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Factsheet for case CZ-2020-14/358

Save jobs! - Employee sharing

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Country	Czechia, applies nationwide
Time period	Open ended, started on 31 March 2020
Type	Company practice
Category	Support for essential services – Smoothing frictions or reallocation of workers
Case created	07 April 2020 (updated 22 April 2020)

Background information

During the COVID-19 outbreak a lot of Czech companies face problems with an actual engagement of their employees. The Czech Chamber of commerce decided to help overcome difficulties and offers a helping hand in using an „employee sharing“ programme. Employee sharing as an employment tool may be useful since there are also companies that currently lack employees (e.g. due to quarantine or taking care of their family members) and that would welcome assistance of employees coming from other companies.

Content of measure

The measure is governed by the §43a of the Labour Code, the so called temporary assignment of an employee. The temporarily assigned employee stays employed by the original employer, however, the work tasks are being given by the company to which he/she was assigned.

Working and wage conditions of employees temporarily performing activities for another employer must not be worse than the conditions of their main occupation.

The Czech Chamber of Commerce cooperates with an electronic platform www.WorkLinks.com which offers its services for free for this purpose. Also on-line platform Jurent CZ, which has a wealth of experience in employee sharing, has been involved in this measure. In addition, the Chamber offers a toll free phone helpline for companies requiring advice in that matter.

Use of measure

Information on effectiveness has not been available yet.

Actors, target groups and funding

Actors	Target groups	Funding
Employers' organisations Company / Companies	All companies	Employers organisation

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Other

It is an active and direct initiative of the Chamber of Commerce.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 31 March 2020: Save Jobs! (www.komora.cz)
- 22 April 2020: WorkLinks (www.worklinks.com)