

Employment of citizens from third countries

Abstract

This thesis focuses on employment of citizens from third countries. The first chapter introduces definitions of the terms Foreigner and Unreliable Employer as specific terms in employment of citizens from third countries. The second chapter describes European and Czech labour legislation and amendments of Czech labour legislation adopted in years 2024 and 2025. The third chapter focuses on specific obligations of employer in employment relation with foreigners, with emphasis on specific obligation to inform the Labour office as the main duty of all employers employing citizens with third country nationalities. The fourth chapter deals with the main institute of long-terms residence for the purpose of employment, which is the Employee Card. Because of the importance of this institute, this chapter is divided in subchapters focused on the process of applying for the Employee Card, then prolonging the Employee Card, change of employer for holders of the Employee Card and consequences of terminating the employment for employees with the Employee Card. The fifth chapter presents the institute of Employment Permission as a specific permit from Labour Office which does not include permission to stay in Czech Republic, but only to work. The following chapters discuss other types of long-terms residence which are issued for the purpose of employment. These are the Blue Card and the Intra-company Employee Transfer Card. The eighth chapter further deals with foreigners with other types of long-terms residence and their access to the Labour market. Specifically, the chapter discusses foreigners with permanent residence, EU citizens and their family members, foreigners with long-terms residence for the purpose of family reunification, the purpose of study and the purpose of doing business. The last chapter focuses on Programmes approved by the government while every subchapter summarizes one of the programmes and specifies who the programme is intended for and what benefits it provides.

Key words: foreigners, employee card, employment permit