

Annual Review 2013

Czech Republic - Labour Relations and Social Dialogue

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Executive Summary

Social dialogue in the Czech Republic was affected particularly by the level of communication of the government and social partners in the period from 2007 to 2013. First signs of an economic crisis occurred in Czech Republic in 2008 during Prime Minister's Miroslav Topolánek right-wing government, which, however, was prematurely replaced in April 2009 by the caretaker government of Prime Minister Jan Fischer. He pledged to communicate with social partners and respect their views. Thus the relations between the government and social partners were consolidated in the period from 2009 to July 2010. But the following, right-wing government of Petr Nečas (ODS) elected in May 2010 refused to respect the results of the previous social dialogue. As a consequence, 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, seven months before the constitutional expiry of the elected parliament's four year legislative term, the two parties gaining the most seats were the left-wing ČSSD (50 seats/200 in total) and the new party ANO 2011 (47 seats/200 in total). However, the government has not been formed yet.

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1. Report

1.1 Executive Summary

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before the constitutional expiry of the elected parliament's four year legislative term, the two parties gaining the most seats were the left-wing ČSSD (50 seats/200 in total) and the new party ANO 2011 (47 seats/200 in total). However, the government has not been formed yet.

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. Dynamics of all the expenditure items in the GDP structure decelerated, except of government final consumption. A marked slowdown occurred also in the growth of export of goods and services. A slump in foreign demand severely affected the automotive industry that had been the most prominent contributor to the high growth in previous years.

Table 1: Key macroeconomics indicators 2007–2012

<i>Indicator</i>	2007	2008	2009	2010	2011	2012
GDP %, (y/y, real terms)	5.7	3.1	- 4.5	2.5	1.8	-1.0
Construction output (% , y/y, real terms)	7.1	0.0	- 0.9	- 7.4	- 3.6	-7.6
Industry (sales, %, y/y, current prices)	14.1	- 0.3	- 15.9	9.5	7.6	1.7
Services (sales, %, y/y, real terms)	8.7	0.2	- 9.9	- 0.8	- 1.9	-0.4
Agriculture (sales, %, y/y, real terms)	- 6.6	- 3.8	7.1	6.4	8.0	3.1
Export of goods and services (% , y/y, real terms)	11.3	3.9	-10.9	15.5	9.5	4.4
CPI (% , y/y, avg.)	2.8	6.3	1.0	1.5	1.9	3.3
Aggregate labour productivity (% , y/y)	3.7	0.6	- 2.2	2.6	1.9	-1.5
Average gross nominal wages (% , y/y)	7.2	7.8	3.3	2.2	2.5	2.7

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

On the contrary, a relatively favourable development persisted in the labour market in 2008. But in the last months of this year the impacts of the economic crisis showed also in this market.

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 dra-

matically. 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. At the half year mark, the performance of industries based on gross value added stagnated, and in Q2 recorded a drop of 0.3%. Apart from finance and the insurance industry, it was only public services where gross added value continued to grow. Employment in Q2 according to national accounting statistics posted growth due to an increase in entrepreneurs, while the number of employees decreased. At the half year mark, the external economic relationships of the Czech Republic improved dramatically. The current account of balance of payments posted a surplus as a result of lower outflow of dividends and increased surplus of trade balance for which weak imports were responsible. Consumer prices continued to grow for the whole first half of the year faster than in the EU, driven by food prices, particularly in Q1. The pace of loans provided to households posted yet another slowdown; after two quarters of increased growth, the dynamics of loans provided to companies once again decreased. In a year on year comparison, half year deficit of state budget was deeper as result of the year on year drop of the most volume-relevant taxes, the collection of who's improved in the summer months.

1.3 State policies

State policies and anti-crisis measures have depended on the government's preferences. Measures prepared by previous 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 par-

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

ties gaining the most seats were the ČSSD (50 seats/200 in total) and the new party ANO 2011 (47 seats/200 in total). The Communist Party of Bohemia and Moravia (Komunistická strana Čech a Moravy, KSČM) came third. The two parties from the previous coalition government (ODS and TOP09), lost a substantial number of seats, to come fourth and fifth, respectively. Two other parties gained seats, the new Dawn of Direct Democracy party (Úsvit přímé demokracie) and the Christian and Democratic Union – Czechoslovak People's Party (Křesťanská a demokratická unie – Československá strana lidová, KDU-ČSL).

Due to the unstable political situation, a large part of the reforms (reform of the tertiary education system, reform of the pension system, healthcare system etc.) were not realised. Only measures consolidating public finance (increase in VAT, cuts in civil servants' wages) have been in force since 2012. Trade union continued criticising the reforms planned and partly realised by the previous government.

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 2013. 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.

The relations among social partners at the central, branch and company levels remain mostly good, since for the benefit of production and job maintenance, the economic crisis necessitated closer cooperation which was accepted and supported by the social partners.

Collective bargaining has been relatively stable in the Czech Republic during the crisis. According to the Czech-Moravian Confederation of Trade Unions (Českomoravská konfederace odborových svazů, ČMKOS), 29 member trade unions have concluded a total of 19 higher-level collective agreements (HLCAs) in 2013 (the same number as in 2012), covering about 7,156 employers and 620,665 employees (data after extending HLCAs). Except of HLCAs concluded by ČMKOS' members, there are other 5 HLCAs concluded by other trade unions (non-members of ČMKOS). According to the data of the ČMKOS, 4,739 company-level collective agreements (CLCAs) applying to 1,348,065 employees were concluded in 2013.

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 2013, 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 7 strike alerts under the terms of HLCAs (all of them announced by the Trade Union of Workers in Mines, Geology and Oil Industry, Odborový svaz pracovníků hornictví, geologie a naftového průmyslu, OS PHGN) and 2 strike alerts under the terms of CLCAs in 2013.

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

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

Source: [Eurostat](#)

Note: Eurostat data for 2012 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

countries 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 Forecast for 2014, GDP could increase by 1.3% with a positive contribution from all components except for fixed investment. Consumer prices should grow at a sluggish pace. The average inflation rate could reach 0.7% in 2014. Inflation in 2014 will be very low in particular thanks to a decline in electricity prices. Employment could increase to 0.4% despite of recession, which is caused by a rise in the number of part-time jobs and a decline in the ratio of total hours worked to employment. The unemployment rate should be slowly rising to 7.3% in 2014. Growth in the wage bill could accelerate to 2.5% in 2014. Therefore, the total wage bill growth rate is expected to exceed the dynamics of nominal GDP. According to the Ministry of Finance's end-September notifications, the government sector deficit should reach 2.9% of GDP in 2013, which is also the target value for 2014. The current account deficit should not exceed 2% of GDP, which is a sustainable level fully consistent with the external macroeconomic balance. Despite an uncertain outlook for the external environment and the still relatively low confidence of domestic agents in future economic development, the forecast risks are supposed to be as balanced.

However, the cited Macroeconomic Forecast from October 2013 did not take into account the devaluation of the national currency at the beginning of November 2013 caused by the Czech National Bank interventions in order to stimulate exports and boost inflation, which is considered to be too low.

Industrial relations, especially between social partners and the government, will depend on the new government and its priorities.

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	Worldbank

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 in 2010	Primary	Secondary	Tertiary
	2.4 %	37.6 %	60 %

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 bind-

ing 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 2013 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 fundamental 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 2013 there were no changes in the system of collective bargaining.

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

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 sup-

port 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 2013, general conditions for employees' professional development have been agreed in 56% of HLCAs and in 59.6% CLCAs (data for ČMKOS members only).

2.6 Unemployment rate

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

2008	2009	2010	2011	2012
4.4	6.7	7.3	6.7	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
Employment rate (%)	72.4	70.9	70.4	70.9	71.5
Employment rate – males (%)	82.0	80.2	79.6	79.9	80.2
Employment rate – females (%)	62.5	61.4	60.9	61.7	62.5

Source: [Eurostat](#)

Age group	Rate of unemployment (30 June 2012) (%)	Rate of unemployment – females (30 June 2012) (%)	Rate of unemployment – males (30 June 2012) (%)
15–19	46.3	52.4	42.3
20–24	17.9	19.5	16.7
25–29	9.00	10.6	7.9
30–34	7.5	10.8	5.4
35–39	6.8	9.3	4.8
40–44	6.7	8.4	5.3
45–49	7.3	8.4	6.2
50–54	8.7	9.8	7.6
55–59	10.3	10.6	10.0
60+	4.6	1.8	6.0

Source: Ministry of Labour and Social Affairs of the Czech Republic (Ministerstvo práce a sociálních věcí České republiky, MPSV)

2.8 Net average monthly salaries

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

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
26.2	25.9	21.6	21.1

Source: [Eurostat](#)

2.10 Net monthly minimum wage (EUR/month)

2008	2009	2010	2011	2012	2013
300	298	302	319	310	312

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).

2.11 Actual weekly working hours

In 2012, there were 40.9 actual weekly working hours. The vast majority of collective agreements in the private sector deal with the issue of working hours. Collectively agreed working hours have amounted to 38 hours a week 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	4 316,300	222,900
Temporary job holders	248,400	95,400
Total	4,565,000	318,700

Source: Czech Statistical Office (Český statistický úřad, ČSÚ), Note: Period: 1st quarter 2013

2.13 Migration flows 2008–2012

<i>External Migration</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>
Immigrants	76,151	38,199	30,515	22,590
Emigrants	3,821	9,350	15,648	5,701

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

2.14 Human Development Index (HDI)

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

Source: United Nations Development Programme

2.15 Gini-coefficient on Income and on Assets

2008	2009	2010	2011	2012
24.7	25.1	24.9	25.2	24.9

Source: Eurostat

2.16 Collective agreement coverage

Separate Data on public and private sector are not available.

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)³. According to ČMKOS data, 15% of employees is covered by high-level collective agreement (after extension) and 33% of employees is covered by company-level collective agreement (in 2013, data for ČMKOS members only).

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. This can be also noticed in the development in the number of company-level collective agreements concluded by union organisation of ČMKOS members. In general, the number of CLCAs concluded in the sectors has slightly decreased since 2008; however, in some sectors the number of CLCAs is growing again (e. g. Trade Union of Workers in Commerce – Odborový svaz pracovníků obchodu – OSPO).

2.17 Ongoing important collective bargaining agreements

There are no special or important collective agreements, even on the company or sector level.

³ 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.

2.18 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. Nevertheless, trade unionists in the sectors severely affected by the crisis do register increased interest in trade union membership,

especially by employees of the companies that are prone to economic difficulties. On the other hand, the crisis caused another reduction in the membership due to companies in bankruptcy and higher level of unemployment.

2.19 Employers' organizations density

In 2011, the employer's organizations density was about in 41%.

Source: Pojer, 2012.

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. The term of office of the works council and the safety at work and health protection stewards lasts up to three years.

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/2010		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Jaroslav Zavadil	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
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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./2009		
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. /31. 10. 2013		
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 2013 (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	
	Jan Wiesner		President	
Number of Members	Homepage			
	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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