



[Login](#)

EMCC

European Monitoring Centre on Change

## Czechia: Obligation to consider alternatives to collective dismissals

[Go to list page](#)

Czechia

Phase:

Management

Type: [Obligation to consider alternatives to collective dismissals](#)

Last modified: 22 March, 2023

Native name: **Zákoník práce, zákon č. 262/2006 Sb.; Zákon o zaměstnanosti, zákon č. 435/2004 Sb.**

English name: **Labour Code (Law No. 262/2006 Coll.); Employment Act (Law No. 435/2004 Coll.)**

### Article

62 Labour Code, 110 Employment Act

### Description

The purpose of consultations with the trade union organisation or the works council is to reach an agreement on the measures aimed at preventing or reducing collective dismissals (within 30 days, dismissals of at least 10 workers in companies with 20-100 employees, at least 10% in companies with 101-300 employees, or at least 30 workers in companies with more than 300 workers), the mitigation of their adverse effects for employees, and the possibility of placing workers in suitable jobs at another employer's place of work.

The Labour Office may conclude an agreement with the employer concerning the acquisition, upgrading or extension of a worker's qualifications. If employee's retraining is carried out on the basis of an agreement with the Labour Office, it can fully or partially cover the associated expenses.

If a training facility supplies the employee's retraining for an employer, an agreement is concluded among the employer, the retraining facility and the Labour Office.

Retraining of employees involving the acquisition, upgrade or extension of a qualification that takes place during working hours may be regarded as an obstacle to work on the part of the employee. For this period, the employee is entitled to an average earnings refund of wages. Retraining outside working hours takes place only if necessary.

### Comments

In 2016, 22,548 people were enrolled into retraining (in terms of active employment policy). Such provided retraining activities also include cases where an agreement has been concluded with the employer, concerning the acquisition, upgrade or extension of a worker's qualifications. However, the share of people who have been retrained due to collective dismissals is not registered.

#### Cost covered by

Employer  
National government

#### Involved actors other than national government

Public employment service  
Trade union  
Works council  
Other

#### Involvement others

Training facility

## Thresholds

Company size by number of employees:

20

Number of affected employees:

10

## Sources

-  DG Employment, Social Affairs and Equal Opportunities/Héra (2011), Selected companies' legal obligations regarding restructuring
-  Ius Laboris (2009), Collective Redundancies Guide, Brussels
-  [EMCC legal framework of restructuring](#)
-  [Labour Code \(Law No. 262/2006 Coll.\)](#)
-  [Zákoník práce](#)
-  [Employment Act \(Law No. 435/2004 Coll.\)](#)

Useful? Interesting? Tell us what you think. 

Eurofound welcomes feedback and updates on this regulation

Your name \*

E-mail \*

More information?

Homepage

Subject

Comment \*

Save

Preview

European Monitoring Centre on Change - EMCC

[About EMCC](#)

European Restructuring Monitor

-  [About the European Restructuring Monitor](#)
-  [Restructuring events database](#)
-  [Restructuring support instruments](#)
-  [Restructuring related legislation](#)

- [Restructuring case studies](#)
- [ERM publications](#)

[European Jobs Monitor](#)

[Labour market research](#)

[Case studies](#)

[Future of Manufacturing in Europe \(FOME\)](#)

[European Observatory on Quality of Life - EurLIFE](#)

[European Observatory of Working Life - EurWORK](#)

## Quick links

- Legal information
- Data protection
- Environmental policy
- Cookies
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map - how to get to Eurofound
- FAQ
- Sitemap



## Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

Press: [media@eurofound.europa.eu](mailto:media@eurofound.europa.eu)



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

