



Equal opportunities  
on the threshold of  
Czech homes

# TEN COMMANDMENTS OF A FAIR EMPLOYER

## **1 DOMESTIC WORK IS WORK LIKE ANY OTHER.**

Therefore, it has the same rules and is subject to the Labor Code. Domestic work is often underestimated and undervalued; be unbiased towards your employees.

## **2 ENSURE THAT THE WRITTEN CONTRACT MADE WITH YOUR DOMESTIC WORKER IS IN A LANGUAGE SHE UNDERSTANDS.**

The contract must detail: job description, employment duration, remuneration, holiday entitlement, and place of work.

## **3 AGREE ON A DETAILED JOB DESCRIPTION AND RESPECT IT.**

Domestic work is a varied activity. It can include house cleaning, babysitting, dog walking, gardening, window cleaning, etc. It is crucial to make clear what your expectations are from the very beginning, and not ask for more than previously agreed upon.

## **4 PAY ON TIME, ALWAYS, THE ENTIRE REMUNERATION INCLUDING OVERTIME AND EXTRA WORK.**

Respect the contract. Domestic workers are wage-dependent and need their wages on time. Ensure your employee is compensated for all extra work.

## **5 MIND LEGAL EMPLOYMENT.**

If necessary, arrange a work permit, contact the employment office and pay the appropriate taxes. Otherwise your domestic worker can risk deportation or dependency on so called clients (mafia), whom they need to pay for law circumvention.

## **6 RESPECT WORKING HOURS, HOLIDAYS, SICK DAYS AND THE RIGHT TO REST.**

Domestic workers need rest, home and family visits, and sick leave. Discuss in advance how you will deal with absences and working hours during holidays and weekends.

## **7 PROVIDE WORKING TOOLS AND PROTECTIVE MEANS; MIND WORKPLACE SAFETY.**

Injuries can happen even in domestic work. Mind the working environment as the employer bears the responsibility.

## **8 BE POLITE AND RESPECTFUL.**

A domestic worker is your employee despite the fact that she works in your home. Respect her, greet her appropriately, keep in mind the tasks expected of her, and honor her work schedule. Thank her for the work carried out and she will thank you for your respect.

## **9 IF YOU EMPLOY A LIVE-IN DOMESTIC WORKER, RESPECT HER PRIVACY.**

Provide her with a separate room, respect her leisure time, provide access to the internet so she can contact her family and agree on rules regarding shopping and alimentation.

## **10 TREAT YOUR DOMESTIC WORKER THE WAY YOU WOULD WANT TO BE TREATED BY YOUR EMPLOYER.**



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