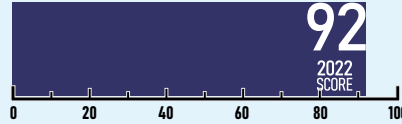




Czechia



87.5 2020 SCORE

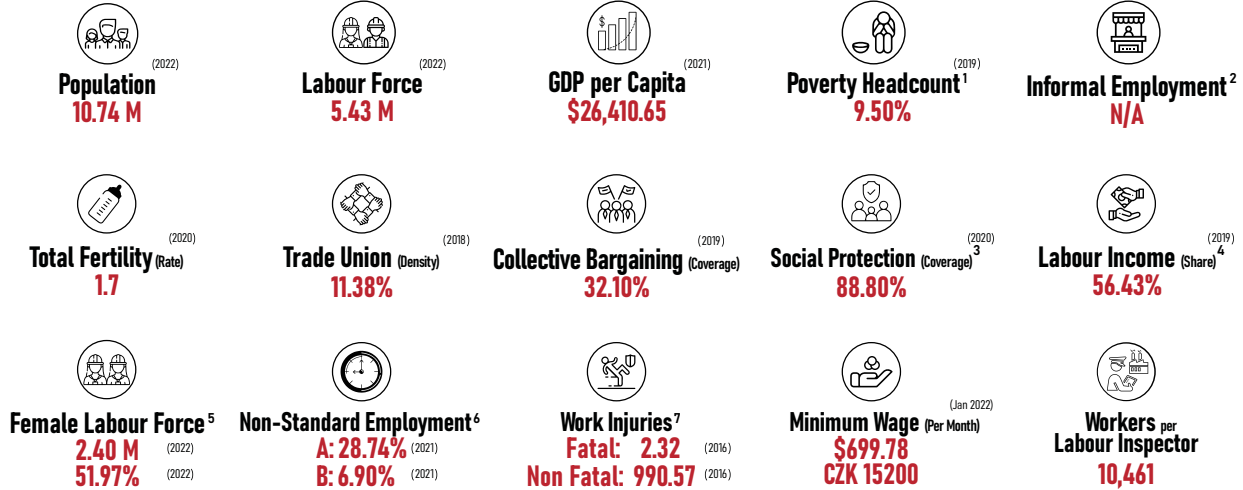
Eastern Europe

High Income

Decent Work

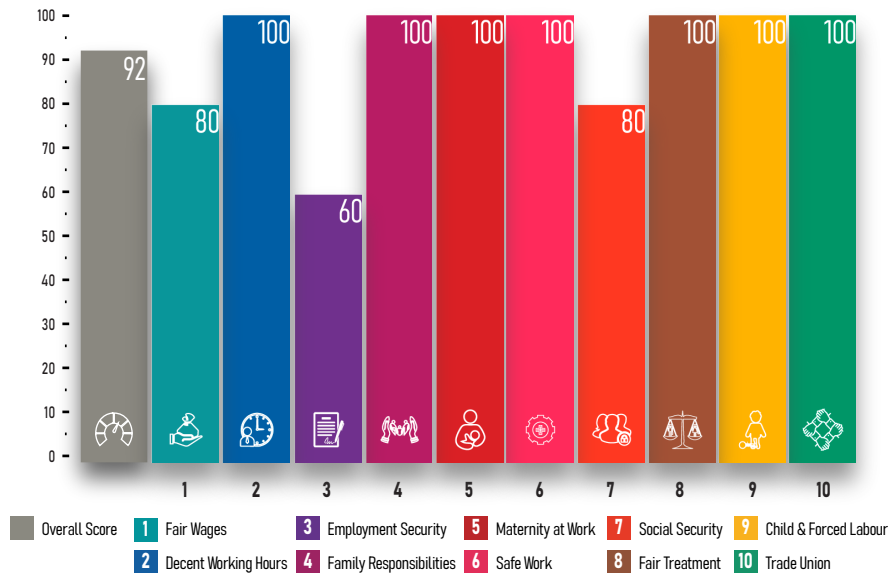


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M=Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Czechia's overall score is 92 out of 100. The overall score for Czechia is higher than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

| | Question ⁹ | Answer | Legal Basis | Trend ¹² |
|----------------------------|--|--------|---|---------------------|
| 1. Fair Wages | Does the law prescribe minimum wage rates in the country? | Yes | §111-112 of Labour Code No. 262/2006; Ordinance No. 567/2006 on minimum salary | ● |
| | Does the law require regular payment of wages? | Yes | §141, 142 of Labour Code No. 262/2006 | ● |
| | Does the law require overtime compensation be at least 125% of the regular hourly rate? | Yes | §14 of the Labour Code No. 262/2006 | ● |
| | Does the law require additional compensation for working on a weekly rest day? | No | §115 & 118 of Labour Code No. 262/2006 | ● |
| | Does the law require additional compensation for night work? | Yes | §78, 94 and 116 of Labour Code No. 262/2006 | ● |
| 2. Decent Working hours | Does the law stipulate general working hours as 48 hours or lower? | Yes | §78, 79, 81, 83, 93 and 114 of Labour Code No. 262/2006 | ● |
| | Does the law restrict maximum working hours including overtime to 56 hours per week? | Yes | §79 and 93 of the Labour Code No. 262/2006 | ● |
| | Does the law require a weekly rest of at least 24 hours? | Yes | §88, 90 and 92 of Labour Code No. 262/2006 | ● |
| | Does the law require paid public holidays? | Yes | §01 of the Public Holidays Act, No. 245/2000 Coll | ● |
| | Does the law require at least three working weeks of paid annual leave? | Yes | 212-214, 217 & 222 of Labour Code No. 262/2006 | ● |
| 3. Employment Security | Does the law require written employment contracts or at least written employment particulars? | Yes | §30-37 of Labour Code No. 262/2006 | ● |
| | Does the law restrict the hiring of fixed-term contract workers? | No | §39 of Labour Code No. 262/2006 | ● |
| | Does the law limit the length of probation period including renewals to a maximum of 3 months? | Yes | §35 of Labour Code No. 262/2006 | ● |
| | Does the law require a 30-day notice before contract termination? | No | §48-61 of Labour Code No. 262/2006 | ● |
| | Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service? | Yes | §52 & 67 of Labour Code No. 262/2006 | ● |
| 4. Family Responsibilities | Does the law require parental leave for parents? | Yes | §196 of Labour Code No. 262/2006, 2012; §1-2 of State Social Support Act No. 117/1995 | ● |
| | Does the law require at least one week of paid paternity leave for fathers? | Yes | §32(1e) & 38(a-d) of Act No. 187/2006 on Sickness Insurance | ● |
| | Does the law require flexible work arrangements for workers with family responsibilities? | Yes | §85 & 241 of Labour Code No. 262/2006 | ● |
| | Does the law require paid nursing breaks? | Yes | §242 of Labour Code No. 262/2006 | ● |
| 5. Maternity at Work | Does the law prohibit inquiring about pregnancy during recruitment? | Yes | §2(4) of the Anti-Discrimination Act No. 198/2009 | ● |
| | Does the law require paid maternity leave of at least 14 weeks? | Yes | §195 of Labour Code No. 262/2006 | ● |
| | Does the law require cash maternity benefit be at least 67% of a worker's former wage? | Yes | §32-38 & 84 of Act No. 187/2006 Coll. on Sickness Insurance | ● |
| | Does the law require maternity benefit be paid through contributory social insurance or universal benefits system? | Yes | §32-38 & 84 of Act No. 187/2006 Coll. on Sickness Insurance | ● |
| 6. Safe Work | Does the law protect workers from dismissals during or on account of pregnancy? | Yes | §53(d) and 54(b) of Labour Code No. 262/2006 | ● |
| | Does the law require provision of free personal protective equipment to workers from employer? | Yes | §17 of the Act on OSH 309/2006 Coll; §101-104 of Labour Code No. 262/2006 | ● |
| | Does the law require the employer to train workers on health and safety issues? | Yes | §6 of the Act on OSH 309/2006 Coll; §103 of Labour Code No. 262/2006 | ● |
| | Does the law restrict work that is prejudicial to the health of the mother or the child? | Yes | §103-a & h, 238 & 241 of Labour Code No. 262/2006 | ● |
| | Does the law provide for employment injury benefit? | Yes | §25 of the Act No. 155/1995 Coll. on Pension Insurance | ● |
| | Does the law provide for an old age pension? | Yes | §28-37 of the Pension Insurance Act No. 155/1995 | ● |
| | Does the law provide for a dependants/survivors' pension? | Yes | §49-53 of the Pension Insurance Act No. 155/1995 | ● |
| 7. Social Security | Does the law provide for unemployment benefit? | Yes | §39-57 of the Employment Act No. 435/2004 | ● |
| | Does the law require paid sick leave for the first 6 months of sickness? | No | §192 of the Labour Code, 2006; §23-31 of Sickness Insurance Act No. 187/2006 | ● |
| | Does the law provide for invalidity benefit? | Yes | §38-42 of the Pension Insurance Act No. 155/1995 | ● |
| | Does the law require equal remuneration for work of equal value? | Yes | §28 of the Charter of Fundamental Rights (Constitution), 1993; §16 & 110 of Labour Code 2006 | ● |
| | Does the law prohibit sexual harassment in employment? | Yes | §1-4 & 10 of the Anti-Discrimination Act, 2009 | ● |
| 8. Fair Treatment | Does the law prohibit discrimination in employment matters? ¹⁰ | Yes | §2, 16 of Labour Code, 2006 | ● |
| | Does the law allow women to do the same jobs as men? | Yes | §238 of the Labour Code, 2006 | ● |
| | Does the law guarantee basic labour protections for gig economy workers? | Yes | §9 of the Act No. 155/1995 Coll. on Pension Insurance; MISSOC Comp. Table for Czechia | ● |
| | Does the law prohibit employment of children? | Yes | §6 & 346(a), Labour Code 2006; §36, Education Law (561/2004); §121-125 of the Employment Act (435/2004) | ● |
| 9. Child and Forced Labour | Does the law set employment entry age equal to or higher than the compulsory schooling age? | Yes | §6 & 346(a), Labour Code 2006; §36, Education Law (561/2004); §121-125, Employment Act (435/2004) | ● |
| | Does the law prohibit the employment of children in hazardous work under the age of 18 years? | Yes | §6, Decree No. 288/2003; §101, 243-24, Labour Code 2006; §192-193b, Criminal Code 40/2009 | ● |
| | Does the law prohibit forced labour? | Yes | §09 of the Charter, 1992; §168 of the Criminal Code 40/2009 | ● |
| 10. Trade Union | Does the law allow workers to form and join unions of their own choice? | Yes | §27, Constitution 1993; §3025, New Civil Code 2012; §286 & 321, Labour Code 2006 | ● |
| | Does the law allow workers to bargain collectively with employers through their representative unions? | Yes | §22-29 of Labour Code No. 262/2006; §1-9 of the Collective Bargaining Act No. 2/1991 Coll | ● |
| | Does the law provide for the right to strike? | Yes | §27, Constitution 1993; §10-20 of Collective Bargaining Act No. 2/1991 Coll | ● |
| | Does the law prohibit employers from terminating employment contracts of striking workers? | Yes | §16(2) & 25 of Collective Bargaining Act 1991 | ● |

Covid 19 and Labour Market in Czechia*

| | |
|--------------------|--------------|
| Total Covid Cases | 3.96 Million |
| Total Covid Deaths | 40,365 |
| Partial Vaccinated | 65.0% |
| Fully Vaccinated | 64.0% |

| | |
|---|---|
| Wage Subsidies | ✓ |
| Social Security Contributions (deferrals/waivers) | ✓ |
| Paid Sick Leave | ✓ |
| Add. Unemployment Benefits | ✗ |

| | |
|--------------------------------|---|
| Protection from Dismissals | ✗ |
| Telework/flexible work | ✗ |
| Improved Health Access | ✓ |
| Training (activation measures) | ✗ |

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Czechia on SDG 8.8.2 is 0 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change