



Support of flexible work

Policy Brief Czechia

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Policy Brief CZ03, 2025.

Support of Flexible Work

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“Further development of options for reconciling household care with work activities through part-time work, working from home, shared jobs, etc.”

Executive Summary

Women would be more likely to return to the labour market sooner if they could better balance work and caregiving responsibilities. While several measures have been approved or are in development under the Labor Code, they remain underutilized. The COVID-19 pandemic accelerated the adoption of remote work, yet many employers may still hesitate, fearing a lack of oversight or increased organizational complexity with alternative work arrangements such as job sharing. A much broader implementation of existing legislative measures is needed, particularly to support highly skilled parents in effectively combining their professional and family responsibilities.

The Challenge

- 🏠 Motherhood and childcare present a significant barrier to women's career advancement.
- 🏠 The long duration of parental leave in Czechia (paid maternity leave of 28 weeks, followed by parental leave with state financial contribution for either parent or alternately until the child is 3 years old.) is not always viewed positively.
- 🏠 Since fathers tend to have higher salaries, family strategies mostly focus on parental leave for women.
- 🏠 Employers often fear that mothers may not be able to fully dedicate themselves to their work responsibilities.
- 🏠 In Czechia, only about half of mothers with children under the age of four are employed, despite the fact that most would like to work.
- 🏠 A potential solution could be to find ways to support mothers in staying in the labor market while addressing employers' concerns.

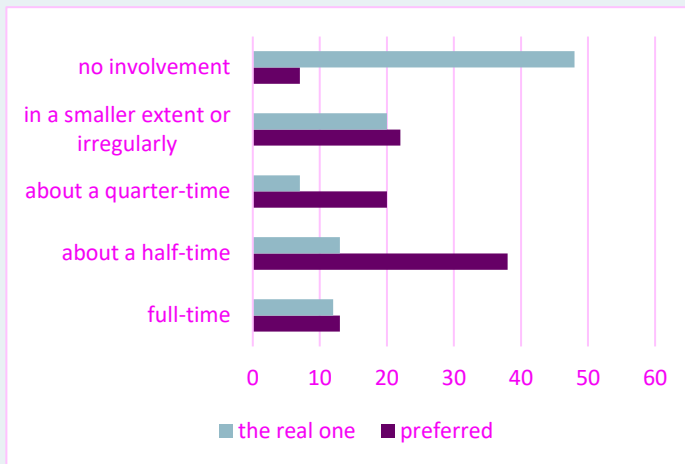
- It is particularly important that highly qualified parents have the opportunity to balance caregiving and work, enabling them to continue their careers without compromising their family responsibilities.
- For companies, this would provide an opportunity to retain a qualified and motivated workforce.
- It would be beneficial to continue implementing the measures introduced during the COVID-19 pandemic, where operational circumstances allow, such as the option to work from home, the possibility of short-time work, flexible working hours to accommodate childcare needs, and the introduction of job sharing.
- These measures, most of which already exist in legislation, should be more actively put into practice.
- State and public organizations, as well as companies, should set an example.
- These measures should be implemented alongside adequate availability of preschool facilities, tax benefits for employers, and the replacement of tax breaks for non-working mothers with tax deductions for children under three years of age.

Policy Solutions

- It is necessary to intensify monitoring of the use of flexible work in the current version of the Labor Code No. 262/2006 Coll. to keep parents in the labor market.
- Further follow-up legislative measures in the tax sphere need to be prepared.
- At the same time, it is necessary to intensify measures in the sphere of care (kindergartens, alternative forms of childcare)

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Supporting Evidence & Best Practices



Preferred and actual involvement of mothers of children under 4 years of age in the work process [%].
Mundoo report, 2024

Data shows that a significant proportion of women would like to return to work sooner if employers created suitable conditions for them. This would certainly benefit employers, who would thus retain qualified workers. According to the findings of the FLIARA project, a number of innovative women left their original qualified professions for this very reason and started their own businesses in the countryside, where they can organize their working hours according to their own needs and those of their families.



Conclusion & Call to Action

The Labor Code provides relatively broad possibilities for adjusting working hours to parental responsibilities and interests. These possibilities are not always used, perhaps due to inertia or concerns that relaxing working hours would lead to a decrease in labor productivity. However, in the long run, these forms are also beneficial for employers: they retain quality employees and their qualifications. In cases of high educated people, part-time work involves only part of the working hours (and costs of the employer), but the entire creativity of the workers.

CALL TO ACTION:

- 🏠 Ministry of Labour and Social Affairs to prepare draft legislative measures
- 🏠 Government Council for Gender Equality to intensify monitoring of the use of flexible working hours to retain women in the labour market
- 🏠 Employers in their own interest will support mothers and eliminate the surviving ideas about their unfulfilling work
- 🏠 Municipalities will intensify measures in the field of childcare for working parents. Taking into account the demographical development, these measures should be formulated in such a way that they can be transformed into care for the elderly after the need of childcare has ended.

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Further Reading

Assessment of Rural and Farming Policy and Legal Frameworks in relation to Women-led Innovation; <https://zenodo.org/records/14045163>

About FLIARA

The project is on a mission to create a more sustainable future by highlighting the role of women in agriculture and rural areas. FLIARA will boost understanding of the needs and challenges facing women leading innovative environmental and rural development practices in EU farming and rural areas.

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Female-Led Innovation in Agriculture and Rural Areas

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