



# Global Immigration alert

July 2024

## Czech Republic

### Amended regulations governing employment of third-country nationals

#### Executive summary

On 1 July 2024, the Czech Republic implemented several amendments to its regulations governing the employment of third-country nationals.

#### Key developments

Act No. 435/2004 Coll. on Employment, which went into effect on 1 July 2024, introduces the following changes:

- ▶ Nationals of the following countries now have free access to the Czech labor market: Australia, Canada, Israel, Japan, New Zealand, South Korea, Singapore, the UK and the US. Consequently, these individuals are not required to obtain a work permit if they seek to work in the Czech Republic and are not subject to restrictions on employment (e.g., they can change jobs or employers without seeking formal approval from the authorities). However, they are still required to obtain a residence permit if they seek to work in the Czech Republic and notify the authorities if they change their job or employer.
- ▶ Companies that sponsor third-country nationals are no longer required to conduct a labor market test when they hire qualifying individuals in regions with low unemployment rates. In addition, published job vacancies will remain active in the Czech vacancy database for a maximum of six months (previously, they remained active indefinitely) and will be automatically removed at the end of the six-month period. If required, companies must notify the labor authorities again for republishing the vacancy.
- ▶ Employers are mandatorily required to use one of three online channels to provide relevant information and updates regarding the employment of third-country nationals to

the labor authorities: a “data box” (an online feature designated by the Labour Office), forms available on the website of the Ministry of Labour and Social Affairs (MLSA) or a dedicated integrated interface for employers to interact with the MLSA. Previously, companies were not required to use any specific channel and could meet the information obligation requirement through various processes.

#### Impact on employers

Most employers that hire third-country nationals are now subject to stricter processes. Companies that hire nationals of the aforementioned countries will benefit from simplified sponsorship requirements.

#### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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