

Západočeská univerzita v Plzni

Fakulta pedagogická

Bakalářská práce

**POSTOJE VŮČI PŘISTĚHOVALECKÝM
PRACOVNÍKŮM: DATA OD ČESKÝCH
RESPONDENTŮ SE ZKUŠENOSTÍ
Z VELKÉ BRITÁNIE**

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Plzeň 2012

University of West Bohemia

Faculty of Education

Undergraduate Thesis

**ATTITUDES TO MIGRANT WORKERS:
DATA FROM CZECH RESPONDENTS
WITH EXPERIENCE IN THE UK**

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Plzeň 2012

Tato stránka bude ve svázané práci Váš původní formulář *Zadání bak. práce*

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V Plzni dne 18.června 2012

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Jméno Příjmení

ACKNOWLEDGMENTS

I am grateful to my supervisor Bc. et Mgr. Andrew Tollet, M.Litt for his patient guidance and encouragement.

ABSTRACT

Hefnerová, Petra. University of West Bohemia. June, 2012. Attitudes to migrant workers: Data from Czech respondents with experience in the UK. Supervisor: Bc. et Mgr. Andrew Tollet, M.Litt.

The purpose of this study was to gather details of Czech migrant workers' lives in the United Kingdom. Another aim was to find out whether they had experienced mistreatment there. Quantitative research method was used in this work and the data were collected with questionnaires. The sample was pre-selected and later interviewees were sent questionnaires via e-mail. Thirty-two questionnaires were sent and thirty-two returned back. The data gathered showed the tendency of Czech migrants to have found their job prior their migration, even at higher levels than nationals of other countries which acceded to the European Union in 2004. There was also significant difference when women and men were considered, 83% and 33% respectively. It was proved that migrant workers were more likely to staff routine occupations with 72%, no matter what their highest educational qualification was. Czech citizens most often travelled in their free time, 86%, and they (occasionally) spent their free time with their British colleagues in 88%. Only 9% of respondents claimed to have experienced discrimination because of their origin. This research showed peaceful co-existence of host country population and migrant population. The author recommends developing strategies and policies which will help migrants to integrate easily and make friends among British citizens as these steps are very likely to prevent tension within the society.

Keywords: Czech migrant workers, A8 nationals, work migration, EU enlargement

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INTRODUCTION

I would like to look closer at the problem of immigrants living in Great Britain as this matter was the most appealing one drawing my attention when I lived there for a short period of time. In their report from 2010, the International Organization for Migration says that the number of migrants will reach about 405 million in 2050 (p.19). This huge number raises some serious issues. I do believe that understanding a different culture is the first step to be able to accept it. With the increasing globalisation reaching even the furthest places all around the world the number of people moving to foreign countries is very likely to grow up and it is crucial for all the countries to develop some kind of immigration policies which can help new-comers to acquire new culture together with the language as soon as possible. It appears to me that the language barrier creates probably the most difficult border to cross when learning to live together.

This work focuses on the phenomenon of work migration to the UK. It brings some brief resume of history of migration to the British Isles. It looks at schemes and policies and current trends and problems and it also brings together some ideas and recommendations how to deal with migration in the future years.

The practical part deals with experience of Czech migrants. It asks about their life prior to migration and during their stay in the UK. It attempts to provide closer details of lives of migrants and their experiences with British citizens. It tries to prove whether my respondents felt discriminated against in the UK. I also want to compare some statistics by ONS with my research.

1. LITERATURE REVIEW

1.1 Background of migration to the UK

Throughout history, there have always been tendencies to head to other countries in order to acquire a better quality of life. The United Kingdom, a country that has traditionally been viewed as an economically and politically strong state, has always attracted many. It is economically one of the most stable countries among all the states in the EU. In 2004, for instance, comparison of employment and unemployment rate between UK and other EU countries showed that the UK performed above other states in the EU. Employment rate in the UK was 72% and unemployment rate of 5%, in the EU-25 it was 64% and 8.5% respectively, and A8 countries showed 60% and 11% (Portes & French, 2005, p.9).

The occasional flows of people coming to the UK in order to settle down and pursue vacant positions on local labour market have been observed for some time. It was in 1919 when the first restrictions on migrant workers were introduced. Because of the First World War it was necessary to introduce some rules for foreigners looking for work in the UK. (Clarke & Salt, 2003, p. 563) Since that time, there have been many schemes and programmes designed to regulate the number of especially unskilled workers. Those which are used up to the present day are the Highly Skilled Migrant Programme (HSMP), the Seasonal Agricultural Workers Scheme (SAWS), and the Sector Based Scheme (SBS).

The HSMP is meant for highly skilled professionals from any country and also regardless of the sector. Applicants are not obliged to provide the name of the employer prior to the application as it is understood that there will be no problem finding a job. A person applying under this programme is allowed to bring along his or her dependants and the permission is granted for up to one year. However, the UK Border Agency stopped accepting applications made via this programme from 23 December 2010 (“UK Border Agency website,” 1.).

The SAWS is a scheme designed to fill the shortage of workers in agriculture. It is the oldest scheme, which was brought in after the Second World War, and is to encourage young people to move and work in agriculture. There are seven operators who are responsible for the functioning of the scheme. It is quota based, which means that after reaching the given number of workers, no more applications are accepted (“UK Border Agency website,” 2.).

The SBS provides jobs within the food manufacturing industry. These jobs are impossible to staff with resident workers on a long-term basis and therefore migrant workers from other countries are accepted to the vacancies. Applications made under this scheme do not allow the permit holder to bring his or her spouse or dependants (Clarke & Salt, 2003, p. 573).

1.1.1 EU policies

Since the beginning of the European Union, free movement of people has been one of its major visions and ideals and represents one of four fundamental freedoms claimed and protected by the EU. Community Law describes these freedoms as free movement of goods, persons, services and capital. (Towey, 1994-2003, p.1) According to REGULATION (EEC) No 1612/68 OF THE COUNCIL of 15 October 1968 on freedom of movement for workers within the Community, every person from each Member State is granted the same level of freedom to move to another country with his or her family and they possess the right to pursue a job in order to enhance the quality of their life. It is generally viewed as a step beneficial to both sides as the host country will profit economically. The host country is obliged to protect these rights and is also instructed how to integrate these migrants within the labour, social and healthcare systems.

However, there are also rights and freedoms of earlier Member States which were to be protected. The term “earlier states” refers to those states which were members of EU before the enlargement in 2004. And therefore all the earlier EU states were given the right to limit the flow of migrant workers provided the number of them should cause some harm to the economics. Some of them decided to use this right and closed their labour markets for A8 countries.

The term “A8” is so-called Accession 8. It was an abbreviated expression for the eight countries which were supposed to join the European Union on 1 May 2004. And these were the Czech Republic, the Republic of Estonia, the Republic of Cyprus, the Republic of Latvia, the Republic of Lithuania, the Republic of Hungary, the Republic of Malta, the Republic of Poland, the Republic of Slovenia and the Slovak Republic.

The earlier EU states which did not allow new Member States to access their vacant jobs were especially countries which had common borders with A8 countries: for instance, Germany and Austria were afraid of the possible consequences ensuing from enlargement.

There was general anxiety concerning the potentially enormous flow of migrant workers from acceding countries despite any evidence or experience from the past.

Under European Union law, all the limitations issued after May 2004 have to be abandoned by May 2011. This 7 years' long period of time is a so-called transitional period.

By way of derogation from Articles 1 to 6 of Regulation (EEC) No 1612/68 and until the end of the two year period following the date of accession, the present Member States will apply national measures, or those resulting from bilateral agreements, regulating access to their labour markets by Czech (and other accession states') nationals. The present Member States may continue to apply such measures until the end of the five year period following the date of accession. (*Official Journal of the European Union*, 2003, p.803)

1.1.2 UK policies towards acceding countries

It was believed that a flow of A8 migrant workers would cause no harm to the British labour market. Therefore all nationals from the new accession countries were granted the full right to come and work in Great Britain. Great Britain together with Ireland and Sweden were the only countries from EU Member States to allow the new EU members to enter their labour market. However, the government did introduce a certain level of restrictions to newcomers, as for example the obligation to register within the Workers Registration Scheme (WRS) under the Home Office. WRS was a possibility for the Home Office to collect all important data about migrant workers wanting to work in Great Britain. It was announced that every person from the A8 states who wished to work for more than a month had to register under the WRS after they found a job. This process allowed the British government to examine the impact of migrant workers from A8 countries on the British labour market. On the basis of the data it was possible to check the trends of migrant workers to choose certain regions or sectors.

However, there exist certain groups of people who have been excluded from this obligation, for example those who are self-employed or those who have already been working for more than 12 months in the UK are not obliged to register under WRS. Also people who work in the UK but are employed at a company which is not based in Great Britain do not have to register.

Citizens of all A8 countries who were entitled to live and work might also apply for a registration certificate or a residence card. These are not obligatory documents but can, however, simplify life or dealing with authorities. A registration certificate is meant for those who have completed 12 months' uninterrupted employment in the UK and a residence card is a kind of vignette which is supposed to be placed in the holder's passport and it is meant for family members of officially registered workers. The registration certificate is to prove the holder's right to access the British labour market without any further restriction ("UK Border Agency website," 3.).

Furthermore, A8 nationals were not allowed to claim welfare benefits. This measure was introduced to reduce the potential flow of people who would only move to the UK to obtain higher benefits than in their home countries. Each national from an acceding country was entitled to claim any financial support from the British Government after one-year uninterrupted employment registered under the WRS. And there was also the Habitual Residence Test that functioned as a measure to grant benefits.

According to Accession Monitoring Report by UKBA (2009, p.23-24), there were 42,576 applications for tax-funded, income-related benefits between May 2004 and March 2009. However, only 10,760 were allowed for further processing. Out of the total number, there were 4,429 claims made by Czech nationals. Unfortunately there is no further information how many applications were finally approved and paid out.

1.2 Trends of work migration to the UK

Although the main waves of work migration to Great Britain have already passed, I do believe that there are still many people who would like to start a new life in a different country within the European Union, especially as the economic situation of many countries continues to be unstable and uncertain. These people may be young and shortly after graduation or some are older, forced to move by the continuing economic crisis or high unemployment rate in their home country.

Figures issued by the UKBA in their Accession Monitoring Report (2009, p.10) showed that the majority of A8 nationals coming to work to the UK were people aged 18–34. There were 81% of young people in this age category who came to the UK between May 2004 and March 2009. A report by Portes & French (2005, p.18) claimed that the

majority of A8 nationals were employed in the hospitality, agriculture and administrative sectors. It also shows that more than 80% of WRS applicants said they earned from £4.50 to £6 per hour.

1.2.1 Factors that help successful settling

There are several factors which form the possibility of success. A degree in something is always an advantage and may definitely help to find a job. However, it is important that the qualification that one holds is internationally recognized. If there is someone born outside the UK and holds the qualification from any British institution, it increases his chances rapidly.

An article *Employment of Foreign Workers* by Office for National Statistics (2009, p.5) shows that A8 nationals were the group with the largest number of educational qualifications obtained outside the UK. Out of these 85% only one third had a qualification which was recognized in the UK. Therefore it is a good sign that EU is trying to harmonize the system of qualifications among the member states.

On the other hand, being a migrant worker might slightly handicap even those with qualifications. Because as Spencer S. et al state in their report *Migrants' lives beyond the workplace* (2007, p.23), many migrants had more skills than those needed to perform their low-skilled jobs. The main reason for them to tolerate this state was that they received higher pay than they would be getting at home and also most of them viewed their job at that time as temporary only.

Another important aspect is to choose a region where there is a stronger chance to find a job. It is clear that many will go for the richer countries or greater cities within them. But sometimes the possibility to find a job there can be weakened by the large number of applications. UKBA Accession Monitoring Report (2009, p.19) shows that Anglia, Midlands and London received the most applications during 2004 and 2009. These regions had 15%, 13% and 12% respectively of the total applications. More than half of the people registered in Anglia worked in Administration, business & management sector, employment agencies are included in these figures. The situation in Midlands was very similar, with 61%. However, 42% workers in London were registered in Hospitality & catering, compared to 24% in Administration, business & management.

The last but not least important point is that it is always better when one knows the language of the country where one migrates. “English language fluency is a strong driver of both employment and earnings” (Portes & French, 2005, p.6). The knowledge of a particular language shows much more than just one’s ability to learn it. It can also show that the person is really interested in the country and its culture. And therefore speaking its language can open doors to many opportunities. For example, if there are two non-native applicants for a position with the same credentials and one of them is more fluent in the language of the particular country, it is without a doubt that the better speaker will probably be accepted.

According to Spencer’s report (2007, p.34-35) where migrants were interviewed, those who came to the UK without any knowledge of English language put themselves in rather harsh position. Interviewees claimed that they sometimes faced situations where speaking the language was needed to be able to cope with the problem. One Bulgarian construction worker said that if the foreman had come and he [the Bulgarian] would not have understood, he would have been thrown out.

1.2.2 Reasons to go working to the UK

Reasons may vary from an individual to an individual. However, the ideas stated below are more or less applicable for everybody. As stability of currency, language and geographical position are very important variables when considering immigration. Office for National Statistics brought numbers in their article from 2009 (p. 2) showing that 68% of A8 migrants left for the UK because of employment, 11% followed their family and reunited with family members and 10% came to the UK to study. There are so-called “pull and push factors” when speaking of migration. The pull factors are: better living conditions and wages, other people’s experience with migration, good employment prospects and more individual freedom. The push factors cover: ethnic problems and economic conditions in the country of origin (Krieger, 2004).

One of reasons may be the strength of sterling. The British pound is one the strongest currencies in the world and therefore it makes the United Kingdom a popular place to go if one wants to earn some money. However, according to bank records the growing strength of Czech crown has made British pound less attractive since the highest

point in 2000. In that year 1 GBP equalled almost 64 CZK and that made labour migration to Great Britain really meaningful.

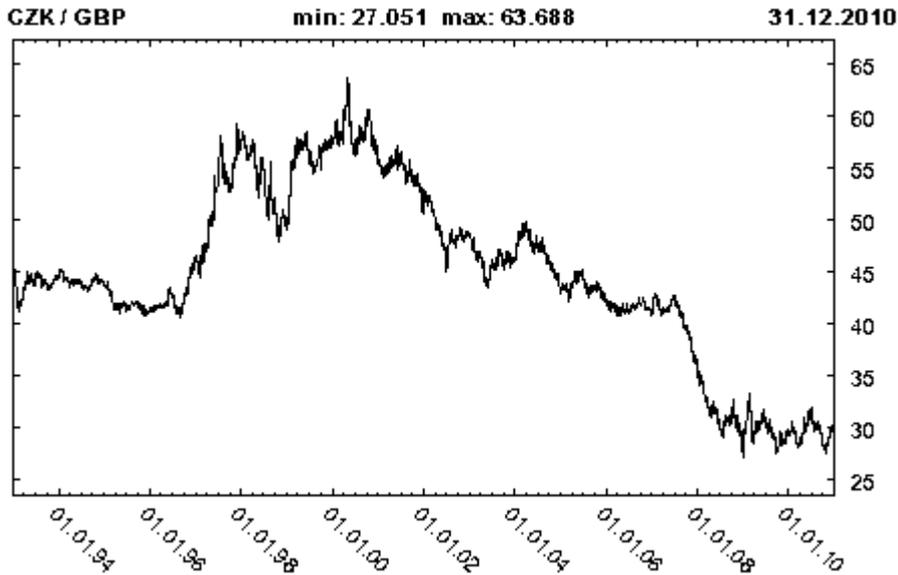


Figure 1. Exchange rate of GBP and CZK between January 1993 and December 2010. (“<http://www.kurzy.cz>,” 2011)

Another reason could be the general popularity of the English language. English is taught all over the world and even within the EU, it is probably the most popular second language at schools. Children are exposed to English since their childhood through various activities at nurseries or later at schools. English is also the language of the Internet and this medium, being the most influential these days, brings English to people’s everyday lives. Therefore it is understandable that young people will probably go to learn this language directly from native speakers in Great Britain. Then it is also clear that they will most likely have to work there to finance their stay.

Finally, Great Britain is basically the most western EU Member State and migrant workers have always been attracted by western countries. It means that the geographical position is another important factor when choosing the destination. It is somehow historically determined that, within a European Union context, western countries are much wealthier than those in the east; thus it is unlikely that the flow would proceed in the opposite direction. The United Kingdom seems to possess many enticements to lure migrant workers such as a strong currency, ideal geographical position and also a relatively

good possibility of understanding thanks to world-wide popularity of the English language. If one also considers supportive and open policy towards migrant workers, it is understandable that the majority of people will head to Great Britain.

1.2.3 Statistics of Czech migrant workers

As stated above, there are always differences in regions within one country since some areas may focus more on agriculture while other may be industry or service orientated. This creates various levels of interest of migrant workers, of course. Some of them may pursue a certain type of employment and therefore head directly to a particular region. On the other hand, some workers may be driven by the amount of average wage paid in certain area and then pay no attention to jobs that are offered when choosing the final place of their stay.

During the course of my research, I used the possibility to make a request for information under the Freedom of Information Act and contacted a representative of the UK Border Agency Ms Daniela Walker who provided me with some details on Czech nationals. I deliberately requested statistical information on the Highly Skilled Migrant Programme (HSMP), the Sector Based Scheme (SBS) and the Worker Registration Scheme (WRS) pertaining to Czech nationals. I required the division of these pieces of information to match the criteria of regions and occupations. The chosen regions, considered to be representative samples for the area, were London, North East, Scotland, South East, Wales, and Yorkshire and The Humber.

According to the UK Border Agency under the Home Office (D. Walker, e-mail communication, FOI reference no. 1364/18299), there were approximately 24,200 Czech nationals who applied under the Worker Registration Scheme (WRS) in the period of time between May 2004 and December 2010. The frequency of choosing a particular region, listed in order of descending popularity, reads as follows: London, South East, Scotland, Yorkshire and The Humber, Wales, and North East. The reason for this order of precedence may be influenced by various factors and particular regions will be dealt with later in this section.

By adding up all the figures representing all regions in certain period of time and then dividing them by the appropriate number of months, the chart shows the overall tendency to apply for a job in Great Britain over the years. It is understandable that the highest point

of migration flow was reached in the first couple of years after joining the EU. There were approximately 400 Czech nationals applying for a job every month within the period of time from May 2004 to December 2007. The figures were falling during the following years, reaching the number of about 193 people from the Czech Republic who wished to work in the UK in 2010 and applied every month.

WRS data	04/04 - 12/07	04/08 - 12/08	04/09 - 12/09	01/10 - 12/10
London	6415	705	590	815
North East	460	65	65	85
Scotland	3020	485	305	355
South East	4980	710	455	550
Wales	745	85	80	115
Yorkshire and The Humber	2080	340	305	390

Table 1. Number of Czech nationals applying in particular regions by UKBA

It is clearly visible that the region of London was the most popular destination among Czech migrants, being chosen by a total number of 8,525 applicants. This is no surprise, since the area hosts many international businesses along with the national companies. It may create the impression that looking for job in this region will not present problem; on the other hand, it is generally known, even from other capital cities, that the unemployment rate can be even higher here than in the rest of the country. London has the status of the richest region in the UK; nevertheless, it is important to understand where these numbers come from. It is thanks to managers of all the top international companies that the average salary in London may reach the highest figures. The disadvantage of this fact is that it raises the prices of everything else in London, from food to rents.

The second most popular region is South East which is also a very easily predictable fact. This area is one of the richest within the UK and that means that this status will also attract many job seekers. The South East region profits from its close proximity to the capital of Great Britain and costs of living in this area are of the highest in the country. The popularity of this region was confirmed by almost 6,695 Czechs who applied for job here from May 2004 to December 2010.

Scotland is with the number of about 4,165 Czech applicants the third most attractive destination for migrant workers. There were around 70 applications each month in the period right after accession of the Czech Republic to the EU. However, the numbers

were dropping reaching not even 30 applicants a month in 2010. Scotland is known to be along with England a country out of all four British countries with the highest employment rate. When looking at the chart of the Employment and Economic Activity - Employment Rate of Scottish Government Statistics published on the webpage of Scottish Government, there is clearly visible that from 2004 to 2010 when the data from the WRS were collected, Scotland was for most of the time the country with the highest employment rate within the United Kingdom. This could have been one of the reasons, together with beautiful nature and culture, for example, why Czech workers decided to relocate to Scotland.

Yorkshire and The Humber is generally known as a region with many industry companies and also coalfields. However, these were closed in the past and therefore do not help to employ any staff. On the other hand, the presence of them may contribute to the overall perception of the region and thus generate potential interest of people. These days the region is famous for its engineering, textile, silver and steel industry. The chart shows that, statistically, the number never went over 50 applications each month. The highest interest was reached in the first period between years 2004 – 2007, when there were around 46 applicants each month. Since that there were less and less applications.

Wales is known to be more agricultural than the rest of the UK and it is known for raising the livestock, especially sheep. It has the reputation of a region where the costs of living are relatively low. There is a minimum wage guaranteed by the government therefore the minimal money received for work will still be as high as in any other part of the country. But price of houses or flats are much lower here than in the rest of Great Britain. Thus for many migrant workers it is worth to reside in Wales. When comparing the rent of a one-bedroom flat in Wales represented by Cardiff for £638 pcm, South East with flats in Windsor for £1,280 pcm and London with flats in Hammersmith for £1,967 pcm, there is a considerable difference among these three regions. On the other hand as visible from the chart, not many Czech citizens decided to work in this region despite the lower expenses (“<http://www.home.co.uk/>,” 2012).

At the completely opposite end of the scale is the region of North East which is the least attractive area to seek jobs according to Czech nationals, with only 675 people over the last six years having searched for work there. This lack of interest by migrant workers is not surprising if one reads the figures issued by the Office for National Statistics in January 2004, according to which it was the North East region which had the highest rate

of unemployment at 6.9%; it also had the highest number of people out of work in the whole country.

1.2.4 Working programmes

Working programmes applied in the United Kingdom have been already explained in the previous chapter. I have obtained several documents about Czech nationals involved in these programmes. There are some programmes organising distribution of migrant workers to specific sectors e.g. the Highly Skilled Migrant Programme (HSMP) and the Sector Based Scheme (SBS). It is important to mention that these programmes stopped being applied to nationals of A8 countries after they joined the EU on 1 May 2004. After this date the British Government introduced a completely new programme called the Worker Registration Scheme (WRS) also described in greater depth earlier. The data provides some figures and shows which jobs exactly were the most often staffed by Czech migrants.

The Highly Skilled Migrant Programme (HSMP), which is easily decipherable, aims at people with a degree in a particular sector. This may be business, science or anything else which is considered to be a sector where only highly skilled migrant workers are needed. According to the UK Border Agency and its documents in the period of time from 1 January 2002 to 31 December 2010 only seven Czech citizens were accepted through this programme to work for a British employer. The figures provided show that two persons applied and were accepted in 2002 and five persons were accepted in 2003. It is understandable that from 2004 there are no data available as with the acceding to the EU, people from the Czech Republic were only obliged to register under the WRS and from that time the HSMP focused only on non-EU migrant workers.

The second of the mentioned programmes is the Sector Based Scheme (SBS). This programme was probably more interesting for migrant workers than the HSMP as this one aims at low-skilled jobs. Thanks to the orientation of this scheme more people were able to find a job. This programme had also a timeline during which it was applied, starting on 1 January 2002 and ending on 31 December 2008. During year 2003 they were 460 Czechs placed through this scheme and only 15 persons from the Czech Republic next year, 2004. Again the same explanation applies here: Czech citizens started applying for the WRS and therefore no data on Czechs are available after the accession on 1 May 2004.

1.2.5 Occupations

Within the labour market of any country there are always some jobs which are more prestigious than others. These jobs will probably be taken very quickly and also will be better paid. On the other hand, there are always occupations for which it is very difficult to find employees – for example, positions for unskilled or low-skilled workers. Sectors such as food processing are always less attractive for job seekers. This presents an opportunity for migrant workers, who can fill gaps created by a lack of interest among local people. Evidence of this trend was brought by McCollum and Findlay (2011):

Because it is minimum wage work on a factory floor no Scottish people want to do it and the Eastern Europeans are the only ones that will. The locals are not really interested unfortunately because they'd rather be on benefits but our European workers are a great bunch, really hard working and diligent and if we didn't have them we'd be in real trouble so it gets on my nerves when people complain about migrant workers because this country could not do without them. (June, operations director, food processing company, rural Scotland).

According to the data provided by the UK Border Agency most of the jobs staffed by Czech nationals were those in factory processing and hospitality. However, I do believe that if there was the obligation for au-pairs to register under the WRS, the figures would change. However, au-pairs are not considered to be a part of the labour market since their experience is understood to be a cultural exchange. The ideal vision is that they should be treated as family members and therefore the laws and policies do not include them in the charts.

This chart shows number of approved WRS applications by Czech nationals from 2004 to 2010. There are shown only figures above 1,000 (D. Walker, e-mail communication, FOI reference no. 1364/18299).

Occupations - WRS	Applications 2004 - 2010
Process operative (other Factory worker)	8 980
Cleaner, domestic staff	4 010
Kitchen and catering assistants	3 675
Waiter, waitress	2 930
Packer	2 650
Warehouse Operative	2 440
Sales and retail assistants	1 935
Maid / Room attendant (hotel)	1 755
Care assistants and home carers	1 705
Farm worker/ Farm hand	1 245
Bar staff	1 090
Labourer, building	1 055

Table 2. WRS Occupations most often staffed by Czechs in 2004-2010 by UKBA

The figures by UKBA also show some numbers of people working under the SBS as these were included in the charts too. It was mentioned earlier that SBS stopped in 2008 so the charts by UKBA may not be accurate but they still bring some insight which positions were staffed by Czech migrants. Among all those positions applied for in various programmes and schemes, SBS applicants staffed only these 14 posts shown by the chart below.

Occupations - SBS	Applications 2004 - 2010
Process Operatives	90
Cleaner of Premises	55
Bar Staff	40
Kitchen Assistant	35
Food Service Op	25
Housekeeper	25
Inappropriate Occupation (Gen)	25
Reception Staff	15
Waiting Staff	15
Inappropriate Occupation (Hosp)	10
Chef (NVQ2 & below)	5
Inappropriate Occupation (Fish)	5
Meat Process Operative	5
Room attendant	5

Table 3. SBS Occupations most often staffed by Czechs in 2004-2010 by UKBA

Unfortunately, there is probably no possibility to find out about the jobs which were performed by Czech migrant workers under the HSMP as there was no obligation for applicants to provide the UK Border Agency with the data of the future employer. One can only estimate the positions which could be offered to successful PhD graduates or highly skilled migrants.

1.2.6 Current trends connected to the financial crisis

The global recession in 2008 - 2009 brought first changes to work migration in Europe. Many decided to stay at home rather than try to find a job in the UK during that unstable time. During the period 2004–2009 there were issued nearly one and a half million National Insurance Numbers to A8 nationals. The highest number of applications for NINo was reached in the first quarter of 2007, around 120,000 and during the time of recession there were a significant decrease to almost 40,000 in the last quarter of 2008 (McCullum & Findlay, 2011, p.3).

Sectors of real estate & property, construction & land, and transport were the most affected by the recession and decrease of WRS registrations. The drops were by almost 78%, 75% and 70% in each sector respectively. On the other hand, sector of agriculture was hit with only 29% decrease.

And also since 2011 when labour markets of all EU states have been open to anybody from the A8 countries, which joined the EU in 2004, the number of migrant workers to the UK dropped as people, mostly from Eastern Europe, spread also to other countries. It was observed that the patterns in work migration have changed since the recession and also April 2011. There are fewer A8 nationals in big cities as there is less work for them and also sectors connected more to urban areas, such as hospitality, are less likely to employ non-UK born citizen. The main sectors staffed by migrant workers are agriculture and food processing. The figures proved that for instance the agricultural sector has a very specific behaviour and it is very likely that it will rely on inflows of new migrant workers. Furthermore, even excluding the agricultural sector, there will still be jobs and occupations which are not popular overall among British workforce and therefore there will always be some space for migrant workers.

1.3 Attitudes towards migrant workers as seen by British people

Numerous surveys about British attitudes have taken place since eight new members joined the EU in 2004. Their goal was either to prove or disprove the negative attitudes the British might have against the large number of people coming to the United Kingdom to search for new work. Many of them showed that British people are not completely united in their opinion regarding any negative impact of migrant workers. There are many factors to be considered as, for instance, particular age group, social status, the highest achieved education or economic activity can sometimes dramatically change the perception of migrant workers.

One of the many surveys was for example The Northern Ireland Omnibus Survey on attitudes to migrant workers conducted by Northern Ireland Statistics & Research Agency in January 2007. This was designed to show attitudes of Northern Irish citizens towards migrant workers. Results from the total number of 1,211 respondents indicated many interesting views on the problems of work migration. 49% of respondents answered that they came into contact with foreign-born people daily or at least bi-weekly. 45% of people thought that foreign workers took away jobs which could have been done by Northern Irish people. However, it was interesting to see the results analysed by the Socio-Economic group. In this group, mainly manually skilled workers, exactly 17% of them, agreed that migrant workers took away their jobs; on the other hand, only two respondents classed as professionals shared the same opinion. And the last point to be presented here is the attitude of citizens of Northern Ireland on government restrictions on migrant workers. 52% of people agreed with imposing some kind of restrictions, although there was a significant difference if highest educational qualification was considered: 36% of those with a degree agreed with restrictions compared to 56% of those with no qualification.

This shows that almost half the population of Northern Ireland meets a migrant worker almost every day and therefore may feel the need to express their opinions, maybe even fears, of the impact of immigration. Generally, people without jobs or with few or no qualifications feel more insecure about foreign-born workers as they expect higher competition on the labour market. They also feel that migrant workers are more likely to accept work for lower wages which increases their chances of finding a job.

Research by Anderson et al (2006) showed that migrant workers from A8 countries were paid slightly less for the same position and work as a regular British employee. When

people in elementary occupations are considered, A8 nationals working in Hospitality received £5 per hour, Brits earned £6.96, in Construction workers received an average £5.71 and £7.89 respectively, and Agricultural sector paid £5.35 to A8 workers and £6.79 to British workers. The national minimum wage in 2004 for person aged 22 and older working in Construction or Hospitality was £4.50 per hour. These numbers show that A8 nationals do not work for less than the national minimum wage; however, their wage is less than a regular British employee.

Article *Migration and public perception* (2006, p. 2) written by a group of authors for Bureau of European Policy Advisers (BEPA) suggested that an average public view immigration as a negative trend.

Polls on attitudes towards migrants show large differences between Member States, between income groups and social classes, and between the types of fear and apprehension that migration arouses. Despite these differences and despite notable exceptions, the overall conclusion is that public perception of migration tends to be increasingly negative throughout Europe.

An article under the headline “Earn £35k to stay in the UK” in the tabloid newspaper *The Sun* (published February 25 2012) described some restrictions introduced by British Government aimed at non-EU migrant workers and their right to settle. From that time people were not given the right to settle in the UK unless they earned £35,000 a year. The goal is to grant permission to reside only to those who hold the best qualifications and can enrich the British labour market. The article itself is followed by numerous comments from readers, who could be considered average citizens of the United Kingdom. One of them, written by a user called “BadlyBrokenBritain”, stated:

“They should only be allowed to come into OUR Country if they have enough money to buy a house in the UK and prove that they have a job offer of over £35,000 per year for the next 5 years. These sorts of people will just get their friends and families to lie for them stating that they are employed and they earn over £35,000 a year. Once settled they will tell the benefits office that they have lost their job and they will be entitled to benefits. THEY ARE VERY, VERY SNEAKY people and they seem to know every trick in the book..... “

The counter opinion was written by a user called “picaso14” who stated:

“So, who is going to do all the jobs that a lot of hard working immigrants do???. They work all hours of the day and night for minimum wages, often more dependable than their British born neighbours. Many whom, spend their days in bed, waiting for their next amount of benefit to hit their bank accounts, or hours smoking and drinking trying to figure out what amount of money they can claim and add on to their already mind boggling payment.s. When you use a public convenience toilet, you expect it to be reasonably healthy and clean, and I would put a bet on it, that it is, by a very hard working immigrant, who then goes on to do another 5 hours work in the evening cleaning somewhere else. Thousands are NOT on benefits, and work hard for every penny they earn here in Britain. We need to have a system where these genuine, decent hard working people, can be justifiably encouraged to remain in Britain. The biggest problem is still, the millions claimed by lazy, benefit cheating planks who DO NOT WANT TO DO ANY FORM OF WORK.!!! and they are NOT immigrants.!!”

It shows that there is no united public opinion and the perception of migrant workers depends on social status, intelligence and other factors. Although it was proven by various researches that migration has an overall positive effect on economics of a host state, negative perception of migrant workers persists. This perception may be caused by a negative image created by media. Clark and Hardy stated in their report (2011) that between 1996 and 2006 there was an increase of 62 per cent in the media’s focus on stories regarding all kinds of immigrants. They also say that few of these stories presented the new arrivals in a positive light, and they were frequently identified by the press as posing a »problem«, particularly around the time of elections. According to this study which focused on media coverage of EU enlargement there were some topics which occurred repeatedly. These themes were – massive influx of Roma ethnic group and “benefit tourism”. Articles concerning these topics were published especially in right-wing newspapers.

Currently it seems that the Home Secretary Theresa May started dealing with the issue of immigration. It is written in a number of newspaper articles that she wishes to eliminate the inflows of non-EU migrants, that only a certain group of migrants would be granted right to settle and most recently she claims that there should be some plan to avoid influx of migrants should the European currency collapse. It is understandable that some of British citizens will be glad to hear this rhetoric.

Drawing from my personal experience as I myself lived and worked in the UK for some time, I did not experience any kind of negative comments or behaviour towards myself as a foreign-born national, although the topic of migrant workers arose quite frequently when talking to some of my colleagues. None of them liked those migrants who did not try to learn the English language and lived secluded and closed in their own community. None of the people I worked with mentioned that migrant workers would claim welfare benefits and thus did harm to the British economy. However, the opinion that they stole work from British people was quite common. A good command of English was definitely my advantage as I could talk and react to my colleagues' questions and jokes. Humour is a very important part of conversation in Britain and once a person understands a joke or has a witty response, it does not matter where he or she comes from.

1.4 Future plans

It seems reasonable to assume that as work migration has been around for a long time now, it will continue also in the future. However, there are many serious questions which need to be considered to be able to continue successfully with integration and assimilation alongside the cooperation among the EU Member States. Authors of *Word Migration Report* (2010, p.12) suggest focusing on these ten areas to help successful integration:

1. determining policy goals;
2. assessing labour markets from the migration perspective;
3. regulating admissions and selecting migrant workers;
4. determining conditions attached to employment permits;
5. training of migrant workers and placement services;
6. protecting migrant workers' rights;
7. reducing labour migration costs;
8. strengthening and implementing bilateral or other labour mobility agreements;
9. returning migrants and their reintegration;
10. implementation.

One of the latest issues was caused by UK government's policy as overseas students are considered to be immigrants and therefore are subject to the new immigration targets. It means that for some of them it may be more difficult to get the student visa and British universities are afraid of losing funds on tuition fees. The government claimed there should be less than 100,000 migrants coming to the UK by the year 2015. There were 250,000 people coming to the UK in 2010. Thus it is understandable that new measures will affect a broad range of immigrants. Immigration Minister Damian Green said for BBC "*Migration to UK more than double government target*": "Our tough new rules are now making a real difference with a record 62% drop in student visas in the first quarter of 2012, and overall falls in work visas, family numbers and people settling."

Furthermore it is without doubt that the population of Europe overall is aging and therefore it will be necessary to count on migrant workers to staff some positions. These may be nationals of other EU states but also people coming from non-EEA states. It is

important for each country to introduce such level of restrictions or regulations to provide healthy environment for their citizens to avoid economic and social problems.

It is crucial that UK, but also the other countries, develop policies which will react to the particular demand made by migrants to settle in Great Britain. Should the number of immigrants be too high, it may cause tension within society by, for example, putting healthcare and the social system in general under pressure, together with placing additional demands on the housing market and lowering the number of vacant positions both at the workplace and in schools. But on the other hand, it could bring also some positive effects, such as more competition on labour market, more money – as there are more people to pay for services; in addition society would become more diverse, which is generally perceived as a positive impact in a politically correct society.

It is also useful to inform the public as much as possible. The less space is left for doubts, the better environment is created. Lack of information may cause stereotypical and prejudiced behaviour, which takes more time to eliminate.

2. METHODOLOGY

A survey was conducted to gather data from a selection of Czech nationals who had lived and worked in the United Kingdom. The survey contained nineteen questions covering work experience from the Czech Republic, work experience from the United Kingdom and respondents' other experiences in the United Kingdom. Some questions were to compare the experience at home and in the host country, while others were designed to show respondents' effort to join in the everyday life, culture or other activities of the host country. Some of the data were compared to official statistics.

Respondents were selected from my friends and acquaintances who I knew had been living and working in the UK for some time. Many of them gave me contacts to their friends with similar experience, thus the so-called Snowball Technique (Disman, 2000, p.114) was used to gather more respondents. Therefore the resulting age group was quite narrow, from 20 to 35 years old. When choosing the sample I excluded people who had gone to the UK and decided to reside there because I wanted respondents with finished working experience. I decided to write the survey in a Word document and send it to all my contacts I had collected before. It was impossible to meet all respondents face to face. However, I did meet myself most of those living in Pilsen. To avoid misunderstanding and thus possible distortion of the data collected, respondents were requested to contact me by e-mail should they have any queries. Some of them used the possibility of a Word document format to edit given choices by adding their comments where they were uncertain which answer would best fit their experience. There were a few instances in which an option was not chosen by any of the respondents; in such cases this option was excluded from the final processing and was not written to the relevant charts.

In total, 32 respondents were interviewed. As all the respondents were Czech citizens, the questionnaires were written in Czech and were translated later into English for the purpose of this work. When all the questionnaires had been gathered, three sub-categories were created for analysis of each item in the questionnaire: age-group, gender and highest educational qualification.

3. HYPOTHESES

These hypotheses are not based on any published research or work. I prepared the questions and ideas from my own experience and I wanted to find out whether other Czech citizens had similar experience when living in the UK. That is why the questions and hypotheses focus on everyday life and relations and interactions between Czechs and Britons.

Language. I expect that younger people will generally have better knowledge of English than older ones as they are shortly after graduation. People with a degree will probably say their English is at intermediate level, as they had to study English (or any other language) at an academic level. I would expect the majority of people to have attended a language course and I would also expect that especially older respondents might have experienced language barrier during their stay, due to less knowledge of English.

Working in the United Kingdom. I would assume the majority of respondents found their job before they left for Great Britain. I am afraid that people did less qualified jobs even if they had a qualification or a degree. I would say that most of respondents did not have problems to obtain all the documents needed for work as the arranging of all the formalities is more or less well structured and one can always ask for help at the job centre.

Living in the United Kingdom. I would expect most of the respondents to have shared their accommodation with mostly Czechs and Slovaks. I would say that full-time students are very likely to have travelled around the country in their free time and older respondents are more likely to do nothing when they were not working. I think that there were only a few people to find friends among their British colleagues as it seemed to me when living in Great Britain that migrant workers tend to spend their free time in their communities, usually with people of the same nationality. Due to this view I would expect that at least a half of my respondents experienced whatever form of rejection by British people.

Leaving the United Kingdom and future plans. I would say that people most often left the UK after their working contract had expired. And I dare to say that people working in routine occupations left more often before the expiration than people at better positions who stayed till the agreed last day. I think that people who were employed at

better positions will be willing to come back to the UK at some point in the future more often than people employed in routine occupations.

4. RESULTS AND DISCUSSION

Language. For 84% of respondents one of the most important reasons to go to the United Kingdom to work was to study the language and 22% of respondents did not list any other reason apart from studying English. Considering the highest educational qualification, all respondents with “maturita” level, 13 in total, listed studying English as one of reasons to go to the UK. However, when the gender is considered, 89% of men compared to only 17% women went working abroad to improve their English language knowledge.

It was interesting to find out that 10 out of 28 people who stated that improving their English knowledge was one of the reasons to go abroad did not attend any language course. There were 13 respondents (41% out of all) who considered themselves to have elementary knowledge of English prior to their arrival to the UK. More than one third of these did not attend any language course although all of them wanted to improve their English.

Two thirds of respondents stated they had suffered from a language barrier at some point of their stay in the UK; there were 89% of men compared to 70% of women. However, it worth noting that out of these 89% of men only one quarter had attended a language course. The remainder of the men experiencing a language barrier chose not to attend any course. Considering the age of respondents, the youngest group had the highest number of people with no problems understanding in the UK and also the lowest number when counting those with some problems. Their age could be the explanation as they had left the Czech Republic immediately after completing secondary schools and they still had the knowledge of the foreign language in their mind.

Working in the United Kingdom. Respondents were more likely to find a job before arriving in the United Kingdom. However, considerably more than half the males, 67% to be precise, said they had found their working position after arrival in the UK. Women seem to be more careful in this matter as 83% of them had found a job prior to their arrival. There is no significant pattern when considering the highest educational qualification; people left the CR without any arranged job, no matter what their education was. According to figures in an article by the Office for National Statistics (2009, p.3) around 15% of A8 migrants had found their job before they left their home country and

about 45% people found their jobs after migrating. It seems that Czech women acted differently than the rest of the A8 migrating population.

According to the figures, only 9% of respondents had some kind of problems when obtaining documents at the beginning of their stay in the UK. When looking at the answers of these 9% of people, the only common sign is level of English: all these respondents had just an elementary command of language. Gender, education, work experience prior relocation varied but the percentage is so low that it can be said that the majority of the Czech migrant workers have no problems when obtaining all the papers and documents needed for work and life in the UK.

Almost three-quarters of respondents, 72% in total, stated they did not find their job in the field they had studied. This number was the most significant when considering the highest educational qualification as there were 72% of those who started working in different field compared to 11% of those who found their job within the field they had qualifications for. 56% of these had a degree, 33% had a GCSE level and 11% had a vocational qualification.

Due to the relatively young sample of respondents, the highest number, 73%, of all people were full-time students and therefore had no or very little working experience prior their arrival to the UK. Considering the age of respondents, the first group aged 20–25 had 100% of full-time students, group aged 26–30 showed more variety of working experience, although full-time students also dominated in this category. There were 46% of students compared to 23% people both in lower and intermediate management.

Those with some working experience were more or less equal when gender is taken into account, 33% of men and 26% of women. All were in their mid-twenties; 33% worked in lower or intermediate management in the CR and found similar position also in the UK, while the rest were employed in a routine occupation. This proves the trend that migrant workers are very often willing to take any job, even for which they are over qualified, only to fulfil their dreams to live and work in the United Kingdom.

The numbers show that the older respondents were, the higher their chance to obtain a better job. 15% of respondents aged 26–30 were employed in intermediate management. Chances between men and women were more or less equal, with 11% of men and 9% of women to have had position at this level. However, even the difference between people with a degree and people with GCE A-level exam was relatively small, when 11%

of people with a degree were employed in intermediate management compared to 8% of those with GCE A-level exam.

Living in the United Kingdom. Only 9% of respondents felt some kind of discrimination because of their origin, most of these were aged between 31 and 35. Women included in my research seemed to be more sensitive to this kind of mistreatment, because when looking at gender only females, 17% of all respondents, stated they had experienced some kind of discrimination. This would mean that an average person feeling discriminated at some point when living and working in the UK would be most likely a woman in her thirties with a degree.

63% of respondents, most of them men, had shared accommodation with other people. The most common nationality for respondents to share their home with were other Czech people, but surprisingly the second most common nationality were not Slovaks, as might be expected, but citizens of other countries, most often Poles. Some respondents added their comments to this question and edited the option with naming the exact nationality and this was in all cases “Polish”. 88% of respondents said that they spent their free time with their British colleagues with varying frequency. Apart from the age-group of people between 26 and 30 years old, all the others included some percentage of those who did not spend their time with British people. This shows that people aged 26–30 were the most likely to find friends among citizens of the host country and were able to stay with them in friendly contact. Women seemed to be more open to British people as only 8% of them never spent time off work with their British colleagues. 100% of women with a degree qualification spent their free time with a person who came from Great Britain, compared to 75% of men with the same qualification. These questions were included to ascertain the tendencies of foreigners to group together in ethnic communities and very often ignore the culture and habits of the host country.

The youngest group of the sample seemed to be the most active as these respondents were somehow involved in all of the offered free time activities. The most frequently listed pastime activity was travelling, with 86% of people responding thus. All respondents aged 20–25 said they travelled extensively when they had free time. Another very often stated term was “culture” which includes visiting theatres, cinemas, concerts, exhibitions, etc., with 66% of people spending their free time this way. However, men with

a degree were more likely to do some sport (100%) in their free time than visit a cultural event (50%).

Leaving the United Kingdom and future plans. 50% of people decided to leave Britain for whatever reason and return to the Czech Republic, 38% of respondents came back after their contract expired and 12% of interviewees left prior the expiration of their working contract. Men tended to leave before the agreed time more than women, 22% and 9% respectively.

When answering question about future plans of returning to the UK, all three options were more or less equal. Respondents do not plan to return to the UK in 38% of cases; on the other hand, the same number, 38%, also plan to come back one day with 24% as yet undecided. Those who do wish to come back are mostly women – 75%; all of these women have a very good command of English language, and 78% of them worked in a routine occupation compared to 22% working at an intermediate management position. When looking at the group which has no intentions to come back to the UK, there are again women dominating this group with 83%, usually in their thirties. There is a considerably higher share of those whose command of English is at the elementary level. 58% worked in a routine occupation and 42% worked in lower management. Those who have not yet decided whether or not to return were equally distributed in terms of gender. 63% of respondents achieved "maturita" level and 50% consider themselves to have either elementary or intermediate level of English. 22% of respondents found their position in lower management and the rest worked in a routine occupation.

5. CONCLUSION

As I said before I dare to say the language barrier is the biggest obstacle when trying to live abroad. If one does not understand his neighbour, it may seem odd should they want to discuss some neighbourly issues. If one cannot communicate with his co-workers, they will probably avoid him as they have nothing to share with him, or at least they have no channel how to share it. It looks from the numbers that Czech migrants left the CR with an intermediate level of English which prepares them well for communicating at work or dealing with authorities; 63% of these were people with an academic degree. Quite unexpectedly, intermediate knowledge of English dominated all age groups: 59% attended language courses with women dominating 70% to 33% men. I expected that there would be much more people learning English at courses. As I presumed people aged 31 to 35 years experienced a language barrier during their stay; none of this age group stated differently. People in their twenties with “maturita” were more likely not to feel the language barrier.

An article by ONS (2009, p.2) states that the most common reason for migration from western developed countries to the UK is employment; 68% of A8 nationals responded thus. If I add up all the answers which somehow connect the reasons with employment, my respondents go to the UK due to employment in 70% of cases, which corresponds with the trends. However, the same article says that only about 15% of A8 migrants find a job before migrating, whereas according to my research this figure is 69%. What is even more interesting is the significant difference between genders: 83% of women were more likely to find their job before migrating; men, on the other hand, were more likely to find a job after migrating in 67% of cases. It is also shown that a majority of respondents (78%) with a degree found their job prior departure; on the contrary to respondents with “maturita” level where the answers were more or less equal, 54% prior and 46% after. As for the job position, 72% were employed in a routine occupation. But it is interesting to see that respondents with “maturita” level worked more in lower or intermediate management than university or college graduates, 31% compared to 22%. As I expected, the vast majority of my respondents had no problems with the papers, only 9% stated the opposite.

Statistics show that migration raises from year to year, thus the British government needed to implement restrictions and toughen the policies towards newcomers. According

to the picture painted by the media in the UK, British citizens do not want to see more migrant workers coming to their country as they are afraid of losing their jobs to a cheaper work force. Some Britons do feel that migrant workers come only in order to claim welfare benefits and thus in effect take money from those who need it and are not able to earn themselves, e.g. disabled or elderly people. According to this rather negative general opinion of the general population in Britain, I had expected respondents to have experienced discrimination because of their origin. However, only 9% stated having felt discriminated against, which represents just 3 people in total from my sample. I presumed that at least half the respondents would have experienced some kind of mistreatment. People most often live in a shared household - 63%, and that was 89% of men and 52% of women. The most common nationality to share accommodation with was Czech. Quite surprisingly, Slovaks were not the second common nation to live with. Although it could have been predicted as we speak a similar language and Czechs and Slovaks tend to group together when abroad. On the other hand, the large percentage of Polish housemates is logical as Poles create the biggest group of migrant workers. It is then very probable that one will share accommodation with Polish citizens.

Respondents showed that they had quite active lives in the UK; 86% spent their free time travelling and 66% people enjoyed culture. As I expected travelling was most popular among younger respondents aged 20 to 25 years but also in the age group of 26 to 30 years. On the contrary, I expected the oldest of my respondents to have been less active in their free time but majority of them spent their free time with culture. There is another surprising fact showing that respondents spent their free time with British colleagues. 88% stated they did so either often or at least occasionally. This might indicate a willingness of Czech people to participate in everyday life with British people.

The UK government has no evidence of numbers of migrants returning to their home countries after their stay as there is no obligation for them to re-register. It was important for my sample that all the respondents were back in the CR. I expected that the majority of people would return after expiration of their working contract and I also expected that people in routine jobs would be more likely to come back even earlier. However, half of my respondents chose "other reason" and only 38% decided to go home because their working contract had finished. I think this could be suggestion for my future possible research, namely to investigate in greater depth people's motivation for returning to the Czech Republic. My research indicated that people in routine jobs would return

more often than any other group as they were the only ones who claimed to have left their jobs before the official end. As for future plans, I did not prove that people with better working experience would be more willing to return. Results showed exactly the same percentage of those who want to return to the UK and those who do not as out of these 38%, there were about 75% of those who were employed in a routine job in each group.

My sample was not really a representative group of Czech citizens but I do believe that even this small number of people could indicate particular trends that are possible to observe deeply in a larger-scale and official piece of research. It would be also interesting to see how my respondents fared after returning to the Czech Republic and whether they benefited from their experience abroad.

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APPENDIX A

Q1. – Q3. Characteristics of the sample

Gender

men	9	28%
women	23	72%

Age group

20 – 25	14	44%
26 – 30	13	41%
31 – 35	5	15%

Highest educational qualification

Vocational Certificate	1	3%
“Maturita” Level	13	41%
Degree Level	18	56%

Q4. What was your motivation to go working to the United Kingdom?

Analysis by Age-group

	20 - 25	26 – 30	31 - 35	Total
Prior working experience from the United Kingdom	-	15%	-	6%
Increasing one’s level of English	71%	92%	100%	84%
Gaining work experience from abroad in the field I have studied	7%	15%	-	9%
Higher reward for work	43%	38%	20%	38%
Little chance to find a suitable job on the Czech labour market	7%	8%	-	6%
To work and travel around the United Kingdom	57%	46%	40%	5%
Better chance to find a suitable job after returning to the CZ	21%	8%	-	12%
Other motivation	26%	15%	40%	25%
Total *possibility of more choices	14	13	5	32*

Analysis by Gender

	Men	Women	Total
Prior working experience from the United Kingdom	-	9%	6%
Increasing one’s level of English	89%	17%	84%

Gaining work experience from abroad in the field I have studied	-	13%	9%
Higher reward for work	44%	35%	38%
Little chance to find a suitable job on the Czech labour market	-	9%	6%
To work and travel around the United Kingdom	60%	48%	50%
Better chance to find a suitable job after returning to the CZ	22%	9%	12%
Other motivation	11%	26%	25%
Total *possibility of more choices	9	23	32*

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Prior working experience from the United Kingdom	11%	-	-	6%
Increasing one’s level of English	78%	100%	100%	84%
Gaining work experience from abroad in the field I have studied	11%	8%	-	9%
Higher reward for work	33%	38%	100%	38%
Little chance to find a suitable job on the Czech labour market	6%	8%	-	6%
To work and travel around the United Kingdom	50%	54%	-	50%
Better chance to find a suitable job after returning to the CZ	11%	15%	-	12%
Other motivation	39%	8%	-	25%
Total *possibility of more choices	18	13	1	32*

Q5. What was level of your English before you left the CR?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Elementary	36%	46%	40%	41%
Intermediate	64%	46%	60%	56%
Proficient	-	8%	-	3%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Elementary	44%	39%	41%

Intermediate	56%	57%	56%
Proficient	-	4%	3%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Elementary	33%	46%	100%	41%
Intermediate	61%	54%	-	56%
Proficient	6%	-	-	3%
Total	18	13	1	32

Q6. What was your job position before you left the CR?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Routine occupation	-	-	20%	3%
Lower management	-	23%	-	9%
Intermediate management	-	23%	-	9%
Full-time student	100%	46%	60%	73%
Clerical and administrative	-	8%	20%	6%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Routine occupation	-	4%	3%
Lower management	11%	9%	9%
Intermediate management	22%	4%	9%
Full-time student	67%	74%	73%
Clerical and administrative	-	9%	6%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Routine occupation	6%	-	-	3%
Lower management	-	23%	-	9%
Intermediate management	11%	-	100%	9%
Full-time student	77%	69%	-	73%
Clerical and administrative	6%	8%	-	6%
Total	18	13	1	32

Q7. When did you get the job in the UK?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Before arrival	64%	69%	80%	69%
After arrival	36%	31%	20%	31%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Before arrival	33%	83%	69%
After arrival	67%	17%	31%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Before arrival	78%	54%	100%	69%
After arrival	22%	46%	-	31%
Total	18	13	1	32

Q8. Did you have any problems obtaining the documents in the UK?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Partially	7%	15%	-	9%
No	93%	85%	100%	91%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Partially	11%	9%	9%
No	89%	91%	91%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Partially	6%	15%	-	9%
No	94%	85%	100%	91%
Total	18	13	1	32

Q9. Did you find job in the field you had studied?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Yes	7%	8%	-	6%
Partially	14%	15%	60%	22%
No	79%	77%	40%	72%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Yes	11%	4%	6%
Partially	22%	22%	22%
No	67%	74%	72%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Yes	11%	-	-	6%
Partially	17%	23%	100%	22%
No	72%	77%	-	72%
Total	18	13	1	32

Q10. In which field did you find a job?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Routine occupation	86%	62%	60%	72%
Lower management	7%	23%	40%	19%
Intermediate management	7%	15%	-	9%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Routine occupation	67%	74%	72%
Lower management	22%	17%	19%
Intermediate management	11%	9%	9%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Routine occupation	78%	69%	-	72%
Lower management	11%	23%	100%	19%
Intermediate management	11%	8%	-	9%
Total	18	13	1	32

Q11. When living in the UK, did you feel discriminated against because of your origin?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Yes	-	15%	20%	9%
No	100%	85%	80%	91%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Yes	-	17%	9%
No	100%	83%	91%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Yes	11%	8%	-	9%
No	89%	92%	100%	91%
Total	18	13	1	32

Q12. Did you share your accommodation when living in the UK?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Yes	64%	62%	60%	63%
No	36%	38%	40%	37%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Yes	89%	52%	63%
No	11%	48%	37%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Yes	67%	62%	-	63%
No	33%	38%	100%	37%
Total	18	13	1	32

Q13. If you did share, what nationality were your house/flat/room-mates?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Czech	67%	75%	33%	65%
Slovak	33%	12%	-	15%
Other	56%	38%	67%	50%
Total *possibility of more choices	9	8	3	20*

Analysis by Gender

	Men	Women	Total
Czech	75%	58%	65%
Slovak	38%	8%	15%
Other	38%	50%	50%
Total *possibility of more choices	8	12	20*

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Total
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Czech	50%	88%	65%
Slovak	8%	25%	15%
Other	58%	38%	50%
Total *possibility of more choices	12	8	20*

Q14. How did you spend your free time in the UK?

Analysis by Age-group

	20 - 25	26 – 30	31 - 35	Total
Culture	76%	46%	80%	66%
Passive sport activities	36%	23%	-	25%
Active sport activities	71%	31%	60%	53%
Relaxing	71%	77%	40%	69%
Travelling	100%	85%	60%	86%
Other	21%	23%	-	19%
Total *possibility of more choices	14	13	5	32*

Analysis by Gender

	Men	Women	Total
Culture	55%	70%	66%
Passive sport activities	50%	17%	25%
Active sport activities	55%	52%	53%
Relaxing	88%	61%	69%
Travelling	88%	87%	86%
Other	22%	17%	19%
Total *possibility of more choices	9	23	32*

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Culture	66%	69%	-	66%
Passive sport activities	22%	31%	-	25%
Active sport activities	66%	38%	-	53%
Relaxing	66%	69%	100%	69%
Travelling	88%	85%	100%	86%
Other	22%	15%	-	19%
Total *possibility of more choices	18	13	1	32*

Q15. Did you spend your free time also with your British colleagues?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Yes, often	36%	38%	40%	38%
Occasionally	43%	62%	40%	50%
No, never	21%	-	20%	12%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Yes, often	45%	35%	38%
Occasionally	33%	57%	50%
No, never	22%	8%	12%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Yes, often	39%	38%	-	38%
Occasionally	56%	38%	100%	50%
No, never	5%	24%	-	12%
Total	18	13	1	32

Q16. Did you attend any educational course when living in the UK?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Language	57%	54%	80%	59%
Occupational	7%	-	-	3%
Educational	-	15%	40%	13%
Other	7%	-	-	3%
None	36%	38%	20%	34%
Total *possibility of more choices	14	13	5	32*

Analysis by Gender

	Men	Women	Total
Language	33%	70%	59%
Occupational	-	4%	3%
Educational	-	17%	13%
Other	-	4%	3%
None	67%	22%	34%

Total *possibility of more choices	9	23	32*
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Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Language	55%	62%	100%	59%
Occupational	-	8%	-	3%
Educational	17%	8%	-	13%
Other	5%	-	-	3%
None	33%	38%	-	34%
Total *possibility of more choices	18	13	1	32*

Q17. Did you experience a language barrier when living in the UK?

Analysis by Age-group

	20 - 25	26 – 30	31 - 35	Total
Yes	28%	31%	40%	31%
Sometimes	36%	46%	60%	44%
No	36%	23%	-	25%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Yes	33%	30%	31%
Sometimes	56%	40%	44%
No	11%	30%	25%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Yes	28%	38%	-	31%
Sometimes	55%	31%	-	44%
No	17%	31%	100%	25%
Total	18	13	1	32

Q18. What was your reason for returning to the CR?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Expiration of the working contract	50%	31%	20%	38%
Leaving the job before the expiration date in the working contract	14%	15%	-	12%
Other reason	36%	54%	80%	50%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Expiration of the working contract	33%	39%	38%
Leaving the job before the expiration date in the working contract	22%	9%	12%
Other reason	45%	52%	50%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Expiration of the working contract	39%	31%	100%	38%
Leaving the job before the expiration date in the working contract	5%	23%	-	12%
Other reason	56%	46%	-	50%
Total	18	13	1	32

Q19. Do you plan to work in the UK again in the future?

Analysis by Age-group

	20 - 25	26 - 30	31 - 35	Total
Yes	57%	15%	40%	38%
No	7%	70%	40%	38%
I do not know, I am undecided	36%	15%	20%	24%
Total	14	13	5	32

Analysis by Gender

	Men	Women	Total
Yes	33%	39%	38%
No	45%	35%	38%
I do not know, I am undecided	22%	26%	24%
Total	9	23	32

Analysis by Highest Educational Qualification

	Degree Level	“Maturita” Level	Vocational Certificate	Total
Yes	39%	39%	-	38%
No	33%	46%	100%	38%
I do not know, I am undecided	28%	15%	-	24%
Total	18	13	1	32

APPENDIX B

Vážená paní, vážený pane,

dotazník, který máte před sebou, je zaměřen na zjištění údajů týkajících se vlastního pohledu, zážitků a zkušeností občanů naší republiky, kteří vycestovali za prací do Velké Británie.

Po jeho vyplnění vyplynou z Vašich anonymních odpovědí informace, které poslouží pro potřeby ověření teoretických závěrů bakalářské práce studentky Vysoké školy Západočeské univerzity, Fakulty pedagogické.

Žádám Vás proto o zodpovědný přístup při jeho vyplňování. Jak už bylo uvedeno, šetření je anonymní, proto dotazník nepodepisujte a Vámi vybranou odpověď **podtrhněte**.

Děkuji Vám předem za spolupráci.

1) Jste žena nebo muž?

- a) žena b) muž

2) Kolik je Vám let?

- a) méně než 20 let
b) 20 až 25 let
c) 26 až 30 let
d) 31 až 35 let
e) 36 až 40 let
f) více než 41 let

3) Vaše nejvyšší dosažené vzdělání je:

- a) základní
b) vyučen v oboru
c) středoškolské s maturitou
d) vysokoškolské

4) Co Vás motivovalo vycestovat za prací do Velké Británie?

Můžete podtrhnout více odpovědí.

- a) předchozí pracovní zkušenost z Británie
b) zvýšení úrovně jazykových znalostí
c) získání pracovních zkušeností ve svém oboru v zahraničí
d) vyšší finanční odměna za vykonanou práci
e) malá šance uplatnit se na domácím trhu práce
f) pracovat a cestovat, poznávat Velkou Británii
g) lepší uplatnění na domácím trhu práce po návratu
h) jiný motiv

5) Jaká byla úroveň Vaší angličtiny před odjezdem do Velké Británie?

- a) žádná znalost
b) začátečník
c) aktivně slovem i písmem

d) rodilý mluvčí

6) Jaké bylo Vaše pracovní zařazení před odjezdem do Velké Británie?

- a) dělnická profese
- b) nižší management
- c) střední management
- d) vrcholový management
- e) student(-ka) bez praxe
- f) státní zaměstnanec
- g) bez pracovního poměru - nezaměstnaný(-á)

7) Pracovní uplatnění v Anglii jste získal (-a):

- a) po jeho předchozím zajištění před Vaším odjezdem
- b) až na místě po příjezdu

8) Měl (-a) jste problém s vyřizováním potřebných dokumentů pro získání zaměstnání?

- a) ano
- b) ne
- c) částečně

9) Vykonával (-a) jste práci v oboru, v němž jste se vyučil (-a) či který jste vystudoval (-a)?

- a) ano
- b) ne
- c) částečně

10) Pracovní uplatnění jste ve Velké Británii našel (-a) v rámci

- a) dělnické profese
- b) nižšího managementu
- c) středního managementu
- d) vrcholového managementu

11) Setkal (-a) jste se při Vašem pracovním pobytu v Anglii s diskriminací kvůli Vašemu původu?

- a) ano
- b) ne

12) Měl (-a) jste při Vašem pracovním pobytu v Anglii spolubydlící?

- a) ano
- b) ne

13) Pokud jste měl (-a) spolubydlící, jaké byli národnosti?

- a) české
- b) slovenské
- c) jiné
- d) nevím

14) Jak jste při pracovním pobytu v Anglii trávil (-a) svůj volný čas? Můžete podtrhnout více odpovědí.

- a) kulturním vyžitím (návštěva kin, divadel, koncertů,...)
- b) pasivním sportovním vyžitím (návštěva sportovních akcí)
- c) aktivním sportováním
- d) odpočinkem a relaxací
- e) cestováním za poznáním
- f) jinak

15) Trávil (-a) jste svůj volný čas se známými či kolegy (-ěmi) z řad Britů?

- a) ano, často
- b) příležitostně
- c) vůbec ne

16) Navštěvoval (-a) jste během svého pobytu v Anglii některý vzdělávací kurz? Můžete podtrhnout více odpovědí.

- a) jazykový
- b) profesní
- c) vzdělávací
- d) jiný
- e) žádný

17) Pocítil (-a) jste během svého pobytu v Británii jazykovou bariéru?

- a) ano
- b) ne
- c) někdy

18) Důvodem pro Váš návrat z pracovního pobytu v Anglii domů bylo

- a) vypršení sjednané doby pracovního poměru
- b) ukončení pracovního poměru z Vaší strany před vypršením sjednané doby
- c) ukončení pracovního poměru ze strany zaměstnavatele před vypršením sjednané doby
- d) jiný důvod

19) Plánujete v budoucnu zopakovat svůj pracovní pobyt ve Velké Británii?

- a) ano
- b) ne
- c) nevím, nejsem rozhodnut (-a)