

EMPLOYMENT LAW BASIC FACTS

OVERVIEW 2026

CZECH REPUBLIC

Information valid as of 1 January 2026



YOUR SAFE HARBOUR



Employment Contract/Alternatives	• Must be in writing and include information about type of work, place of work and date of commencement • Alternative flexible contracts: zero-hour contract (DPP), casual contract (DPČ) (both with limited time range)	
Probation Period	• Up to 4 months; up to 8 months for managers • During probation period both parties may terminate the employment with immediate effect without stating a reason • May be extended before it ends, but the total duration may not exceed the maximum duration stated above	
Fixed-term Employment	• Up to 3 years • May be extended twice, each time for up to an additional 3 years • For employees who temporarily replace employees on maternity, paternity, or parental leave, fixed-term employment may be renewed without limitation, however, the total duration of fixed-term employment may not exceed 9 years	
Working Time/Scheduling	• Standard: 40 hours per week for single-shift operations, one shift up to 12 hours • Mandatory 30 minute food and rest break after 6 hours of work • Overtime: annual limit of 150 hours or up to 416 hours with employee’s consent • Various forms of flexible working hour schedules available	
Minimum Salary	• CZK 22 400 (approx. 1 004 EUR)/month • CZK 134.40 (approx. 5.53 EUR)/hour	
Extra Pay	• Overtime work – additional payment of at least 25% of average earnings, which may be partially included in salary; compensatory paid time-off may be agreed instead • Work on public holidays – compensatory paid time-off; additional payment of at least 100% of average earnings may be agreed instead • Night work – additional payment of 10% of average earnings; may be decreased by agreement between employer and employee • Weekend work – additional payment of 10% of average earnings; may be decreased by agreement between employer and employee • Other (for health risks etc.) • Additional payments are cumulative, i.e., if the employee works on a weekend night, he/she is entitled to an additional payment of 10% + 10%, i.e. 20% of average earnings	
Statutory Levies	Health Insurance	Social Security Insurance
	Employee	7.1%
	Employer	24.8%
Payments during Illness	• 1st - 14th day: 60% of average earnings, to be paid out by the employer • From 15th day on: social security benefits paid by the state	
Annual Leave	• Minimum of 4 weeks of annual paid leave (5 weeks state employees, 8 weeks teachers) • Salary compensation paid at the rate of average earnings; the leave must be ordered by the employer 2 weeks in advance • Transfer of unused leave into following years, pay for unused leave possible only upon termination of employment	
Maternity/Parental Protection	• Maternity leave: 28 weeks (37 weeks if more children are born), social security benefits paid by the state • Paternity leave: up to 2 weeks, social security benefits paid by the state • Parental leave: until the child reaches 3 years of age	
Employment Termination	• Written agreement • Written notice of termination – Employee may terminate at any time for any or no reason – Employer may terminate only on grounds specified by law (organizational changes, health issues, failure to meet requirements, unsatisfactory work performance, and breach of duties); often special termination procedure must be followed – Employer may remove employees from top management positions without reason • 1 month notice period in case of termination pursuant to Section 52 f) to h) of the Labour Code, i.e., due to unsatisfactory working results, breach of duties, etc. In other cases, 2 months’ notice period applies. Notice period starts on the day the notice is received by the other party.	
	• Minimum severance payment depends on termination grounds – 1 to 3 average monthly earnings for organizational reasons – In case of termination due to loss of fitness for work resulting from occupational injury or disease, employee is entitled to one-off compensation of 12 times their average monthly earnings. The compensation is paid from the mandatory employer liability insurance system.	
	• Written immediate termination – Employer may terminate only in the case of an exceptional gross breach of employee’s duties or a serious criminal offence	
	• Collective dismissals – mandatory special termination procedure for multiple redundancies	
	• Specially protected employees: employees temporarily unfit for work, pregnant employees, employees on maternity/parental leave, trade union officials • Validity of termination may be disputed in court within 2 months from the last day of employment	
Non-Compete Clauses	• Valid for up to 12 months after termination • Minimum compensation of 50% of average earnings for every month • Limited practical usability, difficult withdrawal from the clause by the employer	
Employees’ Representation	• Trade unions, work councils, representatives concerned with occupational safety and health protection • Minimum number of employees required for establishment of a trade union: 3 • Does not have much tradition, usually not in a strong position	
Employment of Foreigners – Special Obligations	• EU citizens – no restrictions, minimum conditions under EU Posting Directive to be provided, obligatory notification of employment towards Labour Office & other administrative obligations • Citizens of Australia, Japan, Canada, the Republic of Korea, New Zealand, Great Britain, the USA and Singapore do not need an employment permit, but only a residence permit • Other non-EU citizens – visa and employment permit generally needed • Special conditions for Ukrainian refugees	
Employment Private Agencies (Temporary Assignment)	• Enable the employer to be more flexible with number of employees • Agency employees must have the same salary and working conditions as regular employees	
Country Specifics	• Notice of termination by an employer possible only for a statutory termination reason (even if employee is paid severance) • Achieving a certain (e.g. retirement) age does not automatically constitute a reason for termination • Salary compensation (e.g. during paid leave or sickness) is calculated by use of “average earnings” and does not equal the salary agreed • Documents may be delivered electronically to a digital data box. A simple and fast delivery method. Digital data boxes are compulsory for business entities	

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