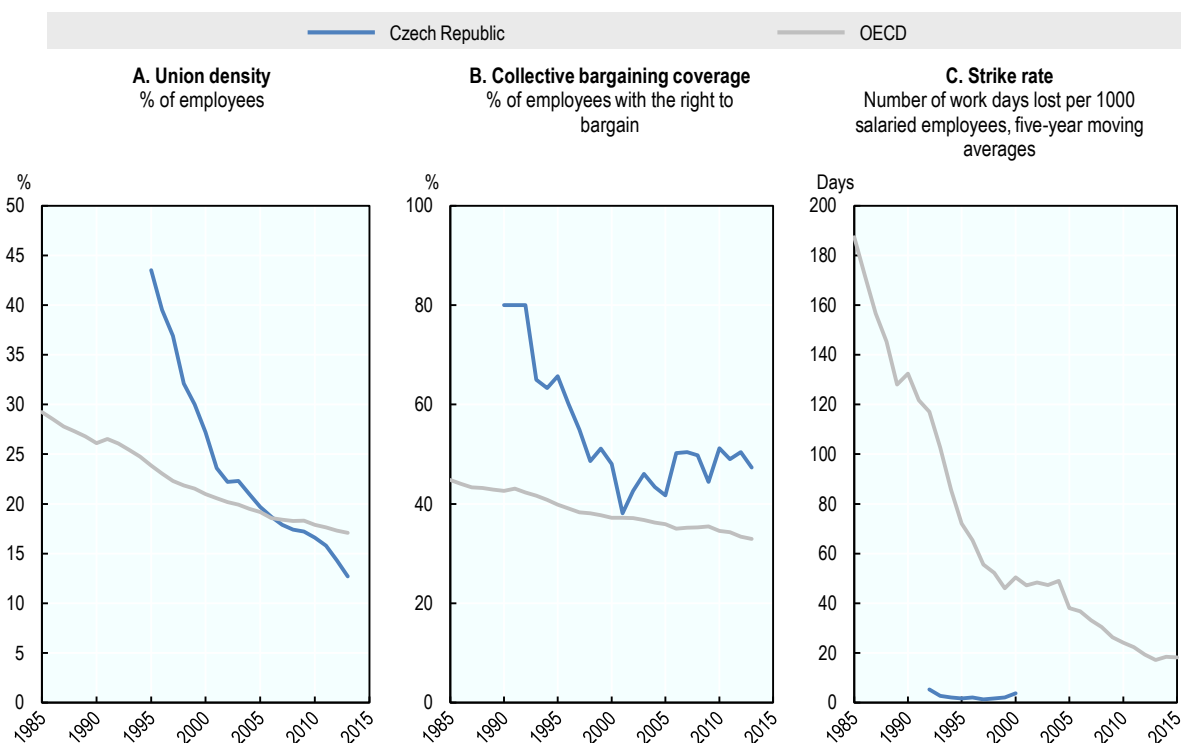


Czech Republic

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	10-20%
Employer's organisation density	60-70%
Collective bargaining coverage rate	40-50%
Quality of labour relations	High

TRENDS IN INDUSTRIAL RELATIONS IN THE CZECH REPUBLIC, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions *Erga omnes* de facto, but not clearly stated by law or agreements.

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Yes, but uncommon.

Procedure Extensions are issued by the Government upon a formal request of one of the parties.

Representativeness criteria Members of the employer organisation have to employ the largest number of employees in the sector. Trade unions have to represent the largest group of employees.

Public interest criteria No

Exemptions or possibility of appeal Exemption only *ex lege*: i.e. less than 20 employees, insolvency and bankruptcy, other higher collective agreement binding for the employer.

Duration of collective agreements

Average duration 12 months

Maximum duration of collective agreements • Cross-sectoral level: Not relevant.
• Firm and Sectoral levels: Yes, agreed by social partners.

Can contracting parties terminate an agreement before its expiry date? • Cross-sectoral level: Not relevant.
• Firm and Sectoral levels: Yes but parties have to (or usually do) renegotiate it.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? No rule.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? No

Does retroactivity apply only to members of signatory parties or does it cover all parties? To signatory parties including the non-union members in member firms of signatory employer organisation.

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

Forms of co-ordination

Mode of co-ordination Not relevant

Degree of co-ordination Not relevant

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	No	Not allowed.
Do agreements typically include a mediation/arbitration procedure?	No	No
Is it compulsory?	No	No

Worker representation at the workplace

Work council and union or union representatives but union predominant.

Board-level employee representation

Public sector	Yes
Private sector	No
Scope	State-owned companies.
Proportion/number of workers' representatives	1/3 of supervisory board.
Nomination of candidates	Agreement between employer and trade union.
Appointment mechanism	Election

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