

VIII.



A GUIDE FOR FOREIGN NATIONAL PARENTS LIVING IN THE CZECH REPUBLIC



33. A GUIDE FOR FOREIGN NATIONAL PARENTS LIVING IN THE CZECH REPUBLIC

The social security system in the Czech Republic comprises the pension, sickness and health insurance systems, as well as national employment policy system and the non-contributory social benefit system. The health insurance system is financed via health insurance funds. Other components of the system are financed from the State budget. Premiums are paid by employers and employees or by self-employed persons. The health insurance, pension insurance and national employment policy system are mandatory for every economically active individual; the sickness insurance scheme is obligatory for employees and voluntary for self-employed people. In addition, some groups are considered to be insured without having to pay any premiums (students, women on maternity leave, etc.) if certain conditions are met.

33.1 State Social Support

The state system of social supports includes allowances to help families with dependent children in situations that cannot be alleviated by the family's own resources.

The following benefits are available:

- child allowance
- housing allowance
- parental allowance
- birth grant

33.1.1 Who is Eligible?

The following persons or groups are eligible for allowances:

- people who have been granted permanent residence in the Czech Republic;
- EU citizens to whom the European Community directives apply;
- foreign nationals with permanent residence status in the Czech Republic valid for over 365 days (excluding international protection seekers housed by the Interior Ministry);
- foreign nationals under one year of age born in the Czech Republic who are permanent

residents of the Czech Republic (excluding international protection seekers housed by the Interior Ministry);

- underage foreign nationals in the care of institutions or individuals in the Czech Republic intended to replace their parental care;
- foreign nationals with the legal status of a European Community long-term resident living in another EU member state who were issued a long-term residence permit in the Czech Republic;
- family members of a foreign national with the legal status of a European Community long-term resident living in another EU member state who were issued a long-term residence permit in the Czech Republic;
- foreign nationals who were issued a long-term residence permit in the Czech Republic for the purpose of science and research;
- foreign nationals who were granted subsidiary protection;
- foreign nationals who were issued a long-term residence permit in the Czech Republic for the purpose of high-qualification employment.

All of these must reside in the Czech Republic.

33.1.2 Child Allowance

A child allowance is a basic long-term benefit provided to families with dependent children. A dependent child up to the age of 26 years, living in a family with an income of less than 2.4 times the family's subsistence minimum (see <http://www.mpsv.cz/en/11854>) is entitled to this allowance. The amount of the allowance depends on the child's age:

Age of the dependent child	Amount of monthly child allowance in CZK
up to 6 years of age	500
from 6 to 15 years	610
from 15 to 26 years	700

33.1.3 Parental Allowance

A parent who personally and duly cares for a child who is the youngest in the family is entitled to a parental allowance. A parental allowance is

provided until a maximum cumulative amount of 220,000 CZK is reached or until the child completes 4 years of age, whichever comes first. If at least one parent has a sickness insurance policy, the parents may elect the amount of monthly parental allowance and the time period of its distribution.

The maximum monthly amount of parental allowance depends on the daily assessment base used for calculating the maternity benefits or sickness insurance benefits related to the person's guardianship or adoption of the child.

- If 70 % of 30 times the daily assessment base is under or equal 7,600 CZK, the maximum monthly parental allowance is 7,600 CZK.
- If 70 % of 30 times the daily assessment base is higher than 7,600 CZK, the maximum amount of parental allowance is calculated as 70 % of 30 times the daily assessment base, with the ceiling of 11,500 CZK.

When both parents have a sickness insurance policy, the higher assessment base is used for the calculation. Parents may apply to change the amount of the allowance once every three months.

If none of the parents have a sickness insurance policy, they cannot customise the pattern of their parental allowance distribution: 7,600 CZK is paid monthly until the child reaches 10 months; and a subsequent 3,800 CZK is paid monthly until the child is 48 months old.

A parent is entitled to a parental allowance if a child under the age of 2 years attends a pre-school or other facility for pre-school children for a maximum of 46 hours in a month.

A parent's income is not a consideration; the parent may have an occupation and still be entitled to a parental allowance as long as the child is in the care of another adult.

33.1.4 Birth Grant

This is a one-time benefit for low-income families to help them cover the costs related to the birth of their first and second child. Families are entitled to a birth grant provided the family income in the calendar year quarter prior to the birth of the child does not exceed 2.7 times the family's subsist-

ence minimum (see <http://www.mpsv.cz/en/11854>). The birth grant amounts to 13,000 CZK for the first child and 10,000 CZK for the second child.

33.1.5 Applying for Benefits

Applications for state social support benefits are handled by the regional branches of the Labour Office of the Czech Republic based on the place of permanent residence of the eligible applicant. Applications for benefits are submitted on forms established by the Ministry of Labour and Social Affairs. The addresses of the regional branches of the Labour Office of the Czech Republic can be found at <http://portal.mpsv.cz/ssp/local>. The application forms are available from <http://forms.mpsv.cz/sspforms/> or <http://portal.mpsv.cz/ssp/elforms>. The appellate body is the Ministry of Labour and Social Affairs.

33.2 Sickness Insurance Benefit System

Types of financial benefits:

- sickness benefits
- maternity benefits
- care benefits
- pregnancy and maternity compensation benefits

33.2.1 Sickness Benefits

An employee who is declared temporarily unable to work by a physician is entitled to sickness benefits, which applies from the 15th calendar day of the inability to work until the end of the inability, but not exceeding 380 calendar days. This includes any periods of inability to work falling within one year prior the current one. Sickness benefits can also be disbursed if the temporary inability to work occurs during the "protected period," which is 7 calendar days after the end of insured employment.

33.2.2 Maternity Benefits

The maternity benefit is included in the category of sickness insurance benefits. The benefit covers pregnancy, maternity leave, and newborn child care. The benefit compensates the insured for the loss of salary related to maternity leave or the care of an infant.

The conditions for entitlement to these benefits have remained the same. To make a claim, the individual must have health insurance, be employed or be within the protected period (180 calendar days post-employment); and have been insured for at least 270 days prior to the start of the maternity claim.

Under the conditions stipulated by the new wording of the Sickness Insurance Act, a mother is permitted to alternate care of her child with her husband or the father of the child. If either party care for the child, the party is entitled to the payment of maternity benefits for that period. Alternate childcare is permitted after the child is over six weeks old. The frequency of such alternation is not restricted. The payment of the benefit is directed toward the party that currently cares for the child from the relevant sickness insurance policy, while the payment to the other party is interrupted.

For women whose insured employment ended during pregnancy, the protected period for the entitlement to maternity benefits is the same number of calendar days as the duration of her last employment, up to a maximum of 180 calendar days.

Employed women are entitled to statutory maternity pay for a period of 28 weeks, or 37 weeks in the case of multiple births, and maternity leave for the same period during which her job is held pending her return. Maternity pay usually begins 6 weeks prior to the expected date of birth and no sooner than the beginning of the 8th week prior to the expected date of birth.

33.2.3 Care benefits

Employees are entitled to care benefits (formerly family member care benefits) if they are unable to work because:

- they are caring for an ill member of their household, or
- they are caring for a healthy child under 10 years old because their educational or child-care facility was closed (due to an accident, epidemic or other unforeseeable event), because the child is quarantined, or if the person who otherwise cares for that child falls ill.

An employee cannot exercise an entitlement to care benefits for a child for which the other parent is already claiming maternity benefits or a parental contribution.

Employees also have the option to receive a benefit if two persons are caring for an individual successively, if all conditions are met. There is no protected period for care benefits.

33.3 Information

33.3.1 Social support

- Ministry of Labour and Social Affairs – <http://www.mpsv.cz/en/1587>
- State Social Support – <http://www.mpsv.cz/en/1603>
- Support for families/parents (financial, social, working conditions) – <http://www.mpsv.cz/en/1607>
- Social Security of Mothers-Foreigners – <http://www.cicpraha.org/en/socialni-poradensvi/manzelstvi-narozeni-ditete-rodina/socialni-zabezpeceni-matek-cizinek.html>
- Your Social Security Rights in Czech Republic – http://ec.europa.eu/employment_social/empl_portal/SSRinEU/Your%20social%20security%20rights%20in%20Czech%20Republic_en.pdf
- Benefits Provided under Sickness Insurance – <http://www.cssz.cz/en/sickness-insurance/benefits-provided-under-sickness-insurance.htm>

33.3.2 Organizations (selection)

- Association for integration and migration (Sdružení pro integraci a migraci) (also in French, Russian and Czech) – <http://www.migrace.com/en/>
- CIC – Centrum pro integraci cizinců (also in English, Russian and Vietnamese) – <http://www.cicpraha.org/>
- Home in the Czech Republic (also in Russian, Vietnamese, Mongolian and Czech) – <http://www.en.domavcr.cz/>

33.3.3 Legal and social counselling (selection)

- Home in the Czech Republic – <http://www.en.domavcr.cz/news/consulations-and-assistance-for-foreigners>

- Association for integration and migration – <http://www.migrace.com/en/mission/assistance>
- Poradna pro integraci – <http://p-p-i.cz/en/>
- Inbaze – Counselling for Families – <http://www.inbaze.cz/inbaze-praha/prace-s-rodinamy/>
- Centrum pro integraci cizinců – <http://www.cicpraha.org/en/socialni-poradenstvi/kontakty-socialniho-poradenstvi.html>
- Integration Centre Prague – http://www.icpraha.com/en_index
- Social security and legal protection of employed female foreign nationals and their families – http://www.cicpraha.org/upload/soubory/Ke%20sta%C5%BEen%C3%AD/letaky%20infoServisu/Infoservis_Socialni_zabezpeceni_AJ_NEW%20%282%29.pdf
- Preparation for delivery – http://www.cicpraha.org/upload/soubory/Ke%20sta%C5%BEen%C3%AD/M%C3%A1ma%20v%C3%AD%20%20a%20dal%C5%A1%C3%AD%20pro%20matky/mama_viii_en_01.pdf
- Delivery of a baby in Czech maternity hospitals – http://www.cicpraha.org/upload/soubory/Ke%20sta%C5%BEen%C3%AD/201_mama_vi_en_web.pdf
- Are you a woman foreigner who has just given birth to a child – <http://www.cicpraha.org/en/socialni-poradenstvi/manzelstvi-narozeni-dite-rodina/narozeni-ditete-cizince.html>
- Maternity and Parental Leave in Brief – <http://www.ceitec.cz/wlb-maternity-and-parental-leave-en-brochure-v1/f1323>
- Foreign Employment Matters – http://portal.mpsv.cz/sz/zahr_zam
(employment of foreign nationals and EU citizens in the Czech Republic and employment of Czech citizens abroad)
- Living and Subsistence Minimum – <http://www.mpsv.cz/en/11854>
- Useful Information for Foreign Nationals – <http://www.migrace.com/en/counselling/en>
- EU citizens and their family members – <http://www.migrace.com/en/counselling/en/eu-citizens>

33.3.4 Other Useful Information

This chapter is a part of the publication “Nebojujte se zákony a sladte práci s rodinou. Příručka pro rodiče 2015” (Don’t Struggle with Legislation and Balance Work with Family. Manual for Parents 2015).

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