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EUROPEAN SOCIAL CHARTER

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

EUROPEAN COMMITTEE OF SOCIAL RIGHTS
COMITE EUROPEEN DES DROITS SOCIAUX

Targeted questions from the European Committee of Social Rights for the 2025 statutory report Group 1

To be submitted by States Parties <u>having accepted the collective complaints</u>

CZECHIA

Article 2§1 Reasonable daily and weekly working hours

a) Please provide information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including:

- information on the exact number of weekly hours that persons in these occupations can work;
- information on any safeguards which exist in order to protect the health and safety of the worker, where workers work more than 60 hours.

Act No. 262/2006 Coll., Labour Code, as amended, sets out in Article 79 the length of the fixed weekly working time, which is further differentiated according to the type of work performed or the working pattern of the employee.

Specifically, it may be noted that:

- in a single-shift working pattern, the length of the fixed weekly working time is 40 hours per week,
- for employees working underground in the extraction of coal, ores and minerals, in mine construction and in geological survey workplaces, the weekly working time is 37,5 hours per week,
- with a multi-shift or continuous working pattern of 37,5 hours per week,
- in double-shift working arrangements, the fixed weekly working time shall be 38,75 hours per week.

A reduction in the fixed weekly working time without a reduction in pay below the above

range may only be included in a collective agreement or internal regulation and may not be made by an employer pursuant to section 109(3) (e.g. employees of the State, regions or municipalities). Such a reduced weekly working time is a fixed weekly working time.

An employee may work overtime in excess of the above-mentioned fixed weekly working hours (Section 78(1)(i) of Labour Code). Section 93(1) of Labour Code provides that overtime work may be performed only exceptionally.

An employer may unilaterally order an employee to work overtime up to a maximum of 8 hours per week and 150 hours per calendar year, only for serious operational reasons. Beyond this overtime, an employee may only work overtime if agreed with the employer, provided that the total overtime (ordered and agreed) does not exceed an average of 8 hours per week over a period of up to 26 consecutive weeks and up to 52 consecutive weeks only if agreed in a collective agreement.

Overtime may not be scheduled in advance by the employer for a certain longer period and must therefore not become a normal and regular part of the employee's working time.

Neither Labour Code nor any other labour law provision allows an employee to work more than 48 hours per week on average (i.e. the sum of the fixed weekly working time plus overtime), even on the basis of a collective agreement or an individual agreement between the employer and the employee.

b) Please provide information on the weekly working hours of seafarers.

Pursuant to Article 63a(1) of Act No. 61/2000 Coll., on Maritime Navigation, as amended, the weekly working time of a ship's crew member is 40 hours and the daily working time is 8 hours. Beyond this limit, an employee may perform overtime work, which may be ordered by the ship's operator to a member of the ship's crew only exceptionally for serious reasons connected with ensuring the immediate safety of the ship, the persons on board or the cargo carried, or with providing assistance to another seagoing vessel or persons in distress, including for periods of uninterrupted rest between shifts or uninterrupted rest during the week (section 63d(1) of the Maritime Navigation Act).

Maritime Navigation Act does not expressly provide for a maximum amount of overtime, but the specific amount of overtime in a week will be limited to the minimum amount of uninterrupted rest between shifts and uninterrupted rest in a week that the employer-operator of the ship is obliged to provide to the employee-crew member (Section 63c of the Maritime Navigation Act).

c) Please provide information on how inactive on-call periods are treated in terms of work or rest time.

On-call time is defined by the Labour Code as the period during which an employee is available to perform work under an employment contract, if necessary, which must be performed in excess of his or her shift schedule in the event of an emergency.

On-call time may only be at a place agreed with the employee other than the employer's workplace (Article 78(1)(h) of Labour Code).

On-call duty may be held by the employee only if the employer has agreed with him. The employee is entitled to remuneration of at least 10 % of average earnings for

the period of on-call duty (Article 140 of Labour Code).

If the employee performs work during on-call time, the employee *is entitled to* wages or salary; thus, no on-call pay is due for this period.

The performance of work during on-call time in excess of the fixed weekly working hours (Section 79 of Labour Code) constitutes overtime (Section 78(1)(i) and Section 93 of Labour Code).

On-call time during which work is not performed is not counted as working time and is therefore rest time (cf. Section 78(1)(b) of Labour Code).

In order for a period of on-call time to be treated as either a period of continuous daily rest (Section 90 of Labour Code) or continuous weekly rest (Section 92 of Labour Code), the condition that the period of on-call time without work (i.e. inactive on-call time) lasted continuously for the minimum period specified by Labour Code for these two types of continuous rest must be met.

The on-call time held by the employee at the employer's workplace shall be counted as a whole towards the employee's working time, regardless of whether or not the employee actually performs work (cf. Section 78(1)(a) of Labour Code).

Article 3 – The right to safe and healthy working conditions

Article 3§1 Health and safety and the working environment

a) Please provide information on the content and implementation of national policies on psychosocial or new and emerging risks, including:

Generally:

As far as the strategic document is concerned, the “National Policy on Occupational Safety and Health (OSH) of the Czech Republic” is currently being prepared, which will replace the existing policy. This fundamental document is approved by the Government of the Czech Republic in accordance with the normal procedure, and the draft contains all contemporary trends in the view of OSH.

The key legislation in the field of OSH is Act No. 309/2006 Coll., on ensuring other conditions of occupational safety and health, as amended.

Act No. 309/2006 Coll. extends the rights and obligations arising for employers from Act No. 262/2006 Coll., Labour Code, as amended.

- in the gig or platform economy;

The Czech Republic has actively contributed to the shaping of the directive on the improvement of working conditions at work through platforms (inter alia, during EU CZ PRES in the second half of 2022, but not only during it). Czechia generally supports the improvement of working conditions for all types of gainful activity. It is aware of the contradictions, trying to reconcile, on the one hand, the requirement to improve the working conditions of platform workers and, on the other hand, to avoid regulatory

interventions that would jeopardise business development, innovation and access to services. Czechia as an EU Member State has two years to implement this Directive.

- as regards telework;

In Czechia, teleworking is widely supported by employers if the nature of the work allows it. Telework is regulated by Labour Code and other regulations that ensure rights and obligations of both employers and employees. The document '*Methodology for the management of home office work*' is a certified methodology and is available on the website of the Ministry of Labour and Social Affairs (see here: **https://www.mpsv.cz/metodiky-certifikovane-mpsv**)

- in jobs requiring intense attention or high performance;

The issue is addressed by the legal concept of 'categorisation of work'. According to the degree of occurrence of factors that may affect the health of employees and their risk to health, work is classified into four categories under Section 37 of Act No. 258/2000 Coll., on the protection of public health, as amended. The criteria, factors and limits for the categorisation of work are laid down in the implementing legislation, which is Decree No. 432/2003 Coll. of the Ministry of Health.

- in jobs related to stress or traumatic situations at work;

See the legal concept of 'categorisation of work'.

- in jobs affected by climate change risks.

See the legal concept of 'categorisation of work'.

b) Please provide information on:
    a. the measures taken to ensure that employers put in place arrangements to limit or discourage work outside normal working hours (including the right to disconnect);

The prevention, analysis and assessment of risks and the subsequent adoption and implementation of technical, organisational and other measures are an integral part of Labour Code and the employer's obligations. The right to disconnect, as in the vast majority of EU Member States, is not currently part of the Czech legal system.

    b. how the right not to be penalised or discriminated against for refusing to undertake work outside normal working hours is ensured.

This issue is dealt with in Labour Code, in Part 4 'Working hours and rest periods', as well as in Part 5 provisions on risk prevention.

c) Please provide information on:
    a. the measures taken to ensure that self-employed workers, teleworkers and domestic workers are protected by occupational health and safety

regulations;

The area of OSH, including the obligations and rights of entrepreneurial natural persons (self-employed persons), is regulated in a number of legal and other regulations to ensure OSH.

Section 12 of Act No. 309/2006 Coll. states that legal relations relating to the provision of health and safety in the course of activities or the provision of services outside labour law relations, if it is an entrepreneurial natural person, are subject to certain provisions of Labour Code in connection with Section 13 of Act No. 309/2006 Coll.

b. whether temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration.

Section 103(1)(f) of Labour Code provides that the employer is obliged to "*provide employees, in particular employees on fixed-term contracts, employees of an employment agency temporarily assigned to work for another employer, and juvenile employees, with sufficient and appropriate information and instructions on occupational safety and health protection in accordance with this Act and special legislation, in particular by means of familiarisation with the risks, the results of risk assessments and measures to protect against the effects of these risks, which are relevant to their work and workplace*".

Article 3§2 Enforcement of health and safety health regulations

Please provide information on measures taken to ensure the supervision of implementation of health and safety regulations concerning vulnerable categories of workers such as:

Generally: Awareness is also important when it comes to monitoring the implementation of OSH regulations. The Ministry of Labour and Social Affairs, the State Labour Inspection Office and regional labour inspectorates provide consultations on OSH issues and not only on OSH issues.

- domestic workers;

Domestic workers (workers in foreign households) are covered by the provisions of general legislation, with the assumption that a valid employment relationship is always a prerequisite. The reason for this is the statistically based fact that domestic workers are not a very large group in Czechia.

- digital platform workers;

Czechia has actively contributed to the shaping of the directive on improving working conditions at work through platforms (including but not limited to the CZ EU PRES in the second half of 2022). Czechia generally supports the improvement of working conditions for all types of gainful employment. It is aware of the contradictions, trying to reconcile, on the one hand, the requirement to improve the working conditions of platform workers and, on the other hand, to avoid regulatory interventions that would jeopardise business development, innovation and access to services. Czechia as an EU Member State has two years to implement the Directive.

- teleworkers;

Telework is regulated by Labour Code and other regulations that ensure the rights and obligations of both employers and employees. The document '*Methodology for managing home office work* ' is a certified methodology and is available on the website of the Ministry of Labour and Social Affairs here: https://www.mpsv.cz/metodiky-certifikovane-mpsv .

- posted workers;

The posting of workers abroad and within the Czech Republic is regulated by the Labour Code and other regulations that ensure the rights and obligations of both employers and employees.

- workers employed through subcontracting;

Section 101(5) of Labour Code states that "*The employer's obligation to ensure occupational safety and health applies to all natural persons who are present at his workplace with his knowledge*". This means that even if the work is carried out by an external company, i.e. including workers employed through subcontracting, the main employer must ensure that their activities do not endanger either their own employees or those of subcontractors.

- the self employed;

The area of occupational health and safety, including the obligations and rights of self-employed persons, is regulated in a number of legal and other regulations to ensure occupational health and safety. Section 12 of Act No. 309/2006 Coll. states that certain provisions of Labour Code apply to legal relations relating to the provision of health and safety in the course of activities or the provision of services outside labour law relations, if the person concerned is an entrepreneurial natural person, in relation to Section 13 of Act No. 309/2006 Coll.

- workers exposed to environmental-related risks such as climate change and pollution.

According to the degree of occurrence of factors that may affect the health of employees and their risk to health, work is classified into four categories according to Section 37 of Act No. 258/2000 Coll., on Protection of Public Health, as amended. The key legislation is Governmental Regulation No. 361/2007 Coll., laying down the conditions for occupational health protection, as amended. This regulation specifies the hygiene limits and other conditions that employers must comply with in order to protect the health of employees from the risk factors of working conditions. The criteria, factors and limits for categorising work are laid down in the implementing legislation, which is Decree No. 432/2003 Coll. of the Ministry of Health.

Article 4 – The right to fair remuneration

Questions:

Article 4§3 Right of men and women to equal pay for work of equal value

a) Please indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.

In Czech law, the concepts of equal work and work of equal value are explicitly recognised in legislation, particularly in Act No. 262/2006 Coll., Labour Code. According to Section 110, an employer is obliged to provide employees with equal pay for equal work and for work of equal value. The law defines these concepts as follows:

- Equal work refers to work of the same or comparable nature, performed under the same or comparable conditions, requiring the same or comparable qualifications, responsibility, and effort.
- Work of equal value includes work which, although different in content, requires a comparable level of qualifications, responsibility, physical or mental effort, and is performed under comparable working conditions.

This legal provision implements the principle of equal pay as enshrined in Article 1 of the EU Pay Transparency Directive and in Article 157 of the Treaty on the Functioning of the European Union.

b) Please provide information on the job classification and remuneration systems that reflect the equal pay principle, including in the private sector.

In Czechia, job classification and remuneration systems are not regulated in a unified or centralised way across all sectors. However, both public and private sector employers are required to ensure that their systems respect the principle of equal pay for equal work and work of equal value, as required by Section 110 of Labour Code.

In the private sector, job classification and remuneration systems are typically determined by:

- internal company wage structures,
- collective agreements, or
- individual employment contracts.

There is no mandatory standardised system for evaluating or classifying jobs. Nevertheless, employers are still legally obliged to ensure that any differences in pay are based on objective and gender-neutral criteria, such as:

- professional qualifications,
- work performance,
- responsibility,
- complexity of tasks,
- working conditions.

To comply with the equal pay principle, some private employers adopt job evaluation tools or analytical job classification methods (e.g. point-factor methods), although these are not yet widespread in Czechia.

c) Please provide information on existing measures to bring about measurable progress in reducing the gender pay gap within a reasonable time. Please provide statistical trends on the gender pay gap.

Over the past decade, Czechia has implemented a combination of legislative, strategic, and practical measures aimed at narrowing the gender pay gap (GPG). These efforts are ongoing and increasingly aligned with EU-level developments.

Legislative Framework

- Labour Code (Act No. 262/2006 Coll.) explicitly guarantees the right to equal pay for equal work and work of equal value (Section 110).
- Anti-Discrimination Act (Act No. 198/2009 Coll.) prohibits discrimination in employment and mandates equal treatment in remuneration. It also applies the reversal of the burden of proof in discrimination cases.
- A recent amendment to Labour Code, introduced a prohibition of pay secrecy clauses. Employers may no longer require employees to keep their pay confidential.

Strategic and Policy Measures

- The Gender Equality Strategy 2021–2030 sets a national framework for addressing structural gender inequalities, including unequal pay.
- The Action Plan for Equal Pay of Women and Men 2023–2026, adopted by the Government, sets specific goals and measures to promote equal pay.

Tools and Projects

- Logib CZ: A free diagnostic tool adapted from Switzerland to help employers identify unjustified pay gaps.
- Equal Pay Audit Methodology: Developed by the Ministry of Labour and Social Affairs to guide employers in reviewing their pay structures. Pilot testing of equal pay audits and validation of the Standard for Equal Pay Audit Methodology, which aims to establish a consistent approach for identifying unjustified pay gaps in organisations.
- Development (not yet completion) of a gender-neutral job evaluation methodology, to support the comparison of work of equal value.

The Czech Republic is preparing for the transposition of Directive (EU) 2023/970, which will introduce legal obligations such as:

- Employees' right to information on pay levels,
- Pay gap reporting for employers with 100+ employees,
- Joint pay assessments in cases of unjustified gender pay gaps.

Gender Pay Gap in the Czech Republic: Key Statistical Insights

Despite a moderate decline in recent years, the Czech gender pay gap remains one of the highest in the EU, where the average in 2022 was 12.7 %.

Contributing factors include:

- Gender segregation in sectors and occupations,
- The impact of parenthood on women's labour market outcomes,
- Limited use of flexible and part-time work,
- Low pay transparency in many companies,
- Lack of systematic tools to evaluate and compare jobs of equal value.

One of the factors influencing the gender pay gap (GPG) in Czechia is the distinction between the public pay sphere (salary system) and the private wage sphere.

The GPG is generally lower in the salary-based public sector, where pay structures are more transparent and standardized.

In 2021, the overall GPG was 11 % in the public sector, compared to 17 % in the private sector. When comparing employees in the same position, the gap was 5 % in the public sector and 9 % in the private sector.

Age also plays a significant role. The highest GPG was observed among employees aged 36–44, where it exceeded 20 %—a life stage often associated with caring for small or school-aged children. This compares to an average GPG of 16 % in the overall working population aged 15+.

According to a study by Křížková and Pospíšilová (2022), while the overall GPG slightly decreased in 2020, the pay gap at the same position actually increased, especially for parents of young children. Between 2018 and 2020, the GPG at the same job rose in the following age groups:

- 30–34 years: from 6 % to 8 %,
- 35–39 years: from 8 % to 10 %,
- 40–44 years: from 9 % to 11 %.

These findings suggest that looking solely at the overall GPG may mask worsening inequalities within comparable roles, especially for working parents.

Company size also matters: the GPG is generally lower in smaller organisations and higher in larger ones, particularly in the private wage sector. The observed reduction in the overall GPG may be partly due to rising pay in the public sector, where women are more strongly represented.

Research shows that workplaces with clear, regulated pay structures and active trade unions tend to have a smaller gender pay gap.

Article 5 - Right to organise

a) Please indicate what measures have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation or in new sectors (e.g., the gig economy).

Article 27 of **Charter of Fundamental Rights and Freedoms** guarantees freedom of association to protect economic and social interests. Czech legislation ensures that employees have the right to join trade unions, to participate in collective bargaining and

protects them from any discrimination on the grounds of their membership of such organisations.

Labour Code (Act No. 262/2006 Coll.) also prohibits any discrimination against employees on the basis of their trade union activities and stipulates that the employer needs the prior consent of the trade union to dismiss a trade union member.

Compliance with above rights is monitored by the **State Labour Inspection Office (SLIO)**, which has the power to carry out inspections and to impose consequences in the event of violations.

Another institutional framework for conducting social dialogue and setting working conditions is the **Czech Council for Economic and Social Agreements (so called 'Tripartite'),** which brings together representatives of the state administration, employers and employees.

The Public Defender of Rights (**Ombudsman)** also plays a role in protecting fundamental rights and can review complaints about violations of the right to organise and collective bargaining.

There is a financial and technical support as well available to workers and their organisations to ensure that their rights are exercised in practice.

The regulation of labour relations also creates the **conditions for collective bargaining** and collective agreements, which contributes to the establishment of fair working conditions. It is also important how the legal framework ensures that **workers are protected from retaliation** - an employer may not dismiss, penalise or in any way worsen the working conditions of a worker simply because of his or her union activity.

However, the legislation is general, with no provision for specific conditions in sectors that have traditionally had low levels of unionisation or in new sectors.

The first action plan to promote collective bargaining in relation to the requirements of Article 4 of the European Directive on adequate minimum wages in the European Union is currently being prepared in Czechia, notwithstanding the fact that in most EU Member States work on the action plan has stalled or has not even begun in connection with the possible annulment of the Directive by the Court of Justice of the European Union.

One of the proposed measures is to monitor the data on the coverage of employees by collective agreements and, where appropriate, to target the activities financially supported by the state contribution to the promotion of social dialogue under Section 320a(a) of Labour Code at those sectors where the coverage of employees by collective agreements is low.

b) Please describe the legal criteria used to determine the recognition of employers' organisations for the purposes of engaging in social dialogue and collective bargaining.

The entry of employers' organisations into collective bargaining in Czechia is governed mainly by Labour Code (Act No. 262/2006 Coll.) and Collective Bargaining Act (Act No. 2/1991 Coll.).

An employers' organisation may participate in both company collective bargaining, if it acts on behalf of an individual employer, and in the negotiation of higher-level collective agreements, if it acts on behalf of a group of employers. In practice, an employers'

organisation thus enters into collective bargaining as a representative of a wider group of employers with the aim of negotiating working and employment conditions for the benefit of the whole sector or occupational group.

In this respect, however, it should be added that the relatively recent case law of the highest Czech courts, in determining whether an employers' organisation is an employers' organisation stricto sensu in the context of the diction of section 23(3)(b) of Labour Code, and thus a contracting party within the meaning of section 8 of Collective Bargaining Act, gives priority to the contractual will/autonomy of employers' organisation itself, i.e. whether or not it wishes to commit itself to collective bargaining at a higher level within the framework of the statutes.

It thus emphasises the voluntary nature of the commitment to higher-level collective bargaining based on the will expressed by the employers' organisation in its constitution. Everything is therefore in the hands of the respective employers' organisation *(see, for example, the judgment of the Municipal Court in Prague 15 A 73/2018 - 41 (Union of Towns and Municipalities of the Czech Republic), in which the court states that the focus of the dispute as to whether or not an intermediary can be determined is the question of whether the employers' organisation is a party to the collective bargaining agreement and whether there was a dispute between the parties to the higher-level collective agreement as to the determination of the intermediary within the meaning of section 11(2) of Collective Bargaining Act. The court considers the only relevant and material issue to be the purpose for which the legal entity was established by its members and for the fulfilment of which it has been carrying out its activities to date, the key issue being the manifestation of the will of the employers associated in the relevant legal entity to engage in collective bargaining through it with a view to concluding a higher-level collective agreement.).*

c) Please describe the legal criteria used to determine the recognition and representativeness of trade unions for the purposes of engaging in social dialogue and collective bargaining.

Pursuant to Section 3025(1) of Act No 89/2012 Coll., Civil Code, as amended, the provisions of the Civil Code on legal persons and on associations apply to trade unions mutatis mutandis, but only to the extent that this does not contradict their character as representatives of employees under international treaties to which Czechia is bound and which regulate freedom of association and protection of the right to freedom of association.

Pursuant to Section 3025(2) of Civil Code, a trade union is established on the day following the day on which the competent public authority, i.e. the competent registration court, receives notice of its establishment. The registry court shall make the registration within 5 working days.

According to Section 286(3) of Labour Code, a trade union operates within an employer and has the right to act if it is authorised to do so under its statutes and if at least three of its members are employed by the employer.

Pursuant to Section 286(4) of Labour Code, *a trade union's rights within an employer commence on the day following the day on which it notifies the employer that it meets the conditions referred to in Section 286(3); if the trade union ceases to meet those conditions, it must notify the employer without undue delay. If the employer so requests, the trade union shall be obliged to prove that it meets the condition of a minimum number of members employed by this employer pursuant to Section 286(3);*

the employer shall provide the necessary cooperation. If the trade union fails to prove compliance with this condition in any other way, it shall provide the necessary assistance to a notary public appointed and paid for by the employer for the purpose of certifying compliance with this condition and drawing up a notarial record of such certification.

Beyond the above said, Czech law does not provide for any minimum number of members/employees that a trade union must have in order to be entitled to conclude a higher level collective agreement.

Please provide information:

- on the status and prerogatives of minority trade unions;

Minority trade unions, i.e. trade unions that do not represent the majority of employees in an employer's organisation, have a secured certain status in Czech law and their powers are not significantly limited compared to those of a majority trade union.

This also follows from the conclusions of the Constitutional Court, which has ruled that minority trade union organisations cannot be disadvantaged compared to majority trade union organisations.

This is particularly evident in the situation of so-called plurality of trade unions, where Labour Code allows for more than one trade union to operate in the same employer. They must act primarily in concert when seeking to conclude a collective agreement.

Minority trade unions are thus assured of a certain institutional presence and possibility to defend not only the rights of their members but, in concert with other trade unions, the right to act on behalf of all employees.

Only then, if there is no consensus within the unions, can the majority principle (according to the number of union members) or the representativeness principle (according to the choice of the employees) come into play.

In both majority and representativeness processes, minority unions can play a significant role. If they join forces with other smaller unions and have the largest number of members at the particular employer's or if they are elected by a majority of all employees at the particular employer's, they can conduct collective bargaining with the employer, which can therefore potentially block the majority union operating at the particular employer´s. This possibility came into force thanks to an amendment to Labour Code (Act No. 230/2024 Coll.) as of 1 August 2024.

Furthermore, minority trade unions have the right to information and to discuss matters with the employer to the extent provided for in Labour Code. The employer is therefore obliged to provide them with information and discuss certain issues with them.

They also have the right to carry out control activities, i.e. to supervise compliance with the labor law regulations and employer's internal regulations, to the extent appropriate to their position.

Trade union officials from the minority organisations are entitled to the same legal protection as those from majority trade unions - for example, the employer cannot terminate their employment without the prior consent of the trade union concerned.

This protection contributes to equality between trade unions in the personal status of their representatives.

Section 24 of Labour Code

(...)

(3) If the trade unions do not agree within 30 days of the commencement of the mutual negotiations on the procedure referred to in subsection (2), they are obliged to inform the employer of this fact without delay. The employer shall be entitled to conclude a collective agreement with the trade union having the largest number of members employed by the employer or with several trade unions having together the largest number of members employed by the employer, provided that

a) the employer has published, after the expiry of the time limit set for seeking agreement between the trade unions on the procedure referred to in subsection (2), in a manner customary for the employer and available to all employees, with which trade union or trade unions it intends to conclude a collective agreement,

b) a period of 30 days has elapsed since the employer's notification under point (a); and

c) the employer's tenured employees do not object to the procedure set out in the employer's notice in the manner referred to in subsection (4).

(4) A collective agreement under subsection (3) may not be concluded unless a supermajority of all the employer's employees in employment, within 30 days of the date of the employer's notice under subsection (3)(a), declare in writing that they do not agree with that procedure for concluding the collective agreement and deliver that declaration to the employer.

(5) If a supermajority of all the employees of the employer in employment, in their declaration under subsection (4), identify a trade union or several trade union organisations with which a collective agreement should be concluded, the employer shall be entitled to conclude a collective agreement with that trade union or those several trade union organisations.

(6) Other trade unions which do not have the largest number of members employed by the employer or have not been designated by a majority of all employees of the employer pursuant to subsection (5) shall have the right to be informed of the commencement of negotiations for the conclusion of a collective agreement pursuant to subsection (3) or (5) and the right to discuss the submitted draft and final draft of the collective agreement with the employer. The employer shall be obliged to discuss the submitted draft collective agreement with the other trade unions without undue delay, but at the latest within seven days of the commencement of such negotiations. The employer must discuss the final draft collective agreement with the other trade unions before concluding the collective agreement.

(7) If a collective agreement is not concluded in accordance with the procedure under subsection (3) or (5) within 6 months of the date on which notice is given to the employees under subsection (3)(a) or the date on which a statement from the employees is delivered to the employer under subsections (4) and (5), the employer's right to conclude a collective agreement under subsection (3) or (5) shall cease.".

- on the existence of alternative representation structures at enterprise-level, such as elected worker representatives.

Employees may elect a so called 'work council' to ensure their right to information and consultation provided for.

The work council shall have at least three and not more than 15 members, the number of members shall always be odd, and its term of office shall be three years.

Election of Staff Council members:

- shall be announced by the employer on the basis of a written proposal signed by at least one third of the employees within three months of the date of receipt of the proposal;
- organised by an electoral committee composed of the employees in the manner laid down;
- is direct, equal and secret;
- takes place during working hours and at the workplace; if the employer's operational possibilities do not permit it, the election may take place outside the workplace.

Every employee shall have the right to vote, to be elected and to propose candidates. All costs of the election shall be borne by the employer.

The employer shall keep a record of the election results for 5 years from the date of the election.

The work council shall cease to exist on the date of expiry of the term of office, unless otherwise provided for in Labour Code, and on the date on which the number of work council members falls below 3. In such cases, the work council shall hand over all documents relating to the exercise of its functions to the employer, which shall keep them for 5 years from the date of the expiry of the work council.

Where an employer has a work council and a trade union becomes active, the employer shall fulfil the obligations laid down in respect of all the employees' representatives, unless they agree between themselves and the employer on other means of cooperation.

If, in the course of the transfer of rights and obligations under the employment relationship, both the incumbent and the transferee employer have employee representatives, the transferee employer shall fulfil its information and consultation obligations (Sections 279 and 280 of Labour Code) towards all of them, unless they agree otherwise between themselves and the employer. Employee representatives shall fulfil their duties until the date on which their term of office expires. If, before the expiry of their term of office, the number of members of one of the work councils has fallen to fewer than three, the other work council shall take over.

The competences of the work council are mainly concentrated in the area of the right to information and the right to be heard. The employer is obliged to inform the work council about issues that affect employees, such as the economic situation of the company, planned structural changes, employment policy, occupational health and safety, etc. The employer must not only provide but also discuss some of this information, which means that the work council has the right to comment on it and to request additional information. However, the consent of the council is not a condition for the implementation of the measures.

The work council does not have the right to conclude collective agreements or to declare a strike - these powers belong exclusively to trade unions. If the employer has a trade union, the trade union has priority over the work council in exercising its rights under Labour Code. If the union is not active, the work council assumes a limited role as the employees' representative for information and consultation purposes.

Overall, the work council thus constitutes an important element of employees' participation in the management of the undertaking, its main role being to ensure that employees are informed in a timely and substantive manner about important issues affecting them and are able to express their views on them.

d) Please indicate whether and to what extent the right to organise is guaranteed for members of the police and armed forces.

The Charter of Fundamental Rights and Freedoms (Article 27) allows for restrictions on the freedom of trade union association where the measures are necessary 'for the protection of national security or public order' and explicitly excludes members of the security forces from the right to strike.

The Convention for the Protection of Human Rights and Fundamental Freedoms also states that it is not contrary to Article 11 of the Convention "*to impose legal restrictions on the exercise of these rights by members of the armed forces, the police and the public administration*".

Sections 197 to 200 of Act No 361/2003 Coll., on the service of members of the security forces, regulate the procedure for concluding collective agreements and resolving collective disputes, whereby the provisions of Sections 8 and 10 to 15 of Act No 2/1991 Coll., on collective bargaining, apply only 'mutatis mutandis' and with the proviso that the declaration of a strike or lock-out is not permissible.

Any trade union activity is then completely prohibited for members of the intelligence services, given the need for them to operate in complete secrecy, often under false identities.

A comprehensive amendment to Act No. 361/2003 Coll., on the service relationship of members of the security forces, prepared by the Ministry of the Interior and currently being discussed by the Parliament of the Czech Republic then introduces a new rule for the security forces, after extensive discussions, which requires a minimum limit of 1% of the members of a particular force to be eligible for a trade union to act in the security forces.

This amendment was inspired by the Constitutional Court of the Czech Republic, which stated that the determination of the minimum number of members of a trade union at the employer level does not contravene the constitutional order of the Czech Republic or international conventions, as long as this threshold is set at a "*reasonable level*".

The security forces, as strictly hierarchically managed entities whose mission is the active protection of public order and internal security of the Czech Republic, have a very specific nature as an "employer", see above, and at the same time they are among employers with an exceedingly large personnel base: the Police of the Czech Republic alone has over 40,000 members.

The standard employment threshold of 3 persons is therefore unreasonably low in the case of security forces, while the limit of 1% of the members of a particular force is a "*reasonable threshold*" within the meaning of the Constitutional Court's conclusion.

Article 6 – The right to bargain collectively

Questions:

Article 6§1 Joint consultation

a) Please state what measures are taken by the Government to promote joint consultation.

The cooperation is carried out through the Tripartite (Council for Economic and Social Agreement of the Czech Republic) with the participation of trade unions, employers and the government.

The Ministry of Labour and Social Affairs actively supports the roles of social partners, providing methodological assistance, experts, financial support e.g.Contribution to the support of social dialogue under Section 320a(a) of Labour Code, all relevant legislative proposals are discussed with social partners.

The Tripartite meets **regularly, usually monthly**, and serves as a platform for discussing key labour, social and economic measures. Through these consultations, both employers and employees have the opportunity to influence draft laws, decrees and other regulations before they are submitted to the government or Parliament for approval.

The government **has also introduced the obligation to consult the** social partners on all important legislative changes, which is intended to prevent conflicts and misunderstandings and to contribute to greater stability in labour relations.

At the same time, the Office of the Government, ministries and the Labour Office of the Czech Republic share relevant data, analyses and documents with the social partners so that their deliberations are informed and constructive.

Working teams are also an important part of tripartite cooperation, focusing on specific areas such as digitalisation, working conditions, pensions, minimum wage, labour migration, vocational training and many others. The task of these working groups is also to develop options for solutions and settings on how best to address the issue for the benefit of both employees and employers.

The government also ensures **transparency of** the whole process - minutes of the meetings, working documents and conclusions of the tripartite are made available to the public, which strengthens trust in the process and thus contributes to greater stability, fairness and sustainability of labour relations in the Czech Republic.

In recent months, the role of the Tripartite in Czechia has **further strengthened and changed,** both in terms of its agenda and the way it consults on key changes in labour law, social services and employment.

The Tripartite **now deals with a wider range of topics** - in addition to minimum wages, working conditions and pensions, it deals with e.g. financing of non-teaching staff in education, social services reform, energy and supply security, as well as digitization and flexibility in labour relations.

b) Please describe what issues of mutual interest have been the subject of joint consultation during the past five years, what agreements have been adopted as a result of such discussions and how these agreements have been implemented.

Publicly available information shows that the Tripartite in Czechia has dealt with a wide range of **issues of common interest** over the **past five years**, which has also been reflected in the adoption of specific agreements and their implementation.

Among the most important topics of the joint consultations were **raising the minimum wage**, setting the **terms and conditions of labour relations**, **pension system, social services reform, energy security, promoting employment** in changing labour market conditions, as well as **digitisation** and **improving** employees' **skills**.

Several **important agreements** were reached as a result of these consultations. For example, the Tripartite agreed **on a gradual increase in the minimum wage** to help those on the lowest incomes while preventing a fall into poverty. Furthermore, it was agreed to **streamline and modernise the pension system**, taking into account both demographic developments and sustainability of the state budget. Another successful agreement was the setting of **conditions for self-scheduling of working time**, which should bring greater flexibility to both employers and employees.

The Tripartite has also played an important role in setting up **support for businesses in times of crisis**, such as energy crisis, floods, labour shortages in the education sector, but also transformation of the labour market due to digitization.

The participation of the social partners in the consultations has enabled the setting up of measures to both mitigate the adverse effects and to help employers to keep jobs and employees to have stable working conditions.

As usual, the agreements have also been **implemented through changes in legislation**, issuing implementing decrees, setting methodological guidelines, as well as through transfers in the state budget.

The Government Office, as well as the relevant ministries (in particular Ministry of Labour and Social Affairs, Ministry of Finance and Ministry of Education, Youth and Sports) are also in charge of monitoring their implementation and evaluating their impact.

Thanks to this set-up, the social partners have an overview of the implementation of the agreements adopted and also have the possibility to express their views on how they should be further supplemented, amended or improved, if necessary.

c) Please state if there has been any joint consultation on matters related to (i) the digital transition, or (ii) the green transition.

Yes, the **Tripartite has also held joint consultations on matters relating to both digital and green transition.**

In the area of **digital transition**, the social partners have mainly dealt with the setting of working conditions in changing forms of employment, as well as **promotion of digitization in companies**, improvement of employees' skills and retraining. They also discussed impact of artificial intelligence, automation and robotics on the labour market,

need to set fair wages, protection of labour rights in teleworking, as well as setting of self-scheduling working hours. The purpose of these consultations was to set up a framework that allows employers to remain competitive while **ensuring decent working conditions** for employees.

In the area of **green transition**, the Tripartite also has played an important role in consulting on steps to move towards a sustainable and low-carbon economy. These included setting up **support for companies during the transition** (subsidies, tax breaks, investment incentives), changes in the employment sector (retraining of workers, creation of jobs in new sectors), **energy security**, as well as fairness of the transition so that it does not adversely affect both jobs and the competitiveness of Czech companies. The Tripartite was also tasked with setting up social guarantees for employees whose jobs are changing, moving or disappearing as a result of decarbonisation.

Article 6§2 Collective bargaining

a) Please provide information on how collective bargaining is coordinated between and across different bargaining levels including information on:

Collective bargaining in the Czech Republic has **several levels** - with coordination by both the legislation and the social partners.

At the **enterprise level**, employers negotiate collective agreements with **trade unions**. These collective agreements focus primarily on working conditions, wages, working hours, benefits and any other regulation of labour relations that has a direct impact on the company's employees.

In addition to the company level, there is also a **higher, sectoral level of bargaining.** This is where **employers' organisations** (representing companies in a given sector) and **trade unions** (representing employees in a given sector) come together. The purpose of these sectoral collective agreements, also called higher-level collective agreements, is to set minimum standards of working conditions for the whole sector - for example, minimum wage rates, working hours, overtime, time off, occupational security and health (OSH) - which form the basic framework for bargaining at the company level.

The Tripartite allows, for the **exchange of information**, sharing of practical experience and coordination of bargaining strategies at both national, sectoral and company level.

Through this set-up, both employers and employees have a better overview of working conditions in different sectors, which contributes to stable labour relations **and fair working conditions** for all.

- the operation of factors such as *erga omnes* clauses and other mechanisms for the extension of collective agreements;

In Czechia, there is also a **mechanism for extending the binding force of collective agreements to** prevent the creation of unequal working conditions within the same sector.

This process relies primarily on the **erga omnes clause**, which allows the **effects of a higher-level collective agreement** - concluded between employers' organisations and trade unions - **to be extended to** employers who have not signed the document themselves but are active in the same sector. Such an extension is implemented by the **Ministry of Labour and Social Affairs**.

The parties to a higher-level collective agreement may jointly propose that a notice from the Ministry of Labour and Social Affairs be published in the Collection of Laws and International Treaties (Coll.) stating that the higher-level collective agreement is also binding on other employers with a predominant activity in the sector designated by the CZ - NACE code.

The notification of the Ministry of Labour and Social Affairs shall be published in the Collection of Laws and International Treaties (Coll.) if a higher level collective agreement is concluded by

- the employers' organisation employing the largest number of employees in the sector in which it is proposed to extend the binding force of the higher-level collective agreement, or
- the relevant higher trade union body which represents the largest number of employees in the sector in which it is proposed to extend the binding effect of the higher-level collective agreement.

The proposal to extend the binding effect of the higher-tier collective agreement shall be in writing, signed by the parties on the same sheet, and shall contain an indication of the higher-tier collective agreement and the sector in which its binding effect is to be extended to other employers.

The proposal must also include

- lists of employers to which the higher-tier collective agreement is binding and the total number of their employees, lists of employers who are members of other employers' organisations in the same sector, the total number of their employees and the CZ-NACE designation; or
- the total number of employees for whom the relevant higher trade union body acts, that is to say, the list of employers for which that body acts through the relevant trade union body and the total number of their employees, and the number of employees for whom another relevant higher trade union body acting in the same sector acts, that is to say, the list of employers for which that body acts through the relevant trade union body, the number of their employees and their CZ-NACE designation.

The employers' organisation is obliged to provide the Ministry of Labour and Social Affairs and the employers' organisation operating in the same sector with a list of the employers who are its members and the total number of their employees, in writing, upon request.

A higher trade union body shall, for these purposes, be obliged to communicate in writing to the Ministry of Labour and Social Affairs and to a higher trade union body operating in the same sector, on request, the total number of employees for whom it acts and a list of the employers with which the trade union concerned operates.

If the proposal does not comply with the requirements laid down, the Ministry of Labour and Social Affairs shall invite the parties to remedy the deficiencies or, where appropriate, to complete the proposal and shall set them a reasonable time limit for doing so.

At the same time, it shall inform them that if they do not remedy the deficiencies or complete the proposal, the communication cannot be promulgated. The parties to the higher-tier collective agreement may withdraw the proposal within 15 days of its receipt.

If the conditions laid down are met and the proposal contains the requisites laid down, the Ministry of Labour and Social Affairs shall send the communication for publication in the Collection of Laws and International Treaties (Coll.) without undue delay, but at the earliest after the expiry of the 15-day period. It shall also indicate in the notification the place where the contents of the higher-level collective agreement, the binding force of which extends to other employers, may be consulted.

- the operation of the favourability principle and the extent to which local/workplace agreements may derogate from legislation or collective agreements agreed at a higher level.

In Czechia, the favourability **principle** is applied in collective bargaining, according to which company collective agreements **cannot make the working conditions of employees worse than those provided for in a higher-level collective agreement, labour law or the law.**

This means that **company collective agreements** are only allowed to deviate from a higher collective agreement if they do so **for the benefit of the employees**. The adjustments cannot lead to a deterioration in their working and wage conditions, but are instead intended to bring better working standards**,** higher wages, longer holidays, higher allowances, better working hours or other benefits.

b) Please provide information on the obstacles hindering collective bargaining at all levels and in all sectors of the economy (e. g. decentralisation of collective bargaining**)**.

Collective bargaining in Czechia faces a number of obstacles to its effectiveness at both company and sectoral level.

One of the most important obstacles is the **decentralisation of collective bargaining.** Bargaining often prevails only at the level of individual enterprises, which results in a fragmented situation, large differences in working conditions and a **weakening of the bargaining power of both workers and their organisations.**

Successful sectoral collective agreements thus cover only a limited range of employers and employees, which has a negative impact on both the setting of standards in the sector and competitiveness and fair working conditions.

Another constraint is the **organisational and staffing capacity of both employers and trade unions**. Trade unions have a small membership base in many enterprises, which weakens their bargaining power.

At the same time, enterprises have limited staff and legal capacity, which also complicates the conduct of negotiations, as well as the setting of precise and enforceable agreements.

Lack of awareness of workers of their rights can also play a negative role, resulting in low participation in bargaining.

c) Please provide specific details on:

- the measures taken or planned in order address those obstacles;
- the timelines adopted in relation to those measures;
- the outcomes achieved/expected in terms of those measures.

On 23 July 2025, the Ministry of Labour and Social Affairs submitted to the Government for discussion and approval a document entitled "Action Plan to Promote Collective Bargaining" (hereinafter referred to as the "Action Plan"), which has been prepared on the basis of Article 4(2) of Directive (EU) 2022/2041 of the European Parliament and the Council of 19 June 2022. This document will also be used for reporting purposes in accordance with the Council Recommendation on the strengthening of social dialogue in the EU (C/2023/1389) of 12 June 2023. Its outcomes will also be reported to the European Commission in December 2025.

Each EU Member State where the level of coverage by collective agreements is below the 80% threshold is to draw up an action plan to promote collective bargaining in consultation with, or by agreement with, the social partners or at the joint request of the social partners in a form agreed between them.

The action plan must set out a clear timetable and concrete measures for gradually increasing the level of coverage by collective agreements, while fully respecting the independence of the social partners.

The action plan shall be published and communicated to the European Commission.

The Directive does not set a specific deadline for the adoption of the action plan.

Following an agreement with the social partners, the present Action plan was discussed between August 2024 and April 2025 by an expert group for the preparation of the Action plan composed of representatives of the Ministry of Labour and Social Affairs, a representative of the Tripartite Secretariat and representatives nominated by the social partners. The meeting was attended by representatives of the Czech-Moravian Confederation of Trade Unions, the Association of Independent Trade Unions, the Confederation of Industry and Transport of the Czech Republic, the Union of Employers' Unions of the Czech Republic, the Confederation of Employers' and Business Unions of the Czech Republic. The presented Action plan was prepared on the basis of consensus opinions of all above listed social partners.

The main activities to which the social partners commit themselves include:

- Improving the availability of data on collective bargaining for the purposes of reporting on the level of coverage of employees by collective agreements and for targeting the sub-activities of the action plan.

- Increasing financial support to the social partners to increase their capacity to support collective bargaining.
- Creation of an information web portal to support collective bargaining.
- Developing an analysis of obstacles to trade union activity at work.
- Analysis of the practical functioning of the Law on collective bargaining.
- Tax benefits for trade union membership fees.
- Ensuring the permanent functioning of the expert working group.

d) Please provide information on the measures taken or planned to guarantee the right to collective bargaining of (i) economically dependent (self-employed) persons showing some similar features to workers and (ii) self-employed workers.

In recent years, increased attention has been paid to **collective bargaining** issues **and to the protection of the rights of persons economically dependent on a single employer** (i.e. workers who are formally self-employed but who have characteristics of an employment relationship) and also self-employed persons (self-employed).

For the economically dependent persons, the cross-cutting issue is whether to provide them with a similar level of protection and the right to collective bargaining as employees.

At the same time, consideration is being given to the possibility of **extending the scope of collective agreements** to these persons, or introducing special agreements or frameworks to take account of their specific position between employees and entrepreneurs.

However, further technical discussions on this topic are not yet under way.

For self-employed workers who operate entirely independently, measures are proposed to promote their association and strengthen their bargaining position, for example through **chambers of commerce, societies or associations** that could bargain collectively on standards, contractual terms and conditions or, for example, prices for services provided.

The government is also looking at examples from abroad where legislative models already exist to support the rights and collective bargaining of economically dependant persons and self-employed workers, in order to design optimal solutions that would protect the interests of these groups without undermining their autonomy or entrepreneurial freedom, while taking into account their different taxation and social and health insurance contributions compared to employees.

However, no specific legislative measures are currently under discussion or expected to be discussed in the near future.

Article 6§4 Collective action

a) Please indicate:

- the sectors in which the right to strike is prohibited;
- those sectors for which there are restrictions on the right to strike;
- sectors for which there is a requirement of a minimum service to be maintained.

Please give details about the relevant rules concerning the above and their application in practice, including relevant case law.

The right to strike is enshrined in Article 27 of Charter of Fundamental Rights and Freedoms as a fundamental economic, social and cultural right. Article 44 of Charter restricts the right to strike to those occupations which are immediately necessary for the protection of life and health.

The law regulates strikes in disputes over the conclusion of collective agreements**.** It is defined in Section 16(2) and (3) of Act No 2/1991 Coll. on collective bargaining as a partial or total interruption of work by employees. Section 20 of Collective Bargaining Act defines exhaustively the cases in which a strike is illegal.

Collective Bargaining Act makes a strike unlawful if it is a strike that has *not been preceded by a mediation procedure (Sections 11 and 12); this does not apply in the case of a solidarity strike (Section 16 para. 3) which has been declared or continues after the commencement of proceedings before an arbitrator (Sections 13 and 14) or after the conclusion of a collective agreement which has not been declared or commenced under the conditions laid down in Section 17, declared or commenced for reasons other than those set out in Section 16, a solidarity strike if the employer of the parties to that strike cannot, in particular with regard to economic continuity, influence the course or outcome of the strike of its employees, in support of whose demands the solidarity strike is declared, in the event of national emergency and in times of emergency measures, employees of health care or social welfare institutions if the strike would endanger the life or health of citizens, employees in the operation of nuclear power plant facilities, fissile material facilities and oil or gas pipeline facilities, judges, prosecutors, members of the armed forces and armed corps and employees in air traffic control and security, members of fire protection services, employees of factory fire protection units and members of rescue corps established under special regulations for the relevant workplaces and employees providing telecommunications services, if the strike would endanger life or health of citizens or property, employees working in areas affected by natural disasters in which emergency measures have been declared by the relevant state authorities.*

Restrictions on the right to strike shall be justified in cases where the performance of activities necessary for the security of such operations or such activities, the interruption or stoppage of which could immediately endanger the life and health of persons or property.

The prohibition on strike action therefore applies only to employees of health or social care establishments whose strike would pose an imminent threat to the life or health of citizens. The relevant workplaces or employees are then determined for a particular employer on the basis of the characteristics set out in general terms by law.

In Czechia, strikes are not numerous and social peace is being maintained. In the event of strikes, care is always taken to ensure the provision of minimum services according to the specific circumstances.

b) Please indicate whether it is possible to prohibit a strike by seeking injunctive or other relief from the courts or other competent body (administrative body or arbitration body). If affirmative, please provide information on the scope and number of decisions in the last 12 months.

According to Section 21 of Collective Bargaining Act*, the employer or, where applicable, the employers' organisation or the public prosecutor may bring an action for a declaration that the strike is unlawful before the regional court in the district of which the trade union against which the action is brought has its active seat; the action shall not have suspensive effect.*

The regional court shall proceed to a decision in accordance with the provisions of the Code of Civil Procedure governing proceedings at first instance.

As regards the extent and number of such decisions the number of brought actions is not recorded in judicial statistics, but the number of final decisions is available. None have been recorded in the statistics for the last 12 months.

As a rule, these are isolated cases where the courts decide on the basis of the specific circumstances and legal arguments of both parties. Public sources indicate that the number of such cases is low and that most strike actions are conducted in accordance with the legislation in force, with any disputes being settled out of court.

Article 20 – Right to equal opportunities between women and men

Please note: Czechia has not ratified the Revised European Social Charter, therefore Article 20 is not binding for it. However, for information purposes of the ECSR, it provides answers to the targeted questions as a description of the current situation in the country.

Questions:

a) Please provide information on the measures taken to promote greater participation of women in the labour market and to reduce gender segregation (horizontal and vertical). Please provide information/statistical data showing the impact of such measures and the progress achieved in terms of tackling gender segregation and improving women's participation in a wider range of jobs and occupations.

Czechia has a strong policy framework in place to promote gender equality. In October 2024, the Czech Government adopted an updated Gender Equality Strategy for the period 2021–2030.

This Strategy includes a specific chapter on Work and Care and Decision-making. In addition, a dedicated Action Plan on Equal Pay 2023-2026 has been adopted.

The above *Work and Care* chapter outlines three relevant strategic objectives:

- Reducing inequalities between women and men in the area of care, with measures focused on increasing men's involvement in caregiving, expanding the availability of early childhood education and care (ECEC) facilities, and encouraging both parents and employers to support earlier returns to work after parental leave,
- Reducing inequalities between women and men in the labour market, with initiatives promoting the availability and uptake of part-time work.
- Reducing the gender pay gap, including measures to improve pay transparency.

Since 2022, fathers are entitled to up to two weeks of paternity leave. That same year,

the parental allowance was increased to CZK 350,000 (CZK 525,000 in the case of twins or multiple births).

Financial support for children's groups—which provide early education and care primarily for children under the age of three—has continued via the European Social Fund. Several amendments have been made to the law regulating children's groups, aiming to enhance quality and accessibility.

The Government has adopted various incentives for employers and parents to support a return to work before the child reaches three years of age.

As of 1 July 2025, employers are required to keep the same position available for employees returning to work before the child reaches the age of two.

Since 2021, job-sharing arrangements have been permitted, allowing multiple employees to share one full-time position.

Since 2023, employers have been able to benefit from a financial incentive (known as 'sleva na pojistném' – a reduction in social insurance contributions) when employing parents of young children.

b) Please provide information on:

- measures designed to promote an effective parity in the representation of women and men in decision-making positions in both the public and private sectors;

In June 2024, the Czech Government adopted a Government Bill amending Act No. 256/2004 Coll., Capital Market Business Act, which introduces supportive measures to increase gender parity on the boards of the six largest publicly listed companies.

These measures include target quotas, reporting obligations, and requirements for transparency in selection procedures.

The Bill transposes Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies.

The Bill is currently under discussion in the Chamber of Deputies (lower chamber) of the Czech Parliament.

- the implementation of those measures;

The updated Gender Equality Strategy 2021–2030 is monitored and evaluated every two years.

In 2025–2026, an external evaluation of the Strategy and its implementation is planned.

- progress achieved in terms of ensuring effective parity in the representation of women and men in decision-making positions in both the public and private sectors.

The above mentioned *Decision-Making* chapter of the Gender Equality Strategy includes strategic objectives to:

- Increase gender parity in decision-making roles, including within public administration and private businesses.
- Promote gender parity in political representation.

In June 2024, the Czech Government adopted a Government Bill amending Act No. 256/2004 Coll., Capital Market Business Act, which introduces supportive measures to increase gender parity on the boards of the six largest publicly listed companies.

These measures include target quotas, reporting obligations, and requirements for transparency in selection procedures.

The Bill transposes Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies.

The Bill is currently under discussion in the Chamber of Deputies (lower chamber) of the Czech Parliament.

c) Please provide statistical data on the proportion of women on management boards of the largest publicly listed companies, and on management positions in public institutions.

According to the 2024 EIGE Gender Equality Index (Economic Power indicator), 26% of board members in the largest quoted companies in Czechia (i.e. supervisory boards or boards of directors) were women.

As of 9 July 2025, 2 out of 17 government ministers were women – Minister of Defence, Jana Černochová, and Minister of Justice, Eva Decroix.

In 2023, the proportion of women in senior public administration roles was as follows:

25–28% of deputy ministers, director generals, and directors in ministries,

40% of heads of units,

40% of state secretaries.