

Global BRIEF Immigration Alert | January, 25 2012



## CZECH REPUBLIC | New Labor Office Registration and Academic Credentialing Requirements

Effective January 1, 2012, a new amendment to the Czech labor code now requires that all European Union (EU) and non-EU foreign nationals obtaining or possessing a work permit must be registered with the local Labor Office. In addition, all non-EU national workers applying as localized assignees will be required to have their academic degrees credentialed for equivalency by the Czech authorities.

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### What's Changed?

#### Local Labor Office Notification

Prior to January 1, 2012, only EU national workers were required to notify the local Labor Office of their employment prior to or on the first day of employment. The new labor code amendment requires this registration for all foreign national workers.

In addition, all foreign workers who commenced work in the Czech Republic prior to January 1, 2012 must submit a local Labor Office notification prior to April 1, 2012.

#### Degree Certificate Equivalency

Effective January 23, 2012, all work permit applications for non-EU nationals who will be hired locally (i.e., localized onto Czech payroll) require a diploma with an equivalency certificate ("nostrification") issued by the Czech regional education authorities having jurisdiction over the applicant's intended place of work. Confirmation of whether notarized copies of diplomas authenticated either by a Czech consular post (i.e., "legalized") or the Apostille process will be accepted in lieu of an original, authenticated diploma certificate must be verified with the local education authority.

Please be advised that this new academic credentialing requirement will greatly extend overall processing time for localized work permit applications. Credentialing processing times are estimated between 6-12 weeks and will vary by region and volume of applications filed with a particular office.

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### Action Items For Employers

The Czech Government appears to continue to implement new immigration and labor law changes in 2012. For EU and non-EU national assignees, notification must take place within one day of commencing employment and personal appearance of the assignee may be required. Please be advised that the government may announce additional, new work permit application and/or registration requirements during the course of this year.

For work permit applications filed after January 23rd, employers should prepare for significantly increased work permit application processing times due to the new academic credentialing requirements.

This news alert was provided in coordination with our Czech KGNM-Move One.

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#### **Caveat Lector | Warning to Reader**

This content is provided for general information purposes only and does not constitute legal advice or final guidance for any immigration matter. Readers are reminded that a country's immigration laws and requirements may change with little to no advance public notice. Questions regarding specific immigration matters should be addressed to your Pro-Link GLOBAL specialist.

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