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NEWS REPORT

Country:	Czech Republic
Title:	Amendments to the Sickness Insurance Act to better harmonise family and work life
Date:	03 July 2017
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<u>Context</u>	
Issue at stake:	Amendments have been introduced to the Sickness Insurance Act introducing paternity and long-term care leave
Source:	Documents of the Chamber No. 821 (paternity benefit) and No. 1029 (long-term caring benefit)
Field:	Parental leave; other
Applicable law:	Act No. 187/2006 Coll., on sickness insurance

Content

The Czech Parliament recently adopted an amendment to the sickness insurance act (Act No. 148/2017 Coll., amending Act No. 187/2006 Coll.) introducing paternity leave. A proposal for another amendment to the sickness insurance act, which introduces a long-term caring benefit, is still pending and it will probably not be adopted before the general election in October 2017.

The new sickness insurance benefit – paternity benefit - envisages a one-week paid leave for fathers with a pay of 70% of the daily salary, in order to take care of the mother and the new-born child. The benefit can be provided until the child reaches 6 weeks of age.

The purpose of the proposed long-term caring benefit is to provide adequate compensation for a loss of income due to the interruption of work for taking care of a person in need of long-term care. This provision will affect women more than men, since the majority of caretakers are women. The benefit will be part of the sickness insurance system. The Labour Code in connection with the long-term care shall be amended as well, so that the employer will be obliged to provide the employee with the same position, after s/he returns from the care leave. At the same time, it has been proposed during the debate in the Parliament, that the employer shall have the possibility not to agree with providing long-term care leave.

Key points of analysis: Both benefits shall contribute to a better harmonisation of family and work life. The paternity leave will encourage fathers to take care of their new-born child.

Internet link source:

<http://www.psp.cz/sqw/historie.sqw?o=7&t=1029>,

<http://www.psp.cz/sqw/historie.sqw?o=7&t=821>