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EUROPEAN SOCIAL CHARTER

Responses to the European Trade Union
Confederation (ETUC), CECSR and
CEDAW's comments on the
21st National Report on the implementation of the European
Social Charter

submitted by

THE GOVERNMENT OF THE CZECH REPUBLIC

Articles 2, 3, 4, 5, 6, and 20

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CYCLE 2026

Czechia

MoLSA's statements are always following the ideas of the compilers

UN

ICESCR

CECSR, [Concluding observations on the third periodic report of Czechia](#) ²⁶

Equality between men and women

18. The Committee recognizes the State party's efforts to address gender inequality, which include the Gender Equality Strategy for 2021–2030, the Strategy +1 Initiative, and the programme "22% to Equality". However, the Committee remains concerned that the gender pay gap persists, including due to vertical and horizontal gender segregation in the labour market and women's overrepresentation in part-time employment. It is also concerned by the much lower labour participation rate of women, the concentration of women in traditionally female-dominated professions and the continued underrepresentation of women in managerial and decision-making positions in the public and private sectors (arts. 3 and 7).

19. The Committee recommends that the State party:

(a) **Intensify its efforts to close the gender pay gap, by addressing the vertical and horizontal gender-based segregation in the labour market, reviewing its social and tax policies and addressing the factors that discourage women from continuing their careers or taking up full-time employment;**

MoLSA's Statement:

MoLSA shares the view that the persistent gender pay gap, horizontal and vertical segregation in the labour market, and the under-representation of women in leadership positions represent significant challenges, the resolution of which requires a long-term and comprehensive approach. These systemic phenomena are influenced by a combination of legislative, economic, institutional and social factors and cannot be eliminated through individual measures.

At the same time, MoLSA recognises that the gender pay gap in Czechia is also significantly influenced by the length of breaks in economic activity due to caring for young children and limited opportunities for flexible working arrangements. When formulating public policies, it therefore also draws on expert analytical reports,

²⁶ The Committee considered the third periodic report of Czechia at its eighth, ninth and tenth meetings, held on 17 and 18 February 2022, and adopted the present concluding observations at its thirtieth meeting, held on 4 March 2022. ([E/C.12/CZE/3](#), 28 March 2022)

including research by CERGE-EI,

which has long analysed the structural causes of lower economic activity among women and the low uptake of flexible forms of work in Czechia. These analyses highlight a combination of factors, in particular the limited availability of part-time work, the accessibility of care services for children and other dependants, the structure of the tax and social security system, the structure of the Czech economy, and persistent gender roles in childcare.

In response to the significant gender pay gap, Czechia is implementing a range of systemic, long-term measures: the Strategy for Gender Equality for 2021–2030 and the related Action Plan for Equal Pay for Women and Men 2023–2026 continue to be implemented, with ongoing monitoring of their progress. At the same time, MoLSA is implementing the ‘Equal Pay’ project, which follows on from the ‘22 PER CENT TOWARDS EQUALITY’ project.

The aim of the ‘Equal Pay’ project is to support the practical application of the principle of equal pay for women and men for equal work and work of equal value. The project contributes to consistent implementation practices through methodological materials, training, tools for the objective evaluation of work, expert advice and support for employers in establishing transparent and non-discriminatory pay systems. The project also includes the preparation of methodological materials for labour inspection authorities and other tools supporting the more effective enforcement of legislation in the field of equal pay.

A significant step is the ongoing transposition of Directive (EU) 2023/970 on strengthening the application of the principle of equal pay for men and women for equal work or work of equal value through pay transparency and enforcement

mechanisms. The draft legislation is currently going through the legislative process in 2026.

The new legislation will enhance pay transparency, extend the information rights of employees and job applicants, introduce the regular publication of data on pay gaps by larger employers, and establish mechanisms for identifying and eliminating unjustified pay gaps between women and men.

(b) Enhance efforts to guarantee equal opportunities for men and women to select non-traditional disciplines of education and job options, including by removing gender stereotypes;

(c) Develop strategies to increase labour participation of women, including through policies to better harmonize work, personal and family life;

(d) Promote increased representation of women at all levels of the public administration, particularly in decision-making positions, and promote their participation in management positions in the private sector;

(e) Take into account its general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.

MoLSA's Statement:

Supporting women in STEM subjects and promoting women in digital education are key to ensuring equal opportunities, reducing horizontal gender segregation in the labour market, and addressing the shortage of skilled workers in the labour market.

In Czechia, support for girls and women in STEM subjects (science, technology, engineering and mathematics) is primarily provided within initial education; initiatives are underway to break down stereotypes, offer mentoring programmes and motivate female students from primary school right through to university.

In adult education, the main emphasis is on digital learning. Support for digital education under the National Recovery Plan for 2023–2025 saw a very significant increase in both scope and the number of participants. A total of more than 150,000 unique individuals were supported during the 2023–2025 period.

Significant aspect of the support is the high representation of women, who accounted for 61 per cent of all participants, indicating the positive impact of the measures in terms of equal access to education in the field of digital competencies.

The employment rate for women aged 20–64 stood at 77.5 per cent (average) in 2025, whilst that for men was 88.2 per cent; the gap between the two groups was therefore 10.7 percentage points. In 2021, this gap stood at 15.4 percentage points (72.1 per cent vs 87.5 per cent).

Czechia has therefore managed to reduce the gap by 30.1 per cent compared with 2021. However, the difference in employment rates between women and men is not uniform across all age groups. Whilst it is minimal among those aged 45–60 (1.2 and 2.4 percentage points respectively), it rises to as much as 29.1 percentage points in the 30–34 age group, due to maternity. Nevertheless, even in this group, there has been a positive trend since 2021, with the gap narrowing by 4.8 percentage points.

MoLSA continues to support the system of children's groups as one of the key tools for reconciling work and family life and supporting the employment of parents, especially women, of young children. Financial support for the establishment of children's groups comes from both the National Recovery Plan and the European Social Fund. At the same time, children's groups can receive a state subsidy for operation. The amount depends on the age of the children in the children's group and the occupancy of capacity places. We currently **register 2,340 children's groups with a capacity of 33,400 places** for preschool children.

From May 2025, neighbourhood children's groups can be established, providing family-type care for a maximum of 4 children and operating in

the home of the carer.

As of June 2026, there are 39 neighbourhood children's groups registered in the Czech Republic. This number is in line with expectations, as it is a supplementary service intended primarily for smaller municipalities and areas with limited access to standard childcare services.

Unemployment

20. The Committee welcomes the overall very low long-term unemployment rate and policies, such as the antivirus programme to mitigate the effects of the coronavirus disease (COVID-19) pandemic. Nevertheless, the Committee is concerned about significant discrepancies in the unemployment rate across regions. The Committee also expresses its concern that some groups face more difficulties in accessing work, many of which work in the informal sector of the economy and have been disproportionately affected by the COVID-19 pandemic. Furthermore, the Committee regrets the lack of statistics on informal employment and the limited protection for workers in this sector (art. 6).

21. The Committee recommends that the State party:

(a) Continue its efforts to reduce unemployment in all regions of the country;

(b) Intensify its efforts to support Roma, persons with disabilities, women with children, young people, persons aged 50 and above, and migrants, in gaining access to employment, including by implementing targeted positive measures, facilitating their access to technical and vocational training opportunities and collecting data on their situation;

MoLSA's Statement:

MoLSA is closely cooperating with MEYS on the further development of the system of preschool education and care. A joint working group is being established to coordinate both systems.

One of the main topics is the collection, sharing and linking of data between the education sector and the system of children's groups, which will enable more effective capacity planning and better monitoring and evaluation of public policies in the field of early childhood education and care.

(c) Ensure that programmes promoting the inclusion of the most disadvantaged and marginalized groups into the open labour market do not perpetuate their concentration in low-skilled jobs and the informal economy;

(d) Undertake steps to facilitate the transition of workers from the informal sector to the formal sector of the economy, including by collecting data on their situation and ensuring that they are covered by labour laws and have access to social protection;

(e) Take into account its general comment No. 18

MoLSA's Statement:

Czechia concurs with the conclusion that, despite the favourable trends in the labour market reflected in rising employment, this growth is highly uneven and there are still groups of people in the labour market who face difficulties in accessing employment. In addition to significant negative social impacts, both in terms of poverty and the prevalence of socially pathological phenomena, this situation – against a backdrop of labour shortages – leads to the underutilisation of domestic labour resources and hampers the growth potential. In the case of Czechia, this is a long-standing issue; it is therefore essential for the country to pay greater attention to supporting disadvantaged people in the labour market.

Czechia regards public employment services as key to the integration of disadvantaged people into the labour market. However, their role should be seen primarily as one of coordination or mediation, as the group of disadvantaged people is highly heterogeneous and, in many cases, requires different approaches to remove the barriers preventing them from entering the labour market. In the case of socially disadvantaged people, we regard a comprehensive approach as essential, one aimed not only at promoting employment but also at removing or mitigating the associated barriers.

Public employment services have already taken the necessary steps in this regard. The areas of social assistance and employment are being more closely integrated within the unified Labour Office, and posts are being created for advisers who provide and coordinate comprehensive advisory services. In the field of active labour market policy,

a new instrument is being piloted – the integration job – which emphasises synergistic support for job creation and the provision of integration support based on the development of local, interconnected social services, employers, the Labour Office and local authorities. A law has been passed on the ‘integration social enterprise’ as a form of social employment, situated at the intersection of social work and the performance of work activities. This model combines support for the employment of disadvantaged people with social, local and economic benefits, and options are being considered for the introduction of forms of low-threshold employment, situated at the intersection of social work and the performance of work activities.

As regards support for employment in structurally disadvantaged regions of Czechia (particularly in the Ústí, Moravia-Silesia and Karlovy Vary regions), this is aimed at revitalising the labour market affected by the decline in mining and industry. It makes use of specific grant schemes, active labour market policies and strategic transformation measures, with an emphasis on retraining, counselling and support for entrepreneurship.

Minimum wage

22. While recognizing the significant increase of the minimum wage in recent years, the Committee is concerned about its implementation, and that it remains one

of the lowest in the region. The Committee also notes that the State party plans to introduce automatic indexing of the minimum wage so that it would not have to be renegotiated every year (art. 7).

23. **The Committee recommends that the State party:**

(a) **Intensify its efforts to ensure that all workers are guaranteed the minimum wage and that it is set at a level sufficient to provide workers and their families with a decent living;**

MoLSA’s Statement:

Czechia is already taking into account the proposals concerning the minimum wage (paras 22 and 23a).

In connection with the transposition into

Czech law of Directive (EU) 2022/2041 on adequate minimum wages in the European Union, a new mechanism for the indexation of the minimum wage has been introduced in Czechia. This mechanism also includes a regular assessment of the adequacy of the minimum wage.

At the same time, we would like to point out that, in accordance with an agreement with the social partners, the Government is endeavouring to gradually raise the level of the minimum wage so that its share of the average wage increases steadily.

(b) Strengthen the capacities of labour inspections to guarantee the enforcement of the minimum wage;

MoLSA's Statement:

MoLSA states that monitoring compliance with labour legislation in the area of pay has long been one of the inspection priorities of the labour inspectorate, as pay has a fundamental impact on the quality of the employment relationship from the employee's perspective.

For example, in 2025, the labour inspectorate's monitoring activities in the area of remuneration focused on whether employers had responded to the indexation of the minimum wage, whether they were remunerating employees in similar employment relationships (work under a contract of agreement) in accordance with the provisions of Labour Code in force since 1 August 2024, and whether they also complied with other obligations arising from legislation and collective bargaining in the area of remuneration for employers covered by a higher-level collective agreement, which is also binding on other employers.

Through its inspection activities, the Labour Inspectorate also contributed to raising employers' awareness and legal knowledge in the area of remuneration.

In 2025, inspections in the area of remuneration focused primarily on those employers and sectors of business activity about which the labour inspectorate had received the most information or indications of breaches of legislation in this area. Follow-up inspections were carried out on those employers who had breached legislation on remuneration in previous years. Inspections were also carried out in the area of wage-based remuneration.

In connection with the inspection of compliance with the minimum wage (Section 111 of Labour Code), only 68 breaches were identified in 2025; these were most frequently found among employers with 1–9 employees in the wholesale and retail sector.

MoLSA takes note of the committee's recommendations to strengthen the capacity of labour inspection authorities to ensure compliance with the minimum wage and will take them into account within the scope of its remit.

(c) **Take into account its general comment No. 23 (2016) on the right to just and favourable conditions of work.**

Sexual harassment in the workplace

24. The Committee is concerned about the instances of sexual harassment in the workplace that have been reported in surveys in the public sector, and the insufficient information concerning a strategy to tackle this problem in the public and private sectors, beyond a handbook for public authorities and the provision of awareness-raising courses. The Committee also regrets the lack of data on cases investigated and their outcomes (arts. 3 and 7).

25. **The Committee recommends that the State party:**

(a) **Ensure that the laws against sexual harassment, including Labour Code, are effectively enforced and that it adopts preventive and protective measures to combat sexual harassment in the workplace, including awareness-raising campaigns, a monitoring system and ongoing training;**

MoLSA's Statement:

MoLSA notes, first and foremost, that inspections regarding breaches of the prohibition on sexual harassment in the workplace are carried out by the labour inspectorate as part of inspections concerning equal treatment of employees and compliance with

the prohibition on discrimination.

Complaints concerning sexual harassment in the workplace are submitted to the labour inspection authorities in the order of several cases per year, as this is a highly sensitive area in which victims of such conduct often fear negative consequences for their employment prospects, including loss of their job, as well as an infringement of their dignity or stigmatisation by those around them.

The professional training of labour inspectors includes ongoing training on the topics of equal treatment, discrimination and sexual harassment in the workplace, in the form of participation in specialised seminars and expert discussions.

(b) **Ensure that reports of sexual harassment are duly investigated and prosecuted, that perpetrators are adequately punished and that victims have access to appropriate redress, including compensation.**

Trade union rights

26. The Committee is concerned about the absolute prohibition on the right to strike for a number of State employees, including members of the police, fire and rescue service, prison service and the Office for Foreign Relations and Information. It is also concerned that the voting requirement in the Collective Bargaining Act is high, requiring two-thirds to vote in favour of calling for a strike in disputes regarding the conclusion of collective agreements (art. 8).

MoLSA's Statement:

Czech legislation does not impose a general ban on the right to strike for public sector employees as a whole, but rather restricts the exercise of this right only in respect of selected categories of persons and in situations specified by law, with regard to the protection of human life and health, national security, public order and other significant public interests

The right to strike in Czechia is guaranteed by Article 27(4) of the Charter of Fundamental Rights and Freedoms, according to which the right to strike is guaranteed under conditions laid down by law and does not apply to

judges, public prosecutors, members of the armed forces or members of the security forces.

This constitutes a direct constitutional exclusion, not a restriction whose definition would be left to the ordinary legislature in the form of a single ministry.

The fact that, for certain categories of persons, the absence of the right to strike is enshrined directly in Article 27(4) of the Charter of Fundamental Rights and Freedoms demonstrates the importance that the Czech constitution-maker attaches to these roles.

The conditions for exercising the right to strike within the framework of collective bargaining are governed by Act No. 2/1991 Coll., on Collective Bargaining, in particular Sections 17 and 20.

Under Section 20 of the Collective Bargaining Act, a strike by employees of healthcare or social care facilities is unlawful, in particular, if it would endanger the life or health of citizens; furthermore, a strike by employees operating selected facilities whose operation is essential for the protection of life, health or security is unlawful, as is a strike by certain categories of persons, in particular judges, public prosecutors, members of the armed forces and armed services, staff involved in the management and safety of air traffic, members of the fire service, and other persons carrying out activities the interruption of which could endanger the life or health of persons or, where applicable, property.

These restrictions stem from the nature of the activities carried out by the aforementioned categories of people and are intended to ensure the uninterrupted performance of activities essential for the protection of human life and health, national

security, public order and other fundamental functions of society.

27. The Committee recommends that the State party:

(a) Revise the scope of the category of essential services to ensure that all those public servants whose services cannot reasonably be deemed as essential are entitled to their right to strike;

(b) Carry out a new consultation with social partners about the quorum required for conducting strikes, and consider an amendment to the Collective Bargaining Act to adjust it.

MoLSA's Statement:

The right to strike in Czechia is guaranteed by Article 27(4) of the Charter of Fundamental Rights and Freedoms, and its exercise in the context of collective bargaining is governed by Act No. 2/1991 Coll., on Collective Bargaining.

This Act sets out the procedures for resolving collective disputes and also regulates the conditions under which a strike may be called a last resort in a dispute over the conclusion of a collective agreement.

Under Section 16(1) of Act No. 2/1991 Coll., on Collective Bargaining, a strike in a dispute concerning the conclusion of a collective agreement may be called as a last resort if no collective agreement is concluded even after proceedings before a mediator and the contracting parties do not request that the dispute be resolved by an arbitrator.

The conditions for calling a strike are set out in Section 17 of Act No. 2/1991 Coll. Under this provision, a trade union organisation may only call a strike in a dispute concerning the conclusion of a company-level collective agreement and decide to commence it if at least two-thirds of the employer's employees participating in the strike vote – to whom the agreement is to apply – agree to the strike, and at the same time at least half of all the employer's employees to whom the agreement is to apply have taken part in the vote.

The same condition applies, pursuant to Section 17(2) of the Collective Bargaining Act, when a strike is called in a dispute concerning the conclusion of a higher-level collective agreement.

The requirement for a qualified majority aims to ensure that decisions to call a strike – which constitute a significant instrument of collective labour law and, at the same time, a significant interference with the employer's operations – are sufficiently representative. The purpose of this provision is to ensure that work is suspended only on the basis of a decision supported by a significant proportion of the employees directly affected by the collective dispute.

Czechia is aware of the Committee's recommendation regarding a review of the required quorum for calling a strike and the need to consult the social partners on this matter. The setting of conditions for calling a strike is an area of collective labour law in which a balance must be struck between ensuring the effective exercise of the right to strike and the need for a decision to suspend work to be based on sufficient support from the employees affected by the collective dispute.

The issue of the perspective on the alleged disproportionately high quorum required to call a strike when resolving a collective dispute has not been contested by the social partners in recent years, nor has there been any expert discussion on the matter supported by corresponding public demand, but MoLSA is open to discuss this issue with social partners.

33. The Committee notes with concern that:

(a) The gender pay gap in the State Party has increased since 2021, remaining among the highest in the European Union at approximately 18–19 per cent, and that existing equal pay initiatives rely largely on voluntary initiatives without enforcement mechanisms or dissuasive sanctions;

MoLSA's Statement:

Czechia acknowledges the persistently high gender pay gap. However, the increase in the gap since 2021 – when the GPG was at its lowest, at 15 per cent – must be viewed in the context of the exceptional circumstances of the preceding period. The narrowing of the pay gap during the COVID-19 pandemic was significantly influenced by exceptional bonuses paid mainly to employees in the health and social care sectors, where women predominate, as well as by changes in pay within the public sector. Once these exceptional factors had subsided, the indicator returned to its long-term level, which reflects the structural characteristics of the Czech labour market.

A significant role in the size of the pay gap in Czechia is played by long periods of interruption to economic activity due to childcare, the difficulties women face in returning to the labour market, the limited availability of flexible working arrangements, insufficient childcare capacity, as well as the horizontal and vertical segregation of women and men in the labour market. These factors mean that, upon returning from parental leave, women are more likely to take up lower-paid jobs or work below their level of qualification, which has a significant impact on the overall pay gap.

²⁷ The Committee considered the seventh periodic report of Czechia (CEDAW/C/CZE/7) at its 2192nd and 2193rd meetings (see CEDAW/C/SR.2192 and CEDAW/C/SR.2193), held on 11 February 2026. ([CEDAW/C/CZE/CO/7](#), 26 February 2026)

The forthcoming legislation, in connection with the transposition of Directive 2023/970, introduces an

obligation for employers to establish transparent pay systems based on an objective assessment of the value of work, to report pay gaps regularly, to carry out pay assessments in cases specified by law, and to take corrective measures to eliminate unjustified pay gaps. At the same time, it strengthens the enforceability of the right to equal pay through monitoring mechanisms, procedural safeguards for employees, and effective, proportionate and dissuasive sanctions for breaches of statutory obligations.

In addition to legislative changes, attention is also being paid to creating the conditions for their effective implementation through methodological guidance, such as the newly developed Methodology for Equal Pay Audits.

(b) With regard to childcare for children under three:

(i) Its availability is limited— only 9 per cent of children in this age group are enrolled in formal care, compared with the European Union average of 34.3 per cent – which prevents mothers (98 per cent of parental leave recipients) from returning to work, exacerbating the gender pay gap despite the broadly equal pay at labour-market entry prior to motherhood;

(ii) Children's groups fall outside the competence of the Ministry of Education and are not regulated by the Czech School Inspectorate;

(iii) Recent changes in subsidy allocations pose financial problems for smaller care providers;

(iv) Neighbourhood children's groups do not adequately remedy the scarce availability of childcare;

(c) Rates of paternal uptake of childcare responsibilities are low, and that the State Party has yet to fully transpose the European Union Work-Life Balance Directive, particularly regarding adequately paid, non-transferable paternity and parental leave and an enforceable right to request flexible working arrangements;

MoLSA's Statement:

Regarding the assertion that Czechia has not fully implemented the non-transferable portion of parental leave for the other parent in accordance with Article 5(2) and Article 8(3) of Directive (EU) 2019/1158 on work-life balance for parents and carers (WLB Directive), cannot be accepted. The transposition of the WLB

Directive was completed in Czechia by the adoption of Act No 281/2023, which amended Labour Code and other related legislation. The transposition was notified to the European Commission on 19 September 2023.

We emphasise that Article 5(2) of the WLB Directive requires that each parent has an individual entitlement to parental leave, with two months of this entitlement being non-transferable. Czech legislation fulfils this requirement through Section 196 of Labour Code, under which each parent has a separate right to take parental leave until the child reaches the age of three. Neither the mother's nor the father's entitlement is derived from that of the other parent and cannot be transferred to the other parent. Furthermore, both parents may take parental leave simultaneously and repeatedly to the extent they request (the employer is obliged to grant such requests). Czech legislation thus not only meets the minimum requirements of Article 5 of the WLB Directive but, in terms of the duration of parental leave, significantly exceeds them. Parental leave in the Czech Republic has long been among the longest in the entire European Union.

Financial security (Article 8(3) of the WLB Directive) is provided for by the Act on State Social Support through parental allowance. If a father exercises his individual right to parental leave, the Czech legal system fully guarantees him the parental allowance as well – parents can take turns receiving the benefit at any time without administrative obstacles, which is also made possible by the total amount of the parental allowance (in 2026, this amounts to CZK 350,000 per child and CZK 700,000 in the case of multiple births). Thus, Czechia ensures adequate income replacement

for both parents, prioritizing the family's freedom of choice and autonomy in how they divide care and finances.

Further, we cannot agree with the assertion that there is no enforceable right to flexible working conditions. Under Section 241 of Labour Code, Czech legislation grants employees caring for children under the age of 15 the right to request shorter working hours or other suitable adjustments to their prescribed weekly working hours.

The employer is obliged to grant such requests unless there are serious operational reasons preventing this (which the courts interpret very strictly and narrowly). If the employer does not grant the request, there is obligation to state in writing what serious operational reasons are involved, which places the employee in a significantly stronger position in terms of evidence.

This therefore provides stronger protection than that required by the WLB Directive, which merely establishes the employee's right to request flexible working arrangements and the right to receive a reasoned response from the employer.

Furthermore, the WLB Directive stipulates that employees with children up to the age of 8 are entitled to flexible working arrangements (Article 9 of the WLB Directive); the Czech legislation has, exceptionally, almost doubled this age limit to 15 years. Labour Code also provides for the possibility of requesting remote work and a return to the original working hours.

What concerns paternity leave, Section 195a of Labour Code provides for an employee's right to 14 days' paternity leave since 1 December 2022. During this period, the father is also entitled to the postnatal care allowance under the Act No. 187/2006 Coll., on Sickness Insurance.

Both the time-off work and the financial provision are available only to fathers and cannot be transferred to the child's mother. This therefore serves as a further incentive for men to become involved in childcare.

d) It remains unclear whether the transposition of the European Union Pay Transparency Directive will mandate equal pay audits, corrective action and enforceable sanctions;

MoLSA's Statement:

Czechia takes note of this comment. The forthcoming transposition of Directive (EU) 2023/970 expressly introduces an obligation on employers to carry out a pay assessment in cases where regular reporting by larger employers reveals pay gaps between women and men that are not justified or have not been eliminated within the specified time limit.

The pay assessment involves identifying the causes of the differences, proposing specific remedial measures and implementing them in accordance with the requirements of the legislation.

In addition to legislative changes, MoLSA is preparing methodological guidance for employers, aimed at facilitating the practical implementation of the new legislation. As part of the project, an Equal Pay Audit Standard and a professional qualification for equal pay auditors is being developed.

Although conducting an audit will be voluntary, the standard will be based on the requirements of the new legislation and will provide employers with a uniform and comprehensive methodology for assessing pay systems, objectively evaluating work, identifying any unjustified differences, and proposing measures to eliminate them.

The aim is to support the high-quality implementation of the new legislation and to ensure that employers have clear methodological guidance at their disposal when fulfilling their legal obligations.

The forthcoming legislation also includes measures to strengthen the enforceability of the new obligations. Compliance with these obligations will be subject to inspection by labour inspection authorities, and breaches of statutory obligations will be punishable in

accordance with the relevant provisions of legislation governing inspections and sanctions in the field of labour relations.

Czechia therefore considers the Committee's concern to have been addressed by the forthcoming legislation, which represents a shift from predominantly methodological support and voluntary instruments to a system of legally binding obligations, supplemented by methodological support to ensure their uniform and effective application.

(e) There is pervasive vertical and horizontal segregation in the labour market, with women accounting for less than 16 per cent of persons in decision-making positions in publicly owned companies and only 13 per cent of specialists in the ICT sector;

(f) The number of labour discrimination cases filed by women is low, due to a lack of awareness as to what constitutes discrimination, the complexity of cases and the financial risks of litigation.

34. **The Committee recommends that the State Party:**

(a) **Take urgent measures to reverse and close the gender pay gap by strictly enforcing the principle of equal pay for work of equal value, in line with the ILO Equal Remuneration Convention, 1951 (No. 100);**

MoLSA's Statement:

Czechia has long promoted the principle of equal pay for women and men for equal work and work of equal value, which is enshrined in the Labour Code and is in line with the obligations arising from International Labour Organisation Convention No. 100 on Equal Remuneration.

Czechia is currently transposing Directive (EU) 2023/970, which aims to strengthen the practical enforceability of this right. The forthcoming legislation introduces, in particular, more transparent pay systems based on an objective assessment of the value of work, the right of employees to information on pay, regular reporting of pay gaps, the obligation to carry out pay assessments in cases specified by law, and to take corrective measures; it also strengthens procedural safeguards for employees when asserting their rights.

At the same time, MoLSA is preparing methodological guidance for employers focused on the objective evaluation of work, the establishment of transparent remuneration systems and the correct application of the new legislation. The aim of these measures is to strengthen compliance with the principle of equal pay for equal work and work of equal value, and

to contribute to reducing unjustified pay gaps between women and men.

Czechia is also aware that the overall gender pay gap is influenced by broader structural factors, such as the length of breaks in economic activity due to childcare, horizontal and vertical segregation in the labour market, and the availability of flexible forms of work. Measures relating to pay transparency therefore represent an important, though not the only, component of policies aimed at reducing the gender pay gap.

(b) Increase the availability of childcare for children under the age of three as soon as possible, introduce a guaranteed place in a childcare facility for children at least from the age of two years, and transfer responsibility for the administration of children's groups from the Ministry of Labour to the Ministry of Education to ensure systematic quality childcare through appropriate monitoring and evaluation mechanisms by the Czech School Inspectorate;

MoLSA's Statement:

As of January 2026, municipalities are obliged to ensure early childhood care for eligible children from their third birthday until the beginning of the school year in which they become entitled to a place in pre-primary education under the Education Act. Where a child is not admitted to the catchment kindergarten, municipalities must arrange an alternative form of regulated childcare, such as a children's group, provided that the statutory conditions are met.

These measures contribute to improving access to affordable and quality childcare services, facilitating the reconciliation of work, family and personal life, and supporting the labour market participation of parents of young children, particularly women.

(c) Fully implement the European Union Work-Life Balance Directive, introduce a non-transferable part of parental leave for the second parent of a minimum duration of two months, with appropriate compensation for lost earnings, in accordance with Articles 5 (2) and 8 (3) of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers; and adopt measures to challenge gender-role stereotypes in care and promote equal sharing of care responsibilities;

MoLSA's Statement:

Regarding the assertion that Czechia has not fully implemented the non-transferable portion of parental leave for the other parent in accordance

with Article 5(2) and Article 8(3) of Directive (EU) 2019/1158 on work-life balance for parents and carers (WLB Directive), cannot be accepted. The transposition of the WLB Directive was completed in Czechia by the adoption of Act No 281/2023, which amended Labour Code and other related legislation. The transposition was notified to the European Commission on 19 September 2023.

We emphasise that Article 5(2) of the WLB Directive requires that each parent has an individual entitlement to parental leave, with two months of this entitlement being non-transferable. Czech legislation fulfils this requirement through Section 196 of Labour Code, under which each parent has a separate right to take parental leave until the child reaches the age of three. Neither the mother's nor the father's entitlement is derived from that of the other parent and cannot be transferred to the other parent. Furthermore, both parents may take parental leave simultaneously and repeatedly to the extent they request (the employer is obliged to grant such requests). Czech legislation thus not only meets the minimum requirements of Article 5 of the WLB Directive but, in terms of the duration of parental leave, significantly exceeds them. Parental leave in the Czech Republic has long been among the longest in the entire European Union.

Financial security (Article 8(3) of the WLB Directive) is provided for by the Act on State Social Support through parental allowance. If a father exercises his individual right to parental leave, the Czech legal system fully guarantees him the parental allowance as well – parents can take turns receiving the benefit at any time without administrative obstacles, which is also made possible by the total amount of the parental allowance (in 2026, this amounts to CZK 350,000 per child and CZK 700,000 in the case of multiple births).

Thus, Czechia ensures adequate income replacement for both parents, prioritizing the family's freedom of choice and autonomy in how they divide care and finances.

(d) **Transpose the European Union Pay Transparency Directive without delay, ensuring that it includes mandatory pay gap audits and reporting, corrective action requirements, enforceable penalties and time-bound targets;**

MoLSA's Statement:

Czechia is currently finalising the legislative process for the transposition of Directive (EU) 2023/970. According to the draft legislation, the main part of the Act is scheduled to come into force on 1 January 2027, with individual obligations coming into effect gradually to allow employers sufficient time to prepare for the new requirements.

This phased entry into force reflects the scope of the changes brought about by the new legislation and, at the same time, creates scope for methodological support for employers and supervisory authorities during its implementation.

It can be concluded that the requirements of the WLB Directive concerning individual and non-transferable parental leave, paternity leave, financial support for parents and flexible working arrangements are met under Czech law. In a number of respects, particularly regarding the duration of parental leave and the protection of employees caring for children, the Czech legislation significantly exceeds the minimum requirements of the WLB Directive. The draft bill meets all the requirements of the Directive and its purpose is to fully transpose the Directive, including Articles 10 and 23, which regulate the concept of joint remuneration assessment, and to introduce corresponding penalties.

(c) Adopt targeted measures to eliminate horizontal and vertical occupational segregation, including through training opportunities, economic incentives and safeguards against discriminatory recruitment practices;

(f) Amend the Anti-Discrimination Act and related labour legislation to strengthen penalties for discrimination and ensure adequate remedies and compensation, and raise awareness among employers, employees and the general public about labour discrimination and the legal remedies available to challenge it;

(g) Ratify the ILO Workers with Family Responsibilities Convention, 1981 (No. 156).