The Czech-Moravian Confederation of Trade Unions (ČMKOS)
Republic of the Czech Republic through the Ministry of Labour and Social Affairs of the Czech Republic

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Remember:
- You have free access to the labour market according to s. 98 of the Employment Act.
- The decisive aspect for the purpose of free access to the labour market is in particular whether it is an accredited study school that can be considered to be “systematic preparation for future career”. In these cases, you have free access to the labour market according to s. 80 of the Employment Act.
- The key purpose of this information leaflet is to give compensation right into the complex process of employing foreigners in the Czech Republic while meeting all the obligations prescribed by the law of the Czech Republic.
- The process of employing must also include the fundamental statutory conditions and collective bargaining, which trade unions and trade union organizations are exclusively designated by.

The specimen application for the resident options available

The specimen application for the residence permits required for holders of the long-term residence permit must apply for the employee card.

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The obligations that you as a foreigner have to meet before entering into an employment agreement

As a foreigner, according to Art No. 435/2004 Coll., on employment, as amended, only after having obtained a valid work permit and a permit of residence on the territory of the Czech Republic may you start working in Czechia. The work permit is automatically satisfied by those who hold the employee and blue card.

Furthermore, it is necessary that you as a foreigner have a relevant employment contract, an agreement, permission, a legal formalities agreement to complete a job.

You have to meet all the requirements of employment for you in the Czech Republic should be the same as for the citizens of the Czech Republic in the same or similar positions, regardless of the applicable legal regulations.

The working conditions, working hours, wages, and other working conditions for individual types of permits (employee and blue card) must also be considered.

Your application for a temporary residence permit

You can submit your application for a temporary residence permit at any office of the Czech Ministry of Interior; at least, at the office that is nearest to your place of work. However, your application may be denied in the subsequent regulations and errands. The application must be processed within thirty days from the date of its submission. For a successful application, you will be invited to collect the “Certificate of Temporary Residence”.

Any formal requirements of your application for temporary residence may differ no older than 180 days, except for the birth certificate and ID card.

Your temporary residence permit has the following:

- A short-term visa – third-country nationals;
- A short-term visa – third-country nationals;
- A long-term residence permit on the territory – EU, EEA and Switzerland;
- A long-term residence permit – third-country nationals, citizens of EU, EEA, Switzerland and their family members.

As a foreigner, you can change the purpose of your stay on the territory of the Czech Republic without any restrictions if you are a holder of a temporary work permit, you cannot change the purpose of your stay if you are a holder of a temporary work permit.

As a holder of a long-term visa issued for another purpose, you may change the purpose of your stay to an employee card only after a lapse of 3 years. A holder of a long-term visa on the territory of the Czech Republic. If you change the purpose of your stay to an employee card, it would be possible to get a job for you in the Czech Republic, it is necessary that the application for a work permit should be submitted to the respective regional branch of the Labour Office of the Czech Republic.