

The basic employment regulation dealing with this issue is Act no. 262/2006 Coll., Labour Code, as amended.

Further information

Adherence to employment regulations by employers is checked by the labour inspection authorities, that is the State Labour Inspection Office (Horní náměstí 2, 746 01 Opava, tel.: 00420 553696 154, e-mail: opava@suip.cz) and its subordinate regional inspection offices. These authorities provide basic information and advice relating to employment relations and conditions free of charge.

Further information is available on the website:

<http://osha.europa.eu/fop/czech-republic/cs/>

Information is available in both Czech and in English.

State Labour Inspection Office, Department of Work Relations and
Conditions, March 2009

SENDING EMPLOYEES WHOSE EMPLOYER'S REGISTERED OFFICE IS OUTSIDE THE CZECH REPUBLIC TO PERFORM WORK IN THE CZECH REPUBLIC

With changes taking effect as of 1st January 2008

Basic information

If an employee working for an employer based in one of the EU countries is sent to perform work in the Czech Republic, they are bound by the employment regulations of the Czech Republic when it comes to:

- a) maximum duration of working hours and minimum duration of rest,
- b) minimum duration of a holiday within a calendar year or a part thereof pro rata,
- c) minimum wage, minimum wage tariffs and bonus for overtime work,
- d) health and safety at work,
- e) working conditions of pregnant employees, breastfeeding employees and employees up to and including the ninth month after giving birth, and underage employees,
- f) equal treatment of male and female employees and anti-discrimination,
- g) working conditions for agency employment.

The above mentioned is not applicable should complying with the legislation of one's own country be more favourable to the employee. Favourability of each right is considered individually in accordance with the employment relationship. If work performance in the Czech Republic does not exceed 30 days in a calendar year, the stipulations under the letters b) and c) are not valid. In cases where the employee is sent by an employment agency to perform work, all the above mentioned stipulations (under all the letters) apply regardless of the duration of the employment.