

Czech Republic - Labour Relations and Social Dialogue

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Executive Summary

Social dialogue in the Czech Republic and its results are affected particularly by the level of communication of the government and social partners. First signs of an economic crisis occurred in Czech Republic in 2008, but the economy was fully affected by the crisis in 2009. In this difficult period, however, the relations of the caretaker government of Prime Minister Jan Fischer and social partners were correct and consolidated with respecting social partner's views. But the following right-wing government of Petr Nečas (ODS) elected in May 2010 refused to respect the results of the previous social dialogue and the relations between the government and social partners, especially with trade unions, have been getting worse.

Thus, both trade unions and employers welcomed the new caretaker government of Jiří Rusnok, who was appointed by the President Miloš Zeman after the resignation of Petr Nečas' government in June 2013. In early elections held in October 2013, the two parties gaining the most seats were the left-wing ČSSD and the new party ANO 2011. The new center-left government was formed in January 2014 with the Prime Minister Bohuslav Sobotka (ČSSD). The government (except of ČSSD) also includes ANO 2011 and Christian and Democratic Union. The government declares that it will engage in active social dialogue with social partners as a means of maintaining social peace and will establish an effective system for the exchange of experience between the government and social partners, that is why it is expected that the government will respect social partners and the relations of the government and social partners will get better.

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1. Report

1.1 Executive Summary

Social dialogue in the Czech Republic and its results are affected particularly by the level of communication of the government and social partners. First signs of an economic crisis occurred in Czech Republic in 2008, but the economy was fully affected by the crisis in 2009. In this difficult period, however, the relations of the caretaker government of Prime Minister Jan Fischer and social partners were correct and consolidated with respecting social partners views. But the following, right-wing government of Petr Nečas (ODS) elected in May 2010 refused to respect the results of the previous social dialogue and the relations between the government and social partners, especially with trade unions, have been getting worse. Thus, both trade unions and employers welcomed the new caretaker government of Jiří Rusnok, who was appointed by the President Miloš Zeman after the resignation of Petr Nečas' government in June 2013. In early elections held in October 2013, the two parties gaining the most seats were the left-wing ČSSD and the new party ANO 2011. The new center-left government was formed in January 2014 with the Prime Minister Bohuslav Sobotka (ČSSD). The

government (except of ČSSD) also includes ANO 2011 and Christian and Democratic Union. The government declares that it will engage in active social dialogue with social partners as a means of maintaining social peace and will establish an effective system for the exchange of experience between the government and social partners, that is why it is expected that the government will respect social partners and the relations of the government and social partners will get better.

1.2 Socio-economic developments

Between 2003 and 2007 Czech economy has constantly grown. This favourable development was terminated by the global economic crisis in 2008. The first stage of the crisis that affected the financial sector globally did not leave any substantial traces in the Czech Republic, since Czech banks when granting loans were rather cautious. In 2008, however, due to the dampened foreign demands, the economic growth slowed down. A slump in foreign demand severely affected the automotive industry that had been the most prominent contributor to the high growth in previous years. On the contrary, a relatively favourable development persisted in the labour market in 2008.

Table 1: Key macroeconomics indicators 2007–2013

<i>Indicator</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>
GDP %, (y/y, real terms)	5.5	2.7	-4.8	2.3	2.0	-0.8	-0.7
Construction output (% , y/y, real terms)	7.1	0.0	- 0.9	- 7.4	- 3.6	-7.6	-6.7
Industry (sales, %, y/y, current prices)	14.1	- 0.3	- 15.9	9.5	7.6	1.7	1.5
Services (sales, %, y/y, real terms)	8.7	0.2	- 9.9	- 0.8	- 1.9	-0.4	-0.2
Agriculture (sales, %, y/y, real terms)	- 6.6	- 3.8	7.1	6.4	8.0	3.1	-2.1
Export of goods and services (% , y/y, real terms)	11.1	4.2	-9.8	15.0	9.3	4.0	0.4
CPI (% , y/y, avrg.)	2.8	6.3	1.0	1.5	1.9	3.3	1.4
Aggregate labour productivity (% , y/y)	3.5	0.4	-3.1	3.2	2.1	-0.9	-0.8
Average gross nominal wages (% , y/y)	7.2	7.8	3.3	2.2	2.5	2.5	0.0

Source: [Czech Statistical Office](#) (Český statistický úřad, ČSÚ)

The economic recession affected the Czech economy fully as late as in 2009, when the GDP growth rate hit a negative value, whereas this

decline was the biggest since independence of Czech Republic in 1993. The reason for the negative growth rate was primarily the declining export.

In 2009 imbalance in the labour market deepened and the registered unemployment rate grew dramatically. In 2010 obvious signs of recovery prevailed in the economic development. The GDP growth rate returned to positive figures, while the growth resulted from improvement in external conditions. A rise in the rate of unemployment was recorded, caused mainly by the lack of contracts in the construction industry.

The 2011 dynamics of the GDP in the Czech Republic showed a downward trend again. Although this development generally corresponded with developments elsewhere in Europe, the growth structure by GDP components showed that domestic economic conditions had a significant impact on the downturn in the Czech economy. The actual increase in production of industrial companies showed an obvious slowdown during the year. Half of this growth was attributed to car manufacturing. A declining rate of new orders revived at the end of the year thanks to foreign demand. The drop affected almost all the sectors, except for agriculture and some services like activities related to real estates, a varied group of professional, scientific and administrative activities etc. In 2012 GDP decreased again. Apart from finance and the insurance industry, it was only public services where gross added value continued to grow. Consumer prices continued to grow for the whole first half of the year faster than in the EU, driven by food prices.

In 2013, the Czech economy was still suffering from the recession. However, the economy gradually improved during 2013. There were year-on-year decreases in GDP in the first three quarters, but in the last quarter GDP grew by 1.3% compared with the same period of 2012. The inflation rate reached 1.4%. Monetary intervention by the Czech National Bank (CNB) in November 2013 immediately raised the prices of goods being traded on the domestic market in euros and resulted in a decline in the CZK/EUR exchange rate by 8%–9%.

1.3 State policies

State policies and anti-crisis measures have depended on the government's preferences. Measures prepared by right-wing government of Prime Minister Miroslav Topolánek (Civic Democratic Party, Občanská demokratická strana,

ODS) in 2006–March 2009 and by the caretaker government of Prime Minister Jan Fischer (March 2009–May 2010) were not realised in an important way, that is why we don't mention it.

Major reforms should have been implemented by the right-wing government of Petr Nečas (ODS) rising from the election in May 2010. Petr Nečas prepared a wide-ranging and ambitious set of reforms that were to put in practice in steps set out in the government's Policy Statement². However, the position of the government was unstable from the beginning. In 2011 and 2012 disputes within the coalition including ODS, TOP09, Public Affairs (Věci veřejné, VV) and later in 2012 Liberal Democrats (Lidová demokracie, LIDEM) and personal changes in the government destabilized political situation. New Czech President Miloš Zeman who won the second round of the first direct election and assumed office after being sworn on 8 March 2013, even more destabilized the political situation. This culminated on 16 June 2013 when Petr Nečas resigned as the prime minister of the Czech Republic after the spying affair and abuse of power by his closest collaborators. That gave president Miloš Zeman (a former leader of Social Democrats Party, Česká strana sociálně demokratická, ČSSD) the power to shape Czech politics significantly. Miloš Zeman appointed Jiří Rusnok (Minister of Finance from April 2001 till July 2002 and Minister of Industry and Trade from July 2002 till March 2003) as a Prime Minister of a caretaker government in June 2013. This move was criticized by political parties in the Czech Republic. It was called irresponsible by the parties of the former coalition government (ODS and TOP09), while the opposition (ČSSD) called for early elections. Early elections were held in the Czech Republic on 25 and 26 October 2013, seven months before the four year legislative term of the actual government. The two parties gaining the most seats were the ČSSD (50 seats/200 in total) and the new party ANO 2011 (47 seats/200 in total). The center-left government was formed in January 2014 with the Prime Minister Bohuslav Sobotka (ČSSD) and 8 other ČSSD ministers. The government also includes ANO

² Available at http://www.vlada.cz/assets/media-centrum/dulezite-dokumenty/Programove_prohlaseni_vlady.pdf, in Czech only.

2011 (6 ministers) and Christian and Democratic Union – Czechoslovak People's Party (Křesťanská a demokratická unie – Československá strana lidová, KDU-ČSL) with 3 ministers. According to its Policy Statement³, the Government shall promote an economic programme which is based on the support of entrepreneurship, efficient and transparent government, an efficient labour market, a sustainable pension system, social peace in society, and investment in education, science and research. In April 2014, the government accepted National Reform Programme of the Czech Republic 2014, which is a strategic document consisting of important measures that should help in boosting economic growth and competitiveness of Czech economy. These measures are derived from the coalition agreement and consists of priorities in using of European structural funds, transparency of public finance, efficiency of institutions, attractive business environment, crucial industrial infrastructure, working workforce market, educational system, social inclusion and growth based on research and innovations⁴. One of the most important legislative measures of the new government was accepting of new Civil service Act (Act No. 234/2014) in October 2014 (despite of President's veto). The new act is effective since 1 January 2015.

1.4 Industrial Relations

Industrial relations in the Czech Republic were affected particularly by the level of communication of the government and social partners in the period from 2007 to 2014. The best cooperation between social partners and the government at the tripartite level was probably during the caretaker government of Prime Minister Jan Fischer who pledged to communicate with social partners and respect their views. However, relations of social partners during right-wing government of Petr Nečas, due to the reforms planned, have been getting worse especially with trade unions. In June 2013, both trade unions and employers welcomed the new caretaker's government of Jiří Rusnok. It

is not possible to evaluate the relations of social partners with the new government yet, but in its Policy Statement the government declares that 'it shall engage in active social dialogue with social partners as a means of maintaining social peace and shall establish an effective system for the exchange of experience between the Government and social partners'⁵.

The relations among social partners at the central, branch and company levels remain mostly good. Collective bargaining, the structure and topics has been relatively stable in the Czech Republic during the crisis.

There is no legally defined reporting duty in relation to industrial conflicts. Such activities by the social partners have not been centrally monitored since 1997 – the only sources telling the number of industrial actions are trade unions. No strike took place in connection with collective bargaining and concluding collective agreements, according to the data of ČMKOS in 2014, even at concluding higher-level collective agreements or negotiating company-level collective agreements. Rather than strikes which are very rare in the Czech Republic, the unions declared a strike alert – according to ČMKOS there were 8 strike alerts under the terms of CLCAs (6 announced by the Czech Metalworkers' Federation – OS KOVO, 1 announced by Czech-Moravian Trade Union of Workers in Education – Českomoravský odborový svaz pracovníků školství and 1 by Trade Union of Transport – Odborový svaz dopravy) in 2014.

1.5 Youth unemployment (age group 15–29) and its background

Year	2009	2010	2011	2012	2013
Youth unemployment rate (%)	16.6	18.3	18.1	19.5	18.9

Source: [Eurostat](#)

Note: Eurostat data for 2013 have not been available yet.

Although the rate of unemployment of young people is higher than the rate of unemployment for the total population, in comparison with other EU

³ Available at <http://www.vlada.cz/en/media-centrum/dulezite-dokumenty/policy-statement-of-the-government-of-the-czech-republic-116171/> (in English).

⁴ Available at http://ec.europa.eu/europe2020/pdf/csr2014/nrp2014_czech_en.pdf (in English).

⁵ Available at <http://www.vlada.cz/en/media-centrum/dulezite-dokumenty/policy-statement-of-the-government-of-the-czech-republic-116171/> (in English).

countries (Greece, Italy, Portugal, Spain) it is not outstanding. However, the importance of this issue has increased particularly with the crisis.

1.6 Forecasts

According to the Ministry of Finance official Macroeconomic Forecast⁶, the economy should continue to grow at a moderate pace. Real GDP could increase by 2.4% YoY this year and maintain similar dynamics also in 2015. Growth in both years should be driven exclusively by domestic demand; the contribution of net exports should be close to zero. Consumer price growth should accelerate in 2015, but the inflation is supposed to stay below the CNB's inflation target. Thanks to the gradual pick-up in economic activity, the unemployment rate should be declining moderately, whereas employment should be modestly rising. We expect the government sector to post a deficit of 1.5% of GDP in 2014. A deficit of 2.4% of GDP, given partially by a one-off inclusion of the lease of JAS 39 Gripen jet fighters, is expected for the next year. Current account of the balance of payments could post a small deficit in 2015. Industrial relations, especially between social partners and the government, will depend much on the government and its priorities – relations with left-wing government are consolidated, it is supposed that this prevail in 2015.

According to the Czech National Bank Forecast⁷, real GDP should increase by 2.5% in 2015 and annual consumer price inflation should reach 1.5% in Q4 in 2015.

⁶ See Ministry of Finance of the Czech Republic: Macroeconomic Forecast Czech Republic, 1 October 2014, available at <http://www.mfcr.cz/en/statistics/macroeconomic-forecast/2014/macroeconomic-forecast-october-2014-19505>

⁷ See Czech National Bank: CNB current forecast, 6 November 2014, available at http://www.cnb.cz/en/monetary_policy/forecast/index.html?cnb_css=true.

2. Annex of data

Acronym	Full Name
CDEFOP	European Centre for the Development of Vocational Training
EIRO	European Industrial Relations Observatory
ETUI	European Trade Union Institute
ES	Eurostat
IOM	International Organization for Migration
ML	Ministry of Labour
ND	National Data
OECD	Organisation for Economic Co-operation and Development (OECD)
UN	United Nations
U	Universities
WB	World bank

2.1 Structure of the economy

Company size	Total	0–49	50–249	250+
Number of employees (in 2011)	3,783,500	1,261,800	931,500	1,590,200

Source: Czech Statistical Office (Český statistický úřad, ČSÚ)

Sectors in % of national economy	Primary	Secondary	Tertiary
2010	2.4 %	37.6 %	60 %
2013	3.6 %	35.7 %	60.7 %

Source: [Czech Statistical Office](#) (Český statistický úřad, ČSÚ)

2.2 Collective Bargaining System

Collective bargaining is regulated by law, in terms of both the process and the content. Obligations arising from collective agreements are binding on the contractual parties and the fulfilment of such obligations is legally enforceable. Czech law distinguishes between company-level collective agreements (CLCAs), concluded between the relevant trade union body and an employer, and higher-level collective agreements (HLCAs), concluded for a greater number of employees by the relevant higher-level trade union body and an organisation or organisations of employers. The most prevalent level of collective bargaining in the Czech Republic is the company level; however, there is no central register of CLCAs. For collective bargaining at company level, the legally binding minimum is – if an HLCA applies to the relevant employer – the value of obligations negotiated in the higher-level agreement.

Extension of the binding nature of HLCAs to another employer is possible under the conditions set by law. The Ministry of Labour and Social Affairs of the Czech Republic (Ministerstvo práce a sociálních věcí ČR, [MPSV ČR](#)) possess the relevant powers. Agreements are extended based on a proposal made by both contractual parties to the agreement, provided that the conditions determined by law are met.

In 2014 there were no significant changes in the system of collective bargaining.

2.3 System of tripartite social dialogue

The tripartite forum at national level, Council of Economic and Social Agreement (Rada hospodářské a sociální dohody, RHSD) is the country's main social dialogue institution. The task of the RHSD is a strictly consultative function. The aim of the tripartite organisation is to reach agreement via mutually respected forms of dialogue in fun-

damental areas of economic and social development. Above it wants to maintain social consensus as a prerequisite for positive development of economy as well as citizens' standard of living.

The top negotiating body of the tripartite organisation is the Plenary Meeting, where the government delegation is represented by 8 members, employer organisations by 7 representatives – namely from the Confederation of Industry of the Czech Republic (Svaz průmyslu a dopravy ČR, SP ČR) and the Confederation of Employer and Entrepreneur Associations of the Czech Republic (Konfederace zaměstnavatelských a podnikatelských svazů ČR, KZPS ČR) – and union confederations by 7 members – namely from the ČMKOS and – Association of Independent Trade Unions (Asociace samostatných odborů ČR, ASO ČR). Criteria for participation are set in the RHSD Statute. Conclusions of the tripartite meeting are approved by all participants of the talks. If consensus fails to be reached and common conclusions fail to be accepted, different opinions of delegations on the issues at hand are published.

The areas on which the RHSD comments are defined by the statute of RHSD: economic policy, labour relations, collective bargaining and employment, social issues, public service wages and salaries, public administration, safety at work, development of human resources and education, and the Czech Republic's position within the EU. In particular, the first and the last areas are very broad and may encompass a range of various policies. In a European perspective, the Czech Republic is one of the countries in which tripartite concentration covers a wide array of activities.

In 2014 there were no changes in the system of collective bargaining, although it is expected that the relations of social partners and new government will improve.

2.4 Social security systems

100 % of Czech citizens (employees) are covered by the health insurance.

Unemployment benefits are paid to job applicants. A job applicant is a natural person with a residence in the Czech Republic who applies for a mediation of a suitable employment and, while

complying with legally prescribed requirements, is included in the job applicant register maintained by the labour office. The job applicant can be only such a natural person who is neither in a labour-law relation/service, nor the self-employed, with no foreign income, nor a pupil or student preparing for future occupation, etc. A natural person cannot become a job applicant at the time when the person is recognized as being temporarily incapable to work, under jail sentence or in custody, draws maternity benefits, is a disabled person, etc. Eligible for the unemployment benefit are citizens with a residence in the Czech Republic, who:

- a) in 2 years before their registration in the job applicant register got at least 12 months of pension insurance,
- b) asked the regional office of the Labour Office, where they are registered in the register of job seekers, for the provision of unemployment benefits
- c) and who are not a beneficiary of old-age pension to the day, when the unemployment benefit should be granted to them.

2.5 Education and vocational training

Training of the employees is regulated by the Act No. 262/2006 Coll., Labour Code in articles 227–235.. Under this, the employer is obligated to take care of employees' professional (vocational) development. This includes induction training and on-the-job training; professional practice for school graduates (internship); improvement of qualification; qualification upgrading. If an employee starts employment with no skills or qualifications, his employer has to arrange for an induction or on-the-job training; this is considered as part of the employee's paid work. The employer also has to arrange induction training or on-the-job training as necessary for an employee who is transferred to a new workplace or to a new type of work due to a decision made by the employer.

During the economic recession companies reduced their own investments in staff training to decrease costs. However, few public schemes and programmes supporting professional training have been created, in particular thanks to the resources from the European Social Fund. Awareness about the importance and benefits of employee education has been growing in the long

term. The subsidy programs were thus of a great interest of enterprises and many employees got a chance to expand their skills and knowledge in the time of crisis.

The in-company training system is better developed in big companies. Thanks to the public support professional education has likely expanded among smaller companies too, they started pursuing this topic in a greater extent. More attention was paid to staff training in companies with foreign ownership (however, they are more often present in big companies). Professional training

has likely expanded among the staff with lower education as well, while in the past it was a domain of high-qualified workers in particular. On the contrary, professional education was not likely to occur e.g. among temporary agency workers who were not encouraged by public schemes. The issue of vocational training is traditionally a standard part of collective agreements, especially at company level; however, universal regulations prevail. In 2014, general conditions for employees' professional development have been agreed in 33.9% of CLCAs.

2.6 Unemployment rate

Registered rate of unemployment according to ILO methodology (% , average of year)

2008	2009	2010	2011	2012	2013
4.4	6.7	7.3	6.7	7.0	7.0

Source: Czech Statistical Office Source (Český statistický úřad, ČSÚ)

This source is usually used when dealing with the data on labour market in the Czech Republic. This data are measured by the Labour Force Sample Survey and has been fully harmonised with standards of Eurostat and has corresponded to the contents of Council Regulation (EU) no. 577/98.

2.7 Employment rate

Year	2008	2009	2010	2011	2012	2013
Employment rate (%)	72.4	70.9	70.4	70.9	71.5	72.5
Employment rate – males (%)	82.0	80.2	79.6	79.9	80.2	81.0
Employment rate – females (%)	62.5	61.4	60.9	61.7	62.5	63.8

Source: [Eurostat](#)

Age group	Rate of unemployment – total (%)	Rate of unemployment – females (%)	Rate of unemployment – males (%)
15–19	33	29.3	39.8
20–24	13.9	12.4	16.4
25–29	7.6	7.1	8.3
30–34	6.9	5.2	9.5
35–39	5.2	3.5	7.3
40–44	4.4	2.7	6.2
45–49	5.0	4.2	5.8
50–54	5.3	4.6	6.1
55–59	5.2	4.3	6.1
60–64	2.8	3.2	2.0
65+	1.6	1.4	2.5

Source: Czech Statistical Office (Český statistický úřad, ČSÚ), Note: Period: 2nd quarter 2014

2.8 Net average monthly salaries

Salaries	2008	2009	2010	2011	2012	2013
Average nominal gross monthly wage (in EUR)	840	888	943	947	999	910
Median of gross monthly wages (in EUR)	830	841	894	849	882	817

Source: Czech Statistical Office Source (Český statistický úřad, ČSÚ)

For calculation in EUR exchange rates on <http://www.oanda.com> were used.

2.9 Gender pay gap (adjusted form)

2008	2009	2010	2011	2012
26.2	25.9	21.6	22.6	22.0

Source: [Eurostat](#)

2.10 Net monthly minimum wage (EUR/month)

2008	2009	2010	2011	2012	2013
300	298	302	319	310	318

Source: [Eurostat](#)

Minimum wage is regulated by the Labour Code (Act No. 262/2006) and the Government Decree on the Minimum Wage (Act No. 567/2006). The minimum wage has been frozen since 2007 (CZK 8,000 or EUR 309 (oanda.com) per month for a 40-hour week, the equivalent of CZK 46.1 an hour) till 1 August 2013, when the new monthly minimum wage has increased (CZK 8,500 or EUR 329 (oanda.com) per month for a 40-hour week, the equivalent of CZK 50.6 an hour). Since 1 January 2015 minimum wage will increase to CZK 9,200 or EUR 333.

2.11 Actual weekly working hours

In 2013, there were 40.5 usual weekly hours worked on the main job in average⁸. The vast majority (93.8%⁹) of collective agreements deal with the issue of working hours. Average collectively agreed working hours have amounted to 38.1 hours a week in 2014¹⁰ since 2001 when an amendment to the Labour Code introduced a maximum limit of 40 hours per week for weekly working hours.

2.12 Normal work / atypical work

Type of job holders	Working full-time	Working part-time
Permanent job holders	4,328,000	216,700
Temporary job holders	312,300	103,400
Total	4,641,700	320,300

Source: Czech Statistical Office (Český statistický úřad, ČSÚ), Note: Period: 2nd quarter 2014

⁸ Source: [OECD](#).

⁹ Working Conditions Information System (Informační systém o pracovních podmínkách, ISPP), table A22a, available at http://www.kolektivnismilouvy.cz/downloadEN/2014/ISPP_2014.pdf

¹⁰ Dtto.

2.13 Migration flows 2008–2013

External Migration	2008	2009	2010	2011	2012	2013
Immigrants	77,817	38,199	39,973	22,590	30,298	29,579
Emigrants	6,027	11,629	14,867	5,701	20,005	30,876

Source: Czech Statistical Office (Český statistický úřad, ČSÚ)

2.14 Human Development Index (HDI)

Index and Ranking	2008	2009	2010	2011	2012	2013
Human Development Index	n. a.	0.841	0.841	0.865	0.873	0.861
International ranking	n. a.	28	28	27	28	28

Source: United Nations Development Programme

2.15 Gini-coefficient on Income and on Assets

2008	2009	2010	2011	2012	2013
24.7	25.1	24.9	25.2	24.9	24.6

Source: [Eurostat](#)

2.16 Collective agreement coverage¹¹

There is no register of company-level collective agreements concluded in the Czech Republic – however, higher-level collective agreements are monitored by the Ministry of Labour and Social Affairs of the Czech Republic (Ministerstvo práce a sociálních věcí České republiky, MPSV ČR)¹². According to ČMKOS data, 14% of employees is covered by higher-level collective agreement (after extension) and 31.3% of employees is covered by company-level collective agreement (in 2014, data for ČMKOS members only). There were 24 higher-level collective agreements concluded in 2014, which is the same number as in 2013.

¹¹ Separate data on public and private sector are not available.

¹² MPSV ČR monitors higher-level collective agreements, however, it does not monitor the coverage by HLCAs. We cannot calculate the coverage by HLCAs based on the data of MPSV.

2.17 On-going important collective Bargaining agreements

There are no special or important collective agreements, even on the company or sector level. The economic recession had an impact on collective bargaining as late as in 2009. Impacts of the crisis on collective bargaining and conditions agreed in collective agreements differ by sector, because different sectors have been/are affected by the crisis differently, or with a delay. Although the situation still differs by sector and company, according to ČMKOS, collective bargaining is more stable and the effect of the crisis less obvious than in previous years. Other issues, such as stress at work or harassment are not included in any of the company level collective agreements concluded in 2013 or 2012. However, arrangements relating to work-life balance tend to be relatively common.

Except of pay and working time, collective agreements, especially company level ones, address a wide range of issues related to labour law, such

as the reduction of working hours without reducing wages and leave entitlement. The agreements also cover employment conditions, for example fixed-term work, part-time work and temporary agency work. Furthermore, the agreements consider social policy, such as employee recreation and transport, as well as continuous vocational training, and health and safety. Collective agreements usually also set principles for the cooperation of contractual partners. The content structure of collective agreements has remained unchanged for years and is seldom subject to change.

2.18 Trade union density

The overall and long-term trend, as in other EU countries, is a decreasing membership of trade unions in particular, which has not been affected by the crisis markedly. This continuing downward trend has affected the majority of trade unions in the country. In 2013, in trade unions' estimation, about 15% of the employees in the private sector are unionised. Trade union density is estimated to be 13.5% in 2013.

2.19 Employers' organizations density

In 2013, the employer's organizations density was about 48.6%.

2.20 Workplace representation

Employee representatives – that is, trade unions, works councils, and safety at work and health protection stewards – are statutorily required to keep employees in all workplaces duly informed about their activities, and about the content and conclusions of all information and negotiations with the employers. Employee representatives shall not be disadvantaged, advantaged or discriminated because of their membership in the works council.

Trade unions play by far the most significant role in employee representation by virtue of regulation in terms of competency, but also in practice from the perspective of occurrence, function in social dialogue and particularly collective bargaining. Only trade unions can represent employees in labour relations, in collective bargaining while concluding collective agreements and in tripartite negotiations. Regulation of the role and prerogatives of trade unions is codified by law.

Employees may be represented by a works council, which, however, does not have legal subjectivity and only acts as a mediator between the employers and their employees, in order to ease the flow of information and consultation within a company. However, work councils are still rare in the Czech Republic.

2.21 Trade union mapping

2.20	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Českomoravská konfederace odborových svazů		Czech-Moravian Confederation of Trade Unions
Founding Year	1990		
Sector/Branch	All sectors in the national economy.		
Cycle of Congresses/ Last Congress	4 years/25.–26 April 2014		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Josef Středula	Chairman	www.cmkos.cz
Number of Members (please comment on the official number applying a sensitive approach)	29 trade unions are members with 400,000–500,000 members approx. (according to ČMKOS which does not keep exact records on the number of members)		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Member fees, revenue from leased assets, services for members, projects supported by European structural Funds.		
Cooperation in national committees	Member of the Czech tripartite body Council of Economic and Social Agreement of the Czech Republic (RHSD)		
Memberships	Regional Umbrella Associations		Global Umbrella Associations
	European Trade Union Confederation (ETUC)		International Trade Union Confederation (ITUC)
			Trade Union Advisory Committee to the OECD (TUAC)

2.20	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Asociace samostatných odborů		Association of Independent Trade Unions
Founding Year	1995		
Sector/Branch	All sectors, but agriculture and transport prevails.		
Cycle of Congresses/ Last Congress	1 in 4 years min./21 October 2013		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Bohumil Dufek	Chairman	www.asocr.cz
Number of Members (please comment on the official number applying a sensitive approach)	14 trade union members in 2013 (Source: ASO ČR), 150,000–200,000 members in 2013		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees.		
Cooperation in national committees	Member of the Czech tripartite body Council of Economic and Social Agreement of the Czech Republic (RHSD)		
Memberships	Regional Umbrella Associations		Global Umbrella Associations
	Not member of any regional umbrella association		

2.22 Employer Association Mapping

2.21	in National Language	in English	
Name of the association	Svaz průmyslu a dopravy České republiky (SP ČR)	Confederation of Industry of the Czech Republic	
Founding Year	1990		
Sector/Branch	Industry and transport in general		
Cycle of Congresses/ Last Congress	Twice a year min. /30 October 2014		
Important Functionaries (Chairman, President, Director, etc.)	Name	Function	Homepage
	Jaroslav Hanák	President	http://www.spcr.cz/odvetvove-svazy/svaz-prumyslu-a-dopravy-cr
Number of Members	1.600 entities employing 800.000 employees approx. in 2014 (Source: SPČR)		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Member fees, services (technical consultancy, education etc.) for members and non-members, PR activities (fair presentation etc).		
Cooperation in national committees	Regional Umbrella Associations		Global Umbrella Associations
Memberships	BUSINESSEUROPE		The Business and Industry Advisory Committee to the OECD
			International Organisation of Employers

2.21	in National Language		in English	
Name of the association	Konfederace zaměstnavatelských a podnikatelských svazů České republiky (KZPS ČR)		Confederation of Employer and Entrepreneur Associations of the Czech Republic	
Founding Year	1990			
Sector/Branch	All sectors, public sector, construction and cooperatives prevails			
Cycle of Congresses/ Last Congress	Once a month/n. a.			
Important Functionaries (Chairman, President, Director, etc.)	Name	Function	Homepage	
	Jan Wiesner	President		
Number of Members	23.000 entities with 982.000 employees in 2013 (Source: KZPS ČR website)			
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Member fees, services (consultancy, education etc.) for members and non-members, PR activities (fair presentation etc).			
Cooperation in national committees	Member of the Czech tripartite body Council of Economic and Social Agreement of the Czech Republic (RHSD)			
Memberships	Regional Umbrella Associations		Global Umbrella Associations	
	BusinessEurope		Not member of any global association	

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