MIGRATION TRAJECTORIES AND ASPIRATIONS AMONG HIGHLY SKILLED MIGRANTS IN CZECHIA

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The emphasis on the 'global race for talent' has only intensified in recent years. This paper focuses on a group of highly skilled migrants in Czechia – country that has so far been less researched in terms of skilled migration. Highly skilled migrants represent an important part of the labour force and can have a transformative potential in some sectors, including science and education. The transnational dimension of different migration trajectories represents an important part of the migration experience and can influence an intention to stay, return, or move to another country. Based on previous life trajectories and migration experience, this paper explores migrants' decision-making in connection with future migration trajectories. Using a survey among highly skilled migrants in Czechia, we explore their intention to stay and the factors that may lead to onward international migration from Czechia.

Key words: highly skilled migration, trajectories, motivations, intention to stay, Czechia

INTRODUCTION

In recent years, the overall numbers of migrants have grown and so have those of highly skilled migrants. Yet, there remains a lack of knowledge on highly skilled migrants in some specific receiving contexts (Petroff 2016). In international migration, the reasons for selecting the countries of destination differ and so do the migrants' aspirations to stay in their country of destination or to re-migrate. While migration includes migrants with different levels of skills, this study has focused on migrants with higher skill levels, who have lived in Czechia for at least a year. For statistical purposes, highly skilled migrants are those who have at least tertiary levels of education (Lowell 2005). However, countries often define highly skilled migrants differently based on their labour market needs and might define highly skilled migrants as essential workers (Weinar and Klekowski von Koppenfels 2020). The description has often shifted from migrants' levels of education to the description of their profession (Kuvik 2012). In Czechia, highly skilled migrants are classified under the CZ-ISCO (International Standard Classification of Occupations) classification in the following categories – higher management, researchers, technical, health, and pedagogical staff (CZ-ISCO 2022). Czaika and Parson (2017) proposed that migrants with occupational qualifications in the top three categories of ISCO should be considered skilled migrants. In our research, we have included migrants who have a completed tertiary education of at least three years. Rather than selecting migrants from a specific field or based on their labour market position or visa status, this approach has enabled us to select the broadest sample of skilled migrants.

While research on migration in Czechia is extensive and the country has gradually changed from a country of emigration to a country of immigration (Drbohlav

2011), there is less research on highly skilled migrants. In the regional context, previous research focused mainly on qualified migrants/expats in Brno (Topinka et al. 2018) or their integration through community (Fujda et al. 2021). Leontiyeva (2014) and Valenta and Drbohlav (2018) also described the discrepancy between the qualifications that Ukrainian skilled migrants have and the jobs they hold in the labour market in Czechia. This leads to the phenomenon of loss of human capital (so-called brain waste). In our research, we attempt to transcend the problem of methodological nationalism (Wimmer and Glick Schiller 2002) as we concentrate on all national groups of migrants living in Czechia and the transnational connections they may have.

In our paper, we attempt to explain the factors that influence highly skilled migrants' decisions to stay in Czechia. However, we are aware that the migrants' decisions about their future trajectories might not be final and are influenced by the life cycle stage, e.g. migrating to retire (King et al. 1998) or migrating to be closer to one's parents and children's grandparents (Macková and Harmáček 2019). Moreover, we would also like to share the results of a survey carried out among highly skilled migrants in Czechia that shed light on this less researched group of migrants. Next, we discuss migration motivations and decision-making about migration trajectories in the literature on migration. Afterwards, we turn to the methods used in our research and data and description of variables from our survey. The results and their discussion are followed by our conclusions.

THEORETICAL FRAMEWORK

Migration motivations

Many countries have been experiencing an increase in the proportion of foreign-born residents. This fact is not limited only to typical immigration countries such as the United States or Canada (Ivlevs and King 2012 and Krishnakumar and Indumathi 2014) but also new countries of immigration like Spain or Italy (Duszczyk 2019) and Central and Eastern European states like Czechia (Drbohlav et al. 2009). However, the proportion of highly skilled migrants varies in different countries of immigration. Moreover, it is problematic to classify migrants as highly skilled based only on their visa category, as it is up to states to define this category of migrants (Brettel and Hollifield 2014). Of course, not all highly skilled migrants come to their countries of immigration through dedicated programmes for the highly skilled, as many enter as spouses or refugees, which might make their classification even more challenging (Weinar and Klekowski von Koppenfels 2020). Therefore, motivation of the highly skilled might not be only employment-related and it might be difficult to classify them as such based only on their visa category.

Many studies state that migration is motivated primarily by economic factors. Poverty, lack of work opportunities, or low living standards function as push factors, while a search for professional development, higher wages, and available opportunities are pull factors in the place of destination. Besides economics, migration is also caused by many other determinants. Socio-cultural and political factors like higher quality of medical services and social protection also play an important role (Davin 1999, Hagen-Zanker 2008 and European Parliament 2020). Another fundamental social motivation is a family-driven decision to move. Family migration has many forms, and the primary one is family reunification which is a process of bringing in immediate family members – children, spouses, or parents – to reu-

nite with those who had migrated previously. A second form of family migration is marriage migration or family formation that often refers to a permanent resident who brings in a partner whom they have met while abroad. A third form could be a case when the entire family migrates to settle for a better living standard environment (Kofman 2004).

The reasons why skilled migrants are so 'in demand' are mostly linked to job opportunities or to obtaining higher education (Khoo et al. 2010 and Cebolla-Boado and Miyar-Busto 2019). Many programmes that are geared towards skilled migration attract migration from the Global South (Boucher and Cerna 2014). The 'import' of skilled and well-trained professionals is an important contribution to human capital to a host society by sharing technical skills, further knowledge, and experience. The immigration effect of the 'brain gain' is crucial for determining the growth and wealth of nations (Straubhaar 2000). A study in France by Cerdin et al. (2013) found that the migration of skilled immigrants was motivated by cultural factors, the opportunity for international experience, and family factors including marriage. Some immigrants also left their home country for political reasons and insecurity including poor environment and working conditions. Józsa and Vinogradov (2017) found that in the case of labour migration, the reasons for leaving Hungary were better earning opportunities, a vision of the future, job opportunities, free life, improvement of language skills, and career growth opportunities. Lesser importance was given to relationships created abroad and work during studies abroad.

A study on the movement of skilled labour by the European Commission (2018) indicated that the key motivation for EU migrants were economic conditions. Economic growth, an efficient labour market, and a high level of GDP per capita are all amongst the desired pull factors. EU movers also took notice of the quality of institutions. Another important role in decision making was the proximity and linguistic similarities. The study stated that many citizens of EU countries lived in another EU country that was linguistically close to the country of origin. Finally, migrants also made judgments of working conditions in the destination country including working hours, public services as well as living conditions. Next, we will discuss factors which influence future migration trajectories and the intention to stay in the host country.

Migration trajectories and decision making

Looking at the motivations to migrate and their effect on gaining skilled individuals, it is clear that migrants' trajectories are aimed at leading to a better life. However, coming to a foreign country is not the end of the migration process. Social exclusion and disadvantages, economic deprivation, and other difficult experiences are often the causes of a migrant's decision to return back to their home country or to move somewhere else. To enhance participation in civil society, it is crucial to create conceptual support for migrants' integration. Social integration carries an importance of both inclusion and acceptance of immigrants into the host society and its core institutions. The process of learning about a new culture, gaining a social status, and acquiring rights contribute to migrants' well-being in their host country (Rudiger and Spencer 2003 and Heckmann and Bosswick 2006).

Push-pull theories explaining migrants' decision-making tend to be dominated by material or environmental considerations (Skeldon 1997) and cannot fully engage in complex decision-making. As stated by De Haas (2007, p. 18), these theories 'do not allow for assigning relative weights to the different factors affecting

migration decisions.' Therefore, 'in order for migration to happen, people need to possess the willpower (or aspirations), as well as the considerable resources (or capabilities) that are required to move, particularly if this movement involves crossing borders and considerable costs involved in travel' (De Haas 2020, p. 22). De Haas (2020) also argues that it is those who are relatively better-off who are in a better position to migrate across longer distances and those holding higher education degrees are more likely to find jobs in destination areas or obtain visas. Therefore, intersectionality (such as economic status, gender or ethnicity) is also important in migration decision-making.

Both gender and age are important variables that can explain different migration behaviour across time and space and it is an important goal of life-course research on migration to explain the strong age differentiation in moving behaviour (Clark and Maas 2015). It has been found that the willingness to migrate decreases with age (Huber and Nowotny 2013). While skilled migrant women are often seen as co-movers with their male counterparts, Kofman (2014) warns policy makers against this simplistic view and encourages them to give proper attention to their skills. Research on highly skilled women migrants in Germany reveals that their work performance was shaped by the gendered and ethnicised conditions prevalent in the STEM (Science, Technology, Engineering, and Mathematics) fields. However, they developed a strong attachment to their locality and were less willing to uproot themselves again (Grigoleit-Richter 2017). The decision whether to migrate or not is also influenced by personal factors such as an individual's skills, knowledge of the destination, or personal sensitivities to change such as change of residence or culture (Lee 1966 and Krishnakumar and Indumathi 2014).

De Haas and Fokkema (2011) discussed the interplay of integration and transnationalism in international return migration intentions. Their results suggested that sociocultural integration had a negative effect on return migration intentions, while economic integration and transnational ties had more ambiguous and sometimes positive effects. Previous studies have found that emotional social capital is important for settlement intentions via place attachment. For example, Toruńczyk-Ruiz and Brunarska (2020) found that Ukrainian migrants, who had strong ties with Poles, were more strongly attached to Warsaw, which further increased their willingness to stay in Poland. Language acquisition is also connected with the intention to stay. Geurts and Lubbers (2016) estimate that migrants who tend to stay temporarily have a lower command of the host country's language and it is anticipated that those who make a decision to stay in the host country permanently at a later stage have a lower language proficiency. They also found that in the case of the Netherlands, changing a temporary intention to stay into a circular one improves knowledge of the Dutch language the most, while changing a temporary intention into a permanent one also strongly increases language proficiency. Not only language acquisition but also political engagement is connected to the intention to stay. For example, Chabé-Ferret et al. (2018) found that temporary migrants are more interested in the politics of their country of origin and more likely to have voted in an election related to their country of origin.

Williams et al. (2018) discussed migration intentions of young European adults and showed the significance of micro, meso, and macro factors. Migration intentions depended on the decision-making time frame; 17% of respondents made plans to migrate in one year and 30% over five years. When looking at the national/international dichotomy, Van Geel and Mazzucato (2018) distinguished four differ-

rent migration trajectories: single international mobility, multiple international mobility, multiple national mobility, and multiple national and international mobility. The role of decision making is particularly important and less explored in migration research. The length of stay in the host country, age at initial migration, and life cycle stage influence the decision-making process (Erdal and Ezzati 2015). All of these temporal dimensions further influence migration trajectories. The trajectories can lead to both upward or downward social mobility, also based on the migrants' position in the host country labour market.

The life-course approach emphasises that migration often consists of longer trajectories that also include return migration. Intention to stay is a part of the life course approach as it is connected to other considerations. Results from Israel (Rosenberg 2022) show that immigrants' intention to stay in the host country is influenced by the labour market occupation, satisfaction with financial conditions, number of years since migration, feeling at home in Israel, life satisfaction, immigration due to idealistic pull factors, and transnational ties maintenance (Rosenberg 2022). While discussing the intention to stay, we also need to take possible return migration into consideration. By the same token, in addition to ongoing events in the life courses of the highly skilled migrants, we need to take into account the previous life-course events and their impact on the individuals' current trajectory (Findlay et al. 2015). As has been argued by Bailey and Mulder (2017), the scarcity of life-course research on skilled migration is unfortunate, because knowledge of the migrants' choices in family life and further migration is crucial to evaluate their role in the host society. We hope to fill this gap by examining the factors that influence highly skilled migrants' decision to stay in Czechia.

METHODS

We carried out a survey among highly skilled migrants in Czechia from April to May 2022. We selected respondents who have lived in Czechia for at least a year and who had tertiary education. The survey was accessible on the SurveyMonkey platform. In total, we had 233 responses in the English version of the survey and 82 in the Czech version. For the purposes of this study, we have aggregated the data from both the Czech and English surveys. However, not all respondents answered all the questions and hence, the number of observations in different questions might be lower. For our survey, we recruited the respondents through multiple channels, including personal and professional networks and Facebook groups for foreigners in Czechia. We visited various events for the highly skilled migrants and 'expats' and reached out to them personally and through flyers. The last question in our survey was about the contacts of further respondents who meet the research criteria. We then sent the survey to these contacts. The surveys were also distributed further by the respondents, so the snowball method of sampling was used. Our respondents were chosen through purposive sampling. We attempted to ensure a representative selection of our respondents and a sufficient sample size.

The survey questions revolved around the themes of employment and labour market integration, migration trajectories and aspirations, and migrants' transnational engagement. For characterising factors that influence the decisions of migrants to stay in Czechia, we use a multivariate regression analysis. We decided to apply a logistic regression method (logit model). Logistic regression is a statistical method used when the dependent variable is binary and bounded between $0 - 1$.

Since our dependent variable is a dummy variable with values 0 and 1, we worked with the logistic regression models.

DATA AND VARIABLES

First, we discuss the profile of our survey respondents. While highly skilled migrants form a heterogeneous group, our sample has representatives of different categories of highly skilled migrants who are present in all occupational groups defined as highly skilled. We also ensured near equal distribution of men and women in our sample and different age groups of our respondents. The total number of participants in our survey was 233 of which 47.8% were women and 50.3% were men (2.0% of respondents preferred not to disclose their gender). Most respondents were in the age group of 25 – 34 years (46.3%) and 35 – 44 years (33.8%). Most respondents have lived in Czechia for more than 10 years (27.8%), while 26.6% of migrants have lived for 5 – 10 years, and over 18.5% have lived there for 1 – 3 years. The length of stay of 9.3% of the respondents was less than one year, but we have excluded these from our analysis. Most respondents lived in the Olomouc Region (30.85%), Prague (27.87%) and the South Moravian Region (26.86%). The respondents' regions of settlement are shown in Fig. 1.
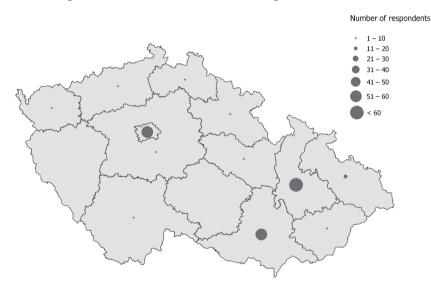

Fig. 1. Respondents' regions of settlement in Czechia
Source: authors.

The respondents' countries of origin can be seen in Fig. 2. Among survey respondents, 44.1% visit their countries of origin once or twice a year. Almost 30% of the respondents visit the country of their origin more frequently – at least three times a year. Over 16% of migrants visit their origin countries less than every two years. Most respondents were from Slovakia (30). The second most significant groups of respondents came from the United States of America (15), the United Kingdom (15), India (13), Spain (13), Ukraine (9), Italy (9), France (8), Russia (8),

Poland (4), and Greece (4). Other migrants were from the countries shown in Fig. 2 (in dark gray). For other countries, there were less than four respondents.
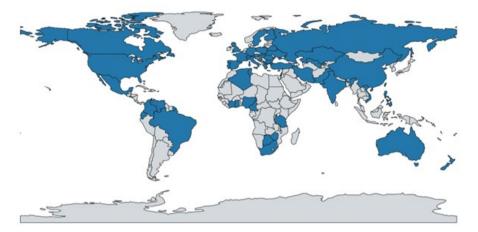

Fig. 2. Respondents' countries of origin (in dark gray)
Source: authors.

Our dependent variable (*intention_to_stay*) indicates whether the migrants would like to stay in Czechia in the future. We have used the following variables: sex, age and education of the respondents, employment in the third country (i.e. working in a country other than the country of origin or Czechia), participating in elections in the country of origin, knowledge of the Czech language, social ties in Czechia, matching education level and employment in Czechia, and length of stay in Czechia.

Our dependent variable (*intention_to_stay*) indicates whether the respondents/ migrants plan to stay in Czechia for more than 10 years. This variable is a dummy variable and takes a value of 1 (respondent wants to stay in Czechia for more than 10 years) and 0 (respondent wants to stay in Czechia for less than 10 years). While the dependent variable is the dummy variable, we applied a logistic regression method. Over 50.5% of the respondents plan to stay in Czechia longer than 10 years. Our dependent variable has 178 observations. However, due to missing values in our independent variables, the number of observations that entered our analysis was 171 – 172.

We have worked with nine independent variables. *Age* (in years) and *sex* (dummy variable) reflect the basic characteristics of the respondents. Most respondents (46.3%) belong to the 25 – 34 age group and 51.3% of our respondents were men. All of the respondents have a completed tertiary education. The variable *education* expresses the level of tertiary education (bachelor, master, PhD and higher). Almost 51% of the migrants have a Masters degree. Education is related to the *skills_matching* variable, which indicates the matching education level and employment in Czechia. More than 73% of the respondents claim that their current employment matches their education levels. The *work_third_country* variable

(dummy variable) shows whether the migrant is employed in a different country than the country of origin or Czechia. Over 79.5% of the migrants have not worked in a third country. Participating in the election in the country of origin (*elections_origin*) is also a dummy variable. Almost 54.5% of respondents participate in the elections in their country of origin. The variable *CZ_language* shows the knowledge of the Czech language of the respondents. We have worked with this variable as a dummy variable (1 = respondent knows the Czech language at a B1 level and higher). The proportion of respondents who know the Czech language at a B1 level and higher is 54.3%. Over 58.0% of our respondents do not need to use the Czech language at work. The variable *friends_CZ* indicates whether the respondent has more friends in Czechia than in another country or not (dummy variable). The last variable is *length of stay in Czechia* (in years). Most of the respondents (27.8%) have lived in the Czech Republic for more than 10 years.

RESULTS

Table 1 shows the results of our three regression models, which we have estimated. The first model includes the following variables: *sex*, *age*, *work_third_country*, *elections_origin*, *CZ_language*, and *friends_CZ*. The second model is supplemented by variables education and *skills_matching*, and variable *length_of_stay_CZ* was added to the third regression model. We test the statistical significance of the explanatory variables and the direction of their effects on the dependent variable.

In all of our models, we look at the factors that influence the respondents' intention to stay in Czechia for more than 10 years. In the first and second models, variables *age*, *work_third_country*, *elections_origin*, and *CZ_language* are statistically significant. Variables *work_third_country* and *elections* affect the dependent variable negatively. The effect of age and knowledge of the Czech language is positive. This can be interpreted as follows: older migrants plan to stay in Czechia for more than 10 years; migrants who know the Czech language at the level B1 and higher have the intention to stay in Czechia longer; migrants who participate in elections in their country of origin and the migrants who also worked in other countries (except for Czechia) do not want to stay in Czechia indefinitely.

We added the variable *length_of_stay_CZ* to the third model. This variable has a statistically significant and positive association with our dependent variable. In this model, other explanatory variables are statistically insignificant (*elections_origin* is statistically significant at a 15% level). In this model, we face a problem of correlation between the dependent variable *intention_of_stay* and the explanatory variable length of stay in Czechia. This variable has a very strong effect on the dependent variable. It also correlates with other explanatory variables (strong correlation with knowledge of the Czech language, friends in Czechia, and age). The direction of the effect of sex on the dependent variable has changed in the third model. However, this explanatory variable is statistically insignificant in every regression model.

Tab. 1. Results of the regression models

Intention to stay	(1)	(2)	(3)
sex	-0.081 (0.340)	-0.028 (0.343)	0.107 (0.383)
age	0.437** (0.198)	0.432** (0.203)	0.120 (0.243)
work_third_country	-1.035*** (0.430)	-0.970** (0.440)	-0.527 (0.484)
elections_origin	-0.623** (0.342)	-0.578* (0.350)	-0.576# (0.388)
CZ_language	0.883*** (0.347)	0.921*** (0.355)	0.233 (0.419)
friends_CZ	0.541# (0.353)	0.481 (0.405)	0.042 (0.411)
skills_matching		0.048 (0.405)	0.233 (0.461)
education		-0.273 (0.277)	-0.047 (0.304)
length_of_stay_CZ			1.309*** (0.268)
Number of observations	172	171	171
LR chi2	26.08***	26.64***	58.32***

Source: Authors' calculations. ***Significant at the 1% significance level. **Significant at the 5% significance level. *Significant at the 10% significance level. #Significant at the 15% significant level. Robust standard errors are in parentheses.

DISCUSSION

While our results apply only to the highly skilled migrants in Czechia and it is not possible to generalise them to other localities, they are mostly in line with other similar studies discussed in the previous parts of this paper. As highly skilled migrants are a group of migrants that is difficult to approach, a limitation of our research is the relatively small sample size from which our results were calculated. Despite the sample size, most of the respondents are of working age, and the sex of the respondents in our research is represented equally. A limitation is that the respondents come from different regions of Czechia as most of them live in three regions of Czechia (Olomouc Region, Prague and South Moravian Region). Due to the sample size and its composition, the robustness of the model is lower. However, we expect the results not to differ significantly across Czech regions as we have a large number of respondents from both regions with a higher number of migrants (Prague and South Moravian Region) and the ones with lower numbers of

migrants (Olomouc Region and Moravian-Silesian Region). A correlation and its effects between dependent and independent variables can also affect our results. However, we believe that the findings of our paper offer some insights into the topic of migration trajectories and aspirations among highly skilled migrants in Czechia.

We have discovered that the previous length of stay is the most significant determinant of future migration decisions. This finding has also appeared in other national contexts, e.g. in the case of Italy. Barbiano di Belgiojoso (2016) found that attachment to the host country is associated with a longer stay, and no attachments or attachment to the country of origin are associated with a shorter stay. In other words, there emerges a positive relationship between the intended length of stay and years since migration – the more years migrants stay, the more likely they intend to stay longer. The life cycle stage is important for considering future mobility. The older the migrants are, the more difficult it can be for them to relocate. However, retirement migration (e.g. King et al. 1998) represents an exception and so does emigration at a younger age (Erdal and Ezzati 2015). In the case of Israel, Rosenberg (2022) found that the number of years since migration related to the intention of stay. Interestingly, he also found that 1.5-generation migrants were less likely to intend to stay in the country than first-generation immigrants. However, our research only dealt with the first generation of migrants.

Knowledge of the Czech language also correlates with the decision to stay, which shows that it might be difficult for the migrants to live long-term in an environment with an unfamiliar language. The correlation between Czech language proficiency and plan to stay in Czechia in our research is positive ($p = 0.38$). Most of the respondents who would like to stay in Czechia for more than 10 years have higher language proficiency. We have confirmed the findings of previous studies and research that looked at the relationship between a respondent's knowledge of the language of the host country and their plans to stay in that country (e. g. Geurts and Lubbers 2016). Therefore, social integration contributes to migrants' well-being in their host country (Rudiger and Spencer 2003, Heckmann and Bosswick 2006), which can further lead to the intention to stay long-term or indefinitely. Haug (2008) also found that social capital or social networks at the place of residence have negative impacts on return migration intentions. Our finding was that friends or relationships in Czechia were not statistically significant to determine the intention to stay.

When looking at the relationship with the country of origin, two of our models show that taking part in elections in the country of origin negatively influences the decision to stay in Czechia. Therefore, the results might hint at an exclusive relationship between transnationalism (i. e. being active in the election in the country of origin) and integration (proxy being the decision to stay), but more research is needed on this relationship. Moreover, another transnational variable in our models, previous work in another country (than the country of origin or Czechia), showed that it might negatively affect the intended length of stay. In other words, the more transnational an experience people have, the less likely they are to stay. Yet, there is more research needed on this dimension.

Finally, we would like to shed light on some of the factors that might influence migrants' decisions to leave Czechia. One of the questions in the survey asked about the factors that might make them want to leave Czechia. Apart from employment and family-related reasons, there were also some connected to the political

situation (such as possible future 'war', which may have been influenced by the timing of our research that took place soon after the start of the Russo-Ukrainian war), lifestyle choices ('search for something new' or 'diverse multicultural environments'), or practicalities ('economic problems' or 'visa and residence permit issues'). Some of the factors in Fig. 3 were listed multiple times by different respondents.

Fig. 3. Word cloud with answers to the question 'What would make you leave the Czech Republic?' among the English language survey respondents

Source: authors.

CONCLUSION

In the last decade, the number of tertiary educated migrants in the OECD countries has increased and Czechia is no exception. More and more countries have shifted into knowledge-based economies and thus, the competition for talent has intensified (Cebolla-Boado and Miyar-Busto 2019). However, highly skilled migrants form a relatively under researched group compared to labour migrants. At the same time, there is little we know about migrants' decision making about their future migration trajectories. Yet, the intention to stay is probably one of the most important factors affecting migrants' integration in the host country. Bailey and Mulder (2017) argued that knowledge of the migrants' choices in family life and further migration is crucial to evaluate their role in the host society. Therefore, we attempt to understand the factors that lead to a migrant's decisions about future mobility and to shed light on the complexity of this issue that is relevant to policy makers in Czechia and beyond.

This paper has discussed highly skilled migrants' decisions that influence their future mobility and migration trajectories. We have focused on a case study of Czechia, a less explored country in terms of highly skilled migration. Compared to previous research (Leontiyeva 2014 and Valenta and Drbohlav 2018) on Ukrainian migrants in Czechia, our survey with all highly skilled migrants found that 73% of the respondents work in an occupation that matched their levels of education. Therefore, we have not witnessed a larger phenomenon of employment skills mismatch among the highly skilled migrants in Czechia. This could also be in line with

the findings of OECD (Tuccio 2019) that ranked Czechia as one of the best countries in the quality of opportunities for highly skilled migrants (also in terms of low unemployment rates among highly skilled migrants). It seems that Czechia can have ample opportunities for highly skilled migrants, but it is also important to factor in their countries of origin to see how well they do in terms of employment matching their skill levels.

Our findings confirm a strong positive link between migrants' previous length of stay in Czechia and their future intention to stay in Czechia. The effect of age and knowledge of the Czech language is positive. Older migrants plan to stay in Czechia for more than 10 years and migrants who know the Czech language well also intend to stay in Czechia longer. Thus, the role of language fluency is an important predictor of the intention to stay and future migration trajectories. Therefore, immigration policies targeting highly skilled migrants should consider that and facilitate language courses for the highly skilled migrants if they want them to stay in Czechia on a permanent basis and not move onwards.

However, we also found that migrants who participate in elections in their country of origin and migrants who have worked in other countries (except for the country of origin and Czechia) do not want to stay in Czechia indefinitely. This can suggest that the more transnational migrants are, the less likely they might be to remain in their current country of settlement. We have also found that friendships and relationships in Czechia (vis-a-vis those in the country of origin) were not statistically significant in determining the intention to stay. However, these findings still require further testing with other migrants in different (trans)national contexts. We also believe that the life cycle stage might add a further dimension to the highly skilled migrants' decisions about their further migration trajectories, and this is something to be tested in further research. While highly skilled migrants' aspirations can differ across time and space and the importance of factors leading to onward migration assigned by individual migrants can also differ, the intention to stay represents an important dimension of inquiring about future migration trajectories that merits our attention.

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MIGRAČNÉ TRAJEKTÓRIE A AŠPIRÁCIE VYSOKOŠKOLSKY VZDELANÝCH MIGRANTOV V ČESKU

Článok skúma trajektórie a ašpirácie vysokoškolsky vzdelaných migrantov v Českej republike. Hlavnými metódami, na ktorých je článok založený, sú dotazníkový prieskum a následná regresná analýza. Medzi kľúčové zistenia patrí to, že až 73 % respondentov uvádza, že ich vzdelanie korešponduje so súčasným zamestnaním. Toto zistenie bolo v iných výskumoch odlišné, ale je v súlade so štúdiou OECD, ktorá označuje Českú republiku ako jednu z krajín, ktorá má najlepšie možnosti zamestnania pre vysokoškolsky vzdelaných migrantov.

Výsledky regresnej analýzy ukazujú, čo ovplyvňuje rozhodnutie vysokovzdelaných migrantov zostať v Česku desať a viac rokov. Výsledky potvrdzujú predchádzajúce štúdie, ktoré sa zaoberali touto problematikou. Základnými a štatisticky významnými determinantmi, ktoré ovplyvňujú rozhodnutie vysokoškolsky vzdelaných migrantov zostať v Česku, sú vek, predošlé zamestnanie v tretej krajine (mimo krajiny pôvodu a Česko), účasť na voľbách v krajine pôvodu a znalosť češtiny minimálne na úrovni B2. Z uvedeného vyplýva, že starší migranti a tí, ktorí ovládajú češtinu, ašpirujú na zotrvanie v Českej republike. Vysokoškolsky vzdelaní migranti, ktorí participujú na voľbách v krajine pôvodu alebo boli zamestnaní aj v ďalšom štáte okrem krajiny pôvodu a Česka, v Česku neplánujú zotrvať dlhší čas.

Najsilnejší a štatisticky významný vplyv na závislú premennú má dĺžka pobytu migranta v Česku. Pridaním tejto premennej do regresného modelu stratili ostatné premenné štatistický význam. Tento jav môžeme vysvetliť na základe korelácie medzi závislou premennou a premennou dĺžka pobytu, ako aj koreláciou medzi premennou dĺžka pobytu a ostatnými vysvetľujúcimi premennými. Z výsledkov regresnej analýzy môžeme konštatovať, že najvýznamnejšími determinantmi, ktoré ovplyvňujú ašpirácie vysokoškolsky vzdelaných migrantov zotrvať v Česku desať a viac rokov, sú dĺžka pobytu v Česku, zamestnanie v tretej krajine, participácia na voľbách v materskej krajine, znalosť češtiny a vek migrantov.