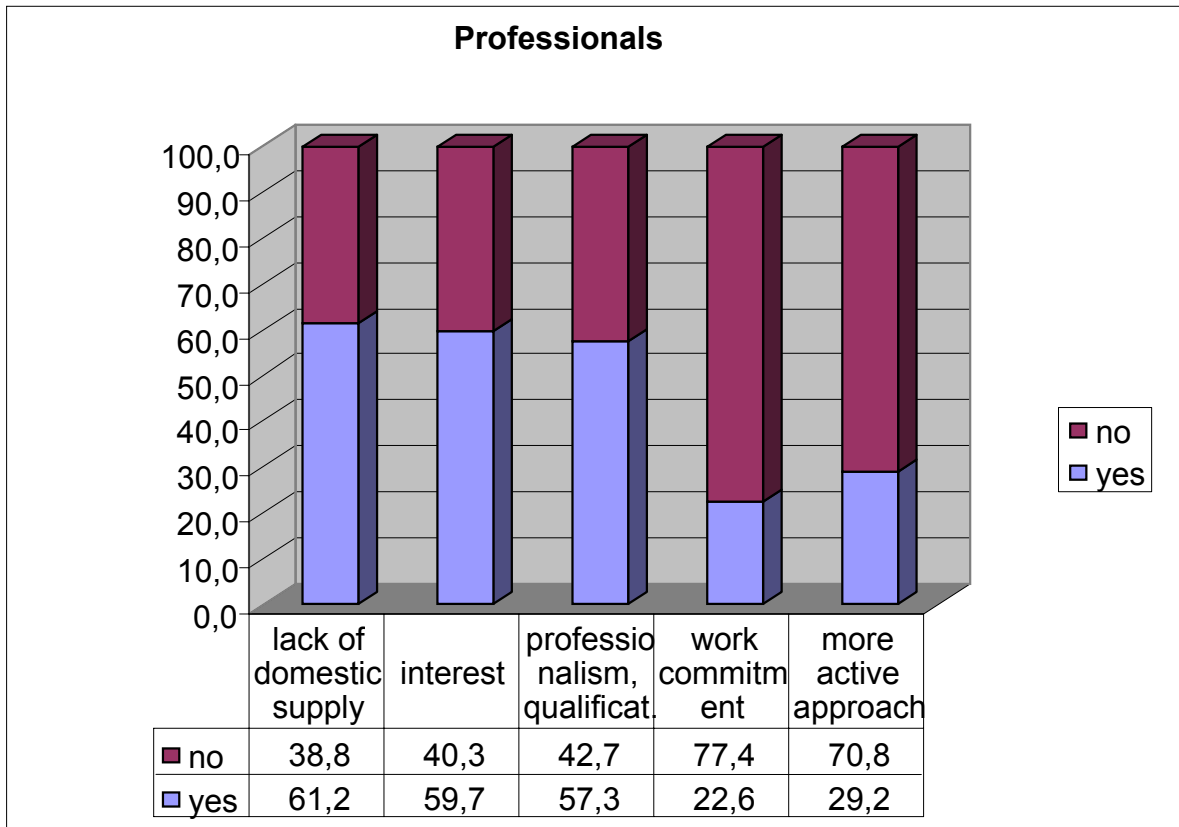
#### Motivation for hiring manual workers



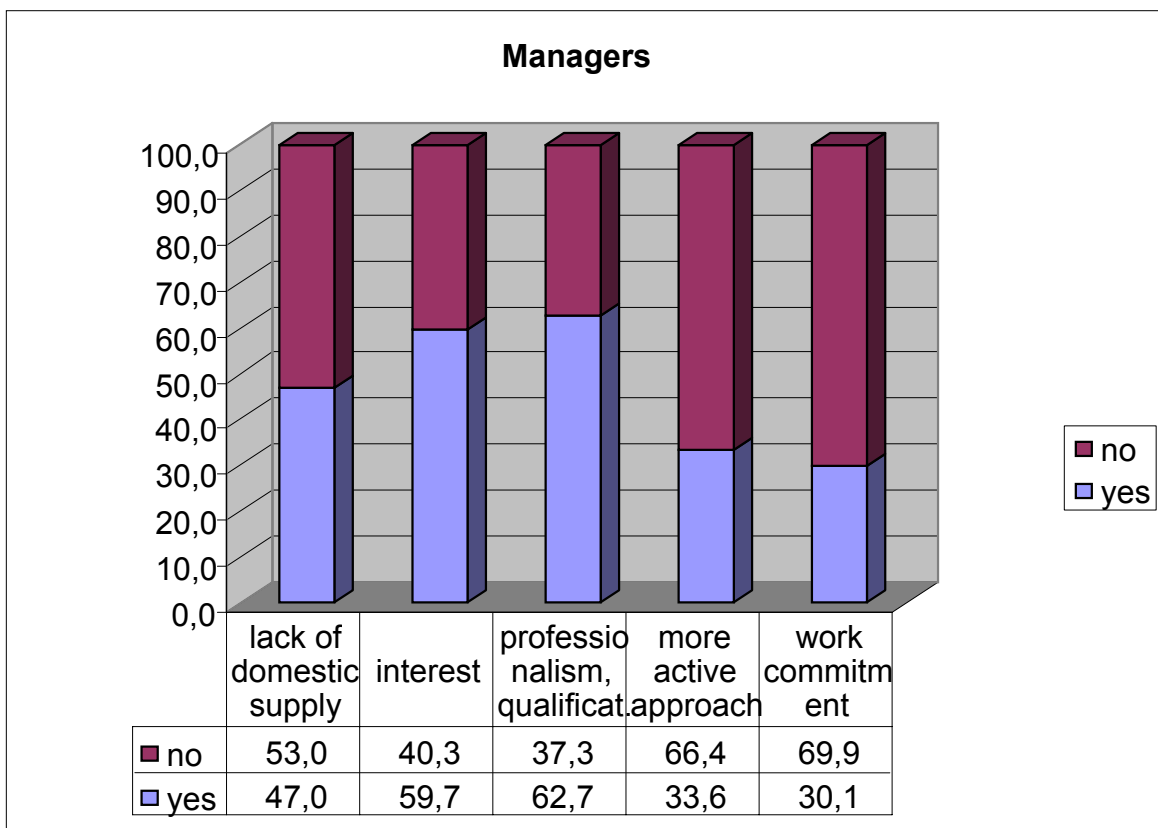
#### Motivation for hiring administrative workers



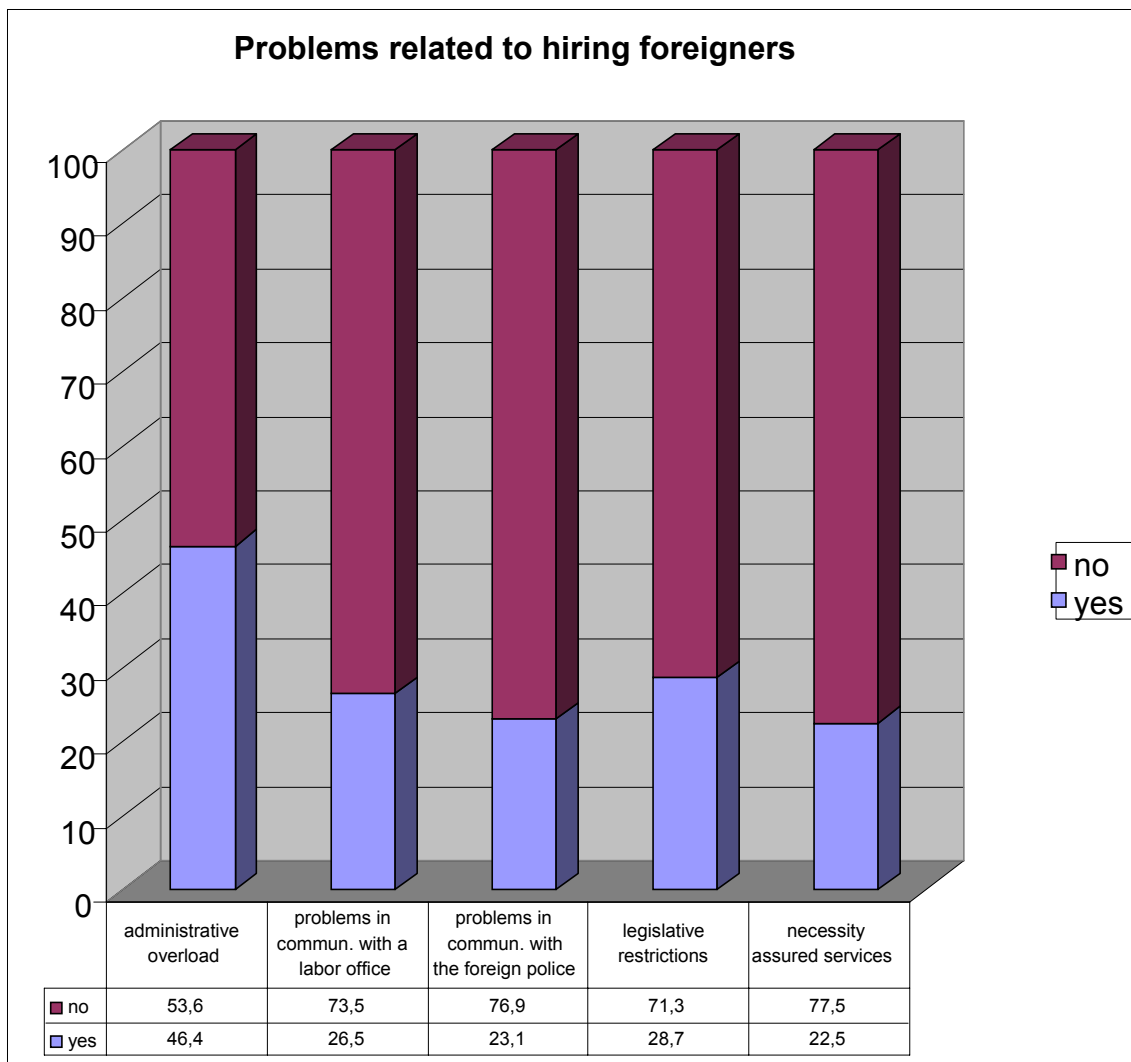
## Motivation for hiring professionals



## Motivation for hiring managers



## Problems related to hiring of foreigners



## 4. Identification and recruitment of foreign workers

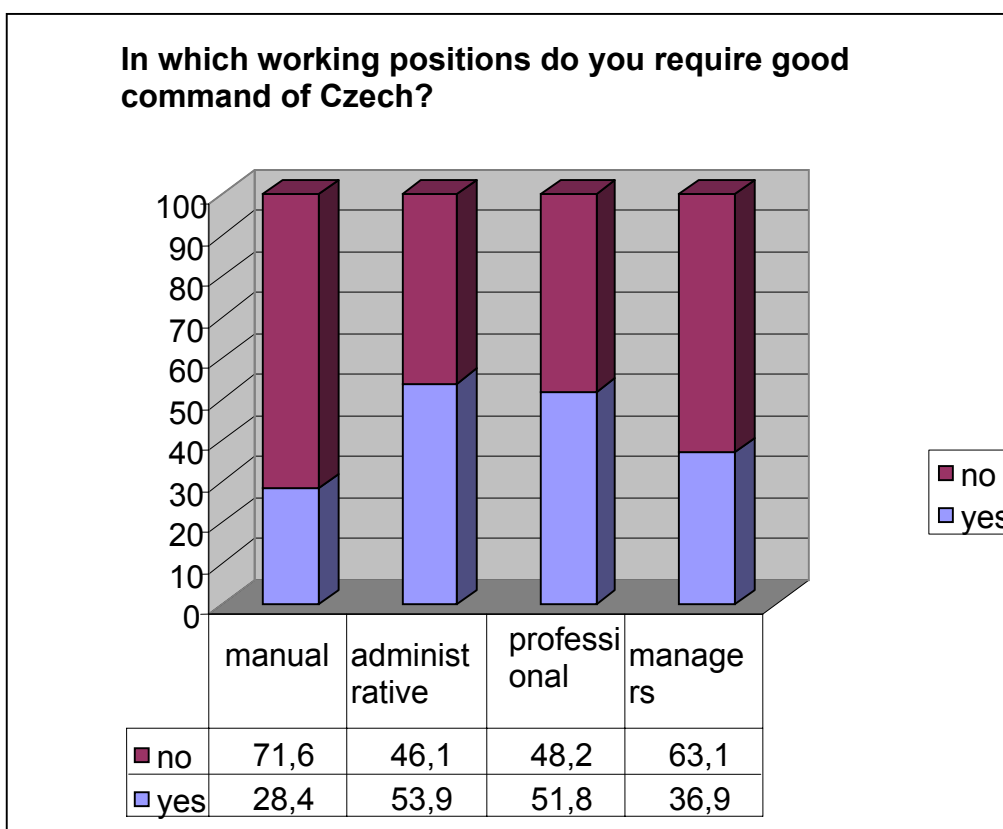
### Tools used for identification and recruitment of foreign workers

	Sectors				Factors' character
	Primary	Secondary	Tertiary	Public administration, health, research	
Advertisements in Czech media	<b>,818</b>	-,004	,011	,096	<b>Factor of passivity</b>  In this factor, there is a group of passive forms of recruitment
Advertisements in job-search web pages	<b>,779</b>	,137	,054	,100	
Job offers on the organization's own web pages	<b>,674</b>	,117	,038	,269	
Advertisement in media abroad	<b>,560</b>	,287	,156	-,056	
No active recruitment of foreigners	<b>-,418</b>	-,002	-,143	,191	
Exchange programs and internships	,093	<b>,722</b>	-,121	,150	<b>Factor of activity</b>  This factor represents active forms of recruitment
International re-location of workers within one organization	,118	<b>,652</b>	,056	-,254	
Active recruitment by the organization's own recruitment officer abroad	,172	<b>,596</b>	,359	,015	
Contacts with NGOs in the area of migration	-,057	<b>,494</b>	,055	,423	
Active recruitment via recruitment agency based abroad	,058	,141	<b>,786</b>	-,016	<b>Factor of agent involvement</b>
Active recruitment via recruitment agency based in the Czech Republic	,151	-,026	<b>,729</b>	,157	
Informal contacts	-,048	-,018	-,009	<b>,684</b>	<b>Factor of other possibilities</b>
Co-operation with labor office (including EURES system)	,341	-,117	,232	<b>,477</b>	
Job fairs and similar events	,283	,334	,117	<b>,445</b>	

### Relation between identified factors and sectors of economy

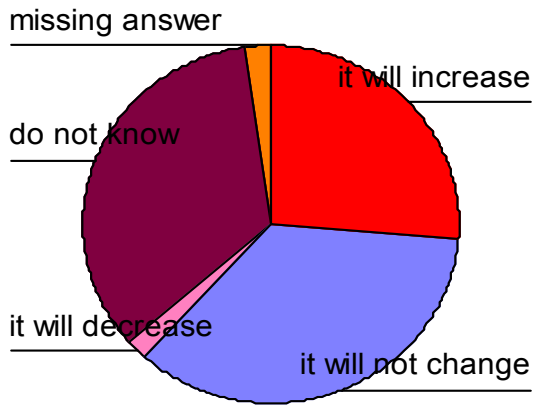
	Sectors				Total
	primary	secondary	tertiary	Public administration, health, research	
factor of passivity	55,9%	42,8%	43,5%	32,8%	42,2%
factor of activity	14,7%	24,9%	16,4%	15,1%	19,2%
factor of agent involvement	5,9%	13,8%	15,6%	27,7%	16,3%
factor of other possibilities	23,5%	18,5%	24,5%	24,4%	22,3%
<b>Total</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>

### Czech language requirement for different working positions

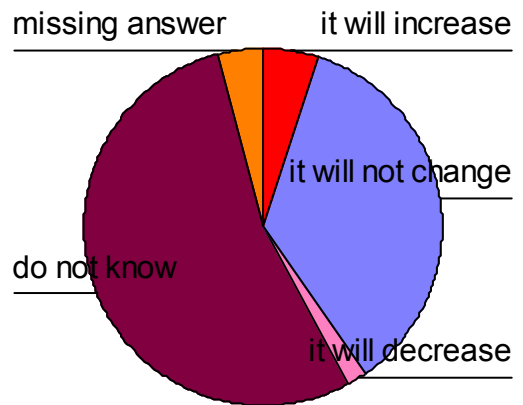


**Estimated development of the organization's demand for foreign workers during the next 5 years**

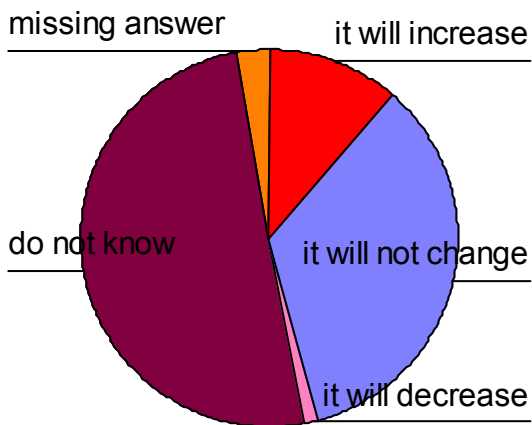
Manual workers



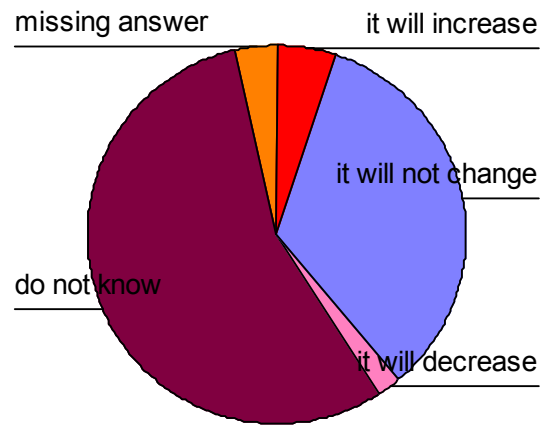
Administrative workers



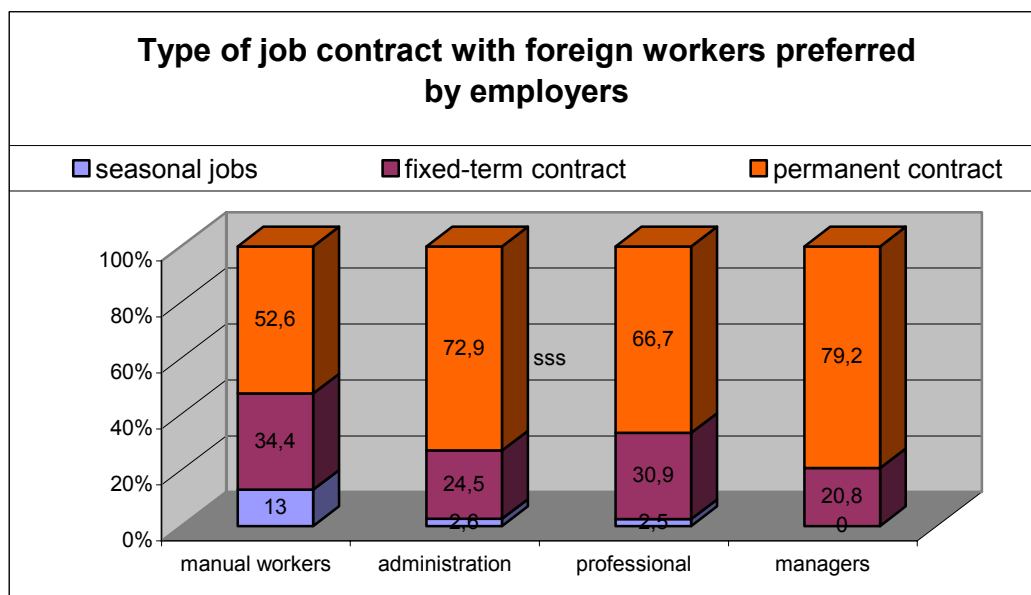
Professionals



Managers



## 5. Job characteristics



- The highest share of seasonal and temporary jobs is in manual positions. On contrary the majority of managers have permanent jobs. Managers are also least likely to have fixed-term contracts.

**Rotated Component Matrix(a) – Which type of job contract with foreign workers do you prefer?**

	Component				
	1	2	3	4	5
<b>Managers – permanent contract</b>	<b>,783</b>	,062	,029	-,003	,004
<b>Professionals – permanent contract</b>	<b>,731</b>	,020	-,012	-,011	-,009
<b>Administration – permanent contract</b>	<b>,590</b>	-,191	-,039	-,063	-,149
<b>Managers – fixed-term contract</b>	,068	<b>,719</b>	-,057	-,019	-,040
<b>Administration - fixed-term contract</b>	-,055	<b>,693</b>	-,074	,042	-,009
<b>Professionals - fixed-term contract</b>	-,089	<b>,667</b>	,131	,074	-,021
<b>Professionals – seasonal jobs</b>	-,026	-,007	<b>,811</b>	,007	-,034
<b>Administration – seasonal jobs</b>	,009	-,003	<b>,809</b>	-,005	,045
<b>Manual workers - fixed-term contract</b>	-,270	-,074	-,069	<b>,844</b>	-,243
<b>Manual workers – permanent contract</b>	-,207	-,237	-,085	<b>-,785</b>	-,342
<b>Manual workers – seasonal jobs</b>	-,152	-,100	,001	,003	<b>,941</b>

- In the factor analysis we have identified 5 categories of employees based on their job security (type of job contract).

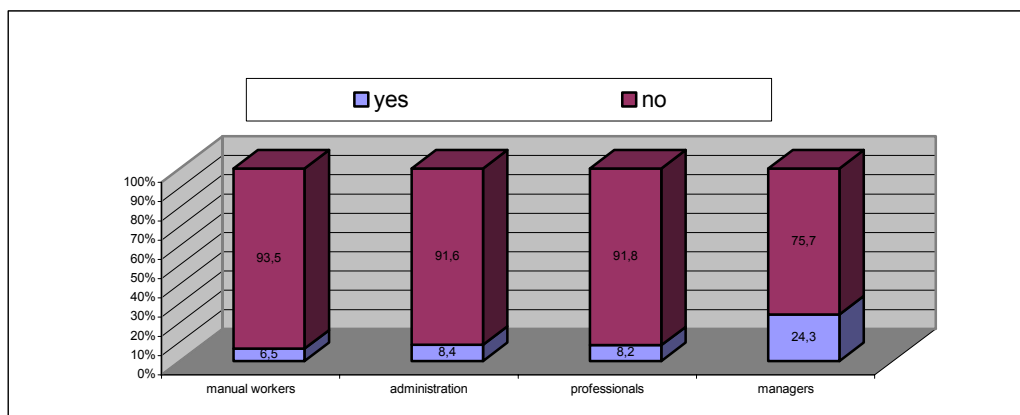
## Adjustment of working hours

- This type of flexibility varies according to working positions: professionals and managers have the highest possibility to adjust their working hours to their needs.

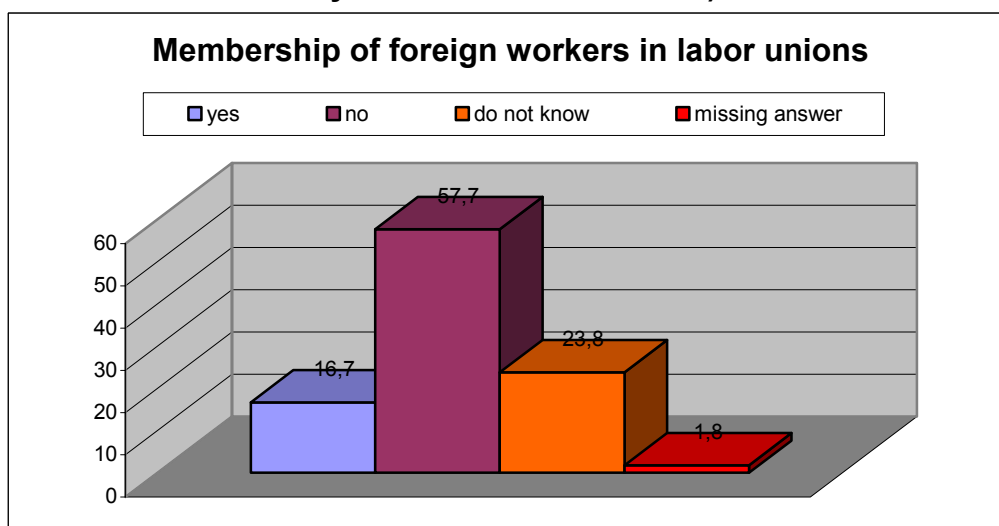
### Job training – difference between domestic and foreign workers

- gamma coefficients show only a very small difference in the provision of job training to domestic and foreign workers (gamma coefficient varies from 0,905 to 0,947 by working positions)

Do you take into account the living standard in the country of origin when setting the wage of your foreign employees?

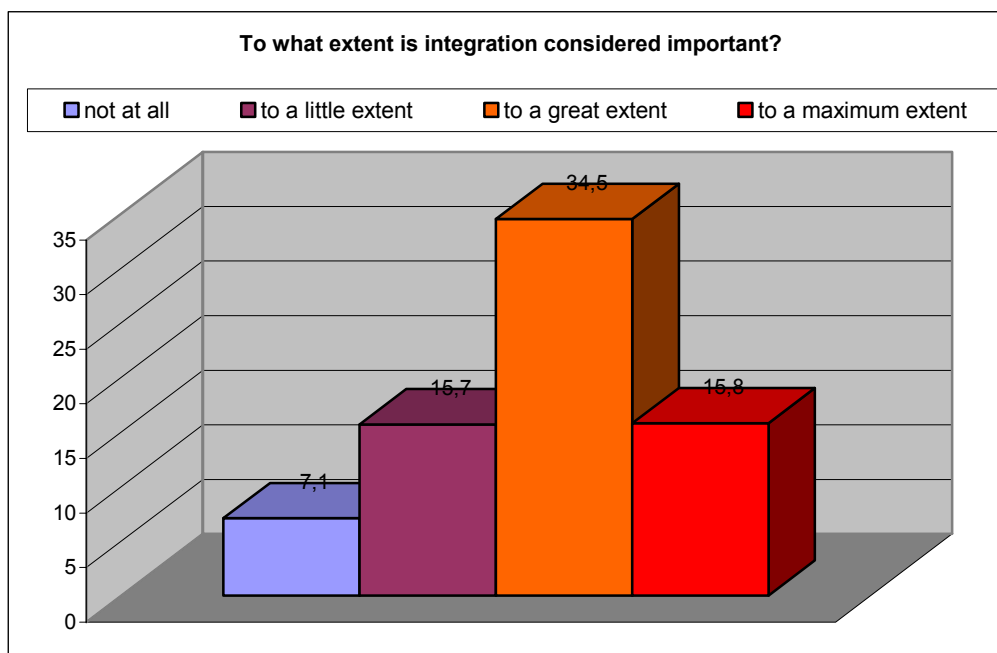


- Country of origin is most frequently taken into account at the managerial positions (managers from the Western countries often have higher salaries than domestic managers).
- Country of origin is not taken into account for professionals. Instead, factors such as professional skills, knowledge and university education are most important (professionals come mainly from Eastern countries).



- We only include companies where labor union organization exists (in almost 60 % of them, foreigners are not members of the unions).

## 6. Social integration



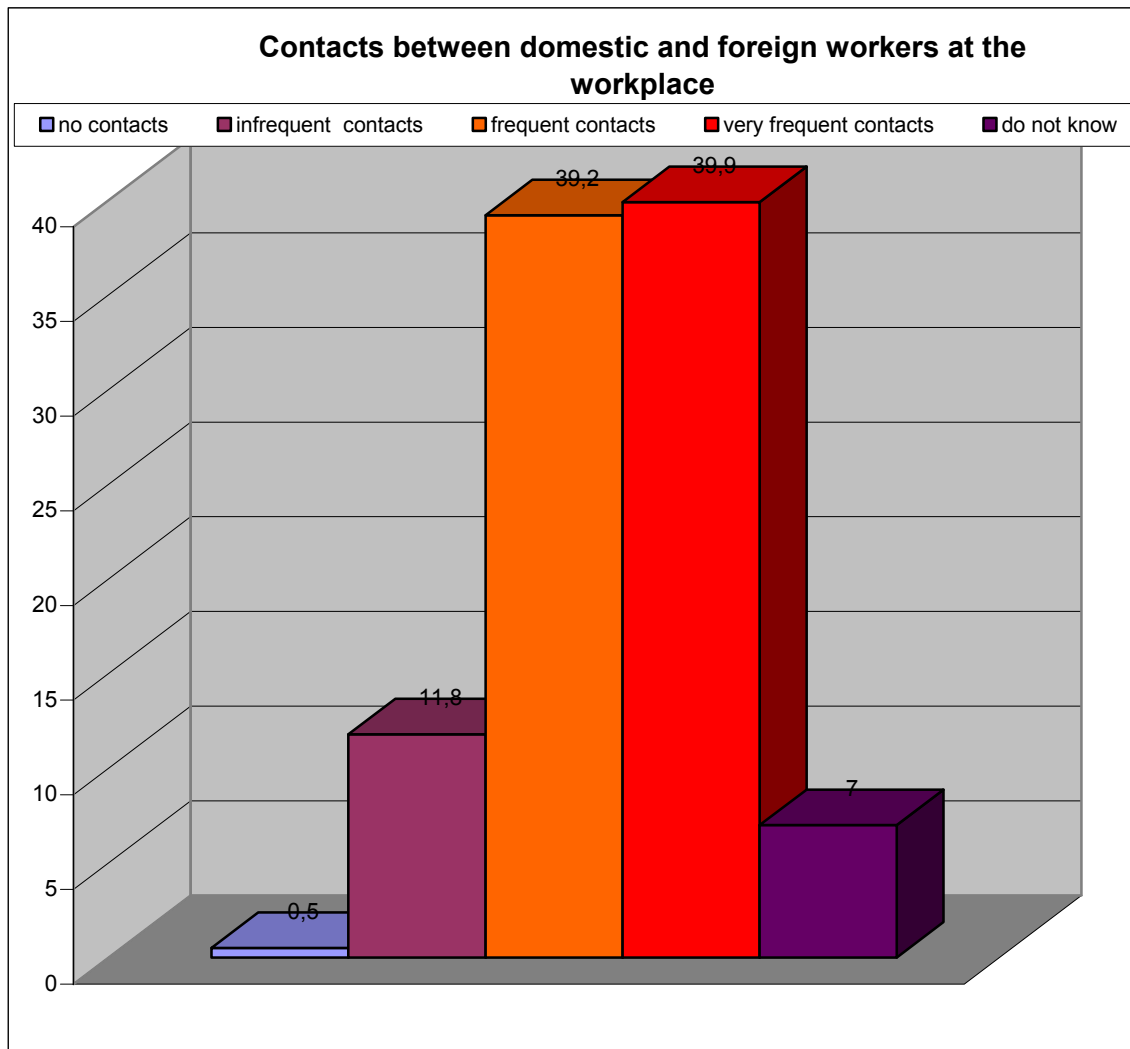
- Integration of foreign workers into mainstream society is considered important by a majority of employers (great importance and maximum importance was declared by 50 % of employers).

### Importance of integration by sectors of economy

		Sectors of economy				Total	
		Primary	Secondary	Tertiary	Public administration, health, research		
To what extent is integration of the organization's foreign workers considered important?	Not at all	0,0%	32,2%	61,0%	6,8%	100,0%	
		0,0%	8,3%	13,8%	4,2%	9,8%	
	To a little extent	2,3%	47,7%	40,8%	9,2%	100,0%	
		15,8%	27,2%	20,4%	12,5%	21,6%	
	To a great extent	4,6%	34,8%	43,6%	17,0%	100,0%	
		68,4%	43,0%	47,3%	50,0%	46,8%	
	To a maximum extent	2,3%	37,1%	36,4%	24,2%	100,0%	
		15,8%	21,5%	18,5%	33,3%	21,9%	
	Total		3,2%	37,8%	43,1%	15,9%	100,0%
			100,0%	100,0%	100,0%	100,0%	100,0%

- There is a certain imbalance across the sectors: integration is considered least important in the secondary and tertiary sectors as opposed to the primary sector and public administration, health and research.

- We have identified 7 factors, i.e. 7 groups of foreigners with different access to services provided by their employers
- A wide range of services are provided to managers and professionals (help in dealing with institutions, help to obtain residence permit, accommodation, Czech language courses, social and legal counseling, health care) while administrative and manual workers can only use basic services provided by their employers (health care and Czech language courses).



- **Contacts between domestic and foreign workers are most frequent in public administration, health and research – almost 60 % of employers in this sector declare that their Czech and foreign employees meet and interact at the workplace very often.**
- **In addition, employees in this sector are also considered to have most frequent contacts with the Czechs outside their workplace (frequent and very frequent contacts = 31,1% + 12,6%).**