


# Who is eligible for parental leave in Czechia?

Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Czechia it is called **Rodicovska dovolena**. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

## Parental leave in Czechia is:

€  
Paid. A total of maximum CZK220,000 [€8,368] for the entire leave period

  
36 months

  
Leave is an individual right with some transferability

## Almost all women and men in employment are eligible for parental leave.

This factsheet is based on an eligibility study of how many women and men (aged 20-49) would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility <sup>(1)</sup>. For Czechia, it is not possible to simulate all the conditions that apply due to data restrictions.

Parental leave benefit, **Rodicovsky prispevek**, is available for all parents irrespective of their eligibility for the leave. This allowance acts as a subsidy to childcare costs. Parents are allowed to work while receiving parental benefit. While the leave can be taken only until the child turns the age of three, the allowance is reserved for families until the child is four years of age.

## Who is eligible for parental leave in Czechia?

✓ **Employees**

✓ **Self-employed**

✓ **Same-sex parents**

✓ **Non-citizens <sup>(2)</sup>**  
(except asylum seekers)  
(with conditions for all non-citizens)

In the EU-28 <sup>(3)</sup>:

- **15** countries restrict access to employees with short working duration before birth (not Czechia)
- The self-employed are not eligible in 10 countries (not Czechia)
- **11** countries do not allow access for same-sex parents (not Czechia)
- **19** limit access to refugees or asylum seekers (with conditions for refugees and asylum seekers are not eligible in Czechia)

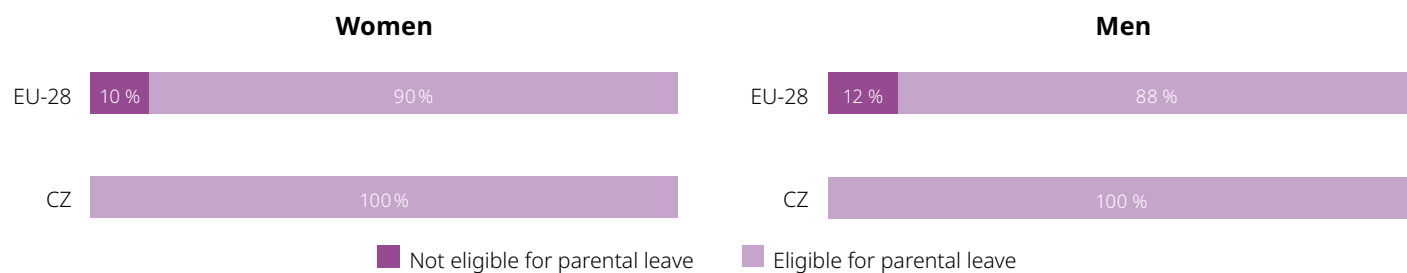
<sup>(1)</sup> Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

<sup>(2)</sup> The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

<sup>(3)</sup> The data was collected before the UK left the European Union.

Parental leave in the Czechia is an employment right although parents require approval of their employer to take the leave.

Non-nationals must be a resident for 12 months to be eligible for leave.



Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research. Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa\_pganws)).

### European Institute for Gender Equality

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