

Start employing in Czechia with Boundless

Czechia

How benefits work

STATUTORY

GOOD PRACTICE

ABOVE & BEYOND

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Working Hours

Maximum of 40 hours weekly

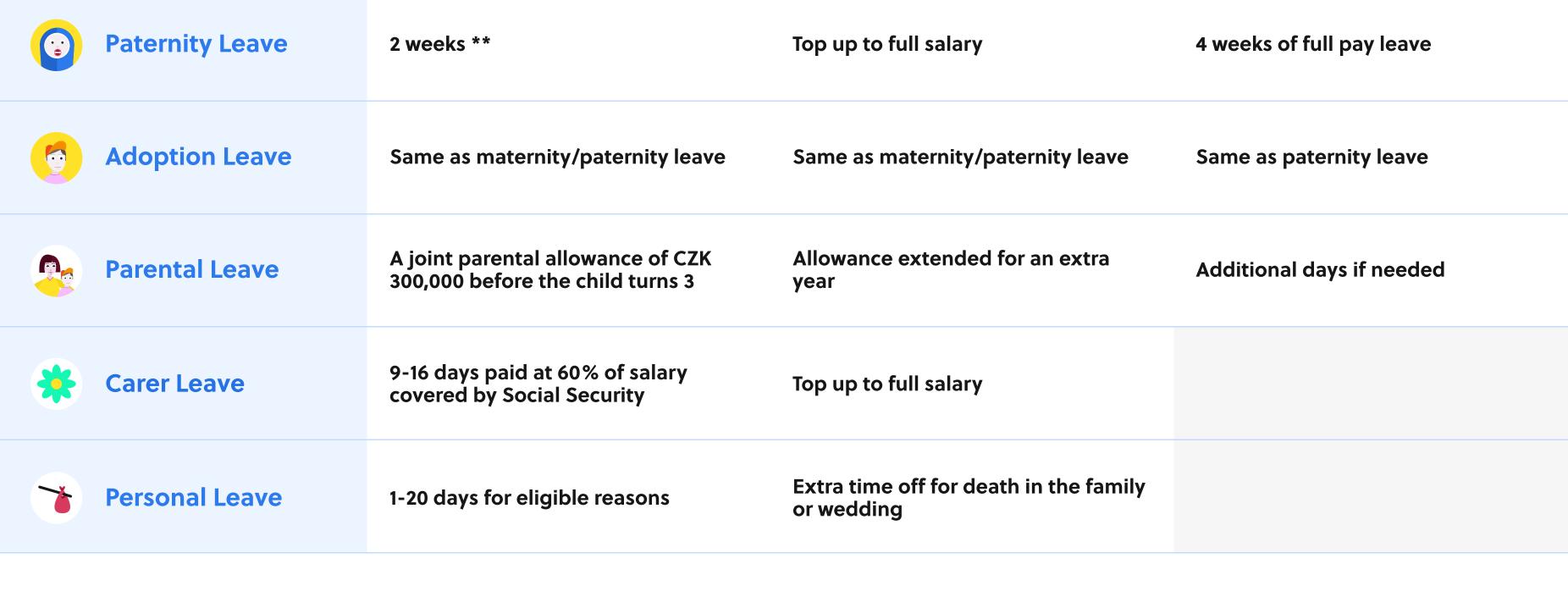
38 to 40 hours weekly

Flexible working hours

Overtime Compensation	1.25 pay	1.25 pay or time off in lieu	1.50 pay
Paid Time Off	20 days	25 days	Unlimited time off
Public Holidays	13 public holidays; double-pay if working on them		

General Benefits

	Pension	21.5% contribution by employer, 6.5%. by employee	1.5 times the employee's contribution to supplementary pension	Up to CZK 50,000 annually, (the max cap)
+	Healthcare	Czech public health care system	Private health insurance	+ Dependents
C.	Flexible Working	Child or dependent-caring employees can request shorter working days or similar adjustment	Time and location flexibility, offering hybrid working models and option to WFH 2-3 times a week	Option for full-time WFH
	Home Office Budget	Provide all required equipment and supplies including set up. Wear and tear costs if personal equipment is used.	Fixed allowance to cover all expenses instead of using a formula	Stipend for additional equipment
	Education & Training		Education & training budget for courses related to work or personal development	Czech language classes to expats or other languages for Czech employees
	Transportation		Annual public transport pass for employees commuting	Public transport allowance
Y	Life Insurance		Cover for disability or death equal to the annual salary	Up to three times the employee's annual salary
	Meals		55% of the meal voucher	Stipend for additional expenses
	Profit Sharing		Bonuses tied to company performance	Annual bonus equalling a month's salary
	Wellness Program			Gym membership, Employee Assistance Programs
Le	ave			
	Sick Leave	380 days of sick leave. First 14 paid by the employer; the rest by Social Security	100% pay for first 30 days	Top up beyond 30 days
	Maternity Leave	28 weeks (37 weeks if multiple births) *	Top up to full salary	





* 70% of salary, covered by the government **70% of salary, covered by the government