

New Governmental Programmes for Economic Migration

Key and Research Staff Programme

Investors who have been operating in the Czech Republic for 1 year with an establishment in the Czech Republic and abroad (50 employees in the Czech Republic and 250 employees worldwide), research organisations listed with the Ministry of Education, Youth and Sports (MoEYS), technological companies, start-ups and newly incorporated companies

For foreign nationals acting as statutory bodies, managers and specialists, highly qualified professions CZ-ISCO 1-3 (software developers, researchers, civil engineers, etc.)

Unlimited territorial coverage (quota for certain countries as specified in Government Regulation No. 220/2019 Coll.; no quantitative limits for applications from remaining countries)

Priority access to application submission at the embassy together with family members, guaranteed handling of the application within 30 days, certain particulars of the employee card application substituted with employer's declaration (proof of accommodation, employment contract, proof of qualification)

Highly Qualified Worker Programme

Companies which have been operating in the Czech Republic for 2 years, during which they employed at least 3 employees, and which duly comply with their statutory obligations (deposition of financial statements, no outstanding liabilities to the state, "clean record" as regards illegal employment)

For highly qualified professions CZ-ISCO 1-3 (programmers, analysts, civil engineering technicians, medical doctors, nurses, etc.)

Unlimited territorial coverage (quota for certain countries as specified in Government Regulation No. 220/2019 Coll.; no quantitative limits for remaining countries)

Priority access to application submission at the embassy together with family members, certain particulars of the employee card application substituted with employer's declaration (proof of accommodation, employment contract)

Qualified Worker Programme

Companies which have been operating in the Czech Republic for 2 years, employ more than 6 employees and duly comply with their statutory obligations (deposition of financial statements, no outstanding liabilities to the state, "clean record" as regards illegal employment)

For medium and low-skilled professions CZ-ISCO 4-8 (plumbers, electricians, bricklayers, cooks, machine operators, etc.)

Ukraine, Mongolia, Serbia, Philippines, Montenegro, Moldavia, Kazakhstan, Belarus, India

Guaranteed submission of employee card application at the embassy, application handled within the statutory periods of time

Key and Research Staff Programme

FOR WHOM?

The programme is intended for investors who have been operating in the Czech Republic for 1 year with an establishment in the Czech Republic and abroad, who currently employ 50 employees in the Czech Republic and 250 employees worldwide. In addition, the Programme is intended for research organisations listed with MoEYS, technological companies, start-ups and newly incorporated companies.

The programme is intended for intra-corporate transferred specialists, managers and staff acting as statutory bodies, as well as for newly hired employees who, under the updated Employment Classification currently in force, are classified in the main CZ-ISCO categories 1 – 3 in manufacturing, services or public sector (except for health professions, which are covered by the Highly Qualified Worker Programme). These include, for instance, the professions of SW developers, IT specialists, commercial managers, etc.

FROM

All third countries. For selected countries, a yearly quota is specified in Government Regulation No. 220/2019 for applications for a long-term (more than 90 days) visa for business purposes and employee card applications, which is broken down into the different months.

CRITERIA

The employer must meet the general criteria (e.g. be resident in the Czech Republic for tax purposes, pay health and social insurance contributions, have no outstanding liabilities to the state, no sanction exceeding CZK 100,000 imposed on the employer for illegal employment in the past 2 years or repeated sanction exceeding CZK 100,000 imposed for the breach of other obligations; the vacancy must pass the labour market test) + specific criteria (different depending on the type of company) specified in the Programme.

The employment relationship must be concluded for the statutory working hours (full-time employment) and, in the case of blue card applicants, at least for a period of 1 year. Throughout the duration of the employment, the employer guarantees a wage/salary corresponding at least to the minimum average earnings of the relevant CZ-ISCO group or at the minimum level applicable to blue cards (also in the case of employee card applicants).

Always have at least 1 selected applicant.

HOW AND WHERE

Applications for participation in the Programme are handled by the Ministry of Industry and Trade and CzechInvest. The ministry handles applications submitted by investors, which can be sent to the email address klicovypersonal@mpo.cz. CzechInvest handles applications submitted by research organisations, technological companies, newly incorporated companies and start-ups, which can be sent to the email address programklicovy@czechinvest.org. It is sufficient to send a duly completed application form accompanied by the mandatory annexes to the relevant email address.

STAY VISA TYPES

Applicants may apply for an employee card (dual, non-dual), blue card or card for intra-corporate transfer employees.

ADVANTAGES

Priority access to application submission at the embassy of the Czech Republic abroad together with family members, and guaranteed handling of the application within 30 days. Applicants applying for an employee card and card for intra-corporate transfer may replace the proof of accommodation, the employment contract, the proof of qualification and the letter of posting with a written declaration by the employer. An employee card holder is entitled to change employers before the expiration of the period for which the card was issued.

MORE DETAILED

More detailed information about the Programme is available here:
<https://www.mpo.cz/cz/zahranicni-obchod/ekonomicka-migrace/program-klicovy-a-vedecky-personal--248245/>

Highly Qualified Worker Programme

FOR WHOM?

Companies which have been operating in the Czech Republic for at least 2 years and which employed or employ at least 3 persons in the period of 2 years prior to application submission.

For highly qualified professions in CZ-ISCO categories 1 -3 including health professions (managers, programmers, software developers, graphic designers, design engineers, accountants, sales representatives, analysts, civil engineering technicians, medical doctors, nurses, etc.). The closest family members of the applicant (spouse and minor or major dependent children of the foreign national or of the spouse).

FROM

All third countries. For selected countries, a yearly quota is specified in Government Regulation No. 220/2019 for employee card applications, which is broken down into the different months.

CRITERIA

The employer must meet the selection criteria for inclusion in the Programme (e.g. be resident in the Czech Republic for tax purposes, pay health and social insurance contributions, have no outstanding liabilities to the state, no sanction exceeding CZK 100,000 imposed on the employer for illegal employment in the past 2 years or repeated sanction exceeding CZK 100,000 imposed for the breach of other obligations; the employer must deposit financial statements in the collection of deeds, and the vacancy must pass the labour market test).

At the same time, the employer must guarantee a wage/salary corresponding at least to the minimum average earnings of the relevant CZ-ISCO group (in the case of health professions after deducting non-compulsory components of the wage/salary) or at the minimum level applicable to blue cards (also in the case of employee card applicants) throughout the duration of the employment. The employment relationship must be concluded for the statutory working hours (full-time employment) and at least for a period of 1 year.

Always have at least 1 selected applicant.

HOW AND WHERE

Applications for participation in the Programme are processed by the Ministry of Industry and Trade and have to be sent to the email address vysocekvalifikovani@mpo.cz. In case of health staff, the applications are processed by the Ministry of Health and have to be sent to the email address programzdravotnictvi@mzcr.cz. It is sufficient to send a duly completed form accompanied by the mandatory annexes to the relevant email address.

STAY VISA TYPES

The applicants may apply for an employee card or blue card. The family members of an employee card applicant shall apply for a long-stay (more than 90 days) visa for family purposes, while the family members of a blue card applicant shall apply for a long stay residence permit for the purpose of living together as a family with the blue card holder.

ADVANTAGES

Priority access to submission of blue/employee card application at the competent embassy of the Czech Republic together with family members. The employee card applicants may replace the proof of accommodation and the employment contract with a written declaration by the employer.

MORE DETAILED

More detailed information about the Programme is available here:
<https://www.mpo.cz/cz/zahranicni-obchod/ekonomicka-migrace/program-vysoce-kvalifikovany-zamestnanec--248246/>

Qualified Worker Programme

FOR WHOM?

Companies which have been operating in the Czech Republic for 2 years in manufacturing, services or public sector or in agriculture, the forestry or food industry and which currently employ 6 or more employees.

For medium and low-skilled professions in CZ-ISCO categories 4 -8 (plumbers, electricians, bricklayers, cooks, barkeepers and waiters, drivers, fitters, dress-makers, gardeners, machine operators, craftsmen, workers in agriculture, forestry and fisheries, etc.).

FROM

For selected third countries, with a yearly quota specified in Government Regulation No. 220/2019 for the following countries: Ukraine (40,000), Mongolia (1,000), Philippines (1,000), Moldavia (600), Kazakhstan (300), Belarus (800), India (600), Serbia and Montenegro (joint quota of 2,500 in Belgrade)

CRITERIA

The employer must meet the selection criteria for inclusion in the Programme (e.g. be resident in the Czech Republic for tax purposes, pay health and social insurance contributions, have no outstanding liabilities to the state, no sanction exceeding CZK 100,000 imposed on the employer for illegal employment in the past 2 years or repeated sanction exceeding CZK 100,000 imposed for the breach of other obligations; the employer must deposit financial statements in the collection of deeds, and the vacancy must pass the labour market test) and must undertake, in the form of a statutory declaration, to cooperate with the Foreigner Integration Support Centre in the relevant region.

The employment relationship must be concluded for the weekly working hours stipulated by the Labour Code (full-time employment) and at least for a period of 1 year. Throughout the duration of the employment, the foreign employee must receive a wage/salary at the minimum level of 1.2 times the guaranteed wage corresponding to the relevant class of work based on the applicable Government Regulation.

Always have at least 1 selected applicant. An application concerning 50 and more applicants shall be treated as a collective application (it is necessary, among other items, to submit a statement from the mayor of the municipality, and proof of consultation on the intention with employee representatives).

HOW AND WHERE

Applications for inclusion in the Qualified Worker Programme are processed by the Economic Chamber of the Czech Republic + regional Economic Chambers, Confederation of Industry of the Czech Republic, Confederation of Employers' and Entrepreneurs' Associations, Association of Small and Medium-Sized Enterprises, Agrarian Chamber of the Czech Republic, Federation of the Food and Drink Industries, Agricultural Association, Federation of the Forestry and Timber Industry, Association of Private Farming or the Business and Investment Development Agency CzechInvest as supervisors (business representative organisations).

STAY VISA TYPES

The applicants may apply for an employee card.

ADVANTAGES

The applicants included in the Programme are guaranteed the possibility to submit their employee card application at a competent embassy of the Czech Republic abroad and having the employee card application handled within the statutory periods of time.

MORE DETAILED

More detailed information about the Programme is available here:
<https://www.mpo.cz/cz/zahranicni-obchod/ekonomicka-migrace/program-kvalifikovany-zamestnanec--248247/>