



MAX PLANCK INSTITUTE  
FOR SOCIAL LAW AND SOCIAL POLICY

## Social Law Reports

Martin Štefko

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

Reported Period: January 2020 – December 2021

Cite as: Social Law Report No. 2/2022

© Max Planck Institute for Social Law and Social Policy, Munich 2022.

Department of Foreign and International Social Law

All rights reserved.

ISSN 2366-7893

Max Planck Institute for Social Law and Social Policy

Amalienstraße 33, D-80799 Munich, Germany

Tel.: +49 (0)89 38602-0

Fax: +49 (0)89 38602-490

E-mail: [info@mpisoc.mpg.de](mailto:info@mpisoc.mpg.de)

<http://www.mpisoc.mpg.de>

---

## CONTENT OVERVIEW

1. CURRENT ECONOMIC, POLITICAL AND SOCIAL SITUATION .....	1
2. REFORMS OF THE MAIN SOCIAL PROTECTION SCHEMES .....	3
2.1. OLD AGE PENSIONS AT RETIREMENT AGE .....	3
2.2. SUPPLEMENTARY RETIREMENT INSURANCE SCHEMES .....	4
2.3. INVALIDITY AND SURVIVOR'S PENSION .....	4
2.4. HEALTH CARE .....	4
2.5. MATERNITY AND PATERNITY BENEFITS .....	5
2.6. PARENTAL BENEFITS UNDER STATUTORY SICKNESS INSURANCE .....	5
2.7. LONG-TERM CARE PROVISIONS .....	7
2.8. UNEMPLOYMENT BENEFITS AND LABOUR MARKET POLICIES .....	7
2.9. FAMILY BENEFITS .....	9
2.10. SOCIAL ASSISTANCE BENEFITS .....	9
2.11. SOCIAL HOUSING AND EMERGENCY ASSISTANCE .....	10
2.12. SOCIAL SERVICES .....	10
2.13. SUPPORT TO SELF-EMPLOYED PERSONS .....	11
3. OCCUPATIONAL BENEFITS .....	11
4. ORGANIZATION, ADMINISTRATION AND FINANCING ISSUES .....	13
5. JUDICIAL PROTECTION OF SOCIAL RIGHTS .....	14
6. INTERNATIONAL SOCIAL LAW .....	17
6.1. INTERNATIONAL SOCIAL SECURITY AGREEMENTS .....	17
6.2. INTERNATIONAL SOCIAL STANDARDS .....	17
7. LIST OF IMPORTANT ACTS .....	18
8. SELECTED PUBLICATIONS .....	19
8.1. BOOKS .....	19
8.2. ARTICLES .....	20
8.3. ELECTRONIC SOURCES .....	20

## LIST OF ABBREVIATIONS

CSSA	Czech Social Security Administration
ČSSD	Czech Social Democrat Party
CSU	Czech Statistical Unit
CZK	Czech Koruna
CZSO	Czech Statistical Office
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 especially heavy disability of functions

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

The Czech Republic is a country with an advanced and export-oriented market economy. The main Czech Republic industrial branches are such as the chemical, engineering, food and metallurgical one. The most significantly export-oriented sector is the production of cars.

This paper analyses the state support to employers, free lancers and general aid measures, which intended to facilitate the access to Czech social protection in the years 2020 and 2021. The left-centre government has created a new benefit for self-employed people, has changed and prolonged sick attendance benefits for employees with children, and has almost depleted state budget on state subsidy programme intended to finance "die Kurzarbeit" and a list of aid programmes for various branches of the Czech economy. Analysed measures must be read in their context.

Despite of all its efforts, the Babis government lost parliamentary elections in October 2021 and went into opposition. In November 2021, infection numbers were higher than ever before and the state of emergency was invoked once again, the new government seems to try a different approach: to hold out without a complete lock-down. It tries to keep the economy open and to minimize the huge deficit. Despite of the highest inflation in the last 20 years, the new government proclaimed another goal: Its burning ambition is to do a modest welfare policy.

State debt rose to 40.8% of GDP in 2021, amounting to CZK 2 466 billion in absolute terms as of 31 December 2021, which represents a year-on-year increase of CZK 416 billion.<sup>2</sup>

The year 2020 was significantly affected in economic indicators by the global pandemic Covid-19. In 2020, the Czech Republic experienced the deepest economic downturn in history. GDP fell by 5.8% compared to last year. Consumer prices rose by 3.2% year-on-year; the largest contributors to the increase in the price level were costs for food, alcoholic beverages and tobacco, as well as for housing and electricity. In the last quarter of 2020, due to the pandemic, retail sales (down 7%) and construction output (down 8.7%) also declined significantly.

The expected recovery in 2021 comes slowly and only in some sectors of the economy. The recovery is mainly driven by increased consumption by households and governments, with investment activities growing strongly. The domestic labour market remained relatively crisis-proof in 2020 and the first three quarters of 2021. Government measures in the form of

---

<sup>1</sup> This report is based on research conducted by Martin Štefko 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).

<sup>2</sup> Cf. Ministry of Finance report that can be accessed at: <https://www.kurzy.cz/zpravy/627792-strategie-financovani-a-rizeni-statniho-dluhu-ceske-republiky-na-rok-2022/> (6 January 2022).

"Antivirus" programmes to support employment maintenance during the Corona pandemic were the main driver.<sup>3</sup>

According to a report published by the Czech National Bank, the pandemic did not translate into a significant increase in the unemployment rate. On the contrary, the fall in the number of hours worked was much more pronounced compared to long-term experience. The Czech National Bank sees the reason why all the decline in employment did not spill over into unemployment as the fact that some of the previously employed (e.g. women with part-time jobs) left the labour force, which led to a reduction in the economic activity rate of the Czech population. However, in view of the more or less restrictive anti-pandemic measures lasting almost a year, it cannot be ruled out that this is also at least partly a temporary phenomenon. Some of the dismissed employees were not actively looking for employment during the lockdown, and therefore were classified as economically inactive in the CSU Labour Force Survey.<sup>4</sup>

On 17 December 2021, Czech President Miloš Zeman appointed the cabinet of Petr Fiala, which became the sixteenth cabinet of the independent Czech Republic and the sixth headed by an ODS politician. Unlike in Babiš's previous second cabinet, the post of vice-president for digitalisation was defined and, in addition, three ministerial posts were created - the first for science, research and innovation, followed by the minister for legislation heading the government's legislative council. Moreover, the ministerial responsibility for European affairs was restored.

The results of the regular survey of living conditions and household incomes published by the Czech Statistical Office show that the rate of so-called income poverty was 9.5% and the number of materially and socially deprived households was 5%. The indicators in the publication are based on income data for 2019, i.e. before the appearance of the Covid-19 disease. Data for 2020 and 2021 are not yet available.

---

<sup>3</sup> Economic analysis of the Czech Republic – December 2021, cf. <https://www.mpo.cz/cz/rozcestnik/analyticke-materialy-a-statistiky/analyticke-materialy/analiza-vyvoje-ekonomiky-cr---prosinec-2021--265254/> (6 January 2021).

<sup>4</sup> Cf. report accessible at: [https://www.cnb.cz/cs/o\\_cnb/cnblog/Covid-na-ceskem-trhu-prace/](https://www.cnb.cz/cs/o_cnb/cnblog/Covid-na-ceskem-trhu-prace/) (December 2021).

## 2. REFORMS OF THE MAIN SOCIAL PROTECTION SCHEMES

### 2.1. Old Age Pensions at Retirement Age

In 2020, the government increased existing pensions twice as much as required by law,<sup>5</sup> by an average of CZK 900<sup>6</sup> per month, an increase of 6.7%, followed by an increase of CZK 839 per month in 2021.

On 23 November 2020, the law on the Extraordinary Single Pensioner's Allowance (SPD) came into force. The one-off supplement of CZK 5,000 was provided for the elderly and other beneficiaries of statutory pensions.

The average old-age pension crossed the threshold of CZK 15,000 for the first time in 2021, as the government led by Andrej Babiš's ANO party had promised. As a result, in a year-on-year comparison, pension expenditures grew while the total number of allocated old-age pensions dropped, largely due to effects of the Covid-19 pandemic. Nevertheless, a further ad-hoc increase of CZK 300 has been adopted for 2022.<sup>7</sup> The average pension will increase by CZK 800 to over CZK 16,000 in 2022.<sup>8</sup>

The regular rules for old-age pensions were applied with respect to the flat-rate component (basic amount) which was raised to CZK 3,490 in 2020 and to CZK 3,550 (€139) per month in 2021, corresponding to 10% of monthly average wage. The earnings-related element which is calculated from the Personal Assessment Base (percentage amount) was increased by 5.2%, plus a fixed amount of CZK 151 in 2020.

The Ministry of Labour and Social Affairs has published a proposal for pension reform in 2021. However, the proposal was criticized for not improving the long-term financial sustainability of the pension system, and its main proponent, the ČSSD, which went into the elections with the slogan of "Fair Pensions", did not make it to the Chamber of Deputies of Parliament. As a result, no consensus was reached on the pension reform, the reform proposal was rejected in Parliament, and another opportunity to carry out a more fundamental reform of the public pension system was missed.

---

<sup>5</sup> Since January 2018, the indexation of pensions is determined by the sum of the rise in the consumer price index, or the pensioner cost-of-living index (whichever is higher), and one half of real wage growth (Act No. 203/2017 Coll.). If the increase in the average pension according to the standard indexation formula is less than 2.7%, the government is entitled issue a regulation for the indexation of pensions up to this value. However, further ad-hoc adjustments have been made that extend beyond this framework.

<sup>6</sup> 100 CZK is equivalent to about 4 Euro.

<sup>7</sup> Act No. 323/2021 Coll.

<sup>8</sup> Ministry of Finance of the Czech Republic, Fiscal Outlook, November 2021, available at: <https://www.mfcr.cz/assets/en/media/Fiscal-Outlook-of-the-Czech-Republic-November-2021.pdf>

## 2.2. Supplementary Retirement Insurance Schemes

In 2020 and 2021, there were no significant legislative changes to supplementary pension savings and supplementary pension schemes.

According to the data provided by pension companies to the Ministry of Finance, as of 30 September 2021, there were a total of 4.4 million non-terminated supplementary pension schemes and supplementary pension savings, which is an increase of 7,000 supplementary pension schemes and supplementary pension savings (+0.2%) compared to the end of 2020. Of these, 1.6 million supplementary pension schemes/supplementary pension savings are managed by employer contributions. The volume of contributions of participants in supplementary pension insurance and supplementary pension savings reached CZK 29.3 billion in this period. The total amount of average monthly contributions to one of the supplementary schemes, both supplementary pension insurance and supplementary pension savings, decreased by CZK 4 to CZK 766 compared to the end of 2020; the average monthly contributions in supplementary pension insurance fell by CZK 4 to CZK 750 and in supplementary pension savings by CZK 8 to CZK 804.<sup>9</sup>

## 2.3. Invalidity and Survivor's Pension

Apart from the increased part of the assessment basis, there have been no changes concerning invalidity or survivors' pensions.<sup>10</sup>

## 2.4. Health Care

As the pandemic reared and reduced staffing levels of the health workers, dozens by dozens, the government called in the military, students and qualified volunteers and lay persons. Hundreds of military personnel, mainly qualified medics, and students of medicine were to strengthen or even replace key hospitals' staff and aid workers at providers of welfare assistance. The army was ordered to build up two field hospitals and prepare for the worst case scenario. In addition to state measures, a wave of solidarity woke up in the nation unseen before: aid workers ordered to be locked at homes for elderly and stayed with them for weeks if not months without returning to their families and homes. Volunteers came to the borders of those facilities to hand over meals, play music or just support in silence those, who neglected their personal life to help others.<sup>11</sup>

---

<sup>9</sup> Basic indicators of the development of supplementary pension insurance and supplementary pension savings as of 30.9.2021 including commentary from the Ministry of Finance, available at: <https://www.mfcr.cz/cs/%20soukromy-sektor/soukrome-penzijni-systemy/iii-pilir-doplňkove-penzijni-sporeni-a-p/vyvoj-penzijniho-pripojisti/2021/zakladni-ukazatele-vyvoje-penzijniho-pri-43829> (December 2021).

<sup>10</sup> For changes to orphans' pensions in February 2018 see SLR 6/2018.

<sup>11</sup> Whereas some helped, others searched for ways how to violate the state measures and to live their life as they used to. The police had to quit several private parties and celebrations. Media reported and ostracized ministers, high state officials and politicians who took part in private parties.



The state adopted a few measures to increase and strengthen the net of health care providers. The bill on the compensation of persons providing paid health services has been approved. The law obliged health insurance companies to reimburse the costs of health care providers, which are connected to the ongoing coronavirus epidemic.<sup>12</sup> The state increased insurance premiums paid for state insurees to health care insurance companies.<sup>13</sup> The Ministry of Health approved a debt relief for selected state-run hospitals that are in long-term financial difficulties and for which the pandemic has made their situation even worse.<sup>14</sup> Similar steps were taken as regards welfare assistance providers. During the second wave of financing social services related to the coronavirus nearly a billion CZK was released to cover the increased costs of social services operators.

## 2.5. Maternity and Paternity Benefits

The requirements for obtaining maternity benefits or paternity benefits introduced as per 1 February 2018 have not changed. Insured fathers are entitled to paid paternity leave for seven calendar days that can be taken any time during the six weeks after the birth of a child or adoption of a child not older than 7 years of age. Paternity benefits amount to 70% of daily earnings up to a ceiling and are financed from sickness insurance.<sup>15</sup>

## 2.6. Parental Benefits Under Statutory Sickness Insurance

The main changes in paid leave in response to the Covid-19 containment measures concerned the attendance allowance (in Czech "ošetřovné"), a benefit for the care of dependants provided by the Statutory Sick Leave Insurance Act.<sup>16</sup> This benefit is normally available to employees unable to work because of taking care for a sick child under the age of ten years. The benefit is paid for nine calendar days (16 days for single parents) per individual case of care provision. During the pandemic, access conditions and the benefit level were adjusted to support parents, in particular during the extended periods of school closures:

One of the first measures imposed by the government as a reaction to the pandemic was the closure of elementary schools, secondary schools and universities and colleges as of 11 of March 2020. It was intended to last 14 days; however, in the end more than 1,7 million pupils and students were not allowed to return to schools until May or June. The second closure was even longer and forced them to stay home – save minor exceptions – from mid-October 2020 until the end of May 2021. Early childhood education and care (ECEC) centres were only available to children of "key workers" (health and social services). Yet, most of the parents

---

<sup>12</sup> According to the Ministry of Health, the final sum may amount up to CZK 5 billion.

<sup>13</sup> The government increased the payment for each person insured by the state by 500 CZK per month from 1 June 2020 and by another 200 CZK per month from 1 January 2021.

<sup>14</sup> Almost 6.6 billion CZK were allocated from the government's budget reserve.

<sup>15</sup> For details see SLR 6/2018, p. 6.

<sup>16</sup> The benefit is intended to support insured workers while they look after a sick member of their household or a relative.

who were eligible did not use the service.<sup>17</sup> As a result of this practice, parents had all their young children at home for a period of time and essentially had to provide for their education as well. The repeated closure of nurseries effected that many young children find it difficult to reintegrate into the collective.

To support parents during the extended school closures, the government decided to prolong and adjust attendance benefits accordingly. In March 2020, the Parliament passed a new law that increased the rights of beneficiaries in question. Insured parents were eligible to attendance benefits and to take leave to care for a child, for the whole period when their children stayed at home. In addition, the age limit for children was increased from under 10 to under 14 years,<sup>18</sup> and the personal scope of application was temporarily extended to self-employed parents. Moreover, the benefit was temporarily increased, at first from 60% to 70% of earnings (counted from the reduced daily assessment base) since 14 October 2020, and from 70 to 80% of earnings since March 2021, and a parent could take the whole period in one block (instead of only 9 days in one block).<sup>19</sup>

Employees could apply for the long-term attendance benefits through their employers provided their children are in need of care because their school was closed by the respective state agency. Self-employed persons could file their applications directly at the District Social Security Administration (DSSA) office where they are registered. Outside of school closures, the normal rules for access and benefit levels continued to apply, with benefits amounting to 60% of the daily assessment base, which is determined by dividing the employee's imputed earnings in the reference period (usually the last 12 calendar months) by the number of "creditable" calendar days falling within that reference period.<sup>20</sup>

The number of cases of long-term attendance benefit has been relatively low since its introduction. However, in 2020, numbers were sky rocketing for obvious reasons and the whole scheme was pushed in red numbers for the first time in the last 27 years.<sup>21</sup>

---

<sup>17</sup> Kocourková, Czech Republic country note, in: Koslowski et al., (eds.) 16th International Review of Leave Policies and Research 2020, at: [https://ub-deposit.fernuni-hagen.de/servlets/MCRFileNodeServlet/mir\\_derivate\\_00002067/Koslowski\\_et\\_al\\_Leave\\_Policies\\_2020.pdf](https://ub-deposit.fernuni-hagen.de/servlets/MCRFileNodeServlet/mir_derivate_00002067/Koslowski_et_al_Leave_Policies_2020.pdf).

<sup>18</sup> Cf. Act No. 133/2020 Coll. on certain amendments to social laws in connection with epidemic measures in 2020 (in Czech zákon č. 133/2020 Sb. o některých úpravách v sociálním zabezpečení v souvislosti s mimořádnými opatřeními při epidemii v roce 2020).

<sup>19</sup> Kocourková, *op.cit.*, 2020; Kocourková, Czech Republic country note, in: Koslowski et al. (eds.) 17th International Review of Leave Policies and Research 2021, at: [https://ub-deposit.fernuni-hagen.de/servlets/MCRFileNodeServlet/mir\\_derivate\\_00002197/Koslowski\\_et\\_al\\_Leave\\_Policies\\_2021.pdf](https://ub-deposit.fernuni-hagen.de/servlets/MCRFileNodeServlet/mir_derivate_00002197/Koslowski_et_al_Leave_Policies_2021.pdf).

<sup>20</sup> The daily assessment base is calculated as a percentage of the insured person's gross daily earnings in 2020: 90% of gross daily earnings up to 1,162 CZK, 60% from 1,162 CZK to 1,742 CZK, and 30% from 1,742 to 3,484 CZK. In 2021, income brackets for the reductions were slightly adjusted.

<sup>21</sup> Cf. [https://www.irozhlas.cz/ekonomika/nemovenska-covid-19-koronavirus-schodek-definicit-ministerstvo-prace-a\\_2008051707\\_gak](https://www.irozhlas.cz/ekonomika/nemovenska-covid-19-koronavirus-schodek-definicit-ministerstvo-prace-a_2008051707_gak) (19 November 2021).

## 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 social services. The pandemic has essentially suspended reform efforts in this area. Moreover, it particularly hit the people depending on those services. The state had initially focused on containing the epidemic in nursing homes, which soon experienced outbreaks with relatively high mortality rates.

## 2.8. Unemployment Benefits and Labour Market Policies

Czech public employment policy has been based on the model that employers are obliged to preserve jobs and pay employees wage compensation even though they are not able to work for public policy reasons, such as quarantine proclaimed by the state. In general, employers respected this state policy to maintain employment. The obligations imposed on the employer are set forth in Sections 207-210 of the Labour Code. These sections list all the circumstances under which an employer may not order an employee to work (e.g. downtime or work stoppages for reasons of bad weather). Although there were regulations in place, the government decided to take a different approach. Thus, instead of applying the existing and effective regulations, it has hastily adopted a new financial programme to compensate businesses for employees unable to work, without seriously addressing critical opinions, especially from academia.

On 1 April 2020, by Resolution No. 353, the Government of the Czech Republic approved a targeted programme to support employment the "Antivirus Programme", which is applicable for Czech and foreign employees. The aim of the programme was to mitigate the negative impact of the COVID-19 pandemic on employment and help companies protect jobs in the Czech Republic. In order for companies not to resort to layoffs, the programme allowed the state to compensate employees' wages for companies that face economic risks due to Covid-19. The programme was implemented by the Labour Office of the Czech Republic. Antivirus provides a partial reimbursement of employee remuneration costs incurred as result of an inability to allocate work due to certain so-called barriers on the part of the employer or the employee. Employers were provided with financial support from the public funds under two regimes (Regime A in case of forced restriction of operation due to emergency measures and quarantine or Regime B in case of related economic difficulties).

Under the A Regime, employers are provided with financial support, which applies to the following situations: If operation of a business is closed as a result of anti-epidemic measures (regime "A Plus"), employers receive financial support from public funds in the amount of 100% of the wage + social and health insurance contributions paid by the employer up to a maximum amount of CZK 50,000 (per employee for the respective month). If quarantine is imposed on an employee 80% of his/her wage and social and health insurance contributions paid by the employer are reimbursed by the state up to a maximum amount of CZK 39,000 (per employee who is ordered to quarantine/per month).

Under the B Regime, employers are granted from public funds 60% reimbursement of the wage and social and health insurance contributions paid by the employer up to a maximum amount of CZK 29,000 (per employee for the respective month). This applies in the following situations: Where there are obstacles to work on the employers' side due to the quarantine or child care needs of a significant proportion (at least 30%) of its employees, employees (except for those in quarantine or taking care of children) are entitled to receive 100% of their average earnings. Where there are obstacles to work on the employers' side due to shortages of supplies, employees are entitled to receive 80% of their average earnings. Where there are obstacles to work on the employers' side due to a drop in sales of the employer's products or a drop in demand for services rendered by the employer, employees are entitled to receive 60% of their average earnings.<sup>22</sup>

It must be added that there was a C Regime as well. It provided for a statutory waiver of social security premiums and contributions to the state employment policy paid by employers as taxpayers. This programme applied, under specific conditions, to employers with less than 50 employees and to the months of June, July and August 2020.

Employers applying for financial support had to fulfil the following conditions:

- they must comply with the provisions of the Czech Labour Code (i.e.; employees were not working but were laid off);
- they must have paid wages to the employees and also the mandatory social insurance contributions to the respective authorities;
- employees must continue to be in an employment relationship with the employer (i.e. they have not been dismissed).

State aid was paid to the employers on the basis of a written contract concluded between employers and the Czech Labour Office. Conditions imposed by the state have changed several times as the state adjusted the scheme to discovered malpractice and frauds.<sup>23</sup>

The Czech Government extended and amended all schemes of the Antivirus programme, i.e. Antivirus A, Antivirus B and Antivirus A Plus, as the situation worsened and lasted. Regime A had been set to expire by the end of 2021, while Regime B expired on 31 May 2021. On 29 November 2021, the Czech government extended both Antivirus programme regimes (A and B) until 28 February 2022.

For employees with disabilities hardly any special support was provided in 2020 except for an increase of the maximum amount of the employment allowance for people with disabilities

---

<sup>22</sup> The government has also launched a new website with detailed information on COVID-19 and FAQs with respect to the current measures imposed (<https://covid.gov.cz>).

<sup>23</sup> The Labour Office insisted on the fulfilment of a number of conditions. For example, employers must strictly follow the Labour Code, employees must not be in their probationary period and the employer has to pay wages and make all legal deductions.

from CZK 12 000 to CZK 12 800.<sup>24</sup> The government was authorized to issue a decree by which the allowance could be increased in line with increases in wage costs.

## 2.9. Family Benefits

The total amount of the parental allowance was raised, after 12 years without an increase, from CZK 220 000 to CZK 300 000 for a single childbirth, and from CZK 330 000 to CZK 450 000 for 2 or more children born at the same time (multiple births) from 1 January 2020. The increase applied to parents who received parental allowance for a child under the age of 4 as of 1 January 2020 and to parents who start obtaining parental allowance at any time from 1 January 2020.

The maximum limit is comparable to the maternity allowance. Families who have not provided proof of income will be entitled to opt for a maximum of up to CZK 10,000 as of 2020, and parents of multiple children up to CZK 15,000. Together with the increase in the parental allowance, the monthly limit for placing children under 2 in pre-school care, e.g. in a nursery/children's group, was increased from 46 to 92 hours. The attendance of a child over two years old is not monitored.

One of the key activities of the MLSA within the framework of family policy in 2020 was support for children's groups. The first children's groups started to be established in 2014. In 2020, 988 children's groups with a capacity of 12,921 places were providing childcare service. Children's groups thus help to reconcile family and working life for parents of approximately 15,000 children. By 2021, a further 250 children's groups with a capacity of 3 000 places are expected to be set up.

## 2.10. Social Assistance Benefits

With effect from 1 July 2021, it is now possible to apply for so-called substitute maintenance. This is a benefit that is intended to provide temporary financial support to dependent children in a situation where a parent is ordered by a court to pay maintenance (on the basis of an enforcement order) but fails to fulfil his or her maintenance obligation towards the child(ren). That is, he/she does not pay maintenance at all or pays it in a lower amount.

To qualify for the benefit, the following conditions must be met:

- the maintenance obligation (ordinary maintenance) is established by an enforcement order based on a court decision, but the obligor (parent-debtor) does not pay maintenance at all or in a lower amount,
- the child must be dependent according to the Act on State Social Support (Act No 117/1995 Coll.),

---

<sup>24</sup> Public employment policy boldly disregarded respective stipulations of Act No. 435/2004 Coll on employment (14 April 2020), as amended by Act No. 161/2020 Coll. on certain adjustments in the field of employment in connection with emergency measures during an epidemic.

- the dependent child must be a permanent resident of the Czech Republic, unless the law provides otherwise,
- the dependent child must be resident in the territory of the Czech Republic under the Act on Assistance in Material Need (Act No. 111/2006 Coll.), unless otherwise provided by law,
- the process of recovery of the maintenance owed has been initiated and the maintenance owed is thus recovered as a claim in enforcement proceedings or in proceedings for judicial enforcement of a decision (the aim is therefore that the beneficiary or his/her legal representative should consistently make use of the instruments available to him/her to enforce the right to maintenance by filing a petition for enforcement or a petition for judicial enforcement of a decision). This condition is fulfilled even in cases where the judicial enforcement of the decision or the execution has been suspended due to the debtor's lack of means, in the last 4 months before the application for replacement maintenance was filed, or during the course of these proceedings, or after the award of the right to replacement maintenance.

### **2.11. Social Housing and Emergency Assistance**

The Ministry of Labour and Social Affairs has failed to address the housing issue. Unfortunately, the Czech Republic does not yet have affordable or socially anchored housing legislation in 2020 and 2021.

Thus, the key regulation remains anchored in the Municipalities Act, which requires municipalities to ensure in their territory, in accordance with local conditions and local customs, that the conditions for the development of social care and for meeting the needs of its citizens are created. These include, in particular, meeting the need for housing, protection and development of health, transport and communications, information, education and training, general cultural development and the protection of the public order. Other measures to help with lack of income are counselling, a cash benefit called emergency immediate assistance, a food bank and other altruistic initiatives of the society.

### **2.12. Social Services**

The amendment to the Social Services Act in 2020 has led to a very significant increase in the care allowance for persons in III and IV degree of dependence who do not use residential social services. As of 1 April 2019, the allowance was increased for persons in stage IV dependency (full dependency) from CZK 13,200 to CZK 19,200. From 1 July 2019, the allowance for persons in stage III dependency (severe dependency) was increased from CZK 9,900 to CZK 13,900 for children and from CZK 8,800 to CZK 12,800 for adults.

### 2.13. Support to Self-Employed Persons

Ordinary social laws do not offer solid welfare rights to self-employed individuals, because the appropriate schemes of social insurance, i.e. sick leave insurance, is optional and not mandatory for self-employed individuals. The state helped self-employed persons who are taking care of a child from 6 to 13 years of age and were not able to go to work due to the coronavirus, to the value of 500 CZK per day. All self-employed, who had income only from their business, were exempted from paying health and social security contributions for six months. This exemption covered the amount of the minimum insurance premium, i.e. 4986 CZK. However, these contributions were not waived by the respective agencies.

In addition, self-employed persons were granted compensation bonuses, which directly supported self-employed persons in an amount of up to 25,000 CZK,<sup>25</sup> and later CZK 31,150. Self-employed were eligible to compensation benefits if the following conditions were met:

- a) a self-employed person under the definition of the Pensions Insurance Act,
- b) the activity performed is the principal activity (under clearly defined conditions it may also be an ancillary activity),
- c) the decrease in gross sales during the period from January to March 2020 was at least 10% compared to the period from January to March 2019 (if a business was set up after January 2019, the comparison counts the first 3 months period after setting up the business),
- d) the entity achieved at least 180,000 CZK of gross income in 2019 or at least 15,000 CZK/month in the case of a business set up after January 2019. An amendment to the Act on the Coronavirus Compensation Bonus was approved. This enabled the reimbursement payment per day to self-employed persons until 8 June 2020.<sup>26</sup> The measures for the self-employed were not revisited in 2022. The new government has decided to save more and set different priorities.

## 3. OCCUPATIONAL BENEFITS

Social protection in case of accidents at work and occupational diseases or injuries is still based on a compulsory liability insurance scheme which is financed by employers' contributions covering employees and some special groups. The scheme provides benefits in kind and earnings-related cash benefits. The old communist model was supplemented at the beginning of the 1990s by mandatory public insurance operated by two state-chosen private insurance

---

<sup>25</sup> Cf. Act No. 159/2020 Coll. on compensation (In Czech zákon o kompenzačním bonusu v souvislosti s krizovými opatřeními v souvislosti s výskytem koronaviru SARS CoV-2).

<sup>26</sup> The law anticipates that, under certain conditions (maximum 2 partners and not profiting from another form of state financial aid), owners of small limited liability companies could also benefit from the compensation bonus.

companies. This model consists of a mix of public insurance, operated by domestic insurance companies, and civil tort liability of employers. It neither corresponds to the German approach, with self-governing insurance associations financed by employer contributions, nor to the state administered schemes, in which the compensation for occupational accidents and disease is part of the general social security system.

As of 1 January 2020, compensation for loss of earnings after an occupational injury or illness, as well as for survivors of deceased workers, has been increased. The reason for this was a rise in the average earnings on which the compensation is calculated. Likewise, the percentage of pensions was increased by 5.2 per cent, corresponding to CZK 151.

In the Czech Republic, the consequences of an occupational accident or an occupational disease are dealt with via the employer's statutory liability. All legislative steps for the introduction of an accident insurance have been dropped. It is difficult to push through even partial reforms of the current system; and in 2022 these are not expected.

In addition to a number of preventive and mitigating laws and governmental measures, there is a countervailing measure applied by the Ministry of Health that goes in the opposite direction: informally limiting recognized victims of occupational diseases. Although COVID-19 is recognized as an occupational disease, the Ministry of Health declared that only health and aid workers are eligible to claim compensation. This narrow interpretation has been pushed forward by internal opinion and finds no support in the wording of the respective laws.<sup>27</sup> However, it can be a way to limit the number of recognized and compensated victims. The reason can be found in the current compensation scheme.

The current scheme has one huge advantage for beneficiaries. Unlike in other Western European countries (with the exception of Luxembourg), injured employees receive full compensation for loss of earnings in the case of permanent benefits. In addition, liability for damages due to occupational accidents or diseases is a result liability. This means that the breach of a statutory duty is not a prerequisite or condition for establishing liability. The employer is liable under the following conditions:

- occurrence of occupational accident or disease,
- harm to an employee or his/her relatives,
- nexus (connection: harm suffered because of occupational accident or disease).

Thus, preferred occupational groups, such as health care or aid workers who have been infected with COVID-19 are sure to be compensated. However, those of other jobs and occupations, such as janitors in the same health or welfare assistance facilities must prove,

---

<sup>27</sup> The definition of what constitutes a disease is provided in secondary legislation in the form of a list. According to Act no. 290/1995, which provides the list of occupational diseases, diseases include, for example, carpal tunnel syndrome or cancer because of exposure to asbestos. There is also a legal definition of an occupational accident in Sections 380 and 387 of the Labour Code. An occupational accident is a sudden, short-term, physical, external impact on an employee's health directly related to work.



according to the government, that they have been infected with COVID-19 in the course of their employment. Although such an interpretation fails to meet requirements set forth in the Labour Code, it can prevail in practice because injured employees of unprivileged occupations must go to courts. The ministry cannot be sure that judges will uphold its legal opinion, but it will certainly take a long time before there will be a solid case law. In addition, these cases are rarely appealed to higher courts due to high court fees. Case law of lower courts is not published and hard to access even for experts.

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

Decisions on temporary incapacity for work are made electronically from 1 January 2020. The lengthy circulation of paper documents has been abandoned and replaced by electronic circulation of documents. That means, the attending physician reports the occurrence, duration and termination of temporary incapacity for work directly to the Social Security Administration only electronically and no longer issues any paper parts of the sick leave certificate to the employee for the employer. Only the "Temporarily Incapacitated Insured Person's Card", which the employee keeps with him/her for his/her own use and information, has been retained. Reporting to the Social Security Administration the occurrence of temporary incapacity for work is automatically considered a claim for sick leave when the temporary incapacity for work exceeds 14 calendar days. The electronic report on the end of temporary incapacity for work, which the attending doctor also sends directly to the Social Security Administration, is automatically also proof of the end of payment of sickness benefits. However, the employee is still obliged to inform his employer immediately of his temporary incapacity for work (e.g. by telephone, e-mail). During the temporary incapacity for work (depending on his/her state of health) and at any time after the end of the temporary incapacity for work, the employee may also prove to his/her employer the duration of the temporary incapacity for work by submitting the form "Temporarily Incapacitated Insured Person's Certificate", which the employee shall always keep at the end of the incapacity for work.

From 1 January 2021, self-employed persons can register for the flat-rate scheme with the tax authorities. The flat-rate scheme means joint collection of income tax, pension insurance premiums, state employment policy contributions and health insurance premiums in a flat-rate advance. The flat-rate scheme is governed by tax regulations, and the flat-rate advance payments are paid by self-employed persons to the tax authorities in accordance with the Income Tax Act. The tax office assesses whether the conditions for entering the flat-rate scheme and for its continuation are met.

Before explaining the changes in unemployment security, it is necessary to briefly point to the Czech peculiarity of this subsystem, for which the Czech Republic refused to be bound by ILO Convention 102. Support in case of unemployment is part of the state employment policy and

not considered a regular branch of social insurance under Czech law.<sup>28</sup> This is due to the unwillingness of the legislator to change the established system that provides to unemployed persons only extremely low benefits for a short period of time.

The ceiling (= maximum assessment base) for mandatory contributions to sickness insurance, pension insurance and contributions to the state employment policy, have been adjusted in 2020 and 2021:

- the maximum assessment base for social insurance contributions (which corresponds to 48 times the monthly average wage) amounted to CZK 1,672,080 per annum as of January 2020, and to CZK 1,701,168 as of January 2021; earnings exceeding the ceiling are not subject to compulsory contributions
- the minimum annual limit for participation in the pension insurance scheme of self-employed persons engaged in secondary activities amounted to CZK 83,604 in 2020 (to CZK 85,058 in 2021). Income below this threshold is considered as marginal by the legislator and is therefore excluded from compulsory insurance.

The minimum wage and average wage levels are relevant for employees, employers and the self-employed as parameters for social security contributions and health insurance. The government has increased the minimum wage five times during the last five years. Measured by the monthly rate, it increased from CZK 14,600 in 2020 to CZK 15,200 in 2021.

## 5. JUDICIAL PROTECTION OF SOCIAL RIGHTS

The Constitutional Court issued an important decision related to the protection of economic and social rights under the Charter on Fundamental Rights and Freedoms ("Charter"). By judgment of 24 August 2021 (Docket file No. Pl.ÚS 40/17)<sup>29</sup>, the Constitutional Court held that some amendments introduced in June 2017 to the Act No. 111/2006 on Assistance to Persons in Material Distress were violating fundamental rights protected by the Charter.

Act No. 111/2006 had introduced a special housing benefit in 2007 to reduce families' dependence on State welfare support (including housing allowance). It is a secondary source of State support and is intended only for those who do not qualify for housing allowance, or who do not have enough funds to cover their housing costs despite receiving other State support (including housing allowance).

According to amendments adopted in 2017, municipalities are entitled to declare certain parts of their municipality to be areas with an "increased incidence of socially undesirable phenomena" (referred to informally as "non-benefit areas"). Declaration of any area as "non-

---

<sup>28</sup> Contributions are paid by employers and self-employed to the state employment policy.

<sup>29</sup> Published in the Collection of Laws under No. 344/2021 Coll.

benefit" is possible only if the municipality proves that the respective area faces an increased incidence of socially undesirable phenomena, especially the disturbance of public order, negative impacts on children, the presence of substance users, etc. If this is the case, no new applicant moving to this area is entitled to receive housing benefit. Such limitations do not affect people already living in the non-benefit area under existing ownership, tenancy or other contractual agreements (i.e. "old" residents).<sup>30</sup>

On 6 December 2017, the Constitutional Court received a complaint filed by a group of 17 senators of the Senate of the Parliament of the Czech Republic (hereinafter referred to as "the petitioner") to repeal the amendments contained in §§ 33(9) and 33d of Act No. 111/2006 Coll.

According to the Constitutional Court, the main problem with the contested provisions is the conditioning of the housing benefit on the "non-monetary" objective of the maintenance of public order in the locality. This conclusion is reinforced by the area nature of the legal action undertaken by the municipality and its blanket impact on all potential applicants for the housing supplement, as the negative consequences of the measure will always be borne by persons other than those responsible. In terms of the objective declared by the contested measures of the provisions, the former are not in the same position, and yet they are treated in the same way. In practice, there have also been cases in which the non-benefit areas have been declared in the entire territory of a city. Many persons living in the declared areas are not affected by the occurrence of social undesirable phenomena, yet they are affected by the contested legislation, as they cannot legally be recipients of the housing benefit. This may lead them to living 'on the streets' and may result in the placement of children in children's homes, increased levels of crime and other socially undesirable phenomena. Here, the legislator has effectively constructed a strict liability of persons living in the defined area for the occurrence of socially undesirable phenomena. The only exemption is if they have a valid legal title to a dwelling in the area in question, which pre-dates the date of issue of the non-benefit area.

The Constitutional Court concluded that insofar as the contested provisions deny the right to the housing supplement to certain persons who otherwise meet the statutory criteria for its provision, simply because those persons wish to live in a locality which has been declared to be an 'area with a higher incidence of socially undesirable phenomena', they pursue an objective which is not reasonably (substantively) compatible with a general reduction in the individual standard of access to the social benefit of assistance in material distress under Art. 30(2) of the Charter.<sup>31</sup> Such condition for entitlement goes beyond the constitutional limits

---

<sup>30</sup> § 33 (9); § 33d Act No. 111/2006 as amended. This rule was intended to provide municipalities with a legal instrument against private owners of hostels and public lodgings who try to gather as many poor people as possible in their properties, charging them above-average fees and neglecting maintenance of the housing, leaving it unfit for habitation.

<sup>31</sup> The clarification of the law set forth in the amendments was aimed at enhancing legal certainty for applicants and preventing the concentration of persons at risk of social exclusion in places with high unemployment and low real estate prices, i.e. places where the so-called poverty business operates on a larger scale. The Constitutional Court found that the contested legislation could not stand from the point of view of granting the

on the exercise of the fundamental social right provided for in Article 41(1) of the Charter. Its constitutional incompatibility is exacerbated by the fact that the individuals are affected in a discriminatory way on the basis of an arbitrary aspect (the moment of acquisition of the title to housing in the area in question) and - in violation of Articles 1 and 3(1) of the Charter, amounting to an irrational unequal treatment of applicants for the housing supplement.

While it is primarily a matter for the legislature to assess the expediency and appropriateness of the legal arrangements necessary to enable individuals to exercise their social rights and freedoms in practice, its discretion is subject to certain limits arising from the supreme constitutional value of human dignity. Therefore, the statutory regulation must not de facto deny constitutionally guaranteed social rights, but must maintain a certain minimum standard ("an unbreakable limit"). Thus, although the issues at stake are essentially political in nature, a statutory implementation that empties the essential content of the right to assistance in material distress does not respect its essence and meaning, as required by Article 4(4) of the Charter.

The weakening of the cohesion of the inhabitants of a municipality creates room for social exclusion, and the municipalities' efforts to counteract this, at least on a local scale, by deploying the instruments of their autonomous competence are in themselves constitutionally consistent. However, the means and procedures used for this purpose must also be constitutional. The absence of a positive legal definition of the status of municipal citizenship in relation to the place of residence cannot be substituted by a negative definition that would effectively (in fact, indirectly) nullify the right to the assistance necessary to secure housing as one of the basic conditions of life.

The competence of a municipality to regulate socially undesirable phenomena could be approved by the Constitutional Court's review only if a measure, in its normative content, fell within the framework of aspects inherent in the nature of the right to assistance in material need, e.g. if it specified the conditions (definitional features) for the establishment of entitlement to the housing supplement, as defined in Section 33(1) to (8) of Act No. 111/2006 Coll., as amended. However, the Charter offers no evidence for an interpretation according to which the granting of the allowance can be linked to the absence of an increased incidence of socially undesirable phenomena in the recipient's place of residence, as is the case under § 33(9) of the Act No. 111/2006.

If the Labour Office, as a material need assistance authority, grants, in cases of special consideration a special permit for the purpose of housing in a housing facility, the municipality loses the possibility of effectively influencing the differentiation between the perpetrators of socially undesirable phenomena and other applicants for the supplement, which is the key to

---

supplementary housing allowance in flats, as there are more economical solutions aimed at limiting the benefits to persons who are not connected with the municipality where they apply for the benefit. In particular, it is the duty of the State and municipalities, as public entities, to promote the satisfaction of the basic housing needs of persons in material need.

preventing the emergence of excluded localities, disturbance of public order, so-called social tourism and poverty trafficking. The State has thus deprived itself of an important tool for addressing the social situation of individuals in favour of a restrictive measure that may exacerbate their social exclusion. In this sense, the institution of a general measure of a general nature misses the objective declared by the adoption of the contested provisions, at the expense of a more constitutionally friendly, individual-friendly instrument for the exercise of municipal self-government. Its statutory regulation is therefore not only unconstitutional but also appears to be superfluous.

The contested provisions constitute a manifestation of the legislator's unsystematic response to the long-standing problem of social exclusion, which has not been satisfactorily addressed. In violation of Article 3(3) of the Charter, they are detrimental to the constitutionally guaranteed right to assistance in material distress of persons exercising their constitutionally guaranteed freedom of residence under Article 14(1) of the Charter, and they are detrimental to the enjoyment of that freedom by those who give priority to entitlement to housing benefit.

Another case worth mentioning is the Constitutional Court decision of 30 July 2021 (Docket file No. II. ÚS 482/21), which deals with methods of medical age determination of juvenile migrants that contradict the standards developed under the UN Convention on the Rights of the Child; and the right to interpretation, translation and information as part of the right to a fair trial.<sup>32</sup>

## 6. INTERNATIONAL SOCIAL LAW

### 6.1. International Social Security Agreements

In 2020, an international treaty with Syria was published under No. 20/2020 Coll. and an administrative arrangement (21/2020 Coll.) to help apply this treaty. The treaty covers pensions, benefits for occupational injuries and diseases. In terms of personal coverage, the contract applies to all persons who are (were) insured in the Czech Republic or Syria, regardless of citizenship.

### 6.2. International Social Standards

In October 2020, the Czech Government submitted the 18<sup>th</sup> National Report on the implementation of the European Social Charter (1961) of the Council of Europe.<sup>33</sup>

---

<sup>32</sup> English translation available at: <https://www.usoud.cz/en/current-affairs/judgment-ii-us-482-21-of-30-july-2021-medical-age-assessment-of-juvenile-migrants-right-to-interpretation-translation-and-information>.

<sup>33</sup> The report can be accessed here: <https://www.coe.int/en/web/european-social-charter/czech-republic> (7 January 2022).

The collective complaint No. 191/2020 filed by the European Federation of National Organisations Working with the Homeless (FEANTSA) against the Czech Republic under the 1995 Additional Protocol to the European Social Charter (1961) was declared admissible by the European Committee on Social Rights on 9 December 2020. The complaint is directed against legislation, policy and practice regarding rental housing and housing supplement in the Czech Republic.<sup>34</sup> The European Committee of Social Rights decided on 9 December 2020 that the complaint is admissible.<sup>35</sup>

## 7. LIST OF IMPORTANT ACTS

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

### **Pension Insurance**

Act No. 540/2020 Coll. amending Act No 586/1992 Coll., on income taxes, as amended, and certain other acts in connection with the flat-rate tax

Act No. 323/2021 Coll. amending Act No 155/1995 Coll., on pension insurance, as amended, and Act No 582/1991 Coll., on the organisation and implementation of social security, as amended

Act No. 469/2020 Coll. on a one-off pensioner's allowance in 2020 and amending Act No 155/1995 Coll., on pension insurance, as amended

### **Sick Leave Insurance**

Act No. 330/2021 Coll., amending Act No. 187/2006 Coll., on Sickness Insurance, effective from 1 January 2022; brings changes to two sickness insurance benefits, namely paternity and long-term care benefits

Act No. 255/2020 Coll. on the reduction of penalties on social security contributions and state employment policy contributions paid by employers

Act No. 248/2021 Coll. amending Act No 435/2004 Coll., on Employment, as amended, and other related acts

### **Health Care**

Act No. 326/2021 Coll. amending certain acts in connection with the adoption of the Act on the Digitisation of Healthcare

---

<sup>34</sup> Available at: <https://hudoc.esc.coe.int/fre/?i=cc-191-2020-dadmiss-en>.

<sup>35</sup> Further information at: [https://hudoc.esc.coe.int/fre/#{%22sort%22:\[%22ESCPublicationDate%20Descending%22\],\[%22ESCDIdentifier%22:\[%22cc-191-2020-dadmiss-en%22\]}](https://hudoc.esc.coe.int/fre/#{%22sort%22:[%22ESCPublicationDate%20Descending%22],[%22ESCDIdentifier%22:[%22cc-191-2020-dadmiss-en%22]}) (citation 18 March 2022).

Act No. 371/2021 Coll. amending Act No 48/1997 Coll., on public health insurance and on amending and supplementing certain related acts, as amended, and certain other acts

### **State Social Support**

Act No. 261/2021 Coll. amending certain acts in connection with further computerisation of procedures of public authorities

Act No. 363/2021 Coll. amending Act No. 359/1999 Coll., on Social and Legal Protection of Children, as amended, and other related acts

Act No. 588/2020 Coll. on substitute maintenance for a dependent child and on amendments to certain related laws (Act on substitute maintenance)

### **Welfare Assistance**

Act No. 297/2021 Coll. on the provision of a lump sum of money to persons sterilised in violation of the law and on the amendment of certain related acts

Act No. 324/2021 Coll. on the one-off compensation of subjects affected by an extraordinary event at the Vlachovice-Vrbětice ammunition depot site and amending certain acts

Act No. 328/2021 Coll. amending Act No. 108/2006 Coll., on Social Services, as amended

## **8. SELECTED PUBLICATIONS**

### **8.1. Books**

Koldinská K., Šouša J., Štefko M., Hůrka P., Aldorf L., Janeček P., Tomeš I.: Social rights in Europe : 100 years of the International Labour Organization. 2020 ISBN 978-80-87284-81-0

Koldinska K.: Country report: Gender equality: How are EU laws transposed into national law? Czechia: Reporting period 1 January 2020 - 1 January 2021. Publications Office of the European Union ISBN 978-92-76-32189-7

KOMENDOVÁ, Jana, Michal SMEJKAL and Jan HORECKÝ. Consequences of the quarantine order in labour and social security legal relations. Právní rozhledy. C.H. Beck Publishing House, 2021, vol. 29, no. 10, pp. 357-364. ISSN 1210-6410.

KOMENDOVÁ, Jana. Coordination of family benefits within the EU. In Lacko Miloš. The European social model and its challenges. Trnava: University of Trnava, Faculty of Law, 2021. p. 115-129. ISBN 978-80-568-0204-5.

Roman, L. Štangová V. Social Security Law in Points with Examples Prague, 2021, ISBN 978-80-7380-856-3

Pichrt J. (ed): Labour law and social security in the coronavirus era 2020, ISBN 978-80-7630-008-8

## 8.2. Articles

Halířová G. Security of parents caring for children during school closures with a focus on the self-employed. Legal Proceedings. 2020.

Halířová G. Changes in parental allowance. Law and Family. 2020.

Sivák, J., "Očkování – povinnost či možnost z právní perspektivy. Soukromé právo (Vaccination – an obligation or an option from the legal perspective. – Private Law)," In Soukromé právo. – Roč. 8 (Wolters Kluwer, 2020), 1, p. 8

## 8.3. Electronic Sources

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, report can be accessed at [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, the report can be reached at [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
- <https://www.coe.int/en/web/european-social-charter/czech-republic> – European Social Charter, reports on the Czech Republic
- <https://www.justice.cz/web/msp/zpravy-o-cinnosti> – 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



Martin Štefko  
Associate Professor of Law  
Attorney at Kocián, Šolc, Balaščík s.r.o.  
Charles University, Faculty of Law  
Prague, Czech Republic

---