Fixed Term Contracts

Fixed-term contracts are permitted in the Czech Republic but may not exceed 3 years and cannot be renewed more than twice. In light of that, an individual can be on a fixed-term contract for a maximum of 9 years. If a Worker works beyond the end of the fixed-term without an official renewal, the contract will be automatically converted to indefinite.

Probationary Periods

Probationary periods are permitted in the Czech Republic up to three months (six months for managers). Notice is not needed to terminate an employment contract during a probationary period.

Holidays

In Czech Republic, Workers recognize 11 public holidays. Workers are entitled to a paid day off in recognition of public holidays. Workers who work on a public holiday are entitled to double pay.

Vacation

Most Workers are entitled to four weeks of vacation annually. Leave should be taken in the year it is accrued, but no later than the year following the year it is accrued. Accrued but unused leave must be paid to Workers who are terminated.

Sick Leave

Workers are not entitled to benefits during the first three days of illness or injury. From the fourth to the fourteenth day, employers must pay 60% of the Worker's average wage. The government picks up benefits as of the fifteenth day.

Working Hours

A standard workweek is 40 hours per week over five days. Shifts may not exceed 12 hours. Workers may not be asked to work more than 8 hours of overtime per week or 150 hours of overtime per year. Overtime is compensable at a premium of usually 125%. Workers must receive 11 hours of rest between the end of one shift and the start of another.

Termination

Except in cases of criminal or serious misconduct, Workers must be given advanced written notice prior to termination and include one of the specific reasons for termination permitted by the Labour Code. If an adequate reason exists, Workers are entitled to two months' notice, which begins in the month after the delivery of notice. Workers may be entitled to severance depending upon the reason for termination