



# Czechia

## How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
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
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
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

## Leave

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	
Paternity Leave	2 weeks **	Top up to full salary	4 weeks of full pay leave
Adoption Leave	Same as maternity/paternity leave	Same as maternity/paternity leave	Same as paternity leave
Parental Leave	A joint parental allowance of CZK 300,000 before the child turns 3	Allowance extended for an extra year	Additional days if needed
Carer Leave	9-16 days paid at 60% of salary covered by Social Security	Top up to full salary	
Personal Leave	1-20 days for eligible reasons	Extra time off for death in the family or wedding	