

# Amendment to the Czech Labour Code – Q&As

The long-awaited, and above all one of the most significant amendments to the Czech Labour Code in recent years was published in the Collection of Laws on 19 September 2023 as Act No. 281/2023 Coll. and comes into force in its majority on 1 October 2023.

## What is the purpose of the amendment?

- The amendment **meets** the **transposition requirements of the European directives**.
- At the same time, it introduces a **number of other changes responding to the needs of current practice** and aiming at the **digitalisation of labour law**.

## What changes does the amendment bring?

- These are key changes, particularly in the area of **agreements on work performed outside the employment relationship, remote work, information obligations** and the **delivery and conclusion of employment documentation**, which will fundamentally affect the functioning of existing employment relationships.
- Specifically, the following topics:
  - **electronic conclusion of contracts and agreements,**
  - **a broader and modified employer information obligation,**
  - **changes to agreements outside the employment relationship,**
  - **uninterrupted rest,**
  - **introducing rules for remote work,**
  - **applications for parental leave,**
  - **flexible working time arrangements, and**
  - **changes in electronic delivery of employment documentation.**

## Who will be affected by the amendment?

- Given the scope of the changes, the amendment affects **a wide range of persons**, not only employers, employees working on the principal employment relationship, but also part-time employees, contract workers, or persons in a specific position such as pregnant women or persons caring for children or persons dependent on the help of others, as well as persons working in the HR department.
- Therefore, **everyone dealing with employment law** should remain vigilant.

## When does the amendment come into force?

- Most of the provisions will be effective from **1 October 2023**.
- The exceptions are a few provisions, in particular those introducing leave for so-called “contract workers”, which for practical reasons will not become effective until **1 January 2024**.

## How to prepare for the amendment?

- **In connection with the amendment, selected existing employment law documentation will need to be updated** to ensure that its content meets all the requirements set out in the amendment.
- **New employment documents will also be prepared** to meet some of the new obligations.
- **We also recommend that HR staff be newly trained** sufficiently to be able to respond adequately to the adopted changes, especially to future employee requirements that the amendment allows them to claim.
- Follow our series of individual changes on our [LinkedIn profile](#).
- For more information on the uniform changes, see also our articles – [Part 1](#) and [Part 2](#).

## Who to contact?

If you are interested in reviewing your existing employment documentation, do not know how to set up the adaptation process appropriately, or need help with any other employment matter, please contact us, we are happy to help you!

### PEYTON legal employment team



**Mgr. Jakub Málek**  
managing partner  
malek@plegal.cz



**PhDr. Mgr. Jan Ptáčník**  
senior attorney  
ptacnik@plegal.cz



**Mgr. Tereza Dvořáková**  
attorney  
dvorakova@plegal.cz



**Mgr. Kateřina Lansdorfová**  
junior lawyer  
lansdorfova@plegal.cz



**Mgr. Radim Šulc**  
junior lawyer  
sulc@plegal.cz