

News Flash

9 January 2024



**How to employ refugees from
Ukraine in the Czech Republic?**

How to employ refugees from Ukraine in the Czech Republic – changes from January 2024

On 21 March 2022, Law No. 65/2022 Coll. and Law No. 66/2022 Coll. were promulgated in the Collection of Laws, granting free entry to the Czech labour market to Ukrainian citizens who have fled to the Czech Republic in connection with the conflict in Ukraine. These regulations have been amended again and the temporary protection of Ukrainian refugees **is extended until 31 March 2025**, subject to the conditions described below.

Types of residence permit

Persons who have fled from Ukraine before the armed conflict can currently reside in the Czech Republic on the basis of different types of residence permits. In addition to ordinary residence permits, such as an employment card, a large number of Ukrainian citizens reside in the Czech Republic on the basis of:

- temporary protection - codes: D/VS/U or D/DO/667, D/DO/668, D/DO/669, D/DO/767, D/DO/768, D/DO/769, D/DO/867, D/DO/868, D/DO/869
- long-term visa for the purpose of toleration - codes: D/VS/91 (the changes concern only those granted in connection with the conflict in Ukraine) and D/SD/91.

Please note that, with few exceptions, it is not possible to apply for another residence permit. The only exceptions are applications covered by Government Regulation No. 308/2022 Sb. According to this regulation, it is possible to apply to the embassy in Ukraine for, for example, a blue card or a study permit.

Embassies in Ukraine are also now accepting applications for employment cards, **but only for government-approved programmes** (e.g. Skilled Worker Programme, Key and Scientific Personnel Programme, etc.).

For more information on the conditions for inclusion in the economic migration programme, please click [here](#).

Extension of temporary protection

Temporary protection will be extended again by affixing a new visa. As it is not technically possible to extend temporary protection in one single day, the process will be carried out in two steps, first by registration and then by a visit to the Asylum and Migration Policy Department of the Ministry of the Interior (OAMP).

If the holder of temporary protection fails to register by the deadline or fails to present the visa after registration by the end of September 2024, the temporary protection will expire.

Electronic registration

Online registration will be open until 15 March 2024. The registration portal will be available on the following website: www.frs.gov.cz/docasna-ochrana/#3.

The registration itself extends the temporary protection until 30 September 2024. However, it is necessary to complete the registration by booking a date to visit the Ministry of the Interior.

If the registration is not done in time and the temporary protection expires, the foreigner has the possibility to reapply for temporary protection. However, there is a risk of not being found to meet the conditions for its granting.

Visit to the Ministry of the Interior of the Czech Republic

After registering online, it is necessary to arrive at the OAMP on the scheduled date and have a new visa marked. The visit to the OAMP must

be completed by 30 September 2024. The foreigner should submit following documents:

- Travel document,
- Proof of accommodation (confirmation with certified signature or rental contract).

New visa will be valid until 31 March 2025.

Visa for the purpose of toleration

For holders of a visa for the purpose of tolerance in connection with the conflict in Ukraine, **the visa will be extended again automatically** until 31 March 2025. There is no need to take any further steps to do so. The visa for the purpose of tolerating the conflict in Ukraine is coded D/SD/91.

However, to avoid inconsistencies and uncertainty when dealing with the authorities, we recommend applying for a new visa with an updated validity date. This requires an appointment at OAMP.

Obligations of employers

We would like to kindly remind that the employer of a foreigner is obliged to keep a copy of the documents proving the employee's right to stay. Therefore, the employer should be concerned with whether employees who hold temporary

protection have properly and timely applied for its extension.

Employers are advised to ensure that their employees register on time and then attend the appointment for the visa to be affixed. The registration will be supported by a pdf certificate which can be downloaded from the OAMP portal.

Temporary protection holders have free access to the labour market, so they do not have to deal with work permits (unlike, for example, holders of a tolerance visa).

Change reporting and other obligations

In addition to matters related to the extension of residence titles, please note that the foreigner is obliged to report to the OAMP any significant changes concerning him/her, e.g. **change of residence address, change of surname, change of marital status or change of travel document**. Find the [form](#) on the OAMP's website for this purpose. The form shall be delivered along with the necessary documents in person, sent by post or by data box.

Foreigners should also note that they may be subject to obligations such as paying utilities or health insurance.

We are ready to help you with the employment of refugees from Ukraine, do not hesitate to contact us.

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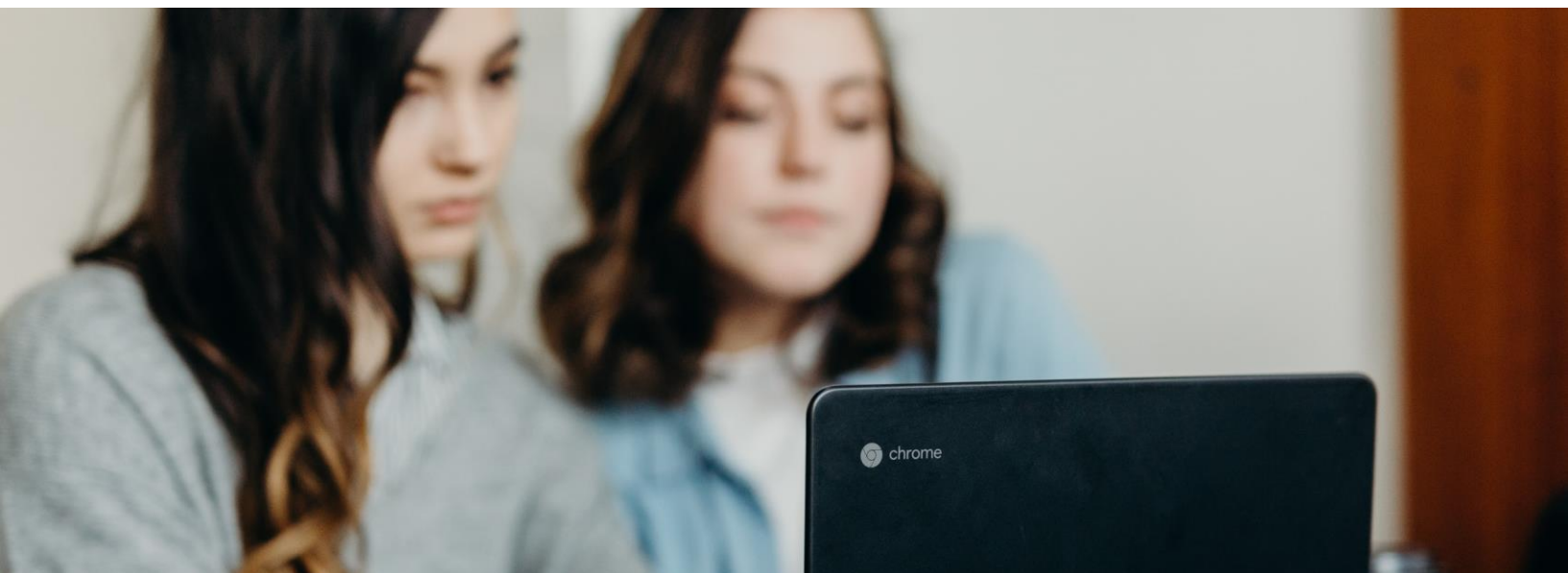
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