

Upcoming changes to the Czech Labour Code

Labour Code amendment passed by the Chamber of Deputies

11 March 2025

The Chamber of Deputies recently approved the flexible amendment to the Labour Code. If passed by the Senate and signed by the president, as is expected, these amendments will likely take effect on 1 June 2025.

The primary goal of the amendment is to enhance flexibility in employment relationships, aligning with the demands of the modern labour market and ongoing digitalisation trends. Additionally, the amendment aims to support work-life balance.

Key changes

	Current regulation	New regulation (effective likely from 1 June 2025)
Maximum probationary period	3 months (6 months for managerial employees), cannot be prolonged.	Maximum probationary period extended to 4 months (8 months for managerial employees), with the possibility of prolongation within the maximum limits.
Duration of fixed-term contracts	Maximum duration is limited to 3 years, fixed-term contracts may be repeated twice.	More flexible rules for fixed-term contracts when replacing employees on maternity/parental leave.
Notice period duration (termination by an employer)	2 months for all termination reasons.	Notice period varies based on the reason for termination: <ul style="list-style-type: none"> - 1 month for disciplinary reasons - 2 months for other cases
Notice period commencement	Starts on the first day of the following calendar month after delivery of the notice.	Starts on the date of delivery of the notice.



	Current regulation	New regulation (effective likely from 1 June 2025)
Obligation to reinstate an employee returning from maternity leave to their original position and workplace	Obligation to reinstate an employee returning immediately after maternity leave (typically within 6 months of the child's birth).	Obligation to reinstate an employee returning after maternity leave or parental leave (within 2 years of the child's birth).

Other notable changes

The amendment includes a wide range of other changes, such as:

- Easier delivery of certain employment-related documents.
- The option to agree on salary payments in a currency other than CZK.
- New rules for workplaces where multiple trade unions operate.
- The possibility of employing 14-year-olds for light work

What was NOT approved?

A proposed change allowing employers to terminate employment without stating a reason was not passed.

What should HR managers do?

As these changes are likely to take effect within a few months, we recommend reviewing existing employment contracts to ensure compliance with the new rules.

Particular attention should be paid to probationary periods and notice period provisions.

If you have any questions or require legal assistance in adapting to the upcoming changes, our team is here to help.

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