TEN COMMANDMENTS FOR EMPLOYERS OF THIRD-COUNTRY WORKERS
DURING THE STATE OF EMERGENCY

1. **Equal treatment for both Czech and foreign employees!**

   In cases such as imposed quarantine, unfitness for work, essential care for a child, temporary non-allocation of work, temporary reduction or closure of operation or compulsory work from home, an employer’s foreign employees must receive the same treatment as his Czech employees.

2. **New workers from abroad cannot be hired!**

   Acceptance of applications for residence authorisations at the diplomatic missions of the Czech Republic has been suspended; proceedings on such applications have been terminated for short-term visas, and suspended for long stay visas and residence permits.

   Although the Labour Office of the Czech Republic will still issue foreign nationals a work permit for a short-term visa, but in view of the suspension of acceptance of applications for residence authorisation, their validity period will elapse needlessly.

3. **Applications may be made by post from inside the Czech Republic; in-person submission is not required!**

   All applications concerning employee cards, blue cards, or intra-company employee transfer cards (issuance of new residence authorisations, their extension and change of purpose of stay to employment) may be submitted by post or sent to the Ministry of the Interior data in-box, the applications will be accepted and treated as if they had been submitted in person, if the law requires such method of submission. Submission of applications for work permits may proceed in the same manner.

4. **Biometric cards primarily for new foreign nationals!**

   Biometric employee cards, blue cards and intra-company employee transfer cards are issued primarily to and the biometric data needed for their production are captured primarily from third-country nationals who have newly entered the territory of the Czech Republic who do not yet hold a biometric permit.

5. **The Ministry sends written decisions by post!**

   At the request of foreign nationals or their empowered representatives, confirmation of satisfaction of the conditions for issuance of an employee card, blue card or intra-company employee transfer card will be sent by post or by data in-box. Along with the confirmation, the Ministry will also send a written decision on issuance of an employee card, blue card or intra-company employee transfer card which can be used as a substitute for their biometric permit until such permit is issued. A decision on the issuance of a work permit may also be sent by post on request.
6. **Change of employer or employment in a different position at any time!**

Valid employee card holders are entitled to change employer even before 6 months have elapsed from receiving their first employee card. In the same way, they may work temporarily in a different position with a different employer. Such a change may be implemented only to a job vacancy listed in the central register of job vacancies that may be filled by holders of employee cards, unless their future employer is an employment agency. The same applies for blue card holders. The Labour Office of the Czech Republic shall ensure prompt publication of job vacancies in the central register of job vacancies. Notifications of job vacancies may be sent to the Labour Office of the Czech Republic by e-mail, post or by data in-box. Holders of work permits may also change employer under condition that they obtain a new work permit.

7. **Workers involved in implementation of crisis measures may begin to work on the date of notification of change of employer!**

Employee card holders who change employer or begin to work temporarily in a different position with a different employer may submit a notification of such change to the Ministry of the Interior at latest on the date of starting the new job if his future employer is implementing crisis measures or is helping in implementation of such measures. Notification of the change must be supported by a declaration by the employer stating in what manner he/she is involved in implementation of crisis measures. The legal requirements for proceeding with the notified change shall be deemed satisfied on the date of the notification. The Ministry will not inform either the notifier or his/her future employer of satisfaction of such requirements. Blue card holders are entitled to change their employment in situations such as those above.

8. **Short-term stay foreign nationals may continue in employment!**

Where a work permit and a short-term Schengen visa for the purpose of employment expires during the state of emergency, it is automatically extended at least until the end of the state of emergency. This is on condition of extension of contractual employment (full employment contract or temporary work agreement) with the same conditions as in their preceding contract.

9. **Employers should help foreign nationals if they are forced to lay them off!**

We appeal to foreign workers’ employers who are forced to terminate or not extend the contractual employment of foreign nationals due to the impacts of the coronavirus to help such foreign nationals with registration as job seekers on the MLSA website [https://www.mpsv.cz/web/cz/prace-pro-cizince](https://www.mpsv.cz/web/cz/prace-pro-cizince) and provide them assistance in solving their situation (including potential return to their country of origin).

10. **Potential sanctions against employers who do not help!**

Once the state of emergency finishes, compliance with the conditions for employing foreign nationals will be thoroughly verified by the inspection authorities. Employers who fail to help the foreign nationals whom they lay off during the state of emergency, fail to ensure equal treatment for foreign nationals and their Czech employees or abuse the vulnerable position of foreign workers shall be excluded from government approved migration programmes.