

## **Přílohy**

### **Otázky k rozhovorům s expatrioty**

#### **A) Oblast pracovní**

Z jaké země pocházejí?

Důvody, proč se rozhodli pracovat v cizí zemi?

Jak jste získal/a práci v ČR?

Platil zaměstnavatel Vaše výdaje s přestěhováním/přesunem do ČR?

Je ČR první cizí zemí, ve které žijí a pracují?

Jak dlouho plánují zůstat?

V jaké oblasti pracují?

Na jaké pozici pracují?

Na jaké pozici pracoval doma?

Je to pozice, se kterou jste spokojen/a? Přemýšlíte o změně?

Jaké jsou zásadní/hlavní rozdíly práce doma a u nás v ČR? (pracovní prostředí, kolektiv, kolegové, podřízení, nadřízení), technické vybavení pracoviště, pracovní podmínky atd.

Hovoříte se svými kolegy o svém soukromí, popř. jak často, jak blízce?

Jste spokojen/a s prací v ČR?

Jste spokojen/a se životem v ČR?

#### **B) Oblast osobní a rodinná**

Přijeli s rodinou/bez rodiny?

Navštěvuje Vaše žena/Váš muž zaměstnání zde v ČR?

Chodí děti do české školy nebo školy pro cizince?

Společenské aktivity v Brně?

#### **C) Život v komunitě**

Co oceňují?

Co jim chybí?

#### **D) Obecné zhodnocení**

Co jsou hlavní pozitiva pobytu v České republice?

Co jsou hlavní negativa?

#### **E) Další dotazy**

Setkal/a jste se při příjezdu do země s nějakými neočekávanými problémy?  
Jaké služby, či výrobky Vám zde chybí?  
Jaké služby, či výrobky jste v ČR objevil/a a chybí ve vaší rodné zemi?  
Pocitujete v ČR jazykovou bariéru?  
Učíte se česky? Pokud ano, navštěvujete kurzy, nebo se učíte sám/sama?  
Má firma, ve které pracujete vypracovány speciální programy pro integraci a práci s cizinci?  
Existují zde spolky vašich krajanů? Pokud ano, účastníte se setkání?  
Jakým způsobem komunikujete s rodinou a přáteli ve Vaší rodné zemi?  
Jak často a na jak dlouho cestujete do Vaší rodné země?  
Doporučil/a byste tuto zkušenost s prací a životem v ČR Vaším přátelům?  
Co byste udělal/a jinak, kdybyste měla znovu možnost vybrat si práci a život v ČR?  
Jaká jsou vaše doporučení, pokud jde o pobyt cizinců v Čechách/v Brně?  
Co by se mělo zlepšit, změnit, co zde chybí?  
Co Vám nejvíce pomohlo integrovat se v Brně/v ČR?  
Setkal/a jste se někdy s diskriminací? Pokud ano, kdy, jakým typem, apod.?  
Koupil/a jste si v ČR dům/byt/auto a podobně?

## **F) Analýza firemního prostředí**

Existuje písemný dokument týkající se integrace cizinců a diverzitního týmu?  
Provádí firma etický a sociální audit?  
Jakou roli hrají cizinci ve firmě?

## **Otázky k rozhovorům s expatrioty – volný anglický překlad**

### **A) Work**

Where are you from?

What was the purpose (reason) to go to work abroad?

How did you get the job in the CZ?

Did you choose the Czech Republic by yourself? If yes, why?

Did your employer paid your moving expences?

Is the CZ the first abroad country you work in?

How long have you been in the CZ?

How long do you plan to persist here in CZ?

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

What is your position?

Are you satisfied with this position? Do you hesitate about any change?

What was your work position in your country?

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Are you satisfied with job in the CZ?

Are you satisfied with life in the CZ?

### **B) Family**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Does your partner (if you have one) attend work here?

Is he/she czech?

Do your children (if you have any) attend regular czech school, or school for foreigners?

Do you attend any public occasions in Brno (or different city in the CZ)?

### **C) Community Life**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

What do you like about these communities?

What is missing here, even if there is a community?

#### **D) General Evaluation**

What are the biggest PROs of life in the CZ?

What are the biggest CONs?

#### **E) Other Questions**

Did you have any difficulties when coming to the CZ?

Do you miss any products, or services here?

Did you find any products or services that are missing in your country?

Do you have (do you feel) the language barrier?

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

Did the company you are working for compiled any special programmes for integration and working with the foreigners? Please, feel free to tell more about it.

How do you communicate with your family and friends from your country?

How often and for how long do you travel to your country?

Would you recommend this work and life experience to your friends?

What would you change if you could turn back time (about work and job in the CZ)?

What are your recommendations for foreigners about stay in the CZ?

What should be changed/what is missing here/...

What helped you the most to integrate in Brno? (or city you stay in)

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

Did you buy a house/apartment/car here?

#### **F) Organization Environment**

Did the company you are working for compiled any special document about integration and diversity team?

Does the company you are working for make ethic and social audit?

What do foreigners mean in this company?

## **Zkrácené přepisy rozhovorů**

### **Interview with Adam**

Průběh rozhovoru: Rozhovor s Adamem probíhal v kavárně v centru Brna.

#### **A) WORK**

Where are you from?

USA

What was the purpose (reason) to go to work abroad?

To gain some international experience.

How did you get the job in the CZ?

I transferred with my previous company.

Did you choose the Czech Republic by yourself? If yes, why?

Yes. I chose the Czech Republic because of its central location.

Did your employer paid your moving expences?

Yes, they paid for half of my moving expenses.

Is the CZ the first abroad country you work in?

Yes.

How long have you been in the CZ?

1.5 years

How long do you plan to persist here in CZ?

2 to 3 years.

In what sphere do you work?

IT

What is your position?

Project Manager

Are you satisfied with this position? Do you hesitate about any change?

Yes, I am satisfied. I am not hesitating any changes.

What was your work position in your country?

The same, project manager.

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

The biggest differences are the cultural differences and the Czech labor code.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes, once or twice a week. Full-disclosure.

Are you satisfied with job in the CZ?

Yes.

Are you satisfied with life in the CZ?

Yes.

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone

## **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

Yes. Expats meetings once a month.

What do you like about these communities?

It's a chance to socialize with other expats in Brno.

What is missing here, even if there is a community?

More social events.

#### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

The low-cost quality of life.

What are the biggest CONs?

I haven't found any.

#### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

It took 5 months to get the necessary approvals from the CZ government because I am not an EU citizen.

Do you miss any products, or services here?

There are a few products that I wish I could get here. The biggest thing that I miss here is good customer service.

Do you have (do you feel) the language barrier?

Yes, every day.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

I take two lessons (3 hours) per week. I take private lessons.

Did the company you are working for compiled any special programmms for integration and working with the foreigners? Please, feel free to tell more about it.

No.

How do you communicate with your family and friends from your country?

Skype, e-mail and Facebook.

How often and for how long do you travel to your country?

I have not visited the USA yet. I plan to go visit in 2012.

Would you recommend this work and life experience to your friends?

Yes. But they have to count with some little problems and culture differences.

What would you change if you could turn back time (about work and job in the CZ)?

I would try to learn more Czech before coming here.

What should be changed/what is missing here/...

Longer shop hours and better customer service would be great.

What helped you the most to integrate in Brno? (or city you stay in)

Learning Czech and meeting other foreigners has helped.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No

Did you buy a house/apartment/car here?

No.

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

Yes

Does the company you are working for make ethic and social audit?

Yes

What do foreigners mean in this company?

My company could not survive without foreign workers.

## **Interview with Brian**

Průběh rozhovoru: Rozhovor s Brianem probíhal v restauraci v Brně.

### **A) WORK**

Where are you from?

Germany

What was the purpose (reason) to go to work abroad?

New challenges and experiences in a new country and culture.

How did you get the job in the CZ?

Via an offer from the company I am working for.

Did you choose the Czech Republic by yourself? If yes, why?

Yes.

Did your employer paid your moving expences?

Only a little part / but from that you can not cover all expenses.

Is the CZ the first abroad country you work in?

No, I was working in the US.

How long have you been in the CZ?

2 years

How long do you plan to persist here in CZ?

Until I get bored of it and would like to have a change / new experiences.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

IT

What is your position?

Project Manager / Team Lead

Are you satisfied with this position? Do you hesitate about any change?

I am ok, some days are better some days are worse / live is full of changes and developments therefore I do educate myself and learn day by day.

What was your work position in your country?

Project Manager

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

A different culture of the inhabitants of the country / different working culture due to personal cultural backgrounds and experiences of the people.

But in general what I love the most here is the young environment I am working in and the hundreds of cultures, experiences, opinions, habits, moods and handlings that come together. Concerning the working conditions they are related to the country laws and to be honest some of them even though they are a lot stricter I like a lot. For example The sick leave payments law etc. In Germany you can stay home 3 days without turning in a doctors note and due to that a lot of employees use it and therefore develop a lot of trouble especially for little companies.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes, they are not only colleagues, they are friends and family living abroad!

Are you satisfied with job in the CZ?

Yes

Are you satisfied with life in the CZ?

Yes, I love it, the value of freedom and what I can get for my money over here enables me a lot more to enjoy good things as such as theatre, opera, ballet and all this culture

things, that are a huge variety here to a fantastic price! as well the huge variety of bars and restaurants with delicious food and wine, is just fantastic!

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone.

Does your partner (if you have one) attend work here?

Yes.

Is he/she czech?

No.

Do you attend any public occasions in Brno (or different city in the CZ)?

Yes festivals, travels a lot of things all over czech republic!

## **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

There is an expat meeting once a month each last Thursday, but i only have been twice it is not to great to be honest. But for a start fine. I am here for already 2 years and over that time you find your friends and people you would like to be around with.

What is missing here, even if there is a community?

A german church and community / even though we are so close to the austrian boarder, there is nothing i have heard of.

## **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

The czechs you meet and have as friends, you will have for a life time, I know it I can feel it, they are very special!

What are the biggest CONs?

Concerning work life:

A lot of czechs are going the way of avoiding conflict and going the easiest way / no matter if it could turn out better for them to argue that direction / the easiest way is often taken instead going for it.

Concerning cars:

A lot of czech drive like maniacs, they overestimate their control of the car and have tons of accidents / I use the highway to Prague quite often and there is never a time I do not see any accidents, especially a lot of accidents where only one car is involved / howsoever they work that out to happen, but it is sad.

As well a lot of people do not care how they park, I have so many scratches and bumps in my car since I got here it is crazy to see that / as my car is already 13 years old I wont do much about it, but if I would have a never one, I would be quite disappointed.

Concerning rents, apartments and deals:

Since I am german there exists somehow the stereotye, I have money, therefore a lot of people think, wow we can get it out of her.

## **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

Third day in czech republic they broke into my car and stole everything they could get (to be honest not a great welcome / nevertheless, this could have happened as well anywhere else) but still was a strange start

I was offered a short term apartment with wonderful pictures via internet and when i arrived I came into a bad place with mold and disgusting surface, carpet etc. Very very nasty to live in!

Do you miss any products, or services here?

Products: german bread, as czech bread has cumin in everything, but to be honest this is one thing i have always missed no matter in which country i lived, this is just a german thing!

Services: a lot of waiters / waitresses are rude, as well shop assistance etc. I had a talk about this different behaviour with a couple of czech friends and a lot of them told me it might have to do with the history (as during communism times, those who were able to have a shop where the bad ones seen from communism point of view / therefore it is somehow professional being a bit rude) funny explanation and I think not very smart approach. Nevertheless I think in those sectors there is huge room of improvement. Another example one of my friends was staying at the Luxury Hotel Comsa and this was the worst service me and him have ever experienced, the service desk did not care, he wanted to check in, they rather chatted first with their colleagues instead of taking care of the customer and so on and so on...

Did you find any products or services that are missing in your country?

Czech products missing in Germany: the variety of good and cheap food in the restaurants!

Do you have (do you feel) the language barrier?

Yes.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

I used to, but to be honest a huge challenge to face / as I am mainly at work and there use only german and english, it is not really necessary to have to speak czech.

Did the company you are working for compiled any special programmes for integration and working with the foreigners? Please, feel free to tell more about it.

No.

How do you communicate with your family and friends from your country?

Via cell phone or skype.

How often and for how long do you travel to your country?

Once all two or three month depends what is coming up / but as it is quite close, so no big barrier for me to go home.

Would you recommend this work and life experience to your friends?

Yes.

What would you change if you could turn back time (about work and job in the CZ)?

Nothing / i would do it again (well may be the breaking and stealing part i would take out as well the nasty apartment the first month!)

What are your recommendations for foreigners about stay in the CZ?

Yes, definatly this is a beautiful country with beautiful culture, people and habbits and I do not have to have missed this in my life! Especially brno is a fantastic city with tons of new things to see every day, there is never a day I am walking past the same places and I do not see something new, even though I have passed it for hundreds of times!

What should be changed/what is missing here/...german bread.

What helped you the most to integrate in Brno? (or city you stay in)

My openness for new things and going straight forward to people and just doing stuff to get familiar with the culture, city, people and so on and so on...

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No, we life in Europe!

Did you buy a house/apartment/car here?

No

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

Yes, they have a whole program running internally!

Does the company you are working for make ethic and social audit?

Not that I am aware off.

What do foreigners mean in this company?

We have more than 86 nationalities working for us, that to be honest you can say includes almost one of each country in the world..and gives tons of global bases and a huge varitiy of cultures, languages etc. But in general, that is the heart and the key for the company to be sucessful to run the business over here!

## **Interview with Cindy**

Průběh rozhovoru: Rozhovor s Cindy probíhal prostřednictvím Skype a webové kamery.

### **A) WORK**

Where are you from?

The Netherland

What was the purpose (reason) to go to work abroad?

Financial opportunity.

How did you get the job in the CZ?

My friend had a company here in the CZ.

Did you choose the Czech Republic by yourself? If yes, why?

Yes.

Did your employer paid your moving expences?

Yes.

Is the CZ the first abroad country you work in?

No. Before CZ I was in Germany.

How long have you been in the CZ?

18 years

How long do you plan to persist here in CZ?

Forever.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

Accounting.

What is your position?

Department manager.

Are you satisfied with this position? Do you hesitate about any change?

Yes, I am satisfied.

What was your work position in your country?

Worker in gastronomy.

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

After all the time spent in the CZ I feel no differences.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Only few close friends.

Are you satisfied with job in the CZ?

Yes

Are you satisfied with life in the CZ?

Yes

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone, but I found a partner here.

Does your partner (if you have one) attend work here?

Yes.

Is he/she czech?

Yes.

Do your children (if you have any) attend regular czech school, or school for foreigners?

No.

Do you attend any public occasions in Brno (or different city in the CZ)?

No.

### **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

No.

### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

No stress and cheap beer.

What are the biggest CONs?

No cons for me.

### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

Language barrier.

Do you miss any products, or services here?

Not anymore.

Did you find any products or services that are missing in your country?

No.

Do you have (do you feel) the language barrier?

Not anymore.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

I studied by myself.

Did the company you are working for compiled any special programmes for integration and working with the foreigners? Please, feel free to tell more about it.

No

How do you communicate with your family and friends from your country?

MSN and phone.

How often and for how long do you travel to your country?

Hardly ever.

Would you recommend this work and life experience to your friends?

Yes, but only if they decide to stay here. There is no need to come for a short time.

What would you change if you could turn back time (about work and job in the CZ)?

Nothing.

What helped you the most to integrate in Brno? (or city you stay in)

Friends.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No.

Did you buy a house/apartment/car here?

A car.

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

No.

Does the company you are working for make ethic and social audit?

No.

What do foreigners mean in this company?

People with experiences.

## **Interview with David**

Průběh rozhovoru: Rozhovor s Davidem probíhal společně s Ivanou (další respondentkou) v kavárně v Brně.

### **A) WORK**

Where are you from?

USA

What was the purpose (reason) to go to work abroad?

To train new colleagues while continuing my regular work.

How did you get the job in the CZ?

I transferred with the same company I already worked for.

Did you choose the Czech Republic by yourself? If yes, why?

Yes and no. The position was offered to me and I accepted, so I didn't just say to myself that I would look for work here by myself.

Did your employer paid your moving expences?

Yes.

Is the CZ the first abroad country you work in?

No, before this I worked in Denmark. I have also work short term in Germany, France, England and Italy.

How long have you been in the CZ?

3 years

How long do you plan to persist here in CZ?

At least until the end of 2011, but probably longer.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

Production and business support.

What is your position?

Business Support Manager

Are you satisfied with this position? Do you hesitate about any change?

I am more or less satisfied with my work.

What was your work position in your country?

I worked in the same department (Business Support) but not as manager.

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, .)

The way colleagues interact is very different. In the US people are used to working together, always talking and solving problems with each other. In the CZ I hardly ever talk with my colleagues during work. Other than that, there is little difference.

Do you talk to your colleagues about your personal life? If yes, how often? How "deeply"?

Very rarely, and never at work - only after work when we occasionally go out.

Are you satisfied with job in the CZ?

Yes, but I miss the interaction.

Are you satisfied with life in the CZ?

Yes. There are some things I don't like, of course (the paperwork, the old facilities, the winter) but many things I like (my friends, hospody, summer).

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone.

Does your partner (if you have one) attend work here?

Yes.

Is he/she czech?

Yes.

### **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

I do know about them, but I don't attend.

What do you like about these communities?

I don't like them so much. I understand that people want to be with other people from their country, but I don't really want that. Otherwise I would have stayed in the US.

What is missing here, even if there is a community?

I think what is missing is a way for foreigners to come into contact with Czechs. It's not easy, and there aren't very many social events where Czechs and foreigners are encouraged to meet and talk together.

### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

It's right in the middle of EU so you can travel all over. Once you finally get to know people and how things work, it's a pretty comfortable place to live - easy to go out to eat or dance.

What are the biggest CONs?

The bureaucracy and needless paperwork. Waiting in lines at the store or at the doctor. Not being able to go jogging in the park without people staring at you like you're crazy for actually exercising

## **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

Not too bad, but problems and questions about my taxes and work permit (long term/short term visa)

Do you miss any products, or services here?

I miss a nice swimming pool and gym (I have found some "cheap" places I usually go, because they are close by, but I wouldn't say they were nice). I also miss good mexican food. And the doctor isn't exacty convenient or helpful.

Did you find any products or services that are missing in your country? Bryndzové halušky!

Do you have (do you feel) the language barrier?

Ne. Po třech letech mluvím poměrně dobře česky. Na jazyky mám talent, ale čeština je rozhodně výzva.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

I studied by myself for over 2 years, and made a lot of progress, but in the end I admitted defeat and started going to lessons, 2 hours once a week.

Did the company you are working for compiled any special programms for integration and working with the foreigners? Please, feel free to tell more about it.

No. None. I actually had to ask if the company would give me Czech lessons.

How do you communicate with your family and friends from your country?

On skype or via email.

How often and for how long do you travel to your country?

Usually once per year, from 10 days to 4 weeks at a time.

Would you recommend this work and life experience to your friends?

Only to the brave, patient and adventurous ones.

What would you change if you could turn back time (about work and job in the CZ)?

I would find a different flat. I feel like there is no protection for people looking for a flat in the CZ, and while I'm not really happy where I live (it is too expensive) it is hard to move, when all my paperwork lists that address.

What are your recommendations for foreigners about stay in the CZ?

Make your employer handle all of the paperwork and find a flat for you.

- What should be changed/what is missing here/... There should be a longer visa period. In many countries you only need a work contract, and you get a 3 year visa. In CZ you need your work contract, your rental contract, your permit from úřad práce, your declaration of innocence from the police (or whatever it's called), a bank account, etc. And whichever expires first, that's when your visa expires. I have already gotten 5 visas in 3 years - compare that to 1 visa and a lot less paperwork for work in Denmark.

What helped you the most to integrate in Brno? (or city you stay in)

[www.couchsurfing.com](http://www.couchsurfing.com)

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

Sometimes. It's apparent sometimes that people know I'm a foreigner and treat me like crap, but I think they treat everyone like crap... I have been refused service before, and even refused entry into some clubs (Caribic is known for not letting foreigners in, for example. They tell foreigners that everything is already "reserved" and send you away, but then they let Czech people in). I have also been charged more money than Czechs because of being a foreigner.

Did you buy a house/apartment/car here?

No. I can't imagine the paperwork that would involve.

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

No.

Does the company you are working for make ethic and social audit?

No, not that I know of.

What do foreigners mean in this company?

Well, the company is actually a Danish company and the owners are a Swedish concern. There should be some kind of social training but there's not. The production facility in Brno has mostly Czech employees, though. There are now only 2 Danes working there, and me.

## **Interview with Elena**

Průběh rozhovoru: Rozhovor s Elenou byl z části telefonický a kombinovaný s odpověďmi pomocí e-mailu.

### **A) WORK**

Where are you from?

Bulgaria.

What was the purpose (reason) to go to work abroad?

Opportunity to work for international company and salary.

How did you get the job in the CZ?

Heard from a friend of mine and applied for the job through normal interview proces.

Did you choose the Czech Republic by yourself? If yes, why?

No, my mother was here in the beginning.

Did your employer paid your moving expences?

Yes.

Is the CZ the first abroad country you work in?

Yes.

How long have you been in the CZ?

9 years

How long do you plan to persist here in CZ?

I was not thinking about it.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

IT

What is your position?

Project Manager

Are you satisfied with this position? Do you hesitate about any change?

Satisfied, change maybe – people manager.

What was your work position in your country?

None. I moved here when I was 18.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes, on a daily basis, depending on friend about the deepness.

Are you satisfied with job in the CZ?

Yes

Are you satisfied with life in the CZ?

Yes

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Mother

Does your partner (if you have one) attend work here?

Yes

Is he/she czech?

Yes

Do you attend any public occasions in Brno (or different city in the CZ)?

Yes, Balet Dances

### **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

Yes

What do you like about these communities?

Feeling like at home.

What is missing here, even if there is a community?

Czech people are much more „closed“ than the bulgarians.

### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

Stability of the government, perspective at the work place.

What are the biggest CONs?

As mentioned above, the culture of the Czech people.

### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

No.

Do you miss any products, or services here?

Yes, food, huge disco places like in Bulgaria.

Did you find any products or services that are missing in your country?

No.

Do you have (do you feel) the language barrier?

Not anymore.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?  
I did study by myself in the beginning.

Did the company you are working for compiled any special programms for integration and working with the foreigners? Please, feel free to tell more about it.  
No.

How do you communicate with your family and friends from your country?  
Phone.

How often and for how long do you travel to your country?  
2-3times per year for about a week.

Would you recommend this work and life experience to your friends?  
Yes.

What would you change if you could turn back time (about work and job in the CZ)?  
Nothing.

What are your recommendations for foreigners about stay in the CZ?  
Ask about your rights and follow up on them.

What helped you the most to integrate in Brno? (or city you stay in)  
Community, friends.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.  
Yes, in the beginning when didn't know English, CZ people are not so well skilled in languages.

Did you buy a house/apartment/car here?  
Yes, apartment and a car.

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

Yes.

Does the company you are working for make ethic and social audit?

Not aware of.

What do foreigners mean in this company?

Everything. 70% of the employees in the company are foreigners.

## **Interview with Frank**

Průběh rozhovoru: Rozhovor s Frankem probíhal prostřednictvím MSN Messengeru.

### **A) WORK**

Where are you from?

India

What was the purpose (reason) to go to work abroad?

I am married to a person who is settled in Brno, so had to shift.

Did you choose the Czech Republic by yourself? If yes, why?

No I did not.

Is the CZ the first abroad country you work in?

Yes.

How long have you been in the CZ?

More than 4 years.

How long do you plan to persist here in CZ?

Forever.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

Finance and Accounting

What is your position?

Process Specialist.

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

Its more relaxed working conditions in here than in India.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes, ofcourse. I am a bit talkative.

Are you satisfied with job in the CZ?

Very satisfied.

Are you satisfied with life in the CZ?

Of course.

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

I did not come with my husband, but I joined him here.

Does your partner (if you have one) attend work here?

Yes

Is he/she czech?

No.

## **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

Yes, I know. Its called Brno Expats, Also we meet people through Moravian gallery Exhibition and go on tours.

What do you like about these communities?

Its a social communities, we get to know lots of people either foreigner or Czechs.

What is missing here, even if there is a community?

I would prefer some Czechs to open to all the ethnicities. Its too much to ask but it would be good.

#### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

Care free lifestyle.

What are the biggest CONs?

Haven't found anything.

#### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

Not much.

Do you miss any products, or services here?

Yes, good Indian restaurants, especially south Indian restaurants (I know its too much to ask).

Do you have (do you feel) the language barrier?

Yes, since i work in a multilanguage environment, I speak in English, at home in my mother tongue. So I did not get a chance to learn Czech yet. But I feel its very necessary, hopefullyI will learn it soon.

Did the company you are working for compiled any special programms for integration and working with the foreigners? Please, feel free to tell more about it.

Yes, lots of activities.

How do you communicate with your family and friends from your country?

By phone.

How often and for how long do you travel to your country?

Once in 2 years.

Would you recommend this work and life experience to your friends?

Maybe. Depends on the person.

What helped you the most to integrate in Brno? (or city you stay in)

People at work.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

I have heard many stories about that and was very concerned when I came here. But fortunately I did not have any problems as such. I feel people in Czech respect educated people no matter who they are!

Did you buy a house/apartment/car here?

Yes, a house.

## **F) ORGANIZATION ENVIRONMENT**

What do foreigners mean in this company?

Language skills.

## **Interview with Gabriela**

Průběh rozhovoru: Rozhovor s Gabrielou probíhal prostřednictvím Skype.

### **A) WORK**

Where are you from?

Armenie

What was the purpose (reason) to go to work abroad?

Improve lifestyle.

How did you get the job in the CZ?

Relatives living here.

Did you choose the Czech Republic by yourself? If yes, why?

No, my parents did.

Did your employer paid your moving expences?

At the time I was unemployed.

Is the CZ the first abroad country you work in?

No, England.

How long have you been in the CZ?

15 years.

How long do you plan to persist here in CZ?

Forever.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

IT

What is your position?

Service manager.

Are you satisfied with this position? Do you hesitate about any change?

I don't like working shifts.

What was your work position in your country?

Student.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes, a lot.

Are you satisfied with job in the CZ?

Yes.

Are you satisfied with life in the CZ

Yes.

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Family, parents, syblings.

## **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

There are some, but I don't know them and I don't attend any.

## **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

Good services.

What are the biggest CONs?

Some expensive stuff.

### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

Language.

Do you miss any products, or services here?

Yes, food.

Did you find any products or services that are missing in your country?

Mainly services and better scale of products.

Do you have (do you feel) the language barrier?

Not anymore.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

I went to language school.

Did the company you are working for compiled any special programmes for integration and working with the foreigners? Please, feel free to tell more about it.

No.

How do you communicate with your family and friends from your country?

Armenian.

How often and for how long do you travel to your country?

Once a year.

Would you recommend this work and life experience to your friends?

Yes, this is lovely country.

What are your recommendations for foreigners about stay in the CZ?

Learn czech, learn czech, learn czech.

What helped you the most to integrate in Brno? (or city you stay in)

People, friends.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No.

Did you buy a house/apartment/car here?

So far not.

#### **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

No.

Does the company you are working for make ethic and social audit?

No.

What do foreigners mean in this company?

Clients.

## **Interview with Henry**

Průběh rozhovoru: Rozhovor s Henrym probíhal osobně v kavárně v Brně.

### **A) WORK**

Where are you from?

Poland

What was the purpose (reason) to go to work abroad?

Gain some international experience.

How did you get the job in the CZ?

Thru employer.

Did you choose the Czech Republic by yourself? If yes, why?

Yes, because it's close to Poland.

Did your employer paid your moving expences?

No.

Is the CZ the first abroad country you work in?

Yes.

How long have you been in the CZ?

5 months

How long do you plan to persist here in CZ?

1-2 years

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

IT

What is your position?

Network supervisor.

Are you satisfied with this position? Do you hesitate about any change?

Yes, I am satisfied and I am not hesitating about any changes so far.

What was your work position in your country?

Network operator.

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

Very similar conditions.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes, to my close colleagues-friends.

Are you satisfied with job in the CZ?

Yes.

Are you satisfied with life in the CZ?

Yes.

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone.

Do you attend any public occasions in Brno (or different city in the CZ)?

Concerts, clubbing.

## **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

No.

#### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

Cheep beer, nice girls.

What are the biggest CONs?

Missing friends.

#### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

No.

Do you miss any products, or services here?

Some polish things at grocery store.

Did you find any products or services that are missing in your country?

Absinth.

Do you have (do you feel) the language barrier?

Yes, a little bit.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

I take lessons.

Did the company you are working for compiled any special programmes for integration and working with the foreigners? Please, feel free to tell more about it.

Not aware of any.

How do you communicate with your family and friends from your country?

Roaming, skype.

How often and for how long do you travel to your country?

Some holidays, it depends how long this holiday last.

Would you recommend this work and life experience to your friends?

Yes, definitely.

What would you change if you could turn back time (about work and job in the CZ)?

Found better apartment.

What helped you the most to integrate in Brno? (or city you stay in)

Polish friends and colleagues.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No.

Did you buy a house/apartment/car here?

No.

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

No.

Does the company you are working for make ethic and social audit?

No.

What do foreigners mean in this company?

More employers with abroad experiences.

## **Interview with Ivana**

Průběh rozhovoru: Rozhovor s Ivanou probíhal společně s Davidem (dalším respondentem) v kavárně v Brně.

### **A) WORK**

Where are you from?

UK

What was the purpose (reason) to go to work abroad?

Experience with work abroad.

How did you get the job in the CZ?

Found on the internet.

Did you choose the Czech Republic by yourself? If yes, why?

Yes, I have family roots here.

Did your employer paid your moving expences?

No.

Is the CZ the first abroad country you work in?

Yes.

How long have you been in the CZ?

2 years.

How long do you plan to persist here in CZ?

Maybe 3 more years, but it is difficult to plan it.

In what sphere do you work? (IT, education, gastronomy, entertainment,...)

Social services

What is your position?

Support worker, personal coach

Are you satisfied with this position? Do you hesitate about any change?

Yes I am, but training for better profession

What was your work position in your country?

Social worker

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

Pay scale differences, In czech there are less opportunities for work promotion and professional development. Health and safety conditions are better in the UK.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes I am, perhaps almost every week, but need to know in what extend I can aloud myself to talk about my life and also know the bounderies between my work colleague and friend.

Are you satisfied with job in the CZ?

Yes.

Are you satisfied with life in the CZ?

Yes.

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone.

Does your partner (if you have one) attend work here?

Yes.

Is he/she czech?

UK

### **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

Yes.

What do you like about these communities?

Gathering together, exchanging their views, helping each other and cooperating.

What is missing here, even if there is a community?

Voluntary sector.

### **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

Location. Close to Poland, Germany, Austria.

What are the biggest CONs?

Wrong driving side, expensive phone calls.

### **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

Language barrier.

Do you miss any products, or services here?

Yes. There should be more clubs run by volunteers for general public who could socialise and interact within the area of living.

Did you find any products or services that are missing in your country?

No.

Do you have (do you feel) the language barrier?

Sometimes.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

Lessons in private school.

Did the company you are working for compiled any special programms for integration and working with the foreigners? Please, feel free to tell more about it.

No.

How do you communicate with your family and friends from your country?

Phone, skype and post.

How often and for how long do you travel to your country?

Once a year for week or so.

Would you recommend this work and life experience to your friends?

To some brave ones.

What would you change if you could turn back time (about work and job in the CZ)?

Go abroad sooner and younger.

What helped you the most to integrate in Brno? (or city you stay in)

Coworkers, friends in language school.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No.

Did you buy a house/apartment/car here?

Older car.

## **F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

No.

Does the company you are working for make ethic and social audit?

No.

What do foreigners mean in this company?

Different way of work experience.

## **Interview with Jacob**

Průběh rozhovoru: Rozhovor s Jacobem probíhal prostřednictvím MSN Messengeru.

### **A) WORK**

Where are you from?

UK

What was the purpose (reason) to go to work abroad?

To train my czech colleagues.

How did you get the job in the CZ?

I was offered this job by my employer.

Did you choose the Czech Republic by yourself? If yes, why?

No. It was the only one option.

Did your employer paid your moving expences?

No.

Is the CZ the first abroad country you work in?

Yes.

How long have you been in the CZ?

10 months.

How long do you plan to persist here in CZ?

2 years.

In what sphere do you work?

Adult education

What is your position?

People manager

Are you satisfied with this position? Do you hesitate about any change?

Yes, I like my job.

What was your work position in your country?

The same.

What are the biggest differences between working in your country and the CZ? (work environment, colleagues, boss, working conditions, technical equipment, ...)

The biggest difference is a payday once a month (in the UK you get it every week), there is less paperwork in the UK.

Do you talk to your colleagues about your personal life? If yes, how often? How „deeply“?

Yes. To some of them.

Are you satisfied with job in the CZ?

Yes.

Are you satisfied with life in the CZ?

Yes.

## **B) FAMILY**

Did you come to the CZ alone, or with family? If you came with your family, what family members came with you?

Alone

## **C) COMMUNITY LIFE**

Do you know about any associations (clubs) for your compatriots? If yes, do you attend them?

No.

## **D) GENERAL EVALUATION**

What are the biggest PROs of life in the CZ?

Nice weather. Great and cheap public transport.

What are the biggest CONs?

People don't speak English. Everything is written in czech. Prices are sometimes very high for certain things (groceries, electronic).

## **E) OTHER QUESTIONS**

Did you have any difficulties when coming to the CZ?

I had to stay in a hotel 2 nights, because my landlord had some difficulties with a flat, so it was kind of uncomfortable situation.

Do you miss any products, or services here?

Some traditional british stuff and cosmetics.

Do you have (do you feel) the language barrier?

Yes, every day.

Do you study czech language? If yes, do you take lessons, or do you study by yourself?

No. I bought just some small book, but it is not very helpful.

Did the company you are working for compiled any special programmes for integration and working with the foreigners? Please, feel free to tell more about it.

No.

How do you communicate with your family and friends from your country?

Webcam and sms.

How often and for how long do you travel to your country?

I have not visited the UK yet. I am planning to go in April for 10 days.

Would you recommend this work and life experience to your friends?

It can be very good experience, but you shouldn't have family or kids.

What would you change if you could turn back time (about work and job in the CZ)?

Rent different flat.

What should be changed/what is missing here/...

Customer services. And people should learn some languages.

What helped you the most to integrate in Brno? (or city you stay in)

Coworkers.

Did you feel discriminated? If yes, why and what kind of discrimination, etc.

No.

Did you buy a house/apartment/car here?

No.

**F) ORGANIZATION ENVIRONMENT**

Did the company you are working for compiled any special document about integration and diversity team?

No.

Does the company you are working for make ethic and social audit?

I don't know any.

What do foreigners mean in this company?

New ideas at work.