

WORKING CONDITIONS IN THE CZECH REPUBLIC

Entry Formalities

- The Czech Republic is part of the European Union.
- The Czech Republic is also part of the 29-country Schengen Area, which allows free movement of labor and services across most of Europe. Citizens of Schengen states can stay in the Czech Republic for up to 3 months in any half-year without a special permit but will need a visa if they intend to stay longer than 3 months.
- Citizens of the United States, Canada, Australia, Great Britain, and the EU and the European Economic Area member states do not need a visa to enter the Czech Republic. Visitors from these countries can stay in the Czech Republic up to three months in any half-year without a residence permit. If you intend to stay longer than three months, or if you plan to pursue gainful employment, Czech law requires you to have a visa. Visitors must submit their visa applications at a [Czech embassy or consulate abroad](#).
- [General visa information](#)

Filming Permits

- There is no central authority that issues filming permits at the national level in the Czech Republic.
- Municipal authorities and other local administrative bodies issue film permits. Requirements vary, depending on the location. Permit applications must be in Czech.
- Filmmakers shooting on private property must also deal directly with the property owners.
- Filming permits will be arranged by the Czech co-producer or production service company.

Filming with children

- Permit from the authorities, as well as parents' agreement required.
- The medical opinion of the general practitioner shall accompany the application.
- The permit is valid for a maximum of 12 consecutive months and can be extended for a maximum of two additional months.
- Filming hours are limited by age categories:

- Children who do not go to school yet (under 6 years normally) can work 2 hours per day, but not more than 10 hours per week
- The older Children (<16) can work:
 - 2 hours during the school day or max. 12 hours per school week (during the school year) if the child works after the schooltime, but it can be max. 7 hours per day
 - 7 hours per day during the school holiday, but not more than 35 hours per week
- The preparations also count in the working time
- If the child works more than 4,5 hours per day, it has to have at least 2 times 15 minutes break and one 45 min break (the breaks do not count in the working time)
- After the working day, the child has to rest for at least 14 hours. If the child works 5 days in a row, then they have to have at least 2 days off
- If the child works for different employers, the times of it's works have to fit in the conditions set above
- Children cannot work nights (between 22:00 (10 pm) and 6:00 (6 am) during school weeks. If the next day is a weekend or holiday, then the child can work till 22:30

The child must get at least 14 hours of uninterrupted rest after completing the daily activity. If the child performs the activity for 5 consecutive calendar days, he or she cannot perform the activity for at least the next 2 consecutive calendar days. Additionally, the child cannot perform the activity for at least 2 calendar days in a single week.

- Children may not miss school consecutively. If that is the case, additional requirements and permits/agreements with the school apply (e.g., having a room and a teacher on set).
- Children must be accompanied by a chaperone, usually provided by the casting agency, or parents/relatives. These are paid separately.

Working Hours

- Usually 12 hours a day, including 45 – 60 min lunch break in either a 72-hour week (6 days a week) or 60-hour week (5 working days).
- Possible are also 10-hour continuous days (no lunch break, food served in containers after 4.5 hours for another 2 hours, crews eat when they can). No overtime allowed to be scheduled while continuous day, OT penalty after 10 hours.
- When shooting in the City of Prague (most of the local crew resides in Prague), working hours are calculated from the crew call time to the wrap time. When shooting on a location outside of Prague, the working hours include the

estimated travel time to/from the location to Prague or the hotel at the location.

- Weekend days, bank holidays, and night shoots are like normal working days and are not paid extra. The crew gets a free day on another day of the week if working weekends and on holidays.
- In case the shooting week is longer than 6 days in a row, any other following working day is double salary.

Rates

- There are no film unions in the Czech Republic and thus no fixed minimum/maximum rates.
- Please be aware that [these rates are only an indication](#); actual rates are subject to negotiation and depend on many variables (experience, CV, language skills, the type and length of project – International feature/TV series, Czech film production film/series/TVC, etc.).

Additional labor costs (e.g., healthcare insurance, fringes, etc.)

- None. Producers usually hire freelancers, and they pay health insurance, pension funds, etc., themselves.
- Production pays insurance for injury on extras as well as 3rd party damage and compensation on the entire CZ crew.

Overtime rates

- Overtime starts after 12 hours of work (or 10 hours if working a continuous day) and is calculated per hour.
- Overtime for drivers is between CZK 350-500 per hour
- Other overtime rates are: 13th hour CZK 800-1,000, 14th hour CZK 1,000-1,200, 15th hour CZK 1,200- 1,500, 16th and any other additional hour CZK 1,500-2,000
- If running lunch is required, a special deal has to be negotiated with the crew (not if the deal is a continuous day)
- Turnaround between shifts is 10 hours.
- Breaking the 10-hour turnaround between shifts is penalized with CZK 500-1,000 for every hour of violation of such turnaround.
- Not serving a meal after 6,5 hours after crew call is penalized with a CZK 500-700 meal penalty (lunch must be served 6 hours after crew call + 30 minutes allowance)

Allowances

- No fixed compensation.

- The catering on the set is free for all crew members and usually includes breakfast, lunch, and craft service all day.
- Transport to and from the set depends on the shooting location but is mostly provided by the production. Crew and cast are being picked up from their homes/hotel. If shooting outside of Prague, travel time is applied during working hours. Travel time is counted from the edge of Prague to the set. When filming on location, travel time is also calculated from the hotel to the set. Travel time is determined by production and does not account for traffic, breaks, or detours. Travel time is indicated on the call sheet and is the same for everyone.
- Per diems for local crew or an adequate part of the per diems are paid when shooting outside of the City of Prague (for example when the crew has breakfast and lunch on the set, only per diems for dinner are paid). – But this is very individual as everyone is a freelancer in the Czech Republic, and there is no obligation to pay per diems.

Actors Wages

- For feature films, the average is CZK 12,000 up to 45,000 (in some cases even higher).

Extras

- Featured extras CZK 8,000-20,000 CZK plus 20% agency commission or fixed fee for casting agency
- Extras are 1,500-3,500 CZK plus 20% agency commission, or negotiated fixed deal for the agency casting fee, expenses etc. – allowance
- For special requirements like horse riding, dance etc. special rates apply (for safety reasons, e.g. horse riding might be left to stuntmen/women only)