

# IN THE CZECH REPUBLIC, YOU CAN BE EMPLOYED FULL-TIME, OR YOU MAY ENCOUNTER CONTRACTS KNOWN AS DPP OR DPČ.

## DPP – AGREEMENT TO COMPLETE A JOB DPČ – AGREEMENT TO PERFORM

**DPP/DPČ employment agreements are contracts between the employer and the employee for one-time or short-term work, or for activities in a limited scope.** If such a contract is concluded, the employer is required to keep a record of the hours worked.

DPP – Agreement to complete a job	DPČ – Agreement to perform work
<b>The agreement must be concluded in writing</b> – one original of the DPP/DPČ is for you, and one is for the employer.	
<b>The agreement must include:</b> identification details of the employer and employee, the type of work to be performed and the place, the duration of the work (dates), and the financial compensation.	
<b>You can work a maximum of 300 hours per calendar year for one employer</b> , even if you have multiple DPP contracts with the same employer (each contract must be for a different activity).	<b>With one employer, a DPČ contract can be concluded for a maximum of 20 hours per week.</b>
<b>If the reward is lower than CZK 12,000 per month</b> , the employer does not pay health or social insurance for you.	<b>If the reward is lower than CZK 4,500 per month</b> , the employer does not pay health or social insurance for you.
<b>If the reward is CZK 12,000 or higher per month</b> , the employer pays both health and social insurance for you.	<b>If the reward is CZK 4,500 or higher per month</b> , the employer pays both health and social insurance for you.
<b>A 15% tax is deducted from your earnings.</b>	
<b>Under certain conditions specified by law, you are entitled to vacation.</b>	
<b>A DPP ends when...</b> ...the agreed type of work is finished, ...the number of hours agreed upon has been worked, ... the annual limit of 300 hours has been reached, ...the DPP agreement is terminated (by resignation or dismissal – the notice period is 15 days from the date the notice is delivered to the employer).	<b>A DPČ ends when...</b> ...the agreed type of work is finished, ...the number of hours agreed upon has been worked, ...the DPČ agreement is terminated (by resignation or dismissal – the notice period is 15 days from the date the notice is delivered to the employer).

**ATTENTION! Holders of an employee card without free access to the labour market are not allowed to sign a DPP agreement. If they do, it is considered illegal work, which may result in the cancellation of their residence permit**

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