

# Czech Republic<sup>1</sup>

**Jirina Kocourková** (Charles University, Prague)

April 2022

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the [members page](#) on the Leave Network website.

## 1. Current leave and other employment-related policies to support parents

### a. Maternity leave (*materska dovolena*) (responsibility of the Social Security system)

*Length of leave (before and after birth)*

- 28 weeks: six to eight weeks before the birth and 20 to 22 weeks following the birth. It is obligatory to take 14 weeks, including at least six weeks after the birth.

*Payment (applied for the whole period of Maternity leave) and funding*

- 70 per cent of daily earnings up to a maximum payment of CZK47,700 in 2022 [€1,931.96]<sup>2</sup> per month.
- Payments are not taxed.
- Payment is financed from sickness insurance contributions by employers, paying 2.3 per cent of earnings.

*Flexibility in use*

- Leave can be started six to eight weeks before birth.
- From the start of the seventh week after childbirth, either parent may use the leave, i.e. the mother may alternate with the father of the child, with no

---

<sup>1</sup> Please cite as: Kocourková, J. (2022) 'Czech Republic country note', in Koslowski, A., Blum, S., Dobrotić, I., Kaufman, G. and Moss, P. (eds.) *International Review of Leave Policies and Research 2022*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

<sup>2</sup> Conversion of currency undertaken for 21 June 2022, using: [https://www.ecb.europa.eu/stats/policy\\_and\\_exchange\\_rates/euro\\_reference\\_exchange\\_rates/html/index.en.html](https://www.ecb.europa.eu/stats/policy_and_exchange_rates/euro_reference_exchange_rates/html/index.en.html)

restriction on the frequency of alternation. If the father uses the leave, he must do so for at least seven days.

- Parents on leave can work from the start of the seventh week after childbirth, but not on the same job from which they are taking leave.

*Eligibility (e.g. related to employment or family circumstances)*

- To be eligible for maternity benefit, an employee must have contributed to sickness insurance for at least 270 calendar days during the last two years. There are no further citizenship requirements.
- A self-employed worker must meet the same condition as an employee, and, in addition, have contributed to sickness insurance for at least calendar 180 days during the last year.
- Students are entitled to the benefit.

*Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother*

- In the case of multiple births, the length of leave is increased by nine weeks.
- When the child is stillborn, the mother is granted 14 weeks of Maternity leave.

## **b. Paternity leave**

*Length of leave*

- Fourteen calendar days.

*Payment and funding*

- 70 per cent of daily earnings up to a maximum payment of CZK22,260 [€901.58] per seven days.
- Payments are not taxed.
- Payment is financed from sickness insurance contributions by employers, paying 2.3 per cent of earnings.

*Flexibility in use*

- It can be taken at any time during the six weeks after the birth of the child. The period of the six weeks can be prolonged by the child's hospitalization period.
- All fourteen days must be taken as a block.

*Eligibility (e.g. related to employment or family circumstances)*

- Sickness insured workers, including employees and self-employed men.
- Must be officially registered as the father.

### **c. Parental leave (*rodicovska dovolena*) (responsibility of the Ministry of Work and Social Affairs)**

#### *Length of leave*

- Both parents can take leave until the child's third birthday. Leave is an individual entitlement, but only one parent at a time is entitled to the benefit.

#### *Payment and funding*

- A parental benefit or **Parental Allowance** – *rodicovsky prispevek* – is available to all families who meet the eligibility conditions, whether or not they take Parental leave. It can be considered as a home-care benefit for at-home parents, as well as – partly – a benefit to subsidise care costs, since parents can work full-time or part-time while receiving this benefit (but access to publicly-funded childcare is then limited, see below).
- A parent who personally and duly cares for a child who is the youngest in the family is entitled to the Parental Allowance. The Parental Allowance is provided until the total amount of CZK300,000 [€12,150.67] has been drawn, before the child's fourth birthday. In the case of twins or more children born at the same time, the total amount extends to CZK450,000 [€18,226.00]. Since 28 July 2021 one-time payment of the unexhausted amount is provided if another child is born before drawing the entire amount of CZK300,000 [€12,150.67].
- A parent may choose the amount of monthly Parental Allowance they receive and thus the period of its drawing. The monthly amount of Parental Allowance is calculated based on the same daily assessment base as is used for the determination of Maternity benefit or Sickness benefit related to the child's confinement or adoption according to the Act on sickness insurance. If at least one parent in a family is a person participating in sickness insurance, the amount of Parental Allowance can reach 70 per cent of 30 x the daily assessment base (in 2021, CZK42,720 [€1,730.26] per month at the most). When the daily assessment base can be determined for both parents, the higher one is used for calculation. If the daily assessment base cannot be set for any parent, parents may select a monthly amount of up to CZK10,000 [€405.02]. In the case of twins or more children born at the same time the monthly amounts are adjusted accordingly.
- While Parental leave can only be taken up to the child's third birthday, the parental benefit is paid until the child's fourth birthday.
- Payments are not taxed.
- Parental benefit is funded from general taxation.

#### *Flexibility in use*

- The choice of the amount of Parental Allowance can be changed once every three months.
- Parents on leave can work without any limitation, but as they cannot make use of public childcare facilities, they are then responsible to ensure the care of the child by another person.

- Both parents can take Parental leave at the same time, but only one of them is entitled to the Parental Allowance. They can alternate in receiving the benefit as often they want.

*Eligibility (e.g. related to employment or family circumstances)*

- There are no special requirements for leave; however, each parent must ask for formal approval of the employer.
- Parents can choose the period and amount of the parental benefit that they receive, on the condition that at least one parent in a family is a person paying sickness insurance.
- Non-Czech nationals must have been registered as resident for at least one year.
- Payment of the parental benefit is conditional: where there is a child under two years of age, parents must not use a publicly funded ECEC service for more than 92 hours a month. There is no limitation on service use for older children.
- Parental leave is available to registered partners.

*Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the parents*

- In case of multiple births, the maximum amount payable for the whole period is CZK450,000 [€18,226.00]. The upper limit per month is 1.5 times higher than in the case of a single birth. Accordingly, if a parent has not paid sickness insurance, the upper limit is CZK15,000 [€607.53].
- Parental Allowance can be taken by grandparents or other persons where they provide day care for the child and the parents agree to transfer their entitlement.

**d. Childcare leave or career breaks**

- No statutory entitlement.

**e. Other employment-related measures**

*Adoption leave and pay*

- For adoptive parents, the same regulations for Parental leave apply as for other parents.
- Same-sex couples can legally adopt.

### *Time off for the care of dependants*

- Employees can take leave to care for a sick relative at home (in all cases of illness for a child under ten years of age – otherwise, only in the case of a serious illness).
- Leave is paid at 60 per cent of earnings up to a ceiling of CZK855 [€34.63] per day.
- A parent can take no more than nine days of leave in one block of time, but there is no limit regarding the frequency of taking leave. Parents may alternate with each other in taking leave to care for a sick child.
- There are no length of service requirements in order to be eligible.

### *Flexible working*

- None.
- Currently pensions are treated according to Act No. 306/2008 Coll. (effective from 1 January 2010). The Act introduced, in particular, measures implementing parametric changes of the basic pension insurance system. Compared to the legislation in effect prior to the adoption of the above Act, among the important approved changes is a 'step-by-step extension of the insurance period needed to establish a right to an old-age pension from 25 to 35 years,' including non-contributory periods, or to 30 years without non-contributory periods. Non-contributory insurance periods include time spent caring for a child below four years of age (i.e. the whole period of Maternity leave and Parental leave).

### *Specific provision for (breast)feeding*

- None.

## **2. Relationship between leave policy and early childhood education and care policy**

The maximum period of paid post-natal leave is three years, but the period of well-paid leave depends on how parents use the Parental Allowance. There is an entitlement to Early Childhood Education and Care (ECEC) from three years of age and attendance is compulsory from five years of age, one year before compulsory schooling begins. There is no gap, therefore, between the end of leave and an ECEC entitlement but a gap between the end of well-paid leave and the start of an ECEC entitlement.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

### **3.Changes in policy since April 2021 (including proposals currently under discussion)**

Two changes in legislation occurred since April 2021. First, since 28 July 2021 a one-time payment of the unexhausted amount of parental allowance is provided to families if another child is born before drawing the entire amount of CZK300,000 [€12,150.67]. It applies to families for whom the youngest child is born after 28 July 2021 (after the amendment to the Act). Second, since 1 January 2022 Paternity leave was prolonged from seven to fourteen days.

A new change in legislation is currently being prepared. Parents will be able to take two extra months of Parental leave for every child, but it will not be transferable between parents. Mothers and fathers will be able to take leave until the child's eighth birthday.

## **4. Uptake of leave**

### **a. Maternity leave**

Nearly all mothers take Maternity leave.

### **b. Paternity leave**

No information is available (the leave has only been introduced in 2018).

### **c. Parental leave**

Legislation on Parental leave (so that fathers could take leave) was introduced in 1990, but truly equal conditions for both parents were not introduced until January 2001. However, the number of men receiving the parental benefit (Parental Allowance), in comparison to women, has remained negligible: in 2001, men accounted for 0.77 per cent of recipients of this benefit, and subsequently there was a slight increase, but only to 0.99 per cent in 2003, 1.4 per cent in 2006 and 1.5 per cent in 2008, when 5,724 men received the parental benefit (for context, 375,876 women received the benefit in that year). Since 2008, however, there has been no further increase: in 2010, 4,986 men received the parental benefit, compared with 328,777 women (i.e. 1.5 per cent of recipients were men, the same proportion as in 2008). Since 2011 a slight and continuous increase is apparent. In 2015, 5,100 men received the parental benefit (i.e. 1.8 per cent of all recipients) and in 2016, 5,200 men received the parental benefit (i.e. 1.9 per cent of all recipients). It is assessed that currently around 2 per cent of all recipients are men.

There is no information about how long women or men take Parental leave for. It is assumed that most parents taking leave do so only until their child's third birthday (when their entitlement to leave, although not the benefit, ends) as they prefer not to lose their jobs.