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Self-report of Dissertation

NAJIB RAHMAN RAHMAT

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Self-report of Dissertation

IMMIGRATION POLICIES IN V4 COUNTRIES:
OPPORTUNITIES AND RISKS

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Submitted by: M.A. Najib Rahman Rahmat

Department of Economics of the Faculty of
Economics and Finance, EUBA

Supervisor: Ing. Andrej Přivara, PhD.
Department of Economics of the Faculty of
Economics and Finance, EUBA

Reviewers: Prof. Dr. Ibrahim Sirkeci
International Business School,
2 Oriel Court, Sale, Manchester
M33 7DF
UK

Prof. Dr. M. Gökay Özerim
Yaşar University European Union Center, Selçuk
Yaşar Campus. Üniversite Caddesi, No:37-39,
Ağaçlı Yol, Bornova, İzmir - Turkey

Assoc. Prof. Anna Blajer-Gołębiewska
Head of the Department of Microeconomic, Faculty
of Economics, University of Gdansk

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prof. Ing. Anetta Čaplánová, PhD.
chair of the Doctoral Study
Sub-committee Economics

1. An overview of the current status of the issues addressed in the dissertation at home and abroad

Immigration policies and their socioeconomic effects have become a central topic in political debate and academic research across Europe, especially following the 2015 migration crisis. The European Union (EU) has experienced an evolution in migration governance. Earlier policies emphasized economic integration, but recent frameworks reflect growing concerns related to security, political polarization, and the rise of nationalism (Guild, 2009; Geddes, 2003; Dearden, 1997; Triandafyllidou, 2018).

In the Visegrád Group (V4) countries—Poland, Hungary, the Czech Republic, and Slovakia—immigration policy has become increasingly politicized since 2015. Originally established to promote regional cooperation and EU integration (Bauerová, 2018), the V4 gradually positioned itself as a platform for collective resistance to EU-level migration initiatives. The debate surrounding mandatory refugee quotas introduced in response to the crisis reflected this new alignment (Clarissa, 2018). Shifts in immigration policy within the V4 are linked to a combination of historical, cultural, and political dynamics. National identity concerns, public skepticism regarding multiculturalism, and the strategic use of immigration narratives by political actors have contributed to this restrictive turn (Duina & Carson, 2020; Lindquist, 2019; Stojarová, 2018).

Three theoretical perspectives offer explanations for the V4's approach to immigration (Szalai et al., 2017). A neorealist view highlights geopolitical and security concerns, framing migration as a threat to national sovereignty (Glied & Zamecki, 2021; Strnad, 2022). A neoliberal institutionalist perspective draws attention to the role of parliamentary majorities and economic conditions in shaping policy outcomes (Enyedi, 2016; Stanley, 2019). A social constructivist view points to nationalist narratives and cultural anxieties that influence public opinion and political rhetoric (Batory, 2016; Vachudova, 2020; Hanley & Vachudova, 2020).

The EU's migration governance has developed within a complex framework of treaties and political priorities. The Treaty of Rome (1957) established the principle of labor mobility (Guild, 2009). The oil crisis of the 1970s led to more restrictive immigration laws (Geddes, 2003). The Schengen Agreement (1985) advanced economic integration and raised security concerns (Guiraudon, 2000). Subsequent developments, including the Maastricht Treaty (1993), the Tampere Program (1999), and the New Pact on Migration and Asylum (2020), reflect ongoing tensions between free movement and security (Lavenex, 2006; Čanji, 2022). Data from the Chapel Hill Expert Survey (CHES) confirms that European immigration policies became more restrictive between 2014 and 2019, particularly in the V4 region (Szalai et al., 2017).

The V4's restrictive stance is shaped by several factors. Historical experiences of foreign domination and ethnically homogeneous populations foster a strong emphasis on national sovereignty and cultural preservation (Wodak, 2015). Economic concerns regarding potential welfare strain and labor market competition contribute to anti-immigrant sentiment (Börzel & Risse, 2018). Political actors reinforce these narratives to secure electoral support. Hungary's Fidesz party has framed immigration as a national threat (Korkut, 2014). In Poland, the Law and Justice (PiS) party links immigration to security risks and cultural decline (Stanley, 2019). Public opposition to immigration remains widespread, strengthening political incentives for restrictive policies (Meleady et al., 2017).

Migration theories further contribute to understanding these dynamics. Neo-classical economic theory explains migration in terms of wage differentials (Arango, 2000; Todaro, 1980). The New Economics of Labor Migration (NELM) views migration as a household strategy to manage risk (Stark, 1991). Dual Labor Market Theory highlights structural demand for low-skilled migrant labor (Piore, 1979). Network Theory emphasizes the role of established migrant communities in sustaining migration flows (Massey et al.,

1993). These theoretical perspectives illustrate the complex interaction between economic forces, institutional frameworks, and social dynamics in shaping migration patterns and policies.

Labor market outcomes for immigrants in the V4 region provide tangible evidence of the effects of these policy choices. Data from the EU Labour Force Survey (EU-LFS) shows persistent disparities in employment and participation rates between native and foreign-born workers, with non-EU immigrants facing particularly high barriers (Drbohlav, 2012; Drbohlav & Čermáková, 2021). Restrictive immigration policies have often reinforced these disparities by limiting access to employment and integration opportunities. Hungary and Slovakia display the highest unemployment gaps and lowest participation rates for immigrants. In contrast, Poland and the Czech Republic have adopted more pragmatic approaches to labor migration, balancing political messaging with economic needs (Přívvara et al., 2023).

Domestic political dynamics remain central to these outcomes. Right-wing populist parties in the V4 region have mobilized anti-immigrant sentiment, framing migration as a cultural and security threat (Batory, 2016; Vachudova, 2020). This discourse resonates strongly in societies marked by homogeneous populations and historical experiences of foreign rule (Wodak, 2015). Economic imperatives introduce additional complexity. Many V4 countries face aging populations and labor shortages, which create pressures to allow labor migration even in the context of restrictive rhetoric (Górny & Kaczmarczyk, 2018; Kureková, 2011).

This dissertation addresses a significant gap in the literature by empirically examining how domestic political factors influence immigration policies and labor market outcomes in the V4 region. The research contributes to a better understanding of the relationship between political dynamics, policy choices, and labor market realities. It offers insights that can inform more balanced approaches to immigration governance, with practical relevance for

policymakers seeking to reconcile national identity concerns with economic and social integration goals.

2. Aim and focus of the dissertation

This dissertation investigates how immigration policies, shaped by domestic political dynamics, influence labor market outcomes for immigrants and natives in the Visegrád Four (V4) countries in the period following the 2015 migration crisis. Although a growing body of research has examined the rise of populist and nationalist parties in the V4 region and their restrictive approaches to immigration (Clarissa, 2018; Bauerová, 2018; Duina & Carson, 2020; Lindquist, 2019; Weiner, 2011; Cichocki & Jabkowski, 2019; Szabolcs, 2020; Szalai et al., 2017; Kuc-Czarnecka, 2017), few empirical studies have explored how these policies affect labor market outcomes for immigrants relative to native populations. This dissertation addresses this gap by testing the role of domestic political parties in shaping immigration policy and evaluating its effects on labor market disparities between immigrants and natives in the V4 countries.

To achieve this, an instrumental variable is constructed to capture the political determinants of immigration policy. This variable integrates several factors, including the ideological positions of political parties, their share of power in government, the degree of nationalism present in political discourse, and domestic concerns related to economic and security issues. The resulting measure allows for an empirical analysis that links political drivers of immigration policy to labor market outcomes for immigrants and natives.

Much of the existing research on labor market disparities tends to emphasize the effects of migration itself or of economic integration policies, without adequately considering how domestic politics influence the framing and implementation of immigration policies in the V4 context (Guzi et al., 2018, 2021, 2023; Kahanec et al., 2009, 2011, 2013, 2016; Drinkwater et al., 2009; Helbling & Kalkum, 2018; Clark et al., 2019). This dissertation tests the impact

of immigration policies on immigrant-native labor market outcomes while accounting for the political processes that shape these policies. It examines how immigration policies influence both the immigrant-native labor market participation gap and the unemployment gap in the V4 countries.

Another important contribution of this research lies in its attention to the conceptual frameworks used to explain immigrant-native labor market disparities. Frameworks addressing skill mismatches, discrimination, and other structural factors have been widely applied, but they have rarely been examined through the lens of domestic political dynamics in the V4 region since the 2015 migration crisis. This study contributes to both political economy and labor economics by providing an empirical analysis of the political factors that influence immigration policy and their subsequent impact on labor market outcomes. It offers a comprehensive framework for understanding both the risks and the opportunities associated with different approaches to immigration policy in the V4 region.

The dissertation seeks to determine how immigration policies affect the immigrant-native participation gap in the V4 region and its individual countries after 2015, controlling for domestic political factors. It also investigates how these policies impact the immigrant-native unemployment gap in the same context. In testing these questions, the dissertation hypothesizes that the effect of immigration policies on immigrant labor market participation varies across V4 countries following the 2015 migration crisis, and that the impact of immigration policies on the immigrant-native unemployment gap differs among V4 countries during the same period.

Through this dual focus, the dissertation aims to contribute both to theoretical understanding and to policy debates regarding the intersection of immigration governance and labor market integration in the V4 context.

3. Methodology of work and research methods

This dissertation adopts a robust empirical methodology to investigate how immigration policies influence labor market disparities between immigrants and natives in the Visegrád Group (V4) countries, within the broader context of the European Union (EU). The methodological approach combines advanced econometric techniques with carefully constructed policy and political variables to address key questions regarding the labor market effects of immigration policy choices.

The first element of the methodology involves the measurement of labor market disparities between immigrants and natives. To achieve this, the Oaxaca-Blinder decomposition method is employed (Oaxaca & Blinder, 1973; Jann, 2008). This technique allows for the decomposition of differences in labor market outcomes, such as employment, unemployment, and labor force participation rates, into components that are explained by observable characteristics (including education, age, and gender) and those that remain unexplained, which may reflect factors such as discrimination or other unobserved influences. The decomposition is applied to three categories of immigrants: all immigrants (both EU-born and non-EU-born), EU-born immigrants, and non-EU-born immigrants. The analysis covers the period from 2004 to 2019, using data from the EU Labour Force Survey (EU-LFS), and is conducted annually for each country to generate a comprehensive panel dataset of labor market gaps.

The second component of the methodology addresses the need for a detailed and comprehensive measurement of immigration policies. Existing indices, such as the Migrant Integration Policy Index (MIPEX) and IMPIC, tend to focus primarily on integration policies, leaving significant gaps in the coverage of border control, legal entry, and exit policies. This study addresses these gaps by constructing four distinct immigration policy indices using data from the DEMIG (2015) and POLMIG (2019) databases, which document over 6,500 migration policy changes across 45 countries spanning the period from 1945 to 2019. Each recorded policy change is classified by policy area—covering integration, border control, legal entry, and exit—as well as by its degree of restrictiveness and the magnitude of change. These classifications are then used to compute

cumulative indices for each policy area. The indices are normalized to enable meaningful comparisons across countries and over time, with higher index values indicating a more restrictive policy stance.

Recognizing the potential for endogeneity between immigration policies and labor market outcomes, the study employs an instrumental variable (IV) strategy to strengthen causal inference. The third component of the methodology involves the construction of IVs based on domestic political factors. Data from the Chapel Hill Expert Survey (CHES) provides information on political party positions regarding immigration, parliamentary seat shares, and ideological orientations. These elements are combined into a weighted index that captures the influence of political party composition on immigration policy restrictiveness. The index incorporates party stance on immigration, political power, and ideological orientation, enabling the creation of instruments that reflect the evolving political landscape within each V4 country. The IVs are structured to capture shifts associated with Far Left, Left, Right, and Far Right party configurations.

The final component of the methodology consists of specifying the empirical models used to test the study's hypotheses. The analysis employs a two-stage least squares (2SLS) regression framework to estimate the causal effects of immigration policies on labor market disparities. The first stage models the relationship between the constructed immigration policy indices and their political determinants, while the second stage evaluates the impact of these policy indices on labor market outcomes, focusing on unexplained components of labor market gaps as derived from the Oaxaca-Blinder decomposition. The dependent variables of interest include the participation gap and the unemployment gap between immigrants and natives. Key control variables include economic indicators such as GDP growth and national unemployment rates, with country and year fixed effects incorporated to account for unobserved heterogeneity across countries and over time.

The study draws on several high-quality data sources. The EU Labour Force Survey (EU-LFS) provides individual-level data on employment and demographic characteristics for approximately 47 million working-age individuals across 19 EU countries, including the V4. The DEMIG and POLMIG databases offer detailed

longitudinal data on immigration policy changes. The CHES dataset supplies nuanced information on political party positions and configurations from 1999 to 2019. World Bank indicators on GDP growth and unemployment rates serve as macroeconomic controls within the econometric models.

Through this comprehensive methodological framework, the study rigorously examines how immigration policies, shaped by domestic political dynamics, influence labor market disparities in the V4 region. The combination of Oaxaca-Blinder decomposition, newly constructed immigration policy indices, and IV-based 2SLS regression enables a nuanced understanding of the political economy of immigration policy and its effects on labor market integration. This approach ensures that the analysis addresses key endogeneity concerns while providing insights into the complex interplay between political factors, policy choices, and labor market outcomes.

4. Structure of the dissertation

The dissertation is organized into six main chapters, supported by references and appendices. The first chapter introduces the research topic, its significance, and the context of immigration policies and labor market outcomes in the Visegrád Four (V4) countries.

The second chapter reviews the relevant literature, focusing on the evolution of European Union (EU) immigration policy, the dynamics of immigration policies in the V4 region, and theoretical frameworks that explain immigrant-native labor market disparities. It also presents the study's conceptual framework, research questions, and hypotheses.

The third chapter details the methodology, including the use of Oaxaca-Blinder decomposition to measure labor market gaps, the construction of immigration policy indices, the development of instrumental variables based on political dynamics, and the specification of the econometric models employed.

The fourth chapter presents the empirical results, highlighting the effects of immigration policies on participation and

unemployment gaps between immigrants and natives across the V4 countries.

The fifth chapter discusses the findings in the context of the existing literature and examines their implications for immigration policy and labor market integration.

The final chapter offers the conclusion, summarizing the main contributions of the research and proposing directions for future study. References and appendices provide supporting material and detailed data underlying the analysis.

5. The results of the work

5.1 The Impact of Immigration Policies on Participation Gaps

This section presents findings from the two-stage least squares (2SLS) regression analyzing how immigration policies affect labor market participation gaps between immigrants and natives in the EU-19 and V4 countries (Czech Republic, Hungary, Poland, Slovakia). The dependent variable—participation gap—measures disparities in labor force engagement, with positive values indicating outcomes favoring immigrants. Results are stratified by policy type (integration, exit, border, legal entry) and immigrant group (all immigrants, EU-born, non-EU-born).

5.1.1 Integration Policies

Restrictive integration policies consistently reduced participation gaps in favor of natives across the EU-19, with stronger effects on non-EU immigrants. In the V4 region:

- **Poland** showed significant negative impacts for all immigrant groups, particularly non-EU-born.
- **Slovakia** disfavored non-EU immigrants in the long term and post-2015.
- **Hungary** exhibited mixed effects: restrictive policies harmed non-EU immigrants long-term but *benefited* them post-2015.
- **Czech Republic** had no significant effects.

5.1.2 Exit Policies

In the EU-19, restrictive exit policies lowered participation gaps long-term but *increased* them for EU-born immigrants post-2015. V4 results diverged:

- **Poland** and **Hungary** initially favored immigrants but reversed post-2015, disadvantaging non-EU groups.
- **Slovakia** consistently supported immigrant participation, especially non-EU-born.

5.1.3 Border Policies

Stricter border policies in the EU-19 widened participation gaps (favoring immigrants) long-term but narrowed them post-2015. In the V4:

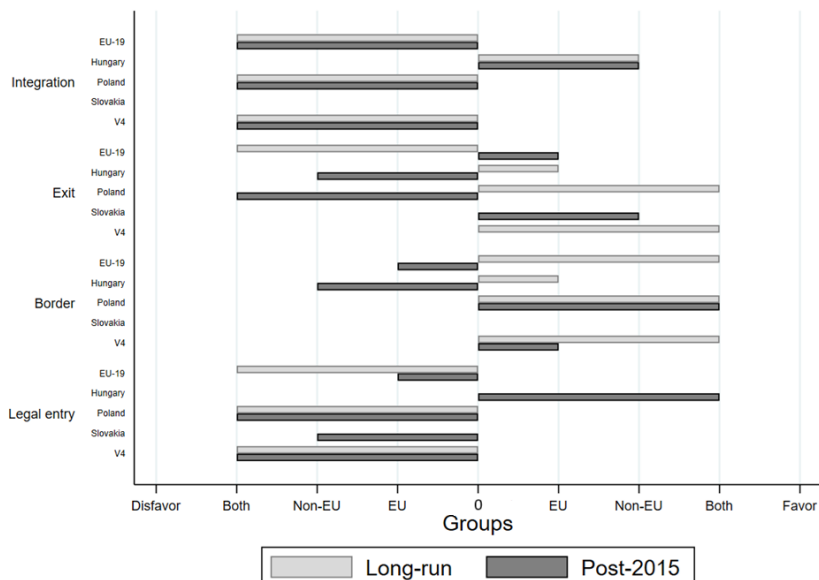
- **Poland** reinforced immigrant advantages across all groups.
- **Hungary** and **Slovakia** disfavored non-EU immigrants post-2015.

5.1.4 Legal Entry Policies

Restrictive legal entry policies diminished participation gaps EU-wide, disproportionately affecting non-EU immigrants. V4 nuances included:

- **Poland** uniformly disfavored immigrants.
- **Hungary** unexpectedly *improved* outcomes for all groups post-2015.

Figure 1. Summary of immigration policies impact on participation gap



Source: Author elaboration

Note: The table summarizes the 2SLS results from Tables 1–12 of the Appendix B of the thesis. Value to the right side indicates the increasing immigrant-native participation gap by favoring the immigrants, vice versa to the left side. EU represents natives versus EU immigrants, Non-EU represents natives versus non-EU immigrants, and Both encompasses both EU and Non-EU groups. Only the significant values are displayed.

5.2 The Impact of Immigration Policies on Unemployment Gaps Between Immigrants and Natives

This section presents a comprehensive analysis of how different immigration policies affect unemployment disparities between immigrant and native workers across EU-19 and V4 countries (Czech Republic, Hungary, Poland, Slovakia). Using a two-stage least squares (2SLS) regression framework with robust standard errors, we examine four key policy areas—integration, exit, border, and legal entry policies—and their effects on three immigrant groups: (1) all immigrants, (2) EU-born immigrants, and (3) non-EU-born immigrants. The unemployment gap, derived from Oaxaca-Blinder decomposition, measures disparities in joblessness, where a positive gap indicates higher immigrant unemployment relative to natives.

4.2.1 Integration Policies: Mixed Effects Across Regions

Integration policies, which govern access to social services, language training, and labor market inclusion, show divergent effects on unemployment gaps:

- **V4 Region:**
 - **Long-term:** Hungary and Poland saw significant reductions in unemployment gaps for non-EU immigrants, likely due to selective labor market policies favoring certain migrant groups.
 - **Post-2015:** Hungary's restrictive policies further decreased unemployment gaps for all immigrant groups, while Poland's measures primarily benefited EU-born workers.
- **Country-Specific Insights:**
 - **Slovakia:** Minimal impact, suggesting weak policy enforcement or alternative labor market mechanisms.
 - **Czech Republic:** Only non-EU immigrants benefited, possibly due to targeted sectoral labor shortages.

4.2.2 Exit Policies: Disfavoring Non-EU Immigrants

Exit policies, which regulate migrant departures and repatriation, exhibited heterogeneous effects:

- **V4 Region:**

- **Long-term:** Poland and Hungary increased unemployment gaps for non-EU immigrants, reflecting labor market segmentation.
- **Post-2015:** Hungary's policies exacerbated disparities for all groups, likely due to tightened labor market restrictions.
- **Country-Specific Insights:**
 - **Poland:** Long-term policies harmed non-EU immigrants, aligning with its selective labor migration model.
 - **Czech Republic:** Favored non-EU immigrants post-2015, possibly due to demand for low-skilled labor.

4.2.3 Border Policies: Sharp Post-2015 Divergence

Border policies, which control migrant inflows, had opposing effects pre- and post-2015:

- **V4 Region:**
 - **Long-term:** Insignificant effects, except in Slovakia, where policies favored EU-born workers.
 - **Post-2015:** Hungary and Czech Republic worsened unemployment gaps for non-EU immigrants, reflecting nationalist policy shifts.
- **Country-Specific Insights:**
 - **Hungary:** Post-2015 restrictions disproportionately harmed non-EU immigrants, consistent with its anti-immigration stance.
 - **Poland:** Minimal impact, likely due to reliance on Ukrainian labor migrants exempt from strict border rules.

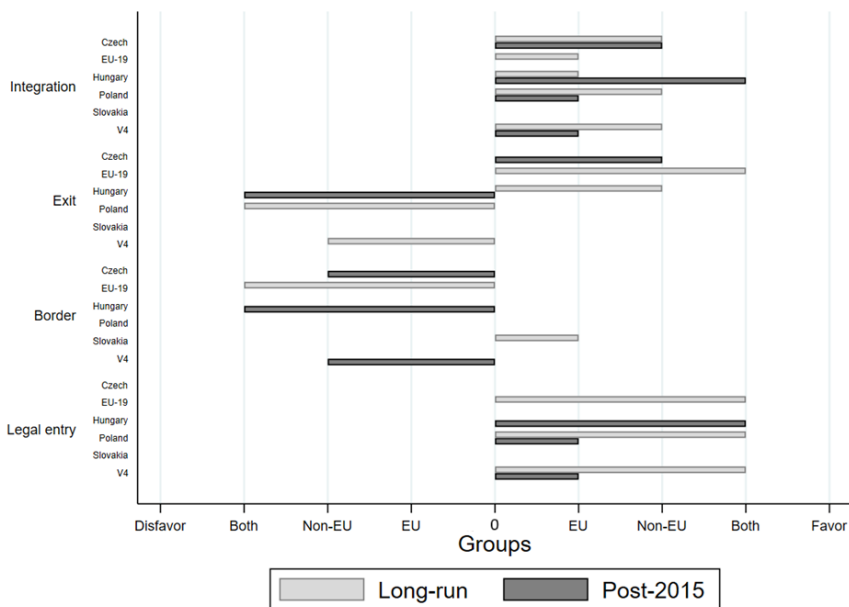
4.2.4 Legal Entry Policies: The Most Consistent Immigrant Benefits

Legal entry policies, governing work visas and residency permits, most consistently reduced unemployment gaps:

- **V4 Region:**
 - **Long-term:** All countries except Slovakia reduced gaps, with Hungary and Poland showing the strongest effects.
 - **Post-2015:** Hungary improved outcomes for all groups, while Poland focused on EU-born workers.

- **Country-Specific Insights:**
 - **Poland:** Long-term benefits for non-EU immigrants suggest effective labor matching.
 - **Czech Republic:** Post-2015 gains for non-EU immigrants align with its flexible guest-worker system.

Figure 22. Summary of immigration policies impact on unemployment gap



Source: Author elaboration

Note: The table summarizes the 2SLS results from Tables 1–12 of the Appendix C of the thesis. Value to the right side indicates the decreasing immigrant-native participation gap by favoring the immigrants, vice versa to the left side. EU represents natives versus EU immigrants, Non-EU represents natives versus non-EU immigrants, and Both encompasses both EU and Non-EU groups. Only the significant values are displayed.

6. Conclusion

This dissertation provides a comprehensive analysis of how immigration policies influence labor market disparities between immigrants and natives, with a particular focus on V4 countries—Czech Republic, Hungary, Poland, and Slovakia. Using a robust empirical framework that combines Oaxaca-Blinder decomposition and two-stage least squares (2SLS) regression, the findings reveal that the impact of restrictive immigration policies is multifaceted, varying significantly by policy type, immigrant origin (EU-born vs. non-EU-born), and regional political context.

Restrictive integration and legal entry policies generally reduced immigrant participation in the labor force, especially for non-EU immigrants, suggesting these measures create access barriers. However, paradoxically, these same policies sometimes reduced unemployment gaps—particularly in Hungary and Poland—by selectively favoring migrants with stronger labor market attachment. In contrast, border and exit policies tended to worsen labor market outcomes, especially after 2015, disproportionately harming non-EU immigrants and highlighting the increasing exclusionary stance adopted by many V4 states following the migration crisis.

Hungary emerged as a notable exception. While its long-term policies often mirrored broader V4 trends, post-2015 shifts saw improved outcomes for some immigrant groups—suggesting policy liberalization or labor market adjustments. Conversely, Poland consistently exhibited more restrictive outcomes, particularly for non-EU immigrants, aligned with its selective labor demand strategies.

The findings underscore three critical insights: (1) restrictive policies may yield short-term labor market gains but risk long-term integration failure; (2) non-EU immigrants remain the most vulnerable group; and (3) political shifts post-2015 significantly altered policy impacts. These results emphasize the importance of nuanced, balanced immigration policy design—one that simultaneously meets economic needs and fosters social inclusion. Future policy frameworks should avoid one-size-fits-all solutions and instead address structural inequalities and long-term integration imperatives.

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9. Summary

This dissertation explores how immigration policies influence labor market disparities between immigrants and natives across the European Union, with a specific focus on the Visegrád Four (V4) countries: the Czech Republic, Hungary, Poland, and Slovakia. It contributes to political economy and labor market research by analyzing how political dynamics shape immigration policy and, consequently, immigrant labor market outcomes.

The study uses a robust empirical framework that integrates Oaxaca-Blinder decomposition, newly developed immigration policy indices, and two-stage least squares (2SLS) instrumental variable regression. These methods allow for a nuanced and causal analysis of the links between immigration policy and labor market indicators. Data sources include the EU Labour Force Survey, DEMIG and POLMIG databases, the Chapel Hill Expert Survey, and World Bank indicators.

The results show that more restrictive integration and legal entry policies generally reduce immigrant labor force participation. While these restrictions sometimes reduce unemployment gaps by favoring already employable migrants, they often do so at the expense of broader labor force inclusion. Border and exit policies have particularly negative effects on non-EU immigrants, especially after the 2015 migration crisis, which marked a turning point in policy restrictiveness across the V4.

Post-2015, the V4 countries (except the Czech Republic) adopted increasingly exclusionary stances. Hungary, for example, initially saw some benefits from strict policies but later experienced negative effects on non-EU immigrant outcomes. Poland maintained a selective approach, favoring EU-born workers, while Slovakia's policy impact was less pronounced. The Czech Republic stood out for its relatively immigrant-friendly stance, with consistently positive labor market outcomes for non-EU immigrants.

These findings underscore the heterogeneous effects of immigration policies. Restrictive measures in integration and legal

entry, while sometimes reducing unemployment gaps, often worsen participation rates and long-term inclusion prospects. Border and exit policies disproportionately harm non-EU immigrants, revealing structural barriers and possible discrimination. The research also highlights the influence of domestic political forces—such as right-wing strength and nationalist sentiment—on immigration policy design.

The dissertation offers several key insights for policymakers. First, a one-size-fits-all approach is inadequate; national contexts significantly affect policy outcomes. Second, overly restrictive policies may achieve short-term labor market objectives but risk undermining long-term social cohesion and integration. Third, the vulnerability of non-EU immigrants calls for targeted support and more inclusive strategies. Finally, the post-2015 migration crisis significantly altered policy impacts, emphasizing the need to adapt to evolving geopolitical contexts.

In sum, this research emphasizes that while restrictive immigration policies can offer short-term labor market benefits, they often do so at the expense of immigrant inclusion—particularly for non-EU groups. A balanced, context-sensitive approach is essential to ensure both economic efficiency and social integration in the long run.

10. Extended abstract in the Slovak language

Táto dizertačná práca skúma, ako imigračné politiky ovplyvňujú rozdiely na trhu práce medzi prisťahovalcami a domácim obyvateľstvom v Európskej únii, so zvláštnym dôrazom na krajiny Vyšehradskej štvorky (V4): Českú republiku, Maďarsko, Poľsko a Slovensko. Práca prispieva k oblasti politickej ekonómie a výskumu trhu práce analýzou toho, ako politická dynamika formuje imigračnú politiku a aké sú dôsledky tejto politiky na ekonomické výsledky prisťahovalcov.

Štúdia používa dôkladný empirický rámec, ktorý kombinuje Oaxaca-Blinderovu dekompozíciu, novo vytvorené indexy imigračnej politiky a dvojstupňovú metódu najmenších štvorcov s inštrumentálnymi premennými (2SLS). Táto metodológia umožňuje kauzálnu analýzu vzťahov medzi imigračnou politikou a ukazovateľmi trhu práce. Zdrojmi údajov sú prieskum pracovnej sily EÚ (EU Labour Force Survey), databázy DEMIG a POLMIG, Chapel Hill Expert Survey a ukazovatele Svetovej banky.

Výsledky ukazujú, že reštriktívne integračné a vstupné politiky všeobecne znižujú účasť prisťahovalcov na trhu práce. Hoci tieto opatrenia niekedy znižujú rozdiely v nezamestnanosti tým, že uprednostňujú už zamestnateľných migrantov, často tak robia na úkor širšej integrácie. Pohraničné a výstupné politiky majú obzvlášť negatívny vplyv na prisťahovalcov z krajín mimo EÚ, najmä po migračnej kríze v roku 2015, ktorá znamenala zlom v prítomnosti imigračných opatrení vo V4.

Po roku 2015 väčšina krajín V4 (s výnimkou Českej republiky) prijala čoraz viac vylučujúce politiky. Maďarsko zaznamenalo spočiatku pozitívne výsledky vďaka prísnyim opatreniam, ale neskôr sa situácia pre prisťahovalcov zhoršila. Poľsko si udržalo selektívny prístup, ktorý zvýhodňoval pracovníkov z EÚ, zatiaľ čo vplyv slovenskej politiky bol menej výrazný. Česká republika sa vyznačovala pomerne priaznivým prístupom k prisťahovalcom, pričom dosahovala konzistentne pozitívne výsledky najmä pre osoby z krajín mimo EÚ.

Tieto zistenia zdôrazňujú, že imigračné politiky majú rôznorodé účinky. Reštriktívne integračné a vstupné opatrenia síce môžu znižovať mieru nezamestnanosti medzi migrantmi, ale často zhoršujú ich celkovú účasť a dlhodobé začlenenie. Pohraničné a

výstupné politiky najviac poškodzujú prisťahovalcov z krajín mimo EÚ, čím odhaľujú štrukturálne prekážky a potenciálnu diskrimináciu. Výskum tiež poukazuje na význam domácich politických síl – ako je sila pravicových strán či nacionalistických nálad – pri formovaní imigračnej politiky.

Dizertačná práca ponúka viacero dôležitých odporúčaní pre tvorcov politik. Po prvé, univerzálny prístup je neúčinný – výsledky sa značne líšia v závislosti od národného kontextu. Po druhé, príliš prísne politiky môžu síce priniesť krátkodobé výhody pre trh práce, ale zároveň ohrozujú dlhodobú sociálnu súdržnosť a integráciu. Po tretie, mimoriadne zraniteľnou skupinou sú prisťahovalci z krajín mimo EÚ, ktorí potrebujú cielenejšiu podporu. A napokon, migračná kríza v roku 2015 zásadne zmenila dopady politik, čo poukazuje na potrebu ich prispôsobenia meniacim sa geopolitickým podmienkam.

Záverom možno povedať, že hoci reštriktívne imigračné politiky môžu priniesť určité krátkodobé výhody, často to býva na úkor širšieho začlenenia, najmä pre ne-EÚ migrantov. Vyvážený a kontextovo citlivý prístup je nevyhnutný na zabezpečenie hospodárskej efektívnosti aj sociálnej integrácie v dlhodobom horizonte.