

THE FLEXI-AMENDMENT IS ABOUT TO TAKE EFFECT. BE READY

On 1 June 2025, another comprehensive amendment to the Labor Code, known as the flexi-amendment, will come into effect. The amendment introduces several changes intended not only to increase labor market flexibility, but also to improve work-life balance.

Key changes

Work-life balance

- Two-year guarantee of the same job for employees on maternity, paternity or parental leave.
- Allowing the concurrent performance of DPP (Agreement to Perform Work) or DPČ (Agreement on Work Activity) for work of the same type as specified in the employment contract, provided the agreements were concluded for the duration of parental leave or part thereof.

Labor flexibility

- Extension of the trial period from 3 to 4 months, or from 6 to 8 months for senior employees.
- Possibility of an unlimited number of fixed-term employment contracts for employees who are replacing another employee on maternity, paternity or parental leave.
- The notice period begins on the day the notice is delivered to the other party.

Other important changes

- The requirement for job applicants in the first category of employment (e.g. office work) to undergo an initial medical examination has been abolished.
- Prohibition on employers from restricting employees in sharing or discussing information about their wages, salaries or other remuneration.

But that's not all – the amendment also introduces other significant changes, which we've summarized for you on our website.



The amendment is about to come into force. With us, you can get everything done on time

- **Do a revision:** The amendment affects key areas of labor law that are commonly reflected in employment contracts and employer's internal regulations.
- **Update your documentation:** In addition to ensuring compliance with the new legislation, it will also provide greater flexibility and help prevent potential penalties from labor inspectors.
- **The right time for training:** Thanks to our training, your HR staff will easily handle changes in the agenda.
- **We will provide you with comprehensive advice:** Whether you need a document review or want to better understand the changes, we are here for you

