



The Remuneration for the Employees with Children Usually below Three Years of Age

Article 1

Introduction

The IOCB is interested in supporting parents taking care of small children who wish to stay in contact with scientific research or their profession. This concerns employees returning to work after maternity or parental leave before the child reaches three years of age (with the exception of children younger than four years that have been rejected by a state kindergarten or are still waiting to be accepted there).

The IOCB shall help these workers provide care for their child(ren) during their working hours through a monthly financial support/remuneration. **The maximum monthly amount is set to be CZK 13,600 gross.**

Article 2

The Conditions of the Allowance

The remuneration is provided if the following conditions are met:

1. The parent is an IOCB employee returning to work after maternity or parental leave.
2. The request for the payment of the financial contribution has been properly completed and signed.
3. The child has not reached three years of age or does not attend a state nursery or kindergarten. An exception is granted for a child over three years of age if he/she has not been accepted to a state kindergarten (the parent shall complement the application with a rejection letter from a state preschool with a personal statement).

Article 3

The Amount of the Contribution and Taxation

The contribution is based on the workload as follows:

- For a 10% workload (4 hours a week), the remuneration is CZK 2,720 (gross) a month.
- For a 20% workload (8 hours a week), the remuneration is CZK 5,440 (gross) a month.
- For a 30% workload (12 hours a week), the remuneration is CZK 8,160 (gross) a month.
- For a 40% workload (16 hours a week), the remuneration is CZK 10,880 (gross) a month.
- For a 50% and higher workload (more than 20 hours a week), the remuneration is CZK 13,600 (gross) a month.

Article 4

The Payment of the Contribution

The contribution is paid monthly as a remuneration along with a gross salary on the payday for the previous month.

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