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European Monitoring Centre on Change

Czechia: Time off for job search

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Czechia

Phase:

Management

Type:

Time off for job search

Last modified: 18 June, 2021

Native name:

Nařízení vlády č. 590/2006 Sb., kterým se stanoví okruh a rozsah jiných důležitých osobních překážek v práci

English name:

Government Regulation No. 590/2006 Coll., on the range and extent of other important personal obstacles to work

Article

Point 11 of the annex

Description

Time off for job search with refund of wages is provided to a maximum of one half day per week before the termination of employment due to reorganisation, during the notice period of two months. Time off may be accumulated and taken in 'one-go' with the consent of the employer.

This article is valid both for individual and for collective dismissals (within 30 days dismissals of at least 10 workers in companies with 20-100 employees, at least 10% in companies with 101-300 employees, or at least 30 workers in companies with more than 300 workers) and for all types of contracts (fixed-term contracts, permanent contracts, full-time and part-time contracts).

Comments

Government Regulation No. 590/2006 Coll. provides further details on specific cases mentioned in the paragraph 199 of Act No. 262/2006 Coll., Labour Code, which regulates personal obstacles to work.

Cost covered by

Employer

Involved actors other than national government

National government only

Thresholds

Company size by number of employees:

20

Number of affected employees:

10

Sources

- DG Employment, Social Affairs and Equal Opportunities/Héra (2011), Selected companies' legal obligations regarding restructuring
- Ius Laboris (2011), Individual Dismissals Across Europe, Brussels
- [Government Regulation No. 590/2006 Coll.](#)
- [Act No. 262/2006 Coll., Labour Code](#)

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Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: information@eurofound.europa.eu

Press: media@eurofound.europa.eu



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