



EMCC

European Monitoring Centre on Change

Czechia: Employees obligation to undertake training

Go to list page

Czechia

Phase:

Anticipation

Type:

Employees obligation to undertake training

Last modified: 18 June, 2021

Native name: Zákoník práce, zákon č. 262/2006 Sb.

English name: Labour Code (Law No. 262/2006 Coll.)

Article

230-235

Description

Improvement of qualification implies ongoing update of qualification, without a substantial change of the nature of the qualification itself (for instance by acquiring new skills). An employee is obliged to improve his/her qualification to perform an agreed type of work. The employer may require an employee to take part in courses or training, or similar initiatives. An employee's participation in such activities shall be considered as working time for which the employee is entitled to his/her wage or salary. The employer shall bear the costs connected with updating of qualification.

Qualification upgrade shall mean a change in the level of qualification, for example a secretary upgrading her qualification to payroll accountant. Qualification upgrade shall include studies, training and other forms of education for the purpose of attaining higher level education (qualification) provided that this conforms to the needs of the employer. An employee who upgrades his or her qualification in the interest of the employer is entitled to compensatory wage which covers the necessary time to attend lessons, courses of instruction or training and examinations within a study. The employer is not obliged to allow upgrading of qualification during working hours, nor to cover the associated costs. An employee shall not be forced by the employer to upgrade his or her qualification.

Comments

Improvement and upgrading of qualification are the most frequent forms of professional development of employees according to the Czech Labour Code. Both forms are often confused. Employers often chose the most favourable and less expensive option.

Cost covered by

Employee

Employer

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- DG Employment, Social Affairs and Equal Opportunities/Héra, Selected companies' legal obligations regarding restructuring, 2011
- Labour Code (Law No. 262/2006 Coll.)
- Zákon č. 262/2006 Sb., Zákoník práce

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- › Restructuring support instruments
- › Restructuring related legislation
- › Restructuring case studies
- › ERM publications

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- [Legal information](#)
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