



EMCC

European Monitoring Centre on Change

Czechia: Public authorities information and consultation on dismissals

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Czechia

Phase:

Anticipation

Type:

Public authorities information and consultation on dismissals

Last modified: 22 March, 2023

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

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

Article

62

Description

The employer shall inform in writing the regional branch of the Labour Office (that is competent according to the employer's place of activities) of 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). In particular the employer shall inform of the reasons for such measures, the total number of employees and the number and professional structure of those employees affected by the measures, the period within which the collective dismissals will take place, the criteria proposed for the selection of employees to be made redundant and also the commencement of consultation with the trade union organisation and the works council.

The employer shall deliver to the regional branch of the Labour Office a written report on his/her decision on collective dismissals and on the results of consultations with the trade union organisation and the works council. One copy of this report shall be delivered to the trade union organisation and one to the works council. The trade union organisation and the works council have the right to give each its independent opinion on the employer's written report and deliver it to the regional branch of the Labour Office.

Comments

The vast majority of employers fulfil their duties and follow the law. In terms of press monitoring, the Research Institute for Labour and Social Affairs (RILSA) did not find any problematic case within the last two years.

An overview of the number of collective dismissals and number of dismissed workers between January 2013 - December 2016 is available [at this link](#) and summarised in the table here below. In 2016, the number of employers who reported collective dismissals decreased, while the number of employees affected increased instead. Until 2015, the number of collective dismissals and the number of dismissed workers in the Czech Republic decreased. This was mainly due to the improving state of the economy and the increasing demand for labour force.

	number of employers who reported collective dismissals	number of employees affected by collective dismissals
2013	340	17,489
2014	207	9,954
2015	126	4,709
2016	84	6,281

Cost covered by

Not applicable

Involved actors other than national government

Public employment service
Trade union
Works council

Thresholds

Company size by number of employees:

20

Number of affected employees:

10

Sources

-  Ius Laboris (2009), Collective Redundancies Guide, Brussels
-  [EMCC actors in restructuring](#)
-  [EMCC legal framework of restructuring](#)
-  Balcar, J., Karasek, Z. (2009), National background paper Czech Republic, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report, Brussels, European Commission
-  [Labour Code \(Law No. 262/2006 Coll.\)](#)
-  [Zákoník práce](#)
-  [Zprávy o činnosti Úřadu práce ČR za rok 2013, 2014, 2015, 2016 \(in Czech\)](#)

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