

The Czech Republic: Better work-life balance and information about workers' rights

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The Czech parliament has adopted several improvements of the country's labour code. Most of the changes are introduced because of two EU directives, the one on work-life balance and the one on predictable working conditions, both adopted by the EU in 2019.

1. Work-life balance.

The new rules close several loopholes in the labour code in relation to European law, particularly as regards arrangements for remote work. From now on, remote working must be the subject of a written agreement between the employer and the worker. It will therefore be up to both parties to decide on relevant conditions, such as the location of remote work, the number of days per week, health and safety, and possible reimbursement of relevant expenses. Refusal of remote work for pregnant employees must be justified in writing by the employer. The same will apply to an employee caring for a child under the age of nine or a dependent person. Finally, the employer may actually order the employee to work from home in exceptional cases, such as pandemics.

2. Information to workers about their rights.

Employers are already today required to inform their workers in writing of their rights and obligations. From now on, this information will have to be provided no later than seven days from the start of the employment, as opposed to one month at present. Moreover, the list of information to be provided has been extended. The employer will have to specify the length and conditions of the trial period, rest periods and the procedure to be followed if the employment relationship is terminated.

Edited by industriAll Europe.