

Working in **Czechia.**

Your rights as an employee or freelancer – contracts, notice, pay and pitfalls

Czech employment law protects employees from day one, and the 2025 'flexi-amendment' changed notice, probation and pay in foreign currency. What expats should know before signing.



01

Contract basics

Standard working time is 40 hours a week and annual leave at least four weeks. A probation period of up to 4 months (8 for managers) must be agreed in writing.

§§ 35, 79, 213 Labour Code (Act No. 262/2006 Coll.)



02

Dismissal only on statutory grounds

Myth: "At-will employment applies."

Your employer may give notice only on the grounds listed in the Labour Code – whatever the company size. Other routes: mutual agreement, summary dismissal, termination in probation.

§§ 49, 52, 55, 66 Labour Code



03

Notice: at least two months

Since 1 June 2025 the notice period starts on the day notice is delivered. It is at least two months; one month where notice is given under § 52(f)–(h).

§ 51 Labour Code



04

Paid in euros?

Myth: "Wages must be paid in CZK."

Possible with your consent in defined cases – e.g. EU citizens without Czech permanent residence or employees living abroad. Minimum wage 2026: CZK 22,400 a month.

§§ 111, 143 Labour Code



05

Home office

Remote work requires a written agreement. The employer bears the costs – as a flat rate (CZK 4.70 per hour in 2026) or as agreed otherwise in writing.

§§ 190a, 317 Labour Code



06

Side jobs: DPP and DPČ

A DPP agreement is capped at 300 hours a year per employer; a DPČ agreement at half of regular weekly working hours on average.

§§ 75, 76 Labour Code



07

Freelance or disguised employment?

Myth: "A trade licence makes me a contractor."

Working on a živnost for one client under their instructions, like an employee, may be illegal 'švarcsystém'. Fines for the company range from CZK 50,000 to CZK 10 million.

§ 2 Labour Code; §§ 5(e), 140 Act No. 435/2004 Coll.



08

Freelancers: minimum contributions

Self-employed, main activity, 2026: minimum social security advance CZK 5,005 a month from July (CZK 5,720 until June); minimum health insurance advance CZK 3,306.

ČSSZ; VZP (2026)



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JUDr. Ing. Tomáš Mach, LL.M., Ph.D.

Czech attorney (advokát) · Member of the Cologne Bar · Court-appointed expert on German law

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+420 245 008 552 · paha@machlegal.eu · en.machlegal.eu

