

**Czech Republic**

**Legislation**

Act No. 262/2006 Coll., the Labour Code  
 Act No. 187/2006 Coll., on Sickness insurance  
 Act No. 114/1995 Coll., on State social support  
 Act No. 100/1988 Coll., on Social Insurance, as amended  
 Reg. No. 288/2003 Coll., on types of work forbidden for pregnant women

**Leave of absence**

**Maternity leave:** 28 weeks of (37 weeks for multiple births)

**Parental leave:** until the child reaches the age of 3 years

**Form of allowances**

**Birth allowance:** One-off lump-sum for each child born – CZK 13,000 (about EUR 500)

**Maternity benefit:** Fixed monthly amount, max. CZK 29,090 (about EUR 1,120); min. CZK 7,600 (about EUR 295)

**Parental allowance:** Four levels of monthly allowance provided ranging from CZK 11,400 to CZK 3,000 (about EUR 440 to EUR 116) – until the child reaches the age of 4 years at the latest

**Paternal leave**

Paternal leave has been discussed as part of the “family package” which was not passed into law

**Termination protection**

Notice may not be served during a protective period, i.e. while a female employee is pregnant or is on maternity leave or while a female or male employee is on parental leave

**Work time derogation for breast feeding**

Mothers are entitled to breaks for breastfeeding:

2 x 30 minutes per day until the child reaches 1 year and then 1 x 30 minutes per day for the next 3 months  
 Only 1 x 30 minutes per day until the child reaches 1 year if the mother works part-time (but at least half the normal weekly working hours)

Breaks are included in working hours, and compensatory wage or salary in the amount of her average earnings is paid

**Overtime work**

Overtime is prohibited during pregnancy and until the child reaches one year of age


**Contribution paid by the employer**

All above-mentioned allowances are paid by the state administration, i.e. the Social Security Office and, Social Support Office. No contributions are paid by the employer

**Date of expected changes**

Due to the recent parliamentary elections, a new government has been established and in this connection some changes in this regard can be anticipated – e.g. reform of the Labour Code is currently under discussion

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**Slovak Republic**

**Legislation**

Act No. 311/2001 Coll., the Labour Code, as amended  
 Act No. 461/2003 Coll., on Social Insurance, as amended  
 Act No. 235/1998 Coll., on single allowance at childbirth, as amended  
 Act No. 571/2009 Coll., on parental allowance, as amended  
 Act No. 600/2003 Coll., on child benefits, as amended

**Leave of absence**

**Maternity leave:** 28 weeks (37 weeks if the woman is a single mother or giving birth to two or more children)

**Parental leave:** at least 1 month, at the latest until the child reaches 3 years of age (until 6 years if the child suffers from long-term health conditions)

**Form of allowances**

**Birth allowance:** lump-sum allowance at childbirth amounting to EUR 151.37 + EUR 678.49 per one child under fulfillment of certain statutory conditions (i.a. if the child survives 28 days after childbirth)

**Maternity allowance:** allowance is paid monthly in arrears during the maternity leave, which amounts to 55% of the entitled person's daily assessment base calculated for the purposes of the sickness benefit, according to the entitled person's average salary; EUR 625 at the most

**Parental allowance:** monthly allowance amounting to EUR 256 under fulfillment of certain conditions – until the child reaches 2 years of age; alternatively EUR 164.22 if the statutory conditions are not fulfilled; this lower rate can be provided until the child reaches the age of 3 years at the latest

**Paternal leave**

The concept of paternal leave does not exist in Slovak legal regulations

**Termination protection**

During a protective period, i.e. when the employee is pregnant, on maternity leave or parental leave or as a single parent employee caring for a child younger than 3 years, the employment relationship of an employee may be dismissed by notice of termination only under very limited, expressly stipulated statutory conditions

**Work time derogation for breast feeding**

Mothers working full time are entitled to breaks for breastfeeding:

2 x 30 minutes per child per day until the child reaches 6 months, and then 1 x 30 minutes per child per day for the next 6 months

If the mother works part time, but at least half of the normal weekly working hours, she is entitled to breastfeeding breaks of 1 x half an hour per child per day until the child reaches 6 months

Breaks are included in working hours, and compensatory wage in the amount of average earnings is paid to the employee

**Overtime work**

A pregnant woman, a woman or man regularly caring for a child younger than 3 years, a single male or female who regularly cares for a child younger than 15 may only work overtime with their consent


**Contribution paid by the employer**

All above-mentioned allowances and benefits are paid by the state administration, i.e. Social Insurance Agency, Office of Labour, Social Affairs and Family. No contributions are paid by the employer

**Date of expected changes**

Even though the Slovak Labour Code has been amended several times recently, due to a current change in the Slovak government, further reforms of the Labour Code may not be excluded

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**Hungary**

**Legislation**

Act No XXII of 1992 on the Labour Code  
 Act no. LXXXIV of 1998 on state support of families

**Leave of absence**

**Maternity leave:** 24 weeks without reference to the number of children born

**Parental leave:** until the child reaches the age of 3 years (even that the parental allowances are provided until the child reaches the age of 2 years)

**Form of allowances**

**Birth allowance (one time support for mothers):** lump-sum of HUF 64,125 (EUR 230) for a single childbirth. Lump-sum of HUF 85,000 (EUR 300) for each child born as part of a multiple childbirth

**Maternity allowance TGYÁS:** monthly allowance paid during the maternity leave (24 weeks at the most). The amount depends on the length of the maternity leave – HUF 98,000 (EUR 350) at the most

**Parental allowance GYED:** monthly allowance provided in case that the employee is not working (taking parental leave), its maximum is limited to HUF 102,900 (EUR 368); this allowance can be provided until the child reaches the age of 2 years

**Parental allowance GYES:** the employee may work while receiving the monthly allowance. GYES is determined by legal regulations as HUF 28,500 (EUR 102), it can also be provided until the child reaches the age of 2 years

**Paternal leave**

All new fathers are entitled to 5 extra days of paid holiday

**Termination protection**

During IVF, pregnancy up until the third anniversary if the child (with certain conditions) and for fathers being the primary care giver for the child, up to the child's third birthday

**Work time derogation for breast feeding**

Mothers are entitled to breastfeeding breaks:  
 2 x 1 hour per day until the child reaches 6 months of age  
 1 hour per day and per child until the child reach 9 months of age  
 Special provisions apply for mothers of premature or disabled children who remain in hospital

**Overtime work**

Prohibited during pregnancy and until the child reaches one year of age

**Contribution paid by the employer**

In principle all above-mentioned allowances are paid by the state administration

**Date of expected changes**

Significant changes and a reform is expected on or after January 2011. Also, the family support system is under new revision based on guidelines from the Constitutional Court

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