

Employment protection in the Czech Republic – 2008

Item 1 Notification procedures in the case of individual dismissal of a workers with a regular contract	Personal reasons: Notification of employee and trade union body, after previous warning. Redundancy: Notification of employee and trade union .
Item 2 Delay involved before notice can start	Personal reasons: Letter sent by mail or handed out directly, after previous warning. Redundancy: Advance consultation, with offer of another job or re-training if feasible; then letter sent by mail or handed directly to employee. In both cases the notice period starts to run from the first day of the calendar month following receipt of the letter.
Item 3 Length of notice period at different tenure durations	All workers: 2 months.
Item 4 Severance pay at different tenure durations	All workers: None. Redundancy case: 3 months. In cases of dismissal due to work-related accident or illness: 12 months.
Item 5 Definition of unfair dismissal	Fair: Dismissals for failure to meet performance requirements and for reasons of technological and organisational change. Unfair: Dismissals based on discrimination (age, sex, colour, religion, union membership, etc.).
Item 6 Length of trial period	3 months (all workers)
Item 7 Compensation following unfair dismissal	Unfair dismissal gives rise to a right to reinstatement. If reinstatement is not accepted by both parties, compensation is through severance pay and award of lost earnings during the court case (up to 6 months). Sums earned by the employee in the interim are set off against the award. There is no maximum amount for compensation. Typical compensation at 20 years tenure: 8 months.
Item 8 Reinstatement option for the employee following unfair dismissal	Reinstatement is always available to the employee.
Item 9 Maximum time period after dismissal notification up to which an unfair dismissal claim can be made	Two months after the day on which the contract was due to finish.
Item 10 Valid cases for use of fixed term contracts	Generally permitted.
Item 11 Maximum number of successive FTCs (initial contract plus renewals and/or prolongations)	No limit.
Item 12 Maximum cumulated duration of successive FTCs	The maximum duration of successive fixed term contracts is two years.
Item 13 Types of work for which temporary work agency (TWA) employment is legal	General.
Item 14 Are there restrictions on the number of renewals and/or prolongations of TWA contracts?	No.
Item 15 Maximum cumulated duration of TWA contracts	The maximum duration of successive TWA contracts is two years.
Item 16 Does the set-up of a TWA require authorisation or reporting obligations?	Requires authorization and periodic reporting obligations.
Item 17 Do regulations ensure equal treatment of regular workers and agency workers at the user firm?	Equal treatment on wages and conditions.
Item 18 Definition of collective dismissal	Collective dismissal is understood to be the termination of employment relationships within a period of 30 calendar days based on notice given by the employer to no less than: a) Ten employees of an employer employing from 20 to 100 employees, or b) 10% of employees of an employer employing from 101 to 300 employees, or c) 30 employees of an employer employing more than 300 employees
Item 19 Additional notification requirements (compared to Item 1) in cases of collective dismissal	Notification of employee representatives: Duty to inform competent trade union body. Notification of public authorities: Notification of district labour office.
Item 20 Additional delays involved (compared to Item 2)	Information to trade union and PES office 30 days before implementation.

Item 21 Other special costs to employers in case of collective dismissals	Type of negotiation required: Consultation on alternatives to redundancy and measures for finding new jobs. An employer is also under to submit a written report to the labour office about the results of discussions with the relevant union body or employee council. Selection criteria: not set out by legislation. Severance pay: No special regulations for collective dismissal.
---	---

This summary was produced by the OECD based on responses to a questionnaire submitted by authorities in OECD member countries. It describes the situation current as at 1 January 2008 and is the basis for calculating the OECD employment protection indicators. To find out more about the methodology used to calculate the OECD employment protection indicators, see www.oecd.org/employment/protection.