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# **Social Security and Social Policy Reforms in the Czech Republic**

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## LIST OF ABBREVIATIONS

CSSA	Czech Social Security Administration
ČSSD	Czech Social Democratic Party
CSU	Czech Statistical Unit
CZK	Czech Koruna
CZSO	Czech Statistical Office
DSSA	District Social Security Administration
ECJ	European Court of Justice
GVA	Gross Value Added
LFSS	Labour Force Sample Survey
MPSV	Ministry of Labour and Social Affairs
OECD	Organisation for Economic Co-operation and Development
Pp	percentage points
ZTP	Severe Health Disability
ZTP/P	Person with extremely heavy physical, sensory or mental disability

## 1. CURRENT ECONOMIC, POLITICAL AND SOCIAL SITUATION<sup>1</sup>

The Czech Republic is a country with an advanced and export-oriented market economy. Its main industrial branches are made up by the chemical sector, engineering, food-production and the metallurgical sector. The most significant, export-oriented sector is car production.

Since 2014, the Czech economy has returned to growth. In 2018, the gross domestic product increased by 3%. Domestic demand, in particular the formation of gross fixed capital and household final monetary consumption expenditure, significantly contributed to its growth. The growth of gross value added (GVA) was mainly achieved by the industrial branch and the fields of trade, transport, storage, accommodation and restaurants. A high GVA growth was also recorded within construction, information and communication activities.

In parallel with economic growth, a rise in the employment rate was also visible. In 2016 the employment rate was at its highest point since the beginning of the economic and financial crisis. Its growth was at 1.9%, just as in the pre-crisis year of 2007. Despite the positive economic development, the lack of a suitable free labour force is becoming a barrier to significant employment growth. The mismatch between employers' demand for workers and labour supply has already manifested itself in a slowdown in employment growth, which fell from 1.6% in 2017 to 1.4% in 2018, and growth moderation is expected to continue during the upcoming period. In Q1 of 2019, employment grew by 0.9% in a year by year comparison, in Q2 of 2019 only by 0.1%. According to the results of the Labour Force Sample Survey (LFSS, orig.: Výběrového šetření pracovních sil, VŠPS) in the 2018 and first half of 2019 reports by the Czech Statistical Office (CZSO), the average number of employees in all spheres of the national economy roughly amounted to 5.301,000 persons. The year by year increase in absolute figures amounted to 27,000, in relative terms this corresponds to 0.5% which is significantly slower than in the first half of 2018 (1.7%).

The unemployment rate has been constantly decreasing since 2000, reaching 2.2% in 2018. The average inflation rate reached 2.1% in 2018 which is 0.4 % less than in 2017. Last year's inflation was mainly influenced by rising housing and fuel prices as well as by higher prices for nutrition, tobacco and catering service.

**The current government** was set up following the 2017 elections of the Czech Republic Chamber of Deputies. This government took its office in July 2018. It consists of two coalition parties: the ANO 2011 political movement and the Czech Social Democratic Party (ČSSD). Andrej Babiš from ANO is Prime Minister. The government sets out the following priorities in its policy statement: pension reform, digitisation of Czech Republic, protecting the Czech Republic's interests in a unified Europe, reforming the country towards a balanced budget,

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<sup>1</sup> This report is based on research conducted by Martin Stefko under the auspices of the Max Planck Institute for Social Law and Social Policy. For previous reports see SLR 6/2018 (covering August 2017 – July 2018); SLR 3/2017 (covering 2016).

strategic building (highways, power plants) investment plan, enhancing security combined with increased defence expenses.

In comparison to other Western European countries, income inequality and relative poverty remain low.

According to research conducted for the Ministry of Labour and Social Affairs, there are more than 20,000 homeless people in the Czech Republic and another 100,000 are under the threat of becoming homeless. Recent research shows that most of those without a roof over their heads are roughly between 40 to 65 years old. The alarming issue however, is that one quarter of the homeless are people who have lost their homes for the first time when they were between 18 and 27 years old.

## **2. REFORMS OF THE MAIN SOCIAL PROTECTION SCHEMES**

### **2.1. Old Age Pensions at Retirement Age**

The main component of the Czech old-age pension system is the statutory public pension scheme, supplemented by a voluntary funded private scheme.

The retirement age under the Pension Insurance Act has increased since 1996 as a subject to various modifications. A major revision approved in 2017 (in force since 2018) concerned the intended unlimited rise in retirement age, setting its maximum at 65 years to be reached in 2030. This retirement age applies to people born after 1971 and is the same for both men and women. As far as people born before 1971 are concerned, their retirement age is still differentiated depending upon their year of birth and in relation to women, their number of children raised is also taken into account. Starting in 2019, an assessment of life expectancy developments will be held every five years in view of future adjustments to the retirement age, according to a process of regular reviews managed by the Ministry of Labour and Social Affairs.

All indicators seem to prove that the Czech Republic faces the challenges of an ageing society. Therefore, the state needs to take action in order to ensure that the pension system retains an adequate and sustainable basis. The government appointed two expert committees to assess pension insurance reforms.

Attempts to improve the adequacy of benefits with regard to pension indexation rules have been made several times since 2017. Act No. 244/2019 Coll., amending Act No. 155/1995 Coll., On Pension Insurance, as amended, and other related laws established a new, more favourable mechanism for adjusting pensions. From January 2020, the percentage assessment base of all types of paid pensions (i.e. old-age pension, including early retirement, disability pension of all three grades, survivors' pensions) were increased by

6.7% on average. The flat rate (i.e.: the amount granted to all retirees) was increased by CZK 220, from the current assessment ranging between CZK 2,550 and CZK 3,490. An average old-age pension amounts to CZK 14,400 per month. There were no other improvements in the benefit calculation of initial pensions.

The increase is also applied to the so-called partial pensions granted under EU coordination regulations or international social security agreements. In this case, the pension assessment rate was increased by 3.5% of its value. However, the basic assessment of partial pensions was increased by a proportion of CZK 150, which corresponds to the ratio of the Czech insurance period in the total insurance period.

The Ministry of Labour and Social Affairs is about to complete their work on an amendment decreasing the retirement age of people in particularly arduous occupations. This will allow them to retire early without any disadvantages. The proposal is based on conclusions made by the Fair Pensions Commission which has politicians and leading Czech experts as well as representatives of interest organizations as members.<sup>2</sup> The topic of early retirement as a reaction to arduous professions is the first measure in the forthcoming pension reform of the Ministry of Labour and Social Affairs.

The aim of both reforms, the pension reform and of the early retirement due to particularly arduous occupations is to strengthen fairness within the pension system. People working in occupations posing a particular risk to one's health are often unable to practice their occupations until reaching retirement age. Nowadays, they often have to retire earlier which negatively impacts their pensions.

Today, there is a consensus on early retirement for people that belong to those workers most at risk, commonly referred to as "work category 4". These are workers of occupations that cannot rule out health risks despite the use of personal protective devices. Such occupations are for example miners, welders, grinders or blacksmiths. The Ministry of Labour and Social Affairs examines options for including workers from other high risk professions, in particular those belonging to the work categories 3 and 2R (these are nurses with special training in a particular field, assembly workers or lab technicians).<sup>3</sup>

## **2.2. Supplementary Retirement Insurance Schemes**

Private pension saving represents a vital element in ensuring that retirement income is sufficient, and that state pension provision remains sustainable in the future. In spite of this, the government has abolished the statutory funded pension system based on individual savings (the so-called "2nd pillar") only three years after its introduction. The respective Act

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<sup>2</sup> The Fair Pensions Commission was established at the beginning of 2009, and will have to focus on low women's pensions, early retirement for people working in demanding professions, widow's and widower's pensions, and securing the future revenues of the pension insurance scheme.

<sup>3</sup> Cf. News published by the Ministry of Labour and Social Affairs at its webpage [www.mpsv.cz](http://www.mpsv.cz).

No. 376/2015 Collection was approved in October 2015 and came into force on 1 January 2016.<sup>4</sup>

The expert commissions are currently considering how to reform the existing supplementary pension savings system - called “3rd pillar” by the World Bank classification. The most positive feature of this system is its high number of participants. This enhances the system’s economic stability and therefore boosts population savings in the future. At the same time, the population trusts in this system since it has proven to have positive outcomes during the last 25 years. The positive aspect is overcoming the generation problem and the inclusion of younger people, especially at the age of 20 to 30 years. Although this system as a whole shows financial stability, it shows insufficiency in terms of collected contributions. Nevertheless, approximately 3/4 of the original participants remain within this system. The disadvantage of the current system is the fact that the average contribution amount is low and grows very slowly. The average contribution by participants only slightly exceeds seven hundred crowns per year and the employer's contribution is only provided to less than a quarter of participants, i.e. to approximately 1 million people. The Committee of Experts considers ways of increasing the system's profitability in terms of revenue, increasing the employers’ participation, increasing the number of participants within the system and the amount of their contributions.<sup>5</sup>

### **2.3. Invalidity and Survivors’ Pension**

Apart from the increased part of the assessment basis, there have been no changes concerning invalidity or survivors’ pensions.<sup>6</sup>

### **2.4. Health Care**

Within the health care area the shortage of qualified medical staff, especially qualified doctors and nurses gradually increases in all areas of the provision of health services.

The shortage of occupational healthcare service staff becomes problematic for the labour market’s operation. The functioning of social aid and pension insurance is blocked by the critical situation of the medical assessment service of the Czech Social Security Administration and the Czech Ministry of Labour and Social Affairs (Czech abbrev.: MPSV). The Minister of Health himself considers this problem to currently representing the greatest challenge for the Czech health care system.<sup>7</sup> According to the Czech Medical Chamber, about two to three thousand doctors are missing. Moreover, they are ageing and there is not enough staff succeeding to their posts. Increasing the number of students of human

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<sup>4</sup> In Czech zákon č. 376/2015 Sb. o ukončení důchodového spoření.

<sup>5</sup> The Ministry of Labour and Social Affairs is publishing news from the activities of expert committees on its website [www.mpsv.cz](http://www.mpsv.cz).

<sup>6</sup> For changes to orphans’ pensions in February 2018 see SLR 6/2018.

<sup>7</sup> <https://www.parlamentnilisty.cz/politika/politici-volicum/Ministr-Vojtech-Nedostatek-lekaru-a-sester-Hlavni-problem-zdravotnictvi-591589>.



medicine is to at least partially compensate for this unfavourable score. In 2019, the number is expected to grow by 15 %.<sup>8</sup> At present however, some regional hospitals have already had to cut back the spectrum of healthcare services provided or even close entire departments. An example is the specialized care provided for children in the Karlovy Vary Region.

The apparent lack of doctors qualified to practice medical examinations for the eligibility to social benefits was partially solved by a non-standard solution: the termination of the civil servant status of all those assessment doctors. They still practice the same jobs but qualify as employees under Labour Law and are subject to fewer restrictions. At the same time assessment doctors managed to keep more or less the same wages.

In January 2019, the National eHealth Centre was set up to implement the digitalisation of health care.<sup>9</sup> Mobile health (mHealth) and telemedicine technologies are increasingly involved in health care, reducing the number of necessary outpatient visits and hospitalizations for chronically ill patients. The eRecept information system has been one of the greatest upcoming changes in 2019, with the shared patient medicine record including the development of other functionalities such as double prescription control.<sup>10</sup>

## 2.5. Maternity and Paternity Benefits

The requirements for receiving maternity or paternity benefits introduced on 1 February 2018 have not undergone any changes. Paternity benefits are paid to an insured father who provides care for up to six weeks after childbirth or for up to six weeks after the adoption of a child below the age of 7.<sup>11</sup> The ratio of the number of cases of paternal postnatal care in relation to the number of live births reached 41 % in 2018. A total of 43,442 fathers applied for the paternity benefit in 2018.

## 2.6. Statutory Sickness Insurance

In 2009, i.e. during the first year following the introduction of the new Czech Sickness Insurance Act, the sickness insurance's financial balance showed a deficit. The austerity measures adopted regarding expenditures and incomes within the sickness insurance system together with a gradual decline in the intensity of temporary incapacity to work until 2012 improved the financial balance in the following years. The statutory sickness insurance system remained in surplus until 2018. Between 2010 and 2017 the sickness insurance premium income exceeded sickness insurance benefits by several billion per year. Changes of legislation in force since 2018, i.e. especially the increase of sickness benefits from the

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<sup>8</sup> Source: [https://www.idnes.cz/zpravy/domaci/lekari-nedostatek-zvyseni-poctu-mediku-studenti-medici-medicina-lekarska-fakulta-clk-ceska-lekarska.A190214\\_093750\\_domaci\\_fort](https://www.idnes.cz/zpravy/domaci/lekari-nedostatek-zvyseni-poctu-mediku-studenti-medici-medicina-lekarska-fakulta-clk-ceska-lekarska.A190214_093750_domaci_fort).

<sup>9</sup> See National Reform Programme of the Czech Republic 2019, available at [https://ec.europa.eu/info/sites/info/files/2019-european-semester-national-reform-programme-czech-republic\\_en.pdf](https://ec.europa.eu/info/sites/info/files/2019-european-semester-national-reform-programme-czech-republic_en.pdf).

<sup>10</sup> For the administrative changes see below under section 4.

<sup>11</sup> For details see SLR 6/2018, p. 6.

31st and 61st day of a temporary incapacity to work and, to a lesser extent, the introduction of a paternity leave and long-term nursing, contributed to the change of the financial balance of the sickness insurance. Rapidly rising expenditures linked to the above-mentioned changes in benefits, wage growth, and to an increased volume of sick days paid for on the one hand, and a decrease in sickness insurance premiums as a result of a 0.2 percentage point reduction in the premium rate from 1 July 2019 on the other hand, led to a deficit in the financial balance of the sickness insurance scheme of approximately CZK 3 billion in 2019. Without changing conditions this deficit will further rise in the future.

## **2.7. Long-Term Care Provisions**

Long-term care is covered in part by the health care system and the sickness leave insurance, in part by the social services.

The care allowance is a cash benefit provided to persons dependent on the assistance of others. By providing this cash benefit the state contributes to the provision of social services and other forms of assistance under the Social Services Act in coping with basic life needs. Assisted persons are free to use the care allowance (dependent on their willingness to pay) for the assistance provided either by a related person, a social care provider, a registered social service provider, a children's home or a special hospice-type inpatient medical facility. Since July 2019, the amount of the allowance differs between the kinds of assistance by institutional service providers, such as assistance by a provider of residential social services or a children's home or a special hospice-type inpatient medical facility.

Since 1 June 2019, an amendment to the statutory sickness insurance provided for a new long-term caregiving benefit (Dlouhodobé ošetřovné, long-term attendance benefit) for employees and insured self-employed persons:<sup>12</sup> The benefit is intended to support insured workers while looking after a sick member of their household or a relative.

Employees can apply for the long-term attendance benefits through their employers provided that the person in need of care had been hospitalized for at least 7 calendar days and the attending physician has confirmed that the person's health requires all-day care for at least 30 calendar days after dismissal from the hospital. Self-employed persons can hand in their applications directly at the District Social Security Administration (DSSA) office where they are registered. The benefit is paid for a maximum of 90 calendar days from the date of dismissal from the hospital and amounts to 60% of the daily assessment base. The daily assessment base is made up by a percentage of the insured person's gross daily earnings: 90% of gross daily earnings up to 1,000 CZK, 60% from 1,000.01 CZK to 1,499 CZK, and 30% from 1,499.01 to 2,998 CZK. The number of cases of long-term nursing benefit has been relatively low, since the introduction of the benefit (i.e. from June until December 2018) only 1,494 new cases of payment of this benefit were registered.

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<sup>12</sup> The self-employed are covered by the sickness insurance on a voluntary basis.

## 2.8. Unemployment Benefits and Labour Market Policies

The speed of decline in unemployment has been slowing down since 2018. The unemployment rate was 2% in 2019 (1.9% in 2018) and is the lowest in the EU28.

The average amount of unemployment benefits in the first half of 2019 was increased by CZK 576 (by 8.1%) to CZK 7,675. The average unemployment benefits for registered job applicants amounted to CZK 8,011 by 30 December 2019, and was increased by CZK 629 (+ 8.5%) in a year by year comparison.

A significant part of new jobs provided are jobs requiring a low education level which does not correspond to the educational structure of the workforce. In the event of a reverse economic development this fact bears a potential danger of a rapid loss of such jobs and the emergence of unemployment among the less affluent part of society with low education. Today, this applies especially to young people who do not complete their secondary education because they enter the labour market prematurely as a result of the high demand for labour force, which brings about easy employment and an otherwise favourable wage growth trend even in professions requiring the most basic education. On the other hand, in some occupations requiring medium to high-level qualifications, the share of long-term vacancies is monitored even if the relatively sufficient amount of free labour force corresponds to the respective level of formal education. Given this general shortage of labour force, the qualification skill mismatch on the labour market can become another limiting factor for further development of the labour market and the Czech economy. The European Commission has pointed to shortcomings in public employment services which limit efficient active labour market policies.<sup>13</sup> Available measures such as public work schemes fail to provide long-term solutions.<sup>14</sup> In 2019, the Czech Government announced an “Employment Package” in order to improve the targeting and support of active labour market policies, in particular for the most vulnerable groups.

In June 2019, the government approved a long-term plan for education (2019-2023) including vocational education and training.<sup>15</sup>

## 2.9. Family Benefits

In 2017, the Ministry of Labour and Social Affairs launched a national Family Policy Strategy, comprising measures such as the right to receive a place in a kindergarten for a child aged between 3 and 6, and the establishment of a new type of childcare called “Children’s groups”, an increase in tax deductions relating to children; tax credits for the use of childcare

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<sup>13</sup> European Commission, Commission Staff Working document. Country Report Czechia 2019, Brussels 27.2.2019, SWD(2019) 1002 final, p. 27 f.

<sup>14</sup> European Commission, Commission Staff Working document. Country Report Czechia 2020, 26.2.2020, SWD(2020) 502 final. p. 26.

<sup>15</sup> European Commission, Commission Staff Working document. Country Report Czechia 2020, 26.2.2020, SWD(2020) 502 final, p. 31.

facilities (up to the level of minimum wage) and more flexibility in drawing parental allowance for higher income parents.<sup>16</sup> Many of these measures were implemented during 2018 or earlier. The Family Strategy Policy was updated and acknowledged by the government in May 2019.<sup>17</sup>

Affordable, accessible and high-quality childcare services remain a challenge in particular for the age group below 3: Formal childcare enrolment of children aged between 0 and 3 years (4.7%) remains significantly below the Barcelona target of 33%. In July 2018, an amendment to the Education Act modified the access to day care facilities concerning the right to a full-time child-care for children who reached 2 years before the beginning of the school year, therefore the right to enrol in pre-schools is presently restricted to children aged 3.<sup>18</sup>

On 23 May 2019, the government proposed a so-called family package<sup>19</sup> that was approved by parliament on 17 December 2019. The family package comprises a set of four different interventions that should improve the living conditions of families with children and allow parents a better balance between work and family life:

- (1) Indexation of the parental childcare allowance: Since January 2020, the total amount of parental childcare allowance was raised to CZK 300,000 from the previously stipulated CZK 220,000. In case of two or more children born, either of the parents can apply for CZK 450,000. The reform applies to all parents who will continue to receive the childcare allowance in 2020. The income limit for drawing parental allowances was also raised from CZK 7,600 to CZK 10,000 for those who have not submitted income statements. These are for example students, self-employed, unemployed, or people with very low incomes. The monthly working time limit for placing children under 2 years in pre-school care without losing the parental allowance was doubled (from 46 to 92 hours).
- (2) Amendment to the Children's Group Act: A pilot project for testing childcare services for children aged between six months and four years in "micro-nurseries" has been under preparation since 2016 and should be implemented by the end of 2020. It offers childcare in small groups of up to four children and the facilities can be founded by mothers on parental leave themselves.<sup>20</sup>

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<sup>16</sup> Source: <https://www.mpsv.cz/strategicke-dokumenty-v-oblasti-podpory-rodiny>.

<sup>17</sup> Source: <https://socialnipolitika.eu/2019/09/aktualizovana-koncepce-rodinne-politiky-29-kvetna-2019/>.

<sup>18</sup> Source: Eurydice Czech National Unit; [https://eacea.ec.europa.eu/national-policies/eurydice/content/amendment-education-act-approved-czech-republic\\_en](https://eacea.ec.europa.eu/national-policies/eurydice/content/amendment-education-act-approved-czech-republic_en).

<sup>19</sup> National Reform Program of the Czech Republic 2019, p. 24, available at: [https://ec.europa.eu/info/sites/info/files/2019-european-semester-national-reform-programme-czech-republic\\_en.pdf](https://ec.europa.eu/info/sites/info/files/2019-european-semester-national-reform-programme-czech-republic_en.pdf).

<sup>20</sup> For the education system see also the new Long-Term Plan for Education and the Development of the Education System of the Czech Republic (2019-2023), approved in June 2019.

- (3) Advance maintenance: Single parents are subjects to a relatively higher risk of poverty. The reform proposal aims at compensating for single parents that do not receive maintenance payments.
- (4) Introduction of shared jobs: A proposed amendment to the Labour Code envisages the creation of shared job as a special working scheme for employees.<sup>21</sup>

## 2.10. Social Assistance Benefits

The government repeated several times that although it intended to increase the minimum wage, it did not want to raise the minimum income support; this is because it desires quite the opposite. The government seeks to widen the gap between those working for a minimum wage and people on minimum income support (i.e., benefits paid under the welfare assistance scheme). The minimum wage has been increased three times within a short period from CZK 9,900 to CZK 11,000. The minimum wage is supposed to amount to 40 % of the average wage which has been fixed at CZK 28,232 for 2017. The minimum wage and average wage levels also have an impact on the mandatory amount of social security and health insurance contributions of employees, employers, and freelancers.

Act No. 367/2011 Coll. expands on an already existing scheme of voluntary work (in Czech “public service”, unpaid). This law represents the first substantial change after the Constitutional Court's decision<sup>22</sup> that overruled regulations requiring jobseekers to do voluntary (in this case rather compulsory) work for up to 20 hours a week in 2012. The essence of the Court's decision was that the legislator broke both the right to fair wages and the prohibition of forced labour; both laws are protected by the Charter of Fundamental Rights and Freedoms (from here on only referred to as the Charter). Having examined the duty of jobseekers, the court upheld the relevant regulations on voluntary work for those receiving income support. The scheme of voluntary work, thus, remains regulated for people receiving income support according to Act No. 111/2006 Coll. on Assistance in Material Need, as amended.

Act No. 367/2011 Coll. is to be understood as the Senate's attempt (the ruling social democrats objected the proposal but they were overruled by other political parties) to encourage people to put enough effort into the enhancement of their personal financial situations. This act came into force on 1 February 2017 with the intention to galvanise recipients of income support. The act limits income support to CZK 2,000 per month for all recipients who have been receiving income benefits for more than 6 months, unless they either take part in re-qualification courses offered by the Labour Office of the Czech Republic

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<sup>21</sup> Act No. 363/2019 Coll.

<sup>22</sup> File No. Pl. ÚS 1/12.

or absolve 20 hours of voluntary work per month. A refusal to complete the voluntary work leads to the limiting the benefit.<sup>23</sup>

The Ministry of Labour and Social Affairs continues to implement various projects financed by European funds that enable people in severe social need to return to ordinary life or at least try to mitigate the possible problematic consequences they are confronted with. These key projects are the Operational Programme Employment 2014 – 2020 (orig.: Operační program Zaměstnanost 2014 – 2020) and the project called “Food and Material Aid to the Most Deprived Persons II” (orig.: Potravinová a materiální pomoc nejchudším osobám II). In autumn 2016, the Czech Ministry of Labour and Social Affairs started off with a project in the framework of the Operational Programme for Food and Material Aid to the Most Deprived Persons II. Here, homeless people form one of the project’s most important target groups. The aim of the project is to help people to overcome difficult periods by giving instruction and motivation for solving their problems on a long-term basis. In addition to the Ministry of Labour and Social Affairs, the project also involves other organizations that help with its implementation by distributing high-quality, durable food intended for direct consumption without the need of cooking, hygiene items or selected clothing such as scarves, gloves, underwear for instance. At the end of last year, the distribution of another type of material assistance (mainly sleeping bags, sleeping pads and tents) directed to homeless people during the winter reached its pilot stage. The project therefore includes the so-called accompanying measures such as social, health, debt or labour-law counselling or assistance in dealing with authorities.

The scheme regarding social inclusion benefits for persons with disabilities provides for two cash benefits: The Mobility Aids Grant, in Czech “mobility allowance” (translated by the Ministry of Labour and Social Affairs into allowance for mobility), and the Grant for Special Aid. The Special Aid Grant was adjusted to the cost of living by Act No. 228/2019 Coll.. The scheme is regulated by Act No. 329/2011 Coll. on Providing Benefits for People with Disabilities and Amendments of Related Acts, as amended.

## 2.11. Social Housing

Prevention of and addressing homelessness is stated to be a major issue in the national programme for social inclusion.<sup>24</sup> In practice however, reform attempts have been rather half-hearted: In February 2018, the government appointed the Ministry for Regional Development (Ministerstvo pro místní rozvoj), as the main coordinator for preparing the social housing bill; the Ministry of Labour and Social Affairs (MPSV), was involved as co-sponsor. In August 2018, the government decided that work on the Draft Act on Social

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<sup>23</sup> The Social Democrats’ Veto to this bill is available at <http://www.parlamentnilisty.cz/politika/politici-volicum/Ministryne-Marksova-Verejna-sluzba-ma-lidem-pomahat-ne-je-trestat-474054> and <https://www.novinky.cz/domaci/417964-verejna-sluzba-se-ma-zvyhodnit-navrh-ale-pripomina-drabkuv-paskvil.html> (accessed 12 July 2017).

<sup>24</sup> For details on housing issues see National Reform Programme of the Czech Republic 2019, p. 27 f.

Housing should not be continued for the time being. This act was meant to set eligibility criteria for access to social rental housing. Meanwhile, the Ministry for Regional Development is in charge of preparing a governmental order that will provide municipalities in the Czech Republic with financial support for the acquisition, construction and reconstruction of their social housing fund. The upcoming financial support which was to be launched in spring 2019 deals merely with investments in the housing stock and not with the necessary support for social work.

## 2.12. Social Services

During 2019, some effort has been dedicated to prepare a revision of the Social Services Act, in view of a proposal of the Social Work Act. Within the National Strategy for the Development of Social Services 2016-2025 a major issue has been the project of the transformation and deinstitutionalization of social services, and the creation of the Action Plan for Deinstitutionalization 2019-2021. The main objective is to reduce the number of people living in institutional settings and to proceed in the prevention of institutionalization which would require the continuous increase in the availability of community-based services.<sup>25</sup>

Evidence for a continuing stratification within the Czech society is the inability of entire families to support their children at school. Consequently, the project “Lunches for Schools” (orig.: Obědy do škol) was launched during the school year 2015/16. Its aim is to provide quality and regular nutrition and to make people familiar with healthy eating habits they often do not learn at home. However, indirectly, the project also supports a healthy physical and mental development by its enhancement of social integration. Children do not leave home immediately after school, but frequently stay in school after lunch participating in various leisure activities, spending much more time with their classmates. They improve their study results and all in all, more opportunities for a better future are opened up as well. In the case of nursery schools, sometimes parents facing a difficult financial situation do not send their children to kindergarten at all due to a compulsory charge for provided food by the facility. We also manage to prevent these situations.

Initially, only two regions were participating in the project: The Liberec and the South Moravian Region. In the following school year, ten regions joined the project and in the school year 2019/2020, all remaining regions in the Czech Republic were involved. South Bohemian, Olomouc, Pardubice and Ústí regions joined, thus offering the possibility of free meals to all children in need.

During this school year, nearly 8,800 children are provided with free meals in more than 900 schools, kindergartens and catering facilities. The “School lunches” (orig.: Obědy do škol) are an important part of helping disadvantaged children. The children who benefit most come

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<sup>25</sup> National Reform Programme of the Czech Republic 2019, p. 28.

from the Moravian-Silesian Region (2762), followed by the South Moravian Region (1165) and the Ústí nad Labem Region (928).

### **3. OCCUPATIONAL BENEFITS**

In the Czech Republic, the consequences of an accident at work or an occupational disease are dealt with via the employer's statutory liability in the case of an injury caused to employees at work or an occupational disease. All legislation steps for the introduction of accident insurance have been dropped. It is difficult to put through even little reforms of the current system and they are not expected to happen in 2020.

As far as collective agreements are concerned, employers do not pay special financial benefits for the case of an accident at work or an occupational disease, redundancy payments being the exception. Redundancy payments are provided in case of terminating an employment, as a one-time monetary compensation.

Harmed employees have to request financial support by their employers. Remedies are paid from the state budget by one of two commercial insurance companies. Those benefits are classified as remedies. Provided that the employee is entitled to compensation of their income after the end of temporary work incapability the compensation is paid until they are 65 years old.

In practice, there is an increasing number of personal injuries that are not legally considered to be a result of a work-related accident or an occupational disease. Employers are not legally insured for these purposes.

Employers are also involved in the provision of occupational family benefits. They can finance childcare, such costs are tax-deductible. However, they take their decisions on an individual basis.

### **4. ORGANIZATION, ADMINISTRATION AND FINANCING ISSUES**

The government agreed to carry out a new inspection of existing health insurance carriers (in Czech: The Úřad pro dohled nad zdravotními pojišťovnami, i.e. the Health Insurance Companies Supervisory Authority) in accordance with a coalition agreement in 2013. Although some proposals had been prepared, politicians have not yet reached a consensus.

The Czech Republic recorded a government budget surplus equal to 0.60 percent of the country's gross domestic product in 2016 (i.e., CZK of 61.8 billion). This is the best result



since 1993.<sup>26</sup> Although the government has committed itself to diminishing state debt, the country's ageing society and the current election climate have led the government to raise social benefits, public sector wages and healthcare spending.

Each year, the effort to electronically assess the health status of insured persons as far as sickness insurance is concerned attracted a relatively high attention by the media and employers. For a long time, general practitioners have resisted the new system introduced under the name "eNESCHOPENKA" (i.e. eAbsence form). On 1 January 2020, the Czech Social Security Administration introduced live operation of the compulsory eNeschopenka system. The attending physicians are obliged to process the assessment of an insured person's health status in electronic form and to hand it over to the health insurance authorities and the employer.

The full-scale eNeschopenka was successfully launched on 1 January 2020. On the first working day, i.e. on 2 January 2020, nearly 11.500 eNeschopenka forms were issued. This number became the daily average for January. On average, the daily volume of electronic absence forms is about 10,000. Throughout the week, most of these are issued on Mondays when the eNeschopenka forms repeatedly attack a threshold value of 20,000. However, physicians continued to issue paper forms instead of electronic ones. The average number of newly issued paper absence forms is oscillating around 3 % of the total volume of absence forms. There are about a dozen a day. The CSSA has not yet imposed any sanction for this practice. All in all, on 28 January 2020 a total of 208.268 eNeschopenka absence forms were issued.

The minimum wage and average wage levels are relevant as parameters for social security contributions and health insurance for employees, employers and the self-employed. Government has increased the minimum wage five times during the last five years. Measured by the monthly rate, it increased from CZK 8,500 to CZK 12,200.

## 5. JUDICIAL PROTECTION OF SOCIAL RIGHTS

Court decisions are cited in accordance with Czech standards. Decisions are identified by file number under which they can be found in free public databases, such as <http://www.usoud.cz/> (for decisions of the Constitutional Court), <http://www.nsoud.cz/> (for decisions of the Supreme Court) or <http://www.nssoud.cz/Uvod/art/1> (for decisions of the Supreme Administrative Court).

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<sup>26</sup> Cf. <http://www.mfcr.cz/cs/aktualne/tiskove-zpravy/2017/stat-v-roce-2016-hospodaryl-s-rekordnim-27109> (accessed 12 July 2017).

Used abbreviations can be explained as follows:

“Pl. ÚS” a plenum or general assembly of the Constitutional Court;

“I. ÚS” identifies a senate of the Constitutional Court;

“Cdo” indicates a document filed before the Supreme Court;

“A” or “Ad” means the Administrative Court, the letter “s” following the abbreviation “Ad” indicates cases linked to social security, and the letter “f” points to cases connected with taxes;

A number before a slash informs about the file number, and a number following a slash indicates the year in which the claim was filed before court.

The Constitutional Court issued several important decisions in relation to the right to health and other economic and social rights under the Charter.

### **5.1. Right to Protection of Health and Right to Social Care**

Similarly to the case dealing with the anti-smoking act<sup>27</sup>, the discrepancy between the protection of health and other rights became problematic in a Constitutional Court judgment of 8 October 2018: This judgment dealt with compulsory vaccination of minor children against the will of a parent.<sup>28</sup> A serious objection against any statutory duty can only be rightfully raised in extraordinary cases and on sufficiently urgent grounds. The court did not consider objection of a parent against compulsory vaccination of their child as sufficiently urgent grounds and therefore dismissed the complaint.

Another important case regarding the right to health was decided by the Constitutional Court in Judgment File No. IIII. ÚS 2332/16 of 17 April 2018. The case was about a medicine against prostate cancer which was only partially funded by the statutory health insurance at the time. The Supreme Administrative Court had argued that the Public Health Insurance Act does not claim that a minimum of one therapeutically irreplaceable drug in each drug category has to be entirely funded by the statutory health insurance. In the respective case, the active substance in the drug fell in a category of another drug used against breast cancer. This drug was entirely funded by the statutory health insurance. The argument was that male patients with prostate cancer had no access to free health care. The Constitutional Court concluded that denying the right of male patients to have at least one entirely funded

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<sup>27</sup> Anti-Smoking Act or the Complete Smoking Prohibition in Restaurants, see judgment of 27 March 2017, file No. Pl. ÚS 7/17, reported in SLR 6/2018; English translation at: 2018/03/27 - Pl. ÚS 7/17; see also Constitutional Court, Yearbook 2018, p. 65.

<sup>28</sup> See judgment File No. II. ÚS 725/18, cf. Constitutional Court, Yearbook of the Constitutional Court of the Czech Republic 2018, p. 66; for previous cases concerning compulsory vaccination see ÚS 16/ and ÚS 19/14 of 27 January 2015.

drug offered by the statutory health insurance interferes with the essence of the right to health protection according to Article 31 of the Charter. The rule saying that only one drug from a certain group of drugs has to be entirely covered by the statutory health insurance has to be interpreted as follows: the drugs within a group have to be therapeutically interchangeable and there may not be unjust discrimination between different groups of patients (male and female patients in this case).<sup>29</sup>

Last but not least, a fundamental judgment by the Constitutional Court of 23 January 2018 (I US 2637/17) dealt with the protection of the rights of persons with disabilities, particularly in regard of their right to access to adequate social care. The case involved a radical expansion of the field of social services.

The complainant had claimed protection to the Central Bohemia Region which did not take any focused steps in order to ensure the availability of social services. The adult complainant was a person with a severe disability related to an autistic disorder (childhood autism diagnosis) and a moderate mental disability accompanied by serious behavioural disorders. The complainant thus needed continuous care and supervision, which until 1 February 2016 was mainly provided by his grandmother (over 80 years) and his mother, who was herself affected by a psychosocial disability and reliant on partial disability pension. The entire family lived in a small (two-room) apartment. The situation was particularly difficult for both women since the complainant had physically attacked them several times and showed destructive behaviour towards the apartment and its furniture. He represented a constant danger for himself and for his surroundings. The family contacted many social service providers for inpatient care, but all the attempts to place him in a care facility remained unsuccessful: No place was available either because of a lack of capacity or because the complainant did not belong to the target group.

The complainant's family cooperated with the Czech National Institute for Autism<sup>30</sup> (NAUTIS) which offered personal assistance to the complainant and relief stays to a limited extent. Since October 2012, NAUTIS and the grandmother of the complainant had repeatedly turned to Municipal and Regional Authorities requesting assistance for the complainant's family and care for the complainant. They indicated that providing care for the complainant at home was no longer manageable and that adequate residential or other adequate care services were urgently needed due to the violent behaviour of the complainant, the grandmother's age and the mother's disability. However, the family was usually only advised to get in touch with specific social services providers, or the Authorities attempted to mediate these services. In any case, the necessary social services were not successfully provided. The administrative courts refused to grant relief.

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<sup>29</sup> Constitutional Court, Yearbook 2018, p. 66 f.

<sup>30</sup> In Czech: Národní ústav pro autismus, z.ú.) (Formerly known as the Association Assisting People with Autism, i.e. Asociace pomáhající lidem s autismem - APLA Praha, Střední Čechy, o.s.; dále jen "NAUTIS".

The Constitutional Court judgment of 23 January 2018 finally recognized a duty of the regional Authorities to provide access to adequate social care services for people with disabilities who are in an unfavourable social situation. This duty corresponds to a subjective right to such care. This right arises from § 38 of the Act on Social Services which implements several fundamental rights of persons with disabilities: the right to health (Article 31 of the Charter), the right to an adequate standard of living (Article 11 of the International Covenant on Economic, Social and Cultural rights) and the right to an independent life and participation in society (Article 19 of the Convention on the Rights of Persons with Disabilities). It is a social law of a more general nature which corresponds to the public authorities' duty to ensure that appropriate social services for persons with disabilities in an unfavourable social situation are available (§ 95 subs. 1 letter g) of the Act on Social Services). The point is not that the persons concerned have access to social care services in a specific form exactly according to their optimum ideas, for example at a particular social service provider; the point is that there should be services available which are adequate to the respective condition and situation of those in need in order to enable a dignified and independent life while maintaining maximum personal autonomy without social exclusion but maximum social inclusion.

The right to adequate social care services is granted judicial protection in court proceedings. If the region fails to take appropriate and well-directed steps to ensure the availability of appropriate social services, action for the protection against unlawful interference according to § 82 ff. Code of Administrative Procedure can be taken.

## **5.2. Election Rules for Board Members of Social Security Institutions**

By judgment of 4 September 2018 (docket file number Pl. ÚS 21/15), the Constitutional Court took decision in a complaint filed by a group of 19 senators in 2015 dealing with election rules for board members of certain social insurance boards. The claim to repeal certain provisions governing the composition of the management boards and supervisory boards of certain health insurance companies (departmental, professional, corporate and other, hereinafter only referred to as "employee insurance companies") was successful.

One third of the members of these boards are appointed by the government and two-thirds of their members are elected by social partners.<sup>31</sup> According to the election rules (Act No. 280/1992 Coll. as amended) all members are elected by electorates designated by employers who contribute at least 0.5 % of the sum of the insurance premiums to the insurance company within a specific period. Other employers or insured persons do not have the right to vote in these elections, nor can they appoint electors to represent them. In other

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<sup>31</sup> Board members are elected from insurees (i.e.; persons insured by the occupational insurer). Half of the elected members are elected from among candidates submitted by representative employers' organizations and the other half is selected from among the candidates submitted by representative trade unions.

words: only larger companies are eligible to designate future board members and smaller enterprises or insured persons are excluded from designation.

The claimants argued that the election rules were incompatible with the rights of citizens to participate in public affairs directly and with the free choice of their representatives pursuant to Article 21 (1) of the Charter, with the principle of universality and equality of rights to vote according to Article 21 (3) of the Charter as well as with the right to have access to any elective or other public office under Article 21 (4) of the Charter. According to the complainants, occupational insurance companies have a public status and, therefore the right to be elected to their bodies should not be restricted to a specific group of insured persons (e.g. to electors designated by large employers but not to smaller employers, insured persons who are self-employed or economically inactive).

The Constitutional Court did not identify any infringement of the citizens' right to participate in elections. Article 21 par. 1 of the Charter does not imply the insured persons' right to elect members of management boards or supervisory boards according to § 10 par. 3 and 5 of the Czech National Council No. 280/1992 Coll., on departmental, professional, corporate and other health insurance companies (orig.: zákon ČNR č. 280/1992 Sb., o resortních, oborových, podnikových a dalších zdravotních pojišťovnách), as amended (from here on referred to as the "Act on Employee Insurance Companies"). The guarantees related to exercising the right to vote pursuant to Article 21 (2) and (3) of the Charter are not directly applicable to such elections.

However, the Constitutional Court found a violation of Article 79 par. 3 of the Czech constitution of 1992. The function of occupational insurers under the Act on occupational insurance companies is not to provide health insurance primarily for insured persons who are employees, but for all their insured persons, taking into account the interests of all of them. Indeed, despite their designation, these institutions basically are 'general' health insurance companies. As a consequence, there is no substantial reason why some insured persons should be given priority in accessing the function of members from bodies in occupational insurance companies simply because this is proposed by employers or trade unions. A legitimate objective could be the interference with the fundamental right to have access to any elective or other public office on equal terms under Article 21 (4) of the Charter.

If § 10 par. 3 and par. b) of the Act on Employee Insurance Companies explicitly states that the right to vote members into to the bodies of an employee insurance company pertains to employers and to persons insured by the employee insurance company, the statutory authorization to define the "election method" and "electoral regulations" cannot be interpreted so broadly, as regulated by § 6 par. 1 and 2 of Decree No. 579/2006 Coll., laying down the method of election and electoral regulations for elections to the boards of directors or supervisory boards of departmental, professional, corporate and other health

insurance companies. Consequently, these provisions are incompatible with Article 79 par. 3 of the Constitution, exceeding the limits of the statutory authorization for the issuance and are not even in accordance with the express content of these statutory provisions.

## **6. INTERNATIONAL SOCIAL LAW**

### **6.1. International Social Security Agreements**

The Czech Republic and the Republic of Belarus signed a new bilateral social security Agreement on Pension Security on 14 March 2018 (the “Contract”) which came into force on 1 October 2019. An Implementing Document – the Administrative Agreement on the Application of the Contract (orig.: Správní ujednání o používání Smlouvy), was signed on 25 September 2019 and also came into force on 1 October 2019. Both contractual documents (the Contract and Administrative Agreement) have been published in the Collection of International Treaties of the Czech Republic under No. 47/2019 Coll. and No. 48/2019 Coll.

The new agreement ended a long phase of uncertainty that had followed the dissolution of the Union of Soviet Socialist Republics (USSR) on 26 December 1991. An agreement regarding social security had been concluded between the Czechoslovak Republic and the USSR in 1959 (promulgated under No. 116/1960 Coll.; from here on referred to as the “Agreement”). This Agreement was a contract of the so-called territorial type, according to which the benefits were always granted by the applicant's state of permanent residence, not only for his own periods of employment (insurance) but also for the periods of employment in other contracting state. On 25 November 2002, the protocol between the Czech Republic and the Republic of Belarus on regulating the succession of international treaties concluded by the legal predecessors of these states came into force. The protocol, which was not published in the Collection of International Treaties, implied that the Agreement would expire in relation to Belarus by November 2002. According to the judgment of the Constitutional Court of the Czech Republic file No. I. ÚS 420/09 from 3 June 2009 however, the Agreement had to be considered valid until the date of publication of the notice of termination in the Collection of International Treaties. In relation to Belarus, the publication was made by Communication No. 79/2009 Coll. on 23 September 2009. From that date until 30 September 2019, bilateral social security relations between the Czech Republic and Belarus remained under the so-called “non-contractual status” meaning that both states were assessing entitlements to pension (and health) insurance benefits including conditions for their payment according to national regulations and were no longer able to apply provisions of the Agreement on the evaluation of insurance periods and the recognition of documents.

The new “Contract” of 2018 is a standard proportional-type treaty based on the four fundamental principles that are common in modern social agreements and in the European Union's coordination regulations:

- equal treatment of nationals of the contracting states,
- membership in an insurance system within the state of employment, with defined exceptions
- aggregation of insurance periods completed in both states for the entitlement to benefits (pension)
- payment of benefits (pensions) to the other contracting state

## 6.2. International Social Standards

In October 2018, the Czech Government submitted the 16th National Report on the implementation of the European Social Charter (1961) of the Council of Europe. The Czech Republic ratified the 1961 Charter on 3 November 1999 and has currently (in 2019) accepted 51 paragraphs out of 72. The 1988 Additional Protocol, the 1991 Amending Protocol and the 1995 Additional Protocol providing for a system of Collective complaints have all been ratified, however, the 1996 Revised European Social Charter has only been signed. The report submitted under the 2019 supervision cycle refers to collective complaints under examination and complaints which made the European Committee of Social Rights of the Council of Europe find a violation not yet remedied.<sup>32</sup>

### (1) Complaints concerning violations without remedy

In 2015, Transgender Europe and ILGA-Europe lodged a collective complaint against the Czech Republic (No. 117/2015) alleging a violation of the right to protection of health (Art. 11 § 1 of the 1961 Charter). The Committee of Social Rights which monitors compliance with the Charter provisions concluded that provisions of the Civil Code (2014) and of the Act on Specific Health Services (2011) may force, in certain cases, transgender persons in the Czech Republic to accept to undergo a medical sterilisation in order to have their gender identity recognised. Medical sterilisation is a serious life altering medical intervention with risks of side effects and complications which is not medically necessary. Furthermore, the situation has a serious impact on a person's health and ability to give free consent. In a Resolution of 24 October 2018, the Committee of Ministers of the Council of Europe stated that

*“gender reassignment surgery as required in the Czech Republic for a change of gender identity is not necessary for the protection of health. Obliging an individual to undergo such*

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<sup>32</sup> European Social Charter, Cycle 2019, Report registered on 31 October 2018, RAP/RCh/CZE/16(2019) of 31 October 2018.

*serious surgery, which could in fact be harmful to health, cannot be considered as being consistent with the obligation that the State refrain from interfering with the enjoyment of the right to health and in such cases States must eliminate the interference. Any kind of medical treatment which is not necessary can be considered as contrary to Article 11, if obtaining access to another right is contingent upon undergoing it.”<sup>33</sup>*

Czech authorities had agreed in September 2018 to remedy the situation and amend the relevant provisions to bring them into conformity with the Charter obligations.

An issue of persistent concern is the violation of Art. 17 of the 1961 Charter (the right of mothers and children to social and economic protection). In the collective complaint procedure No. 96/2013 the Committee of Social Rights concluded that the Czech Republic violated Article 17 of the 1961 Charter on the ground that not all forms of physical punishment likely to affect the physical integrity, dignity, development or psychological well-being of children were prohibited. According to the 2018 follow-up report of the Czech Republic the violation has not yet been remedied.<sup>34</sup>

## (2) Complaints under examination

In 2017, the International Commission of Jurists had lodged a complaint that related to Article 17 (right of mothers and children to social and economic protection) of the 1961 Charter in the light of the non-discrimination principle contained in the preamble to the 1961 Charter. The complainant organisation alleged that the Czech Republic fails to protect the rights of the group of children below the age of criminal responsibility in the juvenile justice system, i.e. children under 15 years, in violation of the aforementioned provisions. The complaint (No. 148/2017) was declared admissible on 13 September 2017.

Another collective complaint currently under examination by the European Committee of Social Rights was lodged by the European Roma Rights Centre (ERRC) and Mental Disability Advocacy Centre (MDAC) against the Czech Republic (Complaint No. 157/2017) and was declared admissible on 23 January 2018. It relates to Article 17 (right of mothers and children to social and economic protection) of the 1961 Charter in the light of the principle of non-discrimination contained in the Preamble of the 1961 Charter. The complainant organisations complain for the fact that children under the age of 3, especially Roma children and children with disabilities, have been routinely placed in early childhood medical care institutions. ERRC and MDAC allege that these institutions cannot be regarded as appropriate within the meaning of the above mentioned provisions of the 1961 Charter.

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<sup>33</sup> See Resolution adopted by the Committee of Ministers on 24 October 2018, CM/ResChS(2018)9.

<sup>34</sup> RAP/RCha/CZE/16(2019) of 31 October 2018, p. 3.



## 7. LIST OF IMPORTANT ACTS

Acts are quoted under their initial number and year of issue in the Collection of Laws as it is usual under Czech legal standards.

### Pension Insurance

Act No. 150/2017 Coll. on Diplomatic Service Acts on Health Care and Pension Insurance

Act No. 65/2017 Coll. The Anti-Smoking Bill

### Sick Leave Insurance

Act No. 149/2017 Coll. (Paternity Pay)

Act No.148 / 2017 Coll. (Paternity Pay) Coll., on sick leave insurance and related laws

Act No. 310/2017 Coll., amending Act No. 187/2006 Coll., on Sickness Insurance, as amended, and other related laws

### Health Care

Act No. 282/2018 Coll. amending the Public Health Care Act and other related laws

Act No. 277/2019 Coll. amending the Law on Collection of Laws and other related laws

### State Social Support

Act No. 92/2018 Coll. amending Act No. 582/1991 Coll. and other related laws

Act No.: 32/2019 Coll. amending the Labour Code and other related laws

Act No. 363/2019 Coll. which amends Act No. 117/1995 Coll. State Social Support

Act No. 277/2019 Coll. amending the Law on Collection of Laws and other related laws

### Welfare Assistance

Act No. 309/2018 Sb. amending the Act on Help in Material Need and other related laws

Act No. 228/2019 Coll. amending the Act on Benefits for Persons with Disabilities and Act No. 582/1991 Coll. and other related laws

## 8. SELECTED PUBLICATIONS

### 8.1. Books

Department of Labour Law and Social Security Law Charles University, Faculty of Law: Social security law in examples, Plzeň Vydavatelství a nakladatelství Aleš Čeněk, s.r.o. 2018, ISBN 978-80-7380-700-9

KOLDINSKA, Kristína; PICHRT, Jan (editors) Labor Law and Social Protection in a Globalized World : Changing Realities in the Selected Areas of Law and Policy, Alphen aan den Rijn, Kluwer Law International 2018, ISBN 978-94-035-0093-5

KOLDINSKA, Kristína; LANG, Roman: Social Security Law in the in the Czech Republic, Alphen aan den Rijn, Kluwer Law International 2019, ISBN 978-94-035-1875-6

POTŮČEK, Martin: Czech Pensions, Prague, Karolinum: 2019, ISBN 978-80-246-4236-9.

POKORNÝ, Pavel. 100 Years of the International Labour Organisation (in Czech 100 let mezinárodní organizace práce: základ sociálního dialogu). Prague: ČMKOS v nakladatelství Soudy, 2019. ISBN 978-80-86809-74-8

GREGOROVÁ, Zdeňka, Milan GALVAS, Jana KOMENDOVÁ, Jaroslav STRÁNSKÝ a Jitka ČERNÁ. Social Security Law of the Czech Republic and the European Union (in Czech: Právo sociálního zabezpečení České republiky a Evropské unie). Brno: Masarykova univerzita, 2018. Textbook of Faculty of Law Masaryk University (Učebnice Právnické fakulty MU), ISBN 978-80-210-8842-9.

HALÍŘOVÁ, Gabriela. Cases to Social Security Law (in Czech: Praktikum z práva sociálního zabezpečení) 5th Edition, Praha: Leges, 2018. Student. ISBN 978-80-7502-297-4.

## 8.2. Articles

HRUBÝ, Jiří. Procedures to Change Amounts of Old Age Pensions (Řízení o změně důchodu a jeho specifika z pohledu veřejného ochránce práv a soudní judikatury) Práce a mzda. 2018, pgs. 26-32, ISSN 0032-6208.

VOŘÍŠEK, Vladimír. Change of the Day, From Which Old-Age Pension Shall be Paid (in Czech: Změna data přiznání důchodu), Národní pojištění. 2018, pgs. 16-22. ISSN 0323-2395.

## 8.3. Other Sources and Links

Government of the Czech Republic: National Reform Program of the Czech Republic 2018, <https://www.vlada.cz/assets/evropske-zalezitosti/aktualne/NPR-2018---EN.pdf>

Communication From The Commission To The European Parliament, The European Council, The Council, The European Central Bank and The Eurogroup: 2019 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, accessible via: [https://ec.europa.eu/info/sites/info/files/file\\_import/2019-european-semester-country-report-czech-republic\\_en.pdf](https://ec.europa.eu/info/sites/info/files/file_import/2019-european-semester-country-report-czech-republic_en.pdf)

Czech Republic Report, Sustainable Governance Indicators 2018, accessible via: [https://www.sgi-network.org/docs/2018/country/SGI2018\\_Czechia.pdf](https://www.sgi-network.org/docs/2018/country/SGI2018_Czechia.pdf)

Other useful links:

- [www.uradprace.cz](http://www.uradprace.cz) - Integrated Ministry of Labour and Social Affairs' Portal

- [www.uradprace.cz/web/en/eures/](http://www.uradprace.cz/web/en/eures/) - European Job Mobility Portal
- [www.cssz.cz](http://www.cssz.cz) - Czech Social Security Administration
- [www.suip.cz](http://www.suip.cz) - State Labour Inspection Office
- [www.esfcr.cz](http://www.esfcr.cz) - European Social Fund
- [www.equalcr.cz](http://www.equalcr.cz) - Community Initiative EQUAL
- [www.cuzk.cz](http://www.cuzk.cz) - Registry of Territorial Identification, Addresses and Real Estates
- [cz.osha.europa.eu](http://cz.osha.europa.eu) - Czech Focal Point for Occupational Safety and Health
- [www.cizinci.cz](http://www.cizinci.cz) - Integration of Foreigners in the Czech Republic
- [www.coe.int/en/web/european-social-charter/national-reports](http://www.coe.int/en/web/european-social-charter/national-reports) - European Social Charter, reports on the Czech Republic
- [www.justice.cz](http://www.justice.cz) - the Czech website operated by the Ministry of Justice on collective complaints under the scrutiny of the European Committee of Social Rights of the Council of Europe

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