PERKS: **Czech Republic**

In the Czech Republic, leading companies offer a large spectrum of benefits to attract, retain, and motivate the best talents in the market. When asked to rank the three most common benefits in order of importance, people from the Czech Republic would answer: meal vouchers, individual life insurance with tax advantages, and disability/death insurance.

Key perks have remained the same for several years. The pharmaceutical, IT, and automotive sectors have the richest offerings. These same companies are working intensively on implementing new perks as the unemployment rate is quite low and companies are constantly looking for new staff.

Perks differ by location and industry, but typical perks include:

Additional One Week of Holiday — Four weeks is the standard holiday and adding one more week is becoming more and more popular.

Meal Vouchers — The typical practice is the employer contributes 55% of the value of the voucher and the rest is paid by the employee.

Supplementary Pension — Employer contribution is usually set as a percentage of the salary (typically 3%) and employees contribute a flat amount. The system is supported by tax incentives and state contribution to employee´s pension. This is a very common perk.

Group Insurance — Group insurance usually covers all staff and types of risk including death from any cause, AD&D, LTD and several other possible riders (e.g., critical illness).

Other typical perks include:

- Gym memberships

- Mass transit benefits (customary for larger cities)

- Salary continuation plans (in case of longer absence from work)

- Language courses

- Employee loans

- Additional salary (usually a 13th and 14th month, before summer and before the year's end)

- Discounts on company products

- Holiday allowance

- Employee liability insurance

- Working from home