



SEMINAR 3

Employee life-cycle practice
6.3.2024

Invitation for guest lectures

14.3.2024

KARIÉROVÉ CENTRUM IUL
SKLOSTROJ

**Diversity and inclusion (DEI)
in practice**

What does DEI look like in Czech companies? Bias – conscious and uncounious. How can a company help? HR diversity hacks.

14.3.2024
12:30 –14:00
Room B4, TUL



21.3.2024

**RECRUITMENT IN THE
INTERNATIONAL CONTEXT**

21. 3. 2024 from 12:30
Building B, room B4

JANA KUNCOVÁ
LASVIT

KC IUL



13.03.2024

Structure of the lesson today

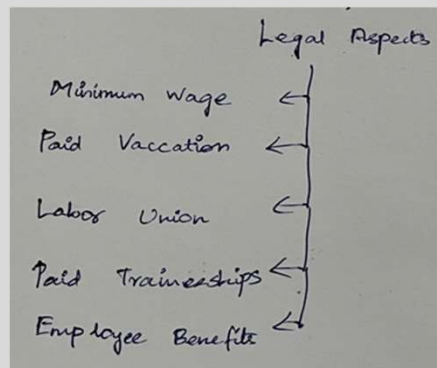
- **Finishing of the presentations from the last seminar – 20 min**
- Finishing of the topic of legal aspects and short discussion regarding the legal aspects from your point of view – task for legal aspects in the international context

Topics/questions will be given for next seminar discussion

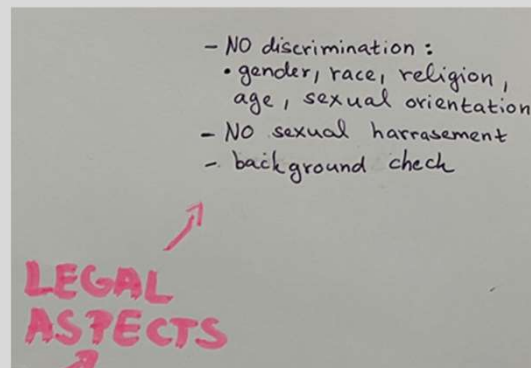
- Case study presentation + feedback and questions

Legal aspects

Retention



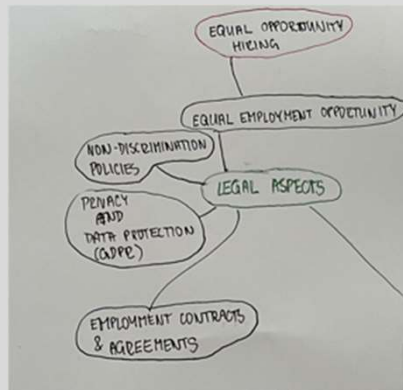
Recruitment



Separation



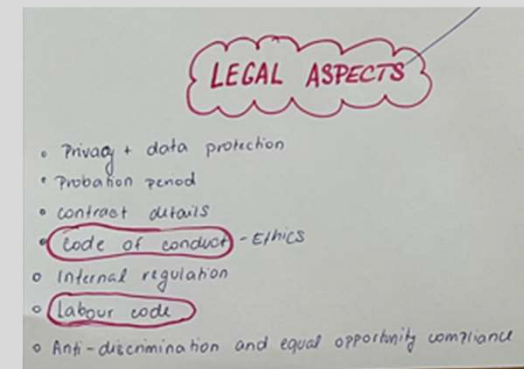
Attraction



Development



Onboarding



Main changes – Labour law amendment

- <https://m.youtube.com/watch?v=-AdHCBClrkU&pp=ygUfTGfib3VylGNvZGUgMjAyNCBjemVjaCByZXB1YmxpYw%3D%3D>

Main changes in Czech Labour code

- **Agreement performer outside the employment relationship**

employees working under an agreement for work performed outside the employment relationship (agreement to perform work or agreement to complete a job) are now also entitled to annual leave

Work outside employment relationship

Furthermore, an employee may perform work outside employment relationship on the ground of two agreements:



Agreement to complete a job: the scope of work for which an agreement is concluded may not exceed 300 hours in one calendar year.



Agreement to perform work: the scope of work shall not exceed a maximum of one half of determined weekly working hours (20 hours)

a written agreement with employees working from home or another location

who have worked at least 80 hours will be entitled to vacation under the same conditions as employees in a standard employment.

Work from home

Work from home

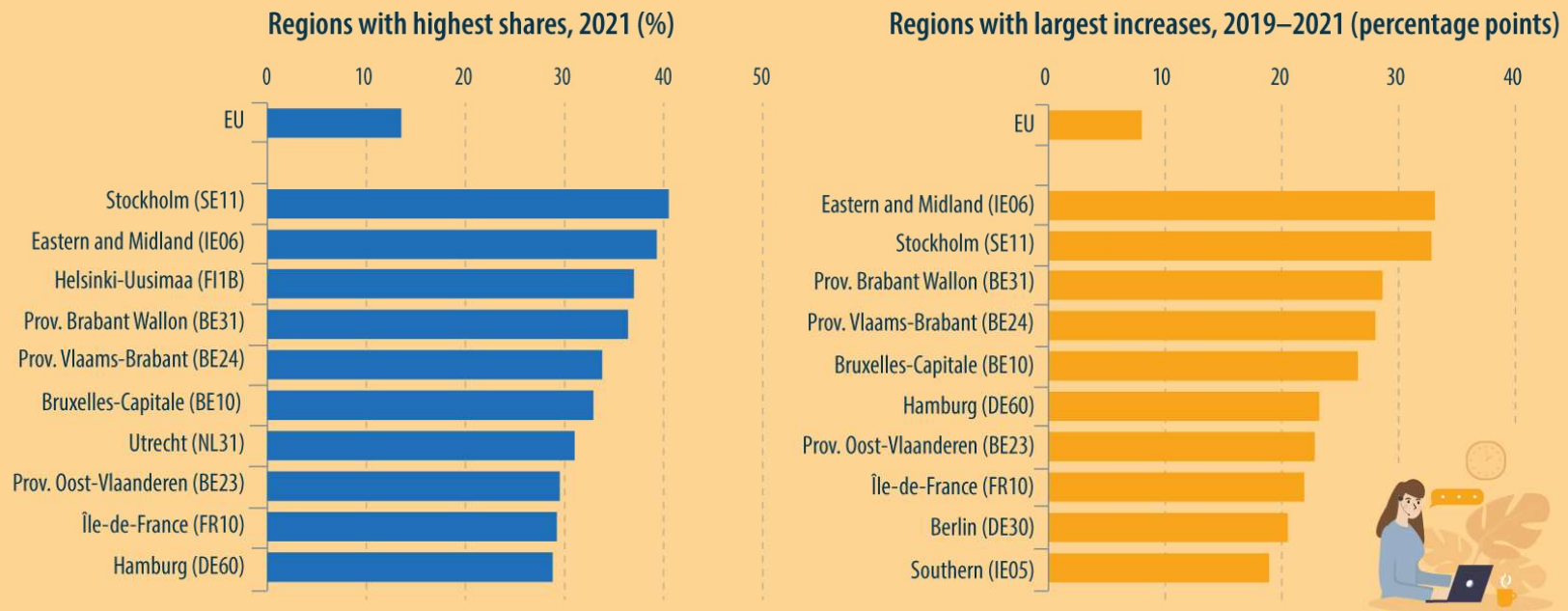
A much-debated aspect of work from home was the reimbursement of employees' costs. In the end, the issue can be addressed in three ways:

1. compensation for costs incurred and proven
2. lump sum payment for each hour worked remotely
3. written agreement that the employee is not entitled to any home-office compensation.

Working from home

Employed people usually working from home, 2021

(people aged 20–64, selected NUTS 2 regions)

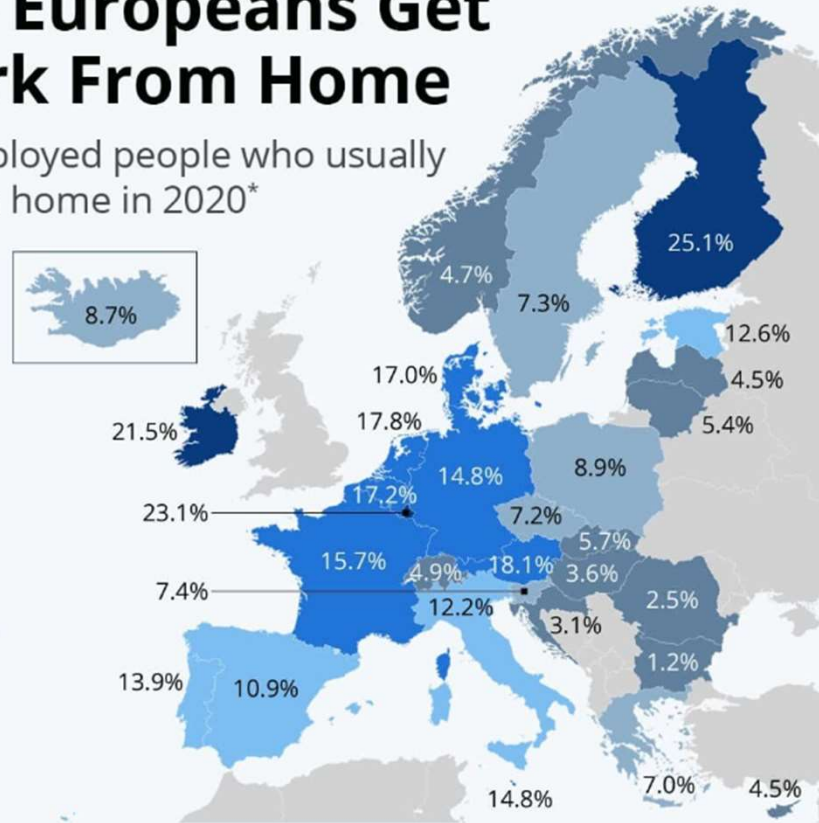


Based on available data, some regions are not available (too many to document). Includes earlier reference years for some regions (too many to document).

ec.europa.eu/eurostat 

Where Europeans Get To Work From Home

Share of employed people who usually worked from home in 2020*



* as a share of total employment (people aged 15-64)
Source: Eurostat



Case study presentation and feedback

- 25 minutes presentation
- Feedback and questions from everyone

- Evaluation – in the end of the course - max. 15 points, included in the final result from the course