

POTENTIAL REFUGEE LABOUR PATHWAYS TO CZECHIA

MULTIPLE PATHWAYS TO COMPLEMENTARY LABOUR PATHWAYS

Complementary labour pathways can take a **variety of forms**, meaning that they can be designed in line with Member State contexts and priorities, can engage a variety of actors, and can reach refugees with a range of profiles. Approaches to facilitating refugee labour mobility include those that make **current labour pathways more accessible** to refugees generally as well as **targeted initiatives for displaced talent** in certain sectors or geographies.



Selected labour migration channels for third-country nationals that might be considered in a complementary labour pathway scheme.

📍 *With flexibility or adaptations, these could be used by displaced talent.*



Other labour migration initiatives that, while not currently targeting displaced persons, could be expanded or taken as inspiration to reach those in particular countries or occupations.

📍 *Targeted initiatives offer an opportunity to proactively reach displaced talent.*

EU Blue Card

- Combined residence and work permit for those with an offer for a highly qualified job; valid for up to **2 years** and can be extended for a further 2
- Applicants are required to prove **3 years of completed university** or higher vocational education, in addition to a **minimum gross monthly or annual wage** corresponding to 1.5 times the Czech average and a **contract for at least 1 year**

Employee Card

- Combined residence and work permit; valid for up to **2 years** and can be extended for a further 2
- Applicants must show an **employment contract**, an agreement to perform work, or an agreement for a future contract, along with **documents proving the professional competence** required by the job; wages and working hours must meet certain requirements



EU Talent Partnerships

- Aim to facilitate **job matching** and **labour market mobility** that is beneficial for migrants, sending countries, and receiving countries, and could be used to reach refugees in addition to migrants
- Mobility for study, **work**, and **training** purposes
- Focus on **North African countries, Bangladesh, Nigeria, Pakistan, and Senegal**

Qualified Worker Programme

- Intended for employers operating in Czechia for at least 2 years, employing at least 6 people, and wanting to employ applicants who are citizens of **Armenia, Belarus, Georgia, India, Kazakhstan, Moldova, Mongolia, Montenegro, North Macedonia, the Philippines, Serbia, or Ukraine**
- Supports employers who need to bring **qualified foreign workers** (CZ-ISCO, classes 4-8) to Czechia, offering the possibility to apply for an Employee Card at Czech embassies
- Applicants should be hired to work in **manufacturing industry, services, or the public sector**

Key and Scientific Personnel Programme

- Supports investors, research organisations, tech companies, and start-ups by facilitating new hires or internally transferred workers as statutory bodies, managers, or specialists (CZ-ISCO, classes 1-3) in the fields of **production, services or in the public sector**
- Guarantees the possibility of applying for a residence permit at Czech embassies (also for close family members), **simplifies the application process**, and ensures processing within 30 days

Highly Qualified Employee Programme

- Supports employers who need to bring **highly qualified** foreign workers (CZ-ISCO, classes 1-3) to Czechia
- Applies to employees **newly hired by companies operating in Czechia for at least 2 years** in the fields of manufacturing or services or in the public sector
- Guarantees the possibility to apply for a residence permit at Czech embassies (also for close family members) and **simplifies the application process**



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