

## ***Acknowledgements***

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## ***Abstract***

This paper investigates the public attitudes towards the European Union (EU) and labour migration as someone who may move and as a member of the host country with emphasis on the differences between the Czech Republic (CR) and Great Britain (GB).

The study used questionnaire for primary data collection. This was carried out in the Czech Republic and in Great Britain to examine the attitudes of the British and Czech respondents towards the EU and labour migration.

The empirical results of this study suggest that there are no significant differences between the attitudes of the British and Czech respondents towards labour migration as potential migrants and towards the EU. On the other hand, significant differences were found between the British and Czech respondents over attitudes towards labour migration as a member of the host country.

It can be concluded that greater knowledge of how the EU works and the emphasis on the positive impacts of labour migration on the European economy could in the future contribute to an improvement in the European citizens' attitudes towards the EU and labour migration.

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# **1 Introduction**

On 1 January 2007 the European Union (EU) extended to 27 member states when the Bulgaria and Romania joined this economic and monetary union. The population of the integrated Europe is nowadays reaching almost 493 thousands of European citizens with different cultures, traditions and histories (data provided by European Communities, 2006a to 1 January 2006). Labour migration within the member states of the EU but also labour migration from non-EU countries represents one of the key aspects of the European labour market flexibility and thus enables the competitiveness of the EU against other regions of the world. Moreover the migration contributes positively to reverse in the decline and aging of the EU population.

A number of studies developed on different levels has concentrated on the economic impacts of labour migration for the destination country and country of migrant's origin. However this study focuses rather on the attitudes of the European citizens towards the EU and labour migration on the part of potential migrants and on the part of a member of the host country.

## **1.1 Aim of the study**

The aim of this study is to answer the main research question “Are there any differences between the attitudes towards the European Union and labour migration in the Czech Republic and in Great Britain?”

Within the context of the aim of this study the following objectives were identified:

1. To compare the attitudes towards the EU in the Czech Republic and in Great Britain.
2. To compare the attitudes towards labour migration in the Czech Republic and in Great Britain as somebody who may move.
3. To compare the attitudes towards labour migration in the Czech Republic and in Great Britain as a member of the host country.

4. To identify the relationship between attitudes towards labour migration as somebody who may move and attitudes towards the EU.
5. To identify the relationship between attitudes towards the EU and the level of achieved education.
6. To suggest a possible forecast for the development of attitudes towards the EU and labour migration and overall trends to the future.

## ***1.2 Outline of the chapters***

This study is divided into five further chapters; literature review, methodology, results analysis, discussion and limitations and finally conclusion.

The following chapter describes the theoretical background of the research provided by the literature. Firstly the development of the European integration and the European single market policy is introduced because a certain extent of cognizance about the overall background was considered as vital for understanding further topics. Thereafter the attitudes towards the EU in the Czech Republic and in Great Britain are discussed within the context of previous studies. Afterwards the phenomenon of migration is explained with the emphasis on international and labour migration. The last part of this chapter pursues labour migration within the context of the EU and the development of European migration policy is discussed. At the end of this chapter the hypotheses are generated based on the studied literature.

The third chapter begins by introducing the research approach, research strategy and data collection method adopted in this study and discusses their advantages and disadvantages for this particular study. Afterwards certain aspects connected with the questionnaire research are discussed such as the questionnaire design and administration, sampling method and the validity and reliability of the research.

Chapter four pursues the analysis of the collected data using descriptive and explanatory statistics. The analysis is divided into separate parts according to the given objectives

and the generated hypotheses are tested in order to answer the main research question developed in the first chapter.

Next, chapter five presents the results from the analysis and examines them in connection with the objectives of this study. Further the possible factors influencing the results are investigated. At the end of this chapter the limitations of this study are discussed.

And finally the sixth chapter summarizes all findings and answers the main research question. Moreover the need for future research in this area is emphasized and possible direction in which future research could go, in the light of the current study, are suggested.

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## **2 LITERATURE REVIEW**

The first part of the Literature review pursues the introduction to the European integration as it was considered as necessary for understanding further topics. Later the phenomenon of migration as a usual part of our lives is discussed and therefore this part should provide some explanation of how it is actually possible that the European citizens can move free without permission or that they can work anywhere within the EU; where the origins of the European cooperation are and when the fundamentals of the single labour market were laid on.

### **2.1 The European Union**

There are number of sources available to the topic of the development of the European integration. The basic facts about the history of the European Union, discussed in following part of this paper, are adopted from Thody (1997), the official web-pages of the European Communities (European Communities (2006b) and the informational web-pages of the Czech Republic (Vláda České republiky, 2006a).

#### **2.1.1 The history of the European Integration**

The original father of the idea of integrating Europe was the British former primer-minister Sir Winston Churchill. He emphasised the idea of European Unity in his speech in Zurich on the 19th September 1946:

*“It is to re-create the European Family, or as much of it as we can, and provide it with a structure under which it can dwell in peace, in safety and in freedom. We must build a kind of United States of Europe...The first step in the re-creation of the European Family must be a partnership between France and Germany. There can be no revival of Europe without a spiritually great France and a spiritually great Germany...But I must give you warning. Time may be short. At present there is a breathing-space. The cannon have ceased firing. The fighting has stopped; but the dangers have*

*not stopped. If we are to form the United States of Europe or whatever name or form it may take, we must begin now.”*

(Churchill, 1990)

### *2.1.2 The European Coal and Steel Community*

In 1950 Jean Monnet inspired the French foreign minister Robert Schuman to propose the unification of the coal and steel industry in the Western Europe. As a result, the Treaty of Paris was signed on 18 April 1951 by the 6 European states: France, Germany, Italy, Belgium, Luxembourg and the Netherlands, establishing the European Coal and Steel Community (ECSC).

### *2.1.3 The European Economic Community and the European Atomic Energy Community*

In spite of a big success of the ECSC, the same six countries decided to deepen the economic integration and enlarge their economic cooperation with the aim of unification of the market and ensure the supervision over the nuclear energy. In the 1957 the European Atomic Energy Community (EURATOM) and the European Economic Community (EEC) were set up by the Treaty of Rome, which came into force on 1 January 1958. The member states agreed to strike down all trade barriers and to build the single market. The establishment of new communities became the key turning point in the next development of the European integration.

### *2.1.4 The European Communities*

In 1965 all members signed the treaty that merged executives of all three Communities. The treaty came into force on 1 July 1967 and established a single Commission, a single Council of Ministers and the European Parliament.

### *2.1.5 From the European Communities to the EU*

In 1968 all customs duties were abolished within the member states of the European Communities and the common external tariff was introduced. On 1 January 1973 United Kingdom, Denmark and Ireland enlarged the EEC on 9 members. The member states decided to cooperate in the monetary policy as well and on 13 March 1979 the European Monetary System (EMS) was introduced. The main element of the EMS was the European Currency Unit (ECU) which was related to the basket of European currencies. Between 7 and 10 June 1979 first direct elections to the European Parliament were held in all member states, while originally the members were elected by the parliament of each state. Since that time, the direct elections have been held every 5 years. In 1981 Greece joined the EEC as a tenth state.

### *2.1.6 Single market program*

In 1985 the Single European Act was adopted that should have built the basis for a realization of the single market without barriers. The completion of the single market was dated on 1 January 1993.

In 1986 Portugal and Spain entered the EEC by the third enlargement. In 1989 the representatives of the member states agreed on the three stages in the creating economic and monetary union.

In 1990 France, Germany and Benelux signed the Schengen Convention, which eliminated all passport controls at their internal borders. Spain, Portugal and Italy joined the Schengen Convention afterwards, the same like other states after joining the EU. United Kingdom and Ireland did not join the Schengen Conventions till present.

In 1992 the Maastricht Treaty was signed by the minister of foreign affairs and secretary of the treasury of each member state. The Treaty on European Union strengthened European Communities, established by the Treaty of Rome, and introduced new forms of cooperation between the states in the field of defence, justice and foreign affairs. On 1 January 1993 the single market program was completed and allowed the free movement of goods, services, capital and labour.

### *2.1.7 Economic and monetary union*

In 1994 the second wave of the economic and monetary union began. The member states coordinate their economic and budget policy and national economies prepare for the third wave of the union and introduction of the single currency. This wave lasted until the end of 1998. The year 1995 brought next enlargement about Finland, Sweden and Austria.

In 1997 the Amsterdam Treaty was signed. The treaty adjusted all previous treaties and brought some organisational changes which should have prepared the EU on the entry of new states.

In the 1999 the EU entered the third wave of the economic and monetary union. The exchange rates of the states have been fixed and the European Central Bank (established in 1998) started to introduce the single currency EURO in the states of the monetary union.

In 2002 the economic and monetary union became real, when the EURO became the only single currency in the states of European monetary union. The UK, Sweden and Denmark did not join the monetary union and they maintained their own currency.

On 1 May 2004 the EU admitted 10 new states in the fifth and the biggest wave of enlargement; the Czech Republic, Slovakia, Slovenia, Poland, Hungary, Estonia, Latvia, Lithuania, Malta and Cyprus. The same year brought also the signature of the European Constitution in Rome which should summarize all previous treaties into one single text. The Constitution has to be firstly ratified by all member states to be able to come into effectiveness.

On 1 January 2007 the European Union welcomed Bulgaria and Romania and thus extended for the present to 27 members (Vláda České republiky, 2006b).

Some basic background information about the development of the European integration and the formation of the Single European Market was introduced by this section as it provides some grounds for comprehension of further topics. Further part investigates the attitudes of the Czech and British citizens towards the EU.

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## ***2.2 Attitudes towards the EU in the Czech Republic and in Great Britain***

This part of the Literature review summarizes the findings from the research developed on the European level (provided by European Commission, 2006 a+b) concerning the attitudes towards the EU in the Czech Republic and in Great Britain and thus provides the information for possible comparison with the results of this study.

### ***2.2.1 Public attitudes in the Czech Republic***

In the half of June 2003 Czech citizens have been deciding about a further drift of the state in the referendum. As the statistics say (Český Statistický Úřad, 2006), 55, 21 % of them came to the ballot boxes and most of them, 77, 33 %, said YES to the entry of the Czech Republic to the European Union. In spite of it, the Czech Republic was able to join the EU on 1 May 2004 together with other 9 European states.

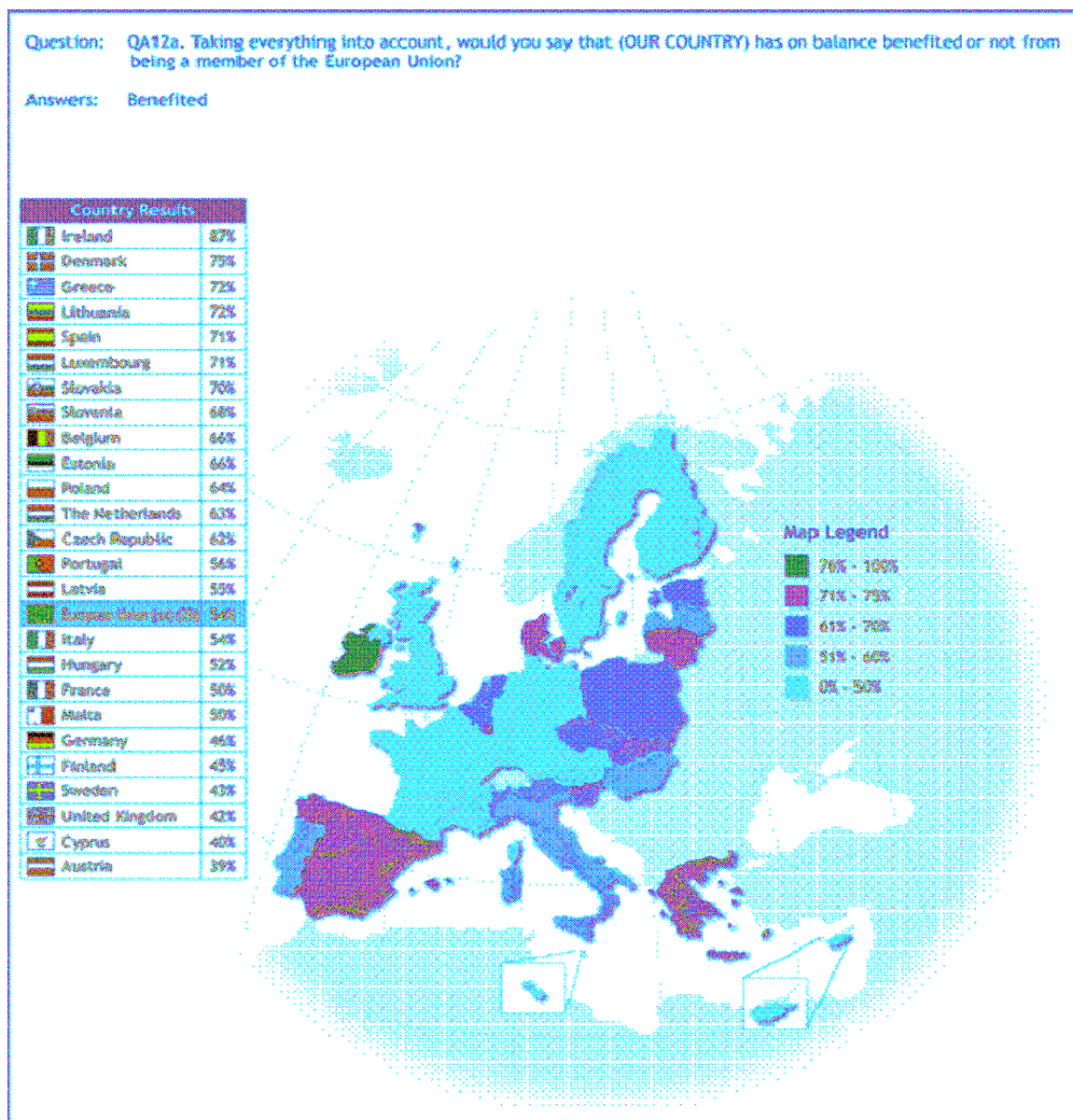
But how the Czechs see their position within the EU 2 years later? Are they satisfied with being member of integrated Europe? Do they feel some positive or negative changes? These are questions that the European Commission wants to find answers on. Therefore the Eurobarometer provides regular polls of public opinion in the European Union.

The last Czech report from the spring 2006 (European Commission, 2006a) examines the view of the Czech citizens on the different aspects of the European Union and compares them with the previous results in autumn 2005 as well as with the results of other members of the EU.

In general, about 52 % of Czechs believe that the membership in the EU is a good thing. Even ten percent more people (62 %) think that the Czech Republic has benefited from the membership in the EU. This number is higher than the EU 25 average as you can see in the **Chyba! Nenalezen zdroj odkazů..** At the same time, they do not think that the EU helps them in the most problematic areas (European Commission, 2006a).



Figure 1 Perceived benefits of the EU membership



Source: European Commission (2006a)

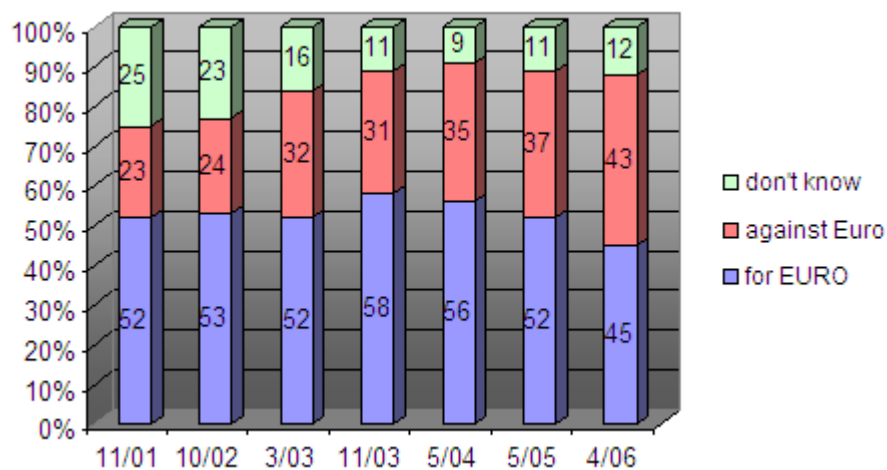
Personal satisfaction with the life situation has become better than in the autumn 2005 and have even exceeded the EU 25 average. However, the Czechs are quite pessimistic referring the further improvement. Only one-third of them expect that the situation gets better in the 5years period. The only exception is the country's economic development; expectations of improvement in this area are, being 26 %, higher than the EU 25 average (21 %)

From the poll of the Public Opinion Research Centre in the Czech Republic (Centrum pro výzkum veřejného mínění, 2006a) results that the Czechs perceive the European integration beneficial above all in the field of defence, ecology, culture and economy. As far as the influence on the concrete segments of the economic and social system is concerned, the most positive influence is for Czechs in supply of goods and services and on the other hand the most negative influence is in agriculture.

For most Czechs the European Union represents freedom of movement; studying, travelling as well as possibility of working abroad. In addition to this, they connect the EU with EURO, the general peace and economic prosperity. On the other hand the results suggest that 37 % of Czechs mind on the membership of the Czech Republic in the EU the sense of subjections (Centrum pro výzkum veřejného mínění, 2006b).

As the Czech Republic is going to join the monetary union in the years to come the attitudes of the Czechs towards introduction of EURO are also of high interests. **Chyba! Nenalezen zdroj odkazů.** shows that the attitudes of the Czech citizens towards the introduction of EURO are in the last few years constantly more negative.

Figure 2 Attitudes of the Czechs to the introduction of the EURO - time comparison



Source: Centrum pro výzkum veřejného mínění (2006c)

### *2.2.2 Great Britain and European integration*

While the Czech Republic only learns how to live in the united Europe, Great Britain belongs already to the experienced Europeans. Great Britain joined the European Community on 1 January 1973 but their entry was not as self-evident as it seems to be.

After the Second World War Great Britain preferred establishing a free trade area rather than supranational integration, which was in their opinion idealistic and destined to fail. Moreover Great Britain did not want to be only a part of the united Europe, they wanted to stay the world power. Therefore Great Britain did not join the ECSC in 1951 (Geddes, 2004).

At the beginnings of further development of the integration, when the EEC and EURATOM were established, Britain mainly stood in the opposition. Number of authors concur that post-war decade was full of “missed opportunities” for Britain to take hold leading Europe (Geddes, 2004). Miriam Camps adds that in 1950s “the leadership of the Continent was theirs [Britain’s] for the asking” (Camps, 1964). Per contra Young argues that “Britain could not have had the leadership of Europe on its own terms” because Britain did not see any reason for abandoning its sovereignty while it was essential for the Six (Young, 1993).

The British endeavour resulted in developing an alternative plan, which should attract the member states of the EEC, and later in creating the European Free Trade Association (EFTA) involving seven members; Denmark, Norway, Sweden, Portugal, Austria, Switzerland and Britain. But, as later transpired, the EFTA was not able to compete with fast growing economies of the EEC and Britain decided to reassess their stand to joining the EEC (Geddes, 2004).

In 1963 French president de Gaulle vetoed the British accession although other members of the Community would have allowed Britain to join the Europe. Young (1993) justifies his veto by fear of Britain overtaking the leadership of the EEC and endeavour to be independent of the US, Britain’s co-operator. Even second accession talks failed after de Gaulle’s veto in the 1967. Therefore Great Britain did not join the

European Community until 1 January 1973 when new French president Georges Pompidou seconded British accession (Young, 1993).

While in most member states referendum decided about joining the EU (EC) the decision was made by the government in Great Britain. Anyway, soon after the entry the referendum about staying in the EC was held in Great Britain. More than two thirds of British citizen (voter turnout 64%) pronounced for staying in the EC (Ministerstvo pro místní rozvoj ČR, 2006).

### *2.2.3 Public attitudes in Great Britain*

British citizen have been living in united Europe for more than 30 years and their opinions on issues related to the European integration have surly changed through this decade. How would the results of referendum about staying in the EU be now? Do the British citizens wish to be member of the EU further or do they see better opportunities in being sovereign? This part provides overview of public attitudes in Great Britain towards European Union. All following information was adopted from the UK national report of Eurobarometer from the spring 2006 (European Commission, 2006b).

In the last few years, British seemed to be uninterested in European issues but nowadays the situation is getting better. Even positive view on the EU is, being 34%, slowly going to predominate over negative view (29%). Nevertheless the British still belong to the most euro-sceptic members. As the statistics show, their view on the EU and trust in European Institutions is to a great extend influenced by “understanding how the European Union works” and “subjective knowledge of the European Union”. The knowledge of the EU is suitably growing and even thanks to this fact the British citizens support nowadays their membership more than few years ago.

The European citizens are also regularly asked if their country has in their opinion benefited from the EU membership or not. Even though the perception of profiting from being a member of united Europe has increased to 42% in Great Britain, it is constantly under the EU25 average as **Chyba! Nenalezen zdroj odkazů.** supports.

The first two parts of the Literature review provided the necessary background required for understanding further topic as the research is addressed mainly to the European context. The following part pursues the world-wide phenomenon of migration and it is developed from the most general topics to concrete ones.

## **2.3 Migration**

Many argue that the migration of people is as old as whole mankind. But during the times the migration has significantly increased and the distances have rapidly lengthened. The massive development of the migration came after the Industrial Revolution when the distance barriers were abolished by technological innovations (Lewis, 1982).

### *2.3.1 What is migration*

Defining the term migration is not as easy as it seems to be. As each discipline has had a particular view on the migration in the past number of unsatisfactory definitions was introduced to describe the same phenomenon.

Boyle et al. (1998:34) cites that “migration involves the movement of a person (a migrant) between two places for a certain period of time”. However it is problematic to determine the distance and time period of this movement. Boyle et al. (1998) furthermore adds that the generally acceptable definition of the migration should include following key components:

#### *2.3.1.1 Movement over space*

The term migration is used for movement across the boundary of the territorial unit. However this interpretation is exceptionable due to the variable size of individual territory. The distance of the cross-boundary movement in one case can be incomparable with the long distance movement within same territory, which is not classified as a migration, in other case.

In terms of the movement over space two types of migration were detached; internal migration and international migration. While the term internal migration represents the movement across boundaries within one country international migration describes the movements across national borders (Boyle et al., 1998).

#### *2.3.1.2 Migration over time*

The definition of the migration assumes the temporally movement with certain period of settlement. However the length of the period (to be classified as a migration) is not further specified. Therefore differentiation between migration and other moves often referred to as circulation can be sometimes troubling.

According to the time aspect of the migration number of authors has identified the term return migrants as a people who “leave a particular place for a reasonable period of time, only to return at some later period”. One of the examples can be the retirees who return to their birth place. Nowadays the term return migration is frequently connected with movement from developing to the developed countries in order to raise money for future investments in a home country (Boyle et al., 1998).

#### *2.3.1.3 Migration and spatial network*

The general definition of migration assumes that the migrant’s place of origin and destination are stable in space and time and that one person occupies in one moment one place only. Therefore it does not take into account the cases of multiple residence, cyclical migration of elderly retirees or mobile homes (Boyle et al., 1998).

#### *2.3.1.4 Migration and culture*

Migration has strong cultural character and influences the migrants themselves, the country of origin and the destination country as well. On the other hand movements which are considered as a human mobility are not connected with a change of cultural context (Boyle et al., 1998).

#### *2.3.1.5 Migration and motivation*

According to the motives of the migration there is a big distinction between the forced and voluntary migration. Forced migrants are those who have to leave their home

country due to persecution, war or famine while voluntary migrants have the possibility to choose if they want to move or not. However the distinction between the terms forced and voluntary migration can be relative and they should be used carefully. (Boyle et al., 1998).

### *2.3.2 Demographic equation*

For better understanding of the term migration Lewis (1982) defines the demographic equation as follows:

$$P_t = P_o + B - D + IM - OM$$

The population at the end of the period ( $P_t$ ) is according to the equation equal to the population at the beginning of the period ( $P_o$ ), plus or minus difference between births ( $B$ ) and deaths ( $D$ ) and change in migration within the relevant period ( $IM - OM$ ). The equation can be further interpreted as:

$$P_t = P_o + NC + NM$$

The equation shows that the population at the end of the period ( $P_t$ ) can be defined as a population at the beginning of the period plus or minus the natural change ( $B - D$ ) and net migration (in-migration – out-migration).

### *2.3.3 Causes of migration*

Lewis (1982) argues that the migration is caused by the unsatisfied needs of the individual at his present location and better opportunities for him elsewhere. It means that the migration decision is influenced by the series of different forces which persuade the individual to leave one place and move to another one. The common forces to migration were introduced, known as “push-pull” forces. Figure 3 illustrates “push-pull” forces summarized by Bogue (1969).

*Figure 3 PUSH and PULL factors influencing migration*

<b><i>PUSH Factors</i></b>	<b><i>PULL Factors</i></b>
<ul style="list-style-type: none"> <li>▪ Decline in a national resource or the prices it commands; decreased demand for a particular product or service; exhaustion of mines, timber or agricultural resources.</li> <li>▪ Loss of employment due to incompetence, changing employer's needs, or automation or mechanisation.</li> <li>▪ Discriminatory treatment on the grounds of politics, religion or ethnicity.</li> <li>▪ Cultural alienation from a community.</li> <li>▪ Poor marriage or employment opportunities.</li> <li>▪ Retreat due to natural or humanly created catastrophe.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Movement as a result of dependency on someone else who has moved, such as spouse.</li> <li>▪ Novel, rich or varied cultural, intellectual or recreational environment (especially the city for rural populations).</li> <li>▪ Opportunities for specialised training or education</li> <li>▪ Superior income-earning opportunities.</li> <li>▪ Preferable environment or general living conditions</li> <li>▪ Improved employment opportunities.</li> </ul>

*Adopted from Bogue (1969)*

In the following section the author deliberately avoids the internal migration as it is not the subject of this study. On the other hand the international migration is discussed in details providing the historical background of the international migration and identifying the nowadays trend.

### ***2.3.4 International migration***

Today's international migration is in comparison with the internal migration relatively irrelevant but it has to be taken into account already by reason of significant changes in migrants lives (Lewis, 1982).

The history of the mankind was always accompanied by different migration flows. The most significant series of migrant flows arose in 17<sup>th</sup> century which involved whole world. However migrants from Europe comprised substantially bigger part of the overall migration than migrants from any other part of the world (Lewis, 1982).



Since 1935 the trend in international migration has substantially changed. The majority of countries introduced the restrictions on the immigration and possible lack of labour in these countries was solved by the immigration of workers on the temporary basis. These restrictions effected the international migration to such a degree that it became relatively insignificant component of population change (Lewis, 1982).

While the voluntary migration has rapidly declined after 1935, Second World War and political persecution in Europe led in the increased forced migration (Lewis, 1982). The estimated number of people who were forced to escape from their home country in the period of 1935-1955 reached incredible 55 millions (Cook, 1957 cited in Lewis, 1982).

In the post-war period number of colonies gained the independence which resulted into the migration flows of Europeans from former colonies to their home countries. The period after the 1950s was accompanied by the economic reconstruction after the World War II. and the labour shortages stimulated great wave of labour migration. This wave of migration was dominated by men as the countries emphasised firstly manufacturing and construction industries (Kofman, 2001). In the early 1970s the international migration was highly influenced by the economic recession and uncertainty and the family reunification and return migration became more important (Williams et al., 2004). Further development of international migration was on the one hand influenced by the re-drawing of the national boundaries (break-up of the Soviet Union, Yugoslavia or Czechoslovakia and reunification of Germany) and on the other hand by the EU agreements opening the boundaries for the free movement of capital, goods and people (Kofman, 2001).

Recent international migration is by Kofman (2001) characterized by the increased number of refugees and asylum-seekers, which represent the largest migration group coming into Europe. The labour shortages are still influencing labour migration but only in specific sectors and the demand for the immigration labour has moved from the industrial sector to the services.

In addition The World Bank identified 3 major trends in international migration; the first trend is the acceleration of the migration to high income countries, the second trend

is the increase in migration over following two decades and finally the future migration will be highly dependent on the policies of destination countries (World Bank Staff, 2005).

Kofman (2001) reports that each country has developed its own system of measuring migration data and has its own migration policy depending on various criteria as the minimum period of stay, intention to stay or housing nature. However, as the migration becomes international phenomenon the need for collecting and comparing migration data has increased. Therefore the European Union and the United Nations introduced programmes of harmonisation of migration statistics.

The phenomenon of migration influences wide range of population groups. Several advantages and disadvantages of migration for different groups of interests, identified by Stalker (2000), are displayed in Figure 4.

Group of authors is in essential agreement with types of current migration. Kofman (2001) summarizes 3 current types of migration differing in the migration motives; family reunification, asylum seekers or refugees and labour migration.

Following section is discussing labour migration individually to provide some theoretical context for studying the attitudes towards labour migration.

*Figure 4 Advantages and disadvantages of migration*

	Emigration from sending country		Immigration to receiving country	
	Potential advantages	Potential disadvantages	Potential advantages	Potential disadvantages
For migrants, or for individuals in receiving country	Employment	<i>Bad working conditions</i>	Services that free women to enter labor force	<i>Competition for jobs</i>
	Greater income	<i>Long hours</i>	Cheap goods and services	<i>Lower local wages</i>
	Training or education	<i>Lower status work</i>	Opportunities to move up to supervisory jobs	<i>Strange language and customs</i>
	New cultural experiences	<i>Racism or discrimination</i>	Richer cultural life	<i>Creation of immigrant ghettos</i>
	Meeting new people	<i>Separating from family</i>	Learning about other countries	
For enterprises	Skills of returning migrants	<i>Losing skilled work force</i>	Meeting labor shortages	<i>Need to give language or other training</i>
	Extra business for communications and travel firms	<i>Labor shortages that drive up wages</i>	Cheaper, more flexible labor	<i>Dependence on foreign labor for certain jobs</i>
			Larger markets and economies of scale	
For society	Lower unemployment	<i>Coping with sudden returnees</i>	Lower inflation	<i>Slowing technological innovation</i>
	Knowledge and skills of returnees	<i>Brain drain and loss of better workers</i>	Gaining people already educated	<i>Costs of language and other training</i>
	Building transnational communities	<i>Culture of emigration</i>	More diverse and energetic population	<i>Social friction</i>
	Foreign currency remittances	<i>Increasing inequality</i>	Capital brought by immigrant investors	<i>Loss in balance of payments from remittances</i>
	Reduced population pressure	<i>Losing younger people</i>	Tax income from younger workers	<i>Costs of social services</i>
		Rejuvenating population		

*Adopted from Stalker (2000)*

### 2.3.5 Labour migration

Kofman (2001) argues that “labour migration was for long considered the primary form of migration in Europe”. However the most significant development was achieved after the World War II. when labour migration was encouraged by the labour shortages in new reconstructing countries. (Kofman, 2001)

Böhning (1979) indicates that the number of foreign migrants working in Western Europe reached in the early 1970s about 6 million workers together with almost the same amount of their dependants. Majority of them was employed on the short contract

only in order to earn money or to support the family and they returned home when their contracts expired.

The year 1973 brought huge change in existing trend of labour migration as the demand for the labour was subdued by the oil crisis. Number of foreign workers returned to their country of origin and only small amount of new migrants have arrived (Lewis, 1982).

Kjeldsen-Kragh (2002) characterizes nowadays trend in labour migration as a “brain drain”. This term describes the phenomenon when people with higher education emigrate to the countries with higher concentration of well educated people or they do not return to their home country as the chances to get the attractive job in other country is much higher. This phenomenon could further deepen the inequality between developing and developed countries.

According to Kjeldsen-Kragh (2002) migration of labour is dependent on three factors; the conditions in the country of origin, the conditions in the destination country and the barriers to migration. The employment conditions, level of wages and the costs of living in the country of origin and in the destination country are the key drivers of the migration decision. The conditions in the country of origin represent the push forces and the conditions in the destination country represent the pull forces. The migration decision is also highly dependent on the barriers to mobility. These do not necessarily constitute only the administrative and technical barriers, but also cultural and linguistic barriers, the costs of the move and not least the mobility can be limited by the fact that the individuals do not want to leave their family or friends. Generally speaking the greater the barriers are the lower the migration potential is. However the perception of the barriers to migration is relative, generally the well educated people consider the barriers lower than the people with lower education (Kjeldsen-Kragh, 2002).

The World Bank (2005) argues that although number of regional and international agreements was set into practice to reduce administrative and technical barriers to the migration, their impact on labour migration was not significant. The only exception in this case is represented by the European Union. However Kjeldsen-Kragh (2002)

demurs that labour migration in European context is in comparison with the capital mobility still partially limited due to series of barriers to migration.

To be able to understand attitudes of the Czech and British citizens towards labour migration it is vital to have a certain cognizance of the migration history and present situation in the Czech Republic and Great Britain. Therefore following part pursues the phenomenon of migration concretely in these two countries.

#### *2.3.5.1 Migration in the Czech Republic*

The Czech Republic belongs to traditional emigration countries and hundreds of Czech citizens entered the Western Europe during certain migratory flows in the last two centuries. After the political, economical and social transformation in the 1990s the international migration in the Czech Republic achieved, told by words of Wallace and Stola (2000:3), “historical evolution”. New forms of migration appeared, connected above all with the migratory flows to the European Union. However the Czech Republic also stopped being exclusively the emigration country and it became the destination country for population flows from South-Easter Europe and countries of former Soviet Union.

Wallace and Stola (2000) identify current types of migrants to the Central European countries including the Czech Republic as permanent settlers, transit migrants, refugees and asylum seekers, small scale traders and labour migrants.

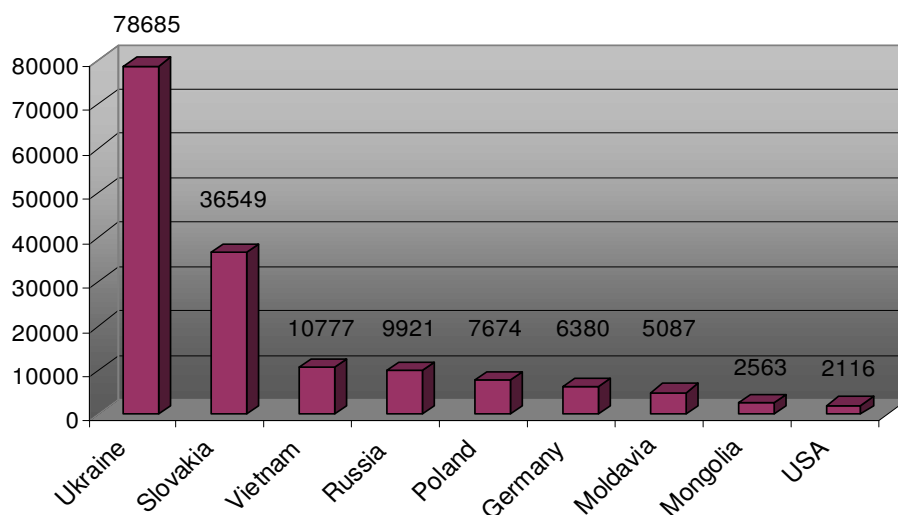
The phenomenon of transit migration was and still is relatively common in the Czech Republic especially due to its geographical position. The transit migrants are migrants who are crossing the country with the aim of moving somewhere else, typically to the Western Europe or the USA.

Nowadays the immigration in the Czech Republic is dominated by the economic migrants and the asylum seekers or refugees present relatively small proportion on the overall immigration flows (Drbohlav, 2000).

Graph 1 displays which nationalities are represented the most frequently among the foreigners in the Czech Republic. The Ukrainians are doubtless the biggest foreigner's

group with long-term residence permit in the Czech Republic followed by the Slovaks.

*Graph 1 Foreigners with long-term residence permits in the Czech Republic*



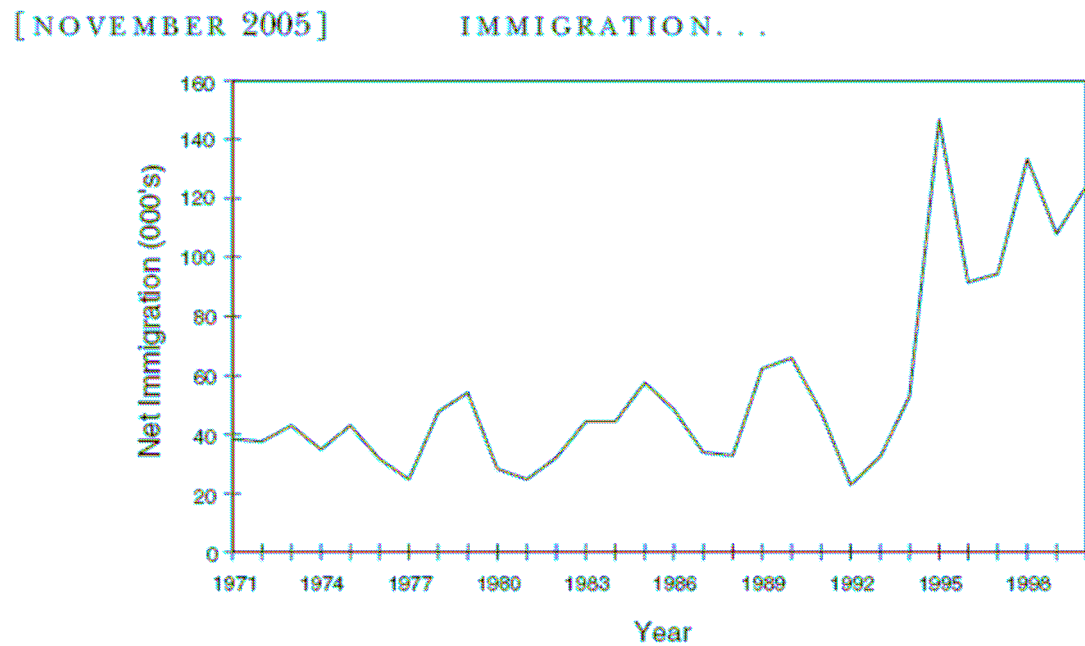
*Source: Ministerstvo Vnitra (2005)*

Overall 327 670 foreigners are living in the Czech Republic under both the long-term and permanent residence permits (Ministerstvo Vnitra, 2005).

### *2.3.5.2 Migration in Great Britain*

While the immigration is in the Czech Republic quite new phenomenon Great Britain has hosted the migrants from different parts of the world for many decades. The period after the Second World War was dominated by the postcolonial nature of the migration from the Old and New Commonwealth, especially from the Indian subcontinent. The marked change in the migration flows came in the 1990s as Figure 5 supports. The increase in the immigration to Great Britain can be largely explained by a rise in immigration from the EU countries where almost no visa restrictions are applied (Favell, 2001; Hatton and Tani, 2005).

Figure 5 Net immigration of foreign citizens to Great Britain, 1971-2000



Adopted from Hatton and Tani (2005)

The migration flows are nowadays mostly determined by the economic conditions in the destination country and country of origin and therefore labour migration to Great Britain became a dominating phenomenon. In May 2004 Great Britain opened its labour market to ten new EU member states which initiated a large wave of labour migration. Nowadays the Irish still remain the most numerous group of foreign workers in Great Britain however they are slowly losing their dominant leadership due to the labour force flows from the Eastern Europe dominated especially by Poles (BBC, 2007). Within the context of foreign labour in Great Britain, Salt and Millar (2006) introduced several key points in current foreign labour trends. Firstly the number of foreign workers in Great Britain reached in 2005 the amount of 1,505 million which represents 5,4 percent of the whole employed population in Great Britain. Concerning the occupation of the foreign workers, they are generally employed in more highly-skilled occupations than the British citizens. And finally the amount of new foreign workers entering Great Britain in 2005 is, being about 400 000, the highest ever.

Muus (2001) states that there are large differences between the member states of the EU in term of their migration history and immigration settlement. This fact underpins the theory that the experience of Czech and British citizens with the immigrants and also their emigration tendencies differ due to their distinct migration history.

Lastly the labour migration is put into the EU context. The development of the migration policies within the EU is outlined and the importance of the labour migration flows for the European labour market flexibility is discussed.

## ***2.4 Labour migration within the European context***

The Europe has changed in the last decades from the continent of emigration to the major immigration region. In 2004 the EU experienced significant migration flows from third countries, mostly from Romania, Morocco, Bulgaria, Turkey, Ukraine and the Russian Federation. Moreover the migration flows from the Central and Eastern Europe, Asia and Central and Latin America contributed to the diversification of the migration movements towards and inside the EU. Recent trend in the migration is according to the European Commission (2006c) going to continue and the migratory pressures may even grow.

The migration flows are essential for ensuring the sustainability of the EU labour market and for accommodating of the needs of the EU for the skilled migrants to be able to compete with other region of the world (European Commission, 2006c). Furthermore the migration contributed to the EU population growth on 463 millions and the migration flows partially compensate the declining and aging of the EU population (European Communities, 2006a).

The first provisions on immigration and other policies related with free movement of persons appeared already in the fourth title of the Treaty establishing the European Community. Until the adoption of the Amsterdam Treaty the migration and asylum policies were developed on the intergovernmental level (Schengen Treaty or Dublin Conventions). However the introduction of a Single Market, creating an area without internal frontiers and ensuring free movement of goods, capital, services and persons,



was also connected with the increased need for developing common policies on migration and asylum within the EU. The Amsterdam Treaty (came into force on 1. May 1999) moved the decision making process from the intergovernmental third pillar to Community first pillar and thus laid the foundations of establishment of Community Law on migration and asylum (Muus, 2001).

Migration as one of the main challenges of globalization was discussed in October 2005 by the heads of state and governments and the need for the strengthening of the EU action in this area was pointed out. Within the context of these talks the Global Approach to Migration: Priority Actions focusing on Africa and the Mediterranean was adopted by the European Council in December 2005. The aim of the Global Approach is to formulate the policies and actions on migration concerning wide range of migration issues and connecting various areas such as external relations, employment, development, justice, freedom and security. It also includes further policy areas such as legal migration or integration measures (European Commission, 2006c).

The development of common policy on the labour immigration is an important part of the Global Approach as well. The labour mobility contributes to the economic efficiency of the EU labour market as the workers will move to areas with the labour shortages and leave the areas with surplus labour supply. Therefore the economic aspects of the labour mobility should be considered as well. The EU policy on migration is nowadays concentrating on increasing of the economic benefits from the migration for the EU (European Commission, 2006c).

Free movement of labour is one of the key issues of the European Single Market. European citizens have the right to work anywhere within the EU and thus contribute to the increase in labour market flexibility. However the labour mobility within the EU is still to a certain extent limited. Several member states of the EU implement the restrictions on labour migration to protect their national labour market from excessive immigration flows of workers (Johnson and Turner, 2006). The access of the European workers to labour markets in the EU-15 is illustrated in Figure 6.

*Figure 6 Transitional regulations in the EU-15*

	Access to labour market	Access to welfare benefits
Austria	Access to labour markets restricted at least for 2 years, quotas for work permits.	Restricted.
Belgium	Access to labour markets restricted at least for 2 years.	Restricted.
Denmark	General access to labour market, but obligations for work and residence permits. Work permits issued only for 1 year (EU-nationals: 5 years).	Restricted, residence and work permits can be withdrawn in case of unemployment.
Finland	Access to labour markets restricted at least for 2 years.	
France	Access to labour markets restricted at least for 2 years.	Restricted.
Germany	Access to labour markets restricted at least for 2 years, prolongation for further 3 years under discussion.	Restricted.
Greece	Access to labour markets restricted at least for 2 years.	
Ireland	General access to labour market, but obligation to register for work and residence permits. Work permits issued first for limited time. Safeguard clause applies.	Restricted, income support etc. is granted only to individuals who have a right for a residence permit.
Italy	Access to labour markets restricted at least for 2 years, quotas for work permits.	Restricted.
Luxembourg	Access to labour markets restricted at least for 2 years.	Restricted.
Portugal	Access to labour markets restricted at least for 2 years, quotas for work permits.	Restricted.
Spain	Access to labour markets restricted at least for 2 years, bilateral agreement with Poland which permits limited number of Polish nationals to work.	Restricted.
Sweden	Community rule for free labour mobility applies.	Equal treatment.
United Kingdom	General access to labour market, but obligation to register for work and residence permits. Work permits issued first for limited time. Safeguard clause applies.	Restricted, income support etc. is granted only to individuals who have a right for a residence permit.

*Adopted from Boeri and Brücker (2005)*

## **2.5 Hypotheses**

In connection with the literature review seven hypotheses were generated to answer the main research question: Are there any differences between the attitudes towards the European Union and labour migration in the Czech Republic and in Great Britain?

### Hypothesis 1

H1: There is a significant difference between attitudes towards the European Union in the Czech Republic and Great Britain.

### Hypothesis 2

H2: There is a significant difference between attitudes towards labour migration as someone who may move in the Czech Republic and Great Britain.

### Hypothesis 3

H3: There is a significant difference between attitudes towards labour migration as a member of the host country in the Czech Republic and Great Britain.

### Hypothesis 4

H4: The interests of Czech respondents in working abroad are dependent on their attitude towards the European Union.

### Hypothesis 5

H5: The interests of British citizen in working abroad are dependent on their attitude towards the European Union.

### Hypothesis 6

H6: The perceived benefits of the membership of Great Britain in the EU are by the British respondents dependent on the level of their achieved education.

### Hypothesis 7

H7: The perceived benefits of the membership of the Czech Republic in the EU are by the Czech respondents dependent on the level of their achieved education.

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## **3 METHODOLOGY**

As Robson (2002) suggests choosing the appropriate research strategy, methods and techniques is crucial for answering the research question accurately. We have to take into account the advantages and disadvantages of all methods, strategies and approaches available and all decisions should refer to the research question if there are any differences between the attitudes towards the European Union and labour migration in the Czech Republic and in Great Britain.

### ***3.1 The research approaches***

Traditionally two different types of the research approaches are introduced depending on the character of the research data; the quantitative approach and the qualitative approach (Oliver, 1997).

#### ***3.1.1 The quantitative v. qualitative approach***

According to Oliver (1997) “quantitative research seeks to collect data which is in a numerical form, and which can be analysed or presented using tables or charts of figures, histograms, graphs, or statistics. Qualitative data, on the other hand, consists either of written or spoken words, and does not normally include any numerical measurements.”

Muijs (2004) argues that the quantitative approach is the most appropriate in four main cases:

1. We want to find the numerical answer for the research question.
2. To be able to study the numerical change of the phenomenon.
3. Identification of the state of the phenomenon or explaining the phenomenon.
4. Testing of hypotheses.

However number of disagreements has occurred within the researchers which approach, qualitative or quantitative, is the most appropriate and which is able to provide the most reliable scientific data. Robson (2007) argues that generally “there are certain questions best dealt with by approaches yielding ‘hard’ numerical data, others by ones generating ‘soft’ qualitative data.” To avoid the conflict between qualitative and quantitative approaches Robson (2007) distinguishes between the fixed and flexible research design instead.

### *3.1.2 Fixed and flexible designs*

Fixed and flexible designs represent two different ways of doing the research depending on the extent of safety, conventionality and flexibility. Fixed designs are to a great extent pre-specified and planned in details before the main data collection takes place. The pilot study is in this case almost imperative. Surveys and experiments are commonly employed types of the fixed research design.

Flexible designs, on the other hand, allows the researcher to have ‘free hands’. The preliminary work is also essential as it provides the rough ideas about the research question. The early data collection enables the change of the research direction in dependence on the data collection results and even the research question itself may change or develop Robson (2007).

### *3.1.3 The approach adopted in this study*

The theory mentioned above suggested that according to the research question the quantitative approach to the research was in this case the most appropriate. Concerning the research design, the fixed design was used.

## ***3.2 The research strategies***

According to Robson (2002) the research strategy presents the general orientation of the research in order to answer the research question, in other words the 'style' of the research. Although the authors distinguish different number of research strategies the majority of them concur to a great extent on three main strategies: case studies, experiments and surveys.

Number of different reasons suggested that the survey was considered as the most suitable research strategy for this study. Blaxter et al. (1996) states that the survey research is based on asking the representative group of people pre-planned questions and it is nowadays the most popular type of research in social sciences.

### ***3.2.1 The research strategy used in this study - survey***

The survey research has wide range of advantages for this study. Primarily it produces quantitative data which can be easy analyzed using different statistical techniques.

Secondly the findings of the research can be in case of representative sample generalized for the whole population. Furthermore the standardization of question allows the comparability of the results between different groups of respondents, for example respondents in the Czech Republic and in Great Britain. Survey strategy is also efficient in terms of time and the costs of collecting required data. (Muijs, 2004 and Robson, 2007)

However certain disadvantages of the survey research were also identified. Robson (2002) remarks that the collected data are often influenced by the characteristics of the respondents such as experience, knowledge or motivation. He also demurs that although the survey is a relatively easy way how to study the attitudes, beliefs and motives, the respondents are answering in a way that shows them in a good light which do not necessarily reflects their real attitudes and beliefs. This imperfection could negatively influence the results of this research as it deals with the topic of the attitudes towards the European Union and labour migration.

### **3.3 The data collection methods**

Data collection is an inevitable part of the research process and certain methods can be employed to obtain the required data. Applying the suitable method substantially increases the reliability and value of the research results Sekaran (2003).

Blaxter et al. (1996) identified four main methods for producing the data: documents, interviews, observation and questionnaires. While documents represent the secondary sources of the data, interview, questionnaire and observation provide the primary data collected on our own.

Range of authors (Saunders et al., 2000; Blaxter et al., 1996) concur that the questionnaire is the most widely used technique for collecting data. On the other hand they point out the importance of producing a good questionnaire if we want to collect the precise data to be able to answer the research question exactly.

The questionnaire was considered as the best data collection method also in this case.

According to de Vaus (1996) questionnaire is a “general term to include all techniques of data collection in which each person is asked to respond to the same set of questions in a predetermined order” (de Vaus, 1996 in Saunders et al., 2000). Questionnaires can be used for both the descriptive and explanatory purpose (Saunders et al., 2000).

The advantages of the questionnaire for this research and some possible pitfalls are discussed in the following section.

### *3.3.1 Advantages and disadvantages of a questionnaire for this research*

Denscombe (1998) distinguish two types of data which can be the best collected by questionnaire; the factual information and the opinions, attitudes, beliefs or preferences. As this research requires both types of these data it was decided that the questionnaire is the most appropriate data collection method. The range of advantages of this method for this particular research was also considered.

Robson (2002) argues that questionnaires can be highly efficient in terms of gaining the large amount of data in a relatively short period of time at a low costs, which was confirmed also in the case of this research.

Concerning the imposed requirements on the researcher the questionnaire does not require special personal interaction skills on the part of the researcher and the use of standardized questions simplifies the analyses as well (Robson, 2007).

In comparison with other methods a questionnaire guarantees higher anonymity which can encourage frankness in cases when opinions, attitudes or feelings are studied (Muijs, 2004).

A low response rate was generally identified as the biggest disadvantage of the questionnaire survey. As only small-scale research was carried out in this case the respondents were contacted personally on the basis of acquaintances, which to a great extent eliminated the low response rate disadvantage.

Robson (2007:81) demurs that the questionnaire does not allow the researcher “to go into the topics in depth”. However the character of this research does not allow the deep investigation anyway as the respondent’s resources are limited.



### **3.4 Designing the used questionnaire**

Designing of the questionnaire is according to Muijs (2004) “a key part of survey research” as the design of the questionnaire and the questionnaire wording affect the respondents’ answers.

Different types of questions can be used by designing the questionnaire. Primarily the open-ended and closed questions should be distinguished. The open-ended questions give the respondent the opportunity to formulate its own answer while by the closed questions the respondent is supposed to choose the most suitable answer from the range defined by the researcher (Muijs, 2004).

The questionnaire includes 12 closed questions and 2 open-ended questions and it is divided into four thematic parts; the attitude towards the European Union, the attitude towards labour migration as someone who may move, attitudes towards labour migration as a member of the host country and general information. Different types of questions are used in the questionnaire; single answer, multiple answer, Likert scale, numerical scale and semantic differential.

The numerical and Likert scale were designed as a six-point scales although range of the authors suggest a five or seven point scale. There are several reasons for not including the middle, neutral category in the designed questionnaire. Firstly the interpretation of this middle value is difficult as we can not distinguish between those respondents who choose this answer because they do not understand the question, those who do not have any opinion or those who really choose the “neither-nor” category . Including of the “don’t know” category can partially eliminate this restriction nevertheless this category has to be placed at the end of the scale and never in the middle as it would cause the same problem as in the first case. Second reason for avoiding the middle category is the fact that respondents generally tend to choose the middle category, especially by the sensitive and controversial topics. This phenomenon is called the central tendency (Muijs, 2004).

The reasoning for the questions and the type of questions are listed in the Figure 7.

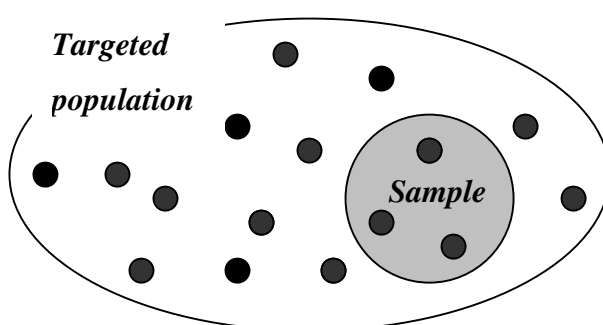
Figure 7 The question's reasoning and the types of questions

<i>No</i>	<i>Question</i>	<i>Reasoning</i>	<i>Type of question</i>
1	The membership of the Great Britain/Czech Republic in the European Union is: good thing, rather good thing, neither good nor bad thing, rather bad thing, bad thing or don't know?	The first part of the questionnaire should investigate the attitude of the British and Czech citizens towards the European Union how they evaluate the membership of their country in the EU, if the country has benefited from the membership, which media are the most common source of the information about the EU and to what extent they feel like the EU citizen	Semantic differential scale
2	Taking everything into account, to what extent has the Great Britain/Czech Republic in your opinion benefited from being member of the EU?		Numerical scale
3	Where do you look for information you require about the EU?		Multiple answer
4	Are you proud of being the EU citizen?		Numerical scale
5	Would you be interested in working abroad?	The second part investigates the interests in working abroad and the factors which influence these interests. Furthermore the destination countries for British and Czech citizens should be identified.	Simple answer
6	Which country would you be interested in working the most?		Multiple answer
7	How long would you like to stay working abroad?		Open answer
8	In your opinion to what extent do the following facts influence general interest in working abroad?		Numerical scale
9	Do you think that the foreigners should be employed in the Great Britain/Czech Republic?	The third part examines the attitudes towards the employment of foreigners in the Great Britain/Czech Republic. In addition the essential period for gaining the British/Czech citizenship is discussed.	Semantic differential scale
10	To what extent do you agree or disagree with following statements?		Likert scale
11	How long should it take to the foreigners working in the Great Britain/Czech Republic to become rightful citizens of the Great Britain/Czech Republic?		Open answer
12	Gender	The last part of the questionnaire serve for categorisation of the respondents into the groups with same characteristics	Simple answer
13	Age		Simple answer
14	The level of reached education		Simple answer

### 3.5 Used sampling method

The next step in the research process is defining the targeted population. According to Sekaran (2003:265) the “population refers to the entire group of people, events, or things of interests that the researcher wishes to investigate”. However in the majority of cases it is impossible to survey whole targeted population and the sampling has to be applied to reduce the required data from the whole population to a sub-group as the Figure 8 reflects (Saunders et al., 2000).

*Figure 8 Sampling*



*Adopted from Denscombe (1998)*

Number of different methods can be employed to select the sample from the targeted population generally divided into two main groups; the probability sampling methods and non-probability sampling methods. The probability sampling gives each member of the population the same chance to be selected. On the other hand in non-probability sampling the sample is selected subjectively by the researcher according to the suitability for the applicable research.

The non-probability sampling was used in this study as a lack of the exact and sufficient information about the target population and the time and cost conditions precluded the probability sampling.

Concretely the sample was selected by a usage of the quota sampling. The quota sampling “ensures that certain groups are adequately represented in the study through

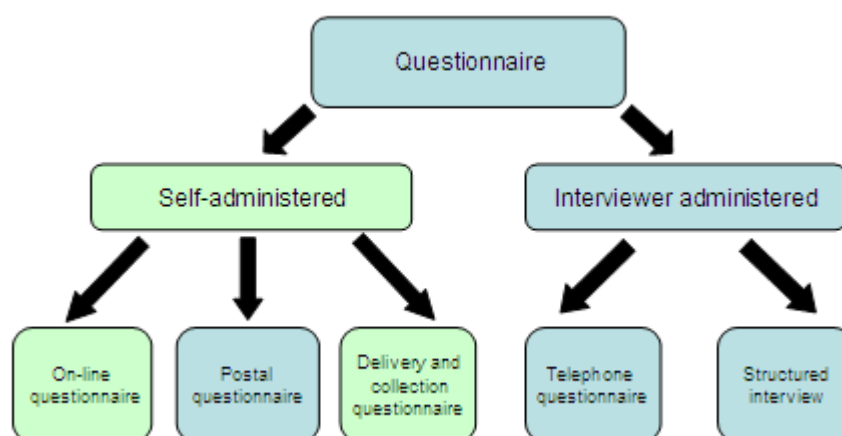
the assignment of a quota” (Sekaran, 2003:278). It means that the sample consists of different groups with relevant characteristics as they are represented in the whole targeted population. However, as the information about the target population is insufficient the sample is not quintessentially representative. Therefore it is not possible to generalize the findings from the study of the sample confidently for whole population.

The targeted sample was estimated on 50 respondents from both the Czech Republic and Great Britain.

### 3.6 Questionnaire administration

The data were collected in the Czech Republic and in Great Britain using two almost identical questionnaires (the difference is in the question number six where different countries for British and Czech respondents were listed). As the Figure 9 shows two different types of questionnaire administration can be distinguished; the self-administered type and the interviewer administered type. After the judgement of the time and cost demandingness the self-administered questionnaires were considered as the most effective possibility of gaining data in the short period of time at low costs.

Figure 9 Questionnaire administration



Adopted from Saunders et al. (2000)

### **3.7 Validity and reliability of the research**

Whenever the research is carried out the researcher needs to assess if the used instruments “do indeed measure the variables they are supposed to” and if they are measured accurately (Sekaran, 2003:203). Therefore the validity and reliability have to be taken into account to ensure that the measures are reasonably good.

Robson (2007:71) states that “data collection is reliable if you get essentially the same data when a measurement is repeated under the same conditions”. However the application of this statement into practice is complicated as it is impossible to fulfil the assumption of identical conditions. Moreover with people as a research subject it is almost impossible as their opinions and attitudes are frequently changing over the time. Therefore Robson (2007) adds that if a questionnaire is used for collecting the data, the reliability can be examined by using alternative questions. The essential extent of equality between the answers, examined by the correlation, demonstrates the reliability of the data.

The validity is in general asking if we are indeed measuring the variables we set out to measure (Sekaran, 2003). The research is according to Oliver (1997:56) valid if we “measure a phenomenon in a variety of ways, and obtain the same results independently of the methods.” However in the same way as by assessing the reliability, the human factor influences the assessment of the research validity as well. If assessing the validity of the research investigating the public attitudes or opinions, the differences between data, collected by different methods, can be caused by the extent of anonymity of particular methods rather than by low validity of the research (Oliver, 1997).

### **3.8 Pilot study**

The questionnaire represents fixed design of the research which means that the set of the questions is pre-determined and can not be changed during the data collection process. Therefore the pilot study is of great importance to this data collection method (Robson, 2007). The pilot study enables to identify the faults and failings in the questions and the questions where some difficulties in completing occurred can be reworded. The second

purpose of the pilot study is to gain the assessment of validity and reliability of the data that should be collected.

The pilot study was carried out on the sample of 15 respondents; 10 respondents were from the Czech Republic and 5 respondents from Great Britain. According to their reservations relevant changes were adopted in the questionnaire. Some questions were worded more specifically and the instructions were added to some questions to ensure precise and easy completion of the questionnaire. The original and final version of the questionnaire is attached in the Appendix.

### **3.9 Data analyses**

The data analyses and the interpretation of the results are of great importance to each research. The collected data were analyzed by means of two different statistical programs; the SPSS 12.0 for Windows and Microsoft Office Excel 2003. Both the descriptive and explanatory statistics were used to investigate the British and Czech attitudes towards the EU and labour migration and the hypotheses were tested. According to number of authors (Pallant, 2001; Kerr et al., 2002; Field, 2000) the hypotheses referring to the examination of differences between attitudes of British and Czech respondents were analyzed using the Independent sample t-test. Furthermore the relationship between relevant variables was investigated and to the effect the Spearman's Rank Order Correlation and one-way ANOVA was utilized (Pallant, 2001; Kerr et al., 2002).

### **3.10 Limitations**

Several limitations have occurred which could influence the research results and have to be taken into account. Majority of them was caused by the lack of time, financial and information resources.

Primarily the investigated sample was not sufficient and therefore the occurrence of errors is much more likely. The usage of non-probability sampling also does not allow the generalization of the findings on the whole population as the sample is not

representative, i.e. it does not represent the exact characteristics as the target population has.

Secondly the data collection was restricted by the geographical area. The attitudes and opinions can differ within different geographical areas as they can be influenced by the external environment; e.g. economical, political or social conditions.

The facts mentioned above furthermore suggest that the validity and reliability of this research is more likely lower.

### ***3.11 Summary***

The third chapter of this paper firstly identified different approaches to the research and afterwards the chosen approach to this particular research was clarified.

Summing up all the information provided, the quantitative approach to the research was adopted using the survey strategy. The questionnaire with the majority of closed questions was considered as the most appropriate data collection method and it was submitted to the pilot study. The sample was chosen on the basis of non- probability quota sampling and research data were collected in the Czech Republic and Great Britain in the period between January 2007 and March 2007. The reasonable extent of validity and reliability of the data was taken into account and the methods for their analyses were suggested. Finally the number of important limitations was discussed.

## 4 Results Analysis

In the fourth chapter the results analysis is developed in order to be able to answer the main research question if there are any differences between the attitudes towards the European Union and labour migration in the Czech Republic and Great Britain. The results analysis is split into 6 parts. Firstly the reliability of measures is examined and the profile of respondents is introduced. The next parts pursue individually the analysis of three main areas of the research; the attitudes towards the EU, attitudes towards labour migration as someone who may move and attitudes towards labour migration as a member of the host country. Mainly the differences between the attitudes in the Czech Republic and Great Britain are investigated and the possible influences are discussed. The last part examines the relationship between certain areas of the research.

### 4.1 Reliability of measures

Sekaran (2003) claims that the essential step of the results analysis is checking the reliability of measures we are using. Therefore the reliability analysis was developed also in this study using the Cronbach's alpha reliability coefficient. The analysis was developed for British and Czech respondents together and the value of Cronbach's alpha is displayed in Table 1. The guidelines (proposed by Sekaran, 2003) for interpretation of the Cronbach's alpha suggest that values lower than 0,60 represent poor reliability, the values in the 0,70 range refer to acceptable reliability and those over 0,80 represent good reliability of measures. According to these guidelines the value of Cronbach's alpha of 0,683 refers to acceptable reliability of measures used in this research.

*Table 1 Reliability analysis for both British and Czech respondents*

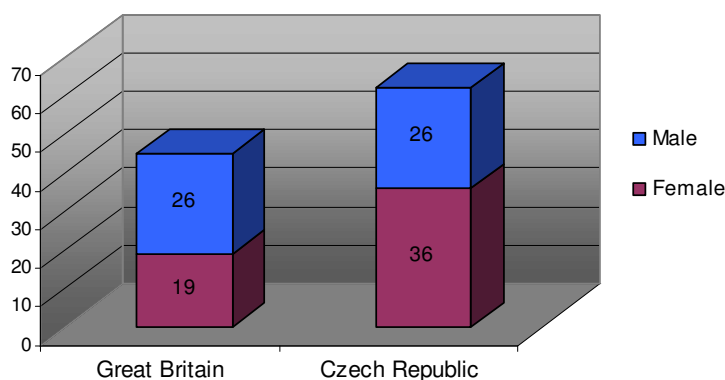
Reliability Statistics	
Cronbach's Alpha	N of Items
.683	4



## 4.2 Profile of respondents

The required data were collected by 62 Czech respondents and 45 British respondents. The equality of the respondent' amount was desirable however the time limits of the research did not allow ensuring of the same number of respondents from both countries. Furthermore the adequate gender categorization was considered as an important condition for the quality analyses. The number of male and female respondents within the sample is illustrated in Graph 2.

*Graph 2 Gender categorization*



As the non-probability quota sampling method was used to choose the respondents sample several groups were distinguished according to the age and the level of achieved education. The researcher aimed for all groups to be represented accurately however some groups still include higher number of respondents than others as the access to some groups of the population was limited. Especially the British respondents in the third and fifth age group were reachable quite problematically. The layout of the respondents to the particular groups is illustrated in Table 2 for Czech respondents and in Table 3 for British respondents.

Table 2 Crosstabulation Czech

**Education \* Age Crosstabulation**

Count		Age					Total
		16-25	26-35	36-45	46-55	over 56	
Education	Trained	1	2	2	1	1	7
	Trained with graduation	0	1	0	0	0	1
	College	8	5	4	6	1	24
	Higher education	1	2	0	1	0	4
	University	5	8	7	4	2	26
Total		15	18	13	12	4	62

Table 3 Crosstabulation British

**Education \* Age Crosstabulation**

Count		Age					Total
		16-25	26-35	36-45	46-55	over 56	
Education	School	1	0	1	5	0	7
	College	2	2	1	1	2	8
	Undergraduate	17	0	2	0	0	19
	Postgraduate	0	1	2	1	0	4
	Professional	1	1	3	2	0	7
Total		21	4	9	9	2	45

Following parts investigate the differences between attitudes of Czech and British respondents towards individual areas of the research.

### **4.3 Attitudes towards the EU**

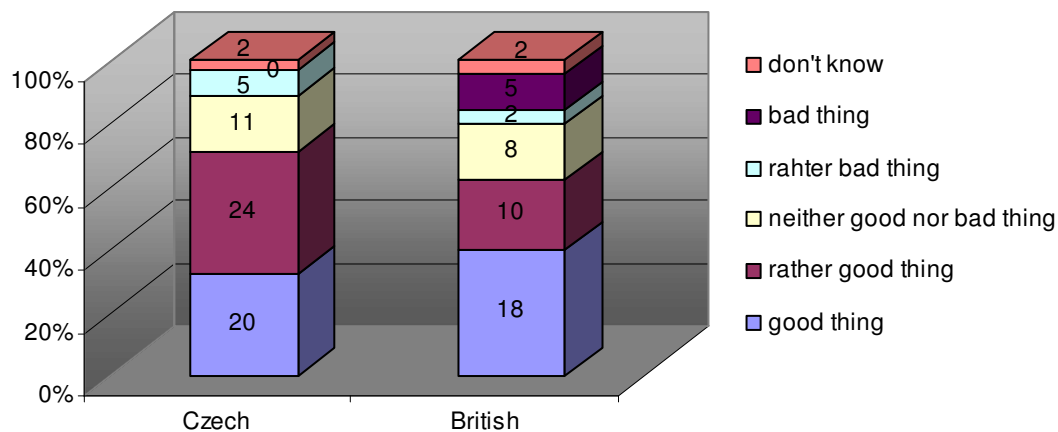
The aim of this part is to examine different attitudes towards the EU of the British and Czech respondents. The hypothesis was formulated and different methods were used to prove or reject this hypothesis.

#### Hypothesis 1

H1: There is a significant difference between attitudes towards the European Union in the Czech Republic and Great Britain.

Graph 3 shows how the British and Czech respondents evaluate the membership of their country in the European Union.

*Graph 3 Evaluation of the membership in the EU*



Furthermore Table 4 illustrates difference between the average attitude of the British and Czech respondents towards the membership of their country in the EU. Czech respondents generally evaluate the membership of the Czech Republic in the EU as rather good thing. British average attitude towards the EU is also rather positive but not as cogently as by the Czech respondents.

*Table 4 Average attitude towards the membership in the EU*

Group Statistics					
	Nationality	N	Mean	Std. Deviation	Std. Error Mean
Membership	Czech	60	2,0167	,92958	,12001
	British	43	2,2093	1,35503	,20664

The difference between the average attitude is obvious however it is essential to decide whether the difference between attitudes is statistically significant. Therefore the independent sample t-test was used.

Table 5 t-test for attitudes towards the EU

		Independent Samples Test								
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Membership	Equal variances assumed	9,541	,003	-,856	101	,394	-,193	,22502	-,63902	,25374
	Equal variances not assumed			-,806	69,483	,423	-,193	,23896	-,66929	,28402

The significance level of Levene's Test is lower than 0.05 which means that the variances for the two groups (British and Czech) are not the same. Therefore the second line of the t-test has to be used for the analysis.

The value of the Sig. (2-tailed) is in this case 0,423 which is demonstrably above the  $p=0.05$ . It means that there is not a statistically significant difference in attitudes towards the EU by British and Czech respondents.

Independently from the fact whether the difference was found or not the effect size is calculated to indicate the magnitude of the differences between the attitudes of British and Czech respondents. The most commonly used statistic is according to Pallant (2001) Eta squared and is defined as follows:

$$Eta \ squared = \frac{t^2}{t^2 + (N1 + N2 - 2)}$$

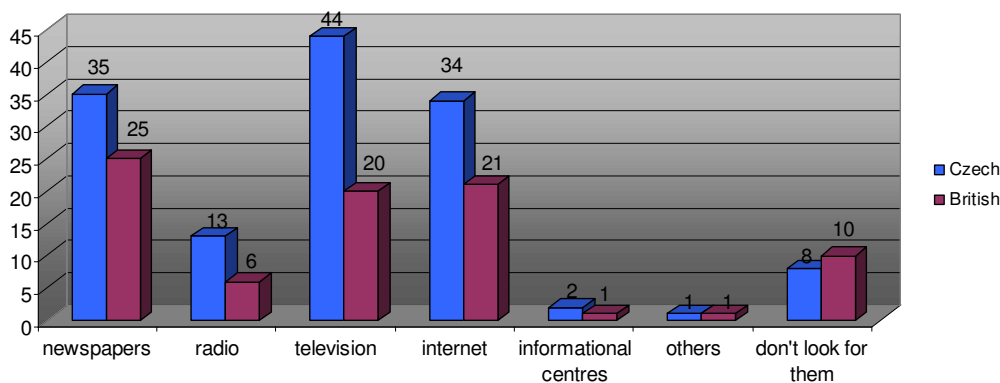
According to Cohen (1988) the value of Eta squared of 0,01 represents small effect; 0,06 refers to a medium effect and 0,14 represents large effect.

The effect size in this case is 0,006 which can be interpreted as very small effect. It can be concluded that only 0,6 percent of the variance in the attitudes towards the EU is influenced by the nationality of the respondents.

As the literature promotes the attitudes towards the EU are to a certain extent influenced by the knowledge of the EU. Therefore the sources of the information about the EU were of great importance for the researcher as well. Graph 4 identifies the most frequently used sources of information about the EU for British and Czech citizens. It is obvious that the most common media providing the required information are, both in the Czech Republic and Great Britain, newspapers, television and internet.

The interesting phenomenon can be observed in the last column of Graph 4. While each eighth Czech respondent does not look for the information about the EU, by British respondents it is already each fifth person. This phenomenon could be explained by the fact that British citizen generally exhibit lower interests in the EU matters. Furthermore the British citizens are already accustomed to the European law and policy and therefore they have lower needs to look for the information concerning new regulations or quotas.

*Graph 4 Sources of information about the EU*



## 4.4 Attitudes towards labour migration as someone who may move

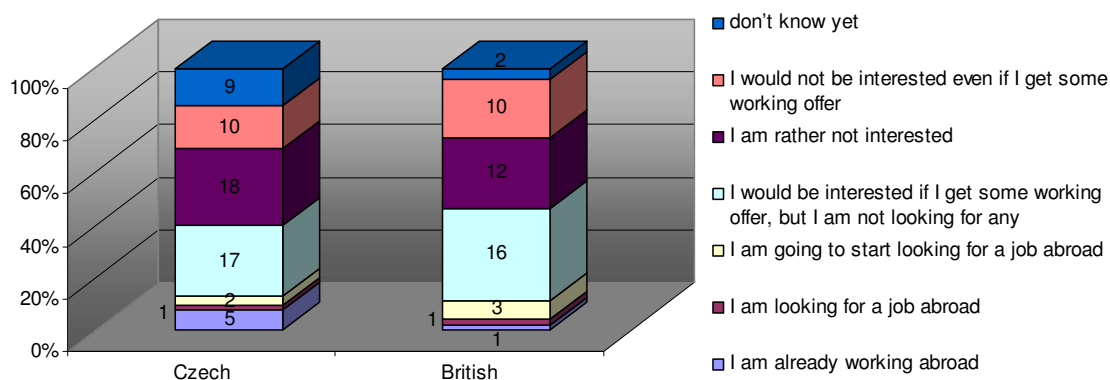
Following part pursues the appraisal of the difference between the British and Czech attitudes towards labour migration as a potential applicant for working abroad. Specifically the respondents' interests in working abroad were investigated and further the most lucrative countries were identified.

### Hypothesis 2

H2: There is a significant difference between attitudes towards labour migration as someone who may move in the Czech Republic and Great Britain.

Graph 5 shows the answers of the Czech and British respondents on the question if they would be interested in working abroad. The vertical axis also enables to identify the percentage proportion of individual answer on the whole complex.

*Graph 5 Respondents' interests in working abroad*



As Table 6 shows the average interest in working abroad is to a great extent similar by both the Czech and British respondents. However while the average attitude of the Czech respondents rather incline to the possibility of working abroad only if the respondent gets some working offer, the British are rather not interested in working abroad.

Table 6 Average interests in working abroad

Group Statistics					
	Nationality	N	Mean	Std. Deviation	Std. Error Mean
Working	Czech	53	4,3585	1,40184	,19256
	British	43	4,5581	1,14022	,17388

The same method as by the attitudes towards the EU was used to examine if there is a significant difference between interests in working abroad by the Czech and British respondents. The results of the independent sample t-test are displayed in Table 7.

Table 7 t-test for attitudes towards labour migration as someone who may move

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Working	Equal variances assumed	,689	,409	-,753	94	,453	-,200	,26507	-,72595	,32666
	Equal variances not assumed			-,770	93,998	,444	-,200	,25945	-,71479	,31549

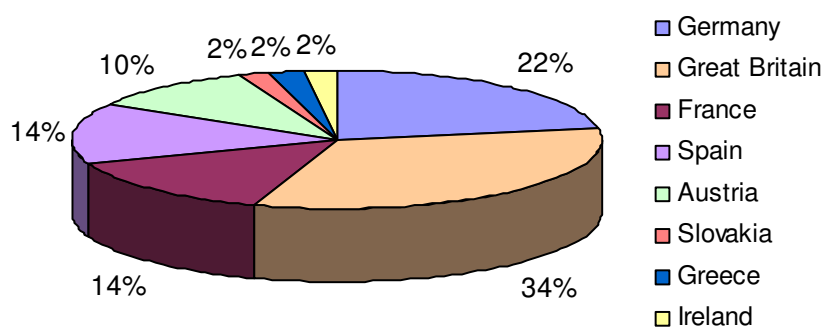
The Levene's Test significance level is in this case above 0,05 which means that the assumption of equal variances is fulfilled and the first line of the results is authoritative for the analysis.

The yellow field in Table 7 indicates that the significance level of the t-test is 0,453. As this value is above the 0,05 level it can be concluded that the statistically significant difference between the attitudes of the British and Czech respondents towards labour migration on the part of labour migrants does not exist.

The same way as in the first case the effect size was calculated although the statistically significant difference between attitudes was not found. The value of Eta squared equal 0,006 represent very small effect size and only 0,6 percent of the whole variance can be explained by respondent's nationality.

Apart from the interests of the British and Czech respondents in working abroad the most favoured countries for working within the EU and out of the EU were investigated. Graph 6 indicates that Czech respondents who are interested in working abroad mainly prefer Great Britain and Germany as their destination countries. The explanation could be provided by the fact that English and German language are taught primarily on the Czech colleges and universities. Also high living standards and minimum wage surely contribute to the popularity of Great Britain and Germany as potential working destinations.

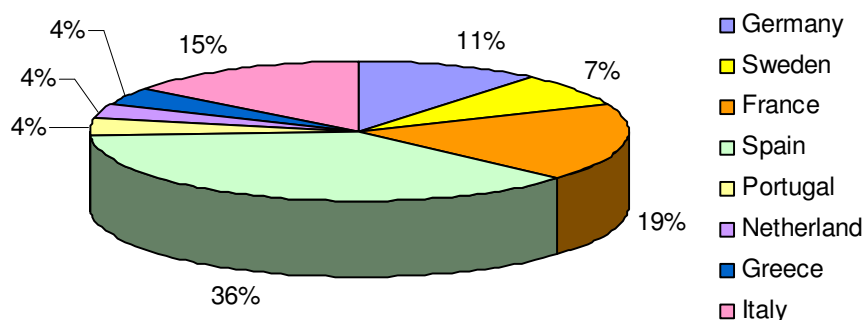
*Graph 6 Favoured countries of Czech respondents within the EU*



In comparison with the Czech respondents, Spain enjoys the greatest interest by the British respondents. Lower interests were registered by France and Italy. This phenomenon is quite surprising as the knowledge of foreign language is required in these countries and the British educational system is not especially foreign languages oriented. Also British respondents themselves consider the knowledge of foreign languages as powerful factor influencing the interests in working abroad as it is shown in Graph 10.



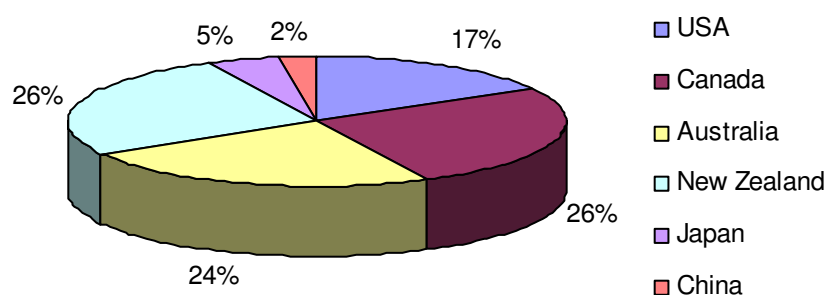
*Graph 7 Favoured countries of British respondents within the EU*



The interests of British citizens in migration to Spain are also underpinned by the fact that the strong British community in Spain numbers already 760 thousand inhabitants. This number puts Spain into second place within the most popular destination for British emigrants after Australia (Crawford, 2007).

Concerning the interests of working out of the EU, English speaking countries dominate by both the Czech and British respondents as Graph 8 and Graph 9 illustrate.

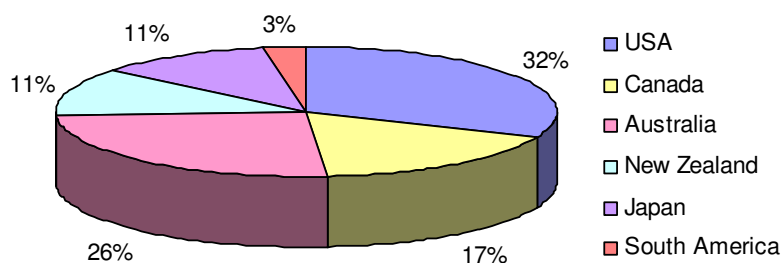
*Graph 8 Favoured countries of Czech respondents out of the EU*



The USA is the most preferred country by the British respondents however it is losing its popularity among Czech respondents as they rather favour Canada and New Zealand as their destination countries. On the other hand Australia is gaining the interests of British respondents as well as Czech respondents. This trend can be explained by

respondents' desire for more exotic country. Also general familiarity for high living standard can contribute to the popularity of this destination.

*Graph 9 Favoured countries of British respondents out of the EU*



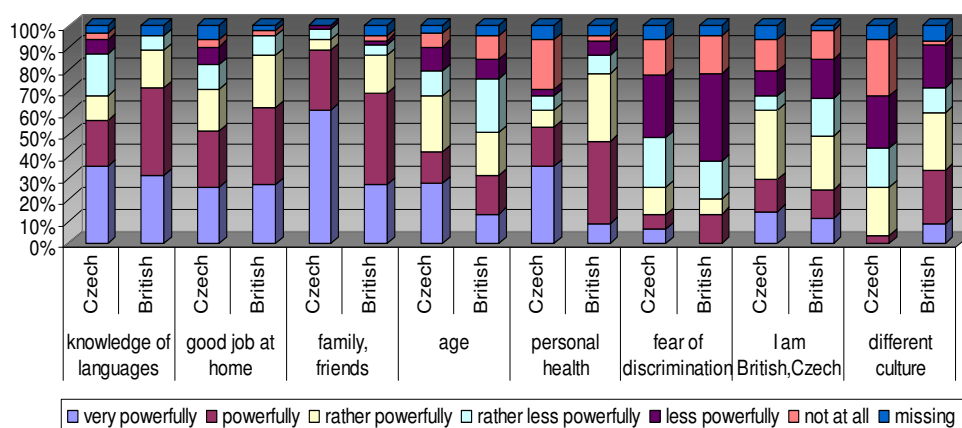
The most lucrative countries for both nationalities were already identified however the length of the possible working period was not considered so far. The respondents were therefore supposed to specify the period they would like to stay working abroad. The average time data by British respondents suggests that they would be willing to spend about 14 months working abroad and the average period by Czech respondents is, reaching 17 months, little longer.

If the interests in working abroad are discussed the possible influences of the migration decision should be taken into account as well. Graph 10 lists the factors which can influence the interests in working abroad and the extent of the influence by the British and Czech respondents can be observed. Czech respondents are the most influenced by their family, friends and background and good job at home also present a barrier to labour migration. Similar situation was identified by the British respondents although they are more tied down by their good job at home than the Czechs. However the knowledge of foreign languages has according to the British respondents the most powerful impact on their interests in working abroad. The possible reason was already mentioned above. While the knowledge of at least two foreign languages is self-evident in the Czech Republic and essential for building a career in the European environment, studying foreign languages is in Great Britain not so emphasized. Therefore the interests

in working in countries where English is not an official language can be limited due to a lack of language knowledge.

On the opposite side the lowest barrier to labour migration is for British and Czech respondents represented by the fear of discrimination in the foreign country. Especially British respondents do not feel like they could be discriminated abroad which apparently arise from their experience and self-confidence.

*Graph 10 Factors influencing the interests in working abroad*



## ***4.5 Attitudes towards labour migration as a member of the host country***

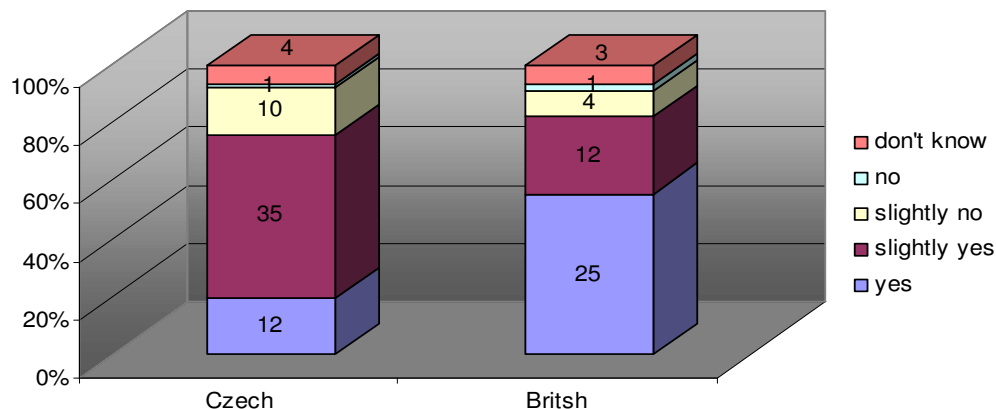
Previous part investigated the attitudes of Czech and British respondents towards labour migration as a potential applicant for the job abroad. The attitudes towards labour migration from the opposite side, being a member of the host country, were for the present marginalized nevertheless they will be examined in this part.

### ***Hypothesis 3***

H3: There is a significant difference between attitudes towards labour migration as a member of the host country in the Czech Republic and Great Britain.

The Czech and British respondents were asked to express their opinion on employment of foreigners in their country and their answers are registered in Graph 11.

*Graph 11 Attitudes towards employment of foreigners*



As it can be observed the attitudes towards employment of foreigners are by both the Czech and British respondents to a great extent positive. Nevertheless the values of an average attitude by British and Czech respondents displayed in Table 8 indicate that the extent to which the respondents agree with employment of foreigners in their home country differs. While Czech respondents in average slightly agree with employment of foreigners, British respondents agree relatively strongly.

*Table 8 Average attitude towards employment of foreigners*

Group Statistics					
	Nationality	N	Mean	Std. Deviation	Std. Error Mean
Foreigners	Czech	58	2,0000	,67538	,08868
	British	42	1,5476	,77152	,11905

Finally the t-test for attitudes towards labour migration as a member of the host country was developed to find out whether there is statistically significant difference between the British and Czech attitudes or not.

Table 9 t-test for attitudes towards labour migration as a member of the host country

		Independent Samples Test								
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Foreigners	Equal variances assumed	5,984	,016	3,113	98	,002	,4524	,14531	,16403	,74074
	Equal variances not assumed			3,047	81,153	,003	,4524	,14845	,15702	,74774

The significance level of Levene's Test equal 0,016 was considered and therefore the output from the second line of the t-test's results, illustrated in Table 9, was used for the analysis. The highlighted value of 2-tailed significance level of the t-test is lower than  $p=0,05$  which means that there is a statistically significant difference in the attitudes towards employment of foreigners for Czech and British respondents.

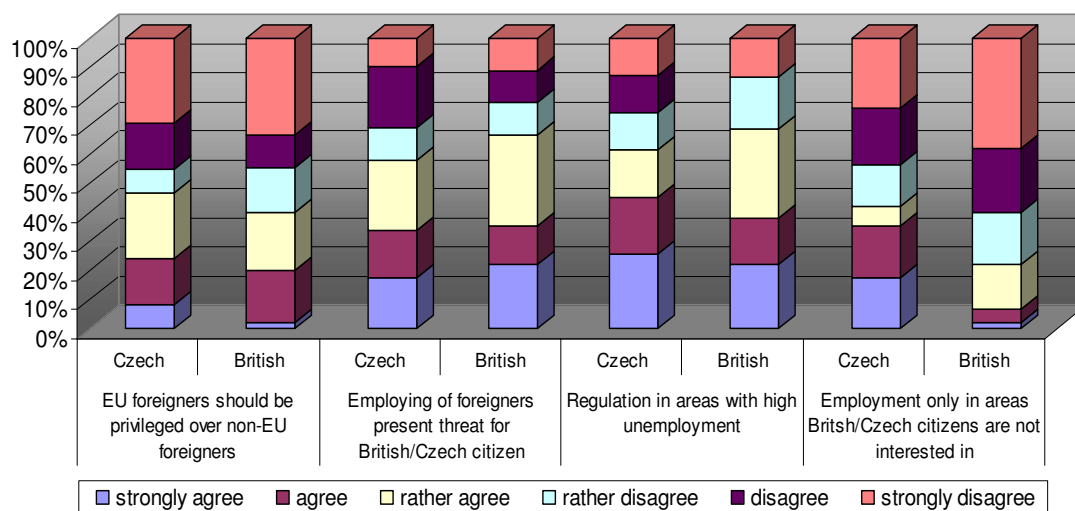
The effect size of the difference was calculated by means of the Eta squared. The value of Eta squared was in this case calculated 0,087 which can be interpreted as a moderate effect. Expressed as a percentage, 8,7 percent of the variance in attitudes towards employment of foreigners can be explained by nationality of the respondents.

However the author inclines to the opinion that although the difference between Czech and British attitudes was found it does not necessarily represent real difference in opinions of Czech and British respondents. The results can be in author's opinion influenced by the fact that Czech respondents tend to choose less extreme answers due to their experience from the strict communist regime when pronounced opinions could have led to political persecution. As Graph 11 shows round 80% of both British and Czech respondents evaluate employment of foreigners in their country generally positive. Nonetheless while the majority of British respondents chose the most positive

answer, Czech respondents could rather choose less extreme possibility although the real extent to which they agree with employment of foreigners is the same as by British respondents.

Not only attitudes towards employment of foreigners generally but also attitudes towards different aspects of this topic were studied. The extent of agreement or disagreement of British and Czech respondents with particular aspects connected with the employment of foreigners are displayed in Graph 12. Generally it can be concluded that the British and Czech respondents are in an essential agreement regarding different aspects of employment of foreigners. The only exception was identified in the last column; Czech respondents slightly more incline to the opinion that foreigners should be employed only in jobs the Czech citizens are not interested in.

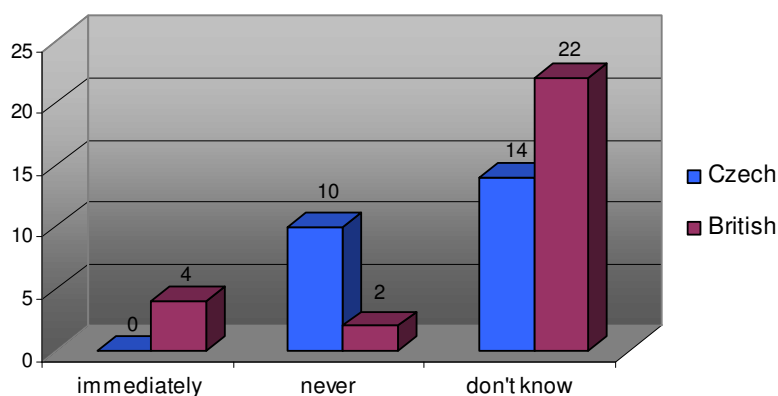
*Graph 12 Certain aspects of employment of foreigners*



Another question that arises is how long should it take to the foreigners working abroad to become rightful citizen of relevant country. Also this topic was a subject of researcher's interest in this study. The average period the foreigners should spend working in the Czech Republic to become rightful citizen is according to Czech respondents 58 months. British respondents believe that the foreigners should work in

Great Britain for 53 months to obtain the rights equal to native British citizen. Graph 13 introduces other time possibilities of obtaining equal rights and the last column shows the amount of respondents who are not able to resolve on the period necessary to become rightful citizen. As the value of 22 respondents suggests almost 50 percent of British respondents does not know when foreigners should become rightful citizen of Great Britain.

*Graph 13 When should foreigners become rightful citizen?*



## **4.6 Relationship between two variables**

Previous parts investigated individually the attitudes towards the EU and attitudes towards labour migration from two different points of view. Especially the examination of differences between the attitudes of British and Czech respondents was emphasized and other aspects connected with each topic were discussed. Following part is connecting the findings from individual analyses and intends to identify the relationships between particular variables.

One general procedure was utilized for the assessment of the relationship and dependence of two variables. Firstly the Spearman's Rank Order Correlation was used to decide whether the relationship between two variables exists. The value of significance level determines the existence of a relationship and the value of Spearman's coefficient ( $\rho$ ) determines the strength of the relationship between two variables. The value of the Spearman's coefficient can range from -1,00 to 1,00. Value 0

stands for no relationship, a correlation of 1 indicates a perfect positive relationship and -1 stands for a perfect negative correlation (Pallant, 2001).

In case that the relationship between two variables was found One-way ANOVA is developed to investigate the dependence of relevant variables. The value of significance level  $p < 0,05$  affirms the dependence of the variables and  $p > 0,05$  rejects the dependence of the variables. Finally the effect size for the results is calculated using Eta squared statistics defined by Hindls (2000) as follows:

$$\text{Eta squared} = \frac{\text{Sum of squares between groups}}{\text{Total sum of squares}}$$

The interpretation of the value of Eta squared is the same as interpreting of Eta squared by independent sample t-test in the previous parts.

#### *4.6.1 Relationship between attitudes towards the EU and labour migration as someone who may move*

The researcher presumes that the respondent's interests in working abroad could be to a certain extent influenced by the respondent's attitude towards the EU. Therefore the hypotheses investigating the relationship between the attitudes of Czech and British respondents towards the EU and towards labour migration as someone who may move were formulated and tested.

##### Hypothesis 4

H4: The interests of Czech respondents in working abroad are dependent on their attitude towards the European Union.

Table 10 provides the results of the Spearman's Rank Order Correlation between respondent's attitudes towards the EU and his interests in working abroad for Czech respondents. The significance level is lower than the  $p = 0,05$  and therefore it can be



stated that there exists a significant relationship between the respondent's interest in working abroad and the evaluation of the membership of Czech Republic in the EU. The Spearman's coefficient equal 0,265 suggests that the strength of the relationship between interests in working abroad and attitudes towards the EU is by Czech respondents rather weak.

*Table 10 Correlation for H4*

			Membership	Working
Spearman's rho	Membership	Correlation Coefficient	1,000	,265*
		Sig. (2-tailed)	.	,037
		N	62	62
	Working	Correlation Coefficient	,265*	1,000
		Sig. (2-tailed)	,037	.
		N	62	62

\*. Correlation is significant at the 0.05 level (2-tailed).

As the relationship between the respondent's interest in working abroad and the evaluation of the EU membership of the Czech Republic was found, one-way ANOVA could be used to test the hypothesis about the dependence of the variables.

Before developing the One-way ANOVA itself the assumption of variance's homogeneity has to be examined. The significance level of the variance's homogeneity test is according to Table 11 above  $p=0,05$  which means that the assumption of equal variances was not violated and One-way ANOVA can be developed.

*Table 11 Test of homogeneity of variances for H4*

Working			
Levene Statistic	df1	df2	Sig.
1,759	4	57	,150

The significance level of the one-way ANOVA, illustrated in Table 12, is under the 0,05 level and therefore it can be concluded that the interest in working abroad is by Czech respondents dependent on their attitude towards the EU.

Table 12 One-way ANOVA for H4

Working					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	25,919	4	6,480	2,842	,032
Within Groups	129,952	57	2,280		
Total	155,871	61			

The effect size was calculated using the results from Table 12 and Eta squared = 0,17 can be classified as large effect. Using the percentage interpretation, 17 percent of the variances in the interests in working abroad is by Czech respondents explained by their evaluation of the membership of the Czech Republic in the EU.

The dependence of the attitudes of Czech respondents towards labour migration as someone who may move on their attitudes towards the EU was found at the moment however the researcher is not able to judge the relationship by British respondents. Therefore the following hypothesis examines the same relationship by British respondents.

#### Hypothesis 5

H5: The interests of British citizen in working abroad are dependent on their attitude towards the European Union.

Due to a lot greater significance level of the Spearman's Rank Order Correlation than the  $p=0,05$ , yellow highlighted in Table 13, it was found that in contrast to Czech respondents, there is no relationship between the attitudes of British respondents towards the EU and their interests in working abroad.

Table 13 Correlation for H5

			Membership	Working
Spearman's rho	Membership	Correlation Coefficient	1,000	-,063
		Sig. (2-tailed)	.	,682
		N	45	45
	Working	Correlation Coefficient	-,063	1,000
		Sig. (2-tailed)	,682	.
		N	45	45

No relationship between these two variables was found and therefore it would be useless to develop the One-way ANOVA as the dependence is conditional on certain extent of the relationship.

#### *4.6.2 Relationship between perceived benefits of the EU membership and respondent's education*

During processing the questionnaires the tendency was noticed by the researcher that higher educated respondents perceive the membership of their country in the EU as more beneficial than the respondents with lower achieved education. However the relationship between these two variables has to be firstly examined before claiming that the perception of the benefits of the EU membership of the country is dependent on the level of respondent's education. Therefore the individual hypothesis was developed for the British and Czech respondents.

##### Hypothesis 6

H6: The perceived benefits of the membership of Great Britain in the EU are by the British respondents dependent on the level of their achieved education.

*Table 14 Correlation for H6*

		Benefits	Education
Spearman's rho	Benefits	1,000	-,125
	Correlation Coefficient		
	Sig. (2-tailed)	.	,412
	N	45	45
Education	Education	-,125	1,000
	Correlation Coefficient		
	Sig. (2-tailed)	,412	.
	N	45	45

As Table 14 illustrates the significance level equal 0,412 is demonstrably above  $p=0,05$  which means that the correlation between perceived benefits and education is not significant. Therefore the researcher's belief that there exists a certain relationship between the respondent's level of education and the perception of benefits of EU membership was in the case of British respondents not confirmed.

Consecutively the hypothesis for the Czech respondents was formulated in a similar way to hypothesis for British respondents.

### Hypothesis 7

H7: The perceived benefits of the membership of the Czech Republic in the EU are by the Czech respondents dependent on the level of their achieved education.

*Table 15 Correlation for H7*

			Benefits	Education
Spearman's rho	Benefits	Correlation Coefficient	1,000	-,383**
		Sig. (2-tailed)	.	,002
		N	62	62
	Education	Correlation Coefficient	-,383**	1,000
		Sig. (2-tailed)	,002	.
		N	62	62

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Spearman's Rank Order Correlation between perceived benefits and education by Czech respondents reached in accordance to Table 15 the significance level of 0,002. As correlation is significant at the 0,01 level the relationship between these two variables was proved. The value of Spearman's coefficient further indicates that this negative relationship is medially strong.

The observation of assumption of variance's homogeneity has to be firstly proved and therefore the test illustrated in Table 16 was developed.

*Table 16 Test of homogeneity of variances for H7*

Benefits			
Levene Statistic	df1	df2	Sig.
5,025	3	57	,004

The significance level of the Levene's test is under the 0,05 value which means that the variances of two investigated variables are not equal. Therefore the One-way ANOVA, investigating whether the perceived benefits of the EU membership are by Czech respondents dependent on the education, can not be in this case developed.

## **5 Discussion and Limitations**

The aim of this part is to summarize the findings from the results analysis in connection with the objectives defined in the introduction of this paper and further the relevant hypotheses are examined. In addition the possible factors influencing the results are discussed.

### **5.1 First objective**

First objective of this research was to compare the attitudes towards the EU in the Czech Republic and in Great Britain. To fulfil this objective the first hypothesis was developed in accordance with the acquired information from the Literature review.

#### Hypothesis 1

H1: There is a significant difference between attitudes towards the European Union in the Czech Republic and Great Britain.

By means of the independent sample t-test it was found that the attitudes towards the European Union in the Czech Republic and Great Britain are not significantly different.

However the findings from the first hypothesis do not correspond with the information provided by the Literature review. The Eurobarometer's public opinion poll proposed that the attitudes of British citizens towards the EU are demonstrably less positive than the attitudes of Czech citizens (European Commission, 2006a+b).

The researcher associates with the findings provided by the Eurobarometer and assumes that the results of this study were to a great extent influenced by limited number of the respondents. More positive attitudes of the British respondents than the average for British citizens could also be caused by the fact that the data were collected in the economically weaker area with higher unemployment than the UK's average (Haigh, 1992 and Teasdale, 2004 argue that the economic situation of the region was highly influenced by the decline in the mining and textile industry which became the world-wide trend) and therefore the asked British respondents could have evaluated the

membership in the EU better as they enjoy higher support from the EU funds than the richer areas of Great Britain.

## **5.2 Second objective**

The comparison of the attitudes towards labour migration in the Czech Republic and in Great Britain as somebody who may move was identified as the second objective of this study.

### Hypothesis 2

H2: There is a significant difference between attitudes towards labour migration as someone who may move in the Czech Republic and Great Britain.

The second hypothesis was after application of the independent sample t-test rejected. It means that there are not significant differences between attitudes of British and Czech respondents towards labour migration as potential migrants.

The researcher presumed that the considerably distinct migration history of the Czech Republic and Great Britain ends up in the different attitudes of British and Czech respondents towards labour migration both as a potential migrant and as a member of the host country. However this study suggested that the interests of British and Czech respondents in working abroad are similar. The explanation could be provided by the fact that the respondents are to a similar extent influenced by different factors affecting their interests in working abroad such as language and cultural barriers or stable background in their country of origin connected with good job.

Generally the interests of both British and Czech respondents in working abroad are conditioned by some working offer or they are rather not interested. This unconcern can be caused by range of negative factors influencing the respondent's migration decision which were mentioned in the results analysis.

### **5.3 Third objective**

Thirdly the attitudes towards labour migration in the Czech Republic and in Great Britain as a member of the host country should have been compared. According to this objective the third hypothesis was developed.

#### Hypothesis 3

H3: There is a significant difference between attitudes towards labour migration as a member of the host country in the Czech Republic and Great Britain.

The same method as by previous hypotheses was used to investigate the differences between attitudes of British and Czech respondents to employing of foreigners in their country. The results indicated that the British and Czech attitudes differ quite significantly. Further it was calculated that the nationality of the respondent explains 8,7 percent of the variances in the attitudes towards labour migration as a member of the host country which can be interpreted as a moderate effect.

In case of respondents attitudes towards employing of foreigners the researcher's assumption of different attitudes underpinned by the Literature review was proved.

However the researcher has already in the results analysis expressed the uncertainty whether the suggested difference represent the real attitudes of Czech and British respondents toward employing of foreigners or whether the result is influenced by the tendency of Czech respondents to incline to less extreme opinions.

### **5.4 Fourth objective**

The fourth objective of this study was to identify the relationship between attitudes towards labour migration as somebody who may move and attitudes towards the EU. Concretely the dependence of interests in working abroad on the evaluation of the country's membership in the EU was examined individually by British and Czech respondents. Therefore two separate hypotheses were generated for the Czech and British respondents.

#### Hypothesis 4

H4: The interests of Czech respondents in working abroad are dependent on their attitude towards the European Union.

By means of the Spearman's correlation the relationship between the variables was found and after the one-way ANOVA was used to decide whether the interests of Czech respondents in working abroad are to a certain extent influenced by their evaluation of the membership of the Czech Republic in the EU. The results proved the fourth hypothesis which means that the interests of Czech respondents in working abroad are dependent on their attitude towards the EU. The effect size of 0,17 was considered as a large effect and 17 percent of the variances in the interests in working abroad can be by Czech respondents explained by their attitude towards the EU rather than by other factors.

In other words the Czech respondents see the benefits of the EU membership of the Czech Republic among others in the possibility of working abroad without any restrictions.

#### Hypothesis 5

H5: The interests of British citizen in working abroad are dependent on their attitude towards the European Union.

The relationship between the interests of British respondents in working abroad and their attitudes towards the EU was firstly investigated using the Spearman's correlation. The results indicated that there is no relationship between these two variables. As the existence of the dependence is conditioned by certain extent of the relationship the hypotheses about the dependence of the interests of British respondents in working abroad on their attitudes towards the EU membership of Great Britain was rejected.

This fact suggests that the migration decision of the British respondents is influenced by other factors than their attitude towards the EU such as the knowledge of languages, good job at home or their family background.



## **5.5 Fifth objective**

Identification of the relationship between attitudes towards the EU and the level of achieved education by the Czech and British respondents was considered as a fifth objective of this study. Again two individual hypotheses were developed for British and Czech respondents. They should identify to what extent the perception of the EU membership's benefits depends on the respondent's education.

### Hypothesis 6

H6: The perceived benefits of the membership of Great Britain in the EU are by the British respondents dependent on the level of their achieved education.

The Spearman's correlation was firstly developed investigating the relationship between the attitudes towards the EU and education and the results suggested that the relationship between these two variables does not exist by British respondents. Therefore it can be concluded that the perception of lower or higher benefits of the membership of Great Britain in the EU is not anyhow dependent on the respondent's education level.

This result can be supported by the fact that the general attitude of the British citizens towards the EU matters is rather negative as the EU represents according to them a loss of their sovereignty. Therefore the attitudes do not have to depend on social or economical conditions of the individuals.

### Hypothesis 7

H7: The perceived benefits of the membership of the Czech Republic in the EU are by the Czech respondents dependent on the level of their achieved education.

Finally the relationship between the attitudes towards the EU and education by the Czech respondents was investigated. The Spearman's correlation confirmed the existence of the relationship between these variables and therefore the seventh hypothesis could have been tested using one-way ANOVA. However the test of homogeneity of variances demonstrated that the assumption of equal variances of two investigated variables was violated and therefore it was impossible to accomplish the

one-way ANOVA. It can be only generally stated that higher educated Czech respondents incline to the opinion that the Czech Republic firmly benefited from being a member of the EU while the Czech respondents with lower level of education perceive the benefits of the EU membership as rather smaller.

## **5.6 Sixth objective**

The last objective of this paper was to suggest a possible forecast for a development of the attitudes towards the EU and labour migration and overall trend to the future.

According to the studied literature the researcher believes that the development of the attitudes towards the EU in the Czech Republic and Great Britain will be connected with the knowledge of the EU and recognition of how the EU works. Therefore the EU should try to familiarize with the European citizens and provide them comprehensible information about its operations. Marked change in the attitudes of the Czech citizens towards the EU could in author's opinion appear after introduction of the EURO in the Czech Republic as the Czech citizens are price sensitive and they perceive the introduction of the EURO in connection with increased prices (according to Česká Národní Banka, 2007 the term of the introduction of the EURO in the Czech Republic on 1 January 2010 was not accomplished and the introduction of the EURO was meanwhile shifted on the non-specified term). On the other hand they have meanwhile experienced mainly certain difficulties connected with the transition on the European quotas and law. Their attitudes could improve in the future when they begin to explore fully the advantages of their membership.

The future development of labour migration is connected with the economic efficiency and the need for the labour market flexibility within the EU. The migration pressures tend to grow in the future and the migration flows will be to a great extent influenced by the market forces. The phenomenon called brain drain will continuously cause the outflow of the highly skilled workers from poorer countries which could lead to deepening of the economic differences between the states. Therefore the emigration countries should try to generate certain actions to maintain their specialists at home. The attitudes towards labour migration are in the author's opinion connected with its

perceived benefits or harmfulness. Therefore the future attitudes towards labour migration could be partially influenced by positive or negative experience of the individuals with this phenomenon.

## **5.7 Limitations**

During the development of this study several limitations were identified which could have to a certain extent influenced the results of the analysis. Some of them were already mentioned in the methodology.

The size of the respondents sample was relatively small which partially disabled desired equal distribution between all groups. Because the sample does not represent the same characteristics as the targeted population it is not possible to generalize the findings for the whole population.

Geographical restrictions of the research also disable the realization of different attitudes within various geographical areas.

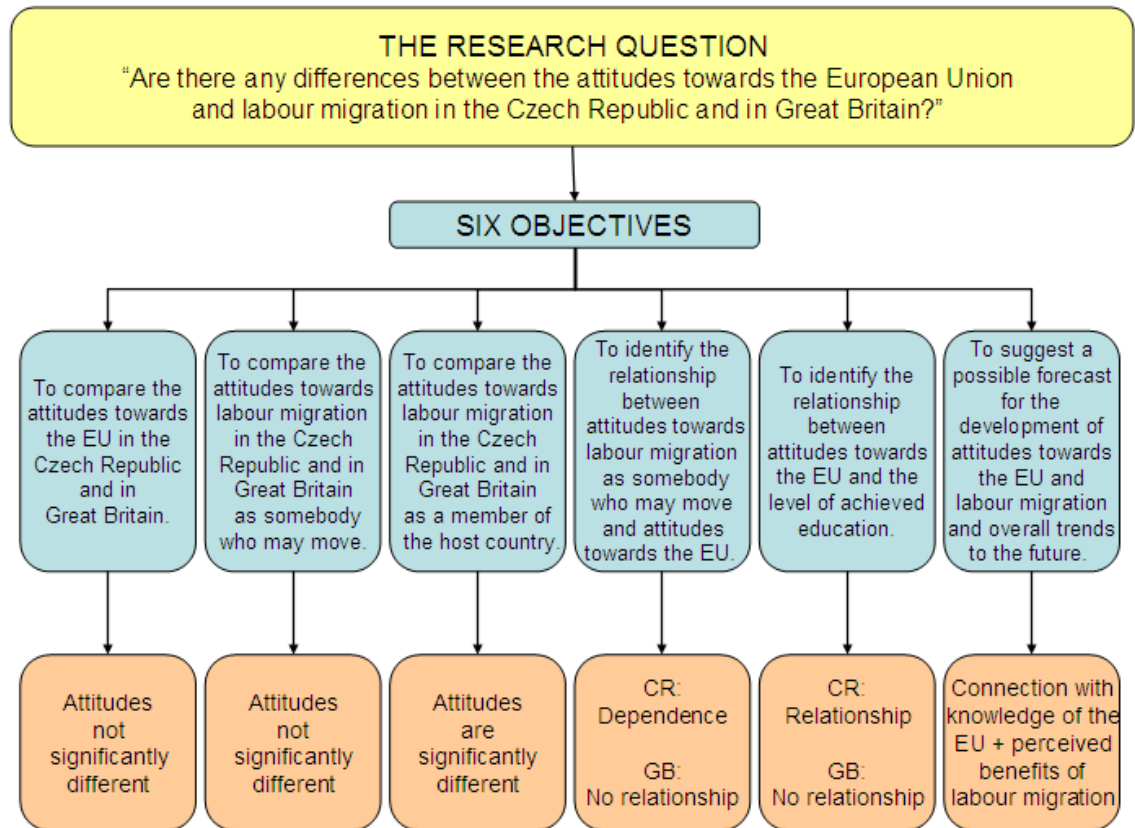
The topic of the research is to a certain extent sensitive and therefore the fact that people want to show themselves in a “better light” could have influences their answers although the research was carried out anonymously.

Although the assumptions for the parametric statistical techniques were not fulfilled they were mostly used for the analysis as they are more powerful than their non-parametric alternatives (Pallant, 2001). Hindls et al. (2000) furthermore argues that violating of these assumptions is quite common in the social science research and that it is possible to use the parametric technique anyway as they are less complicated. However a certain extent of the possibility of influencing the results has to be taken into account which presents one of the limitations of this study as well.

All these limitations should be taken into account when evaluating the results of this study.

Figure 10 provides final overview on the objectives and results of this study.

Figure 10 Final overview of the study



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## **6 Conclusion**

This dissertation has investigated public attitudes towards the European Union and labour migration in the Czech Republic and in Great Britain. The study pursued individually three main areas: attitudes towards the EU, attitudes towards labour migration as someone who may move and attitudes towards labour migration as a member of the host country.

The questionnaire research was developed to answer the main research question if there are any differences between the attitudes towards the European Union and labour migration in the Czech Republic and in Great Britain.

The results suggested that the attitudes of British and Czech respondents towards the EU and labour migration as someone who may move are not significantly different. Further it was found that there exists a significant difference in their attitudes towards labour migration as a member of the host country. However the discussed limitations of this study have to be taken into account which could have influenced the results.

The complexity of the topic suggests that it should be studied at a wider level encompassing the whole EU. There is a wide range of factors influencing public attitudes towards the EU and labour migration. Not all of them could have been noticed in this study and therefore future research could specialize on these influences individually.

The EU faces the challenge of further enlargement and therefore it is important for European citizens to understand what they are part of and which opportunities are hidden behind the integrated Europe because already Jean Monnet, one of the early leaders of the European integration, said: “We are not creating coalitions between states, we are unifying men” (in Thornhill, 2007).

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# Appendices

## Appendix A Pilot questionnaire for Czech respondents

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### Dotazník

Tento dotazník je určen pro vypracování disertační práce na téma **Rozdílné postoje k Evropské Unii a pracovní migraci v České Republice a ve Velké Británii** na University of Huddersfield. Veškeré informace jsou **anonymní** a nebudou použity k jinému účelu než je statistické zpracování dat.

Dotazník je rozdělen do **4 tematických částí** – identifikační část, postoj k EU, postoj k pracovní migraci ze strany migrantů a postoj k pracovní migraci ze strany hostující země.

#### ***Pokyny pro vyplňování***

U většiny otázek je možno označit **1 odpověď**, pokud je tomu jinak, pokyny jsou uvedeny **za zněním otázky**. Vybranou **odpověď označte** ☒.

---

### **I. Identifikační údaje**

#### **1. Pohlaví**

- žena
  - muž
- 

#### **2. Věk**

- 16-25 let
  - 26-35 let
  - 36-45 let
  - 46-55 let
  - 56 a více let
- 

#### **3. Dosažené vzdělání**

- ZŠ
- vyučený
- vyučený s maturitou

- 
- SŠ
  - VOŠ
  - VŠ
- 

## II. Postoj k Evropské Unii

### 4. Myslíte si, že je členství ČR v Evropské Unii dobrá nebo špatná věc?

- dobrá
  - spíše dobrá
  - ani dobrá ani špatná
  - spíše špatná
  - špatná
  - nevím
- 

### 5. Uvážíte-li všechny okolnosti, domníváte se že členství ČR v Evropské Unii přineslo prospěch nebo ne?

- 1 2 3 4 5 6
- určitě přineslo                 určitě nepřineslo       nevím
- 

### 6. Kde získáváte potřebné informace o Evropské Unii? (zaškrtněte max. 3 odpovědi)

- noviny
  - rádio
  - televize
  - internet
  - informační centra
  - jinde (uved'te, prosím, kde) \_\_\_\_\_
  - nehledám je
- 

### 7. Jste hrdý(á) na to že jste občanem (občankou) Evropské Unie?

- 1 2 3 4 5 6
- velmi hrdý                 vůbec ne hrdý       nevím
-

### III. Postoj k pracovní migraci ze strany migrantů

#### 8. Měli byste zájem o práci v zahraničí?

- v jiné zemi již pracuji
  - práci v jiné zemi hledám
  - plánuji, že začnu hledat práci v zahraničí
  - měl bych zájem, kdybych dostal nějakou nabídku, sám však nehledám
  - ještě nevím
  - spíše nemám zájem
  - neměl bych zájem ani kdybych dostal nějakou nabídku
- 

#### 9. O kterou zemi byste případně měli největší zájem?

V rámci EU (*zaškrtněte max. 2 odpovědi*)

- Německo
- Velká Británie
- Francie
- Slovensko
- Rakousko
- Španělsko
- žádná země z EU
- jiná země (doplňte, prosím, jaká)\_\_\_\_\_

Mimo EU (*zaškrtněte max. 2 odpovědi*)

- USA
- Kanada
- Austrálie
- Nový Zéland
- Japonsko
- žádná země mimo EU
- jiná země (doplňte, prosím, jaká)\_\_\_\_\_

---

### 10. Jak dlouho byste chtěli v zahraničí zůstat?

Časový údaj: \_\_\_\_\_

- natrvalo  
 jen po nezbytnou dobu
- 

### 11. Do jaké míry ovlivňují podle Vás následující skutečnosti nezáměr o práci v zahraničí?

		1	2	3	4	5	6	
a. nedostatečné jazykové znalosti	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
b. dobré pracovní místo v ČR	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
c. rodina, přátelé, zázemí	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
d. vyšší věk	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
e. špatný zdravotní stav	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
f. obava z diskriminace	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
g. jsem tu doma, jsem Čech	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
h. odlišná kultura	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne

---

#### IV. Postoj k pracovní migraci ze strany hostující země

### 12. Myslíte si, že by cizinci měli být zaměstnáváni v ČR?

- rozhodně ano  
 spíše ano  
 spíše ne  
 rozhodně ne  
 nevím
-

**13. Do jaké míry souhlasíte či nesouhlasíte s následujícími výroky?**

a. Při přijímání do práce by měli být upřednostňováni cizinci z jiných zemí EU.

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

b. Levná pracovní síla ze zahraničí ohrožuje zaměstnávání českých občanů

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

c. Zaměstnávání cizinců v oblastech s vysokou nezaměstnaností by mělo být regulováno

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

d. Cizinci by měli být zaměstnáváni pouze v profesích, o něž Češi nemají zájem

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

**14. Po jak dlouhé době by se cizinci pracující v ČR měli stát právoplatnými občany ČR?**

Časový údaj: \_\_\_\_\_

ihned po příjezdu

nikdy

nevím

---

Děkuji Vám za Vaší spolupráci při vyplňování tohoto dotazníku a poskytnutí údajů nezbytných pro vypracování tohoto průzkumu. Vyplněný a uložený dotazník pošlete, prosím, na adresu [kacakop@seznam.cz](mailto:kacakop@seznam.cz)



Kateřina Kopecká

*Appendix B Final questionnaire for Czech respondents*

## Dotazník

Tento dotazník je určen pro vypracování disertační práce na téma **Rozdílné postoje k Evropské Unii a pracovní migraci v České Republice a ve Velké Británii** na University of Huddersfield. Veškeré informace jsou **anonymní** a nebudou použity k jinému účelu než je statistické zpracování dat.

Dotazník je rozdělen do **4 tematických částí** – identifikační část, postoj k EU, postoj k pracovní migraci ze strany migrantů a postoj k pracovní migraci ze strany hostující země.

### *Pokyny pro vyplňování*

U většiny otázek je možno označit **1 odpověď**, pokud je tomu jinak, pokyny jsou uvedeny **za zněním otázky**. Vybranou **odpověď** označte .

## I. Postoj k Evropské Unii

### 1. Členství ČR v Evropské Unii je:

- dobrá věc
- spíše dobrá věc
- ani dobrá ani špatná věc
- spíše špatná věc
- špatná věc
- nevím

### 2. Uvážíte-li všechny okolnosti, domníváte se že členství ČR v Evropské Unii přineslo prospěch nebo ne?

1 2 3 4 5 6

určitě přineslo             určitě nepřineslo     nevím

### 3. Kde získáváte potřebné informace o Evropské Unii? (zaškrtněte max. 3 odpovědi)

- 
- noviny
  - rádio
  - televize
  - internet
  - informační centra
  - jinde (uveďte, prosím, kde)\_\_\_\_\_
  - nehledám je
- 

#### 4. Jste hrdý(á) na to že jste občanem (občankou) Evropské Unie?

- 1 2 3 4 5 6
- velmi hrdý                 vůbec ne hrdý       nevím
- 

## II. Postoj k pracovní migraci ze strany migrantů

#### 5. Měli byste zájem o práci v zahraničí?

- v jiné zemi již pracuji
- práci v jiné zemi hledám
- plánuji, že začnu hledat práci v zahraničí
- měl bych zájem, kdybych dostal nějakou nabídku, sám však nehledám
- neměl bych zájem ani kdybych dostal nějakou nabídku\*
- spíše nemám zájem \*
- ještě nevím

*\* Pokud jste u této otázky zaškrtnuli možnost „spíše nemám zájem“ nebo „neměl bych zájem ani kdybych dostal nějakou nabídku“ pokračujte, prosím, otázkou číslo 8.*

---

#### 6. O kterou zemi byste případně měli největší zájem?

V rámci EU (zaškrtněte max. 2 odpovědi)

- Německo
- Velká Británie

- 
- Francie
  - Slovensko
  - Rakousko
  - Španělsko
  - žádná země z EU
  - jiná země (doplňte, prosím, jaká)\_\_\_\_\_

Mimo EU (*zaškrtněte max. 2 odpovědi*)

- USA
- Kanada
- Austrálie
- Nový Zéland
- Japonsko
- žádná země mimo EU
- jiná země (doplňte, prosím, jaká)\_\_\_\_\_

---

**7. Jak dlouho byste chtěli v zahraničí pracovat? (*uved'te, prosím, časový údaj v měsících, popř. zaškrtněte příslušné políčko*)**

Časový údaj: \_\_\_\_\_

- natrvalo
- jen po nezbytnou dobu

---

**8. Do jaké míry ovlivňují podle Vás následující skutečnosti zájem o práci v zahraničí? (*v každém řádku zaškrtněte jedno políčko*)**

		1	2	3	4	5	6	
a. nedostatečné jazykové znalosti	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
b. dobré pracovní místo v ČR	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
c. rodina, přátelé, zázemí	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
d. vyšší věk	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne
e. špatný zdravotní stav	velmi silně	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vůbec ne

f. obava z diskriminace	velmi silně	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	vůbec ne
g. jsem tu doma, jsem Čech	velmi silně	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	vůbec ne
h. odlišná kultura	velmi silně	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	vůbec ne

### III. Postoj k pracovní migraci ze strany hostující země

#### 9. Myslíte si, že by cizinci měli být zaměstnáváni v ČR?

- rozhodně ano
- spíše ano
- spíše ne
- rozhodně ne
- nevím

#### 10. Do jaké míry souhlasíte či nesouhlasíte s následujícími výroky?

a. Při přijímání do práce by měli být upřednostňováni cizinci z jiných zemí EU před ostatními cizinci

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

b. Levná pracovní síla ze zahraničí ohrožuje zaměstnávání českých občanů

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

c. Zaměstnávání cizinců v oblastech s vysokou nezaměstnaností by mělo být regulováno

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

d. Cizinci by měli být zaměstnáváni pouze v profesích, o něž Češi nemají zájem

1 2 3 4 5 6

rozhodně souhlasím       rozhodně nesouhlasím

#### 11. Po jak dlouhé době by se cizinci pracující v ČR měli stát právoplatnými občany ČR?

---

Časový údaj: \_\_\_\_\_

- ihned po příjezdu
- nikdy
- nevím

#### **IV. Identifikační údaje**

##### **12. Pohlaví**

- žena
  - muž
- 

##### **13. Věk**

- 16-25 let
  - 26-35 let
  - 36-45 let
  - 46-55 let
  - 56 a více let
- 

##### **14. Dosažené vzdělání**

- ZŠ
  - vyučený
  - vyučený s maturitou
  - SŠ
  - VOŠ
  - VŠ
- 

Děkuji Vám za Vaší spolupráci při vyplňování tohoto dotazníku a poskytnutí údajů nezbytných pro vypracování tohoto průzkumu. Vyplněný a uložený dotazník pošlete, prosím, na adresu [kacakop@seznam.cz](mailto:kacakop@seznam.cz)

Kateřina Kopecká

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*Appendix C Pilot questionnaire for British respondents*

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## Questionnaire

This questionnaire was designed as a part of the business dissertation at the University of Huddersfield. This dissertation pursues the topic of **different attitudes towards the European Union and labour migration in Great Britain and the Czech Republic**.

All information given in this questionnaire is **anonymous** and it will be used exclusively for statistical data processing, not for different purpose.

The questionnaire is divided into **4 thematic parts** –attitudes towards the EU, attitudes towards labour migration as someone who may move, attitudes towards labour migration as a member of a host country and general information.

### *Instructions for completion the questionnaire*

For easy and correct completion of this questionnaire, please, read these instructions carefully. It is possible to tick **just one answer** by majority of questions. If different, the instructions are specified **behind** the relevant question. Please, **tick the most appropriate answer** as shown .

---

## I. General information

### 1. Gender

- Female  
 Male
- 

### 2. Age

- 16-25 years  
 26-35 years  
 36-45 years  
 46-55 years  
 56 years and more

**3. The level of achieved education**

- School
- College
- Undergraduate
- Postgraduate
- Professional

**II. Attitudes towards the EU**

**4. Do you think that the membership of Great Britain in the European Union is good or bad thing?**

- good thing
- rather good thing
- neither good nor bad thing
- rather bad thing
- bad thing
- don't know

**5. Taking everything into account, do you assume that Great Britain has benefited from being member of the EU or not?**

1 2 3 4 5 6

Firmly benefited             Did not benefit at all     don't know

**6. Where do you look for required information about the EU? (tick max. 3 answers)**

- newspapers
- radio
- television
- internet
- informational centres
- other (cite please where)\_\_\_\_\_
- don't look for them

**7. Are you proud of being the EU citizen?**

1 2 3 4 5 6

Fairly proud                 not proud at all       don't know

---

**III. Attitudes towards labour migration as someone who may move**

**8. Would you be interested in working abroad?**

- I am already working abroad
  - I am looking for a job abroad
  - I am going to start looking for a job abroad
  - I would be interested if I get some working offer, but I am not looking for any
  - don't know yet
  - I am rather not interested
  - I would not be interested even if I get some working offer
- 

**9. Which country would you be interested in the most?**

Within the EU (*tick max. 2 answers*):

- Germany
- Sweden
- France
- Portugal
- Austria
- Spain
- no country within the EU
- other country (please complete which one)\_\_\_\_\_

Out of the EU (*tick max. 2 answers*):

- USA
- Canada
- Australia



- New Zealand
- Japan
- Switzerland
- no country out of the EU
- other country (please complete which one)\_\_\_\_\_

**10. How long would you like to stay abroad?**

Time data: \_\_\_\_\_

- indefinitely
- as long as is strictly necessary

**11. In your opinion to what extent do the following facts influence the interest in working abroad?**

		1	2	3	4	5	6	
a. knowledge of languages	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
b. good job in GB	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
c. family, friends, background	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
d. age	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
e. personal health	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
f. fear of discrimination abroad	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
g. I am here at home, I am British	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
h. different culture	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all

**IV. Attitudes toward labour migration as a member of a host country**

**12. Do you think that the foreigners should be employed in Great Britain?**

- yes
- slightly yes
- slightly no
- no
- don't know

**13. To what extent do you agree or disagree with following statements?**

a. Foreigners from different states of the EU should be privileged over other foreigners.

1 2 3 4 5 6

Strongly agree             Strongly disagree

b. Cheap working labour from abroad threatens the employment of the British citizen.

1 2 3 4 5 6

Strongly agree             Strongly disagree

c. Employment of foreigners in the areas with high unemployment should be regulated.

1 2 3 4 5 6

Strongly agree             Strongly disagree

d. Foreigners should be employed only in jobs the British citizens are not interested in.

1 2 3 4 5 6

Strongly agree             Strongly disagree

---

**14. How long should it take to the foreigners working in Great Britain to become rightful citizens of Great Britain?**

Time data: \_\_\_\_\_

immediately after arrival

never

don't know

---

Thank you for your co-operation by completion of this questionnaire and providing the information that is essential for developing this research.

Katerina Kopecka

*Appendix D Final questionnaire for British respondents*

---

## Questionnaire

This questionnaire was designed as a part of the business dissertation at the University of Huddersfield. This dissertation pursues the topic of different attitudes towards the European Union and labour migration in Great Britain and the Czech Republic.

All information given in this questionnaire is anonymous and it will be used exclusively for statistical data processing, not for different purpose.

The questionnaire is divided into 4 thematic parts –attitudes towards the EU, attitudes towards labour migration as someone who may move, attitudes towards labour migration as a member of a host country and general information.

### *Instructions for completion the questionnaire*

For easy and correct completion of this questionnaire, please, read these instructions carefully. It is possible to tick **just one answer** by majority of questions. If different, the instructions are specified **behind** the relevant question. Please, **tick the most appropriate answer** as shown .

---

### I. Attitudes towards the EU

#### 1. The membership of Great Britain in the European Union is:

- good thing
- rather good thing
- neither good nor bad thing
- rather bad thing
- bad thing
- don't know

**2. Taking everything into account, to what extent has Great Britain in your opinion benefited from being member of the EU?**

1 2 3 4 5 6

Firmly benefited       Did not benefit at all  don't know

**3. Where do you look for information you require about the EU? (tick max. 3 answers)**

- newspapers
- radio
- television
- internet
- informational centres
- other (cite please where) \_\_\_\_\_
- don't look for them

**4. Are you proud of being the EU citizen?**

1 2 3 4 5 6

Fairly proud       not proud at all  don't know

**II. Attitudes towards labour migration as someone who may move**

**5. Would you be interested in working abroad?**

- I am already working abroad
- I am looking for a job abroad
- I am going to start looking for a job abroad
- I would be interested if I get some working offer, but I am not looking for any
- I would not be interested even if I get some working offer \*
- I am rather not interested \*
- don't know yet

*\* If you ticked the answer „I am rather not interested“ or „I would not be interested even if I get some working offer“ please continue with question no. 8.*

**6. Which country would you be interested in working the most?**

Within the EU (*tick max. 2 answers*):

- Germany
- Sweden
- France
- Portugal
- Austria
- Spain
- no country within the EU
- other country (please complete which one)\_\_\_\_\_

Out of the EU (*tick max. 2 answers*):

- USA
- Canada
- Australia
- New Zealand
- Japan
- Switzerland
- no country out of the EU
- other country (please complete which one)\_\_\_\_\_

**7. How long would you like to stay working abroad? (please give time data in months or tick appropriate box)**

Time data: \_\_\_\_\_

- indefinitely
- as long as is strictly necessary

---

**8. In your opinion to what extent do the following facts influence the interest in working abroad? (please tick one answer in each line)**

		1	2	3	4	5	6	
a. knowledge of languages	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
b. good job in GB	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
c. family, friends, background	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
d. age	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
e. personal health	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
f. fear of discrimination abroad	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
g. I am here at home, I am British	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all
h. different culture	very powerfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	not at all

**III. Attitudes toward labour migration as a member of a host country**

**9. Do you think that the foreigners should be employed in Great Britain?**

- yes
- slightly yes
- slightly no
- no
- don't know

**10. To what extent do you agree or disagree with following statements?**

a. Foreigners from different states of the EU should be privileged over other foreigners.

1 2 3 4 5 6

Strongly agree                 Strongly disagree

b. Cheap working labour from abroad threatens the employment of the British citizen.

1 2 3 4 5 6

Strongly agree                 Strongly disagree

c. Employment of foreigners in the areas with high unemployment should be regulated.

1 2 3 4 5 6

Strongly agree                 Strongly disagree

d. Foreigners should be employed only in jobs the British citizens are not interested in.

Strongly agree      1 2 3 4 5 6      Strongly disagree

---

**11. How long should it take to the foreigners working in Great Britain to become rightful citizens of Great Britain? (Please give time data in months or tick appropriate box)**

Time data: \_\_\_\_\_

- immediately after arrival
  - never
  - don't know
- 

#### **IV. General information**

##### **12. Gender**

- Female
  - Male
- 

##### **13. Age**

- 16-25 years
  - 26-35 years
  - 36-45 years
  - 46-55 years
  - 56 years and more
- 

##### **14. The level of achieved education**

- School
  - College
  - Undergraduate
  - Postgraduate
  - Professional
-

Thank you for your co-operation by completion of this questionnaire and providing the information that is essential for developing this research.

Katerina Kopecka